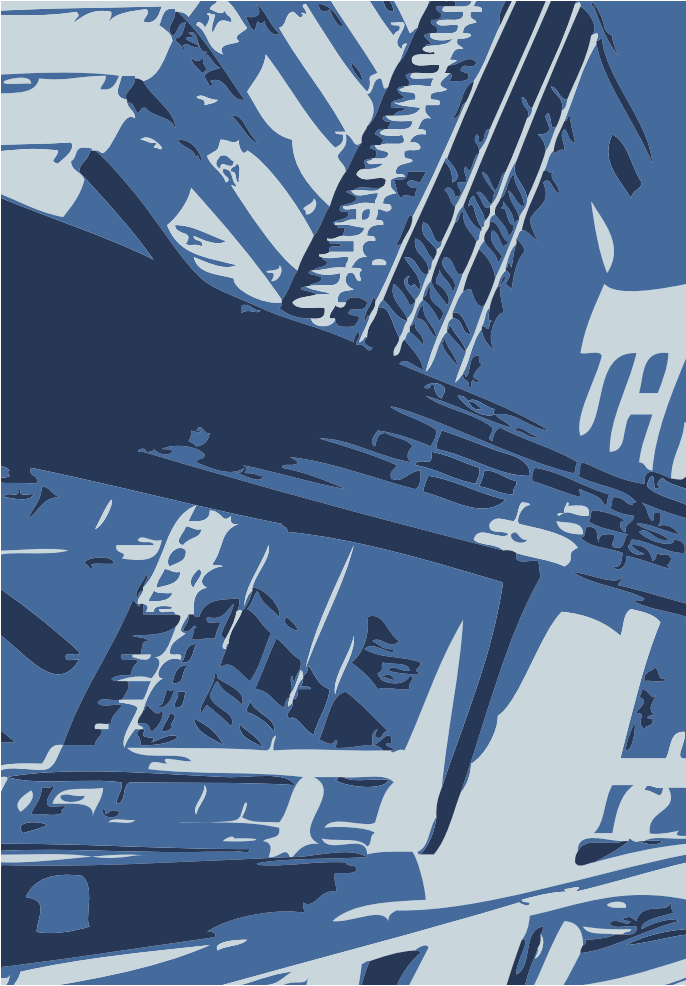


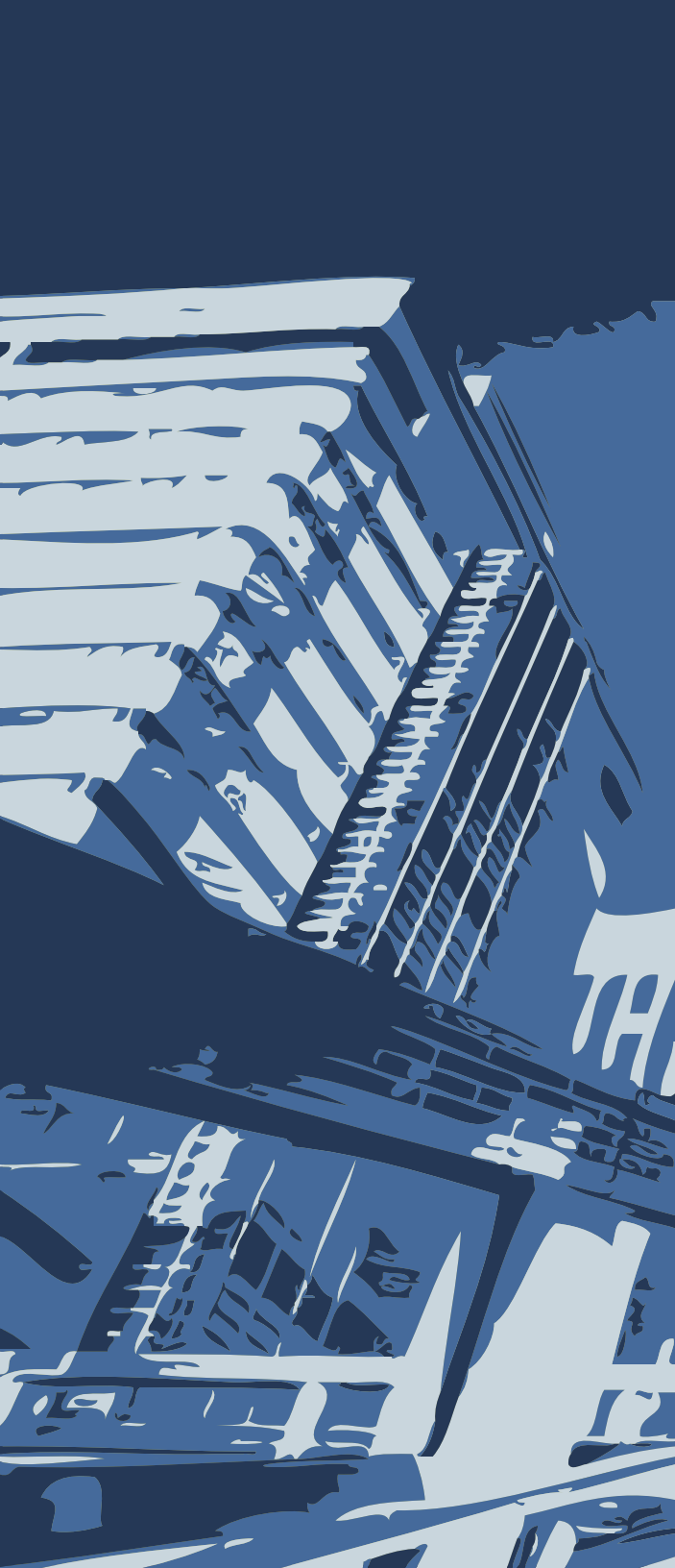


REGIONAL LABOR MARKET ANALYSIS

Nebraska Statewide

RELEASED 2008





Regional Labor Market Analysis-Nebraska Statewide

is a publication of

Nebraska Workforce Development—Department of Labor

Office of Workforce Programs

550 South 16th Street
PO Box 94600
Lincoln, NE 68509-4600
Telephone: 1.800.876.1377
Fax: 1.402.471.9867

This report is available online and can be accessed by going to

www.NebraskaWorkforce.com

The Department of Labor accepts no liability for any actions taken or not taken
as a result of information contained in this report.

Any information in this report may be quoted or reproduced, provided an accurate citation is made.

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

TDD: 1.800.833.7352

Acknowledgements

Dave Heineman, Governor

Nebraska Workforce Development - Department of Labor

Fernando Lecuona III, Commissioner

Joan Modrell, Executive Director,
Office of Workforce Programs

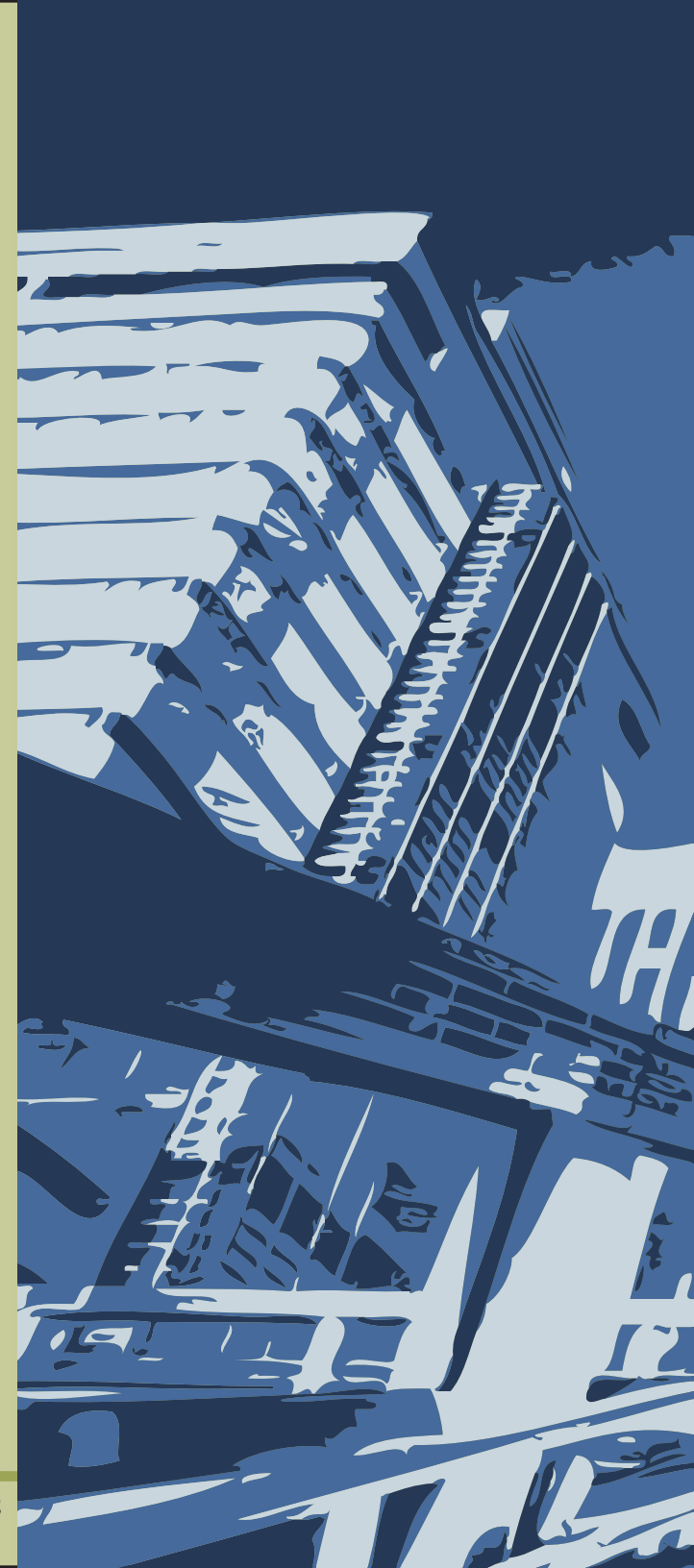
Terri Johnston, Executive Director,
Office of Agency Planning and Communications

Kathie Lueke, Phillip Baker, Administrators
Shannon Ramaeker, Scott Hunzeker, Research Supervisors
Office of Workforce Programs

Lenora Castillo, Mary Dezort, Mary Findlay, Kim Hughes,
Anne Kersten, Byron Lefler, Betty Leishman, Jodie Meyer,
Janet Oenbring, Nancy Ritchie, Jane Sutherland
Research Analysts, Office of Workforce Programs

Allison Hatch, Editor
Office of Workforce Programs

Kim Gosnell, Graphic Designer
Office of Agency Planning and Communications



NEBRASKA STATEWIDE

Meet the Commissioner of Labor



Fernando Lecuona III
Commissioner of Labor
State of Nebraska

Nebraska Department of Labor
550 South 16th Street
Lincoln, NE 68509
402.471.9000

It is my pleasure to introduce you, the local employer, to the many services offered through the Nebraska Workforce Development-Department of Labor Career Centers located in our communities.

Growing your business strengthens our communities. Each community, like any large human organization, has its own unique culture. Recognizing that, our Career Centers are designed to be a one-stop resource. The one-stop concept facilitates partnerships with other key members of our business community, including Chambers of Commerce, local economic developers, business owners, political leaders, and other state agencies and providers of workforce-related services to address the needs of the community.

We know that as an employer, you are looking for ways to compete in a changing global economy, hire effectively and streamline operations. Our goal is to offer you solutions that accomplish your objectives and allow you to focus on your core business. Through the use of technology, we provide you with tools to help you search for and find good employees, easily pay your unemployment insurance tax obligations, gain important information about our economy and labor market, and access programs to ensure safe and secure workplaces.

Job training services are available to help you recruit and retain a skilled workforce. Many offer incentives to accomplish your training, retraining, or upgrading requirements. Tax credits offered to employers can provide a new path in life to workers facing barriers, while fulfilling your labor needs.

I invite you to visit your local Career Centers. Our staff of workforce consultants can provide customized services that extend the human resource functionality of your company by assisting you with the job posting and interview process, providing job seekers your company's application forms, and referring quality candidates.

I believe that by working together we can face the challenges of a world economy that requires us, as Nebraskans, to operate within its broad spectrum, while building a stronger better community.



TABLE OF CONTENTS

Contents of this publication are divided into sections shown to the right. All of the information contained in this report was compiled by the Nebraska Workforce Development - Office of Workforce Programs. Current information can be obtained and printed by visiting www.NebraskaWorkforce.com or by other methods listed in the "Where to Find it" section on each page. The source of each data element is also provided on the appropriate page. Reproductions of the information contained in this report may be made as long as accurate citations are made.



Overview

Page 6

The Overview section provides quick information of the regions as well as insight into the critical issues Nebraska is facing

Demographic Review

Page 11

The Demographic Review section provides an overview of the population in the region. This includes a description of the general population in terms of race, age, and migration.

Educational Dynamics

Page 23

The Educational Dynamics section includes information on the educational backgrounds and relative earnings information for the population in the region.

Labor Force

Page 31

The Labor Force section provides insight on current, historical and future trends of the labor force in the region. This includes employment, unemployment, vacancies, and commuting statistics.

Industry Review

Page 37

The Industry Review section contains historical information on employment by industry, location quotient analysis of the area, average annual wages by industry, industry demographics, and labor market dynamics.

Compensation

Page 45

The Compensation section focuses on three specific topics: wages, benefits and Union membership.

Projections

Page 51

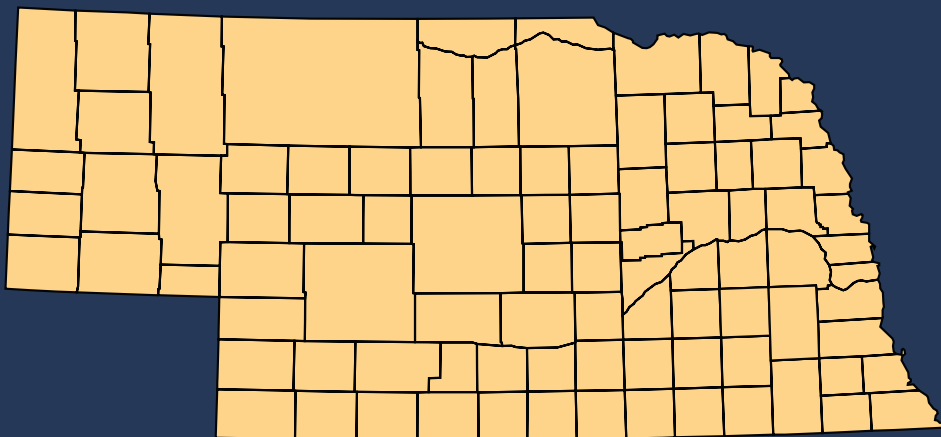
The Projections section contains long-term industry and occupational projections and a list of the projected top critical occupations for the region.

Appendices

Page 55

Appendix A: Area Definitions
Appendix B: Contact Information

Nebraska Statewide Labor Market



Workforce trends in Nebraska tend to follow national patterns. National workforce trends, identified by James Canton, Ph.D., CEO and Chairman of the Institute for Global Futures, are changing rapidly. He suggests that in the future a global war for talent will become the top driver of competitive advantage and surpass geographical boundaries. Aging populations will have a dramatic effect on society and the economy, and Hispanics and women will dominate the U.S. workforce as a high percentage of new workers and leaders will be women. Immigrants will have an increasingly important role in maintaining available talent and keeping up with the demands of business and society, forever changing the politics of boardrooms and markets. Finding employees skilled in high-tech disciplines from a global talent pool will be the greatest challenge for organizations while innovation will be the key driver of workforce skills. This focus on innovation and high-tech skills will require serious considerations and modifications of the education system as future workforce shortages will be traceable to the lack of skilled workers. Data to support these patterns in Nebraska can be found on the following pages.

Quick Facts about Nebraska Statewide Labor Market

	Nebraska	United States
Population (2007 Estimate)	1,774,571	301,621,157
Land Area (Square Miles)	76,872.4	3,537,438.4
Persons Per Square Mile	23.1	85.3
Largest City	Omaha	New York
Labor Force (2007)	983,438	153,124,000
Average Age (2006)	36.0	36.4
Median Household Income (2006)	45,474	48,451
Largest (Private) Industry	Trade, Transportation & Utilities	Trade, Transportation & Utilities
Largest (Private) Industry Employment (2006)	188,037	26,006,269

Source: U.S. Census Bureau, 2000 Census, 2006 American Community Survey, and 2007 Population Estimates

Source: Local Area Unemployment Statistics, Labor Force/Workforce Summaries 2007

Source: Bureau of Labor Statistics, Current Population Survey

Source: Quarterly Census of Employment and Wages, 2007

Nebraska's Government



What is it?

The "Grading the States 2008" report is an assessment of the quality of management in the 50 states through extensive interviews and surveys of state-level managers and opinion leaders. The report focuses on four fundamental areas of government management: Money, People, Infrastructure and Information.

Nebraska's executive summary states, "Amid growing concerns among Americans about job stability, health care and education, there is a new demand for government to work better and cost less. Innovative solutions, particularly at the state level, are driving reform and progress. Nebraska tends to run smoothly and has seen a clear payoff from previous management improvements in such areas as infrastructure maintenance."

Grading the States 2008: Government Performance Project Nebraska's Grade

Money	A-	People	B-
Long-Term Outlook	●	Strategic Workforce Planning	●
Budget Process	●	Hiring	●
Structural Balance	●	Retaining Employees	●
Contracting/Purchasing	●	Training and Development	●
Financial Controls/Reporting	●	Managing Employee Performance	●
Infrastructure	B+	Information	B-
Capital Planning	●	Strategic Direction	●
Project Monitoring	●	Budgeting for Performance	●
Maintenance	●	Managing for Performance	●
Internal Coordination	●	Program Evaluation	●
Intergovernmental Coordination	●	Online Services and Information	●

● Strength ● Mid-Level ● Weakness

Source: PEW Center on the States, Grading the States 2008; K. Barrett and R. Greene

How to use it

Nebraska's grade of "B-" in Information may point to an area of needed improvement. Information elements (planning, goal-setting, measuring performance, disseminating data and evaluating progress) are key to evaluating other areas of government management. These elements portray how a state takes care of its infrastructure, plans for its financial future and deals with the dramatic changes affecting the state workforce.

Where to Find it

The rest of the "Grading the States 2008" report, including ideas and suggestions, can be found at www.pewcenteronthestates.org/gpp.



Grading the States 2008: Government Performance Project

A Comparison of Contiguous States

Nebraska's Government



	Overall Avg	Money	People	Infra-structure	Informa-tion
Colorado	C+	C+	C	C+	C
Iowa	B	B+	B+	C+	B+
Kansas	B-	B-	C+	C+	B
Missouri	B+	B+	B-	B+	A
South Dakota	C+	B+	C+	B	D+
Wyoming	B-	B	C-	B	C+
Nebraska	B	A-	B-	B+	B-
National	B-	B-	C+	B-	B-

Source: PEW Center on the States, Grading the States 2008; K. Barrett and R. Greene

What is it?

Nebraska's overall grade of "B" is above the National average of "B-" and places Nebraska among the top 13 states. Nebraska's score was also above or equal to five of the six contiguous states (shown to the left). Category scores show that Nebraska is regionally competitive in Money, People and Infrastructure. However, Nebraska's government may need to improve performance in the Information category where half of the contiguous states scored above Nebraska.

Other states to receive an overall grade of "B" include Indiana, Iowa, Louisiana and Maryland. Nebraska scored better than these states in the Money category and better or equal to them in the Infrastructure category.



Where to Find it

The rest of the "Grading the States 2008" report, including ideas and suggestions, can be found at www.pewcenteronthestates.org/gpp.

How to use it

The Grading the States 2008 report states that "With personnel turnover rates on the rise and retirements looming, states have to figure out ways to retain workers and transfer accumulated knowledge to an ever-changing workforce." While Nebraska's performance shows that it can compete regionally as well as nationally in the Money and Infrastructure categories, Nebraska government may need to increase efforts in the People and Information categories to remain competitive in the future.

Economic Development



What is it?

The Corporation for Enterprise Development's Development Report Card (DRC) for the States is a comprehensive measurement of the health of a state's economy and development efforts.

The 67 measures used assess how the economy is performing for citizens and businesses and how well a state is situated for the future. "The indexes of the DRC describe a healthy state economy: investments made today (development capacity) affect the environment in which businesses operate 10-15 years from now (business vitality); businesses drive the conditions in which people live and work (performance)."

The DRC states that "Nebraska remains a pleasant place to live and work. Over the last two decades, Nebraska has bolstered much needed investments in the human, financial and natural capital of the state, while Business Vitality in the state has only seen sporadic gains.



2007 Development Report Card for the States Nebraska's Grade

Performance	B	Rank 20
Employment	C	29
Earnings and Job Quality	C	26
Equity	A	7
Quality of Life	B	12
Resource Efficiency	C	34

Business Vitality	C	Rank 22
Competitiveness of Existing Businesses	B	17
Entrepreneurial Energy	C	28

Development Capacity	B	Rank 12
Human Resources	B	14
Financial Resources	C	27
Infrastructure Resources	C	21
Amenity Resources and Natural Capital	A	1
Innovation Assets	D	36

Source: Corporation for Enterprise Development, 2007 Development Report Card for the States

How to use it

Within Business Vitality, Nebraska received its highest score (Amenity Resources and Natural Capital, ranked number one nationally) and its lowest score (Innovation Assets) signifying that, "Nebraska's capacity for future growth hinges upon its ability to have better and more broadly targeted investments in the state," according to the DRC survey. Also, "The state's innovative capacity may struggle to thrive unless Nebraska significantly addresses deficiencies in, and support for, its intellectual capital."

Where to Find it

More valuable information from The Development Report Card can be found on the Corporation for Enterprise Development's website at www.dfed.org/go/drc.

2007 Development Report Card for the States

A Comparison of Contiguous States

	Performance		Business Vitality		Development Capacity	
	Grade	Rank	Grade	Rank	Grade	Rank
Colorado	B	17	A	1	A	2
Iowa	B	11	D	42	C	35
Kansas	C	32	A	10	B	15
Missouri	D	40	D	39	C	33
South Dakota	C	26	F	49	C	31
Wyoming	B	15	D	45	C	25
Nebraska	B	20	C	22	B	12

Source: Corporation for Enterprise Development, 2007 Development Report Card for the States

Economic Development

What is it?

Although the DRC does not provide a summary grade, Nebraska can be compared to its contiguous states based on the three index grades and ranks. Nebraska performed consistently better than Missouri and South Dakota on all three indexes, while Colorado performed consistently better than Nebraska.

According to the DRC, Nebraska is strong in the categories of: air pollution; affordable urban housing; change in income from dividends, interest and rent; health professional shortage areas; high school attainment; energy costs; unemployment rate; change in private research and development; academic research and development; etc. Weaknesses include: federal research and development; employment growth - short term; venture capital investments; change in toxic release inventory; and PhD scientists and engineers.



Where to Find it

More valuable information from The Development Report Card can be found on the Corporation for Enterprise Development's website at www.dfed.org/go.drc.

How to use it

The United State's ability to compete in the global economy depends on the talents of our workers, the innovation of our entrepreneurs, and the investments we make to build a high-skill economy of the future. Success depends upon wise investments that not only attract new business, but support our current businesses, create more and better jobs for our citizens, and foster innovation, infrastructure, and resources that enable continuing prosperity.

Nebraska's Demographics



What is it?

In Nebraska, minorities represent 15.2% of the total population. Hispanics are the largest minority group at 7.4% of the state population. Nebraska has a much less diverse population than the United States as a whole. In Nebraska, 84.8% of the population reported that they were white non-hispanic, which decreased by 2.5% since 2000. Nationally, white non-hispanics constituted only 66.2% of the population. For most racial groups, the percentage of the population represented in Nebraska was less than half of the National percentage, with the exception of American Indian or Alaska Native which is equally represented in Nebraska and in the United States.

Comparison by Race, Hispanic Origin and Minority Status Nebraska and United States: 2006

	Nebraska		United States	
	Total	Percent	Total	Percent
Total:	1,768,331	100.0	299,398,485	100.0
Hispanic or Latino (of any race)	130,230	7.4	44,252,278	14.8
Not Hispanic or Latino:	1,638,101	92.6	255,146,207	85.2
White alone	1,500,166	84.8	198,176,991	66.2
Black or African American alone	71,047	4.0	36,434,530	12.2
American Indian and Alaska Native alone	12,435	0.7	2,035,551	0.7
Asian alone	29,570	1.7	12,945,401	4.3
Native Hawaiian and Other Pacific Islander alone	526	0.0	387,230	0.1
Some other race alone	1,692	0.1	768,782	0.3
Population of two or more races:	22,665	1.3	4,397,722	1.5
Total Minority (non-white, 2 or more races, or Hispanic)	268,165	15.2	101,221,494	33.8

Source: U.S. Census Bureau, 2006 American Community Survey



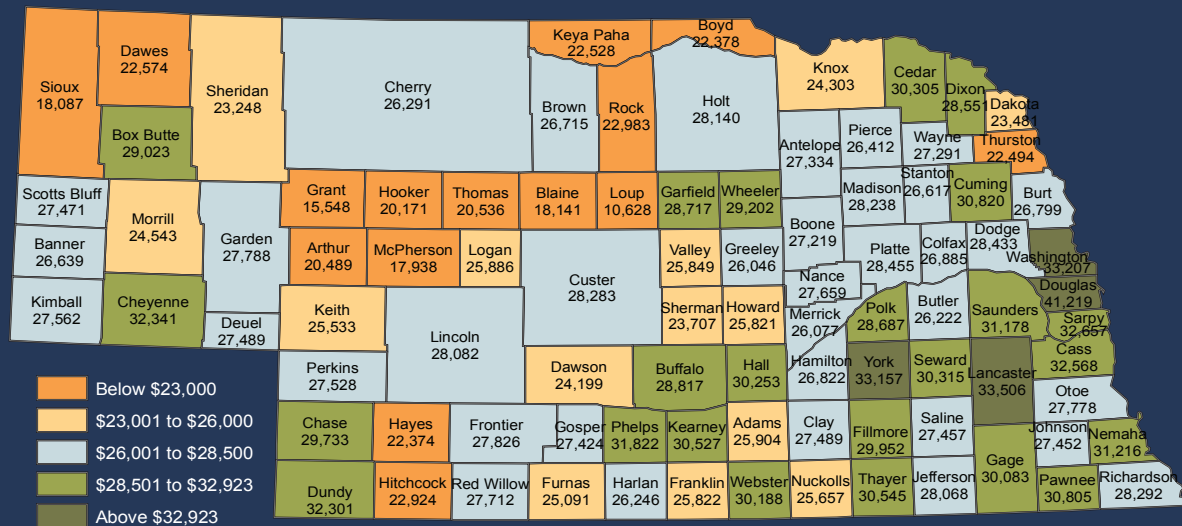
How to use it

Demographic comparisons on race and ethnicity are a valuable tool for establishing the need for economic adaptation. A growing Hispanic population means that Nebraska will need to adapt to accommodate foreign-language speakers in many different areas. This could mean a growing demand for certified interpreters and translators in healthcare and school systems, as well as within businesses to accommodate a changing labor force.

Where to Find it

The American Community Survey is conducted by the U.S. Census Bureau and can be found at www.census.gov under the American Fact Finder.

Per Capita Income Nebraska Statewide: 2005



Source: Bureau of Economic Analysis, U.S. Department of Commerce, Regional and National Economic Accounts

Nebraska's Income

What is it?

Nebraska's per capita income, or average income, by county for 2005 is shown to the left. Only four counties, Douglas, Lancaster, Washington and York, had a higher per capita income than the state average of \$32,923. Douglas county has the highest per capita income with \$41,219. Loup county had the lowest with \$10,628 which is only \$468 above the 2005 poverty threshold for one person under 65 years old. Metropolitan per capita income was \$36,777 while non-metropolitan income was \$27,839 in 2005.

Nebraska showed a 3.7% increase in per capita income between 2004 and 2005. The county with the greatest increase was Hayes (8.6%), while Loup county showed the greatest negative change (-19.4%).



Where to Find it

More information on Nebraska's per capita personal income can be found on the United States Bureau of Economic Analysis website at www.bea.gov.

How to use it

Local area estimates are widely used by both public and private sectors to measure and track the levels and types of incomes received by the area population. Per capita personal income is an indicator of the economic well-being of the residents of an area. These estimates are used by both state and local governments for economic planning, and by businesses to evaluate marketing strategies.

Population Projections



What is it?

Population growth and decline is influenced by natural growth and migration, which are both taken into account for projecting populations. Nebraska’s population will increase by 24.3% between 2003 and 2023, resulting in a Nebraska population of over two million in 2023. While most age groups will see an increase in population in Nebraska, there will be a surge in the population age 60-69 with an 87.5% increase between 2003 and 2023 and a 47.4% increase for everyone age 70 and above. The population under 20 will have a 29.7% increase between 2003 and 2023, affecting local schools.

The labor force will see a drop, as 20-59 year olds will make up 6.8% less of the total population in 2023 than they did in 2003.

Population Projections by Age Group Nebraska Statewide: 2003-2023

Age	Actual	Estimated	Projections				Percent Change			
	2000	2003	2008	2013	2018	2023	2003-2008	2008-2013	2013-2018	2018-2023
<20	504,336	499,193	517,389	557,688	596,954	647,471	3.6	7.8	7.0	8.5
20-29	232,380	242,095	258,577	264,175	267,693	269,755	6.8	2.2	1.3	0.8
30-39	241,251	226,975	229,844	248,748	264,969	282,036	1.3	8.2	6.5	6.4
40-49	256,521	263,132	249,646	236,714	237,412	253,921	-5.1	-5.2	0.3	7.0
50-59	180,624	204,611	239,034	252,811	243,772	211,031	16.8	5.8	-3.6	-13.4
60-69	123,347	127,531	150,353	188,363	219,001	239,095	17.9	25.3	16.3	9.2
70+	172,804	173,480	177,932	188,493	212,064	255,780	2.6	5.9	12.5	20.6
Total	1,711,263	1,737,017	1,822,773	1,936,992	2,041,865	2,159,089	4.9	6.3	5.4	5.7

Source: U.S. Census Bureau, Population Division, 2000 Census
 Source: U.S. Census Bureau, State Characteristic Population Estimates File for Internet Display

How to use it

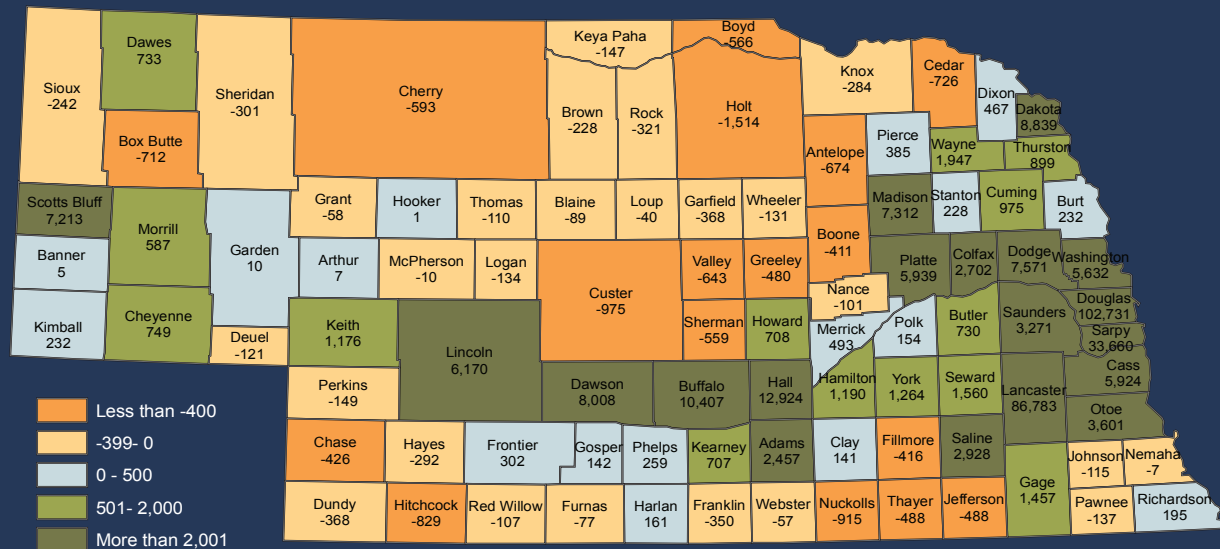
Will Nebraska be ready for two million people by 2023? Using population projections to predict how and where the population will increase might help. Population projections can be used to calculate an estimated change in Nebraska’s needs, such as health care. With an increase of 50.7% of people over age 60 between now and 2023, both social and health care programs will need to adapt to care for the growing number of Nebraska seniors.

Where to Find it

The University of Nebraska-Lincoln Bureau of Business Research can be found at www.bbr.unl.edu. Other population projections can be found on the U.S. Census Bureau website at www.census.gov.



Projected Change in Total Population Nebraska Statewide: 2005-2020



Source: Department of Economic Development, County Populations
Source: University of Nebraska-Lincoln, Bureau of Business Research (BBR) Population Projections

Population Projections

What is it?

Nebraska counties' projected population change between 2005 and 2020 is shown to the left. Fifty of Nebraska's 93 counties show a projected positive growth, with Nebraska's overall projected population increasing by 326,424, or 18.5%. Douglas County is projected to have the largest increase with a change of 102,731 people (21.1%), while Holt County is projected to have the largest decrease at -1,514 people (-14.0%). The largest positive change is projected to be in Dakota County (43.4%) and the largest negative change in Hayes County (-28.4%).

Metropolitan areas are projected to see an increase of 239,561 individuals (24.6%) and non-metropolitan may see a change of 86,863 individuals (11.0%) during the next several years.

Where to Find it

The University of Nebraska-Lincoln Bureau of Business Research can be found at www.bbr.unl.edu. The Nebraska Department of Economic Development can be found at www.neded.org.

How to use it

Projecting to 2020 gives a glimpse of what Nebraska may look like in the near future. Studies have shown that Nebraskans are migrating from non-metropolitan areas to metropolitan areas, and this is reflected by the 13.6% difference in the projected percent change in population between 2005 and 2020 in the metro- and non-metropolitan areas. Rural communities may benefit from recruiting new businesses to the area to in turn attract or maintain workers and families in the community.



Population Projections



What is it?

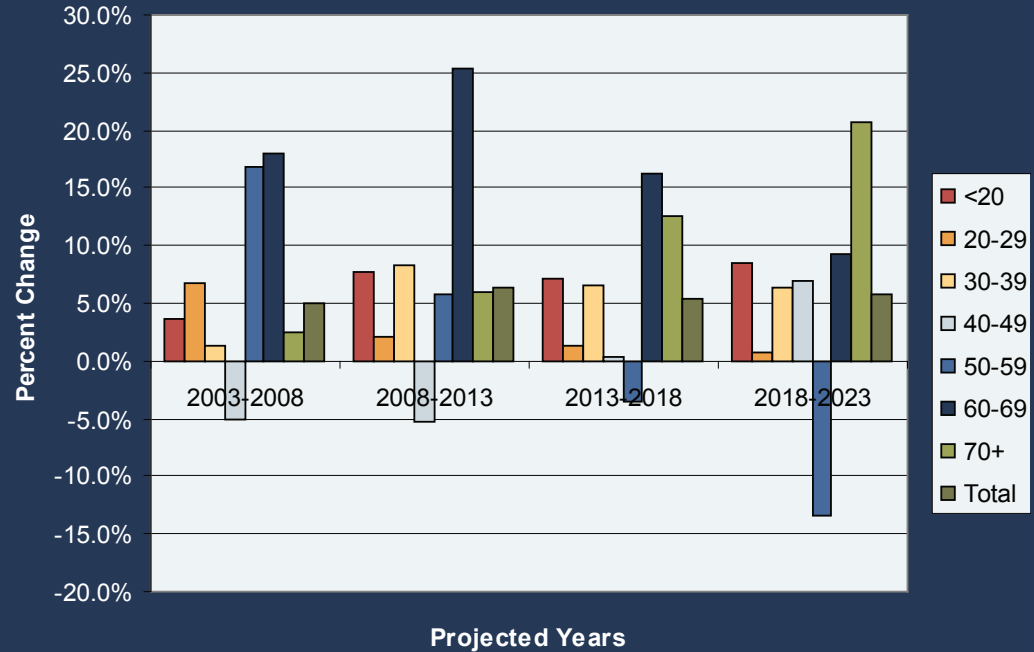
Using population projections to estimate the change in population can add to the usefulness of the data. The Baby Boomer generation can be followed through the years by using the change in population graph to the right.

According to the U.S. Census Bureau, by 2030 almost one-fifth (or 71.5 million Americans) of the population will be 65 or older. This aging of the population is already under way—every seven seconds a Baby Boomer turns 60.

Concern about the aging workforce is not limited to the United States, it is a global phenomenon. Italy, Japan, and the Republic of Korea will have more than one-third of their 2030 projected population be age 65 and older, compared to nearly one-fifth in Mexico, Turkey, and the United States.

The February 2008 Report of the Taskforce on the Aging of the American Workforce states that, "Despite the advantages older workers offer and the labor and skill shortages caused by demographic changes, older workers continue to face challenges to full participation in the labor market." These barriers include difficulty keeping pace with changing skill requirements and technology, lack of flexible work schedules, insufficient training opportunities, and actual or perceived age discrimination by employers and coworkers.

Percent Change in Population by Age Group Nebraska Statewide



Source: U.S. Census Bureau, Population Division, 2000 Census
 Source: U.S. Census Bureau, State Characteristics Population Estimates File for Internet Display
 Source: University of Nebraska-Lincoln, Bureau of Business Research (BBR) Population Projections

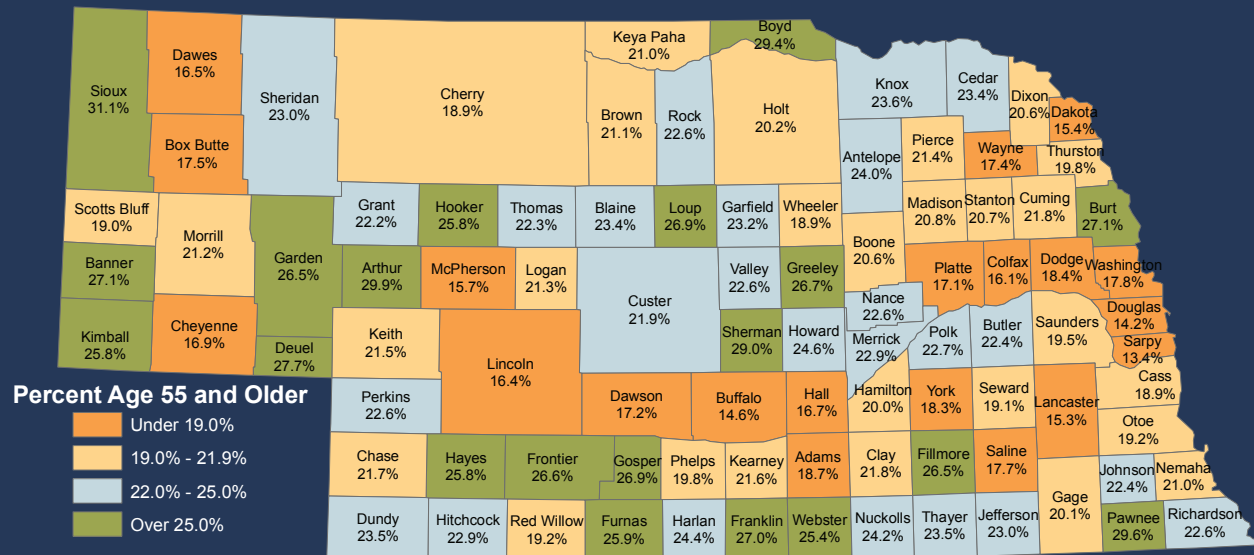
How to use it

As Nebraska's population ages, businesses will begin replacing retiring Baby Boomers. The graph above shows that there are significant drops in population following the Baby Boomers as they age. This may make it difficult for businesses to replace their retiring workers, and even harder to find replacements with the skills and experience needed, showing again how important it will be to increase the older worker workforce participation rate.

Where to Find it

The University of Nebraska-Lincoln Bureau of Business Research can be found at www.bbr.unl.edu. Other population projections can be found on the U.S. Census Bureau website at www.census.gov.

Percentage of Workers Age 55 and Older by County Nebraska Statewide: 2006



Source: Nebraska Workforce Development, 2007 Administrative Records

Nebraska's Aging Workforce

What is it?

In Nebraska as a whole, 16.3% of workers are 55 and older. Older workers, or those aged 55 and above, claim a larger share of the workforce in nonmetropolitan areas representing 18.7% compared to those in metropolitan areas that comprise 14.7% of the workforce. The industry employing the highest percentage of older workers in Nebraska is Public Administration (24.5%) with the second highest in Education and Health Services (21.4%).

According to the Urban Institute, employers may need to rethink traditional workplace practices to attract older workers. The Current Strategies to employ and Retain Older Workers report states, "The key issue for future employment prospects is how the business community will respond to the increased availability of older workers. Relatively few employers have actively begun to recruit older workers, primarily because they do not yet foresee worker shortages."

The aging of the population also creates a considerable threat to the nation's economic security. "The growing size of the older population will increase the number of older Americans who qualify for publicly financed retirement and health benefits in coming years." The report suggests that if every worker delayed retirement by five years, "the additional income and payroll taxes they would pay would more than cover the Social Security trust fund deficit for the foreseeable future."

How to use it

The magic '65th' birthday is no longer looked at as the end of a career. More and more frequently, new jobs and part-time or flexible opportunities are making it possible and even desirable to continue working into the retirement years. According to a recent AARP survey, 68 percent of older workers said they intend to work in retirement. Although fewer retirements will increase the supply of experienced workers available, Nebraska businesses will also be challenged to adapt to an older labor force.

Where to Find it

For more information on Nebraska's aging workforce, contact the Labor Market Information Center at Nebraska Workforce Development-Department of Labor. Reports on older workers from the Urban Institute can be found at www.urban.org.

Population Migration



What is it?

There are two components to population change: Natural Increase, consisting of births and deaths, and Migration, which can be international (people coming and going from other countries), or internal (people coming and going from other counties or states).

A large number of those coming into the state between 2000 and 2006 were from another country (positive international migration) while those leaving were mostly migrating to other states outside of Nebraska (negative internal migration).

Nebraska's birth rate continued to outpace the death rate from 2000-2006. Over the six year period, natural increase in population grew by 65,881 individuals. This growth was larger than the population's out-migration by 57,066 individuals.

Population Migration: 2000-2006

Area	Total Population Change	Change due to Natural Increase			Change due to Migration		
		Total	Births	Deaths	Total	Net International	Net Internal
Beatrice MC	372	-63	1,683	1,746	504	26	478
Columbus MC	394	1,346	2,843	1,497	-848	416	-1,264
Fremont MC	11	513	3,050	2,537	-389	227	-616
Grand Island MC	1,940	2,723	6,707	3,984	-573	1,706	-2,279
Hastings MC	1,559	784	3,116	2,332	-903	766	-1,669
Kearney MC	1,514	1,808	4,344	2,536	-136	336	-472
Lexington MC	488	1,394	2,990	1,596	-835	1,340	-2,175
Lincoln MSA	17,183	14,278	25,927	11,649	3,832	6,567	-2,735
Norfolk MC	-125	1,665	4,697	3,032	-1,628	569	-2,197
North Platte MC	1,172	879	3,077	2,198	401	124	277
Omaha Consortium	51,867	39,859	69,631	29,772	14,035	11,071	2,964
Scottsbluff MC	-441	649	3,384	2,735	-963	392	-1,355
Nebraska	57,066	65,881	160,471	94,590	-5,233	26,224	-31,457

Source: U.S. Census Bureau, 2007 Cumulative Estimates of the Components of Population Change

How to use it

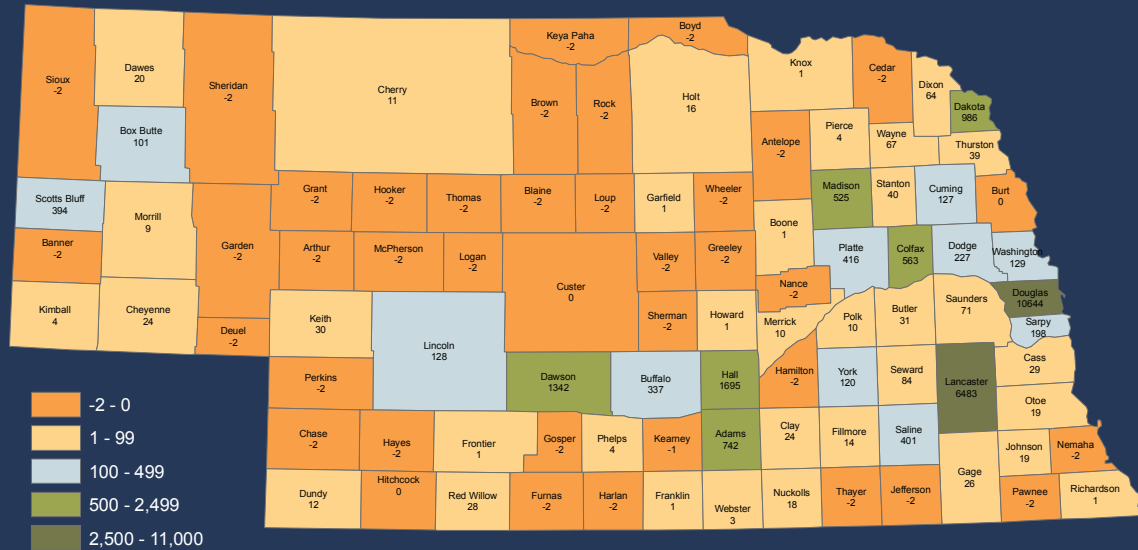
Although there was a positive increase in Nebraska's population, most of the increase can be attributed to a high birth rate. An overall out-migration of the population shows that Nebraska may need to work harder to retain its labor force. A total of 31,251 people moved from Nebraska to another state between 2005 and 2006. Also, the trend shows that there is a strong influx of people migrating into Nebraska from outside of the United States.

Where to Find it

For more information visit www.NebraskaWorkforce.com and click on Labor Market Information. From the LMI homepage, click on Economic Statistics in the left navigation pane and select Community Site Selection Data Sources. Migration information can be found under 'Demographic Characteristics.'



Change of International Migrants by County Nebraska Statewide: 2000-2006



Source: U.S. Census Bureau, Population Estimates 2006

Population Migration

What is it?

A map of Nebraska's change in international migrants is shown to the left. Four Nebraska counties, Douglas, Lancaster, Hall, and Dawson, have seen an increase of more than 1,000 international in-migrants since the year 2000. Only 39 of Nebraska's 93 counties did not have a net increase of international in-migrants. Forty-six percent of Nebraska's total change in population from 2000-2006 was from international in-migrants. Overall, the state had a loss of 5,233 people from migration, with more people moving out than moving in.

Trends show that in-migrants, including international in-migrants, are choosing to locate in either the eastern one-third of the state, or near Interstate 80.



Where to Find it

For more information visit www.NebraskaWorkforce.com and click on Labor Market Information. From the LMI homepage, click on Economic Statistics in the left navigation pane and select Community Site Selection Data Sources. Migration information can be found under 'Demographic Characteristics.'

How to use it

Studying the state's population change over time is important because as the population continues to diversify and change, communities will have to address many issues that accompany that change. Language and cultural barriers will need to be addressed in order for communities to continue to effectively provide education, healthcare, workforce, and other services to fit the needs of the local population.

Population Residence



What is it?

The table to the right looks closer at the internal and international in-migration for Nebraska. Of Nebraska's 2006 state-wide population age one year and over, 18.5% of people who claim residence in Nebraska moved between 2005 and 2006, while only 16.8% of the United State's population moved residence. International in-migrants made up about 0.4% of the state population between 2005 and 2006, and constituted an increase of 7,507 individuals in Nebraska from abroad. Most in-migration took place between counties in Nebraska, with 21.8% of the population, or 68,302 individuals moving from one county to another within the state.

Population Residence Nebraska Statewide: 2005-2006

	Nebraska	US
Total Population one year and over in 2006	1,740,927	295,345,172
Population that moved from inside US	314,034	47,776,225
Population that moved within same county	191,379	29,298,359
Population that moved to a different county within the state	68,302	10,530,806
Population that moved to a different state	54,353	7,947,060
Population that moved in from abroad	7,507	1,890,954

Source: U.S. Census Bureau, 2006 American Community Survey

How to use it

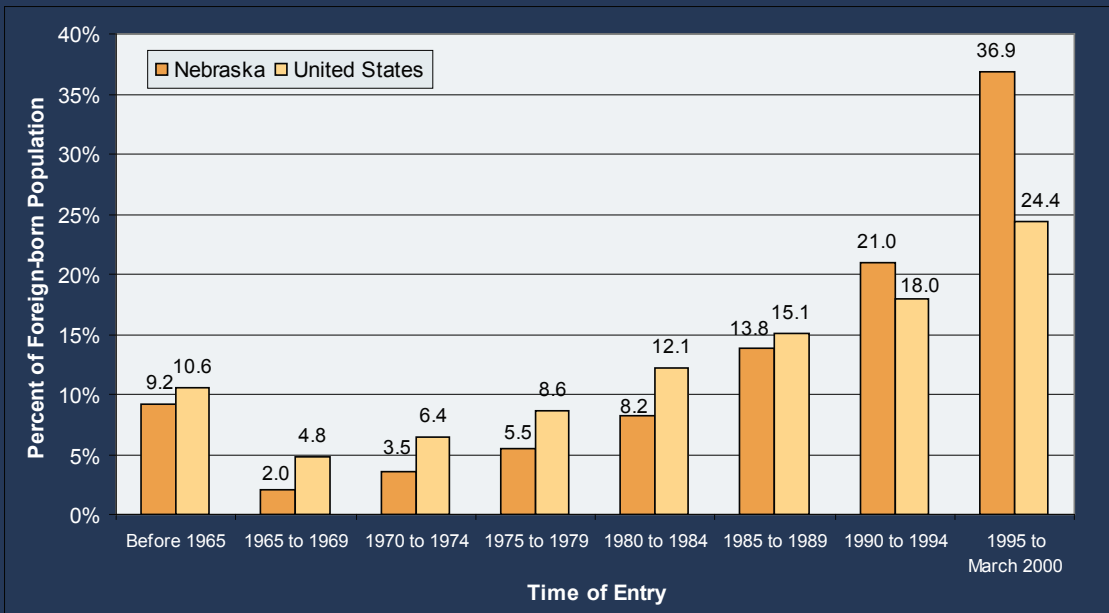
Nebraska is shown to have a slightly higher percent of the population who moved within the last year than the U.S. This may be due to a number of factors such as a changing economy. The United States, however, has a much higher percent of the population who moved from abroad than Nebraska. Nebraska is still attractive to many foreign workers, and this may show that many may have first lived in another part of the United States before moving to Nebraska.

Where to Find it

More information about the American Community Survey can be found on the U.S. Census Bureau's website at www.census.gov, or by contacting the Labor Market Information Center at Nebraska Workforce Development - Department of Labor.



Year of Entry of Foreign-born Population Nebraska Statewide



Source: U.S. Census Bureau, 2000 Summary File 3 Table P22

Foreign Population

What is it?

Nebraska's foreign-born population constituted 4.4% of the total population, or 74,638 individuals, in 2000. As is depicted in the graph, the largest percentage (36.9%) of migrants moved into the state between 1995 and 2000.

Although the foreign-born population grew in Nebraska between each five-year period, shown in the graph as positive percentages, the largest percent increase of the population occurred between 1990 to 1994 and 1995 to 2000. About 47,122 foreign-born individuals lived in the state between 1990 and 1994; this increased by 58.4% to 74,638 foreign-born individuals living in Nebraska between 1995 and 2000.

Where to Find it

This information can be found on the U.S. Census Bureau's website at www.census.gov, or by contacting the Labor Market Information Center at Nebraska Workforce Development - Department of Labor.

How to use it

The number of foreign-born and non-English speakers in Nebraska will continue to increase and Nebraska's employers will need to adapt many aspects of business. Marketing campaigns will need to change as the population shifts, as well as the number of community services provided for non-English speakers.



Foreign Population



What is it?

As the number of international in-migrants increases, the number of people who speak languages other than English has in turn risen. Between 2000 and 2006 Nebraska had a 27.2% increase of individuals who spoke English less than "very well". More specifically, Nebraska's population had a 26.5% increase in Spanish speakers and a 34.3% increase in Spanish Speakers who speak English less than "very well."

Foreign-language speakers other than Spanish speakers also showed a high rate of change between 2000 and 2006, except Other Indo-European language speakers who had a negative rate of change. While Nebraska's largest percent change of foreign-language speakers was Other languages, Other language speakers only made up only a small fraction of the population in 2000.

Rate of Change in Ability to Speak English Nebraska Statewide: 2000-2006

	Rate of Change (%)	
	Nebraska	United States
Total Population 5 years old and over	2.8	6.3
English only	1.5	4.1
Language other than English	18.3	16.8
Speak English less than "very well"	27.2	13.6
Spanish	26.5	21.2
Speak English less than "very well"	34.3	17.2
Other Indo-European languages	-24.4	2.6
Speak English less than "very well"	-38.5	0.1
Asian and Pacific Islander languages	34.5	18.9
Speak English less than "very well"	40.9	12.3
Other languages	81.2	20.4
Speak English less than "very well"	92.3	13.7

Source: U.S. Census Bureau, 2006 American Community Survey

How to use it

The labor force is changing dramatically with the influx of non-English speaking residents. As the rate of English deficiency increases, employers may have more difficulty recruiting and training workers. English deficiency may make it difficult for workers to transfer knowledge and skills as well as learn new skills. Many occupations have job-specific jargon which may be more difficult for non-English speakers to learn. It may also make it difficult for a prospective employer to obtain information about a worker or for the worker to obtain information about available jobs.

Where to Find it

More information about the American Community Survey can be found on the U.S. Census Bureau's website at www.census.gov, or by contacting the Labor Market Information Center at Nebraska Workforce Development - Department of Labor.



Ability to Speak English by Language Spoken at Home Nebraska Statewide: 2000

	Nebraska		United States	
	Total	Percent	Total	Percent
Population 18 to 64 years:	1,029,289	100.0	174,300,177	100.0
Speak only English	942,799	91.6	141,543,188	81.2
Speak Spanish:	54,162	5.3	19,594,395	11.2
Speak English "very well"	23,564	2.3	9,458,192	5.4
Speak English "well"	9,651	0.9	3,918,949	2.2
Speak English "not well" or "not at all"	20,947	2.0	6,217,254	3.6
Speak other Indo-European languages:	16,772	1.6	6,641,018	3.8
Speak English "very well"	12,311	1.2	4,413,755	2.5
Speak English "well"	2,797	0.3	1,420,508	0.8
Speak English "not well" or "not at all"	1,664	0.2	806,755	0.5
Speak Asian and Pacific Island languages:	11,877	1.2	5,171,548	3.0
Speak English "very well"	5,166	0.5	2,463,671	1.4
Speak English "well"	3,534	0.3	1,576,320	0.9
Speak English "not well" or "not at all"	3,177	0.3	1,131,557	0.6
Speak other languages:	3,679	0.4	1,350,028	0.8
Speak English "very well"	2,285	0.2	934,950	0.5
Speak English "well"	819	0.1	291,586	0.2
Speak English "not well" or "not at all"	575	0.1	123,492	0.1

Source: U.S. Census Bureau, 2000 Summary File 3 Table P19

Foreign Population



What is it?

In 2000, the number of individuals age 18 to 64 years who spoke English less than very well was 43,164, or 4.2% of the population. Nebraska's Spanish speakers made up 5.3% of the population ages 18 to 64, and a total of three percent of Nebraska's population were Spanish speakers who spoke English less than "very well." As shown in the previous table, this demographic increased at one of the highest rates of change between 2000 and 2006. Other Indo-European language speakers only constituted about 1.6% of Nebraska's population in 2000.



Where to Find it

This information can be found on the U.S. Census Bureau's website at www.census.gov, or by contacting the Labor Market Information Center at Nebraska Workforce Development - Department of Labor.

How to use it

Although only 4.2% of Nebraska's population between 18 and 64 years of age speaks English less than "very well," this is increasing at a breakneck speed of 27.2% between 2000 and 2006, or around 11,700 individuals in six years. Although some employers are already making changes to their recruiting and training processes, they may need to implement more changes as the number will continue to grow exponentially.

Nebraska Graduates



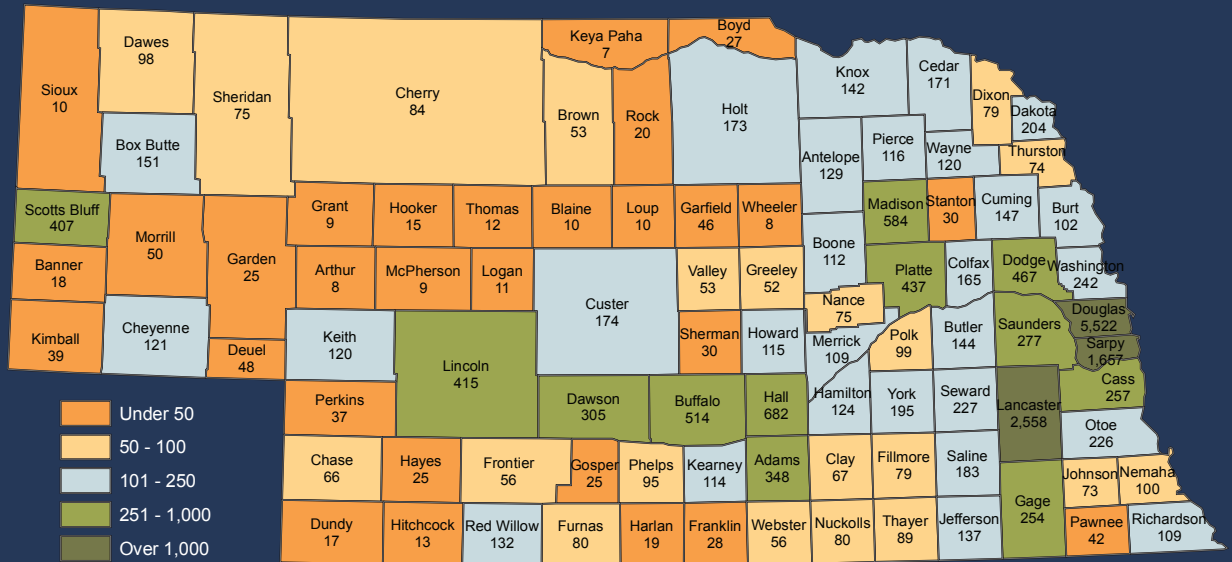
What is it?

The total number of high school graduates for Nebraska from 2005 to 2006 was 21,119, where 18,918 (89.6%) students graduated from public schools.

Nebraska's overall graduation rate was 88.5% for 2006-2007, with 19,061 graduates and 2,487 drops. North Platte Micropolitan Statistical Area had the highest graduation rate of 93.4% of the 12 micropolitan and metropolitan statistical areas, while Lincoln Metropolitan Statistical Area had the lowest (83.0%). For 2006 to 2007 males had a graduation rate 3.2% lower than females.

If these graduates are consistent with the fall 2006 College Continuation data, 67.7% are likely to attend a college within 12 months. Forty-seven and two tenths percent of those that attend a school in Nebraska would attend the University of Nebraska, 28.8% would attend a Nebraska Community College, and 7.7% would attend a Nebraska State College.

High School Graduates by County Nebraska Statewide: 2005-2006



Source: Nebraska's Coordinating Commission for Postsecondary Education, 2008 Progress Report

Nebraska High School Graduation Rate, 2006-2007

Area	Total Graduates	Graduation Rate
Nebraska Statewide	19,061	88.5%

Source: Nebraska Coordinating Commission for Postsecondary Education, 2008 Nebraska Higher Education Progress Report

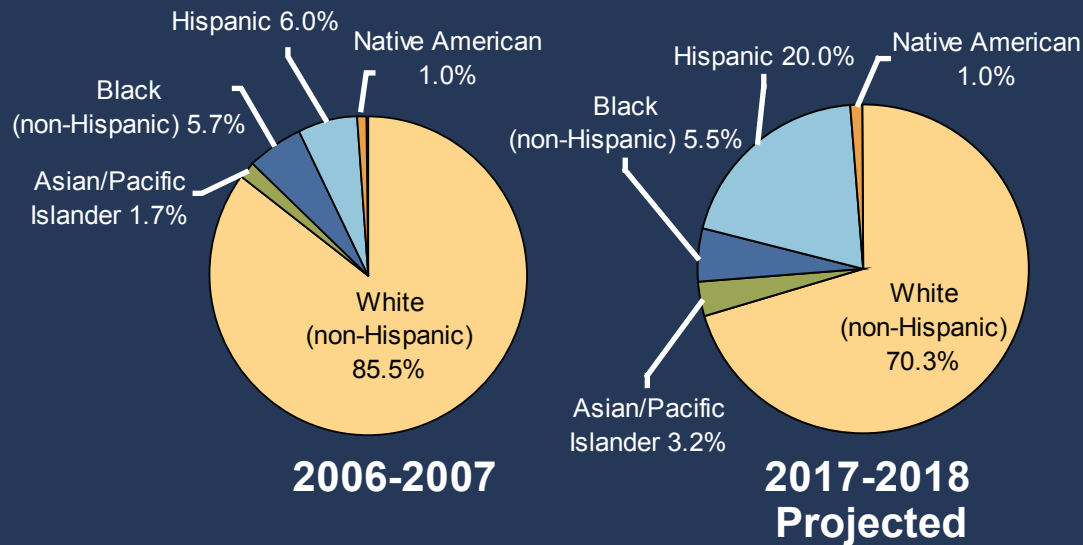
How to use it

In order for high school students to be included in the Labor Force count they need to be 16 years old and employed or actively seeking employment. Knowing the number of high school graduates, along with the percentage of those that will continue on to college or look for employment, can be beneficial in adjusting recruiting techniques and labor force estimates. Nebraska's non-metropolitan graduation rate is high at 91.9%; however, the metropolitan graduation rate of 85.3% leaves room for improvement.

Where to Find it

Information on Nebraska's graduates can be obtained from Nebraska's Coordinating Commission for Postsecondary Education at www.ccpe.state.ne.us. The 2008 Progress Report can be found by clicking on Data Collection, Reports, Presentations on the left navigation panel.

High School Graduates by Race and Ethnicity Nebraska Statewide



Source: Nebraska's Coordinating Commission for Postsecondary Education, 2008 Progress Report

Projected Demographics

What is it?

According to Nebraska's Coordinating Commission for Postsecondary Education small annual changes are projected to occur in the demographics of Nebraska's high school students. Minority students, especially Hispanics, are projected to account for a higher percentage of the graduates from the state's public schools in 2017-2018 than they did in 2006-2007. Specifically, minorities are expected increase by 16.0%, from 2,569 students to 5,909 students. The Hispanic population is expected to make a 14.0% jump, from 1,200 to 3,989 students in 2017-2018. The percentage of White, non-Hispanics, will decrease in Nebraska's graduating class from 85.5% in 2006-2007 to 70.3% in 2017-2018.

Total Nebraska graduates are projected to stay fairly stable between 2006-2007 and 2017-2018, increasing from 20,996 to 21,302 respectively.



Where to Find it

Information on Nebraska's graduates can be obtained from Nebraska's Coordinating Commission for Postsecondary Education at www.ccpe.state.ne.us. The 2008 Progress Report can be found by clicking on Data Collection, Reports, Presentations on the left navigation panel.

How to use it

Nebraska's demographics are steadily changing, and this is clearly evident in the projected race and ethnicity breakdown of our future high school graduates. As the minority population continues to grow in Nebraska, several areas will be forced to adapt. The education system is already seeing an influx of Hispanic students, and as their families join the labor force, businesses and agencies will need to adapt to a changing population.

Educational Attainment

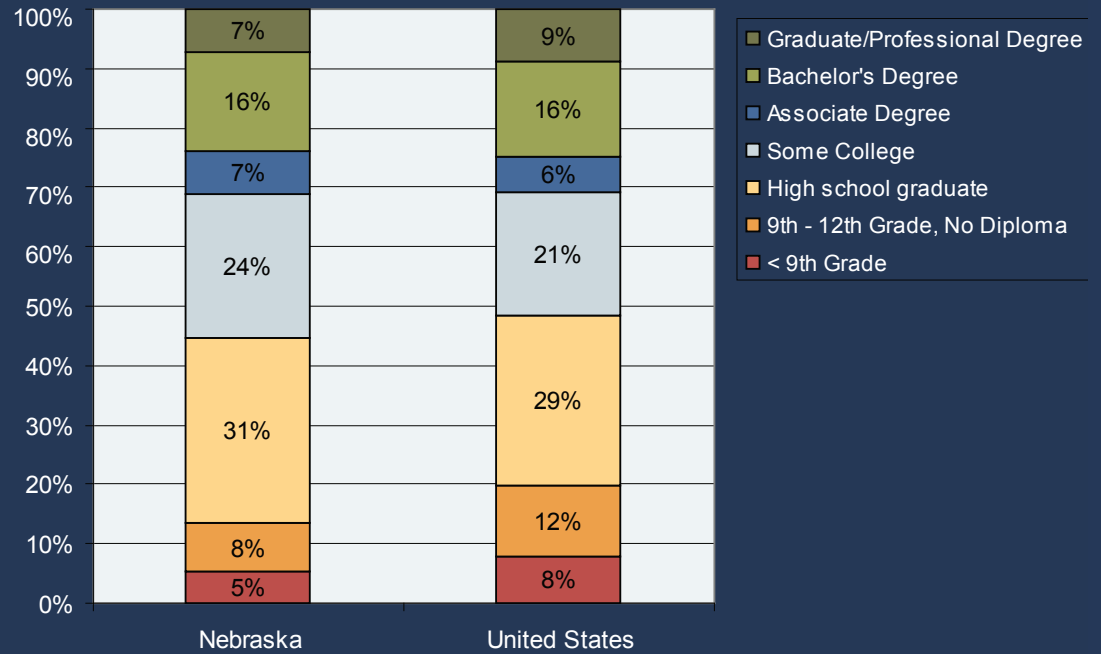


What is it?

Nebraskans are well-educated, a characteristic valued by businesses seeking to locate within the state. Nearly all areas within the state have 80% to 90% of persons age 25 and older with a high school diploma, GED or higher level of education. More than half of all Nebraskans have post high school education, a slightly higher rate than the National trend. Nearly one quarter of Nebraskans age 25 and older have a Bachelor's Degree or higher.

Overall in Nebraska, males and females obtained the same percentage of receiving some college or higher in educational attainment. However, a higher percentage of females stopped after receiving some college and a higher percentage of males obtained Bachelor's and Graduate or Professional Degrees. Both males and females obtained the same percentage of Associate Degrees.

Educational Attainment Comparison in 2000: Nebraska Statewide to National for the Population Age 25 and Over



Source: U.S. Census Bureau, 2000 Census

How to use it

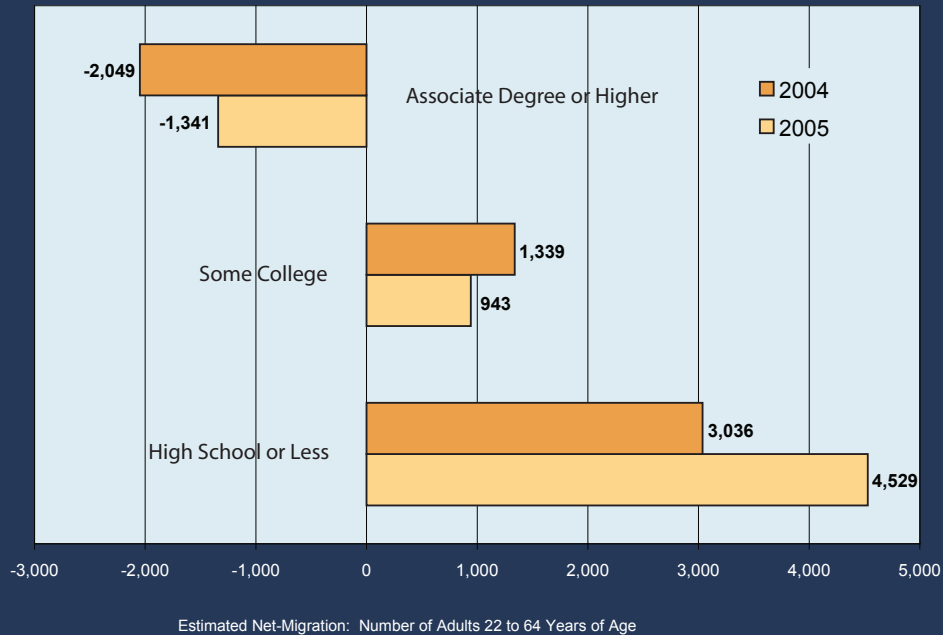
When companies search for a place to establish a business many factors come into play; a labor force with a potential for high educational attainment rates may be a determining factor. Nebraska, which has a higher-than-average rate of individuals age 25 and over with some education past a high school diploma, will impress potential site locators. However, another contributing factor will be the influx of immigrants into Nebraska that may have less than a highschool diploma.

Where to Find it

For more information about educational attainment, visit the U.S. Census Bureau's website at www.census.gov, or contact the Labor Market Information Center at Nebraska Workforce Development - Department of Labor.



Net Migration in 2004 and 2005 Nebraska Statewide for 22- to 64-Year-Olds



Source: Nebraska's Coordinating Commission for Postsecondary Education, 2008 Progress Report

Educational Migration

What is it?

Estimated net migration of 22- to 64-year-olds reveals that there is a net out-migration of Nebraska's educated population. The general pattern for both 2004 and 2005 is that the net in-migration of adults with a high school diploma or less was more than twice as high as the net in-migration of adults with some college but no degrees, and the state experienced a net out-migration of adults with college degrees.

Of those in-migrants with High School or Less, 2,235 people (or 49.3%) had less than a high school diploma in 2005. Although the trend shows a net out-migration of people with an Associate Degree or higher in 2005, there was a net in-migration of 830 people with Graduate or Professional Degrees. However, this was 2,049 people less than those leaving the state with Bachelor's Degrees and Associate Degrees.



Where to Find it

Information on Nebraska's graduates can be obtained from Nebraska's Coordinating Commission for Postsecondary Education at www.ccpe.state.ne.us. The 2008 Progress Report can be found by clicking on Data Collection, Reports, Presentations on the left navigation panel.

How to use it

A net out-migration of college-educated Nebraskans may have a severe impact on the state's labor force. "It is important for Nebraska to expand and diversify the economic opportunities for individuals with education beyond high school if the state wants to reduce, eliminate, and then reverse the net out-migration of Nebraskans with college degrees", according to the Nebraska Coordinating Commission for Postsecondary Education.

Graduate Employment



What is it?

There were a total of 7,819 Community College, State College and University of Nebraska – Kearney graduates from July 1, 2005 through June 30, 2006, and 71.8% of them were working in Nebraska in the first quarter of 2007. In the previous year, 70.8% of graduates were working in the state. Community Colleges had the highest percentage of graduates staying in Nebraska, as well as, the highest range of counties employing at least one graduate from this cohort.

2005-2006 Nebraska Graduates Working in Nebraska: First Quarter 2007

	All Community Colleges: Associate Degrees	All State Colleges: Bachelor's Degrees	University of Nebraska - Kearney: Bachelor's Degrees
Number of Graduates July 1, 2005 through June 30, 2006	3,909	1,083	1,145
Number of Graduates Working in Nebraska	2,907	645	743
Percent of Graduates Working in Nebraska	74%	60%	65%
Estimated Average Annual Earnings Bachelor's Degree	\$24,480	\$25,097	\$26,055
Estimated Median Annual Earnings Bachelor's Degree	\$22,809	\$26,063	\$26,154

Source: Nebraska Workforce Development - Department of Labor, Office of Workforce Programs, 2008



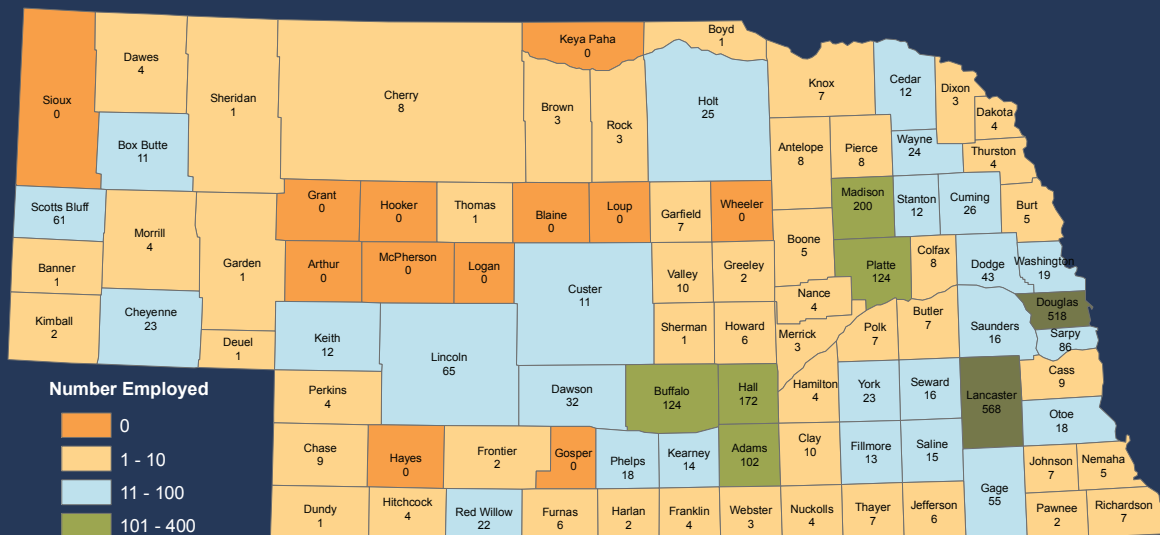
How to use it

These numbers suggest that those who attend community colleges are more likely to seek employment in Nebraska than they are to seek employment outside the state. This may also mean that Nebraska Community Colleges are providing training more directly related to Nebraska jobs.

Where to Find it

More information about local graduates working in Nebraska can be obtained by contacting the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.

County of Employment for 2005-2006 Community College Graduates Working in Nebraska



Source: Nebraska Workforce Development - Department of Labor, Office of Workforce Programs, 2008

Graduate Employment

What is it?

Community College graduates from across the state provide a skilled labor supply to Nebraska's employers. Seventy five percent of 2005 – 2006 Nebraska Community College graduates were employed in the state during the first quarter of 2007. This is up slightly from the 74% of the 2004 – 2005 graduates working in Nebraska in first quarter 2006.

In 81 of the state's 93 counties there was at least one person from the 2005 – 2006 class working in the county. Seven Nebraska counties had more than 100 graduates from this cohort working in the county. There were 19 counties that had more that 20 graduates working in the county.

Where to Find it

More information about local graduates working in Nebraska can be obtained by contacting the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.

How to use it

Community College graduates supply local businesses with skilled workers. Most graduates work in counties near the college from which they graduated. This information may help existing and potential businesses determine where to place recruitment efforts. Graduates are likely to work in Nebraska when there are employment opportunities with competitive wages. For example, 75% of all Community College graduates were working in the state, compared to 84% of Health Care graduates and 90% of Registered Nursing graduates.



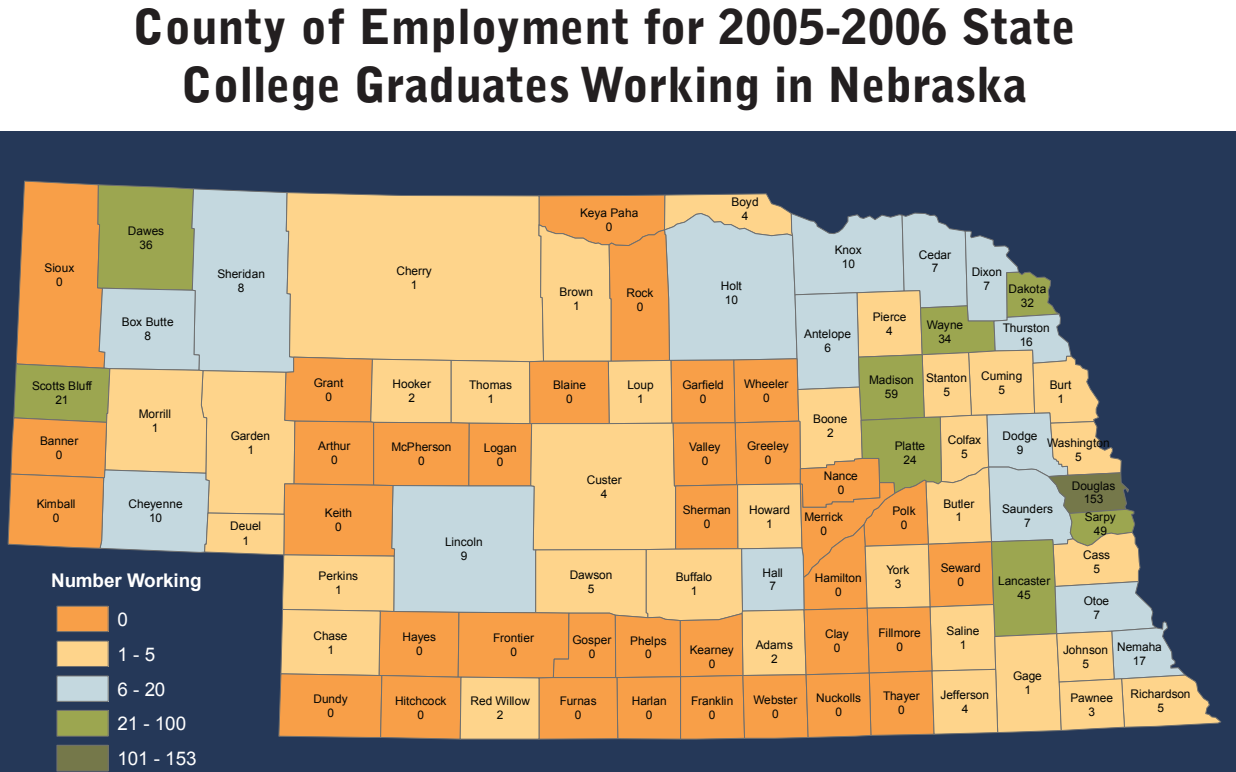
Graduate Employment



What is it?

Chadron State College, Peru State College and Wayne State College had a total of 1,414 graduates from July 1, 2005 through June 30, 2006 and 896 of those graduates were working in the state in first quarter 2007.

Fifty-seven counties had at least one graduate from this class working in the county. Nine counties had at least 20 graduates working in the county.



Source: Nebraska Workforce Development - Department of Labor, Office of Workforce Programs, 2008



How to use it

State College graduates are less likely than Community College graduates to be employed near the college from which they graduated. Graduates with Bachelor's Degrees or higher tend to have a wider labor market than Community College graduates. Therefore, Nebraska businesses need to remain competitive regionally and nationally to keep talented graduates in the state.

Where to Find it

More information about local graduates working in Nebraska can be obtained by contacting the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.

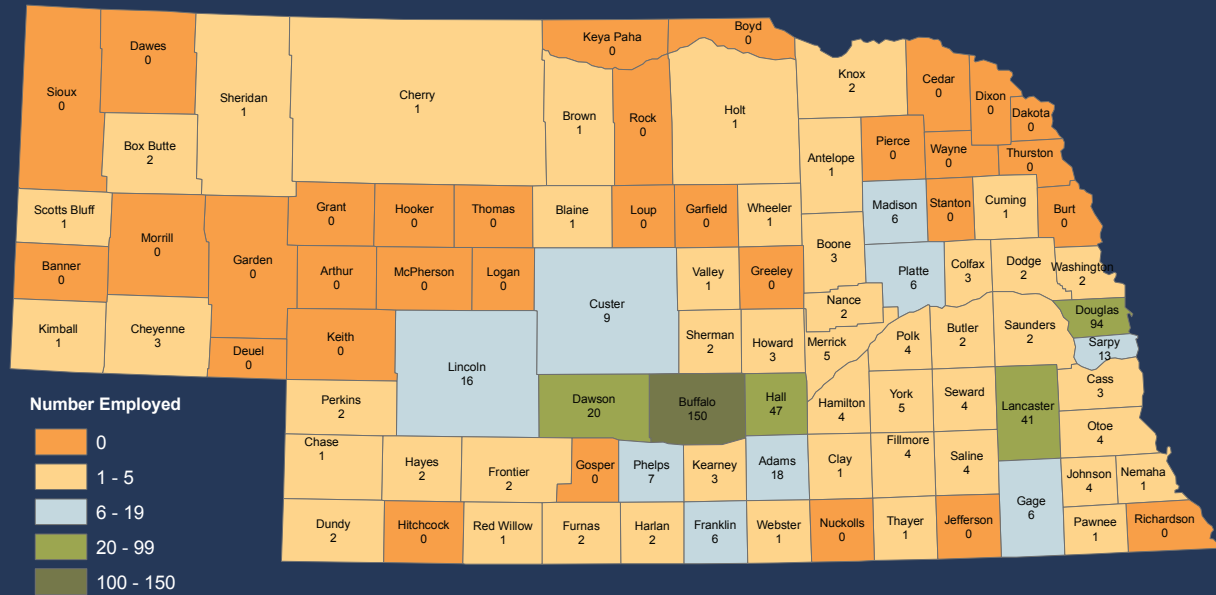
County of Employment for 2005-2006 University of Nebraska-Kearney Graduates Working in Nebraska

Graduate Employment

What is it?

The University of Nebraska-Kearney (UNK) had a total of 1,145 graduates from July 1, 2005 through June 30, 2006 working in Nebraska in the first quarter of 2007. Almost two-thirds (65%, or 743 individuals) of all graduates were employed in the state.

Sixty-one counties had at least one UNK graduate employed in the county in the first quarter of 2007, and 8 counties had more than 10 graduates.



Source: Nebraska Workforce Development - Department of Labor, Office of Workforce Programs, 2008

Where to Find it

More information about local graduates working in Nebraska can be obtained by contacting the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.

How to use it

University of Nebraska - Kearney graduates are less likely than Community College graduates to be employed near the college from which they graduated. Graduates with Bachelor's Degrees or higher tend to have a wider labor market than Community College graduates except for graduates with advanced degrees in education. These individuals are very likely to be employed in the state. Nebraska businesses need to remain competitive regionally and nationally to keep talented graduates in the state



Labor Force



What is it?

The labor force is the total of all civilians, employed or unemployed, excluding those who are under 16 years of age, inmates of institutions, or members of the Armed Forces. The unemployment rate is calculated by taking the number of unemployed individuals divided by the total labor force.

From 2000-2007 the Nebraska labor force has increased by 31,381 individuals, or 3.3%. Employment rose by 3.0% while unemployment rose by 13.4%. The unemployment rate has increased by 0.3 percentage points statewide while it increased 0.7 percentage points nationally.

Average Annual Labor Force Estimates Nebraska Statewide: 2000-2007

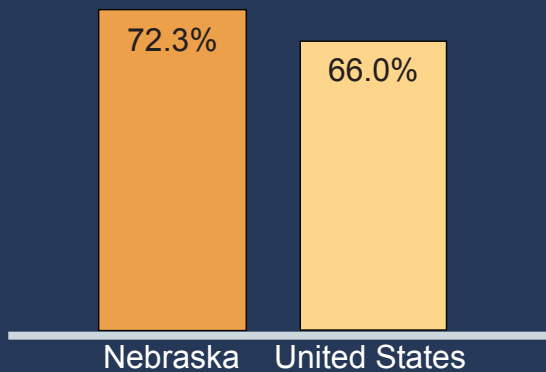
	Labor Force	Employment	Unemployment	Unemployment Rate	
				Nebraska	National
2007	983,438	953,769	29,669	3.0	4.7
2006	974,928	945,207	29,721	3.0	4.6
2005	986,296	949,070	37,226	3.8	5.1
2004	985,772	947,346	38,426	3.9	5.5
2003	975,639	936,736	38,903	4.0	6.0
2002	959,364	923,620	35,743	3.7	5.8
2001	956,879	926,926	29,953	3.1	4.7
2000	952,057	925,898	26,159	2.7	4.0

Note: Data is not seasonally adjusted; 2006 and 2007 estimates benchmarked to 2007, 2000 to 2005 estimates benchmarked to 2006.

Source: Local Area Unemployment Statistics, Nebraska Workforce Development, 2007

Source: Bureau of Labor Statistics, 2007

2007 Labor Force Participation Rates



Source: Local Area Unemployment Statistics, 2007 Unbenchmarking Data

Source: U.S. Census Bureau, Population Division, Interim State Population Projections 2005

Source: Bureau of Labor Statistics, 2007

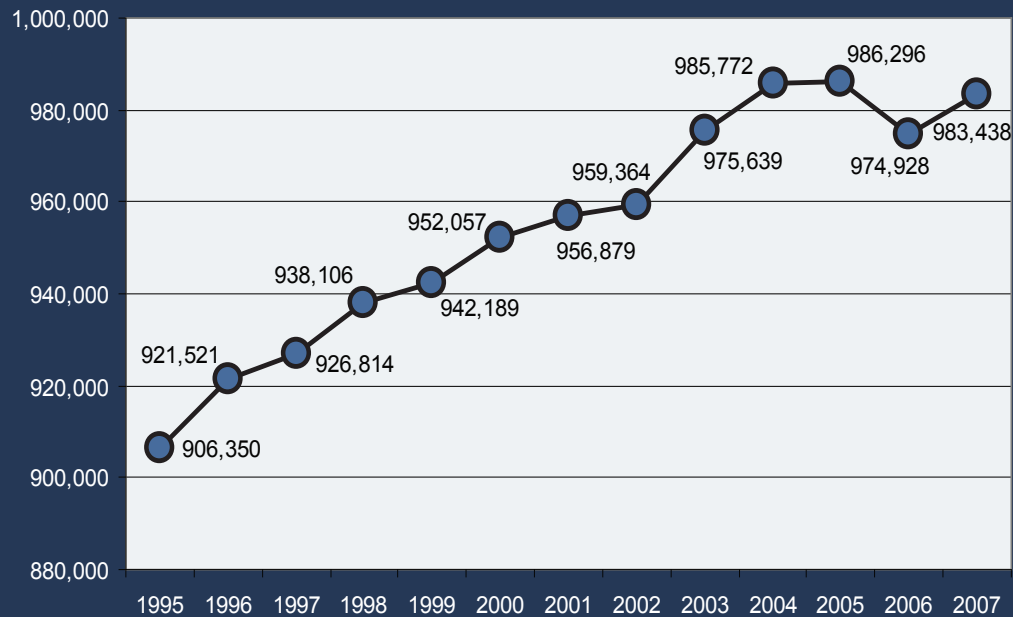
How to use it

There are many different factors in determining the stability of the economy, but the unemployment rate seems to be a simple and straightforward indication. Nebraska's unemployment rate is significantly below the national level in 2007. Nebraska also has a higher participation rate than the national average. These two indicators point to a strong and stable state economy, which is a critical factor in recruiting both employers and employees to the state.

Where to Find it

Information about Nebraska's Labor Force can be found by visiting www.NebraskaWorkforce.com and clicking on Labor Market Information. Select Employment/Unemployment from the left navigation pane and choose Labor Force/Workforce Summaries.

Labor Force by Year Nebraska Statewide



Note: Data is not seasonally adjusted; 2006 and 2007 estimates benchmarked to 2007, 2000 to 2005 estimates benchmarked to 2006.

Source: Local Area Unemployment Stastics, Nebraska Workforce Development, 2007

Labor Trends



Labor Force

What is it?

Labor force trends show that the number of people in the labor force has increased 8.6% from 906,350 individuals in 1995 to 984,294 individuals in 2007. The 2007 labor force is 55.5% of the 2007 Census population of 1,774,571.

Monthly labor force trends show that fluctuations in the total labor force throughout 2007 are consistent with the average labor force trends from 1995 through 2006.

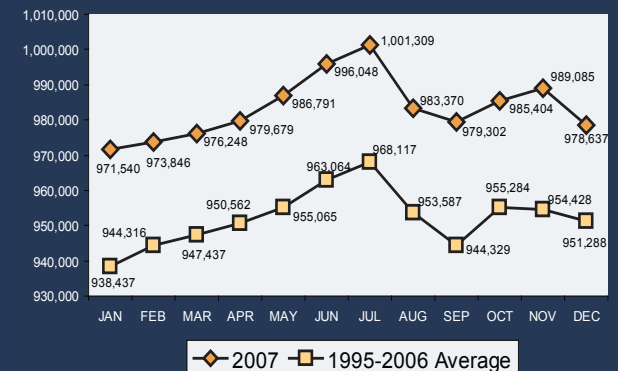
Where to Find it

Information about Nebraska's Labor Force can be found by visiting www.Nebraska Workforce.com and clicking on Labor Market Information. Select Employment/Unemployment from the left navigation pane and choose Labor Force/Workforce Summaries.

How to use it

Labor Force trends show that the labor force is continuously growing, as is expected with the overall population growth. Seasonal fluctuations during the year are also expected, and by studying the historical trends employers can estimate current numbers and use that to evaluate when to start their recruitment processes.

Total Nebraska Labor Force by Month



Note: Data is not seasonally adjusted; 2006 and 2007 estimates benchmarked to 2007, 2000 to 2005 estimates benchmarked to 2006. Source: Local Area Unemployment Stastics, Nebraska Workforce Development, 2007

Industry Vacancies



What is it?

The fourth quarter of 2007 Job Vacancy survey revealed that Nebraska had 38,513 job vacancies statewide and a job vacancy rate of 4.4 percent. The job vacancy rate is the number of vacant jobs divided by total employment. The health care and social assistance industry had the most job vacancies statewide with 5,329 vacancies, a job vacancy rate of 4.6 percent, and 17.5 percent of the vacancies always open, an indicator of high turnover. This industry had 13.8 percent of the state's job vacancies and 13.2 percent of the state's employment in this industry.

During the fourth quarter, administrative and waste services and other services industries shared the highest statewide job vacancy rate of 10.3 percent. Employers in administrative and waste services reported two thirds (67.8%) of their vacancies always open, while the other services industry had eight out of ten (80.8%) vacancies always open, the highest of all industries.

Occupations with the most openings in this industry include telemarketers, helpers-production workers, landscaping and groundskeeping workers, and customer service representatives.

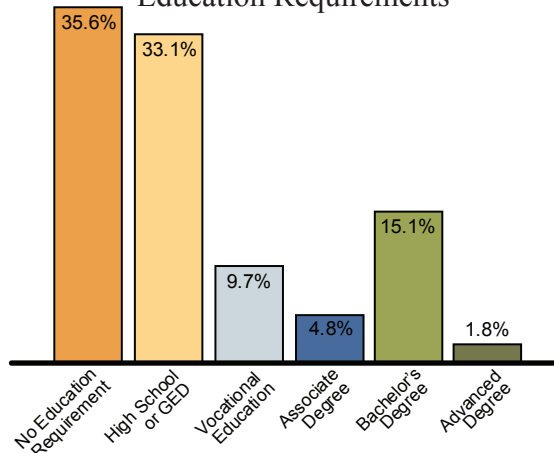
Two thirds (68.6%) of the state's vacancies were for full-time, with one third (31.4%) of the vacancies for part-time jobs. Half (49.6%) of the part-time vacancies were always open, compared to a third (36.1%) of full-time vacancies.

Job Vacancies by Major Industry Nebraska Statewide: 4th Quarter 2007

Industry	Demand Indicators			Other Characteristics	
	Number of Job Vacancies	Job Vacancy Rate (%)	Always Open (%)	Temporary or Seasonal (%)	Part Time (%)
Health Care & Social Assistance	5,329	4.6	17.5	3.6	38.6
Retail Trade	5,187	4.7	46.8	11.9	41.0
Accommodation & Food Services	4,588	6.6	49.6	N/A	52.1
Administrative & Waste Services	4,586	10.3	67.8	27.4	26.4
Professional & Technical Services	2,919	7.6	50.5	2.6	10.9
Manufacturing	2,729	2.7	33.5	0.2	4.5
Other Services	2,523	10.3	80.8	79.2	86.8
Finance & Insurance	2,106	4.0	0.8	18.9	17.1
Transportation & Warehousing	1,214	3.0	54.5	2.6	14.2
Natural Resources & Mining	1,082	9.7	15.6	10.4	12.3
Information	1,080	5.6	45.8	0.9	8.3
Construction	1,055	2.3	53.2	28.8	N/A
Mgt of Companies & Enterprises	933	5.9	12.2	4.0	6.6
Education Services	773	0.9	9.6	21.1	18.5
Wholesale Trade	769	2.0	17.6	1.8	25.7
Arts, Entertainment, & Recreation	616	5.7	9.3	24.7	50.2
Real Estate, Rental & Leasing	427	4.6	N/A	15.5	33.3
Public Administration	420	1.0	21.2	10.5	8.3
Utilities	177	2.0	0.6	3.4	8.5
Statewide Overall	38,513	4.4	40.4	14.2	31.4

Source: Job Vacancy Survey, 4th Quarter 2007

Percent of Job Vacancies by Education Requirements



Source: Job Vacancy Survey, 4th Quarter 2007

How to use it

The three demand indicators taken together help determine the demand for labor in a given industry. For example, the administrative and waste services industry has 4,586 job vacancies, and a job vacancy rate of 10.3%, significantly higher than the all-industry rate of 4.4%. This high vacancy rate, combined with two thirds (67.8%) of the vacancies always open means that employers have high costs associated with turnover, employees who may be stressed from overwork, and employers who may not be producing goods or services to full capacity as a result of not being fully staffed.

Job Vacancies by Major Occupation Group Nebraska Statewide: 4th Quarter 2007

Occupational Vacancies

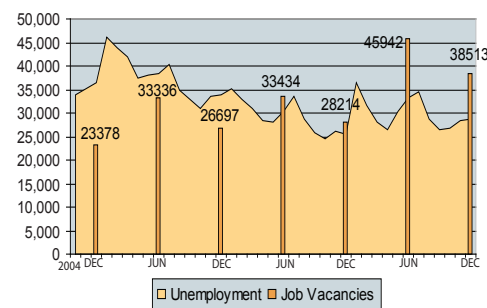
Major Occupation Group	Demand Indicators			Other Characteristics	
	Number of Job Vacancies	Job Vacany Rate (%)	Always Open (%)	Temporary or Seasonal (%)	Part-Time (%)
Sales & Related	6,184	N/A	55.7	32.1	57.0
Office & Administrative Support	4,904	N/A	32.6	16.1	42.9
Food Preparation & Serving-Related	4,059	5.5	56.6	0.8	54.8
Production	2,856	3.5	48.6	9.6	3.4
Transportation & Material Moving	2,757	3.7	39.0	8.6	21.4
Computer & Mathematical	2,473	11.7	47.5	3.0	2.1
Healthcare Practitioners & Technical	2,005	N/A	15.7	8.6	31.5
Healthcare Support	1,744	7.0	36.4	14.2	46.2
Bldg & Grounds Cleaning & Maintenance	1,738	6.2	68.1	30.8	44.9
Personal Care & Service	1,413	N/A	46.0	6.0	20.6
Business & Financial Operations	1,391	3.7	11.1	22.3	11.3
Installation, Maintenance, & Repair	1,137	3.1	41.3	0.4	9.1
Constructin & Extraction	1,123	N/A	33.8	27.6	0.4
Management	1,045	3.6	6.1	0.5	0.4
Education, Training, & Library	943	1.8	7.2	18.2	21.8
Farming, Fishing, & Forestry	634	22.2	27.3	17.8	22.4
Arts, Design, Entertainment, Sports & Media	633	N/A	62.4	10.1	8.1
Community & Social Services	423	3.3	10.6	1.2	39.0
Architecture & Engineering	418	N/A	1.9	1.7	0.7
Life, Physical, & Social Science	342	4.1	N/A	10.5	1.8
Protective Service	262	1.9	11.8	9.2	41.6
Legal	29	N/A	N/A	N/A	N/A
Statewide	38,513	4.4	40.4	14.2	31.4

Source: Job Vacancy Survey, 4th Quarter 2007

How to use it

The job vacancy rate is as important to determining economic stability as the unemployment rate. The unemployment rate measures the demand for jobs, whereas the job vacancy rate measures the demand for labor. The job vacancy rate increased by 1.1%, from 3.3% in 2006 4th quarter to 4.4% in 2007 4th Quarter, with a corresponding increase of 10,299 job vacancies. Unemployment declined from December 2006 to December 2007 by 742, and the unemployment rate declined 0.1%, from 2.7% to 2.6%.

Nebraska Job Vacancies and Unemployment



Source: Job Vacancy Survey, 4th Quarter 2007

What is it?

The occupation group with the most job vacancies was Sales and Related occupations, with 6,184 vacancies. The job vacancy rate cannot be calculated due to suppression in the Occupational Employment Survey. Employers reported 55.7% of these vacancies always open. Slightly over half (53.9%) of the state's vacancies fell into the five occupation groups of Sales and Related (16.1%) Office and Administrative Support (12.7%), Food Preparation and Serving-related (10.5%), Production (7.4%), and Transportation and Material Moving (7.2%).

The occupation group with the highest statewide job vacancy rate was Farming, Fishing, and Forestry (22.2%).

Business size is an important factor in vacancy rate. Very small businesses (with 1-4 employees) had the highest vacancy rate of 7.0%, and large firms (over 250 employees) had the lowest rate of 2.0%. Firms employing fewer than 50 employees hired 41.0% of the state's employment, yet accounted for 57.0% of the state's vacancies. Overall, 40.4% of job vacancies were reported always open, ranging from 43.8% of small firms' vacancies to 29.7% of large firms' vacancies.

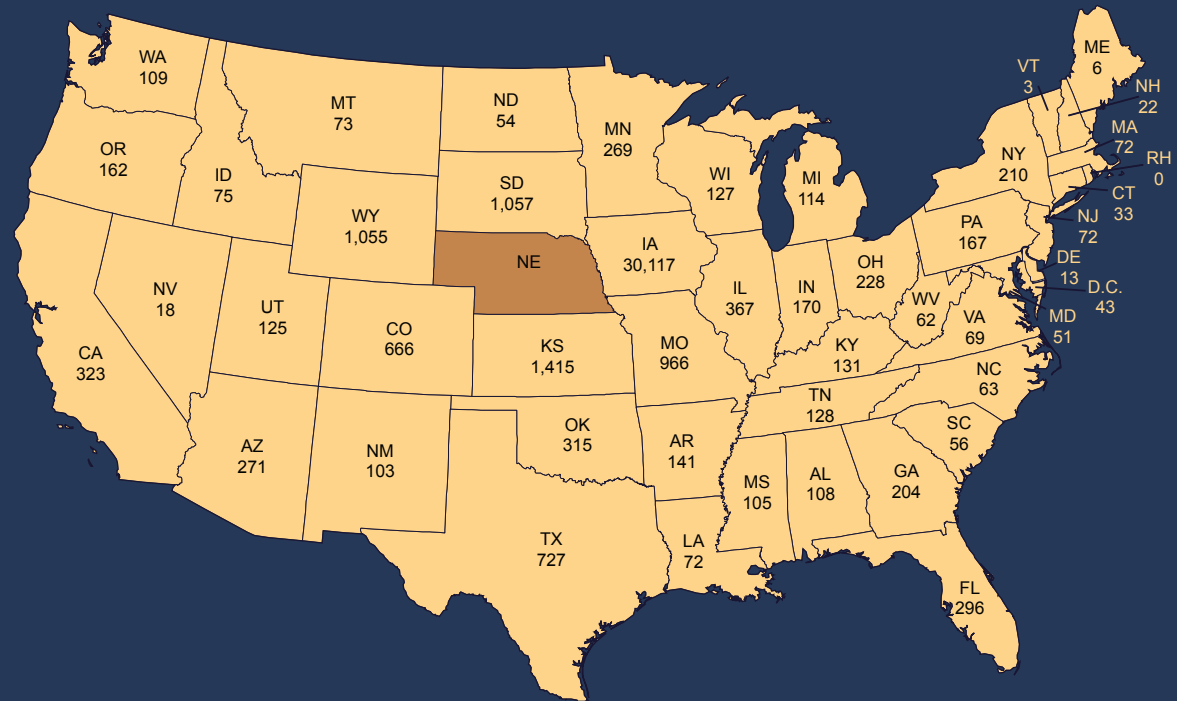
The Job Vacancy Report can be found at www.NebraskaWorkforce.com under Labor Market Information. Select Special Studies from the left navigation pane.

Nebraska Commuters



What is it?

The map to the right shows the number of workers commuting into Nebraska for work and from which state they are commuting. There are 41,033 individuals commuting into Nebraska from other states. Of Nebraska's workers, 851,531 live and work within the state border. Seventy three percent of commuters are commuting from Iowa, and 86% commute into Nebraska from contiguous states. An additional 14% commute into Nebraska from non-border states. Overall, there are 21,323 workers going to other states for work giving Nebraska a net gain of 19,710 workers. This means that 4.6% of Nebraska's labor force is commuting in from other states.



Source: U.S. Census Bureau, 2000 Census



How to use it

Commuting Patterns are used by the U.S. Census Bureau to identify the boundaries of regional labor pools and to determine Labor Market Areas. Businesses also depend on labor force information to evaluate potential business growth, while Economic Development boards can benefit by estimating the number of workers who may choose to work within the regions if suitable jobs were available.

Where to Find it

Commuting information for the state of Nebraska and its individual counties can be found online by visiting www.NebraskaWorkforce.com and clicking on Labor Market Information. Select NSTARS from the top of the LMI homepage and look under the Labor Supply tab.

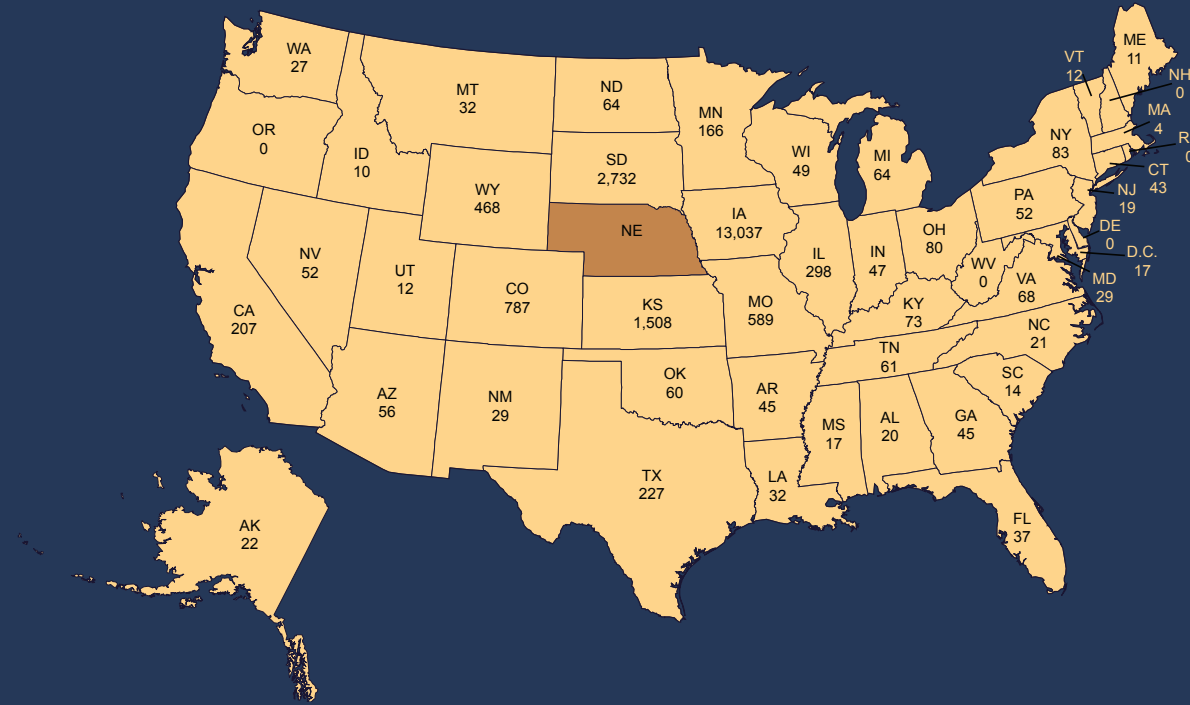
Commuters Out of Nebraska: 2000

Nebraska Commuters

What is it?

The map to the left shows the number of workers commuting out of Nebraska and to which state they are commuting for work. There are 21,323 individuals commuting out of Nebraska. More than half (61.1%) of commuters are going to Iowa for work, and 89.7% of Nebraska commuters are commuting to contiguous states.

Workers in the Public Administration industry commute the farthest to work, an average of 24.72 miles each way, and 50.7% commute farther than 5 miles. Financial Activities industry workers commute the least, an average of only 8.97 miles. More construction workers commute more than 5 miles (56.6%) than any other industry.



Source: U.S. Census Bureau, 2000 Census



Where to Find it

Commuting information for the state of Nebraska and its individual counties can be found online by visiting www.NebraskaWorkforce.com and clicking on Labor Market Information. Select NStars from the top of the LMI homepage and look under the Labor Supply tab.

How to use it

It can be assumed that many of the workers commuting to and from border states are probably physically commuting across state lines for work. Many of the workers commuting to and from other states not bordering Nebraska for work are probably either (1) actually living in another state while keeping a permanent residence in Nebraska, (2) are working at an alternative work site for a company based in Nebraska, or (3) are telecommuting or only commuting occasionally.

Industry Review



What is it?

The Historical Employment by Industry table shows the number of Nebraskans employed by each industry for the last few years. The total employment for those covered by Unemployment Insurance in Nebraska for 2006 was 902,373. All employment increased by 2.3% between 2004 and 2006. Trade, Transportation and Utilities had the highest employment with 188,037 people, or 20.9% of total employment and 25.1% of total private employment. The information industry had the largest change, with a decrease in employment by 9.1%. The only other industry to have negative change in employment was Other Services. Professional and Business Services grew the most with an increase in employment of 7.3% between 2004 and 2006.

Historical Employment by Industry Nebraska Statewide: 2004-2006

	2004	2005	2006
Total Private Industry	730,380	739,721	748,391
Natural Resources & Mining	11,233	11,743	11,853
Construction	47,050	46,426	47,140
Manufacturing	100,635	101,338	101,533
Trade, Transportation & Utilities	185,406	188,151	188,037
Information	21,445	20,382	19,502
Financial Activities	60,041	61,629	62,814
Professional & Business Services	94,438	96,705	101,318
Education & Health Services	106,679	108,254	110,269
Leisure & Hospitality	77,547	79,077	80,566
Other Services	25,906	26,016	25,359
Total Government	151,850	152,844	153,984
Total All Industry/Ownership	882,230	892,565	902,373

Source: Quarterly Census of Employment and Wages, 2007



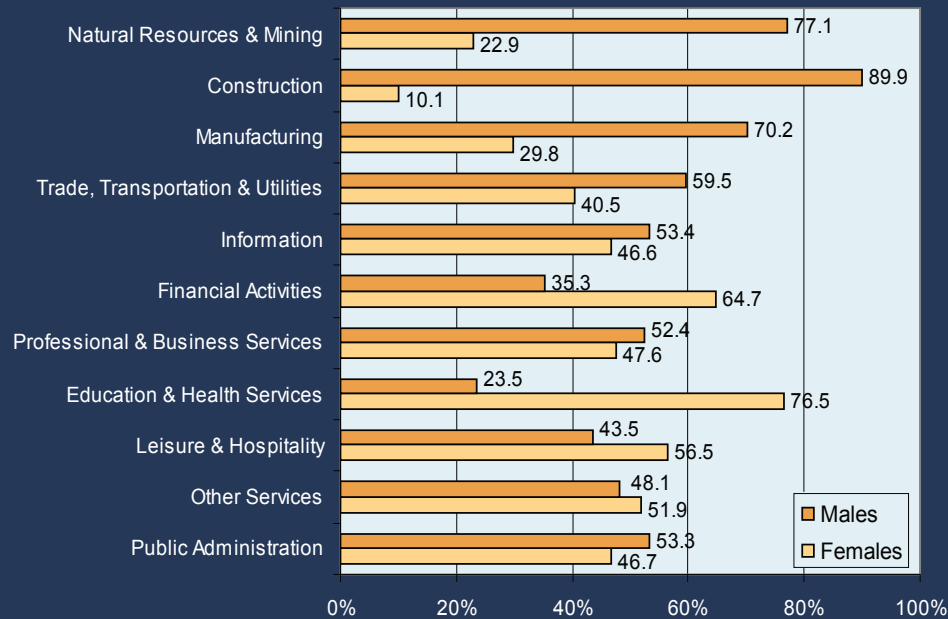
How to use it

Historical trends in industry employment are crucial in developing industry and occupational projections. Studying Nebraska's industry employment history can also help to determine the critical industries in the state. A potential employer might benefit from determining whether a possible location would already have a strong base in that industry or whether the new business would bring new types of jobs to the area.

Where to Find it

For more information about Nebraska's industries visit www.NebraskaWorkforce.com and click on Labor Market Information. Select Employment/Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages

Gender Distribution by Industry Nebraska Statewide: 2006



Source: Nebraska Workforce Development, 2006 Administrative Records

Industry Distribution

What is it?

Males and females tend to gravitate towards certain industries. In Nebraska, there is a wide gender distribution gap in most industries. Construction is the industry with the highest difference, with 90% of employees being male. Other industries with large gender distribution gaps include Natural Resources and Mining where men constitute 77% of the employment, and Manufacturing with 70% of the employees male. Education and Health Services also have a large gender distribution gap, although women constitute the largest percentage at 77% of the employment. Other industries where women make up more of the employment than men include Financial Activities, Leisure and Hospitality and Other Services.



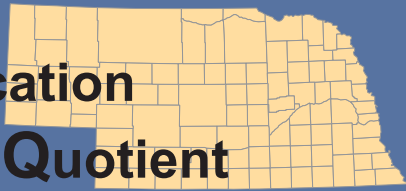
Where to Find it

For more information about gender distribution in Nebraska's Industries, contact the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.

How to use it

The industry gender distribution data can be used by schools and training programs to encourage students to go into non-traditional occupations and industries. A labor force that is more evenly skilled by gender may help businesses overcome the looming labor crisis and potentially decrease the gender wage gap.

Location Quotient



What is it?

The location quotient indicates the concentration of employment in an industry at the statewide level relative to its concentration at the national level. The state location quotient is calculated by dividing each industry's employment by total employment and then by the national ratio.

In 2006 Financial Activities had the highest location quotient at 1.16, with Trade, Transportation and Utilities with the second highest at 1.09. This means that Nebraska is an exporter of these products and services and the demand is most likely driven by national pressures. Professional and Business Services has the lowest location quotient at 0.87. This industry is dependent on the state's needs and consumption.

Location Quotient Nebraska Statewide to Nation: 2004-2006

Industry Title	Location Quotient Nebraska Statewide to Nation		
	2004	2005	2006
Natural Resources and Mining	1.00	1.02	1.00
Construction	1.01	0.96	0.94
Manufacturing	1.05	1.07	1.08
Trade, Transportation, and Utilities	1.09	1.10	1.09
Information	1.03	1.00	0.97
Financial Activities	1.13	1.15	1.16
Professional and Business Services	0.86	0.86	0.87
Education and Health Services	0.99	0.98	0.98
Leisure and Hospitality	0.92	0.93	0.93
Other Services	0.90	0.90	0.88
Unclassified	NC	NC	NC

Source: Quarterly Census of Employment and Wages, 2007
Source: Bureau of Labor Statistics, 2007



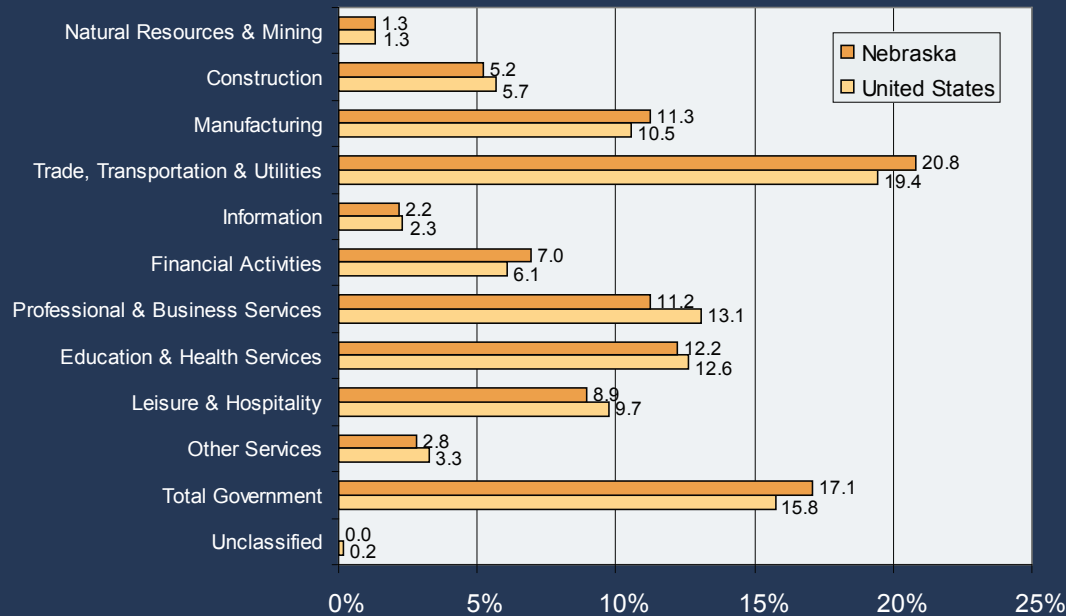
How to use it

Location quotients provide information on how much the industry depends on state consumption or if the state is an exporter of the goods and services. Industries with location quotients over 1.0 serve consumers outside of Nebraska and bring revenue in to the state. When a location quotient is less than 1.0, the industry is likely to be driven by the consumption of goods and services within the state. The higher the location quotient, the less dependent the industry is on state consumption. Location Quotients are only calculated for non-agricultural industries.

Where to Find it

For more information about Location Quotients, visit www.NebraskaWorkforce.com and click on Labor Market Information. Select Employment/Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages.

Percent of Total Employment by Industry Nebraska Statewide to National: 2006



Source: Quarterly Census of Employment and Wages, 2007
Source: Bureau of Labor Statistics, 2007

Industry Employment

What is it?

This graph represents the percent of employees in each industry in the state compared to the United States. Nebraska has a higher percent of employment in Manufacturing, Trade, Transportation and Utilities, Financial Activities, and total Government (which is the same as Public Administration). The widest gap in percent employment between Nebraska and the U.S. is in Professional and Business Services where the U.S. has 1.9% higher employment than Nebraska.

Overall, Trade, Transportation and Utilities has the highest percentage of employment for both Nebraska and the U.S. followed by total Government, while Natural Resources and Mining has the lowest percentage of employment.



Where to Find it

For more information about Nebraska's industries, visit www.NebraskaWorkforce.com and click on Labor Market Information. Select Employment/Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages

How to use it

Nebraska's total government employment is 1.3% higher than the United States' average governmental employment; however, unlike most states, Nebraska has public utilities (such as Nebraska Public Power District, etc.) rather than private utilities. This increases our overall percentage of employment in government compared to other states.

Industry Earnings



What is it?

Average employment in the table to the right represents the number of workers covered by Unemployment Insurance who worked during, or received pay for, the pay period including the 12th of the month. Wages represent total compensation paid regardless of when services were performed.

There were 53,903 total private establishments in Nebraska in 2006, which employed 748,390 individuals, or 82.9% of Nebraska's workforce. Government ownership in Nebraska had 3,566 establishments and employed 153,983 individuals, or 17.1%, of Nebraska's workforce.

Federal Government employees were paid the highest average annual wage in 2006, while Leisure and Hospitality employees were paid the least.

Annual Employment and Wages by Major Industry Nebraska Statewide: 2006

	Establishments	Average Employment	Average Weekly Wage	Average Annual Wage	Total Wages
Private Ownership:					
Total, All Private Industries	53,903	748,390	\$642	\$33,409	\$25,002,737,791
Natural Resources & Mining	1,484	11,853	\$540	\$28,055	\$332,521,361
Construction	6,489	47,140	\$702	\$36,502	\$1,720,703,625
Manufacturing	2,087	101,533	\$737	\$38,329	\$3,891,634,343
Trade, Transportation & Utilities	14,238	188,036	\$568	\$29,520	\$5,550,772,119
Information	953	19,502	\$894	\$46,496	\$906,755,662
Financial Activities	6,025	62,814	\$864	\$44,947	\$2,823,273,553
Professional & Business Services	8,450	101,318	\$819	\$42,595	\$4,315,661,249
Education & Health Services	4,830	110,269	\$685	\$35,639	\$3,929,909,852
Leisure & Hospitality	4,854	80,566	\$221	\$11,487	\$925,453,997
Other Services	4,493	25,359	\$460	\$23,899	\$606,052,030
Government Ownership:					
Total Government	3,566	153,983	\$687	\$35,708	\$5,498,453,483
Local Government	2,036	105,402	\$612	\$31,800	\$3,351,785,851
State Government	994	32,339	\$761	\$39,579	\$1,279,945,277
Federal Government	536	16,242	\$1,026	\$53,363	\$866,722,355
Total All Industry/Ownership:					
	57,469	902,373	\$650	\$33,801	\$30,501,191,274

Source: Quarterly Census of Employment and Wages, 2007

How to use it

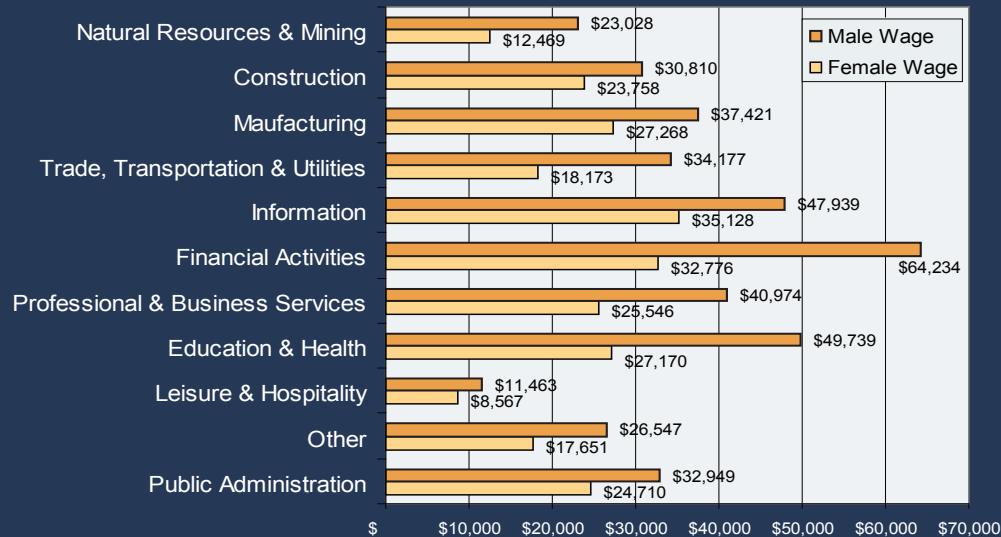
Nebraska's largest industries are easy to deduce from the employment and wages table. Wages are also an important factor in determining the state's critical industries. With almost one fifth (18.2%) of Nebraska's wages being paid to Trade, Transportation and Utilities employees it is clear how important this industry is for Nebraska.

Where to Find it

For more information about Nebraska's industries visit www.NebraskaWorkforce.com and click on Labor Market Information. Select Employment/Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages



Average Annual Earnings by Gender Nebraska Statewide: 2006



Source: Nebraska Workforce Development, 2006 Administrative Records

Industry Earnings

What is it?

Male and female 2006 average wage by industry is shown in the graph on the left. In every industry males made a higher average wage than females. The largest difference between average wage for males and females is in the Financial Activities industry where males made \$31,458 more than females. In the Leisure and Hospitality industry women earned only \$2,896 less than males. This is the industry had both the narrowest gap between the average wage as well as the least pay for both genders. Males made the most in the Financial Activities industry, earning an average of \$64,234 in 2006. Females made the most in the Information Industry, earning an average of \$35,128 in 2006.



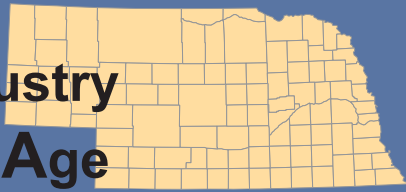
Where to Find it

For more information about the distribution of wages by sex in Nebraska's Industries, contact the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.

How to use it

The two industries with the largest average wage gap between males and females, Financial Activities and Education and Health Services, are also the two industries that employ the highest percentage of females (from page 38). This could be because men may hold more of the upper management positions in these industries. It may also be a result of men not serving in entry wage jobs to the same degree as females.

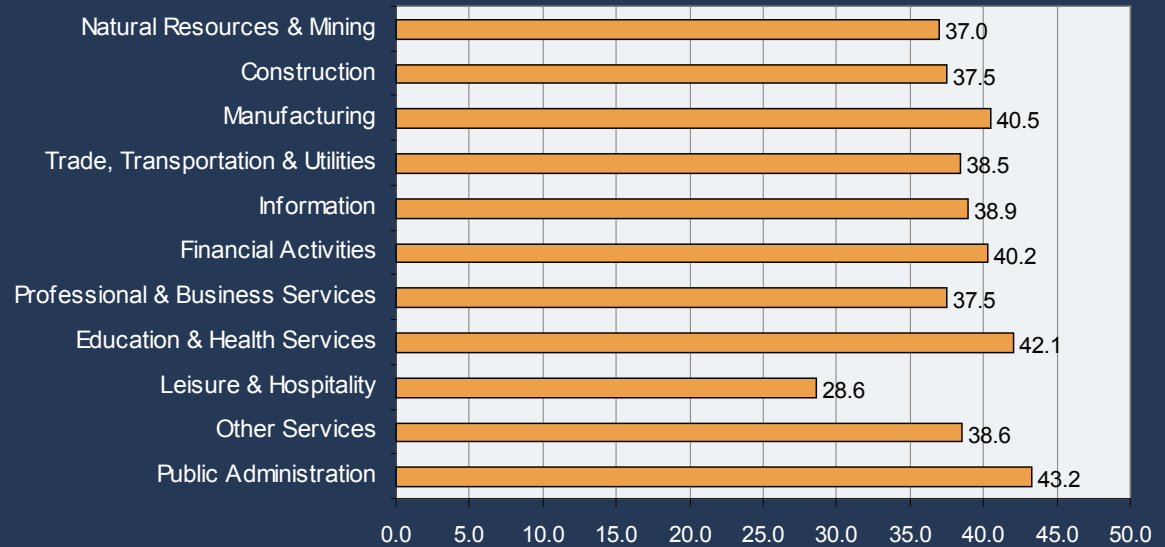
Industry Age



What is it?

Workers in the Public Administration industry have the highest average age at 43.2 years. Additionally, 24.5% of workers in this industry are age 55 or older. Higher concentrations of older workers can also be found in Education and Health Services, Manufacturing, and Financial Activities which have average ages above 40.0 years. Over a fifth (21.4%) of workers in the Education and Health Services industry are age 55 or older. The youngest workers in the state can be found in Leisure and Hospitality which has an average age of 28.6 years.

Average Age of Employees by Industry Nebraska Statewide: 2006



Source: Nebraska Workforce Development, 2006 Administrative Records

Percent of Workers Age 55 and Older

	Nebraska
Natural Resources	16.9%
Construction	11.6%
Manufacturing	14.8%
Trade, Transportation & Utilities	17.1%
Information	12.8%
Financial Activities	16.1%
Professional & Business Services	13.3%
Education & Health Services	21.4%
Leisure & Hospitality	6.9%
Other Services	18.0%
Public Administration	24.5%

Source: Nebraska Workforce Development, 2007 Administrative Records

How to use it

The industries with the highest average employee age may need to increase their efforts in recruiting workers. This will become increasingly important as the baby boomer generation enters retirement. Nebraska businesses will also be challenged to adapt to an older workforce. This may include offering work week flexibility and extra leeway for time off.

Where to Find it

More information about older workers in Nebraska can be found by contacting the Labor Market Information center at Nebraska Workforce Development-Department of Labor.

Labor Market Dynamics Nebraska Statewide: 2006



Super Sector Title	Total Transactions	Retention	Hires	Separations	Rate of (%):				
					Retention	Hires	Separations	Flow	Turnover
Natural Resources & Mining	13,805	9,228	2,314	3,674	66.8	16.8	26.6	-9.9	32.4
Construction	57,909	37,990	9,860	14,637	65.6	17.0	25.3	-8.2	32.2
Manufacturing	113,855	94,307	10,838	11,937	82.8	9.5	10.5	-1.0	12.1
Trade, Transportation & Utilities	240,742	173,003	41,667	40,355	71.9	17.3	16.8	0.5	23.7
Information	25,590	21,640	2,044	2,354	84.6	8.0	9.2	-1.2	10.2
Financial Activities	69,933	58,833	5,590	6,966	84.1	8.0	10.0	-2.0	10.7
Professional & Business Services	110,241	67,918	24,947	29,229	61.6	22.6	26.5	-3.9	39.9
Education & Health Services	219,693	181,763	24,111	20,174	82.7	11.0	9.2	1.8	12.2
Leisure & Hospitality	102,363	58,598	25,273	27,349	57.2	24.7	26.7	-2.0	44.9
Other Services	28,224	20,796	4,015	4,812	73.7	14.2	17.0	-2.8	21.2
Public Administration	46,293	40,504	2,744	3,932	87.5	5.9	8.5	-2.6	8.2
All Industry	1,028,648	764,580	153,403	165,419	74.3	14.9	16.1	-1.2	20.8

Source: Labor Market Dynamics Program, 4th Quarter 2006

What is it?

Labor Market Dynamics reveal the movement of workers in and out of Nebraska businesses. In the fourth quarter of 2006, Nebraska's overall retention rate was 74.3%, with Public Administration having the highest percent of these stable jobs at 87.5%. Leisure and Hospitality had the lowest retention rate of 57.2%. This industry also had the highest turnover rate of 44.9%. While the industry with the lowest turnover rate was Public Administration with 8.2%, Nebraska's all industry turnover rate was 20.8%. This rate is derived by taking half of the hires and separations, then dividing by retention. This rate reflects movement within the industry as well as in and out of the industry.

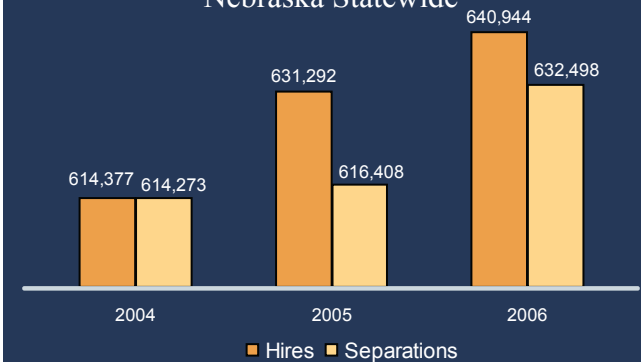
Where to Find it

For more information about Labor Market Dynamics in Nebraska visit www.NebraskaWorkforce.com and click on Economic Statistics from the left navigation panel.

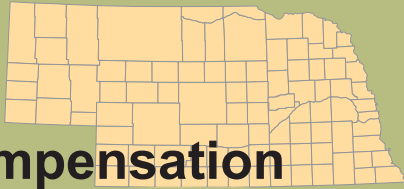
How to use it

With this data we can measure the number of stable jobs, see how businesses and workers react to economic conditions, and see if industries are growing or declining. The turnover rate reflects movement within businesses as well as growth and decline. The turnover rate is used to calculate costs of training and replacing human resources and is one aspect of a prospective business developer's decision of where to locate.

Annual Hires and Separations Nebraska Statewide



Source: Labor Market Dynamics Program, 4th Quarter 2006



Compensation

What is it?

The Occupational Employment Statistics survey is another method of gathering employment and wage information. Of Nebraska's 23 major occupational groups, Production Occupations employ the most workers: 80,560 individuals and 9.1% of the total employment.

Management Occupations provide the highest hourly average wage at \$39.68 per hour with a \$29.41 per hour difference between entry and experienced average wages. Food Preparation and Service Related Occupations employ the second largest percentage of total employment at 8.4%, but pays the lowest hourly wage at \$8.46 per hour.

Nebraska's average annual wage for all occupations at \$35,505 is below the national average annual wage by \$3,685.

Employment and Wages by Occupation Nebraska Statewide: 4th Quarter 2007

SOC Code	Occupation Title	Estimated Employment	Hourly Avg. Wage	Hourly Entry Wage	Hourly Experienced Wage	Annual Average Wage	
						Nebraska	National
00-0000	Total all occupations	885,820	\$17.07	\$8.52	\$21.34	\$35,505	\$39,190
11-0000	Management Occupations	29,090	\$39.68	\$20.07	\$49.48	\$82,529	\$91,930
13-0000	Business and Financial Operations Occupations	37,740	\$26.21	\$15.95	\$31.34	\$54,518	\$60,000
15-0000	Computer and Mathematical Occupations	21,090	\$30.08	\$18.19	\$36.02	\$62,559	\$69,240
17-0000	Architecture and Engineering Occupations	N/A	\$29.52	\$16.81	\$35.88	\$61,407	\$66,190
19-0000	Life, Physical, and Social Science Occupations	8,360	\$25.03	\$14.37	\$30.36	\$52,070	\$59,660
21-0000	Community and Social Services Occupations	12,960	\$16.32	\$10.43	\$19.27	\$33,955	\$39,000
23-0000	Legal Occupations	N/A	\$35.65	\$15.08	\$45.94	\$74,156	\$85,360
25-0000	Education, Training, and Library Occupations	53,620	\$20.57	\$11.23	\$25.24	\$42,780	\$45,320
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	N/A	\$17.36	\$8.79	\$21.64	\$36,098	\$46,110
29-0000	Healthcare Practitioners and Technical Occupations	N/A	\$28.04	\$14.48	\$34.82	\$58,321	\$62,030
31-0000	Healthcare Support Occupations	25,070	\$11.85	\$9.28	\$13.14	\$24,655	\$24,610
33-0000	Protective Service Occupations	13,470	\$16.83	\$9.43	\$20.53	\$35,018	\$37,040
35-0000	Food Preparation and Serving-Related Occupations	74,380	\$8.46	\$6.48	\$9.45	\$17,603	\$18,430
37-0000	Building and Grounds Cleaning and Maintenance Occupations	28,240	\$10.70	\$7.60	\$12.24	\$22,252	\$22,580
39-0000	Personal Care and Service Occupations	N/A	\$10.23	\$6.83	\$11.93	\$21,280	\$22,920
41-0000	Sales and Related Occupations	N/A	\$15.12	\$7.14	\$19.11	\$31,457	\$34,350
43-0000	Office and Administrative Support Occupations	N/A	\$13.61	\$9.08	\$15.88	\$28,311	\$30,370
45-0000	Farming, Fishing, and Forestry Occupations	2,860	\$12.90	\$7.79	\$15.45	\$26,834	\$21,810
47-0000	Construction and Extraction Occupations	N/A	\$17.34	\$11.26	\$20.40	\$36,083	\$39,290
49-0000	Installation, Maintenance, and Repair Occupations	37,130	\$17.47	\$10.91	\$20.75	\$36,344	\$39,060
51-0000	Production Occupations	80,560	\$14.09	\$9.57	\$16.35	\$29,311	\$30,480
53-0000	Transportation and Material Moving Occupations	73,540	\$14.31	\$8.53	\$17.20	\$29,763	\$29,460

Source: Occupational Employment Statistics, Nebraska Workforce Development, 4th Quarter 2007



How to use it

Employment by occupations provides a different measure of Nebraska's workforce than employment by industry. Industry employment numbers provide estimates of employment, hours, and earnings data by industry. Occupational employment looks at each worker within the business and distinguishes their specific job title (i.e., it distinguishes based on the job description rather than the industry of the employer).

Where to Find it

For more information about Occupational Employment Statistics, please contact the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.

Percentage of Nebraska Employers Offering Selected Benefits by Employment Size: 2006

Employee Benefits

Compensation

	1-4 Employees	5-9 Employees	10-19 Employees	20-49 Employees	50-99 Employees	100-249 Employees	250+ Employees	All Sizes
Medical Insurance	31.5%	53.7%	68.3%	80.0%	92.1%	97.4%	99.3%	65.8%
Dental Insurance	13.2%	23.8%	36.8%	53.4%	72.1%	89.0%	95.3%	40.4%
Vision Insurance	6.1%	12.9%	19.0%	25.9%	38.7%	48.2%	63.5%	21.1%
Life Insurance	16.3%	33.8%	49.4%	64.1%	81.0%	91.6%	98.0%	49.1%
Paid Time Off	7.0%	10.7%	14.0%	18.4%	21.6%	36.0%	38.5%	14.8%
Paid Vacation	61.5%	81.5%	81.3%	82.9%	84.9%	76.4%	79.7%	78.4%
Paid Sick Leave	31.6%	41.8%	42.2%	42.5%	47.4%	38.5%	49.3%	41.3%
Paid Holidays	58.6%	75.8%	76.4%	76.6%	82.6%	78.0%	89.9%	74.7%
Retirement Plan	48.4%	51.6%	61.5%	70.7%	84.5%	94.8%	96.6%	66.9%
Educational Assistance	11.4%	20.1%	23.0%	28.5%	43.5%	59.9%	85.1%	26.1%

Source: Nebraska Workforce Development, 2006 Benefits Survey

What is it?

There are two factors that best predict whether or not an employer will offer benefits: type of employment (full- or part-time) and size of business. The results of the 2006 Benefits Survey show that larger businesses consistently offered more benefits than smaller ones, although the relationship was different by the type of benefit. The percentage of companies offering all types of Insurance, Retirement Plans, and Educational Assistance increased as the size of the business increased; this did not necessarily apply to Paid Leave.

Where to Find it

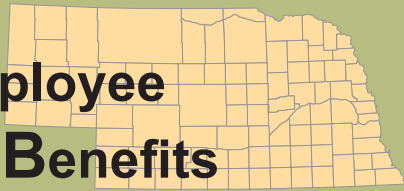
For more information about employee benefits in Nebraska, visit www.NebraskaWorkforce.com and click on Labor Market information. Select Compensation from the left navigation pane.

How to use it

Benefit information is important to both employers and employees since benefits can account for a significant portion of an employee's compensation package. Employers often use this information to gauge how well they might compete for workers with other businesses in the area.



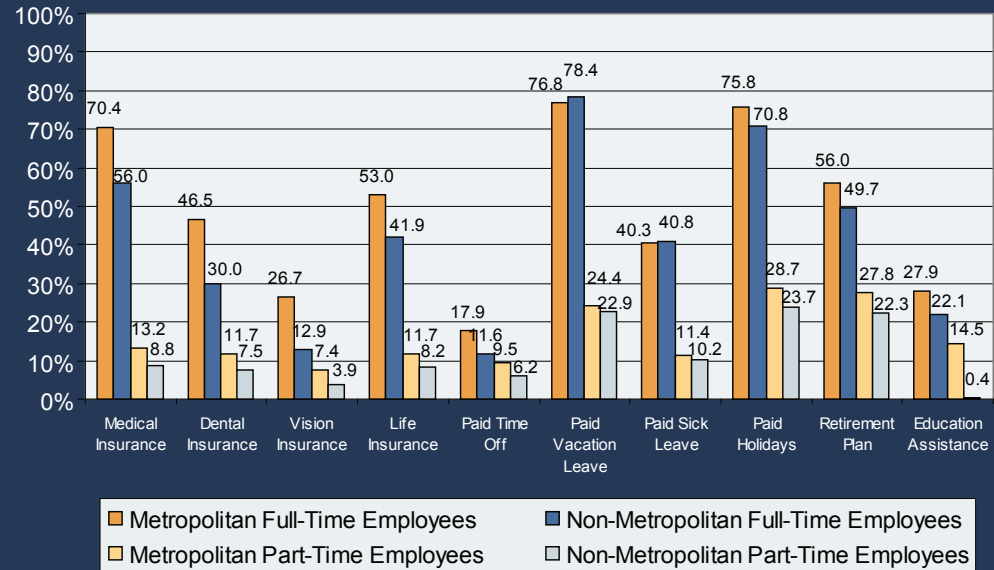
Employee Benefits



What is it?

Type of employment is one of the factors that can predict whether or not an employer will offer benefits. This survey shows that, on average, full-time employees were more likely to be offered benefits than part-time employees in 2006. Also, on average, businesses within a metropolitan area offered more benefits than businesses in a non-metropolitan area. The only exception was the percentage of businesses offering Paid Vacation Leave, where non-metropolitan businesses offer it 78.4% of the time to full-time employees, and metropolitan businesses offer it 76.8% of the time to full-time employees. The benefits with the largest gap between the percentage offered to full-time and part-time employees are Medical Insurance and Paid Vacation Leave.

Percentage of Employers Offering Selected Benefits Nebraska Statewide: 2006



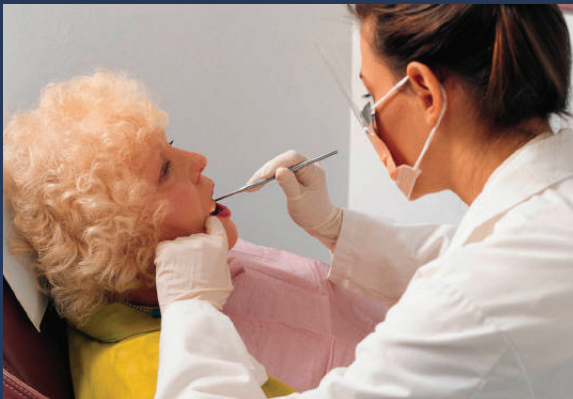
Source: Nebraska Workforce Development, 2006 Benefits Survey

How to use it

Many factors go into choosing where to locate a new business. One of those factors may be choosing whether to locate in a metropolitan area versus a non-metropolitan area, which may influence decisions on whether to offer certain benefits in order to be competitive. Although most businesses do not offer as many benefits to their part-time employees, more than one quarter of them offer some type of retirement plan. This may show how important it is to employees, even those working only part-time, to plan for retirement.

Where to Find it

For more information about employee benefits in Nebraska, visit www.NebraskaWorkforce.com and click on Labor Market information. Select Compensation from the left navigation pane.



Nebraska Employers Offering Medical Insurance to Full-time Employees by Employment Size and Industry: 2006

Employee Benefits

	1-4 Employees	5-9 Employees	10-19 Employees	20-49 Employees	50-99 Employees	100-249 Employees	250+ Employees	All Sizes
Natural Resources and Mining	16.7%	63.6%	58.3%	66.7%	N/A	N/A	N/A	63.8%
Construction	20.3%	47.7%	71.6%	86.3%	95.8%	100.0%	100.0%	39.0%
Manufacturing	40.8%	59.8%	85.7%	91.2%	98.8%	98.5%	100.0%	20.2%
Trade, Transportation & Utilities	31.3%	57.9%	70.4%	86.2%	93.2%	100.0%	100.0%	48.1%
Information	56.5%	78.8%	86.0%	89.3%	100.0%	100.0%	100.0%	14.8%
Financial Activities	39.3%	75.3%	92.5%	98.5%	96.0%	100.0%	100.0%	77.7%
Professional Business Services	32.5%	47.9%	73.6%	84.0%	94.1%	96.9%	92.3%	40.8%
Education and Health Services	32.4%	44.2%	58.9%	77.3%	91.7%	97.4%	100.0%	73.6%
Leisure & Hospitality	11.7%	16.0%	27.7%	48.9%	80.3%	87.5%	100.0%	53.3%
Other Services	24.8%	48.0%	70.2%	72.4%	81.3%	100.0%	100.0%	25.6%

Source: Nebraska Workforce Development, 2006 Benefits Survey

What is it?

Medical Insurance is commonly offered to full-time employees as a benefit. The percentage of businesses that offered Medical Insurance to employees in 2006 is shown in the table on the left. On average, as the employment size increases, the percent of businesses offering Medical Insurance also increases, except for a few cases. All businesses who responded to the 2006 Benefits Survey with more than 250 employees offered Medical Insurance except Professional and Business Services, and possibly Natural Resources and Mining (which is suppressed for confidentiality). The percent of businesses that offer Medical Insurance in the Information and Financial Activities industries is the largest among all industries. Leisure and Hospitality offered the lowest percentage of Medical Insurance to full-time workers in 2006.

How to use it

It is important to remember that while the last few tables have shown benefit availability differences between industries, regions, and employment size, these factors are all interrelated. Before conclusions can be made about the influence of an employer's size or location in offering benefits, the employer's industry and proportion of full- and part-time employees must be considered.

Where to Find it

For more information about employee benefits in Nebraska, visit www.NebraskaWorkforce.com and click on Labor Market information. Select Compensation from the left navigation pane.



Union Members



What is it?

Nebraska's union membership rate decreased slightly from 7.9% in 2006 to 7.8% in 2007, according to the Union Members in 2007 report by the Bureau of Labor Statistics. Nationally, the union membership rate rose slightly from 12.0% in 2006 to 12.1% in 2007.

The table to the right shows that employees age 45 to 64 constitute the highest percent of union membership (15.8%) and employees under 25 only participate at a rate of 4.8%. Also, more men were members of unions (13.0%) compared to women (11.1%). Black or African American workers had the highest membership percentage by Race and Ethnicity at 14.3%. Full-time workers participated at twice the rate of part-time workers. On average, members earned 23.2% more per week than non-members.

National Characteristics of Union Members: 2007

	Union Members, Percent of U.S. Total Employment
Total Union Members in U.S.	12.1%
Age	
Under 25	4.8%
25 to 44 Years	11.8%
45-64	15.8%
Over 65	8.5%
Sex	
Men	13.0%
Women	11.1%
Race and Ethnicity	
White	11.8%
Black or African American	14.3%
Asian	10.9%
Hispanic or Latino ethnicity	9.8%
Worker Status	
Full-time workers	13.2%
Part-time workers	6.5%

Note: Includes population of employed wage and salary workers age 16 and over.
Source: Bureau of Labor Statistics, Union Members in 2007

Nebraska Union Affiliations

	2006	2007
Total Employed	831,000	836,000
Total Union Members	66,000	65,000
Percent Union Members	7.9%	7.8%
Total Represented by Unions	79,000	81,000
% Represented by Unions	9.5%	9.7%

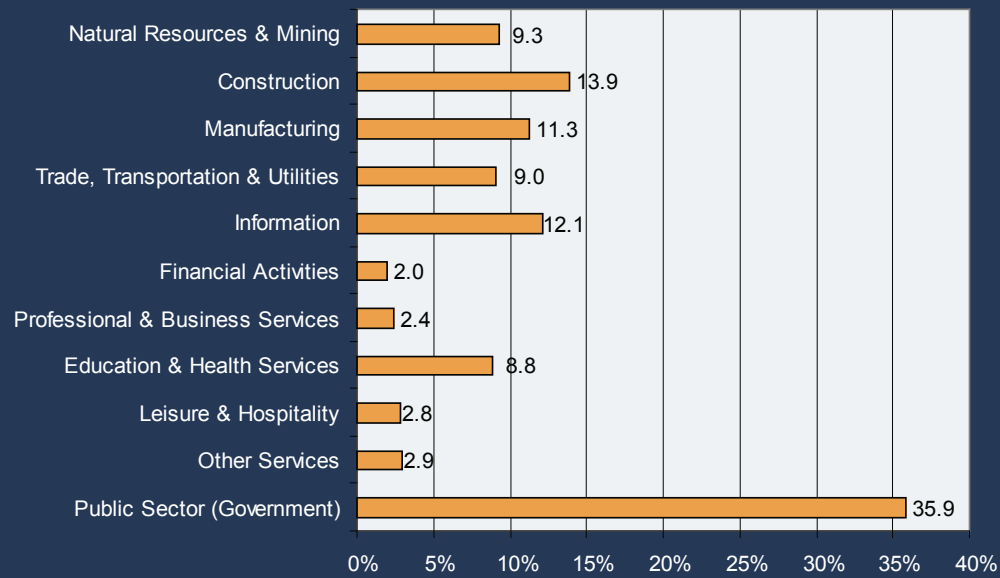
Note: Includes population of employed wage and salary workers age 16 and over.
Source: Bureau of Labor Statistics, Union Members in 2007



Where to Find it

Additional national information can be obtained from the Union Members in 2007 report on the Bureau of Labor Statistics website at www.BLS.gov.

National Unionization Rates by Industry: 2007



Note: Includes population of employed wage and salary workers age 16 and over.
Source: Bureau of Labor Statistics, Union Members in 2007



What is it?

National unionization rates differ dramatically between private and public industries. Government has the highest unionization rate, with 35.9% of employees participating in a union.

In the private sector, Construction has the highest unionization rate, with 13.9% of employees participating in a union. Construction, Information, Manufacturing and Trade, Transportation and Utilities all have rates between 9.0% and 14.0%.

Financial Activities, Professional and Business Services, Leisure and Hospitality, and Other Services all have unionization rates between 2.0% and 3.0%, with Financial Activities having the lowest rate (2.0%) of employees participating in a union.



How to use it

Although the percentage of workers who are union members is decreasing in Nebraska, the proportion of workers who are covered under a labor union or an employee association contract is increasing. By looking at the characteristics of union members in conjunction with unionization rates by industry, we can paint a better picture of where particular demographic groups of workers are likely working.

Where to Find it

Additional national information can be obtained from the Union Members in 2007 report on the Bureau of Labor Statistics website at www.BLS.gov.

Industry Projections



What is it?

Several of Nebraska's industries are projected to experience significant growth by 2016. The five industries expected to see the largest growth rates are Management of Companies & Enterprises (76.5%), Health Care & Social Assistance (33.5%), Professional, Scientific, & Technical Services (30.5%), Arts, Entertainment, & Recreation (25.6%) and Transportation & Warehousing (22.9%). The following industries are likely to see a decline: Information (7.0%) and Agriculture, Forestry, & Fishing (0.5%).

Long-term Industry Employment Projections Nebraska Statewide: 2006-2016

	2006 Annual Employment	2016 Projected Employment	Change in Employment 2006-2016	Percent Change (%)	Compound Annual Growth Rate (%)
Agriculture, Forestry, and Fishing	60,309	59,993	-316	-0.5	-0.1
Mining	1,268	1,330	62	4.9	0.5
Utilities	1,322	1,580	258	19.5	1.8
Construction	44,766	52,296	7,530	16.8	1.6
Manufacturing	101,323	105,616	4,293	4.2	0.4
Wholesale Trade	38,070	39,404	1,334	3.5	0.3
Retail Trade	106,078	115,039	8,961	8.4	0.8
Transportation and Warehousing	51,416	63,210	11,794	22.9	2.1
Information	19,261	17,914	-1,347	-7.0	-0.7
Finance and Insurance	55,362	64,998	9,636	17.4	1.6
Real Estate and Rental and Leasing	9,232	9,767	535	5.8	0.6
Professional, Scientific, and Technical Services	38,175	49,829	11,654	30.5	2.7
Management of Companies and Enterprises	15,353	27,093	11,740	76.5	5.8
Administrative & Waste Management Services	44,443	47,890	3,447	7.8	0.7
Educational Services (including state and local gov)	99,893	107,113	7,220	7.2	0.7
Health Care and Social Assistance	115,402	154,051	38,649	33.5	2.9
Arts, Entertainment, and Recreation	11,380	14,288	2,908	25.6	2.3
Accommodation and Food Services	68,949	82,407	13,458	19.5	1.8
Other Services (except Government)	37,515	41,253	3,738	10.0	1.0
Government	77,791	84,223	6,432	8.3	0.8
Total	997,308	1,139,294	141,986	14.2	1.3

Source: Nebraska Workforce Development, 2006-2016 Nebraska Long-Term Industry Employment Projections, 2008



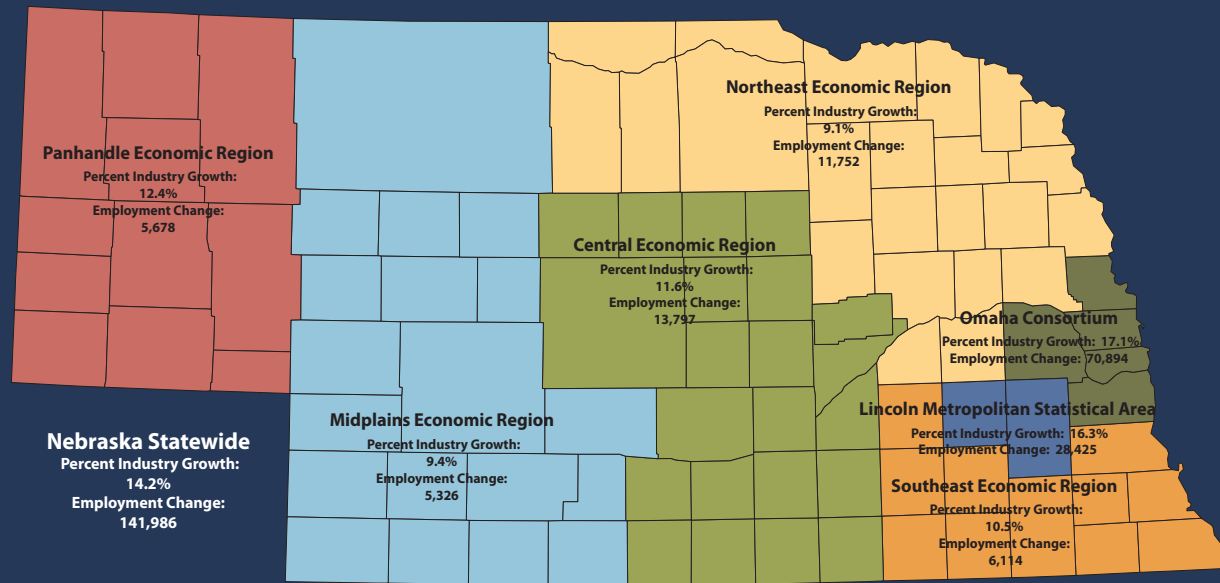
How to use it

The Compound Annual Growth Rate (CAGR) is the year-over-year rate of growth in a given time period. However, this should only be used to *estimate* the employment for each given year, as this does not account for fluctuating growth. Nebraska's industry employment CAGR between 2006 and 2016 is 1.3%; using the 2006 total employment of 997,308 to estimate the growth after five years would result in an estimated increase of 66,533 and a 2011 employment of 1,063,841.

Where to Find it

For more information about industry projections, visit www.NebraskaWorkforce.com and click on Labor Market Information. Select Employment & Unemployment from the left navigation pane.

Nebraska Projected Industry Growth: 2006-2016 by Region



Source: Nebraska Workforce Development, 2006-2016 Nebraska Long-Term Industry Employment Projections, 2008

Industry Projections

Projections

What is it?

Industry employment projections are based on historical, statistical, and subjective analysis of industry trends. Long-term Industry Projections are produced every two years and the results are then used as an input into occupational projections.

Between 2006 to 2016 Nebraska industry growth is projected at a rate of 14.2% with 141,986 total openings. The Compound Annual Growth Rate (CAGR) for Nebraska is 1.3%.

The Omaha Consortium and Lincoln MSA are projected to see the largest growth across the state, at 17.1% and 16.3%, respectively.

Where to Find it

Information about industry projections are available at www.NebraskaWorkforce.com and click on Labor Market Information. Select Employment & Unemployment from the left navigation pane.

How to use it

Identifying which regions of the state are expected to have the largest amount of industry growth is beneficial to educators, businesses, and communities. Industry forecasting can be used in strategic planning for the future to better prepare organizations and communities for upcoming changes. Knowing the areas that are expected to experience rapid growth, we can identify where there will be increasing demand for a talented workforce. However, regions can only reach the projected growth if the labor force is there to meet employment needs.



Occupation Projections



What is it?

The occupations listed in the table to the right are Nebraska's top 30 critical occupations. Critical occupations are identified using three main criteria. Occupations are evaluated based on whether they fulfill a need within Nebraska's primary industries, typically offer full-time status to employees and are identified for future economic growth (i.e., they are expected to have high employment change over the next decade, above average rate of growth, and typically offer above median wages).

Critical Occupations Nebraska Statewide

Top 30 Critical Occupation for Nebraska	
Accountants and Auditors	Meat, Poultry, and Fish Cutters and Trimmers
Automotive Service Technicians and Mechanics	Medical Assistants
Carpenters	Network and Computer Systems Administrators
Computer Software Engineers, Applications	Network Systems and Data Communications Analysts
Computer Software Engineers, Systems Software	Nursing Aides, Orderlies, and Attendants
Computer Support Specialists	Pharmacists
Computer Systems Analysts	Preschool Teachers, Except Special Education
Customer Service Representatives	Radiologic Technologists and Technicians
Dental Assistants	Registered Nurses
Electricians	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
Elementary School Teachers, Except Special Education	Slaughterers and Meat Packers
General and Operations Managers	Social and Human Service Assistants
Home Health Aides	Team Assemblers
Licensed Practical and Licensed Vocational Nurses	Truck Drivers, Heavy and Tractor-Trailer
Maintenance and Repair Workers, General	Truck Drivers, Light or Delivery Services

Source: Occupational Employment Statistics, Nebraska Workforce Development, 4th Quarter 2007

Source: Nebraska Workforce Development, 2004-2014 Nebraska Long-Term Occupational Projections, 2006

Source: Nebraska Workforce Development, 2004-2014 Nebraska Long-Term Industry Employment Projections, 2006

How to use it

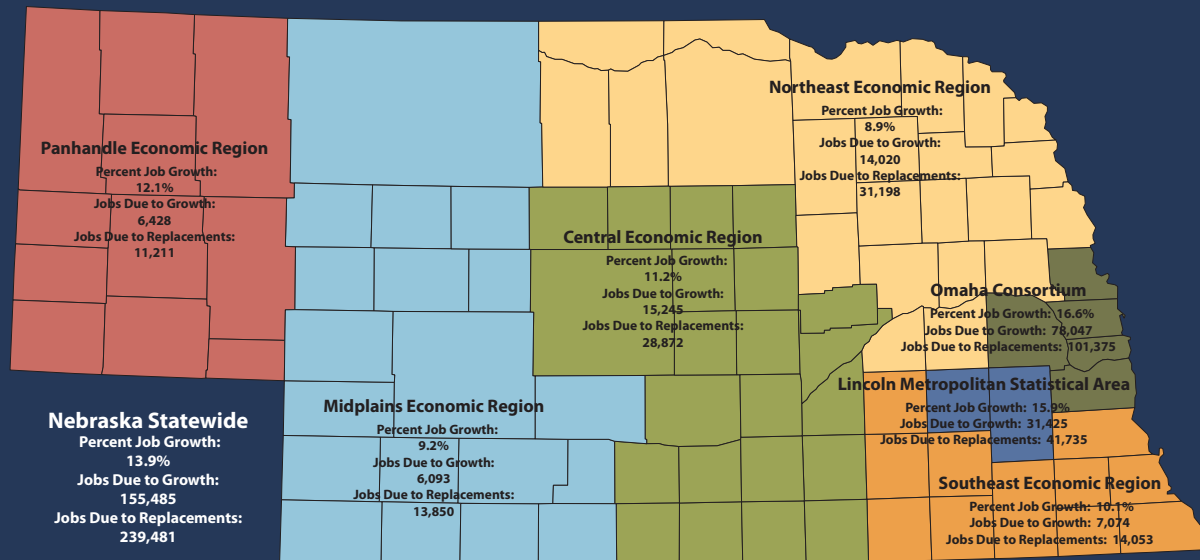
The 30 occupations identified above currently employ large numbers of workers, are critical to future economic growth, and are projected to continue to have the same or higher level of employment through 2014. Identifying required skills, abilities, work activities, and education or training requirements for these occupations will make it easier to recognize and plan to address both current and future worker shortages.

Where to Find it

More information about occupations critical to Nebraska can be obtained by contacting the Labor Market Information Center at Nebraska Workforce Development-Department of Labor.



Nebraska Projected Job Growth: 2006-2016 by Region



Source: Nebraska Workforce Development, 2006-2016 Long-Term Occupational Projections, 2008

Occupation Projections

Projections

What is it?

Occupational projections are produced by applying the industry staffing patterns from the most recent Occupational Employment Statistics survey to industry projections to provide forecasts for occupational demand by industry for as many as 750 different job titles.

From 2006-2016 Nebraska is expected to see job growth at a rate of 13.9% statewide. Collectively, it is expected that 155,485 jobs will be added statewide due to growth and 239,481 jobs are projected to become available due to replacement. The Omaha Economic Region will see the largest growth (16.6%), with 78,047 projected openings from growth and 101,375 openings from replacements.



Where to Find it

For more information about job growth in Nebraska, visit www.NebraskaWorkforce.com and click on Labor Market Information. Select Career & Occupation Resources from the left navigation pane.

How to use it

Job growth is a good indicator of the overall performance of the economy in an area. When jobs are being created in a region, it generally means the region is growing and is able to support additional use of resources. When more jobs are being created than are being lost, the economy is said to be thriving.

Area Definitions

Labor Market Information Regional Reviews are available for ten identified Micropolitan Statistical Areas, the Lincoln Metropolitan Statistical Area, and the Omaha Consortium, which are the Nebraska counties found within the Omaha Metropolitan Statistical Area in Nebraska. All of these publications are available in PDF format on the Nebraska Workforce Development website at www.NebraskaWorkforce.com. Printed copies can be ordered by calling 1-800-876-1377.

Each page of this publication shows the geographic area for the information provided on that page. As much as possible, the most local data available is provided. In some cases data for a larger area must be presented to ensure confidentiality of individuals and businesses. Definitions for geographic areas used in this publication are shown below.

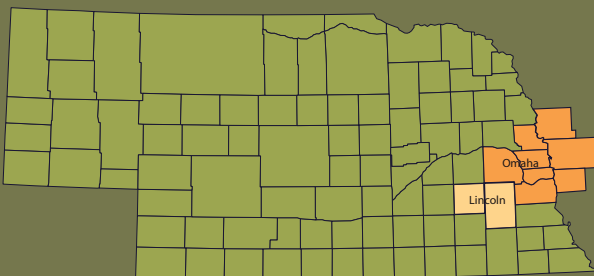
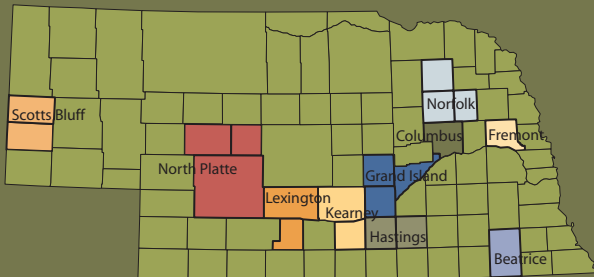
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas to collect, tabulate, and publish federal data. Metropolitan and micropolitan statistical areas are defined by a core area with a specific population, along with adjacent communities with a high level of social or economic integration with the core area. Both metropolitan and micropolitan statistical areas may be a single county or may include multiple counties.

Micropolitan Statistical Areas

Micropolitan Statistical Areas are defined as a core population of between 10,000 and 50,000 residents, as well as areas with a high degree of social and economic integration. In Nebraska, there are ten micropolitan statistical areas which can be seen on the map to the left.

Metropolitan Statistical Areas

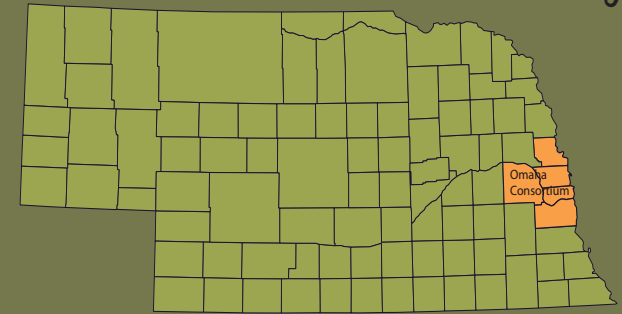
A Metropolitan Statistical Area is defined as an urban area with at least 50,000 residents. Adjacent counties with a high degree of social and economic ties to the core area are included in the metropolitan statistical area. Nebraska has two metropolitan statistical areas: Omaha and Lincoln. The Sioux City metropolitan statistical area includes counties in Nebraska; however, because the population core is in Iowa, it is considered an Iowa metropolitan statistical area.



Area Definitions

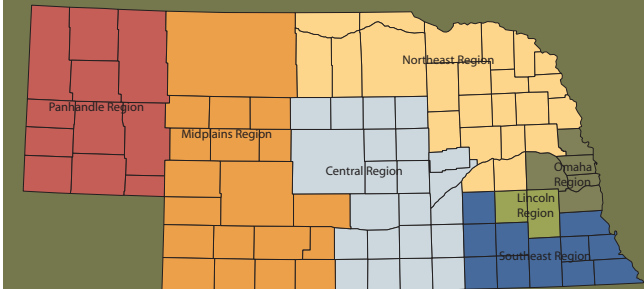
Omaha Consortium

The Omaha Metropolitan Statistical Area includes eight counties: five in Nebraska and three in Iowa. The Omaha Consortium includes only those counties in the Omaha Metropolitan Statistical Area that are located in Nebraska. This need for the Omaha Consortium is due to the inability to compile some data for areas that cross state lines.



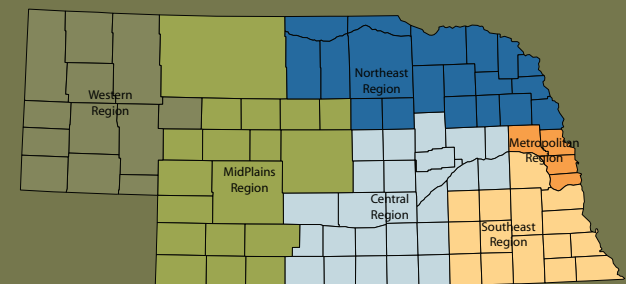
Economic Regions

Nebraska has Three Economic Regions; Lincoln, Omaha, and Greater Nebraska. The Lincoln Region is comprised of Lancaster and Seward counties, and the Omaha region is comprised of Cass, Douglas, Sarpy, Saunders and Washington counties. The Greater Nebraska Region is comprised of the remaining 88 counties in the state. The Greater Nebraska region is comprised of five sub-regions.



Community College Regions

There are six Community College service regions in Nebraska. Service regions follow county boundaries with two exceptions. Northeast Community College serves the northern edge of Boone County and Western Nebraska Community College serves the western edge of Cherry County.



Contact Information

For questions about any topics related to Nebraska's labor market, or to request a printed copy of a report mentioned in this publication, please contact the Labor Market Information Center at any of the numbers listed below. You may also contact the Labor Market Information Center at ndol.lmi_ne@nebraska.gov or visit us on the Web at www.NebraskaWorkforce.com.

Labor Market Information: The home page is www.NebraskaWorkforce.com; click on Labor Market Information.
(402) 471-2600 or 1-800-876-1377

Affirmative Action Data: Data is available to assist employers in evaluating the percentage of women and minorities in the workforce and in establishing goals in order to improve participation rates among these groups.
(402) 471-2600 or 1-800-876-1377

Census Information: Assistance in obtaining decennial Census, American Community Survey, population estimates, and other U.S. Census Bureau information is available.
(402) 471-2600 or 1-800-876-1377

Cost of Living and Inflation: Consumer Price Indexes (CPI) program produces monthly data on changes in the prices paid by urban consumers for a representative basket of goods and services.
(402) 471-2600 or 1-800-876-1377

Filing for Unemployment: Apply for unemployment insurance benefits at www.NebraskaWorkforce.com; click on Filing for Unemployment Insurance.
(402) 458-2800 or 1-877-725-9918

Labor Laws: Minimum wage, employee wage payment & collection, child labor, lunch periods, private employment agencies, contractor registration, non-English speaking employees, medical examinations, wage garnishments and other employment related laws are available at www.NebraskaWorkforce.com; click on Labor/Safety Laws.
(402) 471-2239

Licensed and Certified Occupations: Links to information and licensing authorities are available at www.NebraskaWorkforce.com; click on Labor Market Information. Select Career and Occupation Resources and then Nebraska Licensed Occupations.
(402) 471-9629 or 1-800-876-1377

Nebraska Workforce Trends: To view the monthly e-newsletter's current and previous issues visit www.NebraskaWorkforce.com and click on Nebraska Workforce Trends.
(402) 471-2600 or 1-800-876-1377

O*NET: Assistance with the national database of occupational information products including O*NET Online, www.onlinonetcenter.org; O*NET Code Connector, www.onetcodeconnector.org; and O*NET Resource Center; www.onetcenter.org, is available.
(402) 471-2600 or 1-800-876-1377

UI Connect: To file and pay unemployment insurance taxes, employers can visit www.NebraskaWorkforce.com; click on UIConnect.

Work Opportunity Tax Credits and Welfare to Work Tax Credits: Information for employers to hire employees from 10 "targeted groups" who have historically had difficulty finding employment can be obtained from www.NebraskaWorkforce.com; click on Employer Services and select Work Opportunity Tax Credits on the left-hand side of the page.
(402) 471-2776 or (402) 471-2693

Worker Training Grants: Information for employers training incumbent workers is available at www.NebraskaWorkforce.com; click on Employer Services and select Worker Training on the left-hand side of the page.
(402) 471-9977

