

LINCOLN LABOR AVAILABILITY REPORT

NEBRASKA DEPARTMENT OF LABOR
NEBRASKA DEPARTMENT OF ECONOMIC DEVELOPMENT

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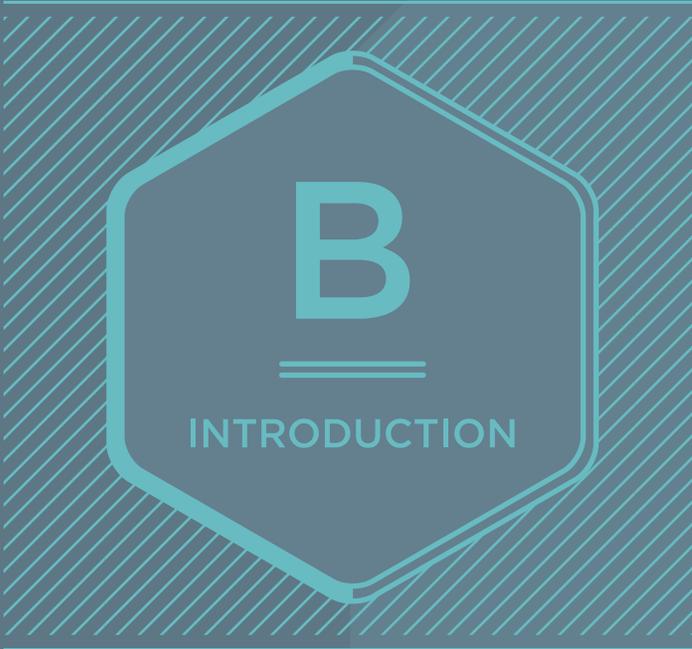
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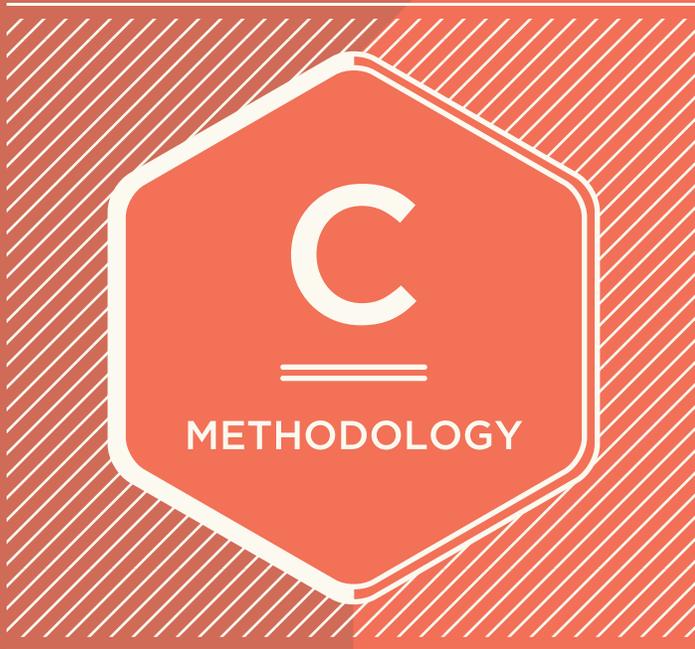
Results of the Metro Area Labor Availability Survey, which included the Lincoln and Omaha metro areas in Nebraska, discovered that there are an estimated 247,692 potential job seekers in the Lincoln survey area. The majority of these potential job seekers are currently employed. Others are out of work or seeking to reenter the workforce after time spent in retirement or homemaking.

These potential job seekers indicated that they are willing to take new work or change jobs in the next year if a suitable job presents itself. The median wage sought by this group is a minimum of \$40,560 annually, or \$19.50 an hour for full-time, year-round work. Nearly all (97%) potential job seekers stated that they are willing to commute 15 minutes or more each way for suitable work. The median tenure of employed potential job seekers at their current job is three years. More than half said they have at least a bachelor's degree. Potential job seekers identified salary, use of skills they already possessed, and a schedule that fit their needs as the most important factors in improving their employment situation. They named inadequate pay offered by area employers, lack of job opportunities in the area, and inadequate benefits offered by area employers as the most common barriers to improving their employment situation.



“Labor availability” describes how many people within a given area are available and willing to take a new job. Labor availability has two components: geographical and human. The geographical component narrows down the labor pool to those who are located near or able to travel to a specific location to work. The human component of labor availability depends upon the characteristics of the potential workforce in the area. People take, keep, and change jobs for a variety of reasons. Compensation—salary and benefits—are important, but other factors, including convenience, security, family obligations, personal fulfillment, age, gender, education, and training, contribute to workers’ employment decisions. These motivations and demographic characteristics determine labor availability within a region.

In the summer of 2014, the Nebraska Department of Economic Development and the Nebraska Department of Labor collaborated in a project designed to measure labor availability in the Lincoln and Omaha metro regions of Nebraska. The Nebraska Department of Labor, Office of Labor Market Information (NDOL LMI) frequently collects many types of data about Nebraska workers for the US Bureau of Labor Statistics (BLS). The BLS then measures how many people work in different industries and occupations. Also, the BLS measures how many people work or do not work. While the BLS and NDOL LMI produce a rich data catalog, neither agency regularly measures the reasons workers choose to work where they do, or choose not to work. This study aims to supplement BLS and NDOL LMI data with information about those motivations. Understanding why people take a job helps stakeholders understand how an employer might attract new workers. In addition, understanding the characteristics of the current labor force and the incentives required for residents to change jobs could shed light on how communities might improve the local labor force.



The Metro Area Labor Availability Survey was commissioned by the Nebraska Department of Economic Development. Data collection, survey processing, and assignment of data weights were conducted by the Bureau of Sociological Research (BOSR) at the University of Nebraska – Lincoln. The Nebraska Department of Labor, Office of Labor Market Information analyzed results and produced the final report.

There are some datasets available that count only certain types of job seekers, such as unemployed individuals or active job seekers, as part of the labor pool. However, a few key segments of the labor pool, such as people who are currently employed but may change jobs given the right opportunity, or those who are not working but may reenter the labor force, are often unaccounted for in estimates of labor availability. Details about this portion of the labor pool as well as unemployed or active job seekers in a local labor pool are useful to economic developers and business site selectors.

One of the main goals of the Metro Area Labor Availability Survey was to obtain an estimated count of the total labor supply for both Omaha and Lincoln and the characteristics of those who will potentially seek new employment or reenter the labor force.

THE QUESTIONNAIRE

The Metro Area Labor Availability Survey questionnaire was adapted from a pilot survey project conducted in northeast Nebraska. The questionnaire was created by the Nebraska Department of Economic Development and the Nebraska Department of Labor. The BOSR provided assistance with question development, formatting, and layout. Improvements were made to the questionnaire based on results of the northeast study.

THE SURVEY AREA AND SAMPLE

The distance that people are willing to commute to work is one factor that contributes heavily to the labor supply in an area. Surveys were conducted simultaneously for the cities of Omaha and Lincoln due to their proximity to one another and overlapping labor force areas. A total of 12,000 households were randomly sampled.

Data was gathered for people working in either Omaha or Lincoln by using OnTheMap, an application that is part of the U.S. Census Bureau's Longitudinal Employer-Household Dynamics (LEHD) program (<http://lehd.ces.census.gov>), which can be used to examine worker commuting patterns. OnTheMap was used to identify the number of people working in either Omaha or Lincoln and the ZIP codes in which they live.

Commuting patterns were reviewed for both Omaha and Lincoln. The ZIP codes with the highest number of commuters traveling to each city to work were identified. This included ZIP codes in Iowa since many Iowans commute to Nebraska to work. Additional ZIP codes were added to make a contiguous geographic area for both Lincoln and Omaha. After the areas for each city were defined, they were combined into one large survey area that reflects the area from which businesses draw the majority of their workforce.

There are many ZIP codes from which residents commute into both Omaha and Lincoln. For the purposes of drawing the survey sample, ZIP codes were categorized into three groups – Lincoln only,

Omaha only, and the overlap between the two cities. For each of the three categories, a strata, or group, was included proportionate to the population compared to the total population of the entire survey area. Weights were assigned to responses by the BOSR to make the responses as representative of the survey areas as possible.

DATA COLLECTION AND RESPONSE RATES

The BOSR was responsible for mailing out surveys and collecting completed responses. Directions included with the survey asked the adult (age 19 or older) in each household with the next birthday to complete the survey. In order to fully understand the characteristics of the area workforce, individuals were asked to complete the form regardless of whether they were currently employed or self-employed, unemployed, retired, a homemaker, or otherwise out of the workforce.

Data collection began on June 16, 2014 with the mailing of pre-notification letters to selected households. Survey packets, which included a cover letter, questionnaire and postage-paid return envelope, were sent on June 30, 2014. A postcard reminder and two additional mailings were sent to non-respondents. Completed surveys were accepted by BOSR through September 8, 2014.

There were 3,336 individuals who completed the survey. Of the original sample of 12,000 households, 952 surveys were returned as undeliverable with no known forwarding address available. The adjusted response rate, accounting for undeliverable mail, was 30.2%.

DATA PROCESSING AND CLEANING

Data entry was completed by professional data-entry staff at BOSR. Responses from each questionnaire were entered by two data entry workers. Any discrepancies between the two entries were reviewed and resolved by BOSR supervisory staff to ensure high quality data.

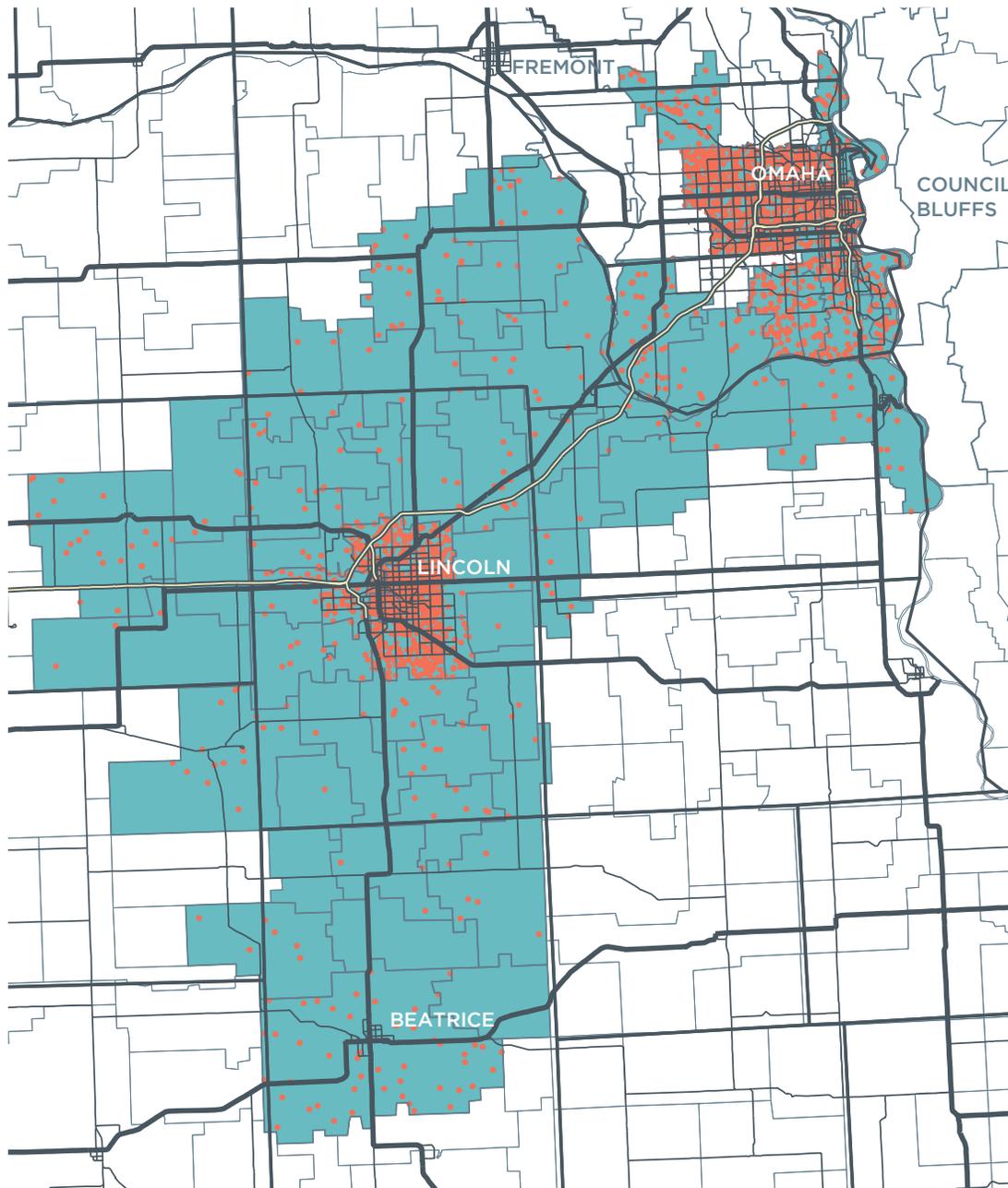
The data cleaning process was conducted to create consistency within the data set prior to analysis. Initial data cleaning was conducted by BOSR to review responses and verify that the skip patterns on the questionnaire were followed. For instance, the first question asked about the respondent's employment status. Based on their responses, instructions then directed them to a specific set of up follow-up questions. When the wrong set of questions was answered, responses were moved to the appropriate section and non-applicable items were removed. BOSR also reviewed the ZIP codes provided by respondents and those outside of the area of interest were given a special code.

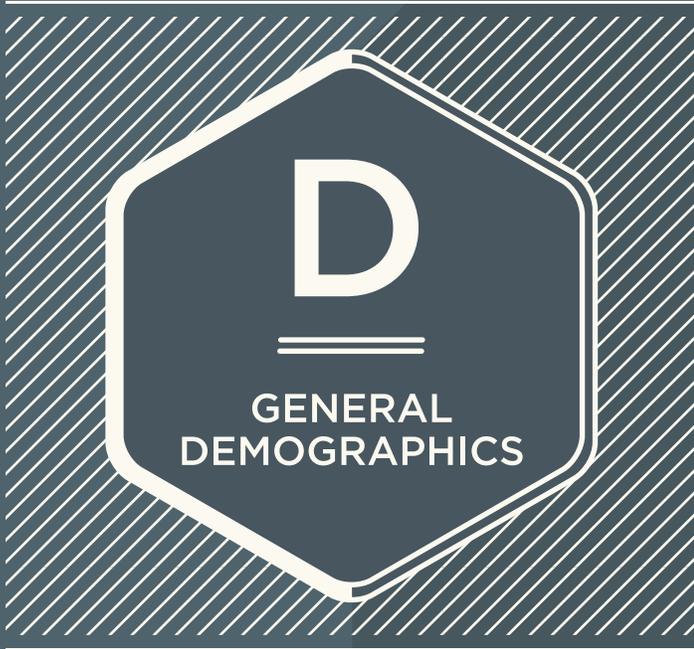
Additional data cleaning was conducted by NDOL LMI to resolve issues with some of the detailed data. For example, respondents were asked to provide the industry of their primary employer. When "Other" was chosen and the response provided fit within one of the categories provided, the response was moved to that category. Another example of detailed data cleaning was in classifying respondents' educational attainment. When respondents reported more than one degree type, only the highest level of education was used. All interrelated questions were examined to ensure consistent reporting by each respondent and data was cleaned or removed as necessary.

Additionally, several open ended survey questions were consistently coded prior to starting the data analysis. Staff from the Occupational Employment Statistics (OES) unit in the NDOL LMI assigned Standard Occupational Classification (SOC) codes to occupations reported. NDOL LMI staff assigned Classification of Instructional Programs (CIP) codes to responses regarding educational attainment. All other open-ended questions were reviewed as well to create consistent codes to use in the survey analysis.

LINCOLN SURVEY AREA

The Lincoln survey area is highlighted in the map below. The total population of this area is 909,729, with 682,680 people age 18 and over. There were a total of 2,599 responses from the Lincoln survey area, represented by the dots on the map.





The Census Bureau estimates that 93.4% of the civilian labor force in the sampled area is employed and 6.6% is unemployed. These figures include people 16 and older. The Census estimate is useful, but limited, as the Census Bureau counts as unemployed “all civilians 16 years old and over...if they (1) were neither “at work” nor “with a job but not at work” during the reference week, and (2) were actively looking for work during the last 4 weeks, and (3) were available to accept a job. Also included as unemployed are civilians who did not work at all during the reference week, were waiting to be called back to a job from which they had been laid off, and were available for work except for temporary illness.” This study took a more expansive approach. Respondents were asked to classify themselves as employed, unemployed, retired, or a homemaker. Anyone not identified as employed answered a survey question about how likely they were to return to employment if a suitable job was available. This method allowed the researchers to describe the untapped labor force in the Lincoln area.

The demographic characteristics of respondents for the most part matched Census estimates. This is encouraging, as it means the sample shares many properties with the target population.

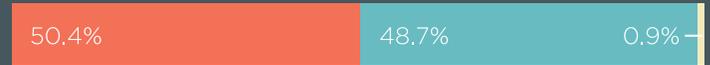
GENERAL DEMOGRAPHICS OF SURVEY RESPONDENTS

POPULATION BY GENDER

CENSUS DATA



SURVEY DATA

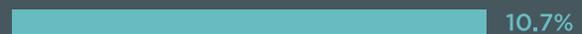


■ FEMALE ■ MALE ■ UNKNOWN

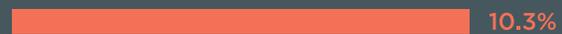
The estimates for gender from the survey results were within 1% of Census estimates. The Census imputes data for the entire population, but 0.9% of survey respondents did not respond to the gender question.

VETERAN STATUS

CENSUS DATA

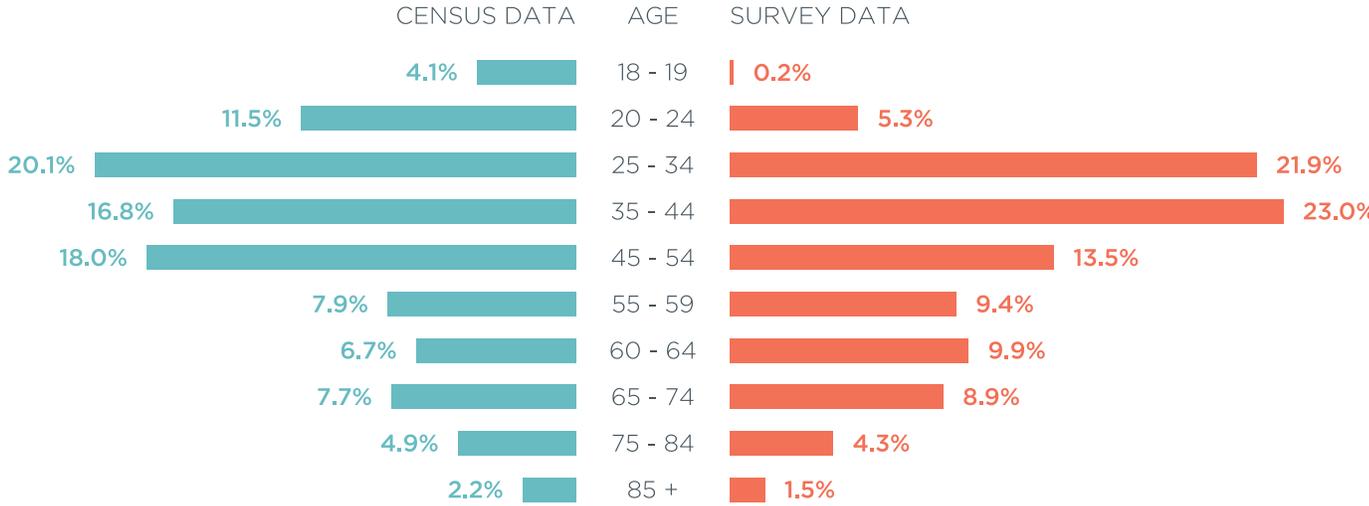


SURVEY DATA



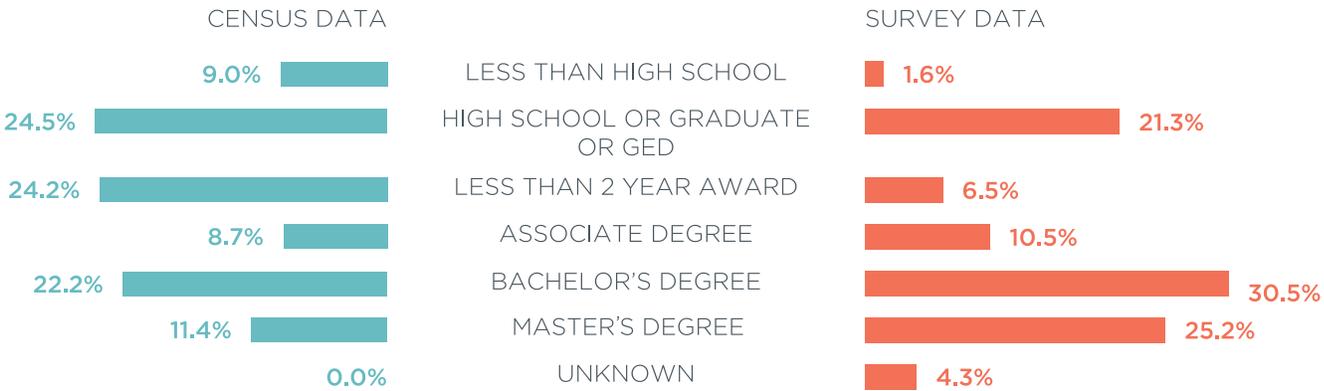
The survey results and the Census estimates for veteran status were within one percentage point.

POPULATION BY AGE



The survey results varied somewhat from the Census estimates of age distribution. The survey data indicated fewer 18-19 year olds, 20-24 year olds and 45-54 year olds than Census estimates. Survey instructions were for adults age 19 and older to complete the survey, which explains some of the difference between Census and survey data percentages in the 18-19 age group. The survey data also indicated more 35-44 year olds and 60-64 year olds than the Census estimates for the Lincoln survey area. Knowing the age makeup of survey respondents can be important when reviewing results of the survey.

EDUCATIONAL ATTAINMENT



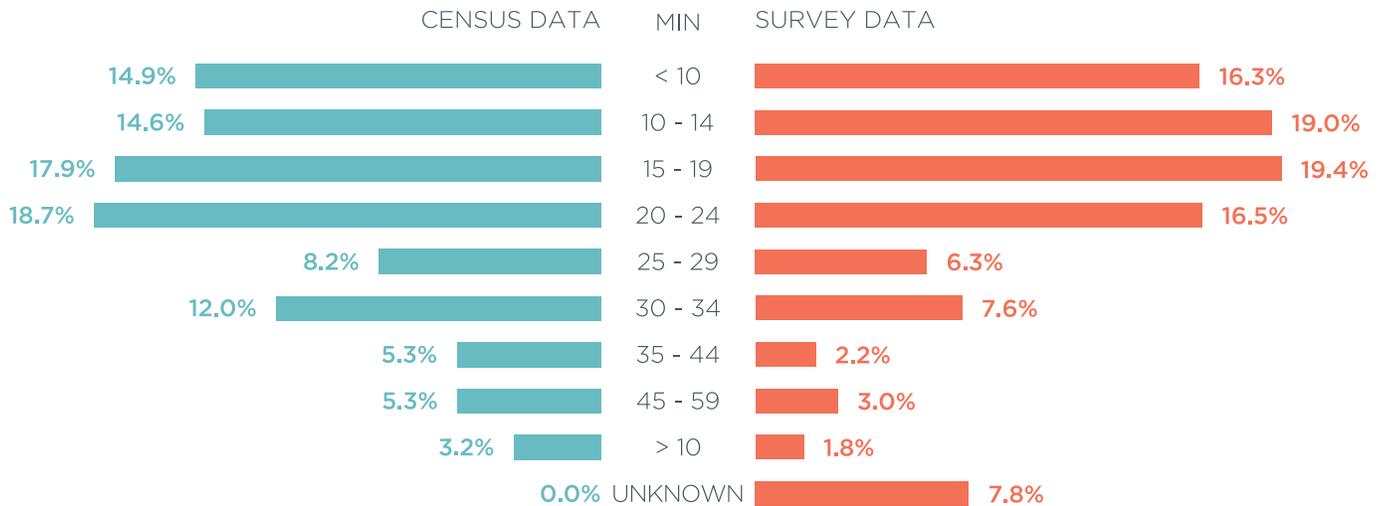
The survey results for educational attainment of respondents were quite a bit different than the Census estimates for the Lincoln survey area. The survey results indicated fewer individuals with “less than high school” and “less than 2-year awards,” but more with bachelor’s and master’s degrees.

MEANS OF TRANSPORTATION



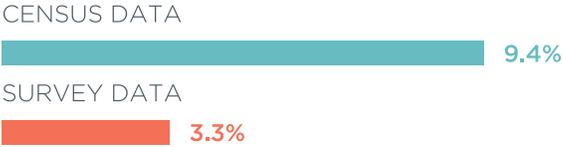
The survey results showed a slightly higher incidence of driving alone compared to Census estimates, and lower incidence of carpooling. However, 7.5% of survey respondents left the means of transportation question blank.

TRAVEL TIME TO WORK



The survey results showed slightly higher percentages of people commuting less than 20 minutes than the Census estimates. It showed lower percentages of people commuting 20 minutes or more than the Census estimates. There were 7.8% of survey respondents who did not provide their commute time.

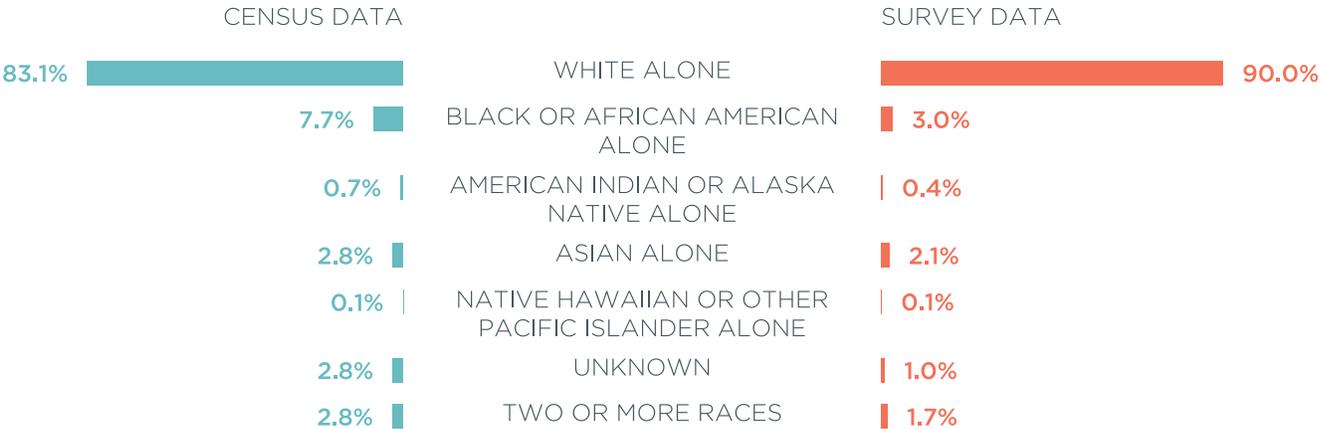
POPULATION IDENTIFYING AS HISPANIC OR LATINO



The survey results showed a lower percentage of Hispanics or Latinos than the Census estimates for the Lincoln survey area.

The survey results also showed a higher percentage of whites and fewer blacks or African Americans than the Census estimates for the Lincoln survey area.

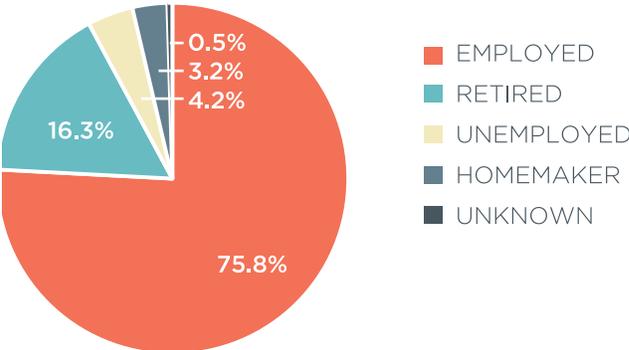
POPULATION BY RACE / ETHNICITY



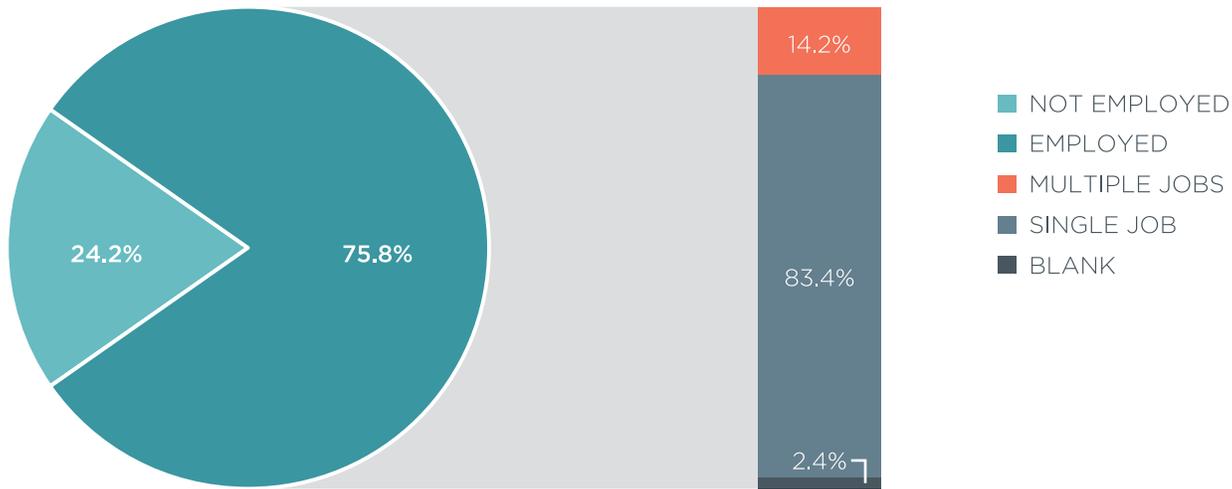
EMPLOYMENT OF RESPONDENTS AS A WHOLE

A majority of respondents were employed at 75.8%. Over 16% of respondents were retired, 4.2% were unemployed, and 3.2% were homemakers.

EMPLOYMENT STATUS

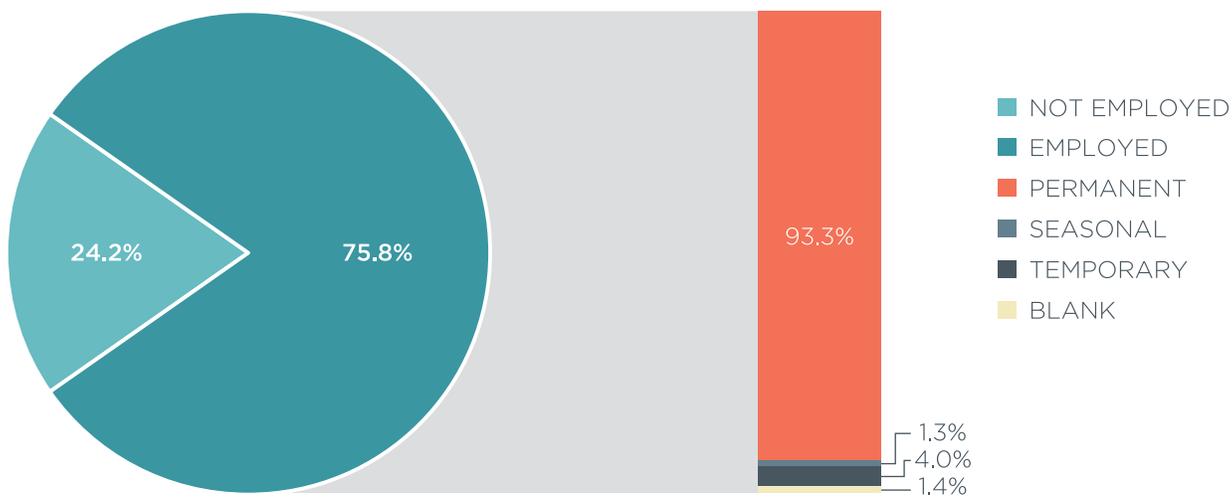


//////////////////// MULTIPLE JOB STATUS //////////////////////



Of those respondents who were employed, 14.2% held multiple jobs. Of the respondents who held multiple jobs, 80.1% had two different jobs. Over 73% of multiple job holders worked between 1 and 20 hours per week beyond the hours worked at their primary employer.

//////////////////// EMPLOYMENT TYPE //////////////////////



Those who were employed were asked about the employment situation at their primary employer. The vast majority (93.3%) had permanent positions. Some of these individuals may have seasonal or temporary jobs in addition to their primary jobs.



Survey respondents were asked if they were likely to reenter the workforce (if not employed) or change jobs (if employed) in the next year if a suitable job was available. Respondents who indicated “yes” or “maybe” were counted as “potential job seekers.” Much of this report focuses on these potential job seekers, as they represent a comprehensive pool of people who might be willing to accept new employment.

To arrive at an estimated number of potential job seekers for the Lincoln survey area, the weighted percentage of potential job seekers for the survey area was multiplied by the U.S. Census Bureau’s population estimate for people ages 18 and over for the same geographical area. The study authors believe that this is a reasonable estimate because the survey results for age, race, ethnicity, and gender were weighted to closely match the Census estimates.

NON-SEEKER:

An employed person who did not answer either ‘yes’ or ‘maybe’ to the question “Are you likely to change jobs in the next year if a suitable job is

available?” or a not employed person who did not answer ‘yes’ or ‘maybe’ to the question “Are you likely to reenter the workforce in the next year if a suitable job is available?” Any survey respondents who were not identified as “potential job seekers” are referred to as “non-seekers”.

ACTIVE JOB SEEKER:

Active job seekers are a sub-set of potential job seekers who answered ‘yes’ to the question “Are you actively seeking a new job?”

POTENTIAL JOB SEEKER

An employed person who answered either ‘yes’ or ‘maybe’ to the question “Are you likely to change jobs in the next year if a suitable job is available?” or a not employed person who answered ‘yes’ or ‘maybe’ to the question “Are you likely to reenter the workforce in the next year if a suitable job is available?” This includes all individuals who indicated that they may accept a new job within the next year, given the right circumstances.

A survey of the Lincoln and Omaha metro areas in Nebraska discovered that in the Lincoln survey area there are an estimated

247,692
POTENTIAL JOB SEEKERS

GENERAL CHARACTERISTICS OF POTENTIAL JOB SEEKERS

In the survey, respondents were asked to identify if they were employed, unemployed, retired, or a homemaker. Those respondents who indicated that they were either unemployed, retired, or a homemaker were considered “not employed.” The employed and not employed were instructed to answer separate sets of follow-up questions.

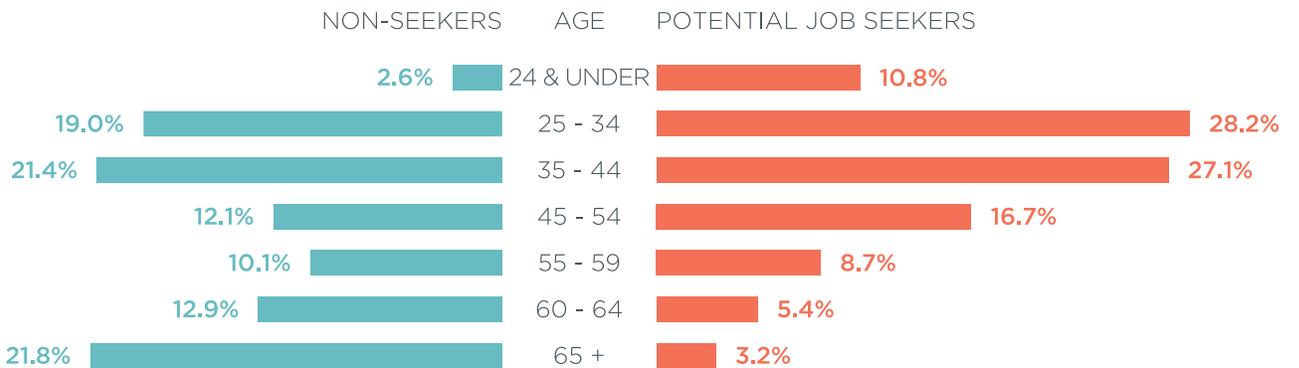
////// POTENTIAL JOB SEEKERS \\\\\\\



Typically, when estimating the potential labor pool for an area, there is a focus on people already working in the occupation(s) of interest, unemployed individuals with experience in an occupation, or recent graduates with specific educational backgrounds. While data on those working in an occupation is often available, information about the unemployed and graduates is frequently incomplete. There are also untapped labor pools including retirees or homemakers who may reenter the labor force if the right situation were to arise. The Metro Area Labor Availability Survey sought to capture a more complete estimate of potential job seekers than is available through other data sources.

Unemployed respondents were the most likely to be potential job seekers at 64.3%, and employed respondents were the second most likely to be potential job seekers at 41.2%. Over 30% of homemakers and 7.6% of retired respondents were also potential job seekers.”

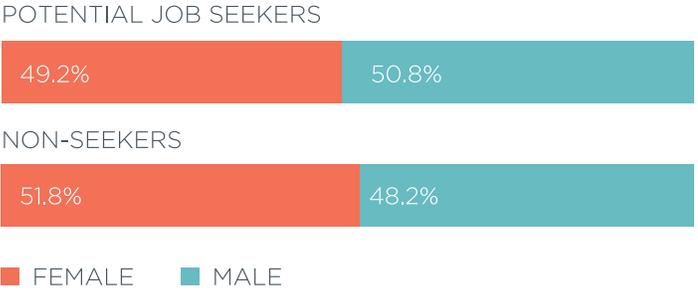
////// AGE BY SEEKER STATUS \\\\\\\



Most potential job seekers were under the age of 45, with 10.8% between the ages of 18 and 24 and 28.2% between the ages of 25 and 34. Respondents between the ages of 35 and 44 made up 27.1% of potential job seekers, and 33.9% were 45 and older.

Potential job seekers tended to be younger than non-seekers. Among potential job seekers, 66.1% were 44 years old or younger compared to 43% of non-seekers. Younger people may be more likely to be potential job seekers than other respondents because they are less established in their careers, so they may be more willing to seek career advancement through new employment. Additionally, younger respondents may be less likely to have family obligations that may make it more difficult to change locations or jobs.

GENDER BY SEEKER STATUS



Males comprised 50.8% of potential job seekers and females comprised 49.2%.

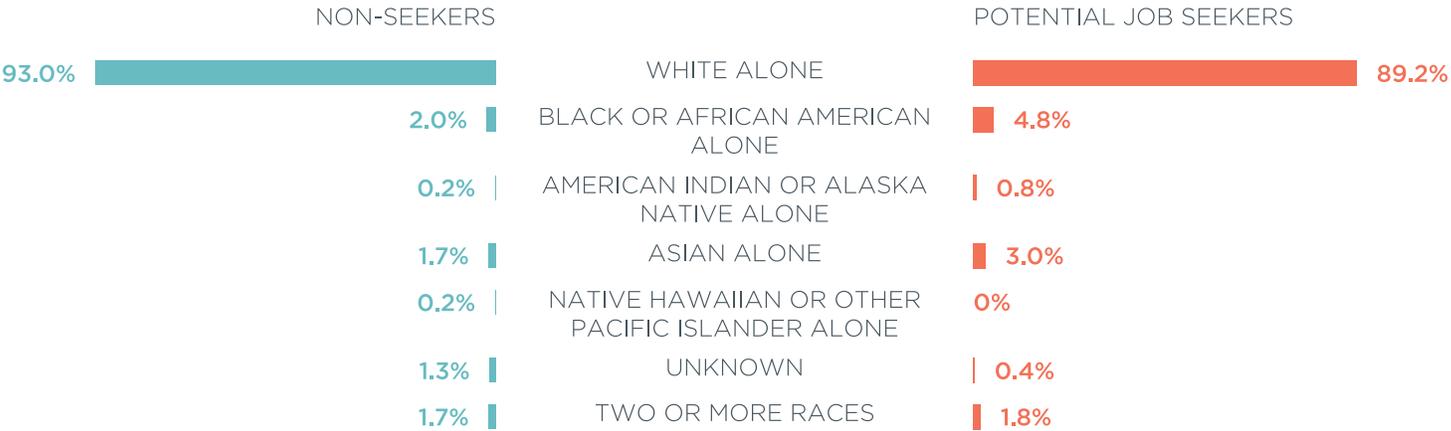
White was the most common race reported by potential job seekers at 89.2%, followed by black at 4.8%, and Asian at 3%. Hispanics made up 4.3% of potential job seekers.

Potential job seekers were slightly more likely to be minorities than non-seekers. For instance, 10.8% of seekers were non-white compared to 7% of non-seekers, and 4.8% of potential job seekers were black compared to 2% of non-seekers. Additionally, 4.3% of potential job seekers were Hispanic compared to 2.8% of non-seekers.

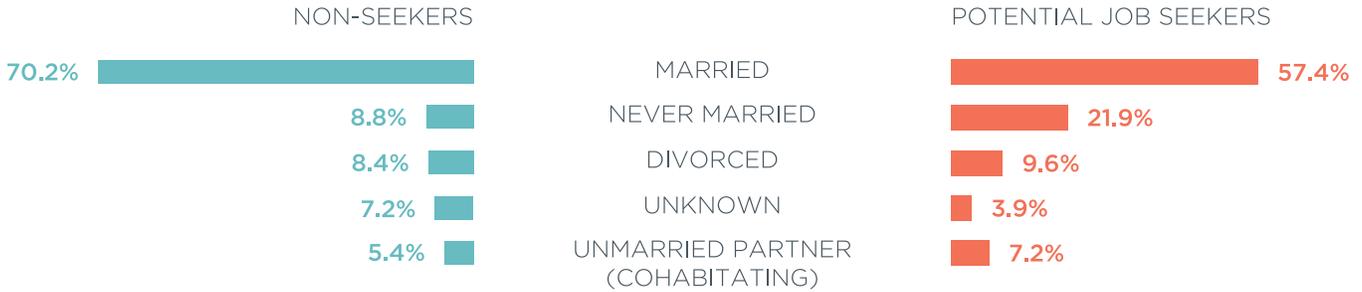
POPULATION IDENTIFYING AS HISPANIC OR LATINO BY SEEKER STATUS



RACE BY SEEKER STATUS



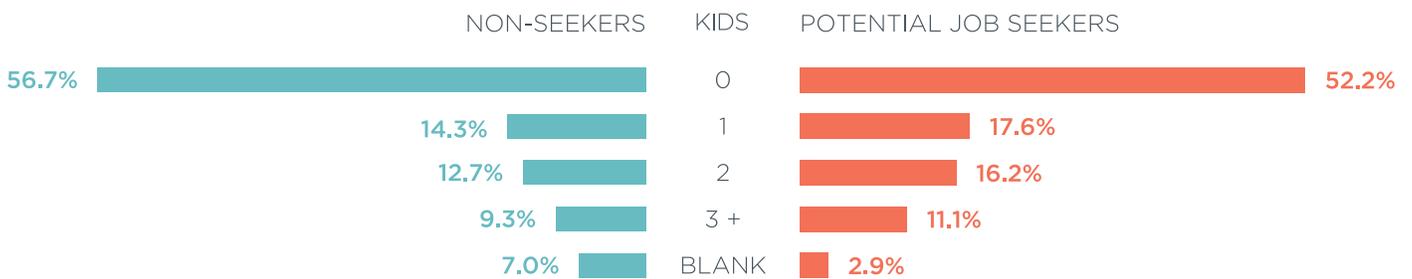
RELATIONSHIP STATUS BY SEEKER STATUS



When asked to indicate their primary relationship status, 57.4% of potential job seekers reported that they were married. Another 21.9% of potential job seekers reported that they were never married, 9.6% reported that they were divorced, and 7.2% reported that they were unmarried living with a partner. The remaining 3.9% of potential job seekers reported that they were married and living apart, widowed, or separated.

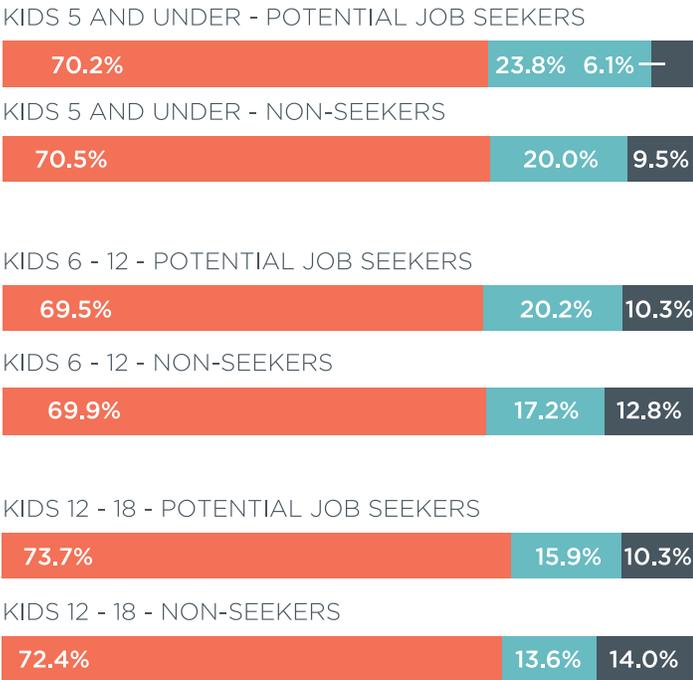
Potential job seekers were less likely to be married than non-seekers. Potential job seekers were probably less likely to be married than non-seekers because they were younger on average. Married respondents made up 57.4% of potential job seekers compared to 70.2% of non-seekers, and 21.9% of potential job seekers were never married compared to 8.8% of non-seekers.

NUMBER OF CHILDREN BY SEEKER STATUS



Over half of all potential job seekers, 52.2%, indicated that they did not live with children, while 17.6% reported living with one child, 16.2% reported living with 2 children, and 11.1% reported living with 3 or more children.

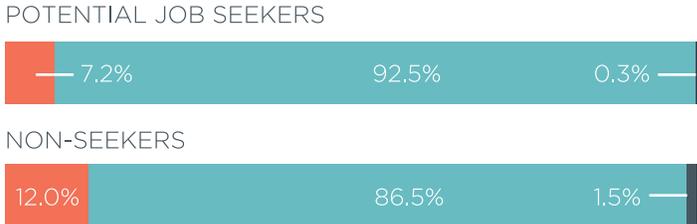
SEEKER STATUS BY AGE OF CHILDREN



■ WITHOUT KIDS ■ WITH KIDS ■ BLANK

Potential job seekers were slightly more likely to live with children than non-seekers. For instance, 23.8% of potential job seekers reported that they lived with children ages 5 and under compared to 20% of non-seekers, and 20.2% of potential job seekers reported that lived with children ages 6-12 compared to 17.2% of non-seekers. Additionally, 15.9% of seekers lived with children ages 12-18 compared to 13.6% of non-seekers.

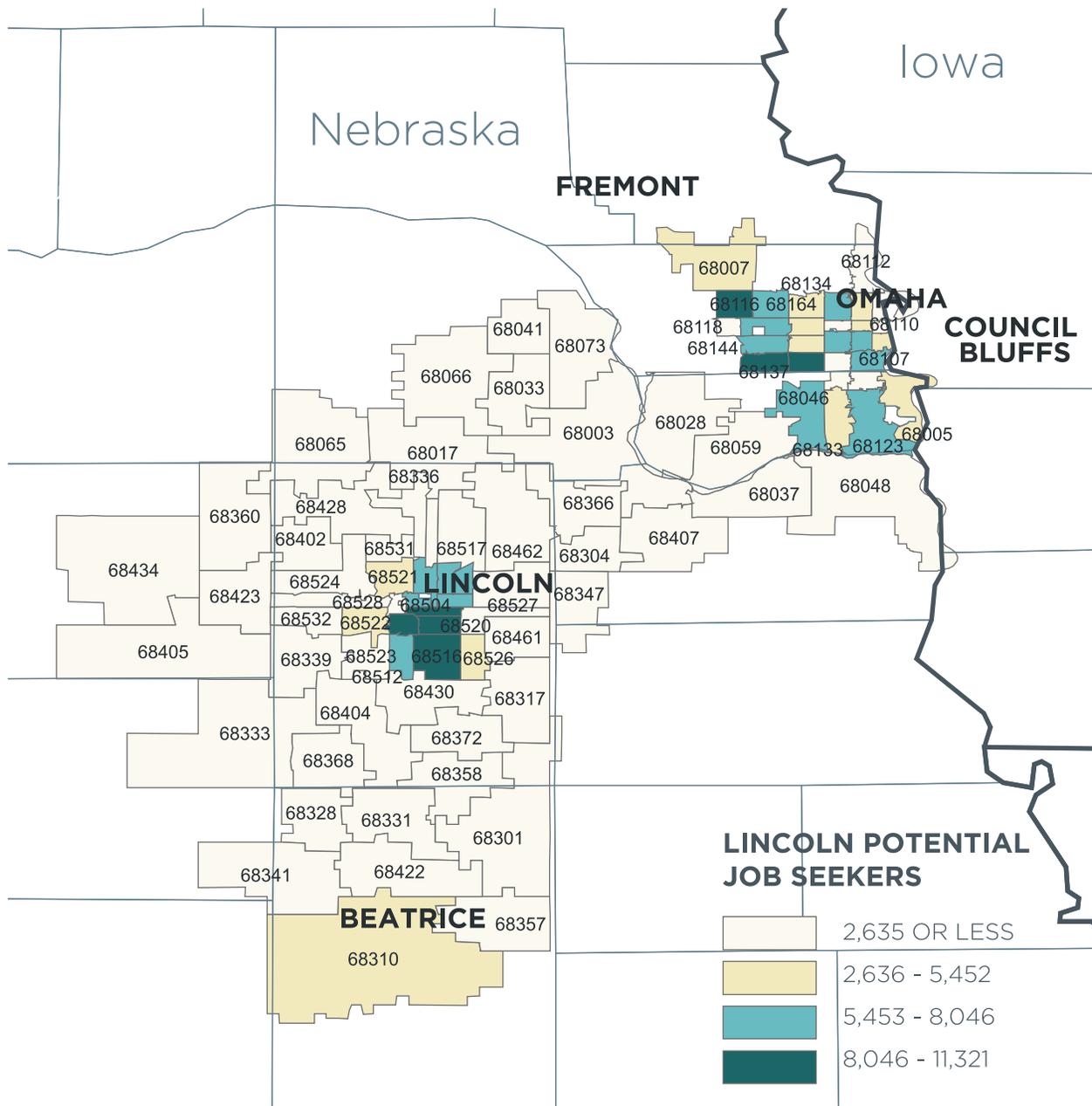
VETERAN STATUS BY SEEKER STATUS



Potential job seekers were less likely to be veterans than non-seekers. Veterans composed 7.2% of potential job seekers compared to 12% of non-seekers.

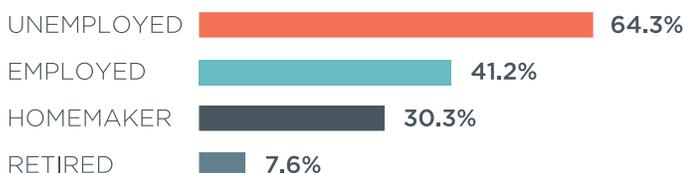
////// POTENTIAL JOB SEEKERS BY ZIP CODE //////////////////////////////////////

The number of potential job seekers varied greatly by zip code. The number of potential job seekers was fewer in zip codes outside of city limits.



CURRENT EMPLOYMENT CHARACTERISTICS OF POTENTIAL JOB SEEKERS

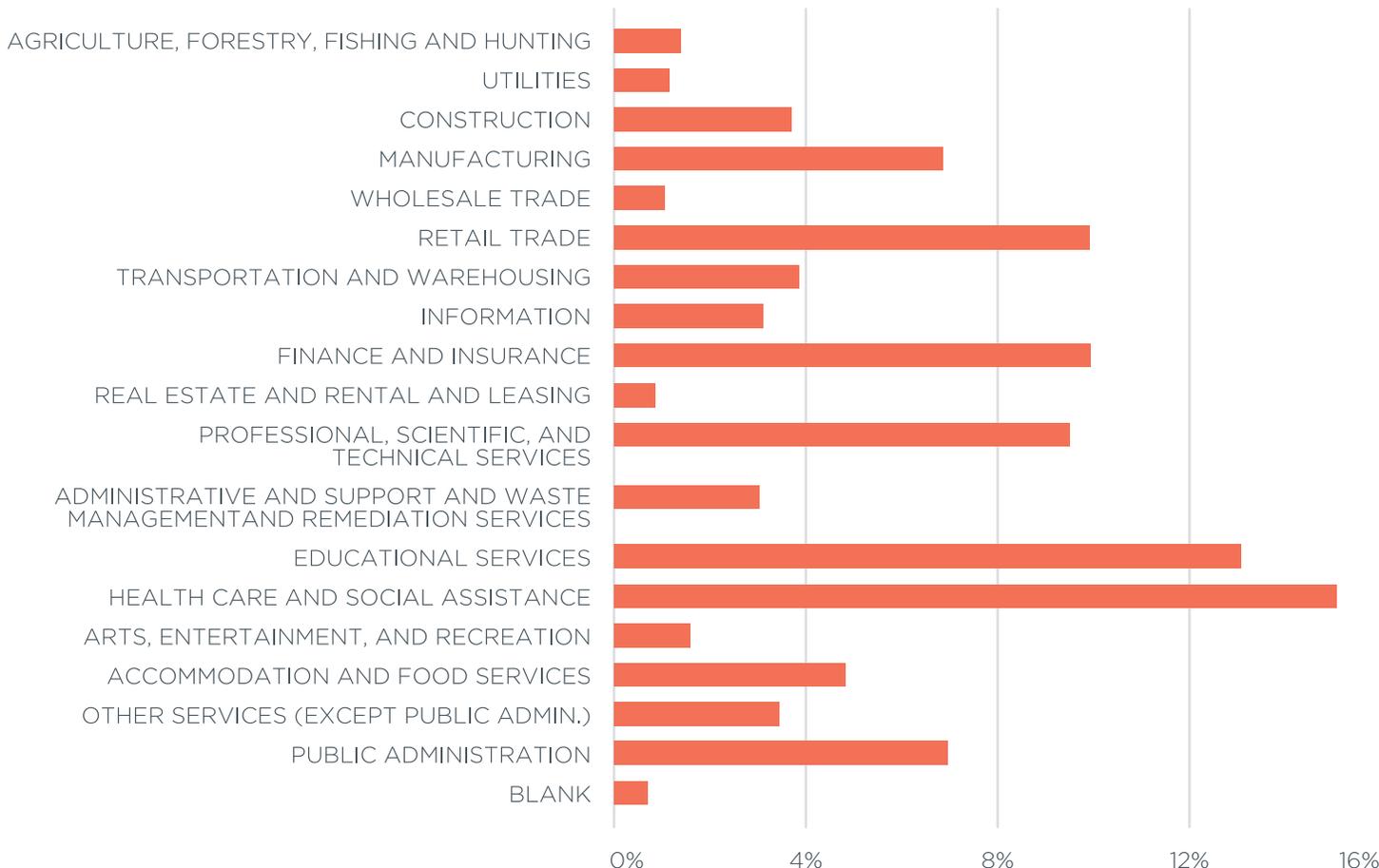
LIKELINESS OF BEING A POTENTIAL JOB SEEKER BY CURRENT EMPLOYMENT STATUS



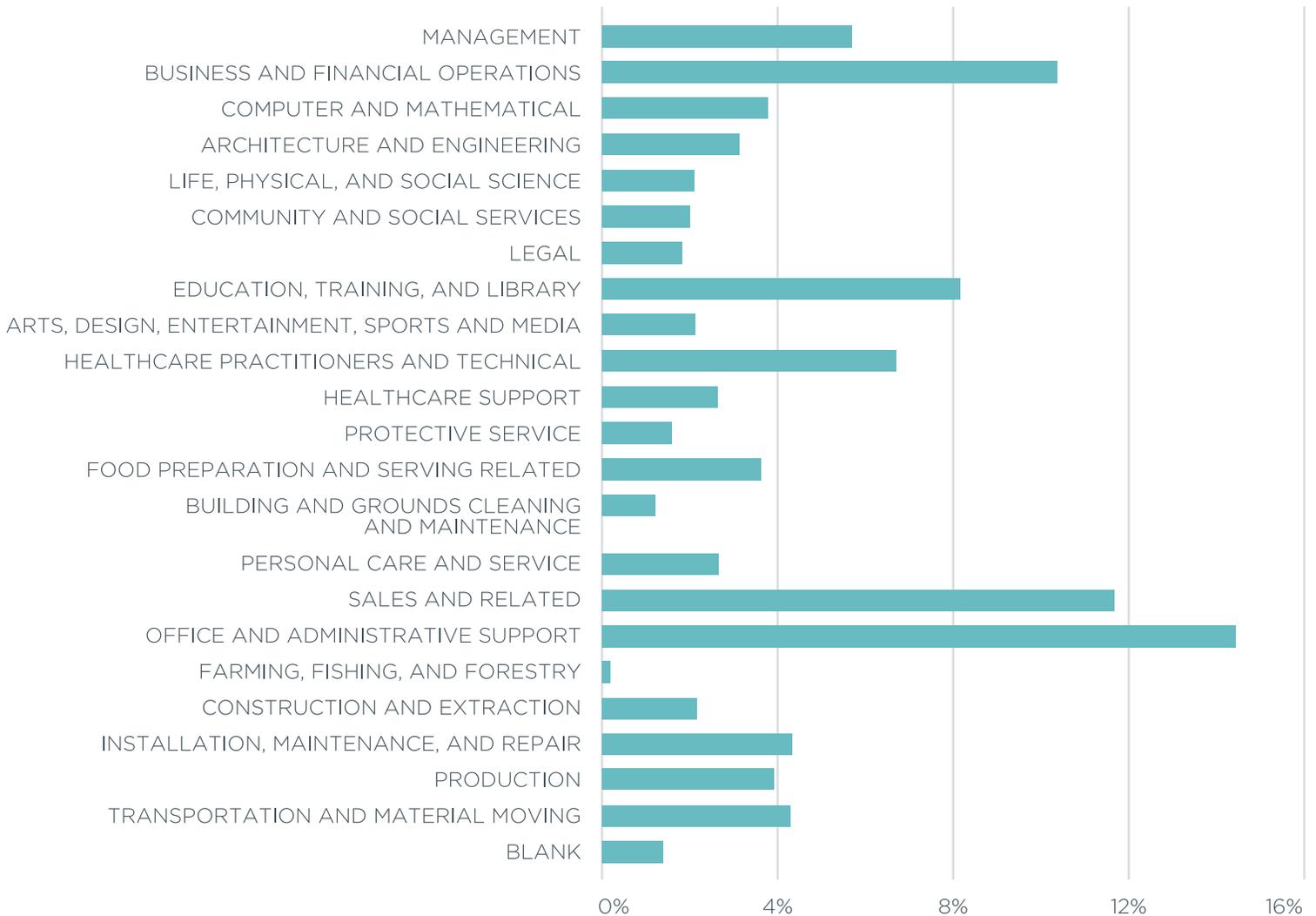
Unemployed respondents were the most likely to be potential job seekers at 64.3%, followed by employed respondents at 41.2%, homemakers at 30.3%, and retired respondents at 7.6%

The highest percentage of employed potential job seekers worked in health care and social assistance, and educational services industries.

INDUSTRY OF EMPLOYMENT OF CURRENTLY EMPLOYED POTENTIAL JOB SEEKERS

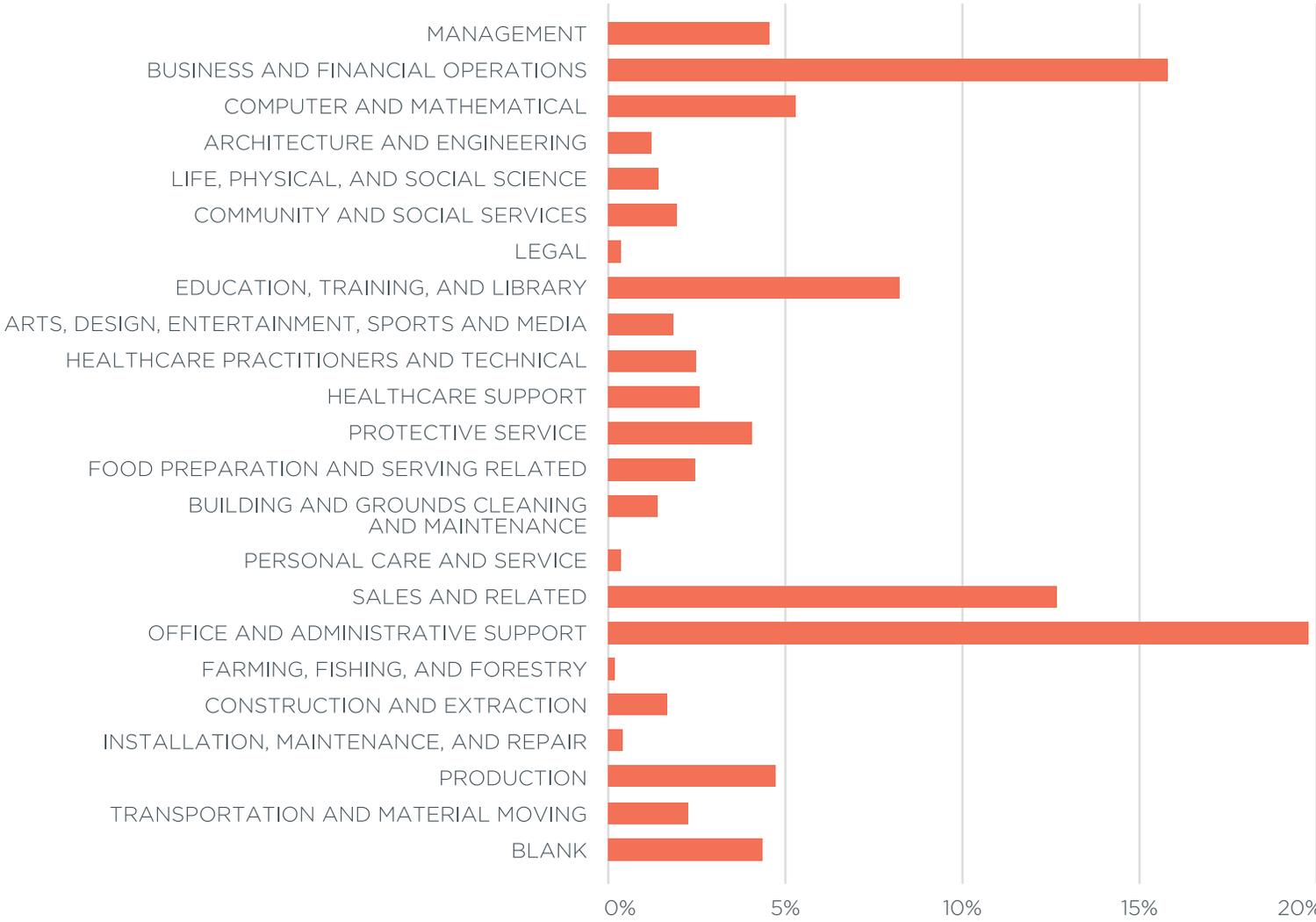


OCCUPATION OF EMPLOYMENT OF CURRENTLY EMPLOYED POTENTIAL JOB SEEKERS



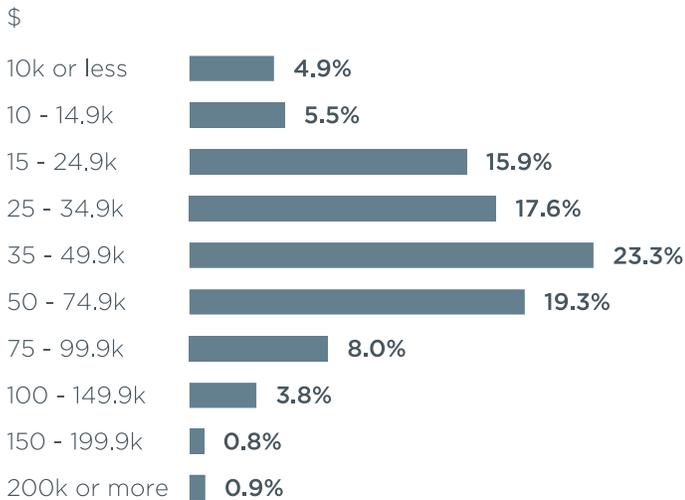
The highest percentage of employed potential job seekers were employed in office and administrative support, sales, and business and financial occupations. Generally, the proportion of potential job seekers by industry matches industry employment as identified by the Quarterly Census of Employment and Wages (QCEW) program. There were higher percentages of potential job seekers in the educational services; professional, scientific and technical services; retail trade; and finance and insurance industries. Potential job seekers were found in lower percentages than QCEW data in manufacturing; accommodation and food services, and wholesale trade industries.

PREVIOUS OCCUPATION OF NOT EMPLOYED POTENTIAL JOB SEEKERS



The highest percentage of not employed potential job seekers reported being previously employed in office and administrative support, business and financial, and sales occupations.

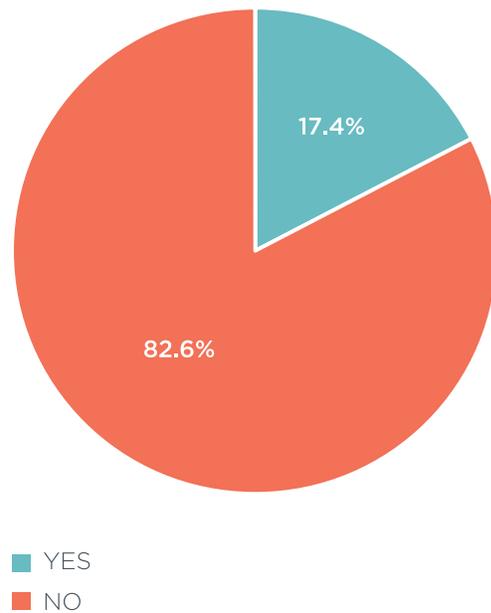
WAGES OF POTENTIAL JOB SEEKERS



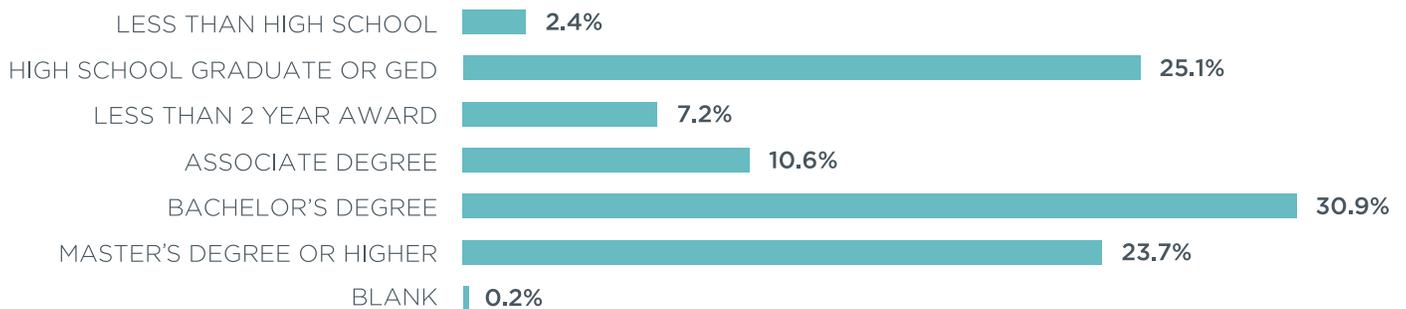
The highest percentage of potential job seekers reported earning between \$35k and \$50k a year.

Of those who provided information regarding multiple employment, most potential job seekers did not hold multiple jobs.

POTENTIAL JOB SEEKERS WHO ARE MULTIPLE JOB HOLDERS

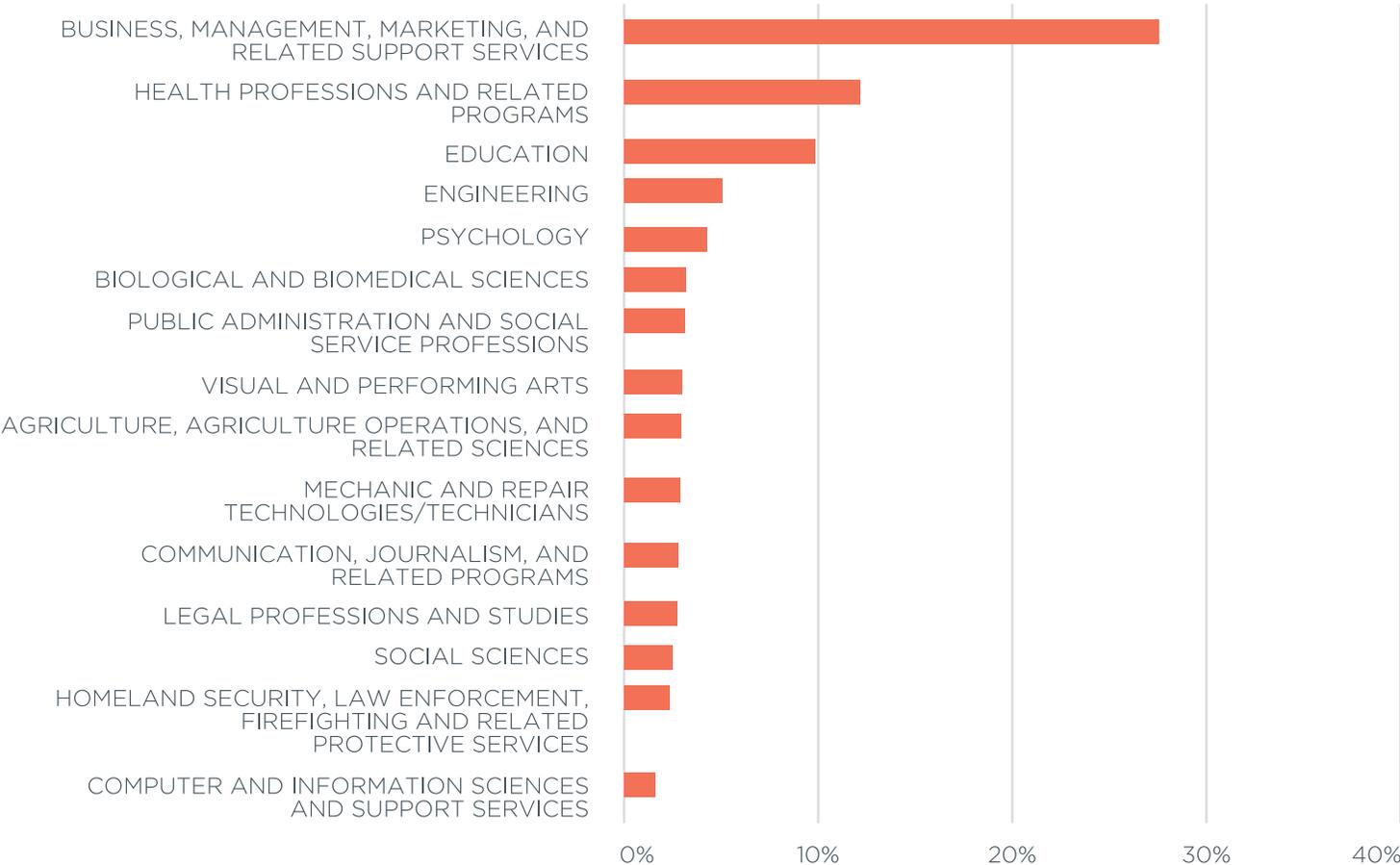


HIGHEST LEVEL OF EDUCATION ACHIEVED OF POTENTIAL JOB SEEKERS



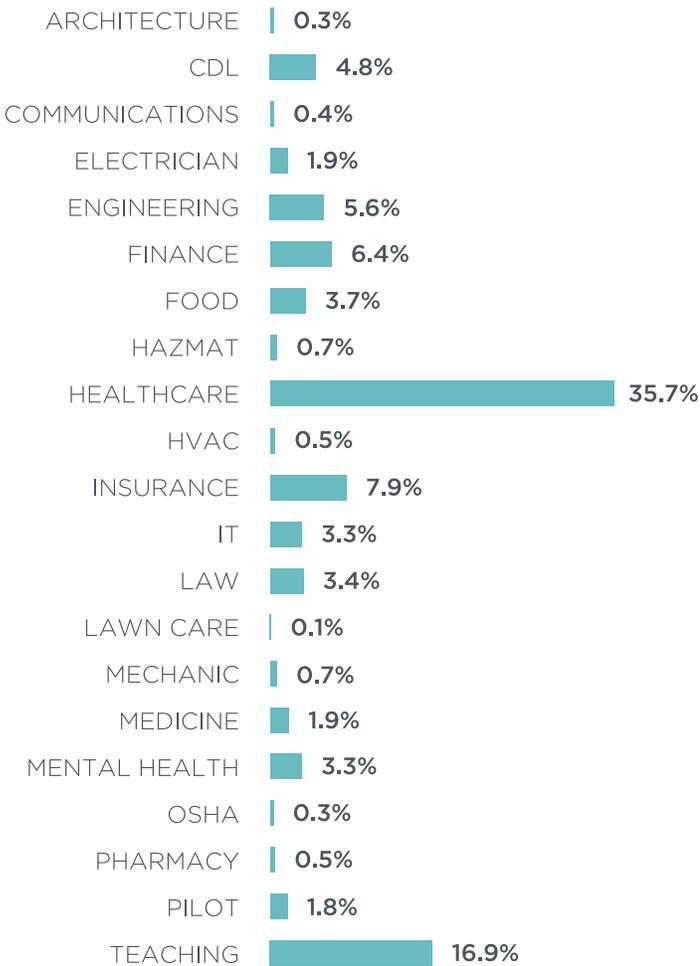
The highest level of education reported by most potential job seekers was a bachelor's degree, followed by a high school diploma or GED and a master's degree or higher.

TOP 15 FIELDS OF STUDY OF POTENTIAL JOB SEEKERS



The top three fields of study of potential job seekers were business, management and marketing; health professions; and education.

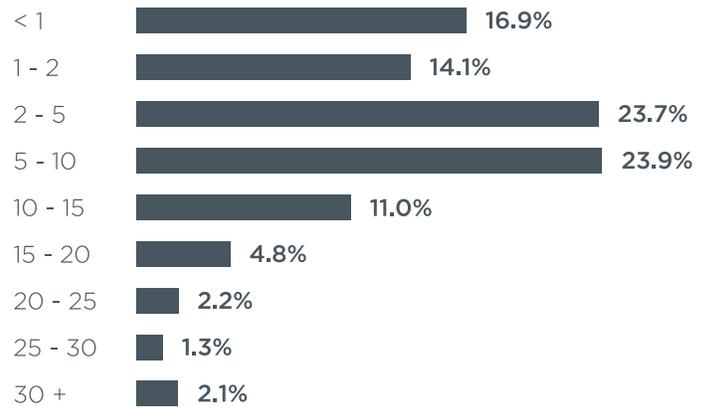
POTENTIAL JOB SEEKERS WITH JOB-RELATED LICENSES, CERTIFICATES, OR CREDENTIALS



The survey question asking about job-related licenses, certificates or credentials was open-ended. The chart above provides a list compiled from those responses. Most potential job seekers who indicated they had job-related licenses, certifications, or credentials had them in healthcare or teaching.

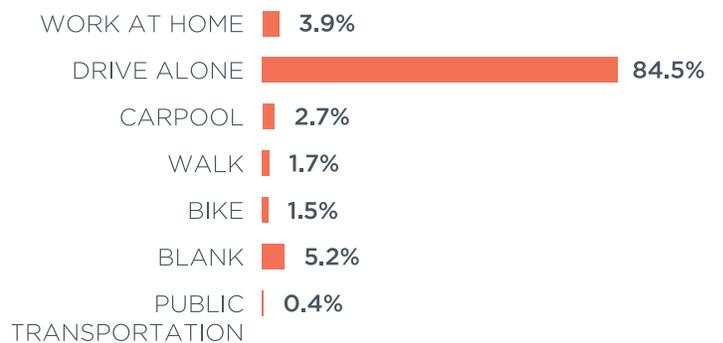
The majority of potential job seekers drove alone to their current job.

EMPLOYED POTENTIAL JOB SEEKERS TENURE AT CURRENT JOB

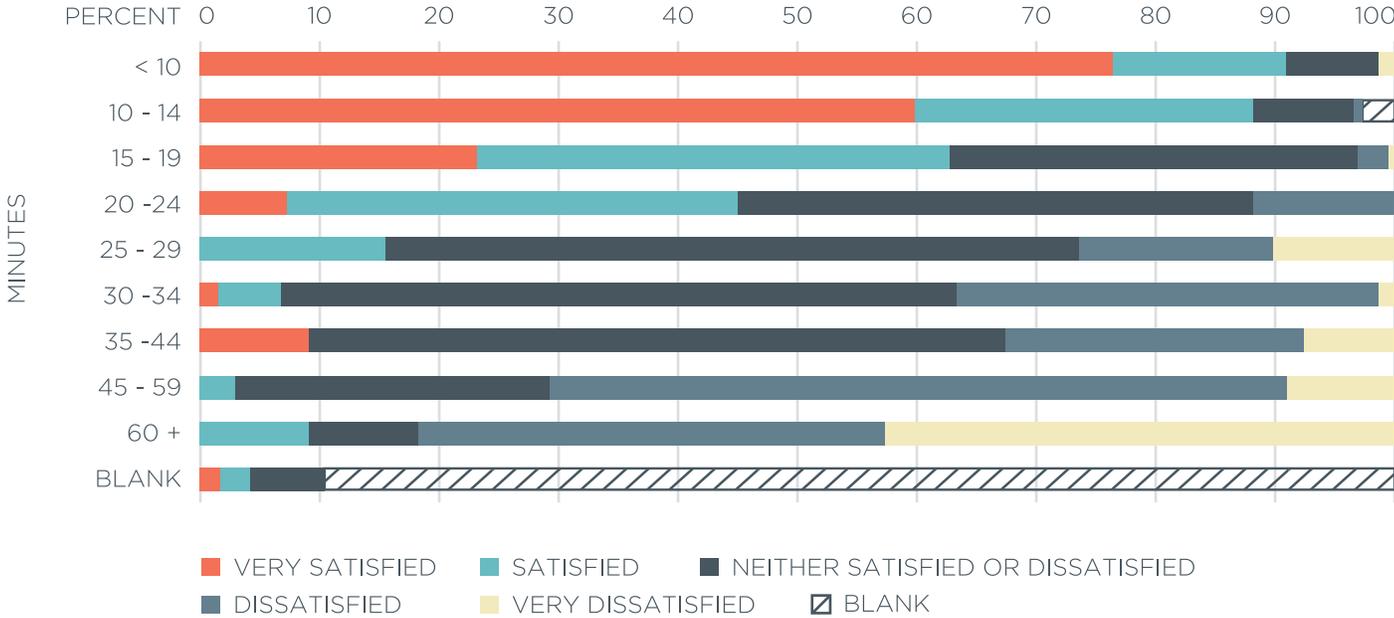


Most potential job seekers said they have been at their current job 10 years or less. About a quarter of potential job seekers have been at their current job between 2 and 5 years and 5 and 10 years respectively.

MEANS OF TRANSPORTATION OF EMPLOYED POTENTIAL JOB SEEKERS

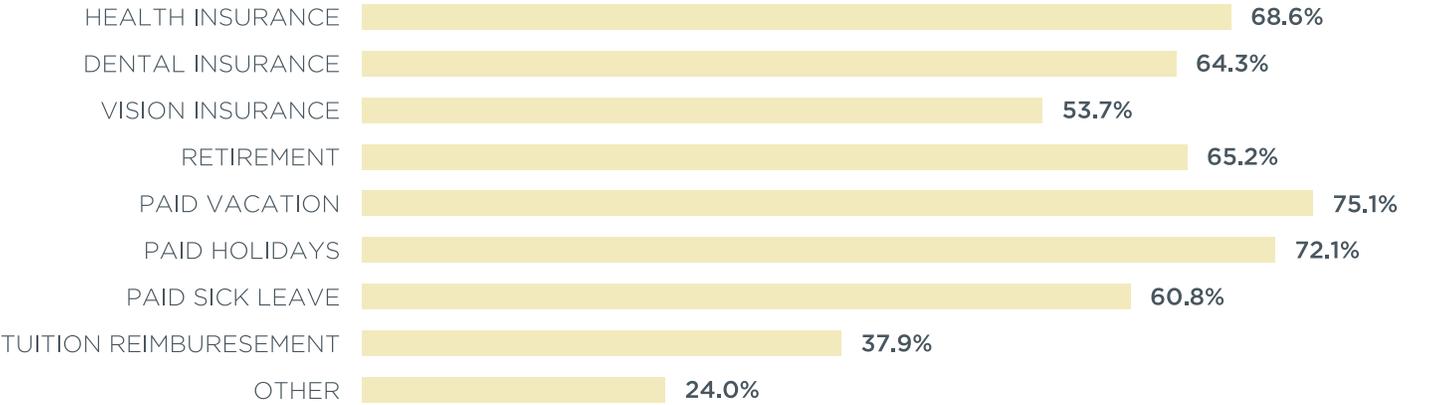


COMMUTE TIME AND SATISFACTION OF EMPLOYED POTENTIAL JOB SEEKERS



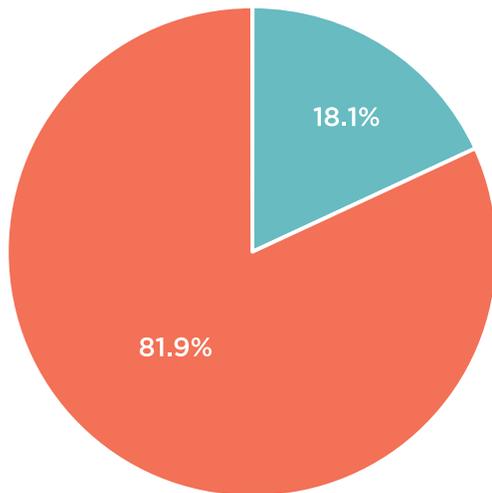
Potential job seekers’ satisfaction with their commute time appears to be negatively correlated with the length of the commute. Over half of those that commute 19 minutes or less were satisfied or very satisfied with their commute.

BENEFITS RECEIVED BY EMPLOYED POTENTIAL JOB SEEKERS



The majority of potential job seekers said they received health, dental and vision insurance, retirement, paid vacation, paid holidays and paid sick days. Fewer than half of potential job seekers said they received tuition reimbursement.

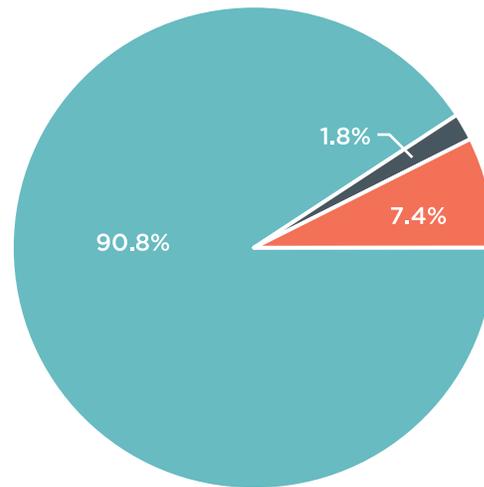
WEEKLY HOURS OF EMPLOYED POTENTIAL JOB SEEKERS



- 1 - 34
- 35 +

Of potential job seekers who reported their hours, potential job seekers were slightly more likely to work under 35 hours a week than respondents as a whole. This finding could suggest that employees with fewer weekly hours are more likely to seek new employment. Among employed potential job seekers who reported their weekly hours, 18.1% worked under 35 hours a week, and 81.9% worked 35 or more hours a week. Among all employed respondents, 14.4% worked under 35 hours a week.

JOB STATUS OF EMPLOYED POTENTIAL JOB SEEKERS



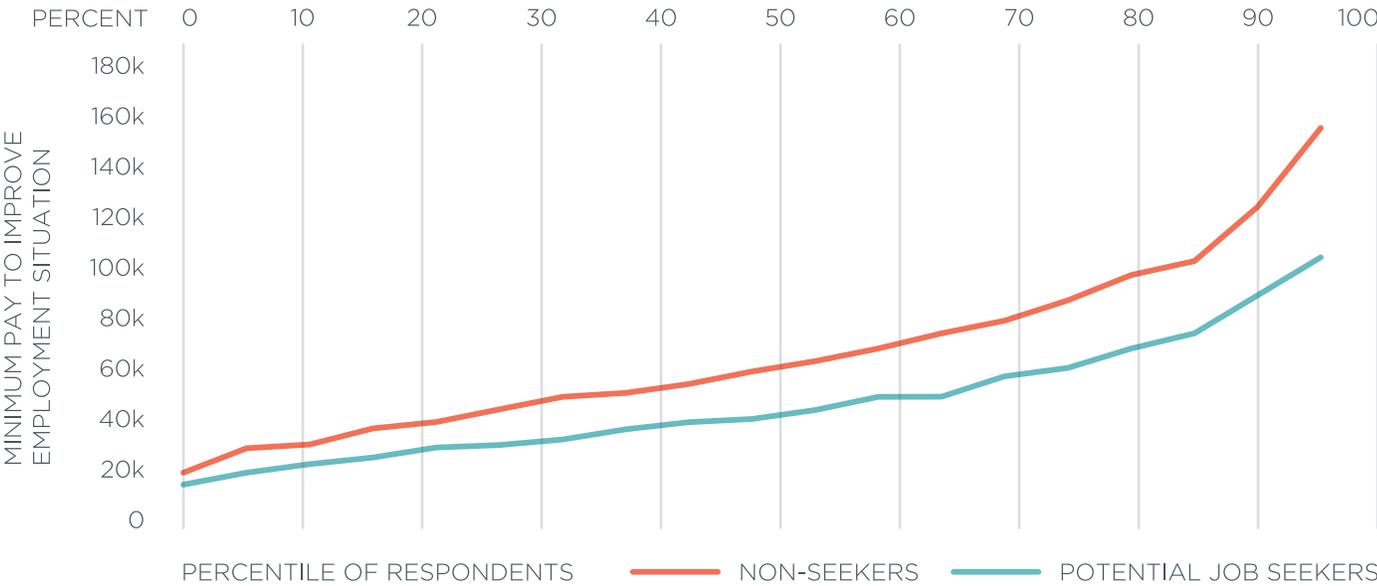
- PERMANENT
- SEASONAL
- TEMPORARY

Of potential job seekers that provided their job status, the majority of potential job seekers said they were employed in permanent positions.

DESIRED EMPLOYMENT OF POTENTIAL JOB SEEKERS

Potential job seekers in Lincoln had different requirements for the minimum amount of pay desired to improve their employment situation depending on their current occupation, industry, education level, and employment status. In this section, only respondents who provided data regarding their wage requirements were analyzed.

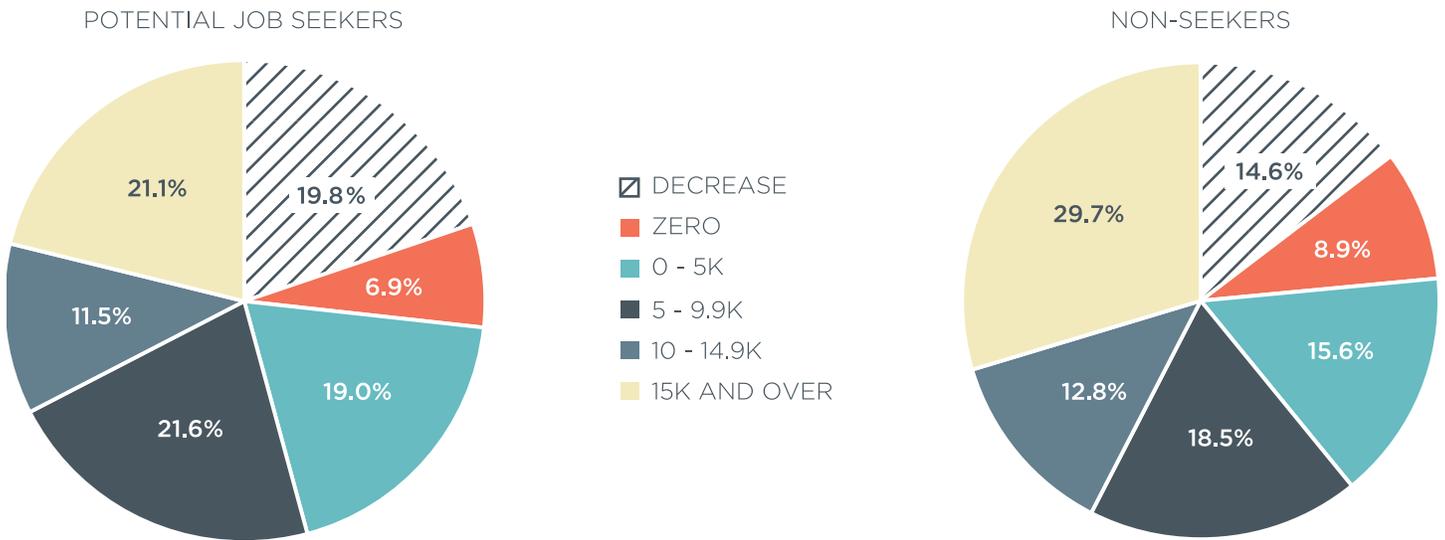
MINIMUM PAY TO CHANGE JOBS BY SEEKER STATUS



For the purposes of this analysis, non-seekers were defined as those who did not answer 'yes' or 'maybe' when asked if they would reenter the workforce or change jobs in the next year. Respondents' desired pay was analyzed regardless of their current employment situation.

Potential job seekers generally required less pay to improve their employment situation than those who are not potential job seekers. The median minimum payment sought by potential job seekers was estimated at \$40,560 based on survey results. This equates to a wage of about \$19.50 per hour for full-time, year-round work. The median minimum wage sought for those who were not potential seekers was \$60,000 annually, or approximately \$28.85 per hour for full-time, year-round work. According to survey results, nearly all (95%) of non-seekers in Lincoln would accept a new job for \$156,000, while nearly all potential job seekers would accept a new job for around \$105,000.

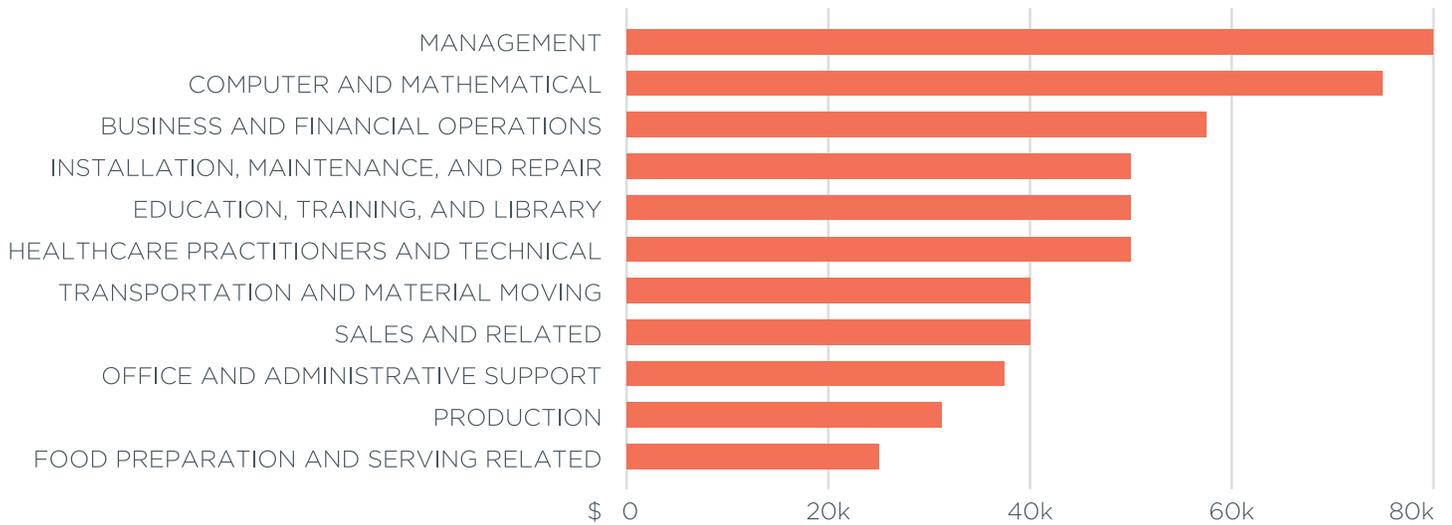
////// MINIMUM INCREASE NEEDED TO CHANGE JOBS //////////////



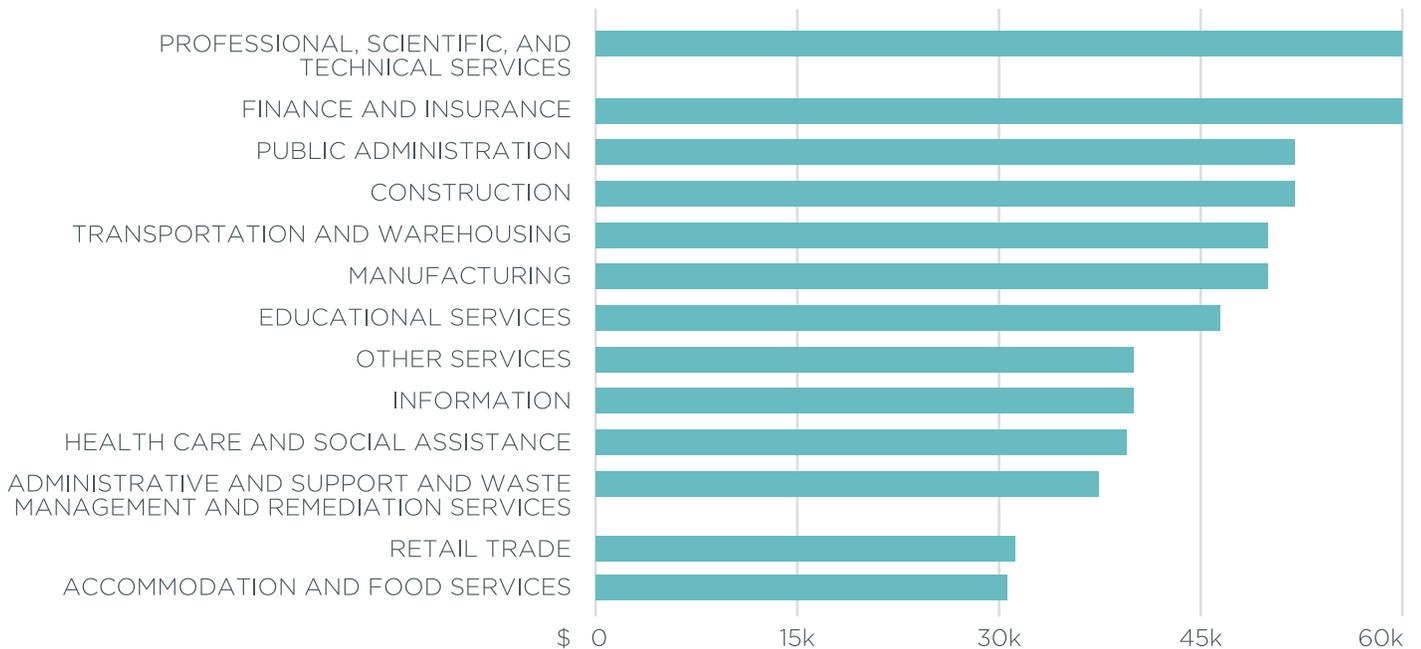
According to survey results, over a quarter of potential job seekers in Lincoln would not need a pay increase in order to improve their employment situation. In fact, 19.8% of potential job seekers would take a pay cut for the right job. Those who are not potential job seekers would require a larger wage increase in general to switch jobs: 21% of potential seekers would require at least a \$15,000 raise to improve their employment situation, while 30% of others would say the same.

Only responses that listed both a current wage and minimum pay requirement to change jobs were included in the analysis of wage increases. Non-seekers were defined as those who did not answer 'yes' or 'maybe' when asked if they would reenter the workforce or change jobs in the next year.

MEDIAN MINIMUM PAY TO IMPROVE EMPLOYMENT SITUATION OF POTENTIAL JOB SEEKERS BY OCCUPATION



MEDIAN MINIMUM PAY TO IMPROVE EMPLOYMENT SITUATION OF POTENTIAL JOB SEEKERS BY INDUSTRY



According to survey results, those currently working in a management or computer/mathematical occupation had the highest pay requirements. The median minimum pay to improve their employment situation was \$80,000 and \$75,000, respectively, for potential job seekers in Lincoln. Potential seekers working in food preparation and serving related roles had the lowest median pay requirement: \$24,980.

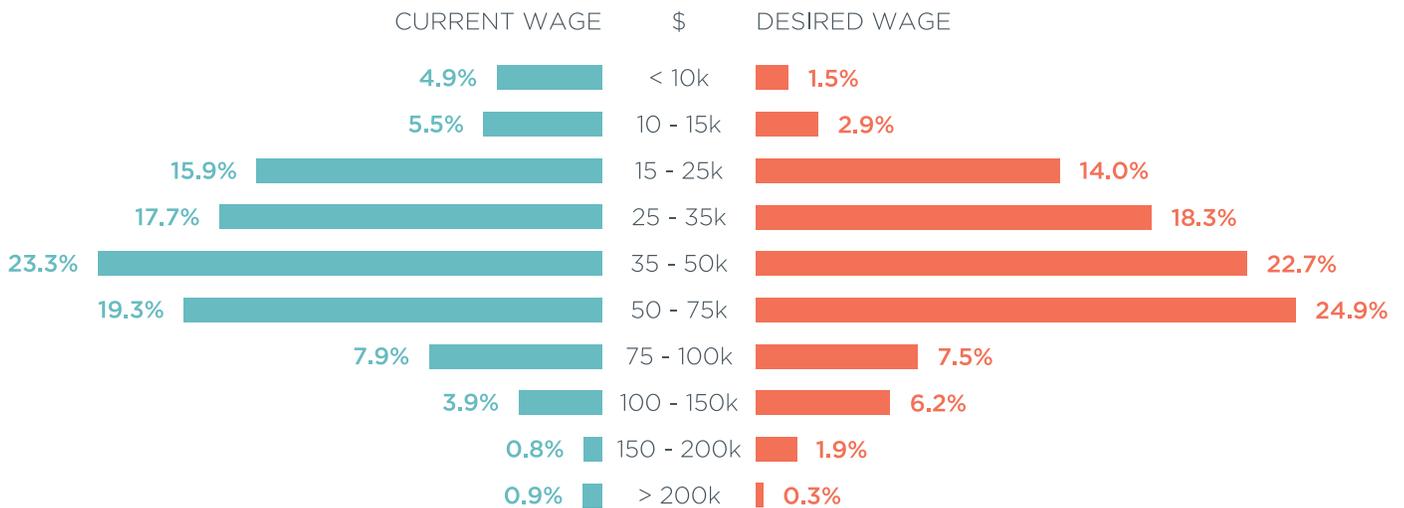
This analysis was conducted on potential seekers in the Lincoln area for whom their current occupation and minimum pay requirements could be determined. Only occupational groups with sufficient response counts for analysis were included.

Potential job seekers working in the professional, scientific, and technical services and finance and insurance industries had the highest median desired pay to improve their employment situation. The median desired pay for these groups was \$60,000 annually. Those working in accommodation and food services had the lowest median minimum pay desired: \$30,600.

It is important to keep in mind that industry and occupation are not the same thing; there are several different occupations in an industry.

This analysis was conducted for potential job seekers in the Lincoln area for whom their current industry and minimum pay requirements to change jobs could be determined. Only industries with sufficient response counts for analysis were included.

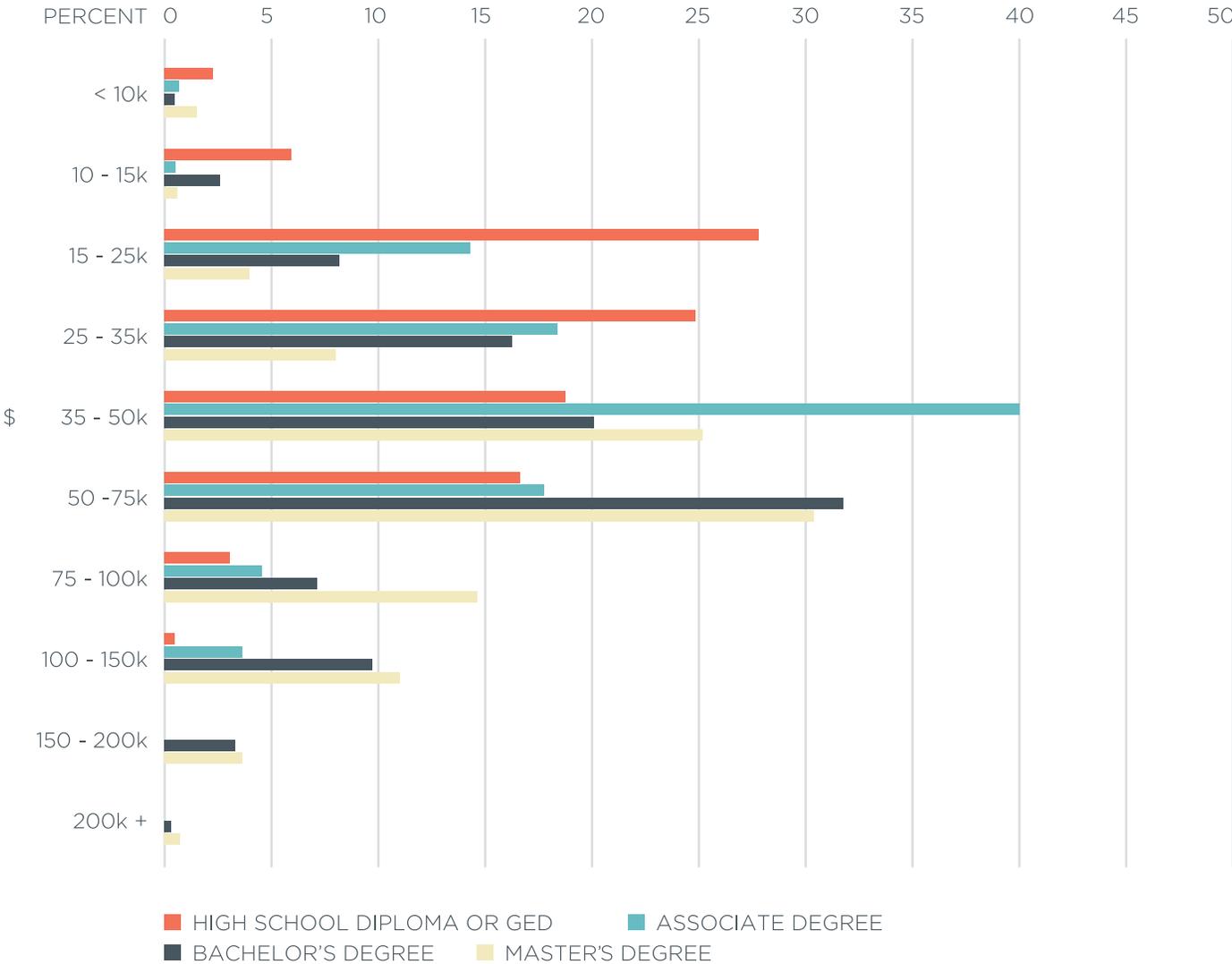
POTENTIAL JOB SEEKERS' CURRENT PAY VS. MINIMUM PAY TO CHANGE JOBS



The largest percentage of potential seekers currently make \$35,000-\$50,000 annually (23.3%). Almost one fourth (24.9%) of potential seekers in Lincoln would require a wage between \$50,000-\$75,000 to improve their employment situation.

This analysis was only conducted on potential seekers in Lincoln for whom both current wages and minimum pay to improve their employment situation could be determined.

POTENTIAL JOB SEEKERS' MINIMUM PAY TO CHANGE JOBS BY HIGHEST EDUCATION LEVEL ACHIEVED

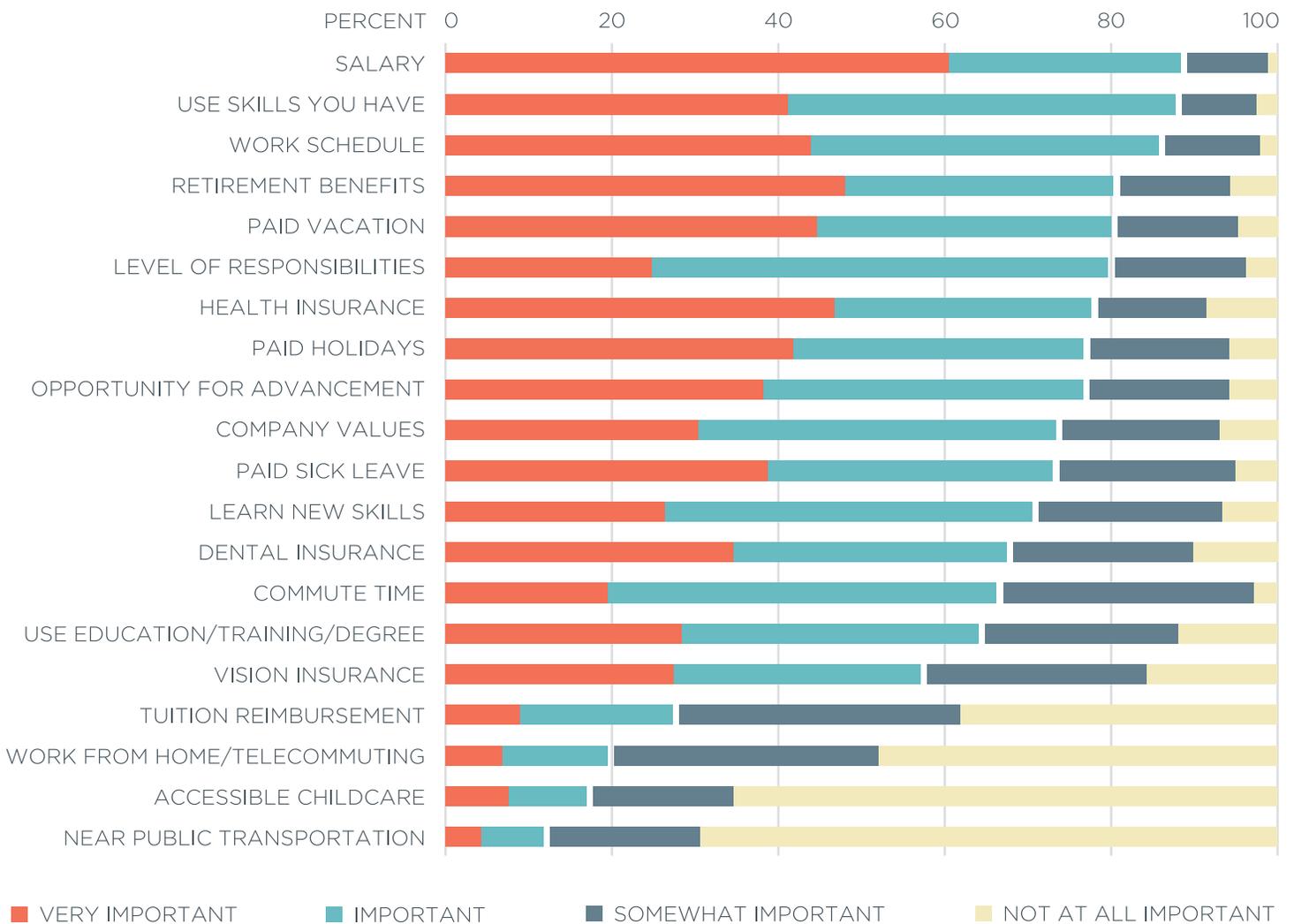


According to survey results, potential job seekers who had a higher level of educational attainment required a higher minimum pay in general to improve their employment situation. Of those who had only completed high school or earned a GED, 27.8% only required a wage in the 15K-25K range. Just over 40% of those with an associate degree wanted to make 35-50K annually. Around 30% of those with bachelor's and master's degrees required between 50K and 75K to improve their employment situation. Over 30% of those with a master's degree said it would take more than 75K annually to improve their employment situation. Only potential seekers that reported their current level of education and pay requirements were counted in this analysis.

FACTORS IMPORTANT TO POTENTIAL JOB SEEKERS

There are many factors to consider when choosing a new job or deciding to make a career change. Potential job seekers in the Lincoln area were asked to rate the importance of 20 items frequently considered when choosing a place of employment. Blank responses were not counted in any of the analysis of important factors.

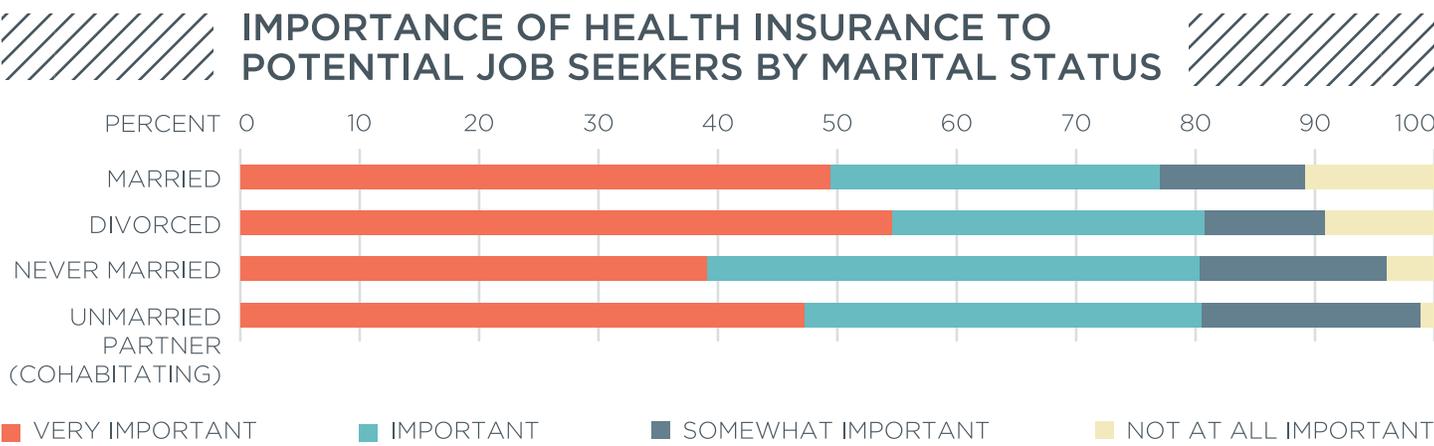
FACTORS IMPORTANT TO POTENTIAL JOB SEEKERS



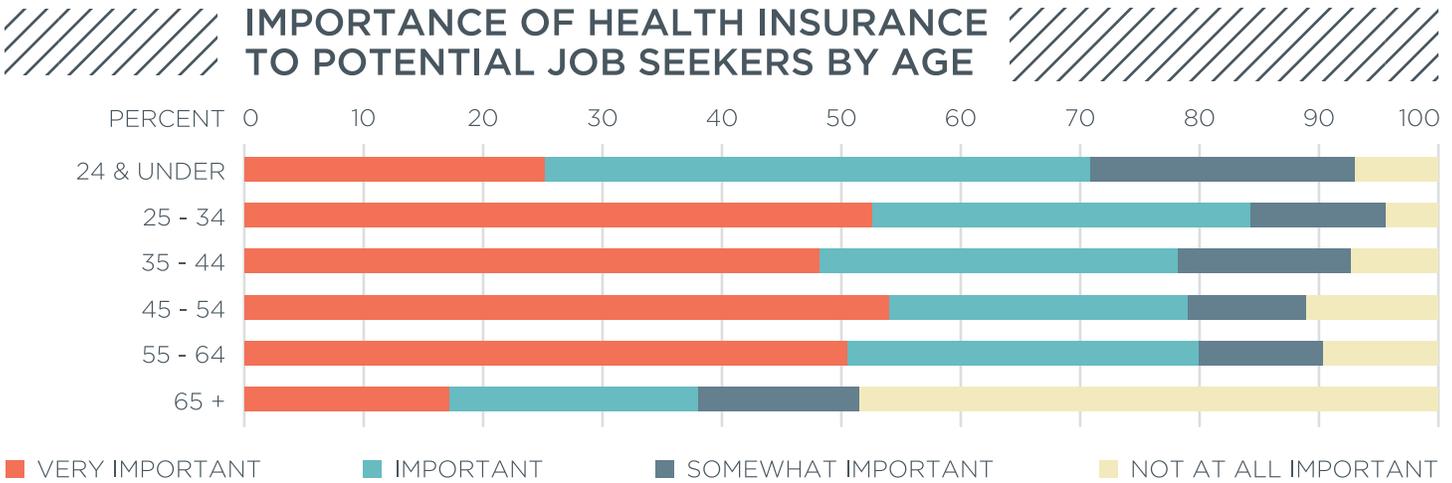
Of those potential job seekers who answered questions about the most important factors they look for in a job, 89.1% said salary was either important or very important to them. Salary was the only factor that over half of respondents listed as very important. The top five important factors to potential seekers based on ratings of very important or important were salary, using skills they already have, work schedule, retirement benefits, and paid vacation. Potential job seekers in Lincoln didn't seem to value tuition reimbursement, working from home, accessible childcare, and proximity to public transportation as much as other factors, with 30% or fewer seekers listing these factors as important or very important to them.

IMPORTANCE OF HEALTH INSURANCE

Health insurance was important to many potential job seekers, with 78.3% listing it as important or very important to them. According to survey results, the relative importance of health insurance changed slightly with marital status and the age of the potential job seeker.



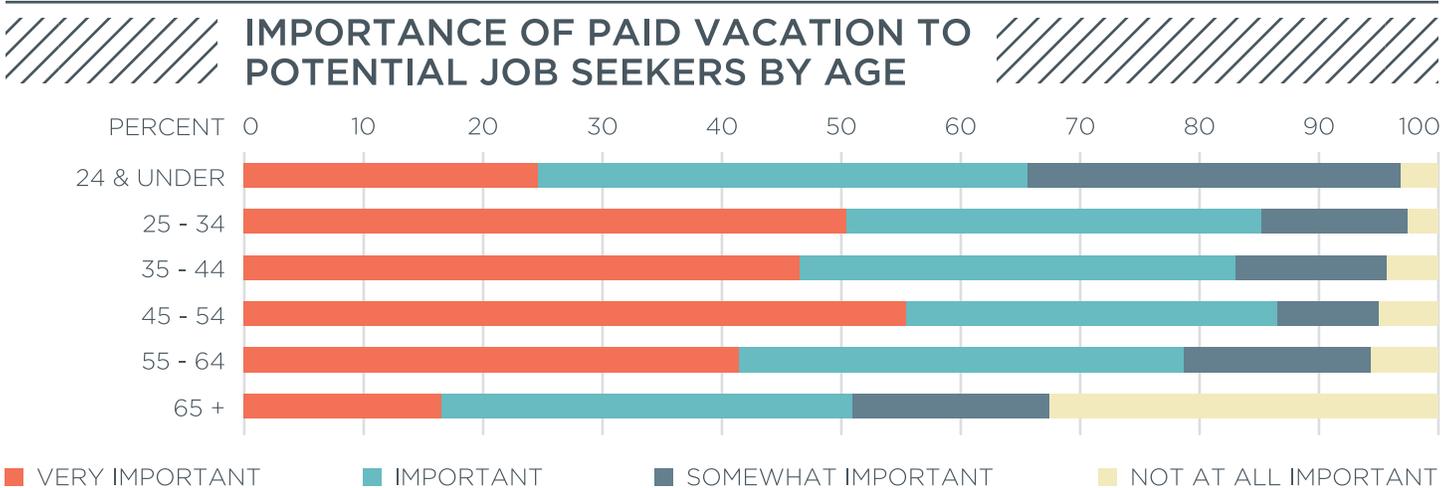
Over half of divorced potential job seekers (54.6%) said that health insurance was very important to them, while 39.1% of potential job seekers who have never been married said the same thing. Less than half (49.4%) of married potential job seekers said that health insurance was very important to them. Overall, married seekers were less likely to say health insurance was important or very important; this may be because insurance coverage can be obtained through their spouse.



In general, health insurance was less important to the youngest and oldest potential job seekers, with just 25.2% of those 24 and under and 17.2% of seekers 65+ listing health insurance as very important to them. Health insurance was most important to those ages 25-34 overall, with 84.3% of this age group listing health insurance as either very important or important.

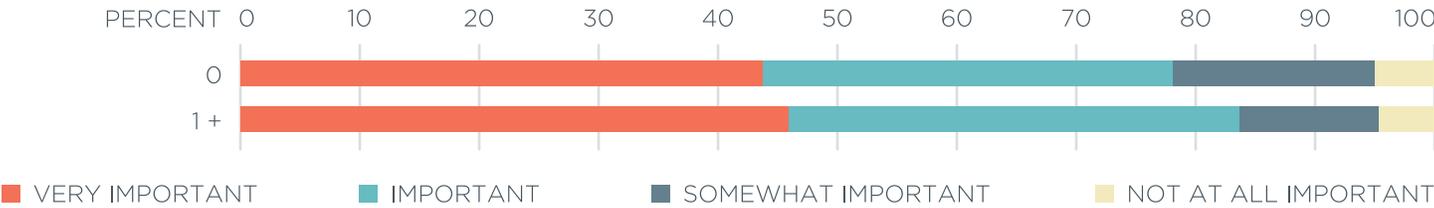
IMPORTANCE OF VACATION TIME

Paid vacation was one of the top five most important factors to potential job seekers as a whole, with 80.7% of all potential job seekers saying that paid vacation was either important or very important to them. The importance of this factor varied with the age of the potential job seeker and changed slightly with the number of children a potential seeker had.



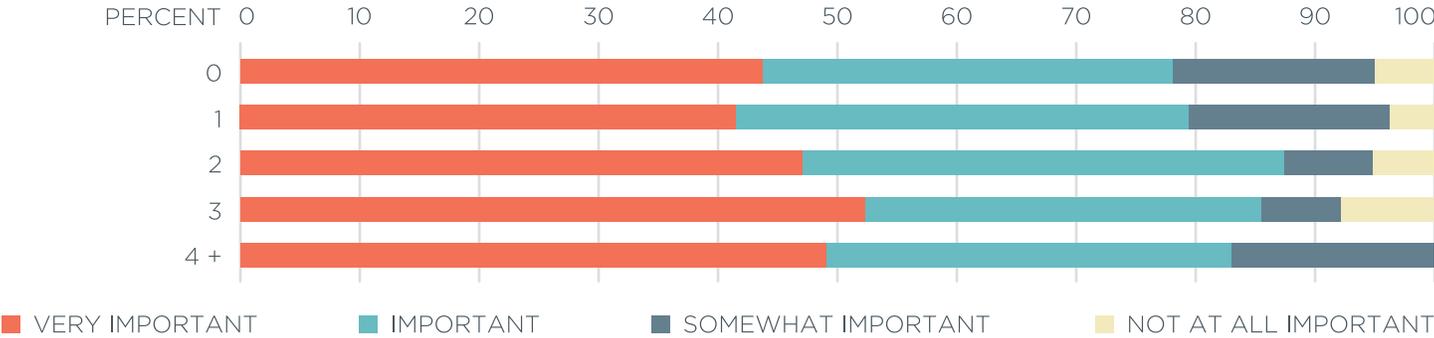
Paid vacation was most important to the middle age groups: Between 79-87% of those ages 25-64 said paid vacation was very important or important to them. Just 16.5% of those 65 and over said paid vacation was very important to them, while 55.4% of those ages 45-54 said the same thing.

IMPORTANCE OF PAID VACATION TO POTENTIAL JOB SEEKERS BY NUMBER OF KIDS



Potential job seekers in Lincoln with children said that paid vacation was important more often than those without children. Paid vacation was important or very important to 78.1% of those without children, while 83.6% of those with at least one child said the same.

IMPORTANCE OF PAID VACATION TO POTENTIAL JOB SEEKERS BY NUMBER OF KIDS

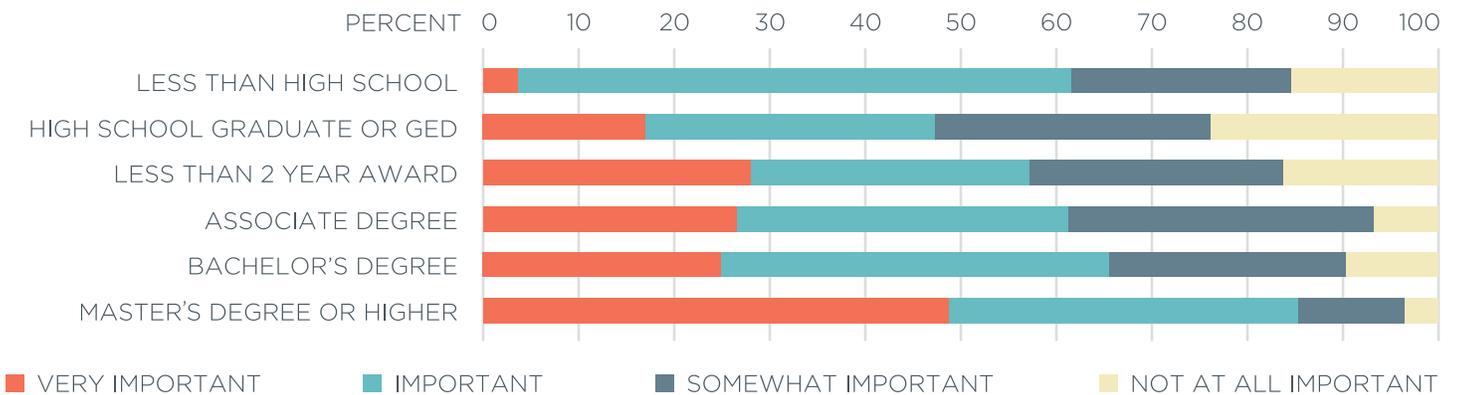


The importance of paid vacation changed somewhat with the number of children a seeker had. Among potential seekers with no children, 78.1% said paid vacation was important or very important to them, while those with two children had the highest percentage rating vacation as important or very important: 87.4%. Over 50% of those with three children indicated that vacation was very important.

IMPORTANCE OF EDUCATION

Making use of their education, training, or degree wasn't as important to potential job seekers as other items, but 64.5% of seekers named using education as important or very important to them. When broken down by current education level, clear patterns emerged in the desire of potential job seekers to use their education in the workplace.

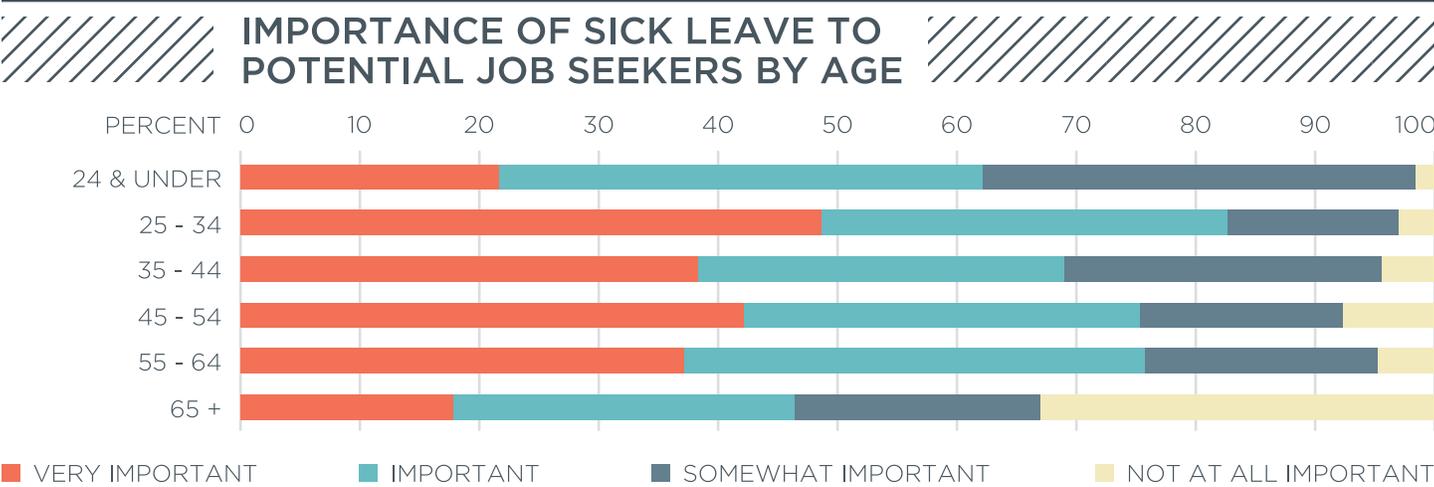
IMPORTANCE OF USING EDUCATION TO POTENTIAL JOB SEEKERS BY HIGHEST EDUCATION LEVEL ATTAINED



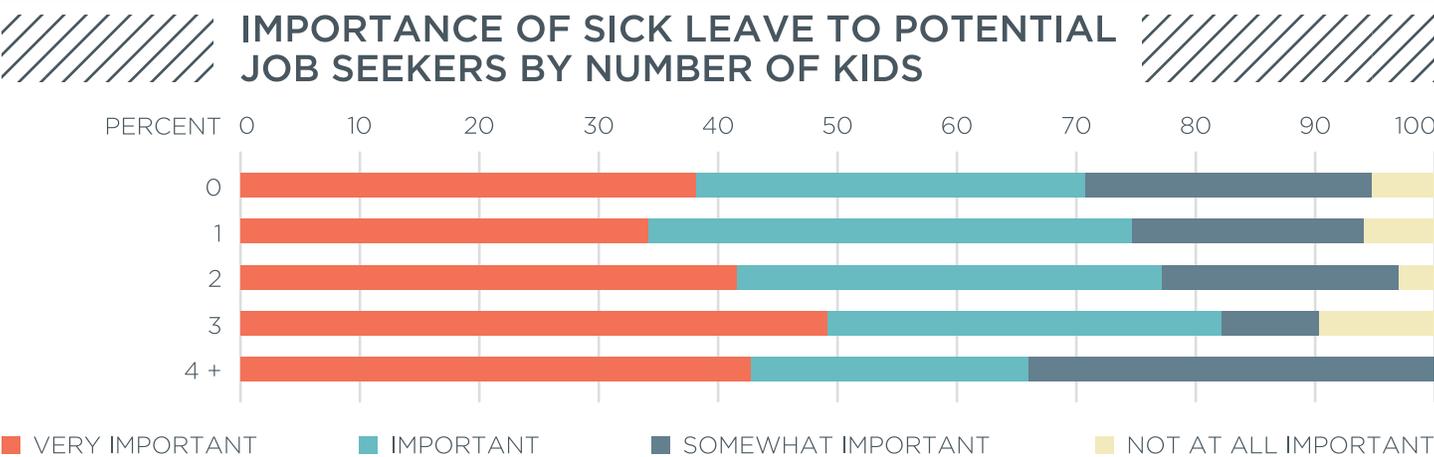
In general, the more education a potential seeker attained, the more important it was to them to use their education in a job. Of those with a master's degree, 48.7% said that using their education was very important to them, while slightly less than 25% of those with a bachelor's degree said the same thing. However, 61.6% of those who did not finish high school said using their education was important or very important, while 47.3% of those with high school as their highest level of education said the same. Overall, if a seeker attained a higher level of education, they were more likely to say that making use of their education was important or very important to them. However, a high percentage of those who had not graduated high school indicated that using their education was important.

IMPORTANCE OF SICK LEAVE

About 73.6% of potential job seekers said paid sick leave was very important or important to them. The importance of sick leave varied with the age, gender, and number of children of potential job seekers.

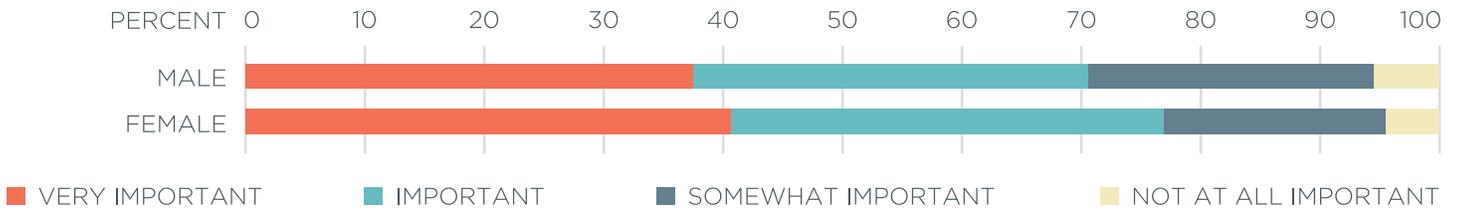


Sick leave was most important to those in the 25-34 age group, with 82.7% of potential seekers stating that sick leave was important or very important to them. Just 46.4% of those ages 65 and over stated the same.



In general, a potential job seeker was more likely to list sick leave as very important or important if they had more children. However, once a seeker had four children, sick leave became less important to them.

IMPORTANCE OF SICK LEAVE TO POTENTIAL JOB SEEKERS BY GENDER

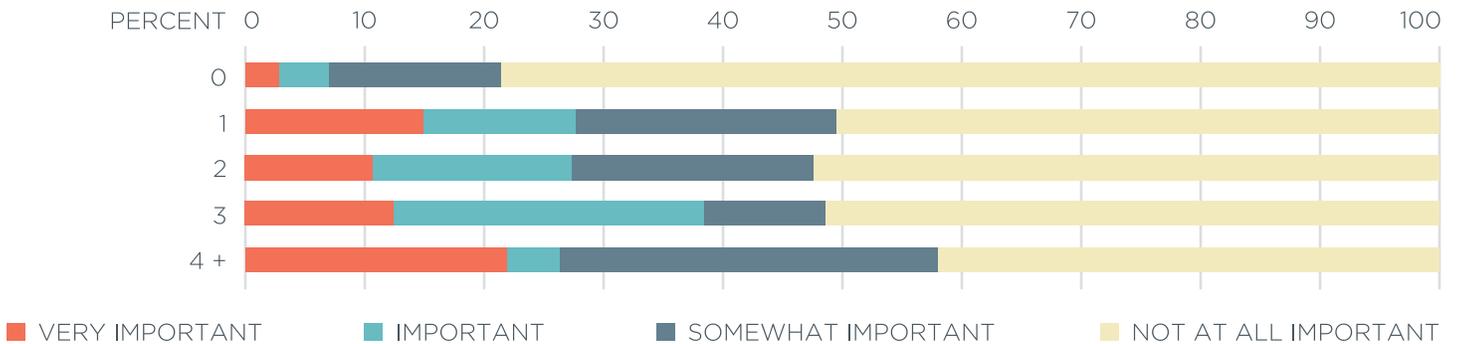


Sick leave was just slightly more important to females, with 76.9% of female potential job seekers saying sick leave is important or very important and 70.6% of males saying so.

IMPORTANCE OF CHILDCARE

Accessible childcare was one of the least important factors to potential job seekers overall; just 17.1% said it was important or very important to them.

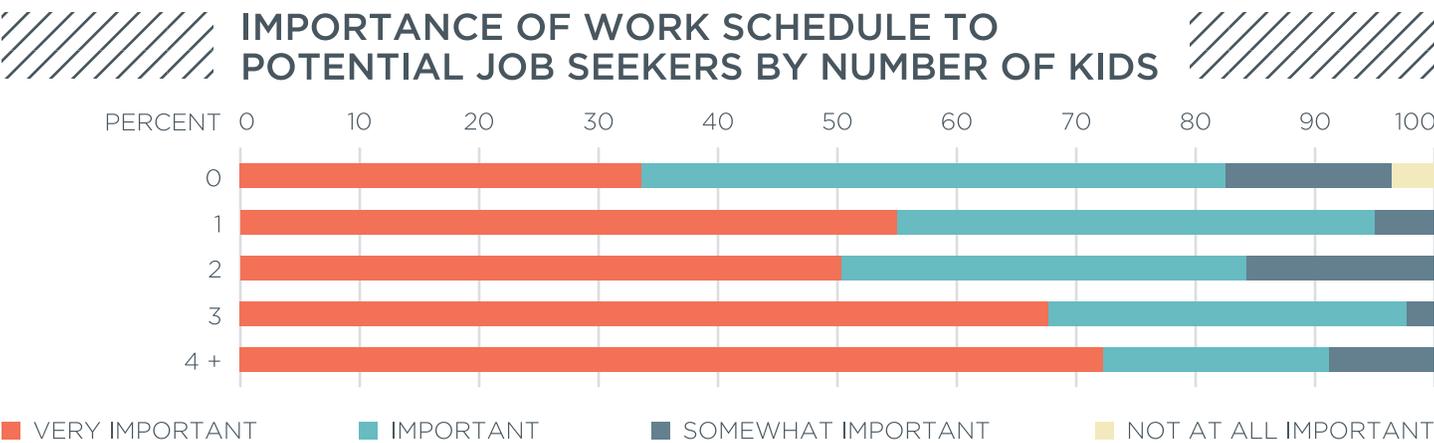
IMPORTANCE OF CHILDCARE TO POTENTIAL JOB SEEKERS BY NUMBER OF KIDS



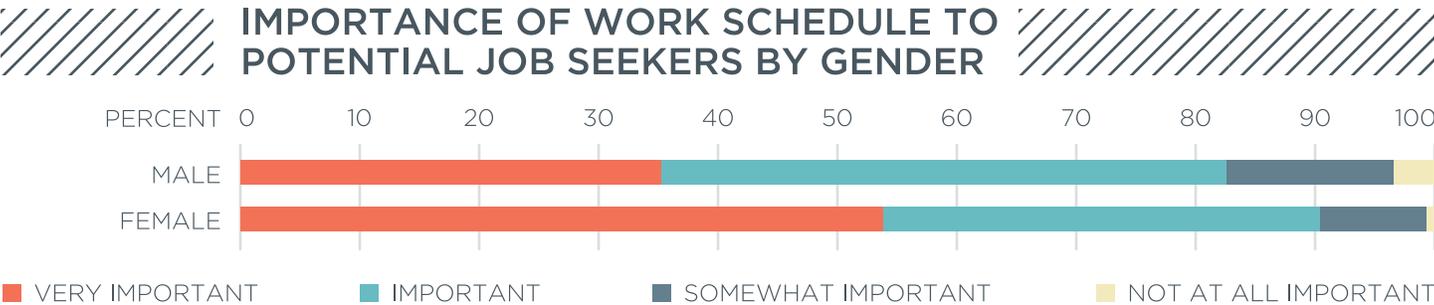
Accessible childcare was more important to potential job seekers with children than those without. Between 10-15% of those with one to three children said that childcare was very important, while 21.9% of those with four children or more said that childcare was very important.

IMPORTANCE OF WORK SCHEDULE

Having a work schedule that fits the needs of the potential job seeker was the third highest rated factor overall, with 86.5% saying it was important or very important. The importance of work schedule changed when the gender and number of children of the potential job seeker was taken into account.

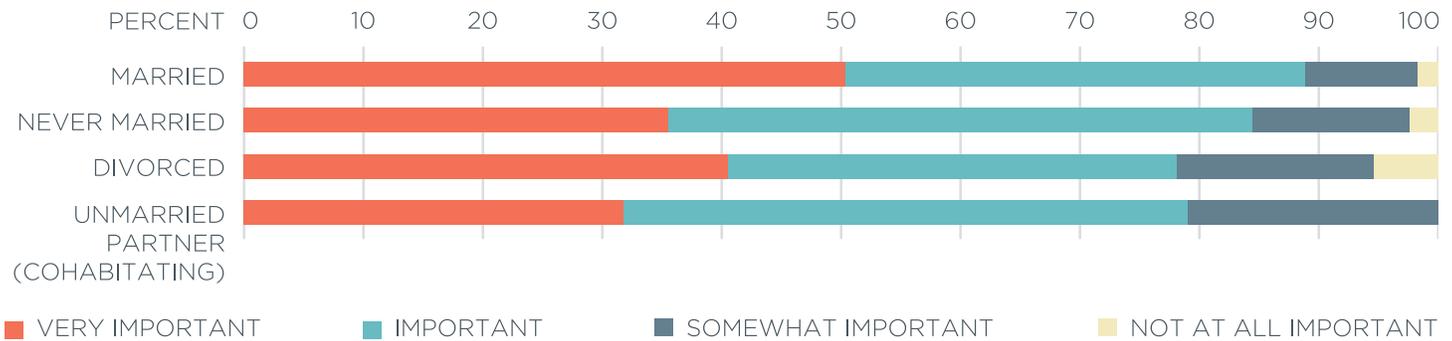


Over 82% of all potential job seekers who answered questions about the number of children they had said that work schedule was either important or very important to them. However, just 33.6% of those with no children said that work schedule was very important to them, while 72.3% of those with 4 or more children stated work schedule was very important to them.



Work schedule was more important to female potential job seekers, with 90.5% of female seekers saying that work schedule was very important or important to them, compared to 82.6% of males. Over half of females said that work schedule was very important to them, while just 35.3% of males said the same.

IMPORTANCE OF WORK SCHEDULE TO POTENTIAL JOB SEEKERS BY MARITAL STATUS

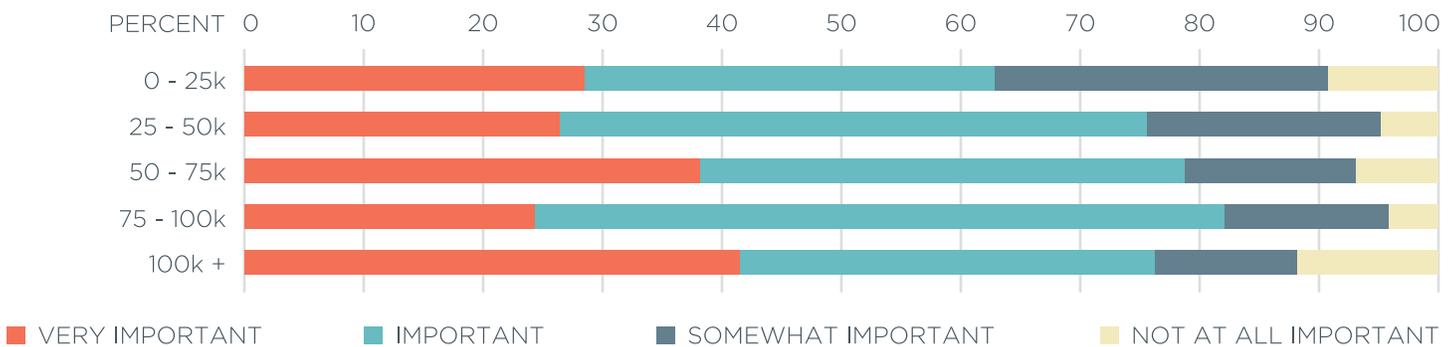


Nearly 90% of married potential job seekers said that work schedule was important or very important to them. Among divorced potential seekers, the percentage was 78.1%. Over 50% of married seekers said that work schedule was very important to them, compared to 31.8% of those who were cohabitating.

IMPORTANCE OF COMPANY VALUES

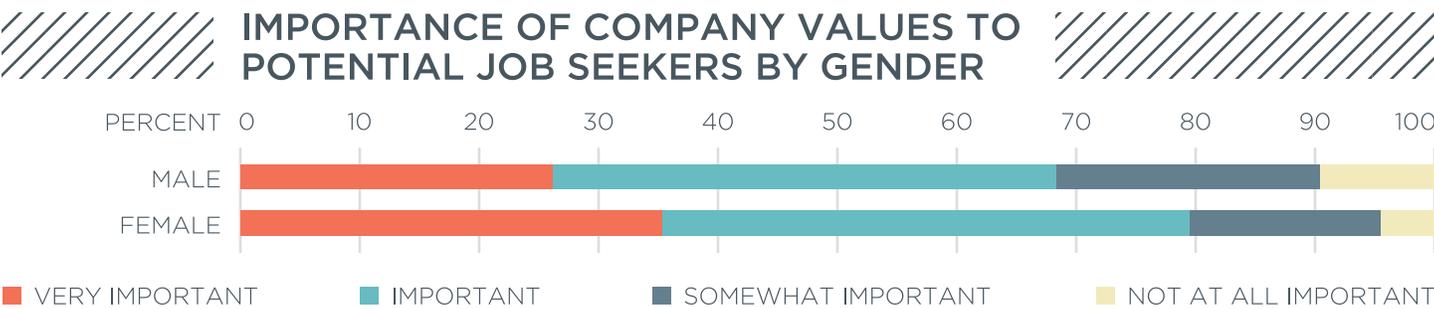
Nearly 74% of all potential job seekers said company values similar to their own were important or very important to them. The importance of company values changed with the age, gender, and income of potential job seekers.

IMPORTANCE OF COMPANY VALUES TO POTENTIAL JOB SEEKERS BY CURRENT INCOME

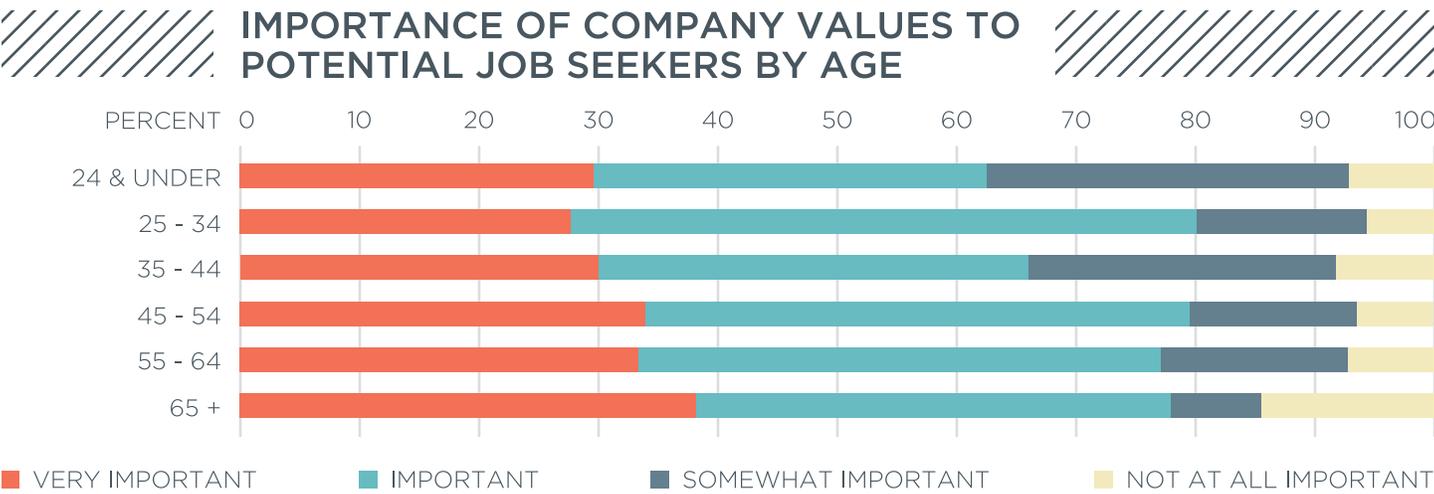


Potential job seekers with higher incomes said that company values were important or very important to them more often than those with lower incomes. However, once a seeker makes over \$100,000 a year, company values became slightly less important to them overall.

Interestingly, those earning at least \$100,000 had the highest percentage indicating that values were very important, but also had the largest percentage indicating values were “not at all important.”



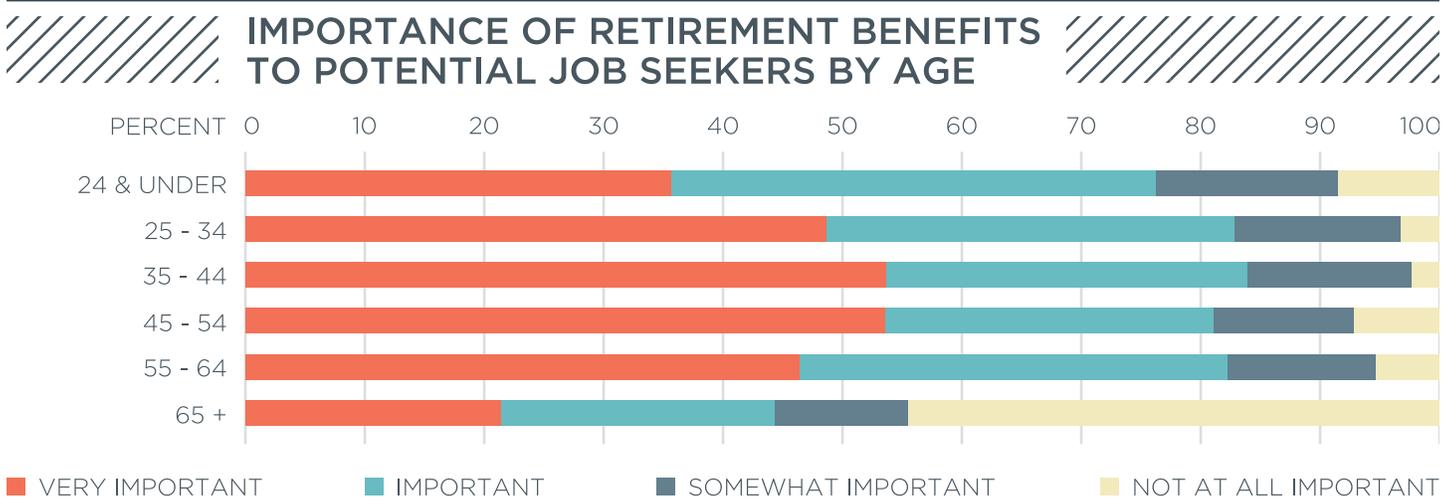
Company values were more important to female potential seekers than males: Nearly 80% of female potential job seekers said company values were important or very important while close to 68% of males said the same.



The importance of company values varied slightly across seeker age groups. In general, the older potential seekers said that company values were either important or very important to them more often than the younger seekers. However, 80.2% of those in the 25-34 age group stated that company values were either very important or important to them-the highest of any age group.

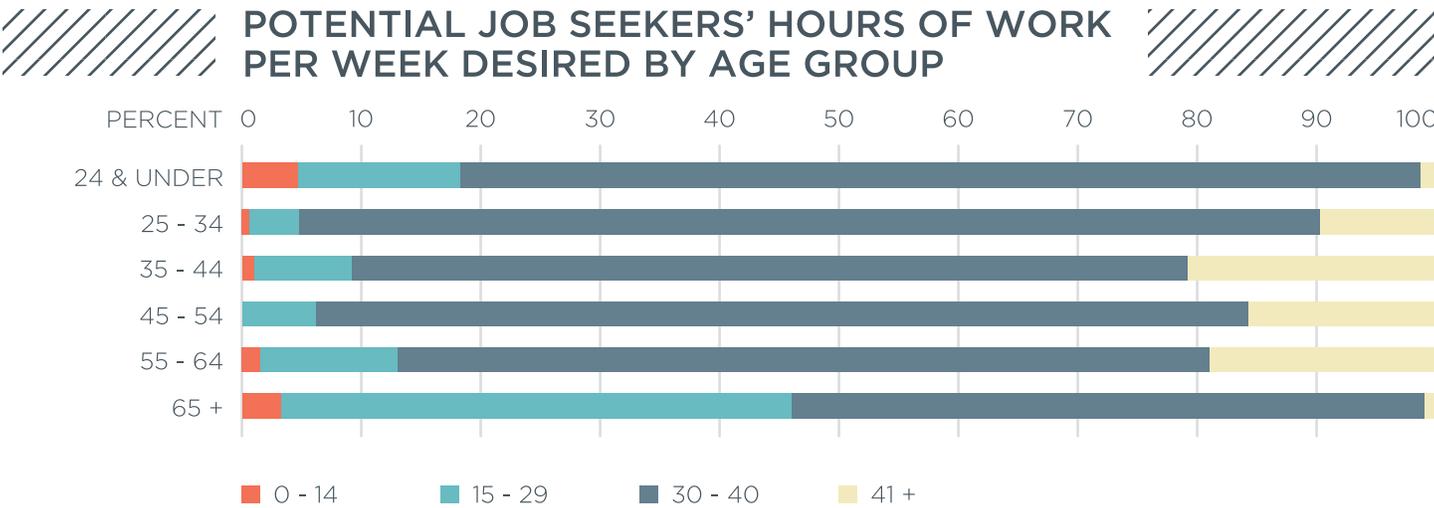
IMPORTANCE OF RETIREMENT BENEFITS

Retirement benefits were the fourth most important factor to all potential job seekers in Lincoln, with 80.9% of potential job seekers saying retirement benefits were either important or very important to them. The reported importance of retirement benefits changed with the age of the potential job seeker.



Over 75% of potential job seekers across age groups rated retirement benefits as either important or very important, except those age 65 and older. Just 44% of those in that age group said the same.

IMPORTANCE OF WORK HOURS



The differences in various important factors across age groups may be explained, in part, by desired work hours in these age groups. Potential job seekers ages 24 and under and 65+ wanted to work fewer hours per week in general according to the survey. Among potential job seekers 65 and over, 46.1% wanted to work less than 30 hours per week, the highest percentage of any age category. This age group may be looking at important factors in an inherently different way than those wanting full-time, permanent employment.

IMPORTANT FACTORS BY CURRENT INCOME

Income categories of potential seekers were calculated by using their reported current salaries. If annual salary data was not provided, approximate current income was calculated by multiplying reported hourly wage by the average number of hours they reported working. If neither annual salary data nor hourly wage and hours worked was reported, potential seekers were not counted in this breakdown.

TOP 5 IMPORTANT ITEMS IN A JOB BY CURRENT INCOME OF POTENTIAL JOB SEEKERS

0 - 25k

- 91.0%** 1. WORK SCHEDULE
- 90.2%** 2. USE SKILLS YOU HAVE
- 85.0%** 3. SALARY
- 82.9%** 4. OPPORTUNITY FOR ADVANCEMENT
- 79.3%** 5. LEVEL OF RESPONSIBILITIES

75 - 100k

- 96.6%** 1. SALARY
- 94.2%** 2. USE SKILLS YOU HAVE
- 90.0%** 3. PAID VACATION
- 89.3%** 4. LEVEL OF RESPONSIBILITIES
- 87.9%** 5. OPPORTUNITY FOR ADVANCEMENT

25 - 50k

- 94.1%** 1. SALARY
- 92.0%** 2. PAID VACATION
- 89.3%** 3. RETIREMENT BENEFITS
- 89.1%** 4. USE SKILLS YOU HAVE
- 88.2%** 5. PAID HOLIDAYS

100k +

- 93.7%** 1. PAID VACATION
- 90.8%** 2. HEALTH INSURANCE
- 88.4%** 3. SALARY
- 87.2%** 4. DENTAL INSURANCE
- 86.1%** 5. LEVEL OF RESPONSIBILITIES

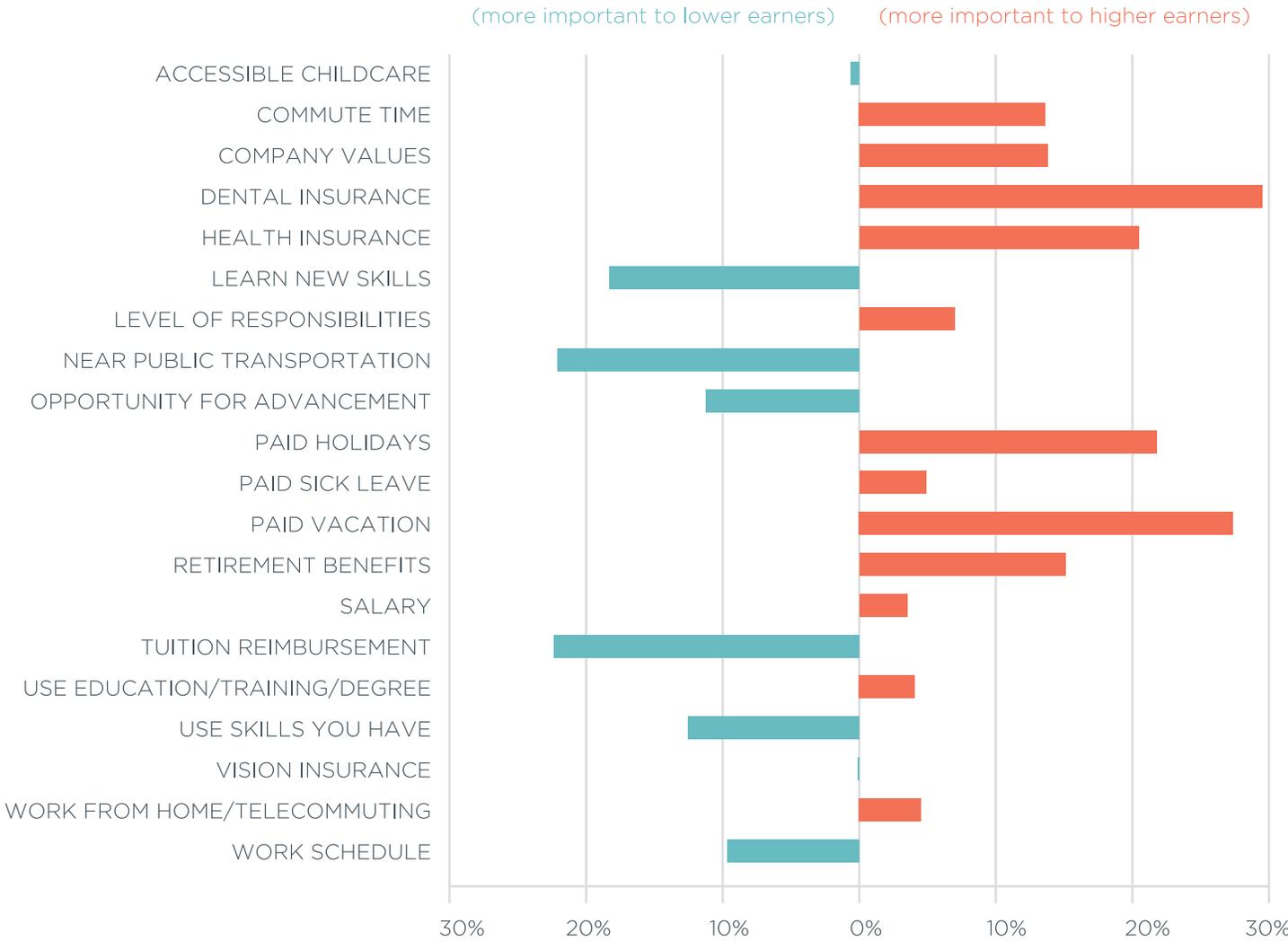
50 - 75k

- 92.4%** 1. WORK SCHEDULE
- 91.8%** 2. RETIREMENT BENEFITS
- 89.8%** 3. SALARY
- 88.8%** 4. USE SKILLS YOU HAVE
- 88.1%** 5. PAID VACATION

The top factors potential job seekers found very important or important in a job changed with their level of current income. However, some factors remained important to all seekers. Salary remained in the top five factors for all income groups, ranging from 85% - 96% across income groups. Using skills already possessed was important for all groups, but was not in the top five for those making \$100,000 or more per year. However, 78% in that group did consider it important or very important. Paid vacation was in the top five for every group except those making under \$25,000 a year (67.2%). Work schedule was the most important factor to those making \$25,000 a year or less, perhaps because many people in this income group might be working fewer hours around other commitments. The top item for the highest earners was paid vacation, with 93.6% of those naming it important or very important.

It is interesting to compare the highest and lowest income groups (those making \$25,000 or under per year and those making \$100,000 or over) to see what major differences there are in desired factors for a job.

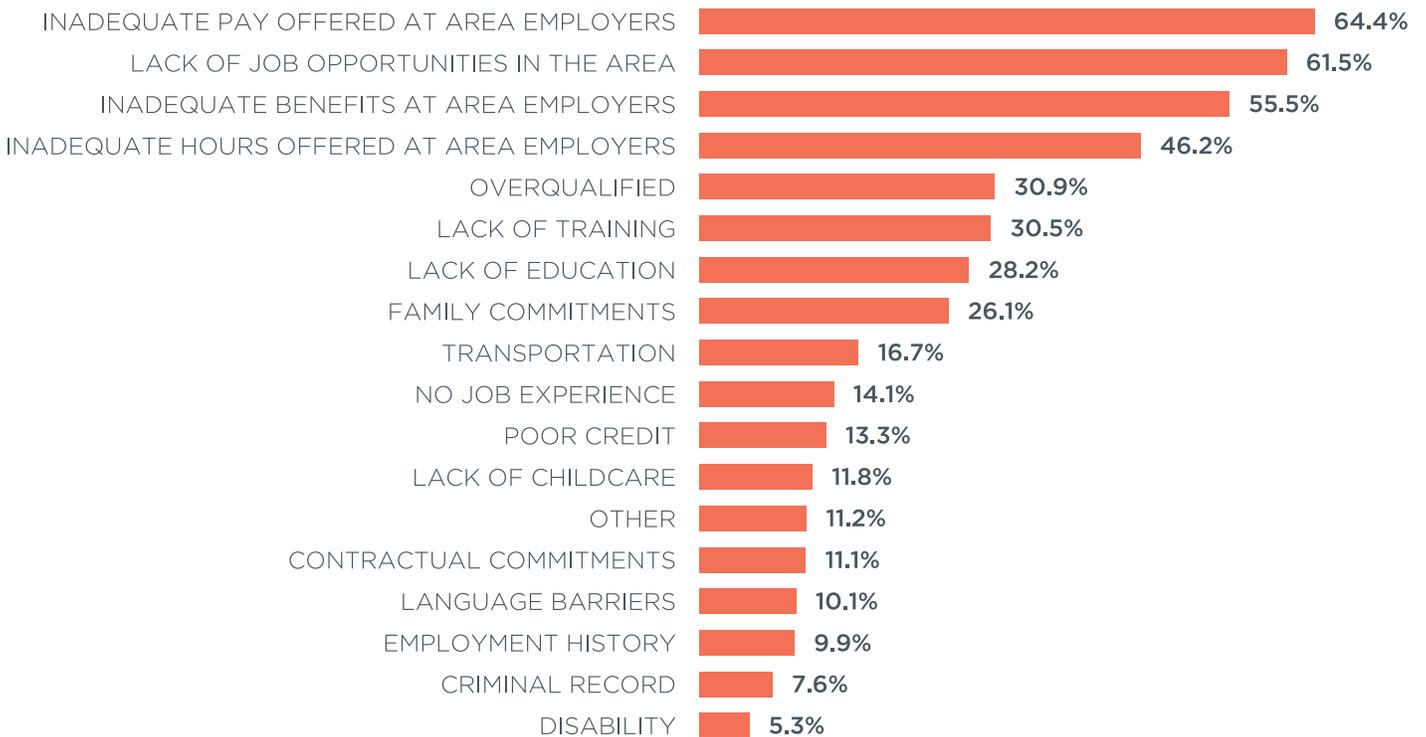
DIFFERENCE IN ITEM IMPORTANCE OF POTENTIAL JOB SEEKERS 25K AND UNDER VS. 100K AND OVER



Paid vacation, dental insurance, and paid holidays were far more important to potential job seekers making \$100,000 and over per year than those making \$25,000 or under annually. Tuition reimbursement and job location near public transportation were over 20% more important to those making \$25,000 or under compared to those making \$100,000 or more. Learning new skills and opportunities for advancement were more important to lower earners, while responsibilities in a job were more important to higher earners. Vision insurance and accessible childcare had about the same level of importance to both income groups.

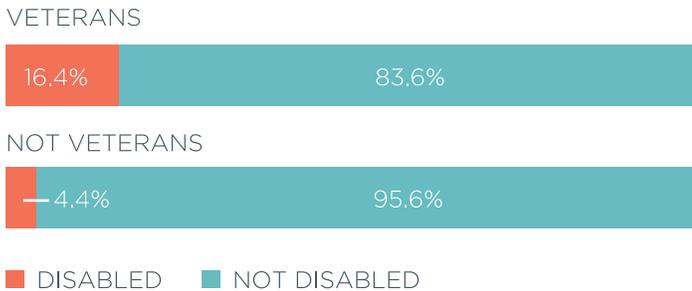
BARRIERS TO POTENTIAL JOB SEEKERS

OBSTACLES OF EMPLOYMENT AMONG POTENTIAL JOB SEEKERS



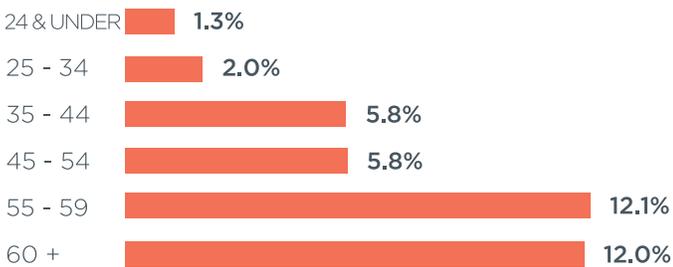
Of the potential job seekers who answered questions about employment obstacles, over 60% listed inadequate pay and lack of job opportunities as obstacles to changing jobs or reentering the workforce within the next year. Inadequate benefits and inadequate hours were also commonly cited by potential job seekers as obstacles to employment at 55.5% and 46.2% respectively. All four of the most commonly cited obstacles to employment (inadequate pay, lack of job opportunities, inadequate benefits, and inadequate hours) are job market-related issues rather than workforce-related issues such as lack of experience and training.

DISABILITY AS AN EMPLOYMENT OBSTACLE BY VETERAN STATUS



Among potential job seekers, veterans were almost four times more likely than non-veteran job seekers to report disability as an obstacle to employment. Over 16% of job seeking veterans reported disability as an employment obstacle compared to 4.4% of non-veteran potential job seekers.

DISABILITY AS AN EMPLOYMENT OBSTACLE BY AGE



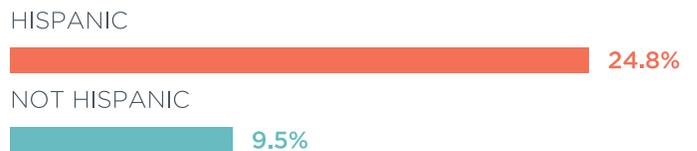
Likelihood to report disability as an obstacle to employment increased with age among potential job seekers. Among potential job seekers age 54 and under, likelihood to report disability as an employment obstacle increased slightly with age—from 1.3% among potential job seekers age 24 and under, to 2% among potential job seekers ages 25-34, and up to 5.8% among potential job seekers ages 35-54. At age 55 and older, likelihood to report disability among potential job seekers doubled to around 12%.

LANGUAGE AS AN EMPLOYMENT OBSTACLE BY RACE



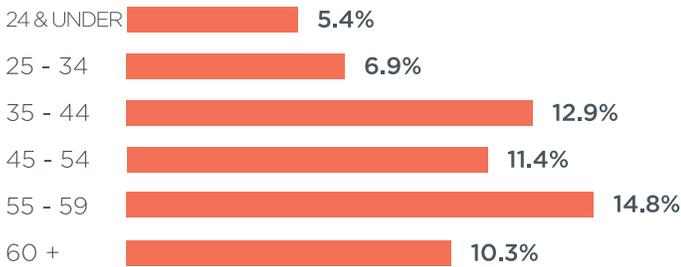
Black potential job seekers were more likely than white potential job seekers to report language as an obstacle to employment. Only 7.2% of white potential job seekers listed language as an employment obstacle, while 14.8% of black potential job seekers listed language as an employment obstacle. Other races were also examined for language barriers as well, but the sample sizes were too small to publish.

LANGUAGE AS AN EMPLOYMENT OBSTACLE BY ETHNICITY



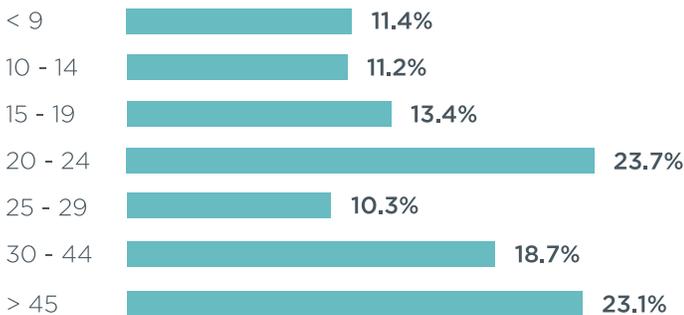
Hispanic potential job seekers were more likely to report language as an employment obstacle than non-Hispanic potential job seekers. Almost 25% of Hispanic potential job seekers listed language as an employment obstacle compared to 9.5% of non-Hispanic potential job seekers.

LANGUAGE AS AN EMPLOYMENT OBSTACLE BY AGE



Likelihood to report language as an employment obstacle was lower among respondents age 34 and under and higher among respondents ages 35 and older. Around 5% of potential job seekers ages 24 and under listed language as an employment obstacle, and 6.9% of potential job seekers ages 25-34 listed language as an employment obstacle. By ages 35-44, the percentage of potential job seekers who reported language as an employment obstacle increased to 12.9% and remained above 10% for older potential job seekers.

TRANSPORTATION AS AN EMPLOYMENT OBSTACLE BY COMMUTE TIME



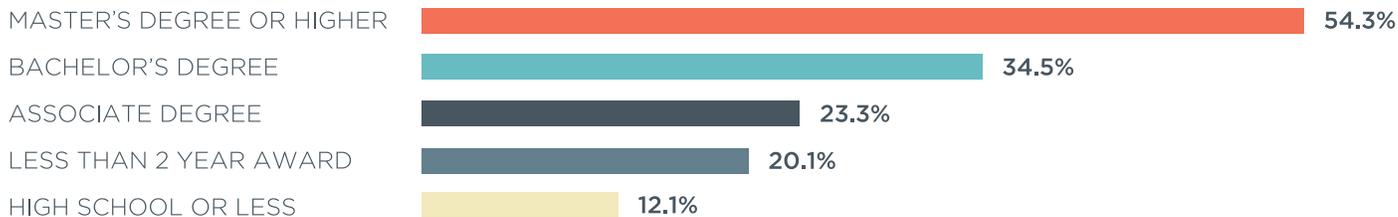
Potential job seekers with longer one-way commutes were more likely to report transportation as an obstacle to employment, with the exception of potential job seekers with a 25-29 minute commute. About 11-14% of potential job seekers with less than a 20-minute commute indicated that transportation was an employment obstacle. In contrast, around 18-24% potential job seekers with a 20-24 minute commute and over a 30 minute commute indicated that transportation was an employment obstacle. Only 10.3% of potential job seekers with a 25-29 minute commute reported transportation as an employment obstacle.

TRANSPORTATION AS AN EMPLOYMENT OBSTACLE BY MODE OF TRANSPORTATION



Potential job seekers who drove alone to work were more likely to list transportation as an employment obstacle at 14.2% than potential job seekers who worked from home at 10.5%.

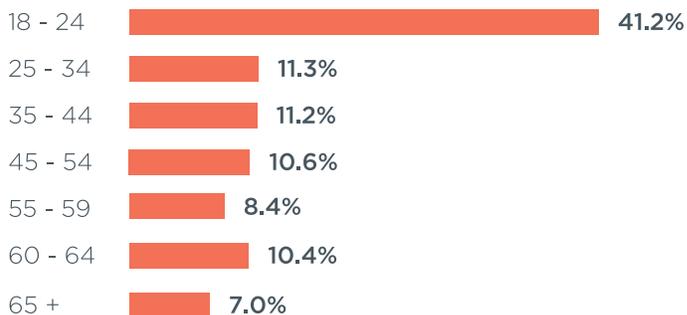
OVER QUALIFICATION AS AN EMPLOYMENT OBSTACLE BY EDUCATION



Not surprisingly, potential job seekers with higher educational attainment were more likely to report over qualification as an employment obstacle. About 12% of potential job seekers with a high school degree or less reported over qualification as an employment obstacle. This percentage increased to 20.1% among potential job seekers with less than a 2-year degree and 23.3% among potential job seekers with an associate degree. Over 34% of potential job seekers with a bachelor's degree and 54.3% of potential job seekers with a master's degree or above reported over qualification as an employment obstacle.



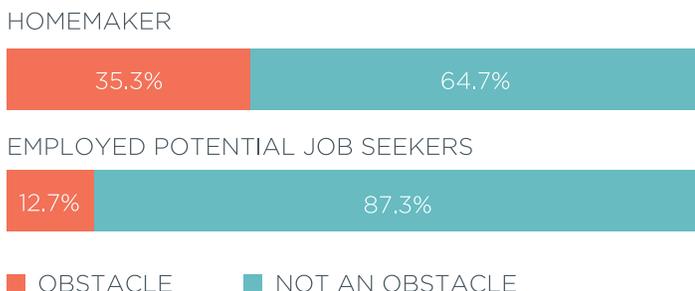
NO JOB EXPERIENCE AS AN EMPLOYMENT OBSTACLE BY AGE



Homemaker potential job seekers were much more likely than employed potential job seekers to list no job experience as an employment obstacle. Among potential job seeking homemakers, 35.3% listed no job experience as an employment obstacle compared to 12.7% of employed potential job seekers.

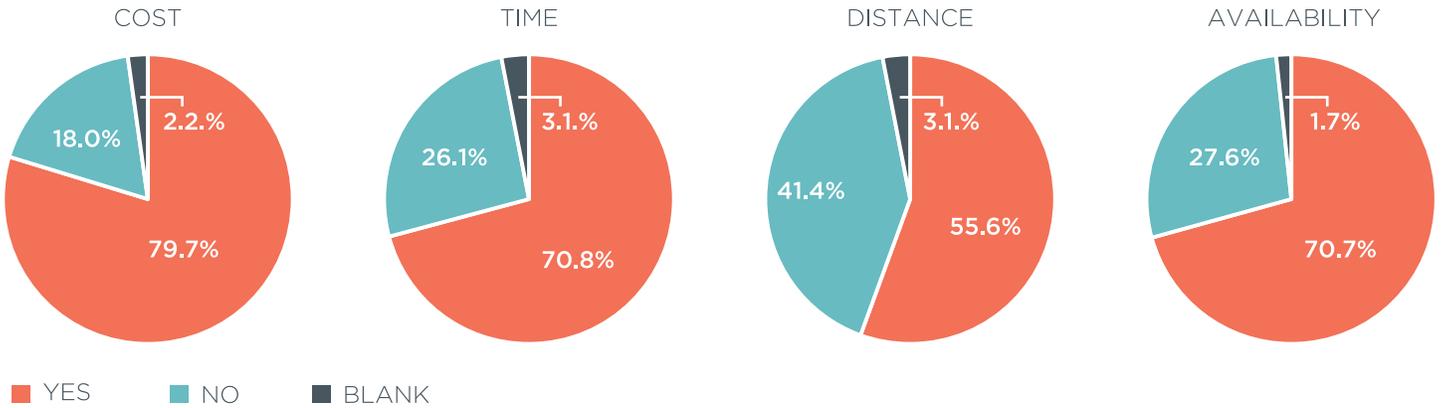


NO JOB EXPERIENCE AS AN EMPLOYMENT OBSTACLE BY HOMEMAKER STATUS

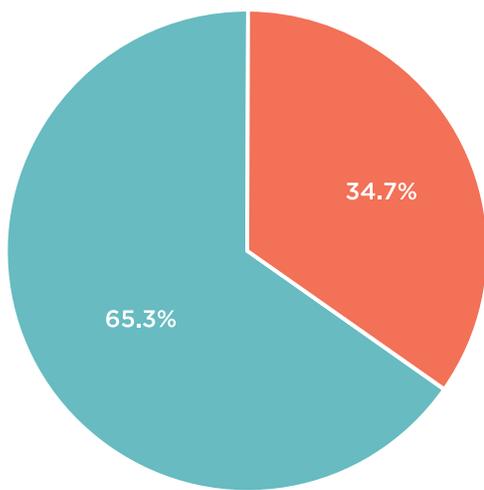


Not surprisingly, very young potential job seekers were the most likely to list no job experience as an obstacle to employment. Over 41% of potential job seekers ages 24 and under reported no job experience as an employment obstacle. At age 25, the percentage of potential job seekers who list no job experience as an employment obstacle dropped to 11.3% and stayed under 11.3% for all older age groups.

////// BARRIERS TO OBTAINING TRAINING \\\生



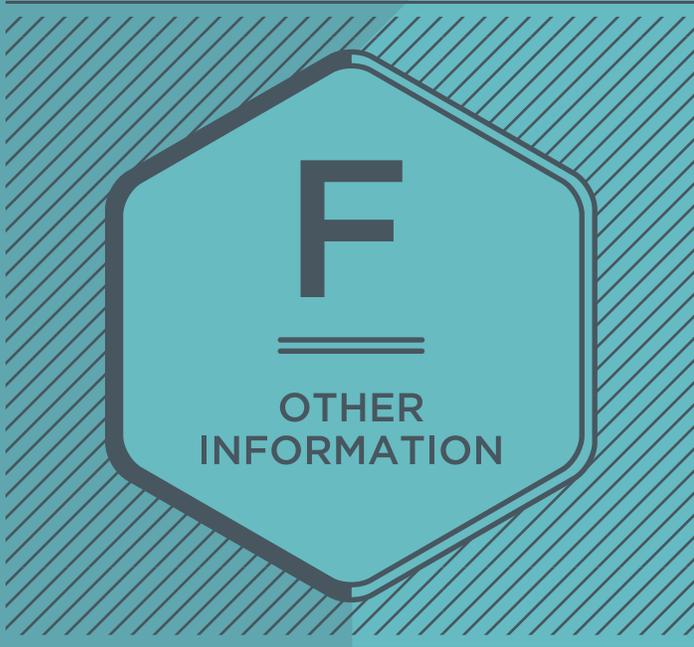
////// POTENTIAL JOB SEEKERS ACTIVELY SEEKING A NEW JOB



■ ACTIVELY SEEKING
■ NOT ACTIVELY SEEKING

The graphs above pertain to potential job seekers who reported that lack of education was an obstacle that would prevent them from changing jobs or reentering the workforce. Seventy-two percent of those respondents indicated that they would be willing to complete a certificate or degree in order to improve their employment situation. Perceived barriers to obtaining training are shown in the graphs.

Active job seekers are a subset of potential job seekers that indicated they were actively looking for a new job. Potential job seekers were asked if they were actively seeking a new job. Among potential job seekers who answered the question, 34.7% indicated that they were actively seeking a new job. In the Lincoln survey area, this is estimated to be up to 85,949 potential job seekers that are actively seeking new jobs.

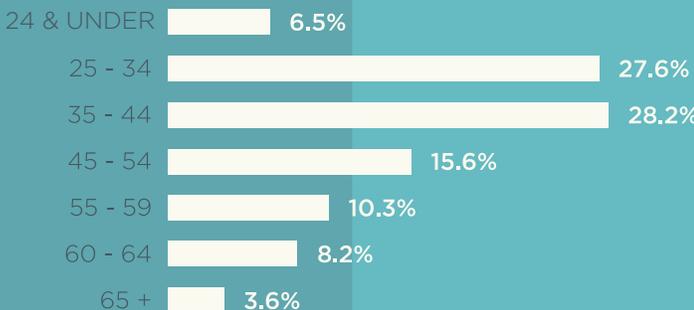


OTHER INFORMATION

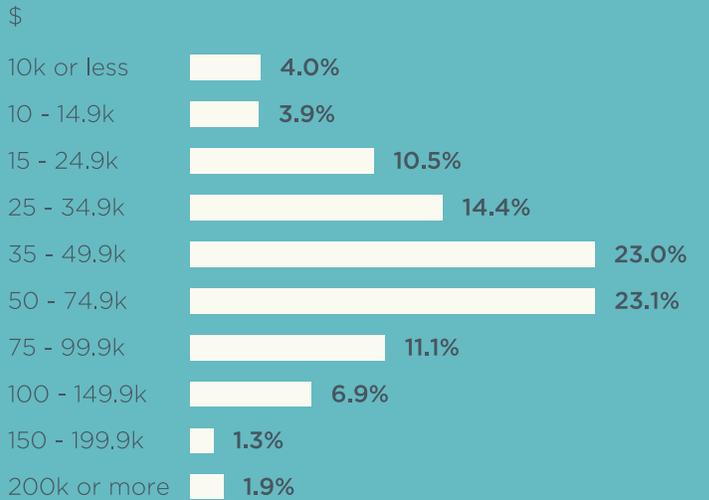
Although potential job seekers were the main focus of this report, data was also produced regarding general employment characteristics of the entire Lincoln survey area. Analysis that is not limited to potential job seekers provides a valuable snapshot of the employed, self-employed, retired, and homemakers in the area, as well as the unemployed and those who work multiple or temporary jobs. The following section highlights selected employment and other analyses of those residing in the Lincoln survey area which are not limited solely to potential job seekers.



AGE OF EMPLOYED RESPONDENTS



WAGES OF CURRENTLY EMPLOYED

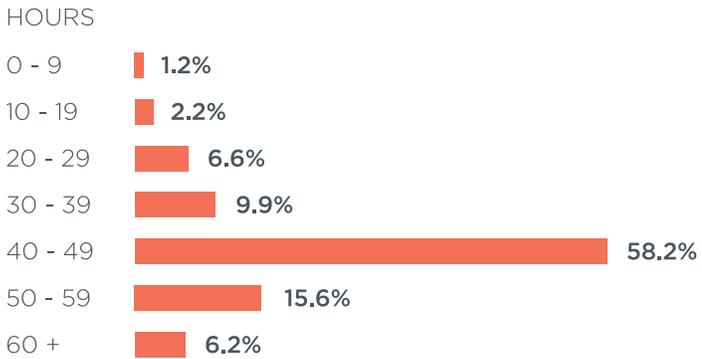


Of those respondents who were employed and reported their wages, most reported earning between \$35,000 and \$74,999 per year.

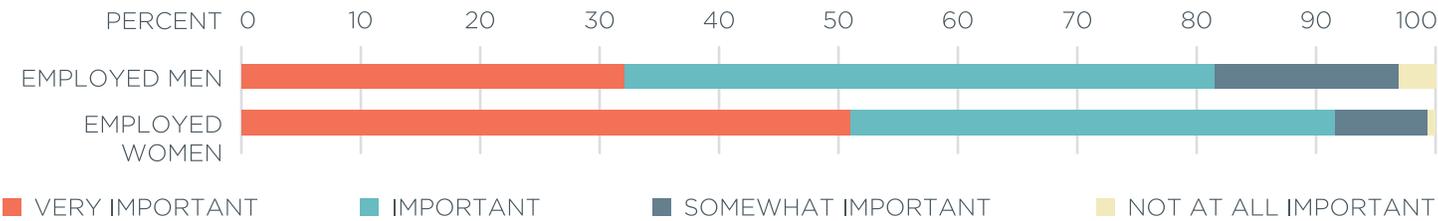
A majority of employed respondents were between the ages of 25-44. At 28.2%, respondents ages 35-44 were the largest subsection of the employed. Respondents ages 25-34 followed at 27.6%, and respondents ages 45-54 made up 15.6% of the employed. Over 10% of employed respondents were ages 55-59, 8.2% were ages 60-64, 6.5% were age 24 and under, and 3.6% were 65 and older.

//////
HOURS WORKED

Of those respondents who were employed, most worked between 40 and 49 hours per week. Of those in the 40 to 49 hours category, 71.4% indicated they worked exactly 40 hours per week.



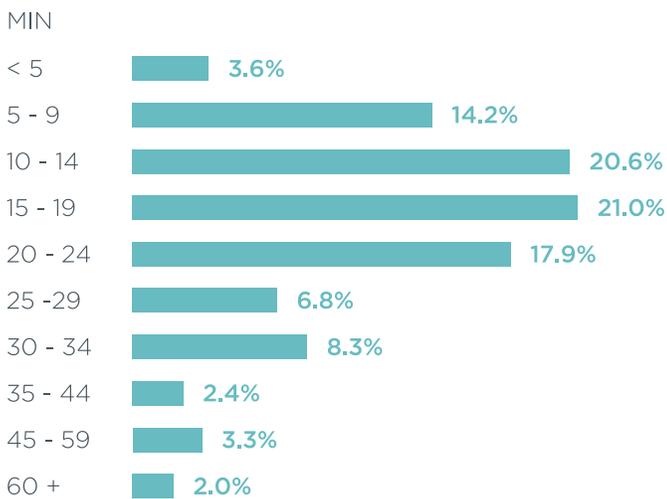
////// **IMPORTANCE OF WORK SCHEDULE BY GENDER** \\\生



Employed women were more likely than employed men to rate work schedule as very important when choosing a new job, and men were more likely than women to rate work schedule as only somewhat important or important. Over half (51%) of employed women, rated work schedule as very important compared to 32.1% of employed men. Additionally, 40.5% of employed women rated work schedule as important compared to 49.4% of employed men, and 7.8% of employed women rated work schedule as somewhat important compared to 15.4% of employed men.

COMMUTING

CURRENT COMMUTE TIME OF EMPLOYED RESPONDENTS

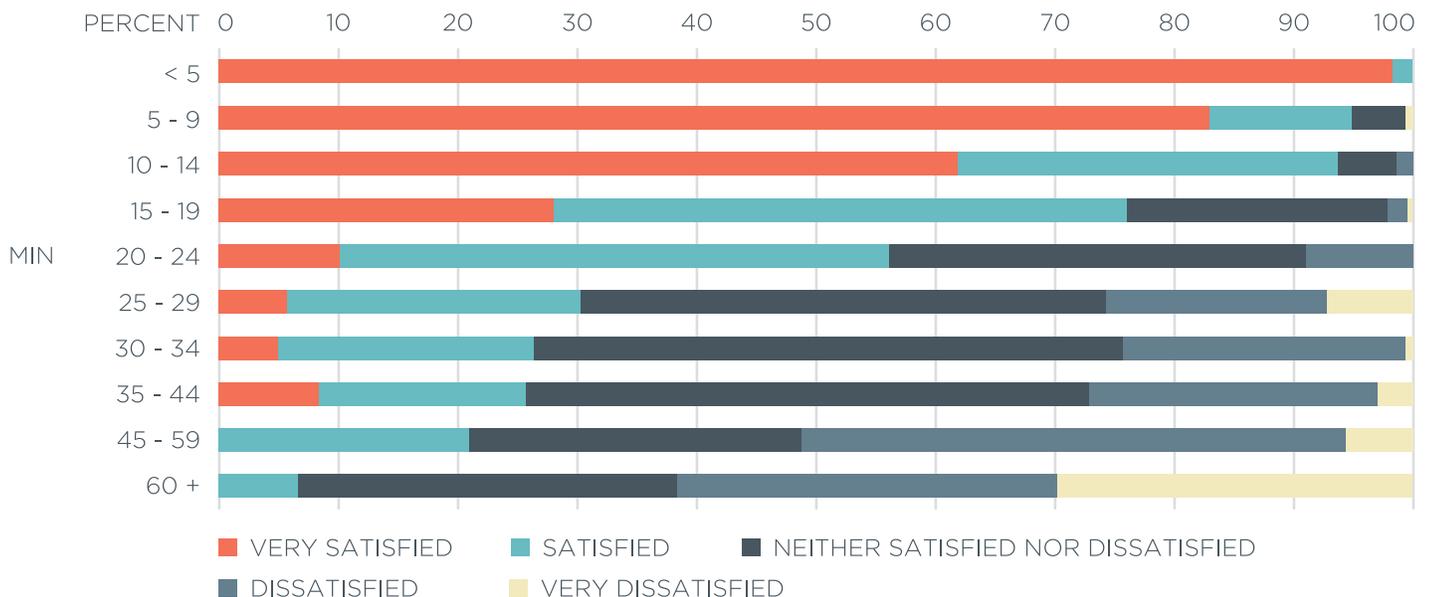


There are many reasons one might choose to commute. These can include higher salary or more fulfilling position. It is important to examine current commuting patterns, means of transportation, and desired commute times of the employed in Lincoln and Omaha to help define the area labor pool.

Employed workers in Lincoln were asked how long it takes them to travel to work, on average, one way.

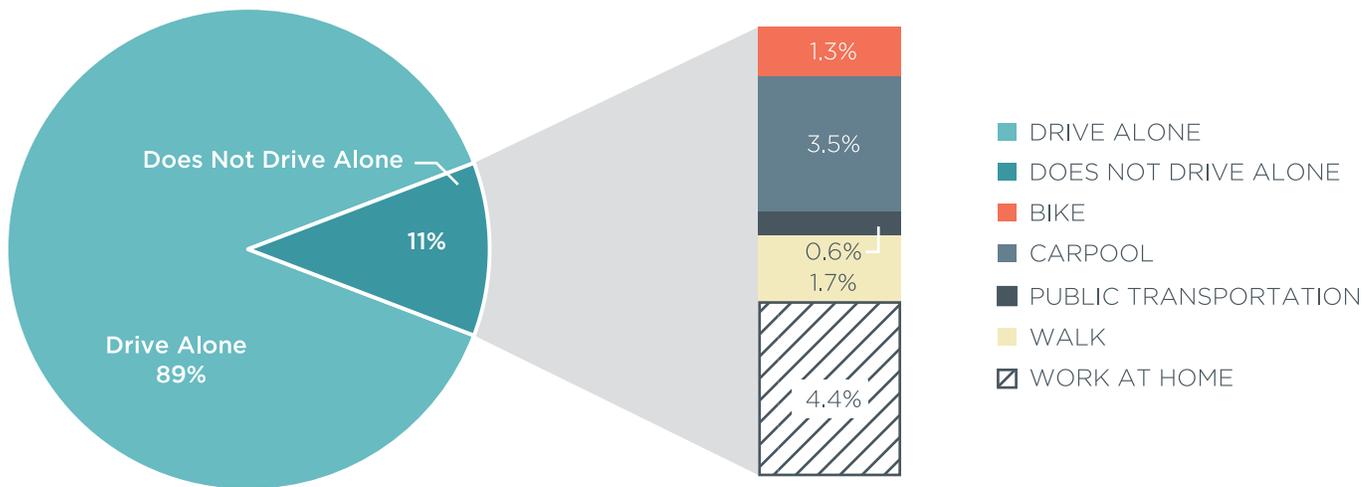
Most workers in Lincoln said they commuted between 5 and 24 minutes to work. Over 40% of employed people in Lincoln commuted between 10 and 19 minutes to work one way. Over 15% traveled between 20 and 24 minutes to work.

SATISFACTION OF COMMUTE TIME BY CURRENT COMMUTE TIME OF EMPLOYED RESPONDENTS



In general, commuters who spent less time traveling to work were more satisfied with their current commute time. Over 90% of commuters who traveled less than 14 minutes were either satisfied or very satisfied with their current commute time. Once commute time reaches 35 minutes, more people were dissatisfied or very dissatisfied than satisfied or very satisfied. Almost 30% of those who traveled 60 or more minutes to work were very dissatisfied with their commute time.

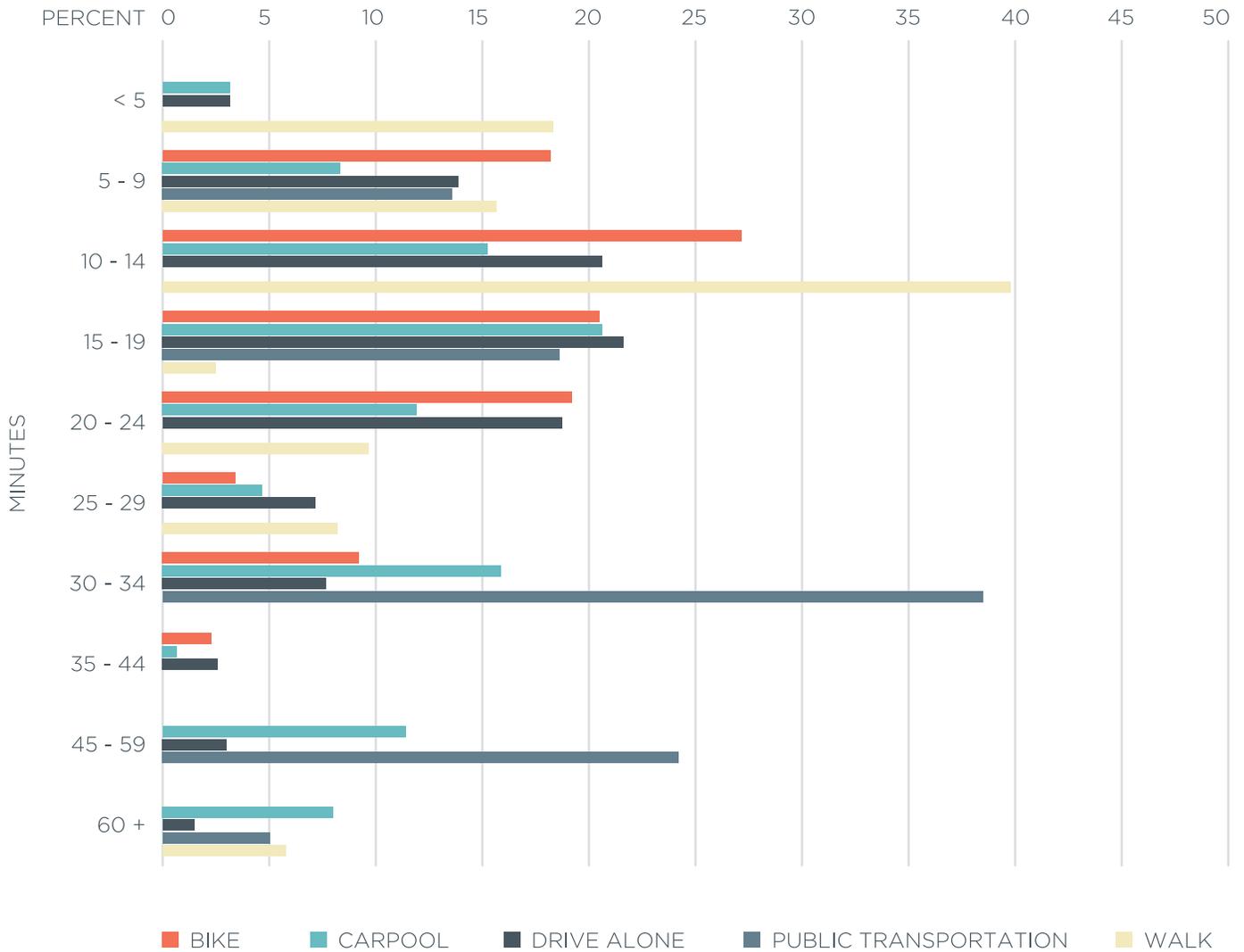
////// TRANSPORTATION TO WORK OF EMPLOYED RESPONDENTS ////



Employed workers in Lincoln were asked how they get to work. Only those who provided a primary mode of transportation were analyzed.

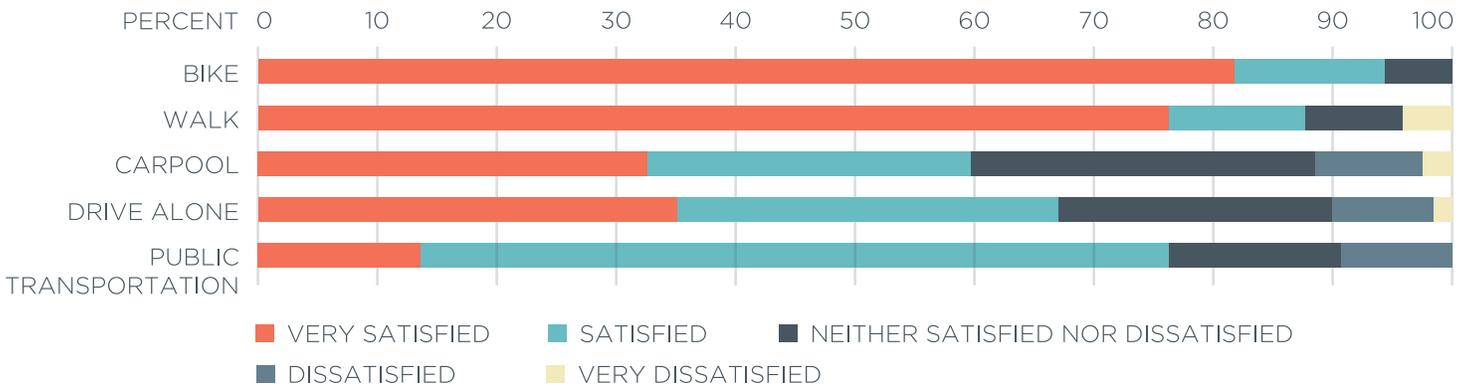
According to survey results, nearly 90% of employed people in Lincoln drive alone to work. About 4.4% of employed people in Lincoln said they do not commute because they work at home. Around 3.5% of Lincoln workers said they currently carpool to work. Just 2.5% of employed people in Lincoln biked or walked to work. Only transportation categories with adequate responses are shown.

COMMUTING TIME BY TYPE OF TRANSPORTATION OF EMPLOYED RESPONDENTS



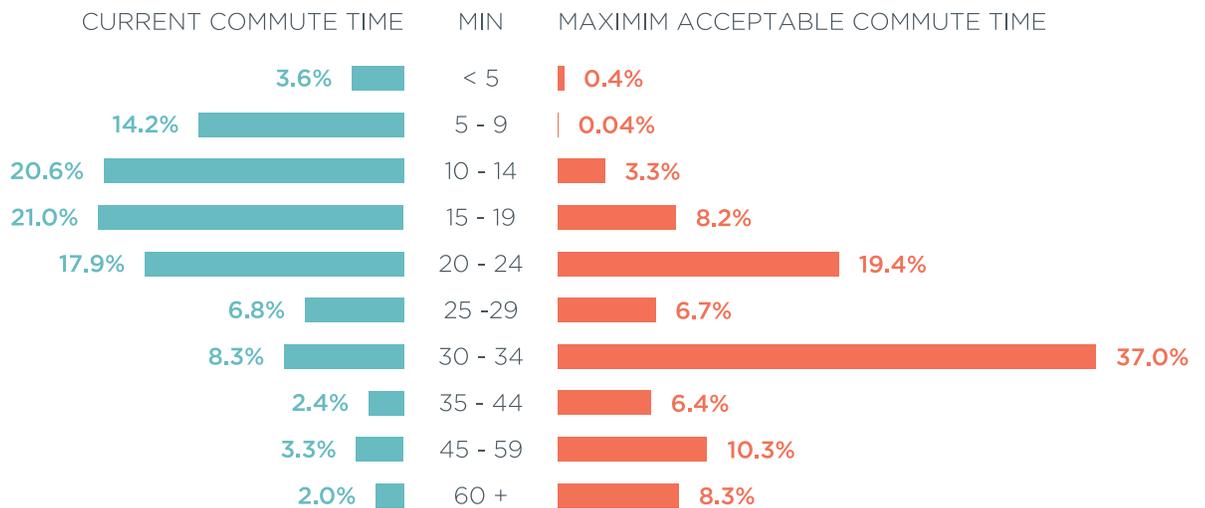
Overall, those who biked or walked to work had lower commute times than those who used other means of transportation. About 74% of those who walked to work took less than 15 minutes to get there each way. Of those who biked, 85% had a commute time of 24 minutes or less. It appears that those who used public transportation either had a relatively short commute time (less than 19 minutes) or a longer commute time (over 30 minutes). The longer commute time may be explained by those who take several different bus routes and need to wait for a connecting bus, or those who live slightly farther out from where they work: each stop of a bus would add commute time that wouldn't be applicable if the worker was taking another type of transportation. Of those who took longer than 60 minutes to get to work, the majority (8%) said they carpooled.

SATISFACTION WITH COMMUTE TIME BY MODE OF TRANSPORTATION OF EMPLOYED



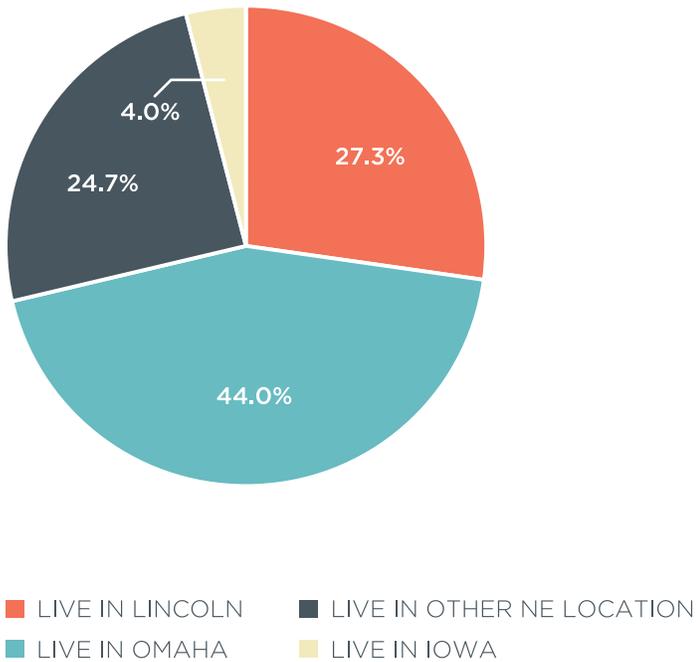
The survey respondents who biked or walked to work were the most satisfied with the time it took them to commute. Over 80% of those who biked or walked were very satisfied with their commute times. About 76% of those who take public transportation were satisfied or very satisfied with their commute time, which was greater than those who said they drive alone or carpool: 67% and 59.7%, respectively. This analysis was conducted for employed people in Lincoln who provided a commute time and did not work at home.

CURRENT COMMUTE TIME VS. MAXIMUM ACCEPTABLE COMMUTE TIME OF EMPLOYED RESPONDENTS



Most employed people in Lincoln said they were willing to commute 15 minutes or more: Of those who answered the question, only 3.7% said they would not commute more than 14 minutes. The largest category was between 30 and 34 minutes with 37% willing to commute that amount of time. The median maximum time the employed in Lincoln said they were willing to commute was 30 minutes one way. It appears that in general, employed people in Lincoln were willing to commute longer than they were currently. Just 5.2% of employed people in Lincoln said they commuted over 45 minutes, but 18.6% were willing to commute that long if necessary.

EMPLOYED PEOPLE IN TOTAL SURVEY AREA



ZIP codes from the US Post Office were used to categorize survey respondents as living in a Lincoln ZIP code, an Omaha ZIP code, an Iowa ZIP code, or other locations within Nebraska but still in the survey area (such as Waverly, Bellevue, Seward, Papillion, etc.). It is important to remember that ZIP codes do not always start and stop at city boundaries, but they can give a rough idea of where respondents live.

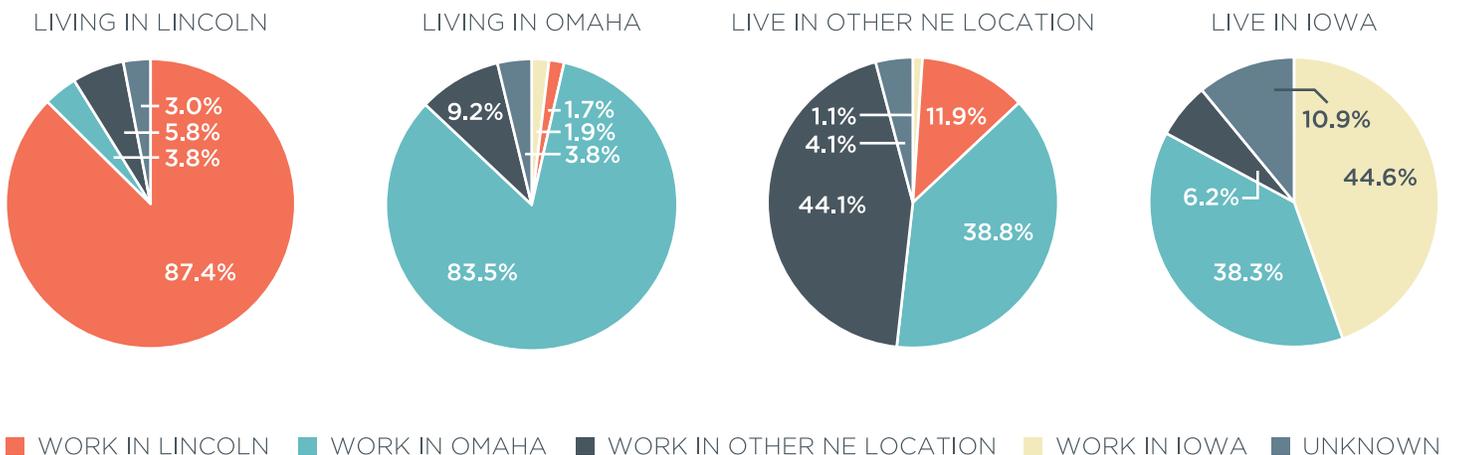
The ZIP codes to which surveys were mailed were analyzed to give a picture of where employed survey respondents in the Lincoln-Omaha Metro area currently live.

Most survey respondents lived in Omaha or Lincoln ZIP codes.

Survey respondents who lived in each area were asked where their primary employer was located. City names provided were used to categorize work locations.

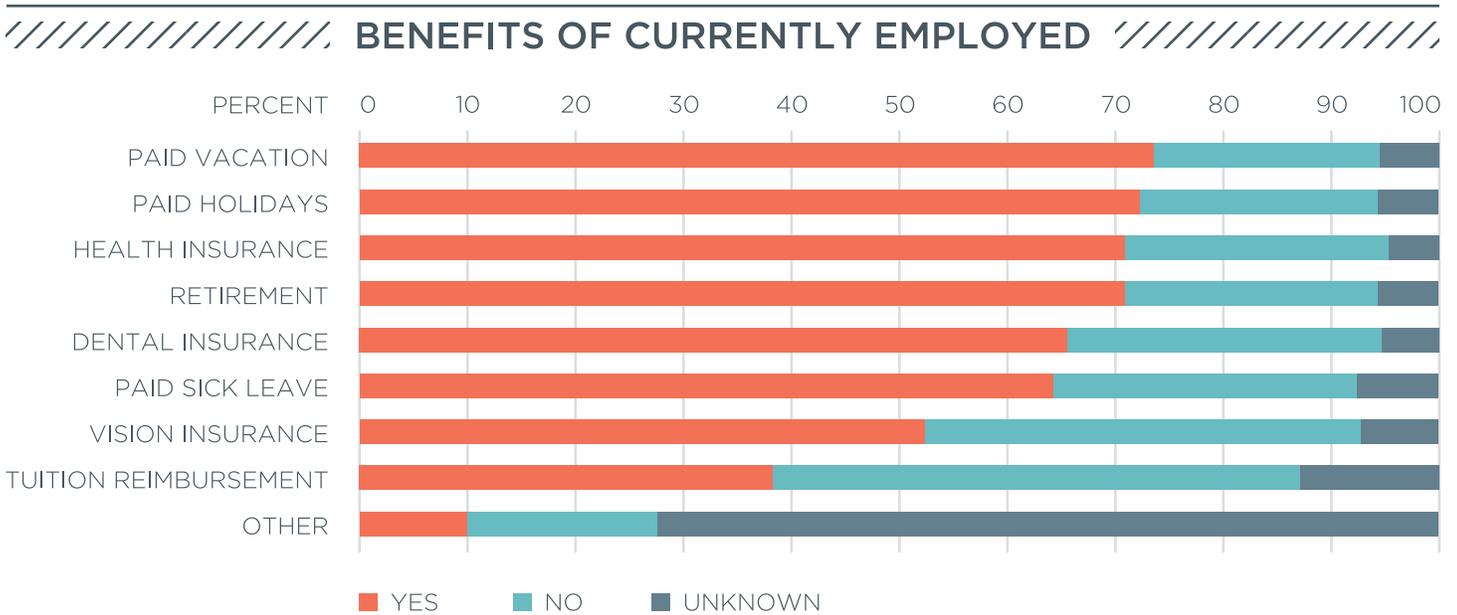
According to survey results, the majority (87.4%) of employed people living in a Lincoln ZIP code area worked at an employer within the Lincoln area as well. About 3.8% of employed people who lived in Lincoln worked at an employer located within Omaha. Just 1.7% of employed people who lived in Omaha worked at an employer in Lincoln.

WORK LOCATION BY CITY



BENEFITS RECEIVED

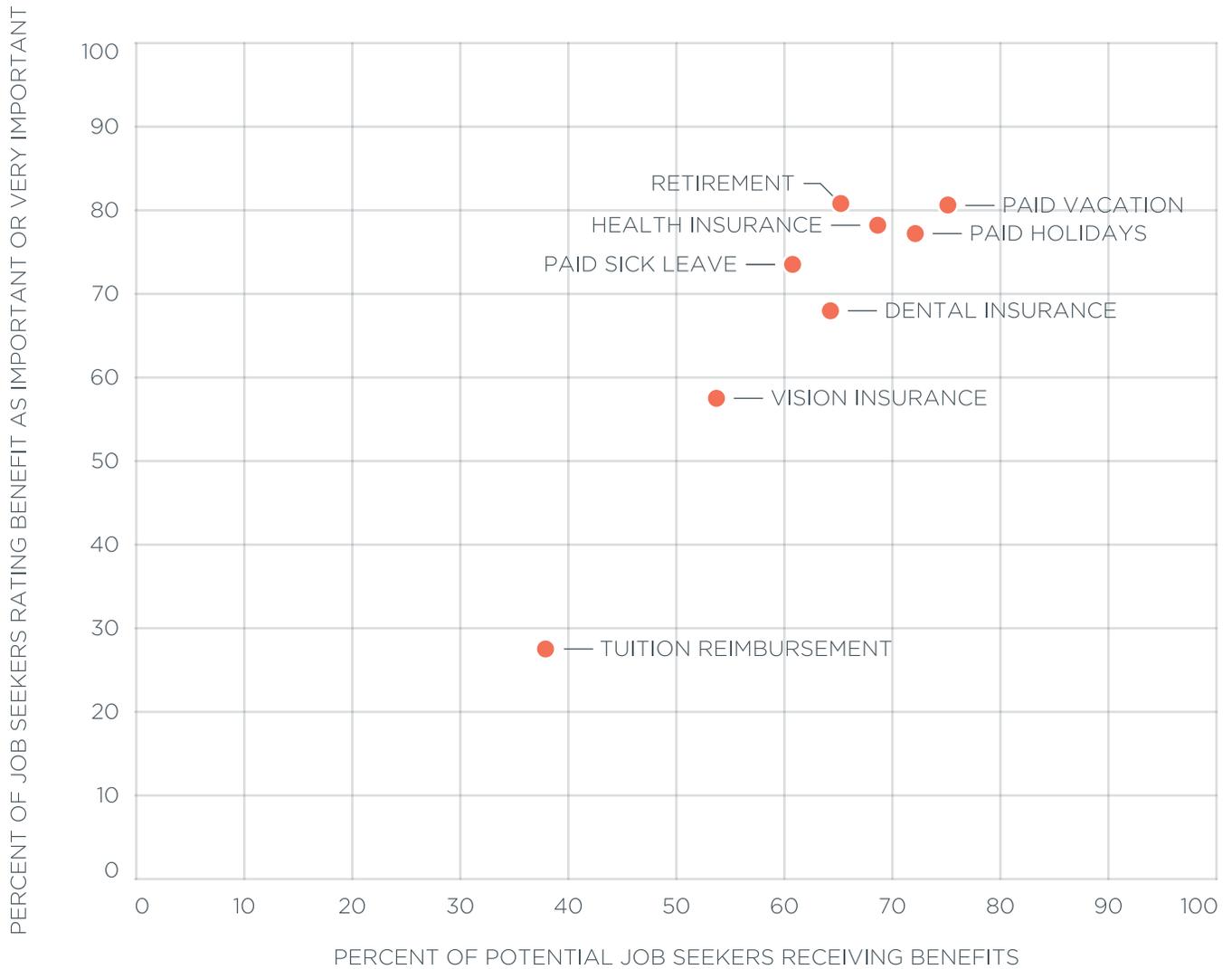
Employed workers in Lincoln were asked if they were receiving specific benefits from their primary employer.



Paid vacation was received by the most workers. About 73.5% of workers said they receive paid vacation, followed by paid holidays, at 72.3%.

Employed workers were also able to write in additional benefits they received, if applicable. Examples of the other benefits reported include life insurance, use of company vehicles, profit sharing, stock options/bonuses, and gym memberships/wellness activities.

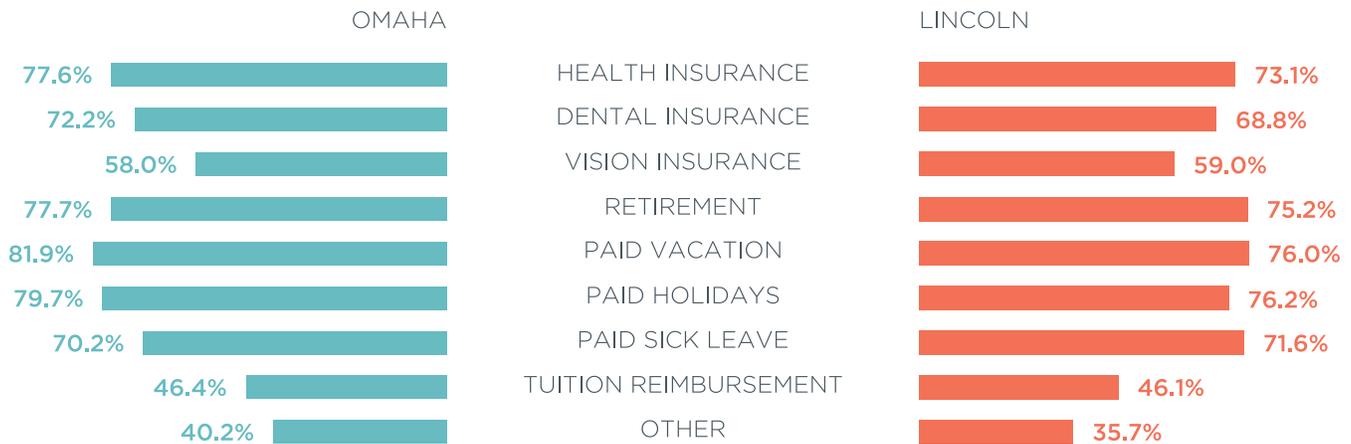
BENEFITS RECEIVED BY POTENTIAL JOB SEEKERS BY IMPORTANCE OF BENEFIT



Potential job seekers were asked if they were receiving certain benefits at their primary employer and to rate the importance of each benefit. Results are shown for those who answered questions about both benefits received and importance of each benefit for the Lincoln area. The importance of each benefit was analyzed according to rankings of important and very important.

Paid vacation was received by most potential job seekers in Lincoln (75.1%), and 80.7% of potential job seekers said paid vacation was important or very important to them. Retirement benefits were the most important to potential job seekers (80.9%), but only 65% of potential job seekers were currently receiving this benefit at their primary employer. More potential job seekers were receiving dental insurance than paid sick leave; however, paid sick leave was rated as more important to job seekers than dental insurance.

PERCENT OF EMPLOYEES RECEIVING BENEFITS BY CITY OF EMPLOYMENT

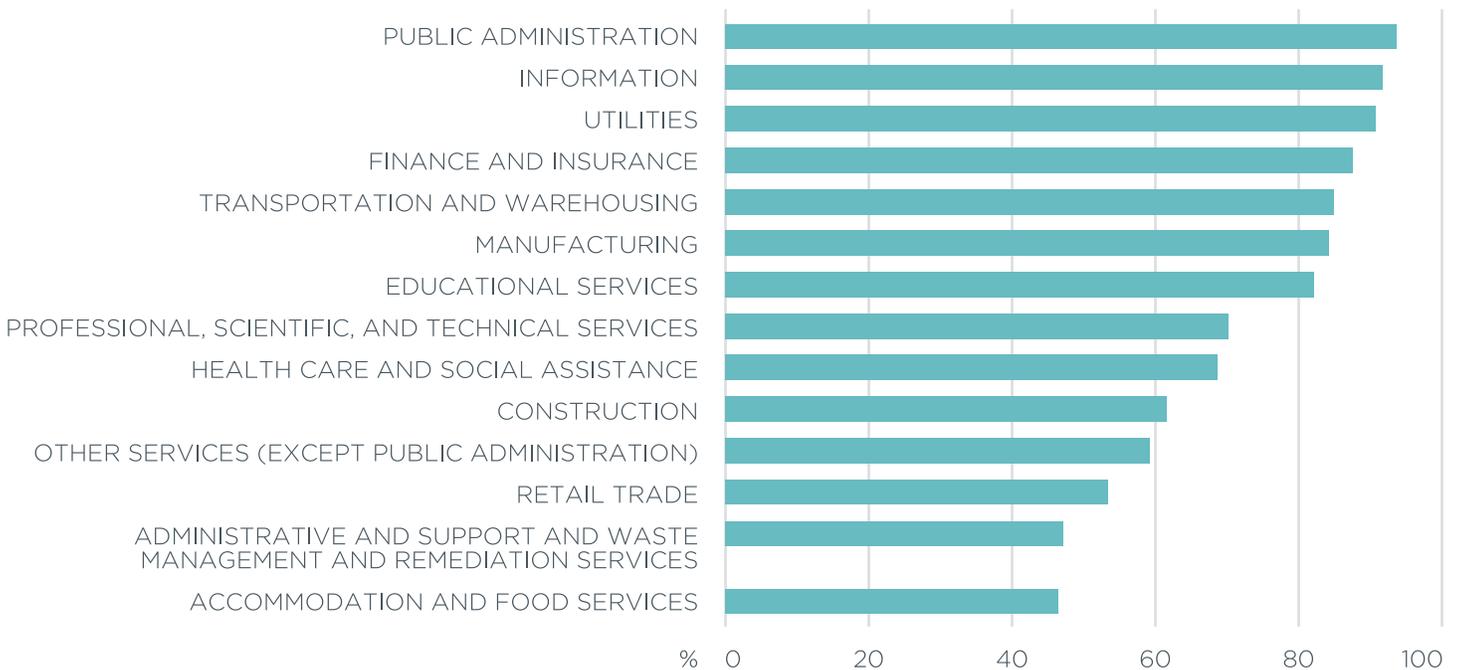


Survey respondents were asked where their primary employer was located. Respondents were categorized into working in Lincoln or Omaha based on the city they provided for their employer. If a respondent said their primary employer was located somewhere other than Lincoln or Omaha, their results were not analyzed in this section. Respondents were also asked if they were currently receiving specific benefits from their primary employer. Blank responses were not analyzed in this section.

According to survey results, a higher percentage of those working in Omaha received all benefits listed above except vision insurance and paid sick leave. The biggest difference was paid vacation: nearly 6% more people who work in Omaha said they received paid vacation than workers in Lincoln.

Employees in Lincoln were asked the industry of their primary employer, and what benefits they were currently receiving at their place of primary employment. Only responses that listed the industry of their employer and answered questions about benefits were analyzed. Only the industries with sufficient response counts for analysis are displayed

////// **EMPLOYEES RECEIVING HEALTH INSURANCE BY INDUSTRY** ////

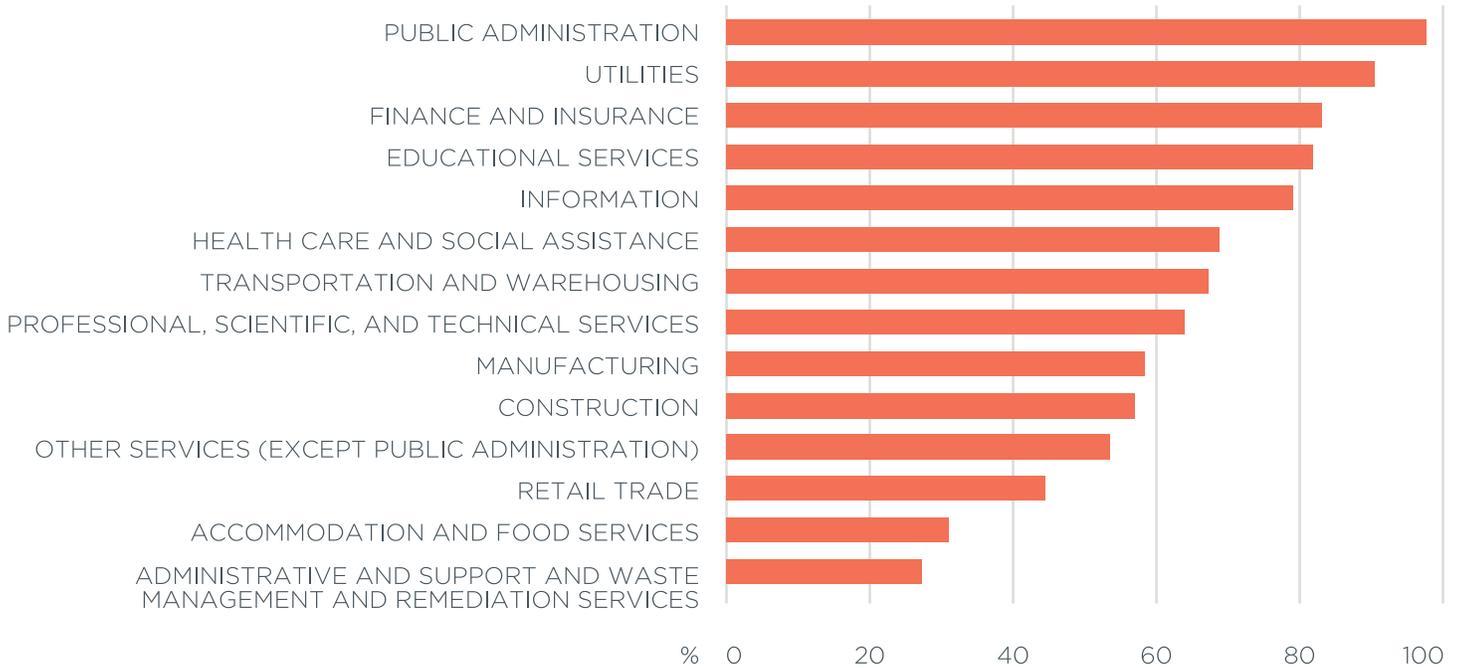


Over half of workers in all industries analyzed said they were receiving health insurance from their primary employer, except those working in administrative and support and waste management, and accommodation and food services. Public administration had the highest percentage of employees reporting they received health insurance from work: 93.6%.

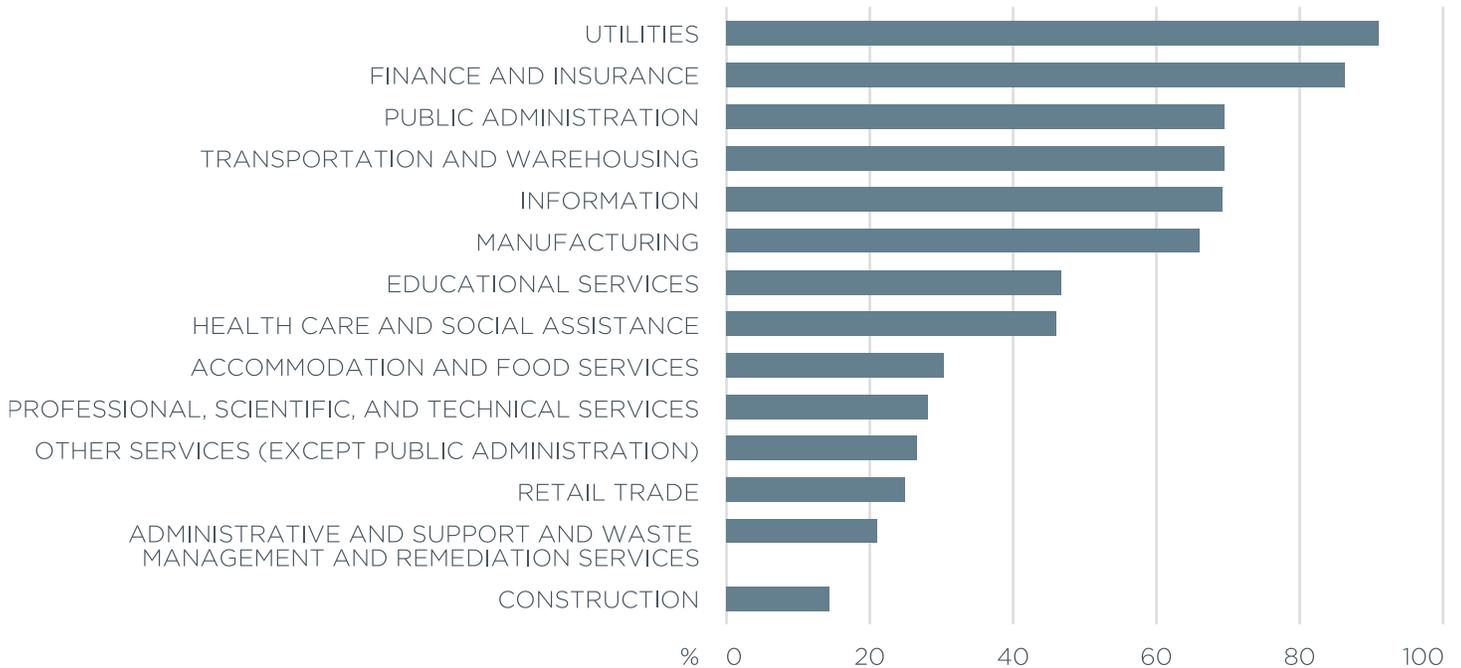
The majority of employees in most industries were receiving paid sick leave as well. Over 90% of those working in public administration and utilities said they were receiving paid sick leave. (chart on following page)

Over 75% of those working in the finance and insurance or utilities industries said they were receiving tuition reimbursement from their primary employer. Around 60% of those working in public administration, transportation and warehousing, information, and manufacturing said they received tuition reimbursement. Less than 15% of those in the construction industry said they received this same benefit. (chart on following page)

////// EMPLOYEES RECEIVING PAID SICK LEAVE BY INDUSTRY ////



////// EMPLOYEES RECEIVING TUITION REIMBURSEMENT BY INDUSTRY ////



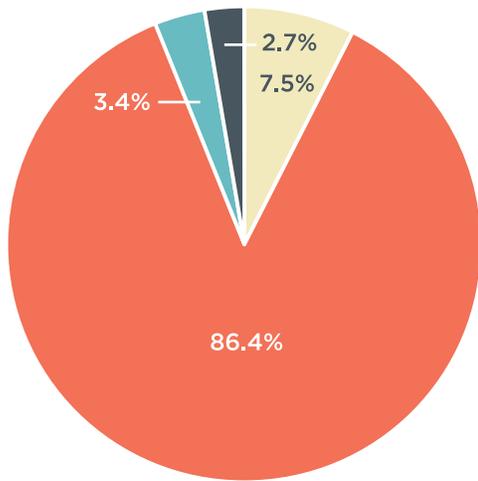


Employed workers in Lincoln were asked to list the number of hours they work at their primary employer, on average, per week. Respondents in each category of hours worked were asked if they received specific benefits from their primary employer. Only respondents who listed both their current hours worked and answered questions about benefits were analyzed.

According to survey results, those who worked at least 40 hours per week tended to receive more benefits from their primary employer than those who worked fewer hours. Over 50% of those who worked between 30 and 39 hours per week and 25% of those who worked between 0 and 29 hours per week received retirement, paid vacation, and paid holiday benefits.

ABOUT THE SELF-EMPLOYED, RETIRED, AND HOMEMAKERS

CURRENT EMPLOYMENT STATUS OF POTENTIAL JOB SEEKERS



- UNEMPLOYED
- EMPLOYED
- RETIRED
- HOMEMAKER

SELF-EMPLOYED

Self-employed workers were more likely than non-self-employed workers to work in professional, scientific, and technical service industries; construction; and other service industries. Non self-employed workers were more likely than self-employed workers to work in education, finance and insurance, and manufacturing industries.

INDUSTRY OF SELF-EMPLOYED & NON SELF-EMPLOYED WORKERS

INDUSTRY	SELF-EMPLOYED	NON SELF-EMPLOYED
Health and social assistance	15.9%	15.0%
Professional, scientific & technical services	13.3%	8.2%
Construction	12.0%	3.4%
Other services	10.7%	3.4%
Retail trade	8.1%	6.0%
Education	5.8%	19.0%
Real estate & rental	5.1%	0.8%
Administrative & support services	4.7%	2.4%
Government	4.6%	9.1%
Finance and insurance	4.4%	10.1%
Transportation & warehousing	3.4%	4.5%
Manufacturing	2.7%	7.6%
Arts, entertainment & recreation	2.7%	0.8%
Agriculture, forestry, fishing & hunting	2.4%	1.1%
Information	2.2%	2.6%
Food service & accomodation	1.6%	2.9%
Wholesale trade	0.3%	1.0%
Utilities	0.0%	1.6%
Other	0.0%	0.6%

WEEKLY HOURS WORKED



The median number of hours per week for both self-employed and non-self-employed workers was 40, but self-employed workers were less likely to report working exactly 40 hours a week than non-self-employed workers. Just 17.4% of self-employed workers reported working 40 hours a week compared to 44.3% of non-self-employed workers. Additionally, 48% of self-employed workers said they worked over 40 hours a week compared to 37.6% of non-self-employed workers. More self-employed workers also said they worked under 40 hours a week at 34.6% than non-self-employed workers at 18.1%.

EDUCATIONAL ATTAINMENT



The highest educational attainment of self-employed and non-self-employed workers was similar. However, self-employed workers were slightly less likely than non-self-employed workers to complete their post-secondary degrees. The highest educational attainment of 21.8% of non-self-employed workers was a high school diploma compared to 19.7% of self-employed workers. Additionally, the highest educational attainment of 12.1% of self-employed workers was less than a two-year degree compared to 6.3% of non-self-employed workers. The highest educational attainment of 11.3% of non-self-employed workers was a two-year degree compared to 9.5% of self-employed workers, and the highest educational attainment of 32.5% of non-self-employed workers was a bachelor's degree compared to 29% of self-employed workers. However, self-employed workers were more likely than non-self-employed workers to possess a master's degree or higher. Over 28% of self-employed workers earned a master's degree or higher compared to 26.7% of non-self-employed workers.

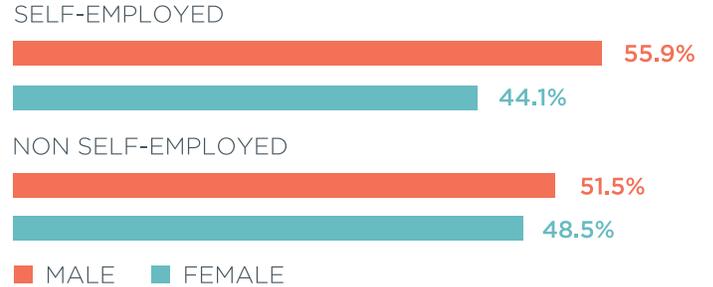
LIKELIHOOD TO HAVE CHILDREN



Self-employed workers were more likely than non-self-employed workers to have children. Over half, 55.7%, of self-employed workers reported that they lived with children compared to 45.8% of non-self-employed workers.

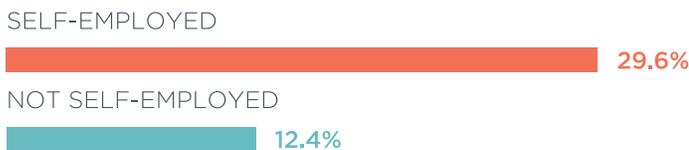
Men were more likely than women to be self-employed. The gender distribution of self-employed workers was 55.9% male and 44.1% female, while 51.5% of non-self-employed workers were male and 48.5% were female.

EMPLOYMENT BY GENDER

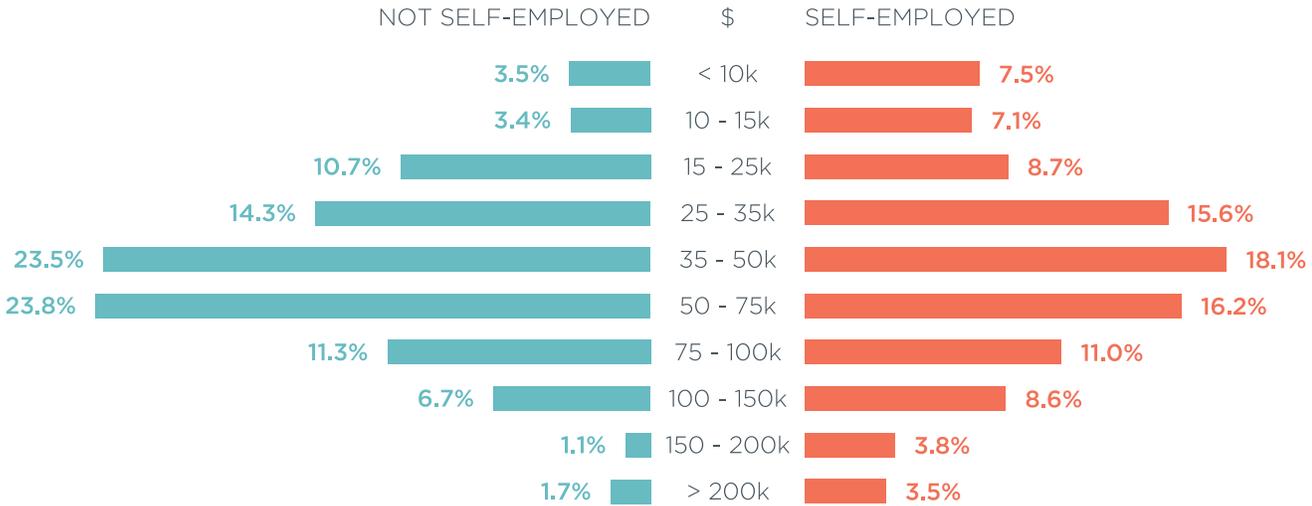


Self-employed workers reported that they had multiple jobs much more frequently than non-self-employed workers. Over 29% of self-employed workers reported multiple employment compared to 12.4% of non-self-employed workers. The higher percentage of self-employed respondents who work multiple jobs may indicate that many of the almost 30% of self-employed, multiple job workers have a second non self-employed position for additional income or benefits.

LIKELIHOOD OF WORKING MULTIPLE JOBS



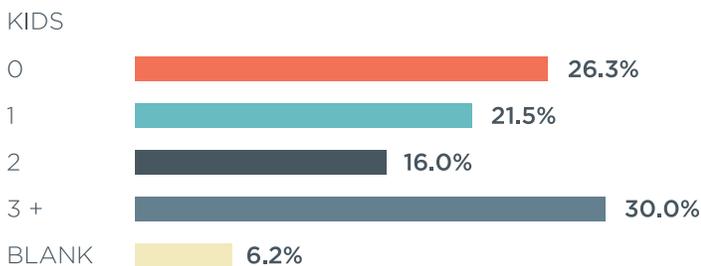
////// **INCOME BY SELF-EMPLOYMENT** ////



The income of self-employed workers was more likely to fall on the lowest or highest points on the income spectrum compared to non-self-employed workers. A higher percentage of self-employed workers reported incomes under \$15,000 or over \$150,000 than non-self-employed workers.

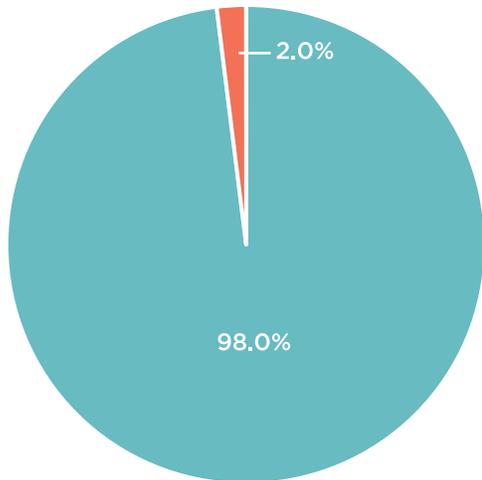
HOMEMAKERS

////// **HOMEMAKERS BY NUMBER OF KIDS** ////



Homemakers were more likely to live with children than other respondents. A total of 67.5% of homemakers reported that they lived with children compared to 39.5% of all respondents. Homemakers were slightly more likely to live with one or two children than all respondents; 21.5% of homemakers lived with one child compared to 15.5% of all respondents, and 16% of homemakers lived with two children compared to 14% of all respondents. However, homemakers were much more likely to live with three or more children than other respondents; 30% of homemakers lived with three or more children compared to 10% of all respondents. This finding could suggest that once respondents have three children, they are more likely to become homemakers, or that people who choose to have three or more children are more likely to choose to become homemakers.

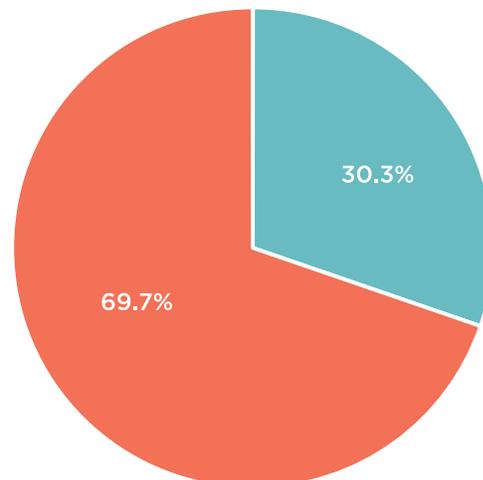
HOMEMAKERS BY GENDER



■ FEMALE
■ MALE

Among those who listed their employment status, 3.2% identified as homemakers. The gender distribution of homemakers was 98% female and 2% male.

HOMEMAKERS BY SEEKER STATUS



■ POTENTIAL JOB SEEKERS
■ NON-SEEKERS

Around 30% of homemakers are potential job seekers

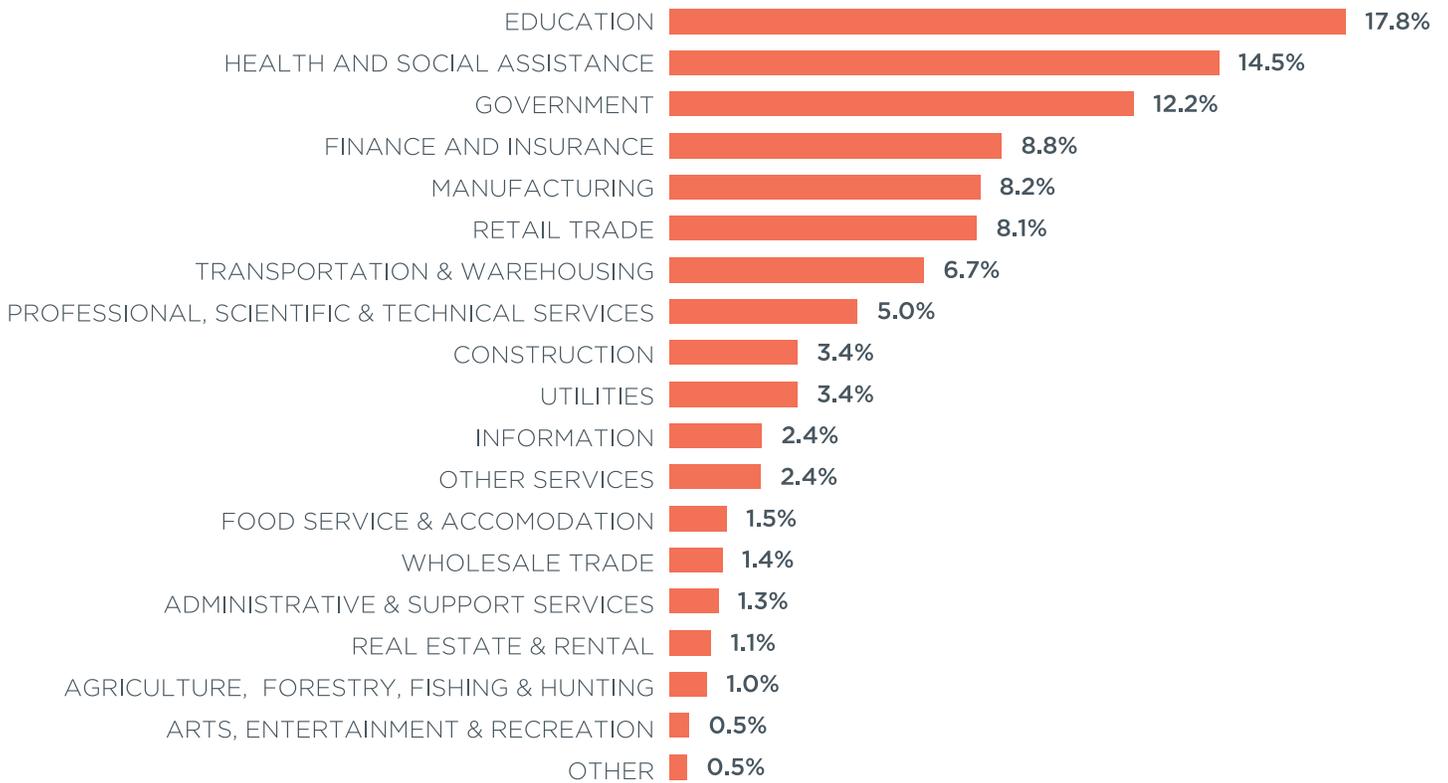
HOMEMAKERS BY RELATIONSHIP STATUS



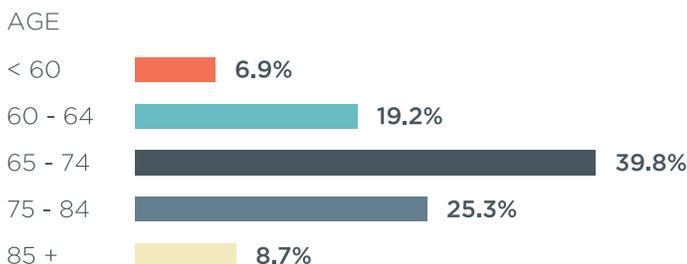
Homemakers were more likely to be married than other respondents. Over 85% of homemakers reported that they were married compared to 65.5% of all respondents. Additionally, 8.2% of homemakers reported that they were divorced, and 4% reported that they were widowed.

RETIRED RESPONDENTS

FORMER INDUSTRIES OF RETIRED RESPONDENTS



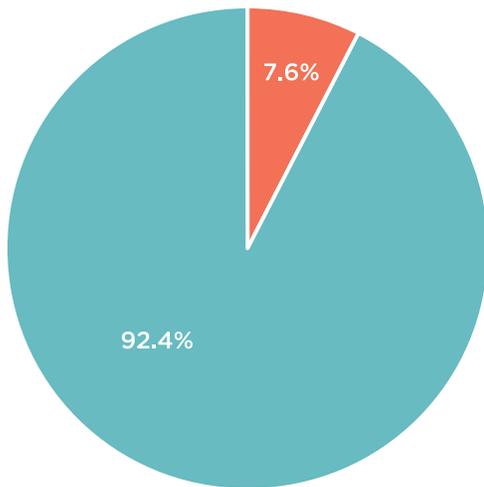
AGE OF RETIRED RESPONDENTS



When retired respondents listed their former industries, the most common responses were education at 17.8%, health care and social assistance at 14.5%, and government at 12.2%.

The age distribution of retired respondents was 6.9% ages 59 and under, 19.2% ages 60-64, 39.8% ages 65-74, 25.3% ages 75-84, and 8.7% ages 85 and older.

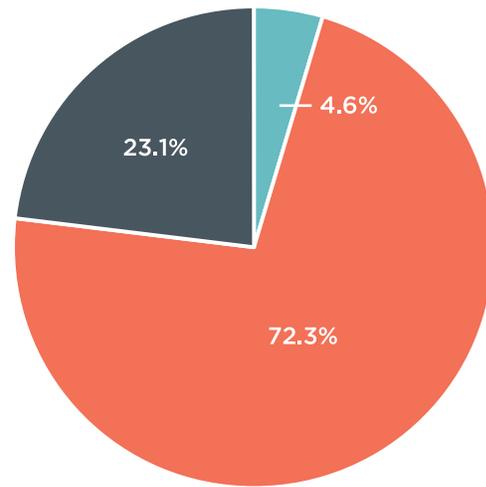
PERCENTAGE OF POTENTIAL JOB SEEKERS AMONG RETIRED RESPONDENTS



■ POTENTIAL JOB SEEKERS
■ NON-SEEKERS

Of all retired respondents, 7.6% were potential job seekers.

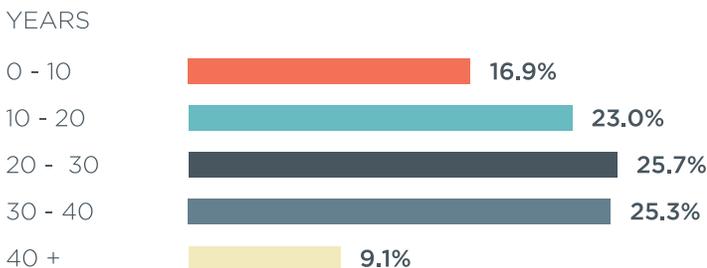
DESIRED HOURS PER WEEK AMONG RETIRED RESPONDENTS



■ 1 - 14
■ 15 - 34
■ 35 +

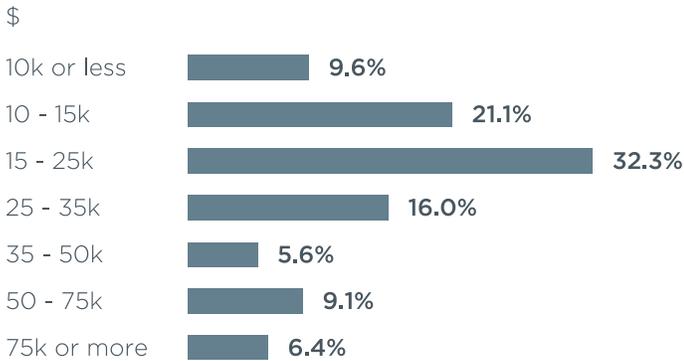
Most retired potential job seekers desired 15-34 hours of work per week. Among retired potential seekers that reported hours they desired to work, 4.6% desired 14 hours of work or less per week, 72.3% desired 15-34 hours of work per week, and 23.1% desired 35 or more hours per week.

YEARS WORKED FOR PRIMARY EMPLOYERS AMONG RETIRED RESPONDENTS



Of retired respondents who reported how long they worked for their primary employers, 16.3% worked for less than 10 years, 23% worked for 10-20 years, 25.7% worked for 20-30 years, 25.3% worked for 30-40 years, and 9.1% worked for 40 or more years. The median number of years retired respondents worked for their primary employers was 24.

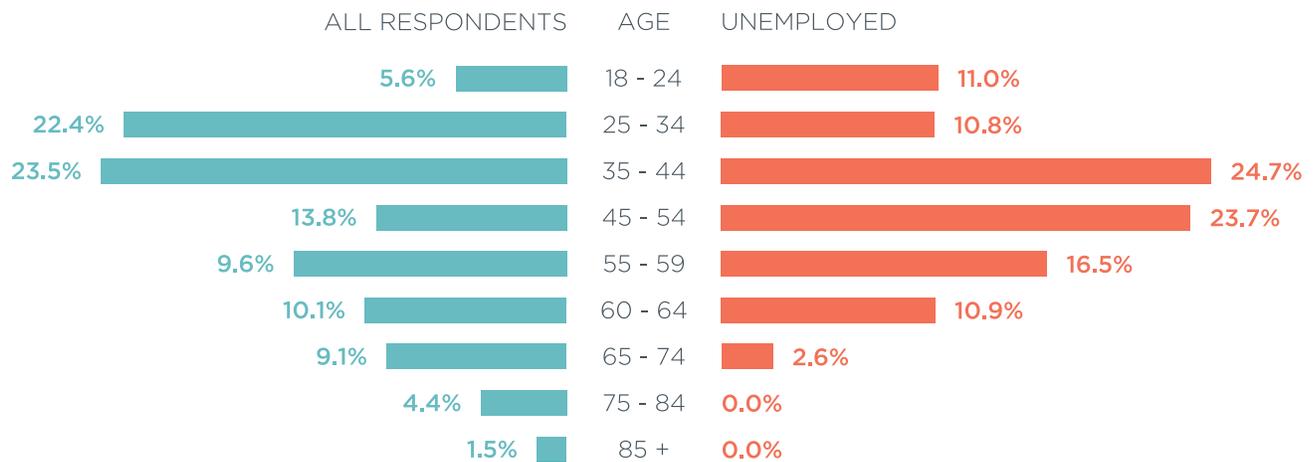
DESIRED ANNUAL INCOME OF RETIRED RESPONDENTS



A majority of retired potential job seekers desired a small minimum salary. Almost two-thirds of those who reported a desired salary indicated that their desired minimum salary was \$25,000 or less. Another 21.5% reported that their desired minimum salary was between \$25,000 and \$50,000, and 15.5% reported that their desired minimum salary was above \$50,000.

UNEMPLOYED

AGE DISTRIBUTION OF UNEMPLOYED RESPONDENTS



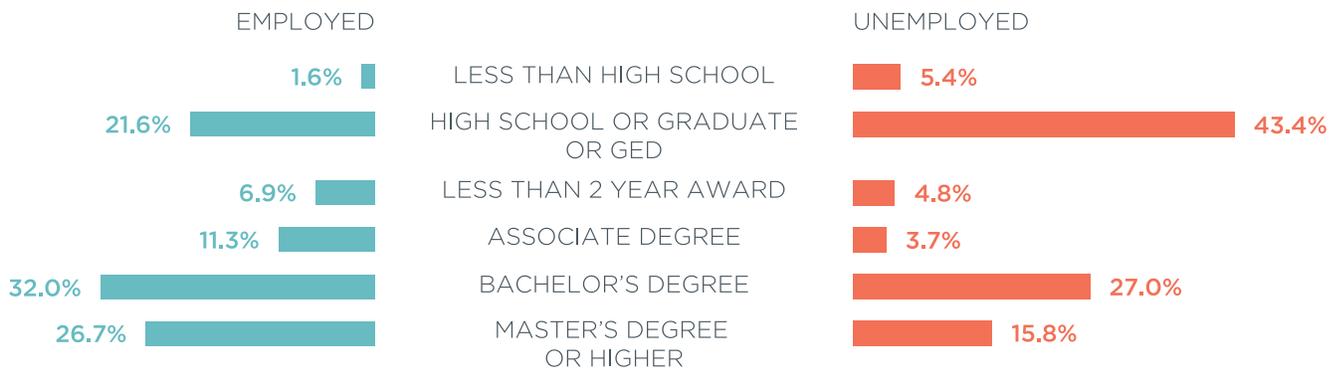
The age distribution of unemployed respondents suggests that respondents ages 25 and younger and those ages 45 to 59 are more likely to be unemployed. Among unemployed respondents, 11% were between the ages of 18-24 compared to 5.6% of all respondents. Additionally, 40.1% of unemployed respondents were between the ages of 45-59 compared to 23.4% of all respondents. Unemployment was less prevalent among 25-34 year olds and respondents who have reached retirement age.

UNEMPLOYMENT BY GENDER



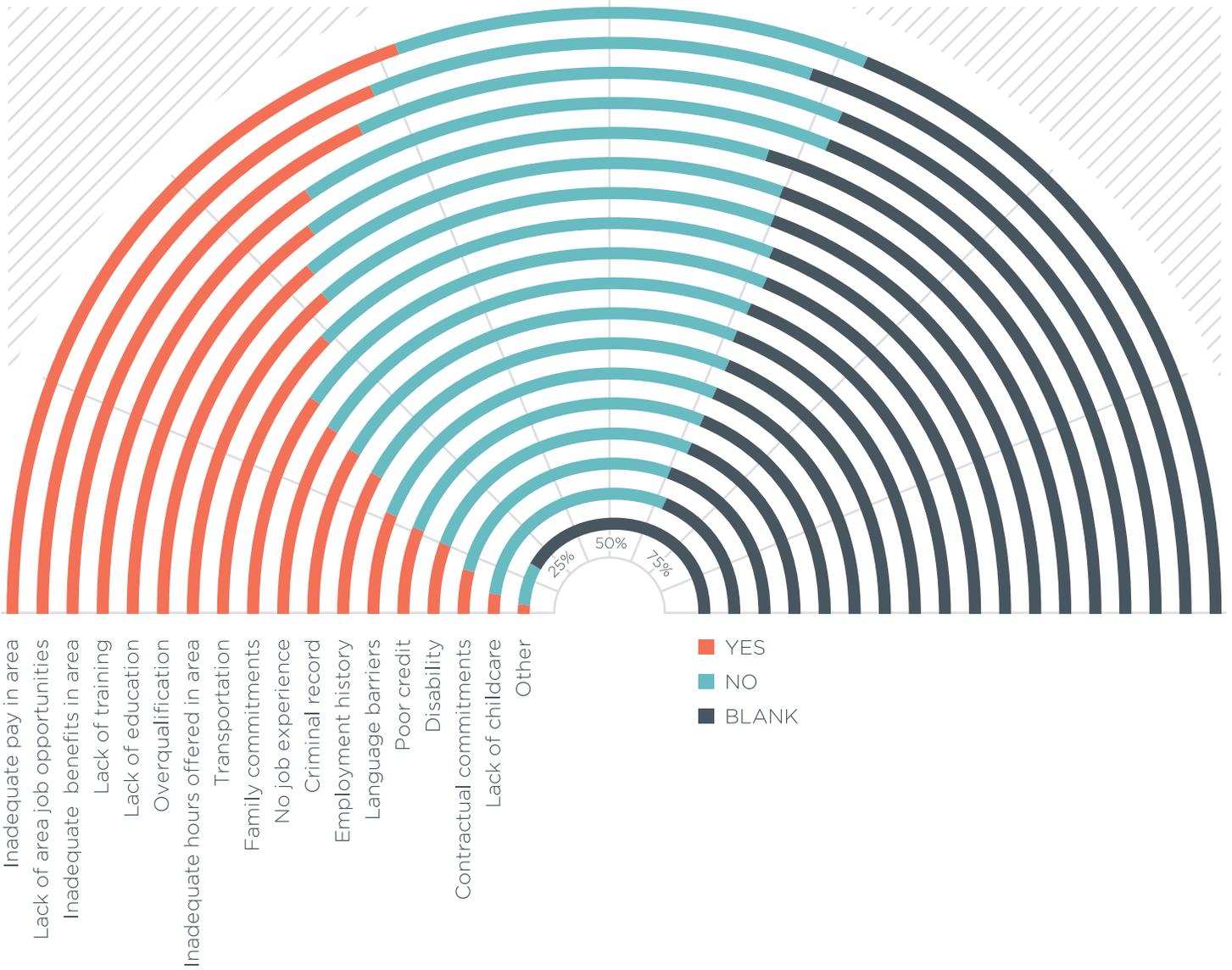
Unemployment did not clearly vary by gender. Men comprised about the same percentage of unemployed and employed respondents; 53.6% of unemployed respondents were male, and 51.8% of employed respondents were male.

EDUCATIONAL ATTAINMENT BY EMPLOYMENT STATUS



Unemployed respondents tended to report lower levels of education than employed respondents. The highest educational attainment for 48.8% of unemployed respondents was a high school degree or less compared to 23.1% of employed respondents. Employed respondents also reported higher levels of post-secondary education. For instance, 11.3% of employed respondents said they possessed an associate degree compared to 3.7% of unemployed respondents, and 58.7% of employed respondents said they possessed a bachelor's degree or above compared to 42.8% of unemployed respondents. The relatively low educational attainment of many unemployed respondents could suggest that lack of a post-secondary degree makes obtaining employment more difficult.

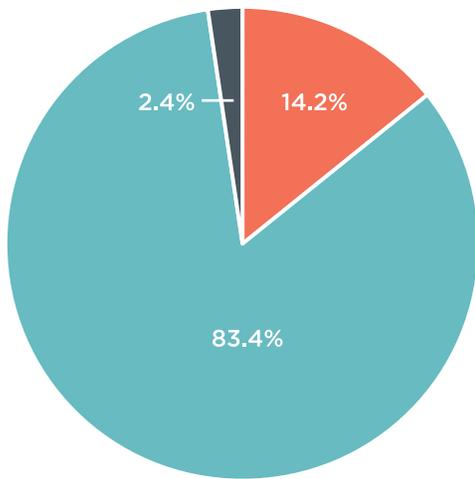
/// BARRIERS TO EMPLOYMENT AMONG UNEMPLOYED JOB SEEKERS ///



Over a third of unemployed job seekers listed inadequate pay, lack of area job opportunities, and inadequate benefits as barriers to employment. Between 20-30% of unemployed job seekers also listed lack of training, lack of education, over qualification, lack of hours, and transportation as barriers to employment.

MULTIPLE JOB HOLDERS

PERCENT OF EMPLOYED WHO WORK MULTIPLE JOBS



- MULTIPLE JOBS
- SINGLE JOB
- BLANK

Among employed respondents, 14.2% reported that they worked for multiple employers. Of these respondents, 80.1% worked for 2 employers, 12.2% worked for 3 employers; and 7.7% worked for 4 or more employers. However, it is possible that some respondents who reported multiple employment did not work multiple jobs simultaneously. For instance, some respondents who reported multiple employment may change jobs seasonally, so they would only work for one employer at a time during the year.

LIKELIHOOD TO WORK MULTIPLE JOBS BY AGE OF CHILDREN

KIDS 5 AND UNDER - SINGLE JOB



KIDS 5 AND UNDER - MULTIPLE JOBS



KIDS 6 - 12 - SINGLE JOB



KIDS 6 - 12 - MULTIPLE JOBS



KIDS 12 - 18 - SINGLE JOB



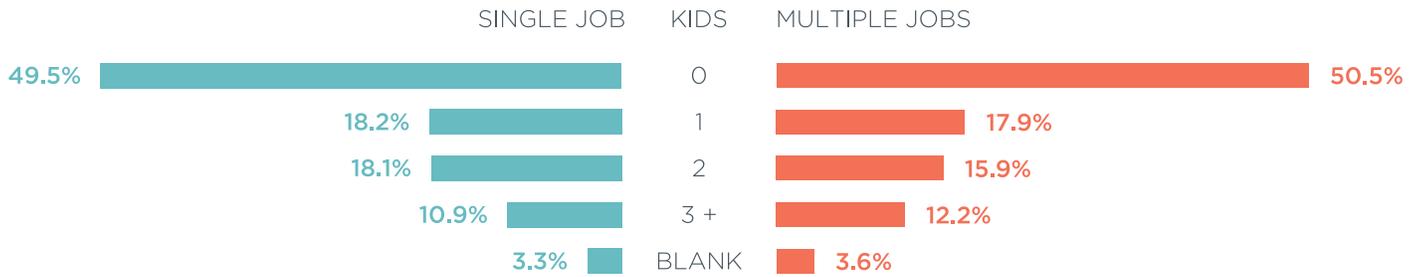
KIDS 12 - 18 - MULTIPLE JOBS



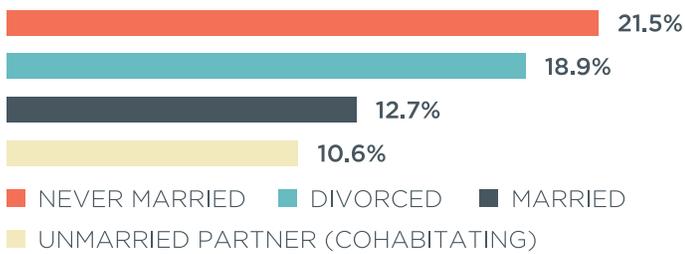
- WITH KIDS
- WITHOUT KIDS
- BLANK

There was no clear relationship between living with children and working multiple jobs. Likelihood to work multiple jobs did not clearly vary by whether respondents did or did not live with children ages 5 and under, children ages 6-12, and children ages 12-18. Likelihood to work multiple jobs also did not clearly vary by the number of children living with respondents.

LIKELIHOOD TO WORK MULTIPLE JOBS BY NUMBER OF KIDS



LIKELIHOOD TO WORK MULTIPLE JOBS BY RELATIONSHIP STATUS



Likelihood to work multiple jobs varied by relationship status. Never married and divorced respondents were the most likely to work multiple jobs; 21.5% of never married respondents and 18.9% of divorced respondents reported multiple employment. Married respondents and unmarried, cohabitating respondents were less likely to report multiple employment at 12.7% and 10.6% respectively. Married and cohabitating respondents may be less likely than single and divorced respondents to have multiple jobs because they are more likely to live in dual-income households.

LIKELIHOOD TO WORK MULTIPLE JOBS BY GENDER

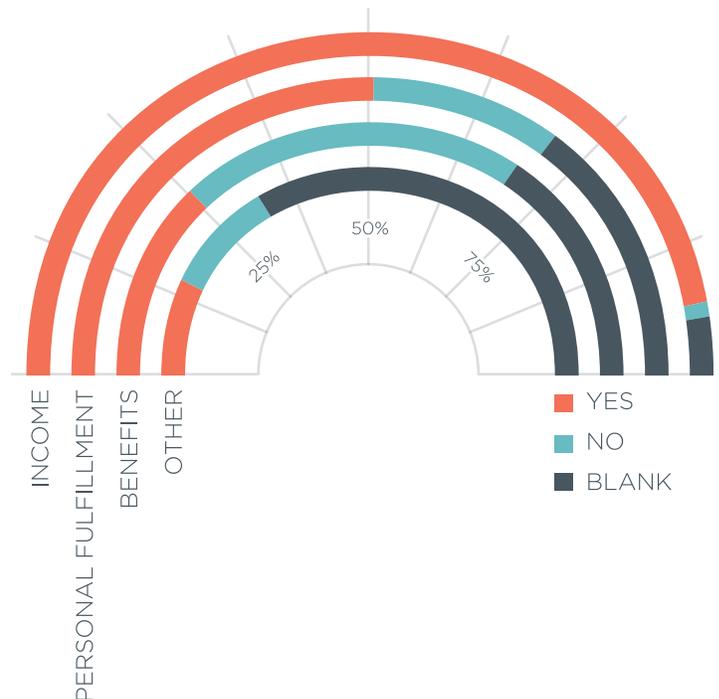


Women were slightly more likely than men to report working multiple jobs. Over 17% of employed women reported working multiple jobs compared to 12.2% of men.

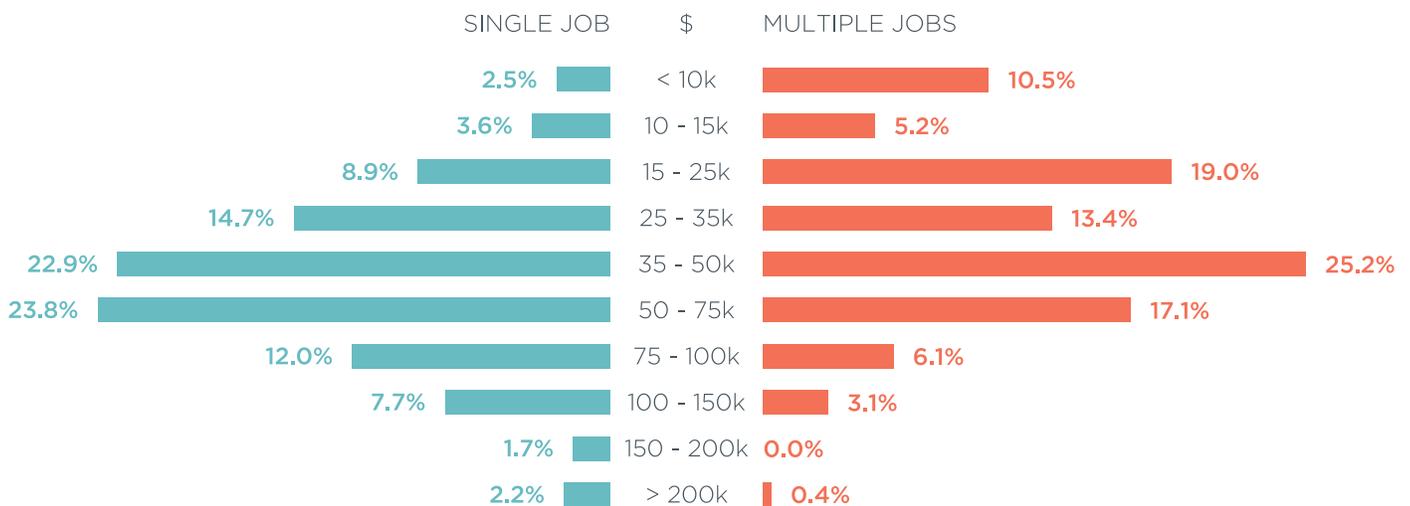
The most popular reason given for multiple employment was income at 94.3%, followed by personal fulfillment at 50.4%, and benefits at 24%. Some of the other reasons respondents listed for multiple employment were employer schedule/flexibility and work experience.

Since income was the primary reason for multiple employment, it is not surprising that respondents who worked multiple jobs reported making less money from their primary employers than respondents who worked for one employer. The median annual income respondents with multiple employment received from their primary employers was \$36,808, and the median annual income respondents who worked for one employer received from that employer was \$49,400. A greater percentage of respondents who worked for multiple employers reported annual incomes from their primary employers in the lower income categories: less than \$10k, \$10k to \$15k, and \$15k to \$25k, than respondents who worked for one employer. Additionally, a greater percentage of respondents who worked for one employer listed annual incomes from their primary employers in higher income categories: \$50k to \$75k, \$75k to \$100k, \$100k to \$150k than respondents who worked for multiple employers.

REASONS FOR MULTIPLE EMPLOYMENT

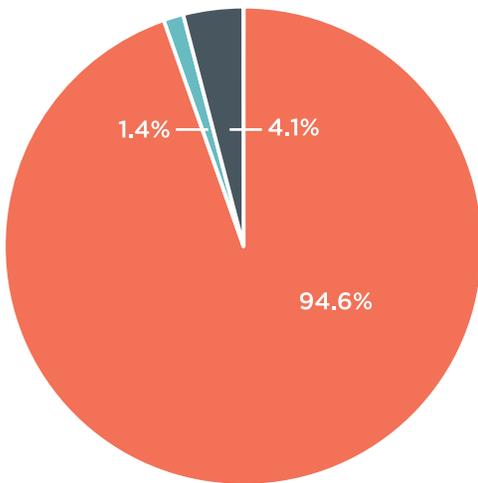


INCOME BY MULTIPLE EMPLOYMENT



SEASONAL AND TEMPORARY JOBS

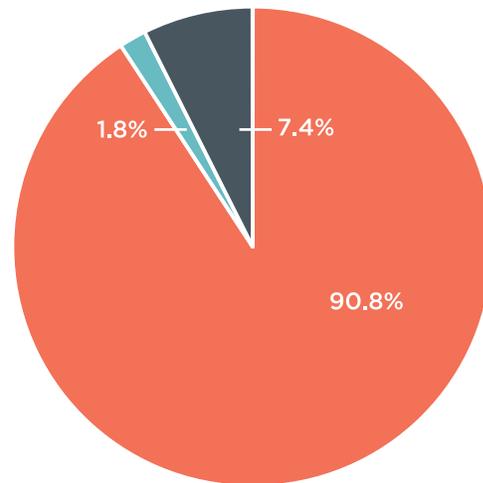
EMPHLOYMENT TYPE OF EMPLOYED RESPONDENTS



- PERMANENT
- SEASONAL
- TEMPORARY

Among employed respondents who reported their employment type, 94.6% had permanent positions, 4.1% had temporary positions, and 1.4% had seasonal positions.

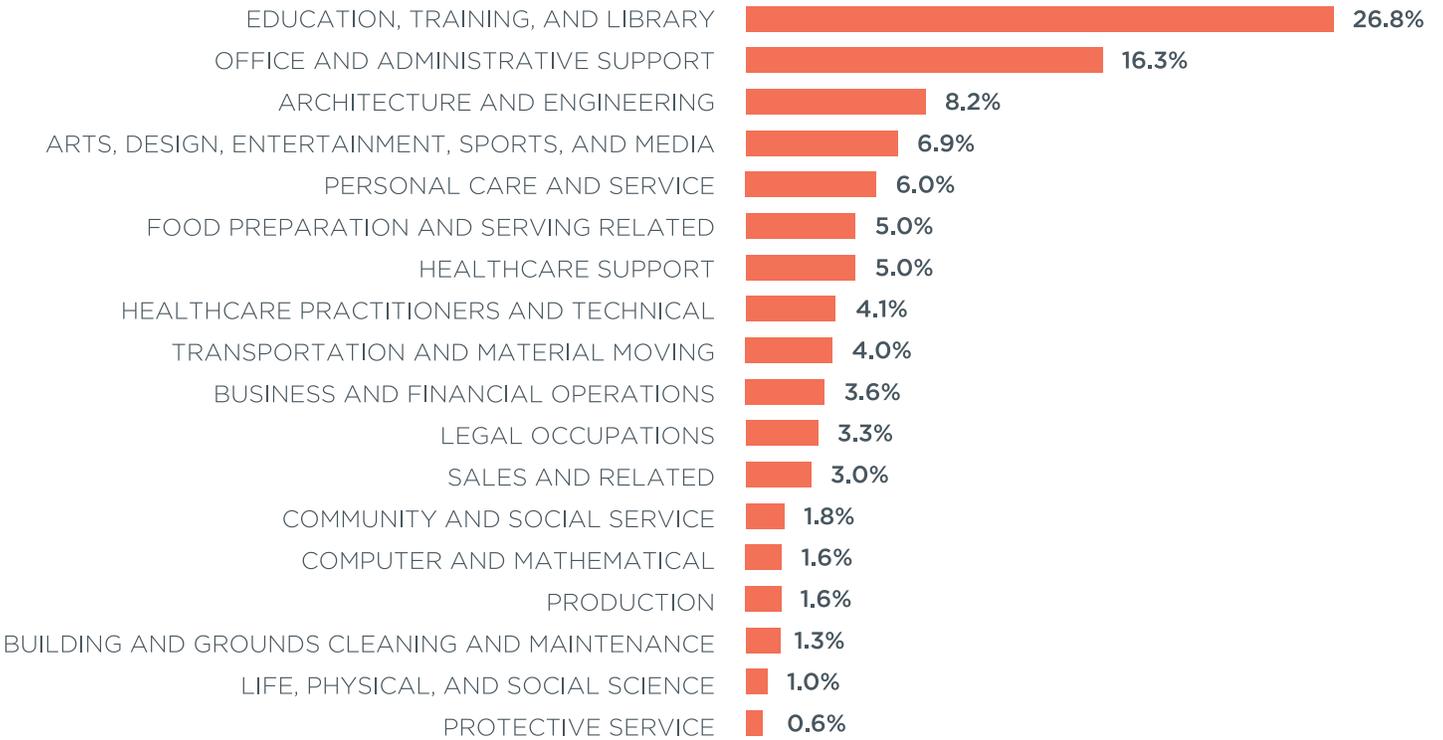
EMPHLOYMENT TYPE OF EMPLOYED POTENTIAL JOB SEEKERS



- PERMANENT
- SEASONAL
- TEMPORARY

Employed potential job seekers were somewhat more likely to have temporary jobs than respondents as a whole. This finding is not surprising since temporary workers typically have to find new employment when their positions are dissolved. Of employed potential job seekers who reported their employment type, 90.8% had permanent positions, 7.4% had temporary positions, and 1.8% had seasonal positions. Only 4.1% of all employed respondents had temporary positions.

////// OCCUPATIONS OF TEMPORARY WORKERS //



The most common occupations of temporary workers were education, training, and library at 26.8% and office and administrative support at 16.3%.

////// WEEKLY HOURS OF SEASONAL AND TEMPORARY WORKERS //

TEMPORARY WORKERS



SEASONAL WORKERS



■ 1 - 14 ■ 15 - 34 ■ 35 +

Seasonal workers were more likely to work 1-14 hours a week and less likely to work 15-34 hours a week than temporary workers. In all, 27.4% of seasonal workers worked 1-14 hours a week and 28.4% worked 15-34 hours a week, while 11.5% of temporary workers worked 1-14 hours a week and 41.5% worked 15-34 hours a week. Temporary workers were slightly more likely than seasonal workers to work 35 or more hours a week; 47% of temporary workers worked 35 or more hours a week compared to 44.2% of seasonal workers.

SEASONAL AND TEMPORARY EMPLOYMENT BY CITY

TEMPORARY WORKERS



SEASONAL WORKERS

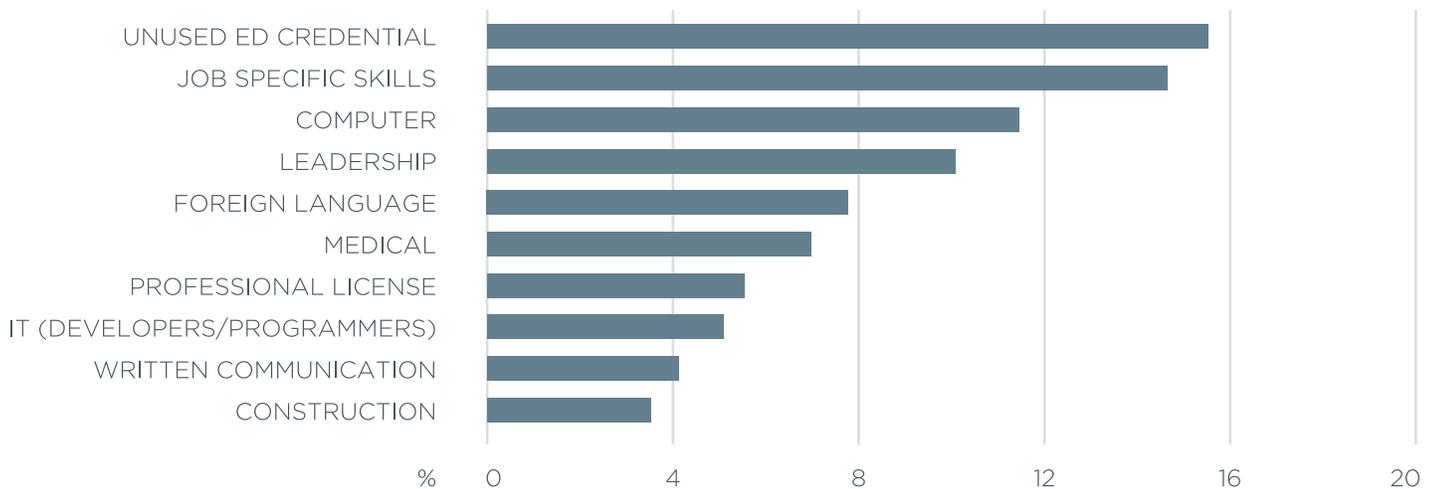


■ OMAHA ■ LINCOLN ■ OTHER LOCATION

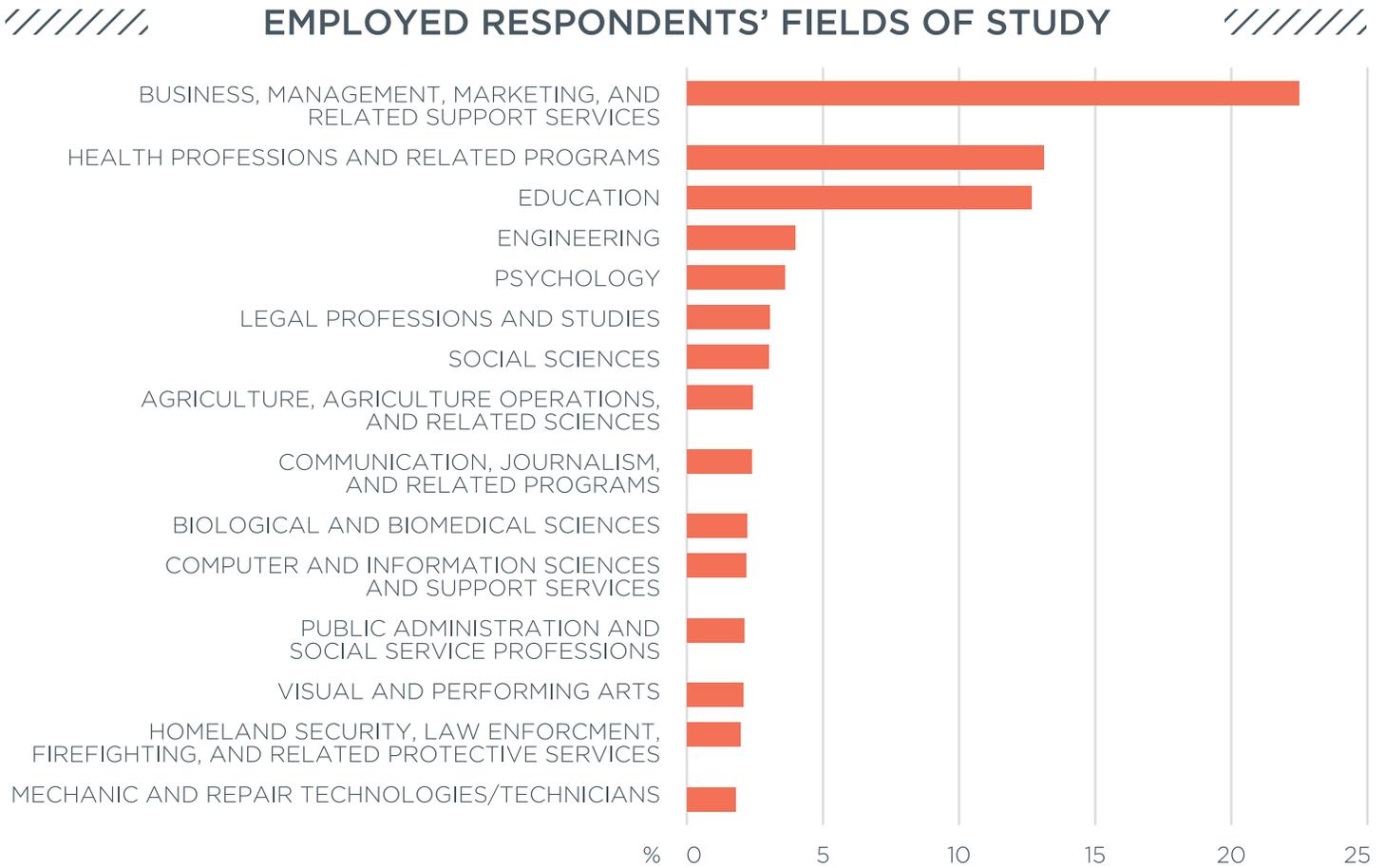
A majority of seasonal and temporary workers were employed in Lincoln and Omaha. Lincoln employed 52.7% of seasonal workers and 40.3% of temporary workers, and Omaha employed 37% of seasonal workers and 40% of temporary workers. Surrounding areas employed 10.3% of seasonal workers and 19.7% of temporary workers.

MISCELLANEOUS INFORMATION

UNUSED SKILLS REPORTED BY EMPLOYED RESPONDENTS

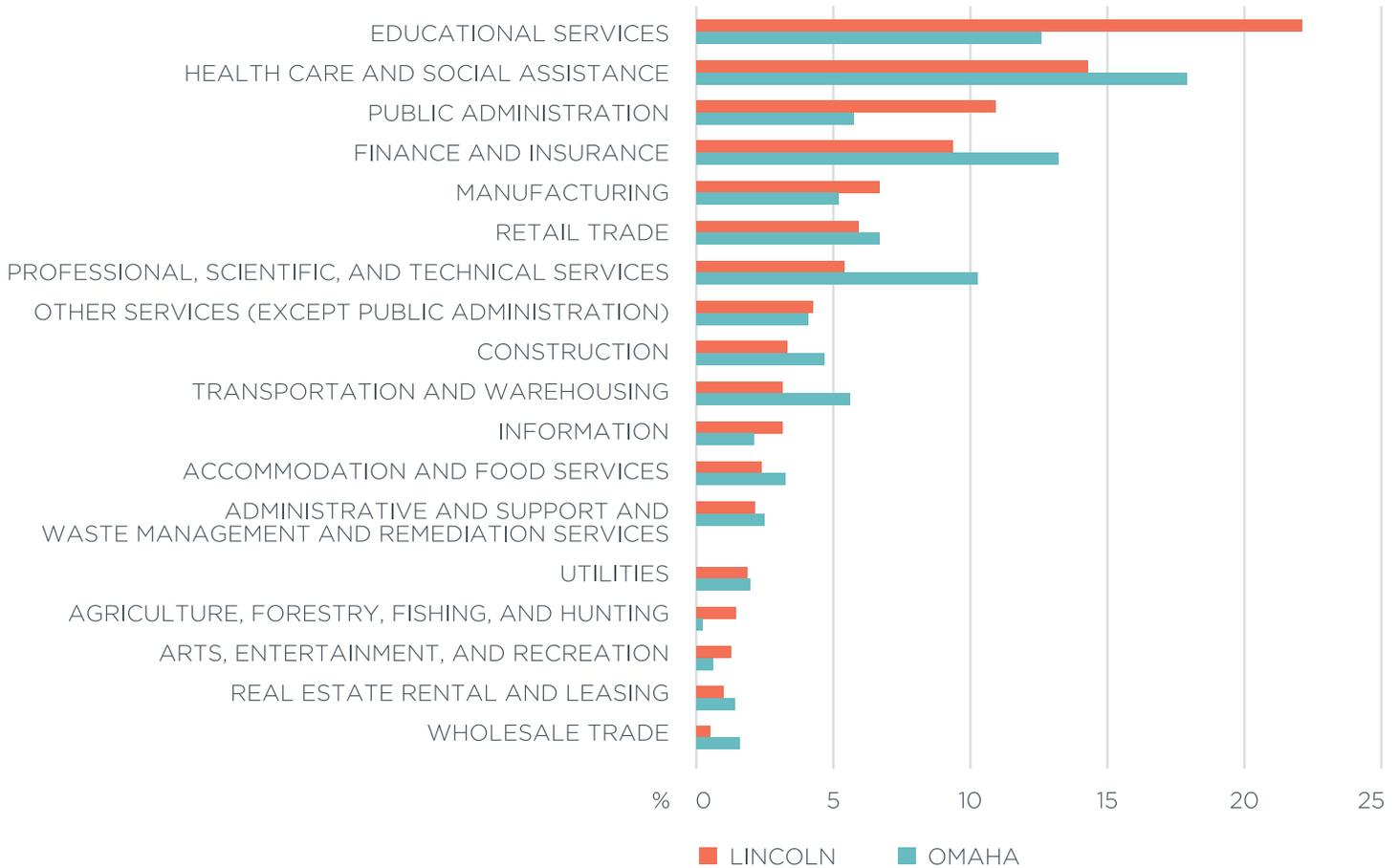


When employed respondents listed skills that they were not currently using, educational credentials and job-specific skills were the most commonly reported. Over 15% of employed respondents who reported unused skills listed some kind of unused educational credential and 14.6% reported some job specific skill. Computer skills were the next most commonly cited unused skill at 11.4%, followed by leadership skills at 10.1%, and foreign language skills at 7.8%.



The most common fields of study among employed respondents who reported a field of study were business, management, marketing and related support services at 22.5%, health professions and related programs at 13.1%, and education at 12.7%.

TOP EMPLOYING INDUSTRIES IN LINCOLN AND OMAHA

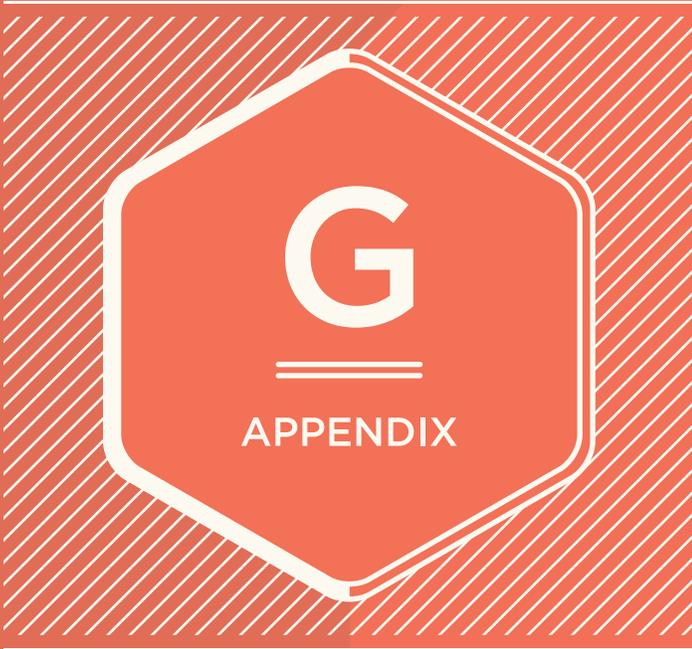


According to survey results, the industries with the most workers employed in Lincoln were educational services at 22.1%, health care and social assistance at 14.3%, and public administration at 10.9%.

CONCLUSION

Many factors can affect labor availability in a regional labor market. Geography, pay and benefits, education and skill requirements, work schedules, and many other factors are considered in someone's decision to take a job. The Lincoln Labor Availability Report examined the employee side of the equation, namely, the views of the workers. What do they desire in a job? What do they see as obstacles to employment?

This study has identified that there is a large pool of potential job seekers in the Lincoln labor market area. The findings can be used to better understand what is important to these potential job seekers and the barriers they may see to accepting a new job. Economic developers, educators, employers, legislators, and others involved in shaping the local economy can use this information to help existing businesses grow and attract new employers and workers to the area.



LABOR AVAILABILITY TERMS AND ACRONYMS

EMPLOYED

A person who selected ‘Employed’ when asked “Which of the following best describes your employment status?” Included in this group are those working for an employer, self-employed individuals, and multiple jobholders.

UNEMPLOYED

A person who selected ‘Unemployed’ when asked “Which of the following best describes your employment status?” While the US Bureau of Labor Statistics has a detailed and specific set of definitions for unemployment, this survey simply looked at those who reported themselves as unemployed.

NOT EMPLOYED

‘Not Employed’ includes all respondents who indicated they were unemployed, retired, or homemakers when asked “Which of the following best describes your employment status?”

POTENTIAL JOB SEEKER

An employed person who answered either ‘yes’ or ‘maybe’ to the question “Are you likely to change jobs in the next year if a suitable job is available?” or a not employed person who answered ‘yes’ or ‘maybe’ to the question “Are you likely to reenter the workforce in the next year if a suitable job is available?” This includes all individuals who indicated that they may accept a new job within the next year, given the right circumstances.

ACTIVE JOB SEEKER

Individuals who said ‘Yes’ to the question “Are you actively seeking a new job?” Only potential job seekers were asked this question; active job seekers are a subset of potential job seekers.

NON-SEEKER:

An employed person who did not answer either ‘yes’ or ‘maybe’ to the question “Are you likely to change jobs in the next year if a suitable job is available?” or a not employed person who did not answer ‘yes’ or ‘maybe’ to the question “Are you likely to reenter the workforce in the next year if a suitable job is available?” Any survey respondents who were not identified as “potential job seekers” are referred to as “non-seekers”.

MULTIPLE JOBHOLDER

An employed person who reported ‘Yes’ when asked “Do you work for more than one employer (including yourself if self-employed)?”

INDUSTRY

A categorization of businesses based on the goods or services produced. Industries are organized by the North American Industrial Classification System (NAICS). This survey used broad NAICS categories to classify industries. More information on NAICS can be found at www.census.gov/eos/www/naics/.

OCCUPATION

A classification of jobs based on duties and the kind of work assigned. Occupations are organized by the Standard Occupational Classification (SOC) system. Survey respondents were asked to provide their job title and primary job duties or skills used. This information was used by staff at the Nebraska Department of Labor.

ment of Labor, Office of Labor Market Information to code occupations using the SOC system. More information on SOC can be found at www.bls.gov/soc/.

NDED: NEBRASKA DEPARTMENT OF ECONOMIC DEVELOPMENT

The Metro Area Labor Availability Survey was commissioned by the Nebraska Department of Economic Development (NDED). NDED staff assisted with development of the survey questionnaire, editing the final report, and dissemination of the results.

NDOL LMI: NEBRASKA DEPARTMENT OF LABOR, OFFICE OF LABOR MARKET INFORMATION

The Nebraska Department of Labor, Office of Labor Market Information (NDOL LMI) analyzed survey results and produced the final reports. NDOL LMI staff also developed the survey area, assisted with the creation of the questionnaire, conducted cleaning procedures on the data sets, and assigned occupation, industry, and education codes to responses.

BOSR: BUREAU OF SOCIOLOGICAL RESEARCH, UNIVERSITY OF NEBRASKA - LINCOLN

The Bureau of Sociological Research at the University of Nebraska - Lincoln (BOSR) was responsible for mailing survey questionnaires; collecting, processing and data entering responses; and assigning survey weights. BOSR assisted with the development of survey questions and created the layout and design for the questionnaire.

NUMBER OF RESPONSES BY ZIP CODE

ZIP CODES	NUMBER OF RESPONSES
68003	11
68005	54
68007	25
68010	1
68017	4
68028	27
68033	4
68037	5

68041	4	68366	2
68046	77	68368	1
68048	39	68372	8
68059	12	68402	4
68065	6	68404	3
68066	24	68405	5
68073	7	68407	1
68102	17	68422	1
68104	77	68423	1
68105	48	68428	7
68106	80	68430	9
68107	44	68434	27
68108	19	68461	3
68110	17	68462	12
68111	30	68502	86
68112	28	68503	32
68113	1	68504	50
68114	50	68505	55
68116	82	68506	111
68117	16	68507	56
68118	26	68508	18
68123	61	68510	92
68124	58	68512	38
68127	80	68516	145
68131	27	68517	1
68132	40	68520	4
68133	27	68521	74
68134	82	68522	30
68137	62	68523	7
68144	63	68524	12
68147	33	68526	21
68154	75	68527	1
68157	12	68528	21
68164	72	68531	1
68182	1	68532	2
68301	6	68588	1
68304	2		
68310	60	TOTAL	2599
68317	5		
68331	3		
68333	20		
68336	2		
68339	9		
68341	5		
68347	7		
68357	1		
68358	7		
68360	2		



LINCOLN LABOR AVAILABILITY REPORT

NEBRASKA DEPARTMENT LABOR
NEBRASKA DEPARTMENT OF ECONOMIC DEVELOPMENT

Equal Opportunity Employer/Program.
Auxiliary aids and services are available
upon request to individuals with disabilities.
TDD: 1.800.833.7352