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## Overview

Under the Workforce Innovation and Opportunity Act (WIOA), the Governor of each State must submit a Unified or Combined State Plan to the Secretary of the U.S. Department of Labor that outlines a four-year strategy for the State's workforce development system. Nebraska has submitted a Combined State Plan that includes the following partner programs:

- Title I Adult, Dislocated Worker, and Youth
- Wagner-Peyser Act
- Adult Education and Family Literacy Act
- Vocational Rehabilitation
- Temporary Assistance for Needy Families
- SNAP Next Step Employment & Training
- Trade Adjustment Assistance
- Jobs for Veterans State Grants
- Unemployment insurance
- Senior Community Service Employment

An analysis of economic conditions as included in the Combined State Plan provided the following information on emerging industry sectors and occupations. Further analysis included in this Regional Plan will be used to develop Local Plans and drive Board initiatives.

### INDUSTRY SECTORS

Based solely on projected numeric changes, the top five emerging industry sectors in Nebraska are:

2020

1. health care and social assistance, with a projected increase of 21,861;
2. professional, scientific, and technical services, with a projected increase of 7,976;
3. accommodation and food services, with a projected increase of 7,660;
4. construction, with projected increase of 7,553; and
5. manufacturing, with a projected increase of 6,729.

2022

1. services-providing, with a projected employment level increase of 47,516;
2. health care and social assistance, with a projected increase of 16,692;
3. goods producing, with a projected increase of 11,709;
4. educational services (including state and local government), with projected increase of 5,748; and
5. professional, scientific, and technical services, with a projected increase of 5,170.

Based solely on projected percent changes, the top five emerging industry sectors in Nebraska are:

2020

1. professional, scientific, and technical services, with a projected increase of 18.11 percent;
2. health care and social assistance, with a projected increase of 15.61 percent;
3. construction, with a projected increase of 14.94 percent;
4. arts, entertainment, and recreation, with a projected increase of 14.01 percent; and
5. real estate, rental, and leasing, with a projected increase of 10.54 percent.

2022

1. arts, entertainment, and recreation, with a projected percent increase of 12.17 percent;
2. health care and social assistance, with a projected increase of 11.54 percent;
3. professional, scientific, and technical services, with a projected increase of 11.40 percent;
4. construction, with a projected increase of 8.05 percent; and
5. real estate, rental, and leasing, with a projected increase of 6.95 percent.

## OCCUPATIONS

Based solely on projected numeric changes, the top five emerging demand occupations in Nebraska are:

2020

1. combined food preparation and serving workers, including fast food, with a projected increase of 4,158;
2. registered nurses, with a projected increase of 2,857;
3. heavy and tractor-trailer truck drivers, with a projected increase of 2,535;
4. personal care aides, with a projected increase of 1,994; and
5. nursing assistants, with a projected increase of 1,733.

2022

1. registered nurses, with a projected employment level increase of 2,905;
2. combined food preparation and serving workers, including fast food, with a projected increase of 2,781;
3. heavy and tractor-trailer truck drivers, with a projected increase of 1,854;
4. personal care aides, with a projected increase of 1,401; and
5. general and operations managers, with a projected increase of 1,313.

Based solely on projected percent changes, the top five emerging demand occupations in Nebraska are:

2020

1. wind turbine service technicians, with a projected increase of 90.8 percent;
2. home health aides, with a projected increase of 41.1 percent;
3. information security analysts, with a projected increase of 37.7 percent;
4. occupational therapy assistants, with a projected increase of 33.7 percent; and
5. software developers, with a projected increase of 31.4 percent.

2022

1. occupational therapy assistants, with a projected increase of 40.52 percent;
2. physical therapy assistants, with a projected increase of 31.75 percent;
3. information security analysts, with a projected increase of 31.02 percent;
4. physician assistants, with a projected increase of 29.57 percent; and
5. home health aides, with a projected increase of 26.86 percent.

## **Combined State Plan Vision and Goals**

### **Vision**

Nebraska's vision is to be a national model for the delivery of workforce development services.

### **Goals**

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.

### **Strategies**

- Promote career pathways across the state.
- Coordinate with local and regional areas to strengthen workforce system alignment and coordination across the state.
- Sector strategies to fill high demand jobs that are essential to the economic vitality of the state's communities and regions. (for example; Nebraska Tech Collaborative, Blueprint Nebraska, Sector Partnerships)
- Research and identify technological resources to integrate all supportive services.

- Identification of barriers to participation in career pathways by employers, jobseekers, and workers.
- Inventory and coordinate all services to maximize benefit of participants.
- Identify best practices across the nation when it comes to alignment of career pathways.
- Scale public-private partnerships that create internships, apprenticeships, and customized workforce solutions.
- The state board is working with Nebraska Department of Labor and Nebraska Department of Economic Development to develop a program that will support workforce initiatives sponsored by active and emerging industry sector partnerships, especially initiatives serving youth.

Each local area will incorporate these strategies to support the State Plan vision and goals. Representatives from all three local areas are active in workgroups developed by the Nebraska Workforce Development Board to identify and execute action items to drive these strategies. The Career Pathways Workgroup has focused on identification of barriers to participation in Career Pathways for both job seekers and businesses. Each area has also contributed tools developed for the identification, outreach planning, development, and marketing of Career Pathways. Nebraska Department of Labor and Nebraska Department of Health and Human Services have also 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). Through the APHSA learning community, NDOL and NDHHS will work to verify potential barriers identified by the Career Pathways Workgroup during job seeker focus groups in 2023. The Career Pathways Workgroup will also focus on a Statewide database of workforce initiatives in 2023.

The Alignment Workgroup focused its efforts during 2022 on the development of statewide cross-training for all core and required partners. The group will be focusing on alignment of intake process to support common intake during 2023.

**1. Provide the following regional analyses based on conditions in each of Nebraska’s economic development districts:**

The Governor of the State of Nebraska designated a single statewide planning region on October 15, 2020. The Governor assigned Nebraska’s local workforce development areas (local areas) to the statewide planning region pursuant to the October 15, 2020 letter of designation and in accordance with Section 106(b)(1)(B) of the Workforce Innovation and Opportunity Act (WIOA).

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

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

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

Panhandle

The Panhandle Economic Development District is comprised of 11 counties in the Western part of Nebraska, including Scotts Bluff, Banner, Morrill, Sheridan, Sioux, Cheyenne, Garden, Deuel, Dawes, Box Butte, and Kimball counties. This area makes up the NDOL Panhandle Region and includes the Scottsbluff area of economic concentration (Scotts Bluff, Banner, Morrill, Sheridan, and Sioux counties) and Sidney area of economic

concentration (Cheyenne, Garden, and Deuel counties). The Sidney area of economic concentration is the smallest area of economic concentration in Greater Nebraska. Scottsbluff and the smaller town of Gering form the seventh largest urban area in Nebraska. The combined population of this district [two years ago was 82,962](#), with 6,692 worksite establishments. [The population increased to 83,973](#), with worksite establishments [dropping to 3,401](#). [Median earnings for this area climbed from \\$34,063 to \\$49,983](#).

### West Central

The West Central Economic Development District is composed of 18 counties, including Lincoln, McPherson, Hooker, Thomas, Logan, Red Willow, Hayes, Hitchcock, Grant, Arthur, Keith, Perkins, Chase, Dundy, Frontier, Dawson, Gosper, and Furnas. This area makes up much of the NDOL Mid-Plains Region (which also includes Cherry County) and encompasses the North Platte area of economic concentration (Lincoln, McPherson, Hooker, Thomas and Logan counties) and the McCook area of economic concentration (Red Willow, Hayes and Hitchcock counties). The combined population of this district [two years ago was 102,484](#), with 8,402 worksite establishments. [The population increased to 102,776](#), with worksite establishments [dropping to 4,310](#). [Median earnings for this area climbed from \\$34,290 to \\$53,208](#).

### Central

The Central Economic Development District is made up of 14 counties, including Cherry, Holt, Boyd, Keya Paha, Rock, Brown, Blaine, Loup, Custer, Garfield, Wheeler, Valley, Greeley, and Sherman. This district crosses the NDOL Mid-Plains, Central, and Northeast Regions and encompasses the O'Neill area of economic concentration (Holt, Boyd, Keya Paha, and Rock counties). The O'Neill area of economic concentration makes up the second smallest in Greater Nebraska. Several counties that feed into the Tri-Cities area of economic concentration (Adams, Clay, Franklin, Nuckolls, Webster, Buffalo, Blaine, Garfield, Kearney, Sherman, Hall, Greeley, Hamilton, Howard, Merrick, and Valley counties) also lie in this district. A small portion of the Columbus area of economic concentration (Platte, Boone, Butler, Colfax, Nance, Polk, and Wheeler counties) is also served by this district. The combined population of this district [two years ago was 46,966](#) with 4,866 worksite establishments. [The population increased to 47,189](#), with worksite establishments [dropping to 2,472](#). Median earnings for this area [climbed from \\$32,626 to \\$52,338](#).

### South Central

The South-Central Economic Development District covers 13 counties, including Adams, Buffalo, Clay, Franklin, Hall, Hamilton, Harlan, Howard, Kearney, Merrick, Nuckolls, Phelps, and Webster. This district also includes the Tri-Cities area (Hastings, Grand Island, and Kearney) as part of the area of economic concentration (Adams, Clay, Franklin, Nuckolls, Webster, Buffalo, Blaine, Garfield, Kearney, Sherman, Hall, Greeley, Hamilton, Howard, Merrick, and Valley). Grand Island, Kearney, and Hastings form a group of three closely tied cities within this area. These cities share strong economic, workforce, and educational connections, along with a close enough proximity to each other which buttresses these bonds. The combined population of this district [two years ago was 201,625](#) with 15,026 worksite establishments. [The population increased to 201,828](#), with worksite establishments [dropping to 7,727](#). Median earnings for this area [climbed from \\$36,682 to \\$57,659](#).

### Northeast

The Northeast Economic Development District covers 17 counties, including Knox, Cedar, Dixon, Antelope, Pierce, Wayne, Thurston, Madison, Stanton, Cuming, Burt, Boone, Nance, Platte, Colfax, Dodge, and Butler. This district serves much of the Columbus area of economic concentration (Platte, Boone, Butler, Colfax, Nance, Polk, and Wheeler counties) and the Norfolk area of economic concentration (Madison, Antelope, Pierce, Stanton, and Wayne counties). The Columbus and Norfolk areas of economic concentration make up much of the NDOL Northeast region. The combined population of this district [two years ago was 206,220](#) with 14,768 worksite establishments. [The population stayed relatively the same at 206,218](#), with worksite establishments [dropping to 7,616](#). Median earnings for this area [climbed from \\$36,432 to \\$57,919](#).

## Southeast

The Southeast Economic Development District contains 15 counties, including Polk, York, Fillmore, Thayer, Seward, Saline, Jefferson, Saunders, Gage, Cass, Otoe, Johnson, Nemaha, Pawnee, Richardson. This district covers the NDOL Southeast region and a portion of the NDOL Lincoln region / Greater Lincoln Workforce Development Area (Saunders County only), as well as a portion of the Northeast NDOL regions. It also contains a portion of the Columbus area of economic concentration (Platte, Boone, Butler, Colfax, Nance, Polk, and Wheeler counties). The combined population of this district **two years ago was 175,783** with 11,974 worksite establishments. **The population decreased slightly to 175,501, with worksite establishments dropping to 6,225.** Median earnings for this area **climbed from \$37,493 to \$57,483.**

## Siouxland Interstate Metro Planning Council

The Dakota Economic Development District is composed of one county, Dakota. This district is served by the NDOL Northeast region. The population of this district **two years ago was 20,026**, with 1,020 worksite establishments. **The population increased slightly to 20,124, with worksite establishments dropping to 538.** Median earnings for this area **climbed from \$32,150 to \$61,227.**

## Metropolitan Area Planning Agency

The Metropolitan Area Planning Agency Economic Development District comprises three counties in the Eastern part of Nebraska, including Douglas, Sarpy, and Washington counties. This area boundaries are the same as the Greater Omaha Workforce Development Area and aligns with the NDOL Omaha region. The combined population of this district **two years ago was 779,252**, with 47,116 worksite establishments. **The population decreased slightly to 779,241, with worksite establishments dropping to 25,621.** Median earnings for this area **climbed from \$46,345 to 73,719.**

## Lancaster County

The Lancaster Economic Development District is composed of one county, Lancaster. This district, combined with Saunders County, makes up the Greater Lincoln Workforce Development area and aligns with the NDOL Lincoln region. The population of this district **two years ago was 319,090**, with 20,140 worksite establishments. **The population decreased to 315,976, with worksite establishments dropping to 10,770.** Median earnings for this area **climbed from \$40,855 to \$62,464.**

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

## **Economic Conditions**

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

*Table 1a: Labor Market Information: Population, Number of Worksite Establishments, and Median Earnings 2019*

Economic Development District	Population	Number of Establishments	Establishments Percent Change	Median Earnings	Median Earnings Percent Change
Central NE Economic Development District	46,966	4,866	-0.6%	\$32,626	2.1%
Lancaster County	319,090	20,140	-0.6%	\$40,855	3.1%
Metropolitan Area Planning Agency	779,252	47,116	0.2%	\$46,345	3.0%
Northeast NE Economic Development District	206,220	14,768	-0.8%	\$36,432	3.7%

Panhandle Area Development District	82,962	6,692	-1.4%	\$34,063	1.6%
Siouxland Interstate Metro. Planning Council	20,026	1,020	-1.4%	\$32,150	3.3%
South Central Economic Development District	201,625	15,026	-0.9%	\$36,682	4.4%
Southeast Nebraska Development District	175,783	11,974	-0.4%	\$37,493	3.8%
West Central Nebraska Development District	102,484	8,402	-0.6%	\$34,290	3.7%

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

Table 1b provides an update as of 2021. The number of worksite establishments decreased in all Economic Development Districts during this timeframe but show an increase in most districts year over year from 2020 to 2021. Median earnings changes varied across the state from 2020 to 2021. The Central NE Economic Development District saw a decrease of -0.1% with the highest being in the South-Central Economic Development District at 5.0%.

Table 1b: Labor Market Information: Population, Number of Worksite Establishments, and Median Earnings 2021

Economic Development District	Population	Number of Establishments	Establishments Percent Change	Median Earnings	Median Earnings Percent Change
Central NE Economic Development District	47,189	2,472	2.9%	\$52,338	-0.1%
Lancaster County	315,976	10,770	6.6%	\$62,464	3.2%
Metropolitan Area Planning Agency	779,241	25,621	6.1%	\$73,719	1.4%
Northeast NE Economic Development District	206,218	7,616	28.1%	\$57,919	2.6%
Panhandle Area Development District	83,973	3,401	3.2%	\$49,983	1.0%
Siouxland Interstate Metro. Planning Council	20,124	538	4.5%	\$61,227	3.4%
South Central Economic Development District	201,828	7,727	3.9%	\$57,659	5.0%
Southeast Nebraska Development District	175,501	6,225	4.1%	\$57,483	0.2%
West Central Nebraska Development District	102,776	4,310	-22.5%	\$53,208	2.2%

Source: Nebraska Department of Labor, Labor Market Information, American Community Survey

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

Table 2a provides a comparison of industry growth and decline over the five-year period from 2014-2019. For this table, the data is provided statewide, by NDOL Region, and by MSA. Statewide, industries with the most growth by percentage were: Construction (16.3%), Real Estate and Rental and Leasing (13.4%), Arts, Entertainment, and Recreation (10.8%), Administrative and Waste Services (7.6%), and Agriculture, Forestry, Fishing & Hunting (7.6%). Statewide, the industries with the most loss by percentage were: Utilities (11.5%), Mining, Quarrying, and Oil and Gas Extraction (9.8%), Wholesale Trade (6.7%), and Retail Trade (2.6%).

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



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

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

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

Table 2b provides a comparison of industry growth and decline from 2016-2021. Statewide, industries with the most growth by percentage were Construction (10.5%), Professional and Technical Services (8.6%), Real Estate and Rental and Leasing (8.3%), and Agriculture, Forestry, Fishing & Hunting (4.2%). Statewide, the industries with the most loss by percentage were Utilities (8.1%), Management of Companies and Enterprises (6.9%), Wholesale Trade (5.7%), Retail Trade (5.5%), Arts, Entertainment, and Recreation (5.1%).

The top industries with growth (by percentage) across the defined regions and MSAs were Administrative and Waste Services, Manufacturing, and Real Estate and Rental and Leasing. Industries experiencing loss in these defined regions and MSAs were Information, Accommodation and Food Services, Finance and Insurance, and Retail Trade.

Table 2b: Quarterly Census of Employment and Wages Industry Comparison 2016-2021

Quarterly Census of Employment and Wages (QCEW) Industry Growth/ Decline from 2016-2021	State	Central Region (2013 Def.)	Grand Island MSA (2013 Def.)	Lincoln MSA (2013 Def.)	Mid Plains Region (2013 Def.)	Northeast Region (2013 Def.)	Omaha Consortium (2013 Def.)	Panhandle Region (2013 Def.)	Sandhills Region (2013 Def.)	Southeast Region (2013 Def.)
Total, All Industries	-0.3%	-2.2%	-1.7%	-1.12%	-2.8%	2.4%	-0.7%	-10.4%	-4.2%	-5.2%
Accommodation and Food Services	-4.3%	-5.5%	Confidential	-11.04%	-3.7%	-2.1%	-13.5%	-15.2%	-45.7%	Confidential
Administrative and Waste Services	-3.9%	18.1%	-12.3%	Confidential	8.6%	9.8%	19.4%	-4.0%	6.6%	0.5%
Agriculture, Forestry, Fishing & Hunting	4.2%	2.8%	-11.5%	-21.3%	10.6%	1.8%	-6.3%	8.8%	4.1%	4.4%
Arts, Entertainment, and Recreation	-5.1%	-7.6%	Confidential	-9.89%	-11.2%	8.3%	14.9%	-22.3%	2.1%	Confidential
Construction	10.5%	-3.5%	4.0%	17.8%	-2.7%	Confidential	Confidential	-1.2%	Confidential	-2.0%
Educational Services	-0.2%	Confidential	3.5%	Confidential	Confidential	-1.9%	0.4%	-7.2%	-5.4%	-0.7%
Finance and Insurance	-2.8%	-4.7%	Confidential	-29.44%	-2.3%	Confidential	Confidential	-11.7%	-4.3%	-8.3%
Health Care and Social Assistance	0.6%	Confidential	-6.0%	Confidential	-2.3%	Confidential	Confidential	-11.7%	-4.3%	-8.3%
Information	-4.2%	-21.7%	-26.9%	2.18%	-26.8%	-18.6%	-8.3%	-21.4%	-24.6%	-21.7%
Management of Companies and Enterprises	-6.9%	-18.7%	-8.5%	Confidential	3.5%	69.6%	-5.7%	Confidential	Confidential	Confidential
Manufacturing	2.7%	4.2%	0.5%	0.18%	3.2%	7.0%	2.7%	3.6%	9.6%	Confidential
Mining, Quarrying, and Oil and Gas Extraction	2.9%	-4.3%	-23.8%	Confidential	-29.8%	Confidential	15.6%	4.2%	31.4%	8.9%
Other Services, Ex. Public Admin	0.2%	-0.4%	-3.2%	-0.52%	-7.9%	6.1%	0.9%	Confidential	-13.6%	-2.8%
Professional and Technical Services	8.6%	7.3%	Confidential	9.92%	-7.6%	-7.4%	2.6%	11.1%	20.3%	-5.7%
Public Administration	1.4%	5.1%	0.2%	1.65%	-1.4%	0.1%	2.6%	-3.6%	-0.8%	-6.5%
Real Estate and Rental and Leasing	8.3%	19.7%	Confidential	18.87%	Confidential	-14.6%	7.5%	8.2%	16.7%	-13.6%
Retail Trade	-5.5%	Confidential	-7.9%	-7.3%	-8.8%	Confidential	-4.5%	Confidential	-9.7%	-4.7%
Transportation and Warehousing	2.9%	8.5%	Confidential	3.01%	5.1%	15.0%	-1.9%	-2.0%	3.4%	-3.0%
Utilities	-8.1%	-23.1%	Confidential	Confidential	-3.5%	-4.0%	-12.2%	Confidential	Confidential	Confidential
Wholesale Trade	-5.7%	Confidential	2.0%	1.97%	-10.8%	Confidential	-5.6%	-31.9%	-12.7%	Confidential

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

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

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

Workforce Area	Industry	2014	2019	14-19 Change	% Change
Nebraska	Administrative and Waste Services	48758	52480	3722	7.6%
	Agriculture, Forestry, Fishing & Hunting	13680	14724	1044	7.6%
	Arts, Entertainment, and Recreation	14260	15794	1534	10.8%
	Construction	46271	53802	7531	16.3%
	Real Estate and Rental and Leasing	9345	10594	1249	13.4%

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

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

Table 3b shows the top five growth industries by percent change over the 2016-2021. Manufacturing related jobs remain consistently on the upward trend across most economic measurement regions throughout the state and has been a consistent growth industry historically for Nebraska. Growth has also been observed in Professional and Technical Services and Transportation and Warehousing. This growth appears in many of the defined MSAs and regions, ranking in the top five industries in five of the nine.

Table 3b: Top Five Growth Industries Comparison by Workforce Area 2016-2021

Workforce Area	Industry	2016	2021	16-21 Change	% Change
Nebraska	Construction	50629	55959	5330	10.5%
	Professional and Technical Services	45075	48938	3863	8.6%
	Manufacturing	96926	99562	2636	2.7%
	Transportation and Warehousing	44538	45839	1301	2.9%
	Health Care and Social Assistance	142234	143105	871	0.6%
Central Region (2013 Def.)	Manufacturing	7966	8304	338	4.2%
	Administrative and Waste Services	1376	1625	249	18.1%
	Public Administration	3573	3754	181	5.1%
	Transportation and Warehousing	1743	1892	149	8.5%
	Professional and Technical Services	1732	1858	126	7.3%
Grand Island Metropolitan Statistical Area (2013 Def.)	Educational Services	3,292	3,407	115	3.5%
	Construction	2,065	2,148	83	4.0%
	Manufacturing	8,060	8,102	42	0.5%
	Wholesale Trade	1,964	2,004	40	2.0%
	Public Administration	2,011	2,016	5	0.2%
Lincoln Metropolitan Statistical Area (2013 Def.)	Construction	8,620	10,154	1,534	17.8%
	Professional and Technical Services	8,600	9,453	853	9.9%
	Real Estate and Rental and Leasing	1,685	2,003	318	18.9%
	Transportation and Warehousing	9,480	9,765	285	3.0%
	Public Administration	14,084	14,316	232	1.6%
Mid Plains Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	2,049	2,226	177	8.6%
	Manufacturing	4,974	5,135	161	3.2%
	Transportation and Warehousing	1,938	2,037	99	5.1%
	Arts, Entertainment, and Recreation	492	544	52	10.6%
	Accommodation and Food Services	3,757	3,780	23	0.6%
Northeast Region (2013 Def.)	Manufacturing	23,705	25,375	1,670	7.0%
	Transportation and Warehousing	4,891	5,625	734	15.0%
	Construction	4,811	5,210	399	8.3%
	Agriculture, Forestry, Fishing & Hunting	3,682	4,043	361	9.8%
	Other Services, Ex. Public Admin	2,562	2,718	156	6.1%
Omaha Consortium (2013 Def.)	Construction	23,743	27,273	3,530	14.9%
	Manufacturing	27,361	28,113	752	2.7%
	Professional and Technical Services	26,346	27,031	685	2.6%
	Real Estate and Rental and Leasing	5,889	6,333	444	7.5%
	Public Administration	14,076	14,435	359	2.6%
Panhandle Region (2013 Def.)	Professional and Technical Services	756	840	84	11.1%
	Manufacturing	1,928	1,997	69	3.6%
	Arts, Entertainment, and Recreation	272	296	24	8.8%
	Real Estate and Rental and Leasing	183	198	15	8.2%
	Mining, Quarrying, and Oil and Gas Extraction	96	100	4	4.2%
Sandhills Region (2013 Def.)	Agriculture, Forestry, Fishing & Hunting	1,052	1,121	69	6.6%
	Professional and Technical Services	207	249	42	20.3%
	Manufacturing	344	377	33	9.6%
	Transportation and Warehousing	410	424	14	3.4%
	Mining, Quarrying, and Oil and Gas Extraction	35	46	11	31.4%
Southeast Region (2013 Def.)	Arts, Entertainment, and Recreation	431	450	19	4.4%
	Agriculture, Forestry, Fishing & Hunting	1,308	1,315	7	0.5%
	Mining, Quarrying, and Oil and Gas Extraction	45	49	4	8.9%
	Finance and Insurance	1,499	1,488	(11)	-0.7%
	Real Estate and Rental and Leasing	162	140	(22)	-13.6%

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

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

Table 4a: Projected Industry Growth 2018-2028

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

Southeast Region (2013 Def.)	Construction	1968	138	7.5%	0.68	0.65
	Educational Services	5871	345	6.2%	1.04	1.16
	Health Care and Social Assistance	7070	160	2.3%	0.93	0.84
	Manufacturing	9217	221	2.5%	1.77	1.88

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

Table 4b below highlights projected industry growth by employment levels expected between 2020 and 2030 in each of the workforce areas. Manufacturing is predominantly the economic driver for the Central, Grand Island, Northeast, and Southeast areas of the State. Other areas of concentration include Transportation and Warehousing (Mid Plains and Panhandle) and Government (Panhandle and Southeast). Agriculture, Forestry, and Fishing is significantly high in the Sandhills region, with Educational Services elevated in Lincoln. Omaha's area of concentration is Professional, Scientific, and Technical Services as compared to the State.

Please note: The 2020-2030 Long-term projections are based on employment data from 2020. During this time, employment in many industries was lower than normal due to the COVID-19 pandemic. As a result, some industries are projected to experience high job growth as they recover from the effects of the pandemic.

Table 4b: Projected Industry Growth 2020-2030

Workforce Area	Industry	2030 Projected Employment	Projected Change in Employment 2020-2030	Projected Percent Change 2020-2030	In State Location Quotient	National Location Quotient
Central Region (2013 Def.)	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/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 Metropolitan Statistical Area (2013 Def.)	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/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 Metropolitan Statistical Area (2013 Def.)	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/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
	Construction	11,548	1,317	12.87%	1.03	1.09
Mid Plains Region (2013 Def.)	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/local gov)	4,765	269	5.98%	0.93	0.97
Northeast Region (2013 Def.)	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	5,547	511	10.1%	0.71	0.58
Omaha Consortium (2013 Def.)	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/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 Region (2013 Def.)	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/local gov)	4,279	193	4.72%	1.07	1.11
	Government	4,079	112	2.82%	1.51	1.33
Sandhills Region (2013 Def.)	Educational Services (including state/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 Region (2013 Def.)	Educational Services (including state/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

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

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

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

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

The Nebraska Departments of Labor and Education, in partnership with the Nebraska Department of Economic Development, have focused their respective efforts towards existing and emerging occupations that meet certain

high wage, high skill and high demand criteria. Known as H3 occupations, these occupations are considered high wage when at least half of their wage measures are at or above the regional average for all occupations. Occupations that require either some college or a higher level of educational attainment are high skill; these include occupations that require a high school diploma or equivalent plus long-term on-the-job training, an apprenticeship, or an internship or residency. The number of annual openings, net change in employment, and growth rate determine whether an occupation is in high demand.

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

### **Central**

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

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

*Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020*

*Table 5b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average*

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	40	4,811	0.8%
Administrative and Support and Waste Management and Remediation Services	82	1,681	4.9%
Agriculture, Forestry, Fishing and Hunting	680	8,327	8.2%
Arts, Entertainment, and Recreation	50	632	7.9%
Construction	1,191	3,338	35.7%
Educational Services	3,582	7,033	50.9%
Finance and Insurance	480	2,178	22.0%
Government	1,449	4,898	29.6%
Health Care and Social Assistance	4,914	11,186	43.9%
Information	175	610	28.7%
Management of Companies and Enterprises	633	842	75.2%



Manufacturing	2,477	8,246	30.0%
Mining	20	91	22.0%
Other Services (except Government)	1,147	2,871	40.0%
Professional, Scientific, and Technical Services	775	1,843	42.1%
Real Estate and Rental and Leasing	41	393	10.4%
Retail Trade	664	7,048	9.4%
Self Employed and Unpaid Family Workers, All Jobs	978	3,902	25.1%
Transportation and Warehousing	998	1,753	56.9%
Utilities	264	460	57.4%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

Table 6a: Projected Employment Needs by H3 Occupations

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

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

Wages from Occupational Employment Statistics, 1st Quarter 2020

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

Table 6b: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$36,563	\$49,429	\$57,062	1,616	1,692	76	4.7%	Postsecondary non-degree award	None	Short-term on-the-job training
Registered Nurses	\$57,424	\$63,875	\$76,069	2,207	2,349	142	6.4%	Bachelor's degree	None	None
General and Operations Managers	\$41,967	\$78,138	\$108,096	924	1,026	102	11.0%	Bachelor's degree	5 years or more	None
Industrial Machinery Mechanics	\$44,563	\$62,878	\$65,634	567	702	135	23.8%	High school diploma or equivalent	None	Long-term on-the-job training
Machinists	\$38,152	\$50,489	\$52,330	676	752	76	11.2%	High school diploma or	None	Long-term on-the-job training

								equivalent		
Bookkeeping, Accounting, and Auditing Clerks	\$28,440	\$39,373	\$47,448	907	896	-11	-1.2%	Some college, no degree	None	Moderate-term on-the-job training
Accountants and Auditors	\$45,926	\$62,956	\$78,463	482	538	56	11.6%	Bachelor's degree	None	None
Licensed Practical and Licensed Vocational Nurses	\$41,268	\$48,813	\$52,357	561	595	34	6.1%	Postsecondary non-degree award	None	None
Plumbers, Pipefitters, and Steamfitters	\$30,936	\$39,614	\$55,244	473	492	19	4.0%	High school diploma or equivalent	None	Apprenticeship
Elementary School Teachers, Except Special Education	\$45,995	\$63,508	\$73,906	616	642	26	4.2%	Bachelor's degree	None	None

*Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022*

*Wages from Occupational Employment Statistics, 2nd Quarter 2022*

*Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022*

## **Grand Island MSA**

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

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

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

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

*Table 7b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average*

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	30	2,993	1.0%
Administrative and Support and Waste Management and Remediation Services	176	1,690	10.4%
Agriculture, Forestry, Fishing and Hunting	246	2,737	9.0%

Arts, Entertainment, and Recreation	50	345	14.5%
Construction	840	2,209	38.0%
Educational Services	2,119	3,905	54.3%
Finance and Insurance	519	1,936	26.8%
Government	634	2,439	26.0%
Health Care and Social Assistance	2,160	5,412	39.9%
Information	138	315	43.8%
Management of Companies and Enterprises	233	385	60.5%
Manufacturing	1,214	7,844	15.5%
Mining	9	42	21.4%
Other Services (except Government)	465	1,471	31.6%
Professional, Scientific, and Technical Services	494	970	50.9%
Real Estate and Rental and Leasing	42	353	11.9%
Retail Trade	549	5,269	10.4%
Self Employed and Unpaid Family Workers, All Jobs	538	2,360	22.8%
Transportation and Warehousing	1,039	2,035	51.1%
Utilities	93	179	52.0%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

Table 8a: Projected Employment Needs by H3 Occupations

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

**Table 8b: Projected Employment Needs by H3 Occupations**

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$38,242	\$50,735	\$59,036	1,322	1,403	81	6.1%	Postsecondary non-degree award	None	Short-term on-the-job training
Registered Nurses	\$58,899	\$65,299	\$78,680	951	1,024	73	7.7%	Bachelor's degree	None	None
General and Operations Managers	\$44,694	\$79,377	\$109,496	524	588	64	12.2%	Bachelor's degree	5 years or more	None
Electricians	\$35,628	\$49,229	\$57,274	330	385	55	16.7%	High school diploma or equivalent	None	Apprenticeship
Elementary School Teachers, Except Special Education	\$54,218	\$64,554	\$87,657	596	639	43	7.2%	Bachelor's degree	None	None
Bookkeeping, Accounting, and Auditing Clerks	\$29,346	\$40,251	\$48,185	461	468	7	1.5%	Some college, no degree	None	Moderate-term on-the-job training
Industrial Machinery Mechanics	\$45,875	\$49,816	\$61,901	205	262	57	27.8%	High school diploma or equivalent	None	Long-term on-the-job training
Financial Managers	\$78,914	\$104,380	\$157,375	177	226	49	27.7%	Bachelor's degree	5 years or more	None
Secondary School Teachers, Except Special and Career/Technical Education	\$58,768	\$66,633	\$92,065	339	367	28	8.3%	Bachelor's degree	None	None
Accountants and Auditors	\$45,655	\$63,566	\$80,554	288	310	22	7.6%	Bachelor's degree	None	None

## Lincoln MSA

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

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

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 9b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	127	12,728	1.0%
Administrative and Support and Waste Management and Remediation Services	1,317	10,624	12.4%
Agriculture, Forestry, Fishing and Hunting	259	3,015	8.6%
Arts, Entertainment, and Recreation	263	2,742	9.6%
Construction	3,492	10,231	34.1%
Educational Services	11,494	21,804	52.7%
Finance and Insurance	4,615	10,661	43.3%
Government	7,568	16,248	46.6%
Health Care and Social Assistance	11,148	27,186	41.0%
Information	1,886	3,383	55.7%
Management of Companies and Enterprises	1,301	2,273	57.2%
Manufacturing	4,697	12,916	36.4%
Mining	1	1	100.0%
Other Services (except Government)	3,039	8,120	37.4%
Professional, Scientific, and Technical Services	6,574	10,514	62.5%
Real Estate and Rental and Leasing	498	1,993	25.0%
Retail Trade	1,387	17,487	7.9%
Self Employed and Unpaid Family Workers, All Jobs	4,016	11,459	35.0%
Transportation and Warehousing	6,317	10,614	59.5%
Utilities	439	795	55.2%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

Table 10a: Projected Employment Needs by H3 Occupations

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

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

Wages from Occupational Employment Statistics, 1st Quarter 2020

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

Table 10b: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$38,009	\$52,751	\$68,904	6,670	7,015	345	5.2%	Postsecondary non-degree award	None	Short-term on-the-job training

Registered Nurses	\$59,770	\$65,524	\$79,155	4,629	5,091	462	10.0%	Bachelor's degree	None	None
Software Developers and Software Quality Assurance Analysts and Testers	\$64,453	\$93,338	\$110,288	2,246	2,805	559	24.9%	Bachelor's degree	None	None
General and Operations Managers	\$46,812	\$81,382	\$121,529	2,761	3,153	392	14.2%	Bachelor's degree	5 years or more	None
Compliance Officers	\$51,626	\$72,724	\$88,731	1,663	1,927	264	15.9%	Bachelor's degree	None	Moderate-term on-the-job training
Electricians	\$36,314	\$50,297	\$62,860	1,072	1,294	222	20.7%	High school diploma or equivalent	None	Apprenticeship
Machinists	\$43,322	\$50,600	\$58,018	1,252	1,434	182	14.5%	High school diploma or equivalent	None	Long-term on-the-job training
Accountants and Auditors	\$46,727	\$64,591	\$83,443	1,607	1,771	164	10.2%	Bachelor's degree	None	None
Project Management Specialists and Business Operations Specialists, All Other	\$46,304	\$63,949	\$84,539	1,520	1,687	167	11.0%	Bachelor's degree	None	None
Elementary School Teachers, Except Special Education	\$49,970	\$64,073	\$80,215	1,434	1,604	170	11.9%	Bachelor's degree	None	None

Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022

Wages from Occupational Employment Statistics, 2nd Quarter 2022

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022

## Mid-Plains

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

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

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 11b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	22	3,521	0.6%
Administrative and Support and Waste Management and Remediation Services	125	740	16.9%
Agriculture, Forestry, Fishing and Hunting	533	6,635	8.0%
Arts, Entertainment, and Recreation	18	439	4.1%
Construction	601	1,797	33.4%
Educational Services	2,019	4,496	44.9%
Finance and Insurance	381	1,576	24.2%
Government	989	4,154	23.8%
Health Care and Social Assistance	2,474	6,458	38.3%
Information	81	468	17.3%
Management of Companies and Enterprises	199	385	51.7%
Manufacturing	588	5,130	11.5%
Mining	37	122	30.3%
Other Services (except Government)	389	1,323	29.4%
Professional, Scientific, and Technical Services	476	954	49.9%
Real Estate and Rental and Leasing	22	299	7.4%
Retail Trade	602	5,232	11.5%
Self Employed and Unpaid Family Workers, All Jobs	589	2,574	22.9%
Transportation and Warehousing	1,259	3,522	35.7%
Utilities	358	624	57.4%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022



Table 12a: Projected Employment Needs by H3 Occupations

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

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

Wages from Occupational Employment Statistics, 1st Quarter 2020

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

Table 12b: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$36,357	\$48,902	\$56,339	1,103	1,164	61	5.5%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$39,704	\$64,893	\$101,771	642	681	39	6.1%	Bachelor's degree	5 years or more	None
Registered Nurses	\$57,632	\$71,228	\$80,170	914	959	45	4.9%	Bachelor's degree	None	None
Farm Equipment Mechanics and Service Technicians	\$34,219	\$49,022	\$56,420	488	529	41	8.4%	High school diploma or equivalent	None	Long-term on-the-job training
Bookkeeping, Accounting, and Auditing Clerks	\$28,167	\$39,033	\$45,350	696	669	-27	-3.9%	Some college, no degree	None	Moderate-term on-the-job training
Elementary School Teachers, Except Special Education	\$44,327	\$61,521	\$63,743	497	525	28	5.6%	Bachelor's degree	None	None
Accountants and Auditors	\$47,211	\$63,949	\$80,290	405	428	23	5.7%	Bachelor's degree	None	None
Software Developers and Software Quality Assurance Analysts and Testers	\$47,582	\$63,734	\$89,204	205	251	46	22.4%	Bachelor's degree	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$46,913	\$62,841	\$66,723	339	359	20	5.9%	Bachelor's degree	None	None
Industrial Machinery Mechanics	\$45,260	\$49,721	\$59,362	167	198	31	18.6%	High school diploma or equivalent	None	Long-term on-the-job training

Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022

Wages from Occupational Employment Statistics, 2nd Quarter 2022

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022

## **Northeast**

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

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

*Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020*

*Table 13b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average*

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	38	5,704	0.7%
Administrative and Support and Waste Management and Remediation Services	683	3,228	21.2%
Agriculture, Forestry, Fishing and Hunting	1,203	14,125	8.5%
Arts, Entertainment, and Recreation	69	896	7.7%
Construction	1,781	5,593	31.8%
Educational Services	6,065	11,636	52.1%
Finance and Insurance	1,691	4,578	36.9%
Government	2,350	8,533	27.5%
Health Care and Social Assistance	6,083	13,748	44.2%
Information	208	740	28.1%
Management of Companies and Enterprises	134	226	59.3%
Manufacturing	4,286	25,003	17.1%
Mining	55	135	40.7%
Other Services (except Government)	1,004	3,469	28.9%
Professional, Scientific, and Technical Services	978	1,994	49.0%
Real Estate and Rental and Leasing	95	565	16.8%
Retail Trade	1,054	11,571	9.1%
Self Employed and Unpaid Family Workers, All Jobs	1,619	6,132	26.4%
Transportation and Warehousing	3,388	5,043	67.2%
Utilities	812	1,144	71.0%

*Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022*

Table 14a: Projected Employment Needs by H3 Occupations

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

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

Wages from Occupational Employment Statistics, 1st Quarter 2020

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

Table 14b: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$35,195	\$50,938	\$63,017	4,762	5,345	583	12.2%	Postsecondary non-degree award	None	Short-term on-the-job training
Registered Nurses	\$57,233	\$64,665	\$76,180	2,251	2,405	154	6.8%	Bachelor's degree	None	None
Industrial Machinery Mechanics	\$44,417	\$50,272	\$61,424	876	1,087	211	24.1%	High school diploma or equivalent	None	Long-term on-the-job training
General and Operations Managers	\$42,249	\$77,558	\$106,739	1,498	1,615	117	7.8%	Bachelor's degree	5 years or more	None
Bookkeeping, Accounting, and Auditing Clerks	\$28,457	\$39,940	\$47,705	1,287	1,274	-13	-1.0%	Some college, no degree	None	Moderate-term on-the-job training
Electricians	\$35,948	\$49,157	\$60,859	625	725	100	16.0%	High school diploma or equivalent	None	Apprenticeship
Elementary School Teachers, Except Special Education	\$43,169	\$62,270	\$66,003	1,125	1,194	69	6.1%	Bachelor's degree	None	None
Accountants and Auditors	\$46,000	\$64,492	\$84,638	929	980	51	5.5%	Bachelor's degree	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$47,164	\$63,172	\$68,733	1,010	1,075	65	6.4%	Bachelor's degree	None	None
Licensed Practical and Licensed Vocational Nurses	\$42,692	\$49,010	\$53,149	819	885	66	8.1%	Postsecondary non-degree award	None	None

Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022

Wages from Occupational Employment Statistics, 2nd Quarter 2022

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022

## Omaha MSA

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

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

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 15b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	190	31,652	0.6%
Administrative and Support and Waste Management and Remediation Services	7,441	28,778	25.9%
Agriculture, Forestry, Fishing and Hunting	236	3,645	6.5%
Arts, Entertainment, and Recreation	563	6,005	9.4%
Construction	11,340	28,137	40.3%
Educational Services	22,574	40,425	55.8%
Finance and Insurance	21,305	40,907	52.1%
Government	7,802	22,552	34.6%
Health Care and Social Assistance	28,828	63,084	45.7%
Information	6,237	10,874	57.4%
Management of Companies and Enterprises	9,148	15,018	60.9%
Manufacturing	5,280	27,593	19.1%
Mining	71	367	19.3%
Other Services (except Government)	5,410	14,616	37.0%
Professional, Scientific, and Technical Services	17,799	28,512	62.4%
Real Estate and Rental and Leasing	1,244	6,262	19.9%
Retail Trade	3,944	44,294	8.9%
Self Employed and Unpaid Family Workers, All Jobs	10,460	28,959	36.1%
Transportation and Warehousing	11,505	22,078	52.1%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

Table 16a: Projected Employment Needs by H3 Occupations

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

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

Wages from Occupational Employment Statistics, 1st Quarter 2020

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

Table 16b: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$41,285	\$54,086	\$69,369	12,034	12,725	691	5.7%	Postsecondary non-degree award	None	Short-term on-the-job training

Software Developers and Software Quality Assurance Analysts and Testers	\$71,613	\$107,384	\$121,825	7,398	8,999	1,601	21.6%	Bachelor's degree	None	None
Registered Nurses	\$60,220	\$78,533	\$82,936	14,495	15,650	1,155	8.0%	Bachelor's degree	None	None
General and Operations Managers	\$47,469	\$83,703	\$128,222	6,476	7,175	699	10.8%	Bachelor's degree	5 years or more	None
Accountants and Auditors	\$52,283	\$66,577	\$89,118	4,944	5,352	408	8.3%	Bachelor's degree	None	None
Market Research Analysts and Marketing Specialists	\$40,280	\$62,946	\$74,269	2,644	3,230	586	22.2%	Bachelor's degree	None	None
Electricians	\$36,535	\$51,334	\$65,180	3,138	3,564	426	13.6%	High school diploma or equivalent	None	Apprenticeship
Financial Managers	\$90,731	\$132,181	\$166,358	2,629	3,177	548	20.8%	Bachelor's degree	5 years or more	None
Human Resources Specialists	\$41,644	\$62,869	\$76,427	3,041	3,403	362	11.9%	Bachelor's degree	None	None
Elementary School Teachers, Except Special Education	\$48,108	\$64,073	\$74,707	4,459	4,773	314	7.0%	Bachelor's degree	None	None

*Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022*

*Wages from Occupational Employment Statistics, 2nd Quarter 2022*

*Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022*

## **Panhandle**

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

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	164	304	53.9%
Educational Services	1,990	4,326	46.0%
Professional, Scientific, and Technical Services	349	765	45.6%
Health Care and Social Assistance	2,349	5,789	40.6%



Transportation and Warehousing	1,052	2,685	39.2%
Finance and Insurance	475	1,331	35.7%
Construction	477	1,452	32.9%
Management of Companies and Enterprises	218	664	32.8%
Information	137	490	28.0%
Real Estate and Rental and Leasing	39	157	24.8%
Mining	36	154	23.4%
Government	873	4,031	21.7%
Other Services (except Government)	229	1,104	20.7%
Administrative and Support and Waste Management and Remediation Services	287	1,463	19.6%
Wholesale Trade	361	2,179	16.6%
Manufacturing	269	2,028	13.3%
Retail Trade	336	4,641	7.2%
Agriculture, Forestry, Fishing and Hunting	265	5,549	4.8%
Arts, Entertainment, and Recreation	6	190	3.2%
Accommodation and Food Services	24	3,129	0.8%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 17b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	3	2,855	0.1%
Administrative and Support and Waste Management and Remediation Services	336	1,301	25.8%
Agriculture, Forestry, Fishing and Hunting	458	5,463	8.4%
Arts, Entertainment, and Recreation	3	225	1.3%
Construction	436	1,394	31.3%
Educational Services	1,976	4,086	48.4%
Finance and Insurance	332	1,322	25.1%
Government	805	3,967	20.3%
Health Care and Social Assistance	2,222	5,443	40.8%
Information	119	401	29.7%
Management of Companies and Enterprises	173	256	67.6%
Manufacturing	378	1,895	19.9%
Mining	21	125	16.8%
Other Services (except Government)	460	1,004	45.8%
Professional, Scientific, and Technical Services	468	908	51.5%
Real Estate and Rental and Leasing	19	178	10.7%
Retail Trade	368	4,535	8.1%
Self Employed and Unpaid Family Workers, All Jobs	465	2,032	22.9%
Transportation and Warehousing	915	2,359	38.8%
Utilities	208	300	69.3%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

Table 18a: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2018 Est Jobs	2028 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$41,114	\$52,205	\$58,857	581	610	29	5.0%	Post-secondary non-degree award	None	Short term on the job training

Registered Nurses	\$52,387	\$64,825	\$74,218	932	980	48	5.2%	Bachelor's	None	None
General and Operations Managers	\$49,423	\$76,736	\$112,199	687	685	-2	-0.3%	Bachelor's	5 years or more	None
Elementary School Teachers, Except Special Education	\$39,341	\$55,506	\$64,449	649	641	-8	-1.2%	Bachelor's	None	None
Licensed Practical and Licensed Vocational Nurses	\$36,055	\$42,758	\$48,075	320	336	16	5.0%	Post-secondary non-degree award	None	None
Electricians	\$35,507	\$47,864	\$57,980	217	230	13	6.0%	HS diploma or equivalent	None	Apprenticeship
Plumbers, Pipefitters, and Steamfitters	\$49,009	\$47,966	\$60,915	181	192	11	6.1%	HS diploma or equivalent	None	Apprenticeship
Rail Car Repairers	Confidential	Confidential	Confidential	172	184	12	7.0%	HS diploma or equivalent	None	Long term on the job training
Managers, All Other	Confidential	\$55,222	Confidential	210	221	11	5.2%	Bachelor's	Less than 5 years	None
Secondary School Teachers, Except Special and Career/ Technical Education	\$50,114	\$59,961	\$73,581	364	360	-4	-1.1%	Bachelor's	None	None

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

*Wages from Occupational Employment Statistics, 1st Quarter 2020*

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

*Table 18b: Projected Employment Needs by H3 Occupations*

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$35,011	\$48,928	\$55,359	682	705	23	3.4%	Postsecondary non-degree award	None	Short-term on-the-job training
Registered Nurses	\$57,892	\$64,396	\$76,802	1,011	1,040	29	2.9%	Bachelor's degree	None	None
Elementary School Teachers, Except	\$43,471	\$62,346	\$65,249	569	593	24	4.2%	Bachelor's degree	None	None

Special Education											
General and Operations Managers	\$41,182	\$69,481	\$100,514	480	504	24	5.0%	Bachelor's degree	5 years or more	None	
Software Developers and Software Quality Assurance Analysts and Testers	\$54,690	\$82,666	\$104,769	212	255	43	20.3%	Bachelor's degree	None	None	
Bookkeeping, Accounting, and Auditing Clerks	\$27,865	\$39,020	\$45,293	598	560	-38	-6.4%	Some college, no degree	None	Moderate-term on-the-job training	
Accountants and Auditors	\$45,236	\$63,163	\$75,966	319	337	18	5.6%	Bachelor's degree	None	None	
Secondary School Teachers, Except Special and Career/Technical Education	\$47,561	\$62,836	\$68,442	402	420	18	4.5%	Bachelor's degree	None	None	
Farm Equipment Mechanics and Service Technicians	\$34,824	\$49,660	\$58,670	188	207	19	10.1%	High school diploma or equivalent	None	Long-term on-the-job training	
Licensed Practical and Licensed Vocational Nurses	\$38,703	\$48,835	\$51,869	312	320	8	2.6%	Postsecondary non-degree award	None	None	

*Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022*

*Wages from Occupational Employment Statistics, 2nd Quarter 2022*

*Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022*

## Sandhills

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

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

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 19b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	3	724	0.4%
Administrative and Support and Waste Management and Remediation Services	16	69	23.2%
Agriculture, Forestry, Fishing and Hunting	297	4,220	7.0%
Arts, Entertainment, and Recreation	9	104	8.7%
Construction	194	472	41.1%
Educational Services	661	1,199	55.1%
Finance and Insurance	122	401	30.4%
Government	261	1,254	20.8%
Health Care and Social Assistance	695	1,737	40.0%
Information	34	114	29.8%
Management of Companies and Enterprises	47	47	100.0%
Manufacturing	62	374	16.6%
Mining	0	46	0.0%
Other Services (except Government)	174	323	53.9%
Professional, Scientific, and Technical Services	89	257	34.6%
Real Estate and Rental and Leasing	5	51	9.8%
Retail Trade	74	1,207	6.1%
Self Employed and Unpaid Family Workers, All Jobs	169	690	24.5%
Transportation and Warehousing	242	367	65.9%
Utilities	67	96	69.8%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

Table 20a: Projected Employment Needs by H3 Occupations

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

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

Wages from Occupational Employment Statistics, 1st Quarter 2020

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

Table 20b: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Heavy and Tractor-Trailer Truck Drivers	\$33,848	\$40,942	\$55,213	451	468	17	3.8%	Postsecondary non-degree award	None	Short-term on-the-job training
Secondary School Teachers, Except Special and Career/Technical Education	\$49,161	\$63,244	\$69,677	279	303	24	8.6%	Bachelor's degree	None	None
Elementary School Teachers, Except Special Education	\$44,732	\$63,190	\$65,344	201	217	16	8.0%	Bachelor's degree	None	None
Farm Equipment Mechanics and Service Technicians	\$33,238	\$47,883	\$53,038	142	156	14	9.9%	High school diploma or equivalent	None	Long-term on-the-job training
Registered Nurses	\$59,540	\$65,062	\$76,348	315	321	6	1.9%	Bachelor's degree	None	None
Bookkeeping, Accounting, and Auditing Clerks	\$27,212	\$38,869	\$44,029	201	192	-9	-4.5%	Some college, no degree	None	Moderate-term on-the-job training
General and Operations Managers	\$39,929	\$64,590	\$96,384	121	126	5	4.1%	Bachelor's degree	5 years or more	None
Athletic Trainers	NA	NA	NA	57	69	12	21.1%	Bachelor's degree	None	None
Veterinarians	\$60,629	\$80,968	\$99,617	68	83	15	22.1%	Doctoral or professional degree	None	None
Loan Officers	\$48,520	\$82,255	\$87,451	96	102	6	6.3%	Bachelor's degree	Less than 5 years	Moderate-term on-the-job training

Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022

Wages from Occupational Employment Statistics, 2nd Quarter 2022

Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022

## Southeast

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

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

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

Table 21b: H3 Occupational Employment Percentages by Industry Sector, 2020 Annual Average

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Accommodation and Food Services	17	2,769	0.6%
Administrative and Support and Waste Management and Remediation Services	140	1,005	13.9%
Agriculture, Forestry, Fishing and Hunting	551	7,721	7.1%
Arts, Entertainment, and Recreation	17	393	4.3%
Construction	758	1,920	39.5%
Educational Services	2,359	5,202	45.3%
Finance and Insurance	242	1,685	14.4%
Government	1,299	4,746	27.4%
Health Care and Social Assistance	2,221	6,641	33.4%
Information	112	309	36.2%
Management of Companies and Enterprises	44	86	51.2%
Manufacturing	1,695	8,715	19.4%
Mining	11	44	25.0%
Other Services (except Government)	343	1,402	24.5%
Professional, Scientific, and Technical Services	208	733	28.4%
Real Estate and Rental and Leasing	20	149	13.4%
Retail Trade	331	4,655	7.1%
Self Employed and Unpaid Family Workers, All Jobs	516	2,479	20.8%
Transportation and Warehousing	415	1,360	30.5%
Utilities	1,120	1,120	100.0%

Custom calculation based on high wage, skill, demand (H3) indicators and 2020-2030 Long-term Industry Projections produced July 2022  
Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

Table 22a: Projected Employment Needs by H3 Occupations

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

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

Wages from Occupational Employment Statistics, 1st Quarter 2020

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

Table 22b: Projected Employment Needs by H3 Occupations

SOC Title	Entry Level Wage	Median Annual Wage	Exp Wage	2020 Est Jobs	2030 Proj Jobs	Growth Openings	Percent Change	Education	Work Exp	Job Training
Water and Wastewater Treatment Plant and System Operators	\$37,811	\$48,633	\$53,988	1,233	1,252	19	1.5%	High school diploma or equivalent	None	Long-term on-the-job training



Heavy and Tractor-Trailer Truck Drivers	\$35,958	\$47,078	\$56,042	795	838	43	5.4%	Postsecondary non-degree award	None	Short-term on-the-job training
General and Operations Managers	\$40,463	\$66,855	\$107,619	542	588	46	8.5%	Bachelor's degree	5 years or more	None
Elementary School Teachers, Except Special Education	\$44,451	\$61,852	\$65,004	580	628	48	8.3%	Bachelor's degree	None	None
Secondary School Teachers, Except Special and Career/Technical Education	\$47,090	\$62,394	\$66,957	545	591	46	8.4%	Bachelor's degree	None	None
Machinists	\$33,299	\$40,026	\$48,089	429	460	31	7.2%	High school diploma or equivalent	None	Long-term on-the-job training
Electricians	\$34,909	\$49,059	\$61,296	320	365	45	14.1%	High school diploma or equivalent	None	Apprenticeship
Registered Nurses	\$57,854	\$63,875	\$76,496	796	824	28	3.5%	Bachelor's degree	None	None
Industrial Machinery Mechanics	\$43,488	\$50,864	\$63,094	227	286	59	26.0%	High school diploma or equivalent	None	Long-term on-the-job training
Licensed Practical and Licensed Vocational Nurses	\$42,085	\$48,896	\$51,923	599	614	15	2.5%	Postsecondary non-degree award	None	None

*Skill and Demand from 2020-2030 Long-term Occupational Projections, July 2022*

*Wages from Occupational Employment Statistics, 2nd Quarter 2022*

*Produced by The Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, August 2022*

## **Nebraska Statewide**

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

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Management of Companies and Enterprises	13,013	21,102	61.7%
Utilities	4,603	7,589	60.7%
Professional, Scientific, and Technical Services	26,824	45,364	59.1%
Transportation and Warehousing	28,794	51,600	55.8%
Educational Services	54,007	103,115	52.4%
Information	9,177	17,699	51.9%
Finance and Insurance	30,567	65,625	46.6%
Health Care and Social Assistance	63,358	144,626	43.8%

Construction	18,693	52,153	35.8%
Government	23,054	68,653	33.6%
Other Services (except Government)	11,525	37,169	31.0%
Wholesale Trade	11,752	40,458	29.0%
Mining	280	1,081	25.9%
Manufacturing	18,602	99,287	18.7%
Administrative and Support and Waste Management and Remediation Services	9,033	51,810	17.4%
Real Estate and Rental and Leasing	1,498	10,050	14.9%
Retail Trade	10,489	107,790	9.7%
Arts, Entertainment, and Recreation	959	14,894	6.4%
Agriculture, Forestry, Fishing and Hunting	3,432	57,451	6.0%
Accommodation and Food Services	1,497	77,658	1.9%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2020  
Produced by Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, October 2020

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

Industry Sector	Employment in H3 Occupations	Total Employment	Percent of Total Industry Employment in H3 Occupations
Utilities	4,649	7,510	61.9%
Professional, Scientific, and Technical Services	28,145	46,685	60.3%
Management of Companies and Enterprises	11,746	19,518	60.2%
Educational Services	55,911	99,786	56.0%
Transportation and Warehousing	26,484	49,131	53.9%
Information	9,126	17,214	53.0%
Finance and Insurance	30,061	65,244	46.1%
Health Care and Social Assistance	62,899	140,895	44.6%
Construction	20,854	55,091	37.9%
Other Services (except Government)	12,494	34,599	36.1%
Government	23,059	68,791	33.5%
Wholesale Trade	12,616	39,058	32.3%
Self Employed and Unpaid Family Workers, All Jobs	19,204	60,658	31.7%
Mining	223	973	22.9%
Manufacturing	21,063	97,716	21.6%
Administrative and Support and Waste Management and Remediation Services	10,079	49,116	20.5%
Real Estate and Rental and Leasing	2,031	10,243	19.8%
Retail Trade	8,984	101,298	8.9%
Arts, Entertainment, and Recreation	941	11,781	8.0%
Agriculture, Forestry, Fishing and Hunting	1,497	77,658	1.9%

Custom calculation based on high wage, skill, demand (H3) indicators and 2018-2028 Long-term Industry Projections produced July 2022  
Produced by Nebraska Department of Labor, Office of Labor Market Information, Workforce Information Grant Unit, September 2022

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

In addition to the education, work experience, and job training needed for specific high demand H3 occupations on tables 5 through 23, tables 24a through 33a provide the top advertised detailed job skills for all positions in an economic area of concentration. Most of these skills can be classified as “soft skills,” highlighting the need for work-based learning to develop positive work habits. [Tables 24b through 33b provide the top advertised tools and technology skills. Microsoft Office and forklift experience appear most frequently in most areas.](#)

## Central

Table 24a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	432
2	Problem solving	Basic Skills	128
3	Attention to detail	Basic Skills	118
4	Must be flexible	Basic Skills	93
5	Interpersonal skills	Interpersonal Skills	85
6	Work independently	Basic Skills	82
7	Positive attitude	Interpersonal Skills	80
8	Time management	Basic Skills	75
9	Verbal communication skills	Interpersonal Skills	69
10	Decision making	Basic Skills	68

Source: NEworks Job Postings August 2022

Table 24b: 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	83
2	Forklift	Forklifts	80
3	Cash Register	Cash Registers	59
4	Motor vehicles	Automobiles or Cars	48
5	Ladders	Ladders	45
6	Personal protective equipment	Hazardous Material Protective Apparel	43
7	Generators	Gas Generators	30
8	Gauges	Height Gauges	27
9	Pallet Jack	Pallet Trucks	24
10	Portable air compressors	Air Compressors	23

Source: NEworks Job Postings August 2022

## Grand Island

Table 25a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	297
2	Problem solving	Basic Skills	88
3	Must be flexible	Basic Skills	76
4	Work independently	Basic Skills	69
5	Interpersonal skills	Interpersonal Skills	65
6	Self-motivated	Basic Skills	61
7	Welding	Welding Skills	61
8	Attention to detail	Basic Skills	54
9	Time management	Basic Skills	53
10	Verbal communication skills	Interpersonal Skills	47

Source: NEworks Job Postings August 2022

Table 25b: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Forklift	Forklifts	55
2	Microsoft (MS) Office	Office Suite Software	45
3	Ladders	Ladders	35
4	Cash Register	Cash Registers	30

5	Personal protective equipment	Hazardous Material Protective Apparel	26
6	Microsoft PowerPoint	Presentation Software	21
7	Pallet Jack	Pallet Trucks	19
8	Point of sale (POS) systems	Point of Sale (POS) Terminal	17
9	Grinders	Grinding or Polishing Machines	15
10	Cell Phone	Mobile Phones	12

Source: NEworks Job Postings August 2022

## Lincoln

Table 26a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	1,117
2	Problem solving	Basic Skills	443
3	Attention to detail	Basic Skills	428
4	Must be flexible	Basic Skills	378
5	Work independently	Basic Skills	300
6	Organizational skills	Basic Skills	297
7	Interpersonal skills	Interpersonal Skills	253
8	Positive attitude	Interpersonal Skills	232
9	Time management	Basic Skills	230
10	Decision making	Basic Skills	210

Source: NEworks Job Postings August 2022

Table 26b: 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	290
2	Ladders	Ladders	178
3	Forklift	Forklifts	156
4	Wheelchair	Wheelchairs	149
5	Cash Register	Cash Registers	128
6	Personal protective equipment	Hazardous Material Protective Apparel	128
7	Structured query language (SQL)	Database User Interface and Query Software	108
8	Microsoft Word	Word Processing Software	103
9	Fax Machine	Facsimile Machines	88
10	Hypertext markup language (HTML)	Web Platform Development Software	77

Source: NEworks Job Postings August 2022

## Mid-Plains

Table 27a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	200
2	Must be flexible	Basic Skills	68
3	Interpersonal skills	Interpersonal Skills	67
4	Discharge planning	Registered Nurse (RN) Skills	65
5	Problem solving	Basic Skills	62
6	Provides nursing supervision	Registered Nurse (RN) Skills	54
7	Verbal communication skills	Interpersonal Skills	39
8	Attention to detail	Basic Skills	37
9	Self-motivated	Basic Skills	33
10	Time management	Basic Skills	30

Source: NEworks Job Postings August 2022

Table 27b: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Personal Computer (PC)	Personal Computers	66
2	Wheelchair	Wheelchairs	58
3	Microsoft (MS) Office	Office Suite Software	52
4	Personal protective equipment	Hazardous Material Protective Apparel	32
5	Motor vehicles	Automobiles or Cars	29
6	Cash Register	Cash Registers	28
7	Ladders	Ladders	24
8	Forklift	Forklifts	23
9	Hypertext markup language (HTML)	Web Platform Development Software	19
10	Point of sale (POS) systems	Point of Sale (POS) Terminal	17

Source: NEworks Job Postings August 2022

## Northeast

Table 28a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	543
2	Problem solving	Basic Skills	273
3	Decision making	Basic Skills	207
4	Must be flexible	Basic Skills	202
5	Positive attitude	Interpersonal Skills	176
6	Work independently	Basic Skills	154
7	Preventative maintenance	Maintenance Technician Skills	149
8	Attention to detail	Basic Skills	144
9	Interpersonal skills	Interpersonal Skills	135
10	Self-motivated	Basic Skills	121

Source: NEworks Job Postings August 2022

Table 28b: 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	200
2	Forklift	Forklifts	191
3	Keyboard	Keyboards	101
4	Ladders	Ladders	101
5	Personal protective equipment	Hazardous Material Protective Apparel	72
6	Computer keyboard	Keyboards	62
7	Grinders	Grinding or Polishing Machines	57
8	Calipers	Calipers	54
9	Safety glasses	Safety Glasses	52
10	Cash Register	Cash Registers	50

Source: NEworks Job Postings August 2022

## Omaha

Table 29a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	3,707
2	Must be flexible	Basic Skills	1,825
3	Interpersonal skills	Interpersonal Skills	1,534

4	Problem solving	Basic Skills	1,416
5	Attention to detail	Basic Skills	1,244
6	Work independently	Basic Skills	1,027
7	Organizational skills	Basic Skills	1,009
8	Positive attitude	Interpersonal Skills	967
9	Time management	Basic Skills	900
10	Verbal communication skills	Interpersonal Skills	757

Source: NEworks Job Postings August 2022

Table 29b: 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	1,381
2	Microsoft PowerPoint	Presentation Software	610
3	Ladders	Ladders	433
4	Microsoft Word	Word Processing Software	382
5	Structured query language (SQL)	Database User Interface and Query Software	366
6	Personal protective equipment	Hazardous Material Protective Apparel	314
7	Motor vehicles	Automobiles or Cars	295
8	Fax Machine	Facsimile Machines	294
9	Microsoft Excel	Spreadsheet Software	285
10	Forklift	Forklifts	278

Source: NEworks Job Postings August 2022

## Panhandle

Table 30a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	180
2	Critical thinking	Basic Skills	73
3	Problem solving	Basic Skills	61
4	Must be flexible	Basic Skills	59
5	Work independently	Basic Skills	43
6	Decision making	Basic Skills	40
7	Interpersonal skills	Interpersonal Skills	34
8	Time management	Basic Skills	32
9	Verbal communication skills	Interpersonal Skills	32
10	Attention to detail	Basic Skills	31

Source: NEworks Job Postings August 2022

Table 30b: 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	53
2	Forklift	Forklifts	33
3	Cash Register	Cash Registers	24
4	Ladders	Ladders	23
5	Motor vehicles	Automobiles or Cars	21
6	Personal protective equipment	Hazardous Material Protective Apparel	20
7	Microsoft Word	Word Processing Software	15
8	Keyboard	Keyboards	15
9	Masks	Medical Staff Isolation or Surgical Masks	14
10	Point of sale (POS) systems	Point of Sale (POS) Terminal	13

Source: NEworks Job Postings August 2022

## Sandhills

Table 31a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	38
2	Attention to detail	Basic Skills	20
3	Positive attitude	Interpersonal Skills	17
4	Must be flexible	Basic Skills	13
5	Problem solving	Basic Skills	9
6	Interpersonal skills	Interpersonal Skills	9
7	Work independently	Basic Skills	8
8	Self-motivated	Basic Skills	7
9	Organizational skills	Basic Skills	7
10	Mops floors	Housekeeper Skills	7

Source: NWorks Job Postings August 2022

Table 31b: Top Advertised Tools and Technology Skills

Rank	Advertised Tool and Technology Skill	Advertised Skill Group	Job Opening Match Count
1	Pinterest	Information Retrieval or Search Software	7
2	Tractors	Agricultural Tractors	5
3	Saws	Saws	4
4	Cash Register	Cash Registers	3
5	Motor vehicles	Automobiles or Cars	3
6	Microsoft (MS) Office	Office Suite Software	3
7	Masks	Medical Staff Isolation or Surgical Masks	2
8	Harrows	Harrows	2
9	Ladders	Ladders	2
10	Accounting software	Accounting Software	2

Source: NWorks Job Postings August 2022

## Southeast

Table 32a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	238
2	Must be flexible	Basic Skills	126
3	Problem solving	Basic Skills	105
4	Organizational skills	Basic Skills	66
5	Attention to detail	Basic Skills	64
6	Interpersonal skills	Interpersonal Skills	62
7	Welding	Welding Skills	49
8	Decision making	Basic Skills	45
9	Verbal communication skills	Interpersonal Skills	44
10	Work independently	Basic Skills	39

Source: NWorks Job Postings August 2022

Table 32b: 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	75
2	Ladders	Ladders	63
3	Forklift	Forklifts	60

4	Cash Register	Cash Registers	33
5	Personal protective equipment	Hazardous Material Protective Apparel	33
6	Mowers	Mowers	27
7	Pallet Jack	Pallet Trucks	26
8	Grinders	Grinding or Polishing Machines	24
9	Motor vehicles	Automobiles or Cars	22
10	Safety glasses	Safety Glasses	20

Source: NWorks Job Postings August 2022

## Statewide

Table 33a: Top Advertised Detailed Job Skills

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	6,911
2	Must be flexible	Basic Skills	2,888
3	Problem solving	Basic Skills	2,646
4	Interpersonal skills	Interpersonal Skills	2,273
5	Attention to detail	Basic Skills	2,168
6	Work independently	Basic Skills	1,778
7	Organizational skills	Basic Skills	1,677
8	Positive attitude	Interpersonal Skills	1,605
9	Time management	Basic Skills	1,464
10	Decision making	Basic Skills	1,349

Source: NWorks Job Postings August 2022

Table 33b: 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	8,811
2	Microsoft PowerPoint	Presentation Software	3,103
3	Forklift	Forklifts	2,951
4	Personal protective equipment	Hazardous Material Protective Apparel	2,837
5	Ladders	Ladders	2,719
6	Cash Register	Cash Registers	2,346
7	Microsoft Word	Word Processing Software	2,205
8	Motor vehicles	Automobiles or Cars	2,112
9	Fax Machine	Facsimile Machines	1,774
10	Structured query language (SQL)	Database User Interface and Query Software	1,721

Source: NWorks Job Postings August 2022

### d. workforce in each district, including:

#### i. current labor force employment and unemployment data;

Nebraska unemployment is typically among the lowest in the nation. The unemployment rate peaked at 8.7% in April of 2020 during the pandemic but had completely recovered by September of the same year and reached a low of 3.0% in October. For overall unemployment in 2020, the Central Nebraska Economic Development District had a rate lower than the State average at 2.6% for the year. The Metropolitan Area Planning Agency (Omaha Metro) and Siouxland districts experienced the highest at 4.7%.

Table 34: Unemployment Rates by Economic Development District

Economic Development District	Time Period	Labor Force	Employed	Unemployed	Unemployment Rate
Central NE Economic Development District	2020	27,007	26,314	693	2.6%
Lancaster County	2020	178,390	171,029	7,361	4.1%
Metropolitan Area Planning Agency	2020	411,559	392,242	19,317	4.7%



Northeast NE Economic Development District	2020	114,488	110,696	3,792	3.3%
Panhandle Area Development District	2020	43,522	41,888	1,634	3.8%
Siouxland Interstate Metro. Planning Council	2020	10,716	10,212	504	4.7%
South Central Economic Development District	2020	108,905	104,255	4,650	4.3%
Southeast Nebraska Development District	2020	92,452	89,146	3,306	3.6%
West Central Nebraska Development District	2020	57,510	55,645	1,865	3.2%

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

Nebraska ranks 13th in poverty with a rate of 10.8%. Overall, the majority of districts saw a decrease in poverty rates, or stayed within .1%, from 2019 to 2020. However, the Metropolitan Area Planning Agency (8.6% to 9.4%) and Panhandle Area Development District (10.9% to 12.5%) saw increases worth noting. The Souixland Interstate Metro Planning Council remains the highest at 14.1%, but dropped from 16.2% in 2019.

Table 35a: Poverty Rates by Economic Development District 2019

Economic Development District	Income in the past 12 months below poverty level	Poverty Rate	Estimate Total
Central NE Economic Development District	4,526	9.9%	46,513
Lancaster County	37,502	12.5%	299,690
Metropolitan Area Planning Agency	78,128	8.6%	746,987
Northeast NE Economic Development District	22,601	10.7%	200,477
Panhandle Area Development District	10,457	10.9%	82,118
Siouxland Interstate Metro. Planning Council	3,227	16.2%	19,882
South Central Economic Development District	22,769	10.8%	195,093
Southeast Nebraska Development District	16,355	10.5%	167,956
West Central Nebraska Development District	11,014	11.2%	100,975

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

Table 35b: Poverty Rates by Economic Development District 2020

Economic Development District	Income in the past 12 months below poverty level	Poverty Rate	Estimate Total
Central NE Economic Development District	4,440	9.6%	46,402
Lancaster County	35,892	11.9%	302,440
Metropolitan Area Planning Agency	71,099	9.4%	754,953
Northeast NE Economic Development District	21,183	10.6%	200,572
Panhandle Area Development District	10,183	12.5%	81,283
Siouxland Interstate Metro. Planning Council	2,795	14.1%	19,825
South Central Economic Development District	21,327	10.9%	195,555
Southeast Nebraska Development District	16,244	9.7%	167,907
West Central Nebraska Development District	10,657	10.6%	100,530

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

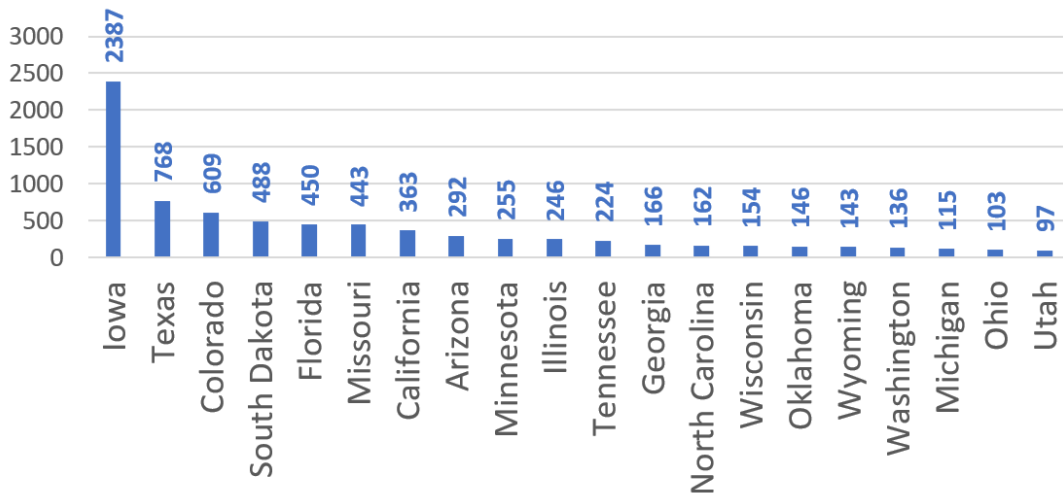
## ii. information on labor market trends; and

### Job-to-Job Flows from Nebraska Analysis

Tables 36 – 38 highlight the number of individuals that are leaving jobs in Nebraska and entering into employment in other states. Nebraska continues to lose workers to Iowa, more than any other state, followed by Texas and Colorado. Data was not available from Kansas, typically listed in the top ten states for individuals leaving jobs in Nebraska, during this time period.

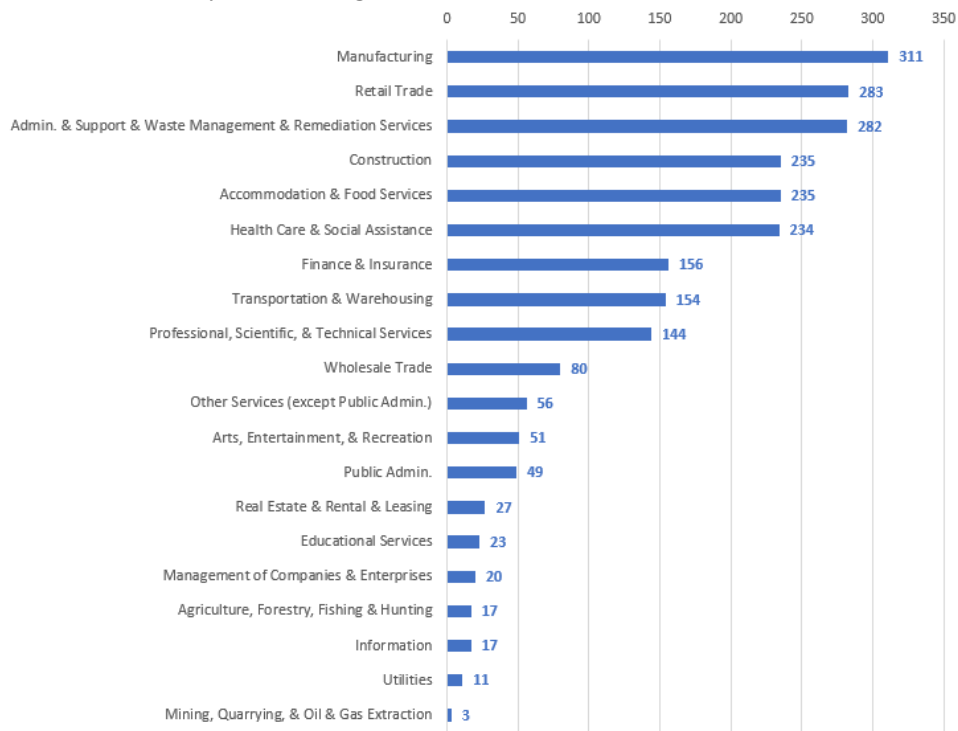
Table 36: 2021 Job-to-Job Flows from Nebraska to 50 States

### 2021 Q2 Job-to-Job Flows from Nebraska to Top Twenty States



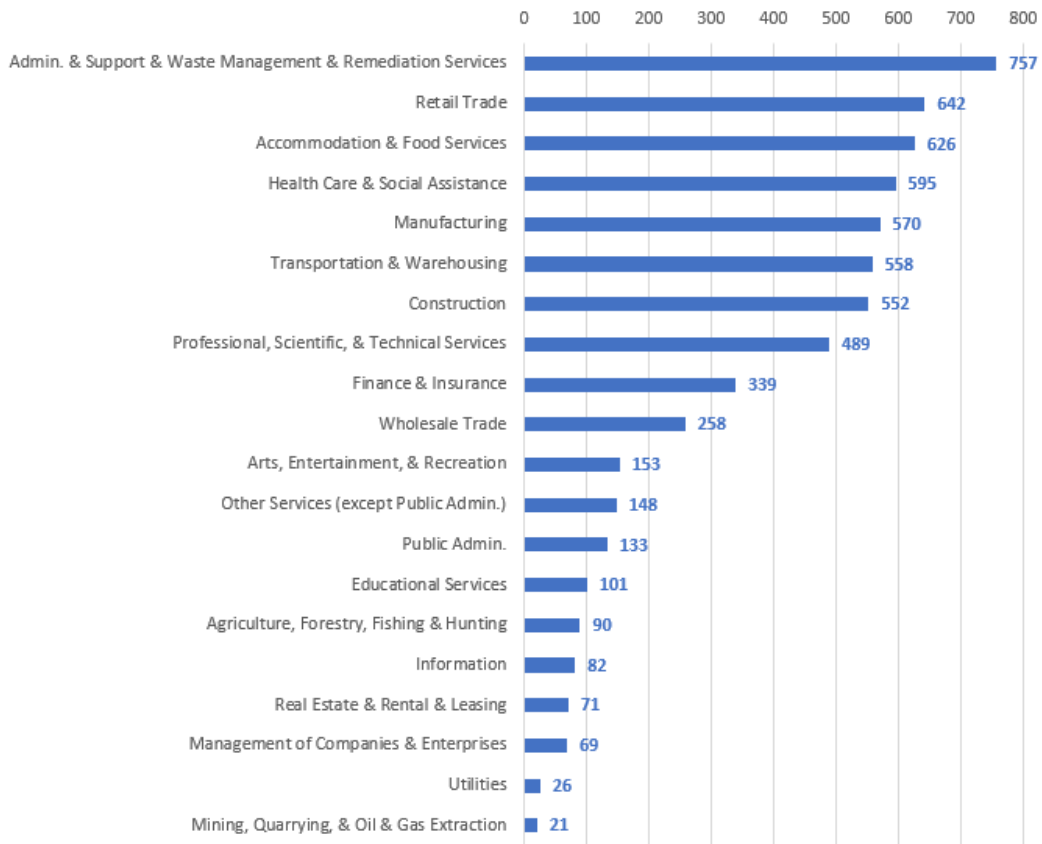
Source: US Census Bureau, Job-to-Job Flows Explorer

Table 37: 2021 Job-to-Job Flows from 20 Origin Industries in Nebraska to Iowa



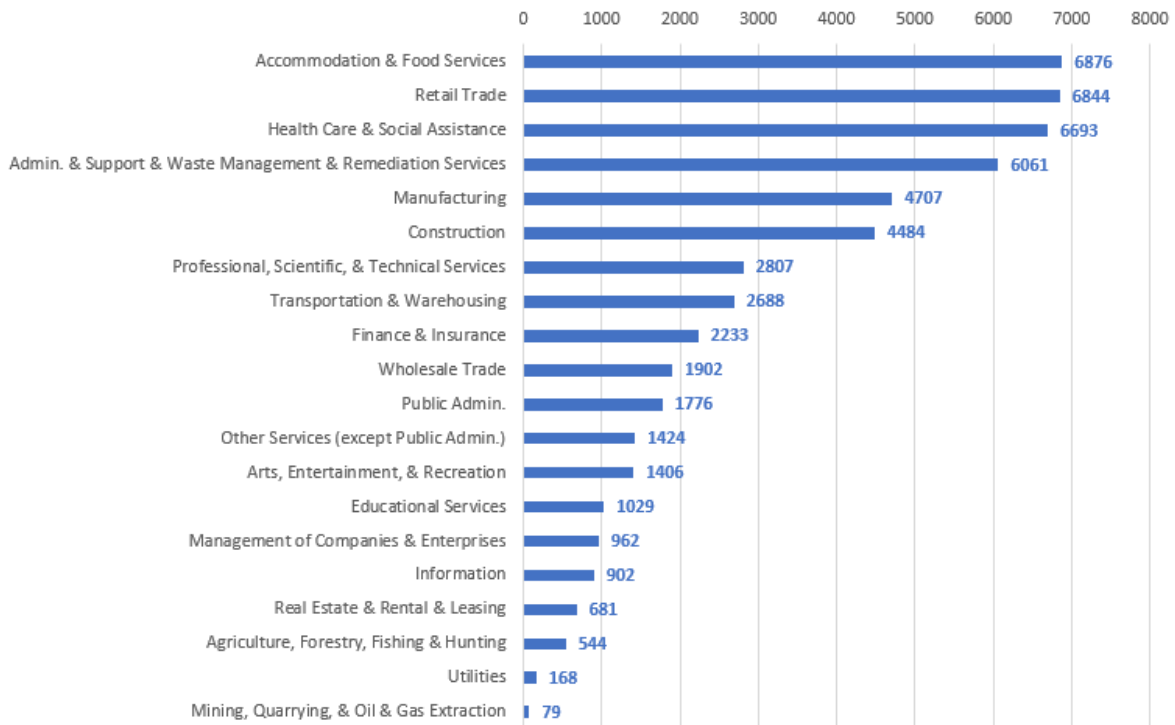
Source: US Census Bureau, Job-to-Job Flows Explorer, Destination State: Iowa, grouped by NAICS Sector

Table 38a: 2021 Job-to-Job Flows from 20 Origin Industries in Top 10 States



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

Table 38b: 2021 Job-to-Job Flows from 20 Origin Industries in all States



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

When viewing the top ten states job seekers left for in 2021 (Iowa, Texas, Colorado, South Dakota, Florida, Missouri, California, Arizona, Minnesota, and Illinois), the top five industries are:

- Administrative and Support and Waste Management and Remediation Services
- Retail Trade
- Accommodation and Food Services
- Health Care and Social Assistance
- Manufacturing

### Nebraska Thriving Index

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

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

For the purposes of this report, areas are defined as follows:

- **Northeast:** Antelope, Boone, Burt, Cedar, Colfax, Cuming, Dodge, Knox, Nance, Thurston, and Wayne
- **North 81:** Madison, Pierce, Platte, and Stanton counties
- **Panhandle:** Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scottsbluff, Sheridan, and Sioux counties
- **Sandhills:** Blaine, Boyd, Brown, Cherry, Custer, Garfield, Grant, Greeley, Holt, Hooker, Keya Paha, Loup, Rock, Thomas, Valley, and Wheeler counties
- **Siouxland:** Dakota and Dixon counties
- **Southeast:** Butler, Fillmore, Gage, Jefferson, Johnson, Nemaha, Otoe, Pawnee, Polk, Richardson, Saline, Thayer, and York
- **Southwest:** Arthur, Chase, Dawson, Dundy, Frontier, Furnas, Gosper, Hayes, Hitchcock, Keith, Lincoln, Logan, McPherson, Perkins, and Red Willow
- **Tri-Cities:** Adams, Buffalo, Clay, Franklin, Hall, Hamilton, Harlan, Howard, Kearney, Merrick, Nuckolls, Phelps, Sherman, and Webster

### *Economic Growth*

- Panhandle (-23)
- Sandhills (72)
- Southwest (89)
- Siouxland (110)
- Tri-Cities (124)
- Southeast (128)
- Northeast (132)

- North 81 (210)

### *Education & Skill*

The 2020 Nebraska Thriving Index lists Education and Skill as Concern #1. Most regions of Nebraska are below their peer average for the Education & Skill Index. The Siouxland and Southwest regions are nearly one standard deviation below their peers. The Southeast, Panhandle and Tri-Cities regions have index values below 100 and rank in the bottom half of their peer regions. Northeast (107), North 81 (130), and Sandhills (138) ranked the highest for Greater Nebraska regions.

- Siouxland (8)
- Southwest (27)
- Tri-Cities (73)
- Panhandle (84)
- Southeast (87)
- Northeast (107)
- North 81 (130)
- Sandhills (138)

### *Economic Opportunity & Diversity*

- Siouxland (-117)
- Northeast (55)
- Southeast (109)
- North 81 (115)
- Tri-Cities (154)
- Southwest (161)
- Panhandle (191)
- Sandhills (250)

### *Demographic Growth & Renewal*

- Sandhills (-80)
- Panhandle (32)
- Southwest (62)
- Southeast (99)
- North 81 (122)
- Northeast (146)
- Tri-Cities (192)
- Siouxland (309)

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

*Table 39: Historical unemployment rates by region*

Economic Development Region	2021 Labor Force	Unemployment Rate (2021)	Unemployment Rate (2020)	Unemployment Rate (2019)	Unemployment Rate (2018)	Unemployment Rate (2017)
Central NE Economic Development District	27,008	1.8%	2.6%	2.8%	2.6%	2.6%
Lancaster County	178,631	2.4%	4.1%	2.8%	2.6%	2.7%
Metropolitan Area Planning Agency	413,270	2.9%	4.9%	3.3%	3.2%	3.2%
Northeast NE Economic Development District	115,640	2.2%	3.4%	2.9%	2.8%	2.9%
Panhandle Area Development District	43,528	2.5%	3.8%	3.3%	3.0%	3.2%
Siouxland Interstate Metro. Planning Council	10,823	3.0%	4.7%	3.9%	3.6%	4.1%
South Central Economic Development District	109,601	2.4%	4.5%	3.2%	2.9%	3.0%
Southeast Nebraska Development District	92,735	2.3%	3.7%	3.2%	3.0%	3.1%
West Central Nebraska Development District	57,803	2.1%	3.4%	3.2%	2.9%	2.9%

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

*Table 40: Historical poverty rates by District*

Economic Development District	2020 Poverty Rate	2019 Poverty Rate	2018 Poverty Rate	2017 Poverty Rate	2016 Poverty Rate
Central NE Economic Development District	9.2%	9.9%	9.9%	9.5%	10.9%
Lancaster County	11.9%	12.5%	13.1%	14.0%	14.3%
Metropolitan Area Planning Agency	7.9%	8.6%	8.7%	9.5%	9.9%
Northeast NE Economic Development District	10.2%	10.7%	11.6%	11.6%	12.0%
Panhandle Area Development District	10.8%	10.9%	11.4%	11.8%	12.5%
Siouxland Interstate Metro. Planning Council	14.1%	16.2%	16.6%	16.8%	16.0%
South Central Economic Development District	10.1%	10.8%	11.2%	11.0%	11.2%
Southeast Nebraska Development District	10.5%	10.5%	10.4%	10.8%	11.4%
West Central Nebraska Development District	11.1%	11.2%	11.4%	12.0%	11.9%

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

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

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

**Central**

*Table 41a: Median earnings by education level for males and females (2019)*

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

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

Table 41b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$33,823	\$40,144	\$27,126
Less than high school graduate	\$21,063	\$25,599	\$16,964
High school graduate (includes equivalency)	\$31,610	\$36,696	\$20,449
Some college or associate degree	\$33,166	\$41,860	\$25,618
Bachelor's degree	\$37,695	\$44,302	\$35,745
Graduate or professional degree	\$61,338	\$70,020	\$53,737

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

**Lancaster**

Table 42a: Median earnings by education level for males and females (2019)

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

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

Table 42b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$41,900	\$48,277	\$35,773
Less than high school graduate	\$28,699	\$32,876	\$20,287
High school graduate (includes equivalency)	\$31,779	\$36,486	\$26,618
Some college or associate degree	\$37,927	\$47,775	\$30,865
Bachelor's degree	\$47,865	\$55,555	\$41,854
Graduate or professional degree	\$60,062	\$69,583	\$53,176

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

**Metropolitan Area Planning Agency**

Table 43a: Median earnings by education level for males and females (2019)

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

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

Table 43b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$47,720	\$57,048	\$39,059
Less than high school graduate	\$35,252	\$42,918	\$23,114
High school graduate (includes equivalency)	\$36,172	\$44,202	\$27,022
Some college or associate degree	\$42,328	\$52,065	\$33,821
Bachelor's degree	\$57,944	\$75,134	\$50,022
Graduate or professional degree	\$70,190	\$80,636	\$62,900

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

## Northeast

Table 44a: Median earnings by education level for males and females (2019)

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

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

Table 44b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$37,069	\$44,042	\$30,509
Less than high school graduate	\$28,857	\$32,863	\$24,387
High school graduate (includes equivalency)	\$32,406	\$39,975	\$24,471
Some college or associate degree	\$35,828	\$45,581	\$28,528
Bachelor's degree	\$44,354	\$53,069	\$38,647
Graduate or professional degree	\$57,137	\$63,853	\$54,733

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

## Panhandle

Table 45a: Median earnings by education level for males and females (2019)

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

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

Table 45b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$34,179	\$41,312	\$26,191
Less than high school graduate	\$24,030	\$36,434	\$17,248
High school graduate (includes equivalency)	\$30,261	\$37,543	\$23,120
Some college or associate degree	\$32,753	\$39,601	\$26,335
Bachelor's degree	\$41,820	\$52,553	\$35,847
Graduate or professional degree	\$57,902	\$69,943	\$54,255

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

## Siouxland

Table 46a: Median earnings by education level for males and females (2019)

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

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



Table 46b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$35,436	\$42,324	\$30,053
Less than high school graduate	\$27,353	\$32,178	\$25,686
High school graduate (includes equivalency)	\$36,071	\$42,289	\$24,583
Some college or associate degree	\$34,169	\$47,802	\$30,638
Bachelor's degree	\$53,799	\$72,250	\$49,354
Graduate or professional degree	\$66,563	\$54,762	\$68,621

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

### South Central

Table 47a: Median earnings by education level for males and females (2019)

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

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

Table 47b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$37,421	\$44,924	\$30,416
Less than high school graduate	\$27,949	\$31,880	\$19,195
High school graduate (includes equivalency)	\$32,062	\$39,227	\$22,838
Some college or associate degree	\$36,656	\$46,930	\$29,514
Bachelor's degree	\$43,485	\$52,415	\$37,892
Graduate or professional degree	\$62,532	\$64,201	\$59,364

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

### Southeast

Table 48a: Median earnings by education level for males and females (2019)

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

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

Table 48b: Median earnings by education level for males and females (2020)

Median Earnings	Total	Male	Female
Estimate Total	\$38,369	\$45,716	\$30,100
Less than high school graduate	\$27,928	\$31,297	\$22,876
High school graduate (includes equivalency)	\$31,775	\$40,451	\$23,233
Some college or associate degree	\$37,752	\$48,484	\$29,016
Bachelor's degree	\$46,357	\$56,128	\$38,946
Graduate or professional degree	\$58,404	\$71,022	\$55,852

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

**West Central**

*Table 49a: Median earnings by education level for males and females (2019)*

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

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

*Table 49b: Median earnings by education level for males and females (2020)*

Median Earnings	Total	Male	Female
Estimate Total	\$34,027	\$41,752	\$26,338
Less than high school graduate	\$28,914	\$39,188	\$21,851
High school graduate (includes equivalency)	\$29,865	\$39,514	\$19,902
Some college or associate degree	\$32,918	\$40,032	\$24,995
Bachelor's degree	\$42,774	\$50,054	\$36,190
Graduate or professional degree	\$57,776	\$71,667	\$52,423

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

**e. workforce development activities in each district, including education and training activities which must include descriptions of:**

**i. the strengths and weaknesses of workforce development activities; and**

**Strengths**

- **NEworks, Nebraska’s Management Information System**, equipping the AJC network partners with a powerful technological tool that offers a wealth of workforce data as well as resources for both employers and current/prospective workers. Beyond its present use, this technology can serve to potentially improve coordination of program services, enhance communication between partners, and track relevant participant outcomes. The system 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. Remote services and mobile accessibility have increased in response to COVID-19. 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;
- ~~broaden use of the state’s common intake system;~~ **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.

The Nebraska Workforce Development Board has created the Alignment workgroup to address these efforts. The group focused on development of a statewide cross training for all core and required partner program staff during 2022. These trainings take place monthly and are recorded for those unable to attend. The group 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.

- **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.

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 the following schools:

1. Auburn High School (9-12)
2. Benson High School (9-10)
3. Blair Middle School (7-8)
4. Blair High School (9-12)
5. Bryan Middle School (7-8)
6. Bryan High School (9-10 and 11-12)
7. Buena Vista High School (9-10)
8. Columbus High School (11-12)

9. Fremont High School (9-10 and 11-12)
10. Grand Island High School (11-12)
11. Hastings High School (11-12)
12. Johnson County Central High School (9-12)
13. King Science Middle School (7-8)
14. McMillan Middle School (7-8)
15. Monroe Middle School (7-8)
16. Nathan Hale Middle School (7-8)
17. Nebraska City High School (11-12)
18. Norris Middle School (7-8)
19. Northwest High School (9-10)
20. South High School (9-10)
21. UMO HO Nation School (9-12)
22. York High School (11-12)

- **Nebraska’s education and training providers** offer an extensive range of programs to meet the training needs for all in-demand industry sectors and occupations. Collectively, the four-year institutions, private postsecondary career schools, community colleges, and Registered Apprenticeship programs offer more than 700 programs on Nebraska’s Eligible Training Provider List that provide occupational skills training and career pathways for in-demand occupations in Nebraska. The system of community colleges throughout Nebraska offers highly coordinated educational pathways reaching every region of the state in a way that most other states cannot match. Similarly, the University of Nebraska system and the public state college system have strong leadership organizations and high presences in many major communities.

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

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

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

- The Nebraska State College System (NSCS) consists of the three state colleges; Chadron State College, Peru State College, and Wayne State College;
- The University of Nebraska System consists of University of Nebraska-Lincoln, University of Nebraska at Kearney, University of Nebraska Omaha, and University of Nebraska Medical Center;
- Programs on the ETPL include Agriculture, Business, Medical and Nursing;
- Nebraska as 13 private colleges, including Creighton University, Nebraska Wesleyan University, College of Saint Mary, and many more; and
- Occupational training providers.

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. There have been several examples of successful partnerships, including the Healthcare sector partnership among employers and training providers in the Greater Lincoln Workforce Development Area. This partnership matches occupational skills training opportunities with job seeker and worker skills needs. Another example is the Omaha Public Power District (OPPD) Legacy Program, a program offered to high school seniors to provide opportunities for students to learn about character development and jobs available within high demand industries has increased the length of the program to begin working with students earlier and expanded to include a Nursing track. All three local areas have been actively involved in creating targeted partnerships with multiple employer driven initiatives focused on in-demand and growth occupations.
- **Business-focused services** are paramount to our successful programmatic strategies. Seeking out and understanding the needs of businesses helps the workforce system more easily recognize the jobs of the future, and to bridge skills gaps among jobseekers 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 about the services provided. For other underutilized strategies, such as the dislocated worker strategies, there may be missing connections between job seekers and the service providers implementing the programs. For customized training services, there may simply be a disconnect between identifying employer needs and bridging skills gaps for job seekers to meet those needs. The local areas 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 aforementioned 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:

- Entrepreneurship and Business Startup support
  - Expansion support through OJT, Customized Training, and Apprenticeship
  - Retention Services
  - Information Exchange
  - Human Resource Support
  - Candidate Recruitment
  - New Hire Training
  - Layoff Aversion and Incumbent Worker Training
  - Rapid Response
  - Public Policy
  - 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 despite the fact that there is such a challenge to deliver services over such a large and dispersed service area. Despite this low cost-per-participant, it still is an active challenge for all three local areas to ensure that their services are connecting with the populations that face the biggest barriers to employment.

- **Opportunities in industry sector involvement in the workforce system.** Collaborative efforts between industry and the public sector to work collaboratively in promoting workforce development within each local area has been growing, with several initiating strategies showing promising outcomes. Yet, more needs to be done to provide support to these efforts and fully leverage the potential contributions of the industry sector. Some of these initiatives have continued to gain momentum, but the majority of the sector initiatives have not. High demand industries are a strength of our system. Connecting better with industry leaders and providing a value proposition to them is going to be essential for continued growth. Continuing to educate employers and industry leaders on the full spectrum of services available to them and how to access those services is important, however, learning to adapt to work within our program parameters and to adapt to the needs of businesses is also going to be key to our success.

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 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.** In order 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 a large number of 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 by 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 are in need of 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 with criminal records, homeless individuals, English language learners, or individuals with other barriers to employment. The local areas are committed to trying to help businesses meet their recruiting needs by developing programs to skill up these workers and providing outreach to businesses regarding best practices to hire and retain a qualified workforce that includes these individuals.

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:

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

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

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

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

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 located 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.

[Greater Lincoln opened their new American Job Center on January 11, 2023. The center is located at 1330 N Street, Lincoln, NE. The center is fully accessible and provides extended hours on Monday's and Tuesdays \(7AM-6PM\) to meet the needs of their community.](#)

[The new Center incorporates a calming color palette, plenty of natural light, a layout specifically designed for optimal traffic flow, a waiting room, child's play area, and private wellness room where mothers can breastfeed their infants. Phone booths enable customers to call the unemployment office privately and directly. Conference rooms and interview rooms are designed with privacy in mind, so customers can meet with potential employers and career planners with confidence. All those rooms are equipped with state-of-the-art technology — including free Wi-Fi, webcams, TVs, and iPads — that customers can use to interview for potential jobs in person or via Zoom. Drinking fountains and on-site restrooms will be available for customers to use, as well as vending machines.](#)

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. In order 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](http://dol.nebraska.gov) further outlines universal access.

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.

The Greater Omaha 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.

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

Nebraska currently has no formal cooperative service delivery agreements in place between local areas, however there are mechanisms the three local areas have put in place to ensure the highest quality of service to every customer served. These mechanisms include:

- Allowing customers to apply and enroll in workforce programs outside of the local area where the individual may reside. We understand that sometimes it may be more convenient for an individual to be served in another location for a variety of reasons.
- When a customer is served and enrolled in a WIOA Title I program in a local area outside of where the individual lives, a case note is entered into that individual's NEworks case file and an email is sent to the administrative staff overseeing the WIOA Title I program in the local area where the individual resides. This email allows the local area administrative entity to see patterns and trends that may be emerging related to customer program enrollments.

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

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

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

Heartland Workforce Solutions Board has established the Workforce Strategy and Innovation Committee (WSIC) which actively reviews the most up to date labor market information for local and regional in-demand industry and occupations at each of its meetings. The WSIC partners with staff from NDOL to provide these LMI updates. Information gained from these updates and committee conversations may lead to recommendations to the full board to make systemic or programmatic improvements based on identified trends or projections. The committee is comprised of members from partner programs, local chambers of commerce, educators, business leaders, community-based organizations, and board members. It reviews initiatives and proposes potential strategies. Industry leaders provide input for the sector strategies and the best workforce system role to further an industry sector. The WSIC will bring the recommendation to the board to ask for board support and leadership with the initiative. It also reviews workforce policies for recommendation to the full board. Industry sector initiatives may already have momentum through initiatives led by industry associations, local chambers, or others. Business must always inform the industry sector and occupation needs. The workforce system will respond by coordinating to meet the need and measure the results of the strategy.

Greater Omaha also actively participates in the Omaha STEM Ecosystem.

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

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

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

- Bridgeway to a Better Life;
- New Americans Task Force;
- Lincoln Manufacturing Council; and
- EmployLNK.

Greater Lincoln has used Incumbent Worker and Customized Training funds to support sector strategies. During the first two years of this plan the following amounts were awarded to employers.

Employer/Group	Approved	Award Amount	Funding Source	Employees/Potential Employees Served	Match Rate
<a href="#"><u>Lincoln Manufacturing Council</u></a>	April 29, 2021	\$20,700.00	Customized/ Adult	60	50%
<a href="#"><u>Nelnet Diversified Solutions, LLC</u></a>	April 29, 2021	\$62,000.00	Incumbent Worker/ Dislocated Worker	15	50%
<a href="#"><u>Kawasaki</u></a>	December 21, 2021	\$18,000.00	Incumbent Worker/ Adult	30	50%
<a href="#"><u>Educare of Lincoln</u></a>	January 27, 2022	\$20,600.00	Customized/ Adult	5	50%
<a href="#"><u>Tabitha</u></a>	January 27, 2022	\$29,012.74	Customized/Incumbent Worker Adult/Dislocated Worker	24	50%
<a href="#"><u>Garner Industries</u></a>	April 28, 2022	\$12,810.00	Incumbent Worker/ Adult	24	50%
<a href="#"><u>Kawasaki</u></a>	April 28, 2022	\$25,620.00	Incumbent Worker/ Adult	60	50%
<a href="#"><u>Kawasaki</u></a>	April 28, 2022	\$6,000.00	Incumbent Worker/ Adult	11	50%
<a href="#"><u>Instinct Pet Food</u></a>	April 28, 2022	\$37,170.00	Incumbent Worker/ Adult	108	50%
<a href="#"><u>Five Nines Technology Group</u></a>	April 28, 2022	\$39,600.00	Customized/ Adult	6-8	50%
<a href="#"><u>Educare Lincoln</u></a>	August 31, 2022	\$8,832.83	Customized/Incumbent Worker	5	75%
<a href="#"><u>Tabitha</u></a>	August 31, 2022	\$13,280.00	Customized/Incumbent Worker	20	50%

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

**Transportation**

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

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

Greater Lincoln is served by the StarTran and provides bus passes, mileage reimbursement to participants who have a vehicle or an approved driver/vehicle arrangement, Uber/Lyft credits, or assistance through the Ponca Express. Greater Lincoln uses a Coordination of Services form for every individual enrolled in a WIOA Title 1B program to ensure that funds are maximized and that WIOA is the payer of last resort. Career planners are cross trained in TAA to maximize co-enrollment with the Dislocated Worker program. Career Planners identify other funding sources for supportive services before they open a supportive service activity in NEworks. Greater Lincoln also has written policy and procedures for supportive services.

The Greater Lincoln's new American Job Center is in front of the 14th & N Streets StarTran Stop. The following bus routes serve this stop:

- #44 – O Street
- #48 – North 48th
- #54 – Veteran's Hospital
- #53 – SouthPointe

The 14th & O Streets Trolley Stop is one block north of the Center and is served by:

- #55 – Downtown Trolley

Parking validation is available at the Eagle Parking Garage for American Job Center customers. To validate parking, customers must sign in at the front desk and have an active NEworks Account. Validation codes must be entered immediately into the pay stations with their license plate number to avoid parking fees.

Fourteen Greater Nebraska communities have public transit within city limits, in addition to intercity routes connecting 30 Nebraska communities and four communities in neighboring states. Despite this transit system, the vast geographic area of the local area and the lack of public transit in rural areas complicates the ability to meet the needs of employers and job seekers. Where possible, the GNWDA provides bus passes and mileage reimbursement to eligible participants to attempt to mitigate this primary barrier. WIOA Title 1B staff coordinate services with partners in their respective communities. Current policy and procedure dictates participants in need of supportive services should first be referred to other community resources before using WIOA Title 1B to fund the service. Staff are trained to utilize WIOA Title 1B as last resort funding once all other resources have been exhausted. For individuals co-enrolled into SNAP Next Step, National Dislocated Worker Grant, and other programs, partner staff are consulted to determine the availability of funds and to coordinate services. A procedure manual has been developed and will be continuously updated. Policies and manuals are available for review at [dol.nebraska.gov](http://dol.nebraska.gov).

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

The lack of a comprehensive and reliable transit system in all Nebraska communities is widely recognized. Efforts exist in Nebraska to address these shortfalls. The Nebraska Department of Transportation [continues to provide updates to the Mobility Management Project and phase completion \(https://www.nebraskatransit.com/mobility-management\)](https://www.nebraskatransit.com/mobility-management). Each phase consists of stages, which are broken down into projects to include studies, coordination, and public relations. Current projects include such studies as:

- Grand Island/Kearney/Hastings Intercity Bus Study
- Lincoln/Omaha Intercity Feasibility Study
- Norfolk Flexroute Feasibility Study

Additional projects include transit coordination by connecting existing providers and implementation of software that will allow providers to schedule trips and track both vehicles and data completely online. Future projects include Panhandle Regional Coordination and Kimball County Transit Assistance.

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

### **Other Supportive Services**

The needs and resource accessibility of each community vary widely. Assistance with linkages, referrals, and accurate information about the availability of supportive service assistance not provided or funded by WIOA includes, but is not limited to, Supplemental Assistance Nutrition Program (SNAP) benefits, Temporary Assistance for Needy Families (TANF), Community Action Partnerships, SCSEP, Voc Rehab, Job Corps, veteran's assistance funds, financial assistance for education, county public assistance funds, etc. Where able, participants are co-enrolled into SNAP Next Step E&T, dislocated worker programs, Voc Rehab, TANF, and other partner programs. Partnerships exist and continue to be developed in each area to coordinate service delivery and address gaps. Staff are trained to utilize WIOA Title 1B as last resort funding once all other resources have been exhausted. For individuals co-enrolled into other programs, partner staff are consulted to determine the availability of funds and to coordinate services. Each local area maintains policies and procedures to ensure this coordination of funds.

### Greater Lincoln

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

Greater Lincoln uses a Coordination of Services form for every individual enrolled in a WIOA Title 1B program to ensure that funds are maximized and that WIOA is the payer of last resort. Career planners are cross trained in TAA to maximize Co-enrollment with the Dislocated Worker program. Career Planners identify other funding sources for supportive services before they open a supportive service activity in NEworks. Greater Lincoln also has written policy and procedures for supportive services.

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

- transportation;
- childcare and dependent care;
- housing and utilities;
- medical services;
- protective and other clothing, eyewear, tools, or equipment required to participate in a training program, employment, or pre-employment activity; and
- education related books, supplies, and fees.

### Greater Nebraska

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

procedure manual (both available for review at [dol.nebraska.gov](http://dol.nebraska.gov)) instructing staff to first determine if all other resources have been exhausted before utilizing WIOA Title 1B funds.

### Greater Omaha

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

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

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

### **Greater Lincoln**

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

#### Mayor's Economic Recovery Task Force

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

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

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

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

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

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

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

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

[Recommendations from this taskforce were incorporated into the American Rescue Plan Workforce Development Programs \[see American Rescue Plan\].](#)

### Lincoln Partnership for Economic Development

The Lincoln Partnership for Economic Development (LPED) is a public-private collaboration charged with fulfilling Lincoln's Economic Development goals. Job growth and business expansion are critical components of a vibrant and thriving community. The Lincoln Partnership is committed to supporting Lincoln's continued success as a place of business expansion, growing talent and endless opportunities. Our primary areas of focus are Business Development, Business Retention & Expansion, Entrepreneurship & Innovation and Talent Strategy in Lincoln. Bryan Seck, Director of Workforce Development at Lincoln Partnership for Economic Development serves on the Greater Lincoln Workforce Development Board. LPED 2021 Goals

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

### Prosper Lincoln

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

Action strategies for Innovative Workforce include:

- streamlining job training and placement programs;
- attracting talent through recruitment and retention resources; and
- creating entrepreneurship opportunities.

Through its relationship with LPED, the Board is able to gather information on workforce issues and concerns through a regional development group known as the Lincoln Area Development Partners (LADP). LADP is a diverse group of community partners committed to investing in the success of industry and business in southeast Nebraska. This group is comprised of economic development organizations representing Lincoln, Crete, York, Seward County, Gage County, Fillmore County, Auburn, Falls City, Black Hills Energy, and Southeast Community College.

The GLWDB and AJC also partner with education and training providers and local business to collaborate on development of special initiatives and training to meet the shortfalls of a skilled workforce.

[The workforce board awarded the Lincoln Manufacturing Council, which is administered by Prosper Lincoln, Customized training funds. The Lincoln Manufacturing Council \(LMC\) held seven Manufacturing Tech](#)



Certification classes between July 2021 and June 2022. This training provides unique opportunities for those with no prior experience in the manufacturing industry. Manufacturing is in demand and is projected to continue growing at a rate of 10% in the Lincoln area. 12 Participants received the training needed to step into new manufacturing careers that offer excellent pay and benefits. Sixty-one individuals completed the classes and earned their certificates. LMC provided childcare and meals during class as well as a stipend to offset the opportunity cost and incentivize program completers to apply for a job in manufacturing. Classes were hosted by Mt. Zion Baptist Church, Educare of Lincoln, Community Action Partnership of Lancaster and Saunders Counties, Lincoln Public Schools (Lincoln Northeast High School & Lincoln North Star High School), Cornhusker State Industries, and the Community Correctional Center of Lincoln. During the class, AJC staff presented job search techniques. The AJC funded almost half of this project, and the employers that make up LMC paid for the remaining portion.

### American Rescue Plan

The City of Lincoln has coordinated American Rescue Plan funds with the American Job Center. 12 million was awarded in workforce development to six agencies.

- Bryan Health will receive over \$1 million for 125 participants a year to receive Certified Nursing Assistant or Phlebotomy training.
- The Center for People in Need will receive almost \$600,000 to train 40 students a year in the Google Career Certificate Program.
- Community Action will receive about \$1 million to provide Child Development Associate Credential training to 30 participants a year.
- Lincoln Manufacturing will receive about \$2 million to provide two types of classes. Fourteen Manufacturing Certification 1 classes will be offered to 225 participants over three years. Twelve Manufacturing Certification 2 classes will be offered to 200 participants.
- Rabble Mill will receive about \$2 million for its Workforce Readiness Program and to fund building improvements.
- Southeast Community College will receive about \$4.5 million for a new STEM center to provide training in information technology, manufacturing, and welding and to develop an innovative approach to rapid retraining of the community's workforce.

Whenever possible, training participants are co-enrolled with Workforce Investment and Opportunity Act programs for other services, including job placement. Gaylor Baird said this will make the administration of the ARP funds more efficient and effective.

### **Greater Nebraska**

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

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

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

## **Greater Omaha**

The Greater Omaha area coordinates workforce services with local economic development groups and organizations. The Omaha metropolitan area is served by approximately 10 full- or part-time chambers of commerce, with the Greater Omaha Chamber of Commerce as the biggest and most active chamber of commerce in the area. Laurel Oetken, Director of Entrepreneurship and Innovation at the Greater Omaha Chamber is a board member and as well as a member of the Workforce Strategy and Innovation Committee (WSIC). Additionally, Karen Gibler, President of the Sarpy County Chamber of Commerce and Quinn Cooper, Executive Director from the Ralston Area Chamber of Commerce serve on the WSIC. This close partnership has allowed the board to be connected closely with economic development activities throughout the entire local area. One result is the board's application for the Omaha Economic Recovery Act to serve the qualified census track residents.

Greater Omaha also works closely with the new North Omaha office of the Nebraska Department of Economic Development (DED). Trevon Brooks is the Business Development Manager for the North Omaha office, Trevon serves on the Economic Development Subcommittee of the WSIC also and closely collaborates with the HWS Director of Business Relations to coordinate economic development activities and identify workforce solutions to meet the needs of new businesses potentially relocating to the area, or actively seeking skilled workers to grow their business. Additionally, Greater Omaha is preparing for the announced opening of the DED South Omaha office.

Greater Omaha has organized meetings between workforce partners and the local chambers of commerce to collaboratively share information about business resources, major events, and opportunities. These meetings have been held recently with the following chambers:

- Greater Omaha Chamber of Commerce
- Gretna Area Chamber of Commerce
- Nebraska Hispanic Chamber of Commerce
- Ralston Area Chamber of Commerce
- Sarpy County Chamber of Commerce
- Washington County Chamber of Commerce
- West O Chamber

## **Statewide**

### EmployLNK, EmployOMA, EmployNebraska

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

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

### Blueprint Nebraska

Blueprint Nebraska is an economic development initiative made up of diverse business, industry, and civic leaders who developed a statewide economic development blueprint based on both data and surveys of leaders statewide. Strategic initiatives include leading job growth, improving quality of life, retaining individuals who are new in their careers in Nebraska, leading income growth, and increasing research and development investment.

Blueprint Nebraska developed 15 economic development strategies that it is now transitioning to three entities to implement. Those three organizations include: 1), The Nebraska Chamber of Commerce & Industry, 2) The Platte

Institute, and the 3) The Aksarben Foundation.

### *The Nebraska Chamber of Commerce & Industry*

The Nebraska Chamber of Commerce & Industry is Nebraska's representative organization to the U.S. Chamber of Commerce and the National Association of Manufacturers. It has increased its collaboration in recent years in workforce development partnerships and is well positioned to take on many of the signature initiatives adopted by Blueprint Nebraska.

NE Chamber's 2023 priorities include addressing business challenges such as:

- Talent: hiring a skilled workforce; upskilling and training employees; mentorship or networking opportunities; recruiting diverse candidates
- Government & Tax: government regulations; tax burdens; local zoning and building codes
- Supply Chain: supply chain issues; access to transportation and logistics resources
- Uncertainty: finding and retaining new customers; difficulty replicating success in a new location; burnout or doubt in the ability to grow
- Changing Business Conditions: marketing; strategic planning; meeting customer demand; succession planning
- Innovation & Technology: embracing change and encouraging innovation; inadequate technology and equipment; access to high-speed internet
- Financing: access to capital; lack of funds
- Community Building: infrastructure and amenities
- Other: commercial real estate, inflation and construction costs

and Community Opportunities such as:

- Housing: affordable or available housing
- Education & Childcare: changes to the public school system/education policies; more childcare and early childhood education options
- Recreation & Events: parks and recreation; more options for entertainment and dining; more citywide activities that enhance community atmosphere
- Infrastructure: transportation; improved broadband/5G access; more commercial and private development sites
- Local Tax & Economic Growth: diversify the local economy; lessen state and local tax burden
- Healthcare & Family Services: better access to necessary health care; family and social support services; infrastructure for refugees and immigrants
- Attracting New Residents: welcoming community atmosphere; recruitment campaign to attract or retain residents

### *The Platte Institute*

The Platte Institute is a nonprofit organization that focuses on advancing policies that remove the barriers to growth in Nebraska. The organization focuses on the areas of regulatory reform, tax policy, and government efficiency. Priorities include:

- Powering our economy with people: developing stronger public-private partnerships for internships, apprenticeships, and customized workforce opportunities that build our talent pipeline.
- Reimagining and connecting places: This is where Blueprint sets ambitious goals for rejuvenating Nebraska communities through housing, broadband, and transportation connectivity, all of which add

- up to creating more desirable places.
- Building a simpler, more efficient, and effective government.
- Growing our most promising industry sectors.

### *The Aksarben Foundation*

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

The three local areas have played a major role in helping to create the 15 signature initiatives of Blueprint Nebraska. Board members and workforce partners from all three local boards were active in the undertaking of identifying the priorities of Blueprint Nebraska. As these three organizations now seek to implement the Blueprint Nebraska strategies, our board members and workforce partners will attend events, seek to provide input related to the workforce system, help collaborate on economic development projects and strategies, and will ensure that Blueprint Nebraska progress is being reported back to each of our individual boards.

### Nebraska Tech Collaborative

The Nebraska Tech Collaborative is an Aksarben workforce initiative convening leaders across the state to attract, develop, and retain tech talent and entrepreneurs to enable greater economic prosperity for Nebraska. Tech jobs are found in every company and industry sector. Agriculture, Nebraska's biggest industry, has a significant tech component and is a huge growth sector for careers in tech. The tech sector is the fastest growing sector in the country and world. However, tech jobs in Omaha, Lincoln, and Nebraska overall have grown more slowly than other, similar cities and states. The biggest issue facing Nebraska in 2023 is talent and workforce. Simply put, with an unemployment rate at less than 2%, Nebraska does not have enough people to do the work. As of December 1, 2022, there were more than 50,000 job openings in the state for approximately 5,000 unemployed workers. This issue affects every job – not just technology. However, technology jobs are some of the highest paying and most desirable, yet many go unfilled or advertised in other locations.

The three local areas plan to convene a workgroup with the consultation of Nebraska Tech Collaborative to identify career pathways within the tech sector. NTC will also be consulted to assist in the development of Customized Training and OJT partnerships with Nebraska businesses, to support their efforts toward growing this industry in Nebraska.

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

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

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

- b. report local area performance on those indicators.**

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

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

Notice of Public Hearing was posted in the Lincoln Journal Star (2/11/2021), Omaha World Herald (2/25/2021), Grand Island Independent (2/19/2021), Scottsbluff Star-Herald (2/20/2021), North Platte Telegraph (2/20/2021), Sidney Sun-Telegraph (2/24/2021), Norfolk Daily News (2/25/2021), Beatrice Daily Sun (2/23/2021), Columbus Telegram (2/19/2021), Hastings Tribune (2/22/2021), Kearney Hub (2/22/2021).

Notice of Public Hearing was posted in the Lincoln Journal Star (03/06/2023), Omaha World Herald (03/14/2023), Grand Island Independent (3/16/2023), Scottsbluff Star-Herald (3/14/2023), North Platte Telegraph (3/14/2023), Beatrice Daily Sun (3/16/2023), Hastings Tribune (3/15/2023), Kearney Hub (3/16/2023).

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

A draft of the regional plan was made available for review within Board materials for meetings held by each local area February 25<sup>th</sup>, 2021. Materials were also posted March 1, 2021 at <http://www.lincoln.ne.gov/workforceplan>, [www.hws-ne.org](http://www.hws-ne.org), <https://dol.nebraska.gov> and at the City of Lincoln, 555 South Street, Suite 301, Lincoln, NE 68508; 5752 Ames Ave, Omaha NE 68104; and 941 O St, Suite 400, Lincoln NE 68508.

A draft of the regional plan was made available for review within Board materials for meetings held by each local area March 21, 2023. Materials were also posted March 21, 2023 at <https://ajc.lincoln.ne.gov/workforce-plan/>, [www.hws-ne.org](http://www.hws-ne.org), <https://dol.nebraska.gov> and at the American Job Center, 1330 N Street, Suite A, Lincoln, NE 68508; 5752 Ames Ave, Omaha NE 68104; and 550 S 16<sup>th</sup> Street, Lincoln NE 68508.

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

The public was given the opportunity to comment on the plan at the March 1, 2021 public hearing. Board meetings held by GLWDB Executive Committee Meeting on February 25, 2021, the GOWDB meeting on February 25, 2021, and the joint CEOB/GNWDB meeting on February 25, 2021 were also open to the public with time for public comment.

The public was given the opportunity to comment on the plan at the March 21, 2023 public hearing. Board meetings held by GLWDB Executive Committee Meeting on March 21, 2023, the GOWDB meeting on March 21, 2023, and the joint CEOB/GNWDB meeting on March 16, 2023 were also open to the public with time for public comment.

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

The plan was made available for public comment from March 1 - March 30, 2021. Public comments were directed to Erin Porterfield at [eporterfield@hws-ne.org](mailto:eporterfield@hws-ne.org) or 402-218-1163; Tim Bornemeier, 555 S 10<sup>th</sup> St., Ste 301 Lincoln, NE; Dylan Wren, [dwren@lincoln.ne.gov](mailto:dwren@lincoln.ne.gov); and Bobbi Jo Howard, [bobbijo.howard@nebraska.gov](mailto:bobbijo.howard@nebraska.gov) or 402-580-2311 during the public comment period.

The plan was made available for public comment from March 21, 2023 – April 3, 2023. Public comments were directed to Erin Porterfield at [eporterfield@hws-ne.org](mailto:eporterfield@hws-ne.org) or 402-218-1163; Sherla Post, 1330 N Street, Suite A, Lincoln, NE 68508; Dylan Wren, [dwren@lincoln.ne.gov](mailto:dwren@lincoln.ne.gov); and Bobbi Jo Howard, [bobbijo.howard@nebraska.gov](mailto:bobbijo.howard@nebraska.gov) or 402-580-2311 during the public comment period.

- a. submit to NDOL any comments that represent disagreement with the plan or subsequent modifications or indicate that disagreeing public comments were not received, if that is the case; and**

No comments were received pertaining to this plan.

- b. ensure that all open meetings are held in compliance with the Nebraska Open Meetings Act.**

All meetings were held in compliance with the Nebraska Open Meetings Act.