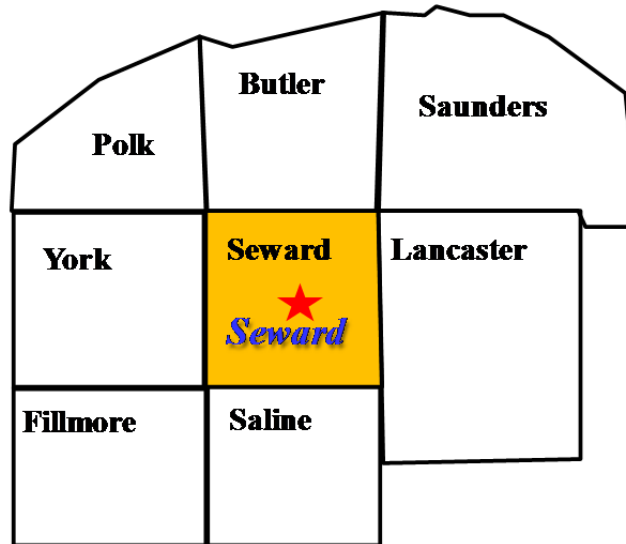


# Labor Supply Factors and Labor Availability the City of Seward (Seward County) Labor Area



March 2018

Prepared by:

**Kenneth M. Lemke, Ph.D.**  
Economist  
Nebraska Public Power District  
1414 15<sup>th</sup> Street - P.O. Box 499  
Columbus, Nebraska 68602-0499  
(877) 275-6773, Ext. 5535  
E-Mail: [kmlemke@nppd.com](mailto:kmlemke@nppd.com)  
Web Site: [sites.nppd.com](http://sites.nppd.com)

# **Labor Supply Factors and Labor Availability for the City of 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 the City of Seward Labor Area. The response to such employment opportunities would be substantial. As this report shows, there is a sizeable labor force and population base living within the City of Seward Labor Area. Pertinent findings of the report include:

- Population in the City of Seward Labor Area (Seward County plus the seven contiguous counties) totaled 395,059 people in 2016, with the Seward County population totaling 17,284. Population in Seward County grew by 3.2 percent during the period 2010–2016, compared to a population increase of 6.6 percent for the eight-county City of Seward Labor Area as a whole.
- the City of Seward Labor Area labor force totaled 214,167 in 2016, with 207,899 local residents employed in jobs either within or outside the area. A total of 201,179 persons were employed in nonfarm wage and salary jobs<sup>1</sup> located within the area.
- In 2015, 1,822 primary jobs (56.0 percent) held by residents of the City of Seward and 4,848 primary jobs (61.8 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 City of Seward Labor Area were \$1,746 less than the Nebraska average. Within the labor area, Lancaster County had the highest average wage, \$42,722 or \$884 lower than the Nebraska average. In Seward County, average annual salaries were \$5,196 less than the state average.

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

---

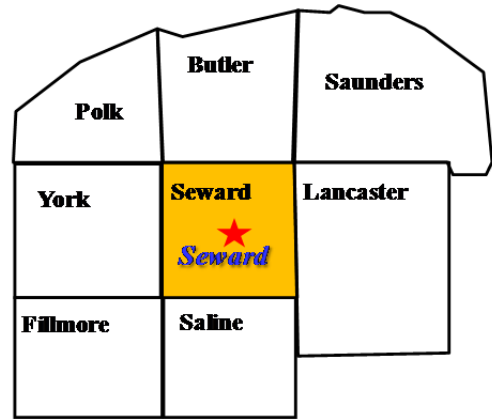
<sup>1</sup> Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of wage and salary 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 City of Seward (Seward County) Labor Area

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

In reviewing the data presented in this report, it will be evident that the City of 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 the City of Seward. Figure One includes a map outlining the geographic area which has been defined as the City of 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 10 or 10,000 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 City of 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 City of Seward Labor Area and for Seward County for selected years from 2011 to 2016. 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 the City of 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 2.0 percent between 2011 and 2016 and total employment growing by 3.1 percent during the same period.

**Table One**  
**Labor Force and Employment, the City of Seward Labor Area<sup>(a)</sup>, 2011–2016**  
**Part A**

**Labor Force and Employment  
the City of Seward Labor Area<sup>(a)</sup>, 2011–2016**

(Place of Residence)	2011	2012	2013	2014	2015	2016	% Chg. 2011–2016
<b>Labor Force<sup>(b)</sup></b>	<b>210,053</b>	<b>213,777</b>	<b>215,133</b>	<b>213,429</b>	<b>212,744</b>	<b>214,167</b>	<b>2.0</b>
Employment	201,568	205,978	207,499	206,946	206,929	207,899	3.1
Unemployment (#)	8,485	7,799	7,634	6,483	5,815	6,268	-26.1
Unemployment Rate (%)	4.0	3.6	3.5	3.0	2.7	2.9	(N/A)
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>184,904</b>	<b>189,414</b>	<b>192,569</b>	<b>195,195</b>	<b>198,614</b>	<b>201,179</b>	<b>8.8</b>

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)	2011	2012	2013	2014	2015	2016	% Chg. 2011–2016
<b>Labor Force <sup>(b)</sup></b>	<b>8,767</b>	<b>8,957</b>	<b>9,022</b>	<b>8,842</b>	<b>8,702</b>	<b>8,752</b>	<b>-0.2</b>
Employment	8,430	8,642	8,687	8,570	8,446	8,490	0.7
Unemployment (#)	337	315	335	272	256	262	-22.3
Unemployment Rate (%)	3.8	3.5	3.7	3.1	2.9	3.0	(N/A)
<b>(Place of Work)</b>							
<b>Nonfarm Employment <sup>(c)</sup></b>	<b>5,975</b>	<b>6,179</b>	<b>6,354</b>	<b>6,281</b>	<b>6,225</b>	<b>6,242</b>	<b>4.5</b>
Goods Producing	1,691	1,843	1,957	1,891	1,798	1,790	5.9
Manufacturing	1,109	1,189	1,172	1,167	1,123	1,068	-3.7
Natural Resources	289	342	397	301	243	273	-5.5
Construction	293	312	388	423	431	449	53.2
Service Providing	3,170	3,204	3,245	3,253	3,280	3,305	4.3
Trans., Warehousing & Utilities	1,103	1,135	1,156	1,167	1,164	1,137	3.1
Information	50	55	55	49	49	48	-4.0
Financial Activities	237	232	231	236	232	237	0.0
Professional & Business Services	249	236	242	232	224	249	0.0
Education & Health Services	930	918	960	985	1,016	1,049	12.8
Leisure and Hospitality	452	455	459	445	449	445	-1.5
Other Services, except Public	150	174	143	141	146	139	-7.3
Total Government	1,114	1,132	1,152	1,137	1,147	1,147	3.0
Federal Government	53	52	52	48	47	47	-11.3
State Government	35	43	44	45	44	46	31.4
Local Government	1,026	1,036	1,056	1,043	1,057	1,054	2.7

N/A: Not Available.

<sup>(a)</sup> The 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 City of Seward Labor Area, nonfarm wage and salary employment increased from 184,904 in 2011 to 201,179 in 2016, an increase of 8.8 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 the total county labor force declined by 0.2 percent between 2011 and 2016, with total employment (of people residing in Seward County, irrespective of their county of employment) growing by 0.7 percent during this period. It is also of interest to note that unemployment decreased by 22.3 percent, from 337 in 2011 to 262 in 2016.

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 4.5 percent between 2011 and 2016. Data presented in Table One, Part B show that the fastest growing employment sector in Seward County during the 2011–2016 review period was the Construction sector, recording a 53.2 percent increase between 2011 and 2016. Other economic sectors experiencing significant growth in employment between 2011 and 2016 include Education and Health Services (12.8 percent), Transportation, Warehousing and Utilities (3.1 percent), and Total Government (3.0 percent). In the case of the Total Government sector, Federal Government sector employment declined by 11.3 percent, while employment grew by 31.4 percent in the State Government sector and by 2.7 percent in the Local Government sector.

A review of the employment data reported for the City of 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 City of Seward Labor Area, nonfarm wage and salary employment was reported to be 201,179 in 2016, which was significantly less (6,720) than the total employment of persons living within the eight-county, area.

**Table Two**  
**Labor Force, Employment, and Nonfarm Wage and Salary Employment,**  
**the City of Seward Labor Area, 2016**

<b>County</b>	<b>Labor Force 2016<sup>(a)</sup></b>	<b>Total Employment 2016<sup>(a)</sup></b>	<b>Nonfarm Wage &amp; Salary Employment 2016<sup>(b)</sup></b>	<b>Total Employment Minus NF W&amp;S Employment</b>	<b>Agricultural Employment 2016</b>
<b>Seward</b>	<b>8,752</b>	<b>8,490</b>	<b>6,242</b>	<b>2,248</b>	<b>1,065</b>
Butler	4,659	4,503	2,557	1,946	908
Fillmore	3,154	3,062	2,176	886	564
Lancaster	169,126	164,244	168,525	-4,281	1,823
Polk	2,879	2,799	1,460	1,339	543
Saline	7,325	7,087	7,133	-46	839
Saunders	10,958	10,608	5,333	5,275	1,242
York	7,314	7,106	7,753	-647	793
<b>Labor Area</b>	<b>214,167</b>	<b>207,899</b>	<b>201,179</b>	<b>6,720</b>	<b>7,777</b>

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

<sup>(b)</sup> 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.

<sup>(c)</sup> Agricultural employment data are for 2015.

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](http://www.bea.gov).

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, 7,777 people in the City of Seward Labor Area were employed in agriculture in 2016. It is important to note, that for Nebraska as a whole, approximately 56.6 percent of principal farm operators reported at least some off farm employment and approximately 37.9 percent reported they worked more than 200 days off the farm.

The number of nonfarm wage and salary workers in the City of 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 and County**  
**the City of Seward Labor Area, 2016**

County	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation & Utilities	Education & Health Services	Financial Activities	All Other Services	Government
<b>Seward</b>	<b>273</b>	<b>449</b>	<b>1068</b>	<b>1137</b>	<b>1049</b>	<b>237</b>	<b>882</b>	<b>1147</b>
Butler	196	106	574	448	295	93	196	649
Fillmore	113	196	176	471	183	135	183	720
Lancaster	435	8,199	12,484	31,620	25,135	12,525	45,323	32,805
Polk	167	59	9	331	173	52	124	545
Saline	53	71	2,993	1,026	689	165	617	1,519
Saunders	161	539	385	991	518	233	909	1,597
York	459	332	839	1,541	1,190	394	1,816	1,182
<b>Labor Area</b>	<b>1,857</b>	<b>9,951</b>	<b>18,528</b>	<b>37,565</b>	<b>29,232</b>	<b>13,834</b>	<b>50,050</b>	<b>40,164</b>
<b>Nebraska</b>	<b>15,250</b>	<b>50,583</b>	<b>96,874</b>	<b>192,843</b>	<b>135,522</b>	<b>90,341</b>	<b>226,166</b>	<b>161,045</b>

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

	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation & Utilities	Education & Health Services	Financial Activities	All Other Services	Government
<b>Labor Area</b>	<b>0.9</b>	<b>4.9</b>	<b>9.2</b>	<b>18.7</b>	<b>14.5</b>	<b>6.9</b>	<b>24.9</b>	<b>20.0</b>
<b>Nebraska</b>	<b>1.6</b>	<b>5.2</b>	<b>10.0</b>	<b>19.9</b>	<b>14.0</b>	<b>9.3</b>	<b>23.3</b>	<b>16.6</b>

\* Values are estimates by Dr. Ken Lemke, Nebraska Public Power District.

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 City of Seward Labor Area with the distribution for the State of Nebraska. As these data show, the

industry distribution of employment for the City of Seward Labor Area is similar to Nebraskas as a whole.

The most significant deviations between Nebraska and the City of Seward Labor Area occur in the Government sector employment, with 20.0 percent of nonfarm wage and salary workers in the City of Seward Labor Area employed in that sector, compared to 16.6 percent for Nebraska. Conversely, only 6.9 percent of nonfarm wage and salary workers in the City of Seward Labor Area are employed in the Financial Activities sector, compared to 9.3 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 City of 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. 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 (\$38,410 for all wage and salary employees for all private industries) are lower than for the City of Seward Labor Area as a whole and two of the other counties that make up the area. Also, Seward County average annual salaries are \$5,196 (11.9 percent) less than the state average. Average annual salaries for the City of Seward Labor Area (\$41,860) were \$1,746 (4.0 percent) less than the Nebraska average. These data suggest 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, the City of Seward Labor Area & Nebraska, 2016**

<b>Part A</b>			
<b>Average Annual Pay and Average Weekly Wages by Industry Groups</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>6,242</b>	<b>\$739</b>	<b>\$38,410</b>
Butler	2,557	\$732	\$38,065
Fillmore	2,176	\$724	\$37,640
Lancaster	168,525	\$822	\$42,722
Polk	1,460	\$650	\$33,814
Saline	7,133	\$769	\$40,010
Saunders	5,333	\$664	\$34,522
York	7,753	\$704	\$36,584
<b>Labor Area</b>	<b>201,179</b>	<b>\$803</b>	<b>\$41,860</b>
<b>Nebraska</b>	<b>968,623</b>	<b>\$839</b>	<b>\$43,606</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**

<b>County</b>	<b>Goods-Producing</b>	<b>Manufacturing</b>	<b>Construction</b>	<b>Service-Providing</b>	<b>Trade, Transportation, &amp; Utilities</b>	<b>Financial Activities</b>	<b>Professional &amp; Business Services</b>	<b>Leisure &amp; Hospitality</b>
<b>Seward</b>	<b>\$45,701</b>	<b>\$51,656</b>	<b>\$40,579</b>	<b>\$33,482</b>	<b>\$35,453</b>	<b>\$53,548</b>	<b>\$39,836</b>	<b>\$11,732</b>
Butler	\$42,502	\$43,946	\$42,100	\$33,183	\$34,266	\$46,318	\$43,994	\$10,492
Fillmore	\$50,246	\$47,913	\$47,974	\$33,376	\$34,525	\$51,148	N/A	\$10,599
Lancaster	\$49,629	\$52,036	\$47,138	\$39,166	\$36,647	\$54,368	\$48,411	\$15,181
Polk	\$39,934	\$32,442	\$37,618	\$31,005	\$36,177	\$42,395	\$27,168	\$7,856
Saline	\$48,863	\$49,700	\$24,716	\$31,890	\$34,287	\$42,742	\$35,518	\$10,732
Saunders	\$41,780	\$44,548	\$40,984	\$31,447	\$32,641	\$50,002	\$53,426	\$11,216
York	\$45,736	\$48,961	\$46,976	\$32,298	\$34,468	\$43,540	\$40,048	\$13,992
<b>Nebraska</b>	<b>\$46,964</b>	<b>\$47,504</b>	<b>\$48,300</b>	<b>\$42,132</b>	<b>\$37,481</b>	<b>\$61,146</b>	<b>\$57,364</b>	<b>\$15,871</b>

N/A - Not Available.

<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 City of 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 \$42,722 in 2016 which was \$862 (2.1 percent) higher than the average for the City of Seward Labor Area as a whole, and \$884 (2.0 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Lancaster County indicates that the high average annual wage results from the extremely high average wage in the Financial Activities and Manufacturing industry groups.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Nebraska. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively. Additional estimates of wages by occupation for the City of Seward Zip Code Tabulation Area<sup>2</sup> and Seward County are provided in Appendix A of this report. Additional estimates for wages by occupation for areas within the City of Seward Labor Area are available and may be requested from the City of Seward.

**Table Five**  
**Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations**  
**Lincoln Metropolitan Area Region, Nebraska, 4<sup>th</sup> Quarter, 2017**

<b>Occupation</b>	<b>Average (\$/hour)</b>	<b>Entry Level (\$/hour)</b>	<b>Experienced (\$/hour)</b>
Education, Training, and Library Occupations	27.13	14.82	33.28
Healthcare Practitioners and Technical Occupations	34.63	17.62	43.13
Registered Nurses	29.14	22.91	32.25
Protective Service Occupations	21.76	12.39	26.45
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	27.23	15.64	33.02
Construction and Extraction Occupations	21.50	14.32	25.09
Installation, Maintenance, and Repair Occupations	23.26	14.46	27.66
Production Occupations	19.61	12.16	23.33
First-Line Supervisors of Production and Operating Workers	30.49	19.55	35.96
Team Assemblers	18.34	11.90	21.55
Welders, Cutters, Solderers, and Brazers	21.39	17.79	23.20
Inspectors, Testers, Sorters, Samplers, and Weighers	23.36	14.77	27.65
Transportation and Material Moving Occupations	20.09	11.61	24.33
Industrial Truck and Tractor Operators	18.97	13.50	21.71
Laborers and Freight, Stock, and Material Movers, Hand	14.60	10.46	16.67

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, February, 2018.

<sup>2</sup> A Zip Code Tabulation Area is a geographic location similar to but not necessarily the same as a postal zip code area. In rural areas both Zip Code Tabulation Areas and postal zip code areas often extend beyond the corporate limits of an incorporated area.

## Commuting Patterns

Table Six provides data from the 2015 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the City of 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 4,848, or 61.8 percent of the employed workers, commuted to other counties for employment. For three of the other counties in the City of Seward Labor Area, the percentage of commuters was greater than for Seward County. In the case of Saunders County, 7,386, or 70.0 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 (69.4 percent), Butler (64.1 percent), Saline (54.4 percent), and Fillmore, with 53.1 percent of employed workers commuting out of their county of residence for employment.

County	County Residents Working Outside County	
	Number	Percent
<b>Seward</b>	<b>4,848</b>	<b>61.8%</b>
Butler	2,531	64.1%
Fillmore	1,361	53.1%
Lancaster	21,101	15.1%
Polk	1,662	69.4%
Saline	3,607	54.4%
Saunders	7,386	70.0%
York	2,797	41.8%

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, [onthemap.ces.census.gov/](http://onthemap.ces.census.gov/).

Table Seven provides further detail illustrating the willingness of workers in the City of Seward and Seward County to travel for employment. In 2015, residents of Seward County worked at a total of 7,849 jobs; a resident could work at more than one job. Of these 7,849 jobs, the largest number, 3,001 or 38.2 percent, were located in Seward County, while 2,686 or 34.2 percent were located in Lancaster County. Other counties with high numbers of workers from Seward County were Douglas (446 jobs), York (247 jobs), and Saline (238 jobs).

Also in 2015, residents of the City of Seward worked at a total of 3,256 jobs with the largest number, 1,434 or 44.0 percent located in Seward County. Other counties with workers from the City of Seward include Lancaster (973 jobs), Douglas (170 jobs), Saline (62 jobs), and York (56 jobs).

**Table Seven**  
**Commuting Patterns, the City of Seward Labor Area**  
**Location of Jobs Held by the City of Seward and Seward County Residents, 2015**

County Where Jobs are Located	Primary Jobs Held by the City of Seward Residents	% the City of Seward Residents' Primary Jobs	Primary Jobs Held by Seward County Residents	% Seward County Residents' Primary Jobs
<b>Seward</b>	<b>1,434</b>	<b>44.0%</b>	<b>3,001</b>	<b>38.2%</b>
Lancaster	973	29.9%	2,686	34.2%
Douglas	170	5.2%	446	5.7%
York	56	1.7%	247	3.1%
Saline	62	1.9%	238	3.0%
All Other Locations	561	17.2%	1,231	15.7%
<b>Total Resident Jobs</b>	<b>3,256</b>	<b>100.0%</b>	<b>7,849</b>	<b>100.0%</b>

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, [onthemap.ces.census.gov/](http://onthemap.ces.census.gov/).

Table Eight provides data showing the willingness of workers in other counties to commute into the City of Seward and Seward County for employment. In 2015, 1,385 or 41.3 percent of the 3,352 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, 494 or 14.7 percent. Other counties with large numbers of workers commuting into the City of Seward for their primary jobs included Butler, 142 or 4.2 percent; Saline, 118 or 3.5 percent; York, 89 or 2.7 percent; Douglas, 52 or 1.6 percent; and Dodge, 34 or 1.0 percent.

Data in Table Eight indicate 2,848 (48.7 percent) of the 5,849 primary jobs in Seward County were held by workers commuting from other counties. In 2015, Lancaster County was home to the greatest number of workers commuting into Seward for primary jobs, 986 or 16.9 percent. Other counties with large numbers of workers commuting into Seward County for their primary jobs included, York, 237 or 4.1 percent; Saline, 205 or 3.5 percent; Butler, 158 or 2.7 percent; Douglas, 94 or 1.6 percent; and Dodge, 53 or 0.9 percent.

**Table Eight**  
**Commuting Patterns, the City of Seward Labor Area**  
**Sources of the City of Seward and Seward County Workers, 2015**

County Where Workers Live	Primary Jobs in the City of Seward	% Primary Jobs in the City of Seward	Primary Jobs in Seward County	% Primary Jobs in Seward County
<b>Seward</b>	<b>1,967</b>	<b>58.7%</b>	<b>3,001</b>	<b>51.3%</b>
Lancaster	494	14.7%	986	16.9%
York	89	2.7%	237	4.1%
Saline	118	3.5%	205	3.5%
Butler	142	4.2%	158	2.7%
Douglas	52	1.6%	94	1.6%
Dodge	34	1.0%	53	0.9%
All Other Locations	456	13.6%	1,115	19.1%
<b>Total Primary Jobs</b>	<b>3,352</b>	<b>100.0%</b>	<b>5,849</b>	<b>100.0%</b>

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, [onthemap.ces.census.gov/](http://onthemap.ces.census.gov/).

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 2015. 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 3,256 primary jobs in 2015, but there were 3,352 primary jobs within the area. This indicates workers from counties outside the study area commuted to at least 96 primary jobs within the study area. It is important to note this is an estimate of net in-commuting and understates the actual number of primary jobs within the area held by residents from outside the study area.

**Table Nine**  
**Primary Jobs, Seward County, 2015**  
**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	31	31	0
Mining, Quarrying, and Oil and Gas Extraction	1	0	-1
Utilities	18	20	2
Construction	150	104	-46
Manufacturing	479	1,079	600
Wholesale Trade	129	67	-62
Retail Trade	349	222	-127
Transportation and Warehousing	144	46	-98
Information	50	46	-4
Finance and Insurance	173	146	-27
Real Estate and Rental and Leasing	21	3	-18
Professional, Scientific, and Technical Services	116	79	-37
Administration & Support, Waste Management and Remediation	114	63	-51
Management of Companies and Enterprises	25	1	-24
Educational Services	374	349	-25
Health Care and Social Assistance	440	488	48
Arts, Entertainment, and Recreation	40	23	-17
Accommodation and Food Services	214	238	24
Other Services (excluding Public Administration)	95	92	-3
Public Administration	293	255	-38
<b>Total</b>	<b>3,256</b>	<b>3,352</b>	<b>96</b>

<sup>(a)</sup> A negative value indicates the net number of primary jobs outside of the area held by the City of Seward Labor Area residents.

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, [onthemap.ces.census.gov/](http://onthemap.ces.census.gov/).

## Population Trends

The data provided in Table Ten show population trends for the City of Seward Labor Area, by county, and for Nebraska for the period 1960–2016. As these data indicate, the population of the City of Seward Labor Area was 370,493 in 2010. The City of Seward Labor Area population grew by 54.8 percent from 1960 to 2010 and grew 6.6 percent from 2010 to 2016. 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 2016, the Seward County population increased by 3.2 percent, compared to the increase for the City of Seward Labor Area as a whole of 6.6 percent, and to the state rate of growth of 4.4 percent.

**Table Ten**  
**Population in the City of Seward Labor Area, by County, and Nebraska**  
**Selected Years, 1960–2016**

County	1960	1970	1980	1990	2000	2010	2016	% Chg. 1960–2010	% Chg. 2010–2016
<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>17,284</b>	<b>23.3</b>	<b>3.2</b>
Butler	10,312	9,461	9,330	8,601	8,767	8,395	8,052	-18.6	-4.1
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,720	-37.5	-2.9
Lancaster	155,272	167,972	192,884	213,641	250,291	285,407	309,637	83.8	8.5
Polk	7,210	6,468	6,320	5,675	5,639	5,406	5,203	-25.0	-3.8
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,331	13.2	0.9
Saunders	17,270	17,018	18,716	18,285	19,830	20,780	21,038	20.3	1.2
York	13,724	13,685	14,798	14,428	14,598	13,665	13,794	-0.4	0.9
<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>395,059</b>	<b>54.8</b>	<b>6.6</b>
<b>Nebraska</b>	<b>1,411,330</b>	<b>1,483,493</b>	<b>1,569,825</b>	<b>1,578,385</b>	<b>1,711,230</b>	<b>1,826,341</b>	<b>1,907,116</b>	<b>29.4</b>	<b>4.4</b>

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2016*.

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 City of Seward Labor Area. In 2016, there were 7,955 people in Seward County between the ages of 25 and 64, which represented 46.0 percent of the total population, compared to 48.6 percent of the population for the City of Seward Labor Area as a whole and 50.0 percent of the Nebraska population in this age range.

**Table Eleven**  
**Population Age Characteristics, by County, and Nebraska**  
**the City of Seward Labor Area, 2016**

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Age
<b>Seward</b>	<b>3,387</b>	<b>19.6</b>	<b>2,964</b>	<b>17.1</b>	<b>3,626</b>	<b>21.0</b>	<b>4,329</b>	<b>25.0</b>	<b>2,978</b>	<b>17.2</b>	<b>37.6</b>
Butler	1,487	18.5	985	12.2	1,618	20.1	2,275	28.3	1,687	21.0	44.2
Fillmore	887	15.5	662	11.6	1,162	20.3	1,662	29.1	1,347	23.5	47.5
Lancaster	60,179	19.4	58,409	18.9	80,801	26.1	69,947	22.6	40,301	13.0	33.4
Polk	948	18.2	617	11.9	1,013	19.5	1,527	29.3	1,098	21.1	45.3
Saline	2,934	20.5	2,483	17.3	3,266	22.8	3,456	24.1	2,192	15.3	35.8
Saunders	4,236	20.1	2,468	11.7	4,563	21.7	5,980	28.4	3,791	18.0	41.7
York	2,702	19.6	1,844	13.4	3,052	22.1	3,562	25.8	2,634	19.1	39.8
<b>Labor Area</b>	<b>76,760</b>	<b>19.4</b>	<b>70,432</b>	<b>17.8</b>	<b>99,101</b>	<b>25.1</b>	<b>92,738</b>	<b>23.5</b>	<b>56,028</b>	<b>14.2</b>	<b>34.9</b>
<b>Nebraska</b>	<b>396,601</b>	<b>20.8</b>	<b>269,442</b>	<b>14.1</b>	<b>483,474</b>	<b>25.4</b>	<b>470,855</b>	<b>24.7</b>	<b>286,744</b>	<b>15.0</b>	<b>36.3</b>

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

Source: U.S. Bureau of the Census, *Population Estimates 2016*.



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 4.8 percent during the fifteen year period, while the Hispanic population increased by 164.2 percent and the Not-White Alone and Non-Hispanic population increased by 92.6 percent. Over the same period, the City of Seward Labor Area population increased 18.2 percent while the while the Hispanic population increased by 164.7 percent and the Not-White Alone and Non-Hispanic population increased by 85.6 percent. Statewide, population increased by 11.4 percent from 2000 to 2015, while the Hispanic population increased by 115.3 percent and the Not-White Alone and Non-Hispanic population increased by 55.6 percent.

**Table Twelve**  
**Population by Selected Race and Ethnic Origin Characteristics**  
**Seward, the City of Seward Labor Area, and Nebraska Statewide, 2000–2015**

Category	2000		2015		Change 2000-2015	
	#	%	#	%	#	%
---Seward County---						
<b>Total Population</b>	<b>16,491</b>	<b>100.0</b>	<b>17,284</b>	<b>100.0</b>	<b>793</b>	<b>4.8</b>
Hispanic origin	179	1.1	473	2.7	294	164.2
White Alone, Non-Hispanic Origin	16,081	97.5	16,366	94.7	285	1.8
Not-White Alone & Non-Hispanic	231	1.4	445	2.6	214	92.6
---the City of Seward Labor Area---						
<b>Total Population</b>	<b>319,714</b>	<b>100.0</b>	<b>377,775</b>	<b>100.0</b>	<b>58,061</b>	<b>18.2</b>
Hispanic origin	10,074	3.2	26,663	7.1	16,589	164.7
White Alone, Non-Hispanic Origin	289,620	90.6	313,948	83.1	24,328	8.4
Not-White Alone & Non-Hispanic	20,020	6.3	37,164	9.8	17,144	85.6
---Nebraska, Statewide---						
<b>Total Population</b>	<b>1,711,230</b>	<b>100.0</b>	<b>1,907,116</b>	<b>100.0</b>	<b>195,886</b>	<b>11.4</b>
Hispanic origin	94,419	5.5	203,320	10.7	108,901	115.3
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,517,526	79.6	20,444	1.4
Not-White Alone & Non-Hispanic	119,729	7.0	186,270	9.8	66,541	55.6

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2015*.

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 City of Seward Labor Area. As these data show, the City of Seward Labor Area as a whole experience 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 City of 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 the City of 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>1,928</b>	<b>1,627</b>	<b>301</b>	<b>-47</b>	<b>-0.3</b>
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
<b>Labor Area</b>	<b>336,098</b>	<b>370,493</b>	<b>50,919</b>	<b>26,123</b>	<b>24,796</b>	<b>9,599</b>	<b>2.9</b>
<b>Nebraska</b>	<b>1,711,263</b>	<b>1,826,341</b>	<b>262,095</b>	<b>150,343</b>	<b>111,752</b>	<b>3,326</b>	<b>0.2</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.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the 2010–2015 period. As these data show, the City of Seward Labor Area experienced significant net in-migration during this more recent five-year period. As indicated in the table, in-migration for the City of Seward Labor Area as a whole accounted for population growth of 10,814 during the 2010–2015 period, contributing to a population increase equal to 2.9 percent of the 2010 population. In the case of Seward County, net in-migration during this five-year period was 332, or 2.0 percent of the 2010 population.

**Table Fourteen**  
**Population, Births, Deaths, and Migration**  
**Nebraska and the City of Seward Labor Area, by County, 2010–2015**

County	Population		2010–2015			Net Migration, 2010–2015*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
<b>Seward</b>	<b>16,750</b>	<b>17,284</b>	<b>1,239</b>	<b>1,037</b>	<b>202</b>	<b>332</b>	<b>2.0</b>
Butler	8,395	8,052	559	619	-60	-283	-3.4
Fillmore	5,890	5,720	357	527	-170	0	0.0
Lancaster	285,407	309,637	25,429	12,365	13,064	11,166	3.9
Polk	5,406	5,203	314	387	-73	-130	-2.4
Saline	14,200	14,331	1,173	864	309	-178	-1.3
Saunders	20,780	21,038	1,497	1,215	282	-24	-0.1
York	13,665	13,794	1,097	899	198	-69	-0.5
<b>Labor Area</b>	<b>370,493</b>	<b>395,059</b>	<b>31,665</b>	<b>17,913</b>	<b>13,752</b>	<b>10,814</b>	<b>2.9</b>
<b>Nebraska</b>	<b>1,826,341</b>	<b>1,907,116</b>	<b>163,686</b>	<b>96,895</b>	<b>66,791</b>	<b>13,984</b>	<b>0.8</b>

\* 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 (2015) - U.S. Bureau of the Census, *Population Estimates 2015*.

### **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 City of 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 City of 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 City of 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 City of 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 City of 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.

APPENDICES:

A: Average Hourly Wage, Selected Occupations, the City of Seward & Seward County, 2016.

B: Workforce and Labor Force Employment by Occupation, Selected Occupations, the City of Seward Zip Code Tabulation Area & Seward, 2016

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  
E-Mail: [kmlemke@nppd.com](mailto:kmlemke@nppd.com)

**Table A-1**  
**Average Hourly Wage, Selected Occupations,**  
**Seward Zip Code Tabulation Area & Seward County, 2017**

SOC	Description	Seward Zip Code Tabulation Areas				Seward County			
		2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
11-1000	Top Executives	51	50.10	26.39	61.80	82	49.83	25.93	61.67
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	13	46.61	30.63	53.18	17	46.70	30.60	53.29
11-3000	Operations Specialties Managers	49	47.97	32.73	56.99	67	47.87	32.21	56.84
11-9000	Other Management Occupations	68	40.12	25.18	48.68	121	39.00	25.29	47.25
13-1000	Business Operations Specialists	107	27.28	19.32	32.86	167	27.16	19.30	32.80
13-2000	Financial Specialists	85	24.93	16.33	28.53	119	25.52	16.76	29.29
15-1100	Computer Occupations	90	26.72	18.95	33.13	120	26.79	19.00	33.24
17-2000	Engineers	46	41.63	32.88	48.38	56	41.12	32.27	47.85
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	27	25.02	19.86	29.45	37	24.01	18.66	28.43
19-4000	Life, Physical, and Social Science Technicians	12	18.18	14.06	21.49	16	18.13	13.96	21.46
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	71	17.76	11.45	21.28	104	17.81	11.63	21.34
21-2000	Religious Workers	22	18.65	13.10	22.15	38	18.64	13.12	22.13
25-1000	Postsecondary Teachers	176	35.45	23.85	40.97	214	35.45	23.85	40.97
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	129	25.48	21.50	29.34	242	25.58	21.58	29.41
25-3000	Other Teachers and Instructors	22	16.92	12.10	20.23	35	16.85	12.06	20.11
25-4000	Librarians, Curators, and Archivists	18	19.95	16.12	23.48	24	20.03	16.09	23.61
25-9000	Other Education, Training, and Library Occupations	64	14.42	11.78	14.88	108	14.14	11.67	14.67
27-1000	Art and Design Workers	18	16.41	9.81	18.61	24	17.39	10.78	20.63
27-2000	Entertainers and Performers, Sports and Related Workers	19	20.52	10.17	22.97	28	20.30	10.28	23.10
27-3000	Media and Communication Workers	18	21.16	14.27	24.63	25	21.35	14.46	24.79
29-1000	Health Diagnosing and Treating Practitioners	119	43.47	27.72	44.78	178	41.26	27.47	42.67
29-2000	Health Technologists and Technicians	79	19.87	14.51	22.42	114	19.61	14.66	21.56
31-1000	Nursing, Psychiatric, and Home Health Aides	61	11.52	9.79	12.98	125	11.48	9.78	12.96
31-9000	Other Healthcare Support Occupations	42	15.73	12.11	18.42	52	16.06	12.35	18.78

Source at end of table.

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Seward Zip Code Tabulation Area & Seward County, 2017**

SOC	Description	Seward Zip Code Tabulation Areas				Seward County			
		2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
33-3000	Law Enforcement Workers	20	27.70	22.65	33.48	38	26.48	21.27	32.18
33-9000	Other Protective Service Workers	34	13.10	9.74	14.38	45	12.98	9.71	14.24
35-1000	Supervisors of Food Preparation and Serving Workers	31	14.20	10.56	16.67	41	14.18	10.55	16.65
35-2000	Cooks and Food Preparation Workers	98	10.88	9.28	11.90	135	10.91	9.29	11.97
35-3000	Food and Beverage Serving Workers	221	9.81	9.11	9.90	287	9.80	9.11	9.87
35-9000	Other Food Preparation and Serving Related Workers	24	10.20	9.15	10.91	30	10.15	9.15	10.84
37-2000	Building Cleaning and Pest Control Workers	144	11.92	9.75	13.41	203	11.89	9.71	13.36
37-3000	Grounds Maintenance Workers	25	13.67	10.65	15.86	41	13.47	10.48	15.65
39-3000	Entertainment Attendants and Related Workers	11	10.62	9.25	10.92	13	10.51	9.23	10.77
39-5000	Personal Appearance Workers	11	12.54	9.33	14.04	14	12.54	9.33	14.04
39-9000	Other Personal Care and Service Workers	70	12.23	9.41	13.58	105	11.87	9.37	12.88
41-1000	Supervisors of Sales Workers	49	20.57	13.09	25.42	59	20.84	13.19	25.84
41-2000	Retail Sales Workers	245	11.42	9.17	11.89	297	11.44	9.17	11.94
41-3000	Sales Representatives, Services	33	27.72	15.95	29.52	53	28.17	16.10	30.00
41-4000	Sales Representatives, Wholesale and Manufacturing	74	26.92	17.22	32.76	98	26.91	17.22	32.76
43-1000	Supervisors of Office and Administrative Support Workers	46	22.44	17.02	26.64	68	22.43	17.01	26.64
43-3000	Financial Clerks	108	15.66	12.33	18.30	165	15.53	12.24	18.13
43-4000	Information and Record Clerks	177	14.87	10.87	17.48	240	14.91	10.96	17.51
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	123	15.85	10.61	19.38	162	16.38	11.03	20.84
43-6000	Secretaries and Administrative Assistants	181	17.09	13.68	19.43	238	17.04	13.60	19.38
43-9000	Other Office and Administrative Support Workers	193	14.50	9.83	17.31	274	14.36	9.80	17.14
45-2000	Agricultural Workers	37	14.65	9.41	18.17	160	14.60	9.39	18.09
47-1000	Supervisors of Construction and Extraction Workers	14	25.70	19.81	30.72	42	25.68	19.79	30.69
47-2000	Construction Trades Workers	127	19.36	14.95	23.17	333	18.66	14.47	22.27

Source at end of table.

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Seward Zip Code Tabulation Area & Seward County, 2017**

SOC	Description	Seward Zip Code Tabulation Areas				Seward County			
		2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	16	28.23	19.97	34.55	27	28.29	20.01	34.63
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	54	19.25	14.42	23.26	101	19.47	14.51	23.63
49-9000	Other Installation, Maintenance, and Repair Occupations	105	20.46	15.02	25.19	151	20.42	14.86	25.12
51-1000	Supervisors of Production Workers	43	30.27	22.26	36.85	50	30.27	22.26	36.85
51-2000	Assemblers and Fabricators	290	18.43	13.59	22.65	294	18.42	13.58	22.65
51-3000	Food Processing Workers	13	12.05	9.22	14.15	16	12.30	9.25	14.44
51-4000	Metal Workers and Plastic Workers	251	21.97	17.98	24.78	283	21.96	18.06	24.76
51-6000	Textile, Apparel, and Furnishings Workers	12	16.57	11.78	19.90	16	15.76	10.93	19.00
51-9000	Other Production Occupations	94	17.99	12.23	22.51	130	17.61	12.11	21.93
53-3000	Motor Vehicle Operators	197	19.94	14.37	25.96	338	20.06	14.58	26.09
53-4000	Rail Transportation Workers	22	32.79	26.08	39.85	49	32.79	26.08	39.85
53-7000	Material Moving Workers	86	14.60	10.61	16.99	148	14.67	10.69	16.79

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

**Table B-1**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Seward Zip Code Tabulation Area & Seward County, 2017**

SOC	Description	Seward Zip Code Tabulation Areas				Seward County			
		Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters
11-1000	Top Executives	50.10	51	62	-11	49.83	82	127	-45
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	46.61	13	14	-1	46.70	17	21	-4
11-3000	Operations Specialties Managers	47.97	49	49	0	47.87	67	90	-23
11-9000	Other Management Occupations	40.12	68	76	-8	39.00	121	140	-19
13-1000	Business Operations Specialists	27.28	107	131	-24	27.16	167	247	-80
13-2000	Financial Specialists	24.93	85	95	-10	25.52	119	159	-40
15-1100	Computer Occupations	26.72	90	107	-17	26.79	120	186	-66
17-2000	Engineers	41.63	46	37	9	41.12	56	67	-11
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	25.02	27	24	3	24.01	37	34	3
19-4000	Life, Physical, and Social Science Technicians	18.18	12	16	-4	18.13	16	21	-5
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	17.76	71	85	-14	17.81	104	144	-40
21-2000	Religious Workers	18.65	22	22	0	18.64	38	43	-5
25-1000	Postsecondary Teachers	35.45	176	132	44	35.45	214	210	4
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	25.48	129	147	-18	25.58	242	284	-42
25-3000	Other Teachers and Instructors	16.92	22	32	-10	16.85	35	54	-19
25-4000	Librarians, Curators, and Archivists	19.95	18	17	1	20.03	24	22	2
25-9000	Other Education, Training, and Library Occupations	14.42	64	69	-5	14.14	108	133	-25
27-1000	Art and Design Workers	16.41	18	15	3	17.39	24	22	2
27-2000	Entertainers and Performers, Sports and Related Workers	20.52	19	21	-2	20.30	28	29	-1
27-3000	Media and Communication Workers	21.16	18	23	-5	21.35	25	30	-5
29-1000	Health Diagnosing and Treating Practitioners	43.47	119	149	-30	41.26	178	273	-95
29-2000	Health Technologists and Technicians	19.87	79	93	-14	19.61	114	161	-47
31-1000	Nursing, Psychiatric, and Home Health Aides	11.52	61	78	-17	11.48	125	162	-37
31-9000	Other Healthcare Support Occupations	15.73	42	48	-6	16.06	52	74	-22

Source at end of table.



**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Seward Zip Code Tabulation Area & Seward County, 2017**

SOC	Description	Seward Zip Code Tabulation Areas				Seward County			
		Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters
33-3000	Law Enforcement Workers	27.70	20	33	-13	26.48	38	64	-26
33-9000	Other Protective Service Workers	13.10	34	36	-2	12.98	45	55	-10
35-1000	Supervisors of Food Preparation and Serving Workers	14.20	31	33	-2	14.18	41	59	-18
35-2000	Cooks and Food Preparation Workers	10.88	98	104	-6	10.91	135	186	-51
35-3000	Food and Beverage Serving Workers	9.81	221	237	-16	9.80	287	421	-134
35-9000	Other Food Preparation and Serving Related Workers	10.20	24	27	-3	10.15	30	42	-12
37-2000	Building Cleaning and Pest Control Workers	11.92	144	137	7	11.89	203	257	-54
37-3000	Grounds Maintenance Workers	13.67	25	28	-3	13.47	41	49	-8
39-3000	Entertainment Attendants and Related Workers	10.62	11	12	-1	10.51	13	14	-1
39-5000	Personal Appearance Workers	12.54	11	13	-2	12.54	14	19	-5
39-9000	Other Personal Care and Service Workers	12.23	70	104	-34	11.87	105	189	-84
41-1000	Supervisors of Sales Workers	20.57	49	46	3	20.84	59	86	-27
41-2000	Retail Sales Workers	11.42	245	260	-15	11.44	297	487	-190
41-3000	Sales Representatives, Services	27.72	33	46	-13	28.17	53	81	-28
41-4000	Sales Representatives, Wholesale and Manufacturing	26.92	74	52	22	26.91	98	116	-18
43-1000	Supervisors of Office and Administrative Support Workers	22.44	46	48	-2	22.43	68	93	-25
43-3000	Financial Clerks	15.66	108	120	-12	15.53	165	226	-61
43-4000	Information and Record Clerks	14.87	177	196	-19	14.91	240	334	-94
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	15.85	123	124	-1	16.38	162	229	-67
43-6000	Secretaries and Administrative Assistants	17.09	181	172	9	17.04	238	307	-69
43-9000	Other Office and Administrative Support Workers	14.50	193	184	9	14.36	274	333	-59
45-2000	Agricultural Workers	14.65	37	38	-1	14.60	160	177	-17
47-1000	Supervisors of Construction and Extraction Workers	25.70	14	17	-3	25.68	42	50	-8
47-2000	Construction Trades Workers	19.36	127	128	-1	18.66	333	340	-7
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	28.23	16	17	-1	28.29	27	35	-8

Source at end of table.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Seward Zip Code Tabulation Area & Seward County, 2017**

SOC	Description	Seward Zip Code Tabulation Areas				Seward County			
		Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	19.25	54	66	-12	19.47	101	132	-31
49-9000	Other Installation, Maintenance, and Repair Occupations	20.46	105	97	8	20.42	151	185	-34
51-1000	Supervisors of Production Workers	30.27	43	28	15	30.27	50	56	-6
51-2000	Assemblers and Fabricators	18.43	290	131	159	18.42	294	235	59
51-3000	Food Processing Workers	12.05	13	31	-18	12.30	16	56	-40
51-4000	Metal Workers and Plastic Workers	21.97	251	129	122	21.96	283	226	57
51-6000	Textile, Apparel, and Furnishings Workers	16.57	12	<10	NA	15.76	16	13	3
51-9000	Other Production Occupations	17.99	94	89	5	17.61	130	177	-47
53-3000	Motor Vehicle Operators	19.94	197	200	-3	20.06	338	443	-105
53-4000	Rail Transportation Workers	32.79	22	25	-3	32.79	49	76	-27
53-7000	Material Moving Workers	14.60	86	121	-35	14.67	148	261	-113

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed.