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# 2021

## Nebraska Benefits Report

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NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR

# Table of Contents

Executive Summary	3
Introduction	4
<b>Survey Area Data</b>	<b>4</b>
<b>Industries and Establishment Size</b>	<b>5</b>
<b>Importance of Benefits</b>	<b>6</b>
Benefits Offered to Employees	7
<b>Insurance</b>	<b>7</b>
Health Insurance	7
Dental Insurance	11
Vision Insurance	13
Life Insurance	15
Disability Insurance	16
<b>Paid Leave</b>	<b>17</b>
Paid Vacation Leave	17
Paid Sick Leave	19
<b>Other Benefits</b>	<b>21</b>
Retirement Plans	21
Pension Plans	23
Profit-Sharing	24
Tuition Reimbursement	25
Child care	27
Methodology	29
Acknowledgments	31

# Executive Summary

Data in this report derives from two statewide surveys: the Statewide Survey of Hiring Needs and Pandemic Impacts was sent to businesses and Coronavirus Pandemic Labor Availability Survey was sent to households. The two surveys were conducted in the fall and winter of 2020. The purpose of these surveys was to provide a benchmark of benefits offered to workers in the state, estimate the impact and response to the coronavirus pandemic, and to get a baseline of the prevalence of teleworking. Both surveys asked questions about benefits, coronavirus impacts and teleworking, along with questions related to demographics and hiring and training needs. In the benefit analysis of these surveys most of the data comes from the Statewide Survey of Hiring Needs and Pandemic Impacts due to the focus on benefits offered. The survey asked businesses if benefits are offered and did not ask whether employees enroll or use the benefits.

## Statewide Survey of Hiring Needs and Pandemic Impacts

Of the 1,263 business establishments that responded to the survey, the benefits most often reported being offered to all full-time employees across all industries, sizes and areas were: paid vacation (78.8 percent), health insurance (67.5 percent), and retirement plans (64.4 percent). The benefits most commonly offered to all part-time employees included retirement plans (22.5 percent), paid vacation (16.6 percent), and paid sick leave (11.6 percent). The least offered benefits for all full-time employees were child care (3.1 percent), pension plans (9.9 percent), and profit sharing (17.8 percent). These were also the least commonly offered benefits for part-time employees.

## Coronavirus Pandemic Labor Availability Survey

A total of 1,488 individuals completed and returned the survey. Respondents were asked to rate benefits by importance. The top three benefits respondents indicated were “very important” were: retirement plans (56.5 percent), health insurance (55.7 percent), and paid vacation leave (51.2 percent). The benefits most often noted as “not at all important” were childcare (67.8 percent), tuition reimbursement (55.3 percent) and vision insurance (12.4 percent). Disability insurance, pension plans, and profit sharing were not listed in the household questionnaire and are not analyzed by importance in this report.

# Introduction

In the fall and winter of 2020, the Nebraska Department of Labor (NDOL), Nebraska Department of Economic Development (NDED) and the Bureau of Sociological Research at the University of Nebraska-Lincoln (BOSR), collaborated on a project designed to measure benefits offered to employees in Nebraska, as well as the impact of the coronavirus pandemic and working from home/teleworking. This report presents results from two surveys: the Coronavirus Pandemic Labor Availability Survey (LAS) and the Statewide Survey of Hiring Needs and Pandemic Impacts.

The LAS questionnaire was mailed to households to gather information from potential job seekers, such as unemployed individuals or active job seekers, employed people who would change their job if the right opportunity came along, and people who are not working but may reenter the labor force. NDOL asked questions specifically about the benefits workers were currently offered, as well as what they find important when considering a job opportunity. In addition to questions about benefits, there were sections of the survey dedicated to workplace impacts of the coronavirus pandemic and working from home/teleworking.

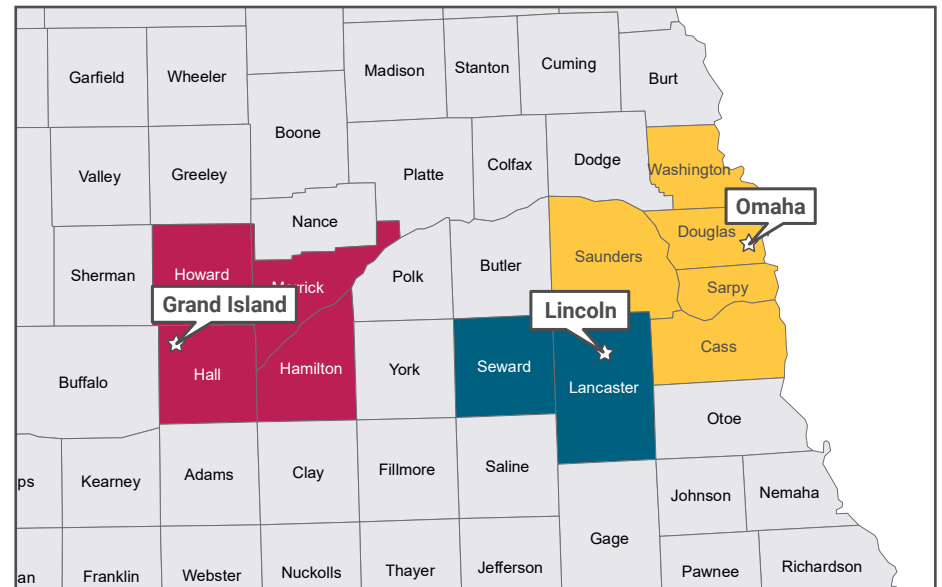
The Statewide Survey of Hiring Needs and Pandemic Impacts was designed to gather detailed information on the hiring needs and priorities of Nebraska businesses. The survey had four sections including: the characteristics of an organization and requirements for new workers; benefits offered; working from home; and impacts the pandemic has had on the business. Information was gathered from employers about their most frequently hired occupations and factors that may contribute to hiring difficulties. This survey was key to providing data for this report on benefits as well as coronavirus pandemic impact and teleworking reports that will be published separately.

## Survey Area Data

The surveys discussed in this report collected data on benefits from households and business establishments statewide. According to 2019 Census estimates, the total population age 18 years and over in Nebraska was 1,459,312, including 947,121 in metropolitan areas (64.9%) and 512,191 in non-metropolitan areas (35.1%).

BOSR received 1,488 responses from households in 81 counties, covering 99.3% of the state's total population, with 62.6% of responses coming from metropolitan areas and 37.4% coming from non-metropolitan areas. NDOL received 1,263 responses from business establishments in 76 counties, covering 98.7% of the population, with 63.1% were from metropolitan areas and 36.9% from non-metropolitan areas.

## Metropolitan Area Map



# Industries and Establishment Size

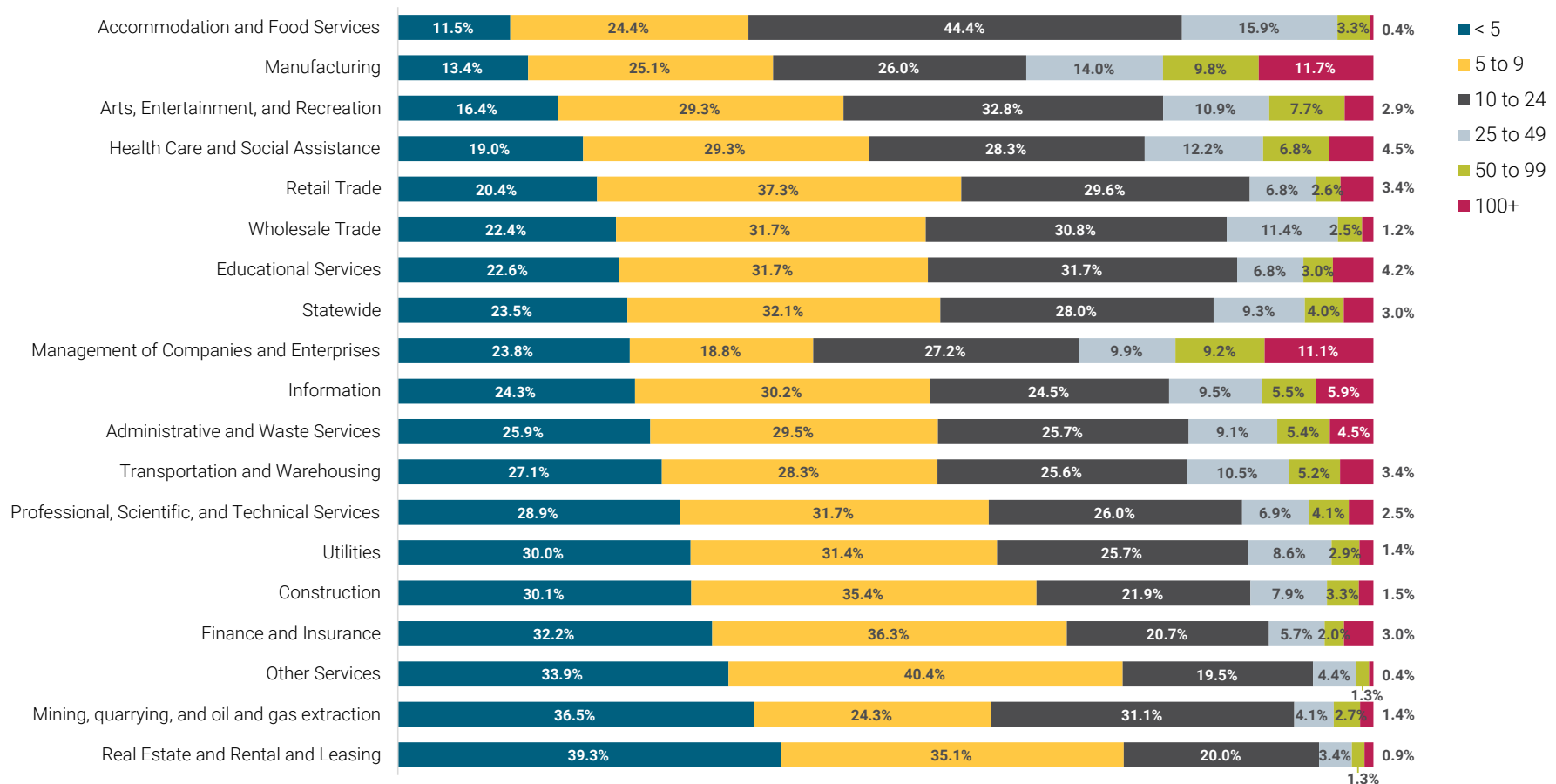
The Statewide Survey of Hiring Needs and Pandemic Impacts surveyed private business establishments across 18 industries. Establishments with local, state or federal employment, including places like public schools, public utilities and post offices, were not surveyed.

Business establishments with three or more employees were included in the survey sample, based on by the number of employees reported for the second quarter (April – June) of 2020, according to NDOL Unemployment Insurance data.

The benefits offered to employees tended to vary greatly depending on the size of the company. For this reason, establishment size can be a useful metric for evaluating benefits offered to employees; however, an establishment may be part of a larger business that offers similar benefits to employees regardless of the number working at an individual establishment.

The typical size of business establishments also varies across industries, which may be a factor in comparing benefits. Below is a chart showing the percentage of establishments in an industry by size, according to the employment data used to design the Statewide Survey of Hiring Needs and Pandemic Impacts.

## Percentage of Establishments in Surveyed Industries by Size



## Importance of Benefits

The Coronavirus Pandemic Labor Availability Survey questionnaire, sent to Nebraska households in the Fall of 2020, asked participants to gauge how important a variety of benefits were when considering new job opportunities. Additionally, employed participants were asked if their current employer offered certain benefits, regardless of whether they received them. Analysis of the results is included throughout this report. Due to the design limitations of the survey, this data is not available for all benefits.

Check out local area reports on labor availability, business hiring and training needs, and skill gaps on the Labor Market Information Publications page at: [dol.nebraska.gov/las](https://dol.nebraska.gov/las)

## Key Terms

**POTENTIAL JOB SEEKER** An employed person who answered either 'yes' or 'maybe' to the question "Are you likely to change jobs in the next year if a suitable job is available?" or a non-employed person who answered 'yes' or 'maybe' to the question "Are you likely to reenter the workforce in the next year if a suitable job is available?" The potential job seekers group includes all individuals who indicated that they might accept a new job within the next year, given the right circumstances. Potential job seekers are also referred to as seekers in this report.

**NON-SEEKER** An employed person who responded 'no' to the question "Are you likely to change jobs in the next year if a suitable job is available?" or a non-employed person who responded 'no' to the question "Are you likely to reenter the workforce in the next year if a suitable job is available?" The non-seeker group includes all individuals who stated that they would not accept a new job in the next year.

**ACTIVE JOB SEEKER** A subset of potential job seeker who answered 'yes' to the question "Are you actively seeking a new job?"

## Health Insurance Offered to Employees

### Health Insurance Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
67.5%	4.1%	28.4%	6.5%	10.7%	82.8%

NDOL asked employers whether they offered health insurance to all, some or none of their full-time and part-time employees, as well as the percentage of the premiums the company pays (see page 9). The Affordable Care Act mandates that affordable health insurance must be offered by companies that meet certain criteria involving factors such as the total number of employees, the number of hours worked per week and employees' wages.

### Health Insurance Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	40.3%	5.0%	54.7%	2.5%	8.8%	88.8%
Administrative and Waste Services	68.9%	2.8%	28.3%	2.8%	13.1%	84.1%
Arts, Entertainment, and Recreation	45.2%	7.5%	47.2%	3.7%	6.9%	89.5%
Construction	55.6%	8.4%	36.0%	2.9%	3.4%	93.6%
Educational Services	37.1%	1.1%	61.8%	1.3%	4.3%	94.5%
Finance and Insurance	84.0%	3.3%	12.7%	8.1%	17.9%	74.0%
Health Care and Social Assistance	84.7%	1.2%	14.1%	19.9%	21.3%	58.8%
Information	74.8%	5.1%	20.1%	2.7%	8.8%	88.4%
Management of Companies and Enterprises	91.8%	2.7%	5.5%	12.1%	20.9%	67.0%
Manufacturing	90.3%	5.7%	4.0%	6.4%	11.3%	82.3%
Mining, quarrying, and oil and gas extraction	51.4%	8.0%	40.5%	3.9%	0.0%	96.1%
Other Services	47.8%	6.6%	45.6%	4.8%	5.5%	89.7%
Professional, Scientific, and Technical Services	76.2%	3.2%	20.6%	5.2%	19.4%	75.3%
Real Estate and Rental and Leasing	51.3%	0.0%	48.7%	1.9%	1.9%	96.2%
Retail Trade	71.4%	1.9%	26.7%	12.6%	14.2%	73.1%
Transportation and Warehousing	73.5%	3.9%	22.5%	11.3%	9.3%	79.4%
Utilities	100.0%	0.0%	0.0%	14.0%	3.2%	82.8%
Wholesale Trade	82.7%	6.5%	10.8%	1.7%	2.8%	95.5%

### Health Insurance Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	32.0%	2.2%	65.8%	0.0%	2.4%	97.6%
5 to 9	44.8%	4.2%	51.0%	2.8%	2.5%	94.7%
10 to 24	61.1%	5.3%	33.7%	5.4%	5.1%	89.6%
25 to 49	77.0%	4.2%	18.9%	4.0%	11.1%	84.9%
50 to 99	85.8%	5.6%	8.5%	6.2%	17.2%	76.6%
100 or more	95.7%	2.8%	1.5%	16.1%	23.3%	60.5%

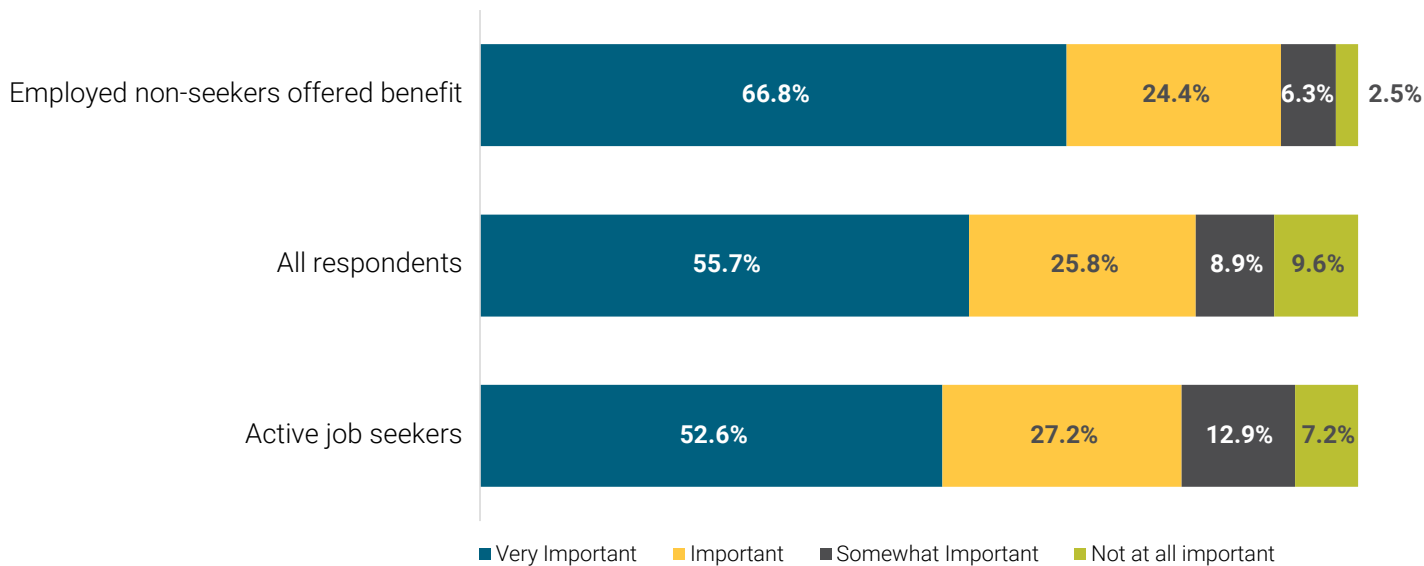
Overall, 71.6% of responding business establishments indicated that some or all full-time employees and 17.2% of part-time employees were offered health insurance coverage of some kind. On average, 37.1% of respondents in the Educational Services industry and 100% of those in the Utilities industry reported offering health insurance to all full-time employees. Establishments with local, state or federal employment, such as public schools or public utilities, were not surveyed.

## Health Insurance Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	71.7%	4.5%	23.9%	7.2%	12.6%	80.2%
Non-Metropolitan	60.2%	3.4%	36.4%	5.1%	7.1%	87.7%

The vast majority, **81.5%** of household survey respondents, indicated that health insurance was important or very important when considering new job opportunities.

## Importance of Health Insurance When Considering a Job



More than **91%** of respondents who said they were offered health insurance by their current employer and were not likely to change jobs in the next year rated health insurance as important or very important when considering new job opportunities.



# Percentage of Health Insurance Paid by Employer

## Percentage of Health Insurance Paid by Employer Statewide

Full-Time					Part-Time				
< 25%	25-49%	50-74%	75-99%	100.0%	< 25%	25-49%	50-74%	75-99%	100.0%
4.8%	12.2%	39.8%	27.8%	15.3%	11.8%	13.6%	42.9%	27.1%	4.6%

NDOL asked businesses what percentage of employees' health insurance premiums were paid by the employer. Specific details on the type of plans offered to employees were not collected in the survey.

## Percentage of Health Insurance Paid by Industry

By Industry	Full-Time					Part-Time				
	< 25%	25-49%	50-74%	75-99%	100.0%	< 25%	25-49%	50-74%	75-99%	100.0%
Accommodation and Food Services	17.8%	22.5%	39.0%	7.2%	13.6%	34.8%	15.0%	38.6%	11.6%	0.0%
Administrative and Waste Services	10.8%	10.8%	47.4%	15.7%	15.4%	56.6%	0.0%	31.4%	0.0%	12.0%
Arts, Entertainment, and Recreation	13.8%	12.1%	51.0%	13.4%	9.7%	40.2%	22.5%	37.3%	0.0%	0.0%
Construction	1.7%	9.5%	38.7%	20.9%	29.1%	0.0%	0.0%	33.0%	0.0%	67.0%
Educational Services	8.1%	0.0%	26.3%	38.5%	27.1%	0.0%	0.0%	21.9%	78.1%	0.0%
Finance and Insurance	0.0%	7.0%	42.5%	40.1%	10.5%	0.0%	4.5%	55.2%	40.3%	0.0%
Health Care and Social Assistance	0.0%	15.3%	40.8%	30.4%	13.5%	11.5%	7.6%	50.6%	24.1%	6.1%
Information	6.7%	16.9%	41.5%	27.0%	8.0%	15.3%	16.2%	0.0%	68.5%	0.0%
Management of Companies and Enterprises	1.7%	12.3%	43.6%	36.7%	5.7%	9.3%	5.7%	52.6%	28.8%	3.7%
Manufacturing	4.0%	12.8%	30.3%	39.5%	13.4%	0.0%	38.3%	22.6%	28.4%	10.6%
Mining, quarrying, and oil and gas extraction	0.0%	6.4%	43.7%	17.2%	32.7%	0.0%	0.0%	0.0%	0.0%	100.0%
Other Services	0.0%	12.6%	40.6%	31.0%	15.8%	0.0%	31.7%	30.4%	37.9%	0.0%
Professional, Scientific, and Technical Services	2.8%	6.5%	33.3%	35.1%	22.3%	0.0%	0.0%	51.3%	43.5%	5.2%
Real Estate and Rental and Leasing	8.8%	15.0%	23.9%	31.3%	21.0%	0.0%	0.0%	65.5%	34.5%	0.0%
Retail Trade	5.9%	8.5%	54.1%	21.0%	10.5%	8.3%	32.0%	46.8%	12.8%	0.0%
Transportation and Warehousing	4.4%	20.3%	39.8%	23.9%	11.7%	10.1%	19.2%	48.6%	22.0%	0.0%
Utilities	7.1%	8.4%	20.0%	44.1%	20.5%	44.9%	0.0%	0.0%	55.1%	0.0%
Wholesale Trade	3.3%	15.0%	43.0%	17.9%	20.8%	0.0%	37.3%	62.7%	0.0%	0.0%

### Percentage of Health Insurance Paid by Establishment Size

Establishment Size	Full-Time					Part-Time				
	< 25%	25-49%	50-74%	75-99%	100.0%	< 25%	25-49%	50-74%	75-99%	100.0%
Less than 5	9.7%	13.7%	31.0%	21.0%	24.6%	16.9%	0.0%	40.9%	38.1%	4.1%
5 to 9	7.6%	11.3%	35.7%	22.7%	22.7%	23.0%	25.7%	21.2%	16.4%	13.6%
10 to 24	3.0%	12.8%	41.7%	29.4%	13.1%	16.3%	5.9%	34.3%	34.1%	9.5%
25 to 49	3.3%	9.9%	45.4%	30.0%	11.3%	12.4%	2.4%	44.9%	40.4%	0.0%
50 to 99	2.9%	12.0%	44.4%	33.1%	7.6%	6.8%	18.5%	50.1%	22.4%	2.1%
100 or more	4.8%	12.2%	39.8%	27.8%	15.3%	11.8%	13.6%	42.9%	27.1%	4.6%

### Percentage of Health Insurance Paid by Area

By Area	Full-Time					Part-Time				
	< 25%	25-49%	50-74%	75-99%	100.0%	< 25%	25-49%	50-74%	75-99%	100.0%
Metropolitan	3.7%	12.1%	42.1%	29.0%	13.0%	10.6%	13.7%	42.1%	28.8%	4.8%
Non-Metropolitan	7.2%	12.4%	35.0%	25.3%	20.2%	15.2%	13.3%	45.4%	22.3%	3.7%

# Dental Insurance Offered to Employees

## Dental Insurance Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
59.5%	2.7%	37.8%	8.2%	9.3%	82.5%

Overall, 62.2% of responding businesses said dental insurance was offered to some or all of their full-time employees and 17.5% of part-time employees.

## Dental Insurance Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	26.1%	4.2%	69.7%	2.4%	10.2%	87.3%
Administrative and Waste Services	55.3%	5.5%	39.2%	8.2%	8.2%	83.6%
Arts, Entertainment, and Recreation	41.7%	4.1%	54.1%	3.7%	3.3%	93.0%
Construction	37.9%	6.6%	55.5%	2.9%	5.2%	91.9%
Educational Services	32.8%	1.1%	66.1%	2.5%	4.3%	93.2%
Finance and Insurance	85.0%	1.7%	13.3%	14.1%	17.8%	68.1%
Health Care and Social Assistance	87.6%	1.2%	11.2%	22.5%	20.1%	57.5%
Information	72.5%	1.7%	25.8%	2.8%	5.4%	91.8%
Management of Companies and Enterprises	86.8%	1.2%	12.1%	10.3%	19.7%	70.0%
Manufacturing	87.1%	3.7%	9.1%	6.5%	9.1%	84.4%
Mining, quarrying, and oil and gas extraction	39.0%	4.4%	56.6%	4.6%	0.0%	95.4%
Other Services	33.4%	3.8%	62.8%	1.7%	3.3%	95.0%
Professional, Scientific, and Technical Services	64.0%	0.0%	36.0%	6.9%	16.6%	76.6%
Real Estate and Rental and Leasing	44.1%	0.0%	55.9%	6.5%	1.7%	91.8%
Retail Trade	62.9%	0.7%	36.3%	20.0%	10.5%	69.5%
Transportation and Warehousing	65.7%	4.8%	29.6%	13.6%	9.5%	76.9%
Utilities	78.8%	0.0%	21.2%	14.0%	3.2%	82.8%
Wholesale Trade	69.9%	2.5%	27.6%	1.7%	2.8%	95.5%

## Dental Insurance Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	21.2%	1.0%	77.8%	0.9%	1.6%	97.5%
5 to 9	31.6%	2.4%	66.1%	5.8%	0.0%	94.2%
10 to 24	47.7%	2.7%	49.6%	4.8%	4.0%	91.2%
25 to 49	71.7%	2.3%	26.0%	6.2%	11.2%	82.6%
50 to 99	84.2%	3.6%	12.2%	9.9%	14.8%	75.3%
100 or more	93.3%	3.7%	2.9%	18.3%	21.4%	60.3%

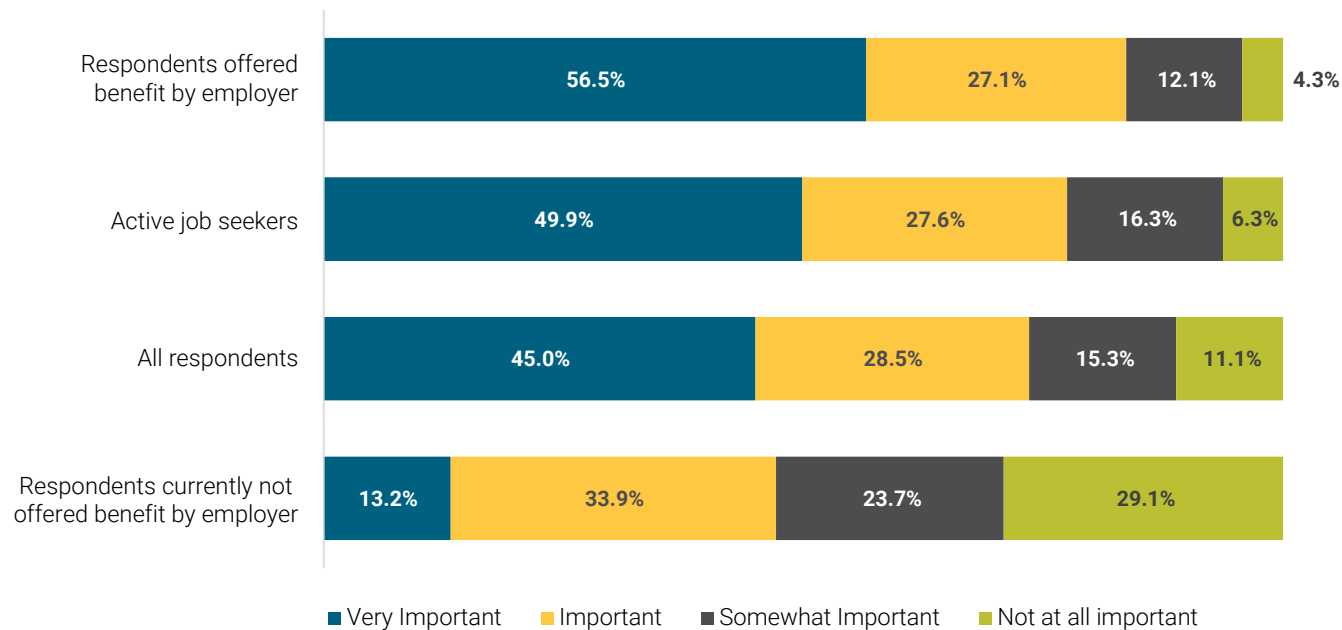
## Dental Insurance Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	66.3%	3.0%	30.6%	9.3%	11.6%	79.1%
Non-Metropolitan	47.3%	2.1%	50.6%	6.1%	5.1%	88.8%

**73.5%**

Percentage of household survey respondents indicating that dental insurance was important or very important when considering new job opportunities.

## Importance of Dental Insurance When Considering a Job



**83.6%**

Percentage of respondents currently offered dental insurance by their primary employer who rated dental insurance as important or very important when evaluating a job, compared to just 47.1% of those not offered the benefit.

# Vision Insurance Offered to Employees

## Vision Insurance Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
55.1%	2.5%	42.3%	7.7%	9.0%	83.3%

Overall, 57.6% of responding businesses said vision insurance was offered to some or all of their full-time employees and 16.7% of part-time employees.

## Vision Insurance Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	24.9%	5.4%	69.7%	2.4%	9.9%	87.7%
Administrative and Waste Services	51.2%	2.3%	46.5%	7.1%	8.2%	84.8%
Arts, Entertainment, and Recreation	34.2%	4.2%	61.6%	4.8%	2.2%	93.0%
Construction	31.9%	6.6%	61.5%	1.3%	6.7%	92.1%
Educational Services	27.8%	0.0%	72.2%	2.5%	3.1%	94.4%
Finance and Insurance	81.0%	3.3%	15.8%	12.4%	17.5%	70.1%
Health Care and Social Assistance	83.7%	1.2%	15.1%	21.0%	19.1%	59.9%
Information	69.3%	1.6%	29.1%	4.7%	7.3%	88.0%
Management of Companies and Enterprises	80.3%	1.2%	18.6%	10.4%	16.3%	73.3%
Manufacturing	83.7%	5.2%	11.2%	6.6%	9.3%	84.1%
Mining, quarrying, and oil and gas extraction	36.6%	4.3%	59.1%	0.0%	0.0%	100.0%
Other Services	23.6%	3.3%	73.1%	1.6%	5.5%	92.9%
Professional, Scientific, and Technical Services	62.1%	0.0%	37.9%	6.9%	16.6%	76.5%
Real Estate and Rental and Leasing	35.4%	0.0%	64.6%	4.8%	1.7%	93.5%
Retail Trade	58.5%	0.8%	40.6%	18.1%	10.5%	71.3%
Transportation and Warehousing	64.1%	3.6%	32.2%	13.6%	7.6%	78.8%
Utilities	87.2%	0.0%	12.8%	14.0%	3.2%	82.8%
Wholesale Trade	65.3%	1.1%	33.5%	1.7%	2.8%	95.5%

## Vision Insurance Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	21.5%	0.6%	77.9%	0.9%	1.6%	97.5%
5 to 9	25.6%	1.5%	72.9%	4.5%	0.6%	94.9%
10 to 24	42.9%	1.8%	55.3%	4.1%	3.1%	92.8%
25 to 49	66.7%	2.3%	31.0%	6.3%	11.3%	82.4%
50 to 99	76.9%	5.1%	18.0%	9.5%	14.8%	75.7%
100 or more	90.6%	3.9%	5.4%	17.9%	20.8%	61.3%

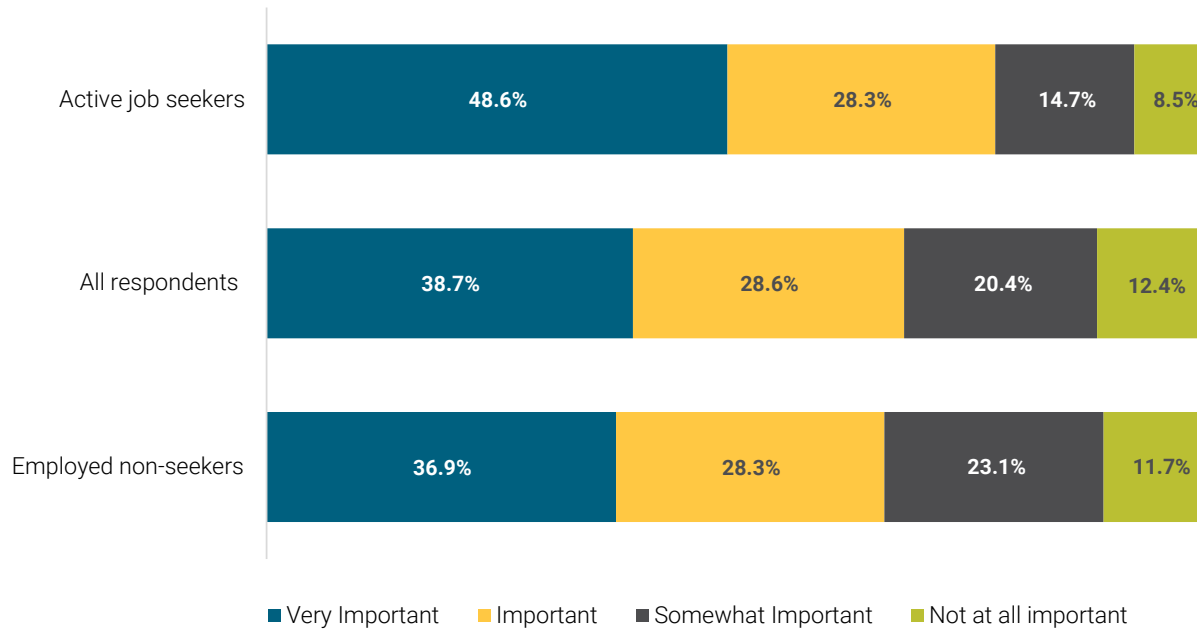
## Vision Insurance Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	59.9%	2.8%	37.3%	8.8%	11.0%	80.2%
Non-Metropolitan	46.7%	1.9%	51.3%	5.6%	5.4%	89.0%

**67.3%**

Percentage of household survey respondents indicating that vision insurance was important or very important when considering new job opportunities.

## Importance of Vision Insurance When Considering a Job



**76.9%**

Percentage of active job seekers rating vision insurance as important or very important compared to 65.2% of those not seeking new employment.

# Life Insurance Offered to Employees

## Life Insurance Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
57.0%	3.9%	39.1%	9.7%	8.1%	82.2%

Overall, 60.9% of responding businesses said life insurance was offered to some or all of their full-time employees and 17.8% of part-time employees.

## Life Insurance Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	17.2%	8.2%	74.7%	1.5%	1.5%	97.0%
Administrative and Waste Services	50.4%	8.5%	41.1%	5.4%	8.6%	85.9%
Arts, Entertainment, and Recreation	35.5%	4.3%	60.3%	3.8%	0.0%	96.2%
Construction	39.7%	5.6%	54.7%	4.3%	3.4%	92.3%
Educational Services	27.7%	0.0%	72.3%	3.6%	3.1%	93.3%
Finance and Insurance	82.4%	4.7%	12.9%	17.4%	14.0%	68.7%
Health Care and Social Assistance	84.8%	1.2%	13.9%	26.1%	21.8%	52.0%
Information	70.4%	0.0%	29.6%	8.7%	1.8%	89.5%
Management of Companies and Enterprises	87.4%	1.1%	11.5%	14.3%	18.3%	67.3%
Manufacturing	81.5%	7.4%	11.1%	8.1%	8.7%	83.3%
Mining, quarrying, and oil and gas extraction	34.4%	11.7%	53.9%	9.1%	4.6%	86.3%
Other Services	31.8%	2.3%	65.9%	5.0%	7.3%	87.6%
Professional, Scientific, and Technical Services	66.3%	3.6%	30.1%	8.3%	16.1%	75.6%
Real Estate and Rental and Leasing	39.6%	7.0%	53.3%	7.3%	1.7%	91.0%
Retail Trade	60.9%	0.7%	38.3%	18.1%	11.7%	70.1%
Transportation and Warehousing	61.9%	0.0%	38.1%	15.5%	7.4%	77.0%
Utilities	100.0%	0.0%	0.0%	14.0%	3.2%	82.8%
Wholesale Trade	66.2%	6.6%	27.2%	3.2%	1.4%	95.4%

## Life Insurance Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	20.0%	4.7%	75.2%	0.9%	2.0%	97.1%
5 to 9	31.5%	3.6%	64.9%	5.8%	0.8%	93.3%
10 to 24	47.8%	2.2%	50.0%	8.5%	3.7%	87.9%
25 to 49	67.0%	3.2%	29.7%	7.8%	7.4%	84.7%
50 to 99	76.7%	5.5%	17.8%	9.8%	13.1%	77.2%
100 or more	90.2%	5.3%	4.4%	20.3%	19.4%	60.3%

## Life Insurance Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	61.2%	4.0%	34.7%	10.8%	10.1%	79.1%
Non-Metropolitan	49.5%	3.6%	46.9%	7.7%	4.3%	88.0%

# Disability Insurance Offered to Employees

## Disability Insurance Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
54.5%	3.9%	41.7%	9.1%	8.0%	82.9%

Overall, 58.4% of responding businesses said disability insurance was offered to some or all full-time employees and 17.1% of part-time employees.

## Disability Insurance Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	17.0%	5.3%	77.7%	0.0%	3.9%	96.1%
Administrative and Waste Services	43.8%	7.0%	49.3%	8.3%	6.3%	85.3%
Arts, Entertainment, and Recreation	33.8%	5.5%	60.7%	4.7%	2.3%	92.9%
Construction	37.0%	8.4%	54.6%	4.3%	5.1%	90.6%
Educational Services	25.1%	0.0%	74.9%	3.6%	3.1%	93.4%
Finance and Insurance	81.4%	3.3%	15.4%	12.3%	14.0%	73.7%
Health Care and Social Assistance	77.3%	1.2%	21.5%	25.6%	20.6%	53.8%
Information	71.3%	0.0%	28.7%	9.0%	0.0%	91.0%
Management of Companies and Enterprises	76.2%	3.8%	19.9%	7.7%	16.6%	75.7%
Manufacturing	76.7%	8.5%	14.8%	9.8%	6.3%	83.9%
Mining, quarrying, and oil and gas extraction	37.5%	14.8%	47.7%	4.3%	0.0%	95.7%
Other Services	38.4%	2.3%	59.3%	7.8%	6.1%	86.1%
Professional, Scientific, and Technical Services	67.5%	3.7%	28.8%	8.2%	17.5%	74.3%
Real Estate and Rental and Leasing	30.9%	6.0%	63.0%	7.3%	1.7%	91.0%
Retail Trade	57.9%	0.7%	41.4%	13.9%	11.7%	74.4%
Transportation and Warehousing	63.4%	1.8%	34.8%	17.2%	7.4%	75.3%
Utilities	94.2%	0.0%	5.8%	14.0%	3.2%	82.8%
Wholesale Trade	62.7%	2.5%	34.9%	4.8%	3.1%	92.2%

## Disability Insurance Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	21.6%	4.7%	73.7%	0.0%	2.0%	98.0%
5 to 9	30.6%	2.1%	67.3%	5.2%	0.4%	94.4%
10 to 24	42.7%	1.9%	55.4%	6.8%	4.1%	89.1%
25 to 49	65.2%	4.5%	30.4%	6.2%	8.7%	85.2%
50 to 99	77.2%	3.1%	19.7%	13.4%	11.9%	74.7%
100 or more	84.7%	7.2%	8.0%	19.5%	18.5%	62.0%

## Disability Insurance Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	58.2%	4.0%	37.8%	10.0%	10.2%	79.8%
Non-Metropolitan	47.7%	3.7%	48.6%	7.5%	4.0%	88.5%



# Paid Leave

## Paid Vacation Leave Offered to Employees

### Paid Vacation Leave Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
78.8%	9.3%	11.9%	16.6%	13.3%	70.1%

More than 88% of responding businesses said paid vacation leave was offered to some or all of their full-time employees and nearly 30% of part-time employees. NDOL did not ask for additional details such as the number of days offered or any other variations of paid vacation leave. Paid vacation leave can also be offered alone or part of a PTO plan (Paid Time Off). NDOL didn't ask about PTO and listed vacation and sick leave separately on the survey.

### Paid Vacation Leave Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	42.1%	31.7%	26.2%	5.3%	22.0%	72.7%
Administrative and Waste Services	75.1%	14.3%	10.7%	15.5%	10.4%	74.1%
Arts, Entertainment, and Recreation	61.0%	15.2%	23.7%	7.3%	8.1%	84.7%
Construction	63.0%	14.9%	22.1%	2.9%	8.6%	88.5%
Educational Services	53.5%	9.1%	37.4%	6.4%	15.1%	78.5%
Finance and Insurance	95.4%	4.6%	0.0%	34.6%	18.2%	47.2%
Health Care and Social Assistance	90.8%	4.5%	4.7%	40.0%	32.9%	27.1%
Information	91.6%	3.7%	4.6%	15.1%	6.0%	78.8%
Management of Companies and Enterprises	96.2%	2.3%	1.6%	34.2%	19.5%	46.3%
Manufacturing	91.9%	5.4%	2.7%	15.3%	6.0%	78.7%
Mining, quarrying, and oil and gas extraction	57.4%	14.3%	28.3%	8.6%	4.3%	87.1%
Other Services	71.4%	14.0%	14.6%	8.8%	16.3%	74.8%
Professional, Scientific, and Technical Services	92.5%	3.4%	4.1%	12.5%	17.9%	69.7%
Real Estate and Rental and Leasing	83.2%	12.2%	4.6%	19.9%	6.7%	73.5%
Retail Trade	85.2%	2.3%	12.6%	19.4%	8.4%	72.2%
Transportation and Warehousing	78.3%	5.6%	16.1%	17.1%	7.1%	75.8%
Utilities	100.0%	0.0%	0.0%	14.0%	17.2%	68.8%
Wholesale Trade	90.1%	7.0%	2.9%	11.3%	1.7%	87.0%

### Paid Vacation Leave Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	62.2%	11.4%	26.5%	9.1%	8.8%	82.1%
5 to 9	69.3%	11.3%	19.5%	12.5%	9.3%	78.1%
10 to 24	74.3%	9.8%	15.9%	13.2%	11.5%	75.3%
25 to 49	81.1%	10.7%	8.2%	13.6%	12.7%	73.7%
50 to 99	89.0%	8.3%	2.7%	17.4%	13.5%	69.1%
100 or more	93.9%	5.4%	0.8%	29.5%	20.8%	49.7%

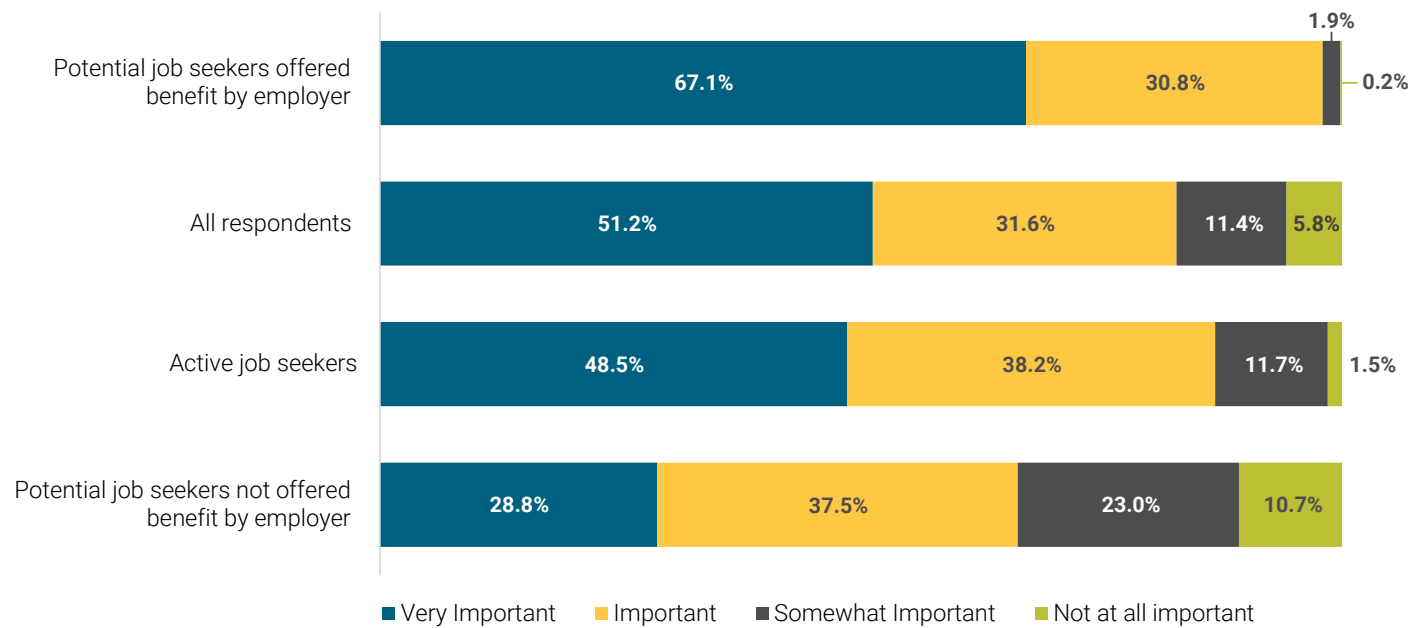
## Paid Vacation Leave Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	79.8%	9.1%	11.0%	17.6%	15.1%	67.3%
Non-Metropolitan	77.0%	9.6%	13.5%	14.7%	9.8%	75.4%

**82.8%**

Percentage of household survey respondents indicating that paid vacation leave was important or very important when considering new job opportunities.

## Importance of Paid Vacation Leave When Considering a Job



**97.9%**

Percentage of potential job-seekers offered paid vacation leave by their current employer who said it was an important or very important benefit when considering a job, compared to 66.3% of employed potential job-seekers not offered the benefit.

# Paid Sick Leave Offered to Employees

## Paid Sick Leave Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
56.6%	7.9%	35.5%	11.6%	10.4%	78.0%

Overall, 64.5% of responding businesses said paid sick leave was offered to some or all of their full-time employees and 22% of part-time employees.

## Paid Sick Leave Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	20.4%	22.9%	56.7%	4.5%	9.1%	86.4%
Administrative and Waste Services	54.9%	8.2%	36.9%	9.7%	4.7%	85.6%
Arts, Entertainment, and Recreation	51.2%	10.4%	38.3%	8.7%	6.6%	84.8%
Construction	32.1%	10.6%	57.4%	1.4%	5.3%	93.3%
Educational Services	41.1%	4.6%	54.2%	10.3%	13.0%	76.8%
Finance and Insurance	83.8%	4.7%	11.5%	26.6%	21.5%	51.9%
Health Care and Social Assistance	77.6%	4.6%	17.8%	34.0%	26.6%	39.4%
Information	76.4%	2.1%	21.5%	5.2%	4.1%	90.6%
Management of Companies and Enterprises	76.0%	5.5%	18.5%	22.7%	16.2%	61.1%
Manufacturing	49.9%	14.3%	35.8%	5.6%	3.2%	91.1%
Mining, quarrying, and oil and gas extraction	48.3%	7.4%	44.3%	4.1%	4.1%	91.8%
Other Services	39.9%	2.8%	57.2%	6.0%	10.3%	83.8%
Professional, Scientific, and Technical Services	73.0%	5.2%	21.8%	8.6%	14.0%	77.4%
Real Estate and Rental and Leasing	64.8%	9.7%	25.5%	7.1%	8.0%	84.9%
Retail Trade	49.7%	8.5%	41.9%	12.4%	7.4%	80.2%
Transportation and Warehousing	36.8%	7.7%	55.5%	12.7%	5.6%	81.8%
Utilities	92.9%	0.0%	7.1%	0.0%	17.2%	82.8%
Wholesale Trade	72.3%	6.9%	20.8%	7.6%	5.5%	86.9%

## Paid Sick Leave Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	46.0%	6.8%	47.2%	5.8%	8.7%	85.5%
5 to 9	47.4%	7.0%	45.6%	7.7%	6.0%	86.3%
10 to 24	58.2%	7.9%	33.9%	11.1%	8.9%	80.0%
25 to 49	58.4%	8.9%	32.7%	7.5%	8.5%	84.0%
50 to 99	61.6%	7.5%	31.0%	10.3%	12.1%	77.7%
100 or more	63.6%	8.5%	27.9%	22.0%	16.6%	61.4%

Among the benefits included in both statewide surveys, paid sick leave showed the least amount of variation between small and large establishments and was virtually identical when comparing metropolitan versus non-metropolitan areas (see page 20).

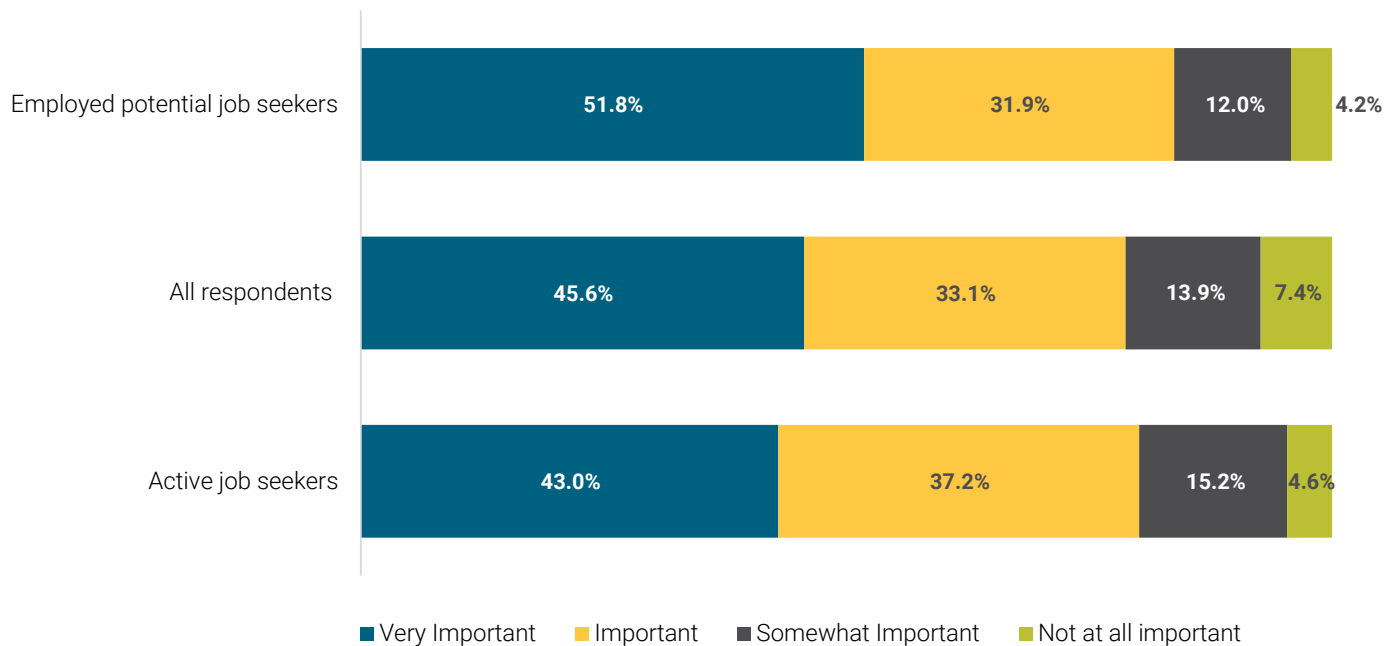
## Paid Sick Leave Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	56.4%	8.0%	35.6%	12.8%	12.7%	74.4%
Non-Metropolitan	56.9%	7.6%	35.5%	9.2%	6.0%	84.7%

**78.7%**

Percentage of household survey respondents indicating that paid sick leave was important or very important when considering new job opportunities.

## Importance of Paid Sick Leave When Considering a Job



**95.4%**

Percentage of active job seekers indicating that paid sick leave was at least somewhat important when weighing benefits. While non-metropolitan area employers were slightly more likely to offer paid sick leave to all of their employees, businesses in metropolitan areas were more likely to offer the benefit to part-time employees.

# Other Benefits

## Retirement Plans Offered to Employees

### Retirement Plans Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
56.6%	7.9%	35.5%	11.6%	10.4%	78.0%

NDOL made the distinction between retirement plans and pensions. These phrases are often used interchangeably. There are two primary types of retirement plans – defined contribution and defined benefit.

The most common type of **retirement plan** is a “defined contribution plan.” Defined contribution plans provide individual accounts for each employee participant. Under

this type of plan, the employee contributes a predetermined portion of his or her earnings (usually pretax) to an individual account, all or part of which is matched by the employer.

Defined benefit plans, also known as **pension plans**, calculate a pre-determined amount that will be paid out upon an employee’s retirement. Pensions used to be more prevalent but are now not as common as the defined contribution plan. Typically, these plans have a formula that calculates the employee’s retirement based on years of service and earnings for certain years. Cash balance plans are a type of defined benefit that consists of contributions based on an individual employee’s earnings and a set interest rate to determine a pre-defined payout at retirement.

### Retirement Plans Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	20.4%	22.9%	56.7%	4.5%	9.1%	86.4%
Administrative and Waste Services	54.9%	8.2%	36.9%	9.7%	4.7%	85.6%
Arts, Entertainment, and Recreation	51.2%	10.4%	38.3%	8.7%	6.6%	84.8%
Construction	32.1%	10.6%	57.4%	1.4%	5.3%	93.3%
Educational Services	41.1%	4.6%	54.2%	10.3%	13.0%	76.8%
Finance and Insurance	83.8%	4.7%	11.5%	26.6%	21.5%	51.9%
Health Care and Social Assistance	77.6%	4.6%	17.8%	34.0%	26.6%	39.4%
Information	76.4%	2.1%	21.5%	5.2%	4.1%	90.6%
Management of Companies and Enterprises	76.0%	5.5%	18.5%	22.7%	16.2%	61.1%
Manufacturing	49.9%	14.3%	35.8%	5.6%	3.2%	91.1%
Mining, quarrying, and oil and gas extraction	48.3%	7.4%	44.3%	4.1%	4.1%	91.8%
Other Services	39.9%	2.8%	57.2%	6.0%	10.3%	83.8%
Professional, Scientific, and Technical Services	73.0%	5.2%	21.8%	8.6%	14.0%	77.4%
Real Estate and Rental and Leasing	64.8%	9.7%	25.5%	7.1%	8.0%	84.9%
Retail Trade	49.7%	8.5%	41.9%	12.4%	7.4%	80.2%
Transportation and Warehousing	36.8%	7.7%	55.5%	12.7%	5.6%	81.8%
Utilities	92.9%	0.0%	7.1%	0.0%	17.2%	82.8%
Wholesale Trade	72.3%	6.9%	20.8%	7.6%	5.5%	86.9%

### Retirement Plans Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	46.0%	6.8%	47.2%	5.8%	8.7%	85.5%
5 to 9	47.4%	7.0%	45.6%	7.7%	6.0%	86.3%
10 to 24	58.2%	7.9%	33.9%	11.1%	8.9%	80.0%
25 to 49	58.4%	8.9%	32.7%	7.5%	8.5%	84.0%
50 to 99	61.6%	7.5%	31.0%	10.3%	12.1%	77.7%
100 or more	63.6%	8.5%	27.9%	22.0%	16.6%	61.4%

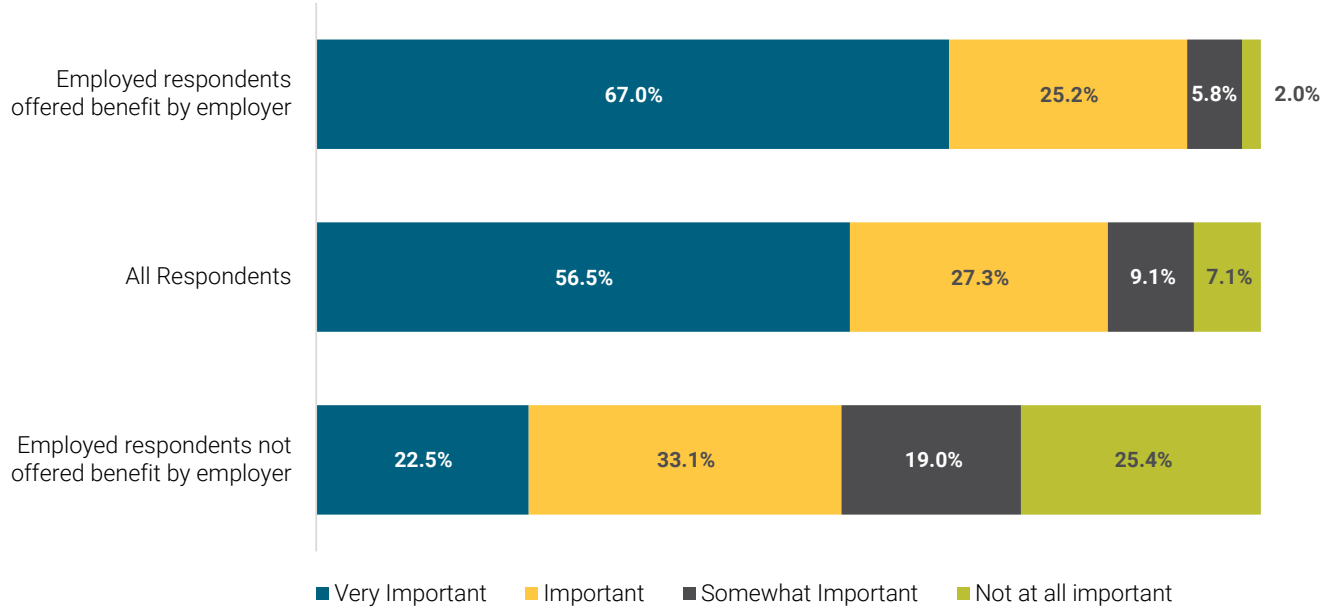
## Retirement Plans Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	56.4%	8.0%	35.6%	12.8%	12.7%	74.4%
Non-Metropolitan	56.9%	7.6%	35.5%	9.2%	6.0%	84.7%

**83.8%**

Percentage of household survey respondents indicating that retirement plan benefits were important or very important when considering new job opportunities, the highest of any benefit included in this study.

## Importance of retirement plan benefits when considering a job



More than **90%** of survey respondents offered retirement plan benefits by their current employer rated it as an important or very important factor in assessing future employment opportunities. This was consistent across workers age 20-69.

More than **55%** of employed workers who were not currently being offered retirement plan benefits said it was an important or very important factor in considering a job.

# Pension Plans Offered to Employees

## Pension Plans Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
9.9%	3.2%	86.9%	2.3%	2.0%	95.7%

Pensions are a type of retirement plan that uses a specific predetermined formula to calculate the amount of an employee's future benefit and are often confused with other types of retirement plans. The vast majority of employers, **86.9%** indicated they did not offer pension plans to full-time employees.

## Pension Plans Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	2.6%	2.0%	95.4%	2.5%	0.0%	97.5%
Administrative and Waste Services	7.4%	3.5%	89.1%	2.4%	3.5%	94.0%
Arts, Entertainment, and Recreation	4.7%	2.1%	93.2%	0.0%	1.0%	99.0%
Construction	16.9%	7.8%	75.3%	2.9%	3.4%	93.7%
Educational Services	8.1%	1.2%	90.8%	0.0%	0.0%	100.0%
Finance and Insurance	8.7%	7.4%	83.9%	1.1%	0.0%	98.9%
Health Care and Social Assistance	14.9%	1.3%	83.8%	7.1%	6.4%	86.5%
Information	16.4%	0.0%	83.6%	1.9%	1.8%	96.3%
Management of Companies and Enterprises	11.6%	2.8%	85.7%	5.8%	6.0%	88.2%
Manufacturing	10.7%	8.9%	80.4%	0.0%	4.0%	96.0%
Mining, quarrying, and oil and gas extraction	8.7%	3.1%	88.2%	0.0%	0.0%	100.0%
Other Services	5.3%	0.0%	94.7%	3.2%	0.0%	96.8%
Professional, Scientific, and Technical Services	9.7%	0.0%	90.3%	0.0%	3.3%	96.7%
Real Estate and Rental and Leasing	4.9%	1.6%	93.5%	0.0%	0.0%	100.0%
Retail Trade	5.1%	5.4%	89.4%	1.7%	1.2%	97.1%
Transportation and Warehousing	11.5%	1.7%	86.7%	4.3%	2.1%	93.6%
Utilities	20.6%	18.3%	61.1%	0.0%	0.0%	100.0%
Wholesale Trade	18.4%	0.0%	81.6%	5.4%	0.0%	94.6%

## Pension Plans Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	6.8%	1.6%	91.6%	0.0%	0.8%	99.2%
5 to 9	6.9%	3.3%	89.8%	1.0%	0.2%	98.8%
10 to 24	10.1%	1.9%	88.0%	1.3%	1.4%	97.3%
25 to 49	15.0%	0.6%	84.4%	5.3%	2.3%	92.4%
50 to 99	14.2%	4.7%	81.0%	5.5%	4.7%	89.8%
100 or more	7.7%	6.7%	85.7%	1.7%	2.7%	95.6%

## Pension Plans Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	8.4%	3.5%	88.1%	1.9%	1.9%	96.2%
Non-Metropolitan	12.6%	2.6%	84.8%	3.1%	2.1%	94.8%

# Profit-Sharing Offered to Employees

## Profit-Sharing Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
17.8%	6.0%	76.2%	6.2%	3.2%	90.6%

Profit sharing plans distribute a portion of the company's profits to employees. Profit sharing may provide direct payments to employees or can provide stock or company ownership, contributions to a retirement plan, or other indirect payments. Details of profit sharing were not collected in the survey. Employers may have selected "yes" if offering similar programs such as employee bonuses, commissions, tip sharing or other benefits. Overall, 23.8% of responding businesses said that profit-sharing was offered to some or all full-time employees.

## Profit-Sharing Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	2.1%	2.0%	95.9%	1.0%	0.0%	99.0%
Administrative and Waste Services	12.1%	4.3%	83.7%	4.5%	1.5%	94.0%
Arts, Entertainment, and Recreation	6.3%	5.1%	88.6%	2.4%	0.0%	97.6%
Construction	14.3%	13.1%	72.6%	3.6%	3.4%	92.9%
Educational Services	5.2%	4.7%	90.1%	0.0%	2.1%	97.9%
Finance and Insurance	35.5%	11.0%	53.5%	13.1%	7.3%	79.6%
Health Care and Social Assistance	15.3%	1.1%	83.7%	12.4%	1.4%	86.3%
Information	19.1%	1.8%	79.0%	5.5%	0.0%	94.5%
Management of Companies and Enterprises	27.8%	9.6%	62.7%	6.8%	8.7%	84.6%
Manufacturing	25.4%	13.7%	60.9%	4.0%	3.4%	92.6%
Mining, quarrying, and oil and gas extraction	12.3%	8.7%	79.0%	0.0%	0.0%	100.0%
Other Services	6.8%	5.5%	87.6%	1.7%	0.0%	98.3%
Professional, Scientific, and Technical Services	36.7%	8.1%	55.1%	17.0%	10.9%	72.2%
Real Estate and Rental and Leasing	9.8%	1.6%	88.5%	6.6%	0.0%	93.4%
Retail Trade	20.4%	3.3%	76.3%	13.0%	5.3%	81.7%
Transportation and Warehousing	16.6%	1.7%	81.7%	3.6%	5.4%	91.0%
Utilities	33.8%	8.3%	57.8%	16.3%	3.7%	80.0%
Wholesale Trade	27.5%	5.8%	66.7%	1.7%	1.5%	96.8%

## Profit-Sharing Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	7.0%	5.5%	87.6%	2.3%	2.1%	95.7%
5 to 9	11.0%	4.8%	84.3%	4.6%	0.7%	94.7%
10 to 24	16.1%	5.7%	78.2%	4.6%	0.8%	94.6%
25 to 49	18.9%	3.0%	78.1%	4.6%	4.6%	90.8%
50 to 99	18.5%	9.0%	72.5%	6.7%	5.5%	87.8%
100 or more	30.1%	8.1%	61.8%	12.4%	6.0%	81.6%

## Profit-Sharing Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	19.2%	7.0%	73.9%	7.1%	3.9%	89.0%
Non-Metropolitan	15.3%	4.3%	80.4%	4.5%	1.9%	93.5%



# Tuition Reimbursement Offered to Employees

## Tuition Reimbursement Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
23.1%	8.4%	68.5%	6.9%	9.1%	84.0%

Tuition reimbursement (also known as tuition assistance) pays all or a percentage of the cost of university, college, vocational or job-related training, or other classes. Often there are limitations such as type or content of the training, rate of reimbursement, training providers, etc. Certain occupations and industries have continuing education or regular certification requirements that are employer paid.

## Tuition Reimbursement Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	10.4%	3.4%	86.3%	6.3%	3.8%	89.9%
Administrative and Waste Services	10.3%	8.8%	80.9%	0.0%	4.4%	95.6%
Arts, Entertainment, and Recreation	5.8%	3.3%	90.8%	4.8%	2.2%	93.1%
Construction	7.1%	14.3%	78.6%	0.0%	5.1%	94.9%
Educational Services	15.8%	6.1%	78.1%	1.8%	13.3%	84.9%
Finance and Insurance	51.4%	9.9%	38.7%	17.6%	16.2%	66.2%
Health Care and Social Assistance	37.3%	10.2%	52.5%	18.1%	22.3%	59.6%
Information	27.6%	2.3%	70.1%	6.6%	1.8%	91.7%
Management of Companies and Enterprises	46.8%	4.7%	48.5%	16.3%	14.8%	68.9%
Manufacturing	51.9%	17.0%	31.1%	7.6%	8.8%	83.6%
Mining, quarrying, and oil and gas extraction	8.7%	0.0%	91.3%	0.0%	0.0%	100.0%
Other Services	8.8%	13.3%	77.9%	5.1%	4.0%	90.9%
Professional, Scientific, and Technical Services	22.0%	10.3%	67.8%	3.5%	15.4%	81.1%
Real Estate and Rental and Leasing	9.8%	3.2%	87.0%	1.9%	0.0%	98.1%
Retail Trade	21.7%	3.2%	75.1%	9.4%	8.4%	82.2%
Transportation and Warehousing	17.6%	7.8%	74.6%	10.3%	12.7%	77.0%
Utilities	68.6%	12.8%	18.6%	0.0%	17.2%	82.8%
Wholesale Trade	14.3%	16.9%	68.7%	0.0%	10.3%	89.7%

## Tuition Reimbursement Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	12.0%	0.7%	87.2%	0.0%	2.9%	97.1%
5 to 9	11.1%	4.5%	84.5%	1.1%	3.1%	95.8%
10 to 24	14.1%	5.8%	80.0%	6.3%	3.9%	89.7%
25 to 49	18.6%	8.9%	72.4%	5.0%	7.3%	87.8%
50 to 99	27.8%	11.1%	61.1%	9.5%	11.0%	79.4%
100 or more	50.4%	17.4%	32.2%	15.3%	23.6%	61.1%

Overall, 31.5% of responding businesses said tuition reimbursement was offered to some or all of their full-time employees and 16% of part-time employees.

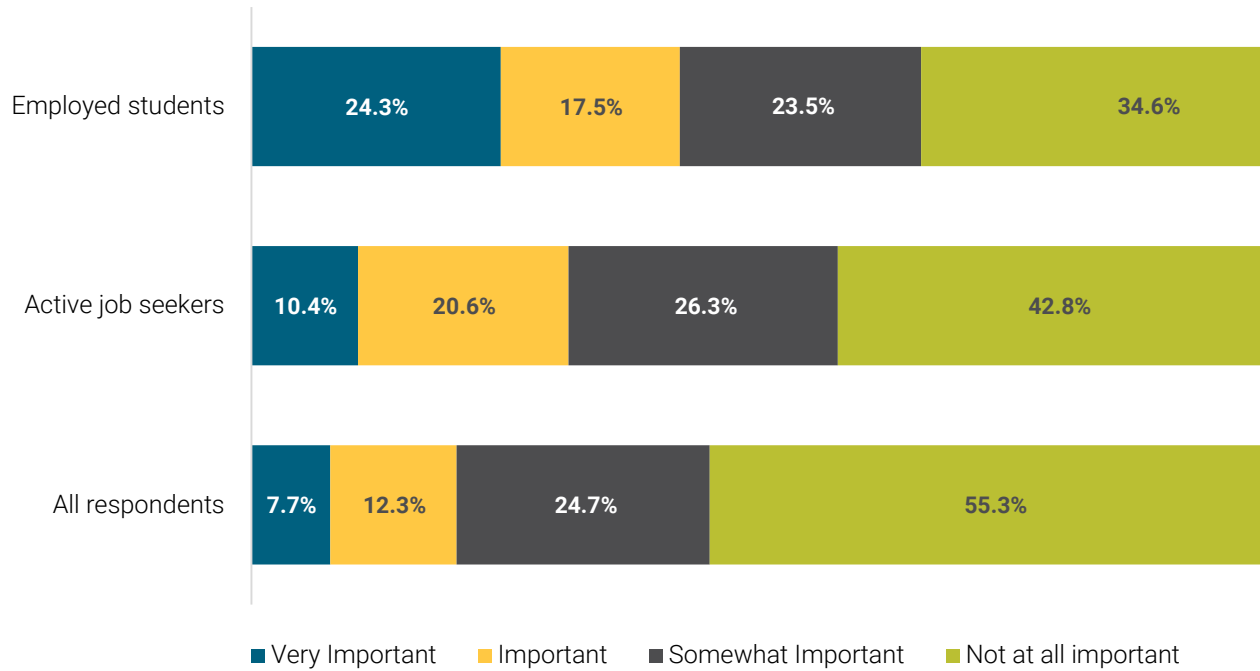
## Tuition Reimbursement Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	25.7%	9.2%	65.2%	8.2%	10.3%	81.5%
Non-Metropolitan	18.5%	7.2%	74.3%	4.5%	7.0%	88.6%

**20%**

Percentage of household survey respondents indicated that tuition reimbursement benefits were important or very important when considering new job opportunities.

## Importance of Tuition Reimbursement Benefits When Considering a Job



**41.8%**

Percentage of employed students and 31% of active job seekers overall said tuition reimbursement benefits were important or very important factor in assessing a job opportunity.

# Child Care Offered to Employees

## Child Care Offered Statewide

Full-Time			Part-Time		
All	Some	None	All	Some	None
3.1%	1.2%	95.7%	1.8%	0.8%	97.4%

Employers may offer on-site child care, guaranteed or preferred placement at child care providers, an allowance or stipend, or other methods of reimbursing child care expenses. The survey did not collect specifics – only whether the employer offered some form of child care benefits. Overall, child care was among the least frequently offered benefits reported.

## Child Care Offered by Industry

By Industry	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Accommodation and Food Services	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Administrative and Waste Services	1.3%	0.0%	98.7%	0.0%	1.5%	98.5%
Arts, Entertainment, and Recreation	2.5%	2.3%	95.2%	2.5%	4.7%	92.7%
Construction	1.3%	2.6%	96.1%	0.0%	0.0%	100.0%
Educational Services	5.2%	1.2%	93.6%	3.6%	0.0%	96.4%
Finance and Insurance	4.6%	2.1%	93.3%	1.8%	0.0%	98.2%
Health Care and Social Assistance	10.2%	1.7%	88.0%	8.8%	2.1%	89.1%
Information	5.2%	2.3%	92.5%	0.0%	1.8%	98.2%
Management of Companies and Enterprises	3.8%	0.0%	96.2%	4.0%	0.0%	96.0%
Manufacturing	2.7%	2.3%	95.1%	0.0%	0.0%	100.0%
Mining, quarrying, and oil and gas extraction	1.5%	0.0%	98.5%	0.0%	0.0%	100.0%
Other Services	2.6%	2.1%	95.3%	0.0%	1.2%	98.8%
Professional, Scientific, and Technical Services	5.7%	0.0%	94.3%	1.9%	1.9%	96.3%
Real Estate and Rental and Leasing	1.7%	1.7%	96.7%	0.0%	0.0%	100.0%
Retail Trade	0.0%	0.0%	100.0%	1.9%	0.0%	98.1%
Transportation and Warehousing	3.5%	0.0%	96.5%	2.2%	0.0%	97.8%
Utilities	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
Wholesale Trade	0.0%	2.1%	97.9%	0.0%	0.0%	100.0%

## Child Care Offered by Establishment Size

Establishment Size	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Less than 5	1.5%	0.0%	98.5%	0.0%	0.8%	99.2%
5 to 9	1.2%	1.6%	97.2%	0.0%	0.9%	99.1%
10 to 24	3.0%	1.1%	95.9%	2.7%	0.7%	96.6%
25 to 49	2.6%	0.6%	96.9%	0.5%	0.0%	99.5%
50 to 99	4.2%	2.2%	93.7%	1.7%	1.1%	97.1%
100 or more	5.2%	1.8%	93.0%	3.9%	1.4%	94.7%

Overall, 4.3% of responding businesses said tuition reimbursement was offered to some or all of their full-time employees and 2.6% of part-time employees.

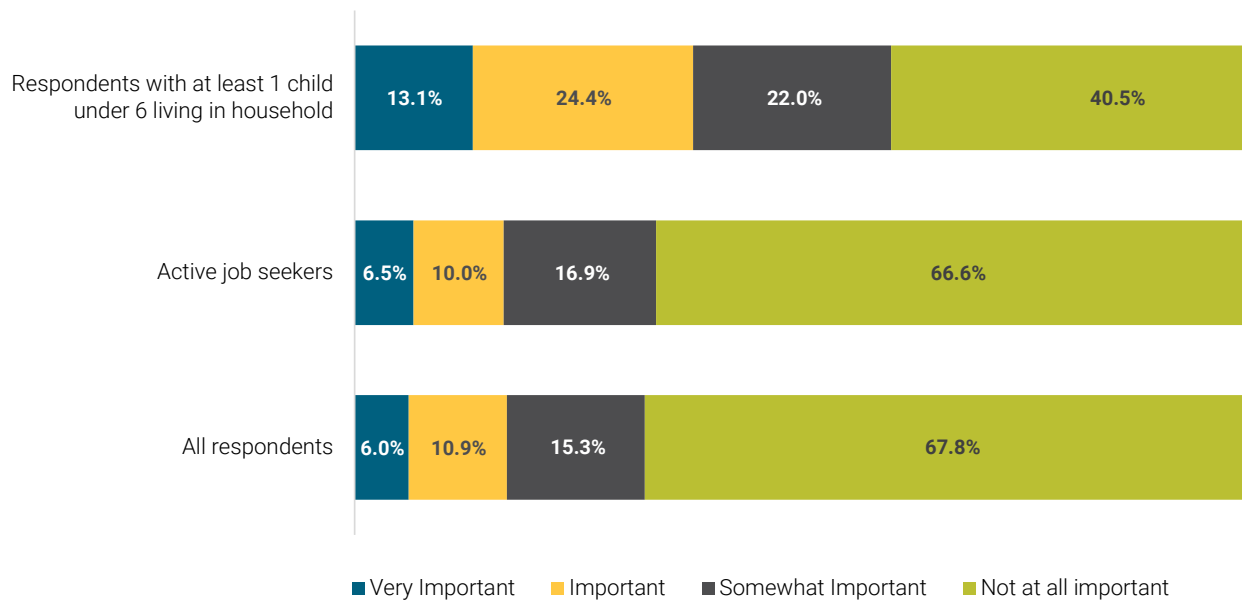
## Child Care Offered by Area

By Area	Full-Time			Part-Time		
	All	Some	None	All	Some	None
Metropolitan	3.3%	1.5%	95.1%	2.1%	0.9%	97.0%
Non-Metropolitan	2.6%	0.7%	96.7%	1.1%	0.8%	98.1%

### 16.9%

Percentage of household survey respondents indicated that accessible child care was important or very important when considering new job opportunities.

## Importance of Accessible Child Care When Considering a Job



While the majority of respondents said accessible child care was not important when considering a job, **32.2%** indicated that it was at least somewhat important. This increased to **59.5%** for those with at least one child under the age of six living in the household.

# Methodology

## Nebraska Coronavirus Pandemic Labor Availability Survey

Nebraska Coronavirus Pandemic Labor Availability Survey was a labor availability study commissioned by the Nebraska Legislature. Data collection, survey processing, and assignment of data weights were conducted by BOSR at the University of Nebraska–Lincoln. NDOL analyzed results and produced the final report. The goals of the survey were to obtain data on the characteristics of those who were actively or potentially seeking new employment or reentering the labor force, benefits offered to and received by employees, as well as obstacles and challenges presented by the coronavirus pandemic in Nebraska.

### Questionnaire

The survey questionnaire was adapted from previous survey projects conducted by NDOL. The questionnaire was created and modified by NDOL, NDED, and BOSR. BOSR provided assistance with question development, formatting, and layout.

### Data Collection

Data collection began in September 2020 with the mailing of initial survey packets to all selected households. Each survey packet contained a cover letter, questionnaire and postage-paid return envelope. A postcard reminder and two additional mailings were sent to non-respondents. A total of 1,488 individuals completed and returned the survey. Of the original sample of 6,000 addresses, 651 were determined to be ineligible (sent to a business address, undeliverable, or refused). The adjusted response rate was 27.6%.

## Statewide Survey of Hiring Needs and Pandemic Impacts

The Statewide Survey of Hiring Needs and Pandemic Impacts was commissioned by the Nebraska Legislature and administered by NDOL in collaboration with NDED.

The goals of the survey were to gather information about the characteristics of local businesses, labor issues in the area and local workforce needs. Information was gathered from employers about occupations for which they are hiring, benefits offered to employees, working from home, and impacts the coronavirus pandemic has had on businesses.

### Survey Area and Sample

The survey area included both metropolitan and non-metropolitan areas of Nebraska. The survey sample included private business establishments with at least three employees in the second quarter of 2020 according to NDOL Unemployment Insurance files. The sample was designed to include establishments representing the range of industries and employment levels typical in the state. Agriculture and Public Administration industry establishments were not included in the sample.

## Data Collection and Response Rates

In November 2020, NDOL mailed 4,292 letters to Nebraska establishments, requesting their participation in the survey. Instructions for completing the survey online were included, along with the option of requesting a paper questionnaire as an alternative. A total of 1,263 surveys were completed between November 2020 and February 2021, resulting in a 30.9% response rate after returned mail and refusals were removed.

## Data Processing and Cleaning

More than 99% of questionnaires were completed online. Paper questionnaires were entered by NDOL staff. Weights were assigned to the response data by NDOL, in order to make them as representative of the state as possible. NDOL staff assigned Standard Occupational Classification (SOC) codes to occupations reported.

## Survey Responses by Industry

Industry	Number of Establishments
Manufacturing	101
Arts, Entertainment, and Recreation	93
Health Care and Social Assistance	87
Educational Services	84
Construction	83
Other Services	81
Wholesale Trade	79
Professional, Scientific, and Technical Services	78
Accommodation and Food Services	76
Retail Trade	74
Finance and Insurance	69
Management of Companies and Enterprises	67
Administrative and Waste Services	66
Transportation and Warehousing	64
Real Estate and Rental and Leasing	58
Information	56
Mining, quarrying, and oil and gas extraction	29
Utilities	18
<b>Total</b>	<b>1263</b>

## Survey Responses by Establishment Size

Establishment Size	Number of Establishments
Less than 5	145
5 to 9	194
10 to 24	322
25 to 49	205
50 to 99	171
100 or more	226
<b>Total</b>	<b>1263</b>

## Survey Responses by Area Type

Area Type	Number of Establishments
Metropolitan	797
Non-Metropolitan	466
<b>Total</b>	<b>1263</b>

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