



REGIONAL REVIEW

NEBRASKA 2015

LABOR MARKET REGIONAL REVIEW

2015 Nebraska Regional Review
is a publication of:

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

Telephone: 1.800.876.1377
Fax: 1.402.471.9867

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The statewide regional review presents data on the demographics, educational characteristics, labor market, wages, industries, occupations, and businesses in the state. Businesses and economic stakeholders can use this information to better understand the state’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 statewide regional review.

Nebraska is comprised of 93 counties, and the 2014 population was 1,881,503. Since 1984, the state population increased by 18.4%, about half the rate of the nation. From 2010 to 2050, Nebraska’s Hispanic population is projected to increase from under 10% of the state population to almost a quarter of the state population.

Nebraska has a strong economy. In 2014, Nebraska’s unemployment rate was 3.3%, much lower than the national rate of 6.2%. In 2013, Nebraska also had a higher labor force participation rate of 70.6% than the national rate of 64.3%. Nebraska’s median household income was \$51,672 in 2013, slightly lower than the national median household income.

QUICK FACTS, NEBRASKA VS. UNITED STATES

	Nebraska	United States
2014 Population	1,881,503	318,857,056
1984-2014 Population Growth	18.4%	35.2%
2013 Percent Minority Population	18.2%	36.7%
% of Population 25 & Over With a Bachelor’s Degree or Higher	28.5%	29%
2014 Labor Force	1,022,152	155,899,000
2014 Unemployment Rate	3.3%	6.2%
2013 Median Household Income	\$51,672	\$53,046
2013 Poverty Rate	12.8%	15.4%
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, Occupational Employment Statistics

Bureau of Labor Statistics: Current Population Survey, Quarterly Census of Employment and Wages, Occupational Employment Statistics

The largest private industry in 2013 was trade, transportation, and utilities with 20.3% of statewide employment. The industry with the highest projected growth rate from 2012-2022 is management of companies and enterprises at 25.5%. The occupational group with the highest projected growth rate from 2012-2022 is computer and mathematical occupations at 18.8%.

DEMOGRAPHICS

NEBRASKA

POPULATION

OVERVIEW

CHANGE BY COUNTY, 1984 - 2014

AGE

DIVERSITY

RACE/ETHNICITY

CHANGE IN RACE/ETHNICITY OVER TIME

PROJECTIONS BY RACE/ETHNICITY

LANGUAGE & THE ABILITY TO SPEAK ENGLISH

MIGRATION

COMPONENTS OF CHANGE

DOMESTIC & INTERNATIONAL

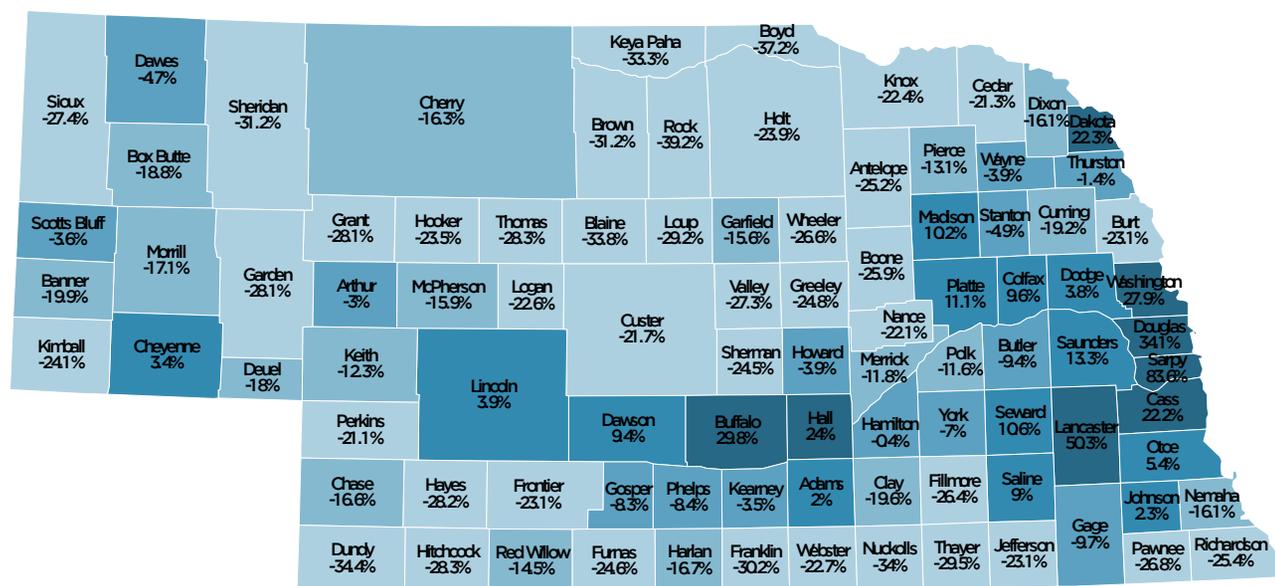
INTERNATIONAL BY COUNTY, 2009 - 2013

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



POPULATION

CHANGE BY COUNTY, 1984-2014



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

LEGEND

PERCENT CHANGE



HOW TO USE IT

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

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

Since 1984, the state's population increased by 18.4%, a little over half the national population increase of 35.2% during the same time period.

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

POPULATION

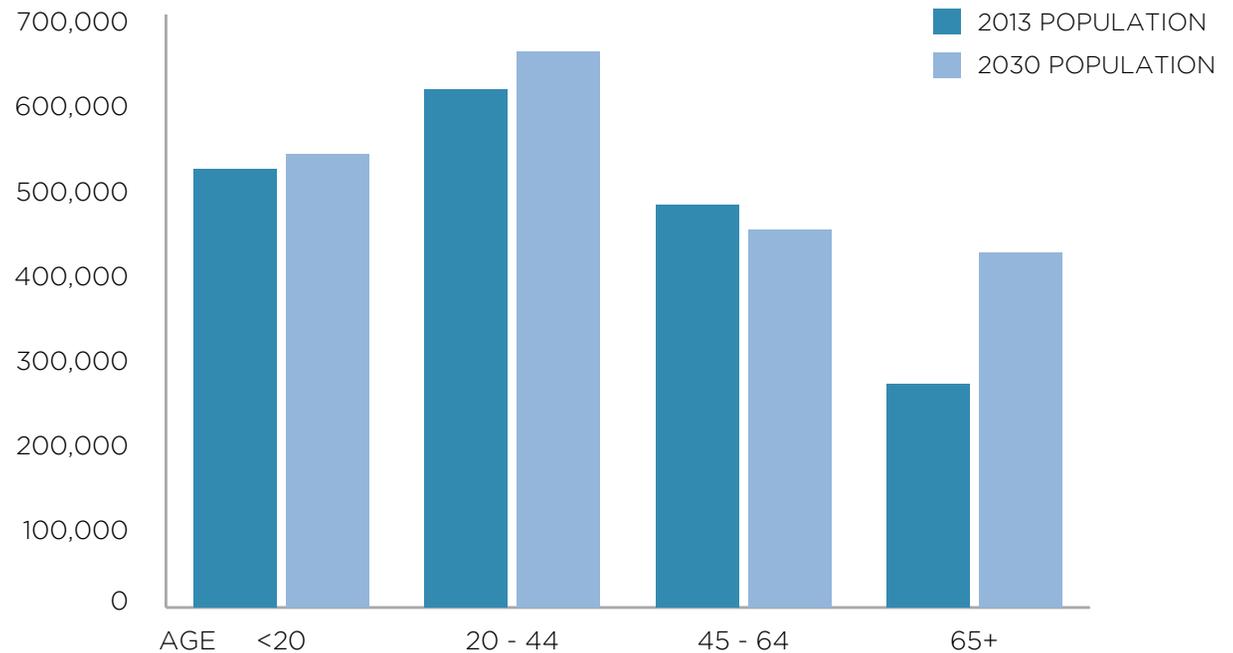
AGE

In 2013, the largest age group in Nebraska was 20-44 at roughly one third of the population. Age groups under 20 and 45-64 followed with over 25% of the population each. Under 15% of the population was 65 and older.

By 2030, the age groups less than 20 and 20-44 are expected to see mild population increases of 3.3% and 7.2% respectively, while the statewide population is projected to increase by 10% compared to 2013. The age group 65 and older is expected to increase by a massive 58.6%, probably due, in part, to more baby boomers entering the 65 and older age group. The population ages 65 and older is projected to increase from 14.1% to 20.4% of the state 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	2013		2030		Total Change	% Change
	Population	%	Population	%		
<20	517,967	27.7%	535,129	26%	17,162	3.3%
20-44	611,594	32.7%	655,618	31.9%	44,024	7.2%
45-64	474,947	25.4%	445,362	21.7%	-29,585	-6.2%
65+	264,008	14.1%	418,643	20.4%	154,635	58.6%
Total	1,868,516	100%	2,054,752	100%	186,236	10%

WHERE TO FIND IT

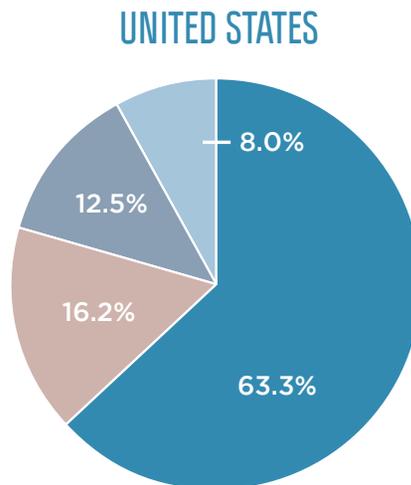
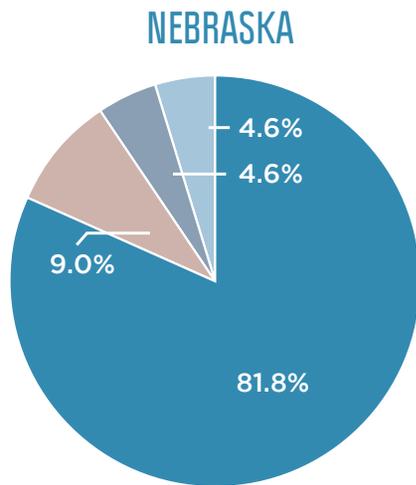
The Center for Public Affairs Research at the University of Nebraska Omaha produces population projections by age. Contact The Center for Public Affairs Research at the University of Nebraska Omaha or the Nebraska Department of Labor, Office of Labor Market Information for additional information.

Sources:

US Census Bureau, Population Estimates, released 2014
 Center for Public Affairs Research-University of Nebraska Omaha, data dated 2013

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 81.8% of the state population. Hispanics were the largest minority group in the state at 9%, followed by African Americans at 4.6%, and Asians at 2%.

Nebraska is much less diverse than the nation as a whole. Nationally, the total minority population was 36.7% in 2013, over twice as large as the minority population in Nebraska. Hispanics comprised 16.2% of the US population and 9% of the Nebraska population. African Americans comprised 12.5% of the US population and 4.6% of the Nebraska population, and other races comprised 8% of the US population and 4.6% of the Nebraska 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.

	Nebraska		United States	
	Total	%	Total	%
Total Population	1,850,502	100%	312,535,063	100%
Hispanic or Latino (of any race)	167,405	9%	50,477,594	16.2%
Total Not Hispanic or Latino	1,683,097	91%	262,057,469	83.8%
White Alone	1,512,922	81.8%	197,836,231	63.3%
Black or African American Alone	85,707	4.6%	39,076,459	12.5%
American Indian & Alaska Native Alone	15,262	0.8%	2,329,643	0.7%
Asian Alone	37,325	2%	16,093,994	5.1%
Native Hawaiian & Other Pacific Islander Alone	1,118	0.1%	531,302	0.2%
Two or more Races	30,763	1.7%	6,189,840	2%
Total Minority (Population excluding non-Hispanic Whites)	337,580	18.2%	114,698,832	36.7%

Source: US Census Bureau, Population Estimates, released 2014

POPULATION

CHANGE IN RACE/ETHNICITY OVER TIME

The minority population in Nebraska increased by 35.4% from 2003-2013; an increase almost 6 times that of the overall statewide population increase of 6.4%.

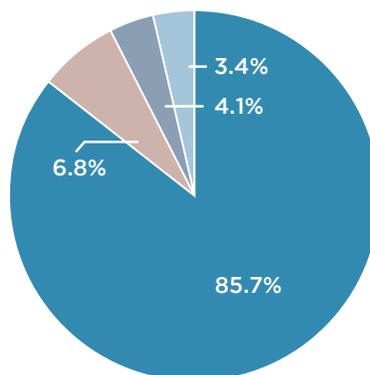
Hispanics had the largest numeric population increase of almost 50,000, a 41.4% increase. Whites had the second largest numeric increase of over 23,000, although this figure only represents a 1.6% increase. Those who are two or more races and Asians had the largest percent change of 45%-68%.

Due to rapid minority population growth, the proportion of minorities in Nebraska increased by nearly 4 percentage points from 2003-2013. Hispanics increased from 6.8% to 9% of the state population. African Americans increased from 4.1% to 4.6%. Other races increased from 3.4% to 4.6%, and the white population fell from 85.7% to 81.8%.

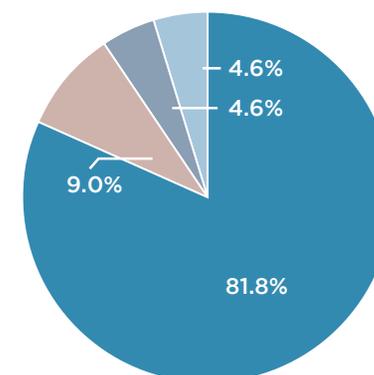
HOW TO USE IT

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



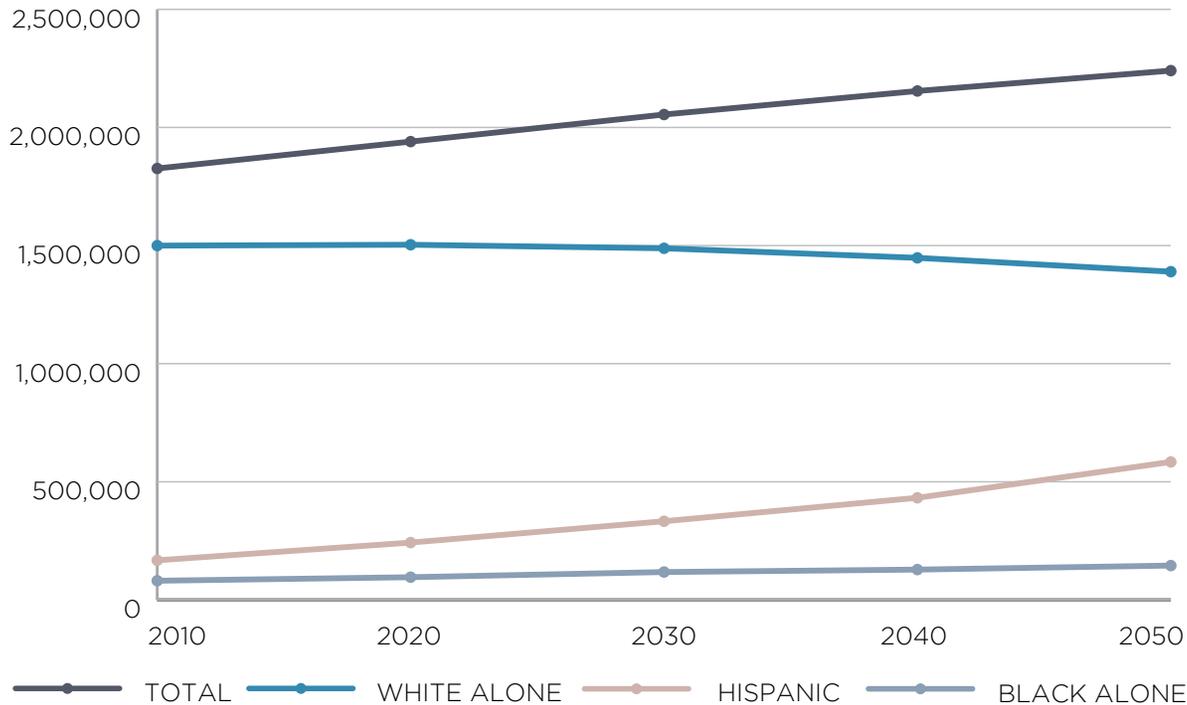
- WHITE ALONE
- HISPANIC OR LATINO (OF ANY RACE)
- BLACK OR AFRICAN AMERICAN ALONE
- OTHER RACES (NOT HISPANIC OR LATINO)

	2003	2013	Total Change	% Change
Total Population	1,738,643	1,850,502	111,859	6.4%
Hispanic or Latino (of any race)	118,380	167,405	49,025	41.4%
Total Not Hispanic or Latino	1,620,263	1,683,097	62,834	3.9%
White Alone	1,489,375	1,512,922	23,547	1.6%
Black or African American Alone	72,119	85,707	13,588	18.8%
American Indian and Alaska Native Alone	13,973	15,262	1,289	9.2%
Asian Alone	25,634	37,325	11,691	45.6%
Native Hawaiian and Other Pacific Islander Alone	793	1,118	325	41%
Two or more Races	18,369	30,763	12,394	67.5%
Total Minority (Population excluding non-Hispanic Whites)	249,268	337,580	88,312	35.4%

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

POPULATION

PROJECTIONS BY RACE/ETHNICITY, 2010 - 2050



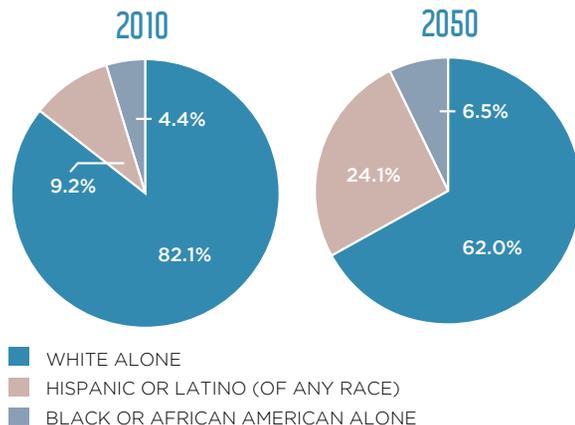
Source: Center for Public Affairs Research-University of Nebraska Omaha, data dated 2013

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

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

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

POPULATION DISTRIBUTION



WHERE TO FIND IT

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

HOW TO USE IT

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

LANGUAGE

& ABILITY TO SPEAK ENGLISH

From 2005-2013, the number of Nebraskans who spoke a language other than English rose by 25.9%, and the number of these Nebraskans who spoke English less than “very well” rose by 13.6%. Change in the number of Spanish speakers helped drive this trend. From 2005-2013, the number of Spanish-speaking Nebraskans increased by 24.1%, and the number of Spanish speakers who speak English less than “very well” increased by 6.9%.

Overall, Nebraska has a lower rate of speakers who spoke a language other than English than the US, and a higher rate of other language speakers who spoke English less than “very well.” Over 10% of the state population spoke a language other than English, about half the national percentage of 20.7%. Furthermore, 45.1% of other language speakers spoke English less than “very well” statewide, compared to 41.7% nationally.

	2005	2013	% Change	Nebraska 2013	US 2013
Population 5 years and over	1,584,316	1,711,160	8%	100%	100%
English	1,441,065	1,530,738	6.2%	89.5%	79.3%
Language other than English	143,251	180,422	25.9%	10.5%	20.7%
Speak English less than “very well”	71,575	81,310	13.6%	45.1%	41.7%
Spanish	96,287	119,506	24.1%	7%	12.9%
Speak English less than “very well”	53,568	57,286	6.9%	47.9%	43.6%
Other Indo-European Languages	24,521	26,088	6.4%	1.5%	3.7%
Speak English less than “very well”	7,674	6,804	-11.3%	26.1%	31.9%
Asian and Pacific Islander Languages	15,385	22,798	48.2%	1.3%	3.3%
Speak English less than “very well”	7,539	11,989	59%	52.6%	47.9%
Other Languages	7,058	12,030	70.4%	0.7%	0.9%
Speak English less than “very well”	2,794	5,231	87.2%	43.5%	30.8%

Source: US Census Bureau, American Community Survey, most recent data released 2014.

HOW TO USE IT

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

WHERE TO FIND IT

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

COMPONENTS

OF POPULATION CHANGE, 2010 - 2014

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

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

Source: US Census Bureau, Population Estimates, released 2015

HOW TO USE IT

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

There are two components of population change:

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

From 2010 to 2014, Nebraska had a net population increase of over 55,000. Natural change from births accounted for a majority of that increase (approximately 46,000). Net migration accounted for a gain of approximately 10,000 due to international migration. The state had a net increase of over 15,000 international migrants, and a loss of over 5,000 residents due to domestic migration. Net migration accounted for a lower percent of population growth in Nebraska (18.2%) than nationally (40.2%).

Except for the Beatrice MC, the birth rate outpaced the death rate in all Nebraska MCs and MSAs. Nebraska MSAs, the Omaha Consortium, and the Kearney MC also had a net migration increase. All other Nebraska MCs had a net migration decrease.

MIGRATION

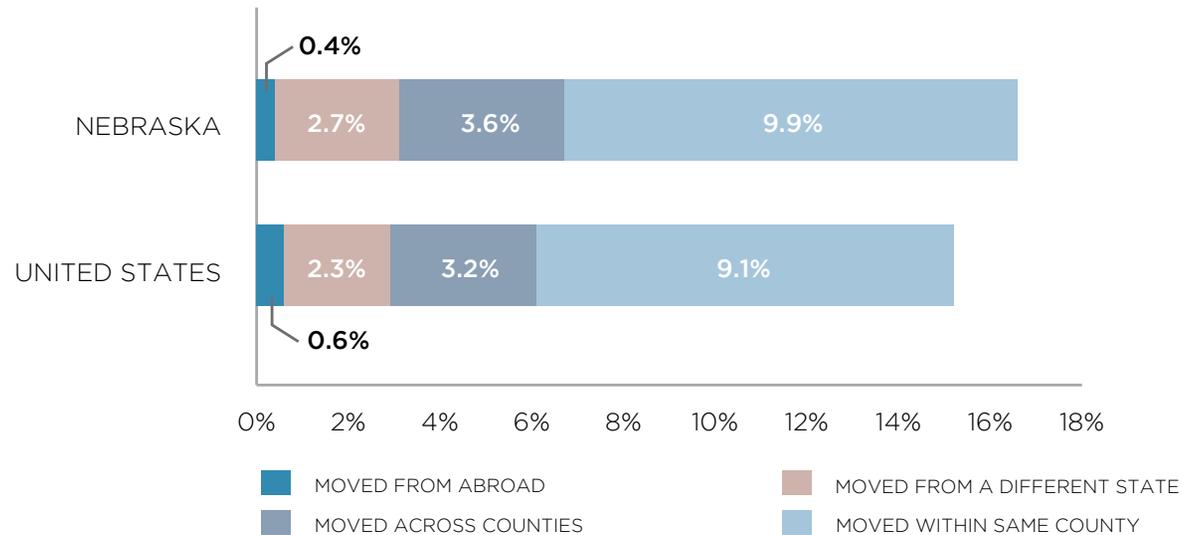
DOMESTIC & INTERNATIONAL, 2013

In 2013, approximately 302,000 individuals or 16.7% of the state population moved to or within Nebraska. Most Nebraskans who migrated moved within the state, 9.9% of the state population moved within the same county, and 3.6% of the state population moved across state counties. Almost 3% of Nebraskans moved from another state to Nebraska, and only .4% of Nebraskans moved from abroad.

Nebraska had a slightly lower rate of international migration than the US (.4% v. .6%). However, Nebraska had a higher percentage of migration from other states than the national rate (2.7% v. 2.3%). Nebraska also had a higher rate of migration within the state. Over 13% of Nebraskans moved within the state, compared to 12.3% of US residents.

HOW TO USE IT

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



	Nebraska		United States	
	Total	%	Total	%
Total Population 1 year and over	1,815,644	100%	307,797,122	100%
Population that moved	302,377	16.7%	46,508,282	15.1%
Population that moved from abroad	7,862	.4%	1,814,685	.6%
Population that moved from a different state	49,119	2.7%	6,966,354	2.3%
Population that moved within the state	245,396	13.5%	37,727,243	12.3%
Population that moved within the same county	179,189	9.9%	28,002,833	9.1%
Population that moved across counties	66,207	3.6%	9,724,410	3.2%

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

WHERE TO FIND IT

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



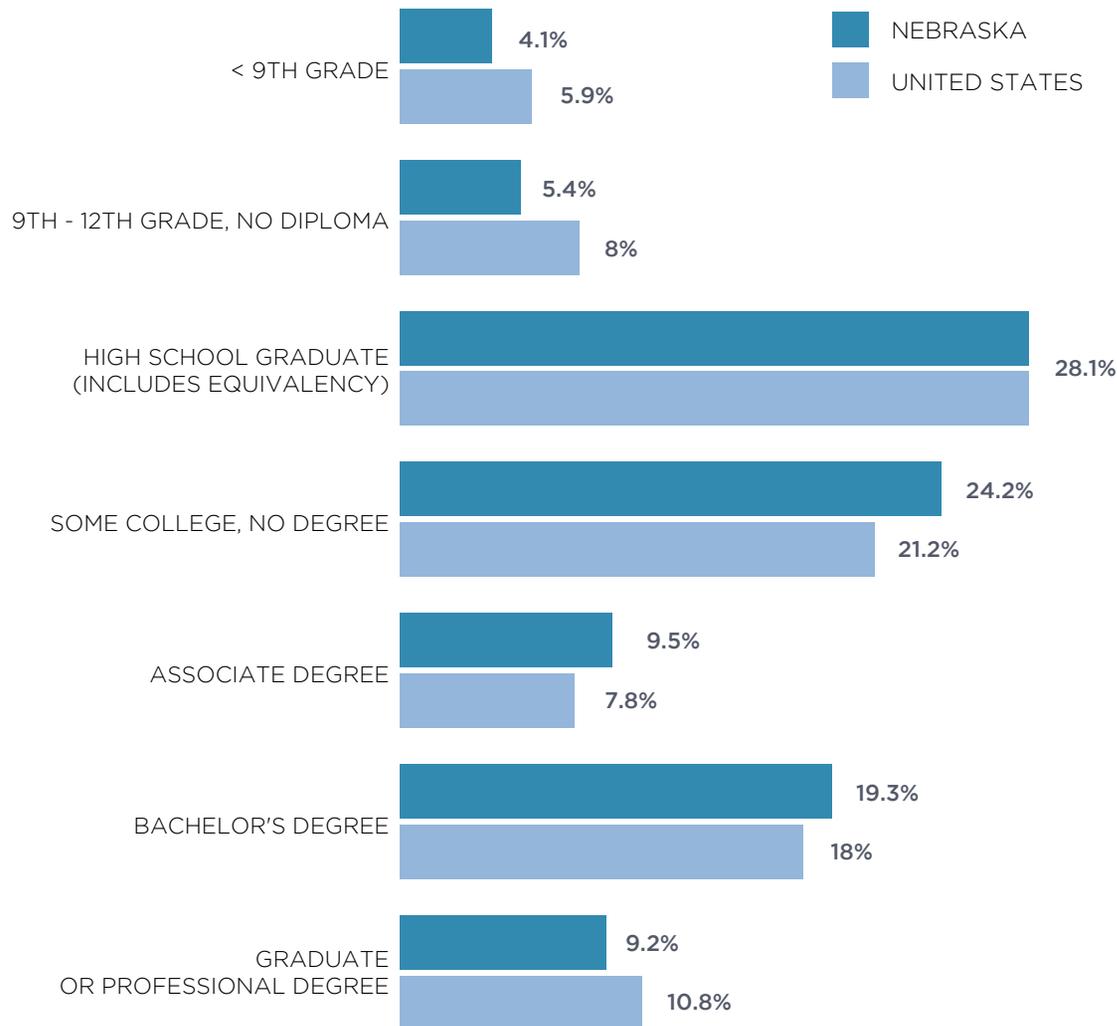
EDUCATION

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

NEBRASKA GRADUATE OUTCOMES

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





Note: Population age 25 and older.

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

WHERE TO FIND IT

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

EDUCATIONAL ATTAINMENT, 2013

Nebraskans are generally well-educated. Over 90% of Nebraskans age 25 and older possessed a high school degree or GED, and 62.2% of Nebraskans possessed some post-secondary education in 2013. The most common highest level of educational attainment was a high school diploma or GED at 28.1%, followed by some college, no degree at 24.2%, and bachelor's degree at 19.3%. Over 9% of Nebraskans had an associate degree, and 9.2% had a graduate or professional degree.

Nebraskans are better educated than US residents as a whole. US residents were 1.6 percentage points more likely than Nebraskans to have a graduate or professional degree. However, Nebraskans were several percentage points more likely to have all other forms of postsecondary education.

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.

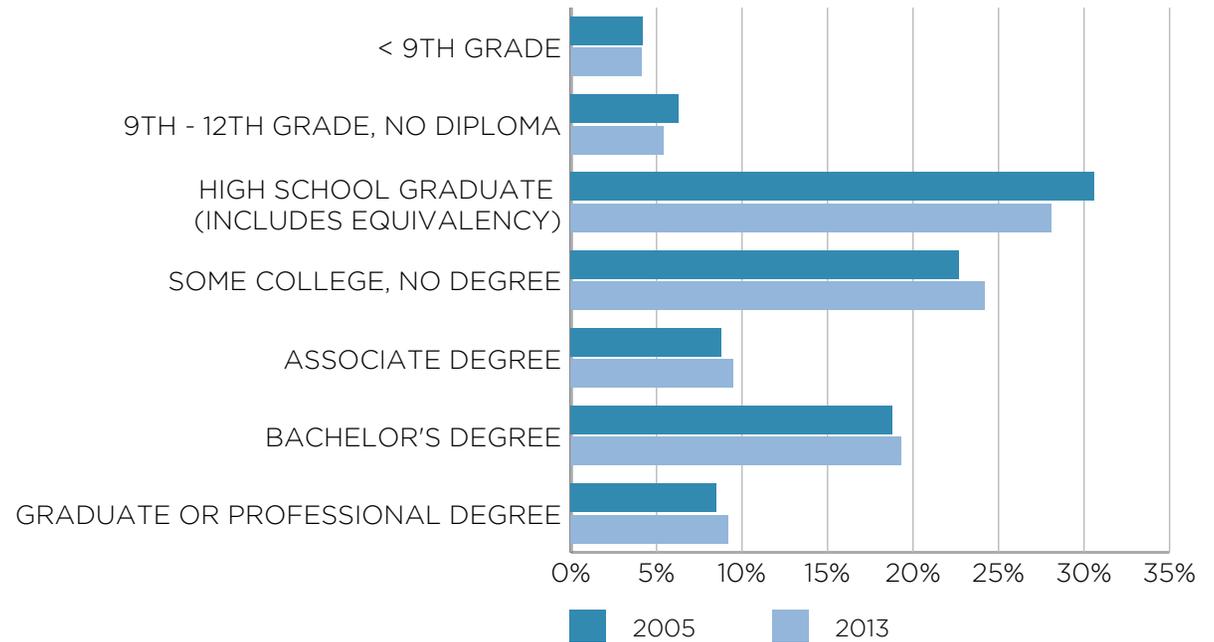
EDUCATIONAL ATTAINMENT CHANGE

Since 2005, the number of Nebraskans who have some postsecondary education increased. From 2005 to 2013, the number of Nebraskans who have some college education or a postsecondary degree increased at a rate of 10%-18%, outpacing the population growth rate of 7.7%. The number of Nebraskans with graduate or professional degrees and associate degrees increased the most rapidly at around 17%-18%.

Due to increases in educational attainment, Nebraskans were .5-.8 percentage points more likely to possess some kind of postsecondary degree in 2013 than in 2005. Nebraskans were also 1.5 percentage points more likely to possess some college education.

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 educational institutions expand to accommodate more students.



	2005	2013	Difference	% Change
Population 25 years and over	1,109,836	1,195,699	85,863	7.7%
Less than 9th grade	46,883	49,526	2,643	5.6%
9th to 12th grade, no diploma	69,650	64,633	-5,017	-7.2%
High school graduate (includes equivalency)	340,138	336,393	-3,745	-1.1%
Some college, no degree	252,426	289,687	37,261	14.8%
Associate degree	97,911	114,161	16,250	16.6%
Bachelor's degree	208,864	230,833	21,969	10.5%
Graduate or professional degree	93,964	110,466	16,502	17.6%

Source: US Census Bureau, American Community Survey, most recent data released 2014

WHERE TO FIND IT

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

GRADUATION RATES

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

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

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.

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

WHERE TO FIND IT

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

2011 - 2012 GRADUATES

POSTSECONDARY, WORKING IN NE, 1ST QUARTER 2013

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

Seventy-four percent of community college graduates were working in the state in the first quarter of 2013, compared to 62% of state college 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

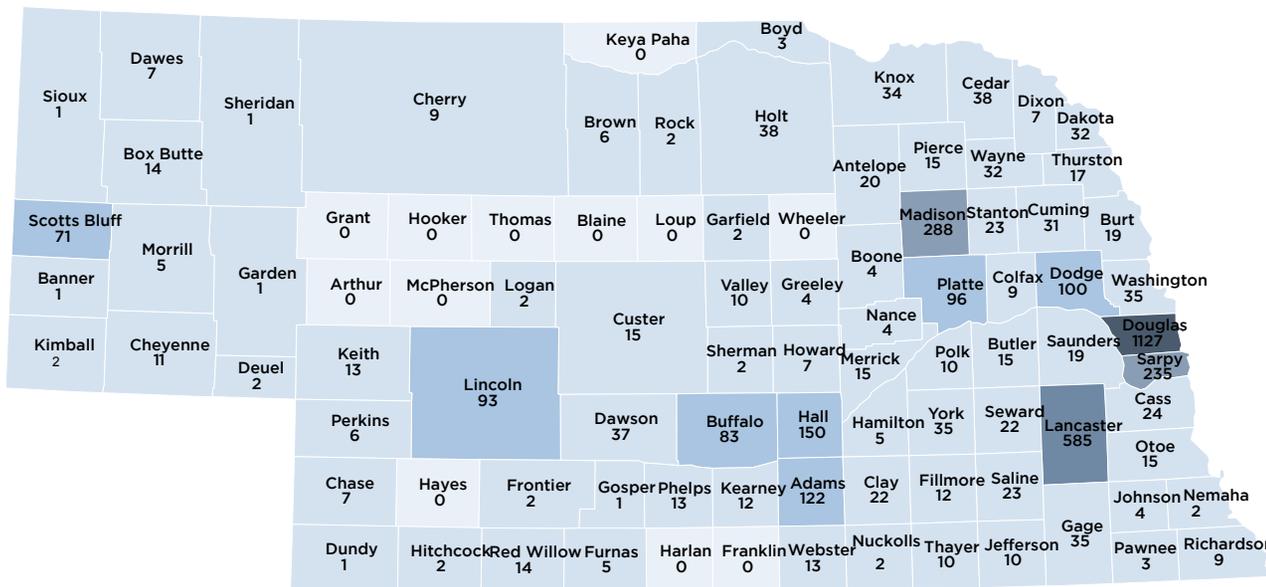
Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, released 2015

WHERE TO FIND IT

Much more detailed information on graduate outcomes is available from the Nebraska Department of Labor at networks.nebraska.gov.

2011 - 2012 GRADUATES

COMMUNITY COLLEGE, WORKING IN NE, 1ST QUARTER 2013



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

LEGEND

NUMBER OF GRADUATES



HOW TO USE IT

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

There were 6,058 2011-2012 community college graduates working in Nebraska during the first quarter of 2013. Douglas County had the most community college graduates working in the state at 1,127, followed by Lancaster County at 585. There was at least one person from the 2011-2012 class employed in 81 of Nebraska's 93 counties.

The industries employing the most community college graduates working in Nebraska were healthcare (29.4%), retail trade (12.8%), and manufacturing (8.1%). The most common fields of study among all community college graduates were Emergency Medical Technology (18.7%), Liberal Arts and Sciences/Liberal Studies (14.4%), and Business Administration and Management (8.3%).

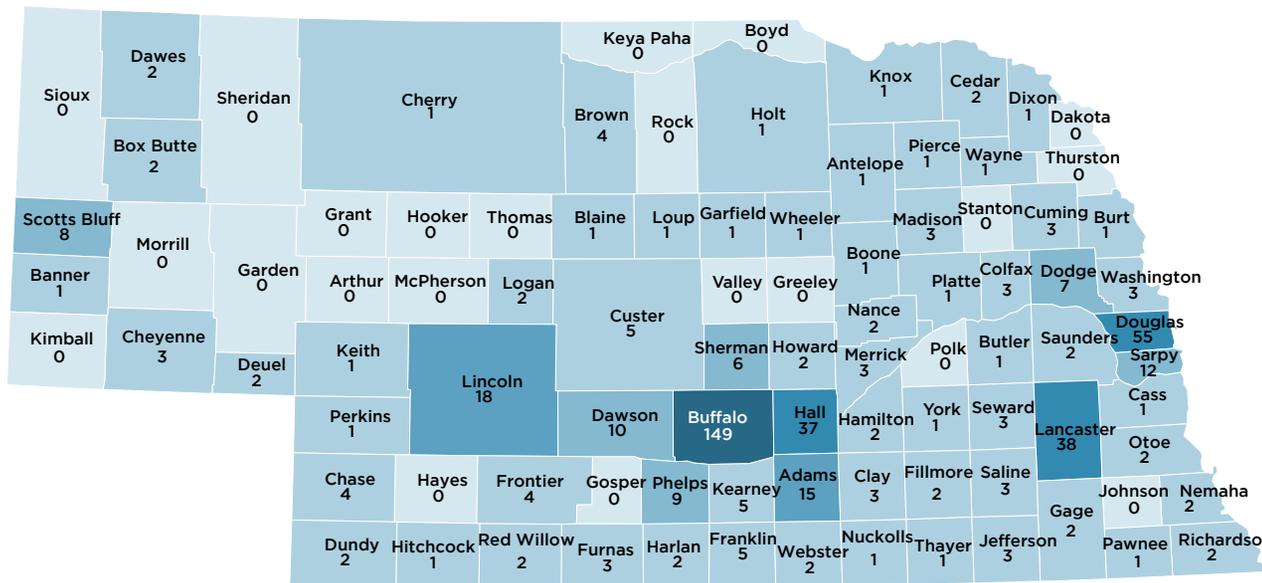
Community college graduates with associate degrees in Electromechanical Engineering Technology had the highest average annual wage at \$56,442.

WHERE TO FIND IT

Much more detailed information on graduate outcomes is available from the Nebraska Department of Labor at networks.nebraska.gov.

2011 - 2012 GRADUATES

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



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

There were 720 UNK graduates working in Nebraska during the first quarter of 2013. Buffalo County had the most UNK graduates working in the state at 149, followed by Douglas County at 55. There was at least one person from the 2011 to 2012 class employed in 71 of Nebraska's 93 counties.

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

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

LEGEND

NUMBER OF GRADUATES



WHERE TO FIND IT

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

HOW TO USE IT

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



LABOR FORCE

ESTIMATES

U6 RATES

SEASONAL FLUCTUATIONS

OLDER WORKERS BY COUNTY

COMMUTING

PATTERNS (IN), 2011

PATTERNS (OUT), 2011

COMMUTE TIME

LABOR FORCE ESTIMATES, 2014

2013 LABOR FORCE PARTICIPATION RATE, AGES 16 & OVER



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

	Labor Force	Employed	Unemployed	Unemployment Rate
Nebraska	1,022,152	988,249	33,903	3.3%
Beatrice MC	11,150	10,681	469	4.2%
Columbus MC	17,440	16,921	519	3%
Fremont MC	19,362	18,657	705	3.6%
Grand Island MSA	45,230	43,549	1,681	3.7%
Hastings MC	16,915	16,346	569	3.4%
Kearney MC	31,534	30,682	852	2.7%
Lexington MC	14,518	14,017	501	3.5%
Lincoln MSA	179,302	174,046	5,256	2.9%
Norfolk MC	27,303	26,504	799	2.9%
North Platte MC	19,848	19,207	641	3.2%
Omaha Consortium	415,179	400,504	14,675	3.5%
Scottsbluff MC	20,014	19,275	739	3.7%

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

Sources: Nebraska Department of Labor, 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, Nebraska's labor force was approximately 1,022,000. Nebraska's unemployment rate for 2014 was relatively low at 3.3%, much lower than the national rate of 6.2%. At 70.6%, Nebraska's labor force participation rate (population 16 years and over in the labor force) was also higher than the national rate of 64.3%.

Kearney MC had the lowest unemployment rate of 2.7% among Nebraska MCs and MSAs, and Beatrice MC had the highest unemployment rate of 4.2%.

WHERE TO FIND IT

State and local data on labor force estimates are available networks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis to view the data, or download data by going to the Data Download Center, located under Labor Market Data. The national unemployment rate is available at www.bls.gov/cps.

U6 RATES

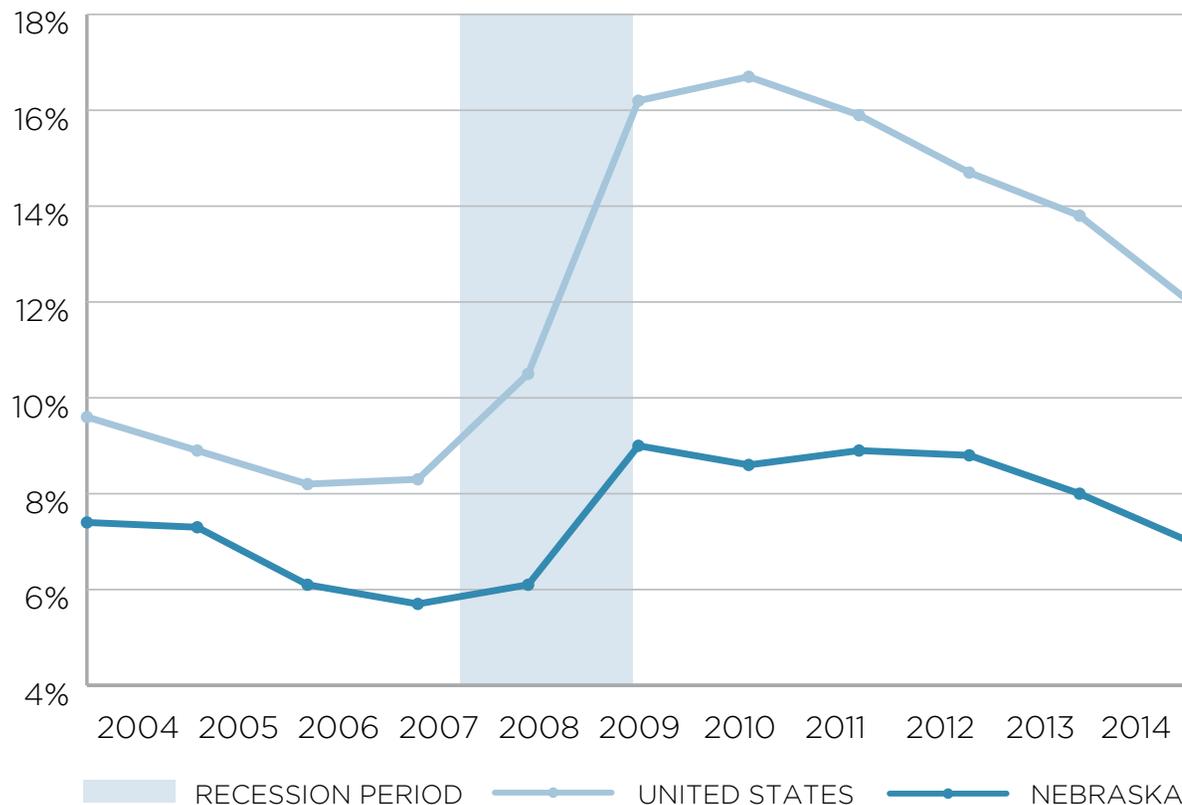
U6 rates are an alternative measure of labor underutilization compared to the traditional unemployment rate. U6 rates measure all unemployed workers, marginally attached workers (discouraged workers who are not employed and have sought work in the past 12 months, but not in the last 4 weeks), and workers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

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

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

HOW TO USE IT

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



	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
NE	7.4%	7.3%	6.1%	5.7%	6.1%	9%	8.6%	8.9%	8.8%	8%	7%
US	9.6%	8.9%	8.2%	8.3%	10.5%	16.2%	16.7%	15.9%	14.7%	13.8%	12%

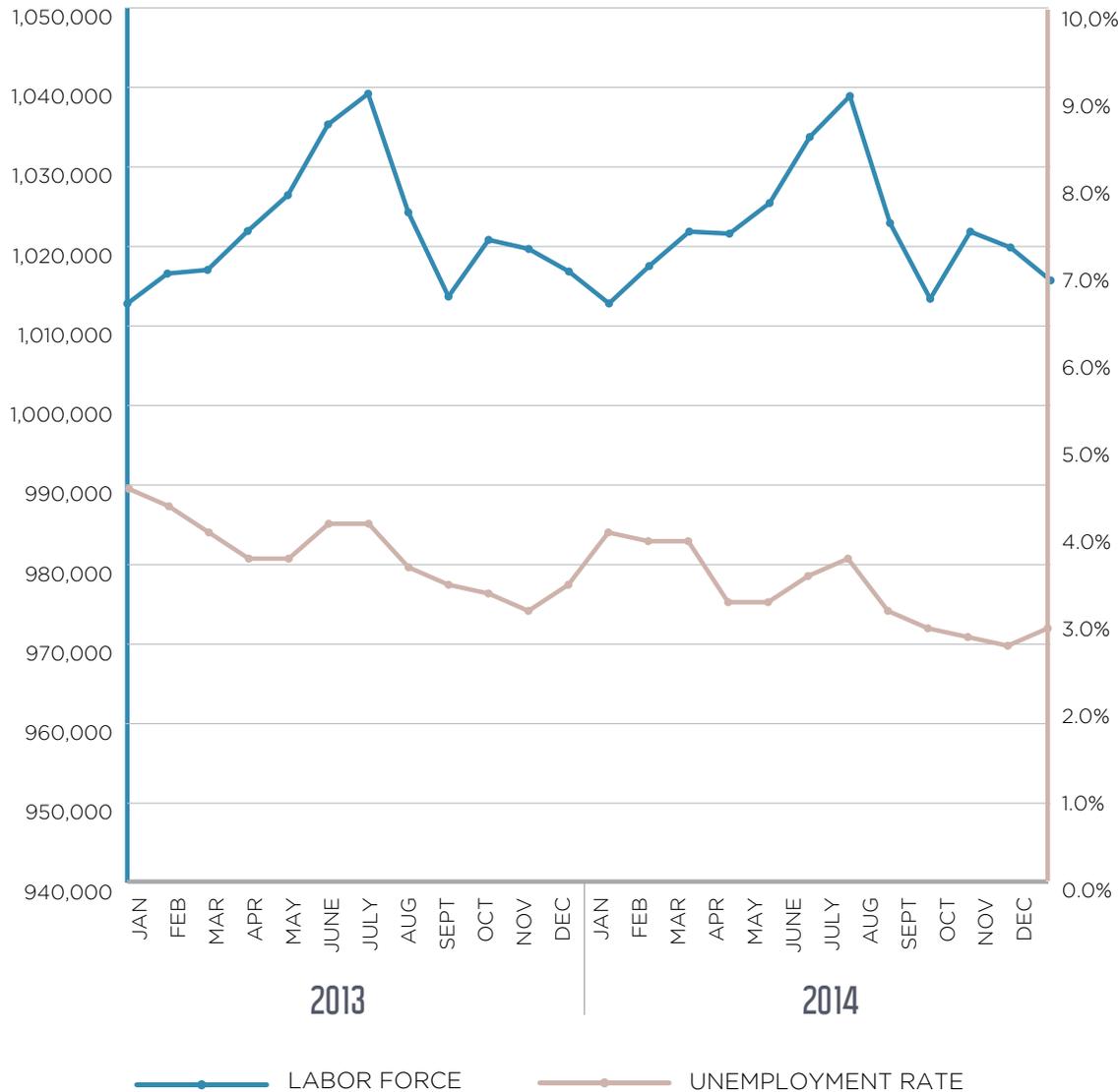
Sources: Bureau of Labor Statistics, Local Area Unemployment Statistics, most recent data released 2015
Bureau of Labor Statistics, "The Recession of 2007-2009: BLS Spotlight on Statistics," released 2012

WHERE TO FIND IT

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

LABOR FORCE

SEASONAL FLUCTUATIONS



The labor force and unemployment rate can vary by season. In 2013 and 2014, the labor force was highest during the summer and peaked in July. The labor force rose to approximately 1,039,000 in July 2013 and 2014, while the annual labor force average for those years was approximately 1,022,000.

Nebraska's unemployment rate decreased over the last two years—from 4.5% in January 2013 to 2.9% in December 2014. The unemployment rate rose slightly as the labor force peaked in July 2013 and July 2014.

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 to seasonal economic fluctuations. Harvests, weather changes, holidays, and school openings and closings are examples of some seasonal events that can lead to major fluctuations in the labor force and unemployment rates.

WHERE TO FIND IT

State and local data on labor force estimates are available networks.nebraska.gov. Under Labor Market Information, select Labor Market Analysis. Then, 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

OLDER WORKERS

BY COUNTY, 2013

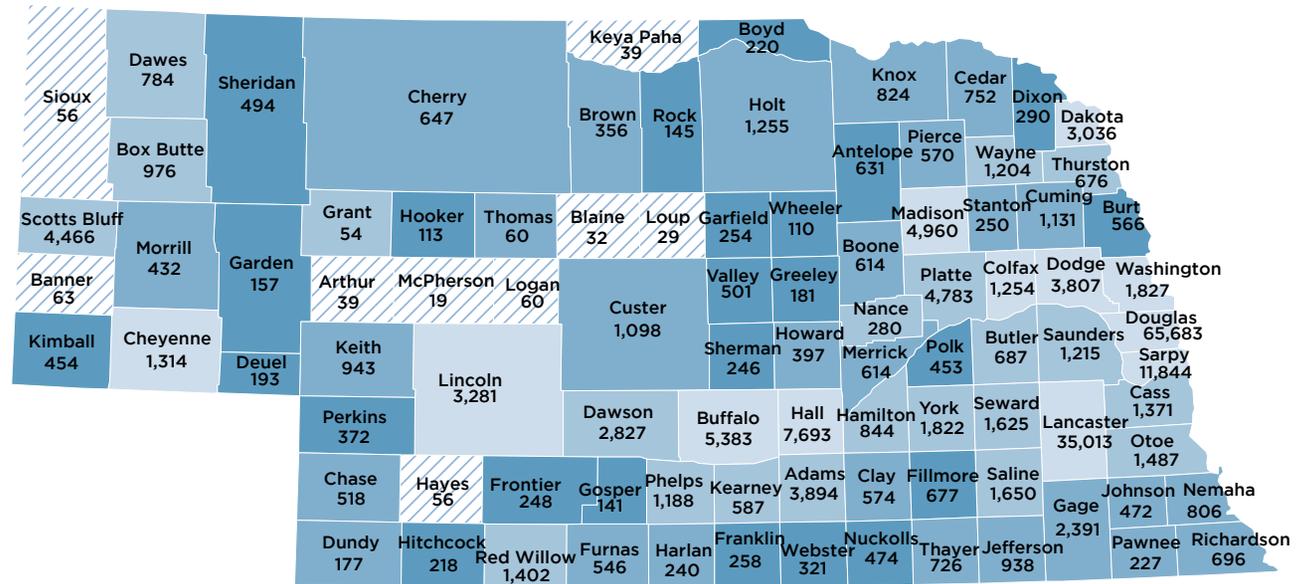
Older workers (age 55+) comprise a much larger proportion of Nebraska's workforce than in the recent past, perhaps because of the aging baby boomer population. In 2013, there were over 205,000 workers age 55 or older in Nebraska, comprising 22.5% of the total workforce. In comparison, approximately 113,000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

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

Sarpy County had the smallest percentage of older workers at 18.8%. Franklin, Wheeler, Hooker, and Boyd Counties had the largest proportions of older workers at over 35% each.

HOW TO USE IT

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



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

LEGEND

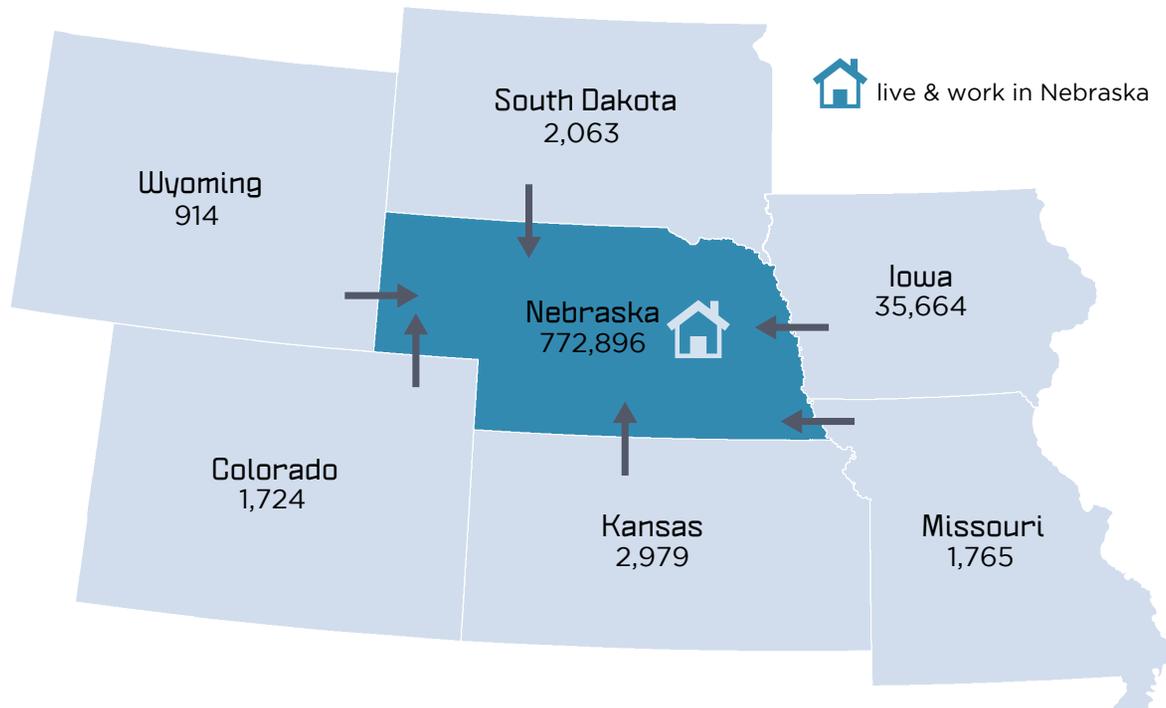
% OF WORKERS AGE 55+



WHERE TO FIND IT

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

NEBRASKA IN-COMMUTERS



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

WHERE TO FIND IT

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

In-commuters refers to workers who commute into the state for work. The map to the left shows the number of workers from surrounding states who commuted into Nebraska for their primary jobs in 2011.

There were 831,046 primary jobs in Nebraska in 2011. Nebraska residents filled approximately 773,000 or 93% of those jobs. Iowa residents comprised the next largest portion of Nebraska's workforce. Approximately 35,700 or 4.3% of Nebraska workers commuted from Iowa. Half of all Iowa commuters commuted from Council Bluffs and Sioux City, IA, and most Iowa in-commuters worked in the Omaha area.

Nebraska had a net gain of workers from in-state commuting. Approximately 27,700 more workers commuted into Nebraska for work than commuted out of Nebraska 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 Nebraska residents who commute out of the state for work. The map to the right shows states where Nebraskans commuted for their primary jobs in 2011.

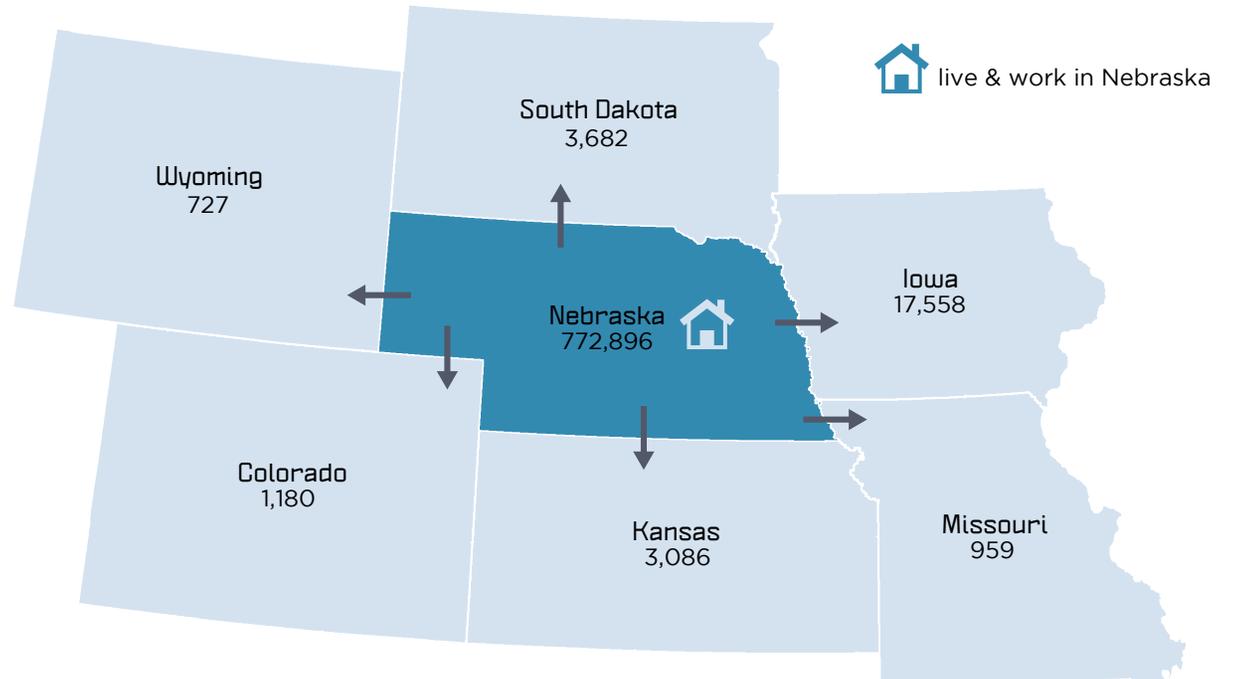
There were 803,392 Nebraskans with primary jobs in 2011. Approximately, 773,000 or 96.2% of these Nebraskans commuted within the state for work. A majority of Nebraskans who commuted out of state for work commuted to Iowa. Approximately 17,600 or 2.2% of Nebraskans with primary jobs commuted to Iowa for work. Over 65% of Nebraskans who commuted to Iowa worked in Council Bluffs and Sioux City, IA.

Nebraska had fewer out-commuters than in-commuters in 2011. Approximately 27,700 fewer workers commuted out of state than commuted into the state 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.

NEBRASKA OUT-COMMUTERS



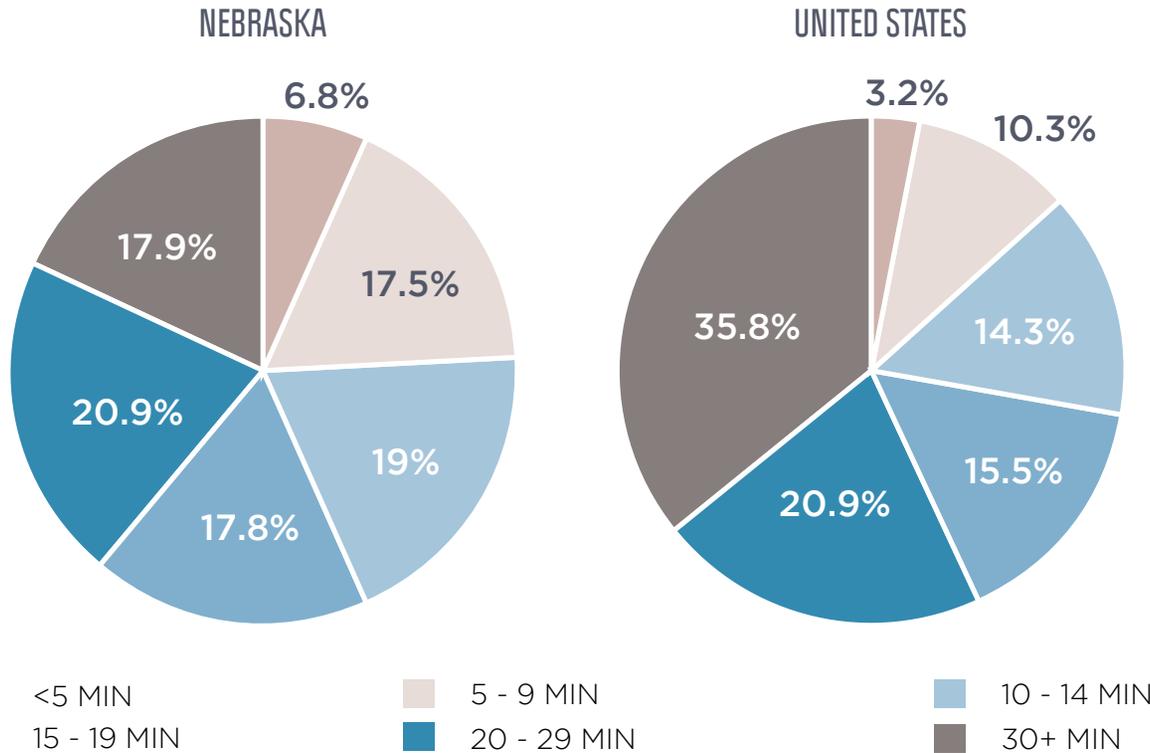
Source: U.S. Census Bureau, Longitudinal Employer-Household Dynamics, OnTheMap, released 2013

WHERE TO FIND IT

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

COMMUTE TIME

2013



The mean travel time of workers in Nebraska was 18.1 minutes in 2013. Almost a quarter of Nebraskans commuted less than 10 minutes to work. Over one-third commuted 10-20 minutes, and almost 40% commuted 20 minutes or more.

Nebraskans' mean commute time of 18.1 minutes was shorter than the US average of 25.5 minutes, and Nebraska had a higher proportion of workers with shorter commutes than US residents. Over 61% of Nebraskans had under a 20 minute commute compared to 43.3% of US residents.

HOW TO USE IT

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

WHERE TO FIND IT

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

Commute Time	Population	Nebraska		United States	
		Population	%	Population	%
<5 minutes	60,905		6.8%	4,308,933	3.2%
5 to 9 minutes	156,957		17.5%	13,714,706	10.3%
10 to 14 minutes	170,352		19%	19,150,654	14.3%
15 to 19 minutes	159,267		17.8%	20,753,054	15.5%
20 to 29 minutes	187,161		20.9%	27,986,054	20.9%
30+ minutes	160,098		17.9%	47,826,853	35.8%
Total	894,740		100.0%	133,740,254	100.0%

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

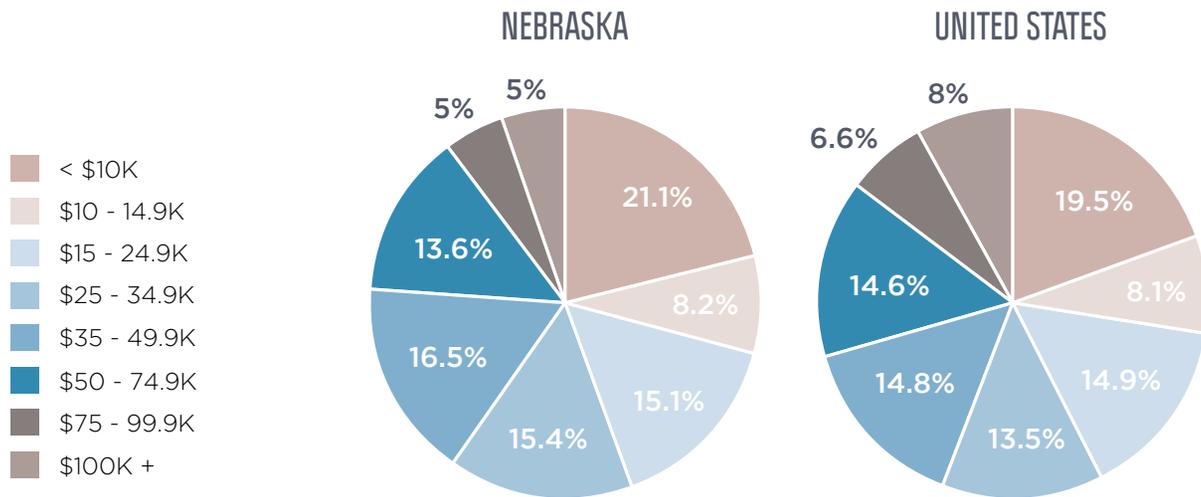


EARNINGS
MEDIAN EARNINGS
BY EDUCATIONAL ATTAINMENT
INDUSTRY EARNINGS BY GENDER
WAGES BY OCCUPATIONAL GROUPS
TOTAL COMPENSATION
HOUSEHOLD MEDIAN INCOME BY COUNTY
BENEFITS
POVERTY RATE BY COUNTY
INFLATION

WAGES & COMPENSATION NEBRASKA

EARNINGS

2013



	Nebraska		United States	
	Total	%	Total	%
<\$10,000	224,864	21.1%	31,402,740	19.5%
\$10,000-\$15,000	86,880	8.2%	13,050,969	8.1%
\$15,000-\$25,000	161,065	15.1%	24,052,794	14.9%
\$25,000-\$35,000	164,474	15.4%	21,740,814	13.5%
\$35,000-\$50,000	176,058	16.5%	23,788,642	14.8%
\$50,000-\$75,000	145,021	13.6%	23,516,585	14.6%
\$75,000-\$100,000	53,815	5%	10,705,272	6.6%
>\$100,000	53,564	5%	12,938,535	8%
Total	1,065,741	100.0%	161,196,351	100.0%

Note: Population age 16 and older.

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

WHERE TO FIND IT

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

Nearly 30% of Nebraskans age 16 and over earned less than \$15,000 a year in 2013, and about another 30% earned \$15,000-\$35,000. Under a quarter of the state population earned more than \$50,000 as under 14% of Nebraskans earned \$50,000-\$75,000, and 10.1% of Nebraskans earned \$75,000 or more annually.

Nebraska has a lower proportion of high earners (workers who earned \$50,000 or more annually) and a higher proportion of very low earners (workers who earned less than \$10,000 annually) than the nation. Under 24% of Nebraskans earned \$50,000 or more annually compared to 29.3% of workers nationwide. Additionally, 5% of Nebraskans earned more than \$100,000 annually compared to 8% of workers nationwide. Over 21% of Nebraskans earned less than \$10,000 annually compared to 19.5% nationwide.

HOW TO USE IT

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

MEDIAN EARNINGS

BY EDUCATIONAL ATTAINMENT, 2013

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

For those earning a high school diploma or equivalent, Nebraskans earned higher median wages than the US as a whole (approximately \$21,800 v. \$19,700). Nebraska's low cost of living may contribute to bachelor's and graduate degree earners having higher wages nationally than in Nebraska. Median national earnings were 6.8% higher than median statewide earnings.

HOW TO USE IT

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

WHERE TO FIND IT

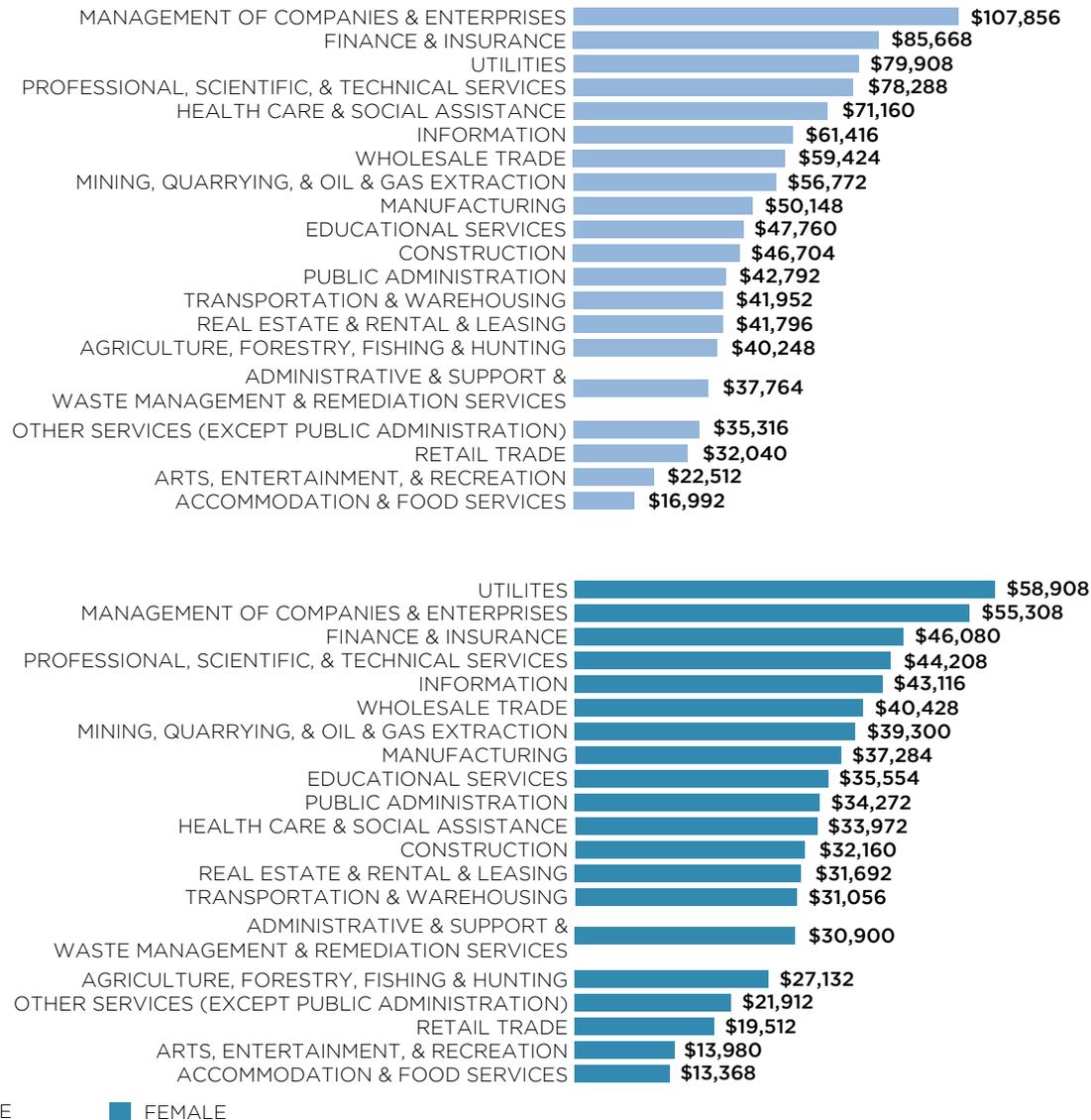
American Community Survey data on earnings by educational attainment is available at factfinder.census.gov.

	Male	Female	Difference	Nebraska	United States
				Total	Total
Population 25 years and over with earnings	\$40,349	\$27,204	\$13,145	\$33,359	\$35,644
Less than high school graduate	\$24,847	\$16,947	\$7,900	\$21,832	\$19,652
High school graduate (includes equivalency)	\$33,252	\$20,949	\$12,303	\$27,017	\$27,528
Some college or associate degree	\$39,219	\$25,472	\$13,747	\$31,502	\$33,702
Bachelor's degree	\$53,636	\$36,349	\$17,287	\$43,490	\$50,254
Graduate or professional degree	\$70,877	\$50,649	\$20,228	\$57,076	\$66,493

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

INDUSTRY EARNINGS

BY GENDER, 2013



In 2013, the highest paying industry for men in Nebraska was management of companies and enterprises with an average annual wage of approximately \$108,000. The highest paying industry for women was utilities with an average annual wage of approximately \$59,000.

The accommodation and food services industry had the lowest wages for both men and women. Average annual wages in the accommodation and food services industry were approximately \$17,000 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. Under Applications, select QWI Explorer.

Note: QWI Explorer provides monthly earnings data. Annual earnings were calculated by multiplying monthly earnings by 12.

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

4TH QUARTER WAGES, 2014

BY OCCUPATIONAL GROUPS

The table to the right gives the entry, median, and experienced wages for all major occupational groups in Nebraska for the fourth quarter of 2014. Statewide median wages tended to be lower than national median wages for almost all occupational groups. The greatest difference between state and national wages were in legal occupations, where national wages were 30.5% higher than state wages, and in farming, fishing, and forestry occupations, where national wages were 28.8% lower than state 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	Nebraska	United States*
Total all occupations	\$15.61	\$9.56	\$24.87	\$32,470	\$35,540
Management	\$41.36	\$24.19	\$59.63	\$86,019	\$97,230
Business & Financial Operations	\$28.13	\$18.73	\$36.85	\$58,513	\$64,790
Computer & Mathematical	\$33.41	\$21.22	\$41.57	\$69,491	\$79,420
Architecture & Engineering	\$31.13	\$19.66	\$39.35	\$64,738	\$75,780
Life, Physical, & Social Science	\$25.99	\$16.77	\$34.21	\$54,045	\$61,450
Community & Social Services	\$16.03	\$10.92	\$20.76	\$33,346	\$41,290
Legal	\$28.31	\$17.13	\$45.54	\$58,882	\$76,860
Education, Training, & Library	\$20.83	\$11.48	\$27.23	\$43,327	\$46,660
Arts, Design, Entertainment, Sports, & Media	\$17.72	\$10.36	\$24.31	\$36,849	\$45,180
Healthcare Practitioners & Technical	\$26.12	\$17.08	\$39.96	\$54,335	\$61,710
Healthcare Support	\$12.69	\$10.33	\$15.05	\$26,381	\$26,440
Protective Service	\$17.86	\$10.37	\$24.95	\$37,146	\$37,180
Food Preparation & Serving-Related	\$9.06	\$8.28	\$10.39	\$18,851	\$19,130
Building & Grounds Cleaning & Maintenance	\$10.77	\$8.29	\$13.42	\$22,385	\$23,270
Personal Care and Service	\$9.98	\$8.29	\$13.10	\$20,757	\$21,260
Sales & Related	\$11.97	\$8.47	\$21.37	\$24,892	\$25,360
Office & Administrative Support	\$14.27	\$9.86	\$18.17	\$29,694	\$32,520
Farming, Fishing, & Forestry	\$13.67	\$9.43	\$17.16	\$28,433	\$20,250
Construction & Extraction	\$17.40	\$12.07	\$22.86	\$36,184	\$41,380
Installation, Maintenance, & Repair	\$18.84	\$12.56	\$24.25	\$39,186	\$42,110
Production	\$14.96	\$10.97	\$19.00	\$31,116	\$31,720
Transportation & Material Moving	\$14.56	\$9.79	\$19.27	\$30,290	\$29,530

*National wages are May 2014 OES estimates.

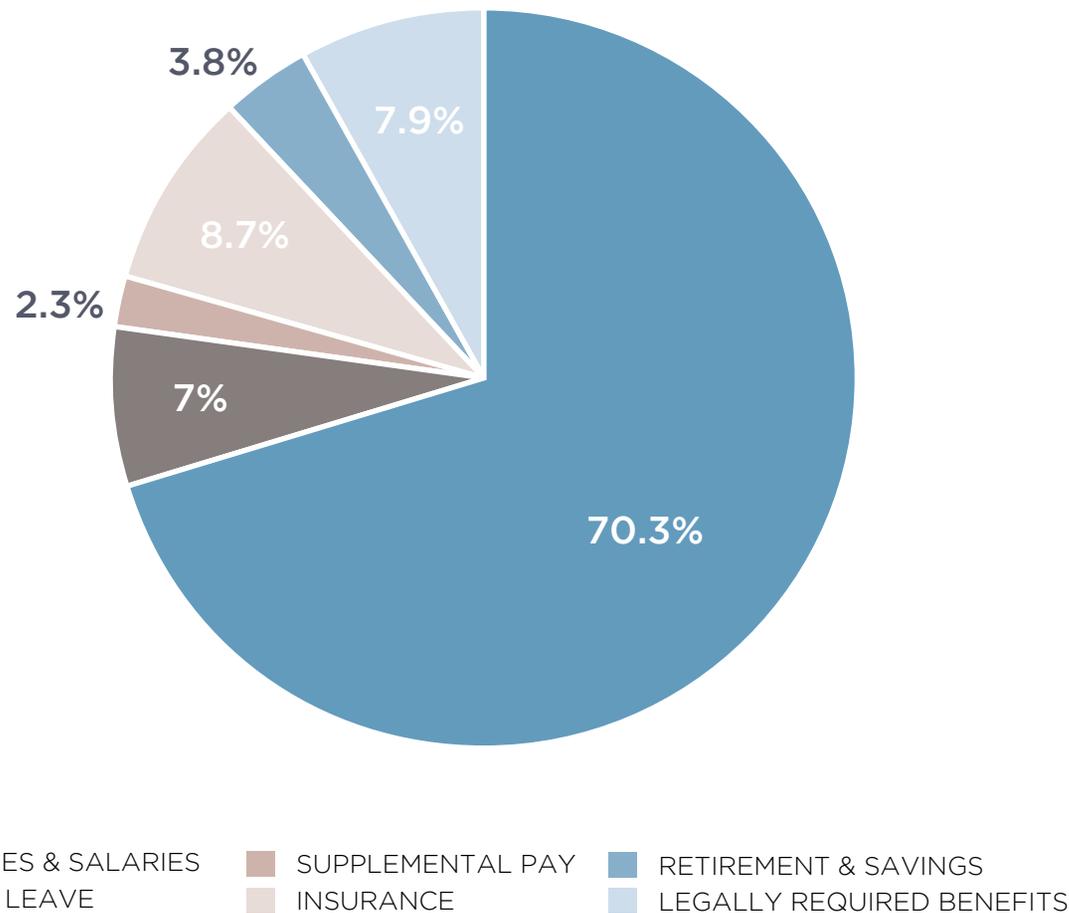
Sources: Nebraska Department of Labor, Occupational Employment Statistics, released 2015
Bureau of Labor Statistics, Occupational Employment Statistics, released 2015

WHERE TO FIND IT

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

TOTAL COMPENSATION

WEST NORTH CENTRAL REGION, DECEMBER 2014



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

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

HOW TO USE IT

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

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

WHERE TO FIND IT

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

HOUSEHOLD INCOME

MEDIAN BY COUNTY, 2013

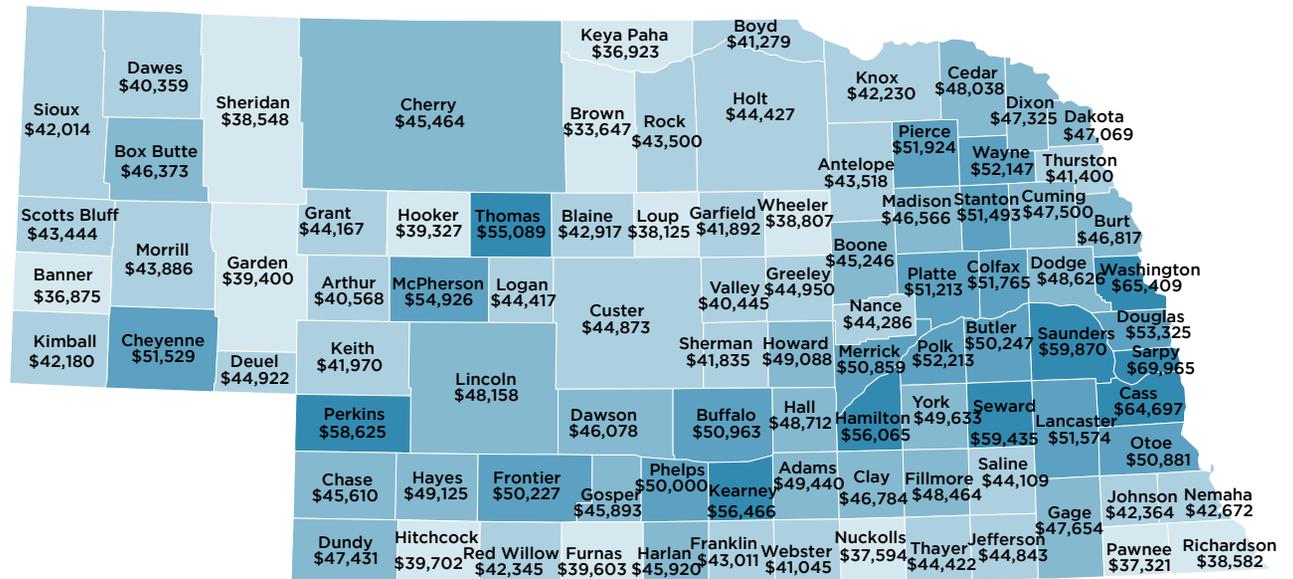
The median household income in Nebraska was \$51,672 in 2013, slightly lower than the national median household income of \$53,046.

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

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

HOW TO USE IT

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



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

LEGEND

MEDIAN HOUSEHOLD INCOME

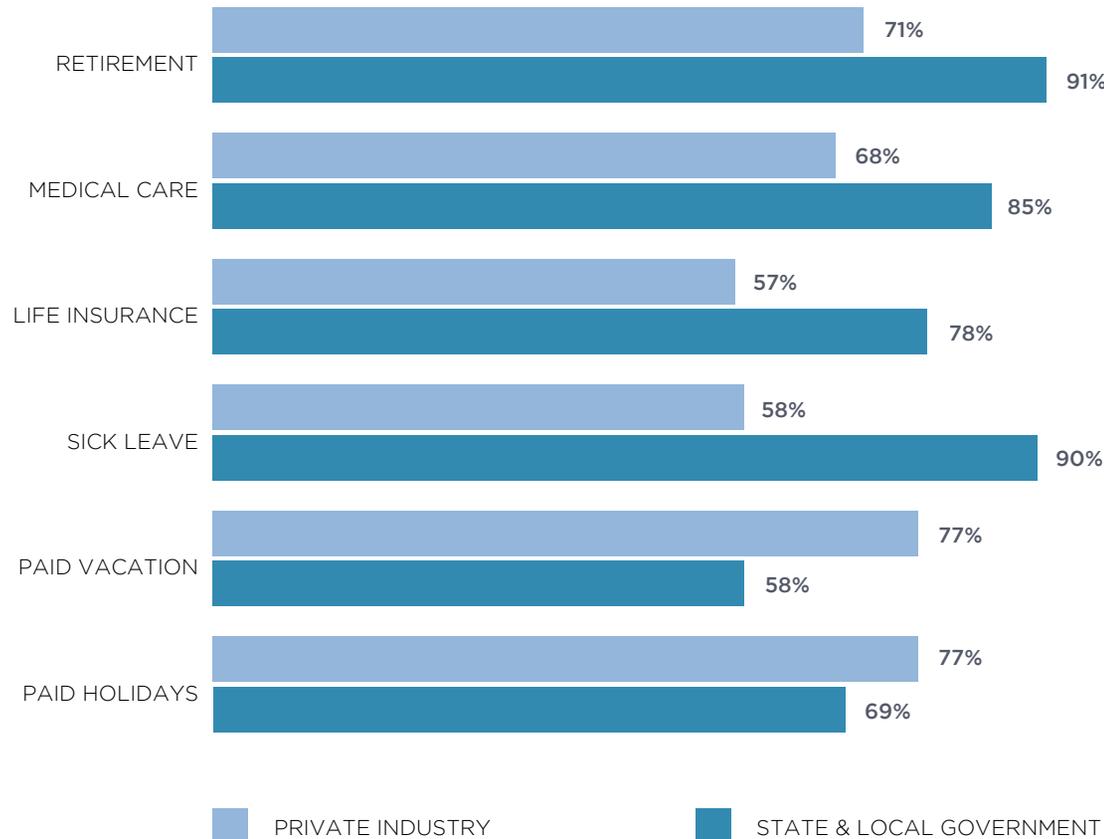


WHERE TO FIND IT

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

BENEFITS

EMPLOYERS OFFERING BENEFITS, WEST NORTH CENTRAL DIVISION, MARCH 2014



HOW TO USE IT

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

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

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

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

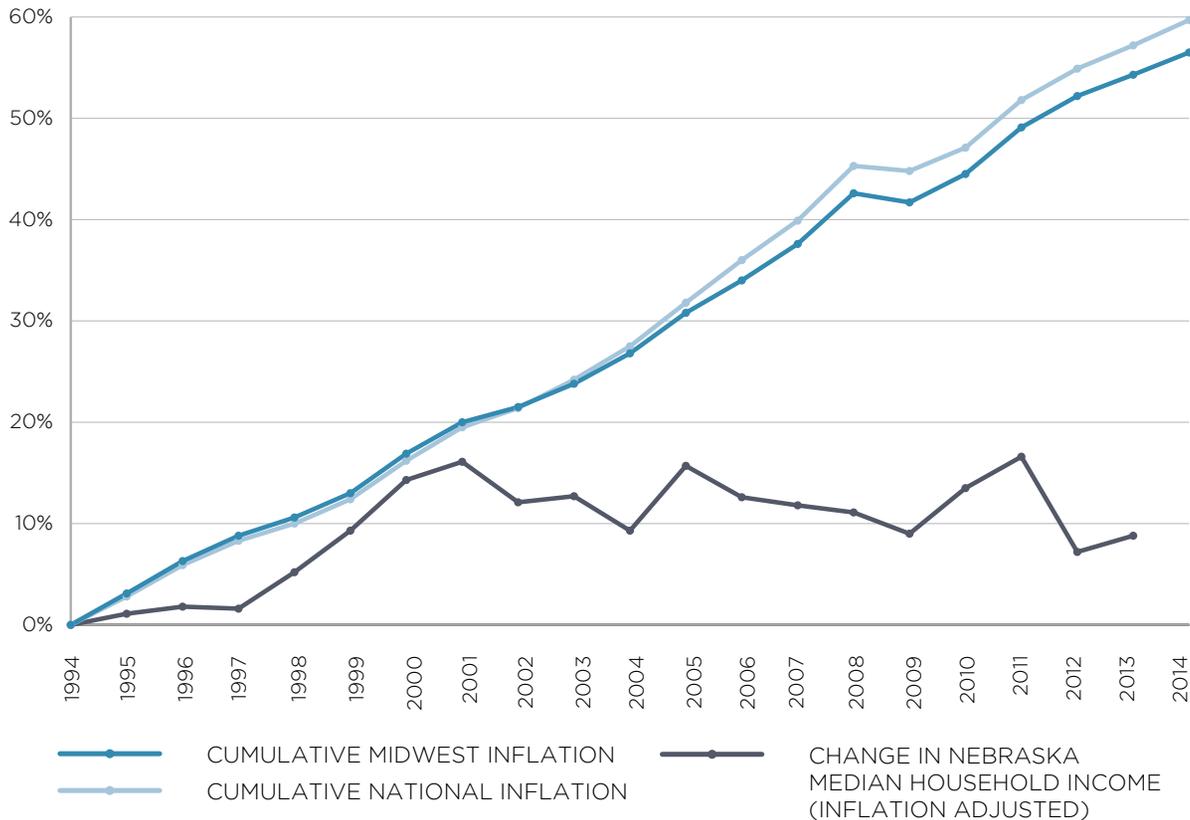
WHERE TO FIND IT

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

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

INFLATION

CUMULATIVE INFLATION & INFLATION-ADJUSTED MEDIAN HOUSEHOLD INCOME



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

WHERE TO FIND IT

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

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

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

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

HOW TO USE IT

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



OCCUPATION

EMPLOYMENT BY OCCUPATION
MOST COMMON OCCUPATIONS

INDUSTRY

EMPLOYMENT BY INDUSTRY
LOCATION QUOTIENTS
GENDER DISTRIBUTION
UNIONIZATION

BUSINESS

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

**OCCUPATION,
INDUSTRY &
BUSINESS REVIEW**
NEBRASKA

EMPLOYMENT

BY OCCUPATION

Occupation Group	2012 Total	2013 Total	2013 Metro	2013 Non-Metro	Change
Total all occupations	900,570	913,500	618,610	294,890	12,930
Management	29,240	31,960	23,470	8,490	2,720
Business & Financial Operations	41,690	41,990	34,290	7,700	300
Computer & Mathematical	24,370	25,060	23,120	1,940	690
Architecture & Engineering	10,320	10,670	8,570	2,100	350
Life, Physical, & Social Science	6,160	6,510	4,580	1,930	350
Community & Social Services	15,100	14,810	10,310	4,500	-290
Legal	4,620	5,140	4,160	990	520
Education, Training, & Library	58,200	58,480	36,680	21,800	280
Arts, Design, Entertainment, Sports, & Media	11,150	11,280	8,490	2,790	130
Healthcare Practitioners & Technical	54,620	56,270	38,880	17,390	1,650
Healthcare Support	26,030	25,050	15,170	9,880	-980
Protective Service	14,980	15,640	11,130	4,520	660
Food Preparation & Serving-Related	77,280	79,360	52,770	26,600	2,080
Building & Grounds Cleaning & Maintenance	26,920	26,860	17,120	9,740	-60
Personal Care & Service	21,500	22,050	16,250	5,800	550
Sales & Related	96,850	98,320	67,290	31,030	1,470
Office & Administrative Support	151,630	150,280	107,140	43,150	-1,350
Farming, Fishing, & Forestry	3,150	3,370	650	2,710	220
Construction & Extraction	36,580	37,730	24,730	13,000	1,150
Installation, Maintenance, & Repair	38,090	38,020	22,000	16,020	-70
Production	76,550	77,390	40,260	37,130	840
Transportation & Material Moving	75,550	76,890	51,270	25,620	1,340

In 2013, office and administrative support occupations was the largest occupational group in the state with an estimated employment of 150,000, followed by sales and related occupations at approximately 98,000.

Approximately 619,000 or 67.7% of all occupations were located in a metropolitan area. Computer and mathematical occupations had the highest percentage of metropolitan area jobs at 92.3%. Farming, fishing, and forestry was the only occupational group with a higher percentage of non-metropolitan employment at 80.7%.

There was an increase of approximately 12,900 jobs (1.4%) from 2012 to 2013. Legal occupations had the largest percent increase at 11.3% (520 jobs), and healthcare support occupations had the largest percent decrease at 3.8% (980 jobs).

HOW TO USE IT

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

WHERE TO FIND IT

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

MOST COMMON OCCUPATIONS

The table to the right lists the most common occupations in Nebraska in 2013 and their hourly median wages during the 4th quarter of 2014. The most common occupation in the state was retail salespersons with an estimated employment of 27,500 and an hourly median wage of \$10.03. The next most common occupations were cashiers and heavy and tractor-trailer truck drivers with estimated employments of approximately 26,000 each. The hourly median wage was \$9.27 for cashiers and \$20.06 for heavy and tractor-trailer truck drivers.

The highest paying common occupation was registered nurses with an hourly median wage of \$27.58. The lowest paying common occupations were waiters and waitresses and combined food preparation and serving workers with hourly median wages around \$8.83.

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 wages for those occupations will meet their expectations.

Occupation	May 2013	4 th Quarter, 2014	
	Estimated Employment	Hourly Median Wage	Annual Median Wage
Retail Salespersons	27,500	\$10.03	\$20,864
Cashiers	26,200	\$9.27	\$19,295
Heavy & Tractor-Trailer Truck Drivers	25,900	\$20.06	\$41,723
Combined Food Preparation & Serving Workers, Including Fast Food	20,010	\$8.83	\$18,368
Registered Nurses	19,520	\$27.58	\$57,375
Laborers & Freight, Stock, & Material Movers, Hand	18,130	\$12.57	\$26,137
Customer Service Representatives	16,370	\$14.14	\$29,410
Waiters & Waitresses	15,210	\$8.82	\$18,329
Office Clerks, General	15,110	\$11.30	\$23,498
Secretaries & Administrative Assistants, Except Legal, Medical	14,810	\$14.72	\$30,635
Bookkeeping, Accounting, & Auditing Clerks	14,430	\$15.30	\$31,821
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	13,500	\$10.84	\$22,548
Nursing Assistants	13,400	\$11.75	\$24,454
Stock Clerks & Order Fillers	12,000	\$10.09	\$20,988
Meat, Poultry, & Fish Cutters & Trimmers	11,620	\$13.89	\$28,899
Teacher Assistants	10,210	N/A	\$22,215
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	10,170	\$23.85	\$49,611

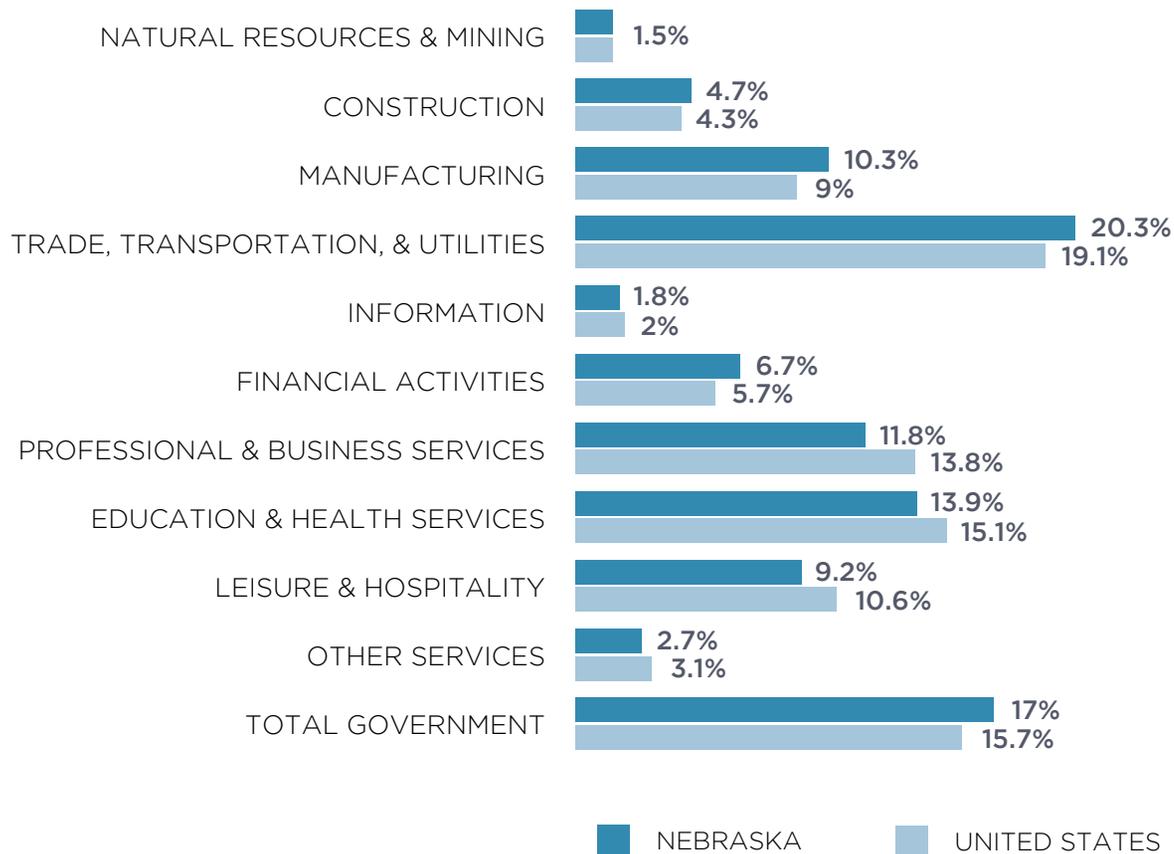
Source: Nebraska Department of Labor, Occupational Employment Statistics, most recent data released 2015

WHERE TO FIND IT

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

EMPLOYMENT

BY INDUSTRY, 2013



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 Nebraska and the nation. Except for total government employment, all industry employment figures are based on private industry employment. In 2013, trade, transportation and utilities had the highest employment in the state at 20.3%, followed by government at 17%. A large portion of government employment includes workers in education and health care fields (e.g. public school employees, public health care workers).

Statewide industry employment was comparable to national employment. The largest difference between statewide and national employment was in the professional and business services industry, where national employment was 2 percentage points higher than statewide employment. In contrast, statewide employment in the manufacturing industry and government was 1.3-1.4 percentage points higher than in the nation. A contributing factor to Nebraska's relatively high government employment could be that Nebraska has public utilities, unlike most other states.

WHERE TO FIND IT

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

LOCATION QUOTIENTS

Location quotients provide a way to compare industry employment in the state to the nation. A location quotient greater than 1 indicates a higher percentage of industry employment in the state than the nation, and a location quotient less than 1 indicates a lower percentage of industry employment in the state than the nation.

In 2013, the financial activities industry and the manufacturing industry had the highest location quotients in the state at 1.2 and 1.17 respectively. The professional and business services industry and the leisure and hospitality industry had the lowest location quotients of .87 and .88 respectively.

The location quotients for the manufacturing industry and the construction industry had the greatest change since 2003, with percentage employment in each industry increasing relative to the nation.

Industry	2003	2013	Change
Natural Resources & Mining	0.99	1.04	0.05
Construction	1.02	1.11	0.09
Manufacturing	1.04	1.17	0.13
Trade, Transportation, & Utilities	1.09	1.08	-0.01
Information	1.00	0.93	-0.07
Financial Activities	1.12	1.20	0.08
Professional & Business Services	0.85	0.87	0.02
Education & Health Services	0.98	0.94	-0.04
Leisure and Hospitality	0.94	0.88	-0.06
Other Services	0.90	0.89	-0.01

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

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

WHERE TO FIND IT

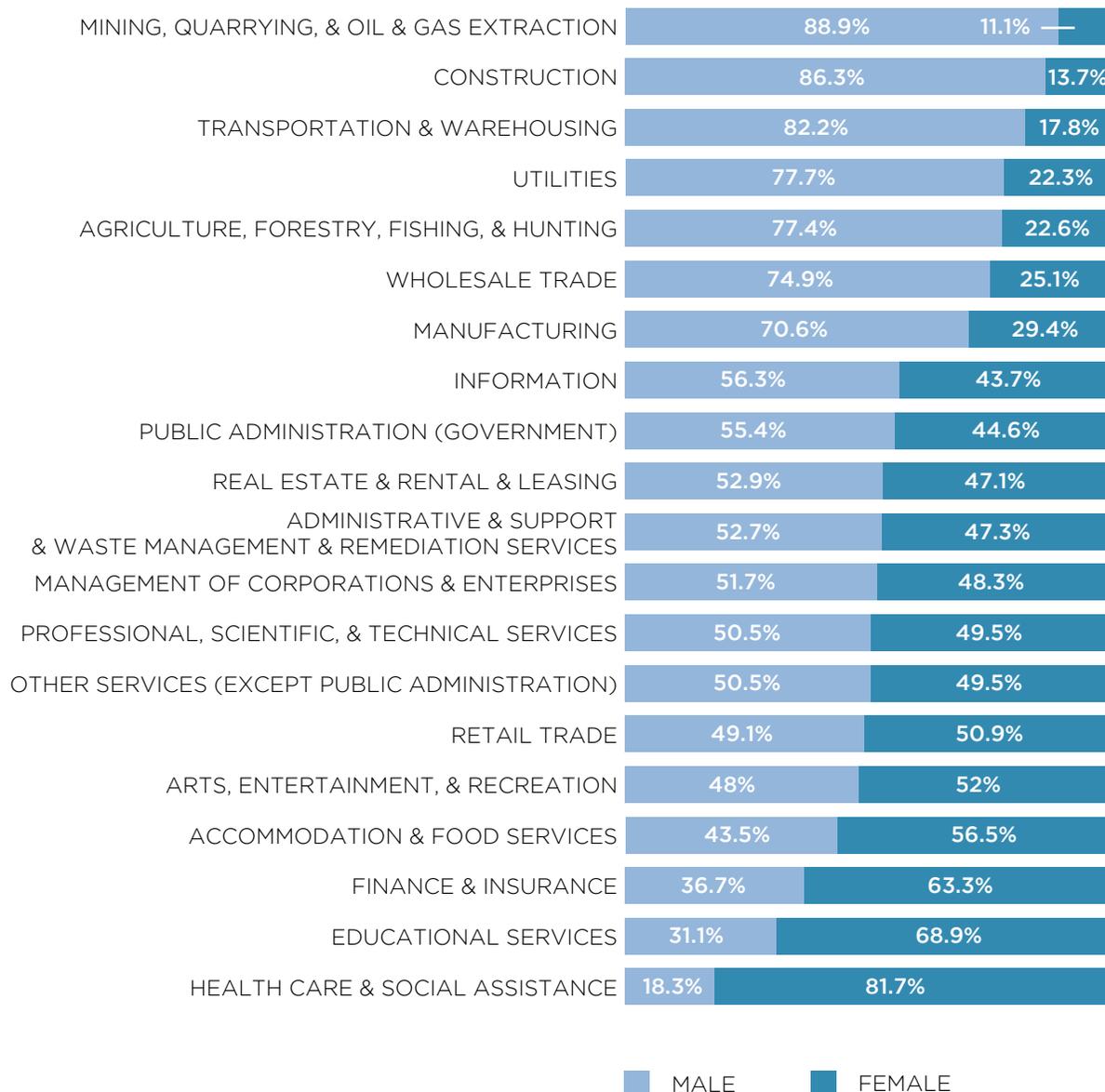
The Bureau of Labor Statistics provides a calculator for location quotients. Go to www.bls.gov. Under Data Tools, select Calculators, then select Location Quotient Calculator.

HOW TO USE IT

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

GENDER DISTRIBUTION

BY INDUSTRY, 2013



In 2013, mining, quarrying, and oil and gas extraction; construction; and transportation and warehousing had the highest concentration of male employees at 82%-89% statewide.

Health care and social assistance had the highest concentration of female employees at 81.7%, followed by the educational services industry and the finance and insurance industry at 63%-69%.

The professional, scientific, and technical services industry and the other services (except public administration) industry have the most even distribution of male and female employees 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. Under Applications, select QWI Explorer.

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

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

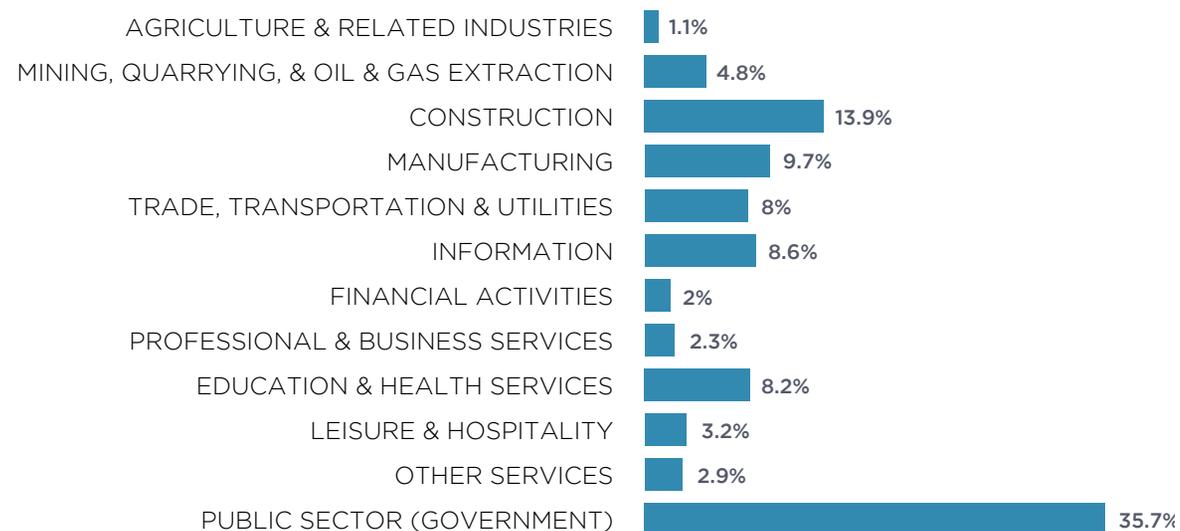
In 2014, 7.3% of Nebraskans were members of unions, and 9% were represented by unions. Nebraska's unionization rate is lower than the national rate. Nationally, 11.1% of workers were union members and 12.3% were represented by unions in 2014. Since 2004, the number of Nebraskans who are union members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

WHERE TO FIND IT

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

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

NATIONAL UNIONIZATION RATES BY INDUSTRY, 2014



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

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

HOW TO USE IT

For those interested in union membership, unionization data can highlight industries that are the most likely to unionize. Union members can enjoy higher salaries, more benefits, and more job security than non-union workers. Nationally, median weekly earnings for union members are 27.1% higher than for 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	12,380	1,194	159	3,475	5,686	9.2%	\$3,106	\$2,382
Mining, Quarrying, & Oil and Gas Extraction	1,135	91	20	161	197	7.4%	\$4,559	\$3,483
Utilities	8,367	94	-11	207	263	2.2%	\$6,269	\$3,990
Construction	42,628	4,145	818	8,360	9,300	10.7%	\$3,718	\$2,917
Manufacturing	99,431	2,349	502	8,038	8,371	5.2%	\$3,866	\$2,790
Wholesale Trade	41,455	1,650	347	3,482	3,848	5.9%	\$4,552	\$3,114
Retail Trade	103,976	5,114	1,205	18,224	18,831	10.4%	\$2,138	\$1,297
Transportation & Warehousing	39,858	1,481	115	7,385	8,049	11.2%	\$3,334	\$2,469
Information	17,421	406	-2	1,421	1,540	6.2%	\$4,451	\$2,745
Finance & Insurance	54,326	1,233	144	3,392	3,511	4.9%	\$5,056	\$3,143
Real Estate & Rental & Leasing	9,145	473	73	1,118	1,247	8.7%	\$3,087	\$2,107
Professional, Scientific, & Technical Services	44,203	2,292	275	4,936	5,618	7.4%	\$5,125	\$3,589
Management of Companies & Enterprises	19,646	562	102	1,687	1,794	5.8%	\$6,875	\$3,903
Administrative & Support & Waste Management & Remediation Services	46,986	3,670	751	16,928	18,222	15.6%	\$2,876	\$2,082
Educational Services	83,489	2,351	144	5,056	7,841	5.3%	\$3,284	\$1,604
Health Care & Social Assistance	135,468	4,100	-365	13,570	15,604	8%	\$3,397	\$2,086
Arts, Entertainment, & Recreation	13,202	2,035	475	3,099	4,163	15.5%	\$1,503	\$863
Accommodation & Food Services	72,183	4,709	782	20,970	21,894	16.6%	\$1,246	\$908
Other Services (except Public Administration)	25,188	1,427	163	3,496	3,937	9.3%	\$2,389	\$1,559
Public Administration	41,780	2,031	183	2,734	4,083	4.6%	\$3,256	\$2,048
All Industries	912,264	41,431	5,885	127,735	143,998	8.4%	\$3,443	\$2,059

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

WHERE TO FIND IT

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

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

Almost all Nebraska industries had a net increase in jobs in 2013. Utilities, information, and health care and social assistance were the only industries that had net decreases in jobs.

The average turnover rate of all Nebraska industries was 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 16.6%, and utilities had the lowest at 2.2%.

HOW TO USE IT

QWI data reveals the flow of employment in a region's industries and businesses. It 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

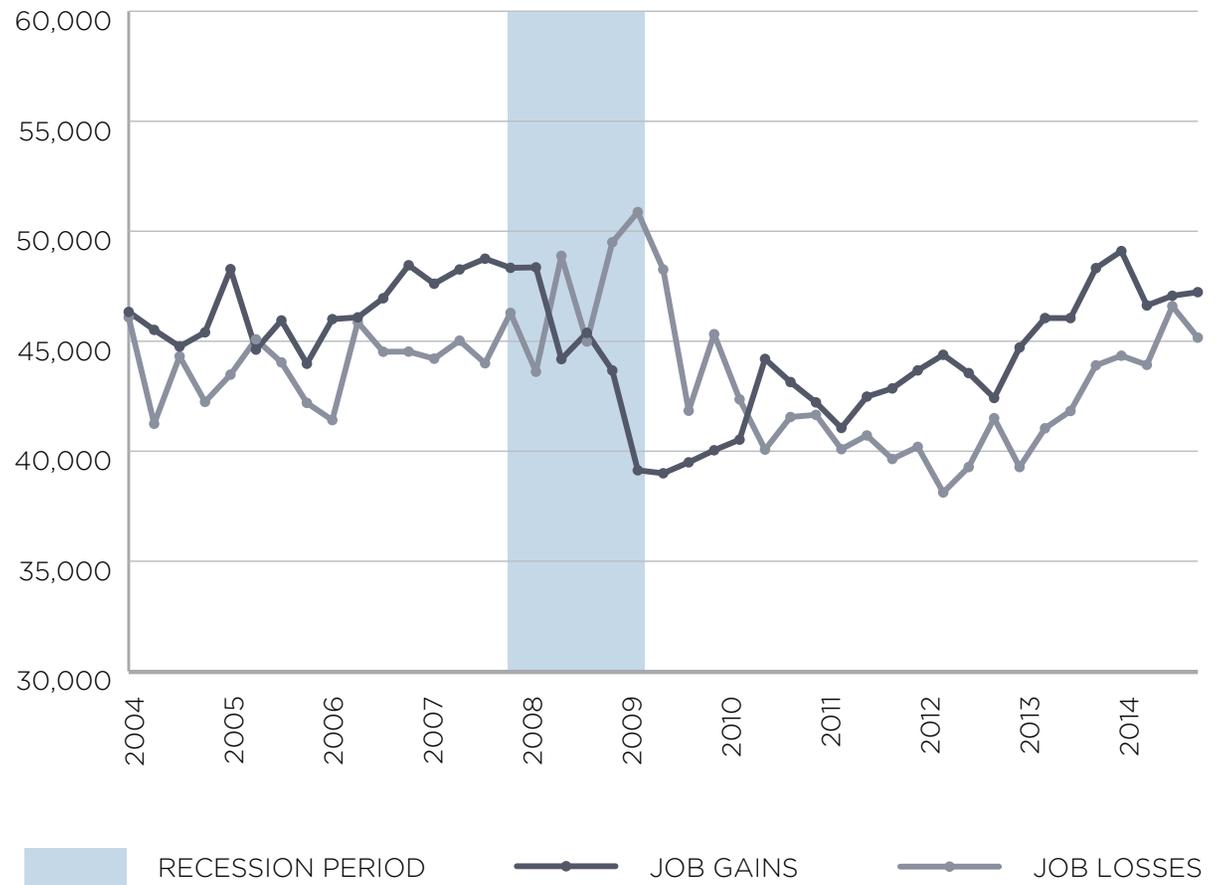
Business Employment Dynamics (BED) tracks changes in private sector employment at the business level. The chart to the right tracks total job gains and total job losses due to business openings, closings, expansions, and contractions in Nebraska.

In 2013, there was an average of approximately 47,400 jobs gained a quarter, which surpassed the average quarterly job losses of 42,800. Job gains represented an average of 6.2% of total 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 exceeded job losses. The exception to this trend was during and slightly after the economic recession in 2008 and 2009 when job losses typically exceeded job gains.

HOW TO USE IT

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



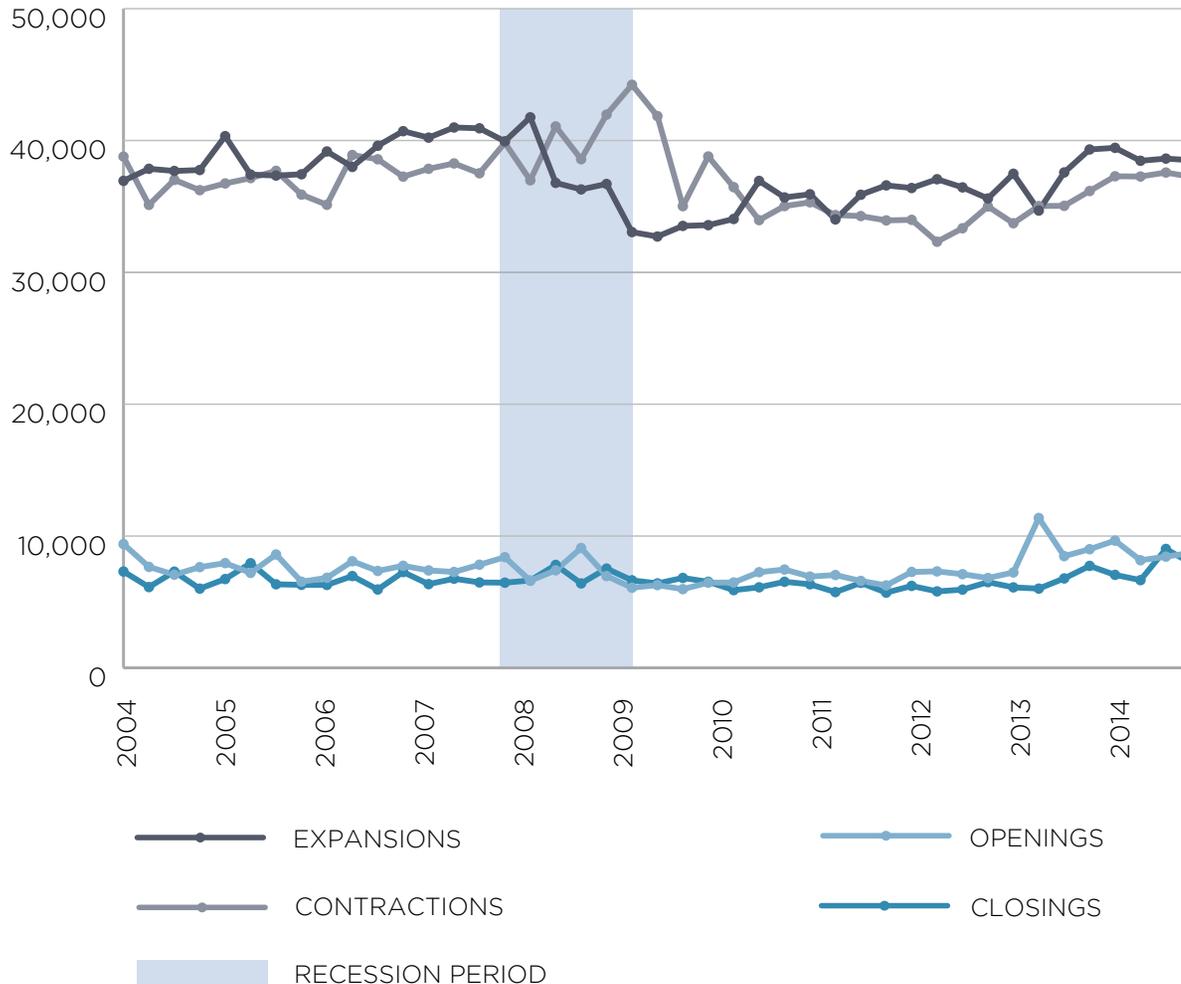
WHERE TO FIND IT

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

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

BUSINESS EMPLOYMENT DYNAMICS

EXPANSIONS & CONTRACTIONS



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

WHERE TO FIND IT

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

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

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

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

HOW TO USE IT

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



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

[PROJECTIONS
NEBRASKA

LONG TERM INDUSTRY PROJECTIONS

Industry	2012 Annual Employment	2022 Projected Employment	Employment Change	% Change	Compound Annual Growth Rate
Total	1,071,406	1,173,658	102,252	9.5%	0.9%
Agriculture, Forestry, & Fishing	50,183	44,723	-5,460	-10.9%	-1.1%
Mining	1,115	1,156	41	3.7%	0.4%
Utilities (private + state + local)	8,778	9,005	227	2.6%	0.3%
Construction	42,192	52,805	10,613	25.2%	2.3%
Manufacturing	94,773	101,315	6,542	6.9%	0.7%
Wholesale Trade	41,236	43,004	1,768	4.3%	0.4%
Retail Trade	105,261	110,728	5,467	5.2%	0.5%
Transportation & Warehousing	51,198	58,420	7,222	14.1%	1.3%
Information	17,320	17,048	-272	-1.6%	-0.2%
Finance & Insurance	61,801	66,880	5,079	8.2%	0.8%
Real Estate & Rental & Leasing	8,813	9,272	459	5.2%	0.5%
Professional, Scientific, & Technical Services	42,487	51,912	9,425	22.2%	2.0%
Management of Companies & Enterprises	18,991	23,835	4,844	25.5%	2.3%
Administrative & Support & Waste Management & Remediation Services	44,937	50,310	5,373	12.0%	1.1%
Educational Services (including state & local gov)	99,114	109,097	9,983	10.1%	1.0%
Health Care & Social Assistance	132,514	156,933	24,419	18.4%	1.7%
Arts, Entertainment, & Recreation	12,820	15,374	2,554	19.9%	1.8%
Accommodation & Food Services	71,323	79,979	8,656	12.1%	1.2%
Other Services (except Government)	37,873	39,692	1,819	4.8%	0.5%
Government	68,206	69,787	1,581	2.3%	0.2%

Source: Nebraska Department of Labor, 2012-2022 Long-Term Industry Employment Projections, released 2014

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. Statewide, employment in all industries is projected to increase by 9.5% from 2012-2022. The projected compound annual growth rate or year-over-year growth rate for all Nebraska industries is .9%.

Employment in the management of companies and enterprises, construction, and professional, scientific, and technical services industries is projected to see the most employment growth of 22%-26% from 2012-2022. The health care and social assistance industry and the arts, entertainment, and recreation industry are also projected to see substantial employment growth of 18%-20%.

The agriculture, forestry, and fishing industry is the only Nebraska industry projected to see a significant decrease in employment of 10.9%.

WHERE TO FIND IT

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

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.

Statewide occupational employment is projected to increase by 9.5% or approximately 102,000 jobs from 2012 to 2022. Computer and Mathematical Occupations and Construction and Extraction Occupations are projected to have the greatest employment growth of 18%-19%, followed by Healthcare Support Occupations at 17.7%. Farming, Fishing, and Forestry is the only occupational group projected to decrease (by 12%) 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.

Occupation	2012 Estimated Employment	2022 Projected Employment	Employ- ment Change	% Change	Average Annual Openings
Total	1,071,406	1,173,658	102,252	9.5%	36,268
Management	51,992	55,539	3,547	6.8%	1,470
Business & Financial Operations	50,196	56,457	6,261	12.5%	1,706
Computer & Mathematical	27,455	32,628	5,173	18.8%	973
Architecture & Engineering	11,228	12,502	1,274	11.4%	387
Life, Physical, & Social Science	7,476	8,326	850	11.4%	308
Community & Social Service	17,353	20,044	2,691	15.5%	677
Legal	6,522	7,207	685	10.5%	173
Education, Training, & Library	66,479	73,093	6,614	10.0%	2,050
Arts, Design, Entertainment, Sports, & Media	16,440	17,552	1,112	6.8%	500
Healthcare Practitioners & Technical	62,439	72,473	10,034	16.1%	2,279
Healthcare Support	26,566	31,272	4,706	17.7%	981
Protective Service	15,536	16,555	1,019	6.6%	571
Food Preparation & Serving Related	81,970	92,127	10,157	12.4%	3,998
Building & Grounds Cleaning & Maintenance	33,307	36,236	2,929	8.8%	978
Personal Care & Service	33,853	38,253	4,400	13.0%	1,202
Sales & Related	107,132	112,537	5,405	5.1%	3,778
Office & Administrative Support	162,334	173,333	10,999	6.8%	4,838
Farming, Fishing, & Forestry	33,088	29,135	-3,953	-12.0%	980
Construction & Extraction	46,572	55,114	8,542	18.3%	1,585
Installation, Maintenance, & Repair	46,087	50,194	4,107	8.9%	1,544
Production	80,174	86,687	6,513	8.1%	2,401
Transportation & Material Moving	87,207	96,394	9,187	10.5%	2,891

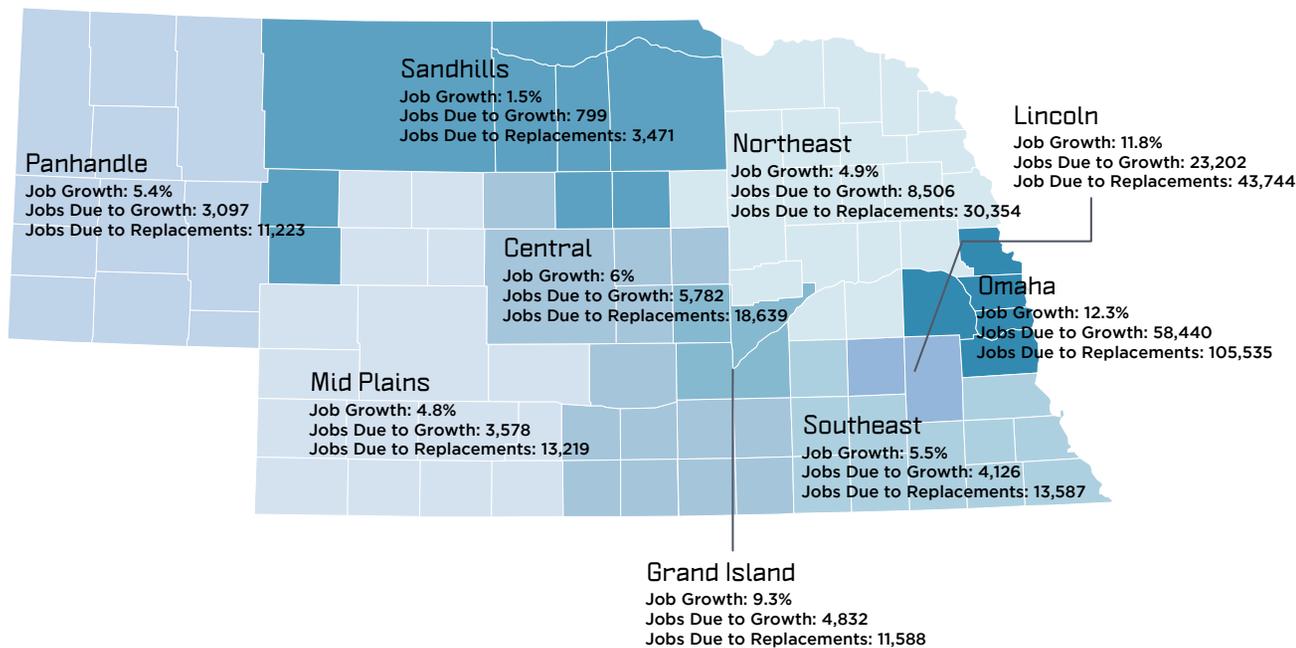
Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2014

WHERE TO FIND IT

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

JOB GROWTH

BY REGION, 2012 - 2022



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

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

The Omaha Consortium and the state MSAs (Lincoln and Grand Island) 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%, compared to around 5%-6% in almost all other economic regions.

The Omaha Consortium has the highest projected job growth in the state at 12.3%, and the Sandhills Economic Region has the lowest at 1.5%.

HOW TO USE IT

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

WHERE TO FIND IT

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

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. Carpentry occupations in the construction industry have the highest projected growth rate at 31.7%, much higher than the total industry occupational growth rate of 9.5%. Farmworkers and laborers, crop, nursery, and greenhouse occupations have the greatest projected decline at 14.5%.

The table also gives the percent of all industry jobs that the largest occupation composes and the percent of workers with the listed occupation who work in the listed industry. This data can be interpreted as follows. In the education and health services industry, 8.2% of all workers were registered nurses in 2012, and 86.5% of all registered nurses worked in the education and health services industry.

HOW TO USE IT

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

Industry	Largest Occupation	2012	2022	% Change	2012 %	2012 %
		Estimated Employment	Projected Employment		Industry Workers with Occupation	Occupational Workers in Industry
Total	Total	1,071,406	1,173,658	9.5%	100%	100%
Natural Resources & Mining	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	21,957	18,784	-14.5%	42.8%	93.3%
Construction	Carpenters	5,356	7,054	31.7%	12.7%	54.8%
Manufacturing	Meat, Poultry, & Fish Cutters & Trimmers	11,373	12,554	10.4%	12.0%	97.6%
Trade, Transportation, & Utilities	Retail Salespersons	25,595	27,526	7.5%	12.4%	92.3%
Information	Customer Service Representatives	1,391	1,400	0.7%	8.0%	7.9%
Financial Activities	Customer Service Representatives	6,542	7,163	9.5%	9.3%	37.0%
Professional & Business Services	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	5,233	5,742	9.7%	4.9%	35.5%
Education & Health Services	Registered Nurses	19,081	21,531	12.8%	8.2%	86.5%
Leisure & Hospitality	Combined Food Preparation & Serving Workers, Including Fast Food	16,180	19,318	19.4%	19.2%	81.0%
Other Services (except Government)	Hairdressers, Hairstylists, & Cosmetologists	2,583	2,708	4.8%	6.8%	52.1%
Government	Police & Sheriff's Patrol Officers	2,944	3,067	4.2%	4.3%	96.3%

Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2014

WHERE TO FIND IT

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

PROJECTED EMPLOYMENT CHANGE

BY EDUCATION LEVEL

Education	2012 Estimated Employment	2022 Projected Employment	Employment Change	% Change	Avg. Annual Openings
Doctoral or professional degree	26,019	29,230	3,211	12.3%	840
Master's degree	17,295	19,912	2,617	15.1%	608
Bachelor's degree	168,105	188,940	20,835	12.4%	5,652
Associate degree	42,962	48,729	5,767	13.4%	1,429
Postsecondary non-degree award	106,029	121,063	15,034	14.2%	3,556
Some college, no degree	16,080	18,039	1,959	12.2%	533
High school diploma or equivalent	404,581	437,732	33,151	8.2%	12,361
Less than high school	290,335	310,013	19,678	6.8%	11,254

Source: Nebraska Department of Labor, 2012-2022 Long-Term Occupational Projections, released 2014

WHERE TO FIND IT

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

The Nebraska Department of Labor, Office of Labor Market Information produces occupational projections by education level. Occupations requiring a master's degree are expected to increase at the fastest rate of 15.1%, followed by occupations requiring a post-secondary non-degree award at 14.2%. All occupations requiring some post-secondary education are projected to increase by around 12%-15%. Occupations requiring a high school education or less are projected to increase at a slower rate of 6.8%-8.2%.

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 are expected to have an average of approximately 11,000-12,000 job openings annually, followed by occupations requiring a bachelor's degree at approximately 5,700.

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

2014

H3 occupations stands for high wage, high skill, and high demand occupations. The table to the right lists H3 occupations in Nebraska and their 4th quarter 2014 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 Nebraska are heavy and tractor-trailer truck drivers with an annual median wage of \$41,723, followed by registered nurses with a wage of \$57,375, and carpenters with a wage of \$33,693. Most of the top 20 H3 occupations require some postsecondary education, and half require a bachelor's degree.

HOW TO USE IT

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

RANK	Occupation	Annual Median Wage	Avg Annual Openings	Education, Experience, & Training
1	Heavy & Tractor-Trailer Truck Drivers	\$41,723	920	Postsecondary non-degree award, short-term OJT*
2	Registered Nurses	\$57,375	702	Associate degree
3	Carpenters	\$33,693	347	High school diploma or GED, apprenticeship
4	Accountants & Auditors	\$59,271	424	Bachelor's degree
5	General & Operations Managers	\$94,838	341	Bachelor's degree, plus work experience
6	Licensed Practical & Licensed Vocational Nurses	\$38,594	293	Postsecondary non-degree award
7	Elementary School Teachers, Except Special Education	\$49,449	311	Bachelor's degree, Internship/residency
8	Software Developers, Applications	\$78,194	164	Bachelor's degree
9	Secondary School Teachers, Except Special & Career/Technical Education	\$51,228	286	Bachelor's degree, Internship/residency
10	Industrial Machinery Mechanics	\$42,974	195	High school diploma or GED, long-term OJT
11	Market Research Analysts & Marketing Specialists	\$56,545	139	Bachelor's degree
12	Maintenance & Repair Workers, General	\$35,400	226	High school diploma or equivalent, long-term OJT
13	Computer Systems Analysts	\$74,969	134	Bachelor's degree
14	Electricians	\$43,101	155	Postsecondary non-degree award, apprenticeship
15	Computer User Support Specialists	\$43,078	132	Some college, no degree, moderate-term OJT
16	Plumbers, Pipe-fitters, & Steamfitters	\$51,480	132	Postsecondary non-degree award, apprenticeship
17	Machinists	\$36,258	144	Postsecondary non-degree award, long-term OJT
18	Network & Computer Systems Administrators	\$68,733	121	Bachelor's degree
19	Management Analysts	\$74,460	105	Bachelor's degree, plus work experience
20	Construction Managers	\$72,450	108	Bachelor's degree, moderate-term OJT

*On-the-job training

Sources: Nebraska Department of Labor, Office of Labor Market Information, released 2014
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

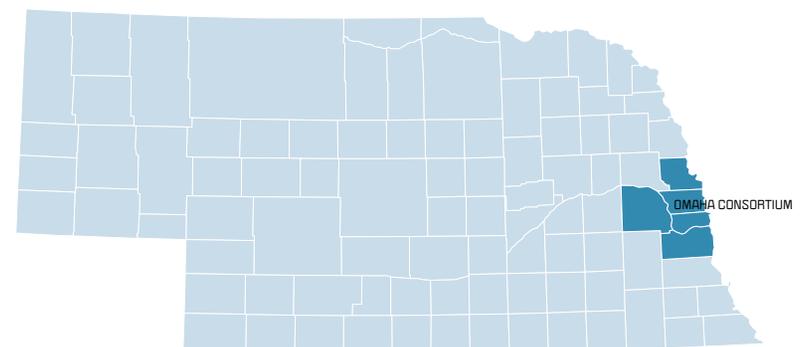
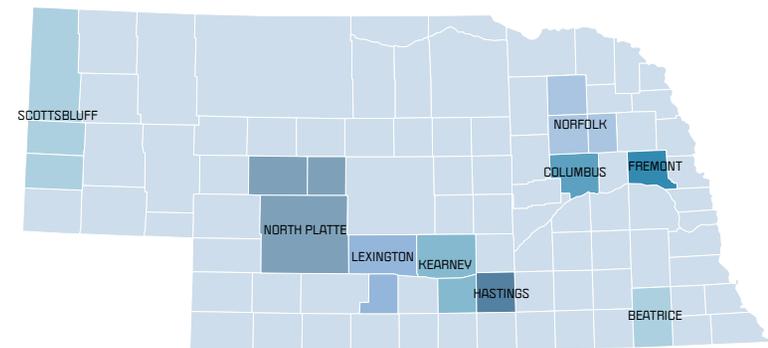
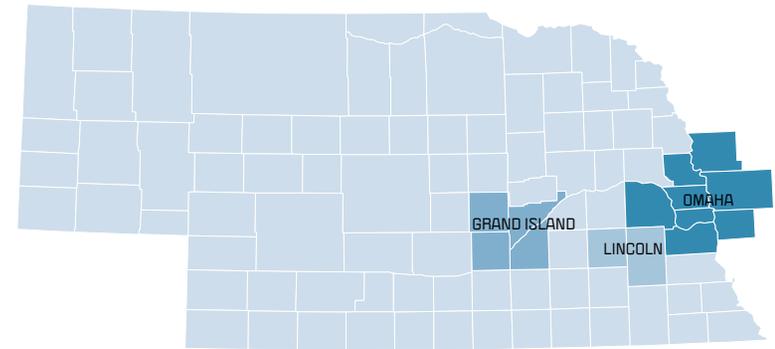
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas for the purpose of compiling and releasing federal data. The OMB defines metropolitan statistical areas (MSAs) as containing an urban core and a population of over 50,000. The OMB defines micropolitan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

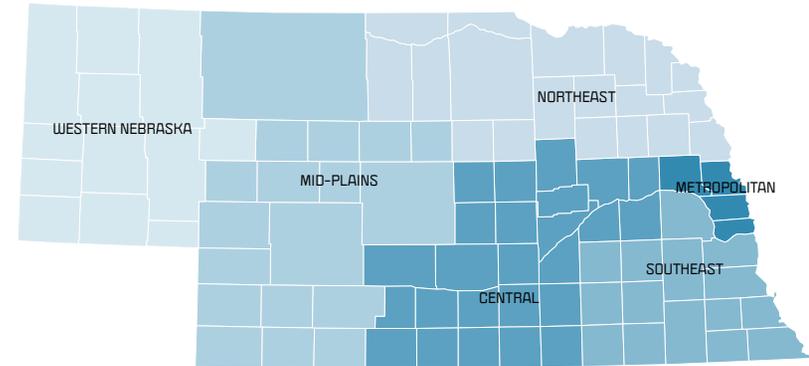
The Omaha MSA includes eight counties: five in Nebraska and three in Iowa. The Omaha Consortium only includes the five counties in the Omaha MSA that are located in Nebraska.



60 [AREA DEFINITIONS

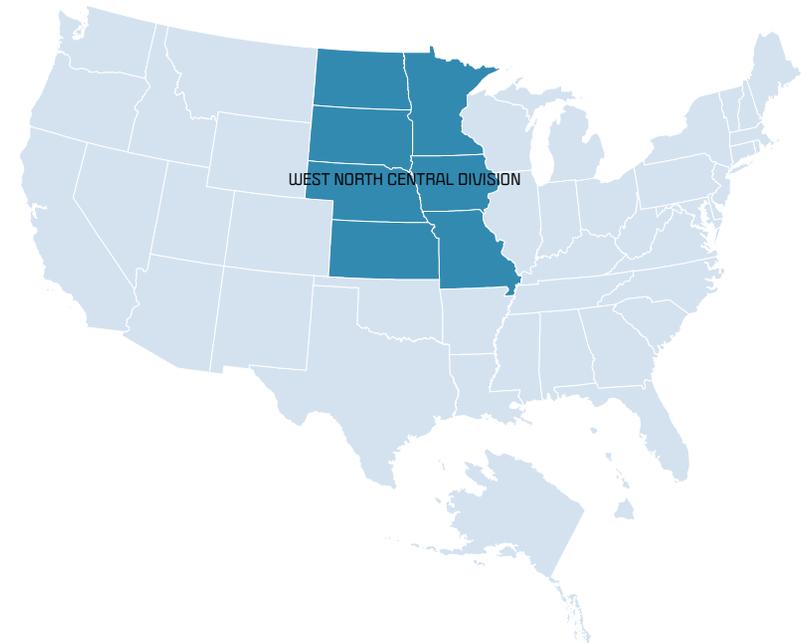
COMMUNITY COLLEGE REGIONS

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



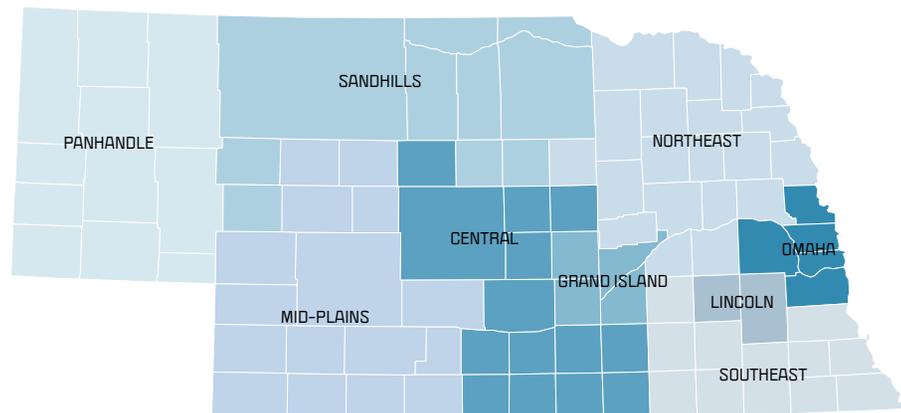
WEST NORTH CENTRAL DIVISION

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



ECONOMIC REGIONS

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



ACKNOWLEDGMENTS

PETE RICKETTS
GOVERNOR

JOHN H. ALBIN
COMMISSIONER OF LABOR

PHILLIP BAKER
RESEARCH ADMINISTRATOR
OFFICE OF LABOR MARKET INFORMATION

SCOTT HUNZEKER
RESEARCH SUPERVISOR
OFFICE OF LABOR MARKET INFORMATION

KRISTIN DERENGE
RESEARCH ANALYST

JENNIFER GILDERSLEEVE
RESEARCH ANALYST/EDITOR

GRACE JOHNSON
PUBLIC INFORMATION OFFICER/EDITOR

BRITTNEY LIPPINCOTT
GRAPHIC DESIGNER

