



# REGIONAL REVIEWS

SCOTTSBLUFF MC 2015

# LABOR MARKET REGIONAL REVIEW

The 2015 Scottsbluff MC Regional Review is a publication of:

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

The Scottsbluff MC is comprised of Banner, Scotts Bluff, and Sioux Counties, and the 2014 population was 38,532. Since 1984, the MC population decreased by 5%, while the state population increased by 18.4%. The MC population is also aging. From 2000-2013, the population aged 45-64 increased by 12.1%, while the population under age 44 decreased.

In 2014, the MC’s unemployment rate was relatively low at 3.7%, although it was slightly higher than the statewide rate of 3.3%. In 2013, the MC also had a lower labor force participation rate of 67.6% than the statewide rate of 70.6%. The MC’s median household income was \$43,384 in 2013, almost \$8,300 lower than the state median household income.

## QUICK FACTS, SCOTTSSLUFF MC VS. NEBRASKA

	Scottsbluff MC	Nebraska
2014 Population	38,532	1,881,503
1984-2014 Population Growth	-5%	18.4%
2013 Percent Minority Population	23.4%	18.2%
% of Population 25 & Over With a Bachelor’s Degree or Higher	20.1%	28.5%
2014 Labor Force	20,014	1,022,152
2014 Unemployment Rate	3.7%	3.3%
2013 Median Household Income	\$43,384	\$51,672
2013 Poverty Rate	13.6%	12.8%
2013 Largest Private Industry	Trade, Transportation, & Utilities	Trade, Transportation, & Utilities
2013 Most Common Occupation	Retail Salespersons	Retail Salespersons

Sources:

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

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

Bureau of Labor Statistics: Quarterly Census of Employment and Wages

The largest private industry in 2013 was trade, transportation, and utilities with 21.8% of MC employment. Retail salespersons held the most common occupation in 2013.

# DEMOGRAPHICS

## SCOTTSBLUFF MC

### POPULATION

OVERVIEW

CHANGE BY COUNTY, 1984 - 2014

AGE

### DIVERSITY

RACE/ETHNICITY

CHANGE IN RACE/ETHNICITY OVER TIME

PROJECTIONS BY RACE/ETHNICITY

LANGUAGE & THE ABILITY TO SPEAK ENGLISH

### MIGRATION

COMPONENTS OF CHANGE

DOMESTIC & INTERNATIONAL

INTERNATIONAL BY COUNTY, 2009 - 2013

Unless otherwise noted, data from this section can be found at [www.census.gov](http://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 Scottsbluff MC had a population of 38,532, which accounted for nearly 2% of the state population in 2014.

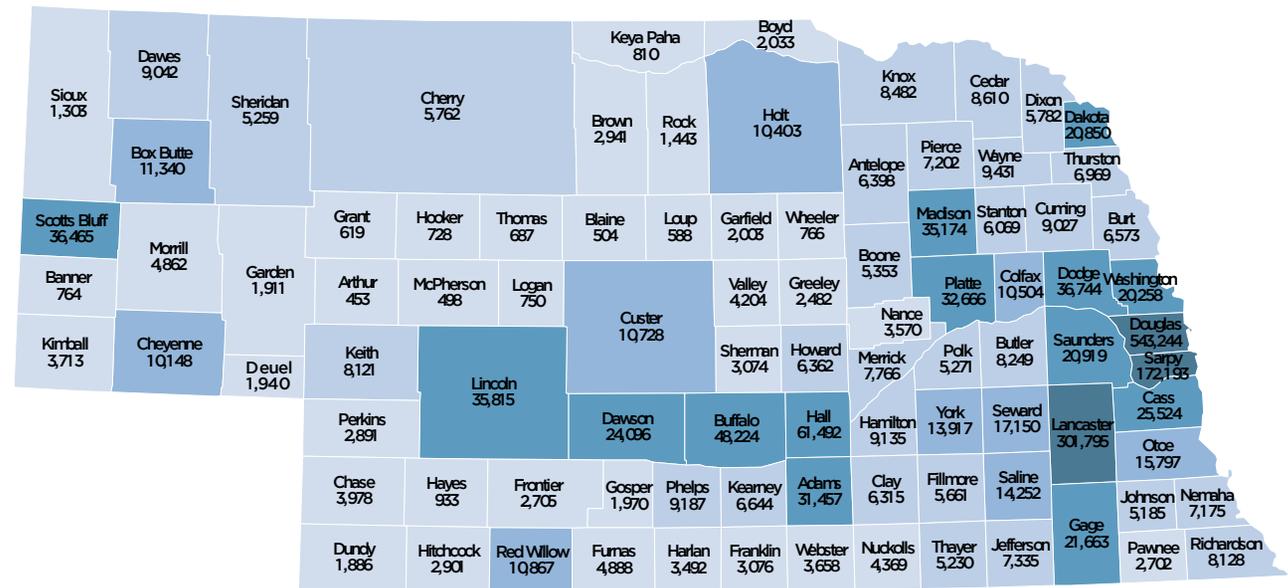
Douglas County had the highest population in the state at approximately 540,000 individuals, followed by Lancaster County at over 300,000. Arthur County had the lowest population at approximately 450, followed by McPherson and Blaine Counties at approximately 500.

### 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

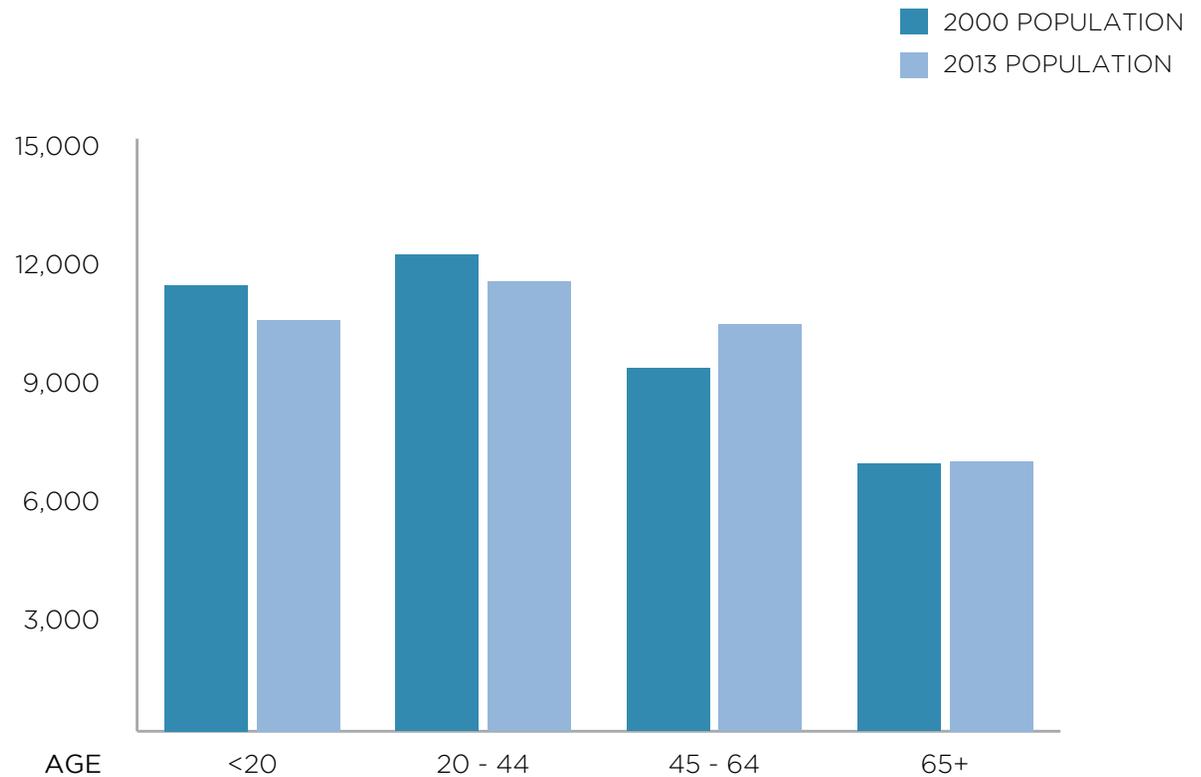
## AGE

The Scottsbluff MC had a larger percentage of residents age 65 or older than the state. In 2013, the age group 20-44 comprised 29.2% of the MC population, and the age groups <20 and 45-64 each comprised about 27% of the MC population. Almost 18% of the MC population was age 65 and older. Statewide, 14.1% of the population was age 65 and older.

The Scottsbluff MC has an aging population. From 2000-2013, the population in 44 and under age groups decreased by around 6%-8%. Over the same period, the population age 45-64 increased by 12.1%, probably due in part to the aging baby boomer population.

### HOW TO USE IT

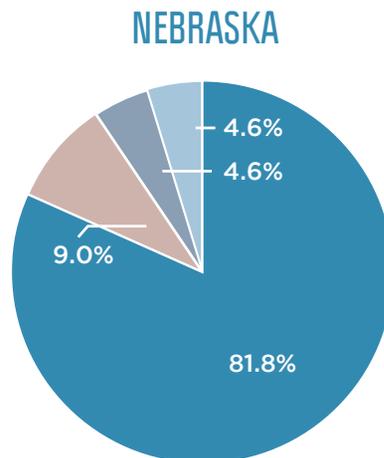
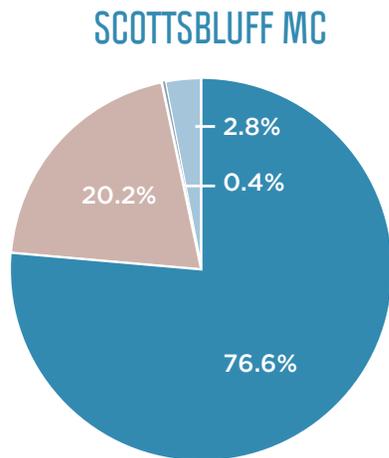
Historical demographic shifts can foreshadow future demographic shifts and changes in the labor force. As baby boomers retire, businesses will need to find replacements, possibly with workers who are less experienced. In areas with a declining labor force, it may be especially difficult for businesses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



Age	2000		2013		Total Change	% Change
	Population	%	Population	%		
<20	11,285	28.7%	10,405	26.7%	-880	-7.8%
20-44	12,057	30.7%	11,383	29.2%	-674	-5.6%
45-64	9,187	23.4%	10,301	26.5%	1,114	12.1%
65+	6,773	17.2%	6,831	17.6%	58	0.9%
Total	39,302	100%	38,920	100%	-382	-1.0%

# 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 76.6% of the Scottsbluff MC population. Hispanics were the largest minority group in the MC in 20.2%, followed by American Indian or Alaska Native at 1.4%.

The Scottsbluff MC is slightly more diverse than the state as a whole. In 2013, the total minority population was 23.4% in the Scottsbluff MC, compared to 18.2% statewide. Hispanics comprised 20.2% of the MC population and 9% of the state population. African Americans comprised .4% of the MC population and 4.6% of the state population. Other races comprised 2.8% of the MC population and 4.6% of the state population.

### HOW TO USE IT

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

	Scottsbluff MC		Nebraska	
	Total	%	Total	%
Total Population	38,971	100%	1,850,502	100%
Hispanic or Latino (of any race)	7,863	20.2%	167,405	9%
Total Not Hispanic or Latino	31,108	79.8%	1,683,097	91%
White Alone	29,858	76.6%	1,512,922	81.8%
Black or African American Alone	159	0.4%	85,707	4.6%
American Indian & Alaska Native Alone	539	1.4%	15,262	0.8%
Asian Alone	208	0.5%	37,325	2%
Native Hawaiian & Other Pacific Islander Alone	19	0%	1,118	0.1%
Two or more Races	325	0.8%	30,763	1.7%
Total Minority (Population excluding non-Hispanic Whites)	9,113	23.4%	337,580	18.2%

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

# POPULATION

## CHANGE IN RACE/ETHNICITY OVER TIME

The minority population in the Scottsbluff MC increased by 12.5% from 2003-2013, while the overall population increased by .6%.

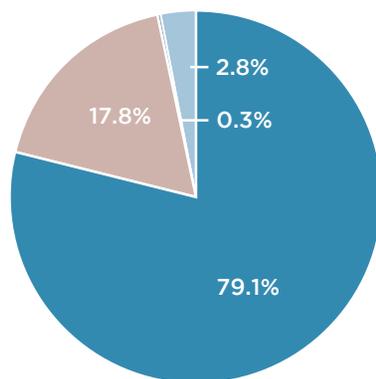
Hispanic population growth accounted for most of the MC's minority population growth. From 2003-2013, the Hispanic population increased by 969 or 14.1%. Two or more races had the second largest numeric increase of 68 or 26.5%. The white population decreased by 763 or 2.5% from 2003-2013.

The proportion of minorities in the Scottsbluff MC increased by 2.5 percentage points from 2003-2013. Hispanics increased from 17.8% to 20.2% of the MC population. The African American population increased from .3 to .4%. Other races stayed the same at 2.8%, and the white population fell slightly from 79.1% to 76.6%.

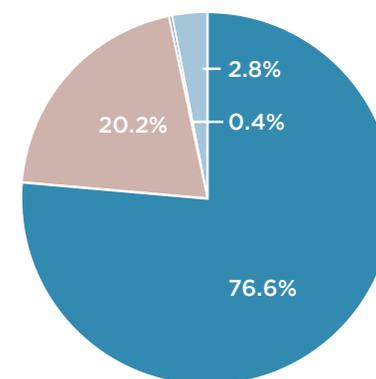
### HOW TO USE IT

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

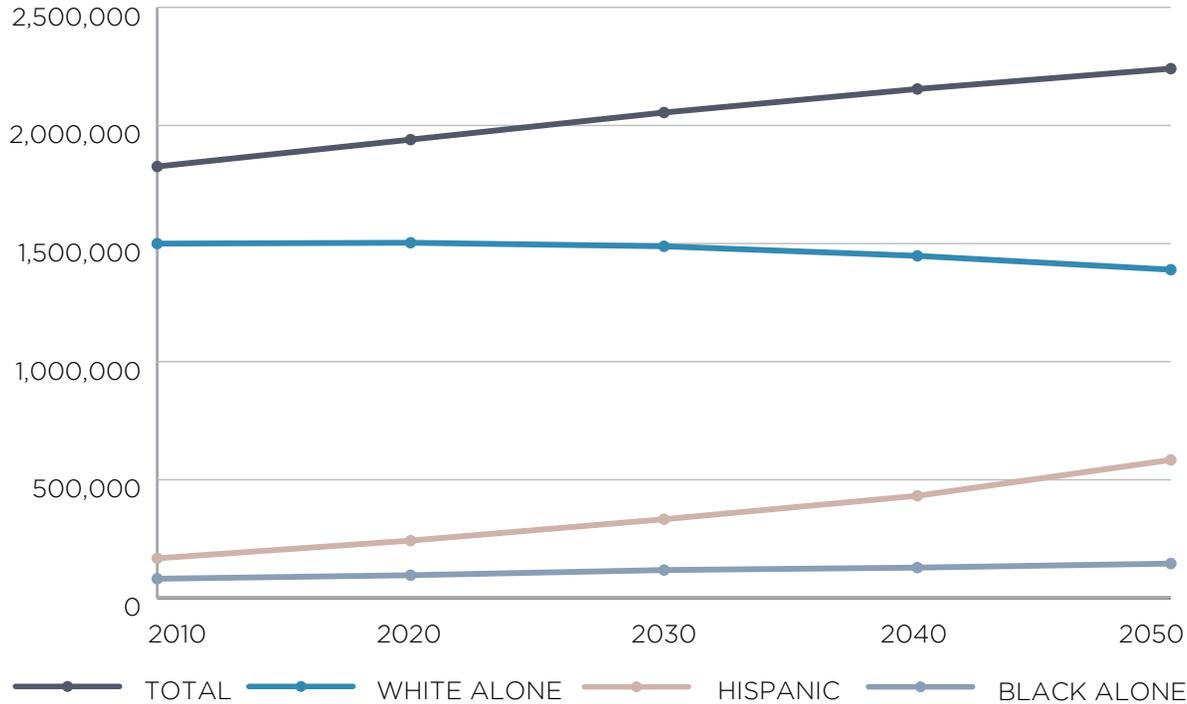


- WHITE ALONE
- HISPANIC OR LATINO (OF ANY RACE)
- BLACK OR AFRICAN AMERICAN ALONE
- OTHER RACES (NOT HISPANIC OR LATINO)

	2003	2013	Total Change	% Change
Total Population	38,720	38,971	251	0.6%
Hispanic or Latino (of any race)	6,894	7,863	969	14.1%
Total Not Hispanic or Latino	31,826	31,108	-718	-2.3%
White Alone	30,621	29,858	-763	-2.5%
Black or African American Alone	123	159	36	29.3%
American Indian and Alaska Native Alone	572	539	-33	-5.8%
Asian Alone	236	208	-28	-11.9%
Native Hawaiian and Other Pacific Islander Alone	17	19	2	11.8%
Two or more Races	257	325	68	26.5%
Total Minority (Population excluding non-Hispanic Whites)	8,099	9,113	1,014	12.5%

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

# POPULATION PROJECTIONS BY RACE/ETHNICITY, 2010 - 2050



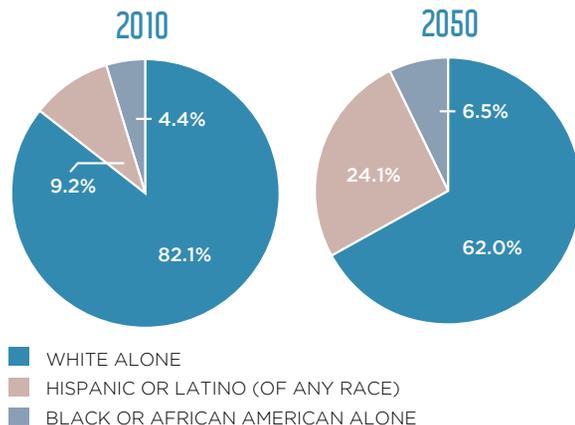
From 2010 to 2050, Nebraska's population is expected to increase by 22.7% to around 2,240,000. Minority population growth, particularly Hispanic population growth, is expected to account for this population increase.

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.

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

## 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 Scottsbluff MC residents who spoke a language other than English rose by 1.1%, and the number of these residents who spoke English less than “very well” increased by 1.9%. From 2009-2013, the number of Spanish speaking residents increased by 2.7%, and the number of Spanish speakers who spoke English less than “very well” decreased by .4%.

Overall, the Scottsbluff MC has a slighter higher rate of residents who spoke a language other than English than the state, and a lower rate of other language speakers who spoke English less than “very well.” Almost 12% of the MC population spoke a language other than English compared to 10.5% of the state population. Furthermore, 28.3% of MC residents who spoke a language other than English spoke English less than “very well,” compared to 45.1% statewide.

	2009	2013	% Change	Scottsbluff MC 2013	Nebraska 2013
Population					
5 years and over	35,846	36,312	1.3%	100%	100%
English	31,574	31,992	1.3%	88.1%	89.5%
Language other than English	4,272	4,320	1.1%	11.9%	10.5%
Speak English less than “very well”	1,201	1,224	1.9%	28.3%	45.1%
Spanish	3,793	3,897	2.7%	10.7%	7%
Speak English less than “very well”	1,059	1,055	-0.4%	27.1%	47.9%
Other					
Indo-European Languages	221	274	24%	0.8%	1.5%
Speak English less than “very well”	67	79	17.9%	28.8%	26.1%
Asian and Pacific Islander Languages	115	107	-7%	0.3%	1.3%
Speak English less than “very well”	75	67	-10.7%	62.6%	52.6%
Other Languages	143	42	-70.6%	0.1%	0.7%
Speak English less than “very well”	0	23	N/A	54.8%	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](http://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
<b>Scottsbluff MC</b>	<b>-439</b>	<b>400</b>	<b>2,174</b>	<b>1,774</b>	<b>-846</b>	<b>63</b>	<b>-909</b>

\*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 Scottsbluff MC population had a net decrease of 439, for an average net decrease of 110 individuals a year. Negative net migration, particularly negative domestic migration, accounted for this loss. From 2010-2014, the MC gained 400 individuals due to natural change, and lost 846 individuals due to negative net migration.

Like the MC, Nebraska had positive natural change and negative domestic migration. Unlike the MC, Nebraska had positive net migration due to international immigration.

# MIGRATION

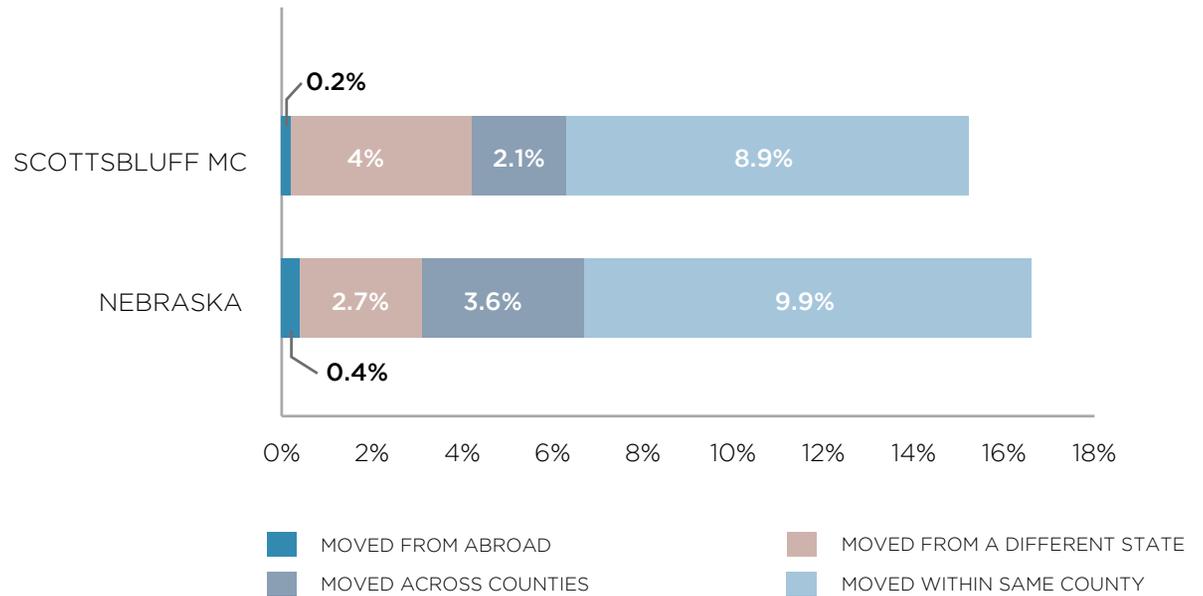
## DOMESTIC & INTERNATIONAL, 2013

In 2013, approximately 5,900 individuals or 15.2% of the Scottsbluff MC population moved to or within the MC. Most residents who migrated moved within the MC. Almost 9% of the MC population moved within the same county, and 2.1% moved from a different county within the state. Additionally, 4% of the MC population moved from another state, and only .2% of the population moved from abroad.

The Scottsbluff MC's had slightly lower rate of international and domestic migration than the state, although the MC had a higher percentage of out-of-state migration. The MC's rate of international migration was .2%, compared to the statewide rate of .4%. The Scottsbluff MC had the highest rate of migration from another state of all Nebraska MC and MSAs at 4% (statewide rate: 2.7%). Finally, 11% of the MC population moved within the state, compared to 13.5% statewide.

### HOW TO USE IT

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



	Scottsbluff MC		Nebraska	
	Total	%	Total	%
<b>Total Population 1 year and over</b>	38,419	100%	1,815,644	100%
<b>Population that moved</b>	5,850	15.2%	302,377	16.7%
Population that moved from abroad	86	0.2%	7,862	0.4%
Population that moved from a different state	1,524	4%	49,119	2.7%
<b>Population that moved within the state</b>	4,240	11%	245,396	13.5%
Population that moved within the same county	3,429	8.9%	179,189	9.9%
Population that moved across counties	811	2.1%	66,207	3.6%

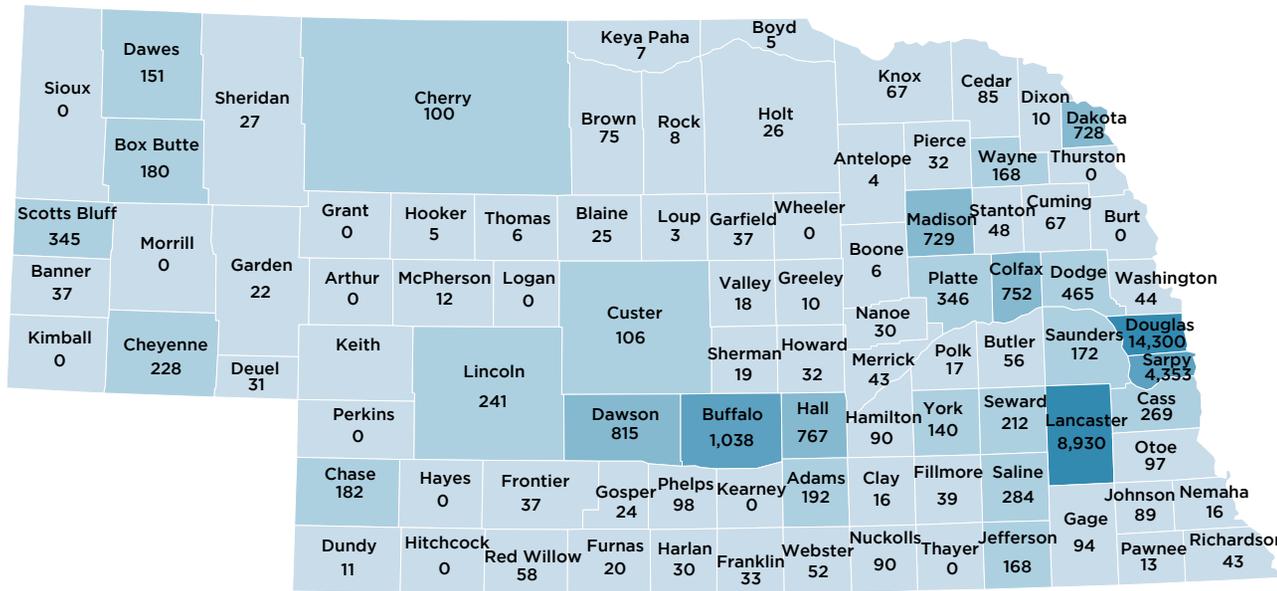
Source: US Census Bureau, 2013 American Community Survey 5-year estimates, released 2014

### WHERE TO FIND IT

American Community Survey data on domestic and international migration is available at [factfinder.census.gov](http://factfinder.census.gov)

# INTERNATIONAL MIGRATION

BY COUNTY, 2009 - 2013



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

From 2009-2013, 382 international immigrants moved to Scottsbluff MC at an average rate of approximately 76 international immigrants a year.

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

## LEGEND

### INTERNATIONAL IMMIGRANTS



### WHERE TO FIND IT

American Community Survey data on international migration is available at [factfinder.census.gov](http://factfinder.census.gov)

### HOW TO USE IT

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



## EDUCATION

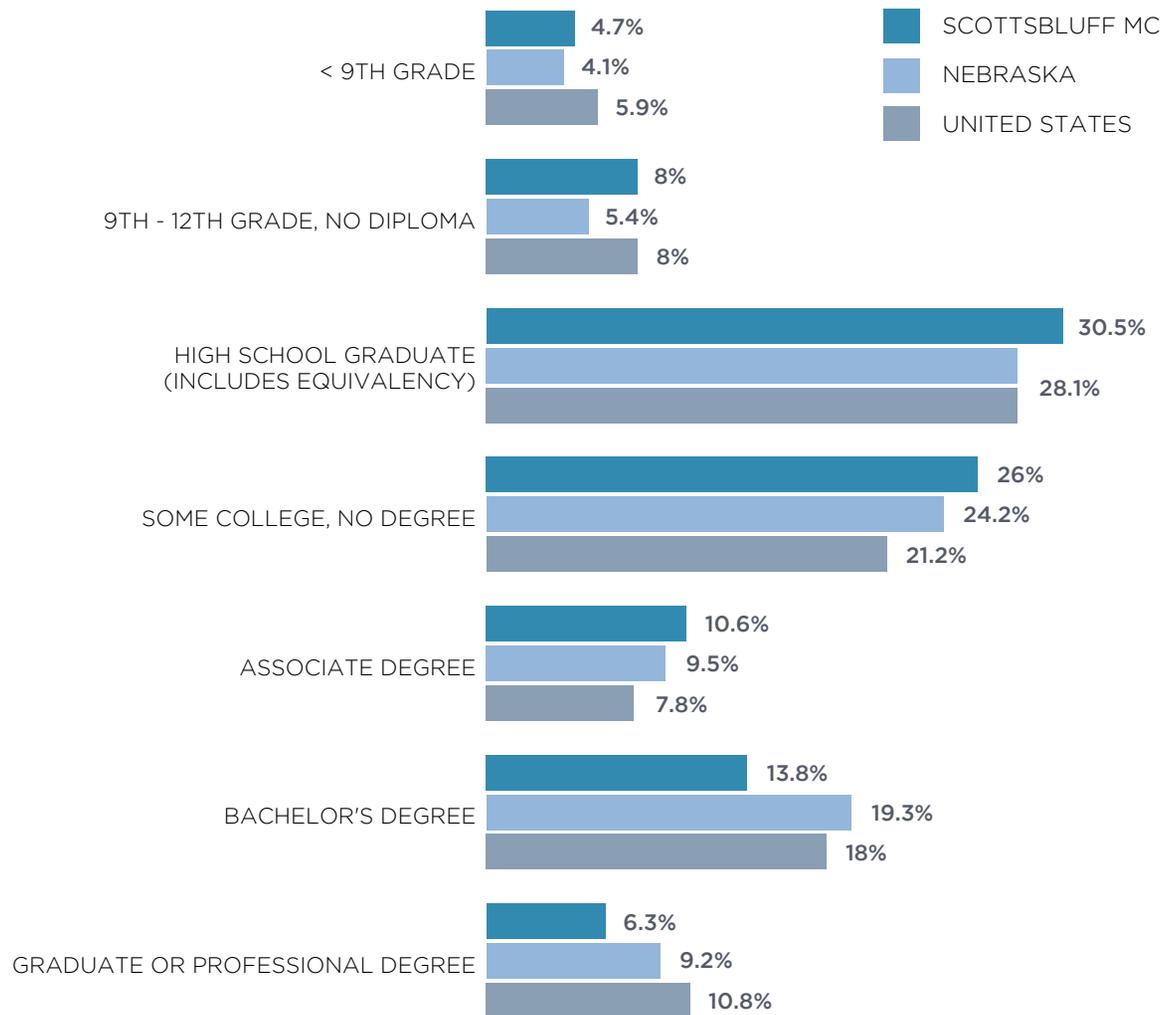
EDUCATIONAL ATTAINMENT  
CHANGE IN EDUCATIONAL ATTAINMENT  
PUBLIC HIGH SCHOOL GRADUATION  
RATES, 4-YEAR COHORTS

## NEBRASKA GRADUATE OUTCOMES

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



**EDUCATION**  
SCOTTSBLUFF MC



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](http://factfinder.census.gov).

# EDUCATIONAL ATTAINMENT, 2013

Over 87% of the Scottsbluff MC population age 25 and older possessed a high school degree or GED, and 57% of the MC possessed some postsecondary education in 2013. The most commonly reported highest level of educational attainment was a high school diploma or GED at 30.5%, followed by some college, no degree at 26%, and bachelor's degree at 13.8%. Almost 11% of the MC had an associate degree, and 6.3% had a graduate or professional degree.

The Scottsbluff MC has a low rate of postsecondary education compared to state and national residents. MC residents were around 3-6 percentage points less likely than Nebraska and US residents to possess bachelor's or graduate degrees. However, MC residents were around 1-3 percentage points more likely than state and national residents to possess associate degrees.

## HOW TO USE IT

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

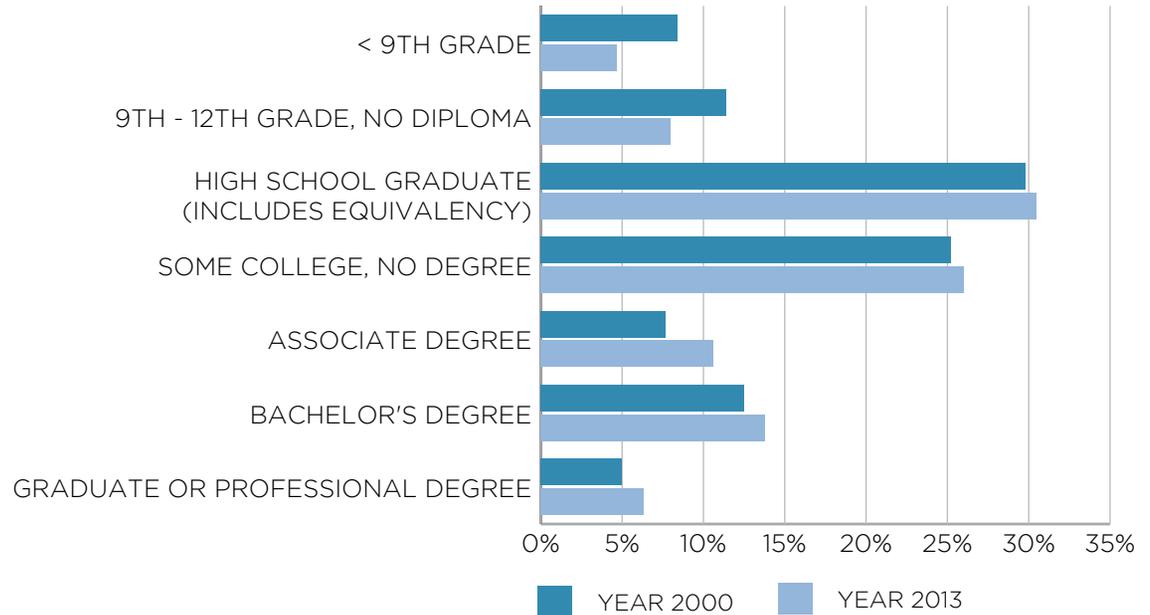
# EDUCATIONAL ATTAINMENT CHANGE

From 2000-2013, the number of Scottsbluff MC residents who have some postsecondary education increased substantially. While the MC population increased by 1.1%, the number of MC residents who have associate degrees increased by 38.4%. Additionally, the number of MC residents who have graduate or professional degrees increased by 26.7%, and the number who have bachelor's degrees increased by 11.8%.

Due to increases in educational attainment, MC residents were about 3 percentage points more likely to possess associate degrees in 2013 than in 2000. MC residents were also 1.3 percentage points more likely to possess bachelor's degrees and 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	25,874	26,162	288	1.1%
Less than 9th grade	2,182	1,219	-963	-44.1%
9th to 12th grade, no diploma	2,941	2,099	-842	-28.6%
High school graduate (includes equivalency)	7,700	7,991	291	3.8%
Some college, no degree	6,509	6,814	305	4.7%
Associate degree	2,005	2,774	769	38.4%
Bachelor's degree	3,236	3,617	381	11.8%
Graduate or professional degree	1,301	1,648	347	26.7%

Source: 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](http://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](http://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, 1<sup>ST</sup> 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

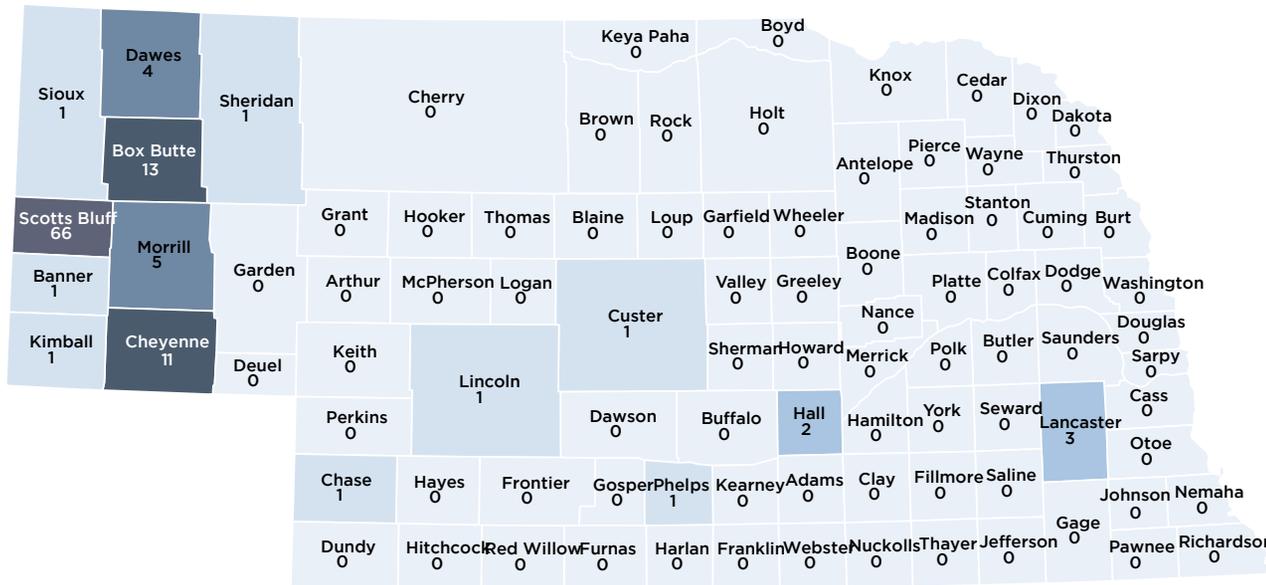
Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, released 2015

### WHERE TO FIND IT

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

# 2011 - 2012 GRADUATES

WESTERN NEBRASKA COMMUNITY COLLEGE, WORKING IN NE, 1<sup>ST</sup> 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 160 or 55% of 2011-2012 Western Nebraska Community College (WNCC) graduates were working in Nebraska during the first quarter of 2013. WNCC graduates were nineteen percentage points less likely to work in the state than community college graduates overall. The median annual wage for WNCC associate degree earners was \$19,255, about \$5,900 less than community college graduates statewide.

Sixty-eight WNCC graduates were employed in the Scottsbluff MC. Scottsbluff County had the most WNCC graduates working in the state at 66.

The industries employing the most WNCC graduates in Nebraska were Health Care (37.1%), Retail Trade (15.1%), and Educational Services (9.4%). The most common fields of study among all WNCC graduates were Liberal Arts and Sciences (22.9%) and Licensed Practical/Vocation Nurse Training (12.2%).

## WHERE TO FIND IT

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



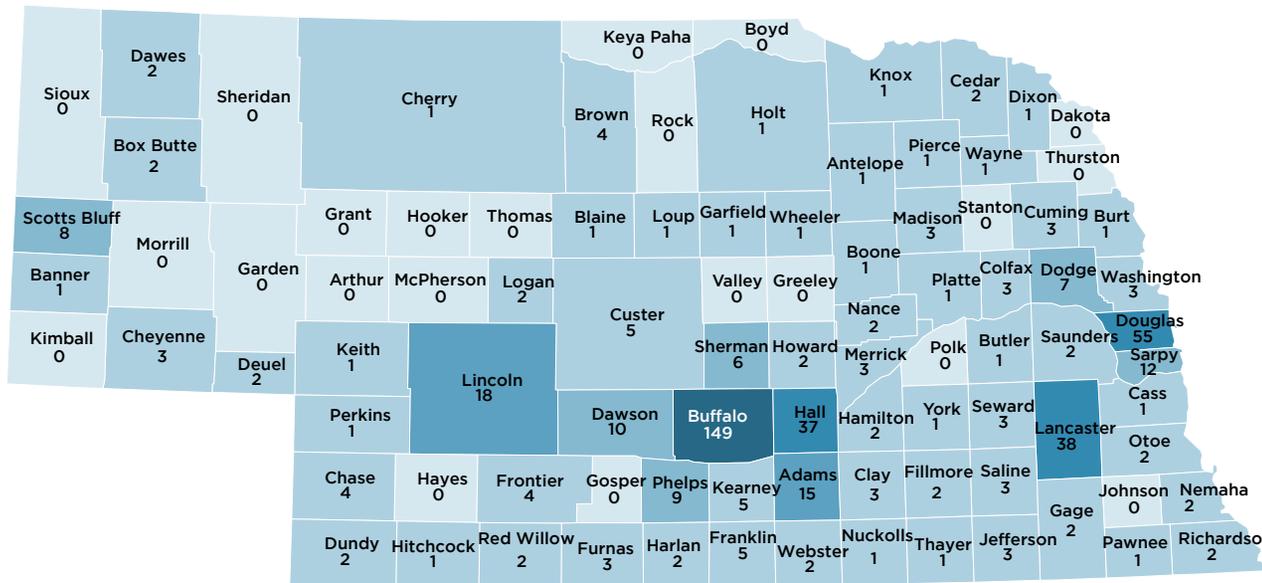
# 2011 - 2012 GRADUATES

UNIVERSITY OF NEBRASKA-KEARNEY, WORKING IN NE, 1<sup>ST</sup> QUARTER 2013

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

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

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



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

## LEGEND

### NUMBER OF GRADUATES



## WHERE TO FIND IT

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

## HOW TO USE IT

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



## LABOR FORCE

ESTIMATES

U6 RATES

SEASONAL FLUCTUATIONS

OLDER WORKERS BY COUNTY

## COMMUTING

PATTERNS (IN), 2011

PATTERNS (OUT), 2011

COMMUTE TIME

**LABOR SUPPLY**  
SCOTTSBLUFF MC

# LABOR FORCE ESTIMATES

## 2013 LABOR FORCE PARTICIPATION RATE, AGES 16 & OVER



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

	Scottsbluff MC			Unemployment Rate	
	Labor Force	Employed	Unemployed	Scottsbluff MC	Nebraska
2007	20,596	19,992	604	2.9%	3%
2008	20,642	19,885	757	3.7%	3.3%
2009	20,777	19,727	1,050	5.1%	4.6%
2010	20,447	19,343	1,104	5.4%	4.6%
2011	20,489	19,478	1,011	4.9%	4.4%
2012	20,544	19,594	950	4.6%	4%
2013	20,479	19,622	857	4.2%	3.8%
2014	20,014	19,275	739	3.7%	3.3%

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

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

### HOW TO USE IT

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

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

In 2014, the Scottsbluff MC's labor force was approximately 20,000. The MC's unemployment rate for 2014 was relatively low at 3.7%, although it was slightly higher than the statewide rate of 3.3%. Since 2010, the MC's unemployment rate has gradually declined from 5.4% to 3.7%.

At 67.6%, the MC's labor force participation rate (population 16 years and over in the labor force) was lower than the statewide rate of 70.6%.

### WHERE TO FIND IT

State and local data on labor force estimates are available [networks.nebraska.gov](http://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

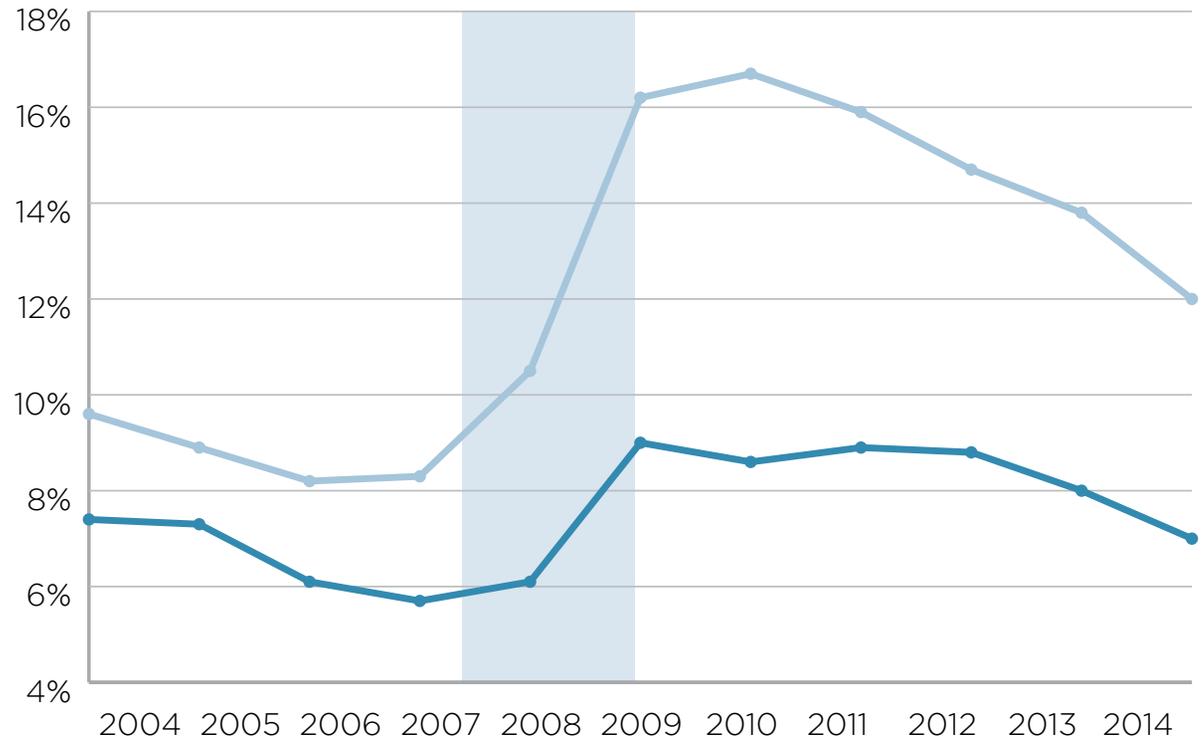
U6 rates are an alternative measure of labor underutilization compared to the traditional unemployment rate. U6 rates measure all unemployed workers, marginally attached workers (discouraged workers who are not employed and have sought work in the past 12 months, but not in the last 4 weeks), and workers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

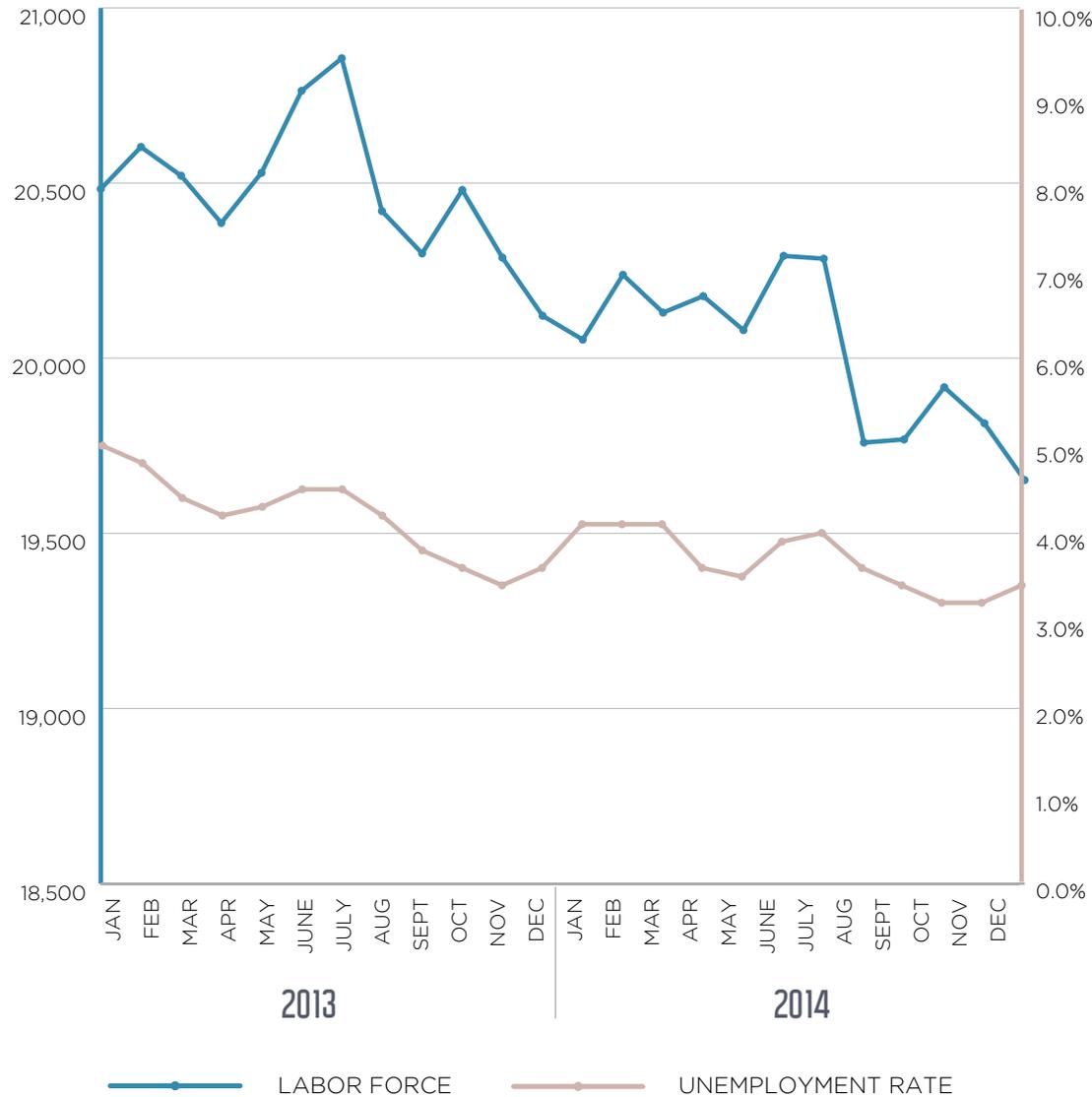
Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, most recent data released 2015  
 Bureau of Labor Statistics, "The Recession of 2007-2009: BLS Spotlight on Statistics," released 2012

## WHERE TO FIND IT

Information on U6 rates is available at [www.bls.gov](http://www.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 labor force was highest during the summer. The Scottsbluff MC labor force was approximately 20,900 in July 2013 and 20,300 in July 2014, while the annual labor force average was approximately 20,500 in 2013 and 20,000 in 2014.

The average unemployment rate for the Scottsbluff MC was 4.2% in 2013 and 3.7% in 2014. When the labor force was at or near its largest in July 2013 and 2014, the unemployment rate was 4.5% and 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

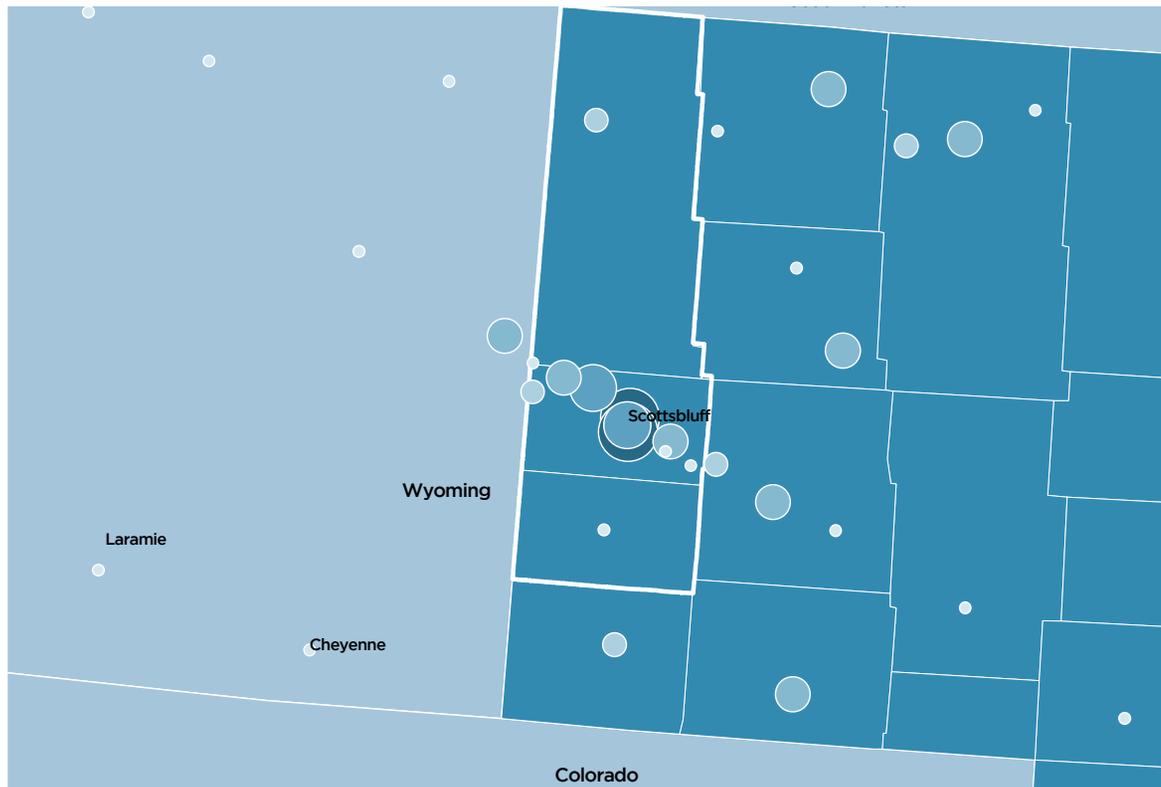
State and local data on labor force estimates are available [networks.nebraska.gov](http://networks.nebraska.gov). Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Labor Force Data, or download data by going to the Data Download Center, located under Labor Market Data.

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

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



## SCOTTSBLUFF MC IN-COMMUTERS



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

### LEGEND

#### NUMBER OF IN-COMMUTERS



### WHERE TO FIND IT

The Longitudinal Employment-Household Dynamics program from the US Census provides commuting data at [lehd.ces.census.gov](http://lehd.ces.census.gov). Under Applications, select OnTheMap.

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

There were 16,353 primary jobs in the Scottsbluff MC in 2011. MC residents filled approximately 12,700 or 77.8% of those jobs, and 22.2% of the MC workforce commuted from outside of the MC. Approximately 5,000 workers or 30.5% of the MC workforce commuted from Scottsbluff city. Gering city residents comprised the next largest portion of the MC workforce at approximately 3,200 workers or 19.8%.

The Scottsbluff MC had a slight net loss of workers from commuting. Approximately 200 more workers commuted out of the MC than commuted into the MC for work.

### HOW TO USE IT

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

# COMMUTING PATTERNS, 2011

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

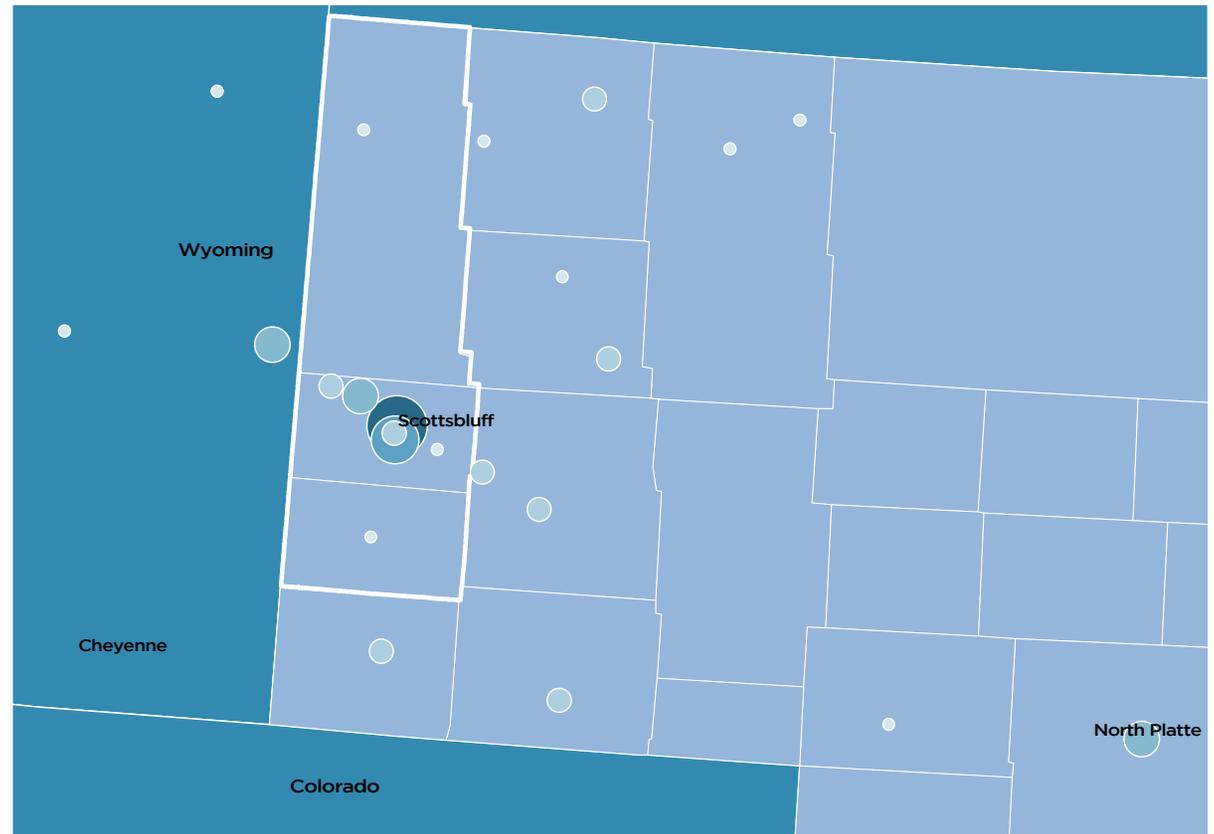
There were 16,562 MC residents with primary jobs in 2011. Approximately 12,700 or 76.8% of these residents commuted within the MC for work, and 23.2% of MC residents left the MC for work. Approximately 7,700 workers or 46.2% of the MC working population worked in Scottsbluff city, and approximately 2,400 or 14.5% worked in Gering city.

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

## HOW TO USE IT

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

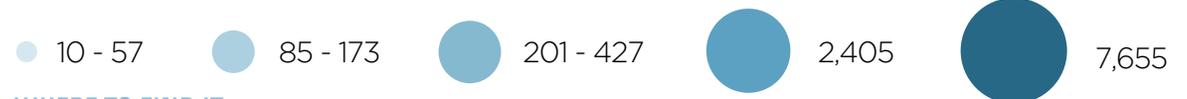
## SCOTTSBLUFF MC OUT-COMMUTERS



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

## LEGEND

### NUMBER OF OUT-COMMUTERS

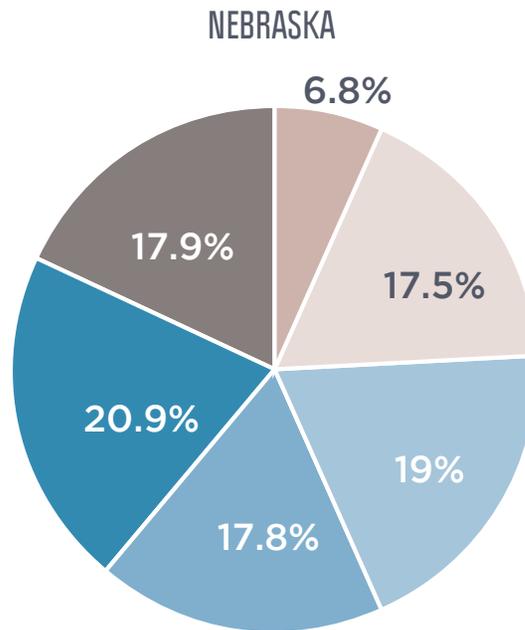
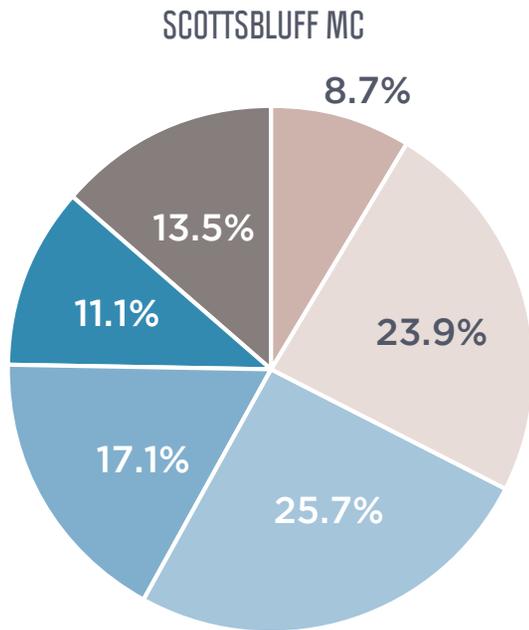


## WHERE TO FIND IT

The Longitudinal Employment-Household Dynamics program from the US Census provides commuting data at [lehd.ces.census.gov](http://lehd.ces.census.gov). Under Applications, select OnTheMap.

# COMMUTE TIME

## 2013



- <5 MIN
- 5 - 9 MIN
- 10 - 14 MIN
- 15 - 19 MIN
- 20 - 29 MIN
- 30+ MIN

Commute Time	Scottsbluff MC		Nebraska	
	Population	%	Population	%
<5 minutes	1,582	8.7%	60,905	6.8%
5 to 9 minutes	4,342	23.9%	156,957	17.5%
10 to 14 minutes	4,665	25.7%	170,352	19.0%
15 to 19 minutes	3,109	17.1%	159,267	17.8%
20 to 29 minutes	2,013	11.1%	187,161	20.9%
30+ minutes	2,456	13.5%	160,098	17.9%
<b>Total</b>	<b>18,167</b>	<b>100.0%</b>	<b>894,740</b>	<b>100.0%</b>

The mean travel time of workers in the Scottsbluff MC was 16.1 minutes in 2013. Almost a third of MC residents commuted less than 10 minutes to work, and another 42.8% commuted between 10 and 20 minutes. Almost a quarter of MC residents commuted 20 minutes or more.

Scottsbluff MC residents have a higher proportion of short commutes than Nebraskans statewide. MC workers' mean commute of 16.1 minutes was shorter than the statewide average of 18.1 minutes. Additionally, 58.3% of MC residents commuted less than 15 minutes to work compared to 43.4% of Nebraskans statewide.

### HOW TO USE IT

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

### WHERE TO FIND IT

American Community Survey data on commuting is available at [factfinder.census.gov](http://factfinder.census.gov).

Note: Population age 16 and over.

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

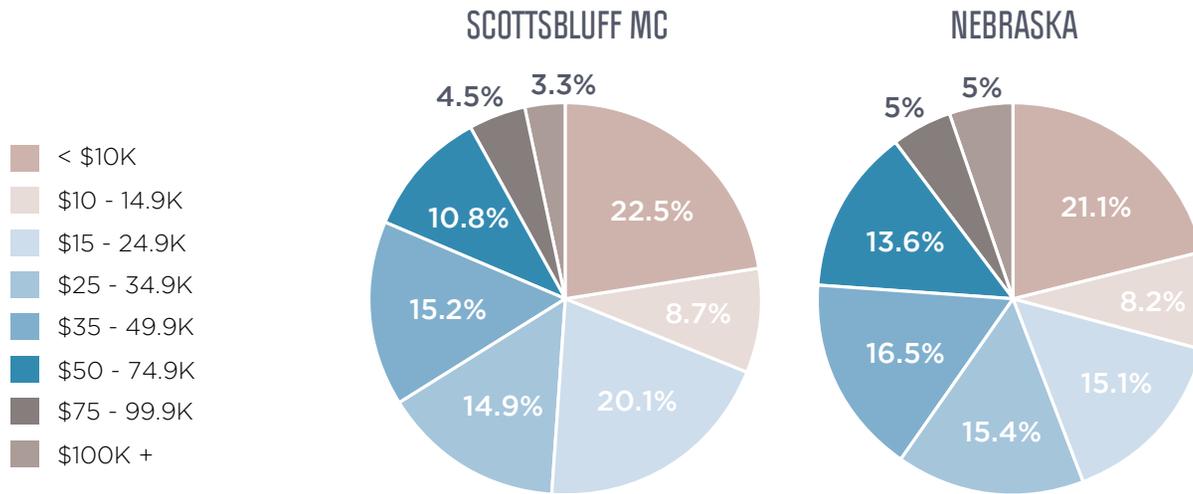


EARNINGS  
MEDIAN EARNINGS  
BY EDUCATIONAL ATTAINMENT  
INDUSTRY EARNINGS BY GENDER  
WAGES BY OCCUPATIONAL GROUPS  
TOTAL COMPENSATION  
HOUSEHOLD MEDIAN INCOME BY COUNTY  
BENEFITS  
POVERTY RATE BY COUNTY  
INFLATION

**WAGES &  
COMPENSATION**  
SCOTTSBLUFF MC

# EARNINGS

## 2013



Over 31% of Scottsbluff MC residents age 16 and over earned less than \$15,000 a year in 2013, and 20.1% earned \$15,000-\$25,000. Around 15% earned \$25,000-\$35,000 and \$35,000-\$50,000 respectively. Almost 19% of the MC population earned more than \$50,000 as 10.8% of MC residents earned \$50,000-\$75,000 and 7.8% earned \$75,000 or more annually.

Scottsbluff MC residents tended to have lower earnings than Nebraskans statewide. Over 51% of MC residents earned less than \$25,000 annually, compared to 44.4% of all Nebraskans. Additionally, under 19% of MC residents earned \$50,000 or more annually, compared to 23.7% of Nebraskans statewide.

	Scottsbluff MC		Nebraska	
	Total	%	Total	%
<\$10,000	4,859	22.5%	224,864	21.1%
\$10,000-\$15,000	1,884	8.7%	86,880	8.2%
\$15,000-\$25,000	4,337	20.1%	161,065	15.1%
\$25,000-\$35,000	3,206	14.9%	164,474	15.4%
\$35,000-\$50,000	3,286	15.2%	176,058	16.5%
\$50,000-\$75,000	2,323	10.8%	145,021	13.6%
\$75,000-\$100,000	976	4.5%	53,815	5%
>\$100,000	718	3.3%	53,564	5%
Total	21,589	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

### 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](http://factfinder.census.gov). CNN Money's cost of living calculator is available at <http://money.cnn.com/calculator/pf/cost-of-living/>.

# MEDIAN EARNINGS

## BY EDUCATIONAL ATTAINMENT, 2013

Median earnings increase dramatically with higher levels of educational attainment. The median earnings of Scottsbluff MC residents with a high school degree was approximately \$24,000 in 2013. Median earnings increase to approximately \$40,000 for residents with bachelor's degrees, and approximately \$54,000 for residents with graduate or professional degrees.

MC earnings were somewhat lower than statewide earnings. The largest difference between statewide and MC earnings was at the some college or associate degree level, where statewide earnings were 16.8% higher than MC earnings.

### HOW TO USE IT

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

### WHERE TO FIND IT

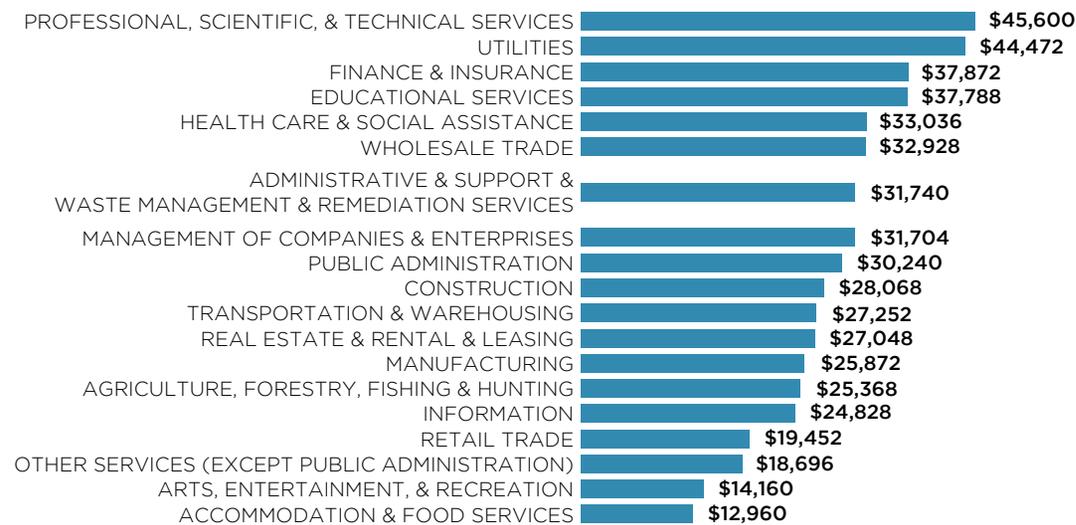
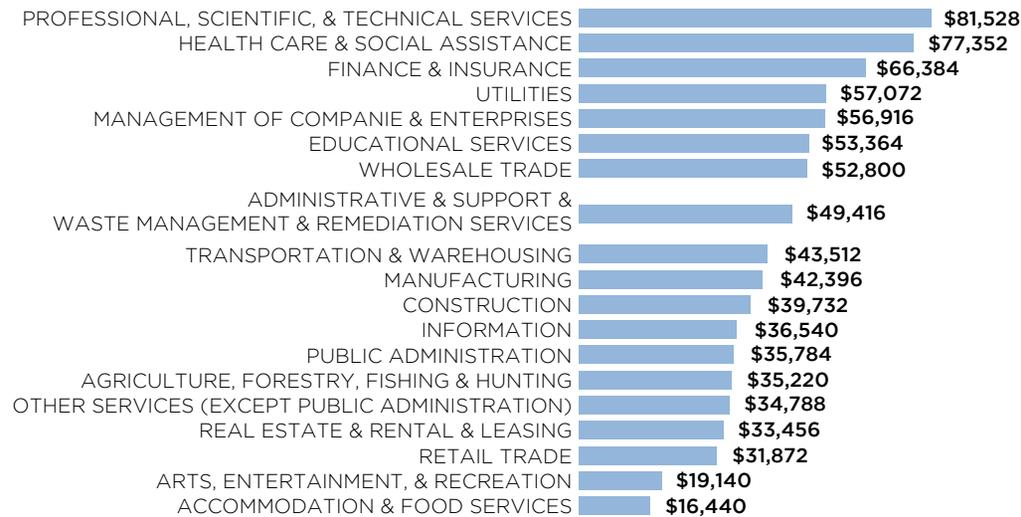
American Community Survey data on earnings by educational attainment is available at [factfinder.census.gov](http://factfinder.census.gov).

	Male	Female	Difference	Scottsbluff MC	Nebraska
				Total	Total
Population 25 years and over with earnings	\$33,653	\$22,432	\$11,221	\$27,358	\$33,359
Less than high school graduate	\$24,413	\$13,488	\$10,925	\$19,707	\$21,832
High school graduate (includes equivalency)	\$27,500	\$19,637	\$7,863	\$24,319	\$27,017
Some college or associate degree	\$34,145	\$22,323	\$11,822	\$26,960	\$31,502
Bachelor's degree	\$43,442	\$30,598	\$12,844	\$40,098	\$43,490
Graduate or professional degree	\$64,688	\$50,296	\$14,392	\$54,467	\$57,076

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

# INDUSTRY EARNINGS

## BY GENDER, 2013



■ MALE

■ FEMALE

In 2013, the highest paying industry for men and women in the Scottsbluff MC was professional, scientific, and technical services with an average annual wage of approximately \$82,000 for men and \$46,000 for women.

The accommodation and food services industry had the lowest wages for men and women. Average annual wages in the accommodation and food services industry were approximately \$16,000 for men and \$13,000 for women.

### HOW TO USE IT

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

### WHERE TO FIND IT

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

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

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.

# 4<sup>TH</sup> QUARTER WAGES, 2014

## BY OCCUPATIONAL GROUPS

The table to the right gives the entry, median, and experienced wages for all major occupational groups in the Scottsbluff MC for the fourth quarter of 2014. Median MC wages were lower than median statewide wages in 18 of 22 major occupational groups. The largest difference between MC and statewide wages was in Arts, Design, Entertainment, Sports, and Media Occupations, where state wages were 56.3% higher than MC wages.

### HOW TO USE IT

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

Occupational Group	Hourly Wages			Annual Median	
	Median	Entry	Experienced	Scottsbluff MC	Nebraska
Total all occupations	\$13.97	\$9.18	\$22.43	\$29,070	\$32,470
Management	\$39.05	\$23.66	\$53.00	\$81,231	\$86,019
Business & Financial Operations	\$27.37	\$19.37	\$36.64	\$56,933	\$58,513
Computer & Mathematical	\$22.25	\$14.20	\$29.05	\$46,280	\$69,491
Architecture & Engineering	\$24.81	\$17.47	\$33.36	\$51,587	\$64,738
Life, Physical, & Social Science	\$20.98	\$15.12	\$27.80	\$43,642	\$54,045
Community & Social Services	\$16.98	\$11.57	\$22.39	\$35,301	\$33,346
Legal	\$19.32	\$13.48	\$26.77	\$40,189	\$58,882
Education, Training, & Library	\$23.28	\$12.49	\$28.70	\$48,416	\$43,327
Arts, Design, Entertainment, Sports, & Media	\$11.33	\$8.93	\$14.94	\$23,582	\$36,849
Healthcare Practitioners & Technical	\$27.33	\$16.82	\$43.59	\$56,851	\$54,335
Healthcare Support	\$12.06	\$9.94	\$14.17	\$25,090	\$26,381
Protective Service	\$15.45	\$10.05	\$20.90	\$32,130	\$37,146
Food Preparation & Serving-Related	\$9.20	\$8.27	\$10.68	\$19,128	\$18,851
Building & Grounds Cleaning & Maintenance	\$9.42	\$8.30	\$11.46	\$19,603	\$22,385
Personal Care & Service	\$9.68	\$8.32	\$12.89	\$20,132	\$20,757
Sales & Related	\$11.36	\$8.48	\$17.46	\$23,628	\$24,892
Office & Administrative Support	\$13.32	\$9.30	\$16.53	\$27,705	\$29,694
Farming, Fishing, & Forestry	\$13.16	\$11.00	\$14.97	\$27,378	\$28,433
Construction & Extraction	\$15.52	\$11.60	\$22.11	\$32,281	\$36,184
Installation, Maintenance, & Repair	\$18.69	\$11.72	\$24.41	\$38,869	\$39,186
Production	\$11.90	\$8.83	\$16.73	\$24,741	\$31,116
Transportation & Material Moving	\$12.29	\$9.18	\$17.22	\$25,557	\$30,290

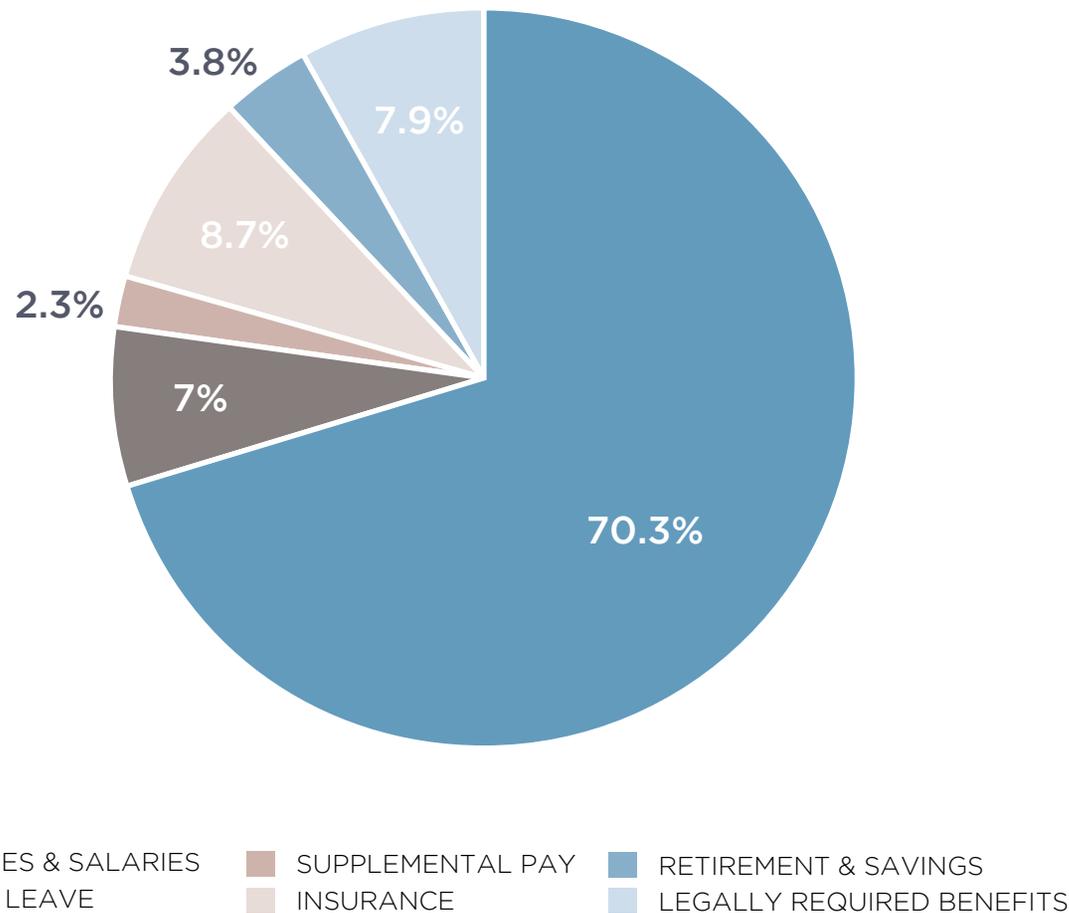
Source: Nebraska Department of Labor, Occupational Employment Statistics, released 2015

### WHERE TO FIND IT

Occupational employment data is available at [networks.nebraska.gov](http://networks.nebraska.gov). Under Labor Market Information, select Employment and Wage Data.

# TOTAL COMPENSATION

## WEST NORTH CENTRAL REGION, DECEMBER 2014



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

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

### HOW TO USE IT

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

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

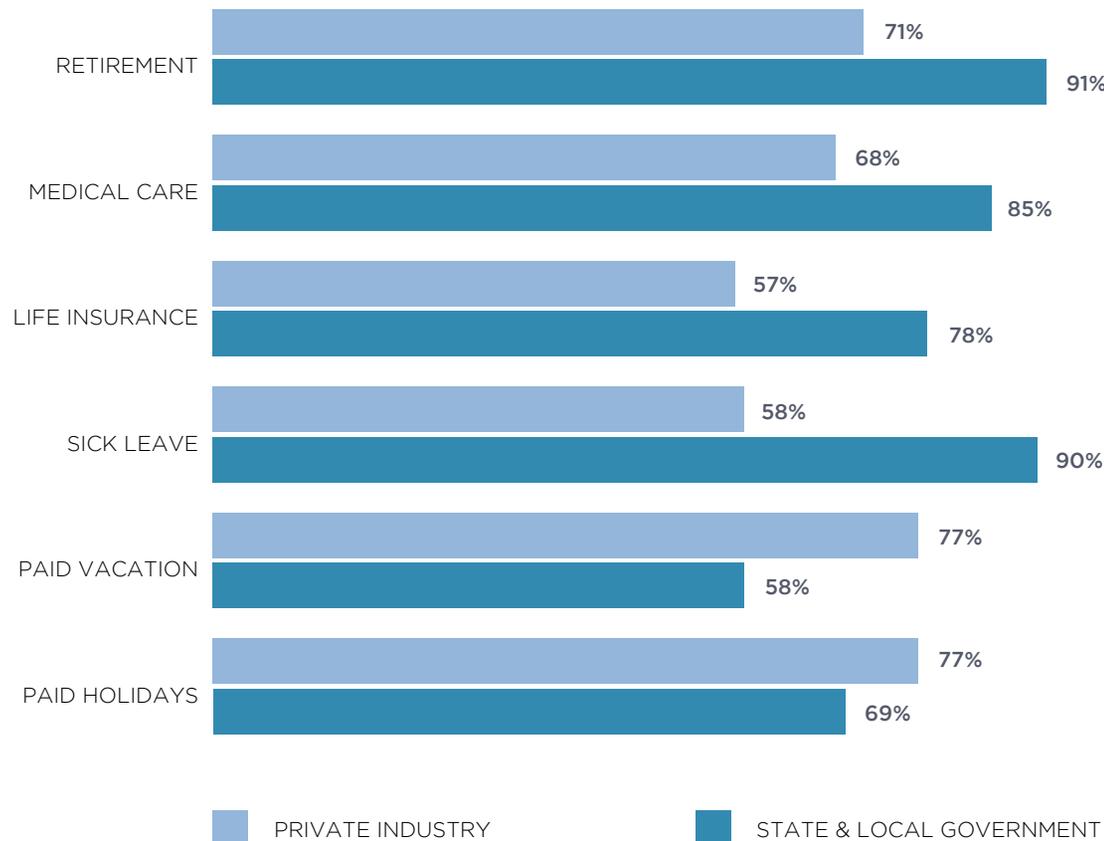
### WHERE TO FIND IT

Compensation data from the National Compensation Survey is available at [www.bls.gov/ncs/](http://www.bls.gov/ncs/).



# BENEFITS

## EMPLOYERS OFFERING BENEFITS, WEST NORTH CENTRAL DIVISION, MARCH 2014



### HOW TO USE IT

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

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

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

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

### WHERE TO FIND IT

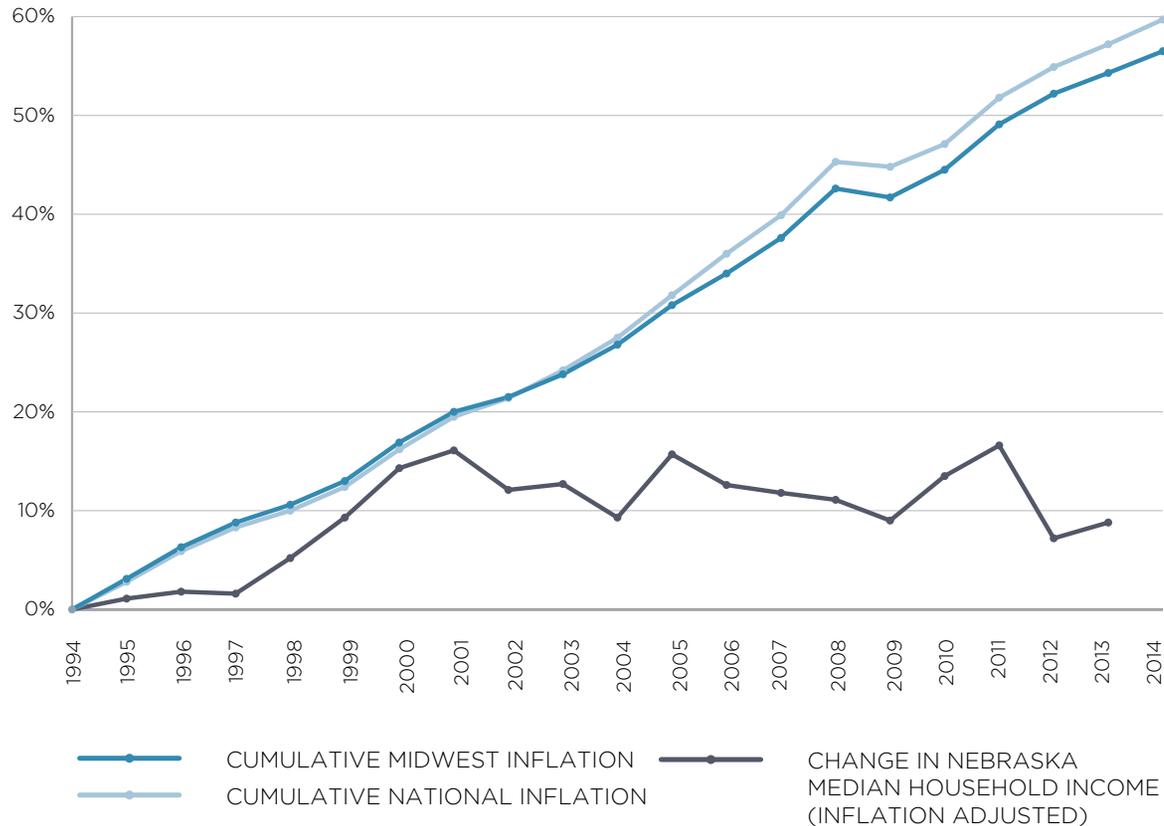
Benefits data is available at [www.bls.gov](http://www.bls.gov). Under subjects, select Benefits.

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



# INFLATION

## CUMULATIVE INFLATION & INFLATION-ADJUSTED MEDIAN HOUSEHOLD INCOME



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

### WHERE TO FIND IT

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

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

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

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

### HOW TO USE IT

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



## OCCUPATION

EMPLOYMENT BY OCCUPATION  
MOST COMMON OCCUPATIONS

## INDUSTRY

EMPLOYMENT BY INDUSTRY  
LOCATION QUOTIENTS  
GENDER DISTRIBUTION  
UNIONIZATION

## BUSINESS

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

**OCCUPATION,  
INDUSTRY &  
BUSINESS REVIEW**  
SCOTTSBUFF MC

# EMPLOYMENT

## BY OCCUPATION

Occupational Group	2012 Employment	2013 Employment	Change
Total all occupations	16,810	16,300	-510
Management	390	530	140
Business & Financial Operations	410	440	30
Computer & Mathematical	110	120	10
Architecture & Engineering	100	90	-10
Life, Physical, & Social Science	70	130	60
Community & Social Services	320	330	10
Legal	210	230	20
Education, Training, & Library	880	960	80
Arts, Design, Entertainment, Sports, & Media	90	100	10
Healthcare Practitioners & Technical	1,310	1,040	-270
Healthcare Support	590	460	-130
Protective Service	350	370	20
Food Preparation & Serving-Related	1,400	1,360	-40
Building & Grounds Cleaning & Maintenance	690	670	-20
Personal Care & Service	320	250	-70
Sales & Related	2,240	2,360	120
Office & Administrative Support	3,280	2,760	-520
Farming, Fishing, & Forestry	N/A	160	N/A
Construction & Extraction	770	860	90
Installation, Maintenance, & Repair	1,040	1,100	60
Production	880	780	-100
Transportation & Material Moving	1,190	1,210	20

In 2013, the largest occupational groups in the Scottsbluff MC were office and administrative support occupations with an estimate employment of 2,760, and sales and related occupations with an estimated employment of 2,360.

There was an overall decrease of 510 jobs (3%) in the Scottsbluff MC from 2012 to 2013. Management occupations had the largest increase at 140 jobs, followed by sales and related occupations at 120. Office and administrative support occupations had the largest decrease at 520 jobs, followed by healthcare practitioners and technical occupations at 270.

### 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](http://networks.nebraska.gov). Under Labor Market Information, select Employment and Wage Data.

Note: In 2012, Scottsbluff MC was comprised of Banner and Scotts Bluff Counties, Scottsbluff MC added Sioux County in 2013. In order to compare employment from 2012-2013, the 2012 employment estimates above are of the revised 2013 Scottsbluff MC (Banner, Scotts Bluff, and Sioux Counties).

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

# MOST COMMON OCCUPATIONS

The table to the right lists the most common occupations in Scottsbluff MC in 2013 and their hourly median wages during the 4th quarter of 2014. The most common occupation in the Scottsbluff MC was retail salespersons. The estimated employment of retail salespersons was 960, and the hourly median wage was \$10.42. The highest paying common occupation in the MC was general and operations managers with an hourly median wage of \$47.80. The lowest paying common occupation was waiters and waitresses with an hourly median wage of \$8.66.

## 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

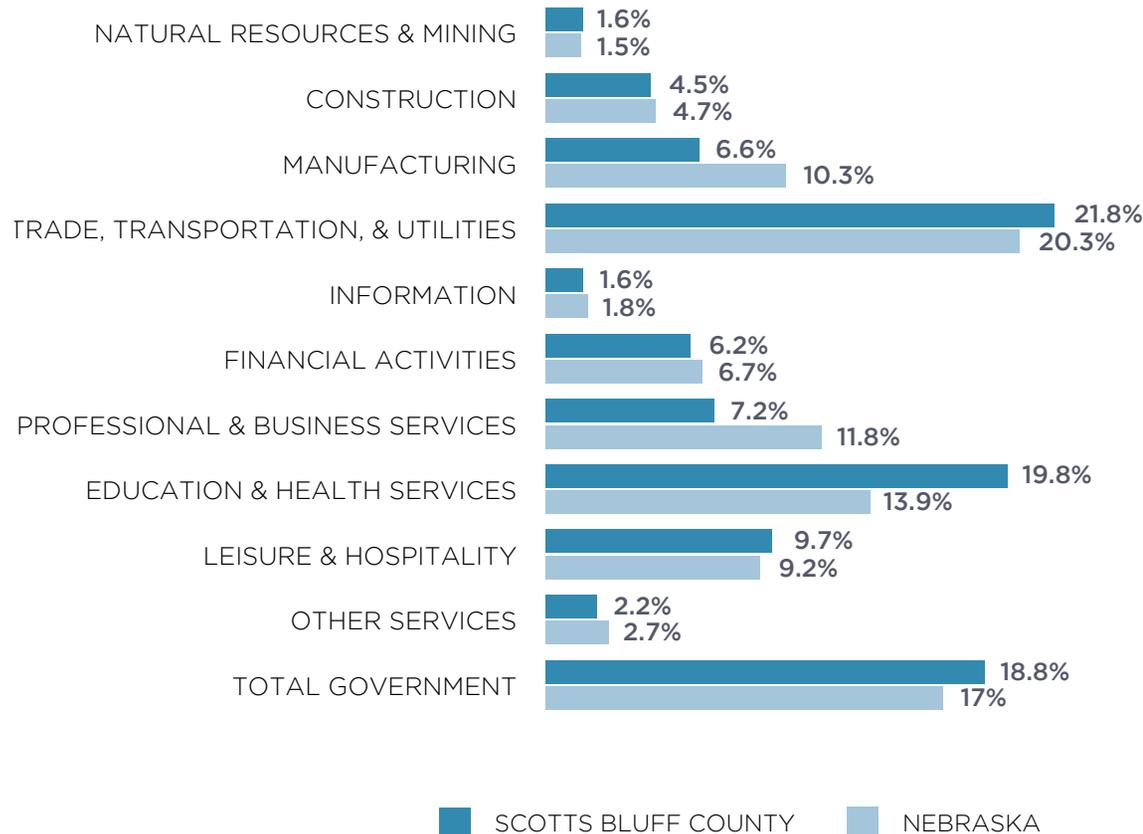
Occupational Employment data is available at [networks.nebraska.gov](http://networks.nebraska.gov). Under Labor Market Information, select Employment and Wage Data.

Occupation	May 2013	4 <sup>th</sup> Quarter, 2014	
	Estimated Employment	Hourly Median Wage	Annual Median Wage
Retail Salespersons	960	\$10.42	\$21,682
Cashiers	480	\$9.29	\$19,335
Waiters and Waitresses	450	\$8.66	\$18,013
Office Clerks, General	340	\$11.06	\$22,994
Laborers & Freight, Stock, & Material Movers, Hand	320	\$11.15	\$23,182
Secretaries & Administrative Assistants, Except Legal, Medical,	310	\$14.03	\$29,167
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	270	\$9.34	\$19,427
Maids & Housekeeping Cleaners	270	\$9.09	\$18,910
Bookkeeping, Accounting, & Auditing Clerks	270	\$14.35	\$29,864
Stock Clerks & Order Fillers	270	\$10.41	\$21,659
First-Line Supervisors of Retail Sales Workers	250	\$15.47	\$32,186
Teacher Assistants	240	N/A	\$23,384
Helpers—Production Workers	230	\$9.74	\$20,271
Heavy & Tractor-Trailer Truck Drivers	210	\$17.12	\$35,621
Nursing Assistants	190	\$11.68	\$24,297
Combined Food Preparation & Serving Workers, Including Fast Food	190	\$8.68	\$18,061
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	190	\$18.54	\$38,552
General & Operations Managers	180	\$47.80	\$99,445
Driver/Sales Workers	170	\$11.11	\$23,112
Elementary School Teachers, Except Special Education	160	N/A	\$53,234

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

# EMPLOYMENT

## BY INDUSTRY, SCOTTS BLUFF COUNTY, 2013



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

### 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.

The chart on the left gives industry employment as a percent of total employment in Scotts Bluff County and Nebraska. (Data was not available for the entire Scotts Bluff MC.) Except for total government employment, all industry employment figures are based on private industry employment. A large portion of government employment includes workers in education and health care fields (e.g. public school employees, public health care workers). In 2013, trade, transportation, and utilities had the highest employment in Scotts Bluff County at 21.8%, followed by education and health services at 19.8%.

Scotts Bluff County had higher employment in the education and health services industry than the state, and lower employment in the professional and business services industry. County employment was almost 6 percentage points higher than statewide employment in the education and health services industry. In the professional and business services industry, County employment was 4.6 percentage points lower than statewide employment.

### WHERE TO FIND IT

Data on industry employment is available at [www.bls.gov/cew](http://www.bls.gov/cew). Go to Tools and Tutorials on the left navigation pane, then select QCEW Data Viewer.

# LOCATION QUOTIENTS

## SCOTTS BLUFF COUNTY

Location quotients provide a way to compare industry employment in Scotts Bluff County to the state. (Data was not available for the entire Scotts Bluff MC.) A location quotient greater than 1.2 indicates a higher percentage of industry employment in Scotts Bluff County than the state. A location quotient of .8-1.2 indicates comparable employment between the County and the state, and a location quotient less than .8 indicates a lower percentage of industry employment in the County than the state.

In 2013, education and health services had the highest location quotient of 1.45, followed by trade, transportation, and utilities at 1.10. The professional and business services industry and the manufacturing industry had the lowest location quotients of .62 and .65 respectively.

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

Industry	2003	2013	Change
Natural Resources and Mining	1.21	1.04	-0.17
Construction	0.89	0.98	0.09
Manufacturing	0.68	0.65	-0.03
Trade, Transportation, and Utilities	1.09	1.10	0.01
Information	0.68	0.87	0.19
Financial Activities	0.92	0.94	0.02
Professional and Business Services	0.62	0.62	0.00
Education and Health Services	1.46	1.45	-0.01
Leisure and Hospitality	1.18	1.08	-0.10
Other Services	1.08	0.83	-0.25

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

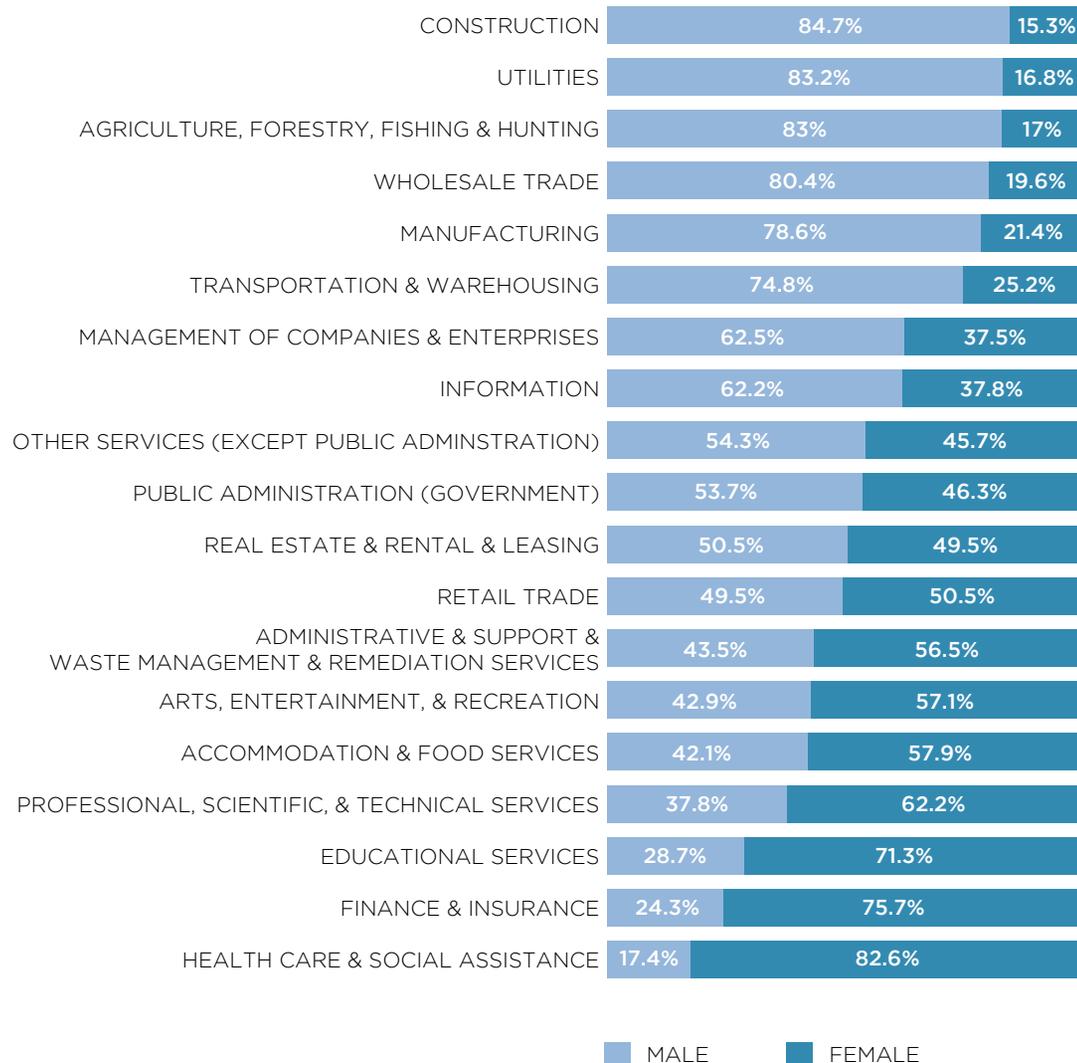
Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, released 2014

### WHERE TO FIND IT

The Bureau of Labor Statistics provides a calculator for location quotients. Go to [www.bls.gov](http://www.bls.gov). Under Data Tools, select Calculators, then select Location Quotient Calculator.

### HOW TO USE IT

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



# GENDER DISTRIBUTION

## BY INDUSTRY, 2013

In the Scottsbluff MC, construction had the highest concentration of male employees at 84.7% in 2013. The utilities industry and the agriculture, forestry, fishing, and hunting industry also had high concentrations of male employees at around 83%.

Health care and social assistance had the highest concentration of female employees at 82.6%, followed by finance and insurance at 75.7% and educational services at 71.3%.

The gender distribution in the real estate and rental and leasing industry and the retail trade industry were the most balanced at around a 50-50 split.

### 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](http://lehd.ces.census.gov). Under Applications, select QWI Explorer.

Note: No data available for the Mining, Quarrying, and Oil and Gas extraction industry.

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

# UNIONIZATION

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.

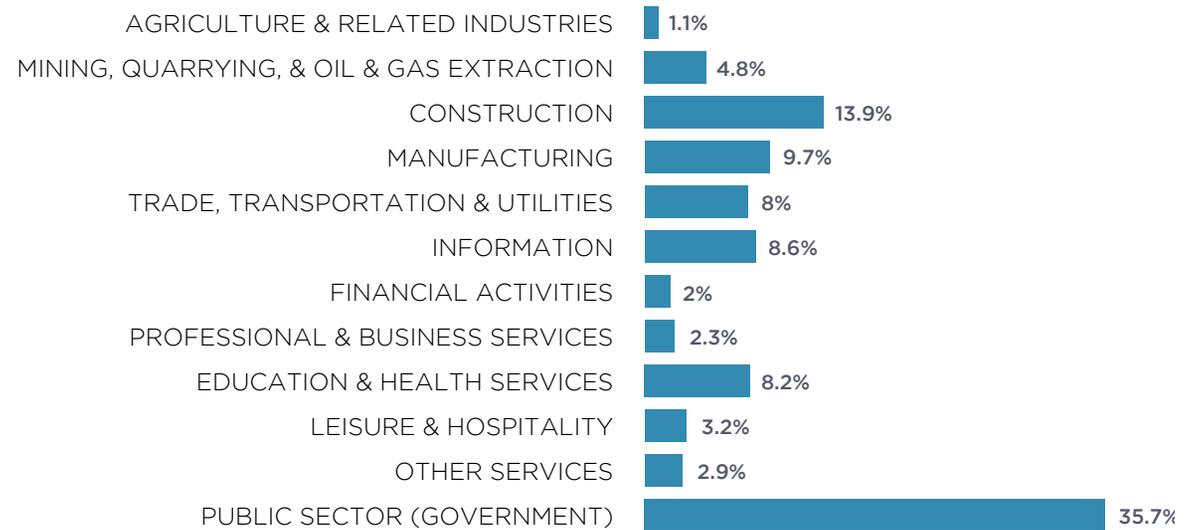
In 2014, 7.3% of Nebraskans were members of unions, and 9% were represented by unions. Nebraska's unionization rate is lower than the national rate. Nationally, 11.1% of workers were union members and 12.3% were represented by unions in 2014. Since 2004, the number of Nebraskans who are union members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

## WHERE TO FIND IT

Data on unionization is available at [www.bls.gov](http://www.bls.gov). Under Economic Releases, select Quarterly, annual, and other under Employment & Unemployment. Then select Union Members.

Source:  
Bureau of Labor Statistics,  
Union Members Summary, released 2015

## NATIONAL UNIONIZATION RATES BY INDUSTRY, 2014



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

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

## HOW TO USE IT

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

# LOCAL EMPLOYMENT DYNAMICS

## QUARTERLY WORKFORCE INDICATORS, 2013

Industry	Employment	Jobs Created	Net Job Change	New Hires	Separations	Turnover	Avg. Monthly Earnings	
							All Workers	New Hire
Agriculture, Forestry, Fishing & Hunting	337	28	3	65	81	9.9%	\$2,794	\$2,497
Mining, Quarrying, & Oil & Gas Extraction	N/A	N/A	N/A	N/A	N/A	N/A	\$2,522	N/A
Utilities	116	9	1	N/A	N/A	N/A	\$4,572	\$4,106
Construction	818	78	-16	185	236	11.5%	\$3,166	\$2,602
Manufacturing	1,067	67	22	177	179	8%	\$3,225	\$2,156
Wholesale Trade	900	33	9	89	91	5.9%	\$4,064	\$2,471
Retail Trade	2,581	111	6	500	536	11.3%	\$2,130	\$1,261
Transportation & Warehousing	519	48	4	80	106	10.8%	\$3,279	\$2,174
Information	279	14	7	32	28	7.4%	\$2,673	\$1,730
Finance & Insurance	1,068	48	17	84	75	6.4%	\$3,746	\$2,344
Real Estate & Rental & Leasing	112	6	1	16	18	8.4%	\$2,536	\$1,586
Professional, Scientific, & Technical Services	499	27	2	41	53	6.2%	\$4,967	\$2,926
Management of Companies & Enterprises	92	3	-2	15	18	9.6%	\$3,953	\$3,444
Administrative & Support & Waste Management & Remediation Services	805	67	5	244	311	12.8%	\$3,280	\$2,014
Educational Services	1,803	54	3	137	213	6.1%	\$3,523	\$1,956
Health Care & Social Assistance	3,577	93	-13	343	391	7.4%	\$3,409	\$2,167
Arts, Entertainment, & Recreation	199	24	8	50	54	13%	\$1,361	\$846
Accommodation & Food Services	1,453	95	-5	500	542	19%	\$1,201	\$908
Other Services (except Public Administration)	380	28	6	70	70	11.6%	\$2,281	\$1,869
Public Administration	1,111	53	4	81	108	5%	\$2,773	\$1,899
All Industries	17,719	883	62	2,717	3,126	9%	\$3,046	\$1,825

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](http://lehd.ces.census.gov). Under Applications, select LED Extraction Tool, or select QWI Explorer.

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

The Scottsbluff MC had a net increase of 62 jobs in 2013. The manufacturing industry had the largest net job change of 22.

The average turnover rate of all Scottsbluff MC industries was 9%, slightly higher than the statewide rate of 8.4%. Turnover is the rate that stable jobs begin and end. It provides a way to identify industries with the most employment churning. Accommodation and food services had the highest turnover rate of 19%. Public administration had the lowest at 5%.

### HOW TO USE IT

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

# BUSINESS EMPLOYMENT DYNAMICS

## JOB GAINS & LOSSES

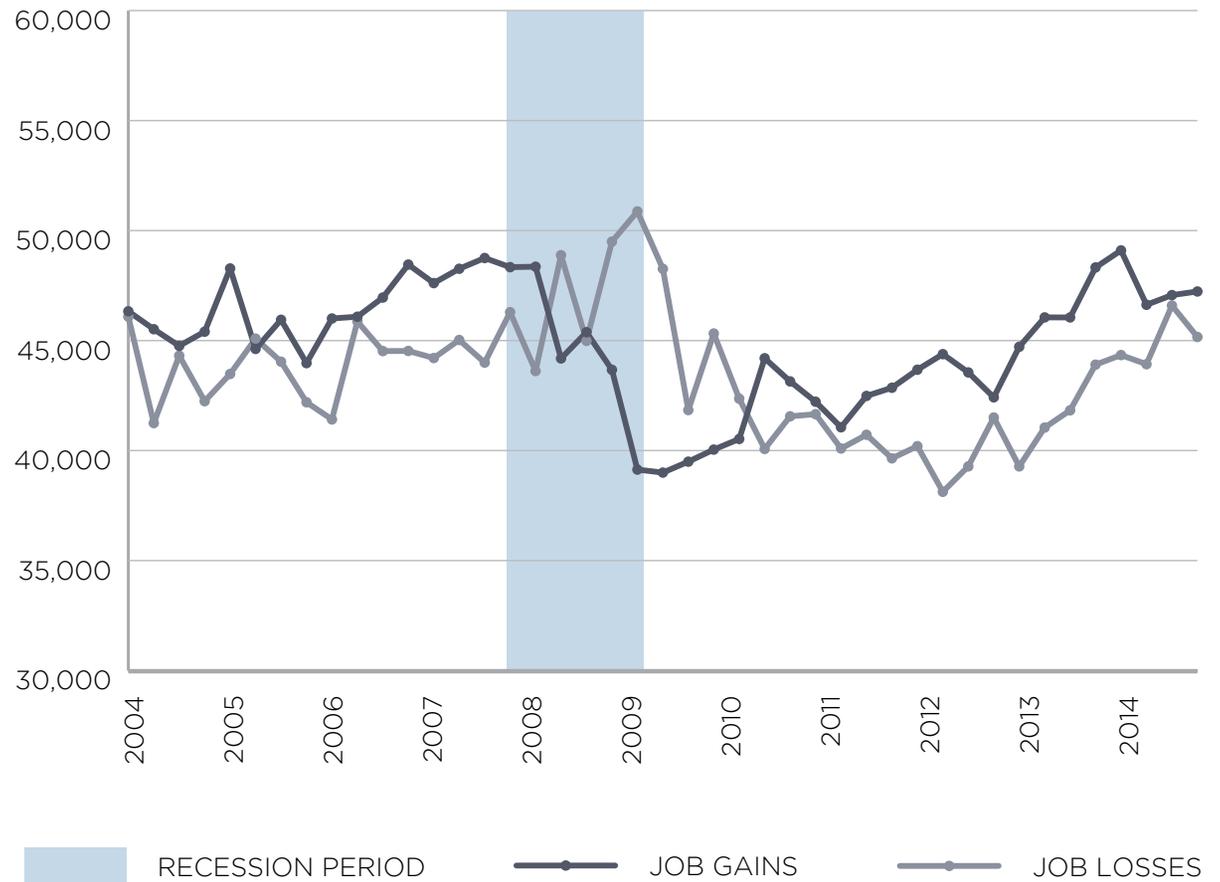
Business Employment Dynamics (BED) tracks changes in private sector employment at the business level. The chart to the right tracks total job gains and total job losses due to business openings, closings, expansions, and contractions in Nebraska.

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

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

### HOW TO USE IT

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



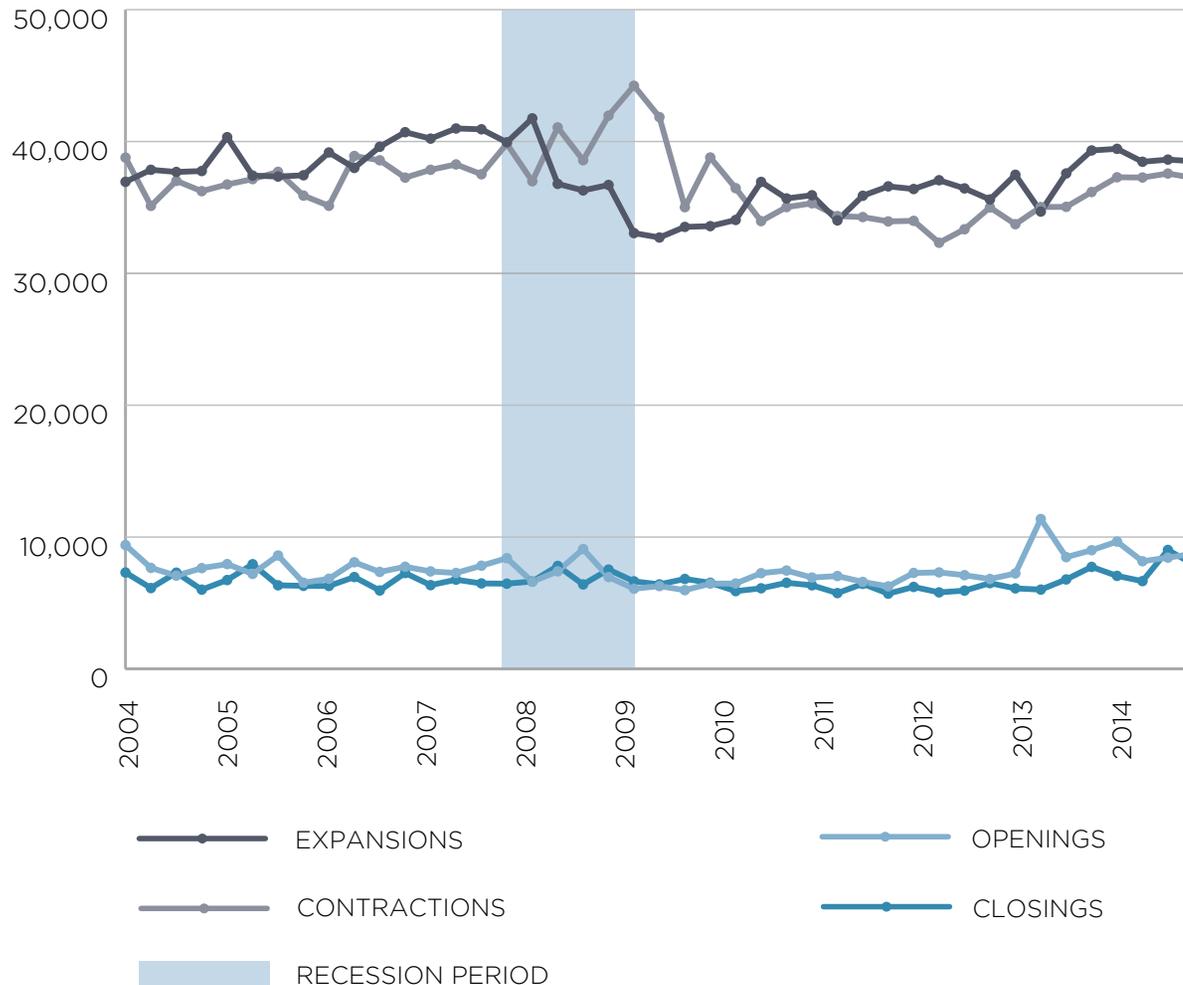
Source: Bureau of Labor Statistics, Business Employment Dynamics, released 2015

### WHERE TO FIND IT

Business Employment Dynamics data on job gains and losses is available at [www.bls.gov/bed](http://www.bls.gov/bed).

# BUSINESS EMPLOYMENT DYNAMICS

## EXPANSIONS & CONTRACTIONS



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

### WHERE TO FIND IT

Businesses Employment Dynamics data on the components of job gains and losses is available at [www.bls.gov/bed](http://www.bls.gov/bed).

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

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

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

### HOW TO USE IT

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



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

**PROJECTIONS**  
SCOTTSBLUFF MC

# LONG TERM INDUSTRY PROJECTIONS

## PANHANDLE ECONOMIC REGION

Industry	2012 Annual Employment	2022 Projected Employment	Employment Change	% Change	Compound Annual Growth Rate
Total	46,062	48,546	2,484	5.4%	0.5%
Agriculture, Forestry, & Fishing	4,898	4,414	-484	-9.9%	-1%
Mining	192	194	2	1%	0.1%
Utilities (private + state + local)	314	322	8	2.5%	0.3%
Construction	1,326	1,703	377	28.4%	2.5%
Manufacturing	2,050	2,167	117	5.7%	0.6%
Wholesale Trade	2,405	2,536	131	5.4%	0.5%
Retail Trade	5,154	5,513	359	7%	0.7%
Transportation & Warehousing	3,119	3,358	239	7.7%	0.7%
Information	455	439	-16	-3.5%	-0.4%
Finance & Insurance	1,743	1,860	117	6.7%	0.7%
Real Estate & Rental & Leasing	156	150	-6	-3.8%	-0.4%
Professional, Scientific, & Technical Services	***	***	***	***	***
Management of Companies & Enterprises	***	***	***	***	***
Administrative & Support & Waste Management & Remediation Services	1,299	1,596	297	22.9%	2.1%
Educational Services (including state & local gov)	4,391	4,548	157	3.6%	0.4%
Health Care & Social Assistance	6,213	7,007	794	12.8%	1.2%
Arts, Entertainment, & Recreation	237	252	15	6.3%	0.6%
Accommodation & Food Services	3,195	3,295	100	3.1%	0.3%
Other Services (except Government)	986	968	-18	-1.8%	-0.2%
Government	3,979	4,004	25	0.6%	0.1%

## 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).

The Nebraska Department of Labor calculates industry employment projections using historical employment data and current economic indicators. In the Panhandle economic region, employment in all industries is projected to increase by 5.4% from 2012-2022, and the projected compound annual growth rate or year-over-year growth rate is .5%.

Employment in the construction industry is projected to see the most employment growth of 28.4% from 2012-2022. The administration and support and waste management and remediation services industry is also projected to see substantial employment growth of 22.9%.

The agriculture, forestry, and fishing industry is projected to see the greatest employment decrease of 9.9% from 2012-2022.

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

\*\*\* Data suppressed due to confidentiality.

Note: The Panhandle Economic Region includes the Nebraska counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan and Sioux.

## WHERE TO FIND IT

Industry projections from the Nebraska Department of Labor are available at [networks.nebraska.gov](http://networks.nebraska.gov). Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center.

# LONG TERM OCCUPATIONAL PROJECTIONS

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

In the Panhandle economic region, employment is projected to increase by 5.4% or approximately 2,500 jobs from 2012-2022. Construction and extraction occupations are projected to have the greatest employment growth rate of 18.8%. Healthcare practitioners and technical occupations and business and financial operations occupations are also projected to have high employment growth rates of over 12%. Farming, fishing, and forestry is the only occupational group projected to decrease (by 10.7%) 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.

## PANHANDLE ECONOMIC REGION

Occupation	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Average Annual Openings
Total	46,062	48,546	2,484	5.4%	1,432
Management	2,520	2,534	14	0.6%	58
Business & Financial Operations	1,485	1,665	180	12.1%	50
Computer & Mathematical	402	443	41	10.2%	11
Architecture & Engineering	157	164	7	4.5%	4
Life, Physical, & Social Science	285	307	22	7.7%	11
Community & Social Service	944	1,050	106	11.2%	33
Legal	278	298	20	7.2%	6
Education, Training, & Library	2,993	3,106	113	3.8%	75
Arts, Design, Entertainment, Sports, & Media	422	438	16	3.8%	13
Healthcare Practitioners & Technical	2,491	2,798	307	12.3%	83
Healthcare Support	1,429	1,533	104	7.3%	37
Protective Service	533	560	27	5.1%	20
Food Preparation & Serving Related	3,839	3,962	123	3.2%	146
Building & Grounds Cleaning & Maintenance	1,738	1,849	111	6.4%	47
Personal Care & Service	1,107	1,201	94	8.5%	36
Sales & Related	4,686	4,925	239	5.1%	170
Office & Administrative Support	6,574	6,916	342	5.2%	181
Farming, Fishing, & Forestry	3,300	2,946	-354	-10.7%	97
Construction & Extraction	1,705	2,025	320	18.8%	61
Installation, Maintenance, & Repair	2,785	2,972	187	6.7%	90
Production	2,340	2,529	189	8.1%	72
Transportation & Material Moving	4,049	4,325	276	6.8%	129

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

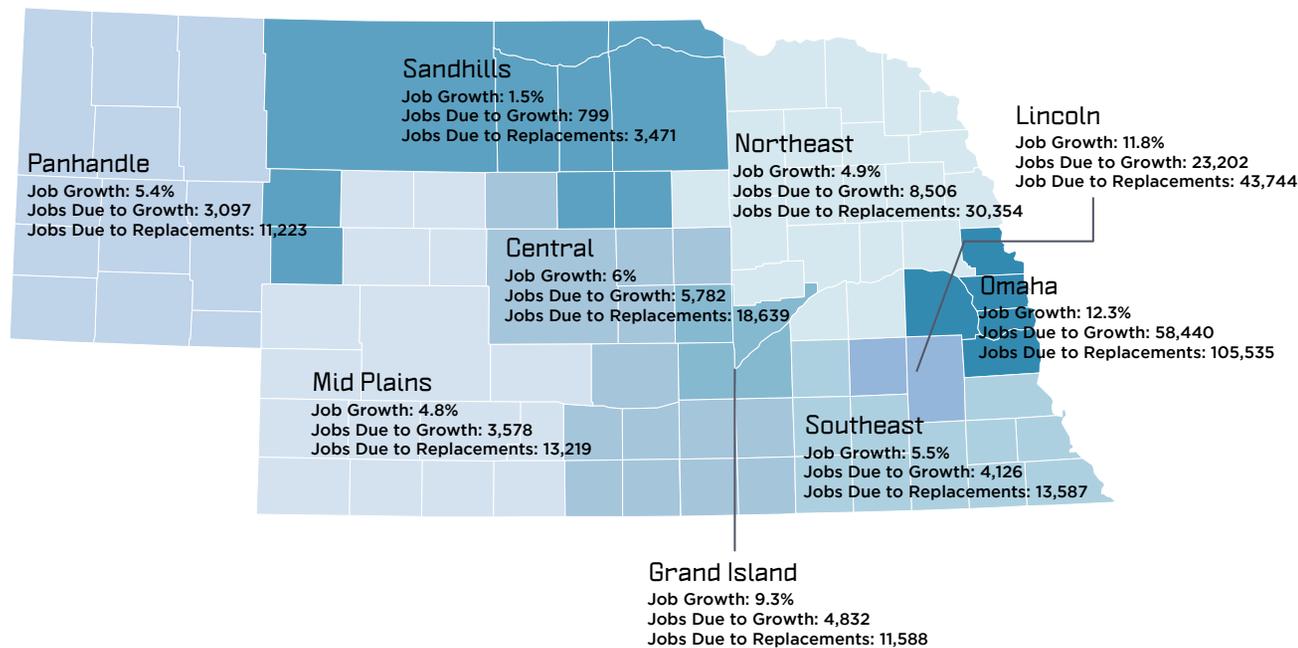
Note: The Panhandle Economic Region includes the Nebraska counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan and Sioux.

## WHERE TO FIND IT

Occupational projections from the Nebraska Department of Labor are available at [networks.nebraska.gov](http://networks.nebraska.gov). Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center.

# JOB GROWTH

## BY REGION, 2012 - 2022



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](http://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](http://www.bls.gov/emp).

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

The projected job growth in the Panhandle economic region is 5.4%.

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.

# OCCUPATION

## BY INDUSTRY, PANHANDLE ECONOMIC REGION

The table to the right lists the largest occupation by industry based on 2012 estimated employment as well as the projected employment change for that occupation within the industry in the Panhandle economic region. Carpenters in the construction industry had the highest projected growth rate at 54.4%. Farmworkers and laborers, crop, nursery, and greenhouse occupations in the natural resources and mining industry had the greatest projected decline at 13%.

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 leisure and hospitality industry, 28.7% of all workers were waiters and waitresses in 2012, and 96.5% of all waiters and waitresses worked in the leisure and hospitality industry.

### HOW TO USE IT

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

Industry	Largest Occupation	2012 Estimated Employment	2022 Projected Employment	% Change	2012 % Industry Workers with Occupation	2012 % Occupational Workers in Industry
Total	Total	46,062	48,546	5.4%	100%	100%
Natural Resources & Mining	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	2,155	1,874	-13%	42.3%	93.1%
Construction	Carpenters	136	210	54.4%	10.3%	52.5%
Manufacturing	First-Line Supervisors of Production & Operating Workers	111	114	2.7%	5.4%	53.6%
Trade, Transportation, & Utilities	Retail Salespersons	1,453	1,556	7.1%	13.2%	95.4%
Information	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	39	40	2.6%	8.6%	3.9%
Financial Activities	Tellers	338	354	4.7%	17.8%	100%
Professional & Business Services	Helpers—Production Workers	265	345	30.2%	8.5%	86.9%
Education & Health Services	Teacher Assistants	799	833	4.3%	7.5%	100%
Leisure & Hospitality	Waiters & Waitresses	984	990	0.6%	28.7%	96.5%
Other Services (except Government)	Hairdressers, Hairstylists, & Cosmetologists	82	86	4.9%	8.3%	55%
Government	Nursing Assistants	274	276	0.7%	6.9%	28.9%

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

Note: The Panhandle Economic Region includes the Nebraska counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan and Sioux.

### WHERE TO FIND IT

Occupational projections within industries are available at [networks.nebraska.gov](http://networks.nebraska.gov). Under Labor Market Information, select Employment and Wage Data. Select Industry Data followed by Staffing Patterns.

# PROJECTED EMPLOYMENT CHANGE

## BY EDUCATION LEVEL, PANHANDLE ECONOMIC REGION

Education	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Avg. Annual Openings
Doctoral or professional degree	784	831	47	6%	12
Master's degree	807	873	66	8.2%	18
Bachelor's degree	5,306	5,732	426	8%	135
Associate degree	1,483	1,655	172	11.6%	42
Postsecondary non-degree award	4,237	4,589	352	8.3%	122
Some college, no degree	910	947	37	4.1%	24
High school diploma or equivalent	17,853	18,898	1,045	5.9%	476
Less than high school	14,682	15,021	339	2.3%	508

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

Note: The Panhandle Economic Region includes the Nebraska counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan and Sioux.

### WHERE TO FIND IT

Information on occupational projections by education from the Nebraska Department of Labor is available at [networks.nebraska.gov](http://networks.nebraska.gov). Under Labor Market Information, select Labor Market Analysis. Under Labor Market Data, select Data Download Center.

The table on the left gives occupational projections by education level. In the Panhandle economic region, occupations requiring an associate degree are expected to increase at the fastest rate of 11.6%, followed by occupations requiring a postsecondary non-degree award at 8.3%. Occupations requiring a high school degree or less are projected to increase at a slower rate than occupations requiring some postsecondary degree. Occupations requiring a high school education or less are projected to increase by under 6%, while occupations requiring an associate, bachelor's, or master's degree are projected to increase by 8%-12%.

Even though occupations requiring a high school education or less are projected to increase at a relatively slow rate, they are expected to have the most annual openings. Occupations requiring a high school education or less than a high school education are expected to have an average of approximately 480-510 annual job openings, followed by occupations requiring a bachelor's degree at 135.

### HOW TO USE IT

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

# H3 OCCUPATIONS

## 2015

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

The top three H3 occupations in the Panhandle economic region are registered nurses with an annual median wage of \$59,432, followed by licensed practical and licensed vocational nurses with a wage of \$37,102, and general and operations managers with a wage of \$81,490. Most of the top 20 H3 occupations require some on-the-job training, apprenticeship, or internship/residency, and most require some postsecondary education.

### HOW TO USE IT

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

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

RANK	Occupation	Annual Median Wage	Avg Annual Openings	Education, Experience, & Training
1	Registered Nurses	\$59,432	26	Associate degree
2	Licensed Practical & Licensed Vocational Nurses	\$37,102	15	Postsecondary non-degree award
3	General & Operations Managers	\$81,490	13	Bachelor's degree, less than 5 years
4	Accountants & Auditors	\$54,794	13	Bachelor's degree
5	Elementary School Teachers, Except Special Education	\$52,324	16	Bachelor's degree, internship/residency
6	Heavy & Tractor-Trailer Truck Drivers	\$38,131	12	Postsecondary non-degree award, short-term OJT*
7	Machinists	N/A	7	Postsecondary non-degree award, long-term OJT
8	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	\$41,602	7	Postsecondary non-degree award, long-term OJT
9	Loan Officers	\$62,117	7	Bachelor's degree, moderate-term OJT
10	Maintenance & Repair Workers, General	\$32,961	10	High school diploma or equivalent, long-term OJT
11	Electrical Power-Line Installers & Repairers	\$58,099	8	Postsecondary non-degree award, long-term OJT
12	Rail Car Repairers	N/A	9	High school diploma or equivalent, long-term OJT
13	Market Research Analysts & Marketing Specialists	\$49,061	4	Bachelor's degree
14	Wholesale & Retail Buyers, Except Farm Products	\$45,150	5	High school diploma or equivalent, long-term OJT
15	Child, Family, & School Social Workers	\$35,580	6	Bachelor's degree
16	Secondary School Teachers, Except Special & Career/Technical Education	\$55,409	10	Bachelor's degree, internship/residency
17	Medical & Health Services Managers	\$76,813	5	Bachelor's degree
18	Structural Iron & Steel Workers	\$31,502	***	High school diploma or equivalent, apprenticeship
19	Healthcare Social Workers	\$42,744	4	Master's degree
20	Electricians	\$33,016	4	Postsecondary non-degree award, apprenticeship

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

### WHERE TO FIND IT

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

# AREA DEFINITIONS



# AREA DEFINITIONS

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

## METROPOLITAN AND MICROPOLITAN STATISTICAL AREAS

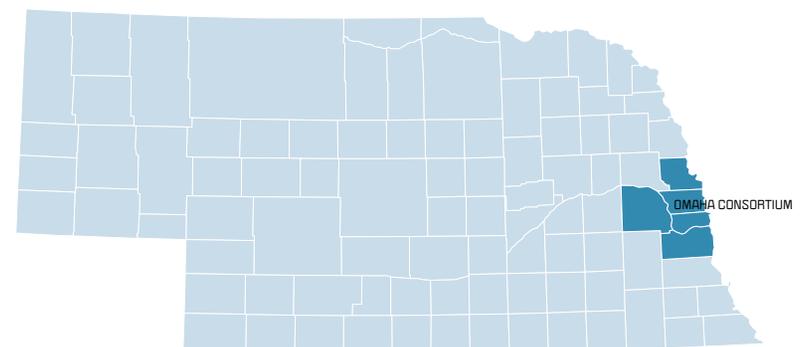
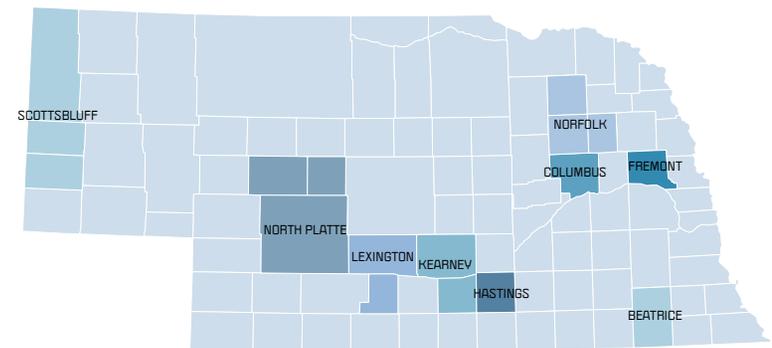
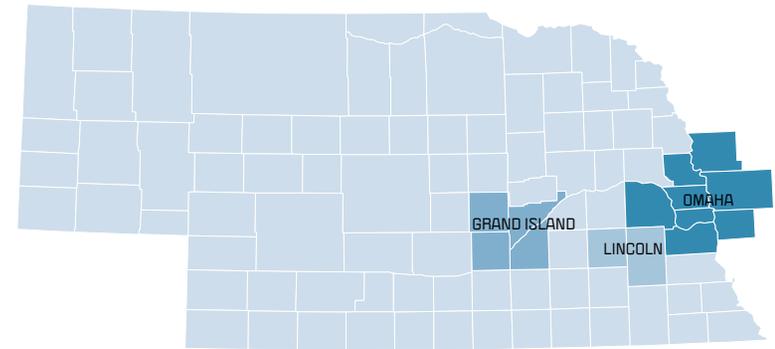
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas for the purpose of compiling and releasing federal data. The OMB defines metropolitan statistical areas (MSAs) as containing an urban core and a population of over 50,000. The OMB defines micropolitan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

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

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

## OMAHA CONSORTIUM

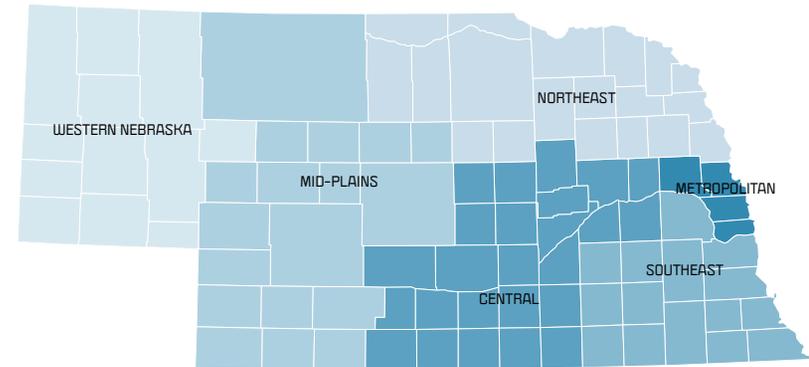
The Omaha MSA includes eight counties: five in Nebraska and three in Iowa. The Omaha Consortium only includes the five counties in the Omaha MSA that are located in Nebraska.



# AREA DEFINITIONS

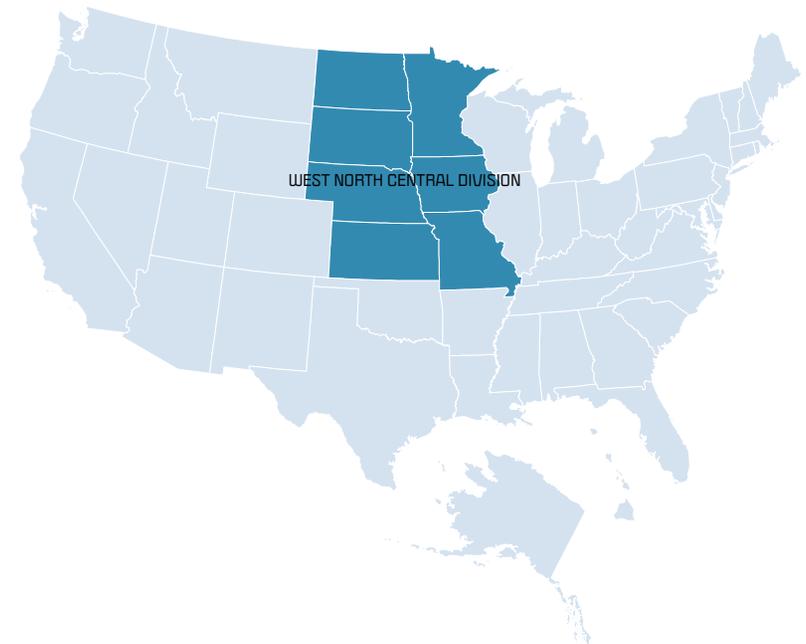
## COMMUNITY COLLEGE REGIONS

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



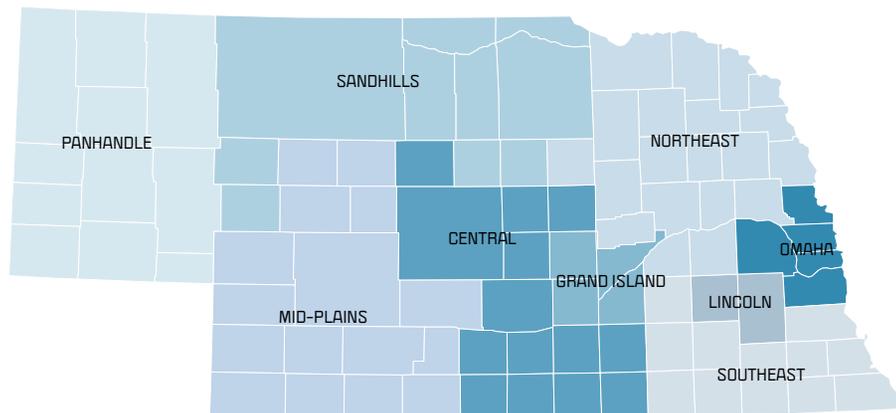
## WEST NORTH CENTRAL DIVISION

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



## ECONOMIC REGIONS

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



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