

NEBRASKA WORKFORCE TRENDS

MAY 2023 ISSUE | NEBRASKA DEPARTMENT OF LABOR

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Credits

Research Analysts:

Byron Lefler
Janet Oenbring
Nancy Ritchie
Kermit Spade

Graphic Designer:

Hillary Lee

Editors:

Rachel Eckloff
Grace Johnson

Research Supervisor:

Brandon Jones

Research Administrator:

Scott Hunzeker

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Employment of Minors: Trends and Requirements

Grace Johnson

According to the Bureau of Labor Statistics Current Population Survey, the labor force participation rate for 16-19 year-olds has seen an uptick nationwide in recent years, with a March 2023 rate of 37.4 percent compared to 35.8 percent in March of 2020.

As the end of the school year approaches, many students begin exploring their employment options. In Nebraska, minors must be at least 14 years of age to be employed. There are a few exceptions, including minors working for their parent's business, minors working in agriculture, and minors working in the performing arts. Fourteen to 15 year old minors not working in detasseling or for their parent's business must obtain an Employment Certificate from the school district in which they reside. Home schooled children may obtain an Employment Certificate by providing proof of age and grade level to the school within their district. The minor must be present in order for a certificate to be issued.

Under Nebraska law, minors 14-15 years of age are not permitted to work more than eight hours a day or 48 hours per week, and not before 6 a.m. or after 10 p.m. Federal child labor rules are stricter. They can be viewed online at www.dol.gov. When both laws apply, the more stringent standard must be observed.

In 2022, NDOL received 2,874 certificates for the employment of minors ages 14-15, and the number of certificates received each year has been increasing since 2020. So far in 2023, 794 certificates have been received, with a normal seasonal increase occurring since March.

Youth Employment Certificates Received by NDOL

	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
2023	157	165	185	287	-	-	-	-	-	-	-	-	-
2022	126	114	237	240	415	444	259	283	228	208	177	143	2,874
2021	42	95	101	217	411	447	263	192	262	186	173	179	2,568
2020	61	72	84	64	69	157	167	157	155	84	47	107	1,224
2019	45	47	102	239	333	162	67	130	127	128	78	119	1,577



Detasseling

Permitted Work Hours:

- Outside of school hours during the month of June, July, and/or August
- Between the hours of 6 a.m. and 8 p.m. for children ages 12 and 13
- Between the hours of 6 a.m. and 10 p.m. for children ages 14 and 15
- Child may not work more than 48 hours in any one week
- Child may not work more than nine hours in any one day

Requirements for Detasseling:

- Worker must be at least 12 years old
- Child workers must reside within 75 miles of the location where the labor is to be performed
- The employer must obtain written consent from the child's parent to employ the minor
- The employer must provide at least two supervisors who are 18 years of age or older at each location

Performing Arts Permit

- The Nebraska Department of Labor is authorized to issue a special permit waiving restrictions within the child labor law for children employed in the performing arts.
- Requirements for Performing Arts Permit:
 - The employer must obtain written consent from the child's parent to employ the minor
 - The employment must be found to be in the best interest of the child
 - The special permit form must be completed and submitted to the Nebraska Department of Labor
- Special Permit Form and Fees:
 - A Special Permit is issued for periods up to 90 days and may be renewed by the employer
 - \$10.00 fee for each permit

Special Permit form is available online at dol.nebraska.gov/LaborStandards

Violation of the Child Labor Law

- Those found in violation of Nebraska's Child Labor Law are guilty of a Class II misdemeanor.
- Report violations to the Department of Labor and to the County Attorney.

Hazardous Employment

Restrictions:

- No child may be employed in any work, which due to the nature of the work or place of performance, is dangerous to life or limb, or in which their health may be injured or their morals depraved.
- For additional information regarding hazardous employment or specific jobs/tasks, contact the U.S. Department of Labor at 1-866-487-9243 or visit dol.gov/agencies/whd/fact-sheets/43-child-labor-non-agriculture

NDOL Youth Learn and Earn Programs

How the Program Works

Using funds provided by the Workforce Innovation and Opportunity Act, the Nebraska Department of Labor connects youth ages 16-24 with employment and education opportunities throughout Nebraska. In addition to our Learn and Earn programs, youth have access to a number of additional resources including:



Tutoring



Educational Funding



Leadership Development Opportunities



Financial Literacy Education



Entrepreneurial Skills Training



Career Counseling



Work Search Assistance

Work Experience

Through our Work Experience program, youth can explore career interests and receive training at a participating work site as they earn wages. The experience gained helps develop job skills and build a solid work history. The program can also be a gateway to permanent employment.

On-the-Job Training

Through our On-the-Job Training program, youth can obtain industry skills on the job while engaging in productive employment and earning a wage.

Benefits to Employers

- Minimal training costs to your business
- Develop the talent you are seeking to fill open positions
- Create a pipeline of new talent from secondary and post-secondary schools to your business
- Minimal Paperwork

Eligibility

In order to be eligible for the programs, youth must meet the following criteria:

- a. Must be either a citizen of the United States or immigrant authorized to work in the United States
- b. Between the age of 16-24 if not enrolled in or attending secondary or post-secondary school; or
- c. Between the age of 14-21 if enrolled in or attending secondary or post-secondary school
- d. Qualify as one of the following:
 1. School dropout
 2. Within the age of compulsory school attendance under state law but have not attended for at least the most recent complete school-year quarter or calendar-year quarter
 3. Require additional assistance to enter or complete an educational program or to secure and hold employment
 4. Basic skills deficient
 5. An English language learner
 6. Homeless
 7. Offender
 8. In foster care
 9. Pregnant or parenting
 10. Have a disability

Get a list of job center locations
at dol.nebraska.gov/ContactUs

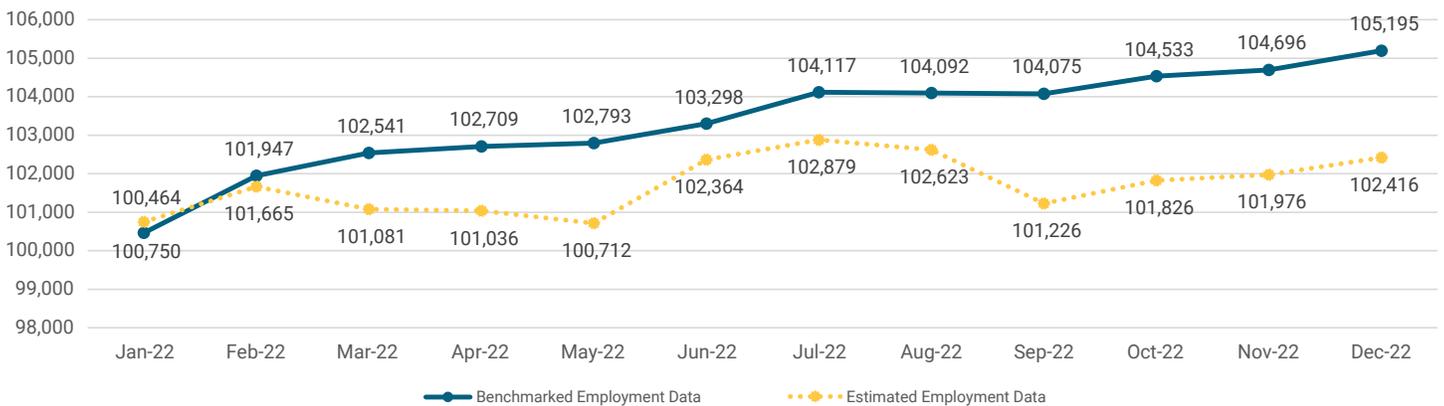
Benchmarking Highlights:

Upward Revisions in Manufacturing Employment and Grand Island Metro

Janet Oenbring, Byron Lefler, Grace Johnson

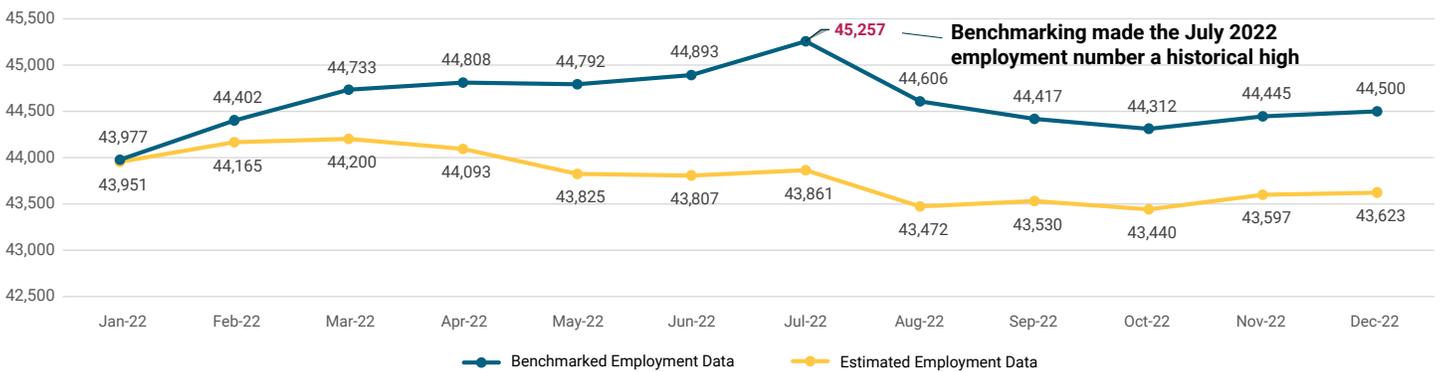
Benchmarking is the Bureau of Labor Statistics' annual revision process, which updates estimated data that's been previously released. For 2022, significant upward revisions occurred in statewide manufacturing employment and in the Grand Island Metropolitan Statistical Area's overall employment. After benchmarking, manufacturing employment reached 103,000 in June 2022 and reached over 105,000 by the end of the year. In Grand Island, employment reached a historical high in July of 2022.

Statewide Estimated vs. Benchmarked Manufacturing Employment



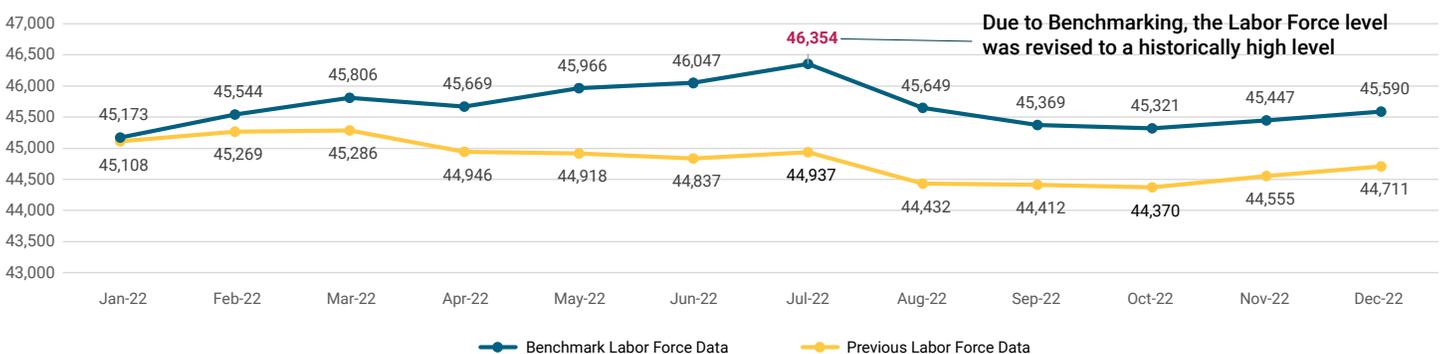
Source: Bureau of Labor Statistics, Current Employment Statistics

Grand Island MSA Estimated vs. Benchmarked Employment

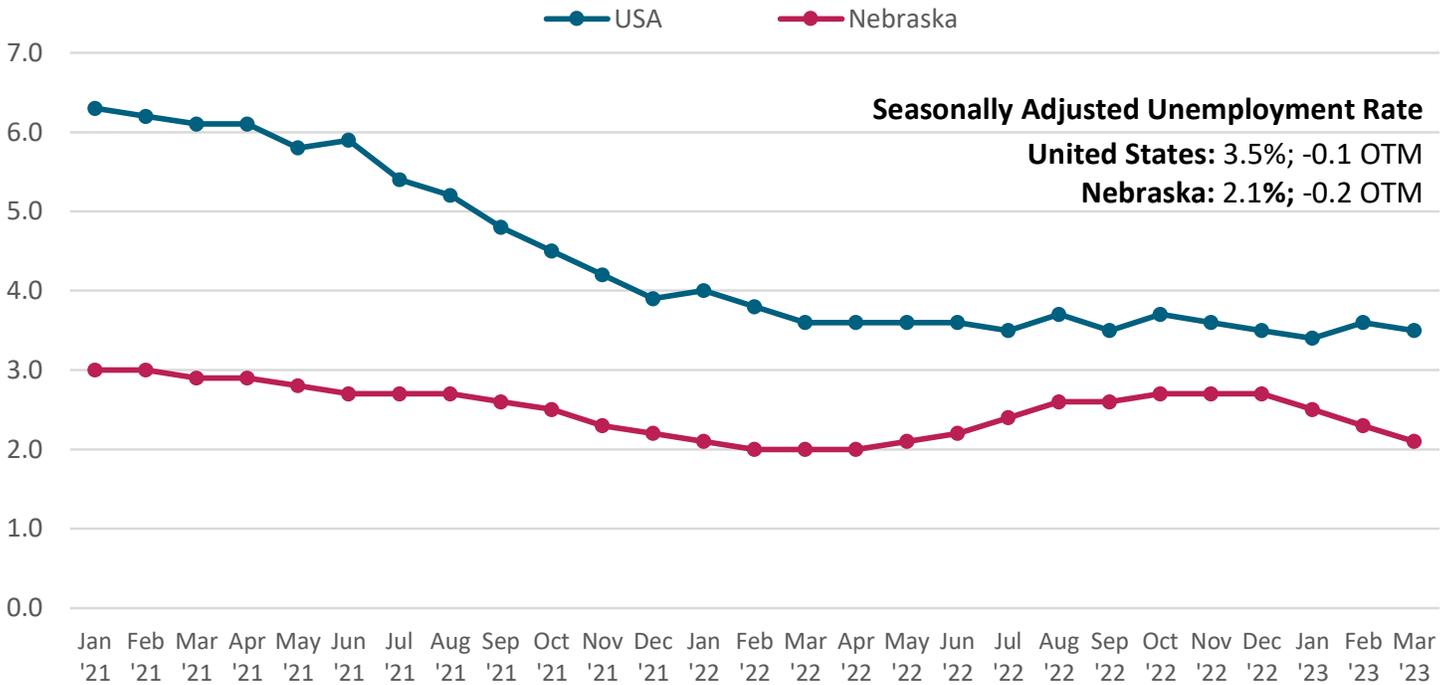


Source: Bureau of Labor Statistics, Local Area Unemployment Statistics

Grand Island MSA Estimated vs. Benchmarked Labor Force



Nebraska Employment Summary, March 2023



LABOR FORCE DATA¹ SEASONALLY ADJUSTED

	Mar-23	Feb-23	Mar-22 ²	OTM ³	OTY ³	OTM
	Preliminary	Revised		Changes		% Change
Unemployment Rate	2.1	2.3	2.0	0.2	0.1	—
Labor Force	1,060,418	1,059,665	1,057,550	753	2,868	0.1
Unemployed	22,536	24,704	20,918	-2,168	1,618	-8.8
Employed	1,037,882	1,034,961	1,036,632	2,921	1,250	0.3

NON-FARM EMPLOYMENT⁴ BY PLACE OF WORK, NOT SEASONALLY ADJUSTED

February Non-Farm Jobs	1,038,301	Manufacturing	105,749
OTM Change	7,053 (0.7%)	OTM Change	407 (0.4%)
OTY Change	25,407 (2.5%)	OTM Change	3,208 (3.1%)

NEBRASKA HOUR & WAGE DATA⁴

Average Weekly Hours	39.6	Average Weekly Earnings	\$963.47
OTM Change	0.8 (2.1%)	OTM Change	\$12.09 (1.3%)
OTY Change	2.3 (6.2%)	OTY Change	\$94.01 (10.8%)
Average Hourly Earnings	\$24.33		
OTM Change	-\$0.19 (-0.8%)		
OTY Change	\$1.02 (4.4%)		

1. Local Area Unemployment Statistics Program (LAUS), Nebraska Department of Labor; Bureau of Labor Statistics, US Department of Labor
 2. 2022 data has been benchmarked
 3. OTM: over the month; OTY: over the year
 4. Current Employment Statistics Program (CES), Nebraska Department of Labor; Bureau of Labor Statistics, US Department of Labor

Insurance Carriers by the Numbers

Nancy Ritchie, Research Analyst

When a lot of people think about the world of insurance, they think of their car or home insurance, or perhaps health or life insurance. Each of these falls under the insurance carriers subsector of the insurance industry, one of three subsectors. Several trends have emerged over the last five years within this subsector. Data comes from the Bureau of Labor Statistics Quarterly Census of Employment and Wages third quarter averages.

Number of Establishments

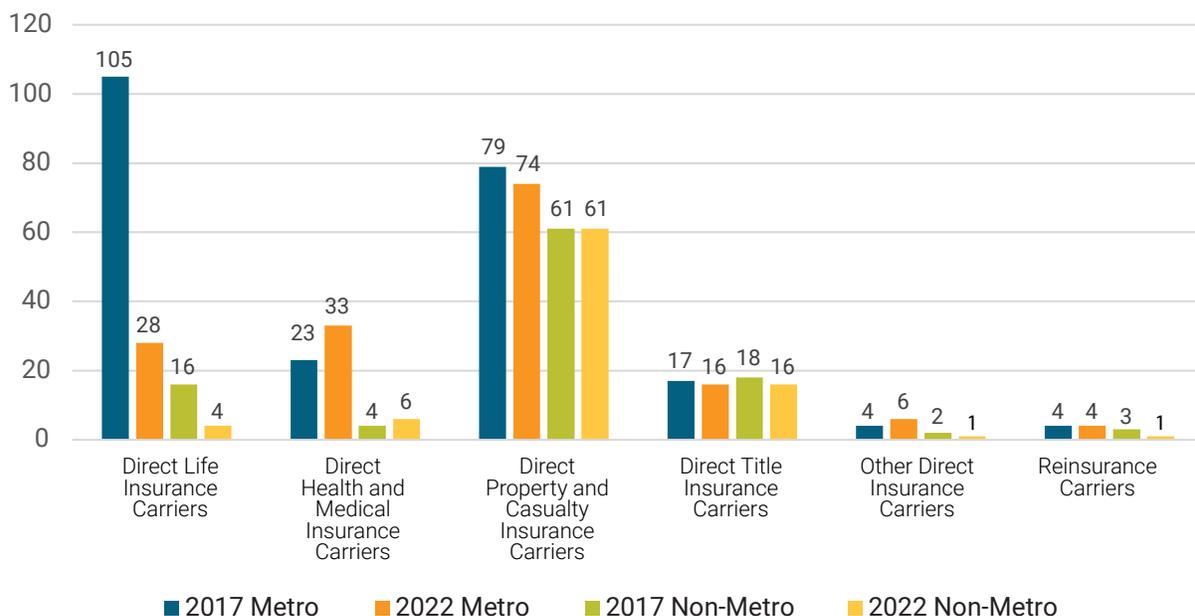
Nebraska Insurance Carriers by Number of Establishments, 2017 vs. 2022

	Direct Life Insurance Carriers	Direct Health and Medical Insurance Carriers	Direct Property and Casualty Insurance Carriers	Direct Title Insurance Carriers	Other Direct Insurance Carriers	Reinsurance Carriers
2022	49	51	169	34	17	9
2017	128	33	162	36	12	8

Four out of six carrier types had more establishments in 2022 than they did in 2017, ranging from a 12.5% increase within the reinsurance subsector to a 35.3% increase in the number of establishments in the health and medical carrier subsector. The life carrier subsector showed a significant drop of 61.7%, losing 79 establishments.

The Metro area of Nebraska is made up by the counties that are in the Metropolitan Statistical Areas of the Omaha Consortium (Douglas, Sarpy, Cass, Saunders, and Washington Counties); the Lincoln Metropolitan Statistical Area (Lancaster and Seward Counties); and the Grand Island Statistical Area (Hall, Hamilton, Howard, and Merrick Counties). The Non-Metro area of the state is comprised of the other eighty-two counties.

Metro vs. Non-Metro Insurance Carrier Establishments



There were a total of 586 establishments as of the third quarter of 2022 for all insurance carriers across Nebraska. Of that total, 67% (393) of the establishments were located in the three metropolitan statistical areas in the state (Omaha, Lincoln and Grand Island metro areas). The other 82 counties were home to 33% of the total insurance carrier establishments. Overall, both the metro area and the non-metro area lost establishments from 2017 to 2022. The metro areas had a decrease in establishments of 30.6% and the non-metro area establishments decreased by 11%.

Work Locations

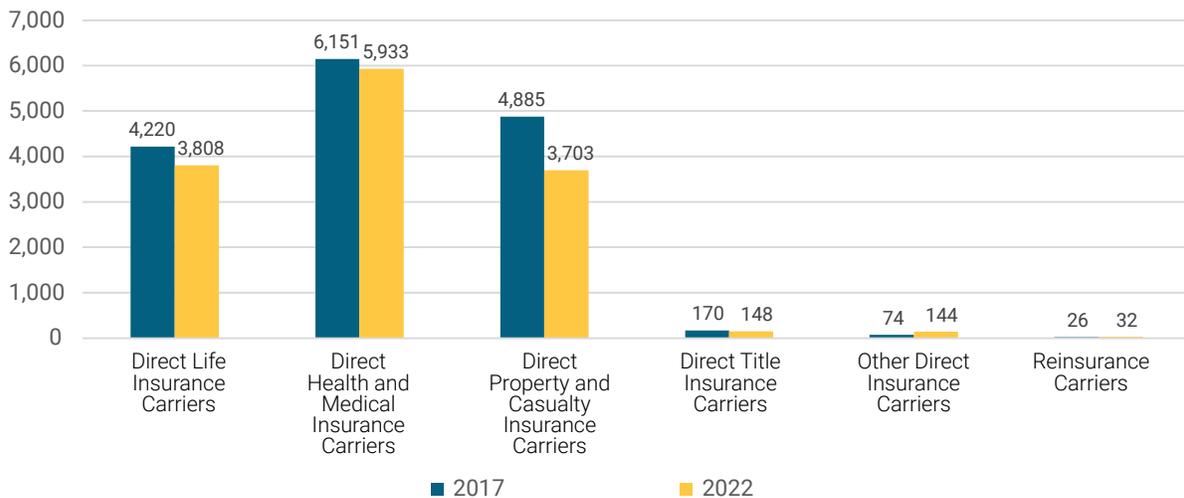
Nebraska Insurance Carrier Establishments with No Physical Location, 2017 vs. 2022

	Direct Life Insurance Carriers	Direct Health and Medical Insurance Carriers	Direct Property and Casualty Insurance Carriers	Direct Title Insurance Carriers	Other Direct Insurance Carriers	Reinsurance Carriers
2022	17	11	32	2	10	4
2017	7	6	19	0	6	1

There has been growth in the number of insurance carriers that did not have a single work location, with employees who may have worked in various parts of the state. For all six types of insurance carriers, an increase was seen in the number of establishments with no physical location. The increases ranged from 68.4% in property and casualty carriers all the way up to a 300% increase in the reinsurance carriers. The largest change in the number of establishments was property and casualty carriers, with an increase of 13 establishments that did not have a single work location.

Average Monthly Employment

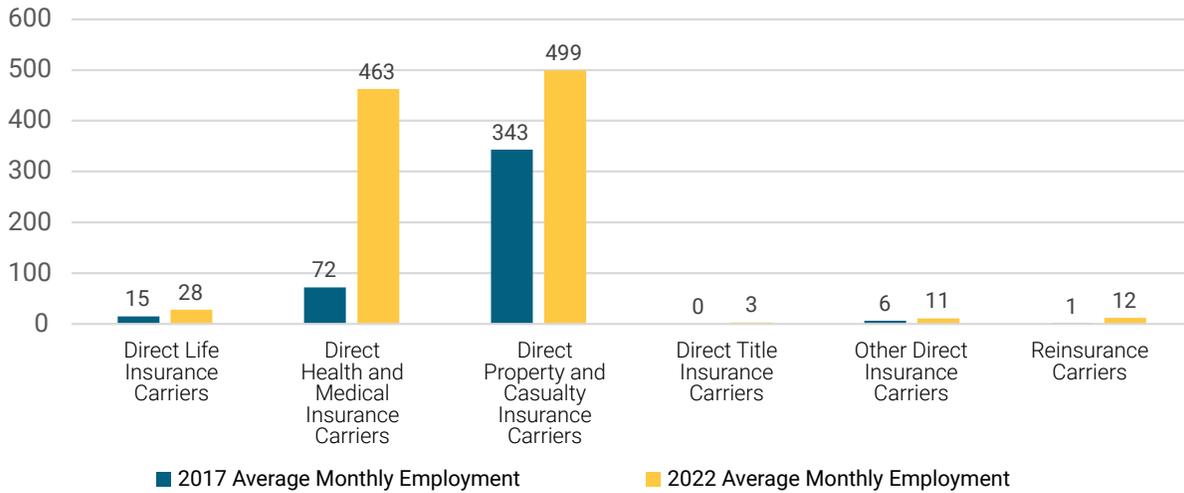
Total State Average Monthly Employment



The same three types of insurance carriers that had the most establishments also had the largest numbers of employees. However, these top three still showed drops in the number of employees that were working at a brick-and-mortar location. The three large industries here showed decreases of 3.5% to 24.2%. The three smaller areas showed only one area that decreased at 12.9%. The final two, while small in employment, showed increases of 23.1% and 94.6%.

Coinciding with the increase in the number of establishments without a specific work location, there was an 84% increase in remote work among employees of health and medical companies. There was a 31% increase in remote work within property and casualty companies.

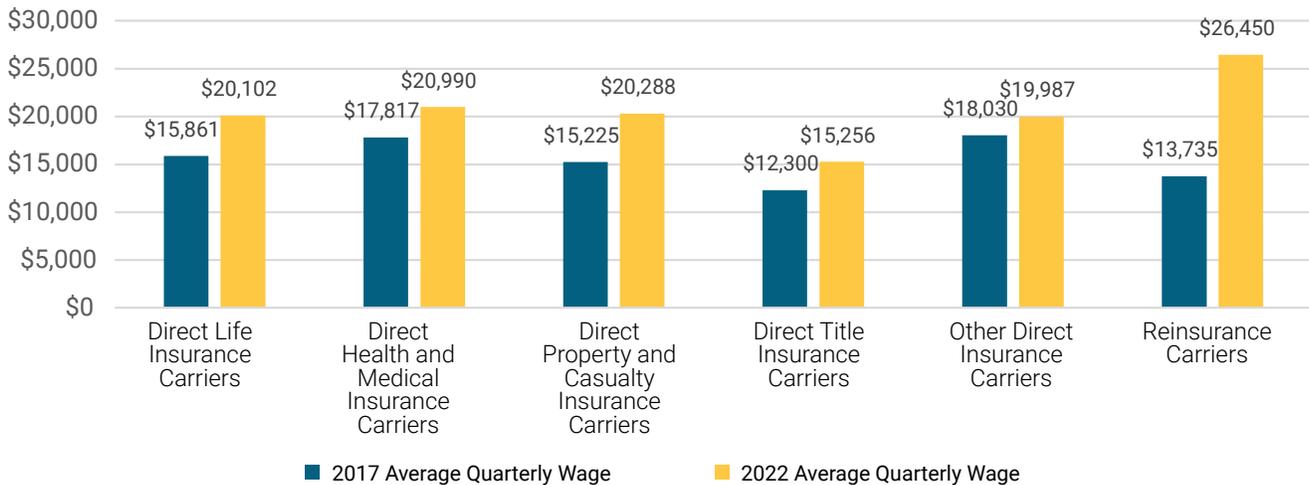
No Physical Location, Estimated Average Monthly Employment



The chart above gives the estimated employment for each of the six insurance carrier types for establishments with no physical location, based on data from the Quarterly Census of Employment and Wages.

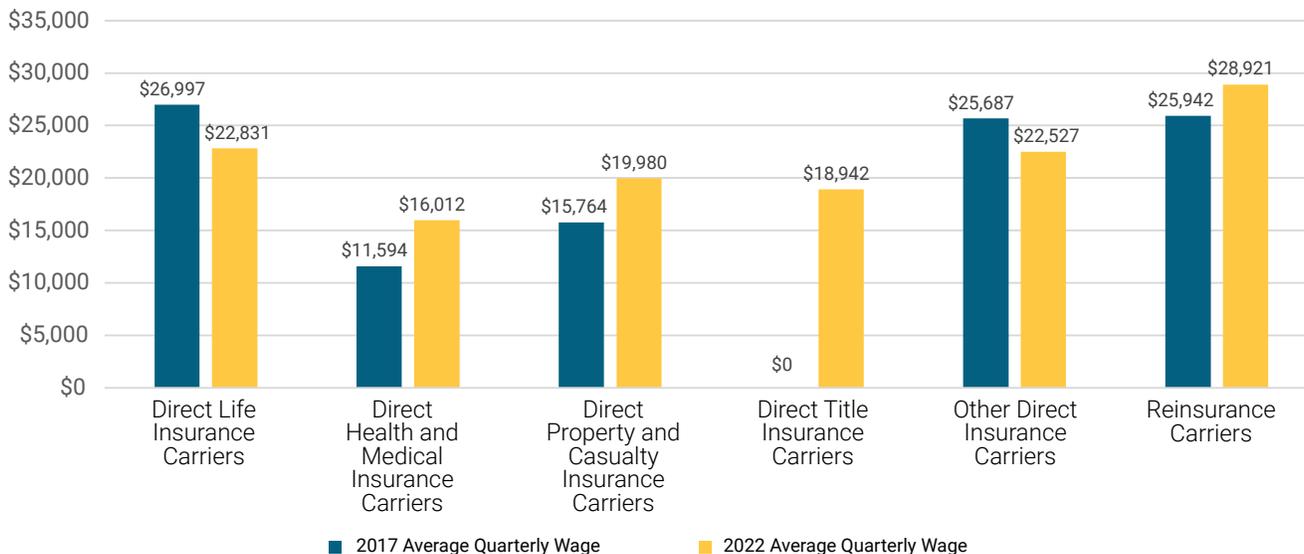
Average Quarterly Wages

Total State Average Quarterly Wage



While wages in all six insurance carrier types increased, the amount of wage growth varied. The percentage increases in average quarterly wages ranged from 10% to 48%. These wages were for the establishments that still have a physical location where their employees work. The smallest change in the five-year span was in other direct carriers, while the largest was in reinsurance carriers. These were not the industries that saw large changes in number of establishments or number of employees.

No Physical Address Quarterly Wage



The average quarterly wages for employees working remotely or where there was no known physical location varied by type of carrier. Two of the industries, direct life and other direct insurance carriers, saw wages drop 15.4% and 12.3% respectively. The other four areas had increases of 11.5% (reinsurance), up to 38.1% (health and medical). The one outlier was title insurance; since in 2017 there were not any employees working from home as was seen in the No Physical Location Average Monthly Employment chart.

Insurance carriers in Nebraska have remained fairly steady as far as establishments and employment when comparing 2017 and 2022. The average quarterly wages that businesses paid were an average of 32.9% higher in 2022 than in 2017.

We have seen the trend of remote work continue that was brought on by the pandemic.

Fast Facts

586:

Total number of insurance carrier establishments in Nebraska.

30.6%:

Decrease in insurance carrier establishments in metro areas from 2017 to 2022.

68.4%:

Increase in the number of property and casualty carrier establishments with no single work location from 2017 to 2022.

24,424:

Nebraska's total employment in the insurance carrier sector, putting our nationwide ranking at 29.

Insurance Carriers

Direct Life Insurance Carriers:

Establishments primarily engaged in initially underwriting (i.e., assuming the risk and assigning premiums) annuities and life insurance policies, disability income insurance policies, and accidental death and dismemberment insurance policies.

Direct Health and Medical Insurance Carriers:

Establishments primarily engaged in initially underwriting (i.e., assuming the risk and assigning premiums) health and medical insurance policies. Group hospitalization plans and HMO establishments that provide health and medical insurance policies without providing health care services are included in this industry.

Direct Property and Casualty Insurance Carriers:

Establishments primarily engaged in initially underwriting (i.e., assuming the risk and assigning premiums) insurance policies that protect policyholders against losses that may occur as a result of property damage or liability.

Direct Title Insurance Carriers:

Establishments primarily engaged in initially underwriting (i.e., assuming the risk and assigning premiums) insurance policies to protect the owners of real estate or real estate creditors against loss sustained by reason of any title defect to real property.

Other Direct Insurance (except Life, Health, and Medical) Carriers:

Establishments primarily engaged in initially underwriting (e.g., assuming the risk, assigning premiums) insurance policies (except life, disability income, accidental death and dismemberment, health and medical, property and casualty, and title insurance policies).

Reinsurance Carriers:

Establishments primarily engaged in assuming all or part of the risk associated with existing insurance policies originally underwritten by other insurance carriers.

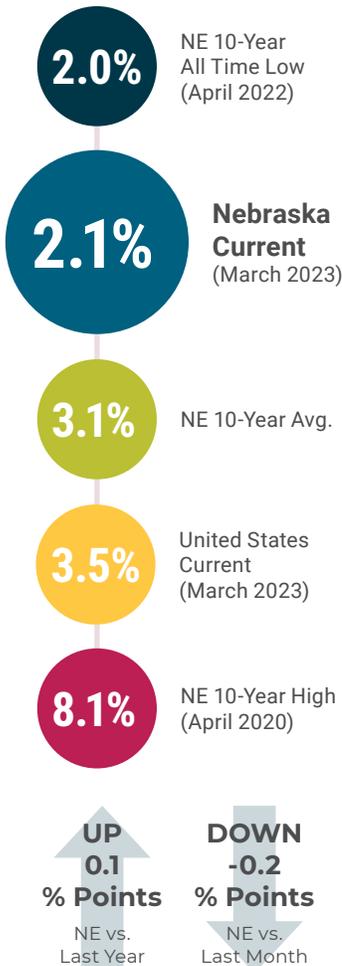
Source: United States Office of Management and Budget (OMB). North American Industry Classification System (NAICS) Manual. 2022.

Economic Indicators

Kermit Spade, Research Analyst

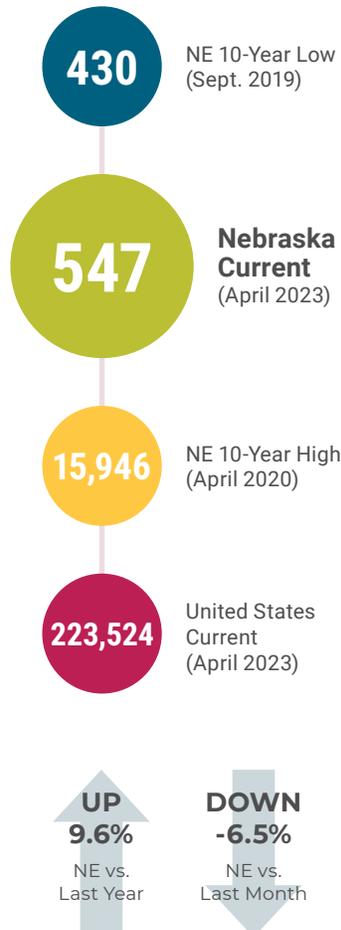
Unemployment Rate

Seasonally Adjusted



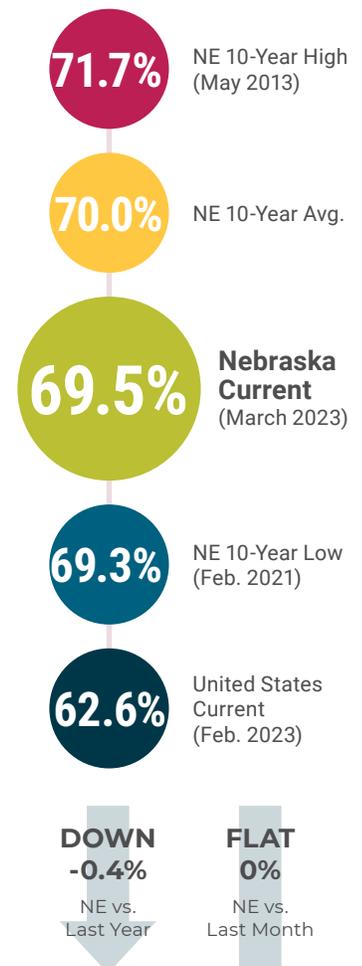
Initial Unemployment Claims

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>.

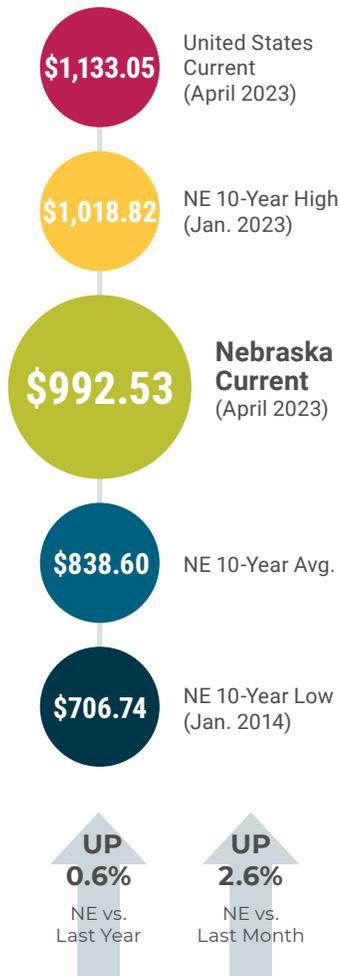
Data Sources: [Retrieved: April 2023.]

Economic Indicators

Kermit Spade, Research Analyst

Avg. Weekly Earnings

All Private Employees
Not Seasonally Adjusted



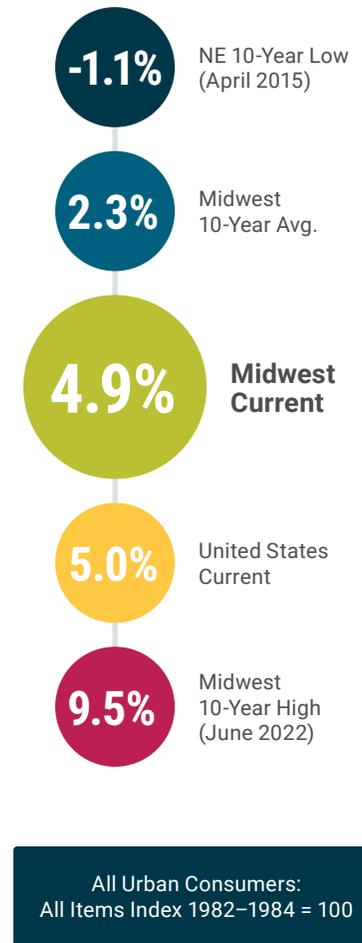
Avg. Hourly Earnings

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: April 2023.]

1,038,301

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

Nonfarm employment, a count of filled jobs, was 1,038,301 in March, up 7,053 over the month and 25,407 over the year. Private industries with the most growth month to month were leisure and hospitality (up 1,589 jobs); mining and construction (up 1,313 jobs); and trade, transportation and utilities (up 781 jobs). Private industries with the most over the year growth were leisure and hospitality (up 5,752 jobs), mining and construction (up 4,762 jobs), and private education and health services (up 4,495 jobs).

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

47,850

Job count on NEworks as of
May 7, 2023

83,363

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

This number reflects the number of job openings
advertised on NEworks in Nebraska in April 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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