



Workforce Information Grant Report

Plan Year 2015

NEBRASKA

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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.

PY15 Workforce Information Grant Staff

At the beginning of PY15, there were five permanent staff on the WIG team: four Research Analysts and a Research Supervisor. One Research Analyst split time between WIG, Workforce Innovation and Opportunity Act (WIOA) and Workforce Data Quality Initiative (WDQI) activities. One Research Analyst left the unit in the first quarter of the program year. One new analyst was 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 PY15:

In August 2015, five WIG staff members attended the Nebraska State Data Center conference sponsored by the UNO Center for Public Affairs Research. This conference focuses on workforce and socio-economic data, Census updates, population trends, and other relevant information.

Two WIG staff attended a two day training in Omaha on April 19th and 20th hosted by Catch Intelligence. This training was provided in order to become proficient in using Web Intelligence software. This software is the main portal to access the data warehouse that has been created for NDOL.

One staff member attended the Council for Community and Economic Research (C2ER) Basic LMI Analyst Training Course in April in Sacramento, California. 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.

One staff member attended the C2ER Foundations of Applied Economic Development Research training in March in Norfolk, VA. This course covered research methods used to support state and regional economic development strategies. Topics covered included regional and national data sources, measuring regional specialization and diversity, the application and limitations of economic base models, and the estimating of regional base multipliers. Other topics pertaining to business and regional economic development were also covered, such as competitive market intelligence, site selection, and cluster analysis.

One LMI and two Statewide Longitudinal Data Systems (SLDS) staff members attended the SLDS/WDQI conference in Washington DC in February 2016. WDQI and SLDS staff are working together to track secondary career and technical education graduates into the workforce using DMV data in the warehouse to obtain SSNs to match to the wage file.

One staff member attended the National Correctional Industries Association (NCIA) conference in Pittsburgh and presented information from a collaboration between the Nebraska departments of Labor and Corrections. The presentation highlighted data from Nebraska's data warehouse that showed inmates with more intensive job training during incarceration tended to have better employment outcomes upon their release from prison.

One staff member attended the Projections Managing Partnership (PMP) Summit in June in Minneapolis, MN. 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. In addition to the two day conference a one day projections training was provided and attended by one staff member. During the summit there was also a discussion about the three main committees. One Nebraska staff member serves on the Product and Process Innovation Committee and decided to also join the Training Committee.

Three WIG staff members attended the C2ER Annual Conference & LMI Institute Annual Forum in June in Minneapolis, Minnesota. One staff member presented at the conference for a session titled "Workforce Innovation and Opportunity Act-Part II, Matching Skills and Jobs". This presentation focused on research tips and techniques for analyzing worker skills and other data from Nebraska's household labor availability study and employer needs surveys. The conference had plenary sessions on regional socioeconomic statistics and building a globally competitive region. Other highlights of the conference included breakout sessions on creating regional economic dashboards and a downtown Minneapolis tour highlighting private-public partnerships.

One staff member attended the LED Partnership Workshop in Washington, DC in March. 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, noteworthy developments at the Census Bureau, computer trainings including OnTheMap, LED in Action, and Quarterly Workforce Indicator (QWI) concepts and QWI Explorer.

One staff member attended the Geographic Solutions annual conference in Orlando, FL. Nebraska uses this web-based software system (NEworks) 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 May the State of Nebraska began offering online trainings from Lynda.com, several staff completed online training in a variety of topics including:

- “Excel Data Analysis: Forecasting”
- “Excel 2013: Pivot Tables in Depth”
- “Access 2013 Essential Training”
- “Up and Running with ArcGIS”
- “Excel 2013: Macros in Depth”
- “Up and Running with VBA in Excel”

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

- *July 2015*
 - “WIOA/TANF” sponsored by the National Skills Coalition.
 - “Competency Model Clearinghouse Models, Tools, and Resources” sponsored by C2ER
- *Sept 2015*
 - “Dynamic Mapping of Job and Labor Access for the New York Metropolitan Region”
 - Staff attended a webinar sponsored by the Projections Managing Partnership about upcoming changes to the LEWIS system. Staff from the OES unit also attended.
- *Oct 2015*
 - “College Scorecard”
 - “Using LEHD Data to Analyze Economic Development Districts” sponsored by C2ER and the Census.
- *Nov 2015*
 - “State Policies to Support Sector Partnerships” sponsored by the National Skills Coalition
 - “Using Real-Time Data to Help Define WIOA In-Demand Occupations and Industries” sponsored by C2ER
 - Webinar presented by the U.S. Census Bureau on the release of the 2014 American Community Survey 5-Year statistics
 - Public Data University 301 Webinar: “Production, Uses and Access to State and Local Population Projections” sponsored by Association of Public Data Users
- *Dec 2015*
 - Job-to-Job (J2J): “An Introduction to Using the Data” sponsored by C2ER and the Census
 - Webinar sponsored by the University Of Nebraska-Lincoln (UNL) Bureau Of Business Research (BBR) about their three-year forecast data for the Nebraska Economy
- *Feb 2016*
 - “The Spatial Structure of American Employment” sponsored by LED
 - “Behind the Screens Decision-Making: Investing Wisely in Data Visualization” sponsored by C2ER
 - “Introducing the inaugural Nebraska Consumer Confidence Survey Report” sponsored by the UNL Bureau of Business Research
- *Mar 2016*
 - “Improving Higher Education Program Alignment with Manufacturing Partners - Common Performance Based Objectives (PBOs)”
 - Data Assistant training- Geo Sol hosted an Advanced Data Assistance webinar training

- *April 2016*
 - “Using American Community Survey (ACS) Estimates and Margins of Error” sponsored by the Census. This webinar explained margins of error and why they are important.
 - Staff attended a webinar titled “External Collaboration on Workforce Data” about how states are successfully turning to outside subject matter experts and data scientists to conduct analysis, all while controlling costs and maintaining privacy.
 - Census LED program titled “If You Build It Will They Come? Examining Urban Economic Growth and Development from Sports Stadiums and Arenas”
 - “Broadening the Selection of Skills Reports in Report Manager” sponsored by the Projections Managing Partnership.
- *May 2016*
 - WDQI workgroup on data visualization and accessibility.
 - “Making the “Gig Economy” a Tool for Economic Development” sponsored by C2ER
 - “How to Use ACS Geodatabase Files and ArcMap” sponsored by the Census.
 - “NASWA Performance Measurement Workgroup” webinar.
 - “Visualizing Data to Improve Workforce Development Collaboration”
 - “Value of Apprenticeship Data” sponsored by the National Skills Coalition and the Workforce Data Quality Campaign.
- *Jun 2016*
 - “Visualizing Job to Job Flows” sponsored by C2ER and the Census

PY15 Workforce Information Grant Deliverables

The following pages report a brief review, by deliverable, of work completed during PY2015.

[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>. In PY 15 the NEworks website was converted to use version 2.6.1 of the WID.

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-Deprecated in WID 2.6, but populated to work with our website
Industry	Data	Y	Nebraska Industries – includes data from the Quarterly Census of Employment and Wages (QCEW) program
Iomatrix	Data	Y	Nebraska Projections-Required for WID 2.6, Nebraska has always populated this table
Labforce	Data	Y	1948-present
Licauth	Data	Y	Occupational License ID Directory
Lichist	Data	Y	Occupational Licenses issued in Nebraska
License	Data	Y	Occupational Licenses in Nebraska
Licxocc	Crosswalk	Y	Occupational Licenses by Occupation
Matxind	Crosswalk	N	Crosswalks MicroMatrix industry codes to other industry codes such as NAICS or SIC-New in WID 2.6, *see note
Matxocc	Crosswalk	N	Crosswalks MicroMatrix occupation codes to other occupation codes such as SOC or OES-New in WID 2.6, *see note
Occprj	Data	Y	Occupational Level projections statewide-Deprecated in WID 2.6, but populated to work with our website
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	Y	This table contains information about program completers
Supply	Data	Y	Completer data for all occupational training providers in the state

*We are working with our website vendor to update the new matxind and matxocc WID 2.6 tables and continue to populate the projections tables from the WID 2.5 structure. These new tables have been created, but not loaded at this time due to constraints on our current website.

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.

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. The next update is scheduled for PY16.

Industry and Occupational Projections

In PY15, short-term (2015-2017) industry and occupational projections were produced for the Nebraska Statewide region and nine sub-state areas. Long-term industry and occupational projections (2014-2024) were produced for the Nebraska Statewide and nine sub-state areas.

Industry Projections

Short-term (2015-2017) industry projections were completed in February 2016. 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 (2014-2024) industry projections were completed in June 2016 for Nebraska Statewide and nine sub-state areas. 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. 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 (2015-2017) occupational projections were completed in February 2016 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 (2014-2024) Nebraska Statewide occupational projections were completed in June 2016 for Nebraska Statewide and the nine sub-state areas. 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 utilized 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.

[Annual Economic Analysis and Other Reports](#)

Labor Market Regional Review

The Labor Market Statewide Regional Review was completed in June 2016 and published to the web. The Regional Review contains a variety labor market data for the state. 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://networks.nebraska.gov/gsipub/index.asp?docid=417>.

Labor Availability Studies

The Nebraska Department of Labor has received ongoing funding from the legislature to collect, analyze, and disseminate labor availability information. LB1110 was passed in the spring of 2016 and states that each fiscal year three areas in Nebraska will be provided with labor availability reports based on surveys sent to households and businesses and a skills gap report utilizing the results of the surveys. The publications can be viewed or downloaded at <https://networks.nebraska.gov/gsipub/index.asp?docid=802>.

Household Survey

In PY15, WIG staff conducted a study to determine labor availability in the Scottsbluff area. 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 Scottsbluff area was released in June 2016. The final report was well received and another labor availability study in the central Nebraska 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.

Employer Survey

DED commissioned a study focusing on the workforce needs of employers in the greater Scottsbluff area. This study focuses on employers' view of the Scottsbluff area labor market and any skill or training gaps that were present in their workforce or applicant pool. The Scottsbluff employer survey questionnaire was designed by WIG staff with assistance from the University of Nebraska's Bureau of Business Research (BBR) and BOSR for compatibility with the Scottsbluff household survey questionnaire 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. LB 1110 was passed in spring 2016 by the Nebraska legislature to ensure ongoing funding for subsequent labor availability studies.

Skills Gap Report

NDOL partnered with UNL's BBR to create a skills gap reports utilizing the data collected in the Scottsbluff household and employer labor availability surveys. WIG staff delivered the data and BBR produced the report.

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

Results from the public colleges and the University, private four-year colleges and universities and private postsecondary career school Graduate Outcomes project give a picture of recent graduates' earnings, industry employment, and work location and earnings over time. This data 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 data includes sections for most of Nebraska's Community Colleges, and some other schools. The information could be used by career center case managers to assist people in making informed training decisions. The information could also be used by Chambers of Commerce, economic developers and the institutions for program planning. PY 15 is the first year that the graduate outcomes data was produced using the Nebraska Longitudinal Data System, funded by the WDQI grant. Due to this new process, we are currently redesigning the Graduate Outcomes publication. 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>.

Licensed Occupations in Nebraska

In addition to providing the updated licensing files to the National Crosswalk Service Center, a publication containing the licensing information will be prepared for release in June 2017. This publication includes occupational descriptions, licensing and certification requirements, contact information, fee information, renewal information and licensing statistics. This publication is 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 will be updated with 2014-2024 projections data in PY16 and 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 Nebraska Departments of Education (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 will be updated with 2014-2024 projections data in PY16 and can be found online at: <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

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 ATD group has continued to do some localized studies with businesses around Lincoln Nebraska and LMI has provided input on further surveys that they have conducted with businesses for specific occupations.

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 26 and can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

Nebraska Career Tour Videos

NDOL partnered with 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

In PY 2014, 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. In PY 2014 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. These updates took place in PY 2015. 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 went live in December of 2015. The H3 web site address is <http://h3.ne.gov/H3/>. WIG staff have also provided the data in the NEworks data download center located here <https://neworks.nebraska.gov/gsipub/index.asp?docid=433>.

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 will be updated with 2014-2024 projections data in PY16 and can be found online at: <https://neworks.nebraska.gov/gsipub/index.asp?docid=621>.

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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 Departments 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 will be updated with 2014-2024 projections data in PY16 and can be found online at: <https://neworks.nebraska.gov/gsipub/index.asp?docid=417>.

Data Warehouse Participation

The data contained in the warehouse comes from a consultation process with each partner to build a universe that will meet their and LMI's individual reporting needs. The WDQI data warehouse includes one campus of the University, five private non-profit 4-year colleges and universities and seven private postsecondary career schools. Agreements and data are in place with all six community colleges and two in Iowa. Other partners in the warehouse include the Bureau of Apprenticeship and Trainings database,

Department of Motor Vehicles data, Adult Basic Education, Dept. of Corrections and Native American WIOA. LMI partners with the SLDS team to track Career and Technical Education graduates into the workforce. Partners with contacts or agreements in progress include: Peru State College, Temporary Assistance for Needy Families (TANF); Supplemental Nutrition Assistance Program (SNAP); Veterans Affairs; Goodwill Omaha; Dept. of Economic Development InternNE; Vocational Rehabilitation; Nebraska Commission for the Blind and Visually Impaired and an all University of Nebraska agreement. LMI is partnering with the Legislative Audit Committee to follow up on the outcomes of Dept. of Economic Development incentive programs. The education data in the warehouse is also being used for WIOA eligible training provider performance information.

Legislative Performance Audit Office

Staff have worked extensively with the Legislative Performance Audit Office to provide data from the data warehouse to analyze the effects of the Nebraska Advantage tax incentive program on Nebraska businesses and the Nebraska economy. Data provided include employment counts, wage information, length of time employed, sector data, county data, million dollar earners, above sector and county average earners, among other information. The Nebraska Department of Revenue was also involved in this project as well.

[Activities Undertaken to Meet Customer Needs](#)

Health and Human Services Senior Plan

Staff worked on updating data for the senior plan for Health and Human Services (HHS). Examples of updated data provided include: entry wages for top 10 occupations for postsecondary non-degree award education level, population estimates of those age 55 and older in Nebraska, number and coverage area of Nebraska farms, estimated number of those over 55 and over 65 years of age with incomes below poverty level, minority population estimates, and rural and urban population estimates.

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.

Graduate Outcomes

PY 15 is the first year that the graduate outcomes data was produced using the Nebraska Longitudinal Data System, funded by the WDQI grant. Due to this new process, we are currently redesigning the Graduate Outcomes publication, however the results of the research were made available to the participating schools.

Career Center Data Requests

In PY15, LMI analysts filled 75 distinct data requests made by career centers. These data requests took an average of 60 minutes each to complete.

Labor Availability Studies

The Nebraska Department of Labor has received ongoing funding from the legislature to collect, analyze, and disseminate labor availability information. LB1110 was passed in the spring of 2016 and states that each fiscal year three areas in Nebraska will be provided with labor availability reports based on surveys sent to households and businesses and a skills gap report utilizing the results of the surveys. The publications can be viewed or downloaded at <https://networks.nebraska.gov/gsipub/index.asp?docid=802>.

Labor Availability - Household Survey

In PY15, WIG staff conducted a study to determine labor availability in the Scottsbluff area. 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 Scottsbluff area was released in June 2016. The final report was well received and another labor availability study in the central Nebraska 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.

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DED commissioned a study focusing on the workforce needs of employers in the greater Scottsbluff area. This study focuses on employers' view of the Scottsbluff area labor market and any skill or training gaps that were present in their workforce or applicant pool. The Scottsbluff employer survey questionnaire was designed by WIG staff with assistance from the University of Nebraska's Bureau of Business Research (BBR) and BOSR for compatibility with the Scottsbluff household survey questionnaire 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. LB 1110 was passed in spring 2016 by the Nebraska legislature to ensure ongoing funding for subsequent labor availability studies.

Labor Availability - Skills Gap Report

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Scottsbluff Labor Availability Study Presentation

In June 2016, WIG staff presented the results of the Scottsbluff Labor Availability Study to members of the Scottsbluff community and members of Western Nebraska Community College. Members of the community were especially interested in potential job seekers around the Scottsbluff 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 Scottsbluff area.

June 2016 LMI Director presented the findings of the Scottsbluff Labor Availability Study to the Nebraska Workforce Development Board. This meeting also included a presentation of LB 1110 by Senator Mello. LB 1110 is the state bill that mirrors the federal WIOA legislation. The bill also established the requirement to do Labor Availability studies and established funding to accomplish them.

College Wage Match Graduate Outcomes Publications

Results from the public colleges and the University, private four-year colleges and universities and private postsecondary career school Graduate Outcomes project give a picture of recent graduates' earnings, industry employment, and work location and earnings over time. This data 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.

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Occupational Profiles

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“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

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Career Ladder Posters

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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 trained 25 new Goodwill WIOA case managers at a session in Omaha. Subjects included H3, data warehouse dashboard, career ladder and STEM posters, occupational profiles, NELearn, graduate outcomes, Occupational Outlook Handbook and My Next Move.

In September staff presented career information and other data to several high school classes in Ralston, Nebraska.

In October, staff presented basic LMI, H3, projections, wages, graduate outcomes to Employment and Training re-employment services case managers and staff.

In October one staff member presented an overview of LMI resources to four staff members in the Legislative Audit Office.

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 March, one staff member presented “Hot jobs in Nebraska” at the Education Quest College Access Symposium. Topics covered included H3, graduate outcomes, labor availability, STEM, career ladder posters, Career Outlook and Reality Check.

In March, one staff member presented “Career Planning Resources – What’s New from LMI?” at the AQuESTT “Continuing to Improve with Data” conference for school counselors and career and technical education educators. H3, graduate outcomes, labor availability, STEM, career ladder posters, Career Outlook and Reality Check were covered in the breakout session.

In June, one staff member presented at the C2ER Annual Conference & LMI Institute Annual Forum in Minneapolis, Minnesota for a session titled “Workforce Innovation and Opportunity Act-Part II, Matching Skills and Jobs”. This presentation focused on research tips and techniques for analyzing worker skills and other data from Nebraska’s household labor availability study and employer needs surveys.

In June, staff presented Panhandle Labor Availability data to several groups in Scottsbluff, Nebraska. Topics covered include the household labor study, employer needs survey, and skill gaps studies, as well as recommendations and question and answer sessions with a local community college board.

In June, staff traveled to several career centers across the state including Scottsbluff, North Platte, and Grand Island to present various labor market information data, provide training to local staff on accessing and utilizing LMI data, and labor availability study information.

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

One staff member attended the National Correctional Industries Association (NCIA) conference in Pittsburgh and presented information from a collaboration between the Nebraska departments of Labor and Corrections. The presentation highlighted data from Nebraska’s data warehouse that showed inmates with more intensive job training during incarceration tended to have better employment outcomes upon their release from prison.

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 of 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, 2015 - June 30, 2016	Sessions	Attendees
Businesses	2	30
Case Manager	4	170
NDOL	3	18
Other	2	54
Other Government	5	695
Student	2	209
WIB	1	50
Total	19	1226

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	3
Benefits Report	3
Census	33
CES Employment	13
CES Wages	11
CPI/COLA	3
Commuting Patterns	6
Data Warehouse Query	22
DMV	1
Green Jobs	1
H3	29
Ind. Projections	13
Job Seeker Assistance	6
Labor Availability	21
LAUS/UI Rates	35
Laborforce/Workforce	27
LED	20
Licensed and Cert.	2
Minimum Wage	3

Minorities	3
NAICS Code	3
New Hires	1
Occ. Projections	28
OES Wages & Empl	85
ONET	8
Prevail./D-B Wages	2
Projections	5
QCEW Employment	49
QCEW Wages	32
Supply/Demand	9
Training Related	11
UI Stats / UI in Brief	31
Wage Match	14
Other	132
Website Assistance	
LMI Site	3
Networks	47
Other Web	5
Total	720

Request Source	Count	Minutes	Hours
Businesses	54	3,012	50.2
Chamber of Commerce	7	320	5.3
DED-EQUI Agreement	2	30	0.5
Economic Developer	26	2,640	44.0
Job Seeker	2	135	2.3
Legislative	9	525	8.8
Media	16	2,380	39.7
NDOL Career Center	85	5,715	95.3
NDOL Commissioner	28	3,208	53.5
NDOL Other	81	13,436	223.9
Non-Profit	13	1,785	29.8
Other Government	75	15,390	256.5
Other Private Individual	20	472	7.9
School/College	36	2,990	49.8
Student	6	195	3.3
WIB	1	120	2.0
Total	461	52,353	872.55

Delivery Method	Count
E-mail	420
Hand Delivered	7
Mail	5
Phone	33
Referred to Career Center	3
Referred to LMI Website	2
Referred to other website	5
Total*	475

*This total will not match Type Requested

[New Tools and Resources](#)

Labor Availability Studies

The Nebraska Department of Labor has received ongoing funding from the legislature to collect, analyze, and disseminate labor availability information. LB1110 was passed in the spring of 2016 and states that each fiscal year three areas in Nebraska will be provided with labor availability reports based on surveys sent to households and businesses and a skills gap report utilizing the results of the surveys. The publications can be viewed or downloaded at <https://networks.nebraska.gov/gsipub/index.asp?docid=802>.

Labor Availability - Household Survey

In PY15, WIG staff conducted a study to determine labor availability in the Scottsbluff area. 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 Scottsbluff area was released in June 2016. The final report was well received and another labor availability study in the central Nebraska 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.

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designed by WIG staff with assistance from the University of Nebraska's Bureau of Business Research (BBR) and BOSR for compatibility with the Scottsbluff household survey questionnaire 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. LB 1110 was passed in spring 2016 by the Nebraska legislature to ensure ongoing funding for subsequent labor availability studies.

Labor Availability - Skills Gap Report

NDOL partnered with UNL's BBR to create a skills gap reports utilizing the data collected in the Scottsbluff household and employer labor availability surveys. WIG staff delivered the data and BBR produced the report.

Workforce Data Quality Initiative (WDQI) rounds two and four grants

During PY15 WDQI data warehouse had more data loaded, and staff are answering data requests from the warehouse. The WDQI data warehouse includes one campus of the University, five private non-profit 4-year colleges and universities and seven private postsecondary career schools. Agreements and data are in place with all six community colleges and two in Iowa. Other partners in the warehouse include the Bureau of Apprenticeship and Trainings database, Department of Motor Vehicles data, Adult Basic Education, Dept. of Corrections and Native American WIOA. LMI partners with the SLDS team to track Career and Technical Education graduates into the workforce. Partners with contacts or agreements in progress include: Peru State College, Temporary Assistance for Needy Families (TANF); Supplemental Nutrition Assistance Program (SNAP); Veterans Affairs; Goodwill Omaha; Dept. of Economic Development InternNE; Vocational Rehabilitation; Nebraska Commission for the Blind and Visually Impaired and an all University of Nebraska agreement. LMI is partnering with the Legislative Audit Committee to follow up on the outcomes of Dept. of Economic Development incentive programs. The education data in the warehouse is also being used for WIOA eligible training provider performance information. A dashboard of college graduate information was nearly ready to publish at the end of PY15. The round two grant ended June 30, 2015. The round four grant funds will likely be expended by the end of December 2016.

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 26 and can be found online at <https://networks.nebraska.gov/gsipub/index.asp?docid=417>.

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Efforts to Create and Support Partnerships and Collaborations

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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 WIOA mandated partners as well as other interested agencies.

Nebraska ACT Council

One staff member serves as the workforce agency representative and the state ACT Council. This group consists of education and workforce professionals who share ideas, best practices, and concerns from our areas concerning education. In addition, this council has been an excellent place to distribute information about the career resources created in our office.

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 that leveraged with an existing unemployment insurance grant. 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 grant was leveraged on to an existing unemployment insurance data warehouse grant. The round four grant allowed for continued coordination with the SLDS and expanding the number of partners in the data warehouse, producing additional reports.

The grant enables WIG staff to track graduates of postsecondary institutions and other partner participants over time. The data contained in the warehouse comes from a consultation process with each partner to build a universe that will meet their and LMI's individual reporting needs. The WDQI data warehouse includes one campus of the University, five private non-profit 4-year colleges and universities and seven private postsecondary career schools. Agreements and data are in place with all six community colleges and two in Iowa. Other partners in the warehouse include the Bureau of Apprenticeship and Trainings database, Department of Motor Vehicles data, Adult Basic Education, Dept. of Corrections and Native American WIOA. LMI partners with the SLDS team to track Career and Technical Education graduates into the workforce. Partners with contacts or agreements in progress include: Peru State College, Temporary Assistance for Needy Families (TANF); Supplemental Nutrition Assistance Program (SNAP); Veterans Affairs; Goodwill Omaha; Dept. of Economic Development InternNE; Vocational Rehabilitation; Nebraska Commission for the Blind and Visually Impaired and an all University of Nebraska agreement. LMI is partnering with the Legislative Audit Committee to follow up on the outcomes of Dept. of Economic Development incentive programs. The education data in the warehouse is also being used for WIOA eligible training provider performance information.

NDE and NDOL have an MOU to work jointly on the SLDS and WDQI warehouses so that data can be linked. NDE and NDOL conducted a pilot using Career and Technical Education graduates to track them

into the workforce. Postsecondary completers with SSNs were provided to NDOL and run through a DMV match to obtain SSNs. The matches were compared to the provided SSNs to determine a match rate and whether it is a viable option to use with secondary graduates that have no SSNs available to match. There is about an 80% match rate between the wage file and DMV and an 80% match rate between DMV and education graduates.

A draft education and workforce dashboard was developed during PY15 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 funding will probably be expended by the end of calendar year 2016.

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 ATD group has continued to do some localized studies with businesses around Lincoln Nebraska and LMI has provided input on further surveys that they have conducted with businesses for specific occupations.

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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>.

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[Activities to Leverage LMI-WI Funding](#)

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used to provide performance information for the WIOA eligible training provider list and multiple TAACCCT grants.

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 2015, 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 2016, focused on custom combine related activities. It was also conducted by mail and was sent to 62 employers. Results were sent to the Foreign Labor Certification Board.

H3 – High Wage, High Demand, High Skill Occupations

In PY 2014, 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. In PY 2014 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. These updates took place in PY 2015. 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 went live in December of 2015. The H3 web site address is <http://h3.ne.gov/H3/>. WIG staff have also provided the data in the NEworks data download center located here <https://neworks.nebraska.gov/gsipub/index.asp?docid=433>.

[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.

Nebraska recommends adding language that refers to states that LMI Offices are/were leads on the WDQI grants the importance of expanding the uses of the longitudinal data systems to provide information for WIOA. These systems provide a lot of opportunity to develop information for WIOA Boards, WIOA customers and assist in the improvement of performance reporting. LMI Offices are in a unique position to understand the working of UI Wage Records, UI Benefits data, Employment and Training data, LMI data and be able to provide accurate information for the WIOA partners and system. ETA should add funds to the WIG to help expand the development of this type of information.