NEBRASKA WORKFORCE TREATMENT OF THE PROPERTY O

DECEMBER 2022 ISSUE | NEBRASKA DEPARTMENT OF LABOR



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Minimum Wage Posters

The Nebraska Department of Labor has issued new minimum wage posters to reflect the upcoming increases. Effective January 1, 2023, the minimum wage will increase to \$10.50 per hour. Posters are available in both English and Spanish at: dol.nebraska.gov/LaborStandards/Compliance/RequiredPosters.

The web page also contains the Unemployment Insurance Advisement of Benefit Rights poster. To download federal posters and determine posting requirements for your business, go to the US Department of Labor website.

Minimum Wage in Nebraska

Effective Date	Minimum Hourly Wage Rate	
January 1, 2016	\$9.00	
January 1, 2023	\$10.50	
January 1, 2024	\$12.00	
January 1, 2025	\$13.50	
January 1, 2026	\$15.00	

Beginning January 1, 2027, the minimum wage will increase based on the cost-of-living increase as measured by the Consumer Price Index.

Except as provided below, every employer of four or more persons at any one time shall pay its employees a minimum wage per hour as listed above

- In the case of employees paid gratuities for services performed, the combined amount of hourly wage and gratuities given to the employee shall equal
 or exceed the current minimum wage. The hourly wage amount paid to the employee shall be at least \$2.15 per hour and the employer is responsible for
 making up the difference between the actual hourly wage and gratuities paid to the employee and the current minimum wage.
- Any employer employing student-learners as part of a bona fide vocational training program shall pay such student-learners' wages at a rate of at least 75% of the minimum wage rate.
- An employer may pay a new employee younger than 20 who is not a seasonal or migrant worker, a training wage of at least 75% of the federal minimum wage for 90 days from the date the new employee was hired, subject to the terms and conditions described in Neb. Rev. Stat. §48-1203.01.

48-1202. For purposes of the Wage and Hour Act, unless the context otherwise requires:

- Employ shall include to permit to work;
- Employer shall include any individual, partnership, limited liability company, association, corporation, business trust, legal representative, or organized
 group of persons employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar
 year, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States, the state, or any
 political subdivision thereof;

. Employee shall include any individual employed by any employer but shall not include

- Any individual employed in agriculture;
- **b.** Any individual employed as a baby-sitter in or about a private home.
- c. Any individual employed in a bona fide executive, administrative, or professional capacity or as a superintendent or supervisor,
- **d.** Any individual employed by the United States or by the state or any political subdivision thereof;
- e. Any individual engaged in the activities of an educational, charitable, religious, or nonprofit organization when the employer-employer relationship does not in fact exist or when the services rendered to such organization are on a voluntary basis;
- f. Apprentices and learners otherwise provided by law;
- g. Veterans in training under supervision of the United States Department of Veterans Affairs;
- h. A child in the employment of his or her parent or a parent in the employment of his or her child; or
- Any person who, directly or indirectly, is receiving any form of federal, state, county, or local aid or welfare and who is physically or mentally disabled and employed in a program of rehabilitation, who shall receive a wage at a level consistent with his or her health, efficiency, and general well-being.
- 3. Occupational classification shall mean a classification established by the Dictionary of Occupational Titles prepared by the United States Department of Labor; and
- Wages shall mean all remuneration for personal services, including commissions and bonuses and the cash value of all remunerations in any medium other than cash.

For further information regarding the Nebraska Wage and Hour Act, contact the Nebraska Department of Labor

PHONE 402-471-2239

Occident of Labor

Updated: 11/22/2022

Spotlight on NEworks STEM Dashboard

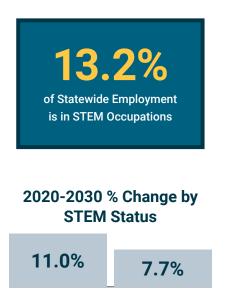
Jodie Meyer, Research Analyst

NDOL has released new resources with projections data on occupations that require education in Science, Technology, Engineering, and Math (STEM) disciplines. Occupations are classified into seven STEM job families: Architecture and Engineering; Computer and Mathematical; Healthcare Practitioners and Technical; Life, Physical, and Social Science; Managerial; Postsecondary Teaching; and Sales. These classifications were provided by **O*NET OnLine** and the **Bureau of Labor Statistics**. In addition to the data on NEworks, more national data, including an interactive periodic table of STEM occupations, can be found online at the **Bureau of Labor Statistics** website.

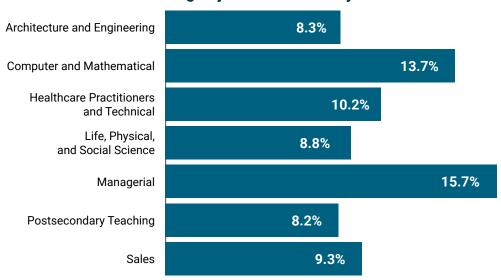
Go to the STEM Occupations Dashboard at NEworks.nebraska.gov to access these STEM resources:

STEM Excel Dashboard: Provides an overview and comparison of STEM and non-STEM occupations in Nebraska and Nationwide. This file can be printed as a one-page handout and provides a quick look into the data.

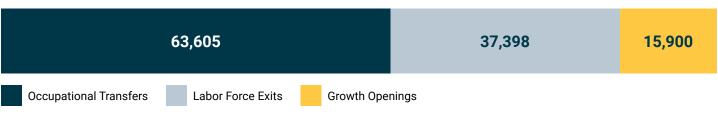
STEM Tableau Dashboard: Interactive and provides a deeper look into Nebraska's STEM occupations by region and Job Family.



2020-2030 Percent Change by STEM Job Family



Total Openings in STEM Occupations, 2020-2030



Percentage of Total STEM Employment by Typical Educational Requirement

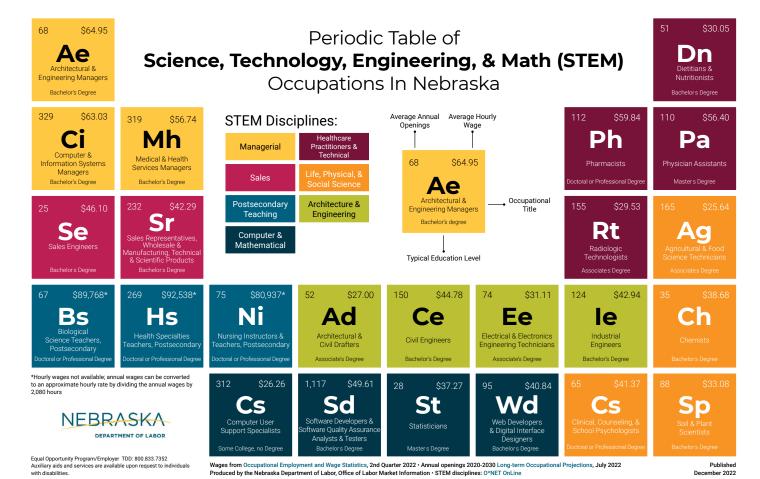
Bachelor's degree	57.3%
Doctoral or professional degree	14.4%
Associate's degree	10.0%
Postsecondary non-degree award	8.3%
Master's degree	4.8%
Some college, no degree	2.6%
High school diploma or equivalent	2.6%

Sources:

Number of STEM Occupations by Typical Education Requirement

	STEM Occupations	
Education	Number	Percent
No formal educational credential	0	0.0%
High school diploma or equivalent	4	2.3%
Some college, no degree	1	0.6%
Postsecondary non-degree award	7	4.0%
Associate's degree	30	17.1%
Bachelor's degree	67	38.3%
Master's degree	21	12.0%
Doctoral or professional degree	45	25.7%
Total	175	100.0%

STEM Poster: Highlights select STEM Occupations in Nebraska. Annual Openings, wages, and typical educational requirement data is provided for each occupation. Click on the image below to download.



STEM Dashboard By Jodie Meyer, Research Analyst, NDOL LMI; Sources: 2020-2030 Long-term Occupational Projections; Wages 2nd Quarter 2022 Occupational Employment and Wage Statistics

The Odd Couple:

Trends in Nebraska's Administrative Support and Waste Management Sector

Nancy Ritchie & Grace Johnson

Administrative and support and waste management and remediation services combine to form a single industry sector, despite seeming like an "odd couple" based on their differing types of work.

The **waste management and remediation services** subsector encompasses waste collection, waste treatment and disposal, and remediation and other waste management services. (1)

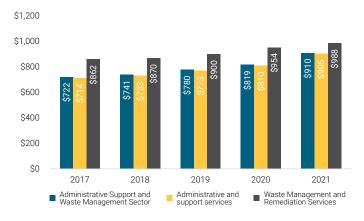
The other half of 'odd couple', **administrative and support services** subsector includes office administrative services), facilities support services, employment services, business support services, travel arrangement and reservation services, investigation and security services, services to buildings and dwellings), and other support services. (1)

While these two subsectors are vastly different, they share some commonalities, including consistent wage growth from 2017 to 2021.

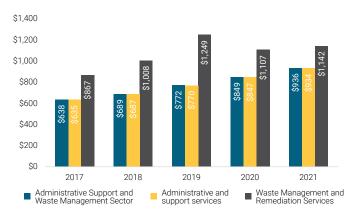
Wages

The first chart below depicts average weekly wages for Nebraska sector employees for whom a location was indicated. The second chart shows the same data for workers that have no specific worksite. Average wages were slightly higher for the second category of workers in both sectors, likely because workers in 'white collar' occupations (such as, for example, a company's accountants, staff attorneys, human resources personnel, etc.) tend to both earn higher wages and be more likely to be able to perform their job duties remotely regardless of their employer's industry. (2)

Average Weekly Wage for Sector Employees with Identified Work Location by Subsector



Average Weekly Wage for Workers with No Specific Work Location by Subsector



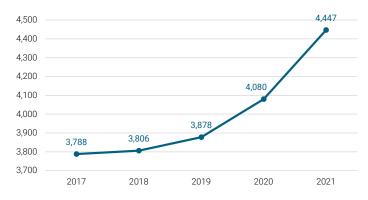
Employment and Establishments

While both sectors have seen similar wage trends, trends in employment and the number of establishments are divergent.

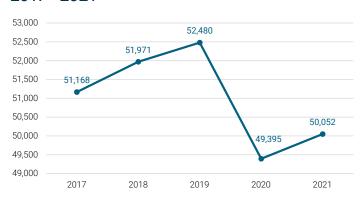
Sector Overall

In the sector as a whole, the annual number of establishments increased from 3,788 in 2017 to 4,447 in 2021 (+17.4%). However, in that same timeframe, average employment in the sector decreased from 51,136 in 2017 to 50,052 in 2021 (-2.2%), with its lowest point occurring in 2020. (2)

Number of Nebraska Establishments 2017 - 2021



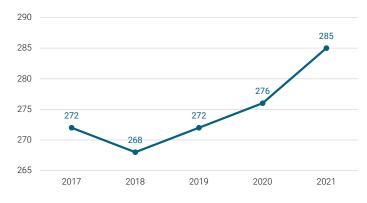
Average Sector Employment in Nebraska, 2017 - 2021



Waste Management and Remediation

From 2017 to 2021, waste management and remediation gained eight establishments, from 272 to 285 (\pm 4.7%). In that same period, its employment went up from 2,728 to 3,026 (\pm 10.9%). The average weekly wage for workers increased from \$862 in 2017 to \$988 in 2021 (\pm 14.6%). (2)

Establishments, 2017 - 2021



Average Sector Employment in Nebraska, 2017 - 2021



46,100

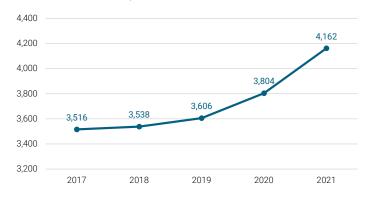
Total statewide employment in Nebraska's administrative and support services subsector during the first quarter of 2022. (2)

4,573 Number of administrative and support services establishments doing business in Nebraska in first-quarter 2022. (2)

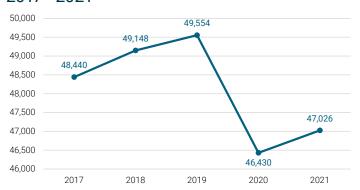
Administrative and Support Services

From 2017 to 2021, administrative and support services grew from 3,516 to 4,162 Nebraska establishments (+18.4%). However, average employment declined from 48,440 in 2017 to 47,026 in 2021 (-2.9%). The largest drop occurred in 2020, when employment dipped to a five-year low of 46,430. This demonstrates that both the overall growth in number of establishments and the decline in total employment observed in the sector as a whole was driven primarily by change within its administrative and support services subsector. (2)

Establishments, 2017 - 2021



Average Employment in Nebraska, 2017 - 2021



Remote Work

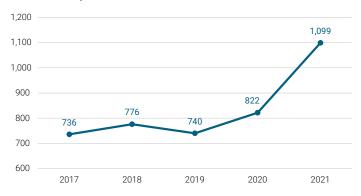
These trends are not particularly surprising upon consideration of the differences in the types of work performed by each of the two subsectors that make up 'odd couple' sector. Waste management and remediation services primarily includes businesses that collect and process waste, such as garbage collectors, landfills, and recycling companies, which require in-person work. Administrative and support services include several industry groups that perform the kinds of work that can often be provided remotely, such as clerical work, call centers, and travel agencies. The shift to remote work that occurred for many office workers during the COVID-19 pandemic, and has remained for many, played a major role in the changes observed in this subsector. While the waste management and remediation services subsector was mostly unaffected by the shift to remote work, these changes impacted employment and the number of establishments in the administrative and support services subsector.

To understand the significance of how remote work plays out in industry and employment data, it is important to know that number of establishments and employment are counted first by county, then rolled up to the statewide level. Each physical business location is counted as an establishment, and each worker employed within that establishment is counted towards employment. However, some people, including remote workers, do not work from a physical establishment location based in a given county. These workers are defined by the Bureau of Labor Statistics (BLS) as "no physical worksite, establishment cannot be tied to one physical worksite." Because they aren't associated with any other known establishment, many of these workers are reflected in the data as both +1 to employment and +1 to number of establishments. (3)

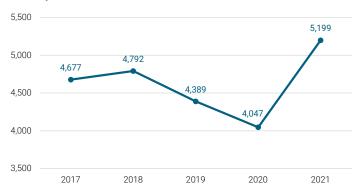
Sector Overall

Looking at these workers within the sector overall, there were 736 establishments in 2017 not tied to a physical work site. That number rose to 1,099 in 2021 (+49.3%). (2)

Establishments in Sector Overall with No Specific Worksite, 2017 - 2021



Average Employment with No Specific Worksite, 2017 - 2021

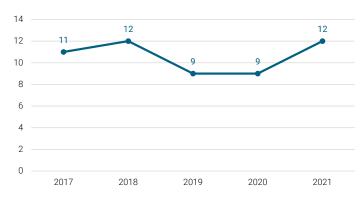


Average employment of these workers in sector was 4,677 in 2017, which spiked to 5,199 in 2021 (+11.2%). While employment of these workers dipped in 2020, this was likely driven by the large number of pandemic-related job losses that occurred in every sector, which was substantial enough to overwhelm the increase in remote work that occurred simultaneously. (2)

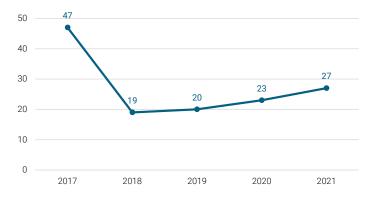
Waste Management and Remediation

A clearer picture can be seen by separately analyzing the data for these workers in each of the two subsectors. In waste management and remediation services, the number of establishments with no specific work site was very small and showed little change between 2017 and 2021, going from 11 to 12.

Establishments with no Specific Work Site, 2017 - 2021



Average Employment, Establishments with No Specific Work Site, 2017 - 2021



The average employment in this subsector of workers with no specific work site was likewise low, at 47 in 2017 and 27 in 2021. This likely reflects the location-based work of most businesses engaged in waste management and remediation. (2)

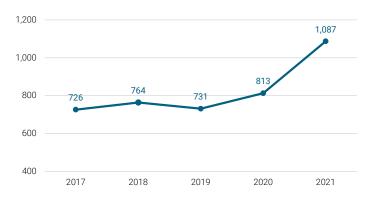
+8.5%

Employment growth projected for Nebraska's administrative and support services subsector between 2020 and 2030. This represents an increase of 3,898 jobs. (4)

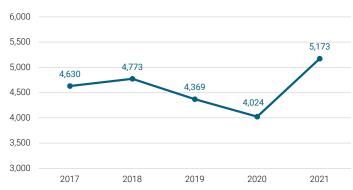
Administrative and Support Services

In administrative and support services, the number establishments with no specific work site grew by 49.7% between 2017 and 2021 (726 to 1,087), while employment increased by 11.7% (4,630 to 5,173). (2)

Establishments with No Specific Work Site, 2017 - 2021



Average Employment, Establishments with No Specific Work Site, 2017 - 2021



In 2020, employment fell even as the number of establishments rose. This seems to reflect labor market changes brought on by the pandemic, in which many workers across all industries lost their jobs, while those who remained largely shifted to remote work when possible. (2)

The differences between the trends seen in the two subsectors shows what makes administrative and support and waste management and remediation services sector an 'odd couple' sector. The subsectors often follow different patterns in employment and number of establishments because they are engaged in meaningfully different types of functions. These differences are particularly stark when considered in terms of remote work.

While this sector has hardly been the only one to experience significant changes due to the pandemic and increases in remote work arrangements, this 'odd couple' presents a unique opportunity to see the various interesting ways these trends play out in the data.

Chart/Graph Source: Nebraska Department of Labor. Quarterly Census of Employment and Wages (QCEW).

Sources:

- United States Office of Management and Budget (OMB). North American Industry Classification System (NAICS) Manual. [Online] 2022. https://www.census.gov/naics/reference_files_tools/2022_ NAICS Manual.ndf.
- 2. Nebraska Department of Labor. Quarterly Census of Employment and Wages (QCEW). NEworks. [Online] https://neworks.nebraska.gov.
- U.S. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (QCEW). QCEW Technical Memorandum No. S-22-04: Assigning County Codes to Establishments with Teleworkers and Redefining County 995. [Online] March 9, 2022.
- 4. Long-Term Industry Employment Projections, 2020-2030. [Online] July 2022. https://neworks.nebraska.gov.

Economic Indicators

Kermit Spade, Research Analyst



Seasonally Adjusted



The unemployment rate represents the number of unemployed persons as a share of the labor force. Unemployed persons are those ages 16 years and older who had no work during the reference period, but who were available for and actively seeking work.

UP

0.2

% Points

NE vs

Last Month

FLAT

0.0

% Points

NE vs.

Last Year

(For more on defining 'labor force,' see Labor Force Participation Rate.)2

NE- Nebraska Department of Labor, Local Area Unemployment Statistics (LAUS). Unemployment Rate (%). NEworks. https://neworks.nebraska.gov. U.S.- U.S. Bureau of Labor Statistics. Labor Force Statistics from the Current Population Survey. (Seas) Unemployment Rate. Series ID LNS14000000

https://data.bls.gov/PDQWeb/ce

Initial Unemployment Claims

Monthly Avg. Number of Claims per Week



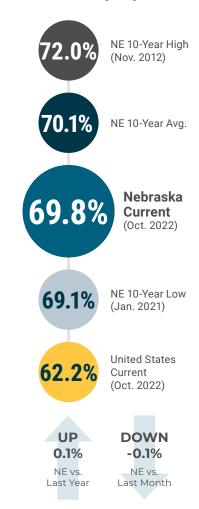
An initial claim is a request for determination of UI program eligibility filed by an unemployed individual following a separation from an employer. It can serve as an indicator of emerging labor market conditions in the area.1

NE- U.S. Employment & Training Administration. Initial Claims in Nebraska (NEICLAIMS). Retrieved from Federal Reserve Bank of St. Louis

https://fred.stlouisfed.org/series/NEICLAIMS. U.S.- U.S. Employment & Training Administration. Initial Claims (ICNSA). Retrieved from Federal Reserve Bank of St. Louis. https://fred.stlouisfed.org/series/ICNSA.

Labor Force Participation Rate

Seasonally Adjusted



The labor force participation rate measures the labor force (people working or looking for work) as a percentage of the total civilian, noninstitutionalized population, age 16 and over.3

NE- U.S. Bureau of Labor Statistics. Labor Force Participation Rate for Nebraska (LBSSA31). Retrieved from Federal Reserve Bank of St. Louis. https://fred.stlouisfed.org/series/LBSSA31. U.S.- U.S. Bureau of Labor Statistics. Civilian Labor Force Participation Rate (CIVPART). Retrieved from Federal Reserve Bank of St. Louis https://fred.stlouisfed.org/series/CIVPART.

Data Sources: [Retrieved: October 2022.]

Economic Indicators

Kermit Spade, Research Analyst

Avg. Weekly Earnings

All Private Employees Not Seasonally Adjusted



Average weekly earnings represents the mean pay received by workers for services performed over the course of one week.⁴

3.1%

NE vs.

Last Month

NE- U.S. Bureau of Labor Statistics. State and Area Employment, Hours, & Earnings. Average Weekly Earnings of All Employees, In Dollars. Nebraska (Statewide): Total Private, Not Seasonally Adjusted. Series ID SMU31000000500000011.

https://data.bls.gov/PDQWeb/sm.

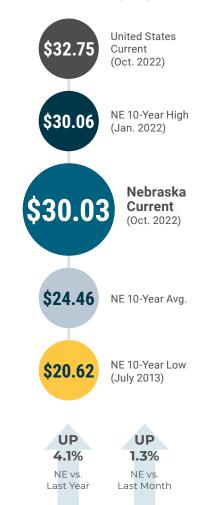
5.0%

NE vs. Last Year

U.S.- U.S. Bureau of Labor Statistics. Employment, Hours, & Earnings from the Current Employment Statistics Survey (National). Average Weekly Earnings of All Employees: Total Private, Not Seasonally Adjusted. Series ID CES0500000011. https://data.bls.gov/PDQWeb/ce.

Avg. Hourly Earnings

All Private Employees Not Seasonally Adjusted

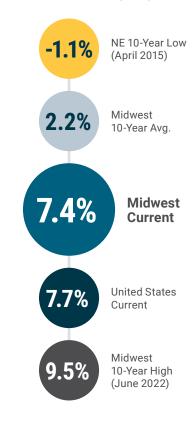


Average hourly earnings represents the mean pay received by workers for services performed during one hour of work.⁵

NE- U.S. Bureau of Labor Statistics. State and Area Employment, Hours, & Earnings. Average Hourly Earnings of All Employees, In Dollars. Nebraska (Statewide): Total Private, Not Seasonally Adjusted.
Series ID SMU31000000500000003.
https://data.bls.gov/PDQWeb/sm.
U.S.- U.S. Bureau of Labor Statistics. Employment, Hours, & Earnings from the Current Employment Statistics Survey (National). Average Hourly Earnings of All Employees: Total Private, Not Seasonally Adjusted.
Series ID CEU0500000003.
https://data.bls.gov/PDQWeb/ce

Consumer Price Index

12-Month % Change Not Seasonally Adjusted



All Urban Consumers: All Items Index 1982 1984 = 100

The consumer price index (CPI) is a measure of the average change over time in the prices paid by consumers for goods and services. It is used to determine the real purchasing power of consumers' dollars, and as a measure of inflation.⁶

NE- U.S. Bureau of Labor Statistics. Consumer Price Index for All Urban Consumers: All Items in Midwest (CUUR0200SA0). Retrieved from Federal Reserve Bank of St. Louis.

https://fred.stlouisfed.org/series/CUUR0200SA0#0. U.S.- U.S. Bureau of Labor Statistics. Consumer Price Index for All Urban Consumers: All Items (CPIAUCNS). Retrieved from Federal Reserve Bank of St. Louis.

https://fred.stlouisfed.org/series/CPIAUCNS

Data Sources: [Retrieved: October 2022.]



Nebraska Department of Labor

Labor Market Information

PHONE 800-876-1377

EMAIL lmi_ne@nebraska.gov

1,044,832

Total Nonfarm Employment (filled jobs)

Not Seasonally Adjusted

for October 2022

October's nonfarm employment is up 8,448 over the month and up 28,106 over the year. Private industries with the most growth month to month were trade, transportation, and utilities (up 3,121); education and health services (up 1,862); and mining and construction (up 1,385). Private industries with the most growth year to year were trade, transportation, and utilities (up 6,020); leisure and hospitality (up 5,490); and education and health services (up 4,657).

Data Source:

NE- Nebraska Department of Labor. Current Employment Statistics. NEworks. neworks.nebraska.gov/ces.

49,337

Job count on NEworks as of **December 5, 2022**

87,548

Total job count on NEworks for the month of **October 2022**

This number reflects the number of job openings advertised online in Nebraska as of September 2022. It is de-duplicated for statistical analysis.

Data Source:

NE- Nebraska Department of Labor. Online advertised jobs data. NEworks. neworks.nebraska.gov.

Labor market information is updated continuously. For the latest data, visit neworks.nebraska.gov or contact us at 800-876-1377 or email lmi_ne@nebraska.gov.

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Labor Market Publications

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