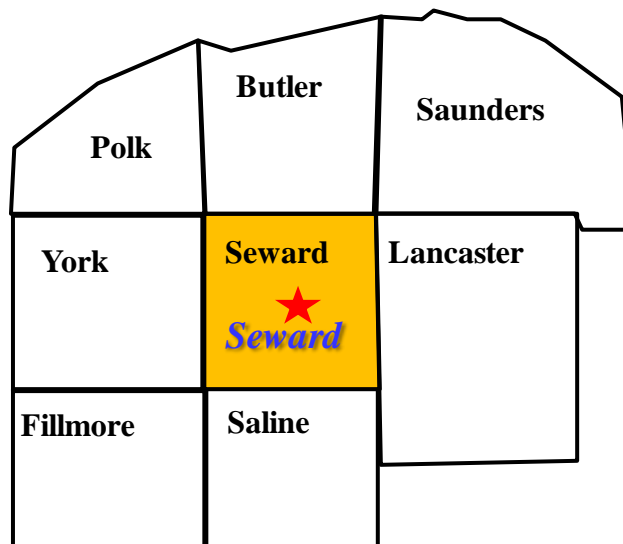


# Labor Supply Factors and Labor Availability for the Seward (Seward County) Labor Area

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# **Labor Supply Factors and Labor Availability for the Seward (Seward County) Labor Area**

## **Executive Summary**

The information provided in this report indicates that a new employer providing job opportunities with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in Seward and the Seward 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 Seward Labor Area. Some of the pertinent findings of the report include:

- Population in the Seward Labor Area (Seward County plus the seven contiguous counties) totaled 374,916 people in 2011, with the Seward County population totaling 16,703. Population in Seward County declined by 0.3 percent during the 2010–2011 period, compared to a population increase of 1.2 percent for the eight-county Seward Labor Area as a whole.
- The Seward Labor Area labor force totaled 210,394 in 2011, with 201,967 local residents employed in jobs either within or outside the area. A total of 184,865 persons were employed in nonfarm wage and salary jobs<sup>1</sup> located within the area.
- In 2010, 1,752 primary jobs (56.1 percent) held by Seward city residents and 4,608 primary jobs (61.7 percent) held by Seward County residents were located outside Seward County. This confirms a large number of Seward County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Seward Labor Area were \$990 less than the Nebraska average. Within the labor area, Lancaster County had the highest average wage, \$38,254 or \$15 lower than the Nebraska average. In Seward County, average annual salaries were \$3,910 less than the state average.

The basic conclusion of this report, which follows from the data and analysis presented, is that the Seward Labor Area and Seward 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 Seward 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.

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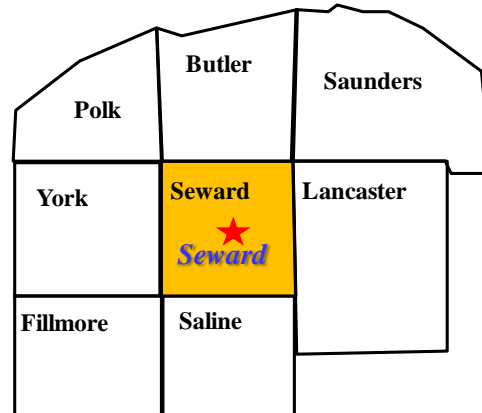
<sup>1</sup> Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees program. These data includes 99.7% of all civilian employment. Self-employed workers, 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 Seward (Seward County) Labor Area

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

In reviewing the data presented in this report, it will be evident that the Seward 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 Seward County and for the surrounding counties that make up the potential laborshed area for Seward. Figure One includes a map outlining the geographic area which has been defined as the Seward Labor Area.

**Figure One**  
**Seward 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 Seward 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.

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 Seward Labor Area and for Seward County for selected years from 2006 to 2011. Data in Table One (Part A and Part B) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, and nonfarm wage and salary employment data for the entire Seward 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 3.0 percent between 2006 and 2011 and total employment growing by 1.7 percent during the same period.

**Table One**  
**Labor Force and Employment, Seward Labor Area<sup>(a)</sup>, 2006–2011**  
**Part A**  
**Labor Force and Employment**  
**Seward Labor Area<sup>(a)</sup>, 2006–2011**

(Place of Residence)	2006	2007	2008	2009	2010	2011	% Chg. 2006–2011
<b>Labor Force<sup>(b)</sup></b>	204,270	204,766	207,122	205,087	206,179	210,394	3.0
Unemployment (#)	5,596	5,651	6,382	9,014	8,784	8,427	50.6
Unemployment Rate (%)	2.7	2.8	3.1	4.4	4.3	4.0	(N/A)
Employment	198,674	199,115	200,740	196,073	197,395	201,967	1.7
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	186,499	188,622	188,579	184,259	183,528	184,865	-0.9

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

**Table One -- Continued**  
**Part B**  
**Labor Force and Employment by Industry**  
**Seward County, NE**

(Place of Residence)	2006	2007	2008	2009	2010	2011	% Chg. 2005–2011
<b>Labor Force <sup>(b)</sup></b>	9,260	8,921	9,098	8,766	8,808	8,995	-2.9
Unemployment (#)	245	242	292	362	348	332	35.5
Unemployment Rate (%)	2.6	2.7	3.2	4.1	4.0	3.7	(N/A)
Employment	9,015	8,679	8,806	8,404	8,460	8,663	-3.9
<b>(Place of Work)</b>							
<b>Nonfarm Employment <sup>(c)</sup></b>	6,038	5,950	5,704	5,666	5,775	5,976	-1.0
Goods Producing	1,620	1,625	1,558	1,548	1,534	1,691	4.4
Manufacturing	996	1,021	958	933	948	1,109	11.3
Natural Resources	277	277	262	320	293	289	4.3
Construction	348	327	338	295	293	293	-15.8
Service Providing	3,295	3,218	3,034	2,983	3,090	3,172	-3.7
Trans., Warehousing & Utilities	1,075	1,087	1,075	1,107	1,134	1,103	2.6
Information	42	42	47	46	47	50	19.0
Financial Activities	243	242	244	238	243	237	-2.5
Professional & Business Services	526	441	254	206	212	250	-52.5
Education & Health Services	841	824	849	854	909	930	10.6
Leisure and Hospitality	463	456	436	398	405	452	-2.4
Other Services, except Public	106	126	131	134	140	150	41.5
Total Government	1,122	1,108	1,112	1,135	1,152	1,114	-0.7
Federal Government	60	59	58	58	56	53	-11.7
State Government	39	38	44	49	47	35	-10.3
Local Government	1,023	1,011	1,010	1,028	1,049	1,026	0.3

<sup>(a)</sup> The Seward Labor Area includes Seward and the contiguous counties (Butler, Fillmore, Lancaster, Polk, Saline, Saunders, and York).

<sup>(b)</sup> The labor force data are measured based on the county of residence, irrespective of the county of employment.

<sup>(c)</sup> 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/](http://www.bls.gov/cew/).

The second employment measure presented for the Seward Labor Area, nonfarm wage and salary employment fell from 186,499 in 2006 to 184,865 in 2011, a decline of 0.9 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 Seward County (Table One, Part B) indicate that the total labor force in the county declined by 2.9 percent between 2006 and 2011, with total employment (of people residing in Seward County, irrespective of their county of employment) declining by 3.9 percent during this period. It is also of interest to note that unemployment increased by 35.5 percent, from 245 in 2006 to 332 in 2011.

As previously noted, the second employment measure presented for Seward 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 Seward County declined by 1.0 percent between 2006 and 2011. Data presented in Table One, Part B show that the fastest growing employment sector in Seward County during the 2006–2011 review period was the Other Services, Except Public sector, recording a 41.5 percent increase between 2006 and 2011. Other economic sectors experiencing significant growth in employment between 2006 and 2011 include the Information sector (19.0 percent), Manufacturing sector (11.3 percent), and the Education and Health Services sector (10.6 percent). In the case of the Total Government Sector, employment in the Federal Government Sector declined by 11.7 percent and State Government Sector employment declined by 10.3 percent while Local Government Sector employment grew by 0.3 percent.

A review of the employment data reported for the Seward 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 Seward Labor Area, nonfarm wage and salary employment was reported to be 184,865 in 2011, which was significantly less (17,102) than the reported total employment of persons living within the eight-county Seward Labor Area.

**Table Two**  
**Labor Force, Employment, and Nonfarm Wage and Salary Employment,**  
**Seward Labor Area, 2011**

County	Labor Force 2011 <sup>(a)</sup>	Total Employment 2011 <sup>(a)</sup>	Nonfarm Wage & Salary Employment 2011 <sup>(b)</sup>	Total Employment Minus NF W&S Employment	Agricultural Employment 2010 <sup>(c)</sup>
<b>Seward</b>	<b>8,995</b>	<b>8,663</b>	<b>5,976</b>	<b>2,687</b>	<b>931</b>
Butler	5,016	4,837	2,559	2,278	785
Fillmore	3,266	3,148	2,207	941	577
Lancaster	163,271	156,755	153,730	3,025	1,584
Polk	3,062	2,960	1,438	1,522	569
Saline	8,472	8,133	6,755	1,378	679
Saunders	11,112	10,598	4,751	5,847	1,155
York	7,200	6,873	7,449	-576	616
<b>Labor Area</b>	<b>210,394</b>	<b>201,967</b>	<b>184,865</b>	<b>17,102</b>	<b>6,896</b>

<sup>(a)</sup> Labor force and employment data are measured based on the county of residence.

<sup>(b)</sup> Nonfarm employment is based on the county where the individual is employed.

<sup>(c)</sup> Agricultural employment data are for 2010.

Sources: Labor Data - U.S. Bureau of Labor Statistics, [www.bls.gov/lau/#data](http://www.bls.gov/lau/#data).

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data: [www.bea.gov/regional/reis/](http://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, 6,896 people in the Seward Labor Area were employed in agriculture in 2010, 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 Seward 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**  
**Seward Labor Area, by County, 2011**

County	Natural Resources & Construction	Manuf.	Trade, Trans. & Util.	Prof. & Bus. Services	Leisure and Hosp.	Fin. Activ.	All Other Services	Govt.
<b>Seward</b>	<b>582</b>	<b>1,109</b>	<b>1,103</b>	<b>250</b>	<b>452</b>	<b>237</b>	<b>1,130</b>	<b>1,114</b>
Butler	271	647	409	71	79	95	317	670
Fillmore	329	199	438	38	96	131	251	725
Lancaster	6,963	11,768	29,998	17,625	15,583	11,459	28,811	31,524
Polk	208	17	350	50	41	48	210	514
Saline	87	2,694	1,003	82	360	188	892	1,449
Saunders	624	271	874	217	508	216	544	1,496
York	559	811	1,611	500	796	380	1,563	1,229
<b>Labor Area</b>	<b>9,623</b>	<b>17,516</b>	<b>35,786</b>	<b>18,833</b>	<b>17,915</b>	<b>12,754</b>	<b>33,718</b>	<b>38,721</b>
<b>Nebraska</b>	<b>53,865</b>	<b>93,578</b>	<b>185,665</b>	<b>102,484</b>	<b>81,754</b>	<b>61,811</b>	<b>164,221</b>	<b>158,118</b>

**Percent of Total Nonfarm Wage & Salary Employment**

	Natural Resources & Construction	Manuf.	Trade, Trans. & Util.	Prof. & Bus. Services	Leisure and Hosp.	Fin. Activ.	All Other Services	Govt.
<b>Labor Area</b>	<b>5.2</b>	<b>9.5</b>	<b>19.4</b>	<b>10.2</b>	<b>9.7</b>	<b>6.9</b>	<b>18.2</b>	<b>20.9</b>
<b>Nebraska</b>	<b>6.0</b>	<b>10.4</b>	<b>20.6</b>	<b>11.4</b>	<b>9.1</b>	<b>6.9</b>	<b>18.2</b>	<b>17.5</b>

Source: U.S. Bureau of Labor Statistics, [www.bls.gov/cew/](http://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 Seward Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Seward Labor Area is very similar to Nebraska as a whole.

The most significant deviations between Nebraska and the Seward Labor Area occur in the Government sector employment, with 20.9 percent of nonfarm wage and salary workers in the Seward area employed in that sector, compared to 17.5 percent for Nebraska. Conversely, only 19.4 percent of nonfarm wage and salary workers in the Seward Labor Area are employed in the Trade, Transportation, and Utilities sector, compared to 20.6 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 Seward 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 Seward County (\$34,359 for all wage and salary employees for all private industries) are slightly lower than for the Seward Labor Area as a whole and Lancaster and Saline counties. Also, Seward County average annual salaries are \$3,910 (10.2 percent) less than the state average. Average annual salaries for the Seward Labor Area (\$37,279) were \$990 (2.6 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Seward County to the creation of additional employment opportunities with competitive wages and benefits.

**Table Four**  
**Average Pay, Seward Labor Area & Nebraska, 2011**

<b>Part A</b>			
<b>Average Annual Pay and Average Weekly Wages</b>			
<b>All Covered<sup>(a)</sup> Wage and Salary Workers, All Industries</b>			
<b>County</b>	<b>Average Employment</b>	<b>Average Weekly Wages</b>	<b>Average Annual Wages</b>
<b>Seward</b>	<b>5,976</b>	<b>\$661</b>	<b>\$34,359</b>
Butler	2,559	\$612	\$31,821
Fillmore	2,207	\$582	\$30,267
Lancaster	153,730	\$736	\$38,254
Polk	1,438	\$546	\$28,411
Saline	6,755	\$670	\$34,855
Saunders	4,751	\$556	\$28,915
York	7,449	\$629	\$32,708
<b>Labor Area</b>	<b>184,865</b>	<b>\$725</b>	<b>\$37,279</b>
<b>Nebraska</b>	<b>901,498</b>	<b>\$736</b>	<b>\$38,269</b>

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



**Table Four -- Continued**  
**Part B**  
**Average Annual Pay All Covered<sup>(a)</sup> 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
<b>Seward</b>	<b>\$41,009</b>	<b>\$47,874</b>	<b>\$30,591</b>	<b>\$29,342</b>	<b>\$30,565</b>	<b>\$44,620</b>	<b>\$43,791</b>	<b>\$9,231</b>
Butler	\$36,031	\$38,070	\$31,660	\$27,933	\$28,126	\$35,679	\$41,843	\$7,739
Fillmore	\$38,568	\$33,949	\$39,305	\$27,254	\$30,403	\$40,604	\$18,322	\$7,942
Lancaster	\$44,413	\$47,332	\$40,372	\$34,791	\$31,982	\$47,937	\$43,127	\$12,542
Polk	\$29,172	\$14,850	\$28,223	\$27,048	\$30,371	\$32,077	\$21,997	\$7,272
Saline	\$44,024	\$44,535	\$23,821	\$26,381	\$29,062	\$39,216	\$35,386	\$9,071
Saunders	\$35,833	\$36,735	\$35,319	\$25,064	\$29,026	\$41,210	\$36,920	\$9,230
York	\$43,489	\$45,212	\$33,001	\$28,571	\$30,491	\$39,590	\$34,164	\$12,215
<b>Nebraska</b>	<b>\$41,538</b>	<b>\$42,962</b>	<b>\$41,077</b>	<b>\$36,585</b>	<b>\$32,724</b>	<b>\$51,760</b>	<b>\$49,035</b>	<b>\$13,194</b>

<sup>(a)</sup> Includes employers that are subject to Nebraska Employment Security Laws.

Source: U.S. Bureau of Labor Statistics, [www.bls.gov/cew/](http://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 Seward Labor Area. As the data in Table Four, Part A 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 \$38,254 in 2011 which was \$975 (2.6 percent) higher than the average for the Seward Labor Area as a whole, and only \$15 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 extremely high average wage in the Manufacturing Sector.

## Commuting Patterns

Table Five provides data from the 2010 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Seward Labor Area. Data in Table Five indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Seward County indicate that 4,608, or 61.7 percent of the employed workers, commuted to other counties for employment. For three of the other counties in the Seward Labor Area, the percentage of commuters was greater than for Seward County. In the case of Saunders County, 7,224, or 76 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 Polk (70.3 percent), Butler (65.3 percent), Fillmore (52.0 percent), and Saline with 51.0 percent of employed workers commuting out of their county of residence for employment.

**Table Five**  
**Commuting Patterns, Seward Labor Area**  
**Jobs Outside County of Residence, 2010**

County	County Residents Working Outside County	
	Number	Percent
<b>Seward</b>	<b>4,608</b>	<b>61.7</b>
Butler	2,540	65.3
Fillmore	1,350	52.0
Lancaster	20,860	16.4
Polk	1,680	70.3
Saline	3,370	51.0
Saunders	7,224	76.0
York	2,725	42.8

Source: U.S. Bureau of the Census, *Local Employment Dynamics*.

Table Six provides further detail illustrating the willingness of workers in Seward and Seward County to travel for employment. In 2010, residents of Seward County worked at a total of 7,466 jobs; a resident could work at more than one job. Of these 7,466 jobs, the largest number, 2,858 or 38.3% percent, were located in Seward County, while 2,555 or 34.2% percent were located in Lancaster County. Other counties with high numbers of workers from Seward County were Douglas (417 jobs), York (242 jobs), and Saline (216 jobs).

Also in 2010, residents of the City of Seward worked at a total of 3,122 jobs with the largest number, 1,370 or 43.9% percent located in Seward County. Other counties with high numbers of workers from Seward were Lancaster (980 jobs), Douglas (153 jobs), York (87 jobs), and Saline (54 jobs).

**Table Six**  
**Commuting Patterns, Seward Labor Area**  
**Location of Jobs Held by Seward and Seward County Residents, 2010**

County Where Jobs are Located	Primary Jobs Held by Seward Residents	Percent Seward Residents' Primary Jobs	Primary Jobs Held by Seward County Residents	Percent Seward County Residents' Primary Jobs
<b>Seward</b>	<b>1,370</b>	<b>43.9</b>	<b>2,858</b>	<b>38.3</b>
Lancaster	980	31.4	2,555	34.2
Douglas	153	4.9	417	5.6
York	87	2.8	242	3.2
Saline	54	1.7	216	2.9
All Other Locations	478	15.3	1,178	15.8
Total Resident Jobs	3,122	100.0	7,466	100.0

Source: U.S. Bureau of the Census, *Local Employment Dynamics*.

Table Seven provides data showing the willingness of workers in other counties to commute to Seward City and Seward County for employment. In 2010, 1,043 or 39.5 percent of the 2,641 primary jobs in the Seward city were held by residents of other counties. Seward County was home to the greatest number of Seward city workers, 1598 or 60.3 percent, followed by Lancaster County 310 or 11.7 percent, Saline County 83 or 3.1 percent, Butler County 76 or 2.9 percent, and York County 52 or 2.0 percent.

Data in Table Seven indicate 2,434 (46.0 percent) of the 5,292 primary jobs in Seward County were held by workers commuting from other counties. In 2010, Lancaster County was home to the greatest number of workers commuting to Seward County for primary jobs, 751 or 14.2 percent. Other counties with large numbers of workers commuting into Seward County included York County, 213 or 4.0 percent; Saline County, 173 or 3.3 percent; and Butler County 133 or 2.5 percent.

**Table Seven**  
**Commuting Patterns, Seward Labor Area**  
**Sources of Seward and Seward County Workers, 2010**

County Where Workers Live	Number of Primary Jobs in Seward City	Percent of Primary Jobs in Seward City	Number of Primary Jobs in Seward County	Percent of Primary Jobs in Seward County
<b>Seward</b>	<b>1,598</b>	<b>60.5</b>	<b>2,858</b>	<b>54.0</b>
Lancaster	310	11.7	751	14.2
York	52	2.0	213	4.0
Saline	83	3.1	173	3.3
Butler	76	2.9	133	2.5
Douglas	48	1.8	102	1.9
Fillmore	16	0.6	80	1.5
All Other Locations	458	17.3	982	18.6
Total Primary Jobs	2,641	100.0	5,292	100.0

Source: U.S. Bureau of the Census, *Local Employment Dynamics*.

Table Eight provides data for Seward 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 2010. When the Workforce for an industry exceeds the Labor Force (positive values in the last column of Table Eight), the difference between these values represents the net number of jobs in Seward 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 Eight), the difference represents the net number of jobs held outside of Seward County by county residents.

As data in Table Eight indicate, residents of Seward County were employed in 7,466 primary jobs in 2010, but there were 5,292 primary jobs within the area. This indicates residents commuted to at least 2,174 primary jobs outside the study area. It is important to note this is an estimate of net out-commuting and most certainly understates the actual number of primary jobs in other counties held by area residents.

**Table Eight**  
**Primary Jobs, Seward County, 2010**  
**Resident Labor Force and Employers Workforce**

<b>Industry</b>	<b>Labor Force Employment (Employment of Area Residents)</b>	<b>Workforce (Area Jobs)</b>	<b>Net Number of Jobs Held by Workers Commuting Into Seward County<sup>(a)</sup></b>
Agriculture, Forestry, Fishing and Hunting	109	128	19
Mining, Quarrying, and Oil and Gas Extraction	2	0	-2
Utilities	64	30	-34
Construction	353	248	-105
Manufacturing	1,117	961	-156
Wholesale Trade	335	201	-134
Retail Trade	715	503	-212
Transportation and Warehousing	419	318	-101
Information	69	52	-17
Finance and Insurance	407	218	-189
Real Estate and Rental and Leasing	48	16	-32
Professional, Scientific, and Technical Services	275	129	-146
Administration & Support, Waste Management and Remediation	191	83	-108
Management of Companies and Enterprises	68	7	-61
Educational Services	872	848	-24
Health Care and Social Assistance	989	757	-232
Arts, Entertainment, and Recreation	96	48	-48
Accommodation and Food Services	509	310	-199
Other Services (excluding Public Administration)	217	99	-118
Public Administration	611	336	-275
<b>Total</b>	<b>7,466</b>	<b>5,292</b>	<b>-2,174</b>

<sup>(a)</sup> A negative value indicates the net number of primary jobs outside of the area held by Seward 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 Nine show population trends for the Seward Labor Area, by county, and for Nebraska for the 1960–2011 period. As these data indicate, the population of the Seward Labor Area was 370,493 in 2010. The Seward Labor Area population grew by 54.8 percent from 1960 to 2010 and grew 1.2 percent from 2010 to 2011. Population in Seward County totaled 16,750 in 2010 and had grown by 23.3 percent from 1960 to 2010. During the latest Census decade from 2010 to 2011, the Seward County population decreased by -0.3 percent, compared to the increase for the Seward Labor Area as a whole of 1.2 percent, and to the State rate of growth of 0.9 percent.

**Table Nine**  
**Population in the Seward Labor Area, by County, and Nebraska**  
**Selected Years, 1960–2011**

COUNTY	1960	1970	1980	1990	2000	2010	2011	% Chg. 1960–2010	% Chg. 2010–11
<b>Seward</b>	<b>13,581</b>	<b>14,460</b>	<b>15,789</b>	<b>15,450</b>	<b>16,496</b>	<b>16,750</b>	<b>16,703</b>	<b>23.3</b>	<b>-0.3</b>
Butler	10,312	9,461	9,330	8,601	8,767	8,395	8,287	-18.6	-1.3
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,866	-37.5	-0.4
Lancaster	155,272	167,972	192,884	213,641	250,291	285,407	289,800	83.8	1.5
Polk	7,210	6,468	6,320	5,675	5,639	5,406	5,322	-25.0	-1.6
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,345	13.2	1.0
Saunders	17,270	17,018	18,716	18,285	19,830	20,780	20,867	20.3	0.4
York	13,724	13,685	14,798	14,428	14,598	13,665	13,726	-0.4	0.4
<b>Labor Area</b>	<b>239,336</b>	<b>250,010</b>	<b>278,888</b>	<b>295,898</b>	<b>336,098</b>	<b>370,493</b>	<b>374,916</b>	<b>54.8</b>	<b>1.2</b>
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,263	1,826,341	1,842,641	29.4	0.9

Source: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates, 2011*.

Table Ten 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 Seward Labor Area. In 2010, there were 3,652 people in Seward County between the ages of 25 and 64, which represented 38.4 percent of the total population, compared to 48.0 percent of the population for the Seward Labor Area as a whole and 51.4 percent of the Nebraska population in this age range.

**Table Ten**  
**Age Characteristics of the Population, Seward Labor Area,**  
**by County, and Nebraska, 2010**

County	0-14		15-24		25-44		45-64		65-Older		Median Age
	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	
<b>Seward</b>	<b>1,428</b>	<b>15.0</b>	<b>3,130</b>	<b>32.9</b>	<b>1,660</b>	<b>17.5</b>	<b>1,992</b>	<b>21.0</b>	<b>1,294</b>	<b>13.6</b>	<b>27.3</b>
Butler	1,776	20.3	967	11.1	1,659	19.0	2,568	29.4	1,760	20.2	44.7
Fillmore	1,852	20.2	937	10.2	1,912	20.8	2,560	27.9	1,920	20.9	44.1
Lancaster	1,268	21.2	658	11.0	1,293	21.6	1,702	28.4	1,068	17.8	41.8
Polk	7,265	20.8	5,075	14.5	8,056	23.1	9,360	26.8	5,175	14.8	36.9
Saline	1,468	20.3	799	11.1	1,551	21.5	2,082	28.9	1,316	18.2	42.6
Saunders	1,384	22.5	695	11.3	1,441	23.4	1,764	28.7	871	14.2	39.1
York	2,121	30.3	1,065	15.2	1,421	20.3	1,538	22.0	861	12.3	29.3
<b>Labor Area</b>	<b>18,562</b>	<b>20.9</b>	<b>13,326</b>	<b>15.0</b>	<b>18,993</b>	<b>21.4</b>	<b>23,566</b>	<b>26.6</b>	<b>14,265</b>	<b>16.1</b>	<b>37.7</b>
<b>Nebraska</b>	<b>385,319</b>	<b>20.9</b>	<b>259,775</b>	<b>14.1</b>	<b>469,326</b>	<b>25.5</b>	<b>477,839</b>	<b>25.9</b>	<b>250,382</b>	<b>13.6</b>	<b>36.2</b>

<sup>(a)</sup> Percent of total population for each respective area.

Source: U.S. Bureau of the Census, *Census of Population, Summary File One, 2010*.

Table Eleven provides information showing population, the natural increase (births minus deaths) and net migration during the period 1990–2000 for Nebraska, for Seward County and for the Seward Labor Area. As these data show, the Seward Labor Area as a whole experienced net in-migration during the Census decade of the 1990s, while Fillmore and York Counties experienced net out-migration. As indicated in the table, net in-migration for the Seward Labor Area as a whole accounted for a population growth of 23,006 people during the decade, contributing to a population increase equal to 7.8 percent of the population. In the case of Seward County, net in-migration during 1990s totaled 897 people, or 5.8 percent of the 1990 population.

**Table Eleven**  
**Population, Births, Deaths, and Migration**  
**Nebraska and Seward Labor Area by County, 1990–2000**

County	Population		1990–2000			Net Migration*, 1990–2000	
	1990	2000	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
<b>Seward</b>	<b>15,450</b>	<b>16,496</b>	<b>1,748</b>	<b>1,599</b>	<b>149</b>	<b>897</b>	<b>5.8</b>
Butler	8,601	8,767	1,060	1,085	-25	191	2.2
Fillmore	7,103	6,634	789	969	-180	-289	-4.1
Lancaster	213,641	250,291	32,408	15,656	16,752	19,898	9.3
Polk	5,675	5,639	653	799	-146	110	1.9
Saline	12,715	13,843	1,476	1,702	-226	1,354	10.6
Saunders	18,285	19,830	2,430	1,844	586	959	5.2
York	14,428	14,598	1,807	1,523	284	-114	-0.8
<b>Labor Area</b>	<b>295,898</b>	<b>336,098</b>	<b>42,371</b>	<b>25,177</b>	<b>17,194</b>	<b>23,006</b>	<b>7.8</b>
<b>Nebraska</b>	<b>1,578,385</b>	<b>1,711,263</b>	<b>235,210</b>	<b>150,599</b>	<b>84,611</b>	<b>48,267</b>	<b>3.1</b>

\* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.  
Sources: Population (1990, 2000) - U.S. Bureau of the Census, *Census of Population, 1990, 2000*;  
Births, Deaths, and Natural Increase – Nebraska Department of Health Vital Statistics Data;  
Migration - computed using population and natural increase.



Table Twelve provides information showing population, the natural increase (births minus deaths), and net migration for the 2000–2010 period. As these data show, the Seward Labor Area experienced significant net in-migration during this more recent ten-year period. As indicated in the table, in-migration for the Seward Labor Area as a whole accounted for population growth of 7,460 during the period 2000–2010, contributing to a population increase equal to 2.2 percent of the 2000 population. In the case of Seward County, net out-migration during this nine-year period was 63, or 0.4 percent of the 2000 population.

**Table Twelve**  
**Population, Births, Deaths, and Migration**  
**Nebraska and Seward Labor area, by County, 2000–2010**

County	Population		2000–2010			Net Migration, 2000–2010*	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
<b>Seward</b>	<b>16,496</b>	<b>16,750</b>	<b>2,136</b>	<b>1,819</b>	<b>317</b>	<b>-63</b>	<b>-0.4</b>
Butler	8,861	8,395	1,059	1,092	-33	-433	-4.9
Fillmore	6,634	5,890	724	1,006	-282	-462	-7.0
Lancaster	250,291	285,407	44,327	19,061	25,266	9,850	3.9
Polk	5,639	5,406	675	700	-25	-208	-3.7
Saline	13,843	14,200	2,184	1,696	488	-131	-0.9
Saunders	19,830	20,780	2,778	2,031	747	203	1.0
York	14,598	13,665	1,925	1,562	363	-1,296	-8.9
<b>Labor Area</b>	<b>336,192</b>	<b>370,493</b>	<b>55,808</b>	<b>28,967</b>	<b>26,841</b>	<b>7,460</b>	<b>2.2</b>
<b>Nebraska</b>	<b>1,711,263</b>	<b>1,826,341</b>	<b>286,705</b>	<b>151,503</b>	<b>135,202</b>	<b>-20,124</b>	<b>-1.2</b>

\* 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.

### **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 Seward Labor Area and in Seward 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 Seward 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 Seward 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 Seward Labor Area and Seward 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 Seward 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.

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