

Nebraska Workforce Information Grant Report

PY 2021

Introduction & Background Information

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

I. PY21 Workforce Information Grant Staff

In PY21, there were six permanent staff on the WIG team: five research analysts and a research supervisor. Throughout the year, research analysts from the Bureau of Labor Statistics (BLS) programs also provided support to WIG staff.

PY21 Workforce Information Grant Deliverables

The following pages report a brief review, by deliverable, of work completed during PY21.

I. Workforce Information Database (WID)

The Workforce Information Database (WID) provides states with a common structure for storing information in a single database. This 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 Local Employment and Wage Information System (LEWIS) 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://networks.nebraska.gov>.

Nebraska maintains and updates the core and optional database tables, as designated by the Employment and Training Administration (ETA) under the State Workforce Information Grant. All look-up tables and other necessary updates to ensure that data displays correctly on the NEworks website 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 biennial basis. Nebraska submitted its updated files on June 30, 2021. The next update will be due in summer 2023.

II. Industry & Occupational Projections

In PY21, short-term (2021-2023) industry and occupational projections were produced for the Nebraska Statewide region and nine sub-state areas. Long-term industry and occupational projections (2020-2030) were produced for the Nebraska Statewide and nine sub-state areas. These were primarily developed in PY21 and released at the beginning of PY22 in July 2022.

A. Industry Projections

Short-term (2021-2023) industry projections for the nine sub-state areas were completed in March 2022. Industry projections data is available in Excel worksheets that may be downloaded by customers via the "Data Download Center" page in NEworks at

<https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=gPg0mWJQASphok+Pe8+dnQ==>.

Long-term (2020-2030) industry projections for Nebraska Statewide and nine sub-state areas were completed in July 2022. Nebraska chooses to create and release long-term projections for statewide and sub-state areas at the same time, so that customers in the local areas are not forced to wait an extra year for sub-state projections to be produced. Industry projections data is available in Excel worksheets that may be downloaded by customers via the "Data Download Center" page in NEworks at

<https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=gPg0mWJQASphok+Pe8+dnQ==>.

Employment projections are used by the Nebraska Business Forecasting Council, a group of economists from the University of Nebraska- Lincoln, the University of Nebraska- Omaha, Creighton University, the 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.

B. Occupational Projections

Short-term (2021-2023) occupational projections for Nebraska Statewide and nine sub-state areas were completed in March 2022. 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.

Occupational projections are also available on the NEworks website at

<https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=EV+mnVfK6qRWnoXwN+RfXg==>.

Long-term (2020-2030) occupational projections for Nebraska Statewide and the nine sub-state areas were completed in July 2022. 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 through the PS software. Occupational projections are also available on the NEworks website at

<https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=EV+mnVfK6qRWnoXwN+RfXg==>.

Projections information is provided to state and local Workforce Investment Boards (WIB), agency staff, and customers via the NEworks website. Projections data has been integrated into the NEworks website to provide job seekers with information at the point of service as they complete job search activities and view employer job postings. Data is available through Excel worksheets that may be downloaded by customers via the "Data Download Center" page in NEworks at

<https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=vjtDn8mqo067kKmQggJF2g==>.

WIG staff also utilized various elements of the projections data in writing several articles in NDOL's monthly Nebraska Workforce Trends publication. WIG staff members are available for presentations and consultations to assist in accurate interpretation of the data for use in workforce planning and decision-making.

Projections are also incorporated into a variety of publications and products produced by NDOL. These are detailed throughout this report.

C. PMP Activities

One WIG staff member has been active on Projections Managing Partnership (PMP) committees and projects during PY21, and continues to do so through the present. In addition, Nebraska's LMI Director recently started serving on the PMP board.

i. PMP Product & Process Innovation Committee

This committee 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 have participated in several conference call meetings with this committee. Recent topics of discussion included updates to the report manager application for skills-based projections, occupational grades, and a new automation index being developed as well as an update on labor force projections.

ii. PMP Training Committee

This committee focuses on how to best deliver training to projections analysts throughout the country. One WIG staff member has been very active on this committee and has worked with the committee to help develop the agenda for the annual PMP Summit.

In addition, WIG staff has helped to answer questions from analysts from across the country on various aspects of the projections process.

iii. PMP Training Videos

One WIG staff member has been assisting the PMP in reviewing and producing content for updated national projections training videos. In addition, they were asked to film content for a prototype video format that incorporates expert insights into the videos to help provide a "why" concept to new analysts. The new concept was well received and has been implemented into new videos.

iv. PMP Tableau Community of Practice

In PY21 the PMP launched a new Tableau Community of Practice. This community was established to help states use Tableau to visualize projections and general LMI data. The PMP has also provided Tableau desktop licenses to states for projections analysts and Nebraska is utilizing this resource.

v. C2ER Conference

One WIG staff member attended part of the C2ER LMI Forum in Columbus, OH where they participated in a panel with C2ER/PMP staff and staff with the North Carolina Department of Commerce. The session was titled "Looking Into the Future of Employment with the Projections Managing Partnership". WIG staff shared information on the work of state analysts on projections and highlighted the work done in Nebraska.

LMI Training for Service Delivery

I. Trainings & Presentations Provided

Throughout PY21, WIG staff delivered numerous presentations and trainings to a diverse group of audiences, including NDOL front-line staff, state and local policy makers, economic developers, educators and administrators, students, job seekers, and the public at large.

September 2021

One staff member presented to 35 attendees at the Nebraska Workforce Development Board Meeting on how COVID-19 impacted LMI data from both the standpoint of data collection and methods as well as giving an update on the impacts to the labor market.

One staff member presented to six Nebraska DHHS TANF staff who were interested in ways they can use LMI data with job seekers to explore their career plan. Staff gave a brief overview on LMI as well as sharing websites and career resources.

December 2021

One staff member presented to 18 members of the Olmstead Education and Employment Work Group at their virtual meeting. The topic was employment data from the Census for people with disabilities.

One staff member presented an overview of LMI to 29 NDOL Reemployment services Business Services Team staff.

One staff member presented to 20 members of the TeamMates mentoring program on using LMI resources to help students with career planning and the impacts of COVID-19 on Nebraska's labor markets. This presentation was also recorded and attended to the organization's digital resource library.

January 2022

One staff member presented via webinar to 50 members of EmployOMA (a group of Omaha-based caseworkers who work with job-seekers through a variety of employment programs). The presentation covered the latest LMI data for the Omaha area, as well as a brief introduction to using NEworks and other LMI resources to find additional information.

March 2022

One staff member presented an overview of High Wage, High Skill, High Demand (H3) occupations to 39 NDOL Reemployment services staff including staff working with trade, WIOA case managers, and program coordinators.

April 2022

The Nebraska Department of Labor in cooperation with the American Jobs Center, the Lincoln Partnership for Economic Development, and Veterans Affairs staff held a jobs fair targeted for veterans. Two WIG staffers were present to present applicants with a variety of LMI data available and provide further resources on occupations that we have available.

One staff member presented to approximately 85 students grade 8-12 on H3 Careers at the Sterling Public Schools Career Fair.

At the annual EducationQuest Symposium one WIG staff member led Idea Exchange (Lightning Talks) sessions on "Careers of the Future" held in Lincoln. WIG staff also worked with Lincoln Job Center staff to run a booth at the conference. The booth was very busy, and the career planning materials were very popular with attendees. The conference had an attendance of over 315 career counselors from across the state.

One staff member presented an overview of LMI data to 36 Nebraska VR Staff via Zoom.

May 2022

One staff member presented to 17 attendees of the Meta Workforce Summit at the Meta/Facebook Sarpy Data Center. The Summit focused on the Hardhat in Hand program. The presentation featured how to find LMI and economic data for different states with a focus on construction.

One staff member conducted an online training with 15 Reemployment Services staff on using LMI data with job seekers.

June 2022

One staff member presented to 50 attendees of the Nebraska Career Education Conference in Kearney. The presentation was on career resources from NDOL.

One WIG staff member attended part of the C2ER LMI Forum in Columbus, OH where they participated in a panel with C2ER/PMP staff and staff with the North Carolina Department of Commerce. The session was titled "Looking Into the Future of Employment with the Projections Managing Partnership". WIG staff shared information on the work of state analysts on projections and highlighted the work done in Nebraska. The session was well attended with approximately 80 attendees either watching in person or online.

Internal Trainings (Ongoing)

The LMI Research Administrator and WIG staff spend time with each NDOL new employee orientation class providing a broad view of LMI's function, and how and where the data comes into the agency, moves through LMI and is provided back to the public as career exploration, unemployment rates, wages, projections and more. LMI website resources and direct contacts are shared as well.

External Trainings (Ongoing)

One staff member regularly presents an overview of current LMI at the monthly meetings of the HWS Workforce Strategy and Innovation Committee. HWS is the administrative entity for the Greater Omaha American Job Center and this committee reports to the Greater Omaha Workforce Development Board. The mission of this committee is to promote and develop a workforce system that is responsive to the needs of business and career seekers resulting in economic prosperity. In PY21, WIG staff gave six presentations in these meetings with an average of 22 committee members in attendance for each meeting.

One staff member regularly presents to students during their College and Career Readiness for P-12 School Counselors graduate class through Doane College. The presentation focuses on H3 and career resources. This presentation helps to build awareness about resources not only from NDOL, but also from BLS and the US Census Bureau that teachers can use in their classrooms. In PY21, WIG staff led four presentations for a total of 52 students.

Presentation Database

For each presentation delivered, the type of audience, number of sessions, and number of attendees are tracked in the LMI presentation database.

(These counts do not include informal presentations given at meetings, orientation to new NDOL employees that includes information about LMI, and other ad-hoc presentations.)

Presentations	Sessions	Attendees
Businesses	3	127
Chamber of Commerce	1	150
Economic Developer	1	20
NDOL	6	153
Non-Profit	9	540
Other Government	5	160
School/College/Student	5	137
Total	30	1,287

II. Trainings & Presentations Attended

WIG staff also attended numerous trainings and conferences during PY21. These are detailed below.

A. Conferences

August 2021

In August 2021, several WIG staff members attended the virtual Nebraska State Data Center Conference, sponsored by the Center for Public Affairs Research at the University of Nebraska - Omaha. This conference focused on updates Nebraska state and local population trends and the redistricting process.

September 2021

In September 2021, one WIG staff member attended the Projections Managing Partnership (PMP) Summit, held virtually on Zoom.

One WIG staff member also attended GeoSol's virtual Workforce Technology Conference.

October 2021

In October 2021, several WIG staff members attended the virtual Nebraska State Data Center Conference, sponsored by the Center for Public Affairs Research at the University of Nebraska – Omaha. This conference focused on 2020 socioeconomic data and using maps as data visualizations for information sharing.

November 2021

Due to the pandemic, the fall Tableau Conference 2021 was held virtually in November. This event is organized now twice a year, to help develop Tableau skills of users as well as spur innovation and usage. Two WIG staff members attended virtually. Watching and participating in a variety of sessions regarding dashboarding and analysis using the Tableau platform.

April 2022

One WIG staff member attended the virtual Local Employment Dynamics Workshop in April 2022. The workshop brings together the LED data partners, Census Bureau staff, the research and policy communities, and data users from a broad spectrum of public and private organizations, to discuss the direction of the program and better align the goals of the partners, data users, and the public. Nebraska participates in this program as a data partner and submitted data to the Census throughout PY21.

May 2022

The spring Tableau Conference 2022 was held in hybrid on-site/virtually in May. This event is organized now twice a year, to help develop Tableau skills of users as well as spur innovation and usage. Two WIG staff members attended virtually. Watching and participating in a variety of sessions regarding dashboarding and analysis using the Tableau platform.

Two staff members attended three sessions of the Association of Public Data Users (APDU) & Community Indicators Consortium (CIC) 2022 Symposium online. The sessions were: "Improving Statewide Data Sharing for More Responsive Policymaking", "Census Data Products Roundtable", and "Leveraging Data Resources and Dashboards to Drive Equity Policy".

One staff member participated virtually in the state and local government breakout session of the Adobe Experience Makers Government Forum.

June 2022

One WIG staff member attended part of the C2ER LMI Forum in Columbus, OH where they participated in a panel with C2ER/PMP staff and staff with the North Carolina Department of Commerce. The session was titled "Looking Into the Future of Employment with the Projections Managing Partnership". WIG staff shared information on the work of state analysts on projections and highlighted the work done in Nebraska.

B. LinkedIn Learning Trainings

The State of Nebraska offers staff the opportunity to participate in online trainings through LinkedIn Learning (formerly Lynda.com).

During PY21, WIG staff completed online trainings in a variety of topics, including:

- -Machine Learning and AI Foundations: Classification Modeling
- -Machine Learning and AI Foundations: Value Estimations
- -Machine Learning and AI: Advanced Decision Trees with SPSS
- -Machine Learning and AI Foundations: Clustering and Association
- -Learning SQL Server 2017
- Excel Advanced Formulas and Functions 2021

C. Webinars

Throughout the year, WIG staff also attended a variety of webinar training sessions, including:

July 2021

- Census LED Webinar: Spatial Shifts in Daytime Population Due to COVID - Impacts and Increasing Levels of Remote Work
- IPUMS Webinar
- Census Webinar: Geospatial Changes due to Teleworking

August 2021

- PMP Summer Workshop Session: Projections for Non-covered Industries and Suppressions Tips
- Census LED Webinar: Minding Our P's and Q's: Using LODS Data to Explore the Impact of the CARES Act Pandemic Relief Programs.
- PMP Pre-Summit Program: The Future of Work: What Projections Analysts Can Learn from Sociologists
- Census Webinar: Understanding Legal and Administrative Geography for Data Users

September 2021

- Census LED Webinar: Recent Cross County Commuting Patterns
- Census Data Webinar: Manufacturing - The Changing Face of Manufacturing in the USA

October 2021

- Federal Reserve Connecting Communities Webinar: Enduring a Global Pandemic: The Stats and the Story Behind Small Businesses' Journey through COVID-19

November 2021

- Federal Reserve Connecting Communities Webinar: Investing in Rural Prosperity: A Framework for Advancing Shared Economic Prosperity in Rural Communities across the United States

December 2021

- PMP Webinar: The Future of Trucking – Innovative Approaches to Research and Data Analysis

February 2022

- Nebraska BBR Webinar on Labor Supply
- LED Webinar: Initial Impact of COVID-19 on Travel, Tourism, Outdoor Recreation Varied Widely Across States and Demographic Groups
- Tableau Webinar: Advancing Data Literacy in the Public Sector

March 2022

- Webinar on using Alteryx for government
- IPUMS Webinar: Introduction to the New Single-Race Identifier, RACHSING, on IPUMS USA

April 2022

- LMI Institute Webinar: Microsoft Power BI®: Creating an Interactive Text and Data Visualization Tool for a 21st Century Workforce
- Council for Community and Economic Research (C2ER) and Association of Public Data Users Webinar: Advocate on Data Concerns to the Census Bureau
- Census LED webinar: U.S. Earnings Dynamics: Inequality, Mobility, and Volatility
- Census Webinar: Getting Started with American Community Survey Data in R and Python

May 2022

- Census LED Webinar: Using Census Data to Understand Youth Employment
- GeoSol Webinar: Pathways to Employment- Youth Engagement Services

June 2022

- GeoSol Webinar: Pathways to Employment- Trends in Employment for Persons With Disabilities

Annual Economic Analysis Report & Other Publications

I. Statewide Annual Economic Analysis Report

LMI's annual Nebraska Economic Insight and Outlook Report (EIOR) was compiled throughout PY21 and completed in September 2022. This report was provided to the Governor's office, State Workforce Board members, and other internal and external data customers. The EIOR contains a variety of demographic and labor market data for the state. Topics covered include population and demographic trends; educational attainment; labor supply; benefits, wages, and compensation; and industry and occupational projections.

The publication can be viewed or downloaded at

<https://networks.nebraska.gov/admin/gsipub/htmlarea/Uploads/Economic%20Insight%20and%20Outlook%202022.pdf>.

II. Labor Availability Study (LAS)

The Nebraska Department of Labor has continued to collect, analyze, and disseminate labor availability information for PY21. LB1110, passed in the spring of 2016, requires the completion of labor availability and skills gap studies for all laborshed areas of the state on a rotating basis. While two WIG staff members work on this project, NDOL funds these surveys through the use of the Nebraska Training and Support Cash Fund. The LAS publications can be viewed or downloaded at

<https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?docid=802>.

Typically, NDOL has surveyed three areas of the state annually on a rotating basis. Due to the COVID-19 pandemic, NDOL paused this approach to focus on statewide impacts of the pandemic. In PY21, NDOL collaborated with Nebraska Department of Economic Development (DED) and the University of Nebraska Bureau of Sociological Research (BOSR) on multiple surveys to assess impacts on hiring, labor availability, teleworking, and benefits offered to employees. For P21 a new format for the LAS was trialed producing city level reports and focusing on smaller areas resulting in targeted surveys of city laborsheds in the eastern portion of Nebraska. These laborsheds were: Beatrice and Fairbury; Nebraska City and Falls City; Norfolk, Fremont, Columbus, Wayne; and the Greater Omaha area. In PY21, the various regional Labor Availability Studies received 3,258 business responses, and 3,309 responses from households.

A. Labor Availability and Hiring Needs Reports

During PY21, NDOL published a total of nine (9) city-laborshed reports. These reports were based on studies conducted primarily in PY2021, although Beatrice and Fairbury's survey data was collected from the end of PY20 to the beginning of PY21.

B. Skills Gap Reports

For PY21, NDOL has again partnered with the University of Nebraska-Lincoln Bureau of Business Research to publish skills gap reports. As of the end of the PY21 grant year, these reports (for Greater Omaha, and the Northeast region), were still in production, expected to be published late Summer/Fall of PY22.

III. Nebraska Workforce Trends

Nebraska Workforce Trends is a monthly publication filled with information about Nebraska's economy and labor markets. Each issue contains feature articles; current economic indicator data; a list of business openings and expansions; special content such "Map Facts" (articles in which interesting data about Nebraska are visualized on a map), "Fast Facts" (articles highlighting statistics and key facts about a new topic each month), and profiles of specific industries, occupations, or economic regions in Nebraska; as well as other useful information.

This publication is sent to approximately 400 subscribers each month, with additional readers logging onto the website to read each issue. The subscriber list for Nebraska Workforce Trends includes policymakers, WIB members, community leaders, economic developers, educators, journalists, union representatives, and professionals from the business community.

Issues of Nebraska Workforce Trends can be viewed at <http://dol.nebraska.gov/Trends>.

IV. Career Ladder Posters

LMI customers frequently ask for materials that highlight occupations in the state, and the Career Ladder posters are one of the most-requested printed products to help meet this customer need. 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 Department of Education (NDE). When designing these posters, staff used the same colors and symbols used by NDE to represent the clusters, so the posters integrate easily with other available career cluster resources.

The occupations in these posters are stratified by education level and features annual openings from projections and entry and average wages from OEWS. This tool can be used to assist students with career planning, as well as being useful to job-seeking customers as they make decisions about which types of careers they may want to pursue.

The posters can be found online at <https://networks.nebraska.gov/admin/gsipub/htmlarea/uploads/Career%20Ladder%20-%20All.pdf>.

V. Licensed Occupations Publication

Per the WIG grant requirements, staff must update occupational licensing information and upload these data to the WID on a biennial basis. Nebraska completes this process in odd-numbered years. Nebraska published its newest occupational licensing information on June 30, 2021, fulfilling this requirement for PY21 and PY22.

In addition to updating the licensing tables within the WID, Nebraska WIG staff also used the information collected to produce a directory of occupational licensing information, called *Licensed Occupations in Nebraska: 2021*. This publication was designed to be a simple and convenient 'one-stop-shop' for information on licensure requirements in Nebraska, organized by occupation. It includes all of the information contained in the WID tables, as well as direct hyperlinks to relevant sections of statutes, application forms, test registration sites, and other external locations that are commonly the 'next step' for individuals seeking licensure in Nebraska.

The *Licensed Occupations in Nebraska* publication is available to view or download at

https://networks.nebraska.gov/admin/gsipub/htmlarea/uploads/Licensed%20Occupations%20Publication%202021_FINAL.pdf.

VI. H3 – High Wage, High Demand, High Skill Occupations

Nebraska maintains a regularly updated list of high wage, high skill, and high demand (H3) occupations using data from the long-term occupational projections and OES wages. H3 occupations are one of LMI's most-requested data products, and are used in presentations, publications, data requests, and articles in Trends, helping to meet the customer need for occupational information. This list was updated in August 2022 utilizing the 2020-2030 projections produced in PY21. Top 10 H3 handouts were created highlighting the top H3 occupations for each region. The data and handouts are available on the NEworks "Data Download Center" page, located at:

<https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=oduMpwMRTIQnt7W7WO2/Ew==>.

H3 data were also added to the Economic Development and Employer Planning System (EDPS) website for inclusion on the H3 section of the Supply and Demand website (<http://www.edeps.org/>).

The use of the H3 data as the basis for selecting occupations for inclusion in publications and career products has helped to strengthen the partnerships between NDOL and several other agencies. For example, the H3 occupations list is the basis of how occupations and businesses are selected to be included in the "Career Tour" Videos, which is a joint partnership between NDOL, NDED, and NDE. These videos can be found online here: <https://www.nebraskacareerclusters.com/>.

VII. Data Warehouse Participation

The data contained in the warehouse comes from a consultation process with each partner organization to build a universe that will meet both the partner's and LMI's individual reporting needs. The WDQI data warehouse includes data from many educational institutions located throughout Nebraska and western Iowa, as well as agreements with five other various state agencies and non-profits.

Other partners involved in the warehouse include the Bureau of Apprenticeship and Trainings; NDE's Adult Basic Education program; the Nebraska Departments of Motor Vehicles, and Veterans Affairs; the University of Nebraska Criminal Justice Research Center.

LMI also partners with the Statewide Longitudinal Data Systems (SLDS) team to track career and technical education graduates into the workforce.

VIII. Science, Technology, Engineering, and Math (STEM) Products

LMI customers have often requested information on STEM occupations. Long-term occupational projections data were combined with STEM occupational classifications from O*NET to create a poster highlighting occupations in each of the seven identified STEM disciplines. A Tableau dashboard highlighting STEM occupations was also created for users to dig more into the data by region and STEM job family. A dashboard/handout comparing STEM occupations in Nebraska to the nation was also developed in Excel.

The STEM products can be found online at

<https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=zguBU76uluJRZMdSPSc4UQ==>.

IX. Occupational Profiles

Occupational profiles provide career overviews of selected occupations in Nebraska. Each profile features general information about the occupation, including job responsibilities and important qualities from O*NET and the BLS Occupational Outlook Handbook, wage data from the Occupational Employment and Wage Statistics (OEWS) Local Employment & Wage Information System (LEWIS), and its projected job outlook from long-term occupational projections. The profiles are also color-coded to coordinate with the NDE career cluster model of occupational classification. There are a total of 10 occupational profiles, which can be found online at <https://networks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=VSv720Lz/Ap0vkKK/nC5eQ==>.

X. VIZioN Imi

Inspired by the idea that data is more accessible and engaging when readers are able to interact and ‘play’ with it, WIG staff have been working to develop interactive data visualizations using Tableau whenever possible. VIZioN *Imi* (<https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=6x6HH72hlXyvofxMTIZucg==>), published online as a section of NEworks, provides a centralized location for users to access this content. It is updated regularly as staff complete new Tableau visualizations and dashboards.

Many of the visualizations offered on VIZioN *Imi* were created to provide an interactive supplement to analysis published in *Nebraska Workforce Trends* (see above for more information about this publication), and provide hyperlinks back to these articles, so users can easily find both the interactive dashboard and the analysis written in its corresponding *Trends* article.

VIZioN *Imi* features interactive dashboards on a variety of relevant subjects, including wage information, UI claims data, worker flows in and out of Nebraska, commuting patterns, Nebraska’s veteran population, postsecondary graduate outcomes, and Labor Availability Study results data. WIG staff are continuing to work on improving their Tableau skills and expanding these offerings. In PY21, many of these dashboard products were overhauled, and some new ones created such as: UI Claims, LAUS, JOLTS data, Census population, OEWS wages, Veterans, and commuting patterns.

XI. Social Media

WIG-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 page is located at <https://www.facebook.com/Nebraska.DOL>.

The YouTube channel can be found at <http://www.youtube.com/user/NEDeptOfLabor>.

LMI Support of State Economic Development Initiatives (Data Requests)

WIG staff have developed strong working relationships with WIB members, economic development entities, and career center managers. WIG staff have comprehensive knowledge of LMI data and fulfill many of the information requests coming from these groups. During PY21, staff fulfilled 61 requests for data from Career Center managers and staff, constituting 77.8 hours of staff time. These data requests took an average of 1 hour and 17 minutes each to complete.

Staff spent a total of 819.1 hours fulfilling 392 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 governmental agencies, private individuals, schools and colleges, students, and state WIBs.

Data requests 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.

Subject Requested	Request Count	Subject Requested	Request Count	Subject Requested	Request Count	Subject Requested	Request Count
Affirmative Action	1	Ind. Projections	32	NAICS Code	4	Turnover	2
Apprenticeship	1	Job Posts/ Resumes Counts	34	Occ. Projections	47	UI non-LMI	8
Benefits Related	8	Job Seeker Assistance	8	OES Wages & Employment	122	UI Stats / UI in Brief	32
Census	37	Labor Availability	34	ONET	25	Unions	1
CES Employment/ Wages	27	LAUS/UI Rates	56	Posters	14	Veterans	2
CPI/COLA	8	Laborforce/ Workforce	50	Presentations	30	Wage Match	41
Commuting Patterns	6	LED	25	Prevailing/D-B Wages	3	Workforce Trends	30
Data Warehouse Query	43	Licensed and Cert.	8	QCEW Employment/ Wages	48	Other	38
Economic Insight Report	5	Living Wage	9	Resumes	1	H3	5
EQUI	6	Maps	14	STEM	19	LMI Site	42
Employers by Size	2	Minimum Wage	2	Supply/Demand	26	NEworks	27
H3	42	Minorities	3	Training Related	5	Other Web	31

Delivery Methods	Count
E-mail	363
Fax	1
Hand Delivered	8
Mail	5
Phone	36
Presentation	27
Referred to Claims Center	4
Video Conference/Webex	22
Referred to Job Center	5
Referred to Labor Laws	4
Referred to LMI Website	3
Referred to other website	5
SFTP	19
Skype/IM	11
Attended Meeting	2
This Total will not match Type Requested	515

Requestor Type	Count	Hours	Average
Businesses	44	52.6	1.2
Chamber of Commerce	4	4.3	1.1
Economic Developer	15	34.9	2.3
Job Seeker	1	0.3	0.3
Media	11	9.8	0.9
NDOL Commissioner	22	29.7	1.3
NDOL Job Center	61	77.8	1.3
NDOL Other	61	141.4	2.3
Non-Profit	49	160.0	3.3
Other Government	64	166.4	2.6
Other Private Individual	21	6.2	0.3
School/College	36	126.1	3.5
Student	3	9.6	3.2
Total	392	819.09	

Misc. Efforts to Collaborate, Consult Customers, & Respond to Specific Needs

I. WIOA Adult, Dislocated Worker and Youth Activities Program Allotments

LMI provided information to NDOL staff in order calculate WIOA funds at the state and sub-state level for PY21. The information provided included LMI and census data on areas of substantial unemployment, individuals experiencing long-term unemployment, number of economically disadvantaged adults and youth, farm and ranch economic hardship, and individuals enrolled in dislocated worker programs.

II. Local Area WIOA Plans

LMI provided information to Reemployment Services Administration to assist them in updating regional and local WIOA plan modifications. The information provided included a variety of data from LMI and the Census, such as demographics, projections, industry employment, and graduate data.

III. WIOA Eligible Training Provider List

WIG staff worked with educational institutions throughout the state to get data into the warehouse and to prepare reports on their graduates.

IV. Adult Education and Carl Perkins Career & Technical Education

WIG staff provided federal performance wage data from the data warehouse for NDE's Adult Basic Education program and Carl Perkins Career and Technical Education Act compliance.

V. Nebraska Partner Council

WIG staff have been participating in the Nebraska Partner Council, which was organized for the purpose of strengthening cross-agency partnerships. In PY19, Partner Council members were added to State Workforce Board subcommittees to better align work being done between the groups. The LMI Research Administrator and Research Supervisor were designated as non-voting co-chairs of the Evaluation and Review subcommittee, and they continued to serve in these roles in PY21. A focus of this council is to identify 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.

VI. Nebraska ACT Council

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

VII. Local Employment Dynamics (LED) Partnership

Nebraska participates in the LED Partnership with the U.S. Census Bureau, and continues to share QCEW and unemployment insurance earnings data to be combined with administrative data from the Census. The Census Bureau uses this data to create statistics on employment, earnings, and job flows at different levels of geography and industry and for different demographic groups. Staff regularly utilizes data from this program for data requests and products. One of the most requested is commuting patterns from the OnTheMap application. In addition to submitting data to the U.S. Census Bureau, Nebraska is also participating in the BLS Wage Record Pilot Project. Due to changes in UI Tax software, WIG staff now generate the files shared with the Census and BLS that IT previously created.

VIII. Heartland Workforce Solutions (HWS) Workforce Strategy & Innovation Committee

One staff member regularly presents an overview of current LMI at the monthly meetings of the HWS Workforce Strategy and Innovation Committee. HWS is the administrative entity for the Greater Omaha American Job Center and this committee reports to the Greater Omaha Workforce Development Board. The mission of this committee is to promote and develop a workforce system that is responsive to the needs of business and career seekers resulting in economic prosperity.

IX. Omaha STEM Ecosystem Research and Advisory Committee

One WIG staff member serves as the co-chair for the Omaha STEM Ecosystem Research and Advisory Committee. This committee focuses on building on the research and advocacy side of building up the STEM ecosystem in the Omaha metro area. The mission of the ecosystem is to build a stronger STEM community by connecting education and business development for tomorrow's workforce. Representatives from each of these groups are part of the committees.

X. Nebraska Hospital Association's Nursing Shortage Working Group

One WIG staff member served on the Nebraska Hospital Association's Nursing Shortage Working Group. This group was formed in June of 2021 to address the nursing shortage in the state and met throughout the remainder of the year. The group was tasked with defining barriers that exist in Nebraska to attract and retain a sufficient nursing workforce supply, research the specific issues and solutions, research what other states are doing to address this issue, and present a list of recommendations to Nebraska Hospital Association members and policymakers.

XI. Industry Listening Sessions

Throughout the grant year WIG staff was asked to attend listening sessions with local businesses in the Omaha area. These sessions were facilitated by HWS, the administrative entity for the Greater Omaha American Job Center. These sessions were designed to help get a better understanding of hiring needs, including current efforts to recruit a diverse and skilled workforce in the Omaha area. The targeted industries included Manufacturing and Transportation, Distribution, and Logistics. Prior to each session, WIG staff provided LMI data on the industry to be used to help facilitate discussion.

XII. NSWERS

The Nebraska Statewide Workforce & Educational Reporting System (or "NSWERS") is a collaboration among the University of Nebraska, the Nebraska Department of Education, the Nebraska State College system, the six Nebraska community colleges (the "NSWERS partners") and colleagues at the Nebraska Department of Labor to enable seamless integration of data across educational and workforce systems, provide data literacy education, and promote the use of this data to further evidence-based policy and practices across the educational systems of Nebraska.

Support Activities in Response to COVID-19

Nebraska WIG staff provided support in a variety of ways during PY21. While many of the WIG staff's presentations, publications, and data request responses touched on the ways COVID-19 impacted the state's labor markets, efforts focused specifically on pandemic-related issues are detailed below.

I. COVID-19 & UI Claims Tableau Dashboard

In spring 2020, WIG staff launched a Tableau dashboard tracking weekly unemployment insurance claims throughout Nebraska, allowing interactive visualization of UI data by occupation, industry, county, and demographic characteristics.

In Fall of 2021, this dashboard product was redesigned from the ground up. It now comprises two separate dashboards, one for initial UI claims, and one for continuing claims. Functionality is similar to before with detailed: demographics, geographic breakout, 2-digit NAICS and SOC codes, and claim payment data, over time. This expansion is possible due to pre-aggregation in-data design for more granular public data while maintaining claimant anonymity. The redesign is loaded with aggregated claims data starting prior to COVID-19 in the US to the present and is updated weekly; given the database redesign, the dashboard itself is extensible far into the future while maintaining performance and usability.

II. Workforce Development Board Presentation

WIG staff presented at the Nebraska Workforce Development Board Meeting in September 2021 on how COVID-19 impacted LMI data from both the standpoint of data collection and methods as well as giving an update on the impacts to the labor market.

III. TeamMates Presentation

A WIG staff member presented to the TeamMates mentoring organization in December 2021 on the impact of COVID-19 on Nebraska's labor market, and how students could use LMI resources to adapt to the 'new normal' as they plan their careers. This presentation was also recorded and added to the organization's permanent digital resource library.

Recommendations to ETA for Changes & Improvements to WIG Requirements

WIOA calls for more labor market information to be used in planning processes 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 significant emphasis placed on the plan, performance reporting, and other aspects of the WIOA. ETA's 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 LEWIS is vital for states to meet the requirements of WIOA. ETA has taken steps to place emphasis on LEWIS' role in the LMI system. Nebraska recommends that ETA continue to emphasize the importance of these programs by ensuring there are ongoing appropriations to fund the changes necessary to keep LEWIS current. This would allow for long-range planning and development to improve the important information these systems support for WIOA.

There are several fields in the WID dedicated to titles such as degree programs, occupation titles, NAICS titles, and industry titles. The field lengths in the WID are too short to accommodate the content, so it becomes necessary to truncate or abbreviate them. This is time-consuming and may result in some misunderstanding of the content. Nebraska's recommendation is to lengthen the title fields in the WID.

Nebraska WIG staff have been involved in the WIOA State Plan and have provided data to support the plan. More clarity on the role of WIG during the implementation and measurement of outcomes mentioned in the state plan would be encouraged.

Finally, Nebraska recommends adding language emphasizing that state-level LMI offices should play a major role in WDQI grants, and underscoring the importance of expanding uses of longitudinal data systems to provide information for WIOA. These systems provide a major 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 workings of UI wage records, UI benefits data, Employment and Training data, and LMI data, and are well-situated to provide accurate information to the WIOA system and partners. ETA should add funds to the WIG to help expand the development of longitudinal (e.g., WDQI) types of information.