Executive Summary

STATEWIDE AND REGIONAL SUMMARIES
**STATEWIDE FINDINGS**

- While the current population is predominantly white (89.4%), growth in the minority population accounted for two-thirds of Nebraska’s overall population growth in the 2000s.
- Overall the poverty rate has held steady at 12.8% and unemployment is at 2.9%, however, these numbers vary drastically for minority populations with over 28% of the Hispanic population living in poverty and unemployment reaching 15% for the black population.
- Nebraska has among the nation’s highest high school graduation rate (90%), but there is a large achievement gap between minority and low income students and their white counterparts.
- There is a strong college-going culture (69.5% college-going rate), but some students are not college ready as evidenced by high developmental education numbers and average completion rates.
- The majority of Nebraska’s jobs are low and middle wage, which is misaligned with the number of four-year degrees the state produces, leading to underemployment and brain drain.

**FOUR STATEWIDE OPPORTUNITIES & KEY DATA POINTS**

*Research suggests several opportunities to better align Nebraska’s education system with the state’s labor market:*

- **Align on expectations for K-12 education outcomes**
  - Nebraska’s average ACT score of 21.5 and 90% high school graduation rate (in 2014) are near or above national averages, yet nearly 40% of all students test below passing on the 11th grade Math NeSA. Nebraska must create clear standards to ensure that it does not continue to pay to teach students the same materials multiple times (e.g., once in high school and again in developmental education courses).

- **Decrease the achievement gap for Nebraska’s low income and growing minority populations**
  - Minority and low income students are more than twice as likely to test below passing than white students on the 11th grade Math NeSA. Nebraska must provide minority and low income students and their families with additional supports if it wishes to ensure that these individuals will enter the labor market at similar rates and wages as their white counterparts.

- **Increase persistence and completion rates at the postsecondary level**
  - Postsecondary completion rates are on par with national averages (Bachelors: 55.1% NE vs. 55.5% U.S.; Associates: 30.3% NE vs. 29.2% U.S. in 2013), but have plenty room for improvement. Nebraska must improve retention and completion to ensure it does not continue to use resources educating students who drop out of college.

- **Increase the number of high skill, high wage jobs**
  - A high school diploma or less will be required for almost two-thirds of jobs in 2020. Relative to those needs, Nebraska has more than double the required number of recent graduates (aged 25-34) who attended some college or received an associate’s degree. Nebraska must create more high-skill jobs to keep the educated young people who are critical for the state’s future success and contribute to the state economy and tax base.

Source: FSG analysis
Southeast summary

Southeast is home to **UNL, the state’s flagship university**, and as a result has a highly educated population. S.E. students test above the state average on the 11th Grade Math NeSA tests. However, due to the large white student population regionally, overall regional performance on NeSA masks the poor performance of minority and lower income students in the largest districts. Due to UNL’s presence, S.E. students have a strong inclination toward bachelors degrees. UNL serves as one of the main research engines for Nebraska. The projected labor market is expected to require **39% fewer four year and above degrees** than currently exist.

### Demographics
- S.E. is the major population hub of Nebraska with 25% of the state’s population. A majority of S.E.’s minority population resides in Lancaster County
- The region is also home to the state’s flagship university and state capital, resulting in a population that has more Bachelor and Graduate degree-holders than average

### K-12
- S.E. hosts over one-fourth of all the high school students in Nebraska. Lincoln Public Schools (LPS), which hosts 11% of all high school students in the state, has a 35% minority student population
- LPS, home to 73% of minority students in the region, has large achievement gaps between white and minority and low income students (e.g., minority students are nearly twice as likely to test below passing on the 11th Grade Math NeSA than their white peers)
- The achievement gap in NeSA performance translates to lower regional and district high school graduation rates for minority and low income students

### Postsecondary education (PSE)
- S.E. students attend four year universities at a higher rate than average potentially due to UNL’s presence in the region
- UNL serves students from across the state and acts as a statewide rather than regional university. As such, UNL serves a broader community of employers and does not focus as strongly as its peers on matching local labor needs
- Southeast Community College has low rates of developmental education enrollment (first-time student enrollment: 42% for Math and 28% for Reading) and has high rates of students that transfer

### Labor market
- Despite the capital and UNL’s presence, approximately **79% of jobs in 2022 are projected to require only an associates degree or less**
- Given the projected labor market needs, only **24% of projected occupations by 2022 will require a four year degree or above**. This presents an opportunity for Lincoln to invest in attracting new business to better meet the occupational needs of its skilled workforce
Demographics

HIGHLY POPULOUS REGION WITH HIGH DEGREES OF EDUCATIONAL ATTAINMENT
Home to the state’s capital and flagship university, the S.E. region is a key population center and hub of activity.

This region represents a sizeable portion of the state’s population at 25%.

Population by County

<table>
<thead>
<tr>
<th>County</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>York</td>
<td>13,762</td>
</tr>
<tr>
<td>Fillmore</td>
<td>5,818</td>
</tr>
<tr>
<td>Thayer</td>
<td>5,187</td>
</tr>
<tr>
<td>Seward</td>
<td>16,824</td>
</tr>
<tr>
<td>Saline</td>
<td>14,348</td>
</tr>
<tr>
<td>Jefferson</td>
<td>7,563</td>
</tr>
<tr>
<td>Lancaster</td>
<td>289,873</td>
</tr>
<tr>
<td>Cass</td>
<td>25,222</td>
</tr>
<tr>
<td>Otoe</td>
<td>15,727</td>
</tr>
<tr>
<td>Johnson</td>
<td>5,182</td>
</tr>
<tr>
<td>Gage</td>
<td>22,055</td>
</tr>
<tr>
<td>Pawnee</td>
<td>2,759</td>
</tr>
<tr>
<td>Nemaha</td>
<td>7,207</td>
</tr>
<tr>
<td>Richardson</td>
<td>8,289</td>
</tr>
</tbody>
</table>

Source: American Community Survey
Minority populations in S.E. reside almost entirely in Lancaster County

- **88% of African Americans and 70% of Hispanics** in S.E. reside in Lancaster County
- Only Lancaster and Johnson County have over **10% of their population comprised of racial minorities**

### Population by Race/Ethnicity (2013)

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Native American</th>
<th>Asian</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>S.E. (6% Hispanic)</td>
<td></td>
<td>93%</td>
<td></td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>Nebraska (10% Hispanic)</td>
<td></td>
<td></td>
<td></td>
<td>4%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Source: American Community Survey

Note: As Hispanic is compiled as an ethnicity, it cannot be calculated in conjunction with race. Due to significant data differences, data accounts for “one race alone” population.
S.E.'s incomes fall closely in line with the state average, while the poverty rate in Lancaster County is higher.

**Poverty rate**

<table>
<thead>
<tr>
<th>County</th>
<th>Poverty Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lancaster County</td>
<td>15%</td>
</tr>
<tr>
<td>S.E.</td>
<td>14%</td>
</tr>
<tr>
<td>Nebraska</td>
<td>13%</td>
</tr>
<tr>
<td>Gage County</td>
<td>11%</td>
</tr>
<tr>
<td>Saunders County</td>
<td>9%</td>
</tr>
<tr>
<td>Cass County</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Median Individual Earnings (2014)**

<table>
<thead>
<tr>
<th>Region</th>
<th>Median Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nebraska</td>
<td>$29,063</td>
</tr>
<tr>
<td>S.E. Region</td>
<td>$28,115</td>
</tr>
<tr>
<td>Lancaster County</td>
<td>$27,056</td>
</tr>
</tbody>
</table>

Source: American Community Survey
Lancaster County has more Bachelor’s and Graduate degrees compared to the average

**Age 25+ Educational Attainment (2013)**

<table>
<thead>
<tr>
<th></th>
<th>Nebraska</th>
<th>S.E.</th>
<th>Lancaster</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate</td>
<td>9%</td>
<td>10%</td>
<td>12%</td>
</tr>
<tr>
<td>Bachelors</td>
<td>19%</td>
<td>20%</td>
<td>24%</td>
</tr>
<tr>
<td>Some college and AA</td>
<td>34%</td>
<td>34%</td>
<td>35%</td>
</tr>
<tr>
<td>HS diploma</td>
<td>28%</td>
<td>29%</td>
<td>23%</td>
</tr>
<tr>
<td>Less than HS</td>
<td>10%</td>
<td>7%</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Key insights**

- Lancaster County’s population has **higher levels of educational attainment** than the state average due to the flagship university and state government’s location in the county.

- Excluding Lancaster County, populations in the rest of S.E. have **levels of educational attainment well below the state average**.

Source: American Community Survey
K-12 Education

LARGE ACHIEVEMENT GAPS EXIST BETWEEN WHITE, MINORITY, AND LOW INCOME STUDENTS
Almost 25% of Nebraska’s high school students live in S.E.

Lincoln Public Schools (LPS) is the largest district in the region. In total, LPS is home to 87% of high school students in the county, 52% of high school students in the region, and 11% of all high school students in the state.

Source: Nebraska Department of Education
Lincoln Public Schools hosts a majority of the region’s minority students

Overall S.E.’s high school population is primarily **white (78%)** and **Hispanic (10%)** with 73% of all minority high school students in the region attending Lincoln Public Schools (LPS)

### % of Minority Students by District

<table>
<thead>
<tr>
<th>District</th>
<th>% of Minority Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nebraska</td>
<td>25%</td>
</tr>
<tr>
<td>S.E. Total</td>
<td>23%</td>
</tr>
<tr>
<td>LPS</td>
<td>24%</td>
</tr>
<tr>
<td>Norris</td>
<td>6%</td>
</tr>
<tr>
<td>Raymond</td>
<td>4%</td>
</tr>
<tr>
<td>Waverly</td>
<td>4%</td>
</tr>
<tr>
<td>Malcolm</td>
<td>4%</td>
</tr>
</tbody>
</table>

### Student Ethnic and Racial Breakdown

- **Nebraska**
  - White: 69%
  - Other: 6%
  - Native American: 1%
  - Black: 6%
  - Hispanic: 4%
  - Other: 1%
  - Total: 307,398

- **S.E.**
  - White: 78%
  - Other: 7%
  - Native American: 4%
  - Black: 10%
  - Hispanic: 1%
  - Other: 1%
  - Total: 70,404

- **LPS**
  - White: 68%
  - Other: 13%
  - Native American: 6%
  - Black: 17%
  - Hispanic: 10%
  - Other: 1%
  - Total: 37,879

Source: Nebraska Department of Education

Note: Minority counts do not include “Other” category, Native Hawaiian was removed due to low numbers
S.E. students perform better overall on the NeSA than the state average

S.E. student’s perform above the state average on the 11th Grade NeSA. This may be attributable to the generally high level of educational attainment of people in the region.

11th Grade Reading NeSA Performance

<table>
<thead>
<tr>
<th>Region</th>
<th>Basic (below passing)</th>
<th>Proficient</th>
<th>Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nebraska</td>
<td>30%</td>
<td>41%</td>
<td>29%</td>
</tr>
<tr>
<td>Southeast</td>
<td>24%</td>
<td>42%</td>
<td>33%</td>
</tr>
</tbody>
</table>

11th Grade Math NeSA Performance

<table>
<thead>
<tr>
<th>Region</th>
<th>Basic (below passing)</th>
<th>Proficient</th>
<th>Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nebraska</td>
<td>39%</td>
<td>36%</td>
<td>25%</td>
</tr>
<tr>
<td>Southeast</td>
<td>32%</td>
<td>38%</td>
<td>29%</td>
</tr>
</tbody>
</table>


All regional performance data are weighted averages of county level data. Due to gaps in reporting regional NeSA scores will not add up to 100%. Please refer to regional presentation for additional insights.
LPS, home to large minority student populations, has significant achievement gaps

- **Minority students are about twice as likely to test below passing** on the 11th grade Math NeSA than their white peers.
- **Due to their heavy representation in the student population, white student performance masks the poor performance of minority and low income students** in the region.

### Math NeSA Performance in Lincoln Public Schools

<table>
<thead>
<tr>
<th></th>
<th>Basic (below passing)</th>
<th>Proficient</th>
<th>Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Southeast</td>
<td>32%</td>
<td>38%</td>
<td>29%</td>
</tr>
<tr>
<td>White</td>
<td>32%</td>
<td>36%</td>
<td>32%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>55%</td>
<td>34%</td>
<td>11%</td>
</tr>
<tr>
<td>Black</td>
<td>59%</td>
<td>31%</td>
<td>10%</td>
</tr>
<tr>
<td>Free and reduced lunch</td>
<td>58%</td>
<td>30%</td>
<td>12%</td>
</tr>
</tbody>
</table>

“**The bottom quartile of students are not ready for college or community college.** They may have a high school degree, but then they take the Compass and they aren’t ready.”
– State legislator

Note: Due to its size, FSG analysis used LPS as a proxy for minority student performance.
The large achievement gap in LPS results in graduation rates that lag behind the average.

LPS, which hosts 11% of all high school students in the state, graduates students **6% points below the state average.** Further, minority students at LPS graduate approximately **15% points** lower than the state average.

### Weighted Graduation Rate

<table>
<thead>
<tr>
<th></th>
<th>Nebraska</th>
<th>S.E.</th>
<th>Lancaster County (w/o LPS)</th>
<th>LPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduation Rate</td>
<td>90%</td>
<td>89%</td>
<td>97%</td>
<td>84%</td>
</tr>
</tbody>
</table>

### Lincoln Public Schools

<table>
<thead>
<tr>
<th></th>
<th>Proficient or above on 11th Grade Math NeSA</th>
<th>Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>68% vs 87%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>41% vs 75%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>45% vs 74%</td>
<td></td>
</tr>
<tr>
<td>Free and reduced lunch</td>
<td>42% vs 78%</td>
<td></td>
</tr>
</tbody>
</table>

Source: 2015 Higher Education Report Card
PSE Education

UNL’S PRESENCE CREATES A STRONG PREFERENCE FOR FOUR YEAR DEGREES
S.E. is home to the UN flagship and the state’s second largest community college

2014 Snapshot of S.E. Postsecondary Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>Total Enrollment</th>
<th>Percentage of State/Community/University Students</th>
<th>% Minority Enrollment</th>
<th>Retention Rate</th>
<th>Completion Rate (6 year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Colleges:</td>
<td>42,005 total</td>
<td>9,751 (23% of all community college students)</td>
<td>16% (20% community college average)</td>
<td>57% (57% community college average)</td>
<td>27% (26% community college average)</td>
</tr>
<tr>
<td>University of Nebraska:</td>
<td>38,348 total</td>
<td>19,376 (51% of all university students)</td>
<td>11% (14% university average)</td>
<td>84% (78% university average)</td>
<td>67% (52% university average)</td>
</tr>
<tr>
<td>State Colleges:</td>
<td>7,581 total</td>
<td>2,158 (28% of all state college students)</td>
<td>12% (12% state college average)</td>
<td>58% (62% state college average)</td>
<td>40% (41% state college average)</td>
</tr>
</tbody>
</table>

Source: NE Coordinating Commission for Postsecondary Education, 2015 Nebraska Higher Education Progress Report
As the flagship, UNL serves students from across the state. The home region of UNL’s Nebraskan student population closely aligns with the state’s population distribution by region.

Source: UNL Institutional Research and Planning 2015 Fact Book
SCC students transfer to other institutions at a higher rate than the average

SCC has an above average number of students who transfer without a degree. Due to its proximity to UNL, many of these students may be transferring to the flagship university.

Outcomes after Six Years for First-Time SCC Students

<table>
<thead>
<tr>
<th>Community College average*</th>
<th>Left with &lt;30 credits</th>
<th>Left with &gt;30 credit</th>
<th>Still enrolled</th>
<th>No award (transfer)</th>
<th>Certificate</th>
<th>AA (transfer)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCC</td>
<td>22%</td>
<td>10%</td>
<td>4%</td>
<td>29%</td>
<td>6%</td>
<td>20%</td>
</tr>
<tr>
<td>Community College average*</td>
<td>32%</td>
<td>8%</td>
<td>3%</td>
<td>24%</td>
<td>5%</td>
<td>17%</td>
</tr>
</tbody>
</table>

Source: Voluntary Framework of accountability

* Does not include Metro Community College as they do not report to the VFA
While enrollment is lower, many students who complete dev. ed. do not go on to complete the college-level course.

SCC may attract a higher achieving student due to its transfer pathway to UNL as well as the relatively strong performance of regional high school students.

**First-Time Student Math DE Enrollment**
- No DE needed: 58%
- 1 level below: 26%
- 2 levels below: 16%

**First-time Student English DE Enrollment**
- No DE needed: 72%
- 1 level below: 14%
- 2 levels below: 10%
- 3 levels below: 4%

**First-time Student DE and College Course Completion**
- Completed DE course: 68%
- Completed college course: 45%

**First-time Student DE and College Course Completion**
- Completed DE course: 68%
- Completed college course: 54%

Source: Voluntary Framework of Accountability
Note: XXX level(s) below is defined as needing XXX number of classes to be allowed to enroll in college equivalent course.
Of students who do graduate from SCC and stay in Nebraska, most remain in the S.E. region, primarily in Lancaster County.

**Key Insights**

- Most SCC graduates remained in Lancaster County.
- 9% of SCC graduates were minorities, this is below Nebraska's average of 11.4%.
- Minority graduates were less likely to be found working in Nebraska than their white counterparts.
- The healthcare industry employed 26% of SCC graduates working in Nebraska.

### Top Industries of Employed Graduates

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of SCC grads working in industry</th>
<th>Avg. annual earnings*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care</td>
<td>26%</td>
<td>$29,762</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>14%</td>
<td>$19,453</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>10%</td>
<td>$35,131</td>
</tr>
</tbody>
</table>

Source: NeWorks Graduate Outcomes Study
Peru State plays a very different regional role due to its large online presence and focus on training educators

Key Insights

- Peru State has a greater online presence than other state colleges, which may be one reason it has been able to maintain enrollment in a region with two other postsecondary institutions.
- 68% of white Peru graduates were found to be working in Nebraska, compared to 32% of minority graduates.
- Of the 65% of Peru graduates who work in Nebraska, 35% of them work in Douglas or Lancaster Counties.
- The educational services industry employed 60% of Peru State graduates working in Nebraska.

Top Industries of Employed Peru State Graduates (2013)

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of Peru State grads working in industry</th>
<th>Avg. annual earnings*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Services</td>
<td>60%</td>
<td>$35,404</td>
</tr>
<tr>
<td>Public Administration</td>
<td>5%</td>
<td>$32,921</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>4%</td>
<td>$24,415</td>
</tr>
<tr>
<td>Social Assistance</td>
<td>4%</td>
<td>$17,733</td>
</tr>
</tbody>
</table>

“Peru State has a significant online presence”
– Former state legislator
Labor Market

MISMATCH BETWEEN THE TALENT PIPELINE AND LABOR MARKET NEEDS
Lincoln’s current labor market is dominated by education and health care employers

<table>
<thead>
<tr>
<th>Lincoln MSA Major Employers</th>
<th>Industry</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lincoln Public Schools</td>
<td>Education</td>
<td>5,000-7,500</td>
</tr>
<tr>
<td>State of Nebraska</td>
<td>Government</td>
<td>5,000-9,999</td>
</tr>
<tr>
<td>University of Nebraska</td>
<td>Education</td>
<td>2,500-4,999</td>
</tr>
<tr>
<td>Bryan LGH Medical Center</td>
<td>Health care</td>
<td>2,500-4,999</td>
</tr>
<tr>
<td>Saint Elizabeth Health Systems</td>
<td>Health care</td>
<td>2,500-4,999</td>
</tr>
</tbody>
</table>

Source: American Community Survey, Lincoln Partnership for Economic Development
*MSA=Metropolitan Statistical Area, a U.S. Census Bureau classification for major population hubs and their surrounding communities
Note: Due to data availability, this analysis used the Lincoln MSA as a proxy for the region
Lincoln has low unemployment with median earnings above the statewide average

<table>
<thead>
<tr>
<th>Category</th>
<th>Nebraska</th>
<th>Lincoln MSA* (2014)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor force participation (2013)</td>
<td>Nebraska: 84%</td>
<td>Lincoln: 71.8%</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>Nebraska: 3.1%</td>
<td>Lincoln: 2.6%</td>
</tr>
</tbody>
</table>
| Major industries (% of population employed in industry) | 1. Education and health care: 24%  
2. Retail trade: 12%  
3. Manufacturing: 11%  
4. Professional services: 8% | 1. Education and health care: 26%  
2. Retail trade: 11%  
3. Manufacturing: 10%  
4. Professional services: 9%  
5. Accommodation and food service: 9% |
| Median earnings by educational attainment (aged 25 and over) | • Median earnings: $34,236  
• HS diploma: $27,605  
• Some college or AA: $32,210  
• Bachelor’s: $43,503 | • Median earnings: $35,638  
• HS diploma: $27,653  
• Some college or AA: $32,594  
• Bachelor’s: $42,587 |

*MSA=Metropolitan Statistical Area, a U.S. Census Bureau classification for major population hubs and their surrounding communities
Note: Due to data availability, this analysis used the Lincoln MSA as a proxy for the region. All city or MSA unemployment data is from December 2014
Lincoln can invest in attracting new business to better meet the occupational needs of its skilled workforce

Given the current population’s educational attainment and the projected labor market needs, Lincoln has an opportunity to ensure that its future workforce is employed at the appropriate skill level and not compelled to leave the region/state to find appropriately skilled jobs.

“People in Lincoln are not unemployed, they are under-employed. A real issue for Lincoln is that our wages are so low.” – Community leader

Source: Nebraska Department of Labor, FSG interviews, American Community Survey
Future occupations in Lincoln will predominately be low and middle skilled

Lincoln’s fastest growing industries include **health care and education** while truck driving is the fastest growing occupation.

### Projected Fastest Growing Industry by Employment (2022)

<table>
<thead>
<tr>
<th>Industry</th>
<th>2012 Employment</th>
<th>2012-2022 Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health care</td>
<td>24,457</td>
<td>5,054</td>
</tr>
<tr>
<td>Education</td>
<td>20,863</td>
<td>22,878</td>
</tr>
<tr>
<td>Prof. services</td>
<td>8,755</td>
<td>10,536</td>
</tr>
<tr>
<td>Construction</td>
<td>7,507</td>
<td>9,280</td>
</tr>
<tr>
<td>Accommodation and food service</td>
<td>13,593</td>
<td>15,277</td>
</tr>
</tbody>
</table>

### Projected Fastest Growing Occupations by Employment (2022)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2012 Employment</th>
<th>2012-2022 Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Truck drivers</td>
<td>6,255</td>
<td>7,401</td>
</tr>
<tr>
<td>Food prep.</td>
<td>4,296</td>
<td>5,077</td>
</tr>
<tr>
<td>Registered nurses</td>
<td>3,808</td>
<td>4,319</td>
</tr>
<tr>
<td>Retail sales</td>
<td>5,316</td>
<td>5,793</td>
</tr>
<tr>
<td>Secretaries</td>
<td>3,496</td>
<td>3,970</td>
</tr>
</tbody>
</table>

Source: Nebraska Department of Labor

Note: Employment includes only growth openings
The current versus future educational needs present an economic opportunity for S.E. to attract new employers

Without efforts to increase the number of jobs that require skilled employees, the rest of S.E. will see only 31% of future jobs requiring some college or above.

“We do not really have the business or companies to employ people with higher degrees. The higher salaries are not staying here” – Community leader

Source: Nebraska Department of Labor, FSG interviews, American Community Surveys
The rest of S.E.’s occupational growth will predominately be in low and middle skill jobs

Source: Nebraska Department of Labor, FSG interviews
Note: Employment includes only growth openings
Methodology

Research
To compile this report, FSG collected data from a variety of sources:

- Interviews with over 50 key stakeholders (see slide 50 for detailed list):
  - Representatives of each of the six highlighted regions
  - Experts in K-12 education, postsecondary, labor market, and state policy, as well as community leaders
- Secondary research and data collection
  - Statewide education and labor data
  - National education and labor data

Regional Breakdown
- The six community college districts are used as the geographic units of analysis since each covers a self-contained community, or educational ecosystem, within the state
  - Metro
  - Southeast
  - Northeast
  - Central
  - Mid-plains
  - Western
- The six community college districts correspond to recognized, discrete regions within Nebraska with distinct demographic, geographic, and economic features

Labor Market Data
- Labor projections are based on NE Works (i.e., Nebraska Department of Labor) data rather than the Georgetown’s Center on Education and the Workforce (CEW) reports. Given the methodology employed, NE Works data likely provides a more accurate estimate
  - NE Works makes a determination about the skill level a given occupation requires and then builds projections based on the skill required
  - Georgetown’s CEW starts with the current representation of workers at each education level in each occupation and builds its projections from that base
- Both projections are estimates, and actual results will probably be somewhere in the middle. NE Works likely underestimates the PSE credentials and degrees, while CEW likely overstates the projections
Interviewee list

1. Eli Aguilar, AIM
2. John Albin, Nebraska Department of Labor
3. Vinc Aulick, Aulick Industries
4. Richard Baier, Nebraska Bankers Association
5. Barb Bartle, Lincoln Community Foundation
6. Jeff Carstens, Wayne State
7. President Michael Chipps, Northeast Community College
8. Senator Al Davis, Nebraska Legislature
9. David Drozd, Nebraska State Data Center, UNO
10. Paul Eurek, Xpanxion
11. Dr. Vern Fisher, South Sioux City Community Schools
12. Dean Folkers, Nebraska Department of Education
13. Susan Fritz, University of Nebraska Administration
14. Ivan Gilreath, Boys & Girls Club of Omaha
15. Travis Haggard, City of Ogallala
16. Kevin Halle, Wayne State
17. Jon Hansen, Chadron State
18. Senator Burke Harr, Nebraska Legislature
19. Matt Hastings, Nebraska Department of Education
20. Tom Henning, Cash-Wa Distributing
21. Dr. Anne Herman, United Way of the Midlands
22. Brenda Hicks-Sorenson, Former Nebraska Department of Economic Development
23. President Todd Holcomb, Western Nebraska Community College
24. President Paul Illich, Southeast Community College
25. Cindy Johnson, Grand Island Chamber of Commerce
26. Rich Katt, Nebraska Department of Education
27. Chancellor Doug Kristensen, University of Nebraska Kearney
28. Hod Kosman, Platte Valley Companies
29. Phil Kozera, BioNebraska
30. Joel Lemus, Crete Public Schools
31. Dr. Mike Lucas, York Public Schools
32. Steve Martin, Blue Cross Blue Shield of Nebraska
33. Dirk Peterson, Nucor
34. Rawnda Pierce, Twin Cities Development
35. Pat Pope, NPPD
36. Carolina Quezada, Latino Center of the Midlands
37. TR Raimondo, Behlen Mfg. Co.
38. President Ryan Purdy, Mid-Plains Community College
39. Laura Redoutey, Nebraska Hospital Association
40. Dave Rippe, Hasting Economic Development Corp.
41. Darren Robinson, Buffalo County Economic Development Corp.
42. Dr. Ron Rosati, Nebraska College of Technical Agriculture
43. President Randy Schmailzl, Metropolitan Community College
44. Chuck Schroeder, Rural Futures
45. Eric Seacrest, Mid-Nebraska Community Foundation
46. Mark Shepard, Fremont Public Schools
47. Senator Jim Smith, Nebraska Legislature
48. President Greg Smith, Central Community College
49. Charles Snare, Chadron State
50. Senator Kate Sullivan, Nebraska Legislature
52. Randy Thelen, Greater Omaha Chamber
53. Dr. Rob Winter, Grand Island Public Schools
54. Eric Zeece, Nebraska Department of Economic Development