



**REGIONAL
REVIEWS**
KEARNEY MC 2015

LABOR MARKET REGIONAL REVIEW

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

The Kearney MC is comprised of Buffalo and Kearney Counties, and the 2014 population was 54,868. Since 1984, the MC population increased by 24.6%, while the state population increased by 18.4%. The MC population is also aging. From 2000-2013, the population aged 45-64 increased by 32.3%, while the population in under 44 age groups increased by around 3% or less.

In 2014, the MC’s unemployment rate was very low at 2.7%, lower than the statewide rate of 3.3%. In 2013, the MC also had a high labor force participation rate at 73.4%, slightly higher than the statewide rate of 70.6%. The MC’s median household income was \$52,414 in 2013, slightly higher than the state median household income.

QUICK FACTS, KEARNEY MC VS. NEBRASKA

| | Kearney MC | Nebraska |
|--|--|------------------------------------|
| 2014 Population | 54,868 | 1,881,503 |
| 1984-2014 Population Growth | 24.6% | 18.4% |
| 2013 Percent Minority Population | 9.9% | 18.2% |
| % of Population 25 & Over With a Bachelor’s Degree or Higher | 30.9% | 28.5% |
| 2014 Labor Force | 31,534 | 1,022,152 |
| 2014 Unemployment Rate | 2.7% | 3.3% |
| 2013 Median Household Income | \$52,414 | \$51,672 |
| 2013 Poverty Rate | 12.5% | 12.8% |
| 2013 Largest Private Industry | Trade, Transportation, & Utilities Combined Food Preparation & Serving Workers, Including Fast Food | Trade, Transportation, & Utilities |
| 2013 Most Common Occupation | Fast Food | 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 21.1% of MC employment. Combined food preparation and serving workers, including fast food, held the most common occupation in 2013.

DEMOGRAPHICS

KEARNEY MC

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.



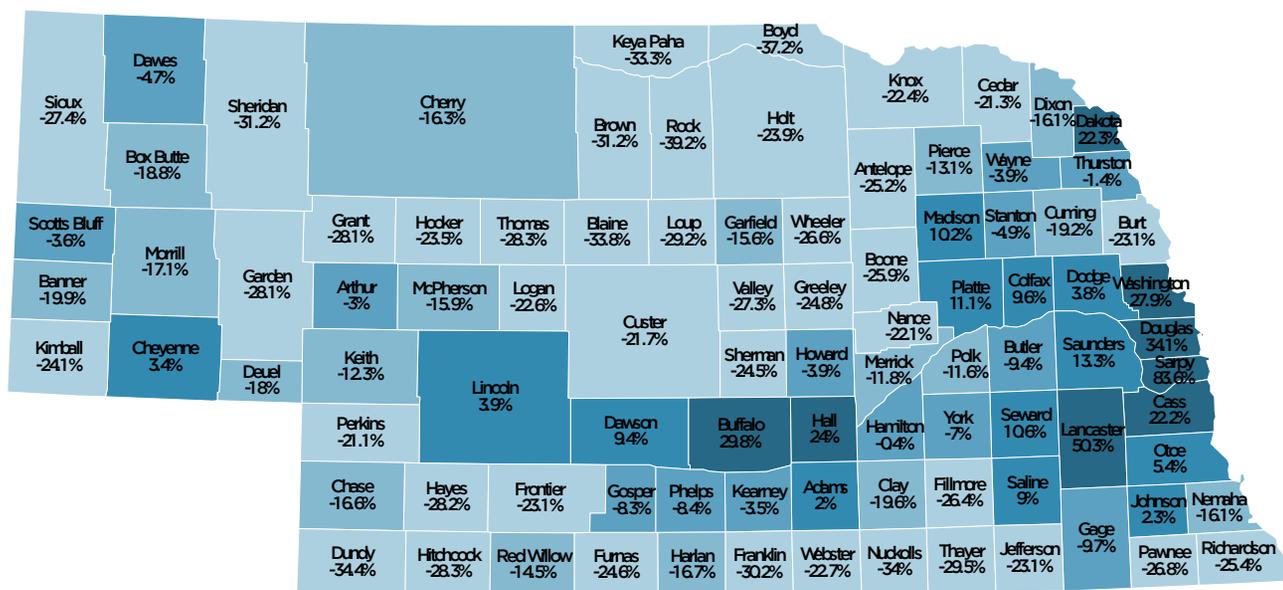
POPULATION

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 Kearney MC population increased by 24.6%, 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%.



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

LEGEND

PERCENT CHANGE



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

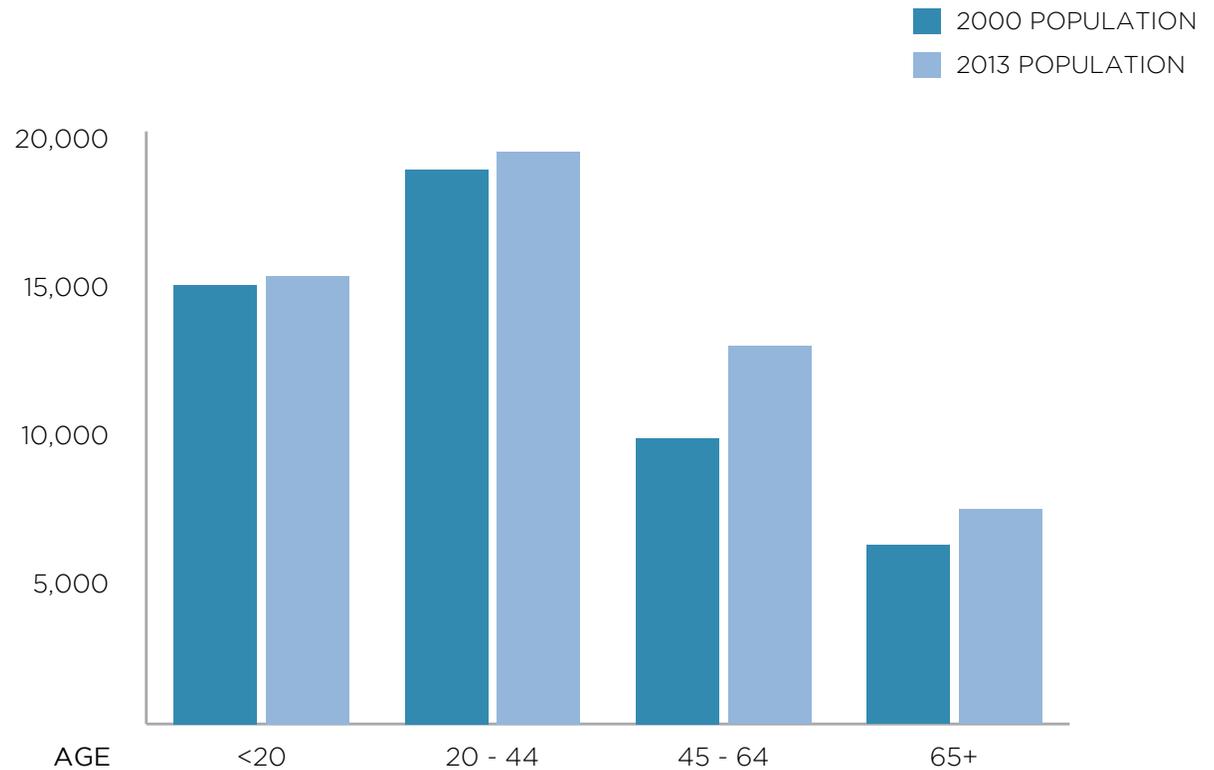
AGE

The population age distribution in the Kearney MC and the state were fairly similar. In 2013, the age group 20-44 comprised 35.5% of the MC population. The age group <20 comprised 27.8%, and the age group 45-64 comprised 23.4%. Over 13% percent of the MC population was 65 and older. Statewide, 14.1% of the population was age 65 and older.

The Kearney MC has an aging population. From 2000-2013, the population in 44 and under age groups increased by around 2%-3%, while the population age 65 and older increased by 20.3%. The population age 45-64 increased the fastest at 32.3%, probably due in part to the aging baby boomer population.

HOW TO USE IT

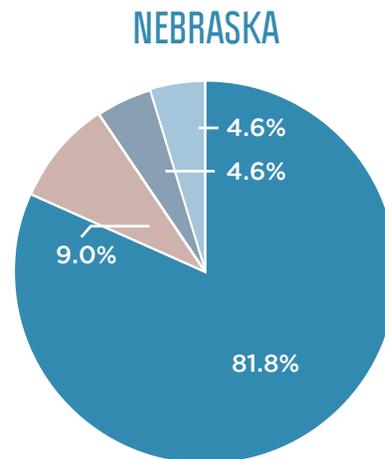
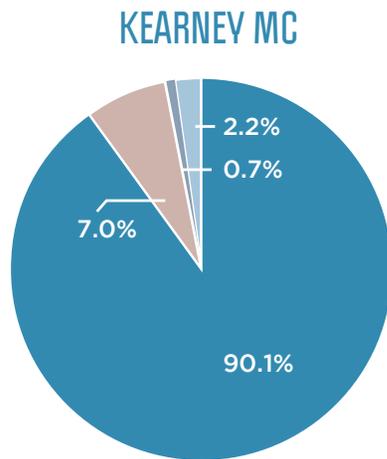
Historical demographic shifts can foreshadow future demographic shifts and changes in the labor force. As baby boomers retire, businesses will need to find replacements, possibly with workers who are less experienced. In areas with a declining labor force, it may be especially difficult for businesses 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.



| Age | 2000 | | 2013 | | Total Change | % Change |
|-------|------------|-------|------------|-------|--------------|----------|
| | Population | % | Population | % | | |
| <20 | 14,816 | 30.1% | 15,120 | 27.8% | 304 | 2.1% |
| 20-44 | 18,717 | 38% | 19,314 | 35.5% | 597 | 3.2% |
| 45-64 | 9,642 | 19.6% | 12,760 | 23.4% | 3,118 | 32.3% |
| 65+ | 6,024 | 12.2% | 7,247 | 13.3% | 1,223 | 20.3% |
| Total | 49,199 | 100% | 54,441 | 100% | 5,242 | 10.7% |

POPULATION

RACE/ETHNICITY, 2013



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

In 2013, non-Hispanic whites comprised 90.1% of the Kearney MC population. Hispanics were the largest minority group in the MC in 7%, followed by Asians at 1.1%.

The Kearney MC is less diverse than the state as a whole. In 2013, the total minority population was 9.9% in the Kearney MC, compared to 18.2% statewide. Hispanics comprised 7% of the MC population and 9% of the state population. African Americans comprised .7% of the MC population and 4.6% of the state population. Other races comprised 2.2% of the MC 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.

| | Kearney MC | | Nebraska | |
|---|------------|-------|-----------|-------|
| | Total | % | Total | % |
| Total Population | 52,591 | 100% | 1,850,502 | 100% |
| Hispanic or Latino (of any race) | 3,676 | 7% | 167,405 | 9% |
| Total Not Hispanic or Latino | 48,915 | 93% | 1,683,097 | 91% |
| White Alone | 47,370 | 90.1% | 1,512,922 | 81.8% |
| Black or African American Alone | 365 | 0.7% | 85,707 | 4.6% |
| American Indian & Alaska Native Alone | 115 | 0.2% | 15,262 | 0.8% |
| Asian Alone | 603 | 1.1% | 37,325 | 2% |
| Native Hawaiian & Other Pacific Islander Alone | 7 | 0% | 1,118 | 0.1% |
| Two or more Races | 455 | 0.9% | 30,763 | 1.7% |
| Total Minority (Population excluding non-Hispanic Whites) | 5,221 | 9.9% | 337,580 | 18.2% |

POPULATION

CHANGE IN RACE/ETHNICITY OVER TIME

The minority population in the Kearney MC increased by 36.8% from 2003-2013, while the overall population increased by 5.1%.

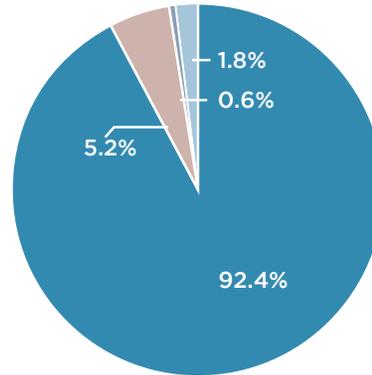
Hispanic population growth accounted for most of the MC's minority population growth. From 2003-2013, the Hispanic population increased by approximately 1,000 or 39.9%. Asians had the second largest numeric increase of 177 or 41.5%. The white population decreased by approximately 1,100 or 2.5% from 2003-2013.

The proportion of minorities in the Kearney MC increased by over 2 percentage points from 2003-2013. Hispanics increased from 5.2% to 7% of the MC population. The African American population increased .6% to .7%, and other races increased from 1.8% to 2.2%. The white population fell slightly from 92.4% to 90.1%.

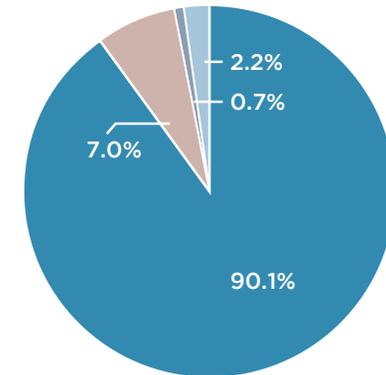
HOW TO USE IT

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

2003 POPULATION



2013 POPULATION



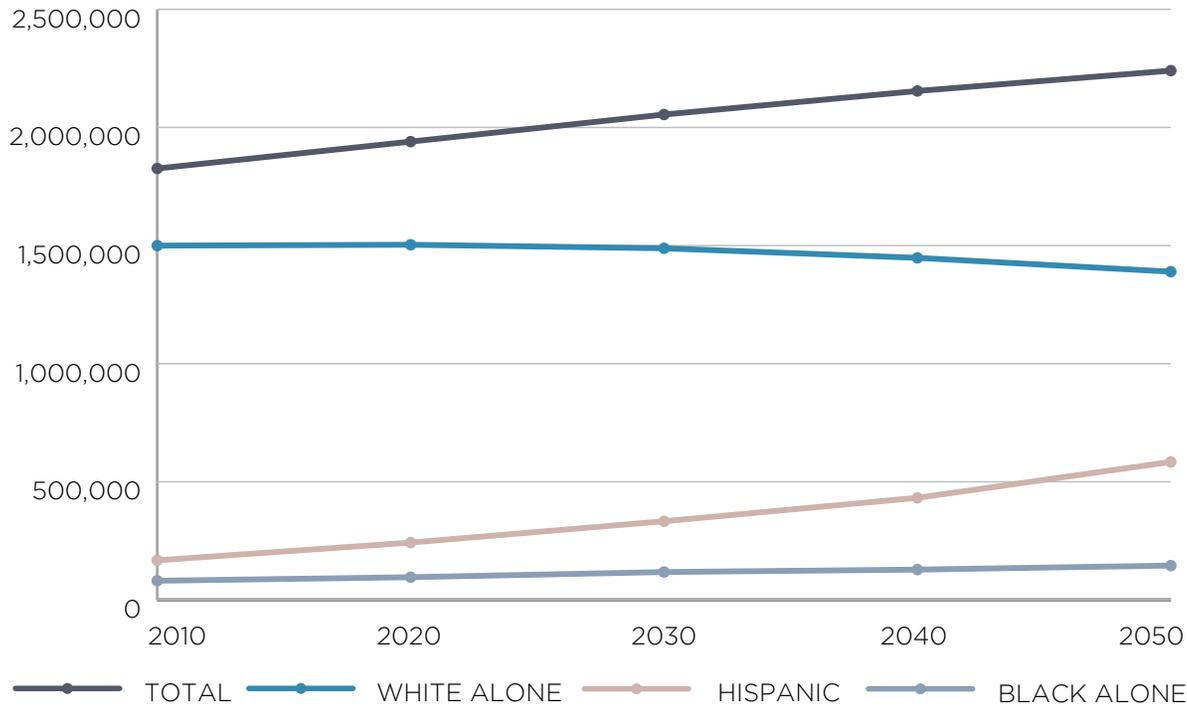
- WHITE ALONE
- HISPANIC OR LATINO (OF ANY RACE)
- BLACK OR AFRICAN AMERICAN ALONE
- OTHER RACES (NOT HISPANIC OR LATINO)

| | 2003 | 2013 | Total Change | % Change |
|---|--------|--------|--------------|----------|
| Total Population | 50,051 | 52,591 | 2,540 | 5.1% |
| Hispanic or Latino (of any race) | 2,627 | 3,676 | 1,049 | 39.9% |
| Total Not Hispanic or Latino | 47,424 | 48,915 | 1,491 | 3.1% |
| White Alone | 46,235 | 47,370 | 1,135 | 2.5% |
| Black or African American Alone | 303 | 365 | 62 | 20.5% |
| American Indian and Alaska Native Alone | 132 | 115 | -17 | -12.9% |
| Asian Alone | 426 | 603 | 177 | 41.5% |
| Native Hawaiian and Other Pacific Islander Alone | 12 | 7 | -5 | -41.7% |
| Two or more Races | 316 | 455 | 139 | 44% |
| Total Minority (Population excluding non-Hispanic Whites) | 3,816 | 5,221 | 1,405 | 36.8% |

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

POPULATION

PROJECTIONS BY RACE/ETHNICITY, 2010 - 2050



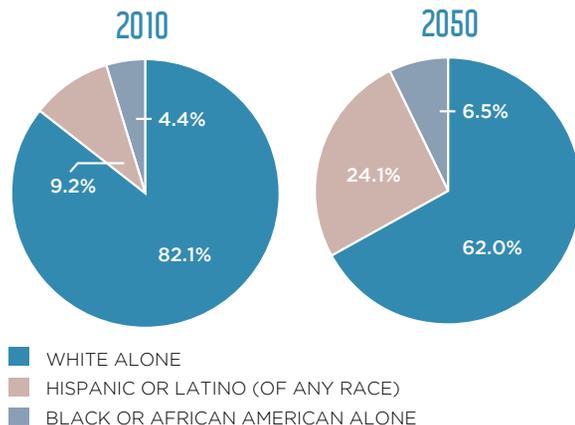
Source: Center for Public Affairs Research-University of Nebraska Omaha, data dated 2013

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 Kearney MC residents who spoke a language other than English rose by 27.3%, and the number of these residents who spoke English less than “very well” increased by 3.5%. Change in the number of Spanish speakers helped drive this trend. From 2009-2013, the number of Spanish speaking residents increased by 22.7%, and the number of Spanish speakers who spoke English less than “very well” increased by 12.2%.

Overall, the Kearney MC has a lower rate of residents who spoke a language other than English than the state, and a lower rate of other language speakers who spoke English less than “very well.” Almost 7% of the MC population spoke a language other than English compared to 10.5% of the state population. Furthermore, 31.5% of MC residents who spoke a language other than English spoke English less than “very well,” compared to 45.1% statewide.

| | 2009 | 2013 | % Change | Kearney MC 2013 | Nebraska 2013 |
|--------------------------------------|--------|--------|----------|-----------------|---------------|
| Population | | | | | |
| 5 years and over | 47,821 | 49,713 | 4% | 100% | 100% |
| English | 45,155 | 46,319 | 2.6% | 93.2% | 89.5% |
| Language other than English | 2,666 | 3,394 | 27.3% | 6.8% | 10.5% |
| Speak English less than “very well” | 1,032 | 1,068 | 3.5% | 31.5% | 45.1% |
| Spanish | 1,957 | 2,402 | 22.7% | 4.8% | 7% |
| Speak English less than “very well” | 765 | 858 | 12.2% | 35.7% | 47.9% |
| Other | | | | | |
| Indo-European Languages | 300 | 501 | 67% | 1% | 1.5% |
| Speak English less than “very well” | 99 | 113 | 14.1% | 22.6% | 26.1% |
| Asian and Pacific Islander Languages | 314 | 397 | 26.4% | 0.8% | 1.3% |
| Speak English less than “very well” | 129 | 71 | -45% | 17.9% | 52.6% |
| Other Languages | 95 | 94 | -1.1% | 0.2% | 0.7% |
| Speak English less than “very well” | 39 | 26 | -33.3% | 27.7% | 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

HOW TO USE IT

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

There are two components of population change:

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

From 2010 to 2014, the Kearney MC population had a net increase of 2,277, for an average net increase of 569 individuals a year. Both positive natural change and positive net migration accounted for this increase. From 2000 to 2014, the MC gained 1,571 individuals from natural change. Net migration accounted for a gain of another 725 individuals due to positive international and domestic migration.

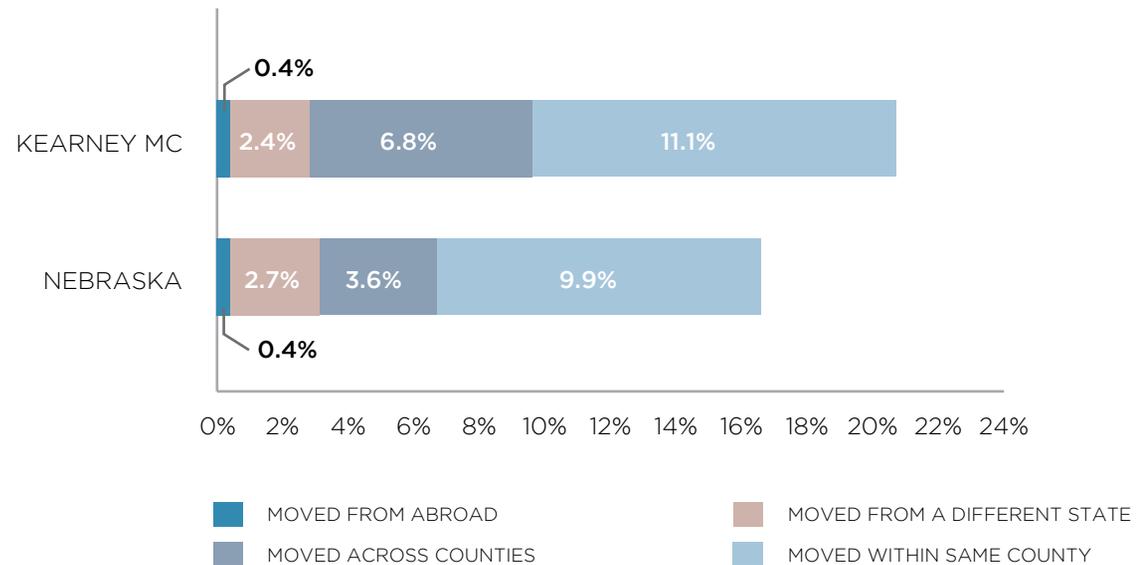
Like the MC, Nebraska had positive natural change and positive net migration. Unlike the MC, the state had negative domestic migration. The Kearney MC was the only Micropolitan Statistical Area in the state that had positive domestic migration.

MIGRATION

DOMESTIC & INTERNATIONAL, 2013

In 2013, approximately 10,900 individuals or 20.8% of the Kearney MC population moved to or within the MC. Most MC residents who migrated moved within the MC. Over 11% of the MC population moved within the same county, and 6.8% moved from a different county within the state. Additionally, 2.4% of the MC population moved from another state, and only .4% of the population moved from abroad.

The Kearney MC had a slightly higher rate of in-state migration than the state. Eighteen percent of the MC population moved within the state, compared to 13.5% statewide. The MC's rate of international migration was the same as the statewide rate (.4%), and 2.4% of MC residents moved from another state compared to 2.7% statewide residents.



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.

| | Kearney MC | | Nebraska | |
|---|------------|-------|-----------|-------|
| | Total | % | Total | % |
| Total Population 1 year and over | 52,653 | 100% | 1,815,644 | 100% |
| Population that moved | 10,928 | 20.8% | 302,377 | 16.7% |
| Population that moved from abroad | 185 | 0.4% | 7,862 | 0.4% |
| Population that moved from a different state | 1,289 | 2.4% | 49,119 | 2.7% |
| Population that moved within the state | 9,454 | 18% | 245,396 | 13.5% |
| Population that moved within the same county | 5,853 | 11.1% | 179,189 | 9.9% |
| Population that moved across counties | 3,601 | 6.8% | 66,207 | 3.6% |

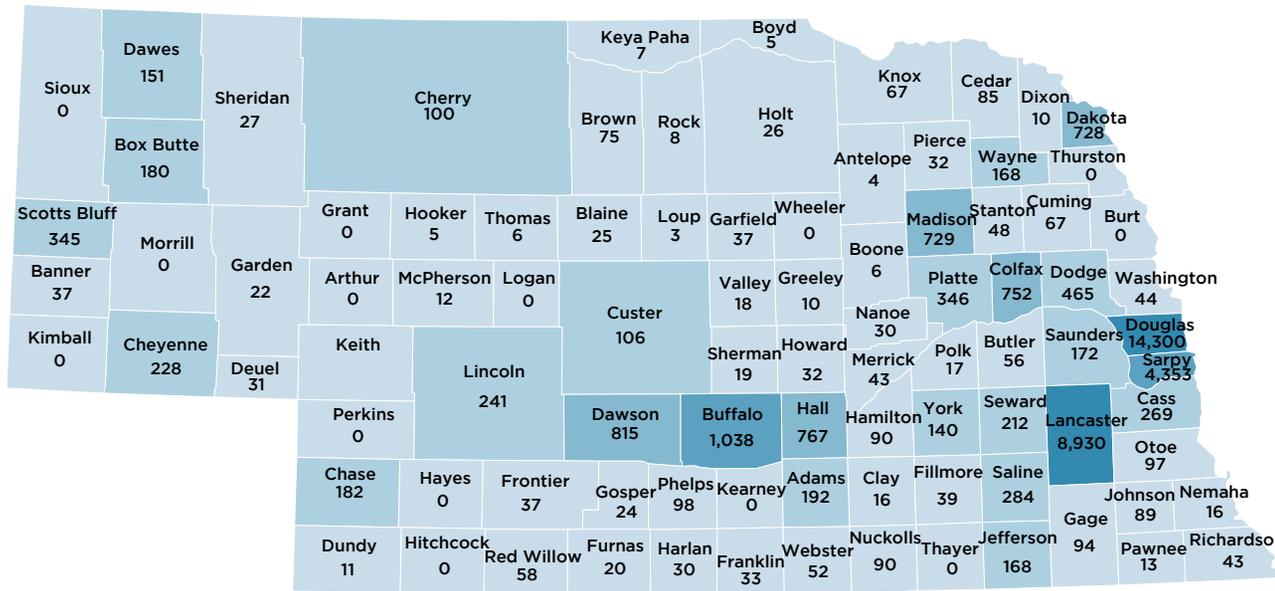
Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

WHERE TO FIND IT

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

INTERNATIONAL MIGRATION

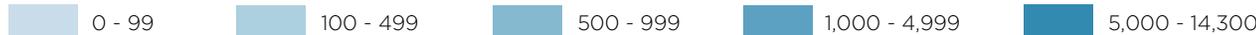
BY COUNTY, 2009 - 2013



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

LEGEND

INTERNATIONAL IMMIGRANTS



WHERE TO FIND IT

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

From 2009-2013, 1,031 international immigrants moved to Kearney MC at an average rate of approximately 206 international immigrants a year.

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

HOW TO USE IT

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



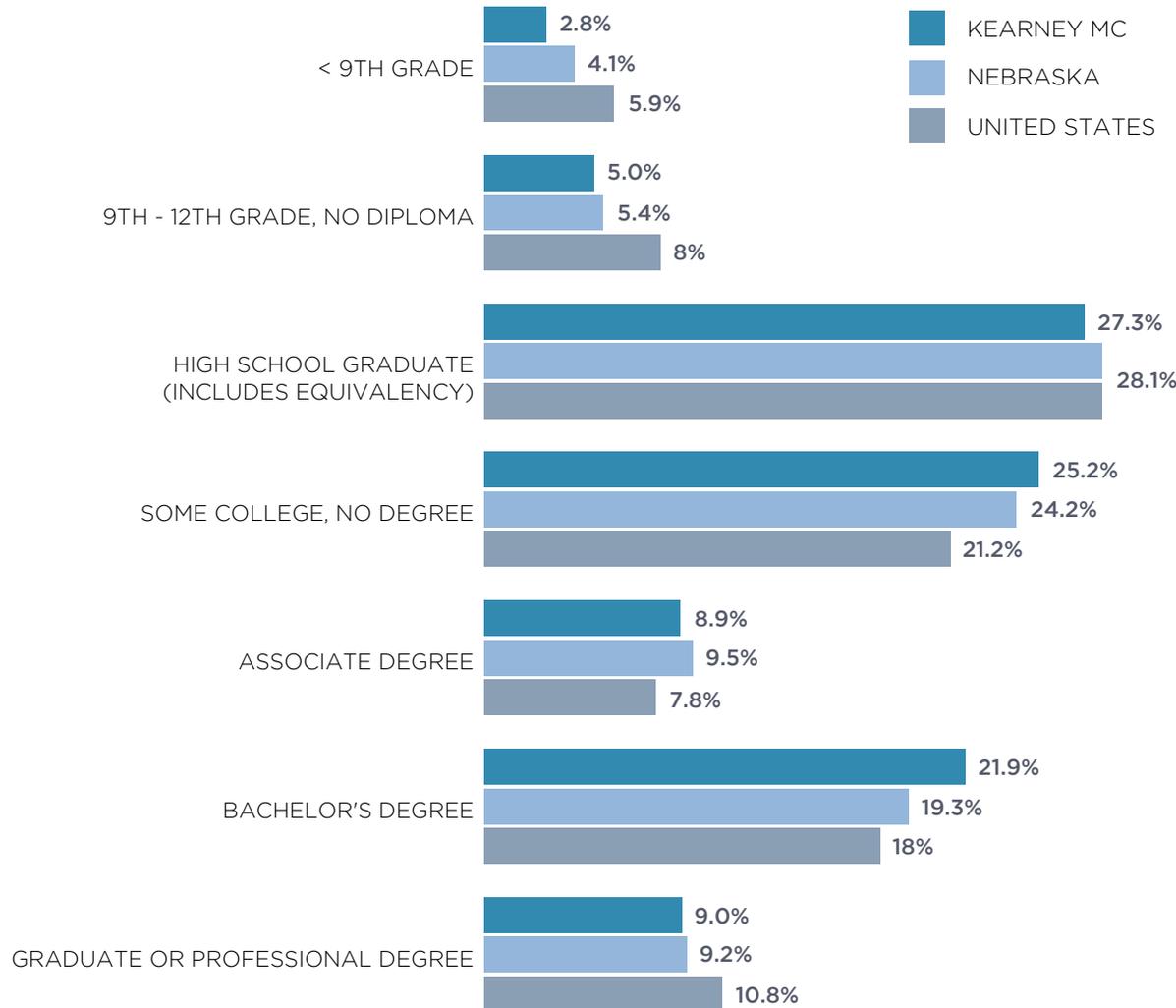
EDUCATION

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

NEBRASKA GRADUATE OUTCOMES

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





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.

EDUCATIONAL ATTAINMENT, 2013

Over 92% of the Kearney MC population age 25 and older possessed a high school degree or GED, and 64.9% of the MC possessed some postsecondary education in 2013. The most commonly reported highest level of educational attainment was a high school diploma or GED at 27.3%, followed by some college, no degree at 25.2%, and bachelor's degree at 21.9%. Almost 9% of the MC had an associate degree, and 9% had a graduate or professional degree.

The Kearney MC's rate of postsecondary education was similar to state and national rates. However, MC residents were around 3-4 percentage points more likely than Nebraska and US residents to possess bachelor's 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.

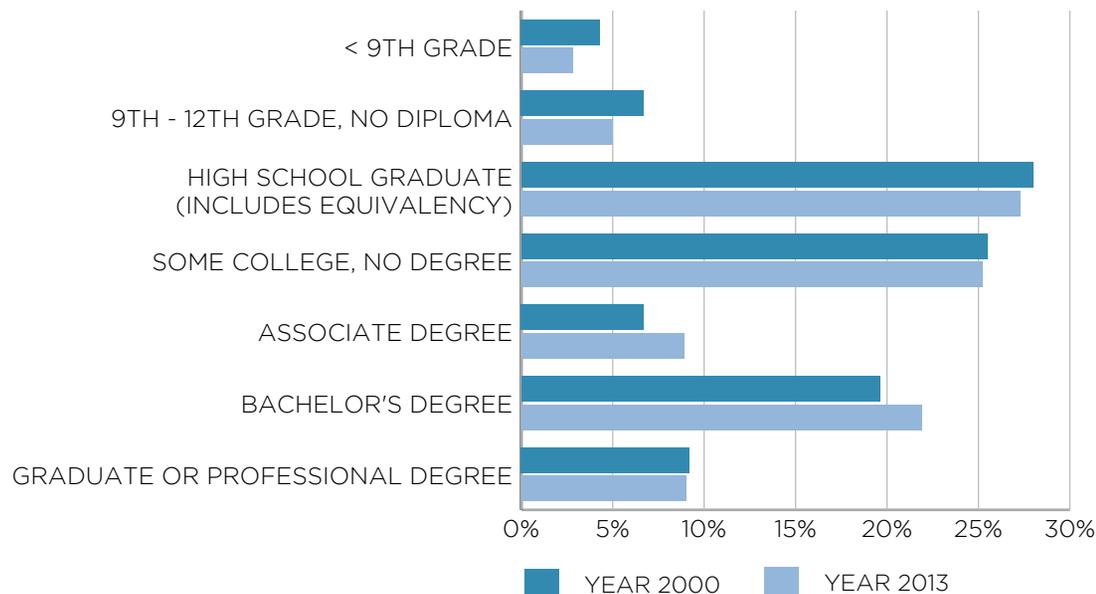
EDUCATIONAL ATTAINMENT CHANGE

From 2000-2013, the number of Kearney MC residents who have some postsecondary education increased. While the MC population increased by 13.3%, the number of MC residents who have associate degrees increased by 49.3%. Additionally, the number of MC residents who have bachelor's degrees increased by 26.9%, and the number who have graduate or professional degrees increased by 9.9%.

Due to increases in educational attainment, MC residents were 2.3 percentage points more likely to possess bachelor's degrees in 2013 than in 2000. MC residents were also 2.1 percentage points more likely to possess associate degrees in 2013 than in 2000.

HOW TO USE IT

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



| | 2000 | 2013 | Difference | % Change |
|---|--------|--------|------------|----------|
| Population 25 years and over | 28,771 | 32,592 | 3,821 | 13.3% |
| Less than 9th grade | 1,227 | 903 | -324 | -26.4% |
| 9th to 12th grade, no diploma | 1,920 | 1,636 | -284 | -14.8% |
| High school graduate (includes equivalency) | 8,069 | 8,885 | 816 | 10.1% |
| Some college, no degree | 7,334 | 8,219 | 885 | 12.1% |
| Associate degree | 1,935 | 2,889 | 954 | 49.3% |
| Bachelor's degree | 5,625 | 7,136 | 1,511 | 26.9% |
| Graduate or professional degree | 2,661 | 2,924 | 263 | 9.9% |

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

WHERE TO FIND IT

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

GRADUATION RATES

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

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

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

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.

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.

WHERE TO FIND IT

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

2011 - 2012 GRADUATES

POSTSECONDARY, WORKING IN NE, 1ST QUARTER 2013

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

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

HOW TO USE IT

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

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

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

WHERE TO FIND IT

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

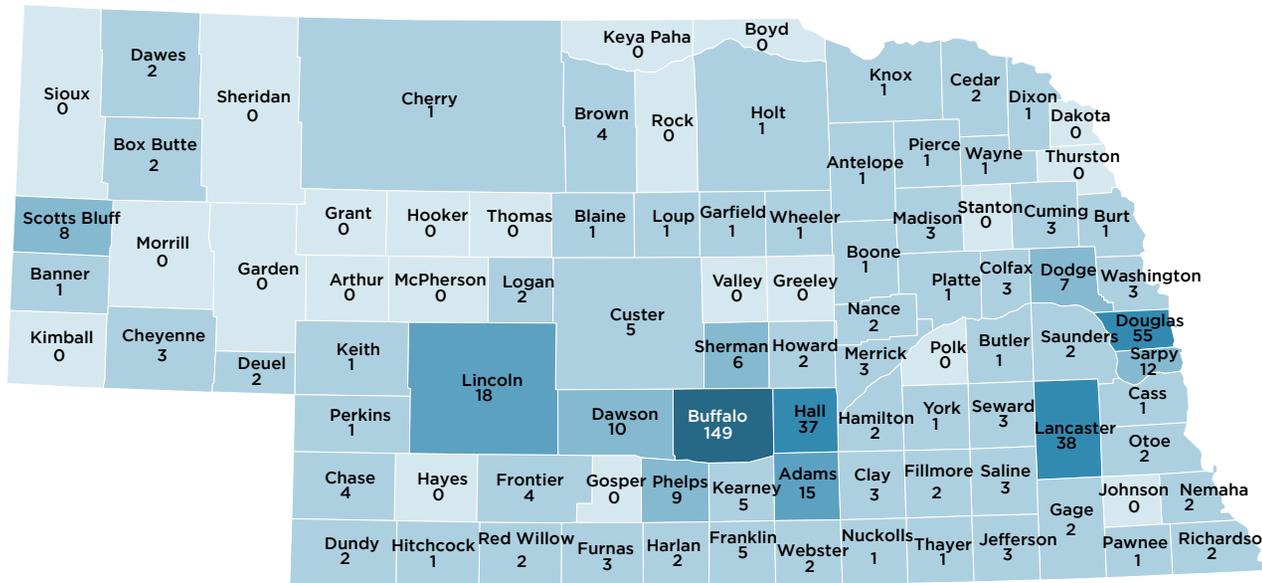
2011 - 2012 GRADUATES

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

There were 720 2011-2012 UNK graduates working in Nebraska during the first quarter of 2013. Over 150 UNK graduates were working in the Kearney MC. Buffalo County had the most UNK graduates working in the state at 149, followed by Douglas County at 55.

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

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



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

LEGEND

NUMBER OF GRADUATES



WHERE TO FIND IT

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

HOW TO USE IT

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



LABOR FORCE

ESTIMATES

U6 RATES

SEASONAL FLUCTUATIONS

OLDER WORKERS BY COUNTY

COMMUTING

PATTERNS (IN), 2011

PATTERNS (OUT), 2011

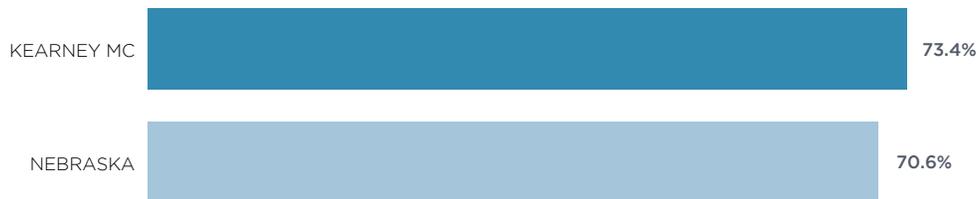
COMMUTE TIME



LABOR SUPPLY
KEARNEY MC

LABOR FORCE ESTIMATES

2013 LABOR FORCE PARTICIPATION RATE, AGES 16 & OVER



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

| | Kearney MC | | | Unemployment Rate | |
|------|-------------|----------|------------|-------------------|----------|
| | Labor Force | Employed | Unemployed | Kearney MC | Nebraska |
| 2007 | 31,850 | 31,138 | 712 | 2.2% | 3% |
| 2008 | 31,569 | 30,771 | 798 | 2.5% | 3.3% |
| 2009 | 31,330 | 30,188 | 1,142 | 3.6% | 4.6% |
| 2010 | 30,181 | 29,092 | 1,089 | 3.6% | 4.6% |
| 2011 | 30,776 | 29,710 | 1,066 | 3.5% | 4.4% |
| 2012 | 31,285 | 30,273 | 1,012 | 3.2% | 4% |
| 2013 | 31,447 | 30,458 | 989 | 3.1% | 3.8% |
| 2014 | 31,534 | 30,682 | 852 | 2.7% | 3.3% |

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

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

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.

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 Kearney MC's labor force was approximately 31,500. The MC's unemployment rate for 2014 was relatively low at 2.7%, slightly lower than the statewide rate of 3.3%. Since 2009, the MC's unemployment rate has declined from 3.6% to 2.7%. The Kearney MC had the lowest unemployment rate of all Nebraska MCs and MSAs.

At 73.4%, the MC's labor force participation rate (population 16 years and over in the labor force) was higher than the statewide rate of 70.6%.

WHERE TO FIND IT

State and local data on labor force estimates are available networks.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

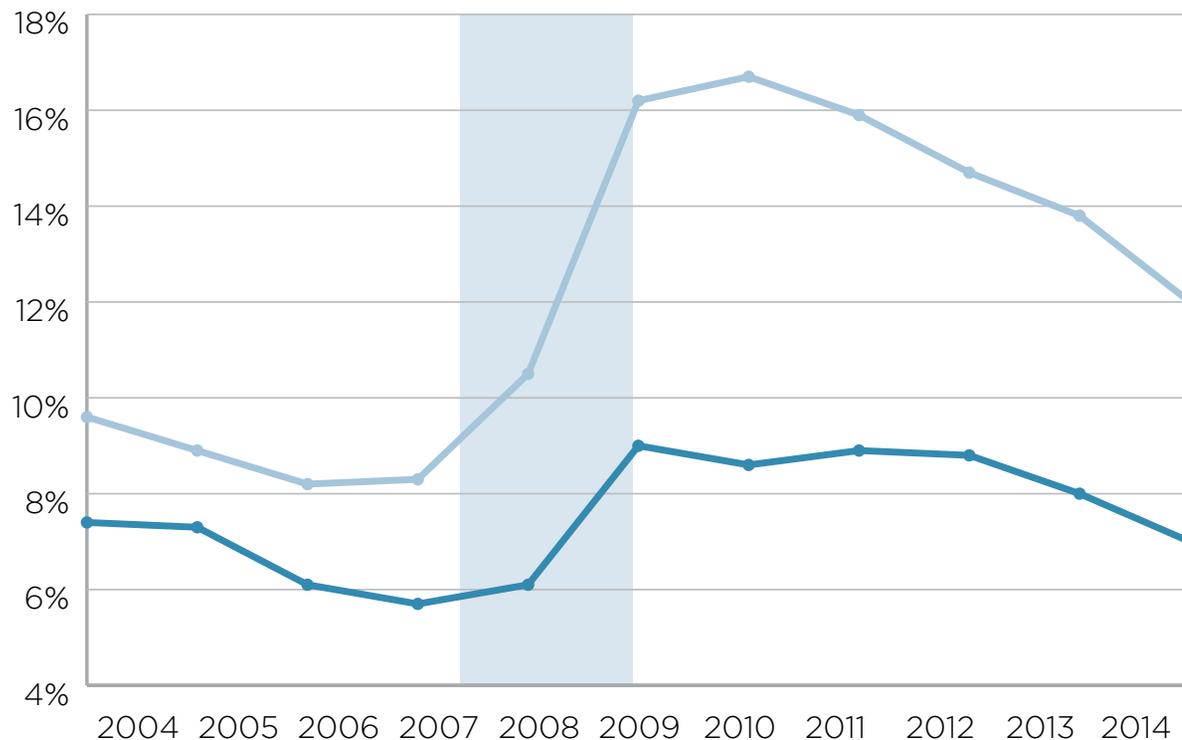
U6 rates are an alternative measure of labor underutilization compared to the traditional unemployment rate. U6 rates measure all unemployed workers, marginally attached workers (discouraged workers who are not employed and have sought work in the past 12 months, but not in the last 4 weeks), and workers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

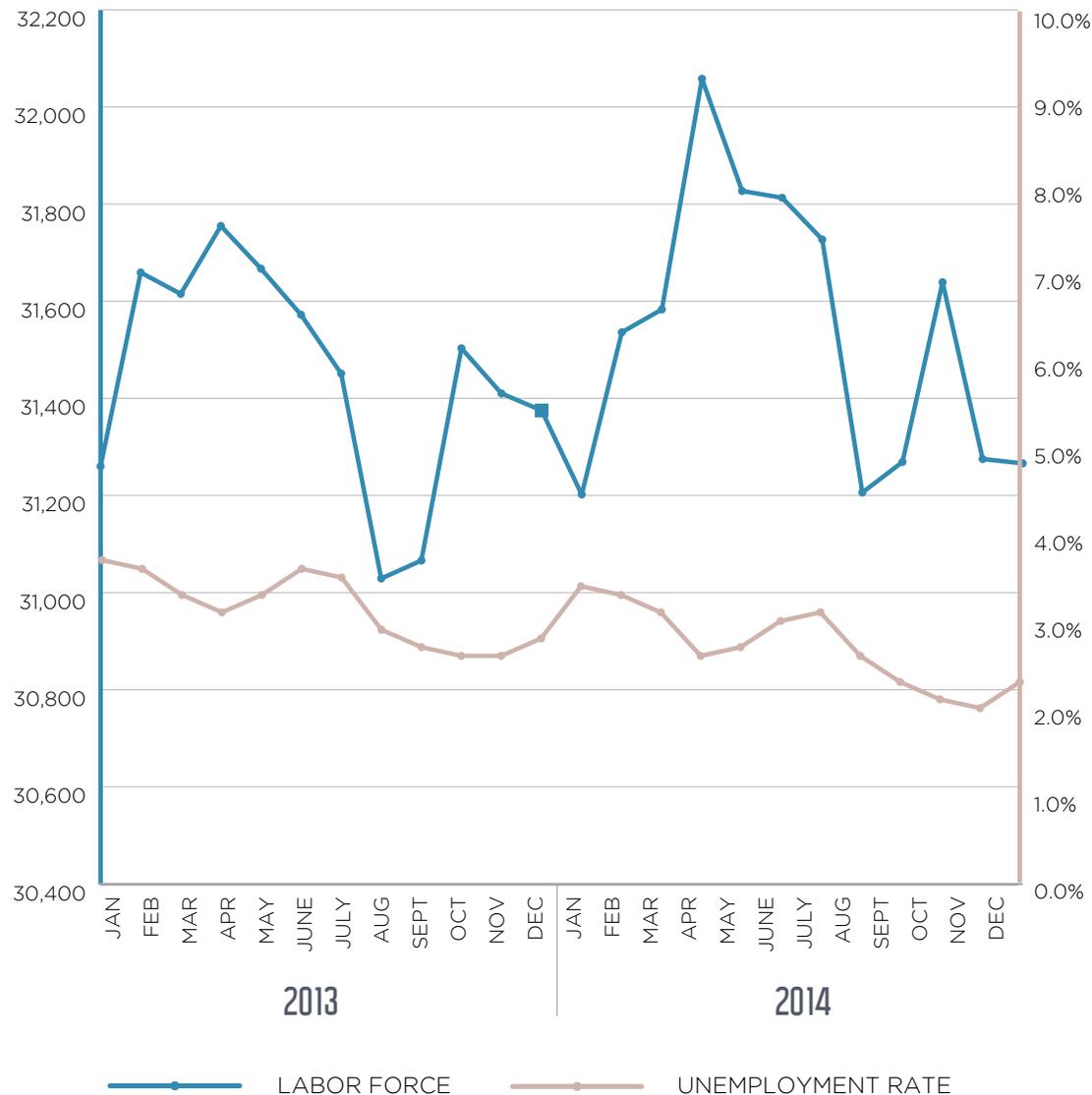
Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, most recent data released 2015
 Bureau of Labor Statistics, "The Recession of 2007-2009: BLS Spotlight on Statistics," released 2012

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 tended to be larger in the spring and summer months. In 2013 and 2014, the Kearney MC labor force was largest in April at approximately 31,800 and 32,100 respectively. The annual labor force average was approximately 31,400 in 2013 and 31,500 in 2014.

The average unemployment rate for the Kearney MC was 3.1% in 2013 and 2.7% in 2014. When the labor force was largest in April 2013 and 2014, the unemployment rate was 3.1% and 2.6% respectively.

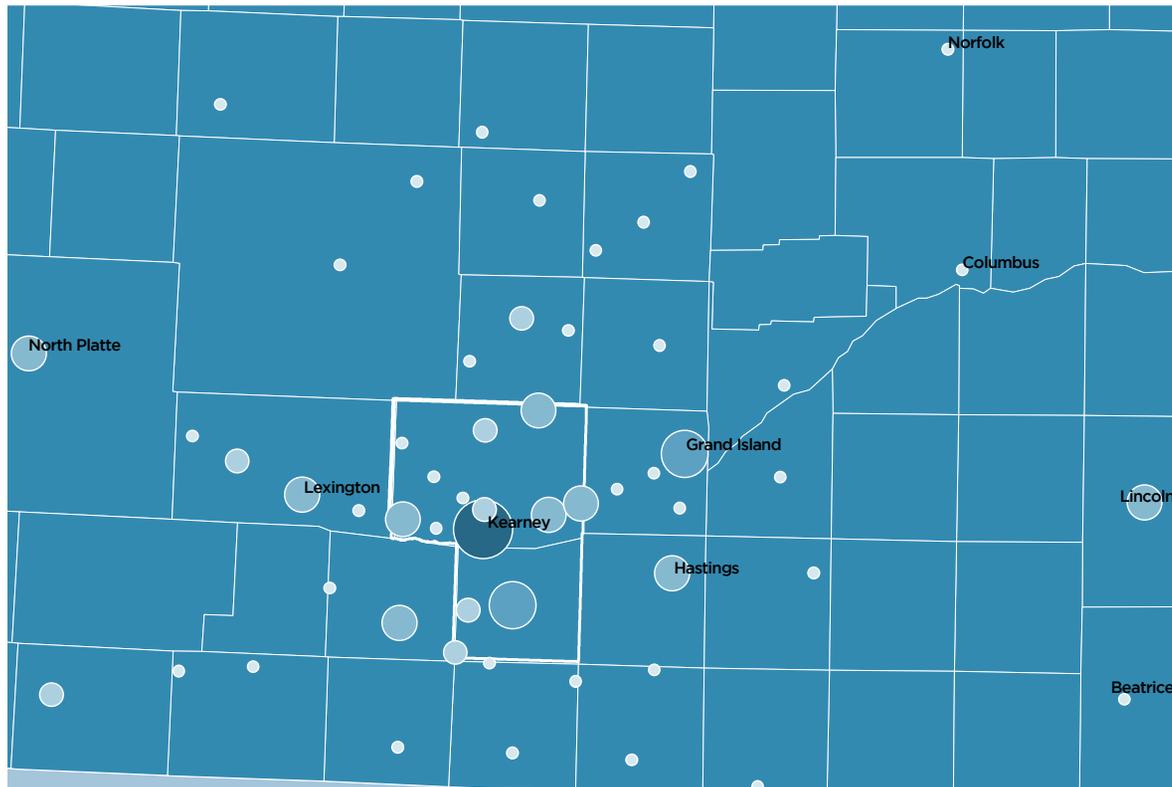
HOW TO USE IT

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 networks.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.

KEARNEY MC IN-COMMUTERS



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

LEGEND

NUMBER OF IN-COMMUTERS



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 Kearney MC for work. The map to the left shows the number of workers who commuted to or within the Kearney MC for their primary jobs in 2011.

There were 25,305 primary jobs in the Kearney MC in 2011. MC residents filled approximately 16,300 or 64.4% of those jobs, and 35.6% of the MC workforce commuted from outside of the MC. Approximately 9,900 workers or 39.3% of the MC workforce commuted from Kearney city. Grand Island city residents comprised the next largest portion of the MC workforce at 992 workers or 3.9%.

The Kearney MC had a net gain of workers from commuting. Approximately 3,100 more workers commuted into the MC than commuted out of the MC for work.

HOW TO USE IT

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

COMMUTING

PATTERNS, 2011

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

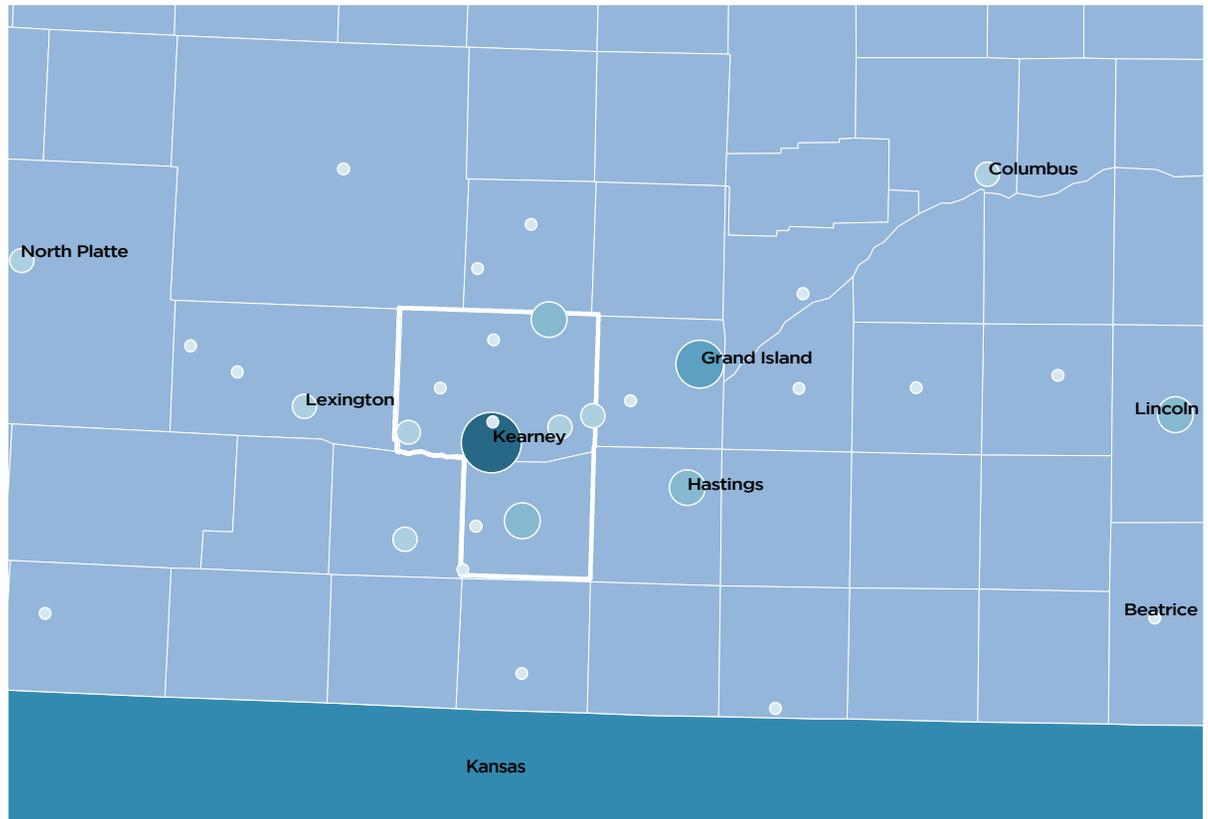
There were 22,217 MC residents with primary jobs in 2011. Approximately 16,300 or 73.3% of these residents commuted within the MC for work, and 26.7% of MC residents left the MC for work. Approximately 11,900 workers or 53.5% of the MC working population worked in Kearney city, and approximately 1,300 workers or 5.8% worked in Grand Island city.

The Kearney MC had more in-commuters and out-commuters in 2011. Approximately 3,100 more workers commuted into the MC than commuted out of the MC for work.

HOW TO USE IT

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

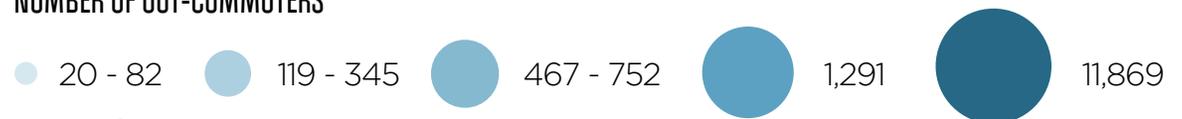
KEARNEY MC OUT-COMMUTERS



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

LEGEND

NUMBER OF OUT-COMMUTERS

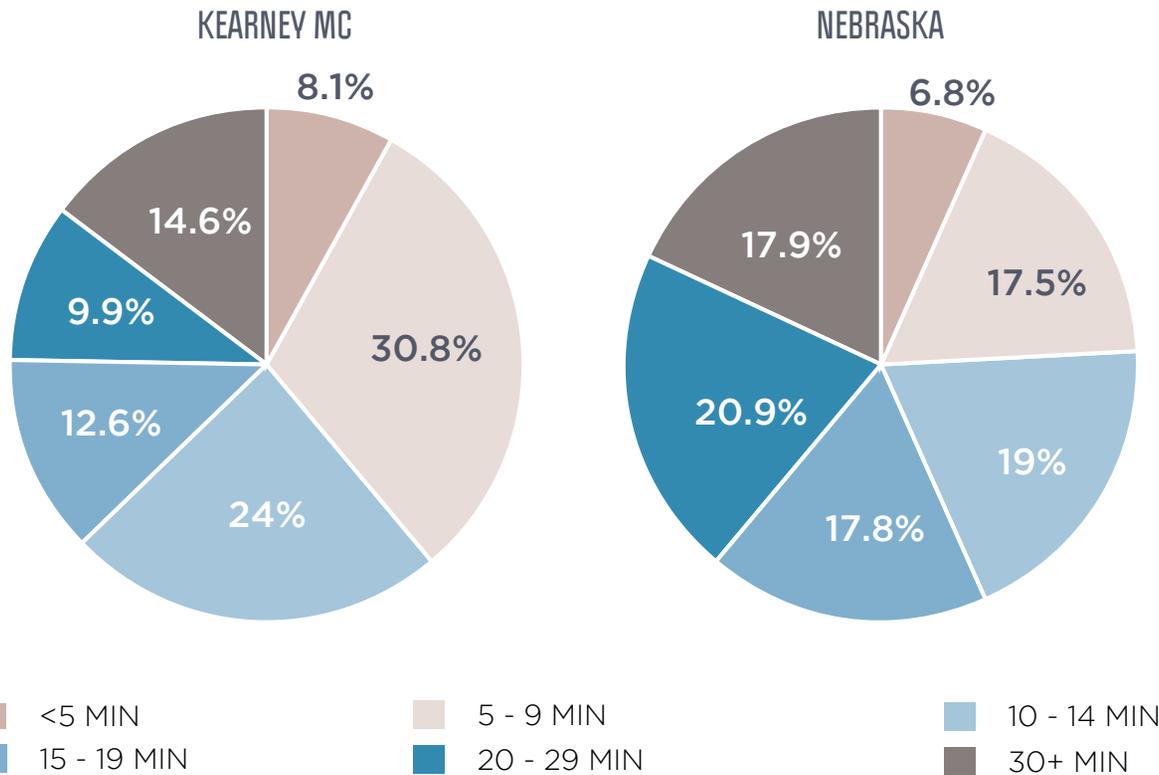


WHERE TO FIND IT

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



The mean travel time of workers in the Kearney MC was 15.5 minutes in 2013. Almost 39% of MC residents commuted less than 10 minutes to work, and another 37% commuted between 10 and 20 minutes. Over 24% of MC residents commuted 20 minutes or more.

Kearney MC residents have a higher proportion of short commutes than Nebraskans statewide. MC workers' mean commute of 15.5 minutes was shorter than the statewide average of 18.1 minutes. Additionally, 63% of MC residents commuted less than 15 minutes to work compared to 43.4% 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.

| Commute Time | Population | Kearney MC | | Nebraska | |
|------------------|---------------|------------|---------------|----------------|---------------|
| | | Population | % | Population | % |
| <5 minutes | 2,240 | | 8.1% | 60,905 | 6.8% |
| 5 to 9 minutes | 8,539 | | 30.8% | 156,957 | 17.5% |
| 10 to 14 minutes | 6,655 | | 24% | 170,352 | 19.0% |
| 15 to 19 minutes | 3,484 | | 12.6% | 159,267 | 17.8% |
| 20 to 29 minutes | 2,728 | | 9.9% | 187,161 | 20.9% |
| 30+ minutes | 4,036 | | 14.6% | 160,098 | 17.9% |
| Total | 27,682 | | 100.0% | 894,740 | 100.0% |

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

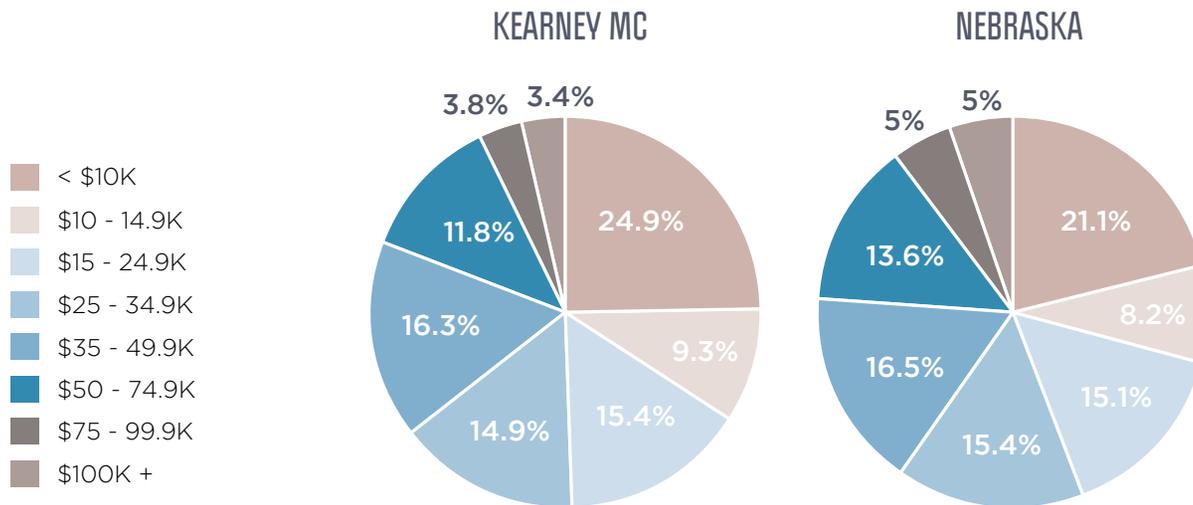


EARNINGS
MEDIAN EARNINGS
BY EDUCATIONAL ATTAINMENT
INDUSTRY EARNINGS BY GENDER
WAGES BY OCCUPATIONAL GROUPS
TOTAL COMPENSATION
HOUSEHOLD MEDIAN INCOME BY COUNTY
BENEFITS
POVERTY RATE BY COUNTY
INFLATION

**WAGES &
COMPENSATION**
KEARNEY MC

EARNINGS

2013



Over 34% of Kearney MC residents age 16 and over earned less than \$15,000 a year in 2013, and around 15%-16% earned \$15,000-\$25,000, \$25,000-\$35,000, and \$35,000-\$50,000 respectively. Over 19% of the MC population earned more than \$50,000 as 11.8% of MC residents earned \$50,000-\$75,000 and 7.3% earned \$75,000 or more annually.

The Kearney MC has a lower proportion of high earners (workers who earned \$50,000 or more annually) and a higher proportion of low earners (workers who earned less than \$15,000 annually) than the state. Over 19% of MC residents earned \$50,000 or more annually, compared to 23.7% statewide. Additionally, over 34% of MC residents earned less than \$15,000 annually, compared to 29.3% statewide.

| | Kearney MC | | Nebraska | |
|--------------------|---------------|---------------|------------------|---------------|
| | Total | % | Total | % |
| <\$10,000 | 8,311 | 24.9% | 224,864 | 21.1% |
| \$10,000-\$15,000 | 3,109 | 9.3% | 86,880 | 8.2% |
| \$15,000-\$25,000 | 5,144 | 15.4% | 161,065 | 15.1% |
| \$25,000-\$35,000 | 4,969 | 14.9% | 164,474 | 15.4% |
| \$35,000-\$50,000 | 5,420 | 16.3% | 176,058 | 16.5% |
| \$50,000-\$75,000 | 3,948 | 11.8% | 145,021 | 13.6% |
| \$75,000-\$100,000 | 1,273 | 3.8% | 53,815 | 5% |
| >\$100,000 | 1,148 | 3.4% | 53,564 | 5% |
| Total | 33,322 | 100.0% | 1,065,741 | 100.0% |

Note: Population age 16 and older.

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

WHERE TO FIND IT

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

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.

MEDIAN EARNINGS

BY EDUCATIONAL ATTAINMENT, 2013

Median earnings increase dramatically with higher levels of educational attainment. The median earnings of Kearney MC 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 \$56,000 for residents with graduate or professional degrees.

Statewide earnings were higher than MC earnings at almost every level of educational attainment. The largest difference between MC and statewide earnings was at the bachelor's degree level, where statewide earnings were 11.9% higher than MC earnings.

HOW TO USE IT

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

WHERE TO FIND IT

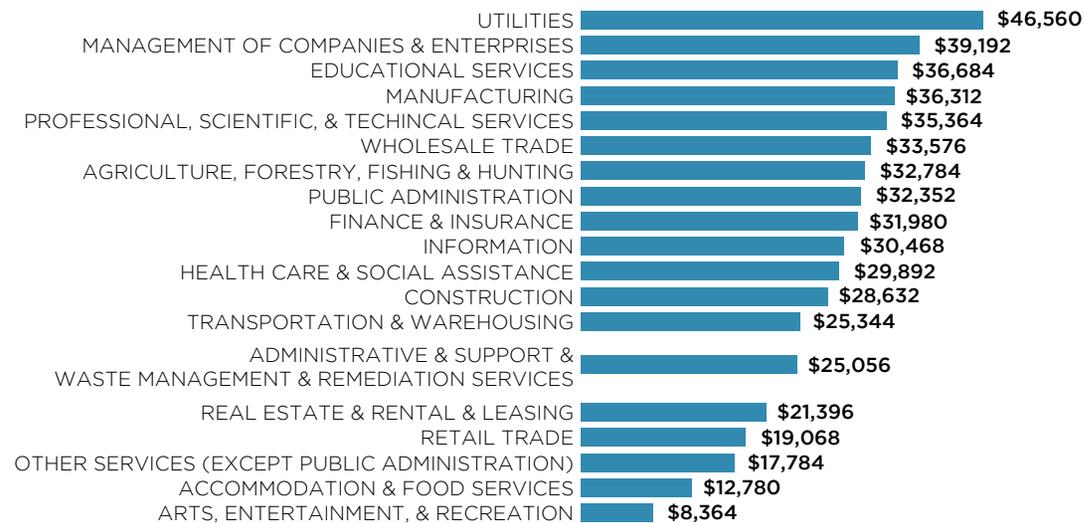
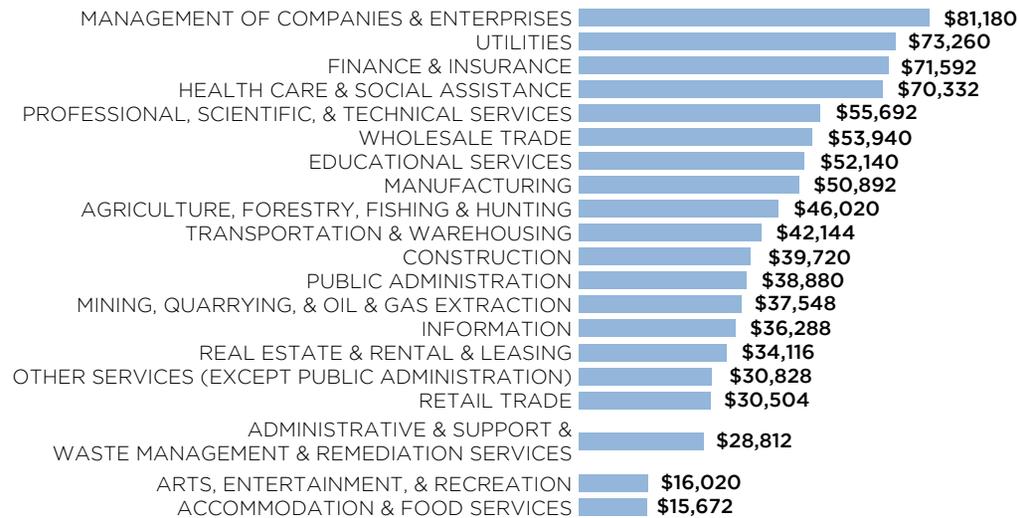
American Community Survey data on earnings by educational attainment is available at factfinder.census.gov.

| | Male | Female | Difference | Kearney MC | Nebraska |
|---|----------|----------|------------|------------|----------|
| | | | | Total | Total |
| Population 25 years and over with earnings | \$38,748 | \$26,291 | \$12,457 | \$32,360 | \$33,359 |
| Less than high school graduate | \$24,044 | \$18,448 | \$5,596 | \$20,745 | \$21,832 |
| High school graduate (includes equivalency) | \$32,362 | \$19,560 | \$12,802 | \$27,281 | \$27,017 |
| Some college or associate degree | \$38,460 | \$23,648 | \$14,812 | \$29,638 | \$31,502 |
| Bachelor's degree | \$52,250 | \$33,234 | \$19,016 | \$38,855 | \$43,490 |
| Graduate or professional degree | \$60,938 | \$51,730 | \$9,208 | \$56,389 | \$57,076 |

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

INDUSTRY EARNINGS

BY GENDER, 2013



■ MALE

■ FEMALE

In 2013, the highest paying industry for men in the Kearney MC was management of companies and enterprises with an average annual wage of approximately \$81,000. The highest paying industry for women was utilities with an average annual wage of approximately \$47,000.

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 \$8,000.

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.

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

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

4TH QUARTER WAGES, 2014

BY OCCUPATIONAL GROUPS

The table to the right gives the entry, median, and experienced wages for all major occupational groups in the Kearney MC for the fourth quarter of 2014. Median MC wages were lower than median statewide wages in 18 of 22 major occupational groups. The largest difference between MC and statewide wages was in arts, design, entertainment, sports, and media occupations, where state wages were 56.1% higher than MC 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.

| Occupational Group | Hourly Wages | | | Annual Median | |
|--|--------------|---------|-------------|---------------|----------|
| | Median | Entry | Experienced | Kearney MC | Nebraska |
| Total all occupations | \$14.04 | \$9.00 | \$21.87 | \$29,218 | \$32,470 |
| Management | \$35.47 | \$20.70 | \$49.97 | \$73,787 | \$86,019 |
| Business & Financial Operations | \$26.17 | \$17.63 | \$35.16 | \$54,421 | \$58,513 |
| Computer & Mathematical | \$22.41 | \$15.75 | \$27.83 | \$46,616 | \$69,491 |
| Architecture & Engineering | \$28.06 | \$15.27 | \$36.21 | \$58,382 | \$64,738 |
| Life, Physical, & Social Science | \$22.31 | \$16.09 | \$29.22 | \$46,401 | \$54,045 |
| Community & Social Services | \$13.65 | \$9.94 | \$18.07 | \$28,382 | \$33,346 |
| Legal | \$26.89 | \$22.56 | \$31.81 | \$55,944 | \$58,882 |
| Education, Training, & Library | \$22.77 | \$11.73 | \$28.90 | \$47,373 | \$43,327 |
| Arts, Design, Entertainment, Sports, & Media | \$11.34 | \$8.31 | \$15.97 | \$23,606 | \$36,849 |
| Healthcare Practitioners & Technical | \$26.00 | \$16.28 | \$40.24 | \$54,070 | \$54,335 |
| Healthcare Support | \$12.79 | \$10.22 | \$15.11 | \$26,590 | \$26,381 |
| Protective Service | \$17.08 | \$11.44 | \$21.97 | \$35,524 | \$37,146 |
| Food Preparation & Serving-Related | \$8.89 | \$8.28 | \$9.63 | \$18,497 | \$18,851 |
| Building & Grounds Cleaning & Maintenance | \$10.85 | \$8.65 | \$13.83 | \$22,573 | \$22,385 |
| Personal Care & Service | \$9.36 | \$8.30 | \$11.67 | \$19,463 | \$20,757 |
| Sales & Related | \$10.20 | \$8.48 | \$19.10 | \$21,218 | \$24,892 |
| Office & Administrative Support | \$13.74 | \$9.86 | \$16.62 | \$28,576 | \$29,694 |
| Farming, Fishing, & Forestry | \$12.39 | \$8.27 | \$16.70 | \$25,769 | \$28,433 |
| Construction & Extraction | \$15.79 | \$11.48 | \$19.08 | \$32,844 | \$36,184 |
| Installation, Maintenance, & Repair | \$17.74 | \$11.77 | \$23.00 | \$36,893 | \$39,186 |
| Production | \$14.98 | \$11.61 | \$18.00 | \$31,172 | \$31,116 |
| Transportation & Material Moving | \$12.05 | \$8.76 | \$16.74 | \$25,070 | \$30,290 |

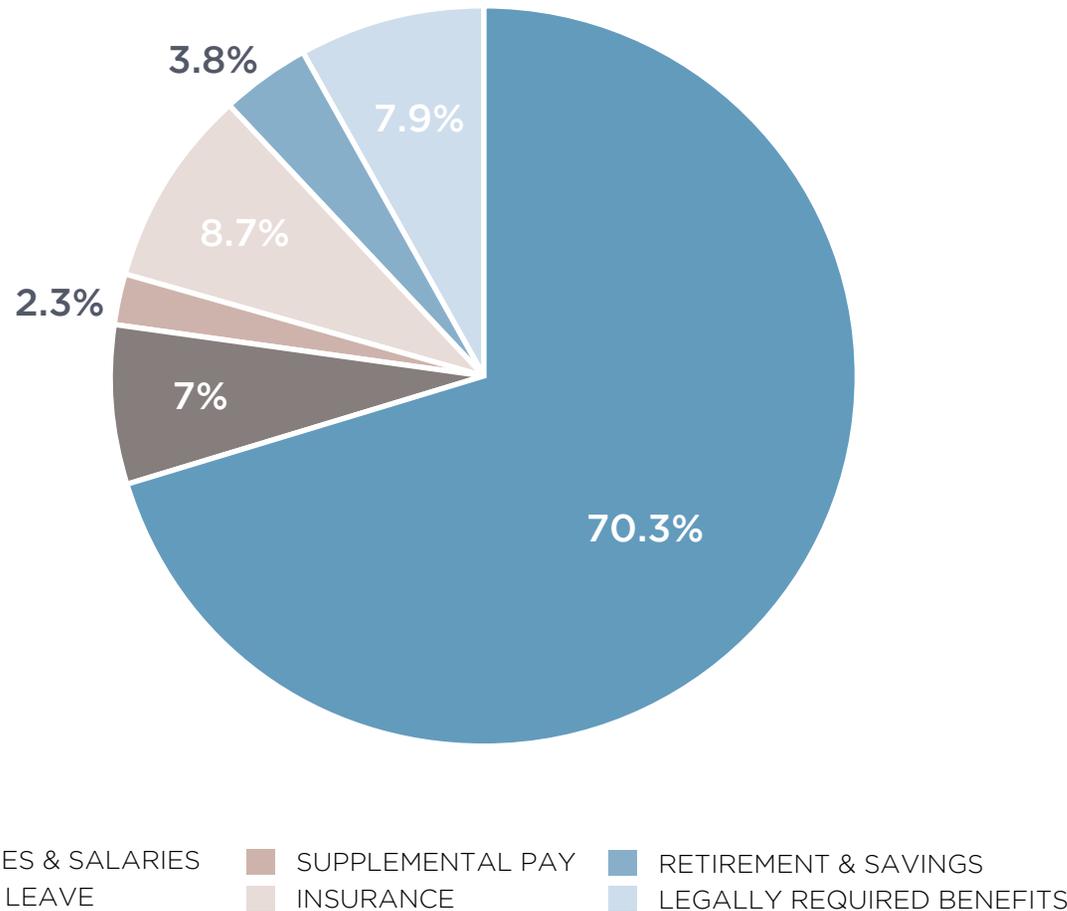
Source: Nebraska Department of Labor, Occupational Employment Statistics, released 2015

WHERE TO FIND IT

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

TOTAL COMPENSATION

WEST NORTH CENTRAL REGION, DECEMBER 2014



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.

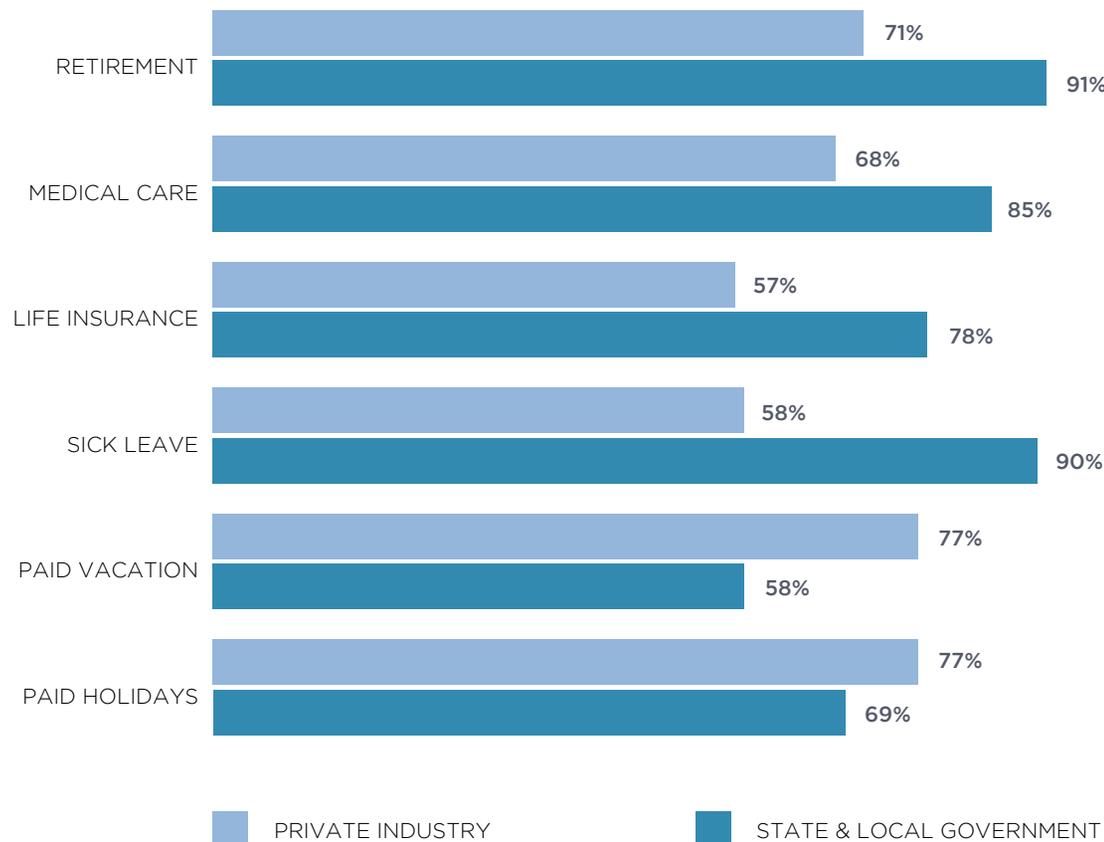
Source: Bureau of Labor Statistics, National Compensation Survey, released 2015

WHERE TO FIND IT

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

BENEFITS

EMPLOYERS OFFERING BENEFITS, WEST NORTH CENTRAL DIVISION, MARCH 2014



HOW TO USE IT

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

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%.

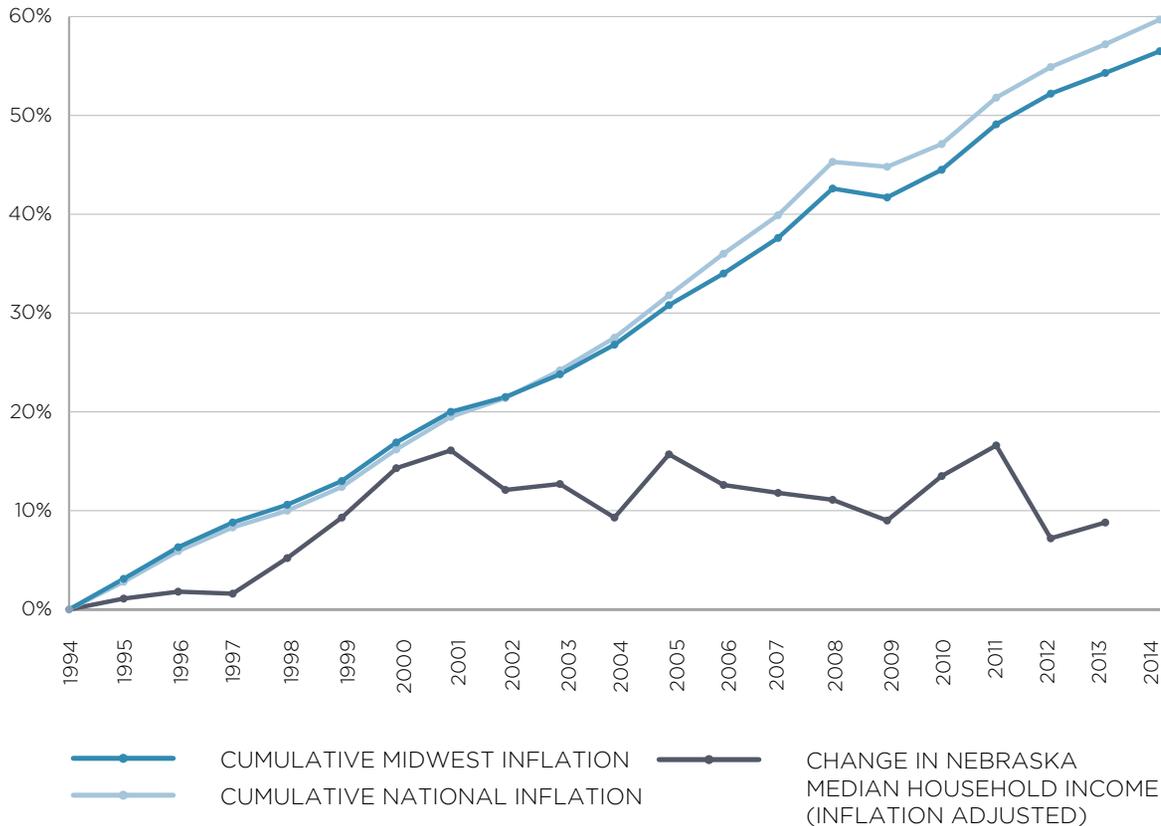
WHERE TO FIND IT

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

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

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 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**
KEARNEY MC

EMPLOYMENT BY OCCUPATION

| Occupational Group | 2012 Employment | 2013 Employment | Change |
|--|-----------------|-----------------|--------|
| Total all occupations | 29,560 | 28,670 | -890 |
| Management | 800 | 790 | -10 |
| Business & Financial Operations | 830 | 890 | 60 |
| Computer & Mathematical | 320 | 340 | 20 |
| Architecture & Engineering | 220 | 250 | 30 |
| Life, Physical, & Social Science | 180 | 190 | 10 |
| Community & Social Services | 720 | 640 | -80 |
| Legal | 150 | 100 | -50 |
| Education, Training, & Library | 2,130 | 1,910 | -220 |
| Arts, Design, Entertainment, Sports, & Media | 310 | 480 | 170 |
| Healthcare Practitioners & Technical | 1,940 | 2,130 | 190 |
| Healthcare Support | 760 | 680 | -80 |
| Protective Service | 320 | 340 | 20 |
| Food Preparation & Serving-Related | 4,140 | 3,650 | -490 |
| Building & Grounds Cleaning & Maintenance | 1,040 | 930 | -110 |
| Personal Care & Service | 700 | 560 | -140 |
| Sales & Related | 3,210 | 2,840 | -370 |
| Office & Administrative Support | 4,550 | 4,190 | -360 |
| Farming, Fishing, & Forestry | 140 | 280 | 140 |
| Construction & Extraction | 1,070 | 1,040 | -30 |
| Installation, Maintenance, & Repair | 980 | 1,090 | 110 |
| Production | 2,960 | 3,110 | 150 |
| Transportation & Material Moving | 2,100 | 2,240 | 140 |

In 2013, the largest occupational groups in the Kearney MC were office and administrative support occupations with an estimate employment of 4,190, and food preparation and serving-related occupations with an estimated employment of 3,650.

There was an overall decrease of 890 jobs (3%) in the Kearney MC from 2012 to 2013. Healthcare practitioners and technical occupations had the largest increase at 190 jobs, followed by arts, design, entertainment, sports, and media occupations at 170. Food preparation and serving-related occupations had the largest decrease at 490 jobs, followed by sales and related occupations at 370.

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 networks.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 Kearney MC in 2013 and their hourly median wages during the 4th quarter of 2014. The most common occupation in the Kearney MC was combined food preparation and serving workers. The estimated employment of combined food preparation and serving workers was 1,250, and the hourly median wage was \$8.70. The highest paying common occupation in the MC was sales representatives, wholesale and manufacturing, except technical and scientific products with an hourly median wage of \$32.83. The lowest paying common occupation was waiters and waitresses with an hourly median wage of \$8.64.

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

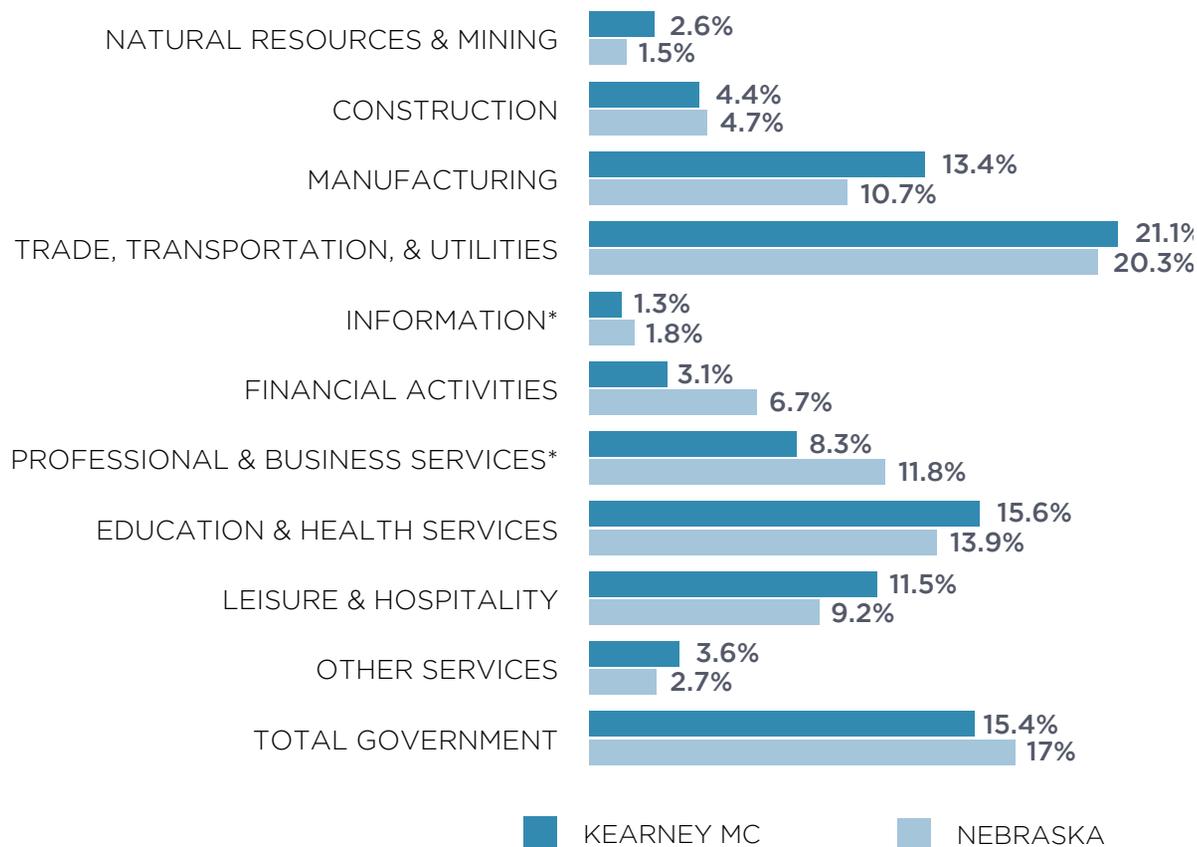
Occupational Employment data is available at networks.nebraska.gov. Under Labor Market Information, select Employment and Wage Data.

| Occupation | May 2013 | 4 th Quarter, 2014 | |
|--|----------------------|-------------------------------|--------------------|
| | Estimated Employment | Hourly Median Wage | Annual Median Wage |
| Combined Food Preparation & Serving Workers, Including Fast Food | 1,250 | \$8.70 | \$18,103 |
| Retail Salespersons | 1,180 | \$9.59 | \$19,929 |
| Laborers & Freight, Stock, & Material Movers, Hand | 990 | \$11.10 | \$23,076 |
| Cashiers | 820 | \$9.14 | \$19,005 |
| Registered Nurses | 720 | N/A | N/A |
| Waiters & Waitresses | 620 | \$8.64 | \$17,978 |
| Machinists | 590 | \$18.73 | \$38,942 |
| Customer Service Representatives | 580 | \$13.64 | \$28,370 |
| Bookkeeping, Accounting, & Auditing Clerks | 420 | \$14.63 | \$30,441 |
| Secretaries & Administrative Assistants, Except Legal, Medical | 420 | \$14.51 | \$30,180 |
| Stock Clerks & Order Fillers | 380 | \$15.37 | \$31,971 |
| Heavy & Tractor-Trailer Truck Drivers | 380 | \$17.63 | \$36,678 |
| Office Clerks, General | 360 | \$11.11 | \$23,117 |
| Janitors & Cleaners, Except Maids & Housekeeping Cleaners | 330 | \$11.02 | \$22,923 |
| Social & Human Service Assistants | 310 | \$10.86 | \$22,596 |
| Landscaping & Groundskeeping Workers | 310 | \$10.88 | \$22,639 |
| Nursing Assistants | 290 | \$11.61 | \$24,140 |
| Receptionists & Information Clerks | 290 | \$12.14 | \$25,246 |
| Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products | 280 | \$32.83 | \$68,285 |
| Elementary School Teachers, Except Special Education | 250 | N/A | \$57,627 |

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

EMPLOYMENT

BY INDUSTRY, 2013



*Kearney MC data excludes Kearney 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 Kearney MC 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 MC at 21.1%, followed by education and health services at 15.6%.

The largest difference between MC and statewide industry employment was in the financial activities industry, where MC employment was 3.6 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 Kearney MC to the state. A location quotient greater than 1.2 indicates a higher percentage of industry employment in the MC than the state. A location quotient of .8-1.2 indicates comparable employment between the MC and the state, and a location quotient less than .8 indicates a lower percentage of industry employment in the MC than the state.

In 2013, natural resources and mining had the highest location quotient of 1.64, followed by other services at 1.30. Financial activities had the lowest location quotient at .46.

The location quotient for the education and health services industry had the greatest change since 2003. Percentage employment in education and health services decreased relative to the state.

HOW TO USE IT

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

| Industry | 2003 | 2013 | Change |
|--------------------------------------|------|------|--------|
| Natural Resources and Mining | 1.72 | 1.64 | -0.08 |
| Construction | 0.88 | 0.91 | 0.03 |
| Manufacturing | 1.30 | 1.27 | -0.03 |
| Trade, Transportation, and Utilities | 0.92 | 1.02 | 0.11 |
| Information | 0.64 | N/A | N/A |
| Financial Activities | 0.45 | 0.46 | 0.01 |
| Professional and Business Services | 0.63 | N/A | N/A |
| Education and Health Services | 1.25 | 1.10 | -0.15 |
| Leisure and Hospitality | 1.32 | 1.23 | -0.08 |
| Other Services | 1.22 | 1.30 | 0.08 |

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

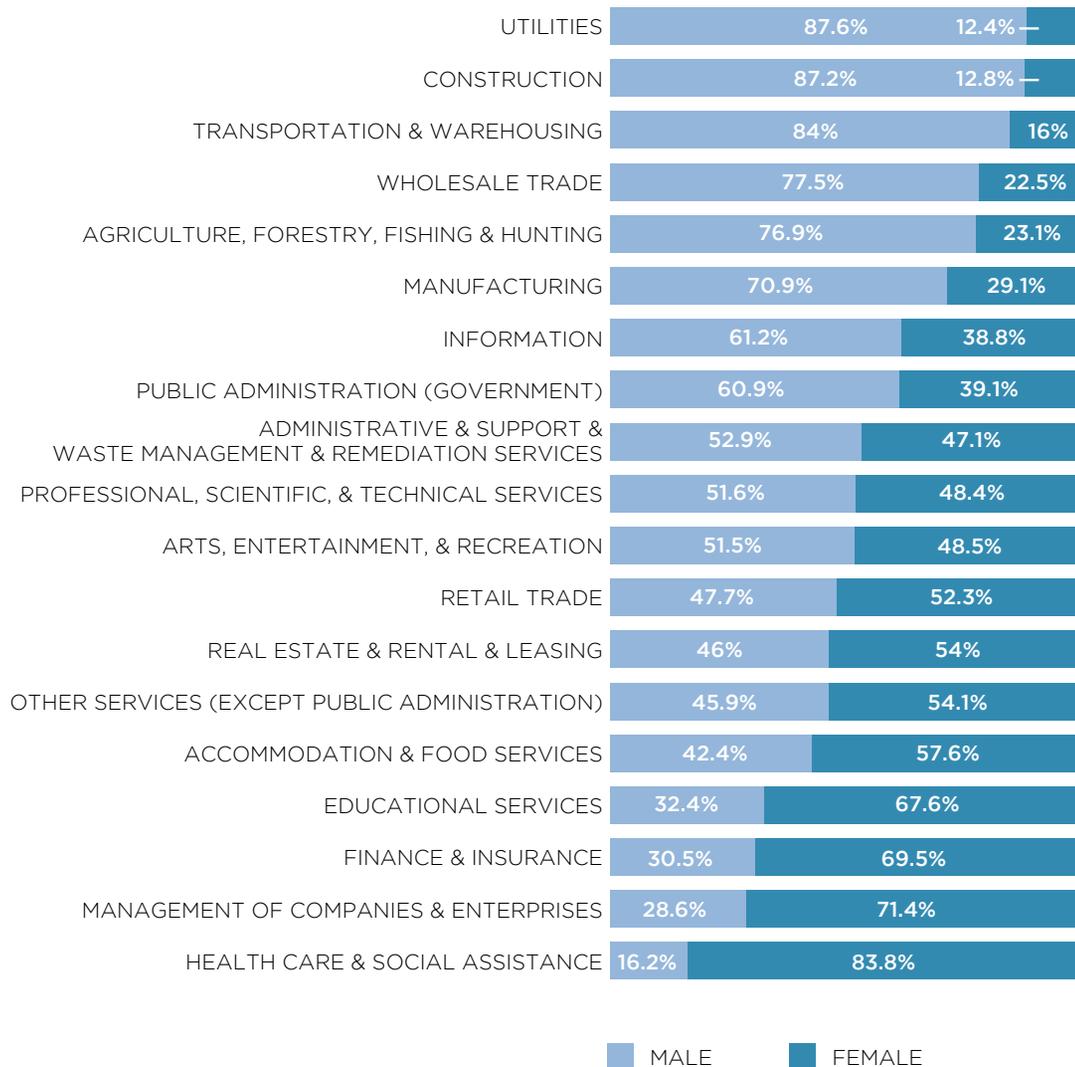
Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, released 2014

WHERE TO FIND IT

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

GENDER DISTRIBUTION

BY INDUSTRY, 2013



In the Kearney MC, the utilities industry and the construction industry had the highest concentration of male employees at 87%-88% in 2013, followed by transportation and warehousing at 84%.

Health care and social assistance had the highest concentration of female employees at 83.8%, followed by management of companies and enterprises at 71.4% and finance and insurance at 69.5%.

The gender distribution in the arts, entertainment, and recreation industry was the most balanced at 51.5% male employment and 48.5% female employment.

HOW TO USE IT

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

WHERE TO FIND IT

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

Note: Data is not available for both sexes in the Mining, Quarrying, and Oil and Gas Extraction industry.

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.

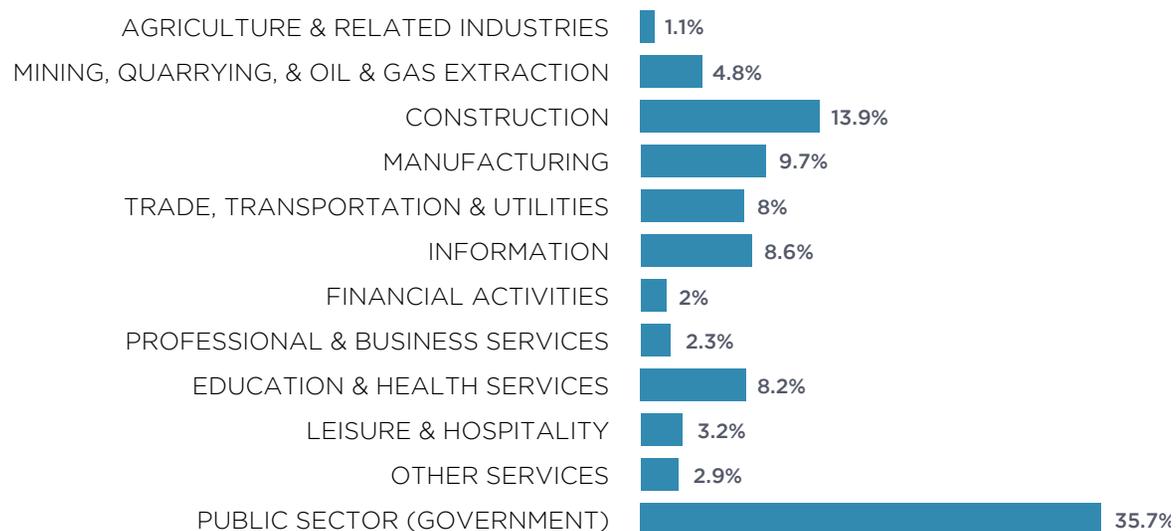
In 2014, 7.3% of Nebraskans were members of unions, and 9% were represented by unions. Nebraska's unionization rate is lower than the national rate. Nationally, 11.1% of workers were union members and 12.3% were represented by unions in 2014. Since 2004, the number of Nebraskans who are union members 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 | Employment | Jobs Created | Net Job Change | New Hires | Separations | Turnover | Avg. Monthly Earnings | |
|--|------------|--------------|----------------|-----------|-------------|----------|-----------------------|----------|
| | | | | | | | All Workers | New Hire |
| Agriculture, Forestry, Fishing & Hunting | 593 | 126 | -1 | 266 | 411 | 8.9% | \$3,602 | \$2,637 |
| Mining, Quarrying, & Oil & Gas Extraction | 41 | 9 | 6 | N/A | N/A | N/A | \$3,002 | N/A |
| Utilities | 175 | 1 | -1 | N/A | N/A | N/A | \$5,822 | \$4,281 |
| Construction | 1,254 | 118 | 33 | 251 | 255 | 9% | \$3,182 | \$2,509 |
| Manufacturing | 3,884 | 72 | -30 | 334 | 382 | 6.1% | \$3,881 | \$3,101 |
| Wholesale Trade | 1,367 | 60 | 17 | 151 | 155 | 6.9% | \$4,115 | \$3,056 |
| Retail Trade | 3,608 | 143 | -11 | 579 | 639 | 9.9% | \$2,042 | \$1,282 |
| Transportation & Warehousing | 682 | 38 | -6 | 89 | 109 | 8.4% | \$3,292 | \$2,564 |
| Information | 402 | 7 | -4 | 30 | 38 | 7.5% | \$2,835 | \$1,999 |
| Finance & Insurance | 681 | 28 | 9 | 49 | 48 | 6.1% | \$3,669 | \$2,341 |
| Real Estate & Rental & Leasing | 197 | 11 | -2 | 20 | 27 | 8.8% | \$2,283 | \$1,736 |
| Professional, Scientific, & Technical Services | 899 | 71 | 11 | 141 | 168 | 8.4% | \$3,819 | \$2,673 |
| Management of Companies & Enterprises | 634 | 20 | 7 | 86 | 87 | 7.4% | \$4,306 | \$1,086 |
| Administrative & Support & Waste Management & Remediation Services | 725 | 79 | 25 | 331 | 359 | 19.4% | \$2,253 | \$1,805 |
| Educational Services | 2,773 | 98 | 14 | 216 | 325 | 5.2% | \$3,470 | \$1,499 |
| Health Care & Social Assistance | 4,432 | 174 | 26 | 446 | 465 | 7.8% | \$3,040 | \$1,836 |
| Arts, Entertainment, & Recreation | 385 | 70 | 16 | 105 | 127 | 17.7% | \$1,031 | \$654 |
| Accommodation & Food Services | 2,859 | 136 | -8 | 838 | 912 | 16.9% | \$1,169 | \$855 |
| Other Services (except Public Administration) | 1,062 | 47 | 6 | 143 | 164 | 10.2% | \$1,983 | \$1,249 |
| Public Administration | 1,114 | 87 | 12 | 103 | 151 | 5.6% | \$3,033 | \$1,828 |
| All Industries | 27,767 | 1,390 | 118 | 4,192 | 4,833 | 8.8% | \$2,988 | \$1,792 |

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 Kearney MC had a net increase of 118 jobs in 2013. The construction industry had the largest net job change of 33.

The average turnover rate of all Kearney MC industries was 8.8%, slightly higher than 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 19.4%. Educational services had the lowest at 5.2%.

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

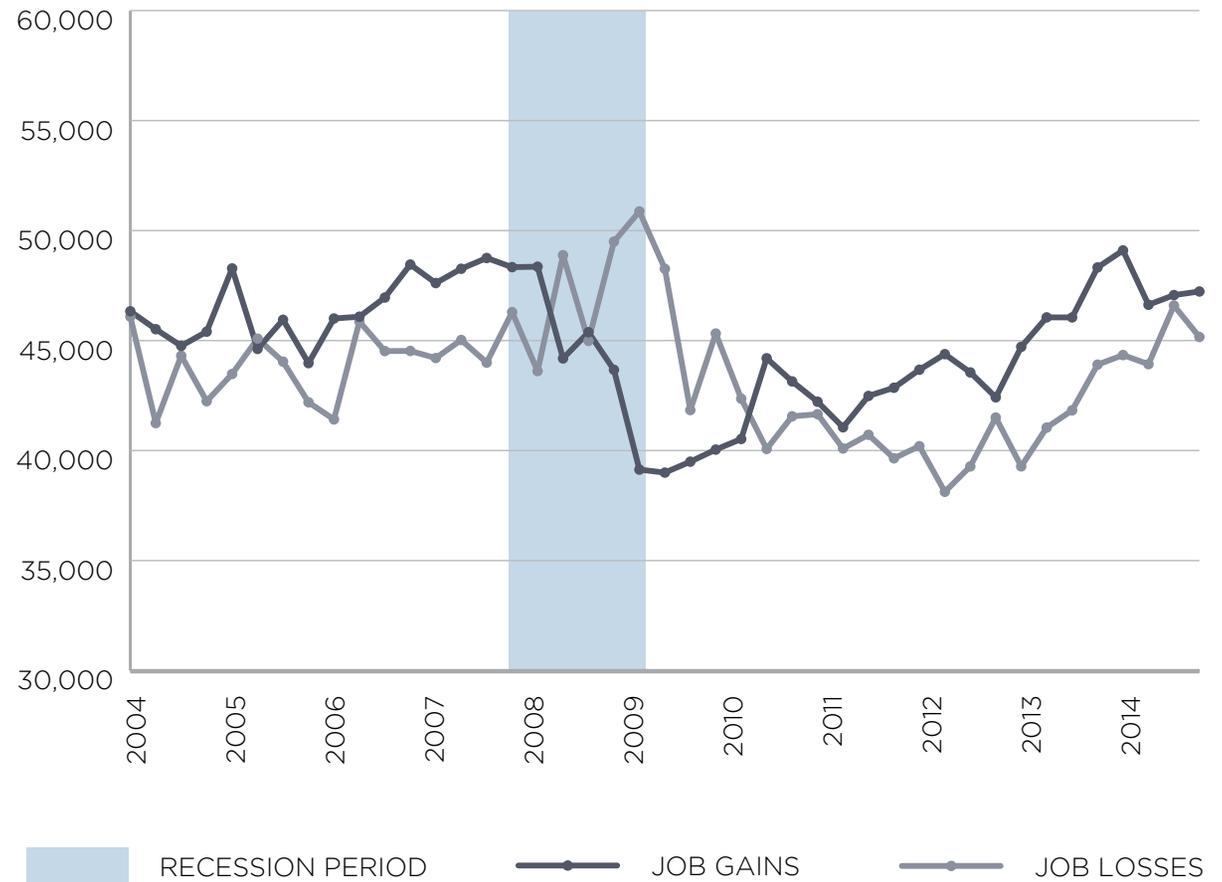
Business Employment Dynamics (BED) tracks changes in private sector employment at the business level. The chart to the right tracks total job gains and total job losses due to business openings, closings, expansions, and contractions in Nebraska.

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.

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.



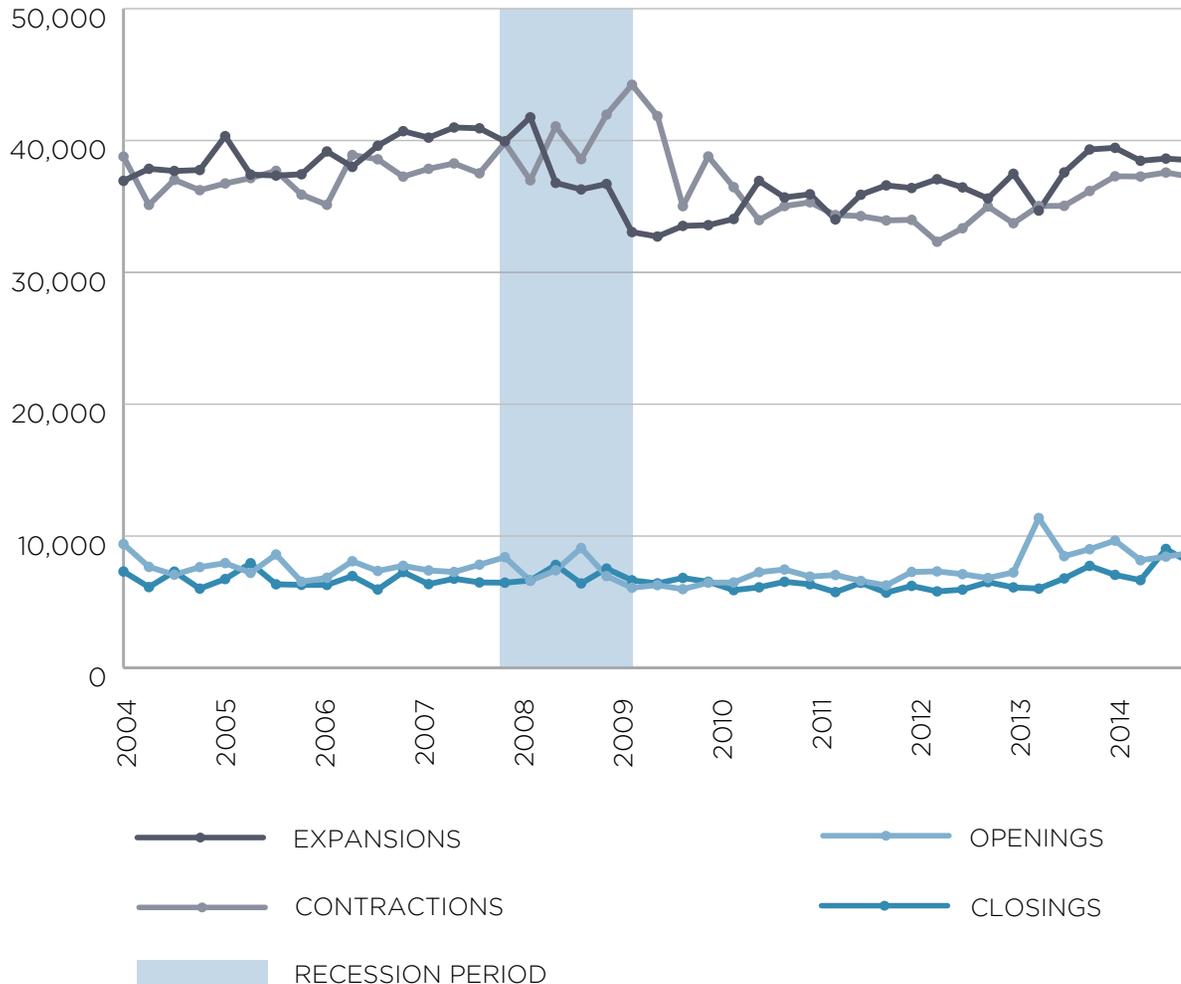
Source: Bureau of Labor Statistics, Business Employment Dynamics, released 2015

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
KEARNEY MC

LONG TERM INDUSTRY PROJECTIONS

CENTRAL ECONOMIC REGION

| Industry | 2012 Annual Employment | 2022 Projected Employment | Employment Change | % Change | Compound Annual Growth Rate |
|--|------------------------|---------------------------|-------------------|----------|-----------------------------|
| Total | 76,456 | 81,042 | 4,586 | 6% | 0.6% |
| Agriculture, Forestry, & Fishing | 7,575 | 6,685 | -890 | -11.7% | -1.2% |
| Mining | 95 | 93 | -2 | -2.1% | -0.2% |
| Utilities (private + state + local) | 604 | 618 | 14 | 2.3% | 0.2% |
| Construction | 3,098 | 3,728 | 630 | 20.3% | 1.9% |
| Manufacturing | 7,956 | 8,507 | 551 | 6.9% | 0.7% |
| Wholesale Trade | 3,738 | 3,893 | 155 | 4.1% | 0.4% |
| Retail Trade | 7,830 | 8,234 | 404 | 5.2% | 0.5% |
| Transportation & Warehousing | 1,818 | 1,954 | 136 | 7.5% | 0.7% |
| Information | 831 | 820 | -11 | -1.3% | -0.1% |
| Finance & Insurance | 2,159 | 2,248 | 89 | 4.1% | 0.4% |
| Real Estate & Rental & Leasing | 305 | 316 | 11 | 3.6% | 0.4% |
| Professional, Scientific, & Technical Services | 1,679 | 2,000 | 321 | 19.1% | 1.8% |
| Management of Companies & Enterprises | 792 | 1,048 | 256 | 32.3% | 2.8% |
| Administrative & Support & Waste Management & Remediation Services | 1,546 | 1,878 | 332 | 21.5% | 2% |
| Educational Services (including state & local gov) | 7,285 | 8,115 | 830 | 11.4% | 1.1% |
| Health Care & Social Assistance | 11,101 | 12,475 | 1,374 | 12.4% | 1.2% |
| Arts, Entertainment, & Recreation | 713 | 744 | 31 | 4.3% | 0.4% |
| Accommodation & Food Services | 5,159 | 5,452 | 293 | 5.7% | 0.6% |
| Other Services (except Government) | 3,328 | 3,444 | 116 | 3.5% | 0.3% |
| Government | 4,600 | 4,562 | -38 | -0.8% | -0.1% |

The Nebraska Department of Labor calculates industry employment projections using historical employment data and current economic indicators. In the Central economic region, employment in all industries is projected to increase by 6% from 2012-2022, and the projected compound annual growth rate or year-over-year growth rate is .6%.

Employment in the management of companies and enterprises industry is projected to see the most employment growth of 32.3%. The administrative and support and waste management and remediation services industry and the construction industry are also projected to see substantial employment growth of 21.5% and 20.3% respectively.

The agriculture, forestry, and fishing industry is projected to see the greatest employment decrease of 11.7% from 2012-2022.

Note: The Central Economic Region includes the Nebraska counties of Adams, Blaine, Buffalo, Clay, Custer, Franklin, Greeley, Harlan, Kearney, Nuckolls, Phelps, Sherman, Valley and Webster.

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 networks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center.

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

In the Central economic region, employment is projected to increase by 6% or approximately 4,600 jobs from 2012-2022. Computer and mathematical occupations and healthcare practitioners and technical occupations are projected to have the greatest employment growth rates of 13.9% and 13.4% respectively, followed by construction and extraction occupations at 12.1%. Farming, fishing, and forestry is the only occupational group that is projected to have a substantial decrease in employment (of 12.9%) from 2012-2022.

HOW TO USE IT

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

CENTRAL ECONOMIC REGION

| Occupation | 2012 Estimated Employment | 2022 Projected Employment | Employment Change | % Change | Average Annual Openings |
|---|---------------------------------|---------------------------------|----------------------|----------|-------------------------------|
| Total | 76,456 | 81,042 | 4,586 | 6% | 2,442 |
| Management | 3,913 | 3,878 | -35 | -0.9% | 92 |
| Business & Financial Operations | 2,011 | 2,228 | 217 | 10.8% | 65 |
| Computer & Mathematical | 519 | 591 | 72 | 13.9% | 16 |
| Architecture & Engineering | 498 | 533 | 35 | 7% | 16 |
| Life, Physical, & Social Science | 682 | 760 | 78 | 11.4% | 29 |
| Community & Social Service | 1,414 | 1,577 | 163 | 11.5% | 50 |
| Legal | 200 | 220 | 20 | 10% | 5 |
| Education, Training, & Library | 4,997 | 5,513 | 516 | 10.3% | 156 |
| Arts, Design, Entertainment, Sports, & Media | 1,300 | 1,333 | 33 | 2.5% | 36 |
| Healthcare Practitioners & Technical | 4,919 | 5,578 | 659 | 13.4% | 167 |
| Healthcare Support | 2,270 | 2,508 | 238 | 10.5% | 68 |
| Protective Service | 1,040 | 1,081 | 41 | 3.9% | 48 |
| Food Preparation & Serving Related | 6,347 | 6,756 | 409 | 6.4% | 276 |
| Building & Grounds Cleaning & Maintenance | 2,655 | 2,849 | 194 | 7.3% | 76 |
| Personal Care & Service | 2,415 | 2,567 | 152 | 6.3% | 76 |
| Sales & Related | 7,046 | 7,371 | 325 | 4.6% | 260 |
| Office & Administrative Support | 9,561 | 9,923 | 362 | 3.8% | 257 |
| Farming, Fishing, & Forestry | 4,999 | 4,352 | -647 | -12.9% | 148 |
| Construction & Extraction | 3,931 | 4,407 | 476 | 12.1% | 108 |
| Installation, Maintenance, & Repair | 3,731 | 3,996 | 265 | 7.1% | 121 |
| Production | 6,495 | 7,069 | 574 | 8.8% | 200 |
| Transportation & Material Moving | 5,513 | 5,952 | 439 | 8% | 173 |

Note: The Central Economic Region includes the Nebraska counties of Adams, Blaine, Buffalo, Clay, Custer, Franklin, Greeley, Harlan, Kearney, Nuckolls, Phelps, Sherman, Valley and Webster.

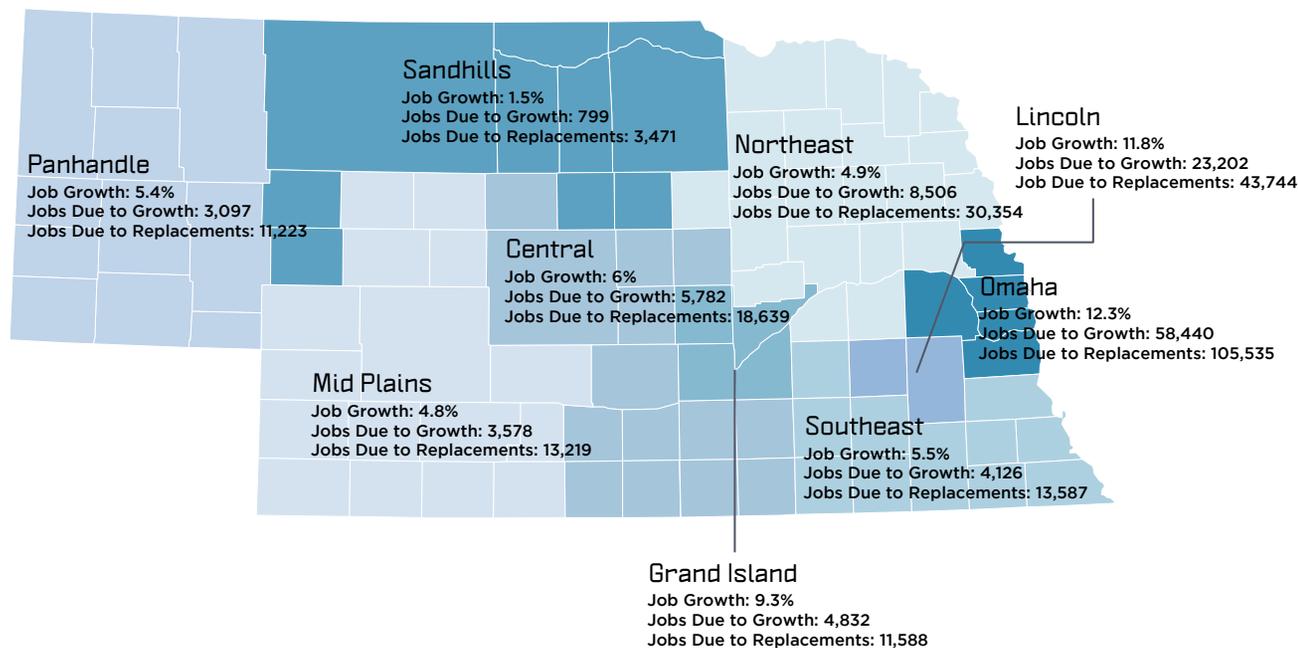
Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2015

WHERE TO FIND IT

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

JOB GROWTH

BY REGION, 2012 - 2022



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 Central economic region is 6%.

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

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

WHERE TO FIND IT

Occupational projections from the Nebraska Department of Labor are available at networks.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.

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.

OCCUPATION

BY INDUSTRY, CENTRAL ECONOMIC REGION

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 Central economic region. Carpenters in the construction industry had the highest projected growth rate at 28.6%. Farmworkers and laborers, crop, nursery, and greenhouse occupations in the natural resources and mining industry had one of the greatest projected declines at 14.3%.

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, 8.9% of all workers were registered nurses in 2012, and 95.3% 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 | 76,456 | 81,042 | 6% | 100% | 100% |
| Natural Resources & Mining | Farmworkers & Laborers, Crop, Nursery, & Greenhouse | 3,410 | 2,923 | -14.3% | 44.5% | 93.4% |
| Construction | Carpenters | 405 | 521 | 28.6% | 13.1% | 52.2% |
| Manufacturing | Meat, Poultry, & Fish Cutters & Trimmers | 706 | 759 | 7.5% | 8.9% | 97% |
| Trade, Transportation, & Utilities | Cashiers | 1,938 | 2,011 | 3.8% | 13.9% | 82.6% |
| Information | Telecommunications Equipment Installers & Repairers, Except Line Installers | 68 | 72 | 5.9% | 8.2% | 84% |
| Financial Activities | Tellers | 437 | 433 | -0.9% | 17.7% | 100% |
| Professional & Business Services | Landscaping & Groundskeeping Workers | 298 | 347 | 16.4% | 7.4% | 36.5% |
| Education & Health Services | Registered Nurses | 1,642 | 1,777 | 8.2% | 8.9% | 95.3% |
| Leisure & Hospitality | Combined Food Preparation & Serving Workers, Including Fast Food | 1,573 | 1,756 | 11.6% | 26.8% | 82.7% |
| Other Services (except Government) | Fitness Trainers & Aerobics Instructors | 182 | 187 | 2.8% | 5.5% | 76.5% |
| Government | Highway Maintenance Workers | 264 | 259 | -1.9% | 5.7% | 93.6% |

Note: The Central Economic Region includes the Nebraska counties of Adams, Blaine, Buffalo, Clay, Custer, Franklin, Greeley, Harlan, Kearney, Nuckolls, Phelps, Sherman, Valley and Webster.

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

WHERE TO FIND IT

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

PROJECTED EMPLOYMENT CHANGE

BY EDUCATION LEVEL, CENTRAL ECONOMIC REGION

| Education | 2012 Estimated Employment | 2022 Projected Employment | Employment Change | % Change | Avg. Annual Openings |
|--------------------------------------|---------------------------------|---------------------------------|----------------------|----------|----------------------------|
| Doctoral or professional degree | 1,931 | 2,195 | 264 | 13.7% | 54 |
| Master's degree | 1,749 | 1,999 | 250 | 14.3% | 57 |
| Bachelor's degree | 8,869 | 9,690 | 821 | 9.3% | 265 |
| Associate degree | 3,065 | 3,374 | 309 | 10.1% | 88 |
| Postsecondary non-degree award | 7,576 | 8,283 | 707 | 9.3% | 220 |
| Some college, no degree | 974 | 1,067 | 93 | 9.5% | 31 |
| High school diploma or equivalent | 27,891 | 29,354 | 1,463 | 5.2% | 768 |
| Less than high school | 24,401 | 25,080 | 679 | 2.8% | 886 |

Note: The Central Economic Region includes the Nebraska counties of Adams, Blaine, Buffalo, Clay, Custer, Franklin, Greeley, Harlan, Kearney, Nuckolls, Phelps, Sherman, Valley and Webster.

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 networks.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 Central economic region, occupations requiring a master's degree are expected to increase at the fastest rate of 14.3%, followed by occupations requiring a doctorate or professional degree at 13.7%. All occupations requiring some post-secondary education are projected to increase by over 9%. Occupations requiring a high school education or less are projected to increase at a slower rate of around 5% or less.

Even though occupations requiring a high school education or less are projected to increase at a relatively slow rate, they are expected to have the most annual openings. Occupations requiring a high school education or less than a high school education are expected to have an average of approximately 770-890 job openings annually, followed by occupations requiring a bachelor's degree at 265.

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

The top three H3 occupations in the Central economic region are registered nurses with an annual median wage of \$53,961, followed by carpenters with a wage of \$36,199, and machinists with a wage of \$38,940. 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 | Registered Nurses | \$53,961 | 47 | Associate degree |
| 2 | Carpenters | \$36,199 | 25 | High school diploma or equivalent, apprenticeship |
| 3 | Machinists | \$38,940 | 30 | Postsecondary non-degree award, long-term OJT* |
| 4 | Heavy & Tractor-Trailer Truck Drivers | \$41,110 | 28 | Postsecondary non-degree award, short-term OJT |
| 5 | Licensed Practical & Licensed Vocational Nurses | \$36,376 | 23 | Postsecondary non-degree award |
| 6 | Elementary School Teachers, Except Special Education | \$52,879 | 21 | Bachelor's degree, internship/residency |
| 7 | Industrial Machinery Mechanics | \$42,019 | 16 | High school diploma or equivalent, long-term OJT |
| 8 | Secondary School Teachers, Except Special & Career/Technical Education | \$55,105 | 23 | Bachelor's degree, internship/residency |
| 9 | Accountants & Auditors | \$51,206 | 17 | Bachelor's degree |
| 10 | Farm Equipment Mechanics & Service Technicians | \$37,231 | 19 | High school diploma or equivalent, long-term OJT |
| 11 | General & Operations Managers | \$80,386 | 16 | Bachelor's degree, less than 5 years |
| 12 | Computer-Controlled Machine Tool Operators, Metal & Plastic | \$30,671 | 11 | Postsecondary non-degree award, moderate-term OJT |
| 13 | Physical Therapists | \$75,219 | 9 | Doctoral or professional degree |
| 14 | Middle School Teachers, Except Special & Career/Technical Education | \$60,612 | 12 | Bachelor's degree, internship/residency |
| 15 | Substitute Teachers | \$30,370 | 11 | Bachelor's degree, internship/residency |
| 16 | Maintenance & Repair Workers, General | \$34,997 | 16 | High school diploma or equivalent, long-term OJT |
| 17 | Dental Hygienists | \$66,011 | 7 | Associate degree |
| 18 | Market Research Analysts & Marketing Specialists | \$48,870 | 5 | Bachelor's degree |
| 19 | Plumbers, Pipefitters, & Steamfitters | \$48,653 | 11 | Postsecondary non-degree award, apprenticeship |
| 20 | Welders, Cutters, Solderers, & Brazers | \$31,608 | 10 | Postsecondary non-degree award, 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

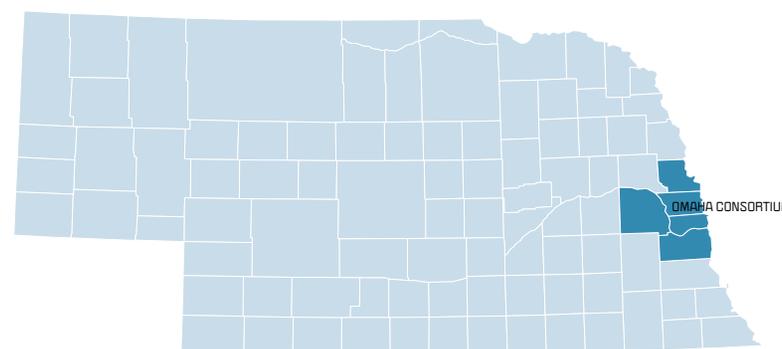
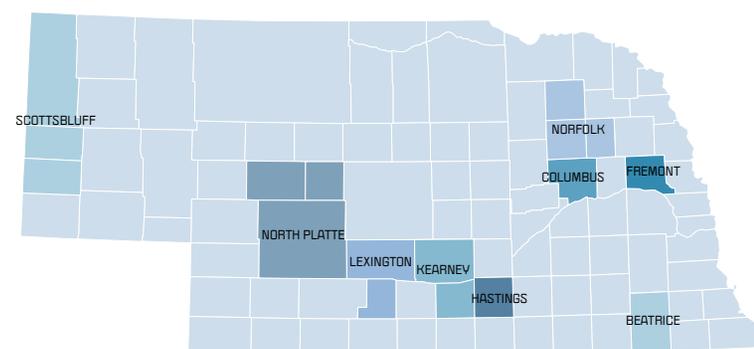
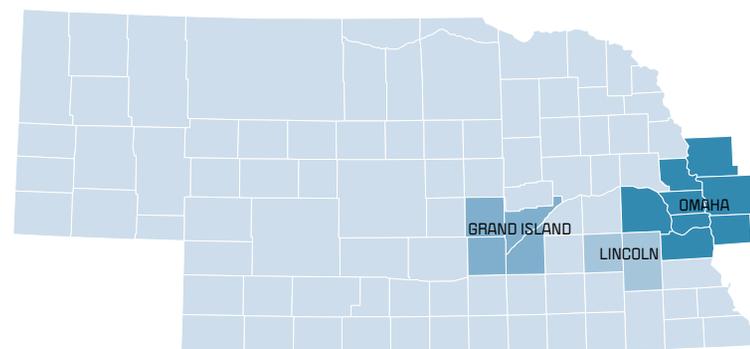
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas for the purpose of compiling and releasing federal data. The OMB defines metropolitan statistical areas (MSAs) as containing an urban core and a population of over 50,000. The OMB defines micropolitan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

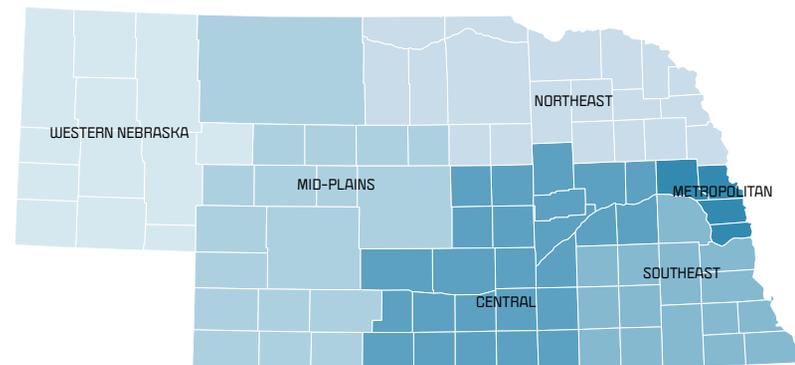
The Omaha MSA includes eight counties: five in Nebraska and three in Iowa. The Omaha Consortium only includes the five counties in the Omaha MSA that are located in Nebraska.



AREA DEFINITIONS

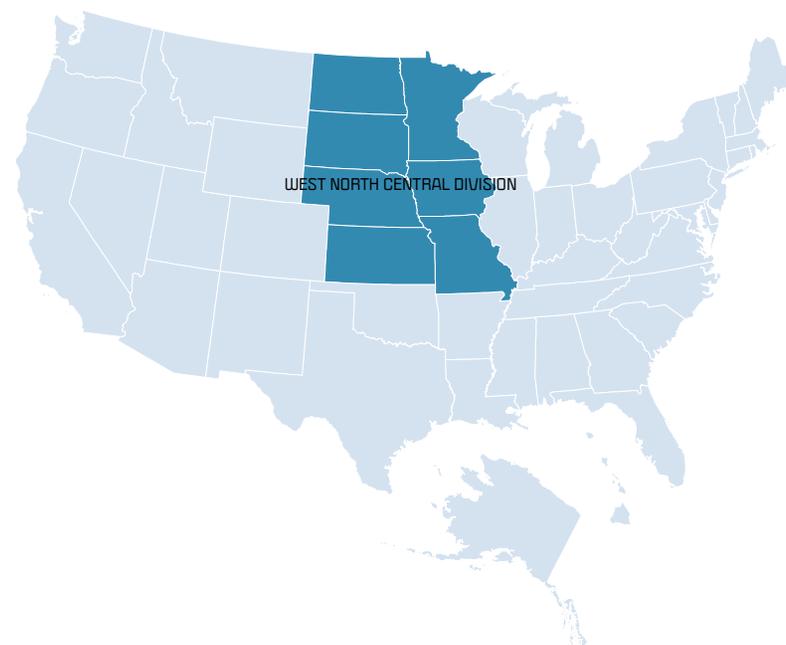
COMMUNITY COLLEGE REGIONS

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.



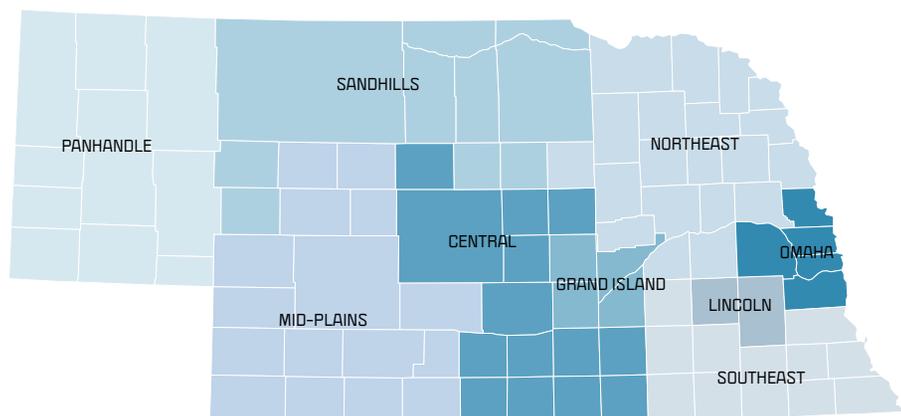
WEST NORTH CENTRAL DIVISION

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.



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