

Nebraska Appleseed's Top Jobs for Families 2010

*Jobs that Contribute to Economic
Recovery and Family Success*



September 2010



Nebraska Appleseed Center
for Law in the Public Interest



About Nebraska Appleseed Center for Law in the Public Interest

Nebraska Appleseed is a nonprofit, nonpartisan public interest law firm and advocacy organization that works for equal justice and full opportunity for all Nebraskans. Appleseed uses litigation, public policy reform, and community education to positively impact low-income families, immigrants, children in foster care, and access to health care.

Nebraska Appleseed is a part of the Appleseed network of independent, state-based, public interest law centers working to identify and address social injustices. The Appleseed network seeks to build a just society through education, legal advocacy, community activism, and policy expertise by addressing root causes and producing practical, systemic solutions with broad implications. For more information: www.appleseednetwork.org

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The Economic Opportunity Campaign

The Economic Opportunity Campaign promotes policies that build opportunities for low-income Nebraskans. These policies are grounded in Nebraska values and seek to strengthen our families and communities by giving every Nebraskan a fair chance to achieve his or her potential. The Economic Opportunity Campaign organizes and mobilizes communities, conducts media outreach, and engages in public policy advocacy. To learn more: www.neappleseed.org/opportunity

Acknowledgements

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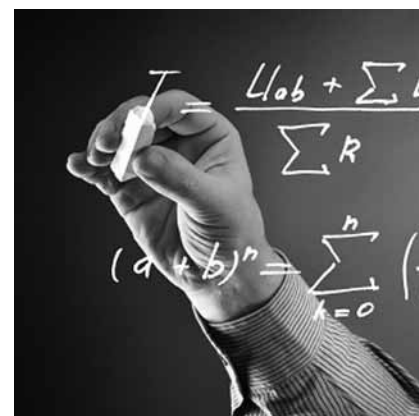
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Introduction

Economic opportunity is essential for Nebraska families and communities. Today, as a state and as a nation, we are working to build economic recovery. The choices that families, communities and businesses make now will impact our prosperity in the future. This report “Nebraska Appleseed’s Top Jobs for Families in 2010: Jobs that Contribute to Economic Recovery and Family Success” is intended to contribute to positive family and economic growth by identifying quality job choices and areas for future workforce investments.

“Top Jobs for Families” are defined by Nebraska Appleseed as jobs that pay family supporting wages with potential for benefits, have current and future openings in Nebraska, and can be attained through education and training in two years or less. In other words “Top Jobs for Families” acknowledge the baseline income that families need to care for their basic needs, recognize the need for long-term job stability for parents raising children, and identify jobs that



can be achieved in a shorter time frame to fit into the lives of parents balancing multiple priorities. We have also included examples of roadmaps that workers can follow to continue to move ahead in education and earnings.

This report also identifies themes about economic opportunity regarding the state as a whole. Recognizing current and future careers that contribute to family economic stability can inform future investments in quality jobs and job training in our state.

“Nebraska Appleseed’s Top Jobs for Families in 2010” puts forth a vision of quality job opportunities for families and areas for growth and investment for our state as a whole. This report is a part of our Economic Opportunity Campaign, and effort to promote policies that build opportunities for low-income Nebraskans based on our values of security, mobility, family and community.

Criteria for Top Jobs for Families and Roadmaps



Top Jobs for Families Criteria

The current economic difficulties faced by our nation, coupled with the importance of economic stability for families and communities, create new urgency for Nebraska to identify and invest in job opportunities and industries with potential for stability and growth.

Nebraska Appleseed recognizes that job opportunities for families must take into account multiple factors. “Top Jobs for Families” are defined by Nebraska Appleseed as a jobs that pay family supporting wages with potential for benefits, have current and future openings in Nebraska, and can be attained through education and training in two years or less. All of these aspects are important to the long-term well-being of families and communities in our state.

More specifically, Nebraska Appleseed’s definition of a “Top Job for Working Families” is, a job which meets the following criteria:

- WAGES for the job must be above the “Family Bottom Line”¹ defined by the

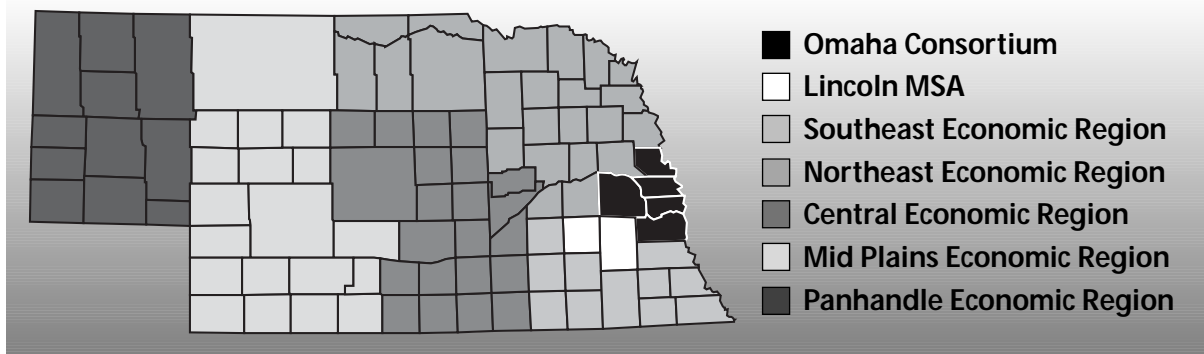
Opportunity@Work Coalition as “income needed for a family of a given composition in a given place to adequately meet its basic needs without private or public assistance.”

- JOB POTENTIAL is determined by the same criteria the Nebraska Department of Labor uses for their “Hot Jobs” classification.² Factors include projected job growth, overall job openings, and net change. Job growth is projected from 2008-2018.
- EDUCATION: jobs must require at least a High School Diploma, but no more than an Associate’s Degree in order to make them accessible to working families.
- BENEFITS: “Top Jobs for Families” must be in an industry that is a leader in provision of benefits in Nebraska in at least six out of fourteen categories reported in the “Nebraska Employee Benefits Report, 2007.”³ (For more information see Appendix A “Methodology.”)

Top jobs are also listed by regions as determined by the Nebraska Department of Labor (figure 1):

Figure 1:

*Regions in Nebraska Defined by the Nebraska Department of Labor*⁴



Roadmaps Criteria

This report also includes examples of career “roadmaps” that workers could follow to move ahead in education and earnings. All jobs included in the roadmaps meet the “Top Jobs for Families” criteria. They also represent an increase in earnings and an opportunity for higher educa-

tion in a field with growth potential. These roadmaps are intended to illustrate jobs with opportunities for upward mobility. Projected openings for “Top Jobs for Families” reflected in the roadmaps are the most current information available⁵.

Economic Opportunity in Nebraska



Economic Opportunity for Families

Nebraska families have a strong work ethic, but many face challenges in gaining self-sustaining employment. Nebraska's economy has a significant number of low paying jobs. In fact, 26.7% of jobs in Nebraska pay below the threshold of poverty for a family of four⁶. This means that people who work hard face challenges in build-

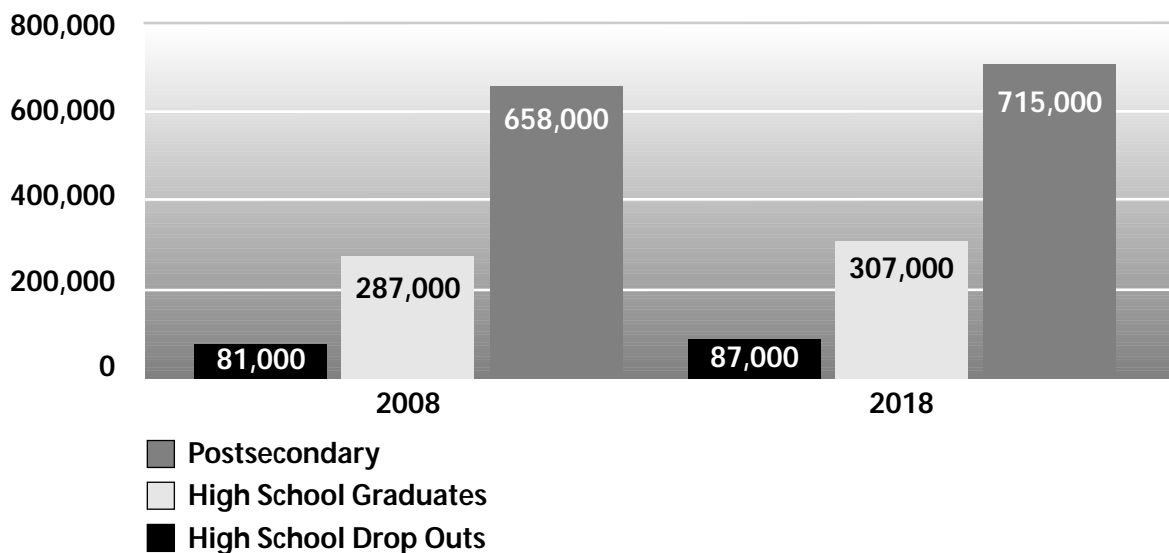
ing a better life for themselves and their families. More than one in four (27%) working families in Nebraska are low-income.⁷ Nebraska Appleseed's "Top Jobs for Working Families" is a guide to occupations that build economic stability for families.

Economic Opportunity for Nebraska

In many ways, Nebraska is at a crossroads. Along with the rest of the nation, we are building towards economic recovery. At the same time, we are facing our own unique workforce needs. The choices and investments made today will impact quality of life in Nebraska for years to come.

By 2018, 66% of all jobs in Nebraska will require some postsecondary training beyond high school.⁸ Demand for jobs requiring higher education clearly outpaces demand for lower-skills jobs (figure 2.)

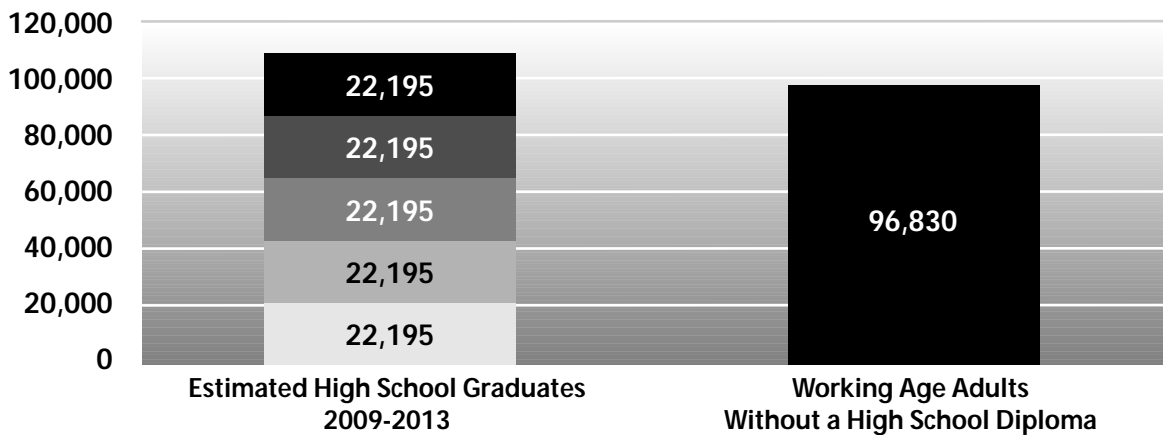
Figure 2:
Change in Jobs by Education Level, 2008 and 2018⁹



Unfortunately, Nebraska faces a significant education and skills gap. 8.8% of Nebraska adults do not have a high school diploma,¹⁰ 26.3% have only a high school diploma,¹¹ and 28.4% have some postsecondary education but no credential.¹² Only 36.5% have an Associate's Degree or higher – only about half of those we will need by 2018.

Developing educational and occupational opportunities for working families is essential to filling this gap. It will take more than four years of high school graduates to match the current number of working age adults in Nebraska without a High School Diploma or GED (assuming a constant graduating class size) (figure 3.) Increasing the educational attainment of working adults in Nebraska is necessary to fill our future workforce needs.

Figure 3:
Working Age Adults in Nebraska with a High School Diploma or Less Compared to Nebraska High School Graduates¹³



Nebraska's working families need a solid foothold in jobs that provide for their families today as well as new opportunities to increase their skills to contribute to future workforce needs. Channeling working parents into "Top Jobs for Families" today will contribute to their economic

stability and capacity for upward mobility in the future. Strategic investments in families, educational opportunities, and businesses that provide quality jobs are needed to protect our "good life" in the future.



Statewide “Top Jobs for Families”



Clearly, a strong workforce is a vital for the state’s overall success. Working families make up a significant portion of our workforce. As a state, we have an opportunity to invest in working parents in order to fill workforce needs and enhance the economic stability of families.

On the state level, our Department of Labor, Department of Health and Human Services, and Department of Economic Development implement a variety of services and programs that contribute to workforce development, ranging from the Aid to Dependent Children program, which helps families move from poverty to self-sufficiency, to the Nebraska Advantage program which provides incentives for business development.

Statewide investments should be made in occupational sectors that provide the best jobs for our people. A statewide summary of “Top Jobs for Working Families” occupations is included below (Figure 4.) This summary indicates that the majority of quality jobs for families in Nebraska fall into three broad categories:

- 1) Installation, maintenance, repair, and production occupations
- 2) Business, sales, and management related occupations
- 3) Health care occupations.

Building and growing these industries in Nebraska, and linking state programs and services to career opportunities in these fields is a positive approach for Nebraska families.

Figure 4:
Statewide Summary of Occupational Area, Occupation Variety, and Job Openings for “Top Jobs for Working Families”

Occupational Area	Total Occupational Openings	Number of Different Occupations
Installation, Maintenance, and Repair Occupations	142	15 jobs
Office and Administrative Support Occupations	109	11 jobs
Production Occupations	64	20 jobs
Healthcare Support Occupations	37	6 jobs
Business and Financial Operations	34	5 jobs
Management	33	6 jobs
Sales and Related Occupations	23	3 jobs
Computer and Mathematical Occupations	16	2 jobs
Education, Training, and Library Occupations	16	2 jobs
Arts, Design, Entertainment, Sports, and Media	6	2 jobs
Construction and Extraction Occupations	2	2 jobs
Transportation and Material Moving Occupations	2	2 jobs
Architecture and Engineering	1	1 Job
Healthcare Practitioners and Technical Occupations		1



Trends and Recommendations



Trends

The Nebraska Appleseed “Top Jobs for Families” report illustrates four significant job trends in our state:

- 1) “Top Jobs for Families” tend to fall in one of six occupational areas: management occupations, business and financial operations occupations, healthcare support operations occupations, office and administrative support occupations, installation, maintenance, and repair occupations, and production occupations. This provides an opportunity for educational and human services organizations to develop targeted programs for these areas.
- 2) Career “roadmaps” are uneven. While “Top Jobs for Families” exist in a variety of fields and occupations, few pathways exist for families in a particular region to move up in a particular industry and maintain quality wage, benefit, and growth potential. This

represents a challenge for working families that want to move ahead and for our state’s ability to grow a stronger workforce overall.

- 3) Many opportunities exist in “non-traditional” occupations for women. Families headed by single women make up 38% of low-income families overall (52% are headed by married couples and 9.5% are headed by single fathers.) This illustrates an opportunity to encourage women to enter fields such as installation, maintenance, and repair and production occupations to achieve family supporting wages.
- 4) Statewide, the top occupational areas for families are: 1. installation, maintenance, repair, and production occupations 2. business, sales, and management related occupations 3. health care occupations. This illustrates an opportunity and create outreach, training, and other supports geared towards working families within these areas.

Recommendations

Based on the data and trends illustrated in the “Top Jobs for Working Families” report, we offer the following recommendations for families and for Nebraska:

RECOMMENDATIONS FOR FAMILIES:

- 1) Use this report to select jobs that you are interested in and have long-term potential for your family and geographical area.

- 2) If you are currently employed, but would like to find a new occupation, consider pursuing education or training in one of the top six occupational areas (management occupations, business and financial operations occupations, healthcare support operations occupations, office and administrative support occupations, installation, maintenance, and repair occupations, and production occupations.)
- 3) If you are currently a participant in the Aid to Dependent Children program, use this report to help develop your self-sufficiency contract.
- 4) If you are a woman, consider an occupation in a non-traditional field.

RECOMMENDATIONS FOR NEBRASKA:

- 1) Use the “Top Jobs for Working Families” report to counsel participants about their options in the Aid to Dependent Children,

Workforce Investment Act, SNAP Employment and Training programs.

- 2) Invest in career “bridges” that help Adult Education students transition into community college programs of study in areas related to “Top Jobs” for families. Such bridges could provide educational counseling, supportive services such as transportation and child care, and tuition assistance to help families make the transition to college successfully.
- 3) Build career pathways in in-demand industries focusing on “Top Jobs for Nebraska Families.” Career pathways link state and private resources to connect supportive services, education, training, and credentials for workers that ultimately lead to a job in a high demand occupation.
- 4) Provide new forms of tuition assistance for non-traditional students pursuing education in-demand fields.



Top Jobs for Families and Roadmaps by Region

Top Jobs For: 1 Parent 1 Preschool Aged Child

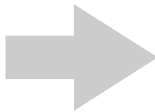
Region: Metro-Lincoln

Family Bottom Line Wage \$12.13

Education	Occupation	Hourly Wage Range
High School	Cost Estimators	\$23.57 – \$23.77
	Employment Interviewers	\$21.50 – \$29.84
	Advertising Sales Agents	\$14.33 – \$18.45
	Bill and Account Collectors	\$13.86 – \$14.85
	Billing and Posting Clerks and Machine Operators	\$14.53 – \$14.80
	Billing, Cost, and Rate Clerks	\$14.53 – \$14.80
	Billing, Posting, and Calculating Machine Operators	\$14.53 – \$14.80
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.08 – \$16.14
	Dispatchers, Except Police, Fire, and Ambulance	\$17.60 – N/A
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$21.06 – \$21.39
	Electrical Power-Line Installers and Repairers	\$21.32 – \$22.99
	First-Line Supervisors/Managers of Production and Operating Workers	\$25.09 – \$26.68
	Glass Blowers, Molders, Benders, and Finishers	\$13.94 – \$14.33
	Post Secondary Certificate	Administrative Services Managers
Computer Support Specialists		\$19.29 – \$20.27
Vocational Education Teachers, Postsecondary		\$23.92 – N/A
Dental Assistants		\$14.48 – \$14.82
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$28.37 – \$29.60
Aircraft Mechanics and Service Technicians		\$21.58 – N/A
Bus and Truck Mechanics and Diesel Engine Specialists		\$17.29 – \$17.37
Heating and Air Conditioning Mechanics and Installers		\$21.06 – \$21.39
Refrigeration Mechanics and Installers		\$21.06 – \$21.39
Industrial Machinery Mechanics		\$20.10 – \$23.15
Some College		Sales Managers
	Musicians, Instrumental	\$24.94 – \$31.47
	Medical Transcriptionists	\$14.43 – \$16.26
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$25.14 – \$25.91
	Statement Clerks	\$14.53 – \$14.80
	Cabinetmakers and Bench Carpenters	\$13.53 – \$16.37
Associates Degree	Computer Software Engineers, Systems Software	\$30.86 – \$36.51
	Loan Interviewers and Clerks	\$14.25 – \$15.34

Road Map: 1 Parent 1 Preschool Aged Child

Region: Metro-Lincoln

Advertising Sales Agents		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
High School		Some College
11 Openings		40 Openings
\$14.33 – \$18.45		\$25.14 – \$25.91

Top Jobs For: 2 Parents 2 School Aged Children


Region: Metro-Lincoln

Family Bottom Line Wage \$9.66

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$23.57 – \$23.77	
	Employment Interviewers	\$21.50 – \$29.84	
	Counter and Rental Clerks	\$10.37 – \$11.21	
	Advertising Sales Agents	\$14.33 – \$18.45	
	Bill and Account Collectors	\$13.89 – \$14.85	
	Billing and Posting Clerks and Machine Operators	\$14.53 – \$14.80	
	Billing, Cost, and Rate Clerks	\$14.53 – \$14.80	
	Billing, Posting, and Calculating Machine Operators	\$14.53 – \$14.80	
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.08 – \$16.14	
	Dispatchers, Except Police, Fire, and Ambulance	N/A – \$17.60	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$21.06 – \$21.39	
	Electrical Power-Line Installers and Repairers	\$21.32 – \$22.99	
	First-Line Supervisors/Managers of Production and Operating Workers	\$25.09 – \$26.68	
	Glass Blowers, Molders, Benders, and Finishers	\$13.94 – \$14.33	
Post Secondary Certificate	Administrative Services Managers	\$30.59 – \$32.85	
	Computer Support Specialists	\$19.29 – \$20.27	
	Vocational Education Teachers, Postsecondary	N/A – \$23.92	
	Dental Assistants	\$14.48 – \$14.82	
	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$28.37 – \$29.60	
	Aircraft Mechanics and Service Technicians	N/A – \$21.58	
	Bus and Truck Mechanics and Diesel Engine Specialists	\$17.29 – \$17.37	
	Heating and Air Conditioning Mechanics and Installers	\$21.06 – \$21.39	
	Refrigeration Mechanics and Installers	\$21.06 – \$21.39	
	Industrial Machinery Mechanics	\$20.10 – \$23.15	
	Some College	Sales Managers	\$49.26 – \$49.56
		Musicians, Instrumental	\$24.49 – \$31.47
		Medical Transcriptionists	\$14.43 – \$16.26
		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$25.14 – \$25.91
Statement Clerks		\$14.53 – \$14.80	
Interviewers, Except Eligibility and Loan		\$11.59 – \$11.73	
Cabinetmakers and Bench Carpenters		\$13.53 – \$16.37	
Associates Degree		Computer Software Engineers, Systems Software	\$30.96 – \$36.51
		Loan Interviewers and Clerks	\$14.25 – \$15.34

Road Map: 2 Parent 2 School Aged Children

Region: Metro-Lincoln

Counter and Rental Clerks		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
High School		Some College
39 Openings		40 Openings
\$10.37-\$11.21		\$25.14-\$25.91

Top Jobs For: 1 Parent 1 Preschool Aged Child


Region: Metro-Omaha

Family Bottom Line Wage \$12.13

Education	Occupation	Hourly Wage Range	
High School	Food Service Managers	\$23.42 – \$24.57	
	Cost Estimators	\$23.57 – \$23.95	
	Healthcare Support Workers, All Other	\$13.61 – \$14.73	
	Advertising Sales Agents	\$18.45 – \$23.80	
	Bill and Account Collectors	\$14.85 – \$15.45	
	Billing and Posting Clerks and Machine Operators	\$14.53 – \$15.19	
	Billing, Cost, and Rate Clerks	\$14.53 – \$15.19	
	Billing, Posting, and Calculating Machine Operators	\$14.53 – \$15.19	
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.14 – \$17.53	
	Dispatchers, Except Police, Fire, and Ambulance	\$17.60 – \$18.40	
	Automotive Service Technicians and Mechanics	\$17.32 – \$19.53	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$21.06 – \$24.26	
	First-Line Supervisors/Managers of Production and Operating Workers	\$25.09 – \$25.09	
	Post Secondary Certificate	Administrative Services Managers	\$32.85 – \$36.32
Government Property Inspectors and Investigators		\$24.67 – \$24.76	
Computer Support Specialists		\$19.29 – \$19.37	
Massage Therapists		\$18.29 – \$18.55	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$28.37 – \$30.20	
Telecommunications Equipment Installers and Repairers, Except Line Installers		\$23.52 – \$24.37	
Automotive Master Mechanics		\$17.32 – \$19.53	
Automotive Specialty Technicians		\$17.32 – \$19.53	
Bus and Truck Mechanics and Diesel Engine Specialists		\$17.29 – \$19.02	
Heating and Air Conditioning Mechanics and Installers		\$21.06 – \$24.26	
Refrigeration Mechanics and Installers		\$21.06 – \$24.26	
Maintenance and Repair Workers, General		\$16.31 – \$17.38	
Some College		Sales Managers	\$49.26 – \$52.68
		Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$25.66 – \$27.08
	Musicians, Instrumental	\$24.94 – N/A	
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$25.14 – \$27.66	
	Statement Clerks	\$14.53 – \$15.19	
Associates Degree	Legal Secretaries	\$17.06 – \$18.77	
	Avionics Technicians	\$26.60 – \$28.70	

Road Map: 1 Parent 1 Preschooler

Region: Metro-Omaha

Human Resources Assistants, Except Payroll and Timekeeping		Legal Secretaries
High School		Associates Degree
18 Openings		18 Openings
\$16.14-\$17.53		\$17.06-\$18.77

Top Jobs For: 2 Parents 2 School Aged Children


Region: Metro-Omaha

Family Bottom Line Wage \$9.66

Education	Occupation	Hourly Wage Range	
High School	Food Service Managers	\$23.42 – \$24.57	
	Cost Estimators	\$23.57 – \$23.95	
	Healthcare Support Workers, All Other	\$13.61 – \$14.73	
	Counter and Rental Clerks	\$11.21 – \$12.26	
	Advertising Sales Agents	\$18.45 – \$23.80	
	Bill and Account Collectors	\$14.85 – \$15.45	
	Billing and Posting Clerks and Machine Operators	\$14.53 – \$15.19	
	Billing, Cost, and Rate Clerks	\$14.53 – \$15.19	
	Billing, Posting, and Calculating Machine Operators	\$14.53 – \$15.19	
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.14 – \$17.53	
	Dispatchers, Except Police, Fire, and Ambulance	\$17.60 – \$18.40	
	Automotive Service Technicians and Mechanics	\$17.32 – \$19.53	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$21.06 – \$24.26	
	First-Line Supervisors/Managers of Production and Operating Workers	\$25.09 – \$25.09	
	Bakers	\$11.41 – \$11.91	
	Post Secondary Certificate	Administrative Services Managers	\$32.85 – \$36.32
		Government Property Inspectors and Investigators	\$24.67 – \$24.76
		Computer Support Specialists	\$19.29 – \$19.37
Massage Therapists		\$18.29 – \$18.55	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$28.37 – \$30.20	
Telecommunications Equipment Installers and Repairers, Except Line Installers		\$23.52 – \$24.37	
Automotive Master Mechanics		\$17.32 – \$19.53	
Automotive Specialty Technicians		\$17.32 – \$19.53	
Bus and Truck Mechanics and Diesel Engine Specialists		\$17.29 – \$19.02	
Heating and Air Conditioning Mechanics and Installers		\$21.06 – \$24.26	
Refrigeration Mechanics and Installers		\$21.06 – \$24.26	
Maintenance and Repair Workers, General		\$16.31 – \$17.38	
Some College	Sales Managers	\$49.26 – \$52.68	
	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$25.66 – \$27.08	
	Musicians, Instrumental	\$24.94 – N/A	
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$25.14 – \$27.66	
	Statement Clerks	\$14.53 – \$15.19	
	Interviewers, Except Eligibility and Loan	\$11.63 – \$11.73	
	Associates Degree	Legal Secretaries	\$17.06 – \$18.77
Avionics Technicians		\$26.60 – \$28.70	

Road Map: 2 Parent 2 School Aged Children

Region: Metro-Omaha

Advertising Sales Agents		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
High School		Some College
26 Openings		126 Openings
\$18.45 – \$23.80		\$25.14 – \$27.66

Top Jobs For: 1 Parent 1 Preschool Aged Child

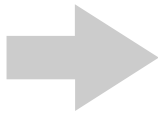
Region: Rural-Central

Family Bottom Line Wage \$8.97

Education	Occupation	Hourly Wage Range	
High School	Food Service Managers	\$22.12 – \$23.42	
	Cost Estimators	\$20.10 – \$23.57	
	Employment Interviewers	\$21.56 – \$29.84	
	Home Health Aides	\$10.12 – \$11.14	
	Healthcare Support Workers, All Other	\$13.19 – \$13.61	
	First-Line Supervisors/Managers of Retail Sales Workers	\$13.82 – \$18.41	
	Counter and Rental Clerks	\$9.66 – \$11.21	
	Advertising Sales Agents	\$18.27 – \$18.45	
	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$18.25 – \$22.29	
	Bill and Account Collectors	\$14.04 – \$14.85	
	Billing and Posting Clerks and Machine Operators	\$13.20 – \$14.53	
	Billing, Cost, and Rate Clerks	\$13.20 – \$14.53	
	Billing, Posting, and Calculating Machine Operators	\$13.20 – \$14.53	
	Human Resources Assistants, Except Payroll and Timekeeping	\$13.24 – \$16.14	
	Dispatchers, Except Police, Fire, and Ambulance	\$15.71 – \$17.60	
	Automotive Service Technicians and Mechanics	\$15.99 – \$17.32	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.10 – \$21.06	
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$15.88 – \$16.10	
	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.42 – \$16.48	
	Post Secondary Certificate	Chemical Equipment Operators and Tenders	\$15.75 – \$16.62
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders		\$13.83 – \$13.89	
Helpers--Production Workers		\$11.66 – \$11.92	
Industrial Production Managers		\$34.48 – \$39.64	
Government Property Inspectors and Investigators		\$20.34 – \$24.76	
Computer Support Specialists		\$17.18 – \$19.29	
Vocational Education Teachers, Postsecondary		N/A – \$23.92	
Dental Assistants		\$13.80 – \$14.48	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$24.88 – \$28.37	
Automotive Master Mechanics		\$15.99 – \$17.32	
Automotive Specialty Technicians		\$15.99 – \$17.32	
Bus and Truck Mechanics and Diesel Engine Specialists		\$17.06 – \$17.29	
Heating and Air Conditioning Mechanics and Installers		\$17.10 – \$21.06	
Refrigeration Mechanics and Installers		\$17.10 – \$21.06	
Industrial Machinery Mechanics		\$18.80 – \$20.10	
Tool and Die Makers		\$20.05 – \$20.51	
Some College		Library Technicians	\$9.56 – \$11.44
		Statement Clerks	\$13.20 – \$14.53
		Interviewers, Except Eligibility and Loan	\$11.73 – \$12.56
Associates Degree		Physical Therapist Assistants	\$20.42 – \$21.11

Road Map: 1 Parent 1 Preschool Aged Child

Region: Rural-Central

Home Health Aides	Healthcare Support Workers, All Other		Dental Assistants	Physical Therapist Assistants
High School	High School		Post Secondary Certificate	Associates Degree
7 Openings	4 Openings		12 Openings	****
\$10.21 – \$11.14	\$13.19 – \$13.61		\$13.80 – \$14.48	\$20.42 – \$21.11

Top Jobs For: 2 Parents 2 School Aged Children

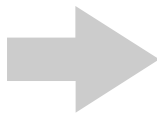
Region: Rural-Central

Family Bottom Line Wage \$8.19

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$20.10 – \$23.57	
	Employment Interviewers	\$21.56 – \$29.84	
	Healthcare Support Workers, All Other	\$13.19 – \$13.61	
	Bill and Account Collectors	\$14.04 – \$14.85	
	Billing and Posting Clerks and Machine Operators	\$13.20 – \$14.53	
	Billing, Cost, and Rate Clerks	\$13.20 – \$14.53	
	Billing, Posting, and Calculating Machine Operators	\$13.20 – \$14.53	
	Hotel, Motel, and Resort Desk Clerks	\$8.33 – \$8.85	
	Human Resources Assistants, Except Payroll and Timekeeping	\$13.24 – \$16.14	
	Dispatchers, Except Police, Fire, and Ambulance	\$15.71 – \$17.60	
	Automotive Service Technicians and Mechanics	\$15.99 – \$17.32	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.10 – \$21.06	
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$15.88 – \$16.10	
	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.42 – \$16.48	
	Chemical Equipment Operators and Tenders	\$15.75 – \$16.62	
	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$13.83 – \$13.89	
	Helpers--Production Workers	\$11.66 – \$11.92	
	Post Secondary Certificate	Industrial Production Managers	\$34.48 – \$39.64
		Government Property Inspectors and Investigators	\$20.34 – \$24.76
Computer Support Specialists		\$17.18 – \$19.29	
Vocational Education Teachers, Postsecondary		N/A – \$23.92	
Dental Assistants		\$13.80 – \$14.48	
Automotive	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$24.88 – \$28.37	
	Master Mechanics	\$15.99 – \$17.32	
	Automotive Specialty Technicians	\$15.99 – \$17.32	
	Bus and Truck Mechanics and Diesel Engine Specialists	\$17.06 – \$17.29	
	Heating and Air Conditioning Mechanics and Installers	\$17.10 – \$21.06	
	Refrigeration Mechanics and Installers	\$17.10 – \$21.06	
	Industrial Machinery Mechanics	\$18.80 – \$20.10	
Some College	Tool and Die Makers	\$20.51 – \$20.05	
	Library Technicians	\$9.56 – \$11.44	
	Statement Clerks	\$13.20 – \$14.53	
Associates Degree	Interviewers, Except Eligibility and Loan	\$11.73 – \$12.56	
	Physical Therapist Assistants	\$20.42 – \$21.11	

Road Map: 2 Parent 2 School Aged Children

Region: Central Nebraska

Healthcare Support Workers, All Other		Dental Assistants
High School		Post Secondary Certificate
4 Openings		12 Openings
\$13.19-\$13.61		\$13.80-\$14.48

Top Jobs For: 1 Parent 1 Preschool Aged Child

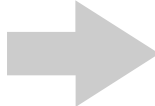
Region: Rural-Mid Plains

Family Bottom Line Wage \$8.97

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$16.34 – \$23.57	
	Counter and Rental Clerks	\$9.76 – \$11.21	
	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$18.64 – \$22.29	
	Bill and Account Collectors	\$14.85 – \$15.66	
	Human Resources Assistants, Except Payroll and Timekeeping	\$15.82 – \$16.14	
	Executive Secretaries and Administrative Assistants	\$14.96 – \$16.85	
	First-Line Supervisors/Managers of Production and Operating Workers	\$24.03 – \$25.09	
	Assemblers and Fabricators, All Other	\$13.04 – \$13.19	
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$16.10 – \$17.30	
	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$14.92 – \$17.00	
	Chemical Equipment Operators and Tenders	\$16.62 – \$17.43	
	Helpers--Production Workers	\$11.66 – \$14.45	
	Post Secondary Certificate	Industrial Production Managers	\$32.46 – \$39.64
		Construction Managers	\$35.02 – \$38.92
Assessors		\$20.47 – \$21.20	
Computer Support Specialists		\$17.83 – \$19.29	
Vocational Education Teachers, Postsecondary		\$23.92 – N/A	
Dental Assistants		\$14.00 – \$14.48	
Medical Assistants		\$11.38 – \$13.60	
Cement Masons and Concrete Finishers		\$12.67 – \$15.86	
Electricians		\$17.18 – \$20.28	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$15.75 – \$28.37	
Telecommunications Equipment Installers and Repairers, Except Line Installers		\$19.50 – \$23.52	
Electrical and Electronics Installers and Repairers, Transportation Equipment		\$18.88 – N/A	
Automotive Master Mechanics		\$14.49 – \$17.32	
Automotive Specialty Technicians		\$14.49 – \$17.32	
Bus and Truck Mechanics and Diesel Engine Specialists		\$15.77 – \$17.29	
Heating and Air Conditioning Mechanics and Installers		\$20.22 – \$21.06	
Refrigeration Mechanics and Installers		\$20.22 – \$21.06	
Industrial Machinery Mechanics		\$17.24 – \$20.10	
Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation		\$28.02 – N/A	
Some College		Sales Managers	\$35.63 – \$49.26
	Library Technicians	\$9.40 – \$11.44	
	Interviewers, Except Eligibility and Loan	\$11.73 – \$12.74	
	Conveyor Operators and Tenders	\$10.20 – \$12.50	
Associates Degree	Lodging Managers	\$17.47 – \$20.89	
	Architectural Drafters	\$18.31 – \$21.11	
	Physicians and Surgeons, All Other	N/A – \$67.91	
	Legal Secretaries	\$13.22 – \$17.06	
	Signal and Track Switch Repairers	NA – N/A	

Road Map: 1 Parent 1 Preschool Aged Child

Region: Mid Plains Nebraska

Interviewers, Except Eligibility and Loan		Legal Secretaries
Some College		Associates Degree
3 Openings		****
\$11.73 – \$12.74		\$13.22 – \$17.06

Top Jobs For: 2 Parents 2 School Aged Children

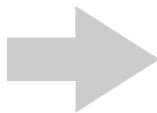
Region: Rural-Mid Plains

Family Bottom Line Wage \$8.19

Education	Occupation	Hourly Wage Range
High School	Cost Estimators	\$16.34 – \$23.57
	Counter and Rental Clerks	\$9.76 – \$11.21
	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$18.64 – \$22.29
	Bill and Account Collectors	\$14.85 – \$15.66
	Human Resources Assistants, Except Payroll and Timekeeping	\$15.82 – \$16.14
	Executive Secretaries and Administrative Assistants	\$14.96 – \$16.85
	Electrical and Electronics Repairers, Commercial and Industrial Equipment	N/A – \$20.14
	Automotive Service Technicians and Mechanics	\$14.49 – \$17.32
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$20.22 – \$21.06
	Electrical Power-Line Installers and Repairers	\$21.25 – \$22.99
	First-Line Supervisors/Managers of Production and Operating Workers	\$24.03 – \$25.09
	Assemblers and Fabricators, All Other	\$13.04 – \$13.19
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$16.10 – \$17.30
	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$14.92 – \$17.00
	Chemical Equipment Operators and Tenders	\$16.62 – \$17.43
	Helpers--Production Workers	\$11.66 – \$14.45
Post Secondary Certificate	Industrial Production Managers	\$32.46 – \$39.64
	Construction Managers	\$35.02 – \$38.92
	Assessors	\$20.47 – \$21.20
	Computer Support Specialists	\$17.83 – \$19.29
	Vocational Education Teachers, Postsecondary	N/A – \$23.92
	Dental Assistants	\$14.00 – \$14.48
	Medical Assistants	\$11.38 – \$13.60
	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$19.50 – \$28.37
	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$19.50 – \$23.52
	Electrical and Electronics Installers and Repairers, Transportation Equipment	N/A – \$18.88
	Automotive Master Mechanics	\$14.49 – \$17.32
	Automotive Specialty Technicians	\$14.49 – \$17.32
	Bus and Truck Mechanics and Diesel Engine Specialists	\$15.77 – \$17.29
	Heating and Air Conditioning Mechanics and Installers	\$20.22 – \$21.06
	Refrigeration Mechanics and Installers	\$20.22 – \$21.06
	Industrial Machinery Mechanics	\$17.24 – \$20.10
Some College	Sales Managers	\$35.63 – \$49.26
	Library Technicians	\$9.40 – \$11.44
	Interviewers, Except Eligibility and Loan	\$11.73 – \$12.74
	Cabinetmakers and Bench Carpenters	N/A – \$13.53
	Medical Appliance Technicians	N/A – \$21.11
Associates Degree	Lodging Managers	\$17.47 – \$20.89
	Legal Secretaries	\$13.22 – \$17.06
	Signal and Track Switch Repairers	N/A – NA

Road Map: 2 Parent 2 School Aged Children

Region: Mid Plains Nebraska

Executive Secretaries and Administrative Assistants		Legal Secretaries
High School		Associates Degree
8 Openings		****
\$14.96 – \$16.85		\$13.22 – \$17.06

Top Jobs For: 1 Parent 1 Preschool Aged Child

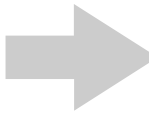
Region: Rural-Northeast

Family Bottom Line Wage \$8.97

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$23.57 – \$24.66	
	Healthcare Support Workers, All Other	\$11.28 – \$13.61	
	First-Line Supervisors/Managers of Retail Sales Workers	\$17.57 – \$18.41	
	Counter and Rental Clerks	\$11.21 – \$11.21	
	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$19.01 – \$22.29	
	Bill and Account Collectors	\$12.94 – \$14.85	
	Billing and Posting Clerks and Machine Operators	\$12.81 – \$14.53	
	Billing, Cost, and Rate Clerks	\$12.81 – \$14.53	
	Billing, Posting, and Calculating Machine Operators	\$12.81 – \$14.53	
	Human Resources Assistants, Except Payroll and Timekeeping	\$13.58 – \$16.14	
	Dispatchers, Except Police, Fire, and Ambulance	\$15.42 – \$17.60	
	Automotive Service Technicians and Mechanics	\$16.20 – \$17.32	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$15.27 – \$21.06	
	Electrical Power-Line Installers and Repairers	\$22.99 – \$23.99	
	Assemblers and Fabricators, All Other	\$13.19 – \$14.10	
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$16.10 – \$16.83	
	Helpers--Production Workers	\$10.84 – \$11.66	
	Post Secondary Certificate	Government Property Inspectors and Investigators	\$20.93 – \$24.76
		Computer Support Specialists	\$17.38 – \$19.29
Dental Assistants		\$13.48 – \$14.48	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$27.51 – \$28.37	
Telecommunications Equipment Installers and Repairers, Except Line Installers		\$23.52 – \$24.10	
Automotive Master Mechanics		\$16.20 – \$17.32	
Automotive Specialty Technicians		\$16.20 – \$17.32	
Bus and Truck Mechanics and Diesel Engine Specialists		\$16.11 – \$17.29	
Heating and Air Conditioning Mechanics and Installers		\$15.27 – \$21.06	
Refrigeration Mechanics and Installers		\$15.27 – \$21.06	
Industrial Machinery Mechanics		\$19.62 – \$20.10	
Maintenance and Repair Workers, General		\$14.21 – \$16.31	
Some College		Library Technicians	\$10.42 – \$11.44
	Medical Transcriptionists	\$13.54 – \$14.43	
	Statement Clerks	\$12.81 – \$14.53	
	Interviewers, Except Eligibility and Loan	\$13.12 – \$11.73	
Associates Degree	Interpreters and Translators	\$12.46 – \$19.38	

Road Map: 1 Parent 1 Preschool Aged Child

Region: Northeast Nebraska

Healthcare Support Workers, All Other		Dental Assistants	Medical Transcriptionists
High School		Post Secondary Certificate	Some College
3 Openings		12 Openings	3 Openings
\$11.28 – \$13.61		\$13.48 – \$14.48	\$13.54 – \$14.43

Top Jobs For: 2 Parents 2 School Aged Children


Region: Rural-Northeast

Family Bottom Line Wage \$8.19

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$23.57 – \$24.66	
	Healthcare Support Workers, All Other	\$11.28 – \$13.61	
	First-Line Supervisors/Managers of Retail Sales Workers	\$17.57 – \$18.41	
	Counter and Rental Clerks	\$11.21 – \$11.21	
	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$19.01 – \$22.29	
	Bill and Account Collectors	\$12.94 – \$14.85	
	Billing and Posting Clerks and Machine Operators	\$12.81 – \$14.53	
	Billing, Cost, and Rate Clerks	\$12.81 – \$14.53	
	Billing, Posting, and Calculating Machine Operators	\$12.81 – \$14.53	
	Human Resources Assistants, Except Payroll and Timekeeping	\$13.58 – \$16.14	
	Dispatchers, Except Police, Fire, and Ambulance	\$15.42 – \$17.60	
	Automotive Service Technicians and Mechanics	\$16.20 – \$17.32	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$15.27 – \$21.06	
	Electrical Power-Line Installers and Repairers	\$22.99 – \$23.99 –	
	Assemblers and Fabricators, All Other	\$13.19 – \$14.10	
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$16.10 – \$16.83	
	Helpers--Production Workers	\$10.84 – \$11.66	
	Post Secondary Certificate	Government Property Inspectors and Investigators	\$20.93 – \$24.76
		Computer Support Specialists	\$17.38 – \$19.29
		Vocational Education Teachers, Postsecondary	\$20.82 – \$23.92
Dental Assistants		\$13.48 – \$14.48	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$27.51 – \$28.37	
Telecommunications Equipment Installers and Repairers, Except Line Installers		\$23.52 – \$24.10	
Automotive Master Mechanics		\$16.20 – \$17.32	
Automotive Specialty Technicians		\$16.20 – \$17.32	
Bus and Truck Mechanics and Diesel Engine Specialists		\$16.11 – \$17.29	
Heating and Air Conditioning Mechanics and Installers		\$15.27 – \$21.06	
Refrigeration Mechanics and Installers		\$15.27 – \$21.06	
Industrial Machinery Mechanics		\$19.62 – \$20.10	
Maintenance and Repair Workers, General		\$14.21 – \$16.31	
Some College	Library Technicians	\$10.42 – \$11.44	
	Medical Transcriptionists	\$13.54 – \$14.43	
	Statement Clerks	\$12.81 – \$14.53	
	Interviewers, Except Eligibility and Loan	\$11.73 – \$13.12	
Associates Degree	Interpreters and Translators	\$12.46 – \$19.38	

Road Map: 2 Parents 2 School Aged Children

Region: Northeast Nebraska

Automotive Service Technicians and Mechanics		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
High School		High School	Post Secondary Certificate
21 Openings		11 Openings	11 Openings
\$16.20 – \$17.32		\$15.27 – \$21.06	\$27.51 – \$28.37

Top Jobs For: 1 Parent 1 Preschool Aged Child


Region: Rural-Panhandle

Family Bottom Line Wage \$8.97

Education	Occupation	Hourly Wage Range
High School	Cost Estimators	\$23.57 – \$24.68
	Counter and Rental Clerks	\$10.54 – \$11.21
	Credit Authorizers, Checkers, and Clerks	\$13.05 – \$15.12
	Credit Checkers	\$13.05 – \$15.12
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.14 – \$16.65
	Dispatchers, Except Police, Fire, and Ambulance	\$17.60 – \$18.52
	Data Entry Keyers	\$11.48 – \$12.12
	Automotive Service Technicians and Mechanics	\$14.70 – \$17.32
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$16.37 – \$21.06
	Electrical Power-Line Installers and Repairers	\$24.88 – \$22.99
	First-Line Supervisors/Managers of Production and Operating Workers	\$20.37 – \$25.09
	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	N/A – \$15.22
	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	N/A – \$14.57
Post Secondary Certificate	Helpers--Production Workers	\$11.16 – \$11.66
	Industrial Production Managers	\$32.25 – \$39.64
	Construction Managers	N/A – \$35.02
	Government Property Inspectors and Investigators	\$24.00 – \$24.76
	Computer Support Specialists	\$16.72 – 19.29
	Vocational Education Teachers, Postsecondary	\$20.56 – \$23.92
	Dental Assistants	\$13.79 – \$14.48
	Medical Assistants	\$11.91 – \$13.60
	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$26.81 – \$28.37
	Electrical and Electronics Installers and Repairers, Transportation Equipment	N/A – \$18.88
	Automotive Master Mechanics	\$14.70 – \$17.32
	Bus and Truck Mechanics and Diesel Engine Specialists	\$15.31 – \$17.29
	Heating and Air Conditioning Mechanics and Installers	\$16.37 – \$21.06
Refrigeration Mechanics and Installers	\$16.37 – \$21.06	
Some College	Industrial Machinery Mechanics	\$17.54 – \$20.10
	Interviewers, Except Eligibility and Loan	\$11.73 – \$12.84
	Tire Repairers and Changers	N/A – \$11.11
	Medical Appliance Technicians	N/A – \$21.11
Associates Degree	Purchasing Managers	N/A – \$40.37
	Loan Interviewers and Clerks	\$14.41 – \$15.34
	Legal Secretaries	N/A – \$17.06

Road Map: 1 Parent 1 Preschool Aged Child

Region: Panhandle of Nebraska

Interviewers, Except Eligibility and Loan		Loan Interviewers and Clerks
Some College		Associates Degree
2 Openings		3 Openings
\$11.73 – \$12.84		\$14.41 – \$15.24

Top Jobs For: 2 Parents 2 School Aged Children

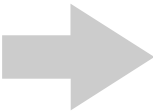
Region: Rural-Panhandle

Family Bottom Line Wage \$8.19

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$23.57 – \$24.68	
	Counter and Rental Clerks	\$10.54 – \$11.21	
	Credit Authorizers, Checkers, and Clerks	\$13.05 – \$15.12	
	Credit Checkers	\$13.05 – \$15.12	
	Hotel, Motel, and Resort Desk Clerks	\$8.85 – \$9.22	
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.14 – \$16.65	
	Dispatchers, Except Police, Fire, and Ambulance	\$17.60 – \$18.52	
	Data Entry Keyers	\$11.48 – \$12.12	
	Automotive Service Technicians and Mechanics	\$14.70 – \$17.32	
	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$16.37 – \$21.06	
	Electrical Power-Line Installers and Repairers	\$22.99 – \$24.88	
	First-Line Supervisors/Managers of Production and Operating Workers	\$20.37 – \$25.09	
	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	N/A – \$15.22	
	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	N/A – \$14.57	
	Helpers--Production Workers	\$11.16 – \$11.66	
	Post Secondary Certificate	Industrial Production Managers	\$32.25 – \$39.64
		Construction Managers	N/A – \$35.02
		Government Property Inspectors and Investigators	\$24.00 – \$24.76 –
	Computer Support	Specialists	\$16.72 – \$19.29
		Vocational Education Teachers, Postsecondary	\$20.56 – \$23.92
Dental Assistants		\$13.79 – \$14.48	
Medical Assistants		\$11.91 – \$13.60	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$26.81 – \$28.37	
Electrical and Electronics Installers and Repairers, Transportation Equipment		N/A – \$18.88	
Automotive Master Mechanics		\$14.70 – \$17.32	
Bus and Truck Mechanics and Diesel Engine Specialists		\$15.31 – \$17.29	
Heating and Air Conditioning Mechanics and Installers		\$16.37 – \$21.06	
Refrigeration Mechanics and Installers		\$16.37 – \$21.06	
Industrial Machinery Mechanics		\$17.54 – \$20.10	
Some College		Interviewers, Except Eligibility and Loan	\$11.73 – \$12.84
		Tire Repairers and Changers	N/A – \$11.11
Associates Degree	Purchasing Managers	N/A – \$40.37	
	Loan Interviewers and Clerks	\$14.41 – \$15.34	
	Legal Secretaries	N/A – \$17.06	

Road Map: 2 Parents 2 School Aged Children

Region: Panhandle of Nebraska

Credit Authorizers, Checkers, and Clerks		Loan Interviewers and Clerks
High School		Associates Degree
6 Openings		3 Openings
\$13.05 – \$15.12		\$14.41 – \$15.34

Top Jobs For: 1 Parent 1 Preschool Aged Child

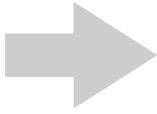
Region: Rural-Southeast

Family Bottom Line Wage \$8.97

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$22.82 – \$23.57	
	Home Health Aides	\$10.35 – \$11.14	
	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$18.78 – \$22.29	
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.14 – \$16.52	
	Dispatchers, Except Police, Fire, and Ambulance	\$16.58 – \$17.60	
	Executive Secretaries and Administrative Assistants	\$15.92 – \$16.85	
	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$15.74 – \$20.14	
	Farm Equipment Mechanics	\$15.32 – \$15.92	
	Electrical Power-Line Installers and Repairers	\$22.99 – \$25.72	
	Electrical and Electronic Equipment Assemblers	N/A – \$13.42	
	Electromechanical Equipment Assemblers	N/A – \$12.19	
	Engine and Other Machine Assemblers	N/A – \$14.31	
	Butchers and Meat Cutters	\$12.57 – \$12.58	
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$14.80 – \$16.10	
	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	N/A – 19.00	
	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$13.40 – \$13.83	
	Post Secondary Certificate	Industrial Production Managers	\$39.64 – \$45.87
		Government Property Inspectors and Investigators	\$24.76 – \$26.32
		Computer Support Specialists	\$19.29 – \$20.85
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$25.86 – \$28.37	
Bus and Truck Mechanics and Diesel Engine Specialists		\$12.94 – \$17.29	
Industrial Machinery Mechanics		\$20.10 – \$21.26	
Maintenance and Repair Workers, General		\$14.95 – \$16.31	
Some College	Sales Managers	\$41.75 – \$49.26	
	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$24.07 – \$25.66	
	Medical Transcriptionists	\$13.07 – \$14.43	
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$24.96 – \$25.14	
	Interviewers, Except Eligibility and Loan	\$11.73 – \$12.19	
	Tire Repairers and Changers	\$11.11 – \$11.60	
	Associates Degree	Lodging Managers	\$17.32 – \$20.89
Physical Therapist Assistants		N/A – \$20.42	

Road Map: 1 Parent 1 Preschool Aged Child

Region: Southeast Nebraska

Cost Estimators		Government Property Inspectors and Investigators	Purchasing Agents, Except Wholesale, Retail, and Farm Products
High School		Post Secondary Certificate	Some College
2 Openings		3 Openings (New Stats)	3 Openings
\$22.82 – \$23.57		\$24.76 – 26.32	\$24.07-\$25.66

Top Jobs For: 2 Parents 2 School Aged Children

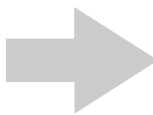
Region: Rural-Southeast

Family Bottom Line Wage \$8.19

Education	Occupation	Hourly Wage Range	
High School	Cost Estimators	\$22.82 – \$23.57	
	Home Health Aides	\$10.35 – \$11.14	
	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$18.78 – \$22.29	
	Human Resources Assistants, Except Payroll and Timekeeping	\$16.14 – \$16.52	
	Dispatchers, Except Police, Fire, and Ambulance	\$16.58 – \$17.60	
	Executive Secretaries and Administrative Assistants	\$15.92 – \$16.85	
	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$15.74 – \$20.14	
	Farm Equipment Mechanics	\$15.92 – \$15.32	
	Electrical Power-Line Installers and Repairers	\$25.72 – \$22.99	
	Electrical and Electronic Equipment Assemblers	N/A – \$13.42	
	Electromechanical Equipment Assemblers	N/A – \$12.19	
	Engine and Other Machine Assemblers	N/A – \$14.31	
	Butchers and Meat Cutters	\$12.57 – \$12.58	
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$14.80 – \$16.10	
	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	N/A – \$19.00	
	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$13.40 – \$13.83	
	Post Secondary Certificate	Industrial Production Managers	\$39.64 – \$45.87
		Government Property Inspectors and Investigators	\$24.76 – \$26.32
		Computer Support Specialists	\$19.29 – \$20.85
Vocational Education Teachers, Postsecondary		N/A – \$23.92	
Dental Assistants		\$12.00 – \$14.48	
Medical Assistants		\$11.92 – \$13.60	
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers		\$25.86 – \$28.37	
Bus and Truck Mechanics and Diesel Engine Specialists		\$12.94 – \$17.29	
Industrial Machinery Mechanics		\$20.10 – \$21.26	
Maintenance and Repair Workers, General		\$14.95 – \$16.31	
Some College	Sales Managers	\$41.75 – \$49.26	
	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$24.07 – \$25.66	
	Medical Transcriptionists	\$13.07 – \$14.43	
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$24.96 – \$25.14	
	Interviewers, Except Eligibility and Loan	\$11.73 – \$12.19	
	Tire Repairers and Changers	\$11.11 – \$11.60	
Associates Degree	Lodging Managers	\$17.32 – \$20.89	
	Physical Therapist Assistants	N/A – \$20.42	

Road Map: 2 Parents 2 School Aged Children

Region: Southeast Nebraska

Home Health Aides		Medical Assistants	Dental Assistants	Medical Transcriptionists
High School		Post Secondary Certificate	Post Secondary Certificate	Some College
5 Openings		3 Openings (New Stat)	4 Openings (New Stat)	3 Openings
\$10.35-\$11.14		\$11.92-\$13.60	\$12.00-\$14.48	\$13.07-\$14.43



Appendix A Methodology



Overview

Nebraska Appleseed's report "Top Jobs for Working Families" began as a base list of all the occupations in Nebraska. The Bureau of Labor Statistics¹⁴ provided not only all the occupations in Nebraska, but also corresponding SOC Codes (Standard Occupational Classification codes, used to classify jobs), annual average wage and hourly average wage. The aggregate list of occupations was then cut to include only the jobs with wages that met the "Family Bottom Line"¹⁵ criteria as defined by the Opportunity@Work Coalition by region and family type. Appleseed then selected two family types from the "Family Bottom Line" report to focus on: families consisting of one parent

and one preschooler and families consisting of two parents and two school-aged children. We also chose two geographical breakdowns: "metro" and "rural." Metro and rural areas are defined in the Family Bottom Line based on criteria provided by the United States Department of Agriculture. Therefore, the wage criteria are based on either the metro or rural designation, but the job opportunities are more specific to the geographical area. The counties in Nebraska are classified based on population size of metropolitan areas, the degree of urbanization of non-metropolitan areas, and whether or not non-metropolitan areas are adjacent to metropolitan areas.

Education Requirements

Occupations that required more than an Associates Degree or less than a high school diploma were extracted from the list gleaned from the Bureau of Labor Statistics. These educational benchmarks were identified because they are the most realistic educational options

for families already in the workforce. The information was provided by the Nebraska Department of Labor "Career Compass"¹⁶ tool, located on the Nebraska Department of Labor website.

Job Growth

Job Growth and job vacancy are two additional factors used to assess occupations in Nebraska. The "Top Jobs for Working Families" report met this criteria by incorporating data from the Nebraska Department of Labor "Hot Jobs"¹⁷ list. A "Hot Job" must meet requirements for

growth, annual openings and net change in employment. A numeric weight is assigned to each of the three variables, resulting in a specific numeric value of "relative hotness." For example, if a job were to have more vacancies their total number would be higher

Job Growth (continued)

than one with few vacancies. The Department of Labor totaled the three values for each job and compiled a list of jobs and their respected total values. Jobs must be in the top 25% to be considered a “Hot Job.”¹⁸ The application of this criteria means that any job in the “Nebraska Appleseed’s Top Job for Working

Families” report is also deemed a Hot Job by the state of Nebraska. The “Top Jobs for Working Families” list was detailed by geographical region. Regions outlined are as follow: Metro-Lincoln and Omaha, and Rural-Panhandle, Central, Mid Plains, Northeast and Southeast.

Benefits

The next criteria assessed was the benefits provided by respective industries. Industry statistics from the “Nebraska Employee Benefits Report, 2007”¹⁹ provided information about the provision of benefits in industries statewide. This report provided the percentage of employees receiving benefits in each occupational industry. By matching the top benefit providing industries with their respective SOC Codes, the “Nebraska Appleseed’s Top Jobs for Working Families” report identified which jobs on our list were likely to provide benefits. The “Nebraska Employee Benefits Report, 2007” focused on three categories of benefits,

Insurance, Paid Time Off and Other. “Other” refers to benefits such as educational assistance and retirement benefits. Although all the industries do offer benefits of some nature, Appleseed created its own criterion that each industry must meet to be recognized as a top benefit provider. Appleseed’s benchmark required each industry and their respective SOC Code(s) to appear in the top four (out of nine total industries) for each benefit listed, in at least six of the fourteen aggregate list of benefits. If this requirement was met then that industry would be considered proficient in providing benefits to employees.²⁰

Conclusion

The jobs identified by this report are jobs that have openings, provide significant benefits, are experiencing growth, positive net change in employment (specific to region) and provide a family-supporting wage (specific to family type

and Metro or Urban location.) These jobs have also been sorted relative to educational experience, which allows a person to know exactly which jobs they are currently capable of entering.

References

- 1 "The Family Bottom Line", Opportunity@Work Coalition, available at http://www.opportunityatwork.org/issue_4.shtml
- 2 "Hot Jobs," The Nebraska Department of Labor, available at <http://www.dol.nebraska.gov/nwd/center.cfm?PRICAT=2&SUBCAT=4C>
- 3 "Nebraska Employee Benefits Report, 2007," Nebraska Workforce Development, available at <http://www.dol.nebraska.gov/nwd/center.cfm?PRICAT=1&SUBCAT=4D>
- 4 "Nebraska Economic Regions," Nebraska Department of Labor, <http://www.dol.nebraska.gov/nwd/lmi/rd/index.cfm>
- 5 "Career Compass," Nebraska Department of Labor, <http://www.dol.nebraska.gov/nwd/center.cfm?PRICAT=2&SUBCAT=4C>
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- 8 The Georgetown University Center on Education and the Workforce, "Projections of Jobs and Education Requirements through 2018 - Nebraska" 2010
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- 10 Working Poor Families Project, "Percent of Adults age 18-64 without a High School Diploma or GED," Population Reference Bureau Analysis of American Community Survey 2008
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- 16 "Career Compass." Nebraska Department of Labor, available at <http://www.dol.nebraska.gov/nwd/center.cfm?PRICAT=2&SUBCAT=4C>
- 17 "Hot Jobs", Nebraska Department of Labor, available at <http://www.dol.nebraska.gov/nwd/center.cfm?PRICAT=2&SUBCAT=4C>
- 18 Job Prospects Methodology
Job Prospects is a term used to describe a custom occupation descriptor developed and used in Nebraska. The intent of assigning a Job Prospects indicator of HOT, FAIR, or COLD to an occupation is to describe, from a job seeker perspective, the relative prospects for finding work opportunity in a specific region (as compared to all other occupations in the region). Job Prospects are calculated using a multi-variable weighted index. Three variables are first normalized, and then each variable is weighted to obtain a more balanced outlook to opportunity than any single variable alone could provide. The variables are: the number of annual openings (AOPENT), the net change in employment (NCHG), and the growth rate (GRRATE). Since we

References (continued)

judge the most important factor in determining opportunity to be the number of actual openings expected, AOPENT is given the highest weight. The second most important factor in determining opportunity is the pure 'volume' of increased numbers of positions expected in the workforce so NCHG is given a lower weight. In contrast, the growth rate is of least importance and is weighted by the least because, while the rate of growth or decline can impact the speed at which jobs may be eliminated or created, the rate itself does not change the number of current opportunities. The three weighted values are added together and then divided by total weight to arrive at the final GCODERATING (used to rank each occupation by job prospect within each region) and the GCODERATING is used to determine whether an occupation is further qualified as HOT, FAIR, or COLD based on two criteria; 1) whether it falls into the top 25% (HOT), middle 50% (FAIR) or

bottom 25% (COLD) of all occupations within the region and 2) whether or not there are expected to be fewer than 1 annual opening per year in the region for the occupation (if so, COLD, regardless of the first criteria). Provided by the Nebraska Department of Labor

19 "Nebraska Employee Benefits Report, 2007," Nebraska Workforce Development, available at <http://www.dol.nebraska.gov/nwd/center.cfm?PRICAT=1&SUBCAT=4D>

20 Although the method behind our examination and rating of industries and their benefits may not hold statistical significance, it provides a very important view to Nebraska. It allows us to see which industries provide the most benefits in relation to other industries.



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