

Nebraska Workforce Development-Department of Labor
PY 2005 Workforce Information
Core Products and Services
Grant Report



OVERVIEW: PY2005 Core Products and Services Grant

The Core Products and Services Grant (CPSG) team for the State of Nebraska resides in the state administrative office building of Nebraska Workforce Development-Department of Labor. Several professional staff positions are dedicated partially or fully to the grant deliverables: Research Analysts (3.5), Statistical Analysts (2), a Staff Assistant (1), an Economist, as well as partially funded coordinating Administrative staff.

At the onset of PY2005, all but four of the positions were vacant. During much of the reporting period, experienced research staff were covering multiple positions and orienting staff who were new to the grant deliverables. An area of emphasis, by necessity, has been to enhance existing skills and build capacity with the CPSG staff. Newly hired Research Analysts had the opportunity to attend Basic Analyst, Applied Analyst, and ArcGIS training. The Statistical Analyst had attended several pertinent training sessions while previously serving as a Research Analyst in the Occupational Employment Statistics Unit: Short-Term Industry Projections Training, Analyst Overview Training, and MicroMatrix Training. Additional learning opportunities for staff have been Estimates Delivery System Training, ALMIS Database Training, Advanced ArcGIS, Annual Data Center Conference, American Community Survey, and Arc Consortium Changes.

In June 2006, a review by the Region V Office found that there were no compliance issues, with grant deliverables met by Nebraska. Considering the extent of vacancies for grant staff during the previous year, the review findings and work identified within this report are a tribute to CPSG staff who remained on board, as well as newly hired CPSG grant staff. The Region V report identified areas noted as positive observations: New Training Series, involvement in Rapid Response, and *Labor Market Information Regional Reviews*. Opportunities for improvement were those that Nebraska had recognized and already begun to address: Staff Issues (now fully staffed for CPSG), Training for Local Workforce Investment Boards (LWIB) (our report identifies CPSG staff building stronger connections with LWIB's), Website Enhancement (specific areas are listed in the PY2005 report with completion scheduled for early 2007), and engagement with the Job Corps Center (progress will be reported in the PY2006 report).

The following pages report a brief overview of work completed during PY2005, organized by grant deliverables. Readers who are interested in learning more about reported activities are encouraged to contact grant staff at (402) 471-2600.

2005 Report on Core Products and Services Grant (by Deliverable)

1. Continue to populate the ALMIS Database with state data.

The Workforce Information Database provides states with a common structure for storing information in a single database for each state. The database is intended to serve as the cornerstone for information delivery, workforce research, and product development for information that is standard and comparable across all states.

Nebraska will continue involvement with the Analyst Resource Center (ARC) by participating in training, database update implementations, and maintaining versions 1.1 and 2.3 of the database. Nebraska will also participate as a member of the Workforce Information Database Structure Subcommittee, a work group of the Analyst Resource Center.

Nebraska has been working as a pilot state for the ALMIS Distributed Access Method (ADAM) project. This project, being developed by North Carolina will allow states to fully utilize the power of the Workforce Information Database. States will be able to access other states' Workforce Information Database via the web. This would allow customers to have easier access to data from all states. The ADAM system sources data from the Workforce Information Database version 2.3 which Nebraska has implemented and is currently maintaining.

Nebraska maintains and updates the core database tables as designated by The Employment and Training Administration under the State Workforce Information Core Products and Services Grant:

Almis Version 2.3 Data Tables	Almis Version 2.3 +Lookup Tables	
CES	ADDRESTY	OCCDIR
EMPDB	ANNSLFLG	OCCSUB
INCOME	AREATYPE	OCCTYPES
INDPRJ*	BENCHMARK	OWNERSHP
INDUSTRY	CESCODE	PERIOD
IOMATRIX*	CREDITCD	PERIODID
LABFORCE	EMPSZFLG	PERIODTY
LICAUTH**	EMPSZRNG	POPSOURC
LICENSE **	GEOCODE	PRPBSTAT
OCCPRJ*	GEOG	RATETYPE
OESWAGE*	GROWCODE	STATTYPE
POPULATN	INCOMTYP	STFIPSTB
	INCSOURC	URLTOPIC
Crosswalk Tables	INDDIR	WEBFLAG
LICXOCC**	INDSUB	
MATXNAIC	INDTYPES	
MATXSOC	LEVELTYP	
	LICNUMTY	
Admin Tables	LOCSTAT	
INDCODES ***		
OCCCODES***		

2005 Report on Core Products and Services Grant (by Deliverable)

Nebraska is required to submit occupational licensing tables to the National Crosswalk Service Center on a biannual basis. Nebraska has most recently submitted updated files in August 2006. The following tables have been updated to date in Workforce Information Database version 1.1: beaincom, cenincom, hudincom, labforce, sessstyr, empdb, Populatn, logos, period, miscode, license, licauth, lichist.

The following Workforce Information Database 2.3 tables have been updated to date, (*indicates a core table): labforce (monthly)*, populatn*, empdb*, income*, occprj*, license*, licauth*, lichist, period*, mocode, svc, licxocc*, oeswage*, geog*, subgeog, industry, indcodes*, soccodes.

As new data is released throughout 2006, the remaining core tables will receive data updates: CES, Indprj, Industry, and IOMatrix. The geog and subgeog tables are currently being analyzed to ensure compliance with the most recent geographical changes produced by the Bureau of Labor Statistics for Nebraska.

The Workforce Information Database version 2.3, currently being sourced by the test ADAM system, will continue to receive data updates until all tables relevant to Nebraska have been utilized. During this time, a full evaluation of the ADAM web tool will be conducted and findings reported to North Carolina to aid in the public release of this system. Nebraska plans to implement ADAM as a public offering upon release for production.

Customer satisfaction for the Workforce Information Database can be measured in data requests to the applications that draw data from it. The most frequent requestors during the past year were equally split between media, businesses, and private individuals. There were also limited requests from Schools/Colleges and Chambers of Commerce. The requestors received their information with staff assistance through NSTARS, the Nebraska web offering of the Workforce Information Database.

Workforce Information Database version 2.4 is scheduled to be released in October 2006 and the update will be implemented upon receipt. Nebraska will also support the nationwide branding of the Workforce Information Database (formerly know as the ALMIS Database) on all documents and state website pages. The Workforce Information database will become more central to Nebraska's Labor Market Information website with the implementation of the ADAM system. While we await the public release of the new system, Nebraska will work to make the public offering of the Workforce Information Database easier to access and navigate.

Further utilization of the Workforce Information Database includes an interface with a new on-line product, NebraskaCareerConnections.org, which is collaboratively sponsored by

2005 Report on Core Products and Services Grant (by Deliverable)

the state Departments of Education and Labor. NebraskaCareerConnections.org is a new web-based product that integrates individual lifelong career planning with pertinent workforce information products. Meetings have taken place during this grant year on how the Workforce Information Database will be utilized to provide wage, projection, and labor force data within this application.

2. Produce and disseminate industry and occupational employment projections.

In PY05, long-term (2004-2014) industry and occupational projections were produced for the Nebraska Statewide region and seven sub-state areas, in addition to two additional sets separating metro from non-metro. The projected (industry and occupational) regions for the Omaha and Lincoln WIA's were revised to reflect the Nebraska portion of Metropolitan Statistical Areas as defined by the Census Bureau. This also resulted in a revision to the counties included in the Southeast Region.

- Short-Term Industry Projections (STIPs) - Short-term (2005-2007) industry projections were completed at the statewide level and transmitted to MicroMatrix to create short term occupational projections for the June 30, 2006 deliverable. At the regional level, short-term industry projections were completed by August 25, 2006. The Metro and Nonmetro regions will be completed by September 30, 2006.

- Long-Term Industry Projections (LTIPs) - LTIPs were completed at the statewide level and transmitted to MicroMatrix to create long-term occupational projections for the June 30, 2006 deliverable. LTIPs were completed at the regional level and transmitted to MicroMatrix for the creation of long term occupational projections. LTIPs are underway for the micropolitan areas of Nebraska and due to be completed before December 31, 2006.

Projections information will be provided to state and local Workforce Investment Boards, agency staff, and customers via the Nebraska Workforce Development website (www.NebraskaWorkforce.com). They can also be accessed through NSTARS (Nebraska Statistical Tracking and Resource System) and Nebraska's Career Compass applications on the website. Data is available in html format as well as excel worksheets that may be downloaded by website customers.

Nebraska's Core Products and Services Grant staff assist State and Local Workforce Investment Board members in reviewing projections to ensure understanding of the data. In addition, CPSG staff members are available to present to and consult with state and local agency staff, so that accurate interpretation of the data is used in workforce planning and decision-making.

3. Provide occupational and career information products for public use.

Nebraska will continue to provide more extensive analysis of occupational data as part of our commitment to the Workforce Investment Boards, as well as state and local educational agencies, individuals, and businesses. One of the products Nebraska developed during the Program Year 2001 was **Nebraska Career Compass**. In Program Year 2005, a revision was begun to give the website application more user-friendly features. Both simple and advanced occupation searches will make Nebraska Career Compass easier to use by Career Center staff, job seekers, and students.

The Career Compass application now includes the following features:

- career information
- employment trends
- apprenticeship occupations
- wages
- licensing and certified occupation information
- hot jobs
- annual job openings
- geographic and regional information
- surrounding state annual average wages
- training and education needed
- skills, knowledge, abilities, and other job-related information

The 2000 CIP x SOC crosswalk was added as a part of this redesign so that students and dislocated workers will be able to associate occupations with post-secondary fields of study and statewide training providers. This crosswalk will also be added to the Nebraska TrainingLink application that serves as a searchable database of Eligible Training Providers and fields of study that have been approved by the three local Workforce Investment Boards.

Nebraska will continue to develop and provide occupational and career information products to meet special needs at the State and/or local level. As noted earlier, the Nebraska Departments of Education and Labor have collaborated in a process to develop a web-based career portal to provide career information to all Nebraska citizens. **Nebraska Career Connections** has been designed and tested by pilot high schools and career center throughout Nebraska. At the secondary education level, Nebraska Career Connections was launched on September 1, 2006.

The **Nebraska Occupational Wage and Trends Outlook** publication was updated for the 3rd and 4th quarters of 2005. The completion and publication of the 2004-2014 occupational

2005 Report on Core Products and Services Grant (by Deliverable)

projections postponed the release of the 1st and 2nd quarters of 2006. In early fall, the publication will be updated for the state and sub-state areas for the Workforce Investment Boards and Career Centers. Content includes wage, trend and other occupation information plus instructions on how to access the information online.

Licensed Occupations in Nebraska 2006 was released to secondary schools throughout Nebraska in May of 2006. More than 300 copies of this publication were requested and improvements continue to be made to improve the ease of use, relevance of data, and delivery medium. An online customer satisfaction survey link was added to the CD-Rom menu so that teachers and students could easily enter their feedback. As schools are back in session, this feedback will soon be available.

An occupational publication that was originally produced in 2001 was redesigned in PY05. The Nebraska ***Regional Reviews*** provide occupation and industry data on each of 13 micropolitan regions in the state. All metro and micropolitan areas are highlighted with information that is useful to State and Local Workforce Investment Boards, local and regional economic development organizations, chambers of commerce, and employers from these areas.

The ***Economic Trends*** publication is issued in a print and online version on a monthly basis. In response to a recent letter sent to *Economic Trends* subscribers, the CPSG staff/editor observed a dramatic increase in subscribers who selected the option to be taken off the mailing list. These subscribers preferred the option to be sent the monthly email with a link to the online publication. The emailing list has easily doubled in length, thereby exceeding the goal of increasing online readership by 5%. Some email subscribers plan to forward the email throughout their workplaces.

Articles about occupational data, including projections, appear in *Economic Trends*. One example was a brief summary of the 2005 wage match data from the University of Nebraska at Kearney. Articles providing the results of the 2006 Employee Benefits Survey and the Nebraska Social Indicators Survey are scheduled to appear in future issues.

Nebraska provides customized labor market data for local areas upon request. In general, the data that is requested pertains to employment, unemployment, industry, educational attainment, training services, occupations and wages, projections, population and other types of data related to the labor force.

- Labor Market Dynamics (LMD) - All four quarters of 2004 and first through third quarters of 2005 data have been received and compiled into aggregate counts of hires, separations, retention, "one quarter workers", corresponding rates, and flow rate. The

2005 Report on Core Products and Services Grant (by Deliverable)

information is provided as both quarterly and annual data for NAICS sector and subsector industry levels. The LMD updates will be completed by the end of 2006. The internet application displays the first three quarters of 2004. Additional quarters and/or additional industry detail are provided upon request.

LMD results have been included in publications, presentations, and data requests. An article entitled "Introducing Labor Market Dynamics" has been published in *Economic Trends*. The raw data was used to compute multiple job holders for the WIRED grant application.

- Career Center Staff Assisted Services Interface (SASI) Data - Staff worked with programmers on a monthly extract of job opening and job applicant data from Employment Services (ES) SASI system. January 2006 was the start of the historical time series. The data is used to provide maps of job opening and job applicant data to Office of Workforce Security administration. Job opening data by county is available by request. A report comparing aggregated SASI job opening and job applicant data to the 2006 2nd quarter Job Vacancy Survey results was distributed to Employment Services (ES) managers in August. This report assists ES staff in targeting cold calls to employers for job openings. This data will be used for articles published in *Economic Trends* on the number of openings and applicants in selected occupations.

- New Hires Data - New Hires data was received for the period of June 6, 2004 to June 7, 2005 for use with a Local Area Unemployment Statistics (LAUS) Additional Activity to Maintain Currency (AAMC) grant project to improve the methodology of unemployment rates using administrative data. Quarterly extracts have been scheduled as routine runs for comparative analysis.

- Job Vacancy Surveys - The Nebraska Job Vacancy Survey (JVS) provides supply and demand indicators of workforce shortages to understand and interpret the needs for labor in the current economy. The number of job vacancies, the job vacancy rate, and the duration of job vacancies combined give a picture of which occupations are in demand, experience significant turnover, or appear to be in relative balance. The survey sample size for each survey round is approximately 3,000 businesses. Response rates have been 66.0% for 2005 Q2, 74.1% for 2005 Q4, and 67.4% for 2006 Q2.

The analysis database has been developed to provide job vacancy estimates for: Industry by region & statewide; Major Occupation by region & statewide; Detail Occupation by region & statewide; Business Size by region & statewide; Job Type part (time/full time) by region & statewide; Region totals; Statewide totals, along with average wage for each grouping. It will

2005 Report on Core Products and Services Grant (by Deliverable)

be completed this fall so that reporting can be completed in an automated fashion. Introductory and appendix sections of the final reports have been completed for 2004 Q4, 2005 Q2 and 2005 Q4.

Nebraska is unique in providing two preliminary reports to the Employment Services (ES) managers following each survey round. The first is a summary report comparing the estimated job vacancies from the survey to job openings and job applicants listed in the ES SASI system at the major SOC level. The second is a more detailed report of the estimated vacancies by industry at the detail SOC level. This detailed report, in conjunction with the employer locator, assists ES staff members in locating employers that may have job openings and to match applicants currently in their system.

In response to the preliminary reports, ES managers requested a question be added to the survey instrument so that employers could ask for assistance from ES office staff. An automated report provides the requested information the same day requests are received. Summary reports are provided at the conclusion of the survey quarter.

- Labor Market Demographics - Nebraska labor force demographics are derived from administrative data and provide aggregate information by industry, employment, wage, age, sex, and race. Demographic information in the Department of Motor Vehicles (DMV) data was instrumental in various program areas. For example, this information was used in data requests and special projects in PY 2005 including the publication "*Using Administrative Data to Determine Unemployed Entrants and Reentrants in Unique Communities*" for the LAUS AAMC project. DMV data is the most comprehensive source available to determine the age of workers in Nebraska. Information such as gender breakdown by industry and average age by industry are two examples of types of data from DMV that are not available elsewhere. An additional use of demographic information is matching graduates from participating colleges with unemployment insurance wage records. The resulting information gives WIBs and economic developers a new labor supply data source with information by field of study, degree, employing industry, earnings information and county of employment.

- Data Requests - Information on data requests are recorded in a shared database. Aggregate information from the request database is displayed in Attachment A of this report. Additional information on data requests is available by request.

4. Ensure that workforce information and support required by state and local workforce investment boards are provided.

The Office of Workforce Security (OWS) within Nebraska Workforce Development-DOL has reorganized within the last two years. With the realignment of responsibilities, the OWS Administrator for Planning and Budget oversees the Core Products and Services Grant (CPSG) and serves in a lead role providing support to the statewide Nebraska Workforce Investment Board (NWIB). This dual role provides a direct linkage between Core Products and Services Grant with the NWIB. As board support, the Administrator works closely with the NWIB chairperson and members, including planning and attending subcommittee and full board meetings. Over the past year, changes have occurred in staff support for two of the three Local Workforce Investment Boards due to a staff retirement and a new administrative entity. The CPSG team has met formally with the new staff supporting the Greater Nebraska and Tri-County Greater Omaha Local Workforce Investment Boards (LWIB), to introduce products and services that are readily available to the LWIBs. A formal meeting with staff supporting the Greater Lincoln Workforce Investment Board is scheduled on October 16, 2006.

The Nebraska Workforce Investment Board held a formal strategic planning retreat in March, 2006. The OWS Administrator who supports the NWIB and oversees the CPSG team, along with the OWS Administrator overseeing the balance of Labor Market Information products participated in this session. As a result of the retreat, the NWIB identified preliminary goals and strategies. A key strategy identified by the NWIB is: Further work with Department of Labor, Department of Economic Development, FutureForce, and Career & Technical Education to conduct a skills analysis for each high-growth industry. The CPSG staff will provide data to assist the Board in this strategy. An Ad Hoc Committee designated by the NWIB Chair was formed to assist the Board in moving forward with their plan. This committee identified several labor market information requirements for the board member workgroups assigned to the strategies. The workgroups will be launched following the full board meeting in November 2006.

The NWIB has and will continue to validate the board's priorities and plans by using workforce data. One of the examples of an early assessment by the NWIB was reviewing current data on the employers served by Career Centers in Nebraska, along with related statistics such as size of business class and location by WIA regions. The Committee will be using the data to evaluate growth in the number of employers served as a result of a statewide marketing campaign targeting employers that was spearheaded by the NWIB. Additionally, the NWIB will use this data in targeted recruitment of new members from the business community to strengthen the impact of the NWIB on workforce issues within the state.

2005 Report on Core Products and Services Grant (by Deliverable)

As a regular course of business, Nebraska's CPSG team members present and provide customized labor market data for local areas. In general, the data that is requested pertains to employment, unemployment, industry, educational attainment, training services, occupations and wages, projections, population and other types of data related to the labor force.

- Labor Market Regional Review - The Labor Market Regional Review publications contain information on the demographics, labor force, industry employment, and industry and occupational employment projections for the area. The information contained in these publications helps to paint a more complete picture of what is happening in Nebraska's local economies. These publications are helpful to economic developers, local chambers of commerce, business owner's, job seekers and other individuals seeking information about the local economy in their area.

The Regional Review publications can be viewed or downloaded in portable document format (pdf). Printed copies of the publications and CD ROMs containing publications for all areas are also available upon request. Publications will be added to the website as soon as they are completed. To order printed copies or CD ROMs, please contact the Labor Market Information Center at LMI_NE@dol.state.ne.us.

- Commissioner's Report - The Economist convenes a monthly meeting of analysts from the Bureau of Labor Statistics state cooperative programs and Core Products and Services deliverables to produce a summary report for the Commissioner of Labor from which press releases are produced.

- Economic Indicators - Economic indicators are drawn from a variety of sources to compare Nebraska to the Midwest and the U.S. The graphs of all the indicators are displayed in a common location in the website of Labor Market Information along with links to the underlying data. An update notice is sent monthly via email.

- Economic Outlook - The Economist produces a comparative annual overview of the Nebraska and U.S. economy, covering: Gross State Product, Productivity, Interest Rates, International Trade, Agriculture, Retail Trade, Employment, Unemployment, Consumer Costs, Producer Costs, and Labor Costs.

- Miscellaneous - The OWS Administrator overseeing the CPSG is currently leading a team, with representatives from each Local WIA area as well as state WIA and Wagner-Peyser staff, to evaluate use of a swipe card or bar code system within the career centers. Final recommendations will be submitted to Local Area Administrators during their meeting in the Fall of 2006.

5. Maintain and enhance electronic state workforce information delivery systems.

Nebraska currently has the following options or links listed on the website:

Index

- » [Contact Us](#)
- » [Comparing Sources of Information](#)
- » [Definition of LMI/FAQs](#)
- » [Overview of Publications and Programs](#)
- » [Other States LMI Pages](#)
- » [Subscription Order Forms](#)

Nebraska Affirmative Action

- » [Nebraska Affirmative Action data by county](#)
- » [Surrounding States Affirmative Action Resources](#)
- » [EEO Categories](#)

Archives

- » [Economic Trends](#) - Historical Issues
- » [Labor Market Regional Analysis](#) - These publications contain a variety of labor market information, including a demographic review, labor force data, employment by industry and occupation, and employment projections.
- » [Mass Layoff Statistics](#) - Annual Reports
- » [Nebraska Employee Benefits](#) - Historical Issues
- » [Nebraska International Trade Review 2000](#) - This study provides information that will help in understanding the interdependence of businesses locally, nationally and internationally.
- » [Nebraska Job Vacancy Report, Fourth quarter 2002 *](#) - This report provides indicators of workforce shortages that can assist in understanding and interpreting the need for labor in the current economy.
- » [Nebraska Licensed Occupations 2003-2004**](#) - Occupations in Nebraska requiring licensing or certification, including a description of each occupation, contact information for the licensing authority, licensing requirements and fees, and occupational outlook.** - Requires [Adobe Acrobat Reader v 6.0](#) or higher.
- » [Nebraska Underemployment Study 2002*](#) - Profile of temporary, part-time and overqualified workers in Nebraska. *Requires [Adobe Acrobat Reader](#)
- » [Nebraska Wages by Occupation](#) - Historical Issues
- » [2004 Rate Rule Hearing](#) - Information presented at the public hearing to determine the unemployment insurance tax rate.

Career & Occupation Resources

- » **2005 Dentistry Staffing & Education Needs Report** - This report provides information on the demand and retirement plans for dentists, dental hygienists and dental assistants by region. [Booklet Printable- Online viewing.](#)
- » [Career Compass](#) - Explore career directions; compare occupations by wages, job openings, job prospects and typical training. Find highest paying and 'Hot' jobs, compare regions and more! Click [here](#)* to view the brochure. -- * Requires [Adobe Acrobat Reader](#).
- » [Career Voyages](#) - Career Voyages provides career information with something for everyone, whether they have a high school diploma, on-the-job training, apprenticeship certification, vocational certificates, or a two-year professional degree from a community college.
- » [Career One Stop](#) - A comprehensive source of occupational and economic information to help you make informed career decisions.
- » [JobLink](#) - JobLink provides job searches, resume services and one-on-one assistance to job seekers. For employers, JobLink provides on-line job posting and job tracking services designed to help you find the talent you need to run your business.

2005 Report on Core Products and Services Grant (by Deliverable)

» **Nebraska Careers and Education 2004-2005**- This publication has resources to help you plan for college, find jobs, find schools, explore occupations and learn about scholarships and financial aid. Popular features include the sample job application form, cover letter and resumes. A new section, Website Resources lists many excellent internet resources for finding even more information on college planning, financial aid and career resources. View the publication online in five sections ;[College Planning](#), [Job Search](#), [Nebraska School Listings](#), [Occupations](#), [Scholarships and Financial Aid](#).* -- * Requires [Adobe Acrobat Reader](#).

» **Nebraska Explorer** - Links to over 200 resources for job seekers and businesses.

» **Nebraska Licensed Occupations 2006** - Occupations in Nebraska requiring licensing or certification, including a description of each occupation, contact information for the licensing authority, licensing requirements and fees, and occupational outlook.** - Requires [Adobe Acrobat Reader v 6.0](#) or higher.

The following video clips demonstrate the types of information found within this publication.

-  Introductory Video
-  Occupational Title
-  Standard Occupational Classification (SOC) Code
-  Educational Cluster
-  Occupational Description
-  Contact Information
-  Licensure Requirements
-  Fees & Renewal
-  Wages
-  Active Licenses

» **Occupational Projections**

NSTARS - Nebraska Statistical Tracking and Resource System provides researchers, planners, and developers a single source for local demographic and labor market information.

Bureau of Labor Statistics - The Office of Occupational Statistics and Employment Projections develops information about the labor market for the Nation as a whole for 10 years in the future.

State Occupational Projections, 2002-2012 - Access to occupational projections for the nation and all states.

» **O*Net OnLine**- A Web-based application that provides user-friendly access to the O*NET occupational information. O*NET OnLine can help you explore a variety of information about occupations and connect you to other on-line career information resources. O*NET is a comprehensive database of worker attributes and job characteristics. As the replacement for the Dictionary of Occupational Titles (DOT), O*NET defines and describes occupations.

» **TrainingLink**- Explore education and training programs.

» **Wages**

Economic Development

» **Community Site Selection Data Sources** - These links provide the data on economic and community development in Nebraska.

» **NSTARS** - Nebraska Statistical Tracking and Resource System provides researchers, planners, and developers a single source for local demographic and labor market information.

» **Economic Indicators** - A monthly summary of major economic data for Nebraska and the United States.

» **Labor Market Regional Analysis** - These publications contain a variety of labor market information, including a demographic review, labor force data, employment by industry and occupation, and employment projections.

» **Population** - The Nebraska Databook provided by the Nebraska Department of Economic Development.

Employment/Unemployment

Employment

» **Current Employment Statistics**- Employment by Place of Work and Average Hours & Earnings Reports.

2005 Report on Core Products and Services Grant (by Deliverable)

» [Labor Market Dynamics](#) - The ebb and flow of workers in and out of the labor market. This information includes industry counts and rates of workers by turnover, continuous, entry, and flow.

» [Labor Force/Work Force Summaries](#)

» [NSTARS](#) - Nebraska Statistical Tracking and Resource System provides researchers, planners, and developers a single source for local demographic and labor market information.

» [Quarterly Census of Employment and Wages](#) - Annual and quarterly employment and wages by industry, (by place of work). Employment and wage data are for workers covered by Nebraska Employment Security Laws.

Unemployment

» [County Unemployment Rates](#) - Current month compared to a year ago.

» [Mass Layoff Statistics**](#) - The Nebraska Mass Layoff Statistics (MLS) program is a Federal-State program identifying major job cutbacks in Nebraska by industry. The Mass Layoff Statistics (MLS) program is useful to states to identify industry trends and displaced workers. - **Requires Adobe Acrobat Reader version 4.0 or higher.

» [NSTARS](#) - Nebraska Statistical Tracking and Resource System provides researchers, planners, and developers a single source for local demographic and labor market information.

» [Unemployment Insurance Statistics](#) - A state administered program that collects employer contributions in order to pay benefits to persons who are unemployed. Unemployment Insurance benefits help provide economic stability to individuals and communities during times of economic downturn.

- [Unemployment Insurance Statistics](#) - Data Elements such as Employer Contributions, Benefits Paid for the current Month/Year and Annual totals from 1997 to current.

- [Array System](#) - Beginning with tax year 2006, employer combined tax rates will be determined through a new rate setting process. This process will take place during fourth quarter of year and is generally based upon a year ending date of September 30. The process distributes (or arrays) accounts across twenty rate categories.

- [Advisory Council Executive Summary](#) - A three year comparative table listing the end of the year balances of all major Unemployment Insurance data elements.

- [Taxable Wage Base by State](#) - Shows the taxable wage base ranking of all 53 states and territories, the average tax rate on total wages by state and the average tax rate on taxable wages and taxable wages by state.

- [Max Weekly Benefit Amount](#) - Historical listing of the maximum weekly benefit amount and average weekly wage. State comparisons of the average weekly benefit for 2004 and the minimum and maximum weekly benefit for 2005.

- [Total and Insured Unemployment Rates](#) - Historical listing of the Nebraska Labor Force, Employment, Total Unemployment Rate and the Insured Unemployment Rate 1976 - 2006.

- [Trust Fund Balance as % of Total Wages](#) - The Trust Fund Balance Percentage is ranked by state.

- [Trust Fund Solvency](#) - A comparative graph showing the actual Trust Fund Balance and the targeted reserve ratio level.

- [Glossary of Terms](#)



Population

» [Census](#) - U.S. Census Bureau.

» [Population](#) - The Nebraska Databook provided by the Nebraska Department of Economic Development.



Projections

» [Career Compass](#) - Explore career directions; compare occupations by wages, job openings, job prospects and typical training. Find highest paying and 'Hot' jobs, compare regions and more!

» [2002 - 2012 Nebraska Long-term Industry Employment Projections](#)

» [2002-2012 Nebraska Long-Term Occupational Projections](#)

» [2003 - 2005 Nebraska Short-term Industry Employment Projections](#)

» [State Occupational Projections](#) - Access to occupational projections for the nation and all states.

2005 Report on Core Products and Services Grant (by Deliverable)

» [Nebraska Occupational Wages and Trends](#) - (13510 KB) This publication provides tables of the top occupations within each of eight geographic regions in the categories of 'Hot' Job Prospects, Most Openings, Fastest Growing and Highest Paying. Contact Rebecca Harms at (402) 471-9629 or email rharms@dol.state.ne.us with questions or to order a printed copy. - * Requires [Adobe Acrobat Reader v 6.0](#) or higher.

» [NSTARS](#)- Nebraska Statistical Tracking and Resource System provides researchers, planners, and developers a single source for local demographic and labor market information.

Publications/Special Studies

2005 Dentistry Staffing & Education Needs Report - This report provides information on the demand and retirement plans for dentists, dental hygienists and dental assistants by region. [Booklet Printable-Online viewing.](#)

2005 Religious Organization Survey - Analysis of employment in the religious industry by location, faith group, job type, and full versus part time.

» [Nebraska Employee Benefits Survey](#) - Employee benefits offered by Nebraska employers by region, business size, and industry.

» [Nebraska Occupation Wages & Trends](#) - (13510 KB) This publication provides tables of the top occupations within each of eight geographic regions in the categories of 'Hot' Job Prospects, Most Openings, Fastest Growing and Highest Paying. Contact Rebecca Harms at (402) 471-9629 or email rharms@dol.state.ne.us with questions or to order a printed copy. - * Requires [Adobe Acrobat Reader v 6.0](#) or higher.

» [Nebraska Job Vacancy Report](#) - This report provides indicators of workforce shortages that can assist in understanding and interpreting the need for labor in the current economy.

» **Nebraska Careers and Education 2004-2005**- This publication has resources to help you plan for college, find jobs, find schools, explore occupations and learn about scholarships and financial aid. Popular features include the sample job application form, cover letter and resumes. A new section, Website Resources lists many excellent internet resources for finding even more information on college planning, financial aid and career resources. View the publication online in five sections; [College Planning](#), [Job Search](#), [Nebraska School Listings](#), [Occupations](#), [Scholarships and Financial Aid](#). - * Requires [Adobe Acrobat Reader](#).

» **2005 Nebraska Economic Outlook** - This report presents our forecasts of the major economic and labor indicators for 2005.

» **Career Compass Brochure*** - This brochure tells about the internet tool Career Compass and explains how to use it. - * Requires [Adobe Acrobat Reader](#)

» **Economic Trends**- A Monthly Review including articles on Nebraska economy, workforce, hours and earnings, employment and wages, unemployment rates, unemployment insurance claims information, consumer price index and additional labor market information.

» **Overview of Publications and Programs** - Learn more about each program within LMI as well as read publication descriptions and sign up for mailing lists.

» **Subscription Order Forms**

» **Nebraska Labor Force & Its Demographics** * - This report classifies workers into categories such as race, age, income, and gender. Both employees and employers can utilize this report detailing the information about a working population. - * Requires [Adobe Acrobat Reader v 6.0](#) or higher.

Related Links

» [Labor Market Information Related Sites](#)



Wages/Cost of Living

By Occupation

» **Career Compass** - Explore career directions; compare occupations by wages, job openings, job prospects and typical training. Find highest paying and 'Hot' jobs, compare regions and more!

» **Wage Estimates** - Estimates for occupations in Nebraska statewide and substate areas. For Nebraska statewide and substate occupational wage data, go to NSTARS and click on Occupation. For substate

2005 Report on Core Products and Services Grant (by Deliverable)

wages, select NE OES Wage Regions under the Geography button, choose region, then click Occupation.
 » [State to State Wage Comparison](#) - Occupational employment and wage files for all states and the nation in downloadable formats.

» [Nebraska Wages by Occupation](#) - Wages for Nebraska's Metropolitan Statistical Areas (Omaha, Lincoln, Sioux City) and its Regions (Northeast, Southeast, Central and Western) is now available on-line. These wages are from the Second Quarter 2004 Occupational Employment Statistics survey published in Fourth Quarter 2004. Wages from [previous surveys](#) are also available.

» [NSTARS](#) - Nebraska Statistical Tracking and Resource System provides researchers, planners, and developers a single source for local demographic and labor market information.

By Industry

» [Current Employment Statistics](#) - Employment by Place of Work and Average Hours & Earnings Reports.

» [Quarterly Census of Employment and Wages](#) - Annual and quarterly employment and wages by industry, (by place of work). Employment and wage data are for workers covered by Nebraska Employment Security Laws.

» [NSTARS](#) - Nebraska Statistical Tracking and Resource System provides researchers, planners, and developers a single source for local demographic and labor market information.

Cost of Living

» [CPI](#) - The Consumer Price Indexes (CPI) program produces monthly data on changes in the prices paid by urban consumers for a representative basket of goods and services.

» [Salary Calculator](#) - Use this calculator to compare the cost of living in hundreds of U.S. and international cities.

Website visitors are given the opportunity to complete a short customer satisfaction survey whenever visiting the main LMI web page. Limited feedback has been received regarding the LMI pages. Questions or comments usually pertain to the overall Agency website.

The following table identifies web hits on Labor Market Information pages found on the Nebraska Workforce Development-DOL website (NebraskaWorkforce.com). All hits for LMI staff are filtered out so that the numbers are not increased by staff usage even though some of these hits result while answering data requests. Please note that hits listed for the last item "Training Link" include each time that a Training Provider accesses the website to update program and administrative data.

Web Hits on LMI Pages July 2005 - June 2006													
	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	52 Week
Week of:	25-31	22-28	19-25	24-30	21-27	19-25	23-30	20-26	20-26	24-30	22-28	19-25	Total
About Us/FAQ's	42	38	35	29	30	24	32	38	35	27	29	27	1673
Affirmative Action	35	32	28	25	30	20	33	41	39	31	37	32	1660
Career & Occ. Resources	130	142	134	148	128	122	141	139	159	147	166	145	7371
Economic Development	48	51	35	31	42	35	36	46	43	38	43	39	2110
Employment/Unemployment	109	129	225	141	177	162	182	189	175	192	189	171	8844
Index	55	52	31	32	35	34	41	48	41	52	47	41	2206
Population	37	31	26	19	33	24	29	39	45	49	33	28	1703
Projections	38	41	33	31	44	34	44	34	36	31	42	40	1941
Publications/Special Studies	41	47	37	35	33	26	31	42	39	47	54	53	2102
Related Links	34	32	23	25	25	17	27	22	17	19	21	19	1218
Wages/Cost of Living	144	135	130	124	125	120	141	162	173	143	155	142	7341
NSTARS	66	78	77	79	54	59	68	82	71	65	71	69	3636
Nebraska Explorer	289	315	286	316	398	402	382	357	360	326	299	322	17559
Career Compass	365	327	319	329	382	332	365	402	413	398	411	332	18958
FTP	29	35	31	33	36	34	37	25	23	28	30	32	1616
Training Link	7339	5438	7106	4490	6092	5732	9292	9056	6929	8955	7168	6341	363731
Total hits for the week	8801	6923	8556	5887	7664	7177	10881	10722	8598	10548	8795	7833	443668

2005 Report on Core Products and Services Grant (by Deliverable)

Last year's grant report and plan referenced suggestions gathered during customer focus groups held across the state on improvements that can be made to the website. During this reporting period, we have identified improvements that will be made to the Labor Market Information pages of the Nebraska Workforce Development website. Technical changes that impact the electronic workforce application will be made over the next 12 months. The CPSG staff met during the summer months with technical web program staff to determine the following functional design changes:

- ✓ URL consistency on LMI pages
- ✓ Remove second navigation pane on the LMI Home page
- ✓ Relocate/Rename the Contact Us text, email link, and Labor Standards link
- ✓ Reformat/Rename "What's Hot in LMI?" section to make more user friendly
- ✓ Add Keyword Search
- ✓ Add "bread crumb" navigation
- ✓ Add tool tips or hover over text to interactive applications
- ✓ More sophisticated hit counter for LMI page
- ✓ Re-structure site into 8-10 broad categories & eliminate duplication in location of data and remove duplication in category drop down selection
- ✓ Add Survey to lower level pages
- ✓ Lower Level Page About Us/FAQ
- ✓ Add Unique Users
- ✓ Better define LMI Application Links
- ✓ Improve Glossary reference
- ✓ Consider future options of automated updates to the contact sheet and a data release calendar

As mentioned earlier in this report, the Nebraska Departments of Education and Labor have collaboratively planned an application that will imbed workforce data and links into a individualized web-based career planning tool (NebraskaCareerConnections.org). This system allows individuals to take interest assessments and choose career clusters and pathways in order to shape their professional careers, beginning as early as middle school and extending throughout adulthood for career management. The overall goal is for the site to allow users to access information produced by multiple career information providers (Education, Labor and others) as well as save information such as portfolios, resumes, career goals, etc. Work is currently being done that will allow Nebraska Workforce Development clients to match those

2005 Report on Core Products and Services Grant (by Deliverable)

same career clusters and pathways to real positions, as well as prepare them for job interviews. Resume writing tool, O*Net-related information and additional skill assessment resources will also be available. CPSG staff are taking on a lead role in the development of the job seeker phase of Nebraska Career Connections, in order to provide the most up-to-date occupation and wage data for Nebraska residents.

6. Support state workforce information training activities.

Regularly scheduled Training:

- ***Vocational Rehabilitation Training*** - Training on O*NET, NAICS, ACINET, Career Compass, TrainingLink, Nebraska Explorer, and Salary Relocation Calculator was conducted in cooperation with Vocational Rehabilitation staff. The training was related to case management employment plan guidelines. Participant evaluations indicated a preference for the hands-on computer exercises. CPSG staff will continue to work with target audiences to customize training content. Training was conducted in January 2006 for twenty-five new staff.

- ***Labor Market Information Training*** - Training was conducted for Omaha Workforce Development staff on use of the O*NET, NAICS, ACINET, Career Compass, TrainingLink, Nebraska Explorer web applications. Two sessions were held in PY2005, with approximately 45 attendees.

- ***TREX/ITA Training*** - Hands-on training was offered covering use of the eligible training provider list, TrainingLink, Career Compass, O*NET, ways to document demand, and the WIA information management system. Evaluations are used to refine training for future improvements of training materials and methods. Twenty-five new Career Center staff and WIA partner staff attended these sessions.

- ***Transition Assistance Program (TAP)*** - Online Labor Market Information resources are presented to individuals retiring or separating from the military. Content includes O*NET, ACINET, occupational wages, projections, Salary Relocation Calculator, JobLink, and America Job Bank. This session is conducted at each scheduled TAP at Offutt Air Force Base (16 times per year), with approximately 50 people in attendance at each session. Customer satisfaction is tracked for each session and comments are used to refine the presentation.

- ***Labor Market Resource Training*** - Training was planned based on field interests/needs identified through job shadowing and manager surveys. Based on field interests, the target audience expanded beyond staff to partners, WIB members, and businesses. At managers' request, some sessions have been modified from hands on computer lab training to presentations. Presentations are being customized for each office and

2005 Report on Core Products and Services Grant (by Deliverable)

sessions began in July 2006. In October 2006, two CPSG staff will spend a week in western Nebraska offering training at each of the Career Centers so that local businesses may attend. This training is scheduled for the first week of October 2006. Several presentations have been scheduled in early 2007 at the request of one Career Center. An example is a series of luncheon presentations held over the summer for Economic Development groups in York and North Platte, Nebraska. Additional training planned for the summer of 2006, has been postponed until fall of 2006 and winter 2006/2007. Some examples of session titles are: *Surfing to Hire the Right Employees, Competitive Wages for a Competitive Labor Force, Surfing to Land the Right Job, Locating Your Business Labor Force, and Site Selection Sources for Economic Development.*

- **Capacity Building Training** - CPSG staff actively lead or participate in effective users/training groups to increase and expand staff expertise. The intent of these offerings is increased ability of agency research staff to answer requests and complete related analysis in a more timely and effective manner. Current capacity building groups include: ArcView GIS, Microsoft Access, Statistics, and Professional/Technical Writers. These groups meet briefly on a monthly basis to share tips, tricks and techniques that help build staff talent. These guided professional development opportunities are designed, facilitated, attended and evaluated by labor market research staff members.

Conferences and Public Presentations

- **Nebraska Career Education Conference** - College wage match information and Career Compass were presented. Several people signed up for the Economic Trends newsletter and were interested in receiving more on labor market information resources. Forty-five people attended. The conference session was presented in June 2006.

- **Workforce Solutions Conference** - Labor market information including SOC, O*NET, Career Compass and TrainingLink was presented in April 2006 to two hundred eighty people. Attendees included WIA Local Area Administrative and Case Management staff, Career Center staff, Disability Program Navigators, One Stop partner agency staff, HHSS Behavioral Health and Training Administration staff, Goodwill, Job Corps and staff from a variety of other community service agencies.

- Business and Economic Development related presentations -

- North Platte Chamber of Commerce in August 2005 and July 2006
- Columbus Area Personnel Association in October 2005
- Future Force in February 2006

2005 Report on Core Products and Services Grant (by Deliverable)

- Fremont Chamber Days in April 2006.

Approximately 95 people attended these presentations. Information is presented on topics by the requested timeline. Evaluations are reviewed for enhancements to future presentations, as well as follow-up.

- **Job Seeker related presentations** - Sessions were scheduled at CenterPointe Rehabilitation, Goodwill Omaha, Experience Unlimited. Approximately 55 people attended these presentations. Evaluations are reviewed for future enhancements.

- **Education related presentations** - Doniphan Trumbull High School students were introduced to Career Compass, ACINet and O*NET in a computer lab that coordinated with their career education class. Seventy-five students attended.

- **Open Houses and Career Fairs** - CPSG staff collaborate with Career Centers to provide Labor Market Information at open house events for employers as well as Career Fairs.

Special Projects

- **Hot Jobs** - A statewide listing of "Hot Jobs" is provided electronically on a monthly basis. This listing reflects jobs that are in the highest demand within the Employment Service Databases from nine occupational groups.

- **Career Center Manager Survey** - A CPSG staff member conducts the survey of Career Center managers on a monthly basis to obtain information about the number of job seekers and job orders as well as information about the local economy, layoffs, and characteristics of job seekers within individual service regions of the state. Responses are shared with all Regional Managers.

- **Dentistry Survey** - The Dentistry Staffing and Education Needs Survey was conducted to collect definitive information on current and future demand for Dentists, Dental Hygienists, and Dental Assistants. The Nebraska Workforce Development-DOL, Nebraska Dental Association, and Southeast Community College collaborated on the survey. The survey was partially funded by Southeast Community College. The survey had three major focus areas:

- Determine the current and future demand
- Identify what education and training current practice owners preferred for the three levels of the profession
- Predict succession issues based on retirement plans of current practitioners in the three levels of the profession

- **Benefits Survey** - A large scale employee benefits survey was initiated in May, 2006. Nearly one quarter of Nebraska's private businesses were surveyed. The scale of the survey was designed to give regional, size class and industry information about benefits offered by

2005 Report on Core Products and Services Grant (by Deliverable)

businesses within the state. Currently the survey is in the data collection phase and anticipated completion of the analysis and final report is early 2007.

- Workforce Innovation in Regional Economic Development (WIRED) Grant

Application - In December, 2005 and January, 2006, CPSG staff supported a joint submission (Nebraska Workforce Development, Department of Economic Development, the I-80 Nebraska Coalition, and the Governor's Office) of a WIRED grant application by providing data and analysis. The I-80 Nebraska Coalition was formed by a group of local Economic Development organizations. Coalition membership spans 9 counties, encompassing 250 miles in Central Nebraska; representing a population base of over 230,000.

- Wage Record Sharing Agreement - The 2004 Q1 through 2005 Q3 Nebraska wage records were matched to Wyoming workers and provided to Research & Planning, WY Department of Employment for wage research.

- Nebraska Health Insurance Policy Coalition - CPSG staff participate in Coalition in meetings and have worked with the Legal Division on the contract for the University of Nebraska Medical Center (UNMC) to access a data file for their benefits survey. On behalf of the Coalition, UNMC surveyed Scottsbluff, the mid-state tri-city area of Grand Island/Hastings/Kearney, and Lincoln. Participant agencies, other than Nebraska Workforce Development-DOL, participating in the Coalition are: Nebraska Hospital Association, Blue Cross Blue Shield of Nebraska, Nebraska Appleseed Center, Lincoln-Lancaster County Health Dept, Nebraska Medical Association, Public Health Association of NE, Voices for Children in Nebraska, Community Action of Nebraska, Iowa/Nebraska Primary Care Association, Creighton University Medical Center, University of Nebraska Medical Center, BryanLGH Health System, Nebraska Health and Human Services, Mutual of Omaha, Nebraska Department of Insurance, Governor's Policy Research Office.

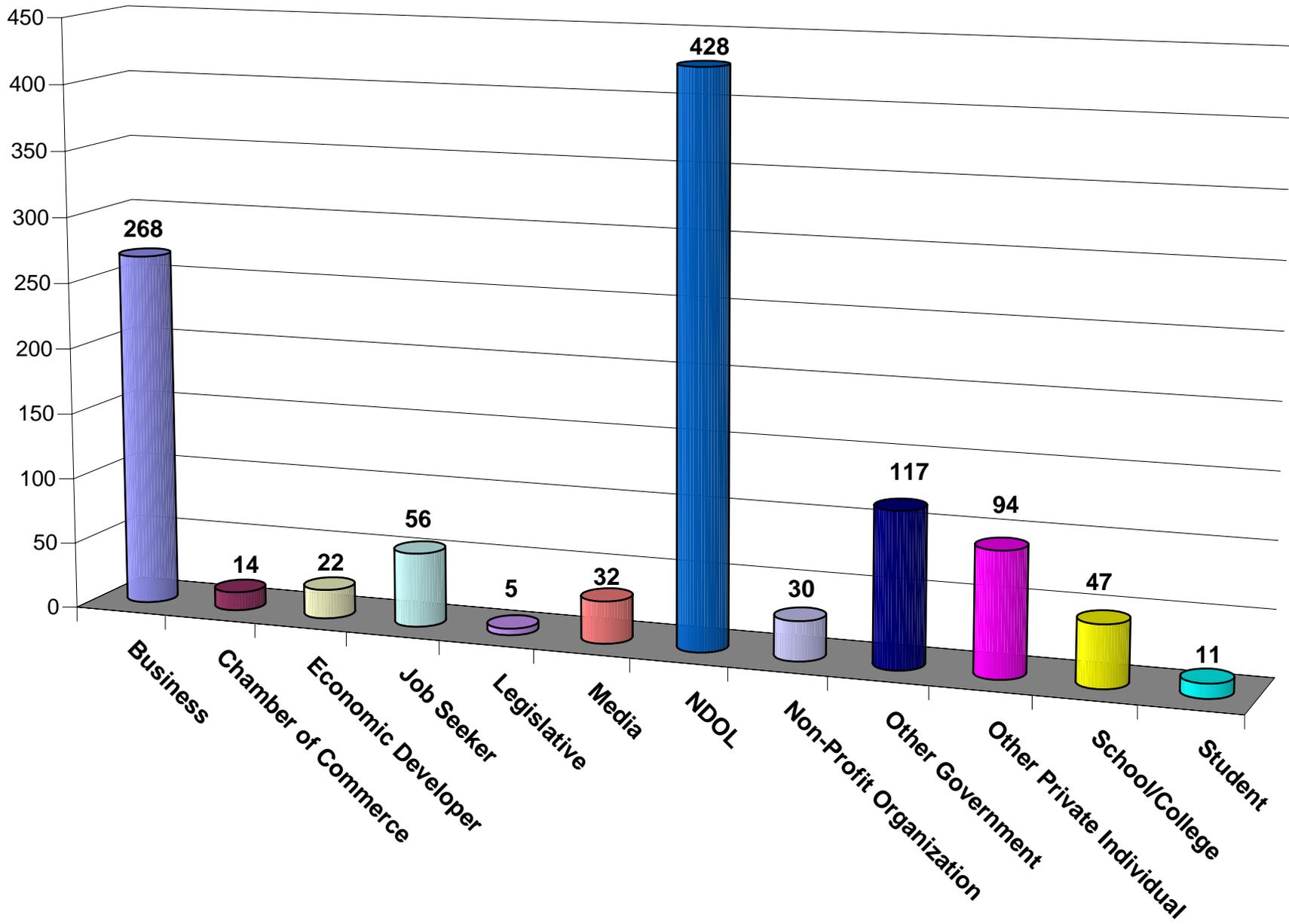
APPENDIX 1

Data Requests Logged

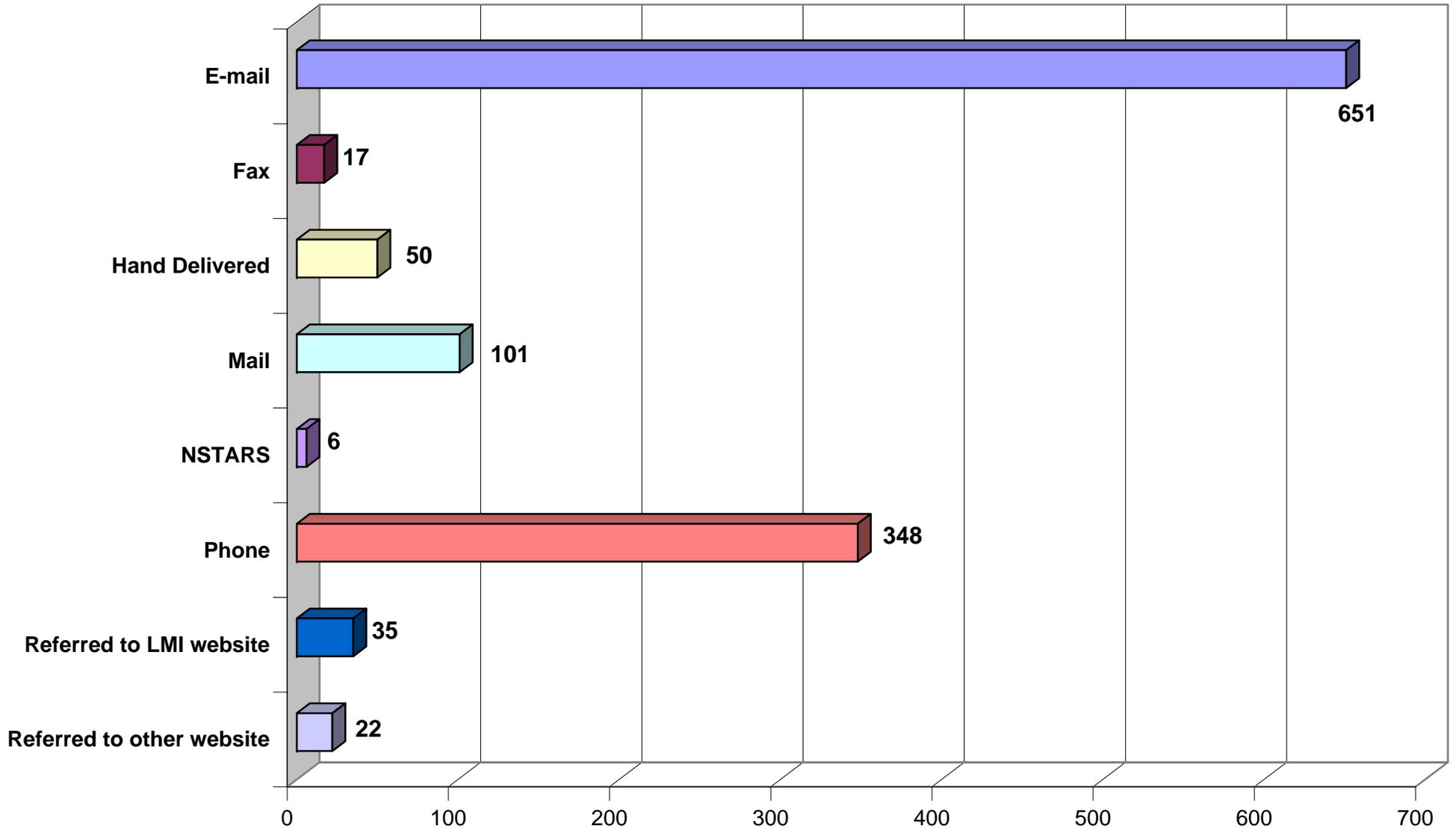
June 2005 - July 2006

- * By Type of Requestor**
- * By Delivery Method**
- * By Type of Information Requested**

**Total Requests By Requestor Type
July 2005 - June 2006**



**Total Requests By Delivery Method
July 2005 - June 2006**



Totals By Information Requested July 2005 - June 2006

