



2015



COMMUNITY ACTION OF NEBRASKA

Statewide and Regional Needs Assessment

Employment, Barriers to Employment, and Training Needs

History Of Community Action

Poverty in America prevents millions of people from participating in economic and community opportunities. *The Great Society*, as envisioned by President Lyndon B. Johnson, was a comprehensive plan to improve the lives of all Americans, regardless of their circumstances. Johnson pledged to fulfill his promise of equal opportunity for all by enacting several sweeping changes within the federal government. On August 20, 1964, the Economic Opportunity Act (EOA) was signed by President Johnson, “to eliminate the paradox of poverty in the midst of plenty in this nation by opening to everyone the opportunity for education and training, the opportunity to work, and the opportunity to live in decency and dignity.” The EOA was innovative legislation and created a variety of programs including Head Start and Community Action as part of the “War on Poverty.” Community Action was a bold idea, primarily because it was such a drastic change from how the federal government had previously operated most social reform programs. The new program proposed “maximum feasible participation” from individuals living in poverty to be involved in determining what programs would be most effective. The “War on Poverty” was designed to transform the economic and social roots of the conflict over civil rights and work toward the common goal of eliminating the causes and conditions of poverty from local neighborhoods to throughout the nation.

More than fifty years later, there are more than 1,000 Community Action Agencies covering 99% of America’s counties in rural, suburban, and urban communities. In Nebraska, there are nine private, non-profit Community Action Agencies, covering all 93 counties, which provide a variety of programs designed to remove barriers and lift individuals out of poverty. Program areas relate to early childhood development, education, employment, asset development, financial literacy and budgeting, emergency services, housing, transportation, weatherization, and obtaining health insurance through the Affordable Care Act. Locally operated Community Action Agencies collaborate with hundreds of community partners, mobilizing resources and creating innovative programs that improve lives and build stronger communities throughout Nebraska and across the nation.



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Promise of Community Action

Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

Acknowledgments

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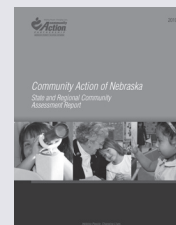
Overview

Community Action of Nebraska launched the *2015 State and Regional Community Assessment Focus Survey on Employment, Barriers to Employment and Training Needs* in June 2015, mailing 10,000 surveys to randomly selected households across the State of Nebraska. The purpose of the survey was to increase our understanding of employment challenges facing Nebraskans. This survey was also completed in 2012 and this report includes comparisons between the two data collection periods. The 2015 survey yielded a 21% response rate.

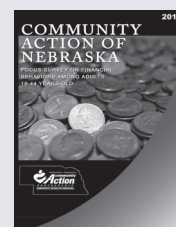
This report is one of six survey reports completed since 2010 and signifies Community Action of Nebraska's continued commitment to reporting on important socio-economic topics facing low-income individuals and families of Nebraska. This report may be reproduced without prior permission, provided the source is cited as: *Community Action of Nebraska State and Regional Community Assessment Report on Employment, Barriers to Employment and Training Needs 2015*. The Employment Survey compliments the comprehensive State and Regional Community Assessment conducted every three years. This report and survey reports from previous years (2010-2015) may be found at www.canhelp.org.

STATE AND REGIONAL ASSESSMENTS 2010 TO 2014

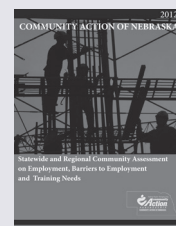
2010



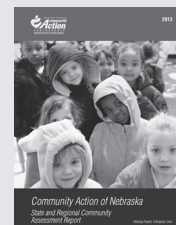
2011



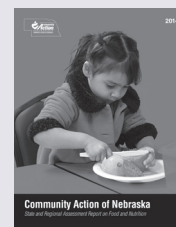
2012



2013



2014



FINDINGS



In 2015, nearly half of all respondents (48%) reported working full time, and of those, 11% reported working more than one job concurrently, up from 7% who reported the same in 2012.

Report Findings

Survey participants were asked several questions regarding their employment status: If unemployed, how long they had been seeking employment; if employed, the number of hours they worked each week; and if they earned enough to meet their basic needs.

Employment Status

In 2015, nearly half (48%) of respondents reported working full time, and of those working full-time, 11% reported working more than one job concurrently. There were 12% who reported they worked part-time, 33% reported they were retired and not looking for work; while 3% reported being retired and looking for employment. Thirteen percent of people were self-employed and 7% reported working more than one job. Some participants checked more than one category.

Self-Reported Employment Status	2015	2012
Working full-time	48%	53%
Working part-time	12%	13%
Retired and not looking	33%	21%
Retired and looking	3%	3%
Working, but looking for a different job	4%	5%
Student	2%	2%
Self-employed	13%	13%
Have more than one job	7%	6%
Homemaker or stay at home parent	3%	4%
Not working--due to disability	6%	4%
Unemployed	4%	5%

Number of Hours Worked	2015	2012
Less than 20 Hours	7%	7%
20-29 Hours	7%	8%
30-39 Hours	11%	13%
40-49 Hours	49%	48%
50 -70 Hours	21%	20%
71 or More Hours	6%	4%

Among respondents who were working, 76% reported working 40 hours or more per week.

Unemployment

Just 3.6% of respondents reported they were unemployed, a slight decrease from the 2012 survey (4.5%). Comparatively, Nebraska's average unemployment rate in 2014 was 3.5%. (NE Department of Economic Development) Of those who reported they were unemployed, 42% had been seeking employment. Among those not seeking employment, 44% were retired.

Seeking Employment

Survey participants were asked "If unemployed, how long have you been seeking employment?" A large proportion of respondents (43%) reported they were seeking employment even though only 4% indicated they were actually "unemployed." Among all respondents searching for employment, the age group most involved in job-seeking activities were those age 45-64 (17%), followed by those age 25-44 (8%).

In comparing employment status among all respondents who reported looking for employment during the past six months:

- ▶ 45% were retired but looking
- ▶ 42% were unemployed
- ▶ 35% were working but looking for a different job
- ▶ 20% were working part-time
- ▶ 14% were not working because of disability
- ▶ 13% had more than one job
- ▶ 11% were employed full-time and said they had been seeking new employment
- ▶ 10% were self-employed
- ▶ 4% were homemakers or stay at home parents

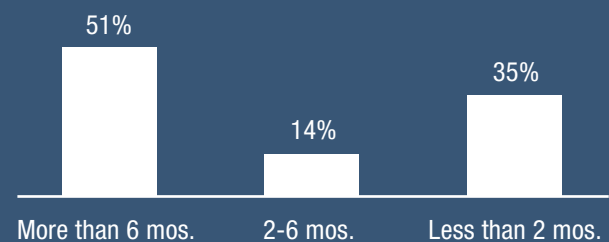
Additionally, 35% of respondents reported that they were not actively looking for work, including those:

- ▶ Retired
- ▶ Students (a few consider themselves unemployed as well)
- ▶ Homemakers
- ▶ Not working due to disability

Of those unemployed at the time of the survey who responded they were looking for work, 51% had been seeking employment for more than six months; 14% reported two to six months; 35% reported less than two months.



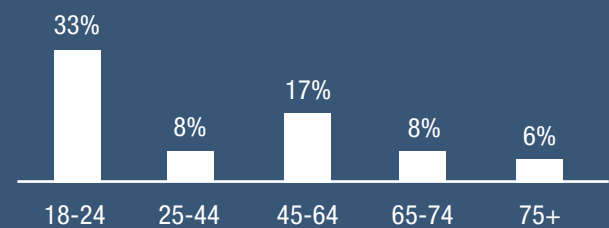
Length Seeking Employment, Among Unemployed



Representation in the data is limited (as noted below) in its response from younger demographics. Although data showed that younger respondents (18-24) represented a small percent of those seeking employment, published data indicated otherwise. Unemployment in Nebraska among those 20-24, for example, is estimated to be 9.8% (US Census) 2009-2013. In that age group, 83% are in the labor force, 74% are estimated to be employed, and 9.8% unemployed.

The chart below shows the percentage of each age group that responded they were seeking employment at any time. Of those age 25-44, one in five (8% of 108 individuals) had sought employment across the three timeframes suggested in the survey.

Seeking Employment at Any Time Compared to Age Group*



* All choices included: More than six months, two to six months, and less than two months

Northeast Nebraska Community Action Partnership Helps Hopeless and Near Homeless Man Achieve Employment



Robert found himself in a hopeless spot. He was on the verge of homelessness after some serious setbacks. For more than three years, he had been steadily employed, until medical issues forced him to leave his work. Although he was in chronic pain, he managed to find new employment as a light delivery driver and held that position for a year until he made a huge mistake, got a DUI and lost his job.

When Robert reached Northeast Nebraska Community Action Partnership (NENCAP), he

was behind with rent and had received an eviction notice. He was very humbled by his situation; his unemployment checks had run out, and he was having a hard time finding employment that he could do with his health condition. His last employer would take him back; however, the company's insurance wouldn't allow him to be re-employed for three years, because of the DUI on his record.

NENCAP helped stabilize Robert's housing and utility situation, and assisted Robert with the job search process. He was referred to all Norfolk area staffing agencies and registered with the Department of Labor. Within a week, he was hired as a temporary laborer and within a few months he was hired into a permanent position. Robert is currently working and earning a steady income that covers his living expenses.

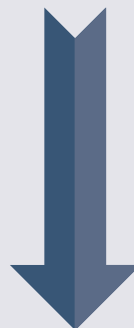
Robert has kept in touch and is very grateful for the guidance and encouragement that NENCAP provided. Robert says, "Thank you again for all your help, I really appreciate you helping me get back on my feet."

Barriers to Employment or Improving Current Employment

Survey participants were presented with 16 different barriers to employment or improving their current employment situation, and could select all that applied to their employment situation. Twenty-eight percent (28%) of respondents reported barriers to obtaining or improving their employment status in 2015, compared to 33% in 2012.



Physical Health Issues was the top barrier identified by 38% of people in 2015 and 27% in 2012; an increase of 11%.



Limited Job Opportunities: Fewer people identified "limited job opportunities" as a barrier (30%) in 2015 compared to 40% in 2012, a decrease of 10%.

The following are the top ten barriers to employment or improving current employment, in 2015 and 2012:

Ranking	2015 Respondents	Percentage	2012 Respondents	Percentage
1	Physical Health Issues	38%	Limited Job Opportunities	40%
2	Limited Job Opportunities	30%	Education Level	28%
3	Education Level	21%	Physical Health Issues	27%
4	Cost of Training	19%	Cost of Training	24%
5	Disability-Unable to Work	18%	Disability-Unable to Work	15%
6	Work Experience	9%	Work Experience	14%
7	Mental Health Issues	7%	Reading Skill Level	11%
8	Transportation	5%	Mental Health Issues	9%
9	No High School Diploma/GED	5%	No High School Diploma/ GED	8%
10	Lack of Childcare	4%	Lack of Childcare	7%

Southeast Nebraska Community Action Partnership Job Skills Program Provides Participant with a Terrific, Life-Changing Opportunity

Misty, a young mother of three, lacked the skills needed for job opportunities in her small rural community. Her family of five was struggling to make ends meet on her husband's income when she read about the Southeast Nebraska Community Action (SENCA) Job Skills program in the school newsletter.

The SENCA Job Skills program, offers funding for low-income individuals to attain education, skills and certification in the health care field. The program provides loans to qualifying participants for tuition and fees associated with the required classes. Once completed, students repay the loan, "paying it forward", for others in need of education and skills training.

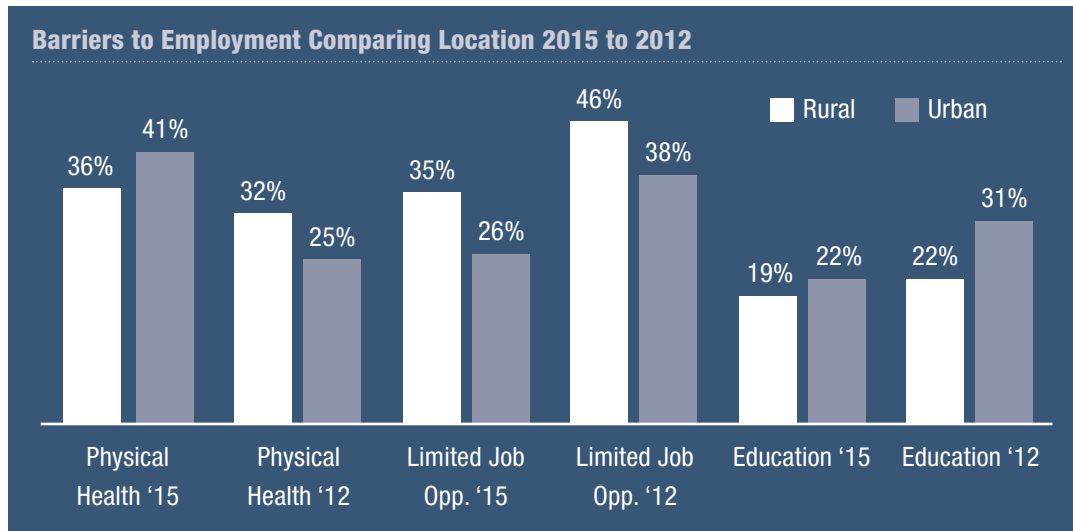
Misty started the program in May of 2014. Within a month, she completed the coursework and secured her first job as a Nurse Aide. The additional income reduced their family's need for public assistance to a minimum. One year later, Misty is enrolled in SENCA Job Skills to receive certification as a Medication Aide. Misty's goal is to continue her education and attain a Bachelor's Degree in Nursing. She hopes to utilize the Individual Development Account (IDA) matched savings program to help her reach her goal.



Barriers to Employment or Improving Current Employment

Responses were analyzed based on the demographics of respondents, noting significant comparisons from 2015 to 2012 for rural and urban respondents for barriers regarding Physical Health and Limited Job Opportunities:

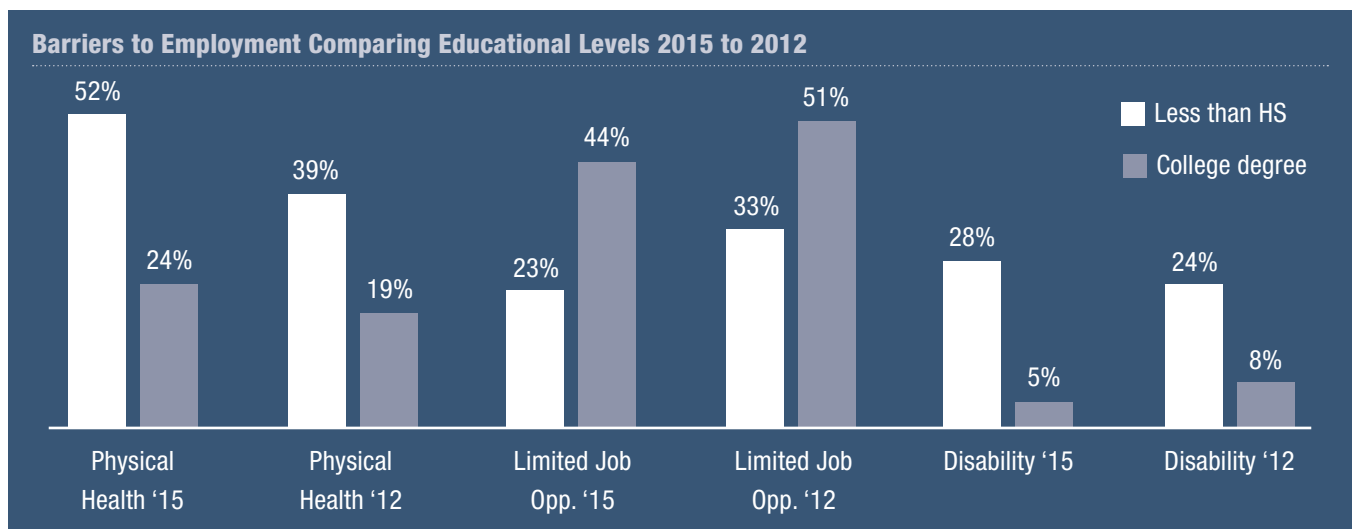
- Physical Health: 36% rural versus 41% urban in 2015; 32% rural versus 25% urban in 2012.
- Limited Job Opportunities: 35% rural versus 26% urban in 2015; 46% rural versus 38% urban in 2012.
- Education Level: 19% rural versus 22% urban in 2015; 22% rural versus 31% urban in 2012.



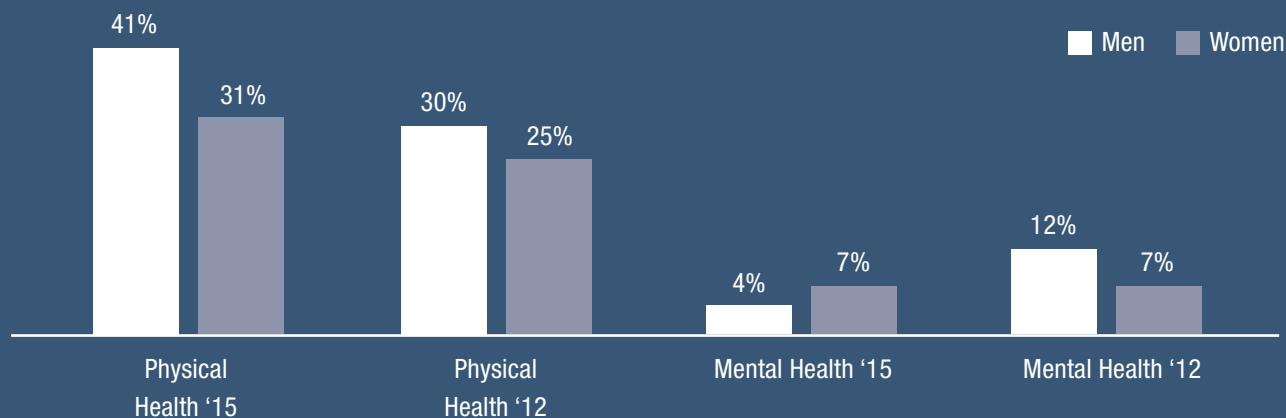
Not having a High School diploma or GED continued to be a barrier for 12% of respondents in 2015, the same as in 2012.

Additionally, there were differences between respondents with a college degree and those with less than a high school diploma or GED. For example, mental health issues were more likely to be reported by those with less than a high school diploma or GED (9%), than those with a college degree (4%).

- Physical health issues decreased as a barrier as the level of education increased; 52% to 24% in 2015; 39% to 19% in 2012.
- Limited job opportunities increased as a barrier as education level increased; 23% to 44% in 2015; 33% to 51% in 2012.
- Disability decreased as a barrier as the level of education increased; 28% to 5% in 2015; 24% to 8% in 2012.



Barriers to Employment Comparing Men and Women's Health 2015 to 2012



Mental health was more of a barrier for women (7%) than men (4%) in 2015. However, physical health was more of a barrier for men (41%) than women (31%) in 2015.

Community Action Partnership of Lancaster and Saunders Counties Provides Sweet Success through Matched Savings



Warren embodies the spirit of a bee – hard working, determined, and focused. After moving to Lincoln with his family in 2011, Warren took a job at Community CROPS to help beginning farmers start their own businesses. It was while serving in this role that he became inspired to do the same, specifically, starting his own bee-keeping/honey production business. But starting a business is expensive, and at the time, small business start-up expenses were not in Warren's family's budget.

It was while at CROPS that Warren learned of Community Action Partnership of Lancaster and Saunders Counties (CAPLSC) Individual Development Account (IDA) program, which provides 2:1 matched savings for individuals desiring to start a small business, purchase a home, or pursue post-secondary education. Warren and his family enrolled in the program, saved \$1,500, and received \$3,000 in match support from the program. He also worked with CAPLSC's Asset Development Administrator, to learn the nuts and bolts of opening a business – especially budgeting and effectively managing cash flow. With his savings and newfound knowledge of starting a small business, Warren opened Salt Creek Honey, a micro batch apiary (beehive) that specializes in producing local, raw, and delicious honey. Warren and his family are thankful for the role Community Action played in helping them jumpstart their dream, and CAPLSC is honored to be a part of Warren and his family's journey.

Employment Self Assessment

Survey participants were asked if they had sufficient education to be competitive in the job market, whether education and training was available to them, and which education/training opportunities were most important to them.

In 2015, 66% of respondents reported they had the education/training to be competitive in the job market, which is similar to 2012 (65%). However, 1 in 5 (20%) responded they did not have the education/training to be competitive in the job market, and 15% were unsure.

Gender

Responses varied by gender as 22% of women and 17% of men reported they did not have the education or training needed to be competitive in the current job market. Responses were similar in 2012 (women 25%; men 21%).

Do you feel you have the education/training you need in order to be competitive in the current job market?

	2015	2012
Yes	66%	65%
No	20%	23%
Unsure	15%	12%

Age / Location

As age increased, the proportion of “yes” responses decreased for confidence in skills and training to be competitive in the job market. Of respondents age 25-44, 75% reported they had sufficient education/training to be competitive in the job market. However, for those age 65-74 only 61% reported they had sufficient education/training. Urban and rural respondents reported similarly (Urban 21%; Rural 19%).

Community Action Partnership of Western Nebraska Helps Volunteer See the Road to Success Begins with a Single Step

Erin began volunteering for Community Action Partnership of Western Nebraska (CAPWN) in the Youth Programs department when she was a 16 year old junior in high school. From the beginning, Erin was always motivated to work hard at any task she was assigned. It became apparent that Erin was capable of completing challenging projects.

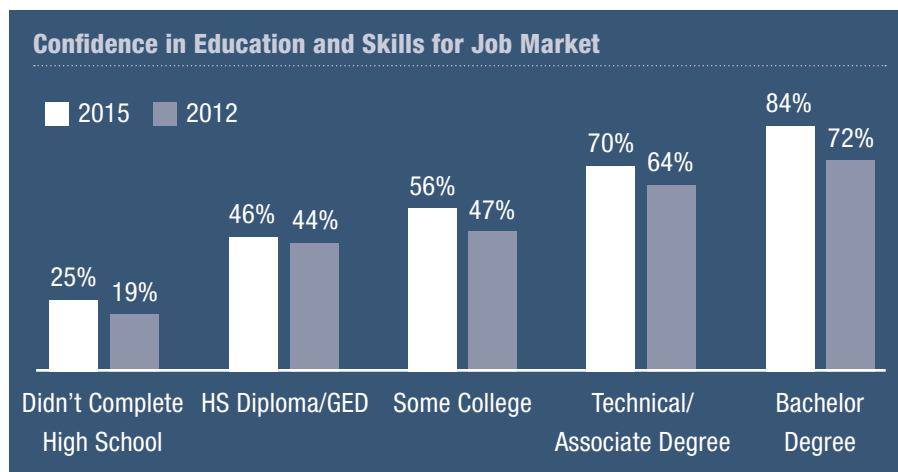
Erin volunteered throughout high school earning the Violet Richardson Award from the local Soroptimist civic group. The Violet Richardson Award is presented to a youth volunteer for outstanding service they have provided to their community.

Erin continued to excel in her volunteer work and at the age of 18, became an “On the Job Trainee” for the agency’s Youth Programs. As a trainee, she was able

to get paid and learn additional skills working with at risk youth. Erin organized and led the youth media project entitled “It’s My Story: This is Life.” The project traveled across the state of Nebraska in 2013 and was displayed in the Capitol Rotunda. She also successfully organized and led a youth leadership camp for 20 youth for the past two summers. After turning 19, Erin became a Non-Driving Youth Specialist and continues to serve in this role. She is a member of the Board of Directors for the Panhandle Partnership and divides her time working with the Youth Shelter, older youth in leadership, and a new after school program for Native American youth ages 10-14. The opportunities offered through CAPWN allowed Erin to achieve employment goals that she will carry throughout her life.

Education

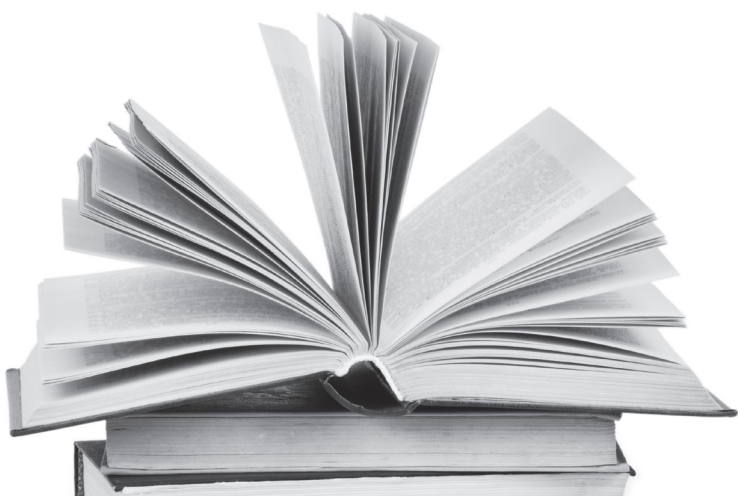
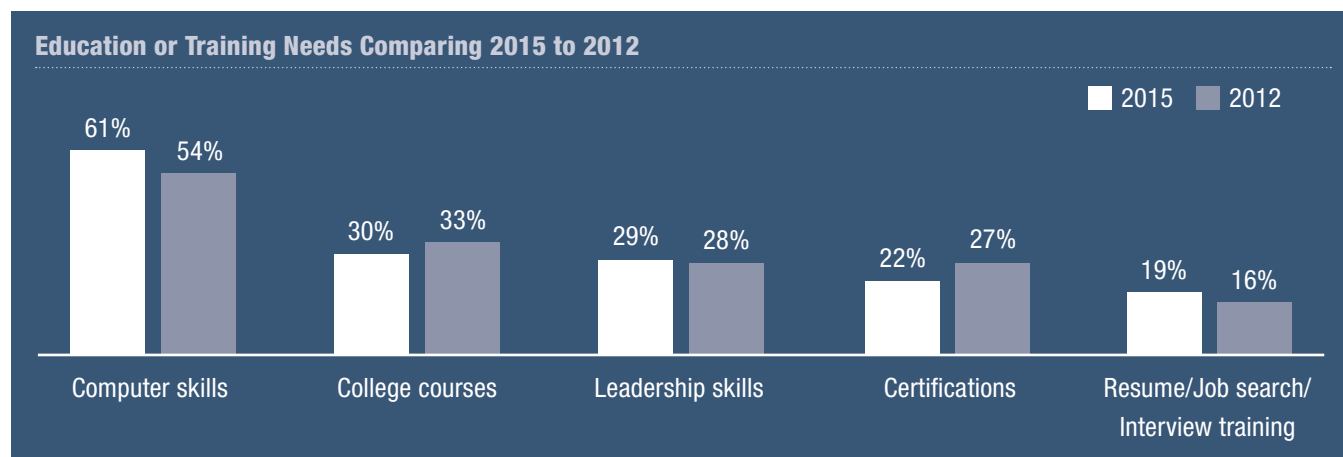
As the level of education among respondents increased, the percentage who believed their education/training to be competitive in the job market also increased. Lower levels of educational attainment translated into less confidence in skills and training.



Education or Training Needs

Of the 20% of respondents who did not believe they had the education/training to be competitive in the job market, 26% did not feel they had access to education/training opportunities in their area, and 29% were unsure if there were any education/training opportunities available in their area. These figures were similar to 2012. As referenced in the chart below, survey participants were given a list of 12 possible educational/

training opportunities that would improve their employment situation. In 2015, 55% of all respondents reported they needed additional educational/training opportunities. In 2012, 61% of respondents indicated the same. Of those who indicated they needed additional education/training, the top three identified needs were computer skills, college courses, and leadership skills.



Education and Training Needs By Gender

Sorted by Gender - 2015				Sorted by Gender - 2012			
Male		Female		Male		Female	
Computer skills	34%	Computer skills	37%	Computer skills	33%	Computer skills	36%
Leadership skills	19%	College courses	21%	Certification	22%	College courses	24%
Certification	17%	Leadership skills	17%	Leadership skills	20%	Leadership skills	16%
College courses	15%	Resume	12%	College courses	19%	Certification	13%
Advancement skills	12%	Advancement skills	11%	Advancement skills	12%	Advancement skills	12%

Training Opportunities

The percentage of respondents who reported they had access to educational opportunities decreased from 71% in 2012 to 60% in 2015. However, in 2012, 76% of urban respondents reported they had access to education/training opportunities while just 62% of those in rural are-as reported they had access to education/training opportunities. In 2015, 67% of urban respondents and 52% of rural respondents reported they had access to education/training opportunities.

- ▶ Among those respondents who reported not having the education or training to be competitive, only 45% believed they had access to such education or training in their area, while 26% said they did not have access and 29% were unsure if they have access.

Are there educational/training opportunities available in your area to improve or increase your employment skills?

	2015	2012
Yes	60%	71%
No	17%	11%
Unsure	24%	18%

they had the education or training necessary to advance at their job (22%) compared to men (17%).

- ▶ Urban respondents were more likely to report not having the education or training necessary to advance at their job (23%) compared to rural respondents (18%).

Northwest Community Action Partnership Helps Individual Seeking Assistance Happily Stumble into Employment



Sharon came to Northwest Community Action Partnership (NCAP) and requested assistance with healthcare. Her social security income had decreased while her Medicare premium increased and she was looking at private insurance options. Sharon was also having trouble paying her rent and utilities, and had very little food. Her life options were limited, she felt “locked in” and not able to provide choices to herself or her family. NCAP’s community services department worked with Sharon by providing support for rent, utilities, and food for her family, and best of all, the Experience Works program worked with her and found a job for her at NCAP’s food pantry. Today she is able to pay her bills and has food for her family. The opportunities provided by NCAP allowed Sharon to learn valuable job skills, such as being a good listener and computer skills, which will benefit her for years to come. She feels working at the food pantry is very rewarding and she enjoys using her life experiences to help others. Sharon is grateful to NCAP for all their support and guidance.

WORK ENVIRONMENT

Workplace Characteristics

Survey participants were asked to select from a list of eleven characteristics that were important to them in their work environment. There were very minor changes between 2012 and 2015, and similar responses were found among both urban and rural respondents, including: Respect, selected by 44% of urban respondents (46% in 2012), compared to 42% of rural respondents (38% in 2012). The greatest difference was on Communication as a workplace characteristic: 35% urban versus 30% rural. In 2015, comparing gender, 58% of men valued Work Ethic more (58%) than women (48%). This was also consistent for 2012 (50% males; 46% females). In both 2015 and 2012, men reported

Rank 2015	Characteristics	2015	Rank 2012	2012
1	Work ethic	51.5%	2	47.8%
2	Trustworthiness/honesty	49.2%	1	48.9%
3	Positive attitude	46.2%	3	44.7%
4	Respect	43.4%	4	43.2%
5	Reliability	33.8%	5	33.2%
6	Communication	32.7%	6	29.8%
7	Service oriented/ customer service	15.4%	7	18.4%
8	Time management	11.5%	8	12.1%
9	Good hygiene	7.6%	9	7.7%
10	Non-discrimination	5.0%	10	5.8%
11	Clothing	1.9%	11	2.9%

Reliability more than women (2015 males 36%, females 31%; 2012 males 35%, females 25%). However, in both 2015 and 2012, women reported they valued Respect more than men (2015 females 49%, males 38%; 2012 females 49%, males 37%).

As the level of education increased among respondents, in both 2012

and 2015, the importance of the following characteristics also increased:

- ▶ Trustworthiness / Honest (2015, 47% to 54%), (2012, 43% to 52%)
- ▶ Positive Attitude (2015, 44% to 47%), (2012, 43% to 47%)
- ▶ Communication (2015, 23% to 39%), (2012, 30% to 36%)

Central Nebraska Community Action Partnership Helps Abuse Survivor Thrive to Achieve Employment

The Columbus Central Nebraska Community Action Partnership (CNCAP) office received a referral from the Center for Survivors Domestic Violence shelter about a woman who came from another state two years ago. Donna came to Nebraska through underground channels, fleeing an extremely abusive environment. When Donna arrived, she was at a loss; she had no idea what to do to survive and to care for herself and her children as an independent single parent. She was accepted into THRIVES (HUD Homeless program) and learned skills such as budgeting, bill paying, shopping on her own, using a cell phone, and obtaining employment.

Donna was also referred to Vocational Rehabilitation and Workforce Development. She discovered that she had a special heart for working with at risk youth or disabled youth. CNCAP assisted Donna with her job search, helped her complete job applications and conducted mock interviews with her. Due to her abuse experience, Donna was very skittish about working in a public setting, so that limited her search. After months of searching, Donna was called for an interview with a local school system to work as a paraprofessional with at risk youth. Donna was offered the position the day after her interview. Donna has made several life changes since finding her first job in 30 years and she is beginning to feel safe and a valued part of the community. She credits CNCAP with helping her develop the skills she needed to secure employment.

Blue Valley Community Action Partnership Helps Single Mom Put Herself and Family First to Secure Employment



Ashley, a Project FIRST client at Blue Valley Community Action Partnership, has been gainfully employed for a year now. When she first entered the program, she had no income and was fleeing an abusive relationship. She was on probation and working to recover from drug abuse.

Ashley had a couple of jobs through temp agencies, but nothing that became permanent.

Last December, Ashley's job search was successful and she was offered a position working for a company in Lincoln. The job challenged her family's normal routine as she had to be in Lincoln everyday by 6 A.M. It was quite the adjustment for her and

her three children, but with the support of friends and family, and her desire to secure employment so she could provide for her family, she was able to make it possible.

Ashley has been successfully employed with the same company since then and was promoted to a supervisor's position. Along with her promotion, she earned a raise and now makes approximately \$1 more per hour than when she started. She is a hard worker and enjoys her work a great deal. Due to her success at work, Ashley was able to pay down some of her debt and work towards self-sufficiency. She has maintained sobriety from drug abuse and is able to provide a stable living environment for herself and her children. Ashley credits her involvement with the Project FIRST Program in helping her achieve her employment goals.

Skills

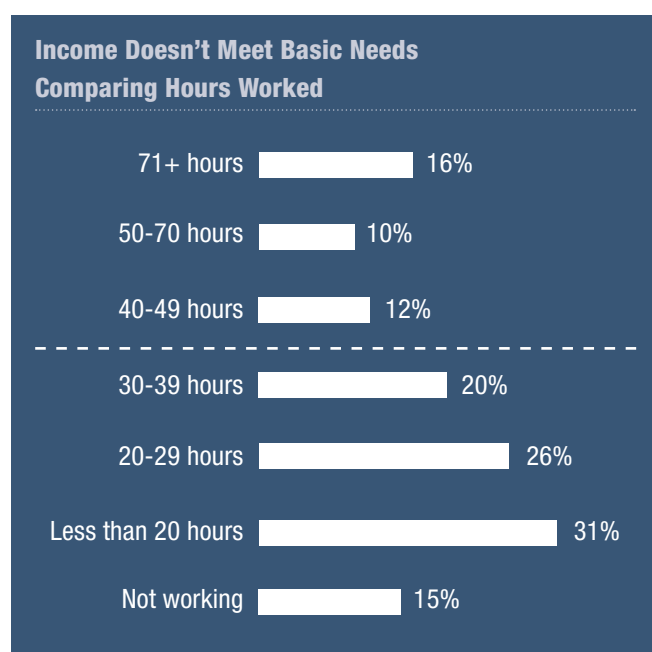
- ▶ The belief that talents and skills were being utilized increased with education from 45% for those with a high school diploma or less to 64% of respondents with a college degree.
- ▶ The percentage of respondents who reported they had the necessary skills for their job increased from 57% for those with a high school diploma or less, to 69% of respondents with a college degree.
- ▶ Respondents with a college degree were more likely to believe they were overqualified for their job (17%) than those who had a high school diploma or less (10%).

Pay and Job Satisfaction:

- ▶ Over half (55%) of all respondents reported they were satisfied with their current job, compared to 52% in 2012.
- ▶ Job satisfaction was higher for respondents with college degrees (60%) than those with high school diplomas (50%) in 2015. This is similar to 2012, when 57% of people with college degrees reported higher job satisfaction compared to 48% of people with high school diplomas.
- ▶ One third (37%) of respondents reported their pay was adequate for the job, slightly lower than in 2012 (40%); while 28% of people say their pay is not adequate, compared to 27% in 2012.
- ▶ Similar proportions of men and women (36% each) reported their pay was adequate, 30% of women and 26% of men reported their pay was not adequate.
- ▶ Satisfaction with pay was higher for respondents with college degrees (43%) than those with a high school diplomas or less (28%).

Employment Income Meeting Basic Needs

When survey participants were asked, “Does the current employment income within your household meet your basic needs?”, 15% reported it does not meet their basic needs. However, 68% reported their income was sufficient to meet basic needs, which is a decrease from the 71% who reported the same in 2012. The chart below is a breakdown of respondents who reported their employment income did not meet their basic needs. The hours are total hours worked including one or more jobs, and self-employment.



Respondents with lower incomes were more likely to report their income did not meet their basic needs. Of those respondents who reported earned income from employment, the following reported their income did not meet basic needs:

- ▶ 42% earning \$15,000 or less
- ▶ 34% earning \$15,000-\$24,999
- ▶ 28% earning \$25,000-\$34,999
- ▶ 14% earning \$35,000-\$44,999

4 BASIC HUMAN NEEDS



Income Meets Needs	2015	2012
Yes	68%	71%
No	15%	18%
No employment income is received in my household	17%	11%

Of respondents who reported they worked 40 or more hours per week, 38% reported their earned income was insufficient to meet their basic needs.

Education:

Respondents who reported lower levels of education were more likely to report their income did not meet their basic needs. Of those who reported their income did not meet their basic needs:

- ▶ 44% had less than an 8th grade level of education
- ▶ 36% did not finish high school
- ▶ 19% earned a high school completion
- ▶ 16% earned an Associates/Technical degree or with Some College but no degree

Community Action Partnership of Mid-Nebraska Helps Young Single Parent Meet Basic Needs to Achieve Employment Goals



Margaret was working part-time, as a waitress, when her daughter was enrolled in Community Action Partnership of Mid-Nebraska's Head Start program. Margaret was thrilled that her daughter was able to receive preventative medical and dental care through the Head Start program, which kept her daughter in good health. Through the Head Start program, Margaret was referred to Community Action's Family Asset Coordinator. The Asset Coordinator worked with Margaret on her employment and

education goals as well as budgeting and other basic need goals Margaret had. Knowing her daughter's medical needs were being met through the Head Start program, and with the support of the Family Asset Coordinator, Margaret was able to work on learning new job skills and finish her college degree without having to worry about additional financial burdens. Margaret was also able to gain confidence in her soft skills and learned new career skills while volunteering in the Head Start Program.

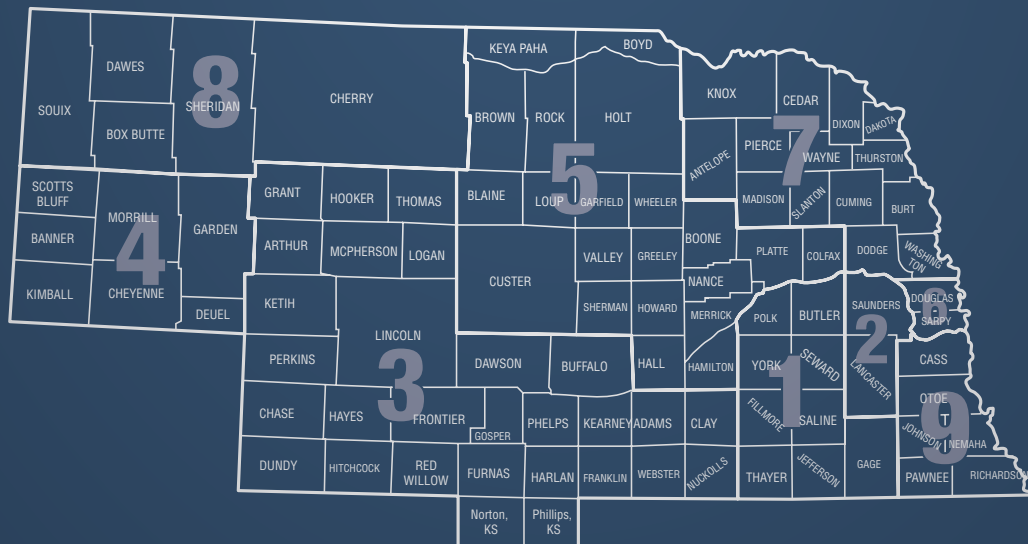
When she learned of a paid position open for a Teacher's Aide at Head Start, she was eager to apply as she wanted to put her newly acquired job skills and education to use and help other families as Community Action had helped her. Margaret was hired for the Teacher Aide position and quickly moved up in the agency and recently accepted a promotion. She shared that without the support of Community Action, she never would have gained the confidence and skills needed to achieve her employment goals.

Findings

1. Physical Health was identified as the top barrier to employment or improving current employment by 38% of respondents. This was an increase of 11% over 2012. Physical Health decreased as a barrier as the level of education increased (52% to 24% in 2015; 39% to 19% in 2012).
2. In 2015 nearly half (48%) of all respondents reported working full-time. Of those, 11% reported working more than one job concurrently (up from 7% in 2012).
3. Of those unemployed at the time of the survey who reported that they were looking for work, 51% had been seeking employment for more than six months.
4. The largest proportion of respondents who indicated that they were currently seeking work were in the 45-64 age range (33%).
5. 38% of respondents who were working 40 hours per week or more reported that their income did not meet their basic needs.

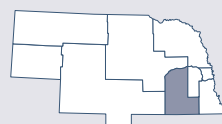
REGIONAL ASSESSMENT DATA

1. Blue Valley Community Action Partnership, Inc.
2. Community Action Partnership of Lancaster and Saunders Counties
3. Community Action Partnership of Mid-Nebraska
4. Community Action Partnership of Western Nebraska
5. Central Nebraska Community Action Partnership
6. Eastern Nebraska Community Action Partnership, Inc.
7. Northeast Nebraska Community Action Partnership, Inc.
8. Northwest Community Action Partnership
9. Southeast Nebraska Community Action Partnership



Blue Valley Community Action Partnership, Inc.

www.bvca.net



Serving the Counties of:

Butler, Fillmore, Gage, Jefferson, Polk, Saline,
Seward, Thayer, and York

Main Offices:

620 5th Street, Fairbury, NE 68352
402-729-2278

Executive Director:

Richard D. Nation

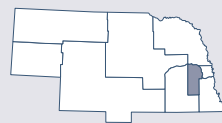
Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ol style="list-style-type: none"> 1. Limited Job Opportunities (36%) 2. Physical Health Issues (33%) 3. Disability – unable to work (31%) 4. Education Level (28%) 5. Cost of Training (28%) 	<ol style="list-style-type: none"> 1. Physical Health Issues (48%) 2. Limited Job Opportunities (29%) 3. Education Level (21%) 4. Disability – unable to work (19%) 5. Cost of Training (17%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ol style="list-style-type: none"> 1. Computer Skills (61%) 2. College Classes (41%) 3. Certifications (27%) 4. Leadership Skills (24%) 5. Advancement Skills (18%) 	<ol style="list-style-type: none"> 1. Computer Skills (61%) 2. Leadership Skills (29%) 3. College Classes (26%) 4. Advancement Skills (21%) 5. Resume (20%)
Number of hours worked per week	Number of hours worked per week
<p>Less than 20 hours – 5%</p> <p>20-29 – 3%</p> <p>30-39 – 12%</p> <p>40-49 – 29%</p> <p>50-70 – 22%</p> <p>70+ – 4%</p>	<p>Less than 20 hours – 4%</p> <p>20-29 – 5%</p> <p>30-39 – 9%</p> <p>40-49 – 32%</p> <p>50-70 – 15%</p> <p>70+ – 4%</p>
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ol style="list-style-type: none"> 1. Work Ethic (52%) 2. Trustworthiness/Honesty (51%) 3. Positive Attitude (44%) 4. Respect (42%) 5. Communication Skills (37%) 	<ol style="list-style-type: none"> 1. Work Ethic (52%) 2. Positive Attitude (49%) 3. Trustworthiness/Honesty (47%) 4. Respect (46%) 5. Communication Skills (30%)



Community Action Partnership of Lancaster and Saunders Counties

www.communityactionatwork.org



Serving the Counties of:

Lancaster and Saunders

Main Offices:

210 O Street, Lincoln, NE 68508
402-471-4515

Executive Director:

Vi See

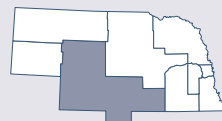
Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ol style="list-style-type: none"> 1. Limited Job Opportunities (40%) 2. Education Level (25%) 3. Cost of Training (24%) 4. Physical Health Issues (21%) 5. Work Experience (18%) 	<ol style="list-style-type: none"> 1. Physical Health Issues (28%) 2. Education Level (22%) 3. Limited Job Opportunities (20%) 4. Disability – unable to work (19%) 5. Cost of Training (17%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ol style="list-style-type: none"> 1. Computer Skills (52%) 2. College Classes (36%) 3. Certifications (29%) 4. Leadership Skills (27%) 5. Resume (20%) 	<ol style="list-style-type: none"> 1. Computer Skills (51%) 2. Leadership Skills (38%) 3. College Classes (25%) 4. Certifications (20%) 5. Advancement Skills (18%)
Number of hours worked per week	Number of hours worked per week
<p>Less than 20 hours – 8%</p> <p>20-29 – 8%</p> <p>30-39 – 9%</p> <p>40-49 – 42%</p> <p>50-70 – 12%</p> <p>70+ – 2%</p>	<p>Less than 20 hours – 4%</p> <p>20-29 – 4%</p> <p>30-39 – 6%</p> <p>40-49 – 43%</p> <p>50-70 – 13%</p> <p>70+ – 1%</p>
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ol style="list-style-type: none"> 1. Respect (50%) 2. Trustworthiness/Honesty (49%) 3. Work Ethic (47%) 4. Positive Attitude (46%) 5. Communication Skills (32%) 	<ol style="list-style-type: none"> 1. Work Ethic (51%) 2. Trustworthiness/Honesty (51%) 3. Respect (48%) 4. Positive Attitude (48%) 5. Communication Skills (41%)



Community Action Partnership of Mid-Nebraska

www.communityactionmidne.com



Serving the Counties of:

Through the administrative office in Kearney and 29 satellite offices, the agency serves 139 communities in 27 south central counties in Nebraska; Home-based Head Start in two counties in Kansas.

Main Offices:

16 West 11th Street,
Kearney, NE 68847
308-865-5675

Executive Director:

Meredith Collins, CCAP

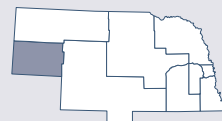
Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ol style="list-style-type: none"> 1. Limited Job Opportunities (46%) 2. Physical Health Issues (41%) 3. Education Level (22%) 4. Cost of Training (20%) 5. Disability – unable to work (16%) 	<ol style="list-style-type: none"> 1. Physical Health Issues (44%) 2. Limited Job Opportunities (27%) 3. Disability – unable to work (22%) 4. Cost of Training (16%) 5. Education Level (14%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ol style="list-style-type: none"> 1. Computer Skills (50%) 2. Certifications (30%) 3. Leadership Skills (29%) 4. College Courses (25%) 5. Advancement Skills (24%) 	<ol style="list-style-type: none"> 1. Computer Skills (65%) 2. College Classes (29%) 3. Leadership (27%) 4. Certification (22%) 5. Resume (20%)
Number of hours worked per week	Number of hours worked per week
<p>Less than 20 hours – 5%</p> <p>20-29 – 8%</p> <p>30-39 – 11%</p> <p>40-49 – 34%</p> <p>50-70 – 13%</p> <p>70+ – 3%</p>	<p>Less than 20 hours – 6%</p> <p>20-29 – 5%</p> <p>30-39 – 7%</p> <p>40-49 – 31%</p> <p>50-70 – 14%</p> <p>70+ – 4%</p>
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ol style="list-style-type: none"> 1. Work Ethic (47%) 2. Trustworthiness/Honesty (46%) 3. Positive Attitude (45%) 4. Respect (37%) 5. Reliability (30%) 	<ol style="list-style-type: none"> 1. Work Ethic (52%) 2. Trustworthiness/Honesty (50%) 3. Positive Attitude (44%) 4. Respect (39%) 5. Reliability (37%)



Community Action Partnership of Western Nebraska

www.capwn.org



Serving the Counties of:

Banner, Cheyenne, Deuel, Garden, Kimball,
Morrill, Scotts Bluff, and Migrant Head Start;
Box Butte County

Main Offices:

3350 10th Street, Gering, NE 69341
308-635-3089

Interim Executive

Director:

Margo Hartman

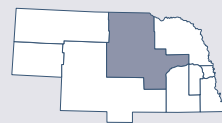
Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ol style="list-style-type: none"> 1. Limited Job Opportunities (41%) 2. Work Experience (36%) 3. Reading Skills Level (36%) 4. Mental Health Issues (18%) 5. Education Level (18%) 	<ol style="list-style-type: none"> 1. Physical Health Issues (46%) 2. Limited Job Opportunities (31%) 3. Education Level (25%) 4. Cost of Training (24%) 5. Work Experience (13%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ol style="list-style-type: none"> 1. Computer Skills (67%) 2. Certifications (19%) 3. College Classes (17%) 4. Leadership Skills (14%) 5. Oral / Written Communication Skills (14%) 	<ol style="list-style-type: none"> 1. Computer Skills (62%) 2. Leadership Skills (38%) 3. College Classes (30%) 4. Certifications (25%) 5. Resume (23%)
Number of hours worked per week	Number of hours worked per week
<p>Less than 20 hours – 8%</p> <p>20-29 – 9%</p> <p>30-39 – 8%</p> <p>40-49 – 26%</p> <p>50-70 – 11%</p> <p>70+ – 0%</p>	<p>Less than 20 hours – 3%</p> <p>20-29 – 4%</p> <p>30-39 – 7%</p> <p>40-49 – 34%</p> <p>50-70 – 15%</p> <p>70+ – 5%</p>
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ol style="list-style-type: none"> 1. Positive Attitude (45%) 2. Work Ethic (43%) 3. Respect (43%) 4. Trustworthiness/Honesty (41%) 5. Reliability (37%) 	<ol style="list-style-type: none"> 1. Work Ethic (53%) 2. Trustworthiness/Honesty (52%) 3. Positive Attitude (45%) 4. Respect (42%) 5. Reliability (33%)



Central Nebraska Community Action Partnership

www.welcome2cncs.com



Serving the Counties of:

Blaine, Boone, Boyd, Brown, Colfax, Custer, Garfield, Greeley, Hall, Hamilton, Holt, Howard, Keya Paha, Loup, Merrick, Nance, Platte, Rock, Sherman, Valley, and Wheeler

Main Offices:

626 N Street, Loup City, NE 68853
308-745-0780

Executive Director:

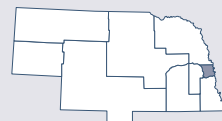
Cheryl Holcomb

Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ol style="list-style-type: none"> 1. Limited Job Opportunities (38%) 2. Physical Health Issues (36%) 3. Education Level (22%) 4. Cost of Training (17%) 5. Disability – unable to work (14%) 	<ol style="list-style-type: none"> 1. Physical Health Issues (46%) 2. Limited Job Opportunities (33%) 3. Education Level (20%) 4. Disability – unable to work (19%) 5. Cost of Training (15%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ol style="list-style-type: none"> 1. Computer Skills (57%) 2. College Classes (31%) 3. Certifications (23%) 4. Leadership Skills (20%) 5. Advancement Skills (16%) 	<ol style="list-style-type: none"> 1. Computer Skills (57%) 2. College Classes (32%) 3. Certifications (27%) 4. Leadership Skills (24%) 5. Resume (18%)
Number of hours worked per week	Number of hours worked per week
<p>Less than 20 hours – 9%</p> <p>20-29 – 2%</p> <p>30-39 – 13%</p> <p>40-49 – 32%</p> <p>50-70 – 18%</p> <p>70+ – 4%</p>	<p>Less than 20 hours – 6%</p> <p>20-29 – 6%</p> <p>30-39 – 12%</p> <p>40-49 – 30%</p> <p>50-70 – 17%</p> <p>70+ – 2%</p>
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ol style="list-style-type: none"> 1. Trustworthiness/Honesty (57%) 2. Work Ethic (45%) 3. Positive Attitude (41%) 4. Respect (40%) 5. Reliability (36%) 	<ol style="list-style-type: none"> 1. Trustworthiness/Honesty (52%) 2. Positive Attitude (48%) 3. Work Ethic (47%) 4. Respect (46%) 5. Reliability (33%)



Central Nebraska
Community Action Partnership



Serving the Counties of:

Douglas and Sarpy

Main Offices:

2406 Fowler Ave., Omaha, NE 68111
402-453-5656

Interim Executive

Director:

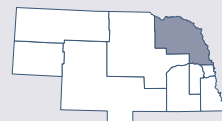
Alex Gray

Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ul style="list-style-type: none"> 1. Limited Job Opportunities (39%) 2. Education Level (38%) 3. Cost of Training (27%) 4. Physical Health Issues (25%) 5. Disability – unable to work (15%) 	<ul style="list-style-type: none"> 1. Physical Health Issues (31%) 2. Cost of Training (26%) 3. Limited Job Opportunities (24%) 4. Education Level (19%) 5. Work Experience (12%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ul style="list-style-type: none"> 1. Computer Skills (53%) 2. College Classes (37%) 3. Leadership Skills (33%) 4. Certifications (26%) 5. Advancement Skills (21%) 	<ul style="list-style-type: none"> 1. Computer Skills (57%) 2. College Classes (33%) 3. Leadership Skills (27%) 4. Certifications (26%) 5. Resume (22%)
Number of hours worked per week	Number of hours worked per week
<ul style="list-style-type: none"> Less than 20 hours – 4% 20-29 – 5% 30-39 – 8% 40-49 – 40% 50-70 – 15% 70+ – 3% 	<ul style="list-style-type: none"> Less than 20 hours – 4% 20-29 – 5% 30-39 – 6% 40-49 – 36% 50-70 – 12% 70+ – 3%
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ul style="list-style-type: none"> 1. Work Ethic (49%) 2. Trustworthiness/Honesty (47%) 3. Respect (46%) 4. Positive Attitude (46%) 5. Communication (37%) 	<ul style="list-style-type: none"> 1. Trustworthiness/Honesty (50%) 2. Respect (49%) 3. Work Ethic (45%) 4. Positive Attitude (41%) 5. Communication (39%)

Northeast Nebraska Community Action Partnership, Inc.

www.nencap.org



Serving the Counties of:

Antelope, Burt, Cedar, Cuming, Dakota, Dixon,
Dodge, Knox, Madison, Pierce, Stanton,
Thurston, Washington, and Wayne

Main Offices:

603 Earl Street, Pender, NE 68047
402-385-6300

Executive Director:

Robin Snyder

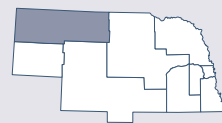
Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
1. Limited Job Opportunities (40%) 2. Cost of Training (31%) 3. Education Level (29%) 4. Physical Health Issues (26%) 5. Work Experience (14%) Reading Level (14%)	1. Limited Job Opportunities (40%) 2. Physical Health (22%) 3. Education Level (18%) 4. Disability – unable to work (17%) 5. Cost of Training (17%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
1. Computer Skills (53%) 2. College Courses (33%) 3. Certifications (30%) 4. Leadership Skills (28%) 5. Advancement Skills (21%)	1. Computer Skills (67%) 2. College Classes (32%) 3. Leadership Skills (27%) 4. Resume (19%) 5. Certifications (18%)
Number of hours worked per week	Number of hours worked per week
Less than 20 hours – 5% 20-29 – 6% 30-39 – 10% 40-49 – 34% 50-70 – 18% 70+ – 2%	Less than 20 hours – 7% 20-29 – 3% 30-39 – 7% 40-49 – 35% 50-70 – 17% 70+ – 5%
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
1. Trustworthiness/Honesty (50%) 2. Work Ethic (47%) 3. Respect (43%) 4. Positive Attitude (41%) 5. Communication (34%)	1. Work Ethic (58%) 2. Positive Attitude (48%) 3. Trustworthiness/Honesty (42%) 4. Reliability (39%) 5. Respect (37%)



Northwest Community Action Partnership

www.ncap.info



Serving the Counties of:

Box Butte, Cherry, Dawes, Sheridan, and Sioux

Main Offices:

270 Pine Street, Chadron, NE 69337
308-432-3393

Executive Director:

Karen Eisenbarth

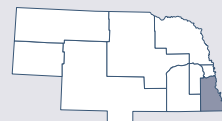
Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ol style="list-style-type: none"> 1. Limited Job Opportunities (46%) 2. Cost of Training (27%) 3. Physical Health Issues (18%) 4. Education Level (18%) 5. Disability – unable to work (18%) 	<ol style="list-style-type: none"> 1. Physical Health Issues (33%) 2. Limited Job Opportunities (31%) 3. Disability – unable to work (28%) 4. Education Level (15%) 5. Cost of Training (10%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ol style="list-style-type: none"> 1. Computer Skills (67%) 2. Certifications (33%) 3. College Courses (13%) 4. Oral / Written Communication Skills (13%) 5. Resume (13%) 	<ol style="list-style-type: none"> 1. Computer Skills (63%) 2. Leadership Skills (30%) 3. College Classes (23%) 4. Certification (19%) 5. Resume (19%)
Number of hours worked per week	Number of hours worked per week
<p>Less than 20 hours – 6%</p> <p>20-29 – 3%</p> <p>30-39 – 13%</p> <p>40-49 – 34%</p> <p>50-70 – 9%</p> <p>70+ – 3%</p>	<p>Less than 20 hours – 2%</p> <p>20-29 – 6%</p> <p>30-39 – 8%</p> <p>40-49 – 23%</p> <p>50-70 – 17%</p> <p>70+ – 7%</p>
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ol style="list-style-type: none"> 1. Work Ethic (71%) 2. Positive Attitude (54%) 3. Trustworthiness/Honesty (46%) 4. Reliability (43%) 5. Service Oriented/Customer Service (18%) 	<ol style="list-style-type: none"> 1. Work Ethic (56%) 2. Trustworthiness/Honesty (50%) 3. Positive Attitude (46%) 4. Respect (40%) 5. Reliability (37%)



Southeast Nebraska Community Action Partnership, Inc.

www.senca.org



Serving the Counties of:

Cass, Johnson, Nemaha, Otoe, Pawnee, and
Richardson. Weatherization services provided
in Sarpy and Douglas

Main Offices:

802 4th Street, Humboldt, NE 68376
402-862-2411

Executive Director:

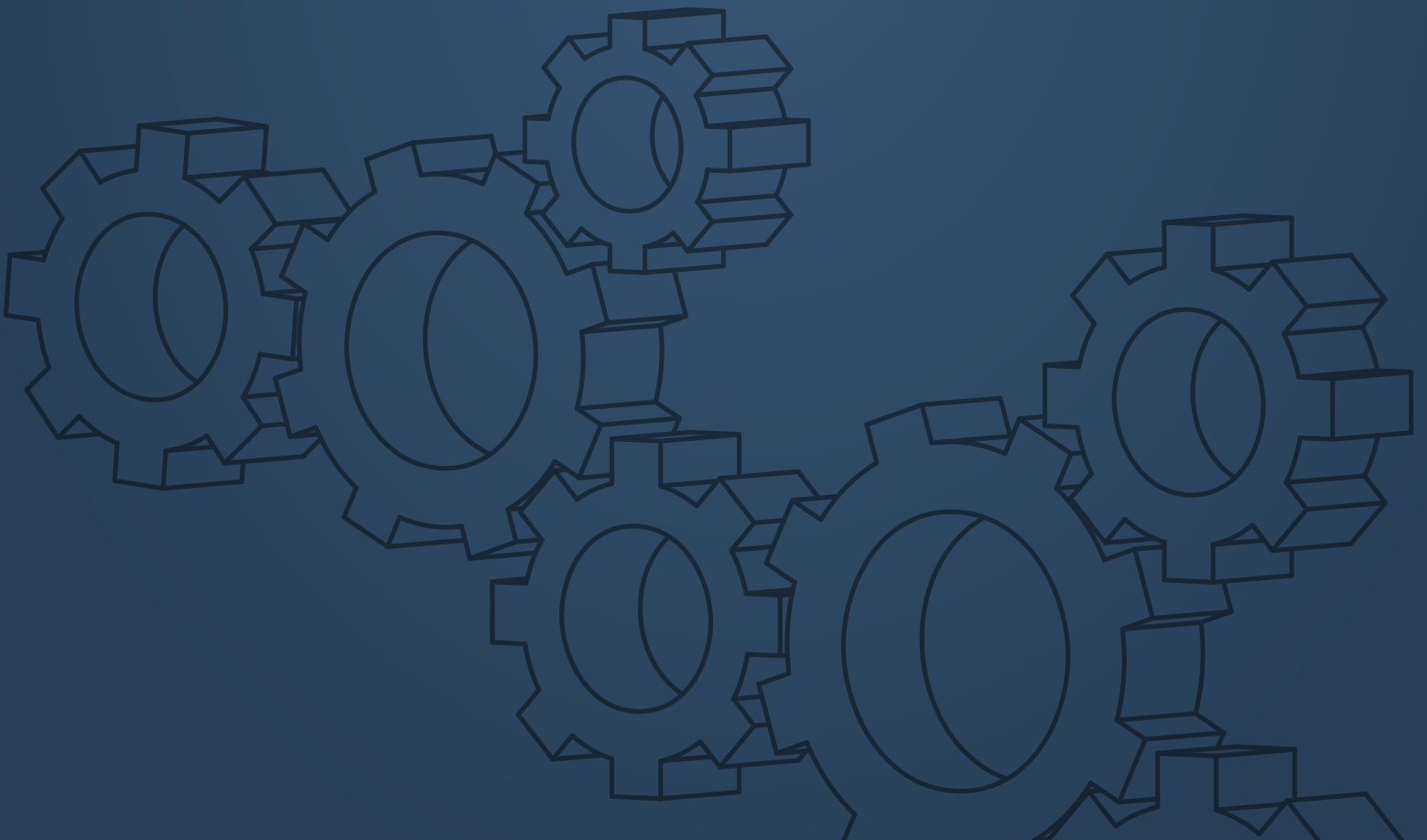
Vicky McNealy, CCAP

Comparison

2012	2015
Top 5 Barriers for Employment	Top 5 Barriers for Employment
<ol style="list-style-type: none"> 1. Limited Job Opportunities (44%) 2. Cost of Training (28%) 3. Physical Health Issues (22%) 4. Education Level (22%) 5. Transportation (17%) 	<ol style="list-style-type: none"> 1. Limited Job Opportunities (39%) 2. Physical Health Issues (34%) 3. Education Level (27%) 4. Cost of Training (25%) 5. Disability – unable to work (13%)
Top 5 Education and Training Needs	Top 5 Education and Training Needs
<ol style="list-style-type: none"> 1. Computer Skills (55%) 2. Leadership Skills (31%) 3. College Courses (31%) 4. Certification (28%) 5. Resume (14%) Advancement Skills (14%) 	<ol style="list-style-type: none"> 1. Computer Skills (61%) 2. College Courses (35%) 3. Certification (25%) 4. Leadership (25%) 5. Advancement Skills (17%)
Number of hours worked per week	Number of hours worked per week
<p>Less than 20 hours – 3%</p> <p>20-29 – 3%</p> <p>30-39 – 6%</p> <p>40-49 – 36%</p> <p>50-70 – 18%</p> <p>70+ – 5%</p>	<p>Less than 20 hours – 5%</p> <p>20-29 – 3%</p> <p>30-39 – 6%</p> <p>40-49 – 34%</p> <p>50-70 – 13%</p> <p>70+ – 4%</p>
Top 5 Characteristics Important in the Work Environment	Top 5 Characteristics Important in the Work Environment
<ol style="list-style-type: none"> 1. Trustworthiness/Honesty (54%) 2. Positive Attitude (46%) 3. Work Ethic (45%) 4. Respect (43%) 5. Communication (29%) 	<ol style="list-style-type: none"> 1. Work Ethic (52%) 2. Trustworthiness/Honesty (49%) 3. Positive Attitude (47%) 4. Respect (43%) 5. Reliability (35%)



METHODOLOGY



METHODOLOGY

This report details responses from a survey conducted by Community Action of Nebraska (CAN) during the summer of 2015. The survey focused on issues related to employment, barriers to employment and training needs including: the extent to which respondents possessed skills and training to be competitive in the job market; whether or not they had access to education and training opportunities; the types of education and training which would improve their employment situation; what they saw as barriers to advancement in their job; and how they viewed their employment situation in terms of skills possessed, skills needed, compensation, and job satisfaction.

DEMOGRAPHICS

Limitations

The primary demographic difference between the respondents in this survey was the distribution across age groups. Among Nebraska's adult population, 10% of people are age 18 - 24. That group was underrepresented in the survey, with a response rate less than 1%, which is the same as the 2012 survey. This age group is commonly underrepresented group in survey research. Finally, almost all of the respondents in 2015 were Caucasian (96%) as were 95% of the respondents in the 2012 survey.

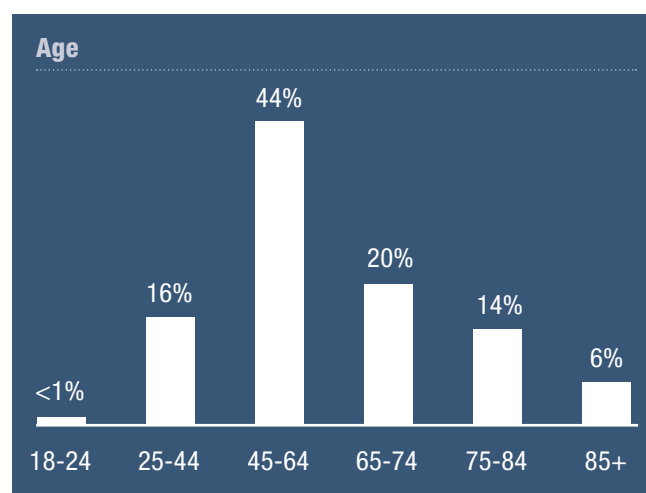
Gender

Slightly more than half (54%) of respondents completing the survey were female. In 2012, 52% of respondents were female; both which reflect the state's population.

Age

The 45-64 age group had the largest representation. While the youngest demographic category was under represented, 16% of the respondents were age 25 to 44 compared to 35% for the state, according to census data, in both 2015 and 2012. (In 2012, 22% of respondents were age 25-44.)

This report examines data on employment related issues and demographics while comparing the 2015 data to the 2012 Community Action of Nebraska Statewide and Regional Community Assessment on Employment, Barriers to Employment and Training Needs report. Though this document is a separate report, it is intended to compliment the more comprehensive State and Regional Community Assessment completed in 2010 and 2013 (available at www.canhelp.org) and future documents developed by Community Action of Nebraska.

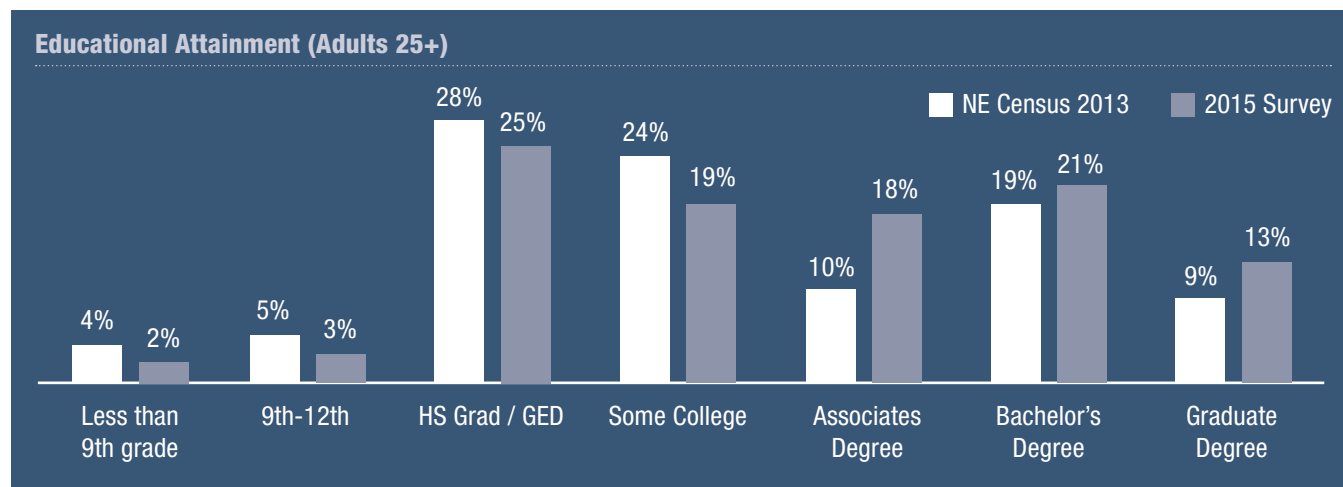


Urban Rural Distribution

In 2015 survey, 47% of respondents were classified as urban based on their county of residence, and 53% were classified as rural. This is an important difference from the 2012 survey when 65% of respondents were classified as urban and 35% as rural.

Education

Respondents were better educated overall than adults in Nebraska, as seen in the table. A greater percent of respondents have associate degrees (18%) compared to Nebraskans (10%) and more held a graduate or professional degree (13% compared to 9%).



Household composition

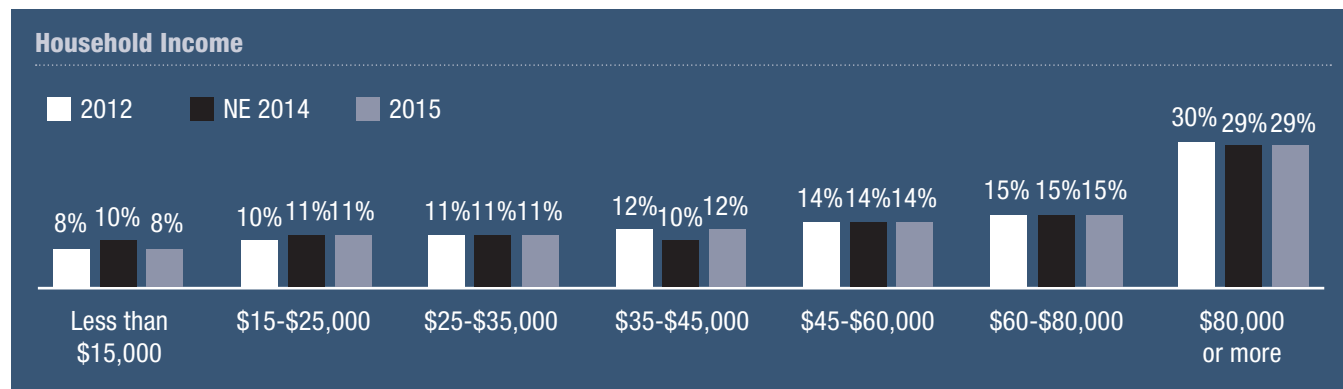
In the 2015 study, 33% of respondents reported having children in their household under the age of 18, which is comparable to 32% of Nebraska households. One in five (24%) respondents were single adults with no children, a significant increase over the 2012 survey (17%). Single parents with one or more child(ren) decreased from 10% in 2012 to 3% in 2015. And 43% of households were composed of two adults with no children.

Veteran Status

In 2015, 16% of respondents served in the armed forces, compared to 14% who reported the same in 2012. In recent Census estimates, the proportion of veterans in Nebraska is 9%.

Income

The results of the 2015 survey across all income levels are parallel to the 2012 survey and to Census reports for Nebraska in 2014. Comparing reported household income with children, an estimated 12% of respondents would be at or below the poverty level.





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