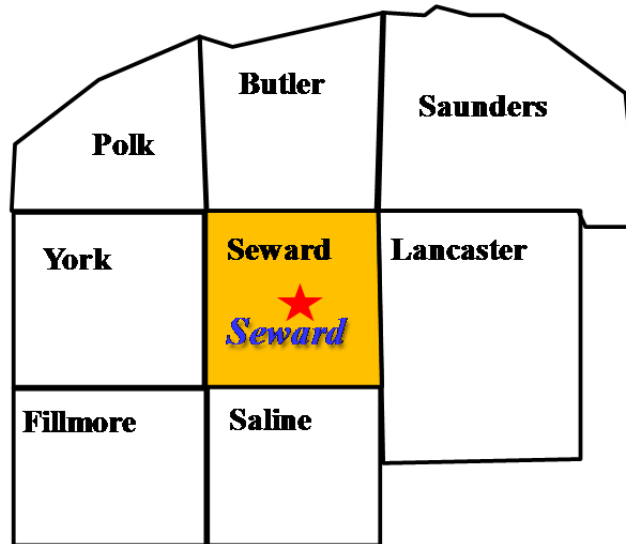


Labor Supply Factors and Labor Availability for the Seward (Seward County) Labor Area



February 2016

Prepared by:

Kenneth M. Lemke, Ph.D.
Economist
Nebraska Public Power District
1414 15th Street - P.O. Box 499
Columbus, Nebraska 68602-0499
(800) 282-6773, Ext. 5535
E-Mail: kmlemke@nppd.com
Web Site: econdev.nppd.com

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

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 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. The pertinent findings of the report include:

- Population in the Seward Labor Area (Seward County plus the seven contiguous counties) totaled 387,214 people in 2014, with the Seward County population totaling 17,150. Population in Seward County increased by 2.4 percent during the period 2010–2014, compared to a population increase of 4.5 percent for the eight-county Seward Labor Area as a whole.
- The Seward Labor Area labor force totaled 216,473 in 2014, with 210,016 local residents employed in jobs either within or outside the area. A total of 195,195 persons were employed in nonfarm wage and salary jobs¹ within the area.
- In 2013, 1,725 primary jobs (55.3 percent) held by Seward City residents and 4,560 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 \$1,422 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 Seward County, average annual salaries were \$4,172 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.

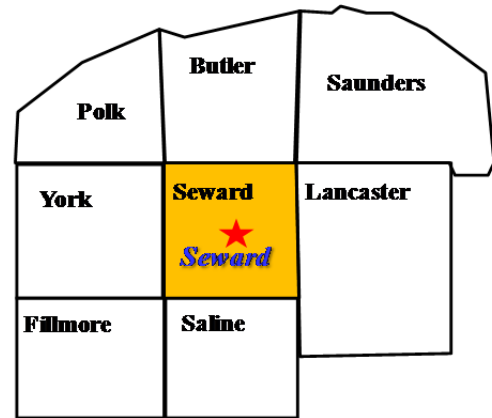
¹ Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of wage and salary civilian 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 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 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 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 4.7 percent between 2009 and 2014 and total employment growing by 6.2 percent during the same period.

Table One
Labor Force and Employment, Seward Labor Area^(a), 2009–2014
Part A
Labor Force and Employment
Seward Labor Area^(a), 2009–2014

(Place of Residence)	2009	2010	2011	2012	2013	2014	% Chg. 2009–2014
Labor Force^(b)	206,794	208,058	210,091	214,089	215,836	216,473	4.7
Unemployment (#)	9,003	8,845	8,464	7,786	7,512	6,457	-28.3
Unemployment Rate (%)	4.4	4.3	4.0	3.6	3.5	3.0	(N/A)
Employment	197,791	199,213	201,627	206,303	208,324	210,016	6.2
(Place of Work)							
Nonfarm Employment^(c)	184,259	183,528	184,904	189,414	192,569	195,195	5.9

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)	2009	2010	2011	2012	2013	2014	% Chg. 2009– 2014
Labor Force ^(b)	8,840	8,765	8,768	8,969	9,051	9,053	2.4
Unemployment (#)	362	351	336	314	329	271	-25.1
Unemployment Rate (%)	4.1	4.0	3.8	3.5	3.6	3.0	(N/A)
Employment	8,478	8,414	8,432	8,655	8,722	8,782	3.6
(Place of Work)							
Nonfarm Employment ^(c)	5,666	5,775	5,975	6,179	6,354	6,281	10.9
Goods Producing	1,548	1,534	1,691	1,843	1,957	1,891	22.2
Manufacturing	933	948	1,109	1,189	1,172	1,167	25.1
Natural Resources	320	293	289	342	397	301	-5.9
Construction	295	293	293	312	388	423	43.4
Service Providing	2,983	3,090	3,170	3,204	3,245	3,253	9.1
Trans., Warehousing & Utilities	1,107	1,134	1,103	1,135	1,156	1,167	5.4
Information	46	47	50	55	55	49	6.5
Financial Activities	238	243	237	232	231	236	-0.8
Professional & Business Services	206	212	249	236	242	232	12.6
Education & Health Services	854	909	930	918	960	985	15.3
Leisure and Hospitality	398	405	452	455	459	445	11.8
Other Services, except Public	134	140	150	174	143	141	5.2
Total Government	1,135	1,151	1,114	1,132	1,152	1,137	0.2
Federal Government	58	56	53	52	52	48	-17.2
State Government	49	47	35	43	44	45	-8.2
Local Government	1,028	1,049	1,026	1,036	1,056	1,043	1.5

^(a) The Seward Labor Area includes Seward and the contiguous counties (Butler, Fillmore, Lancaster, Polk, Saline, Saunders, 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 Seward Labor Area, nonfarm wage and salary employment increased from 184,259 in 2009 to 195,195 in 2014, an increase of 5.9 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 increased by 2.4 percent between 2009 and 2014, with total employment (of people residing in Seward County, irrespective of their county of employment) increasing by 3.6 percent during this period. Unemployment decreased by 25.1 percent, from 362 in 2009 to 271 in 2014.

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 grew by 10.9 percent between 2009 and 2014. Data presented in Table One, Part B show that the fastest growing employment sector in Seward County during the 2009–2014 review period was the Construction sector, recording a 43.4 percent increase between 2009 and 2014. Other economic sectors experiencing significant growth in employment between 2009 and 2014 include the Manufacturing sector (25.1 percent), Education and Health Services sector (15.3 percent), and the Professional and Business Services sector (12.6 percent). In the case of the Total Government sector, employment in the Local Government sector grew by 1.5 percent while Federal Government sector employment declined by 17.2 percent and State Government sector employment declined by 8.2 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 195,195 in 2014, which was significantly less (14,821) 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, 2014

County	Labor Force ^(a)	Total Employment ^(a)	Nonfarm Wage & Salary Employment ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment
Seward	9,053	8,782	6,281	2,501	1,022
Butler	4,854	4,710	2,696	2,014	862
Fillmore	3,291	3,212	2,250	962	518
Lancaster	170,250	165,264	162,806	2,458	1,768
Polk	2,990	2,895	1,474	1,421	506
Saline	7,303	7,046	6,836	210	801
Saunders	11,234	10,845	5,114	5,731	1,196
York	7,498	7,262	7,738	-476	705
Labor Area	216,473	210,016	195,195	14,821	7,378

^(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.

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 are 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, 7,378 people in the Seward Labor Area were employed in agriculture in 2014, the last year that agricultural employment data were available. It is important to note, that for Nebraska as a whole, approximately 32.0 percent of farm operators also have a full-time job off the farm and 49.0 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, 2014

County	Nat. Res. &		Manuf.	Trade, Trans. & Util.		Ed. & Health		All Other	
	Mining	Const.		Svc.	Fin. Act.	Svc.	Gov.		
Seward	301	423	1,167	1,167	985	236	865	1,137	
Butler	162	118	669	496	296	99	201	655	
Fillmore	123	204	176	465	207	139	205	731	
Lancaster	380	7,397	12,661	31,227	23,776	12,261	42,864	32,240	
Polk	155	73	14	341	187	49	121	535	
Saline	49	67	2,745	1,025	664	153	633	1,500	
Saunders	154	492	401	959	512	234	824	1,539	
York	502	298	825	1,582	1,190	388	1,754	1,199	
Labor Area	1,826	9,072	18,658	37,262	27,817	13,559	47,467	39,536	
Nebraska	14,807	46,205	97,420	192,071	131,059	86,974	218,247	159,316	

Percent of Total Nonfarm Wage & Salary Employment									
	Nat. Res. &		Manuf.	Trade, Trans. & Util.		Ed. & Health		All Other	
	Mining	Const.		Svc.	Fin. Act.	Svc.	Gov.		
Labor Area	0.9	4.6	9.6	19.1	14.3	6.9	24.3	20.3	
Nebraska	1.6	4.9	10.3	20.3	13.9	9.2	23.1	16.8	

* Values are estimates by Dr. Ken Lemke, Nebraska Public Power District.
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 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 significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Seward Labor Area occur in the Government sector employment, with 20.3 percent of nonfarm wage and salary workers in the Seward area employed in that sector, compared to 16.8 percent for Nebraska. Conversely, only 6.9 percent of nonfarm wage and salary workers in the Seward Labor Area are employed in the Financial Activities sector, compared to 9.2 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 (\$37,012 for all wage and salary employees for all private industries) are slightly lower than for the Seward Labor Area as a whole and most of the other counties that make up the area. Seward County average annual salaries are \$4,172 (10.1 percent) less than the state average. Average annual salaries for the Seward Labor Area (\$39,762) were \$1,422 (3.5 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 by Industry Groups, Seward 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
Seward	6,281	\$712	\$37,012
Butler	2,696	\$709	\$36,872
Fillmore	2,250	\$672	\$34,944
Lancaster	162,806	\$781	\$40,606
Polk	1,474	\$608	\$31,608
Saline	6,836	\$716	\$37,228
Saunders	5,114	\$621	\$32,278
York	7,738	\$680	\$35,366
Labor Area	195,195	\$763	\$39,762
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
Seward	\$44,077	\$51,153	\$37,539	\$31,911	\$34,404	\$49,444	\$35,308	\$10,287
Butler	\$43,931	\$46,338	\$41,462	\$31,101	\$32,188	\$40,961	\$44,359	\$8,360
Fillmore	\$47,256	\$43,998	\$44,248	\$31,096	\$33,285	\$45,315	N/A	\$8,858
Lancaster	\$48,155	\$51,434	\$43,873	\$36,957	\$34,628	\$51,727	\$47,097	\$13,809
Polk	\$36,182	\$17,487	\$32,742	\$29,568	\$35,095	\$38,099	\$25,372	\$7,805
Saline	\$45,717	\$46,475	\$24,005	\$29,770	\$33,702	\$43,806	\$32,536	\$9,276
Saunders	\$38,285	\$39,844	\$37,796	\$28,987	\$32,073	\$45,106	\$48,193	\$10,603
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 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 \$40,606 in 2014 which was \$844 (2.1 percent) higher than the average for the Seward 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 the Lincoln, Nebraska Metropolitan Statistical Area (Lincoln, NE MSA). 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
Lincoln, NE MSA, Nebraska, 3rd Quarter, 2015

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
Education, Training, and Library Occupations	25.68	13.40	31.82
Healthcare Practitioners and Technical Occupations	33.91	17.14	42.29
Registered Nurses	27.46	21.30	30.53
Protective Service Occupations	21.00	12.08	25.46
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	27.66	15.87	33.56
Construction and Extraction Occupations	19.33	12.33	22.83
Installation, Maintenance, and Repair Occupations	22.11	14.22	26.05
Production Occupations	17.88	10.71	21.47
First-Line Supervisors of Production and Operating Workers	29.40	17.90	35.17
Team Assemblers	15.57	9.83	18.45
Welders, Cutters, Solderers, and Brazers	19.77	15.17	22.08
Inspectors, Testers, Sorters, Samplers, and Weighers	22.37	14.21	26.44
Transportation and Material Moving Occupations	18.84	10.23	23.15
Heavy and Tractor-Trailer Truck Drivers	17.39	14.77	18.70
Laborers and Freight, Stock, and Material Movers, Hand	12.81	9.10	14.68

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

Commuting Patterns

Table Six provides data from the 2013 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Seward 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 Seward County indicate that 4,560, 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, and in some cases substantially greater. In the case of Saunders County, 7,319, or 80.0 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 (74.3 percent), Butler (66.4 percent), Saline (54.6 percent), and Fillmore, with 53.5 percent of employed workers commuting out of their county of residence for employment.

Table Six
Commuting Patterns, Seward Labor Area
Jobs Outside County of Residence, 2013

County	County Residents	
	Number	Percent
Seward	4,560	61.7%
Butler	2,537	66.4%
Fillmore	1,258	53.5%
Lancaster	20,263	15.4%
Polk	1,676	74.3%
Saline	3,552	54.6%
Saunders	7,319	80.0%
York	2,635	43.7%

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

Table Seven provides further detail illustrating the willingness of workers in Seward and Seward County to travel for employment. In 2013, residents of Seward County worked at a total of 7,392 jobs; a resident could work at more than one job. Of these 7,392 jobs, the largest number, 2,832 or 38.3 percent, were located in Seward County, while 2,502 or 33.8 percent were located in Lancaster County. Other counties with high numbers of workers from Seward County were Douglas (455 jobs), York (264 jobs), and Saline (216 jobs).

Also in 2013, residents of the City of Seward worked at a total of 3,122 jobs with the largest number, 1,397 or 44.7 percent located in Seward County. Other counties with workers from the City of Seward include Lancaster (959 jobs), Douglas (186 jobs), York (70 jobs), and Saline (52 jobs).

Table Seven
Commuting Patterns, Seward Labor Area
Location of Jobs Held by City of Seward and Seward County Residents, 2013

County Where Jobs are Located	Primary Jobs Held by City of Seward Residents	% City of Seward Residents' Primary Jobs	Primary Jobs Held by Seward County Residents	% Seward County Residents' Primary Jobs
Seward	1,397	44.7%	2,832	38.3%
Lancaster	959	30.7%	2,502	33.8%
Douglas	186	6.0%	455	6.2%
York	70	2.2%	264	3.6%
Saline	52	1.7%	216	2.9%
All Other Locations	458	14.7%	1,123	15.2%
Total Resident Jobs	3,122	100.0%	7,392	100.0%

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

Table Eight provides data showing the willingness of workers in other counties to commute to the City of Seward and Seward County for employment. In 2013, 1,543 or 45.6 percent of the 3,387 primary jobs in the City of Seward were held by residents of other counties. Lancaster County was home to the greatest number of workers commuting into the City of Seward from outside Seward County, 541 or 16.0 percent. Other counties with large numbers of workers commuting into the City of Seward for their primary jobs included Saline, 134 or 4.0 percent; Butler, 131 or 3.9 percent; York, 87 or 2.6 percent; Douglas, 44 or 1.3 percent; Gage, 40 or 1.2 percent; and Fillmore, 17 or 0.5 percent.

Data in Table Eight indicate 3,048 (51.8 percent) of the 5,880 primary jobs in Seward County were held by workers commuting from other counties. In 2013, Lancaster County was home to the greatest number of workers commuting into Seward County for primary jobs, 1,038 or 17.7 percent. Other counties with large numbers of workers commuting into Seward County for their primary jobs included, Saline, 237 or 4.0 percent; York, 202 or 3.4 percent; Butler, 152 or 2.6 percent; Gage, 98 or 1.7 percent; Douglas, 85 or 1.4 percent and Fillmore, 70 or 1.2 percent.

Table Eight
Commuting Patterns, Seward Labor Area
Sources of the City of Seward and Seward County Workers, 2013

County Where Workers Live	Primary Jobs in City of Seward	% Primary Jobs in City of Seward	Primary Jobs in Seward County	% Primary Jobs in Seward County
Seward	1,844	54.4%	2,832	48.2%
Lancaster	541	16.0%	1,038	17.7%
Saline	134	4.0%	237	4.0%
York	87	2.6%	202	3.4%
Butler	131	3.9%	152	2.6%
Gage	40	1.2%	98	1.7%
Douglas	44	1.3%	85	1.4%
Fillmore	17	0.5%	70	1.2%
All Other Locations	549	16.2%	1,166	19.8%
Total Primary Jobs	3,387	100.0%	5,880	100.0%

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

Table Nine 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 2013. 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 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 Nine), the difference represents the net number of jobs held outside of Seward County by county residents.

As data in Table Nine indicate, residents of Seward County were employed in 3,122 primary jobs in 2013, but there were 3,387 primary jobs within the area. This indicates workers from counties outside the study area commuted to at least 265 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, Seward County, 2013
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 Seward County^(a)
Agriculture, Forestry, Fishing and Hunting	37	22	-15
Mining, Quarrying, and Oil and Gas Extraction	2	0	-2
Utilities	24	22	-2
Construction	124	86	-38
Manufacturing	518	1,141	623
Wholesale Trade	130	49	-81
Retail Trade	283	225	-58
Transportation and Warehousing	157	52	-105
Information	40	41	1
Finance and Insurance	170	139	-31
Real Estate and Rental and Leasing	16	4	-12
Professional, Scientific, and Technical Services	117	63	-54
Administration & Support, Waste Management and Remediation	96	86	-10
Management of Companies and Enterprises	45	6	-39
Educational Services	353	381	28
Health Care and Social Assistance	428	461	33
Arts, Entertainment, and Recreation	30	35	5
Accommodation and Food Services	219	258	39
Other Services (excluding Public Administration)	82	89	7
Public Administration	251	227	-24
Total	3,122	3,387	265

^(a) 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 Ten show population trends for the Seward Labor Area, by county, and for Nebraska for the period 1960–2014. 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 4.5 percent from 2010 to 2014. Population in Seward County totaled 16,750 in 2010 and had increased by 23.3 percent from 1960 to 2010. During the latest Census decade from 2010 to 2014, the Seward County population increased by 2.4 percent, compared to the increase for the Seward Labor Area as a whole of 4.5 percent, and to the state rate of growth of 3.0 percent.

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

County	1960	1970	1980	1990	2000	2010	2014	% Chg. 1960–2010	% Chg. 2010–14
Seward	13,581	14,460	15,789	15,450	16,496	16,750	17,150	23.3	2.4
Butler	10,312	9,461	9,330	8,601	8,767	8,395	8,249	-18.6	-1.7
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,661	-37.5	-3.9
Lancaster	155,272	167,972	192,884	213,641	250,291	285,407	301,795	83.8	5.7
Polk	7,210	6,468	6,320	5,675	5,639	5,406	5,271	-25.0	-2.5
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,252	13.2	0.4
Saunders	17,270	17,018	18,716	18,285	19,830	20,780	20,919	20.3	0.7
York	13,724	13,685	14,798	14,428	14,598	13,665	13,917	-0.4	1.8
Labor Area	239,336	250,010	278,888	295,898	336,098	370,493	387,214	54.8	4.5
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 Seward Labor Area. In 2014, there were 7,990 people in Seward County between the ages of 25 and 64, which represented 46.6 percent of the total population, compared to 49.3 percent of the population for the Seward Labor Area as a whole and 50.6 percent of the Nebraska population in this age range.

Table Eleven
Age Characteristics of the Population, Seward Labor Area,
by County, and Nebraska, 2014

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Age
Seward	3,269	19.1	3,040	17.7	3,598	21.0	4,392	25.6	2,851	16.6	37.5
Butler	1,577	19.1	961	11.6	1,652	20.0	2,357	28.6	1,702	20.6	44.2
Fillmore	906	16.0	671	11.9	1,095	19.3	1,695	29.9	1,294	22.9	47.5
Lancaster	59,304	19.7	56,538	18.7	79,768	26.4	69,624	23.1	36,561	12.1	33.1
Polk	994	18.9	604	11.5	1,042	19.8	1,565	29.7	1,066	20.2	44.9
Saline	2,909	20.4	2,446	17.2	3,235	22.7	3,529	24.8	2,133	15.0	36.3
Saunders	4,280	20.5	2,481	11.9	4,452	21.3	6,072	29.0	3,634	17.4	41.9
York	2,647	19.0	1,879	13.5	3,113	22.4	3,697	26.6	2,581	18.5	40.3
Labor Area	75,886	19.6	68,620	17.7	97,955	25.3	92,931	24.0	51,822	13.4	34.8
Nebraska	392,128	20.8	266,099	14.1	478,399	25.4	473,888	25.2	270,989	14.4	36.2

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

Source: U.S. Bureau of the Census, *Population Estimates* 2014.

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 Seward County, the Seward County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Seward County population increased by 4.0 percent during the fourteen year period while the Hispanic population increased by 122.3 percent and the Not-White Alone and Non-Hispanic population increased by 78.8 percent. Over the same period, Seward Labor Area population increased 15.2 percent while the while the Hispanic population increased by 146.6 percent and the Not-White Alone and Non-Hispanic population increased by 69.5 percent. Statewide, population increased by 12.3 percent from 2000 to 2014, while the Hispanic population increased by 109.7 percent and the Not-White Alone and Non-Hispanic population increased by 195.3 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Seward, Seward Labor Area, and Nebraska Statewide, 2000–2014

Category	2000		2014		Change 2000-2014	
	#	%	#	%	#	%
---Seward County---						
Total Population	16,491	100.0	17,150	100.0	659	4.0
Hispanic origin	179	1.1	398	2.3	219	122.3
White Alone, Non-Hispanic Origin	16,081	97.5	16,339	95.3	258	1.6
Not-White Alone & Non-Hispanic	231	1.4	413	2.4	182	78.8
---Seward Labor Area---						
Total Population	336,205	100.0	387,214	100.0	51,009	15.2
Hispanic origin	10,253	3.0	25,282	6.5	15,029	146.6
White Alone, Non-Hispanic Origin	305,701	90.9	327,614	84.6	21,913	7.2
Not-White Alone & Non-Hispanic	20,251	6.0	34,318	8.9	14,067	69.5
---Nebraska, Statewide---						
Total Population	1,711,230	100.0	1,922,355	100.0	211,125	12.3
Hispanic origin	94,419	5.5	198,037	10.3	103,618	109.7
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,370,769	71.3	-126,313	-8.4
Not-White Alone & Non-Hispanic	119,729	7.0	353,549	18.4	233,820	195.3

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2014*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Seward County, and for the Seward Labor Area. As these data show, the Seward Labor Area as a whole had a small rate of net in-migration during the Census decade of the 2000s, while Seward, Butler, Fillmore, Polk, Saline, 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 9,599 people during the decade, contributing to a population increase equal to 2.9 percent of the population. In the case of Seward County, net out-migration during 2000s totaled 47 people, or 0.3 percent of the 2000 population.

Table Thirteen
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.
Seward	16,496	16,750	1,928	1,627	301	-47	-0.3
Butler	8,767	8,395	964	1,007	-43	-329	-3.8
Fillmore	6,634	5,890	660	899	-239	-505	-7.6
Lancaster	250,291	285,407	40,520	17,227	23,293	11,823	4.7
Polk	5,639	5,406	618	634	-16	-217	-3.8
Saline	13,843	14,200	1,949	1,513	436	-79	-0.6
Saunders	19,830	20,780	2,518	1,821	697	253	1.3
York	14,598	13,665	1,762	1,395	367	-1,300	-8.9
Labor Area	336,098	370,493	50,919	26,123	24,796	9,599	2.9
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 Seward Labor Area experienced significant net in-migration during this more recent four-year period. As indicated in the table, in-migration for the Seward Labor Area as a whole accounted for population growth of 6,970 during the 2010–2014 period, contributing to a population increase equal to 1.9 percent of the 2010 population. In the case of Seward County, net in-migration during this four-year period was 240, or 1.4 percent of the 2010 population.

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

County	Population		2010–2014			Net Migration, 2010–2014*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Seward	16,750	17,150	829	669	160	240	1.4
Butler	8,395	8,249	396	408	-12	-134	-1.6
Fillmore	5,890	5,661	237	358	-121	-108	-1.8
Lancaster	285,407	301,795	17,179	8,051	9,128	7,260	2.5
Polk	5,406	5,271	220	273	-53	-82	-1.5
Saline	14,200	14,252	821	581	240	-188	-1.3
Saunders	20,780	20,919	1,044	779	265	-126	-0.6
York	13,665	13,917	722	578	144	108	0.8
Labor Area	370,493	387,214	21,448	11,697	9,751	6,970	1.9
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 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.

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

Kenneth M. Lemke, Ph.D.
Economist
Nebraska Public Power District
P.O. Box 499
Columbus, Nebraska 68602-0499
(402) 563-5535 or (800) 282-6773, Ext. 5535
E-Mail: klemke@nppd.com