

High Demand

High Demand ratings are based on the Nebraska Department of Labor's Long-Term Occupational Projections, which cover a timespan of ten years. NDOL determines an occupation's demand ranking based on three factors: the number of annual openings, the net change in employment, and the growth rate.

We judge the most important factor in determining opportunity to be the number of actual job openings expected, so this variable gets the highest weight. Net change in employment represents the volume of new positions expected in the workforce, which we assign the second-highest weight. The occupation's growth rate is considered the least important factor, because, while the rate of growth or decline can affect the speed at which jobs may be eliminated or created, the rate itself does not change the total number of job opportunities available. Our model therefore gives growth rates the least weight of the three variables. These calculations are then used to assign a demand rank to each occupation.

Each occupation's demand ratings are calculated separately for the state and each sub-state region. Occupations are ranked against all other occupations within their region to determine their final rating. Because each area is ranked individually, occupations may have a higher rating in one region than in another.

High Wage

NDOL produces wage data for eight wage categories. These categories are average hourly wage, entry wage, experienced wage, tenth percentile wage, twenty-fifth percentile wage, fiftieth percentile wage, seventy-fifth percentile wage, and ninetieth percentile wage. When an occupation pays wages at or above the region's all-occupations, all-industries wage in any of these categories, it receives a score for that wage category. If an occupation gets a score in four or more of the categories, it is considered High Wage.

High Skill

The U.S. Bureau of Labor Statistics (BLS) provides information about occupational entry requirements, such as the educational requirements to obtain an entry-level position, the amount of work experience in a related occupation employers may expect, and typical on-the-job training.

Typical education needed for entry represents the level of education most workers need to have obtained in order to enter an occupation. There are eight possible rankings: no formal educational credential; high school diploma or equivalent; some college, no degree; postsecondary non-degree award; associate degree; bachelor's degree; master's degree; and doctoral or professional degree.

Work experience in a related occupation indicates whether work experience in a related occupation is commonly considered necessary by employers for entry into the occupation, or is a commonly accepted substitute for formal types of training. There are three possible assignments: none; less than five years; and five years or more.

Typical on-the-job training indicates the level of on-the-job training usually needed to attain competency in core occupational skills. Occupations are classified into one of six categories: none; short-term on-the-job training (1 month or less); moderate-term on-the-job training (more than 1 month and up to 12 months); long-term on-the-job training (more than 12 months); apprenticeship; and internship/residency.

Any occupation designated as having an educational requirement of some college, no degree or higher is considered High Skill. Occupations with an education level of high school diploma or equivalent and a job training value of long-term on-the-job training, apprenticeship, or internship/residency are also rated as high skill.

All occupations are ranked and rated against other occupations within their region. This may result in an occupation appearing on the list for one region but not another.

Source: Nebraska Department of Labor, Office of Labor Market Information, July 2019