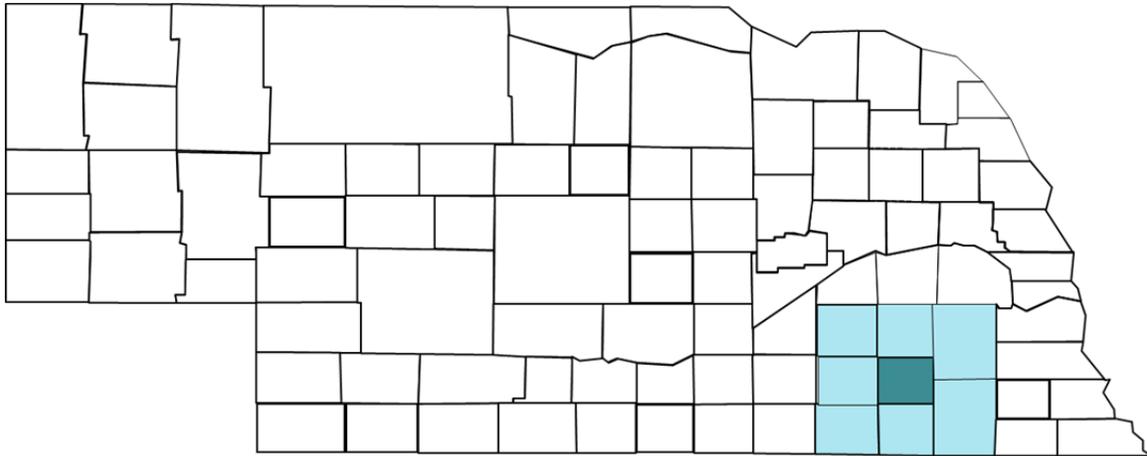


Labor Supply Factors and Labor Availability for the Saline County Labor Area



June 2015

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Executive Summary

The information provided in this report indicates that a prospective new employer providing job opportunities with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in the Saline County Labor Area. The response to such employment opportunities would be substantial, and as this report shows, there is a sizeable labor force and population base living within the Saline County Labor Area. Some findings of this report include:

- Population in the Saline County Labor Area (Saline County plus the seven contiguous counties) totaled 387,003 people in 2014, with the Saline County population totaling 14,252. Population in Saline County grew by 0.4 percent during the period 2010-2014, compared to a population increase of 4.3 percent for the eight-county Saline County Labor Area as a whole.
- The Saline County Labor Area labor force totaled 215,947 in 2014, with 209,435 local residents employed in jobs either within or outside the area. A total of 200,687 persons were employed in nonfarm wage and salary jobs¹ within the area.
- In 2011, 3,520 primary jobs (55.1 percent) held by Saline County residents were located outside Saline County. This confirms a large number of Saline County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Saline County Labor Area were \$1,624 less than the Nebraska average. Within the labor area, Lancaster County had the highest average wage, \$40,606 or \$578 lower than the Nebraska average. In Saline County, average annual salaries were \$3,956 less than the state average.

The basic conclusion of this report, which follows from the data and analysis presented, is that the Saline County Labor Area and Saline County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area. While this report has not estimated a precise number of people that may be available for a prospective new employer in the Saline County area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

¹ Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees program. Nonfarm wage and salary employment data includes 99.7 percent of all wage and salary civilian employment. Self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal) worker categories are not included.

Labor Supply Factors and Labor Availability for the Saline County Labor Area

This report presents selected labor-related and demographic data that provide insights into the labor supply situation in Saline County and the surrounding area.

In reviewing the data presented in this report, it will be evident that the Saline County Labor Area has a sizeable pool of labor to provide for the labor requirements of additional employers in the area, both in the near term and over the long run. Data presented in this report includes tables on labor force, employment, and population for Saline County and for the surrounding counties that make up the potential laborshed area. Figure One includes a map outlining the geographic area which has been defined as the Saline County Labor Area.

An important resource for new or expanding businesses is a readily available supply of workers. Whether an employer requires 5 or 500 workers, they need to have confidence there will be a sufficient number of workers available to meet their labor requirements. This report is provided as a key analytical tool to identify and quantify the number and selected characteristics of workers available in the Saline County Labor Area.

Available labor supply is defined as the number of persons who would potentially apply for employment when a job becomes available. Potential workers are categorized into two groups; those currently employed who would consider other employment opportunities and those who do not currently have a job.

One factor contributing to the available supply of workers is the willingness of workers already employed to change jobs. Factors influencing this decision are related to wages, fringe benefits, hours, and working conditions. Generally, workers are more inclined to change jobs when the wages and benefits for the potential new job are better and/or when they are optimistic about the economy.

Factors contributing to the available supply of people without jobs include the unemployment rate, labor force participation, and migration. To be classified as unemployed, an individual must have been actively looking for work in the last four weeks, unless they were expecting recall from a layoff or waiting to start a job within 30 days.

**Figure One
Saline County Labor Area**

York	Seward	Lancaster
Fillmore	Saline	
Thayer	Jefferson	Gage

There are also potential workers that are classified as not presently in the labor force. These individuals may not be participating in the labor force as employed or unemployed workers for various reasons. They may be unable to work because of school or family responsibilities or they may have an illness that has prevented them from becoming part of the labor force. There may also be workers who have not been able to find employment in the past and have become discouraged or who are no longer actively seeking employment because they perceive there are no attractive job opportunities available in the area. Retired persons are also classified as not in the labor force, although this population group often can provide substantial labor resources for selected business operations. Within the group of persons not currently in the labor force, and therefore not actively seeking employment, are many individuals who would accept a job with attractive working conditions, competitive wages, and employee benefits if one became available.

Population migration is another factor that affects the available labor supply of potential workers who are not presently employed (and may not be seeking work within the local labor market). Persons without jobs and who perceive that there are no job opportunities available locally are the most likely to leave (migrate out) the area for employment opportunities elsewhere.

Labor Force and Employment

Table One provides data showing labor force and employment trends for the Saline County Labor Area and for Saline County for selected years from 2009 to 2014. Data in Table One (Part A and Part B, next page) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, unemployment rate, and nonfarm wage and salary employment data for the entire Saline County Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both increased, with the area labor force growing by 4.2 percent between 2009 and 2014 and total employment growing by 5.7 percent during the same period.

Table One
Labor Force and Employment, Saline County Labor Area^(a), 2009–2014

Part A
Labor Force and Employment
Saline County Labor Area^(a), 2009–2014

(Place of Residence)	2009	2010	2011	2012	2013	2014	% Chg. 2009–2014
Labor Force^(b)	207,285	207,732	209,635	213,667	215,414	215,947	4.2
Unemployment (#)	9,222	8,971	8,599	7,871	7,571	6,512	-29.4
Unemployment Rate (%)	4.4	4.3	4.1	3.7	3.5	3.0	(N/A)
Employment	198,063	198,761	201,036	205,796	207,843	209,435	5.7
(Place of Work)							
Nonfarm Employment^(c)	189,917	189,221	190,527	195,159	198,247	200,687	5.7

Table One continued on following page; notes and sources on following page.

Table One — Continued
Part B
Labor Force and Employment by Industry
Saline County, NE

(Place of Residence)	2009	2010	2011	2012	2013	2014	% Chg. 2009–2014
Labor Force^(b)	8,342	7,287	7,345	7,375	7,428	7,303	-12.5
Unemployment (#)	381	341	345	320	318	257	-32.5
Unemployment Rate (%)	4.6	4.7	4.7	4.3	4.3	3.5	(N/A)
Employment	7,961	6,946	7,000	7,055	7,110	7,046	-11.5
(Place of Work)							
Nonfarm Employment^(c)	6,647	6,792	6,761	6,793	6,877	6,836	2.8
Goods Producing	2,747	2,772	2,781	2,795	2,836	2,861	4.1
Manufacturing	2,663	2,689	2,694	2,706	2,744	2,745	3.1
Natural Resources	30	35	40	41	41	49	63.3
Construction	55	48	47	48	50	67	21.8
Service Providing	2,552	2,557	2,530	2,555	2,568	2,475	-3.0
Trans., Warehousing & Utilities	1,014	1,033	1,003	1,037	1,047	1,025	1.1
Information	36	35	30	29	30	28	-22.2
Financial Activities	202	193	188	156	154	153	-24.3
Professional & Business Services	226	80	82	72	74	183	-19.0
Education & Health Services	607	616	631	642	695	664	9.4
Leisure and Hospitality	365	376	360	339	318	310	-15.1
Other Services, except Public	103	225	236	281	250	113	9.7
Total Government	1,348	1,464	1,450	1,443	1,474	1,499	11.2
Federal Government	65	67	64	63	59	56	-13.8
State Government	34	29	22	20	22	23	-32.4
Local Government	1,249	1,368	1,363	1,360	1,393	1,420	13.7

^(a) The Saline County Labor Area includes Saline and the contiguous counties (Fillmore, Gage, Jefferson, Lancaster, Seward, Thayer, and York).

^(b) The labor force data are measured based on the county of residence, irrespective of the county of employment.

^(c) The Nonfarm Employment data are for wage and salary employment and are based on the place (county) where the individual is employed, irrespective of the county of residence.

Source: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

The second employment measure presented for the Saline County Labor Area, nonfarm wage and salary employment increased from 189,917 in 2009 to 200,687 in 2014, an increase of 5.7 percent. In the case of the labor force data (labor force, unemployment, and employment), the respective measures are based on the county of residence. The nonfarm wage and salary employment data are measured based on the county of employment, irrespective of the place of residence of the workers.

The labor force and employment measures presented for Saline County (Table One, Part B) indicate that the total labor force in the county declined by 12.5 percent between 2009 and 2014, with total employment (of people residing in Saline County, irrespective of their county of employment) declining by 11.5 percent during this period. It is also of interest to note that unemployment decreased by 32.5 percent, from 381 in 2009 to 257 in 2014.

As previously noted, the second employment measure presented for Saline County, nonfarm wage and salary employment, is based on the county where the person is employed irrespective of their county of residence. Nonfarm wage and salary employment in Saline County grew by 2.8 percent between 2009 and 2014. Data presented in Table One, Part B show that the fastest growing employment sector in Saline County during the 2009–2014 review period was the Natural Resources sector, recording a 63.3 percent increase between 2009 and 2014. Other economic sectors experiencing significant growth in employment between 2009 and 2014 include the Construction sector (21.8 percent), Total Government (11.2 percent), and the Other Services, Except Public sector (9.7 percent). In the case of the Total Government Sector, employment in the State Government Sector declined by 32.4 percent while Federal Government Sector employment declined by 13.8 percent and Local Government Sector employment grew by 13.7 percent.

A review of the employment data reported for the Saline County Labor Area (Table Two) indicates differences between the nonfarm wage and salary employment reported in each of the counties and the total employment of persons living in these respective areas. In the case of the entire Saline County Labor Area, nonfarm wage and salary employment was reported to be 200,687 in 2014, which was significantly less (8,748) than the reported total employment of persons living within the eight-county area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Saline County Labor Area, 2014

County	Labor Force 2014 ^(a)	Total Employment 2014 ^(a)	Nonfarm		Agricultural Employment 2013 ^(c)
			Wage & Salary Employment 2014 ^(b)	Total Employment Minus NF W&S Employment	
Saline	7,303	7,046	6,836	210	660
Fillmore	3,291	3,212	2,250	962	556
Gage	11,150	10,681	8,983	1,698	1,172
Jefferson	4,351	4,217	3,303	914	628
Lancaster	170,250	165,264	162,806	2,458	1,539
Seward	9,053	8,782	6,281	2,501	902
Thayer	3,051	2,971	2,490	481	504
York	7,498	7,262	7,738	-476	595
Labor Area	215,947	209,435	200,687	8,748	6,556

^(a) Labor force and employment data are measured based on the county of residence.

^(b) Nonfarm Employment data are for wage and salary employment and are based on the place (county) where the individual is employed, irrespective of the county of residence.

^(c) Agricultural employment data are for 2013.

Sources: Labor Data - U.S. Bureau of Labor Statistics, www.bls.gov/lau/#data.

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data, www.bea.gov/regional/reis/.

There are two major reasons for differences in the total employment and nonfarm employment values. First, nonfarm wage and salary employment excludes self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal and farm) worker categories—these workers are included in estimates of total employment. Second estimates of nonfarm wage and salary employment is based on the area where the jobs (businesses) are located while estimates of total employment are based on the area where workers live.

Table Two also includes information on agricultural employment, which includes farm proprietors. As shown in Table Two, 6,556 people in the Saline County Labor Area were employed in agriculture in 2013, the last year that agricultural employment data were available. It is important to note, that for Nebraska as a whole, approximately 32 percent of farm operators also have a full-time job off the farm and 49 percent work off the farm, either in full- or part-time employment.

The number of nonfarm wage and salary workers in the Saline County Labor Area is shown by major industry sector and by county in Table Three. The reader is reminded that nonfarm wage and salary workers are counted in the county where they are employed. Individuals with more than one job are counted at each establishment (and in each county) where they work. Table Three provides information about the number of workers in the labor area by county and major industry category.

Table Three
Nonfarm Wage and Salary Employment, by Industry Sector
Saline County Labor Area, by County, 2014

Area	Nat. Res. & Const.	Manuf.	Trade Trans. & Util.	Ed. &	Leisure & Hosp.	Fin. Act.	All Oth. Priv. Svcs.	Govt.
				Health Svcs.				
Saline	116	2,745	1,025	664	310	153	323	1,500
Fillmore	327	176	465	207	83	139	122	731
Gage	488	1,459	1,641	1,683	829	247	649	1,987
Jefferson	366	506	813	503	190	99	235	591
Lancaster	7,777	12,661	31,227	23,776	17,238	12,261	25,626	32,240
Seward	724	1,167	1,167	985	445	236	420	1,137
Thayer	226	662	463	200	61	131	85	662
York	800	825	1,582	1,190	828	388	926	1,199
Labor Area	10,824	20,201	38,383	29,208	19,984	13,654	28,386	40,047
Nebraska	61,012	97,420	192,071	131,059	86,974	63,227	155,020	159,316

Area	Nat. Res. & Const.	Manuf.	Trade Trans. & Util.	Ed. &	Leisure & Hosp.	Fin. Act.	All Oth. Priv. Svcs.	Govt.
				Health Svcs.				
Labor Area	5.4	10.1	19.1	14.6	10.0	6.8	14.1	20.0
Nebraska	6.4	10.3	20.3	13.9	9.2	6.7	16.4	16.8

Source: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

In addition to displaying the number of workers by major industry sector, Table Three also compares the percentage distribution of workers by industry in the Saline County Labor Area with the distribution for the State of Nebraska. As these data show, the

industry distribution of employment for the Saline County Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Saline County Labor Area occur in the Government sector employment, with 20 percent of nonfarm wage and salary workers in the area employed in that sector, compared to 16.8 percent for Nebraska. Conversely, only 14.1 percent of nonfarm wage and salary workers in the Saline County Labor Area are employed in the All Other Services sector, compared to 16.4 percent for Nebraska as a whole.

Table Four, Part A provides data showing labor cost comparisons, by county, for all private wage and salary workers for the Saline County Labor Area. It is important to remember that the wage and salary employment is reported by county of employment, and does not provide an indication of the average weekly and annual wage for residents of the respective counties. Obviously, labor cost is an important consideration in any analysis of the labor availability in an area. Pay data for workers covered by unemployment insurance laws in Nebraska are the source of the labor cost information. Average annual pay is calculated by dividing the total payroll for wage and salary workers by the average annual number of employees.

A review of the data in Table Four, Part A indicates that average annual salaries in Saline County (\$37,228 for all wage and salary employees for all private industries) are slightly lower than for the Saline County Labor Area as a whole and most of the other counties in the area. Also, Saline County average annual salaries are \$3,956 (9.6 percent) less than the state average. Average annual salaries for the Saline County Labor Area (\$39,560) were \$1,624 (3.9 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Saline County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Pay by Industry Groups, Saline County Labor Area & Nebraska, 2014

Part A			
Average Annual Pay and Average Weekly Wages by Industry Groups			
All Covered^(a) Wage and Salary Workers, All Industries			
County	Average Employment	Average Weekly Wages	Average Annual Wages
Saline	6,836	\$716	\$37,228
Fillmore	2,250	\$672	\$34,944
Gage	8,983	\$634	\$32,983
Jefferson	3,303	\$604	\$31,424
Lancaster	162,806	\$781	\$40,606
Seward	6,281	\$712	\$37,012
Thayer	2,490	\$687	\$35,713
York	7,738	\$680	\$35,366
Labor Area	200,687	\$759	\$39,560
Nebraska	946,099	\$792	\$41,184

Table Four continued on following page; notes and sources on following page.

Table Four — Continued

Part B
Average Annual Pay All Covered^(a) Wage and Salary Workers
By Selected Industry Groups

County	Goods-Producing	Manufacturing	Construction	Service-Providing	Trade, Transportation, and Utilities	Financial Activities	Professional and Business Services	Leisure and Hospitality
Saline	\$45,717	\$46,475	\$24,005	\$29,770	\$33,702	\$43,806	\$32,536	\$9,276
Fillmore	\$47,256	\$43,998	\$44,248	\$31,096	\$33,285	\$45,315	N/A	\$8,858
Gage	\$43,353	\$46,609	\$33,038	\$27,048	\$30,440	\$48,588	\$27,898	\$9,390
Jefferson	\$39,637	\$38,966	\$45,196	\$27,465	\$26,713	\$38,966	\$47,847	\$8,811
Lancaster	\$48,155	\$51,434	\$43,873	\$36,957	\$34,628	\$51,727	\$47,097	\$13,809
Seward	\$44,077	\$51,153	\$37,539	\$31,911	\$34,404	\$49,444	\$35,308	\$10,287
Thayer	\$40,664	\$42,148	\$33,257	\$31,707	\$37,077	\$42,280	\$25,413	\$7,155
York	\$45,487	\$47,436	\$45,353	\$30,937	\$33,477	\$40,892	\$36,756	\$13,301
Nebraska	\$45,078	\$45,780	\$45,841	\$39,523	\$35,723	\$57,295	\$54,552	\$14,393

N/A Not Available.

^(a) Includes employers that are subject to Nebraska Employment Security Laws.

Source: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Saline County Labor Area. As the data in Table Four indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Lancaster County. The average annual wage for all wage and salary workers (working) in Lancaster County was \$40,606 in 2014 which was \$1,046 (2.6 percent) higher than the average for the Saline County Labor Area as a whole, and \$578 (1.4 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Lancaster indicates that the high average annual wage results from the high average wage in the Manufacturing industry group.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Southeast Nebraska. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively.

Table Five
Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations
Southeast Nebraska, 2nd Quarter, 2014

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
Education, Training, and Library Occupations	20.28	12.10	24.36
Healthcare Practitioners and Technical Occupations	27.03	15.32	32.89
Registered Nurses	26.03	20.31	28.89
Protective Service Occupations	17.60	11.54	20.62
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	25.36	13.03	31.53
Construction and Extraction Occupations	16.97	11.94	19.48
Installation, Maintenance, and Repair Occupations	19.33	11.73	23.12
Production Occupations	16.67	11.87	19.06
First-Line Supervisors of Production and Operating Workers	25.97	17.30	30.30
Team Assemblers	14.07	11.50	15.36
Welders, Cutters, Solderers, and Brazers	16.67	12.16	18.92
Inspectors, Testers, Sorters, Samplers, and Weighers	16.11	12.28	18.04
Transportation and Material Moving Occupations	14.45	9.98	16.68
Heavy and Tractor-Trailer Truck Drivers	16.24	12.27	18.23
Laborers and Freight, Stock, and Material Movers, Hand	13.39	9.73	15.22

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, June, 2015.

Commuting Patterns

Table Six provides data from the 2011 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Saline County Labor Area. Data in Table Six indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Saline County indicate that 3,520, or 55.1 percent of the employed workers, commuted to other counties for employment. For two of the other counties in the Saline County Labor Area, the percentage of commuters was greater than for Saline County. In the case of Seward County, 4,536, or 62.8 percent of employed workers commuted out of their county of residence for employment. Other counties with a high percentage of employed workers commuting to other counties for employment include Thayer, (57.6 percent), Jefferson (54.9 percent), Fillmore (53.2 percent), and Gage with 51.8 percent of employed workers commuting out of their county of residence for employment.

Table Six
Commuting Patterns, Saline County Labor Area
Jobs Outside County of Residence, 2011

County	County Residents Working Outside County	
	Number	Percent
Saline	3,520	55.1
Fillmore	1,197	53.2
Gage	5,268	51.8
Jefferson	1,942	54.9
Lancaster	20,127	15.7
Seward	4,536	62.8
Thayer	1,480	57.6
York	2,627	44.3

Source: U.S. Bureau of the Census, *Local Employment Dynamics*
<http://lehdmap4.did.census.gov/themap4/>.

Table Seven provides further detail illustrating the willingness of workers in Saline County to travel for employment. In 2011, residents of Saline County worked at a total of 6,388 jobs; a resident could work at more than one job. Of these 6,388 jobs, the largest number, 2,868 or 44.9 percent, were located in Saline County, while 1,493 or 23.4 percent were located in Lancaster County. Other counties with high numbers of workers from Saline County were Gage (274 jobs), Seward (187 jobs), and Jefferson (123 jobs).

Table Seven
Commuting Patterns, Saline County Labor Area
Location of Jobs Held by Saline County Residents, 2011

County Where Jobs are Located	Saline County Residents' Primary Jobs	% Saline County Residents' Primary Jobs
Saline	2,868	44.9%
Lancaster	1,493	23.4%
Gage	274	4.3%
Seward	187	2.9%
Jefferson	123	1.9%
All Other Locations	1,443	22.6%
Total Resident Jobs	6,388	100.0%

Source: U.S. Bureau of the Census, *Local Employment Dynamics*, <http://lehdm4.did.census.gov/themap4/>.

Table Eight provides data showing the willingness of workers in other counties to commute to Saline County for employment. In 2011, 3,594 (55.6 percent) of the 6,462 primary jobs in Saline County were held by workers commuting from other counties. In 2011, Lancaster County was home to the greatest number of workers commuting into Saline for primary jobs, 1,944 or 30.1 percent. Other counties with large numbers of workers commuting into Saline County for their primary jobs included, Gage, 255 or 3.9 percent, Seward, 201 or 3.1 percent, Jefferson, 111 or 1.7 percent, Douglas, 100 or 1.5 percent, and Thayer, 96 or 1.5 percent.

Table Eight
Commuting Patterns, Saline County Labor Area
Sources of Saline County Workers, 2011

County Where Workers Live	Primary Jobs in Saline County	% Primary Jobs in Saline County
Saline	2,868	44.4%
Lancaster	1,944	30.1%
Gage	255	3.9%
Seward	201	3.1%
Jefferson	111	1.7%
Douglas	100	1.5%
Thayer	96	1.5%
All Other Locations	887	13.7%
Total Primary Jobs	6,462	100.0%

Source: U.S. Bureau of the Census, *Local Employment Dynamics*, <http://lehdm4.did.census.gov/themap4/>.

Table Nine provides data for Saline County showing the number of primary jobs (Workforce) located in the county and the number of primary jobs held by county residents (Labor Force Employment) by industry in 2011. When the Workforce for an industry exceeds the Labor Force (positive values in the last column of Table Nine), the difference between these values represents the net number of jobs in Saline County held by workers commuting into the county from other areas. If the Workforce is less than the Labor Force (negative values in the last column of Table Nine), the difference represents the net number of jobs held outside of Saline County by county residents.

As data in Table Nine indicate, residents of Saline County were employed in 6,388 primary jobs in 2011, but there were 6,462 primary jobs within the area. This indicates workers from counties outside the study area commuted to at least 74 primary jobs within the study area. It is important to note this is an estimate of net in-commuting and most certainly understates the actual number of primary jobs within the area held by residents from outside the study area.

Table Nine
Primary Jobs, Saline County, 2011
Resident Labor Force and Employers Workforce

Industry	Labor Force Employment (Employment of Area Residents)	Workforce (Area Jobs)	Net Number of Jobs Held by Workers Commuting Into Saline County^(a)
Agriculture, Forestry, Fishing and Hunting	64	29	-35
Mining, Quarrying, and Oil and Gas Extraction	2	0	-2
Utilities	29	3	-26
Construction	201	63	-138
Manufacturing	1,743	2,902	1,159
Wholesale Trade	222	203	-19
Retail Trade	612	405	-207
Transportation and Warehousing	256	303	47
Information	49	30	-19
Finance and Insurance	223	132	-91
Real Estate and Rental and Leasing	32	10	-22
Professional, Scientific, and Technical Services	163	53	-110
Administration & Support, Waste Management and Remediation	162	23	-139
Management of Companies and Enterprises	49	19	-30
Educational Services	750	897	147
Health Care and Social Assistance	806	572	-234
Arts, Entertainment, and Recreation	45	27	-18
Accommodation and Food Services	347	255	-92
Other Services (excluding Public Administration)	177	169	-8
Public Administration	456	367	-89
Total	6,388	6,462	74

^(a) A negative value indicates the net number of primary jobs outside of the area held by Saline County Labor Area residents.

Source: U.S. Bureau of the Census, *Local Employment Dynamics*, <http://lehdmap4.did.census.gov/themap4/>.

Population Trends

The data provided in Table Ten show population trends for the Saline County Labor Area, by county, and for Nebraska for the period 1960–2014. As these data indicate, the population of the Saline County Labor Area was 370,998 in 2010. The Saline County Labor Area population grew by 47.2 percent from 1960 to 2010 and grew 4.3 percent from 2010 to 2014. Population in Saline County totaled 14,200 in 2010 and had grown by 13.2 percent from 1960 to 2010. During the latest Census decade from 2010 to 2014, the Saline County population increased by 0.4 percent, compared to the increase for the Saline County Labor Area as a whole of 4.3 percent, and to the State rate of growth of 3.0 percent.

Table Ten
Population in the Saline County Labor Area, by County, and Nebraska
Selected Years, 1960–2014

County	1960	1970	1980	1990	2000	2010	2014	% Chg. 1960–2010	% Chg. 2010–14
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,252	13.2	0.4
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,661	-37.5	-3.9
Gage	26,818	25,719	24,456	22,794	22,993	22,311	21,663	-16.8	-2.9
Jefferson	11,620	10,436	9,817	8,759	8,333	7,547	7,335	-35.1	-2.8
Lancaster	155,272	167,972	192,884	213,641	250,291	285,407	301,795	83.8	5.7
Seward	13,581	14,460	15,789	15,450	16,496	16,750	17,150	23.3	2.4
Thayer	9,118	7,779	7,582	6,635	6,055	5,228	5,230	-42.7	0.0
York	13,724	13,685	14,798	14,428	14,598	13,665	13,917	-0.4	1.8
Labor Area	252,100	260,997	286,377	301,525	339,243	370,998	387,003	47.2	4.3
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,881,503	29.4	3.0

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2014*.

Table Eleven shows the age distribution of the resident population. Obviously, the age distribution of the population is important when evaluating the potential labor supply in an area. A key variable is the number of people in the working age populations of the counties making up the Saline County Labor Area. In 2013, there were 6,825 people in Saline County between the ages of 25 and 64, which represented 47.3 percent of the total population, compared to 49.7 percent of the population for the Saline County Labor Area as a whole and 50.9 percent of the Nebraska population in this age range.

Table Eleven
Age Characteristics of the Population, Saline County Labor Area,
by County, and Nebraska, 2013

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Age								
Saline	2,910	20.2	2,579	17.9	3,252	22.6	3,573	24.8	2,102	14.6	36.0
Fillmore	915	16.1	678	11.9	1,076	18.9	1,728	30.3	1,301	22.8	47.5
Gage	4,054	18.5	2,459	11.2	4,605	21.1	6,380	29.2	4,366	20.0	44.3
Jefferson	1,411	18.7	747	9.9	1,530	20.2	2,204	29.2	1,668	22.1	46.2
Lancaster	58,619	19.7	54,791	18.4	79,392	26.7	69,352	23.3	34,882	11.7	33.0
Seward	3,295	19.3	3,020	17.7	3,575	20.9	4,413	25.8	2,786	16.3	37.6
Thayer	902	17.4	528	10.2	940	18.1	1,519	29.3	1,300	25.1	48.7
York	2,590	18.7	1,899	13.7	3,062	22.1	3,772	27.2	2,560	18.4	40.8
Labor Area	74,696	19.5	66,701	17.4	97,432	25.5	92,941	24.3	50,965	13.3	34.9
Nebraska	390,469	20.9	262,565	14.1	476,527	25.5	474,947	25.4	264,008	14.1	36.2

^(a) Percent of total population for each respective area.

Source: U.S. Bureau of the Census, *Population Estimates 2013*.

Information in Table Twelve shows recent changes in the racial (“White Alone” and “Not-White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of Saline County, the Saline County Labor Area, and Nebraska statewide. As shown in Table Thirteen, total Saline County population increased by 5.0 percent during the thirteen year period while the Hispanic population increased by 250.1 percent and the Not-White Alone and Non-Hispanic population increased by 36.3 percent. Over the same period, Saline County Labor Area population increased 11.7 percent while the while the Hispanic population increased by 126.9 percent and the Not-White Alone and Non-Hispanic population increased by 52.9 percent. Statewide, population increased by 8.4 percent from 2000 to 2013, while the Hispanic population increased by 90.6 percent and the Not-White Alone and Non-Hispanic population increased by 38.0 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Saline, Saline County Labor Area, and Nebraska Statewide, 2000–2013

Category	2000		2013		Change 2000-2013	
	#	%	#	%	#	%
---Saline County---						
Total Population	13,858	100.0	14,557	100.0	699	5.0
Hispanic origin	911	6.6	3,189	21.9	2,278	250.1
White Alone, Non-Hispanic Origin	12,525	90.4	10,793	74.1	-1,732	-13.8
Not-White Alone & Non-Hispanic	422	3.0	575	3.9	153	36.3
---Saline County Labor Area---						
Total Population	339,266	100.0	378,877	100.0	39,611	11.7
Hispanic origin	10,208	3.0	23,157	6.1	12,949	126.9
White Alone, Non-Hispanic Origin	308,546	90.9	324,350	85.6	15,804	5.1
Not-White Alone & Non-Hispanic	20,512	6.0	31,370	8.3	10,858	52.9
---Nebraska, Statewide---						
Total Population	1,711,230	100.0	1,855,525	100.0	144,295	8.4
Hispanic origin	94,419	5.5	179,970	9.7	85,551	90.6
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,510,296	81.4	13,214	0.9
Not-White Alone & Non-Hispanic	119,729	7.0	165,259	8.9	45,530	38.0

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2013*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Saline County and for the Saline County Labor Area. As these data show, the Saline County Labor Area as a whole and Lancaster County had a small rate of net in-migration during the Census decade of the 2000s, while Saline, Fillmore, Gage, Jefferson, Seward, Thayer, and York counties experienced net out-migration. As indicated in the table, net in-migration for the Saline County Labor Area as a whole accounted for a population growth of 8,111 people during the decade, contributing to a population increase equal to 2.4 percent of the population. In the case of Saline County, out-migration during 2000s totaled 79 people, or 0.6 percent of the 2000 population.

Table Thirteen
Population, Births, Deaths, and Migration
Nebraska and Saline County Labor Area by County, 2000–2010

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Saline	13,843	14,200	1,949	1,513	436	-79	-0.6
Fillmore	6,634	5,890	660	899	-239	-505	-7.6
Gage	22,993	22,311	2,760	2,743	17	-699	-3.0
Jefferson	8,333	7,547	818	1,058	-240	-546	-6.6
Lancaster	250,291	285,407	40,520	17,227	23,293	11,823	4.7
Seward	16,496	16,750	1,928	1,627	301	-47	-0.3
Thayer	6,055	5,228	545	836	-291	-536	-8.9
York	14,598	13,665	1,762	1,395	367	-1,300	-8.9
Labor Area	339,243	370,998	50,942	27,298	23,644	8,111	2.4
Nebraska	1,711,263	1,826,341	262,095	150,343	111,752	3,326	0.2

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.
Sources: Population (2000, 2010) - U.S. Bureau of the Census, *Census of Population, 2000, 2010*;
Births, Deaths, and Natural Increase – Nebraska Department of Health Vital Statistics Data;
Migration - computed using population and natural increase.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the 2010–2014 period. As these data show, the Saline County Labor Area experienced significant net in-migration during this more recent five-year period. As indicated in the table, in-migration for the Saline County Labor Area as a whole accounted for population growth of 6,788 during the period 2010–2014, contributing to a population increase equal to 1.8 percent of the 2010 population. In the case of Saline County, net out-migration during this five-year period was 188, or 1.3 percent of the 2010 population.

Table Fourteen
Population, Births, Deaths, and Migration
Nebraska and Saline County Labor Area, by County, 2010–2014

County	Population		2010–2014			Net Migration, 2010–2014*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Saline	14,200	14,252	821	581	240	-188	-1.3
Fillmore	5,890	5,661	237	358	-121	-108	-1.8
Gage	22,311	21,663	1,029	1,179	-150	-498	-2.2
Jefferson	7,547	7,335	345	445	-100	-112	-1.5
Lancaster	285,407	301,795	17,179	8,051	9,128	7,260	2.5
Seward	16,750	17,150	829	669	160	240	1.4
Thayer	5,228	5,230	238	322	-84	86	1.6
York	13,665	13,917	722	578	144	108	0.8
Labor Area	370,998	387,003	21,400	12,183	9,217	6,788	1.8
Nebraska	1,826,341	1,881,503	109,785	63,958	45,827	9,335	0.5

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.

Sources: Population (2010) - U.S. Bureau of the Census, *Census of Population, 2010*;
Population (2014) - U.S. Bureau of the Census, *Population Estimates 2014*.

Competitive Employment and Career Opportunities

An employer providing jobs with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in the Saline County Labor Area and in Saline County. The expected response to such employment opportunities would be significant, and it is anticipated that there would be an adequate labor supply response for a prospective new employer offering competitive wages and benefits in the Saline County area. The labor force, employment, and demographic data presented in this report illustrate quite clearly that there is a sufficiently large labor force and population base living within the Saline County Labor Area, and that significant numbers of persons living in the area are commuting to other areas for employment.

In conclusion, the data and analysis presented in this report indicate that the Saline County Labor Area and Saline County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area. While this report has not estimated a precise number of people that might be available to a prospective new employer in the Saline County area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

Questions concerning this report and the supporting data should be addressed to:

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