

NEBRASKA WORKFORCE TRENDS

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H3 Occupations Over Time

**Spotlight on
Childcare**

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Minimum Wage Increase

Nebraska's minimum wage will increase to \$12 per hour effective January 1, 2024. In accordance with an initiative passed by voters in November of 2022, the minimum wage will increase \$1.50 each year through 2026, followed by an annual cost of living increase beginning in 2027. The minimum hourly wage for tipped employees is \$2.13 per hour. Employers are responsible for ensuring that wages and tips combined equal at least the minimum wage.

The following minimum wage amounts are scheduled:

- **January 1, 2024:** \$12 per hour
- **January 1, 2025:** \$13.50 per hour
- **January 1, 2026:** \$15 per hour
- **January 1, 2027:** The minimum wage will increase based on the cost-of-living increase as measured by the Consumer Price Index.

Information about the minimum wage, including current workplace posters, is available at dol.nebraska.gov/LaborStandards. Labor law specialists are available to answer questions from workers and employers regarding wages in Nebraska and may be contacted at 402-471-2239 or ndol.laborstdrdsinquiries@nebraska.gov.

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 salaries for services performed, the combined amount of hourly wage and gratuities given to the employee shall not be less than 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 except those 30 who is not a seasonal or migrant worker, a starting 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 provided in Neb. Rev. Stat. §48-1202.01.

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


1. Employer shall include any person 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 including that or more employees of any one level except the seasonal employment of not more than twenty workers in any calendar year, acting directly or indirectly in the interest of an employee in relation to an employee, but shall not include the United States, the State of any political subdivision thereof.

Employer shall include any individual employed by any employee but shall not include:

- Any individual employed in agriculture.
- Any individual employed as a body either in or about a private home.
- Any individual employed in a bona fide executive, administrative, or professional capacity for or as a superintendent or supervisor.
- Any individual employed by the United States or by the State or any political subdivision thereof.
- Any individual employed in the activities of an educational, charitable, religious, or nonprofit organization when the employee-employer relationship does not, in fact exist or when the services rendered to such organization are on a voluntary basis.
- Apprentices and learners otherwise provided for by law.
- Workers in mining under supervision of the United States Department of Veterans Affairs.
- A child in the employment of his or her parent or in the employment of his or her child; or
- Any person who directly or indirectly, including any State of Illinois, State, county or local or similar and who is principally or mostly employed 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 accommodations in any medium other than cash.

For further information regarding the Nebraska Wage and Hour Act, contact the Nebraska Department of Labor, PPO/NE 402-471-2239



Updated 11/22/2022



Then and Now: H3 Occupations Over Time

Jodie Meyer, Research Analyst

Overview

This month provides a look at how the high wage, skill, and demand occupations, commonly known as ‘H3 occupations,’ have changed over time. Work on developing these measures started back in 2008 when data users wanted more options on determining the best choices of occupations for retraining workers who lost jobs during the great recession. Since then, the Nebraska Department of Labor (NDOL) has updated the list of H3 occupations biennially in even numbered years.

H3 occupations are determined using NDOL’s long-term projections data, which are also produced on a biennial basis and cover a ten-year timespan. The predicted number of annual openings, net change in employment expected over ten years, and the projected growth rate for an occupation are all considered when assigning the occupation a demand ranking, which is then used to determine if the occupation qualifies as ‘high demand.’ (1)

‘High wage’ status is calculated using data from the NDOL’s Occupational Employment and Wage Statistics (OEWS) program. Eight different wage categories are produced by this program, such as mean, median, entry-level, and experienced wages, which together represent the range of wages paid to workers in a certain occupation. When observed wages for an occupation match or exceed the region’s all-occupations, all-industries wages in any of these categories, the occupation receives a point for that wage category. If an occupation gets a point in four or more of the eight wage categories, it is considered ‘high wage.’ (1)

Finally, ‘high skill’ is determined using information provided by the U.S. Bureau of Labor Statistics (BLS) about occupational entry requirements. These include the educational requirements typically needed to obtain an entry-level position, the amount of work experience in a related occupation employers may expect, and the types of on-the-job training a position may require. Any occupation designated as having an educational requirement of ‘some college, no degree’ or higher is considered ‘high skill.’ Occupations that require a high school diploma or equivalent and additional long-term on-the-job training (more than 12 months), apprenticeship, or internship/residency are also rated as ‘high skill.’ (1)

To qualify as H3, an occupation must meet all three sets of criteria. Only jobs judged to be high demand, high wage, and high skill will make the H3 list.

This article compares the statewide H3 list produced for Nebraska in 2012 using the long-term projections produced for the ten-year period from 2010 to 2020 (with 2010 as the base year), and the newest H3 list, produced in 2022 using projections for 2020 to 2030 (with 2020 as the base year). The 2012 H3 list was the first to be produced using the current methodology to determine ‘high skill’ status, after changes in occupational classifications had been implemented at the national level by the Bureau of Labor Statistics (BLS). This is therefore the oldest version of the H3 list that can be accurately compared to the most current list.

Top 10 H3 Occupations, 2010-2020

H3 Rank	SOC Title	2010 Estimated Employment
1	Heavy and Tractor-Trailer Truck Drivers	28,933
2	Registered Nurses	21,998
3	Carpenters	9,097
4	Elementary School Teachers, Except Special Education	10,794
5	Accountants and Auditors	8,865
6	Market Research Analysts and Marketing Specialists	3,090
7	Licensed Practical and Licensed Vocational Nurses	6,165
8	Teachers and Instructors, All Other	8,222
9	Secondary School Teachers, Except Special and Career/Technical Education	7,412
10	Plumbers, Pipefitters, and Steamfitters	5,346

Source: Nebraska Department of Labor. High Wage, Skill, Demand (H3) Occupations.

Top 10 H3 Occupations, 2020-2030

H3 Rank	SOC Title	2020 Estimated Employment
1	Heavy and Tractor-Trailer Truck Drivers	29,608
2	Registered Nurses	27,671
3	Software Developers and Software Quality Assurance Analysts and Testers	10,923
4	General and Operations Managers	13,949
5	Accountants and Auditors	9,237
6	Elementary School Teachers, Except Special Education	10,049
7	Electricians	6,033
8	Industrial Machinery Mechanics	5,011
9	Financial Managers	4,619
10	Market Research Analysts and Marketing Specialists	3,661

Source: Nebraska Department of Labor. High Wage, Skill, Demand (H3) Occupations.

Top 10 H3 Occupations by Demand Ranking

On the 2010-2020 H3 list, 178 occupations (23.3% of all occupations classified by NDOL) met the criteria to be considered H3. This represented 30.5% of total statewide employment in 2010, or 322,660 jobs. (2) For the 2020-2030 H3 list, 170 occupations (22.3% of all occupations) were H3, representing 33.2% of total 2020 statewide employment, or 365,310 jobs. (3) There are simply too many occupations to compare between the two lists for the purpose of this analysis, so in order to narrow the lists down for analysis, we will focus on the top ten H3 occupations by demand ranking for each of these two periods.

The top two occupations were the same for both periods, with heavy and tractor-trailer truck drivers ranking as the number one H3 occupation in Nebraska on every H3 list since the list was first produced in 2008. (2; 3)

The number two occupation on both the 2010-2020 and the 2020-2030 lists was registered nurses. This occupation has consistently held the second-place position on every H3 list since the beginning. A second nursing occupation, licensed practical and licensed vocational nurses, also made the top ten on the 2010-2020 list, it was ranked #7. For 2020-2030 it slipped just out of the top 10 and was ranked #14. (2; 3)

The third-place occupation on the 2010-2020 list, carpenters, lost its H3 status by the 2020-2030 list due to no longer making the cut on the high wage measure. It did still meet the criteria to be considered high skill and high demand. While carpenters fell off the list, electricians rose from a #13 ranking in 2010-2020 to the top ten in 2020-2030, claiming the #7 place. Another construction related occupation, plumbers, pipefitters, and steamfitters did make the top 10 for 2010-2020 at #10 but slipped to #21 for 2020-2030. (2; 3)

Education-related occupations also have had strong showings in the H3 lists for both time frames. Elementary school teachers (except special education) ranked #4 on the 2010-2020 list and #6 on the 2020-2030 list. Secondary school teachers (except special and career/technical education) ranked #9 on the 2010-2020 list, and just outside the top 10 on the 2020-2030 list at #12. Special education and career/technical teachers have separate occupational classifications, and many of these are classified as H3 as well, they just did not crack the top ten lists for either time period analyzed here. The occupation classified as 'teachers and Instructors, all other' (a category that includes, for example, substitute teachers and tutors) ranked #8 for 2010-2020. Since that list was released, substitute teachers, short-term now has its own classification category where it ranks #13 on the 2020-2030 H3 list. Teachers and instructors, all other is also classified as H3 for 2020-2030 and ranks #46. (2; 3)

General and operations managers ranked #4 in 2020-2030, climbing from #38 on the 2010-2020 list. These management positions are typically based at each individual location of a business and thus more of them are needed as companies expand and add new locations over time. A second management occupation, financial managers had the largest jump up the rankings of any occupation, moving from #72 by demand rank on the 2010-2020 list to #9 on the 2020-2030 list. (2; 3)

Accountants and auditors rounded out the top five on both H3 lists, placing #5 on both the 2010-2020 and 2020-2030 lists. Another business-related occupation, market research analysts and marketing specialists, ranked #6 for 2010-2020 and #10 for 2020-2030. (2; 3)

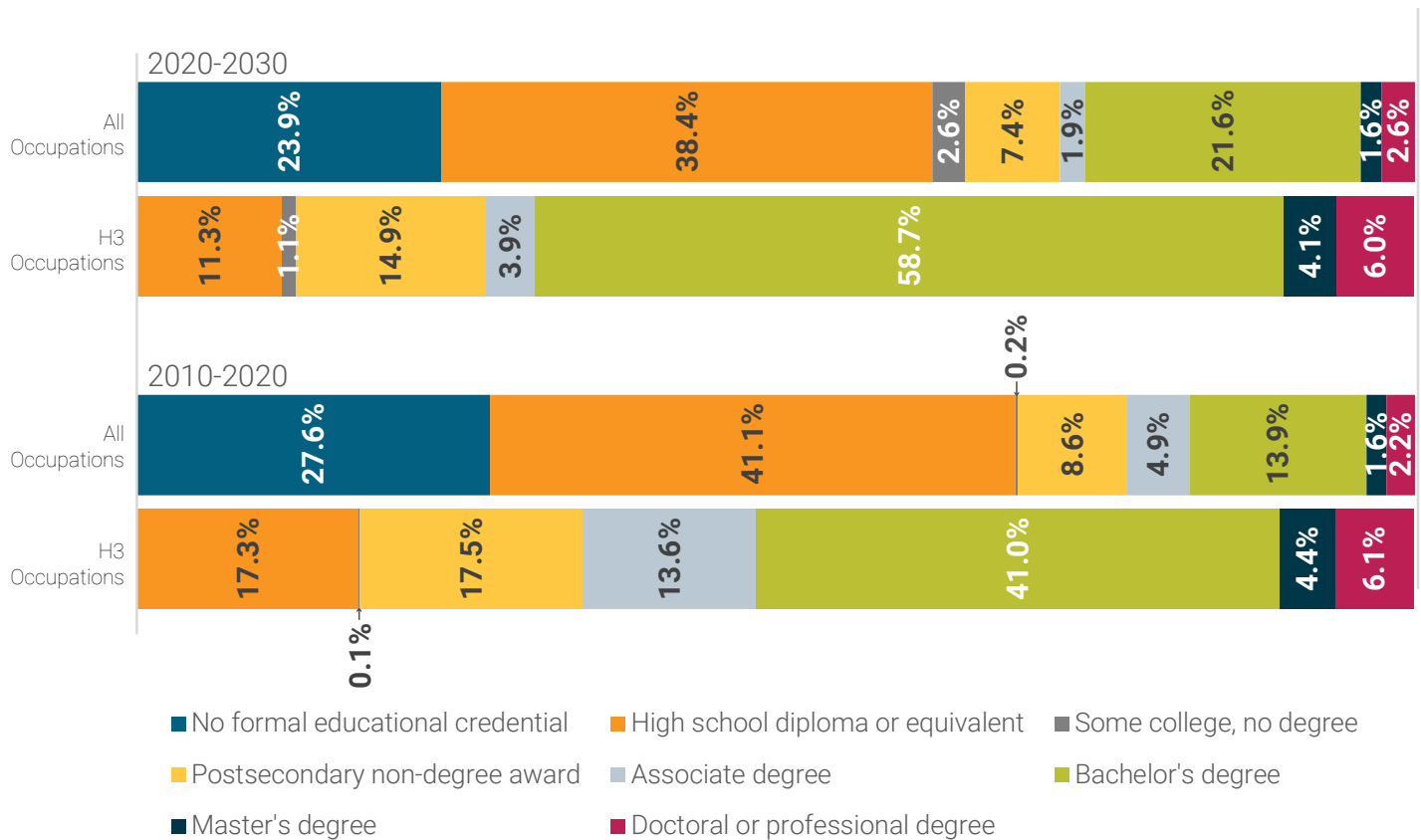
Software developers and software quality assurance analysts and testers ranked #3 in 2020-2030. This code has been revised since the 2010-2020 list and the comparable occupations of software developers of applications just missed the top ten for 2010-2020 ranking #11. (2; 3)

By Education

BLS determines the level of educational attainment typically required for entry into an occupation using data from the U.S. Census Bureau’s American Community Survey, the Occupational Information Network (O*NET), and the National Center for Education Statistics. Economists at BLS also gather data from educators, employers, workers, and others to make these determinations. This process is repeated for each new round of projections, so an occupation’s classification can change over time. (4) However, the categories have remained the same since the 2010-2020 projections released in 2012 through the present.

Over time, the level of educational attainment required to qualify for most occupations has shifted slightly upwards. When the data is examined in terms of employment distribution, for the 2010-2020 projections period 31.2% of employment in Nebraska fell into occupations classified as requiring education beyond a high school diploma compared to 37.7% of occupations on the 2020-2030 list. Employment in occupations requiring a bachelor’s degree or higher also rose, accounting for 25.8% of statewide employment for 2020-2030, up from 17.6% for 2010-2020. (2; 3)

Employment Distribution by Typical Educational Requirements, 2010-2020 and 2020-2030



Source: Nebraska Department of Labor. High Wage, Skill, Demand (H3) Occupations.

The trend toward higher educational requirements has tended to be even more pronounced among H3 occupations. For 2010-2020, 51.5% of statewide employment in H3 occupations fell into occupations that required a bachelor’s degree or higher, which grew to 68.9% for 2020-2030. Much of this change came from an increase in the share of H3 occupations requiring bachelor’s degrees, which rose from 41.0% for 2010-2020 to 58.7% for 2020-2030. (2; 3)

By Major Group

A majority of Nebraskans working in H3 occupations held jobs falling into one of five major occupational groups, which have remained stable between the 2010-2020 and 2020-2030 lists. For the 2010-2020 list, 61.9% of the base year employment was concentrated within these top five major occupational groups, and 67.2% of employment fell into the top five for 2020-2030. (2; 3)

Top Major Occupational Groups for Employment in H3 Occupations, 2010-2020 and 2020-2030

Occupational Group	2010-2020 Rank	% of Total H3 Employment 2010
Healthcare Practitioners & Technical	1	16.8%
Education, Training, & Library	2	14.7%
Business & Financial Operations	3	13.1%
Transportation & Material Moving	4	9.1%
Management	5	8.1%

Source: Nebraska Department of Labor. High Wage, Skill, Demand (H3) Occupations.

Occupational Group	2020-2030 Rank	% of Total H3 Employment 2020
Healthcare Practitioners & Technical	1	16.7%
Business & Financial Operations	2	15.2%
Management	3	14.0%
Education, Training, & Library	4	12.0%
Computer & Mathematical	5	9.3%

Source: Nebraska Department of Labor. High Wage, Skill, Demand (H3) Occupations.

On both lists, the highest percentage of H3 employment was found in the healthcare practitioners and technical occupations group. In 2010, 16.8% of statewide H3 employment was found in this group, compared to 16.7% in 2020. Some of the largest H3 occupations in 2020 in this group included registered nurses (27,671), licensed practical and licensed vocational nurses (5,844), and pharmacists (2,845). (2; 3)

Business and financial operations occupations was the second-largest major occupational group in 2020, with 15.2% of H3 employment found in this group. In 2010 it was the third-largest employing 13.1% of H3 workers statewide. In 2020, the largest H3 occupations in this group included accountants and auditors (9,237); project management specialists and business operations specialists, all other (5,813); and human resource specialists (5,173). (2; 3)

Management occupations made up the third-largest portion of H3 employment in 2020 at 14.0%. This was the fifth-largest category in 2010 at 8.1%. Some of the largest H3 occupations in 2020 within this group included general and operations managers (13,949), financial managers (4,619), and construction managers (4,140). (2; 3)

Education, training, and library occupations was the fourth-largest major occupational group for H3 employment in 2020, encompassing 12.0% of all H3 workers, and the second-largest group on the 2010 list, at 14.7%. In 2020, some of the largest H3 occupations that fell into this group were elementary school teachers, except special education (10,049); secondary school teachers, except special education and career/technical education (7,015); and middle school teachers, except special and career/technical education (4,535). (2; 3)

Computer and mathematical occupations were the fifth-largest major occupational group employing H3 workers in 2020 at 9.3%, and ranked #8 on the 2010 list at 6.3% of H3 occupational employment. Some of the largest H3 occupations in this group in 2020 were software developers and software quality assurance analysts and testers (10,923); computer systems analysts (4,439); and computer user support specialists (3,735). (2; 3)

Transportation and material moving occupations just missed the top five list for 2020, coming in at #6 with 8.1% of statewide H3 employment. This group did make the top five list for 2010, when it came in at #4, with 9.1% of Nebraska's H3 employment. On the 2020 list, the only H3 occupation in this group was heavy and tractor-trailer truck drivers (29,608). The main reason this occupational group had such a high concentration of H3 employment with just the one occupation that is H3 is because truck drivers is the largest occupation in the state, accounting for 2.7% of all jobs statewide during that year. (2; 3)

The Final Word

Comparing the H3 occupations over time offers a look into how Nebraska's labor market has evolved throughout the past decade, and what changes the state's economy might undergo in the future. More data on the current 2020-2030 H3 occupations, for both Nebraska statewide and each of the state's nine economic regions, can be found online on NEworks.

Sources:

1. Nebraska Department of Labor. *High Wage, Skill, Demand (H3) Occupations Methodology*. [Online] July 2022. <https://neworks.nebraska.gov/admin/gsipub/htmlarea/uploads/H3%20Methodology.pdf>.
2. —. *High Wage, Skill, Demand (H3) Occupations: 2010-2020. Nebraska Statewide*. 2012.
3. —. *High Wage, Skill, Demand (H3) Occupations: 2020-2030. Nebraska Statewide*. [Online] July 2022. <https://neworks.nebraska.gov/gsipub/index.asp?docid=1165>.
4. U.S. Department of Labor, Bureau of Labor Statistics. *Employment Projections. Measures of education and training*. [Online] September 2023. <https://www.bls.gov/emp/documentation/education/tech.htm>.



Nebraska Economic Insight and Outlook

is an overview of the statewide labor market, including demographic reviews, educational attainment, labor force data, employment by industry and occupation, and employment projections.

Nebraska
Economic Insight and Outlook

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Visit [NEworks.nebraska.gov](https://neworks.nebraska.gov) to see more!

Spotlight on Childcare

Andrew Bouwens, Research Analyst

According to the Department of Health and Human Services (DHHS), there are a total of 2,809 licensed childcare establishments in Nebraska as of September 1, 2023. (1) The Bureau of Labor Statistics (BLS) collects occupation and wages data on establishments and working with state agencies publishes the Occupational Employment and Wage Statistical (OEWS) reports annually.

Childcare Workers Average Hourly Wage by Region:

Nebraska (Statewide):	Metropolitan Areas:	Nonmetropolitan Areas:
\$14.28/hour	\$14.54/hour	\$13.38/hour

Wages

The statewide average hourly rate for childcare workers is \$14.22, with an estimated employment of around 8,050. The hourly rate in metro areas is \$14.52, while the nonmetro hourly rate is \$13.39. The bulk of the employment is coming from the metro areas of the state with 5,960 being reported out of Lincoln, Omaha, and Grand Island MSAs. The remaining counties not included in the metros areas in Nebraska represent the remaining 2,090 childcare workers. (2)

Occupation Title	Employees	Average Hourly Wage
Education and Childcare Administrators, Preschool and Daycare	540	\$29.60
Preschool Teachers, (Except Special Education)	930	\$21.65
Cooks, Institution and Cafeteria	4,510	\$16.17
Childcare Workers	8,050	\$14.22

Daycare administrators have a statewide average hourly wage of \$29.60, a little over \$15.00 an-hour more than childcare workers, with an estimated employment of 540 employees (2)

The average hourly wage for preschool teachers is \$21.65, and cooks, institution and cafeteria workers receive an average hourly wage of \$16.17. BLS estimates statewide employment levels for preschool teachers at 930 and 4,510 for institutional cooks. (2)

Source: Sheet, Nebraska Department of Labor Wage Sheet. Quarterly Wage Sheets. Lincoln : Nebraska Department of Labor/OEWS, 2023.

According to the Economic Policy Institute, the cost of childcare in Nebraska on average is **\$11,420 to \$12,571** annually per child depending on the age of the child. (4)

Projections

According to the long-term 2020-2030 occupational employment projections, preschool teachers are expected to see the most growth in the next ten years by total number of employees (195) and total percent change (10%). Childcare workers are projected to see a decrease in employment, dropping by 1% and 83 employees. (3)

Occupational Employment Projections - Long Term 2020-2030

Occupation	Estimated Employment	Projected Employment	Total Percent Change	Total Employment Change	Annual Openings
Preschool Teachers, Except Special Education	1,932	2,127	10%	195	221
Cooks, Institution and Cafeteria	4,044	4,229	5%	185	615
Education Administrators, Preschool and Childcare Center/Program	498	506	2%	8	36
Childcare Workers	9,751	9,668	-1%	-83	1,323

Source: Nebraska Department of Labor. Long Term Occupational Employment Projections 2020-2030. NEworks. [Online] [Cited: 10 03, 2023.] <https://networks.nebraska.gov/vosnet/analyzer/resultsNew.aspx?session=occproj&qlink=1&plang=E>.

Sources:

1. Nebraska Department Health and Human Services. <https://dhhs.ne.gov/licensure/Documents/ChildCareRoster.pdf>. <https://dhhs.ne.gov/licensure/Documents/ChildCareRoster.pdf>. [Online] September 01, 2023. <https://dhhs.ne.gov/licensure/Documents/ChildCareRoster.pdf>.
2. Nebraska Department of Labor Wage Sheet. Quarterly Wage Sheets. Lincoln: Nebraska Department of Labor/OEWS, 2023.
3. Nebraska Department of Labor. Long Term Occupational Employment Projections 2020-2030. NEworks. [Online] [Cited: October, 2023.] <https://networks.nebraska.gov/vosnet/analyzer/resultsNew.aspx?session=occproj&qlink=1&plang=E>.
4. Economic Policy Institute. Childcare Costs in the United States. EP. [Online] October 2020. [Cited: October 12, 2023.] <https://www.epi.org/child-care-costs-in-the-united-states/#/NE>.



Journey to Work:

In-Commuting, Out-Commuting, & Transportation Choices in Nebraska & Nationwide

Kermit Spade, Research Analyst

People who live in one geographical area and work in another are said to be commuting to and from work. Many workers commute into Nebraska and out of Nebraska every day. Commuting data is important to many entities, such as economic developers, policymakers, employers, and of course the commuters themselves.

According to the U.S. Census Bureau's Center for Economic Studies, there were 741,782 private primary jobs located in Nebraska in 2020. (1) A primary job is defined as "the one job for each worker that provides the most earnings". (2) That same year, there were also 716,571 workers who resided in Nebraska, regardless of where their primary jobs were located. Both of these groups also contained the 684,027 workers whose primary job and residence were both located in Nebraska. (1)

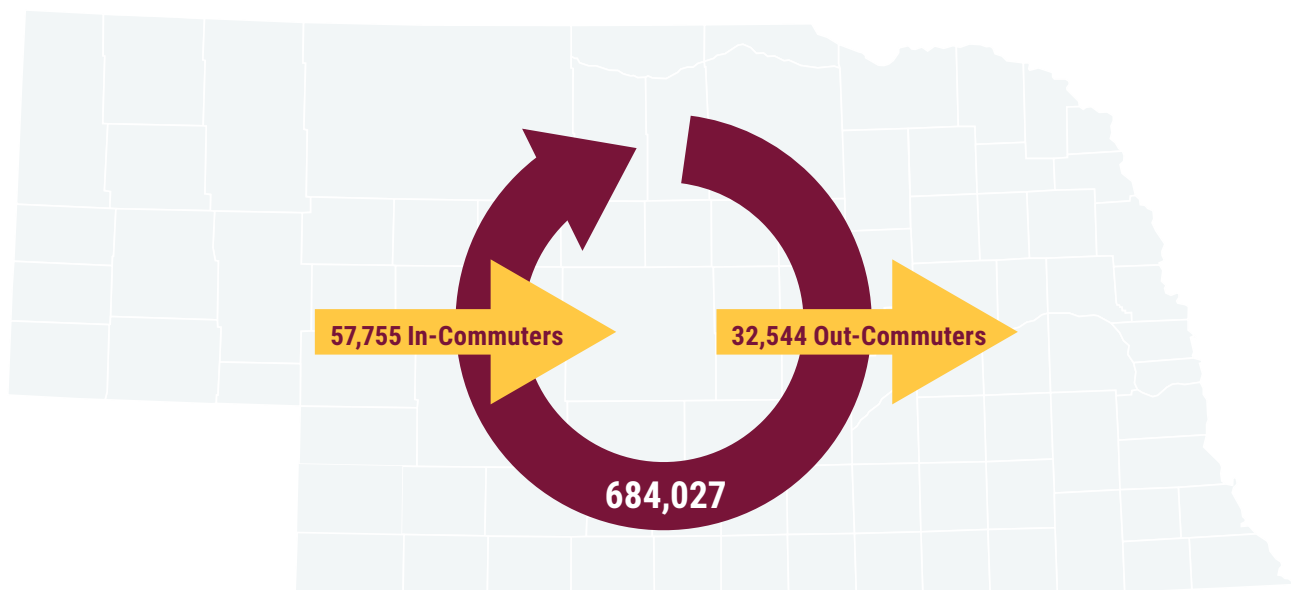
It is important to note that whether a worker is considered an in-commuter or an out-commuter depends on the geographical level and region upon which the analysis is focused. A person who drove from their home in Omaha to a job in Council Bluffs would be considered an out-commuter from Nebraska, and an in-commuter to Iowa. In addition, individuals who would be considered non-commuters at the state level may nevertheless qualify as in- or out-commuters at the county level, if they lived and worked in separate counties.

In-Commuting & Out-Commuting

Overall, Nebraska brought in more workers via in-commuting than it lost to out-commuting in 2020. Nebraska lost 32,544 workers to out-commuting and gained 57,755 workers from in-commuting, for a net gain of 25,211 workers. (1)

The 684,027 workers who both lived and worked in Nebraska would not be considered commuters when analyzed at the state level. The 57,755 workers who worked in Nebraska, but lived in another state, would be in-commuters. The 32,544 workers who lived in Nebraska but worked out-of-state would be considered out-commuters.

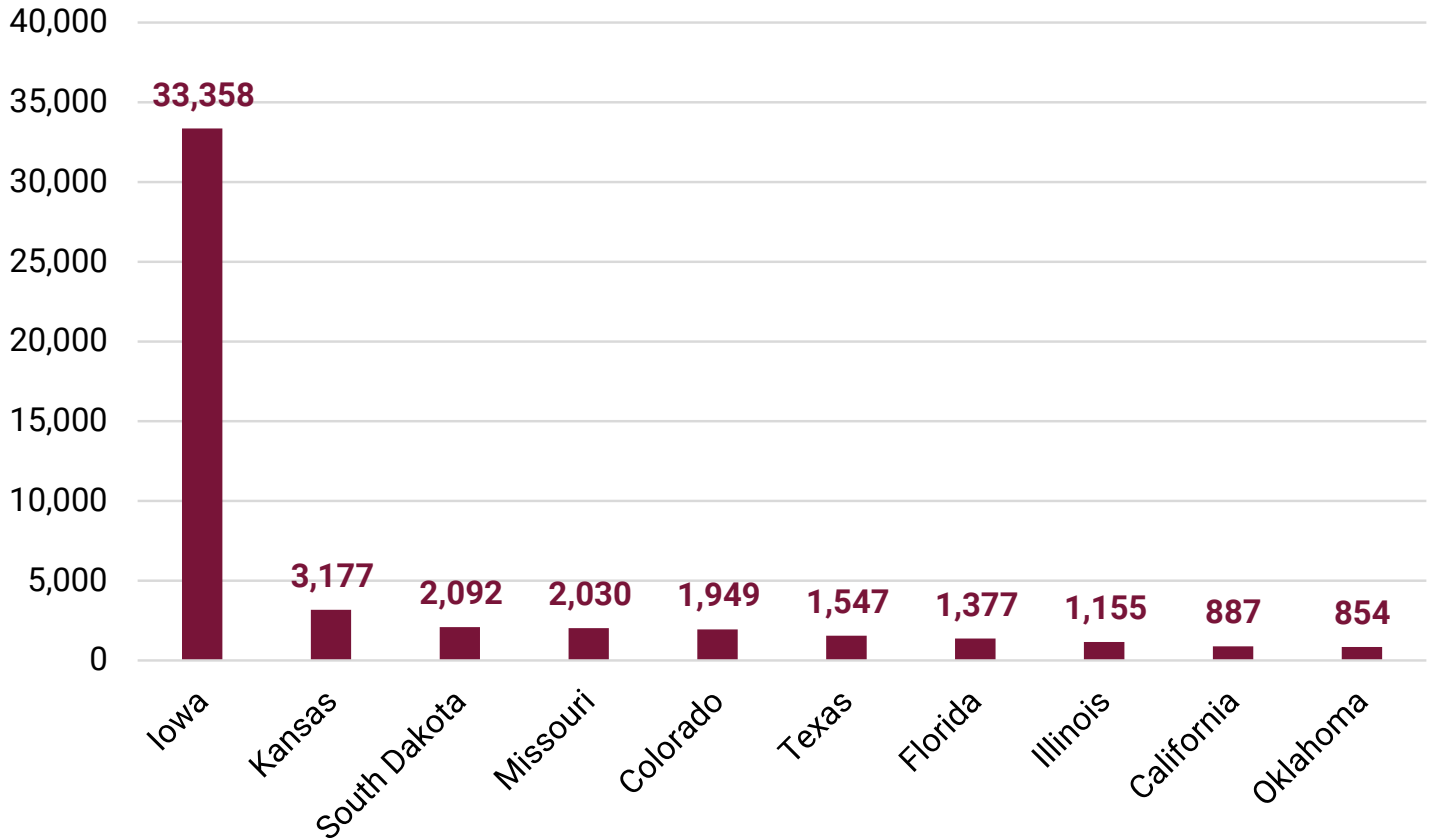
Nebraska In-Commuting and Out-Commuting Patterns, 2020



Source: U.S. Census Bureau, Center for Economic Studies. OnTheMap Application. onthemap.ces.census.gov/

The chart below shows the top 10 states from which Nebraska gained workers through in-commuting. Iowa played the largest role in Nebraska’s commuting patterns, both in terms of in-commuting and out-commuting. In 2020, there were 18,992 out-commuters from Nebraska to Iowa, accounting for 58.4% of all out-commuting from Nebraska. There were also 33,358 in-commuters that came from Iowa, which accounted for 57.8% of all in-commuting to Nebraska. The net result was +14,366 in-commuters from Iowa, which made up 57.0% of Nebraska’s overall net gains from commuting. (1)

Net Commuting to Nebraska by State, 2020

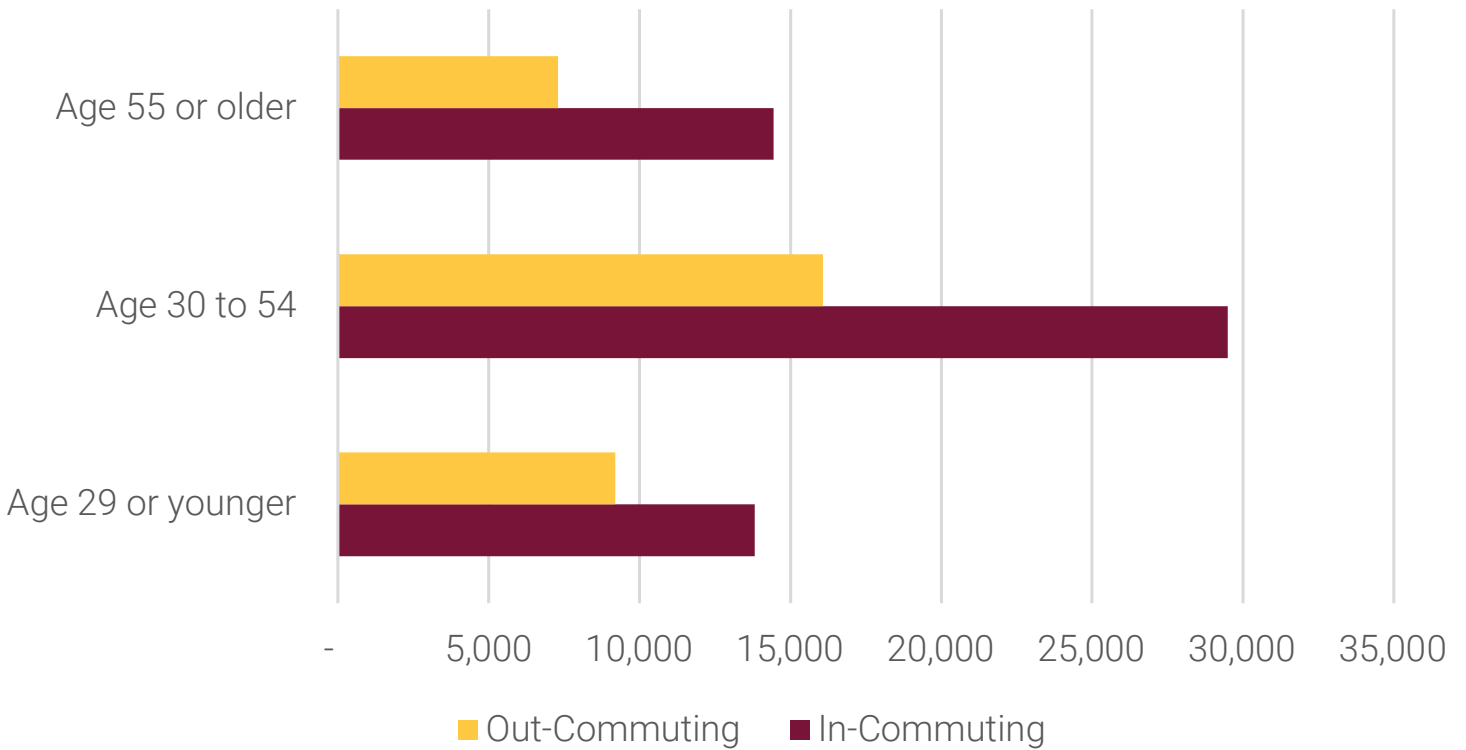


Source: U.S. Census Bureau, Center for Economic Studies. OnTheMap Application. onthemap.ces.census.gov/.

Most of Nebraska’s commuters, both in and out, were between the ages of 30 and 54, and tended to earn more than \$3,333 per month. Commuters were also most likely to work in industries other than those in the goods-producing or trade, transportation, and utilities sectors. (1)

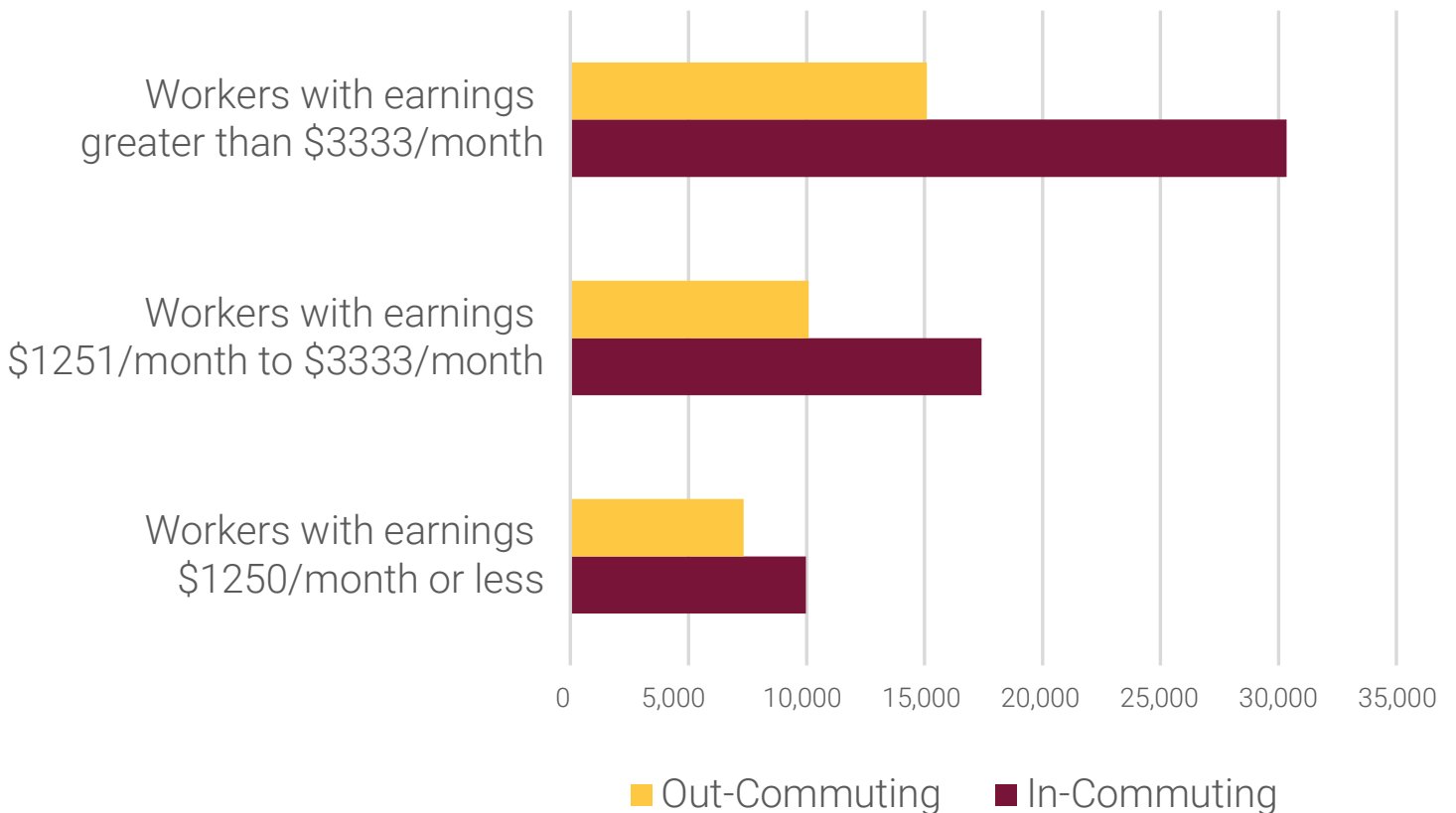


Nebraska Commuters by Age, 2020



Source: U.S. Census Bureau, Center for Economic Studies. OnTheMap Application. onthemap.ces.census.gov/.

Nebraska Commuters by Earnings, 2020

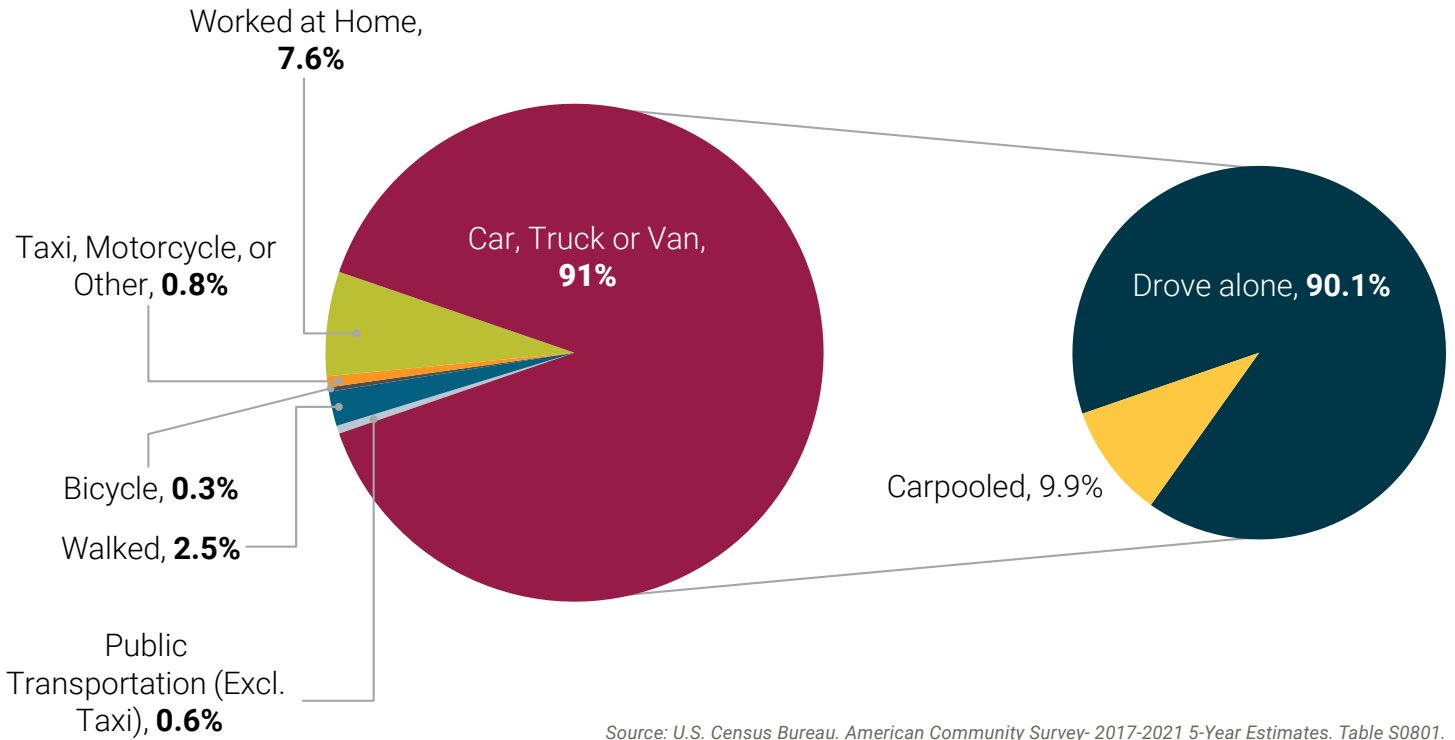


Source: U.S. Census Bureau, Center for Economic Studies. OnTheMap Application. onthemap.ces.census.gov/.

Transportation to Work

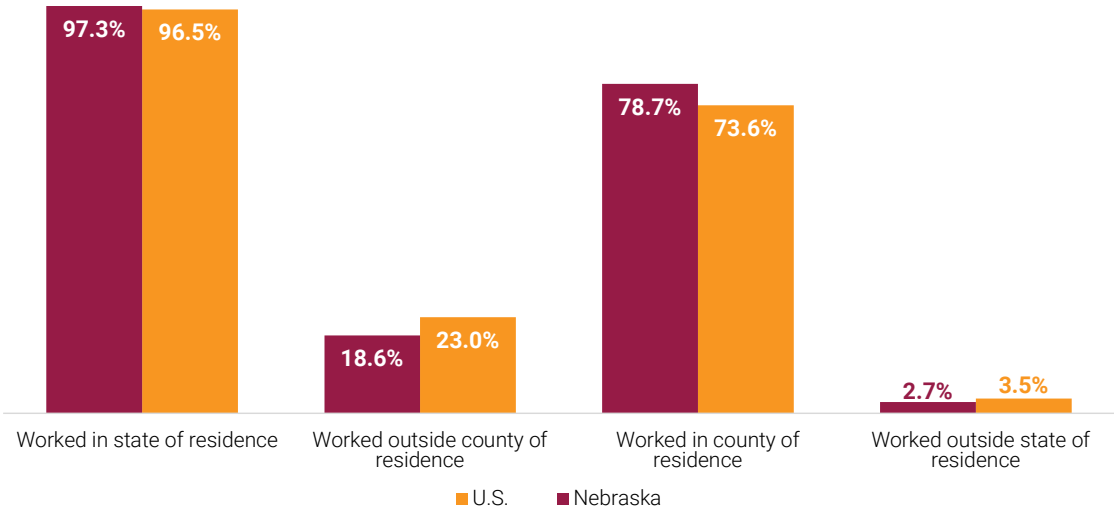
According to the Census Bureau’s American Community Survey five-year estimates, the majority of Nebraska workers (88.1%) drove to work in 2020, with most (90.1%) driving alone. This was slightly above the national numbers for driving to work (81.8%) and driving alone (88.3%). Conversely, only a small minority of Nebraskans used public transportation to travel to work (0.6%), compared to the U.S. as a whole (4.2%). (3)

Means of Transportation to Work for Nebraska Workers, 2021



The next chart shows the share of U.S. and Nebraska workers who worked outside their state or county of residence in 2021. Nebraska had slightly less out-of-state commuting than observed in the U.S. as a whole (2.7% versus 3.5%). Nebraska also had slightly lower rates of out-of-county commuting than seen nationwide (18.6% versus 23.0%). (3)

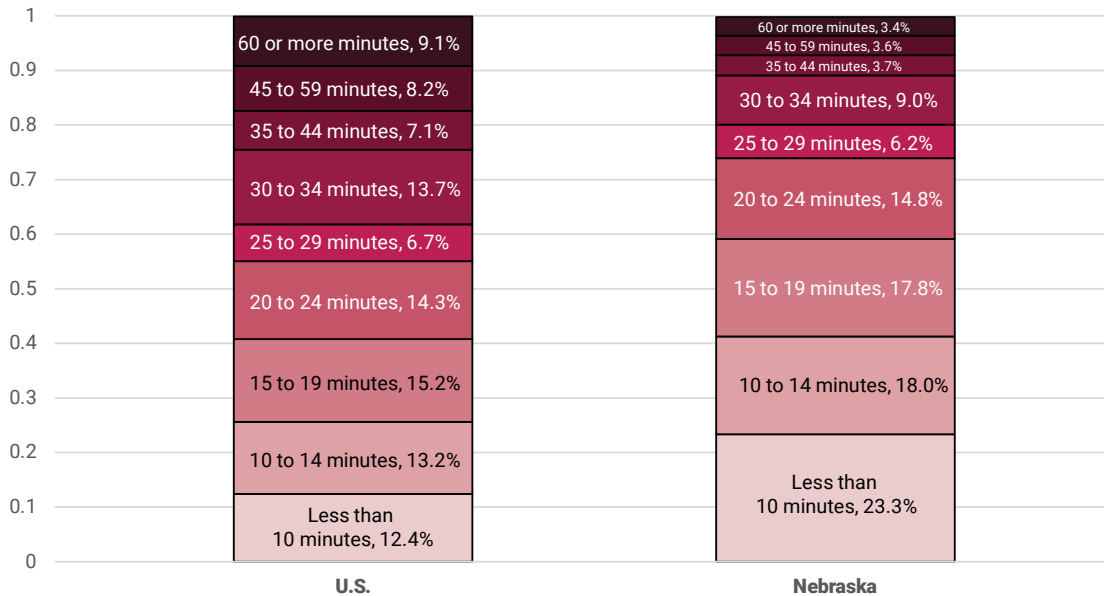
NE & US Workers by Place of Work*, 2021



Source: U.S. Census Bureau. American Community Survey- 2017-2021 5-Year Estimates. Table S0801.
 *Note that "worked outside county of residence" and "worked in county of residence" are subsets of "worked in state of residence."

In contrast to the similar destination commuting patterns of Nebraska and the U.S., the travel times to work for Nebraska and the U.S. are quite different. In general, Nebraskans had shorter travel times to work than the average U.S. worker. In fact, almost 60% of Nebraska workers had travel times of less than 20 minutes, while only about 40% of all U.S. workers had travel times that short. The average travel time to work for Nebraska workers was 19.1 minutes, compared to 26.8 minutes nationwide. (3)

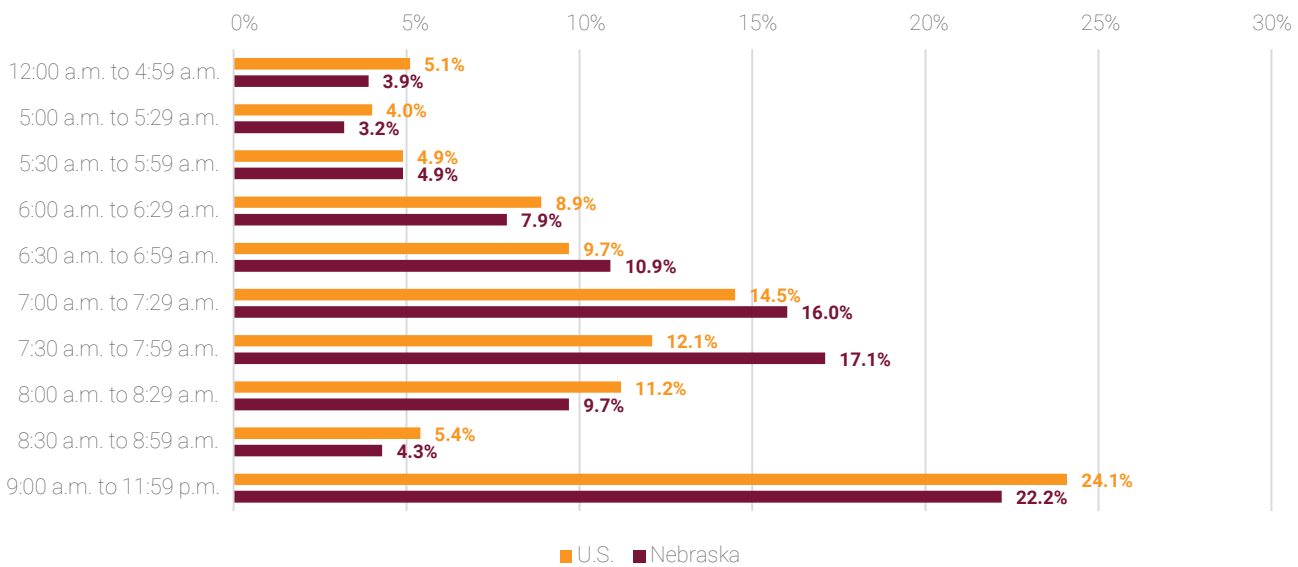
Nebraska & US Workers' Travel Time to Work, 2021



Source: U.S. Census Bureau. American Community Survey- 2017-2021 5-Year Estimates. Table S0801.

The times of day that workers in Nebraska and nationwide reported beginning their journeys to work were generally similar. Most left for work between 7 a.m. and 8 a.m. However, U.S. workers were more likely to begin traveling to work during the 7 o'clock hour (54.5%) than were workers in Nebraska (48.3%). This may be due to longer commute times necessitating an earlier departure time for workers in other areas of the country. (3)

Nebraska & US Workers' Departure Time for Travel to Work, 2021



Source: U.S. Census Bureau. American Community Survey- 2017-2021 5-Year Estimates. Table S0801.

Sources:

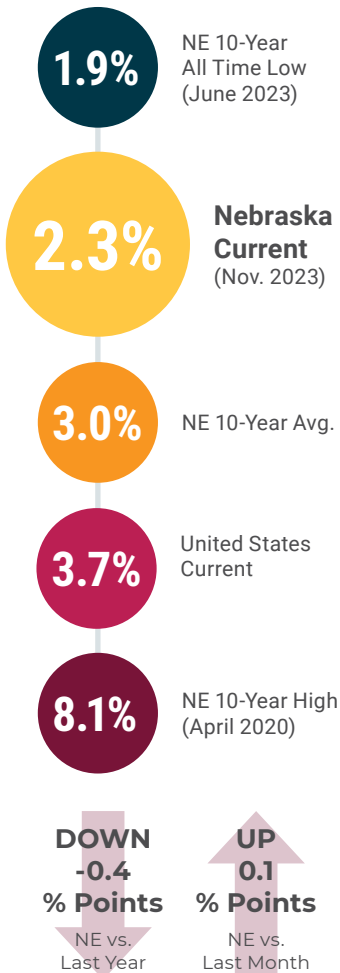
1. U.S. Census Bureau, Center for Economic Studies. OnTheMap Application. [Online] onthemap.ces.census.gov/.
2. U.S. Census Bureau. LEHD FAQ. [Online] lehd.ces.census.gov/applications/help/onthemap.html#!faqs#8.
3. —. 2017-2021 American Community Survey. Table S0801. [Online] data.census.gov.

Economic Indicators

Kermit Spade, Research Analyst

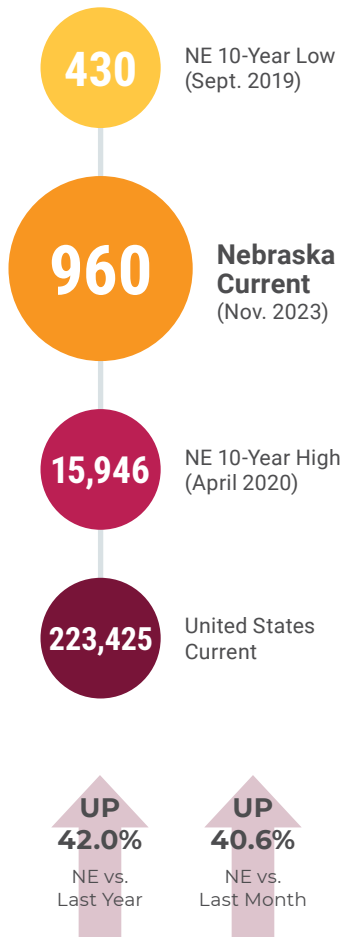
Unemployment Rate

Seasonally Adjusted



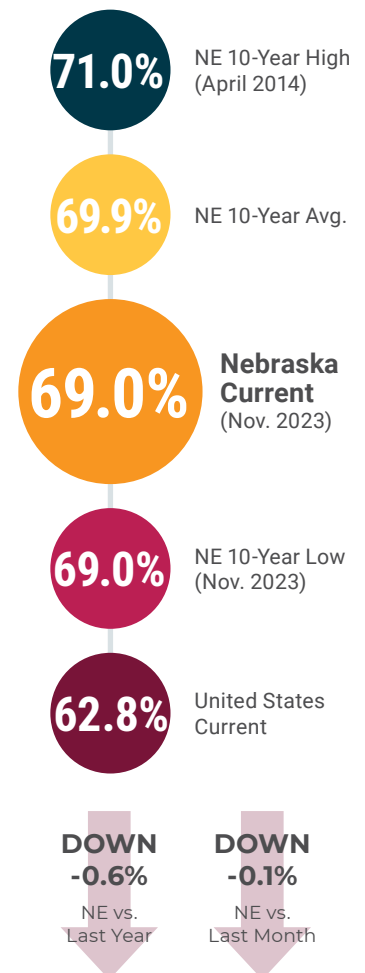
Initial Unemployment Claims

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://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>

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>.

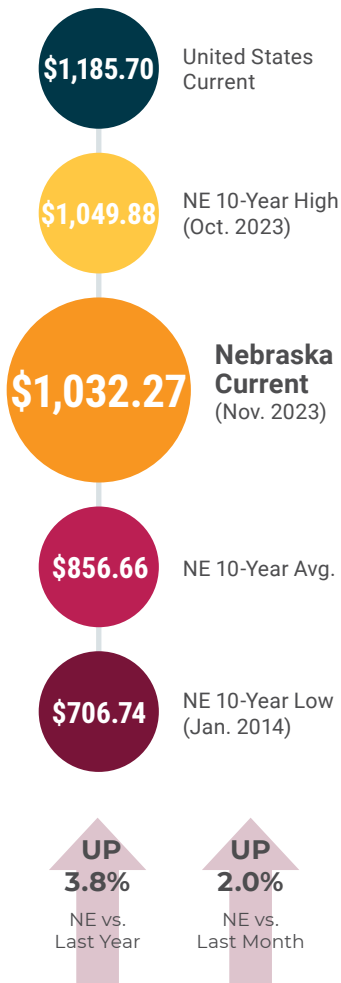
Data Sources: [Retrieved: November 2023.]

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

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.

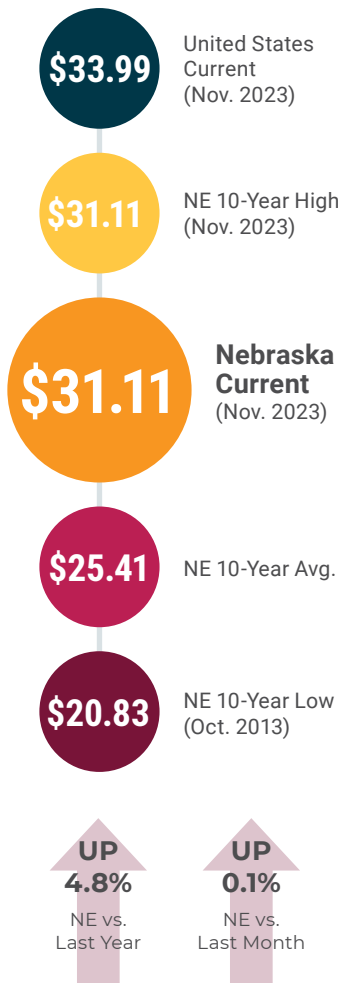
<https://data.bls.gov/PDQWeb/sm>.

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>.

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.

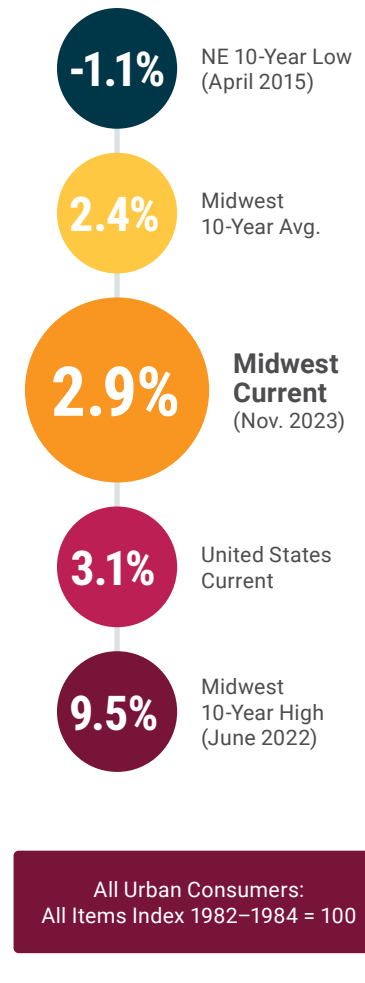
<https://data.bls.gov/PDQWeb/sm>.

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



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: November 2023.]

1,053,548

Total Nonfarm Employment (filled jobs)
Not Seasonally Adjusted
for October 2023

Nonfarm employment was 1,054,827 in November, up 1,595 over the month and up 11,134 over the year. Private industries with the most growth month to month were trade, transportation, and utilities (up 2,518 jobs); private education and health services (up 2,271 jobs); and financial services (up 73 jobs). Private industries with the most over the year growth were private education and health services (up 6,451 jobs), manufacturing (up 1,792 jobs), and leisure and hospitality (up 1,551 jobs).

Data Source:

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

36,548

Job count on NEworks as of
December 21, 2023

60,262

Total job count on NEworks for the
month of **November 2023**

This number reflects the number of job openings
advertised on NEworks in Nebraska in October 2023.

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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Helpful Links

Labor Market Publications

Previous Issues

NEworks.nebraska.gov



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