

Nebraska Statewide Region Plan

Greater Lincoln Workforce Development Area – Local plan

Greater Nebraska Workforce Development Area– Local plan

Greater Omaha Workforce Development Area– Local plan

Program Years 2025 – 2028

(July 1, 2025 – June 30, 2029)



Nebraska Statewide Region Plan

PY25 – PY28

(July 1, 2025 – June 30, 2029)

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As permitted under [20 CFR § 679.540\(b\)](#), the following content has been designated as appropriate for common response under the statewide regional plan.

1. The regional plan must include the following strategic planning elements described in [WIOA Sec. 108\(b\)\(1\)](#) for each economic development region identified in APPENDIX III of the *Statewide Region Plans and Local Plans* policy:

a. an analysis of economic conditions in the statewide planning region including analyses of:

Overview of economic conditions in Nebraska’s economic development regions (EDRs)

Central EDR

The Central EDR is made up of 14 counties, including Blaine, Custer, Valley, Greeley, Sherman, Buffalo, Phelps, Kearney, Adams, Clay, Harlan, Franklin, Webster and Nuckolls. The Central Region had a population of 136,637 in 2023 with 5,392 worksite establishments. This was a decrease of 1.2% in worksite establishments from the previous year. Median earnings were \$66,061, which was an increase of 6.7% from the previous year.

Grand Island MSA EDR

The Grand Island MSA EDR contains 4 counties including Howard, Hall, Merrick, and Hamilton. The Grand Island MSA region had a population of 86,126 with 2,857 work site establishments in 2023 which was a .3% decrease in worksite establishments. Median Earnings were \$64,648, which was a 4.5% increase from the previous year.

Lincoln MSA EDR

The Lincoln MSA EDR contains 2 counties, Lancaster and Seward. The Lincoln MSA region had a population of 339,707 with 10,338 worksite establishments in 2023 which was a decrease of 2.5% in worksite establishments from the previous year. Median Earnings were \$70,870, which was an 8.1% increase from the previous year.

Mid Plains EDR

The Mid Plains EDR contains 16 counties including Hooker, Thomas, McPherson, Logan, Keith, Perkins, Lincoln, Dawson, Chase, Hayes, Frontier, Gosper, Dundee, Hitchcock, Red Willow, and Furnas. The Mid Plains region had a population of 101,030 in 2023 with 3,831 worksite establishments which was a .5% decrease from the previous year. Median earnings were \$62,595, which was a 7.8% increase from the previous year.

Northeast EDR

The Northeast EDR covers 20 counties including Knox, Cedar, Dixon, Dakota, Thurston Wayne, Pierce, Antelope, Wheeler, Boone, Madison, Stanton, Cuming, Burt, Dodge, Colfax, Platte, Nance, Polk and Butler. The Northeast Region had a population of 235,826 in 2023. In 2023 there were 7,811 worksite establishments which was a .1% decrease from the previous year. Median Earnings were \$66,224, which was a 7.7% increase from the previous year.

Omaha Consortium EDR

The Omaha Consortium EDR contains 5 counties including Washington, Douglas, Sarpy, Cass, and Saunders. The Omaha Consortium had a population of 843,917 and 25,302 worksite establishments in 2023 which was a .2% decrease in worksite establishments from the previous year. Median earnings were \$81,503, which was an 8.1% increase from the previous year.

Panhandle EDR

The Panhandle EDR 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. The population of the Panhandle Region was 83,121 in 2023 with 3,015 worksite establishments. This was a decrease of 2.5% of worksite establishments from the previous year. Median earnings were \$58,553 which was a 6% increase from the previous year.

Sandhills EDR

The Sandhills EDR contains 10 counties including Cherry, Grant, Arthur, Keya Paha, Boyd, Holt, Rock, Brown, Loup, and Garfield. The Sandhills region had a population of 25,975 in 2023 with 1,365 worksite establishments which was a decrease of 2.2% in worksite establishments. Median Earnings were \$61,534 which was an increase of 8.5%.

Southeast EDR

The Southeast EDR contains 11 counties, including York, Fillmore, Saline, Thayer, Jefferson, Gage, Pawnee, Richardson, Nemaha, Johnson and Otoe. The Southeast Region had a population of 106,600 in 2023 with 3866 worksite establishments. This was a .3% decrease from the previous year in worksite establishments. Median earnings were \$64,676, which was a 10.3% increase from the previous year.

i. existing and emerging in-demand industry sectors and occupations; and

Tables 1 through 4 provide information on industry growth and decline over the five-year period of 2018 to 2023 in Nebraska's EDRs.

During this five-year period:

- industry sectors with the *most growth* statewide by percentage were:
 - construction (16.5%);
 - professional and technical services (11.6%);
 - real estate and rental & leasing (7.1%);
 - arts, entertainment, and recreation (6.8%); and
 - manufacturing (5%).
- industries with the *most decline* statewide by percentage were:
 - Finance and Insurance (7.1%); and
 - Mining, Quarrying, and Oil and Gas Extraction (7.8%).

The top industries with growth (by percentage) across Nebraska's EDRs were:

- arts, entertainment, and recreation,
- real estate and rental and leasing, and
- professional and technical services.

Industries experiencing decline in Nebraska's economic development regions were

- mining, quarrying, and oil and gas extraction,
- information management of companies and enterprises, and
- administrative and waste services.

Table 1: 2018-2023 industry comparison: Growth and decline rates among the State and Nebraska's EDRs

Industry sectors	State % growth and decline rate	Central EDR % growth or decline rate	Grand Island MSA EDR % growth or decline rate	Lincoln MSA EDR % growth or decline rate	Mid Plains EDR % growth or decline rate	Northeast EDR % growth or decline rate	Omaha Consortium EDR % growth or decline rate	Panhandle EDR % growth or decline rate	Sandhills EDR % growth or decline rate	Southeast EDR % growth or decline rate
Total, all industries	3.1	0.6%	2.2%	1.1%	0.5%	6.5%	2.4%	-4.9%	-2.6%	-3.4%
Accommodation and food services	4.0	3.4%	confidential	-0.7%	12.1%	0.8%	confidential	-2.3%	-20.8%	-3.8%
Administrative and waste services	2.9	10.5%	-27.5%	-16.8%	-2.8%	-11.6%	4.5%	-12.2%	4.4%	-3.6%
Agriculture, forestry, fishing & hunting	4.6	3.1%	-13.4%	confidential	17.4%	17.4%	3.7%	-3.2%	8.3%	0.1%
Arts, entertainment, and recreation	6.8	confidential	confidential	-5.2%	confidential	12.4%	confidential	34.1%	110.9%	24.0%
Construction	16.5	9.4%	confidential	18.5%	13.9%	8.2%	18.5%	5.8%	-0.5%	confidential
Educational services	1.9	confidential	0.5%	confidential	confidential	2.4%	2.1%	confidential	confidential	-2.7%
Finance and insurance	-7.1	-6.6%	-0.1%	-21.4%	-0.8%	2.9%	-16.1%	-10.4%	-2.7%	-6.8%
Health care and social assistance	3.1	-0.3%	4.9%	confidential	-3.8%	2.0%	5.9%	-10.2%	-5.8%	-7.6%
Information technology	-2.2	-13.9%	-16.5	11.9%	confidential	confidential	-18.9%	confidential	-17.2%	-26.5%
Management of companies and Enterprises	-0.5	-25.6%	confidential	11.1%	-7.1%	15.1%	confidential	-72.8%	78.4%	7.7%
Manufacturing	5.0	confidential	confidential	11.5%	3.4%	8.8%	5.1%	3.0%	15.1%	confidential
Mining, quarrying, and oil and gas extraction	-7.8	3.4%	-42.9%	confidential	-19.5%	-20.9%	2.2%	-32.3%	13.9%	-6.7%
Other services, ex. public admin	4.9	1.2%	confidential	5.6%	-4.8%	10.6%	7.1%	confidential	-8.3%	-4.0%
Professional and technical services	11.6	7.7%	8.0%	5.3%	1.2%	-2.9%	confidential	11.4%	12.5%	-4.3%
Public administration	1.8	3.5%	-3.6%	4.2%	-1.5%	1.7%	4.6%	-2.7%	-2.8%	-5.2%
Real estate and rental & leasing	7.1	9.0%	6.7%	8.9%	25.6%	8.1%	6.2%	8.0%	confidential	-12.9%
Retail trade	-3.0	-5.7%	-7.7%	-4.1%	0.1%	confidential	-3.9%	confidential	-5.3%	1.4%
Transportation and warehousing	3.3	-0.1%	confidential	-2.3%	10.3%	7.8%	confidential	6.3%	-18.2%	-2.0%
Utilities	1.7	confidential	confidential	confidential	6.3%	2.7%	6.7%	-7.6%	confidential	confidential
Wholesale trade	4.5	23.7%	7.4%	4.1%	-3.4%	confidential	1.6%	-15.5%	-11.2%	confidential

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

Notes: "Confidential" appears in the data due to small sample sizes

Table 2 shows the top five growth industries by percentage change between 2018 and 2023 period for industry sectors employing more than 100 individuals at Nebraska worksites. Growth and decline measurements are based on comparisons of number of positions employed within the industry in 2018 compared to number of positions employed in the same industry in 2023.

Information technology, finance and insurance, and retail job industry sectors remain consistently trend upward trend statewide and have been consistent growth industries and Table 2 indicates significant growth within the industry sectors for:

- mining, quarrying, and oil and gas extraction; and
- and management of companies and enterprises.

Table 2: 2018 and 2023 top five growth industries comparison for industries employing more than 100 individuals at Nebraska worksites: Statewide and EDRs

EDR	Industry sector	2018 #	2023 #	2018 to 2023 # change	2018 to 2023 % change
Statewide EDR	Finance and insurance	52221	56212	3991	7.6
	Information	17383	17775	392	2.3
	Management of companies and enterprises	21688	21791	103	0.5
	Mining, quarrying, and oil and gas extraction	997	1081	84	8.4
	Retail trade	104769	108009	3240	3.1
Central EDR	Arts, entertainment, and recreation	0	747	747	100
	Educational services	0	6397	6397	100
	Management of companies and enterprises	804	1080	276	34.3
	Manufacturing	0	8362	8362	100.0
	Utilities	0	577	577	100.0
Grand Island MSA EDR	Accommodation and food services	0	3264	3,264	100.0
	Construction	0	2133	2,133	100.0
	Manufacturing	0	8281	8,281	100.0
	Other services, ex. public admin	0	1128	1,128	100.0
	Transportation and warehousing	0	2174	2,174	100.0
Lincoln MSA EDR	Administrative and waste services	8194	9852	1,658	20.2
	Agriculture, forestry, fishing & hunting	0	666	666	100.0
	Educational services	0	19393	19,393	100.0
	Finance and insurance	7540	9590	2,050	27.2
	Health care and social assistance	0	26179	26,179	100.0
Mid Plains EDR	Finance and insurance	1327	1409	82	6.2
	Information	0	555	555	100.0
	Management of companies and enterprises	342	368	26	7.6%
	Mining, quarrying, and oil and gas extraction	103	128	25	24.3
	Other services, ex. public admin	984	1034	50	5.1
Northeast EDR	Arts, entertainment, and recreation	0	998	998	100.0
	Educational services	0	10087	10,087	100.0
	Information	0	827	827	100.0%
	Retail trade	0	11906	11,906	100.0%
	Wholesale trade	0	5314	5,314	100.0%
Omaha Consortium EDR	Accommodation and food services	0	36402	36,402	100.0%
	Arts, entertainment, and recreation	0	7879	7,879	100.0%
	Management of companies and enterprises	0	16024	16,024	100.0%
	Professional and technical services	0	26438	26,438	100.0%

EDR	Industry sector	2018 #	2023 #	2018 to 2023 # change	2018 to 2023 % change
Panhandle EDR	Transportation and warehousing	0	21080	21,080	100.0%
	Educational services	0	3723	3,723	100.0%
	Information	0	479	479	100.0%
	Management of companies and enterprises	176	647	471	267.6%
	Other services, ex. public admin	0	784	784	100.0%
	Retail trade	0	4645	4,645	100.0%
Sandhills EDR	Accommodation and food services	667	842	175	26.2%
	Information	101	122	21	20.8%
	Real estate and rental and leasing	0	44	44	100.0%
	Transportation and warehousing	368	450	82	22.3%
	Wholesale trade	737	830	93	12.6%
Southeast EDR	Construction	0	1740	1,740	100.0%
	Information	275	374	99	36.0%
	Manufacturing	0	8996	8,996	100.0%
	Utilities	0	1112	1,112	100.0%
	Wholesale trade	0	2066	2,066	100.0%

Table 3 describes projected industry sector growth based on expected employment levels between 2020 and 2030 within each of Nebraska's EDRs. Regional specializations have been identified using industry concentration/location quotients (LQs) which set 1.00 as the state or national average. For example, an LQ of 2 indicates employment is twice that of the remainder of the state or nation. Health care and social assistance is the predominant economic driver for most economic areas of concentration, followed by manufacturing. Significant concentrations include manufacturing in the Grand Island MSA EDR; manufacturing in the Northeast EDR; and agriculture, forestry, and fishing in the Sandhills EDR.

Table 3: Projected industry sector growth 2020-2030

EDR	Industry	2020 projected employment #	2020-2030 projected change in employment # 2020-2030	Projected % change between 2020-2030	In-state LQ	National LQ
Central ERD	Health care and social assistance	12,104	918	8.21%	1.15	1.08
	Accommodation and food services	5,454	643	13.37%	1.03	0.84
	Manufacturing	8,862	616	7.47%	1.22	1.37
	Educational services (including state and local gov)	7,379	346	4.92%	1.02	1.06
	Other services (except government)	3,212	341	11.88%	1.20	0.96
Grand Island MSA ERD	Manufacturing	8,487	643	8.20%	1.86	2.09
	Health care and social assistance	6,044	632	11.68%	0.89	0.84
	Accommodation and food services	3,523	530	17.71%	1.03	0.84
	Educational services (including state and local gov)	4,199	294	7.53%	0.91	0.94
	Other services (except government)	1,689	218	14.82%	0.99	0.79
Lincoln MSA EDR	Health care and social assistance	31,135	3,949	14.53%	1.07	1.01
	Accommodation and food services	16,650	3,922	30.81%	1.04	0.85
	Educational services (including state and local gov)	24,497	2,693	12.35%	1.21	1.25
	Arts, entertainment, and recreation	4,277	1,535	55.98%	1.29	1.19

EDR	Industry	2020 projected employment #	2020-2030 projected change in employment # 2020-2030	Projected % change between 2020-2030	In-state LQ	National LQ
	Construction	11,548	1,317	12.87%	1.03	1.09
Mid Plains EDR	Manufacturing	5,563	433	8.44%	1.08	1.21
	Transportation and warehousing	3,901	379	10.76%	1.48	1.83
	Health care and social assistance	6,768	310	4.80%	0.95	0.89
	Accommodation and food services	3,821	300	8.52%	1.07	0.88
	Educational services (including state and local gov)	4,765	269	5.98%	0.93	0.97
Northeast EDR	Manufacturing	26,725	1,722	6.89%	2.14	2.40
	Health care and social assistance	15,143	1,395	10.15%	0.82	0.77
	Transportation and warehousing	5,900	857	16.99%	0.86	1.06
	Educational services (including state and local gov)	12,395	759	6.52%	0.98	1.02
	Accommodation and food services	6,374	670	11.75%	0.71	0.58
Omaha Consortium EDR	Accommodation and food services	41,482	9,830	31.06%	1.07	0.88
	Health care and social assistance	69,882	6,798	10.78%	1.03	0.97
	Professional, scientific, and technical services	31,690	3,178	11.15%	1.40	0.97
	Educational services (including state and local gov)	43,496	3,071	7.60%	0.93	0.96
	Arts, entertainment, and recreation	8,758	2,753	45.85%	1.17	1.08
Panhandle EDR)	Accommodation and food services	3,255	400	14.01%	1.10	0.90
	Transportation and warehousing	2,586	227	9.62%	1.25	1.55
	Health care and social assistance	5,643	200	3.67%	1.01	0.95
	Educational services (including state and local gov)	4,279	193	4.72%	1.07	1.11
	Government	4,079	112	2.82%	1.51	1.33
Sandhills EDR	Educational services (including state and local gov)	1,298	99	8.26%	0.90	0.93
	Accommodation and food services	822	98	13.54%	0.80	0.65
	Health care and social assistance	1,818	81	4.66%	0.92	0.87
	Agriculture, forestry, and fishing	4,259	39	0.92%	5.63	19.60
	Professional, scientific, and technical services	287	30	11.67%	0.41	0.28
Southeast EDR	Educational services (including state and local gov)	5,654	452	8.69%	1.02	1.06
	Manufacturing	9,125	410	4.70%	1.75	1.96
	Health care and social assistance	6,970	329	4.95%	0.93	0.87
	Accommodation and food services	3,083	314	11.34%	0.80	0.66
	Government	4,932	186	3.92%	1.35	1.20

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

Table 4 shows the number of worksite establishments located in each EDR, including the percentage change in number of establishments in EDRs from 2022 to 2023. The number of worksite establishments decreased in all EDRs from 2022 to 2023. Median earnings increased across the state. The Grand Island MSA EDR saw the lowest percentage increase at 4.5%, with the highest being in the Southeast EDR at 10.3%. Sandhills EDR, Omaha Consortium EDR, and Lincoln MSA EDR also saw high median earnings increases of 8.5%, 8.1%, and 8.1% respectively.

Table 4: 2023 EDR populations, number of worksite establishments, and median earnings

EDR	Population	# of establishments	% change of establishments	Median earnings \$	Median earnings % change
Central EDR	136,637	5,392	-1.2	66,061	6.7
Grand Island MSA EDR	86,126	2,857	-0.3	64,648	4.5
Lincoln MSA EDR	339,707	10,338	-2.5	70,870	8.1
Mid Plains EDR	101,030	3,831	-0.5	62,595	7.8
Northeast EDR	235,826	7,811	-0.1	66,224	7.7
Omaha Consortium EDR	843,917	25,302	-0.2	81,503	8.1
Panhandle EDR	83,121	3,015	-2.5	58,553	6.0
Sandhills EDR	25,975	1,365	-2.2	61,534	8.5
Southeast EDR	106,600	3,866	-0.3	64,676	10.3

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

ii. employment needs of employers in those industry sectors and occupations

Studies were commissioned by Nebraska Departments of Labor and Economic Development beginning in 2013 to identify skills gaps in the labor force by workforce area and contributing factors. Below are key findings from the most recent studies conducted in each Economic Development Region. Studies date from 2016 through 2024. (Nebraska Labor Availability Study Publications in NEworks.)

Sandhills (2024):

- Worker shortages exist primarily in occupations that have lower formal education and work-experience requirements. They range across industries and occupations, including H3 (High wage, High skill, High demand) designated occupations.
- The single most prevalent driver of difficulty hiring is ‘not enough applicants.’
- The Sandhills region area workforce is well educated. While desirable in and of itself, this can pose problems for staffing lower-skill occupations that higher-educated workers may not accept due to return-on investment on education costs by the worker.
- In the Sandhills, potential job seekers had low willingness to relocate to another Nebraska city, O’Neill PJS had much higher willingness to relocate and commute (from another city within Nebraska) while Valentine had higher willingness to relocate inside of Nebraska. A majority of Sandhills region potential job seekers surveyed cite lack of area opportunities, area wages, and benefits as obstacles to employment.
- Local secondary and post-secondary graduates who remain in the area are larger than known job openings numbers in aggregate.

Mid-Plains (2024):

- Worker shortages exist primarily in occupations that have lower formal education and work-experience requirements. They range across industries and occupations, including H3 (High wage, High skill, High demand) designated occupations.
- The single most prevalent driver of difficulty hiring is ‘not enough applicants.’
- The Mid-Plains region area workforce is well educated. While desirable in and of itself, this can pose problems for staffing lower-skill occupations that higher-educated workers may not accept due to return-on investment on education costs by the worker.
- In the Mid-Plains, potential job seekers in McCook and Ogallala had low willingness to relocate to another Nebraska city, North Platte PJS had much higher willingness to relocate either inside or outside of Nebraska. Those expressing willingness to leave the state were those seeking higher wages. A majority of Mid-Plains region potential job seekers surveyed cite lack of area opportunities, area wages, and benefits, as obstacles to employment.
- Local secondary and post-secondary graduates who remain in the area are comparable to known job openings numbers in aggregate.

Southwest (2020):

- While 37.1% of potential job seekers held a Bachelor's or 4-year degree, only 2.5% of frequently hired occupations reported by employers required this level of educational attainment.
- Survey respondents reported any obstacles that may prevent them from changing their job or reentering the workforce in the next year. The most commonly cited obstacles to employment (lack of job opportunities in the area, inadequate pay and benefits) were job market-related issues rather than workforce-related issues such as having a lack of experience or training.
- More than 72% of Southwest Area employers reported it was difficult to find workers for the occupations they have recently hired or have been trying to hire.
- This study has identified that there is a large pool of individuals either actively seeking
- work or willing to change jobs or reenter the workforce in the next year if a suitable job is available.

Panhandle (2024):

- Worker shortages exist primarily in occupations that have lower formal education and work-experience requirements. They range across industries and occupations, including H3 (High wage, High skill, High demand)designated occupations.
- The single most prevalent driver of difficulty hiring is 'not enough applicants.'
- The Panhandle region area workforce is well educated. While desirable in and of itself, this can pose problems for staffing lower-skill occupations that higher-educated workers may not accept due to return-on investment on education costs by the worker.
- In the Panhandle, individuals in all labor sheds had low willingness to relocate to another Nebraska city, however Scottsbluff and Chadron had much higher willingness to relocate outside of Nebraska. Those expressing willingness to leave the state were younger workers or those with higher wages. A majority of Panhandle region potential job seekers surveyed cite area wages, lack of area opportunities, and benefits, as obstacles to employment.
- Local secondary and post-secondary graduates who remain in the area are comparable to known job openings numbers in aggregate.

Central (2023):

- In Grand Island, the top 3 industries with the greatest difficulty in hiring were construction, finance and insurance, and accommodation and food services. The top 3 occupation groups with greatest difficulty in hiring were construction and extraction, installation, maintenance, and repair, and healthcare practitioners and technical.
- In Grand Island, factors that were most important to potential job seekers when considering new employment included salary, paid vacation, paid sick leave, and retirement benefits. The top obstacles to employment were inadequate pay offered at local area employers, inadequate benefits at local area employers, and lack of job opportunities in the local area.
- In Kearney, the top 3 industries with the greatest difficulty in hiring were agriculture, construction, and administrative and waste services. The top 3 occupation groups with greatest difficulty in hiring were healthcare practitioners and technical, educational instruction and library, and construction and extraction.
- In Kearney, factors that were most important to potential job seekers when considering new employment included use of existing skills, commute time, work schedule, and job security/stability. The top obstacles to employment were lack of childcare, family commitments, and language barriers.
- In Hastings, the top 3 industries with the greatest difficulty in hiring were professional, scientific, and technical services, construction, and other services. The top 3 occupation groups with greatest difficulty in hiring were management, construction and extraction, and installation, maintenance, and repair.
- In Hastings, factors that were most important to potential job seekers when considering new employment included job security/stability, salary, paid vacation, and company values. The top obstacles to employment were lack of job opportunities, inadequate pay offered, and inadequate benefits at local area employers.

Northeast (2022):

- Across the region, the most popular reasons given for hiring difficulty were not enough applicants, poor work history, and wage demands too high.
- The most popular reasons given by potential job seekers as obstacles to employment were inadequate pay, inadequate benefits, lack of job opportunities, required relocation, and work schedule flexibility.
- In 2022 job seekers listed work from home/telecommuting as an important potential factor for seeking a new job at much higher rates than in 2017 – Fremont increased from 20.2% to 32.5%, Columbus increased from 18.3% to 30.1%, Norfolk increased from 17.2% to 26.2%, and Wayne increased from 9.2% to 27.6%.

Lincoln (2022):

- Worker shortages exist across a variety of ‘skilled’ and ‘unskilled’ occupations. They range across industries and occupations, including H3 (High wage, High skill, High demand) designated occupations.
- The single most important driver of difficulty hiring is ‘not enough applicants.’
- There exists an educated workforce in the Greater Lincoln area. While desirable in and of itself, this can pose problems for staffing lower-skill occupations that higher-educated workers may not accept due to return on investment on education costs by the worker.
- There is a high resident willingness to leave not only Lincoln but the entire state in search of a job that meets worker’s most important factors. A majority of Greater Lincoln potential job seekers surveyed cite area wages, work schedule flexibility, or lack of area opportunities as obstacles to employment.
- Local secondary and post-secondary graduates who remain in the area are not enough to fill local labor shortfalls.

Omaha (2022):

- In Omaha, the top 3 industries with the greatest difficulty in hiring were construction, accommodation and food services, and health care and social assistance. The top 3 occupation groups with greatest difficulty in hiring were construction and extraction, installation, maintenance, and repair, and personal care and service.
 - In Omaha, factors that were most important to potential job seekers when considering new employment included job security/stability, work schedule, and use of existing skills. The top obstacles to employment were work schedule flexibility, inadequate pay, and required relocation.
 - Businesses reported difficulty finding workers at 84.1%, much higher than in 2017 at 66.9%.
- b. an analysis of the knowledge and skills needed to meet employment needs of employers in and in-demand industry sectors and occupations in the statewide planning region;**

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 sector in each EDR. These tables include the education, work experience, and job training required for each position.

Statewide

Table 5: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$41,507	\$58,593	\$72,467	27,022	28,848	1,826	6.8%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$48,133	\$83,211	\$129,785	22,330	23,995	1,665	7.5%	Bachelor's degree	5 years or more	None
Registered Nurses	\$66,912	\$81,257	\$91,067	22,902	24,672	1,770	7.7%	Bachelor's degree	None	None
Software Developers	\$82,476	\$114,248	\$134,100	7,780	9,676	1,896	24.4%	Bachelor's degree	None	None
Accountants and Auditors	\$51,754	\$71,373	\$91,175	10,353	11,072	719	6.9%	Bachelor's degree	None	None
Electricians	\$42,856	\$61,856	\$71,712	6,368	7,258	890	14.0%	High school diploma or equivalent	None	Apprenticeship
Carpenters	\$36,808	\$49,063	\$58,097	7,994	8,581	587	7.3%	High school diploma or equivalent	None	Apprenticeship
Financial Managers	\$91,743	\$137,177	\$176,938	5,330	6,317	987	18.5%	Bachelor's degree	5 years or more	None
Human Resources Specialists	\$42,914	\$59,863	\$76,424	6,781	7,347	566	8.4%	Bachelor's degree	None	None
Medical and Health Services Managers	\$76,817	\$104,897	\$140,303	4,415	5,361	946	21.4%	Bachelor's degree	Less than 5 years	None

*Skill and Demand from 2022-2032 Long-term Occupational Projections, July 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024*

Central ERD

Table 6: H3 occupational employment percentages by industry sector, 2022 annual average

Industry sector	Employment # in H3 occupations	Total employment #	% of total industry employment in H3 occupations
Accommodation and Food Services	76	5,441	1.4%
Administrative and Support and Waste Management and Remediation Services	208	1,904	10.9%
Agriculture, Forestry, Fishing and Hunting	725	8,239	8.8%
Arts, Entertainment, and Recreation	91	718	12.7%
Construction	1,513	3,440	44.0%
Educational Services	3,919	7,339	53.4%
Finance and Insurance	532	2,170	24.5%
Government	1,247	4,683	26.6%
Health Care and Social Assistance	4,613	10,941	42.2%
Information	210	600	35.0%
Management of Companies and Enterprises	462	859	53.8%
Manufacturing	1,397	7,893	17.7%
Mining, Quarrying, and Oil and Gas Extraction	20	85	23.5%
Other Services (except Government)	817	3,194	25.6%
Professional, Scientific, and Technical Services	1,028	2,106	48.8%
Real Estate and Rental and Leasing	38	394	9.6%
Retail Trade	624	7,179	8.7%
Self Employed and Unpaid Family Workers, All Jobs	1,130	3,994	28.3%
Transportation and Warehousing	986	1,770	55.7%
Utilities	137	459	29.8%
Wholesale Trade	1,475	4,161	35.4%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 7: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$38,783	\$50,144	\$61,685	1,636	1,697	61	3.7%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$43,577	\$79,096	\$118,326	1,462	1,524	62	4.2%	Bachelor's degree	5 years or more	None
Registered Nurses	\$63,390	\$77,944	\$85,022	1,674	1,732	58	3.5%	Bachelor's degree	None	None
Farm Equipment Mechanics and Service Technicians	\$41,670	\$52,446	\$62,288	436	470	34	7.8%	High school diploma or equivalent	None	Long-term on-the-job training
Electricians	\$40,789	\$49,951	\$61,868	354	391	37	10.5%	High school diploma or equivalent	None	Apprenticeship
Carpenters	\$33,708	\$44,492	\$51,781	466	487	21	4.5%	High school diploma or equivalent	None	Apprenticeship
Licensed Practical and Licensed Vocational Nurses	\$47,953	\$56,159	\$61,479	533	549	16	3.0%	Postsecondary non-degree award	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$50,417	\$65,586	\$74,012	730	734	4	0.6%	Bachelor's degree	None	None
Elementary School Teachers, Except Special Education	\$48,126	\$66,117	\$71,494	653	657	4	0.6%	Bachelor's degree	None	None
Medical and Health Services Managers	\$74,155	\$102,988	\$137,729	279	316	37	13.3%	Bachelor's degree	Less than 5 years	None

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Grand Island MSA ERD

Table 8: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry sector	Employment in H3 occupations	Total employment	Percent of total industry employment in H3 occupations
Accommodation and Food Services	37	3,368	1.1%
Administrative and Support and Waste Management and Remediation Services	245	1,792	13.7%
Agriculture, Forestry, Fishing and Hunting	168	2,652	6.3%
Arts, Entertainment, and Recreation	41	483	8.5%
Construction	805	2,371	34.0%
Educational Services	2,019	3,922	51.5%
Finance and Insurance	757	2,030	37.3%
Government	699	2,386	29.3%
Health Care and Social Assistance	2,121	5,613	37.8%
Information	146	338	43.2%
Management of Companies and Enterprises	277	489	56.6%
Manufacturing	1,207	8,693	13.9%
Mining	4	30	13.3%
Other Services (except Government)	410	1,751	23.4%
Professional, Scientific, and Technical Services	578	1,076	53.7%
Real Estate and Rental and Leasing	43	397	10.8%
Retail Trade	530	5,396	9.8%
Self Employed and Unpaid Family Workers, All Jobs	601	2,576	23.3%
Transportation and Warehousing	1,022	2,114	48.3%
Utilities	60	173	34.7%
Wholesale Trade	923	2,278	40.5%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 9: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$43,164	\$55,794	\$70,889	1,208	1,275	67	5.6%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$47,480	\$80,144	\$114,615	956	1,019	63	6.6%	Bachelor's degree	5 years or more	None
Registered Nurses	\$64,198	\$81,056	\$91,570	751	807	56	7.5%	Bachelor's degree	None	None
Industrial Machinery Mechanics	\$50,809	\$53,551	\$65,297	262	326	64	24.4%	High school diploma or equivalent	None	Long-term on-the-job training
Elementary School Teachers, Except Special Education	\$47,099	\$64,742	\$71,680	580	608	28	4.8%	Bachelor's degree	None	None
Electricians	\$41,749	\$50,099	\$63,162	264	304	40	15.2%	High school diploma or equivalent	None	Apprenticeship
Accountants and Auditors	\$49,623	\$69,186	\$86,655	411	437	26	6.3%	Bachelor's degree	None	None
Financial Managers	\$84,754	\$132,054	\$179,576	193	232	39	20.2%	Bachelor's degree	5 years or more	None
Licensed Practical and Licensed Vocational Nurses	\$48,126	\$58,725	\$62,529	292	314	22	7.5%	Postsecondary non-degree award	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$49,424	\$65,132	\$72,119	389	407	18	4.6%	Bachelor's degree	None	None

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Lincoln MSA ERD

Table 10: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry sector	Employment in H3 occupations	Total employment	Percent of total industry employment in H3 occupations
Accommodation and Food Services	164	14,470	1.1%
Administrative and Support and Waste Management and Remediation Services	2,036	10,034	20.3%
Agriculture, Forestry, Fishing and Hunting	276	3,036	9.1%
Arts, Entertainment, and Recreation	455	3,446	13.2%
Construction	5,001	11,184	44.7%
Educational Services	12,394	22,250	55.7%
Finance and Insurance	4,516	9,595	47.1%
Government	8,336	16,030	52.0%
Health Care and Social Assistance	11,322	28,368	39.9%
Information	2,212	4,046	54.7%
Management of Companies and Enterprises	1,685	2,500	67.4%
Manufacturing	4,142	14,599	28.4%
Mining	2	12	16.7%
Other Services (except Government)	3,673	8,642	42.5%
Professional, Scientific, and Technical Services	6,708	10,924	61.4%
Real Estate and Rental and Leasing	283	1,996	14.2%
Retail Trade	2,063	18,548	11.1%
Self Employed and Unpaid Family Workers, All Jobs	4,668	12,300	38.0%
Transportation and Warehousing	5,630	10,276	54.8%
Utilities	446	796	56.0%
Wholesale Trade	1,640	4,731	34.7%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 11: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$52,969	\$95,068	\$96,013	5,546	5,918	372	6.7%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$50,645	\$86,112	\$131,237	4,138	4,467	329	8.0%	Bachelor's degree	5 years or more	None
Registered Nurses	\$66,356	\$84,597	\$90,275	4,406	4,667	261	5.9%	Bachelor's degree	None	None
Software Developers	\$71,662	\$106,090	\$121,874	1,543	1,913	370	24.0%	Bachelor's degree	None	None
Accountants and Auditors	\$46,431	\$64,762	\$84,232	2,178	2,328	150	6.9%	Bachelor's degree	None	None
Managers, All Other	\$72,810	\$112,138	\$142,381	2,023	2,132	109	5.4%	Bachelor's degree	Less than 5 years	None
Electricians	\$42,405	\$62,049	\$71,735	1,115	1,289	174	15.6%	High school diploma or equivalent	None	Apprenticeship
Carpenters	\$38,026	\$49,415	\$59,078	1,476	1,601	125	8.5%	High school diploma or equivalent	None	Apprenticeship
Compliance Officers	\$47,059	\$68,543	\$90,263	1,576	1,684	108	6.9%	Bachelor's degree	None	Moderate-term on-the-job training
Market Research Analysts and Marketing Specialists	\$36,618	\$56,224	\$71,734	942	1,089	147	15.6%	Bachelor's degree	None	None

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Mid-Plains ERD

Table 12: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	70	3,865	1.8%
Administrative and Support and Waste Management and Remediation Services	112	898	12.5%
Agriculture, Forestry, Fishing and Hunting	498	6,540	7.6%
Arts, Entertainment, and Recreation	36	570	6.3%
Construction	544	1,809	30.1%
Educational Services	2,440	4,763	51.2%
Finance and Insurance	452	1,632	27.7%
Government	896	4,063	22.1%
Health Care and Social Assistance	2,466	6,471	38.1%
Information	214	473	45.2%
Management of Companies and Enterprises	221	403	54.8%
Manufacturing	499	5,263	9.5%
Mining	27	109	24.8%
Other Services (except Government)	469	1,376	34.1%
Professional, Scientific, and Technical Services	442	1,058	41.8%
Real Estate and Rental and Leasing	37	282	13.1%
Retail Trade	421	5,412	7.8%
Self Employed and Unpaid Family Workers, All Jobs	601	2,538	23.7%
Transportation and Warehousing	1,327	3,523	37.7%
Utilities	406	663	61.2%
Wholesale Trade	935	2,409	38.8%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 13: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimate d jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$37,169	\$50,416	\$60,783	1,164	1,223	59	5.1%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$42,987	\$77,356	\$115,179	953	989	36	3.8%	Bachelor's degree	5 years or more	None
Registered Nurses	\$64,155	\$79,438	\$88,397	1,052	1,094	42	4.0%	Bachelor's degree	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$46,639	\$62,520	\$68,166	712	728	16	2.3%	Bachelor's degree	None	None
Elementary School Teachers, Except Special Education	\$47,287	\$65,228	\$68,886	553	567	14	2.5%	Bachelor's degree	None	None
Farm Equipment Mechanics and Service Technicians	\$42,015	\$53,901	\$62,216	300	328	28	9.3%	High school diploma or equivalent	None	Long-term on-the-job training
Licensed Practical and Licensed Vocational Nurses	\$47,549	\$57,113	\$61,788	321	331	10	3.1%	Postsecondary non-degree award	None	None
Automotive Service Technicians and Mechanics	\$36,157	\$50,425	\$60,514	280	288	8	2.9%	Postsecondary non-degree award	None	Short-term on-the-job training
Electricians	\$39,680	\$49,552	\$62,310	209	224	15	7.2%	High school diploma or equivalent	None	Apprenticeship
Accountants and Auditors	\$50,399	\$65,625	\$86,397	318	324	6	1.9%	Bachelor's degree	None	None

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Northeast ERD

Table 14: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry sector	Employment in H3 occupations	Total employment	Percent of total industry employment in H3 occupations
Accommodation and Food Services	82	6,501	1.3%
Administrative and Support and Waste Management and Remediation Services	538	3,400	15.8%
Agriculture, Forestry, Fishing and Hunting	1,045	13,975	7.5%
Arts, Entertainment, and Recreation	60	1,044	5.7%
Construction	1,853	5,450	34.0%
Educational Services	6,377	12,241	52.1%
Finance and Insurance	1,909	4,694	40.7%
Government	2,333	8,288	28.1%
Health Care and Social Assistance	5,578	13,842	40.3%
Information	278	862	32.3%
Management of Companies and Enterprises	141	251	56.2%
Manufacturing	3,766	26,106	14.4%
Mining	34	152	22.4%
Other Services (except Government)	883	3,706	23.8%
Professional, Scientific, and Technical Services	951	2,090	45.5%
Real Estate and Rental and Leasing	62	592	10.5%
Retail Trade	1,044	12,110	8.6%
Self Employed and Unpaid Family Workers, All Jobs	1,730	6,534	26.5%
Transportation and Warehousing	3,647	5,510	66.2%
Utilities	605	1,172	51.6%
Wholesale Trade	2,178	6,124	35.6%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 15: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$40,240	\$51,868	\$66,038	4,622	5,028	406	8.8%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$45,454	\$77,481	\$114,268	2,403	2,570	167	7.0%	Bachelor's degree	5 years or more	None
Registered Nurses	\$63,729	\$78,627	\$86,921	2,307	2,422	115	5.0%	Bachelor's degree	None	None
Industrial Machinery Mechanics	\$48,699	\$62,168	\$69,988	525	660	135	25.7%	High school diploma or equivalent	None	Long-term on-the-job training
Elementary School Teachers, Except Special Education	\$47,176	\$64,540	\$69,509	1,274	1,334	60	4.7%	Bachelor's degree	None	None
Electricians	\$42,080	\$55,005	\$65,792	694	783	89	12.8%	High school diploma or equivalent	None	Apprenticeship
Wind Turbine Service Technicians	NA	NA	NA	256	390	134	52.3%	Postsecondary non-degree award	None	Long-term on-the-job training
Secondary School Teachers, Except Special and Career/Technical Education	\$50,041	\$64,677	\$70,736	1,166	1,221	55	4.7%	Bachelor's degree	None	None
Accountants and Auditors	\$49,722	\$69,296	\$90,536	909	963	54	5.9%	Bachelor's degree	None	None
Farm Equipment Mechanics and Service Technicians	\$41,026	\$51,710	\$62,009	513	581	68	13.3%	High school diploma or equivalent	None	Long-term on-the-job training

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Omaha MSA ERD

Table 16: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry sector	Employment in H3 occupations	Total employment	Percent of total industry employment in H3 occupations
Accommodation and Food Services	628	37,137	1.7%
Administrative and Support and Waste Management and Remediation Services	7,126	32,306	22.1%
Agriculture, Forestry, Fishing and Hunting	298	3,575	8.3%
Arts, Entertainment, and Recreation	962	7,707	12.5%
Construction	14,960	30,055	49.8%
Educational Services	22,927	42,092	54.5%
Finance and Insurance	21,209	39,229	54.1%
Government	8,728	22,261	39.2%
Health Care and Social Assistance	30,149	65,879	45.8%
Information	6,538	10,154	64.4%
Management of Companies and Enterprises	9,906	14,997	66.1%
Manufacturing	6,613	29,829	22.2%
Mining	65	393	16.5%
Other Services (except Government)	5,156	16,122	32.0%
Professional, Scientific, and Technical Services	18,894	29,956	63.1%
Real Estate and Rental and Leasing	1,341	6,633	20.2%
Retail Trade	5,041	45,584	11.1%
Self Employed and Unpaid Family Workers, All Jobs	11,777	31,378	37.5%
Transportation and Warehousing	10,584	21,427	49.4%
Utilities	2,136	2,799	76.3%
Wholesale Trade	6,606	16,101	41.0%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 17: Projected employment needs by H3 occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$41,057	\$55,624	\$67,097	10,812	11,549	737	6.8%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$49,957	\$86,678	\$136,760	10,354	11,210	856	8.3%	Bachelor's degree	5 years or more	None
Registered Nurses	\$70,183	\$81,257	\$93,325	10,463	11,610	1,147	11.0%	Bachelor's degree	None	None
Software Developers	\$88,086	\$118,953	\$137,659	5,622	7,015	1,393	24.8%	Bachelor's degree	None	None
Accountants and Auditors	\$55,068	\$75,370	\$93,875	5,617	6,053	436	7.8%	Bachelor's degree	None	None
Financial Managers	\$97,513	\$138,227	\$183,254	3,248	3,868	620	19.1%	Bachelor's degree	5 years or more	None
Carpenters	\$39,484	\$50,096	\$60,207	4,500	4,873	373	8.3%	High school diploma or equivalent	None	Apprenticeship
Electricians	\$43,911	\$63,544	\$75,619	3,084	3,543	459	14.9%	High school diploma or equivalent	None	Apprenticeship
Human Resources Specialists	\$43,341	\$61,740	\$78,509	3,781	4,158	377	10.0%	Bachelor's degree	None	None
Medical and Health Services Managers	\$80,570	\$107,037	\$147,028	2,355	2,965	610	25.9%	Bachelor's degree	Less than 5 years	None

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Panhandle ERD

Table 18: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry sector	Employment in H3 occupations	Total employment	Percent of total industry employment in H3 occupations
Accommodation and Food Services	46	3,185	1.4%
Administrative and Support and Waste Management and Remediation Services	222	1,258	17.6%
Agriculture, Forestry, Fishing and Hunting	453	5,387	8.4%
Arts, Entertainment, and Recreation	20	278	7.2%
Construction	552	1,403	39.3%
Educational Services	2,113	4,361	48.5%
Finance and Insurance	368	1,302	28.3%
Government	948	3,800	24.9%
Health Care and Social Assistance	1,853	5,115	36.2%
Information	150	443	33.9%
Management of Companies and Enterprises	113	214	52.8%
Manufacturing	349	2,135	16.3%
Mining	27	127	21.3%
Other Services (except Government)	220	985	22.3%
Professional, Scientific, and Technical Services	408	964	42.3%
Real Estate and Rental and Leasing	21	181	11.6%
Retail Trade	419	4,574	9.2%
Self Employed and Unpaid Family Workers, All Jobs	498	1,863	26.7%
Transportation and Warehousing	981	2,361	41.6%
Utilities	168	285	58.9%
Wholesale Trade	670	1,835	36.5%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 19: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$40,153	\$50,681	\$60,500	693	721	28	4.0%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$43,266	\$75,641	\$109,908	766	797	31	4.1%	Bachelor's degree	5 years or more	None
Registered Nurses	\$64,311	\$76,521	\$86,773	795	815	20	2.5%	Bachelor's degree	None	None
Elementary School Teachers, Except Special Education	\$50,220	\$65,381	\$71,819	463	468	5	1.1%	Bachelor's degree	None	None
Licensed Practical and Licensed Vocational Nurses	\$49,121	\$57,812	\$61,717	338	346	8	2.4%	Postsecondary non-degree award	None	None
Farm Equipment Mechanics and Service Technicians	\$41,902	\$51,538	\$61,103	192	215	23	12.0%	High school diploma or equivalent	None	Long-term on-the-job training
Secondary School Teachers, Except Special and Career/Technical Education	\$49,544	\$65,245	\$72,069	442	446	4	0.9%	Bachelor's degree	None	None
Accountants and Auditors	\$46,472	\$64,151	\$84,496	244	251	7	2.9%	Bachelor's degree	None	None
Financial Managers	\$75,481	\$129,050	\$154,964	158	176	18	11.4%	Bachelor's degree	5 years or more	None
Software Developers	\$73,012	\$105,302	\$124,566	130	155	25	19.2%	Bachelor's degree	None	None

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Sandhills ERD

Table 20: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry sector	Employment in H3 occupations	Total employment	Percent of total industry employment in H3 occupations
Accommodation and Food Services	11	728	1.5%
Administrative and Support and Waste Management and Remediation Services	17	81	21.0%
Agriculture, Forestry, Fishing and Hunting	281	4,167	6.7%
Arts, Entertainment, and Recreation	4	115	3.5%
Construction	196	472	41.5%
Educational Services	638	1,235	51.7%
Finance and Insurance	119	425	28.0%
Government	199	1,132	17.6%
Health Care and Social Assistance	608	1,801	33.8%
Information	35	106	33.0%
Management of Companies and Enterprises	25	64	39.1%
Manufacturing	49	387	12.7%
Mining	12	48	25.0%
Other Services (except Government)	113	311	36.3%
Professional, Scientific, and Technical Services	88	271	32.5%
Real Estate and Rental and Leasing	2	53	3.8%
Retail Trade	91	1,257	7.2%
Self Employed and Unpaid Family Workers, All Jobs	171	657	26.0%
Transportation and Warehousing	205	343	59.8%
Utilities	53	98	54.1%
Wholesale Trade	243	820	29.6%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

Table 21: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experience d wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$39,637	\$47,829	\$59,920	372	384	12	3.2%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$40,663	\$74,012	\$109,976	283	295	12	4.2%	Bachelor's degree	5 years or more	None
Registered Nurses	\$59,852	\$78,099	\$82,415	290	301	11	3.8%	Bachelor's degree	None	None
Farm Equipment Mechanics and Service Technicians	\$40,607	\$51,912	\$57,887	116	132	16	13.8%	High school diploma or equivalent	None	Long-term on-the-job training
Elementary School Teachers, Except Special Education	\$47,428	\$64,277	\$67,284	191	200	9	4.7%	Bachelor's degree	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$46,499	\$63,676	\$66,728	188	196	8	4.3%	Bachelor's degree	None	None
Licensed Practical and Licensed Vocational Nurses	\$48,895	\$57,917	\$62,793	115	121	6	5.2%	Postsecondary non-degree award	None	None
Accountants and Auditors	\$47,065	\$66,177	\$84,250	80	85	5	6.3%	Bachelor's degree	None	None
Financial Managers	\$86,786	\$135,740	\$160,595	46	54	8	17.4%	Bachelor's degree	5 years or more	None
Medical and Health Services Managers	\$79,981	\$98,620	\$133,953	60	65	5	8.3%	Bachelor's degree	Less than 5 years	None

Source: Skill and Demand from 2022-2032 Long-term Occupational Projections, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

Southeast ERD

Table 22: H3 Occupational Employment Percentages by Industry Sector, 2022 Annual Average

Industry sector	Employment in H3 occupations	Total employment	Percent of total industry employment in H3 occupations
Accommodation and Food Services	55	2,935	1.9%
Administrative and Support and Waste Management and Remediation Services	150	1,077	13.9%
Agriculture, Forestry, Fishing and Hunting	621	7,544	8.2%
Arts, Entertainment, and Recreation	28	452	6.2%
Construction	733	1,952	37.6%
Educational Services	2,723	5,383	50.6%
Finance and Insurance	380	1,699	22.4%
Government	1,206	4,593	26.3%
Health Care and Social Assistance	2,448	6,581	37.2%
Information	111	306	36.3%
Management of Companies and Enterprises	53	85	62.4%
Manufacturing	1,611	8,585	18.8%
Mining	10	49	20.4%
Other Services (except Government)	458	1,428	32.1%
Professional, Scientific, and Technical Services	310	752	41.2%
Real Estate and Rental and Leasing	11	152	7.2%
Retail Trade	367	4,867	7.5%
Self Employed and Unpaid Family Workers, All Jobs	615	2,626	23.4%
Transportation and Warehousing	621	1,323	46.9%
Utilities	622	1,127	55.2%
Wholesale Trade	781	2,313	33.8%

Source: Custom calculation based on high wage, skill, demand (H3) indicators and 2022-2032 Long-term Industry Projections produced August 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2024

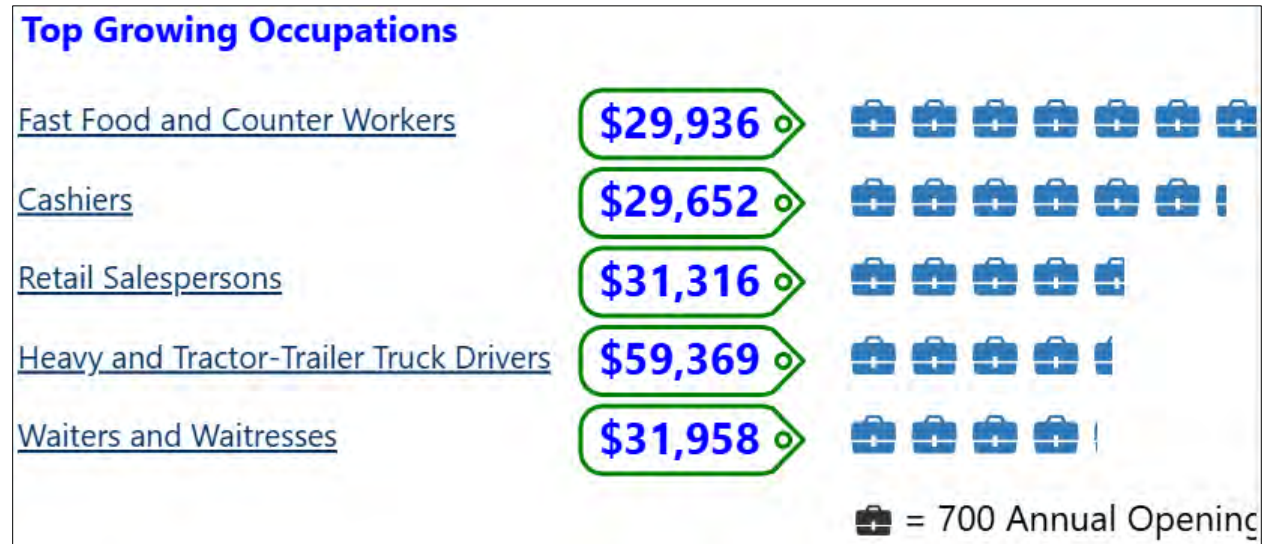
Table 23: Projected Employment Needs by H3 Occupations

SOC title	Entry level wage	Median annual wage	Experienced wage	2022 estimated jobs	2032 projected jobs	Growth	Percent change	Education	Work experience	Job training
Heavy and Tractor-Trailer Truck Drivers	\$38,278	\$50,736	\$60,323	1,001	1,056	55	5.5%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$42,976	\$79,791	\$120,426	997	1,060	63	6.3%	Bachelor's degree	5 years or more	None
Registered Nurses	\$65,373	\$80,430	\$87,429	875	935	60	6.9%	Bachelor's degree	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$47,694	\$64,640	\$69,074	669	690	21	3.1%	Bachelor's degree	None	None
Elementary School Teachers, Except Special Education	\$47,337	\$64,919	\$68,636	586	607	21	3.6%	Bachelor's degree	None	None
Plumbers, Pipefitters, and Steamfitters	\$38,543	\$50,718	\$65,101	404	428	24	5.9%	High school diploma or equivalent	None	Apprenticeship
Licensed Practical and Licensed Vocational Nurses	\$49,897	\$60,580	\$62,954	442	460	18	4.1%	Postsecondary non-degree award	None	None
Industrial Machinery Mechanics	\$47,485	\$62,824	\$70,536	216	258	42	19.4%	High school diploma or equivalent	None	Long-term on-the-job training
Farm Equipment Mechanics and Service Technicians	\$40,623	\$51,386	\$61,523	274	304	30	11.0%	High school diploma or equivalent	None	Long-term on-the-job training
Electricians	\$42,195	\$53,779	\$67,104	265	288	23	8.7%	High school diploma or equivalent	None	Apprenticeship

Source: Skill and Demand from 2022-2032 Long-term Occupational Predictions, August 2024 Wages from Occupational Employment Statistics, 2nd Quarter 2024 Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2024

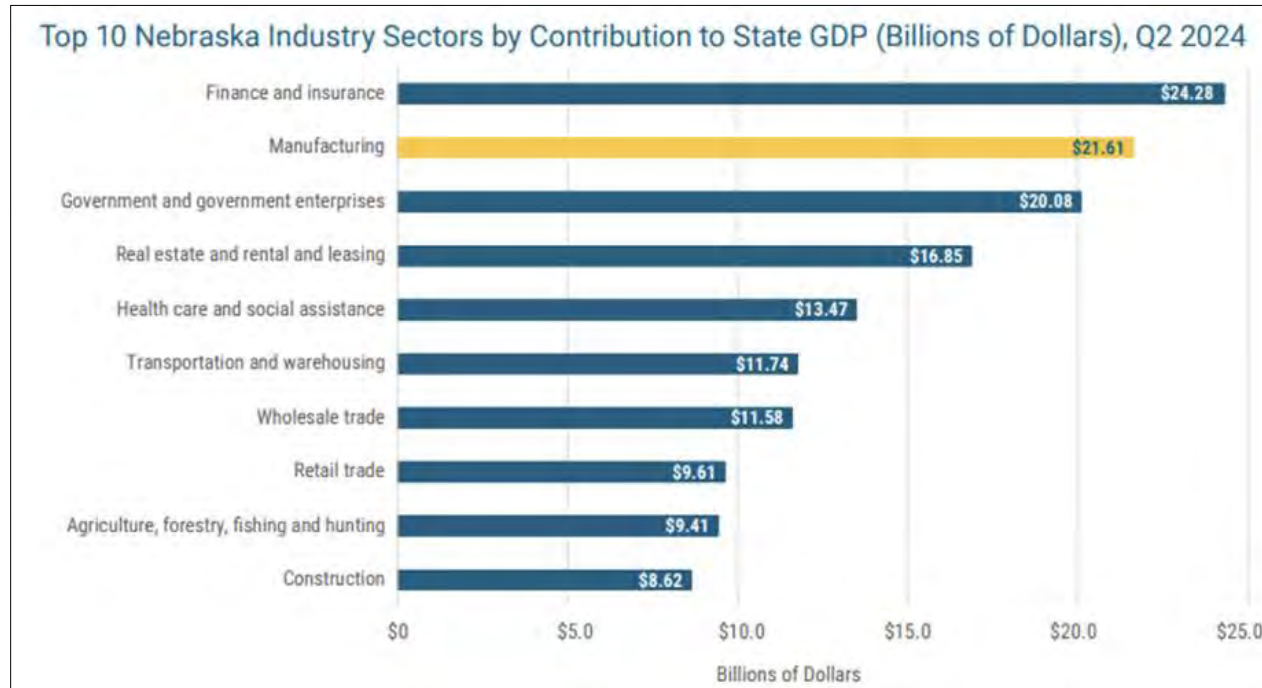
In addition to the above tables, providing data on H3 occupations and projected employment needs by industry sector in each EDR, Diagrams 1 and 2 provide information on in demand industry sectors and occupations within Nebraska.

Diagram 1. Top growing occupations



Source: Nebraska Department of Labor, Labor Market Information, Projections and Occupational Employment and Wage Statistics (OEWS) Program Data Time Period: 2022-2032

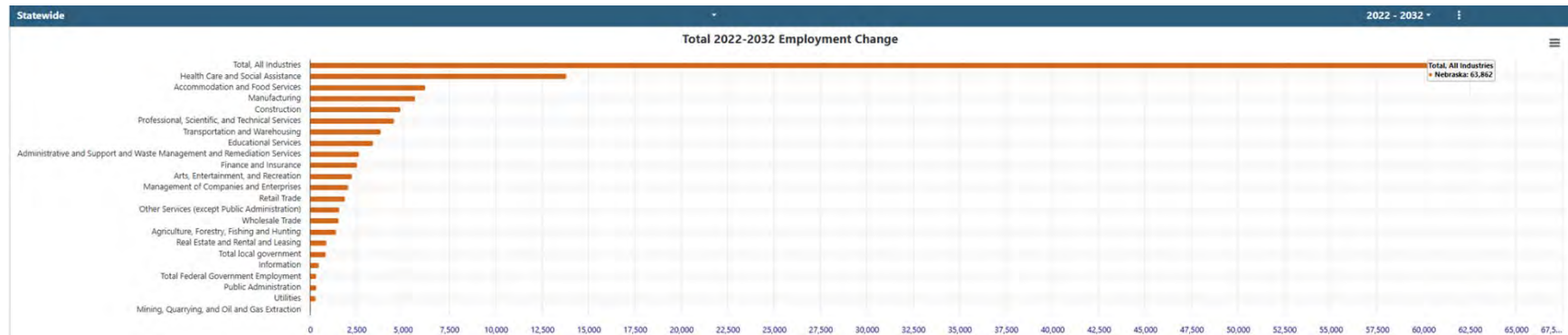
Diagram 2. Top 10 Nebraska Industry Sectors by Contributions to State GDP (Billions of Dollars), Q2 2024



Source: U.S. Bureau of Economic Analysis. GDP and Personal Income by State. October 2024. [bea.gov](https://www.bea.gov).

In the second quarter of 2024, manufacturing was ranked the second largest industry sector in Nebraska in terms of gross domestic product (GDP), according to the United States Bureau of Economic Analysis. The manufacturing sector generated \$21.6 billion in economic activity in second-quarter 2024 alone. The largest sector by GDP was finance and insurance (\$24.3 billion). Diagram 3 shows the projected employment change by industry between 2022 and 2023, statewide.

Diagram 3. Total 2022 – 2023 Employment Change.



Source: Nebraska Department of Labor, Labor Market Information, Projections

- c. **an analysis of the workforce in the statewide planning region, including analysis of current labor force employment (and unemployment) data, as well as information on labor market trends, and educational and skill levels of the workforce, including individuals with barriers to employment;**

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 43 provide information on the top advertised:

- detailed job skills for all positions; and
- tools and technology skills (Microsoft Office and forklift experience appear most frequently).

Statewide

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	9,780
2	Medication administration	Registered Nurse (RN) Skills	4,011
3	Record keeping	Bookkeeper Skills	947
4	Typing	Office Clerk Skills	891
5	Preventative maintenance	Maintenance Technician Skills	785
6	Welding	Welding Skills	755
7	Communicate effectively with patients	Medical Assistant Skills	712
8	Food preparation	Food Preparation Worker Skills	705
9	Inventory control	Bill and Account Collectors Skills	670
10	Inventory management	Bill and Account Collectors Skills	660

Source: NEworks Job Postings November 2024

Table 25: Top advertised tools and technology skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Microsoft (MS) Office	Office Suite Software	2,970
2	Artificial intelligence software	Industrial Control Software	1,481
3	Dice	Dice	1,230
4	Microsoft PowerPoint	Presentation Software	1,100
5	Cash Register	Cash Registers	978
6	Forklift	Forklifts	970
7	Personal protective equipment	Hazardous Material Protective Apparel	953
8	Motor vehicles	Automobiles or Cars	815
9	Wheelchair	Wheelchairs	688
10	Structured query language (SQL)	Database User Interface and Query Software	648

Source: NEworks Job Postings November 2024

Central EDR

Table 26: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Medication administration	Registered Nurse (RN) Skills	670
2	Customer service	Customer Service Skills	562
3	Communicate effectively with patients	Medical Assistant Skills	96
4	Food preparation	Food Preparation Worker Skills	95
5	Welding	Welding Skills	71
6	Enhance patient care	Physician Assistant Skills	67
7	Preventative maintenance	Maintenance Technician Skills	65
8	Inventory management	Bill and Account Collectors Skills	58
9	Inventory control	Bill and Account Collectors Skills	54
10	Record keeping	Bookkeeper Skills	48

Source: NEworks Job Postings November 2024

Table 27: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Microsoft (MS) Office	Office Suite Software	115
2	Cash Register	Cash Registers	101
3	Wheelchair	Wheelchairs	90
4	Forklift	Forklifts	78
5	Motor vehicles	Automobiles or Cars	70
6	Personal protective equipment	Hazardous Material Protective Apparel	65
7	Pallet Jack	Pallet Trucks	44
8	Tractors	Agricultural Tractors	43
9	USPS.com	Materials Requirements Planning Logistics and Supply Chain Software	40
10	Point of sale (POS) systems	Point of Sale (POS) Terminal	36

Source: NEworks Job Postings November 2024

Grand Island MSA EDR

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	493
2	Medication administration	Registered Nurse (RN) Skills	192
3	Communicate effectively with patients	Medical Assistant Skills	85
4	Enhance patient care	Physician Assistant Skills	56
5	Inventory management	Bill and Account Collectors Skills	52
6	Stand for long periods of time	Cashier Skills	52
7	Record keeping	Bookkeeper Skills	48
8	Food preparation	Food Preparation Worker Skills	40
9	Typing	Office Clerk Skills	34
10	Welding	Welding Skills	31

Source: NEworks Job Postings November 2024

Table 29: Top Advertised Tools and Technology Skills

Rank	Advertised tool and technology skill	Advertised skill group	Job opening match count
1	Microsoft (MS) Office	Office Suite Software	78
2	Cash Register	Cash Registers	63
3	Personal protective equipment	Hazardous Material Protective Apparel	48
4	Forklift	Forklifts	46
5	Point of sale (POS) systems	Point of Sale (POS) Terminal	42
6	Motor vehicles	Automobiles or Cars	37
7	Wheelchair	Wheelchairs	36
8	Dice	Dice	23
9	Microsoft PowerPoint	Presentation Software	22
10	Artificial intelligence software	Industrial Control Software	21

Source: *NEworks Job Postings November 2024*

Lincoln MSA EDR

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	1,600
2	Record keeping	Bookkeeper Skills	303
3	Medication administration	Registered Nurse (RN) Skills	209
4	Welding	Welding Skills	147
5	Preventative maintenance	Maintenance Technician Skills	145
6	Word processing	Office Clerk Skills	131
7	Assistance with activities of daily living	Home Health Aide Skills	127
8	Leadership development	Management Analyst Skills	126
9	Inventory control	Bill and Account Collectors Skills	115
10	Developing new business	Business Development Skills	113

Source: *NEworks Job Postings November 2024*

Table 31: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Microsoft (MS) Office	Office Suite Software	543
2	Artificial intelligence software	Industrial Control Software	238
3	Dice	Dice	202
4	Microsoft PowerPoint	Presentation Software	164
5	Forklift	Forklifts	163
6	Personal protective equipment	Hazardous Material Protective Apparel	161
7	Cash Register	Cash Registers	159
8	Structured query language (SQL)	Database User Interface and Query Software	148
9	Microsoft Excel	Spreadsheet Software	117
10	Microsoft Word	Word Processing Software	111

Source: *NEworks Job Postings November 2024*

Mid-Plains EDR

Table 32: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Medication administration	Registered Nurse (RN) Skills	461
2	Customer service	Customer Service Skills	307
3	Record keeping	Bookkeeper Skills	41
4	Food preparation	Food Preparation Worker Skills	40
5	Welding	Welding Skills	38
6	Discharge planning	Registered Nurse (RN) Skills	35
7	Background investigations	Recruiter Skills	30
8	Provides nursing supervision	Registered Nurse (RN) Skills	30
9	Preventative maintenance	Maintenance Technician Skills	26
10	Stand for long periods of time	Cashier Skills	23

Source: NWorks Job Postings November 2024

Table 33: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Wheelchair	Wheelchairs	106
2	Microsoft (MS) Office	Office Suite Software	61
3	Tractors	Agricultural Tractors	39
4	Personal Computer (PC)	Personal Computers	37
5	Cash Register	Cash Registers	36
6	Personal protective equipment	Hazardous Material Protective Apparel	32
7	Motor vehicles	Automobiles or Cars	29
8	USPS.com	Materials Requirements Planning Logistics and Supply Chain Software	29
9	Forklift	Forklifts	26
10	Point of sale (POS) systems	Point of Sale (POS) Terminal	22

Source: NWorks Job Postings November 2024

Northeast EDR

Table 34: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	1,006
2	Medication administration	Registered Nurse (RN) Skills	865
3	Maintain equipment	Maintenance Technician Skills	156
4	Typing	Office Clerk Skills	146
5	Install conduit	Construction Worker Skills	144
6	Climbing ladders	Roofer Skills	142
7	Install electrical equipment	Electrician Skills	132
8	Industrial maintenance	Maintenance Technician Skills	119
9	Preventative maintenance	Maintenance Technician Skills	119
10	Welding	Welding Skills	117

Source: NWorks Job Postings November 2024

Table 35: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Microsoft (MS) Office	Office Suite Software	247
2	Forklift	Forklifts	174
3	Personal protective equipment	Hazardous Material Protective Apparel	157
4	Artificial intelligence software	Industrial Control Software	137
5	Ohmmeter	Ohmmeters	132
6	Wheelchair	Wheelchairs	124
7	Dice	Dice	123
8	Keyboard	Keyboards	114
9	Cash Register	Cash Registers	109
10	Programmable logic controllers	Microcontrollers	91

Source: NEworks Job Postings November 2024

Omaha EDR

Table 36: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	5,045
2	Typing	Office Clerk Skills	564
3	Communicate effectively with patients	Medical Assistant Skills	458
4	Medication administration	Registered Nurse (RN) Skills	435
5	Risk management	Risk Analyst Skills	409
6	Enhance patient care	Physician Assistant Skills	388
7	Inventory control	Bill and Account Collectors Skills	358
8	Record keeping	Bookkeeper Skills	353
9	Preventative maintenance	Maintenance Technician Skills	325
10	Developing new business	Business Development Skills	309

Source: NEworks Job Postings November 2024

Table 37: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Microsoft (MS) Office	Office Suite Software	1,762
2	Artificial intelligence software	Industrial Control Software	1,009
3	Dice	Dice	831
4	Microsoft PowerPoint	Presentation Software	738
5	Structured query language (SQL)	Database User Interface and Query Software	464
6	Motor vehicles	Automobiles or Cars	460
7	Cash Register	Cash Registers	426
8	Python	Object or Component Oriented Development Software	419
9	Microsoft Excel	Spreadsheet Software	395
10	Microsoft Word	Word Processing Software	394

Source: NEworks Job Postings November 2024

Panhandle EDR

Table 38: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	359
2	Medication administration	Registered Nurse (RN) Skills	287
3	Food preparation	Food Preparation Worker Skills	28
4	Preventative maintenance	Maintenance Technician Skills	26
5	Administer medications	Pharmacists Skills	24
6	Administering medications	Licensed Practical Nurse (LPN) Skills	21
7	Educate patients	Physician Skills	21
8	Crisis intervention	Mental Health Counselor Skills	20
9	Welding	Welding Skills	19
10	Record keeping	Bookkeeper Skills	18

Source: NEworks Job Postings November 2024

Table 39: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Microsoft (MS) Office	Office Suite Software	59
2	Wheelchair	Wheelchairs	48
3	Keyboard	Keyboards	38
4	Personal protective equipment	Hazardous Material Protective Apparel	37
5	Forklift	Forklifts	36
6	Motor vehicles	Automobiles or Cars	36
7	Cash Register	Cash Registers	31
8	Microsoft PowerPoint	Presentation Software	21
9	Tractors	Agricultural Tractors	19
10	Microsoft Word	Word Processing Software	17

Source: NEworks Job Postings November 2024

Sandhills EDR

Table 40: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Medication administration	Registered Nurse (RN) Skills	249
2	Customer service	Customer Service Skills	60
3	Delivers mail	Mail Clerk Skills	13
4	Food preparation	Food Preparation Worker Skills	13
5	Maintains records	Technical Writer Skills	9

Source: NEworks Job Postings November 2024

Table 41: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Wheelchair	Wheelchairs	35
2	USPS.com	Materials Requirements Planning Logistics and Supply Chain Software	13
3	Microsoft (MS) Office	Office Suite Software	8
4	Tractors	Agricultural Tractors	8
5	Snow removal equipment	Snow Blowers	7
6	Personal protective equipment	Hazardous Material Protective Apparel	6
7	Cash drawers	Cash or Ticket Boxes	5
8	Motor vehicles	Automobiles or Cars	5
9	Mowers	Mowers	4
10	Sprayers	Sprayers	4

Source: NEworks Job Postings November 2024

Southeast EDR

Table 42: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Medication administration	Registered Nurse (RN) Skills	643
2	Customer service	Customer Service Skills	348
3	Welding	Welding Skills	69
4	Preventative maintenance	Maintenance Technician Skills	47
5	Food preparation	Food Preparation Worker Skills	43
6	Record keeping	Bookkeeper Skills	41
7	Delivers mail	Mail Clerk Skills	37
8	Cash handling	Cashier Skills	34
9	Maintains records	Technical Writer Skills	32
10	Stand for long periods of time	Cashier Skills	29

Source: NEworks Job Postings November 2024

Table 43: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Microsoft (MS) Office	Office Suite Software	97
2	Wheelchair	Wheelchairs	91
3	Forklift	Forklifts	90
4	Personal protective equipment	Hazardous Material Protective Apparel	62
5	Cash Register	Cash Registers	49
6	USPS.com	Materials Requirements Planning Logistics and Supply Chain Software	42
7	Pallet Jack	Pallet Trucks	40
8	Artificial intelligence software	Industrial Control Software	37
9	Cell Phone	Mobile Phones	34
10	Generators	Gas Generators	30

Source: NEworks Job Postings November 2024

Current labor force employment and unemployment data

Nebraska unemployment is typically among the lowest in the nation. For overall unemployment in 2023, the Central Region and Sandhills Region had the lowest rate at 2.0%. The Panhandle Region and Omaha Consortium had the highest rates at 2.4%. Table 44 describes unemployment rates by EDR.

Table 44: Unemployment Rates by EDR

EDR	Time period	Labor force	Employed	Unemployed	Unemployment rate
Central Region	2023	76,452	74,959	1,493	2.0%
Grand Island Metropolitan Statistical Area	2023	46,161	45,140	1,021	2.2%
Lincoln Metropolitan Statistical Area	2023	190,710	186,683	4,027	2.1%
Mid Plains Region	2023	56,270	55,077	1,193	2.1%
Northeast Region	2023	129,690	127,005	2,685	2.1%
Omaha Consortium	2023	442,768	431,937	10,831	2.4%
Panhandle Region	2023	42,819	41,808	1,011	2.4%
Sandhills Region	2023	14,145	14,554	291	2.0%
Southeast Region	2023	54,975	53,723	1,252	2.3%

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

Except for the Northeast Region, poverty rates increased for all EDRs from 2022 to 2023. The Northeast Region decreased from 10.4% to 10.2%. The highest increase from 2022 to 2023 was in the Grand Island Metropolitan Statistical Area from 8.4% to 11.1%. The Panhandle Region and Mid Plains Region experienced the highest poverty rates at 11.8% in 2023. The Omaha Consortium and Sandhills Region experienced the lowest poverty rates at 9.4% and 9.9% respectively. Table 45 describes poverty rates by EDR for 2023.

Table 45: Poverty Rates by EDR 2023

EDR	Income in the past 12 months below poverty level	Poverty Rate	Estimate Total
Central Region	14,935	11.3%	131,885
Grand Island Metropolitan Statistical Area	9,454	11.1%	84,816
Lincoln Metropolitan Statistical Area	37,587	11.5%	325,442
Mid Plains Region	11,661	11.8%	99,044
Northeast Region	23,452	10.2%	229,684
Omaha Consortium	77,851	9.4%	829,551
Panhandle Region	9,546	11.8%	80,613
Sandhills Region	2,517	9.9%	25,517
Southeast Region	11,463	11.2%	102,061

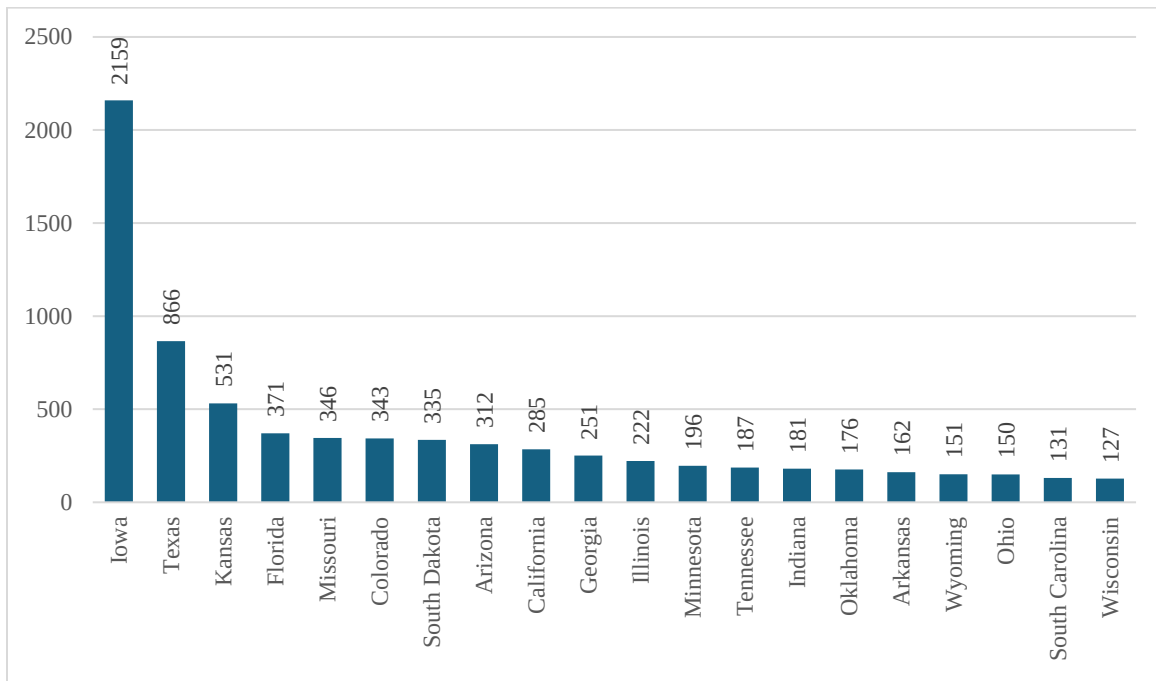
Source: US Census Bureau, American Community Survey 5 Year Estimates, Table B17020

Information on labor market trends; and Job-to-Job Flows from Nebraska Analysis

Charts 1 through 4 highlight the number of individuals that are leaving jobs in Nebraska and entering employment in other states. Nebraska continues to lose workers to Iowa, more than any other state, at 2,159 for 2023. Additional states Nebraska continues to lose workers to are Texas at 866, Kansas at 531, and Florida at 371. Other bordering states such as Colorado, Missouri, and South Dakota also attract Nebraska workers. When viewing the top ten states job seekers left for in 2023 (Iowa, Texas, Kansas, Florida, Missouri, Colorado, South Dakota, Arizona, California, and Georgia), the top five industries are:

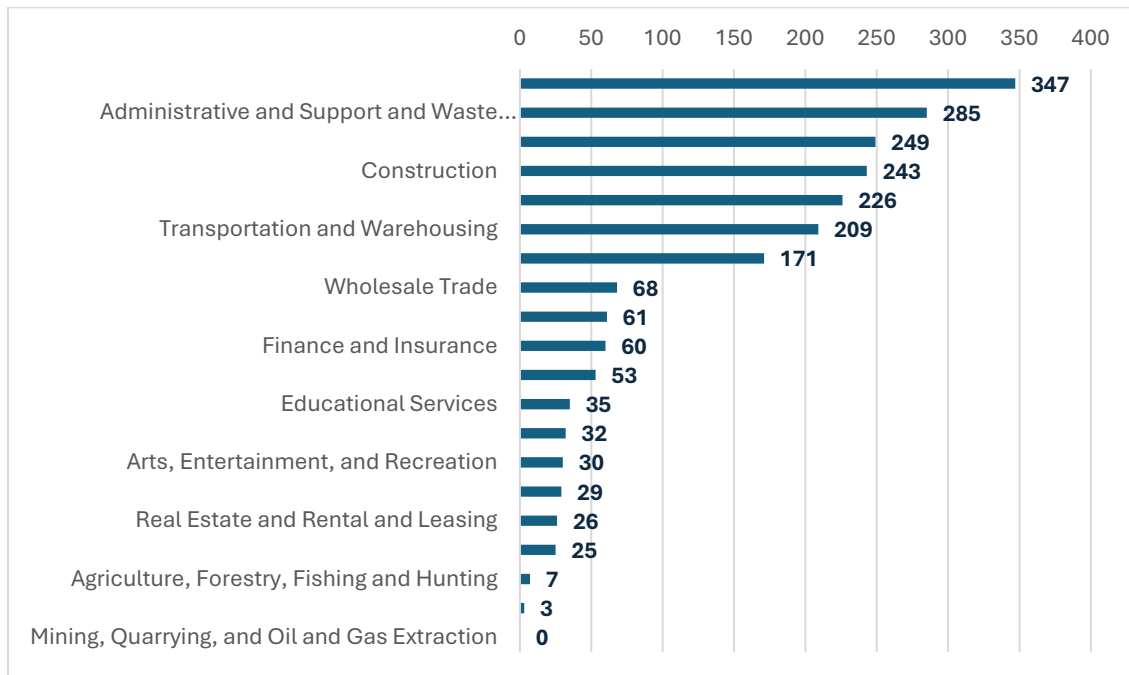
- transportation and warehousing
- construction
- healthcare and social assistance
- professional, scientific, and technical services
- finance and insurance

Chart 1: 2023 Job-to-Job Flows from Nebraska to top 20 States



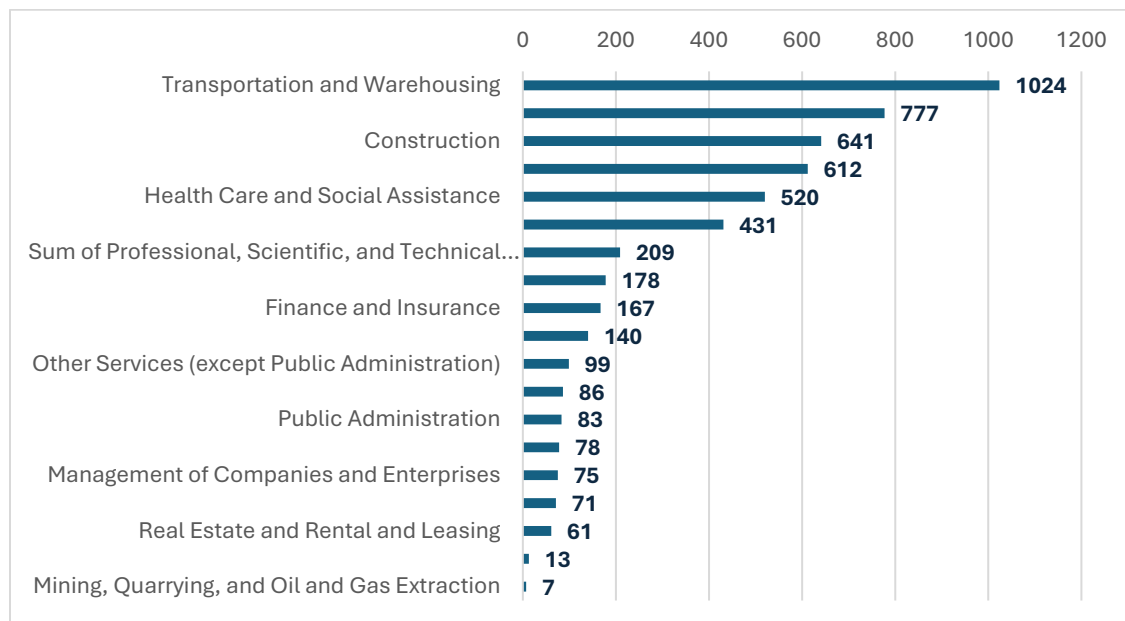
Source: US Census Bureau, Job-to-Job Flows Explorer

Chart 2: 2023 Job-to-Job Flows from 20 Origin Industries in Nebraska to Iowa



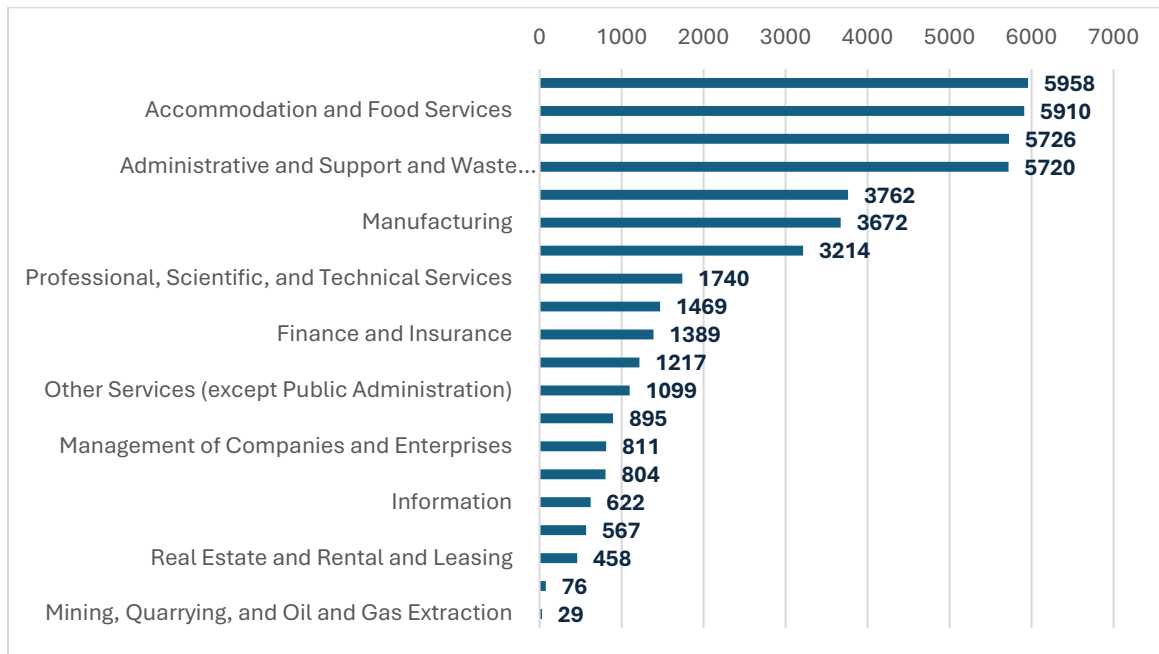
Source: US Census Bureau, Job-to-Job Flows Explorer, Destination State: Iowa, grouped by NAICS Sector

Chart 3: 2023 Job-to-Job Flows from 20 Origin Industries in Top 10 States



Source: US Census Bureau, Job-to-Job Flows Explorer; Iowa, Texas, Kansas, Florida, Missouri, Colorado, South Dakota, Arizona, California, and Georgia

Chart 4: 2023 Job-to-Job Flows from 20 Origin Industries in all States



Source: US Census Bureau, Job-to-Job Flows Explorer

Tables 46 and 47 provide a historical view of unemployment and poverty rates in each region.

Table 46: Historical unemployment rates by EDR

EDR	2023 labor force	Unemployment rate (2023)	Unemployment rate (2022)	Unemployment rate (2021)	Unemployment rate (2020)	Unemployment rate (2019)
Central Region	76,450	2.0%	1.9%	2.1%	3.6%	2.9%
Grand Island Metropolitan Statistical Area	46,161	2.2%	2.1%	2.8%	5.3%	3.5%
Lincoln Metropolitan Statistical Area	190,710	2.1%	2.0%	2.5%	4.2%	2.8%
Mid Plains Region	56,268	2.1%	2.0%	2.1%	3.3%	3.1%
Northeast Region	129,687	2.1%	2.0%	2.3%	3.5%	3.0%
Omaha Consortium	442,769	2.4%	2.3%	2.9%	4.8%	3.2%
Panhandle Region	42,820	2.4%	2.2%	2.6%	3.9%	3.4%
Sandhills Region	14,843	2.0%	1.8%	1.9%	2.5%	2.9%
Southeast Region	54,973	2.3%	2.1%	2.3%	3.5%	3.2%

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

Table 47: Historical poverty rates by ERD

EDR	2022 poverty rate	2021 poverty rate	2020 poverty rate	2019 poverty rate	2018 poverty rate
Central ERD	10.6%	10.6%	10.5%	11.4%	11.5%
Grand Island MSA ERD	8.4%	8.0%	8.3%	9.2%	9.8%
Lincoln MSA ERD	9.3%	9.6%	9.6%	9.5%	10.3%
Mid Plains ERD	10.5%	9.8%	10.6%	10.8%	10.9%
Northeast ERD	10.4%	10.2%	10.5%	10.9%	11.6%
Omaha Consortium ERD	7.4%	7.2%	7.3%	8.1%	8.2%
Panhandle ERD	11.0%	10.0%	10.8%	10.9%	11.4%
Sandhills ERD	9.6%	9.4%	9.7%	9.8%	10.4%
Southeast ERD	10.8%	11.1%	11.7%	11.6%	11.4%

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

- d. an analysis of workforce development activities (including education and training) in the statewide planning region, including an analysis of strengths and weaknesses of such services, and the capacity to provide such services, to address the identified education and skill needs of the workforce and the employment needs of employers in the region;**

Educational and skill levels of the workforce, including individuals with barriers to employment

Tables 48 through 56 show the median earnings by education level for both males and females in 2022. There is a correlating increase in income compared to increased education. In most areas, women are paid less than men.

Central Region EDR

Table 48: Median earnings by education level for males and females (2022)

Median earnings	Total	Male	Female
Estimate Total	\$41,046	\$47,981	\$33,712
Less than high school graduate	\$35,205	\$39,826	\$22,846
High school graduate (includes equivalency)	\$36,150	\$41,705	\$26,120
Some college or associate's degree	\$40,579	\$51,858	\$30,869
Bachelor degree	\$47,181	\$54,417	\$43,632
Graduate or professional degree	\$68,993	\$88,389	\$66,449

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

Grand Island Metropolitan Statistical Area EDR

Table 49: Median earnings by education level for males and females (2022)

Median earnings	Total	Male	Female
Estimate Total	\$43,142	\$50,516	\$34,969
Less than high school graduate	\$26,756	\$35,287	\$21,904
High school graduate (includes equivalency)	\$38,522	\$45,088	\$25,338
Some college or associate's degree	\$41,885	\$53,783	\$34,046
Bachelor degree	\$51,307	\$64,762	\$43,218
Graduate or professional degree	\$66,535	\$68,804	\$67,119

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

Lincoln Metropolitan Statistical Area EDR

Table 50: Median earnings by education level for males and females (2022)

Median earnings	Total	Male	Female
Estimate Total	\$49,634	\$57,898	\$39,134
Less than high school graduate	\$32,385	\$35,449	\$20,682
High school graduate (includes equivalency)	\$41,903	\$49,628	\$30,415
Some college or associate's degree	\$46,241	\$56,348	\$35,047
Bachelor degree	\$55,321	\$67,164	\$44,712
Graduate or professional degree	\$72,393	\$79,807	\$67,592

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

Mid Plains Region EDR

Table 51: Median earnings by education level for males and females (2022)

Median Earnings	Total	Male	Female
Estimate Total	\$40,367	\$48,456	\$31,952
Less than high school graduate	\$27,364	\$39,028	\$24,794
High school graduate (includes equivalency)	\$34,582	\$44,431	\$23,504
Some college or associate's degree	\$39,402	\$48,342	\$29,271
Bachelor degree	\$48,521	\$56,917	\$43,179
Graduate or professional degree	\$66,912	\$85,381	\$56,850

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

Northeast EDR

Table 52: Median earnings by education level for males and females (2022)

Median Earnings	Total	Male	Female
Estimate Total	\$42,841	\$50,849	\$34,347
Less than high school graduate	\$35,915	\$41,854	\$29,252
High school graduate (includes equivalency)	\$37,932	\$46,304	\$27,614
Some college or associate's degree	\$40,445	\$52,710	\$31,891
Bachelor degree	\$50,500	\$63,089	\$44,516
Graduate or professional degree	\$67,641	\$72,609	\$65,805

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

Omaha Consortium EDR

Table 53: Median earnings by education level for males and females (2022)

Median Earnings	Total	Male	Female
Estimate Total	\$54,752	\$65,219	\$44,804
Less than high school graduate	\$36,482	\$43,033	\$23,671
High school graduate (includes equivalency)	\$42,856	\$52,485	\$31,367
Some college or associate's degree	\$49,309	\$61,719	\$37,465
Bachelor degree	\$65,160	\$81,708	\$55,055
Graduate or professional degree	\$78,251	\$90,950	\$69,906

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

Panhandle Region EDR

Table 54: Median earnings by education level for males and females (2022)

Median Earnings	Total	Male	Female
Estimate Total	\$39,207	\$46,258	\$32,546
Less than high school graduate	\$34,128	\$36,017	\$23,574
High school graduate (includes equivalency)	\$34,532	\$42,800	\$29,769
Some college or associate's degree	\$36,560	\$44,356	\$29,258
Bachelor degree	\$50,711	\$62,185	\$42,311
Graduate or professional degree	\$66,678	\$73,659	\$62,666

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

Sandhills Region EDR

Table 55: Median earnings by education level for males and females (2022)

Median Earnings	Total	Male	Female
Estimate Total	\$36,686	\$43,015	\$29,284
Less than high school graduate	\$53,912	\$32,633	\$22,774
High school graduate (includes equivalency)	\$32,390	\$40,172	\$20,161
Some college or associate's degree	\$36,062	\$47,335	\$25,251
Bachelor degree	\$36,834	\$40,763	\$39,146
Graduate or professional degree	\$59,707	\$66,811	\$55,769

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

Southeast Region EDR

Table 56: Median earnings by education level for males and females (2022)

Median Earnings	Total	Male	Female
Estimate Total	\$41,609	\$50,350	\$33,674
Less than high school graduate	\$29,760	\$34,769	\$25,164
High school graduate (includes equivalency)	\$34,137	\$42,920	\$24,514
Some college or associate's degree	\$41,177	\$55,095	\$31,981
Bachelor degree	\$50,980	\$58,123	\$44,007
Graduate or professional degree	\$65,947	\$76,883	\$64,022

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

Strengths and weaknesses of workforce development activities*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 potentially improve coordination of program services, enhance communication between partners, and track relevant participant outcomes. The system pulls job postings and other resources from a wide array of third-party sites, providing jobseekers 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. The continued use of such technology will help to enhance the capacity of the local areas, while keeping costs low.

- Use of technology, as previously mentioned, kept many programs active throughout the pandemic, allowing staff to continue serving job seekers and employers. Use of virtual platforms and mobile access forms has allowed partner programs to create more efficient processes, in addition to increasing accessibility by minimizing the need for transportation to a physical office or staff time spent traveling. Each local area will continue to invest time and resources into identification and implementation of technology to further improve processes and increase capacity.
- Strong partnerships between workforce partners as well as public and private partners to provide a comprehensive 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 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.

These partnerships support the goals for alignment as outlined within the Combined State Plan through collaboration with the State Board, local boards, one-stop partners, and all other workforce system partners across Nebraska.

Goals for alignment

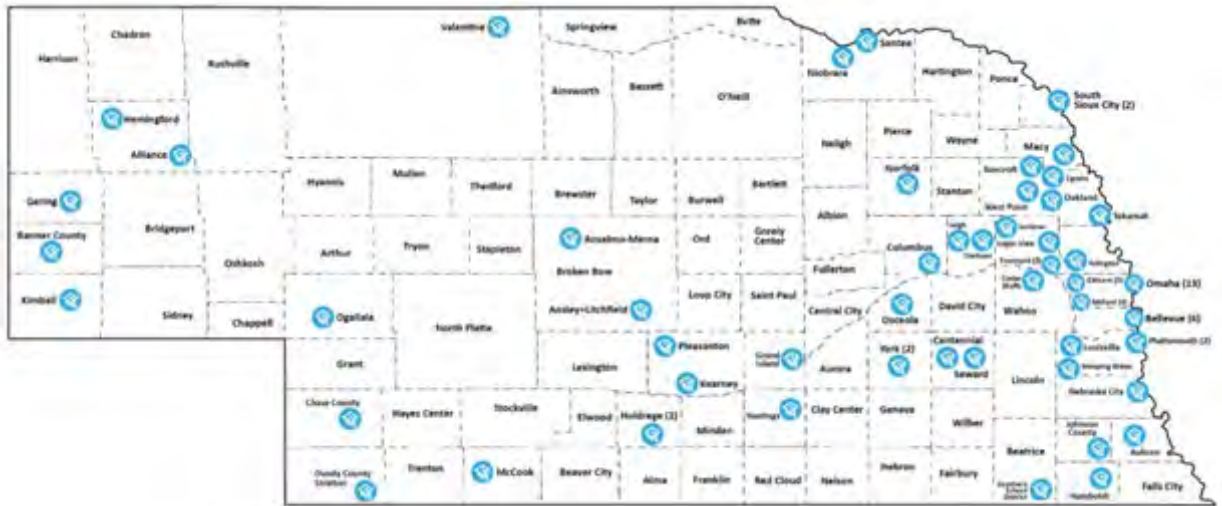
Through collaboration with the state board, local boards, one-stop partners, and other workforce system partners across the state, all plan partners will work together to:

- coordinate workforce development activities statewide, as well as regionally and locally;
- identify solutions for technology integration;
- develop a common intake process;
- develop policies that support program and technology alignment;
- develop and disseminate online resources and information to support fully integrated customer service;
- develop and implement state-level cross training and technical assistance and cross training; and
- further the efforts of the state's public sector partnership.

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 from 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. Greater Lincoln is now delivering SNAP Employment & Training (E&T) Next Step services as a third-party partner. This creates valuable opportunities for co-enrollment with WIOA Title IB programs—especially given that approximately 85% of our adult program participants are considered low-income and are either currently receiving or likely eligible for SNAP benefits

Other examples include JAG Nebraska (Jobs for America's Graduates program operating in Nebraska), a state-based program currently operating in the Greater Nebraska and Greater Omaha Workforce Development Areas with plans to expand statewide. JAG is dedicated to preventing high-school dropout among young people who have significant barriers to graduation or employment. Currently, programs are operating in 51 schools. Map 1 illustrates the JAG Nebraska 2024-2025 program map.

Map 1: JAG Nebraska 2024-2025 program map



Source: <https://jagnebraska.org/affiliate-schools/>

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, Sandhills, Central, Grand Island MSA, Mid Plains, Northeast Omaha Consortium, and Southeast, regions 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 regions 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 Central Community College, Northeast Community College, and Southeast Community College were awarded grant funding to develop Registered Apprenticeship hubs through the Apprenticeship Building America program. These hubs will focus on supporting industry needs for creating and expanding Registered Apprenticeship programs in new and emerging sectors and occupations.

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.

Greater Lincoln has developed several successful partnerships and programs aimed at connecting job seekers—especially those from underserved populations—with training and career opportunities in in-demand fields. These initiatives, supported by American Rescue Plan Act (ARPA) funds, are designed to leverage WIOA Title IB outcomes while creating pathways to stable, well-paying jobs. Notable programs include:

- Commercial Driver’s License (CDL) Program: Provides tuition assistance, job placement support, and wraparound services to help participants obtain their CDL and enter in-demand driving careers
- Lincoln Littles: A partnership focused on credentialing early childhood development teachers, helping meet the growing demand for qualified childcare professionals in the region
- Lincoln Manufacturing Council: A collaborative effort to address the skills gap in manufacturing by offering training and certifications for jobs in fields like welding, machining, and industrial maintenance
- Bridge to Careers Program: Offers participants paid positions with professional development, mentorship, and on-the-job training. This program is designed to support individuals in gaining career-building experience while working toward stable employment
- Future Ready Workforce Program: This program prepares individuals for rewarding careers in the Trades including Electricians, HVAC, and auto technology with EV training. Participants receive tailored support to overcome employment barriers and gain the skills needed for long-term career success

Greater Omaha has made significant strides in developing partnerships and initiatives designed to connect job seekers, particularly those from underserved populations, with career training and job opportunities in in-demand sectors. These efforts, supported by local and federal resources, are designed to create pathways to sustainable employment while enhancing workforce diversity, equity, and inclusion. Notable partnerships and initiatives include:

- ONEUP, a Pathway Success Network: A targeted outreach initiative aimed at engaging youth (ages 16-24) and adults in in-demand trade careers, with a focus on enhancing diversity in the workforce. The campaign provides resources, including industry-specific orientations and trainings, messaging, and social media strategies, to help youth, parents, adults, and employers connect with trade training and apprenticeship opportunities
- C4CS- Counties for Career Success (C4CS): This partnership is a collaboration between Heartland Workforce Solutions, Dynamic Workforce Solutions as the WIOA provider, Metropolitan Community College, and Douglas County General Assistance by way of National Association of Counties (NACo). This collaboration aims to coordinate career readiness efforts that not only address industry needs but also support low-income and marginalized populations. GA participants who are able-bodied individuals will take part in a combined HWS, WIOA, and MCC orientation on what education and training opportunities are available to them
- These partnerships and initiatives are part of Omaha’s broader strategy to address the looming shortage of skilled workers for infrastructure projects, ensuring that the city’s workforce is ready to meet future demands in healthcare, construction, utilities, and broadband systems

Business-focused services are paramount to our successful programmatic strategies. Seeking out and understanding the needs of businesses helps the workforce system more easily recognize the jobs of the future, and to 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. Many 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.

Weaknesses

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:

- **Coordination of Business Services.** With each partner dedicating staff time to business services, having a highly collaborative team across agencies is imperative to providing better services and eliminating duplication of efforts. This goes beyond sharing of openings as they are learned and involves creating a “no wrong door” approach for businesses seeking assistance with recruitment, retention, and upskilling. Through such an approach, businesses may access the full range of services provided by all partners, regardless of the agency they connect with first. The Nebraska Economic Mobility Task Force and Employ groups statewide have focused efforts on bringing Business Services professionals together to align service delivery, improve communication, and execute collaborative initiatives targeting this goal.
- **Underutilized strategies, including incumbent worker training, 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 in the services provided. For other underutilized strategies, such as the dislocated worker strategies, there may be missing connections between job seeker and 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 agree that action steps need to be implemented and monitored to track the usage of these under-utilized strategies. In support of the State plan, the local areas and all plan partners will work together to identify and implement best practices regarding development of new and existing career pathways. The strategies, in addition to Registered Apprenticeship programs, pre-apprenticeship programs, on-the-job training, and internships, will be fundamental in the development and implementation of career pathways in Nebraska for in-demand sectors and occupations. Each local area will identify key entities for the development of selected pathways and identification of best practices. Plan partners will collaborate with the Strategy and Innovation Subcommittee of the Nebraska Workforce

Development Board, as well as local boards and local area administrative entities, required and optional one-stop partners, and training partners.

Business Service teams will refine regional marketing strategies to better fit employer needs with a business first philosophy to promote and educate employers on various reemployment service components. Strategies will be specific to the current needs of the employer and focused on improving business stability and growth. Marketing strategies will include:

- o Entrepreneurship and Business Startup support
 - o Expansion support through OJT, Customized Training, and Apprenticeship
 - o Retention Services
 - o Information Exchange
 - o Human Resource Support
 - o Candidate Recruitment
 - o New Hire Training
 - o Layoff Aversion and Incumbent Worker Training
 - o Rapid Response
 - o Public Policy
 - o Needs Assessments and Workshops to increase competitiveness in a job seeker market
- 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 because so many of the workforce partners do an exceptional job of delivering services at a low cost-per-participant rate even though 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 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 most of the sector initiatives have not. High demand industries are a strength of our system. Connecting better with industry leaders and providing a valuable 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.

The local areas will work with employers on the development of career pathway programs and systems. Employers will help to drive regional and local industry sector partnerships through identification of barriers and needs, followed by solutions implementation. Employers will also be involved in the process to identify barriers to participation in the selected and prioritized career pathways both among employers, as well as job seekers and workers (including veterans and unemployed workers).

Nebraska Department of Labor and Nebraska Department of Health and Human Services has partnered to focus on the development and expansion of Career Pathway efforts through participation in a Family Economic Mobility Systems Alignment Learning Community through the American Public Human Services Association (APHSA). A Statewide virtual summit was held in December 2022 to learn about

barriers affecting recruitment, retention, upskilling, and participation in career pathways for employers in the healthcare industry. These summits will continue industry to gather input from employers in each industry across the state. In 2022, the Career Pathways Workgroup worked to establish a list of suspected barriers to participation in Career Pathways for job seekers. This list will be further vetted through job seeker focus groups as part of the APHSA learning community project.

- 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 as 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.

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. An additional barrier includes the lack of generally accepted protocol for inter-organizational data analysis, which hinders stakeholders from identifying areas of opportunity and will remain a weakness for regional workforce development activity until resolved.

The Alignment Workgroup has prioritized development of a common intake process during 2023. Initial efforts will focus on combining common forms used by multiple partners to streamline co-enrollment and common intake.

- Areas of opportunity to increase the collaborative efforts between Workforce agencies and other stakeholder organizations. To build a more comprehensive 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 service delivery. 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 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 a high number of underemployed workers who must hold two or more jobs to earn a living wage. There are also many workers who hold full- or part- time employment and receive some level of social assistance benefits, including SNAP, childcare assistance, housing assistance, utility assistance, or other forms of assistance. The fear of losing much needed assistance, and the stability associated with taking on a new job or getting a raise at a current job is prevalent among many underemployed Nebraskans. 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. Development of career pathways can help individuals determine a trajectory to sustainability within their chosen field. Through Registered Apprenticeship programs and on-the-job training, individuals will increase their skills and income, while being supported by programs that can help them understand the impact of each wage increase and provide services to overcome gaps.
- Employer perception of lack of workers especially in certain skill areas. Businesses throughout Nebraska need skilled workers to handle a variety of in-demand occupations. With Nebraska'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 screening candidates using extensive background checks. Certain populations have been often overlooked by employers, including individuals who are or have been justice involved, individuals experiencing housing instability, English language learners, immigrants and refugees, youth who experienced foster care, people who have been marginalized, people living in poverty, veterans, individuals who experience disabilities, young adults or older adults or 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, providing outreach and connecting people to businesses with best practices to hire and retain a qualified workforce that includes people who have experienced these barriers to employment.

Plan partners will work together to collectively identify five or more key barriers to employer participation in career pathways and regional and local industry sector partnerships, including barriers relating to:

- o industry sectors and occupations;
- o geographic isolation, especially for employers in remote rural areas;
- o limited English proficiency;
- o skills gaps;
- o cultural gaps;
- o transportation;
- o expectations regarding hours, wages, and workplace benefits;
- o worksite modifications to accommodate the needs of individuals with special workforce needs;
- o access to and availability of necessary and related training services;
- o and financial constraints.

All plan partners will work to address these barriers to career pathway participation with the Strategy and Innovation Subcommittee of the Nebraska Workforce Development Board; local boards and local area administrative entities, required and option one-stop partners; employers and regional and local industry sector partnerships; and training providers across the state.

Capacity to provide the workforce development activities to address the education and skill needs of the workforce in each EDR

Each of the local areas has the capacity to deliver services in their respective economic regions, both in person and through technology. Use of virtual platforms and mobile accessible forms have expanded, 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 can 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.

The state will continue to work to integrate technology across all plan partner programs and other required and optional one-stop partner programs to improve data sharing that provides time data necessary to initiate services across one-stop delivery system programs, assess service delivery, and meet performance-reporting requirements. Integrated technology would also support program refinements necessary for continuous improvement across the state's workforce development and one-stop delivery systems, including development of common intake procedures for the common intake system.

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 and Greater Omaha Workforce Development Areas 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 in Hastings, Norfolk, Lincoln, and Omaha who work with 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 programs work in conjunction with Nebraska VR to assist individuals with disabilities (both developmental and physical) to obtain and maintain employment. This partnership works toward competitive employment that includes pay that is not less than what others without a disability are receiving for the same type of job. The partners work to place an individual in an integrated setting where the employee interacts with other employees without disabilities in comparable positions and has opportunities for advancement, when appropriate. The partnership also provides career counseling, employment information, and referrals for individuals with disabilities who want to work.

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. Each center is also equipped with assistive technology, including computers outfitted with Job Access with Speech (JAWS) screen reader, Dragon Speech Technology voice to text, Acrobat LCD screen magnifier and adaptive keyboard with roller mouse. Additional auxiliary devices and services available in each center include qualified interpreters, video remote interpreting service, text and video-based telecommunications products and systems, videotext displays, and telephone handset amplifiers.

Program accessibility involves the provision of reasonable accommodations for individuals with disabilities, making reasonable modifications to policies, practices, and procedures, administering programs in the most integrated setting appropriate, communicating with persons with disabilities as effectively as with others, and providing appropriate auxiliary aids or services, including assistive technology devices and services, where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of, the program or activity.

In determining what types of auxiliary aids and services are necessary, job centers and program partners must give primary consideration to the requests of individuals with disabilities. To be effective, auxiliary aids and services must be provided in accessible formats, in a timely manner, and in such a way as to protect the privacy and independence of the individual with a disability.

In accordance with 20 CFR 681.290 and TEGL 21-16, Greater Nebraska ensures usage of assessment instruments that are valid and appropriate for the target population. Reasonable accommodations and modifications are provided to individuals with disabilities when administering assessments. This may include but is not limited to administration in the most integrated setting appropriate, use of previously described adaptive technology, or use of less formal alternative assessment techniques such as observation, folder reviews, or interviews. The Greater Nebraska Equal Opportunity and Nondiscrimination Policy available at dol.nebraska.gov further outlines universal access.

Greater Lincoln also operates a Ticket to Work Program designed to help individuals with disabilities explore career opportunities—often for the first time. The program includes access to a certified Work Incentive Benefits Counselor who assists job seekers in understanding how employment may impact their benefits.

The Greater Lincoln Accessibility Policy is available on Greater Lincoln's website under Policy Manual. This policy discusses the requirements for Universal Access, National Origin and/or Limited English Proficiency, Disabilities,

Programmatic and Physical Accessibility, Reasonable Accommodations and Modifications, Communication with Individuals with Disabilities and Auxiliary Aids or Services and Service Animals.

Greater Omaha opened their second comprehensive AJC November 18, 2024, on 4425 S. 24th St., fulfilling the vision of Mayor Stothert' to increase access to south Omahans and people living surrounding areas on the qualified census track (QPT). Powered by ARPA the intent is to serve people disproportionately affected by the pandemic. Partners prioritize bilingual staffing to serve people predominantly speaking Spanish in the area. Hours are 9-5 M-F with additional programming on the weekends and evenings. Equipped with meeting spaces including a large meeting room (with available laptops), in addition to a 12-person conference room (both with video meeting accessibility), and interview rooms. The AJC is accessible with a bus stop out front and ample free parking. The building was rebuilt with meticulous attention to ADA accessibility, a modern style, bold HWS logo colors, flexible feel, just one block from South High School. An elevator enables ease for all three floors. A nurture room is available for nursing mothers or for people seeking meditative space. The building owner has been lauded for this Community Investment Trust (CIT) as an equity builder for community residents, a best practice and first in Nebraska.

The 5752 Ames Ave. AJC, now 14 years old, benefited in 2024 from the North and South Omaha Economic Recovery Grant (ARPA) replacing well used furniture and computers in the resource room, computer lab, and in the community room, creating better ease of movement and open use of the space for both career seekers and resource room navigators. The space is on a bus line with ample free parking, four meeting rooms, four interview rooms and a large community room for job fairs, training and community meetings. Meeting rooms have video conferencing and flexible movable, stackable tables and chairs. The welcoming environment has bold colors reflecting the surrounding neighborhood, a culturally engaging appeal. The building owner names the collaborative of close buildings as the Workforce Campus and is linked to the veterans supportive housing just north of the AJC.

The Accessibility Policy is available on Heartland Workforce Solutions on the “About Us” under “View Policies.” The policy addresses these topics under the policy subcategories of Prohibition on the Basis of Disability, WIOA Program Accessibility, Auxiliary Aids and Assistive Technology, Facility Accessibility, Reasonable Accommodations, Employment Related Placements, and Helpful Resources.

- e. description of the strategic vision and goals of local boards in the statewide planning region for preparing an educated and skilled workforce (including youth and individuals with barriers to employment) in the statewide planning region, including goals relating to performance accountability described in WIOA Sec. 116(b)(2)(A) that will support statewide regional economic growth and economic self-sufficiency; and**

The local workforce development boards in Greater Nebraska, Greater Lincoln, and Greater Omaha share a unified strategic vision: to cultivate a resilient, inclusive, and future-ready workforce that supports individual self-sufficiency and fuels regional economic growth. This vision reflects a commitment to equity, innovation, and collaborative partnerships that strengthen Nebraska's talent pipeline while ensuring access and opportunity for all jobseekers, including youth and individuals with barriers to employment.

Regional Goals for an Educated and Skilled Workforce

- Aligning talent development with regional economic priorities
 - The boards will continue aligning education, training, and workforce services with the state's priority industries. By expanding sector partnerships and industry-led training models, the boards aim to increase the number of individuals who obtain high-wage, high-skill, and high-demand (h3) employment.
- Expanding access for youth and individuals with barriers to employment
 - The region is committed to enhancing service strategies for disconnected youth, English language learners, individuals with disabilities, low-income jobseekers, and others facing barriers. This includes expanded use of work-based learning opportunities such as internships, pre-apprenticeships, and on-the-job training. Emphasis will be placed on career pathways and wraparound supports to ensure success in both training and employment.

- Strengthening work-based learning and apprenticeships
 - In collaboration with employers, education providers, and labor, the boards will expand apprenticeship programs and employer-driven training models to ensure participants gain real-world skills aligned with labor market needs. Youth and adult programs will emphasize hands-on experience, credential attainment, and progression toward self-sustaining careers.
- Focusing on equity and inclusion
 - The regional approach emphasizes reducing disparities in workforce participation and outcomes. The boards will use disaggregated performance data to identify gaps, improve outreach to underserved communities, and ensure that system-level decisions support inclusive growth.

Performance Accountability Goals

The local boards in Nebraska’s planning region are committed to achieving strong performance outcomes across all WIOA primary indicators, using data-driven strategies and continuous improvement to ensure accountability, effectiveness, and equity.

1. Employment Rate – 2nd Quarter After Exit

- Goal:
 - Increase the percentage of participants—across Adult, Dislocated Worker, Youth, and Wagner-Peyser programs—who are employed in the second quarter after exit.
- Strategy:
 - Expand industry-informed career pathways aligned with H3 occupations.
 - Utilize real-time labor market information and employer engagement to ensure job placement opportunities are in high-demand sectors.
 - Strengthening follow-up services to support retention and early job success.

2. Employment Rate – 4th Quarter After Exit

- Goal:
 - Support sustained employment among participants by improving the percentage employed in the fourth quarter after program exit.
- Strategy:
 - Improve job matching and career navigation services.
 - Focus on placements in quality jobs with advancement potential.
 - Enhance co-enrollment and coordinated case management to provide ongoing supports beyond initial job placement.

3. Median Earnings – 2nd Quarter After Exit

- Goal:
 - Raise median earnings for program participants to support long-term economic self-sufficiency
- Strategy:
 - Prioritize training for occupations with strong wage potential, guided by the H3 report and regional employer input.
 - Encourage employer partnerships that lead to higher-paying work-based learning opportunities, including apprenticeships and incumbent worker training.
 - Provide financial coaching and wage negotiation resources, especially for underserved populations.

4. Credential Attainment Rate

- Goal:
 - Increase the rate at which participants obtain recognized postsecondary credentials or diplomas during or shortly after program participation.

- Strategy:
 - Expand access to short-term, stackable credentials that align with employer needs.
 - Promote co-enrollment with Adult Education, CTE, and community colleges.

5. Measurable Skill Gains (MSG)

- Goal:
 - Ensure participants, particularly those in education or training, demonstrate progress through measurable skill gains during participation.
- Strategy:
 - Integrate MSG tracking into provider reporting and performance dashboards.
 - Offer bridge programs and contextualized learning to help adult learners gain foundational skills alongside technical training.

- f. taking into account analyses provided above under subparagraphs a. through d., provide a description of statewide planning region strategies for working with entities that carry out the core programs to align resources available in the region in order to achieve the vision and goals described above in subparagraph e.**

Nebraska’s statewide planning region has identified strategic approaches to align resources and partnerships among core program entities to achieve the shared vision of preparing an educated and skilled workforce that meets employer needs and fosters regional economic growth.

1. Strengthening Alignment Across Core Programs

The Statewide Alignment Workgroup, which includes representatives from all three local workforce areas (Greater Omaha, Greater Lincoln, and Greater Nebraska), has been instrumental in identifying areas for cross-program alignment. These efforts include:

- Development of a common intake process to streamline co-enrollment and referrals.
- Implementation of statewide cross-training among staff of core programs to ensure consistent understanding of program eligibility, services, and case management.
- Use of a shared, secure document management system to facilitate efficient, participant-centered service delivery.

These collaborative efforts help unify the operations of Title I (Adult, Dislocated Worker, Youth), Title II (Adult Education), Title III (Wagner-Peyser), and Title IV (Vocational Rehabilitation) programs, as well as TANF and SNAP E&T services.

2. Data-Driven Targeting of Sector Strategies

Based on the updated economic and workforce analyses, sector strategies are being prioritized in high-growth and high-demand industries across EDRs, such as:

- Healthcare and social assistance
- Construction
- Manufacturing
- Transportation and warehousing
- Professional and technical services

Each local area is leveraging regional labor market data to implement sector partnerships that include employers, training providers, and workforce system partners to design pathways and training that meet local demand.

3. Career Pathways and Work-Based Learning Expansion

Nebraska is scaling initiatives that align career pathways with employer needs by:

- Continuing support for the Career Pathways Workgroup, which is identifying and addressing barriers to participation.
- Expanding work-based learning models such as internships, apprenticeships, and on-the-job training (OJT) through collaboration with employers and educational institutions.
- Engaging youth and individuals with barriers to employment via targeted outreach and wraparound supports.

Efforts are reinforced through involvement in national initiatives like the APHSA Family Economic Mobility Systems Alignment Learning Community, allowing cross-agency coordination on family-centered workforce strategies.

4. Leveraging Technology and Resources

Nebraska is investing in integrated technology platforms that:

- Support participant tracking and service integration across core programs.
- Promote resource mapping and inventory of workforce development initiatives at the local and state levels.
- Enhance virtual access to services, particularly in rural and underserved areas.

5. Capacity Building for Service Delivery

To meet the growing demands of emerging industry sectors and the needs of individuals with barriers to employment, the region is:

- Investing in staff development to improve capacity to deliver career coaching, business engagement, and case management.
- Aligning education and training providers with the workforce system to build short-term credential and certificate programs tied to industry demand.

6. Shared Vision and Accountability

All regional strategies are grounded in a shared vision of creating a national model for workforce development. The local boards are committed to:

- Jointly negotiating performance measures with NDOL.
- Promoting transparency and accountability through shared data reporting and monitoring tools.
- Ensuring continuous improvement through stakeholder feedback, community engagement, and strategic evaluation.

Greater Lincoln Workforce Development Area – Local Plan

**PY25 – PY28
(July 1, 2025 – June 30, 2029)**

ajc.lincoln.ne.gov/workforce-plan/

Equal Opportunity Statement

WIOA Title IB financially assisted programs and activities are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities.

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1. The local plan must include the following strategic planning elements described in WIOA Secs. 108(b)(2)-(21):

a. description of the workforce development system in the local area that identifies:

i. programs included in the system

The Greater Lincoln local workforce development system comprises a wide range of partners and programs to deliver comprehensive workforce services:

Required One-stop Partner Programs:

1. WIOA Title 1B: Adult, Dislocated Worker, Youth programs – *City of Lincoln* (Onsite at the American Job Center)
2. WIOA Title 2: Adult Education and Family Literacy Act program – *Nebraska Department of Education/Southeast Community College* (Direct Linkage)
3. WIOA Title 3: Wagner-Peyser Employment Service – *Nebraska Department of Labor* (Onsite at the American Job Center)
4. WIOA Title 4: Vocational Rehabilitation – *Nebraska VR* (Onsite at the American Job Center)
5. WIOA Title 4: Vocational Rehabilitation – *Nebraska Commission for the Blind and Visually Impaired* (Direct Linkage)
6. Carl D. Perkins Career and Technical Education Act programs: *Southeast Community College* (Direct Linkage)
7. Community Service Block Grant (CSBG) programs: *Community Action Partnership of Lancaster and Saunders Counties* (Direct Linkage)
8. Housing and Urban Development (HUD) programs: *Lincoln Housing Authority* (Direct Linkage)
9. Senior Community Services Employment Program: *Nebraska Department of Labor/National Able Network* (Onsite at the American Job Center)
10. Temporary Assistance for Needy Families (TANF) - Employment First Program: *Equus/Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
11. Trade Adjustment Assistance (TAA) program: *Nebraska Department of Labor* (Onsite at the American Job Center)
12. Unemployment Insurance (UI): *Nebraska Department of Labor* (Onsite at the American Job Center)
13. Jobs for Veterans State Grant program: *Nebraska Department of Labor* (Onsite at the American Job Center)
14. WIOA Title 1C Indian and Native American programs: *Ponca Tribe* (Direct Linkage)
15. WIOA Title 1D Migrant and Seasonal Farmworker Programs: *Proteus* (Direct Linkage)

Additional One-stop Partner Programs:

1. Aid to Dependent Children (ADC): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
2. Aged and Blind Disabled Grant (AABD): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
3. Child Care (CC): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
4. Emergency Assistance (EA): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
5. Low Income Home Energy Assistance Program (LIHEAP): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
6. Personal Assistance Services (PAS): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
7. Social Services for Aged and Disabled (SSAD): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
8. Supplemental Nutrition Assistance Program (SNAP): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)

9. Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T): *City of Lincoln/Third-Party Provider* (Onsite at the American Job Center)
10. Temporary Assistance for Needy Families (TANF): *Nebraska Department of Health and Human Services* (Onsite at the American Job Center)
11. Ticket to Work Program: *City of Lincoln/Hawkeye Employment Network* (Onsite at the American Job Center)

ii. how the local board will support the goals and strategies identified in the state plan

Alignment with Combined State Plan Goals and Strategies

The Greater Lincoln Workforce Development Board (GLWDB) aligns its local workforce development plan with the goals and strategies outlined in [Nebraska's Combined State Plan for Program Years 2024 - 2027](#). The state's vision is "To provide the highest quality workforce development services through innovation and collaboration."

GLWDB supports Nebraska's two-part statewide goal of:

- selection and prioritization of development of career pathways, and
- alignment of the state's workforce development system as outlined in Section II.b. of the Combined State Plan for Program Years 2024–2027.

Career pathways goal alignment

GLWDB prioritizes career pathways development in key local sectors including healthcare, advanced manufacturing, and information technology. These align with state-identified in-demand industry sectors. We continue to work with local employers and education partners to identify and address barriers to participation in these pathways for populations with barriers to employment, including:

1. low-income individuals
2. youth and adults with disabilities
3. English language learners
4. Justice-involved individuals
5. single parents
6. long-term unemployed individuals
7. individuals with low literacy levels

Our strategies are informed by the work of the state-level Career Pathways Workgroup, and we contribute local insight to support statewide efforts to:

- identify employer-specific and participant-specific barriers
- design methods to mitigate these barriers, such as bundled services, targeted outreach, and contextualized learning
- deliver short-term credentialing and work-based learning opportunities for underrepresented populations

System alignment goal alignment

GLWDB also aligns with the state's goals for integrated service delivery, specifically through participation in the Alignment Workgroup and local implementation of:

- cross training and technical assistance among core partners
- co-enrollment requirements that maximize service access across WIOA Titles I–IV
- collaboration with Nebraska's public sector initiatives, including the Nebraska Partner Council

GLWDB actively engages with other local areas, the Nebraska Department of Labor, and partner agencies to strengthen a unified, coordinated service delivery system that meets the needs of both job seekers and employers.

iii. how the local board will work with the entities carrying out core programs and other workforce development programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 USC 2301 et seq.) to support service alignment

To achieve alignment and ensure seamless service delivery, GLWDB employs the following strategies:

1. Collaboration with core programs and other partners:
 - a. Facilitate integrated service delivery by convening regular partner forum meetings that include representatives from all WIOA core programs (Titles I–IV), required one-stop partners, and additional local partners. These meetings are used to coordinate program planning, discuss co-enrollment processes, align calendars for outreach and training events, and streamline customer referrals.
 - b. Coordinate case management and co-enrollment among core partners through the use of the NEworks system, which serves as Nebraska’s shared case management and labor exchange platform. Staff from Titles I and III regularly access NEworks to support client tracking and service planning. GLWDB works with Nebraska Department of Labor and core partners to provide training and technical support to ensure consistent data entry, referral follow-up, and documentation across programs.
2. Alignment with Carl D. Perkins Career and Technical Education Act program:
 - a. GLWDB coordinates with Southeast Community College (SCC), the local Perkins provider, through joint participation in career pathway development, strategy planning, and Eligible Training Provider List (ETPL) reviews. SCC is also represented on the local board and is an active participant in youth-focused initiatives such as the Career Academy.
 - b. Collaboration with SCC includes:
 - (1) Aligning CTE programs of study with WIOA-funded training opportunities.
 - (2) Sharing labor market information and credential outcomes to adjust programs in response to local demand.
 - (3) Hosting joint employer engagement events to ensure that training programs meet real-time workforce needs.
 - c. To promote technical education opportunities, GLWDB:
 - (1) Supports SCC’s outreach events (e.g., career fairs, CTE pathway info nights) by co-presenting with employer partners and promoting available WIOA funding for eligible students.
 - (2) Works with secondary schools, local media, and community organizations to raise awareness of high-demand careers in sectors such as healthcare, advanced manufacturing, IT, and transportation.
3. Regional Coordination:
 - a. GLWDB will actively collaborate with the Greater Nebraska and Greater Omaha Workforce Development Boards through participation in state-level workgroups, joint policy alignment meetings, and shared service delivery pilots. This includes collaboration on:
 - (1) The Career Pathways Workgroup to support cross-area alignment on training programs;
 - (2) The Alignment Workgroup to contribute to statewide strategies around co-enrollment and common intake; and
 - (3) business engagement strategies.
4. Employer Engagement:
 - a. GLWDB partners with local employers, the Lincoln Partnership for Economic Development (LPED), and Southeast Community College to align training programs with industry demand. This includes:
 - (1) Joint planning of work-based learning programs, apprenticeships, and sector training cohorts;
 - (2) Hosting employer roundtables to identify current and future skills needs; and
 - (3) Using employer feedback to update priority career pathways and credential offerings.
 - b. These efforts support service alignment by connecting Perkins-funded training programs (e.g., HVAC, energy systems, building trades) with WIOA-eligible job seekers through shared outreach, coordinated referrals, and co-enrollment strategies.

- b. description of how the local board will work with entities carrying out core programs (Titles I, II, III, and IV) to:**
 - i. expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment**

GLWDB works closely with core program entities, including Title I Adult, Dislocated Worker, and Youth Programs; Title II Adult Education and Family Literacy; Title III Wagner-Peyser; and Title IV Nebraska VR, and Nebraska Commission for the Blind and Visually Impaired (NCBVI), to expand access to employment, education, training, and supportive services for individuals with barriers to employment. These coordinated efforts are embedded across outreach, service delivery, and program planning.

Outreach to Underserved Populations

1. GLWDB collaborates with Title I program staff to conduct targeted outreach to low-income individuals, single parents, older workers, and disconnected youth, often in partnership with community-based organizations, neighborhood centers, and public schools.
2. GLWDB works with the Title II provider, Southeast Community, to reach English language learners, individuals with low literacy levels, and those lacking a high school diploma or equivalent. Outreach materials are provided, and Title II instructors regularly refer students to WIOA Title I for training and job placement services.
3. Through coordination with Title III (Wagner-Peyser) and the Nebraska Department of Labor (NDOL), GLWDB ensures job-seeking individuals receive access to career services, workshops, and hiring events. Staff are cross trained to identify potential barriers and refer individuals to Title I or IV for additional services.
4. In partnership with Title IV (Nebraska VR and NCBVI), GLWDB develops outreach strategies that engage individuals with disabilities, including targeted referral agreements with local schools, community providers, and health systems. Title IV staff also participate in job fairs and workshops to ensure inclusive service access.
5. GLWDB leverages the Lincoln-Lancaster County Welcoming Plan to develop culturally appropriate outreach for immigrants, refugees, and New Americans. This includes translated materials, interpreter access, and community navigator partnerships.

Enhanced Supportive Services

1. Title I staff assess participant needs and coordinate supportive services through referrals and co-enrollment with partners such as TANF, SNAP E&T, Nebraska VR and community-based organizations.
2. Title IV (VR) provides specialized assessments and accommodations, while Title I funds are used to support wraparound needs like transportation, uniforms, and testing fees.
3. GLWDB promotes braided funding models by facilitating collaborative planning meetings among partners. Staff work together to ensure supportive services are not duplicated and are customized based on eligibility, funding availability, and individual need.
4. Referrals from Title II to Title I and IV allow learners with barriers (e.g., low literacy or language skills) to access both educational support and services that address employment readiness, financial stability, and career development.

Accessible Service Delivery

- In partnership with Title III, GLWDB supports virtual access to Wagner-Peyser career services, including remote workshops, resume assistance, and job coaching for rural and transportation-limited individuals.
- All core program partners participate in cross-training to improve referral accuracy, cultural responsiveness, and shared understanding of eligibility and service pathways.
- GLWDB promotes inclusive access by ensuring that multilingual materials, assistive technology, and interpretation services are available at the American Job Center. These resources are developed in consultation with Title II instructors and Title IV accessibility specialists.

ii. facilitate the development of career pathways and co-enrollment in core programs

Facilitating the development of career pathways

GLWDB collaborates with all WIOA core program entities — Titles I (Adult, Dislocated Worker, and Youth), II (Adult Education), III (Wagner-Peyser), and IV (Vocational Rehabilitation) — to develop career pathways that are responsive to labor market demands and accessible to individuals with barriers to employment. GLWDB also works with these partners to implement required co-enrollment strategies, maximize service coordination, and improve participant outcomes in alignment with the Combined State Plan

1. Employer-Driven Pathways:
 - a. GLWDB partners with employers, the Lincoln Partnership for Economic Development (LPED), and the Nebraska Department of Labor to design pathways that align with in demand occupations. These include pathways in healthcare, advanced manufacturing, information technology, construction, and transportation/logistics.
 - b. GLWDB participates in and supports the Career Pathways Workgroup, established under the State Workforce Development Board, which guides the selection and prioritization of statewide career pathways. Local board staff contribute data, employer feedback, and program alignment recommendations to ensure regional perspectives inform statewide strategy (as described in State Plan Sections II.b and II.c.1).
 - c. Career pathways are built using input from core program partners, ensuring each step—basic skills education (Title II), job matching (Title III), training (Title I), and accommodations or specialized supports (Title IV)—is fully integrated into design and delivery.
 - d. Partner with [CareerPathways.com](https://www.careerpathways.com) to promote innovative pathways in healthcare, manufacturing, transportation, and technology.
2. Integration with Education Providers:
 - a. GLWDB collaborates with Southeast Community College (SCC) and local school districts to align career and technical education (CTE) programs with real-time labor market needs. SCC participates in sector strategy meetings and provides feedback on curriculum, credential offerings, and employer input.
 - b. Through the Carl D. Perkins Career and Technical Education Act, GLWDB helps connect secondary and postsecondary programs of study with WIOA services by:
 - (1) Aligning career pathways with local and regional H3 data;
 - (2) Supporting dual enrollment and stackable credential models;
 - (3) Linking CTE participants with Title I funding and support services.
 - c. GLWDB incorporates Perkins principles such as integration of academic and technical instruction, collaboration with industry, and seamless transitions from secondary to postsecondary education.
 - d. GLWDB and Title II (Adult Education) partners work together to embed English language instruction, digital literacy, and basic skills training into pathways, enabling limited-English-proficient learners to progress into workforce readiness and training programs. Coordination could include shared intake, co-enrollment, and contextualized instruction aligned with sector needs.

Facilitating co-enrollment in core programs

GLWDB works with Titles I, II, III, and IV to implement required co-enrollment procedures as outlined in NDOL's performance accountability policy. Co-enrollment of Title I participants must occur whenever eligibility permits.

1. Coordinated Service Delivery:
 - a. The Greater Lincoln one-stop operator (OSO) actively collaborates with all core programs through partner forum meetings and joint planning sessions to ensure seamless service delivery and co-enrollment coordination.
 - b. Standardized processes for identifying co-enrollment opportunities are embedded in the NEworks case management system, and staff are trained to initiate referrals based on eligibility rather than discretion.
 - c. All referrals are tracked and monitored for follow-through, using NEworks.

2. Enhanced Participant Outcomes:
 - a. Co-enrollment ensures that individuals benefit from a comprehensive service package — for example:
 - (1) A participant may receive basic skills instruction from Title II, job search support from Title III, occupational training through Title I, and workplace accommodations from Title IV.
 - b. Integrated case management is supported through NEworks, where partner staff can view shared case notes, service plans, and outcome tracking. Staff also participate in cross-training and regular huddles to coordinate client services.
3. Employer Engagement and Alignment:
 - a. GLWDB and core partners engage employers in identifying skills needed for high-demand roles, which directly informs the design of co-enrollment strategies. For example:
 - (1) Employers express a need for bilingual workers in healthcare; Title II supports ESL education, Title I funds CNA training, and Title IV ensures accessibility where needed.
 - b. Work-based learning opportunities such as apprenticeships, on-the-job training (OJT), and paid internships are coordinated across core programs to maximize funding and ensure wraparound support for co-enrolled participants.
4. Data Integration and Monitoring:
 - a. Leverage the NEworks system to monitor co-enrollment trends, measure success, and identify areas for improvement.
 - b. Use data to ensure access to co-enrollment opportunities for all populations, including underserved communities.
 - c. While co-enrollment is required when eligibility permits, GLWDB and its partners also review participation trends to ensure that underserved communities are not unintentionally excluded from full program access.

iii. improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable)

The Greater Lincoln Workforce Development Board (GLWDB) works in partnership with core WIOA programs — Titles I (Adult, Dislocated Worker, and Youth), II (Adult Education), III (Wagner-Peyser), and IV (Vocational Rehabilitation) — to expand access to activities that lead to industry-recognized, portable, and stackable credentials. These credentials provide clear progression along career pathways, promote mobility, and are aligned with employer demand.

1. Credential Alignment with Industry Needs:
 - a. Collaborate with employers, the Lincoln Partnership for Economic Development, and Title III (Wagner-Peyser) staff to identify credentials aligned with local workforce priorities, including healthcare, skilled trades, advanced manufacturing, information technology, and sustainable energy.
 - b. Ensure that career pathways designed in collaboration with Title I training providers incorporate stackable credentials — such as Certified Nursing Assistant (CNA) to LPN to RN in healthcare — and connect with local education institutions.
 - c. Title II partner, Southeast Community College, aligns foundational skills instruction (ESL, GED, digital literacy) with entry points into credential-bearing training, ensuring a seamless bridge from education to certification.
 - d. Title IV (Nebraska VR and NCBVI) contributes by advising on credential accessibility for individuals with disabilities and coordinating accommodations to support credential completion.
2. Accessible Training Opportunities:
 - a. Work with Eligible Training Provider List (ETPL) providers and the NDOL ETPL team to expand training options by:
 - (1) Identifying in-demand credential programs for inclusion on the ETPL; and
 - (2) Supporting new providers in navigating the ETPL application process.
 - b. GLWDB and Title I staff collaborate with ETPL providers to offer flexible delivery formats (online, hybrid, evening/weekend classes), improving access for working learners and individuals with barriers such as transportation or childcare needs.

- c. Financial assistance for eligible participants is provided primarily through Individual Training Accounts (ITAs), funded under Title I. These funds are used for tuition, fees, testing, books, and required equipment.
- d. Title IV (VR) and Title II contribute by providing supportive services, referrals, and wraparound supports to increase credential completion among individuals with disabilities, low literacy levels, or English language needs.
- 3. Support for Underserved Populations:
 - a. Work with core partners to co-develop targeted training initiatives for specific populations, such as:
 - (1) Justice-involved individuals (in partnership with reentry programs and Title I);
 - (2) Adults with limited literacy or English proficiency (through Title II);
 - (3) Individuals with disabilities (via Title IV);
 - (4) Youth not connected to education or employment (Title I Youth).
 - b. These programs are aligned with in-demand sectors such as healthcare, CDL/trucking, industrial maintenance, and IT helpdesk support, all of which offer entry-level, stackable credentials with advancement potential.
 - c. Leverage resources from all partners to support credential attainment. Which means that GLWDB coordinates braided funding and co-enrollment strategies with Titles I–IV and community partners (e.g., TANF, SNAP E&T, and nonprofits) to ensure participants can access tuition, supportive services, and career coaching through multiple funding streams.

c. description of strategies and services that will be used in the local area:

i. facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations

GLWDB employs the following strategies to engage employers, particularly small businesses and those in in-demand industry sectors and occupations:

- 1. Targeted Outreach:
 - a. Partner with [SourceLink Nebraska](#) to identify challenges and opportunities unique to small employers.
- 2. Customized Employer Services:
 - a. Offer tailored recruitment support, job fairs, and hiring events to connect employers with qualified candidates.
 - b. Provide labor market data and workforce trend analysis to help businesses plan for future needs.
- 3. Incentivizing Participation:
 - a. Promote the use of wage subsidies, tax incentives, and grants for employers engaging in workforce development programs like on-the-job training (OJT), incumbent worker training, and customized training initiatives.

ii. to support a local workforce development system that meets the needs of businesses in the local area

GLWDB leads a responsive, data-informed, and business-focused public workforce system that addresses the talent needs of employers across the local area. All strategies align with Nebraska’s Combined State Plan (Sections II.b and II.c) and contribute to the ongoing work of the Career Pathways Workgroup, which guides the statewide prioritization of industry-driven career pathways.

- 1. Industry-Led Training Initiatives:
 - a. GLWDB collaborates with employers, Southeast Community College (SCC), and CareerPathways.com to co-develop training initiatives that address skill gaps and prepare job seekers for high-demand occupations. Training programs reflect labor market trends and are responsive to evolving needs in healthcare, manufacturing, IT, transportation, and construction.

- b. GLWDB works with the state board’s Career Pathways Workgroup to ensure local pathway efforts support Nebraska’s career pathway goals under Section II.c. This includes contributing employer insights, labor market data, and feedback on credential value and accessibility.
 - c. While GLWDB often references H3 occupations (high wage, high demand, high skill), all training funded under WIOA Title I-B is aligned with the broader definition of in-demand occupations, as required by WIOA and defined by the Nebraska Department of Labor.
- 2. Business Services Team:
 - a. Maintain a dedicated Business Services Team to provide employers with comprehensive support, including recruitment assistance, workforce training solutions, and retention strategies.
 - b. Work directly with employers to identify skill gaps and develop customized workforce solutions.
- 3. Work-Based Learning Opportunities:
 - a. Promote and expand internships, on-the-job training (OJT), and registered apprenticeships as key strategies to develop talent pipelines. Comment: Explain how GL will expand Registered Apprenticeships by working with the NDOL Registered Apprenticeship Unit and the US Department of Labor Office of Apprenticeship – Omaha.
 - b. Support employers in implementing these programs by connecting them with resources, funding opportunities, and technical assistance. Comment: Describe the funding opportunities.
 - c. Encourage the integration of work-based learning into career pathway development, enabling businesses to attract, train, and retain talent.
- 4. Workforce Flexibility:
 - a. Develop programs such as incumbent worker training to upskill current employees, helping businesses adapt to technological advancements and evolving market demands.
 - b. Support small and mid-sized businesses in accessing workforce development programs that improve competitiveness and employee retention.
- 5. Building Career Pathways with Employers:
 - a. Partner with businesses to build and enhance career pathways that provide clear, step-by-step progression opportunities for workers.
 - b. Work with employers to design pathways that incorporate education, credentialing, and advancement opportunities, ensuring alignment with labor market needs.
 - c. These pathways are co-developed with core partners and employers and incorporate:
 - (1) Entry-level credentialing;
 - (2) Work-based learning (apprenticeship, OJT);
 - (3) Advanced technical training and wraparound supports.
 - d. As part of the Career Pathways Workgroup, GLWDB shares local labor market data, employer needs, and credential performance data to inform statewide career pathway prioritization.

iii. to better coordinate workforce development programs and economic development

GLWDB prioritizes strong partnerships with local economic development organizations, including the Lincoln Partnership for Economic Development (LPED), to align workforce and economic development goals:

- 1. Shared Strategic Goals:
 - a. Collaborate on initiatives like [Lincoln Forward](#) to promote high-growth sectors and align workforce investments with regional economic priorities.
- 2. Joint Planning Efforts:
 - a. Conduct joint planning sessions with economic development partners to identify emerging workforce trends and ensure alignment of resources.
- 3. Attracting and Retaining Talent:
 - a. Support efforts to market Lincoln as a destination for skilled workers, emphasizing quality of life and career opportunities.

iv. to strengthen linkages between the one-stop delivery system and unemployment insurance programs

To ensure seamless integration between the Greater Lincoln one-stop delivery system and Nebraska’s UI program, GLWDB implements the following strategies:

1. Co-Enrollment and Cross-Referrals:
 - a. Facilitate co-enrollment of UI claimants into WIOA programs to expedite their return to employment. Comment: Which WIOA programs?
 - b. Train one-stop staff to provide meaningful assistance. Comment: Define *meaningful assistance*.
2. Integrated Data Systems:
 - a. Leverage NEworks to track UI claimant progress and connect them with relevant workforce services. Comment: Explain how GL’s Title IB programs will use NEworks to track UI claimant progress, and exactly what type of progress would be tracked and why.
3. Outreach to UI Claimants:
 - a. Conduct targeted outreach to UI claimants, offering Dislocated Worker services using NEworks reports on a routine basis.

v. that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers. These initiatives must support the strategies described above in paragraphs i. through iv.

GLWDB implements a range of demand-driven initiatives that directly support the strategies described in sections i–iv. These initiatives promote business engagement, system alignment, and sector-based talent solutions in line with Nebraska’s Combined State Plan (Sections II.b and II.c).

Incumbent Worker Training (IWT)

To support workforce flexibility, GLWDB partners with local employers to:

- Upskill current employees in response to technological advancements and operational shifts;
- Address skill gaps that hinder business growth and retention;
- Use WIOA Title IB IWT funds in priority industries such as healthcare, advanced manufacturing, and IT and targeted populations with barriers to employment.

GLWDB coordinates IWT activities with the Lincoln Partnership for Economic Development (LPED) to ensure alignment with regional growth sectors and shared economic development strategies (see iii).

On-the-Job Training (OJT)

GLWDB uses OJT wage reimbursement (50–75 percent) to reduce employer onboarding costs and expand hiring pipelines. OJT participants receive hands-on experience in in-demand occupations, and training plans are developed jointly with employers to ensure skills alignment.

GLWDB prioritizes OJT placements for individuals facing barriers to employment and integrates OJT into larger career pathway efforts.

Registered Apprenticeships (RA)

GLWDB works with the NDOL Registered Apprenticeship Unit and the U.S. Department of Labor Office of Apprenticeship – Omaha to:

- Identify and recruit employers ready to sponsor apprentices;
- Assist with program development and registration;
- Leverage WIOA Title 1B funds to support apprentice-related instruction, OJT, and supportive services.

Apprenticeships are prioritized in industries such as healthcare, construction, manufacturing, IT, and skilled trades. These programs align with the state's career pathway strategy and contribute to the Career Pathways Workgroup's statewide coordination under Combined State Plan Section II.c.

Internship Programs (Youth-Focused)

In alignment with strategies to engage youth and develop early career exposure, GLWDB collaborates with:

- High schools, postsecondary institutions, and employers to design structured, work-based learning experiences;
- WIOA Youth and Title II partners to identify eligible participants, particularly those with barriers to employment;
- Employers in in-demand industries to ensure internships reflect current skill needs.

Internships emphasize equity by targeting underserved and opportunity youth, connecting them to postsecondary education and credential pathways.

Customized Training Programs

GLWDB co-designs tailored training programs with employers to meet specific workforce needs that may not be addressed by standard ETPL offerings. These programs:

- Are developed in partnership with SCC and training providers;
- Focus on closing critical, time-sensitive skill gaps in sectors like logistics, automation, or advanced healthcare;
- May be funded through WIOA Title 1B, employer contributions, and regional grants.

This initiative directly supports joint business planning and enhances retention and competitiveness for small- and mid-sized employers.

Industry and Sector Strategies

To support regional employer needs, will GLWDB lead and participate in sector partnerships focused on:

- Healthcare, advanced manufacturing, and information technology — all identified in-demand industry sectors by the Nebraska Department of Labor;
- Coordinating employer, education, and workforce partner efforts to deliver scalable, data-driven talent development strategies;
- Sharing LMI and credential data with the Career Pathways Workgroup to inform statewide pathway prioritization.

Career Pathways Initiatives

GLWDB will co-develop career pathways that integrate:

- Entry-level and stackable credentials;
- On-the-job training, apprenticeships, and internships;
- Wraparound supports such as ESL, digital literacy, and accommodations.

These pathways are designed with employers, core partners (Titles I–IV), and SCC to ensure alignment with current labor market needs and are informed by state-led prioritization work under the Career Pathways Workgroup.

Utilization of Business Intermediaries

- Engage intermediaries such as chambers of commerce, trade associations, and economic development organizations to connect employers with workforce resources.
- Facilitate communication between businesses, workforce programs, and education providers to ensure alignment and collaboration.

Labor Market Information (LMI) Services

- Provide employers with labor market information (LMI) to support informed decision-making on recruitment, workforce planning, and training investments.
- Use LMI to identify skill gaps, high-demand occupations, and emerging industry trends, ensuring workforce initiatives align with regional labor market needs.

Other Business Services and Strategies

- Offer recruitment assistance, workforce retention strategies, and access to training funds to support businesses in building a skilled and sustainable workforce.
 - Promote workforce flexibility initiatives, including programs that address seasonal employment, part-time work, and emerging labor market trends.
- d. description of how the local board will coordinate local workforce investment activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services**

Coordination with Regional Economic Development Activities

GLWDB collaborates closely with regional economic development organizations to align workforce activities with economic growth strategies in the local area. Key strategies include:

1. Strategic Partnerships:
 - a. Collaborate with the Lincoln Partnership for Economic Development (LPED) and [Lincoln Forward](#) initiatives to align workforce investments with regional economic priorities.
 - b. Participate in joint planning sessions with economic development organizations to identify emerging industries and workforce needs.
2. Sector-Based Strategies:
 - a. Focus on high-growth sectors such as healthcare, advanced manufacturing, information technology, and green energy.
 - b. Develop sector partnerships to align workforce training programs with the needs of employers in these industries.
3. Regional Talent Attraction and Retention:
 - a. Work with economic development partners to promote Lincoln as a destination for skilled workers, emphasizing career opportunities, quality of life, and support for entrepreneurs.

4. Shared Data and Insights:
 - a. Use labor market information to identify regional workforce trends and inform training program development.
 - b. Share data on workforce outcomes to ensure alignment with regional economic goals.

Promoting Entrepreneurial Skills Training and Microenterprise Services

GLWDB recognizes the importance of supporting entrepreneurship and small business development as vital drivers of economic growth. Strategies include:

1. Entrepreneurship Training:
 - a. Partner with local organizations, such as Southeast Community College and the University of Nebraska-Lincoln Center for Entrepreneurship, to offer workshops on starting and managing a business.
 - b. Collaborate with [SourceLink Nebraska](#), a comprehensive resource network dedicated to fostering business growth and entrepreneurship within Nebraska, to connect aspiring entrepreneurs and business owners with resources like technical assistance, business consulting, funding opportunities, and educational workshops.
2. Microenterprise Support:
 - a. Collaborate with the [ECHO Collective](#) and other community-based organizations to provide resources for microenterprise development, including access to grants, loans, and mentorship.
3. Business Incubators and Accelerators:
 - a. Support local incubators and accelerators by referring clients to resources like the Nebraska Innovation Campus, which provide mentorship, networking, and funding opportunities for startups.
4. Outreach:
 - a. Ensure outreach efforts target underserved populations, including English Language Learners, immigrants, refugees, and low-income individuals, providing them with tailored support to start and grow businesses.
5. Integrated Support Services:
 - a. Align workforce development services with entrepreneurial training to provide holistic support, including childcare, transportation assistance, and digital literacy training.

e. description of the local one-stop delivery system, including:

- i. how the local board will ensure the continuous improvement of eligible providers through the system and that such providers will meet the employment needs of local employers, workers, and job seekers**

GLWDB employs the following strategies to ensure continuous improvement of eligible providers within the one-stop delivery system:

1. Performance Monitoring:
 - a. Regularly review provider performance against WIOA Title IB benchmarks, including employment rates, credential attainment, and measurable skill gains.
2. Feedback:
 - a. Collect surveys from jobseekers and employers to ensure services are responsive to their needs.
 - b. Facilitate quarterly [Partner Forum](#) meetings to evaluate service delivery outcomes and coordinate improvements.
3. Professional Development:
 - a. In partnership with NDOL, offer ongoing training for one-stop staff and providers to enhance their understanding of labor market trends, customer service, and equity practices.
4. Partnerships with Employers:
 - a. Collaborate with local businesses to ensure training programs align with employer needs and labor market demands.

ii. how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means

GLWDB ensures access to services through the use of technology and innovative strategies, especially in remote areas:

1. Virtual Service Delivery:
 - a. Job seeker services, including job search assistance, career counseling, and training resources can be accessed via TEAMS.
 - b. Utilize TEAMS for remote workshops, orientations, and one-on-one meetings.
2. Community Partnerships:
 - a. Collaborate with local libraries, schools, and community centers to provide access points for one-stop services.
3. Digital Literacy Support:
 - a. Offer training and support to jobseekers to help them navigate digital platforms and use technology effectively.

iii. how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA Sec. 188 and applicable provisions of the Americans with Disabilities Act of 1990 (42 USC 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities

To ensure physical and programmatic accessibility for individuals with disabilities, GLWDB employs the following measures:

1. Facility and Program Accessibility:
 - a. Conduct regular assessments of the Lincoln American Job Center at 1330 N Street to ensure the facility continues to meet ADA standards and remains accessible to all job seekers.
 - b. Ensure digital resources —such as the website, online outreach materials, and virtual appointment platforms— meet Section 508 accessibility requirements.
2. Staff Training:
 - a. Provide ongoing training for one-stop staff and partners to equip them with skills to serve individuals with disabilities effectively, in partnership with the Title IV Nebraska VR and NCBVI programs.
 - b. Include training on assistive technologies and inclusive customer service.
3. Collaboration with Vocational Rehabilitation:
 - a. Partner with Title IV Nebraska VR and Title IV NCBVI to align services and address specific needs.
4. Assistive Technology:
 - a. Make assistive technologies available at the Lincoln American Job Center located at 1330 N Street, including screen readers, text magnifiers, and speech-to-text tools.

iv. roles and resource contributions of the one-stop partners

Roles and resource contributions of Greater Lincoln’s required and additional one-stop partners (listed above in Sec. 1.a.i.) are defined in [Memorandums of Understanding](#) (MOUs).

f. description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area

GLWDB provides a range of employment and training activities tailored to meet the needs of adult and dislocated worker participants under WIOA Title IB programs. These services are designed to align with local economic demands and support participants in achieving sustainable employment and career advancement.

Employment and Training Activities

1. Career Services:
 - a. Basic Career Services: Include outreach, intake, orientation, eligibility determination, labor exchange services, and initial skill assessments. These are universally accessible and available to all individuals seeking assistance through the American Job Center (AJC).
 - b. Individualized Career Services: Focused on participants requiring in-depth assistance, these services include comprehensive assessments, individual employment plans (IEPs), career planning, and job readiness activities.
 - c. Follow-Up Services: Offered for up to 12 months after program exit, follow-up services include workplace counseling and additional job placement assistance to ensure participant success in the workforce.
2. Training Services:
 - a. Individual Training Accounts (ITAs): Provide funding for training in high-demand occupations. Participants can select training providers from the Eligible Training Provider List (ETPL) to pursue recognized postsecondary credentials.
 - b. Work-Based Learning Opportunities: Include on-the-job training (OJT), incumbent worker training, and apprenticeships. These services are tailored to meet employer needs while enhancing participants' skills.
 - c. Transitional Jobs: Designed for individuals with significant barriers to employment. These jobs combine short-term, wage-paid work experience with supportive services.
3. Supportive Services:
 - a. Eligible participants may access supportive services, such as transportation assistance, childcare, and work-related tools, to reduce barriers to program engagement.

Assessment of Services

1. Availability:
 - a. All services are accessible at the Greater Lincoln AJC, which is strategically located along major transportation routes and offers virtual service options to ensure equitable access across the region.
 - b. The Greater Lincoln Workforce Development Area collaborates with community partners and employers to expand the availability of work-based learning opportunities and employer-driven training programs.
 2. Alignment with Labor Market Needs:
 - a. Training and employment services are informed by regional labor market analysis, ensuring alignment with in-demand occupations and industries, including healthcare, manufacturing, and information technology.
 3. Participant-Centered Approach:
 - a. Services are delivered using a customer-centered model, emphasizing individualized plans and informed choice. Participants receive guidance from career planners to select services that align with their goals and local labor market opportunities.
 4. Use of Technology:
 - a. NEworks integrates participant tracking, labor market data, and performance reporting to enhance service delivery and outcomes.
- g. description of how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities**

Coordination of Local Workforce Investment Activities with Statewide Rapid Response Activities

GLWDB works closely with NDOL to ensure seamless coordination of local workforce investment activities and statewide Rapid Response efforts. This collaboration aims to mitigate the impact of layoffs and closures, facilitating reemployment and skill development for affected workers while supporting employer needs.

Local Area Responsibilities in Rapid Response

1. Notification and Employer Engagement:
 - a. Local area staff immediately notify NDOL upon learning of potential layoffs or closures through various sources, including WARN Act notices, media, and employer communications.
 - b. The NDOL Business Services Representative contacts employers to assess layoff details and determine Rapid Response service needs.
2. Planning and Coordination:
 - a. Rapid Response Information Sessions (RRIS) are organized in collaboration with NDOL and one-stop partners, ensuring on-site or virtual delivery of services to affected workers.
 - b. Local Title IB staff and Title III Wagner-Peyser staff support RRIS by offering employment assistance, workshops, and referrals to partner programs.
3. Service Delivery:
 - a. Provide comprehensive information on unemployment insurance, training services, and career services during RRIS.
 - b. Collaborate with NDOL to address layoff aversion and economic recovery strategies, including customized business solutions.
4. Follow-Up and Data Management:
 - a. Title IB career planners follow up with affected workers within three business days after an RRIS, offering continued support through NEworks for training and employment opportunities.
 - b. Maintain accurate records of layoffs, closures, and Rapid Response services in NEworks.

Alignment with Statewide Strategies

1. Layoff Aversion and Reemployment:
 - a. Work with NDOL to implement layoff aversion strategies, including incumbent worker training and short-term compensation programs.
 - b. Assist dislocated workers in transitioning to new employment quickly through co-enrollment in Title IB programs and Trade Adjustment Assistance (TAA).
 2. Disaster and Emergency Responses:
 - a. Coordinate with NDOL and disaster relief agencies to provide tailored support during natural disasters or other emergencies, addressing both immediate and long-term recovery needs.
 3. Continuous Improvement:
 - a. Collect feedback from employers and participants to refine Rapid Response processes.
 - b. Participate in NDOL-led training and quality assurance reviews to align local practices with state guidelines.
- h. description and assessment of the type and availability of youth workforce investment activities in the local area including activities for youth who are individuals with disabilities, which must include an identification of successful models of such activities**

GLWDB is committed to delivering comprehensive and inclusive youth workforce investment activities that address the diverse needs of in-school youth (ISY) and out-of-school youth (OSY). These activities prioritize youth with barriers to employment, including youth with disabilities, and are designed to prepare young people for postsecondary education, employment, and career advancement.

Youth Workforce Investment Activities

14 Required Program Elements

GLWDB ensures the following elements are integrated into youth services:

1. Tutoring, study skills training, and dropout prevention.
2. Alternative secondary school offerings or dropout recovery services.
3. Paid and unpaid work experiences, including summer employment, pre-apprenticeships, internships, job shadowing, and on-the-job training.

4. Occupational skills training, particularly in in-demand industries.
5. Education offered concurrently with workforce preparation and training for specific occupations.
6. Leadership development opportunities, including community service and peer-centered activities.
7. Supportive services, such as transportation, childcare, and uniforms.
8. Adult mentoring for at least 12 months during program participation.
9. Follow-up services for at least 12 months after program completion.
10. Comprehensive guidance and counseling, including drug and alcohol abuse counseling.
11. Financial literacy education.
12. Entrepreneurial skills training.
13. Labor market and employment information about in-demand industries and occupations.
14. Activities to prepare youth for and transition to postsecondary education and training

Support for Youth with Disabilities:

- GLWDB partners with Title IV Nebraska VR and NCBVI, and community organizations to ensure youth with disabilities have access to accommodations, assistive technologies, and customized employment opportunities.

Work-Based Learning and Mentorship:

- Programs like the [Mayor's Youth Employment Program](#), [Lancaster County Youth Employment Program](#), [Lincoln Littles](#), [The Bay](#), and [Lincoln Manufacturing Council](#) create internships that provide hands-on work experience while youth complete education or training.
- Mentorship initiatives connect youth with professionals to support career exploration and goal setting.

Culturally Inclusive Outreach:

- Collaborate with the Ponca Tribe to provide culturally relevant workforce services for Native youth, ensuring their unique needs and aspirations are addressed.
- Employ trusted community advocates and culturally tailored engagement practices to enhance program access for Native youth and other underrepresented populations

Successful Models of Youth Workforce Investment Activities:

GLWDB provides youth with a wide range of opportunities to explore career pathways, gain real-world experience, and build skills for long-term success. Through strong community partnerships and a focus on hands-on learning, we've developed a robust network of work experience (WEX) opportunities that align with WIOA's goals for youth engagement, skill development, and employment readiness.

Career Exploration and Work Experience

GLWDB connects youth with meaningful, paid work experiences in diverse industries—from early childhood education and manufacturing to public service and creative fields. These opportunities are designed to help participants explore interests, build transferable skills, and clarify career goals while earning a wage. Key work experience partnerships include:

1. Mayor's Youth Employment Program
2. Lancaster County Youth Employment Program
3. Lincoln Manufacturing Council
4. Lincoln Littles (early childhood education)
5. The Bay's Gap Year Program, where we serve as the primary work experience provider for young adults navigating post-high school transitions.

Outcomes

Through these programs, youth participants develop job skills, grow their professional networks, and transition more confidently into employment, training, or postsecondary education. Local employers benefit from early exposure to emerging talent and opportunities to invest in the future workforce.

i. how the local board will coordinate relevant secondary and postsecondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services

GLWDB actively collaborates with secondary and postsecondary education providers to ensure the alignment of education and workforce investment strategies. These efforts focus on enhancing service delivery, avoiding duplication of services, and meeting the needs of job seekers, students, and employers.

Collaboration Strategies

1. Dual Credit Programs:
 - a. GLWDB supports Southeast Community College's (SCC) Southeast Nebraska Career Academy Partnership (SENCAP), which enables high school students to earn dual credit while exploring career pathways in high-demand fields like healthcare, manufacturing, and information technology.
 - b. The Greater Lincoln Workforce Administrator serves on the SENCAP Advisory Committee, ensuring alignment between workforce initiatives and program outcomes.
2. Partnership with the Career Academy (TCA):
 - a. GLWDB collaborates with The Career Academy (TCA), a partnership between Lincoln Public Schools and SCC. TCA provides hands-on career exploration and education in various fields, preparing high school students for postsecondary education and employment.
3. Utilization of Title IB and the Eligible Training Provider List (ETPL):
 - a. GLWDB leverages Title IB funds through the ETPL to provide financial assistance for eligible Title IB participants pursuing training at SCC, ensuring access to high-quality programs aligned with in-demand occupations.
4. Registered Apprenticeships:
 - a. In collaboration with SCC, the NDOL Registered Apprenticeship Unit, and the US Department of Labor Office of Apprenticeship – Omaha, GLWDB supports the development and expansion of registered apprenticeship programs in fields such as advanced manufacturing, healthcare, transportation, and construction. These programs combine classroom instruction with hands-on training, creating pathways to sustainable careers.
5. Work-Based Learning Opportunities:
 - a. GLWDB partners with local employers and educators to provide internships, on-the-job training, and cooperative education opportunities, bridging the gap between classroom learning and real-world experience.
6. Integration of Carl D. Perkins Career and Technical Education (CTE) programs:
 - a. GLWDB works with SCC and local high schools to integrate non-duplicative, sequential coursework leading to industry-recognized credentials, supporting career pathways in in-demand industry sectors.
7. Representation
 - a. SCC's representation on GLWDB enhances coordination by ensuring strategic alignment between workforce development activities and the region's educational priorities. This includes the Title II Adult Education Director and Executive Director of SCC, who provide critical insights and ensure alignment between workforce initiatives and education programs.
 - b. The Greater Lincoln Workforce Administrator serves as a key representative and connector, fostering collaboration between workforce development and education providers. In this capacity, the Administrator:
 - (1) Actively participates in SCC's Welding Workforce Leadership Team (WLT) to align curriculum with industry needs and ensure training programs meet employer expectations; and

- (2) Engages with SCC's Continuing Education Division, building partnerships with employers and educational institutions to expand work-based learning opportunities such as pre-apprenticeships, apprenticeships, and micro-credentialing programs.
8. Cross-Agency Coordination:
 - a. Through initiatives like [EmployLNK](#), GLWDB brings together education, workforce, and economic development stakeholders to streamline services and resources, minimizing duplication.
9. Technology Integration:
 - a. Tools such as the [Program Matcher](#) on the Greater Lincoln American Job Center website connect students and job seekers to relevant education and training opportunities, improving access and service efficiency.

Support for Individuals with Barriers to Employment

GLWDB collaborates with secondary and postsecondary institutions to provide academic support, career counseling, and wraparound services for individuals facing barriers, including youth with disabilities, English language learners, and low-income students.

Outcomes

- These collaborative efforts ensure alignment between educational programs and workforce investment activities, reducing service duplication and creating efficient pathways for students and job seekers to achieve their career and economic goals.
 - The integration of dual credit programs, registered apprenticeships, and WIOA funding directly supports a skilled workforce that meets the evolving needs of the Greater Lincoln area.
- j. how the local board will coordinate Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area**

Transportation Services

GLWDB partners with local transportation providers and community organizations to offer a range of services that address transportation needs:

1. Public Transit Access:
 - a. The Greater Lincoln AJC is conveniently located along major [StarTran](#) bus routes, providing accessible transit for job seekers.
 - b. Free transportation options are available via the downtown trolley service, which stops one block from the AJC.
 - c. AJC facilities are bicycle-friendly, with dedicated bike lanes and on-site bike racks.
2. Transportation Assistance:
 - a. Job seekers who lack reliable transportation may receive assistance such as gas cards or ride-sharing services, funded through Title IB supportive services.
 - b. Partnerships with organizations like [Citizens for Improved Transit](#) provide access to free bus passes when funding is available.
3. Rural Access:
 - a. Additional transportation options, including carpooling programs and subsidized vanpool services, are offered to individuals residing in rural or remote areas with limited transit options.

Supportive Services Coordination

GLWDB ensures that Title IB supportive services are targeted, efficient, and aligned with participants' career goals. The provision of supportive services is designed to address barriers to employment and support participants' active engagement in workforce activities.

Key Aspects of Supportive Services Coordination:

1. Eligibility and Funding Limits:
 - a. Supportive services are available for eligible participants of Title IB Adult, Dislocated Worker, and Youth programs, subject to the revised funding cap of \$2,000 per participant, as outlined in the September 2024 policy update.
 - b. Supportive services are provided only when they are necessary for participants to engage in workforce activities and are unavailable through other community resources.
 2. Types of Supportive Services:
 - a. Covered services include items such as transportation assistance, childcare, and necessary work-related expenses.
 3. Coordination with Community Partners:
 - a. GLWDB actively collaborates with community organizations and state agencies to provide complementary services that address participants' needs.
 - b. Title IB career planners assist participants in identifying alternative resources to cover needs not supported directly through Title I funding.
 4. Technology and Accessibility:
 - a. Participants in remote areas or those facing transportation barriers can access services through virtual platforms.
 - b. Physical and programmatic accessibility is ensured for individuals with disabilities.
 5. Monitoring and Accountability:
 - a. The use of supportive services funds is closely monitored to ensure compliance with policy limits and effectiveness in addressing employment barriers.
 - b. Title IB career planners document necessity and allocation of supportive services in participant case files.
 6. Alignment with Individual Employment Plans (IEP) and Individual Service Strategy (ISS):
 - a. Supportive services are integrated into IEPs and ISS to directly support participants' training and employment objectives.
- k. plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act (29 USC 49 et seq.) services and other services provided through the one-stop delivery system**

GLWDB is committed to ensuring that Title III Wagner-Peyser services are seamlessly integrated into the local one-stop delivery system to maximize efficiency, improve service delivery, and eliminate duplication. The strategies to achieve these objectives are guided by the following principles and practices:

1. Integrated Resource Room Operations
 - a. Wagner-Peyser (WP) staff are co-located in the AJC resource room. As the primary points of contact, WP staff provide:
 - (1) Basic career services, including labor exchange services, initial assessments, and referrals.
 - (2) Meaningful assistance with unemployment insurance (UI) claims, adhering to the standards outlined in TEGL 19-16.
 - b. The Resource Room Navigator, funded by one-stop partners, complements WP staff by:
 - (1) Managing client flow using NEworks to log visit reasons and direct individuals to appropriate services.
 - (2) Providing technical assistance with computers, facilitating program matches, and validating parking.
 - (3) Addressing customers' general inquiries and connecting them with partner programs through referrals.
 - (4) Assist with meaningful assistance.

2. **OSO Coordination**
 - a. The OSO ensures collaboration between WP staff and other one-stop partner staff to deliver aligned comprehensive services.
 - b. Regular coordination meetings focus on streamlining workflows, improving communication, and addressing gaps or redundancies in service delivery.
3. **Cross-Training and Staff Development**
 - a. Staff are cross trained on Greater Lincoln AJC programs to foster a comprehensive understanding of all available services. This ensures consistent and accurate service delivery while reducing redundancies in client interactions.
4. **Technology Integration and Data Sharing**
 - a. NEworks enables real-time tracking of services and referrals, facilitating seamless coordination among partners and minimizing duplication of effort.
 - b. Confidentiality and data-sharing agreements ensure secure handling of participant information in compliance with federal and state guidelines.

By implementing these strategies, GLWDB ensures that WP services are effectively integrated into the Greater Lincoln one-stop delivery system, meeting the needs of both job seekers and employers while adhering to federal requirements and local objectives.

1. **describe how the local board will coordinate Title I workforce investment activities with adult education and literacy activities authorized under Title II, which must include a description of how the local board will carry out the review of local applications submitted under Title II consistent with WIOA Secs. 107(d)(11)(A) and (B)(i) and WIOA Sec. 232**

GLWDB is committed to aligning Title IB workforce investment activities with adult education and literacy services provided under Title II. This collaboration ensures that individuals with basic skill needs or English language proficiency challenges can access integrated services to achieve educational and employment goals.

Coordination Strategies

1. **Collaborative Planning and Alignment:**
 - a. GLWDB works closely with the SCC Adult Education Program, which has representation on GLWDB through the Title II Adult Education Director, to align adult education and workforce development strategies.
 - b. Regular coordination meetings ensure that Title IB and Title II programs address shared priorities, such as advancing participants along career pathways, developing workplace literacy programs, and supporting high-demand occupations.
2. **Co-Enrollment and Integrated Services:**
 - a. Promote co-enrollment between Title IB and Title II programs to provide participants with comprehensive support, including access to basic career services, training programs, and supportive services.
 - b. Title IB staff collaborate with Title II educators to offer concurrent instruction in workforce preparation activities, such as soft skills training and occupational skills development.
3. **Referral Processes:**
 - a. Established clear referral pathways between Title IB and Title II programs, facilitated through the NEworks system and/or the online student portal, to ensure seamless access to services for individuals requiring adult education, English as a Second Language (ESL) services, or literacy training.
4. **Employer Engagement and Workplace Literacy:**
 - a. Partner with employers to develop workplace literacy programs that integrate adult education with job-specific training, enabling participants to build foundational skills while preparing for employment opportunities in in-demand industry sectors.

Review of Local Adult Education Provider Applications

GLWDB conducts a comprehensive review of local adult education service provider applications, consistent with WIOA Secs. 107(d)(11)(A) and (B)(i) and 232. This process ensures that the eligible provider will provide services in alignment with the local plan requirements under WIOA Sec. 108.

1. Review Process:
 - a. GLWDB assesses applications based on criteria such as:
 - (1) Alignment with regional labor market needs and in-demand occupations.
 - (2) Integration of workforce preparation activities and career pathway development.
 - (3) Collaboration with one-stop partners and alignment with the local workforce development plan.
 2. Feedback and Recommendations:
 - a. GLWDB submits recommendations to the Nebraska Department of Education to ensure selected providers are in alignment with the local plan.
- m. **copies of executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop delivery system, including cooperative agreements (as defined in WIOA Sec. 107(d)(11)) between the local board or other local entities described in WIOA Sec. 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 USC 721(a)(11)(B)) and the local office of a designated state agency or designated state unit administering programs carried out under Title I of the Rehabilitation Act (29 USC 720 et seq.) (other than Sec. 112 or Part C of that Title (29 USC 732, 741) and subject to Sec. 121(f)) in accordance with Sec. 101(a)(11) of the Rehabilitation Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination**
- n. **identification of the entity responsible for the disbursement of grant funds described in WIOA Sec. 107(d)(12)(B)(i)(III), as determined by the chief elected official or the Governor under WIOA Sec. 107(d)(12)(B)(i)**

GLWDB does not have cooperative agreements in place at this time.

Under the direction of the Chief Elected Official (CEO) of the Greater Lincoln Workforce Development Area, the City of Lincoln Fiscal Agent serves as the designated entity responsible for the disbursement of WIOA funds.

- o. **description of the competitive process that will be used to award the subgrants and contracts for Title I activities**

GLWDB ensures a transparent, competitive, and compliant process for awarding subawards for Title IB activities in accordance with 20 CFR § 679.560(b)(15) and 2 CFR §§ 200.331 and 200.332. The process adheres to federal, state, and local procurement regulations, emphasizing the acquisition of high-quality services at the best value.

Competitive Procurement Processes

1. Request for Proposal (RFP):
 - a. The primary method for procuring Title IB service providers and the OSO is through an RFP process managed by the City of Lincoln Purchasing Department.
 - b. Current subawards were made through RFPs 17-143, 17-144, and 17-145, which facilitated the selection of subrecipients for Title IB Youth, Adult, and Dislocated Worker program services, as well as the Title IB OSO.

- c. The workforce board is in the process of issuing new RFPs for Title IB:
 - (1) Youth Program services.
 - (2) Adult and Dislocated Worker Program services.
 - (3) OSO services.
- d. The RFP process ensures compliance with WIOA regulations and prioritizes cost-effectiveness, quality, and alignment with workforce needs.
- 2. Alternative Procurement Methods:
 - a. If unsuccessful in securing vendors through the RFP process, GLWDB may utilize sole-source procurement for specific needs, such as leasing space in city-owned properties. Sole-source procurement is conducted in compliance with 2 CFR § 200.320(c) and follows strict justification and documentation requirements.

Procurement Types Utilized by the City of Lincoln Purchasing Department

To meet the diverse needs of the workforce system, the City of Lincoln Purchasing Department employs the following procurement methods:

1. Request for Information (RFI): Used infrequently to gather additional information from vendors to develop effective specifications for competitive bidding.
2. Request for Qualifications (RFQ): Utilized to prequalify vendors for specific services, expediting the RFP process.
3. Informal and Formal Bids: Applied for commodities or services based on cost thresholds, with awards made to the lowest responsive and responsible bidder.
4. Cooperative Bids and Piggybacks: Leverage contracts already executed by other government entities to expedite procurement or secure better pricing.
5. Sole Source Procurement: Employed when only one vendor can provide the required product or service, such as proprietary software or specialized equipment.

For more information on these processes, visit the [City of Lincoln Purchasing Department's website](#).

Compliance and Oversight

- GLWDB ensures that all procurement processes are consistent with City code, the City Charter, and applicable local, state, and federal regulations.
- The City of Lincoln Purchasing Department oversees procurement activities to maintain integrity, transparency, and compliance with WIOA and Uniform Guidance requirements.
- p. **description of local levels of performance negotiated with the Governor and chief elected official consistent with WIOA Sec. 116(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under Title IB, and the one-stop delivery system in the local area**

Performance of Local Title IB Programs

GLWDB negotiates local levels of performance with NDOL biennially, as prescribed by WIOA Sec. 116(c) and 20 CFR § 677.210. These negotiations follow the process outlined in NDOL's performance accountability policy and aim to align local performance goals with state and federal benchmarks.

Negotiation Factors:

1. Comparison with Other Local Areas:
 - a. Performance levels are benchmarked against other local workforce development areas in Nebraska to ensure fairness and consistency.
2. Statistical Adjustment Model:
 - a. Adjusted levels of performance are determined using NDOL's local statistical adjustment model (local SAM), which accounts for actual participant characteristics and economic conditions.

3. Continuous Improvement:
 - a. Goals are designed to promote the continuous improvement of services and outcomes for participants.
4. Alignment with Statewide Goals:
 - a. Local performance levels are set to contribute to overall achievement of the state's performance levels.

Table 1. Negotiated Levels of Performance for Program Years 2025 – 2026

	Adult	Dislocated Worker	Youth
Employment rate 2 nd quarter after exit	78%	86%	79%
Employment rate 4 th quarter after exit	77%	87.5%	78%
Median earnings 2 nd quarter after exit	\$8,250.00	\$9,200.00	\$4,100.00
Credential attainment within 4 quarters after exit	70%	70%	62%
Measurable skills gains	67%	68%	55%

Performance of Local Fiscal Agent, Service Providers, and One-Stop Delivery System

Fiscal Agent Performance:

The City of Lincoln, serving as the fiscal agent, is responsible for the disbursement of funds and financial oversight, ensuring compliance with 2 CFR Part 200 and state policies. While its performance is not directly measured, financial operations are regularly audited and monitored to maintain compliance and efficiency.

Title IB Service Providers and One-Stop Delivery System:

1. Performance Integration:
 - a. Performance levels for Title IB programs are incorporated into contracts with service providers, establishing clear accountability for achieving employment, credential attainment, and measurable skill gains targets.
 2. Collaborative Strategies:
 - a. Service providers and the OSO work closely with core partners to align services, streamline processes, and meet negotiated performance levels.
 3. Monitoring and Technical Assistance:
 - a. Regular performance reviews are conducted to assess compliance with contract goals. NDOL's mandatory technical assistance is initiated for providers falling below performance thresholds, as outlined in 20 CFR § 677.220(a).
- q. description of actions the local board will take toward becoming or remaining a high-performing local board, consistent with the factors developed by the state workforce development board**

The Nebraska Workforce Development Board has not established factors for high-performing local boards.

- r. description of how training services outlined in WIOA Sec. 134 will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter, and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided**

GLWDB provides training services to Title IB Adult, Dislocated Worker, and Out-of-School Youth participants through Individual Training Accounts (ITAs), funded exclusively by Title IB program funds. All training activities are conducted in accordance with WIOA Section 134 and 20 CFR §§ 680.300–680.350.

1. Use of Individual Training Accounts
 - a. ITAs are the primary mechanism for providing occupational skills training. Funds are used to cover the cost of training programs offered by providers listed on Nebraska's ETPL.

- b. ITAs are established based on the training and employment goals identified in each participant’s IEP or ISS. GLWDB ensures consumer choice by requiring that participants select training programs from the ETPL after consultation with a Title IB career planner.
2. Use of Contracts for Training Services
 - a. While contracts for training services are not commonly used in the Greater Lincoln Workforce Development Area, GLWDB recognizes exceptions where contracts may be appropriate. These exceptions are detailed in local policies and include:
 - (1) On-the-job training (OJT), customized training, or incumbent worker training;
 - (2) Programs with demonstrated effectiveness offered by community-based organizations for individuals with barriers to employment;
 - (3) Training programs provided by institutions of higher education for in-demand occupations;
 - (4) Situations where there are insufficient eligible providers in the local area; and
 - (5) Pay-for-performance contracts.
 - b. Coordination of contracts with ITAs is required to ensure seamless service delivery. The OSO, along with Title IB service providers, oversees this coordination and ensures compliance with federal and state requirements.
3. Ensuring Informed Consumer Choice
 - a. To maximize consumer choice:
 - (1) The ETPL is made available online through NEworks and accessible at the American Job Center.
 - (2) Participants receive career planning services, which include assessments of local labor market information and training provider performance data.
 - (3) Title IB career planners assist participants in aligning their training choices with career goals and labor market demands.
 - (4) Priority is given to programs leading to recognized postsecondary credentials and aligned with in-demand occupations.
4. Spending Limits and Compliance
 - a. Spending limits on ITAs are monitored to ensure compliance with local policy, which defines allowable costs, maximum funding caps, and coordination of services across Title IB programs. Coordination with other funding sources—such as Pell Grants, scholarships, and employer tuition assistance—is required to maximize available resources and avoid duplication of costs.
 - s. **description of the process used by the local board, consistent with WIOA Sec. 108(d), to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations**

GLWDB ensured compliance with WIOA Sec. 108(d) by conducting a public comment period prior to the submission of the local plan. The process adhered to the requirements of the Nebraska Open Meetings Act, ensuring transparency, accessibility, and ample opportunity for community input. Below is the detailed description of the process:

Public Comment Period

- Duration: The plan was made available for public comment for a total of 16 days, beginning March 25, 2025, and concluding on April 9, 2025.
- Submission of Comments: Written comments could be submitted to Sherla Post, Chairperson of GLWDB, at the City of Lincoln address or via email to Dylan Wren, Workforce Administrator, at dwren@lincoln.ne.gov.

Accessibility of the Plan

- Online Access: The draft plan was posted online on March 25, 2025, at ajc.lincoln.ne.gov/workforce-plan/.
- Physical Access: A physical copy of the draft was made available at the American Job Center (AJC), located at 1330 N Street, Suite A, Lincoln, NE 68508.

Public Hearing and Board Review

1. Public Hearing: A public hearing was held on April 9, 2025, at 8:00 AM at the AJC.
 - a. [Notice of the public hearing](#) was published in the *Lincoln Journal Star* on March 29, 2025.
 - b. Members of the public, including representatives from businesses, education, and labor organizations, were encouraged to attend and provide input.
2. Board Meeting: On the same day, April 9, 2025, at 9:00 AM, GLWDB reviewed and approved the plan during their meeting at the AJC.
 - a. [Notice of this meeting](#) was also published in the *Lincoln Journal Star* on March 29, 2025.

Transparency and Opportunity for Input

- The public hearing and meeting provided stakeholders, including representatives of businesses, education, and labor organizations, the opportunity to review and comment on the plan.
 - The process was designed to ensure all feedback was considered before final approval, aligning with federal and state guidelines.
- t. description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by one-stop partners**

The Greater Lincoln Workforce Development Area has implemented and continues to transition to an integrated, technology-enabled intake and case management information system to enhance service delivery and coordination among programs under WIOA and other one-stop partners.

Integrated System: NEworks

The local area's technology-enabled system is NEworks. This platform enables:

1. Unified Intake:
 - a. The Virtual One-Stop (VOS) Greeter records customer check-ins and visit reasons, streamlining intake processes for all one-stop services.
 - b. Intake information is accessible to all partners through NEworks, ensuring a unified and coordinated customer experience.
2. Case Management:
 - a. NEworks supports case management for Title IB programs and integrates with other partner programs, allowing for:
 - (1) Real-time tracking of participant progress.
 - (2) Streamlined performance reporting.
 - b. Enhanced co-enrollment opportunities, improving resource allocation and participant outcomes.

American Job Center Website

The [Greater Lincoln AJC website](#) provides enhanced virtual access and a more user-friendly experience. Key features include:

1. Enhanced Scheduling Tools:
 - a. Customers can schedule appointments for virtual or in-person services, register for workshops and workforce activities, and reserve interview and hiring event spaces directly through the website.

2. Integrated Resources:
 - a. The website is connected with NEworks, enabling seamless transitions from initial inquiries to service delivery and case management.
 3. Customer Surveys
 - a. Customers can provide feedback directly through the website, enabling continuous improvements based on user needs and experiences.
 4. Accessibility Features:
 - a. The website incorporates ADA-compliant features, ensuring equitable access for all users, including those with disabilities.
 - b. Language Translation: The website offers translation into multiple languages, improving accessibility for non-English-speaking customers and ensuring inclusivity.
- u. description of the direction given by the Governor and the local board to the one-stop operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600**

Priority for Adult Career and Training Services

GLWDB ensures that priority for adult career and training services is given to individuals in accordance with WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600. The local board prioritizes services for recipients of public assistance, low-income individuals, and individuals who are basic skills deficient. These priorities are outlined below, in line with NDOL policy manual requirements:

1. Policy Framework
 - a. State and Local Policy Alignment: NDOL has established a statewide Priority of Service Policy for Title IB Adult programs, which mandates prioritizing services for specific populations, including Veterans, eligible spouses, and non-covered individuals who are low-income or basic skills deficient.
 - b. Title I Adult Program Implementation: GLWDB ensures that these state-level policies are incorporated into local practices, guaranteeing that priority services are provided to those meeting the defined criteria.
2. 75 percent Requirement for Adult Priority Groups
 - a. Compliance with 75 percent Requirement: Local boards must ensure that at least 75 percent of adult participants receiving individualized career and training services in Title IB Adult programs belong to one of the following priority groups:
 - (1) Recipients of public assistance
 - (2) Low-income individuals
 - (3) Individuals who are basic skills deficient (including English Language Learners)
 - b. In addition to implementing overlying priority of service requirements for Veterans and eligible spouses as they relate to adult program priority of service requirements.
3. Order of Priority for Service
 - a. The following order of priority must be implemented for individualized career and training services:
 - (1) Veterans and eligible spouses who are:
 - (a) Recipients of public assistance
 - (b) Low-income individuals
 - (c) Basic skills deficient
 - (2) Non-covered individuals who are:
 - (a) Recipients of public assistance
 - (b) Low-income individuals
 - (c) Basic skills deficient
 - (3) Veterans and eligible spouses who are not:
 - (a) Recipients of public assistance
 - (b) Low-income individuals
 - (c) Basic skills deficient

4. Priority populations established by the local board, consistent with WIOA Sec. 134(c)(3)(E) and other federal regulations.
5. Non-covered individuals who are not:
 - a. Recipients of public assistance
 - b. Low-income individuals
 - c. Basic skills deficient

Excluded Income and Benefits for Low-Income Determinations

- Exclusions for Veterans and Eligible Spouses: When determining low-income status for Veterans and eligible spouses, certain income such as military pay, allowances during active duty, and specified benefits under various Chapters of Title 38 of the U.S. Code must be disregarded in the low-income determination.

Local Priority Populations

- Local Discretion: GLWDB may establish additional local priority populations for Title IB Adult programs, provided these priorities are consistent with federal and state requirements, especially for Veterans and eligible spouses.
- Local Policies: These additional priorities must not override statutory priorities for Title IB Adult programs, including those for Veterans and eligible spouses.

Resource Allocation and Implementation

- Service Allocation: GLWDB ensures that resources, including funding for training and career services, are prioritized for individuals in the designated priority groups, ensuring equitable access to services.
- NEworks Integration: NEworks is utilized to track the priority status of participants, monitor the allocation of services, and generate compliance reports for GLWDB and NDOL.

Monitoring and Compliance

- Oversight: GLWDB is responsible for overseeing the implementation of priority of service policies at the Greater Lincoln AJC. Monitoring efforts include ensuring compliance with the 75 percent priority group requirement and tracking services provided to priority populations.
- Corrective Action: If priority groups are not adequately served, corrective actions are implemented by GLWDB to address gaps and improve service delivery.

2. Pursuant to WIOA Sec. 108(b)(22), the local plan must include the following descriptions of local policies, procedures, and processes relating to:

a. priority of service within the local one-stop delivery system for Veterans and covered persons

Pursuant to WIOA Sec. 108(b)(22), the local plan includes the following descriptions of local policies, procedures, and processes relating to priority of service within the local one-stop delivery system for Veterans and covered persons.

The Greater Lincoln Workforce Development Board (GLWDB) adheres to WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600 by ensuring that Veterans and covered persons receive priority of service in all USDOL-funded training programs, including Title IB Adult, Dislocated Worker, and Youth programs.

1. Implementation:
 - a. Identification and Access: Veterans and covered persons are identified at the point of entry to the local one-stop delivery system, which includes in-person, online, and virtual services. This ensures that priority of service is provided from the initial interaction.

- b. **Priority Access:** Veterans and covered persons are given priority access to all workforce services, including career counseling, job referrals, and training opportunities. This aligns with the statutory and regulatory requirements for priority of service for covered persons.
 - c. **Tracking and Prioritization:** NEworks is used to track and prioritize services for Veterans and covered persons. This ensures that priority is maintained throughout the service delivery process.
- 2. **Monitoring:**
 - a. **Compliance Oversight:** The OSO and Title IB service provider are responsible for ensuring compliance with priority of service policies. This is achieved through regular staff training, customer feedback, and monitoring of NEworks reports, which document service provision and help identify any gaps in priority service delivery.

b. priority of Service under Title IB Programs

GLWDB ensures that priority of service is implemented across Title IB Adult, Dislocated Worker, and Youth programs as follows:

- 1. **Adult Program:**
 - a. **Priority for Priority Groups:** Priority is given to recipients of public assistance, low-income individuals, and individuals who are basic skills deficient, including English Language Learners. Veterans and covered persons within these groups receive the highest priority for career and training services.
 - b. **Order of Service Delivery:** Services are delivered in the following order of priority:
 - (1) Veterans and eligible spouses who meet the priority criteria (public assistance, low-income, or basic skills deficient).
 - (2) Non-Veterans who meet the priority criteria.
 - (3) Veterans and eligible spouses who do not meet priority criteria.
 - (4) Non-Veterans who do not meet the priority criteria.
- 2. **Dislocated Worker Program:**
 - a. **Veterans and Military Spouses Priority:** Priority is given to dislocated workers who are Veterans or military spouses, in accordance with 20 CFR § 680.650. This ensures that Veterans and eligible spouses receive priority over non-Veteran dislocated workers when receiving services such as career counseling, job referrals, and training.
- 3. **Youth Program:**
 - a. **Priority for Low-Income Youth:** At least 75 percent of program funds are allocated for Out-of-School Youth (OSY), with priority given to low-income youth. For In-School Youth (ISY), participants must meet low-income eligibility requirements unless otherwise allowed under 20 CFR § 681.250(c), which provides an exception for up to 5 percent of ISY participants who do not meet the low-income requirement but are in need of additional assistance to complete their education or secure employment.

c. Title I supportive services

Supportive services under the Title IB programs are designed to remove barriers to participation and ensure participants have access to the necessary resources to fully engage in workforce development activities. These services are intended to support the successful completion of career or training services and may be provided when no other funding sources are available.

- 1. **General Provisions:**
 - a. **Allowable, Reasonable, and Necessary:** Supportive services must be allowable, reasonable, and necessary to enable participants to successfully participate in career services and training activities.
 - b. **Last Resort Funding:** Title I programs serve as the funding source of last resort. Supportive services are provided only when no other funding sources are available for adult and dislocated worker participants.

- c. Coordination and Documentation: Coordination of supportive services is required among one-stop partners and community service providers to ensure efficient service delivery. All efforts and services must be documented in NEworks to maintain a record of services provided.
- 2. Funding Limits:
 - a. Supportive services funding is capped per participant for the duration of their program enrollment:
 - (1) Adult Program: \$2,000 (for enrollments on or after September 4, 2024).
 - (2) Dislocated Worker Program: \$2,000 (for enrollments on or after September 4, 2024).
 - (3) Youth Program: \$2,000 (for enrollments on or after September 4, 2024).
 - b. Exceptions to these limits may be granted on a case-by-case basis by the Title IB Service Provider Manager, with proper documentation of the rationale and circumstances.
- 3. Youth Supportive Services:
 - a. Youth participants are eligible for supportive services as long as they are enrolled in the Title IB Youth Program and actively participating in youth Program activities.
 - b. Unlike adult and dislocated worker participants, other funding sources do not need to be exhausted before accessing Youth Program supportive services.
 - c. Youth participants are eligible for supportive services during follow-up services, ensuring continued assistance after program enrollment.
- 4. Types of Supportive Services:
 - a. Supportive services may include, but are not limited to, the following types of assistance:
 - (1) Transportation Assistance (gas cards, mileage reimbursement at \$0.50/mile, etc.).
 - (2) Education-related Fees (e.g., certifications, permits, licenses).
 - (3) Housing and Childcare Assistance, when necessary and documented.
 - (4) Work-related Clothing, Tools, and Safety Equipment necessary for employment or training activities.
- 5. Documentation and Monitoring:
 - a. Expense Documentation: All expenses for supportive services must be documented with receipts, invoices, or vouchers to ensure accountability and compliance.
 - b. Operational Procedures Review: Written procedures for providing supportive services are reviewed during annual formal monitoring to ensure policies are followed and services are provided appropriately.
- 6. Youth Incentives:
 - a. Youth participants may also be eligible for incentives for achieving specific milestones, such as credential attainment or maintaining strong academic performance. Incentives may include:
 - (1) \$200 for the first credential attained.
 - (2) \$100 for a second credential.
 - (3) GPA-based incentives for eligible training programs to encourage continued academic success and program participation.

d. Title I follow up services

Follow-up services are critical to ensuring the long-term success of participants who exit Title IB programs. These services are provided to Title IB Adult, Dislocated Worker, and Youth participants, as follows:

- 1. Youth Follow-Up Services:
 - a. Follow-up services for Youth participants must be provided for at least 12 months after program exit.
 - b. Services may include leadership development, mentoring, supportive services, job placement assistance, and ongoing career counseling.
 - c. Specific examples include:
 - (1) Assistance with transportation and childcare for maintaining employment or pursuing further education.
 - (2) Continued academic and employment counseling to support long-term goals.
 - d. All services must be documented in NEworks, including the type of service and justification for its provision.

2. Adult and Dislocated Worker Follow-Up Services:
 - a. Follow-up services may include counseling regarding the workplace, additional job placement assistance, and referral to supportive services.
 - b. These services are available for up to 12 months after exit and focus on assisting participants in maintaining employment and advancing in their careers.
 - c. Follow-up services are documented in NEworks as part of the participant's record.

e. Title I incumbent worker training

GLWDB offers Incumbent Worker Training (IWT) opportunities to support the upskilling of employees and ensure that businesses can remain competitive while retaining their workforce. This service is governed by WIOA Section 134(d)(4) and local policies to ensure compliance and alignment with workforce development goals.

Eligibility Criteria

1. Employer Eligibility:
 - a. Private sector, non-profit, and certain government entities are eligible to participate.
 - b. Employers must demonstrate that IWT will avert potential layoffs or improve employees' skills to retain employment or gain advancement opportunities.
2. Employee Eligibility:
 - a. Employees must be employed for at least six months before the start of training unless they are part of a cohort, where the majority meet this criterion.
 - b. Employees must be W-2 workers (contractors are not eligible) and actively employed by the business.

Program Design

1. Employer Match Requirement: Employers must contribute to the cost of training based on the size of their workforce:
 - a. Small employers (50 or fewer employees): 10 percent match.
 - b. Medium employers (51-100 employees): 25 percent match.
 - c. Large employers (more than 100 employees): 50 percent match.
2. Funding Caps: GLWDB sets limits on IWT expenditures to a maximum of 20% of the Adult and Dislocated Worker Programs combined allocation.
3. Training Objectives: The training must focus on enhancing the skills of employees in alignment with business needs and regional workforce priorities, ensuring sustainability and long-term workforce development. The employer will select the training provider.

f. Title I program waitlists

GLWDB has a defined policy for managing program waitlists to ensure fair and transparent access to services when resources or program capacity are limited.

Waitlist Management Procedures

1. Eligibility and Prioritization:
 - a. Individuals are added to the waitlist based on the date of their completed application and eligibility determination.
 - b. Priority of service is applied based on the program.
2. Notification Process:
 - a. Individuals placed on the waitlist are notified in writing, including an estimated timeframe for service availability and their position on the waitlist.
 - b. Regular updates are provided to ensure individuals are informed of their status.

3. Service Triage:
 - a. Staff conduct a periodic review of the waitlist to assess participants' immediate needs and identify alternate resources or referrals that may address their barriers while awaiting program enrollment.
4. Data Management:
 - a. Waitlists are managed using NWorks, ensuring accurate and up-to-date records.
 - b. Reports on waitlist status and trends are reviewed regularly to inform resource allocation decisions.

3. Comments submitted during the local plan public comment period must be submitted with the local plan if they represent disagreement with the proposed plan.

The Title II State Director requested corrections to Greater Lincoln's references to its Title II service provider (Southeast Community College), which have been addressed. The State Director also commented on populations that are included in the low-literacy level description of individuals with barriers to employment, which have been addressed in this plan.

The Dean of Continuing Education at Southeast Community College requested corrections to the section related to Carl Perkins programming, including updating the names of several committees and other technical details. All changes have been made and incorporated into this plan.

Greater Nebraska Workforce Development Area – Local Plan

**PY25 – PY28
(July 1, 2025 – June 30, 2029)**

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system, including cooperative agreements (as defined in WIOA Sec. 107(d)(11)) between the local board or other local entities described in WIOA Sec. 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 USC 721(a)(11)(B)) and the local office of a designated state agency or designated state unit administering programs carried out under Title I of the Rehabilitation Act (29 USC 720 et seq.) (other than Sec. 112 or Part C of that Title (29 USC 732, 741) and subject to Sec. 121(f)) in accordance with Sec. 101(a)(11) of the Rehabilitation Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;.....	23
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1. The local plan must include the following strategic planning elements described in WIOA Secs. 108(b)(2)-(21).

a. description of the workforce development system in the local area that identifies:

i. programs included in the system

Required one-stop programs

1. WIOA Title IB adult and dislocated worker programs (colocation)
2. WIOA Title IB youth program (colocation)
3. WIOA Title ID Native American programs:
 - a. Ponca Tribe (direct linkage)
 - b. Winnebago Tribe (direct linkage)
4. WIOA Title ID Migrant and Seasonal Farmworker Program
 - a. Proteus (direct linkage)
2. WIOA Title II Adult Education and Family Literacy Act program
 - a. Nebraska Department of Education (direct linkage)
5. WIOA Title III: Wagner-Peyser Employment Service
 - a. Nebraska Department of Labor (colocation)
6. WIOA Title IV: Vocational Rehabilitation
 - a. Nebraska Commission for the Blind and Visually Impaired (colocation and direct linkage)
 - b. Nebraska VR (colocation and direct linkage)
7. Career & Technical Education (direct linkage)
 - a. Central Community College
 - b. Mid-Plains Community College
 - c. Northeast Community College
 - d. Southeast Community College
 - e. Western Nebraska Community College (direct linkage)
8. Community Service Block Grant (CSBG) programs (direct linkage)
 - a. Blue Valley Community Action
 - b. Central Community Action Partnership
 - c. Community Action Partnership of Mid-Nebraska
 - d. Northeast Nebraska Community Action Partnership
 - e. Southeast Nebraska Community Action Partnership
9. Jobs for Veterans State Grant program
 - a. Nebraska Department of Labor (colocation and direct linkage)
10. Senior Community Services Employment Program (colocation and direct linkage)
 - a. Nebraska Department of Labor
 - b. National Able Network
11. Temporary Assistance for Needy Families (TANF) Employment First Program (colocation and direct linkage)
 - a. Nebraska Department of Health and Human Services
 - b. Equus Workforce Solutions
12. Trade Adjustment Assistance (TAA) program:
 - a. Nebraska Department of Labor (colocation and direct linkage))
13. Unemployment Insurance (UI)
 - a. Nebraska Department of Labor (colocation and direct linkage)

Additional one-stop partners:

1. Supplemental Nutrition Assistance Program (SNAP)
 - a. Nebraska Department of Health and Human Services (colocation and direct linkage))
2. Temporary Assistance for Needy Families (TANF)
 - a. Nebraska Department of Health and Human Services (colocation and direct linkage)

Additional information concerning Greater Nebraska’s one-stop delivery system

Greater Nebraska’s required and additional one-stop partner programs and their service providers ensure that job seekers, workers, and employers have access to information and services that lead to positive employment and training outcomes.

Greater Nebraska AJCs and partner staff strive to:

1. provide job seekers with the skills and credentials necessary to secure and advance in employment with wages that sustain themselves and their families;
2. provide access and opportunities to job seekers, including individuals with barriers to employment, as defined in Section 3(24) of WIOA, such as individuals with disabilities, individuals who are English language learners, and individuals who have low levels of literacy, to prepare for, obtain, retain, and advance in high-quality jobs and high-demand careers;
3. enable businesses and employers to easily identify and hire skilled workers and access other human resource assistance, including education and training for their current workforce:
 - a. Examples include assistance with pre-screening applicants, writing job descriptions, offering rooms for interviewing, consultation services on topics like succession planning and career ladder development, and other forms of assistance.
4. participate in rigorous evaluations that support continuous improvement of Greater Nebraska’s one-stop delivery system by identifying which strategies work better for different populations; and
5. ensure that high-quality integrated data informs decisions made by policy makers, employers, and job seekers.

In addition, Greater Nebraska staff participate in the following local partner boards and advisory groups to strengthen partnerships, bring resources together, and coordinate services:

1. Beatrice Chamber of Commerce Ambassadors
2. Buddy Check 22 (Veteran suicide prevention)
3. Career Connections Workgroup
4. CASA (Court Appointed Special Advocate) of South Central Nebraska Board
5. Cheyenne County Chamber of Commerce Ambassadors
6. Cheyenne County Chamber of Commerce Board of Directors
7. Cheyenne County Economic Development Committee
8. Columbus Public Schools Carl Perkins Advisory Committee
9. EmployGI Community Group
10. EmployKrny Community Group
11. Empowering Families Board
12. ESU Migrant Education Policy Council
13. EVETS – Eliminating Veteran Suicide through Education and Services
14. Grand Island Area Economic Development Corporation Advisory Board
15. Grand Island Community of Care
16. Grand Island Public Schools Freshman Advisory Board
17. Hastings Area Chamber of Commerce Business Industry Education
18. Hastings Chamber of Commerce Board of Directors
19. Hastings Community Impact Network
20. Hastings United Way Board of Directors
21. Kearney Chamber of Commerce Business Education Committee
22. Kearney Community Connections
23. Kiwanis Club of Scottsbluff Board of Directors
24. Leadership Beatrice
25. Leadership Norfolk
26. Leadership Scottsbluff
27. Lexington Chamber of Commerce Ambassadors
28. LifeLink Advisory Board
29. Metropolitan Community College Career Advisory Group

30. Mid-Plains Community College Information Technology Advisory Committee
31. Nebraska City Center for Children and Families Board
32. Southeast Nebraska Manufacturing Partners
33. Norfolk High School Career Academy Advisory Board
34. Norfolk High School Carl Perkins Advisory Board
35. Panhandle Area Development District Board of Directors
36. Panhandle Business and Professional Women Board of Directors
37. Sidney E3 Committee (Energizing Entrepreneurial Ecosystems)
38. Southeast Nebraska Collaborative
39. Tiny Homes for Vets
40. Western Nebraska Community College Business Resources for Entrepreneurs
41. Western Nebraska Community College Nursing Program Advisory Board
42. Western Nebraska Economic Development Interlocal
43. Western Nebraska Transition Grant Board

Oversight, monitoring, and implementation of the Greater Nebraska one-stop delivery system is the sole responsibility of the Greater Nebraska Chief Elected Officials Board (CEOB) and the Greater Nebraska Workforce Development Board (GNWDB).

Required and additional one-stop partners are not responsible for management of the Greater Nebraska one-stop delivery system. The partners are, however, responsible for implementation of their respective programs within the Greater Nebraska one-stop delivery system, according to Federal law and regulations, state policy, and their respective MOUs with the GN CEOB/local board.

The Greater Nebraska one-stop operator, regional managers (at Greater Nebraska one-stop centers), and service providers *are not* responsible for management of the Greater Nebraska one-stop delivery system. Instead, they are responsible for providing their respective services within the Greater Nebraska one-stop delivery system, according to Federal law, rules, and regulations; state policy; their respective service agreements with the CEOB and GNWDB; and legislated roles and responsibilities.

ii. how the local board will support the goals and strategies identified in the state plan.

The Greater Nebraska Workforce Development Board supports the goals and strategies identified in the state plan by participating in state-plan workgroups established by the Nebraska Workforce Development Board: Career Pathways Workgroup; System Alignment Workgroup.

Selection and prioritization of development of career pathways

State plan career pathways goal: Selection and prioritization of the development of career pathways for three or more in-demand sectors or occupations identified in Nebraska's Combined State Plan.

Greater Nebraska will use data to drive decisions when creating new and building upon existing initiatives to prepare individuals for the workforce.

The Career Pathways Workgroup identified five industry sectors that are in demand across all of Nebraska's local workforce development areas and is prioritizing these industry sectors for career pathways development:

1. Health care/medical;
2. Manufacturing;
3. Accommodation and food services;
4. Transportation, distribution, and logistics (heavy and tractor-trailer trucking, transportation, and warehousing); and
5. Construction.

The following industries were identified during the development of Greater Nebraska’s local plan in 2021:

1. Health Care and Social Assistance;
2. Manufacturing;
3. Educational Services;
4. Information Technology; and
5. additional industries essential to the economic vitality of each community.

Under this plan, Greater Nebraska revised its 2021 list to focus on the following industries to align with current Nebraska State Plan:

1. Health Care and Social Assistance;
2. Manufacturing;
3. Accommodation and Food Services;
4. Transportation, Distribution, and Logistics;
5. Construction;
6. Educational Services;
7. Information Technology.

System alignment

In Greater NE, the One Stop Operator participates in the Alignment Work group. The Greater NE administrator and the Chair of the Greater NEWFDB participate on the Career Pathways Work Group. Members actively attend all workgroup meetings and participate in the goals and strategies determined by the work group.

For the Alignment work group, all Greater NE case managers attended all statewide workforce trainings, with all WIOA partners presenting in 2023. Most recently the alignment workgroup was working on a common intake system, next steps include reviewing the system so far and obtaining feedback from partners for improvements.

To advance career pathways in Greater NE we are working with high schools and colleges to create pathways to registered apprenticeship programs. Central Community College, Northeast Community College, Southeast Community College and Western Nebraska Community College are all registered apprenticeship sponsors. Initiatives for the future include getting high schools in the surrounding area of each community college registered in partnership with their respective community college. This provides apprenticeship opportunities to high school students and allows them to continue on into a community college Apprenticeship Program.

iii. how the local board will work with the entities carrying out core programs and other workforce development programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 USC 2301 et seq.) to support service alignment.

The GNWDB System Coordination Committee acts to align and leverage services and resources of Greater Nebraska’s one-stop delivery system partners, prevent duplication of services, monitor one-stop system performance, and form strategies to ensure continuous improvement of the system. The GNWDB will convene with core programs and other One-Stop partners to work toward service alignment and creation of workforce strategies. The GNWDB Strategic Planning Committee guides employer engagement, sector strategies, and development of career pathways. Data will be analyzed regularly to drive decision making and goal setting.

Greater Nebraska staff participate in EmployNebraska groups throughout Nebraska, which brings business service teams from core partners together to work toward a common goal. These groups meet regularly to identify employer, job seeker, and community needs; develop strategies to address barriers faced by employers and job seekers; and work toward system alignment and coordination for programs and services targeting employers.

Greater Nebraska partners with the Career and Technical Education providers through area schools to support CTE programs and activities. Greater Nebraska Title I coordinate workforce services geared toward Nebraska secondary and postsecondary schools with Nebraska Department of Education (NDE) under the Carl D. Perkins Career and Technical Education act. The Nebraska Department of Education reVISION program links schools with career

education and industry professionals, providing educators with the support and resources needed to implement and adjust curriculum to meet the needs of the workforce in a changing economy. Greater Nebraska will continue to support NDE programming, including the promotion and alignment of programs targeting occupations leading to family-sustaining wages, as outlined in the Nebraska Perkins V State Plan. Several strategies include:

1. industry sector partnerships;
2. public sector partnerships;
3. promoting career pathways, including career readiness;
4. focusing on high-demand industry sectors and occupations during the provision of career services;
5. increasing co-enrollment of program participants and coordinating funding across partner programs;
6. expanding work-based learning opportunities, including apprenticeships; and
7. implementing joint partner initiatives.

As a result of the reVISION project, Grand Island Northwest High School implemented an onsite CNA program to train students in a medical pathway, allowing students the opportunity for onsite training and potential work-based learning opportunity with the support of WIOA funds. This partnership continues to strengthen through collaboration between the Title IB Youth team, local ESUs, and the Nebraska Department of Education/CTE Division to bring youth services related to work experience, OJT, apprenticeship, etc.) and training to partner schools.

b. description of how the local board will work with entities carrying out core programs (Titles I, II, III, and IV) to:

i. expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment;

The GNWDB will utilize data, in addition to state, regional, and local plans to drive initiatives for expansion, including strategic coordination with core programs. It is the position of the GNWDB that full integration of services is key to expanding access. The Greater Nebraska North Platte office has implemented a “light case management” model across all onsite programs to increase staff awareness of job seeker needs and knowledge of available resources. All staff have received training and been empowered to meet one on one with an individual to determine basic eligibility and make referrals. Staff are specifically trained to notice when an individual is struggling or may benefit from an evaluation. Greater Nebraska continues to work to expand this model and establish full integration through technology, comprehensive cross training, and streamlined co-enrollment processes.

While much of Nebraska is within commuting distance of a one-stop center, there are several counties that are underserved. Greater Nebraska staff have been fully equipped with laptops and have greater mobility to provide Title I and Title III services within these counties. This extension of services will be done in collaboration with Title II and Title IV programs, as well as all partners throughout the Greater Nebraska service delivery area to capitalize on the strengths and capacity of all core partners. Title II provides services to all counties across Nebraska through in-person classes, remote learning and distance education curricula providing easy access to adult education. The one-stop operator has focused heavily on partnership development with the Nebraska Library Commission to identify high need areas and establish a working relationship to increase service delivery through local libraries in underserved communities.

The GNWDB will also work with core programs to utilize partnerships with other partner programs to expand access. Initiatives will include:

1. Bring Up Nebraska – Partnerships with community collaboratives under the Bring Up Nebraska umbrella will continue to be strengthened to provide services to individuals in need of income stability. Greater Nebraska recently participated in the Bring Up Nebraska State Plan development to identify areas where workforce could support the goals of the initiative.
2. Expansion of the Columbus WIOA/SNAP partnership to include TANF – this expanded case management model will provide participants true wrap around services and a team focused on their individual and family self-sufficiency. This partnership has been expanded to the North Platte teams as well. The one-stop operator is currently working on development of a Standard Operating Procedure between Greater

Nebraska Title IB, Wagner-Peyser, and TANF to formalize the partnership and provide guidance to the teams on how to implement joint goals and coordinate service delivery.

3. Reentry – Staff have been trained by the Nebraska Department of Correctional Services and cleared to expand service offerings within the walls of the institutions. Greater Nebraska staff have implemented services in several NDCS facilities in collaboration with community reentry partners. Service expansion and partner collaboration will continue to be developed and expanded to other areas.
4. Homeless services – The GNWDB will work with local area Continuum of Care partners to coordinate workforce offerings in support of the State of Nebraska Consolidated Plan for Housing and Community Development. Collaborative efforts have taken place in the local offices and continue to be expanded. Greater Nebraska's Grand Island team has a staff member on the local Continuum of Care advisory group. With the State level MOU between workforce and homeless services currently on hold, Greater Nebraska will work to move forward at a local level in anticipation of future guidance.

ii. facilitate the development of career pathways and coenrollment in core programs;

The GNWDB will work with partners to determine development and prioritizations of career pathway initiatives, in addition to convening Greater Nebraska staff, partners, and other stakeholders to address barriers to participation for both job seekers and employers. Greater Nebraska will work toward identification and implementation of best practices for both development of career pathways and co-enrollment.

Greater Nebraska will utilize the Business Services Team, consisting of both internal and partner business services reps (BSRs) to provide baseline data to the GNWDB for consideration of new or enhanced Sector Partnerships, including the development of career pathways. BSRs will provide feedback from businesses to the GNWDB to help guide decisions. Trend analysis of location quotients and other labor market data will provide the GNWDB with an indicator of the health of industries and occupations critical to the stabilization and growth of Nebraska's economy. This data will help the partners to focus efforts

iii. improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable);

The GNWDB will continue to work with local area partners, businesses, and training providers to coordinate efforts toward industry and job seeker needs. Through alignment of programs and the elimination of duplication of services, job seekers will have access to more comprehensive program assistance and supportive services. Collaboration with employers, Economic Development, and training providers will aid in the development of career pathways and programs leading to industry-valued credentials identified as essential to a stronger workforce. The Strategic Planning Committee will continue to drive discussions to identify, prioritize, and take action to address sector and career pathway needs.

c. description of strategies and services that will be used in the local area;

i. to facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations;

Employer engagement strategies will incorporate the proactive use of available workforce and industry data to help determine future industry needs, potential workforce disruptions, and to ensure the availability of a skilled workforce to drive growth within the state's high-wage, high-skill, and high-demand industries and occupations. Industry focus in Manufacturing and Healthcare will continue through the collaboration of groups such as the Central Nebraska Manufacturing Partnership and Southeast Nebraska Manufacturing Partnership. During the healthcare summit conducted as part of the APHSA technical assistance grant, Greater Nebraska has identified education of employers about services available to be a priority in order to address the top two reasons identified as a barrier to participation in career pathways:

- Lack of awareness. The majority of participating employers indicated their largest barrier in participating in workforce programs was due to the lack of knowledge that they exist.

- Lack of understanding. Several employers reported they were aware of services but did not understand how they could gain access or what support they could offer.

Greater Nebraska will utilize partnerships developed through staff participation in initiatives such as Leadership Beatrice, Leadership Norfolk, EmployBeatrice, EmployGI, EmployKmy, and others to educate business and community partners about the services offered the One-Stop and workforce development system.

Greater Nebraska has designated business services staff trained to conduct thorough employer needs assessments and provide comprehensive and strategic services, including connection with appropriate workforce development programs and service offerings. Employers are recruited and engaged through offerings including individual company account management; recruiting, screening and hiring services, assessments and training (incumbent worker, occupational skills, and on-the-job training); consulting services (labor market information); tailored workshops. Staff have expanded hiring events to include more creative offerings in response to the pandemic. Statewide, drive-thru and virtual events were held, which garnered positive responses from employers. The Greater Nebraska Beatrice office successfully held a Tailgate Job Fair in coordination with Department of Health and Human Services and will continue this offering seasonally. These hiring events continue throughout Greater Nebraska. In addition, staff also work with employers to capitalize on in person hiring events by assisting them with identifying screening processes and interview components that can be conducted during events. This new strategy has resulted in attendees walking away with job offers, which in turn drives up attendance at future events.

There is a need for more specialized training, particularly in the development of strategies to respond to more localized issues, including layoff aversion. Incumbent worker training and customized training are largely underutilized in Nebraska despite a low unemployment rate that makes it difficult for employers to find qualified workers. Greater Nebraska has updated policies and provided trainings to prepare staff to implement these strategies. Staff continue to work with businesses in Greater Nebraska communities to identify needs for these strategies and other services.

ii. to support a local workforce development system that meets the needs of businesses in the local area;

Greater Nebraska participates in the Career Pathways Workgroup established by the Nebraska Workforce Development Board. The Workgroup identified 4 tasks for strategy implementation.

- Task 1. Selecting and prioritizing development of career pathways for three or more in-demand industry sectors.
- Task 2. Identifying three or more barriers to participation in career pathways among job seekers and workers, including unemployed workers, Veterans, and individuals with barriers to employment
- Task 3. Identifying five or more critical barriers to participation in career pathways among employers and priority industry sectors
- Task 4. Identifying and determining methods for addressing the top five identified critical barriers to participation in career pathways experienced by job seekers and workers, including unemployed workers; Veterans; individuals with barriers to employment; and employers and priority industry sectors

Task 1. Selecting and prioritizing development of career pathways for three or more in-demand industry sectors

Refer to Sec. 1.a.ii. above for information on Greater Nebraska’s activities concerning selecting and prioritizing development of career pathways.

Task 2. Identifying three or more barriers to participation in career pathways among job seekers and workers, including unemployed workers, Veterans, and individuals with barriers to employment

The Workgroup identified barriers experienced by jobseekers and workers, including unemployed workers, Veterans, and individuals with barriers to employment. Below is the Workgroup’s current list of critical barriers, with an operationalization statement for each.

1. Childcare. The financial burden for maintaining adequate childcare impedes continuous employment and may also include an inability to find adequate childcare or disruptions in service that adversely impact single parents at a high rate.

2. Criminal history. Exclusionary employment policies and practices create structural barriers for ex-offenders and prevent them from entering or reentering the workforce.
3. Low income. Limited income precludes job seekers/workers from obtaining necessary occupational skills training and credentials and accessing transportation resources necessary for employment in in-demand industry sectors in local and regional labor markets.
4. Disability/health. Unfavorable institutional barriers arise from misperceptions of increased business costs, lack of worker qualifications, or performance issues due to job seeker/worker disabilities or health issues.
5. Cultural differences. Cultural differences compete with norms, values, and beliefs, which may extend to language barriers for individuals lacking English language proficiency.
6. Literacy skills, basic credentials, occupational credentials. Barriers are created when individuals lack adequate literacy skills, basic credentials (GED or high school diploma), and occupational credentials required to perform minimum job requirements or essential employment functions.
7. Aging-out of foster care. Youth who have aged out of foster care and lack adequate housing, transportation, education, or training necessary to enter the workforce experience significant barriers.

Task 3. Identifying five or more critical barriers to participation in career pathways among employers and priority industry sectors

The Workgroup is in the process of identifying barriers experienced by employers. The Workgroup is currently working on the first step of an employer engagement plan which is to conduct outreach and recruitment of business and industry sector representatives from the priority industry sectors identified under Task 1.

Greater Nebraska one-stop delivery system partners will engage with businesses to identify current and upcoming skills/training needs to support local area stability and growth. Community based postsecondary education and training providers will be involved to develop relevant training programs and resources. Program alignment around business needs will incorporate work-based learning and customized trainings to develop a talent pipeline solution for employer hiring needs.

The workforce system in the region will work collectively with the Nebraska Manufacturing Advisory Council (NeMAC), other trade councils, and local employers to identify and address workforce needs. Greater Nebraska staff are involved in EmployNebraska groups throughout the local office regions. These groups are focused on the collective needs of businesses and job seekers to more efficiently connect employers with talent. The one-stop operator will engage with local chambers of commerce and economic groups to identify additional opportunities to participate in community initiatives.

Employer summits held as part of the APHSA technical grant will provide data to guide efforts toward service delivery and process improvements. Initial efforts will focus on barriers identified during the healthcare summit held in December 2022. During the initial summit, the following were identified as barriers to recruitment:

1. Formed partnerships without any real momentum. Talent pipelines coming out of the colleges tend to disperse without the opportunities for companies to connect with them. Career and Technical college job fairs are not being promoted as they have in the past.
2. Connecting with job seekers who have been in the workforce for 5-15 years. Particularly, job seekers who have families and struggle to work and obtain credentials necessary for opportunities.
3. Inflexible work schedules. Due to current staffing levels, many employers have had to implement lengthy shifts or mandatory overtime, which is not appealing to some candidates, particularly those with families.
4. Streamlining the selection process. Background and reference checks often take several weeks to come back. These checks are required for positions in healthcare and out of the control of employers. In some cases, new hires are going through the entire selection process for employers to find out they are not interested in working for the company.

The following were identified as barriers to retention:

- Job hopping. With the shortage of workers, employees are moving from job to job for gains in wages or hiring bonuses.
- Hesitance to provide assistance for advancement, such as tuition assistance. Some employers reported issues with employees moving on to another company offering more competitive wages and benefits after utilizing advancement assistance.
- Lack of advancement opportunities. Smaller businesses reported issues with retaining employees due to limited growth potential.

Task 4. Identifying and determining methods for addressing the top five identified critical barriers to participation in career pathways experienced by job seekers and workers, including unemployed workers; Veterans; individuals with barriers to employment; and employers and priority industry sectors

Greater Nebraska will participate in the Workgroup’s efforts to determine methods for addressing the top five identified critical barriers to participation in career pathways experienced by job seekers and workers, including unemployed workers, Veterans, and individuals with barriers to employment, as well as employers and priority in-demand industry sectors, including:

- career services, youth program services, and supportive services that resolve the identified critical barriers experienced by job seekers and workers, including unemployed workers, Veterans, and individuals with barriers to employment;
- work-based training opportunities that resolve the identified critical barriers experienced by employers and priority in-demand industry sectors, such as Registered Apprenticeship programs, pre-apprenticeship programs, on-the-job training, internships, customized training, and incumbent worker training; and
- coordination of services by and among the entities identified in Task 3 to minimize the effects of the top five identified critical barriers to participation in career pathways experienced by job seekers and workers, including unemployed workers, Veterans, and individuals with barriers to employment, as well as employers and priority in-demand industry sectors.

iii. to better coordinate workforce development programs and economic development;

The one-stop operator will incorporate the following strategies as part of an initiative to better coordinate workforce programs with economic development programs:

1. Staff and board member attendance at Chamber of Commerce and economic development functions
2. Staff and board member attendance at the annual Governor’s Summit on Economic Development
3. Board updates on each local office area economic development activities, sector partnerships, economic planning
4. Active participation in State and local economic development planning
5. Relationship building between workforce professionals and economic development professionals
6. Expansion of access to entrepreneurial and small business development offerings through technology, promotion, and referral of workforce customers to these local resources

The Greater Nebraska one-stop operator continues to work on these initiatives and strengthen collaboration. The OSO has seen great success in areas such as the Panhandle, where Greater Nebraska, Economic Development, and other partners have come together to work on a strategic plan to increase entrepreneurship in the area and address infrastructure and housing needs in preparation for new employers committed to bringing their operations to the area over the coming years.

iv. to strengthen linkages between the one-stop delivery system and unemployment insurance programs; and

Workforce center staff have been cross trained to provide meaningful assistance to unemployment insurance claimants. Staff are trained to assist claimants with navigating the unemployment application and answering

questions pertaining to most communication received. Resource rooms are equipped with dedicated UI computers and ringdown phones to connect claimants directly with UI staff during hours of operation. Additionally, UI staff are co-located at most centers, providing claimants and workforce services staff a direct resource for more technical questions. Most workforce services staff assisted with UI benefits functions during the height of claims resulting from COVID. This direct exposure has better equipped staff with an understanding of how to help claimants proactively provide needed documents for increased efficiency of claim processing.

Colocation of UI staff has created a stronger partnership between UI and other one-stop partner programs. UI will continue to be incorporated in programs such as NERes and Rapid Response. Moving forward, the one-stop operator will work with UI to educate staff about the program and help facilitate better customer service.

All UI claimants are required to participate in Nebraska’s Reemployment Services and Eligibility Assessment program, known as NERes, includes one-on-one job coaching and other assistance for getting back to work. During these sessions, claimants and other voluntary participants are provided with information about one-stop partner program services, including WIOA Title I services.

An area of opportunity with UI customers includes ensuring that they are aware of all the avenues available to them through the AJCs and one-stop centers, not just UI services. A reemployment services presentation has been developed and printed material updated for staff use. The one-stop operator has also implemented a handbook outlining all programs and services, which has been made available to staff and customers.

Additionally, Greater Nebraska added questions pertaining specifically to UI to the local area customer satisfaction survey. This survey is provided to all individuals who receive a service by email, NEworks messaging, and QR codes posted and available on cards in the offices. The survey will be conducted on a regular basis (minimum monthly) and sent to office managers.

- v. that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers. these initiatives must support the strategies described above in paragraphs i. through iv.;**

Greater Nebraska will utilize data including timely labor market information, employment projections, and information gathered directly from employers to help devise strategies that ensure Nebraska businesses have the talent needed to thrive in a global economy. Initiatives may include but are not limited to Title II, Integrated Education and Training (IET) and Workplace Literacy new and customized training options, IWT, on the job training, industry specific assessments, work-based learning opportunities, collaboration with state and local economic development agencies to implement industry sector strategies, and other initiatives that respond to the needs presented in the data and expressed directly by employers.

The local area will use labor market data and NEworks (Nebraska’s management information system of record) to provide information to students, unemployed and underemployed individuals, and new workers on high-wage, high-skill and high-demand (H3) jobs in Nebraska. This information will help to guide individuals to career pathways that meet their needs and interests.

The GNWDB has identified the expansion of work-based learning models as a key strategy for improving access to employment that concurrently prepares individuals with the skills needed for employment and addresses business needs. GNWDB will work with businesses, business intermediaries such as the chambers of commerce, and organized labor to develop new work-based learning models in regional target industries.

d. description of how the local board will coordinate local workforce investment activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services;

This is an area of opportunity for Greater Nebraska. Under guidance from the GNWDB, the one-stop operator will increase efforts toward the development and implementation of programs and strategies that are focused on microenterprise and entrepreneurial training. This will include:

- increased participation in economic development activities focused on entrepreneurship;
- enhanced training for Greater Nebraska staff;
- and cross training with providers of entrepreneurial skills training and microenterprise services.

e. description of the local one-stop delivery system, including;

i. how the local board will ensure the continuous improvement of eligible providers through the system and that such providers will meet the employment needs of local employers, workers, and job seekers;

GNWDB is committed to continuous improvement, as are Greater Nebraska one-stop delivery system partners. GNWDB monitors the effectiveness of its local one-stop delivery system through regular committee meetings and reports on program performance, enrollments, compliance, and customer satisfaction. GNWDB has established the following activities to track and assure continuous improvement.

1. The System Coordination Committee focuses on:
 - a. aligning and leveraging services and resources of one-stop delivery system partner programs;
 - b. monitoring one-stop delivery system performance; and
 - c. forming strategies to ensure continuous improvement of the system.
2. The Strategic Planning Committee focuses on:
 - a. guiding employer engagement, sector strategies, and development of career pathways; and
 - b. monitoring of program finances and the one-stop system.
3. One-stop operator activities focus on:
 - a. joint planning, policy development, and system design processes to ensure delivery of integrated services, program alignment, a multi-entry or “no wrong door” approach to accessing local area program services, and elimination of duplication of services;
 - b. regularly evaluating the availability of career services and referrals to system partners;
 - c. ensuring accessibility and effectiveness of service provision to populations with barriers to employment as defined in WIOA Sec. 3(24);
 - d. ensuring accessibility and effectiveness of service provision to employers;
 - e. developing and implementing effective communication tools to increase information sharing and collaboration with GN’s one-stop delivery system partners;
 - f. collecting and evaluating input from customers, including employers, one-stop delivery system partners, and community partners to develop specific improvement strategies;
 - g. participating in regularly scheduled one-stop delivery system partner meetings, local area task forces, and other collaborative opportunities to exchange information and encourage program and staff integration.

In addition, GNWDB will ensure that Greater Nebraska one-stop partner programs are meeting the needs of local area employers, job seekers, and workers through the following activities:

1. review of labor market trends to anticipate employer needs;
2. evaluating workforce system performance measures;
3. review of all employer satisfaction surveys;
4. review of data compiled from the industry sector survey;
5. use of data to drive strategic planning and operational efficiency.
6. increasing participant co-enrollments in partner programs;
7. reviewing all customer satisfaction surveys received from job seekers, workers, and employer;

8. developing and implementing participant co-enrollments, assessments, referrals, and case management processes; and
9. expanding work-based learning opportunity to improve access to employment that concurrently prepares individuals with the skills needed for employment.

Further, Greater Nebraska’s WIOA Title I and Title III service providers are expected to meet quarterly QA and annual DVM requirements to ensure that all information entered into NEworks is accurate and appropriately documented in program participant files. When the results of QA and DVM indicate that the needs of local job seekers, workers, and employers are not being met as required, GNWDB will establish a corrective action plan.

GNWDB has developed a more robust local area monitoring process and formal report structure concerning identification of findings and areas of concerns, as well as technical assistance and training provided to address monitoring report results. The current process consists of:

1. annual data validation monitoring (DVM) conducted on a list of case files randomly selected according to state policy;
2. quarterly QA reviews conducted on a list of case files randomly selected according to state policy;
3. mandatory training for all case managers and one-stop center managers for any QA/DVM activities that received a quality score of less than 80 percent;
4. review and approval of all expenditures prior to submission to NDOL Finance for reimbursement, followed by review and recording of all expenditures paid out by NDOL Finance;
5. technical assistance and additional training provided to case managers and one-stop center managers to address issues identified during local area monitoring, in addition to state level monitoring;
6. compliance reviews concerning nondiscrimination, disability, and equal opportunity requirements evaluated as part of the AJC certification processes; and
7. reporting findings identified and training conducted to the Chief Elected Officials Board and GNWDB during joint local area public meetings.

ii. how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means;

GNWDB will continue to work with Greater Nebraska administrative entity staff to develop mobile processes and expand access to the one-stop delivery system. Greater Nebraska staff have been equipped with needed equipment and support to increase outreach and service delivery efforts to remote areas. Greater Nebraska is working on development and execution of a plan to allow workforce system partners and libraries to connect with Greater Nebraska one-stop centers via video conferencing platforms to provide job seekers access to workforce staff for quick assistance and scheduled program appointments. Reemployment services orientation videos will continue to be developed and made available online through NEworks and NDOL social media platforms. Additional initiatives include identification of virtual hiring event best practices and expansion of this tool to better serve employers and job seekers.

GNWDB will ensure accessibility of basic and individualized career services, training services, and follow up services through the one-stop delivery system..

Access to Greater Nebraska’s one-stop delivery partner programs is available through the local area’s one-stop delivery system through collocated partner programs or direct linkage through real-time technology whenever the partner services are not made available on site.

One-stop operator responsibilities facilitate programmatic accessibility through organization and coordination with one-stop delivery system partner programs to optimize and streamline service delivery efforts. In addition, Greater Nebraska’s operational policies reflect and ensure an integrated system of program performance, communication, and case management services, including use of technology to achieve integration and expanded service offerings, which will be monitored and enhanced based on customer satisfaction survey results. Also, standard operating procedures (SOPs) have been developed with Trade and SNAP Next Step E&T. Additional SOPs are in development with TANF and Job Corps.

iii. how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA Sec. 188 and applicable provisions of the Americans with Disabilities Act of 1990 (42 USC 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities;

All Greater Nebraska AJCs and one-stop centers are physically accessible, in compliance with ADA standards for physical accessibility design. Further, all Greater Nebraska AJCs and one-stop centers are programmatically accessible. Reasonable accommodations and modifications are provided in AJCs and one-stop centers for individuals with disabilities when administering assessments, in compliance with WIOA Sec. 188 and applicable provisions of the Americans with Disabilities Act of 1990 (42 USC 12101 et seq.). Each center is equipped with assistive technology for individuals with visual and/or mobility impairments. NCBVI recently updated the equipment at each site to include the LyriQ reader and ONYX OCR. This is in addition to JAWS and Dragon Naturally Speaking, both of which are maintained by Nebraska Department of Labor.

The Nebraska VR Program (vocational rehabilitation - general) is co-located at both Greater Nebraska AJCs and direct linkage has been established with NCBVI. Partnerships Nebraska VR and NCBVI enable the Greater Nebraska one-stop delivery system to utilize their expertise to help identify issues and develop strategies for correcting any physical or programmatic accessibility issues.

All Greater Nebraska AJCs and one-stop centers will work proactively with workforce system partners who have specialized expertise regarding the design of services for individuals with disabilities to improve adaptive service offerings. NCBVI provided training to all Nebraska Department of Labor staff in 2022 concerning service delivery to individuals requiring visual accommodations. Additional trainings are in development and will be implemented ongoing. Referral processes and resource lists will be implemented to quickly connect individuals with accommodations.

All AJC and one-stop center customers are provided with the mandatory notice of Equal Employment Opportunity rights and grievance procedures, to ensure Greater Nebraska is in compliance with WIOA Sec. 188, 29 CFR Part 38, and 20 CFR 683.285.

Greater Nebraska utilizes Language Line for English language learners who are not fluent in English. Training on Language Line services was provided to all Greater Nebraska staff in 2022. UI received an Equity Grant through NASWA in 2022. As part of this grant, the process of applying for unemployment insurance was evaluated as areas of process improvement to ensure access to services is equitable across all populations, including those with higher barriers. Additionally, all Greater Nebraska documents were evaluated for readability and were translated to both Spanish and Vietnamese.

iv. roles and resource contributions of the one-stop partners;

In accordance with WIOA Sec. 121(c) and 20 CFR 678.420, each required one-stop partner contributes toward AJC infrastructure and additional costs associated with AJC operations, including provision of basic and individualized career services, training services, and follow up services. Each additional one-stop partner contributes toward AJC infrastructure and additional costs associated with AJC operations in accordance with their respective MOUs.

Required one-stop partners and additional one-stop partners continue to work toward full integration of all services available throughout the Greater Nebraska one-stop delivery system, as described below.

Table 1. Required one-stop partner roles and resource contributions

Partner program	Partner entity	Services/resources
1. WIOA Title I Adult, dislocated worker, and youth programs	• Nebraska Department of Labor	Resources for training and employment
2. WIOA Title II Adult Education and Family Literacy Act programs	• Nebraska Department of Education • Central Community College • Northeast Community College • Southeast Community College • Mid-Plains Community College • Western Nebraska Community College • Crete Public Schools	Basic Skills Improvement, High School Equivalency Preparation, English as a Second Language, Rights and Responsibilities of Citizenship and Civic Participation, Workforce Preparation Activities, Integrated Education and Training
3. WIO Title III Wagner-Peyser Employment Services	• Nebraska Department of Labor	Business and Job Seeker services
4. Title IV vocational rehabilitation programs	• Nebraska VR; • NCBVI	Job training, employment accommodations, skills coaching; Accessibility training for staff
5. Career and Technical Education (Perkins) programs	• Nebraska Department of Education; • Central Community College • Northeast Community College • Southeast Community College • Mid-Plains Community College	Vocational curriculum, career counseling, academic-vocational integration, and experiential learning
6. Community Services Block Grant (CSBG) programs	• Blue Valley Community Action Partnership • Central Community Action Partnership • Community Action Partnership of Mid-NE • Northeast Community Action Partnership • Southeast Community Action Partnership	Basic needs services, emergency assistance, supportive services, early childhood education
7. Jobs for Veterans State Grant program	• Nebraska Department of Labor	Veterans' services: Local Veterans' Employment Representative; Disabled Veterans' Outreach Program
8. Housing and Urban Development (HUD) programs	• Fairbury Housing Authority • Scotts Bluff County Housing Authority	Housing services
9. Job Corps	• Pine Ridge Job Corps	Residential education and job training
10. Migrant and Seasonal Farmworker program	• Proteus	Job training, health care, education assistance
11. Native American programs	• Ponca Tribe • Winnebago Tribe	Health services, social services, education
12. Second Chance Act program	• Siouxland Human Investment Partnership	Reentry Employment Opportunities
13. Senior Community Services Employment Program	• National Able Network	Resources for training and employment
14. SNAP Next Step E&T program	• Nebraska Department of Health and Human Services	Resources for training and employment

Partner program	Partner entity	Services/resources
15. TANF program	• Nebraska Department of Health and Human Services	Resources for training and employment
16. Trade Adjustment Assistance program	• Nebraska Department of Labor	Resources for training and employment
17. Unemployment Insurance program	• Nebraska Department of Labor	Unemployment benefits

Table 2. Additional one-stop partner roles and resource contributions

Partner program	Partner entity	Services/resources
1. Supplemental Nutrition Assistance Program (SNAP)	• Nebraska Department of Health and Human Services	Resources for training and employment
2. Temporary Assistance for Needy Families (TANF)	• Nebraska Department of Health and Human Services	Resources for training and employment

f. description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area;

Greater Nebraska provides high quality employment and training services to assist job seekers with acquiring essential skills to compete for in-demand jobs. Services are coordinated by partner providers to ensure goals are in alignment and services are not duplicated. Nebraska’s Eligible Training Provider List (ETPL) provides a comprehensive and robust offering of long-term and short-term occupational skills training (OST) for most occupations. Work based learning, which includes on the job training, registered apprenticeships, transitional jobs, customized training, work experience, job shadowing, and pre-apprenticeship, is also available to participants.

Title I adult and dislocated worker programs actively conduct outreach to individuals with barriers to employment. 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. All information is provided in an accessible, understandable, and usable format.

There are three types of “career services” available for adults and dislocated workers through AJCs and one-stop centers: basic career services, individualized career services, and follow-up services. These services may be provided in any order as sequence of service is not required, which provides staff the flexibility to target services to meet the needs of the customer.

Table 3. Basic career services available for adult and dislocated worker program participants

Basic Career Services
1. Eligibility determination for workforce partner services, including WIOA Title IB adult, dislocated worker, and youth programs.
2. Outreach, intake (including profiling), and orientation to information and other services available through the local workforce delivery system. For the TANF program, local areas must provide individuals with the opportunity to initiate an application for TANF assistance and non-assistance benefits and services, which could be implemented through the provision of paper application forms or links to the application web site
3. Initial assessment of skill levels including literacy, numeracy, and English-language proficiency, as well as aptitudes, abilities (including skills gaps), and supportive services needs
4. Labor exchange services, including: - job search and placement assistance and career counseling (when needed by an individual), including provision of information on in-demand industry sectors and occupations and nontraditional employment; - appropriate recruitment and other business services on behalf of employers, including labor market information and referrals to specialized business services other than those traditionally offered through the local one-stop delivery system

Basic Career Services	
5.	Provision of referrals to and coordination of activities with other programs and services, including programs and services within the local one-stop delivery system and, when appropriate, other workforce development programs
6.	Provision of workforce and labor market employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas, including: a. job vacancy listings in labor market areas; b. information on job skills necessary to obtain the vacant jobs listed; and c. information relating to local occupations in demand and the earnings, skill requirements, and opportunities for advancement for those occupations
7.	Provision of performance information and program cost information on eligible providers of education, training, and workforce services by program and type of provided by program and type of providers
8.	Provision of information, in usable and understandable formats and languages, about how the local area is performing on local performance accountability measures, as well as any additional performance information relating to the local one-stop delivery system
9.	Provision of information, in usable and understandable formats and languages, relating to the availability of supportive services or assistance, and appropriate referrals to those services and assistance, including: a. childcare; b. child support; c. medical or child health assistance available through Nebraska's Medicaid program and Children's Health Insurance Program; d. benefits under SNAP; e. assistance through the earned income tax credit; f. assistance under Nebraska's TANF program and other supportive services and transportation provided through TANF
10.	Provision of information and meaningful assistance to individuals seeking assistance in filing a claim for unemployment compensation. a. Meaningful assistance means: i. Providing assisting on-site using staff who are well-trained in unemployment compensation claims filing and the rights and responsibilities of claimants; or ii. Providing assistance by phone or via other technology, as long as the assistance is provided by trained and available staff and within a reasonable time.
11.	Assistance in establishing eligibility for programs of financial aid assistance for training and education programs not provided under WIOA

Table 4. Individualized career services available to adult and dislocated worker program participants

Individualized Career Services	
1.	Comprehensive and specialized assessments of the skill levels and service needs of adults and dislocated workers, which may include: a. diagnostic testing and use of other assessment tools; and b. in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals
2.	Development of an individual employment plan, to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including information on and access to the ETPL, as described in 20 CFR 680.180
3.	Group counseling
4.	Individual counseling
5.	Career planning
6.	Short-term pre-vocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training
7.	Internships and work experiences that are linked to careers, as described in 20 CFR 680.170
8.	Workforce preparation activities
9.	Financial literacy services, as described in WIOA Sec. 129(b)(2)(D) and 20 CFR 681.500

Individualized Career Services
10. Out-of-area job search assistance and relocation assistance
11. English language acquisition and integrated education and training programs

Follow-up services

Greater Nebraska provides follow-up services for adults and dislocated workers for up to 12 months after the first date of unsubsidized employment. Follow-up services vary by type and intensity as they are based on the individual needs of each Title I adult and dislocated worker program participant, in accordance with WIOA Secs. 3(59) and 134(d)(2)-(3) and 20 CFR 680.900.

Training activities

In addition to basic and individualized career services, Greater Nebraska provides access to training services for adult and dislocated worker program participants as described in 20 CFR 680.200.

g. description of how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities;

GNWDB will ensure that Greater Nebraska coordinates workforce investment activities carried out in the local area with statewide rapid response activities, in accordance with NDOL's Rapid Response Manual.

h. description and assessment of the type and availability of youth workforce investment activities in the local area including activities for youth who are individuals with disabilities, which must include an identification of successful models of such activities;

Greater Nebraska strives to serve all youth through an integrated service delivery system. Partnerships with organizations including Nebraska VR Program and NCBVI are integral to ensuring staff are equipped to think inclusively and provide accommodations, if needed. High quality services for in-school and out-of-school youth begins with career exploration and guidance, continued support for educational attainment, and opportunities for skills training. Participants are provided opportunities for work-based learning through work experience, summer employment opportunities, on the job training, internships, job shadowing, pre-apprenticeship programs, and Registered Apprenticeship programs.

Many youth have multiple challenges to employment and may need a variety of support and services. GNWDB ensures that each AJC is universally accessible and that physical, programmatic, and communications access is available to everyone, including persons with disabilities. Universal design is incorporated into the GNWDB certification process of each AJC and affiliate site.

Greater Nebraska provides all youth with the 14 youth program elements, in accordance with WIOA Sec. 129(c)(2), 20 CFR 681.460, and Nebraska's Combined State Plan for PY24 – PY27.

Table 5. Youth program services

Youth program services
1. Tutoring, study skills training, instruction, and dropout prevention activities
2. Alternative secondary school and dropout recovery services
3. Paid and unpaid work experience
4. Occupational skills training
5. Education offered concurrently with workforce preparation
6. Leadership development opportunities
7. Supportive services
8. Adult mentoring
9. Comprehensive guidance and counseling
10. Financial literacy education

Youth program services
11. Entrepreneurial skills training
12. Services that provide labor market information
13. Postsecondary preparation and transition activities
14. Follow-up services

i. how the local board will coordinate relevant secondary and postsecondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services;

Greater Nebraska Title I and Wagner-Peyser programs coordinate with Nebraska Department of Education under the Carl D. Perkins Career and Technical Education act. Workforce staff work closely with local area education providers to integrate services and connect students and job seekers with career pathways determined by participant interest and labor market information. Each office is connected with local area secondary schools to coordinate presentations, tours, career fairs, and other activities geared toward youth exploring career opportunities as part of the reVISION program. Work Experience funds are used to help youth gain the knowledge, skills, and abilities needed for the workforce, in addition to providing an opportunity to explore career paths they may be interested in pursuing. Secondary schools in Nebraska have been expanding career and technical programs to expose students to Nebraska industries and prepare them to meet the needs of local area businesses. The local area will work to support initiatives such as the Grand Island Public School's Career Pathways Institute. Through this project, students at Grand Island Public Schools are connected with the Grand Island AJC for support during their apprenticeship with a local area employer.

Local area postsecondary providers are receptive to business/industry needs, ensuring coursework offerings are relevant to industry needs. The local area will work with its community colleges to share data that informs the development of new courses, curricular modifications, and recruitment efforts. The GNWDB will make every effort to support community college proposals for grants and attempts to integrate services into the proposals will be made. Recently, Central Community College, Northeast Community College, and Southeast Community College received a grant to develop Registered Apprenticeship hubs through the Apprenticeship Building America (ABA) Program. Greater Nebraska is supporting this initiative by helping to connect job seekers with available programs, evaluating individuals for program eligibility, and enrolling as an appropriate to provide support with training, education, case management, and supportive services.

j. how the local board will coordinate Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area;

Greater Nebraska partners with TANF, Community Action Partnerships, SNAP Next Step E&T, SCSEP, Job Corps, and other partners to coordinate assistance for clients. Each office is also building a relationship with Bring Up Nebraska coalitions throughout the state to increase access to supportive services. Provision of supportive services is prioritized based on availability through partner programs and the immediacy of the need.

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, Greater Nebraska 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.

The lack of a comprehensive and reliable transit system in all Nebraska communities is widely recognized. Efforts exist in Nebraska to address these shortfalls. Nebraska Department of Transportation developed a multi-phase Mobility Management project to identify and address gaps in service delivery. The Mobility Management Phase 1 project produced a comprehensive concept development report which identified regional centers across the state that were transportation destinations for medical services, shopping, and employment. During this phase market needs were analyzed, and concepts were developed to fill gaps in service.

In Phase 2, the state was organized into six regions based on the regional centers identified in Phase 1 (Panhandle, Southwest, North Central, South Central, Northeast, and Southeast). Statewide and Regional Coordinating Committees were established to identify additional gaps and needs. Focusing on each region, coordination strategies were developed based on leveraging existing service to improve access, creating system efficiencies to reduce redundant service and expanding transportation access to areas without service.

The Nebraska Department of Transportation launched Phase 3 of the Mobility Management Project in July 2019. Stage One, consisting of seven projects, including several studies, coordination, public relations, and selection of a technology vendor, is currently underway. As part of this project, Open Plains Transit recently added rural public transit in Valentine, Nebraska, a largely underserved area. Partners in Columbus, another underserved area, are currently working on the development of a transit system in the Columbus area.

k. plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act (29 USC 49 et seq.) services and other services provided through the one-stop delivery system;

Greater Nebraska will work to align services across programs in partnership with the state board's Alignment Workgroup and ensure ongoing cross training is completed with all partners to eliminate duplication of services.

The North Platte office has developed a model for collaborative service integration across all programs. This has resulted in a stronger understanding of partner programs and resources, increasing referrals, co-enrollments, and coordination of services. Memorandums of Understanding (MOUs) have been established to define a detailed process among AJC partners. MOUs will be reviewed in 2026 and updated as appropriate.

The Title III Wagner-Peyser Program Coordinator has developed comprehensive training to prepare all new staff for light case management activities. As these processes have been implemented throughout the state, best practices that are identified are shared with other offices.

l. Describe how the local board will coordinate Title I workforce investment activities with adult education and literacy activities authorized under Title II, which must include a description of how the local board will carry out the review of local applications submitted under Title II consistent with WIOA Secs. 107(d)(11)(A) and (B)(i) and WIOA Sec. 232;

The GNWDB will work to strengthen and improve shared service delivery with Title II Adult Basic Education (ABE) and English Language Learning (ELL) programs to improve literacy skills that include reading, writing, math, and/or English language skills. Strategies for supporting the above goal include:

- Work collaboratively to develop strategies to help participants achieve their goals and minimize barriers. WIOA is able to provide additional case management and supportive services including, but not limited to tutoring, transportation, etc.
- Work jointly with participants to set appropriate employment goals, which must include ABE/ELL with referrals made to the Title II adult education provider, goals and may include additional training/education.
- Host regular trainings/workshops with local area ABE/ELL providers to increase awareness of programs. Regular may be annual, quarterly, or otherwise determined by the ABE/ELL provider, with a goal of presenting to each participant cohort. Trainings and workshops are at the discretion of the ABE/ELL provider.
- Utilize the same vocabulary and terminology with customers.
- Encourage students to utilize the AJC to conduct job search and other workshops in collaboration with Title II Adult Education classes.
- Improve the direct referral process for individuals in need of basic skills improvement, high school equivalency credentialing, and English language learning, utilizing the adult education online student portal as well as workforce preparation activities and job placement services.

During competitive funding application years, the workforce board carries out a review of specific portions of local applications submitted under WIOA Title II by eligible service providers seeking a grant under the provisions of The Title II Adult Education and Family Literacy Act to determine whether the content of specific portions of such applications are in alignment with the local plan.

The Title II Adult Education State Director will instruct the GNWDB on the process and procedures for the review. The State Director will also provide the appropriate application sections of all eligible applicants serving in the identified workforce area along with the necessary determination forms to assist the GNWDB in reporting their findings.

The workforce board chair will designate a review team of no less than three board members to participate with the workforce administrator in the review of the submitted applications.

The review team will document the appropriate alignment form, and whether the application is found to be consistent with the local plan. These evaluations will be provided to the GNWDB chair for recommendations to the State Director. On behalf of the workforce board, the GNWDB chair will notify the Title II Adult Education State Director in writing of the recommendations no later than 15 working days after receipt of the application.

- m. copies of executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop delivery system, including cooperative agreements (as defined in WIOA Sec. 107(d)(11)) between the local board or other local entities described in WIOA Sec. 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 USC 721(a)(11)(B)) and the local office of a designated state agency or designated state unit administering programs carried out under Title I of the Rehabilitation Act (29 USC 720 et seq.) (other than Sec. 112 or Part C of that Title (29 USC 732, 741) and subject to Sec. 121(f)) in accordance with Sec. 101(a)(11) of the Rehabilitation Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;**

Greater Nebraska has not established cooperative agreements.

- n. identification of the entity responsible for the disbursement of grant funds described in WIOA Sec. 107(d)(12)(B)(i)(III), as determined by the chief elected official or the Governor under WIOA Sec. 107(d)(12)(B)(i);**

NDOL is the entity responsible for disbursement of grant funds described in WIOA Sec. 107(d)(12)(B)(i)(III).

- o. description of the competitive process that will be used to award the subgrants and contracts for Title I activities;**

Greater Nebraska utilizes and adheres to competitive procurement policies and procedures established by the Nebraska Department of Administrative Services.

- p. description of local levels of performance negotiated with the Governor and chief elected official consistent with WIOA Sec. 116(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under Title IB, and the one-stop delivery system in the local area;**

Greater Nebraska biennial local area performance levels are negotiated between GNWDB and NDOL. Negotiated levels of performance for PY24 and PY25 are described below in Tables 6, 7, and 8.

Table 6. Negotiated levels of performance for Greater Nebraska’s Title I adult program, PY24 and PY25

Adult	PY 2024	PY 2025
Employment Q2 after exit	82%	82%
Employment Q4 after exit	79%	79%
Median earnings Q2 after exit	\$8,400.00	\$8,400.00
Credential Attainment Rate	70%	70%
Measurable Skills Gains	70%	70%

Table 7. Negotiated levels of performance for Greater Nebraska’s Title I dislocated worker program, PY24 and PY25

Dislocated Worker	PY 2024	PY 2025
Employment Q2 after exit	87%	87%
Employment Q4 after exit	88%	88%
Median earnings Q2 after exit	\$9,100.00	\$9,100.00
Credential Attainment Rate	72.5%	72.5%
Measurable Skills Gains	72%	72%

Table 8. Negotiated levels of performance for Greater Nebraska’s Title I youth program, PY24 and PY25

Youth	PY 2024	PY 2025
Employment Q2 after exit	84%	84%
Employment Q4 after exit	82%	82%
Median earnings Q2 after exit	\$5,000.00	\$5,000.00
Credential Attainment Rate	65%	65%
Measurable Skills Gains	55%	55%

q. description of actions the local board will take toward becoming or remaining a high-performing local board, consistent with the factors developed by the state workforce development board;

The Nebraska Workforce Development Board has not established guidelines for high-performing local boards.

r. description of how training services outlined in WIOA Sec. 134 will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter, and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided;

Individual Training Accounts (ITAs)

Training services for Title IB program participants are typically provided by Eligible Training Providers (ETPs) listed on Nebraska’s ETPL through ITAs. ITAs are payment agreements with ETPs established on behalf of Title IB program participants by Title IB programs to purchase training services from ETPL programs selected by participants in consultation with career planners (aka case managers) and discussion of program quality and performance information for programs listed on the ETPL.

Training services, when determined appropriate, must be provided either through an ITA, as described above, or through a training contract. Except under limited conditions described in WIOA Sec. 122(h) and 20 CFR 680.320, training services must be provided by ETPs in accordance with WIOA Sec. 122(d). Refer to the next section for information on contract exceptions to use of ITAs.

GNWDB will not establish ITA limitations, such as restricting the availability of ITAs for specific occupations, which undermine requirements that training services be provided in a manner that maximizes consumer choice in the selection of a training provider, in accordance with WIOA consumer choice requirements.

Contract exceptions to use of ITAs

As mentioned above, ITAs are the primary method to be used for procuring training services for Title IB program participants. However, training contracts may be used to provide training services instead of ITAs under limited conditions (referred to as training exceptions or contract exceptions). Pursuant to WIOA Sec. 134(c)(3)(G)(ii) and consistent with 20 CFR 680.320, 680.340, and 680.530, GNWDB may use contracts for training services instead of ITAs under one or more of the following conditions:

1. on-the-job training services, which may include paying for the on-the-job training portion of Registered Apprenticeship programs, customized training, incumbent worker training, and transitional jobs;
2. when local boards determine through processes and procedures established under local plans and plan modifications and local policies, processes, and procedures that there are an insufficient number of ETPs in local areas to accomplish the purpose of a system of ITAs, provided such processes and procedures require a public comment period of at least 30 days for interested providers of training services;
3. in order to use training services from programs that have demonstrated effectiveness in serving individuals with barriers to employment that are offered by community-based organizations or other private organizations, based on GNWDB's criteria for determining demonstrated effectiveness particularly as it applies to individuals with barriers to employment to be served, which include:
 - a. evaluation of the financial stability of the organizations;
 - b. evaluation of documentation on the organizations' demonstrated performance in the delivery of services to individuals with barriers to employment through such means as:
 - i. program completion rates;
 - ii. attainment rates for skills, certificates, or degrees the programs are designed to provide; and
 - iii. placement rates after training in unsubsidized employment and retention in such employment;
 - c. how the training programs relate to workforce investment needs identified in local plans and plan modifications;
4. when local boards determine that the most appropriate training could be provided by an institution of higher education or other provider of training services in order to facilitate the training of a cohort of multiple individuals for jobs in in-demand sectors or occupations; or
5. when GNWDB determines pay-for-performance contracts are suitable, consistent with 20 CFR 683.500:
 - a. Note. No more than 10 percent of the local funds may be spent on pay-for-performance contract strategies as defined in WIOA Sec. 3(47) and consistent with 20 CFR 683.510.

GNWDB processes for evaluating use of contracted training providers/programs in lieu of ITAs with ETPL providers

The GNWDB Strategic Planning Committee is responsible for reviewing proposed training service contracts. The Committee will utilize the criteria listed above to determine whether contracts with proposed training providers should be recommended to GNWDB for approval. If the above criteria is met, the Committee may make a recommendation to GNWDB to approve training service contracts.

Consumer choice

GNWDB ensures that training services are provided to Title I program participants in a manner that maximizes informed consumer choice and meets consultation requirements, as described below.

1. Program participants may select programs of training services from Nebraska's ETPL after consultation with case managers.
2. Case manager consultations with participants must include:
 - a. interviews, evaluations, or assessments;
 - b. career planning informed by local labor market information;
 - c. review of ETP program performance information;
 - d. assessment of participant eligibility for training services based on:
 - i. conducted interviews, evaluations, or assessments and career planning

- ii. informed by local labor market;
 - iii. review of ETP program performance information; and
 - iv. other career service provided to participants;
- e. thorough documentation of consultations in participant NEworks case files, including documentation of participant eligibility for training services.
- 3. There is no requirement that career services be provided as a condition for receipt of training services. However, if career services *are not* provided before authorizing training services, case managers must *thoroughly* document in participant case files the circumstances that justify decisions to authorize training services without first providing career services.
- 4. During case manager consultations with Title I program participants, priority consideration must be given to programs that:
 - a. lead to recognized postsecondary credentials; and
 - b. align with in-demand occupations in the local area.
- 5. Unless Title I programs have exhausted training funds for a given program year, Title I programs must refer participants to their selected ETPL programs and establish ITAs.
- 6. Costs for training services paid through ITAs must be funded using out-of-school youth, adult, or dislocated worker program funds, depending on the program in which the participant is enrolled or co-enrolled.
- 7. GNWDB, in collaboration with one-stop delivery system partners, may coordinate funding of ITAs with funding from other Federal, state, local, or private job training programs or sources to assist participants with obtaining training services, subject to requirements established under 20 CFR 680.230.
- s. **description of the process used by the local board, consistent with WIOA Sec. 108(d), to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations;**

Greater Nebraska published this plan for public comment with NDOL and was posted on NDOL public website on April 15, 2025. The local plan draft was also provided to the following informed parties on April 30, 2025, including representatives of all American Job Centers and affiliate One-Stop Centers; Nebraska Department of Education (including Migrant Education Program); and partner programs. The mandatory public comment period commenced on April 15, 2025, and concluded on May 15, 2025, with a formal public comment hearing on April 29, 2025. Public comments on the NDOL website were submitted to the Greater Nebraska email Inbox.

- t. **description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by one-stop partners; and**

Greater Nebraska utilizes NEworks, Nebraska's management information system of record, to document all Title I program activities. NEworks is also used in whole or in part by other programs, including TAA and SNAP Next Step E&T. Additional partners are working with NDOL to determine how usage of the NEworks may benefit their program(s).

The Nebraska Economic Mobility Task Force is made up of front-line partner staff, including WIOA Title IB, SNAP Next Step E&T, Nebraska VR, NCBVI, TANF, and other workforce system partners. Through the work done by this task force, partners are able to identify best practices for co-enrollment/co-case management as well as existing policies and procedures that hinder coordinated service delivery. This information is provided to the state board's Alignment Workgroup, which is made up of program partner decision makers.

Greater Nebraska participates in the Alignment Workgroup established by the Nebraska Workforce Development Board. The workgroup is currently creating a common intake system to be used across the state by Title I and Partners.

- u. description of the direction given by the Governor and the local board to the one-stop operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600.**

Greater Nebraska adheres to requirements established under Federal law, rules, and regulations, and state policy concerning priority of service. Refer to Section 2.a. below for additional information.

2. Pursuant to WIOA Sec. 108(b)(22), the local plan must include the following descriptions of local policies, procedures, and processes relating to:

- a. priority of service within the local one-stop delivery system for Veterans and covered persons;**

Veterans and eligible spouses of veterans receive priority of service in all WIOA Title IB programs. The process for identifying covered persons at the point of entry includes:

- Signage prominently posted at the point of entry indicating the individual's right to priority; and
- NEworks data collection for covered persons during registration.

As soon as one-stop center staff identify covered person status, they inform the individual of their entitlement to priority of service, explain services available to them under priority of service, and WIOA Adult, Dislocated Worker, and Youth program eligibility requirements.

- b. priority of service under Title I programs;**

Title I adult program

Title I adult programs must give priority for career services, training, and employment services to Veterans, eligible spouses of Veterans, and non-Veterans who are:

- recipients of public assistance;
- other low-income individuals; or
- individuals who are basic-skills deficient.

WIOA Sec. 134(c)(3)(E) states that priority of service for individualized career services and training services funded with Title I adult funds must be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient in the local area.

Priority of service for eligible Title I adult program participants must be provided in the following order.

1. Veterans and eligible spouses of Veterans who are:
 - a. Recipients of public assistance;
 - b. Low-income; or
 - c. Basic skills deficient;
2. Individuals who are not Veterans and eligible spouses of Veterans but are:
 - a. Recipients of public assistance;
 - b. Low-income; or
 - c. Basic skills deficient;
3. Veterans and eligible spouses of Veterans who are not:
 - a. Recipients of public assistance;
 - b. Low-income; or
 - c. Basic skills deficient
4. Priority populations established by the local board
 - a. Individuals in households with a combined gross earned income of less than 250% of the federal poverty guidelines for the actual family size

5. to persons who are not:
 - a. Recipients of public assistance;
 - b. Low- income; or
 - c. Basic skills deficient.

Title I dislocated worker program

Services to eligible Dislocated Worker Program participants must be provided in the following order:

1. First, the individual must meet the eligibility criteria described in WIOA Section 3(15) (see the current Greater Nebraska Adult, DLW, & Youth Eligibility policy on dislocated worker eligibility); and
2. Second, if the individual meets the dislocated worker eligibility criteria and is a Veteran or eligible spouse of a Veteran, the individual must be given priority over dislocated workers who are non-Veterans.

Title I youth program

WIOA prioritizes expenditures and enrollment of individuals in the Youth Program:

- At least seventy-five (75) percent of Youth program funds must be spent to provide services to OSY; and
- All ISY must be low-income individuals, except as described below under section, Low-income Eligibility Exception for Youth.

c. Title I supportive services;

Supportive services are services that are reasonable and necessary to enable a participant to take part in career services, training services, or youth employment and training activities. Supportive services should not duplicate funds provided by another source. Participants in need of supportive services should be referred to other community resources before WIOA Title IB funds the service. It may be applicable to cost share with other service providers.

The frequency and utilization of supportive services is determined on an individual basis based on the participant's Individual Employment Plan (IEP) or Individual Service Strategy (ISS). Supportive service dollars are not guaranteed as they are based on availability of program funds.

Supportive services are not intended to meet every need of the participant. Rather, they provide temporary assistance. For this reason, staff should assist the participant in developing a plan to cover the supported cost once WIOA Title IB funds are no longer appropriate for the individual.

Prior to submitting a supportive service request, the Case Manager must clearly document the following in a justification case note:

- What WIOA activity does this support service support?
- How does this help the participant in achieving their employment goal?
- How the obligation amount was determined?
- How long will WIOA Title IB assist the participant with this expense?
- How will the participant cover this cost after temporary funding?

The approving manager is responsible for ensuring all documentation is upload, correct, and legible before authorizing obligation and payment vouchers. All payments require adequate supporting documentation to justify the payment.

Payments are not allowed for:

- Expenses incurred prior to enrollment in a WIOA program
- Business start-up costs
- Gas vouchers

Greater Nebraska provides the following supportive services:

1. Transportation
2. Child / Dependent Care
3. Housing
4. Relocation Pre-employment Interviews
5. Education Testing
6. Training related applications/ tests/ certifications
7. Reasonable Accommodations for Individuals with Disabilities
8. Referrals to Health Care
9. Uniforms/ work attire/ work-related tools
10. Books/ fees/ school supplies
11. Needs-related payment

d. Title I follow up services;

Adults and dislocated worker participants

Follow up services must be made available for adults and dislocated workers who are placed in unsubsidized employment for up to 12 months after the first day of employment. All participants must be offered an opportunity to receive follow-up services unless the participant declines to receive follow-up services or the participant cannot be located or contacted. The type and intensity of follow-up services will vary for each participant as they are based off individual need.

Types of follow-up services must be based on the needs of adults and dislocated workers following placement in unsubsidized employment and may differ in order to assist with retention of unsubsidized employment. Follow-up services for adults and dislocated workers include but are not limited to:

1. counseling about the workplace, including counseling pertaining to maintenance or advancement in unsubsidized employment, consistent with individual strengths, resources, priorities, concerns, abilities, capabilities, and interests;
2. counseling on resolving work-related issues following placement in unsubsidized employment;
3. provision of referrals to other programs, services, and community resources to support retention in unsubsidized employment; and
4. provision of other forms of support pertaining to needs directly relating to retention in unsubsidized employment, such as assistance with costs of tools and uniforms and other types of services described above in Section III(b), excluding needs-related payments.
5. During follow-up, case managers should obtain information and acceptable source documentation when necessary to support performance reporting for adult and dislocated worker program outcomes.

Youth participants

Follow-up services are critical services provided following a youth's exit from the program to help ensure that youth are successful in employment and/or postsecondary education and training. Greater Nebraska provide follow-up services in accordance with [20 CFR 681.580](#), state policy, and Greater Nebraska policies on follow-up services for youth.. Requirements for the provision of follow-up services for youth are described below.¹

1. All youth participants must be offered an opportunity to receive follow-up services that align with their ISS. Types of follow-up services provided, and the duration of follow-up services must be determined based on the needs of the individual and, therefore, the type and intensity of follow-up services may differ for each participant.

¹ 20 CFR § 681.580(c); TEGL 21-16

2. At the time of enrollment, youth must be informed that follow-up services will be provided for a *minimum of 12 months following exit*. If, at any point during participation in the program or during the 12 months following exit, the youth participant requests to opt out of follow-up services, they may do so; and the participant's request to opt out or discontinue follow-up services must be documented in case notes.
3. Follow-up services must be provided to all participants for a minimum of 12 months after the last expected date of service in the local youth program, and any NDOL-administered programs in which the participant may be co-enrolled,² unless the participant declines to receive follow-up services or the participant cannot be located or contacted. Local programs must have policies in place to establish how to document and record when a participant cannot be located or contacted.
4. Follow-up services may begin immediately following the last expected date of service. The exit date is determined when the participant has not received services through the local youth program, or any NDOL-administered programs in which the participant may be co-enrolled, for 90 days and no additional services are scheduled.
5. When the following program elements are provided as follow-up services, they must be recorded as follow-up services in NEworks, rather than program services, in order to (a) clearly differentiate follow-up services from program services provided prior to program exit and (b) prevent a change in the exit date and trigger re-enrollment in the program:
 - a. supportive services;
 - b. adult mentoring;
 - c. financial literacy education;
 - d. services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
 - e. activities that help youth prepare for and transition to postsecondary education and training.

In addition, provision of youth program services must be documented in case notes, indicating which follow-up services were provided after program exit.

e. Title I incumbent worker training; and

IWT overview

IWT is training designed to meet the special requirements of an employer or group of employers. IWT must not be used to provide occupational training for new hires. IWT services may be provided to help avert potential layoffs of employees and assist employees in obtaining the skills necessary to retain employment, such as increasing skill level so they can be promoted within the company.

IWT services must be conducted with a commitment by the employer to retain or avert the layoffs of the workers training.

IWT funding

The local area may reserve up to 20 percent of their combined total of adult and dislocated worker allocations for a program year for IWT services. This 20 percent may be used for programmatic IWT activities. IWT administrative activities must be paid out of administrative funds.

² NDOL-administered programs means Title III Wagner-Peyser Employment Service, JVSG, TAA, and National Dislocated Worker Grant (DWG) programs. For information on co-enrollment, exit, and common exit, refer to the State's policy on performance accountability, which is included in the State policy manual. The State policy manual is accessible at <https://dol.nebraska.gov/ReemploymentServices/Training/WIOA/Policies>.

Employers participating in IWT must pay the non-Federal share of the cost of providing training to their incumbent workers. The minimum amount of the employer’s non-Federal share depends on the size of the employer and must not be less than:

- 10 percent of the costs, for employers with 50 or fewer workers;
- 25 percent of the costs, for employers with 51 to 100 workers; and
- 50 percent of the costs, for employers with more than 100 workers.

The employer share must be reported by the local board as program income in its quarterly financial reports.

f. Title I program waitlists.

As required under WIOA Secs. 129(c) and 134(b), local areas must provide Title IB youth services to eligible youth and Title IB employment and training activities to eligible adults and dislocated workers. During annual budget planning for an upcoming program year, the GNWDB:

- must prioritize planned funding for Title IB program services for eligible adults, dislocated workers, and youth; and
- must not prioritize use of adult and dislocated worker funds for planned funding of incumbent worker training or customized training services to employers, which are non- mandatory employer services, in a manner that jeopardizes the availability of Title IB program services.

Should Greater Nebraska predict during a given program year that funding for the provision of program services for eligible adults, dislocated workers, and youth may become limited, the GNWDB may establish waitlists for services. Only the GNWDB (not designees, including local administrative entity staff or service provider staff) is permitted to establish waitlists for one or more of Title IB programs, under the following limited circumstances:

- when funding is predicted to be insufficient during the remainder of the program year based on full analysis of local fiscal records for the impacted program(s); or
- unexpected economic conditions occurring in the local area.

Greater Nebraska must ensure written agreements with employers for incumbent worker and customized training services include provisions that allow the GNWDB to modify, suspend, or terminate the agreements due to changes in funding levels for adult and dislocated worker programs.

Greater Nebraska shall modify, suspend, or terminate written agreements with employers for incumbent worker and customized training services should it be identified that a funding shortage will impact services to participants. These funds shall be deobligated and the balance of the deobligated funds restored to the adult and dislocated worker programs to ensure the availability of funding and to ensure continued provision of program services for eligible adults and dislocated workers.

3. Comments submitted during the local-plan public comment period must be submitted with the local plan if they represent disagreement with the proposed plan.

Public comment period commenced on April 15, 2025 and concluded on May 15, 2025, with a formal public comment hearing on April 29, 2025 at the Beatrice AJC. There were no public comments at the Beatrice AJC. The only comments received were from Title II, see the summary below.

Comments were received from Title II and included suggestions to add Western Nebraska Community College and Crete Public schools to the list of education providers, question about the five industry sectors, comments on providing services to all counties across Nebraska through in-person classes, remote learning and distance education curricula providing easy access to adult education, comments about employer summits from 2023 and 2022, newly identified barriers, including Integrated Education and Training and Work Place Literacy, ABE and ELL referrals, and the inclusion of utilizing the adult education online student portal. Comments have been addressed and the plan has been revised accordingly.

Greater Omaha Workforce Development Area – Local Plan

**PY25 – PY28
(July 1, 2025 – June 30, 2029)**

Greater Omaha Plan Contents

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1. The local plan must include the following strategic planning elements described in WIOA Secs. 108(b)(2)-(21):

a. description of the workforce development system in the local area that identifies:

i. programs included in the system;

The Greater Omaha workforce development system consists of required and additional one-stop partner programs, and other workforce development system partners that collaboratively support job seekers through education, training, and employment services. Greater Omaha's required and additional one-stop partners are listed below, in addition to other workforce development system partners in the Greater Omaha area.

Required and additional one-stop partners

1. WIOA Title IB adult, dislocated worker, and youth:
 - a. Dynamic Workforce Solutions
2. WIOA Title II Adult Education and Family Literacy Act program:
 - a. Metropolitan Community College (MCC)
3. WIOA Title III Wagner-Peyser:
 - a. Nebraska Department of Labor (NDOL)
4. WIOA Title IV Vocational Rehabilitation Programs:
 - a. Nebraska VR; and
 - b. Nebraska Commission for the Blind and Visually Impaired (NCBVI)
5. Carl D. Perkins Career and Technical Education Act
 - a. MCC
6. Community Services Block Grant
 - a. Eastern Nebraska Community Action Partnership (ENCAP)
7. Jobs for Veterans State Grant program
 - a. NDOL
8. Senior Community Service Employment
 - a. National Able Network
9. Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T):
 - a. Nebraska Department of Health and Human Services
10. Temporary Assistance for Needy Families (TANF)
 - a. Nebraska Department of Health and Human Services and Equus Workforce Solutions
11. Trade Adjustment Assistance (TAA) Program
 - a. NDOL
12. Unemployment Insurance (UI)
 - a. NDOL
13. WIOA Title ID Migrant and Seasonal Farmworker Programs
 - a. Proteus
14. WIOA Title ID Indian and Native American Programs
 - a. Ponca Tribe
15. Career Readiness to Eliminate Disparities (CRED)
 - a. Heartland Workforce Solutions, Inc. (HWS)
16. Job Corps
 - a. LifeSkills Connection, Inc. (Job Corps contractor; not a WIOA Title IC program)

Other workforce development system partners

In addition to required and additional one-stop partners listed above, the following partners support and participate in the Greater Omaha workforce development system.

1. Aged and Blind Disabled Grant (AABD):
 - a. Nebraska Department of Health and Human Services
2. Aid to Dependent Children (ADC):
 - a. Nebraska Department of Health and Human Services
3. Child Care (CC):
 - a. Nebraska Department of Health and Human Services
4. Emergency Assistance (EA):
 - a. Nebraska Department of Health and Human Services
5. Low Income Home Energy Assistance Program (LIHEAP):
 - a. Nebraska Department of Health and Human Services
6. Personal Assistance Services (PAS):
 - a. Nebraska Department of Health and Human Services
7. Providing Realistic On-ramps to Technology Occupations (PROTO)
 - a. MCC
8. Re-Entry Services:
 - a. Persevere
9. Small Business Administration
 - a. Greater Omaha Chamber of Commerce
10. Social Services for Aged and Disabled (SSAD):
 - a. Nebraska Department of Health and Human Services
11. Ticket to Work Program:
 - a. Community Options
12. YouthBuild AmeriCorps (not a WIOA Title ID program)
 - a. Goodwill Industries

The Greater Omaha workforce system thrives on collaboration among various local area programs and associated partners to provide comprehensive services to job seekers and employers. Key partnerships such as those with the Nebraska Department of Education and MCC ensure that adult learners receive the education and training necessary to succeed in in-demand industries by providing access to English language learning, basic skills improvement, high school equivalency, integrated education and training and workplace literacy activities. Programs like WIOA Title I adult, dislocated worker, and youth services, implemented by Dynamic Workforce Solutions, help individuals develop career pathways and gain essential skills for workforce entry. Additionally, the Omaha Housing Authority and Eastern Nebraska Community Action Partnership (ENCAP) contribute vital resources through Housing and Urban Development (HUD) Choice Neighborhood Initiative (CNI), ensuring that individuals facing economic hardships have the necessary support to participate in workforce programs.

Further strengthening the workforce system, NDOL plays a pivotal role through programs such as WIOA Title III Wagner-Peyser Act Employment Service, Jobs for Veterans State Grants (JVSG), and Unemployment Insurance Compensation, and employer services such as Rapid Response. Programs like YouthBuild AmeriCorps administered by Goodwill Industries, and Job Corps, administered by LifeSkills Connection, Inc., provide essential training opportunities for young individuals, while initiatives such as CRED) focus on addressing employment gaps through short-term credentialing. The Greater Omaha Chamber of Commerce, Nebraska Business Development Center, Grow Nebraska, the Small Business Administration, and other partnering chambers of commerce in the Greater Omaha local area work together to foster entrepreneurship, ensuring that small businesses have access to workforce development resources. Through these collaborative efforts, the Greater Omaha one-stop delivery system and workforce development system remain committed to bridging employment gaps and building a strong, resilient workforce for the region.

ii. how the local board will support the goals and strategies identified in the state plan; and

Combined State Plan Vision and Goals

Nebraska’s vision under the [Combined State Plan for PY24-PY27](#) is to provide the highest quality workforce development services through innovation and collaboration.

Nebraska’s two-part statewide goal for preparing an educated and skilled workforce that meets the needs of employers is:

- selection and prioritization of development of career pathways; and
- alignment of the state’s workforce development system.

GOWDB mission and vision

Mission

To promote and develop a workforce system that is responsive to the needs of business and career seekers resulting in economic prosperity.

Vision

GOWDB will lead, through alignment and coordination, collectively impacting economic and workforce development in the greater Omaha area that includes Douglas, Sarpy, and Washington Counties.

To achieve this vision, GOWDB collaborates throughout the local and regional area with community organizations, businesses, education and training providers, workforce development affiliates and one-stop delivery system partners. GOWDB aligns with the goal and strategies defined in the state plan.

GOWDB goals

Career pathways goal

GOWDB and Greater Omaha’s workforce system partners, including the state workforce development board and state plan partners, will lead, through alignment and coordination, collectively impacting economic and workforce development in the greater Omaha area that includes Douglas, Sarpy, and Washington Counties. GOWDB has been actively involved in the Career Pathways Workgroup since its establishment by the state board and continues to work closely with the state board and state plan partners to implement the career pathways goal and strategies.

1. Select and prioritize three or more career pathways or in-demand sectors or occupations that have been identified as such in the state plan.
2. Identify three or more barriers to participation in the selected and prioritized career pathways among job seekers and workers (including unemployed workers), Veterans, and individuals with barriers to employment, including:
 - a. displaced homemakers;
 - b. low-income individuals;
 - c. Indians, Alaska Natives, and Native Hawaiians;
 - d. individuals with disabilities, including youth who are individuals with disabilities;
 - e. older individuals;
 - f. ex-offenders;
 - g. homeless individuals or homeless children and youths;
 - h. youth who are in or have aged out of the foster care system;
 - i. individuals who are English language learners;
 - j. individuals who have low levels of literacy;
 - k. individuals facing substantial cultural barriers;
 - l. eligible migrant and seasonal;

- m. individuals within two years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families Program;
 - n. single parents (including single pregnant women); and
 - o. long-term unemployed individuals;
- 3. Identify key barriers to participation in the selected and prioritized career pathways by employers and regional and local industry sector partnerships; and
- 4. Determine methods for addressing identified barriers to participation in the selected and prioritized career pathways among:
 - a. job seekers and workers, Veterans, unemployed individuals, individuals with disabilities, and other individuals with barriers to employment; and
 - b. employers, in general, as well as regional and local industry sector partnerships.

System alignment goal

GOWDB is working with the state board and state plan partners through participation in the System Alignment Workgroup established by the state board to implement the system alignment goal and strategies. HWS will organize a collaborative effort among GOWDB members, one-stop partners, the state workforce development board and state plan partners, and other workforce system partners across the local area to do the following items:

- 1. coordinate workforce development activities locally and with the other local workforce areas comprising our region;
- 2. identify solutions for technology integration;
- 3. work with community partners to create a common intake system
- 4. develop local policies that support programmatic and technology alignment;
- 5. develop and disseminate online resources and information to support fully integrated customer service;
- 6. develop and implement local-level cross training and technical assistance and support state-level cross training and technical assistance; and
- 7. support the efforts of the state’s public sector partnership and develop similar partnerships at the local level.

The local strategies for implementation of state plan and local area goals described above include the following:

Career pathways strategies

- 1. Selection and prioritization of development of career pathways:
 - a. Identify best practices regarding the development of new and existing career pathways.
 - b. Include best practices focusing on industry, public, and private sector partnerships that create customized workforce solutions and work-based training opportunities.
 - c. Industry-driven career pathways: GOWDB will collaborate with employers and industry leaders to identify and prioritize in-demand sectors such as healthcare and construction to ensure training aligns with workforce needs.
 - d. Education and training alignment: GOWDB will partner with secondary and postsecondary institutions, including Metropolitan Community College, to integrate workforce development programs with academic curricula, ensuring clear pathways to industry-recognized credentials.
 - e. Employer engagement and work-based training: GOWDB will enhance partnerships with local businesses to expand apprenticeships, on-the-job training (OJT), and customized training programs that provide hands-on experience and direct entry into in-demand fields.
 - f. Performance tracking and continuous improvement: GOWDB will utilize labor market data and feedback from employers and training providers to evaluate career pathway success, ensuring ongoing program improvements and alignment with state workforce goals.
- 2. Identification of barriers to participation in selected and prioritized career pathways including those who are basic skills deficient and English language learners:
 - a. Partners will work together to identify barriers to participation in career pathways among employers and regional and local industry sector partnerships.
 - b. GOWDB actively participates in and collaborates with the state board’s Career Pathways Workgroup, using employer-provided barrier data to inform strategies that reduce obstacles for individuals and support the development of effective career pathways

- c. Support for Individuals with Barriers to Employment: GOWDB will implement targeted strategies to assist underrepresented populations, including individuals with disabilities, veterans, and low-income job seekers, in accessing career pathways through supportive services and financial assistance.
- d. GOWDB along with community partners/organizations will collaborate with:
 - (1) the Workforce Strategies and Innovation Committee, a sub-committee of GOWDB;
 - (2) required and additional one-stop partners;
 - (3) state board Career Pathways Workgroup;
 - (4) employers and regional and local industry sector partnerships; and
 - (5) training providers across the local area.

System alignment strategies

- 1. Coordination of workforce development activities
 - a. Integrated Service Delivery Model: coordinate partner programs, required and optional one-stop partner programs, and other available resources to create a seamless workforce system that minimizes service duplication and maximizes impact.
 - b. Coordinate workforce development activities across planning regions and local areas.
 - c. Inventory and coordinate services across the local area to maximize service delivery for job seekers, workers, and employers.
 - d. Research and identify technological resources to support the integration of supportive services and participation in career pathway programs.
- 2. Technology integration
 - a. Integrate technology across all plan partner programs and required/optional one-stop partner programs.
 - b. Improve data sharing to enhance data integration to improve case management, co-enrollment opportunities, and participant outcomes across workforce programs.
- 3. Online resources
 - a. Develop and disseminate online resources and information for all plan partner programs and required/optional one-stop partner programs.
 - b. Support fully integrated customer service.
- 4. Cross training and technical assistance
 - a. Cross-Training and Professional Development: Workforce system staff and partners will participate in cross-training and technical assistance sessions to improve service coordination, program alignment, and the overall effectiveness of the local workforce system.
- 5. Co-enrollment
 - a. Implement policies and procedures supporting co-enrollment for:
 - (1) local Title I youth, adult, and dislocated worker programs
 - (2) Title II Adult Education and Family Literacy Act program
 - (3) Title III Wagner-Peyser Employment Service
 - (4) Title IV vocational rehabilitation programs
 - (5) Jobs for Veterans State Grant program
 - (6) Trade Adjustment Assistance program
 - (7) National Dislocated Worker Grant programs (state or locally administered)
 - (8) and other employment and training programs
 - b. Collaborate to boost co-enrollment numbers across all one-stop partner programs and locally implemented workforce programs.
- 6. Public sector partnership
 - a. Strengthen relationships with employers, industry groups, and economic development partners to ensure that workforce strategies align with regional labor market demands and business needs.
 - b. Align local workforce initiatives with Nebraska's state plan by participating in regional planning efforts, sharing best practices, and implementing strategies that support economic growth and workforce development statewide.

GOWDB will continue to meet the unique needs of the Greater Omaha Workforce Development Area. This includes coordinating with partners for customer service excellence, continuous improvement and promoting employment opportunities for all individuals, including those with disabilities, English Language Learners, individuals who lack basic academic and computer skills, low-income individuals, veterans, and their spouses. Focused and deliberate collaboration among education platforms, in demand market segments and economic development networks will maximize resources for a robust workforce system. The area's population has shown a steady increase in all GOWDB counties. The highest population density is in Douglas and Sarpy Counties, which have also exceeded the percent change growth of the state.

GOWDB will strive to meet and exceed the negotiated performance goals during the term of this plan. GOWDB regularly reviews existing and past performance levels and works closely with its service providers to monitor progress and remediate any areas in which performance is in danger of not meeting negotiated goals.

iii. how the local board will work with the entities carrying out core programs and other workforce development programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 USC 2301 et seq.) to support service alignment;

GOWDB will work closely with all state-level core partners and local service providers of each of these core partner programs to ensure that the AJC is linked as closely as possible to each of these programs. As WIOA core partners, these programs bring intrinsic value to the workforce system through their programmatic design, funding, and connectivity to other programs. GOWDB will work with these programs to find ways to leverage resources, cross-train employees, and find collaborative pathways to improving job seeker referrals, co-enrollments, and outcomes across all programs.

Collaboration with WIOA core programs for service alignment

GOWDB ensures the integration of WIOA core programs (Titles I through IV) to expand access to employment, training, education, and supportive services while aligning with regional and state workforce strategies.

WIOA Title I adult, dislocated worker, and youth programs

1. Work-based training services for Title I program participants: Encouraging the use of work-based training strategies such as internships, work experiences, transitional jobs, pre-apprenticeships, OJT, and Registered Apprenticeships to enhance employment outcomes.
2. Work-based training services for employers: Encouraging the use of work-based training strategies such as customized training, incumbent worker training (IWT), and Registered Apprenticeship programs that meet the needs of local area employers.
3. Priority of service: Ensuring priority access to services for Veterans, low-income individuals, and individuals with barriers to employment.
4. Sector strategies: Partnering with industry stakeholders to develop targeted training programs in in-demand sectors like construction, healthcare, and IT.

WIOA Title II Adult Education and Family Literacy Act (AEFLA) program

- Partnership with adult education providers: Collaborates with MCC to integrate adult education services, including English Language Learners (ELL) and basic skills improvement in reading and math.
- Integration of high school equivalency programs: Provides basic skills improvement and high school equivalency credentials aligned with career pathways to help individuals transition into postsecondary education and employment.

WIOA Title III Wagner-Peyser Employment Service

- Integrated service delivery at the AJC: GOWDB works with NDOL to ensure seamless delivery of employment services such as resume assistance, job matching, and referrals to training programs.

- Job placement and labor exchange services: GOWDB supports job search and placement assistance for job seekers and provides employer services, including recruitment and labor market information.
- Alignment with UI services: GOWDB coordinates closely with Unemployment Insurance (UI) programs to facilitate access to reemployment services and Rapid Response efforts.

WIOA Title IV vocational rehabilitation programs

- Partnership with Nebraska VR and NCBVI: Enhancing employment opportunities for individuals with disabilities by providing assistive technology, job coaching, and workplace accommodations.
- Cross training for AJC staff: Ensuring frontline staff are trained to refer and support individuals with disabilities in accessing education, training, and employment services.
- Employer engagement: Working with businesses to promote inclusive hiring practices and disability-friendly workplace accommodations.

Additional strategies for alignment

1. Sector strategy and career pathways: Aligning workforce training with industry needs in healthcare, trades, and advanced manufacturing.
 2. Co-enrollment and data sharing: Utilizing NEworks (Nebraska's management information system) to streamline participant tracking and service coordination. GOWDB facilitates co-enrollment across Title I, II, III, and IV programs to provide job seekers with access to the full spectrum of workforce services.
 3. Direct access to the adult education online student application portal.
 4. Supportive services: Offering assistance for transportation, childcare, and housing to ensure workforce participation.
- b. description of how the local board will work with entities carrying out core programs (Titles I, II, III, and IV) to:**
- i. **expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment;**

Expanding access through WIOA core program collaboration

WIOA Title I adult, dislocated worker, and youth programs

1. Co-enrollment and career pathways:
 - a. GOWDB ensures co-enrollment in accordance with NDOL's performance accountability policy.
2. Work-based training initiatives:
 - a. Programs such as OJT, pre-apprenticeship and Registered Apprenticeship programs, and IWT services.
3. Priority populations:
 - a. GOWDB prioritizes services for Veterans, individuals with disabilities, justice-involved individuals, English language learners, and low-income individuals, in addition to other individuals with barriers to employment as defined in WIOA Sec. 3(24).
4. Supportive services coordination: Through partnerships with community organizations, GOWDB ensures access to transportation assistance, childcare, housing assistance, and other critical services that reduce barriers to employment.
5. Youth program services: Providing paid internships, career exploration, GED preparation, and financial literacy education for youth, particularly out-of-school youth.

WIOA Title II: Adult Education and Family Literacy (AEFLA) program

1. Partnership with Metropolitan Community College (MCC): Services include:
 - a. adult education
 - b. literacy
 - c. workplace adult education and literacy activities

- d. family literacy activities
 - e. English language acquisition activities
 - f. integrated English literacy and civics education
 - g. workforce preparation activities
 - h. integrated education and training
2. Provides adult education and literacy activities, concurrently and contextually with both workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.

WIOA Title III Wagner-Peyser Employment Service

- Employment services: Provides universal access to employment services, including job search assistance, resume workshops, and career counseling.
- Alignment with Unemployment Insurance (UI) programs: Assisting job seekers receiving UI benefits in securing reemployment services through meaningful assistance, Rapid Response services, and job placement assistance.
- Job fairs and employer engagement: Collaborates with local businesses to host hiring events, recruitment initiatives, and skills training programs.

WIOA Title IV vocational rehabilitation programs

1. Services for individuals with disabilities: GOWDB partners with Nebraska VR and the NCBVI to provide:
 - a. assistive technology and workplace accommodations;
 - b. job placement and career readiness programs tailored for individuals with disabilities; and
 - c. employer outreach to promote inclusive hiring practices.

Additional strategies for expanding access

1. In-person and virtual service expansion:
 - a. GOWDB is working with WIOA core programs to expand access to services both in-person and virtually for eligible individuals, including those with barriers to employment.
 - b. The recent redesign of the HWS website has improved programmatic accessibility, allowing the public to quickly access relevant program information for required and additional one-stop partner programs.
 - c. The website is accessible to individuals with visual disabilities, provides content in both English and Spanish, and includes Google Translate functionality for additional languages.
2. Digital and social media outreach:
 - a. GOWDB utilizes social media platforms to expand its reach to individuals who may not visit the AJC in person. Additionally, resources designed to encourage and support businesses in hiring individuals with barriers to employment have been created. This effort is a focus point of the Better Business Workshops, which provide targeted training and employer engagement in inclusive hiring practices.
3. Accessibility and reasonable accommodations at AJC:
 - a. AJC services are available to all individuals with barriers to employment, including individuals with disabilities. Materials are provided in multiple languages, and the AJC certification process ensures both programmatic and physical accessibility.
 - b. The one-stop operator ensures that:
 - (1) Staff are trained in the use of assistive technology.
 - (2) Job Access with Speech (JAWS) screen readers are available in the resource room.
 - (3) Reasonable accommodations and modifications are provided for individuals with disabilities.
4. WSIC and cross-agency coordination:
 - a. GOWDB Workforce Strategy & Innovation Committee (WSIC), which includes representation from WIOA core programs, will continue to identify future opportunities to expand access to employment, training, education, and supportive services, particularly for individuals with barriers to employment.

5. Alignment with state goals and strategies:
 - a. GOWDB aligns with state workforce strategies to ensure system alignment that creates the most accessible in-person and virtual environment for workforce engagement.
 - b. Collaboration with workforce partners at the one-stop center, including all WIOA core programs, is essential to meeting this goal.
6. Addressing homelessness in Omaha and Council Bluffs
 - a. HWS is actively engaged in a community collaborative, partially sponsored by the City of Omaha, to assess and address homelessness in the region.
 - b. As a representative of the workforce system in the provider group, HWS is working to develop a coordinated plan to tackle homelessness over the next several years. Through this effort, employment and wages have been identified as critical system-wide gaps. To address these challenges, the working group will focus on increasing wages and expanding employment opportunities by partnering with employers and employment service agencies.
 - c. This initiative aims to create jobs, develop training programs, and establish work opportunities that provide sustainable wages for individuals facing barriers to employment, including those with disabilities and criminal histories.

By integrating workforce services across Titles I-IV, GOWDB ensures equitable access to employment, training, and education while addressing systemic barriers to workforce participation.

ii. facilitate the development of career pathways and co-enrollment in core programs; and

Facilitating development of career pathways and co-enrollment in core programs

GOWDB aligns its efforts with the Combined State Plan for Nebraska's Workforce System, which identifies the development of career pathways as a primary goal. To support this objective, GOWDB has adopted local plan goals and strategies that facilitate the development of structured, industry-driven career pathways and increase co-enrollment in core programs.

Career pathways development

The Workforce Strategy & Innovation Committee (WSIC) collaborates with:

1. The state workforce development board
2. State plan partners
3. Employers and industry sector partnerships
4. Education and training providers (e.g., MCC, apprenticeship programs, and K-12 institutions)
5. This collaboration focuses on:
 - a. Selecting and prioritizing career pathways in in-demand industries such as healthcare, construction, manufacturing, and technology.
 - b. Identifying and addressing barriers to participation in career pathways, particularly for individuals with barriers to employment.
 - c. Developing solutions to enhance access to education and training, such as bridge programs, work-based training, and stackable credentialing opportunities.
6. Additionally, GOWDB continuously monitors changes in labor market needs and state policy to refine and expand career pathways accordingly.

Co-enrollment across WIOA core programs

The Performance Accountability Policy issued by the state provides guidance on co-enrollment, which allows individuals to receive complementary services across WIOA Titles I-IV. Co-enrollment:

1. Maximizes funding resources across programs.
2. Enhances service delivery, ensuring participants receive comprehensive education, training, and support services.

3. Improves participant outcomes by aligning employment services with career pathways, credentialing programs, and employer needs.
4. To increase co-enrollment, GOWDB implements the following strategies:
5. Shared case management and data integration: WIOA programs will prioritize co-enrollment by actively participating in common intake processes and securing participant consent through signed releases of information. This approach ensures demographic and eligibility information is shared across programs in NEworks, along with other state MISs, eliminating the need for duplicate data collection at each point of intake and supporting seamless coordination of services.
6. Workforce Partner Cross-Training: Training workforce professionals to identify opportunities for co-enrollment, guiding participants toward the most appropriate combination of services.
7. Integrated Service Delivery Model: Embedding adult education, employment services, and vocational rehabilitation supports into career pathways to serve individuals holistically.
8. Employer-Driven work-based training Opportunities: Facilitating co-enrollment in OJT, apprenticeships, and customized training programs to connect participants to long-term career growth.

Through these coordinated efforts, GOWDB ensures that career pathways are accessible, industry-aligned, and effectively supported by WIOA core programs. This approach streamlines participant access to training, employment, and wraparound support services, enabling greater economic mobility and workforce sustainability.

National Association of Counties- Counties to Career Success

NACo's Counties for Career Success (C4CS) initiative recognizes the role of counties in streamlining pathways to good jobs and supporting individuals on those learning journeys. Counties are uniquely positioned to invest in and coordinate career readiness efforts that not only address industry needs but also support low-income and marginalized students. C4CS promotes cross-systems collaboration between systems of post-secondary education, workforce development and human services to promote lifelong success among those experiencing barriers to education and employment. HWS, along with Douglas County General Assistance, and Metropolitan Community College were those representing Douglas County, Nebraska.

Strengthening career pathways through Douglas County General Assistance (GA)

1. Referral process: Individuals receiving general assistance (GA) are being referred to training programs at MCC and WIOA services through HWS.
2. Targeted populations: The initiative prioritizes those furthest from opportunity, including individuals facing housing instability, justice involvement, or substance use barriers
3. Employment goal: The program aims for 50% of GA-referred trainees to secure employment by 2026 and achieve at least a 36% wage gain at placement.
4. Case management: GA participants will receive individualized career guidance, including financial planning and job search assistance, to support long-term employment stability.

iii. improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable);

GOWDB is committed to expanding access to recognized postsecondary credentials, which include industry-recognized certificates, certifications, stackable credentials, Registered Apprenticeship certificates of completion, and state or federally recognized licenses. These credentials are critical for career advancement in in-demand industries and align with employer workforce needs.

Strategies to improve access to postsecondary credentials

GOWDB has implemented several strategies to enhance access to postsecondary education and training, particularly for underrepresented populations, low-income individuals, and job seekers with barriers to employment:

1. Promoting in-demand careers and credentialing pathways
 - a. Utilizing labor market data to identify in-demand industries such as healthcare, construction, advanced manufacturing, IT, and transportation/logistics.

- b. Conducting career exploration workshops, job fairs, and employer panels to increase awareness of in-demand careers and required credentials.
 - c. Encouraging youth and adults to pursue industry-aligned credentials through WIOA programs, individual training accounts (ITAs), and Registered Apprenticeship programs.
- 2. Developing career pathways that lead to postsecondary credentials
 - a. Working with state and local education partners, including MCC and other technical training providers, to embed credentialing opportunities within career pathways.
 - b. Supporting IET models that combine basic education, workforce preparation, and job training for those needing foundational skills before credential attainment.
 - c. Partnering with high schools and adult education providers to integrate dual-credit programs and industry-recognized credentials into curricula—tailored for both high school students on track to graduate and adult learners pursuing a high school equivalency or GED.
- 3. Aligning education and credentialing with employer needs
 - a. Collaborating with business and industry partners to ensure that credentials align with regional workforce demands.
 - b. Engaging employers in curriculum development, work-based training opportunities, and apprenticeship program design.
 - c. Promoting portable and stackable credentials, allowing participants to build upon initial certifications to advance within a career pathway.
- 4. Expanding work-based training
 - a. Increasing access to Registered Apprenticeship programs, pre-apprenticeship programs, and OJT opportunities that lead to industry-recognized credentials.
 - b. Expanding IWT services for employers that upskill their employees, including earning credentials.
 - c. Strengthening sector-based partnerships to create customized training programs for employers that align with workforce demands.
- 5. Enhancing access to workforce system services and financial assistance
 - a. Providing career coaching and navigation support to guide individuals through the credentialing process.
 - b. Offering financial aid guidance on tuition assistance available through WIOA Title I funding, Pell Grants, employer tuition reimbursement, and scholarship opportunities.
 - c. Expanding virtual learning and hybrid training options to reach rural job seekers and those with barriers to in-person training.
- 6. Leveraging community partnerships to improve credential attainment
 - a. Career Readiness to Eliminate Disparities (CRED) Initiative: Providing National Career Readiness Certificate™ (NCRC) training through MCC to validate job readiness skills and connect individuals to higher-paying jobs.
 - b. Better Business Workshops: Supporting employers in understanding the value of credentials and encouraging investment in employee training programs.
- 7. Facilitating co-enrollment and multi-program participation
 - a. Utilizing NEworks to track participant progress and provide integrated case management for credential attainment.
 - b. Coordinate co-enrollment of Title I, Title III, JVSG, and TAA participants whenever eligibility permits.
 - c. Facilitate co-enrollment of WIOA participants with partner organizations such as SNAP E&T, TANF, and Metropolitan Community College.

By implementing these strategies, GOWDB ensures that postsecondary credentials are more accessible, industry-aligned, and lead to meaningful employment opportunities. Through collaboration with education providers, employers, required and additional one-stop partners, and other workforce partners, job seekers and workers in Nebraska can attain portable, stackable, and industry-recognized credentials that support long-term career success.

c. description of strategies and services that will be used in the local area:

i. to facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations;

GOWDB employs a multi-faceted approach to engage employers, particularly those in in-demand industries, in workforce development initiatives. By fostering industry partnerships, data-driven strategies, and targeted outreach efforts, GOWDB ensures that employers are actively involved in shaping and benefiting from regional workforce programs.

Key strategies for employer engagement

1. Strengthening industry partnerships and sector strategies
 - a. EmployOMA Initiative:
 - (1) EmployOMA is a successful coalition that brings together over 50 workforce partners monthly to collaborate on workforce solutions for local employers.
 - (2) This initiative allows businesses to share workforce needs and provides a platform for targeted employer engagement efforts.
 - (3) The EmployOMA LinkedIn page and email network facilitate ongoing employer participation.
 - b. Industry sector partnerships:
 - (1) The healthcare-focused sector strategy, launched in 2019, continues to expand talent pipelines in healthcare.
 - (2) GOWDB partners with employers, training providers, and workforce stakeholders to develop industry-specific strategies in construction, advanced manufacturing, IT, and logistics.
 - (3) Ongoing industry roundtables and employer advisory groups ensure that workforce programs align with current and future labor market needs.
2. Aligning workforce development with employer needs
 - a. Employer and data driven strategies:
 - (1) GOWDB analyzes workforce trends, industry disruptions, and emerging job opportunities using real-time labor market data.
 - (2) By working with secondary and post-secondary education institutions, training programs are aligned with in-demand occupations.
 - (3) Employers help shape training curriculum and credentialing pathways to ensure job seekers develop industry-relevant skills.
 - b. Business-led workforce planning:
 - (1) Through collaboration with the Greater Omaha Chamber of Commerce, workforce programs are designed to support regional economic growth.
 - (2) Customized workforce solutions are created to help small businesses and startups access skilled labor, hiring incentives, and workforce training resources.
3. Expanding employer access to workforce services
 - a. Customized hiring events and job fairs:
 - (1) GOWDB hosts industry-specific hiring events that connect employers with pre-screened, qualified candidates.
 - (2) The AJC provides targeted business services, including:
 - (a) Workforce recruitment assistance
 - (b) OJT reimbursement
 - (c) Apprenticeship and internship development
 - (d) Work Opportunity Tax Credit (WOTC) guidance
 - (e) IWT services:
 - (3) Employers are supported in developing their current workforce through IWT grants.
 - (4) Training opportunities, including Registered Apprenticeships, industry certifications, and leadership development programs, are promoted.

4. Small business and entrepreneurial support
 - a. Better Business Workshops:
 - (1) GOWDB’s Better Business Workshop Series educates employers on how to utilize workforce development programs, funding opportunities, and hiring incentives.
 - (2) Topics include customized training programs, employer tax credits, and effective workforce retention strategies.
 - b. Small business outreach and support services:
 - (1) Collaborating with Nebraska Business Development Center (NBDC) and the Greater Omaha Chamber of Commerce, GOWDB helps small businesses navigate workforce-related challenges.
 - (2) Targeted employer outreach ensures that startups and small employers can access workforce resources and training programs.

Through these strategic initiatives, GOWDB ensures that employers, including small businesses and those in in-demand sectors, are effectively engaged in workforce development programs. By fostering industry partnerships, aligning education and training programs with employer needs, and offering customized workforce solutions, GOWDB strengthens the local labor market and economic growth in Greater Omaha.

ii. to support a local workforce development system that meets the needs of businesses in the local area

GOWDB is committed to ensuring the local workforce system is aligned with the needs of businesses by fostering strong industry partnerships, expanding work-based training opportunities, and providing employer-focused services. By engaging employers at multiple levels, GOWDB ensures that workforce strategies are responsive to emerging labor market trends, industry disruptions, and evolving skill requirements.

Key strategies for supporting business needs

1. Employer-driven workforce planning and industry partnerships
 - a. Industry data and workforce analytics:
 - (1) GOWDB analyzes labor market data and employer surveys to identify skills gaps and workforce shortages in in-demand industries.
 - (2) Through sector-based employer roundtables and advisory councils, businesses provide direct input into training program development and talent pipeline strategies.
 - (3) Industry sector partnerships enable businesses to collaborate with workforce stakeholders to shape regional economic and workforce strategies.
 - b. Collaboration with education and training providers:
 - (1) GOWDB partners with secondary and post-secondary education institutions (e.g., Metropolitan Community College, technical training centers, and university programs) to ensure alignment between education curricula and employer needs.
 - (2) This includes embedding industry-recognized credentials, career pathways, and stackable certifications into workforce training programs.
2. Expanding work-based training and skill development
 - a. OJT and apprenticeships:
 - (1) Employers may offset training costs through WIOA-funded OJT programs through reimbursement for training new hires.
 - (2) Registered Apprenticeship and pre-Apprenticeship programs provide structured career pathways while ensuring businesses have a steady pipeline of skilled workers.
 - b. Internships and IWT:
 - (1) Internships allow students and adult learners to gain real-world work experience while employers develop their future workforce.
 - (2) IWT services support businesses in upskilling their current employees, helping them stay competitive in evolving industries.
 - c. Customized training services:
 - (1) GOWDB works with employers to design tailored training solutions that meet their specific workforce needs, including skills-based hiring models and reskilling initiatives.

3. Employer engagement through business support services
 - a. HWS Better Business Workshop Series:
 - (1) Monthly workshops provide businesses with actionable insights on workforce programs, compliance, and talent strategies.
 - (2) Topics include:
 - (a) Hiring and Retaining Individuals with Disabilities
 - (b) Worker training grants and IWT services
 - (c) Workforce programs with incentives for hiring new employees, including OJT) and paid and unpaid internships
 - (d) Employment discrimination and labor law compliance
 - (e) Nebraska SourceLink resources for entrepreneurs
 - b. AJC business services:
 - (1) Employers can access a range of recruitment, hiring, and training support services at AJC, including:
 - (a) job postings and candidate referrals
 - (b) hiring events and job fairs
 - (c) workforce tax credit programs
 - (d) labor law and HR compliance resources
4. Small business and entrepreneurial support:
 - a. GOWDB collaborates with the Greater Omaha Chamber of Commerce, NBDC, and SourceLink Nebraska to provide workforce solutions tailored to small businesses and startups.
5. Continuous workforce strategy refinement
 - a. Real-time employer feedback and labor market adaptation:
 - (1) GOWDB conducts ongoing employer surveys, focus groups, and business advisory meetings to adjust workforce strategies based on employer needs.
 - (2) Employer insights are used to update training programs, expand recruitment initiatives, and refine industry-specific workforce policies.
 - b. Cross-agency collaboration for workforce alignment:
 - (1) Partnering with state and local workforce organizations, economic development agencies, chambers of commerce, and industry groups, GOWDB ensures regional economic goals align with workforce investments.

By implementing these targeted employer engagement strategies, GOWDB builds a workforce system that directly supports businesses' evolving needs. Through industry collaboration, work-based training opportunities, business support services, and data-driven workforce planning, GOWDB ensures that local businesses—small and large—can access skilled talent, workforce resources, and sustainable training solutions to drive economic growth in the Greater Omaha Workforce Development Area.

iii. to better coordinate workforce development programs and economic development;

GOWDB actively collaborates with regional economic development organizations, industry stakeholders, and business leaders to integrate workforce development strategies with economic growth initiatives. By aligning training programs, employer engagement, and workforce investments with economic development efforts, GOWDB ensures a skilled labor force that supports business expansion, job creation, and regional competitiveness.

Key economic development and workforce coordination strategies:

1. Strategic partnerships with economic development organizations
 - a. Greater Omaha Chamber of Commerce (GOCOC) Representation:
 - (1) GOCOC holds a permanent seat on the HWS Board of Directors, ensuring continuous alignment between workforce planning and economic development initiatives.
 - (2) HWS leadership actively participates in the GOCOC economic development partnership's regional bi-weekly meetings to exchange industry data, employer leads, and workforce strategies.

- b. Nebraska Department of Economic Development (NDED) collaboration:
 - (1) Workforce programs are aligned with NDED initiatives to support job creation, industry growth, and employer recruitment efforts.
 - (2) GOWDB collaborates with local municipalities to attract new businesses by demonstrating the availability of a skilled workforce and training resources.
 - 2. Industry sector and talent pipeline initiatives
 - a. Regional Work Ready Communities Initiative:
 - (1) HWS leads this effort, ensuring that economic development entities, businesses, and workforce partners collaborate to validate regional workforce readiness and drive employer engagement.
 - (2) A designated representative from the economic development sector actively participates in this initiative to enhance regional workforce strategies.
 - b. Industry sector partnerships:
 - (1) GOWDB and economic development stakeholders coordinate to align industry-specific workforce solutions with employer needs.
 - (2) This collaborative approach streamlines business services, workforce training investments, and talent development initiatives.
 - 3. Workforce training and small business development
 - a. REACH Construction Industry Certificate Program:
 - (1) GOWDB partners with GOCOC's REACH program, a 10-week course designed to support small and emerging construction businesses.
 - (2) The program helps scalable firms strengthen their business infrastructure, with graduates securing over \$4 million in contracts in 2019 alone.
 - b. Startup Collaborative and entrepreneurship support:
 - (3) Through partnerships with GOCOC, NBDC, and SourceLink Nebraska, GOWDB provides resources and technical assistance for entrepreneurs and startups.
 - (4) The Startup Collaborative helps tech businesses access workforce support, training incentives, and small business resources.
 - 4. Youth workforce development and economic recovery initiatives
 - a. ONEUP, A Pathway Success Network
 - (1) The ONEUP initiative is a strategic workforce development effort designed to engage young adults (ages 16–24) in in-demand trade industries in Omaha.
 - (2) This initiative aims to strengthen youth career pathways, enhance workforce diversity, and build a pipeline of skilled workers for critical infrastructure projects.
 - (a) Expanding outreach and awareness
 - 1. ONEUP developed a marketing and outreach campaign to promote trade careers, apprenticeship programs, and training opportunities for youth, parents, and employers.
 - 2. The campaign includes customized industry branding, social media messaging, and promotional materials to engage young people.
 - (b) Building clear career pathways
 - 1. Piloting a trades career pathway program to refine policies, training models, and employer partnerships that support youth entry into the workforce.
 - 2. Providing career assessments, basic skills remediation, and pre-apprenticeship placements in partnership with Metropolitan Community College, WIOA programs, and local labor unions.
 - (c) Strengthening Collaboration Between Workforce, Education, Adult Education, and Industry
 - 1. Connecting public school systems, adult education providers, workforce partners, unions, and employers to create a holistic youth and adult workforce ecosystem.
 - 2. Enhancing youth workforce data tracking to identify service gaps, training needs, and economic opportunities in the region.
 - (d) Enhancing youth voice in workforce development

1. Conducting surveys to collect feedback from youth about their experiences with education, training, and job opportunities.
2. Encouraging youth-serving organizations to nominate youth representatives to the Youth Committee, ensuring that young people have a say in workforce programming and policy.
- (e) Aligning with economic and workforce needs
 1. ONEUP is working closely with industry partners to identify emerging job opportunities, develop new apprenticeship programs, and strengthen employer engagement in youth workforce development.
 2. The initiative is also securing local and federal funding to sustain and expand youth-focused workforce efforts.
- ii. By bridging the gap between education, workforce training, and employment, ONEUP will provide young people with the tools, opportunities, and support they need to enter and thrive in in-demand careers in Omaha's trade industries.
- b. GOWDB youth committee
 - (1) GOWDB youth committee plays a crucial role in aligning workforce development efforts with the needs of young individuals aged 14 to 24.
 - (2) The committee is composed of volunteers from Omaha-area businesses, workforce development organizations, and community partners, all working together to bridge the gap between education, training, and employment opportunities for youth.
 - (a) Supporting in-school and out-of-school youth:
 1. Provides employment assistance, career exploration, and skill development opportunities.
 2. Helps youth overcome barriers to employment by addressing skills deficiencies and career readiness gaps.
 - (b) Connecting businesses with emerging talent:
 1. Engages local employers to share market trends, hiring challenges, and evolving workforce demands.
 2. Encourages businesses to create youth-focused employment and training opportunities, such as internships, apprenticeships, and mentorship programs.
 - (c) Strengthening workforce and economic development ties:
 1. Works with education, workforce, and economic development programs to ensure youth have clear career pathways.
 2. Provides businesses with insights into developing a skilled future workforce that meets industry needs.
 - (d) Developing strategic workforce solutions:
 1. Committee members contribute essential updates on hiring trends, skill gaps, and training delivery models.
 2. Collaborates with education and workforce training providers to shape curriculum and career programs that prepare youth for sustainable careers.
 - (3) The Youth Committee directly supports workforce development by ensuring that young individuals are equipped with the necessary skills, training, and connections to secure meaningful employment. By engaging employers, educators, and workforce agencies, the committee creates a pipeline of skilled, job-ready youth, strengthening the local economy and meeting labor market demands.
 - (4) Businesses and community members are encouraged to participate in the Youth Committee to share expertise, provide mentorship, and help design workforce solutions that benefit both youth and employers.
- c. Expanding JAG Nebraska enrollment
 - (1) GOWDB is working to increase the number of ISY participating in JAG Nebraska, a program designed to improve educational outcomes and career readiness for middle school and high school students.

- (2) This aligns with the strategic goals of NDOL’s projected programmatic outcomes under its USDOL-approved waiver of the mandatory 75 percent OSY expenditure requirement for PY24 and PY25, as stated in Sec. VI of [Nebraska’s Combined State Plan for PY24 through PY27](#).
 - (3) By co-enrolling JAG students in WIOA Youth, GOWDB ensures they have access to expanded career services, training opportunities, and job placement assistance.
 - d. Enhancing Registered Apprenticeship participation
 - (1) HWS and Dynamic Workforce Solutions are focused on increasing ISY participation in Registered Apprenticeship programs, creating pathways for youth to gain hands-on industry experience while earning a credential.
 - (2) By partnering with local employers and economic development entities, HWS is working to develop youth-focused apprenticeship opportunities in in-demand industries.
 - e. By aligning youth workforce development initiatives with economic development priorities, HWS is strengthening pathways to employment for ISY, increasing employer engagement, and ensuring that young people have access to high-quality career and training opportunities that lead to long-term economic self-sufficiency.
- 5. Business engagement through workforce education and employer outreach
 - a. HWS Better Business Workshop Series:
 - (1) GOWDB partners with all nine local chambers of commerce in its service region to provide employer education, workforce solutions, and business support services.
 - (2) Workshops cover topics such as:
 - (a) hiring and retaining individuals with disabilities
 - (b) customized training programs for businesses
 - (c) OJT and hiring incentives
 - (d) workforce compliance and HR best practices
 - (3) These efforts strengthen employer participation in workforce programs and drive workforce investment across key industries.
 - b. By fostering strategic partnerships, aligning workforce training with economic growth, and actively engaging businesses in workforce development initiatives, GOWDB ensures that Greater Omaha’s workforce system supports economic expansion, job creation, and long-term business success. This integrated approach strengthens the local labor market, promotes business retention, and enhances regional competitiveness.

iv. to strengthen linkages between the one-stop delivery system and unemployment insurance programs; and

GOWDB collaborates with NDOL to ensure seamless integration of Unemployment Insurance (UI) services with workforce development programs. By strengthening these linkages, UI claimants receive comprehensive support for reemployment, career transition, and skills development.

- 1. Integration of UI services with the one-stop delivery system
 - a. Co-location of UI Services at the AJC:
 - (1) UI claimants can access career services, job search support, and reemployment workshops at the AJC.
 - (2) Dedicated UI staff members are available at the AJC to assist with claim filing, benefit inquiries, and reemployment planning.
 - (3) The AJC provides four dedicated computers and phone lines for individuals applying for UI or tracking claims.
 - b. Collaboration with NDOL for seamless service delivery:
 - (1) GOWDB partners with NDOL’s UI program to streamline service delivery, share data, and improve claimant support.
 - (2) Career coaches work closely with UI staff to ensure claimants are aware of job training programs, hiring events, and employer connections.
 - (3) As new staff members join the AJC, they are provided with UI Meaningful Assistance training to ensure they can assist with basic UI questions.

2. Reemployment and workforce reintegration support for UI claimants
 - a. Career services and reemployment workshops:
 - (1) UI claimants receive access to:
 - (a) Job search assistance and resume development workshops
 - (b) Interview preparation and career counseling
 - (c) Job fairs and employer hiring events
 - (2) GOWDB ensures that claimants are connected to Greater Omaha one-stop delivery system resources and services, including WIOA Title I adult, dislocated worker, and youth program services.
 - b. Linking UI recipients to WIOA-funded training and job placement programs:
 - (1) WIOA-funded education and job training programs are promoted among UI claimants to enhance employability and career growth.
 - (2) Claimants are referred to the full array of services available through the AJC, including:
 - (a) WIOA Title I programs providing short-term occupational skills training and credentials, including OJT and apprenticeship programs, to expedite workforce reintegration; and
 - (b) connections with priority career pathway opportunities within healthcare, construction, manufacturing, and IT industry sectors that align with regional labor market needs.
3. Continuous improvement and future-ready UI service delivery
 - a. Regular reassessment of UI and workforce needs:
 - (1) All required and additional one-stop partners continually review UI claimant needs and adjust services accordingly.
 - (2) GOWDB works with NDOL to implement workforce technology improvements that enhance UI claimant access to virtual job coaching, online training, and digital career navigation tools.
 - (3) As UI regulations and NDOL program policies and processes evolve, GOWDB remains proactive in ensuring UI recipients receive integrated employment services.
 - b. By aligning UI services with workforce development and reemployment programs, co-locating UI assistance at the AJC, and connecting UI claimants to training and reemployment pathways, GOWDB ensures a seamless transition from unemployment to sustainable employment. Through strategic partnerships, career services, and continuous innovation, UI claimants receive the support they need to successfully re-enter the workforce and contribute to Nebraska’s economic recovery.
- v. **that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers. these initiatives must support the strategies described above in paragraphs i. through iv.;**

Implementation of initiatives to meet regional employer needs

GOWDB implements a range of strategic workforce initiatives designed to align workforce development programs with employer needs, enhance talent pipelines, and support regional economic growth. These initiatives include IWT services, OJT, customized training, sector strategies, career pathways development, and business engagement strategies.

Key workforce initiatives supporting regional employers

1. IWT
 - a. Upskilling existing employees:
 - (1) GOWDB supports employers in retaining and advancing their current workforce through IWT services, which help businesses train employees in new technologies, processes, and industry advancements.
 - (2) This initiative reduces turnover, increases competitiveness, and supports career advancement for workers in in-demand industries.

- b. Collaboration with employers and training providers:
 - (1) GOWDB works closely with MCC, Bellevue University, and NBDC to develop employer-driven training programs.
 - (2) These partnerships ensure that training meets regional industry demands and upskilling priorities.
 - 2. OJT and work-based training programs
 - a. Employer incentives for hiring and training new workers:
 - (1) OJT services help employers offset training costs for new hires by subsidizing a portion of wages while employees receive hands-on training.
 - (2) GOWDB hosts Better Business Workshops educating employers on how to utilize WIOA funding for OJT opportunities.
 - b. Expanding Registered Apprenticeships and internships:
 - (1) GOWDB promotes pre-apprenticeship and Registered Apprenticeship programs to provide workers with structured, earn-and-learn opportunities.
 - (2) Internships are integrated into workforce initiatives to allow job seekers to gain practical experience in targeted industries such as healthcare, construction, advanced manufacturing, and IT.
 - 3. Customized training services
 - a. Employer-specific workforce solutions:
 - (1) GOWDB collaborates with MCC, Bellevue University, and NBDC to design customized training services tailored to business needs.
 - (2) The purpose of customized training services is to provide training services to employees that:
 - (1) introduce new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills, or workplace literacy; or
 - (2) other appropriate purposes identified by GOWDB.
 - (3) Customized training services provide flexible, employer-driven solutions that increase employer productivity and workforce capabilities.
 - b. Better Business Workshop on customized training:
 - (1) A Better Business Workshop focused on customized training solutions will be available both live and on-demand for business leaders.
 - (2) This initiative educates employers on available workforce training resources, funding options, and best practices for developing talent.
 - 4. Career pathways initiatives
 - a. Creating clear talent pathways for in-demand careers:
 - (1) GOWDB aligns career pathways initiatives with Nebraska’s H3 occupations (high-wage, high-skill, high-demand).
 - (2) ONEUp, the Pathway Success Network, is an HWS initiative created out of the US Department of Labor’s Youth Systems Building Academy, which aims to expose individuals to high demand industry careers; establishing clear career pathways; and improving census data.
 - (3) Career pathways are being and will be developed in the Greater Omaha for healthcare, skilled trades, IT, and logistics industry-sector occupations, ensuring clear entry points and progression routes for job seekers.
 - b. Sector-based employer collaboration:
 - (1) GOWDB convenes industry sector partnerships to engage employers in workforce planning and align training with emerging job opportunities.
 - (2) Career pathways integrate work-based training, certification programs, and stackable credentials to increase career mobility.
 - 5. Business engagement and entrepreneurial training
 - a. Leveraging business intermediaries for employer outreach:
 - (1) GOWDB works with economic development organizations, chambers of commerce, and industry groups to connect businesses with workforce programs.
 - (2) GOWDB uses business intermediaries to increase employer engagement in workforce initiatives and improve job-matching services.

- b. Entrepreneurial training and small business support:
 - (1) GOWDB partners with the Greater Omaha Chamber and Work Lab, as well as tech incubators, to support entrepreneurs and small business workforce needs.
 - (2) Small business owners receive training on workforce planning, hiring incentives, and business development strategies.
 - 6. Continuous workforce strategy development
 - a. Sector strategy and economic development committees:
 - (1) The WSIC and Economic Development Subcommittee continuously evaluate workforce trends and employer needs.
 - (2) These committees set performance goals, adjust workforce initiatives, and explore new training models to ensure ongoing workforce alignment with business demands.
 - 7. By implementing IWT, OJT, customized training, career pathways, and business engagement initiatives, GOWDB ensures that local employers have access to a skilled workforce and job seekers receive the training needed to secure sustainable careers. These initiatives enhance employer competitiveness, support economic growth, and create a workforce development system that meets the evolving needs of businesses in Greater Omaha.
- d. **description of how the local board will coordinate local workforce investment activities with regional economic development activities that are carried out in the local area and how the local board will promote entrepreneurial skills training and microenterprise services;**

GOWDB actively collaborates with regional economic development organizations, including the Greater Omaha Chamber of Commerce, the Nebraska Department of Economic Development (NDED), and local municipalities, to ensure that workforce investment strategies align with broader economic growth initiatives. Through strategic partnerships, data-driven planning, and targeted business support services, GOWDB strengthens the connection between economic development and workforce preparedness.

- 1. Workforce development and economic growth integration
 - a. Representation in Economic Development Leadership:
 - (1) The Mayor’s Office has a representative who serves on GOWDB, providing direct insight into regional economic initiatives and business expansion efforts.
 - (2) The one-stop operator facilitates monthly partner meetings where economic trends, industry needs, and workforce initiatives are discussed and coordinated.
 - b. Business development and talent pipeline strategies:
 - (1) GOWDB leverages labor market data, employer surveys, and industry roundtables to align workforce programs with regional business needs.
 - (2) GOWDB works with economic development agencies and chambers of commerce to support job creation, business retention, and employer-driven training initiatives.
 - (3) The one-stop business development team, comprised of core workforce partners and business representatives, ensures effective coordination of employer engagement strategies.
- 2. Workforce training programs tailored to regional business needs
 - a. Customized training and employer-led workforce solutions:
 - (1) GOWDB collaborates with MCC, Nebraska Enterprise Fund, and other training providers to develop customized workforce programs tailored to high-growth and emerging industries.
 - (2) These programs equip job seekers with industry-recognized credentials, technical training, and work-based training experiences that align with current and future employer hiring demands.
 - b. Sector strategies for in-demand industries:
 - (1) GOWDB facilitates Industry Sector Partnerships to enhance workforce development in key industries such as healthcare, manufacturing, IT, and skilled trades.
 - (2) Work Ready Communities initiatives ensure that local talent meets employer expectations for skill readiness and career pathway progression.

3. Entrepreneurial skills training and microenterprise development
 - a. Partnerships for entrepreneurship training:
 - (1) GOWDB partners with organizations such as:
 - (1) Greater Omaha Chamber of Commerce REACH Program (focused on small business scalability, particularly in the construction sector).
 - (2) Small Business Administration (SBA) and Nebraska Enterprise Fund (offering access to capital, financial literacy training, and small business grants).
 - (3) NBDC offers confidential consulting services to entrepreneurs and small business owners looking to start and grow their enterprises or to transition companies.
 - (2) These partnerships provide technical assistance, financial planning guidance, and small business coaching to help aspiring entrepreneurs navigate the complexities of business ownership.
 - b. Resources for business startups and growth:
 - (1) The one-stop operator connects individuals to startup incubators, business mentorship programs, and entrepreneurial networking events.
 - (2) Access to microloans, grant funding opportunities, and business accelerator programs helps small businesses sustain growth and drive job creation.
 - (3) Specialized training supports minority-owned, women-owned, and veteran-owned small businesses, ensuring equitable access to entrepreneurial success.
 4. Strengthening economic resilience through workforce and business support
 - a. COVID-19 Economic Recovery and Business Support Initiatives:
 - (1) North and South Recovery Grant
 - (2) GOWDB played a critical advisory role in the Greater Omaha Chamber’s “We Rise” economic recovery plan, ensuring that workforce and employer assistance programs were effectively integrated into business sustainability efforts.
 5. Through strategic partnerships, workforce-aligned training, and targeted entrepreneurial support, GOWDB ensures that regional economic development efforts are directly connected to workforce investment activities. By promoting job creation, small business development, and employer-driven training solutions, GOWDB strengthens economic resilience, business competitiveness, and workforce sustainability in the Greater Omaha Workforce Development Area.
- e. description of the local one-stop delivery system, including:**
- i. how the local board will ensure the continuous improvement of eligible providers through the system and that such providers will meet the employment needs of local employers, workers, and job seekers;**

GOWDB ensures the continuous improvement of eligible providers within the one-stop delivery system by implementing a data-driven evaluation process, targeted technical assistance, and strong employer engagement strategies. These efforts help ensure that workforce programs effectively meet the needs of local employers, workers, and job seekers.

1. Data-driven performance evaluation and transparency
 - a. Real-time data and performance metrics:
 - (1) GOWDB uses data-informed decision-making to continuously assess and improve the effectiveness of workforce programs.
 - (2) Performance metrics are reviewed quarterly to identify gaps, trends, and opportunities for improvement.
 - b. GOWDB regularly analyzes:
 - (1) Provider effectiveness in job placements and credential attainment
 - (2) Labor market alignment of training programs
 - (3) Customer satisfaction feedback from employers and job seekers
 - c. Workforce system performance dashboard:
 - (1) In Spring 2021, GOWDB launched a unified workforce performance dashboard. Snapshot, developed with Category One Consultants.

- (2) This tool provides publicly accessible insights into:
 - (a) Training completion rates across workforce programs
 - (b) Employment outcomes and career pathways progressions
 - (c) Alignment of job placements with in-demand industries
 - (3) Workforce system partners enter data quarterly such as number of individuals served, number of individuals who entered training, received a credential, median earnings, and in what industry sectors
 - (4) Workforce system partners review dashboard data collaboratively to identify opportunities for action and service enhancements.
 - 2. Targeted support and continuous improvement for providers
 - a. Technical assistance and best practice sharing:
 - (1) GOWDB provides targeted support for providers who do not meet performance benchmarks, including:
 - (a) Customized professional development and training sessions
 - (b) Implementation of best practices from high-performing providers
 - (c) Corrective action plans to address service delivery challenges
 - b. Provider collaboration and industry alignment:
 - (1) GOWDB facilitates regular meetings with:
 - (a) Training providers
 - (b) Industry leaders
 - (c) Workforce partners
 - c. These meetings ensure training programs remain relevant and align with employer needs and economic trends.
 - 3. Strengthening employer engagement and work-based training opportunities
 - a. Developing training solutions for in-demand industries:
 - (1) GOWDB collaborates with local employers to identify in-demand skills and develop customized workforce solutions.
 - (2) Providers are encouraged to integrate industry-recognized credentials and competency-based training models.
 - b. Expanding work-based training initiatives:
 - (1) GOWDB promotes hands-on training programs that increase job readiness and employability:
 - (a) Apprenticeships in construction, healthcare, IT, and manufacturing
 - (b) OJT programs with employer wage subsidies
 - (c) IWT services to support upskilling and employee retention
 - c. Leveraging economic development partnerships:
 - (1) GOWDB works closely with the Greater Omaha Chamber of Commerce, NDED, and regional employers to ensure workforce programs align with regional business expansion efforts.
 - (2) Funding resources are leveraged to incentivize innovation in service delivery and employer-driven training models.
 - d. By fostering strong collaboration between workforce providers, employers, and economic development partners, GOWDB maintains a dynamic, results-driven workforce system. Through continuous assessment, targeted provider support, employer engagement, and strategic funding allocations, GOWDB ensures that workforce programs evolve with labor market needs and deliver meaningful career opportunities for job seekers.

ii. how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means;

GOWDB is committed to ensuring equitable access to workforce services through the one-stop delivery system, utilizing technology, strategic partnerships, and targeted outreach to reach individuals across the three-county local area, including those in remote and underserved communities. Recognizing that workforce services must be adaptable and accessible, GOWDB continuously expands digital and in-person service delivery to meet the needs of job seekers and employers alike.

Technology plays a vital role in expanding access to workforce programs beyond the AJC in Omaha. GOWDB has invested in virtual services, including an online portal where job seekers can access job search assistance, career counseling, training resources, and workshops from any location. Additionally, virtual job fairs, remote case management, and online training platforms allow job seekers to connect with employment opportunities and skill-building programs without the need for in-person visits. The lessons learned during the 2020 pandemic reinforced the importance of leveraging technology to enhance service delivery, and GOWDB remains committed to expanding these efforts.

GOWDB also collaborates with statewide workforce partners and economic development organizations to ensure that digital service access is included in Memoranda of Understanding (MOUs) and coordinated service delivery strategies. By integrating workforce technology solutions across multiple agencies, GOWDB enhances statewide access to employment and training services.

GOWDB also prioritizes outreach and communication efforts to ensure that workforce resources reach all individuals, particularly those facing barriers to employment. The HWS website, social media channels, radio, neighborhood publications, and television news outlets are used to disseminate workforce information, with content available in English, Spanish, and other languages. Recognizing that digital access can be a challenge for disadvantaged populations, printed materials, Braille resources, and Babel notices are provided to ensure accessibility.

Access for individuals with disabilities remains a key focus, and GOWDB collaborates with Nebraska VR and NCBVI to enhance service delivery. These partners provide staff training, assistive technology recommendations, and technical assistance to the one-stop operator, ensuring that job seekers with disabilities have the necessary support to navigate workforce programs.

Through a combination of virtual service expansion, digital accessibility initiatives, community partnerships (e.g., TANF, SNAP E&T, and nonprofits), and inclusive outreach efforts, GOWDB ensures that all individuals—regardless of location or circumstance—can effectively engage with the workforce system. By continually adapting service delivery methods and planning for future workforce and industry shifts, GOWDB remains proactive in addressing the evolving needs of job seekers and employers in the Greater Omaha Workforce Development Area.

iii. how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with WIOA Sec. 188 and applicable provisions of the Americans with Disabilities Act of 1990 (42 USC 12101 et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and

GOWDB ensures that all one-stop delivery system entities, including one-stop operators and partners, comply with WIOA Section 188 and the Americans with Disabilities Act (ADA) of 1990 (42 USC 12101 et seq.) by maintaining fully accessible facilities, programs, and services. Through a combination of physical accommodations, programmatic accessibility, staff training, and community partnerships, the workforce system remains inclusive and responsive to the needs of individuals with disabilities.

1. Physical accessibility of facilities
 - a. GOWDB ensures that the AJC and one-stop center meet ADA standards by providing:
 - (1) Wheelchair-accessible entrances, workstations, and restrooms
 - (2) Adaptive technology and assistive devices, including screen readers, magnification software, and assistive listening devices
 - (3) Accessible signage and wayfinding features to support individuals with visual impairments
 - (4) Alternative meeting formats, such as virtual consultations and remote access to services for individuals facing mobility barriers

2. Programmatic accessibility and equal opportunity compliance
 - a. GOWDB promotes universal access to workforce services by ensuring that:
 - (1) All materials are available in multiple accessible formats, including large print, braille, and screen-reader-compatible digital resources
 - (2) Reasonable accommodations and modifications are provided as needed to ensure that individuals with disabilities can fully participate in workforce programs
 - (3) Eligibility criteria for training and employment services are structured to be inclusive and flexible, allowing individuals with disabilities to benefit equally from program offerings
 - (4) Privacy and confidentiality are strictly maintained, ensuring that individuals are not required to disclose disabilities unless they voluntarily seek accommodations
 - (5) Clear non-discrimination policies are in place, prohibiting bias based on disability, sex, race, color, or national origin
3. Staff training and capacity building
 - a. GOWDB prioritizes ongoing staff training to ensure that all workforce service providers are equipped to assist individuals with disabilities and additional accessibility effectively.
 - (1) Staff receive training on ADA compliance, assistive technology usage, and disability etiquette
 - (2) One-stop operators and workforce professionals participate in cross-agency learning sessions with disability service providers
 - (3) Frontline staff are trained to provide individualized assistance and accommodations, ensuring that job seekers with disabilities receive equitable access to employment and training opportunities
4. Collaboration with disability service organizations
 - a. GOWDB actively partners with:
 - (1) Nebraska VR to provide specialized employment assistance, job coaching, and accessibility assessments
 - (2) NCBVI, ensuring adaptive training resources and technology assistance for visually impaired job seekers
 - (3) Local disability advocacy organizations to strengthen workforce inclusion efforts and support individuals with cognitive, developmental, and mental health disabilities
5. Complaint resolution and continuous accessibility assessments
 - a. GOWDB and AJC conduct annual accessibility assessments to ensure ongoing compliance with WIOA Sec. 188 and ADA requirements.
 - b. A designated Equal Opportunity Officer is responsible for addressing any accessibility concerns or complaints.
 - c. Information about grievance procedures and available accommodations is publicly posted at AJC locations and available on the HWS website.
6. By integrating physical and programmatic accessibility, continuous staff training, strong community partnerships (e.g. NCBVI, NE VR, SNAP E&T, and TANF) , and compliance oversight, GOWDB ensures that individuals with disabilities can fully participate in the workforce system. Through inclusive policies, adaptive technology, and proactive accessibility planning, GOWDB upholds its commitment to creating equitable employment and training opportunities for all job seekers in the Greater Omaha Workforce Development Area.

iv. roles and resource contributions of the one-stop partners;

Required and additional one-stop partners within the Greater Omaha workforce system play a critical role in delivering comprehensive employment and training services by contributing resources, expertise, and coordinated support. Partners such as WIOA Title I (Dynamic Workforce Solutions), Title II (Metropolitan Community College), Title III (NDOL), and Title IV (Nebraska VR and NCBVI) collaborate to ensure seamless service delivery. Cross-training initiatives equip staff with knowledge of each partner's services, fostering a system of informed referrals and co-enrollment opportunities that enhance participant outcomes. Additionally, partners share funding responsibilities through MOUs and funding agreements to sustain critical workforce services, maintain the AJC, and invest in technology and accessibility improvements. This collaborative approach strengthens the workforce system by leveraging shared expertise, reducing service duplication, and maximizing resources to serve job seekers and employers effectively.

Programmatic and service contributions of required and additional one-stop partners

1. WIOA Title I adult and dislocated worker programs (Dynamic Workforce Solutions)
 - a. Staffing for job fairs and planning workforce-related events
 - b. Referrals to other programs
 - c. Job-readiness and business workshops
 - d. Business response coordination
 - e. Shared outreach efforts and co-enrollments
 - f. Shared case management and developing cross-training materials for all program partners
 - g. Participation in the creation of career pathways
2. WIOA Title I youth program (Dynamic Workforce Solutions)
 - a. Staffing for job fairs and planning workforce-related events
 - b. Referrals to other programs
 - c. Job-readiness and business workshops
 - d. Business response coordination
 - e. Shared outreach efforts, co-enrollments, and shared case management
 - f. Development of cross-training materials and participation in career pathway creation
3. WIOA Title II Adult Education and Family Literacy Act program (Nebraska Department of Education, MCC)
 - a. Adult education
 - b. Literacy
 - c. Workplace adult education and literacy activities
 - d. Family literacy activities
 - e. English language acquisition activities
 - f. Integrated English literacy and civics education
 - g. Workforce preparation activities
 - h. Integrated education and training
4. WIOA Title III Wagner-Peyser Act Employment Service (NDOL)
 - a. Coordination of business services
 - b. Staff in the resource room
 - c. NEworks, ECM, and labor market information
 - d. Basic and individualized career services
5. WIOA Title IV vocational rehabilitation programs (Nebraska VR and NCBVI)
 - a. Coordination of the business service team through the EmployOMA meetings and EmployOMA Connector's meeting
 - b. Training and advisement for service to people with disabilities
6. Carl D. Perkins Career and Technical Education (MCC)
 - a. Meeting space at multiple locations
 - b. Shared programmatic promotion
 - c. Participation in the creation of career pathways
7. Jobs for Veterans State Grant program (NDOL)
 - a. Planning for Veteran-focused workforce-related events and job fairs
 - b. Referrals to other programs
 - c. Participation in career pathway creation
8. Migrant and Seasonal Farmworker (Proteus)
 - a. Staffing for job fairs and planning workforce-related events
 - b. Referrals to other programs
9. Native American Programs (Ponca Tribe)
 - a. Assistance with planning workforce-related events
 - b. Referrals to other workforce programs
10. UI (NDOL)
 - a. Staff assistance in the resource room
 - b. Meaningful assistance
 - c. Help with new and weekly unemployment claims
11. Senior Community Service Employment (National Able Network)
 - a. Assistance with planning workforce-related events

- b. Referrals to other workforce programs
- 12. Community Services Block Grant (ENCAP)
- 13. Trade Adjustment Assistance (NDOL)
 - a. Shared outreach efforts, co-enrollments, and shared case management
 - b. Promotion of workforce events and referrals to participants
- 14. Temporary Assistance for Needy Families (TANF) (Nebraska Department of Health and Human Services and Equus Workforce Solutions)
 - a. Shared outreach efforts, co-enrollments, and shared case management
 - b. Promotion of workforce events and referrals to participants
 - c. Participation in the creation of career pathways
- 15. Job Corps (LifeSkills Connections, Inc.)
 - a. Promotion and outreach for workforce events
 - b. Coordination and referral of programming with other workforce programs, especially WIOA Youth

f. description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area;

GOWDB provides a wide range of employment and training services to assist adults and dislocated workers in securing employment and advancing in in-demand careers. These services are delivered through the AJC and WIOA Title I service providers, such as Dynamic Workforce Solutions, ensuring that individuals have access to career counseling, skills training, job search assistance, and supportive services that align with employer needs.

- 1. Career Services for adults and dislocated workers
 - a. The one-stop delivery system offers three categories of career services, depending on an individual's needs:
 - (1) Basic career services
 - (a) Available to all job seekers, these services include:
 - 1. Eligibility determination for WIOA Adult and Dislocated Worker services
 - 2. Outreach, intake, and orientation to workforce system programs
 - 3. Skill assessments including literacy, numeracy, and English proficiency
 - 4. Labor exchange services, including job search assistance and information on in-demand industry sectors
 - 5. Referrals to workforce programs and supportive services
 - 6. Performance and program cost information on eligible training providers
 - 7. Assistance with unemployment insurance claims
 - (2) Individualized career services
 - (a) For individuals needing additional support to obtain or retain employment, services include:
 - 1. Comprehensive skill assessments and career planning
 - 2. Development of Individual Employment Plans (IEPs) outlining employment goals
 - 3. Personalized job readiness training, including digital literacy and financial literacy education
 - 4. Case management and career mentoring
 - 5. Access to OJT, customized training, and work-based training opportunities
 - 6. IWT to help businesses upskill their workforce
 - 7. English language acquisition and integrated education programs
 - (3) Follow-up services
 - (a) For up to 12 months after employment, participants receive:
 - 1. Career guidance and coaching to ensure job retention
 - 2. Referrals to supportive services to address ongoing barriers to employment

- b. Training services for adults and dislocated workers
 - (1) Individual Training Accounts (ITAs)
 - (a) allow eligible individuals to access training from approved providers in high-demand occupations
 - (2) Work-based learning
 - (a) combines job-related instruction with hands-on experience in a real work environment to build skills and improve employability
 - (3) Transitional jobs
 - (a) time-limited, wage-paid work experiences designed to help individuals with barriers to employment gain work experience and develop workplace skills.
 - c. Supportive services
 - (1) Services that help participants overcome barriers to employment and training, such as transportation, childcare, housing assistance, and work-related tools or uniforms
 - 2. Training services and work-based training opportunities
 - a. GOWDB facilitates both short-term and long-term occupational skills training (OST) to support career advancement. Training services include:
 - (1) ITAs for in-demand OST
 - (2) OJT that allows participants to earn wages while gaining hands-on experience
 - (3) Pre-apprenticeship and Registered Apprenticeship programs
 - (4) Transitional jobs and work experience programs
 - (5) Job shadowing and entrepreneurial training
 - 3. Availability of services and regional partnerships
 - a. To maximize accessibility, GOWDB partners with:
 - (1) MCC to provide technical training, credentialing programs, and workforce readiness courses
 - (2) NDOL to connect job seekers with labor market data and employer networks
 - (3) Nebraska VR to assist individuals with disabilities in accessing employment opportunities
 - (4) Local employers to expand work-based training opportunities, including apprenticeships, internships, and customized training programs
 - (5) Additionally, dislocated workers benefit from Rapid Response services, offering immediate support, retraining opportunities, and access to employment resources for individuals impacted by layoffs.
 - 4. Meeting local workforce and employer needs
 - a. GOWDB continuously evaluates local labor market trends and collaborates with employers to ensure that training programs are aligned with high-growth industries. By offering job seekers the skills, credentials, and supportive services needed to secure employment, GOWDB strengthens the local workforce while providing businesses with a talent pipeline tailored to regional economic needs.
 - (1) LMI Updates at WSIC
 - (2) Sector Work
 - (3) Chamber Data
 - (4) Board level updates and planning
 - g. **description of how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities;**

GOWDB ensures seamless coordination with statewide Rapid Response services to provide timely and effective support for workers impacted by layoffs, business closures, and workforce reductions. Working closely with the NDOL in accordance with NDOL's [Rapid Response Manual](#), GOWDB facilitates early intervention efforts by engaging with employers, dislocated workers, and workforce partners to mitigate the effects of job loss and connect affected employees with reemployment resources and training opportunities.

- 1. Early engagement and employer coordination
 - a. GOWDB notifies the state Rapid Response Coordinator whenever a local partner identifies a potential layoff or business closure (ndol.rapidresponse@nebraska.gov).

- b. The Title I dislocated worker program ensures a representative provides program-specific information at all onsite Rapid Response meetings.
 - c. If an onsite meeting is not possible, GOWDB provides content and outreach materials to the state Rapid Response Unit for distribution to affected employees.
- 2. Workforce support for dislocated workers
 - a. Rapid Response sessions offer affected workers:
 - (1) Career counseling and job search assistance
 - (2) Unemployment insurance information
 - (3) Referrals to reemployment services
 - (4) Enrollment in WIOA-funded training programs, including:
 - (a) establishment of ITAs for eligible dislocated workers to support OST for career-specific education
 - (b) OJT to facilitate workforce reintegration
 - (c) Apprenticeship programs in in-demand industries
 - b. GOWDB coordinates job fairs and workshops in partnership with one-stop partner programs to connect dislocated workers to new employment opportunities.
- 3. Integration with GOWDB WIOA Title I dislocated worker program
 - a. GOWDB ensures its Rapid Response activities align with NDOL’s [Rapid Response Manual](#) and Greater Omaha’s WIOA Title I dislocated worker program, streamlining transitions into upskilling and reemployment opportunities.
 - b. GOWDB partners with local training providers, economic development agencies, and employers to create reskilling initiatives that match regional labor market needs.
- 4. Layoff aversion and employer support strategies
 - a. IWT helps businesses retrain employees for new roles within their organization to prevent layoffs.
 - b. Business engagement efforts encourage employers to explore layoff aversion strategies, such as workforce redeployment, retraining, or shared work programs.
 - c. GOWDB supports companies undergoing restructuring by assisting with transition planning and connecting businesses to economic development resources.
- 5. Compliance with state Rapid Response protocols
 - a. GOWDB follows the state’s Rapid Response Manual timeline, ensuring services are delivered efficiently and in compliance with NDOL policies.
 - b. Rapid Response teams work closely with NDOL and local workforce partners to maximize the impact of dislocated worker services and minimize disruptions to the local economy.
- 6. By proactively engaging employers, integrating workforce resources, and streamlining reemployment pathways, GOWDB ensures that dislocated workers receive the support they need to transition into new career opportunities. Through collaborative efforts with NDOL, workforce training providers, and local businesses, GOWDB strengthens the resilience of the regional workforce and minimizes the economic impact of job loss on the community.

h. description and assessment of the type and availability of youth workforce investment activities in the local area including activities for youth who are individuals with disabilities, which must include an identification of successful models of such activities;

GOWDB, through its contracted service providers, offers comprehensive workforce investment activities to equip youth with the skills, education, and experiences needed for long-term career success. These services are tailored to individual needs, based on an objective assessment and an individual service strategy (ISS), ensuring that each WIOA Title I youth participant receives targeted support and career development opportunities.

- 1. Tutoring, study skills training, and dropout prevention.
- 2. Alternative secondary school offerings or dropout recovery services.
- 3. Paid and unpaid work experiences, including summer employment, pre-apprenticeships, internships, job shadowing, and OJT.
- 4. Occupational skills training, particularly in in-demand industries.
- 5. Education offered concurrently with workforce preparation and training for specific occupations.
- 6. Leadership development opportunities, including community service and peer-centered activities.
- 7. Supportive services, such as transportation, childcare, and uniforms.

8. Adult mentoring for at least 12 months during program participation.
9. Follow-up services for at least 12 months after program completion.
10. Comprehensive guidance and counseling, including drug and alcohol abuse counseling.
11. Financial literacy education.
12. Entrepreneurial skills training.
13. Labor market and employment information about in-demand industries and occupations.
14. Activities to prepare youth for and transition to postsecondary education and training

For youth with disabilities, the WIOA Title I youth program service provider collaborates with disability service experts, Nebraska VR and NCBVI to ensure inclusive services, providing accommodations, assistive technology, and specialized career counseling. Successful models, such as Pre-Employment Transition Services (Pre-ETS) program, support students with disabilities in developing work readiness skills, engaging in job shadowing, and securing internships that align with their career goals. Additionally, programs like YouthBuild AmeriCorps (Goodwill Industries) and Job Corps offer structured training pathways for youth interested in construction, healthcare, and technical careers. By integrating these targeted programs, GOWDB ensures that youth with disabilities have equal access to youth workforce investment activities in the local area. These partnerships help to:

1. Increase accessibility and accommodations for youth with disabilities
2. Ensure that individuals receive inclusive, mainstream workforce services
3. Provide assistive technology, adaptive learning tools, and job coaching support
4. Offer specialized career pathways and transition services

The one-stop operator ensures youth with disabilities receive the full range of WIOA Title I youth program services, including an initial assessment, orientation, and access to all 14 required youth program elements. Additionally, core partners and one-stop partners actively participate in case management meetings to explore co-enrollment opportunities and leveraged funding for enhanced service delivery.

GOWDB's youth workforce strategy incorporates evidence-based models that have proven successful, including:

1. Pre-apprenticeship and Registered Apprenticeship Programs, providing structured pathways into skilled trades and in-demand careers
2. Year-round paid work experience programs, allowing youth to gain early exposure to the workforce
3. Industry-specific career academies, which integrate classroom learning with hands-on career exploration
4. Mentorship and leadership programs, helping youth build confidence, career networks, and professional skills

Through diverse youth workforce development activities, strong employer and education partnerships, and a commitment to accessibility for youth with disabilities, GOWDB ensures that young job seekers in the Greater Omaha Workforce Development Area receive the training, education, and support needed to achieve economic independence. By integrating work-based training, career counseling, and tailored services, GOWDB prepares youth for long-term success in in-demand industries while fostering a more inclusive and resilient workforce.

i. how the local board will coordinate relevant secondary and postsecondary education programs and activities with education and workforce investment activities to coordinate strategies, enhance services, and avoid duplication of services;

GOWDB actively coordinates secondary and postsecondary education programs with workforce investment activities to ensure seamless transitions from education to employment. By partnering with MCC, local school districts, and Career and Technical Education (CTE) programs, GOWDB aligns training curricula with industry needs and expands access to career pathways that lead to postsecondary credentials and in-demand careers.

To enhance service alignment and avoid duplication, GOWDB collaborates with WIOA Title II Adult Education providers, apprenticeship programs (e.g., pre-apprenticeship and Registered Apprenticeship programs), and employer-led initiatives to integrate resources and streamline service delivery. Through dual enrollment opportunities, career academies, and work-based training experiences, students gain industry-recognized credentials while still in school, ensuring a smooth transition into the workforce or further education. Additionally, ITAs and

OJT services connect job seekers and students with postsecondary training aligned with career pathways in high-growth sectors.

GOWDB Workforce Strategy and Innovation Committee (WSIC) and Youth Committee play a key role in convening education, workforce, and employer partners to expand career pathways, promote in-demand jobs, and scale work-based training initiatives, including Registered Apprenticeships. These committees also identify best practices, assess program effectiveness, and support continuous improvement in workforce-education alignment.

Additionally, cross-agency collaboration and data-sharing agreements ensure efficient service coordination, allowing participants to receive comprehensive support without redundancy. By leveraging regional partnerships, employer engagement, and workforce investment strategies, GOWDB strengthens the local talent pipeline, increases credential attainment, and equips individuals with the skills needed to succeed in an evolving job market.

j. how the local board will coordinate Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area;

GOWDB ensures that WIOA Title I workforce investment activities are effectively coordinated with transportation and other supportive services to remove barriers to training, employment, and career advancement. By collaborating with workforce partners, transit authorities, and community-based organizations, GOWDB facilitates access to essential resources that enable job seekers to successfully participate in workforce programs.

1. Transportation assistance and accessibility
 - a. GOWDB recognizes that reliable transportation is critical to workforce participation and works with local transit providers and organizations to offer multiple transportation solutions, including:
 - (1) Bus passes, mileage reimbursement, and ride-sharing assistance for eligible participants
 - (2) Taxi or rideshare reimbursement for those who need flexible transportation options
 - (3) Shuttle services coordinated with community programs such as work-release programs, homeless shelters, and refugee assistance organizations
 - (4) Dedicated parking and ADA-accessible entry points at the AJC, ensuring accessibility for individuals with disabilities
 - b. The Metro Area Transit (MAT) system connects multiple bus routes directly to the AJC, making it easier for participants to access workforce services, job fairs, and training programs.
2. Collaboration with workforce and community partners
 - a. To coordinate and expand supportive services, GOWDB partners with:
 - (1) HWS – ensuring workforce participants receive wraparound career and supportive services
 - (2) Eastern Nebraska Community Action Partnership (ENCAP) – providing housing, transportation, and emergency assistance
 - (3) Nebraska Department of Health and Human Services (DHHS) – supporting childcare assistance, TANF coordination, and family support services
 - (4) WIOA core partners and local economic development agencies to address service gaps and accessibility challenges
 - b. Through these partnerships, GOWDB identifies and mitigates barriers to workforce participation, ensuring coordinated service delivery and resource sharing.
3. Case management and individualized supportive services
 - a. To avoid duplication and maximize funding streams, co-enrolled participants are case managed collaboratively. Each participant’s primary case manager helps coordinate the full range of supportive services, ensuring that job seekers receive:
 - (1) Childcare and dependent care assistance
 - (2) Emergency housing and utility support
 - (3) Career wardrobe, tools, and equipment needed for employment
 - (4) Education and training-related costs, including textbooks, credentialing fees, and licensing expenses
 - (5) Medical services and drug screening assistance
 - (6) Legal aid services and reasonable accommodations for individuals with disabilities

- b. Through Individual Training Accounts (ITAs) and supportive service grants, GOWDB provides financial support for workforce-related expenses, helping participants complete training programs and transition into stable employment.
- 4. Continuous improvement and accessibility enhancements
 - a. GOWDB continuously assesses and improves service accessibility through:
 - (1) Community feedback and participant surveys to understand transportation and service challenges
 - (2) Collaboration with local employers to develop transportation solutions for work-based training and job placements
 - (3) Assistive Technology Partnership through the Nebraska Department of Education does an annual ADA walk through of the AJC.
- 5. By integrating transportation assistance, case-managed supportive services, and regional partnerships, GOWDB ensures that job seekers—especially those facing economic hardships—have the necessary resources to fully engage in workforce training and employment. Through ongoing collaboration, funding coordination, and accessibility improvements, GOWDB continues to strengthen workforce participation and support career success across the Greater Omaha Workforce Development Area.
- k. plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act (29 USC 49 et seq.) services and other services provided through the one-stop delivery system;**

GOWDB ensures seamless coordination between Wagner-Peyser Act services and the one-stop delivery system by fostering collaboration, integrating services, reducing duplication, and enhancing accessibility for job seekers and employers. The one-stop operator plays a critical role in aligning partner programs, streamlining service delivery, and maintaining an efficient, customer-focused workforce system.

- 1. Integration of the Title III services within the one-stop system
 - a. To maximize coordination and eliminate duplication, GOWDB has implemented a fully integrated service delivery model that aligns Wagner-Peyser services with WIOA Title I and other workforce programs. The one-stop operator ensures:
 - (1) Co-location of Wagner-Peyser staff at the AJC to provide job seekers with access to career services, job search assistance, labor exchange services, and referrals.
 - (2) Cross-training of staff to enhance service delivery, ensuring that Wagner-Peyser and WIOA staff can assist job seekers seamlessly.
 - (3) A functional service delivery model that integrates Wagner-Peyser services into core career and business services.
 - (4) Common intake and case management systems that streamline referrals, increase co-enrollments, and improve tracking of participant progress across programs.
 - (5) NDOL's Wagner-Peyser Region Manager (a GOWDB member) participates in the AJC leadership meetings where resource room planning and referral coordination are discussed.
 - (6) The Resource Room Navigator, funded by the one-stop partners, complements Wagner-Peyser staff services by:
 - (a) Managing client flow using NEworks to log visit reasons and direct individuals to appropriate services.
 - (b) Providing technical assistance with computers, facilitating program matches, and validating parking.
 - (c) Addressing customers' general inquiries and connecting them with partner programs through referrals.
 - (d) Assist with meaningful assistance.
- 2. Enhancing service coordination and accessibility
 - a. The one-stop operator serves as a functional leader in coordinating Wagner-Peyser services within the AJC network by:
 - (1) Facilitating interagency collaboration to improve communication and resource-sharing among workforce partners.

- (2) Ensuring universal access to career services, prioritizing individuals with barriers to employment, including those with disabilities, limited English proficiency, and low-income job seekers.
 - (3) Expanding access to services through extended hours, virtual career assistance, and targeted outreach to underserved populations.
 - 3. Workforce system integration and continuous improvement
 - a. To enhance efficiency and improve service delivery, GOWDB works with Wagner-Peyser staff and one-stop partners to:
 - (1) Develop and implement policies that support integrated performance, communication, and case management system.
 - (2) Maintain open communication channels to facilitate ongoing collaboration and adjustments based on labor market trends.
 - (3) Leverage technology to enhance real-time data sharing, optimize referrals, and track job seeker outcomes across programs.
 - (4) Use customer satisfaction surveys and performance evaluations to refine services and address gaps.
 - 4. Business services and employer engagement
 - a. GOWDB strengthens coordination with employers by:
 - (1) Aligning business services teams across Wagner-Peyser, WIOA, and other workforce programs to provide businesses with a single point of contact for hiring, recruitment, and workforce training solutions.
 - (2) Offering employer-driven training models such as OJT, IWT, and apprenticeships to connect job seekers with employment opportunities.
 - (3) Coordinating industry-specific job fairs, hiring events, and Rapid Response efforts to address employer workforce needs efficiently.
 - 5. Through integrated service delivery, enhanced collaboration, cross-training, and employer engagement, GOWDB ensures that Wagner-Peyser Act services are effectively coordinated within the one-stop system. By leveraging data-driven decision-making, accessibility initiatives, and continuous performance evaluation, GOWDB strengthens the regional workforce system, optimizes service delivery, and enhances employment outcomes for job seekers and businesses alike.
- 1. describe how the local board will coordinate Title I workforce investment activities with adult education and literacy activities authorized under Title II, which must include a description of how the local board will carry out the review of local applications submitted under Title II consistent with WIOA Secs. 107(d)(11)(A) and (B)(i) and WIOA Sec. 232;**

GOWDB actively coordinates Title I workforce investment activities with Title II adult education and literacy programs to create a service delivery system that enhances educational attainment, workforce preparedness, and career advancement. This collaboration ensures that individuals with basic skill needs, English language learners, and those without a high school diploma have access to education and training opportunities.

Through collaboration with Metropolitan Community College (MCC) and the Nebraska Department of Education, GOWDB supports the alignment of adult education and literacy activities with career pathways, enabling participants to build foundational skills while pursuing industry-recognized credentials. GOWDB reviews local Title II funding applications to ensure alignment with the local plan. Additionally, GOWDB recommends strategies to align with local workforce strategies and economic development priorities.

- 1. Coordination strategies between Title I and Title II programs
 - a. Collaborative planning and program alignment
 - (1) GOWDB works closely with adult education providers to align workforce and adult education programs. The Director of Adult Education serves on GOWDB, ensuring continuous coordination.
 - (2) Regular planning meetings between Title I and Title II programs focus on:
 - (a) Advancing participants along career pathways
 - (b) Developing workplace literacy programs
 - (c) Supporting individuals entering in-demand occupations

- b. Co-enrollment and integrated services
 - (1) GOWDB promotes co-enrollment in Title I training programs and adult education services, allowing participants to:
 - (a) Build workforce skills that leads to educational advancement through integrated and contextualized adult education and literacy activities.
 - (b) Receive concurrent workforce preparation activities to include soft skills, digital literacy skills and career exploration.
 - (2) Title I case managers coordinate individualized career plans with Title II educators to ensure seamless program integration and comprehensive support.
 - c. Structured referral process and data integration
 - (1) NEworks and the adult education online student portal facilitate a structured referral process between Title I and Title II programs, ensuring:
 - (a) Efficient service coordination
 - (b) Clear pathways for participants needing adult education, ELL, or literacy training
 - (2) Cross training of staff allows seamless referrals, maximizing service utilization.
 - d. Employer engagement and workplace literacy
 - (1) GOWDB collaborates with employers to integrate adult education into workplace training, enabling:
 - (a) Job seekers to develop foundational skills while preparing for employment
 - (b) Businesses to benefit from a more skilled workforce
 - (2) Employer-driven initiatives include:
 - (a) Customized adult education and literacy activities provided in collaboration with an employer or employee organization tailored to job-specific requirements
 - (b) Apprenticeship readiness programs that embed adult education and literacy activities into training
- 2. Review and evaluation of local Title II applications
 - a. As part of its role in workforce alignment, GOWDB conducts a structured review of local Title II applications, ensuring compliance with WIOA Secs. 107(d)(11)(A) and (B)(i)(I)(II).
 - (1) Review Process
 - (a) The Adult Education State Director provides guidance on review procedures.
 - (b) Applications are assessed by GOWDB based on alignment with the local plan.
 - (2) Review team
 - (a) The review team will consist of at least three GOWDB members, along with the workforce administrator.
 - (3) Final recommendations and reporting
 - (a) GOWDB Chair submits final recommendations to the Adult Education State Director.
- 3. Strengthening workforce and education alignment
 - a. By integrating adult education, workforce training, employer partnerships, and strategic policy alignment, GOWDB bridges skill gaps, expands economic opportunity, and ensures that businesses have access to a qualified workforce.

- m. copies of executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop delivery system, including cooperative agreements (as defined in WIOA Sec. 107(d)(11)) between the local board or other local entities described in WIOA Sec. 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 USC 721(a)(11)(B)) and the local office of a designated state agency or designated state unit administering programs carried out under Title I of the Rehabilitation Act (29 USC 720 et seq.) (other than Sec. 112 or Part C of that Title (29 USC 732, 741) and subject to Sec. 121(f)) in accordance with Sec. 101(a)(11) of the Rehabilitation Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;**

There are currently no cooperative agreements as described above.

- n. identification of the entity responsible for the disbursement of grant funds described in WIOA Sec. 107(d)(12)(B)(i)(III), as determined by the chief elected official or the Governor under WIOA Sec. 107(d)(12)(B)(i);**

HWS distributes WIOA Title I funds.

- o. description of the competitive process that will be used to award the subgrants and contracts for Title I activities;**

GOWDB will adhere to the requirements established under [2 CFR 200.317](#) through [§ 200.326](#), as well as the processes described below, when awarding subgrants and contracts for Title I activities, as described below.

1. A third-party vendor will be chosen to conduct the Request for Proposal (RFP) process for the selection of provider(s) for WIOA adult and dislocated worker services, WIOA youth services, and a one-stop operator services. This includes:
 - a. Needs identification
 - b. Solicitation of input from local stakeholders and the Local Workforce Development
 - c. Market research
 - d. RFP writing
 - e. Public notice regarding RFPs
 - f. Notification of potential vendors of the RFP opportunity
 - g. Bidders' conference
 - h. Closed bids
 - i. Bid review and scoring by a team of GOWDB members
 - j. Team recommends winner to GOWDB
 - k. GOWDB votes to approve provider(s)
2. Criteria used to make the selection falls within these broad categories:
3. Understanding of local area service needs
4. Corporate overview / contractor qualifications
5. Professional personnel
6. Technical and soundness of approach
7. Cost

- p. description of local levels of performance negotiated with the Governor and chief elected official consistent with WIOA Sec. 116(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under Title IB, and the one-stop delivery system in the local area;**

Table 1. Negotiated levels of performance for PY24 – PY25

Performance indicator	Adult	Dislocated worker	Youth
Employment rate 2nd quarter after exit	79%	85%	79%
Employment rate 4th quarter after exit	77%	84%	78%
Median earnings 2nd quarter after exit	\$8,200.00	\$9,400.00	\$4,100.00
Credential attainment within 4 quarters after exit	70%	69%	64%
Measurable skills gains	70%	69%	64%

- q. description of actions the local board will take toward becoming or remaining a high-performing local board, consistent with the factors developed by the state workforce development board;**

The Nebraska Workforce Development Board has not established guidelines for becoming a high-performing local board.

- r. description of how training services outlined in WIOA Sec. 134 will be provided through the use of individual training accounts, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter, and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided;**

GOWDB ensures that training services outlined in WIOA Sec. 134 are provided primarily through the use of ITAs. ITAs must be issued to Title I program participants who are eligible for training services and have selected a training program list on the Eligible Training Provider List (ETPL).

Use of ITAs

- ITAs are the primary method for delivering occupational skills training and are used to pay for programs listed on Nebraska's Eligible Training Provider List (ETPL), ensuring alignment with in-demand industry sectors identified by GOWDB.
- ITAs are established based on each participant's training and employment goals as outlined in their Individual Employment Plan (IEP) or Individual Service Strategy (ISS). Participants must demonstrate a need for training and the ability to complete the program successfully.
- Consumer choice is ensured by requiring participants to select training programs from the ETPL following consultation with a Title IB career planner. Career planners provide guidance using performance and cost data to support informed decision-making.

Use of contracts for training services

- Contracts for training services are not commonly used in the Greater Omaha Workforce Development Area, as training is primarily delivered through ITAs. However, GOWDB acknowledges exceptions in accordance with federal guidelines, including:
 - On-the-job training (OJT), customized training, or IWT;
 - Programs with demonstrated effectiveness offered by community-based organizations serving individuals with barriers to employment;
 - Training provided by institutions of higher education for high-demand occupations;
 - Situations with an insufficient number of eligible providers in the area; and
 - Pay-for-performance contracts.

2. Coordination of contracted training with ITAs is managed by Title IB service providers and the One-Stop Operator to ensure seamless service delivery, avoid duplication of services, and maintain compliance with WIOA regulations.

Ensuring informed consumer choice:

GOWDB promotes informed customer choice by:

1. providing access to the state's ETPL through Neworks and at the American Job Center;
2. offering comprehensive career planning and assessments that include labor market information and training provider performance data;
3. assisting participants in aligning training selections with employment goals and local labor market demand;
4. prioritizing training leading to recognized postsecondary credentials and employment in in-demand industries such as manufacturing, IT, healthcare, construction, transportation/logistics, and financial services.

Spending limits and compliance

- ITAs are subject to local policy limits: up to \$5,000 per participant for standard training, with additional funding requests allowed under specific conditions.
 - Title IB service providers must coordinate with other funding sources—such as Pell Grants, the GI Bill, and institutional scholarships—to ensure WIOA funds are used as the payer of last resort.
 - Service providers are responsible for tracking ITA obligations, maintaining proper documentation, and ensuring reimbursement of WIOA funds if Pell Grants are awarded retroactively for tuition costs.
- s. description of the process used by the local board, consistent with WIOA Sec. 108(d), to provide a 30-day public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly for representatives of businesses, education, and labor organizations;**

GOWDB follows a transparent and inclusive process to provide no more than 30-day public comment period before submitting the local workforce plan, in accordance with WIOA Sec. 108(d). This process ensures that businesses, educational institutions, labor organizations, and other stakeholders have the opportunity to review and provide input into the plan's development.

Public comment process

Through this structured public engagement process, GOWDB ensures that the local plan reflects the needs of the community, promotes collaboration among key workforce partners, and remains aligned with statewide and regional economic priorities.

- Duration: The plan will be made available for public comment for a total of 17 days, beginning April 25, 2025, and concluding on May 11, 2025.
- Submission of Comments: Written comments could be submitted to Erin Porterfield, Executive Director, Heartland Workforce Solutions, 5752 Ames Avenue, Omaha, NE, 68104 or via email to admin@hws-ne.org.

Accessibility of the plan

- Online Access: The draft plan will be posted online on April 25, 2025, at hws-ne.org/.
- Physical Access: A physical copy of the draft is available at Heartland Workforce Solutions, 5752 Ames Avenue, Omaha, NE, 68104.

Public hearing

- Public Hearing: A public hearing will be held on May 5, 2025, at 11:00 AM at Heartland Workforce Solutions in the Sarpy room.
 - Notice of the public hearing will be published in the *Omaha World Herald* on April 23, 2025. Members of the public, including representatives from businesses, education, and labor organizations, are encouraged to attend and provide input.
- t. description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by one-stop partners; and**

The Greater Omaha Workforce Development Area continues to strengthen its use of technology to support efficient intake, case management, and collaboration across WIOA programs and one-stop partners.

NEworks

Greater Omaha Title IB programs use NEworks, NDOL’s management information system of record for performance reporting for WIOA Title IB programs. Greater Omaha Title IB programs also uses NEworks track customer, for coordinated case management, and customer engagement .

Intake and customer engagement:

At the AJC, the Virtual One-Stop (VOS) Greeter captures check-in details and visit purposes, allowing for a consistent intake process across all programs. This information is recorded in NEworks and made available to WIOA Title I staff and other approved partners, enabling a shared understanding of participant needs from the start.

Coordinated case management:

NEworks supports full case management for WIOA Title I programs, offering tools for tracking participant progress, generating performance reports, and enabling co-enrollment. These features help ensure participants receive coordinated, high-quality services tailored to their goals. Participants sign a release of information to support appropriate data sharing and collaboration between partners.

Improving Access Through the AJC Website

HWS has enhanced the American Job Center website to expand access and improve the user experience. Key enhancements include:

- Mobile-Friendly Design: The updated site is easy to navigate on any device, making it more convenient for job seekers and partners to access services online.
 - Accessibility and Language Options: The site meets ADA standards and features built-in translation tools to support individuals who speak languages other than English.
 - Customer Feedback: Online surveys allow users to share feedback and help inform ongoing improvements in service delivery.
- u. description of the direction given by the Governor and the local board to the one-stop operator to ensure priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600.**

GOWDB follows the direction set by the Governor and WIOA regulations to ensure that priority for adult career and training services is given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient, in accordance with WIOA Sec. 134(c)(3)(E) and 20 CFR § 680.600. The one-stop operator and WIOA Title I service providers are required to implement priority of service policies, ensuring that these populations receive equitable access to training funds, career counseling, and supportive services.

To enforce this priority, GOWDB provides regular guidance, training, and monitoring to one-stop operators and service providers, ensuring compliance with federal and state policies. NEworks, the statewide case management system, is utilized to track eligibility determinations and service provision for priority groups. Additionally, the AJC and one-stop center conduct outreach initiatives to engage underrepresented populations and remove barriers to workforce participation. Service providers are also encouraged to coordinate with community organizations, public assistance programs, and adult education providers to identify and serve individuals most in need. Through these strategies, GOWDB ensures that workforce resources are effectively allocated to those who require them most, promoting economic mobility and workforce inclusion.

2. Pursuant to WIOA Sec. 108(b)(22), the local plan must include the following descriptions of local policies, procedures, and processes relating to:

a. priority of service within the local one-stop delivery system for Veterans and covered persons;

GOWDB ensures that veterans and other covered persons receive priority of service in all U.S. Department of Labor (USDOL)-funded training programs, including WIOA Title I Adult, Dislocated Worker, and Youth programs, in accordance with federal regulations and state policy.

Covered persons are identified at the point of entry into the local one-stop system through multiple methods:

- Prominently displayed signage that communicates entitlement to priority of service;
- Data collection during NEworks registration, facilitated by the VOS greeter during initial interaction.

Career center staff are trained to:

1. inform covered individuals of their rights under the priority of service policy;
2. explain the full range of available services provided through the one-stop system;
3. reference and follow written procedures—publicly posted online—that outline the process for identifying and documenting veteran status.
4. Veterans and eligible spouses are entitled to priority access to basic career services, which are universally available.

In cases where individualized career or training services are limited due to funding or capacity, veterans or eligible spouses who also meet additional priority population criteria (such as being low-income, receiving public assistance, or being basic skills deficient) receive precedence over non-covered individuals.

b. priority of service under Title I programs;

Priority of service is applied for WIOA Title I Adult, Dislocated Worker, and Youth programs as follows:

WIOA Title I adult program

Priority is applied in this order:

1. Veterans and eligible spouses who are also:
 - a. Recipients of public assistance;
 - b. Low-income individuals; or
 - c. Basic skills deficient;
2. Non-veterans who meet the above conditions;
3. Veterans and eligible spouses who do not meet the above conditions;
4. All other eligible adults.

Eligible individuals who meet a higher priority category are served first, but do not displace those already enrolled in a program. If a waitlist exists, veterans or eligible spouses will receive services before others on the list.

WIOA Title I dislocated worker program

Veterans and eligible spouses are given priority over non-veterans once dislocated worker eligibility is confirmed. Veterans and eligible spouses are prioritized ahead of non-veteran dislocated workers for services such as career counseling, job referrals, and training opportunities.

WIOA Title I youth program

While low-income status is generally a requirement for youth program participation, up to 5% of youth participants in a given program year may be enrolled without meeting this requirement. HWS ensures that Out-of-School Youth (OSY) are prioritized for at least 75% of youth program funds, and 20% of youth funds are allocated to work experience activities, further supporting equitable access and workforce readiness for priority populations.

c. Title I supportive services;

Supportive services are available to WIOA Title I program participants when necessary to enable them to participate in career and training activities. These include transportation assistance, childcare, dependent care, work-related tools, and other necessary resources. Supportive services must be documented, coordinated with other available resources, and cannot be provided after a participant exits the program.

d. Title I follow up services;

Adult and Dislocated Worker Programs

Duration and frequency:

- Follow-up services are offered for at least 12 months after the first day of unsubsidized employment.
- Contact attempts should be made up to three times per quarter, or ideally once per month.
- Follow-up efforts continue unless the participant declines, cannot be reached, or meets criteria for early discontinuation.

Types of follow-up services:

Follow-up services must be more than contact attempts. They may include:

- Workplace counseling (job retention, conflict resolution, career advancement)
- Referrals to community resources or support programs
- Support with employment-related needs (tools, uniforms, transportation—excluding needs-related payments)

Documentation requirements:

1. Each contact attempt and successful follow-up must be recorded with:
 - a. Activity codes
 - b. Case notes
 - c. Source documentation (uploaded to NEworks)
2. If services are declined or the participant cannot be contacted, it must be documented in NEworks.

Youth Program

Duration and frequency:

- Youth must be offered follow-up services for a minimum of 12 months after exit.
- Participants are informed of this at enrollment.
- Services may begin immediately following the last expected date of service.

Types of follow-up services:

Follow-up services for youth may include:

1. Contact with employer to resolve workplace issues
2. Supportive services (e.g., transportation, childcare)
3. Adult mentoring
4. Financial literacy education
5. Career counseling and labor market information
6. Assistance with postsecondary education transitions

Documentation requirements:

1. Services provided during follow-up must be clearly marked as follow-up activities in NWorks to avoid resetting the exit date.
2. Case notes must indicate:
 - a. The service provided
 - b. That it occurred after program exit
 - c. Any reason for declining or terminating services early

e. Title I incumbent worker training; and

The IWT program helps employers upskill existing workers to improve their competitiveness and productivity, retain talent, and avert layoffs. It is designed to address changing skill needs within a company and can support both worker retention and advancement.

Eligible workers

- Workers employed by the company providing the training
- Workers must have been employed for at least 6 months, except when training a group (majority must meet this threshold)
- Workers do not need to be enrolled in WIOA Adult or Dislocated Worker programs unless they are receiving additional WIOA-funded services

Employer requirements

Employers must contribute to the cost of training based on company size:

- 10 percent minimum share for 50 or fewer workers
- 25 percent minimum share for 51–100 workers
- 50 percent minimum share for more than 100 workers

Training Criteria

HWS reviews each application for alignment with program goals. IWT must:

1. Address significant skills gaps due to economic shifts, new technology, or new product lines
2. Result in tangible benefits to workers (promotion, job retention, wage gain)
3. Support layoff aversion, if applicable
4. Be completed in a reasonable timeframe

Performance Reporting

Even though IWT recipients are not WIOA “participants,” limited reporting is still required in NEworks and USDOL systems. Metrics tracked include:

1. Employment status in Q2 and Q4 after exit
2. Median earnings in Q2 after exit
3. Credential attainment rate
4. Measurable skill gains

The last day of training (per the training agreement) is used as the exit date for reporting purposes.

f. Title I program waitlists.

HWS conducts monthly reviews of program commitments and expenditures for the WIOA Title I Adult, Dislocated Worker, and Youth programs. If funding limitations arise or unexpected events affect operations, a waitlist may be implemented only at the direction of GOWDB.

If a waitlist becomes necessary:

- HWS will notify NDOL of the potential for a waitlist to receive technical assistance.
- The One-Stop Operator will alert local workforce partners.
- Applicants will be informed during orientation that a waitlist is in effect and will receive assistance completing the Eligibility Explorer in NEworks, including identifying their requested services and providing contact information.

To protect access to participant services, GOWDB must:

- Include clauses in all IWT and customized training agreements that allow the GOWDB to modify, suspend, or terminate the agreement due to funding shifts; and
- Deobligate funds from these non-mandatory employer services and restore them to Adult and Dislocated Worker programs as necessary to maintain program service levels.

3. Comments submitted during the local-plan public comment period must be submitted with the local plan if they represent disagreement with the proposed plan.

Disagreeing public comments were not received.