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STATE *of* NEBRASKA
EXECUTIVE OFFICE

LINCOLN

EXECUTIVE ORDER 98-2

Commission on Non-Traditional Opportunities for Women (C-NTOW)

WHEREAS, the welfare of our state depends on the financial independence and stability of its individual families; and

WHEREAS, single-parent and dual-earner families now, more than ever before, rely on the income of women, which in Nebraska, as well as nationwide, continues to lag far behind men's earned wages; and

WHEREAS, our state must produce adequate numbers of skilled and qualified workers for its businesses and industries, and it is apparent that the fulfillment of such worker needs will increasingly need to be made by women; and

WHEREAS, a great number of the job areas in need of workers in Nebraska are in "nontraditional" fields, often providing higher wages for women than traditional fields, and thereby providing a greater ability to become self-sufficient; and

WHEREAS, there is a need to attract, train, place, and retain more women in these "nontraditional" occupations, making the provision of supportive services for women entering these occupations necessary for their successful integration; and

WHEREAS, ongoing coordination among state agencies, businesses and others is essential for the development and implementation of a comprehensive strategic plan designed to meet identified needs, while still maximizing the effectiveness of the training and support resources available throughout state government and in the business communities in Nebraska; and

WHEREAS, informed counsel to the Governor, the Legislature, state agencies and businesses is necessary to ensure women's interests are not overlooked in the design of plans and programs to meet their self-sufficiency needs; and

WHEREAS, a Commission should be formed to bring together necessary stakeholders to develop and implement a state plan designed to increase the recruitment, training and job opportunities for women in nontraditional occupations in Nebraska, to provide advice and recommendations to the Governor and Legislature when necessary, concerning the needs and functioning of such a plan; and to provide state-level coordination and integration among the various relevant state agencies and their programs, as well as federal, state, community and private funding sources and other state and community partners,

NOW THEREFORE, I, E. Benjamin Nelson, Governor of the State of Nebraska, do hereby issue the following Executive Order:

1. The Commission on Nontraditional Opportunities for Women (C-NTOW) is hereby created. The membership of C-NTOW shall be comprised of gubernatorial appointments from state government, the business and education communities, other commissions and community organizations.
2. The members of C-NTOW shall collectively demonstrate appropriate knowledge and concern for:
 - (a) Women's economic status and challenges, both historic and current;
 - (b) Barriers faced by women in obtaining and performing in nontraditional areas;
 - (c) Current programs and resources devoted to job training, welfare, and other relevant areas to nontraditional opportunities for women;
 - (d) Employment needs of Nebraska businesses and industry; and
 - (e) The design, collection, analysis and reporting of appropriate data concerning women's status and their participation in nontraditional job areas (*i.e.*, program outcomes in this regard).
3. The C-NTOW Commission shall have the responsibility to facilitate and oversee the collaborative construction and coordinated funding, implementation and assessment of a State Plan designed to increase Nontraditional Opportunities for Women in Nebraska, while utilizing public and private collective resources to maximize the efficient use of resources. In furtherance of this mission, C-NTOW may:
 - (a) Facilitate the collection, analysis and reporting of statistics by relevant agencies and organizations in order to assess women's employment needs (*e.g.*, unemployment, under-employment, self-sufficiency levels); the needs of Nebraska businesses; and the success of programs to address these needs (*e.g.*, women's participation in nontraditional--high wage/high placement--areas, obtained wages and retention levels);
 - (b) Advocate, advise, educate and make recommendations, based on this and other relevant information, to the Governor; Legislature, state

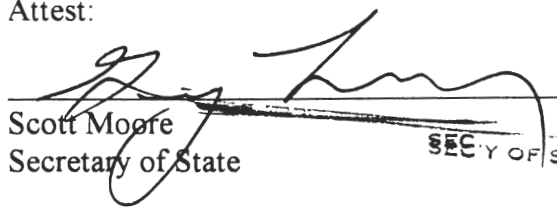
- agencies and their programs; business/industry; community colleges and other education and training entities; and other relevant parties, concerning women's nontraditional training opportunities and employer needs and/or benefits from such opportunities;
- (c) Work with the public, School-to-Work and other programs to increase public education and awareness and stimulate more interest in nontraditional opportunities for women by providing more visible role models and campaigns to break down stereotype barriers of what is "appropriate" work for women;
 - (d) Facilitate and oversee the planning, coordination, funding and implementation of programs and activities designed to establish and maintain increased opportunities for women in nontraditional training and job areas, consistent with the laws and regulations governing such programs, thereby ensuring the provision of quality services that promote and sustain economic independence for women and their families;
 - (e) Facilitate and oversee a collaborative approach to the reduction and eventual elimination of barriers to women in nontraditional job areas (*e.g.*, sexual harassment, bias, diminished competency expectations, etc.), thereby supporting the creation of safe and respectful workplace environments for women in nontraditional fields, which would increase their retention rates in such areas;
 - (f) Ensure the provision of adequate support services necessary for women's successful participation and completion of job training efforts (*e.g.*, child care, transportation, job readiness skills, etc.); and
 - (g) Promote other additional necessary provisions for nontraditional training opportunities.
4. In order to carry out the mission, C-NTOW may:
- (a) Use approved state or federal funds available under applicable planning, service delivery or evaluation programs or grants designed to move individuals into jobs by providing job training or supportive services, for any purpose consistent with, and permitted by, the laws and regulations governing such programs;
 - (b) Use funds, services, personnel, facilities and information provided by State and local public agencies, with the consent of such agencies; and
 - (c) Use funds made available for such purpose by each State agency, community or business partner, participating on the C-NTOW in a manner consistent with its representations on such Commission.
5. This Executive Order shall take effect immediately.

IN WITNESS WHEREOF, I have hereunto set my hand, and caused the Great Seal of the State of Nebraska to be affixed this 9th day of February, in the year of our Lord One Thousand Nine Hundred and Ninety-Eight.



E. Benjamin Nelson
Governor

Attest:



Scott Moore
Secretary of State

Deputy
SECY OF STATE

