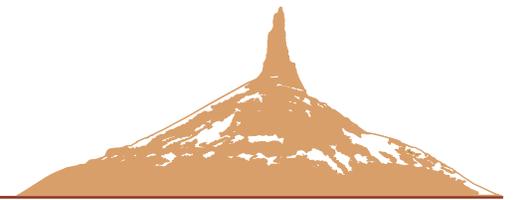

PANHANDLE



LABOR

AVAILABILITY

STUDY

Potential & Active Job Seekers

Employed

Permanent

Seasonal

Temporary

Self-Employed

Multiple Job Holders

Non-Employed

Unemployed

Homemakers

Retired

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CREDITS

John H. Albin
Commissioner

Nebraska Department of Labor

Courtney Dentlinger
Director

Nebraska Department of Economic Development

Phillip Baker

Labor Market Information Administrator
Nebraska Department of Labor

Scott Hunzeker

Research Supervisor
Nebraska Department of Labor

David Dearmont, PhD

Research Administrator
Nebraska Department of Economic Development

Melissa Trueblood

Research Manager
Nebraska Department of Economic Development

Jennifer Gildersleeve

Kermit Spade

Dillon Cornett

Brandon Jones

Michael Kerns

Research Analysts
Nebraska Department of Labor

Grace Johnson

Public Information Officer
Nebraska Department of Labor

Brittney Lippincott

Graphic Designer
Nebraska Department of Labor



EXECUTIVE SUMMARY

Results of the Panhandle Labor Availability Survey, which included areas in western Nebraska such as Scottsbluff, Alliance, and Sidney, as well as Goshen County, WY, revealed that there are an estimated 23,543 potential job seekers in the Panhandle survey area during the summer of 2015. The majority of these potential job seekers are currently employed (81.4%). 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 were 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 was a minimum of \$40,000 annually, or \$19.23 an hour for full-time, year-round work. Nearly all (93%) potential job seekers stated that they were willing to commute 15 minutes or more each way for suitable work. The median tenure of employed potential job seekers at their current job was four and a half years. Over a third of potential job seekers (36.4%) said they had at least a bachelor's degree. Potential job seekers identified salary, work schedule, and using skills they have as the most important factors in improving their employment situation. They named lack of job opportunities in the area, inadequate pay offered at area employers and inadequate benefits offered by area employers as the most common barriers to improving their employment situation.

POTENTIAL JOB SEEKER STATS

Estimated Total	23,543
Minimum Median Wage Sought	\$40,000/year or \$19.23/hr
Percent Employed	81.4%
Median Tenure of Employed Job Seekers	4.5 years
Seekers with a Bachelor's Degree or Higher	36.4%
Most Important Factors in Improving Employment Situation	Salary, Work Schedule, and Using Current Skills
Most Common Obstacles to Improving Employment Situation	Lack of Job Opportunities, Inadequate Pay Offered, Inadequate Benefits

INTRODUCTION

ABOUT LABOR AVAILABILITY

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 of labor availability 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.

MEASURING LABOR AVAILABILITY

Starting in the spring of 2015, the Nebraska Department of Economic Development and the Nebraska Department of Labor, along with the Bureau of Sociological Research at the University of Nebraska-Lincoln (BOSR), began collaborating on a project designed to measure labor availability in the Panhandle area 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 U.S. Bureau of Labor Statistics (BLS). The BLS then measures how many people work in different industries and occupations. The BLS also 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.

In order to create a dataset that was comparable to the adult population of the Panhandle area, survey respondents were assigned weights by BOSR to be as representative of the area as possible. Utilizing these data weights, the demographic characteristics of respondents for the most part tended to follow Census estimates. For example, the estimates for gender from the survey results were within 1% of Census estimates, and the survey results and the Census estimates for veteran status were within .1 percentage point. This is encouraging, as it means the sample shares many properties with the target population. Detailed comparisons of the survey results to Census tables, as well as an explanation of the methodology used for this survey, are in the appendix.

PANHANDLE SURVEY AREA

The Panhandle survey area is highlighted in the map below. According to Census data, the total population of this area is 96,892, with 74,424 people ages 18 and over. There were a total of 1,444 responses from the Panhandle survey area. A full list of the number of responses by ZIP code, as well as the methodology for defining the survey area, is included in the appendix.



POTENTIAL JOB SEEKERS

INTRODUCTION

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 Panhandle area in Nebraska discovered that in the survey area there are an estimated **23,543 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.

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 may be willing to accept new employment.

To arrive at an estimated number of potential job seekers for the Panhandle 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.

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?"

NON-SEEKER

A non-seeker is 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."

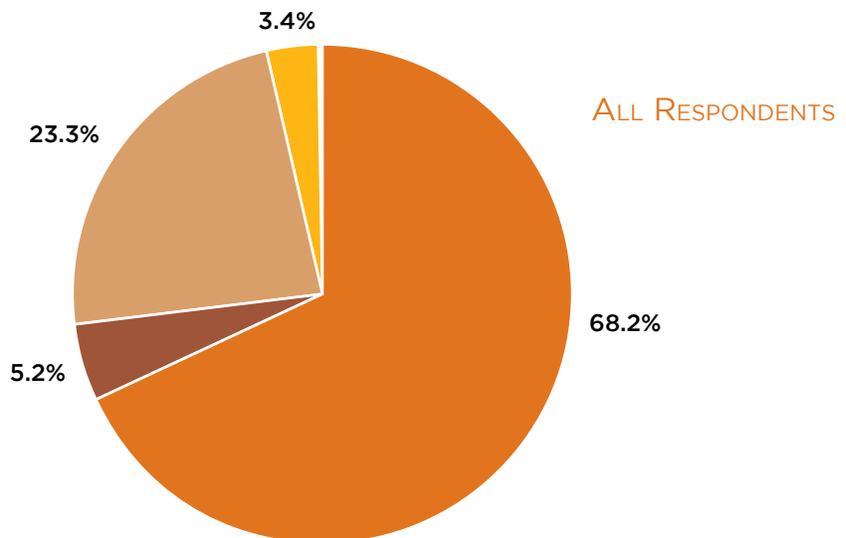
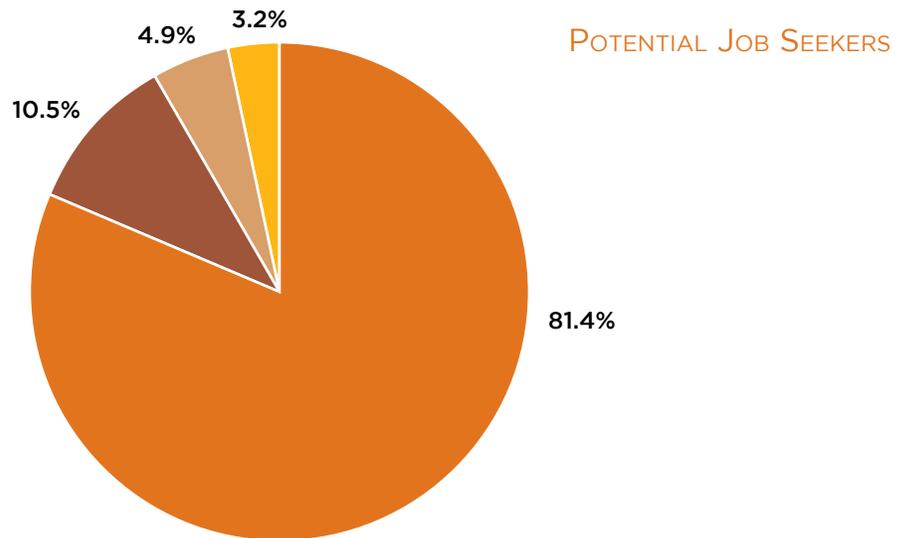
GENERAL CHARACTERISTICS OF POTENTIAL JOB SEEKERS

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 Panhandle Area Labor Availability Survey sought to capture a more complete estimate of potential job seekers than is available through other data sources.

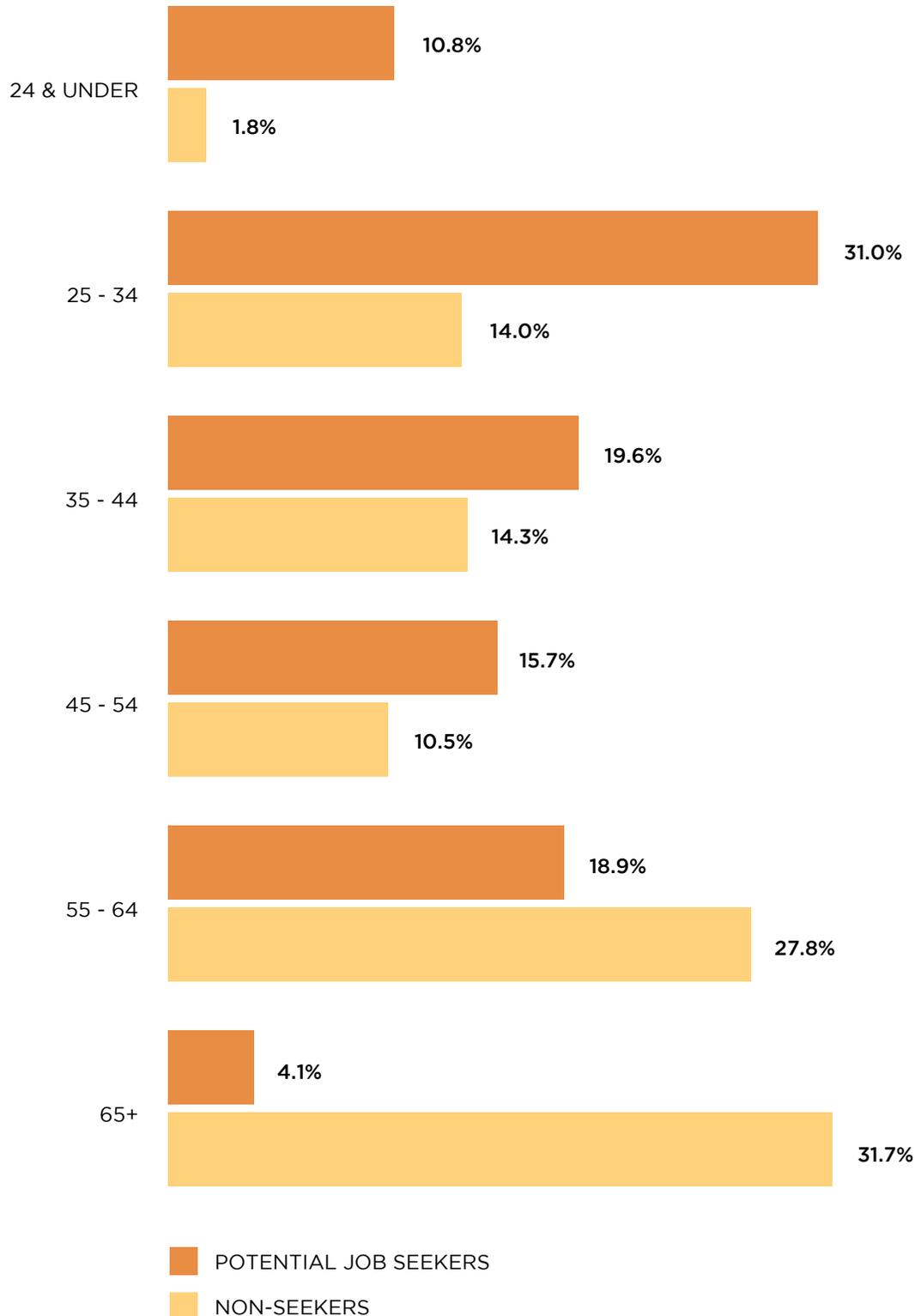
Most potential job seekers were employed at 81.4%. A relatively low percentage of potential job seekers were either retired or homemakers. Potential job seekers were more often employed or unemployed than respondents as a whole, while a higher percentage of all respondents in the survey area were retired compared to potential job seekers.

EMPLOYMENT STATUS - POTENTIAL JOB SEEKERS V. ALL RESPONDENTS

- EMPLOYED
- UNEMPLOYED
- RETIRED
- HOMEMAKER



SEEKER STATUS BY AGE

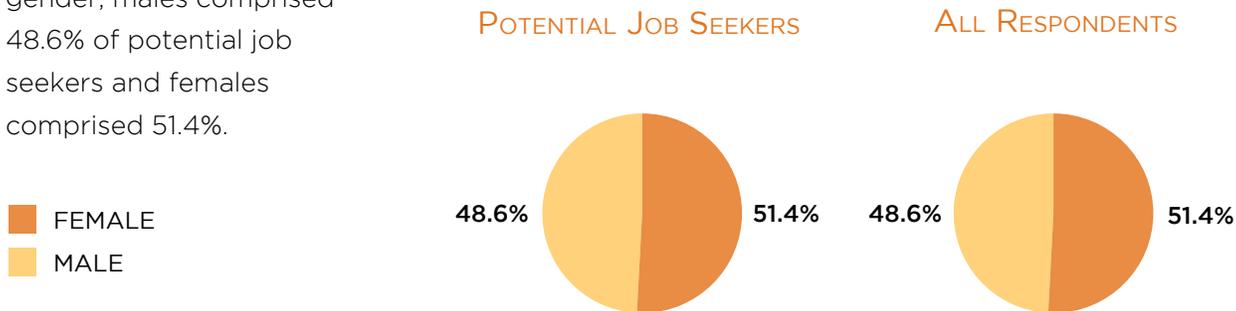


Of those who reported their age, most potential job seekers were under the age of 45, with 10.8% ages 24 and under and 31.0% between the ages of 25 and 34. Respondents between the ages 35 and 44 made up 19.6% of potential job seekers, and 38.7% of potential job seekers were 45 and older.

Potential job seekers tended to be younger than non-seekers. Among potential job seekers, 61.4% were 44 years old or younger compared to 30.1% 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.

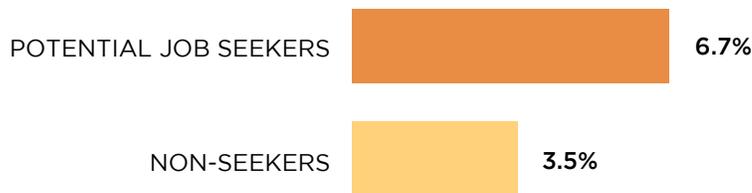
Of potential job seekers who reported their gender, males comprised 48.6% of potential job seekers and females comprised 51.4%.

SEEKER STATUS BY GENDER



■ FEMALE
■ MALE

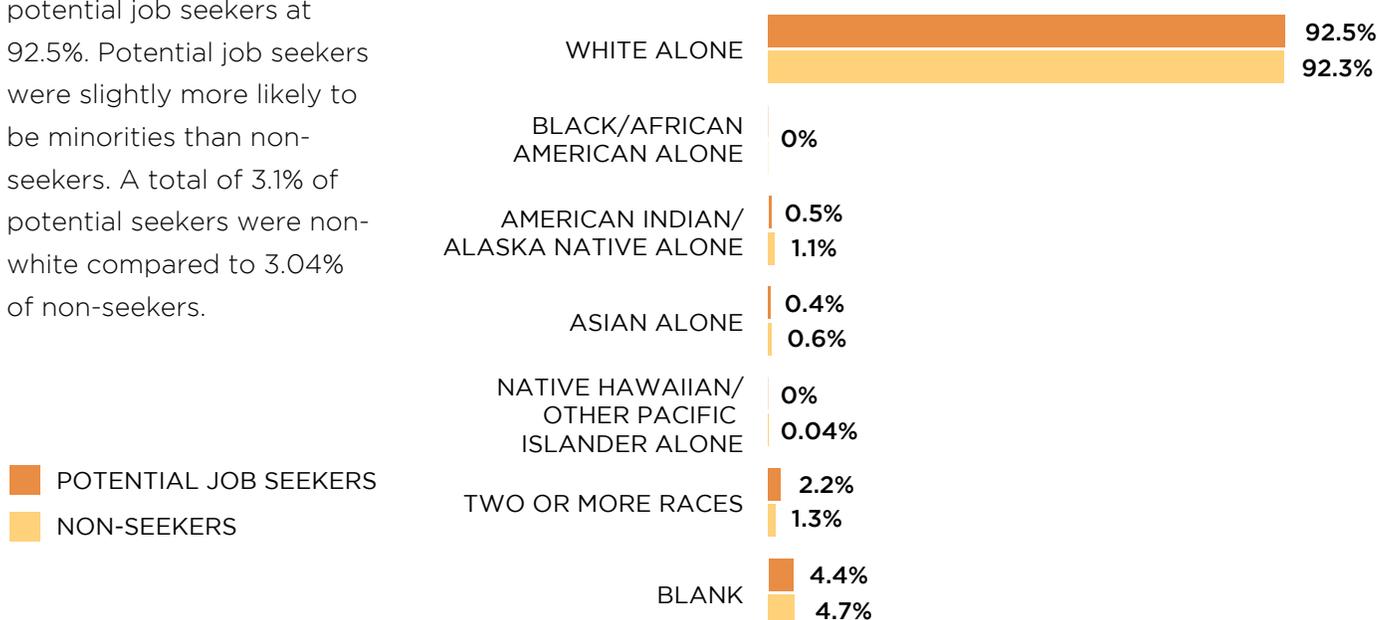
POPULATION IDENTIFYING AS HISPANIC OR LATINO BY SEEKER STATUS



Of those who reported their ethnicity, 6.7% of potential job seekers were Hispanic compared to 3.5% of non-seekers.

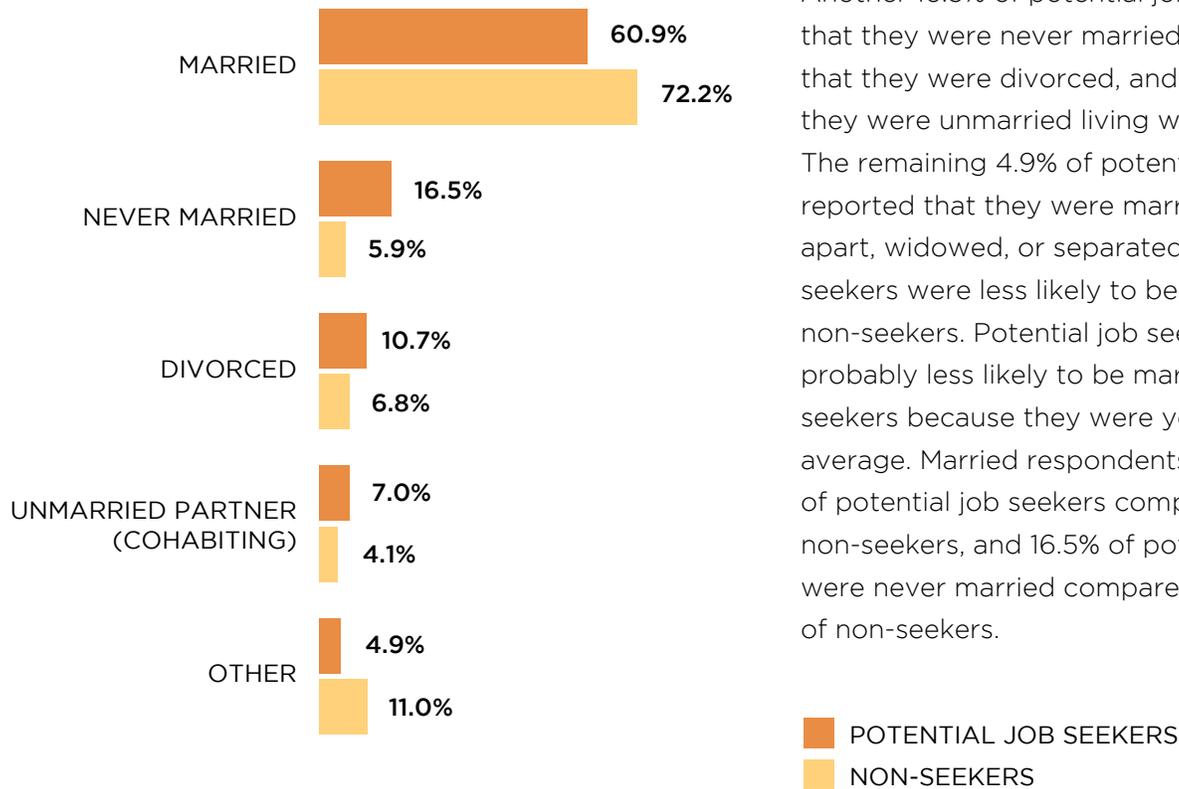
White was the most common race reported by potential job seekers at 92.5%. Potential job seekers were slightly more likely to be minorities than non-seekers. A total of 3.1% of potential seekers were non-white compared to 3.04% of non-seekers.

RACE BY SEEKER STATUS



■ POTENTIAL JOB SEEKERS
■ NON-SEEKERS

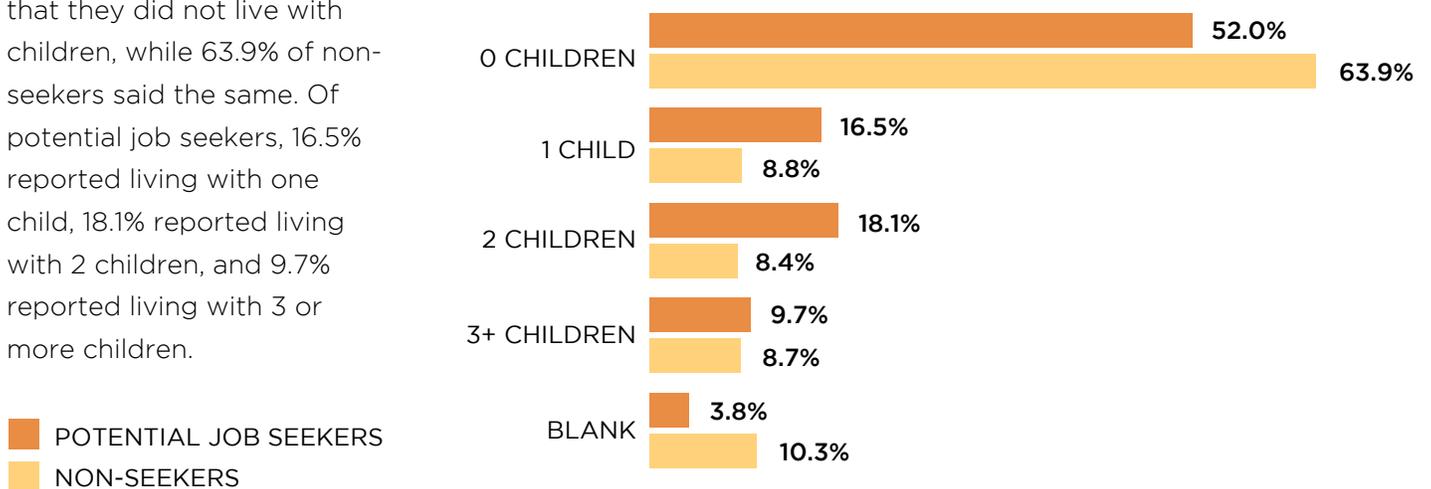
RELATIONSHIP STATUS BY SEEKER STATUS



When asked to indicate their current relationship status, 60.9% of potential job seekers reported that they were married. Another 16.5% of potential job seekers reported that they were never married, 10.7% reported that they were divorced, and 7% reported that they were unmarried living with a partner. The remaining 4.9% 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 60.9% of potential job seekers compared to 72.2% of non-seekers, and 16.5% of potential job seekers were never married compared to 5.9% of non-seekers.

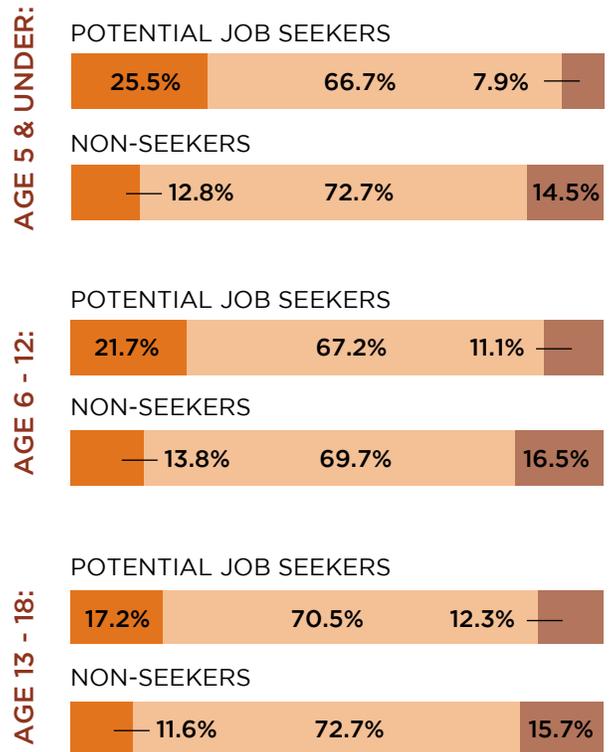
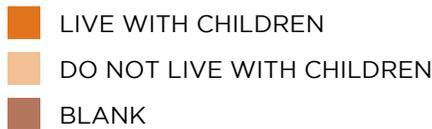
Over half of all potential job seekers, 52.0%, indicated that they did not live with children, while 63.9% of non-seekers said the same. Of potential job seekers, 16.5% reported living with one child, 18.1% reported living with 2 children, and 9.7% reported living with 3 or more children.

NUMBER OF CHILDREN BY SEEKER STATUS



SEEKER STATUS BY AGE OF CHILDREN

Potential job seekers were more likely to live with children than non-seekers. The biggest discrepancy was regarding those living with a child ages five or under. Over a quarter of potential job seekers (25.5%) lived with a child five or under, however, only 12.8% of non-seekers reported the same. Additionally, 21.7% of potential job seekers reported living with children ages 6-12 and only 13.8% of non-seekers reported living with children ages 6-12.



UNEMPLOYED



EMPLOYED



HOMEMAKER



RETIRED



POTENTIAL JOB SEEKERS BY EMPLOYMENT STATUS

Unemployed respondents were the most likely to be potential job seekers at 65.7% and employed respondents were the second most likely to be potential job seekers at 38.9%. Around 31% of homemakers and 6.8% of retired respondents were also potential job seekers.

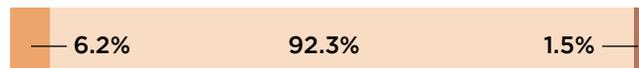


VETERAN STATUS BY SEEKER STATUS

Potential job seekers were less likely to be veterans than non-seekers. Veterans composed 6.2% of potential job seekers compared to 13.2% of non-seekers.



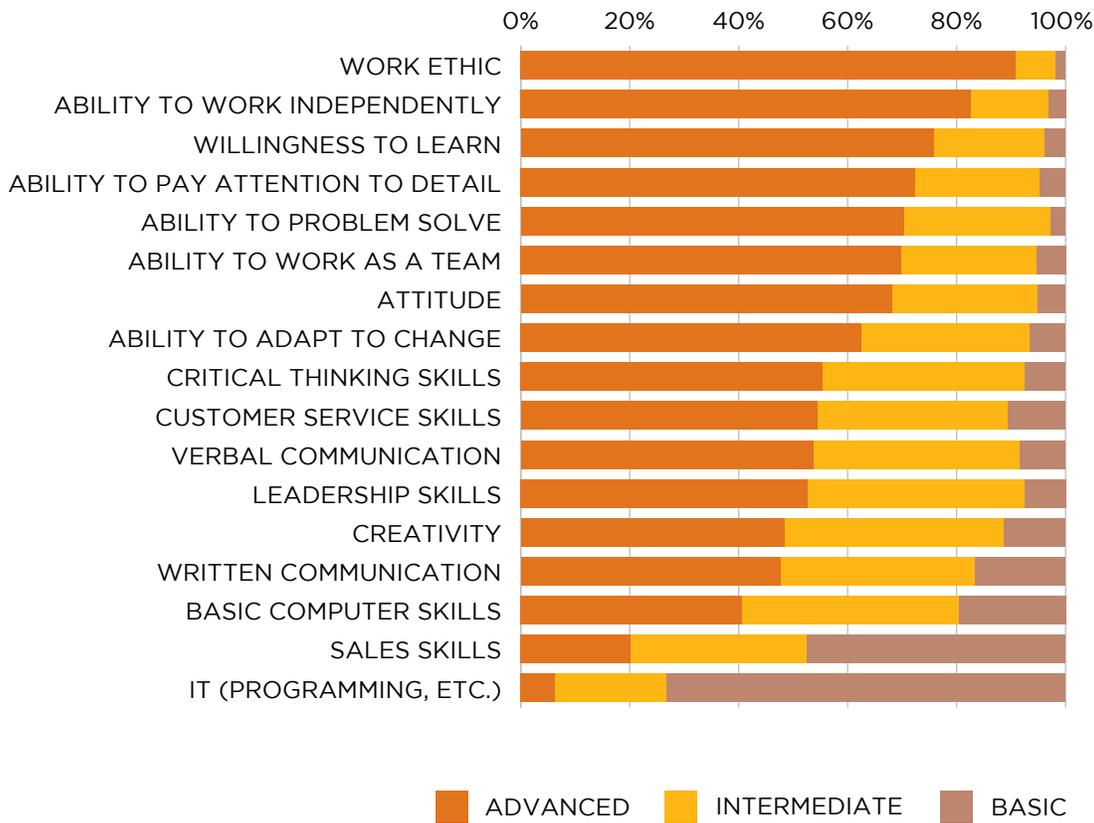
POTENTIAL JOB SEEKERS



NON-SEEKERS



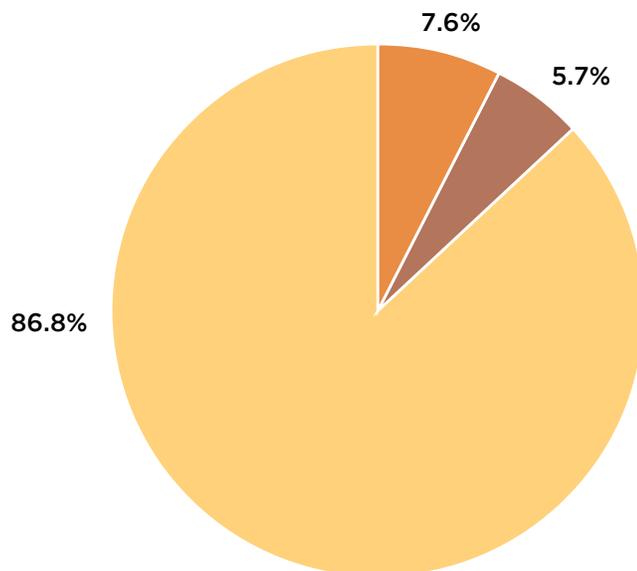
REPORTED SKILLS OF ALL POTENTIAL JOB SEEKERS



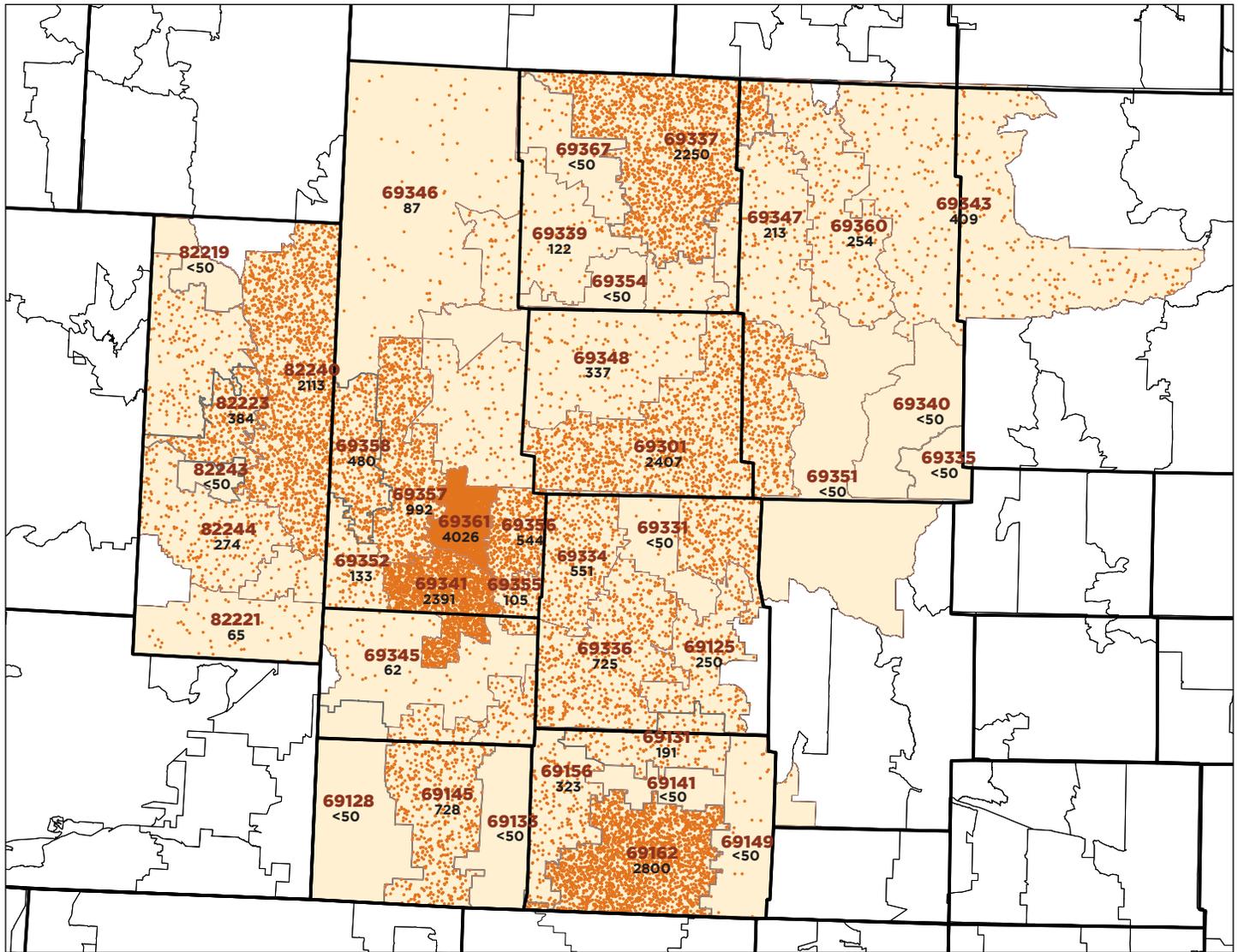
Potential job seekers rated themselves from basic to advanced in various skills. Over 80% of respondents reported being advanced or intermediate in all listed skills except sales skills (52.4%) and IT (26.6%). Potential job seekers most often rated themselves as advanced in work ethic (90.8%), ability to work independently (82.6%), and willingness to learn (75.8%).

Of employed potential job seekers in the Panhandle area who answered questions regarding their retirement plans, the vast majority (86.8%) did not plan on retiring in the next 5 years. About 13% of currently employed potential job seekers in the area stated they planned on retiring or may retire in the next 5 years.

EMPLOYED POTENTIAL JOB SEEKERS PLANNING ON RETIRING WITHIN 5 YEARS



POTENTIAL JOB SEEKERS BY ZIP CODE

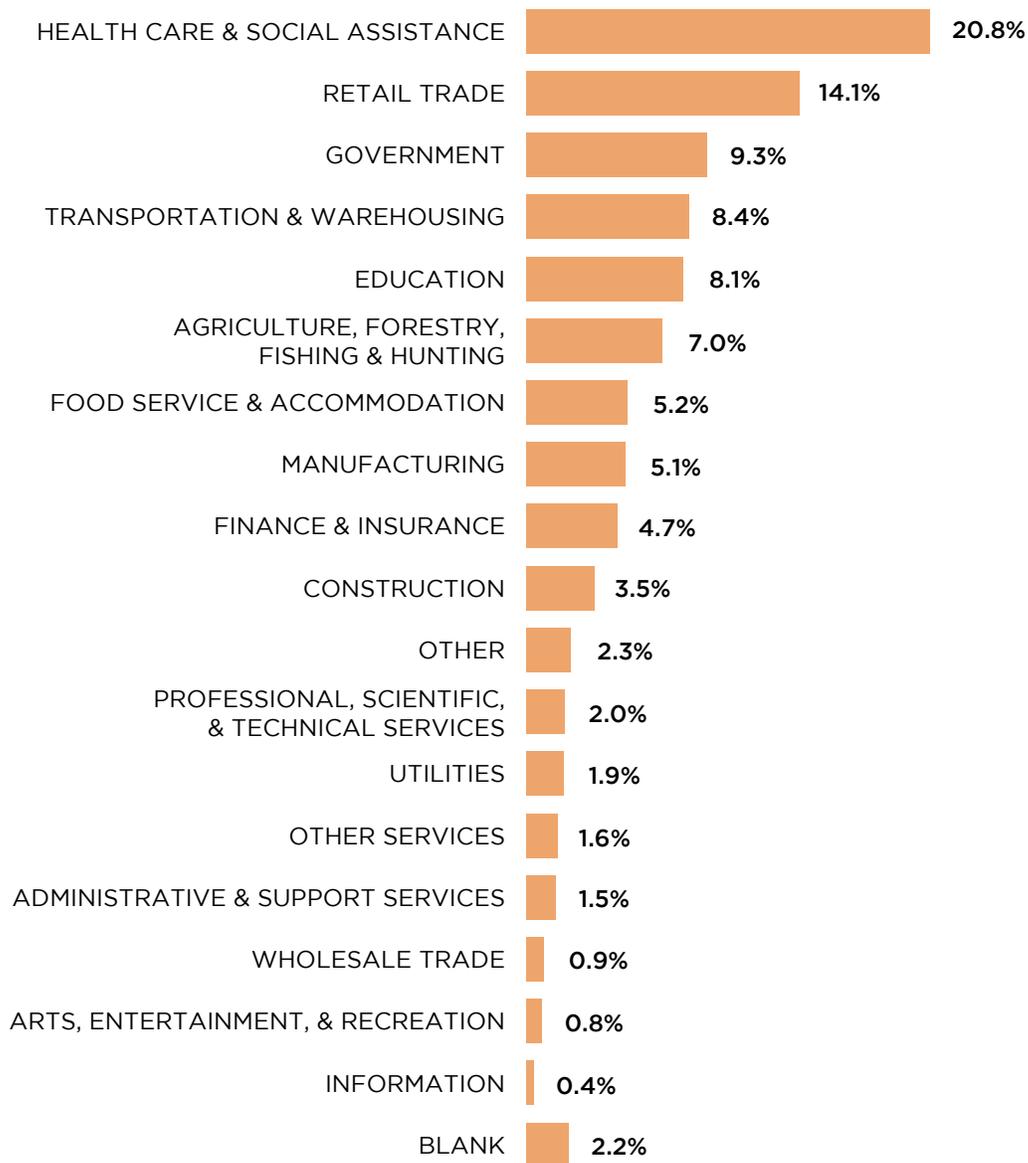


The Panhandle survey area is highlighted in the map above. The number of estimated potential job seekers varied greatly by zip code. According to survey results, there are an estimated 23,543 potential job seekers in the survey area, represented by dots on the map.

ZIP CODE
ESTIMATED NUMBER OF JOB SEEKERS

EMPLOYMENT CHARACTERISTICS OF POTENTIAL JOB SEEKERS

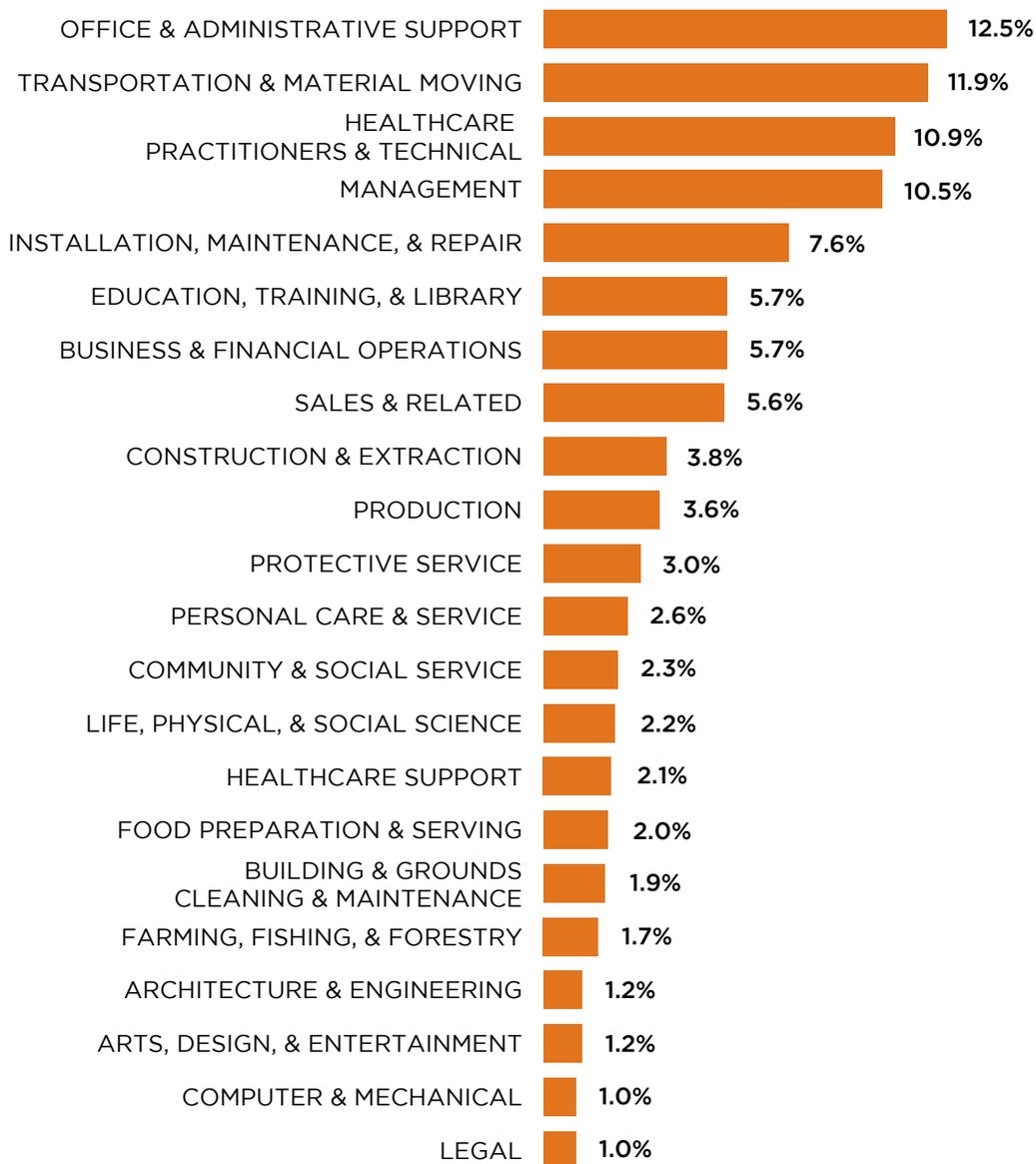
INDUSTRY OF EMPLOYMENT OF CURRENTLY EMPLOYED POTENTIAL JOB SEEKERS



The highest percentage of employed potential job seekers worked in health care and social assistance, and retail trade.

The highest percentage of employed potential job seekers were employed in office and administrative support, transportation and material moving, and healthcare practitioner and technical occupations.

OCCUPATION OF CURRENTLY EMPLOYED POTENTIAL JOB SEEKERS



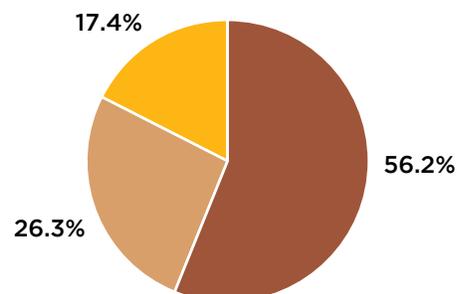
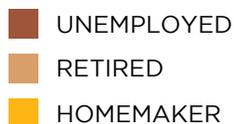
PREVIOUS OCCUPATION OF NON-EMPLOYED POTENTIAL JOB SEEKERS



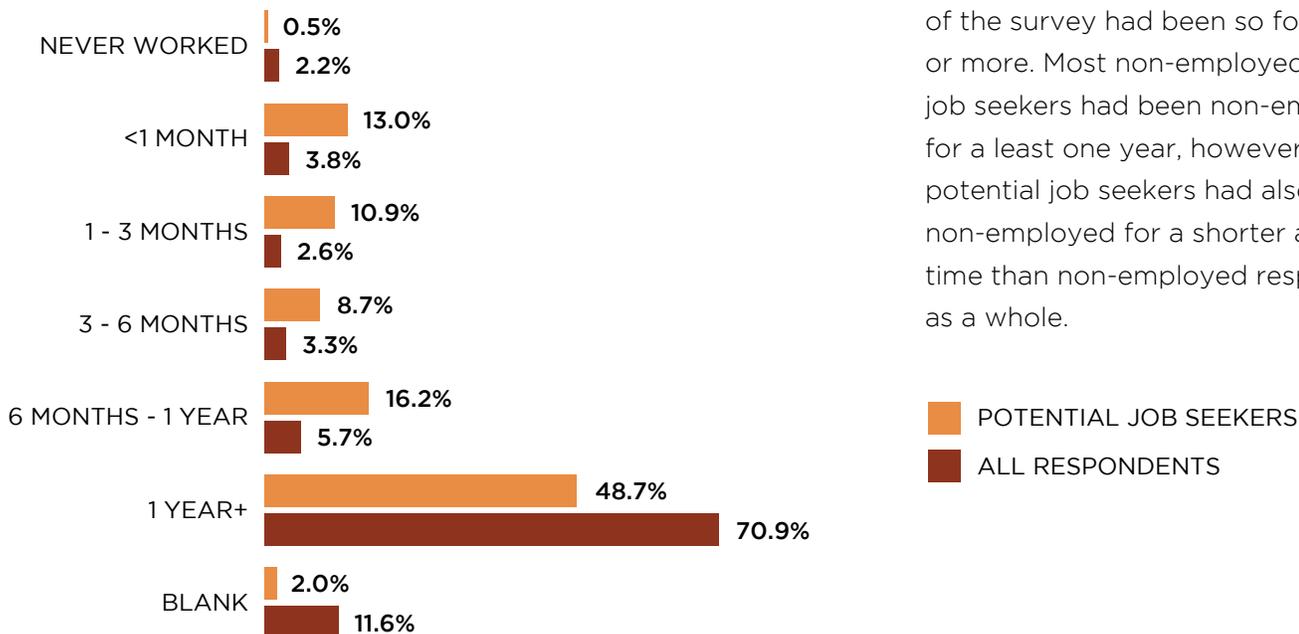
The highest percentage of non-employed potential job seekers reported being previously employed in sales, office and administrative support, and management occupations.

Over half of non-employed potential job seekers reported that they were unemployed, close to a quarter stated that they were retired, and 17.4% stated that they were homemakers.

NON-EMPLOYED POTENTIAL JOB-SEEKERS BY TYPE OF NON-EMPLOYMENT



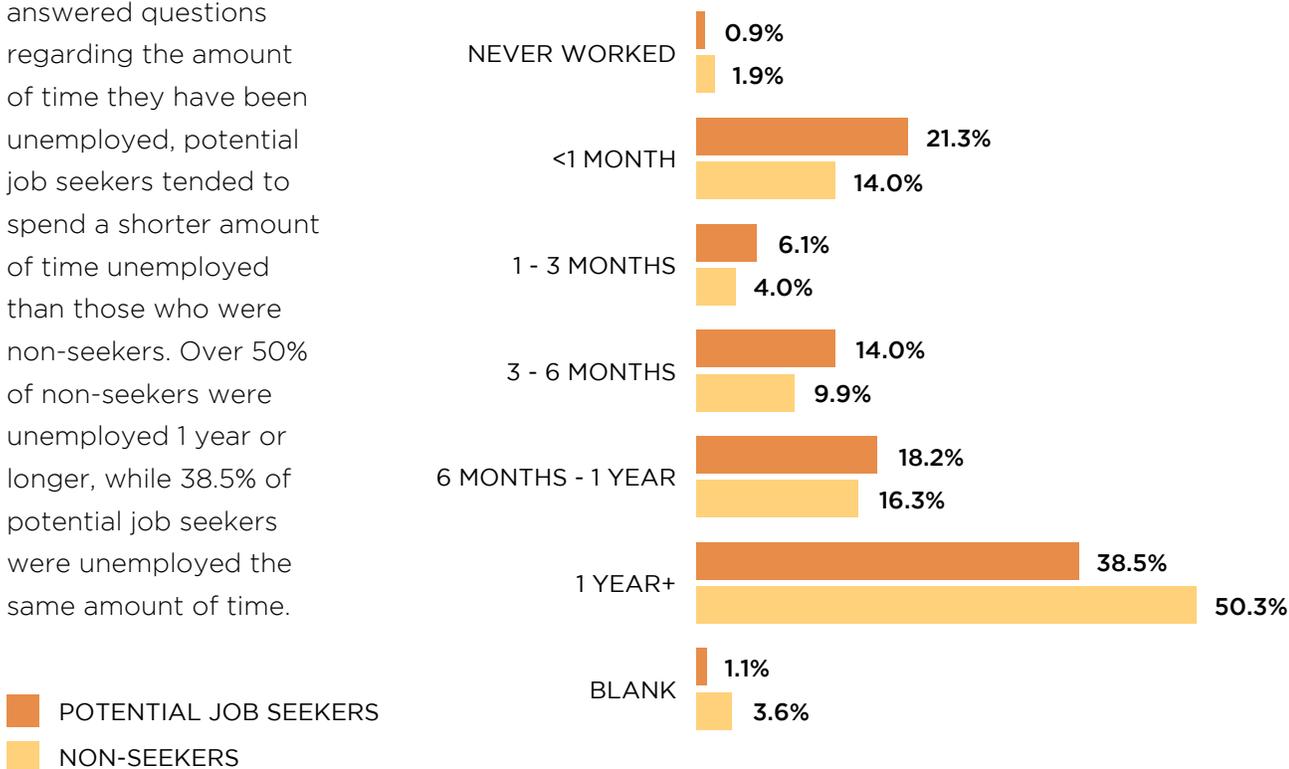
TIME SPENT NON-EMPLOYED



The vast majority of all respondents who were non-employed at the time of the survey had been so for one year or more. Most non-employed potential job seekers had been non-employed for a least one year, however, more potential job seekers had also been non-employed for a shorter amount of time than non-employed respondents as a whole.

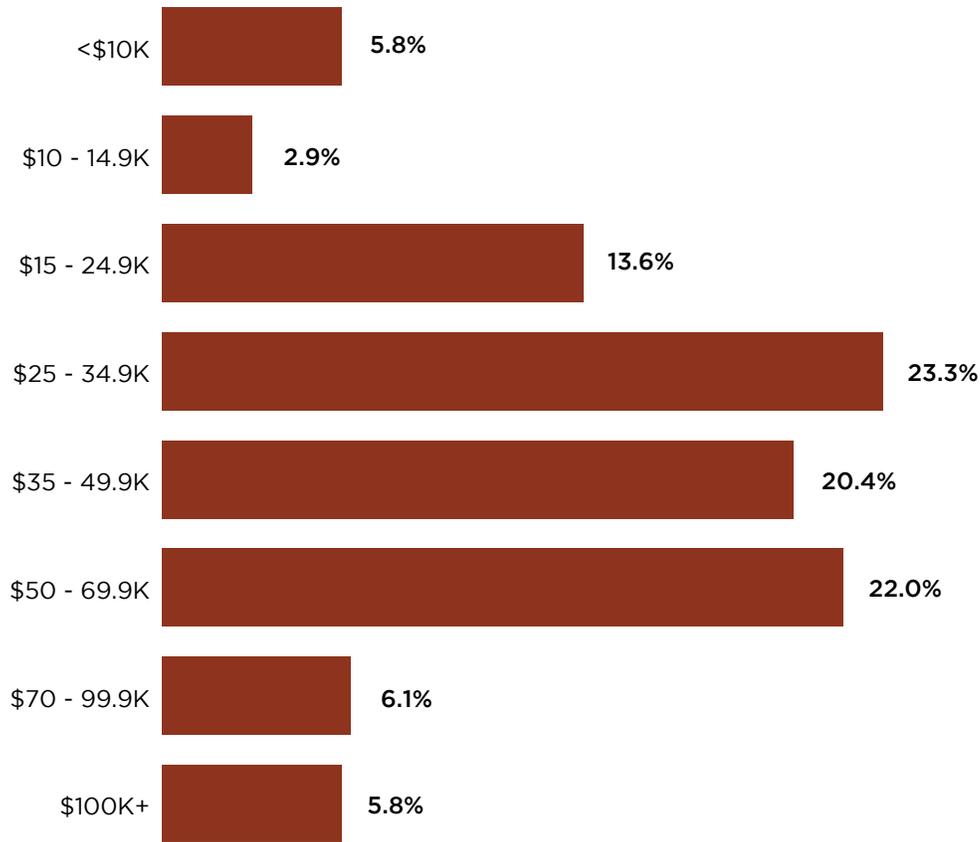
Of unemployed respondents who answered questions regarding the amount of time they have been unemployed, potential job seekers tended to spend a shorter amount of time unemployed than those who were non-seekers. Over 50% of non-seekers were unemployed 1 year or longer, while 38.5% of potential job seekers were unemployed the same amount of time.

TIME SPENT UNEMPLOYED



POTENTIAL JOB SEEKERS

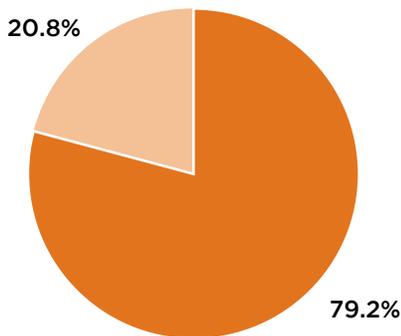
WAGES OF POTENTIAL JOB SEEKERS



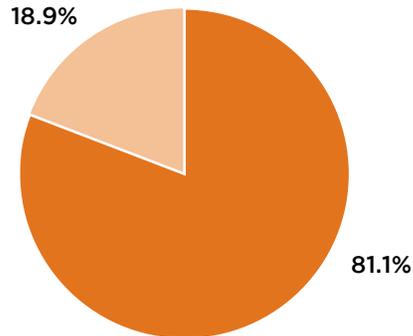
The highest percentage of employed potential job seekers reported earning between \$25,000 and \$34,999 a year. This was followed closely by wages between \$50,000 and \$69,999.

MULTIPLE JOB HOLDERS

POTENTIAL JOB SEEKERS



ALL RESPONDENTS

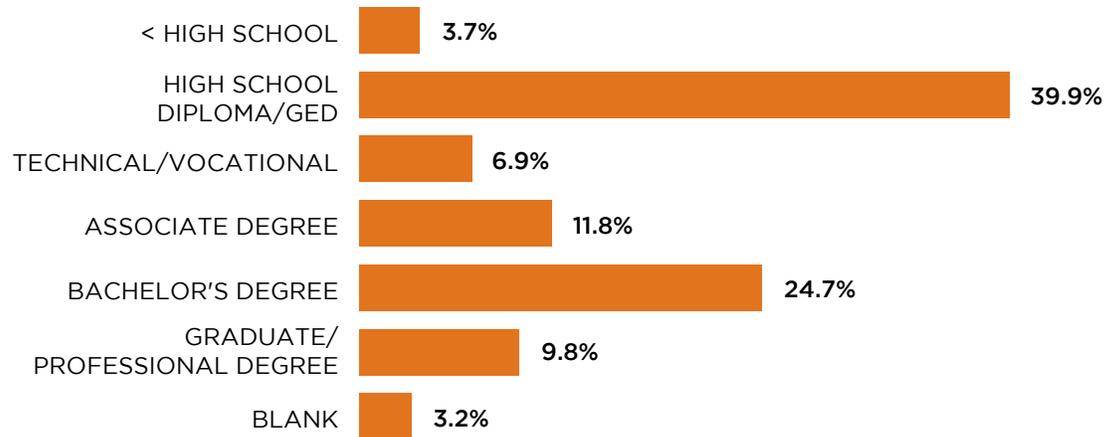


Of employed potential job seekers who provided information regarding multiple employment, most (79.2%) did not hold multiple jobs. This is only slightly less than the amount of all respondents, including non-seekers in the survey area who did not hold multiple jobs (81.1%).

- MULTIPLE JOBS
- SINGLE JOB

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

EDUCATIONAL ATTAINMENT



TOP 15 FIELDS OF STUDY



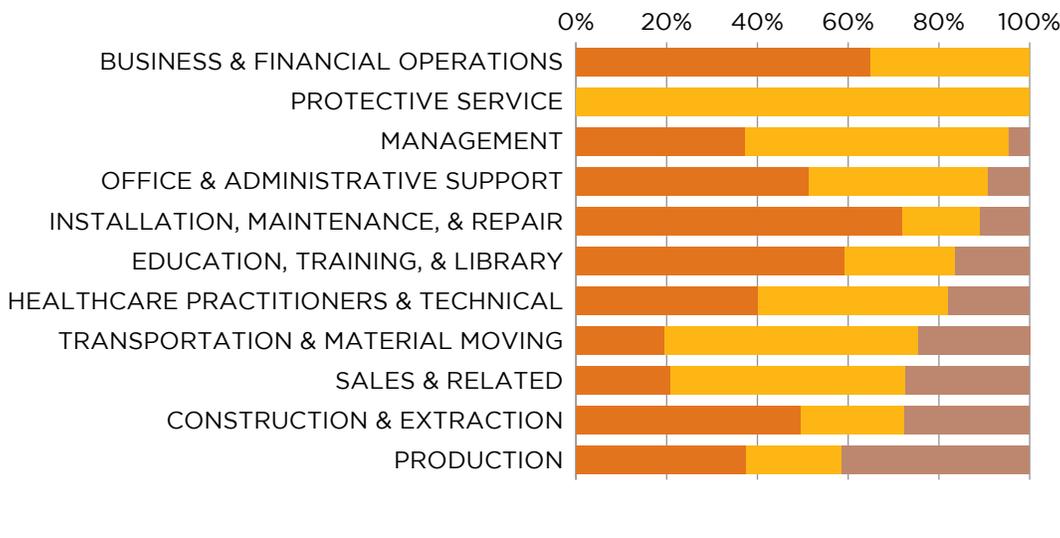
Of potential job seekers who have completed some type of degree program, their top reported field of study is displayed to the left.

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

POTENTIAL JOB SEEKERS

Employed potential job seekers in the Panhandle area were asked to rate themselves on various skills. Most employed potential job seekers (over 80%), regardless of occupation, indicated an advanced or intermediate level of willingness to learn, work ethic, leadership skills, verbal communication, ability to work as a team, ability to problem solve, ability to adapt to change and ability to pay attention to detail. Only employed potential job seekers who provided their current occupation and skill level were included in this analysis. Selected results by the current occupation of the potential job seeker are displayed below.

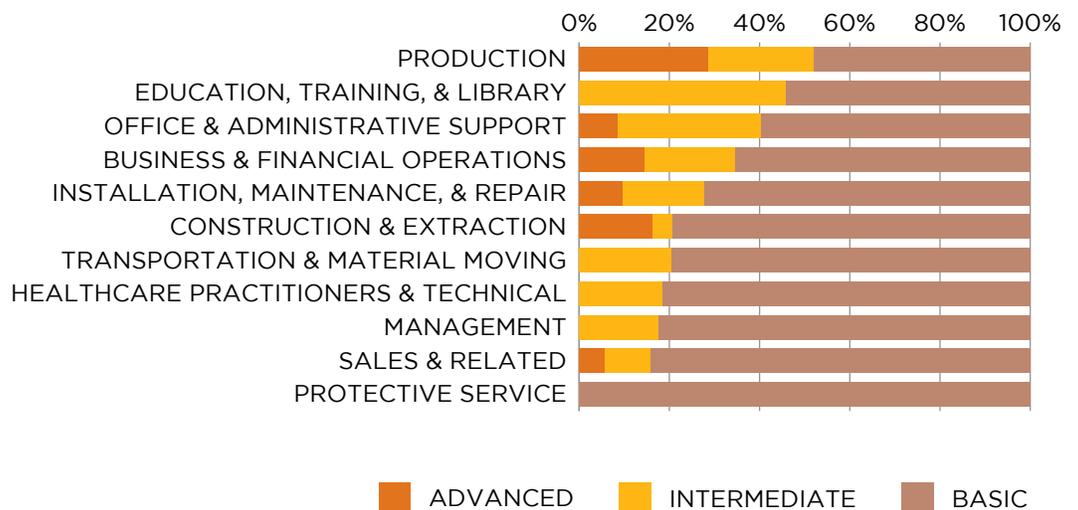
BASIC COMPUTER SKILLS - SKILL LEVEL BY OCCUPATION



Employed potential job seekers working in production occupations reported the lowest skill levels in basic computer skills, while all of those working in business and financial operations occupations reported being advanced or intermediate in basic computer skills.

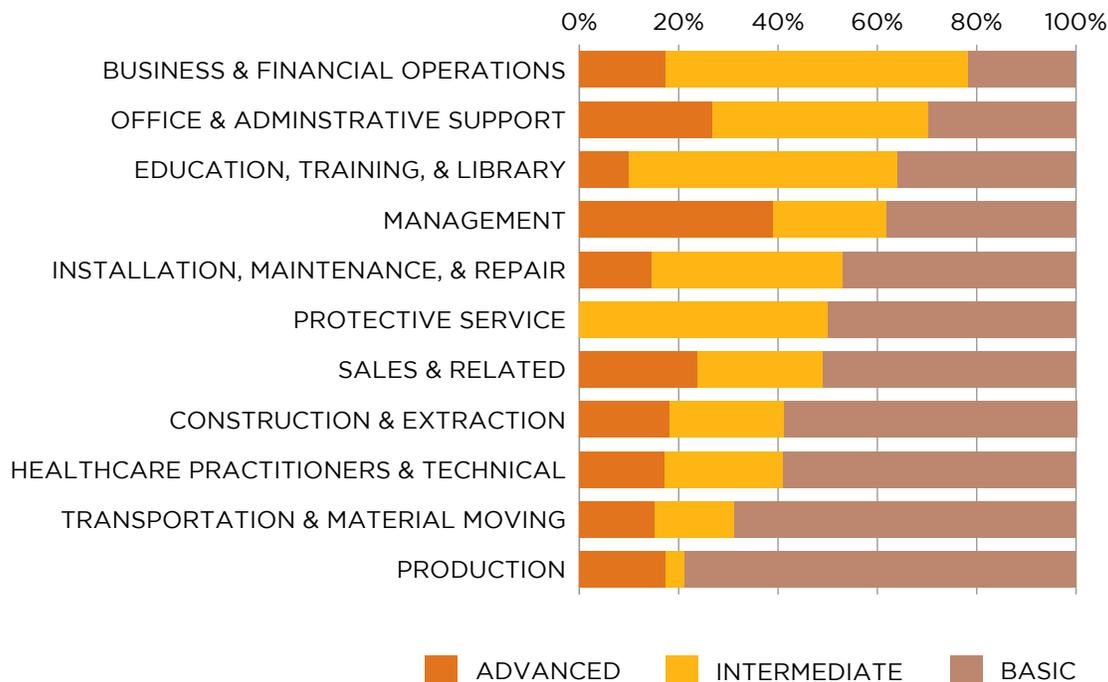
Less than 50% of employed potential job seekers, regardless of occupation, reported advanced or intermediate skill levels in IT, except those working in production occupations. Those working in production occupations had the highest percentage reporting advanced IT skills at 28.6%.

IT SKILLS - SKILL LEVEL BY OCCUPATION

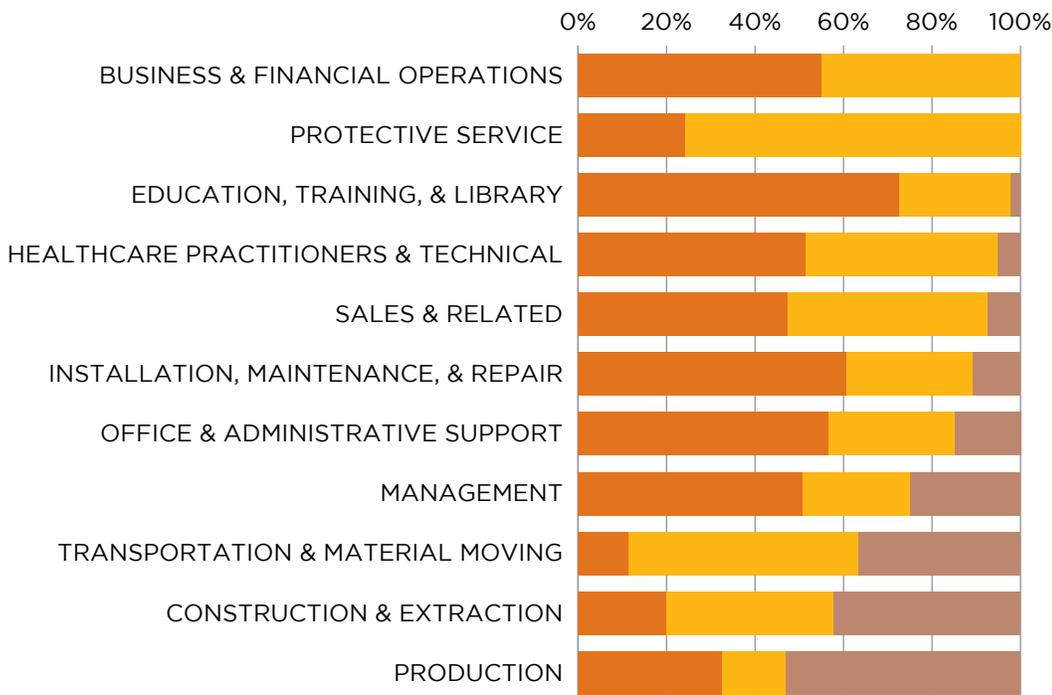


Nearly half of employed potential job seekers working in sales and related occupations reported advanced or intermediate sales skills, but, perhaps surprisingly, those working in business and financial operations occupations had the highest percentage reporting advanced or intermediate sales skills (78.3%).

SALES SKILLS - SKILL LEVEL BY OCCUPATION



WRITTEN COMMUNICATION - SKILL LEVEL BY OCCUPATION

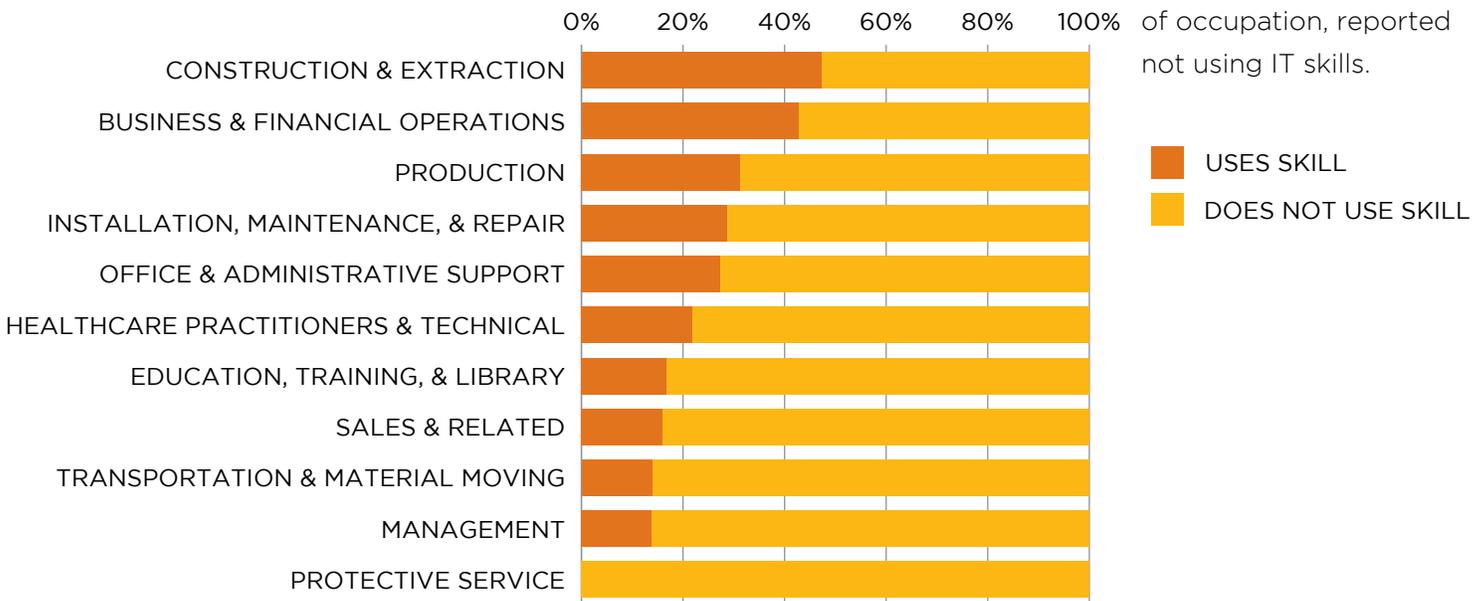


The majority of employed potential job seekers working in production occupations (53.2%) reported only basic written communication skills, while nearly three-fourths of those working in education, training, and library occupations had the highest percentage reporting advanced written communication skills (72.6%).

POTENTIAL JOB SEEKERS

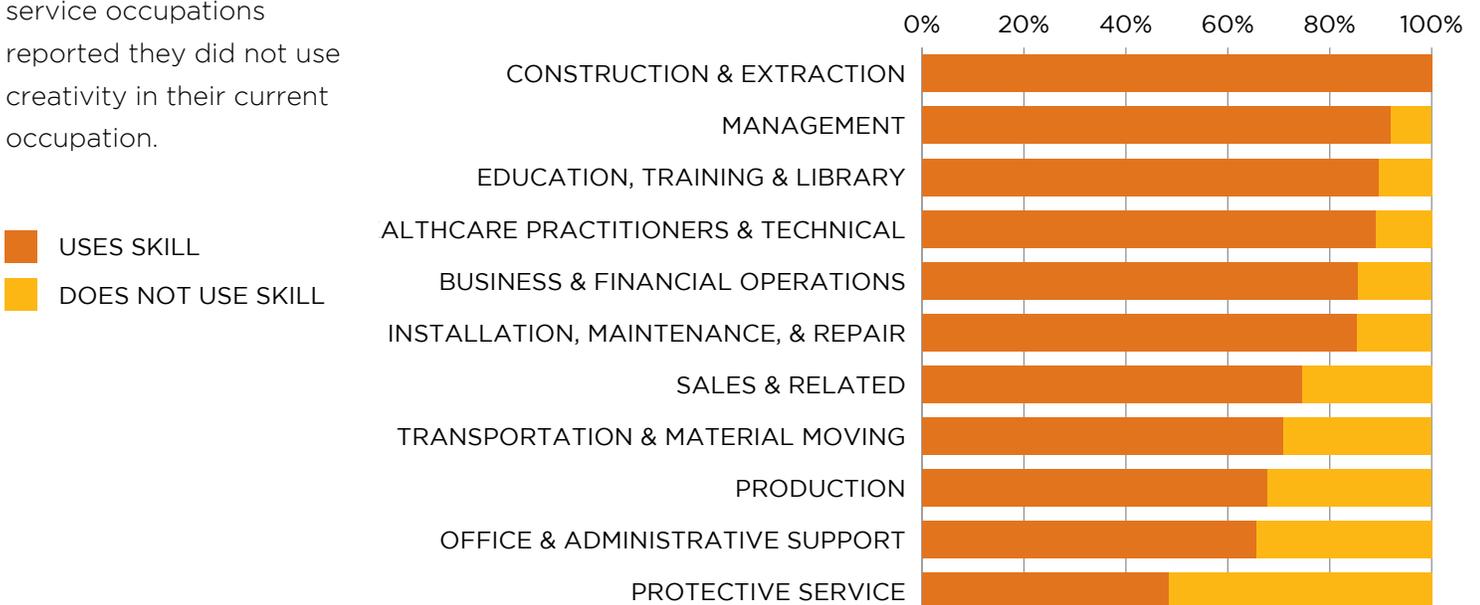
Employed potential job seekers were asked if they used a number of skills in their current positions. Only employed potential job seekers who provided both their current occupation and use of skills were included in this analysis.

IT - USE OF SKILL BY OCCUPATION



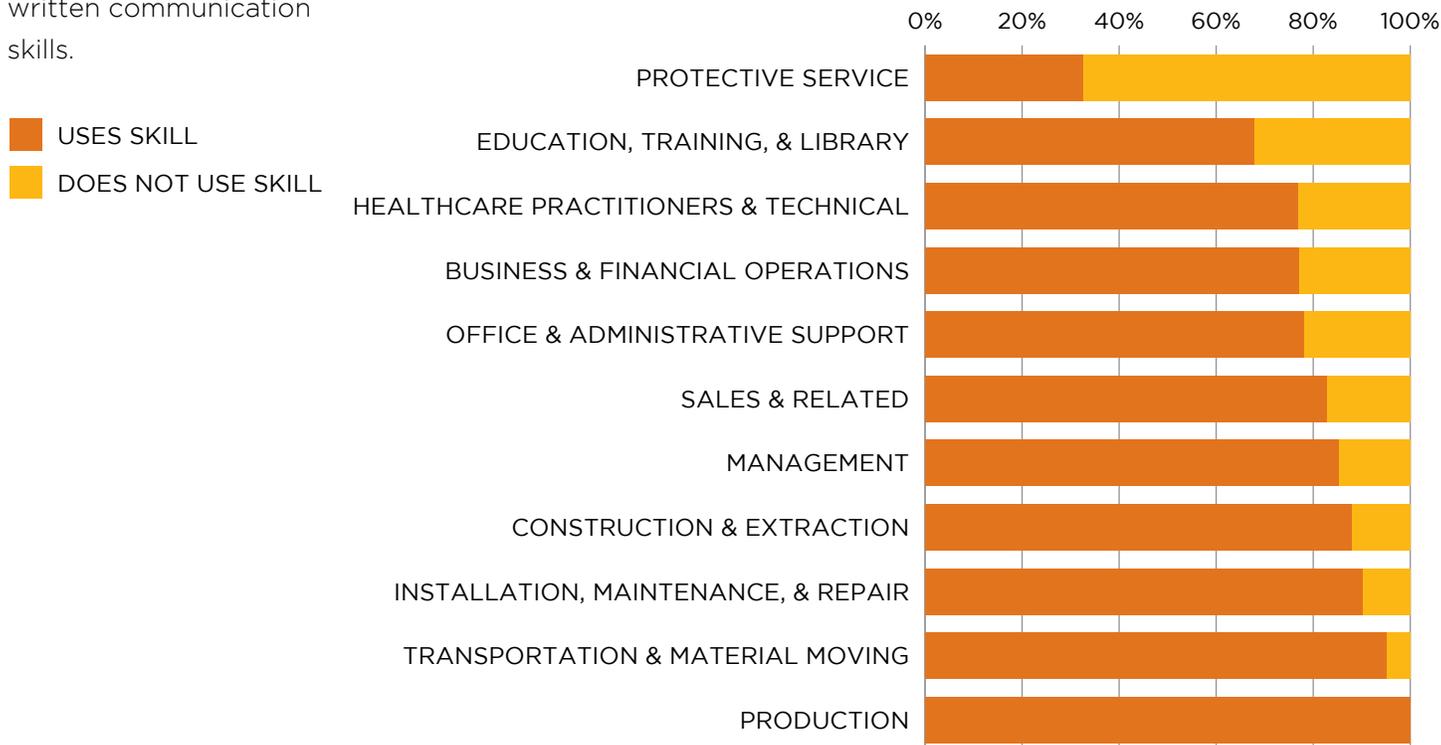
More than half (51.6%) of respondents in protective service occupations reported they did not use creativity in their current occupation.

CREATIVITY - USE OF SKILL BY OCCUPATION

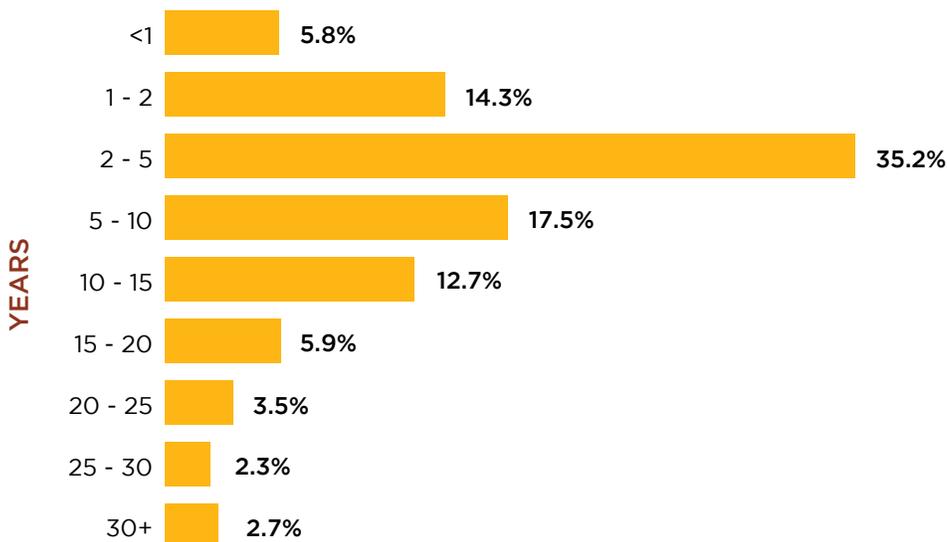


In production occupations, 67.5% reported not using written communication skills.

WRITTEN COMMUNICATION - USE OF SKILL BY OCCUPATION



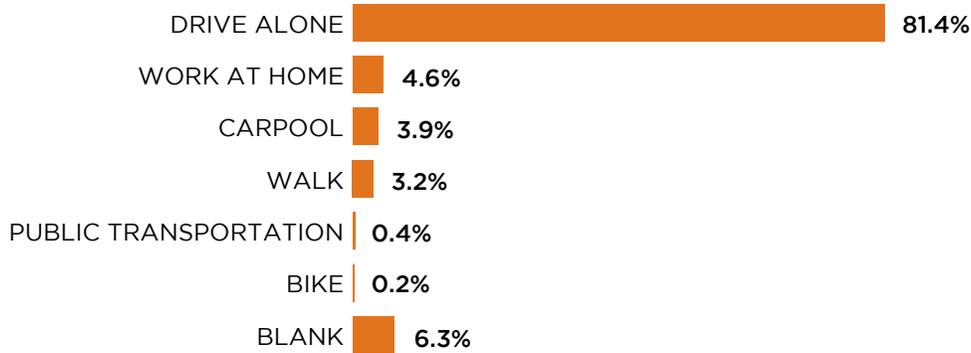
TENURE AT CURRENT JOB



Most potential job seekers reported being at their current job for 10 years or less. Of this majority, 35.2% had been at their current job between 2 and 5 years. Over 50% of potential job seekers had been at their current job less than 5 years.

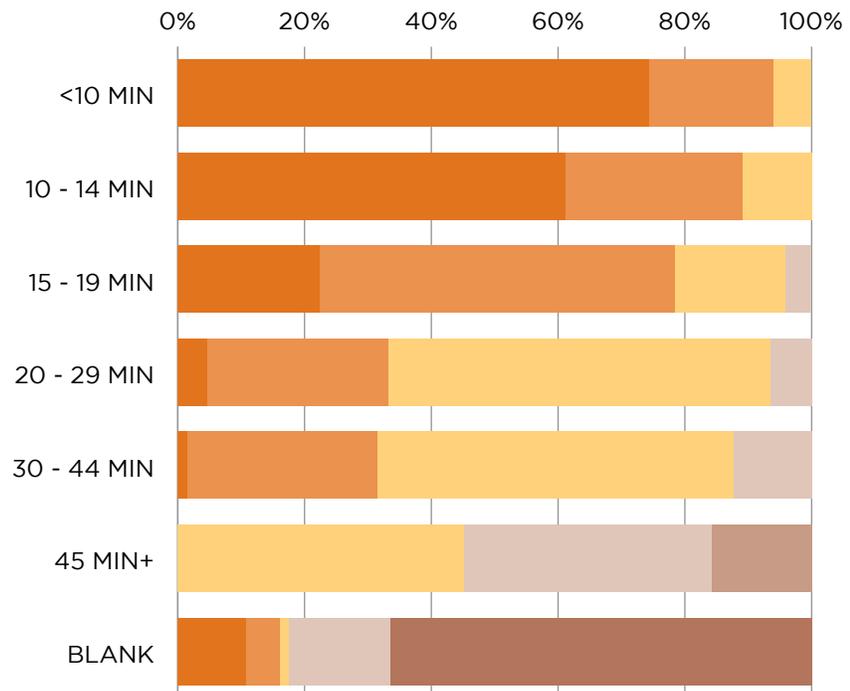
MODE OF TRANSPORTATION

Most employed potential job seekers said they drove alone to work.



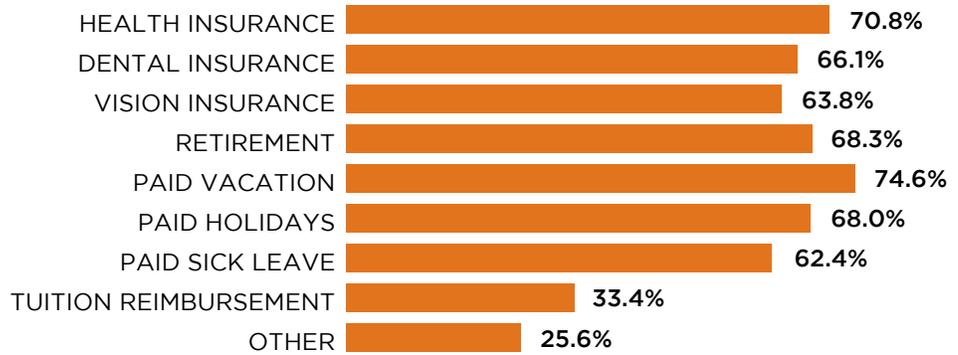
Employed potential job seekers' satisfaction with their commute time appears to be negatively correlated with the length of their commute. The vast majority of those who commuted 19 minutes or less were satisfied or very satisfied with their commute time.

SATISFACTION WITH COMMUTE TIME

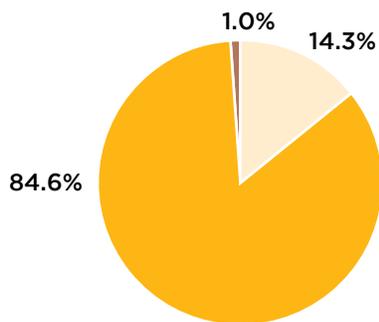


The majority of employed potential job seekers said they were offered health, dental and vision insurance, retirement, paid vacation, paid holidays and paid sick leave from their primary employers. A third said they were offered tuition reimbursement.

BENEFITS OFFERED



WEEKLY HOURS



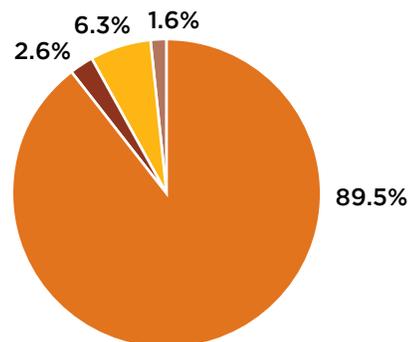
The majority of employed potential job seekers (84.6%) said they worked 35 hours or more a week. Employed potential job seekers were slightly more likely to work less than 35 hours than all employed respondents. This could indicate that employees with fewer weekly hours are more likely to seek new employment.



The majority of employed potential job seekers (89.5%) reported being permanent employees at their current primary job.



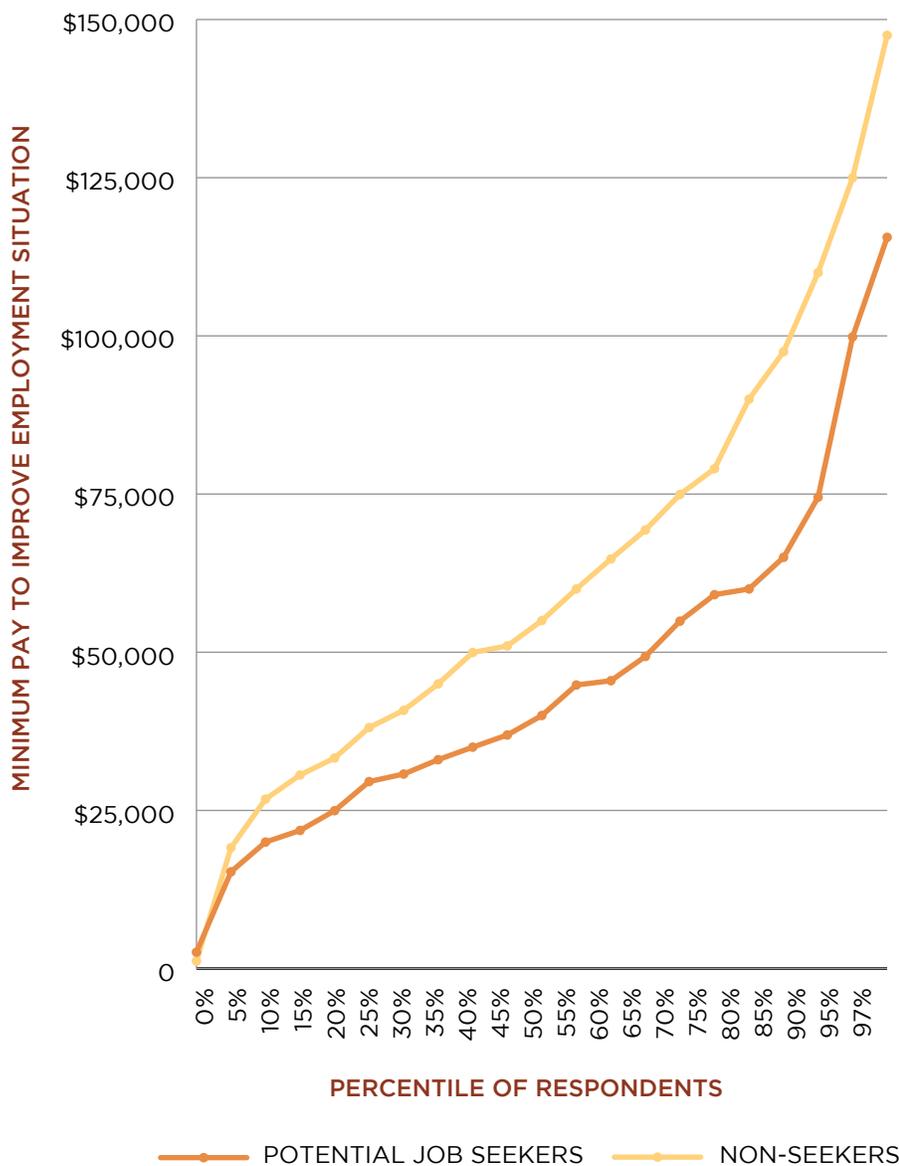
JOB STATUS



DESIRED PAY OF POTENTIAL JOB SEEKERS

Potential job seekers in the Panhandle 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 purpose 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 were not potential job seekers. The required median minimum pay for potential job seekers to improve their employment situation was estimated at \$40,000. This likens to an hourly wage of \$19.23 for full-time, year-round work. The median minimum wage required by those who were not potential seekers was \$55,000 annually, or \$26.44 per hour for full-time, year-round work. Nearly all (97%) of non-seekers in the Panhandle would accept a new job for \$150,000, while nearly all (97%) potential job seekers would accept a new job for \$116,000.

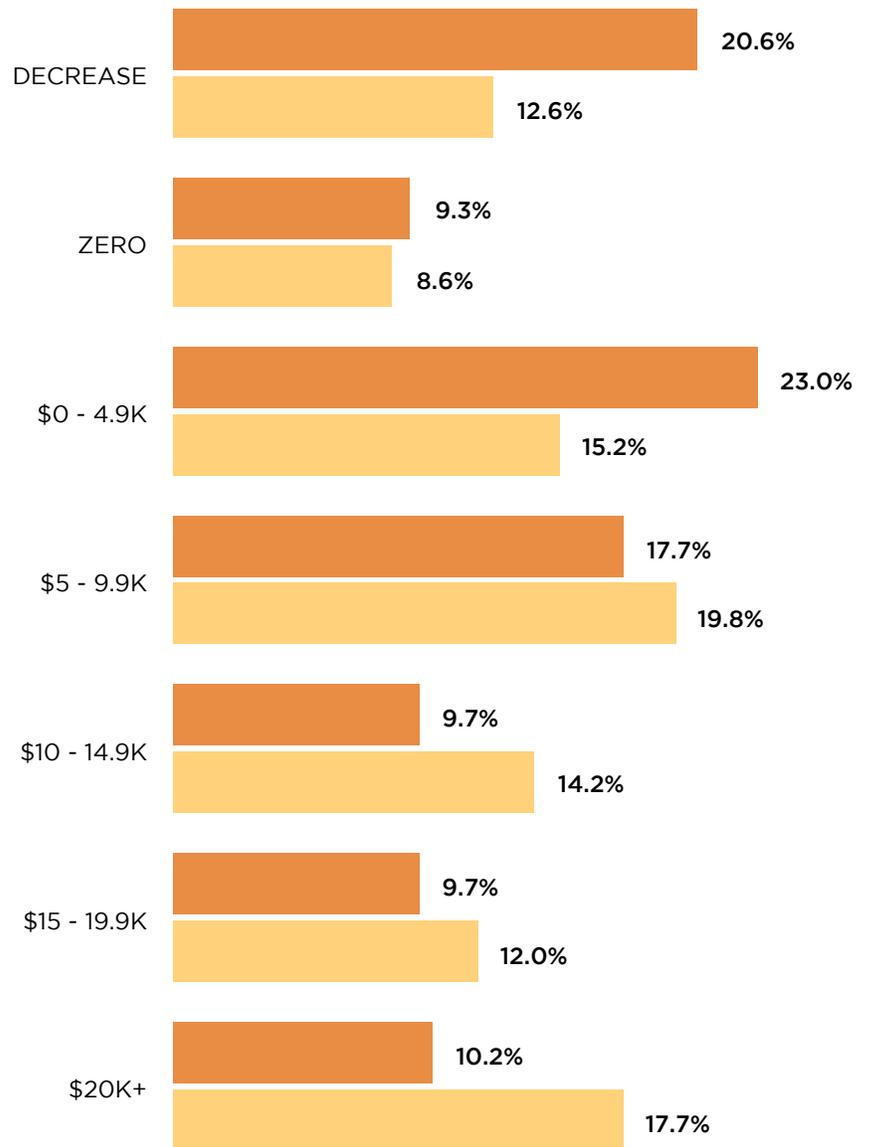
Note: Nebraska's minimum wage was lower at the time the survey was conducted versus when the analysis was completed.

Nearly 30% of potential job seekers in the Panhandle reported they would not need a pay increase to improve their employment situation. Furthermore, over 20% of potential job seeking respondents would take less pay than they currently earn for a job that met their most important criteria. A higher percentage of those who are not potential job seekers reported they would require at least a \$10,000 raise (43.9%) to change jobs compared to potential job seekers (29.5%).

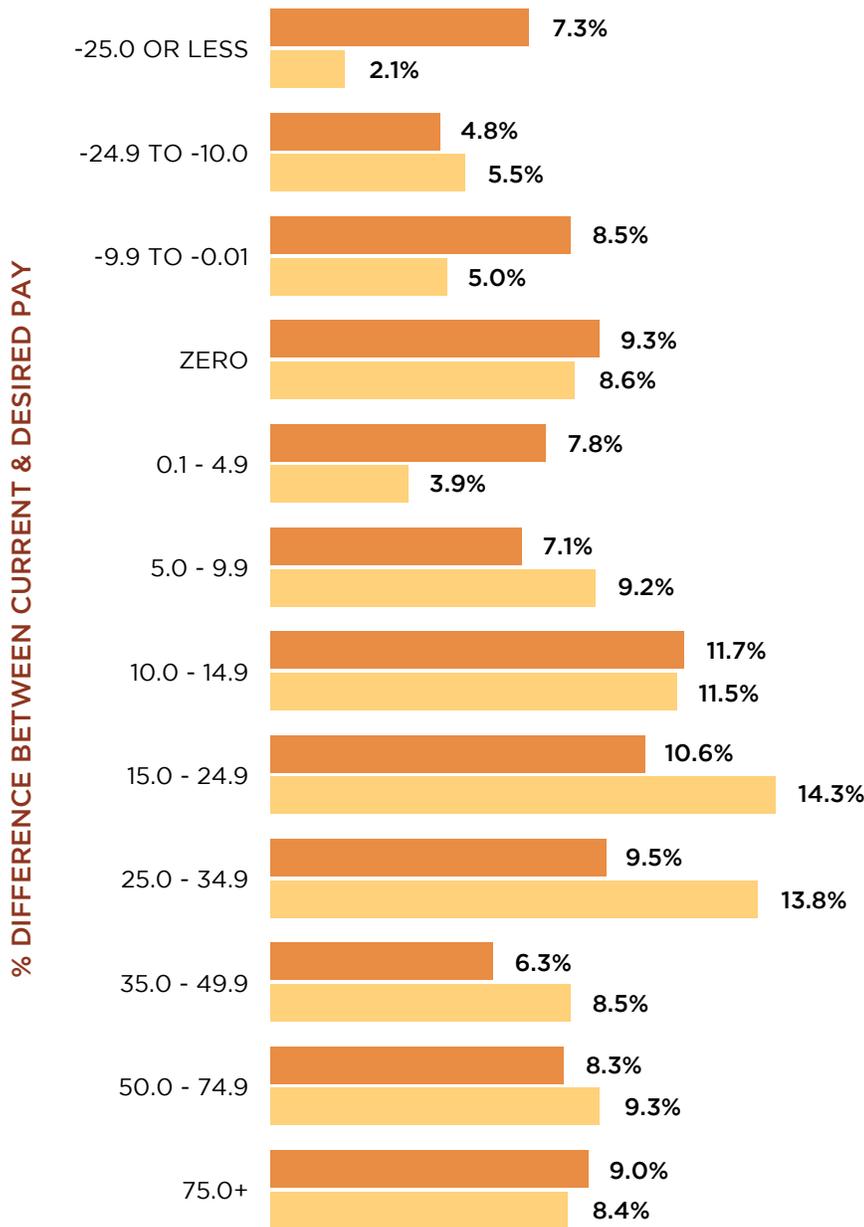
Only responses that listed both a current wage and minimum pay requirement to change jobs were included in the analysis of wage increases.

- POTENTIAL JOB SEEKERS
- NON-SEEKERS

MINIMUM PAY INCREASE REQUIRED TO CHANGE JOBS



PERCENT DIFFERENCE OF CURRENT PAY & REQUIRED PAY TO IMPROVE EMPLOYMENT SITUATION



The pay increase required to improve their employment situation relative to current income was calculated for potential job seekers and non-seekers.

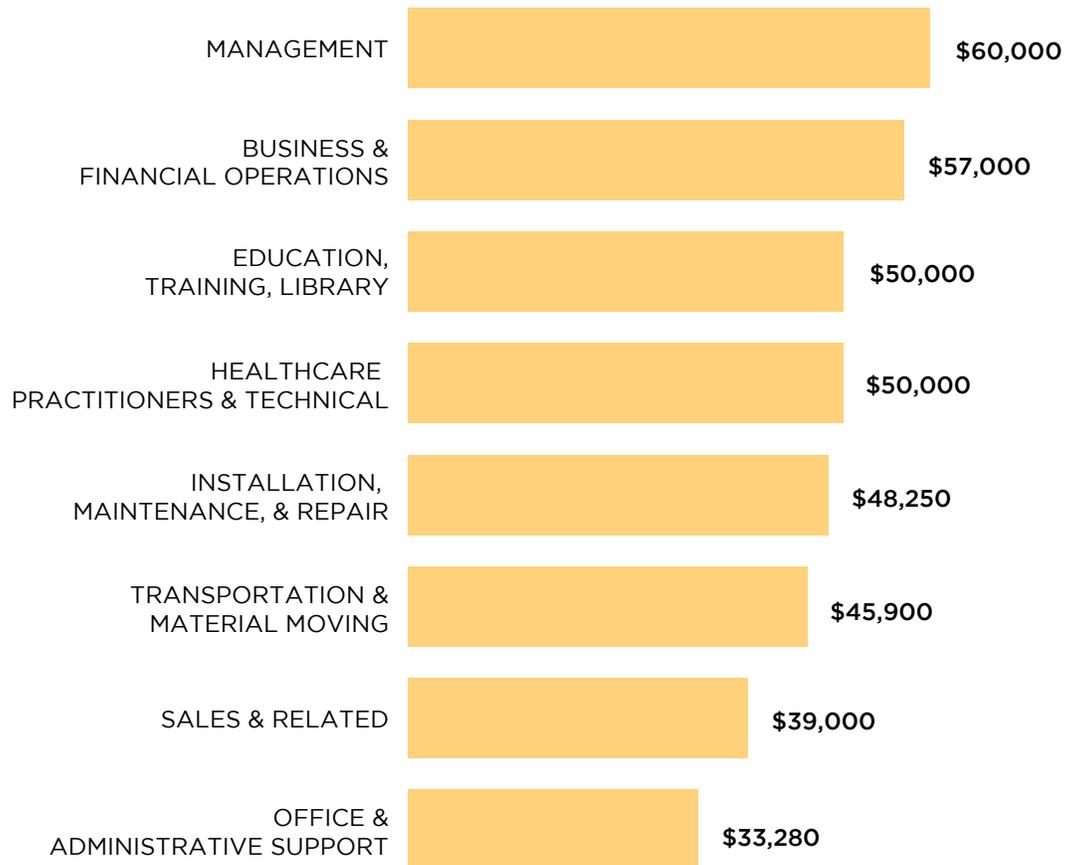
Non-seekers tended to require a pay increase that would amount to a greater percentage of their current income than potential job seekers. According to survey results, 7.8% of potential job seekers would require a raise between 0.1% and 4.9% of their current income in order to improve their employment situation, while 3.9% of non-seekers would say the same. Over 28% of those who are not potential job seekers would require a pay increase that would amount to between 15.0% and 34.9% of their current income to change jobs in order to improve their employment situation, while 20.1% of potential job seekers would state the same.

■ POTENTIAL JOB SEEKERS
■ NON-SEEKERS

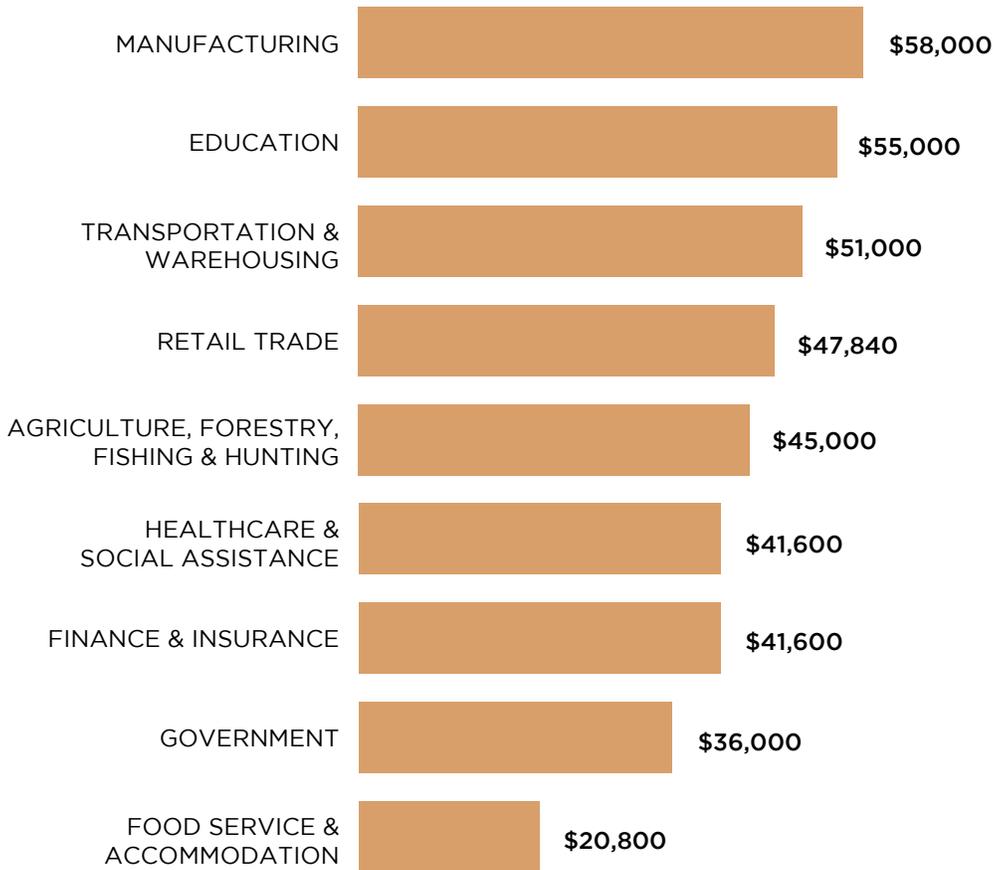
Potential job seekers working in the management and business and financial operations fields had the highest pay requirements. The median minimum pay required by potential job seekers working in these occupations to improve their employment situation was \$60,000 and \$57,000, respectively. Potential seekers working in office and administrative support positions had the lowest median pay requirement (\$33,280).

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

MEDIAN MINIMUM PAY REQUIRED TO IMPROVE EMPLOYMENT SITUATION BY OCCUPATION



MEDIAN MINIMUM PAY REQUIRED TO IMPROVE EMPLOYMENT SITUATION BY INDUSTRY



Potential job seekers working in the manufacturing and education industries had the highest median desired pay to improve their employment situation, at \$58,000 and \$55,000, respectively. Those working in the food service and accommodation industry had the lowest median minimum pay desired at \$20,800.

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

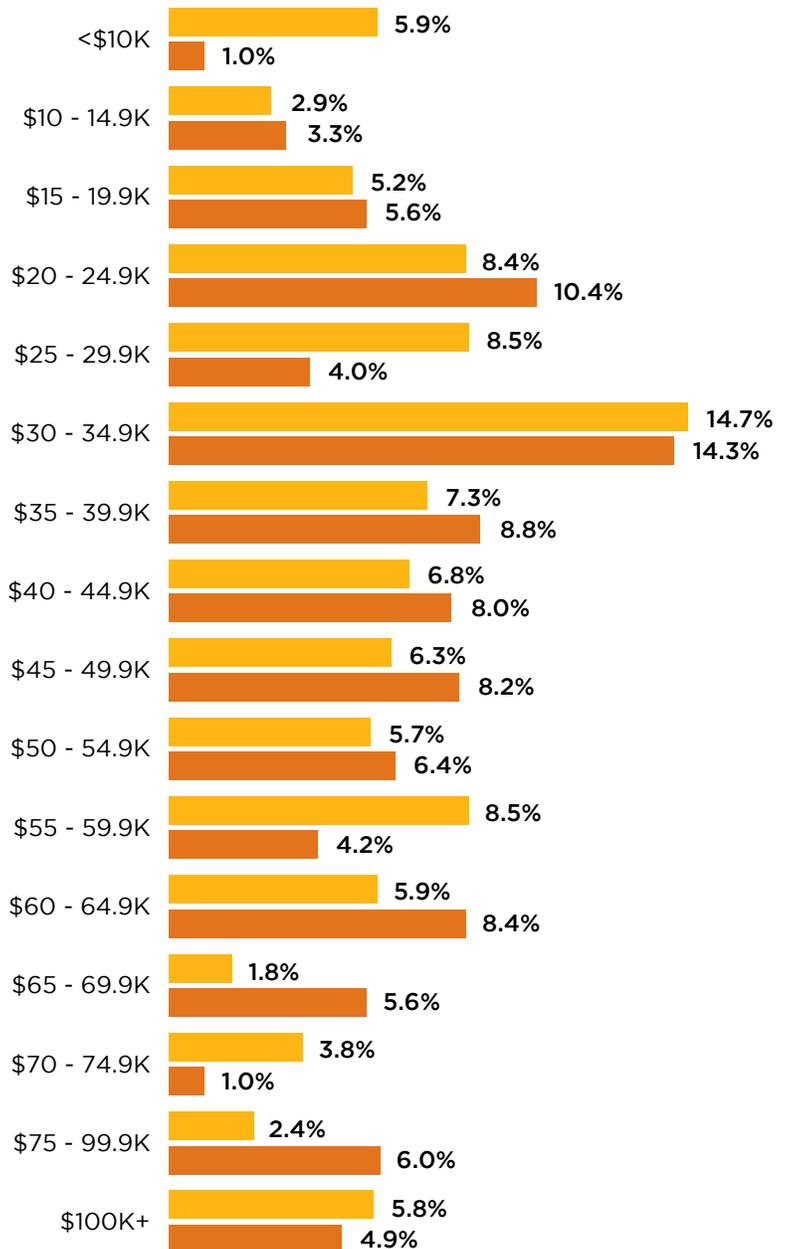
This analysis was conducted for potential job seekers in the Panhandle area for whom their current industry and minimum pay requirements to change jobs could be determined. Only industries with sufficient response counts for analysis were included.

The largest percentage of potential seekers said they currently make \$30,000 - \$34,999 annually (14.7%), and 14.3% of potential seekers in the Panhandle would require an annual wage between \$30,000 and \$34,999 to improve their employment situation. Nearly 6% of potential job seekers earned less than \$10,000 per year, but 1% of potential job seekers reported their minimum pay desired to change jobs was less than \$10,000 annually. Conversely, 2.4% of potential job seekers earned between \$75,000 and \$99,999, but 6% of potential job seekers reported they would require a minimum pay of \$75,000 to \$99,999 to change jobs.

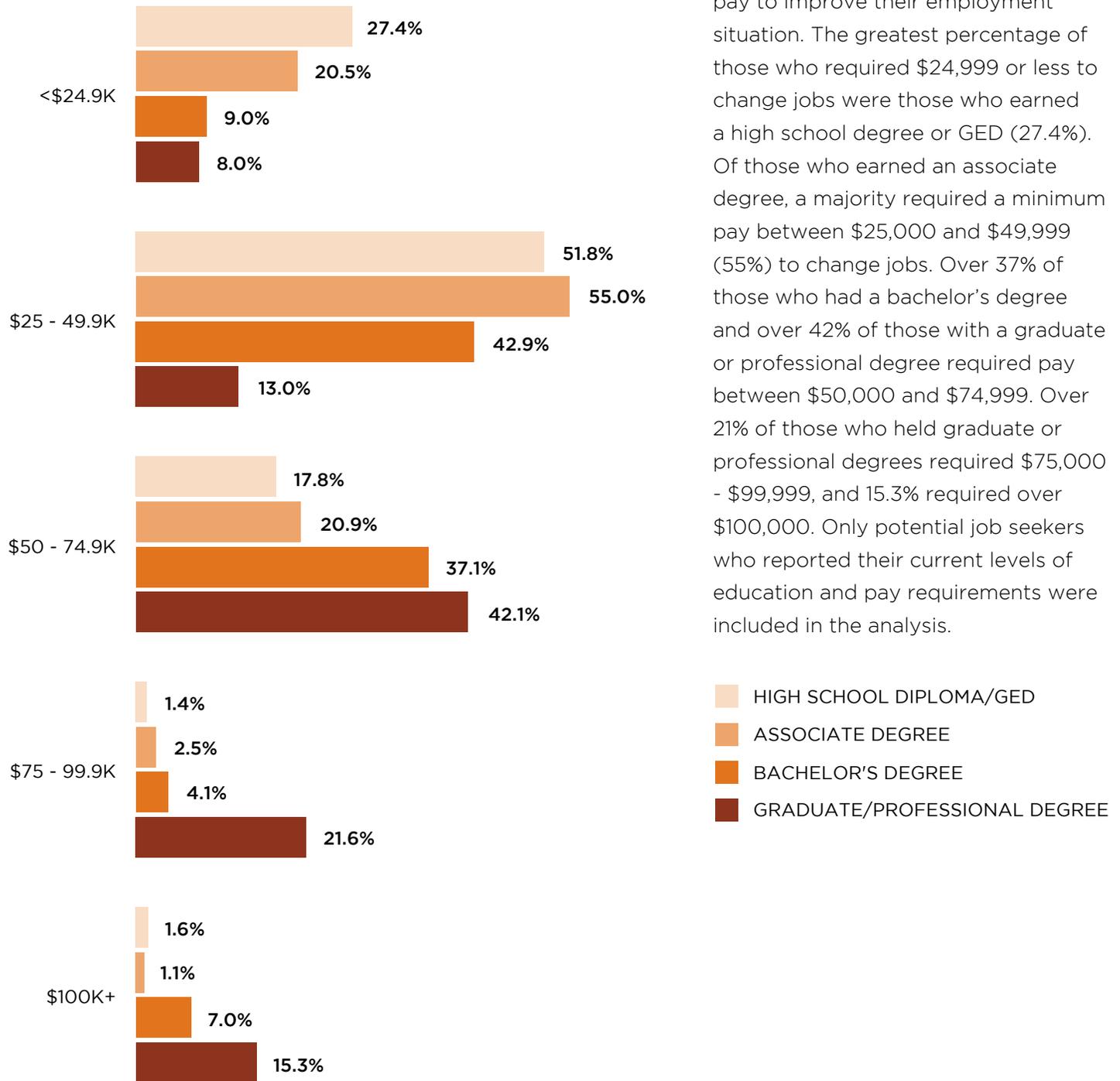
This analysis was only conducted for those identified as potential job seekers in the Panhandle for whom both their current wages and minimum pay to improve their employment situation could be determined.

■ CURRENT PAY
■ MINIMUM PAY TO CHANGE JOBS

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



MINIMUM PAY TO CHANGE JOBS BY EDUCATIONAL ATTAINMENT



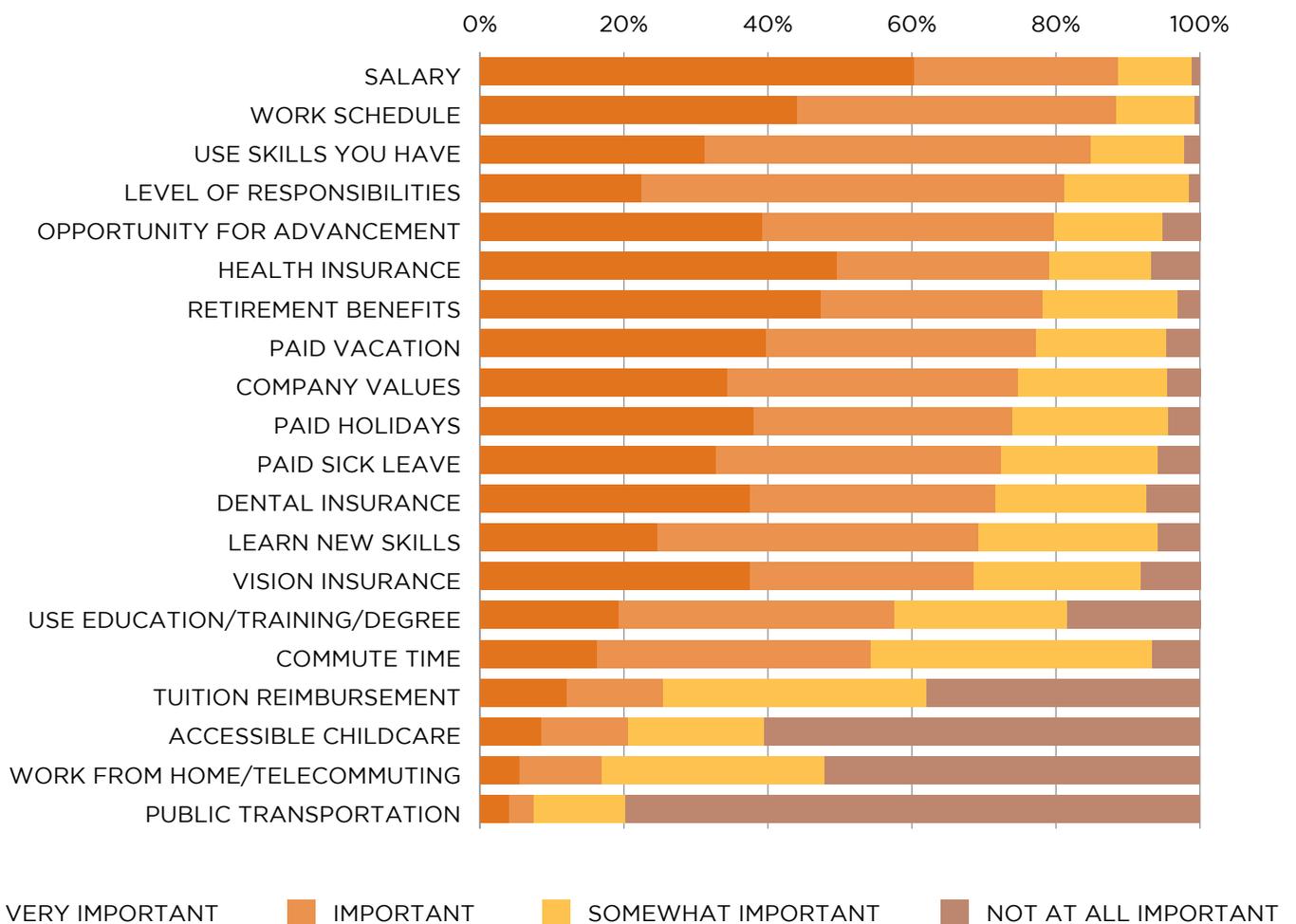
Potential job seekers who had a higher level of educational attainment generally required a higher minimum pay to improve their employment situation. The greatest percentage of those who required \$24,999 or less to change jobs were those who earned a high school degree or GED (27.4%). Of those who earned an associate degree, a majority required a minimum pay between \$25,000 and \$49,999 (55%) to change jobs. Over 37% of those who had a bachelor's degree and over 42% of those with a graduate or professional degree required pay between \$50,000 and \$74,999. Over 21% of those who held graduate or professional degrees required \$75,000 - \$99,999, and 15.3% required over \$100,000. Only potential job seekers who reported their current levels of education and pay requirements were included in the analysis.

- HIGH SCHOOL DIPLOMA/GED
- ASSOCIATE DEGREE
- BACHELOR'S DEGREE
- GRADUATE/PROFESSIONAL DEGREE

IMPORTANT FACTORS 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 around the Panhandle area were asked to rate the importance of 20 factors frequently considered when choosing a place of employment. Blank responses were not considered in any of the analyses of important factors below.

IMPORTANT FACTORS

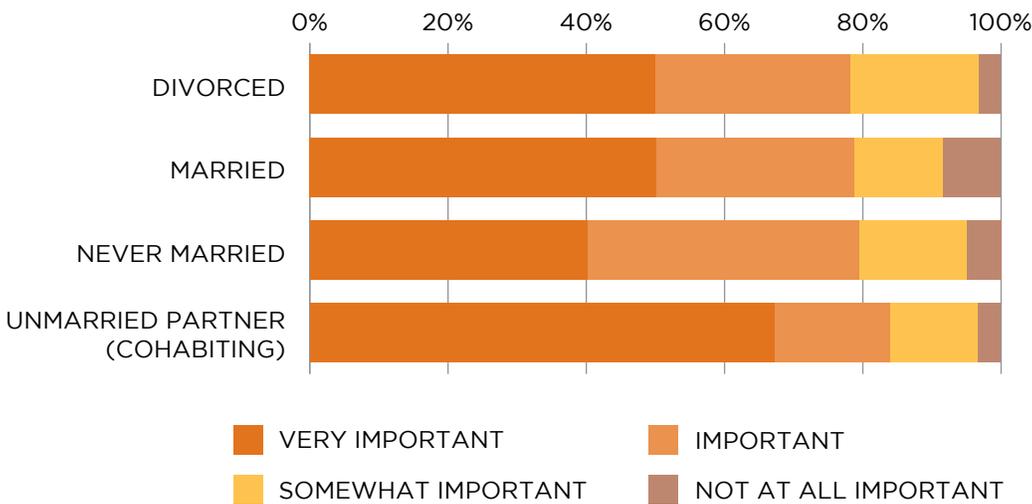


Of those potential job seekers who answered questions about the most important factors they look for in a job, 88.6% said salary was either important or very important to them. Salary was the only factor that over half of respondents listed as very important to them. The top five important factors to potential seekers based on ratings of important and very important were salary, work schedule, using skills they already have, level of responsibilities, and opportunity for advancement. Potential job seekers didn't seem to value tuition reimbursement, accessible childcare, working from home, and public transportation as much as other factors, with around 25% or fewer potential seekers listing these factors as important or very important to them.

IMPORTANCE OF HEALTH INSURANCE

Health insurance was important to many potential job seekers overall, with 79% of all seekers 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 age of the potential job seeker.

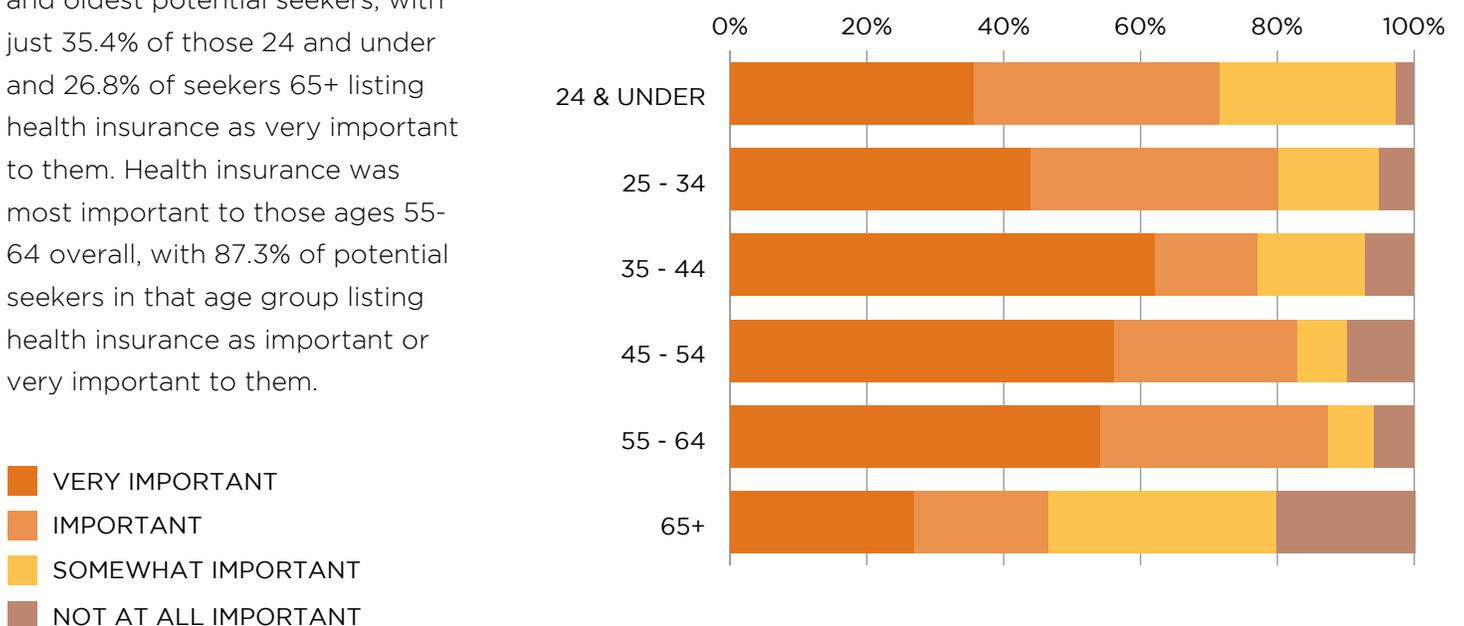
IMPORTANCE OF HEALTH INSURANCE BY MARITAL STATUS



The majority of seekers living with an unmarried partner (67%) said that health insurance was very important to them, while nearly 50% of seekers who were divorced or married said the same thing. Over 75% of those in any category said that health insurance was important or very important to them.

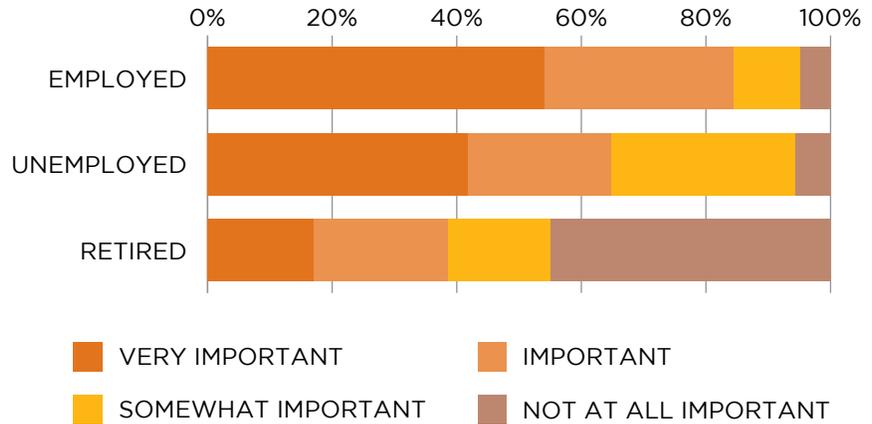
In general, health insurance was less important to the youngest and oldest potential seekers, with just 35.4% of those 24 and under and 26.8% of seekers 65+ listing health insurance as very important to them. Health insurance was most important to those ages 55-64 overall, with 87.3% of potential seekers in that age group listing health insurance as important or very important to them.

IMPORTANCE OF HEALTH INSURANCE BY AGE

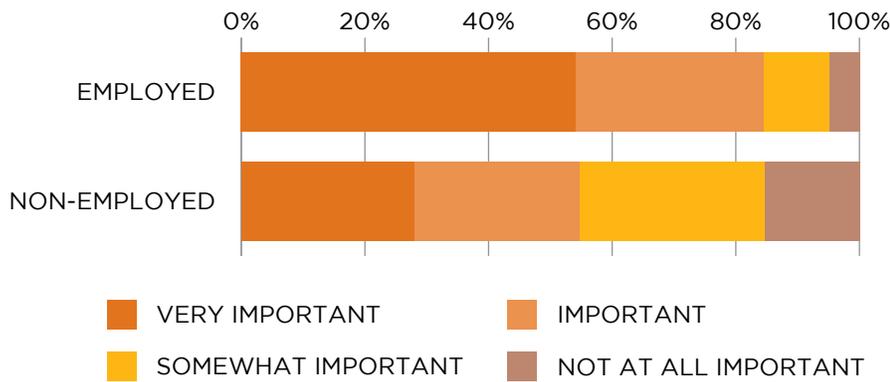


Health insurance was most important to employed potential job seekers, with over half stating that it was very important to them. Around 45% of retired potential job seekers stated that health insurance was not at all important to them. Only employment statuses with counts sufficient for analysis are displayed to the right.

IMPORTANCE OF HEALTH INSURANCE BY EMPLOYMENT STATUS



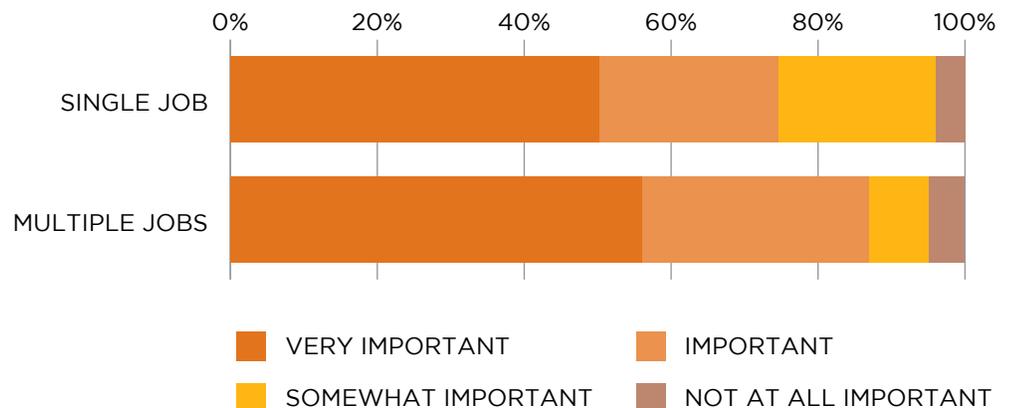
IMPORTANCE OF HEALTH INSURANCE TO THE EMPLOYED & NON-EMPLOYED



Health insurance was far more important to employed potential job seekers. Nearly 85% of employed potential seekers stated that health insurance was important or very important to them, while 54% of non-employed potential job seekers said the same. The non-employed category includes those not working for any reason, including the retired, homemakers, and the unemployed.

Nearly 87% of employed potential job seekers who worked only one job stated that health insurance was very important or important to them, while only around a quarter of those who worked multiple jobs said the same.

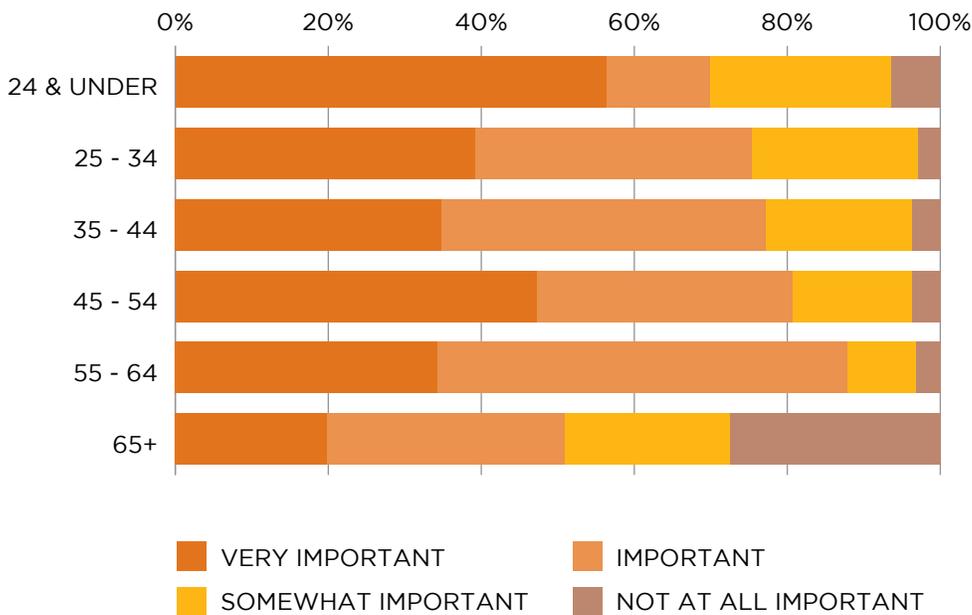
IMPORTANCE OF HEALTH INSURANCE BY MULTIPLE JOB STATUS



IMPORTANCE OF PAID VACATION

Paid vacation was important to potential job seekers as a whole, with 77.1% of potential seekers saying that it 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 potential seekers had living in their household.

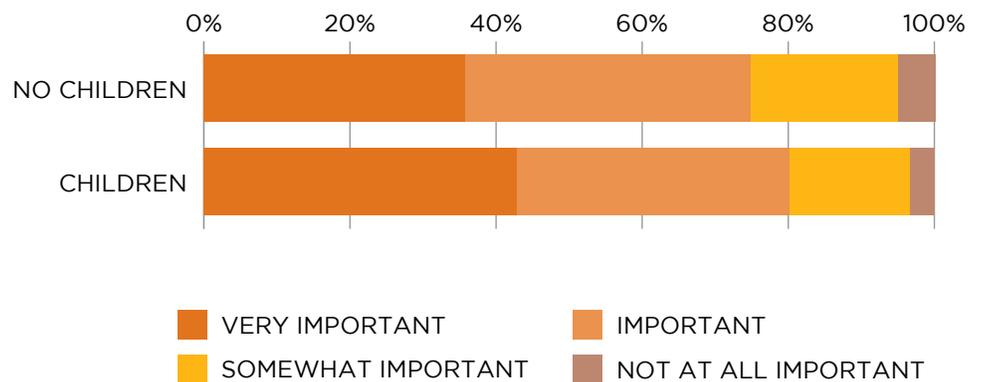
IMPORTANCE OF PAID VACATION BY AGE



Over half of the youngest potential job seekers stated that paid vacation was the most important to them, with 56.3% of those 24 and under stating it is very important to them. Those ages 55-64 were most likely to list paid vacation as either important or very important with 87.8% of them stating so. Those 65+ stated that paid vacation was the least important out of all age groups.

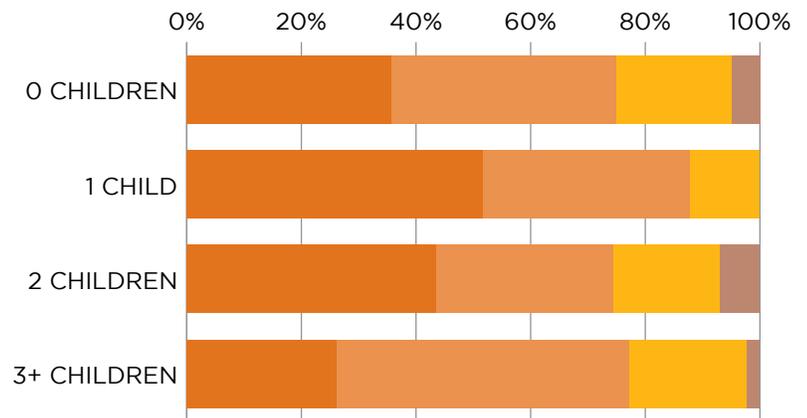
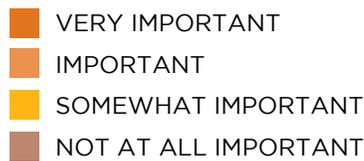
Potential job seekers in the Panhandle area with children said that paid vacation was important more often than those who did not live with children. Paid vacation was important or very important to 80% of those with children, while 74.7% of those without children said the same.

IMPORTANCE OF PAID VACATION BY CHILDREN IN HOUSEHOLD



The importance of paid vacation changed somewhat with the number of children a seeker had. Those with one child had the highest percentage rating vacation as important or very important: 87.8%. Potential job seekers with more children tended to report that paid vacation was very important to them at a lower rate.

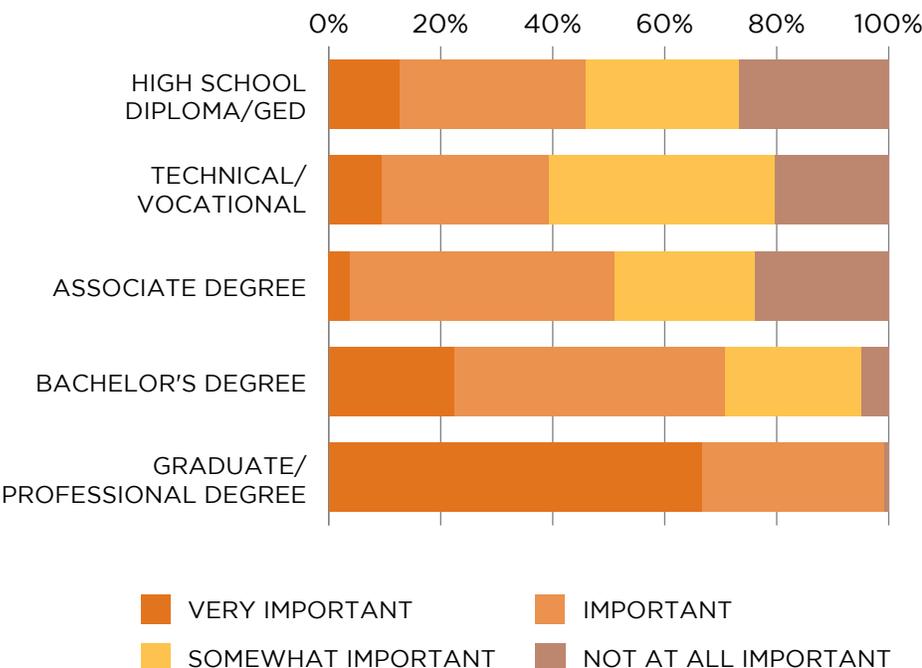
IMPORTANCE OF PAID VACATION BY NUMBER OF CHILDREN



IMPORTANCE OF USING EDUCATION

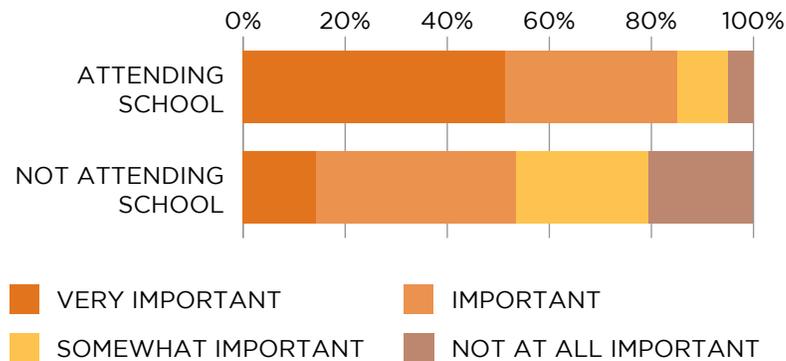
Making use of their education, training, or degree wasn't as important to potential job seekers as other factors, but 57.4% of potential seekers named using education as important or very important to them. When broken down by current education level, clear patterns emerged in the desire of potential job seekers to use their education in the workplace.

IMPORTANCE OF USING EDUCATION BY EDUCATIONAL ATTAINMENT



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 graduate or professional degree, 66.7% said that using their education was very important to them, while 22.2% with a bachelor's degree said the same thing. Over 99% of those with a graduate or professional degree stated that using their education was either important or very important to them, while 70.1% with a bachelor's degree stated the same.

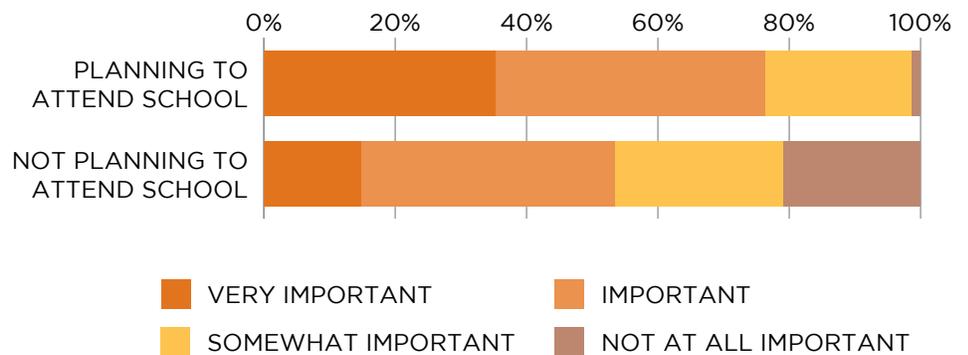
IMPORTANCE OF USING EDUCATION/TRAINING/DEGREE BY STUDENT STATUS



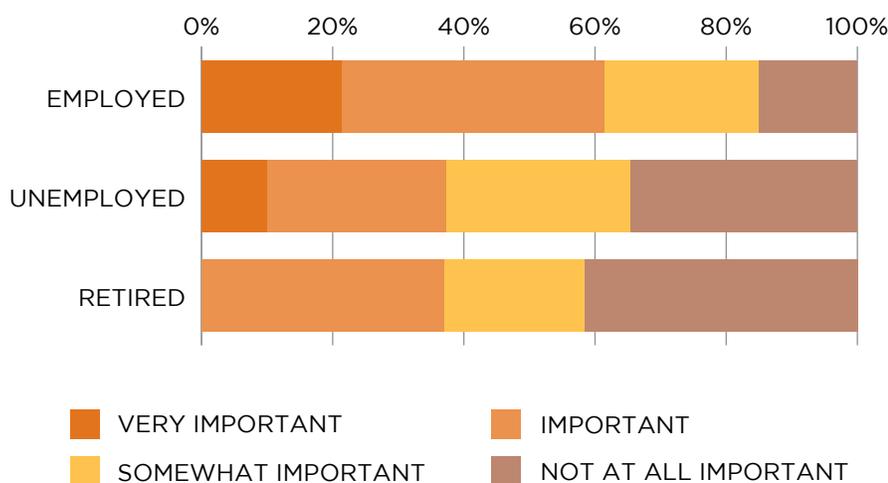
Over half of potential job seekers that were currently attending a trade/vocational school, community college, or 4-year college said that using their education, training, or degree in a job was very important to them. Nearly 85% of potential seekers currently attending school said that using their education was very important or important to them while only 53.3% of those not currently attending school said so.

Using their education was more important to potential job seekers who plan to attend school, with 35.2% of those planning to attend stating that using their education was very important, while 14.8% of those who did not plan to attend school said that using their education was very important to them.

IMPORTANCE OF USING EDUCATION/TRAINING/DEGREE BY POTENTIAL STUDENT STATUS



IMPORTANCE OF USING EDUCATION/TRAINING/DEGREE BY EMPLOYMENT STATUS



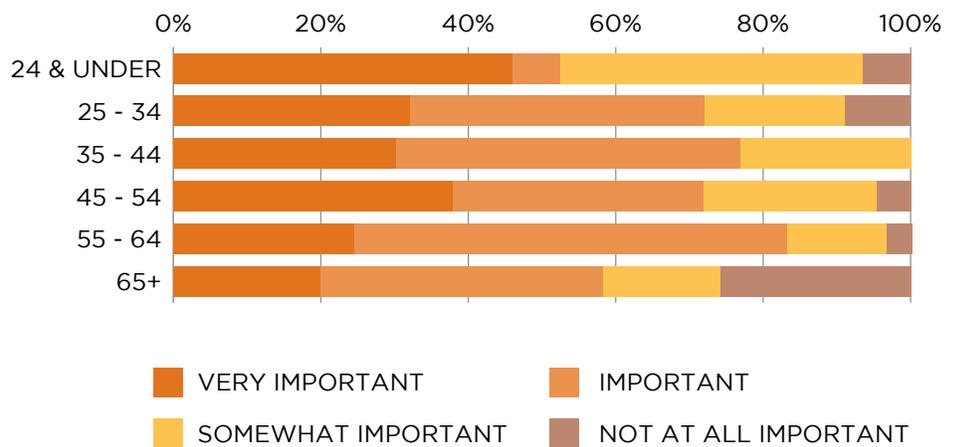
Using their education, training, or degree was more important to employed potential job seekers than unemployed or retired potential job seekers. Over 60% of employed potential seekers stated that using their education, training, or degree was important or very important to them, while less than 40% of the unemployed stated the same.

IMPORTANCE OF SICK LEAVE

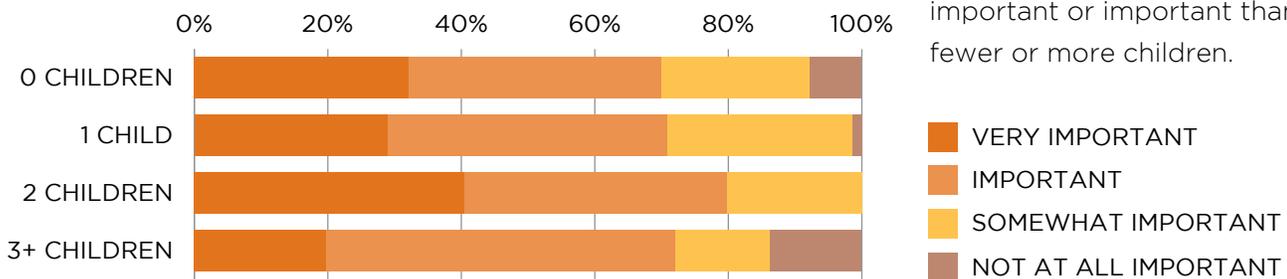
Sick leave was relatively important to potential job seekers, with 72.3% naming it either very important or important to them. The importance of sick leave varied with the age, gender, and number of children of potential job seekers.

Interestingly, the majority of potential job seekers who stated paid sick leave was very important to them were in the 24 and younger age category. However, over 83% of those ages 55-64 said that sick leave was very important or important to them, the most of any age group. The highest percentage of potential job seekers stating that sick leave was not at all important to them was over 65, with 25.7% in this age range stating so.

IMPORTANCE OF PAID SICK LEAVE BY AGE



IMPORTANCE OF PAID SICK LEAVE BY NUMBER OF CHILDREN

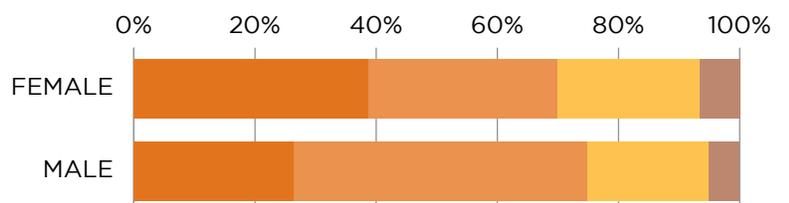


Potential job seekers with two children living in their household were more likely to list sick leave as very important or important than those with fewer or more children.

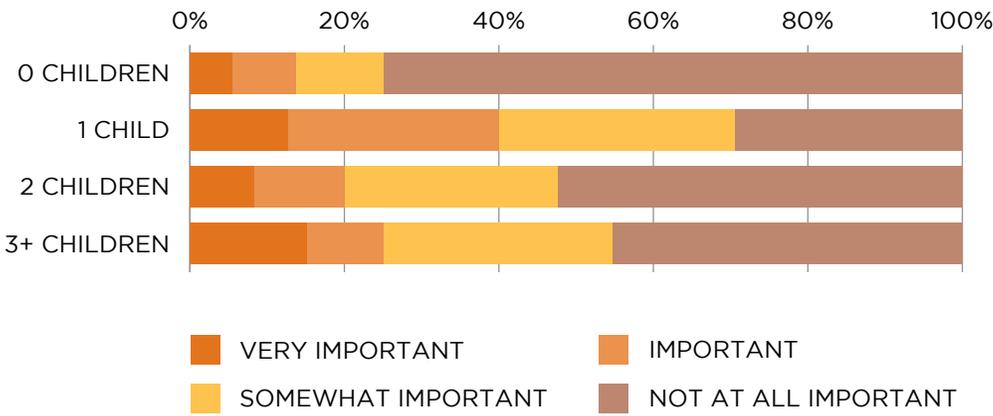
More female potential job seekers said that sick leave was very important to them; however, male potential job seekers were more likely to state that sick leave was important to them.

IMPORTANCE OF PAID SICK LEAVE BY GENDER

- VERY IMPORTANT
- IMPORTANT
- SOMEWHAT IMPORTANT
- NOT AT ALL IMPORTANT



IMPORTANCE OF ACCESSIBLE CHILDCARE BY NUMBER OF CHILDREN



Overall, potential job seekers did not value accessible childcare as much as other factors, with only 20.4% listing it as important or very important.

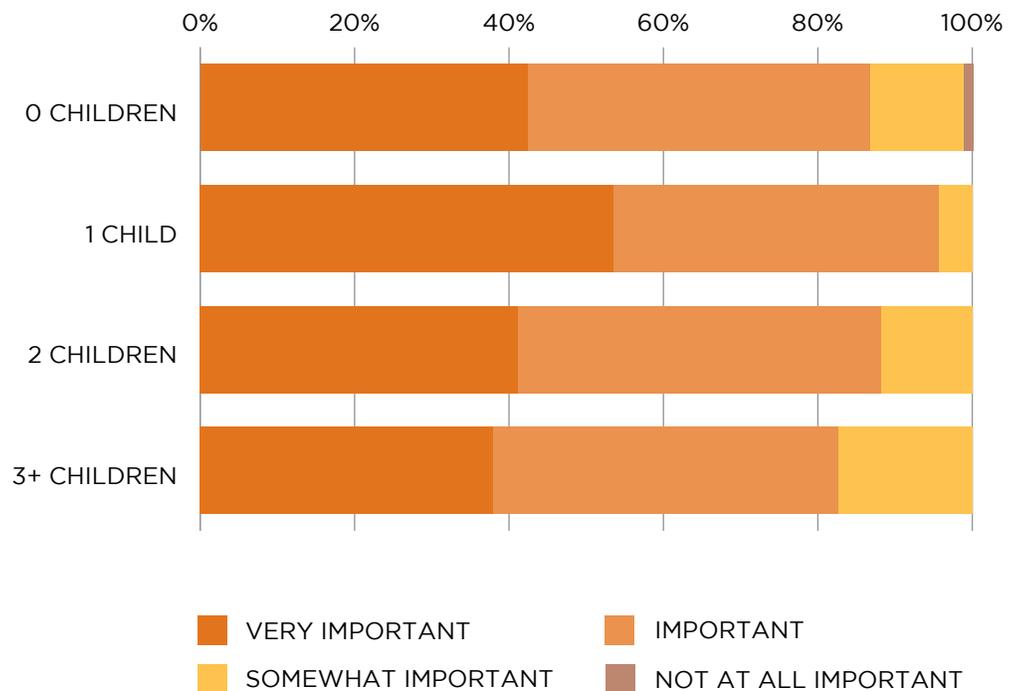
About 15% of potential job seekers with 3 or more children stated that childcare was very important to them, while nearly 40% with one child stated that accessible childcare was either important or very important to them.

IMPORTANCE OF WORK SCHEDULE

Having a work schedule that fit a potential job seeker’s needs was the second highest rated factor overall with 88.3% of respondents saying it was important or very important. The importance of work schedule changed with the number of children living with the potential job seeker.

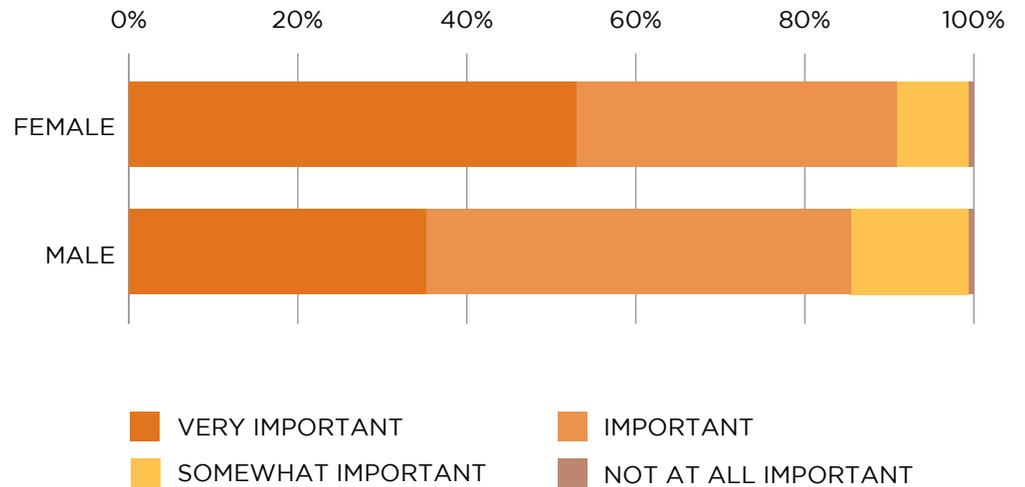
Over half of potential job seekers with one child reported work schedule as very important, a larger percentage than any other group. Potential job seekers with 3+ children reported work schedule was somewhat important at a higher percentage than other groups. Interestingly, the percentage of potential job seekers reporting that work schedule was very important was lower among those with 2 or more children compared to those with one child.

IMPORTANCE OF WORK SCHEDULE BY NUMBER OF CHILDREN

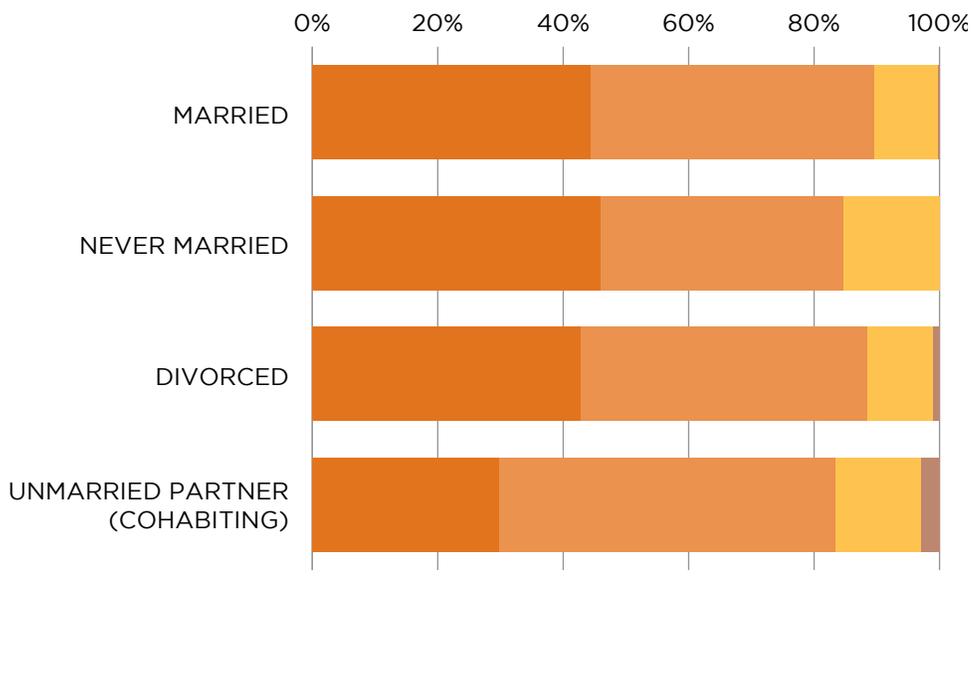


Work schedule was more important to female potential job seekers, with 90.1% of female seekers saying work schedule was very important or important to them, compared to 85.4% of males. Over half of females said that work schedule was very important to them, while just 35.1% of males said the same.

IMPORTANCE OF WORK SCHEDULE BY GENDER

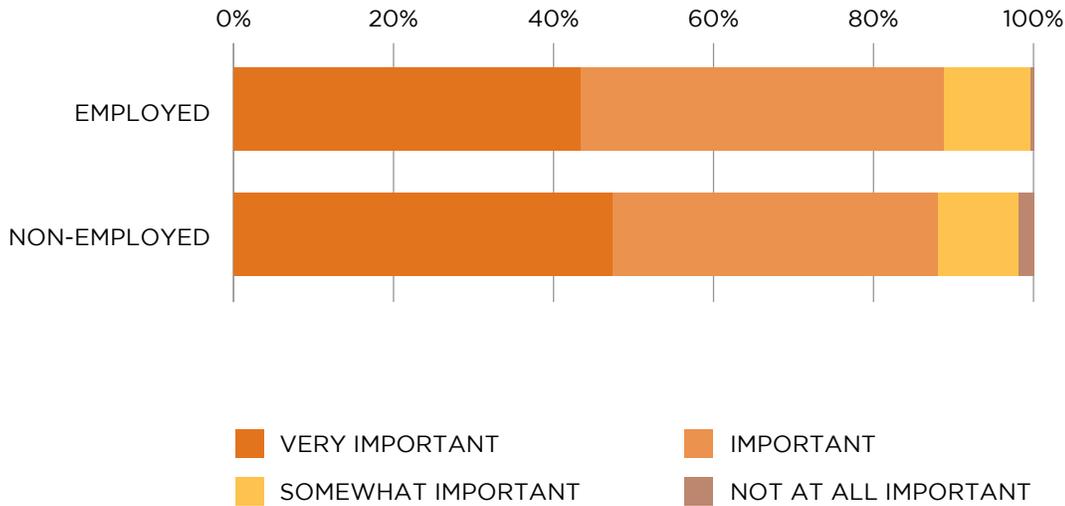


IMPORTANCE OF WORK SCHEDULE BY MARITAL STATUS



Nearly 90% of married potential job seekers said that work schedule was important or very important to them. Among potential job seekers with an unmarried partner (cohabiting), this number was 83.2%. Potential seekers who were never married said that work schedule was very important to them at the highest rate: 45.9%, while only around 30% of those with an unmarried partner stated the same.

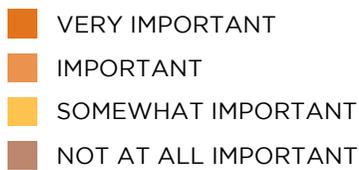
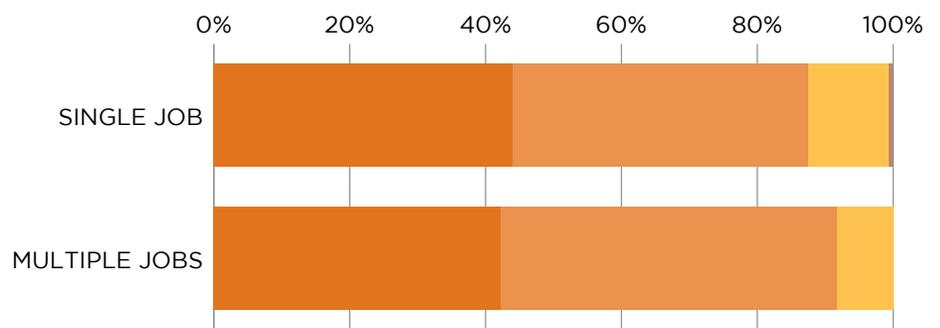
IMPORTANCE OF WORK SCHEDULE BY EMPLOYMENT STATUS



Overall, the importance of work schedule to employed and non-employed (unemployed, retired, and homemakers) potential job seekers was very similar. The non-employed were more likely to rate work schedule as very important to them, but the employed were slightly more likely to rate work schedule as important.

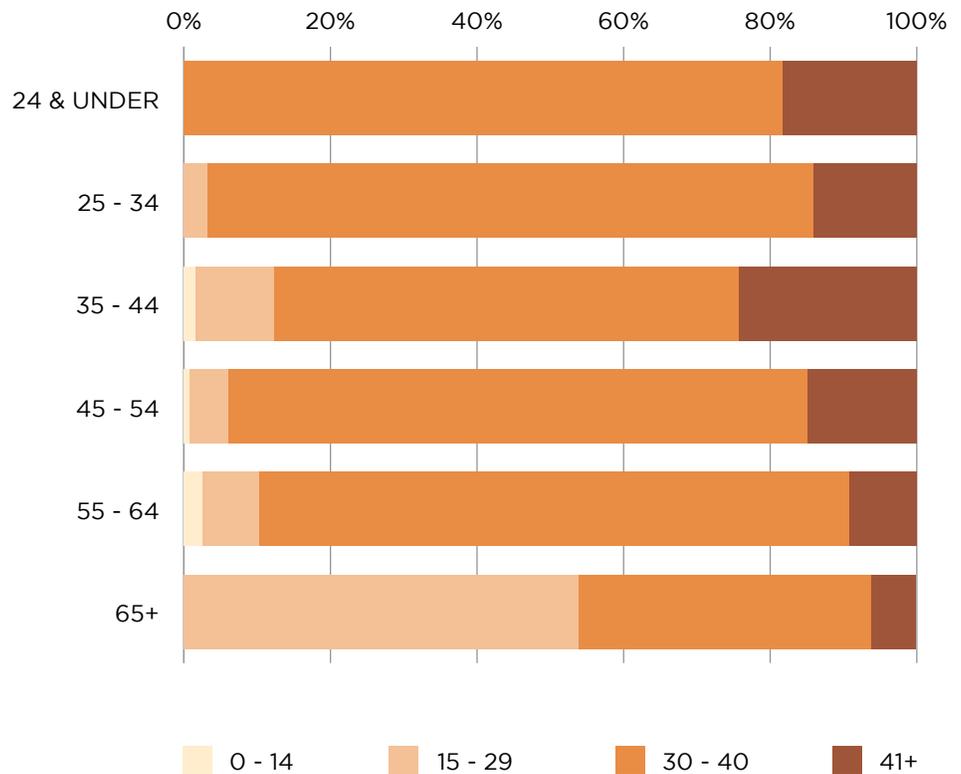
Perhaps surprisingly, work schedule was not much more important to employed potential job seekers that currently hold one job compared to those who hold multiple jobs. Over 90% of those who held multiple jobs rated work schedule as either important or very important while 87.6% of those that held one job stated the same.

IMPORTANCE OF WORK SCHEDULE BY MULTIPLE JOB STATUS

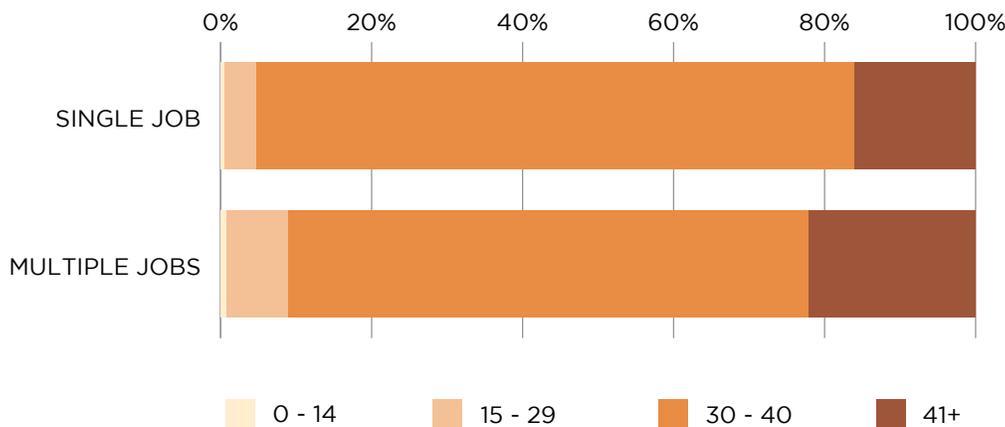


The differences in various important factors across age groups may be explained, in part, by desired work hours in these age groups. Potential job seekers ages 65+ wanted to work fewer hours per week in general according to the survey. Among potential job seekers 65 and over, 53.4% wanted to work less 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.

HOURS OF WORK PER WEEK DESIRED BY AGE GROUP



HOURS OF WORK PER WEEK DESIRED BY JOB STATUS

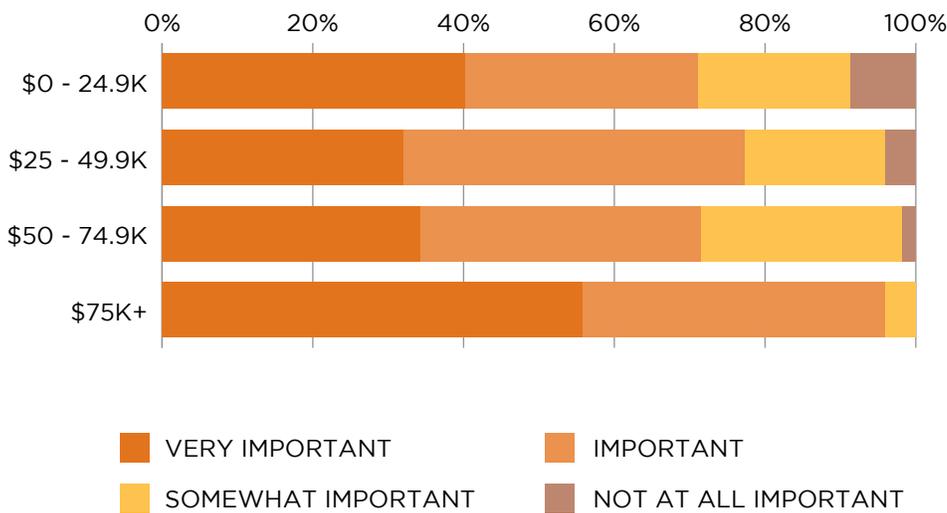


The majority of employed potential job seekers wanted to work between 30 and 40 hours a week, regardless of whether they were currently working one or multiple jobs. Of those who provided both an employment status and a number of work hours per week desired, nearly 70% of those who held multiple jobs wanted to work 30-40 hours a week, and 79.2% of those who held one job wanted to work the same number of hours.

IMPORTANCE OF COMPANY VALUES

Nearly 75% of all potential job seekers said it was important or very important that, when choosing a job, the values of the company align with their own. The importance of company values to potential job seekers varied by income, gender, and age of potential job seekers.

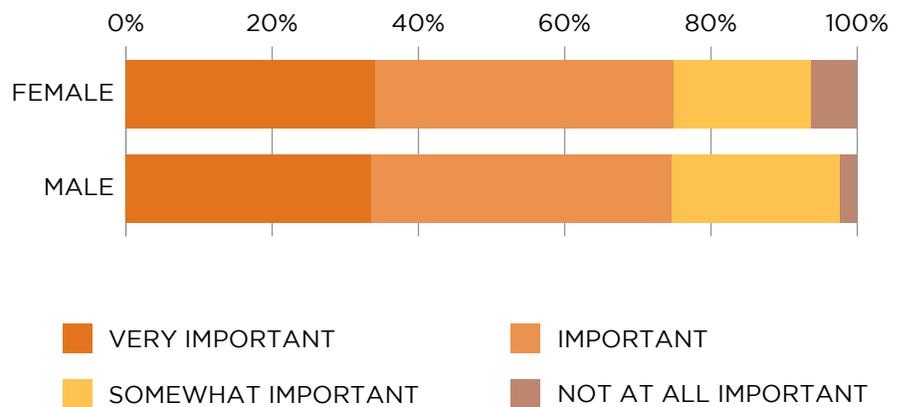
IMPORTANCE OF COMPANY VALUES BY INCOME



Potential job seekers in the highest income category reported that company values were very important to them more often than those in the lower income categories. As income increased, those reporting that company values were not at all important decreased.

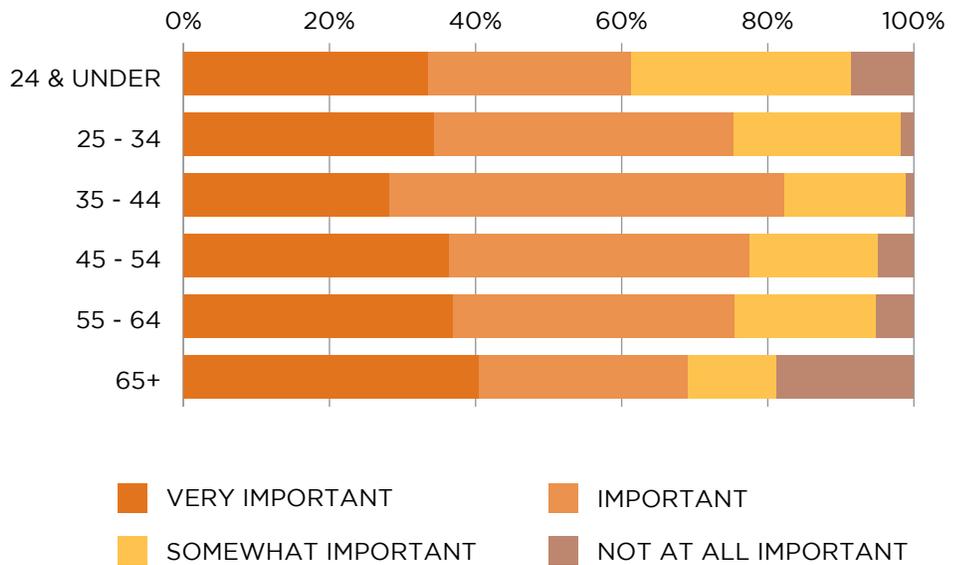
Male and female potential job seekers in the Panhandle were similar in how they rated the importance of company values when choosing a job. However, a greater percentage of males said company values were somewhat important (23%) compared to females (18.9%), and a smaller percentage of males said company values are not at all important (2.4%) compared to females (6.2%).

IMPORTANCE OF COMPANY VALUES BY GENDER



A greater percentage of potential job seekers in the oldest age group reported company values were very important (40.4%) compared to the other age groups. Those in the age groups 35 to 44 and 45 to 54 reported company values to be very important or important more often than other age groups (82.2% and 77.5%, respectively).

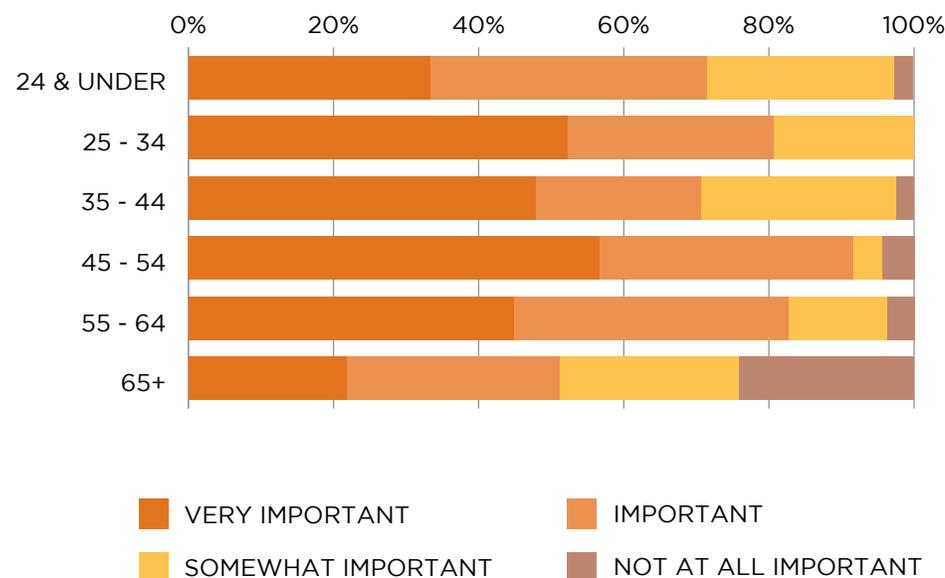
IMPORTANCE OF COMPANY VALUES BY AGE



IMPORTANCE OF RETIREMENT BENEFITS

Retirement benefits were the seventh most important factor to all potential job seekers in the Panhandle area, with 78.1% 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.

IMPORTANCE OF RETIREMENT BENEFITS BY AGE

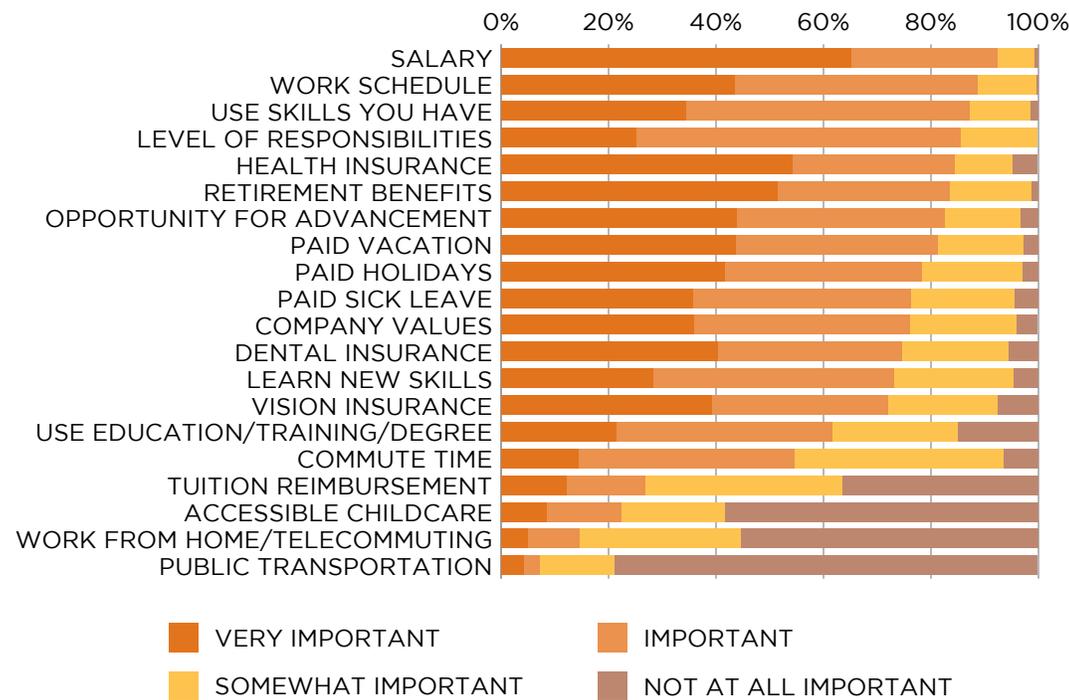


Over 70% of potential seekers across all age groups rated retirement benefits as either important or very important. No respondents between ages 25 and 34 reported retirement benefits were not at all important, but 24.2% of those ages 65 and older said retirement benefits were not at all important.

IMPORTANT FACTORS BY EMPLOYMENT STATUS

Employed potential job seekers and non-employed potential job seekers ranked important factors differently.

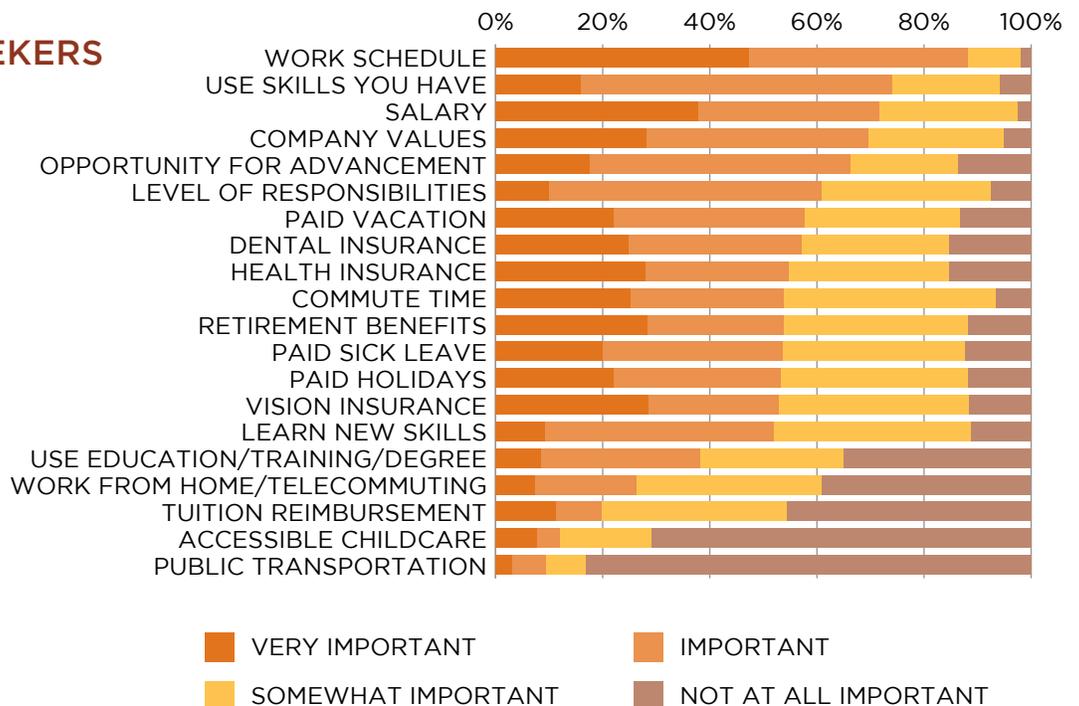
EMPLOYED POTENTIAL JOB SEEKERS



Salary was the most important factor to employed seekers, with 92.4% ranking this as important or very important to them. The top factors to potential job seekers who were currently employed based on ratings of important and very important were salary, work schedule, and using skills they have.

NON-EMPLOYED POTENTIAL JOB SEEKERS

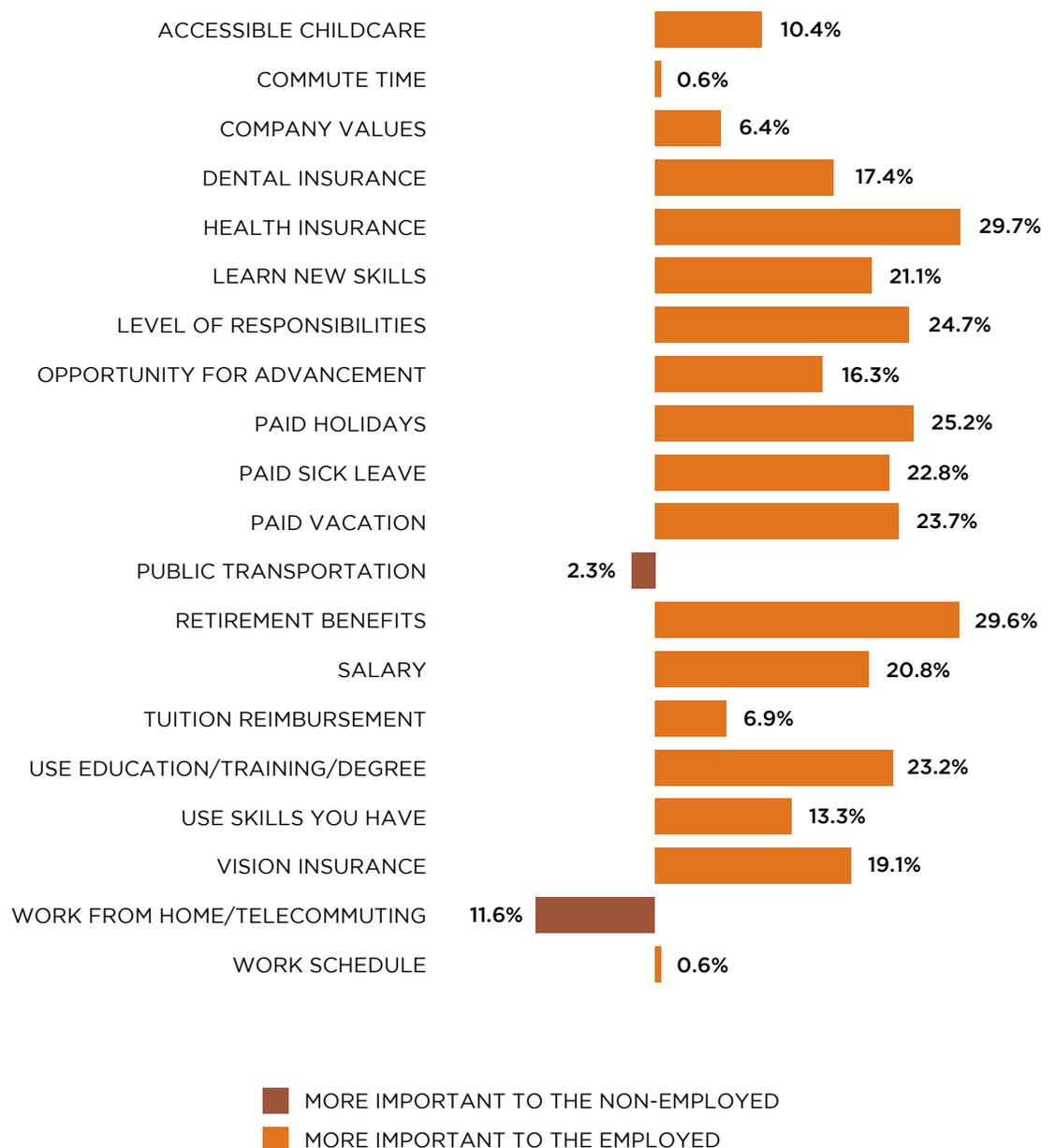
Non-employed potential job seekers had similar rankings, overall, to employed potential job seekers. Work schedule was the most important factor to non-employed seekers, with 88% stating this factor was important or very important to them. The other top factors to non-employed seekers were salary and using skills you have.



The difference between rankings of each factor (based on responses of very important or important) are presented below. Overall, employed potential job seekers rated most factors as more important (based on very important + important) than non-employed seekers did. This may be because those who are currently employed might be able to be more selective when considering new employment. However, a few factors were more important to the non-employed, and some had very little variation in importance between groups.

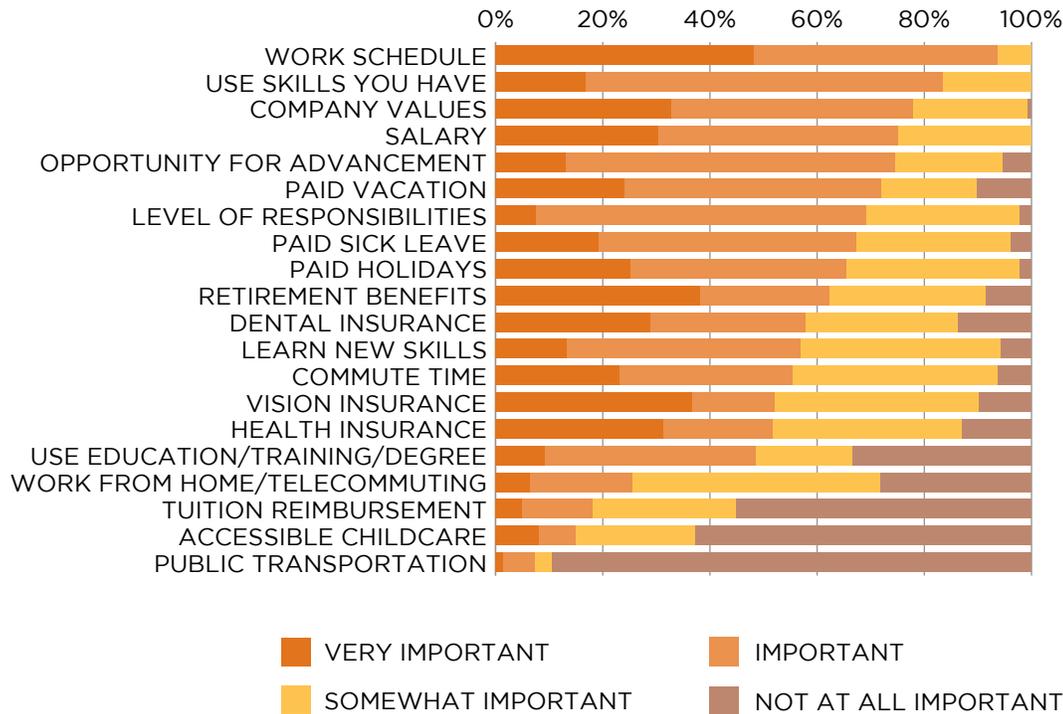
According to the data, working from home/telecommuting was over 10% more important to the non-employed than the employed, and public transportation was just slightly more important at around 2%. Health insurance and retirement benefits were far more important to employed seekers, at 29.7% and 29.6%, respectively. Paid holidays were 25% more important to the employed, as were level of responsibilities (24.7%). There was little difference in the importance of commute time and work schedule between the employed and non-employed.

DIFFERENCE IN IMPORTANT FACTORS, EMPLOYED VS. NON-EMPLOYED



IMPORTANT FACTORS TO THE NON-EMPLOYED BY LENGTH OF TIME NON-EMPLOYED

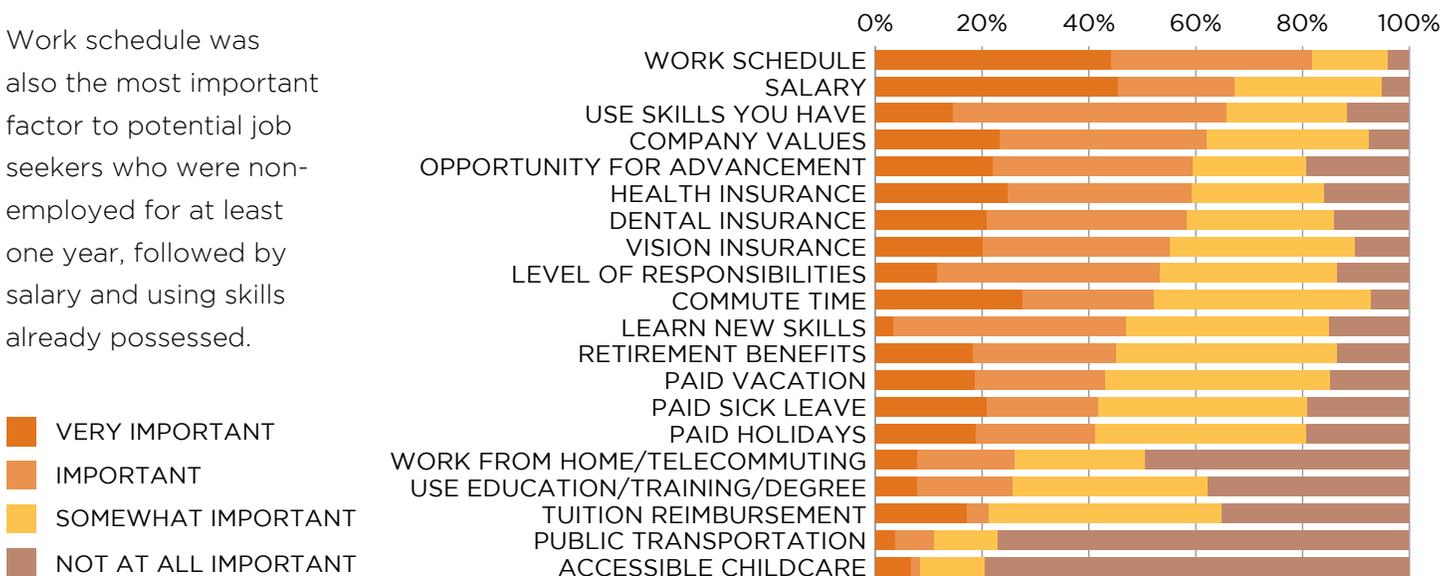
IMPORTANT FACTORS - NON-EMPLOYED LESS THAN 1 YEAR



Work schedule and using skills already possessed were the most important factors in a job to potential job seekers who were non-employed for less than one year, based on rankings of important and very important. Company values, salary, and opportunity for advancement round out the top five for this group.

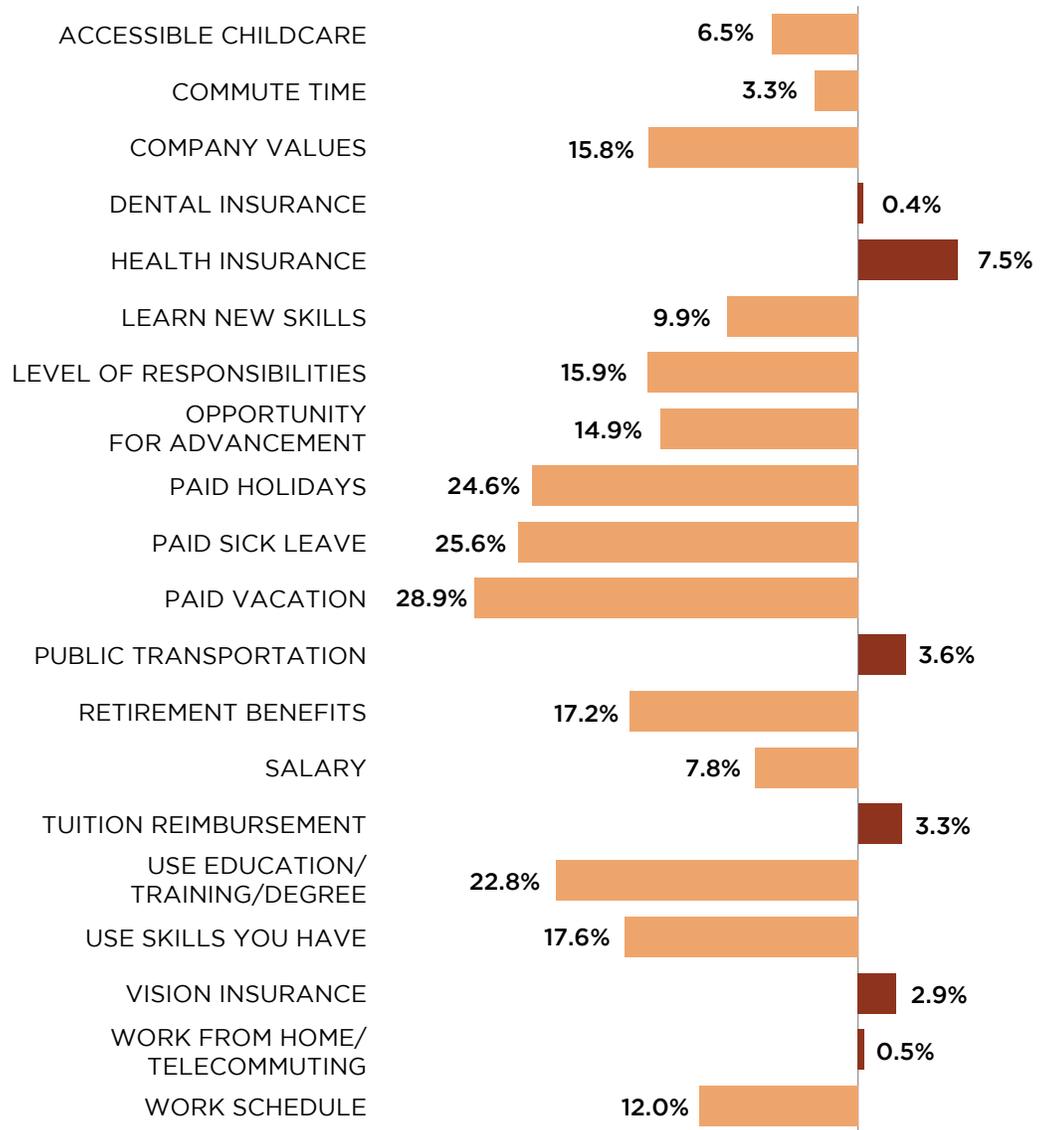
IMPORTANT FACTORS - NON-EMPLOYED 1 YEAR OR MORE

Work schedule was also the most important factor to potential job seekers who were non-employed for at least one year, followed by salary and using skills already possessed.



Interestingly, those who were non-employed for less than a year tended to name most factors as more important to them than potential seekers who had been non-employed for more than a year. Health insurance, public transportation, tuition reimbursement, and vision insurance were more important to those non-employed for more than a year, and dental insurance and working from home/telecommuting were roughly of the same importance for both groups.

DIFFERENCE IN IMPORTANT FACTORS BY LENGTH OF TIME NON-EMPLOYED

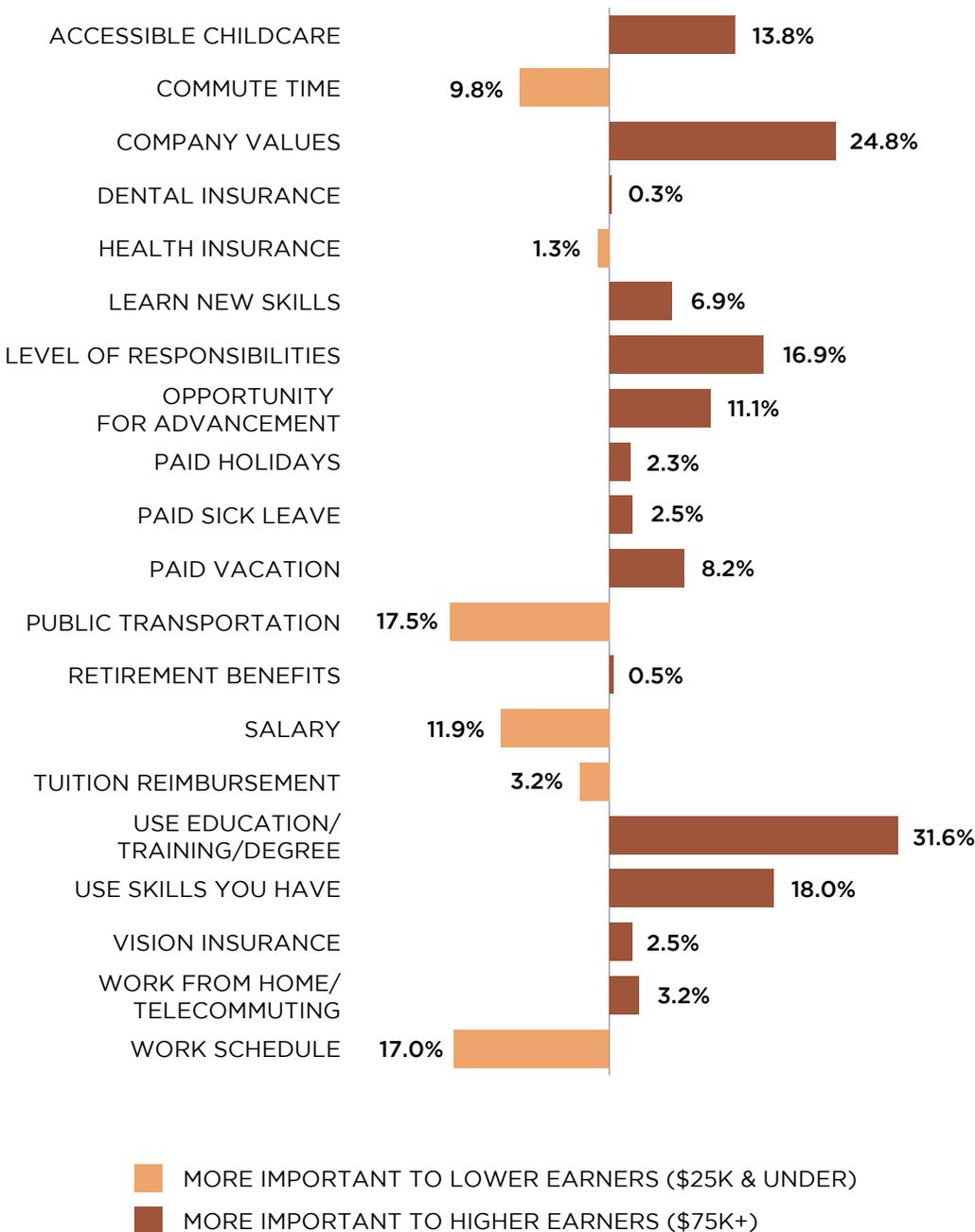


■ MORE IMPORTANT TO THOSE NON-EMPLOYED < 1 YEAR
■ MORE IMPORTANT TO THOSE NON-EMPLOYED 1 YEAR OR MORE

IMPORTANT FACTORS BY 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.

DIFFERENCE IN IMPORTANT FACTORS BY INCOME

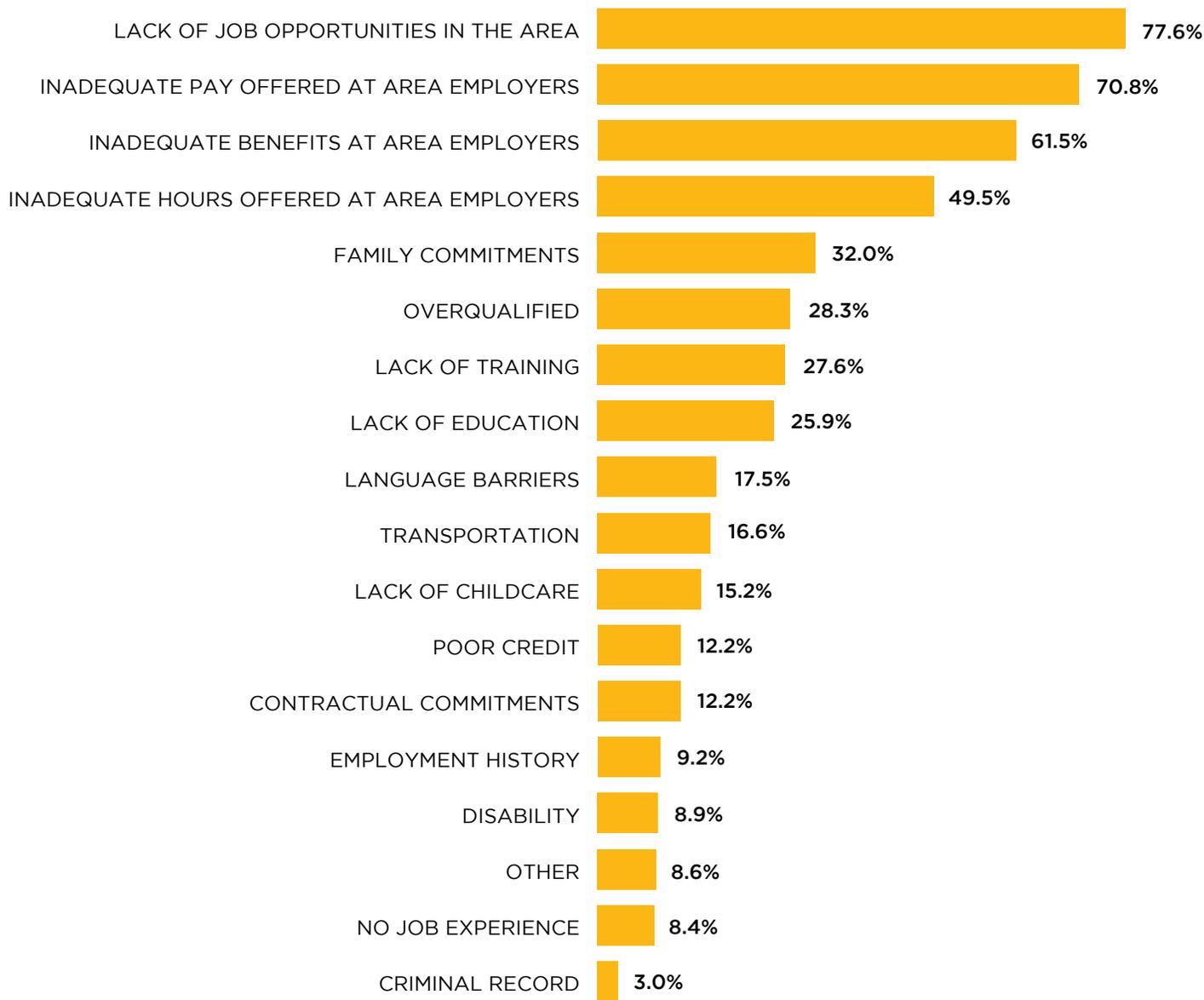


Using their education, training, or degree; company values; and using skills already possessed were far more important to potential seekers making at least \$75K than to those making under \$25K annually. Work schedule and a job location near public transportation were over 15% more important to those making under \$25K than to those making at least \$75K.

Commuter time and salary were also more important to lower earners in the Panhandle area. Company values, using education/training/degree, using skills already possessed, level of responsibilities and accessible childcare were more important to the higher earners. Health insurance, dental insurance, and vision insurance had about the same level of importance to both income groups.

EMPLOYMENT OBSTACLES FOR POTENTIAL JOB SEEKERS

OBSTACLES TO EMPLOYMENT



Of the potential job seekers who answered questions about employment obstacles, 77.6% listed lack of opportunities in the area and 70.8% listed inadequate pay 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 61.5% and 49.5% respectively.

All four of the most commonly cited obstacles to employment (lack of job opportunities, inadequate pay, inadequate benefits, and inadequate hours) were job market-related issues rather than the workforce-related issues such as lack of experience and training.

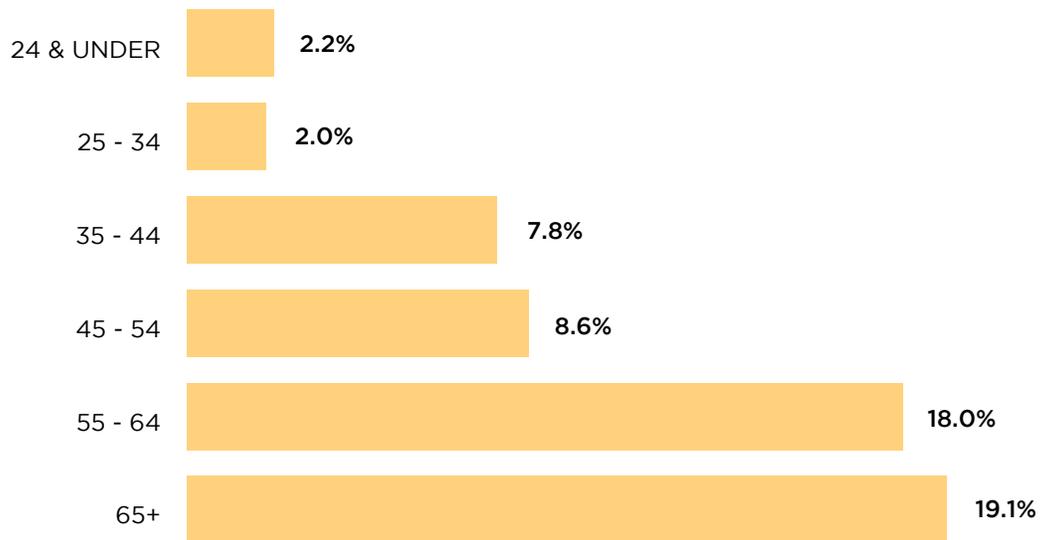
DISABILITY AS AN EMPLOYMENT OBSTACLE BY VETERAN STATUS



Among potential job seekers, veterans were marginally less likely than non-veteran job seekers to report disability as an obstacle to employment. In all, 8.5% of veteran potential job seekers reported disability as an employment obstacle compared to 9.0% of non-veteran potential job seekers.

Likelihood to report disability as an obstacle to employment generally increased with age among potential job seekers. Among those 55-64, likelihood jumped to 18% compared to only 8.6% for those aged 45-54. Those aged 25-34 were least likely to report disability as an employment obstacle, at 2.0%.

DISABILITY AS AN EMPLOYMENT OBSTACLE BY AGE

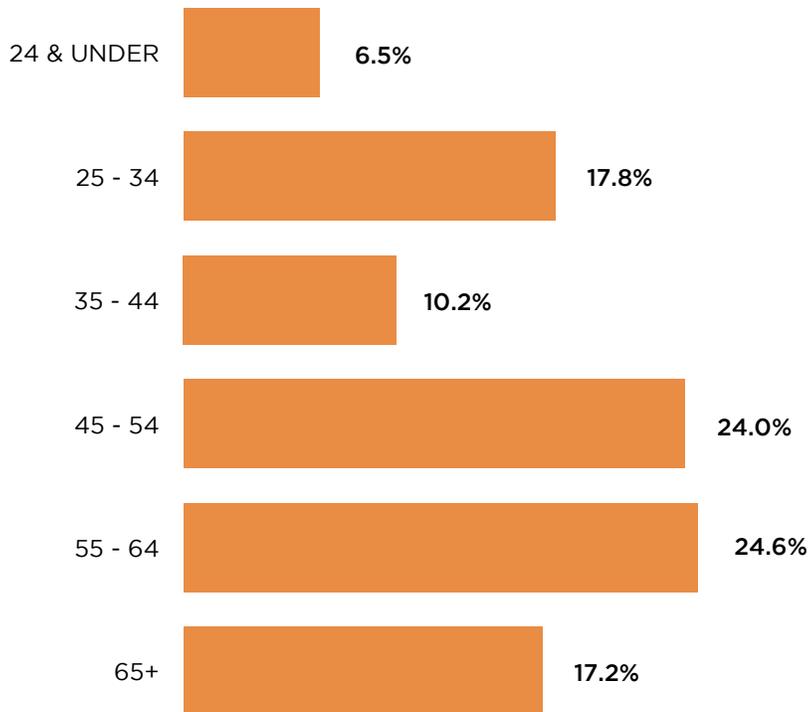


Almost 25% of Hispanic potential job seekers listed language as an employment obstacle compared to 17% of non-Hispanic potential job seekers.

PERCENTAGE REPORTING LANGUAGE AS AN EMPLOYMENT OBSTACLE BY ETHNICITY

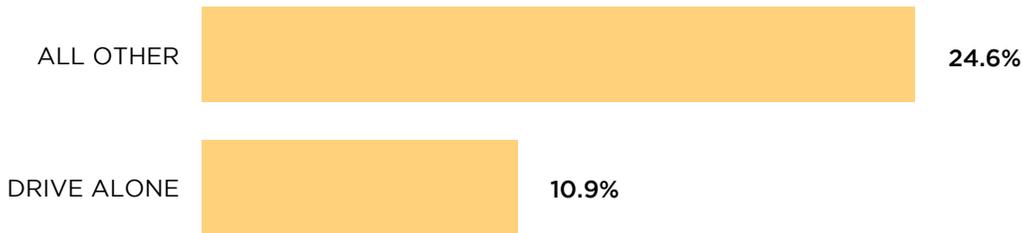


LANGUAGE AS AN EMPLOYMENT OBSTACLE BY AGE



Likelihood to report language as an employment obstacle varied with age among potential job seekers. The percentage reporting it as an obstacle was highest among potential job seekers ages 45-54 (24.0%) and 55-64 (24.6%), Those aged 25-34 and 65 and over had roughly the same likelihood of reporting language as an obstacle, 17.8% and 17.2% respectively. The youngest age group, ages 24 and under, was least likely to report language as an employment obstacle.

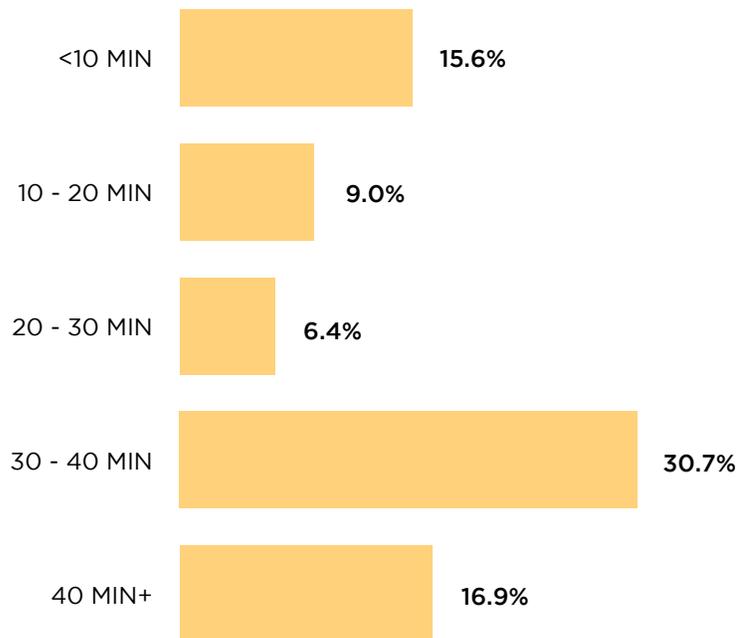
TRANSPORTATION AS AN EMPLOYMENT OBSTACLE BY MODE OF TRANSPORTATION



Of potential job seekers who drove alone to work, 10.9% listed transportation as an employment obstacle. Of those who utilized all other modes of transportation, about 24.6% of respondents listed transportation as an employment obstacle.

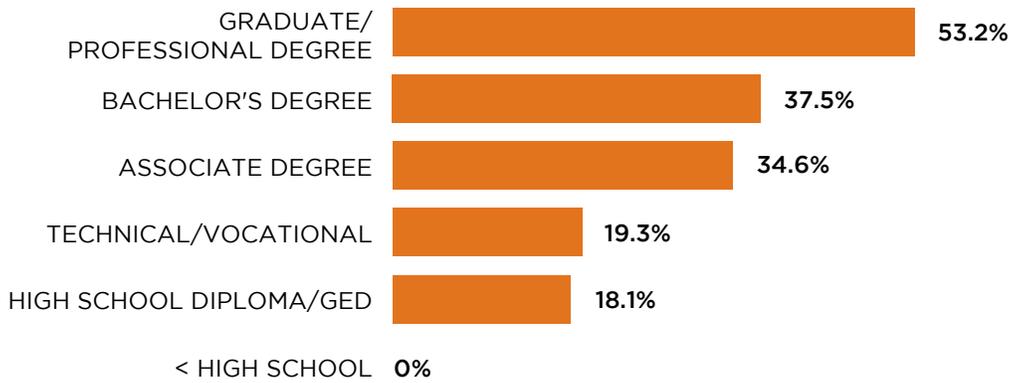
Potential job seekers who commuted 30-40 minutes to work were most likely to list transportation as an employment obstacle, followed by those who commuted 40 minutes or longer.

TRANSPORTATION AS AN EMPLOYMENT OBSTACLE BY COMMUTE TIME

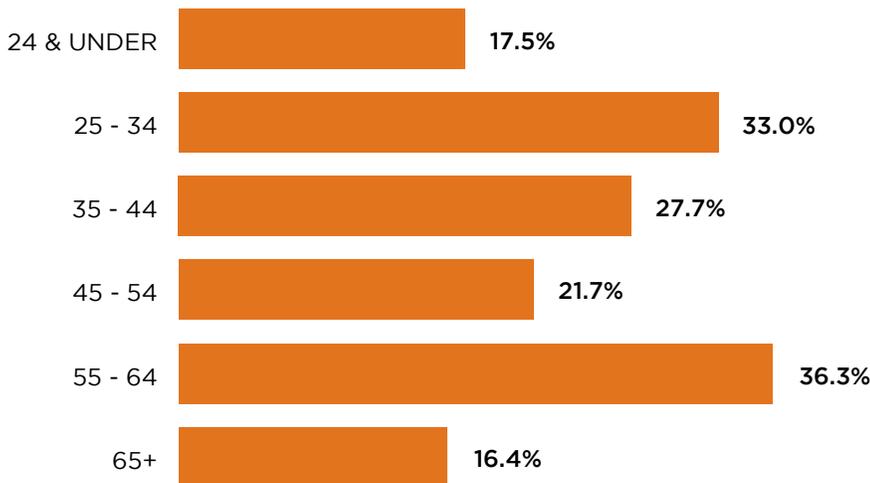


Potential job seekers with higher educational attainment were more likely to report overqualification as an employment obstacle. Among potential job seekers who had graduate or professional degrees, 53.2% listed overqualification as an employment obstacle.

OVERQUALIFICATION AS AN EMPLOYMENT OBSTACLE BY EDUCATIONAL ATTAINMENT

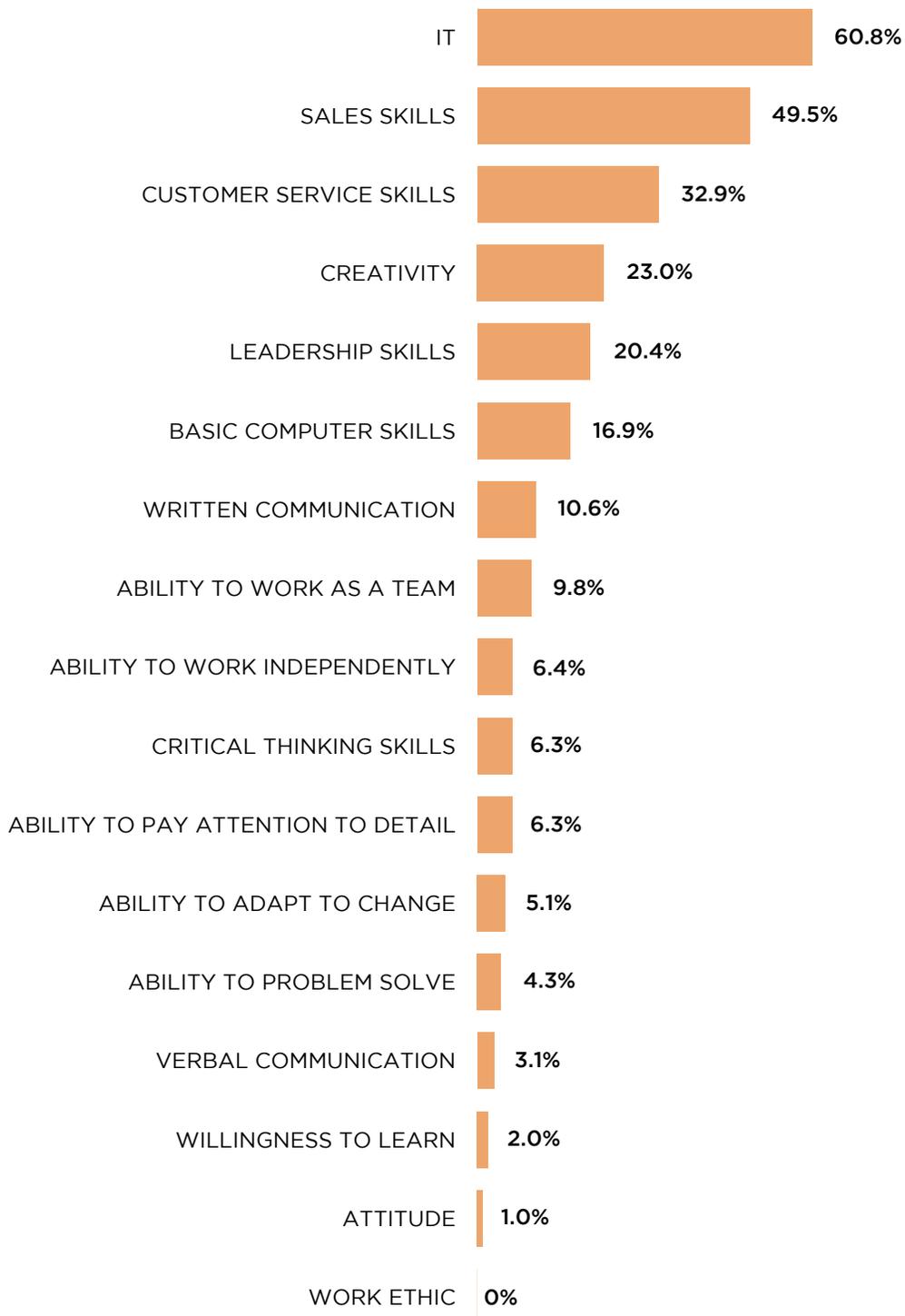


OVERQUALIFICATION AS AN EMPLOYMENT OBSTACLE BY AGE



Potential job seekers ages 55-64 were most likely to list overqualification as an employment obstacle. The second most likely group was potential job seekers ages 25-34 at 33.0%. Overall, the youngest and oldest potential job seekers were the least likely to state that overqualification was an employment obstacle.

UNUSED SKILLS BY OVERQUALIFIED EMPLOYED POTENTIAL JOB SEEKERS

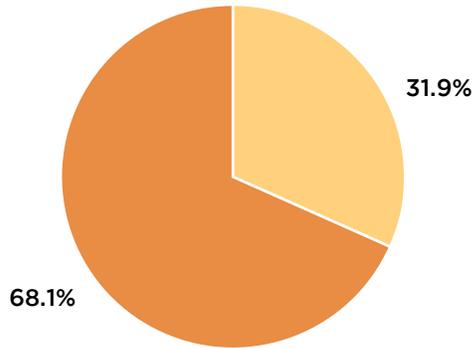


The most commonly cited unused skills by employed potential job seekers identifying themselves as overqualified for their current occupation were IT, sales and customer service skills.

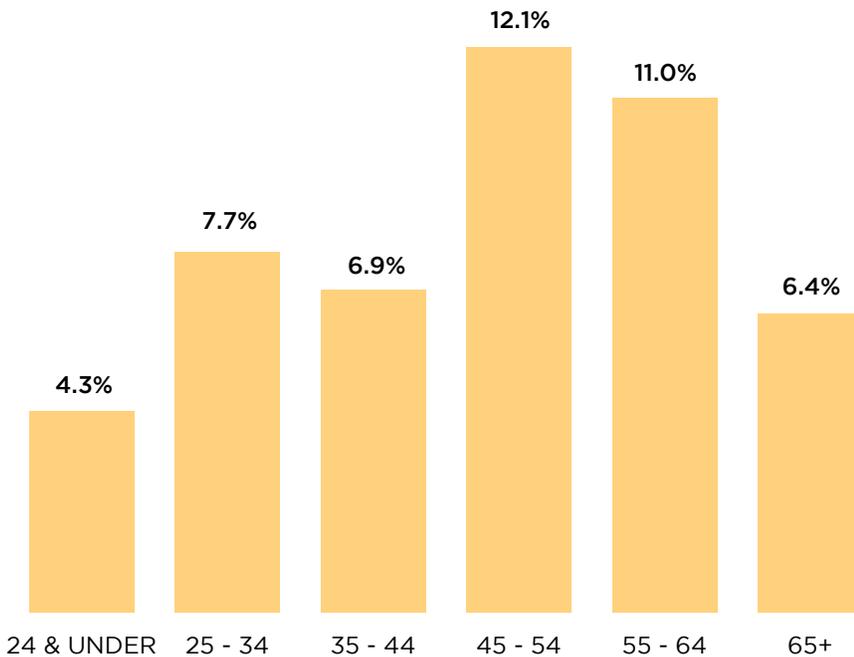
About a third of homemakers who were potential job seekers indicated that a lack of work experience was an obstacle that may prevent them from reentering the workforce in the next year.

NO JOB EXPERIENCE AS AN EMPLOYMENT OBSTACLE - HOMEMAKERS

- OBSTACLE
- NOT AN OBSTACLE



NO JOB EXPERIENCE AS AN EMPLOYMENT OBSTACLE BY AGE



Most potential job seekers, regardless of age group, indicated that having no job experience was not a barrier to obtaining employment. Potential job seekers ages 45-54 were the most likely to report that a lack of job experience may prevent them from changing jobs or reentering the workforce at 12.1%.

BARRIERS TO OBTAINING TRAINING WITHIN THE NEXT YEAR



Of those who answered questions regarding potential barriers to obtaining training within the next year, potential job seekers as a whole identified cost as a barrier to obtaining training most often (82.2%), followed by distance, availability, and time.

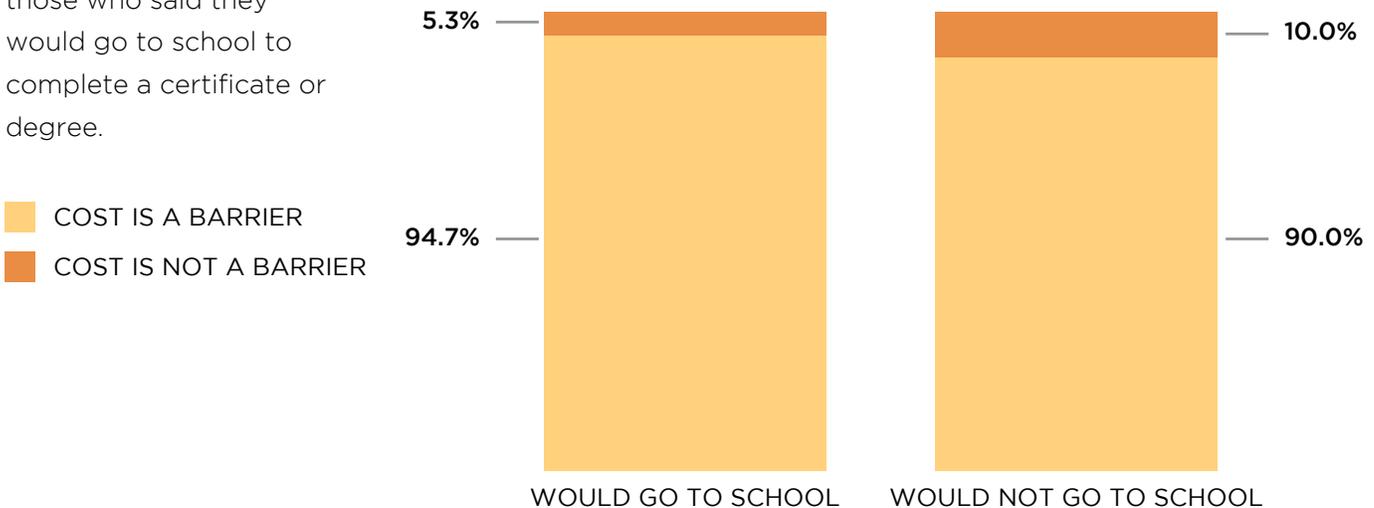
LACK OF EDUCATION AS A BARRIER

Survey respondents were asked if lack of education was a barrier to changing jobs or reentering the workforce in the next year. They were also asked if they would be willing to go to school to complete a certificate or degree, take a class to learn a new skill, attend employer-sponsored training, or attend work-related seminars or conferences in order to improve their employment situation. They then answered questions regarding potential barriers to obtaining training, including cost, time, distance and availability of training.

The following analysis includes only potential job seekers who indicated that lack of education was an obstacle to changing jobs or reentering the workforce in the next year.

Cost was indicated as a barrier to obtaining training by 94.7% of those who said they would go to school to complete a certificate or degree.

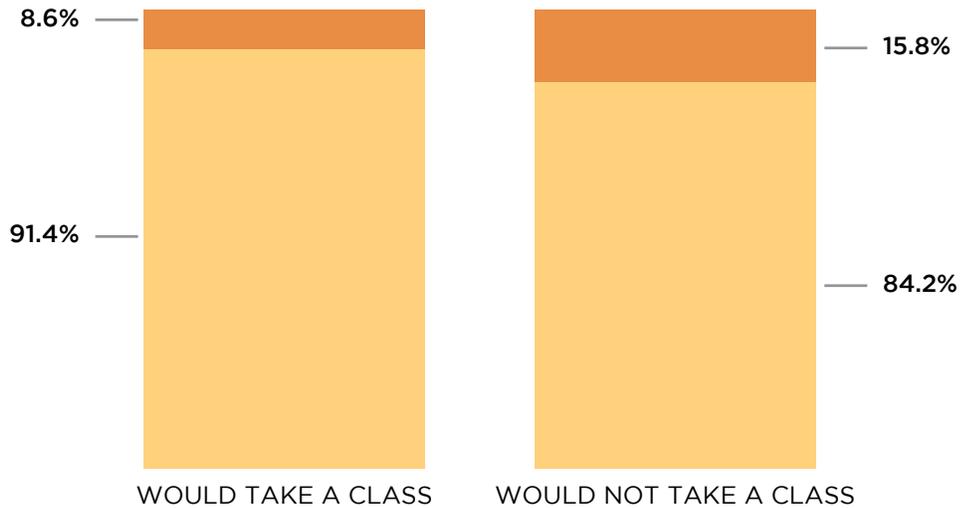
COST OF EDUCATION AS A BARRIER - COMPLETING A DEGREE/CERTIFICATE



Cost was also indicated as a barrier by 91.4% of potential job seekers who were willing to take a class to learn a new skill.

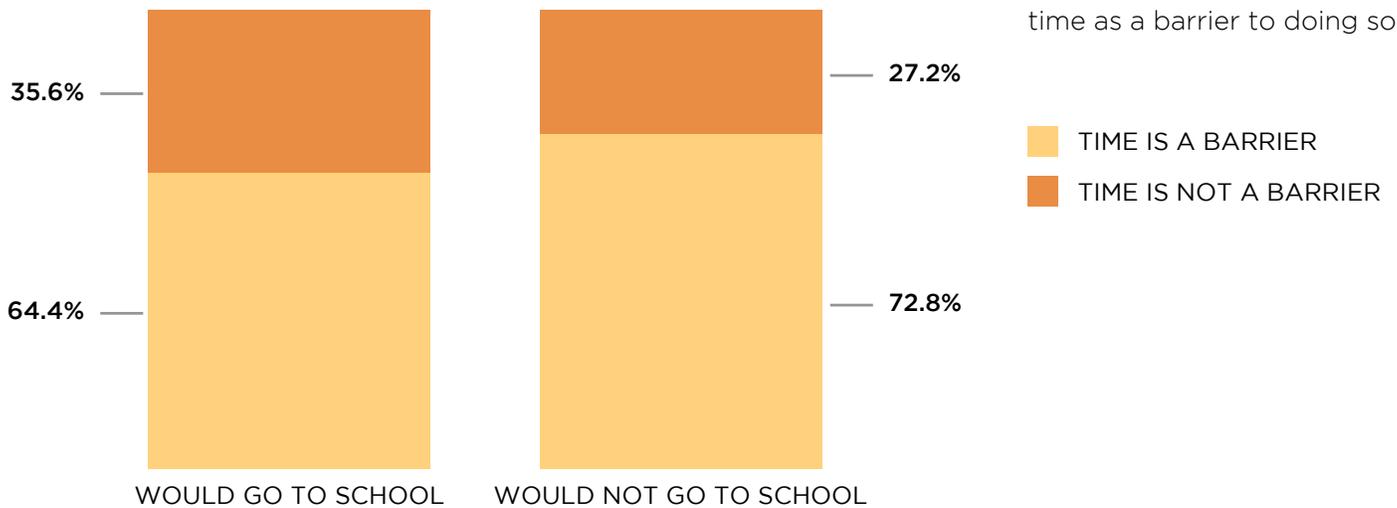
COST OF EDUCATION AS A BARRIER - LEARNING A NEW SKILL

- COST IS A BARRIER
- COST IS NOT A BARRIER



EDUCATION AS A BARRIER - TIME

Additionally, 64.4% of those who were willing to go to school to complete a certificate or degree listed time as a barrier to doing so.

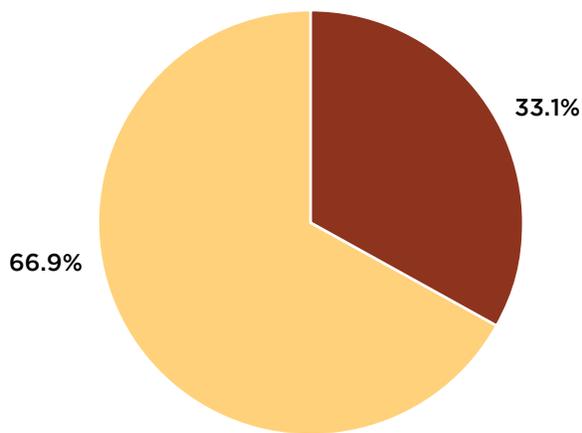


ACTIVE JOB SEEKERS

INTRODUCTION

Active job seekers are a subset of potential job seekers who indicated that they were currently seeking a new job. Non-active seekers are potential job seekers who may change jobs or reenter the workforce within the next year, but were not actively seeking a job.

POTENTIAL JOB SEEKERS - ACTIVE & NON-ACTIVE



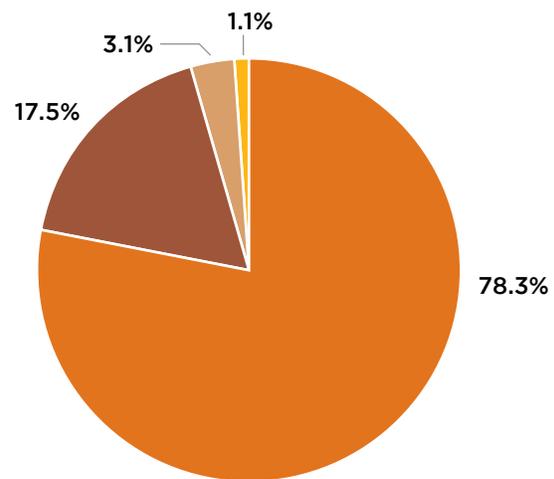
In the Panhandle survey area, 33.1% of potential job seekers were actively seeking a new job. This percentage represents an **estimated 7,804 potential job seekers that were actively seeking a new job.**

- ACTIVELY SEEKING A JOB
- NOT ACTIVELY SEEKING A JOB

According to survey results, most people actively searching for work in the Panhandle area were employed (78.3%), followed by unemployed (17.5%), retired (3.1%), and homemakers (1.1%).

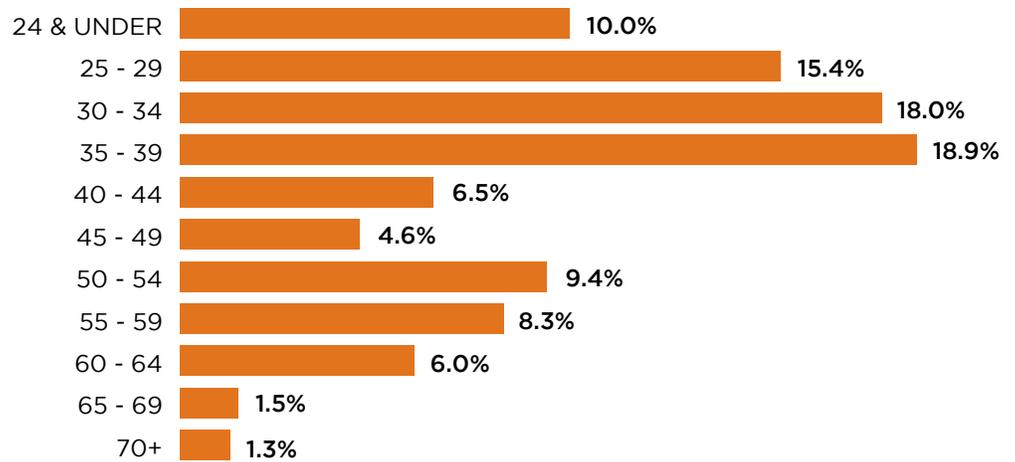
EMPLOYMENT STATUS

- EMPLOYED
- UNEMPLOYED
- RETIRED
- HOMEMAKER

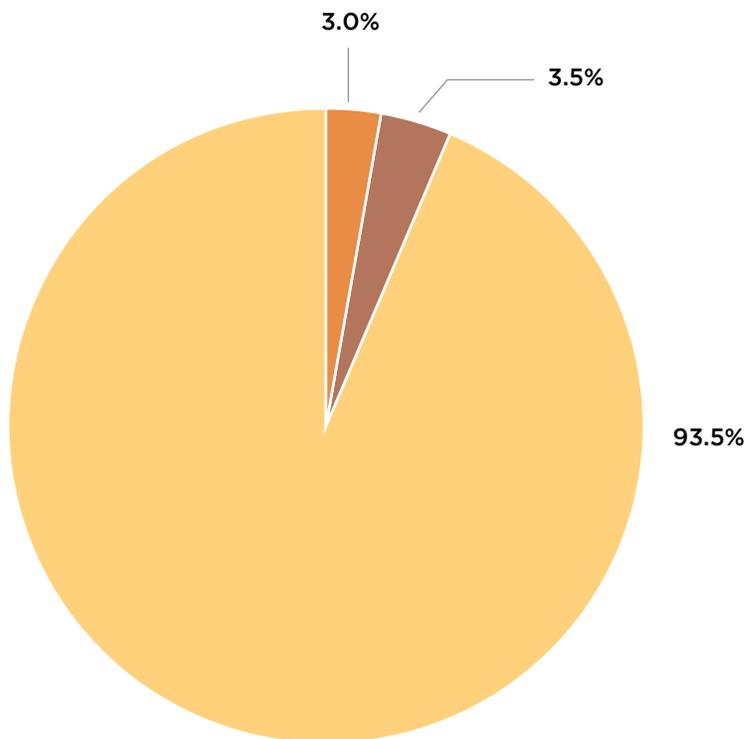


Most active job seekers were ages 35 to 39 (18.9%) followed by ages 30 to 34 (18%), 25 to 29 (15.4%), and age 24 and under (10%). The lowest percentage of active job seekers in an age group were in the 70 and over age category (1.3%).

AGE OF ACTIVE JOB SEEKERS



EMPLOYED ACTIVE JOB SEEKERS PLANNING TO RETIRE WITHIN 5 YEARS

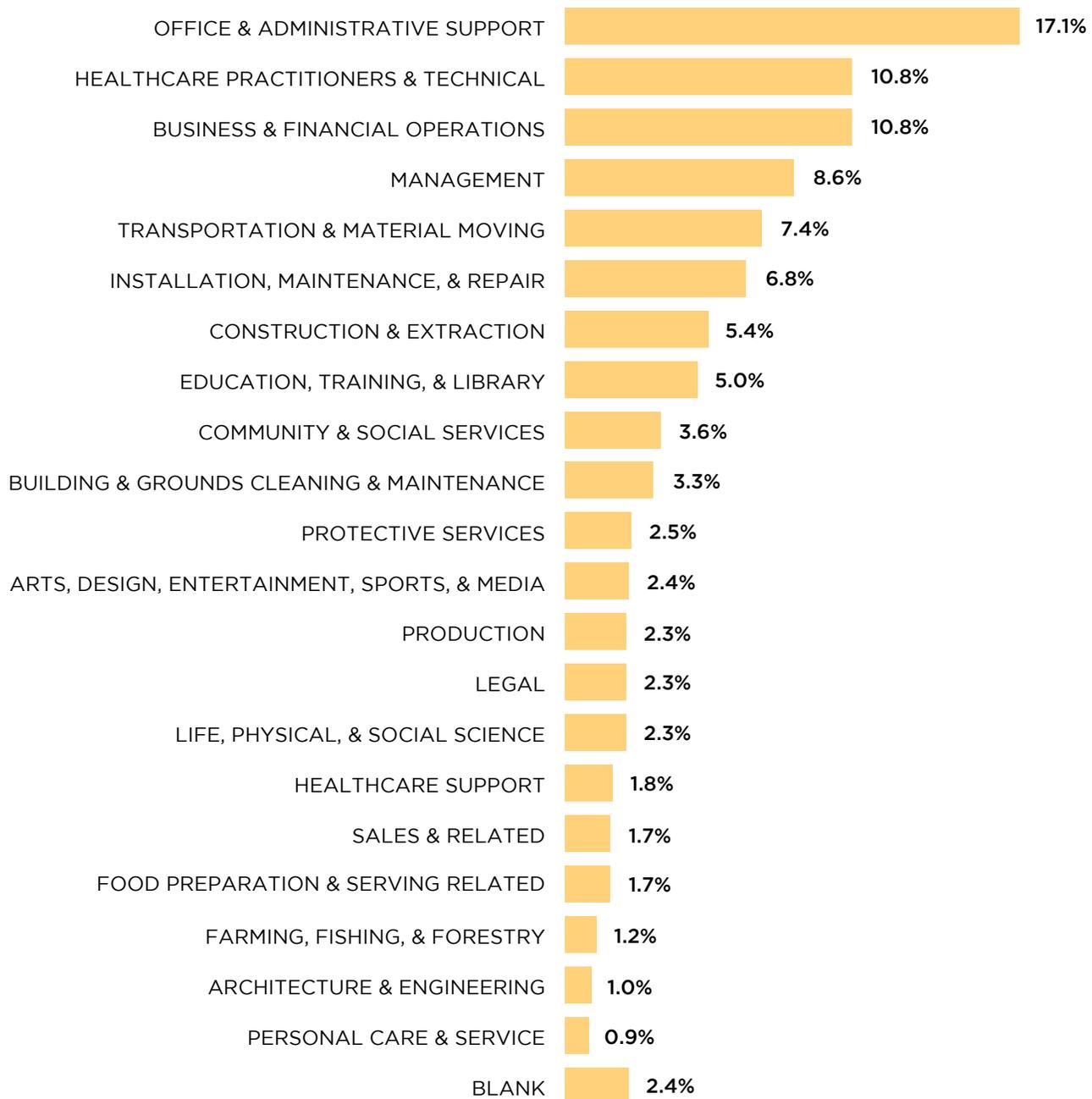


The majority of employed active job seekers do not plan on retiring in the next five years (93.5%). Over 3% of active seekers might plan on retiring in the next five years while 3% are planning on retiring within five years.



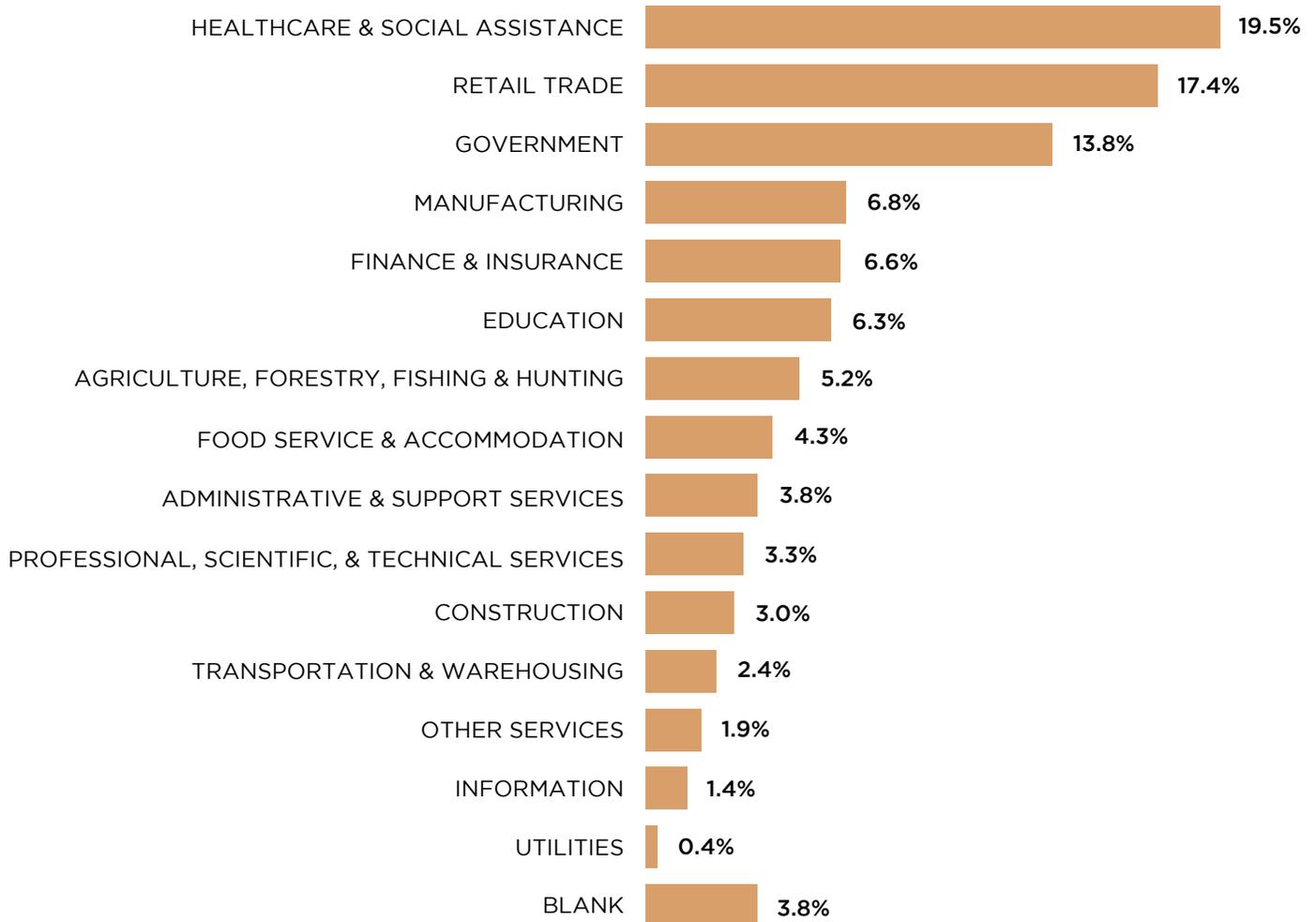
The highest number of active job seekers said they were employed in office and administrative support, followed by healthcare practitioners and technical occupations, with business and financial operations the third largest category.

OCCUPATION OF EMPLOYMENT

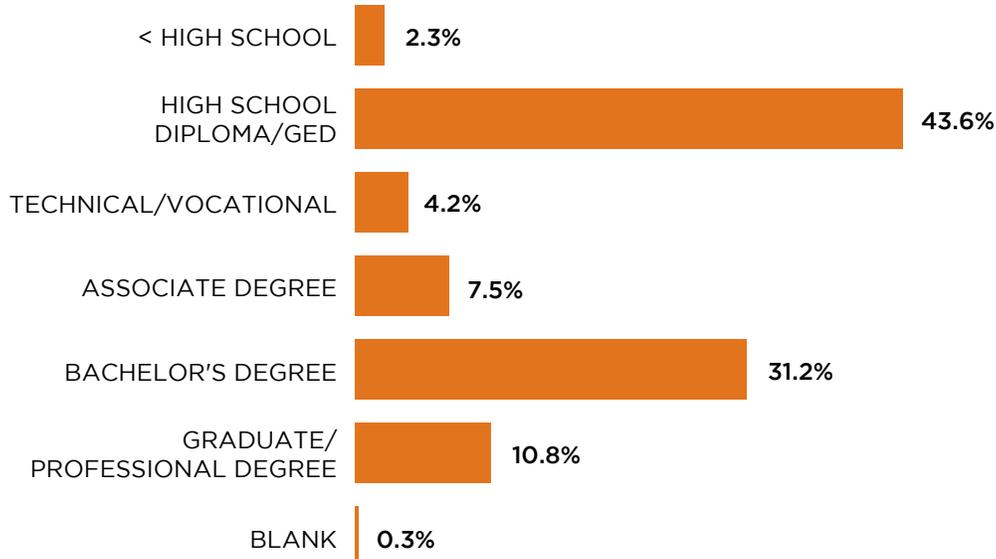


The industry with the highest percentage of active job seekers was healthcare and social assistance, followed by retail trade and government.

INDUSTRY OF EMPLOYMENT



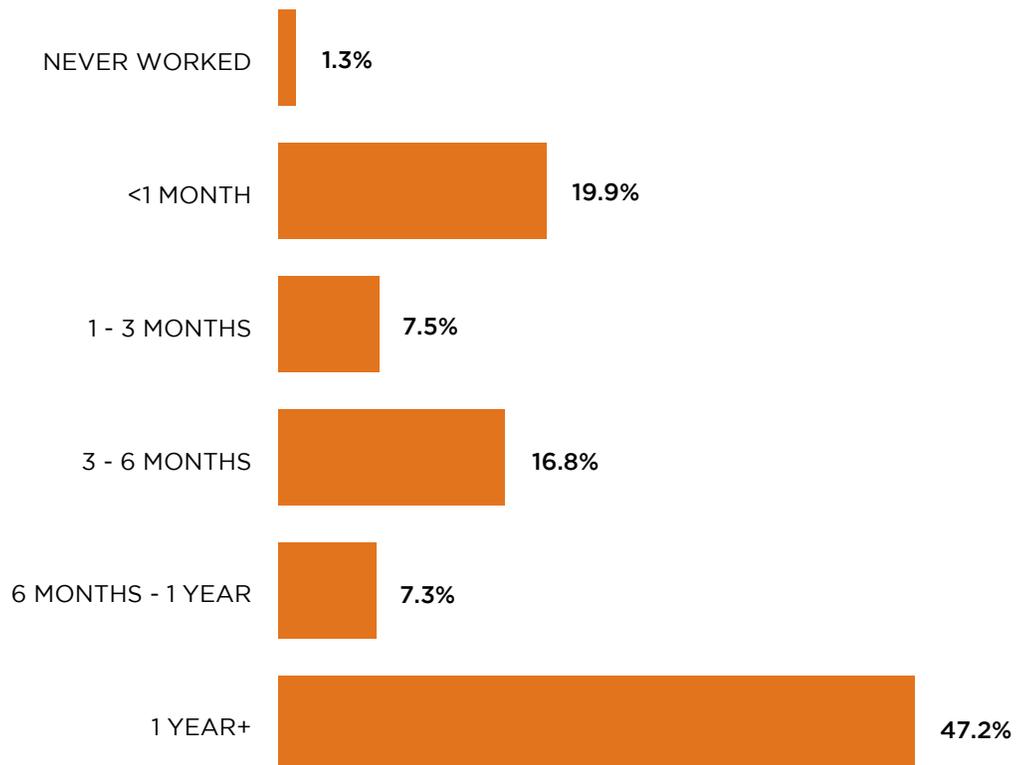
EDUCATIONAL ATTAINMENT



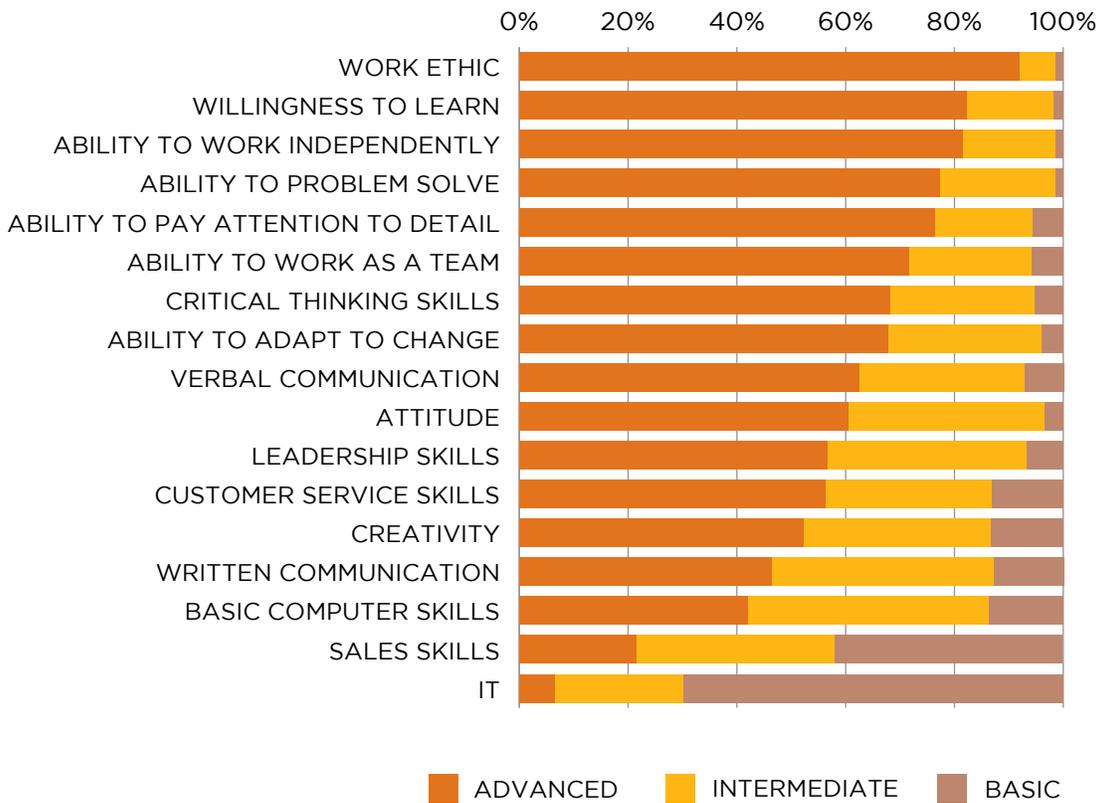
The highest level of education reported by most respondents actively seeking work was a high school diploma or GED, followed by a bachelor's degree.

Almost half of non-employed active job seekers have been non-employed at least a year or longer. Nearly 20% of non-employed active job seekers have been non-employed for less than one month.

TIME SPENT NON-EMPLOYED



SKILL LEVELS



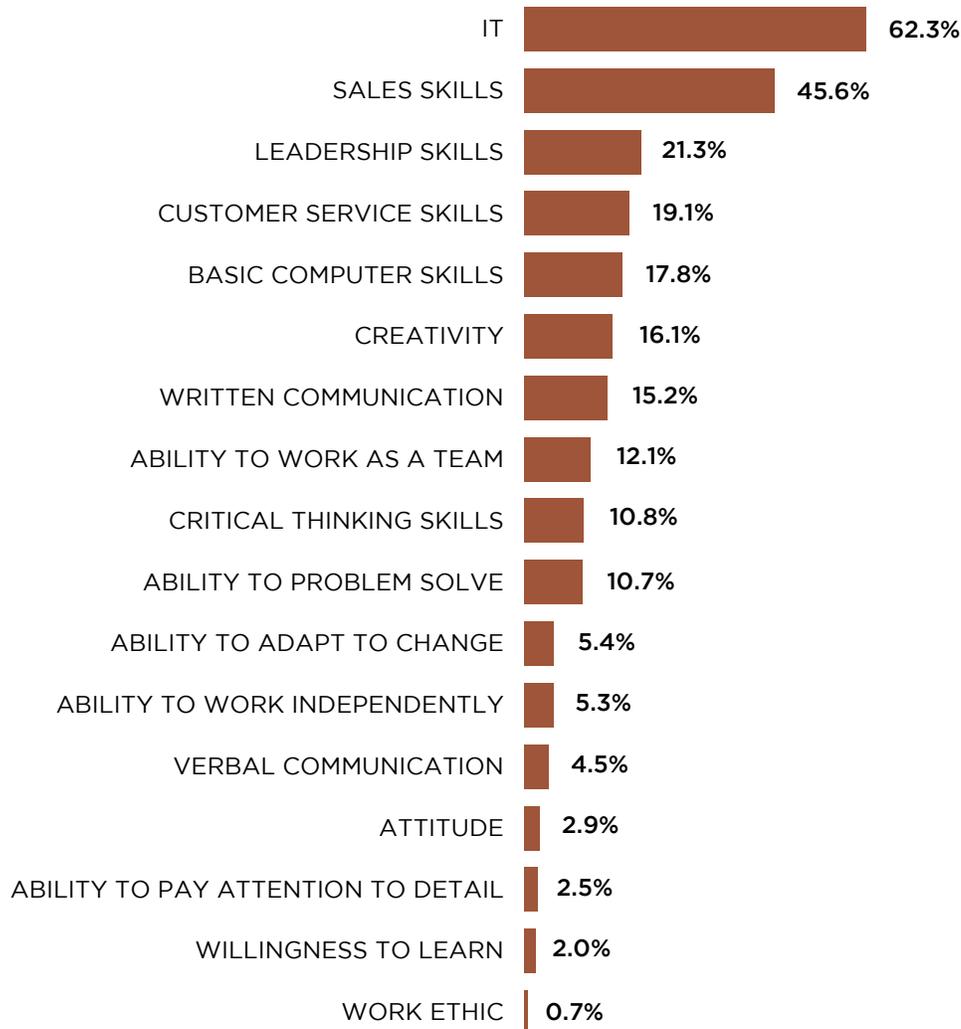
Active job seekers were asked to rate themselves on various skills. Nearly all of those actively seeking work in the Panhandle area rated themselves as having an advanced work ethic. Over half of those currently seeking work rated themselves as advanced in all skills listed except written communication, basic computer skills, sales skills, and IT. Only active job seekers who reported a skill level were included in this analysis.

Employed active job seekers were asked if they were currently using each skill in their current position, regardless of their reported skill level. Only those who responded to this question were analyzed. Active job seekers reported that they used sales and IT skills at work less often than other skills.

UNUSED SKILLS OF EMPLOYED ACTIVE JOB SEEKERS



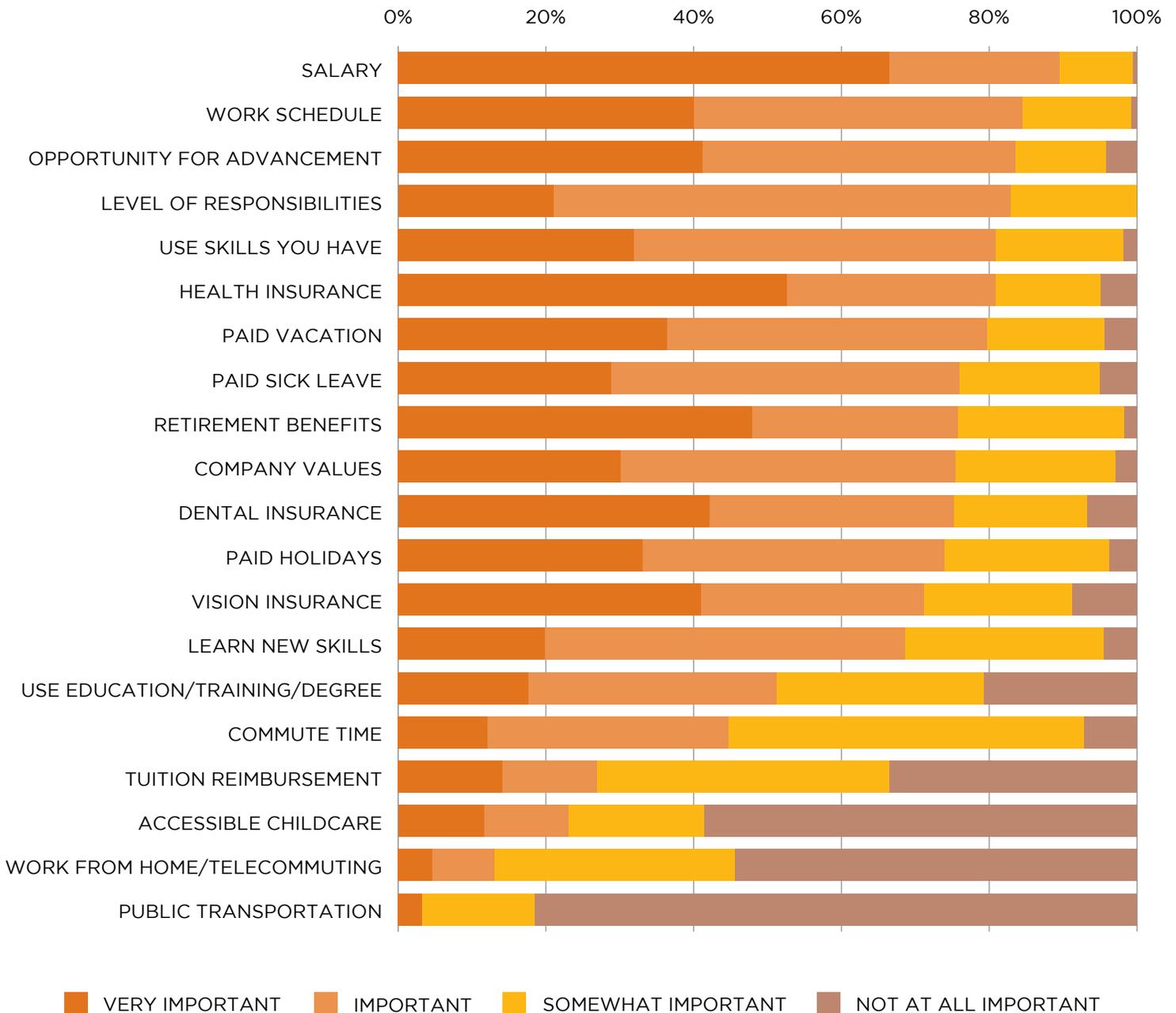
UNUSED SKILLS OF ACTIVE JOB SEEKERS WITH HIGH SELF-REPORTED SKILL LEVEL



When only those who self-reported an intermediate or advanced skill level are included in the analysis for each skill, the percentage of active job seekers not using their skills at work tended to be lower. However, still over half of employed active job seekers with intermediate or advanced IT skills said they did not use their IT skills in their current position.

DESIRED EMPLOYMENT OF ACTIVE JOB SEEKERS

IMPORTANT FACTORS TO ACTIVE JOB SEEKERS



When choosing a new job, salary was reported as an important or very important factor by nearly 90% of active job seekers. Over 80% of active job seekers listed these factors as very important or important: work schedule that fits my needs, opportunity for advancement, level of responsibilities, use skills you have, and health insurance. Near public transportation was the factor most often reported as not at all important (81.5%), followed by accessible childcare (58.6%) and work from home/telecommuting (54.4%).

MEDIAN DESIRED PAY BY INDUSTRY



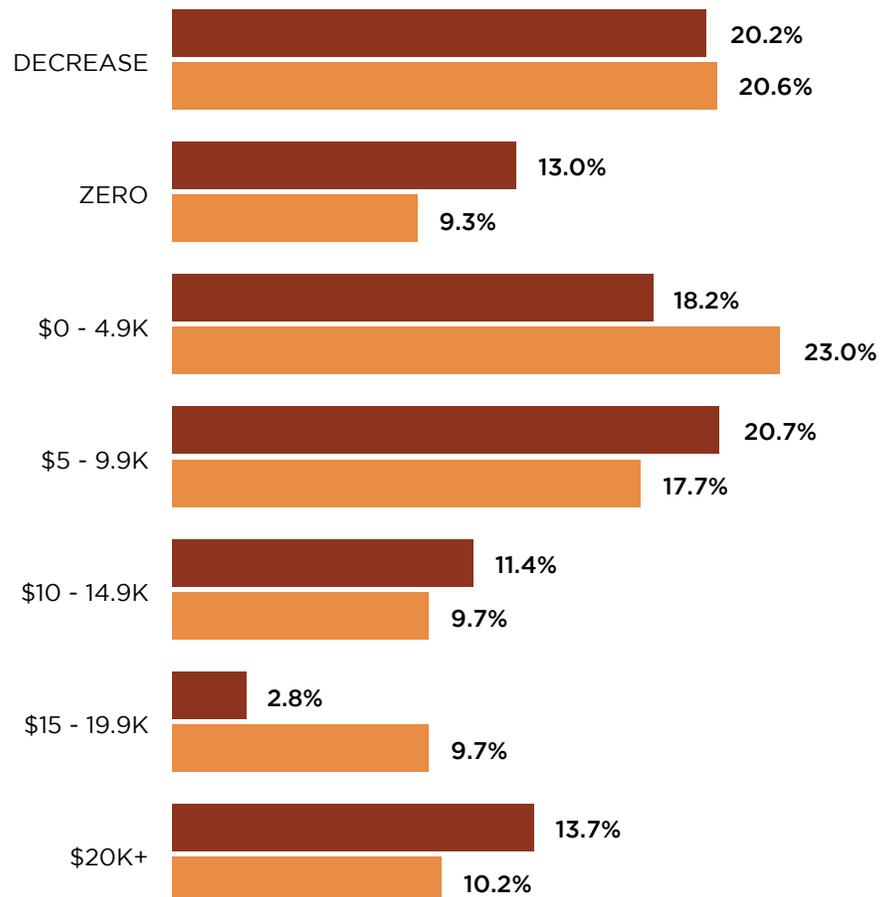
Of the industries included in the analysis, health care & social assistance had the highest median desired pay to change jobs (\$43,680), followed by retail trade (\$40,040) and public administration (\$36,640).

Only active job seekers who listed their primary employer's industry and a desired pay to change jobs were included in the analysis. Furthermore, only industries with sufficient response counts were included in the analysis.

Over 33% of active job seekers in the Panhandle reported they would either take a pay cut or no pay increase to improve their employment situation. Similarly, 29.9% of potential job seekers in the Panhandle reported they would take a decrease in pay or no raise in pay to change jobs. Over 20% of active job seekers reported they would require a \$5,000 to \$9,999 raise in annual pay to take a job that met their most important criteria. In contrast, 23% of potential job seekers required between \$1 and \$4,999 to improve their employment situation.

MINIMUM PAY INCREASE NEEDED TO CHANGE JOBS

■ ACTIVE JOB SEEKERS
■ POTENTIAL JOB SEEKERS

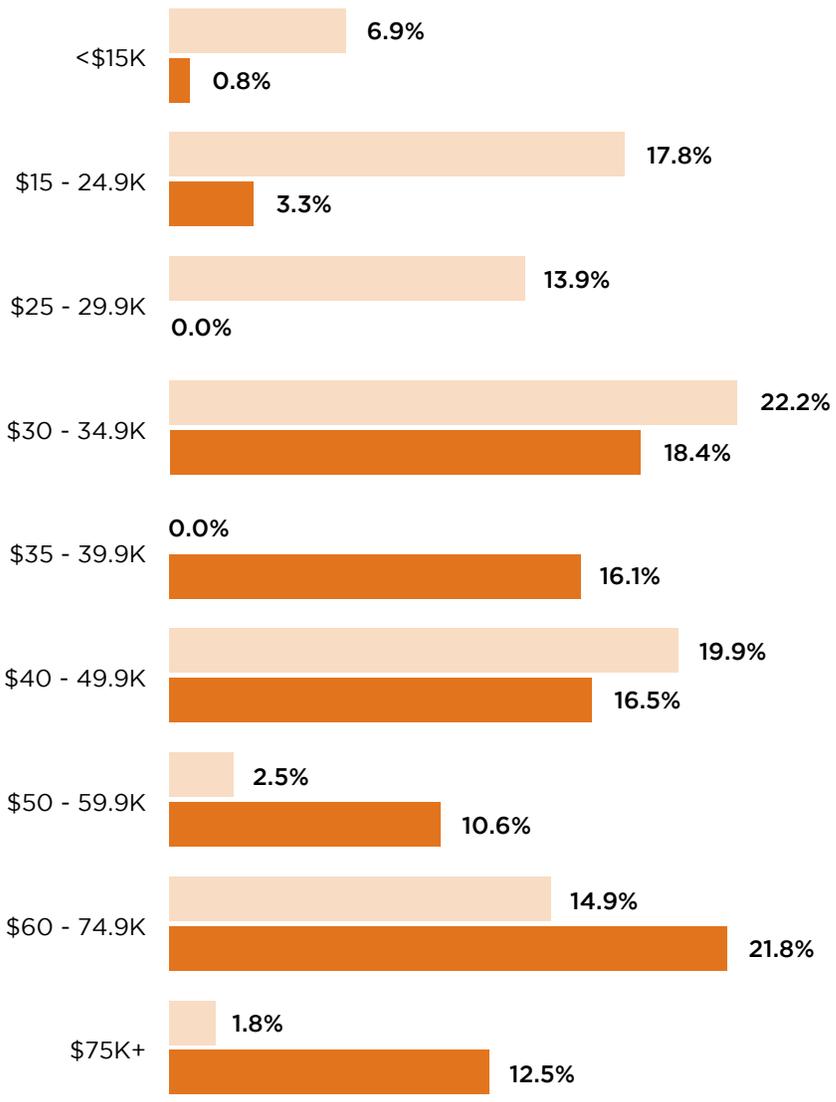


Compared to those with high school diplomas or GEDs, active job seekers with bachelor’s degrees required more pay annually to improve their employment situation. Nearly 40% of active job seekers with high school diplomas or GEDs required at least \$35,000 to improve their employment situation, whereas over 77% of those with bachelor’s degrees required the same amount. Over 12% of active job seekers with a bachelor’s degree required over \$75,000 to change jobs, but less than 2% of active seekers who had a high school diploma or GED required the same amount.

Only active job seekers who reported their current levels of education and pay requirements were included in this analysis. Only education levels with sufficient response counts are displayed.

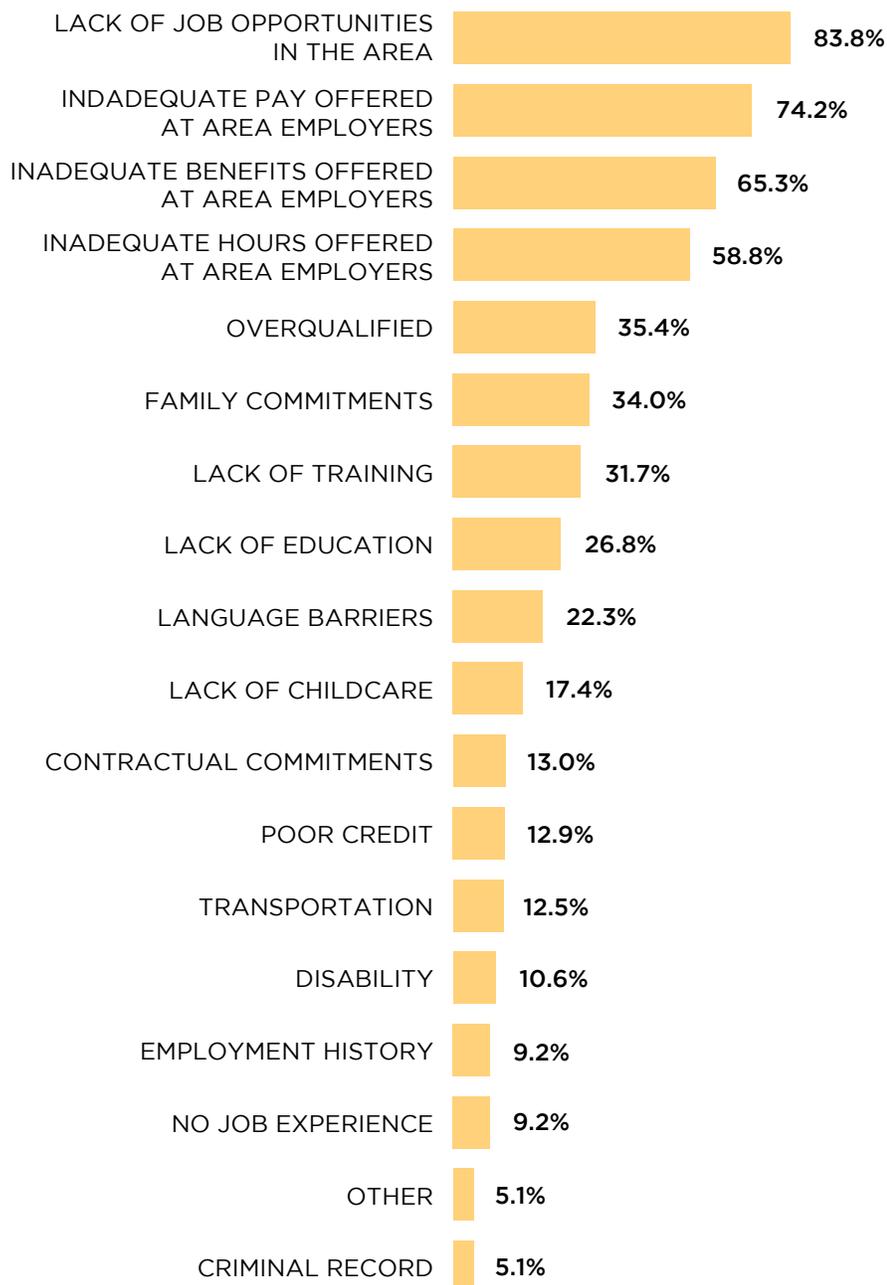
- HIGH SCHOOL DIPLOMA/GED
- BACHELOR’S DEGREE

MINIMUM PAY REQUIREMENT TO IMPROVE EMPLOYMENT SITUATION BY EDUCATIONAL ATTAINMENT



EMPLOYMENT OBSTACLES FOR ACTIVE JOB SEEKERS

OBSTACLES TO EMPLOYMENT



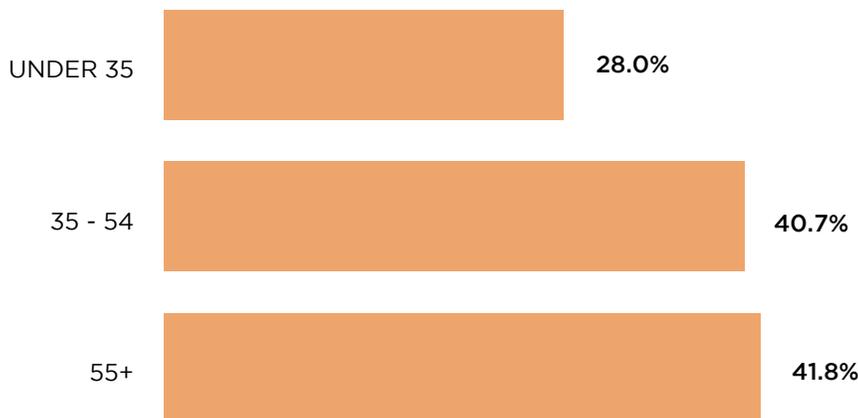
Of active job seekers who answered questions about employment obstacles, over 80% listed lack of job opportunities in the area as an obstacle to changing jobs or reentering the workforce within the next year. Inadequate pay offered at area employers, as well as inadequate benefits and hours offered, were also commonly cited by active job seekers as obstacles to employment. All four of the most commonly-cited obstacles to employment were job market-related issues rather than workforce-related issues such as being overqualified or inexperienced.

Employed active job seekers who said that being overqualified was an obstacle to obtaining new employment were asked to rate their skill level in various skills and whether they were using these skills in their current job. Of this group, 48.4% of those who stated they had intermediate or advanced IT skills said they were not using their IT skills in their current job, while 47% of those who indicated high levels of sales skills were not using their sales skills in their current position.

UNUSED SKILLS OF OVERQUALIFIED ACTIVE JOB SEEKERS WITH HIGH SELF-REPORTED SKILL LEVEL

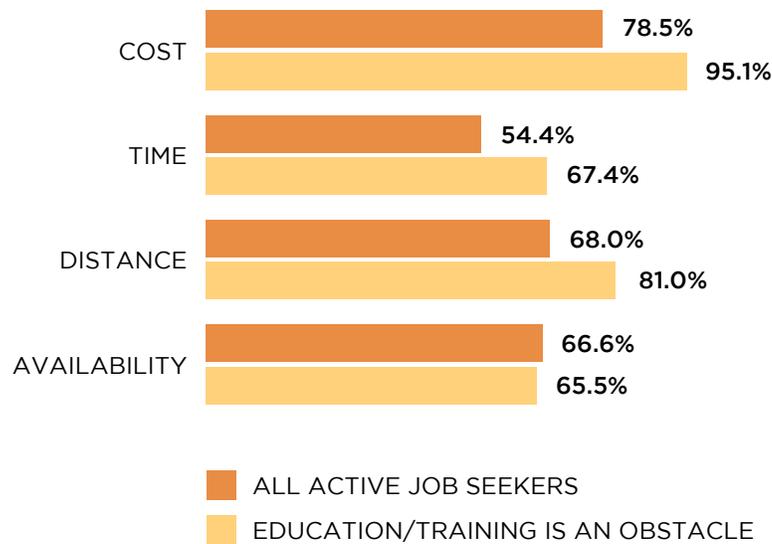


OVERQUALIFICATION AS AN EMPLOYMENT OBSTACLE BY AGE



Overall, older active job seekers tended to state that being overqualified was an obstacle that may prevent them from changing jobs or reentering the workforce in the next year more often than younger active seekers. Slightly under 30% of active job seekers under 35 stated that overqualification was an obstacle to them, while around 40% of those in the older age groups said the same.

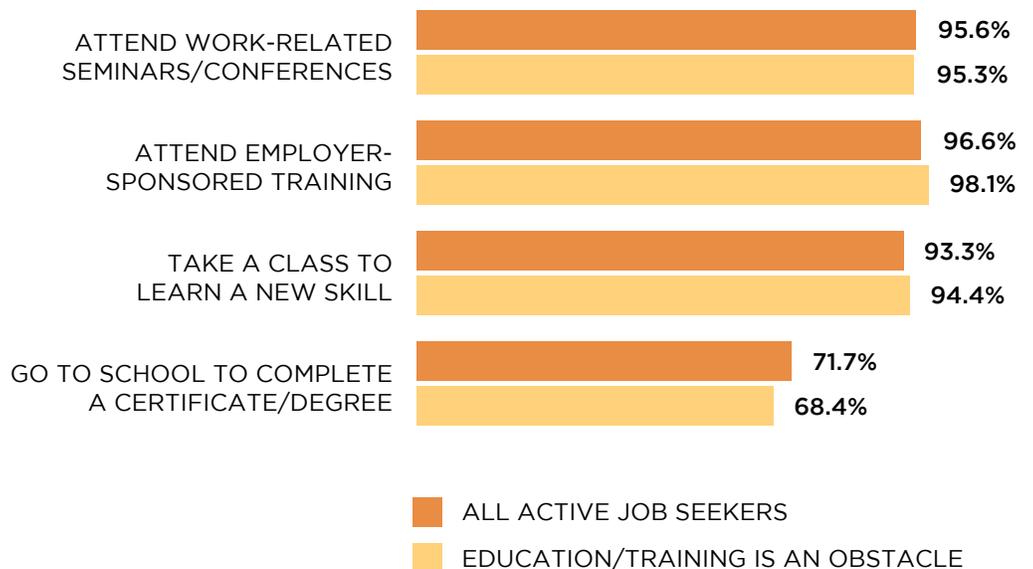
BARRIERS TO OBTAINING TRAINING



Active job seekers were asked to state which barriers, if any, may prevent them from obtaining training in the next year. Active job seekers who stated that a lack of education or training was an obstacle to obtaining new employment were more likely to state that cost (95.1%), time (67.4%), or distance (81%) was a barrier for them to obtain training. The active job seekers who may need training or additional education the most appeared to be those who may have the most difficulty with the cost, time, or distance of training, while both groups appeared to have similar responses regarding the availability of training.

Active job seekers were asked if they were willing to obtain different types of training. There was no significant difference in the willingness to obtain training between those who stated a lack of education or training was an obstacle to obtaining new employment and all active job seekers as a whole.

WILLINGNESS TO OBTAIN TRAINING

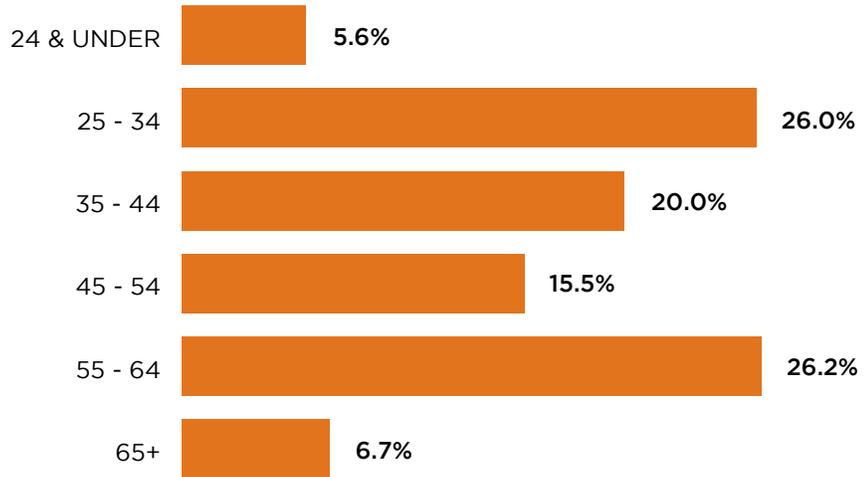


OTHER INFORMATION

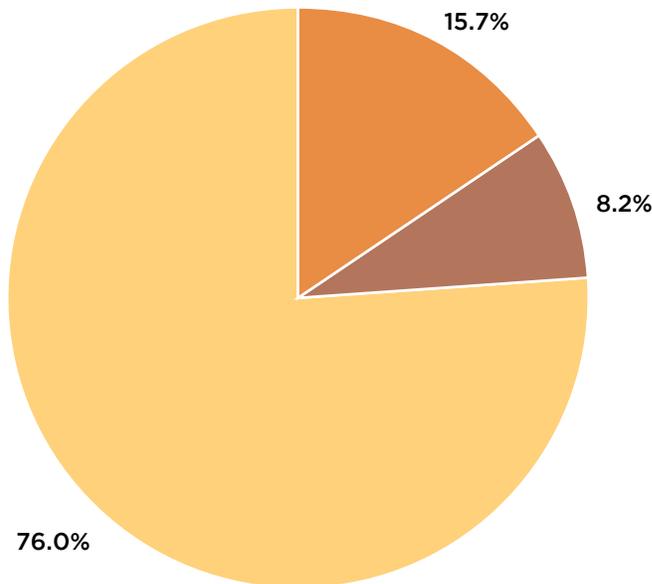
THE CURRENTLY EMPLOYED

The greatest portion of employed respondents were ages 25-34 (26.0%) and 55-64 (26.2%). Respondents ages 35-44 followed at 20.0% and respondents ages 45-54 made up 15.5% of the employed. Almost 7% of employed respondents were ages 65 and over, and 5.6% of employed respondents were 24 years old and under.

AGE OF CURRENTLY EMPLOYED



EMPLOYED RESPONDENTS PLANNING TO RETIRE WITHIN 5 YEARS

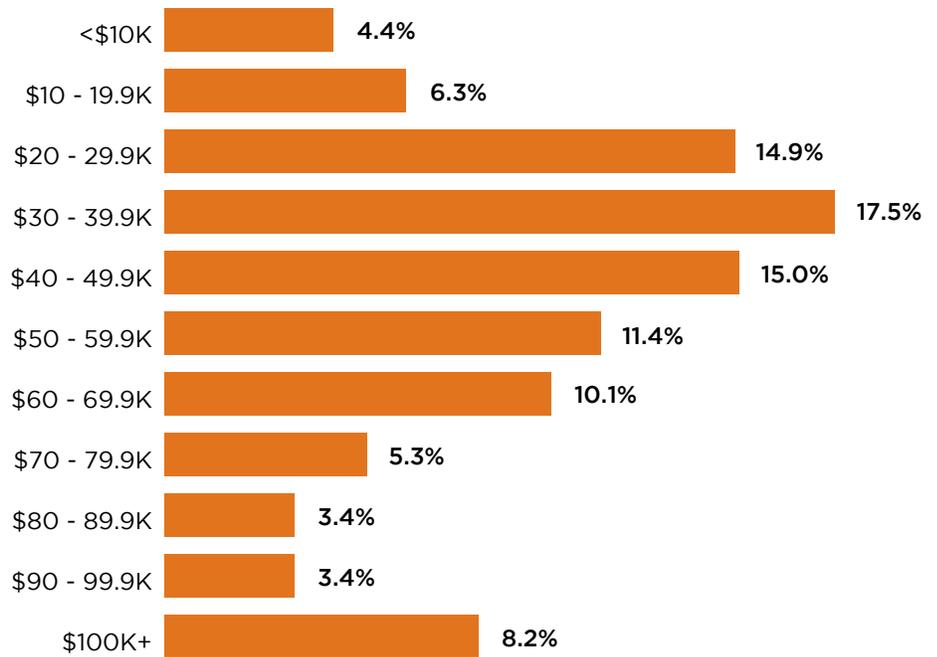


Of those who answered questions about when they plan to retire, a majority of employed respondents said they do not plan to retire in the next 5 years (76%). Those who either plan on retiring or reported that they might plan on retiring in the next five years totaled 24% of employed respondents.

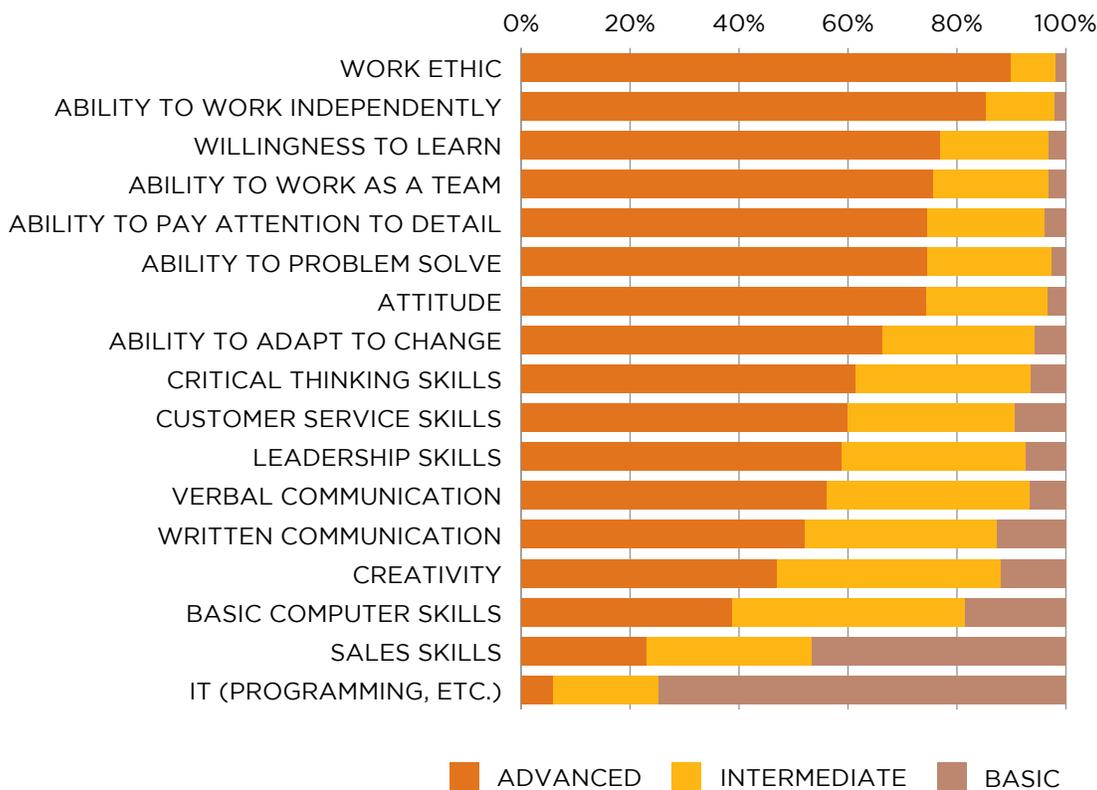


Of those who were employed and reported their wages, 17.5% earned between \$30,000 and \$39,999. A majority of the employed (53.7%) earned between \$10,000 and \$49,999, and 8.2% earned \$100,000 or more.

WAGES OF CURRENTLY EMPLOYED



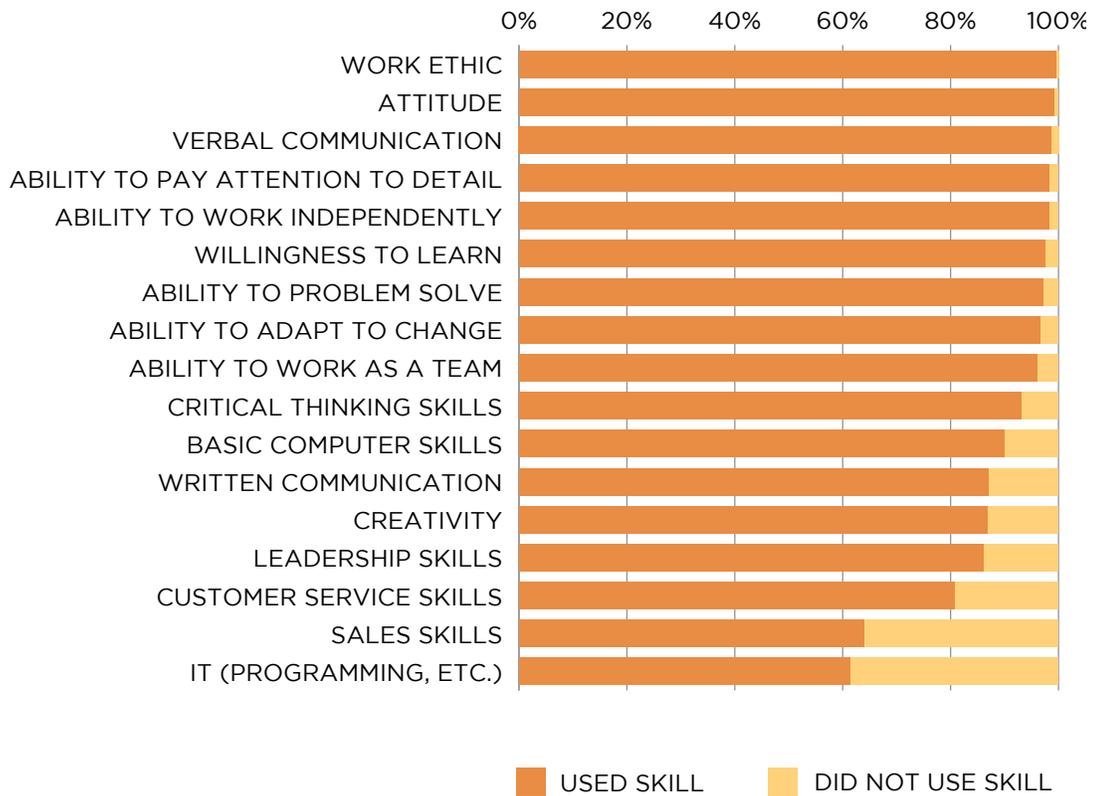
SKILL LEVEL OF CURRENTLY EMPLOYED



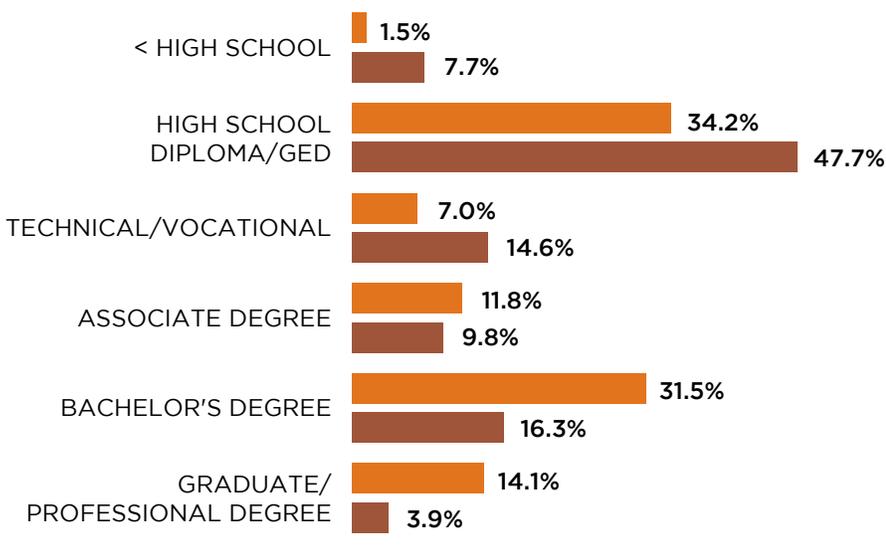
The greatest percentage of currently employed respondents who self-reported an advanced skill level said they were advanced in their work ethic (89.8%) and ability to work independently (85.2%), whereas a majority of respondents reported a basic skill level in IT (74.8%). Nearly half of the respondents reported having basic sales skills (46.7%), and a majority of respondents said they had advanced or intermediate computer skills (81.5%).

For each skill listed, use of skills was analyzed for respondents who reported being intermediate or advanced in that skill. A majority of currently employed respondents who had self-reported intermediate or advanced skill levels reported using each skill in their current position. Nearly every respondent said they used work ethic in their current position (99.6%). Of those workers who reported being advanced or intermediate, 36.1% of the currently employed said they didn't use their sales skills and 38.7% said they didn't use their IT skills.

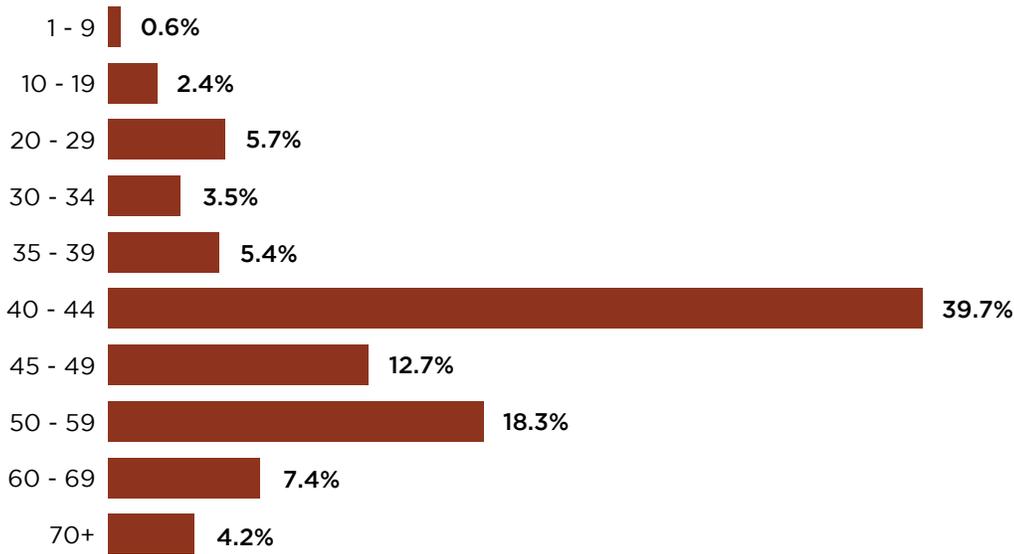
ADVANCED & INTERMEDIATE SKILLS USED BY CURRENTLY EMPLOYED



EDUCATIONAL ATTAINMENT BY EMPLOYMENT STATUS



In general, unemployed respondents reported lower levels of education than those who were employed. Over 55% of unemployed respondents reported their highest level of education as less than a high school diploma or a high school diploma/GED compared to 35.8% of employed respondents. Of those who were employed, 57.3% had received an associate's, bachelor's or graduate degree compared to 30% of the unemployed.



HOURS WORKED

Of employed respondents who reported how many hours they worked on average per week, nearly 40% worked between 40 and 44 hours, and over 11% worked over 60 hours. These respondents included both single and multiple job holders.

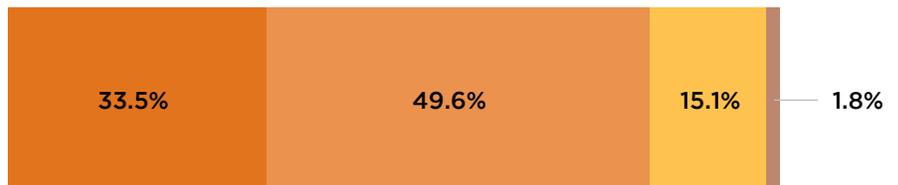
Employed women were more likely than employed men to rate work schedule as very important when choosing a new job, and men were more likely than women to rate work schedule as important or somewhat important. Over 47% of employed women rated work schedule as very important compared to 33.5% of employed men. Additionally, 39.7% of employed women rated work schedule as important compared to 49.6% of employed men, and 11% of employed women rated work schedule as somewhat important compared to 15.1% of employed men.

IMPORTANCE OF WORK SCHEDULE BY GENDER

EMPLOYED WOMEN



EMPLOYED MEN



■ VERY IMPORTANT
 ■ IMPORTANT
 ■ SOMEWHAT IMPORTANT
 ■ NOT AT ALL IMPORTANT

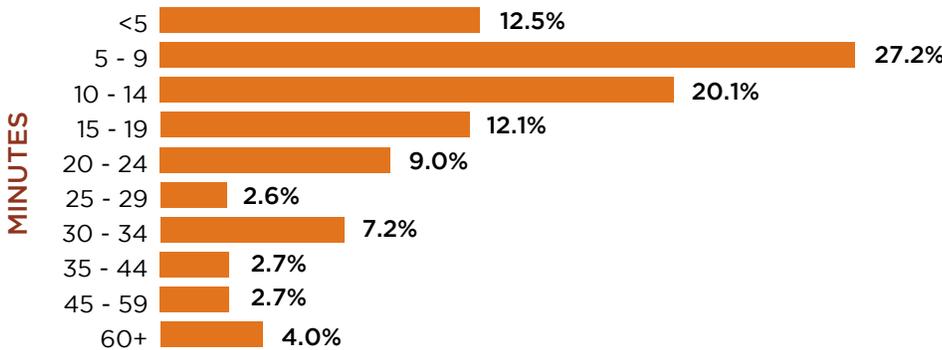
COMMUTING

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

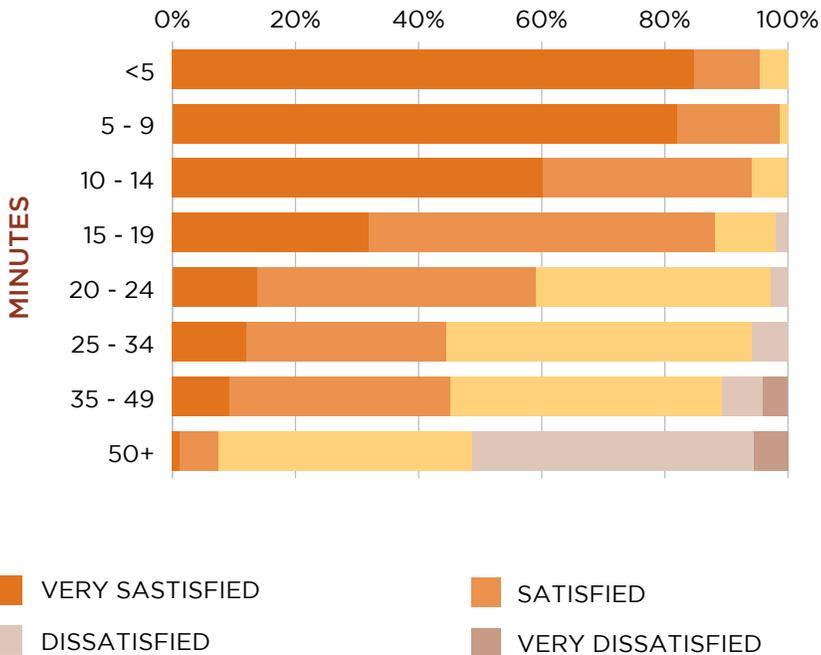
Employed workers in the Panhandle were asked how long it takes them to travel to work, on average, one way.

A majority of workers in the Panhandle said they commuted between 5 and 19 minutes to work. Of the employed respondents, 27.2% commuted between 5 and 9 minutes to work one way. Over 32% traveled between 10 and 19 minutes to work.

CURRENT COMMUTE TIME OF EMPLOYED RESPONDENTS



SATISFACTION WITH COMMUTE TIME - EMPLOYED RESPONDENTS

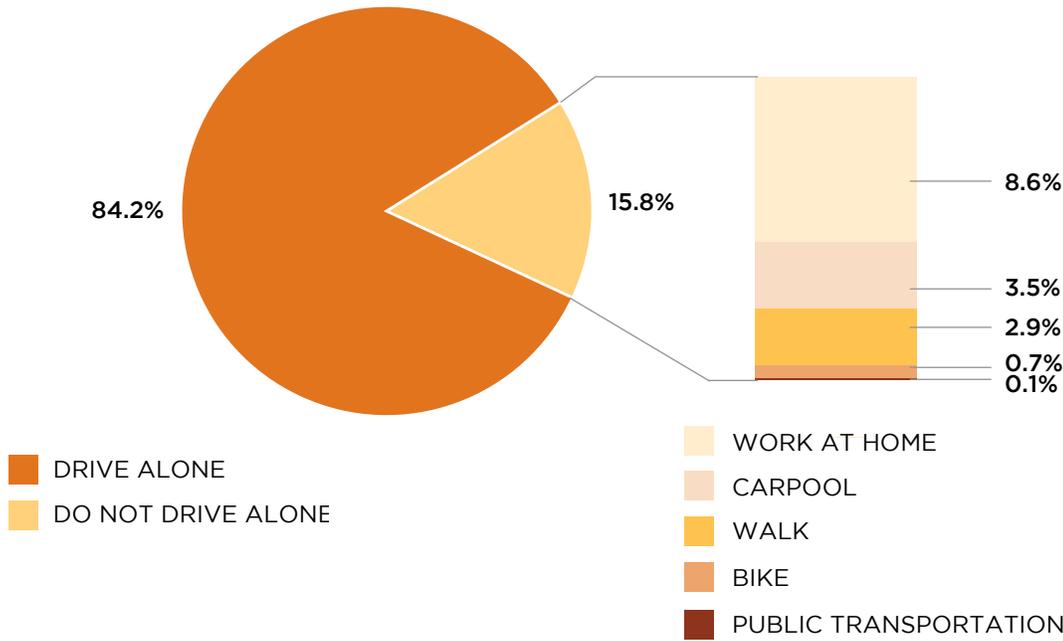


In general, commuters who spent less time traveling to work were more satisfied with their current commute time. Over 80% of commuters who traveled less than 19 minutes were either satisfied or very satisfied with their current commute time. Less than half of those commuting between 35 and 49 minutes were satisfied or very satisfied with how long their commute was (45.1%). Over half of respondents who had commute times of at least 50 minutes reported being dissatisfied or very dissatisfied with their commute (51.4%).

OTHER INFORMATION

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

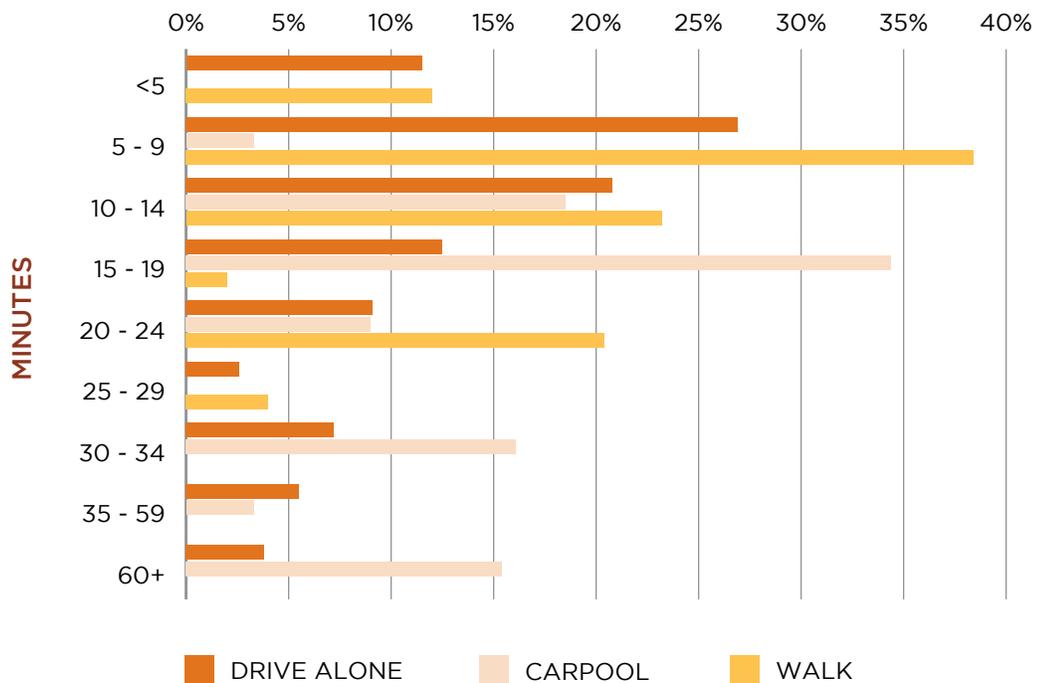
TRANSPORTATION TO WORK



According to survey results, 84.2% of employed people in the Panhandle area drove alone to work. Nearly 9% of employed people in the Panhandle said they did not commute because they worked at home. Of the respondents who did not drive alone to work, 3.5% reported carpooling. Around 3.6% of Panhandle workers reported walking or using a bike to travel to work.

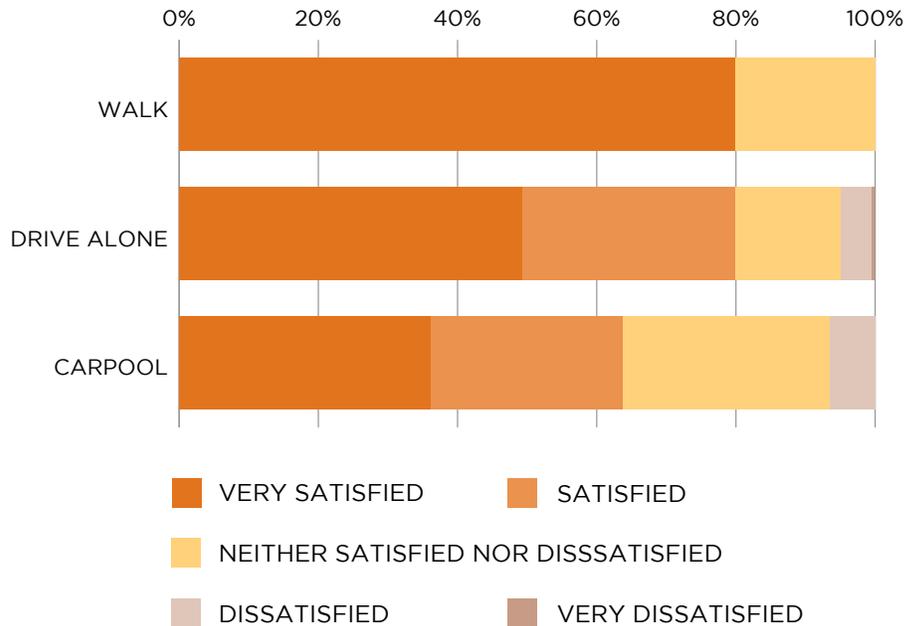
Overall, those who walked to work had lower commute times than those who used other means of transportation. Of those who walked to work, 73.6% of commuters took less than 15 minutes to arrive at work. Just under 60% of commuters who drove alone arrived in the same time. Of those who took at least 60 minutes to commute, the majority (15.4%) reported that they carpoled. Only modes of transportation with sufficient response counts for analysis are displayed.

COMMUTE TIME BY TYPE OF TRANSPORTATION

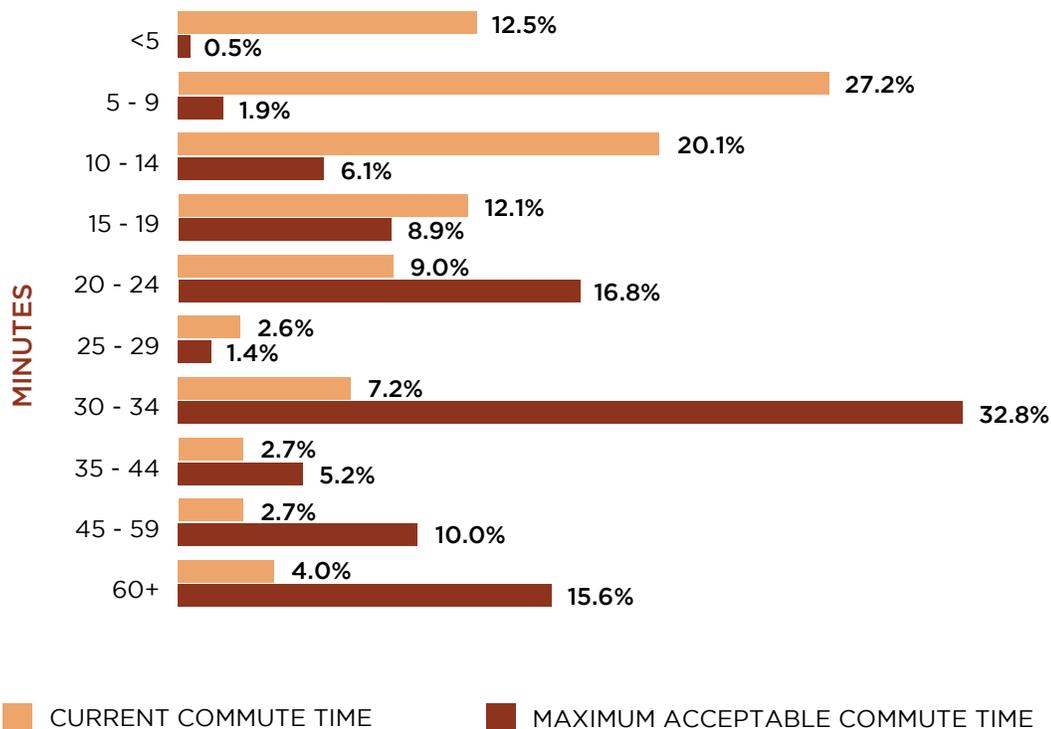


The survey respondents who walked to work were the most satisfied with the time it took them to commute followed by those who drove alone and those who used a carpool. Nearly 80% of those who walked to work were very satisfied with their commute time, but only 49.3% of those who drove alone and 36.1% of those who used a carpool were very satisfied with their commute time. This analysis was conducted for employed people in the Panhandle area who reported a commute time and did not work at home. Only modes of transportation with response counts sufficient for analysis are displayed.

SATISFACTION WITH COMMUTE TIME BY TYPE OF TRANSPORTATION



CURRENT & MAXIMUM ACCEPTABLE COMMUTE TIME

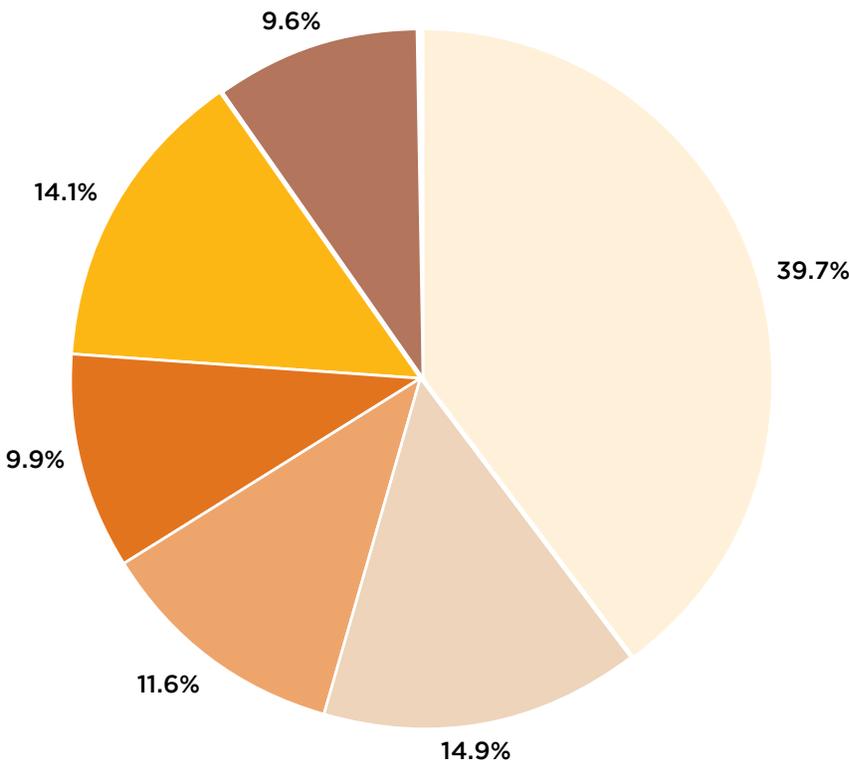


Nearly half of employed respondents in the Panhandle reported their maximum acceptable commute time was either 20 to 24 minutes or 30 to 34 minutes. Respondents appeared to be willing to commute longer than they were currently. Only 9.3% of workers in the Panhandle commuted 35 minutes or more, but 31.5% of employed respondents said their maximum acceptable commute time was 35 minutes or more.

OTHER INFORMATION

ZIP codes from the U.S. Post Office were used to categorize survey respondents as living in Goshen, WY or a Nebraska county ZIP code. It is important to remember that ZIP codes do not always start and stop at county boundaries, but they can give a rough idea of where respondents live. Counties included in “Other Location” are Banner, Kimball, Morrill, Sheridan, and Sioux.

EMPLOYED PEOPLE IN TOTAL SURVEY AREA BY COUNTY



The ZIP codes to which surveys were mailed were analyzed to give a picture of where employed survey respondents in the Panhandle currently live.

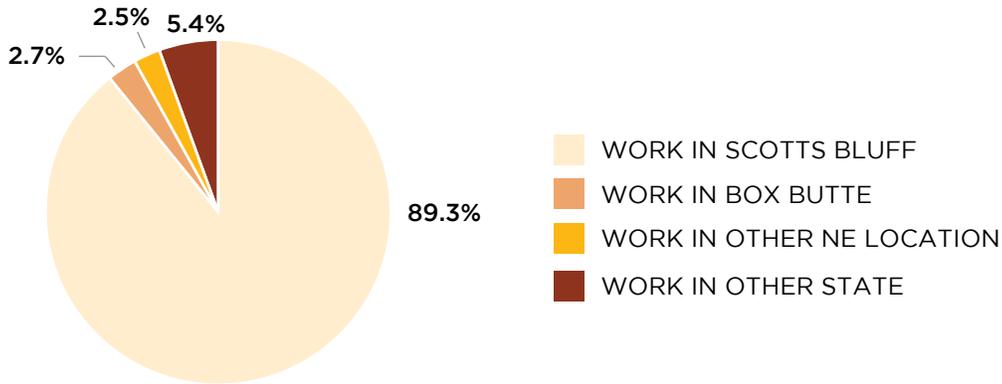
Most survey respondents lived in Scotts Bluff County, Nebraska ZIP codes.

- SCOTTS BLUFF, NE
- CHEYENNE, NE
- BOX BUTTE, NE
- DAWES, NE
- OTHER NE LOCATION
- GOSHEN, WY

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

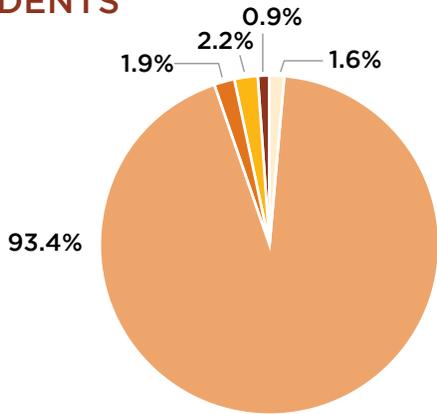
According to survey results, the majority of those who resided in a Scotts Bluff County ZIP code area worked for an employer located in Scotts Bluff County (89.3%). Scotts Bluff County residents also worked in Box Butte County (2.7%), other Nebraska counties (2.5%) and outside the state of Nebraska (5.4%).

SCOTTS BLUFF COUNTY RESIDENTS



BOX BUTTE COUNTY RESIDENTS

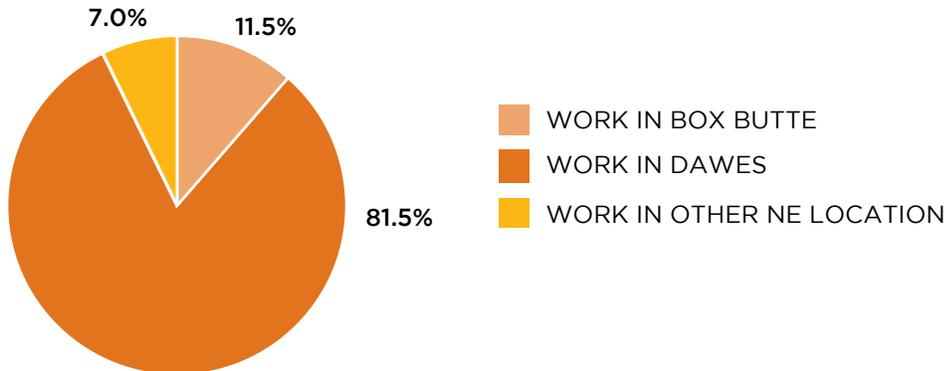
- WORK IN SCOTTS BLUFF
- WORK IN BOX BUTTE
- WORK IN DAWES
- WORK IN OTHER NE LOCATION
- WORK IN OTHER STATE



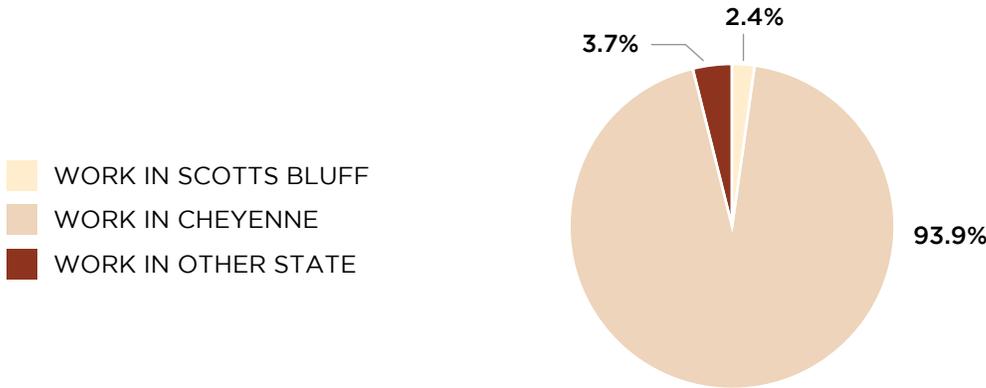
Most Box Butte County residents also worked for an employer located in Box Butte County (93.4%). Nearly 2% of workers who lived in Box Butte work in Dawes County, 1.6% worked in Scotts Bluff County, 2.2% worked in other Nebraska counties, and 0.9% worked in an area outside Nebraska.

Over 81% of residents in a Dawes County ZIP code area worked for an employer within Dawes County, 11.5% worked in Box Butte County and 7% worked in other Nebraska counties.

DAWES COUNTY RESIDENTS



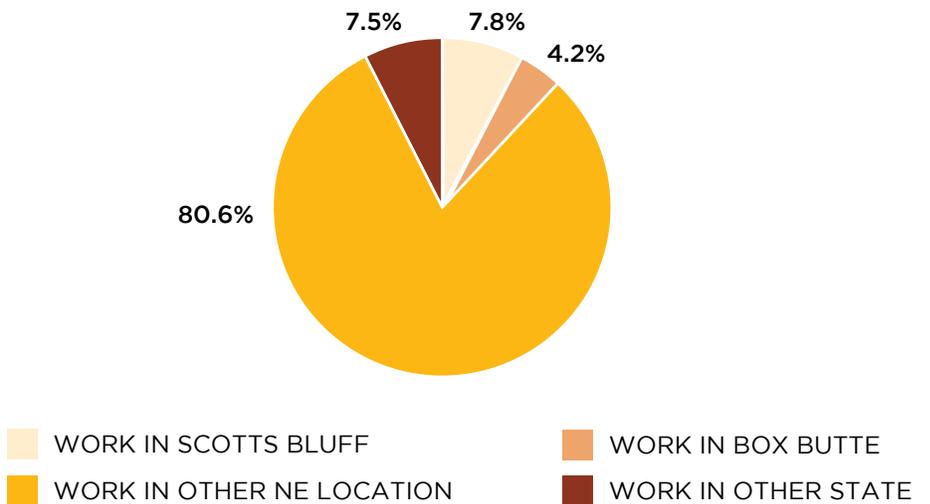
CHEYENNE COUNTY RESIDENTS



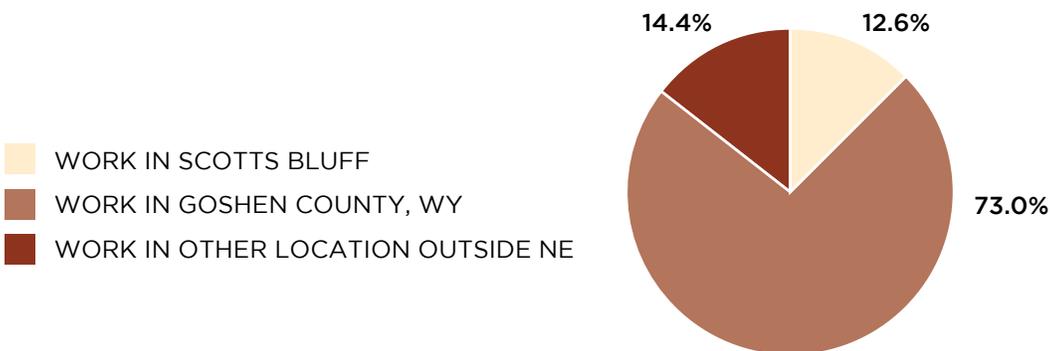
Residents of Cheyenne County most often worked in Cheyenne (93.9%), but 3.7% of residents worked outside Nebraska and 2.4% worked in Scotts Bluff County.

Residents of counties outside Scotts Bluff, Box Butte, Cheyenne, and Dawes but residing in the survey area most often worked in Nebraska but outside those counties (80.6%), and 7.5% worked for an employer located in a ZIP code area outside the state of Nebraska. Nearly 8% of residents of counties outside Scotts Bluff, Box Butte, Cheyenne, and Dawes but residing in the survey area worked in Scotts Bluff County and 4.2% worked in Box Butte County.

RESIDENTS OF OTHER NEBRASKA LOCATIONS



GOSHEN COUNTY, WYOMING RESIDENTS

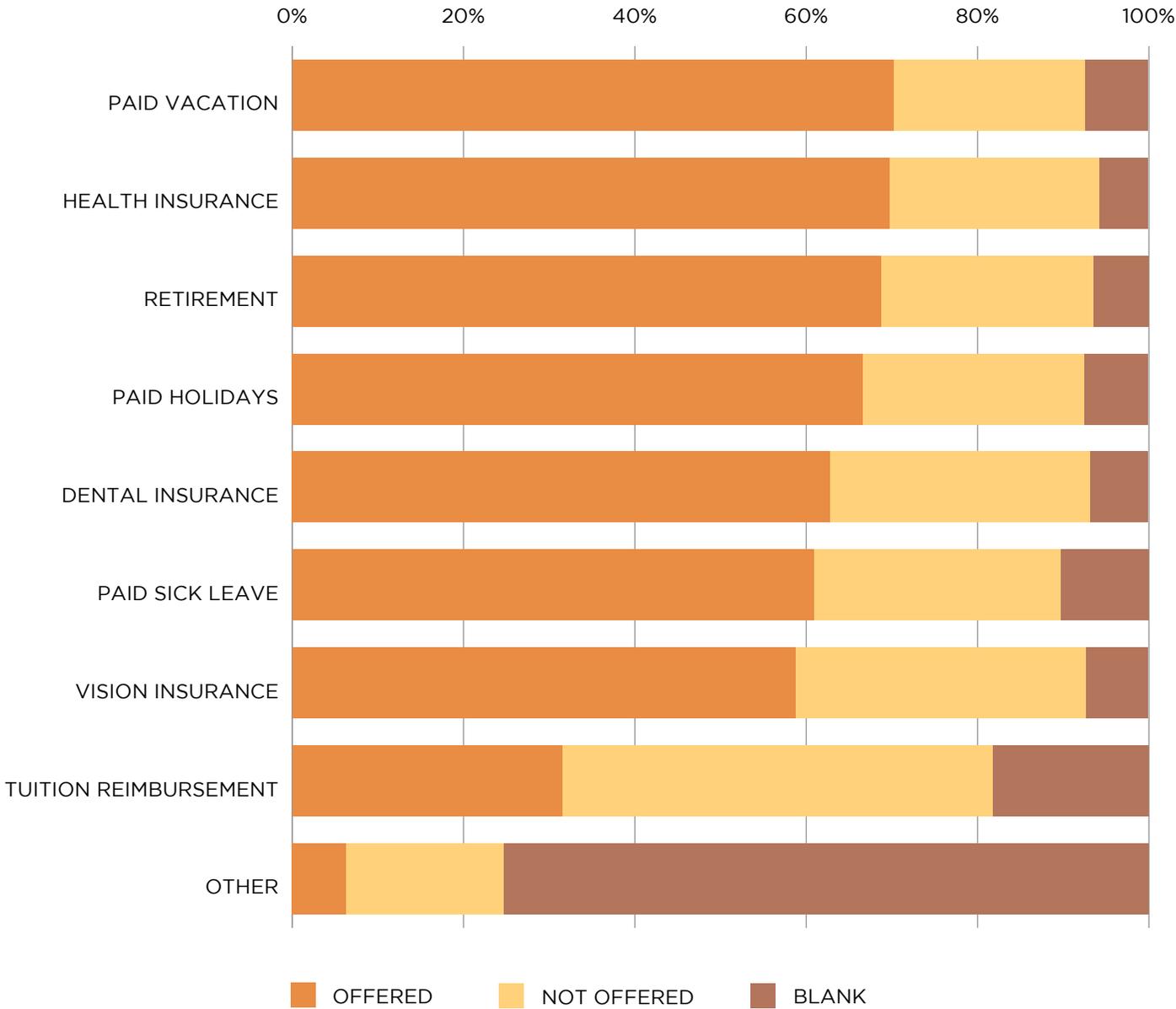


Of those who resided in a Goshen County, Wyoming ZIP code area, 73% worked in Goshen and 14.4% worked in a location outside Nebraska (excluding Goshen, WY). Additionally, 12.6% worked for an employer located in Scotts Bluff County, Nebraska.

BENEFITS

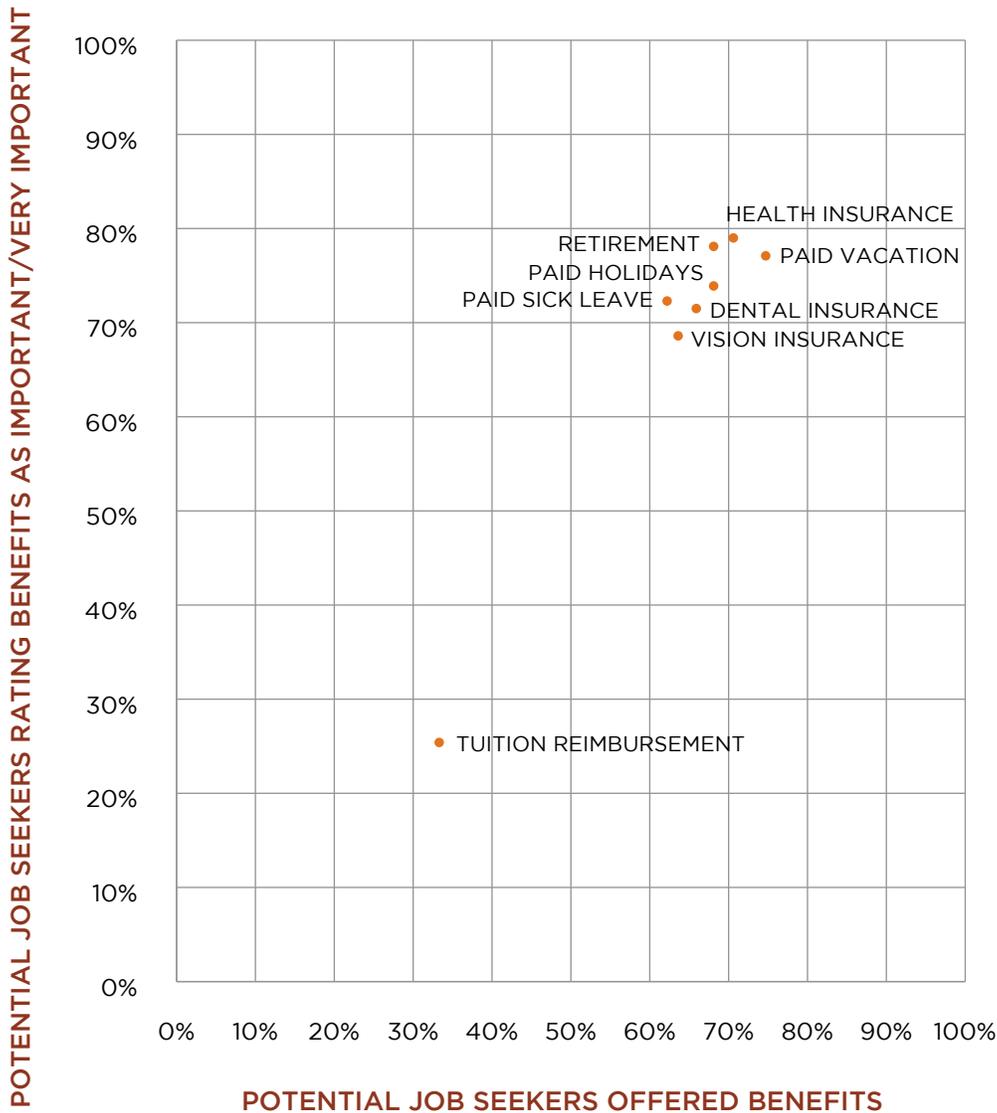
Employed workers in the Panhandle were asked if they were offered specific benefits from their primary employer. The greatest percentage of workers in the Panhandle were offered paid vacation (70.2%) and health insurance (69.7%). Employed workers were also able to write in additional benefits they were offered, if applicable. Examples of the other benefits reported included life insurance, stock options, and wellness programs.

BENEFITS OFFERED TO CURRENTLY EMPLOYED



Potential job seekers were asked if they were offered 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 they were offered and the importance of each benefit for the Panhandle area. The importance of each benefit was analyzed according to rankings of important and very important.

BENEFITS OFFERED TO POTENTIAL JOB SEEKERS BY IMPORTANCE OF BENEFITS



Paid vacation was offered to the most potential job seekers in the Panhandle (74.7%), and 77.1% of potential job seekers reported paid vacation was important or very important to them. Health insurance was rated as important or very important by the most potential job seekers (79%) and was offered to 70.6% of potential job seekers in the Panhandle. Retirement was the second most important benefit (78.1%), and was offered to 68.1% of potential job seekers. Tuition reimbursement was offered to the least amount of Panhandle residents (33.3%) and was also the least important benefit (25.4%).

Survey respondents were asked where their primary employer was located. Respondents were categorized into working in Nebraska counties or working in out-of-state counties based on the location of their primary employer. Respondents were also asked if they were offered specific benefits from their primary employer. Blank responses were not analyzed in this section and benefit types were included where an appropriate number of responses were received.

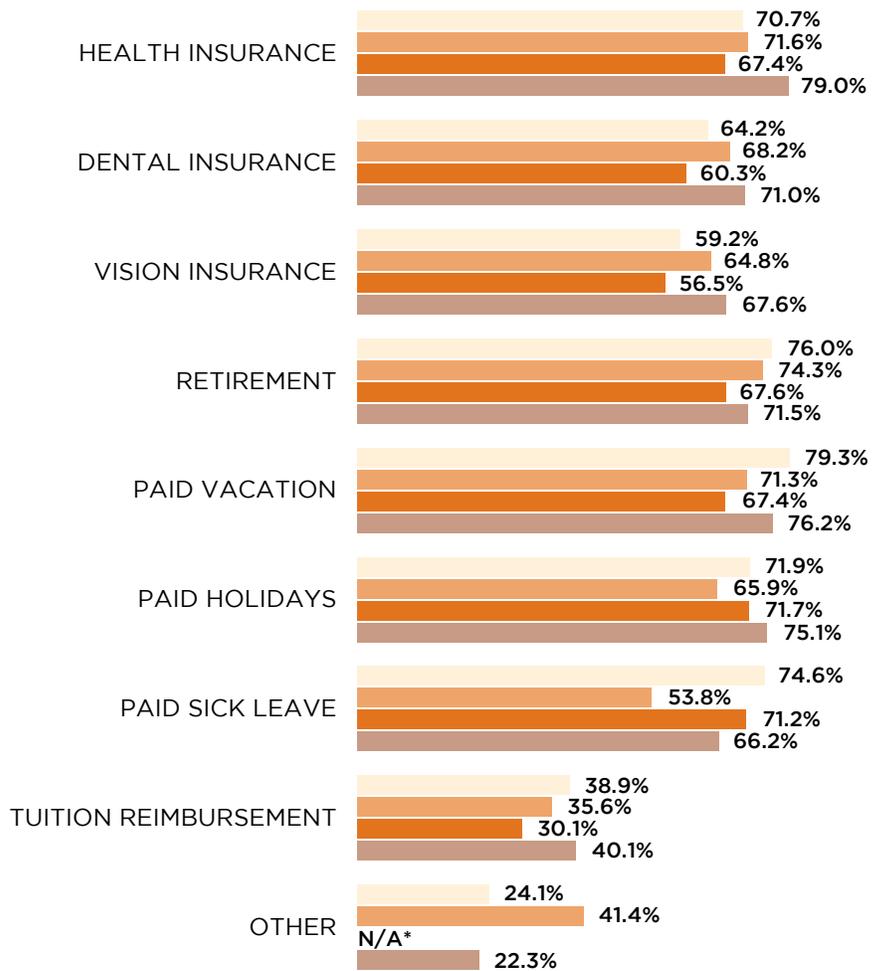
Compared to Box Butte County and Dawes County, a higher percentage of employees in Scotts Bluff County were offered paid vacation (79.3%), retirement benefits (76%), and paid sick leave (74.6%). Over half of the workers in Scotts Bluff County were offered all benefits except tuition reimbursement (38.9%) and other benefits not listed in the survey (24.1%).

A higher percentage of workers in Box Butte County were offered health insurance benefits (71.6%) than Scotts Bluff County (70.7%) and Dawes County (67.4%). Workers in Box Butte County reported being offered other benefits not specified in the survey at a higher percentage (41.4%) than workers in Scotts Bluff County (24.1%) and other locations (22.3%).

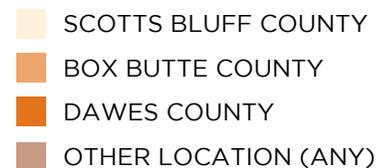
Paid holidays (71.7%) and paid sick leave (71.2%) were the most commonly-reported benefits in Dawes County. More employees in Dawes County received paid holiday and paid sick leave benefits than workers in Box Butte (65.9% and 53.8%, respectively).

Respondents residing in the survey area also reported working in other locations such as other counties in the Panhandle of Nebraska and counties in Colorado, Illinois, Indiana, Kansas, Missouri, Montana, South Dakota, Texas, and Wyoming. According to survey results, 79% of these workers were offered health insurance and 76.2% were offered paid vacation.

PERCENT OF EMPLOYEES OFFERED BENEFITS BY LOCATION

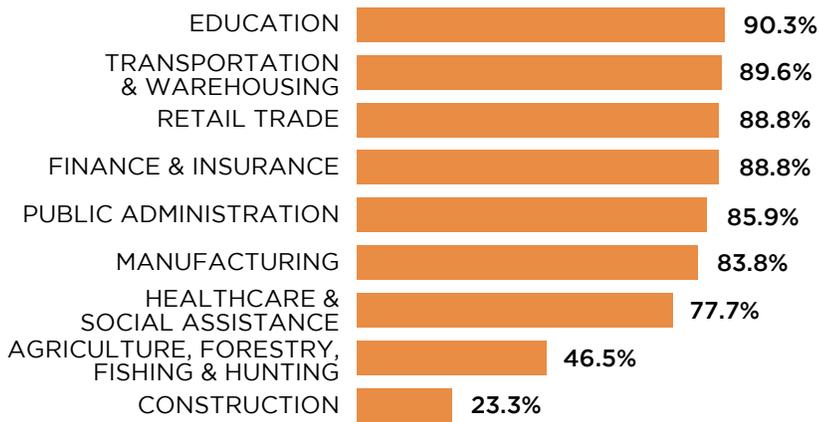


*Not available due to sample size



Employees in the Panhandle area were asked the industry of their primary employer, and what benefits they were offered at their place of primary employment. Only responses that listed the industry of their employer and answered questions about benefits were analyzed, and only industries with sufficient response counts were analyzed.

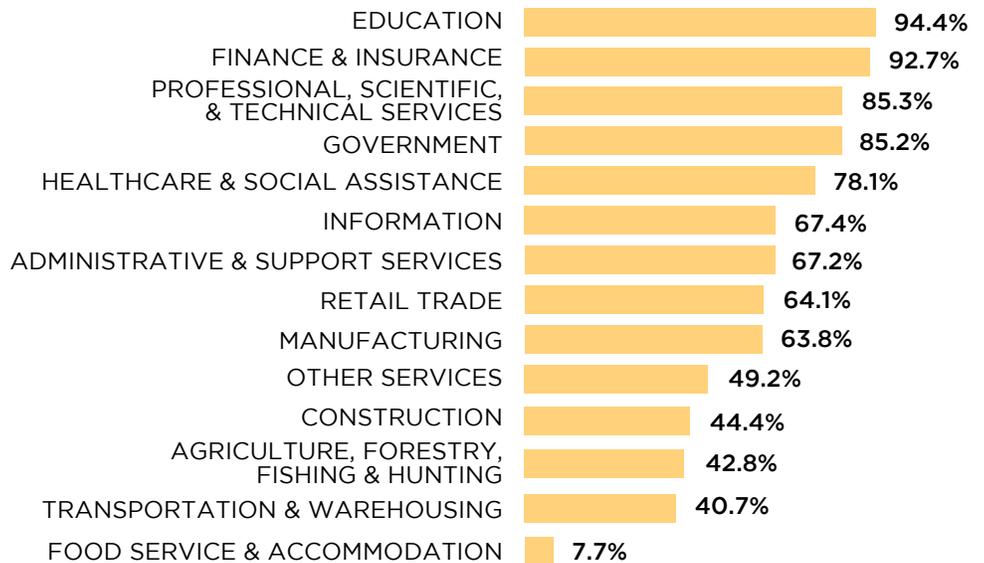
EMPLOYEES OFFERED HEALTH INSURANCE BY INDUSTRY



Those working in the education industry (90.3%) and transportation and warehousing industry (89.6%) had the highest percentage of employees who reported they were offered health insurance from their primary employer. The construction industry (23.3%) had the lowest percentage of employees who were offered health insurance from their primary employer.

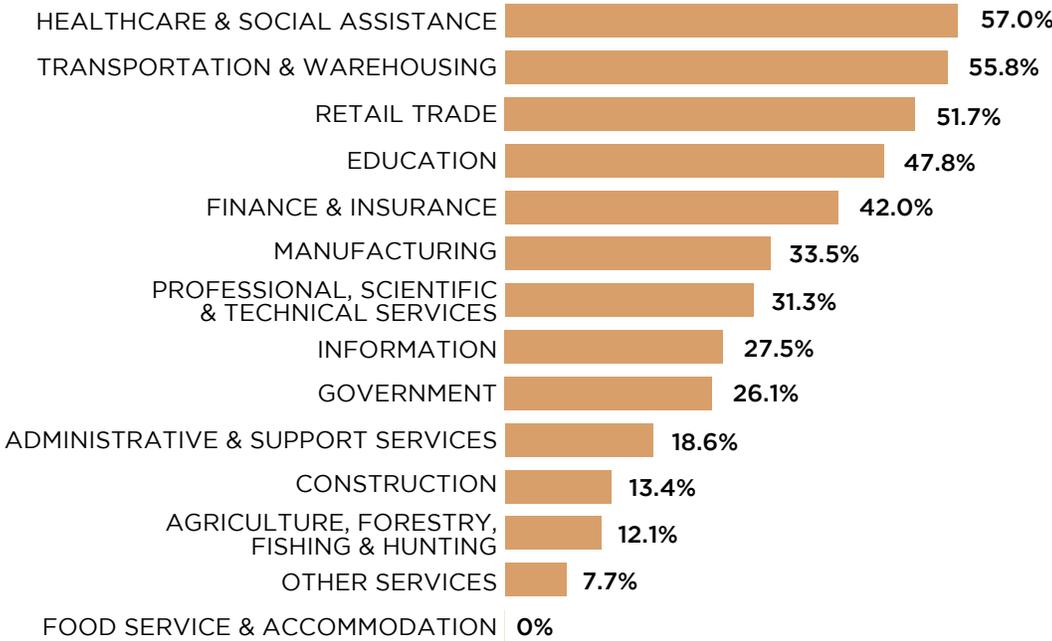
Over 90% of those working in the education and finance and insurance industries reported they were offered paid sick leave from their primary employer. The industry with the lowest percentage of workers who were offered paid sick leave was food service and accommodation (7.7%).

EMPLOYEES OFFERED SICK LEAVE BY INDUSTRY

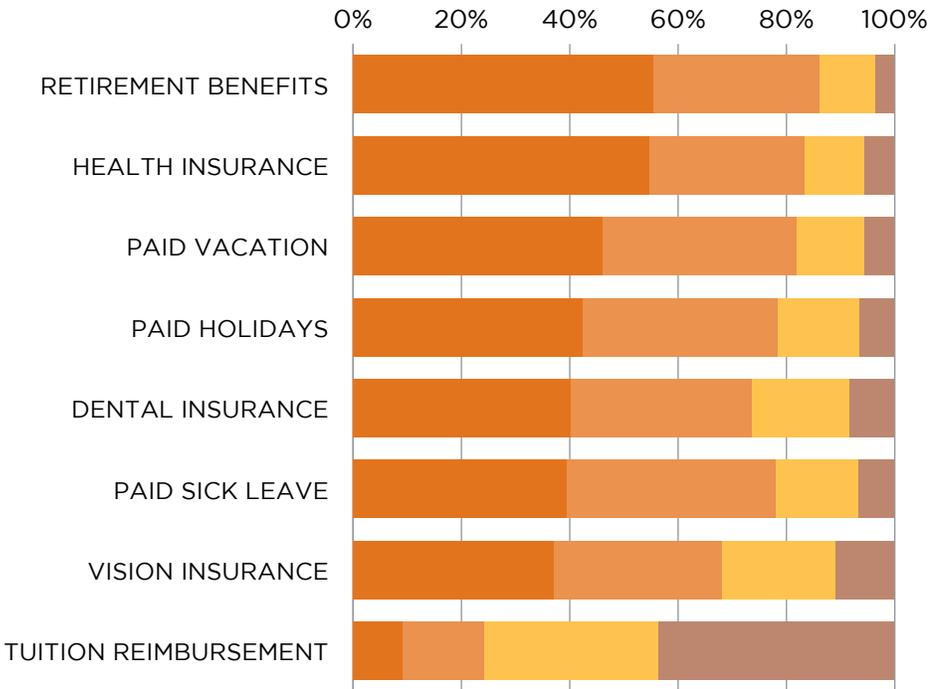


Over 50% of those working in the health care and social assistance, transportation and warehousing, and retail trade industries were offered tuition reimbursement from their primary employer. No workers in the food service and accommodation industry reported being offered this same benefit.

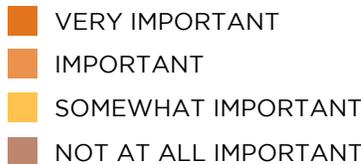
EMPLOYEES OFFERED TUITION REIMBURSEMENT BY INDUSTRY



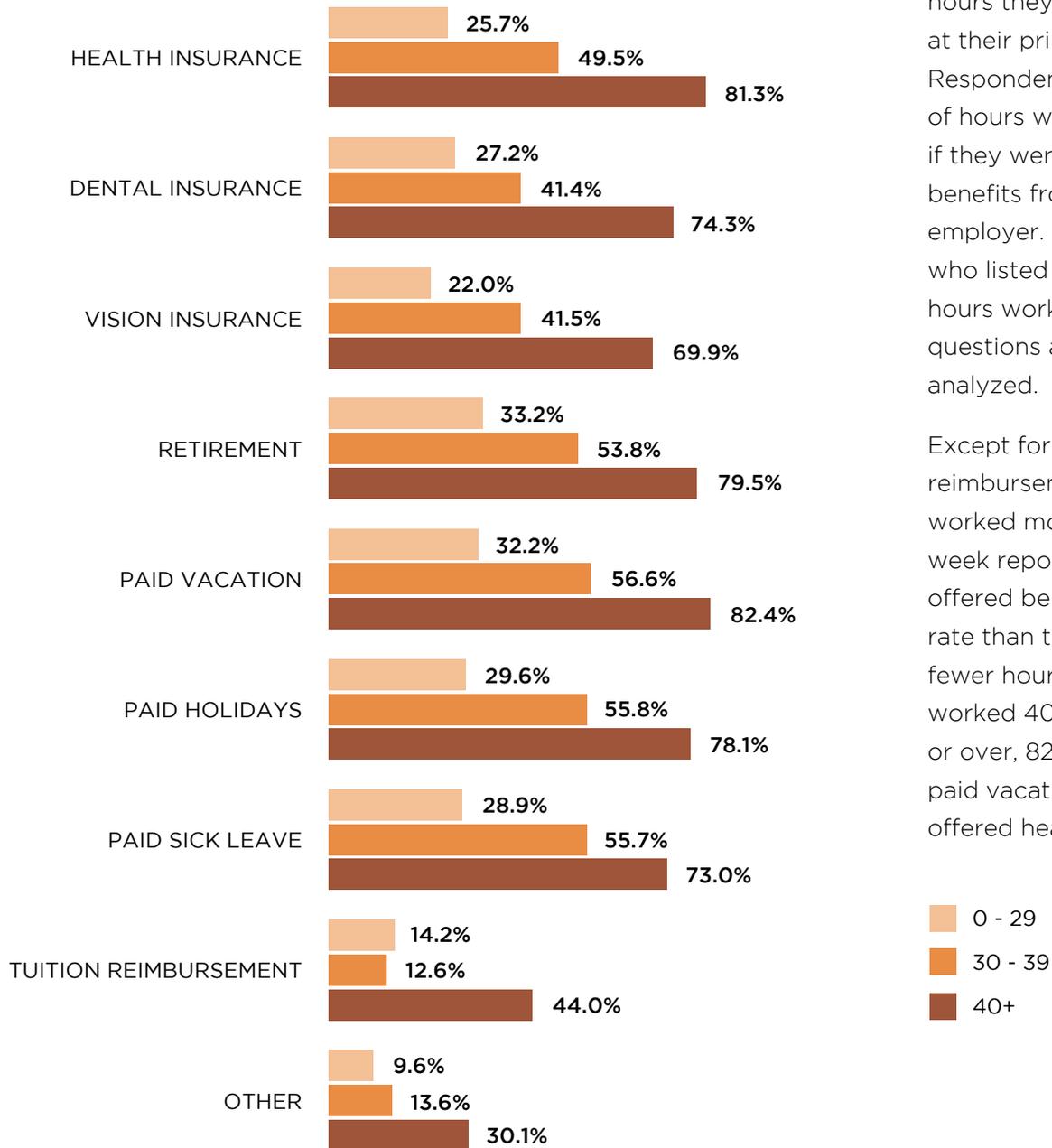
IMPORTANCE OF BENEFITS TO EMPLOYEES



Over 65% of workers in the Panhandle area reported all benefits as important or very important except for tuition reimbursement (24.1%). Retirement benefits were reported to be very important by 55.3% of workers, and 54.7% of those employed in the Panhandle area said health insurance was very important. Nearly 44% of workers reported that tuition reimbursement was not at all important.



PERCENTAGE OF EMPLOYEES OFFERED BENEFITS BY HOURS WORKED PER WEEK



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

Except for tuition reimbursement, those who worked more hours per week reported having been offered benefits at a higher rate than those who worked fewer hours. Of those who worked 40 hours per week or over, 82.4% were offered paid vacation and 81.3% were offered health insurance.

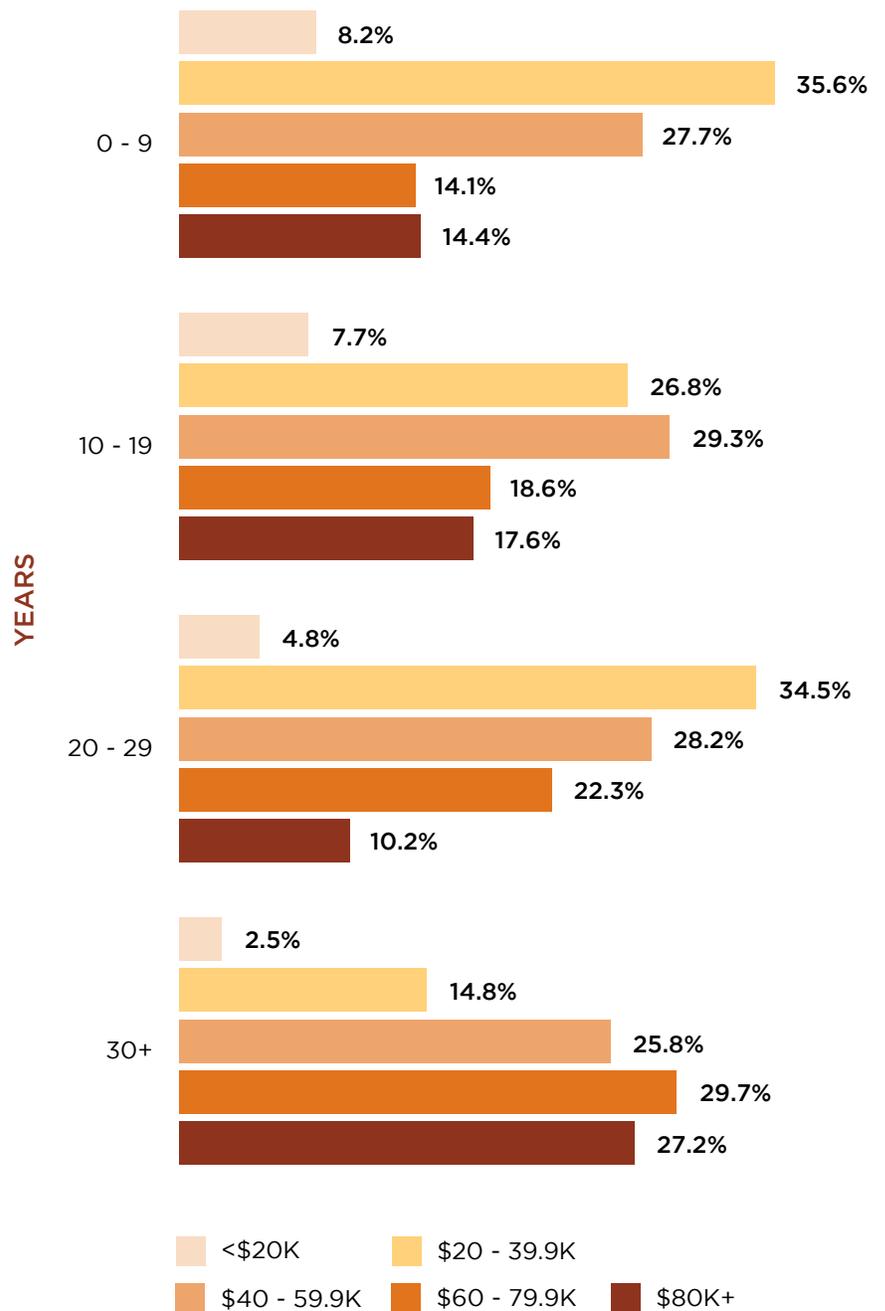
Employed respondents in the Panhandle area were asked how many years they had worked for their primary employer (not overall years of work experience) and whether their employment was permanent, temporary, or seasonal. Respondents were also asked to report their current income from their primary employer. The following analysis includes solely respondents who both reported the number of years worked for their primary employer in a permanent position and their current income.

Employed respondents who reported working nine years or less at their primary employer most often earned between \$20,000 and \$39,999 (35.6%) followed by \$40,000 to \$59,999 (27.7%). Over 29% of employees who worked 10 to 19 years earned between \$40,000 and \$59,999 and 26.8% of employees had an annual salary of \$20,000 to \$39,999.

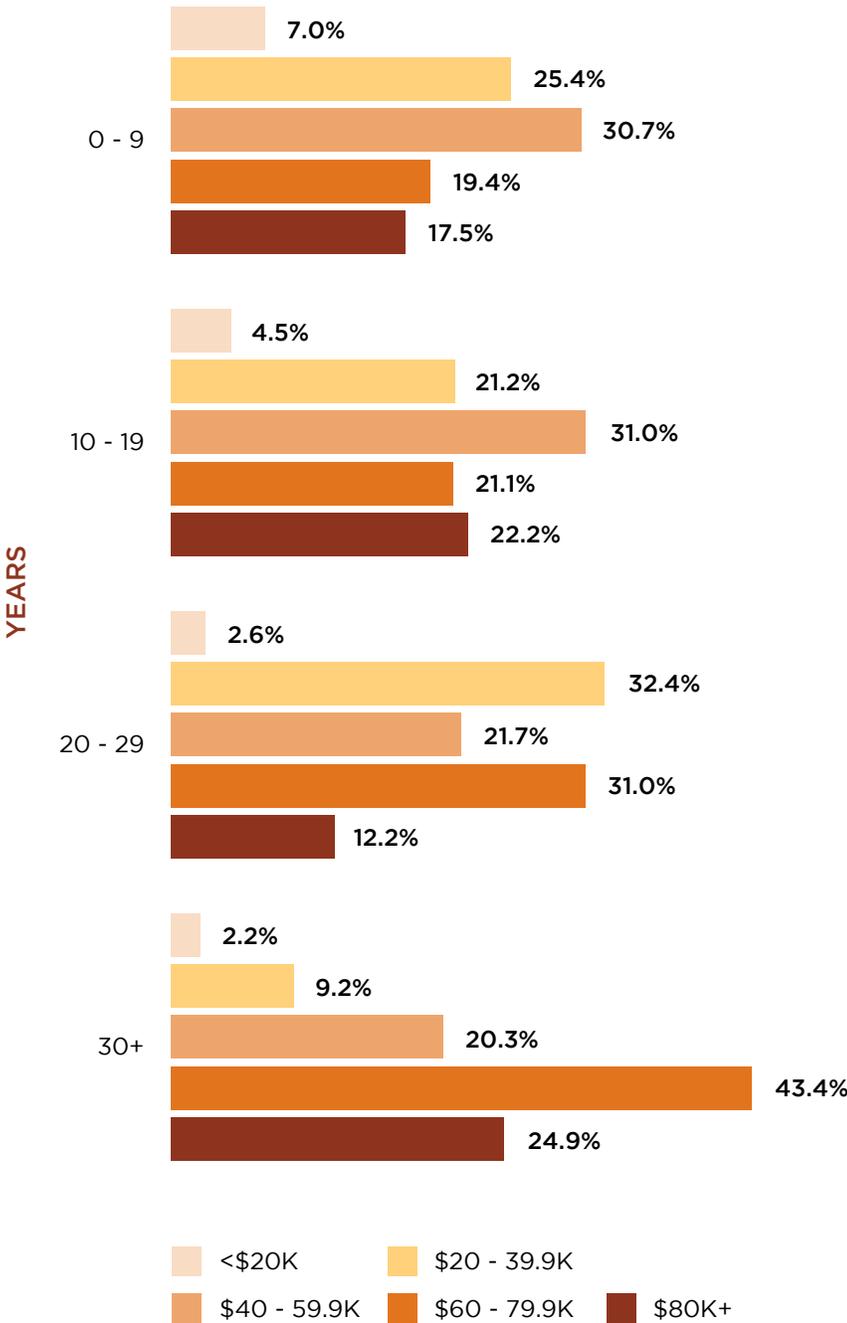
Of those who worked between 20 and 29 years, most employees earned \$20,000 to \$39,999 (34.5%), followed by \$40,000 to \$59,999 (28.2%) and \$60,000 to \$79,999 (22.3%). The greatest percentage of employed respondents who worked 30 years or more for their primary employer earned between \$60,000 and \$79,999 (29.7%) followed by \$80,000 or more (27.2%).

A much smaller percentage of those who worked 30 years or more at their primary employer made less than 20K (2.5%) than those who worked less than 10 years (8.2%). More than double the percentage of respondents who worked at least 30 years at their primary employer made between \$60,000 and \$79,999 (29.7%) compared to those who worked less than 10 years at their primary employer (14.1%).

ANNUAL SALARY OF EMPLOYEES BY YEARS WORKED FOR EMPLOYER



ANNUAL SALARY OF EMPLOYEES WITH A POST-SECONDARY DEGREE BY YEARS WORKED FOR EMPLOYER



Employed respondents with a post-secondary degree who worked nine years or less for their primary employer most often reported that they earned an annual salary between \$40,000 and \$59,999 (30.7%) or \$20,000 to \$39,999 (25.4%).

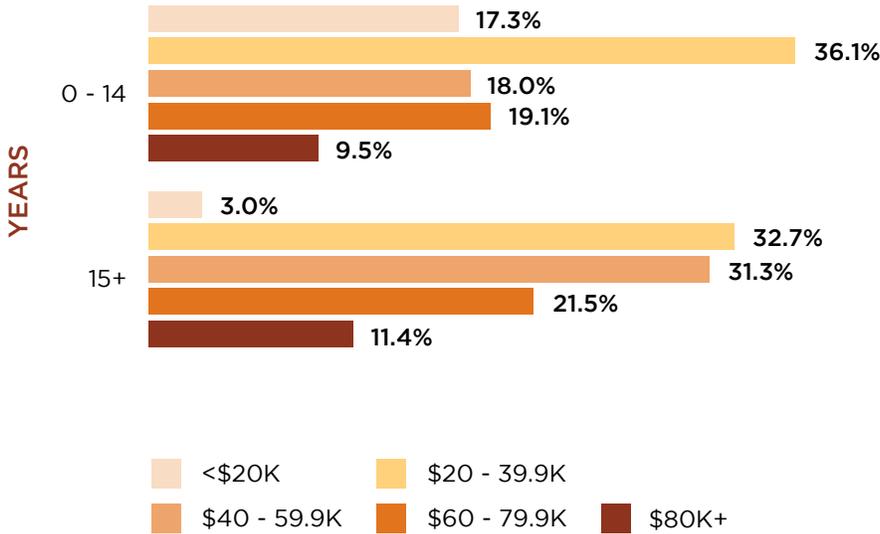
The greatest percentage of employees who worked 10 to 19 years for their primary employer earned between \$40,000 and \$59,999 annually (31%).

Of those who reported having worked between 20 and 29 years at their primary employer, 32.4% reported they earned \$20,000 to \$39,999 annually and 31% earned an annual salary of \$60,000 to \$79,999.

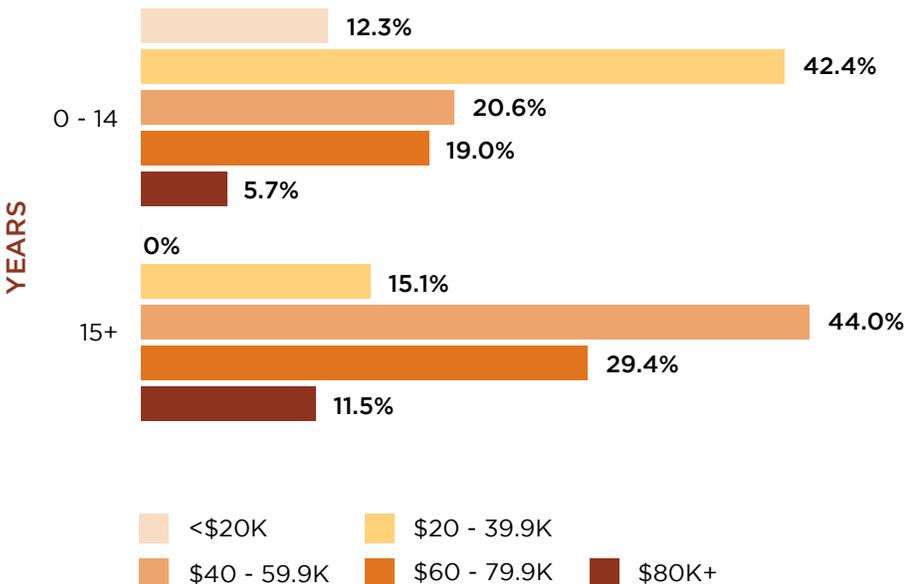
The highest percentage of employees with a post-secondary degree who had worked 30 years or more at their primary employer reported they earned an annual salary between \$60,000 and \$79,999 (43.4%), followed by \$80,000 or greater (24.9%).

Employed respondents with a technical or vocational degree who worked 14 years or less for their primary employer most often reported that they earned an annual salary between \$20,000 and \$39,999 (36.1%) and least often reported that they earned \$80,000 or greater (9.5%). Nearly 33% of employees with a technical or vocational degree who worked 15 years or more for their primary employer earned \$20,000 to \$39,999, followed closely by the \$40,000 to \$59,999 category (31.3%), while only 3% of those respondents reported that they earned \$19,999 or less annually.

ANNUAL SALARY OF EMPLOYEES WITH A TECHNICAL/VOCATIONAL DEGREE BY YEARS WORKED FOR EMPLOYER

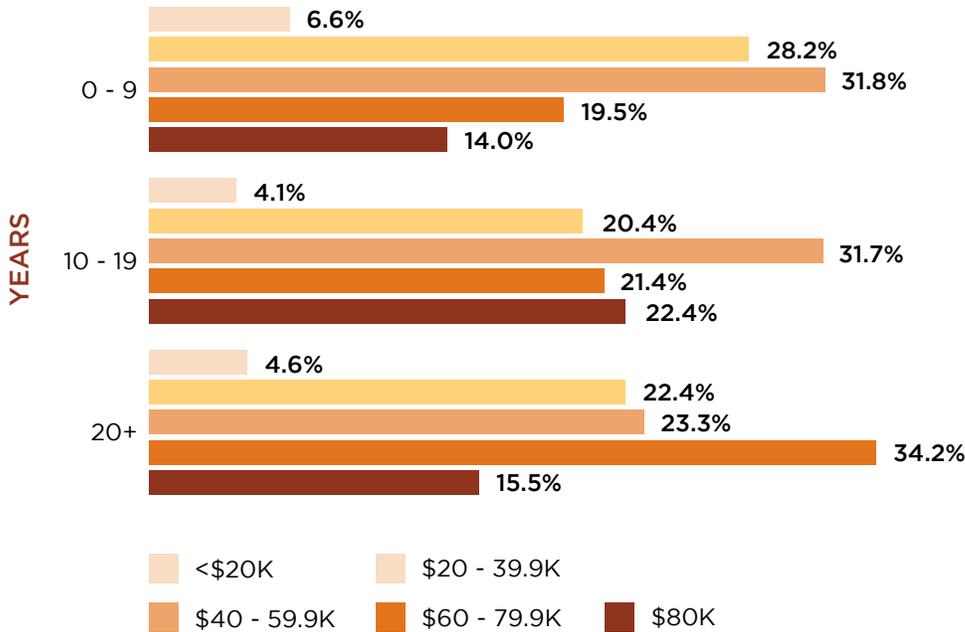


ANNUAL SALARY OF EMPLOYEES WITH AN ASSOCIATE DEGREE BY YEARS WORKED FOR EMPLOYER



Over 42% of employed respondents with an associate degree who worked 14 years or less for their primary employer earned an annual salary between \$20,000 and \$39,999, followed by the category \$40,000 to \$59,999 (20.6%). The percentage of employees earning between \$40,000 and \$59,999 more than doubled in the group who worked at least 15 years at their employer to 44%, and the \$60,000 to \$79,999 category was at 29.4%. No employees with an associate degree who worked at least 15 years at their primary employer reported that they earned less than \$20,000.

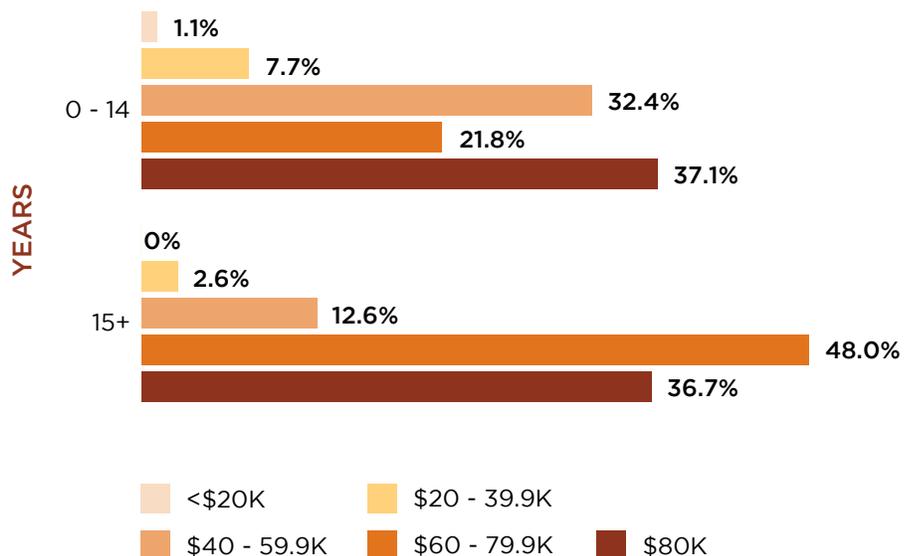
ANNUAL SALARY OF EMPLOYEES WITH A BACHELOR'S DEGREE BY YEARS WORKED FOR EMPLOYER



Employed respondents with a bachelor's degree who worked nine years or less for their primary employer most often reported that they earned between \$40,000 and \$59,999 (31.8%) or \$20,000 to \$39,999 (28.2%). The greatest percentage of employees who worked between 10 to 19 years earned \$40,000 to \$59,999 (31.7%), and over 34% of employees who worked 20 years or more for their primary employer earned \$60,000 to \$79,999 annually.

Employees with a graduate or professional degree who worked 14 years or less for their primary employer most often reported that they earned \$80,000 or more annually (37.1%) followed by \$40,000 to \$59,999 (32.4%). Most of those who worked 15 years or over reported they earned an annual salary between \$60,000 and \$79,999 (48%) or at least \$80,000 (36.7%), and no employees with a graduate or professional degree who had worked 15 years or more for their primary employer reported that they earned less than \$20,000 annually.

ANNUAL SALARY OF EMPLOYEES WITH A GRADUATE/PROFESSIONAL DEGREE BY YEARS WORKED FOR EMPLOYER



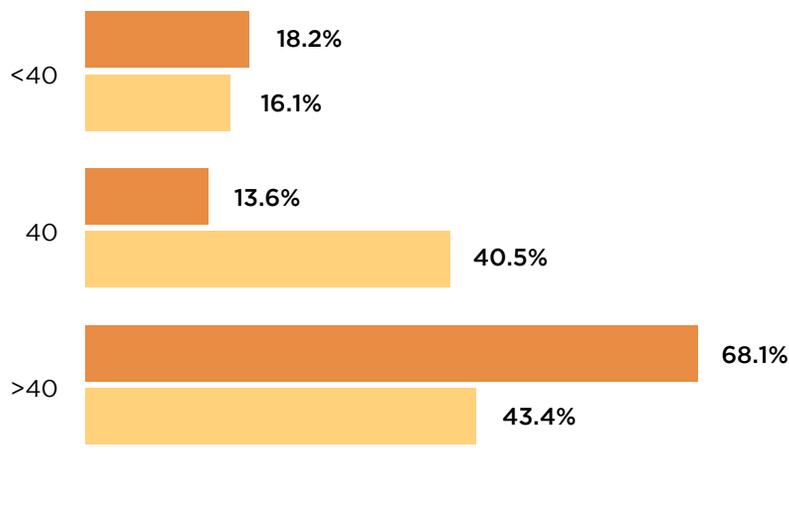
THE SELF-EMPLOYED

INDUSTRY OF SELF-EMPLOYED & NON-SELF-EMPLOYED WORKERS

	SELF-EMPLOYED	NON-SELF-EMPLOYED
AGRICULTURE, FORESTRY, FISHING & HUNTING	34.1%	5.6%
CONSTRUCTION	12.8%	2.2%
HEALTHCARE & SOCIAL ASSISTANCE	12.4%	18.3%
TRANSPORTATION & WAREHOUSING	6.2%	11.2%
FINANCE & INSURANCE	4.9%	6.3%
PROFESSIONAL, SCIENTIFIC, & TECHNICAL SERVICES	4.1%	2.5%
OTHER SERVICES	4.1%	1.8%
RETAIL TRADE	3.6%	11.6%
GOVERNMENT	3.4%	8.1%
MANUFACTURING	3.1%	3.8%
OTHER	2.2%	2.9%
REAL ESTATE & RENTAL	2.1%	0.1%
FOOD SERVICE & ACCOMMODATION	2.1%	3.1%
EDUCATION	2.0%	16.2%
INFORMATION	1.4%	1.5%
ADMINISTRATIVE & SUPPORT SERVICES	1.2%	1.5%
UTILITIES	0.3%	1.5%
WHOLESALE TRADE	0.0%	1.0%
ARTS, ENTERTAINMENT, & RECREATION	0.0%	1.1%

Of those who reported their current industry of employment, self-employed workers were more likely than non-self-employed workers to report working in agriculture, forestry, fishing and hunting industries; construction; and professional, scientific, and technical service industries. Non-self-employed workers were more likely than self-employed workers to work in health care and social assistance, retail trade, and education.

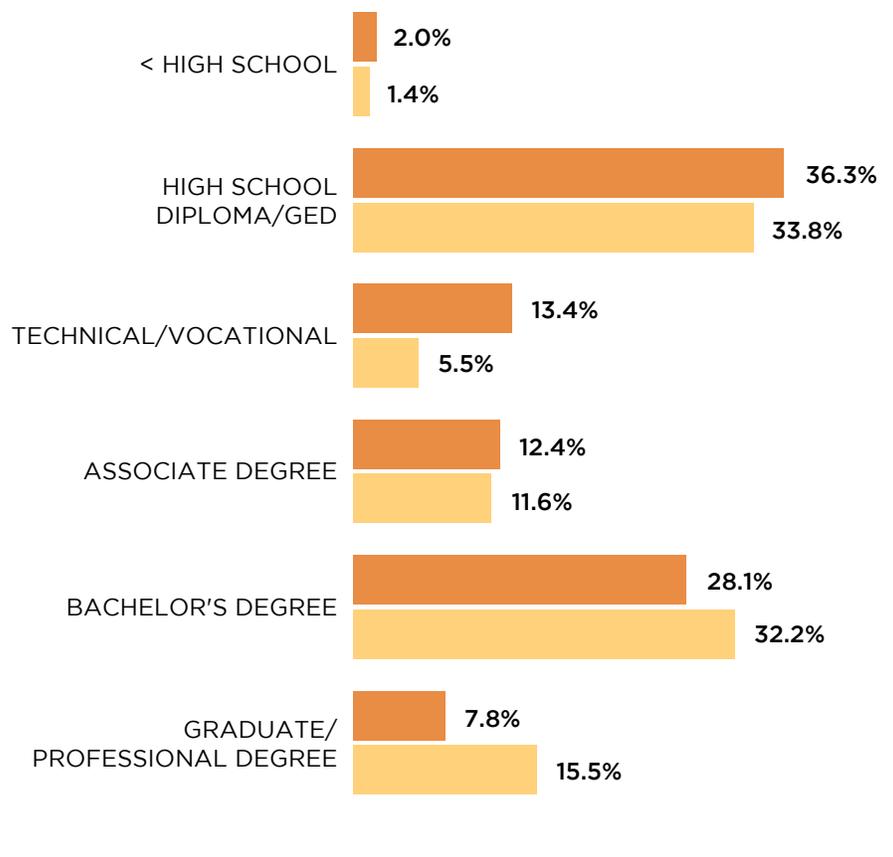
WEEKLY HOURS WORKED



For workers who reported as non-self-employed, unlike the self-employed, the percentage of workers in each category increased as hours increased. A majority of employees who were not self-employed worked 40 hours or over 40 hours per week (83.9%). Of those who were self-employed, a greater percentage worked less than 40 hours a week (18.2%) than those who worked 40 hours a week (13.6%), and 68.1% of the self-employed worked over 40 hours a week.

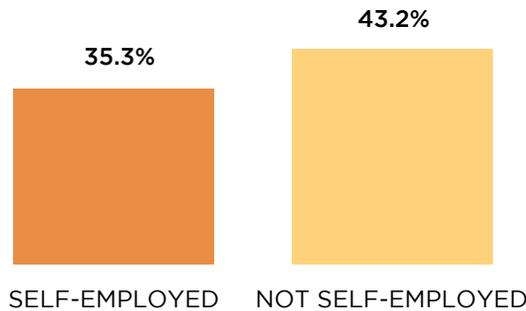
The greatest differences in educational attainment between the self-employed and those who were not self-employed came from those who received technical/vocational degrees and those who earned graduate or professional degrees. Of all workers who reported their education attainment, 13.4% of the self-employed received technical/vocational degrees compared to 5.5% of the non-self-employed. A greater percentage of non-self-employed workers received a graduate or professional degree (15.5%) compared to those who reported as self-employed (7.8%). The greatest percentage of workers received a high school diploma/GED in both the self-employed (36.3%) and the non-self-employed (33.8%) groups.

EDUCATIONAL ATTAINMENT

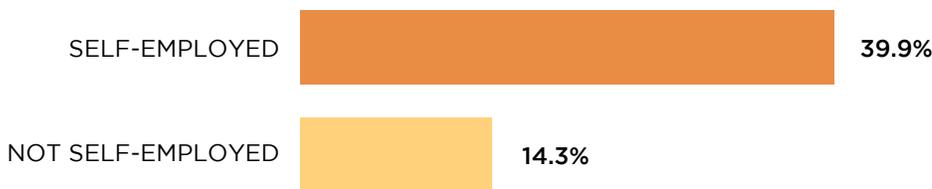


Less than half of workers in both categories reported that they had children. A greater percentage of workers who were non-self-employed had children compared to self-employed workers. Over 40% of non-self-employed workers had children compared to 35.3% of workers who were self-employed.

LIKELIHOOD OF HAVING CHILDREN



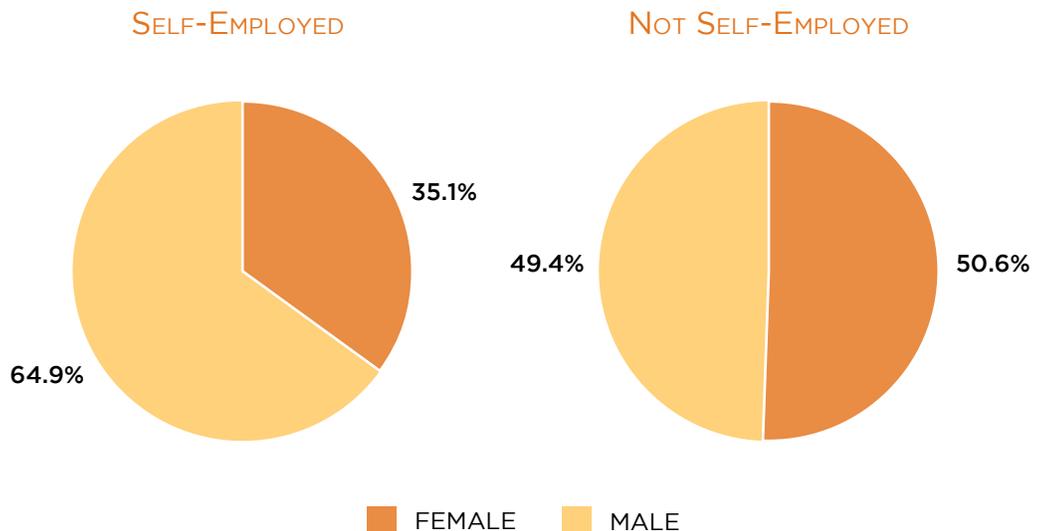
LIKELIHOOD OF WORKING MULTIPLE JOBS



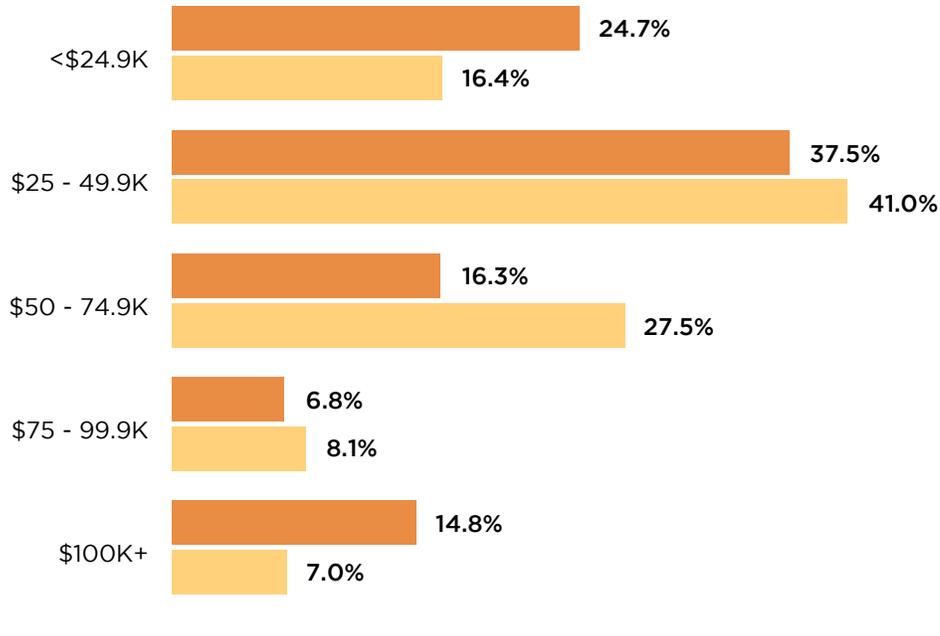
A greater percentage of self-employed workers held multiple jobs compared to non-self-employed. Nearly 40% of workers who reported being self-employed said they worked for more than one employer (including themselves) compared to 14.3% of non-self-employed workers who held multiple jobs.

A greater percentage of self-employed workers were male (64.9%) compared to female (35.1%). There was not a pronounced gender difference for those who were not self-employed. Of those who reported as non-self-employed, 49.4% were male and 50.6% were female.

EMPLOYMENT BY GENDER



INCOME BY SELF-EMPLOYMENT

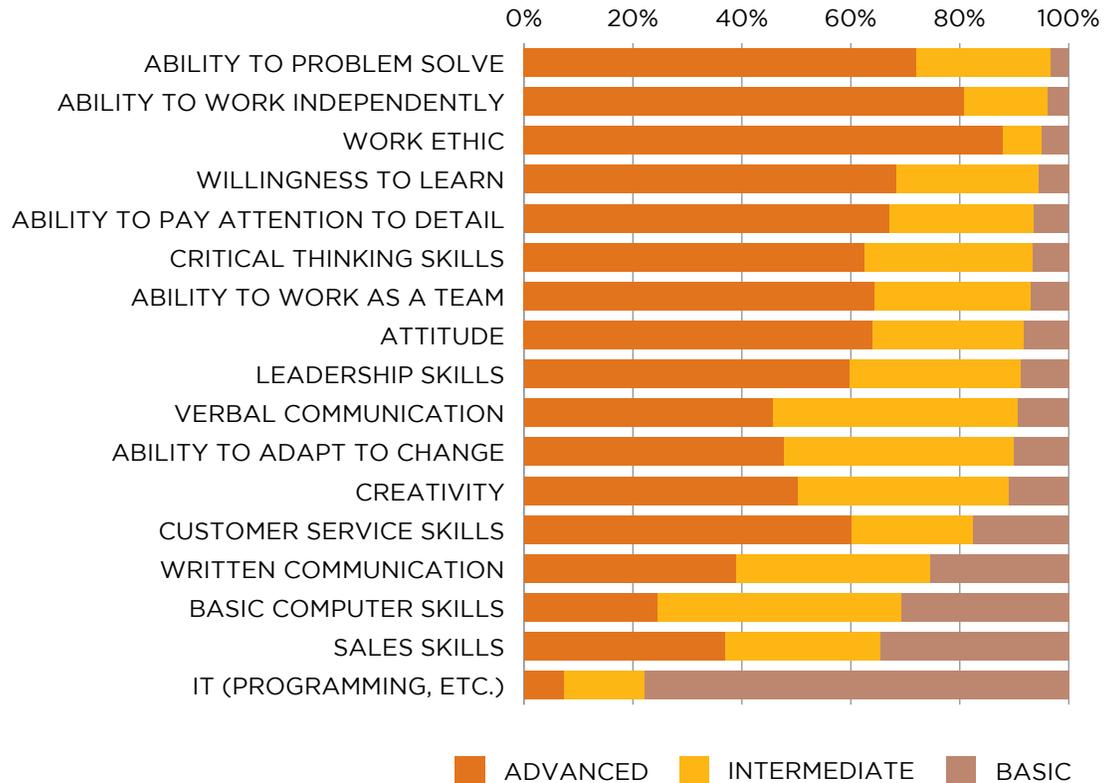


Workers who reported as self-employed were more likely to earn incomes in the lowest or highest categories compared to non-self-employed workers. A higher percentage of self-employed workers earned between 0 and 24,999 (24.7%) and over 100,000 (14.8%) compared to the same categories for non-self-employed workers (16.4% and 7%, respectively).



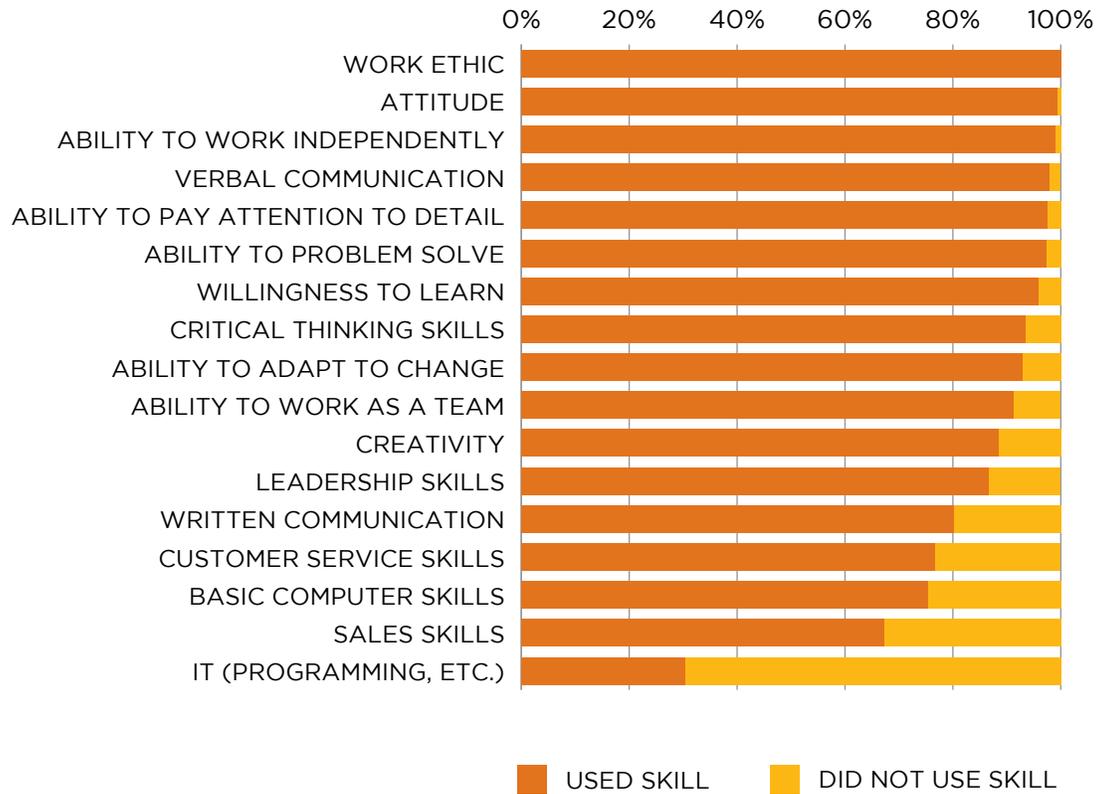
Self-employed workers in the Panhandle rated themselves on skills and abilities from advanced to basic. For most skills, over 80% of workers rated themselves as having an advanced or intermediate skill level. The skill with the greatest percentage of respondents reporting an advanced skill level was work ethic (87.9%) and the lowest was IT (programming, etc.) (7.3%).

SKILL LEVEL OF THE SELF-EMPLOYED



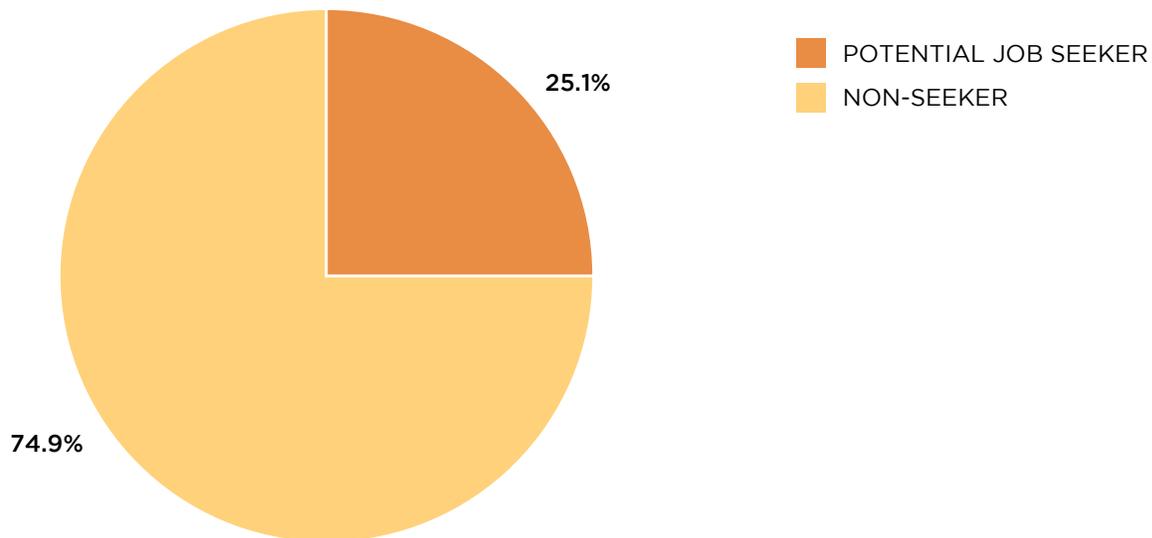
Over 75% of self-employed respondents said they used each skill in their current position except for sales skills (67.3%) and IT (30.4%). Every self-employed worker in the Panhandle reported that they used their work ethic in their current position.

USE OF SKILLS BY SELF-EMPLOYED



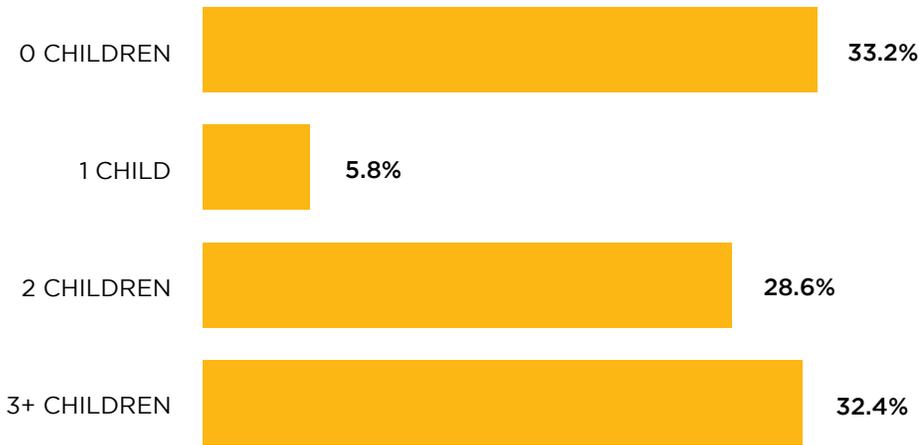
SELF-EMPLOYED WORKERS BY SEEKER STATUS

Most self-employed workers in the panhandle, 74.9%, were not potential job seekers.



HOMEMAKERS

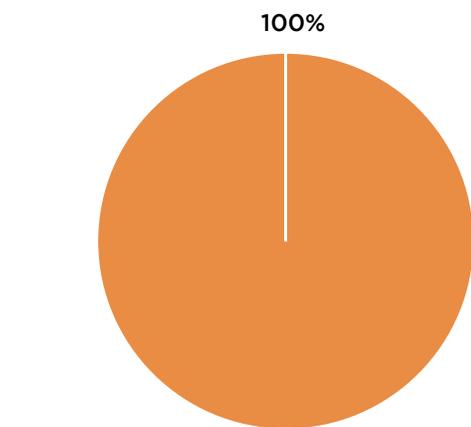
HOMEMAKERS BY NUMBER OF CHILDREN



Panhandle residents were asked if children lived in their home. A greater percentage of homemakers said they had at least one child living in their home (66.8%) compared to other groups. Homemakers were more likely to live with three or more children (32.4%) than those who were employed (11.4%), unemployed (9.2%), or retired (0.2%).

HOMEMAKERS BY GENDER

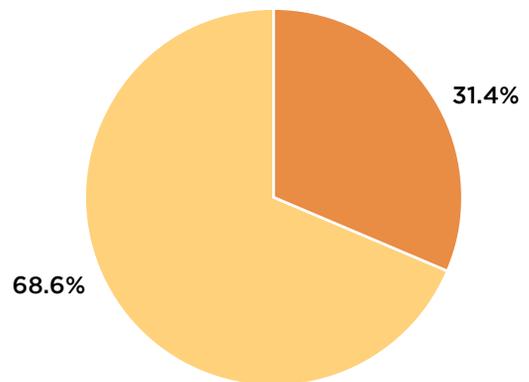
No males reported being homemakers in the Panhandle survey area.



■ FEMALE
■ MALE

HOMEMAKERS BY SEEKER STATUS

Over 31% of homemakers were potential job seekers while 68.6% of homemakers were non-seekers.

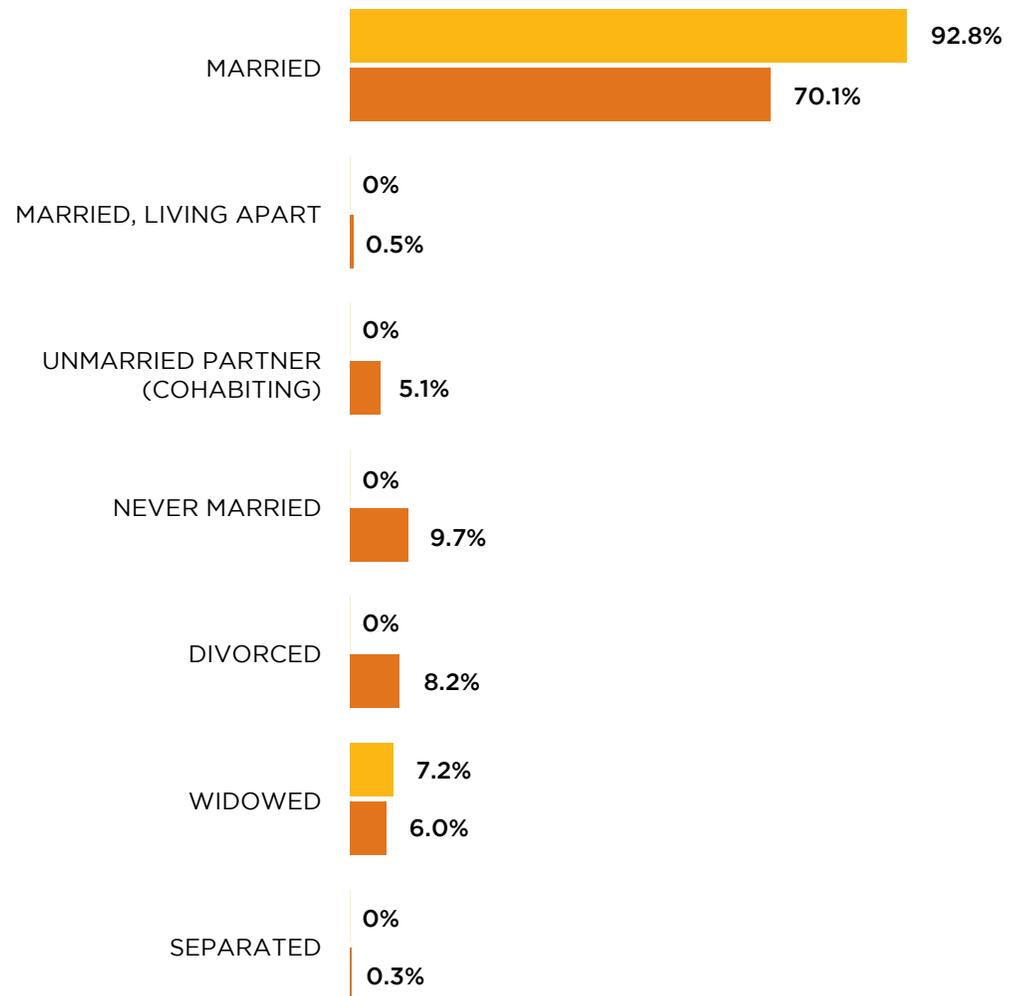


■ POTENTIAL JOB SEEKERS
■ NON-SEEKERS

Homemakers were more likely to be married than other respondents. Nearly 93% of homemakers reported that they were married compared to 70.1% of all respondents. Homemakers in the Panhandle did not report any other relationship status except for widowed (7.2%).

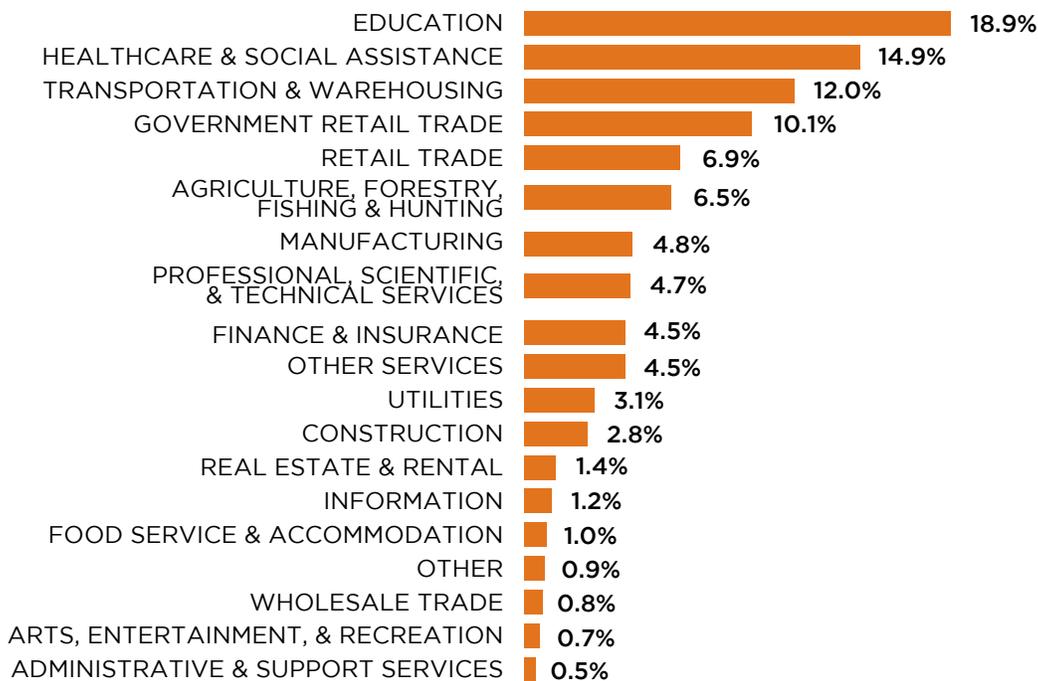
- HOMEMAKERS
- ALL RESPONDENTS

HOMEMAKERS BY RELATIONSHIP STATUS



THE RETIRED

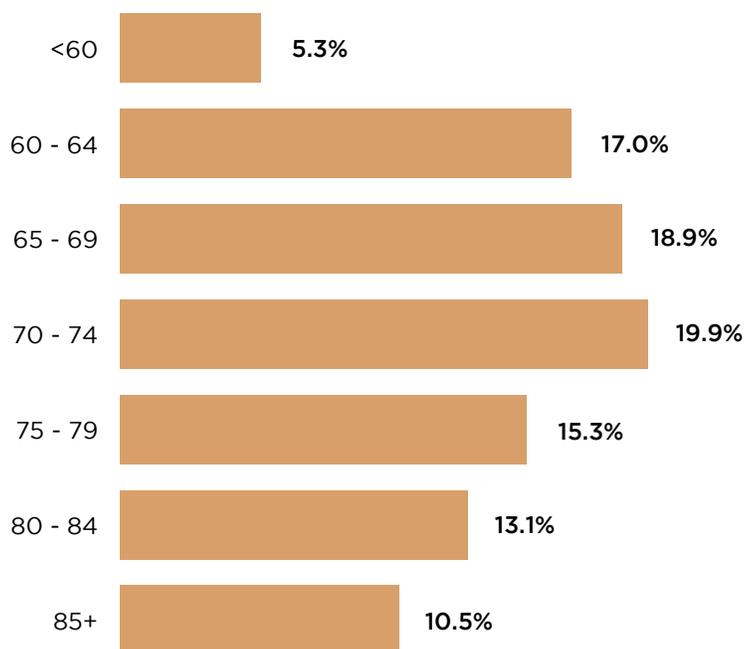
FORMER INDUSTRIES OF RETIRED RESPONDENTS



When retired respondents reported their former primary employer's industry, the most common responses were education (18.9%), health care and social assistance (14.9%), and transportation and warehousing (12%).

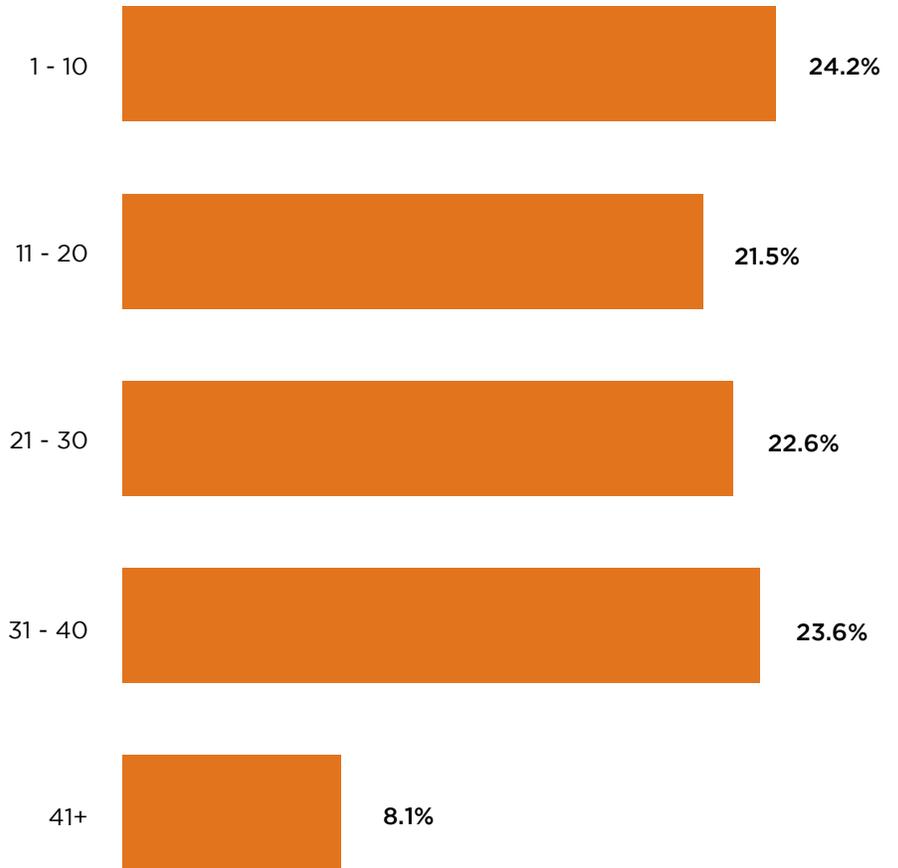
Of those who reported their age, the greatest percentage of retired respondents in the Panhandle area were ages 70 to 74 (19.9%), followed by 65 to 69 (18.9%) and 60 to 64 (17%). A majority of retired respondents were ages 60 to 74 years (55.8%) and those 75 years and over represented 38.9% of retired persons in the Panhandle area.

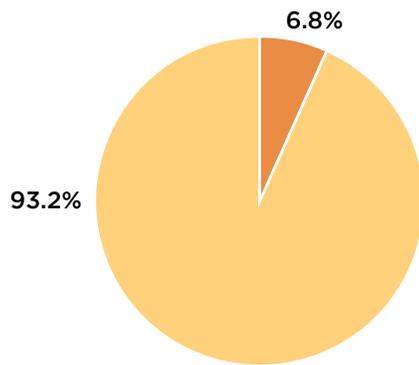
AGE OF RETIRED RESPONDENTS



Retired Panhandle area residents reported the number of years they worked for their primary employer. Of those who reported how long they worked for their primary employer, over 24% of retired respondents reported working less than 10 years, 21.5% for 11-20 years, and 22.6% for 21-30 years. Of those who were retired in the Panhandle area, 23.6% said they worked 31-40 years for their primary employer, and 8.1% said they retired after they worked over 41 years. The median number of years retired respondents worked for their primary employer was 20.

YEARS WORKED FOR PRIMARY EMPLOYER





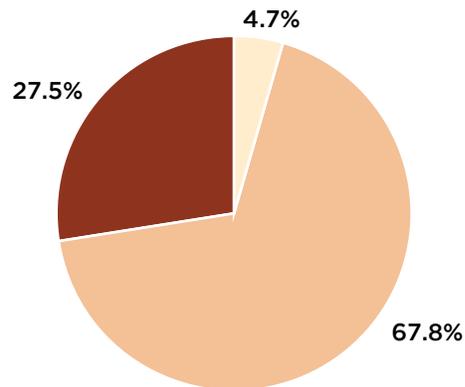
POTENTIAL JOB SEEKERS

Among retired respondents, 6.8% were potential job seekers and 93.2% were non-seekers.

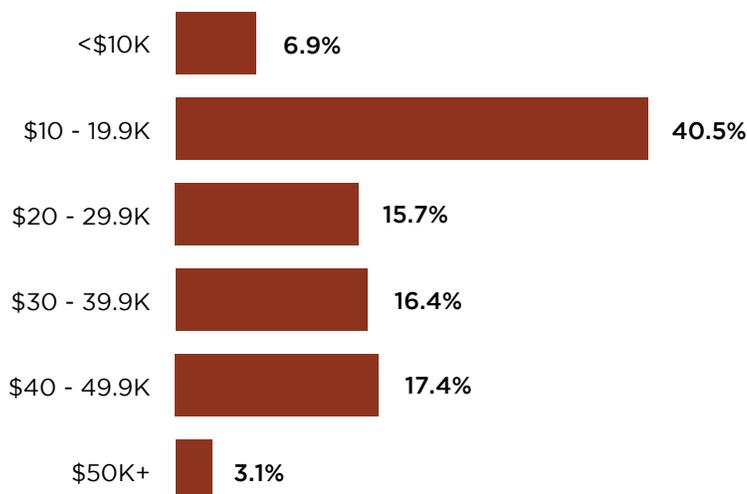


Most retired potential job seekers who reported the number of hours they wanted to work per week desired 15-34 hours of work (67.8%). Over 27% of retired respondents in the Panhandle area desired over 35 hours of work per week at their primary employer, and 4.7% desired 14 hours or less of work per week.

DESIRED HOURS PER WEEK



DESIRED ANNUAL INCOME



Over 47% of retired respondents desired an annual salary of \$19,999 or less. Of those who reported a desired salary, over 32% said they wanted between \$20,000 and \$39,999 and 20.5% desired \$40,000 or more.

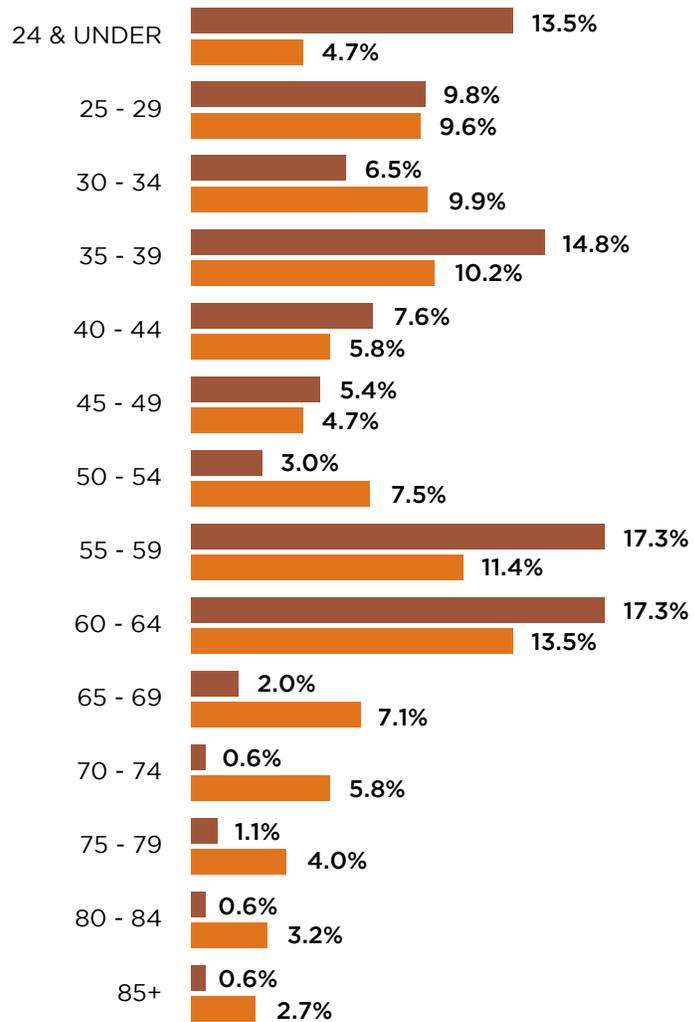
THE UNEMPLOYED

It is important to note that, unlike the classification methodology of the Bureau of Labor Statistics, in this survey individuals were simply asked what best describes their employment status (e.g., employed, unemployed, retired, and homemaker).

The age distribution of unemployed respondents suggests that several age groups are more likely to be unemployed than other groups. Among unemployed respondents, 13.5% were ages 24 and under compared to 4.7% of all respondents. Similarly, 14.8% of unemployed respondents were ages 35-39 whereas 10.2% of all respondents were in the same age group. Additionally, 34.6% of unemployed respondents were between the ages of 55-64 compared to 24.9% of all respondents. Unemployment was less prevalent among 50-54 year olds and respondents who have reached retirement age (65 and over).

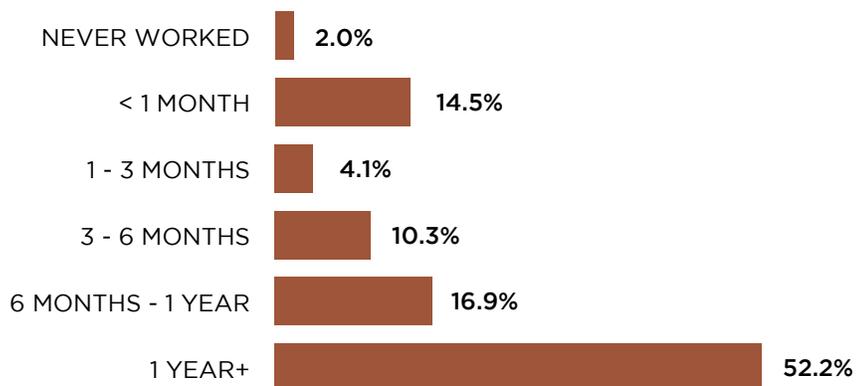
■ UNEMPLOYED
■ ALL RESPONDENTS

AGE DISTRIBUTION OF UNEMPLOYED RESPONDENTS

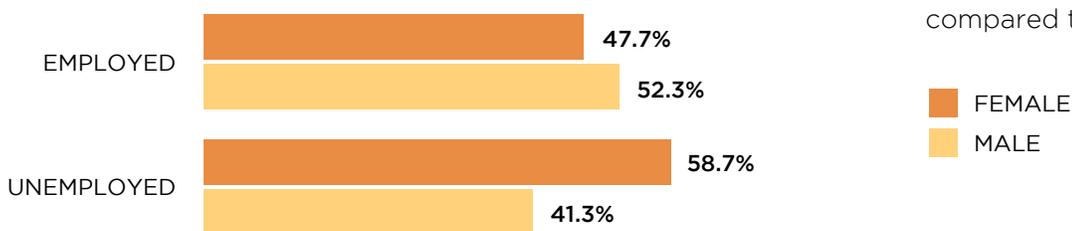


Among unemployed Panhandle residents, a majority reported they had been unemployed one year or more (52.2%). Nearly 17 percent of those who reported being unemployed were unemployed six months to a year and 14.5% had been unemployed less than one month. A small percentage (2%) of Panhandle unemployed residents had never worked.

LENGTH OF TIME UNEMPLOYED



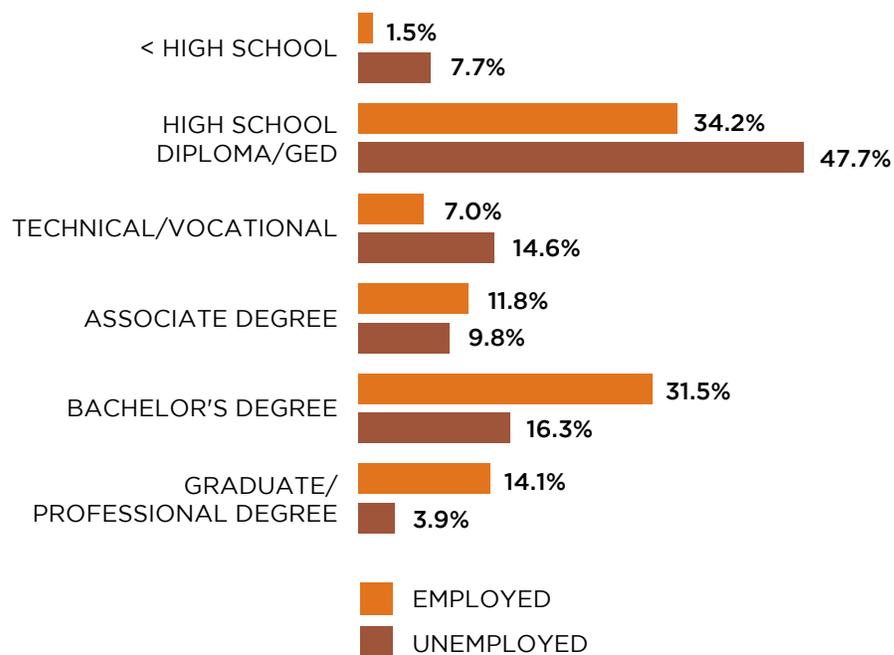
EMPLOYMENT STATUS BY GENDER



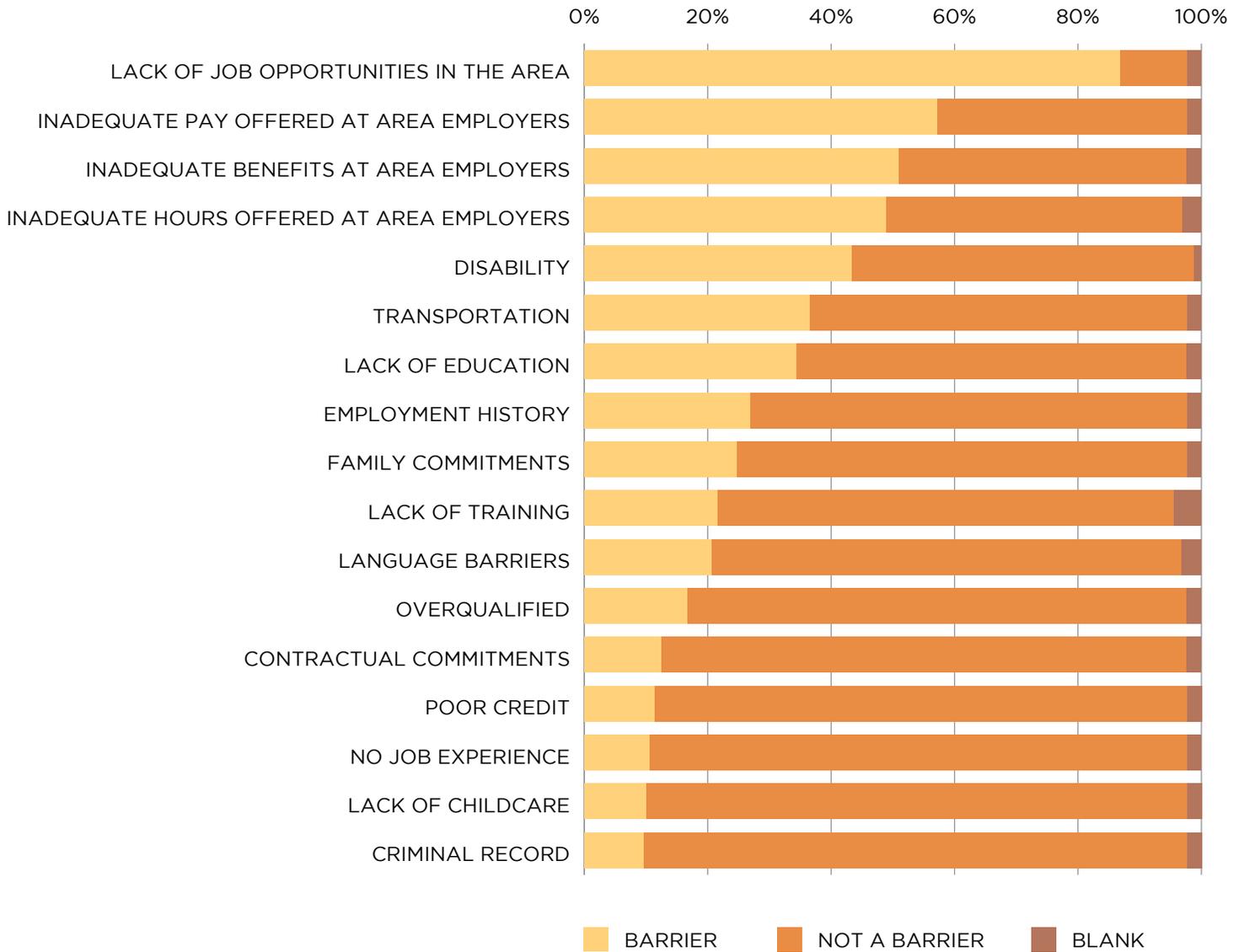
A greater percentage of females reported being unemployed (58.7%) compared to males (41.3%).

Employed Panhandle residents tended to report higher levels of education than unemployed respondents. A greater percentage of employed respondents reported earning a bachelor's degree or above (45.6%) compared to the unemployed (20.2%). Similarly, over 55% of unemployed respondents reported that they had a high school education or less compared to 35.8% of the employed. The relatively low educational attainment of many unemployed respondents could suggest that a lack of a post-secondary degree makes obtaining or retaining employment more difficult.

EMPLOYMENT STATUS BY EDUCATIONAL ATTAINMENT

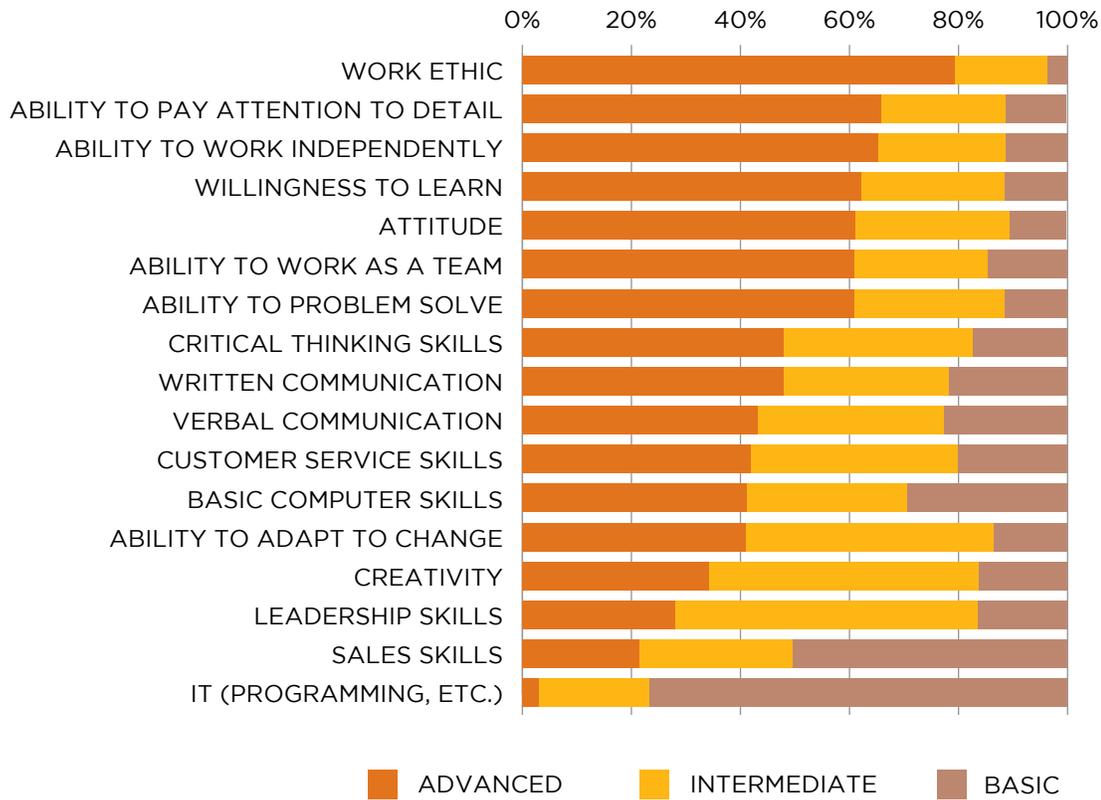


BARRIERS TO EMPLOYMENT AMONG UNEMPLOYED POTENTIAL JOB SEEKERS



Over 85% of unemployed potential job seekers in the Panhandle reported that a lack of job opportunities in the area was a barrier to employment. Between 48% and 58% of unemployed potential job seekers listed inadequate pay, benefits, and hours offered at area employers as barriers to employment. A majority of unemployed potential job seekers reported that disability (55.4%), transportation (61.1%), and lack of education (63.3%) were not a barrier to employment, among others.

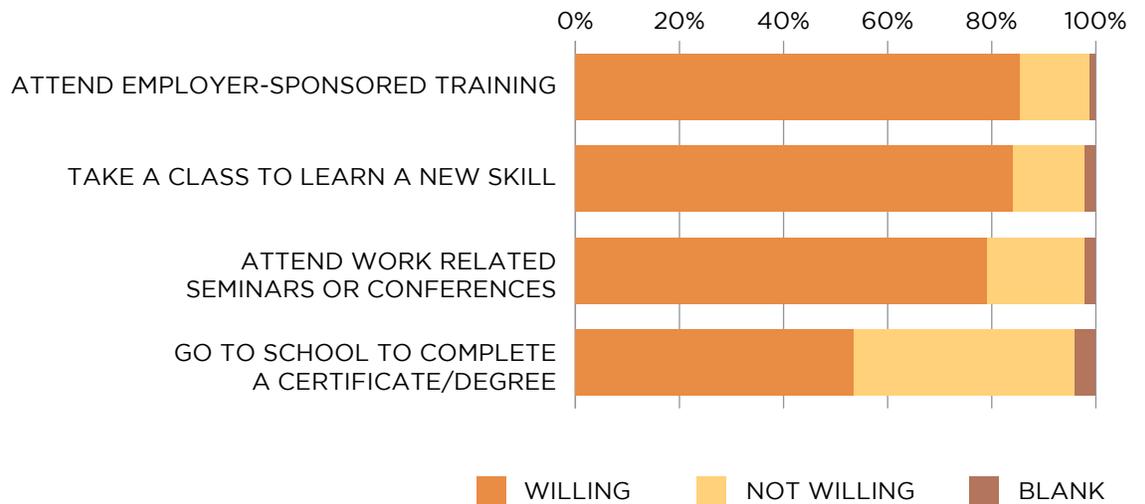
SKILLS OF THE UNEMPLOYED



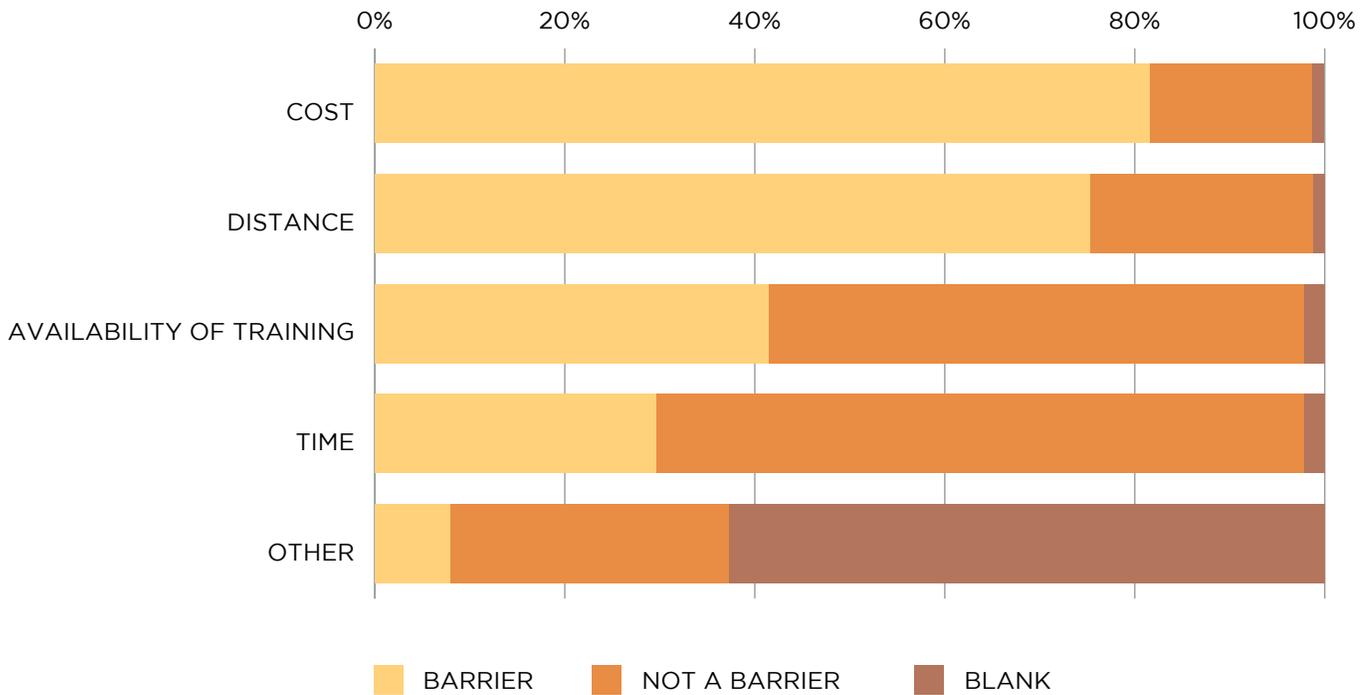
Nearly 80% of unemployed potential job seekers reported being advanced in their work ethic. A majority of unemployed potential job seekers reported that they were advanced in their ability to pay attention to detail (65.8%), ability to work independently (65.2%), and willingness to learn (62.2%). Additionally, over 60% of unemployed potential job seekers said they were advanced in attitude, ability to work as a team, and ability to problem solve.

A majority of unemployed potential job seekers in the Panhandle area reported they were willing to attend employer-sponsored training (85.4%), take a class to learn a new skill (84.1%), attend work related seminars or conferences (79%), and go to school to complete a certificate or degree (53.4%).

WILLINGNESS OF UNEMPLOYED POTENTIAL JOB SEEKERS TO OBTAIN TRAINING



BARRIERS TO OBTAIN TRAINING FOR UNEMPLOYED POTENTIAL JOB SEEKERS

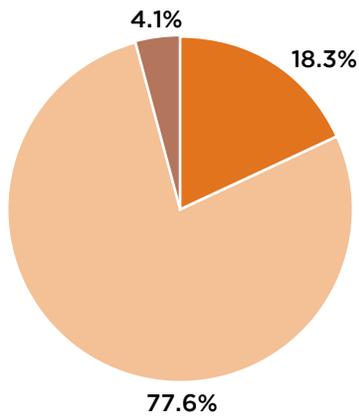


Unemployed potential job seekers most often reported that cost (81.5%) was a barrier to obtaining training in the next year. A majority of unemployed potential job seekers also reported that distance (75.3%) was a barrier to obtaining training. A majority of unemployed potential job seekers said availability of training and time were not barriers to obtaining training (56.4% and 68.2%, respectively).

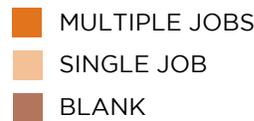
Other barriers to obtaining training listed by this group included health issues and transportation.

MULTIPLE JOB HOLDERS

PERCENT OF EMPLOYED WORKING MULTIPLE JOBS

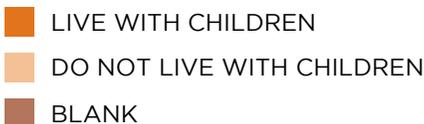


Among employed respondents, 18.3% reported that they worked for multiple employers. Of these respondents, 61.2% worked for two employers, 18.5% worked for three employers; and 11.1% worked for four or more employers. However, it is possible that some respondents who reported multiple employment did not 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.

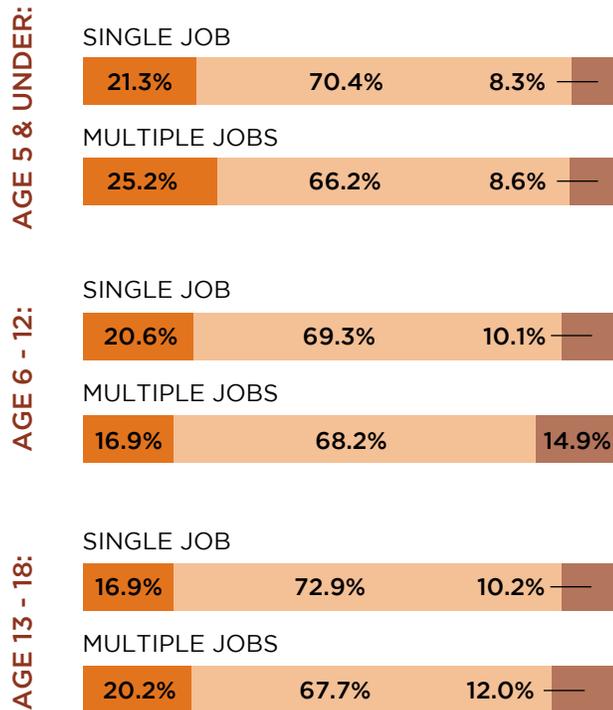


There was no clear relationship between living with children and working multiple jobs. Likelihood to work multiple jobs did not clearly vary by whether respondents did or did not live with children ages 5 and under, children ages 6 to 12, and children ages 12 to 18.

Note: If there was more than one child living at home in different age groups, then the household may be represented in multiple charts.

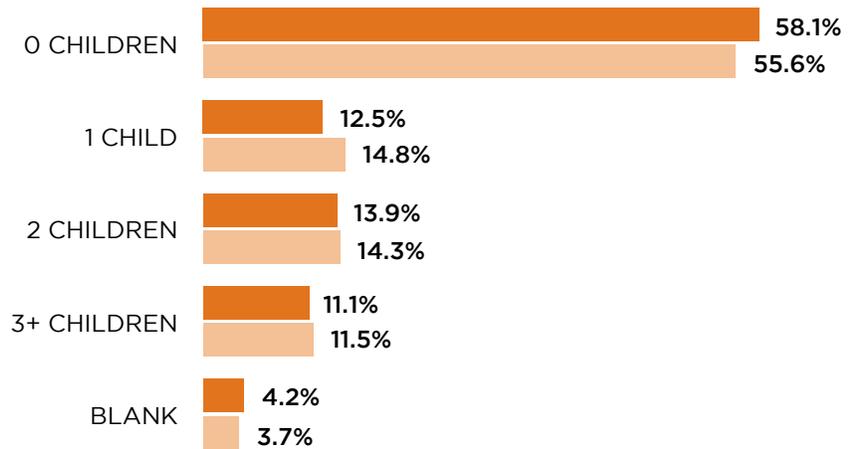


LIKELIHOOD TO WORK MULTIPLE JOBS BY AGE OF CHILDREN



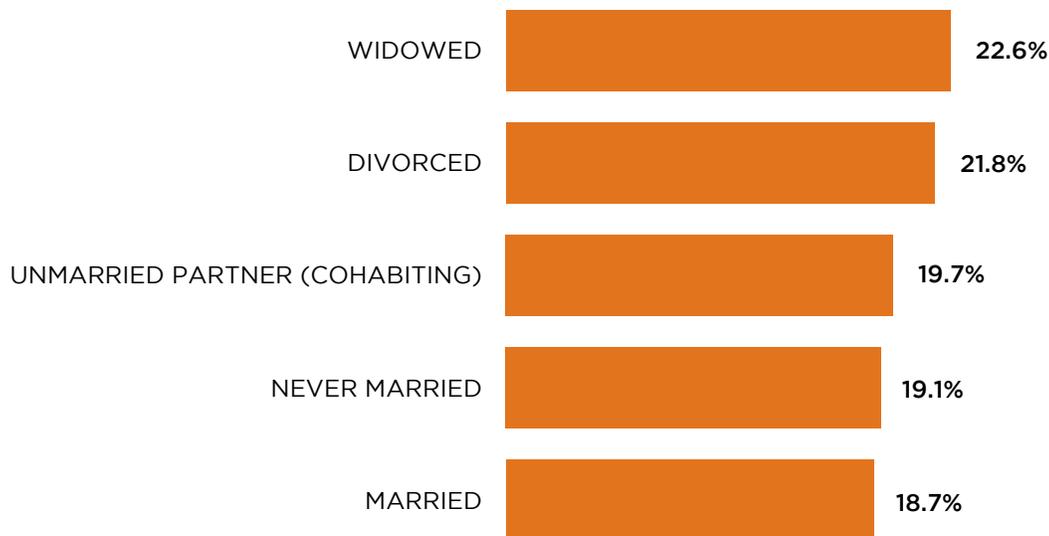
Likelihood to work multiple jobs also did not clearly vary by the number of children living with employed respondents, however, those who lived with at least one child were slightly more likely to work only one job. The majority of employed respondents who worked either at a single job or multiple jobs reported not having any children (55.6% and 58.1%, respectively).

LIKELIHOOD TO WORK MULTIPLE JOBS BY NUMBER OF CHILDREN



■ MULTIPLE JOBS
■ SINGLE JOB

LIKELIHOOD TO WORK MULTIPLE JOBS BY RELATIONSHIP STATUS



Those who were widowed were most likely to work multiple jobs (22.6%), whereas those who were married were least likely to work multiple jobs (18.7%). Only those who listed a relationship status and reported whether they worked multiple jobs were included in the analysis. Only relationship statuses with a sufficient amount of responses for analysis are displayed.

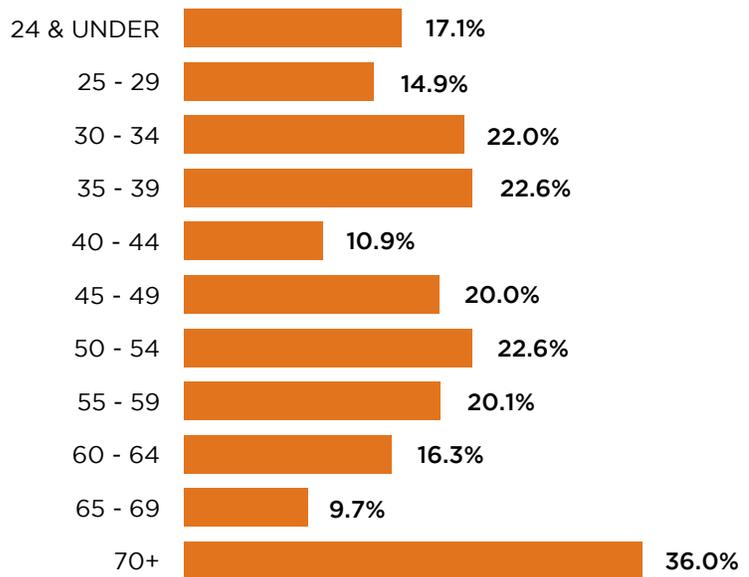
LIKELIHOOD TO WORK MULTIPLE JOBS BY GENDER



Likelihood to work multiple jobs did not vary greatly by gender. Nearly 20% of employed men reported working multiple jobs compared to 18.2% of women.

The largest percentage of workers with multiple jobs were over 70 years old (36%), followed by those 35-39 and 50-54 years old (both 22.6%). Those least likely to work multiple jobs were ages 40-44 (10.9%) and 65-69 (9.7%).

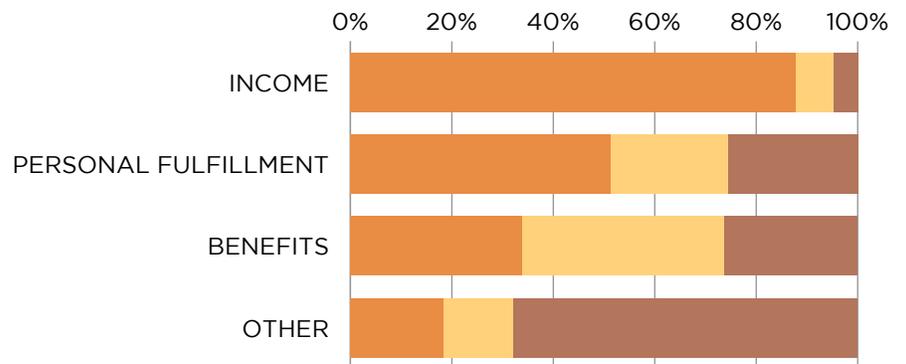
LIKELIHOOD TO WORK MULTIPLE JOBS BY AGE



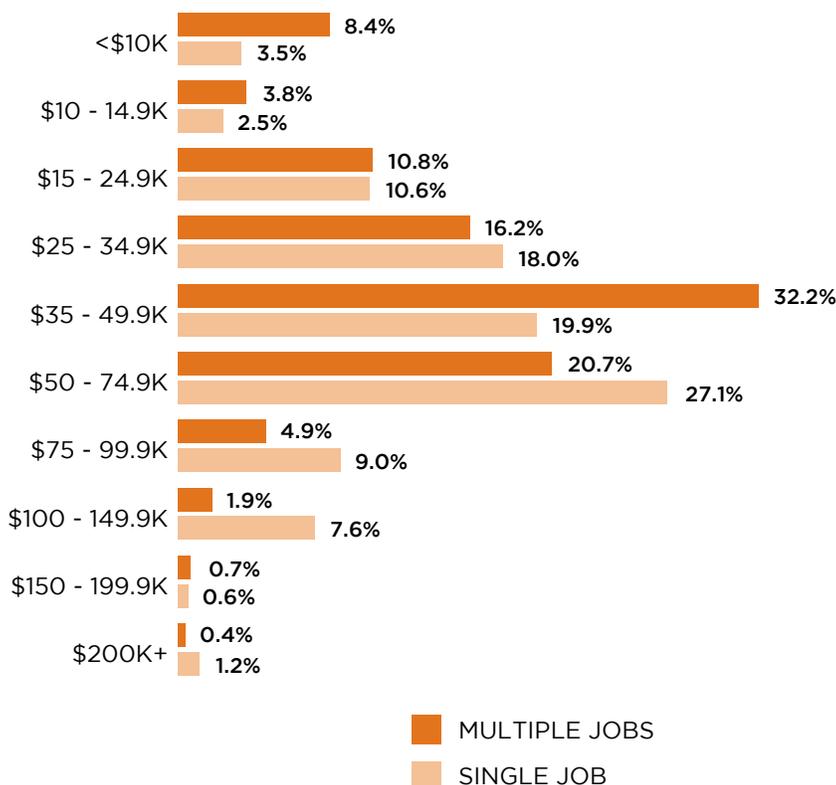
The most popular reason given for multiple employment was income at 87.7%, followed by personal fulfillment at 51.3%, and benefits at 33.8%. Some of the other reasons respondents listed for multiple employment were time management and family related.



REASONS FOR MULTIPLE EMPLOYMENT



INCOME FROM PRIMARY EMPLOYER BY MULTIPLE EMPLOYMENT

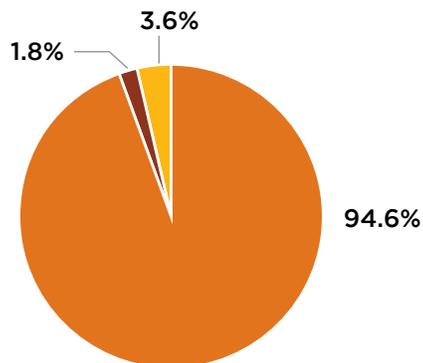


A greater percentage of respondents who worked for multiple employers reported annual incomes from their primary employers in the lower income categories: less than \$10k, \$10k to \$14.9k, and \$15k to 24.9k, than respondents who worked for one employer. Additionally, a greater percentage of respondents who worked for one employer listed annual incomes from their primary employers in higher income categories: \$50k to \$74.9k, \$75k to \$99.9k, \$100k to \$149.9k than respondents who worked for multiple employers. Only those who listed a current income and reported whether they worked multiple jobs were included in this analysis.

With income being the primary reason workers gave for holding multiple jobs, it is not surprising that respondents who worked multiple jobs reported that they earned less money from their primary employers than respondents who worked for one employer. While those who worked for one employer made a median of \$59,000, those who worked multiple jobs received a median of \$42,000 from their primary employer.

SEASONAL & TEMPORARY WORKERS

EMPLOYMENT TYPE OF EMPLOYEES

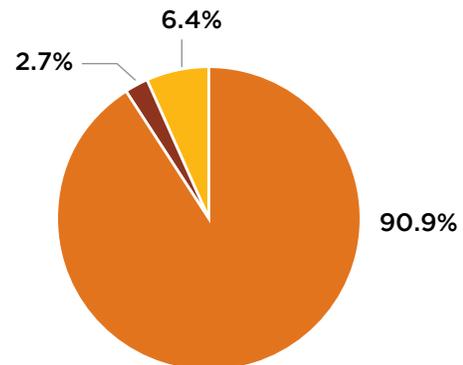


Among employed respondents who reported their employment type at their primary employer, 94.6% had permanent positions, 3.6% had seasonal employment, and 1.8% had temporary positions.

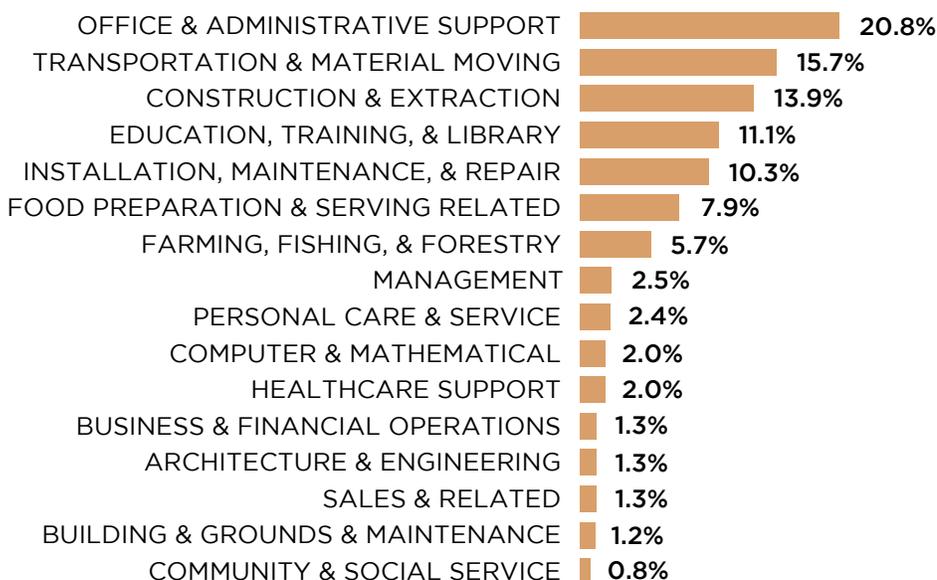


Employed potential job seekers were somewhat more likely to report that their primary job is temporary or seasonal than employed respondents as a whole. This finding is not surprising since temporary workers typically have to find new employment when their positions are dissolved. Of employed potential job seekers who reported their employment type, 90.9% had permanent positions, 6.4% had seasonal employment, and 2.7% had temporary positions.

EMPLOYMENT TYPE OF EMPLOYED POTENTIAL JOB SEEKERS



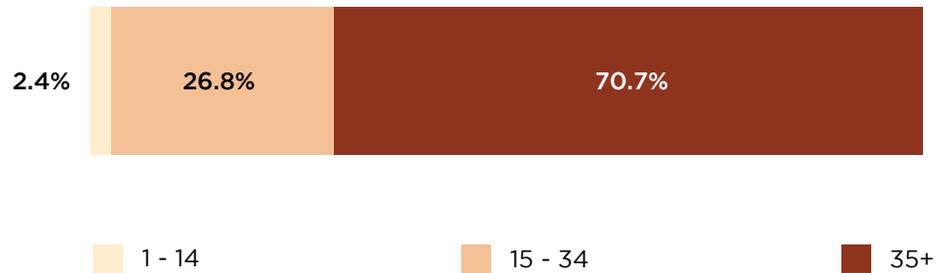
OCCUPATIONS OF SEASONAL & TEMPORARY WORKERS



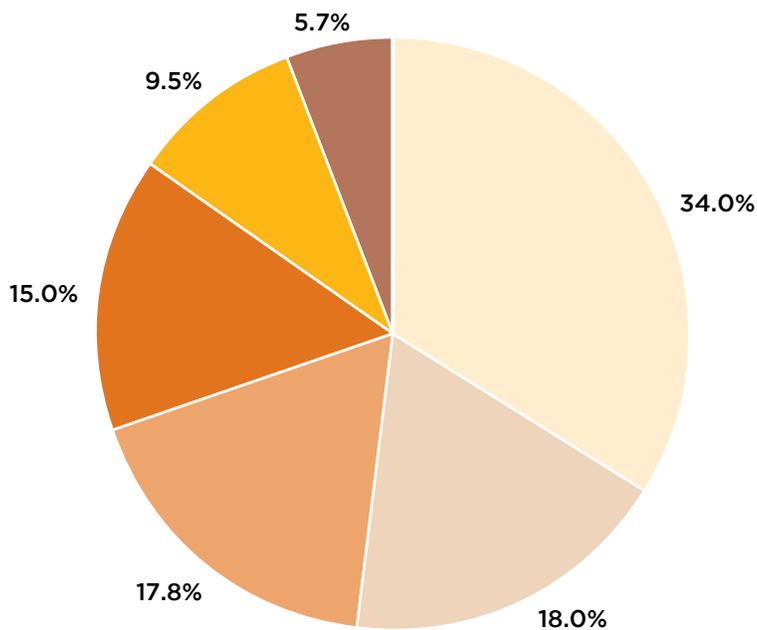
Office and administrative support was the most common occupation reported by temporary and seasonal workers (20.8%) followed by transportation and material moving (15.7%) and construction and extraction (13.9%).

The majority of seasonal and temporary workers who answered questions about their work hours worked 35 hours a week or more at 70.7%. About 26.8% of seasonal and temporary workers worked between 15 and 34 hours a week.

WEEKLY HOURS OF SEASONAL & TEMPORARY WORKERS



EMPLOYMENT BY COUNTY

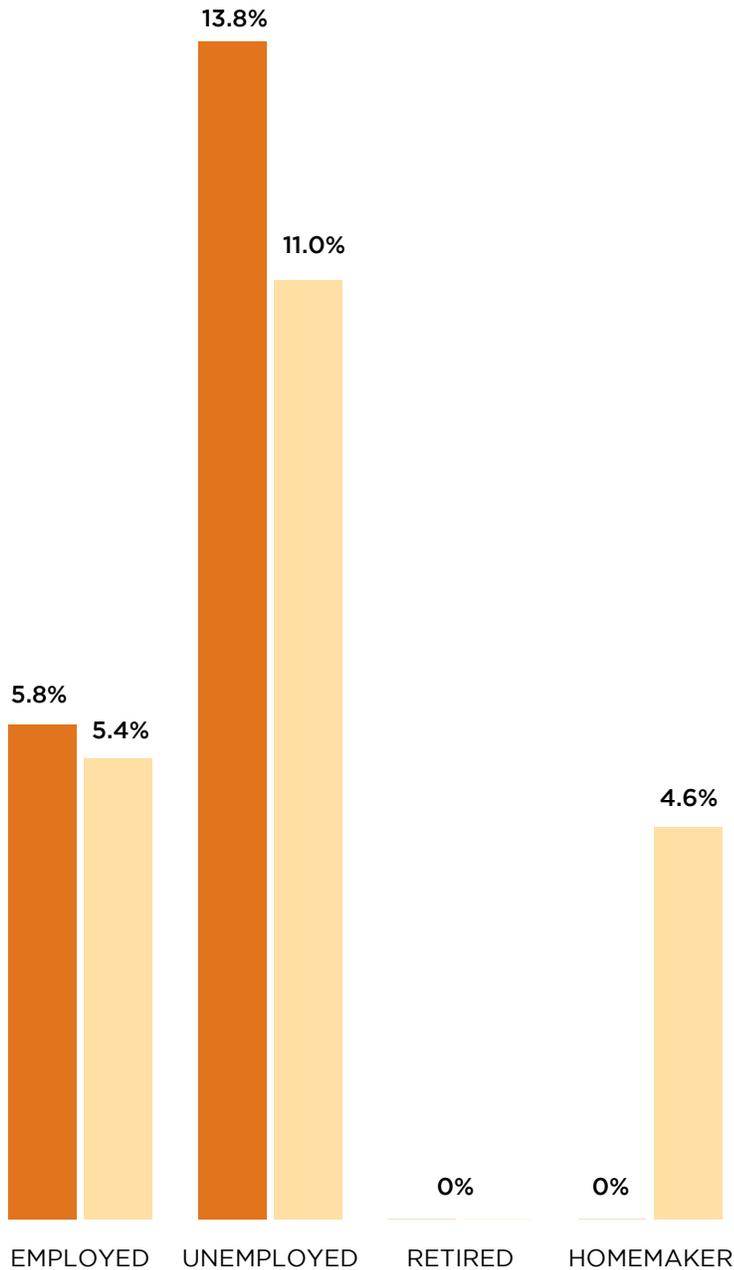


Of those living in the survey area who said they were temporary or seasonal workers, 34% were employed in Scotts Bluff County and 18% worked in Cheyenne County. Nearly 18% of seasonal and temporary workers in the Panhandle area were employed in Box Butte County and 15% worked in Dawes County. The remaining seasonal and temporary employees worked for employers located in Goshen County, Wyoming (5.7%) and 9.5% worked in other Nebraska counties such as Morrill, Sheridan and Sioux counties. All respondents who reported being seasonal and temporary workers worked at an employer located with the survey area.



MISCELLANEOUS

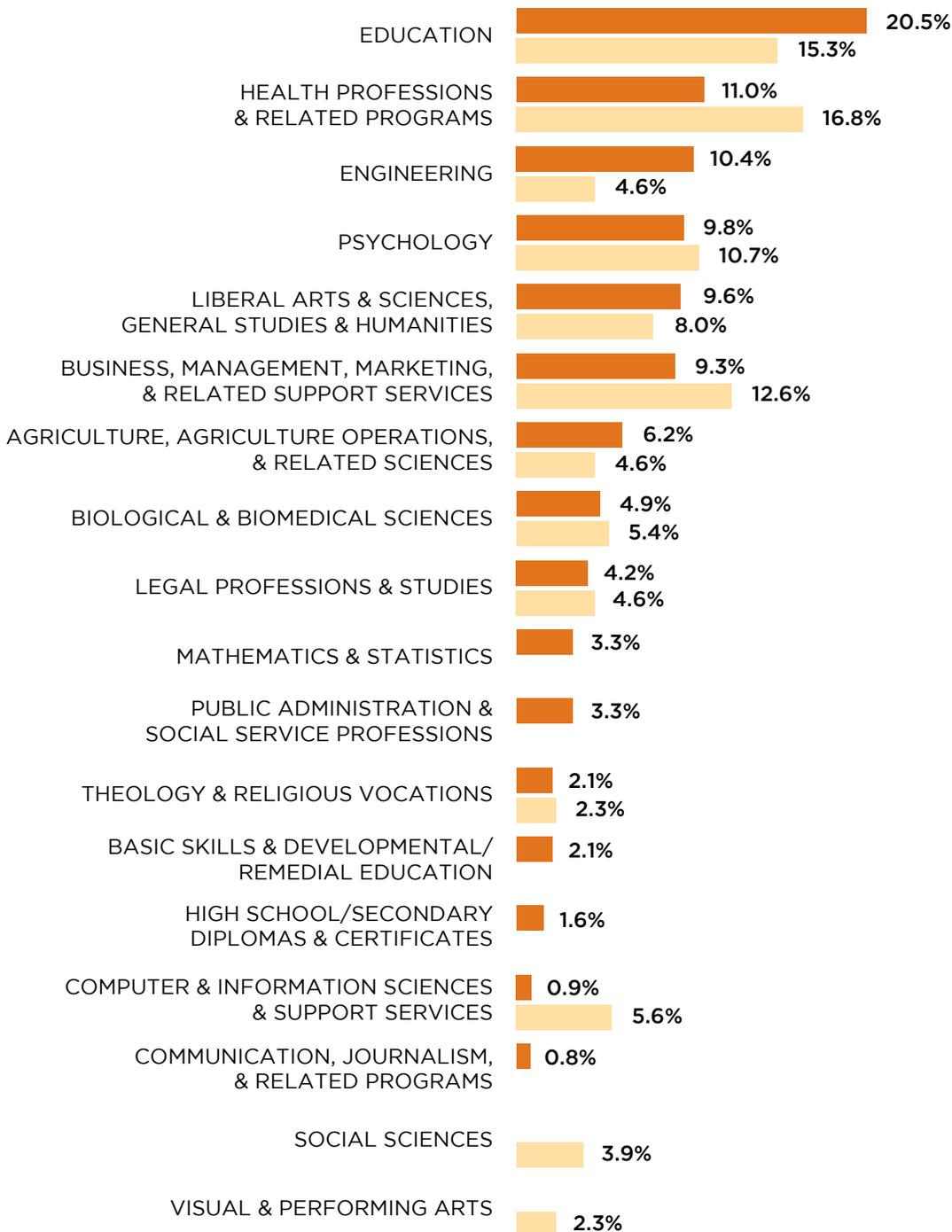
EDUCATIONAL PLANS BY EMPLOYMENT STATUS



Around 5% of all employed respondents in the Panhandle area were currently attending school or planning on attending school within the next year. Nearly 14% of the unemployed in the area were currently in school, while around 11% of the unemployed planned on attending school in the next year. Around 5% of homemakers planned on attending school within the year.

- CURRENTLY IN SCHOOL
- PLANNING ON ATTENDING SCHOOL

RESPONDENTS' CURRENT & PLANNED FIELD OF STUDY



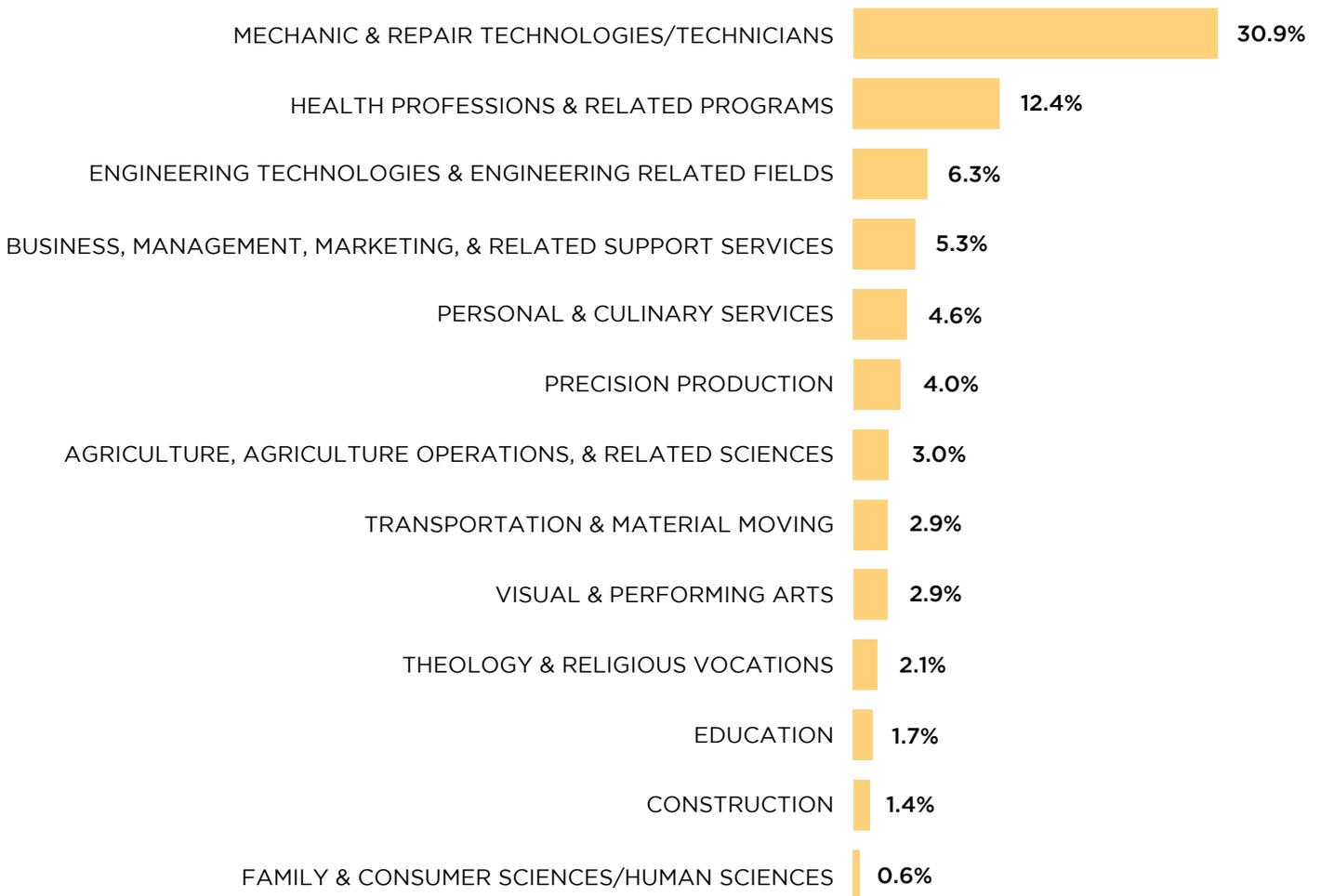
Over 20% of those currently attending a trade/vocational school, community college, or a 4-year college were studying in the education field. The greatest percentage of respondents planning to attend a trade/vocational school, community college, or 4-year college were planning to study in the health professions field (16.8%).

A greater percentage of respondents are currently studying in an engineering field (10.4%) than are planning to study in an engineering field (4.6%). Conversely, a greater percentage of respondents are planning on studying in a computer and information sciences field (5.6%) than are currently studying in a computer and information sciences field (0.9%).

■ CURRENTLY STUDYING
■ PLANNING TO STUDY

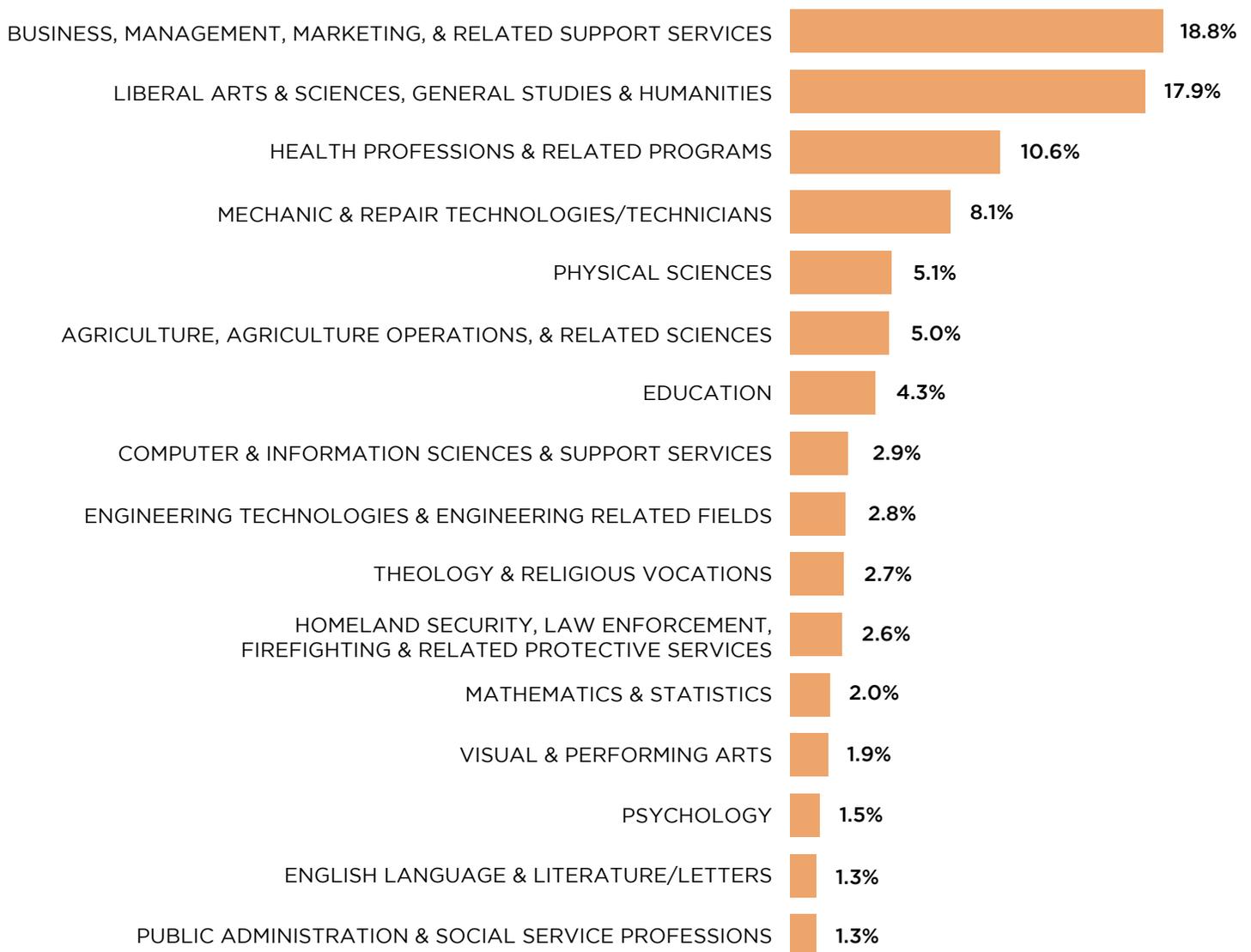
The most common fields of study among employed respondents who earned a technical or vocational degree were mechanic and repair technologies/technicians (30.9%) and health professions and related programs (12.4%).

EMPLOYED RESPONDENTS' FIELD OF STUDY - TECHNICAL/VOCATIONAL DEGREE



The most common fields of study among employed respondents who reported earning an associate or 2-year degree were business, management, marketing, and related support services (18.8%); liberal arts and sciences, general studies and humanities (17.9%); and health professions and related programs (10.6%).

EMPLOYED RESPONDENTS' FIELD OF STUDY - ASSOCIATE/2-YEAR DEGREE



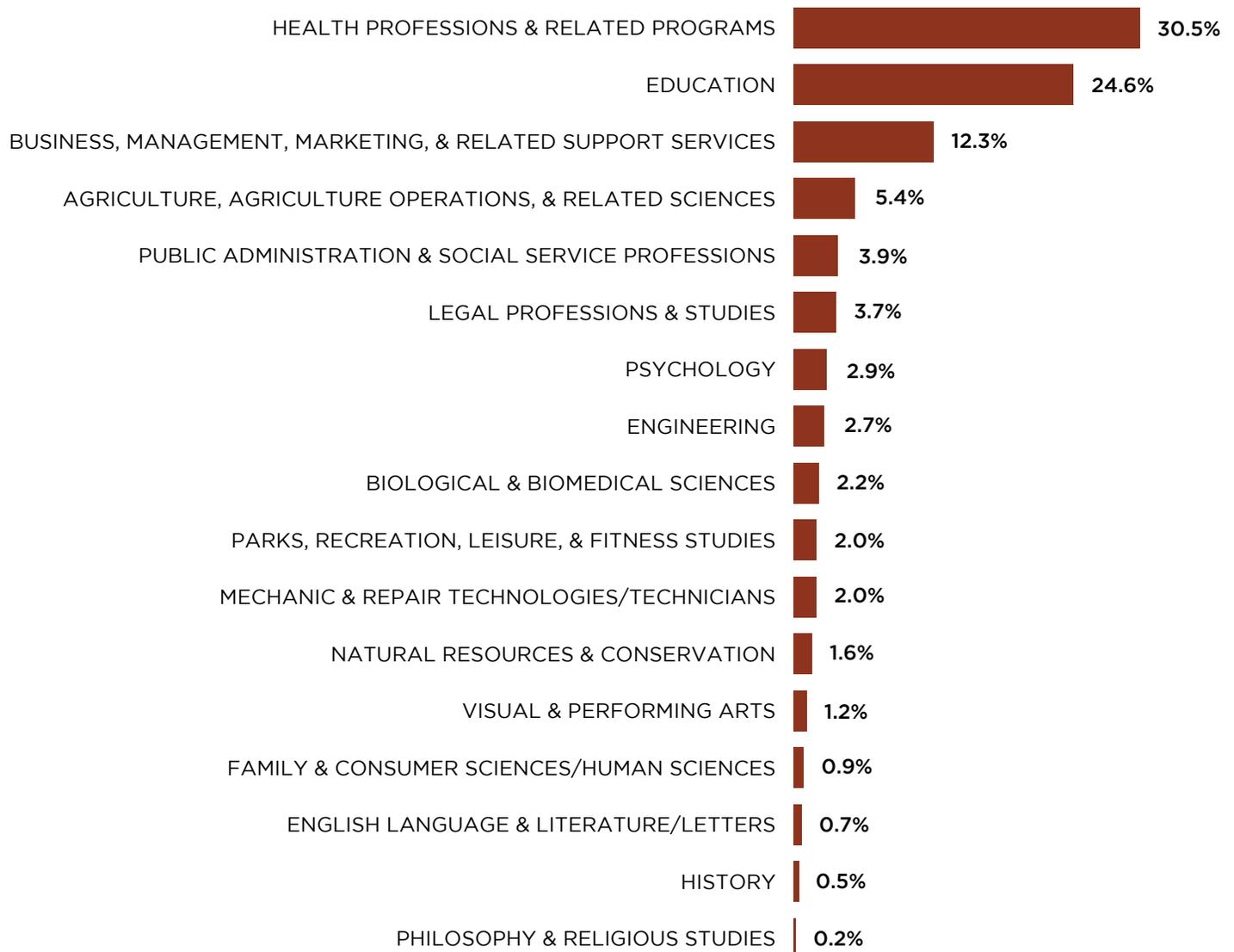
The most common fields of study among employed respondents who reported earning a bachelor's or 4-year degree were business, management, marketing, and related support services (18.8%); education (18.0%); and health professions and related programs (9.9%).

EMPLOYED RESPONDENTS' FIELD OF STUDY - BACHELOR'S/4-YEAR DEGREE

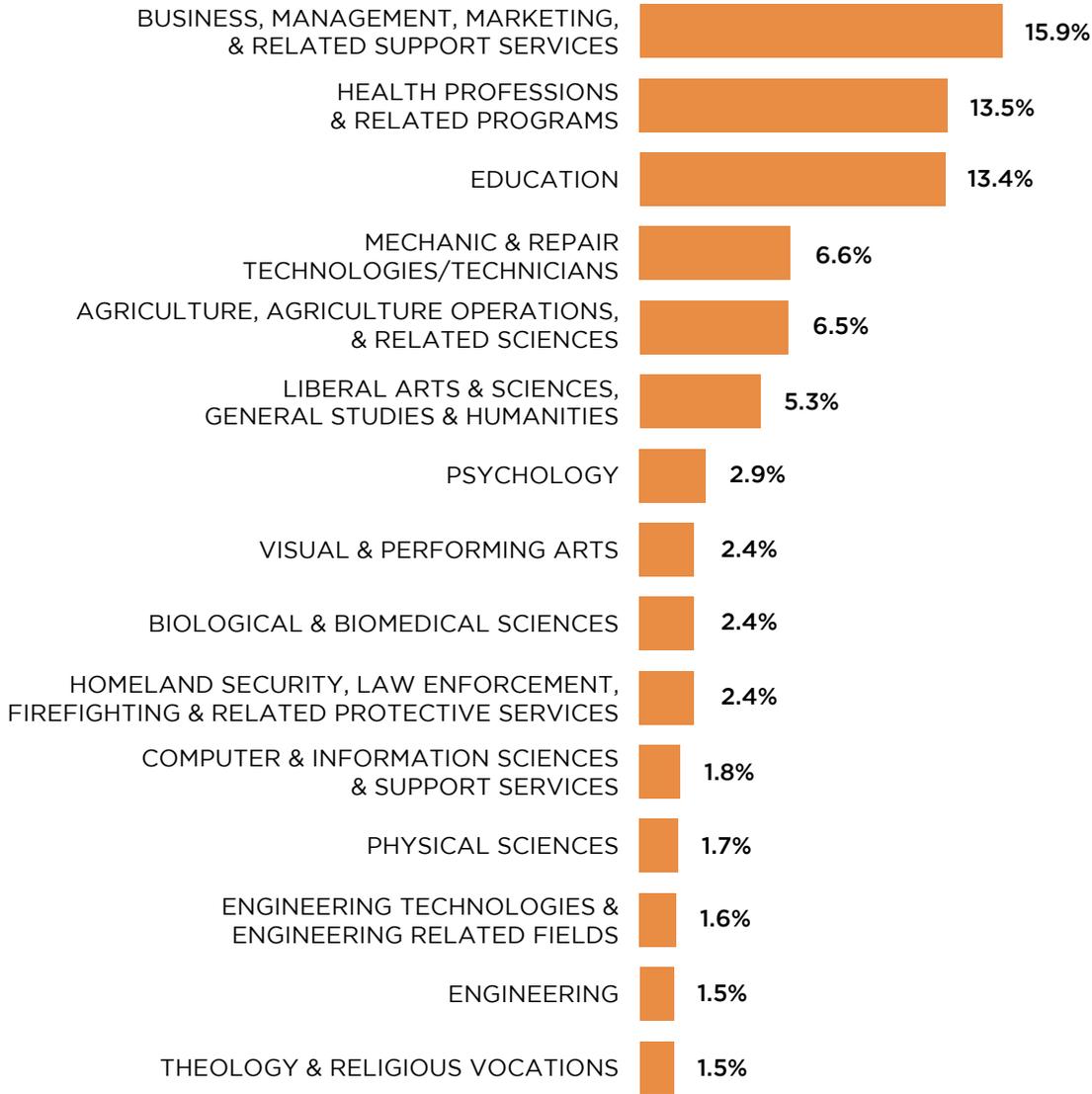


The most common fields of study among employed respondents who reported earning a graduate or professional degree were health professions and related programs (30.5%); education (24.6%); and business, management, marketing and related support services (12.3%).

EMPLOYED RESPONDENTS' FIELD OF STUDY - GRADUATE/PROFESSIONAL DEGREE



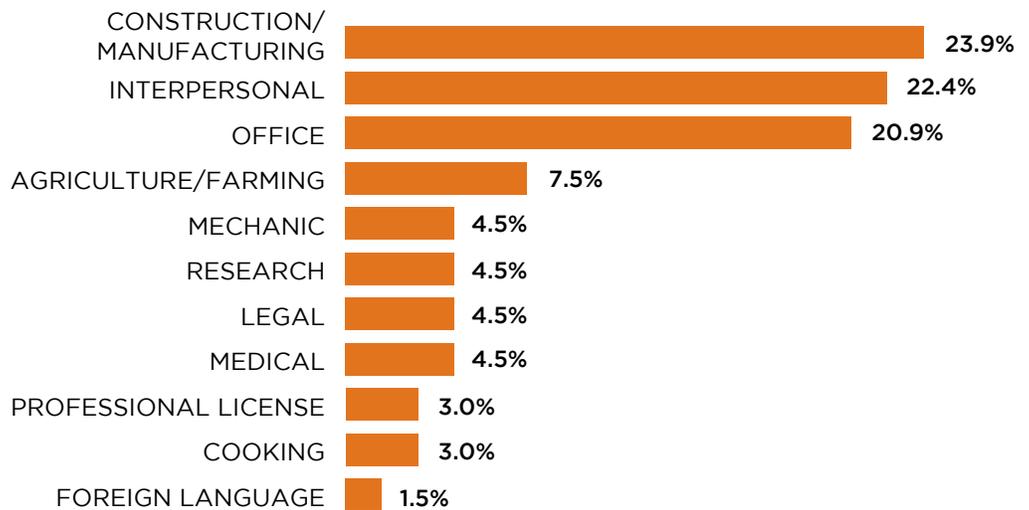
EMPLOYED RESPONDENTS' FIELD OF STUDY



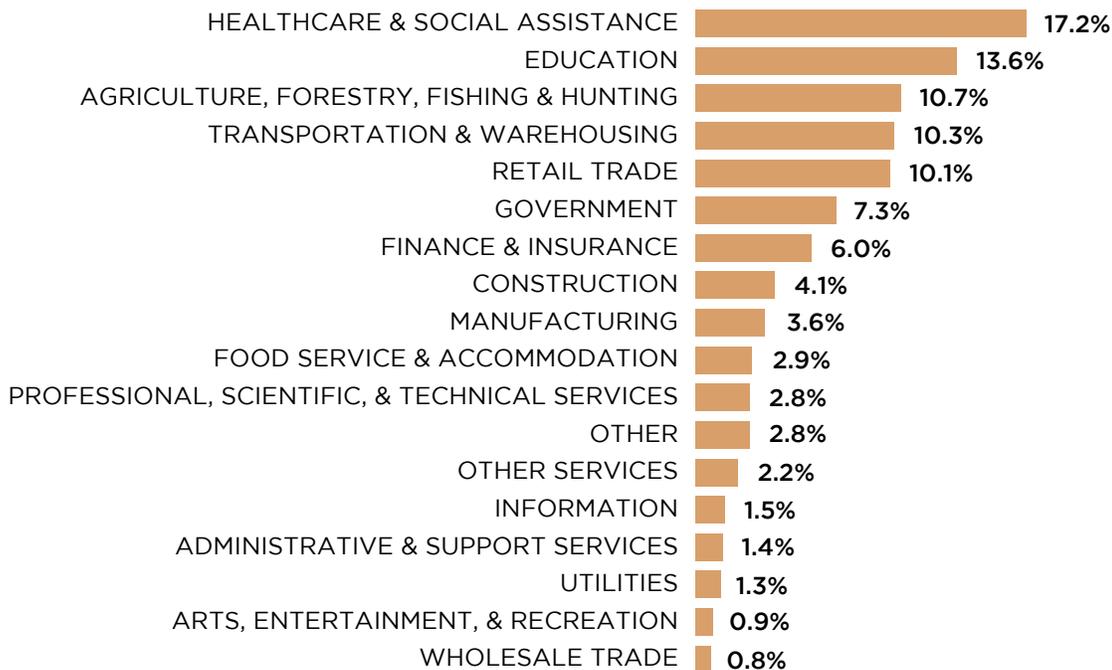
Business, management, marketing, and related support services was the most common degree field reported by all employed respondents who hold any type of degree (15.9%). The degree fields of health professions and related programs (13.5%) and education (13.4%) were also common responses for workers in the Panhandle area.

Workers in the Panhandle area wrote in any other job-related skills they were not using in their current job. Construction/manufacturing skills were the most commonly reported (23.9%), followed by interpersonal skills (22.4%), office skills (20.9%), and agriculture/farming skills (7.5%).

UNUSED SKILLS REPORTED BY EMPLOYED RESPONDENTS



TOP INDUSTRIES OF EMPLOYED RESPONDENTS



According to survey results, the industries with the most workers employed in the Panhandle area were health care and social assistance (17.2%); education (13.6%); and agriculture, forestry, fishing and hunting (10.7%).

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 Panhandle Labor Availability Report examined these factors.

This study has identified that there is a large pool of those actively seeking work, as well as potential job seekers, in the Panhandle labor market area. The findings can be used to better understand what is important to these active and 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.

Most survey respondents who were willing to accept a new job if it were available were between the ages 25 and 44 and already employed. The highest percentage of this group reported earning between \$25,000 and \$34,999 a year. Around a third of this group who were currently employed have worked at their primary employer between 2 and 5 years. Most of them reported advanced work ethic, ability to work independently, willingness to learn, ability to pay attention to detail and ability to problem solve. The most important factors to those willing to accept new employment were salary, work schedule, and using the skills they have. The obstacles to employment most often cited by people willing to accept a new job were lack of job opportunities in the area, inadequate pay offered at area employers and inadequate benefits at area employers.

Over three-fourths of those who were actively seeking work were employed. Most respondents actively seeking work were between the ages of 25 and 39. Around 7% of those actively searching for work plan to retire or may retire in the next 5 years. Most reported obtaining either a high school diploma/GED or a bachelor's degree. Of those who were not employed but actively seeking work, nearly half had not had a job for at least a year. The factors most important to those actively seeking work were salary, work schedule, opportunity for advancement, level of responsibilities, and using the skills they have. Around 40% of this group over age 35 stated that being overqualified was an obstacle that may prevent them from changing jobs or reentering the workforce. About a third of those actively seeking work reported that they would not need a pay increase in order to improve their employment situation.

APPENDIX

GLOSSARY OF TERMS & 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 U.S. 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). Survey respondents were asked to select or write in the industry of their primary employer (or of their previous employer if they were not employed). Staff at the Nebraska Department of Labor, Office of Labor Market Information (NDOL LMI) categorized responses according to the NAICS system. 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, Office of Labor Market Information to code occupations using the SOC system. More information on SOC can be found at www.bls.gov/soc/.

Educational Attainment

The level of education or type of degree received. Program completion activity and type of field of study are organized by Classification of Instructional Programs (CIP) codes. Survey respondents were asked if they were currently attending a trade/vocational school, community college, or a 4-year college or planning to attend school for a post-secondary degree. In addition, respondents were asked about their highest level of educational attainment and their field of study. This information was used by staff at the NDOL LMI to code educational attainment and programs of study using the CIP code system. More information on CIP can be found at <http://nces.ed.gov/ipeds/cipcode/>

NDED:

Nebraska Department of Economic Development

The Panhandle 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 report. NDOL LMI staff also defined 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
69125	9
69128	<5
69131	13
69133	<5
69141	6
69145	54
69149	8
69156	6
69162	139
69301	157
69331	<5
69334	38
69336	24
69337	83
69339	37
69341	189
69343	36
69345	5
69346	8
69347	12
69348	22
69351	<5
69352	6
69354	<5
69355	<5
69356	23
69357	61
69358	28
69360	7
69361	270
69367	5
82212	5
82217	<5
82219	<5
82221	<5
82223	10
82240	140
82243	<5
82244	6
Unknown	14
Grand Total	1444

METHODOLOGY

The Panhandle Area Labor Availability Survey was commissioned by the Nebraska Department of Economic Development (NDED). Data collection, survey processing, and assignment of data weights were conducted by the Bureau of Sociological Research (BOSR) at the University of Nebraska – Lincoln. NDOL LMI analyzed results and produced the final report. Comparable reports are available for the communities of Lincoln, Omaha, the combined Lincoln and Omaha areas, Columbus, Fremont, Norfolk, South Sioux City, Wayne, and West Point.

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 Panhandle Area Labor Availability Survey was to obtain an estimated count of the total labor supply for the Panhandle area including Scottsbluff, Gering, Alliance, Sidney and other areas and the characteristics of those who will potentially seek new employment or reenter the labor force.

QUESTIONNAIRE

The survey questionnaire was adapted from a pilot survey project conducted in other areas of 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. The Bureau of Business Research at the University of Nebraska-Lincoln (BBR) was also involved in the questionnaire design to ensure the results of this study would be comparable to an upcoming business survey in the same region. Improvements were made to the questionnaire based on results of the other areas' study.

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. This survey was conducted for the Panhandle area of Nebraska, and nearby Goshen, WY, due to their proximity to one another and overlapping labor force areas. A total of 5,500 households were randomly sampled.

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

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

DATA COLLECTION & RESPONSE RATES

The BOSR mailed the surveys and collected 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, 2015 with the mailing of initial survey packets to all selected households. Each survey packet contained a cover letter, questionnaire and postage-paid return envelope. A postcard reminder and two additional mailings were sent to non-respondents. Completed surveys were accepted by BOSR through August 24, 2015.

There were 1,444 individuals who completed the survey. Of the original sample of 5,500 households, 880 surveys were returned as undeliverable with no known forwarding address available. The adjusted response rate, accounting for undeliverable mail, was 31.3%.

DATA PROCESSING & 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 sets 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. Weights were assigned to responses by the BOSR to make the responses as representative of the survey areas as possible.

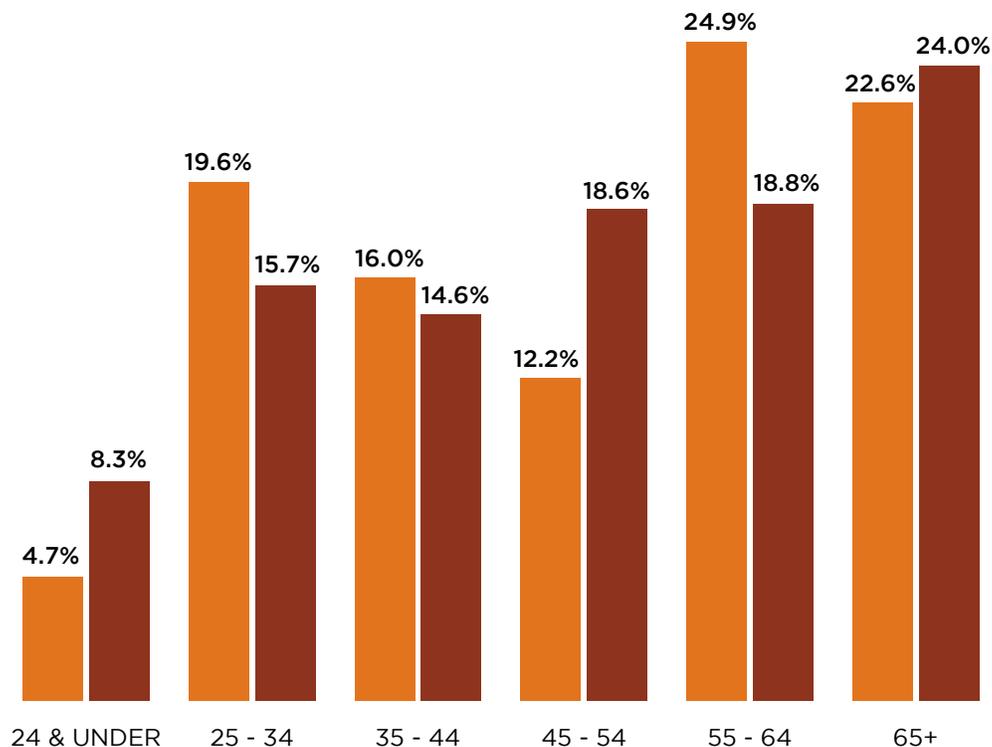
Additional data cleaning was conducted by NDOL LMI to resolve issues with some of the detailed data. For example, respondents were asked to provide the industry of their primary employer. When "Other" was chosen and the response provided fit within one of the categories provided, the response was moved 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.

DEMOGRAPHICS

Demographic information for the survey area was obtained from the U.S. Census Bureau's 2009-2013 American Community Survey 5-year estimates. When comparing the demographics of survey respondents to Census estimates of the survey area, some groups were either under or over represented.

SURVEY RESPONDENTS & CENSUS ESTIMATES BY AGE



Survey respondents 24 and under, 45-54 and 65 and over were under represented when compared to Census estimates. Survey respondents 25-34, 35-44 and 55-64 were over represented. Survey instructions were for adults age 19 and older to complete the survey, while Census estimates for the youngest age group displayed include those ages 20 to 24.

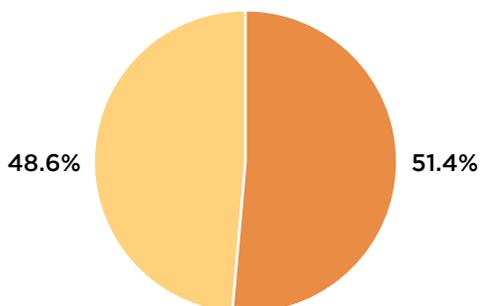
■ SURVEY RESPONDENTS
■ CENSUS ESTIMATES

Survey respondents by gender were very close to the Census estimates.

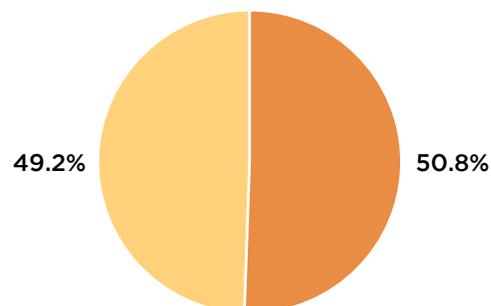
SURVEY RESPONDENTS & CENSUS ESTIMATES BY GENDER

■ FEMALE
■ MALE

SURVEY RESPONDENTS



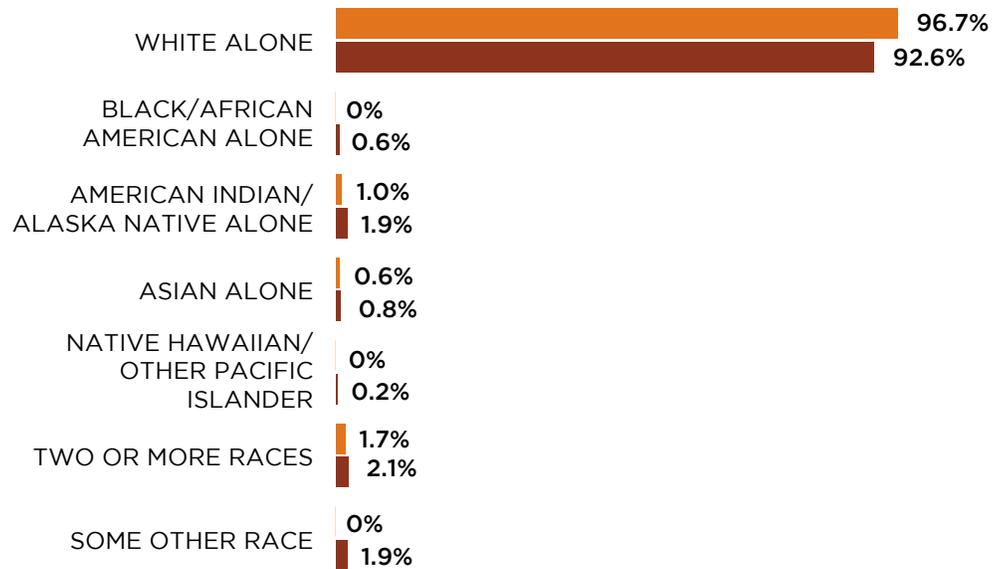
CENSUS ESTIMATES



When comparing survey respondents to the Census estimates by race, whites were slightly over represented, while black or African Americans and American Indian or Alaska Natives were slightly under represented.

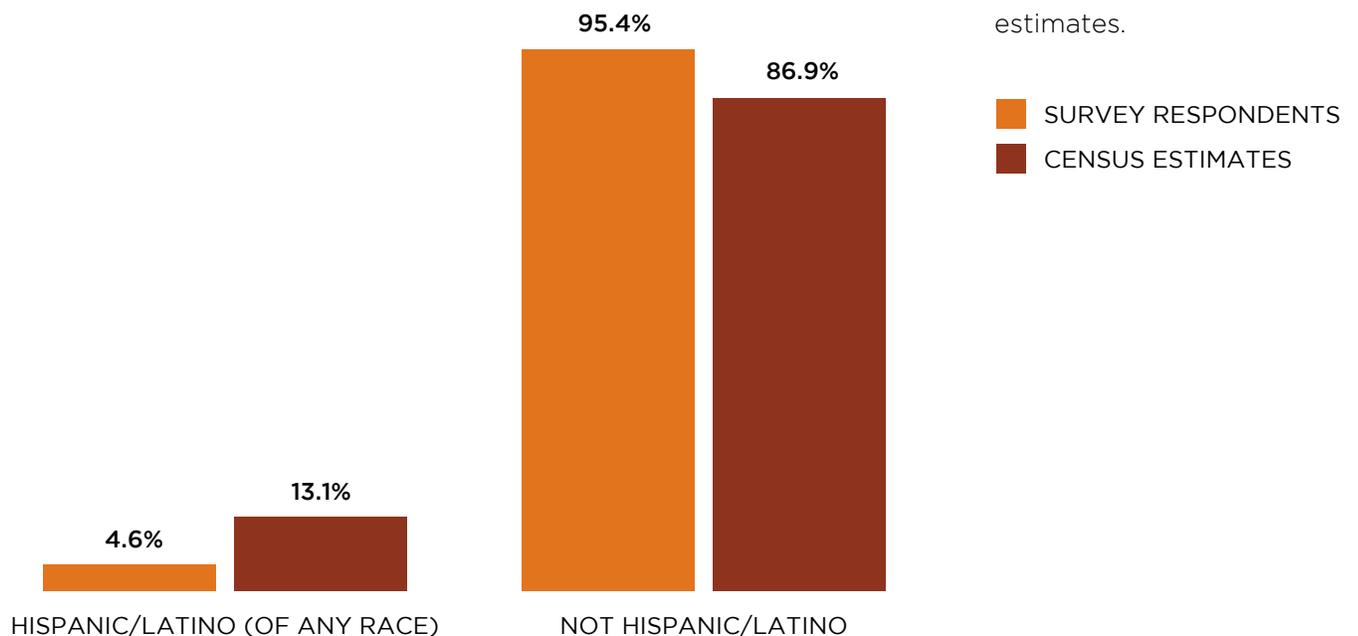
■ SURVEY RESPONDENTS
■ CENSUS ESTIMATES

SURVEY RESPONDENTS & CENSUS ESTIMATES BY RACE

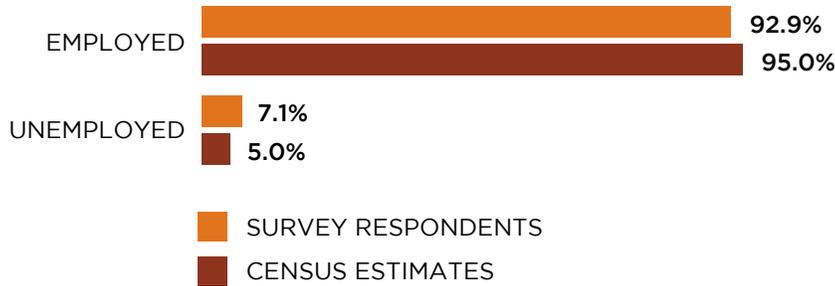


SURVEY RESPONDENTS & CENSUS ESTIMATES BY ETHNICITY

Hispanic or Latino survey respondents were under represented when compared to the Census estimates.



SURVEY RESPONDENTS & CENSUS ESTIMATES BY EMPLOYMENT STATUS



The Census Bureau estimates that 95% of the civilian labor force in the sampled area is employed and 5.0% is unemployed. When comparing the percentages of those who said they were either employed or unemployed on the survey, Census estimates showed a lower unemployment rate than survey respondents reported.

The Census figures include people 16 and older, while the survey respondents were 19 years of age and older. The Census estimate is useful, but limited, as the Census Bureau counts as unemployed “all civilians age 16 years old and over... if they:

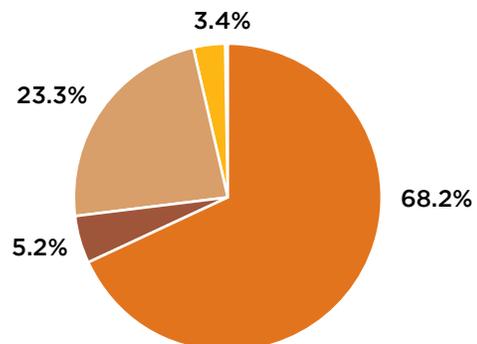
1. Were neither “at work” nor “with a job but not at work” during the reference week,
2. Were actively looking for work during the last 4 weeks, and
3. Were available to accept a job.

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 Panhandle area.

Of those who answered questions regarding their employment status, a majority of survey respondents were employed at 68.2%. Additionally, 23.3% of respondents were retired, 5.2% were unemployed, and 3.4% were homemakers.

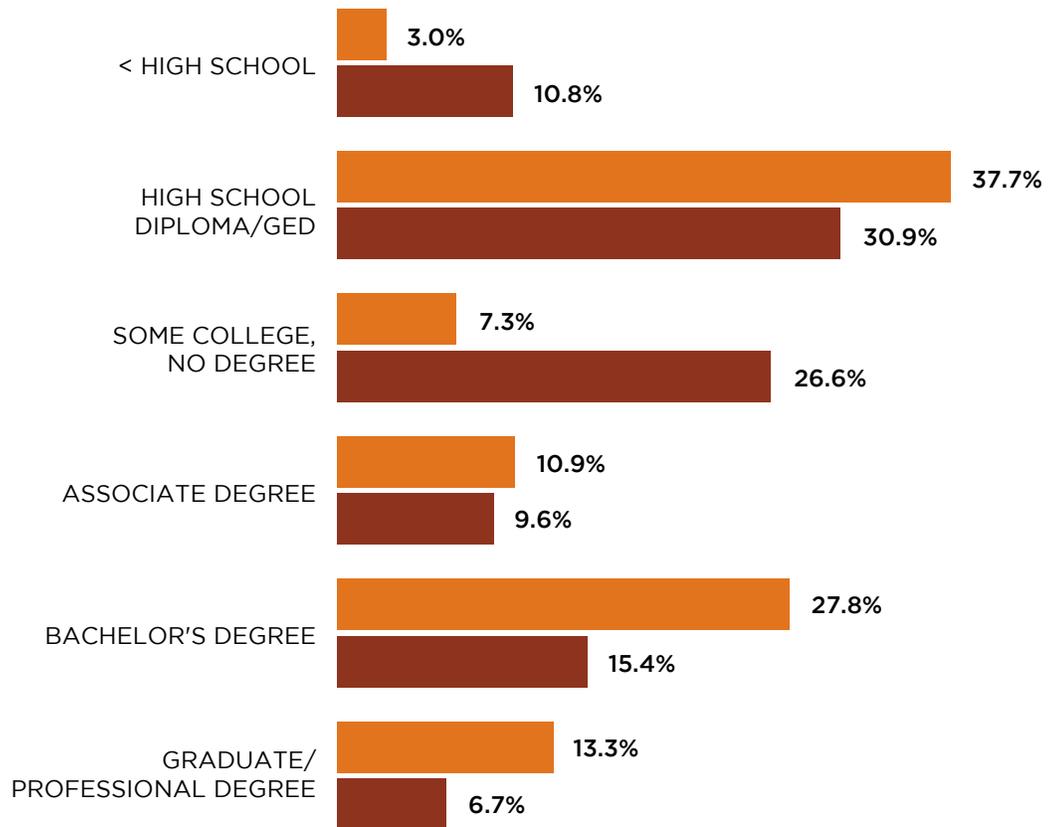
EMPLOYMENT STATUS OF SURVEY RESPONDENTS



When comparing survey respondents to the Census estimates by educational attainment, respondents with less than a high school education and respondents with some college but no degree were under represented.

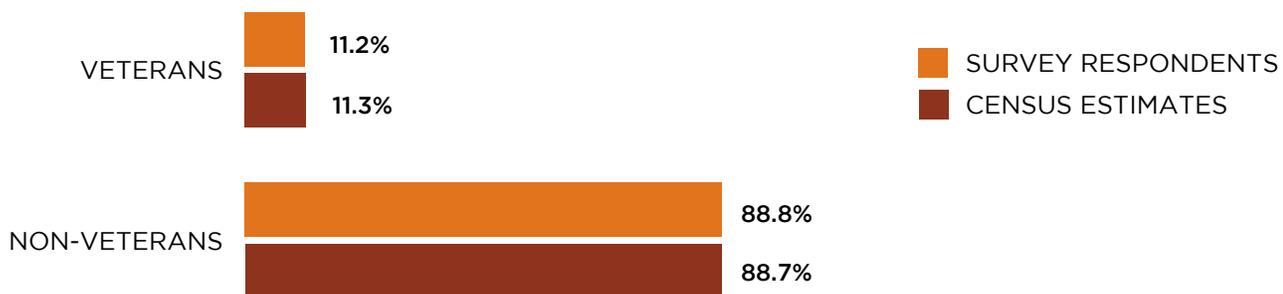
■ SURVEY RESPONDENTS
■ CENSUS ESTIMATES

SURVEY RESPONDENTS & CENSUS ESTIMATES BY EDUCATIONAL ATTAINMENT

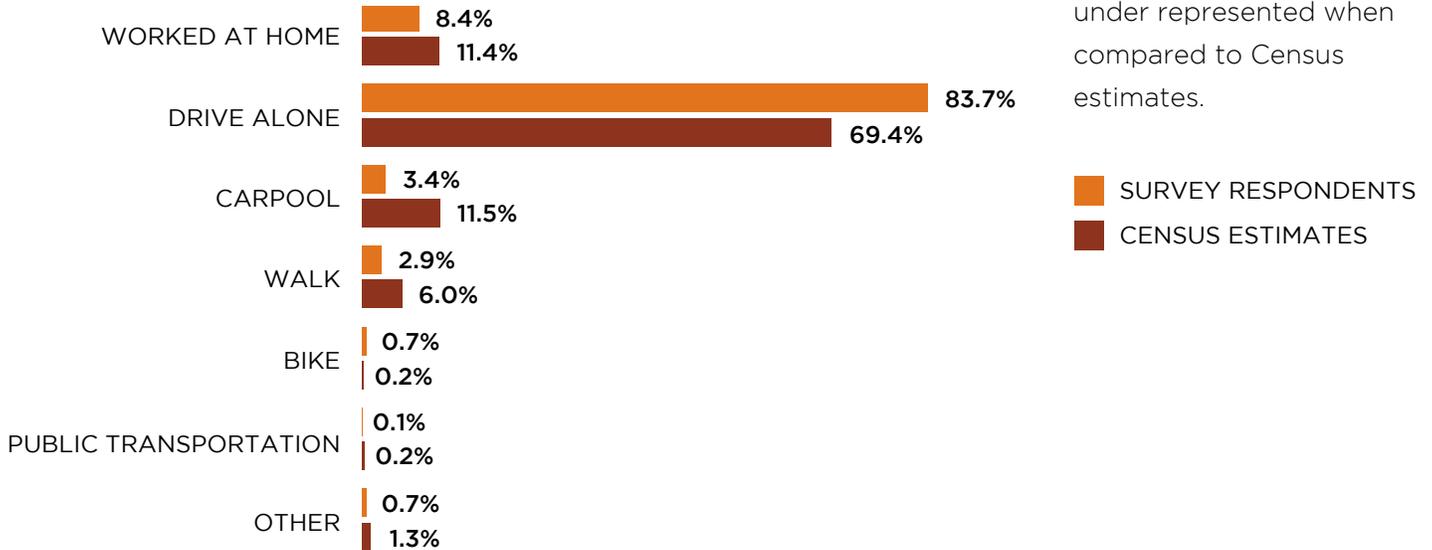


SURVEY RESPONDENTS & CENSUS ESTIMATES BY VETERAN STATUS

Survey respondents and Census estimates were within one tenth of one percent in terms of veteran's status.



SURVEY RESPONDENTS & CENSUS ESTIMATES BY MEANS OF TRANSPORTATION

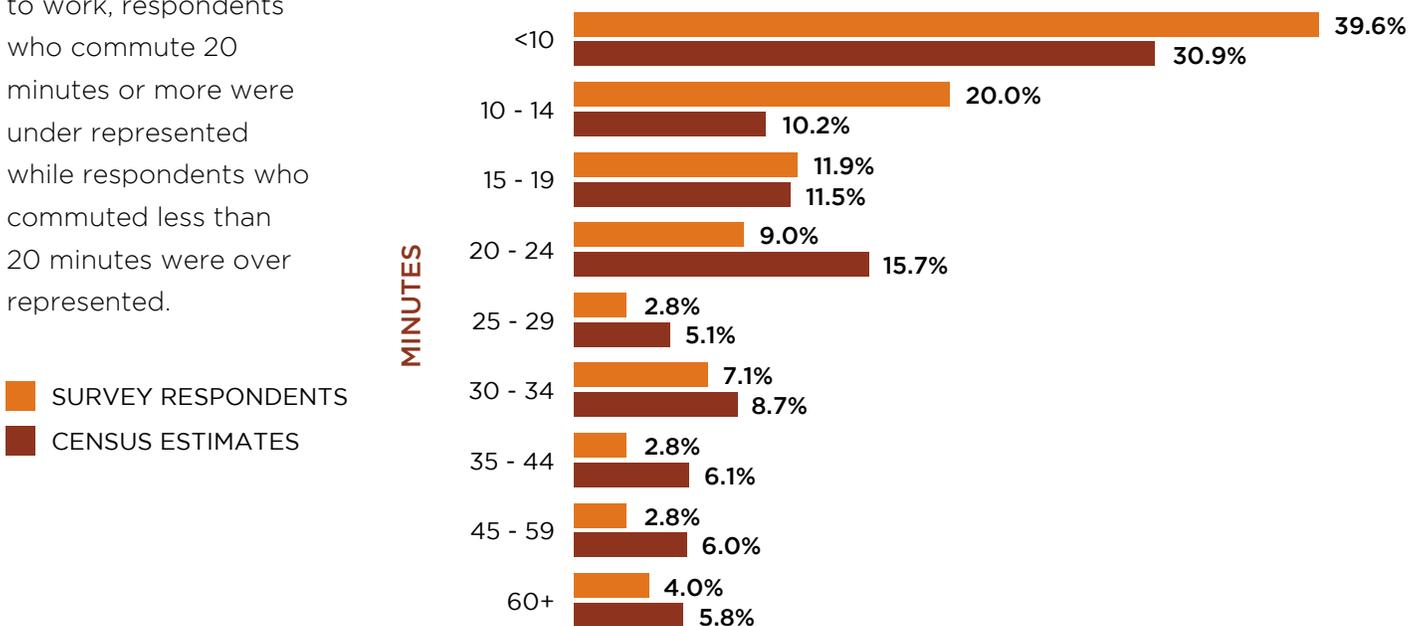


Survey respondents who worked at home, carpooled or walked to work were under represented when compared to Census estimates.

■ SURVEY RESPONDENTS
■ CENSUS ESTIMATES

When comparing survey respondents to Census estimates by travel time to work, respondents who commute 20 minutes or more were under represented while respondents who commuted less than 20 minutes were over represented.

SURVEY RESPONDENTS & CENSUS ESTIMATES BY TRAVEL TIME TO WORK



■ SURVEY RESPONDENTS
■ CENSUS ESTIMATES

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