REGIONAL REVIEWS

GRAND ISLAND MSA 2015

LABOR MARKET REGIONAL REVIEW

The 2015 Grand Island MSA Regional Review is a publication of:

Nebraska Department of Labor
Office of Labor Market Information
550 South 16th Street
PO Box 94600
Lincoln, NE 68509-4600

Telephone: 1.800.876.1377
Fax: 1.402.471.9867

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

TABLE OF CONTENTS

OVERVIEW

The Grand Island Metropolitan Statistical Area (MSA) regional review presents data on the demographics, educational characteristics, labor market, wages, industries, occupations, and businesses in the Grand Island MSA and the state. Businesses and economic stakeholders can use this information to better understand the MSA'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 Grand Island MSA regional review.

The Grand Island MSA is comprised of Hall, Hamilton, Howard, and Merrick Counties, and the 2014 population was 84,755. Since 1984, the MSA population increased by 14.3%, while the state population increased by 18.4%. The MSA population is also aging. From 2000-2013, the population aged 45-64 increased by 25.4%, while the population in 44 or under age groups only increased by around 3% or less.

In 2014, the MSA's unemployment rate was relatively low at 3.7%, although it was slightly higher than the statewide rate of 3.3%. In 2013, the MSA also had a high labor force participation rate at 71.8%, slightly higher than the statewide rate of 70.6%. The MSA's median household income was $49,794 in 2013, slightly lower than the state median household income.

QUICK FACTS, GRAND ISLAND MSA VS. NEBRASKA

	Grand Island MSA	Nebraska
2014 Population	84,755	1,881,503
1984-2014 Population Growth	14.3%	18.4%
2013 Percent Minority Population	20.6%	18.2%
% of Population 25 & Over With a Bachelor's Degree or Higher	17.9%	28.5%
2014 Labor Force	45,230	1,022,152
2014 Unemployment Rate	3.7%	3.3%
2013 Median Household Income	$49,794	$51,672
2013 Poverty Rate	13%	12.8%
2013 Largest Private Industry	Trade, Transportation, & Utilities	Trade, Transportation, & Utilities
2013 Most Common Occupation	Cashiers	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 trade, transportation, and utilities with 22.8% of MSA employment. Cashiers held the most common occupation in 2013

DEMOGRAPHICS
GRAND ISLAND MSA

POPULATION
OVERVIEW
CHANGE BY COUNTY, 1984 - 2014
AGE

DIVERSITY
RACE/ETHNICITY
CHANGE IN RACE/ETHNICITY OVER TIME
PROJECTIONS BY RACE/ETHNICITY
LANGUAGE & THE ABILITY TO SPEAK ENGLISH

MIGRATION
COMPONENTS OF CHANGE
DOMESTIC & INTERNATIONAL
INTERNATIONAL BY COUNTY, 2009 - 2013

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).

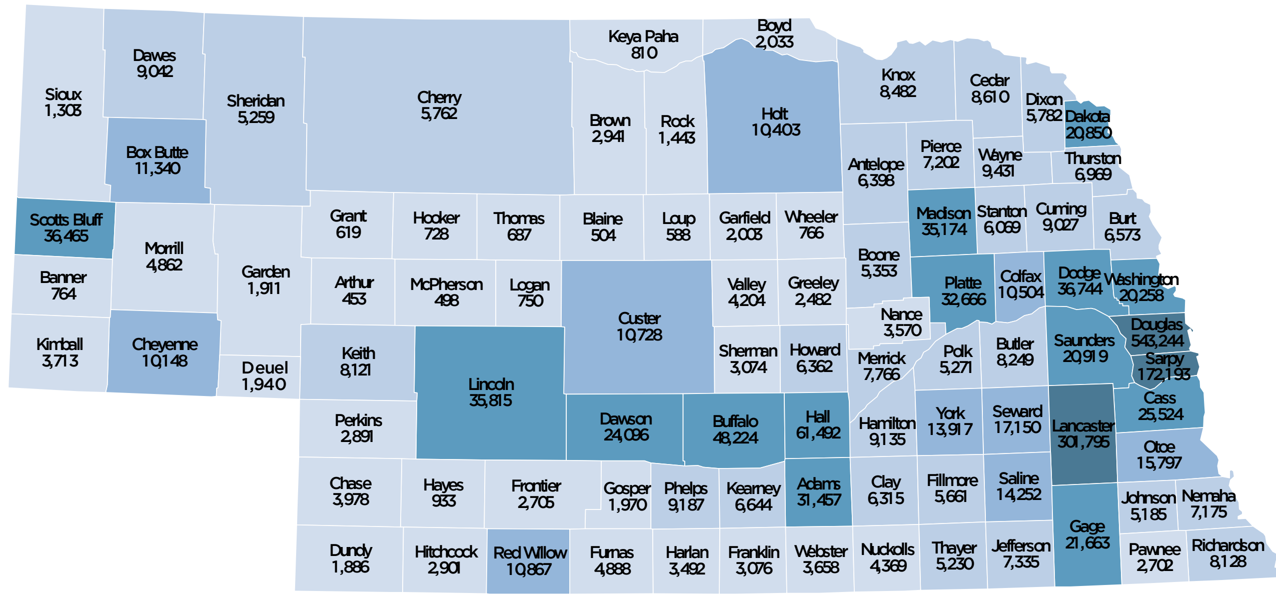
The Grand Island MSA had a population of 84,755, which accounted for nearly 4.5% of the state population in 2014.

Douglas County had the highest population in the state at approximately 540,000 individuals, 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

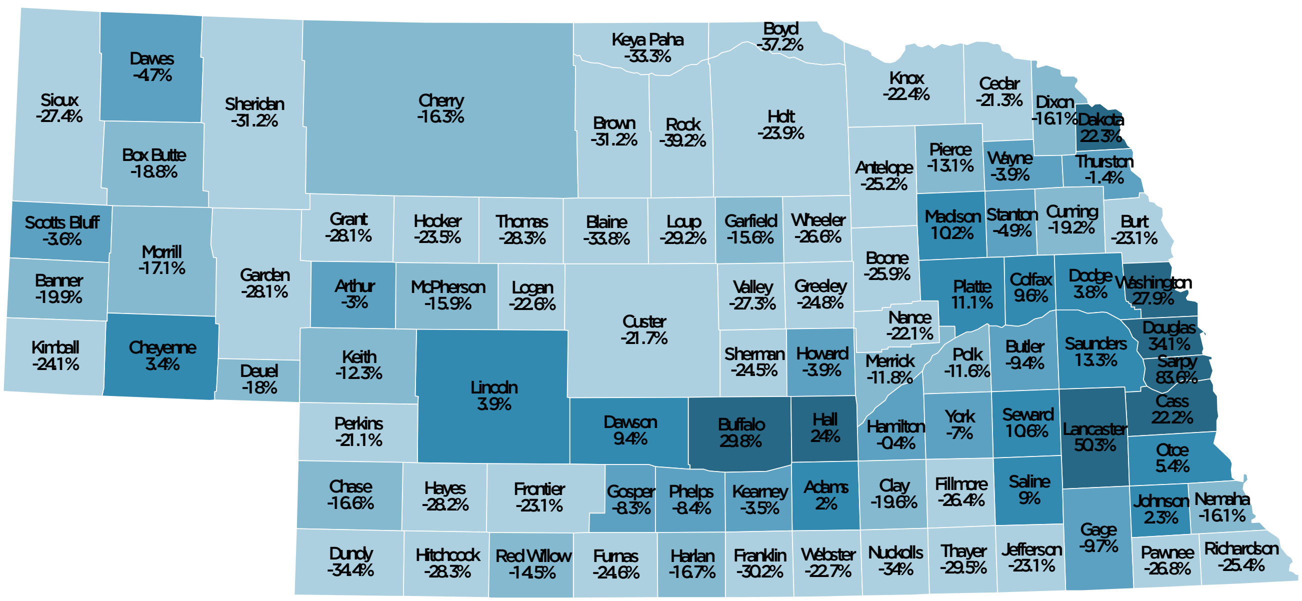


Source: US Census Bureau, Population Estimates, released 2015

LEGEND

POPULATION

<5,000 | 5,000-10,000 | 10,000 - 20,000 | 20,000 - 100,000 | >100,000



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

LEGEND

PERCENT CHANGE

- -20% to -39.2%
- -10% to -20%
- 0% to -10%
- 0% to 20%
- 20% to 83.6%

POPULATION

CHANGE BY COUNTY, 1984-2014

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 population had the greatest population decrease. 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 Grand Island MSA population increased by 14.3%, while the state population increased by 18.4%.

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.

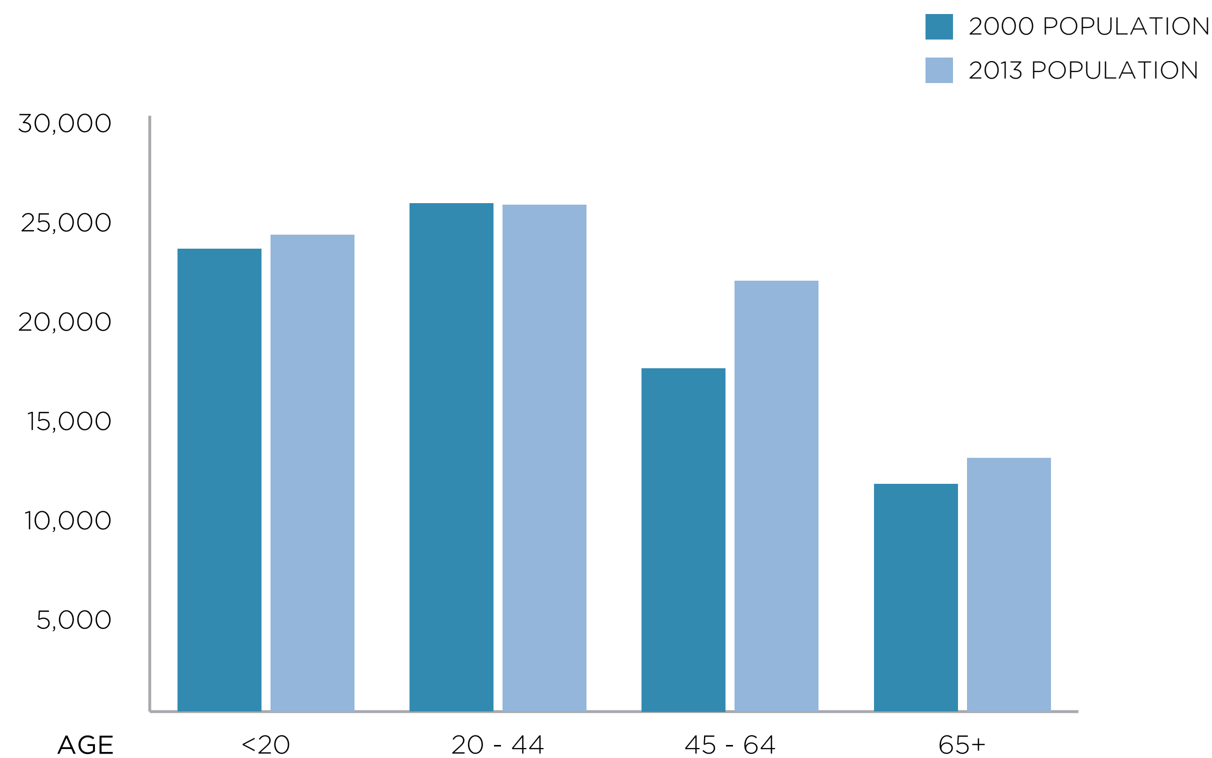
POPULATION
AGE

The population age distribution in the Grand Island MSA and the state were similar. In 2013, the age group 20-44 comprised 30.4% of the MSA population. The age group <20 comprised 28.6%, and the age group 45-64 comprised 25.8%. Over 15% of the MSA population was ages 65 and older. Statewide, 14.1% of the population was age 65 and older.

The Grand Island MSA has an aging population. From 2000-2013, the population in 44 and under age groups increased by around 3% or less, while the population age 65 and older increased by 11.5%. The population age 45-64 increased the fastest at 25.4%-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.

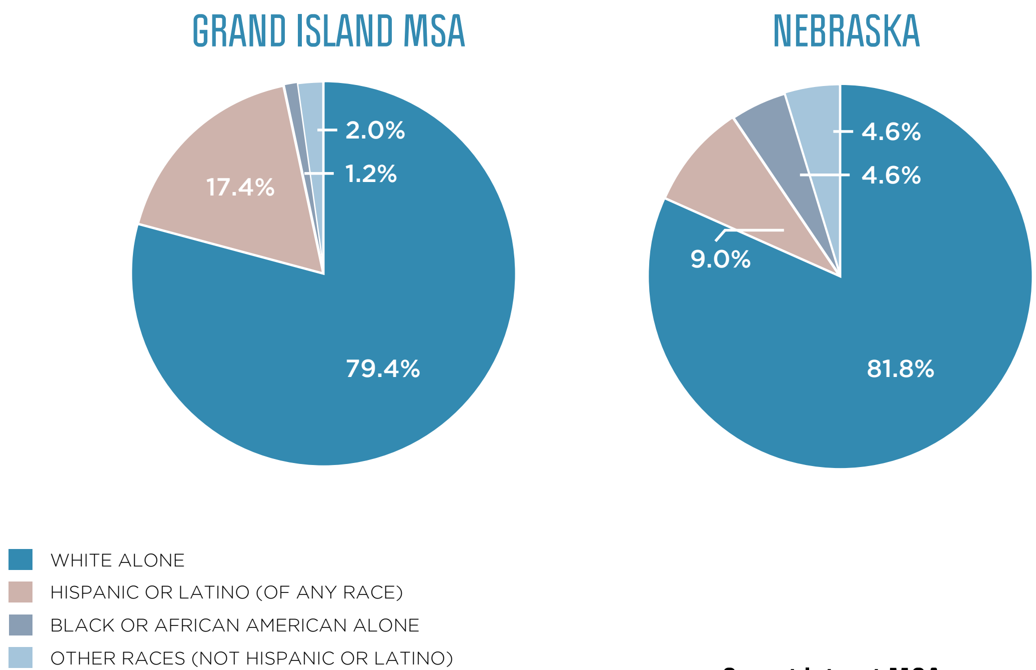


	2000		2013			
Age	Population	%	Population	%	Total Change	% Change
<20	23,290	30%	24,016	28.6%	726	3.1%
20-44	25,583	33%	25,511	30.4%	-72	-0.3%
45-64	17,289	22.3%	21,683	25.8%	4,394	25.4%
65+	11,459	14.8%	12,779	15.2%	1,320	11.5%
Total	77,621	100%	83,989	100%	6,368	8.2%

Source: U.S. Census Bureau, Population Estimates, most recent data released 2014

POPULATION

RACE/ETHNICITY, 2013



	Grand Island MSA		Nebraska	
	Total	%	Total	%
Total Population	81,850	100%	1,850,502	100%
Hispanic or Latino (of any race)	14,214	17.4%	167,405	9%
Total Not Hispanic or Latino	67,636	82.6%	1,683,097	91%
White Alone	64,956	79.4%	1,512,922	81.8%
Black or African American Alone	1,013	1.2%	85,707	4.6%
American Indian & Alaska Native Alone	289	0.4%	15,262	0.8%
Asian Alone	682	0.8%	37,325	2%
Native Hawaiian & Other Pacific Islander Alone	43	0.1%	1,118	0.1%
Two or more Races	653	0.8%	30,763	1.7%
Total Minority (Population excluding non-Hispanic Whites)	16,894	20.6%	337,580	18.2%

Source: US Census Bureau, Population Estimates, released 2014

In 2013, non-Hispanic whites comprised 79.4% of the Grand Island MSA population. Hispanics were the largest minority group in the MSA in 17.4%, followed by black or African Americans at 1.2%.

The Grand Island MSA is slightly more diverse than the state as a whole. In 2013, the total minority population was 20.6% in the Grand Island MSA, compared to 18.2% statewide. Hispanics comprised 17.4% of the MSA population and 9% of the state population. African Americans comprised 1.2% of the MSA population and 4.6% of the state population. Other races comprised 2% of the MSA population and 4.6% of the state 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

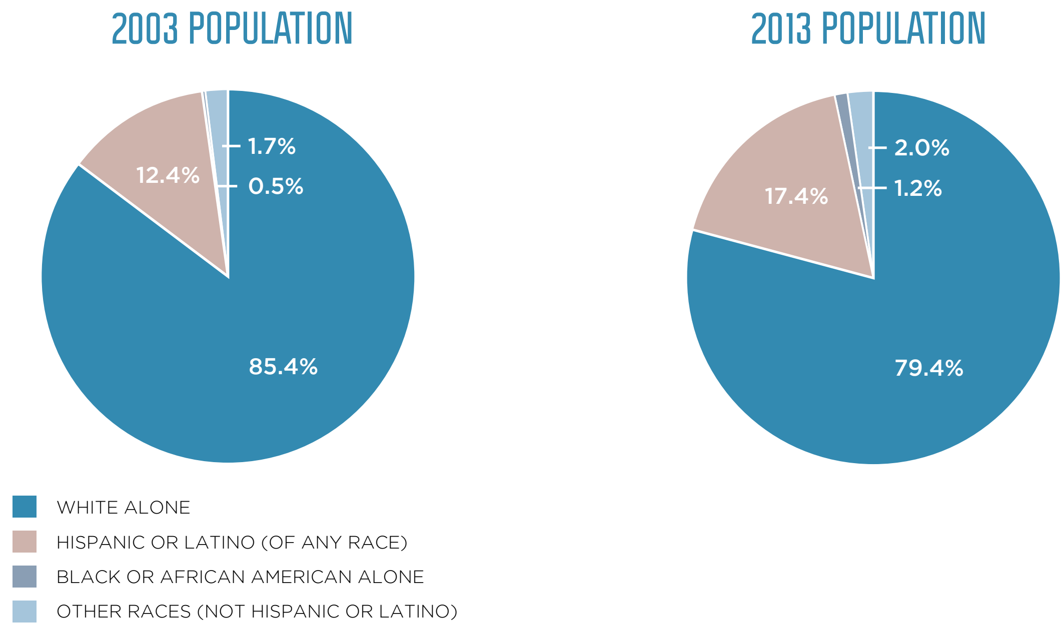
The minority population in the Grand Island MSA increased by 48% from 2003-2013, while the overall population increased by 5%.

Hispanic population growth accounted for most of the MSA's minority population growth. From 2003-2013, the Hispanic population increased by approximately 4,500 or 46.5%. Black or African Americans had the second largest numeric increase of approximately 600 or 136.7%. The white population decreased by approximately 1,600 or 2.4% from 2003-2013.

The proportion of minorities in the Grand Island MSA increased by 6 percentage points from 2003-2013. Hispanics increased from 12.4% to 17.4% of the MSA population. The African American population increased from .5% to 1.2%, and other races increased from 1.7% to 2%. The white population fell slightly from 85.4% to 79.4%.

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.

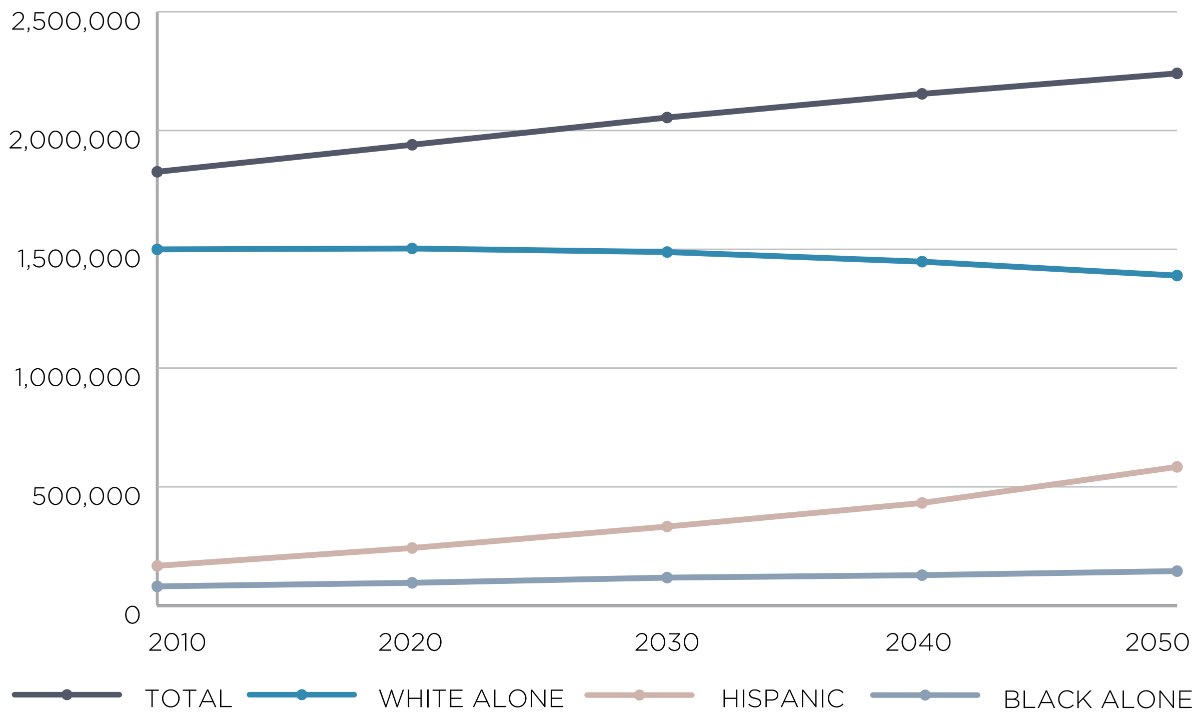


	2003	2013	Total Change	% Change
Total Population	77,941	81,850	3,909	5%
Hispanic or Latino (of any race)	9,700	14,214	4,514	46.5%
Total Not Hispanic or Latino	68,241	67,636	-605	-0.9%
White Alone	66,523	64,956	-1,567	-2.4%
Black or African American Alone	428	1,013	585	136.7%
American Indian and Alaska Native Alone	191	289	98	51.3%
Asian Alone	641	682	41	6.4%
Native Hawaiian and Other Pacific Islander Alone	28	43	15	53.6%
Two or more Races	430	653	223	51.9%
Total Minority (Population excluding non-Hispanic Whites)	11,418	16,894	5,476	48%

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

POPULATION

PROJECTIONS BY RACE/ETHNICITY, 2010 - 2050



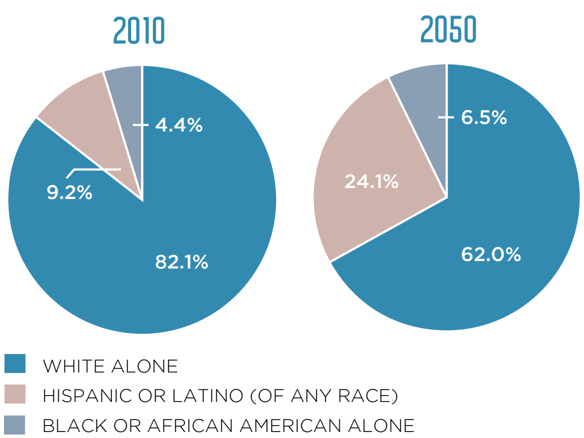
Source: Center for Public Affairs Research-University of Nebraska Omaha, data dated 2013

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 Grand Island MSA residents who spoke a language other than English rose by 17.3%, and the number of these residents who spoke English less than "very well" increased by 21%. Change in the number of Spanish speakers helped drive this trend. From 2009-2013, the number of Spanish speaking residents increased by 19.5%, and the number of Spanish speakers who spoke English less than "very well" increased by 17.8%.

Overall, the Grand Island MSA has a higher rate of residents who spoke a language other than English than the state, and a higher rate of other language speakers who spoke English less than "very well." Almost 15% of the MSA population spoke a language other than English compared to 10.5% of the state population. Furthermore, 56.4% of MSA residents who spoke a language other than English spoke English less than "very well," compared to 45.1% statewide.

	2009	2013	% Change	Grand Island MSA 2013	Nebraska 2013
Population 5 years and over	72,744	76,578	5.3%	100%	100%
English	63,126	65,293	3.4%	85.3%	89.5%
Language other than English	9,618	11,285	17.3%	14.7%	10.5%
Speak English less than "very well"	5,266	6,370	21%	56.4%	45.1%
Spanish	8,362	9,991	19.5%	13%	7%
Speak English less than "very well"	4,823	5,682	17.8%	56.9%	47.9%
Other Indo-European Languages	450	431	-4.2%	0.6%	1.5%
Speak English less than "very well"	54	87	61.1%	20.2%	26.1%
Asian and Pacific Islander Languages	462	346	-25.1%	0.5%	1.3%
Speak English less than "very well"	221	248	12.2%	71.7%	52.6%
Other Languages	344	517	50.3%	0.7%	0.7%
Speak English less than "very well"	168	353	110.1%	68.3%	43.5%

Source: US Census Bureau, American Community Survey, 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

There are two components of population change:

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

From 2010 to 2014, the Grand Island MSA population had a net increase of 2,905, for an average net increase of 726 individuals a year. Both positive natural change and positive net migration accounted for this increase. From 2000 to 2014, the MSA gained 1,899 individuals from natural change. The MSA also had net migration gain of 1,037 individuals due to international immigration.

Like the MSA, Nebraska had positive natural change and positive net migration. Like the MSA, Nebraska also had negative domestic migration.

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.

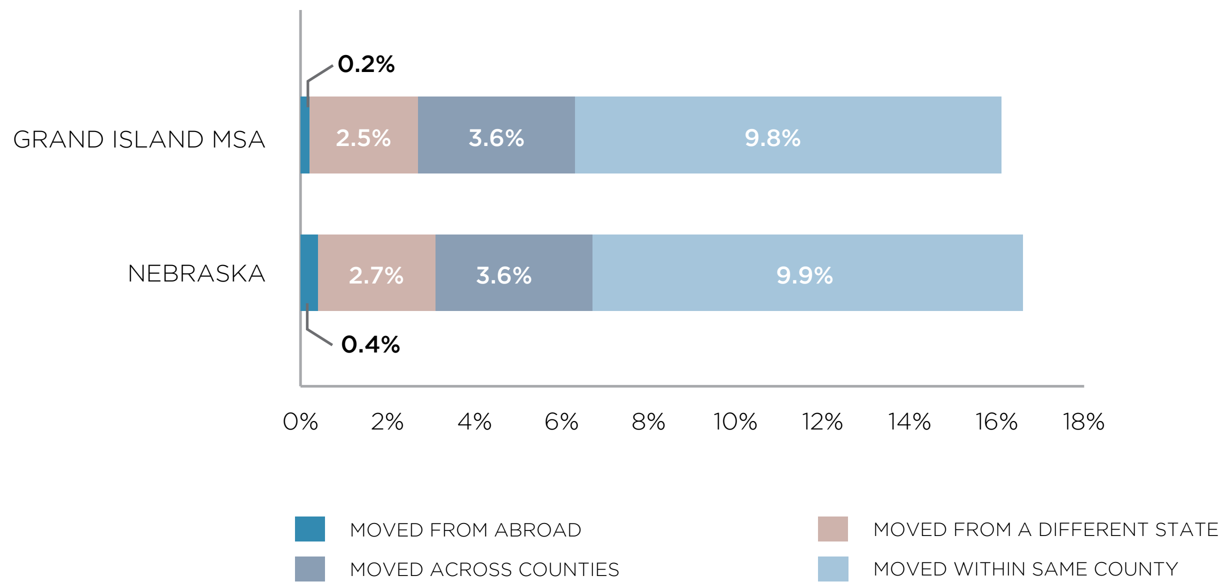
MIGRATION
DOMESTIC & INTERNATIONAL, 2013

In 2013, approximately 13,100 individuals or 16.1% of the Grand Island MSA population moved to or within the MSA. Most residents who migrated moved within the MSA. Almost 10% of the MSA population moved within the same county, and 3.6% moved from a different county within the state. Additionally, 2.5% of the MSA population moved from another state, and only .2% of the population moved from abroad.

The Grand Island MSA's rate of international and domestic migration was similar to the statewide rate. The MSA's rate of international migration was .2%, compared to the statewide rate of .4%. Two and a half percent of MSA residents moved from another state compared to 2.7% statewide residents. Finally, 13.3% of the MSA 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.



	Grand Island MSA Total	Grand Island MSA %	Nebraska Total	Nebraska %
Total Population 1 year and over	81,429	100%	1,815,644	100%
Population that moved	13,091	16.1%	302,377	16.7%
Population that moved from abroad	184	0.2%	7,862	0.4%
Population that moved from a different state	2,045	2.5%	49,119	2.7%
Population that moved within the state	10,862	13.3%	245,396	13.5%
Population that moved within the same county	7,946	9.8%	179,189	9.9%
Population that moved across counties	2,916	3.6%	66,207	3.6%

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

WHERE TO FIND IT

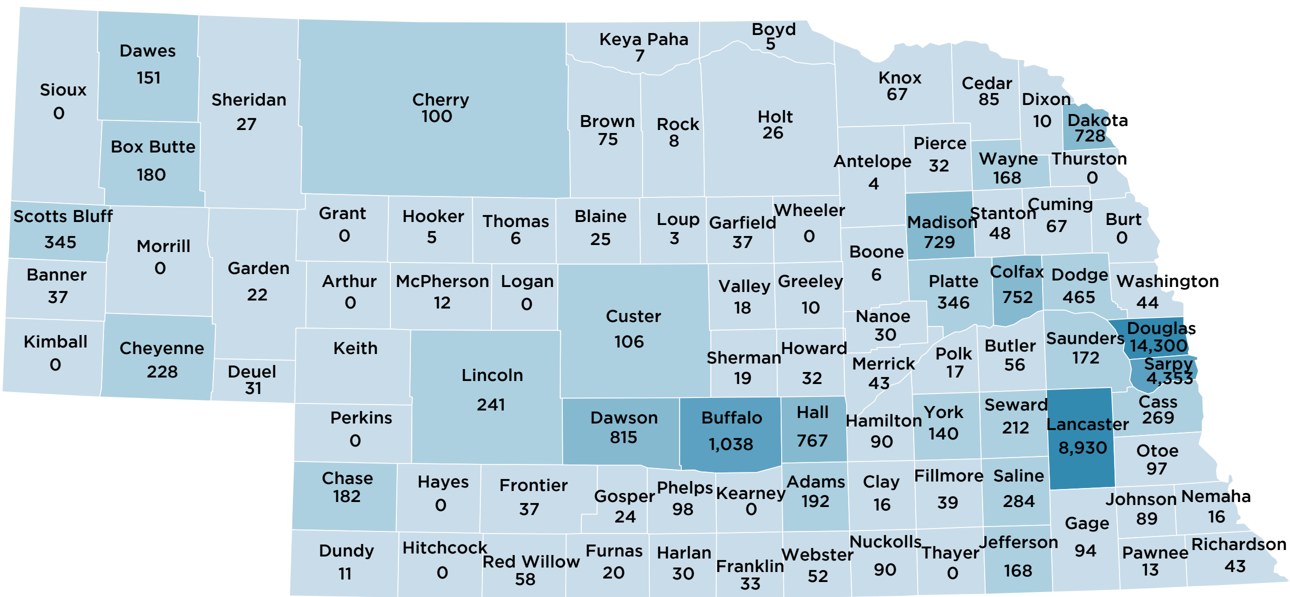
American Community Survey data on domestic and international migration is available at factfinder.census.gov.

INTERNATIONAL MIGRATION

BY COUNTY, 2009 - 2013

From 2009-2013, 932 international immigrants moved to Grand Island MSA at an average rate of approximately 186 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.



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

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.

WHERE TO FIND IT

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

EDUCATION

EDUCATIONAL ATTAINMENT

CHANGE IN EDUCATIONAL ATTAINMENT

PUBLIC HIGH SCHOOL GRADUATION RATES, 4-YEAR COHORTS

NEBRASKA GRADUATE OUTCOMES

NEBRASKA POSTSECONDARY GRADUATES

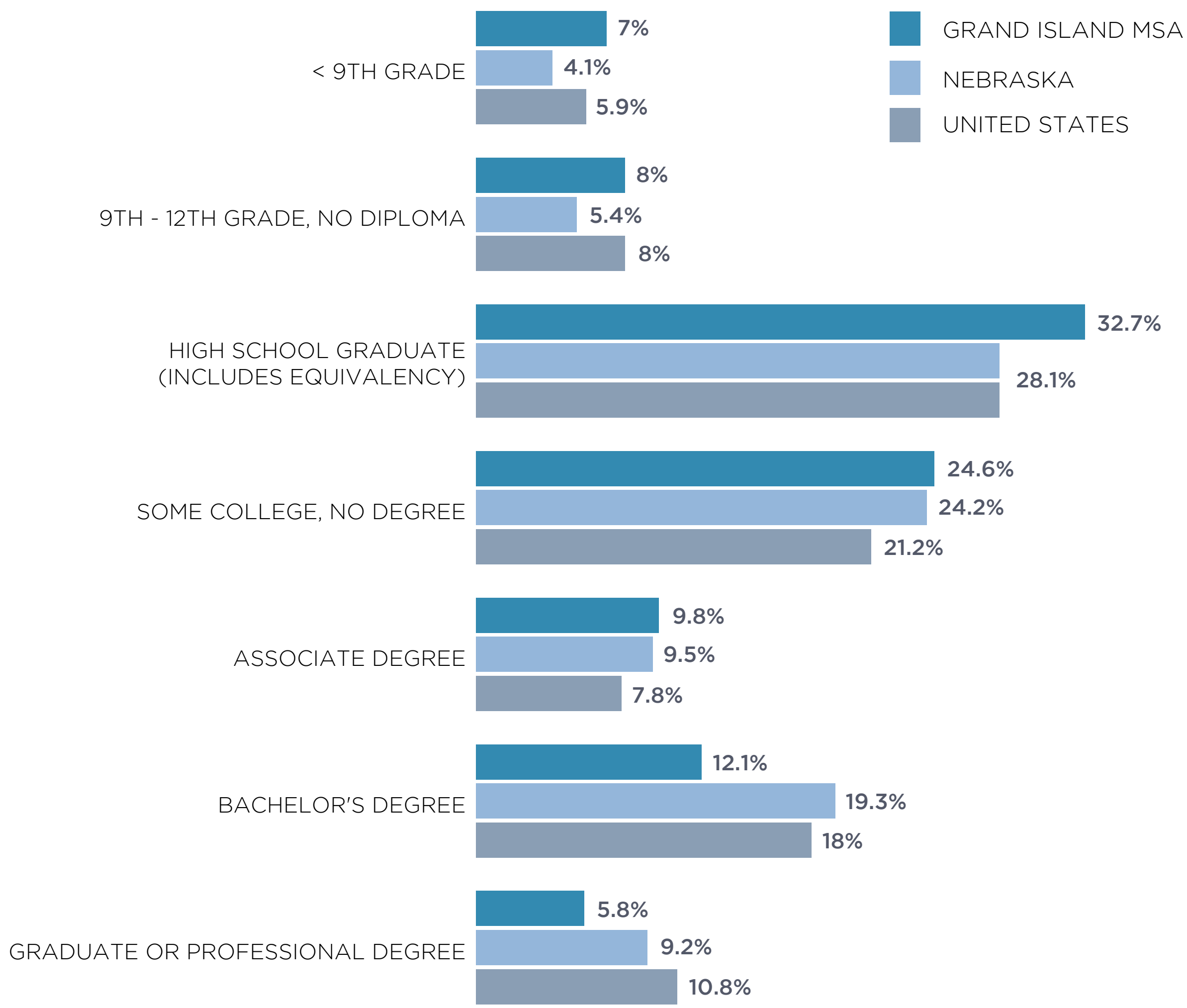
COMMUNITY COLLEGE GRADUATES, 2011 - 2012

STATE COLLEGE GRADUATES, 2011 - 2012

UNK GRADUATES, 2011 - 2012

EDUCATION
GRAND ISLAND MSA

EDUCATIONAL
ATTAINMENT, 2013



Note: Population age 25 and older.

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.

Eighty-five percent of the Grand Island MSA population age 25 and older possessed a high school degree or GED, and 52.3% of the MSA possessed some postsecondary education in 2013. The most commonly reported highest level of educational attainment was a high school diploma or GED at 32.7%, followed by some college, no degree at 24.6%, and bachelor's degree at 12.1%. Almost 10% of the MSA had an associate degree, and 5.8% had a graduate or professional degree.

The Grand Island MSA has a low rate of postsecondary education compared to state and national residents. MSA residents were around 3-7 percentage points less likely than Nebraska and US residents to possess bachelor's or graduate degrees. However, MSA residents were 2 percentage points more likely than national residents to possess associate degrees.

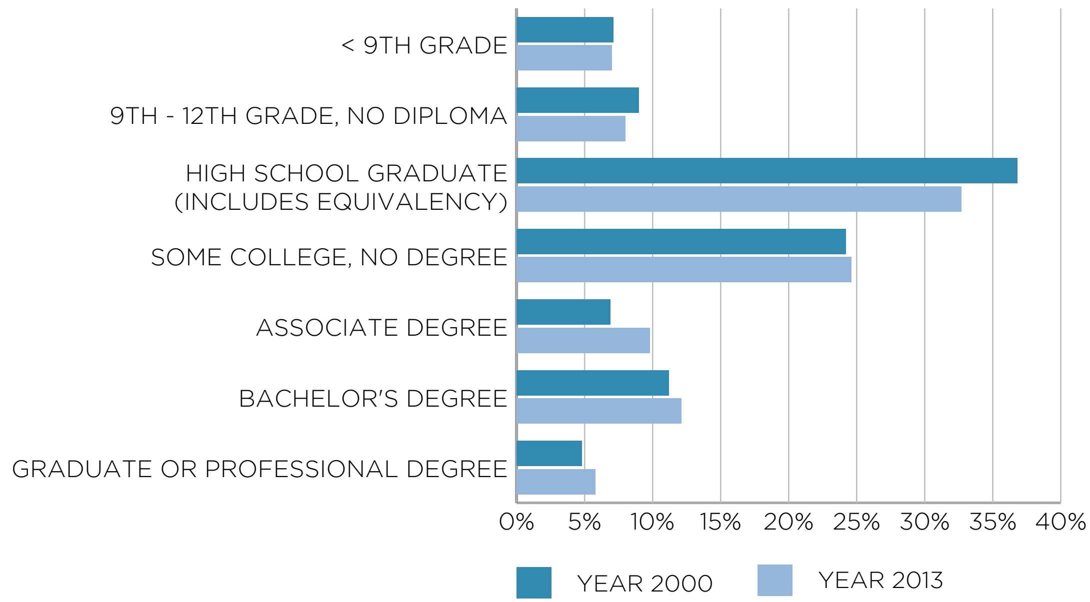
HOW TO USE IT

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 Grand Island MSA residents who have some postsecondary education increased substantially. While the MSA population increased by 7.9%, the number of MSA residents who have associate degrees increased by 53.4%. Additionally, the number of MSA residents who have graduate or professional degrees increased by 30.7%, and the number who have bachelor's degrees increased by 16.5%.

Due to increases in educational attainment, MSA residents were about 3 percentage points more likely to possess associate degrees in 2013 than in 2000. MSA residents were also about 1 percentage point more likely to possess bachelor's degrees and graduate or professional degrees in 2013 than in 2000.



	2000	2013	Difference	% Change
Population 25 years and over	50,254	54,214	3,960	7.9%
Less than 9th grade	3,556	3,793	237	6.7%
9th to 12th grade, no diploma	4,545	4,364	-181	-4%
High school graduate (includes equivalency)	18,478	17,701	-777	-4.2%
Some college, no degree	12,154	13,312	1,158	9.5%
Associate degree	3,471	5,326	1,855	53.4%
Bachelor's degree	5,634	6,561	927	16.5%
Graduate or professional degree	2,416	3,157	741	30.7%

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

US Census Bureau, Census 2000, retrieved from American Fact Finder

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.

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

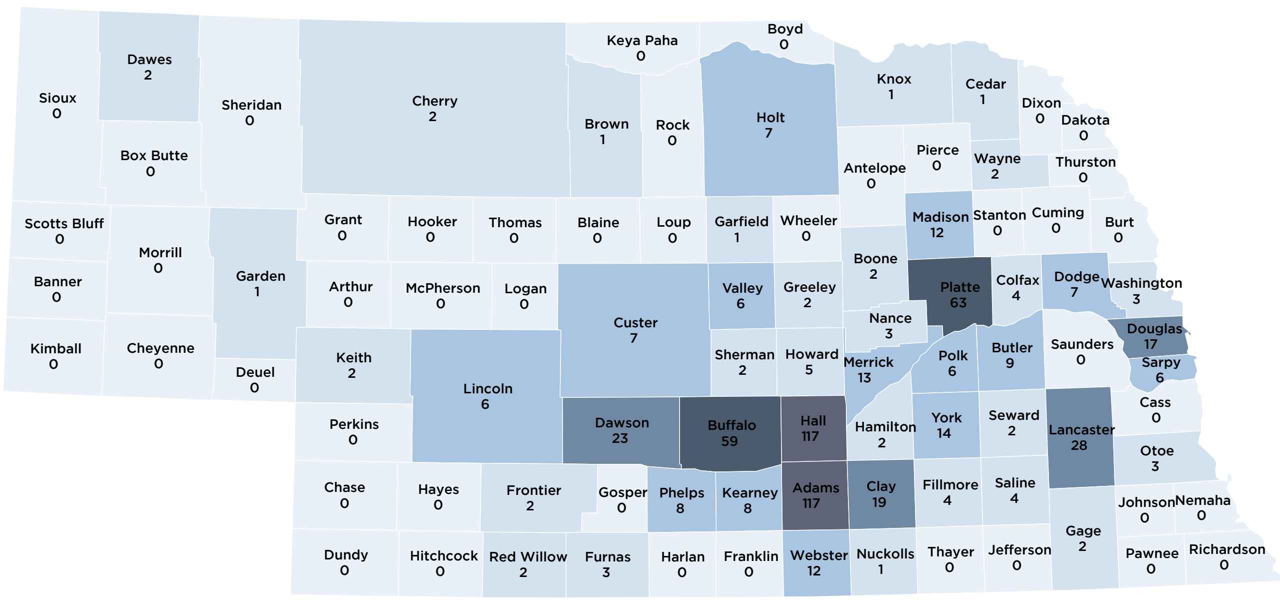
Source: Nebraska Department of Labor, Graduates Outcomes in Nebraska, released 2015

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

CENTRAL 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 - 5 | 6 - 14 | 15 - 28 | 29 - 63 | 64 - 117

About 1,000 or 81% of 2011-2012 Central Community College (CCC) graduates were working in Nebraska during the first quarter of 2013. CCC graduates were seven percentage points more likely to work in the state than community college graduates overall. The median annual wage for CCC associate degree earners was $25,071, about the same as community college graduates statewide.

Almost 140 CCC graduates were employed in the Grand Island MSA. Hall and Adams Counties had the most CCC graduates working in the state at 117 each.

The industries employing the most CCC graduates in Nebraska were Health Care (24.5%), Manufacturing (17.3%), and Retail Trade (12.4%). The most common fields of study among all CCC graduates were Liberal Arts and Sciences (13.6%) and Business Administration and Management (8.3%).

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

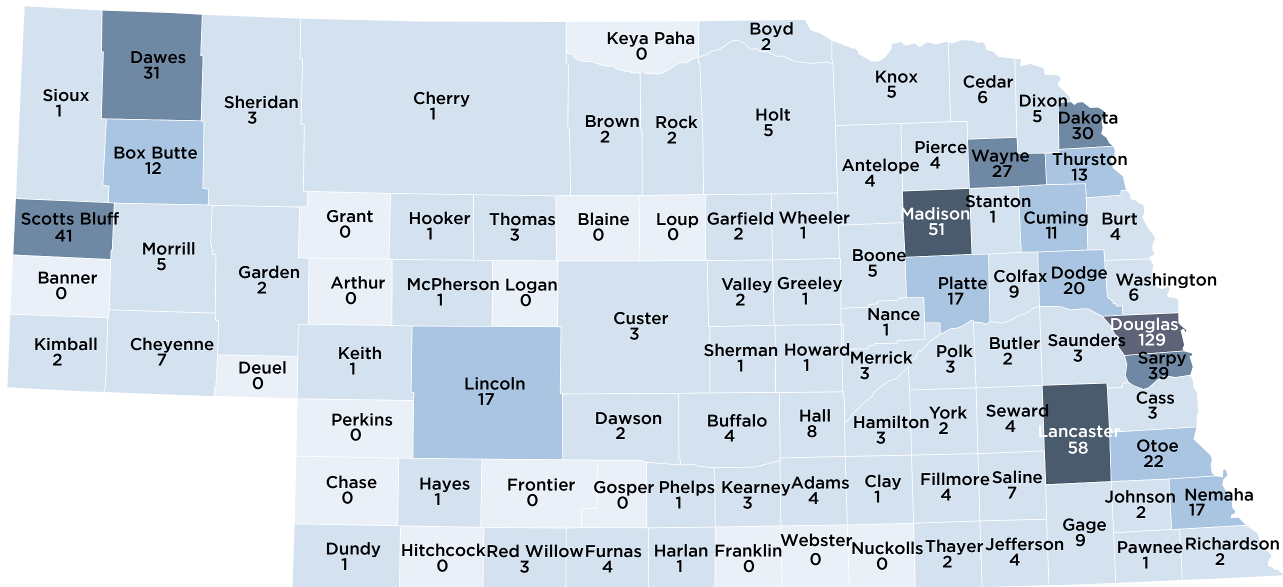
There were 962 2011-2012 state college graduates working in Nebraska during the first quarter of 2013. The median annual wage for bachelor's degree earners working in Nebraska was $22,959 for Chadron graduates, $26,361 for Wayne graduates, and $28,088 for Peru graduates.

There were 15 state college graduates working in the Grand Island MSA. 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

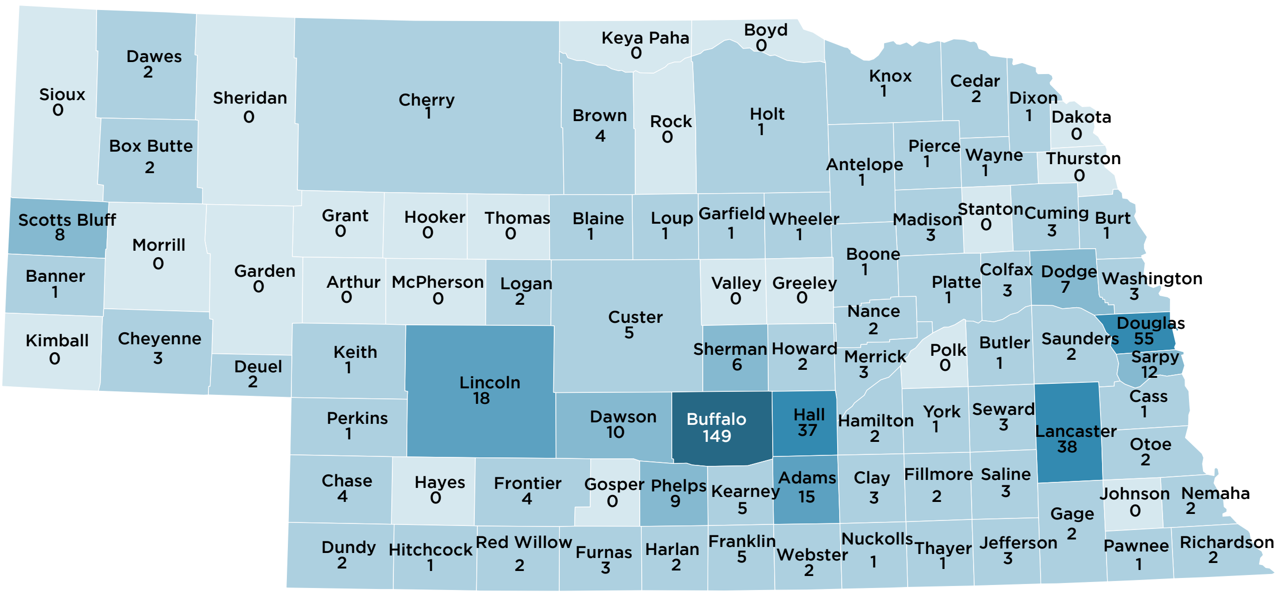
0 | 1 - 9 | 10 - 22 | 23 - 41 | 42 - 58 | 59 - 129

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, Graduate Outcomes in Nebraska, released 2015

LEGEND

NUMBER OF GRADUATES

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

There were 720 2011-2012 UNK graduates working in Nebraska during the first quarter of 2013. Forty-four UNK graduates were working in the Grand Island MSA. 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.

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.

LABOR FORCE

ESTIMATES
U6 RATES
SEASONAL FLUCTUATIONS
OLDER WORKERS BY COUNTY

COMMUTING

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

LABOR SUPPLY
GRAND ISLAND MSA

LABOR FORCE
ESTIMATES

2013 LABOR FORCE PARTICIPATION RATE, AGES 16 & OVER

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

	Grand Island MSA			Unemployment Rate	
	Labor Force	Employed	Unemployed	Grand Island MSA	Nebraska
2007	44,483	43,277	1,206	2.7%	3%
2008	45,586	44,207	1,379	3%	3.3%
2009	45,500	43,650	1,850	4.1%	4.6%
2010	43,871	41,888	1,983	4.5%	4.6%
2011	44,422	42,496	1,926	4.3%	4.4%
2012	45,221	43,484	1,737	3.8%	4%
2013	45,212	43,585	1,627	3.6%	3.8%
2014	45,230	43,549	1,681	3.7%	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 Grand Island MSA's labor force was approximately 45,200. The MSA's unemployment rate for 2014 was relatively low at 3.7%, although it was slightly higher than the statewide rate of 3.3%. Since 2010, the MSA's unemployment rate has declined from 4.5% to 3.7%.

At 71.8%, the MSA's labor force participation rate (population 16 years and over in the labor force) was slightly higher than the statewide rate 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

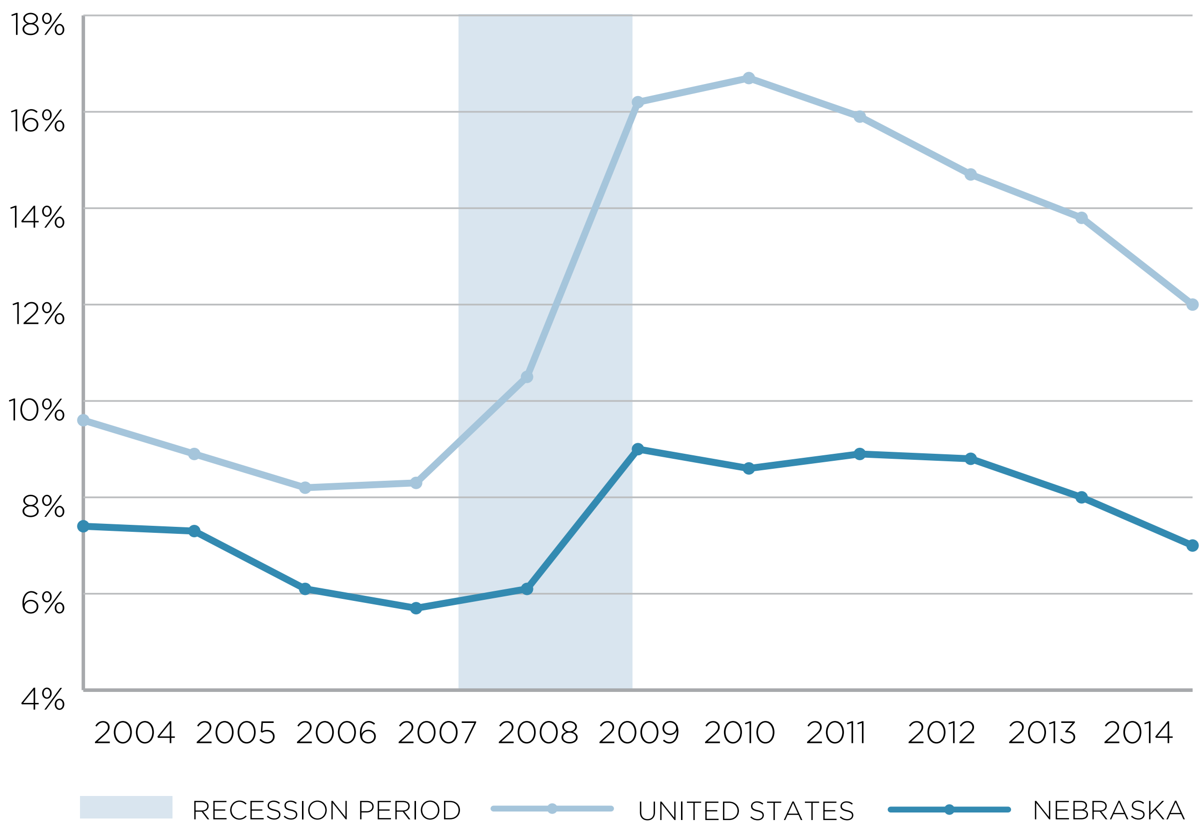
U6 rates are an alternative measure of labor underutilization compared to the traditional unemployment rate. U6 rates measure all unemployed workers, marginally attached workers (discouraged workers who are not employed and have sought work in the past 12 months, but not in the last 4 weeks), and workers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

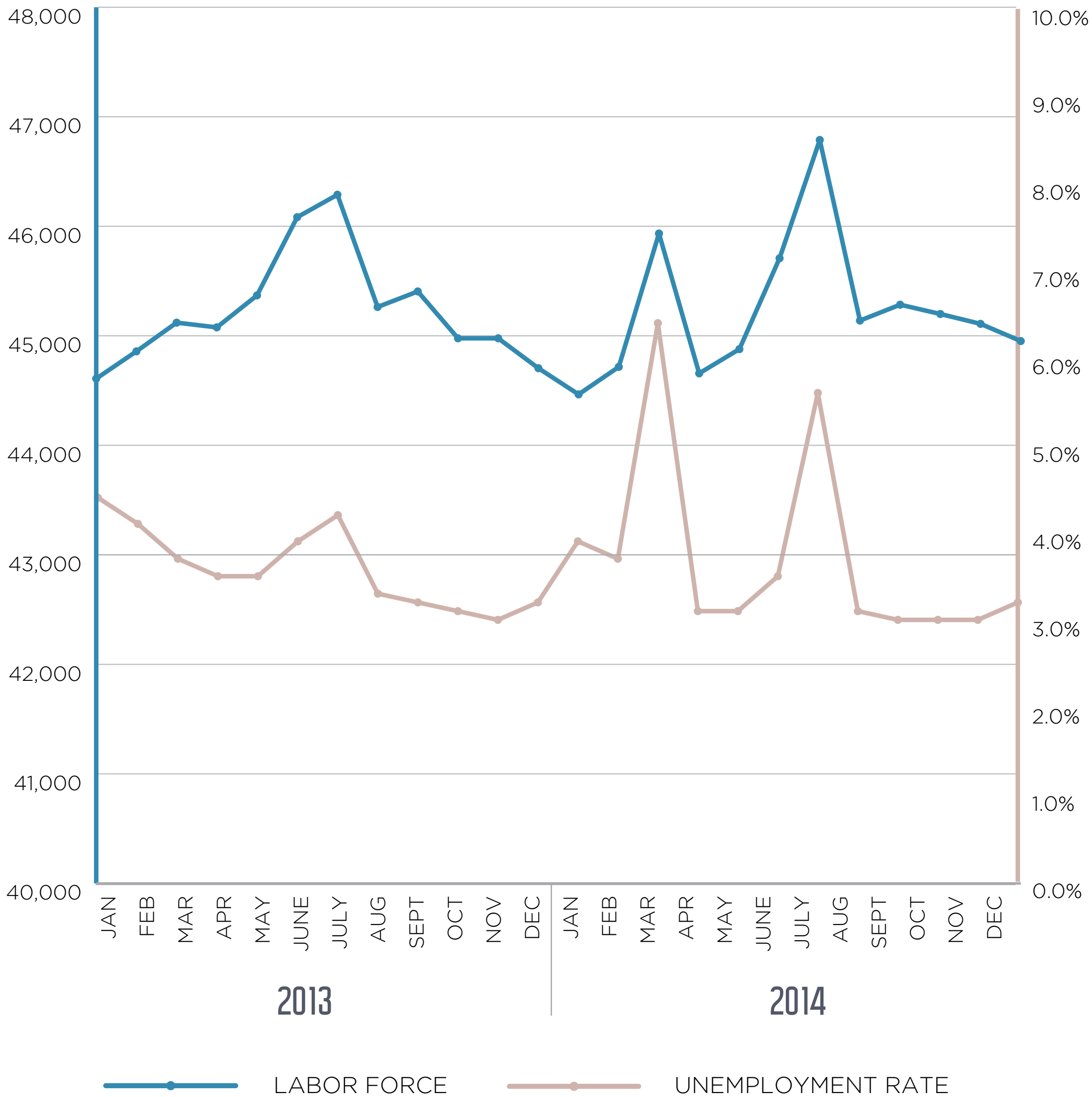
Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, most recent data released 2015
Bureau of Labor Statistics, "The Recession of 2007-2009: BLS Spotlight on Statistics," released 2012

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.

LABOR FORCE

SEASONAL FLUCTUATIONS



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

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

The labor force and unemployment rate can vary significantly by season. In 2013 and 2014, the labor force was largest during July. The Grand Island MSA labor force rose to approximately 46,300 in July 2013 and 46,800 in July 2014, while the annual labor force average was approximately 45,200 in 2013 and 2014.

The average unemployment rate for the Grand Island MSA was 3.6% in 2013 and 3.7% in 2014. When the labor force was largest in July 2013 and 2014, the unemployment rate rose to 4.2% and 5.6% 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

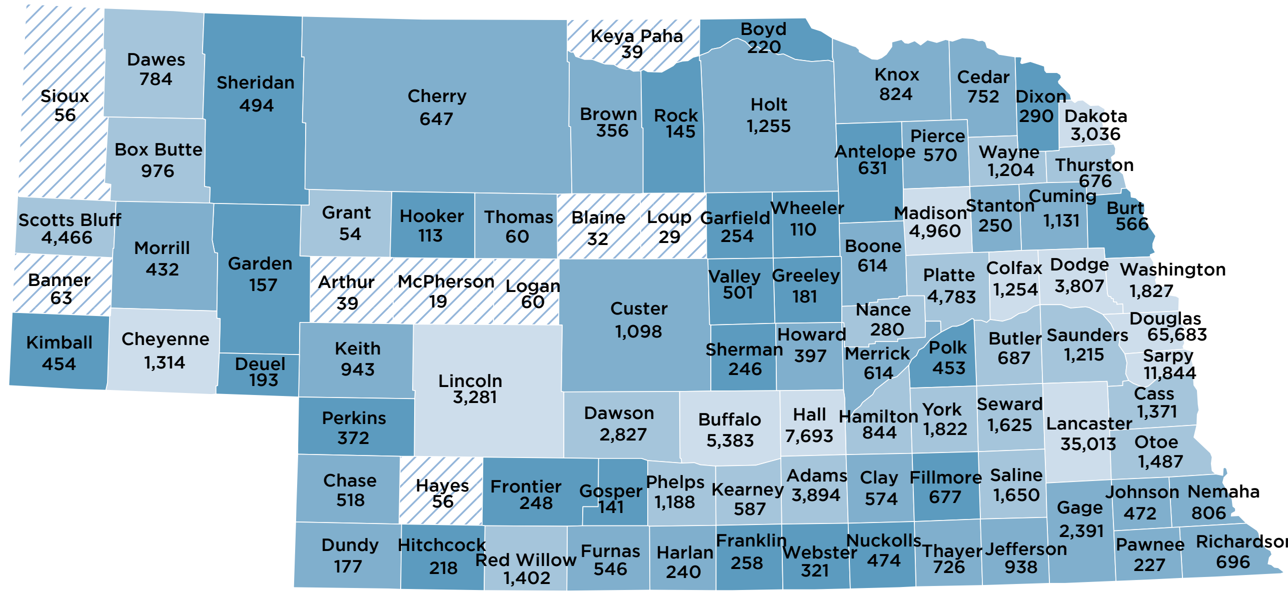
State and local data on labor force estimates are available neworks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Labor Force Data, or download data by going to the Data Download Center, located under Labor Market Data.

OLDER WORKERS
BY COUNTY, 2013

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 23.1% (9,549 workers) of Grand Island MSA's total workforce.



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

HOW TO USE IT

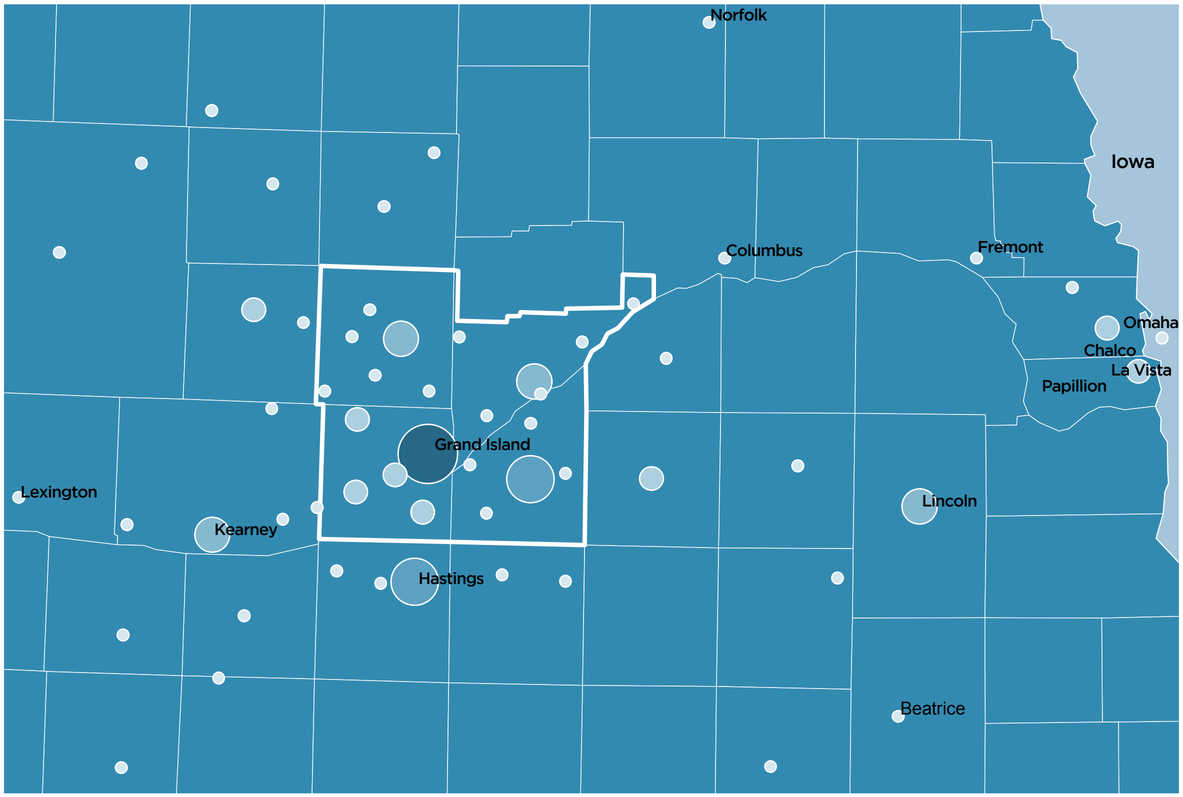
The growing proportion of older workers in the labor force signals the need for business adaptation. Older workers can contribute valuable experience to businesses. As older workers reach retirement, businesses will need to adjust and fill their positions, possibly with a younger, less experienced workforce.

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.

COMMUTING
PATTERNS, 2011

GRAND ISLAND MSA IN-COMMUTERS



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

LEGEND
NUMBER OF IN-COMMUTERS

30 - 116 | 154 - 415 | 682 - 831 | 1,254 - 1,463 | 16,380

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.

In-commuters refers to workers who commute into the Grand Island MSA for work. The map to the left shows the number of workers who commuted to or within the Grand Island MSA for their primary jobs in 2011.

There were 36,873 primary jobs in the Grand Island MSA in 2011. MSA residents filled approximately 25,700 or 69.8% of those jobs, and 30.2% of the MSA workforce commuted from outside of the MSA. Approximately 16,400 workers or 44.4% of the MSA workforce commuted from Grand Island city. Aurora city residents comprised the next largest portion of the MSA workforce at 1,463 workers or 4%.

The Grand Island MSA had a net gain of workers from commuting. Approximately 1,100 more workers commuted into the MSA than commuted out of the MSA 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.

COMMUTING
PATTERNS, 2011

Out-commuters refers to Grand Island MSA residents who commute out of the MSA for work. The map to the right shows areas where MSA residents commuted for their primary jobs in 2011.

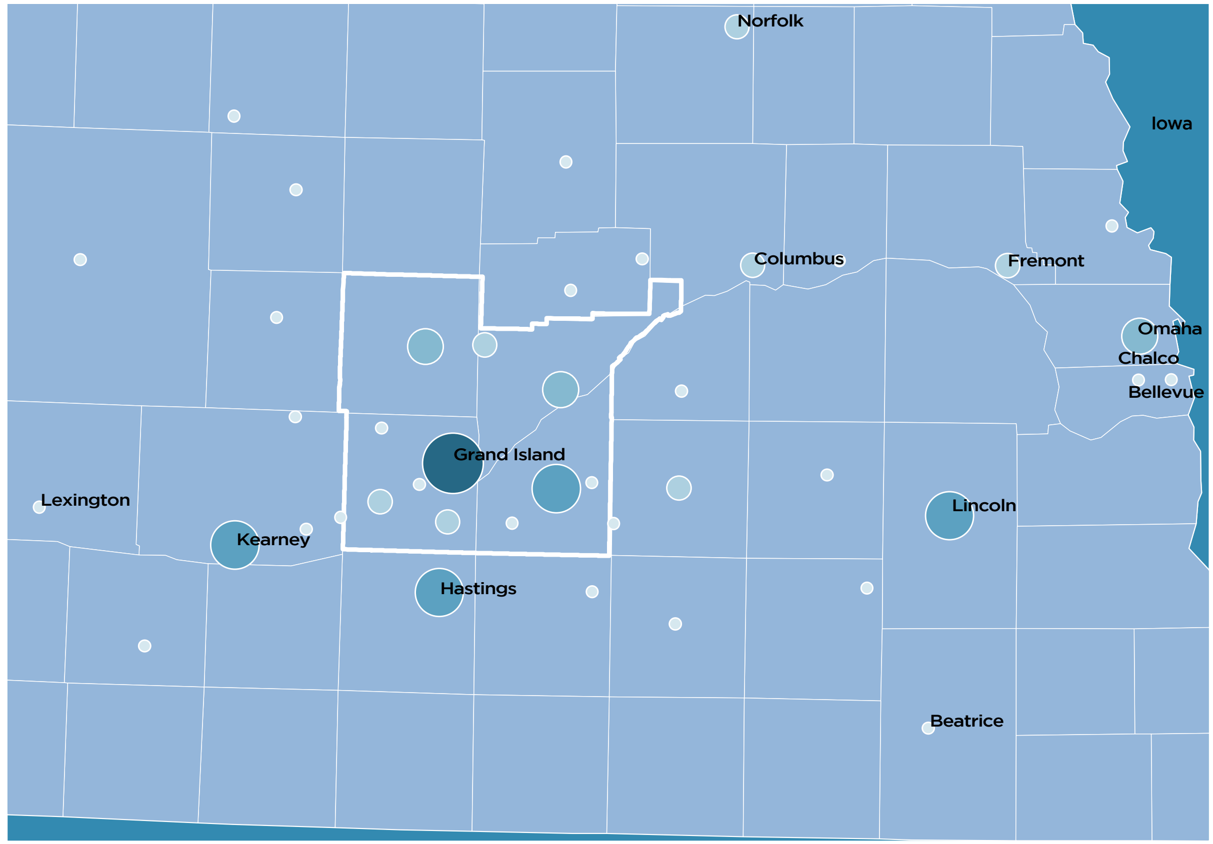
There were 35,724 MSA residents with primary jobs in 2011. Approximately 25,700 or 72% of these residents commuted within the MSA for work, and 28% of MSA residents left the MSA for work. Approximately 20,400 workers or 57% of the MSA working population worked in the city of Grand Island. Approximately 1,400 or 3.8% worked in Aurora, and approximately 1,300 or 3.5% worked in the city of Lincoln.

The Grand Island MSA had more in-commuters and out-commuters in 2011. Approximately 1,100 more workers commuted into the MSA than commuted out of the MSA 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.

GRAND ISLAND MSA OUT-COMMUTERS



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

LEGEND

NUMBER OF OUT-COMMUTERS

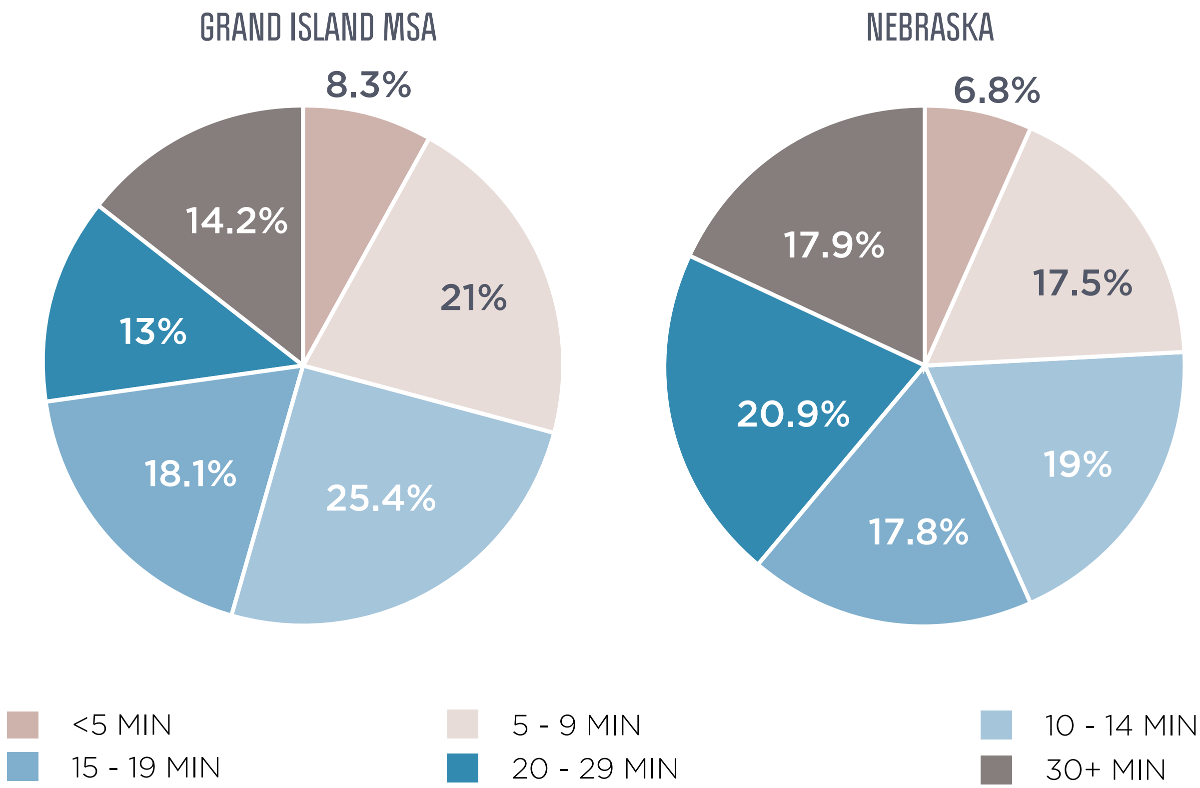
30 - 96 | 116 -392 | 607 - 777 | 1,022 - 1,373 | 20,355

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.

COMMUTE TIME

2013



	Grand Island MSA		Nebraska	
Commute Time	Population	%	Population	%
<5 minutes	3,304	8.3%	60,905	6.8%
5 to 9 minutes	8,379	21%	156,957	17.5%
10 to 14 minutes	10,155	25.4%	170,352	19.0%
15 to 19 minutes	7,233	18.1%	159,267	17.8%
20 to 29 minutes	5,177	13%	187,161	20.9%
30+ minutes	5,658	14.2%	160,098	17.9%
Total	39,906	100.0%	894,740	100.0%

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

The mean travel time of workers in the Grand Island MSA was 16.2 minutes in 2013. Over 29% of MSA residents commuted less than 10 minutes to work, and 43.6% commuted between 10 and 20 minutes. Twenty-seven percent of MSA residents commuted 20 minutes or more.

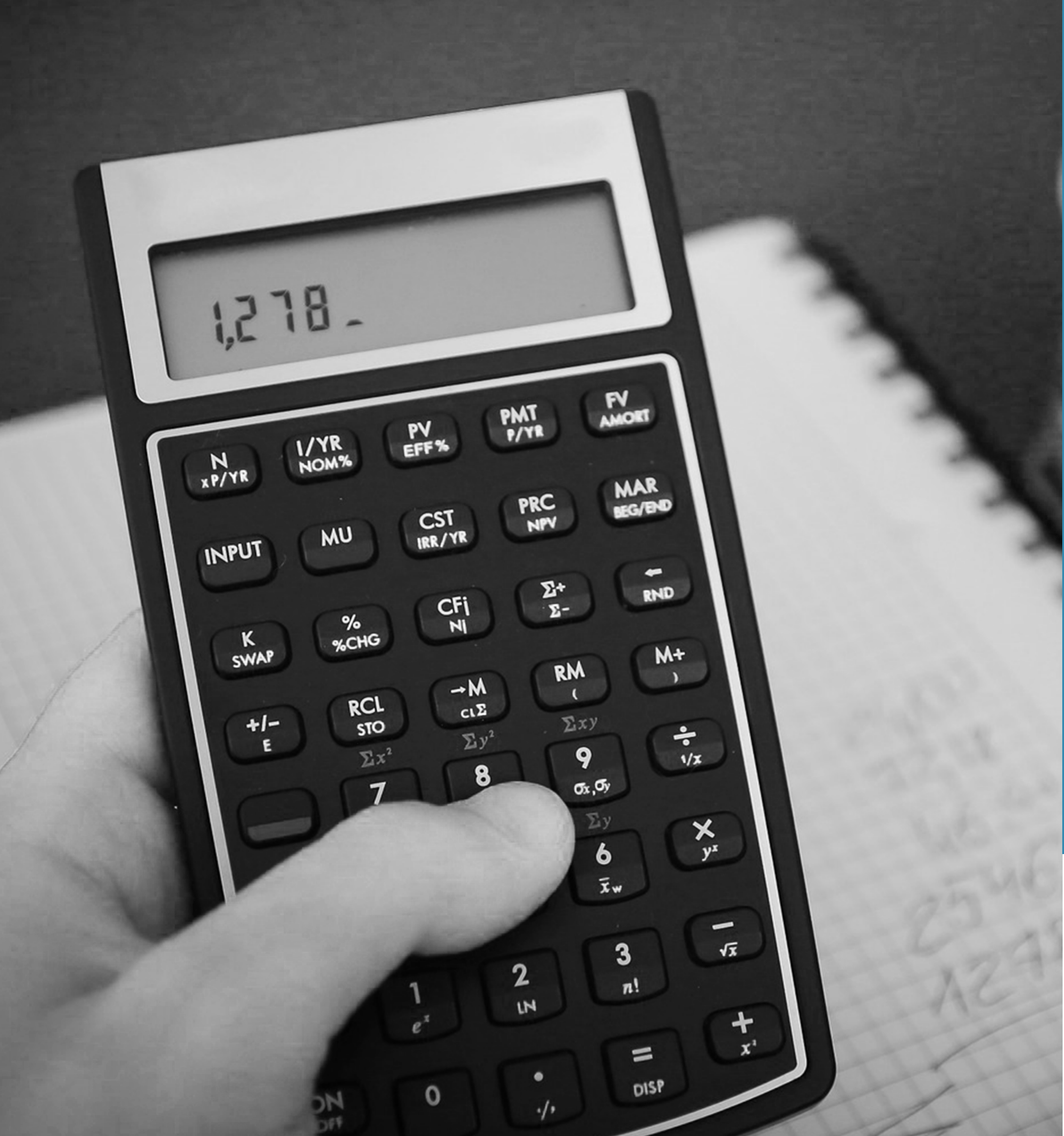
Grand Island MSA residents have a smaller proportion of long commutes than Nebraskans statewide. MSA workers' mean commute of 16.2 minutes was a little shorter than the statewide average of 18.1 minutes. Only 27% of MSA residents commuted 20 minutes or more compared to 38.8% of Nebraskans statewide.

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.



EARNINGS

MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT

INDUSTRY EARNINGS BY GENDER

WAGES BY OCCUPATIONAL GROUPS

TOTAL COMPENSATION

HOUSEHOLD MEDIAN INCOME BY COUNTY

BENEFITS

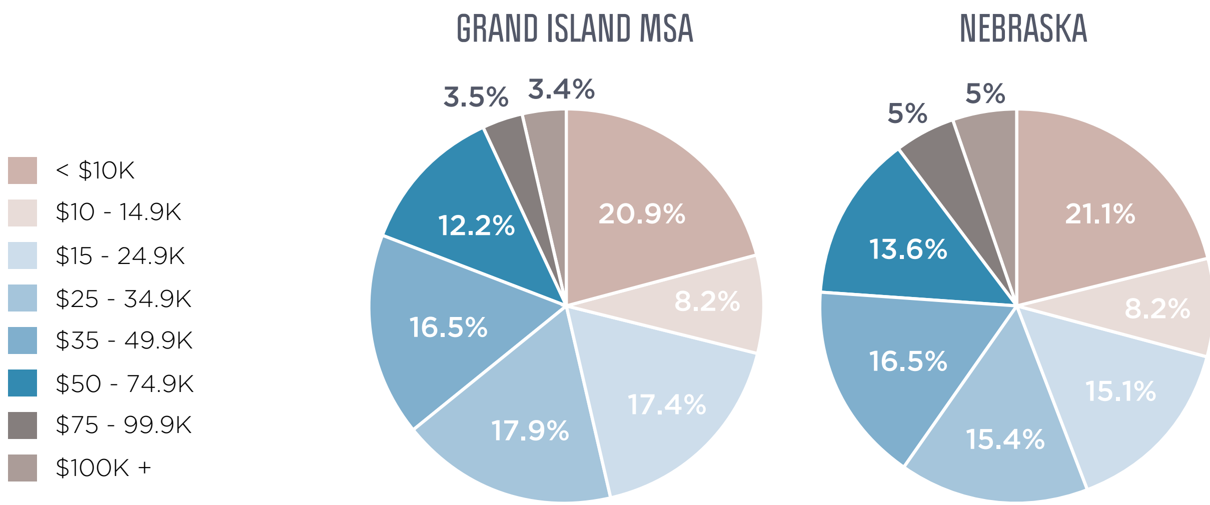
POVERTY RATE BY COUNTY

INFLATION

WAGES & COMPENSATION
GRAND ISLAND MSA

EARNINGS

2013



	Grand Island MSA		Nebraska	
	Total	%	Total	%
<$10,000	9,837	20.9%	224,864	21.1%
$10,000-$15,000	3,869	8.2%	86,880	8.2%
$15,000-$25,000	8,204	17.4%	161,065	15.1%
$25,000-$35,000	8,429	17.9%	164,474	15.4%
$35,000-$50,000	7,747	16.5%	176,058	16.5%
$50,000-$75,000	5,719	12.2%	145,021	13.6%
$75,000-$100,000	1,643	3.5%	53,815	5%
>$100,000	1,577	3.4%	53,564	5%
Total	47,025	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

Over 29% of Grand Island MSA residents age 16 and over earned less than $15,000 a year in 2013, and around 17%-18% earned $15,000-$25,000, $25,000-$35,000, and $35,000-$50,000 respectively. Nineteen percent of the MSA population earned more than $50,000 as 12.2% of MSA residents earned $50,000-$75,000 and 6.8% earned $75,000 or more annually.

The Grand Island MSA has a lower proportion of high earners (workers who earned $50,000 or more annually) than the state. Nineteen percent of MSA residents earned $50,000 or more annually, compared to 23.7% 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.

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

Median earnings increase dramatically with higher levels of educational attainment. The median earnings of Grand Island MSA residents with a high school degree was approximately $27,000 in 2013. Median earnings increase to approximately $39,000 for residents with bachelor's degrees, and approximately $55,000 for residents with graduate or professional degrees.

Statewide earnings were 10.5% higher than MSA earnings overall. MSA earnings were somewhat higher than statewide earnings at the high school graduate and less than high school graduate levels. MSA earnings were somewhat lower than statewide earnings at the bachelor's and graduate or professional degree levels.

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.

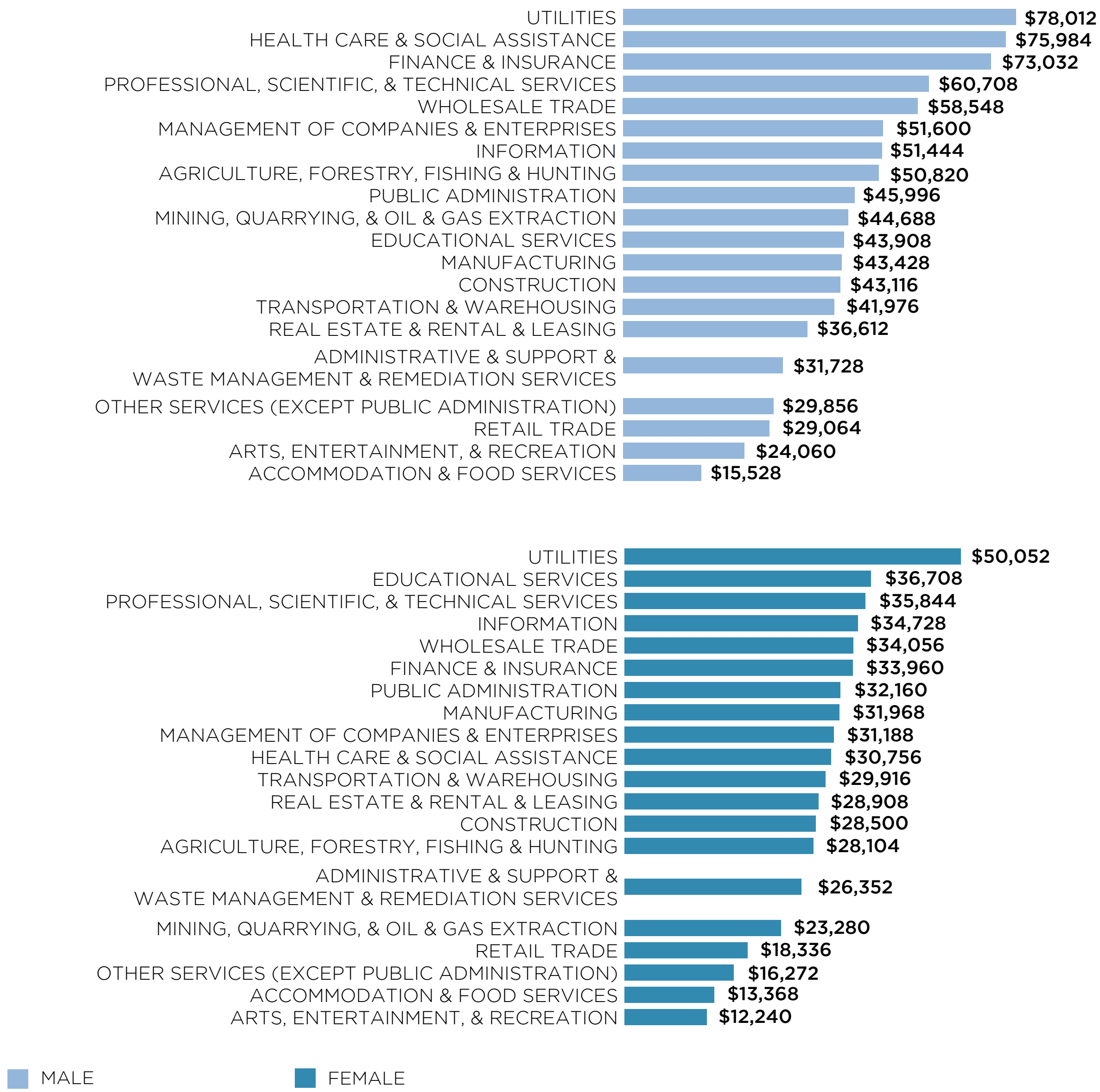
WHERE TO FIND IT

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

				Grand Island MSA	Nebraska
	Male	Female	Difference	Total	Total
Population 25 years and over with earnings	$37,170	$24,631	$12,539	$30,198	$33,359
Less than high school graduate	$24,677	$19,304	$5,373	$23,055	$21,832
High school graduate (includes equivalency)	$36,506	$20,592	$15,914	$27,445	$27,017
Some college or associate degree	$38,179	$24,862	$13,317	$29,830	$31,502
Bachelor's degree	$50,152	$32,467	$17,685	$39,497	$43,490
Graduate or professional degree	$70,212	$47,619	$22,593	$54,847	$57,076

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

INDUSTRY EARNINGS
BY GENDER, 2013



In 2013, the highest paying industry for men and women in the Grand Island MSA was utilities with an average annual wage of approximately $78,000 for men and $50,000 for women.

The accommodation and food services industry had the lowest wages for men at approximately $16,000. The arts, entertainment, and recreation industry had the lowest wages for women at approximately $12,000.

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.

Note: 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

The table to the right gives the entry, median, and experienced wages for all major occupational groups in the Grand Island MSA for the fourth quarter of 2014. Median MSA wages were lower than median statewide wages in 16 of 22 major occupational groups. The largest difference between MSA and statewide wages was in arts, design, entertainment, sports, and media occupations, where state wages were 29.1% higher than MSA wages.

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.

	Hourly Wages			Annual Median	
Occupational Group	Median	Entry	Experienced	Grand Island MSA	Nebraska
Total all occupations	$14.47	$9.35	$21.38	$30,084	$32,470
Management	$34.19	$18.13	$47.90	$71,110	$86,019
Business & Financial Operations	$25.73	$18.06	$34.51	$53,523	$58,513
Computer & Mathematical	$26.85	$18.13	$33.56	$55,860	$69,491
Architecture & Engineering	$25.83	$17.65	$32.67	$53,745	$64,738
Life, Physical, & Social Science	$29.71	$17.97	$40.16	$61,788	$54,045
Community & Social Services	$15.11	$11.01	$20.54	$31,428	$33,346
Legal	$28.02	$12.87	$41.21	$58,295	$58,882
Education, Training, & Library	$21.45	$11.11	$25.88	$44,619	$43,327
Arts, Design, Entertainment, Sports, & Media	$13.73	$9.90	$18.29	$28,550	$36,849
Healthcare Practitioners & Technical	$23.36	$16.42	$36.69	$48,582	$54,335
Healthcare Support	$11.76	$10.49	$13.90	$24,475	$26,381
Protective Service	$17.07	$8.96	$22.44	$35,494	$37,146
Food Preparation & Serving-Related	$9.01	$8.28	$9.94	$18,735	$18,851
Building & Grounds Cleaning & Maintenance	$11.01	$8.32	$13.45	$22,911	$22,385
Personal Care & Service	$9.13	$8.28	$10.44	$19,001	$20,757
Sales & Related	$10.47	$8.45	$17.45	$21,775	$24,892
Office & Administrative Support	$13.18	$9.40	$16.52	$27,423	$29,694
Farming, Fishing, & Forestry	$17.83	$13.83	$20.57	$37,090	$28,433
Construction & Extraction	$15.34	$11.57	$19.04	$31,902	$36,184
Installation, Maintenance, & Repair	$19.53	$12.92	$24.05	$40,626	$39,186
Production	$15.18	$12.54	$18.67	$31,564	$31,116
Transportation & Material Moving	$13.93	$9.86	$17.22	$28,982	$30,290

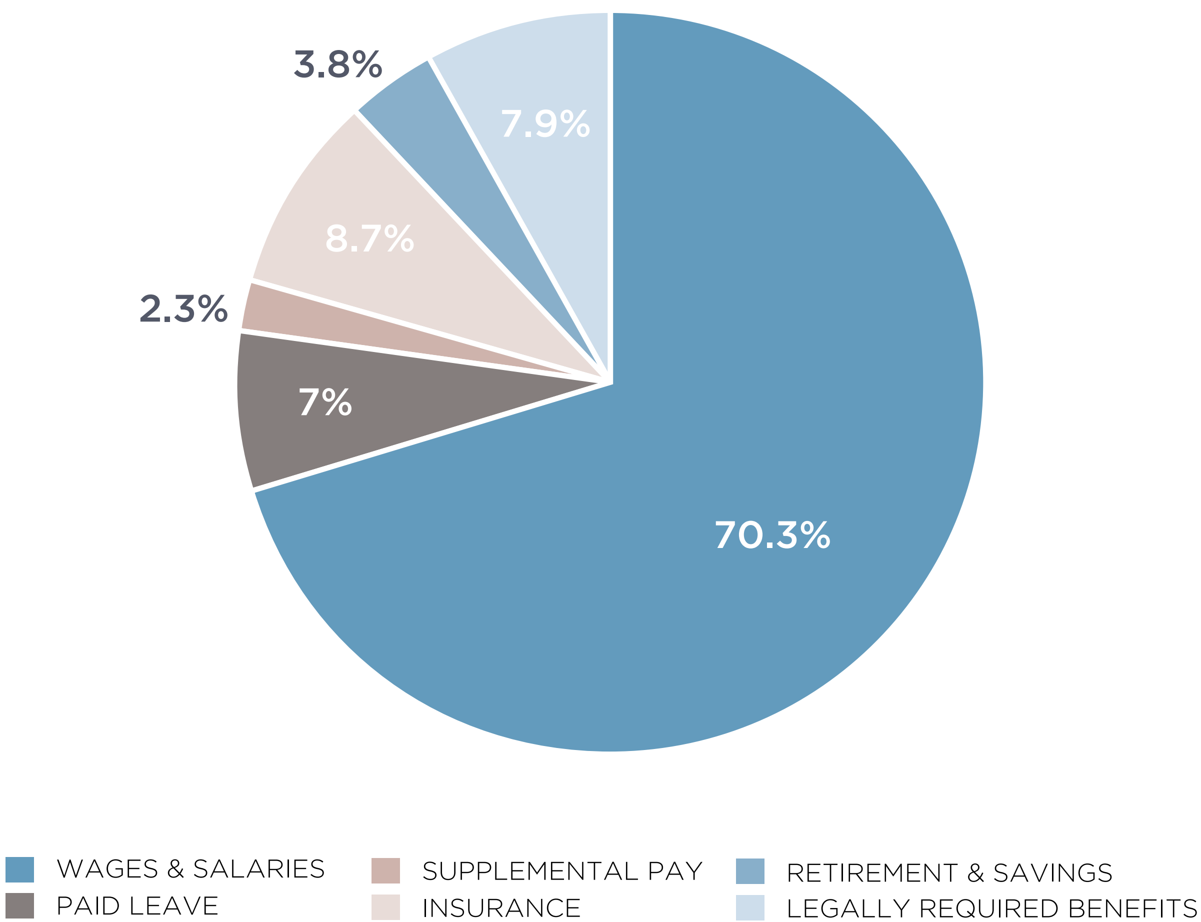
Source: Nebraska Department of Labor, Occupational Employment Statistics, released 2015

WHERE TO FIND IT

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

TOTAL COMPENSATION

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/.

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 left 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.

HOUSEHOLD INCOME

MEDIAN BY COUNTY, 2013

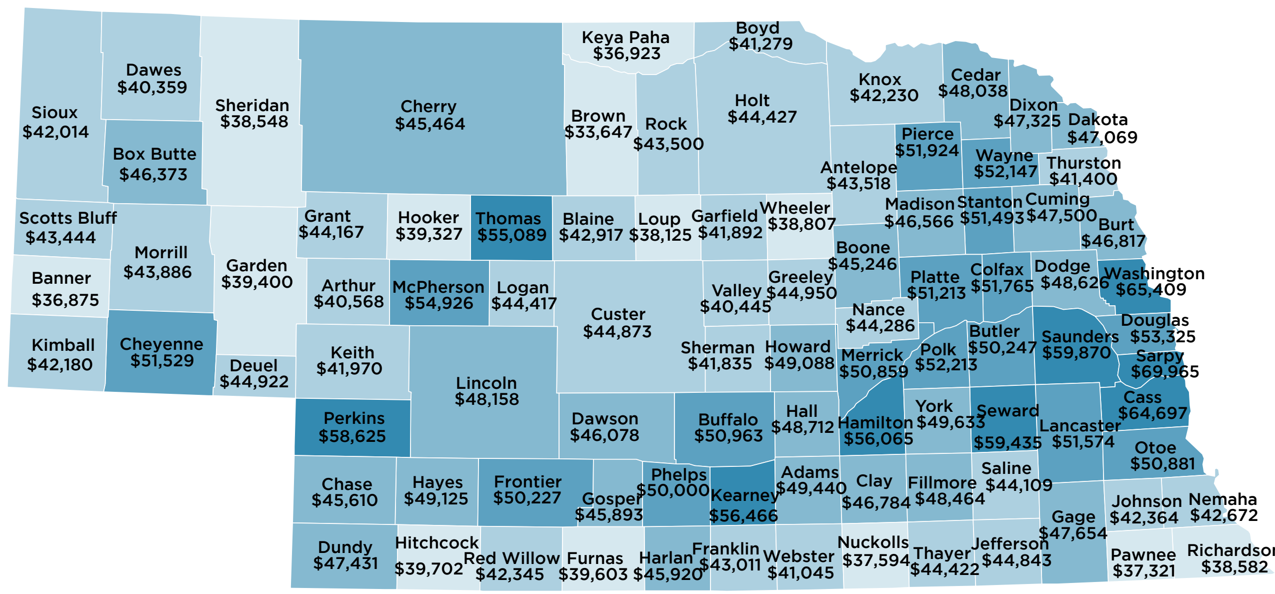
The Grand Island MSA's median household income was $49,794 in 2013. The median household income in Nebraska was $51,672 in 2013, slightly lower than the national median household income of $53,046.

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.



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

LEGEND
MEDIAN HOUSEHOLD INCOME

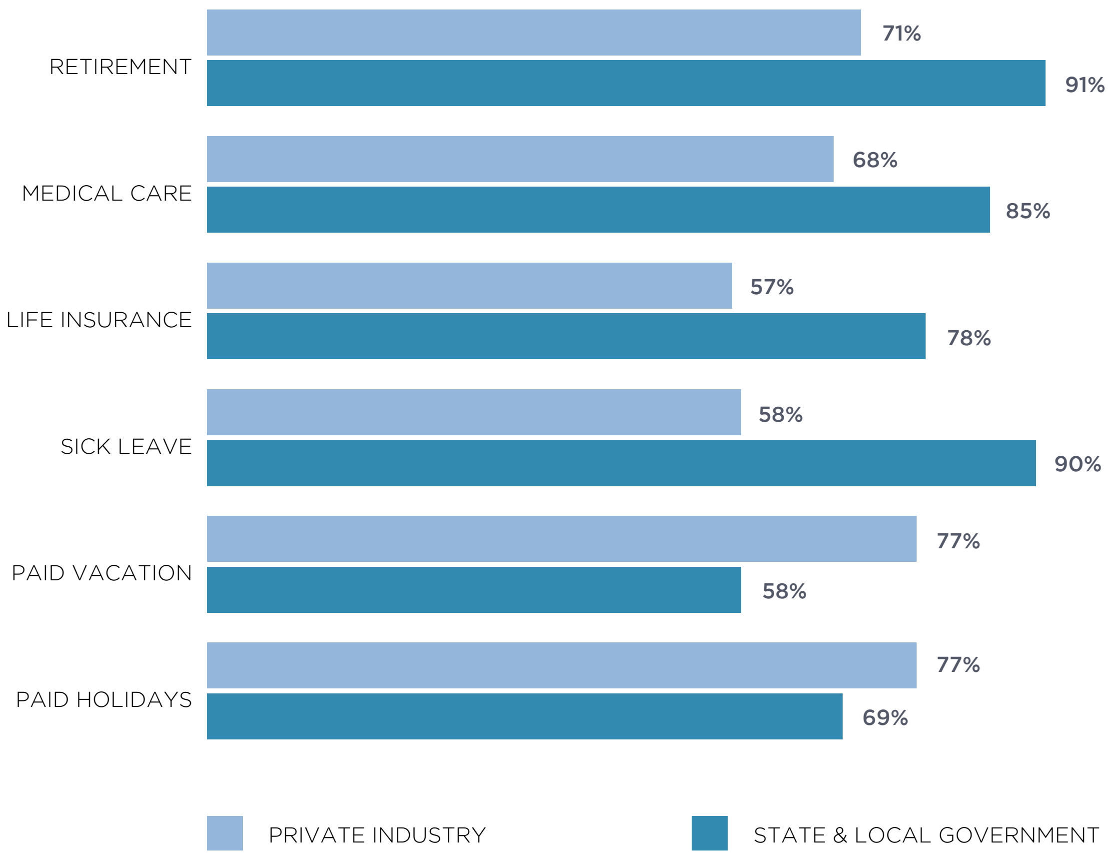
$33,647 - $39,999 | $40,000 - $44,999 | $45,000 - $49,999 | $50,000 - $54,999 | $55,000 - $69,965

WHERE TO FIND IT

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

BENEFITS

EMPLOYERS OFFERING BENEFITS, WEST NORTH CENTRAL DIVISION, MARCH 2014



The chart on the left 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%.

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.

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.

POVERTY RATE
BY COUNTY, 2013

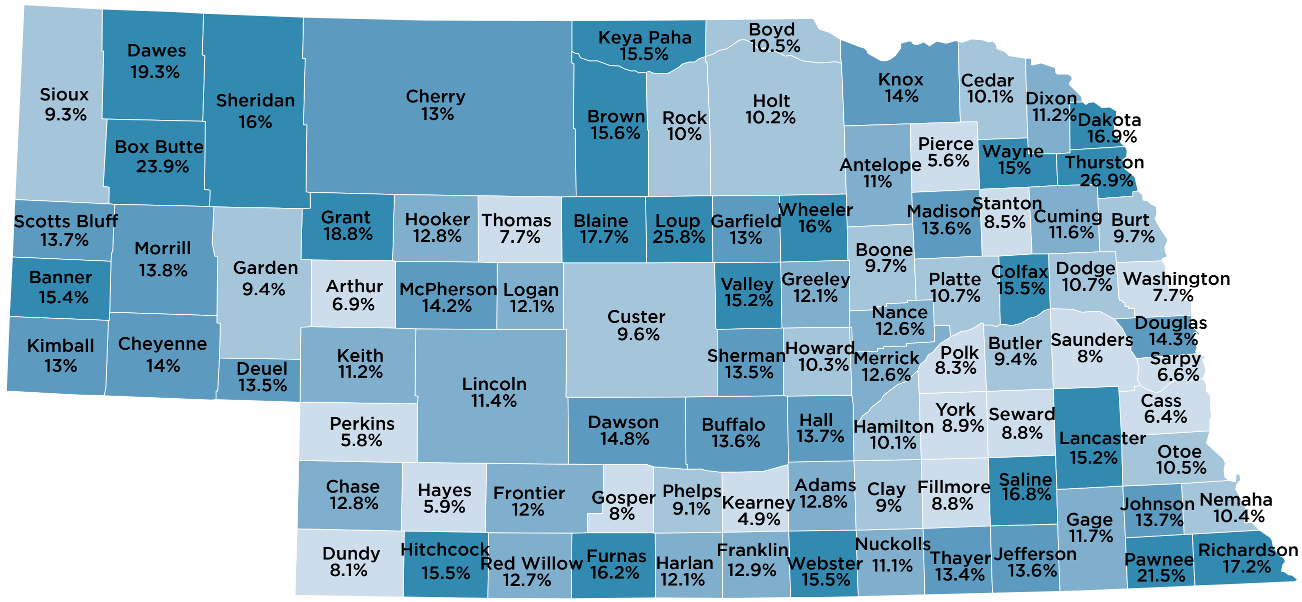
The US Census classifies individuals as under the poverty line based on whether or not they fall below income thresholds that vary by family size and composition. Statewide, 12.8% of Nebraskans who were evaluated for poverty status fell below the poverty threshold in 2013. Nebraska's poverty rate was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

The poverty rate in the Grand Island MSA was 13% in 2013, about the same as 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.



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

LEGEND

% BELOW POVERTY LINE

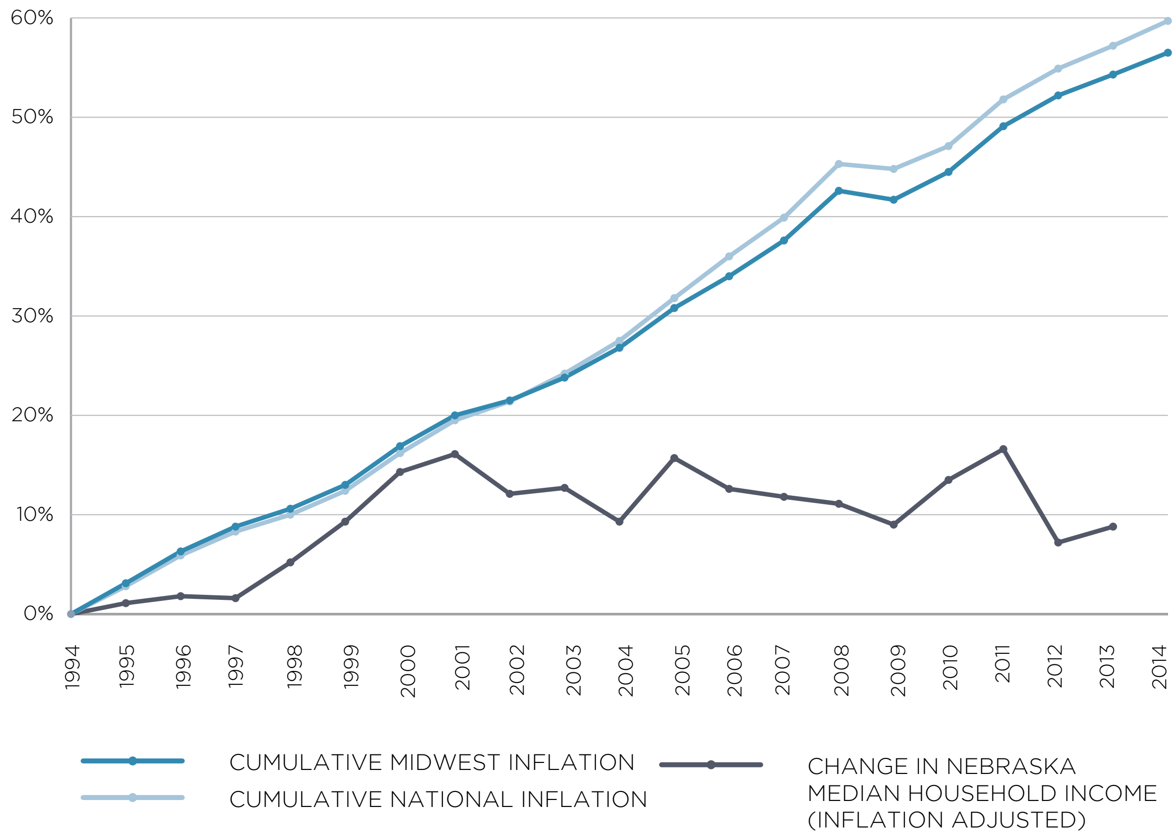
4.9% - 8.9%
9.0% - 10.9%
11.0% - 12.9%
13.0% - 14.9%
15.0% - 26.9%

WHERE TO FIND IT

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

INFLATION

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.

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 left 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.

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

[OCCUPATION, INDUSTRY & BUSINESS REVIEW
GRAND ISLAND MSA

EMPLOYMENT
BY OCCUPATION

Occupational Group	2012 Employment	2013 Employment	Change
Total all occupations	38,730	41,600	2,870
Management	920	1,130	210
Business & Financial Operations	1,220	1,310	90
Computer & Mathematical	300	300	0
Architecture & Engineering	400	390	-10
Life, Physical, & Social Science	130	110	-20
Community & Social Services	410	510	100
Legal	100	170	70
Education, Training, & Library	2,250	2,460	210
Arts, Design, Entertainment, Sports, & Media	280	290	10
Healthcare Practitioners & Technical	2,200	2,350	150
Healthcare Support	1,320	1,340	20
Protective Service	540	620	80
Food Preparation & Serving-Related	2,830	3,290	460
Building & Grounds Cleaning & Maintenance	1,150	1,230	80
Personal Care & Service	830	940	110
Sales & Related	4,090	4,470	380
Office & Administrative Support	5,920	5,550	-370
Farming, Fishing, & Forestry	240	220	-20
Construction & Extraction	1,630	1,880	250
Installation, Maintenance, & Repair	2,090	2,100	10
Production	6,050	6,750	700
Transportation & Material Moving	3,830	4,190	360

Note: In 2012, Grand Island MC was comprised of Hall, Howard, and Merrick Counties. Grand Island added Hamilton County in 2013 and became an MSA. In order to compare employment from 2012-2013, the 2012 employment estimates above are of counties in the new Grand Island MSA (Hall, Howard, Hamilton and Merrick Counties).

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

In 2013, the largest occupational groups in the Grand Island MSA were production occupations with an estimate employment of 6,750, and office and administrative support occupations with an estimated employment of 5,550.

There was an overall increase of 2,870 jobs (7.4%) in the Grand Island MSA from 2012 to 2013. Most occupational groups in the MSA increased in employment from 2012-2013. Production occupations had the largest increase at 700 jobs, followed by food preparation and serving-related occupations at 460. Office and administrative support occupations had the largest decrease of 370 jobs.

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.

MOST COMMON OCCUPATIONS

The table to the right lists the most common occupations in Grand Island MSA in 2013 and their hourly median wages during the 4th quarter of 2014. The most common occupation in the Grand Island MSA was cashiers. The estimated employment of cashiers was 1,540, and the hourly median wage was $9.10. The highest paying common occupation in the MSA was registered nurses with an hourly median wage of $24.19. The lowest paying common occupation was waiters and waitresses with an hourly median wage of $8.70.

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

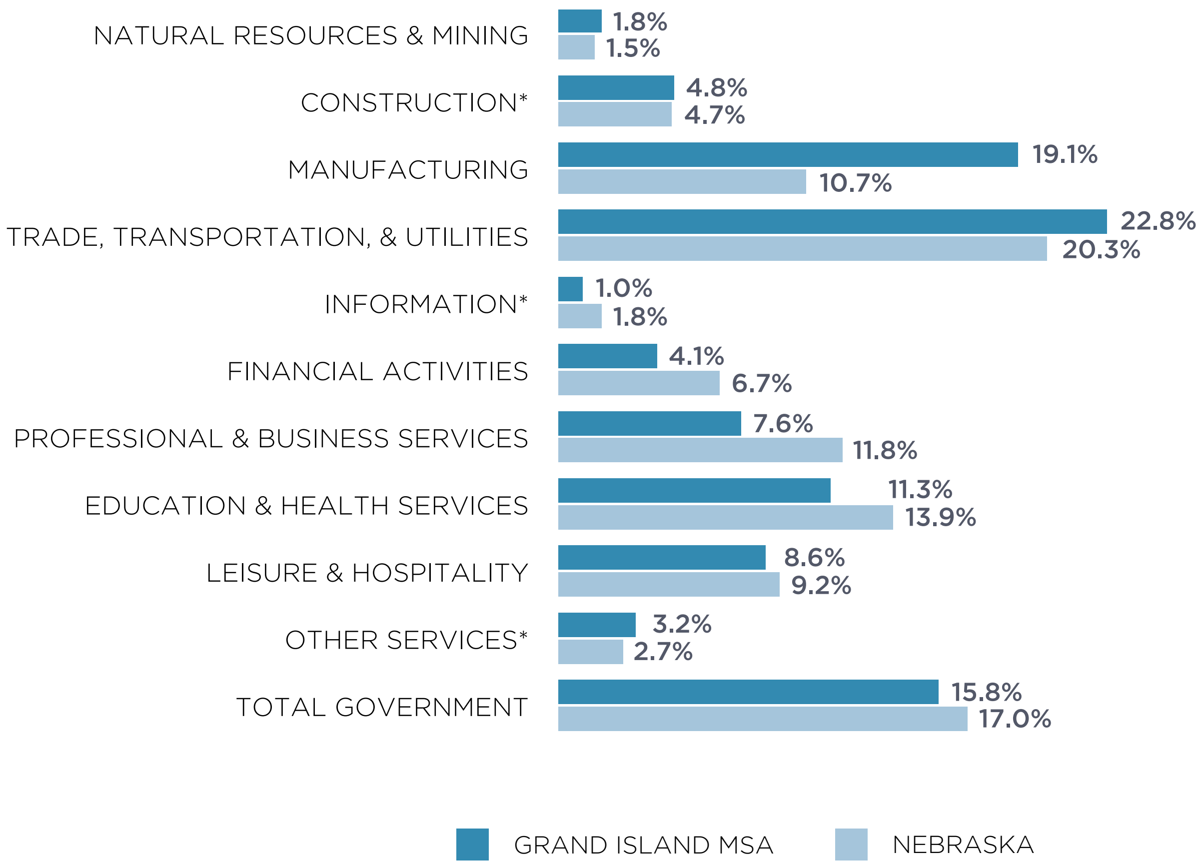
Occupational Employment data is available at neworks.nebraska.gov. Under Labor Market Information, select Employment and Wage Data.

	May 2013	4th Quarter, 2014	
Occupation	Estimated Employment	Hourly Median Wage	Annual Median Wage
Cashiers	1,540	$9.10	$18,915
Retail Salespersons	1,330	$9.81	$20,424
Laborers & Freight, Stock, & Material Movers, Hand	1,230	$13.43	$27,938
Team Assemblers	1,000	$16.14	$33,574
Heavy & Tractor-Trailer Truck Drivers	850	$19.23	$40,010
Registered Nurses	840	$24.19	$50,316
Nursing Assistants	800	$11.32	$23,544
Bookkeeping, Accounting, & Auditing Clerks	690	$14.85	$30,877
Welders, Cutters, Solderers, & Brazers	690	$17.67	$36,762
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	660	$10.55	$21,944
Secretaries & Administrative Assistants, Except Legal, Medical,	600	$13.65	$28,374
Waiters & Waitresses	570	$8.70	$18,111
Elementary School Teachers, Except Special Education	520	N/A	$47,810
Stock Clerks & Order Fillers	500	$9.55	$19,853
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	490	$20.66	$42,964
Maintenance & Repair Workers, General	460	$15.92	$33,131
Office Clerks, General	450	$10.48	$21,810
Secondary School Teachers, Except Special & Career/Technical Education	420	N/A	$53,599
First-Line Supervisors of Retail Sales Workers	420	$17.47	$36,338
Teacher Assistants	390	N/A	$21,244

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

EMPLOYMENT

BY INDUSTRY, 2013



*Grand Island MSA Data excludes Merrick County.

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

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.

The chart on the left gives industry employment as a percent of total employment in the Grand Island MSA and Nebraska. Except for total government employment, all industry employment figures are based on private industry employment. A large portion of government employment includes workers in education and health care fields (e.g. public school employees, public health care workers). In 2013, trade, transportation, and utilities had the highest employment in the MSA at 22.8%, followed by manufacturing at 19.1%.

The Grand Island MSA had much higher employment in the manufacturing industry than the state, and lower employment in the professional and business services industry. MSA employment was almost 9 percentage points higher than statewide employment in the manufacturing industry. In the professional and business services industry, MSA employment was over 4 percentage points lower than statewide employment.

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

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

In 2013, manufacturing had the highest location quotient of 1.82, followed by natural resources and mining at 1.12. The financial activities industry and the professional and business services industry had the lowest location quotients of .61 and .64 respectively.

The location quotient for the manufacturing industry had the greatest change since 2003. Percentage employment in manufacturing increased relative to the state.

Industry	2003	2013	Change
Natural Resources and Mining	0.99	1.12	0.13
Construction	1.06	1.00	-0.06
Manufacturing	1.56	1.82	0.26
Trade, Transportation, and Utilities	1.11	1.11	0.00
Information	0.54	N/A	N/A
Financial Activities	0.79	0.61	-0.18
Professional and Business Services	0.54	0.64	0.10
Education and Health Services	0.84	0.80	-0.04
Leisure and Hospitality	1.01	0.92	-0.09
Other Services	1.02	N/A	N/A

Note: 2003 location quotients were calculated from counties in the revised 2013 Grand Island MSA. Location Quotients were calculated by dividing the MSA'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

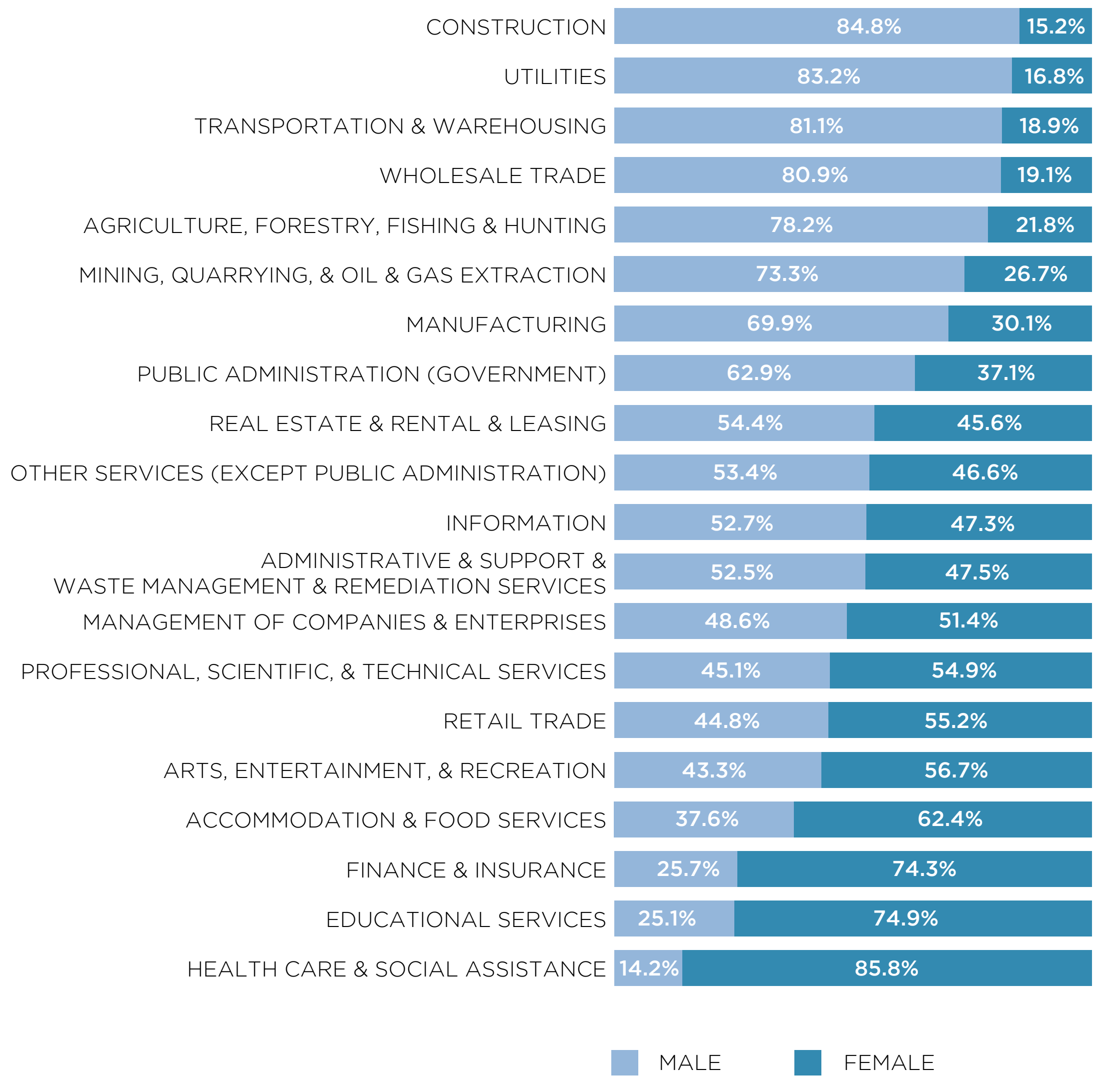
WHERE TO FIND IT

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.

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.

GENDER DISTRIBUTION
BY INDUSTRY, 2013



In the Grand Island MSA, construction had the highest concentration of male employees at 84.8% in 2013. The utilities industry and the transportation and warehousing industry also had high concentrations of male employees at 83.2% and 81.1% respectively.

Health care and social assistance had the highest concentration of female employees at 85.8%, followed by educational services at 74.9% and finance and insurance at 74.3%.

The gender distribution in the management of companies and enterprises industry was the most balanced at 48.6% male employment and 51.4% 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.

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

UNIONIZATION

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.

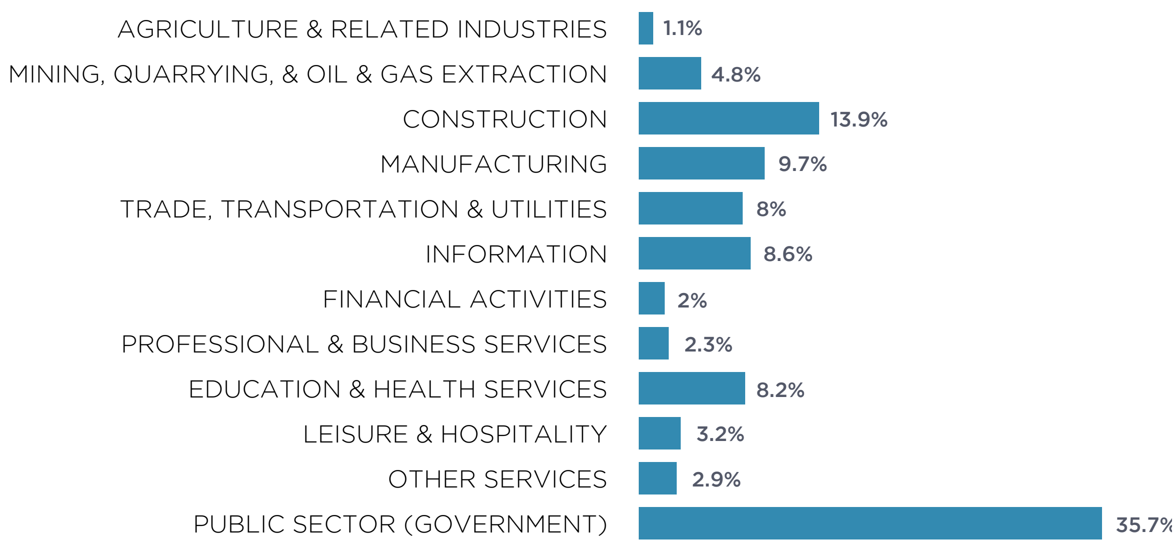
WHERE TO FIND IT

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

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.

LOCAL EMPLOYMENT DYNAMICS

QUARTERLY WORKFORCE INDICATORS, 2013

Industry	Employ-ment	Jobs Created	Net Job Change	New Hires	Separa-tions	Turn-over	Avg. Monthly Earnings: All Workers	Avg. Monthly Earnings: New Hire
Agriculture, Forestry, Fishing & Hunting	556	75	14	363	775	8.3%	$3,826	$3,166
Mining, Quarrying, & Oil & Gas Extraction	34	2	0	N/A	N/A	N/A	$3,215	N/A
Utilities	194	3	-3	N/A	10	N/A	$6,106	$3,795
Construction	2,035	204	43	444	484	10.8%	$3,398	$2,747
Manufacturing	7,983	193	70	647	611	5.2%	$3,327	$2,569
Wholesale Trade	2,308	82	5	164	196	5.2%	$4,496	$2,814
Retail Trade	5,186	226	33	936	987	10.7%	$1,928	$1,203
Transportation & Warehousing	1,712	70	10	192	213	8%	$3,309	$2,548
Information	458	9	-5	35	44	6.2%	$3,633	$2,492
Finance & Insurance	1,457	32	-2	72	86	4.1%	$3,657	$2,426
Real Estate & Rental & Leasing	328	15	-2	38	45	8.8%	$2,766	$1,866
Professional, Scientific, & Technical Services	962	61	5	96	121	8%	$3,920	$2,630
Management of Companies & Enterprises	500	9	2	44	45	6.7%	$3,428	$2,626
Administrative & Support & Waste Management & Remediation Services	2,082	212	18	1,002	1,146	20.9%	$2,434	$2,008
Educational Services	3,187	89	6	186	287	5.1%	$3,204	$1,451
Health Care & Social Assistance	5,607	180	1	574	641	7.8%	$3,086	$1,813
Arts, Entertainment, & Recreation	513	122	20	218	370	16.7%	$1,445	$775
Accommodation & Food Services	3,183	183	25	986	1,048	16.8%	$1,183	$854
Other Services (except Public Administration)	1,359	68	-7	210	247	9.4%	$1,961	$1,267
Public Administration	1,709	103	17	105	172	4.6%	$3,421	$2,237
All Industries	41,353	1,923	249	6,318	7,531	8.4%	$2,990	$1,864

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.

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 left 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 Grand Island MSA had a net increase of 249 jobs in 2013. The manufacturing industry had the largest net job change of 70.

The average turnover rate of all Grand Island MSA industries was the same as the statewide 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. Administrative and support and waste management and remediation services had the highest turnover rate of 20.9%. Finance and insurance had the lowest at 4.1%.

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.

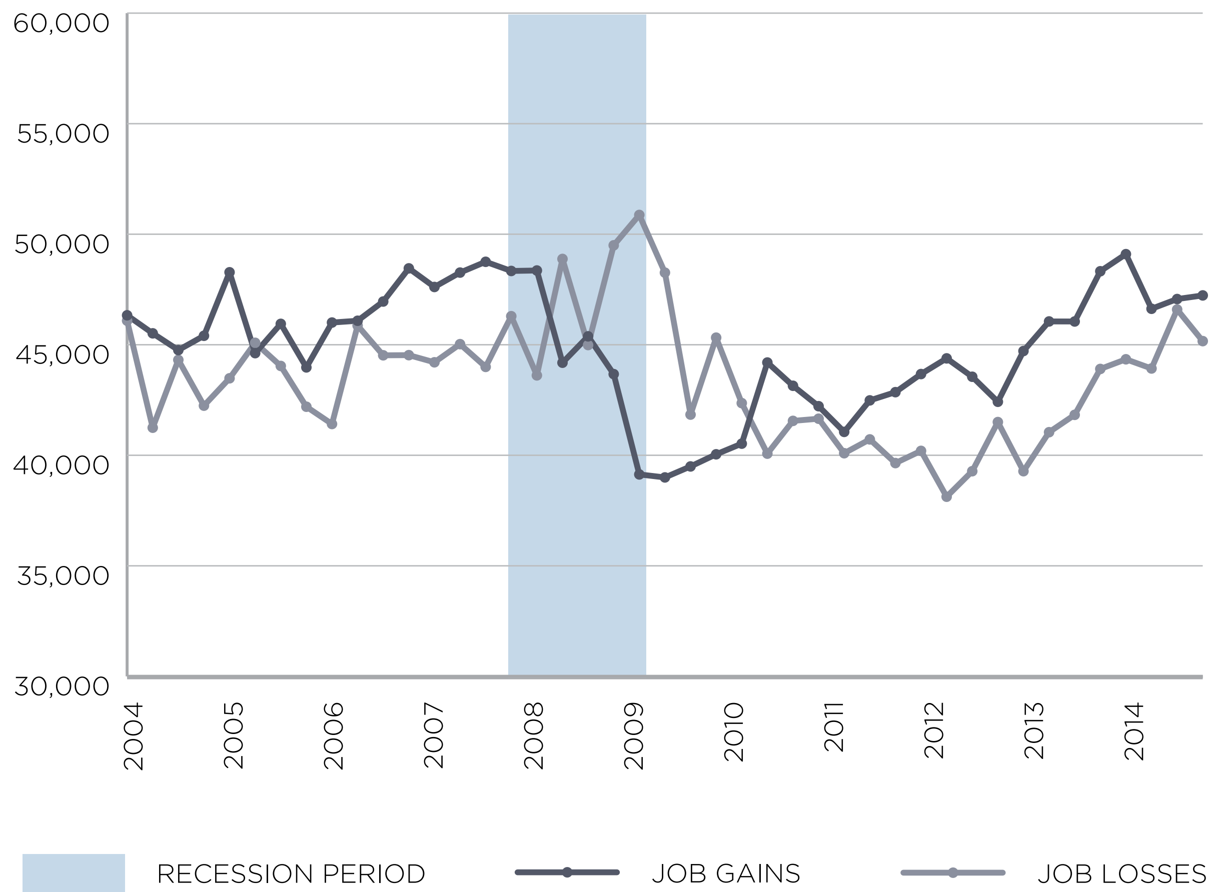
BUSINESS EMPLOYMENT DYNAMICS

JOB GAINS & LOSSES

Business Employment Dynamics (BED) tracks changes in private sector employment at the business level. The chart to the right 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.



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

HOW TO USE IT

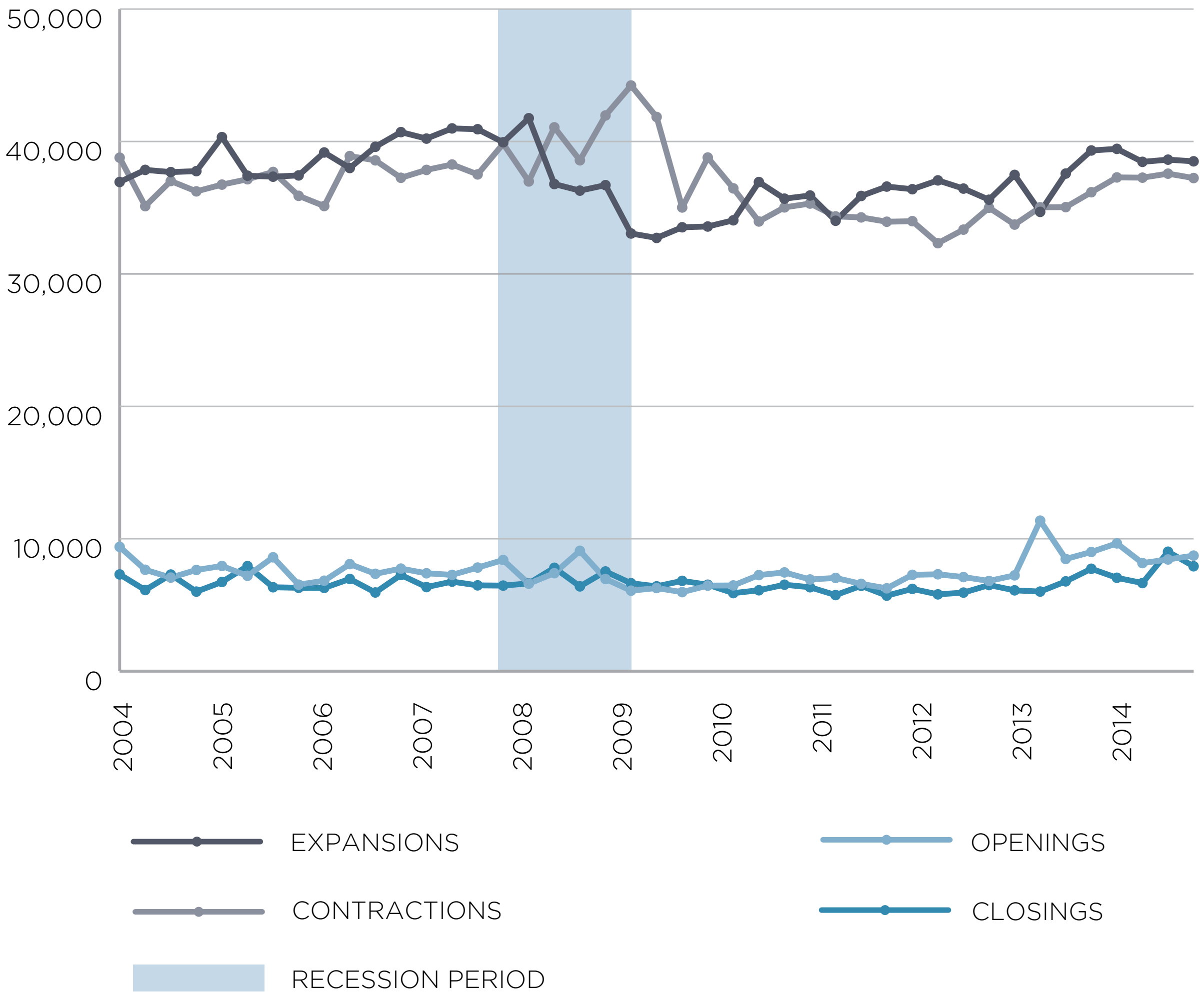
Data on job gains and losses from Business Employment Dynamics provides a way to examine the components that underlie aggregate employment change. This data can identify underlying shifts in demand for workers and predict future employment trends. Quarterly data on job gains and losses can also be used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



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

WHERE TO FIND IT

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

The chart to the left 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.

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.

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

PROJECTIONS
GRAND ISLAND MSA

LONG TERM
INDUSTRY PROJECTIONS

GRAND ISLAND MSA

Industry	2012 Annual Employment	2022 Projected Employment	Employment Change	% Change	Compound Annual Growth Rate
Total	48,119	52,580	4,461	9.3%	0.9%
Agriculture, Forestry, & Fishing	2,370	2,167	-203	-8.6%	-0.9%
Mining	46	39	-7	-15.2%	-1.6%
Utilities (private + state + local)	193	195	2	1%	0.1%
Construction	1,993	2,540	547	27.4%	2.5%
Manufacturing	7,884	8,892	1,008	12.8%	1.2%
Wholesale Trade	2,255	2,424	169	7.5%	0.7%
Retail Trade	5,699	5,854	155	2.7%	0.3%
Transportation & Warehousing	1,859	2,188	329	17.7%	1.6%
Information	473	473	0	0%	0%
Finance & Insurance	1,720	1,858	138	8%	0.8%
Real Estate & Rental & Leasing	299	309	10	3.3%	0.3%
Professional, Scientific, & Technical Services	***	***	***	***	***
Management of Companies & Enterprises	***	***	***	***	***
Administrative & Support & Waste Management & Remediation Services	1,820	2,189	369	20.3%	1.9%
Educational Services (including state & local gov)	3,617	3,981	364	10.1%	1%
Health Care & Social Assistance	5,359	6,272	913	17%	1.6%
Arts, Entertainment, & Recreation	415	440	25	6%	0.6%
Accommodation & Food Services	3,221	3,506	285	8.8%	0.9%
Other Services (except Government)	1,975	2,032	57	2.9%	0.3%
Government	3,269	3,333	64	2%	0.2%

*** Data suppressed due to confidentiality.

The Nebraska Department of Labor calculates industry employment projections using historical employment data and current economic indicators. In the Grand Island MSA, employment in all industries is projected to increase by 9.3% from 2012-2022, and the projected compound annual growth rate or year-over-year growth rate is .9%.

Employment in the construction industry is projected to see the most employment growth of 27.4%. The administrative and support and waste management and remediation services industry and the transportation and warehousing industry are also projected to see substantial employment growth of 20.3% and 17.7% respectively.

The mining industry and the agriculture, forestry, and fishing industry are the only MSA industries projected to decrease in employment by 15.2% and 8.6% respectively.

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

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).

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.

LONG TERM
OCCUPATIONAL PROJECTIONS

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 Grand Island MSA, employment is projected to increase by 9.3% or approximately 4,500 jobs from 2012-2022. Construction and extraction occupations are projected to have the greatest employment growth rate of 20.5%. Healthcare practitioners and technical; computer and mathematical; and community and social service occupations are also projected to have high employment growth rates of 15%-16%. Farming, fishing, and forestry is the only occupational group projected to decrease (by 8.9%) in employment 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.

GRAND ISLAND MSA

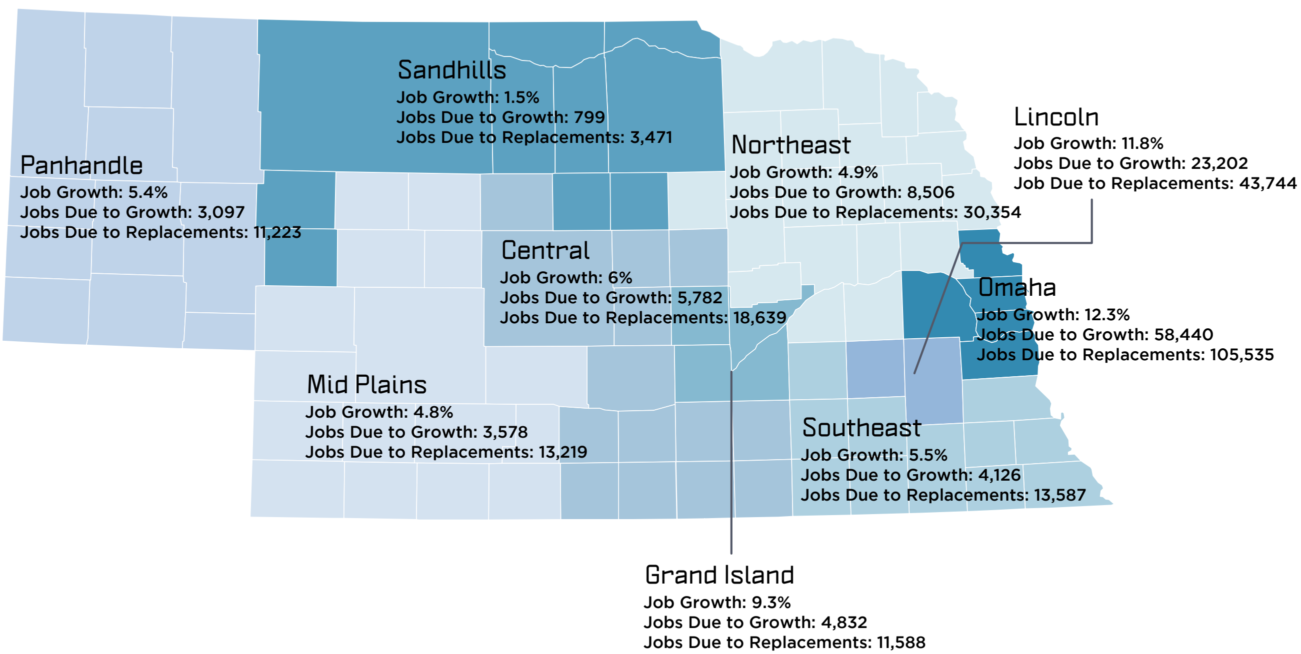
Occupation	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Average Annual Openings
Total	48,119	52,580	4,461	9.3%	1,642
Management	1,895	1,988	93	4.9%	51
Business & Financial Operations	1,741	1,935	194	11.1%	58
Computer & Mathematical	370	427	57	15.4%	12
Architecture & Engineering	375	404	29	7.7%	12
Life, Physical, & Social Science	130	144	14	10.8%	5
Community & Social Service	519	598	79	15.2%	20
Legal	205	219	14	6.8%	4
Education, Training, & Library	2,628	2,884	256	9.7%	83
Arts, Design, Entertainment, Sports, & Media	526	542	16	3%	14
Healthcare Practitioners & Technical	2,577	2,980	403	15.6%	94
Healthcare Support	1,318	1,503	185	14%	44
Protective Service	611	646	35	5.7%	21
Food Preparation & Serving Related	3,750	4,030	280	7.5%	165
Building & Grounds Cleaning & Maintenance	1,520	1,693	173	11.4%	48
Personal Care & Service	1,355	1,471	116	8.6%	45
Sales & Related	5,027	5,183	156	3.1%	175
Office & Administrative Support	6,314	6,725	411	6.5%	187
Farming, Fishing, & Forestry	1,601	1,459	-142	-8.9%	50
Construction & Extraction	2,010	2,422	412	20.5%	75
Installation, Maintenance, & Repair	2,268	2,505	237	10.5%	78
Production	6,594	7,492	898	13.6%	233
Transportation & Material Moving	4,785	5,330	545	11.4%	167

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.

JOB GROWTH
BY REGION, 2012 - 2022



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

The map to the left 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 Grand Island MSA is 9.3%.

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%.

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

The table to the right 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 Grand Island MSA. Team assemblers in the professional and business services industry had the highest projected growth rate at 26.6%. Farmworkers and laborers, crop, nursery, and greenhouse occupations in the natural resources and mining industry had the greatest projected decline at 15%.

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, 9.3% of all workers were registered nurses in 2012, and 87.5% of all registered nurses 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.

Industry	Largest Occupation	2012 Estimated Employment	2022 Projected Employment	% Change	2012 % Industry Workers with Occupation	2012 % Occupational Workers in Industry
Total	Total	48,119	52,580	9.3%	100%	100%
Natural Resources & Mining	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	956	813	-15%	39.6%	92.7%
Construction	Electricians	228	283	24.1%	11.4%	81.1%
Manufacturing	Meat, Poultry, & Fish Cutters & Trimmers	1,804	2,079	15.2%	22.9%	98.7%
Trade, Transportation, & Utilities	Cashiers	1,385	1,402	1.2%	13.8%	91.5%
Information	Telecommunications Equipment Installers & Repairers, Except Line Installers	105	108	2.9%	22.2%	96.3%
Financial Activities	Tellers	217	234	7.8%	10.8%	98.2%
Professional & Business Services	Team Assemblers	290	367	26.6%	9.2%	31.6%
Education & Health Services	Registered Nurses	831	949	14.2%	9.3%	87.5%
Leisure & Hospitality	Waiters & Waitresses	589	623	5.8%	16.2%	92%
Other Services (except Government)	Cleaners of Vehicles & Equipment	224	234	4.5%	11.3%	61.7%
Government	Nursing Assistants	200	203	1.5%	6.1%	25.5%

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.

PROJECTED EMPLOYMENT CHANGE

BY EDUCATION LEVEL

Education	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Avg. Annual Openings
Doctoral or professional degree	796	892	96	12.1%	16
Master's degree	536	632	96	17.9%	17
Bachelor's degree	5,688	6,283	595	10.5%	162
Associate degree	1,588	1,791	203	12.8%	44
Postsecondary non-degree award	5,640	6,454	814	14.4%	197
Some college, no degree	526	579	53	10.1%	16
High school diploma or equivalent	17,300	18,806	1,506	8.7%	502
Less than high school	16,045	17,143	1,098	6.8%	610

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

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.

The table on the left gives occupational projections by education level in the Grand Island MSA. Occupations requiring a master's degree are expected to increase at the fastest rate of 17.9%, followed by occupations requiring a postsecondary non-degree award at 14.4%. All occupations requiring some post-secondary education are projected to increase by over 10%. Occupations requiring a high school education or less than a high school education are projected to increase at a slower rate of 8.7% and 6.8% respectively.

Even though occupations requiring a high school education or less are projected to increase at a slower 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 500-600 job openings annually, followed by occupations requiring some postsecondary non-degree award at approximately 200.

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.

H3 OCCUPATIONS
2015

H3 occupations stands for high wage, high skill, and high demand occupations. The table to the right lists H3 occupations in the Grand Island MSA 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 Grand Island MSA are heavy and tractor-trailer truck drivers with an annual median wage of $39,954, followed by registered nurses with a wage of $51,563, and welders, cutter, solderers, and brazers with a wage of $34,778. 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.

RANK	Occupation	Annual Median Wage	Avg Annual Openings	Education, Experience, & Training
1	Heavy & Tractor-Trailer Truck Drivers	$39,954	34	Postsecondary non-degree award, short-term OJT*
2	Registered Nurses	$51,563	30	Associate degree
3	Welders, Cutters, Solderers, & Brazers	$34,778	24	Postsecondary non-degree award, moderate-term OJT
4	Licensed Practical & Licensed Vocational Nurses	$37,164	16	Postsecondary non-degree award
5	Elementary School Teachers, Except Special Education	$51,059	18	Bachelor's degree, internship/residency
6	Industrial Machinery Mechanics	$48,548	13	High school diploma or equivalent, long-term OJT
7	Secondary School Teachers, Except Special & Career/Technical Education	$54,179	17	Bachelor's degree, internship/residency
8	Electricians	$30,202	11	Postsecondary non-degree award, apprenticeship
9	Accountants & Auditors	$48,981	16	Bachelor's degree
10	Maintenance & Repair Workers, General	$35,773	13	High school diploma or equivalent, long-term OJT
11	General & Operations Managers	$77,249	13	Bachelor's degree, less than 5 years
12	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	$46,689	9	Postsecondary non-degree award, long-term OJT
13	First-Line Supervisors of Production & Operating Workers	$51,302	9	Postsecondary non-degree award, less than 5 years
14	Computer-Controlled Machine Tool Operators, Metal & Plastic	$33,260	8	Postsecondary non-degree award, moderate-term OJT
15	Machinists	$32,733	8	Postsecondary non-degree award, long-term OJT
16	Substitute Teachers	$35,493	8	Bachelor's degree, internship/residency
17	Market Research Analysts & Marketing Specialists	$44,192	5	Bachelor's degree
18	Plumbers, Pipefitters, & Steamfitters	$31,662	5	Postsecondary non-degree award, apprenticeship
19	Dental Hygienists	$57,059	4	Associate degree
20	Loan Officers	$51,864	5	Bachelor's degree, moderate-term OJT

*On-the-job training

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.

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

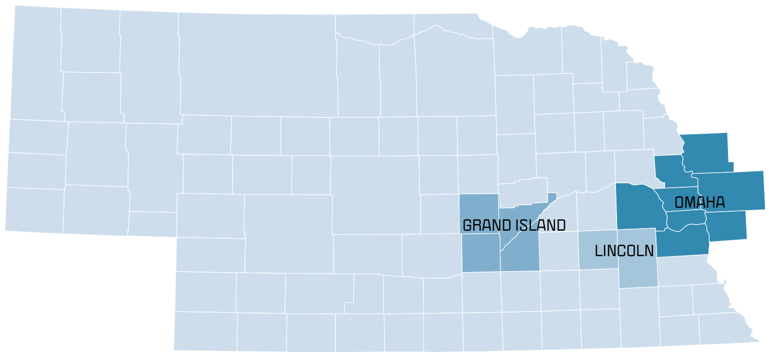
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas for the purpose of compiling and releasing federal data. The OMB defines metropolitan statistical areas (MSAs) as containing an urban core and a population of over 50,000. The OMB defines micropolitan 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).

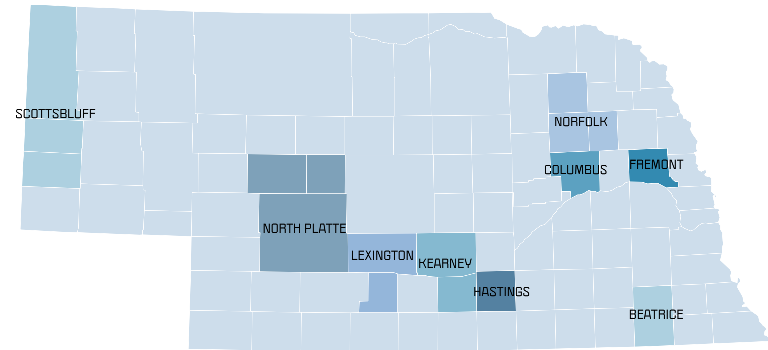
Nebraska has three MSAs, which are shown in the uppermost map. In 2013, the Grand Island MSA of Hall, Hamilton, Howard, and Merrick Counties was created, replacing the Grand Island MC of Hall, Howard, and Merrick Counties. The Sioux City MSA includes Nebraska counties, but it is considered an Iowa MSA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

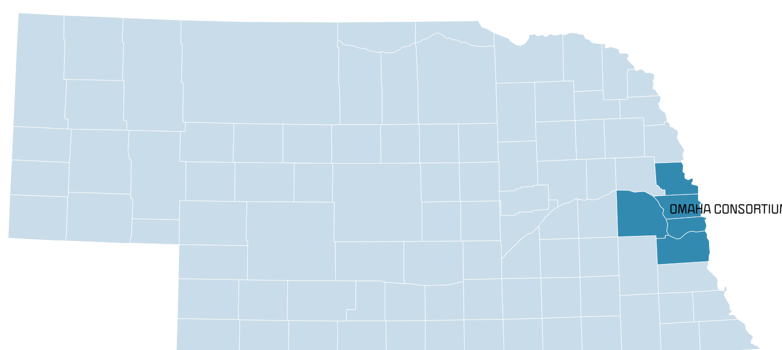
There are 9 MCs in Nebraska. These MCs are shown on the second map on this page. In 2013, three Nebraska MCs were altered. Grand Island MC was eliminated and replaced with Grand Island MSA, Hastings MC dropped Clay County, and Scottsbluff MC added Sioux County.

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.



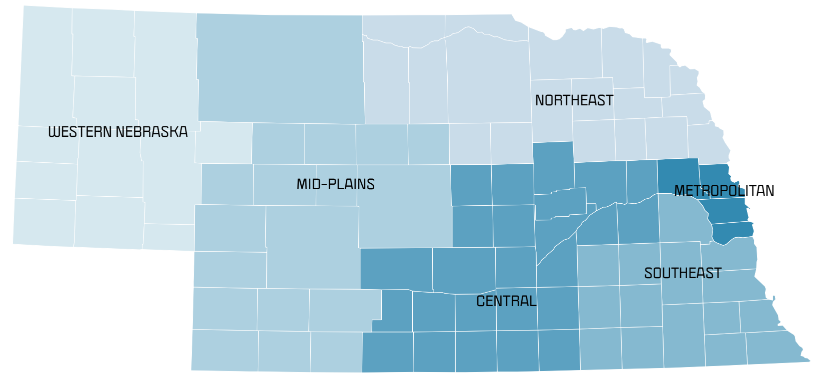




AREA DEFINITIONS

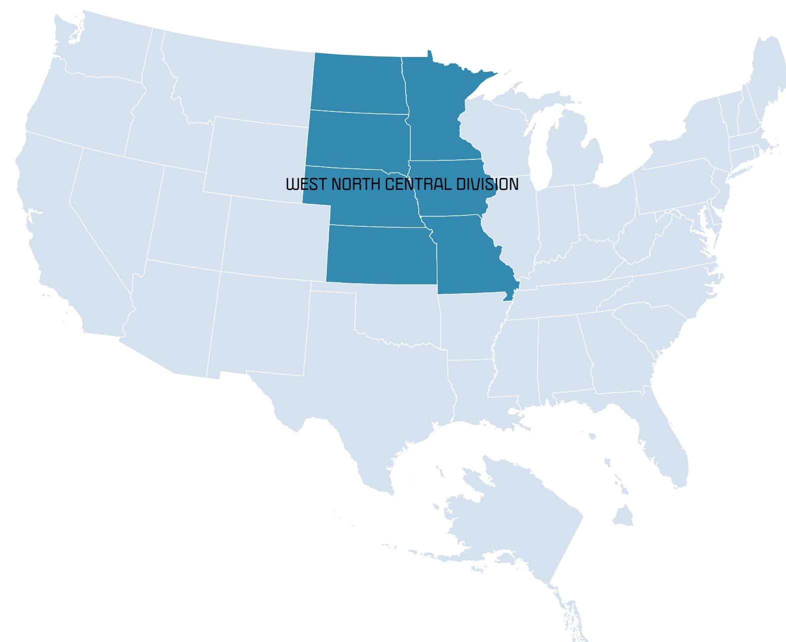
COMMUNITY COLLEGE REGIONS

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.



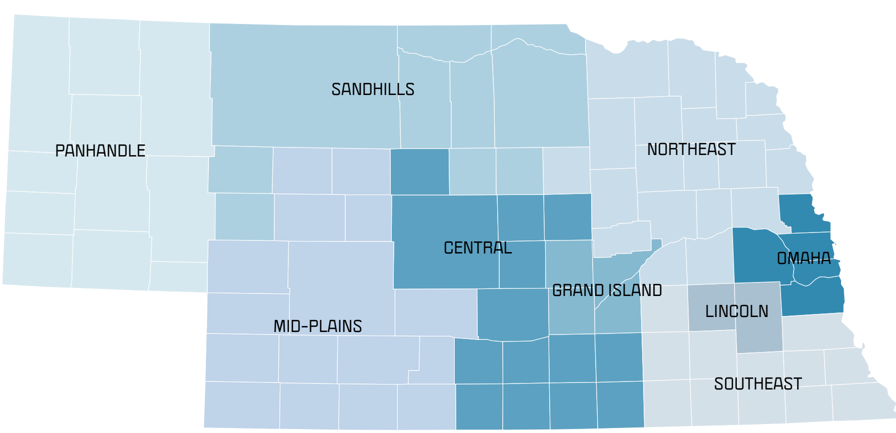
WEST NORTH CENTRAL DIVISION

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.



ACKNOWLEDGMENTS

PETE RICKETTS
GOVERNOR

JOHN H. ALBIN
COMMISSIONER OF LABOR

PHILLIP BAKER
RESEARCH ADMINISTRATOR
OFFICE OF LABOR MARKET INFORMATION

SCOTT HUNZEKER
RESEARCH SUPERVISOR
OFFICE OF LABOR MARKET INFORMATION

KRISTIN DERENGE
RESEARCH ANALYST

JENNIFER GILDERSLEEVE
RESEARCH ANALYST/EDITOR

GRACE JOHNSON
PUBLIC INFORMATION OFFICER/EDITOR

BRITTNEY LIPPINCOTT
GRAPHIC DESIGNER

NEBRASKA
DEPARTMENT OF LABOR