



LABOR MARKET REGIONAL REVIEW

Nebraska Statewide

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Labor Market Regional Review

Nebraska Statewide

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

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Acknowledgements

Dave Heineman
Governor

Nebraska Workforce Development - Department of Labor

Catherine Lang
Commissioner of Labor

Phillip Baker
Administrator
Labor Market Information

Shannon Ramaeker and Scott Hunzeker
Research Supervisors
Labor Market Information

Chuck Adams, Dave Bauer, Lenora Castillo, Mary Dezort, Mary Findlay,
Hanna Hartman, Kim Hughes, Byron Lefler, Betty Leishman,
Jodie Meyer, Janet Oenbring, Nancy Ritchie, Aaron Ziska
Research Analysts, Labor Market Information

Jan Sovereign and Jeanne Shaver
Additional Contributors, Office of Workforce Programs

Allison Hatch
Research Analyst, Editor
Labor Market Information

Katie Sorensen
Graphic Designer
Office of Administrative Services



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Nebraska Statewide Labor Market

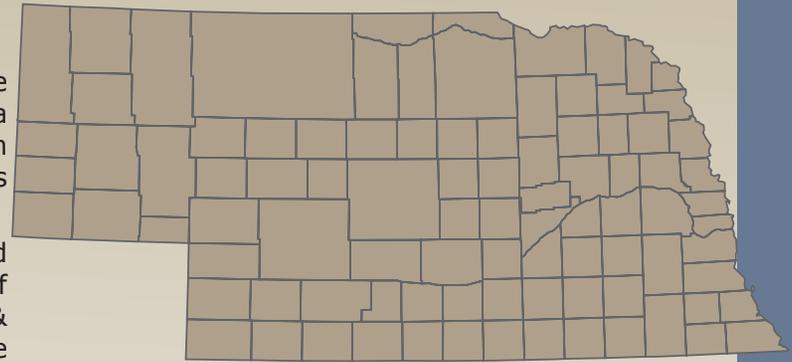
The state of Nebraska is made up of 93 counties, with more than half of the state population residing in three counties in the eastern part of the state. Nebraska has experienced overall population growth, although only 20 counties show population increases between 2000 and 2007. Trends indicate population migration from rural areas to more urban areas.

Nebraska's top private industries are Trade, Transportation & Utilities first, followed closely by Education & Health Services. Together these industries constitute one-third of the state's employment. Financial Activities, Manufacturing and Trade, Transportation & Utilities all have location quotients above 1.0, signifying the state is an exporter of these goods and services, which are driven by national pressures.

The state's labor force continues to grow, with a change of 4.8% between 2000 and 2008. Employment has increased during that time period, rising by almost 40,000 workers. Contributing to the labor force is a large number of commuters, making up six percent of the state workforce in 2006. Nebraska's unemployment rate was significantly below the national level in 2008, with a rate of 3.3% compared to 5.8% nationally. Nebraska also has a higher labor force participation rate, at 73%, compared to the national average of 66%.

Workforce trends in Nebraska usually follow national patterns, and 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. A high percentage of new workers and leaders will be women and 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 the Nebraska Labor Market

	Nebraska	United States
2008 Population	1,783,432	304,059,724
2007 Population	1,774,571	301,621,157
Land Area (Square Miles)	76,872.4	3,537,438.4
2008 Persons Per Square Mile	23.2	86.0
Largest City	Omaha	New York
2007 Average Age	38.9	NA
2007 Median Household Income	\$47,072	\$50,740
2008 Labor Force	995,635	154,287,000
2007 Industry Employment	916,197	135,366,106
2007 Largest Private Industry	Trade, Transportation & Utilities	Trade, Transportation & Utilities
2007 Largest Private Industry Employment	191,484	26,338,207

Source: Nebraska Workforce Development: Local Area Unemployment Statistics, Released 2009; Quarterly Census of Employment and Wages, Released 2009; Administrative Records, Released 2008

Source: U.S. Census Bureau: Population Estimates, Released 2008 and 2009; Decennial Census, Released 2000; Small Area Income and Poverty Estimates, Released 2009

Population Growth

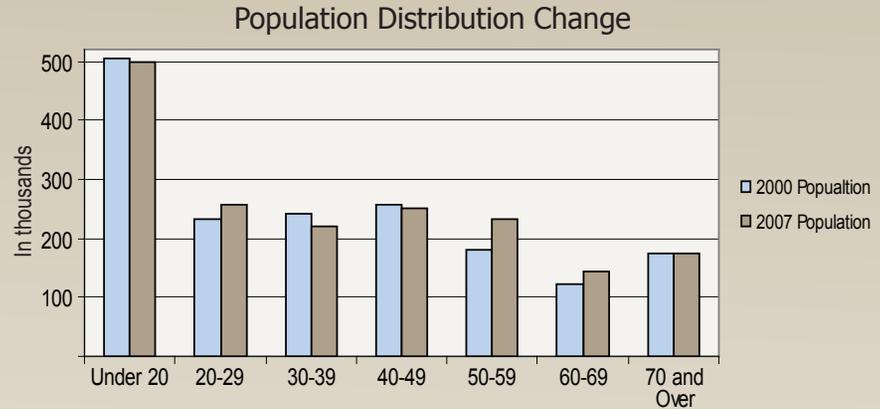
What is it?

Population growth and decline is influenced by natural growth and migration. Overall, the state of Nebraska experienced 3.6% growth between 2000 and 2007.

While most age groups increased in population in Nebraska, a large increase occurred in the population age 50 to 59, with a 27.6% change between 2000 and 2007. The aging of Nebraska's population is also evident in the drop in population for those aged 30 to 49. Growth in the population aged 20 to 29 may be attributed to children of Baby Boomers reaching that age group.

Historical population trends are used to predict changes in the labor force. While the number of people in the labor force is expected to increase, the labor force will constitute a lower percentage of the population as Baby Boomers age and 20 to 59 year olds shrink proportionately.

Population Growth by Age Group Nebraska Statewide



Age	2000 Population	2007 Population	Change	Percent Change (%)
Under 20	504,189	498,642	-5,547	-1.1
20-29	232,606	256,113	23,507	10.1
30-39	240,702	219,852	-20,850	-8.7
40-49	257,393	250,245	-7,148	-2.8
50-59	181,944	232,133	50,189	27.6
60-69	123,327	142,562	19,235	15.6
70 and Over	173,161	175,024	1,863	1.1
Total	1,713,322	1,774,571	61,249	3.6

Source: U.S. Census Bureau, Population Estimates, 2008

How to use it

According to the U.S. Census Bureau, every seven seconds a Baby Boomer turns 60. As Nebraska's population ages, businesses will begin replacing retiring Baby Boomers. The chart above shows there are drops in the population following the Baby Boomers. This may make it difficult for businesses to replace their retiring workers, and even harder to find the replacements with the skills and experience needed.

Where to find it

Population estimates by age, race and sex can be found at www.census.gov. Choose Estimates under People & Households. Contact the Labor Market Information Center for additional information.



Older Workers

What is it?

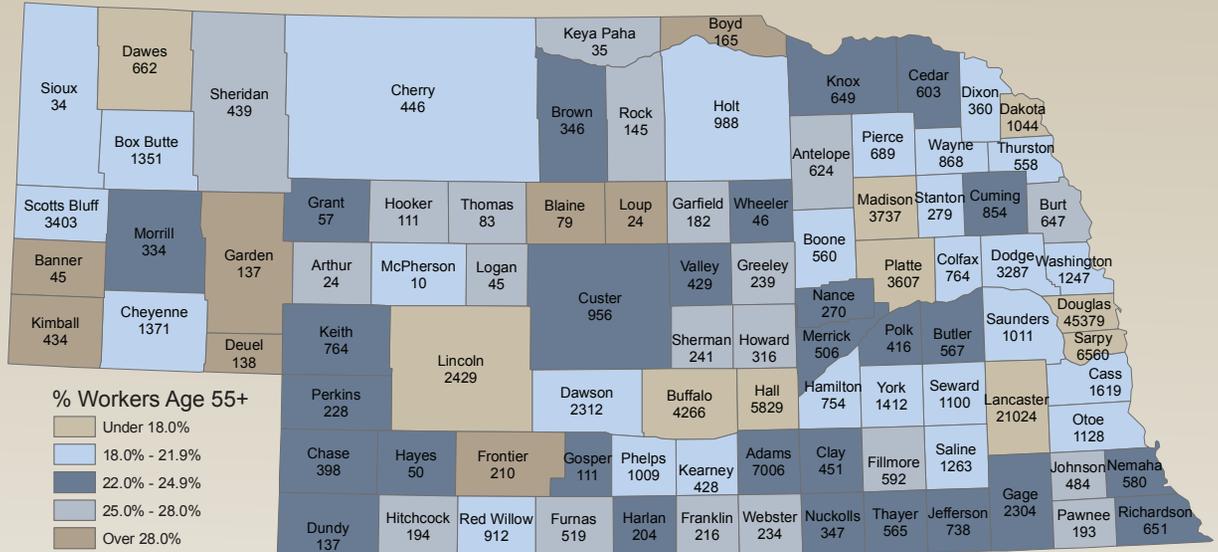
More than one hundred fifty thousand workers (17%) are age 55 or older in Nebraska. Older workers claim a larger share of the non-metropolitan area workforce, representing 21.6%, compared to those in metropolitan areas that comprise 16.0% of the workforce.

Blaine County has the largest percentage of workers age 55 or older, at 34.8%. Sarpy County has only 14.0% of their working population age 55 or over, the lowest county percentage.

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."



Workers Age 55 and Older by County 2007



Source: Nebraska Workforce Development, Administrative Records, 2008

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

Contact the Labor Market Information Center for additional data from the Administrative Records. Reports on older workers from the Urban Institute can be found at www.urban.org.

Older Workers and Average Age of Workers by Industry Nebraska Statewide, 2007

	Average Age	Age 55 and Over	
		Count	%
Natural Resources & Mining	37.3	2,314	17.7
Construction	37.6	5,750	11.8
Manufacturing	40.7	15,950	15.5
Trade, Transportation & Utilities	38.4	33,385	17.6
Information	39.4	2,518	14.7
Financial Activities	40.2	9,038	16.2
Professional & Business Services	37.6	17,541	14.0
Education & Health Services	42.3	43,050	22.5
Leisure & Hospitality	28.7	5,715	7.1
Other Services	38.7	4,425	18.5
Public Administration	43.1	11,376	25.1

Source: Nebraska Workforce Development, Administrative Records, 2008

Aging Workforce

What is it?

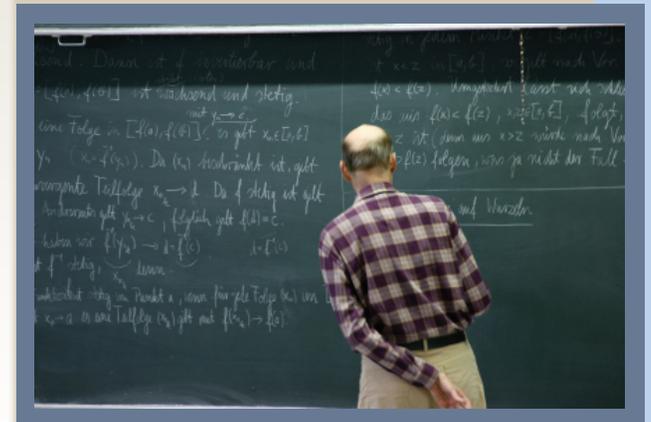
The average age of workers in Nebraska was 38.9 in 2007. Workers in Public Administration (Government) had the highest average age of workers by industry in 2007, at 43.1. More than a quarter of workers in this industry are age 55 or older. Higher concentrations of older workers can also be found in Education & Health Services and Other Services. Manufacturing and Financial Activities have average ages above 40. The youngest workers in the state can be found in Leisure & Hospitality, with only 7.1% age 55 or older.

How to use it

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 offered, insufficient training opportunities and actual or perceived age discrimination by employers and coworkers.

Where to find it

Contact the Labor Market Information Center for additional older worker data from the Administrative Records.



Population Demographics

What is it?

In Nebraska, minorities represented 15.5% of the total population in 2007. Hispanics are the largest minority group at 7.5% of the state population. Nebraska has a much less diverse population than the United States as a whole. In Nebraska, 91.4% of the population reported that they were white non-Hispanic; nationally, white non-Hispanics constituted only 77.7% of the population in 2007.

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.

Population by Race and Ethnicity Nebraska Statewide, 2007

	Nebraska		United States	
	Total	%	Total	%
Total:	1,774,571	100.0	301,621,157	100.0
Hispanic or Latino (of any race)	133,832	7.5	45,504,311	15.1
Not Hispanic or Latino:	1,640,739	92.5	256,116,846	84.9
White Alone	1,500,380	91.4	199,091,567	77.7
Black or African American Alone	75,014	4.6	37,037,204	14.5
American Indian and Alaska Native Alone	15,180	0.9	2,286,734	0.9
Asian Alone	29,631	1.8	13,079,642	5.1
Native Hawaiian and Other Pacific Islander Alone	912	0.1	417,058	0.2
Two or More Races	19,622	1.2	4,204,641	1.6
Total Minority (non-white or Hispanic or Latino)	274,191	15.5	102,529,590	34.0

Source: U.S. Census Bureau, Population Estimates, 2008

How to use it

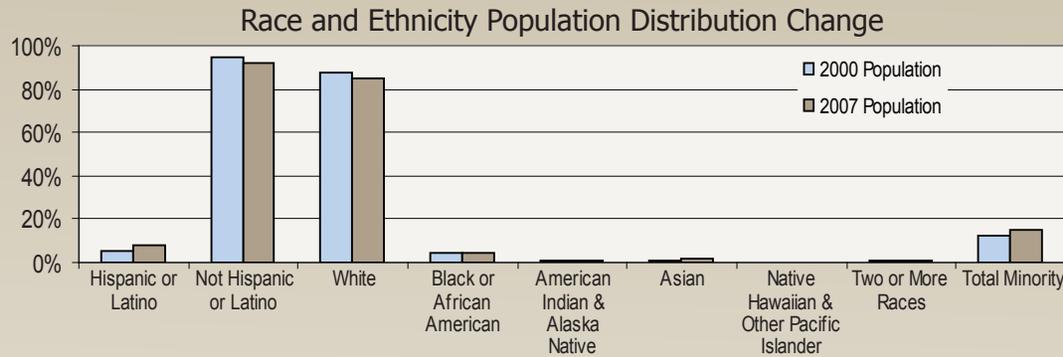
Demographic comparisons on race and ethnicity are a valuable tool for establishing the need for economic adaptation. A growing Hispanic population means that Nebraska will need to adapt to accommodate foreign-language speakers in many different areas. This could mean a growing demand for certified interpreters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

Where to find it

Population estimates by age, race and sex can be found at www.census.gov. Choose Estimates under People & Households. Contact the Labor Market Information Center for additional information.



Population by Race and Ethnicity Nebraska Statewide, 2007



	2000 Population	2007 Population	Change	Percent Change (%)
Total:	1,713,322	1,774,571	61,249	3.6
Hispanic or Latino (of any race)	95,279	133,832	38,553	40.5
Not Hispanic or Latino:	1,618,043	1,640,739	22,696	1.4
White Alone	1,497,772	1,500,380	2,608	0.2
Black or African American Alone	68,476	75,014	6,538	9.5
American Indian and Alaska Native Alone	13,600	15,180	1,580	11.6
Asian Alone	22,297	29,631	7,334	32.9
Native Hawaiian and Other Pacific Islander Alone	707	912	205	29.0
Two or More Races	15,191	19,622	4,431	29.2
Total Minority (non-white or Hispanic or Latino)	215,550	274,191	58,641	27.2

Source: U.S. Census Bureau, Population Estimates, 2008

Population Demographics

What is it?

The Hispanic or Latino population increased significantly in the state of Nebraska between 2000 and 2007; the population increased by 38,553 individuals, or 40.5%. As that population increased in numbers, the proportion of the Hispanic or Latino population also increased, with a change of nearly two percentage points. Hispanics and Latinos constituted 5.6% of the 2000 population and constituted 7.5% of the 2007 population.

Overall, the total minority population increased by more than one-fourth between 2000 and 2007, with a proportion change of nearly three percentage points. The only population group to constitute less of the total population in 2007 than in 2000 was white non-Hispanics.

How to use it

The labor force is changing dramatically with the increase in the total minority population. The population over age 5 who spoke English less than "very well" increased by 27.2% between 2000 and 2006. A jump in the number of non-English speaking residents and workers means employers may need to spend a greater effort on recruiting and training workers. English deficiency may make it more difficult for workers to transfer knowledge and skills to a new occupation with job- or industry-specific terminology.

Where to find it

Population estimates by age, race and sex can be found at www.census.gov. Choose Estimates under People & Households. Contact the Labor Market Information Center for additional information.



Population Change

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 2007 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 to 2007. Over the seven year period, the total natural increase in population was 77,995 individuals. This growth was larger than the population's out-migration by 63,306 individuals.



Population Change: Natural Increase and Migration 2000 to 2007

Area	Population Change	Change due to Natural Increase			Change due to Migration		
		Total	Births	Deaths	Total	Inter-national	Internal
Beatrice MC	226	-3	1,982	1,985	329	21	308
Columbus MC	281	1,449	3,288	1,839	-998	432	-1,430
Fremont MC	-156	703	3,585	2,882	-709	222	-931
Grand Island MC	1,639	3,298	7,941	4,643	-1,384	1,828	-3,212
Hastings MC	1,130	891	3,618	2,727	-1,447	778	-2,225
Kearney MC	2,437	2,204	5,092	2,888	464	284	180
Lexington MC	207	1,628	3,389	1,761	-1,324	1,385	-2,709
Lincoln MSA	25,432	16,766	30,289	13,523	9,835	6,811	3,024
Norfolk MC	-1,725	1,851	5,358	3,507	-3,361	582	-3,943
North Platte MC	808	1,108	3,684	2,576	-148	141	-289
Omaha Consortium	60,768	47,026	81,674	34,648	16,568	11,414	5,154
Scottsbluff MC	-666	707	3,901	3,194	-1,227	409	-1,636
Nebraska	63,306	77,995	187,564	109,569	-9,319	27,398	-36,717
United States	22,635,122	14,124,166	34,126,003	20,001,837	8,114,516	8,114,516	NA

Source: U.S. Census Bureau, Population Estimates, 2008

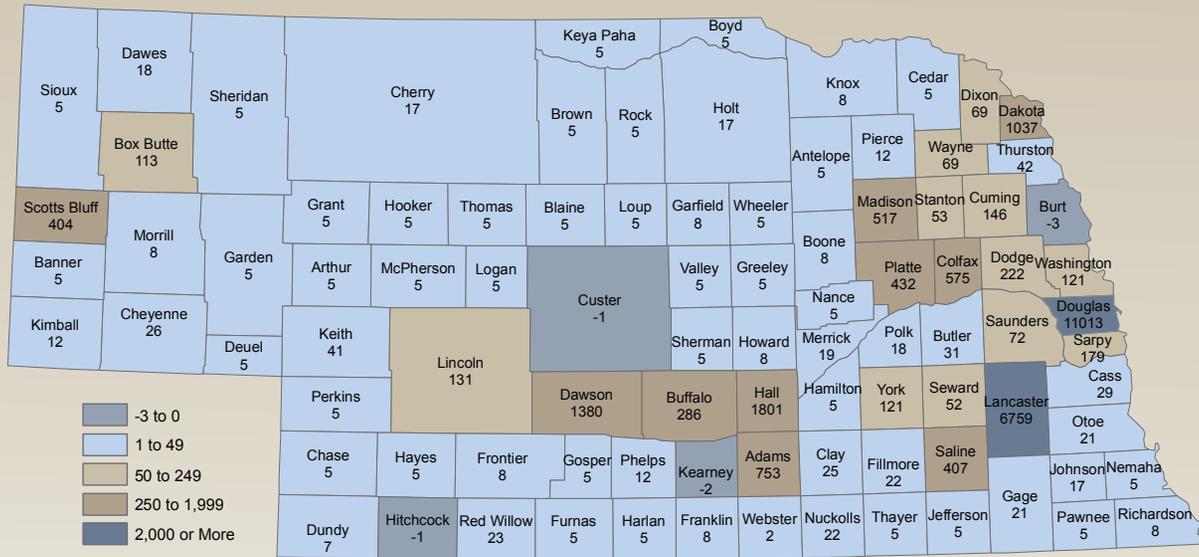
How to use it

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 36,717 people moved from Nebraska to another state between 2000 and 2007. Migration patterns also show a counter-balancing trend of positive international migration, or people migrating into Nebraska from outside of the United States.

Where to find it

Population estimates by age, race and sex can be found at www.census.gov. Choose Estimates under People & Households. Contact the Labor Market Information Center for additional information.

Change in International Migrants by County 2000 to 2007



Source: U.S. Census Bureau, Population Estimates, 2008

International Migrants

What is it?

A map of Nebraska's change in international migrants is shown to the left. Five Nebraska counties (Douglas, Lancaster, Hall, Dawson and Dakota) have seen an increase of more than 1,000 international in-migrants since the year 2000. Only four of Nebraska's 93 counties did not have a net increase of international in-migrants. Forty-three percent of Nebraska's total change in population from 2000 to 2007 was from international in-migrants. Overall, the state had a loss of 9,319 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.

How to use it

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

Where to find it

Population estimates by age, race and sex can be found at www.census.gov. Choose Estimates under People & Households. Contact the Labor Market Information Center for additional information.



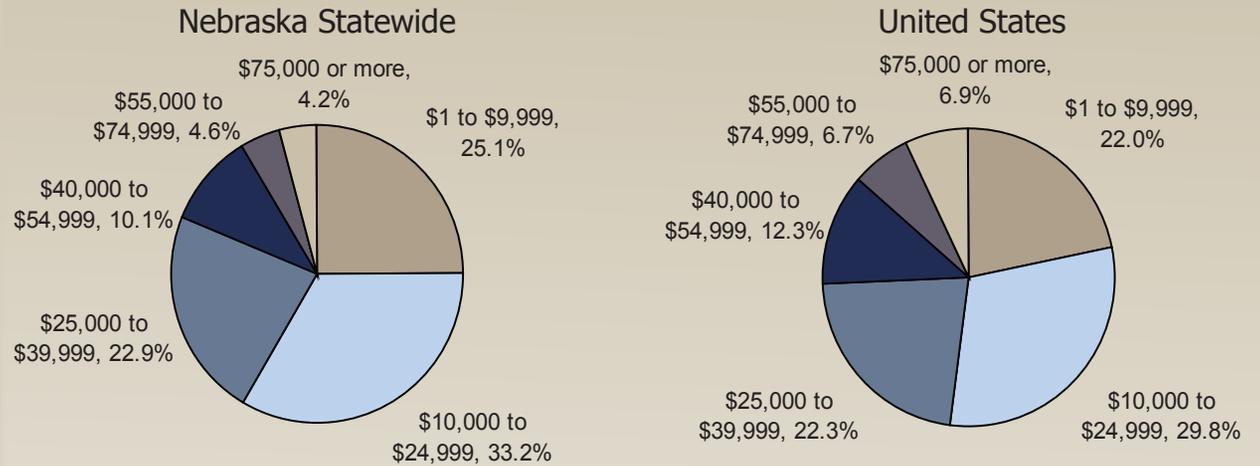
Population Earnings

What is it?

The state of Nebraska had a higher-than-average percent of the population age 16 and over earning less than \$25,000 a year in 2000. Nearly three-fifths of the state population (58.3%) earned less than \$25,000 a year, compared to the national average of about half (51.9%) of the population.

Males in Nebraska tended to earn more than females in 2000. About 71 percent of females age 16 and over earned less than \$25,000 a year. Only 47.0% of males earned less than \$25,000, constituting a difference of more than 20 percent between males and females. Nearly seven percent of Nebraska males earned \$75,000 or more while only 1.3% of females earned that much in 2000. Just over half (52.7%) of the state population age 16 and over in 2000 was male.

Percent of Population Age 16 and Over by Earnings 2000



Source: U.S. Census Bureau, Decennial Census Summary File 3 Table P84, 2000

How to use it

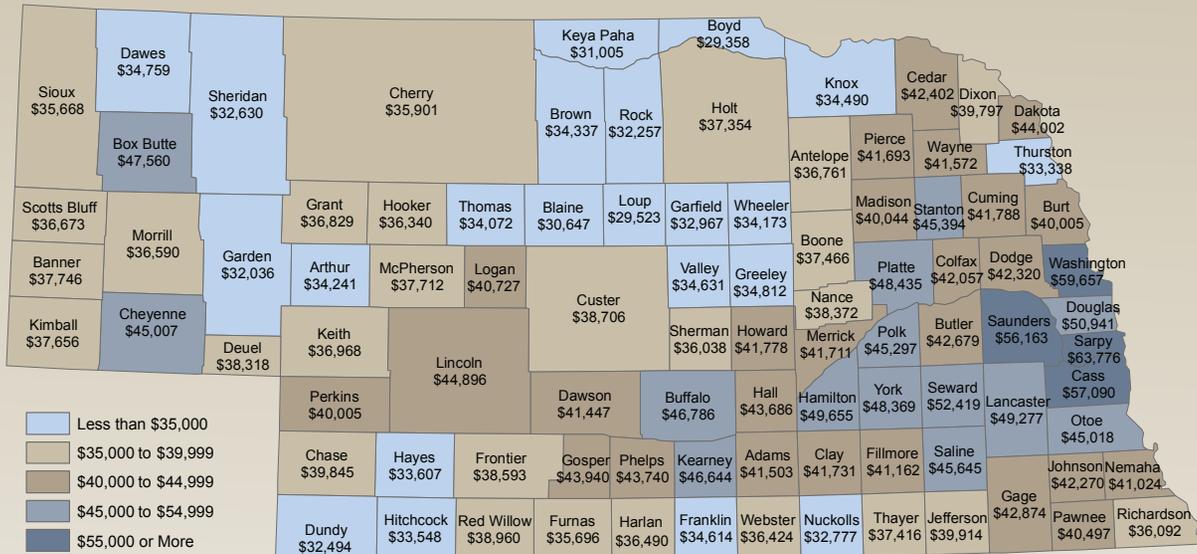
Although Nebraska's population had a smaller percentage of high income earners than the national population, the state may also have a lower-than-average cost to live here. According to the CNNMoney.com comparable salary calculator, an income of \$25,000 in Omaha, Nebraska would be the equivalent to a salary of \$27,157 in Akron, Ohio; \$35,471 in Boulder, Colorado; or \$26,639 in Spokane, Washington.

Where to find it

Income distributions from the 2000 Decennial Census can be found at www.census.gov. Choose American Fact Finder. Contact the Labor Market Information Center for additional information.



Median Household Income by County 2007



Source: U.S. Census Bureau, Small Area Income and Poverty Estimates, 2009

Household Income

What is it?

Nebraska's median household income in 2007 was \$47,072; Nebraska ranked 33rd nationally. Only 11 counties had a higher median household income than the state: Sarpy, Washington, Cass, Saunders, Seward, Douglas, Hamilton, Lancaster, Platte, York and Box Butte. Sarpy County had the highest median household income with \$63,776. Boyd County had the lowest with \$29,358.

Nebraska showed a 3.8% increase in median household income from 2006 to 2007, and an increase of 12.7% between 2000 and 2007. Pawnee County had the greatest 2006 to 2007 increase (24.1%), while Kearney County showed the largest drop in median household income (-4.6%).

The national median household income in 2007 was \$50,740, which increased by 4.7% from 2006 to 2007, and by 20.8% between 2000 and 2007.

How to use it

Household income is the annual earnings of all household members. A household can be different than a family, which is a group of two or more people living together who are related by birth, marriage, or adoption. A household is more general, and includes all people who occupy a housing unit as their usual place of residence. Local area income 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.

Where to find it

Median Household Income data can be found at www.census.gov. Choose Income under People & Households. Contact the Labor Market Information Center for additional information.



High School Graduates

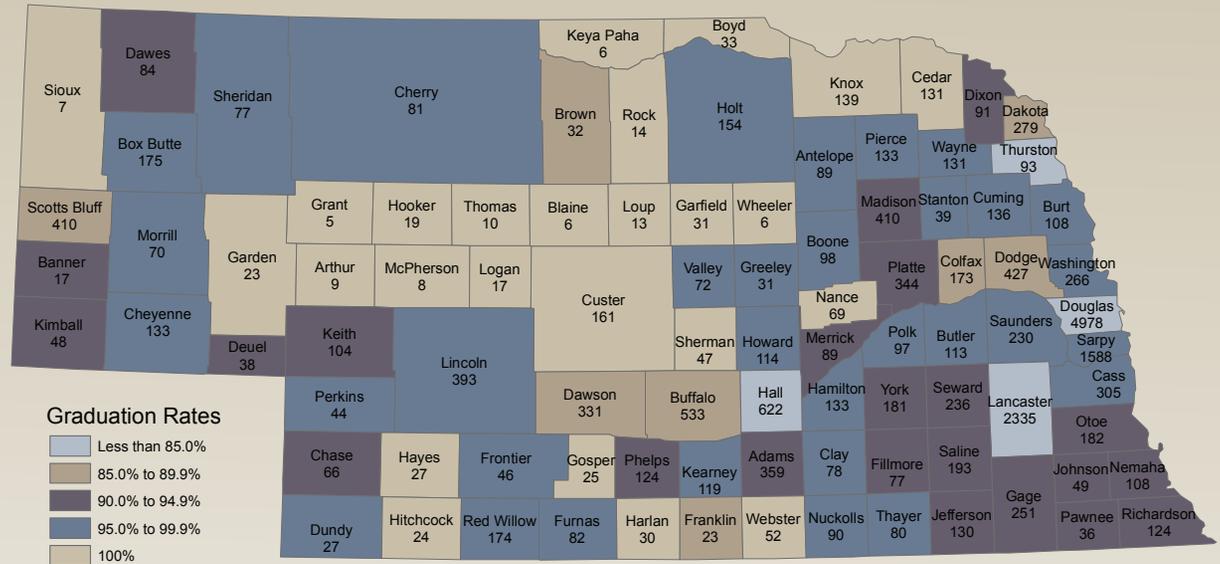
What is it?

The total number of high school graduates in Nebraska between 2007 and 2008 was 22,193, where 19,995 (90.3%) students graduated from public schools.

Nebraska's overall public school graduation rate was 89.1% for 2007 to 2008, with 19,995 graduates and 2,449 drops. Norfolk Micropolitan Statistical Area had the highest graduation rate at 97.8% of the 12 micropolitan and metropolitan statistical areas, while Lincoln Metropolitan Statistical Area had the lowest (84.7%). Between 2007 and 2008 males had a graduation rate at 3.7 percentage points 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.

Nebraska Public High School Graduates by County 2007 to 2008



Source: Nebraska's Coordinating Commission for Postsecondary Education; Progress Report, 2009

Nebraska Public High School Graduation Rate 2007 to 2008

Area	Total Graduates	Graduation Rate
Nebraska Statewide	19,995	89.1%

Source: Nebraska's Coordinating Commission for Postsecondary Education; Progress Report, 2009

How to use it

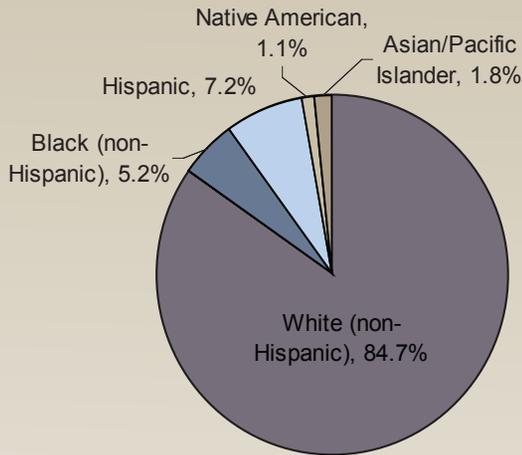
In order for high school students to be included in the labor force count they need to be 16 years old and employed or actively seeking employment. Knowing the number of high school graduates, along with the percentage of those that will continue on to college or look for employment, can be beneficial in adjusting recruiting techniques and labor force estimates. Nebraska's non-metropolitan and non-micropolitan public graduation rate is high, at 94.6%; however, the metropolitan graduation rate of 87.2% leaves room for improvement.

Where to find it

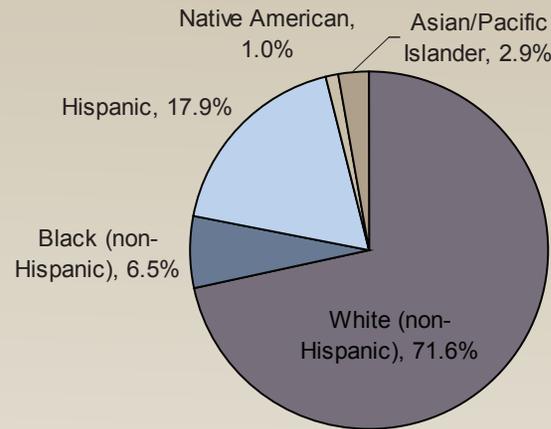
Graduate information from Nebraska's Coordinating Commission for Postsecondary Education can be found at www.ccpe.state.ne.us. Contact the Labor Market Information Center for additional information.

Graduate Projections

Public High School Graduates by Race and Ethnicity Nebraska Statewide



2007 to 2008 Graduates



2018 to 2019 Projected Graduates

Source: Nebraska's Coordinating Commission for Postsecondary Education; Progress Report, 2009

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 the 2018 to 2019 school year than they did in 2007 to 2008. Specifically, minorities are expected to make up 13 percent more of the total public graduates in 2018 to 2019 than in 2007 to 2008, increasing from 3,036 students to 5,895 students.

The number of Nebraska public graduates is projected to change very little between 2007 to 2008 and 2018 to 2019, increasing from 19,995 to 20,649 (3.3% increase). However, graduates are expected to drop down to 19,290 in 2013 to 2014 before increasing again.

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. This projection is expected to be the case despite the fact that Hispanic students tend to graduate from high school at lower rates than white and Asian students. 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.

Where to find it

Graduate information from Nebraska's Coordinating Commission for Postsecondary Education can be found at www.ccpe.state.ne.us. Contact the Labor Market Information Center for additional information.



Educational Attainment

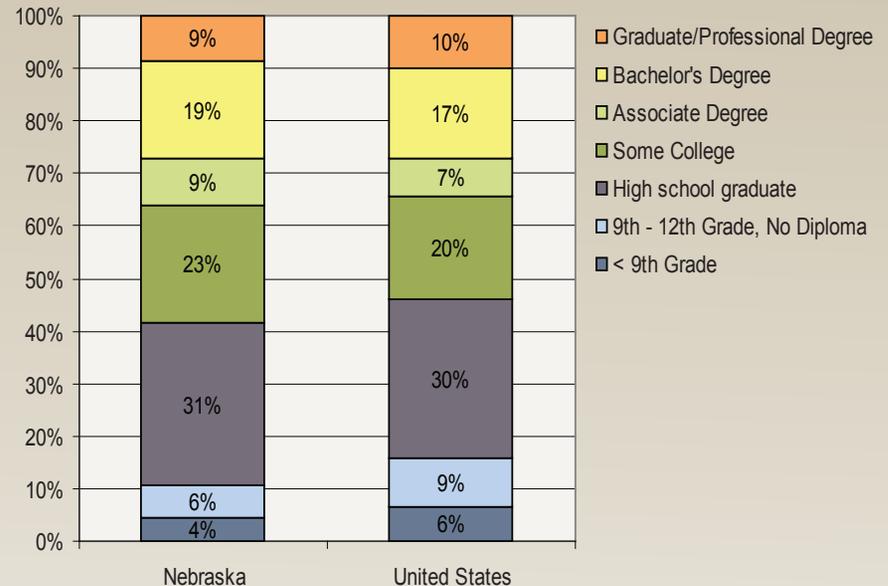
What is it?

Nebraska's residents are well-educated, a characteristic valued by businesses seeking to locate within the state. Nearly all Metropolitan and Micropolitan Statistical 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 one-half (59 percent) of all Nebraskans have post high school education, a slightly higher rate than the national trend. More than one-quarter of Nebraskans age 25 and older have a Bachelor's Degree or higher.

Overall in Nebraska, a higher percentage of females age 25 and over received a high school diploma, GED or higher level of education than males; 90% of females and 89% of males. However, a slightly higher percentage of males (28%) received a Bachelor's degree or higher than females (27%).



Educational Attainment: Population Age 25 and Older 2005 to 2007 Aggregate



Source: U.S. Census Bureau, American Community Survey Table C15002, 2005-2007

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 current and potentially large future influx of immigrants into Nebraska that may have less than a high school diploma.

Where to find it

Educational attainment data from the 2005-2007 American Community Survey can be found at www.census.gov. Choose American Fact Finder. Contact that Labor Market Information Center for additional information.

Educational Migration

What is it?

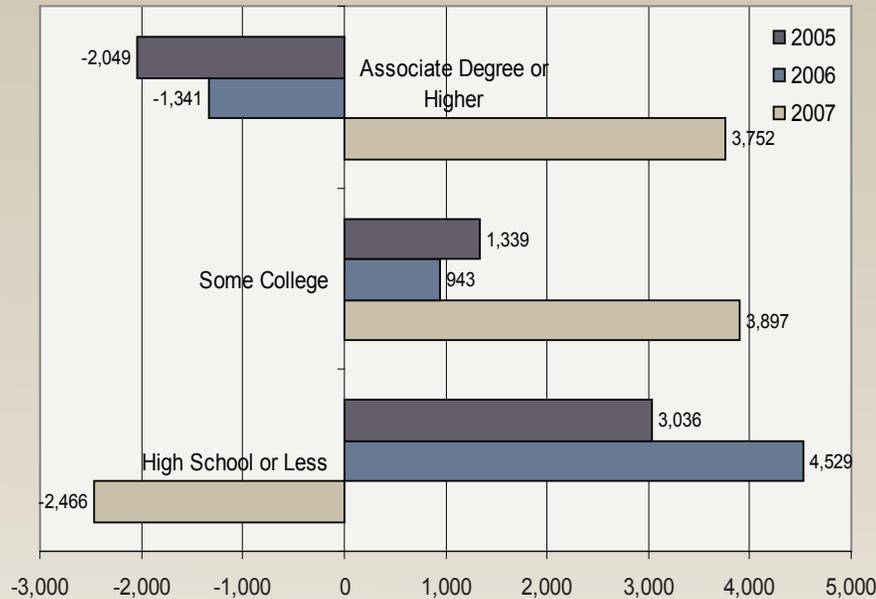
Estimated net migration of 22- to 64-year-olds reveals that there is a historical trend of net out-migration of Nebraska's educated population and an in-migration of adults with a high school diploma or less.

The current trend for 2007 shows a reversal of the previous out-migration of Nebraska's educated population. However, Nebraska's Coordinating Commission for Postsecondary Education explains that this data is based on a small sample size and may vary dramatically year to year due to sampling error. All American Community Survey data is based on a sample of the population and can be expected to fluctuate when describing very specific demographics.

In 2007 there was an out-migration of people with a Graduate or Professional Degree, and an in-migration of people with less than a high school diploma, following the trends from 2005 and 2006.



Net Educational Migration: Population Age 22 to 64 Nebraska Statewide, 2005 to 2007



Source: Nebraska's Coordinating Commission for Postsecondary Education; Progress Report, 2009

How to use it

A net out-migration of college-educated Nebraskans may have a severe impact on the state's labor force. The Nebraska Coordinating Commission for Postsecondary Education has stated, "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."

Where to find it

Educational Migration trends from Nebraska's Coordinating Commission for Postsecondary Education can be found at www.ccpe.state.ne.us. Contact the Labor Market Information Center for additional information.

Postsecondary Graduates

What is it?

There were a total of 7,859 graduates from the Community Colleges, State Colleges and the University of Nebraska – Kearney between July 1, 2006 and June 30, 2007. Nearly three-fourths (71.8%) of the 5,649 graduates were working in Nebraska in the first quarter of 2008. This is the same percentage as in the previous year. Community Colleges had the highest percentage of graduates working in the state as well as the highest range of counties with at least one graduate employed in the county.

There were 530 people in 48 Community College fields of study with 90% or more of graduates working in Nebraska. The highest number of Bachelor’s Degree State College graduates was in the General Business Administration and Management. Sixty-nine percent of the 213 graduates were working in the state with estimated average annual earnings of \$32,959.



Postsecondary 2006-2007 Graduates Working in Nebraska, First Quarter 2008

	All Community Colleges: Associate Degrees	All State Colleges: Bachelor's Degrees	University of Nebraska - Kearney: Bachelor's Degrees
Number of Graduates	5,183	1,544	1,132
Number of Graduates Working in Nebraska	3,952	970	727
Percent of Graduates Working in Nebraska	76%	63%	64%
Estimated Average Annual Earnings for the Degree	\$25,390	\$26,992	\$27,223
Estimated Median Annual Earnings for the Degree	\$23,866	\$27,200	\$27,773

Source: Nebraska Workforce Development, Graduate Outcomes in Nebraska, 2009

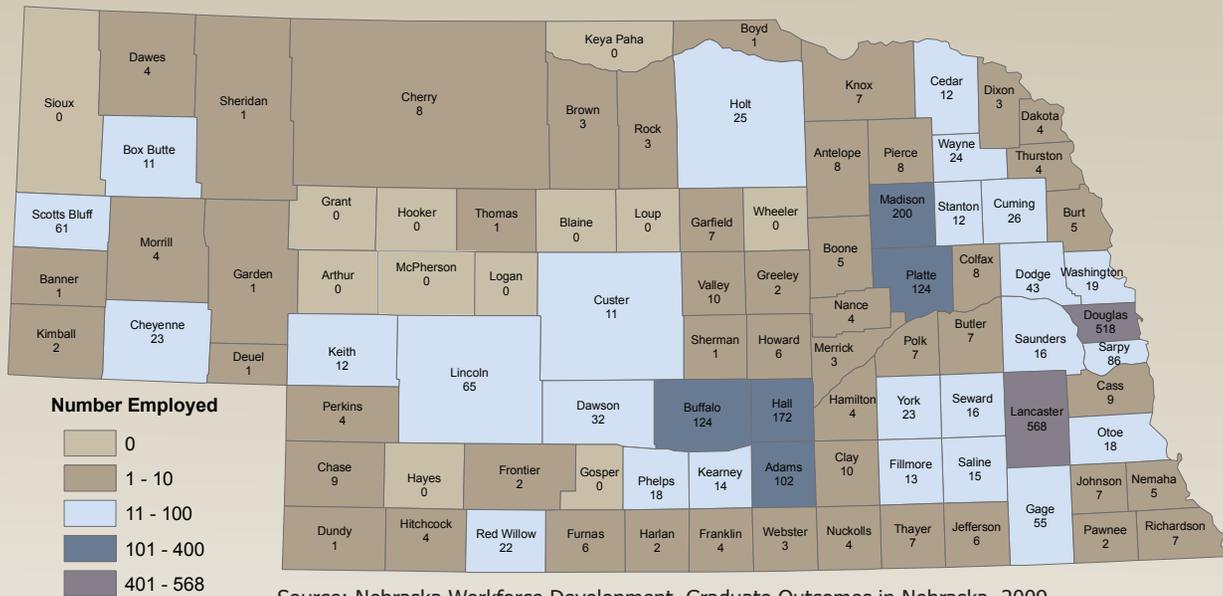
How to use it

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. The labor market for people with Bachelor’s Degrees and higher tends to be a national market. For many occupations, employment opportunities in other states may also provide higher pay than is usual in Nebraska.

Where to find it

The Graduate Outcomes in Nebraska publication can be found at www.NebraskaWorkforce.com. Choose Labor Market Information and see Current Releases.

All Community College 2006-2007 Graduates Working in Nebraska, First Quarter 2008



Source: Nebraska Workforce Development, Graduate Outcomes in Nebraska, 2009

Graduate Employment

What is it?

Community College graduates from across the state provide a skilled labor supply to Nebraska's employers. Seventy-six percent of 2006 to 2007 Nebraska Community College graduates were employed in the state during the first quarter of 2008. This is a one percent increase over the previous year and a two percent increase from the 74% of the 2005 to 2006 graduates working in Nebraska in first quarter 2006.

There was at least one person from the 2006 to 2007 class employed in 82 of Nebraska's 93 counties. Douglas County and Lancaster County each had more than 500 graduates employed in the county. There were 15 counties that had more than 25 graduates working in the county.

Associate Degree graduates in Industrial Mechanics and Maintenance had the highest estimated average annual earnings with \$49,728.

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, 76% of all Community College graduates were working in the state, compared to 85% of Health Care graduates and 91% of Registered Nursing graduates.

Where to find it

The Graduate Outcomes in Nebraska publication can be found at www.NebraskaWorkforce.com. Choose Labor Market Information and see Current Releases.



Graduate Employment

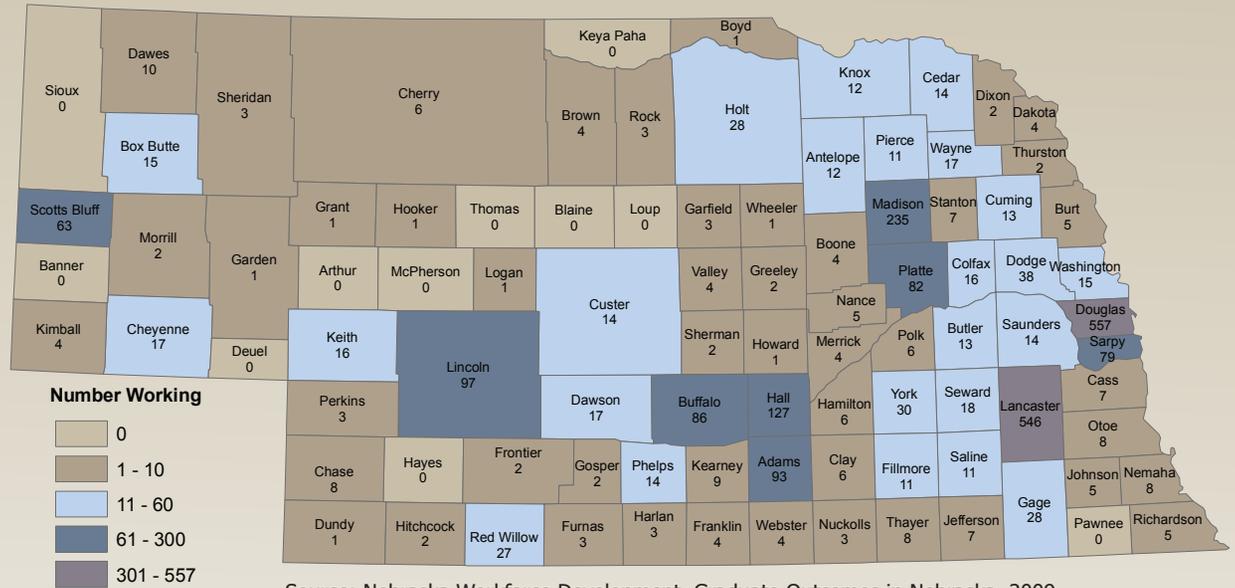
What is it?

Chadron State College, Peru State College and Wayne State College had a total of 1,544 graduates from July 1, 2006 through June 30, 2007. In the first quarter of 2008, there were 970 (63%) graduates who were working in the state. There was a nine percent increase in the number of graduates and an eight percent increase in the number of graduates working in the state, over the previous year.

Sixty-nine counties had at least one graduate from this class employed in the county. Four counties had more than 60 graduates employed in the county.

Nearly one-third (30%) of all State College Graduates earned Bachelor's Degrees in Elementary Education or General Business Management and Administration. Sixty-nine percent of these graduates were employed in Nebraska.

All State College 2006-2007 Graduates Working in Nebraska, First Quarter 2008



Source: Nebraska Workforce Development, Graduate Outcomes in Nebraska, 2009

How to use it

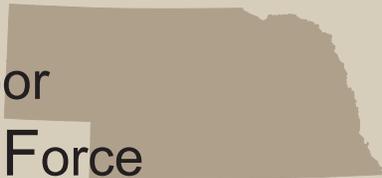
State College graduates are less likely than Community College graduates to be employed near the college from which they graduated. Graduates with Bachelor's Degrees or higher tend to have a wider labor market than Community College graduates. Therefore, Nebraska businesses need to remain competitive regionally and nationally to keep talented graduates in the state. All three State Colleges are located relatively near the borders with other states. Graduates may be working near the college from which they graduated, but in another state. Information is not available for graduates working outside Nebraska.

Where to find it

The Graduate Outcomes in Nebraska publication can be found at www.NebraskaWorkforce.com. Choose Labor Market Information and see Current Releases.



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.

Between 2000 and 2008, the Nebraska labor force increased by 45,873 individuals, or 4.8%. Employment rose by 4.2% while unemployment rose by 25.0%.

Nebraska's 2008 unemployment rate is significantly below the national level. 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.

Labor Force Estimates Nebraska Statewide, 2000 to 2008

	Labor Force	Employment	Unemployment	Unemployment Rate	
				Nebraska	National
2000	949,762	923,198	26,564	2.8	4.0
2001	955,820	925,783	30,037	3.1	4.7
2002	956,812	921,201	35,611	3.7	5.8
2003	970,303	931,622	38,681	4.0	6.0
2004	976,315	938,105	38,210	3.9	5.5
2005	975,693	937,964	37,729	3.9	5.1
2006	974,888	945,288	29,600	3.0	4.6
2007	984,665	955,678	28,987	2.9	4.6
2008	995,635	962,418	33,217	3.3	5.8

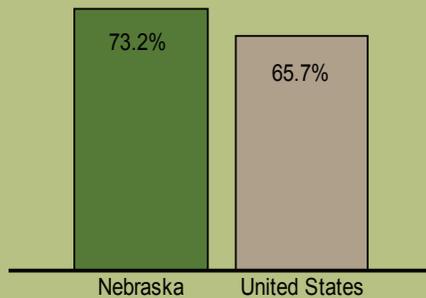
Note: Data is not seasonally adjusted

Note: 2008 and 2007 estimates benchmarked in 2008; 2003 through 2006 estimates benchmarked in 2007; and 2000 through 2002 estimates benchmarked in 2006.

Source: Nebraska Workforce Development, Local Area Unemployment Statistics, 2009

Source: Bureau of Labor Statistics, Local Area Unemployment Statistics, 2009

December 2008 Labor Force Participation Rate



Source: Bureau of Labor Statistics, 2009

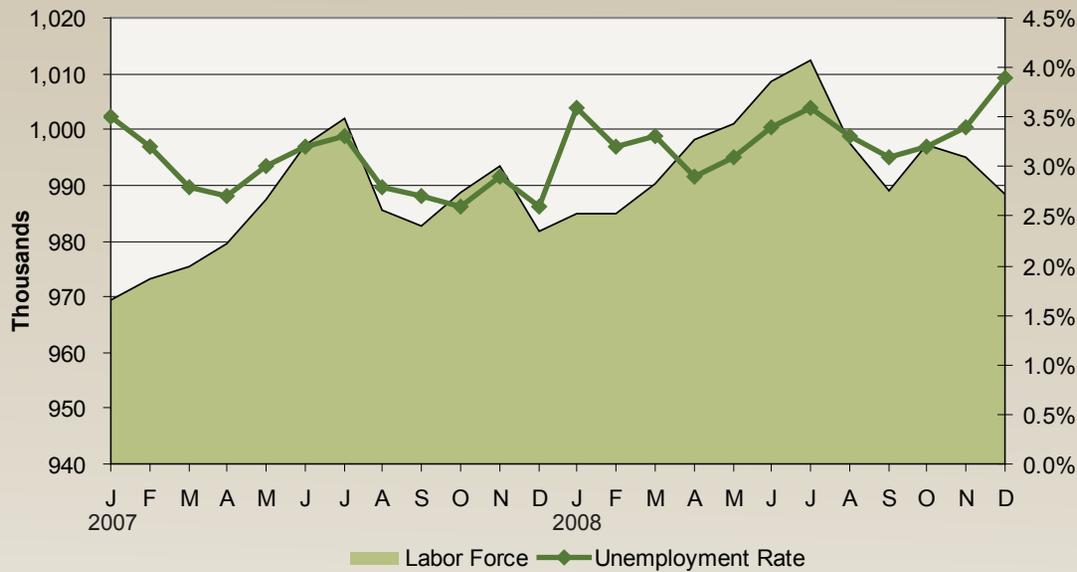
How to use it

There are many different factors that can be used to determine the stability of the economy at the county level, including the unemployment rate. However, users should use caution when looking at month to month changes in the unemployment rate, and other labor force data. The sample size used in estimating data at this level is rather small and a small sample size can introduce higher sampling errors. A better way to look at these estimates is to examine longer-term trends for patterns and changes.

Where to find it

Additional labor force data can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose Labor Force/Work Force Summaries.

Labor Force and Unemployment Rate Monthly Trends Nebraska Statewide, 2007 to 2009



Note: Data is not seasonally adjusted
 Note: 2008 and 2007 estimates benchmarked in 2008
 Source: Nebraska Workforce Development, Local Area Unemployment Statistics, 2009

Where to find it

Additional labor force data can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose Labor Force/Work Force Summaries.

How to use it

Trends show that the labor force is growing, as is expected with the overall population growth. It is important to remember that this data is not seasonally adjusted. Seasonal events, such as weather changes, harvests, holidays and school openings and closings can cause the estimates to go through major fluctuations. By studying historical seasonal patterns users can estimate current levels and upcoming changes, helping to plan business processes such as recruitment.

Labor Trends

What is it?

Labor force trends show that the number of people in the labor force has increased 2.0% from 969,525 individuals in January of 2007 to 988,527 individuals in January of 2008. The 2008 annual labor force is 55.8% of the 2008 Census population of 1,783,432.

Seasonal fluctuations are visible in the labor force and unemployment rate monthly trends. In both 2007 and 2008, the labor force was largest during the month of July. This also corresponds with an increase in the unemployment rate. Nebraska's highest unemployment rate occurred in November of 1982, with a rate of 10.8%. In recent history, the highest unemployment rate was 4.8%, during January of 2005.



Nebraska Commuters

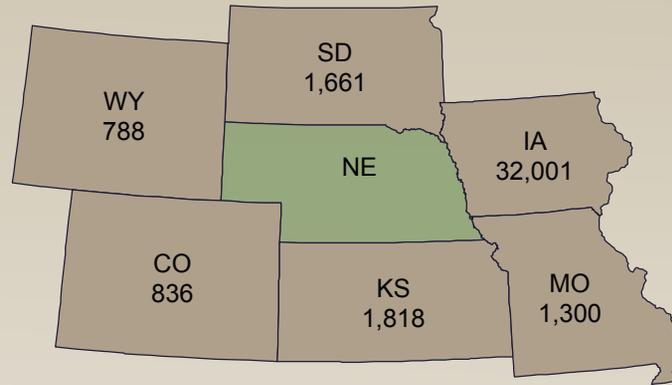
What is it?

The map to the right shows the number of workers commuting into Nebraska for work and from which state they are commuting. There were 799,207 total primary jobs in the state of Nebraska in 2006 according to the U.S. Census Bureau. Of those Nebraska workers, 750,574, or 93.9%, lived in Nebraska.

Just over six percent of Nebraska's workers were in-commuters in 2006; 48,633 individuals commuted into Nebraska from other states. Sixty-six percent of in-commuters commuted from Iowa and 24% commuted into Nebraska from Council Bluffs, Iowa. A majority of in-commuters are from contiguous states, 38,404 workers, or 79.0% of in-commuters.

Overall, Nebraska has a net gain of 22,047 workers from other states.

Nebraska In-Commuters 2006



Source: U.S. Census Bureau, Local Employment Dynamics, 2008

How to use it

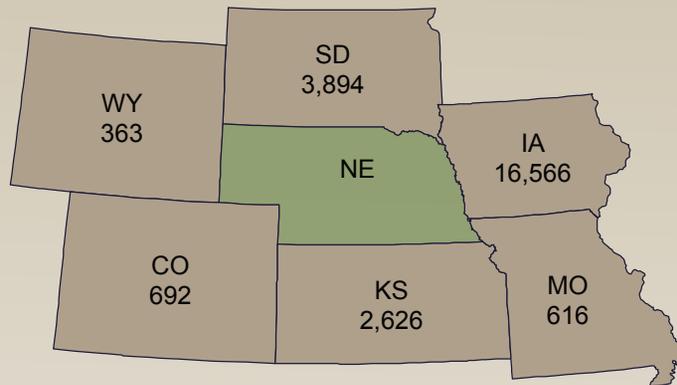
Commuting Patterns are used by the U.S. Census Bureau to identify the boundaries of regional labor pools and to determine Labor Market Areas. Businesses depend on labor force information available by Labor Market Area to evaluate recruiting methods and identify the potential customer base. Economic Development boards can also benefit from knowing commuting patterns by estimating the number of workers who may choose to work within a region if suitable jobs were available.

Where to find it

Commuting statistics and additional data from Local Employment Dynamics can be found at www.lehd.did.census.gov/led/. Choose OnTheMap under Tools. Contact that Labor Market Information Center for additional information.



Nebraska Out-Commuters 2006



Source: U.S. Census Bureau, Local Employment Dynamics, 2008

Nebraska Commuters

What is it?

The map to the left shows the number of workers commuting out of Nebraska for work, and to which state they are commuting. There were 777,160 workers living in Nebraska in 2006. Of those workers, 750,574 individuals, or 96.6%, remained in Nebraska to work.

There were 26,586 workers who commuted out of Nebraska, resulting in a net gain of 22,047 workers.

More than one-half (62.3%) of commuters are going to Iowa for work, with 31.2% of Nebraskans commuting to Council Bluffs, Iowa to work. Most out-commuters are working in contiguous states, 24,757 workers, or 93.1% of out-commuters.

How to use it

Many of the workers commuting to and from bordering states are likely physically commuting across state lines for work. It is possible that many of the workers commuting to and from other states not bordering Nebraska are 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.

Where to find it

Commuting statistics and additional data from Local Employment Dynamics can be found at www.lehd.did.census.gov/led/. Choose OnTheMap under Tools. Contact that Labor Market Information Center for additional information.



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.

In 2007 there were 54,841 total private establishments in Nebraska, which employed 761,495 individuals, or 83.1% of Nebraska's workforce. Government ownership in the state had 3,878 establishments and employed 154,703 individuals, or 16.9%, of Nebraska's workforce.

Manufacturing employed the greatest percentage of Nebraska workers in 2007, and Information employees were paid the highest average annual wage.

Employment and Wages by Industry Nebraska Statewide, 2007

Industry	Establishments	Avg Employment	Avg Weekly Wage	Avg Annual Wage	Total Wages
Private Ownership:					
Total, All Industries	54,841	761,495	\$670	\$34,865	\$26,549,615,366
Natural Resources & Mining	1,503	11,959	\$535	\$27,818	\$332,664,883
Construction	6,469	49,393	\$759	\$39,465	\$1,949,303,259
Manufacturing	2,114	101,137	\$758	\$39,430	\$3,987,847,435
Trade, Transportation & Utilities	14,364	191,484	\$590	\$30,691	\$5,876,848,257
Information	942	19,185	\$1,084	\$56,343	\$1,080,960,459
Financial Activities	6,158	63,978	\$888	\$46,179	\$2,954,407,548
Professional & Business	8,858	104,353	\$852	\$44,283	\$4,621,047,028
Education & Health Services	4,985	113,077	\$710	\$36,917	\$4,174,439,429
Leisure & Hospitality	4,878	82,365	\$229	\$11,887	\$979,044,522
Other Services	4,570	24,563	\$464	\$24,144	\$593,052,546
Government Ownership:					
Total Government	3,878	154,703	\$712	\$37,006	\$5,724,933,206
Local Government	1,962	106,165	\$636	\$33,070	\$3,510,921,395
State Government	984	32,587	\$789	\$41,006	\$1,336,285,620
Federal Government	932	15,950	\$1,058	\$55,029	\$877,726,191
Total All Industry/Ownership:	58,720	916,197	\$677	\$35,227	\$32,274,548,572

Source: Nebraska Workforce Development, Quarterly Census of Employment and Wages (QCEW), Extracted January 2009

How to use it

Nebraska's largest industries are easy to deduce from the employment and wages table. Almost one-fifth (18.2%) of Nebraska's wages were paid to Trade, Transportation & Utilities employees in 2007, proving how important the industry is for the state. Although Trade, Transportation & Utilities is Nebraska's largest industry, the average wages are only slightly more than half of what the average Information employee receives.

Where to find it

Industry employment data can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages.



Industry Employment Nebraska Statewide

	2007 Employment	2001 Employment	Employment Change	Percent Change (%)
Natural Resources & Mining	11,959	11,190	769	6.9
Construction	49,393	43,809	5,584	12.7
Manufacturing	101,137	110,531	-9,394	-8.5
Trade, Transportation & Utilities	191,485	186,335	5,150	2.8
Information	19,604	25,772	-6,168	-23.9
Financial Activities	63,934	59,431	4,503	7.6
Professional & Business Services	104,350	97,171	7,179	7.4
Education & Health Services	113,085	98,828	14,257	14.4
Leisure & Hospitality	82,366	76,830	5,536	7.2
Other Services	24,563	25,595	-1,032	-4.0
Total Government	154,703	148,428	6,275	4.2
Total, All Industries	916,579	883,920	32,659	3.7

Source: Nebraska Workforce Development, QCEW, Extracted January 2009

Industry Employment

What is it?

The total employment for those covered by unemployment insurance in Nebraska for 2007 was 916,579. All employment increased by 3.7% between 2001 and 2007. Trade, Transportation & Utilities had the highest employment with 191,485 people, or 20.9% of total employment. Education & Health Services had the largest numeric change between 2001 and 2007, with an employment increase of 14,257, or 14.4%. Employment in Information, which has the highest average annual wages of all industries, decreased by the greatest percentage between 2001 and 2007, with a change of -23.9%, or -6,168 individuals. The largest numeric decrease in employment for that time frame was in Manufacturing.

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 would benefit from determining whether a possible location already has a strong, growing employment base in that industry or whether employment in that area has recently declined.

Where to find it

Industry employment data can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages.



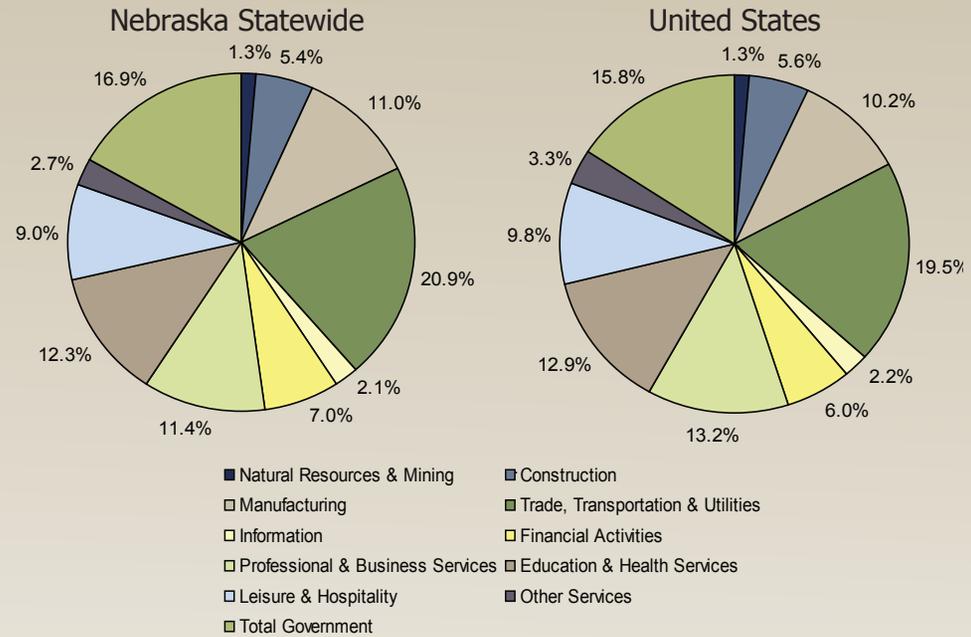
Industry Employment

What is it?

These graphs represent the breakdown of Nebraska's industry employment compared to the United States'. Nebraska has a higher percent of employment in Manufacturing, Trade, Transportation & 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 & Business Services, a difference of 1.8 percentage points in favor of the United States.

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

Percent of Employment by Industry 2007



Source: Nebraska Workforce Development, QCEW, Extracted January 2009
 Source: Bureau of Labor Statistics, QCEW, Extracted January 2009

How to use it

Nebraska's total government employment is 1.1% higher than the United States' average government employment; however, unlike most states, Nebraska has public utilities (such as Nebraska Public Power District, Omaha Public Power District, Lincoln Electric System, etc.) rather than private utilities. This increases our overall percentage of employment in government compared to other states. Government, in general, encompasses employment for both public schools and hospitals as well.

Where to find it

Industry employment data can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages.



Industry Location Quotient Nebraska Statewide

	2007	2001	Change
Natural Resources & Mining	0.98	0.97	0.01
Construction	0.98	0.96	0.02
Manufacturing	1.09	1.00	0.09
Trade, Transportation & Utilities	1.09	1.08	0.01
Information	0.97	1.07	-0.10
Financial Activities	1.17	1.15	0.02
Professional & Business Services	0.87	0.88	-0.01
Education & Health Services	0.97	0.99	-0.02
Leisure & Hospitality	0.92	0.96	-0.04
Other Services	0.83	0.90	-0.07

Source: Nebraska Workforce Development, QCEW, Extracted January 2009
Source: Bureau of Labor Statistics, QCEW, Extracted January 2009

Where to find it

Industry employment data can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages.

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 into 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.

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 employment ratio.

In 2007, Financial Activities had the highest location quotient at 1.17, with Trade, Transportation & Utilities having 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 & Business Services has the lowest location quotient at 0.87. This industry is dependent on the state's needs and consumption.



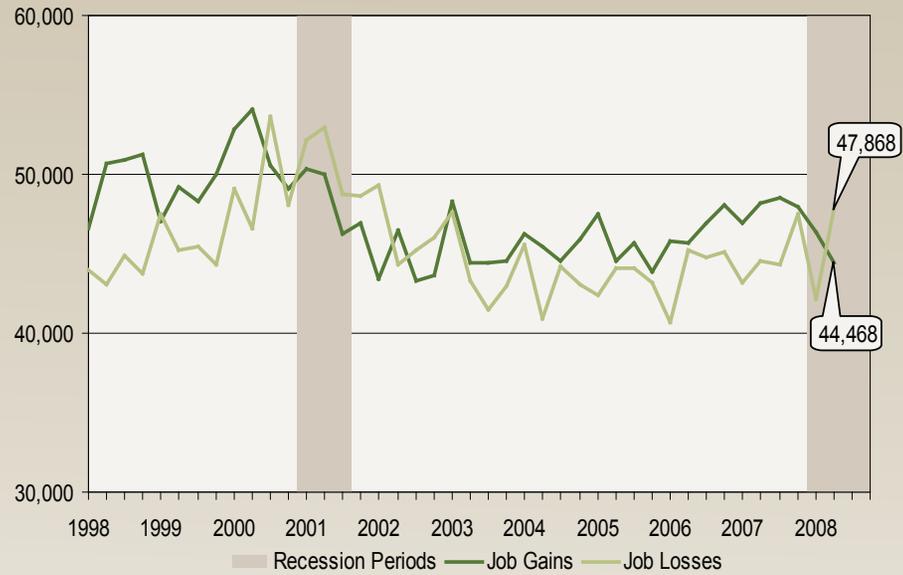
Employment Dynamics

What is it?

Business Employment Dynamics is a series of gross job gains and losses that track changes in employment at the establishment level. Government employees, private households and establishments with zero employment are not included in this information.

During the second quarter of 2008 there were 44,468 job gains from openings and expansions, and 47,868 job losses from closings and contractions. The net change was -3,400. The previous quarter had shown opposite results, with more gains than losses and a net change of 4,225. Gross job gains represented 5.8% of private sector employment while gross job losses represented 6.2% in the second quarter of 2008. The rates of gross job gains and losses provide a picture of the amount of "job churning" that occurs in the labor market.

Business Employment Dynamics: Job Gains & Losses Nebraska Statewide, 1998 to 2008



Note: Seasonally Adjusted data
Source: Bureau of Labor Statistics, Business Employment Dynamics, 2009

How to use it

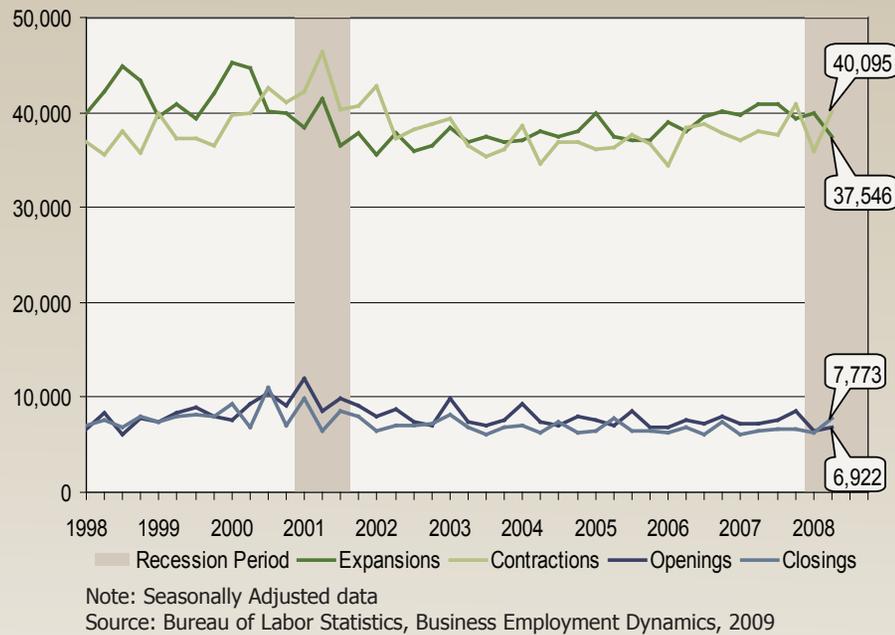
Business Employment Dynamics show the movements of aggregate employment numbers and can be used to analyze over-the-quarter employment change in a way that tells the story of how the numbers became what they are. This data is used to analyze the underlying reasons for shifts in the demand-side of the labor market. Business cycle analysis for industries, areas and the economy as a whole can also be done using Business Employment Dynamics.

Where to find it

Business Employment Dynamics can be found at www.bls.gov. Choose Business Employment Dynamics from the Employment Subject Area. Contact the Labor Market Information Center for more information.



Business Employment Dynamics: Expansion & Contractions Nebraska Statewide, 1998 to 2008



Employment Dynamics

What is it?

Nebraska experienced 44,468 job gains and 47,868 job losses during the second quarter of 2008. Gross job gains include both openings and expansions and gross job losses include closings and contractions. A majority of the gross job gains and losses can be attributed to expansions and contractions.

Expansions and contractions each constituted 84 percent of the gross job gains and gross job losses. There were 37,546 establishments that expanded during the second quarter of 2008, and 6,922 establishment openings. The quarter also experienced 40,095 establishment contractions and 7,773 closings in the state.

How to use it

It is important to remember that openings are not necessarily new businesses that have opened and that closings are not always establishments that have gone out of businesses. For example, businesses that are seasonal and close down for either the summer or the winter will be treated as closings at the end of the season or as openings at the beginning.

Where to find it

Business Employment Dynamics can be found at www.bls.gov. Choose Business Employment Dynamics from the Employment Subject Area. Contact the Labor Market Information Center for more information.



Employment Trends

What is it?

Seasonal fluctuations in employment are easily apparent in the chart to the right. Trends show that employment in Nebraska is increasing, with yearly peaks in June and significant drops between December and January. This trend is also apparent in labor force data.

The largest change from January of one year to January of the next was from 2007 to 2008, with an employment change of 1.6%, or 14,199 workers. The largest employment decrease was reported between January 2001 and January 2002; a change of -1.4%, or -11,810 workers.

Total Employment Trends Nebraska Statewide, 2001 to 2008



Source: Nebraska Workforce Development, QCEW, Extracted January 2009

How to use it

Knowing historical seasonal fluctuation trends can be beneficial for both workers seeking work and businesses recruiting workers. Higher employment is common during the summer and harvesting months (although agricultural employment is not included in this data) as Construction and Retail Trade are at their peaks. A drop in employment during the winter months after the holidays, as fewer construction and retail workers are needed, is expected.

Where to find it

Industry employment data can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose Quarterly Census of Employment and Wages.



Local Employment Dynamics: Quarterly Workforce Indicators Nebraska Statewide, 2007 Four Quarter Average

Workforce Indicators

	Employment	Net Job Flows	Job Creation	New Hires	Separations	Turnover	Avg Monthly Earnings	Avg New Hire Earnings
Agriculture, Forestry, Fishing and Hunting	9,840	33	980	2,786	4,516	10.8%	\$2,474.00	\$1,905.50
Mining, Quarrying, and Oil and Gas Extraction	975	27	80	128	137	7.9%	\$3,514.50	\$2,543.00
Utilities	8,926	18	172	315	437	2.7%	\$5,977.25	\$3,654.25
Construction	47,277	709	5,096	11,985	13,188	12.0%	\$3,337.25	\$2,822.25
Manufacturing	104,556	-100	2,766	9,815	11,118	5.9%	\$3,391.75	\$2,355.75
Wholesale Trade	40,707	218	1,726	3,879	4,418	6.3%	\$3,879.75	\$2,705.75
Retail Trade	106,866	591	5,350	20,626	22,458	11.3%	\$1,926.75	\$1,207.25
Transportation and Warehousing	40,923	-68	1,296	9,156	10,194	12.4%	\$3,059.00	\$2,182.25
Information	20,475	13	633	1,820	1,961	6.6%	\$4,292.50	\$2,573.25
Finance and Insurance	54,222	97	1,658	3,928	4,228	5.7%	\$4,108.50	\$2,781.75
Real Estate and Rental and Leasing	9,656	-11	538	1,448	1,688	10.2%	\$2,665.50	\$1,761.25
Professional, Scientific, and Technical Services	40,943	284	2,476	5,473	6,324	8.2%	\$4,514.25	\$2,877.75
Management of Companies and Enterprises	17,399	112	526	1,795	1,851	6.9%	\$5,866.75	\$3,312.00
Administrative and Support and Waste Management and Remediation Services	46,020	983	3,819	18,951	20,446	16.4%	\$2,388.50	\$1,538.75
Educational Services	79,532	398	2,264	5,222	7,772	5.4%	\$2,896.50	\$1,453.25
Health Care and Social Assistance	119,886	854	3,574	13,073	13,612	7.7%	\$3,104.50	\$2,016.75
Arts, Entertainment, and Recreation	11,897	206	1,732	2,887	3,808	16.3%	\$1,316.50	\$820.75
Accommodation and Food Services	69,750	483	4,964	23,365	24,970	18.1%	\$1,087.75	\$758.50
Other Services	24,407	176	1,630	4,144	4,608	10.1%	\$2,137.00	\$1,473.50
Public Administration	42,559	-242	1,965	3,004	4,918	5.2%	\$2,789.00	\$1,735.00
Nebraska Statewide All Industry	896,824	4,794	43,283	143,809	162,656	9.0%	\$3,034.00	\$1,828.75

Source: U.S. Census Bureau, Local Employment Dynamics, 2008

What is it?

Local Employment Dynamics Quarterly Workforce Indicators reveal the movement of workers in and out of Nebraska businesses. During the 2007 four quarter average, Nebraska's overall employment was 896,824.

There were positive job flows for the state, showing Nebraska employment expanded between 2006 and 2007. Positive job creation and new hires contributed to this trend.

Nebraska had an overall turnover rate of 9.0%. Accommodation and Food Service had the largest turnover rate, of 18.1%, and the lowest average new hire earnings. Utilities had the lowest turnover rate, of 2.7%. This rate is derived by taking half of the hires and separations, then dividing by the stable jobs (total employment). This rate reflects movement within the industry as well as in and out of the industry.

How to use it

With this data we can measure the number of stable jobs, assess how businesses and workers react to economic conditions and determine 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 can be influential in a prospective business developer's decision of where to locate.

Where to find it

Quarterly Workforce Indicators can be found at www.lehd.did.census.gov/led/. Choose Quarterly Workforce Indicators under the Tools section. Contact that Labor Market Information Center for additional information.



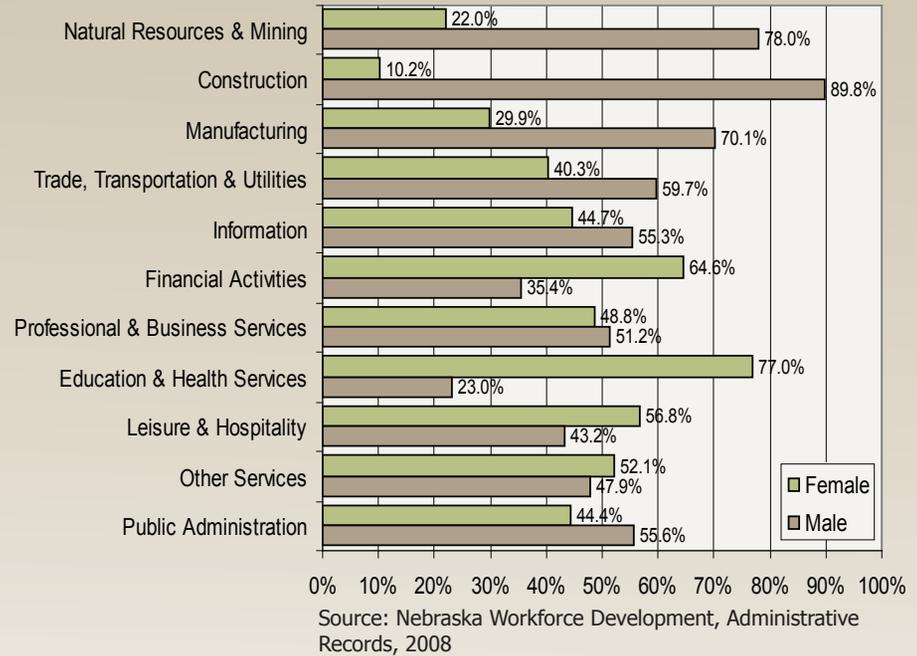
Gender Distribution

What is it?

Males and females tend to gravitate towards certain industries. Many industries show a wide gender distribution gap in Nebraska. Construction is the industry with the highest difference, with 89.8% of employees being male in 2007. Other industries with large gender distribution gaps include Natural Resources & Mining, where men constitute 78.0% of the employment, and Manufacturing, where 70.1% of the employees are male.

Education & Health Services also has a large gender distribution gap, although women constitute the largest percentage, at 77.0% of the employment. Other industries where women constitute more of the employment than men include Financial Activities, Leisure & Hospitality and Other Services.

Gender Distribution by Industry Nebraska Statewide, 2007



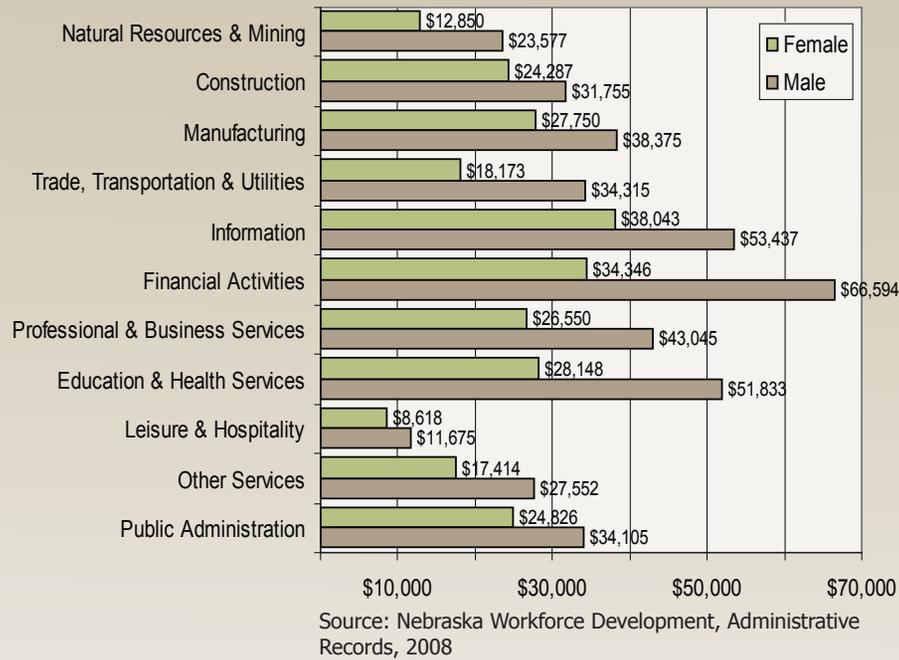
How to use it

The industry gender distribution data can be used by schools and training programs to encourage students to go into non-traditional industries and occupations. A labor force that is more evenly skilled by gender may be advantageous for businesses to overcome the looming labor shortage crisis. However, it is important to keep in mind the earnings gap between males and females in traditionally male industries and occupations. Encouraging women to fill traditionally male positions may be a catch-22 until the wage gap is reduced.

Where to find it

Contact the Labor Market Information Center for additional gender distribution data from the Administrative Records.

Average Annual Earnings by Gender Nebraska Statewide, 2007



Earnings By Gender

What is it?

Male and female 2007 average wage by industry is shown in the graph on the left. In every industry, males earned a higher average wage than females. The largest difference between average wage for males and females is in the Financial Activities industry where males earned \$32,248 more than females. The smallest difference between male and female earnings was in Leisure & Hospitality; women earned only \$3,057 less than males. This industry had both the narrowest gap between the average wage as well as the least pay for both genders. Males earned the highest average wages Financial Activities, earning an average of \$66,594 in 2007. Females earned the most in Information, earning an average of \$38,043 in 2006.

How to use it

The two industries with the largest average wage gap between males and females, Financial Activities and Education & Health Services, are also the two industries that employ the highest percentage of females (from page 36). 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.

Where to find it

Contact the Labor Market Information Center for additional average annual earnings by gender data from the Administrative Records.



Occupational Employment

What is it?

The Occupational Employment Statistics survey is another method of gathering employment and wage information. Although the employment and wages are estimates, the Nebraska survey generally has a 90 percent or higher business response rate.

There are 23 major occupation groups, and more than 750 detailed occupations. Occupational employment in Nebraska increased between 2006 and 2007 by 13,170. Transportation and Material Moving employment increased by the greatest amount, with a change of 3,560 jobs. Production decreased in employment over the year by 1,380 jobs statewide.

Office and Administrative Support employed the most workers by far, in both metropolitan and non-metropolitan areas. Production employment was proportionately greater in non-metropolitan areas than in metropolitan areas.



Employment by Occupation Nebraska Statewide, 2007

Occ. Code	Occupation Title	Metropolitan 2007	Non-Metropolitan 2007	Total Statewide 2007	Total Statewide 2006	Statewide Change from 2006
11-0000	Management Occupations	19,850	9,410	29,260	29,090	170
13-0000	Business and Financial Operations Occupations	30,700	8,240	38,940	37,740	1,200
15-0000	Computer and Mathematical Occupations	19,310	1,840	21,150	21,090	60
17-0000	Architecture and Engineering Occupations	8,010	2,770	10,780	N/A	N/A
19-0000	Life, Physical, and Social Science Occupations	5,180	2,360	7,530	8,360	-830
21-0000	Community and Social Services Occupations	7,930	4,860	12,790	12,960	-170
23-0000	Legal Occupations	3,440	860	4,300	N/A	N/A
25-0000	Education, Training, and Library Occupations	30,780	23,040	53,820	53,620	200
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	7,960	2,730	10,690	N/A	N/A
29-0000	Healthcare Practitioners and Technical Occupations	31,970	17,900	49,870	N/A	N/A
31-0000	Healthcare Support Occupations	14,070	12,150	26,220	25,070	1,150
33-0000	Protective Service Occupations	9,380	4,970	14,350	13,470	880
35-0000	Food Preparation and Serving-Related Occupations	46,440	29,240	75,680	74,380	1,300
37-0000	Building and Grounds Cleaning and Maintenance Occupations	16,350	11,630	27,980	28,240	-260
39-0000	Personal Care and Service Occupations	11,920	6,300	18,220	N/A	N/A
41-0000	Sales and Related Occupations	61,030	37,400	98,440	N/A	N/A
43-0000	Office and Administrative Support Occupations	107,360	52,050	159,410	N/A	N/A
45-0000	Farming, Fishing, and Forestry Occupations	NA	NA	3,100	2,860	240
47-0000	Construction and Extraction Occupations	26,790	15,650	42,450	N/A	N/A
49-0000	Installation, Maintenance, and Repair Occupations	20,530	17,200	37,730	37,130	600
51-0000	Production Occupations	34,210	44,980	79,180	80,560	-1,380
53-0000	Transportation and Material Moving Occupations	48,660	28,440	77,100	73,540	3,560
00-0000	Total all occupations	562,510	336,490	898,990	885,820	13,170

Source: Nebraska Workforce Development, Occupational Employment Statistics (OES), 2008

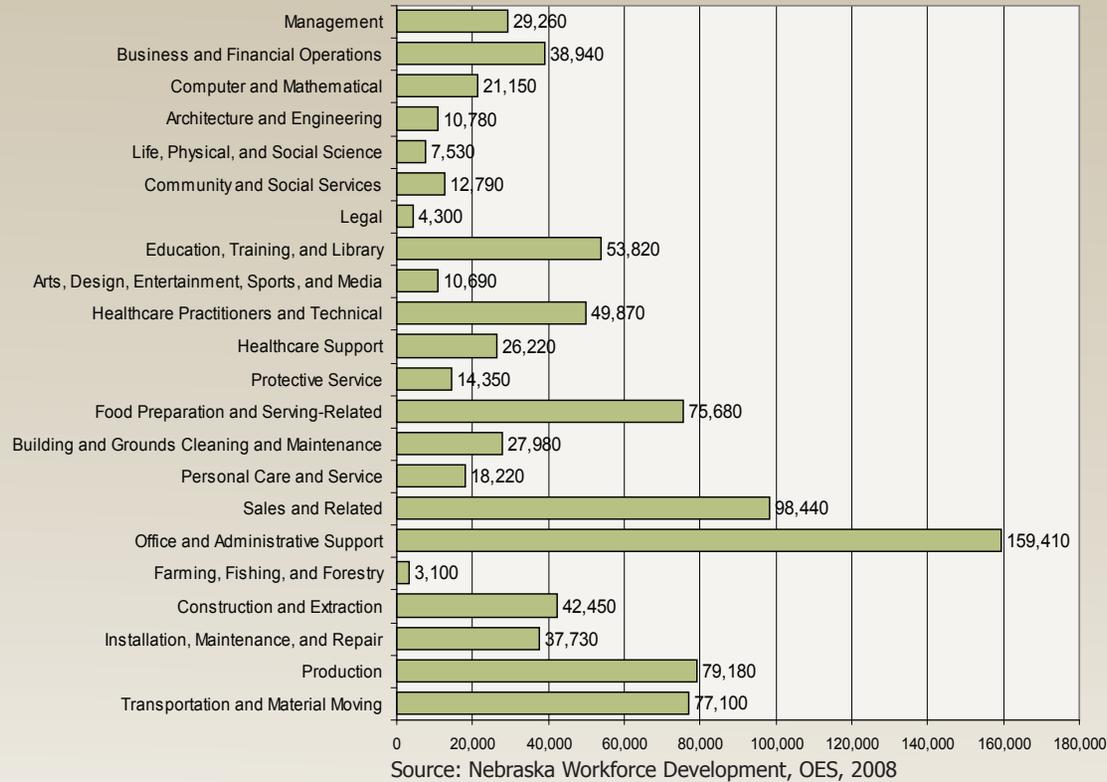
How to use it

Employment by occupation provides a different measure of Nebraska's workforce than employment by industry. The industry is defined by the primary operation of the business or agency. Occupations are defined by the type of work a person does; occupational employment looks at each worker within the business and distinguishes their specific job title (i.e., it classifies a person based on the job description rather than the industry of the employer).

Where to find it

Occupational employment and wages can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Compensation from the left navigation pane and choose Wage Estimates by Occupation under Wages.

Employment by Occupation Nebraska Statewide, 2007



How to use it

Both occupational and industry employment count the number of jobs, not necessarily the number of people employed. Nebraska has a 2007 multiple job-holder rate of 9.7%, which is the second highest rate in the nation. The national average was 5.2% in 2007. Conversely, the employment estimates in the Local Area Unemployment Statistics program are a count of people employed, not jobs held.

Where to find it

Occupational employment and wages can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Compensation from the left navigation pane and choose Wage Estimates by Occupation under Wages.

Occupational Employment

What is it?

Of the major occupations, Office and Administrative Support employs the largest number of people, with 159,410 jobs statewide and 18 percent of employment. Supervisors of Office and Administrative Support Workers; Financial Clerks; Secretaries and Administrative Support Workers; and more are all included in this major occupation group.

Sales and Related Occupations, including Sale Representatives; Travel Agents; Counter and Rental Clerks; and others, constitute the second largest major occupation group, with 98,440 jobs and 11 percent of employment.

Production and Transportation and Material Moving include occupations that are in high demand and are critical occupations for the state of Nebraska. These two occupational groups hold a large proportion of the state's employment.



Nebraska Layoffs

What is it?

Between October 1, 2008 and March 31, 2009 there were 209 public layoffs in Nebraska. More than 6,000 employees were affected by the layoffs, with just under one-half (45%) working in the Manufacturing industry. That industry has been hardest hit in the Central and Northeast Economic Regions, with 716 workers affected in the Central Economic Region and 494 affected in the Northeast Economic Region.

Trade, Transportation & Utilities, which is Nebraska's largest industry, has also had a large number of layoffs, with 48 events (23.0%) occurring in that time period.

Twenty-four of the layoff events have an unknown or a confidential number of workers affected.

Nebraska Permanent Layoffs Nebraska Statewide, Fourth Quarter 2008 through First Quarter 2009

	Number of Employees	Number of Events
Industry		
Natural Resources, Mining, & Construction	60	4
Manufacturing	2,739	86
Trade, Transportation and Utilities	923	48
Information	182	9
Financial Activities	225	15
Professional and Business Services	1,297	20
Education and Health Services	442	10
Leisure and Hospitality	115	12
Other Services	55	3
Public Administration	35	2
Event Date		
October 2008	523	21
November 2008	1,099	27
December 2008	506	18
January 2009	1,438	47
February 2009	906	63
March 2009	1,601	33
Total	6,073	209

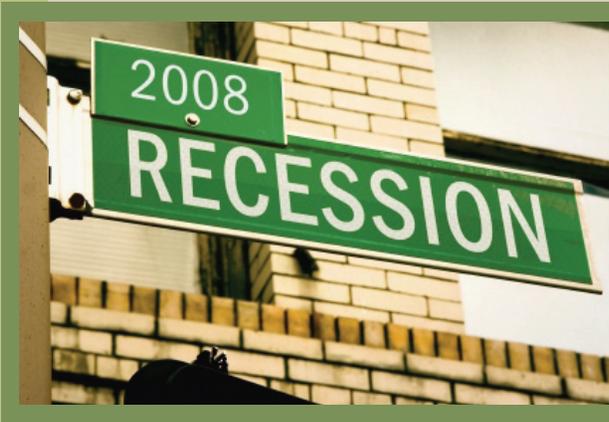
Note: Layoff data may have changed since gathered; gathered on April 6, 2009
Source: Nebraska Workforce Development, Rapid Response Program, 2009

How to use it

The Rapid Response Program is an early intervention service designed to assist employees transition back to work. Rapid Response meetings are informational workshops offered to employers and employees in the event of a closure or layoff; it is often a worker's first opportunity to learn about reemployment and training programs. During the fourth quarter of 2008 and the first quarter of 2009 there were 39 Rapid Response meetings held, with 1,831 attendees.

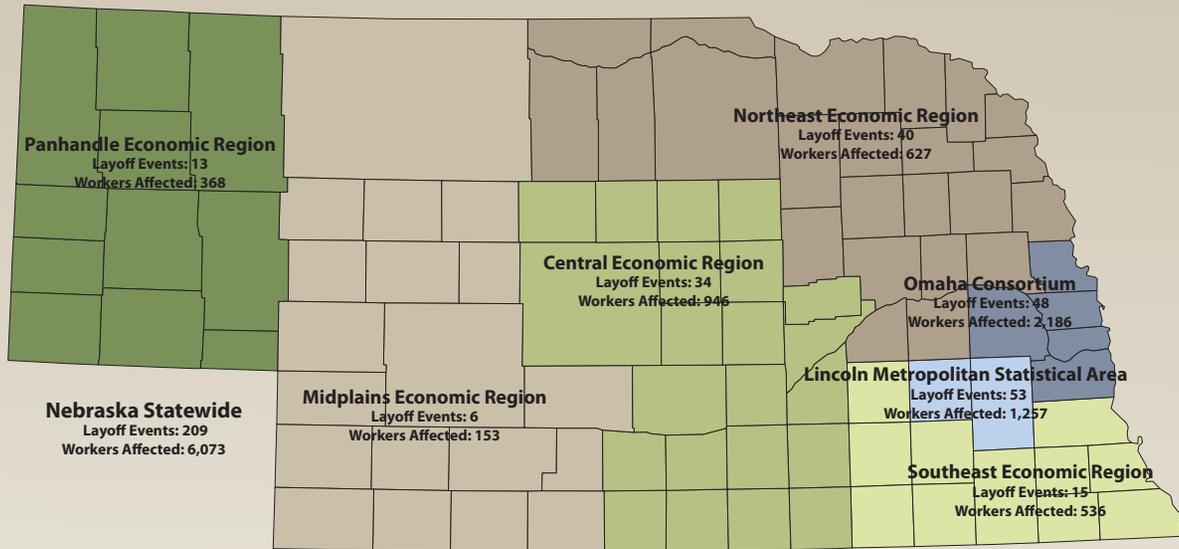
Where to find it

Layoff data from the Rapid Response program can be found at www.NebraskaWorkforce.com. Click on the Layoff Report button on the right-hand side. Contact the Labor Market Information Center for additional information.



Nebraska Permanent Layoffs

Fourth Quarter 2008 through First Quarter 2009



Note: Layoff data may have changed since gathered; gathered on April 6, 2009
 Source: Nebraska Workforce Development, Rapid Response Program, 2009

Nebraska Layoffs

What is it?

Of the 209 Nebraska Layoff events in the fourth quarter of 2008 and first quarter of 2009, nearly half occurred in the Lincoln and Omaha metropolitan statistical areas. The Lincoln MSA sustained the largest number of events across the Nebraska regions, although the Omaha Consortium was hit with the largest number of affected workers.

All of the five largest events, each affecting between 250 and 380 workers, occurred in the Southeastern portion of the state; including the Southeast Economic Region, the Lincoln MSA and the Omaha Consortium. Of those five largest events, two occurring in the Omaha Consortium were in Professional & Business Services and one in Education & Health Services. The Lincoln MSA and Southeast Economic Region events were in Manufacturing.

How to use it

More than a quarter of the statewide layoff events, 60 events (29%), were due to closures during fourth quarter 2008 and first quarter 2009. This will have a significant effect on the job market, as those laid off from a company that did not close may have a chance of being rehired once the economy improves. Of note, all of the Leisure & Hospitality events were closures, while all of the Natural Resources & Mining and Construction events were layoffs.

Where to find it

Layoff data from the Rapid Response program can be found at www.NebraskaWorkforce.com. Click on the Layoff Report button on the right-hand side. Contact the Labor Market Information Center for additional information.



Nebraska Compensation

What is it?

Of the 23 major occupational groups, the Occupational Employment Statistics program reports that Management provides the highest hourly average wage at \$40.83 per hour. This occupational group also has a \$31.31 per hour difference between entry and experienced average wages. Food Preparation and Service Related Occupations pay the lowest hourly wage at \$8.67 per hour and is one of the state's top five employing occupations.

Nebraska's average annual wage for all occupations at \$36,225 in 2008 is below the national average annual wage by \$4,465. Farming, Fishing and Forestry Occupations' and Production Occupations' average annual wages are above the national average. Both Management and Legal Occupations pay significantly less, by more than \$10,000, on average in Nebraska than they do nationally.

Wages by Occupation Nebraska Statewide, 4th Quarter 2008

Occ. Code	Occupation Title	Hourly Average	Hourly Entry	Hourly Experienced	Annual Average	
					Nebraska	National*
11-0000	Management Occupations	\$40.83	\$19.96	\$51.27	\$84,935	\$96,150
13-0000	Business and Financial Operations Occupations	\$27.06	\$16.60	\$32.29	\$56,285	\$62,410
15-0000	Computer and Mathematical Occupations	\$31.43	\$18.97	\$37.66	\$65,377	\$72,190
17-0000	Architecture and Engineering Occupations	\$29.12	\$16.51	\$35.41	\$60,552	\$68,880
19-0000	Life, Physical, and Social Science Occupations	\$26.07	\$15.02	\$31.60	\$54,230	\$62,020
21-0000	Community and Social Services Occupations	\$16.87	\$10.65	\$19.97	\$35,078	\$40,540
23-0000	Legal Occupations	\$35.57	\$15.32	\$45.71	\$73,999	\$88,450
25-0000	Education, Training, and Library Occupations	\$20.04	\$10.89	\$24.61	\$41,669	\$46,610
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$18.59	\$9.41	\$23.17	\$38,661	\$48,410
29-0000	Healthcare Practitioners and Technical Occupations	\$28.80	\$15.06	\$35.68	\$59,907	\$65,020
31-0000	Healthcare Support Occupations	\$12.07	\$9.40	\$13.39	\$25,095	\$25,600
33-0000	Protective Service Occupations	\$17.77	\$9.88	\$21.72	\$36,969	\$38,750
35-0000	Food Preparation and Serving-Related Occupations	\$8.67	\$6.70	\$9.65	\$18,022	\$19,440
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$10.75	\$7.64	\$12.31	\$22,366	\$23,560
39-0000	Personal Care and Service Occupations	\$10.26	\$6.88	\$11.94	\$21,332	\$23,980
41-0000	Sales and Related Occupations	\$14.81	\$7.06	\$18.68	\$30,792	\$35,240
43-0000	Office and Administrative Support Occupations	\$13.82	\$9.18	\$16.14	\$28,744	\$31,200
45-0000	Farming, Fishing, and Forestry Occupations	\$13.18	\$8.20	\$15.68	\$27,431	\$22,640
47-0000	Construction and Extraction Occupations	\$17.69	\$11.49	\$20.79	\$36,795	\$40,620
49-0000	Installation, Maintenance, and Repair Occupations	\$18.09	\$11.32	\$21.48	\$37,645	\$39,930
51-0000	Production Occupations	\$14.38	\$9.78	\$16.68	\$29,909	\$31,310
53-0000	Transportation and Material Moving Occupations	\$15.25	\$8.91	\$18.42	\$31,717	\$30,680
00-0000	Total all occupations	\$17.41	\$8.64	\$21.81	\$36,225	\$40,690

*May 2007 Data; Bureau of Labor Statistics, National Occupational Employment and Wage Estimates

Note: May 2007 data updated to 4th Quarter ECI factors

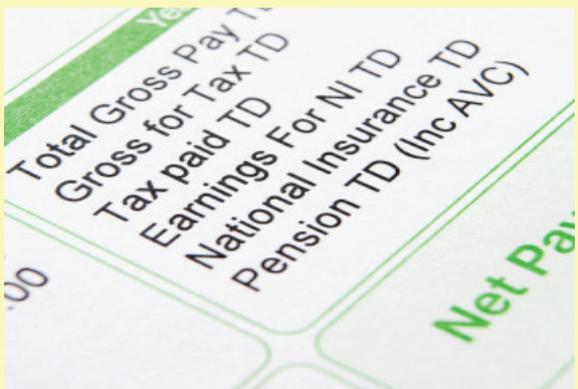
Source: Nebraska Workforce Development, Occupational Employment Statistics, 2009

How to use it

Determining wages and wage adjustments for employees can be unpleasant and complicated for employers. However, using the Occupational Employment Statistics to see wage trends by area and industry can simplify the process. Many employers will reevaluate salaries after minimum wage changes. Nebraska's minimum wage changed to \$6.55 on July 24, 2008 and will be raised to \$7.25 per hour on July 24, 2009.

Where to find it

Occupational employment and wages can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Compensation from the left navigation pane and choose Wage Estimates by Occupation under Wages.



Employee Benefits

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.

Rate of Benefits Offered by Employment Size Full-time Employees, Nebraska Statewide, 2006

	1-4 Employees	5-9 Employees	10-19 Employees	20-49 Employees	50-99 Employees	100-249 Employees	250+ Employees	All Sizes
Medical Insurance	30.3%	52.6%	67.3%	79.7%	92.6%	97.4%	98.6%	63.8%
Dental Insurance	13.0%	24.1%	36.9%	53.5%	72.6%	90.0%	94.4%	39.0%
Vision Insurance	6.0%	13.1%	19.0%	26.1%	39.2%	48.1%	64.1%	20.2%
Life Insurance	15.9%	33.5%	49.4%	64.4%	81.7%	93.8%	97.2%	48.1%
Paid Time Off	7.0%	10.7%	14.0%	18.4%	21.6%	36.0%	38.5%	14.8%
Paid Vacation	59.7%	79.5%	80.6%	82.7%	85.4%	77.6%	81.9%	77.7%
Paid Sick Leave	30.9%	41.7%	42.3%	42.8%	48.1%	39.7%	50.7%	40.8%
Paid Holidays	57.0%	74.6%	76.0%	76.5%	83.1%	80.3%	92.3%	73.6%
Retirement Plan	27.3%	46.5%	55.6%	62.5%	77.0%	85.1%	83.2%	53.3%
Educational Assistance	11.0%	20.2%	22.9%	28.8%	43.8%	61.1%	84.0%	25.6%

Source: Nebraska Workforce Development, Benefits Survey, 2007

How to use it

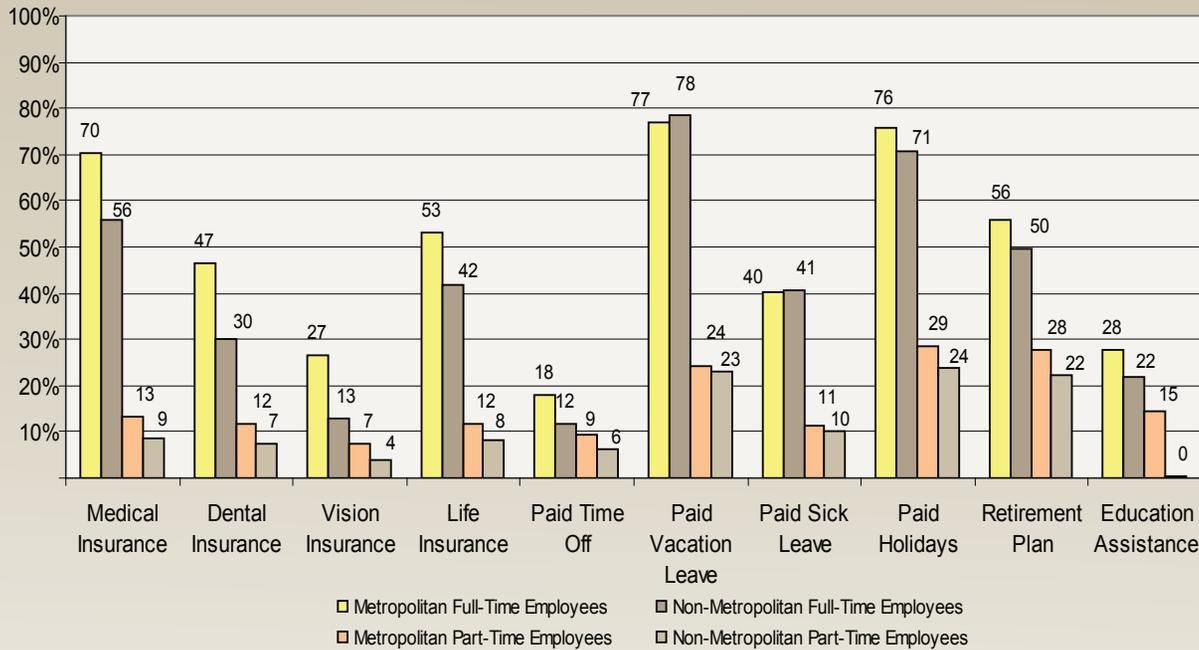
Benefit information is important to both employers and employees since benefits can account for a significant portion (about one-third) of an employee's total compensation package. Employers often use this information to gauge how well they might compete for workers with other businesses in the area.

Where to find it

The 2007 Benefits Survey can be viewed at www.NebraskaWorkforce.com. Choose Labor Market Information, select Compensation from the left navigation pane and choose 2007 Employee Benefits Report.



Rate of Benefits Offered Nebraska Statewide, 2006



Source: Nebraska Workforce Development, Benefits Survey, 2007

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.

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. Benefit trends showing what it would take to stay regionally competitive may influence that decision. 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

The 2007 Benefits Survey can be viewed at www.NebraskaWorkforce.com. Choose Labor Market Information, select Compensation from the left navigation pane and choose 2007 Employee Benefits Report.



Employee Benefits

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 to the right. In all but a few cases as the employment size increases, the percent of businesses offering medical insurance also increases.

All businesses who responded to the 2006 Benefits Survey with more than 250 employees offered medical insurance except in Professional & Business Services, and possibly Natural Resources & Mining (which is suppressed for confidentiality). The percent of businesses that offer medical insurance in the Information and Manufacturing industries are the largest among all industries. Leisure & Hospitality offered the lowest percentage of medical insurance to full-time workers in 2006.

Rate of Medical Insurance Offered by Employment Size Full-time Employees, Nebraska Statewide, 2006

	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	41.8%
Construction	20.3%	47.7%	71.6%	86.3%	95.8%	100.0%	100.0%	59.9%
Manufacturing	40.8%	59.8%	85.7%	91.2%	98.8%	98.5%	100.0%	81.0%
Trade, Transportation & Utilities	31.3%	57.9%	70.4%	86.2%	93.2%	100.0%	100.0%	67.2%
Information	56.5%	78.8%	86.0%	89.3%	100.0%	100.0%	100.0%	83.1%
Financial Activities	39.3%	75.3%	92.5%	98.5%	96.0%	100.0%	100.0%	76.8%
Professional Business Services	32.5%	47.9%	73.6%	84.0%	94.1%	96.9%	92.3%	63.1%
Education and Health Services	32.4%	44.2%	58.9%	77.3%	91.7%	97.4%	100.0%	63.6%
Leisure & Hospitality	11.7%	16.0%	27.7%	48.9%	80.3%	87.5%	100.0%	38.5%
Other Services	24.8%	48.0%	70.2%	72.4%	81.3%	100.0%	100.0%	52.6%

Source: Nebraska Workforce Development, Benefits Survey, 2007

How to use it

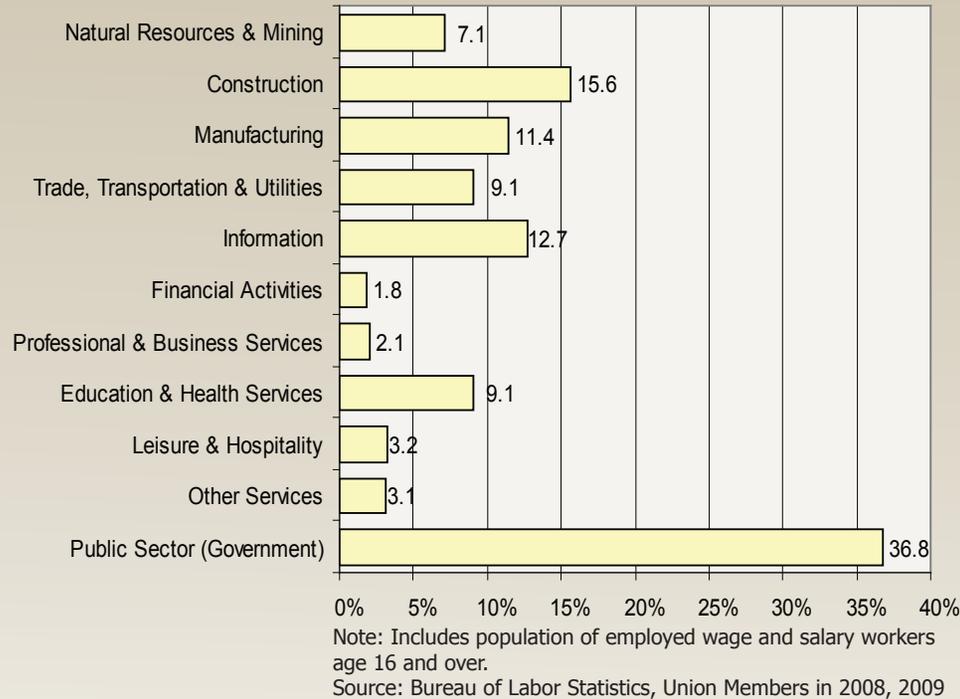
It is important to remember that while the last few tables have shown benefit availability differences between industries, regions and employment size, these factors are all interrelated. Before conclusions can be made about the influence of an employer's size or location in offering benefits, the employer's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

Where to find it

The 2007 Benefits Survey can be viewed at www.NebraskaWorkforce.com. Choose Labor Market Information, select Compensation from the left navigation pane and choose 2007 Employee Benefits Report.



National Unionization Rates by Industry 2008



Unionization Rates

What is it?

National unionization rates differ dramatically between the private and public sector. Government has the highest industry unionization rate, with 36.8% of employees participating in a union.

In the private sector, Construction has the highest unionization rate, with 15.6% of employees participating in a union. Construction, Information and Manufacturing have the highest rates. Financial Activities and Professional & Business Services have the lowest rates (1.8% and 2.1%, respectively) of employees participating in a union.

Nationally, workers in education, training and library occupations had the highest unionization rates.

Nebraska's union membership rate increased slightly from 7.8% in 2007 to 8.3% in 2008.

How to use it

Nationally, full-time workers participated in unions at twice the rate of part-time workers. On average, members earned 28.2% more per week than non-members. Although the percentage of workers who are union members increased over the year, it has a long-term declining trend. In 1983, the first year with comparable union data available, the national union membership rate was 20.1% with 17.7 million union workers. In 2008, union members accounted for 12.4% of employed and salary workers, with 16.1 million union members.

Where to find it

Union membership data can be found at www.bls.gov. Choose the Economic Releases tab and click on Union Members under Employment & Unemployment. Contact the Labor Market Information Center for additional information.

Nebraska Union Affiliations

	2007	2008
Total Employed	836,000	840,000
Total Union Members	65,000	70,000
Percent Union Members	7.8%	8.3%
Total Represented by Unions	81,000	90,000
% Represented by Unions	9.7%	10.7%

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

Source: Bureau of Labor Statistics, Union Members in 2008, 2009

Industry 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.

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

Between 2006 and 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%.



Long-term Industry Employment Projections Nebraska Statewide, 2006 to 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	-0.05
Mining	1,268	1,330	62	4.9	0.48
Utilities	1,322	1,580	258	19.5	1.80
Construction	44,766	52,296	7,530	16.8	1.57
Manufacturing	101,323	105,616	4,293	4.2	0.42
Wholesale Trade	38,070	39,404	1,334	3.5	0.35
Retail Trade	106,078	115,039	8,961	8.4	0.81
Transportation and Warehousing	51,416	63,210	11,794	22.9	2.09
Information	19,261	17,914	-1,347	-7.0	-0.72
Finance and Insurance	55,362	64,998	9,636	17.4	1.62
Real Estate and Rental and Leasing	9,232	9,767	535	5.8	0.56
Professional, Scientific, and Technical Services	38,175	49,829	11,654	30.5	2.70
Management of Companies and Enterprises	15,353	27,093	11,740	76.5	5.84
Administrative & Waste Management Services	44,443	47,890	3,447	7.8	0.75
Educational Services (including state and local gov)	99,893	107,113	7,220	7.2	0.70
Health Care and Social Assistance	115,402	154,051	38,649	33.5	2.93
Arts, Entertainment, and Recreation	11,380	14,288	2,908	25.6	2.30
Accommodation and Food Services	68,949	82,407	13,458	19.5	1.80
Other Services (except Government)	37,515	41,253	3,738	10.0	0.95
Government	77,791	84,223	6,432	8.3	0.80
Total Statewide	997,308	1,139,294	141,986	14.2	1.34

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

Long-term industry projections can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Employment & Unemployment from the left navigation pane and choose the 2006-2016 link under Industry Projections.

Long-term Occupational Employment Projections Nebraska Statewide, 2006 to 2016

	2006 Est. Empl.	2016 Proj. Empl.	Growth Openings	Replace- ment Openings	Total Openings	Numeric Change	Percent Change (%)
Management Occupations	51,274	57,676	6,449	9,333	15,782	6,402	12.5
Business and Financial Operations Occupations	45,303	55,366	10,076	7,976	18,052	10,063	22.2
Computer and Mathematical Occupations	23,172	29,272	6,103	5,051	11,154	6,100	26.3
Architecture and Engineering Occupations	11,422	13,464	2,042	2,670	4,712	2,042	17.9
Life, Physical, and Social Science Occupations	8,699	10,409	1,710	1,948	3,658	1,710	19.7
Community and Social Services Occupations	15,732	19,343	3,611	2,659	6,270	3,611	23.0
Legal Occupations	5,436	6,279	843	957	1,800	843	15.5
Education, Training, and Library Occupations	66,042	72,530	6,566	13,270	19,836	6,488	9.8
Arts, Design, Entertainment, Sports, and Media Occupations	15,043	17,191	2,199	3,621	5,820	2,148	14.3
Healthcare Practitioners and Technical Occupations	55,529	72,747	17,218	10,536	27,754	17,218	31.0
Healthcare Support Occupations	28,857	37,382	8,546	3,004	11,550	8,525	29.5
Protective Service Occupations	16,700	18,602	1,910	4,973	6,883	1,902	11.4
Food Preparation and Serving Related Occupations	75,467	90,805	15,338	26,195	41,533	15,338	20.3
Building and Grounds Cleaning and Maintenance Occupations	33,676	36,920	3,249	5,775	9,024	3,244	9.6
Personal Care and Service Occupations	28,545	33,407	4,938	7,197	12,135	4,862	17.0
Sales and Related Occupations	105,754	115,784	10,834	32,586	43,420	10,030	9.5
Office and Administrative Support Occupations	171,986	191,212	22,004	36,796	58,800	19,226	11.2
Farming, Fishing, and Forestry Occupations	41,166	42,084	995	10,128	11,123	918	2.2
Construction and Extraction Occupations	50,949	58,505	7,579	9,360	16,939	7,556	14.8
Installation, Maintenance, and Repair Occupations	44,130	48,948	4,913	7,353	12,266	4,818	10.9
Production Occupations	82,861	88,073	6,635	18,456	25,091	5,212	6.3
Transportation and Material Moving Occupations	89,167	99,386	11,727	19,637	31,364	10,219	11.5
Total, All Occupations Statewide	1,066,910	1,215,385	155,485	239,481	394,966	148,475	13.9

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

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.

Where to find it

Long-term occupational projections can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Career & Occupation Resources from the left navigation pane and choose the 2006-2016 link under Occupational Projections.

Occupational Projections

What is it?

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

All major group occupations are projected to see an increase in employment between 2006 and 2016; healthcare related occupations are expected to see the largest growth. Healthcare Practitioners and Technical is anticipated to see the largest employment percent change, at 31.0% in the state; Healthcare Support comes in at a close second, with a 29.5% change.

Truck Driver, Heavy and Tractor-Trailer is likely to add the most jobs (6,992) of any detailed occupation in the state. Nebraska's central location and major interstates and highways create an advantageous location for distribution centers.



Employment Projections

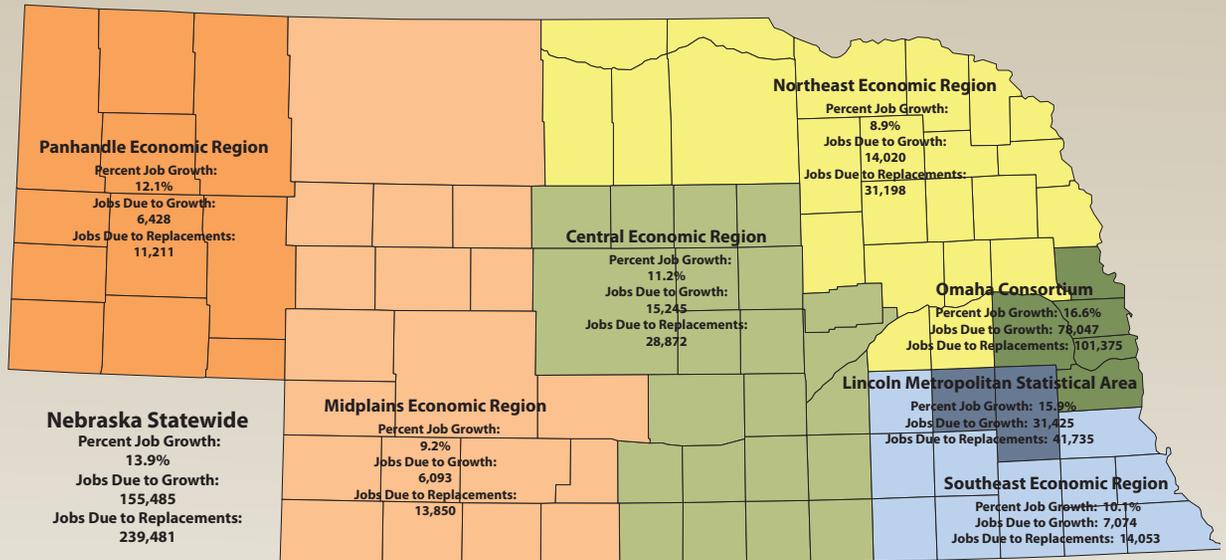
What is it?

Employment projections provide current and forecasted economic trends. According to the current long-term occupational projections, each region in Nebraska is expected to see an increase in employment over the next several years.

Nearly 400 thousand total openings are expected between 2006 and 2016 across the state, increasing total occupational employment by 148,475, or 13.9%. National growth of 10.4% is expected between 2006 and 2016.

The Omaha Consortium will see the largest growth (16.6%), with 78,047 projected openings from growth and 101,375 openings from replacements. In 2006, the Omaha Consortium constituted more than 40 percent of statewide employment.

Projected Employment Change by Economic Region 2006 to 2016



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

How to use it

Identifying which regions of the state are expected to have the largest growth is beneficial to educators, businesses and communities. Employment 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.

Where to find it

Long-term occupational projections can be found at www.NebraskaWorkforce.com. Choose Labor Market Information, select Career & Occupation Resources from the left navigation pane and choose the 2006-2016 link under Occupational Projections.



Projected Employment Change by Education Level Nebraska Statewide, 2006 to 2016

Employment Projections

Educational Title	2006 Estimated Employment	2016 Projected Employment	Annual Openings
First Professional Degree	12,603	15,864	328
Doctoral Degree	7,269	8,636	139
Master's Degree	16,737	20,597	389
Bachelor's or Higher, Plus Work Experience	46,697	52,656	595
Bachelor's Degree	126,721	150,441	2,375
Associate's Degree	40,492	51,891	1,140
Postsecondary Vocational Training	59,654	69,527	994
Work Experience in Related Occupation	86,176	96,287	1,013
Long Term on the Job Training	70,662	80,512	990
Moderate Term on the Job Training	220,796	253,229	3,253
Short Term on the Job Training	379,103	415,745	3,670

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

What is it?

Occupational projections data can be examined by education and training. There are eleven educational and training categories that are determined by the level most often required for that occupation, sometimes an employer will require more or less.

The 2006 estimated employment levels show employment concentrations in the two lowest levels of training. The next highest level of employment is in occupations that require a Bachelor's degree.

There are more annual openings for jobs that require lower levels of education and training than for jobs that require higher degrees. However, when the growth rate is considered, jobs requiring higher degrees are expected to grow more rapidly. This shows that employers are expected to require a higher skilled workforce in the future.

How to use it

Information on occupational projections by education is valuable to training officials, education planners, vocational and employment counselors, students and jobseekers. This information can be utilized to determine what levels of training will be required in the future and how to plan accordingly to meet these needs.

Where to find it

Contact the Labor Market Information Center for additional information about Projected Employment Change by Education Level for Occupations.



Demand Occupations

What is it?

The occupations listed in the table represent the top 20 high wage, skill and demand occupations. These occupations typically offer above average wages, require a higher than average level of education or skill and have a high level of demand. Demand is determined by the number of annual openings, the net change in employment and the growth rate.

Five of the top 20 occupations fall in the Business and Financial Operations occupational category and another five fall into the Computer and Mathematical occupational category. This shows a need for highly skilled labor in these occupations in Nebraska.

High Wage, High Skill & High Demand Occupations Nebraska Statewide, 2009

Rank	SOC Title	Avg Annual Openings	Avg Hourly Wage	Education & Training
1	Registered Nurses	1,026	\$26.42	Associate degree
2	Accountants and Auditors	372	\$28.95	Bachelor's degree
3	Business Operations Specialists, All Other	227	\$26.05	Bachelor's degree
4	Elementary School Teachers, Except Special Education	392	NA	Bachelor's degree
5	Computer Software Engineers, Applications	214	\$35.40	Bachelor's degree
6	Sales Representatives, Services, All Other	234	\$23.60	Work experience in a related occupation
7	Computer Systems Analysts	202	\$34.78	Bachelor's degree
8	Network Systems and Data Communications Analysts	161	\$31.49	Bachelor's degree
9	Farm, Ranch, and Other Agricultural Managers	NA	\$27.84	Bachelor's or higher degree, plus work experience
10	Insurance Sales Agents	164	\$21.87	Bachelor's degree
11	Management Analysts	152	\$32.95	Bachelor's or higher degree, plus work experience
12	Construction Managers	133	\$34.91	Bachelor's degree
13	Loan Officers	97	\$28.74	Bachelor's degree
14	Pharmacists	97	\$44.83	First professional degree
15	Medical and Health Services Managers	103	\$37.19	Bachelor's or higher degree, plus work experience
16	Network and Computer Systems Administrators	100	\$30.95	Bachelor's degree
17	Claims Adjusters, Examiners, and Investigators	118	\$24.28	Bachelor's degree
18	Lawyers	120	\$47.29	First professional degree
19	Secondary School Teachers, Except Special and Vocational Education	274	NA	Bachelor's degree
20	Computer Software Engineers, Systems Software	NA	\$36.08	Bachelor's degree

Source: Nebraska Workforce Development, 2006-2016 Long-Term Occupational Projections, 2008
 Source: Nebraska Workforce Development, Occupational Employment Statistics, 2009

How to use it

Identifying which occupations offer high wages, requires skilled workers and are expected to be in demand is useful for students, counselors and people changing careers. This is especially important for people who have been laid off and are starting over in new careers. Educational institutions may use the information to ensure that they are providing the education people need to supply skilled workers for Nebraska's businesses.

Where to find it

Contact the Labor Market Information Center for additional information about High Wage, High Skill and High Demand Occupations.



Occupations by Industry Nebraska Statewide, 2009

Industry	Largest Occupation	2006 Estimated Empl.	2016 Projected Empl.	Numeric Change	Percent Change (%)
Natural Resources and Mining	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	N/A	N/A	689	N/A
Construction	Carpenters	6,291	7,445	1,154	18.3
Manufacturing	Meat, Poultry, and Fish Cutters and Trimmers	9,504	10,781	1,277	13.4
Trade, Transportation, and Utilities	Retail Salespersons	27,707	31,690	3,983	14.4
Information	Customer Service Representatives	1,675	1,549	-126	-7.5
Financial Activities	Tellers	5,305	6,523	1,218	23.0
Professional and Business Services	Customer Service Representatives	5,820	7,845	2,025	34.8
Education and Health Services	Registered Nurses	17,607	23,982	6,375	36.2
Leisure and Hospitality	Waiters and Waitresses	15,096	17,960	2,864	19.0
Other Services	Hairdressers, Hairstylists, and Cosmetologists	2,470	2,538	68	2.8
Government	Police and Sheriff's Patrol Officers	N/A	N/A	308	N/A

Source: Nebraska Workforce Development, 2006-2016 Long-Term Industry Projections, 2008
Source: Nebraska Workforce Development, Occupational Employment Statistics, 2009

Industries and Occupations

What is it?

The chart shows the occupational projections for the largest occupation within the major industry groups based on 2006 estimated employment. Looking at projections from this perspective helps give more detail to the projections as occupations can vary widely from industry to industry.

Customer Service Representatives are the top occupation for both the Information and Professional & Business Services industries. Individuals employed in this occupation in either industry would perform the basic job duties of interacting with customers, answering questions about products and services and handling customer complaints. However, someone employed in the Information industry would be dealing with a different type of clientele than someone employed in the Professional and Business industry.

How to use it

Knowing what occupations emerge across industries is useful for many groups of people. Examining the data in this way gives students more of an idea of what types of industries employ people in their chosen field as well as the occupational outlook for these occupations. It is also useful to people switching careers and for assisting dislocated workers. They can be helpful in identifying where skills could be transferred as well as the employment projection for these occupations within different industries.

Where to find it

Contact the Labor Market Information Center for additional information about Occupational Projections for Occupations within Industries.

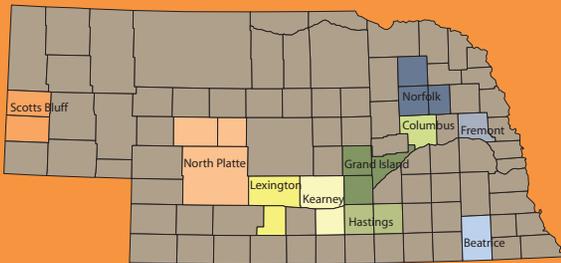


Area Definitions

Labor Market Regional Reviews are available for ten identified Micropolitan Statistical Areas, the Lincoln Metropolitan Statistical Area, and the Omaha Consortium. The 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

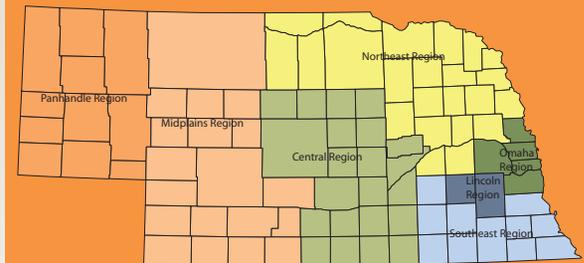
Omaha Consortium

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.



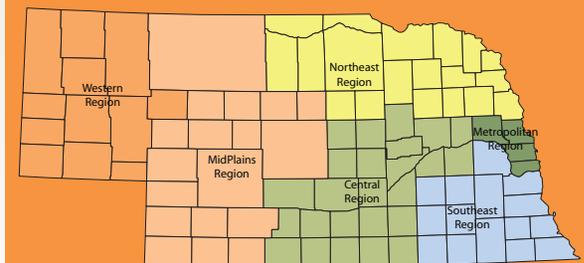
Economic Regions

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 can be found at 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.onlineonetcenter.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

