



REGIONAL REVIEWS

LINCOLN MSA 2015

LABOR MARKET REGIONAL REVIEW

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

The Lincoln MSA is comprised of Lancaster and Seward Counties, and the 2014 population was 318,945. Since 1984, the MSA population increased by 47.5%, while the state population increased by 18.4%. The MSA population is also aging slightly. From 2000-2013, the population in older age groups (45+) and over increased by 31% or more, while the population in younger age groups (under 45) increased by around 14% or less.

In 2014, the MSA's unemployment rate was relatively low at 2.9%, slightly lower than the statewide rate of 3.3%. In 2013, the MSA also had a high labor force participation rate at 72.2%, slightly higher than the statewide rate of 70.6%. The MSA's median household income was \$52,049 in 2013, slightly higher than the state median household income.

QUICK FACTS, LINCOLN MSA VS. NEBRASKA

	Lincoln MSA	Nebraska
2014 Population	318,945	1,881,503
1984-2014 Population Growth	47.5%	18.4%
2013 Percent Minority Population	14.9%	18.2%
% of Population 25 & Over With a Bachelor's Degree or Higher	35.5%	28.5%
2014 Labor Force	179,302	1,022,152
2014 Unemployment Rate	2.9%	3.3%
2013 Median Household Income	\$52,049	\$51,672
2013 Poverty Rate	14.8%	12.8%
2013 Largest Private Industry	Trade, Transportation, & Utilities	Trade, Transportation, & Utilities
2013 Most Common Occupation	Heavy & Tractor-Trailer Truck Drivers	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 19.3% of MSA employment. Heavy and tractor-trailer truck drivers held the most common occupation in 2013.

DEMOGRAPHICS

LINCOLN MSA

POPULATION

OVERVIEW

CHANGE BY COUNTY, 1984 - 2014

AGE

DIVERSITY

RACE/ETHNICITY

CHANGE IN RACE/ETHNICITY OVER TIME

PROJECTIONS BY RACE/ETHNICITY

LANGUAGE & THE ABILITY TO SPEAK ENGLISH

MIGRATION

COMPONENTS OF CHANGE

DOMESTIC & INTERNATIONAL

INTERNATIONAL BY COUNTY, 2009 - 2013

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



POPULATION

OVERVIEW, 2014

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

The Lincoln MSA had a population of 318,945, which accounted for nearly 17% of the state population in 2014.

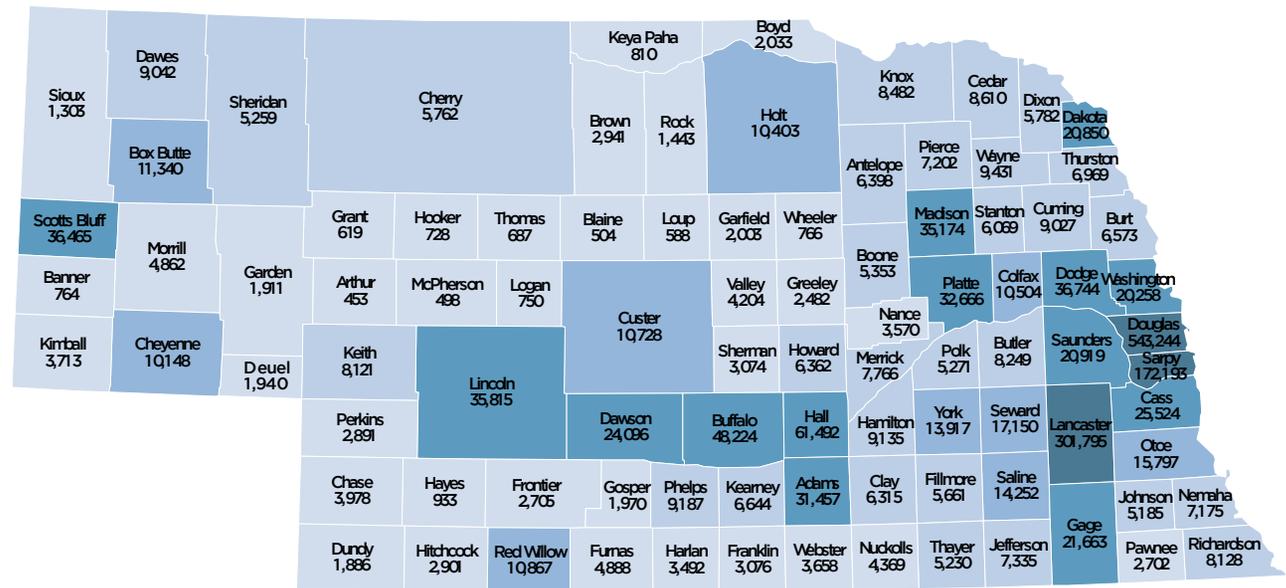
Douglas County had the highest population in the state at approximately 540,000 individuals, followed by Lancaster County at over 300,000. Arthur County had the lowest population at approximately 450, followed by McPherson and Blaine Counties at approximately 500.

HOW TO USE IT

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

2014 U.S. Population
2014 Nebraska Population

318,857,056
1,881,503



Source: US Census Bureau, Population Estimates, released 2015

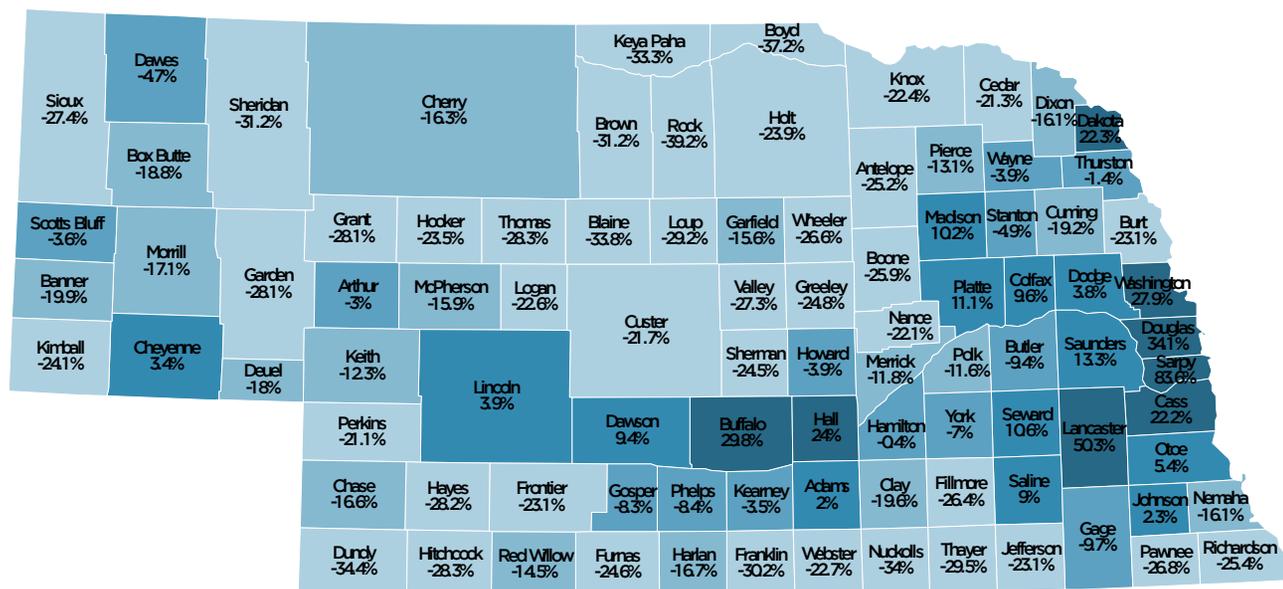
LEGEND

POPULATION



POPULATION

CHANGE BY COUNTY, 1984-2014



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

LEGEND

PERCENT CHANGE



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.

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 Lincoln MSA population increased by 47.5%, while the state population increased by 18.4%. The Lincoln MSA had the highest population increase of all Nebraska MSAs and MCs. The Omaha Consortium has the second highest population increase of 41.2% over the same time period.

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%.

POPULATION

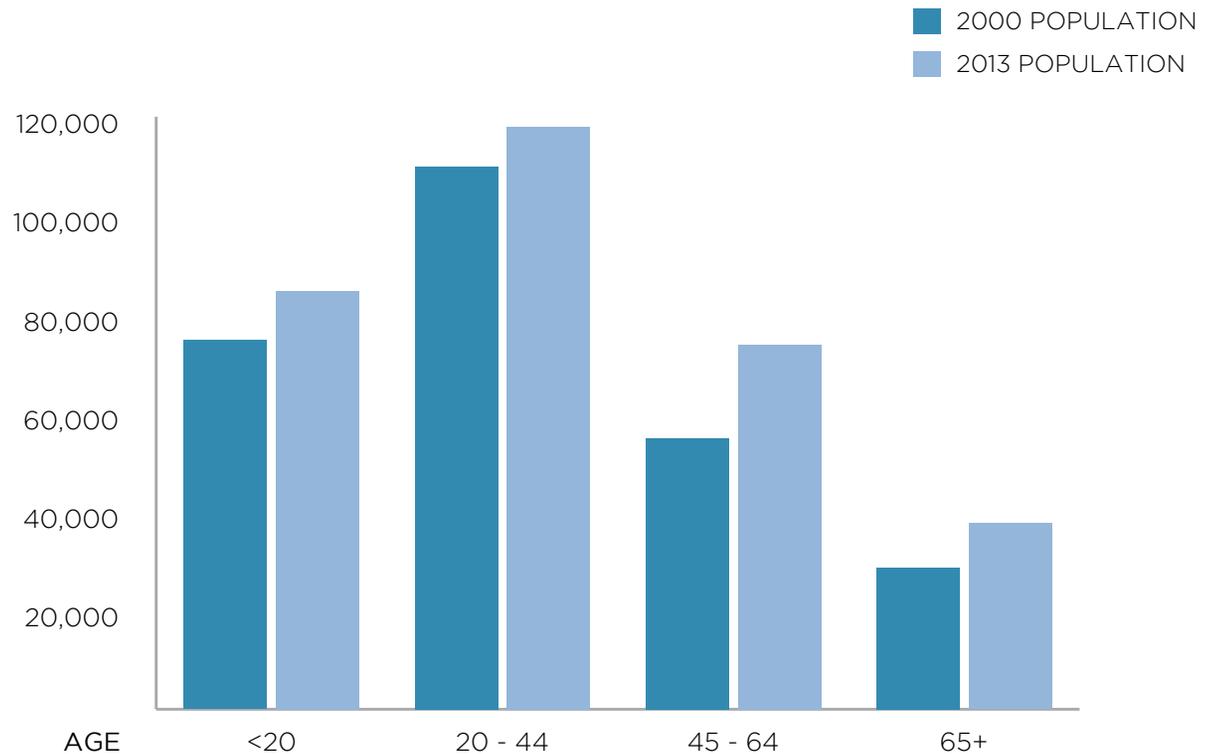
AGE

The Lincoln MSA had a slightly younger population age distribution than the state. In 2013, the age group 20-44 comprised 37.5% of the MSA population, compared to 32.7% statewide. Almost 27% of the MSA population was age <20, and 23.5% was age 45-64. Twelve percent of the MSA population was 65 and older, compared to 14.1% statewide.

The Lincoln MSA has a slightly aging population. From 2000-2013, the population in 44 and under age groups increased by around 7%-14%, while the population 65 and older increased by 31.6%. The population age 45-64 increased the fastest at 34.5%, 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.

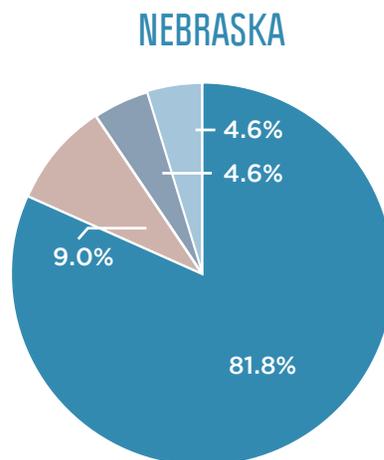
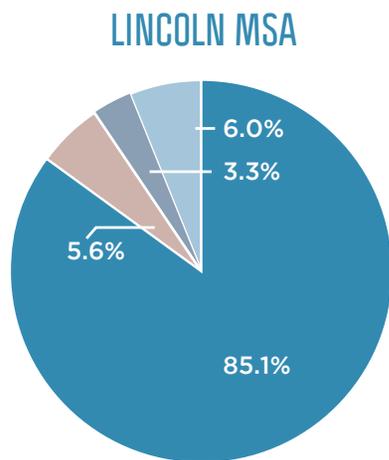


Age	2000		2013		Total Change	% Change
	Population	%	Population	%		
<20	74,714	27.9%	84,768	27%	10,054	13.5%
20-44	109,872	41%	117,924	37.5%	8,052	7.3%
45-64	54,835	20.5%	73,765	23.5%	18,930	34.5%
65+	28,621	10.7%	37,668	12%	9,047	31.6%
Total	268,042	100%	314,125	100%	46,083	17.2%

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

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 85.1% of the Lincoln MSA population. Hispanics were the largest minority group in the MSA in 5.6%, followed by black or African Americans and Asians at 3.3% each.

The Lincoln MSA is slightly less diverse than the state as a whole. In 2013, the total minority population was 14.9% in the Lincoln MSA, compared to 18.2% statewide. Hispanics comprised 5.6% of the MSA population and 9% of the state population. African Americans comprised 3.3% of the MSA population and 4.6% of the state population. Other races comprised 6% of the MSA population and 4.6% of the state population.

HOW TO USE IT

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

	Lincoln MSA		Nebraska	
	Total	%	Total	%
Total Population	302,157	100%	1,850,502	100%
Hispanic or Latino (of any race)	16,957	5.6%	167,405	9%
Total Not Hispanic or Latino	285,200	94.4%	1,683,097	91%
White Alone	257,243	85.1%	1,512,922	81.8%
Black or African American Alone	9,871	3.3%	85,707	4.6%
American Indian & Alaska Native Alone	1,738	0.6%	15,262	0.8%
Asian Alone	10,016	3.3%	37,325	2%
Native Hawaiian & Other Pacific Islander Alone	137	0%	1,118	0.1%
Two or more Races	6,195	2.1%	30,763	1.7%
Total Minority (Population excluding non-Hispanic Whites)	44,914	14.9%	337,580	18.2%

Source: US Census Bureau, Population Estimates, released 2014

POPULATION

CHANGE IN RACE/ETHNICITY OVER TIME

The minority population in the Lincoln MSA increased by 36.2% from 2003-2013, while the overall population increased by 8.2%.

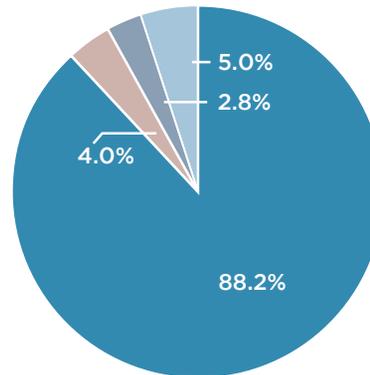
Hispanic population growth accounted for a large portion of the MSA's minority population growth. From 2003-2013, the Hispanic population increased by approximately 5,700 or 51.2%. Black or African Americans had the second largest numeric increase of approximately 2,100 or 27.8%.

The proportion of minorities in the Lincoln MSA increased by over 3 percentage points from 2003-2013. Hispanics increased from 4% to 5.6% of the MSA population. The African American population increased from 2.8% to 3.3%. Other races increased from 5% to 6%, and the white population fell slightly from 88.2% to 85.1%.

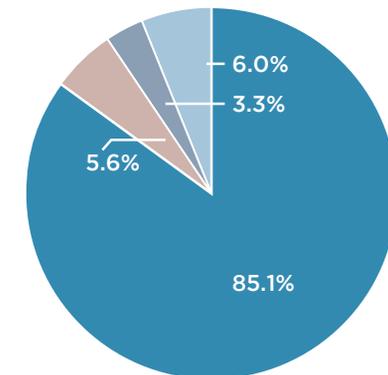
HOW TO USE IT

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

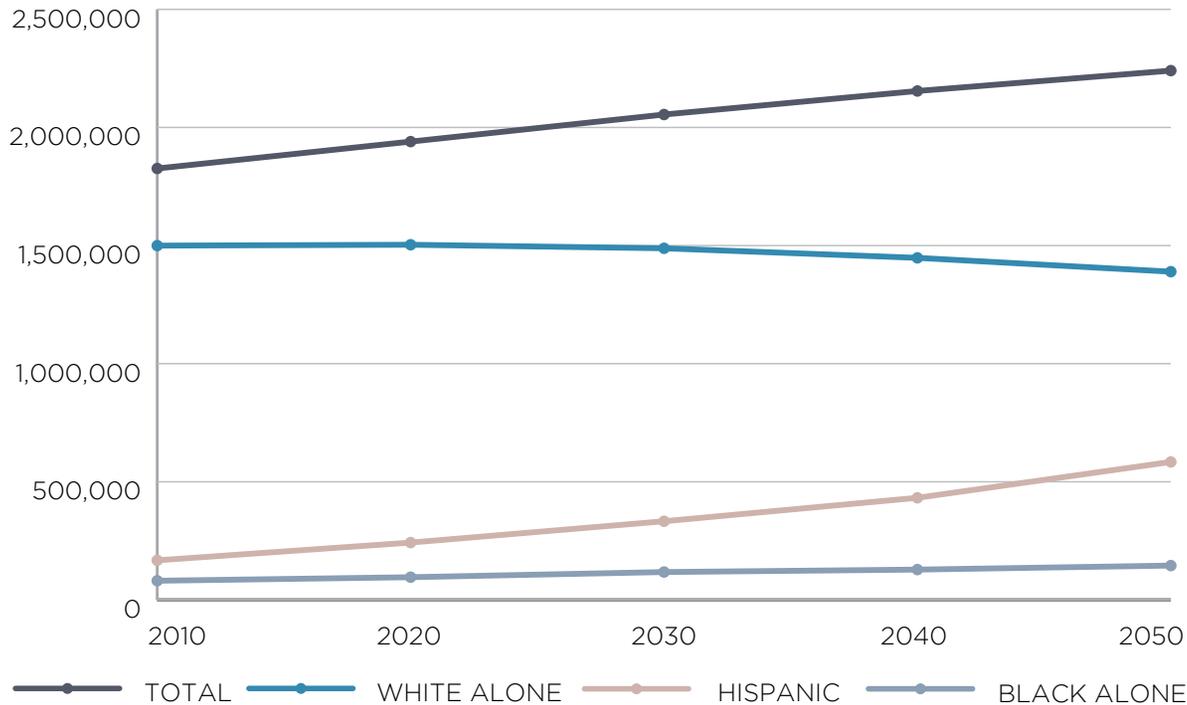


- WHITE ALONE
- HISPANIC OR LATINO (OF ANY RACE)
- BLACK OR AFRICAN AMERICAN ALONE
- OTHER RACES (NOT HISPANIC OR LATINO)

	2003	2013	Total Change	% Change
Total Population	279,194	302,157	22,963	8.2%
Hispanic or Latino (of any race)	11,214	16,957	5,743	51.2%
Total Not Hispanic or Latino	267,980	285,200	17,220	6.4%
White Alone	246,222	257,243	11,021	4.5%
Black or African American Alone	7,723	9,871	2,148	27.8%
American Indian and Alaska Native Alone	1,450	1,738	288	19.9%
Asian Alone	8,370	10,016	1,646	19.7%
Native Hawaiian and Other Pacific Islander Alone	157	137	-20	-12.7%
Two or more Races	4,058	6,195	2,137	52.7%
Total Minority (Population excluding non-Hispanic Whites)	32,972	44,914	11,942	36.2%

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

POPULATION PROJECTIONS BY RACE/ETHNICITY, 2010 - 2050



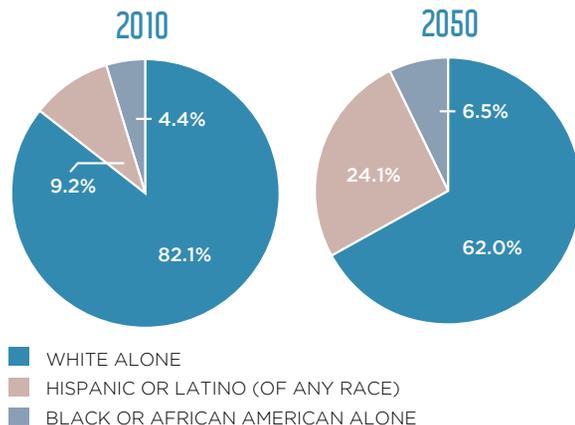
Source: Center for Public Affairs Research-University of Nebraska Omaha, data dated 2013

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 Lincoln MSA residents who spoke a language other than English rose by 19.5%, and the number of these residents who spoke English less than “very well” increased by 15.2%. From 2009-2013, the number of Spanish speaking residents increased by 7.7%, and the number of Spanish speakers who spoke English less than “very well” decreased by 4.2%.

The Lincoln MSA has the same rate of residents who speak a language other than English as the state (10.5%), and a slightly lower rate of other language speakers who spoke English less than “very well.” Under 40% of MSA residents who spoke a language other than English spoke English less than “very well,” compared to 45.1% statewide.

	2009	2013	% Change	Lincoln MSA 2013	Nebraska 2013
Population					
5 years and over	270,070	285,496	5.7%	100%	100%
English	244,999	255,526	4.3%	89.5%	89.5%
Language other than English	25,071	29,970	19.5%	10.5%	10.5%
Speak English less than “very well”	10,312	11,883	15.2%	39.6%	45.1%
Spanish	10,566	11,380	7.7%	4%	7%
Speak English less than “very well”	4,444	4,257	-4.2%	37.4%	47.9%
Other					
Indo-European Languages	5,635	6,958	23.5%	2.4%	1.5%
Speak English less than “very well”	1,489	1,935	30%	27.8%	26.1%
Asian and Pacific Islander Languages	6,316	8,428	33.4%	3%	1.3%
Speak English less than “very well”	3,187	4,481	40.6%	53.2%	52.6%
Other Languages	2,554	3,204	25.5%	1.1%	0.7%
Speak English less than “very well”	1,192	1,210	1.5%	37.8%	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 Lincoln MSA population had a net increase of 16,788, for an average net increase of approximately 4,200 individuals a year. Both positive natural change and positive net migration accounted for this increase. From 2000 to 2014, the MSA gained 9,288 individuals from natural change. Net migration accounted for a gain of another 7,417 individuals due to positive international and domestic migration.

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

MIGRATION

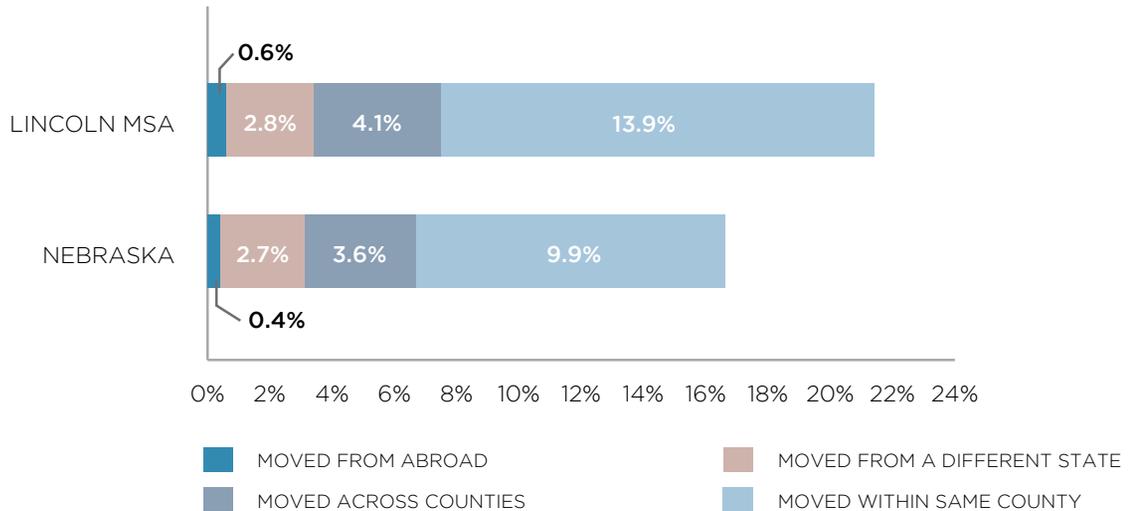
DOMESTIC & INTERNATIONAL, 2013

In 2013, approximately 65,000 individuals or 21.4% of the Lincoln MSA population moved to or within the MSA. Most MSA residents who migrated within the MSA. Almost 14% of the MSA population moved within the same county, and 4.1% moved from a different county within the state. Additionally, 2.8% of the MSA population moved from another state, and .6% of the population moved from abroad.

The Lincoln MSA had a slightly higher rate of international and domestic migration than the state. Eighteen percent of the MSA population moved within the state, compared to 13.5% statewide. Additionally, the MSA's rate of international migration (.6%) and migration from another state (2.8%) were slightly higher than the statewide rates (.4%, and 2.7% respectively).

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.



	Lincoln MSA		Nebraska	
	Total	%	Total	%
Total Population 1 year and over	301,925	100%	1,815,644	100%
Population that moved	64,582	21.4%	302,377	16.7%
Population that moved from abroad	1,945	0.6%	7,862	0.4%
Population that moved from a different state	8,344	2.8%	49,119	2.7%
Population that moved within the state	54,293	18%	245,396	13.5%
Population that moved within the same county	42,061	13.9%	179,189	9.9%
Population that moved across counties	12,232	4.1%	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.



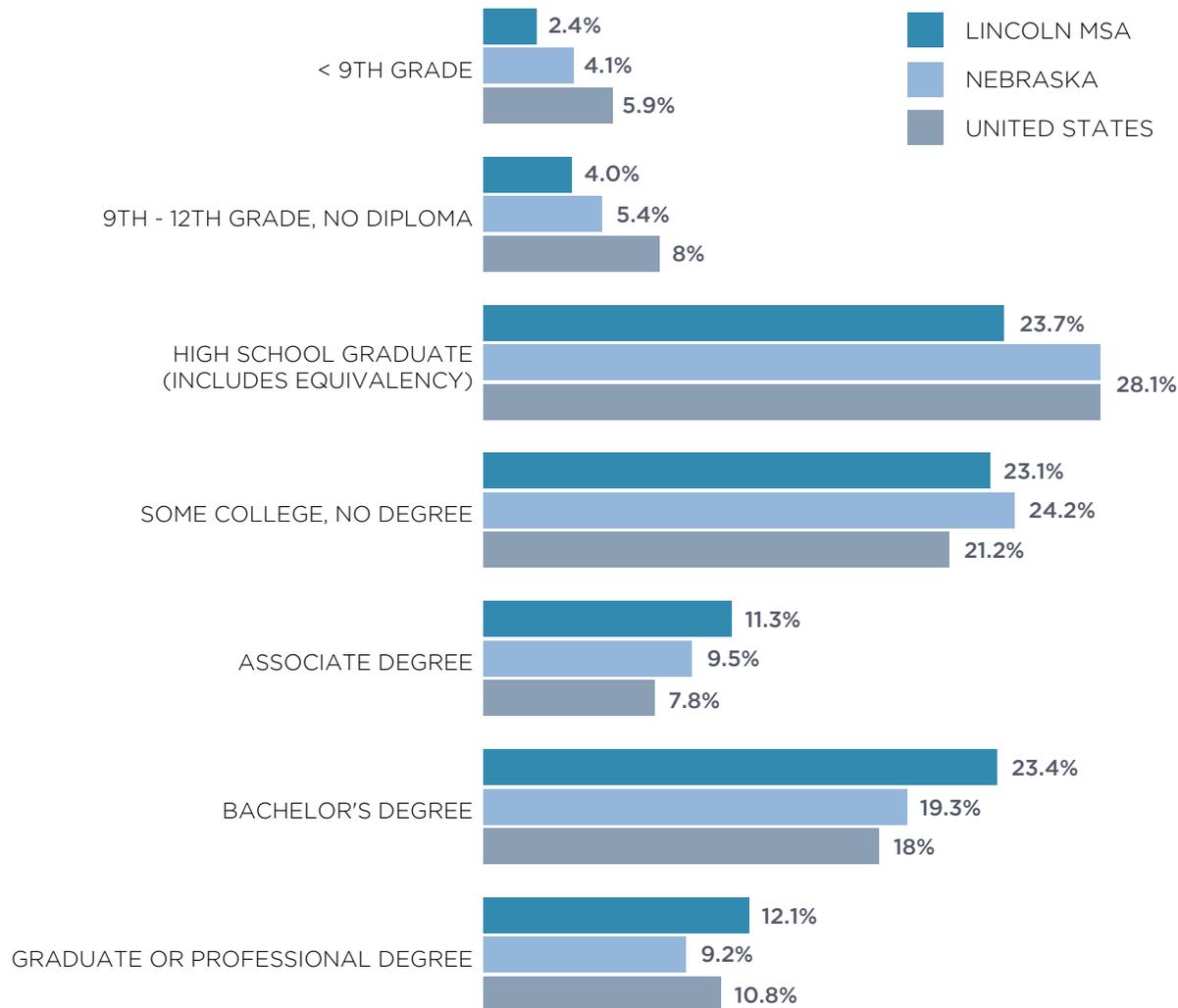
EDUCATION

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

Almost 94% of the Lincoln MSA population age 25 and older possessed a high school degree or GED, and 69.9% of the MSA possessed some postsecondary education in 2013. The most commonly reported highest level of educational attainment was a high school diploma or GED at 23.7%, followed by bachelor's degree at 23.4%, and some college, no degree at 23.1%. Over 11% of the MSA had an associate degree, and 12.1% had a graduate or professional degree.

The Lincoln MSA has a high rate of postsecondary education compared to state and national residents. MSA residents were around 4-5 percentage points more likely than Nebraska and US residents to possess bachelor's degrees. MSA residents were also around 2-3 percentage points more likely than state residents to possess associate degrees and graduate or professional 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.

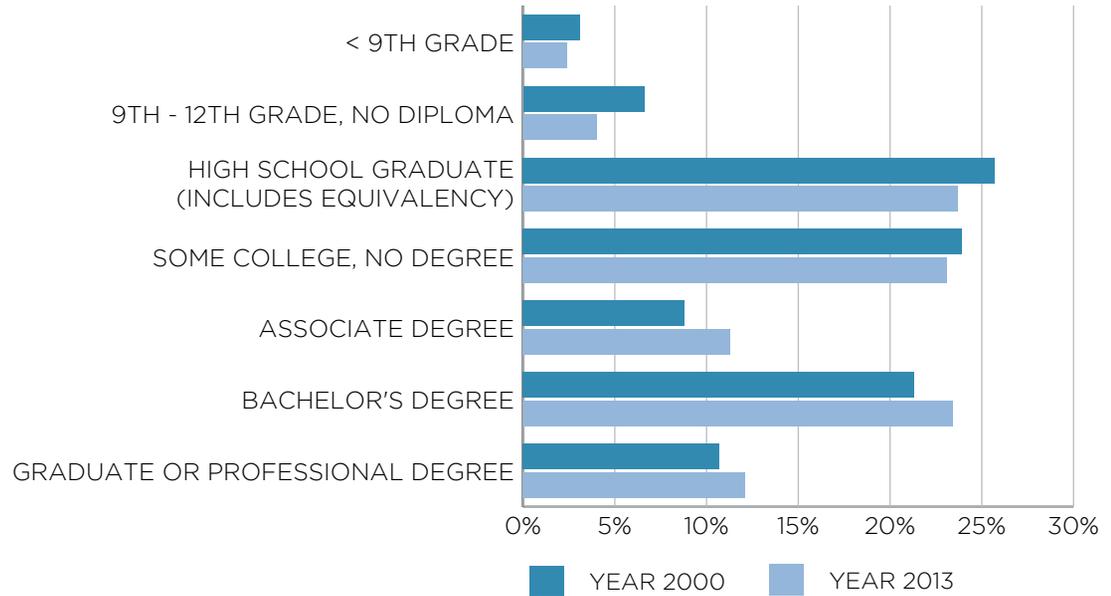
EDUCATIONAL ATTAINMENT CHANGE

From 2000-2013, the number of Lincoln MSA residents who have some postsecondary education increased. While the MSA population increased by 16.9%, the number of MSA residents who have associate degrees increased by 49.9%. Additionally, the number of MSA residents who have graduate or professional degrees increased by 32.4%, and the number who have bachelor's degrees increased by 28.9%.

Due to increases in educational attainment, MSA residents were 2.2-2.5 percentage points more likely to possess associate degrees and bachelor's degrees in 2013 than in 2000. MSA residents were also 1.4 percentage point more likely to possess graduate or professional 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	162,756	190,233	27,477	16.9%
Less than 9th grade	5,018	4,516	-502	-10%
9th to 12th grade, no diploma	10,752	7,567	-3,185	-29.6%
High school graduate (includes equivalency)	41,748	45,085	3,337	8%
Some college, no degree	38,873	43,905	5,032	12.9%
Associate degree	14,364	21,534	7,170	49.9%
Bachelor's degree	34,615	44,608	9,993	28.9%
Graduate or professional degree	17,386	23,018	5,632	32.4%

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

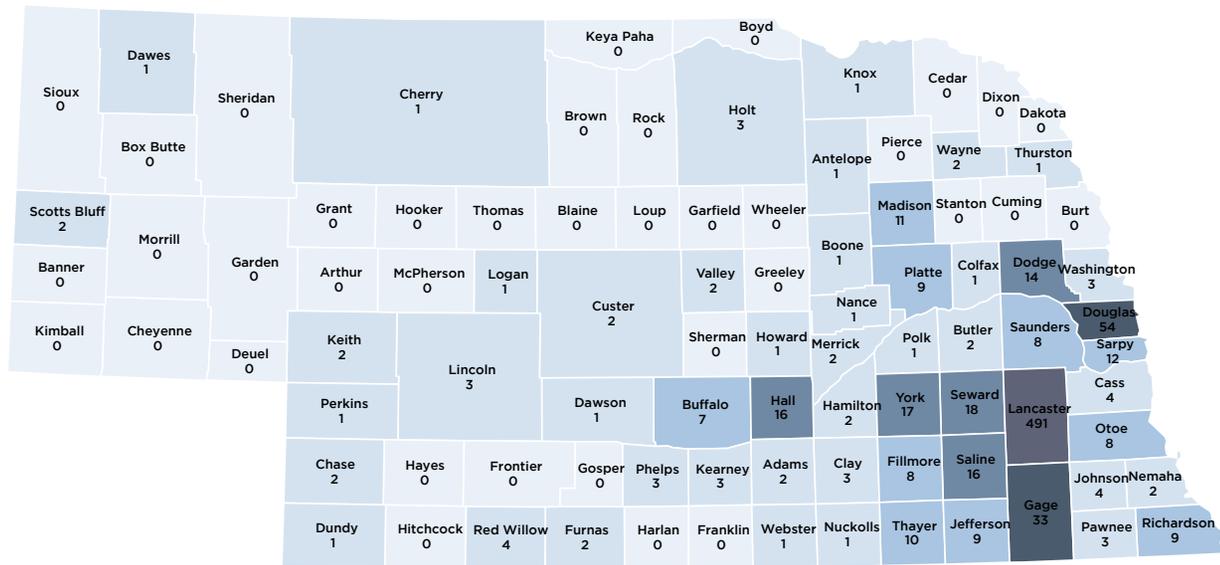
Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, released 2015

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

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



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

LEGEND

NUMBER OF GRADUATES



HOW TO USE IT

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

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

Over 500 SCC graduates were employed in the Lincoln MSA. Lancaster County had the most SCC graduates working in the state at 491.

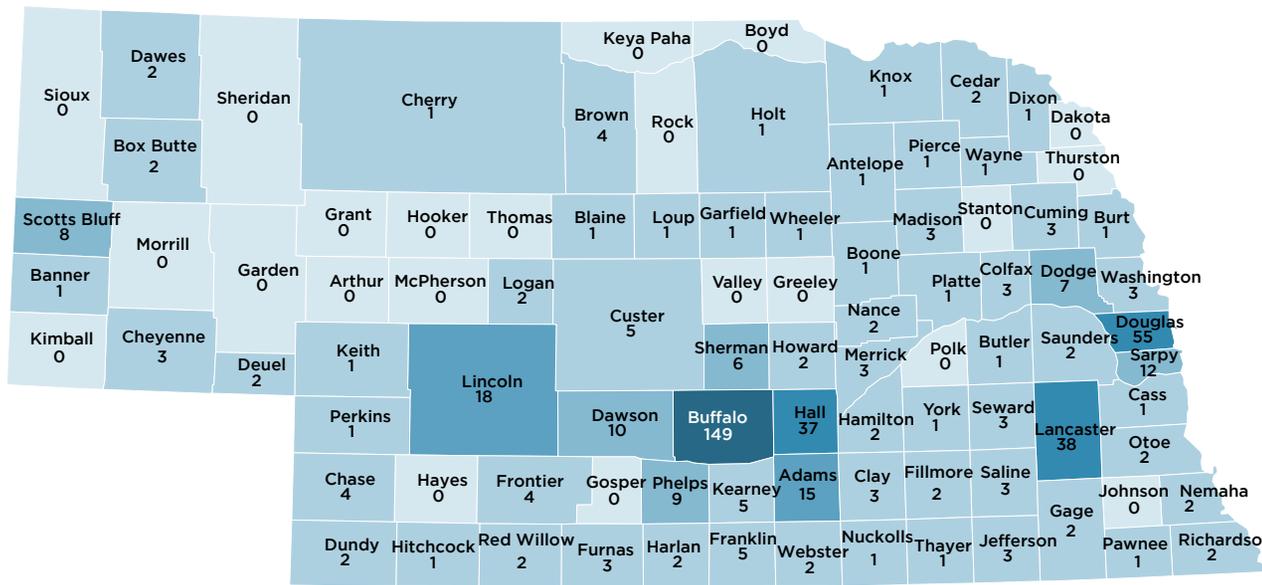
The industries employing the most SCC graduates in Nebraska were Health care (25.8%), Retail trade (13.8%), and Manufacturing (10.2%). The most common fields of study among all SCC graduates were Liberal Arts and Sciences (16%) and Business Administration and Management (11.5%).

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



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

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

The industries employing the most UNK graduates in Nebraska were Educational Services (43.6%), Retail Trade (10.8%), and Health Care (8.6%). The most common fields of study of all UNK graduates were Business Administration and Management (11.4%), Elementary Education and Teaching (9.1%), and Operations Management and Supervision (7.2%)

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

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

LABOR AVAILABILITY

OLDER WORKERS BY COUNTY

COMMUTING

PATTERNS (IN), 2011

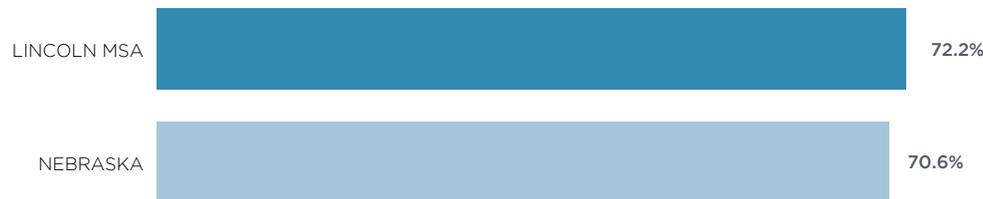
PATTERNS (OUT), 2011

COMMUTE TIME



LABOR FORCE ESTIMATES

2013 LABOR FORCE PARTICIPATION RATE, AGES 16 & OVER



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

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 Lincoln MSA’s labor force was approximately 179,000. The MSA’s unemployment rate for 2014 was relatively low at 2.9%, slightly lower than the statewide rate of 3.3%. Since 2009, the MSA’s unemployment rate has gradually declined from 4.3% to 2.9%.

At 72.2%, the MSA’s labor force participation rate (population 16 years and over in the labor force) was slightly higher than the statewide rate of 70.6%.

	Lincoln MSA			Unemployment Rate	
	Labor Force	Employed	Unemployed	Lincoln MSA	Nebraska
2007	166,259	161,620	4,639	2.8%	3%
2008	168,912	163,726	5,186	3.1%	3.3%
2009	169,553	162,263	7,290	4.3%	4.6%
2010	171,331	164,129	7,202	4.2%	4.6%
2011	172,954	166,070	6,884	4%	4.4%
2012	176,822	170,468	6,354	3.6%	4%
2013	178,526	172,410	6,116	3.4%	3.8%
2014	179,302	174,046	5,256	2.9%	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.

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

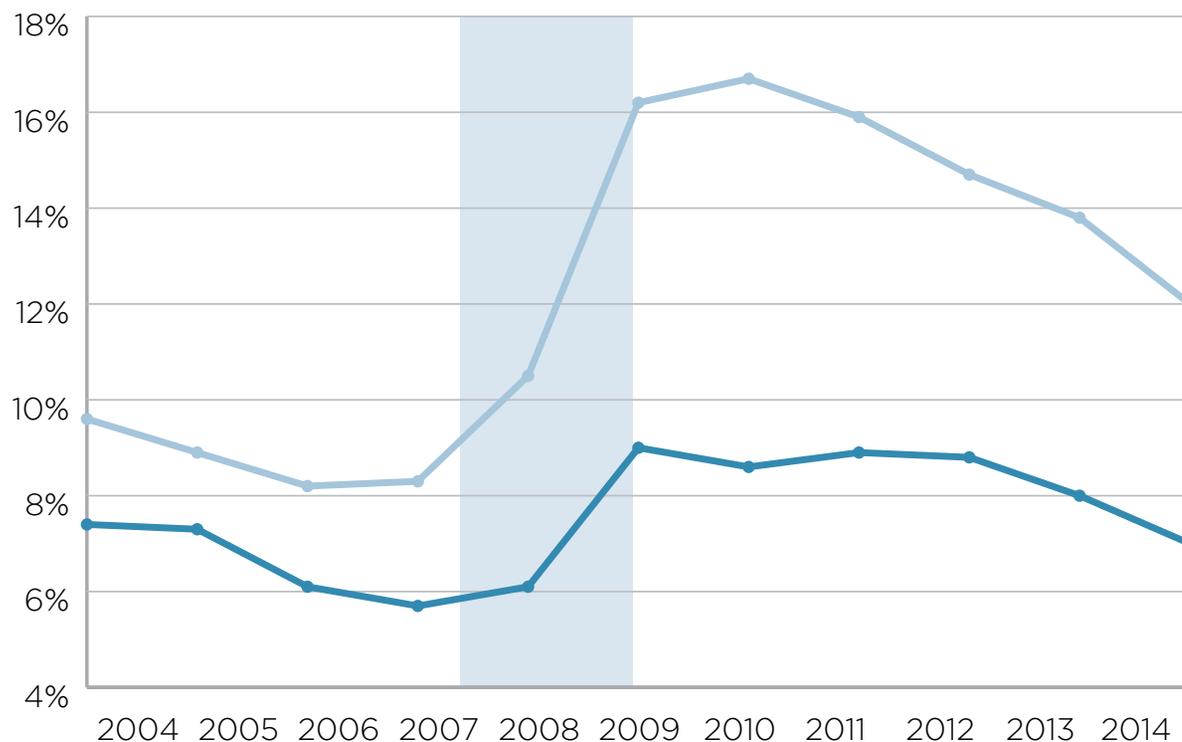
U6 rates are an alternative measure of labor underutilization compared to the traditional unemployment rate. U6 rates measure all unemployed workers, marginally attached workers (discouraged workers who are not employed and have sought work in the past 12 months, but not in the last 4 weeks), and workers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

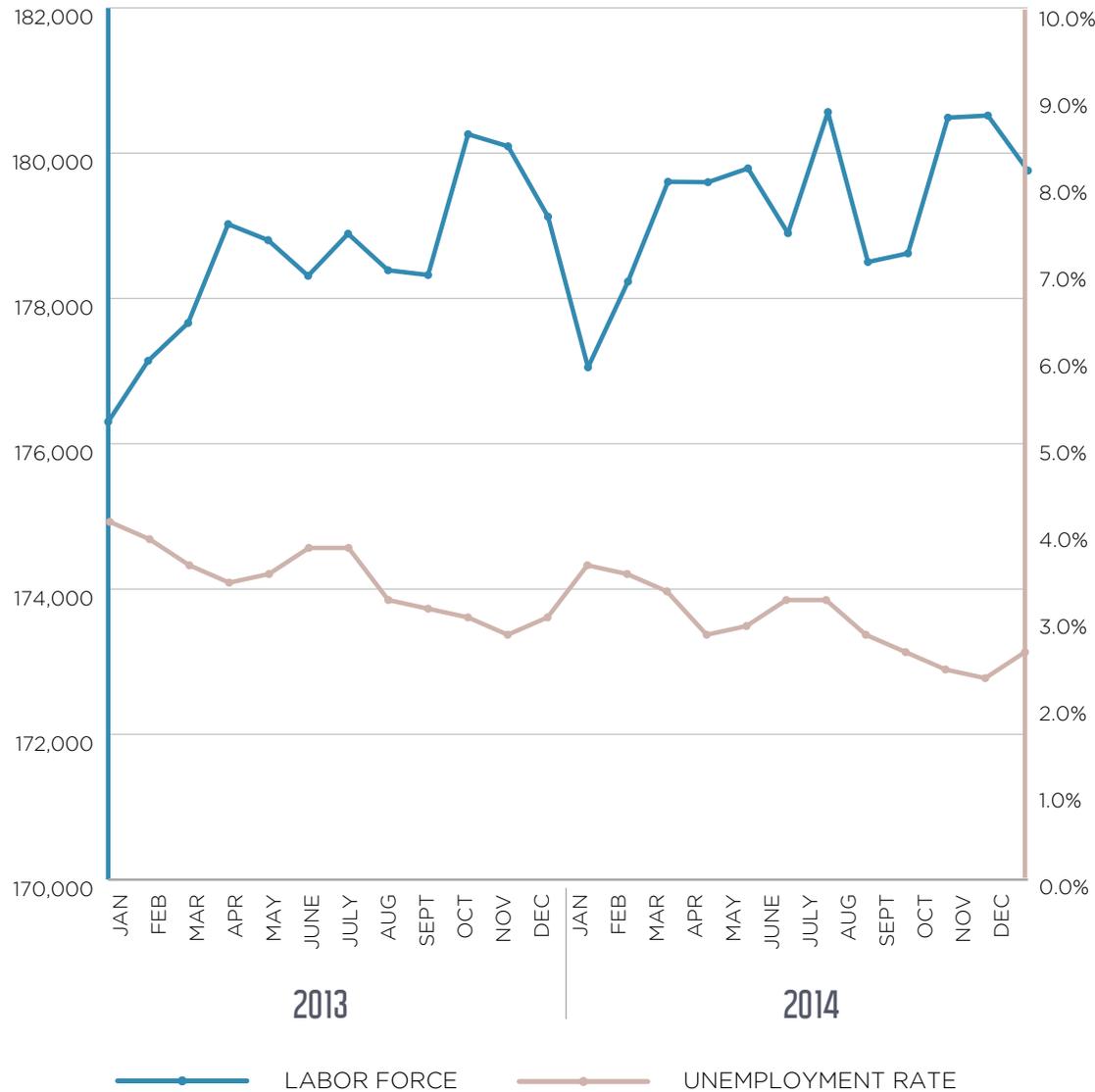
Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, most recent data released 2015
 Bureau of Labor Statistics, "The Recession of 2007-2009: BLS Spotlight on Statistics," released 2012

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



The labor force and unemployment rate can vary significantly by season. In 2013 and 2014, the Lincoln MSA labor force was near or at its largest from October to December. The MSA labor force rose to approximately 180,300 in October 2013 and 180,500 in October 2014, while the annual labor force average was approximately 178,500 in 2013 and 179,300 in 2014.

The average unemployment rate for the Lincoln MSA was 3.4% in 2013 and 2.9% in 2014. When the labor force was at or near its largest in October 2013 and 2014, the unemployment rate was 3% and 2.4% 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.

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

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

LABOR AVAILABILITY

POTENTIAL JOB SEEKERS

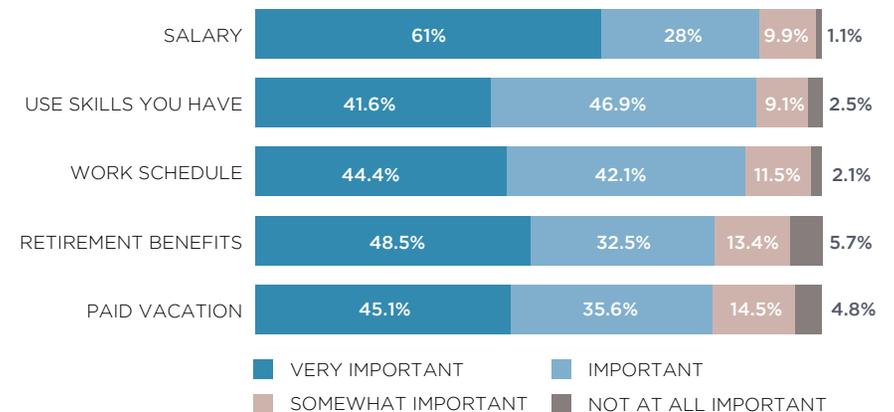
“Labor availability” describes how many people are available and willing to take a new job. In 2014, the Nebraska Departments of Labor and Economic Development began collaborating to conduct a study measuring labor availability in the Lincoln metro area. The study identified 247,692 potential job seekers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

Around 87%-89% of potential job seekers who answered survey questions on factors important to employment reported that salary, use of skills they had, and work schedule were very important or important when choosing a job. Among potential job seekers who reported barriers to employment, the most common barriers were inadequate pay at 64.4% and lack of job opportunities at 61.5%.

BARRIERS TO EMPLOYMENT



IMPORTANT FACTORS WHEN CHOOSING A JOB



WHERE TO FIND IT

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

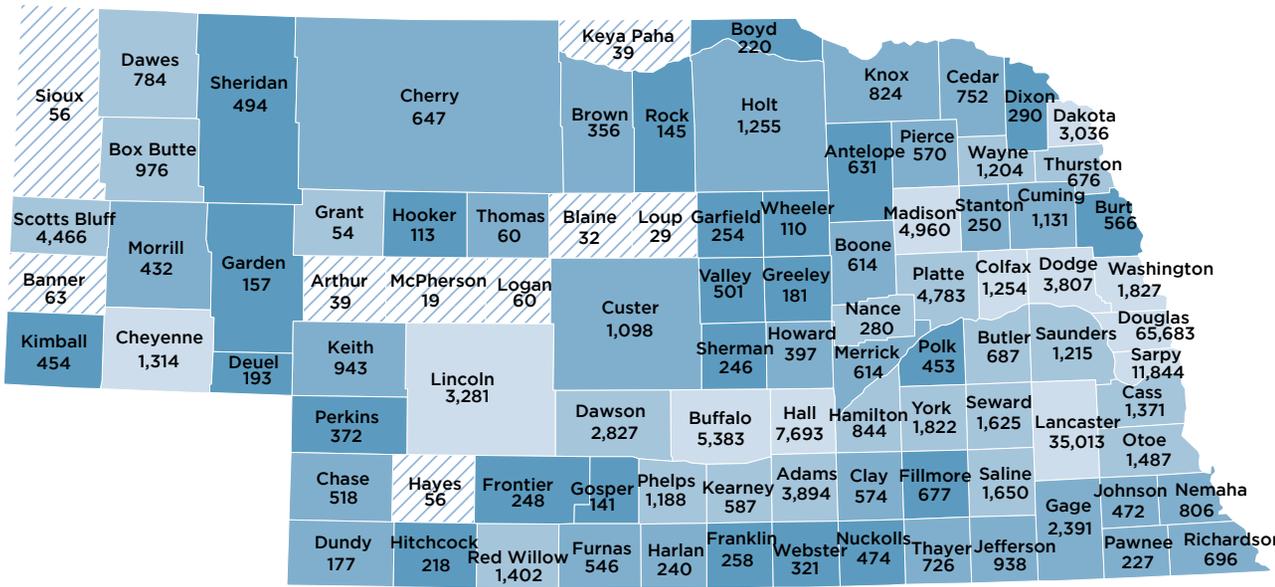
Source: Nebraska Department of Labor and Nebraska Department of Economic Development, Lincoln Labor Availability Report, released 2014

HOW TO USE IT

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

OLDER WORKERS

BY COUNTY, 2013



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

LEGEND

% OF WORKERS AGE 55+



WHERE TO FIND IT

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

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

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

Workers age 55 and older comprised 21.9% (36,640 workers) of Lincoln MSA's total workforce.

HOW TO USE IT

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

COMMUTING

PATTERNS, 2011

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

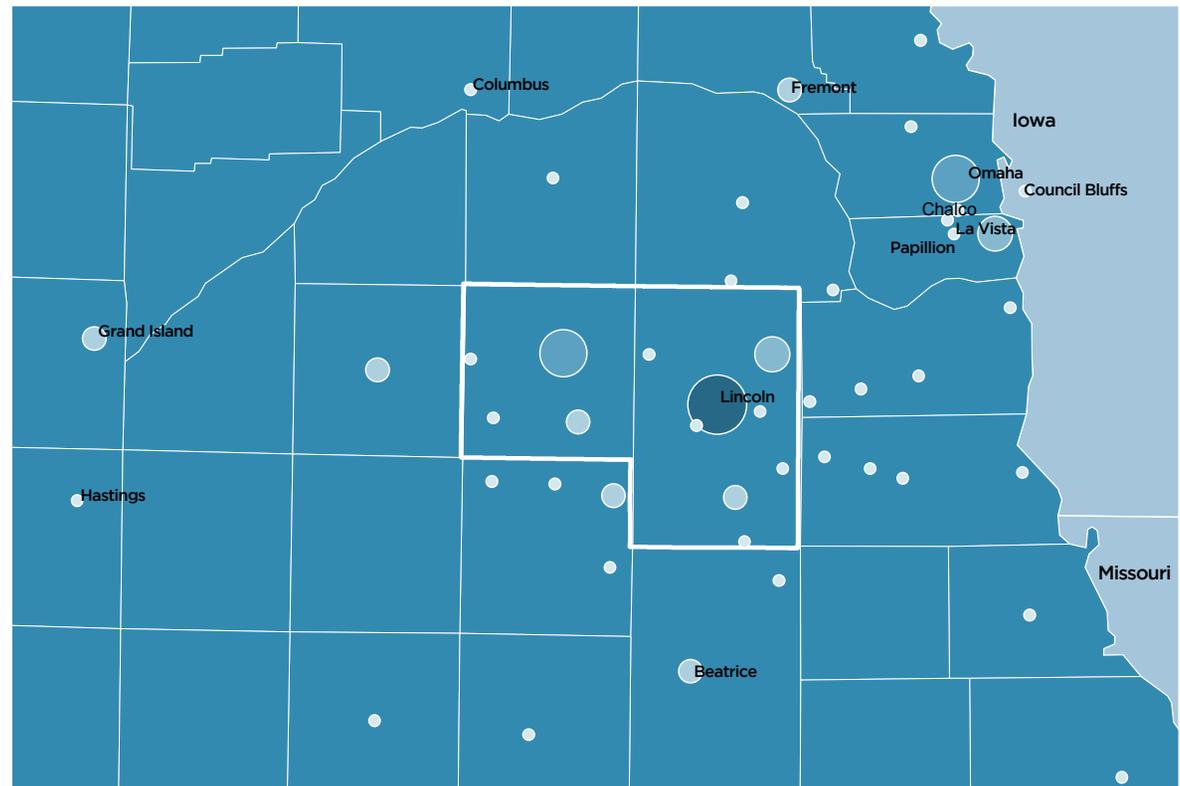
There were 152,909 primary jobs in the Lincoln MSA in 2011. MSA residents filled approximately 114,000 or 74.6% of those jobs, and 25.4% of the MSA workforce commuted from outside of the MSA. Approximately 98,500 workers or 64.4% of the MSA workforce commuted from Lincoln city. Omaha city residents comprised the next largest portion of the MSA workforce at approximately 4,500 workers or 2.9%.

The Lincoln MSA had a large net gain of workers from commuting. Approximately 17,500 more workers commuted into the MSA than commuted out of the MSA for work.

HOW TO USE IT

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

LINCOLN MSA IN-COMMUTERS



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

LEGEND

NUMBER OF IN-COMMUTERS

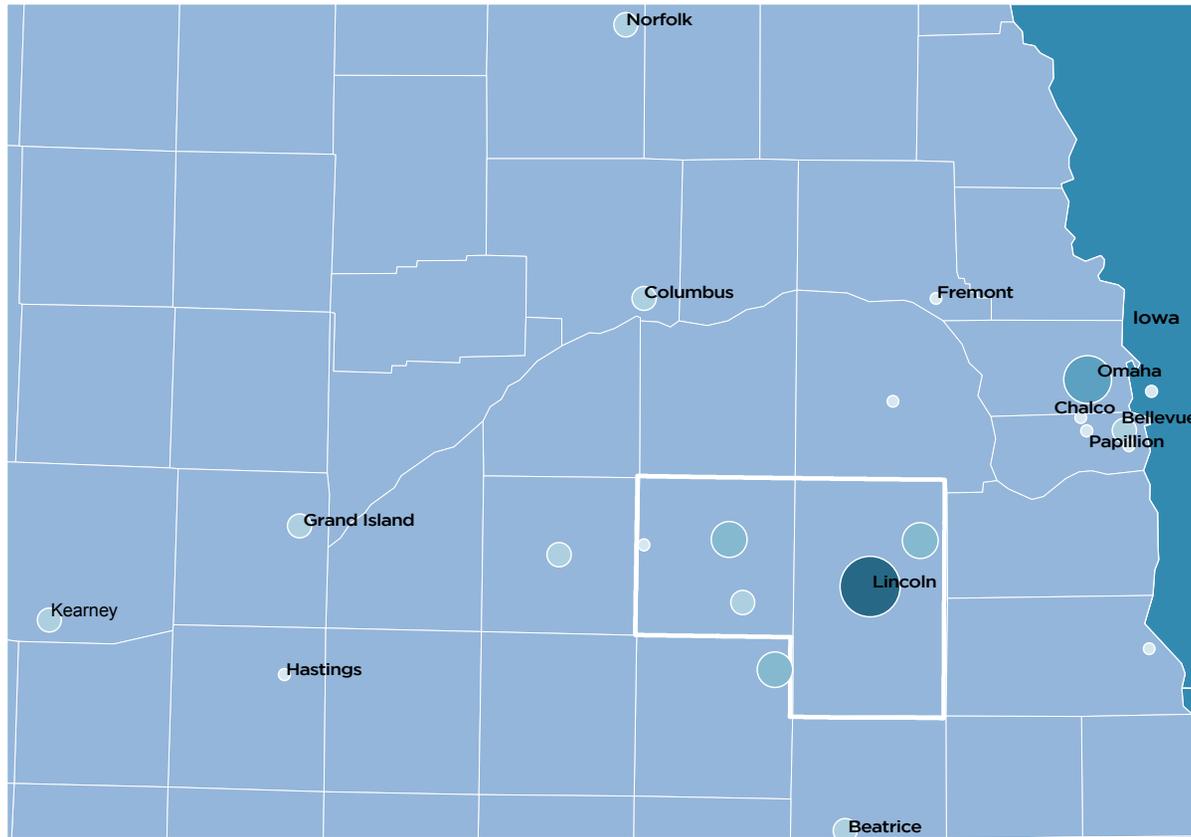


WHERE TO FIND IT

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

COMMUTING PATTERNS, 2011

LINCOLN MSA 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.

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

There were 135,420 MSA residents with primary jobs in 2011. Approximately 114,000 or 84.3% of these residents commuted within the MSA for work, and 15.7% of MSA residents left the MSA for work. Approximately 106,000 workers or 78% of the MSA working population worked in Lincoln city, and approximately 7,600 or 5.6% worked in Omaha city.

The Lincoln MSA had more in-commuters and out-commuters in 2011. Approximately 17,500 more workers commuted into the MSA than commuted out of the MSA for work.

HOW TO USE IT

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

COMMUTE TIME

2013

The mean travel time of workers in the Lincoln MSA was 18.4 minutes in 2013. Seventeen percent of MSA residents commuted less than 10 minutes to work, and 43.6% commuted between 10 and 20 minutes. Over 39% percent of MSA residents commuted 20 minutes or more.

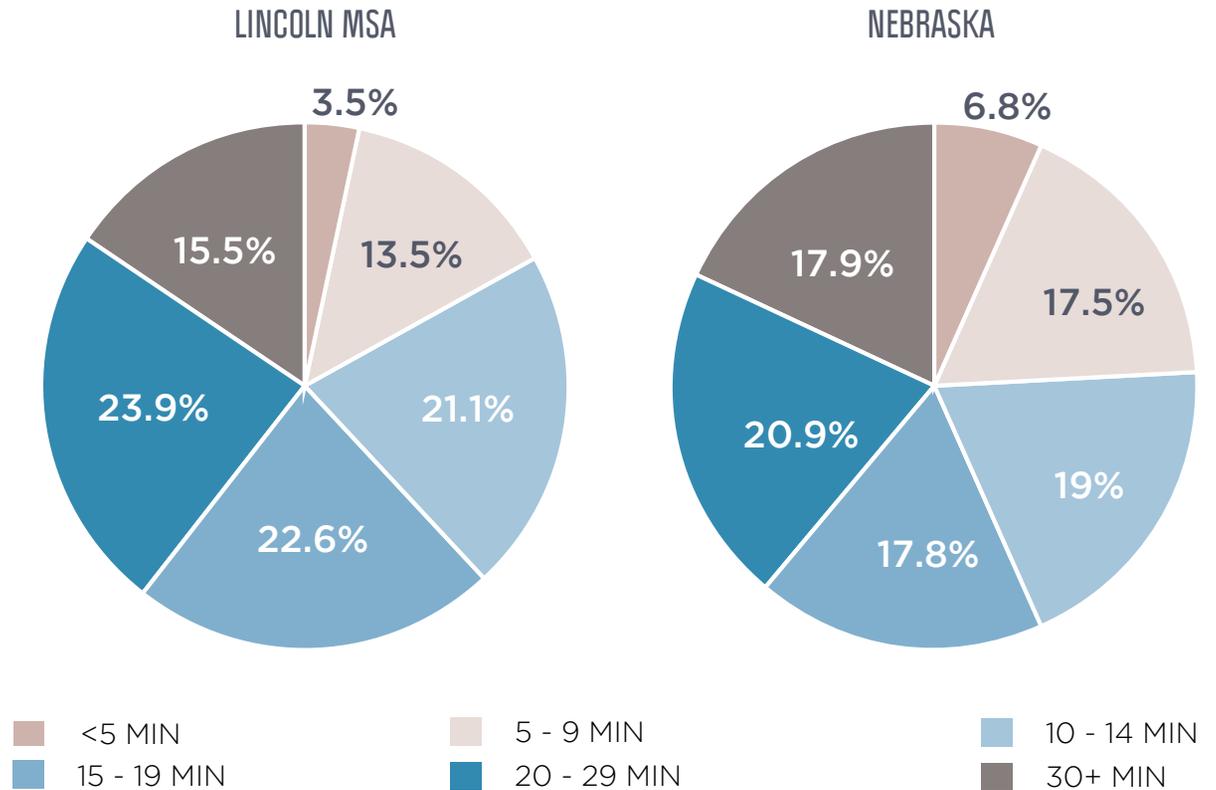
Lincoln MSA residents have similar commutes as Nebraskans statewide. MSA workers' mean commute of 18.4 minutes was a little longer than the statewide average of 18.1 minutes.

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.



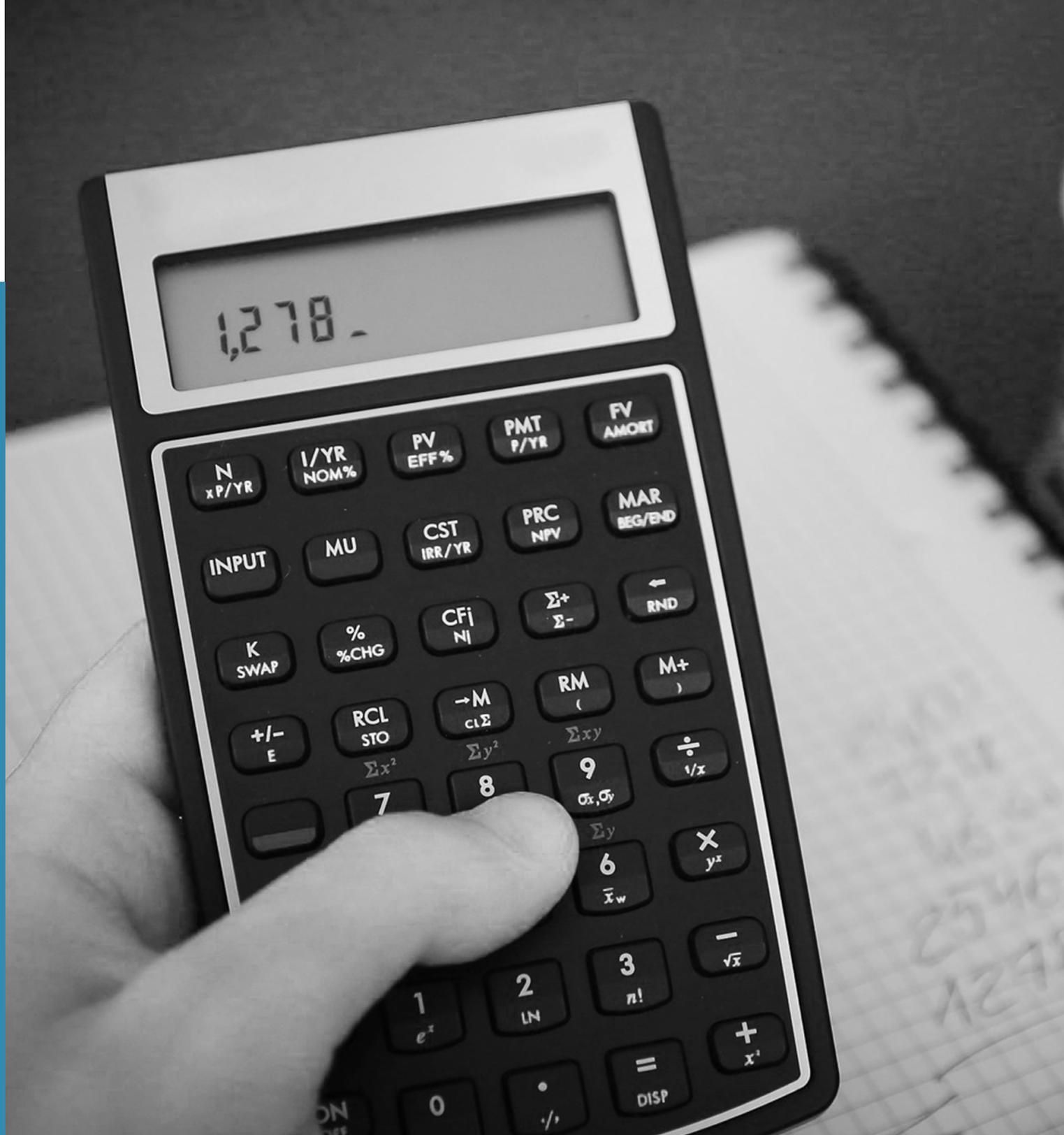
Commute Time	Population	Lincoln MSA		Nebraska	
		Population	%	Population	%
<5 minutes	5,504	60,905	3.5%	60,905	6.8%
5 to 9 minutes	20,993	156,957	13.5%	156,957	17.5%
10 to 14 minutes	32,843	170,352	21.1%	170,352	19.0%
15 to 19 minutes	35,178	159,267	22.6%	159,267	17.8%
20 to 29 minutes	37,352	187,161	23.9%	187,161	20.9%
30+ minutes	24,119	160,098	15.5%	160,098	17.9%
Total	155,989	894,740	100.0%	894,740	100.0%

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

WAGES & COMPENSATION

LINCOLN MSA

- 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



EARNINGS

2013

One-third of Lincoln MSA residents age 16 and over earned less than \$15,000 a year in 2013, and around 14% earned \$15,000-\$25,000 and \$25,000-\$35,000 respectively. Almost 16% of MSA residents earned \$35,000-\$50,000. Under 24% of the MSA population earned more than \$50,000 as 13.7% of MSA residents earned \$50,000-\$75,000 and 9.9% earned \$75,000 or more annually.

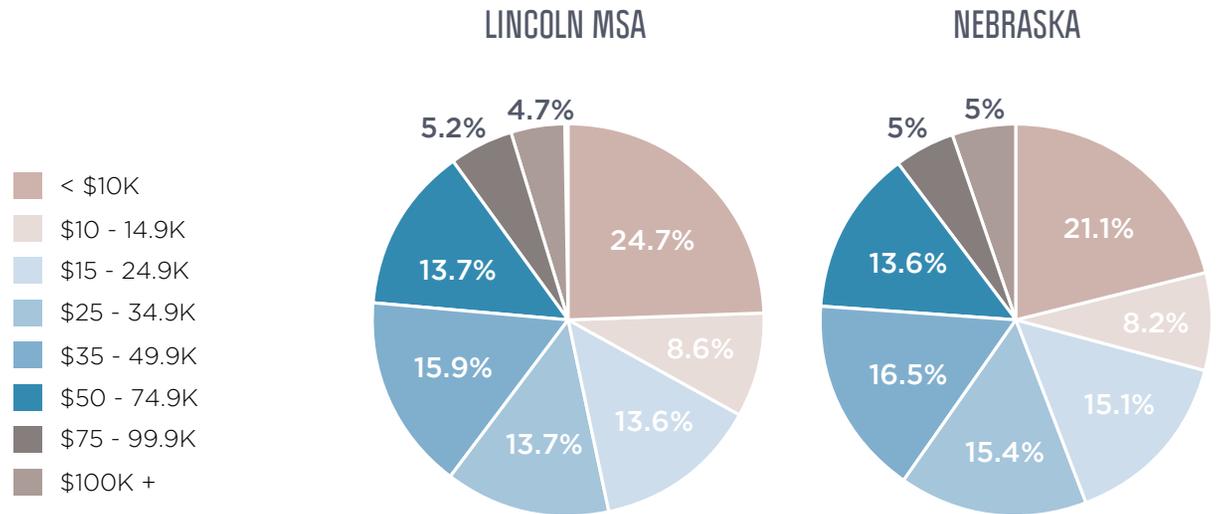
The Lincoln MSA has a higher proportion of low earners (workers who earned less than \$15,000 annually) than the state. One-third of MSA residents earned under \$15,000, compared to 29.3% statewide.

HOW TO USE IT

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

WHERE TO FIND IT

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



	Lincoln MSA		Nebraska	
	Total	%	Total	%
<\$10,000	46,389	24.7%	224,864	21.1%
\$10,000-\$15,000	16,201	8.6%	86,880	8.2%
\$15,000-\$25,000	25,526	13.6%	161,065	15.1%
\$25,000-\$35,000	25,726	13.7%	164,474	15.4%
\$35,000-\$50,000	29,801	15.9%	176,058	16.5%
\$50,000-\$75,000	25,652	13.7%	145,021	13.6%
\$75,000-\$100,000	9,709	5.2%	53,815	5%
>\$100,000	8,915	4.7%	53,564	5%
Total	187,919	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

MEDIAN EARNINGS

BY EDUCATIONAL ATTAINMENT, 2013

	Male	Female	Difference	Lincoln MSA Total	Nebraska Total
Population 25 years and over with earnings	\$41,687	\$29,489	\$12,198	\$35,314	\$33,359
Less than high school graduate	\$26,997	\$17,318	\$9,679	\$22,464	\$21,832
High school graduate (includes equivalency)	\$32,801	\$21,673	\$11,128	\$27,202	\$27,017
Some college or associate degree	\$38,311	\$26,171	\$12,140	\$32,002	\$31,502
Bachelor's degree	\$53,063	\$36,383	\$16,680	\$43,027	\$43,490
Graduate or professional degree	\$69,132	\$50,189	\$18,943	\$56,672	\$57,076

Median earnings increase dramatically with higher levels of educational attainment. The median earnings of Lincoln MSA residents with a high school degree was approximately \$27,000 in 2013. Median earnings increase to approximately \$43,000 for residents with bachelor's degrees, and approximately \$57,000 for residents with graduate or professional degrees.

Typically, MSA earnings were slightly higher than statewide earnings. Statewide earnings were 5.5% lower than MSA earnings overall.

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.

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

INDUSTRY EARNINGS

BY GENDER, 2013

In 2013, the highest paying industry for men and women in the Lincoln MSA was utilities with an average annual wage of approximately \$81,000 for men and \$58,000 for women.

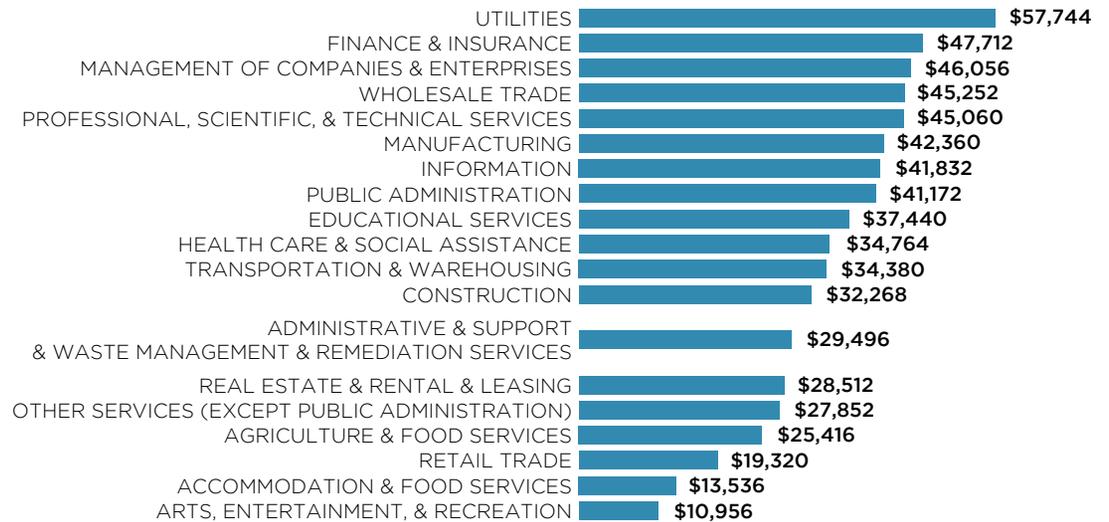
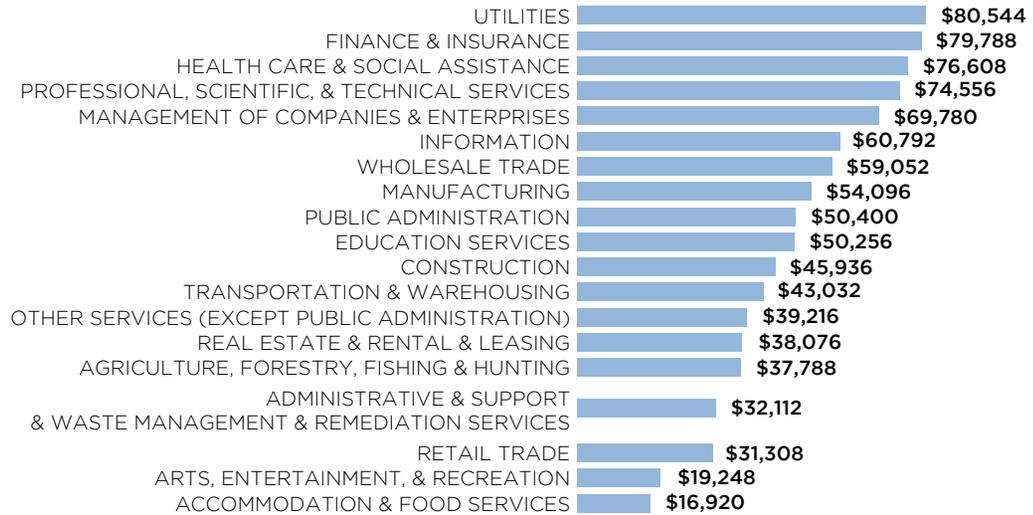
The accommodation and food services industry had the lowest wages for men at approximately \$17,000. The arts, entertainment, and recreation industry had the lowest wages for women at approximately \$11,000.

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.



■ MALE ■ FEMALE

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

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

4TH QUARTER WAGES, 2014

BY OCCUPATIONAL GROUPS

Occupational Group	Hourly Wages			Annual Median	
	Median	Entry	Experienced	Lincoln MSA	Nebraska
Total all occupations	\$16.62	\$9.57	\$25.71	\$34,568	\$32,470
Management	\$40.86	\$25.36	\$58.59	\$85,003	\$86,019
Business & Financial Operations	\$27.24	\$18.56	\$35.28	\$56,672	\$58,513
Computer & Mathematical	\$28.56	\$18.72	\$36.59	\$59,410	\$69,491
Architecture & Engineering	\$31.46	\$20.38	\$39.67	\$65,436	\$64,738
Life, Physical, & Social Science	\$24.22	\$17.03	\$30.90	\$50,377	\$54,045
Community & Social Services	\$15.23	\$10.28	\$20.12	\$31,679	\$33,346
Legal	\$28.30	\$18.66	\$49.66	\$58,862	\$58,882
Education, Training, & Library	\$22.56	\$13.12	\$30.91	\$46,926	\$43,327
Arts, Design, Entertainment, Sports, & Media	\$18.73	\$10.63	\$25.94	\$38,966	\$36,849
Healthcare Practitioners & Technical	\$25.68	\$16.92	\$41.59	\$53,423	\$54,335
Healthcare Support	\$13.24	\$10.42	\$15.71	\$27,542	\$26,381
Protective Service	\$17.89	\$11.46	\$23.91	\$37,211	\$37,146
Food Preparation & Serving-Related	\$9.13	\$8.27	\$10.93	\$19,008	\$18,851
Building & Grounds Cleaning & Maintenance	\$10.76	\$8.34	\$13.19	\$22,365	\$22,385
Personal Care & Service	\$9.70	\$8.30	\$12.59	\$20,176	\$20,757
Sales & Related	\$11.24	\$8.47	\$19.60	\$23,391	\$24,892
Office & Administrative Support	\$14.18	\$9.49	\$17.99	\$29,492	\$29,694
Farming, Fishing, & Forestry	\$13.65	\$8.47	\$17.79	\$28,390	\$28,433
Construction & Extraction	\$17.54	\$11.94	\$22.17	\$36,486	\$36,184
Installation, Maintenance, & Repair	\$20.35	\$13.33	\$24.67	\$42,321	\$39,186
Production	\$16.16	\$10.43	\$20.51	\$33,605	\$31,116
Transportation & Material Moving	\$17.41	\$9.82	\$22.70	\$36,224	\$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.

The table to the left gives the entry, median, and experienced wages for all major occupational groups in the Lincoln MSA for the fourth quarter of 2014. Overall, median MSA wages were similar to median statewide wages. The largest difference between MSA and statewide wages was in computer and mathematical occupations, where state wages were 17% higher than MSA wages.

HOW TO USE IT

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

TOTAL COMPENSATION

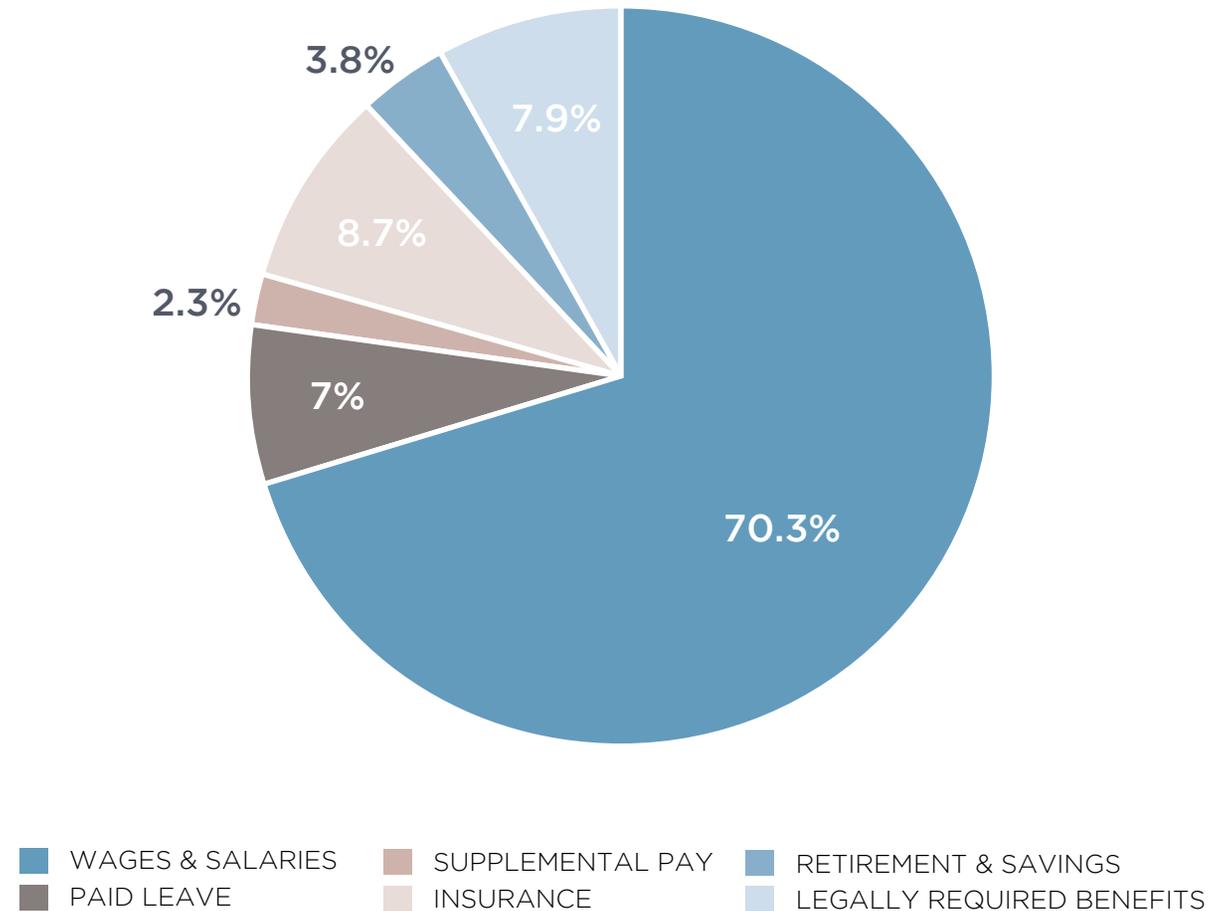
Employee compensation cost is greater than the sum of employee wages. Non-wage/salary employee compensation includes paid leave, insurance, retirement, social security and Medicaid, and more. The chart on the right breaks down total employee compensation cost for private industry workers in the West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

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

HOW TO USE IT

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

WEST NORTH CENTRAL REGION, DECEMBER 2014



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

WHERE TO FIND IT

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

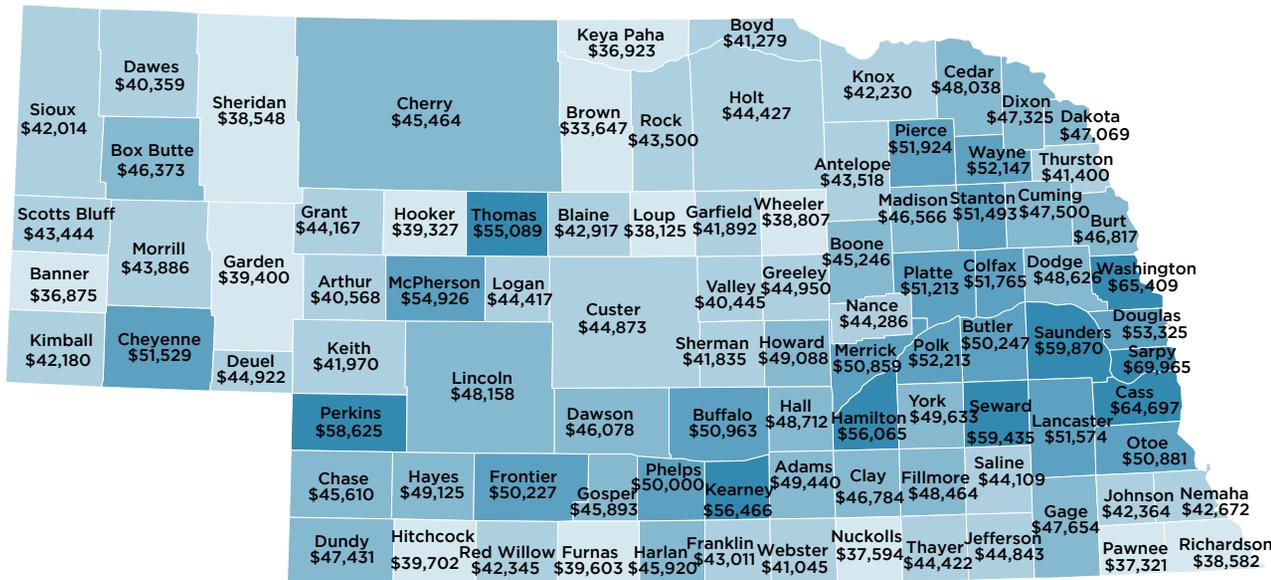
HOUSEHOLD INCOME

MEDIAN BY COUNTY, 2013

The Lincoln MSA's median household income was \$52,049 in 2013. The median household income in Nebraska was \$51,672 in 2013, slightly lower than the national median household income of \$53,046.

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

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



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

LEGEND

MEDIAN HOUSEHOLD INCOME



WHERE TO FIND IT

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

HOW TO USE IT

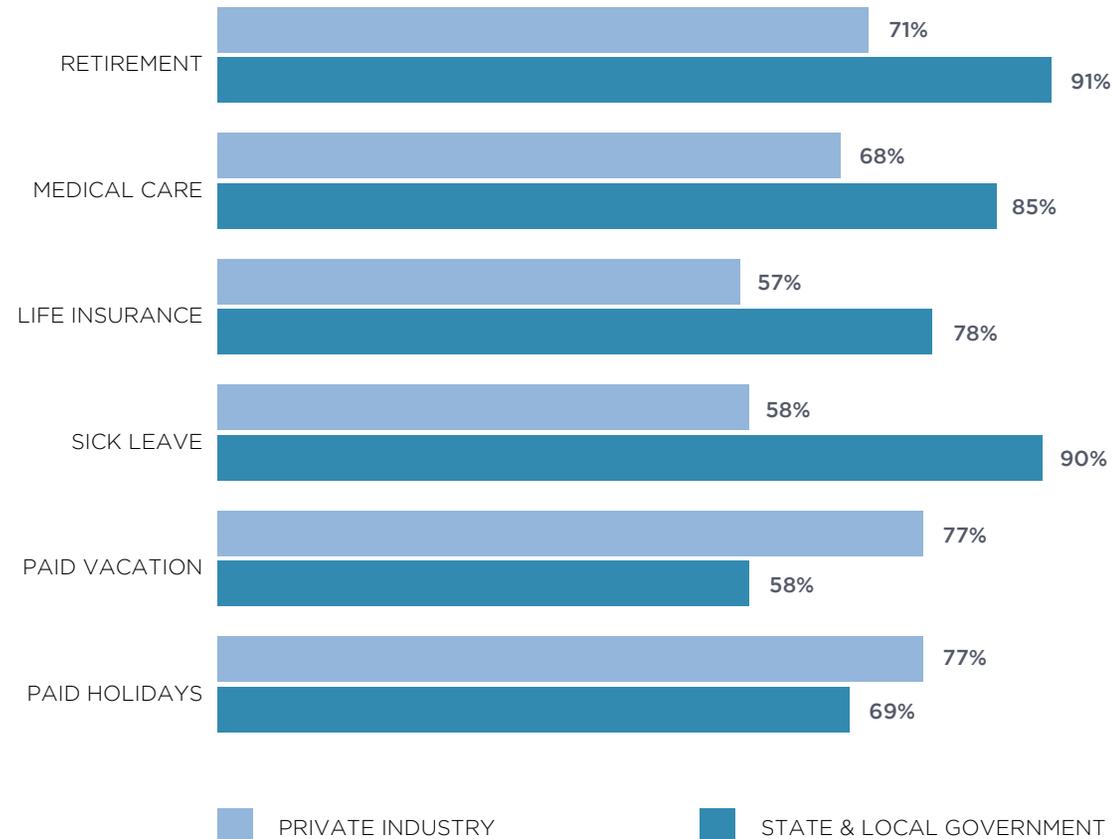
Household income estimates are widely used by public and private sectors to track income characteristics for economic and business planning. While earnings data provides an estimate of the income generated by a single individual, household income provides an estimate of the combined earnings of a household.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

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

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

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

EMPLOYERS OFFERING BENEFITS, WEST NORTH CENTRAL DIVISION, MARCH 2014



WHERE TO FIND IT

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

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.

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

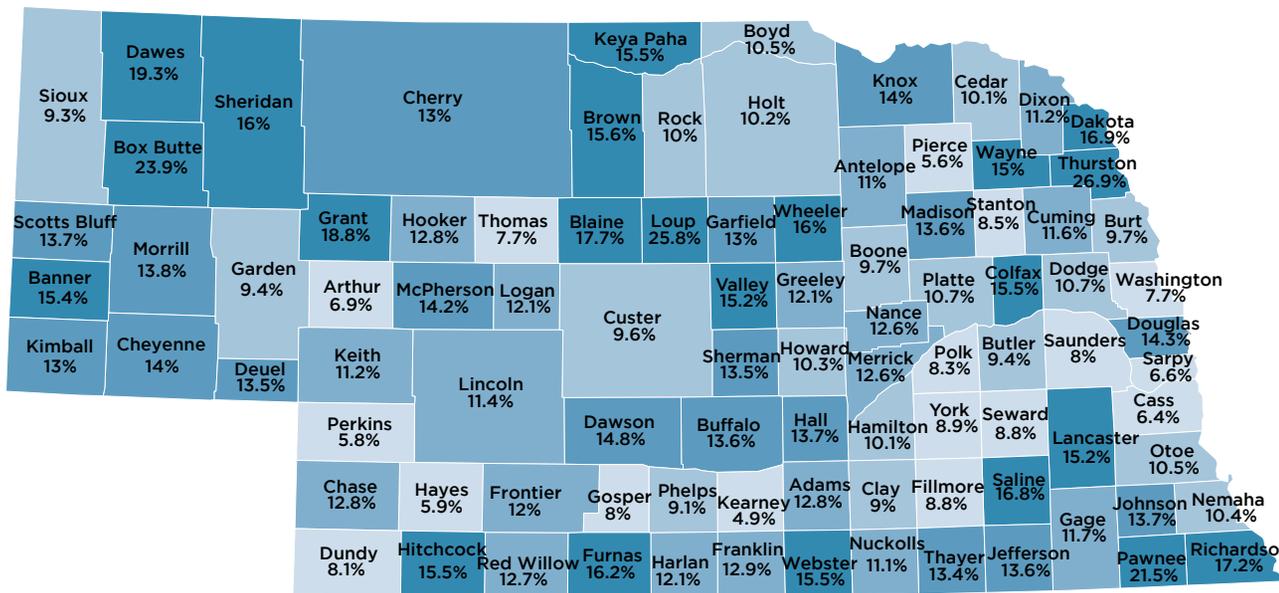
POVERTY RATE

BY COUNTY, 2013

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

The poverty rate in the Lincoln MSA was 14.8% in 2013, which was 2 percentage points higher than the statewide rate.

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



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

LEGEND

% BELOW POVERTY LINE



WHERE TO FIND IT

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

HOW TO USE IT

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

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

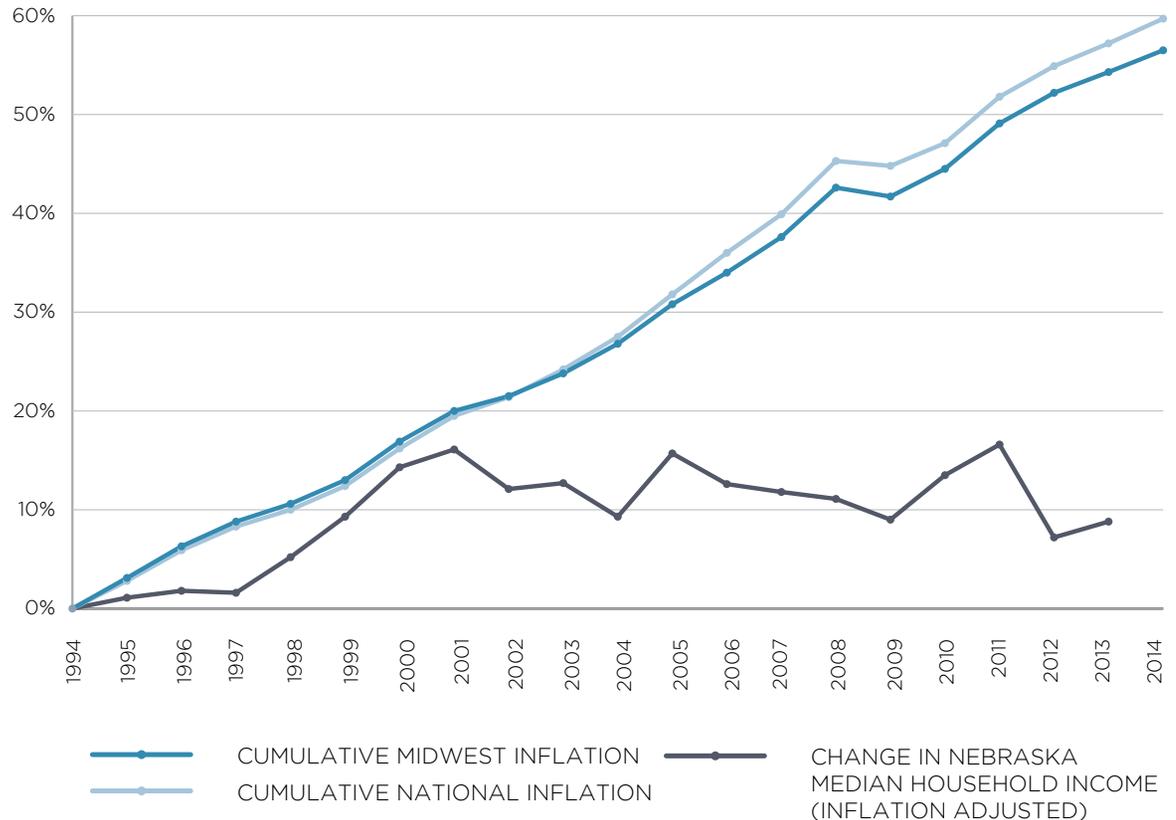
The blue lines of the graph to the right present the price inflation of goods and services since 1994 using CPI data. From 1994-2014, the price of goods and services increased by 56.5% in the Midwest and by 59.7% nationally.

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

HOW TO USE IT

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

CUMULATIVE INFLATION & INFLATION-ADJUSTED MEDIAN HOUSEHOLD INCOME



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

WHERE TO FIND IT

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

OCCUPATION, INDUSTRY & BUSINESS REVIEW

LINCOLN MSA

OCCUPATION

EMPLOYMENT BY OCCUPATION
MOST COMMON OCCUPATIONS

INDUSTRY

EMPLOYMENT BY INDUSTRY
LOCATION QUOTIENTS
GENDER DISTRIBUTION
UNIONIZATION

BUSINESS

LOCAL EMPLOYMENT DYNAMICS,
QUARTERLY WORKFORCE INDICATORS
BUSINESS EMPLOYMENT DYNAMICS,
JOB GAINS & LOSSES
BUSINESS EMPLOYMENT DYNAMICS,
EXPANSIONS & CONTRACTIONS



EMPLOYMENT

BY OCCUPATION

In 2013, the largest occupational groups in the Lincoln MSA were office and administrative support occupations with an estimate employment of 29,250, and sales and related occupations with an estimated employment of 16,220.

There was an overall increase of 2,890 jobs (1.8%) in the Lincoln MSA from 2012 to 2013. Most occupational groups in the MSA increased in employment from 2012-2013. Management occupations and business and financial operations occupations had the largest increase at 700 jobs each. Healthcare support occupations had the largest decrease at 420 jobs, followed by transportation and material moving 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.

Occupational Group	2012 Employment	2013 Employment	Change
Total all occupations	163,220	166,110	2,890
Management	5,460	6,160	700
Business & Financial Operations	9,110	9,810	700
Computer & Mathematical	5,270	5,460	190
Architecture & Engineering	2,690	2,640	-50
Life, Physical, & Social Science	1,570	1,750	180
Community & Social Services	4,000	4,090	90
Legal	1,030	1,060	30
Education, Training, & Library	10,600	10,540	-60
Arts, Design, Entertainment, Sports, & Media	2,710	2,740	30
Healthcare Practitioners & Technical	9,460	9,590	130
Healthcare Support	4,640	4,220	-420
Protective Service	2,760	2,780	20
Food Preparation & Serving-Related	13,980	14,550	570
Building & Grounds Cleaning & Maintenance	4,480	4,540	60
Personal Care & Service	3,670	3,850	180
Sales & Related	15,990	16,220	230
Office & Administrative Support	29,110	29,250	140
Farming, Fishing, & Forestry	130	100	-30
Construction & Extraction	5,980	6,430	450
Installation, Maintenance, & Repair	5,800	5,830	30
Production	11,040	11,020	-20
Transportation & Material Moving	13,740	13,370	-370

MOST COMMON OCCUPATIONS

Occupation	May 2013	4 th Quarter, 2014	
	Estimated Employment	Hourly Median Wage	Annual Median Wage
Heavy & Tractor-Trailer Truck Drivers	5,900	N/A	N/A
Retail Salespersons	5,360	\$9.67	\$20,101
Combined Food Preparation & Serving Workers, Including Fast Food	4,290	\$8.90	\$18,504
Cashiers	4,190	\$9.22	\$19,184
Office Clerks, General	3,790	\$9.89	\$20,561
Registered Nurses	3,270	\$26.88	\$55,923
Customer Service Representatives	3,060	\$13.13	\$27,317
Secretaries & Administrative Assistants, Except Legal, Medical,	2,970	\$15.48	\$32,209
Waiters and Waitresses	2,830	\$9.01	\$18,750
Laborers & Freight, Stock, & Material Movers, Hand	2,550	\$11.89	\$24,748
Bookkeeping, Accounting, & Auditing Clerks	2,490	\$15.93	\$33,117
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	2,480	\$10.81	\$22,471
Team Assemblers	2,330	\$14.36	\$29,887
Stock Clerks & Order Fillers	2,200	\$9.77	\$20,309
General & Operations Managers	1,770	\$44.25	\$92,035
Social & Human Service Assistants	1,770	\$11.12	\$23,121
Accountants & Auditors	1,710	\$26.62	\$55,357
Nursing Assistants	1,660	\$12.05	\$25,072
Executive Secretaries & Executive Administrative Assistants	1,640	\$18.44	\$38,358
First-Line Supervisors of Office & Administrative Support Workers	1,580	\$22.61	\$47,030

The table to the left lists the most common occupations in Lincoln MSA in 2013 and their hourly median wages during the 4th quarter of 2014. The most common occupation in the Lincoln MSA was heavy and tractor-trailer truck drivers. The estimated employment of heavy and tractor-trailer truck drivers was 5,900. The highest paying common occupation in the MSA was general and operations managers with an hourly median wage of \$44.25. The lowest paying common occupation was combined food preparation and serving workers with an hourly median wage of \$8.90.

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.

EMPLOYMENT

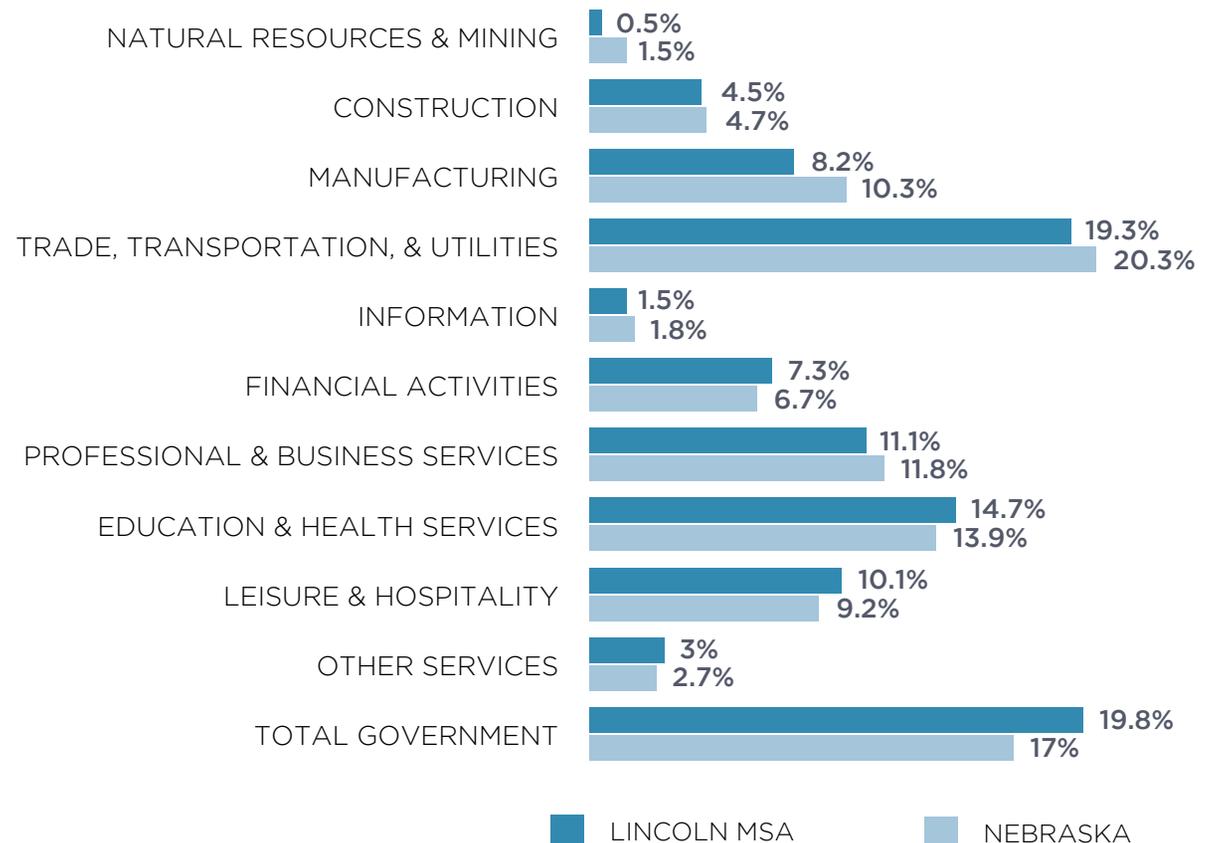
BY INDUSTRY, 2013

The chart on the right gives industry employment as a percent of total employment in the Lincoln MSA and Nebraska. Except for total government employment, all industry employment figures are based on private industry employment. In 2013, total government had the highest employment in the MSA at 19.8%, followed by trade, transportation, and utilities at 19.3%. A large portion of government employment includes workers in education and health care fields (e.g. public school employees, public health care workers).

Industry employment in the Lincoln MSA was very similar to statewide employment. The largest difference between MSA and statewide industry employment was in total government, where MSA employment was almost 3 percentage points higher 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.



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.

LOCATION QUOTIENTS

Industry	2003	2013	Change
Natural Resources and Mining	0.27	0.32	0.05
Construction	1.05	0.98	-0.07
Manufacturing	0.93	0.82	-0.11
Trade, Transportation, and Utilities	0.86	0.99	0.13
Information	0.95	0.85	-0.10
Financial Activities	1.05	1.13	0.08
Professional and Business Services	1.04	0.98	-0.06
Education and Health Services	1.11	1.10	-0.01
Leisure and Hospitality	1.19	1.14	-0.05
Other Services	1.24	1.13	-0.11

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

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

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.

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

In 2013, leisure and hospitality had the highest location quotient of 1.14, followed by the financial activities industry and the other services industry at 1.13. Natural resources and mining had the lowest location quotient at .32.

The location quotient for the trade, transportation, and utilities industry had the greatest change since 2003. Percentage employment in trade, transportation, and utilities increased relative to the state.

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 Lincoln MSA, the construction industry and the transportation and warehousing industry had the highest concentration of male employees at 86%-87% in 2013, followed by wholesale trade at 76.4%.

Health care and social assistance had the highest concentration of female employees at 79.7%, followed by educational services and finance and insurance at 63.2%.

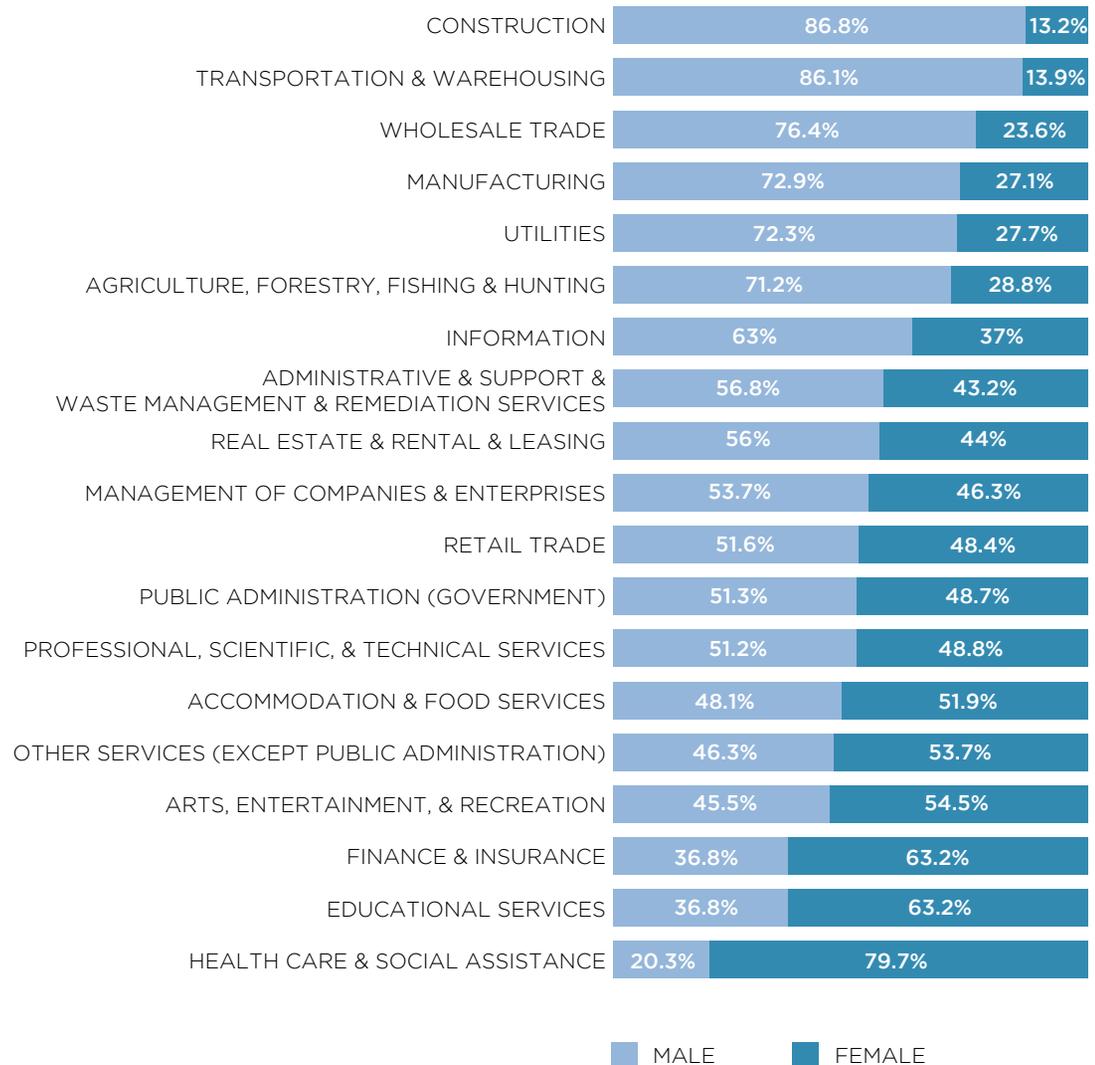
The gender distribution in the professional, scientific, and technical services industry was the most balanced at 51.2% male employment and 48.8% female employment.

HOW TO USE IT

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

WHERE TO FIND IT

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

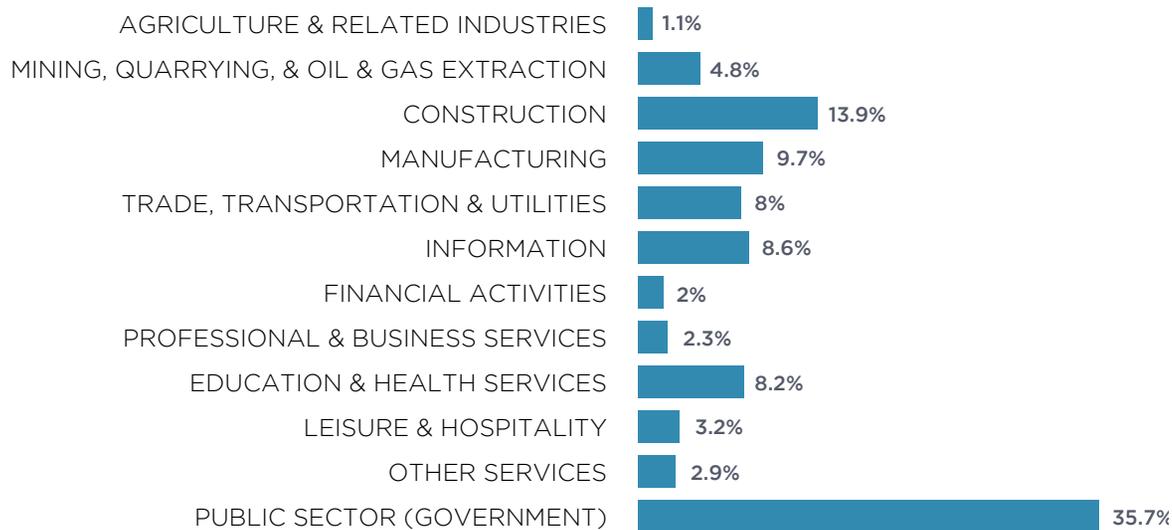


Source: US Census Bureau, Longitudinal Employer-Household Dynamics, QWI Explorer, released 2014

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

UNIONIZATION

NATIONAL UNIONIZATION RATES BY INDUSTRY, 2014



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

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

HOW TO USE IT

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

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

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

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

WHERE TO FIND IT

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

Source:

Bureau of Labor Statistics,
Union Members Summary, released 2015

LOCAL EMPLOYMENT DYNAMICS

QUARTERLY WORKFORCE INDICATORS, 2013

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

The Lincoln MSA had a net increase of 1,329 jobs in 2013. The construction industry had the largest net job change of 204.

The average turnover rate of all Lincoln MSA industries was 8.2%, slightly lower 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 16.9%. Utilities had the lowest at 2.9%.

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.

Industry	Employment	Jobs Created	Net Job Change	New Hires	Separations	Turnover	Avg. Monthly Earnings	
							All Workers	New Hire
Agriculture, Forestry, Fishing & Hunting	422	53	14	536	933	10.5%	\$2,847	\$1,815
Mining, Quarrying, & Oil & Gas Extraction	N/A	N/A	N/A	N/A	N/A	N/A	\$3,733	N/A
Utilities	939	14	5	33	32	2.9%	\$6,181	\$4,445
Construction	7,543	772	204	1,466	1,571	10.5%	\$3,665	\$2,814
Manufacturing	14,253	260	43	748	781	4.1%	\$4,242	\$3,151
Wholesale Trade	4,358	172	24	381	420	6.1%	\$4,648	\$3,327
Retail Trade	17,928	803	194	3,075	3,135	10.5%	\$2,125	\$1,264
Transportation & Warehousing	8,415	177	18	983	1,040	8.2%	\$3,489	\$2,684
Information	2,829	69	-6	226	248	6.8%	\$4,489	\$2,622
Finance & Insurance	11,635	308	49	822	819	5.4%	\$4,964	\$2,965
Real Estate & Rental & Leasing	1,588	92	25	207	218	9.4%	\$2,823	\$1,856
Professional, Scientific, & Technical Services	9,283	431	61	925	1,031	7.2%	\$5,017	\$3,269
Management of Companies & Enterprises	2,585	71	2	230	252	6.4%	\$4,904	\$2,346
Administrative & Support & Waste Management & Remediation Services	8,257	680	173	3,650	3,900	16.9%	\$2,583	\$1,824
Educational Services	17,859	414	15	1,039	1,550	4.9%	\$3,526	\$1,756
Health Care & Social Assistance	24,622	783	117	2,551	2,697	7.7%	\$3,601	\$2,032
Arts, Entertainment, & Recreation	2,917	438	143	644	767	16.4%	\$1,224	\$679
Accommodation & Food Services	13,875	870	156	4,096	4,235	16.8%	\$1,263	\$908
Other Services (except Public Administration)	5,013	244	24	599	693	8.5%	\$2,758	\$1,678
Public Administration	12,985	351	63	766	932	4.2%	\$3,831	\$2,465
All Industries	167,310	7,015	1,329	22,977	25,257	8.2%	\$3,475	\$1,977

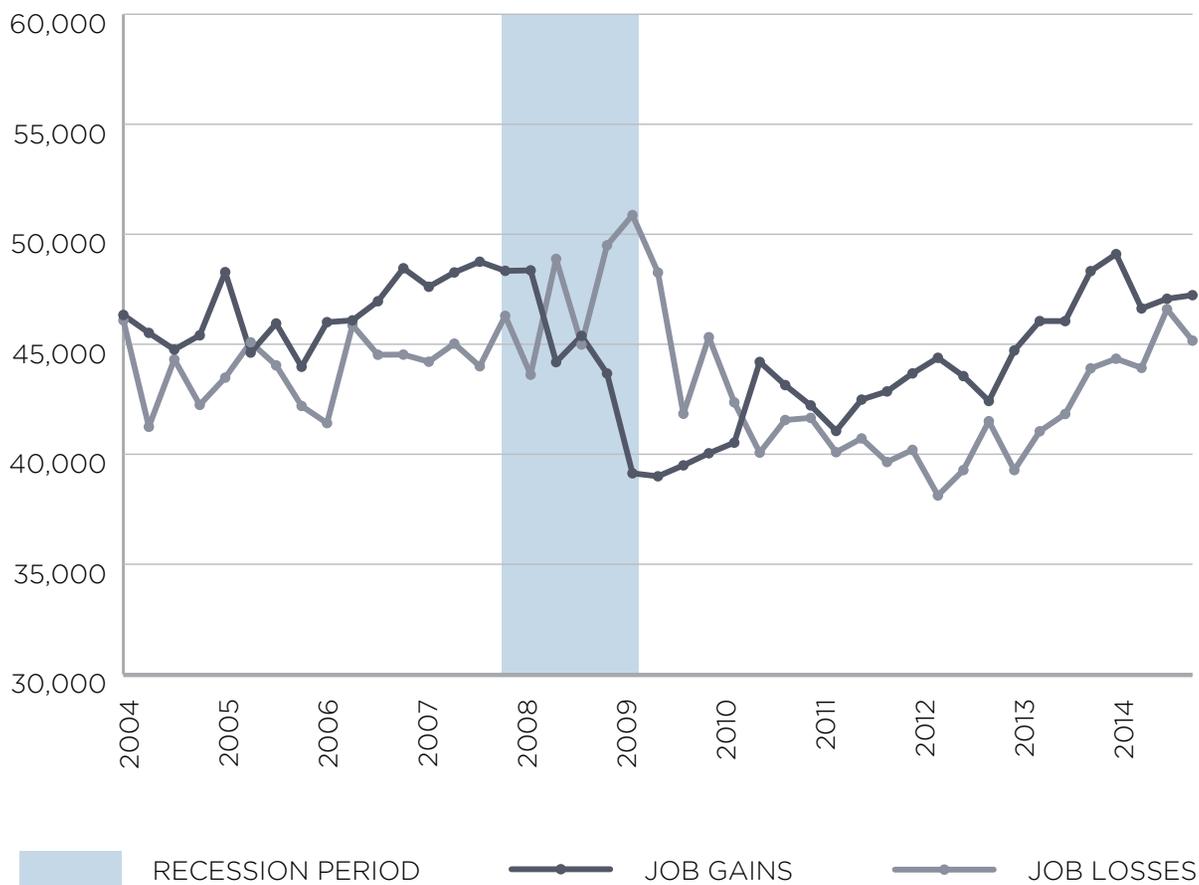
Source: US Census Bureau, Longitudinal Employer-Household Dynamics, LED Extraction Tool, released 2014

WHERE TO FIND IT

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

BUSINESS EMPLOYMENT DYNAMICS

JOB GAINS & LOSSES



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

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

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

HOW TO USE IT

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

WHERE TO FIND IT

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

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

BUSINESS EMPLOYMENT DYNAMICS

EXPANSIONS & CONTRACTIONS

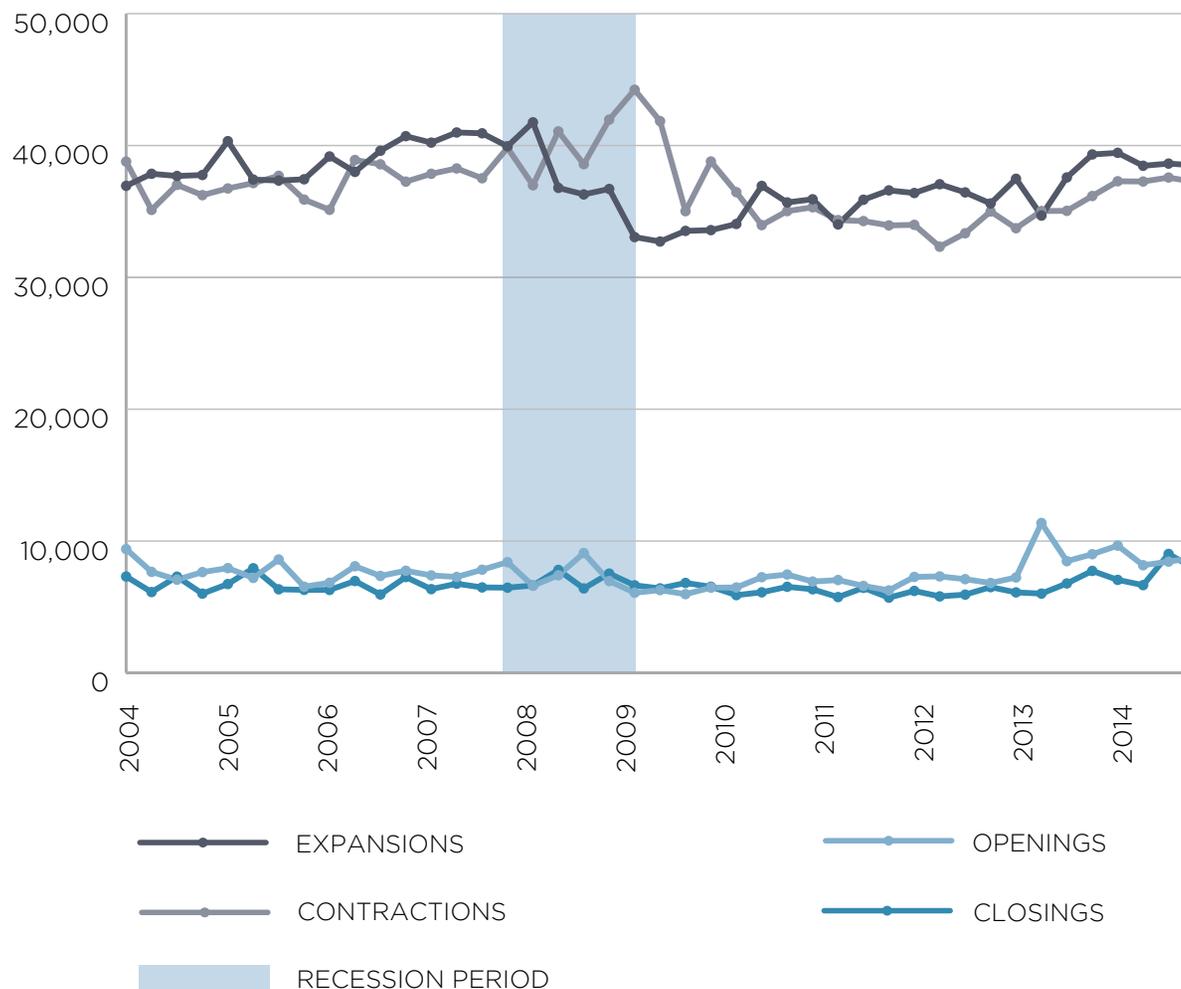
The chart to the right breaks down BED data on total jobs gained and jobs lost in Nebraska by its components. The components for job gains are business expansions and openings, and the components for job losses are business contractions and closings.

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

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

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.



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.

PROJECTIONS

LINCOLN MSA

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



The Nebraska Department of Labor calculates industry employment projections using historical employment data and current economic indicators. In the Lincoln MSA, employment in all industries is projected to increase by 11.8% from 2012-2022, and the projected compound annual growth rate or year-over-year growth rate is 1.1%.

Employment in the arts, entertainment, and recreation industry and the management of companies and enterprises industry is projected to see the most employment growth of around 29%-33% from 2012-2022. The construction industry and the health care and social assistance industry are also projected to see substantial employment growth of around 21%-24%.

The information industry and the agriculture, forestry, and fishing industry are the only MSA industries projected to decrease in employment by 5.5% and 4.3% respectively.

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

LINCOLN MSA

Industry	2012 Annual Employment	2022 Projected Employment	Employment Change	% Change	Compound Annual Growth Rate
Total	190,403	212,789	22,386	11.8%	1.1%
Agriculture, Forestry, & Fishing	2,715	2,599	-116	-4.3%	-0.4%
Mining	4	4	0	0%	0%
Utilities (private + state + local)	887	917	30	3.4%	0.3%
Construction	7,507	9,280	1,773	23.6%	2.1%
Manufacturing	13,267	14,427	1,160	8.7%	0.8%
Wholesale Trade	4,431	4,610	179	4%	0.4%
Retail Trade	18,551	19,988	1,437	7.7%	0.7%
Transportation & Warehousing	10,533	12,204	1,671	15.9%	1.5%
Information	2,658	2,513	-145	-5.5%	-0.6%
Finance & Insurance	12,755	14,426	1,671	13.1%	1.2%
Real Estate & Rental & Leasing	1,623	1,728	105	6.5%	0.6%
Professional, Scientific, & Technical Services	8,755	10,536	1,781	20.3%	1.9%
Management of Companies & Enterprises	2,370	3,045	675	28.5%	2.5%
Administrative & Support & Waste Management & Remediation Services	7,822	8,516	694	8.9%	0.9%
Educational Services (including state & local gov)	20,863	22,878	2,015	9.7%	0.9%
Health Care & Social Assistance	24,457	29,511	5,054	20.7%	1.9%
Arts, Entertainment, & Recreation	2,790	3,708	918	32.9%	2.9%
Accommodation & Food Services	13,593	15,277	1,684	12.4%	1.2%
Other Services (except Government)	8,395	8,742	347	4.1%	0.4%
Government	15,291	16,142	851	5.6%	0.5%

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.

HOW TO USE IT

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

LONG TERM OCCUPATIONAL PROJECTIONS

LINCOLN MSA

Occupation	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Average Annual Openings
Total	190,403	212,789	22,386	11.8%	6,694
Management	8,882	9,878	996	11.2%	279
Business & Financial Operations	11,753	13,294	1,541	13.1%	407
Computer & Mathematical	6,028	7,226	1,198	19.9%	221
Architecture & Engineering	2,692	2,958	266	9.9%	89
Life, Physical, & Social Science	2,003	2,234	231	11.5%	83
Community & Social Service	4,850	5,602	752	15.5%	190
Legal	1,390	1,530	140	10.1%	36
Education, Training, & Library	12,151	13,349	1,198	9.9%	359
Arts, Design, Entertainment, Sports, & Media	4,104	4,433	329	8%	134
Healthcare Practitioners & Technical	10,785	12,643	1,858	17.2%	407
Healthcare Support	4,451	5,422	971	21.8%	182
Protective Service	2,971	3,212	241	8.1%	104
Food Preparation & Serving Related	14,747	16,941	2,194	14.9%	761
Building & Grounds Cleaning & Maintenance	5,678	6,139	461	8.1%	161
Personal Care & Service	5,496	6,521	1,025	18.7%	225
Sales & Related	17,324	18,530	1,206	7%	653
Office & Administrative Support	32,084	34,770	2,686	8.4%	975
Farming, Fishing, & Forestry	1,559	1,416	-143	-9.2%	46
Construction & Extraction	7,959	9,395	1,436	18%	267
Installation, Maintenance, & Repair	7,166	7,852	686	9.6%	254
Production	11,560	12,743	1,183	10.2%	354
Transportation & Material Moving	14,770	16,701	1,931	13.1%	506

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.

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 Lincoln MSA, employment is projected to increase by 11.8% or approximately 22,000 jobs from 2012-2022. Healthcare support occupations and computer and mathematical occupations are projected to have the greatest employment growth rates of 21.8% and 19.9% respectively, followed by personal care and service occupations at 18.7%. Farming, fishing, and forestry is the only occupational group projected to decrease (by 9.2%) in employment from 2012-2022.

HOW TO USE IT

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

JOB GROWTH

BY REGION, 2012 - 2022

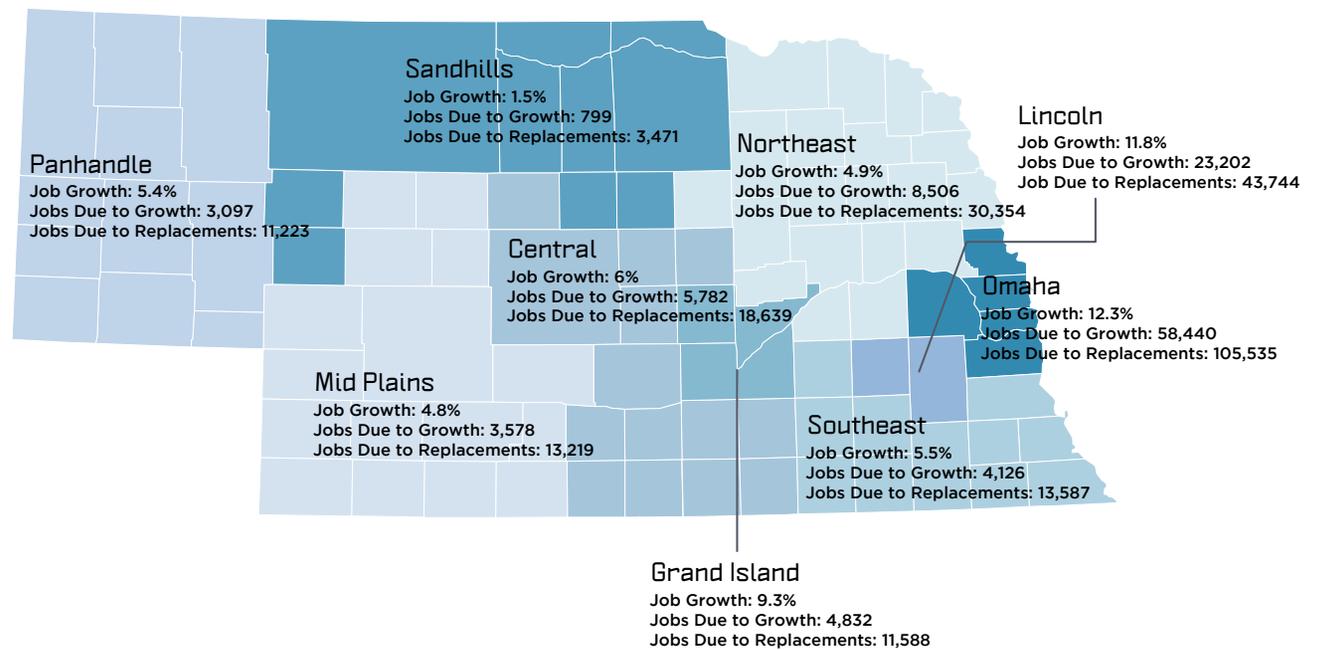
The map to the right shows projected employment growth by economic region from 2012-2022. The data also gives estimates of the number of job openings due to new job creation (jobs due to growth), and the number of job openings due to workers leaving their positions (jobs due to replacements). The statewide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

The projected job growth in the Lincoln MSA is 11.8%.

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

HOW TO USE IT

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



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.

OCCUPATION

BY INDUSTRY

Industry	Largest Occupation	2012	2022	% Change	2012 %	2012 %
		Estimated Employment	Projected Employment		Industry Workers with Occupation	Occupational Workers in Industry
Total	Total	190,403	212,789	11.8%	100%	100%
Natural Resources & Mining	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	1,054	937	-11.1%	38.8%	93.4%
Construction	Carpenters	1,066	1,402	31.5%	14.2%	52.6%
Manufacturing	Team Assemblers	1,480	1,646	11.2%	11.2%	62.6%
Trade, Transportation, & Utilities	Heavy & Tractor-Trailer Truck Drivers	5,479	6,524	19.1%	15.9%	87.6%
Information	Reporters & Correspondents	268	210	-21.6%	10.1%	87%
Financial Activities	Customer Service Representatives	1,433	1,643	14.7%	10%	42.5%
Professional & Business Services	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	1,117	1,176	5.3%	5.9%	39.4%
Education & Health Services	Registered Nurses	3,484	3,976	14.1%	7.7%	91.5%
Leisure & Hospitality	Combined Food Preparation & Serving Workers, Including Fast Food	3,488	4,153	19.1%	21.3%	81.2%
Other Services (except Government)	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	484	510	5.4%	5.8%	13.8%
Government	Compliance Officers	777	846	8.9%	5.1%	72.8%

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.

The table to the left lists the largest occupation by industry based on 2012 estimated employment as well as the projected employment change for that occupation within the industry. In the Lincoln MSA, carpenters in the construction industry had the highest projected growth rate at 31.5%. Reporters and correspondents in the information industry had the greatest projected decline at 21.6%.

The table also gives the percent of all industry jobs that the largest occupation composes and the percent of workers with the listed occupation who work in the listed industry. This data can be interpreted as follows. In the education and health services industry, 7.7% of all workers were registered nurses in 2012, and 91.5% of all registered nurses worked in the education and health services industry.

HOW TO USE IT

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

PROJECTED EMPLOYMENT CHANGE

BY EDUCATION LEVEL

The table on the right gives occupational projections by education level. In the Lincoln MSA, occupations requiring a master’s degree are expected to increase at the fastest rate of 16.3%, followed by occupations requiring a postsecondary non-degree award at 16%. All occupations requiring some post-secondary education are projected to increase by around 12% or more. Occupations requiring a high school education or less than a high school education are projected to increase at a slower rate of 10.3% and 10.6% respectively.

Even though occupations requiring a high school education or less are projected to increase at a slower rate, they are expected to have the most annual openings. Occupations requiring a high school education or less than a high school education are expected to have an average of approximately 1,800-2,300 job openings annually, followed by occupations requiring a bachelor’s degree at approximately 1,200.

HOW TO USE IT

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

Education	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Avg. Annual Openings
Doctoral or professional degree	5,802	6,482	680	11.7%	169
Master’s degree	3,026	3,519	493	16.3%	106
Bachelor’s degree	35,526	40,118	4,592	12.9%	1,209
Associate degree	8,626	9,763	1,137	13.2%	286
Postsecondary non-degree award	18,861	21,884	3,023	16%	668
Some college, no degree	2,842	3,272	430	15.1%	99
High school diploma or equivalent	72,568	80,046	7,478	10.3%	2,293
Less than high school	43,152	47,705	4,553	10.6%	1,811

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.

H3 OCCUPATIONS

2015

RANK	Occupation	Annual Median Wage	Avg Annual Openings	Education, Experience, & Training
1	Heavy & Tractor-Trailer Truck Drivers	N/A	215	Postsecondary non-degree award, short-term OJT*
2	Registered Nurses	\$55,433	125	Associate degree
3	Accountants & Auditors	\$55,767	87	Bachelor's degree
4	Software Developers, Applications	\$69,820	48	Bachelor's degree
5	General & Operations Managers	\$88,328	64	Bachelor's degree, less than 5 years
6	Licensed Practical & Licensed Vocational Nurses	\$38,333	53	Postsecondary non-degree award
7	Computer User Support Specialists	\$39,233	44	Some college, no degree, moderate-term OJT
8	Market Research Analysts & Marketing Specialists	\$53,178	34	Bachelor's degree
9	Industrial Machinery Mechanics	\$49,530	35	High school diploma or equivalent, long-term OJT
10	Elementary School Teachers, Except Special Education	\$53,420	42	Bachelor's degree, internship/residency
11	Maintenance & Repair Workers, General	\$39,252	37	High school diploma or equivalent, long-term OJT
12	Computer Systems Analysts	\$63,640	25	Bachelor's degree
13	Electricians	\$46,070	31	Postsecondary non-degree award, apprenticeship
14	Loan Officers	\$75,333	26	Bachelor's degree, moderate-term OJT
15	Construction Managers	\$73,532	25	Bachelor's degree, moderate-term OJT
16	Compliance Officers	\$58,794	31	Bachelor's degree, moderate-term OJT
17	Secondary School Teachers, Except Special & Career/Technical Education	\$53,767	35	Bachelor's degree, internship/residency
18	Network & Computer Systems Administrators	\$61,358	22	Bachelor's degree
19	Machinists	\$37,621	26	Postsecondary non-degree award, long-term OJT
20	Substitute Teachers	\$44,107	29	Bachelor's degree, internship/residency

*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.

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

The top three H3 occupations in the Lincoln MSA are heavy and tractor-trailer truck drivers, followed by registered nurses with a wage of \$55,433, and accountants and auditors with a wage of \$55,767. A majority of the top 20 H3 occupations require some on-the-job training, apprenticeship, or internship/residency, and over half require a bachelor's degree.

HOW TO USE IT

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



AREA DEFINITIONS

AREA DEFINITIONS

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

METROPOLITAN AND MICROPOLITAN STATISTICAL AREAS

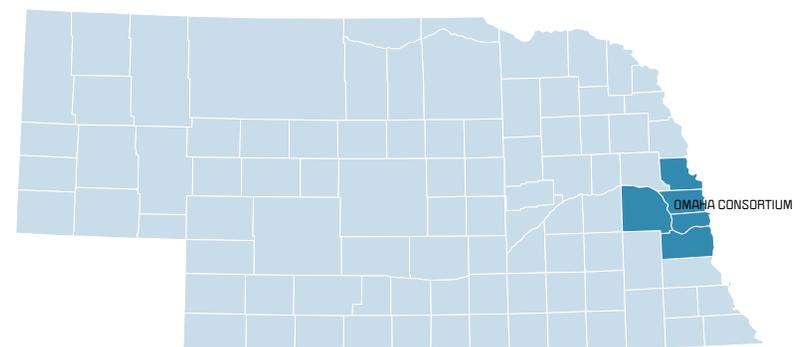
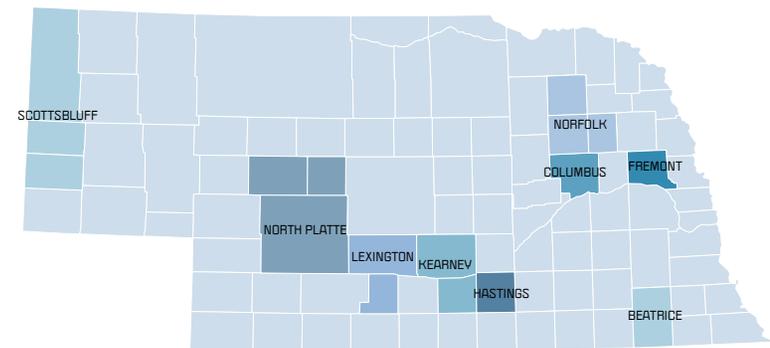
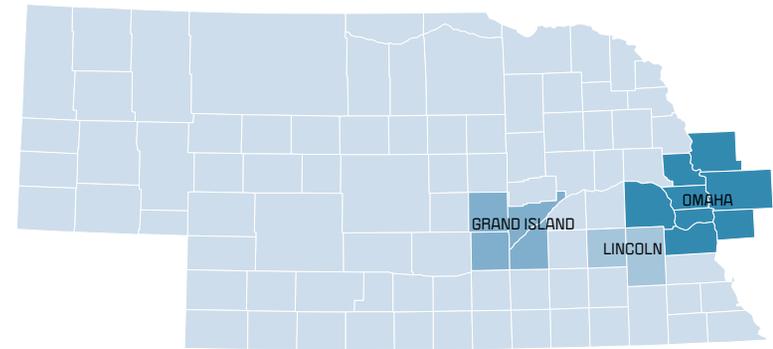
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas for the purpose of compiling and releasing federal data. The OMB defines metropolitan statistical areas (MSAs) as containing an urban core and a population of over 50,000. The OMB defines micropolitan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

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

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

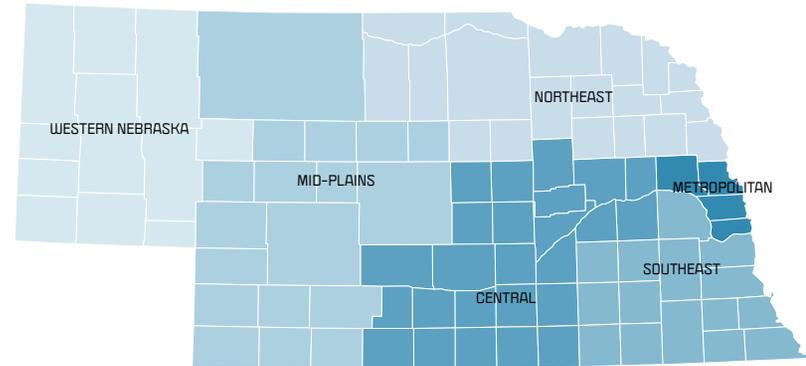
OMAHA CONSORTIUM

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



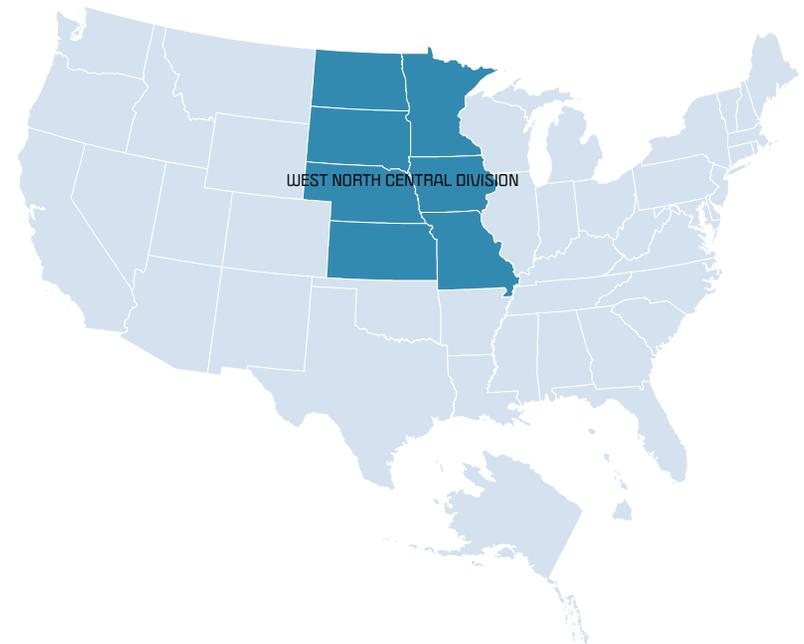
COMMUNITY COLLEGE REGIONS

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



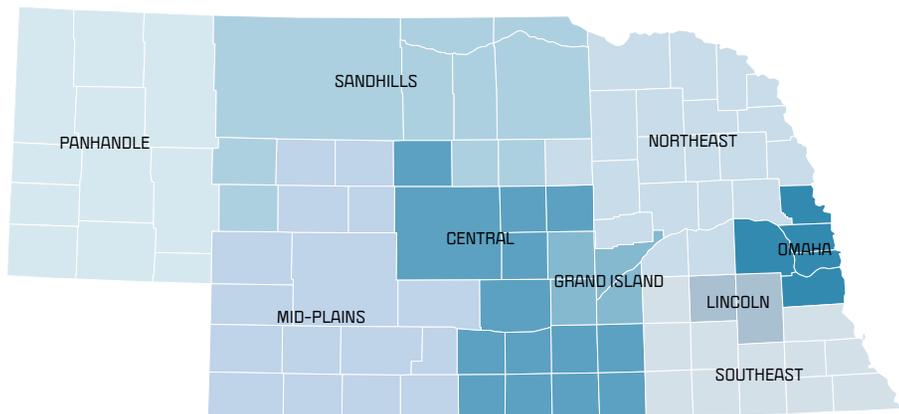
WEST NORTH CENTRAL DIVISION

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



ECONOMIC REGIONS

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



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