

NEBRASKA WORKFORCE TRENDS

JANUARY 2023 ISSUE
NEBRASKA DEPARTMENT OF LABOR



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**2022 By the
Numbers**

Labor Availability Study Results:
Employer Benefits in Greater Lincoln

Occupational Profile:
Human Resources Specialists

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Minimum Wage Increase

Nebraska's minimum wage has increased to \$10.50 per hour effective January 1, 2023. 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 \$2.13 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:

1. Employ shall include to permit to work;
2. 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:

 - a. 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-employee 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
 - i. 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
4. 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

2022 By the Numbers

Grace Johnson & Hillary Lee

Unemployment Insurance Benefits:

October 1, 2021-September 30, 2022

Source: Unemployment Insurance Annual Report

\$53,806,406

Total State Benefits Paid

38,818

Regular State Initial Claims Filed

322

Layoffs averted through the Short-Time Compensation Program

Worker Training Program: July 1, 2021-June 30, 2022

Source: Worker Training Program Annual Report

195

Worker Training Program grant applicants

73

Worker Training Program grants awarded

\$1,448,453

Total Worker Training Grant funds awarded

Employment Statistics: January – December 2022

Sources: Local Area Unemployment Statistics Program (LAUS), Nebraska Department of Labor; Bureau of Labor Statistics, US Department of Labor

1.9

Nebraska's lowest unemployment rate in 2022. April and May's 1.9 rate was an all-time record low for Nebraska.

1,043,281

Nebraska's historical high labor force employment level, reached in June, 2022. Over a million Nebraskans have been employed since August of 2020.

69.8%

Nebraska's labor force participation rate for October, 2022, the highest in the nation. Nebraska's labor force participation rate has been highest in the nation for over two years.

Meatpacking Workers Bill of Rights: January – December 2022

Source: Meatpacking Industry Workers Bill of Rights Annual Report

50

Number of NDOL visits to meatpacking facilities

23,759

Number of workers employed at meatpacking facilities visited

23

Smallest number of employees at a meatpacking facility visited

3,857

Largest number of employees at a meatpacking facility visited

Registered Apprenticeship Activity:

October 1, 2021-September 30, 2022

Source: U.S. Department of Labor Office of Apprenticeship

104

Total Nebraska Registered Apprenticeship programs

237

Total active employers with Registered Apprenticeship programs, including 55 new employers

4,044

Total active apprentices

3,675

New apprentices in the federal fiscal year

532

Apprentices who completed Registered Apprenticeship programs

For NDOL annual reports, go to dol.nebraska.gov/annualreports.

Upcoming Data Releases

Tuesday, January 24:

- **Nebraska Employment Data Release:** Monthly press release of labor force, employment, unemployment, unemployment rate, and workforce (nonfarm employment level for industries by place of work) for the state and substate areas. Includes estimates of employment, hours, and earnings data for the manufacturing and professional & business services industries. Data released for December 2022 (preliminary) and November 2022 (revised).

Friday, February 3:

- **Occupational Employment and Wage Statistics (OEWS):** Wages by occupation based on the most recent OEWS survey and updated using the Employment Cost Index (ECI) to 4th quarter 2022.

Visit NEworks.nebraska.gov and dol.nebraska.gov/infolink for the latest statistics.

Labor Availability Study Results:

Employer Benefits in Greater Lincoln

Scott Ferguson, Research Analyst

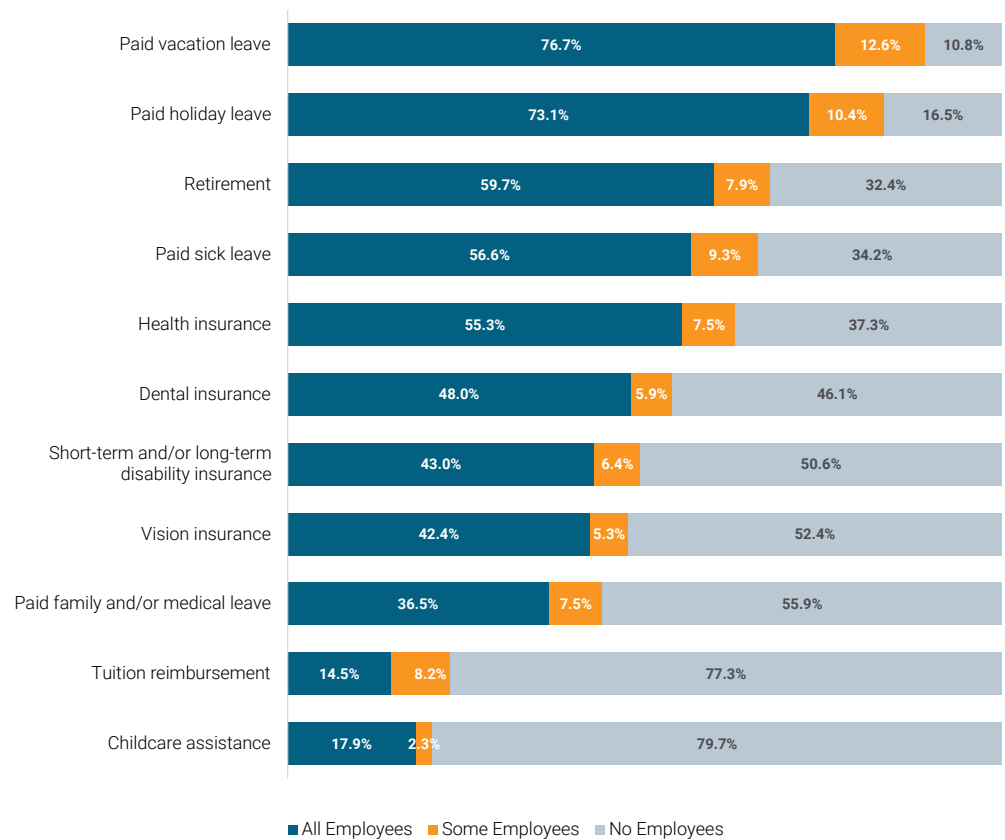
Since 2014, NDOL's Labor Availability Study (LAS) has been surveying businesses and households in communities throughout the state to gain insight into employer needs, labor availability, and potential skills gaps that may affect Nebraska's labor markets and economy. Surveys are conducted on a rolling basis by geographic area.

Among other topics, these surveys have covered benefits offered to employees as well as the importance of benefits to workers. In 2022, additional questions about benefits were added to LAS business questionnaires, beginning with the Greater Lincoln Survey of Hiring and Training Needs. Questionnaires were sent to all businesses in Lancaster County with more than three employees. More than 1,200 businesses responded across 16 industry sectors.

Individual area reports can be found on [NEworks.nebraska.gov](https://www.nebraska.gov/NEworks).

Businesses were asked if they offered a list of 11 benefits to employees. The most common benefits offered to some or all full-time employees included paid vacation leave (89.2%), paid holiday leave (83.5%), and retirement (67.6%). The least common benefits offered to some or all employees included paid family and/or medical leave (44.1%), tuition reimbursement (22.7%), and childcare assistance (20.3%).

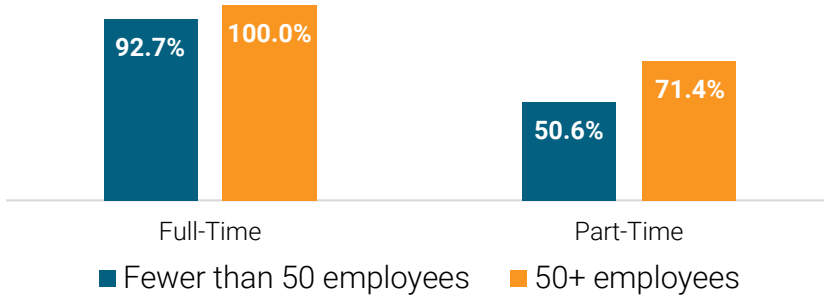
Benefits Offered to Full-Time Employees in Greater Lincoln



In the fall and winter of 2020, NDOL conducted two statewide surveys to measure impacts of the coronavirus pandemic and to establish a benchmark of benefits offered to workers in the state. The results of these surveys can be found in the 2021 Nebraska Benefits Report on NEworks.

Benefits were most likely to be offered to full-time workers in companies with at least 50 employees.

Percentage of Businesses Offering Benefits

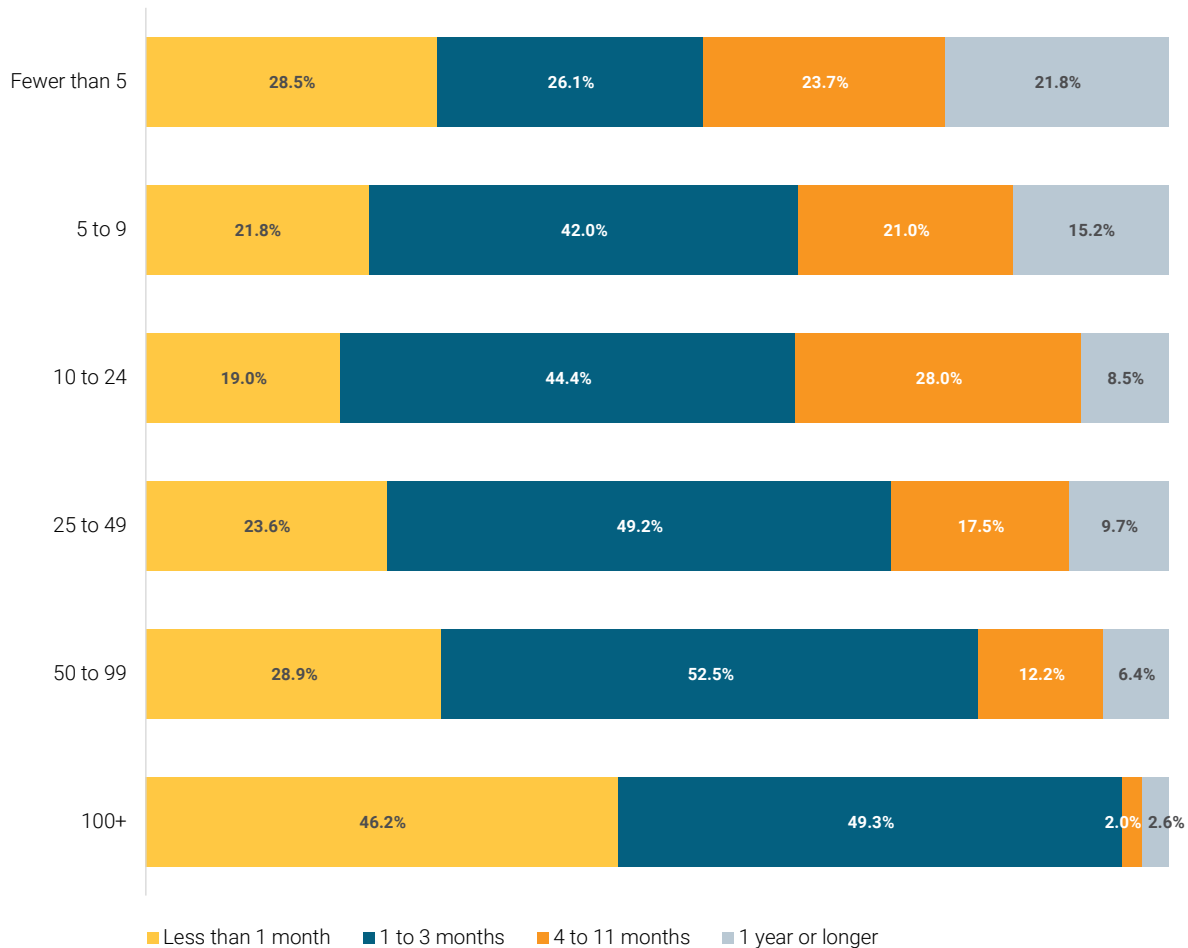


Overall, 93.3% of responding businesses offered a combination of benefits to at least some of their full-time employees compared to 52.8% to part-time employees. Businesses with 50 or more employees were more likely to offer benefits than those with fewer than 50 employees, especially for part-time employees.

More than 62% of businesses indicated that benefits became available to new employees within three months.

Businesses were asked when benefits generally become available to new employees. More than 62% of businesses indicated that benefits became available within three months. More than 95% of businesses with 100 or more employees reported benefits became effective within three months, compared to 54.6% among businesses with less than five employees.

Timing of Benefits by Number of Employees

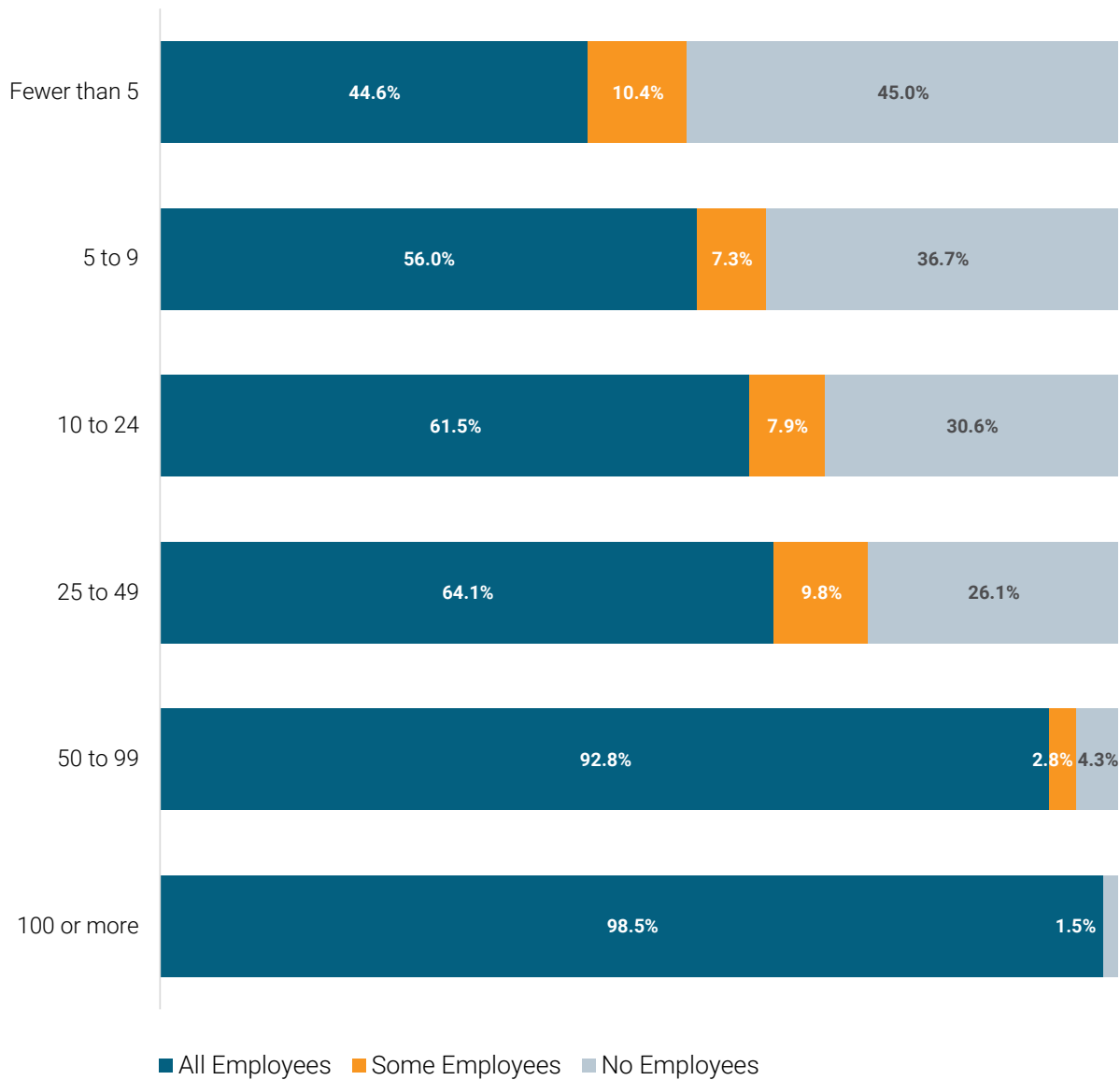


A majority of businesses reported offering retirement benefits such as 401(k) or IRA accounts or pensions to at least some full-time employees.

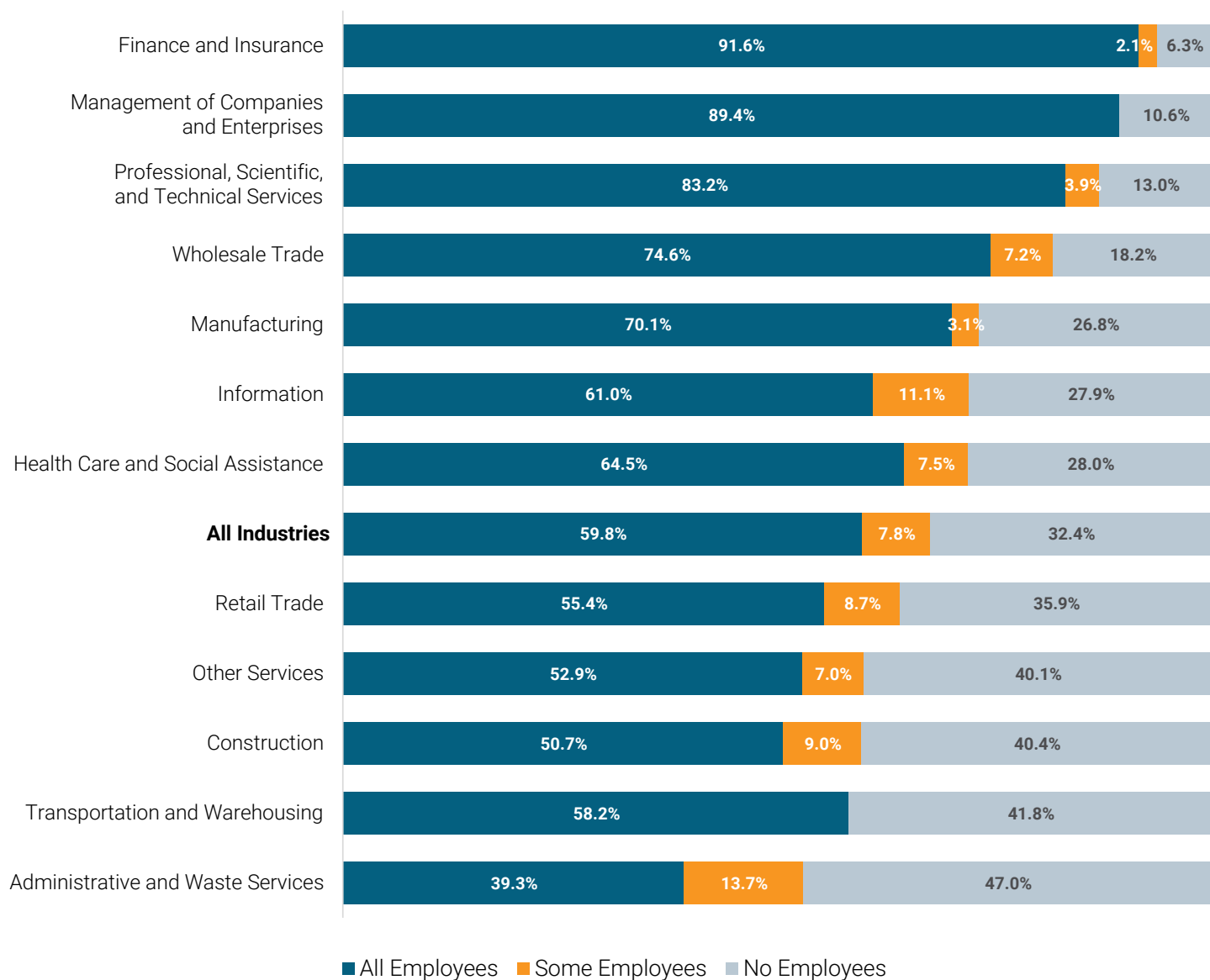
Nearly all businesses with 100 or more employees offered a retirement benefit (98.5%) to all full-time employees, compared to 44.6% for businesses with fewer than five employees.

The prevalence of retirement benefits varied significantly by industry. More than 90% of businesses in the finance and insurance sector reported offering retirement benefits to all full-time employees, compared to less than 40% of those in the administrative and waste services sector.

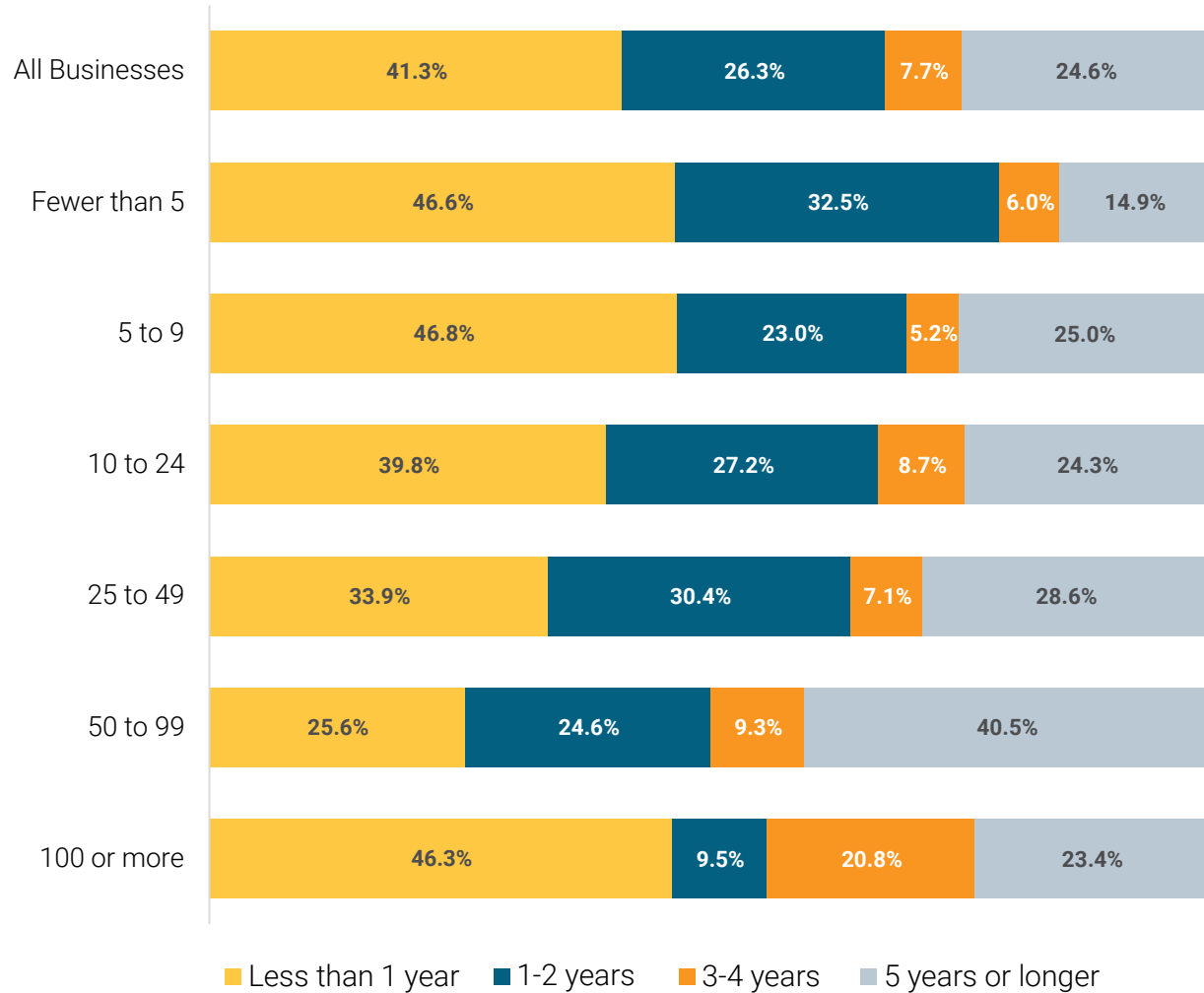
Retirement Benefits Offered to Full-Time Employees, by Number of Employees



Retirement Benefits Offered to Full-Time Employees, by Industry



Businesses were asked when retirement benefits typically become fully vested.



More than two-thirds (67.6%) indicated that benefits were fully vested within two years of employment. While businesses with 50 or more employees were more likely to offer retirement benefits, businesses with fewer than 50 employees were more likely to report full vesting within two years.

The survey found that 43% of businesses offered some kind of paid family and/or medical leave to at least some full-time employees and 10.9% to at least some part-time employees. The most common type of benefit offered was paid medical leave to care for an employee’s own illness or injury, which was offered by 33% of businesses to all or some full-time employees, and by 5.1% of businesses to all or some part-time employees.

Paid maternity leave was the most common form of parental leave offered to all or most full-time employees (25.1%), followed by paid paternity leave (17.4%), and paid adoption/fostering leave (12.5%).

Percentage of Businesses Offering Paid Family and/or Medical Leave, by Type and Employee Status

	All or Some Full-Time Employees	All or Some Part-Time Employees
Paid family and/or medical leave	43.0%	10.9%
Paid medical leave to care for an employee’s own illness or injury	33.0%	5.1%
Paid maternity leave	25.1%	3.1%
Paid leave to care for ill family members	22.3%	4.3%
Paid paternity leave	17.4%	2.3%
Paid adoption/fostering leave	12.5%	2.3%

Hiring Difficulties

More than 82% of businesses reported difficulty hiring for at least one occupation they've hired or attempted to hire for in the past two years. Of those businesses, 54.3% indicated that they increased benefits in an attempt to address difficulty hiring. Increasing benefits to address hiring difficulty varied by industry, and was reported by about two-thirds of businesses in the information; finance and insurance; and arts, entertainment, and recreation industries. Businesses in the manufacturing and accommodation and food services industries were the least likely to increase benefits as a way to address hiring difficulty (39.7% and 39.5% respectively).

Percentage of businesses increasing benefits to address hiring difficulty

Information	68.9%
Finance and Insurance	66.5%
Arts, Entertainment, and Recreation	65.7%
Health Care and Social Assistance	63.5%
Wholesale Trade	63.3%
Professional, Scientific, and Technical Services	60.2%
Other Services	59.6%
Transportation and Warehousing	57.9%
Real Estate and Rental and Leasing	57.8%
Construction	56.7%
All Industries	54.3%
Retail Trade	49.4%
Administrative and Waste Services	49.2%
Management of Companies and Enterprises	45.3%
Educational Services	42.0%
Manufacturing	39.7%
Accommodation and Food Services	39.5%

The degree to which applicants' lack of childcare impacted hiring difficulty varied by industry.

Accommodation and Food Services	26.8%
Health Care and Social Assistance	20.7%
Retail Trade	20.0%
All Industries	13.9%
Construction	13.0%
Real Estate and Rental and Leasing	12.1%
Educational Services	10.0%
Other Services	7.8%
Transportation and Warehousing	7.4%
Manufacturing	7.4%
Wholesale Trade	7.3%
Professional, Scientific, and Technical Services	7.0%
Administrative and Waste Services	6.7%
Finance and Insurance	6.0%

Nearly 14% of businesses reporting difficulty hiring indicated that applicants' lack of childcare was a reason for difficulty. The accommodation and food services industry reported the most difficulty hiring due to applicants' lack of childcare (26.8%) followed by health care and social assistance (20.7%) and retail trade (20%). Industries reporting the least difficulty included finance and insurance (6%), administrative and waste services (6.7%), and professional, scientific, and technical services (7%).

How to Use the Data

Exploring data on the types and prevalence of benefits offered to employees in specific industries and business sizes is one tool Nebraska businesses can use to gain insight into local trends and attract workers in competitive environments.

While every local community is unique, data on benefits offered to employees in Greater Lincoln provides a current snapshot that businesses and workers in other areas of the state can use to compare their own benefit packages.

Occupational Profile: Human Resources Specialists

Rachel Eckloff, Research Analyst

Human resources specialists are found in every industry and in every part of the state. Employees in this occupation “recruit, screen, interview, or place individuals within an organization” as well as complete other HR functions. (1) As of May 2021 data, there were an estimated 5,880 human resources specialists working in Nebraska. (2) The Nebraska Department of Labor classifies this occupation as an H3 occupation, meaning the occupation is high wage, high skill, and high demand. (3)

What They Do:

According to the U.S. Bureau of Labor Statistics (BLS), typical duties for human resources specialists include (4):

- Consulting with employers to identify hiring needs;
- interviewing job applicants about their relevant experience, education, and skills;
- checking applicants' references and backgrounds;
- informing applicants about job details, such as duties, benefits, and working conditions;
- hiring or referring qualified applicants;
- running or help with new employee orientation;
- keeping employment records and processing paperwork.

Educational Requirements:

Most jobs for human resources specialists require a bachelor's degree in human resources, business, communications, or a related field. Some employers may also require candidates to have relevant prior work experience, such as through a previous position in a similar field and/or an internship. (4)

Nebraska Wages

The median annual wage for human resources specialists in Nebraska was \$54,808 as of the second quarter of 2022. This was higher than the median wage for all occupations, which was \$40,352. (2)

Nebraska Median Annual Wages for Human Resources Specialists

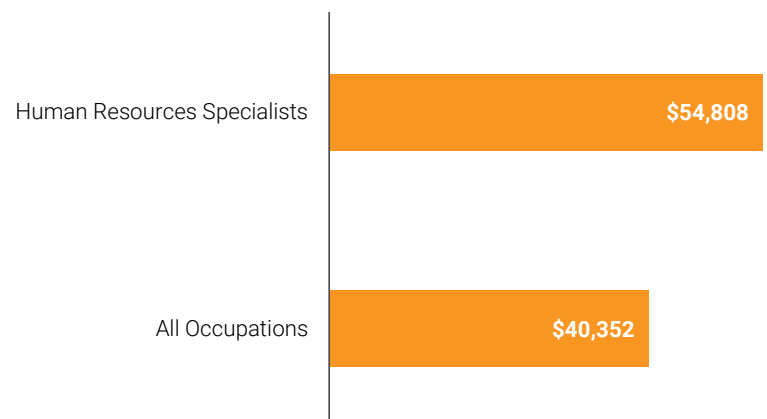




Image by fizkes from 123rf

Industry of Employment:

The top industry of employment for Nebraska's human resources specialists in May 2021 was administrative and support services (30.6%). Management of companies and enterprises (8.3%) and professional, scientific, and technical services (7.3%) were also major employers of workers in this occupation. All other industries combined accounted for the remaining 42.5% of their employment. (2)

Nebraska Employment and Wages by Top Industries of Employment for Human Resources Specialists

Rank	Industry Description	Estimated Employment May 2021	Median Hourly Wage (Q2 2022)	Median Annual Wage (Q2 2022)
1	Administrative and Support Services	1,800	\$24.35	\$50,644
2	Management of Companies and Enterprises	490	\$31.21	\$64,927
3	Professional, Scientific, and Technical Services	430	\$25.31	\$52,645
4	Public Administration	400	\$29.21	\$60,767
5	Educational Services	260	\$24.89	\$51,766
6	Hospitals	200	\$30.05	\$62,509
7	Insurance Carriers and Related Activities	190	\$38.92	\$80,962
8	Credit Intermediation and Related Activities	180	\$31.37	\$65,256
9	Nursing and Residential Care Facilities	170	\$24.43	\$50,803
10	Ambulatory Health Care Services	140	\$30.26	\$62,946

Source: Nebraska Department of Labor. Occupational Employment and Wage Statistics (OEWS). Q2 2022. neworks.nebraska.gov.

Sources:

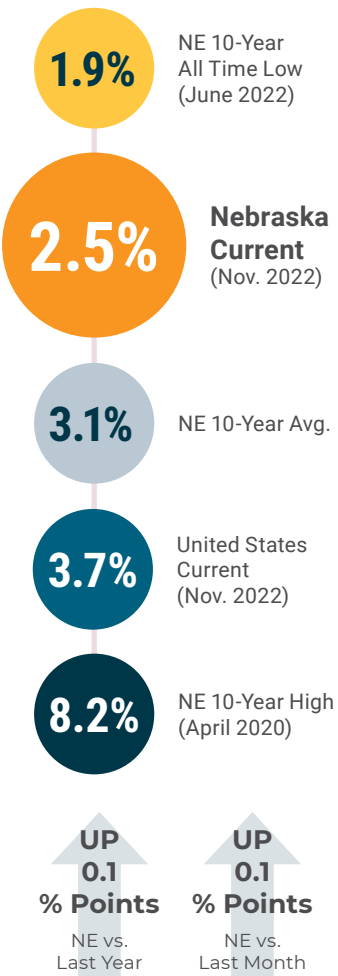
1. U.S. Department of Labor, Employment and Training Administration. Occupational Information Network (O*NET). 13-1071.00 - Human Resources Specialists. [Online] 2022. <https://www.onetonline.org/link/summary/13-1071.00>.
2. Nebraska Department of Labor. Occupational Employment and Wage Statistics. [Online] Q2 2022. neworks.nebraska.gov.
3. High Wage, High Skill, High Demand (H3) Occupations. [Online] July 2022. <https://neworks.nebraska.gov/vosnet/gsipub/documentView.aspx?enc=oduMpwMRTIQnt7W7W02/Ew=->.
4. U.S. Bureau of Labor Statistics. Occupational Outlook Handbook. Human Resources Specialists. [Online] 2022. <https://www.bls.gov/ooh/business-and-financial/human-resources-specialists.htm>.

Economic Indicators

Kermit Spade, Research Analyst

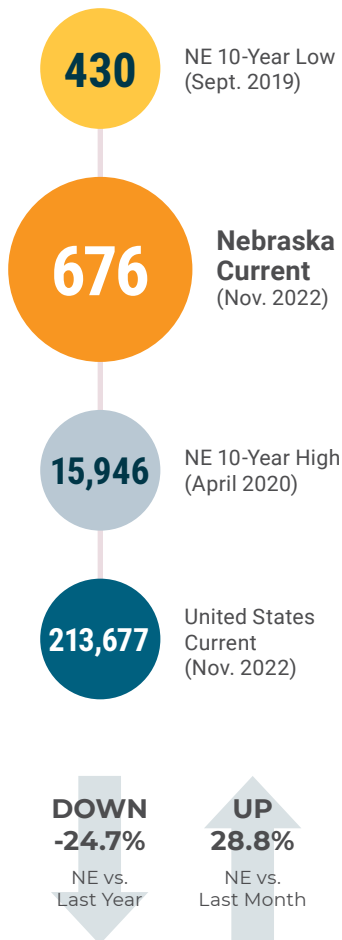
Unemployment Rate

Seasonally Adjusted



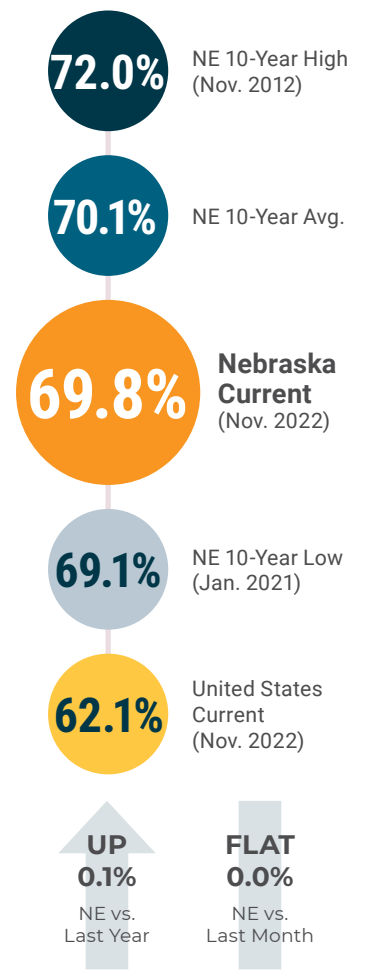
Initial Unemployment Claims

Monthly Avg. Number of Claims per Week



Labor Force Participation Rate

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.

(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://networks.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>

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>.

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>.

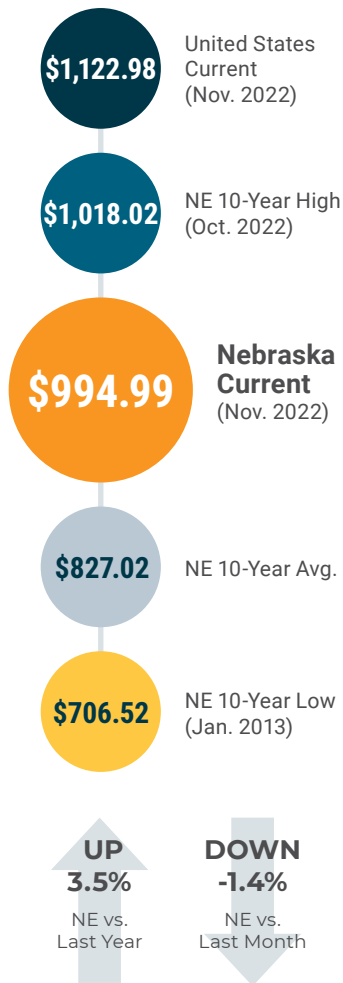
Data Sources: [Retrieved: December 2022.]

Economic Indicators

Kermit Spade, Research Analyst

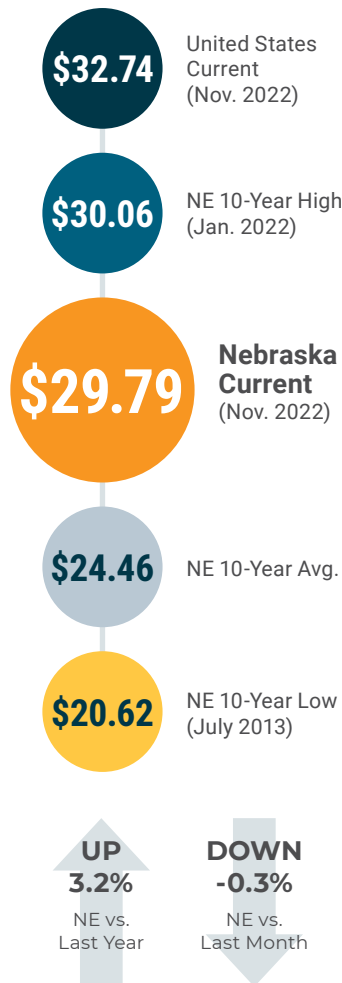
Avg. Weekly Earnings

All Private Employees
Not Seasonally Adjusted



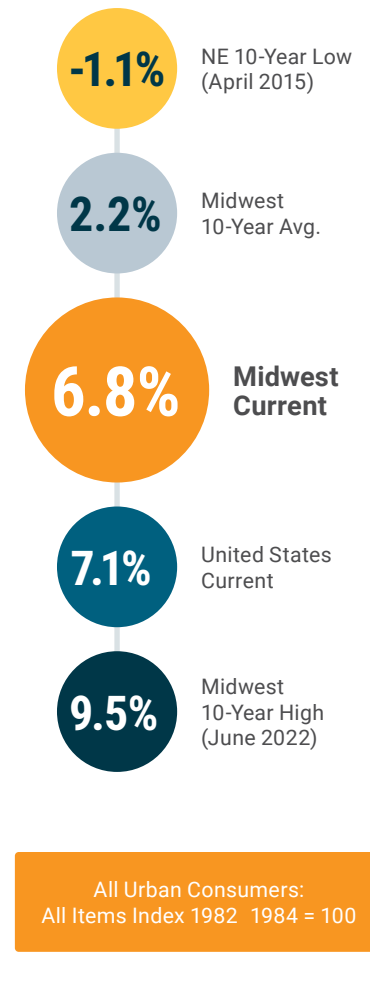
Avg. Hourly Earnings

All Private Employees
Not Seasonally Adjusted



Consumer Price Index

12-Month % Change
Not Seasonally Adjusted



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

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>.

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>.

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>

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: December 2022.]

1,048,406

Total Nonfarm Employment (filled jobs)
Not Seasonally Adjusted
for November 2022

November's nonfarm employment is up 2,554 over the month and up 29,117 over the year. Private industries with the most growth month to month were trade, transportation, and utilities (up 3,030); other services (up 527); and mining and construction (up 474). Private industries with the most growth year to year were mining and construction (up 5,869); leisure and hospitality (up 5,286); and trade, transportation, and utilities (up 5,003).

Data Source:

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

45,864

Job count on NEworks as of
January 8, 2023

82,322

Total job count on NEworks for the
month of December 2022

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

Data Source:

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

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

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