REGIONAL REVIEWS

BEATRICE MC 2015

LABOR MARKET REGIONAL REVIEW

The 2015 Beatrice MC Regional Review is a publication of:

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This report is available online and can be accessed at neworks.nebraska.gov/analyzer under Labor Market Information Publications.

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OVERVIEW

The Beatrice Micropolitan Statistical Area (MC) regional review presents data on the demographics, educational characteristics, labor market, wages, industries, occupations, and businesses in the Beatrice MC and the state. Businesses and economic stakeholders can use this information to better understand the MC's labor market, including worker characteristics and wages, as well as industry, employment, and business trends. Job seekers, students, and career counselors can also use this information to identify educational and career paths with high wages and growing employment opportunities. The following paragraphs present some highlights from the Beatrice MC regional review.

The Beatrice MC is comprised of Gage County, and the 2014 population was 21,663. Since 1984, the MC population decreased by 9.7%, while the state population increased by 18.4%. The MC population is also aging. From 2000-2013, the population aged 45-64 increased by 21.1%, while the overall population decreased.

In 2014, the MC's unemployment rate was relatively low at 4.2%, although it was higher than the statewide rate of 3.3%. In 2013, the MC also had a lower labor force participation rate of 65.9% than the statewide rate of 70.6%. The MC's median household income was $47,654 in 2013, slightly lower than the state median household income.

QUICK FACTS, BEATRICE MC VS. NEBRASKA

	Beatrice MC	Nebraska
2014 Population	21,663	1,881,503
1984-2014 Population Growth	-9.7%	18.4%
2013 Percent Minority Population	3.9%	18.2%
% of Population 25 & Over With a Bachelor's Degree or Higher	20%	28.5%
2014 Labor Force	11,150	1,022,152
2014 Unemployment Rate	4.2%	3.3%
2013 Median Household Income	$47,654	$51,672
2013 Poverty Rate	11.7%	12.8%
2013 Largest Private Industry	Education & Health Services	Trade, Transportation, & Utilities
2013 Most Common Occupation	Nursing Assistants	Retail Salespersons

Sources:

US Census Bureau: Population Estimates, 2013 American Community Survey 5-year estimates

Nebraska Department of Labor: Local Area Unemployment Statistics, Quarterly Census of Employment and Wages, Occupational Employment Statistics

Bureau of Labor Statistics: Quarterly Census of Employment and Wages

The largest private industry in 2013 was education and health services with 18.9% of MC employment. Nursing assistants held the most common occupation in 2013.

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BEATRICE MC

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Unless otherwise noted, data from this section can be found at **www.census.gov**. Under Topics, choose Population. Then choose Population Estimates.

POPULATION
OVERVIEW, 2014

In 2014, Nebraska had a total population of 1,881,503. Nebraska's population was mostly concentrated in the southeast quadrant of the state and in several counties along Interstate 80 (Lincoln, Dawson, Buffalo, and Hall Counties).

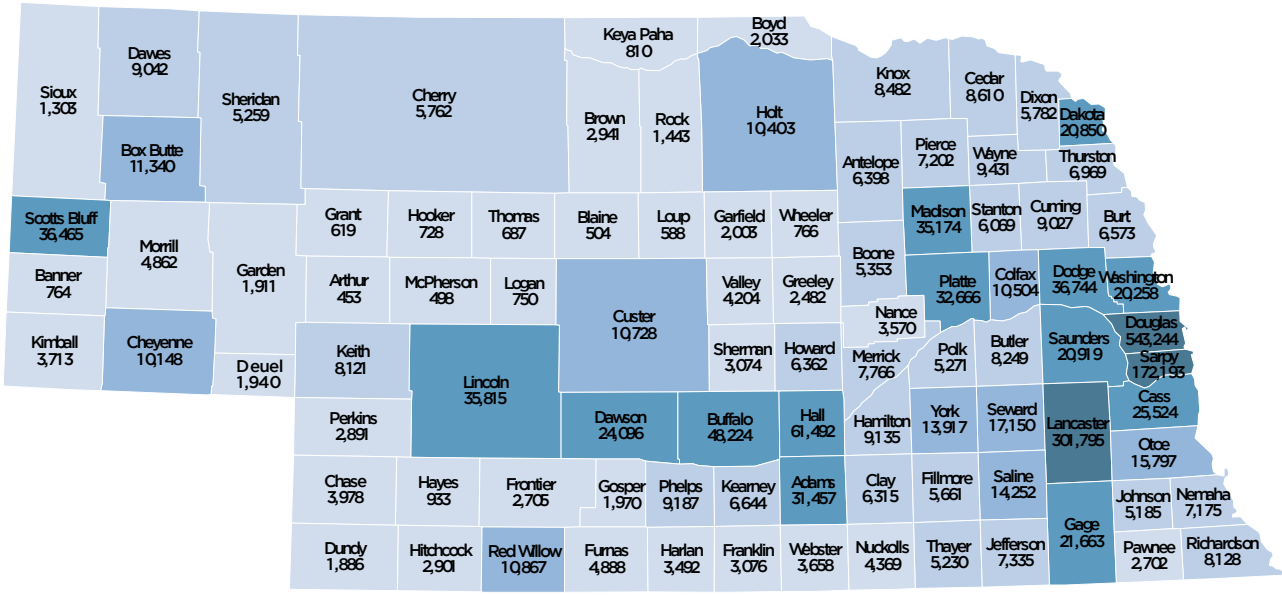
The Beatrice MC had a population of 21,663, which accounted for nearly 1.2% of the state population in 2014. The Beatrice MC had the smallest population of all Nebraska MCs.

Douglas County had the highest population in the state at approximately 540,000, followed by Lancaster County at over 300,000. Arthur County had the lowest population at approximately 450, followed by McPherson and Blaine Counties at approximately 500.

HOW TO USE IT

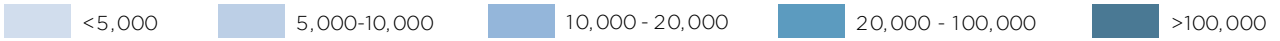
County population data provides a general overview of the state population distribution and population density. The data shows that a majority of Nebraskans live within or near the state's Metropolitan Statistical Areas (MSAs)—Lincoln, Grand Island, and the Omaha Consortium (part of the greater Omaha MSA). It is useful to keep the state's population distribution in mind when looking at statewide data, as only three of Nebraska's 93 counties account for a significant portion of statewide data.

2014 U.S. Population	318,857,056
2014 Nebraska Population	1,881,503



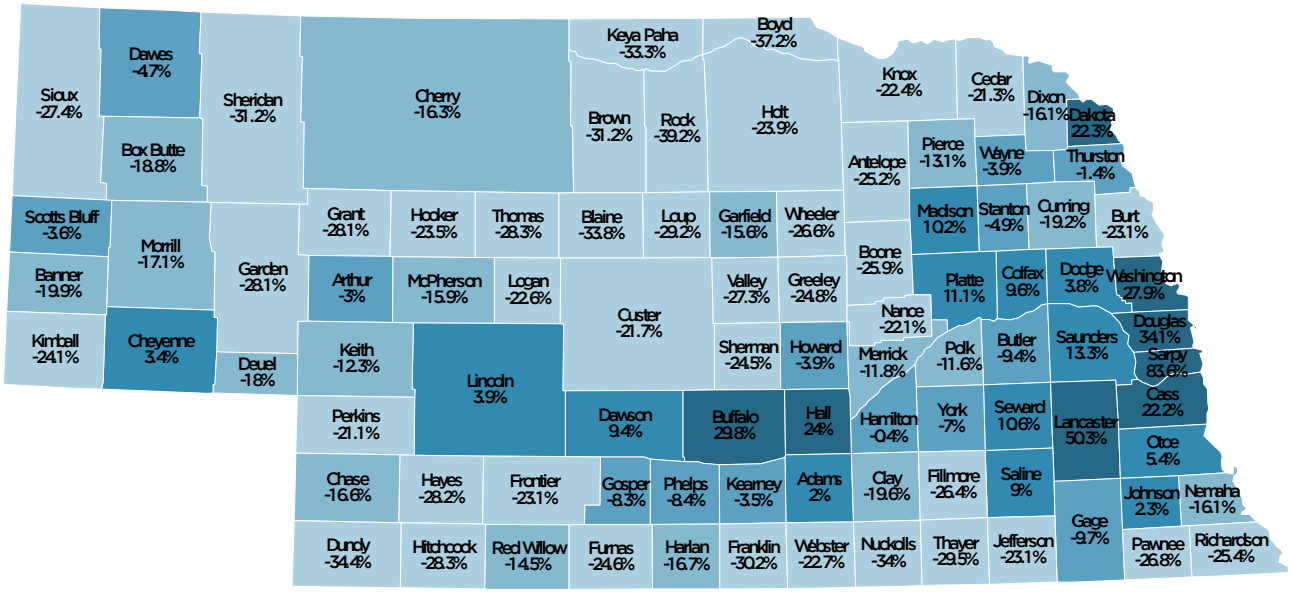
Source: US Census Bureau, Population Estimates, released 2015

LEGEND
POPULATION



POPULATION

CHANGE BY COUNTY, 1984-2014



Source: US Census Bureau, Population Estimates, most recent data released 2015

LEGEND

PERCENT CHANGE

-20% to -39.2% | -1 0% to -20% | 0% to -1 0% | 0% to 20% | 20% to 83.6%

The distribution of population change by county over the last 30 years looks very similar to the map on population distribution. Typically, counties with the highest population had the greatest population increase over the last 30 years, and counties with the lowest populations had the greatest population decreases. This suggests that Nebraska has become more urbanized, and over time many Nebraskans from rural areas may have migrated to or near the state's metropolitan areas.

Since 1984, the Beatrice MC population decreased by 9.7%, while the state population increased by 18.4%. The Beatrice and Scottsbluff MCs were the only Nebraska MCs with a net population decrease. All Nebraska MSAs increased in population from 1984 to 2014.

Sarpy County had the greatest population increase of 83.6% since 1984, followed by Lancaster County at 50.3%. Rock County had the largest population decrease at 39.2%, followed by Boyd County at 37.2%.

HOW TO USE IT

Historical population trends can be a strong predictor of future population trends. Therefore, counties with a declining population could expect their population to continue to decline, while growing counties in or near the state's metropolitan areas could expect population growth. In order to prevent or counteract population loss, rural communities may want to develop and strengthen strategies that recruit businesses and workers to their region.

POPULATION

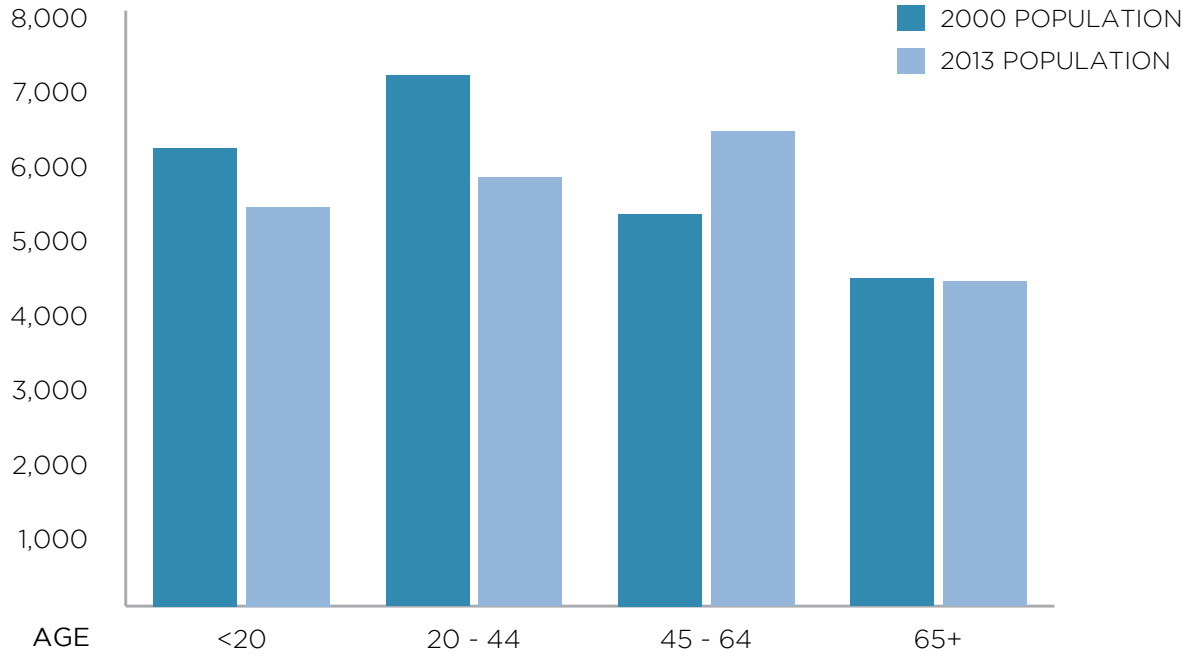
AGE

Beatrice MC residents were older than statewide residents on average. In 2013, the largest age group in the Beatrice MC was 45-64 at 29.2% of the population. In contrast, the largest age group in the state was 20-44 at almost one-third of the population. In the MC, ages groups under 20 and 20-44 each comprised approximately 25% of the population, and 20% of the population was age 65 or older. Statewide, 14.1% of the population was age 65 and older.

The Beatrice MC has an aging population. From 2000-2013, the population in 44 and under age groups decreased by around 13%-19%. Over the same time period, the population age 45-64 increased by 21.1%-probably due in part to the aging baby boomer population.

HOW TO USE IT

Historical demographic shifts can foreshadow future demographic shifts and changes in the labor force. As baby boomers retire, businesses will need to find replacements, possibly with workers who are less experienced. In areas with a declining labor force, it may be especially difficult for businesses to replace retiring workers, and even harder to find replacements with the skills and experience needed. The aging baby boomer population may also spur growth in the health care sector and increase demand for healthcare workers.

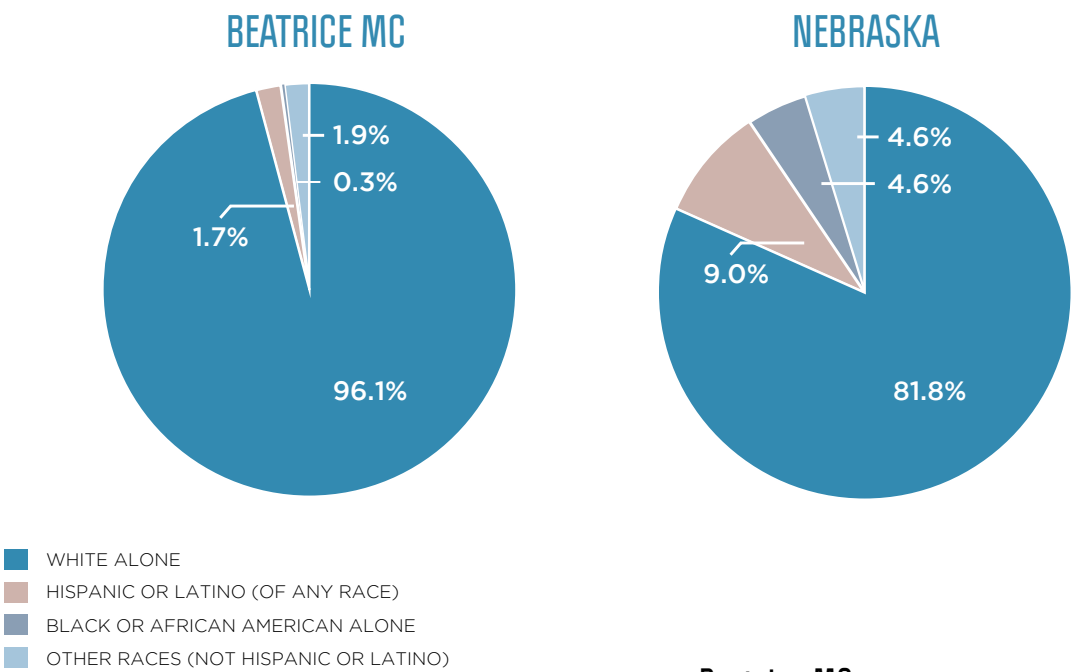


	2000		2013			
Age	Population	%	Population	%	Total Change	% Change
<20	6,156	26.8%	5,362	24.5%	-794	-12.9%
20-44	7,132	31.1%	5,756	26.3%	-1,376	-19.3%
45-64	5,269	23%	6,380	29.2%	1,111	21.1%
65+	4,398	19.2%	4,366	20%	-32	-0.7%
Total	22,955	100%	21,864	100%	-1,091	-4.8%

Source: US Census Bureau, Population Estimates, most recent data released 2014

POPULATION

RACE/ETHNICITY, 2013



	Beatrice MC		Nebraska	
	Total	%	Total	%
Total Population	22,311	100%	1,850,502	100%
Hispanic or Latino (of any race)	385	1.7%	167,405	9%
Total Not Hispanic or Latino	21,926	98.3%	1,683,097	91%
White Alone	21,440	96.1%	1,512,922	81.8%
Black or African American Alone	72	0.3%	85,707	4.6%
American Indian & Alaska Native Alone	101	0.5%	15,262	0.8%
Asian Alone	81	0.4%	37,325	2%
Native Hawaiian & Other Pacific Islander Alone	3	0%	1,118	0.1%
Two or more Races	229	1%	30,763	1.7%
Total Minority (Population excluding non-Hispanic Whites)	871	3.9%	337,580	18.2%

Source: US Census Bureau, Population Estimates, released 2014

In 2013, non-Hispanic whites comprised 96.1% of the Beatrice MC population. Hispanics were the largest minority group in the Beatrice MC at 1.7%, followed by two or more races at 1%.

The Beatrice MC is much less diverse than the state as a whole. In 2013, the total minority population was 18.2% statewide, while it was only 3.9% in the Beatrice MC. Hispanics comprised 9% of the state population and only 1.7% of the Beatrice MC population. African Americans comprised 4.6% of the state population and only .3% of the MC population, and other races comprised 4.6% of the state population and 1.9% of the MC population.

HOW TO USE IT

Data on racial/ethnic diversity is useful to estimate diversity within the labor force and in the population more broadly. In order to employ minority workers, businesses may want to increase their recruitment and training efforts focused on overcoming language and cultural barriers. Businesses may also see a need to adjust their marketing campaigns in order to appeal to a more diverse population. Schools, healthcare institutions, and other service providers may also want to explore new methods of meeting the needs of a diverse population.

POPULATION

CHANGE IN RACE/ETHNICITY OVER TIME

The minority population in the Beatrice MC increased by 21.6% from 2003-2013, while the overall population decreased by 3.2%.

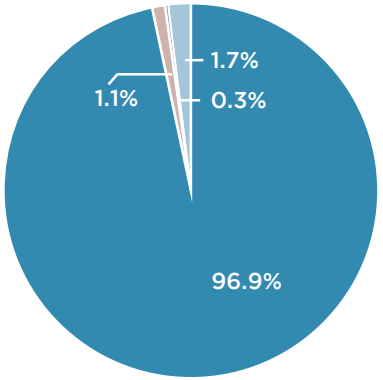
Hispanic population growth accounted for most of the MC's minority population growth. From 2003-2013, the Hispanic population increased by 125 or 48.1%. Two or more races had the second largest numeric increase of 45 or 24.5%. The white population decreased by 900 or 4% from 2003-2013, which accounted for the MC's overall population decrease.

The proportion of minorities in the Beatrice MC increased slightly from 2003-2013. Hispanics increased from 1.1% to 1.7% of the MC population. The African American population stayed the same at .3%. Other races increased from 1.7% to 1.9%, and the white population fell slightly from 96.9% to 96.1%.

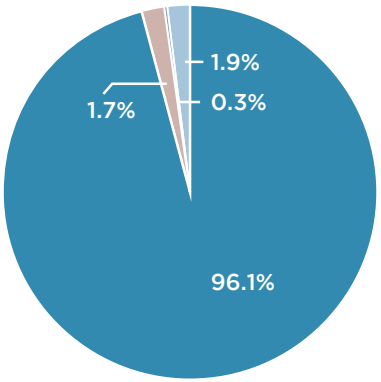
HOW TO USE IT

Demographic data on changes in race and ethnicity over time is a valuable tool for establishing the need for economic and social adaptation. A growing minority population could increase the demand for certified interpreters and translators to accommodate foreign language speakers in the healthcare systems, schools, and businesses. Additionally, employers may benefit from increasing cultural awareness and sensitivity in the workplace to better accommodate diversity in the labor force and consumer population.

2003 POPULATION



2013 POPULATION



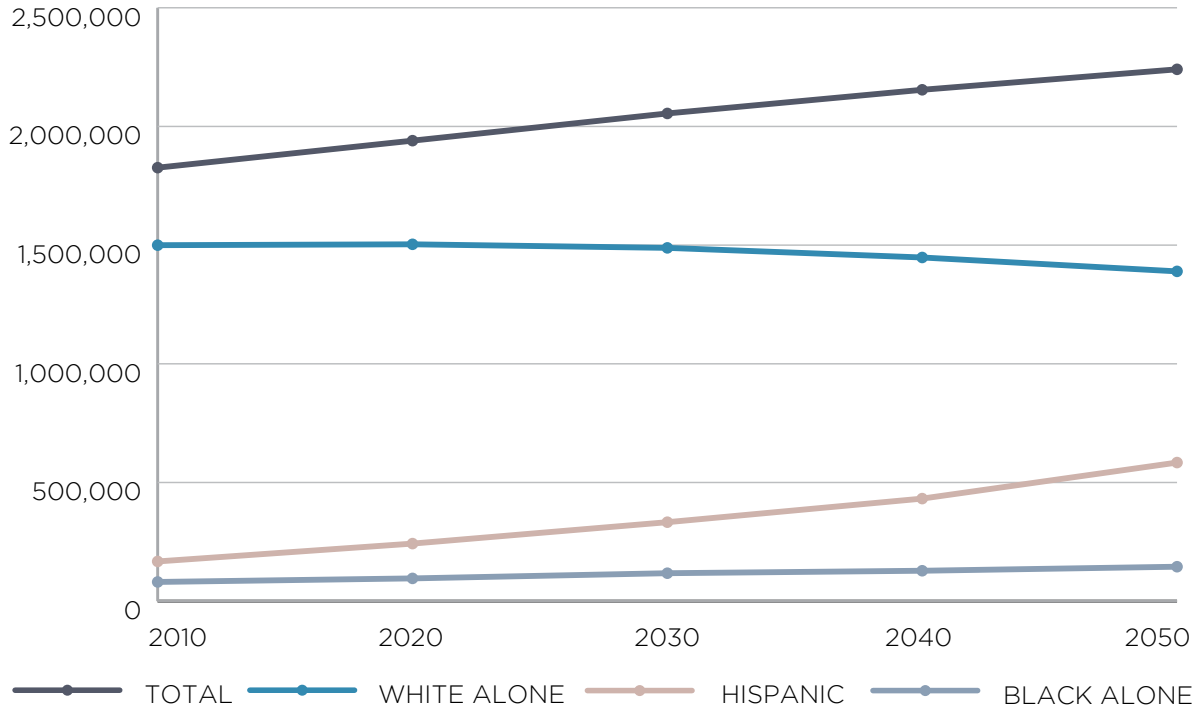
WHITE ALONE
HISPANIC OR LATINO (OF ANY RACE)
BLACK OR AFRICAN AMERICAN ALONE
OTHER RACES (NOT HISPANIC OR LATINO)

	2003	2013	Total Change	% Change
Total Population	23,056	22,311	-745	-3.2%
Hispanic or Latino (of any race)	260	385	125	48.1%
Total Not Hispanic or Latino	22,796	21,926	-870	-3.8%
White Alone	22,340	21,440	-900	-4%
Black or African American Alone	75	72	-3	-4%
American Indian and Alaska Native Alone	126	101	-25	-19.8%
Asian Alone	69	81	12	17.4%
Native Hawaiian and Other Pacific Islander Alone	2	3	1	50%
Two or more Races	184	229	45	24.5%
Total Minority (Population excluding non-Hispanic Whites)	716	871	155	21.6%

Source: US Census Bureau, Population Estimates, most recent data released 2014

POPULATION

PROJECTIONS BY RACE/ETHNICITY, 2010 - 2050



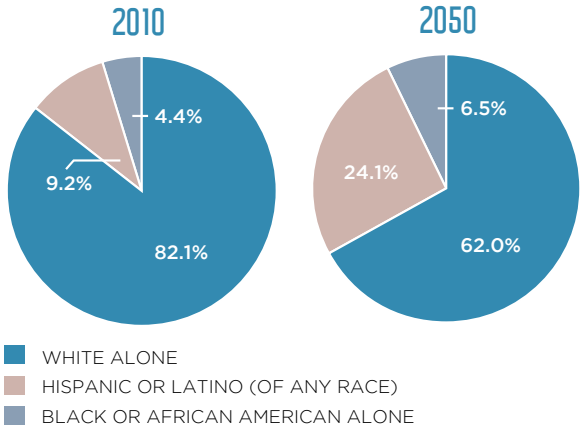
Source: Center for Public Affairs Research-University of Nebraska Omaha, data dated 2013

From 2010 to 2050, Nebraska's population is expected to increase by 22.7% to around 2,240,000. Minority population growth, particularly Hispanic population growth, is expected to account for this population increase.

From 2010 to 2050, the Hispanic population is expected to increase by 221.9%. In 2010, the Hispanic population was approximately 167,000 and under 10% of the total population. By 2050, the Hispanic population is expected to grow to over half a million and almost a quarter of the total population.

In contrast, the white population is expected to decrease by 7.4% from 2010 to 2050. In 2010, the white population was approximately 1,500,000 and 82.1% of the total population. By 2050, the white population is expected to decrease to 1,390,000 and 62% of the total population.

POPULATION DISTRIBUTION



WHERE TO FIND IT

The Center for Public Affairs Research at the University of Nebraska Omaha produces population projections by race/ethnicity. Contact The Center for Public Affairs Research at the University of Nebraska Omaha or the Office of Labor Market Information for additional information.

HOW TO USE IT

Population projections provide a glimpse of what the population may look like in the near future. Schools, healthcare providers, and businesses can use the projections to identify and prepare for changes that growing racial and ethnic diversity may bring to the state. Since the Hispanic population is expected to increase rapidly, this group may be of particular focus to businesses and service providers.

LANGUAGE
& ABILITY TO SPEAK ENGLISH

From 2009-2013, the number of Beatrice MC residents who spoke a language other than English decreased by 6.3%. However, the number of these residents who spoke English less than "very well" increased by 6.3%. Change in the number of Spanish speakers helped drive this trend. From 2009-2013, the number of Spanish speaking MC residents decreased by 5.1%, but the number of Spanish speakers who spoke English less than "very well" increased by 62.8%.

Overall, the Beatrice MC had a lower rate of residents who spoke a language other than English than the state, and a lower rate of other language speakers who spoke English less than "very well." Almost 4% of the MC population spoke a language other than English compared to 10.5% of the state population. Furthermore, 30.4% of MC residents who spoke a language other than English spoke English less than "very well," compared to 45.1% statewide.

	2009	2013	% Change	Beatrice MC 2013	Nebraska 2013
Population 5 years and over	21,513	20,696	-3.8%	100%	100%
English	20,685	19,920	-3.7%	96.3%	89.5%
Language other than English	828	776	-6.3%	3.7%	10.5%
Speak English less than "very well"	222	236	6.3%	30.4%	45.1%
Spanish	452	429	-5.1%	2.1%	7%
Speak English less than "very well"	94	153	62.8%	35.7%	47.9%
Other Indo-European Languages	305	286	-6.2%	1.4%	1.5%
Speak English less than "very well"	82	45	-45.1%	15.7%	26.1%
Asian and Pacific Islander Languages	68	61	-10.3%	0.3%	1.3%
Speak English less than "very well"	43	38	-11.6%	62.3%	52.6%
Other Languages	3	0	-100%	0%	0.7%
Speak English less than "very well"	3	0	-100%	0%	43.5%

Source: US Census Bureau, American Community Survey 5-year estimates, most recent data released 2014.

HOW TO USE IT

Growth in the number of non-English speakers and English deficiency signals the need for community and business adaption. English deficiency can make it difficult for workers to learn new skills and transfer their skills and knowledge across occupations. It may also make it more difficult for workers to find job information, and for employers to glean information from workers. Therefore, businesses may consider additional recruitment and training of non-English speakers in order to employ this workforce. Community institutions like schools and hospitals may also see a higher need for translators in order to communicate with non-English speaking populations.

WHERE TO FIND IT

American Community Survey data on the ability to speak English is available at factfinder.census.gov.

COMPONENTS
OF POPULATION CHANGE, 2010 - 2014

	Total Change*	Natural Change			Net Migration		
		Total	Births	Deaths	Total	International	Domestic
United States	10,098,951	6,035,640	16,811,002	10,775,362	4,063,311	4,063,311	N/A
Nebraska	55,162	45,827	109,785	63,958	10,030	15,473	-5,443
Beatrice MC	**-648**	**-150**	**1,029**	**1,179**	**-494**	**-12**	**-482**
Columbus MC	429	915	2,012	1,097	-511	132	-643
Fremont MC	53	243	2,029	1,786	-196	81	-277
Grand Island MSA	2,905	1,899	5,000	3,101	1,037	1,434	-397
Hastings MC	93	435	1,708	1,273	-357	62	-419
Kearney MC	2,277	1,571	3,271	1,700	725	569	156
Lexington MC	-304	711	1,702	991	-1,005	345	-1,350
Lincoln MSA	16,788	9,288	18,008	8,720	7,417	3,624	3,793
Norfolk MC	174	984	2,873	1,889	-825	243	-1,068
North Platte MC	-527	410	1,912	1,502	-960	135	-1,095
Omaha Consortium	39,933	27,675	49,416	21,741	12,883	7,711	5,172
Scottsbluff MC	-439	400	2,174	1,774	-846	63	-909

*Total Change may not equal the sum of Total Natural Change and Total Net Migration due to a residual. A residual is the population change that cannot be accounted for by population change components.

Source: US Census Bureau, Population Estimates, released 2015

HOW TO USE IT

The components of population change highlight the dynamics underlying population growth and decline. The data shows that high birth rates account for a majority of population growth statewide. Statewide migration trends also show that Nebraska's large metropolitan areas are gaining residents from domestic migration, while the state overall and most of its small Micropolitan Statistical Areas (MCs) are losing residents from domestic out-migration. The negative domestic migration in the state and many of its regions indicates that Nebraska may need to develop new methods to retain its workforce and attract new workers.

There are two components of population change:

1. Natural change, consisting of births and deaths, and
2. Migration, which can be international (migration to and from other countries) or domestic (migration to and from other counties or states).

From 2010 to 2014, the Beatrice MC had a net population decrease of 648, for an average net decrease of 162 individuals a year. Negative net migration, particularly negative domestic migration, accounted for almost 500 of the 648 decrease. Negative natural change, due to the death rate outpacing the birth rate, accounted for a loss of another 150 individuals.

Unlike the MC, Nebraska had a positive natural increase and positive net migration-although the state also had negative domestic migration.

The Beatrice MC was the only Nebraska MC or MSA (Metropolitan Statistical Area) that had a negative natural change. However, like Beatrice, almost all other Nebraska MCs had negative net migration.

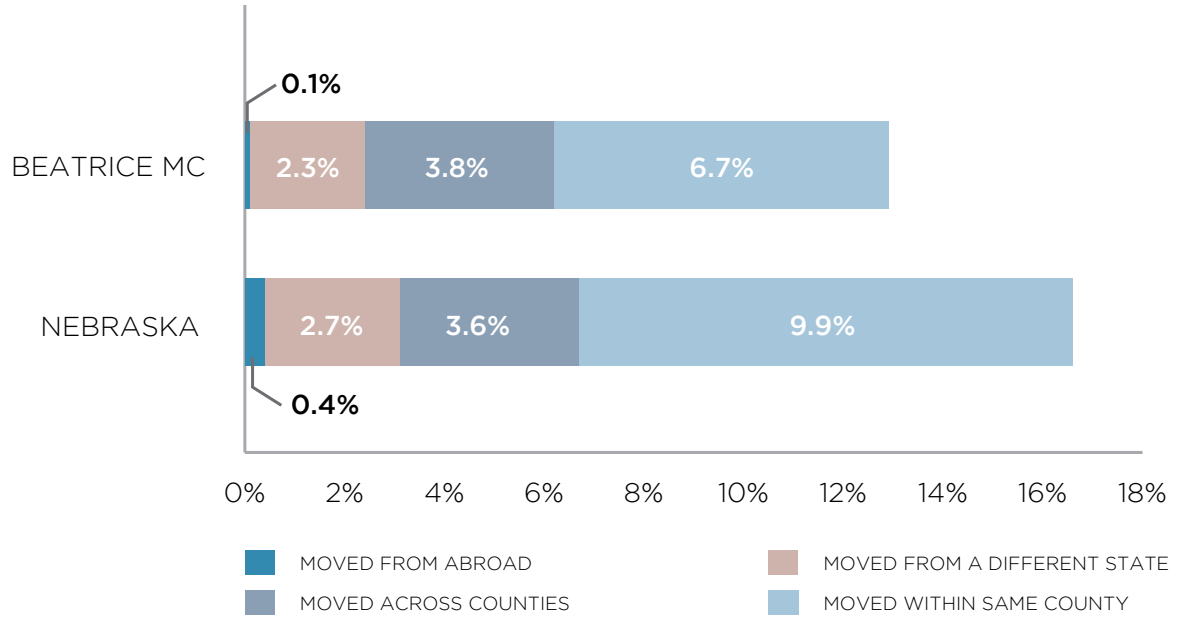
MIGRATION
DOMESTIC & INTERNATIONAL, 2013

In 2013, approximately 2,800 individuals or 12.9% of the Beatrice MC population moved to or within the MC. Most residents who migrated moved within the MC. Almost 7% of the MC population moved within Gage County, and 3.8% moved from a different county within the state. Over 2% of the MC population moved from another state, and only .1% of the MC population moved from abroad.

The Beatrice MC had a lower rate of domestic and international migration than the state. The MC's rate of international migration was only .1%, compared to the statewide rate of .4%. Additionally, 2.3% of the MC's population moved from another state, compared to 2.7% of statewide residents. Under 11% of the MC's population moved within the state, compared to 13.5% statewide.

HOW TO USE IT

Rates of population migration can indicate how attractive the state is to domestic and international migrants. Nebraska's relatively high rate of domestic and in-state migration could indicate that Nebraska is very attractive to local workers and workers nationwide. The state's distance from national borders could account for the lower rate of international migration to Nebraska. Therefore, Nebraska may still be attractive to international migrants, as international migrants may move to Nebraska after first living in a different state.



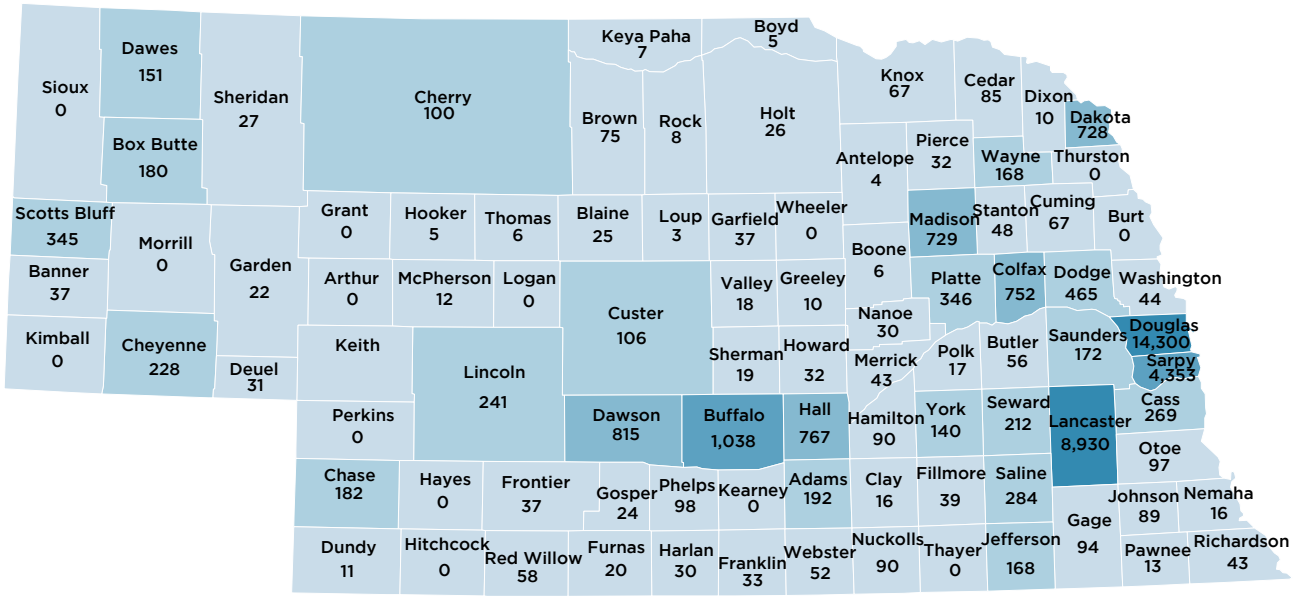
	Beatrice MC		Nebraska	
	Total	%	Total	%
Total Population 1 year and over	21,826	100%	1,815,644	100%
Population that moved	2,810	12.9%	302,377	16.7%
Population that moved from abroad	16	0.1%	7,862	0.4%
Population that moved from a different state	510	2.3%	49,119	2.7%
Population that moved within the state	2,284	10.5%	245,396	13.5%
Population that moved within the same county	1,455	6.7%	179,189	9.9%
Population that moved across counties	829	3.8%	66,207	3.6%

Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

WHERE TO FIND IT

American Community Survey data on domestic and international migration is available at factfinder.census.gov.

INTERNATIONAL MIGRATION
BY COUNTY, 2009 - 2013



Source: US Census Bureau, 2013 American Community Survey 5-year estimates, most recent data released 2014

LEGEND
INTERNATIONAL IMMIGRANTS

0 - 99 | 100 - 499 | 500 - 999 | 1,000 - 4,999 | 5,000 - 14,300

WHERE TO FIND IT

American Community Survey data on international migration is available at factfinder.census.gov.

From 2009-2013, 94 international immigrants moved to the Beatrice MC at an average rate of approximately 19 international immigrants a year.

Statewide, 38,246 international immigrants moved to Nebraska from 2009-2013 at an average rate of approximately 7,650 international immigrants a year. The number of international migrants varied greatly throughout the state, with more populous counties having the highest number of international immigrants. A vast majority of international immigrants moved to the Lincoln and Omaha areas. From 2009-2013, Douglas and Sarpy Counties had over 14,000 and 4,000 international immigrants respectively, and Lancaster County had almost 9,000 international immigrants.

HOW TO USE IT

It is important to identify regions with a high volume of international immigrants so that these areas can adjust to meet the needs of immigrant populations. In order to effectively provide education, healthcare, and other services to immigrant populations, community businesses and service institutions may need to develop additional outreach programs and procedures to overcome language and cultural barriers within their populations.

EDUCATION

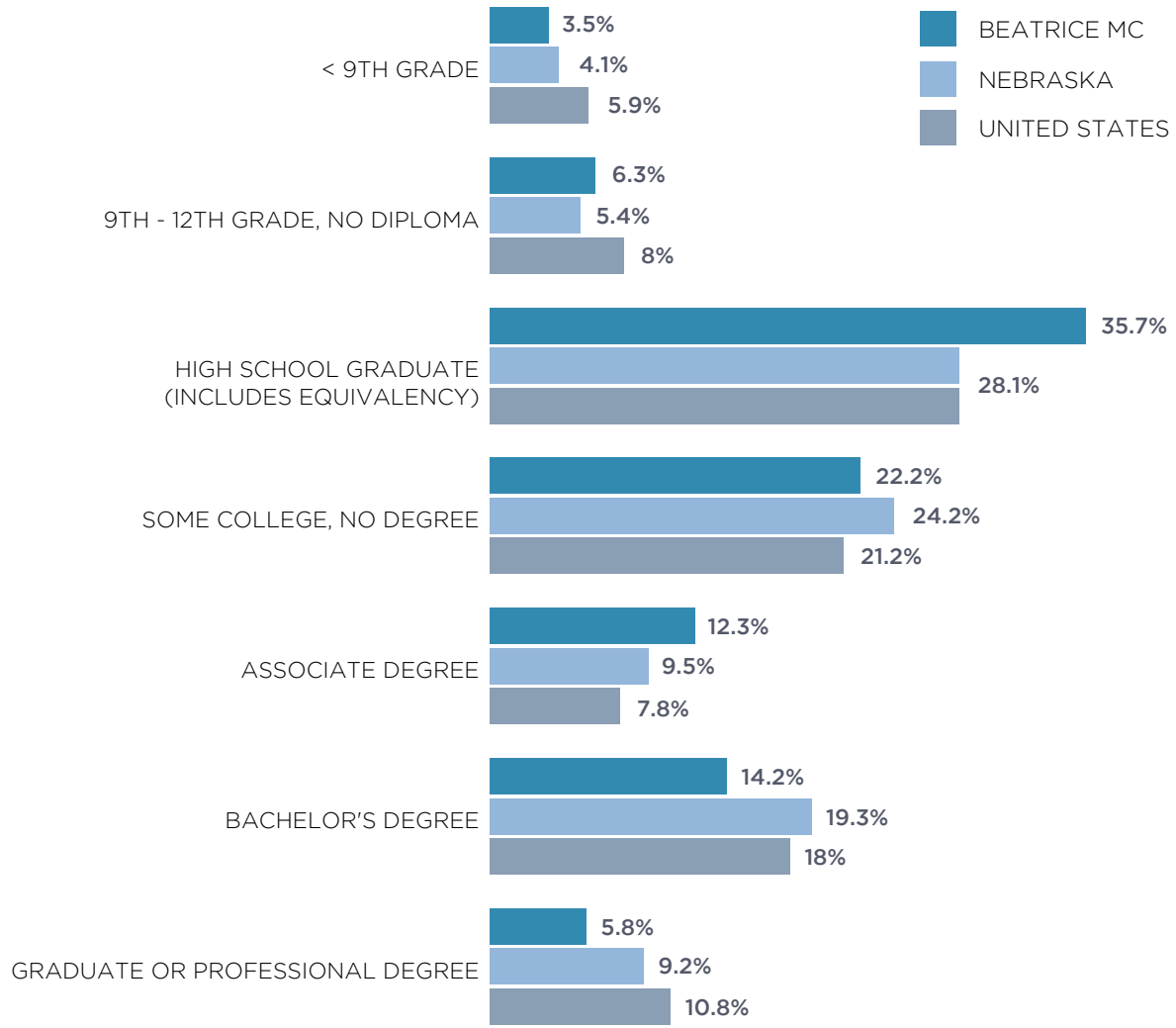
EDUCATIONAL ATTAINMENT
CHANGE IN EDUCATIONAL ATTAINMENT
PUBLIC HIGH SCHOOL GRADUATION RATES, 4-YEAR COHORTS

NEBRASKA GRADUATE OUTCOMES

NEBRASKA POSTSECONDARY GRADUATES
COMMUNITY COLLEGE GRADUATES, 2011 - 2012
STATE COLLEGE GRADUATES, 2011 - 2012
UNK GRADUATES, 2011 - 2012

EDUCATION
BEATRICE MC

EDUCATIONAL ATTAINMENT, 2013



Note: Population age 25 and over.

Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

WHERE TO FIND IT

American Community Survey data on educational attainment is available at factfinder.census.gov.

In 2013, over 90% of the Beatrice MC population age 25 and older possessed a high school degree or GED, and 54.5% of the MC possessed some postsecondary education in 2013. The most commonly reported highest level of educational attainment was a high school diploma or GED at 35.7%, followed by some college, no degree at 22.2%, and bachelor's degree at 14.2%. Over 12% of the MC reported having an associate degree, and 5.8% reported having a graduate or professional degree.

The Beatrice MC had a low rate of postsecondary education compared to state and national residents. MC residents were around 3-5 percentage points less likely than Nebraska and US residents to possess bachelor's or graduate degrees. However, MC residents were 3-5 percentage points more likely than state and national residents to possess associate degrees.

HOW TO USE IT

The educational attainment of Nebraska's workforce may be useful to businesses that are considering expanding into Nebraska. High levels of educational attainment in the population can signal that there is a well-educated labor force for businesses that employ a large proportion of educated "white-collar" employees. Government officials and other social stakeholders may also be interested in the population's educational attainment as a measure of a region's social development.

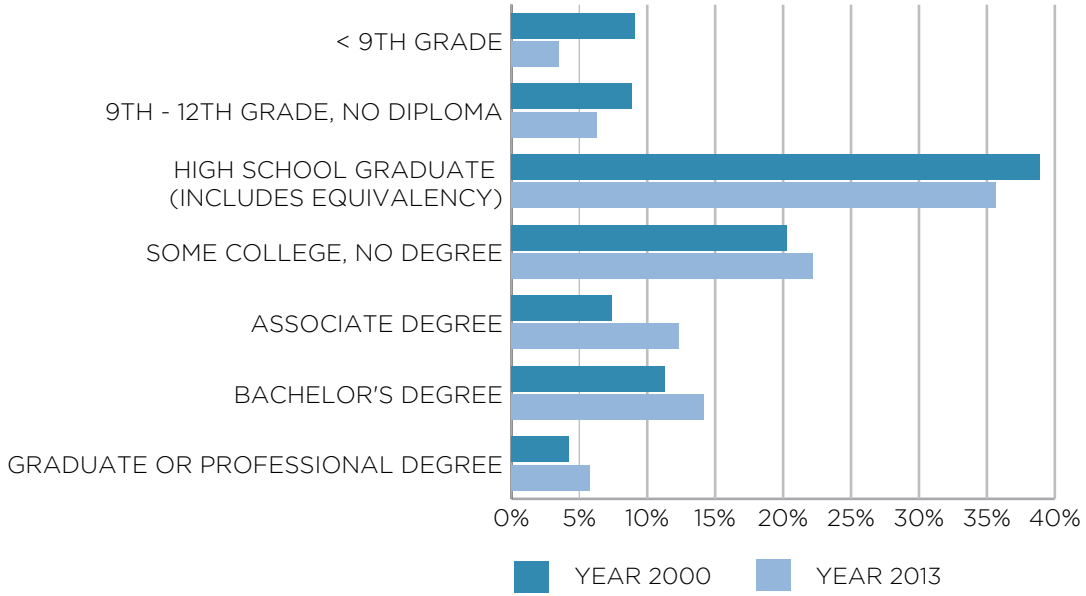
EDUCATIONAL
ATTAINMENT CHANGE

From 2000-2013, the number of Beatrice MC residents who have some postsecondary education increased substantially. While the MC population decreased by 1.7%, the number of MC residents who have associate degrees increased by 62.7%. Additionally, the number of MC residents who have bachelor's degrees increased by 23.7%, and the number who have graduate degrees increased by 36.1%.

Due to increases in educational attainment, MC residents were about 3 percentage points more likely to possess bachelor's degrees in 2013 than in 2000. MC residents were also about 5 percentage points more likely to possess associate degrees in 2013 than in 2000.

HOW TO USE IT

Change in a population's educational attainment may reflect growing demand among businesses for an educated workforce. The rapid increase in associate degrees in particular could suggest that there is increasing demand for technical/trade skills and certifications in the labor force. As the workforce becomes more educated, it may become increasingly necessary for job seekers to possess postsecondary degrees in order to compete with other applicants. Additionally, jobs within the educational sector may increase as it expands to accommodate more students.



	2000	2013	Difference	% Change
Population 25 years and over	15,689	15,415	-274	-1.7%
Less than 9th grade	1,432	545	-887	-61.9%
9th to 12th grade, no diploma	1,396	970	-426	-30.5%
High school graduate (includes equivalency)	6,098	5,507	-591	-9.7%
Some college, no degree	3,178	3,425	247	7.8%
Associate degree	1,162	1,890	728	62.7%
Bachelor's degree	1,769	2,188	419	23.7%
Graduate or professional degree	654	890	236	36.1%

Sources: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014
US Census Bureau, Census 2000, retrieved from American Fact Finder

WHERE TO FIND IT

American Community Survey data on educational attainment is available at factfinder.census.gov.

GRADUATION RATES

PUBLIC HIGH SCHOOL GRADUATION RATES, 4-YEAR COHORTS, 2011 - 2014

	2011 Cohort	2014 Cohort	2014 Graduates	Percentage Point Change
Total	86.1%	89.7%	19,500	3.6%
Gender				
Male	83.4%	87.1%	9,659	3.7%
Female	89%	92.4%	9,841	3.4%
Race				
White (non-Hispanic)	90.2%	92.8%	14,531	2.6%
Hispanic	74.6%	82.8%	2,696	8.2%
Black or African American	67.3%	80.9%	1,086	13.6%
Asian	80.5%	78%	418	-2.5%
American Indian/ Alaska Native	61.2%	68.8%	187	7.6%
Native Hawaiian or Other Pacific Islander	90%	77.4%	24	-12.6%
Two or More Races	88.6%	87.2%	558	-1.4%

Source: Nebraska Department of Education, 2013-2014 State of Schools Report, released 2015

Nebraska has one of the highest high school graduation rates in the nation. In 2014, Nebraska's four-year public school graduation rate was 89.7%. According to the 2015 Nebraska Higher Education Progress Report from the Nebraska Coordinating Commission for Post-Secondary Education, Nebraska had the second highest public school four-year graduation rate in the nation in 2013 at 88.5%. (Iowa had the highest graduation rate at 89.7%). Nebraska's graduation rate has also increased by 3.6 percentage points from 2011 to 2014.

Females are more likely to graduate high school than males. In 2014, the public school female four-year graduation rate was 92.4%, while it was 87.1% for males.

Graduation rates also differ by race/ethnicity. White students were the most likely to graduate from public high schools in four years at 92.8%, compared to only 82.8% of Hispanic students and 80.9% of black students.

HOW TO USE IT

High school graduation rates provide a crude measure of the health of Nebraska's educational system. Nebraska's very high and improving graduation rate will increase the educational attainment of the state's labor force. However, not all racial groups are performing equally well in Nebraska's public schools. Due to Nebraska's rapidly growing minority population, educators are challenged with improving minority students' graduation rates in order to support and improve educational attainment in Nebraska's schools and labor force.

WHERE TO FIND IT

Data on high school graduation rates is available at www.education.ne.gov. From the left navigation pane, select State of the Schools Report, then select 2013-2014 Report.

2011 - 2012 GRADUATES

POSTSECONDARY, WORKING IN NE, 1ST QUARTER 2013

There were approximately 10,900 postsecondary graduates from Nebraska's community colleges, state colleges, and the University of Nebraska-Kearney in the 2011-2012 class. Seventy-five percent of these graduates graduated from community colleges. A majority of community college graduates earned associate degrees, and a majority of state and UNK graduates earned bachelor's degrees.

Seventy-four percent of community college graduates were working in the state in the first quarter of 2013, compared to 62% of state and UNK graduates. Median annual wages were approximately $25,100 for community college associate degree earners, $26,100 for state college bachelor's degree earners, and $27,500 for UNK bachelor's degree earners working in the state.

HOW TO USE IT

Graduate outcomes data tracks the wages, locations, and industries of Nebraska college graduates working in the state. The data shows that most Nebraska graduates, particularly community college graduates, are finding work opportunities in the state. Graduate outcomes wage data may be of special interest to colleges and prospective students who want an estimate of how much graduates from certain colleges and degree programs can expect to make upon graduation.

	Community Colleges		State Colleges		University of Nebraska-Kearney	
	All Graduates	Associate Degrees	All Graduates	Bachelor's Degrees	All Graduates	Bachelor's Degrees
Graduates	8,180	4,617	1,559	1,143	1,167	784
Graduates Working in Nebraska	6,058	3,428	962	700	720	491
% Working in Nebraska	74%	74%	62%	61%	62%	63%
Estimated Average Annual Wage	$24,063	$26,777	$32,711	$26,231	$33,561	$27,058
Estimated Median Annual Wage	$22,051	$25,114	$32,265	$26,092	$32,325	$27,547

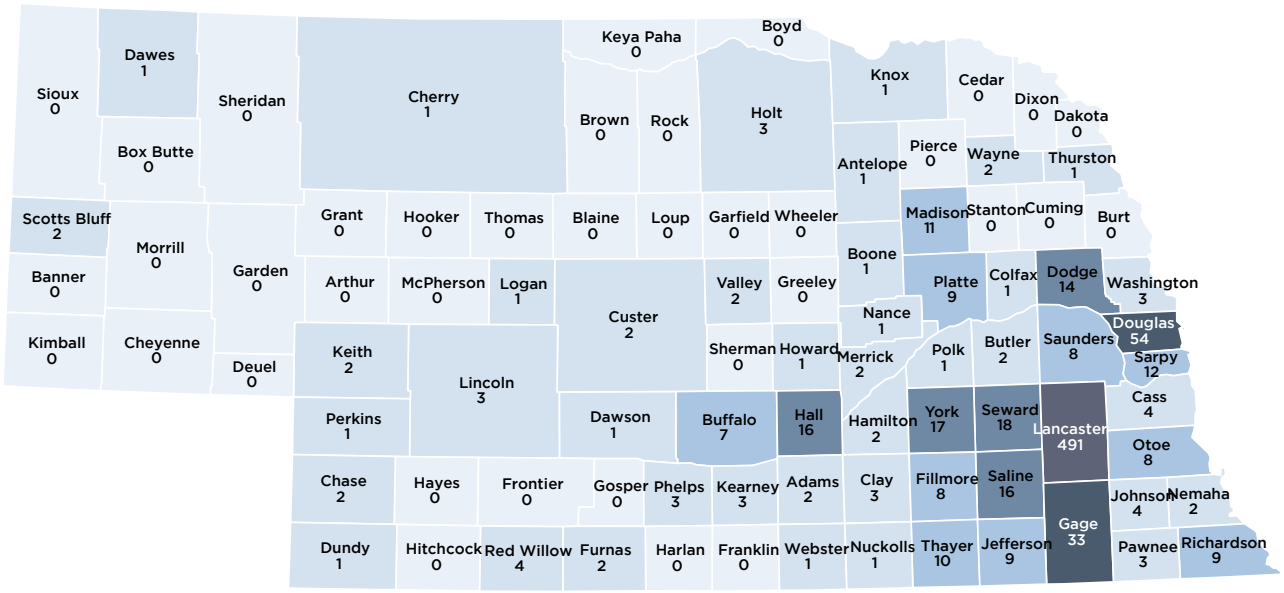
Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, released 2015

WHERE TO FIND IT

Much more detailed information on graduate outcomes is available from the Nebraska Department of Labor at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis, then Publications.

2011 - 2012 GRADUATES

SOUTHEAST COMMUNITY COLLEGE, WORKING IN NE, 1ST QUARTER 2013



Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, released 2015

LEGEND

NUMBER OF GRADUATES

0 | 1 - 4 | 5 - 12 | 13 - 18 | 19 - 54 | 55 - 491

Almost 1,400 or 77% of 2011-2012 Southeast Community College (SCC) graduates were working in Nebraska during the first quarter of 2013. SCC graduates were three percentage points more likely to work in the state than community college graduates overall. The median annual wage for SCC associate degree earners was $27,854, about $2,700 higher than community college graduates statewide.

Thirty-three SCC graduates were employed in the Beatrice MC. Lancaster County had the most SCC graduates working in the state at 491.

The industries employing the most SCC graduates in Nebraska were health care (25.8%), retail trade (13.8%), and manufacturing (10.2%). The most common fields of study among all SCC graduates were Liberal Arts and Sciences (16%) and Business Administration and Management (11.5%).

HOW TO USE IT

Community college graduate outcomes can be used to identify the wages, industries, and highest paying fields of study of community college graduates working in the state. Graduate outcomes data shows that there are many more community college graduates than state college and University of Nebraska-Kearney graduates, and community college graduates are more likely than other graduates to work in the state. Therefore, businesses may be especially interested in community college graduate outcomes as community college graduates comprise a relatively large pool of potential labor.

WHERE TO FIND IT

Much more detailed information on graduate outcomes is available from the Nebraska Department of Labor at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis, then Publications.

2011 - 2012 GRADUATES

STATE COLLEGE, WORKING IN NE, 1ST QUARTER 2013

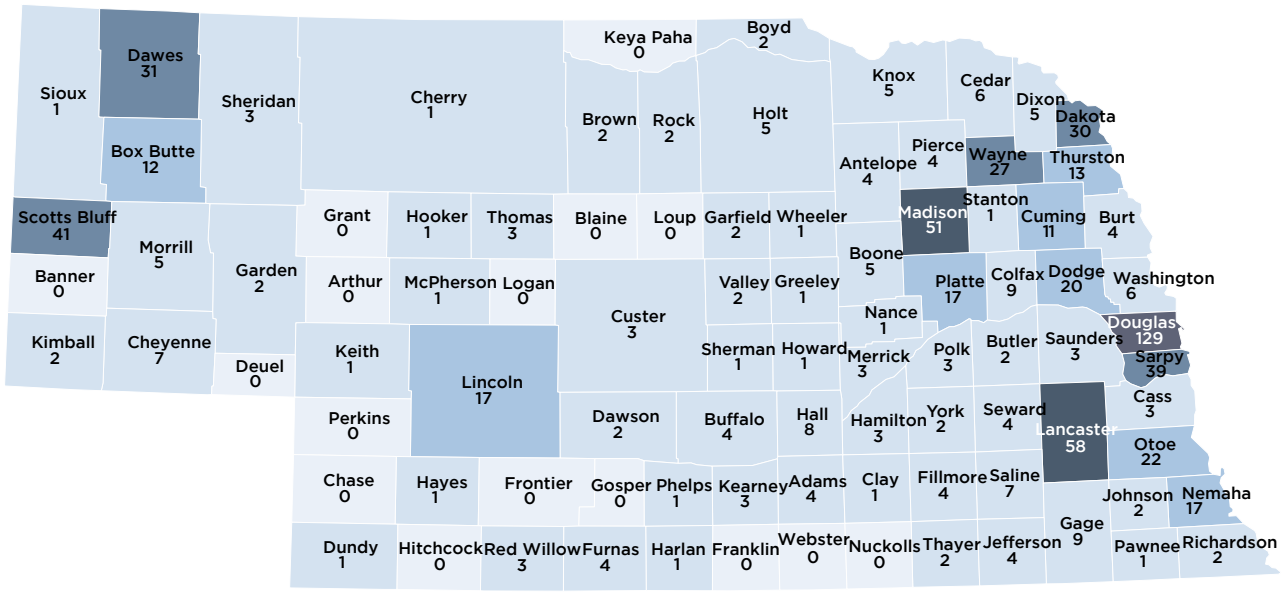
There were 962 2011-2012 state college graduates working in Nebraska during the first quarter of 2013. The median annual wage for bachelor's degree earners working in Nebraska was $22,959 for Chadron graduates, $26,361 for Wayne graduates, and $28,088 for Peru graduates.

There were 9 state college graduates working in the Beatrice MC. Douglas County had the most state college graduates working in the state at 129.

The industries employing the most state college graduates working in Nebraska were educational services (49.5%), retail trade (7.8%), and health care (7.7%). The most common fields of study of all state college graduates were Business Administration and Management (15.2%) and Elementary Education and Teaching (9.8%).

HOW TO USE IT

Graduate outcomes data provides a way to track the movement and wages of state college graduates in Nebraska. The data shows that state college graduates are less likely than community college graduates to remain in the state, although a majority (62%) of them do. Nebraska businesses can use graduate outcome data to help set wages and recruit workers.



Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, released 2015

LEGEND

NUMBER OF GRADUATES

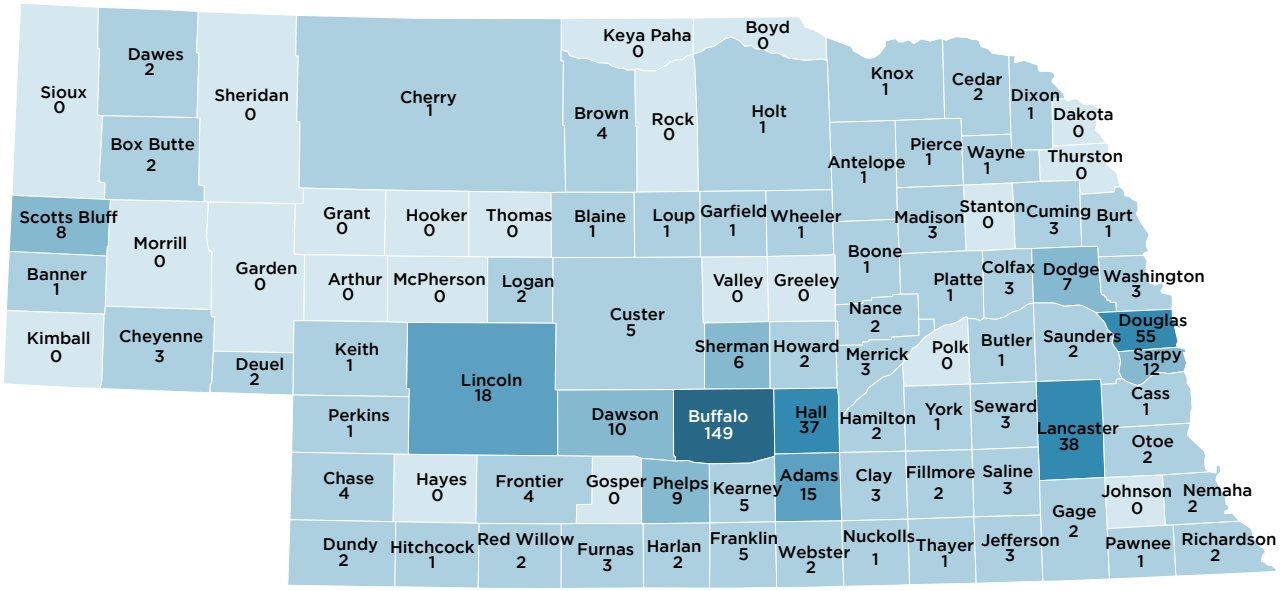
0 | 1 - 9 | 10 - 22 | 23 - 41 | 42 - 58 | 59 - 129

WHERE TO FIND IT

Much more detailed information on graduate outcomes is available from the Nebraska Department of Labor at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis, then Publications.

2011 - 2012 GRADUATES

UNIVERSITY OF NEBRASKA-KEARNEY, WORKING IN NE, 1ST QUARTER 2013



Source: Nebraska Department of Labor, Graduates Outcomes in Nebraska, released 2015

LEGEND

NUMBER OF GRADUATES

0 | 1 - 5 | 6 - 12 | 13 - 18 | 19 - 55 | 56 - 149

WHERE TO FIND IT

Much more detailed information on graduate outcomes is available from the Nebraska Department of Labor at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis, then Publications.

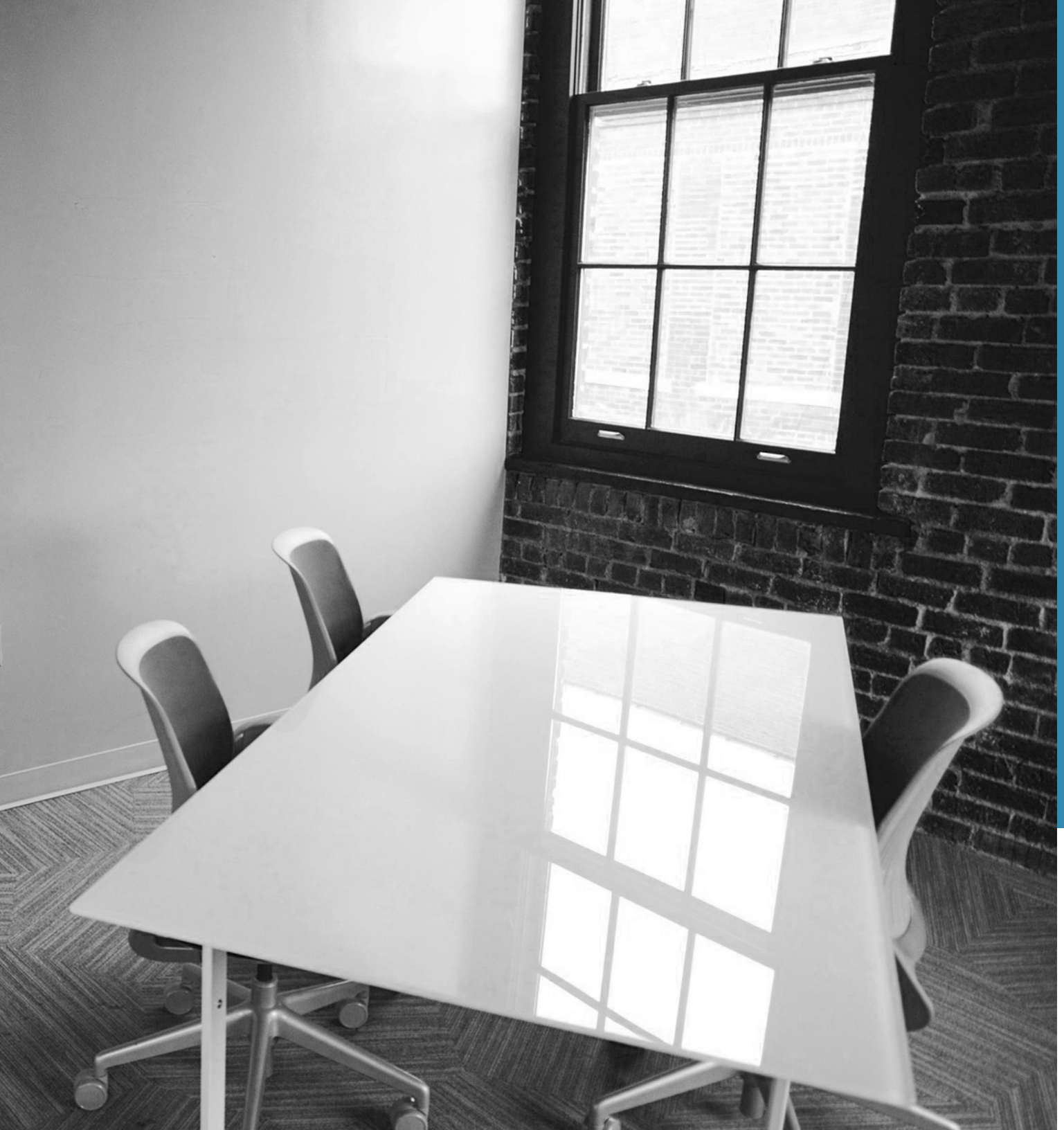
There were 720 2011-2012 UNK graduates working in Nebraska during the first quarter of 2013. Two UNK graduates were working in the Beatrice MC. Buffalo County had the most UNK graduates working in the state at 149, followed by Douglas County at 55.

The industries employing the most UNK graduates in Nebraska were educational services (43.6%), retail trade (10.8%), and health care (8.6%). The most common fields of study of all UNK graduates were Business Administration and Management (11.4%), Elementary Education and Teaching (9.1%), and Operations Management and Supervision (7.2%).

Among bachelor's degree earners, UNK graduates who studied Computer and Information Sciences had the highest average annual wage in the state at $46,414.

HOW TO USE IT

UNK graduate outcomes data provides a way to track the wages and locations of UNK graduates throughout the state. The data shows that UNK graduates are equally likely to find work in the state as state college graduates at 62%, and the median annual wage for UNK bachelor's degree earners was $27,547. Nebraska businesses may want to use graduate outcomes data to set attractive wages and help recruit UNK and state college graduates.



LABOR FORCE

ESTIMATES
U6 RATES
SEASONAL FLUCTUATIONS
LABOR AVAILABILITY
OLDER WORKERS BY COUNTY

COMMUTING

PATTERNS (IN), 2011
PATTERNS (OUT), 2011
COMMUTE TIME

LABOR SUPPLY

BEATRICE MC

LABOR FORCE
ESTIMATES

2013 LABOR FORCE PARTICIPATION RATE, AGES 16 & OVER

Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

	Beatrice MC			Unemployment Rate	
	Labor Force	Employed	Unemployed	Beatrice MC	Nebraska
2007	12,510	12,062	448	3.6%	3%
2008	12,233	11,660	573	4.7%	3.3%
2009	12,015	11,265	750	6.2%	4.6%
2010	11,408	10,752	656	5.8%	4.6%
2011	11,192	10,547	645	5.8%	4.4%
2012	11,195	10,641	554	4.9%	4%
2013	11,170	10,655	515	4.6%	3.8%
2014	11,150	10,681	469	4.2%	3.3%

Note: Data is not seasonally adjusted. Data benchmark year is 2014.

Sources: Nebraska Department of Labor, Local Area Unemployment Statistics, released 2015
Bureau of Labor Statistics, Local Area Unemployment Statistics, released 2015

Labor force is the total civilian non-institutional population 16 years old or older who are employed or unemployed and actively seeking employment. Labor force estimates exclude military personnel and all persons confined to institutions including nursing homes, mental institutions, and prisons. The unemployment rate is the number of unemployed persons divided by the labor force.

In 2014, the Beatrice MC's labor force was approximately 11,200. The MC's unemployment rate for 2014 was relatively low at 4.2%, although it was higher than the statewide rate of 3.3%. Since 2009, the MC's unemployment rate has gradually declined from 6.2% to 4.2%.

At 65.9%, the MC's labor force participation rate (population 16 years and over in the labor force) was lower than the state average of 70.6%.

HOW TO USE IT

The unemployment rate is one way to measure the health of an economy. A low unemployment rate can signal a stable, thriving economy. While a low unemployment rate can reflect economic health, a very low unemployment rate can also make it more difficult for businesses to find workers as the labor pool of unemployed workers is relatively small. Nebraska's low unemployment rate, coupled with its high labor force participation rate, point to a strong, stable economy, which is critical to attracting employers and employees to the state.

WHERE TO FIND IT

State and local data on labor force estimates are available neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis to view the data, or download data by going to the Data Download Center, located under Labor Market Data.

U6 RATES

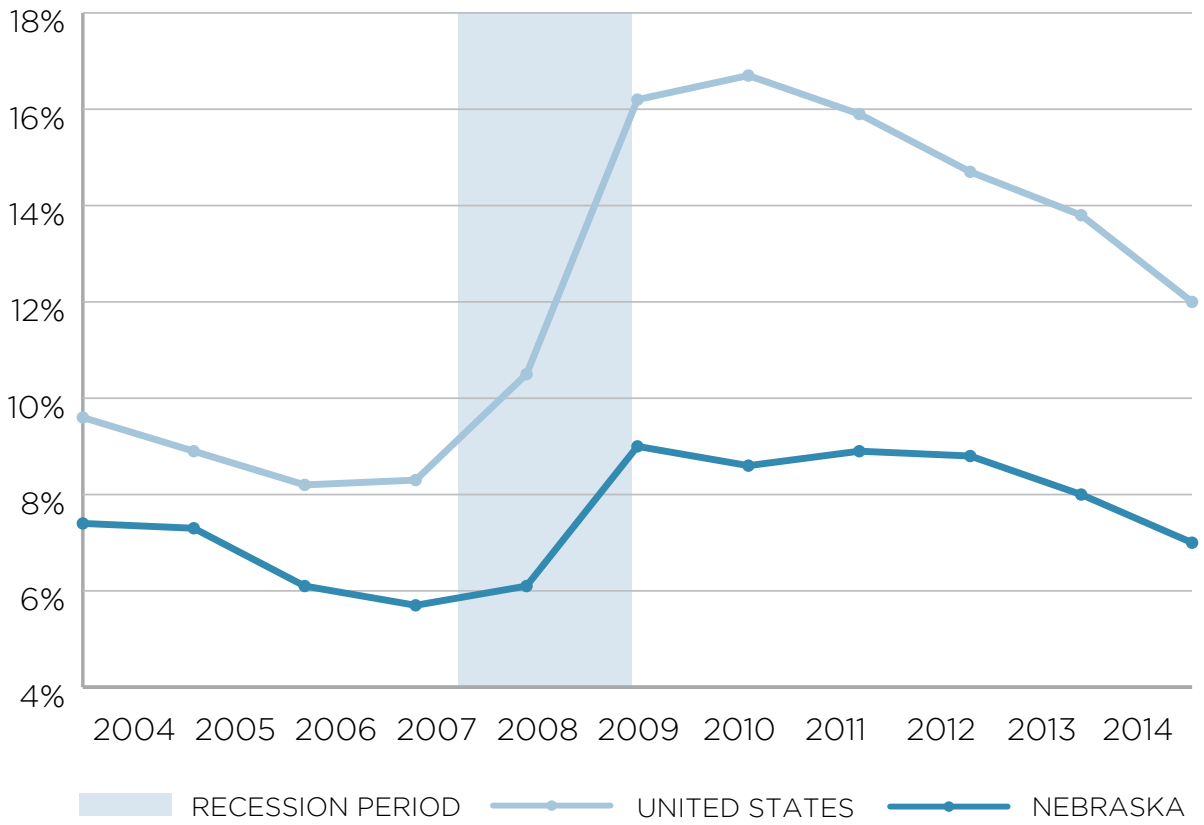
U6 rates are an alternative measure of labor underutilization compared to the traditional unemployment rate. U6 rates measure all unemployed workers, marginally attached workers (discouraged workers who are not employed and have sought work in the past 12 months, but not in the last 4 weeks), and workers employed part-time for economic reasons who desire and are available to work full time.

In 2008, Nebraska's U6 rate was around 6%. The U6 rate jumped to 9% in 2009 after the economic recession hit and stayed close to 9% until 2012. Nebraska's U6 rate was 7% in 2014.

Nebraska's U6 rate has consistently been lower than the US rate. The difference between U6 rates in the US and Nebraska was greatest in 2009 and 2010 after the start of the economic recession. The difference has gradually shrunk since then, albeit not to pre-recession levels.

HOW TO USE IT

Because U6 rates include marginally attached and some part-time workers, they can provide a more expansive measure of workers who are underutilized or left out of the labor force than the traditional unemployment rate. Additionally, trends in the U6 rates over time can help predict unemployment and labor underutilization in the next several years. If U6 rates follow the current trend, then unemployment may continue to decline or level out at the relatively low current rate over the next few years.

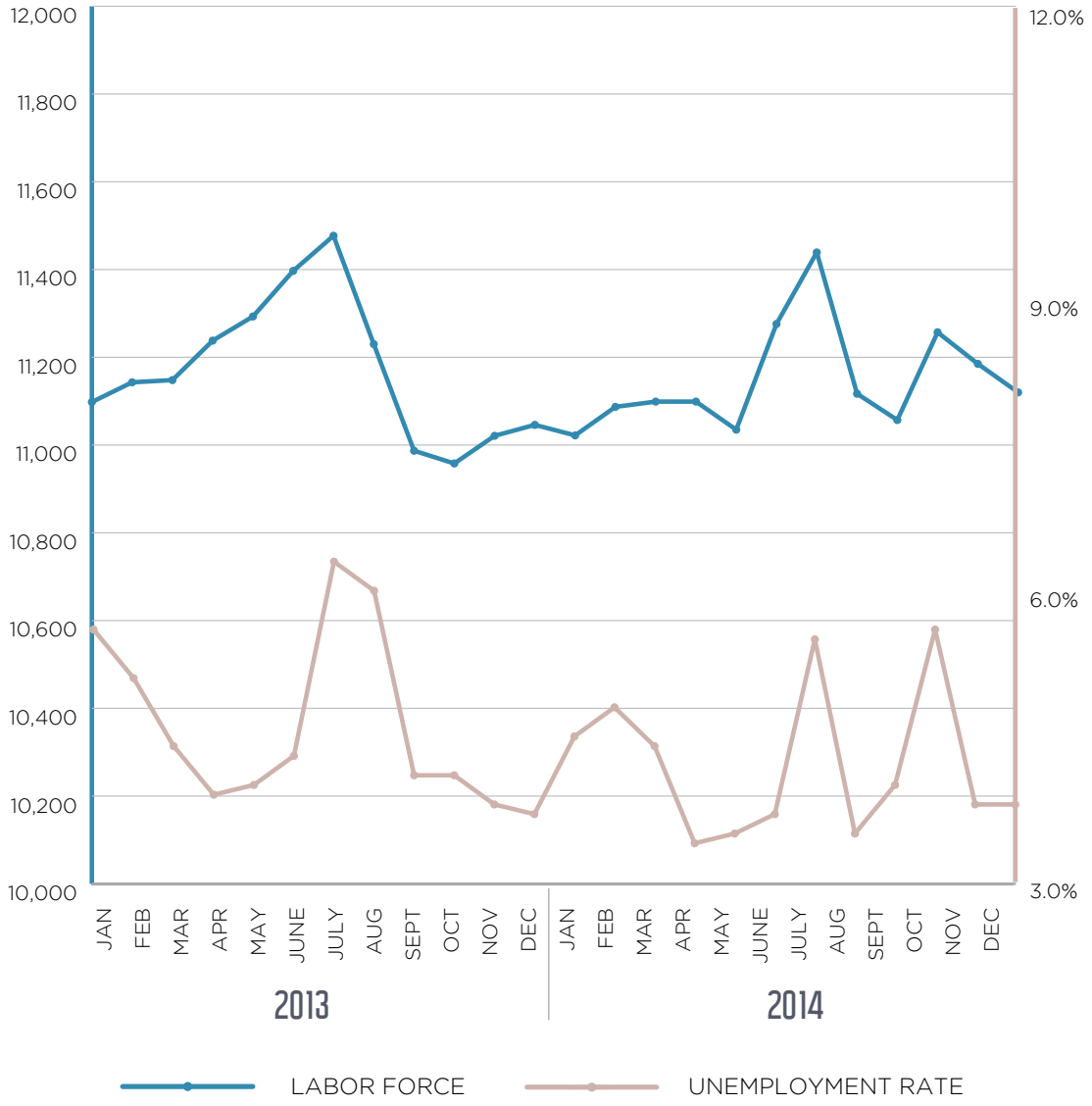


	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
NE	7.4%	7.3%	6.1%	5.7%	6.1%	9%	8.6%	8.9%	8.8%	8%	7%
US	9.6%	8.9%	8.2%	8.3%	10.5%	16.2%	16.7%	15..9%	14.7%	13.8%	12%

Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, most recent data released 2015
Bureau of Labor Statistics, "The Recession of 2007-2009: BLS Spotlight on Statistics," released 2012

WHERE TO FIND IT

Information on U6 rates is available at bls.gov. Under Subjects, select State and Local Unemployment Rates, then select Alternative Measure of Labor Underutilization for States.



Note: Data is not seasonally adjusted. Data benchmark year is 2014.

Source: Nebraska Department of Labor, Local Area Unemployment Statistics, released 2015

LABOR FORCE

SEASONAL FLUCTUATIONS

The labor force and unemployment rate can vary significantly by season. In 2013 and 2014, the labor force was largest during the month of July. The MC labor force rose to over 11,400 in July 2013 and 2014, while the annual labor force average for those years was under 11,200.

The average unemployment rate for the Beatrice MC was 4.6% in 2013 and 4.2% in 2014. When the labor force was largest in July 2013 and 2014, the unemployment rate rose to 6.3% and 5.5% respectively.

HOW TO USE IT

Knowledge of seasonal labor force and unemployment patterns can help predict future labor force and unemployment fluctuations. Businesses can use this knowledge to plan business processes, such as recruitment, and possibly anticipate changes related seasonal economic fluctuations. Harvests, weather changes, holidays, and school openings and closings are examples of some seasonal events that can lead to major fluctuations in the labor force and unemployment rates.

WHERE TO FIND IT

State and local data on labor force estimates are available neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Labor Force Data, or download data by going to the Data Download Center, located under Labor Market Data.

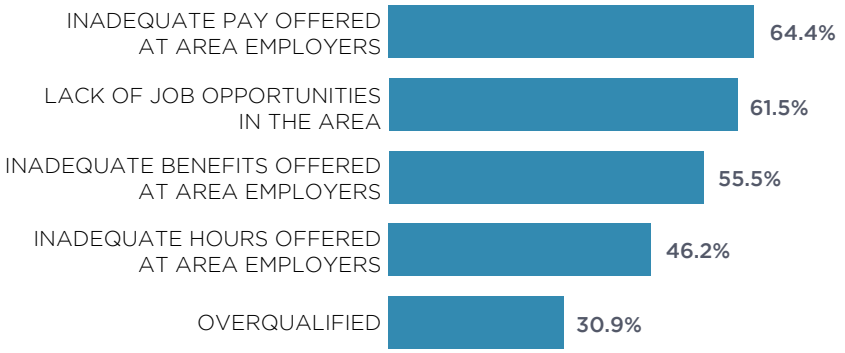
LABOR AVAILABILITY

POTENTIAL JOB SEEKERS

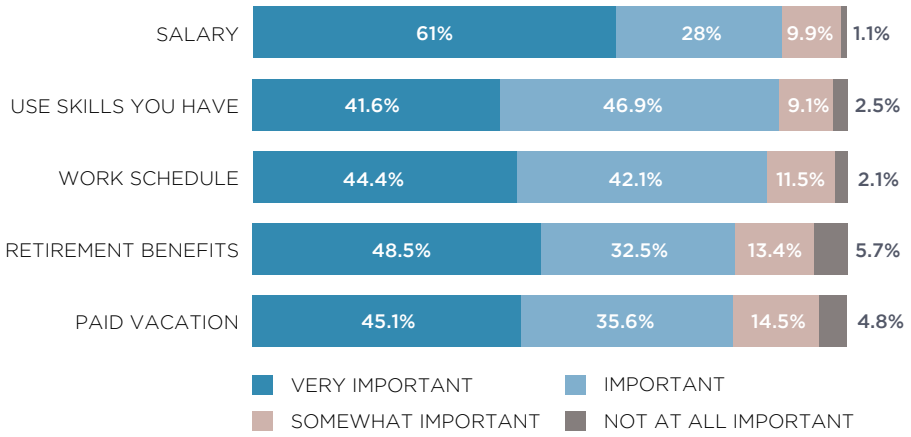
"Labor availability" describes how many people are available and willing to take a new job. In 2014, the Nebraska Departments of Labor and Economic Development began collaborating to conduct a study measuring labor availability in the Lincoln metro area, which includes a portion of the Beatrice MC. The study identified 247,692 potential job seekers or people who indicated that they may accept a new job within the next year. Almost 35% of these job seekers said they were actively seeking work at the time of the survey. Over 86% of potential job seekers were employed, and a majority had a bachelor's degree or higher.

Around 86%-89% of potential job seekers who answered survey questions on factors important to employment reported that salary, use of skills they had, and work schedule were very important or important when choosing a job. Among potential job seekers who reported barriers to employment, the most common barriers were inadequate pay at 64.4% and lack of job opportunities at 61.5%.

BARRIERS TO EMPLOYMENT



IMPORTANT FACTORS WHEN CHOOSING A JOB



WHERE TO FIND IT

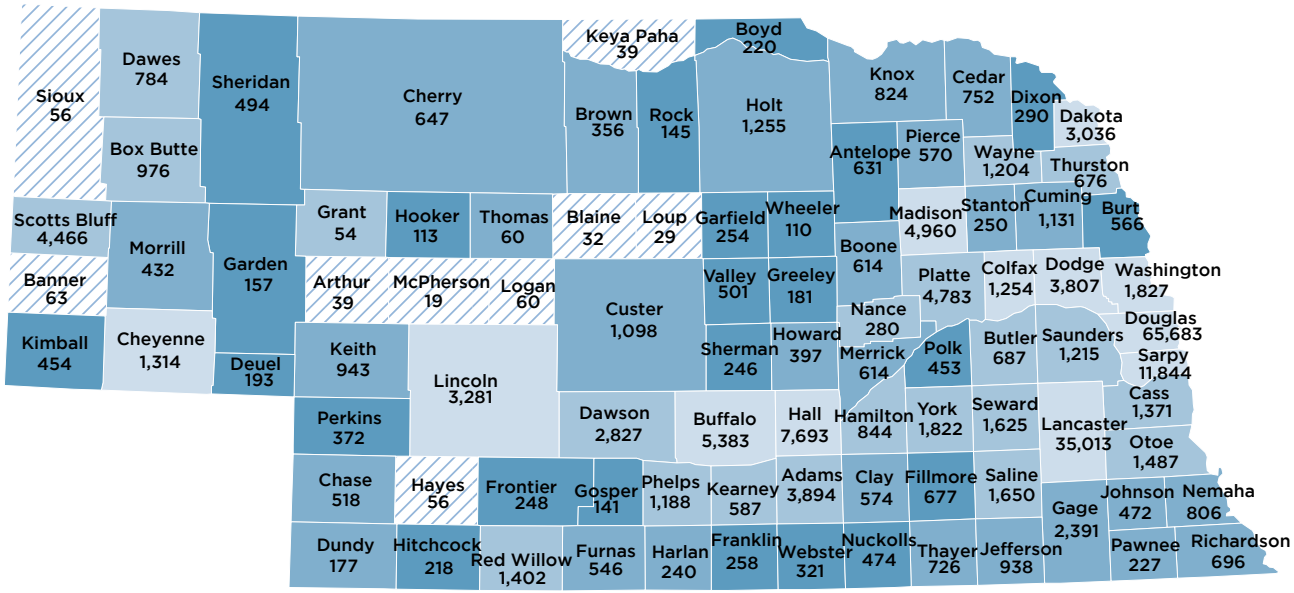
More information on labor availability in the state is available at neworks.nebraska.gov. Under Labor Market Information, select Publications.

Source: Nebraska Department of Labor and Nebraska Department of Economic Development, Lincoln Labor Availability Report, released 2014

HOW TO USE IT

Labor availability provides an estimate of the number of available workers in a region. The data shows that there is a very large pool of mostly employed workers who may be willing to accept a new job. Data on factors important to potential job seekers and employment barriers can also help businesses and economic stakeholders understand what motivates workers to seek new employment and what prevents workers from finding it. Employers and local communities can use this information to develop strategies to recruit new workers and retain their current workforce.

OLDER WORKERS
BY COUNTY, 2013



Source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics, QWI Explorer, released 2014

LEGEND
% OF WORKERS AGE 55+

18.8% - 23.9% | 24% - 26.9% | 27% - 29.9% | 30% + | N/A

WHERE TO FIND IT

The Longitudinal Employment-Household Dynamics program from the US Census provides data on worker age at lehd.ces.census.gov. Under Applications, select QWI Explorer.

Older workers (age 55+) comprise a much larger proportion of Nebraska's workforce than in the recent past, perhaps because of the aging baby boomer population. In 2013, there were over 205,000 workers age 55 and older in Nebraska, comprising 22.5% of the total workforce. In comparison, approximately 113,000 workers and 13.1% of the workforce was 55 and older in 2000, and approximately 161,000 workers and 18% of the workforce was 55 and older in 2007.

Older workers comprise a larger share of the non-MC/MSA workforce than the MC/MSA workforce. Almost 28% of the non-MC/MSA workforce was 55 and older in 2013, compared to 21.6% of the MC/MSA workforce.

Workers age 55 and older comprised 28.6% (2,391 workers) of Beatrice MC's total workforce. Of all Nebraska MC and MSAs, the Beatrice MC had the highest proportion of older workers.

HOW TO USE IT

The growing proportion of older workers in the labor force signals the need for business adaptation. Older workers can contribute valuable experience to businesses. As older workers reach retirement, businesses will need to adjust and fill their positions, possibly with a younger, less experienced workforce.

COMMUTING
PATTERNS, 2011

In-commuters refers to workers who commute into the Beatrice MC for work. The map to the right shows the number of workers who commuted to or within the Beatrice MC for their primary jobs in 2011.

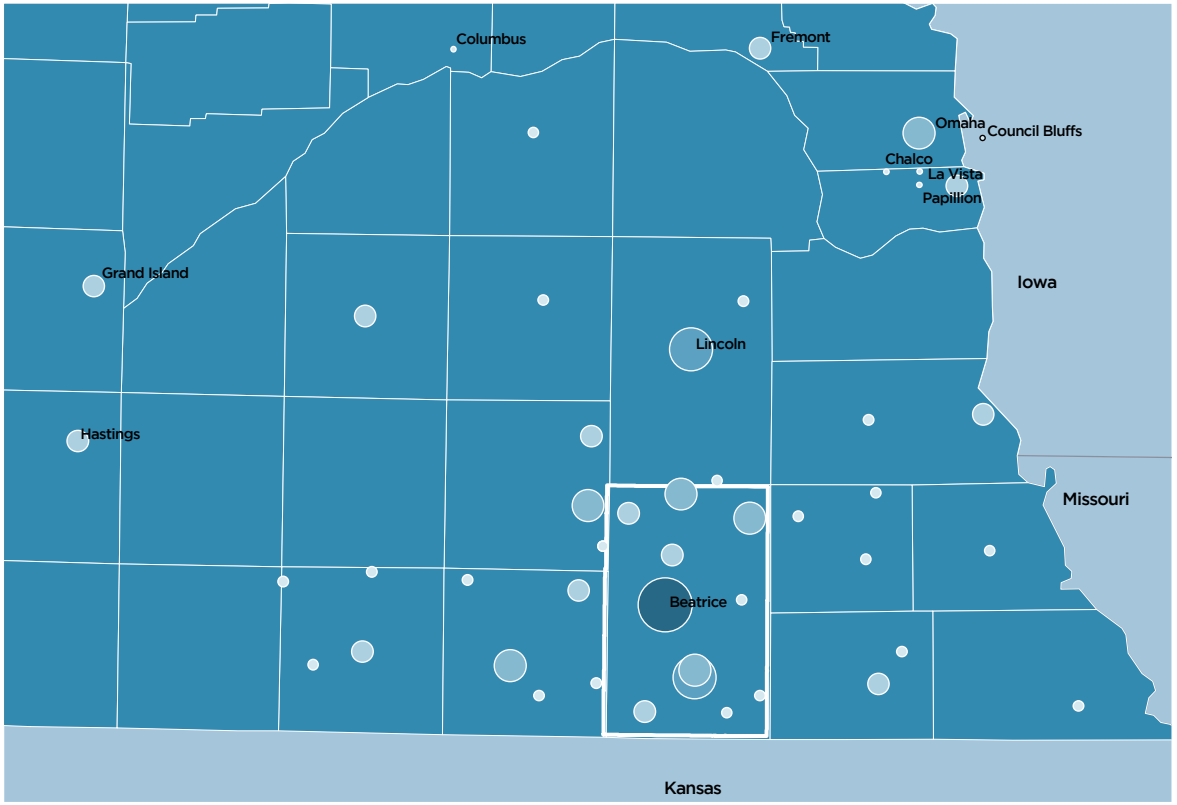
There were 7,947 primary jobs in the Beatrice MC in 2011. MC residents filled approximately 4,900 or 61.7% of those jobs, and 38.3% of the MC workforce commuted from outside of the MC. Approximately 3,200 workers or 40% of the MC workforce commuted from Beatrice city. Lincoln city residents comprised the next largest portion of the MC workforce at 480 workers or 6%.

The Beatrice MC had a large net loss of workers from commuting. Approximately 2,200 more workers commuted out of the MC than commuted into the MC for work.

HOW TO USE IT

Commuting patterns can be used to define local labor pools and labor market areas. For instance, commuting patterns can indicate whether or not to include an area outside of a large population center in a measure of that center's labor pool. If a large proportion of the outside area's population commutes to the larger population center for work, then it could be appropriate to include that region as part of the larger area's labor pool. If very few residents from an outside area commute to that larger population center, then it may not be appropriate to include that region in a measure of the larger area's labor pool.

BEATRICE MC IN-COMMUTERS



Source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics, OnTheMap, released 2013

LEGEND

NUMBER OF IN-COMMUTERS

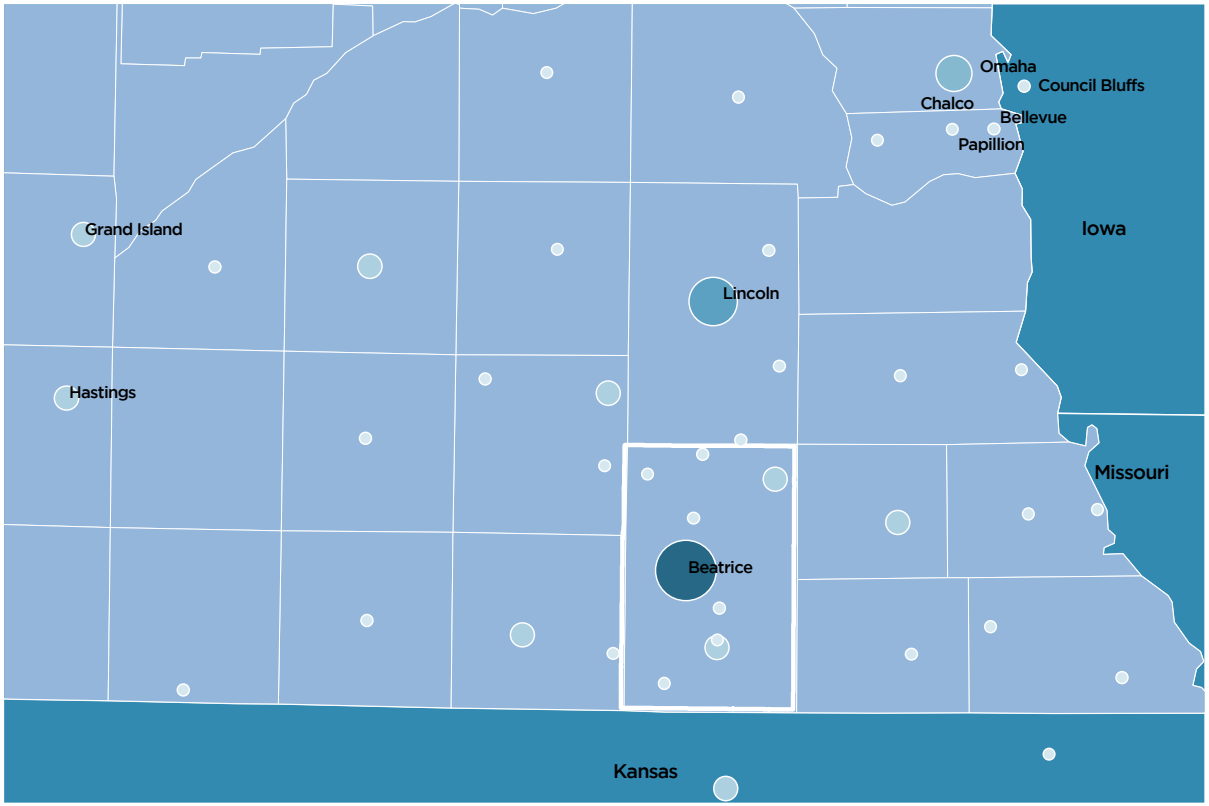
10 - 29 | 30 - 49 | 71 - 112 | 326 - 480 | 3,181

WHERE TO FIND IT

The Longitudinal Employment-Household Dynamics program from the US Census provides commuting data at lehd.ces.census.gov. Under Applications, select OnTheMap.

COMMUTING
PATTERNS, 2011

BEATRICE MC OUT-COMMUTERS



Source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics, OnTheMap, released 2013

LEGEND

NUMBER OF OUT-COMMUTERS

10 - 63 | 82 - 186 | 599 | 1,938 | 3,458

WHERE TO FIND IT

The Longitudinal Employment-Household Dynamics program from the US Census provides commuting data at lehd.ces.census.gov. Under Applications, select OnTheMap.

Out-commuters refers to Beatrice MC residents who commute out of the MC for work. The map to the left shows areas where MC residents commuted for their primary jobs in 2011.

There were 10,175 MC residents with primary jobs in 2011. Approximately 4,900 or 48.2% of these residents commuted within the MC for work, and 51.8% of MC residents left the MC for work. Approximately 6,000 workers or 58.9% of the MC working population worked in the cities of Beatrice, Lincoln or Omaha. Thirty-four percent of MC workers worked in Beatrice, 19% worked in Lincoln, and 5.9% worked in Omaha.

The Beatrice MC had more out-commuters and in-commuters in 2011. Approximately 2,200 more workers commuted out of the MC than commuted into the MC for work.

HOW TO USE IT

Commuting data that compares net in-commuting and out-commuting can indicate whether or not a region has attractive work opportunities. Regions which have more in-commuters than out-commuters may have more work opportunities and higher wages than surrounding areas. In contrast, regions which have a higher proportion of workers leaving that region for work than coming into that region for work may have fewer work opportunities and less appealing wages than surrounding areas.

COMMUTE TIME
2013

The mean travel time of workers in the Beatrice MC was 21 minutes in 2013. Almost a third of MC residents commuted less than 10 minutes to work. Over a quarter commuted between 10 and 20 minutes, and almost 40% commuted 20 minutes or more.

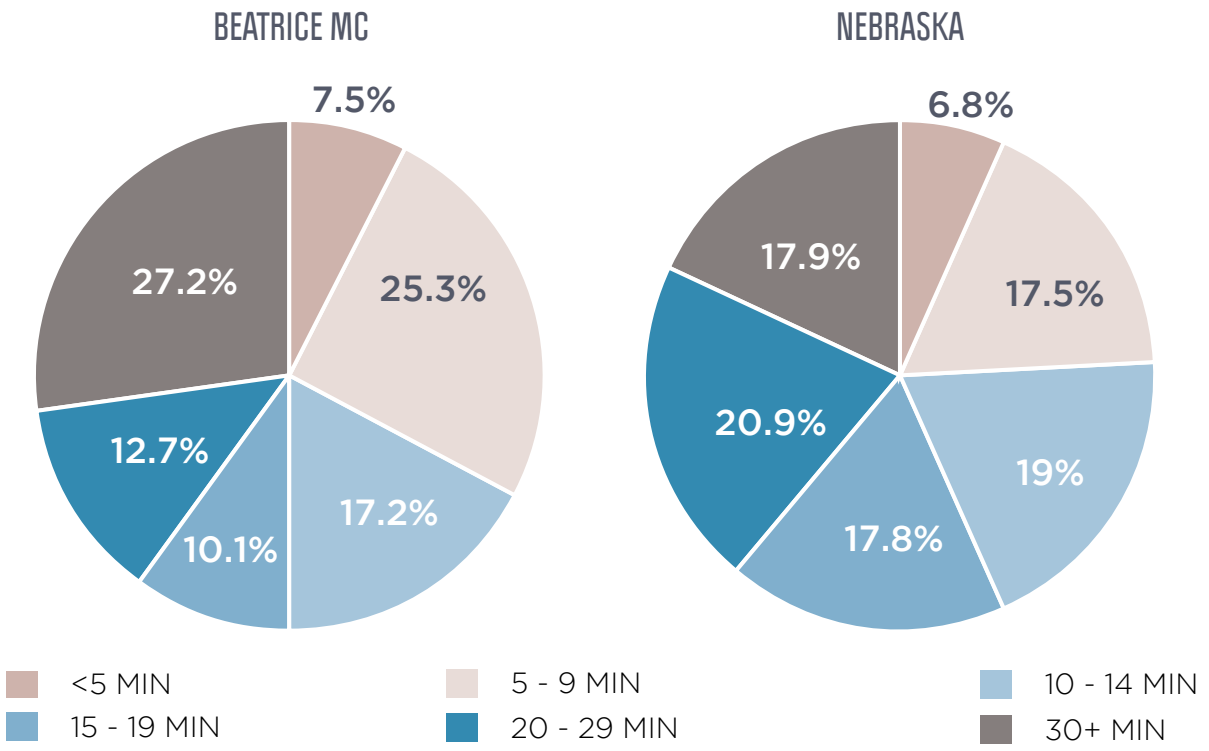
Beatrice MC residents had a higher proportion of very long and very short commutes than Nebraskans statewide. MC workers' mean commute of 21 minutes was longer than the statewide average of 18.1 minutes due to the higher proportion of MC residents who commuted 30 minutes or more (27.2% v. 17.9% respectively). MC residents were also more likely than Nebraskans statewide to commute less than 10 minutes (32.8% v. 24.3% respectively).

HOW TO USE IT

Commuting statistics are one way to estimate how long workers may be willing to travel for work and the geographic regions where businesses could recruit workers. Businesses in regions where a high proportion of workers have longer commutes may be more likely to draw workers from a broader geographic area than businesses in regions where workers have shorter commutes.

WHERE TO FIND IT

American Community Survey data on commuting is available at factfinder.census.gov.

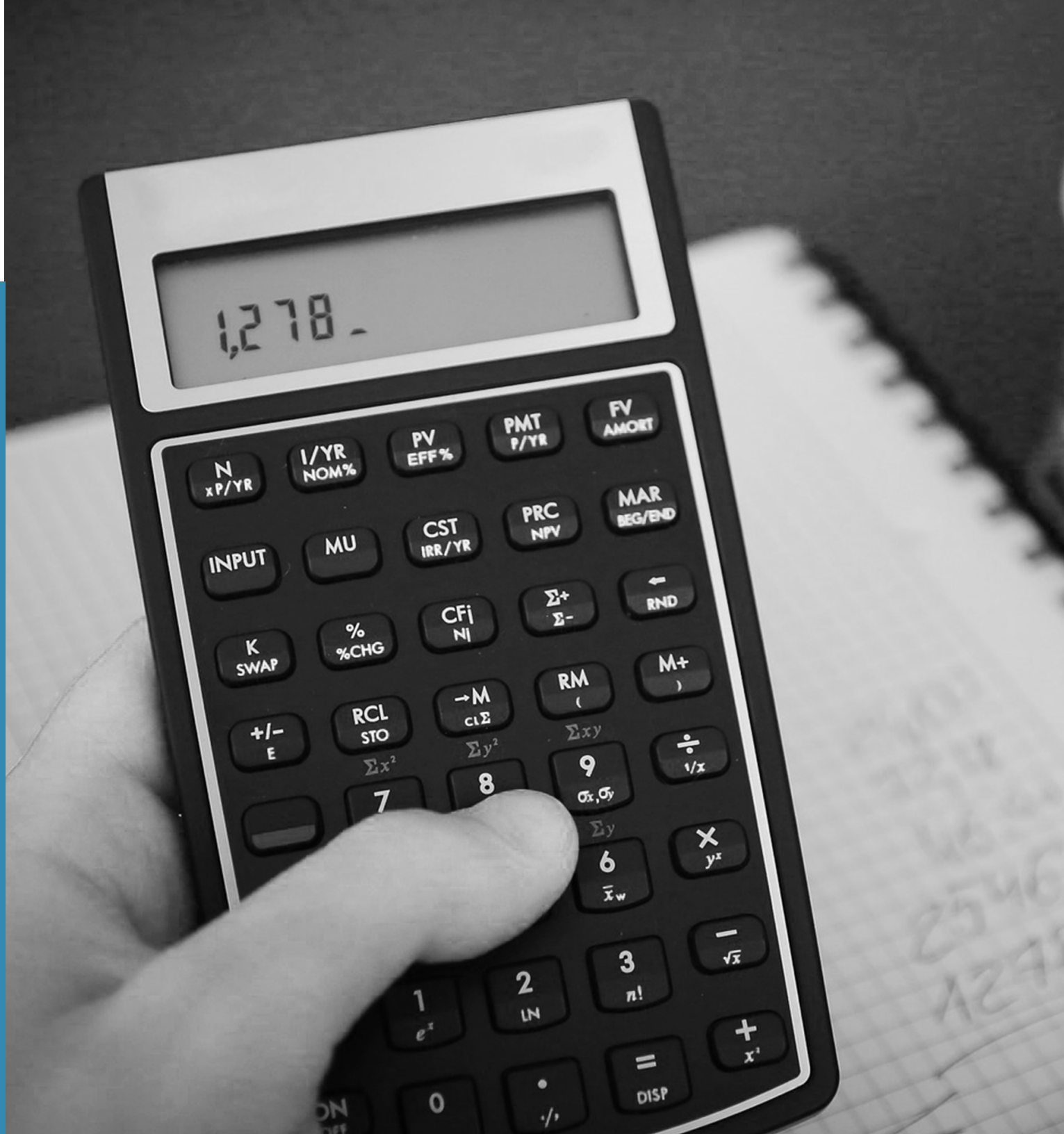


	Beatrice MC		Nebraska	
Commute Time	Population	%	Population	%
<5 minutes	777	7.5%	60,905	6.8%
5 to 9 minutes	2,622	25.3%	156,957	17.5%
10 to 14 minutes	1,782	17.2%	170,352	19.0%
15 to 19 minutes	1,046	10.1%	159,267	17.8%
20 to 29 minutes	1,313	12.7%	187,161	20.9%
30+ minutes	2,811	27.2%	160,098	17.9%
Total	10,351	100.0%	894,740	100.0%

Note: Population age 16 and over.
Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

WAGES & COMPENSATION

BEATRICE MC



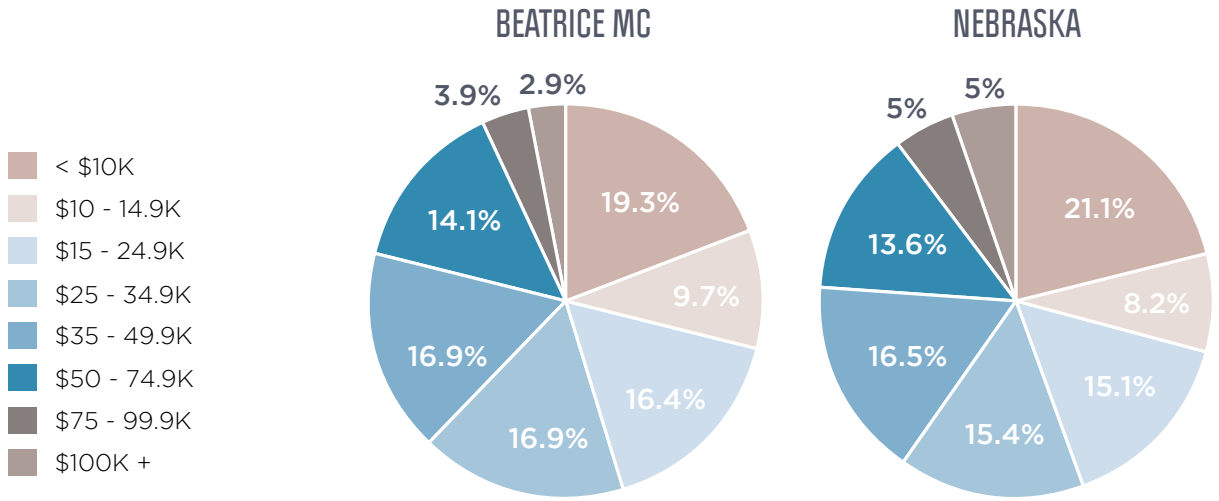
EARNINGS
2013

Twenty-nine percent of Beatrice MC residents age 16 and over earned less than $15,000 a year in 2013, and 16%-17% earned $15,000-$25,000, $25,000-$35,000, and $35,000-$50,000 respectively. Under 21% of the MC population earned more than $50,000 as about 14% of MC residents earned $50,000-$75,000 and 6.8% earned $75,000 or more annually.

The Beatrice MC has a slightly lower proportion of very high earners (workers who earned $75,000 or more annually) and very low earners (workers who earned less than $10,000 annually) than the state. Under 7% of MC residents earned $75,000 or more annually, compared to 10.1% statewide. Additionally, 19.3% of MC residents earned less than $10,000 annually, compared to 21.1% statewide.

HOW TO USE IT

The earnings in a region should be viewed along with the relative cost of living. Although a region may have a higher percentage of lower income earners, the earnings in that region may be able to buy a better quality of life than in other regions due to low cost of living. For instance, according to the CNN Money's cost of living calculator, a salary of $25,000 in Omaha, Nebraska would be the equivalent to a higher salary of $27,468 in Hastings, NE; $30,419 in Denver, CO; and $40,068 in Washington, DC.



	Beatrice MC		Nebraska	
	Total	%	Total	%
<$10,000	2,364	19.3%	224,864	21.1%
$10,000-$15,000	1,189	9.7%	86,880	8.2%
$15,000-$25,000	2,003	16.4%	161,065	15.1%
$25,000-$35,000	2,065	16.9%	164,474	15.4%
$35,000-$50,000	2,066	16.9%	176,058	16.5%
$50,000-$75,000	1,727	14.1%	145,021	13.6%
$75,000-$100,000	472	3.9%	53,815	5%
>$100,000	361	2.9%	53,564	5%
Total	12,247	100.0%	1,065,741	100.0%

Note: Population age 16 and older.
Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

WHERE TO FIND IT

American Community Survey data on population earnings is available at factfinder.census.gov. CNN Money's cost of living calculator is available at http://money.cnn.com/calculator/pf/cost-of-living/.

MEDIAN EARNINGS
BY EDUCATIONAL ATTAINMENT, 2013

				Beatrice MC	Nebraska
	Male	Female	Difference	Total	Total
Population 25 years and over with earnings	$37,230	$25,019	$12,211	$31,045	$33,359
Less than high school graduate	$18,750	$15,000	$3,750	$17,091	$21,832
High school graduate (includes equivalency)	$31,728	$20,133	$11,595	$25,477	$27,017
Some college or associate degree	$38,337	$25,698	$12,639	$31,085	$31,502
Bachelor's degree	$52,951	$36,546	$16,405	$45,234	$43,490
Graduate or professional degree	$55,598	$56,548	-$950	$56,051	$57,076

Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

Median earnings increase dramatically with higher levels of educational attainment. The median earnings of Beatrice MC residents with a high school degree was approximately $25,000 in 2013. Median earnings increase to approximately $45,000 for residents with bachelor's degrees, and approximately $56,000 for residents with graduate or professional degrees.

Typically, statewide earnings were slightly higher than MC earnings. However, Beatrice MC residents with bachelor's degrees had slightly higher earnings than Nebraskans statewide. The largest difference between MC and state earnings was at the less than high school graduate level, where statewide earnings were 27.7% higher than MC earnings.

HOW TO USE IT

Data on median wages by educational attainment can be used to show the benefits of a post-secondary education. Students can use median wage information to make decisions that will put them on track to earn their desired wages. Educational earnings data, along with occupational and industry wage data, can also help workers gauge how their current wages compare to workers with similar characteristics.

WHERE TO FIND IT

American Community Survey data on earnings by educational attainment is available at factfinder.census.gov.

INDUSTRY EARNINGS
BY GENDER, 2013

In 2013, the highest paying industry for men in the Beatrice MC was finance and insurance with an average annual wage of approximately $90,000. The highest paying industry for women was utilities with an average annual wage of approximately $56,000.

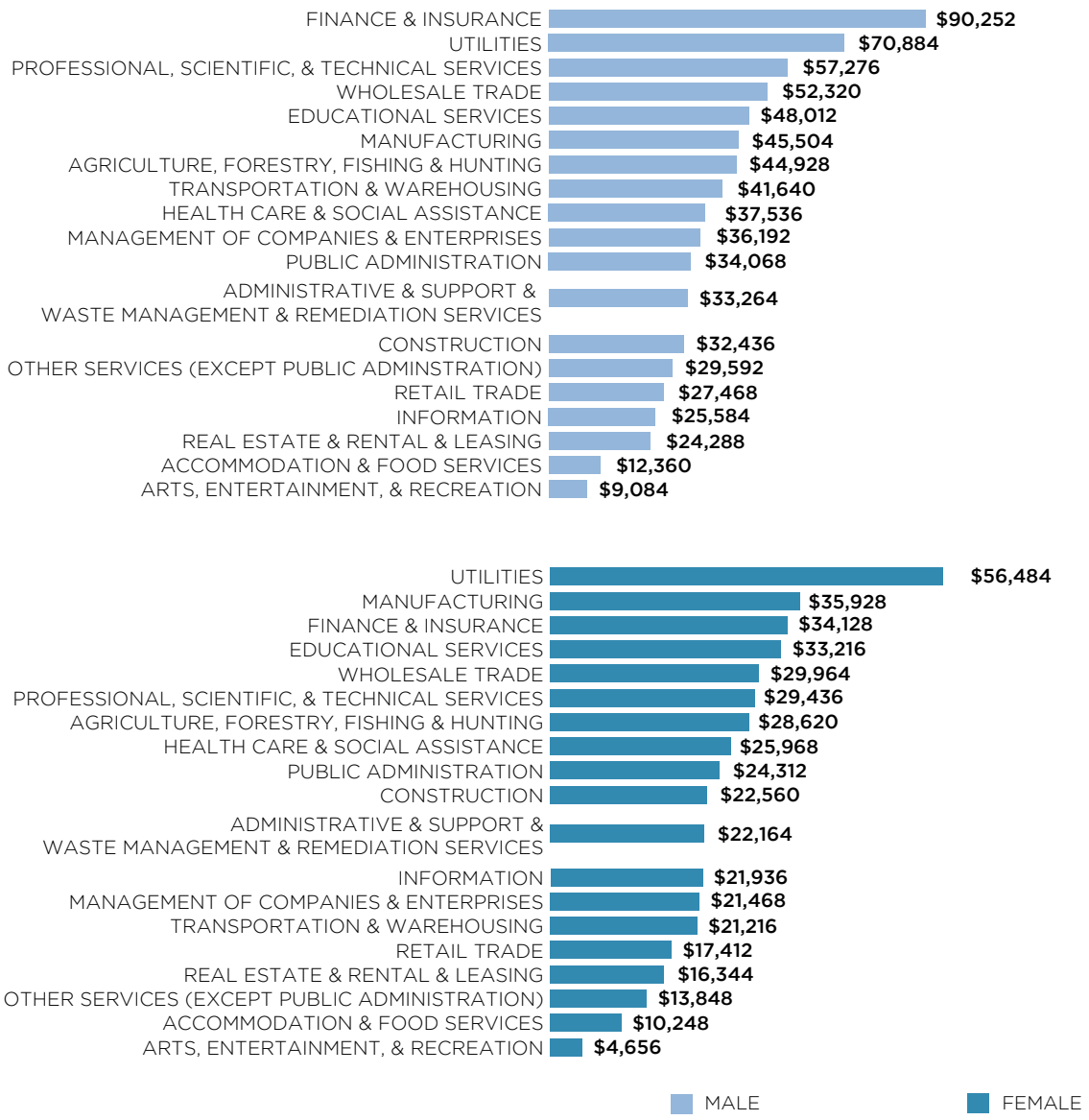
The arts, entertainment, and recreation industry had the lowest wages for men and women. Average annual wages in the arts, entertainment, and recreation industry were approximately $9,000 for men and $5,000 for women.

HOW TO USE IT

Data on industry earnings by gender provides a way to identify how high and low paying industries can vary by gender. Prospective job seekers and students may be interested in industry earnings by gender as it can provide a more precise estimate of an industry's typical wages.

WHERE TO FIND IT

The Longitudinal Employment-Household Dynamics program from the US Census provides data on earnings by industry and gender at lehd.ces.census.gov. Under Applications, select QWI Explorer.



Notes: No data available for Mining, Quarrying, and Oil and Gas Extraction Industry.
QWI Explorer provides monthly earnings data. Annual earnings were calculated by multiplying monthly earnings by 12.

Source: US Census Bureau, Longitudinal Employer-Household Dynamics, QWI Explorer, released 2014

4TH QUARTER WAGES, 2014
BY OCCUPATIONAL GROUPS

	Hourly Wages			Annual Median	
Occupational Group	Median	Entry	Experienced	Beatrice MC	Nebraska
Total all occupations	$13.80	$9.05	$20.78	$28,690	$32,470
Management	$33.93	$13.44	$48.05	$70,569	$86,019
Business & Financial Operations	$26.67	$17.71	$36.01	$55,470	$58,513
Computer & Mathematical	$26.79	$19.34	$36.71	$55,716	$69,491
Architecture & Engineering	$30.58	$18.57	$39.64	$63,611	$64,738
Life, Physical, & Social Science	$26.53	$20.32	$30.03	$55,181	$54,045
Community & Social Services	$14.62	$11.57	$18.25	$30,407	$33,346
Legal	$28.68	$25.46	$40.31	$59,657	$58,882
Education, Training, & Library	$18.20	$12.74	$24.20	$37,861	$43,327
Arts, Design, Entertainment, Sports, & Media	$28.95	$13.26	$34.54	$60,213	$36,849
Healthcare Practitioners & Technical	$22.49	$14.79	$35.98	$46,782	$54,335
Healthcare Support	$12.68	$10.64	$14.46	$26,365	$26,381
Protective Service	$17.41	$12.12	$22.16	$36,212	$37,146
Food Preparation & Serving-Related	$8.81	$8.27	$9.34	$18,315	$18,851
Building & Grounds Cleaning & Maintenance	$11.15	$8.34	$13.06	$23,176	$22,385
Personal Care & Service	$9.11	$8.27	$10.40	$18,965	$20,757
Sales & Related	$11.67	$8.48	$19.31	$24,270	$24,892
Office & Administrative Support	$12.66	$8.81	$16.00	$26,327	$29,694
Farming, Fishing, & Forestry	$14.45	$11.20	$16.70	$30,073	$28,433
Construction & Extraction	$16.24	$12.69	$21.90	$33,780	$36,184
Installation, Maintenance, & Repair	$18.39	$14.23	$23.20	$38,245	$39,186
Production	$14.64	$11.75	$18.41	$30,448	$31,116
Transportation & Material Moving	$13.04	$9.03	$15.99	$27,125	$30,290

Source: Nebraska Department of Labor, Occupational Employment Statistics, released 2015

The table to the left gives the entry, median, and experienced wages for all major occupational groups in the Beatrice MC for the fourth quarter of 2014. Median MC wages were lower than median statewide wages in 17 of 22 major occupational groups. The largest percent increase from MC to statewide wages was in Computer and Mathematical Occupations, where state wages were 24.7% higher than MC wages.

WHERE TO FIND IT

Occupational employment data is available at neworks.nebraska.gov. Under Labor Market Information, select Employment and Wage Data.

HOW TO USE IT

Occupational wage data provides a convenient means to identify typical wages by occupations and occupational groups. Employers can use occupational wage data to offer employee wages that are competitive with other wages in the region. Workers can also use occupational wage data to gauge how their wages compare to other workers in similar occupations and with similar levels of experience. Additionally, students can use wage data to pick occupational paths that are most likely to meet their earnings requirements.

TOTAL COMPENSATION

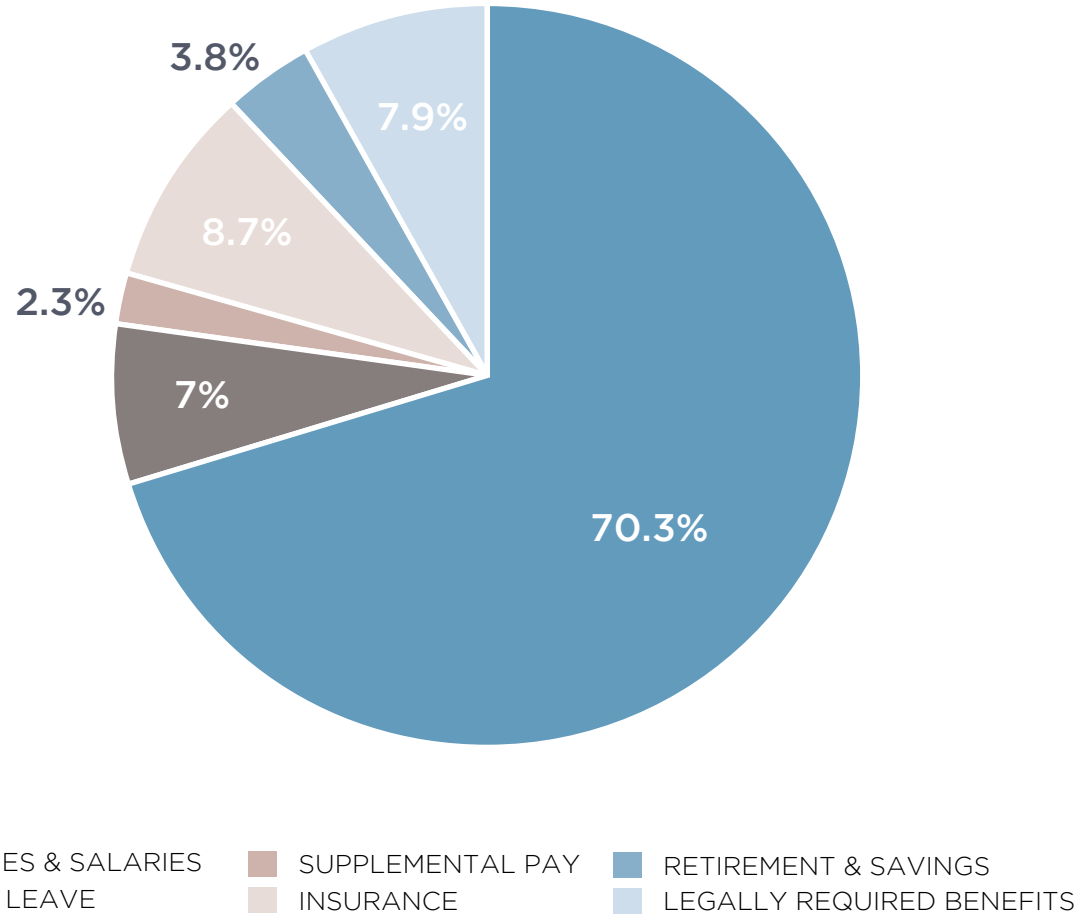
Employee compensation cost is greater than the sum of employee wages. Non-wage/ salary employee compensation includes paid leave, insurance, retirement, social security and Medicaid, and more. The chart on the right breaks down total employee compensation cost for private industry workers in the West North Central Division (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, and Missouri).

About 70% of employee compensation cost was wages and salaries in December 2014. Insurance was the second largest compensation cost at 8.7%, following by legally-required benefits (e.g. social security and Medicare, worker's compensation) at 7.9%, and paid leave at 7%. Retirement and savings accounted for 3.8% of employee compensation costs, and supplemental pay (e.g. overtime, bonuses) accounted for 2.3%.

HOW TO USE IT

Total compensation data provides a more accurate estimate of employee compensation cost than wage/salary cost alone. Estimates of employee compensation cost through wages/ salaries alone would greatly underestimate total employee compensation cost. Businesses can use total compensation data to estimate employment costs and compare their employee compensation costs with the regional average.

WEST NORTH CENTRAL REGION, DECEMBER 2014



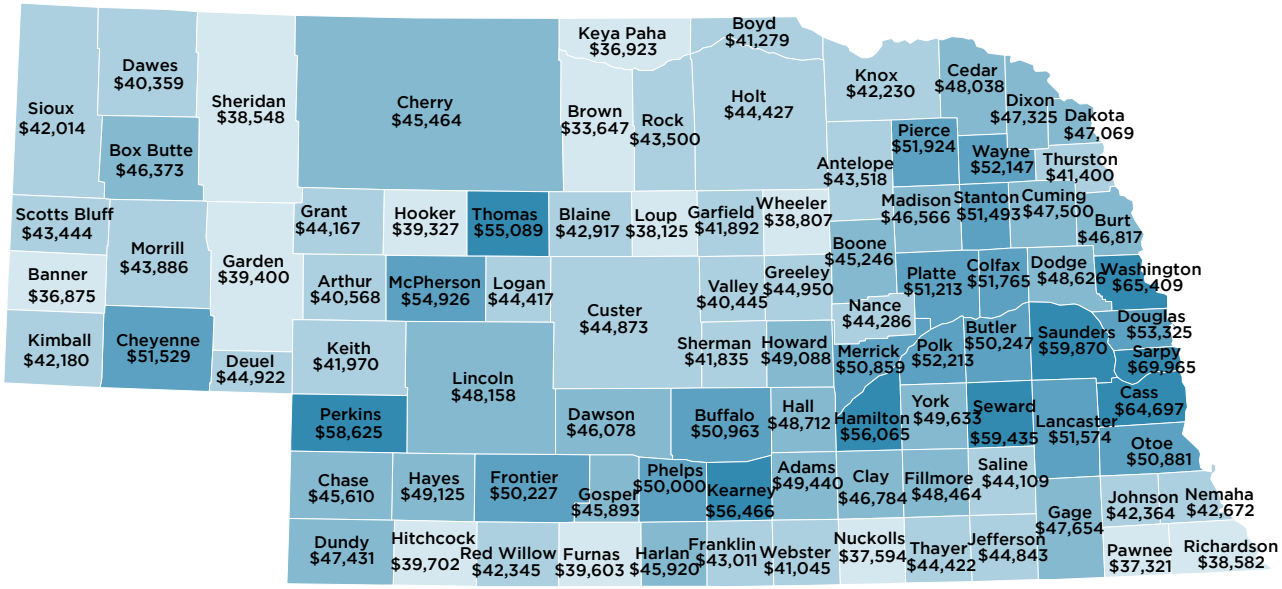
Source: Bureau of Labor Statistics, National Compensation Survey, released 2015

WHERE TO FIND IT

Compensation data from the National Compensation Survey is available at www.bls.gov/ncs/.

HOUSEHOLD INCOME

MEDIAN BY COUNTY, 2013



Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

LEGEND

MEDIAN HOUSEHOLD INCOME

$33,647 - $39,999 | $40,000 - $44,999 | $45,000 - $49,999 | $50,000 - $54,999 | $55,000 - $69,965

WHERE TO FIND IT

American Community Survey data on median household income is available at factfinder.census.gov.

The Beatrice MC's median household income was $47,654 in 2013. The median household income in Nebraska was $51,672 in 2013, slightly lower than the national median household income of $53,046.

Counties with higher median household incomes tended to be concentrated near the state's largest population centers. A majority of the counties with median household incomes in the highest income category of $55,000 or more were located in the Omaha, Lincoln, or Grand Island MSAs.

Sarpy County in Omaha had the highest median household income of just under $70,000. Brown County had the lowest median household income of under $34,000.

HOW TO USE IT

Household income estimates are widely used by public and private sectors to track income characteristics for economic and business planning. While earnings data provides an estimate of the income generated by a single individual, household income provides an estimate of the combined earnings of a household. Households may differ from families. The American Community Survey from the US Census defines households as all people, related or not, living within the same housing unit, while it defines families as a householder living with one or more relatives in a housing unit.

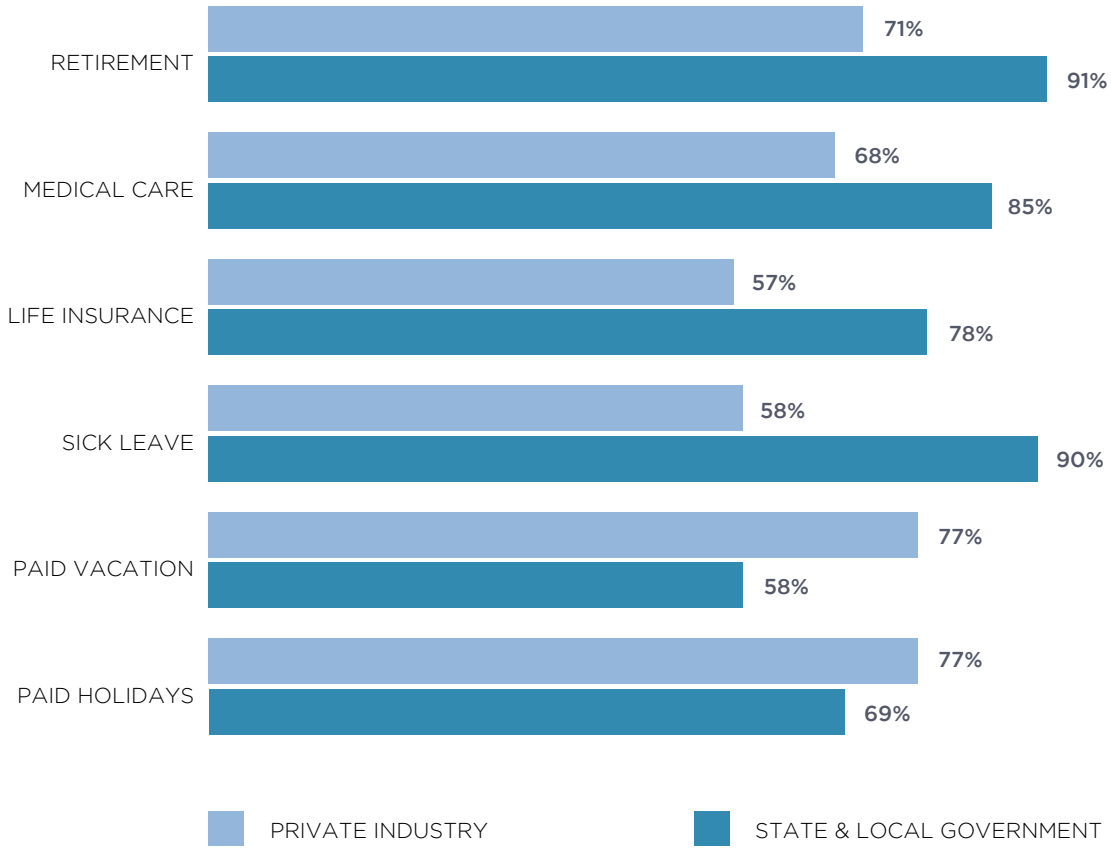
BENEFITS

The chart on the right gives the rate at which private industry employers and state and local governments offer employee benefits in the West North Central geographic region (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, and Missouri) in March 2014.

With the exception of paid vacation and holidays, state and local governments tended to offer employee benefits at a higher rate than private industry employers. Retirement and sick leave were the most commonly offered benefits in the government sector at 90%-91%. Eighty-five percent of state and local government employers offered medical benefits, and 78% offered life insurance benefits. Paid vacation and paid holidays were the least commonly offered at 58% and 69% respectively.

The most commonly-offered benefits by private industry employers were paid vacation and paid holidays at 77%. Seventy-one percent of private industry employers offered retirement benefits, and 68% offered medical care. Life insurance and sick leave were the least commonly offered at 57%-58%.

EMPLOYERS OFFERING BENEFITS, WEST NORTH CENTRAL DIVISION, MARCH 2014



WHERE TO FIND IT

Benefits data is available at www.bls.gov. Under subjects, select Benefits.

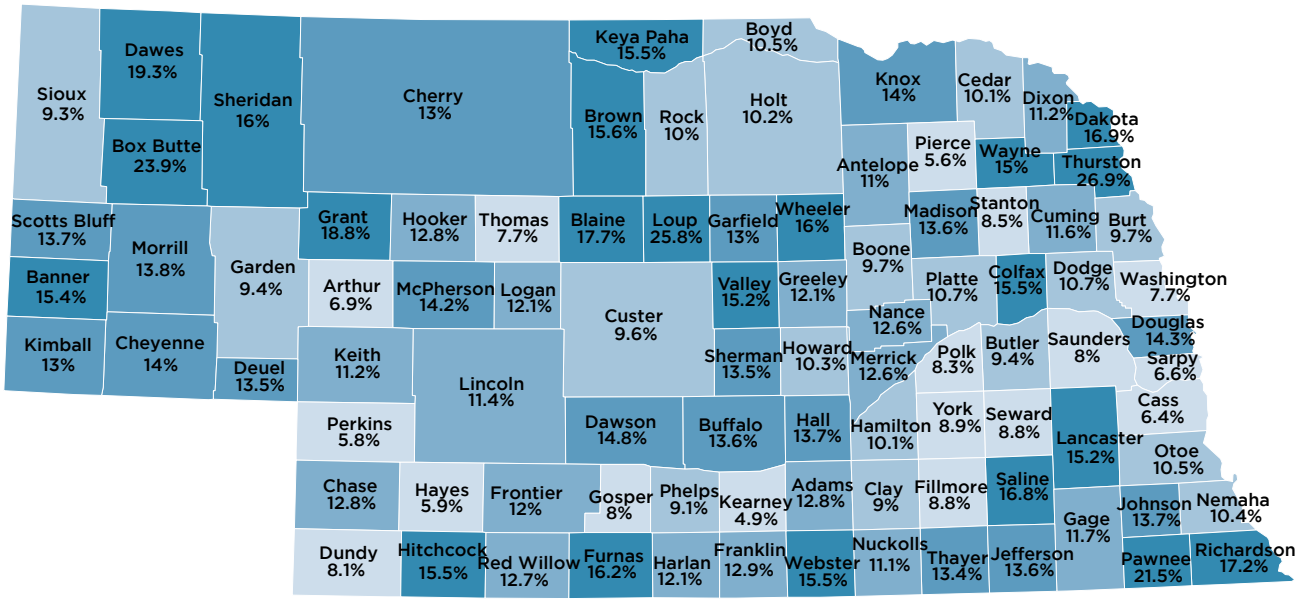
Source: Bureau of Labor Statistics, Employee Benefits Survey, released 2014.

HOW TO USE IT

Employers can use benefits data to gauge the benefits that other regional employers offer. Businesses that are interested in attracting and retaining labor may alter their benefit packages in order to compete with other regional employers. For workers interested in retirement, medical, sick leave, and other benefits, benefits data can highlight where each benefit is most likely to be offered. Jobs in state and local government agencies may be more likely to provide certain benefits than jobs in the private sector.

POVERTY RATE

BY COUNTY, 2013



Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

LEGEND

% BELOW POVERTY LINE

4.9% - 8.9% | 9.0% - 10.9% | 11.0% - 12.9% | 13.0% - 14.9% | 15.0% - 26.9%

WHERE TO FIND IT

Poverty rate data from the American Community Survey is available at factfinder.census.gov.

The US Census classifies individuals as under the poverty line based on whether or not they fall below income thresholds that vary by family size and composition. Statewide, 12.8% of Nebraskans who were evaluated for poverty status fell below the poverty threshold in 2013. Nebraska's poverty rate was lower than the national rate of 15.4%.

The poverty rate in the Beatrice MC was 11.7% in 2013, which was slightly lower than the statewide rate.

Poverty rates vary widely by county, and poverty is not clearly concentrated in any particular region of the state. Kearney County had the lowest poverty rate in the state at 4.9%. Thurston County had the highest poverty rate of just under 27%.

HOW TO USE IT

Poverty thresholds are commonly used by government agencies to determine eligibility for aid programs. Poverty rates are also an indicator of the economic health of a region. Nebraska's relatively low poverty rate signals a strong, healthy economy. Areas of the state with higher poverty rates may want to consider developing and strengthening programs that combat poverty in their regions.

INFLATION

The Consumer Price Index (CPI) is a measure of inflation that tracks change in prices for goods and services over time. The Bureau of Labor Statistics calculates CPI based on prices paid by urban consumers.

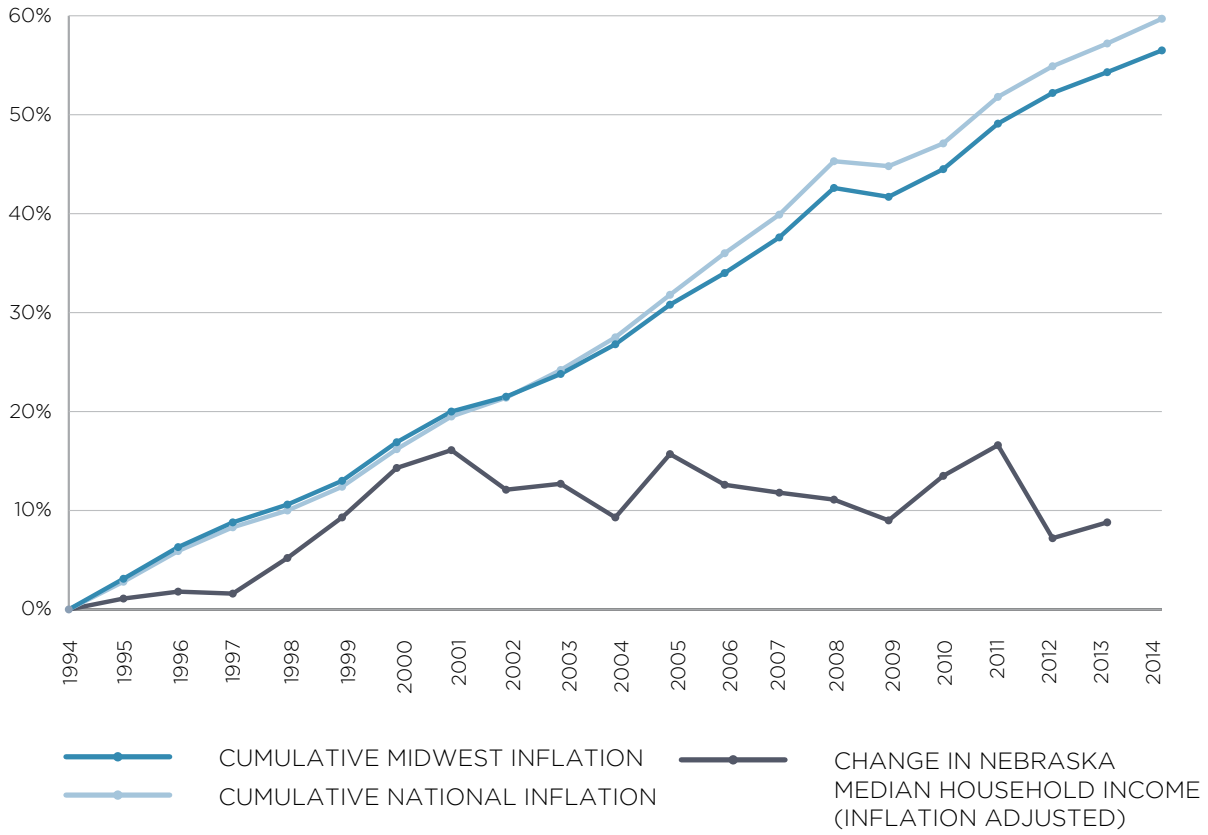
The blue lines of the graph to the right present the price inflation of goods and services since 1994 using CPI data. From 1994-2014, the price of goods and services increased by 56.5% in the Midwest and by 59.7% nationally.

The darkest line on the graph gives the change in Nebraska's inflation-adjusted median household income over the same period. Because the line is positive, the 'real value' (inflation-adjusted value) of median household income has increased since 1994. From 1994-2001, the real value of income steadily increased and has fluctuated since then.

HOW TO USE IT

The inflation rate gives insight into how prices have changed overtime. Inflation data is especially useful in conjunction with earnings data, as it can show if earnings have more or less buying power than in the past. If earnings fail to increase at or above the rate of inflation, then earnings have decreased in real value as they have less buying power than in the past. If earnings increase faster than the rate of inflation, then the 'real value' of earnings has increased as earnings can purchase more goods and services than in the past.

CUMULATIVE INFLATION & INFLATION-ADJUSTED MEDIAN HOUSEHOLD INCOME



Sources: Bureau of Labor Statistics, Consumer Price Index, released 2015
US Census Bureau, Current Population Survey, Annual Social and Economic Supplements, released 2014

WHERE TO FIND IT

Information and data on the Consumer Price Index is available at www.bls.gov/cpi. State median household income and inflation-adjusted median household income data is available at www.census.gov. Under Topics, select Income and Poverty, then select Income.

OCCUPATION, INDUSTRY & BUSINESS REVIEW

BEATRICE MC

OCCUPATION

EMPLOYMENT BY OCCUPATION

MOST COMMON OCCUPATIONS

INDUSTRY

EMPLOYMENT BY INDUSTRY

LOCATION QUOTIENTS

GENDER DISTRIBUTION

UNIONIZATION

BUSINESS

LOCAL EMPLOYMENT DYNAMICS, QUARTERLY WORKFORCE INDICATORS

BUSINESS EMPLOYMENT DYNAMICS, JOB GAINS & LOSSES

BUSINESS EMPLOYMENT DYNAMICS, EXPANSIONS & CONTRACTIONS

EMPLOYMENT
BY OCCUPATION

In 2013, office and administrative support occupations and production occupations were the largest occupational groups in the Beatrice MC with an estimated employment of 1,200 each.

There was an overall decrease of 250 jobs (2.9%) in the Beatrice MC from 2012 to 2013. Community and social services occupations had the largest decrease at 320 jobs, followed by food preparation and serving-related occupations at 120. Transportation and material moving occupations had the largest increase at 180 jobs, followed by personal care and service occupations at 120.

HOW TO USE IT

Occupational employment data can identify common occupations and areas of occupational growth and decline. Workers and students can use this information to pursue occupations with high occupational growth and wage potential.

WHERE TO FIND IT

Occupational employment data is available at neworks.nebraska.gov. Under Labor Market Information, select Employment and Wage Data.

Occupational Group	2012 Employment	2013 Employment	Change
Total all occupations	8,580	8,330	-250
Management	320	270	-50
Business & Financial Operations	220	230	10
Computer & Mathematical	30	20	-10
Architecture & Engineering	70	60	-10
Life, Physical, & Social Science	30	30	0
Community & Social Services	550	230	-320
Legal	N/A	20	N/A
Education, Training, & Library	N/A	300	N/A
Arts, Design, Entertainment, Sports, & Media	70	20	-50
Healthcare Practitioners & Technical	540	550	10
Healthcare Support	440	490	50
Protective Service	120	120	0
Food Preparation & Serving-Related	1,030	910	-120
Building & Grounds Cleaning & Maintenance	220	160	-60
Personal Care & Service	210	330	120
Sales & Related	790	820	30
Office & Administrative Support	1,260	1,200	-60
Farming, Fishing, & Forestry	N/A	N/A	N/A
Construction & Extraction	300	300	0
Installation, Maintenance, & Repair	440	360	-80
Production	1,100	1,190	90
Transportation & Material Moving	380	560	180

Source: Nebraska Department of Labor, Occupational Employment Statistics, most recent data released 2014

MOST COMMON OCCUPATIONS

Occupation	May 2013 Estimated Employment	4th Quarter, 2014 Hourly Median Wage	4th Quarter, 2014 Annual Median Wage
Nursing Assistants	360	$12.38	$25,742
Waiters & Waitresses	320	$8.60	$17,894
Retail Salespersons	280	$10.45	$21,734
Team Assemblers	210	$14.59	$30,347
Bookkeeping, Accounting, & Auditing Clerks	200	$10.85	$22,577
Cashiers	190	$9.35	$19,449
Laborers & Freight, Stock, & Material Movers, Hand	190	$13.78	$28,674
Licensed Practical & Licensed Vocational Nurses	150	$16.75	$34,842
Welders, Cutters, Solderers, & Brazers	150	$18.61	$38,709
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	130	$25.33	$52,677
Heavy & Tractor-Trailer Truck Drivers	120	$13.75	$28,612
Tellers	110	$11.61	$24,164
Stock Clerks & Order Fillers	110	$9.26	$19,262
Office Clerks, General	110	$11.89	$24,730
Customer Service Representatives	100	$9.30	$19,345
Maintenance and Repair Workers, General	100	$17.44	$36,280
Janitors and Cleaners, Except Maids & Housekeeping Cleaners	90	$12.72	$26,446
First-Line Supervisors of Retail Sales Workers	90	$16.63	$34,597
General and Operations Managers	80	$42.94	$89,311
Combined Food Preparation and Serving Workers, Including Fast Food	80	$8.82	$18,337

Source: Nebraska Department of Labor, Occupational Employment Statistics, most recent data released 2015

The table to the left lists the most common occupations in Beatrice MC in 2013 and their hourly median wages during the 4th quarter of 2014. The most common occupation in the Beatrice MC was nursing assistants, this is the only Nebraska MC or MSA where this is the case. The estimated employment of nursing assistants was 360, and the hourly median wage was $12.38. The highest paying common occupation in the MC was general and operations managers with an hourly median wage of $42.94. The lowest paying common occupation was waiters and waitresses with an hourly median wage of $8.60.

HOW TO USE IT

Occupational employment data provides an easy way to identify common occupations and the expected wages for those occupations. Employers can use this data to set wages competitively with other regional wages in order to recruit workers. Students who are interested in pursuing common occupations can also use occupational wage data to gauge whether the expected wages for those occupations will satisfy their earnings requirements.

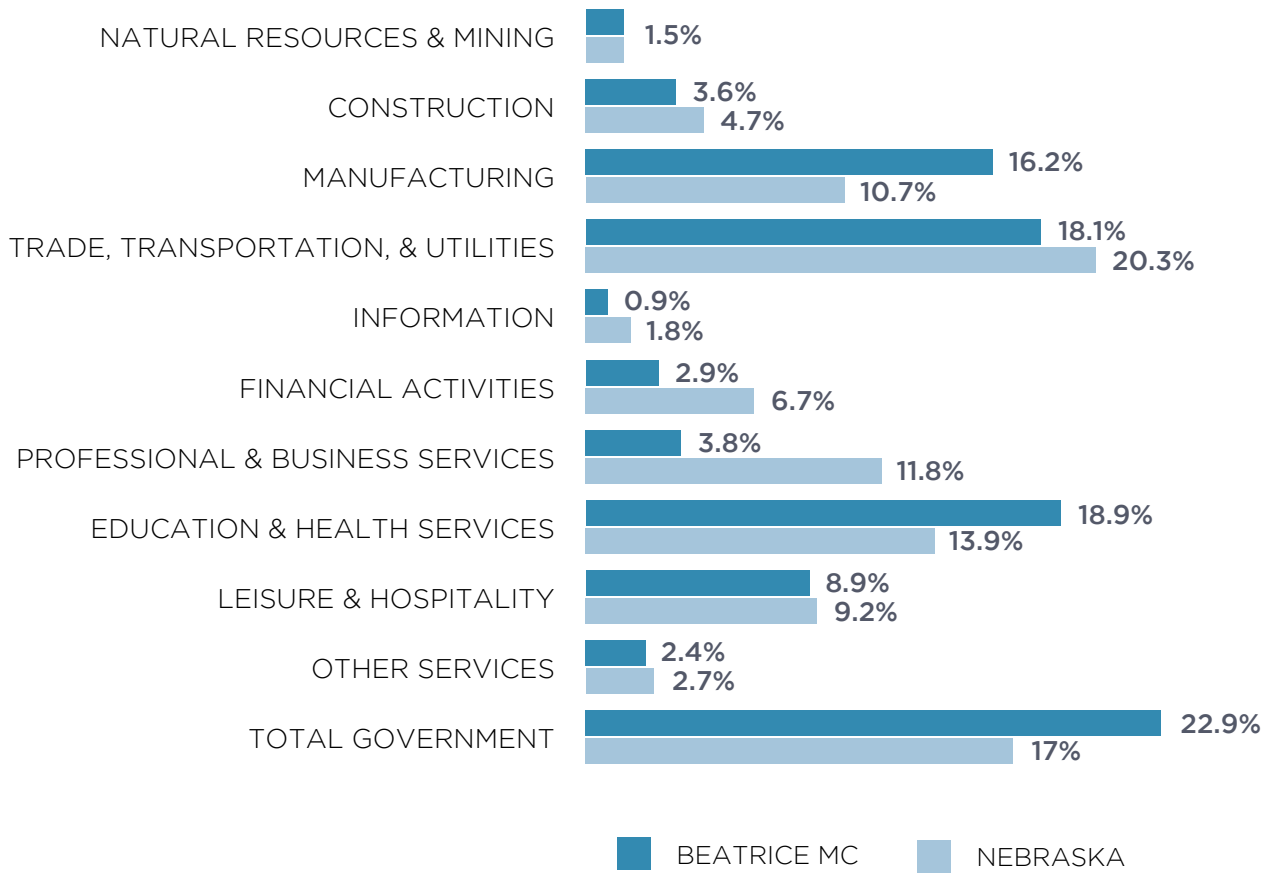
WHERE TO FIND IT

Occupational Employment data is available at neworks.nebraska.gov. Under Labor Market Information, select Employment and Wage Data.

EMPLOYMENT
BY INDUSTRY, 2013

The chart on the right gives industry employment as a percent of total employment in the Beatrice MC and Nebraska. Except for total government employment, all industry employment figures are based on private industry employment. In 2013, government had the highest employment in the MC at 22.9%, followed by education and health services at 18.9%. A large portion of government employment includes workers in education and health care fields (e.g. public school employees, public health care workers).

The Beatrice MC had higher employment in the manufacturing industry and total government than the state, and lower employment in the professional and business services industry. MC employment was almost 6 percentage points higher than statewide employment in the manufacturing industry and total government. In the professional and business services industry, MC employment was 8 percentage points lower than statewide employment.



Sources: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, released 2014

Nebraska Department of Labor, Quarterly Census of Employment and Wages, released 2014 (for government employment data)

WHERE TO FIND IT

Data on industry employment is available at www.bls.gov/cew. Go to Tools and Tutorials on the left navigation pane, then select QCEW data viewer.

HOW TO USE IT

Industry employment can be used to identify industries that are critical to a region's economy. A region's critical industries may account for a large portion of its economic output as well as its employment. Economic developers may be interested in industry concentration and employment when considering a region's potential for economic expansion. Industry employment can also signal to businesses whether or not a region has the infrastructure necessary to support their expansion.

LOCATION QUOTIENTS

Industry	2003	2013	Change
Natural Resources and Mining	0.93	1.06	0.13
Construction	0.67	0.83	0.16
Manufacturing	1.79	1.69	-0.10
Trade, Transportation, and Utilities	0.94	0.96	0.02
Information	0.44	0.51	0.07
Financial Activities	0.59	0.46	-0.13
Professional and Business Services	0.39	0.35	-0.04
Education and Health Services	1.43	1.46	0.03
Leisure and Hospitality	0.89	1.04	0.15
Other Services	1.12	0.95	-0.17

Note: Location Quotients were calculated by dividing the MC's industry employment ratio (industry employment as a percent of total employment) by the state's industry employment ratio.

Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, released 2014

Location quotients provide a way to compare industry employment in the Beatrice MC to the state. A location quotient greater than 1.2 indicates a higher percentage of industry employment in the MC than the state. A location quotient of .8-1.2 indicates comparable employment between the MC and the state, and a location quotient less than .8 indicates a lower percentage of industry employment in the MC than the state.

In 2013, the manufacturing industry and the education and health services industry had the highest location quotients of 1.69 and 1.46 respectively. The professional and business services industry and the financial activities industry had the lowest location quotients of .35 and .46 respectively.

The location quotients for the other services industry and the construction industry had the greatest change since 2003. Percentage employment in the other services industry decreased and percentage employment in the construction industry increased relative to the state.

HOW TO USE IT

Along with industry employment data, location quotients can help identify industries that drive a region's economy. Industries with high location quotients and a large proportion of employment are likely to contribute heavily to a region's economic activity. Location quotients can also help identify industries that are likely to export goods and services to other regions. Industries with high location quotients likely export goods and services to other regions and draw in revenue, while industries with low location quotients are more likely to primarily support in-region consumers.

WHERE TO FIND IT

The Bureau of Labor Statistics provides a calculator for location quotients. Go to www.bls.gov. Under Data Tools, select Calculators, then select Location Quotient Calculator.

GENDER DISTRIBUTION

BY INDUSTRY, 2013

In the Beatrice MC, the construction industry and the agriculture, forestry, fishing and hunting industry had the highest concentration of male employees at 84%-86% in 2013, followed by utilities at 78.8%.

Health care and social assistance had the highest concentration of female employees at 79%, followed by educational services at 74.8% and finance and insurance at 69%.

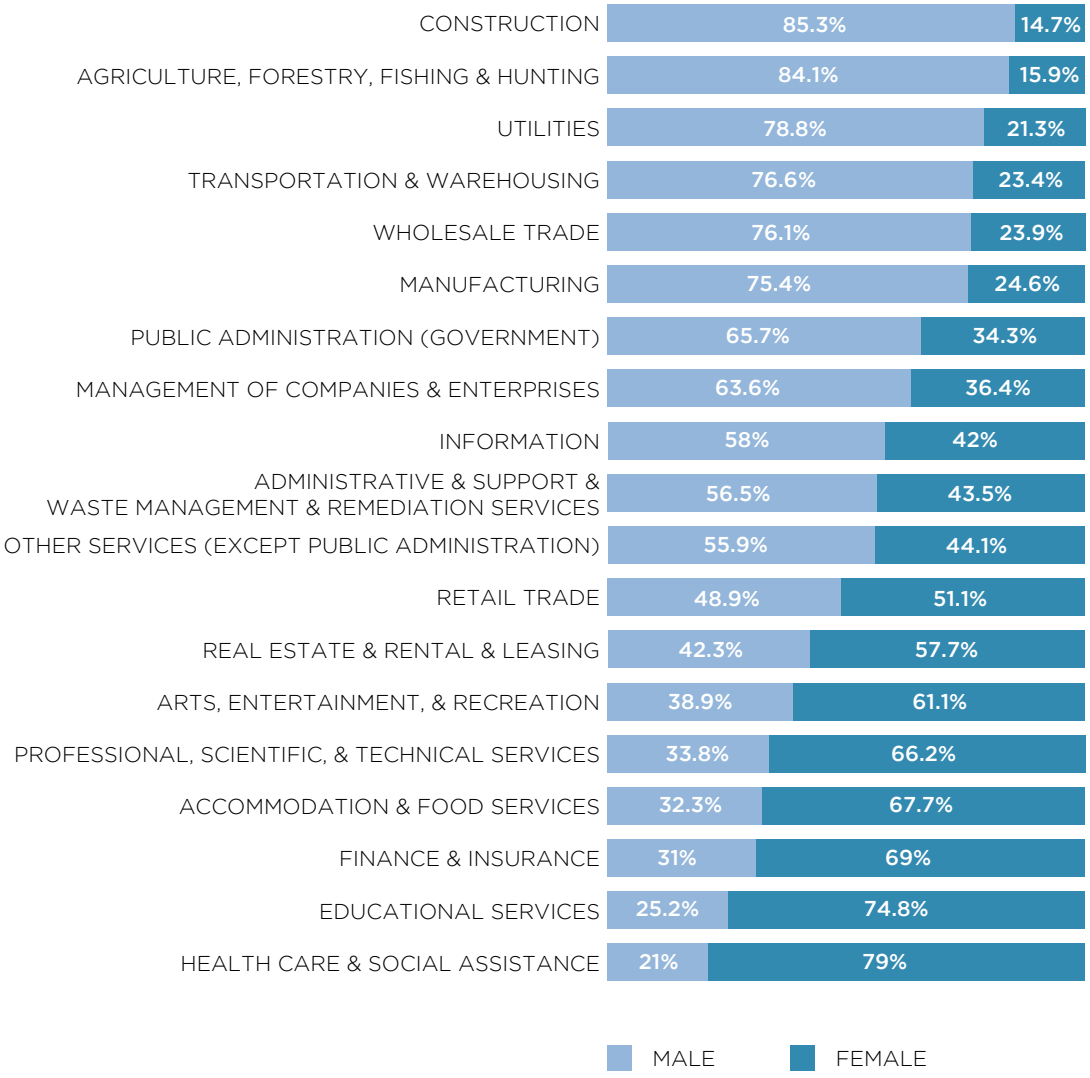
The gender distribution in the retail trade industry was the most balanced at 48.9% male employment and 51.1% female employment.

HOW TO USE IT

Industry gender distribution data can highlight industries that may want to recruit more male or female employees. Schools and training programs may also use industry gender distribution data to train and direct students to enter nontraditional industries that may want to recruit them.

WHERE TO FIND IT

The Longitudinal Employment-Household Dynamics program from the US Census provides data on employee gender by industry at lehd.ces.census.gov. Under Applications, select QWI Explorer.

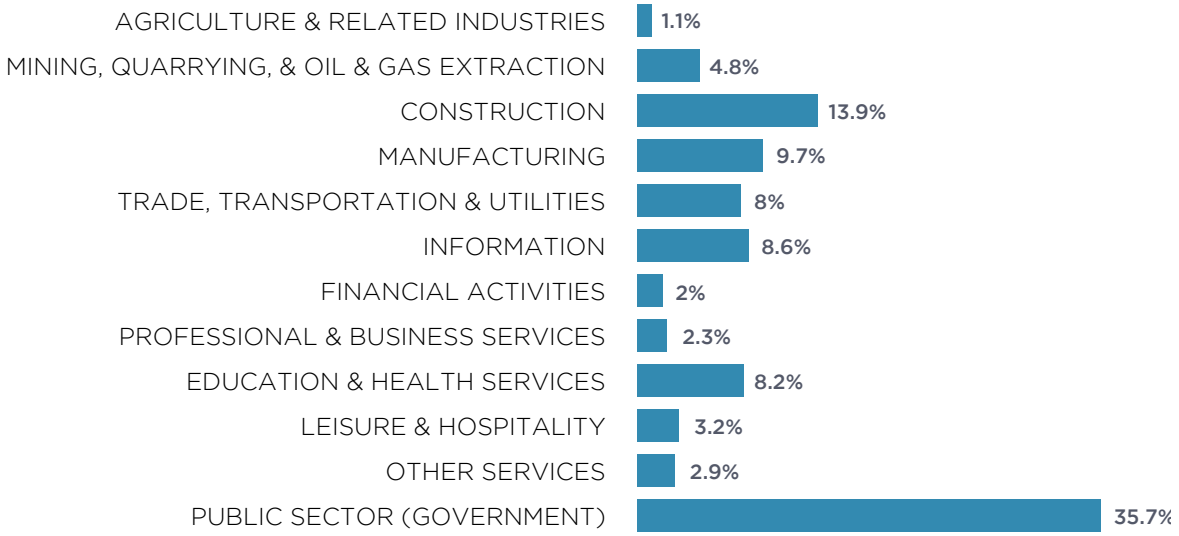


Note: No data available for the mining, quarrying, and oil and gas extraction industry.

Source: US Census Bureau, Longitudinal Employer-Household Dynamics, QWI Explorer, released 2014

UNIONIZATION

NATIONAL UNIONIZATION RATES BY INDUSTRY, 2014



Note: Includes employed wage and salary workers age 16 and over.

Nebraska	2004	2014
Total Employed	831,000	877,000
Total Union Members	69,000	64,000
Percent Union Members	8.3%	7.3%
Total Represented by Unions	83,000	79,000
Percent Represented by Unions	10%	9%

HOW TO USE IT

For those interested in union membership, unionization data can highlight industries that are the most likely to unionize. Union members can enjoy higher salaries, more benefits, and more job security than non-union workers. Nationally, median weekly earnings for union members are 27.1% higher than non-union members. Businesses may also be interested in the state's unionization rate. Nebraska's low and declining unionization rate may be attractive to businesses that are considering moving into the state.

Public sector (government) workers are the most likely to be union members. Nationally, 35.7% of public sector workers were union members in 2014. Public sector workers make up almost 50% of all union members, even though they only represent approximately 15% of the workforce.

The construction industry had the highest unionization rate in the private sector at 13.9%, followed by the manufacturing industry at 9.7%. Agriculture and related industries and the financial activities industry had the lowest unionization rates at 1.1% and 2% respectively.

In 2014, 7.3% of Nebraskans were members of unions, and 9% were represented by unions. Nebraska's unionization rate is lower than the national rate. Nationally, 11.1% of workers were union members and 12.3% were represented by unions in 2014. Since 2004, the number of Nebraskans who are union members and who are represented by unions decreased by 1 percentage point.

WHERE TO FIND IT

Data on unionization is available at www.bls.gov. Under Economic Releases, select Quarterly, annual, and other under Employment & Unemployment. Then select Union Members.

Source:

Bureau of Labor Statistics,
Union Members Summary, released 2015

LOCAL EMPLOYMENT DYNAMICS

QUARTERLY WORKFORCE INDICATORS, 2013

Quarterly Workforce Indicators (QWI) provides data on employment, job creation, separations (jobs that ended over the quarter), earnings, and other labor market statistics. The chart on the right provides labor market statistics by industry, although QWI also provides labor market data by worker demographic (e.g. gender, age, education) and business (e.g. firm size, firm age) characteristics.

The Beatrice MC had a net increase of 47 jobs in 2013, although several industries such as the transportation and warehousing industry and the educational services industry had a net decrease in jobs.

The average turnover rate of all Beatrice MC industries was 7.2%, slightly lower than the state rate of 8.4%. Turnover is the rate that stable jobs begin and end. It provides a way to identify industries with the most employment churning. Accommodation and food services had the highest turnover rate of 17.2%, and finance and insurance had the lowest at 4.5%.

HOW TO USE IT

QWI data allows economic stakeholders to track changes in stable employment, job creation, and earnings, which can be used to identify growing and declining industries and examine how businesses and workers are reacting to economic conditions. Businesses can also use the turnover rate to calculate the cost of training and replacing workers, which may influence a business developer's decisions on where to locate.

							Avg. Monthly Earnings	
Industry	Employment	Jobs Created	Net Job Change	New Hires	Separations	Turnover	All Workers	New Hire
Agriculture, Forestry, Fishing & Hunting	94	5	2	12	15	N/A	$3,520	$2,746
Mining, Quarrying, & Oil & Gas Extraction	N/A	N/A	N/A	N/A	N/A	N/A	$3,668	N/A
Utilities	84	1	-1	N/A	N/A	N/A	$5,653	N/A
Construction	311	27	2	42	59	8.9%	$2,578	$2,100
Manufacturing	1,408	41	13	122	121	5.1%	$3,591	$2,713
Wholesale Trade	392	22	10	33	33	5.1%	$3,915	$2,618
Retail Trade	920	31	2	130	142	9.4%	$1,864	$1,123
Transportation & Warehousing	195	11	-8	16	30	7.7%	$3,071	$2,196
Information	77	3	-2	6	10	N/A	$2,011	$1,847
Finance & Insurance	185	5	-1	10	14	4.5%	$4,323	$2,102
Real Estate & Rental & Leasing	30	2	0	N/A	6	N/A	$1,656	$2,053
Professional, Scientific, & Technical Services	147	12	1	12	16	8.3%	$3,245	$2,725
Management of Companies & Enterprises	37	1	1	N/A	N/A	N/A	$2,550	$1,854
Administrative & Support & Waste Management & Remediation Services	201	29	12	90	88	14.5%	$2,353	$1,875
Educational Services	722	19	-8	44	75	5.5%	$3,085	$1,214
Health Care & Social Assistance	2,228	42	7	169	177	6.1%	$2,370	$1,890
Arts, Entertainment, & Recreation	168	16	5	24	31	9.6%	$522	$551
Accommodation & Food Services	585	40	8	193	202	17.2%	$912	$742
Other Services (except Public Administration)	206	15	3	23	29	8.5%	$1,878	$1,407
Public Administration	361	27	2	25	48	4.8%	$2,566	$1,231
All Industries	8,355	341	47	959	1,099	7.2%	$2,652	$1,741

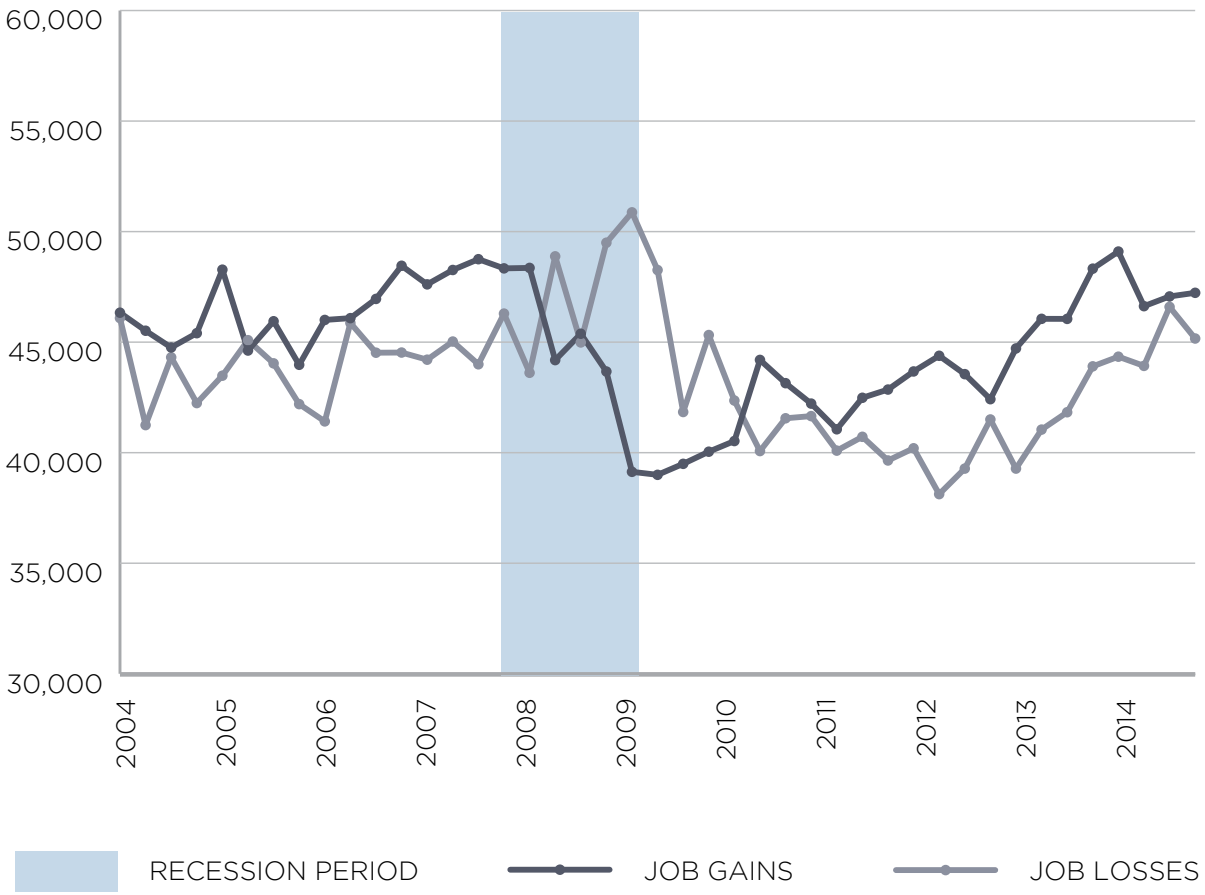
Source: US Census Bureau, Longitudinal Employer-Household Dynamics, LED Extraction Tool, released 2014

WHERE TO FIND IT

Quarterly Workforce Indicators are available at lehd.ces.census.gov. Under Applications, select LED Extraction Tool, or select QWI Explorer.

BUSINESS EMPLOYMENT DYNAMICS

JOB GAINS & LOSSES



Source: Bureau of Labor Statistics, Business Employment Dynamics, released 2015

Business Employment Dynamics (BED) tracks changes in private sector employment at the business level. The chart to the left tracks total job gains and total job losses due to business openings, closings, expansions, and contractions in Nebraska.

In 2013, there was an average of approximately 47,400 jobs gained a quarter, which surpassed the average quarterly job losses of 42,800 in 2013. Job gains represented an average of 6.2% of employment per quarter in 2013, and job losses represented an average of 5.6%.

Over the last 10 years, the number of jobs gained per quarter has typically exceed job losses. The exception to this trend was during and slightly after the economic recession in 2008 and 2009 when job losses typically exceeded job gains.

HOW TO USE IT

Data on job gains and losses from Business Employment Dynamics provides a way to examine the components that underlie aggregate employment change. This data can identify underlying shifts in demand for workers and predict future employment trends. Quarterly data on job gains and losses can also be used to track changes and identify trends in employment throughout the business cycle.

WHERE TO FIND IT

Business Employment Dynamics data on job gains and losses is available at www.bls.gov/bed.

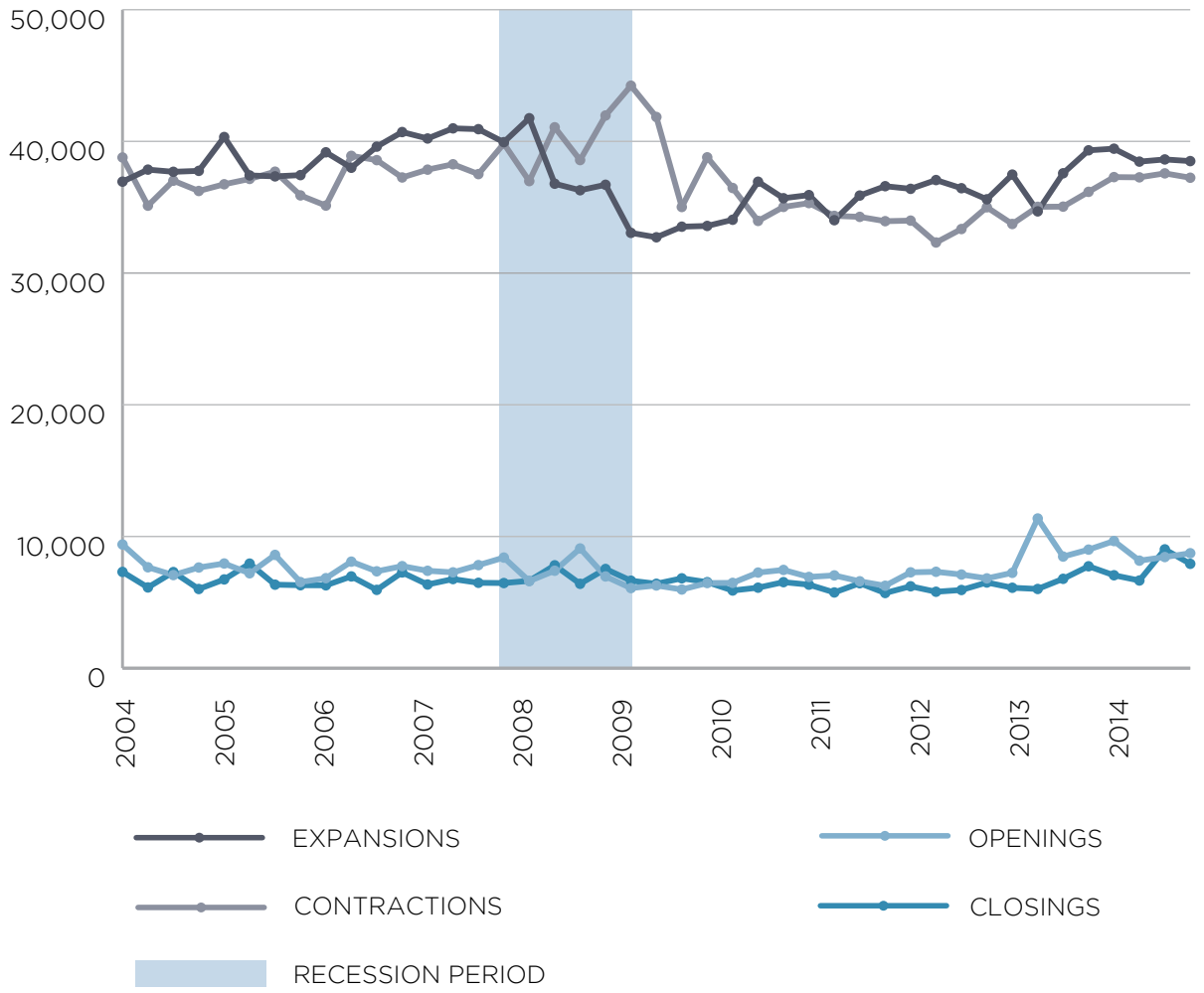
BUSINESS EMPLOYMENT DYNAMICS

EXPANSIONS & CONTRACTIONS

The chart to the right breaks down BED data on total jobs gained and jobs lost in Nebraska by its components. The components for job gains are business expansions and openings, and the components for job losses are business contractions and closings.

Business expansions and contractions accounted for most job gains and job losses. In 2013, expansions accounted for 79.7% of jobs gained, and contractions accounted for 83.9% of jobs lost.

Typically, quarterly jobs gained from openings and expansions have slightly exceeded jobs lost from business closings and contractions from 2004-2014. The exception to this trend was during and slightly after the economic recession in 2008 and 2009 when quarterly job losses from contractions and closings typically exceeded job gains from expansions and openings.



Source: Bureau of Labor Statistics, Business Employment Dynamics, released 2015

HOW TO USE IT

The components of job gains and losses can illustrate the dynamics underlying employment change. The data shows that while openings and closings can lead to thousands of job losses and gains per quarter, most job gains and losses result from expansions and contractions. It is important to remember that openings are not necessarily new businesses that have opened and that closings are not always establishments that have gone out of business. Business openings and closings data includes seasonal businesses that open and close each year.

WHERE TO FIND IT

Businesses Employment Dynamics data on the components of job gains and losses is available at www.bls.gov/bed.

PROJECTIONS
BEATRICE MC

LONG TERM INDUSTRY
LONG TERM OCCUPATIONAL
JOB GROWTH BY REGION
OCCUPATION BY INDUSTRY
EMPLOYMENT CHANGE BY EDUCATION LEVEL
H3 OCCUPATIONS

LONG TERM
INDUSTRY PROJECTIONS

The Nebraska Department of Labor calculates industry employment projections using historical employment data and current economic indicators. In the Southeast economic region, employment in all industries is projected to increase by 5.5% from 2012-2022, and the projected compound annual growth rate or year-over-year growth rate is .5%.

Employment in the transportation and warehousing industry and the construction industry is projected to see the most employment growth of 20%-21% from 2012-2022. The arts, entertainment, and recreation industry and the management of companies and enterprises industry are also projected to see substantial employment growth of around 17%.

The information industry and the agriculture, forestry, and fishing industry are the only industries projected to have a decrease in employment of 17.2% and 10.7% respectively.

Note: The Southeast Economic Region includes the Nebraska counties of Fillmore, Gage, Jefferson, Johnson, Nemaha, Otoe, Pawnee, Richardson, Saline, Thayer and York.

SOUTHEAST ECONOMIC REGION

Industry	2012 Annual Employment	2022 Projected Employment	Employment Change	% Change	Compound Annual Growth Rate
Total	56,595	59,706	3,111	5.5%	0.5%
Agriculture, Forestry, & Fishing	6,720	6,001	-719	-10.7%	-1.1%
Mining	49	55	6	12.2%	1.2%
Utilities (private + state + local)	1,229	1,261	32	2.6%	0.3%
Construction	1,744	2,099	355	20.4%	1.9%
Manufacturing	8,567	9,489	922	10.8%	1%
Wholesale Trade	2,253	2,364	111	4.9%	0.5%
Retail Trade	5,017	5,201	184	3.7%	0.4%
Transportation & Warehousing	1,444	1,745	301	20.8%	1.9%
Information	389	322	-67	-17.2%	-1.9%
Finance & Insurance	1,718	1,859	141	8.2%	0.8%
Real Estate & Rental & Leasing	211	226	15	7.1%	0.7%
Professional, Scientific, & Technical Services	780	881	101	12.9%	1.2%
Management of Companies & Enterprises	103	120	17	16.5%	1.5%
Administrative & Support & Waste Management & Remediation Services	708	750	42	5.9%	0.6%
Educational Services (including state & local gov)	5,285	5,679	394	7.5%	0.7%
Health Care & Social Assistance	7,120	8,148	1,028	14.4%	1.4%
Arts, Entertainment, & Recreation	416	488	72	17.3%	1.6%
Accommodation & Food Services	3,120	3,253	133	4.3%	0.4%
Other Services (except Government)	1,692	1,753	61	3.6%	0.4%
Government	5,260	5,292	32	0.6%	0.1%

Source: Nebraska Department of Labor, 2012-2022 Long-Term Industry Employment Projections, released 2015

WHERE TO FIND IT

Industry projections from the Nebraska Department of Labor are available at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center.

HOW TO USE IT

Long-term industry projections can identify industries that are expected to see the most employment growth and decline over the next 10 years. This information can be useful to businesses considering their long-term goals, educators reviewing curriculum, and students planning their career and educational path. It is important to remember that industries with the largest percent growth may not necessarily be the same industries that add the most jobs over the next 10 years. Statewide, the health care and social assistance industry and the construction industry are projected to add the most jobs by 2022 (approximately 24,400 and 10,600 respectively).

LONG TERM
OCCUPATIONAL PROJECTIONS

SOUTHEAST ECONOMIC REGION

Occupation	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Average Annual Openings
Total	56,595	59,706	3,111	5.5%	1,772
Management	3,174	3,154	-20	-0.6%	71
Business & Financial Operations	1,358	1,462	104	7.7%	38
Computer & Mathematical	176	184	8	4.6%	4
Architecture & Engineering	297	307	10	3.4%	10
Life, Physical, & Social Science	380	415	35	9.2%	17
Community & Social Service	829	912	83	10%	29
Legal	190	209	19	10%	5
Education, Training, & Library	3,695	3,955	260	7%	109
Arts, Design, Entertainment, Sports, & Media	491	490	-1	-0.2%	15
Healthcare Practitioners & Technical	2,769	3,116	347	12.5%	94
Healthcare Support	1,916	2,199	283	14.8%	65
Protective Service	1,060	1,082	22	2.1%	31
Food Preparation & Serving Related	3,999	4,137	138	3.5%	162
Building & Grounds Cleaning & Maintenance	2,046	2,241	195	9.5%	62
Personal Care & Service	1,733	1,827	94	5.4%	49
Sales & Related	4,606	4,746	140	3%	163
Office & Administrative Support	6,747	7,057	310	4.6%	187
Farming, Fishing, & Forestry	4,428	3,859	-569	-12.9%	131
Construction & Extraction	3,339	3,649	310	9.3%	80
Installation, Maintenance, & Repair	2,777	3,020	243	8.8%	96
Production	6,406	7,085	679	10.6%	211
Transportation & Material Moving	4,179	4,600	421	10.1%	143

Note: The Southeast Economic Region includes the Nebraska counties of Fillmore, Gage, Jefferson, Johnson, Nemaha, Otoe, Pawnee, Richardson, Saline, Thayer and York.

Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2015

WHERE TO FIND IT

Occupational projections from the Nebraska Department of Labor are available at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center.

The Nebraska Department of Labor calculates occupational projections by combining industry projections with staffing patterns from the Bureau of Labor Statistics' Occupational Employment Statistics program. This combination reveals the occupational employment ratios within industries and forms the basis for occupational projections.

In the Southeast economic region, employment is projected to increase by 5.5% or approximately 3,100 jobs from 2012-2022. Healthcare support occupations and healthcare practitioners and technical occupations are projected to have the greatest employment growth rates of 14.8% and 12.5% respectively. Farming, fishing, and forestry is the only occupational group that is projected to have a substantial decrease in employment (of 12.9%) from 2012-2022.

HOW TO USE IT

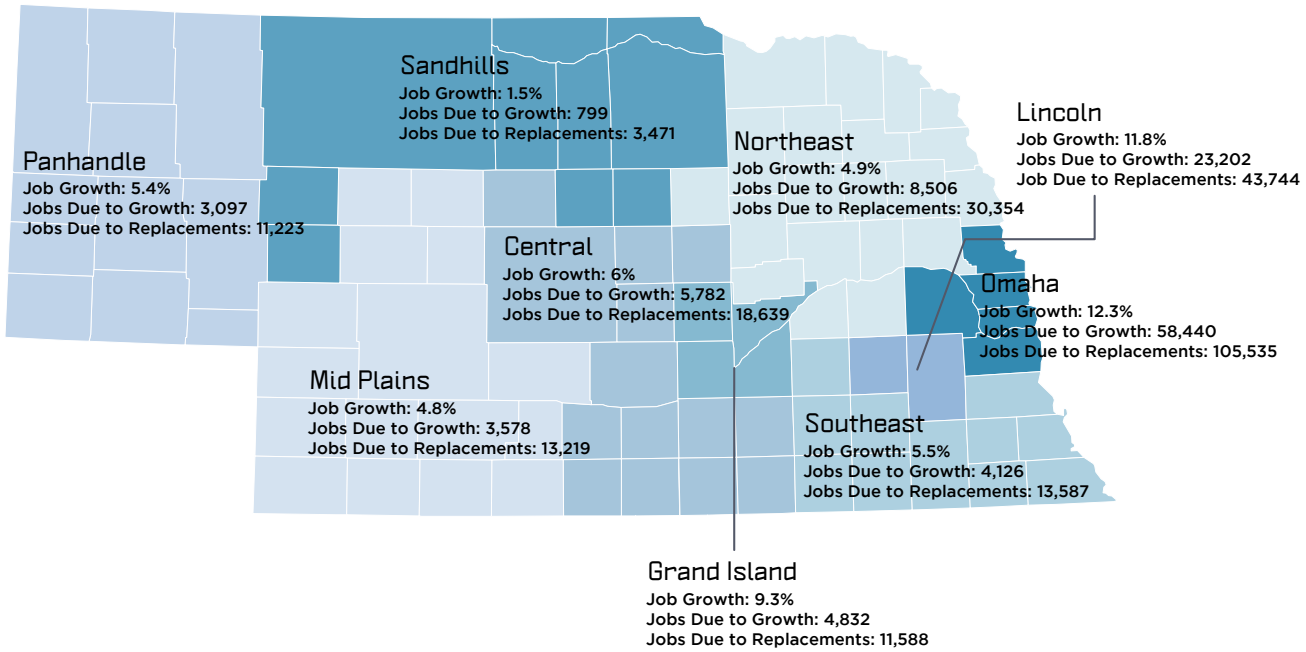
Long-term occupational projections can help predict future areas of occupational growth and decline. Students can use this information to inform their own educational and career planning. Occupational projections may be more useful than industry projections to students and job seekers who are interested in particular jobs, as industry employment projections only supply information on total job growth in an industry. Educators can also use occupational projections to direct students towards fields of study and occupations with promising work opportunities.

JOB GROWTH
BY REGION, 2012 - 2022

The map to the right shows projected employment growth by economic region from 2012-2022. The data also gives estimates of the number of job openings due to new job creation (jobs due to growth), and the number of job openings due to workers leaving their positions (jobs due to replacements). The statewide projected growth rate of 9.5% is slightly lower than the national projected growth rate of 10.8%.

The projected job growth in the Southeast economic region is 5.5%.

The Omaha Consortium and the state MSAs are expected to grow at a much faster rate than the rest of the state. Jobs in the Omaha Consortium and the state MSAs are projected to increase by around 9%-12%, while jobs in almost all other economic regions are projected to increase by around 5%-6%.



Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2015

HOW TO USE IT

Regional job growth data can reveal which regions of the state are expected to undergo the greatest job growth and economic expansion. Economic developers, educational institutions, and businesses can use this information to plan and prepare for future economic growth. In order to support economic and employment growth, regions will need a strong and talented labor pool.

WHERE TO FIND IT

Occupational projections from the Nebraska Department of Labor are available at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center. National projections are available at www.bls.gov/emp.

OCCUPATION
BY INDUSTRY, SOUTHEAST ECONOMIC REGION

Industry	Largest Occupation	2012 Estimated Employment	2022 Projected Employment	% Change	2012 % Industry Workers with Occupation	2012 % Occupational Workers in Industry
Total	Total	56,595	59,706	5.5%	100%	100%
Natural Resources & Mining	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	2,919	2,470	-15.4%	43.1%	94.4%
Construction	Carpenters	303	356	17.5%	17.4%	51.4%
Manufacturing	Meat, Poultry, & Fish Cutters & Trimmers	1,352	1,541	14.0%	15.8%	98.3%
Trade, Transportation, & Utilities	Cashiers	1,488	1,535	3.2%	15%	89.6%
Information	Telecommunications Equipment Installers & Repairers, Except Line Installers	36	30	-16.7%	9.3%	85.7%
Financial Activities	Tellers	418	436	4.3%	21.7%	100%
Professional & Business Services	Soil & Plant Scientists	101	122	20.8%	6.4%	72.1%
Education & Health Services	Nursing Assistants	977	1,126	15.3%	7.9%	71.4%
Leisure & Hospitality	Waiters & Waitresses	725	707	-2.5%	20.5%	85.9%
Other Services (except Government)	Cleaners of Vehicles & Equipment	214	237	10.8%	12.7%	64.9%
Government	Correctional Officers & Jailers	364	374	2.8%	6.9%	100%

Note: The Southeast Economic Region includes the Nebraska counties of Fillmore, Gage, Jefferson, Johnson, Nemaha, Otoe, Pawnee, Richardson, Saline, Thayer and York.

Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2015

WHERE TO FIND IT

Occupational projections within industries are available at neworks.nebraska.gov. Under Labor Market Information, select Employment and Wage Data. Select Industry Data followed by Staffing Patterns.

The table to the left lists the largest occupation by industry based on 2012 estimated employment as well as the projected employment change for that occupation within the industry in the Southeast economic region. Carpenters within the construction industry had one of the highest projected growth rates at 17.5%. Farmworkers and laborers, crop, nursery, and greenhouse occupations in the natural resources and mining industry had one the greatest projected declines at 15.4%.

The table also gives the percent of all industry jobs that the largest occupation composes and the percent of workers with the listed occupation who work in the listed industry. This data can be interpreted as follows. In the education and health services industry, 7.9% of all workers were nursing assistants in 2012, and 71.4% of all nursing assistants worked in the education and health services industry.

HOW TO USE IT

Typical occupations within certain industries are not always intuitive. Therefore, it can be useful to identify common industry occupations in order to better understand the types of jobs available within different industries. Job seekers and dislocated workers can use this information to identify industries which are likely to have job opportunities that interest them. Job seekers and students can also use occupational projections to determine the occupational outlook of jobs of interest.

PROJECTED EMPLOYMENT CHANGE
BY EDUCATION LEVEL, SOUTHEAST ECONOMIC REGION

The table on the right gives occupational projections by education level. In the Southeast economic region, occupations requiring a postsecondary non-degree award are expected to increase at the fastest rate of 11.2%, followed by occupations requiring a master's degree at 9.5%. All occupations requiring some post-secondary education are projected to increase by around 7%-11%. Occupations requiring a high school education or less are projected to increase at a slower rate of under 6%.

Even though occupations requiring a high school education or less are projected to increase at a relatively slow rate, they are expected to have the most annual openings. Occupations requiring a high school education or less than a high school education are expected to have an average of approximately 580-650 job openings annually, followed by occupations requiring some postsecondary non-degree award at over 200.

Education	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Avg. Annual Openings
Doctoral or professional degree	818	882	64	7.8%	17
Master's degree	724	793	69	9.5%	19
Bachelor's degree	6,161	6,608	447	7.3%	168
Associate degree	1,600	1,735	135	8.4%	43
Postsecondary non-degree award	6,801	7,565	764	11.2%	205
Some college, no degree	762	818	56	7.3%	22
High school diploma or equivalent	21,327	22,499	1,172	5.5%	581
Less than high school	18,402	18,806	404	2.2%	651

Note: The Southeast Economic Region includes the Nebraska counties of Fillmore, Gage, Jefferson, Johnson, Nemaha, Otoe, Pawnee, Richardson, Saline, Thayer and York.

Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2015

HOW TO USE IT

Data on occupational projections by education level shows that employers will require a more highly educated workforce in the future. Educators, vocational coaches, students, and job seekers can use this information to pursue or help others pursue the educational paths with promising employment opportunities. Educators and school officials can also use this information to provide training that will help meet future workforce needs.

WHERE TO FIND IT

Information on occupational projections by education from the Nebraska Department of Labor is available at neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center.

H3 OCCUPATIONS
2015

*On-the-job training ***Data suppressed due to confidentiality.

RANK	Occupation	Annual Median Wage	Avg Annual Openings	Education, Experience, & Training
1	Licensed Practical & Licensed Vocational Nurses	$37,337	27	Postsecondary non-degree award
2	Registered Nurses	$54,818	26	Associate degree
3	Industrial Machinery Mechanics	$40,092	22	High school diploma or equivalent, long-term OJT*
4	Elementary School Teachers, Except Special Education	$51,279	22	Bachelor's degree, internship/residency
5	Carpenters	$31,051	14	High school diploma or equivalent, apprenticeship
6	Welders, Cutters, Solderers, & Brazers	$35,688	18	Postsecondary non-degree award, moderate-term OJT
7	Secondary School Teachers, Except Special & Career/Technical Education	$50,290	22	Bachelor's degree, internship/residency
8	Machinists	$41,197	13	Postsecondary non-degree award, long-term OJT
9	Maintenance & Repair Workers, General	$33,829	15	High school diploma or equivalent, long-term OJT
10	General & Operations Managers	$84,606	12	Bachelor's degree, less than 5 years
11	Computer-Controlled Machine Tool Operators, Metal & Plastic	$34,293	8	Postsecondary non-degree award, moderate-term OJT
12	Water & Wastewater Treatment Plant & System Operators	$37,102	10	High school diploma or equivalent, long-term OJT
13	Accountants & Auditors	$49,316	10	Bachelor's degree
14	First-Line Supervisors of Production & Operating Workers	$51,383	8	Postsecondary non-degree award, less than 5 years
15	Farm Equipment Mechanics & Service Technicians	$34,025	9	High school diploma or equivalent, long-term OJT
16	Soil & Plant Scientists	$57,394	7	Bachelor's degree
17	Loan Officers	$56,960	6	Bachelor's degree, moderate-term OJT
18	Substitute Teachers	$31,182	7	Bachelor's degree, internship/residency
19	Sheet Metal Workers	N/A	***	High school diploma or equivalent, apprenticeship
20	Plumbers, Pipefitters, & Steamfitters	$40,828	15	Postsecondary non-degree award, apprenticeship

Sources: Nebraska Department of Labor, Office of Labor Market Information, released 2015
Nebraska Department of Labor, Occupational Employment Statistics, released 2015

WHERE TO FIND IT

Contact the Office of Labor Market Information for more information on High Wage, High Skill, and High Demand Occupations.

H3 occupations stands for high wage, high skill, and high demand occupations. The table to the left lists H3 occupations in the Southeast economic region and their 1st quarter 2015 wages. The Nebraska Department of Labor classifies occupations as H3 by using projections data on the number of annual openings, net change in employment, and growth rate to determine occupational demand. The Occupational Employment Statistics program supplies wage data for H3 occupations, and the Bureau of Labor Statistics provides occupational skill information on required education and training.

The top three H3 occupations in the Southeast economic region are licensed practical and licensed vocational nurses with an annual median wage of $37,337, followed by registered nurses with a wage of $54,818, and industrial machinery mechanics with a wage of $40,092. Most of the top 20 H3 occupations require some on-the-job training, apprenticeship, or internship/residency, and most require some postsecondary education.

HOW TO USE IT

The classification of jobs into H3 occupations provides a way to identify in-demand occupations that typically pay good wages. H3 data may be especially useful for job seekers who are embarking on new careers, as well as students and career counselors. Educational institutions can also use H3 data to ensure that they are providing educational programs that will produce skilled graduates who can fill in-demand occupations.

AREA DEFINITIONS

AREA DEFINITIONS

The geographic regions used in Nebraska Department of Labor's regional review publications are defined below. In 2013, Nebraska added an MSA and several of its MCs were revised. The state also revised its economic regions to adjust for the new state MSA, adding the Grand Island MSA and the Sandhills economic regions.

METROPOLITAN AND MICROPOLITAN STATISTICAL AREAS

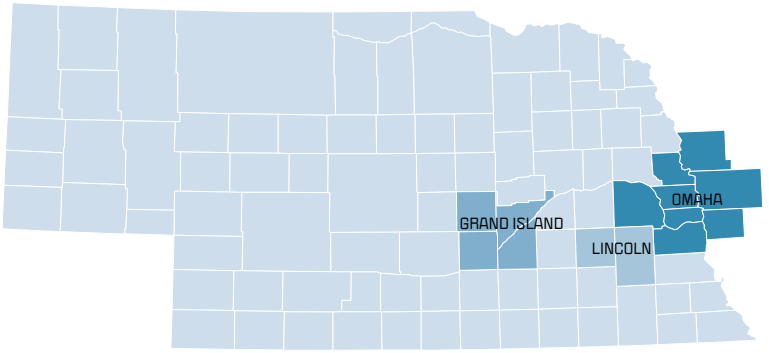
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas for the purpose of compiling and releasing federal data. The OMB defines metropolitan statistical areas (MSAs) as containing an urban core and a population of over 50,000. The OMB defines micropolitan statistical areas (MCs) as containing an urban core and a population of 10,000-50,000. MSAs and MCs include counties containing the urban core as well as contiguous counties that have a high level of social and economic integration with the core (determined by commuting data).

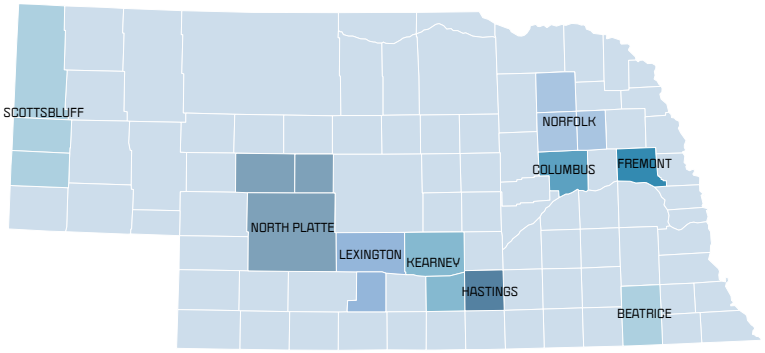
Nebraska has three MSAs, which are shown in the uppermost map. In 2013, the Grand Island MSA of Hall, Hamilton, Howard, and Merrick Counties was created, replacing the Grand Island MC of Hall, Howard, and Merrick Counties. The Sioux City MSA includes Nebraska counties, but it is considered an Iowa MSA because its core population is located in Iowa.

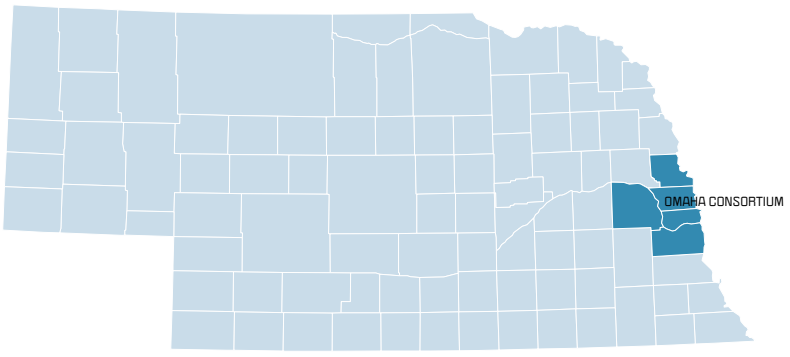
There are 9 MCs in Nebraska. These MCs are shown on the second map on this page. In 2013, three Nebraska MCs were altered. Grand Island MC was eliminated and replaced with Grand Island MSA, Hastings MC dropped Clay County, and Scottsbluff MC added Sioux County.

OMAHA CONSORTIUM

The Omaha MSA includes eight counties: five in Nebraska and three in Iowa. The Omaha Consortium only includes the five counties in the Omaha MSA that are located in Nebraska.

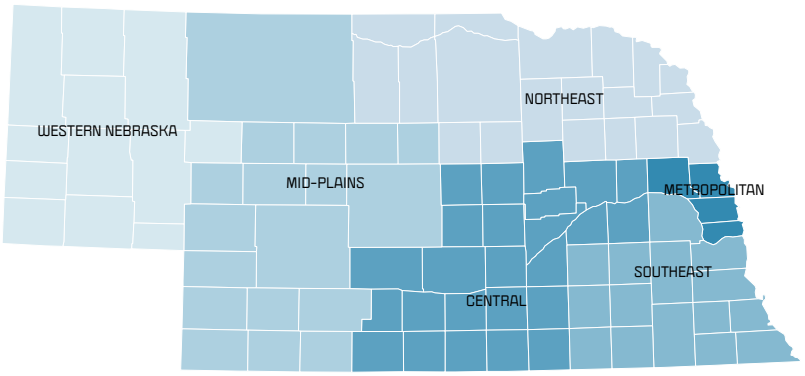






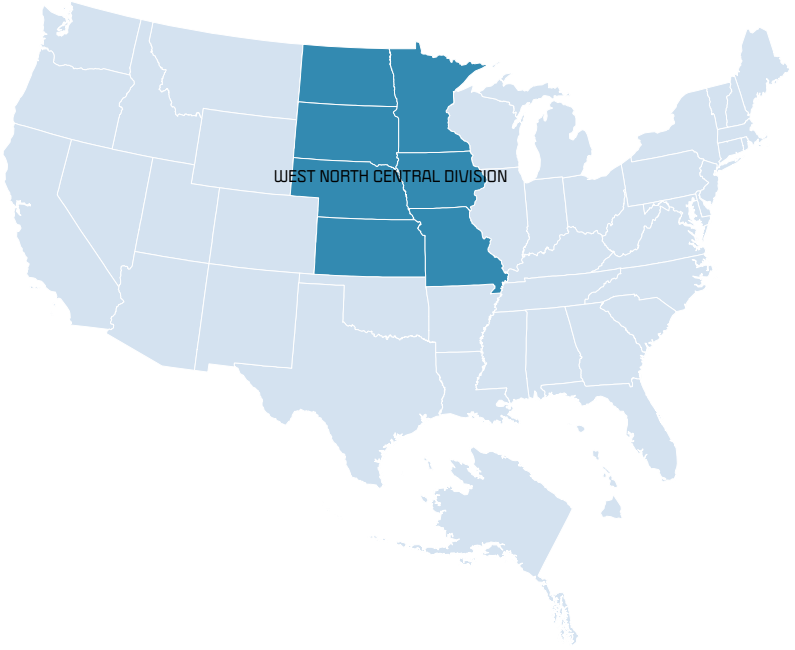
COMMUNITY COLLEGE REGIONS

There are six community college service regions, which are shown in the map to the right. The community college graduate outcomes data presented in regional reviews are based on community college service regions.



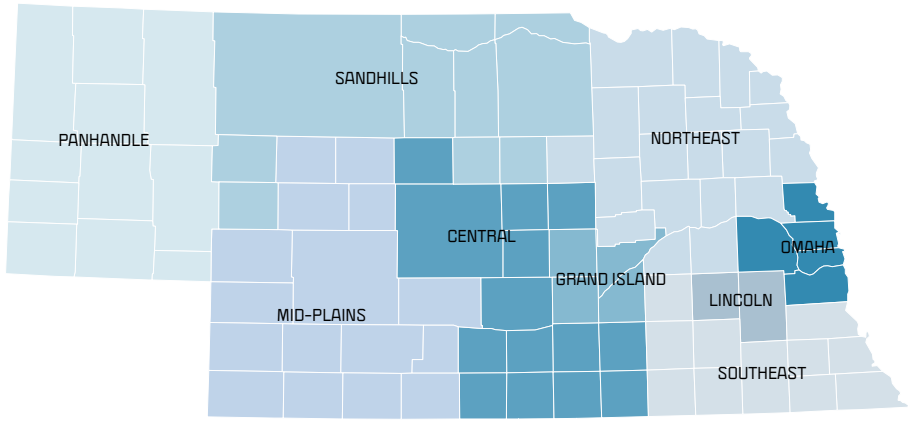
WEST NORTH CENTRAL DIVISION

The West North Central Division is a Census region that includes seven Midwestern states. Data for the West North Central Division is used when it is the most geographically specific data available.



ECONOMIC REGIONS

There are nine economic regions in Nebraska. These regions are shown in the map below. In 2013, Nebraska's economic regions were redrawn, and two new economic regions were added. The regions were redrawn based on their level of social and economic integration as determined by commuting data. The Grand Island MSA economic region was created out of counties formerly in the Central economic region, and the Sandhills economic region was created from counties formerly in the Mid-Plains, Central, and Northeast economic regions.



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