



Nebraska Workforce Information Grant Report

Introduction and Background Information

Workforce Information Grant activities in Nebraska are carried out by the Nebraska Department of Labor (NDOL), Office of Labor Market Information (LMI). The Workforce Information Grant (WIG) team for the State of Nebraska is located in the state administrative office building of NDOL in Lincoln, Nebraska.

PY14 Workforce Information Grant Staff

At the beginning of PY14, there were five permanent staff on the WIG team: four Research Analysts and a Research Supervisor. One Research Analyst split time between WIG, Workforce Investment Act (WIA) and Workforce Data Quality Initiative (WDQI) activities. One Research Analyst left the unit in the third quarter of the program year. Two new analysts were hired the following quarter. Throughout the year, Research Analysts from the Bureau of Labor Statistics (BLS) programs provided support to WIG staff.

Staff Training & Conferences Attended

WIG staff attended several trainings and conferences during PY14:

Several staff members attended the Nebraska State Data Center's Summer Data Conference in August 2014. This conference focuses on workforce and socio-economic data, Census updates, population trends, and other relevant information.

One WIG staff member is on the state American College Testing (ACT) Council and attended the annual conference, introducing another staff member's session on the industry cluster videos.

Staff attended a two day training in Omaha hosted by Catch Intelligence on how to use the Web Intelligence software. This software is the main portal to access the data warehouse that has been created for NDOL.

Two staff members attended the Council for Community and Economic Research (C2ER) Basic LMI Analyst Training Course in February in Denver, Colorado. This training provided a broad overview of BLS, LMI, Census, and other federal and state statistics programs. Topics discussed included: Quarterly Census of Employment and Wages (QCEW), Occupational Employment Statistics (OES), Local Area Unemployment Statistics (LAUS), current population estimates, American Community Survey (ACS), the economic census, O*NET Online, educational data sources, the Longitudinal Employer-Household Dynamics (LEHD) website, and data visualization. The course also provided training on industry and occupational analysis, which included discussions on the North American Industry Classification System (NAICS) system, location quotients, and the Standard Occupational Classification (SOC) system.

Two LMI and two Statewide Longitudinal Data Systems (SLDS) staff members attended the SLDS/WDQI conference in Washington DC in March 2015.

One staff member attended the US Department of Education Privacy Technical Assistance Center's Data Mapping and Transparency team sessions in San Francisco in February along with representatives from the University of Nebraska, Nebraska Department of Education (NDE), and the Coordinating Commission for Postsecondary Education (CCPE). Topics included privacy and transparency in bringing education and workforce data to the public.

One staff member attended the Region V Employment and Training (E & T) Dislocated Worker Roundtable in Omaha.

One staff member attended the Projections Managing Partnership (PMP) Summit in June in Portland, OR. The Summit provided updates on the current initiatives and the strategic plan of the PMP. The summit provided opportunity for participation in key partnership decision-making, training, and networking for state- and sub-state area forecasting specialists. One of the main topics of this year's conference was the new BLS Occupational Separations Methodology and representatives from BLS shared a variety of information on this topic. Other topics included installation of the Projections Suite software, reviewing projections inputs, handling non-covered employment, and a discussion on a proposed methods to make step-ahead adjustments to the base year of employment to make projections data look timelier.

Two staff members attended the C2ER Annual Conference & LMI Institute Annual Forum in June in Portland, Oregon. One staff member also attended two preconference trainings on data management and analysis in excel and the foundations of data visualization, and one post conference workshop on LEHD data products. The conference had plenary sessions on population shifts to urban centers, the recession recovery, and Census, Bureau of Economic Analysis (BEA), and BLS program updates. Other highlights of the conference included breakout sessions on conducting survey research, skills gap survey research, and job vacancy and new hire studies.

Two staff members attended the Local Employment Dynamics (LED) Workshop in September of 2014 held in Washington DC. One staff member presented a session titled "Redefining Nebraska's Economic Regions". This presentation showcased how commuting pattern data from the LED OnTheMap program was utilized to define the economic regions used by LMI for data tabulation. Due to budget uncertainties at the federal level the 2014 Workshop was moved to the fall.

Two staff members attended the LED Partnership Workshop in Washington, DC in June. This conference included many speakers and presentations regarding various uses of LED data and best practices. Sessions included discussions on LED & economic development, data visualization, and LED data products and application enhancements, as well as networking/booth sessions. Other highlights included a discussion on the use of LED/Census data and potential suggestions from state partners, sessions on best practices for using LED data for regional economic development/assessment and for Science, Technology, Engineering and Mathematics (STEM) analysis/measurement, noteworthy developments at the Census Bureau, computer trainings including OnTheMap, LED in Action, and Quarterly Workforce Indicator (QWI) concepts and QWI Explorer, as well as information regarding upcoming Census products.

One staff member attended the Geographic Solutions 11th Annual Workforce Technology Conference in June in California. Nebraska uses this web-based software system to deliver labor market information through the agency web site. General sessions included updates on new Geographic Solutions enhancements, US DOL priorities and a Washington update on Workforce Innovation and Opportunity Act (WIOA).

In April, three staff members attended the Innovative Technology for Public Service conference in Omaha. This conference included sessions on innovative cities, big data, open data, nonprofit Information Technology (IT) innovations, open collaboration, and cybersecurity.

Throughout the year staff attended a variety of Webinar training sessions including:

- Introduction to Data Sets: Census Bureau Demographic and Decennial Programs
- Opportunities to Strengthen Workforce Information from Workforce Data Quality Campaign and C2ER
- Using Wage Records sponsored by C2ER
- WIOA webinar on key transition steps sponsored by the National Association of State Workforce Agencies (NASWA)
- Occupational Separations – A new Method for Measuring Job Openings sponsored by the PMP
- WIOA webinar on the notices of proposed rule making sponsored by the National Skills Coalition
- Innovation and Opportunity to Act Now: WIOA Governance sponsored by Workforce3 One
- Balancing Confidentiality and Access: Sharing Employment and Wage Data for Policy Analysis, Program Evaluation, and Research sponsored by the Center for Regional Economic Competitiveness and the LMI Institute
- WDQI sustainability sponsored by Social Policy Research Associates
- Peer Learning Exchange: Using Traditional and Real-Time Labor Market Information to Support Industry Sector Strategies sponsored by Workforce3 One
- Workforce Data Quality Campaign (WDQC) Convening on Federal Data Policy sponsored by the WDQC
- WDQI: NEW Project Website Demonstration sponsored by Social Policy Research Associates
- WIOA webinar Job-driven Training
- SLDS Monthly Webinar: Postsecondary Outcomes sponsored by Applied Engineering Management Corporation
- NASWA subcommittee conference call on interstate wage matching
- LED Template for Economic Development sponsored by C2ER
- LMI in Vocational Rehabilitation sponsored by the Vocational Rehabilitation Research and Training Center
- Wage Record Interchange System (WRIS)/ Wage Record Interchange System 2 (WRIS2) conference calls and webinars
- Introducing OnTheMap for Emergency Management 4 sponsored by the Census LED program
- Downtown Rebirth: Documenting the Live-Work Dynamic in 21st Century Cities sponsored by the Census LED program
- Employment and Training Administration (ETA) Real-Time LMI Technical Assistance Project: Peer Learning Exchange sponsored by the ETA
- Defining High Performing Metropolitan Statistical Areas sponsored by the Census LED program
- Introduction to Version 15 LMI sponsored by Geographic Solutions
- Redefining Nebraska's Economic Regions sponsored by the Census LED program, presented by one Nebraska staff member
- Workforce Innovation and Opportunity Act: Transition and Implementation Steps States and Local Areas Can Take - Before Proposed Rules are Published! Sponsored by NASWA/WIOA
- Tools to Determine In-Demand Occupations Under the WIOA. Sponsored by Geographic Solutions
- QWI Explorer 1.1 sponsored by the Census LED program

PY14 Workforce Information Grant Deliverables

The following pages report a brief review, by deliverable, of work completed during PY2014.

i. **Workforce Information Database (WID)**

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. Wages in the WID are from the Estimates Delivery System (EDS) system in order to provide users with the most current data possible.

Nebraska uses Geographic Solutions as its website vendor to provide data loading tools and publish data on the public-facing NEworks website. WID data can be accessed directly on the NEworks website at <http://neworks.nebraska.gov>.

Table Name	Table Type	Core Table	Data Populated
Ces	Data	Y	National: 1939-present month. NE: Statewide, Omaha MSA, Lincoln MSA 2004-present month
Empdb	Data	Y	Over 80,000 Nebraska Employers including physical location, mailing address, geocode, employee count, credit rating
Income	Data	Y	Census (Median Household-Type 03 Source 1): NE 1984-2011. BEA (Total Income-Type 01 Source 3): National 1929-2012. NE 1929-2012. County 1969-2011. BEA (Per Capita Income-Type 02 Source 3): Nat 1929-2012. NE 1929-2012. MSAs 1969-2011. Counties 1969-2011.
Indprj	Data	Y	Industry Level projections statewide
Industry	Data	Y	Nebraska Industries – includes data from the Quarterly Census of Employment and Wages (QCEW) program
Iomatrix	Data	Y	Nebraska Projections
Labforce	Data	Y	1948-present
Licauth	Data	Y	Occupational License ID Directory
Lichist	Data	N	Occupational Licenses issued in Nebraska
License	Data	Y	Occupational Licenses in Nebraska

Licxocc	Crosswalk	Y	Occupational Licenses by Occupation
Occprj	Data	Y	Occupational Level projections statewide
Oeswage	Data	Y	Occupational wages by area
Populatn	Data	Y	Population (Census) National 1900-2012, NE statewide 1900-2012, counties 1970-2012 Projected to 2020
Progcomp	Data	N	This table contains information about program completers
Supply	Data	N	Completer data for all occupational training providers in the state

Nebraska maintains and updates the core and optional database tables as designated by ETA under the State Workforce Information Grant. All look-up tables and other necessary updates to ensure that data displays correctly on the NEworks site are also maintained. There are issues with educational programs displaying properly that are currently being addressed with the website vendor.

The U.S. Census Bureau reclassified the Grand Island Micropolitan Statistical Area (MC) as a Metropolitan Statistical Area (MSA) and added a county to the Scottsbluff MC. At that time, WIG staff used Census LED data and LMI data to reclassify the state’s economic regions. The WID geography table was recently updated to reflect these changes, so new data will be able to be accurately reflected on the NEworks website.

Nebraska is required to submit occupational licensing tables to the National Crosswalk Service Center for updates to America’s Career Info Net (ACINET) on a biannual basis. Nebraska submitted updated files in June 2015.

ii. Industry and occupational projections

In PY14, short-term (2014-2016) industry and occupational projections were produced for the Nebraska Statewide region and nine new sub-state areas. Long-term industry and occupational projections (2012-2022) were produced for the nine new sub-state areas. The Nebraska Statewide long-term projections were completed in PY13. Nebraska redrew its economic regions in PY13 and this release of long-term projections marks the first time data has been produced for these new regional definitions.

Industry Projections

Short-term (2014-2016) industry projections were completed in February 2015. In Nebraska, projections for state and all sub-state areas are produced at the same time. Industry projections data is available through Excel worksheets that may be downloaded by customers via the “Data Download Center” page in NEworks at <http://networks.nebraska.gov/gsipub/index.asp?docid=433>.

Long-term (2012-2022) industry projections were completed in June 2015 for Nebraska’s nine sub-state areas. Normally Nebraska chooses to create and release long-term projections for the sub-state areas at the same time. This is done so that customers in the local areas do not have to wait an extra year for sub-state projections to be produced. However, due to the amount of time required in PY13 to accommodate for the

changes to the regions and the addition of two new areas, the long-term projections for the sub-state areas were released in PY14 as required in this grant year. It is interesting to note that this is the first time long-term projections have been released utilizing the new regions. Industry projections data is available through Excel worksheets that may be downloaded by customers via the “Data Download Center” page in NEworks at <http://networks.nebraska.gov/gsipub/index.asp?docid=433>.

These projections are used by the Nebraska Business Forecasting Council, a group of economists from University of Nebraska at Lincoln and Omaha, Creighton University, Nebraska Public Power District (NPPD), NDOL, and the Nebraska Department of Revenue. This group meets twice per year to create a business forecast for the state of Nebraska. Biannual reports, which include forecasts of industry and economic growth in the state, are published in January and June.

Occupation Projections

Short-term (2014-2016) occupational projections were completed in February 2015 for Nebraska statewide and nine sub-state areas. The statewide projections were directly uploaded to a server in Utah utilizing the Projections Suite (PS) software per the ETA deliverable process instructions. Projections were also uploaded for inclusion on the projections central website (<http://projectionscentral.com>) through the PS software. Occupation projections can be also be found on the NDOL website at <http://networks.nebraska.gov/gsipub/index.asp?docid=433>.

Long-term (2012-2022) Nebraska Statewide occupational projections were completed in June 2015 for the nine sub-state areas. Nebraska redrew its economic regions in PY13 and this release of long-term projections marks the first time data has been produced for these new regional definitions. Occupation projections can be found on the NDOL website at <http://networks.nebraska.gov/gsipub/index.asp?docid=433>.

Projections information is provided to State and Local Workforce Investment Boards (WIB), agency staff, and customers via the NEworks website (<http://networks.nebraska.gov/gsipub/index.asp?docid=433>). Projections data has also been integrated into the NEworks website to provide job seekers with information at the point of service while completing job search activities and viewing employer job postings. Data is available through Excel worksheets that may be downloaded by customers via the “Data Download Center” page in NEworks at <http://networks.nebraska.gov/gsipub/index.asp?docid=433>.

Staff wrote several articles in the monthly Nebraska Workforce Trends publication that focused on various elements of the projections data. WIG staff members are available for presentations and consultations to assist in accurate interpretation of the data used in workforce planning and decision-making.

iii. Annual economic analysis and other reports

Labor Market Regional Reviews

The Labor Market Statewide Regional Review was completed in June 2015 and published to the web. Work on regional reviews for Nebraska’s 12 metropolitan and micropolitan statistical areas was also completed by June 2015. The 12 regional reviews for Nebraska’s metropolitan and micropolitan statistical areas were published in early PY15. Regional Reviews contain a variety labor market data for the state and its smaller geographic regions. Regional review topics include population demographics, educational

attainment, labor supply, wages and compensation, occupation, industry and business data, and industry and occupational projections. The publications can be viewed or downloaded at <https://neworks.nebraska.gov/gsipub/index.asp?docid=417>.

[Labor Availability Study](#)

In PY14, WIG staff conducted a study to determine labor availability in the Lincoln and Omaha metro areas. The study was commissioned by the Nebraska Department of Economic Development (DED). LMI was able to leverage the training and knowledge of the WIG staff in conducting surveys to obtain funding from DED to develop both the Labor Availability studies and the employer Workforce Needs studies. The University of Nebraska's Bureau of Sociological Research (BOSR) was contracted to help write the survey, determine sample sizes, print and mail the surveys, and do the data entry for completed surveys. DED contracted with WIG staff to help with survey development, defining survey areas, data cleaning and analysis, and writing of the final reports. This study was funded by DED, and thus helped to leverage WIG funding. A report for the Lincoln area was released in December 2014, a report featuring the Omaha area was released in January 2015, and a report regarding the combined Metro area of Lincoln and Omaha was released in June 2015. The final reports were well received and another labor availability study in the Scottsbluff area is currently in progress. These studies will help support the partnership between NDOL and DED, and also helped to establish a partnership with the BOSR and NDOL.

[Greater Omaha Survey of Workforce Needs](#)

DED commissioned a study focusing on the workforce needs of employers in the greater Omaha area following a successful pilot study of the Lincoln area completed in the fall of 2014. This study focuses on employers' view of the Omaha area labor market and any skill or training gaps that were present in their workforce or applicant pool. The Greater Omaha survey questionnaire was redesigned by WIG staff with assistance from the University of Nebraska's Bureau of Business Research (BBR) and BOSR for compatibility with the Omaha Labor Availability study to further focus on the potential disconnect between workers and employers regarding worker skills and training gaps in the area. WIG staff designed and laid out the questionnaire, printed and mailed the surveys, and was responsible for all data entry and cleaning. This study was funded by DED and thus helped leverage WIG funding. This study also helped support a partnership between NDOL, DED, and UNL's BOSR and BBR.

BBR will produce the final report for the greater Omaha area in the fall of 2015. An additional Employer survey for the Scottsbluff area is currently in progress. Efforts to secure ongoing funding for future studies are currently underway.

[Nebraska Workforce Trends](#)

Nebraska Workforce Trends is a monthly publication filled with information about the economy and labor market in Nebraska. Each issue contains feature articles, current economic indicator data, map facts, graduate data, business openings and closings, and other relevant information. This publication is sent to approximately 300 subscribers each month with additional readers logging onto the website to read each issue. The subscriber list for Nebraska Workforce Trends includes the state's senators, Workforce Investment Board (WIB) members, and community leaders, economic developers, state educators, and professionals from the business community. Issues of Nebraska Workforce Trends can be viewed at <https://neworks.nebraska.gov/gsipub/index.asp?docid=417>.

[College Wage Match Graduate Outcomes Publications](#)

Results from the public postsecondary Graduate Outcomes project give a picture of recent graduates' earnings, industry employment, and work location. This publication also includes information about which fields of study produce graduates most likely to be employed in Nebraska, which fields of study produce the highest wages, in which Nebraska counties graduates are employed, and demographic characteristics of graduates.

The publication includes sections for all six of Nebraska's Community Colleges, all three State Colleges and two campuses in the University of Nebraska system. The information is used by career center case managers to assist people in making informed training decisions. The information is also used by Chambers of Commerce, economic developers and the institutions for program planning. The publication was completed in March 2015, but has not yet been published by the NDOL Public Information Office (PIO). Results of the research were made available to the participating schools. The Graduate Outcomes in Nebraska publications will be made available at <http://networks.nebraska.gov/gsipub/index.asp?docid=417>.

[Regional Map Project](#)

In PY13, Nebraska gained a third MSA, Grand Island. This prompted the reexamination of the economic regions used for collecting and analyzing LMI data. Grand Island was part of the Central region and removing these counties from this region altered the region's continuity.

The new economic region map was shared with other departments within NDOL who also found the information valuable to their programs. In PY14 the data from this project was utilized by several groups including NDOL's E & T office in preparing for implementation of WIOA. A second project expanded on the original map by examining commuting patterns to and from our neighboring states. In addition, a staff member presented the original project at the annual LED conference in Washington DC in September and at a webinar sponsored by the Census LED program.

[Licensed Occupations in Nebraska](#)

In addition to providing the updated licensing files to the National Crosswalk Service Center, a publication containing the licensing information was prepared for release in June 2015. This publication includes occupational descriptions, licensing and certification requirements, contact information, fee information, renewal information and licensing statistics. This publication will be available at <http://networks.nebraska.gov/gsipub/index.asp?docid=417>.

[Science, Technology, Engineering, and Math \(STEM\) Occupations Poster](#)

Long-term occupational projections data was combined with STEM occupational classifications from O*NET and used to create a poster highlighting occupations in each of the eight identified STEM disciplines. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The poster can be found online at: <https://networks.nebraska.gov/gsipub/index.asp?docid=621>

[Career Ladder Posters](#)

The Career Ladder Posters are designed to educate individuals on possible career paths. The six posters correspond with the Career Clusters model adopted by NDE. The occupations in these posters are stratified by education level and provide expected wages. This tool is useful for jobseeker customers in making decisions as to what type of career they would like to pursue and can be used to assist students

with career planning. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The posters can be found online at:
<https://networks.nebraska.gov/gsipub/index.asp?docid=417>

iv. Customer consultations

[American Society for Training and Development](#)

The LMI Administrator is an ad hoc member of the Lincoln chapter of the American Society for Training and Development (ATD). The LMI Administrator provides them with labor market information resources and consults with them on their needs for new products and services. The LMI Administrator presented the results of the Lincoln Labor Availability Study and the Employer Survey of Workforce Needs at an ATD meeting that included the Mayor of Lincoln, NE, Lincoln Chamber of Commerce, and education and city leaders.

[University of Nebraska Medical Center](#)

The LMI Administrator attended meetings held by the University of Nebraska Medical Center (UNMC), College of Public Health concerning Nurse Practitioners and Physician Assistants Workforce Data needs. These meetings centered on the need to identify the future needs of health professionals for emergency preparedness and formulation of health policies to support the recruitment and retention needs of Nebraska's cities and rural communities. These meetings have enabled dialog between LMI and the UNMC on data needs for their program efforts. These meetings also lead to a presentation given by the LMI Administrator to the Nebraska Nursing Association on the demands for nurses in Nebraska.

[Occupational Profiles](#)

The occupational profiles provide a career overview of an occupation in Nebraska. Each profile features general information about the occupation including knowledge, skills, and abilities from O*NET combined with EDS wages and the projected job outlook from long-term occupational projections. The profiles are also color coded to coordinate with NDE career cluster model of occupational classification. This project originated from request by local E & T staff for a handout to be given to high school students to accompany a talk by a professional in the field. They were well received and more occupations were added as requested through the grant year. There are now a total of 11 and can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

[Nebraska Career Tour Videos](#)

NDOL partnered with the Nebraska Departments of Education (NDE) and DED to create a series of career videos. Each video is classified by the NDE career cluster model and includes interviews with employees and business representatives discussing works requirements, education levels, and salary and job prospects. Throughout the videos, a series of "pop-ups" appear containing LMI data such as EDS wages and projections data. The videos can be found online at <http://www.necareertours.com/>

[H3 – High Wage, High Demand, High Skill Occupations](#)

Last year, the process to update and redesign the high wage, high demand, and high skill (H3) website was started. This site is designed to show H3 occupations. The site was developed in partnership with NDE to show occupations with the top numbers of job openings from NEworks, EDS occupational wages, projections, educational programs, and licensing information. Reports by educational cluster, region of the state, and industry cluster can be viewed and downloaded. Over the past few years the site

had not been updated or maintained due to limited funding. This past year more funding was secured to update the look and feel of the website in addition to the data and to accommodate the new economic regions. Updates included EDS wages, projections, training providers and program completers, and website text and FAQ's. LMI staff, representatives from NDOL's E & T and NDE worked with a group called The Attic who are part of the University of Nebraska at Omaha College of Information Science and Technology. This is a group made up of students and staff that have worked with a variety of groups to aid in website redesign. The new website is anticipated to go live in the fall of 2015. The H3 web site address is <http://h3.ne.gov/H3/>

[Science, Technology, Engineering, and Math \(STEM\) Occupations Poster](#)

Long-term occupational projections data was combined with STEM occupational classifications from O*NET and used to create a poster highlighting occupations in each of the eight identified STEM disciplines. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The poster can be found online at: <https://networks.nebraska.gov/gsipub/index.asp?docid=621>

[Career Ladder Posters](#)

The Career Ladder Posters are designed to educate individuals on possible career paths. The six posters correspond with the Career Clusters model adopted by NDE. The occupations in these posters are stratified by education level and provide expected wages. This tool is useful for jobseeker customers in making decisions as to what type of career they would like to pursue and can be used to assist students with career planning. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The posters can be found online at:

<https://networks.nebraska.gov/gsipub/index.asp?docid=417>

[Data Warehouse Participation](#)

Staff made contacts with Bellevue University, Nebraska Department of Correctional Services (NDCS) and the ETA Bureau of Apprenticeship and Training to participate in the WDQI warehouse and agreements have been signed and data provided. Agreements are in place with all community colleges and in process for all campuses of the University of Nebraska and NDE. The State College System, Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), the Nursing License Board, JTL Truck Driver Training, Veterans Affairs, P-16/20, and Vocational Rehabilitation have been contacted about participating in the warehouse.

[Legislative Performance Audit Office](#)

Staff met with a Performance Auditor with the Legislative Performance Audit Office to give an overview of the LMI website. The Performance Auditor met the LMI director at another meeting and wanted someone to present the data LMI produces. The office is trying to gather all resources that may be of help when they do performance audits.

[Population Growth/Talent Attraction](#)

In PY14 a new Governor took office and appointed a new NDOL Commissioner and a new Director for DED. Staff attended a meeting/brainstorming session regarding population growth/talent attraction. This meeting included representatives from NDOL and DED. The group came up with several ideas to help recruit and retain skilled workers in Nebraska. A creation of a website portal, a marketing campaign, community coordination, university-driven efforts, and international/immigration were the main categories of focus. This was part of a taskforce for the newly formed Growth Committee for the

Governor's office. This meeting was an opportunity for NDOL and DED to come together to discuss population growth and talent attraction in the state.

v. Activities undertaken to meet customer needs

State Workforce Investment Board (WIB)

LMI has continued to be incorporated into the State WIB meetings. WIG staff has been invited to update the Board on current labor market conditions and give project updates at full Board meetings. This gives the Board an opportunity to understand current trends in the state's labor market, as well as ask questions that help them to make more informed decisions. Topics presented included using NEworks, unemployment and labor force data, Current Employment Statistics (CES), projections, education completer data, Rapid Response, Labor Availability Survey and WDQI grant updates.

State and Local Workforce Investment Area Plans

Staff provided the Greater Lincoln and Greater Nebraska Workforce Investment areas with information for their 2014-2017 plan including current and projected trends of the local area economy, industries and occupations, workforce skills and knowledge individuals need to find current and future employment in the local area along with evidence these skills and knowledge are employer identified and necessary for economic growth; and characteristics of the local area population including those from racial, ethnic, linguistic groups, older persons and individuals with disabilities. Staff have provided updates as requested to the information provided.

The LMI portion of the Limited English Proficiency plan for Employment & Training was provided by WIG staff. It included maps and demographic information from the American Community Survey.

Provided E & T staff with Census, revenue and other data for the State Board's review of dislocated worker allocation factors. Staff also provided data and maps for high poverty areas for WIOA youth programs. LMI also provided data and maps for the discussion on WIOA regional composition.

LMI data was provided to update the Jobs for Veterans Act 5-year plan. Some of the data included was: H3 occupations, industry and occupational projections, the unemployment rate, and Census data.

Local Workforce Investment Board Presentations

In August, a WIG staff member gave a labor market update to the Greater Lincoln WIB Operations Committee.

Staff presented to the Greater Nebraska Workforce Investment Board at their meeting in Grand Island in October. General LMI information on Nebraska and the Greater Nebraska area of the state was presented. The WIB was also updated on current projects LMI has been working on such as the Labor Availability Study and the data warehouse.

Staff presented results of the Lincoln labor availability study to the GLWIB in February 2015. This presentation provided highlights of the survey of households in the Lincoln area including factors most important to those seeking jobs, willingness to commute, and barriers to finding a new job.

Staff presented data comparisons for consideration of upcoming WIOA area redesigns to the GLWIB in June 2015. This presentation gave an overview of the process LMI used to create new economic development regions after Nebraska gained a new MSA.

[Workforce Data Quality Initiative Grant](#)

Participated in a training from the contractor that built NDOL's data warehouse. This training was about using data in the data warehouse in conjunction with predicative analysis software. NDOL UI Benefits is investing in this type of software and LMI is interested in looking to use this software with workforce data.

[Labor Availability Study](#)

In PY14, WIG staff conducted a study to determine labor availability in the Lincoln and Omaha metro areas. The study was commissioned by DED. LMI was able to leverage the training and knowledge of the WIG staff in conducting surveys to obtain funding from DED to develop both the Labor Availability studies and the employer Workforce Needs studies. BOSR was contracted to help write the survey, determine sample sizes, print and mail the surveys, and do the data entry for completed surveys. DED contracted with WIG staff to help with survey development, defining survey areas, data cleaning and analysis, and writing of the final reports. This study was funded by DED, and thus helped to leverage WIG funding. A report for the Lincoln area was released in December 2014, a report featuring the Omaha area was released in January 2015, and a report regarding the combined Metro area of Lincoln and Omaha was released in June 2015. The final reports were well received and another labor availability study in the Scottsbluff area is currently in progress. These studies will help support the partnership between NDOL and DED, and also helped to establish a partnership with BOSR and NDOL.

[Omaha Labor Availability Study Presentation](#)

In January 2015, WIG staff presented the results of the Omaha Labor Availability Study to several members of the Omaha Chamber of Commerce. Members of the Chamber were especially interested in potential job seekers around the Omaha area and what they were looking for in a new job, as well as possible barriers to training and employment that may exist around the Omaha area. Additionally, the upcoming Omaha employer survey was discussed, specifically a partnership with Iowa to obtain mailing addresses for businesses in Council Bluffs.

[Greater Omaha Survey of Workforce Needs](#)

DED commissioned a study focusing on the workforce needs of employers in the greater Omaha area following a successful pilot study of the Lincoln area completed in the fall of 2014. This study focuses on employers' view of the Omaha area labor market and any skill or training gaps that were present in their workforce or applicant pool. The Greater Omaha survey questionnaire was redesigned by WIG staff with assistance from BBR and BOSR for compatibility with the Omaha Labor Availability study to further focus on the potential disconnect between workers and employers regarding worker skills and training gaps in the area. WIG staff designed and laid out the questionnaire, printed and mailed the surveys, and was responsible for all data entry and cleaning. This study was funded by DED and thus helped leverage WIG funding. This study also helped support a partnership between NDOL, DED, and UNL's BOSR and BBR.

BBR will produce the final report for the greater Omaha area in the fall of 2015. An additional Employer survey for the Scottsbluff area is currently in progress. Efforts to secure ongoing funding for future studies are currently underway.

[College Wage Match Graduate Outcomes Publications](#)

Results from the public postsecondary Graduate Outcomes project give a picture of recent graduates' earnings, industry employment, and work location. This publication also includes information about which fields of study produce graduates most likely to be employed in Nebraska, which fields of study produce the highest wages, in which Nebraska counties graduates are employed, and demographic characteristics of graduates.

The publication includes sections for all six of Nebraska's Community Colleges, all three State Colleges and two campuses in the University of Nebraska system. The information is used by career center case managers to assist people in making informed training decisions. The information is also used by Chambers of Commerce, economic developers and the institutions for program planning. The publication was completed in March 2015, but has not yet been published by the NDOL PIO office. Results of the research were made available to the participating schools. The Graduate Outcomes in Nebraska publications will be made available at <http://networks.nebraska.gov/gsipub/index.asp?docid=417>.

[Occupational Profiles](#)

The occupational profiles provide a career overview of an occupation in Nebraska. Each profile features general information about the occupation including knowledge, skills, and abilities from O*NET combined with EDS wages and the projected job outlook from long-term occupational projections. The profiles are also color coded to coordinate with NDE career cluster model of occupational classification. This project originated from request by local E & T staff for a handout to be given to high school students to accompany a talk by a professional in the field. They were well received and more occupations were added as requested through the grant year. There are now a total of 11 and can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

[Regional map project](#)

In PY13, Nebraska gained a third MSA, Grand Island. This prompted the reexamination of the economic regions used for collecting and analyzing LMI data. Grand Island was part of the Central region and removing these counties from this region altered the region's continuity.

The new economic region map was shared with other departments within our agency who also found the information valuable to their programs. In PY14 the data from this project was utilized by several groups including NDOL's E & T office in preparing for implementation of WIOA. A second project expanded on the original map by examining commuting patterns to and from our neighboring states. In addition, a staff member presented the original project at the annual LED conference in Washington DC in September and at a webinar sponsored by the Census LED program.

[PMP Product and Process Innovation Committee](#)

One WIG staff member serves on the PMP Product and Process Innovation Committee. This subcommittee focuses on technical matters related to projections outputs and the processes recommended by the PMP to develop said outputs. The goal of this committee is to provide guidance for states to create the highest quality and most relevant projections data for customers. Staff has participated in several

conference call meetings of this committee and volunteered to help test new functions of the projections software. Current topics of discussion include the possibility of stepping up the base year of projections to make the data more current and feedback on the methodology change by BLS for calculating replacement openings.

[Nebraska Career Tour Videos](#)

NDOL partnered with NDE and DED to create a series of career videos. Each video is classified by NDE career cluster model and includes interviews with employees and business representatives discussing works requirements, education levels, and salary and job prospects. Throughout the videos, a series of “pop-ups” appear containing LMI data such as EDS wages and projections data. The videos can be found online at <http://www.necareertours.com/>

[H3 – High Wage, High Demand, High Skill Occupations](#)

Last year, the process to update and redesign the H3 website was started. This site is designed to show high wage, high demand, and high skill (H3) occupations. The site was developed in partnership with NDE to show occupations with the top numbers of job openings from NEworks, EDS occupational wages, projections, educational programs, and licensing information. Reports by educational cluster, region of the state, and industry cluster can be viewed and downloaded. Over the past few years the site had not been updated or maintained due to limited funding. This past year more funding was secured to update the look and feel of the website in addition to the data and to accommodate the new economic regions. Updates included EDS wages, projections, training providers and program completers, and website text and FAQ’s. LMI staff, representatives from NDOL’s E & T and NDE worked with a group called The Attic who are part of the University of Nebraska at Omaha College of Information Science and Technology. This is a group made up of students and staff that have worked with a variety of groups to aid in website redesign. The new website is anticipated to go live in the fall of 2015. The H3 web site address is <http://h3.ne.gov/H3/>

[Science, Technology, Engineering, and Math \(STEM\) Occupations Poster](#)

Long-term occupational projections data was combined with STEM occupational classifications from O*NET and used to create a poster highlighting occupations in each of the eight identified STEM disciplines. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The poster can be found online at: <https://neworks.nebraska.gov/gsipub/index.asp?docid=621>

[Career Ladder Posters](#)

The Career Ladder Posters are designed to educate individuals on possible career paths. The six posters correspond with the Career Clusters model adopted by NDE. The occupations in these posters are stratified by education level and provide expected wages. This tool is useful for jobseeker customers in making decisions as to what type of career they would like to pursue and can be used to assist students with career planning. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The posters can be found online at: <https://neworks.nebraska.gov/gsipub/index.asp?docid=417>

[Presentations and Trainings](#)

When wages are used in presentations and publications the EDS wages are used. We have found that the business community is more receptive to the EDS OES wages because the data is more current than the

OES survey wage data. We feel that updated estimates are why the wage data is one of the leading data items requested from LMI.

In September, staff conducted an all-day training for new Vocational Rehabilitation counselors including NEworks, O*NET, NElearn, NAICS and Salary Relocation Calculator.

In August, WIG staff presented career planning resources at three Rapid Response sessions for a large layoff of mental health employees in the Lincoln Workforce Investment Area.

In April, staff presented labor market information resources to Bellevue University Master's in Public Administration students. This included; NEworks, ACInet, O*NET, and state of Nebraska employment.

In January, staff presented "Hot Jobs in Your Future" to approximately 200 high school students during a career fair at Midland University in Fremont.

In February, one WIG and one BLS staff member presented NEworks, career planning resources and job search hints to 23 visually impaired students and Commission for the Blind and Visually Impaired staff members.

In September 2014 one WIG staff member presented information on NEworks, career planning resources and job search tips to 5 visually impaired job seekers and 6 staff members from the Blind & Visually Impaired Commission in Omaha.

One staff member did an hour and a half training for NDOL Employment Services Reemployment Program (NEres) staff on LMI and using NEworks to find LMI data.

NDOL employees staffed a booth and the Nebraska School Counselor Academy conference held in Lincoln at the Holiday Inn Downtown. This two day conference was for school counselors throughout the state. The booth featured our career related products including the Career Ladder posters, the STEM poster, Occupational Profiles, Graduate Outcomes, and the Projections Publication. Staff from E & T also joined us at the booth and provided information on NEworks.

At the same conference one LMI staff member and one E & T staff member did a presentation titled "The Power of Partnerships: Education and Labor Tools for Students" that highlighted the many resources NDOL provides for educators and students.

Staff presented a training to E & T staff on using the Employer Profile and LMI data for Rapid Response events.

One LMI staff member was the presenter for a nationally broadcast webinar sponsored by the Census LED program and C2ER in March. The presentation was titled "Redefining Nebraska's Economic Regions" and focused on the process of developing new economic regions utilizing data from the LED OnTheMap program. About 124 people registered to attend from across the country. This same presentation was given at the Annual LED Conference held in September in Washington DC.

Several staff members attended the Nebraska ACT conference. We had a booth set up that featured LMI and DOL resources and publications. In addition, one staff member gave a presentation at the conference highlighting these resources.

One staff member presented at a teacher workshop on Aquaponics in South Sioux City on Green Jobs and STEM occupations. There were 24 attendees who teach on six different Native American Reservations in the area and came in from several states.

[Workforce Data Quality Initiative \(WDQI\) Grant](#)

The LMI administrator and supervisor provided a demonstration of the NDOL data warehouse that was developed using the WDQI grant. The presentation was for the Commissioner of Labor and the Governor’s Chief Operating Officer (COO). The warehouse contains the majority of data developed by the department. The demonstration centered on Labor’s ability to combine data in the warehouse to develop a variety of information. The presentation also showed how other data sets from outside agencies could be brought into the warehouse and create whole new data sets to provide information not available in the past. As a result of this presentation the COO wanted to see the warehouse again and ask more in-depth questions about information that could be developed. The data warehouse is built so that the data is easy to retrieve and several of his inquiries we were able to pull the data and provide him the answers while he watched. Other questions that were more involved we provided the next day. You could say we were providing “Real Time LMI”.

We were then asked by the COO to do the presentation for the newly appointed Director if Economic Development and some of her staff. This presentation was similar to the one provided to the COO. We went through a live demonstration of how we can pull data and have it come out in spreadsheet format with graphics. We took some questions from them and created some information on the fly while they watched.

[Presentation Database](#)

The number of attendees is tracked in the LMI presentation database along with the type of audience and number of sessions presented.

Presentations Given July 1, 2014 - June 30, 2015	Sessions	Attendees
Businesses	1	150
Case Manager	1	10
Economic Developer		
Job Seekers		
NDOL	3	66
Other	8	560
Other Government	2	260
Student	2	201
WIB	2	80
Total	19	1,327

[LMI Support of State Economic Development Initiatives \(Data Requests\)](#)

Labor Market Information staff has a good working relationship with WIB members, economic development entities, and career center managers. WIG staff has a comprehensive knowledge of LMI data

and fulfill many of the requests for information from these groups. WIG staff fulfilled 124 requests for data from career center managers and staff, constituting 100 hours of staff time.

WIG staff spent a total of 498 hours of staff time fulfilling 540 direct requests for data from businesses, chambers of commerce, economic developers, job seekers, legislators, media, NDOL career centers, other NDOL departments, non-profit organizations, other government agencies, private individuals, schools and colleges, students and state WIBs.

Data requests that come in by phone or email are tracked on a database that was designed by LMI. The database is updated manually, and therefore the figures below represent a lower boundary for a reasonable estimate of requests fulfilled. Information on data requests are recorded in the shared database. Over time, the number of phone/email requests has gone down and the number of Internet users has risen. This year, there was a 33% increase in the number of data requests and an 86% increase in staff time spent filling the data requests. Aggregate information from the request database is displayed below.

Type of Information Requested	Number
Affirmative Action	6
Benefits Report	3
Census	43
CES Employment	7
CES Wages	2
CPI/COLA	2
Commuting Patterns	5
Data Warehouse Query	3
Green Jobs	1
H3	34
Ind. Projections	28
Job Seeker Assistance	4
Labor Availability	9
LAUS/UI Rates	39
Laborforce/Workforce	36
LED	18
LM Regional Review	2
Layoffs/Rapid Response	1
Licensed and Cert.	1
Mass Layoffs	1
Minimum Wage	2
NAICS Code	52
Occ. Projections	52
OES Wages & Empl	108
ONET	10
Prevail./D-B Wages	1
Projections	8
QCEW Employment	66
QCEW Wages	42
Supply/Demand	11

Training Related	57
UI Stats / UI in Brief	24
Wage Match	32
Workforce Trends	1
Other	156
Website Assistance	
H3	6
LMI Site	18
Networks	54
Other Web	13
Total	958

vi. New tools and resources

Labor Availability Study

In PY14, WIG staff conducted a study to determine labor availability in the Lincoln and Omaha metro areas. The study was commissioned by DED. LMI was able to leverage the training and knowledge of the WIG staff in conducting surveys to obtain funding from DED to develop both the Labor Availability studies and the employer Workforce Needs studies. The BOSR was contracted to help write the survey, determine sample sizes, print and mail the surveys, and do the data entry for completed surveys. DED contracted with WIG staff to help with survey development, defining survey areas, data cleaning and analysis, and writing of the final reports. This study was funded by DED, and thus helped to leverage WIG funding. A report for the Lincoln area was released in December 2014, a report featuring the Omaha area was released in January 2015, and a report regarding the combined Metro area of Lincoln and Omaha was released in June 2015. The final reports were well received and another labor availability study in the Scottsbluff area is currently in progress. These studies will help support the partnership between NDOL and DED, and also helped to establish a partnership with the BOSR and NDOL.

Greater Omaha Survey of Workforce Needs

DED commissioned a study focusing on the workforce needs of employers in the greater Omaha area following a successful pilot study of the Lincoln area completed in the fall of 2014. This study focuses on employers' view of the Omaha area labor market and any skill or training gaps that were present in their workforce or applicant pool. The Greater Omaha survey questionnaire was redesigned by WIG staff with assistance from BBR and BOSR for compatibility with the Omaha Labor Availability study to further focus on the potential disconnect between workers and employers regarding worker skills and training gaps in the area. WIG staff designed and laid out the questionnaire, printed and mailed the surveys, and was responsible for all data entry and cleaning. This study was funded by DED and thus helped leverage WIG funding. This study also helped support a partnership between NDOL, DED, and UNL's BOSR and BBR.

BBR will produce the final report for the greater Omaha area in the fall of 2015. An additional Employer survey for the Scottsbluff area is currently in progress. Efforts to secure ongoing funding for future studies are currently underway.

[Workforce Data Quality Initiative \(WDQI\) rounds two and four grants](#)

During PY14 WDQI data warehouse had LMI data loaded, and staff are answering data requests from the warehouse. All community colleges, two public and one private university signed data sharing agreements to participate in the warehouse. Nebraska also obtained an agreement with ETA for the Apprenticeship data that is also included in the warehouse. Other data in the warehouse include the QCEW Enhanced Quarterly Unemployment Insurance file, Department of Motor Vehicles (DMV) matched to unemployment insurance wage records, EDS and OES wages, and unemployment insurance (UI) wage records and benefits. Nebraska's E & T files were added in PY14. A dashboard of college graduate information is in the draft stages and being shared with the institutions for comment. The round two grant ended June 30, 2015. The round four grant continues until June 30, 2017.

[Occupational Profiles](#)

The occupational profiles provide a career overview of an occupation in Nebraska. Each profile features general information about the occupation including knowledge, skills, and abilities from O*NET combined with EDS wages and the projected job outlook from long-term occupational projections. The profiles are also color coded to coordinate with NDE career cluster model of occupational classification. This project originated from request by local E & T staff for a handout to be given to high school students to accompany a talk by a professional in the field. They were well received and more occupations were added as requested through the grant year. There are now a total of 11 and can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

[Regional map project](#)

In PY13, Nebraska gained a third MSA, Grand Island. This prompted the reexamination of the economic regions used for collecting and analyzing LMI data. Grand Island was part of the Central region and removing these counties from this region altered the region's continuity.

The new economic region map was shared with other departments within our agency who also found the information valuable to their programs. In PY14 the data from this project was utilized by several groups including NDOL's E & T office in preparing for implementation of WIOA. A second project expanded on the original map by examining commuting patterns to and from our neighboring states. In addition, a staff member presented the original project at the annual LED conference in Washington DC in September and at a webinar sponsored by the Census LED program.

[Nebraska Career Tour Videos](#)

NDOL partnered with NDE and DED to create a series of career videos. Each video is classified by NDE career cluster model and includes interviews with employees and business representatives discussing works requirements, education levels, and salary and job prospects. Throughout the videos, a series of "pop-ups" appear containing LMI data such as EDS wages and projections data. The videos can be found online at <http://www.necareertours.com/>

vii. Efforts to create and support partnerships and collaborations

[Labor Availability Study](#)

In PY14, WIG staff conducted a study to determine labor availability in the Lincoln and Omaha metro areas. The study was commissioned by DED. LMI was able to leverage the training and knowledge of the WIG staff in conducting surveys to obtain funding from DED to develop both the Labor Availability

studies and the employer Workforce Needs studies. The BOSR was contracted to help write the survey, determine sample sizes, print and mail the surveys, and do the data entry for completed surveys. DED contracted with WIG staff to help with survey development, defining survey areas, data cleaning and analysis, and writing of the final reports. This study was funded by DED, and thus helped to leverage WIG funding. A report for the Lincoln area was released in December 2014, a report featuring the Omaha area was released in January 2015, and a report regarding the combined Metro area of Lincoln and Omaha was released in June 2015. The final reports were well received and another labor availability study in the Scottsbluff area is currently in progress. These studies will help support the partnership between NDOL and DED, and also helped to establish a partnership with the BOSR and NDOL.

[Greater Omaha Survey of Workforce Needs](#)

DED commissioned a study focusing on the workforce needs of employers in the greater Omaha area following a successful pilot study of the Lincoln area completed in the fall of 2014. This study focuses on employers' view of the Omaha area labor market and any skill or training gaps that were present in their workforce or applicant pool. The Greater Omaha survey questionnaire was redesigned by WIG staff with assistance from BBR and BOSR for compatibility with the Omaha Labor Availability study to further focus on the potential disconnect between workers and employers regarding worker skills and training gaps in the area. WIG staff designed and laid out the questionnaire, printed and mailed the surveys, and was responsible for all data entry and cleaning. This study was funded by DED and thus helped leverage WIG funding. This study also helped support a partnership between NDOL, DED, and UNL's BOSR and BBR.

BBR will produce the final report for the greater Omaha area in the fall of 2015. An additional Employer survey for the Scottsbluff area is currently in progress. Efforts to secure ongoing funding for future studies are currently underway.

[Nebraska Partner Council](#)

WIG staff are participating in the Nebraska Partner Council that was organized for the purpose of strengthening cross agency partnerships that focus on workforce solutions to ensure subpopulations are being afforded quality work opportunities and employers have a diverse and ready workforce. The Council includes all WIA/WIOA mandated partners as well as other interested agencies.

[Workforce Data Quality Initiative \(WDQI\) rounds two and four grants](#)

In June of 2012, Nebraska received a Workforce Data Quality Initiative (WDQI) round two grant. This grant was leveraged with an unemployment insurance data warehouse grant. The grant will enable WIG staff to track graduates of postsecondary institutions over time. WIG staff have coordinated with Nebraska Department of Education staff on including Adult Education, Career and Technical Education and Vocational Rehabilitation in the data warehouse. WIG staff are also working with the state SLDS team on methods to link the SLDS and WDQI data warehouses. Nebraska also included WIA, TAA, Wagner Peyser and Veterans program partners in the data warehouse in PY14. MOU's are in process for the whole University of Nebraska system and for data from NDE. A memorandum of understanding (MOU) was completed with ETA for the Registered Apprenticeship and that data is now included in the warehouse. Other partners being invited to participate in the warehouse include Temporary Assistance to Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), Native American WIA, Veterans Administration, and the Department of Correctional Services (NDCS). Nebraska is also

partnering with the National Bureau of Economic Research (NBER) for a study that they are conducting for the Susan Thompson Buffett Foundation. Two staff members attended the March SLDS/WDQI conference in Washington D.C. The round two grant ended June 2015.

On June 27, 2014 Nebraska received notice that NDOL had been awarded a round four WDQI grant. The grant was written by WIG staff in collaboration with SLDS staff. This round four grant will allow for continued coordination with the SLDS, expanding the number of partners in the data warehouse, producing additional reports and displaying college graduate outcomes in H3 and in the SLDS. NDE and NDOL signed a letter of commitment to work jointly on the SLDS and WDQI warehouses so that data can be linked and the MOU is in progress. A draft education and workforce dashboard was developed during PY14 and will be completed in the upcoming grant year. Information included in the dashboard includes the number of graduates working in NE and their wages by institution, field of study and degree. The round four grant continues until June 30, 2017.

[American Society for Training and Development](#)

The LMI Administrator is an ad hoc member of the Lincoln chapter of the American Society for Training and Development (ATD). The LMI Administrator provides them with labor market information resources and consults with them on their needs for new products and services. The LMI Administrator presented the results of the Lincoln Labor Availability Study and the Employer Survey of Workforce Needs at an ATD meeting that included the Mayor of Lincoln, NE, Lincoln Chamber of Commerce, and education and city leaders.

[University of Nebraska Medical Center](#)

The LMI Administrator attended meetings held by the UNMC, College of Public Health concerning Nurse Practitioners and Physician Assistants Workforce Data needs. These meetings centered on the need to identify the future needs of health professionals for emergency preparedness and formulation of health policies to support the recruitment and retention needs of Nebraska's cities and rural communities. These meetings have enabled dialog between LMI and the UNMC on data needs for their program efforts. These meetings also lead to a presentation given by the LMI Administrator to the Nebraska Nursing Association on the demands for nurses in Nebraska.

[Occupational Profiles](#)

The occupational profiles provide a career overview of an occupation in Nebraska. Each profile features general information about the occupation including knowledge, skills, and abilities from O*NET combined with EDS wages and the projected job outlook from long-term occupational projections. The profiles are also color coded to coordinate with NDE career cluster model of occupational classification. This project originated from request by local E & T staff for a handout to be given to high school students to accompany a talk by a professional in the field. They were well received and more occupations were added as requested through the grant year. There are now a total of 11 and can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

[PMP Product and Process Innovation Committee](#)

One WIG staff member serves on the PMP Product and Process Innovation Committee. This subcommittee focuses on technical matters related to projections outputs and the processes recommended by the PMP to develop said outputs. The goal of this committee is to provide guidance for states to create

the highest quality and most relevant projections data for customers. Staff has participated in several conference call meetings of this committee and volunteered to help test new functions of the projections software. Current topics of discussion include the possibility of stepping up the base year of projections to make the data more current and feedback on the methodology change by BLS for calculating replacement openings.

[Nebraska Career Tour Videos](#)

NDOL partnered with NDE and DED to create a series of career videos. Each video is classified by NDE career cluster model and includes interviews with employees and business representatives discussing works requirements, education levels, and salary and job prospects. Throughout the videos, a series of “pop-ups” appear containing LMI data such as EDS wages and projections data. The videos can be found online at <http://www.necareertours.com/>

[H3 – High Wage, High Demand, High Skill Occupations](#)

Last year, the process to update and redesign the H3 website was started. This site is designed to show high wage, high demand, and high skill (H3) occupations. The site was developed in partnership with NDE to show occupations with the top numbers of job openings from NEworks, EDS occupational wages, projections, educational programs, and licensing information. Reports by educational cluster, region of the state, and industry cluster can be viewed and downloaded. Over the past few years the site had not been updated or maintained due to limited funding. This past year more funding was secured to update the look and feel of the website in addition to the data and to accommodate the new economic regions. Updates included EDS wages, projections, training providers and program completers, and website text and FAQ’s. LMI staff, representatives from NDOL’s E & T and NDE worked with a group called The Attic who are part of the University of Nebraska at Omaha College of Information Science and Technology. This is a group made up of students and staff that have worked with a variety of groups to aid in website redesign. The new website is anticipated to go live in the fall of 2015. The H3 web site address is <http://h3.ne.gov/H3/>

[Social Media](#)

LMI generated content is frequently featured on NDOL social media accounts in order to encourage public discussion.

The Twitter account can be followed at http://twitter.com/NE_DOL. The Facebook is located at <https://www.facebook.com/Nebraska.DOL>. The YouTube page can found at <http://www.youtube.com/user/NEDeptOfLabor>.

[Science, Technology, Engineering, and Math \(STEM\) Occupations Poster](#)

Long-term occupational projections data was combined with STEM occupational classifications from O*NET and used to create a poster highlighting occupations in each of the eight identified STEM disciplines. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The poster can be found online at: <https://networks.nebraska.gov/gsipub/index.asp?docid=621>

[Career Ladder Posters](#)

The Career Ladder Posters are designed to educate individuals on possible career paths. The six posters correspond with the Career Clusters model adopted by NDE. The occupations in these posters are stratified by education level and provide expected wages. This tool is useful for jobseeker customers in

making decisions as to what type of career they would like to pursue and can be used to assist students with career planning. In order to provide the most recent possible wages, the EDS system is used to update the OES survey data. The posters can be found online at:

<https://networks.nebraska.gov/gsipub/index.asp?docid=417>

[NDOL Website Redesign](#)

One WIG staff member participated on a committee responsible for redesigning the NDOL website. This committee included participants from each area across the NDOL. This committee was responsible for collaborating with and assisting the Public Information Office with the redesign of the NDOL website, representing their departments and stakeholders that currently utilize their information across various programs. WIG staff assisted in generating content for the new website and provided suggestions and feedback to the committee on the general NDOL website and pages for specific program areas, including the LMI page. This project helped strengthen relationships between different departments within the NDOL and also the NDOL's and NDOL-LMI relationship with the public. The NDOL website can be found here: <http://dol.nebraska.gov>

[Corrections Visit](#)

In May 2015, nine LMI staff members toured the Nebraska State Penitentiary. NDCS was interested in participating in the WDQI warehouse to track former inmates into the workforce. The OES unit provides wage data for Cornhusker Industries. Corrections uses OES wages to develop pay scales for inmates.

viii. Activities to leverage LMI-WI funding

[Labor Availability Study](#)

In PY14, WIG staff conducted a study to determine labor availability in the Lincoln and Omaha metro areas. The study was commissioned by DED. LMI was able to leverage the training and knowledge of the WIG staff in conducting surveys to obtain funding from DED to develop both the Labor Availability studies and the employer Workforce Needs studies. The BOSR was contracted to help write the survey, determine sample sizes, print and mail the surveys, and do the data entry for completed surveys. DED contracted with WIG staff to help with survey development, defining survey areas, data cleaning and analysis, and writing of the final reports. This study was funded by DED, and thus helped to leverage WIG funding. A report for the Lincoln area was released in December 2014, a report featuring the Omaha area was released in January 2015, and a report regarding the combined Metro area of Lincoln and Omaha was released in June 2015. The final reports were well received and another labor availability study in the Scottsbluff area is currently in progress. These studies will help support the partnership between NDOL and DED, and also helped to establish a partnership with the BOSR and NDOL.

[Greater Omaha Survey of Workforce Needs](#)

DED commissioned a study focusing on the workforce needs of employers in the greater Omaha area following a successful pilot study of the Lincoln area completed in the fall of 2014. This study focuses on employers' view of the Omaha area labor market and any skill or training gaps that were present in their workforce or applicant pool. The Greater Omaha survey questionnaire was redesigned by WIG staff with assistance from BBR and BOSR for compatibility with the Omaha Labor Availability study to further focus on the potential disconnect between workers and employers regarding worker skills and training gaps in the area. WIG staff designed and laid out the questionnaire, printed and mailed the surveys, and was responsible for all data entry and cleaning. This study was funded by DED and thus

helped leverage WIG funding. This study also helped support a partnership between NDOL, DED, and UNL's BOSR and BBR.

BBR will produce the final report for the greater Omaha area in the fall of 2015. An additional Employer survey for the Scottsbluff area is currently in progress. Efforts to secure ongoing funding for future studies are currently underway.

[Workforce Data Quality Initiative \(WDQI\) rounds two and four grants](#)

The Workforce Data Quality Initiative (WDQI) round two and four grants are enabling LMI to leverage workforce information funding with WDQI grant funds. The WDQI grants leveraged unemployment insurance grant money for the initial development of the warehouse. Graduate outcomes will be expanded to track graduates over time and to display the data on an interactive dashboard and on the H3 website. Additional research and reports will be able to be produced from the new partner data in the warehouse.

[H2A Wage Survey](#)

WIG staff conducted two surveys of temporary/seasonal agricultural workers to determine prevailing wage figures for the H2A foreign workers program. This survey was conducted on behalf of the Foreign Labor Certification Board on a fee-for-service basis. The first survey, conducted in the fall of 2014, was sent by mail to 407 employers to assess the standard wage and benefits offered to temporary and seasonal agricultural employees. The second survey, conducted in the spring of 2015, focused on custom combine related activities. It was also conducted by mail and was sent to 47 employers. Results were sent to the Foreign Labor Certification Board.

[H3 – High Wage, High Demand, High Skill Occupations](#)

Last year, the process to update and redesign the H3 website was started. This site is designed to show H3 occupations. The site was developed in partnership with NDE to show occupations with the top numbers of job openings from NEworks, EDS occupational wages, projections, educational programs, and licensing information. Reports by educational cluster, region of the state, and industry cluster can be viewed and downloaded. Over the past few years the site had not been updated or maintained due to limited funding. This past year more funding was secured to update the look and feel of the website in addition to the data and to accommodate the new economic regions. Updates included EDS wages, projections, training providers and program completers, and website text and FAQ's. LMI staff, representatives from NDOL's E & T and NDE worked with a group called The Attic who are part of the University of Nebraska at Omaha College of Information Science and Technology. This is a group made up of students and staff that have worked with a variety of groups to aid in website redesign. The new website is anticipated to go live in the fall of 2015. The H3 web site address is <http://h3.ne.gov/H3/>

[ix. Recommendations to ETA for changes and improvements to WIGS requirements](#)

Change two year projections to five year projections. This is something requested by our customers. The new WIOA calls for more labor market information to be used in the planning process and in working with clients. Nebraska recommends the National and Regional offices become more knowledgeable about labor market information at the state level. There will be a lot of emphasis placed on the plan, performance reporting, and other aspects of the WIOA. ETA National and Regional staff should pay attention to and work with state LMI Offices to identify best practices and coordinate efforts to assist

states in meeting the demands for LMI. Continued support for the Projections Managing Partnership (PMP), Analyst Resource Center (ARC) and Estimates Delivery System (EDS) is vital for states to meet the requirements of WIOA. ETA has taken steps in the PY 2014 WIG to place emphasis on EDS' role in the LMI system. Nebraska recommends that ETA place emphasis on the importance of these programs by setting up ongoing appropriations within ETA to fund them. This would allow for long range planning and development to improve the important information these systems support for the WIOA.

There are a few fields in the WID that contain titles such as degree programs, occupation titles and industry titles. The field lengths in the WID are too short to accommodate the titles so it is necessary to truncate them. The truncated titles may not be understood another alternative is to manually try to abbreviate words in the titles and still maintain their meaning. Abbreviating the titles is time consuming and Nebraska's recommendation is to lengthen the title fields in the WID.