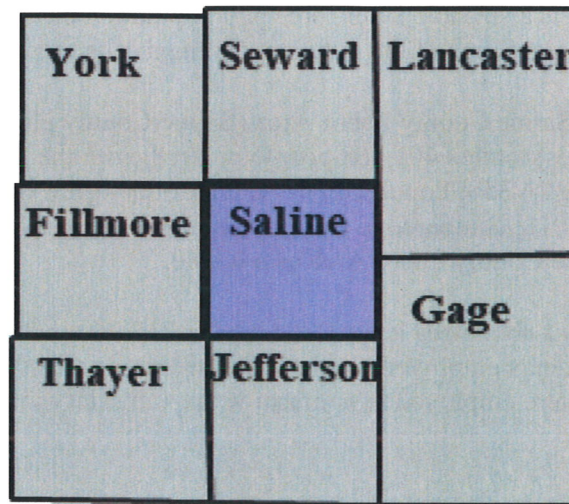


Labor Supply Factors and Labor Availability for the Saline County Labor Area



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Executive Summary

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

- Population in the Saline County Labor Area (Saline County plus the **seven** contiguous counties) totaled 401,868 people in 2018, with the Saline County population totaling 14,350. Population in Saline County grew by 1.1 percent during the period 2010–2018, compared to a population increase of 8.3 percent for the eight-county Saline County Labor Area as a whole.
- The Saline County Labor Area labor force totaled 217,960 in 2018, with 212,331 local residents employed in jobs either within or outside the area. A total of 209,368 persons were employed in nonfarm wage and salary jobs¹ located within the area.
- In 2017, 3,672 primary jobs held by Saline County residents were located outside Saline County. This confirms a large number of Saline County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Saline County Labor Area were \$2,050 less than the Nebraska average. Within the labor area, Lancaster, NE County had the highest average wage, \$45,324 or -\$938 lower than the Nebraska average. In Saline County, average annual salaries were \$3,795 less than the state average.

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

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

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

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

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

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

Figure One.
Saline County Labor Area

York	Seward	Lancaster
Fillmore	Saline	
Thayer	Jefferson	Gage

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 Saline County Labor Area and for Saline County for selected years from 2013 to 2018. Data in Table One (Part A and Part B, next page) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, unemployment rate, and nonfarm wage and salary employment data for the entire Saline County Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both increased, with the area labor force growing by 1.5 percent between 2013 and 2018 and total employment growing by 2.5 percent during the same period.

Table One
Labor Force and Employment, Saline County Labor Area^(a), 2013–2018
Part A

Labor Force and Employment
Saline County Labor Area^(a), 2013–2018

(Place of Residence)	2013	2014	2015	2016	2017	2018	% Chg. 2013–2018
Labor Force^(b)	214,707	212,839	212,229	213,613	214,776	217,960	1.5
Employment	207,090	206,333	206,456	207,650	209,096	212,331	2.5
Unemployment (#)	7,617	6,506	5,773	5,963	5,680	5,629	-26.1
Unemployment Rate (%)	3.5	3.1	2.7	2.8	2.6	2.6	(N/A)
(Place of Work)							
Nonfarm Employment^(c)	198,247	200,687	204,077	206,811	206,642	209,368	5.6

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

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

							% Chg.
(Place of Residence)	2013	2014	2015	2016	2017	2018	2013–2018
Labor Force ^(b)	7,400	7,225	7,276	7,343	7,382	7,441	0.6
Employment	7,085	6,976	7,063	7,117	7,159	7,217	1.9
Unemployment (#)	315	249	213	226	223	224	-28.9
Unemployment Rate (%)	4.3	3.4	2.9	3.1	3.0	3.0	(N/A)
(Place of Work)							
Nonfarm Employment ^(c)	6,877	6,836	7,033	7,133	7,167	7,163	4.2
Goods Producing	2,836	2,861	3,087	3,117	3,157	3,138	10.6
Manufacturing	2,744	2,745	2,957	2,993	3,039	2,988	8.9
Natural Resources	41	49	56	53	51	58	41.5
Construction	50	67	74	71	68	93	86.0
Service Providing	2,568	2,475	2,457	2,497	2,548	2,538	-1.2
Trans., Warehousing & Utilities	1,047	1,025	998	1,026	1,017	1,006	-3.9
Information	30	28	24	23	23	23	-23.3
Financial Activities	154	153	155	165	173	176	14.3
Professional & Business Services	74	183	190	203	204	198	167.6
Education & Health Services	695	664	665	689	722	727	4.6
Leisure and Hospitality	318	310	313	300	314	313	-1.6
Other Services, except Public	250	113	112	92	94	95	-62.0
Total Government	1,473	1,500	1,489	1,519	1,462	1,487	1.0
Federal Government	59	56	56	59	60	54	-8.5
State Government	1,414	1,444	1,433	1,460	1,402	1,433	1.3
Local Government	1,393	1,420	1,411	1,437	1,382	1,412	1.4

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

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

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

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

The second employment measure presented for the Saline County Labor Area, nonfarm wage and salary employment increased from 198,247 in 2013 to 209,368 in 2018, an increase of 5.6 percent. In the case of the labor force data (labor force, unemployment, and employment), the respective measures are based on the county of residence. The nonfarm wage and salary employment data are measured based on the county of employment, irrespective of the place of residence of the workers. The labor force and employment measures presented for Saline County (Table One, Part B) indicate that the total labor force in the county grew by 0.6 percent between 2013

and 2018, with total employment (of people residing in Saline County, irrespective of their county of employment) growing by 1.9 percent during this period. It is also of interest to note that unemployment decreased by 28.9 percent, from 315 in 2013 to 224 in 2018.

As previously noted, the second employment measure presented for Saline County, nonfarm wage and salary employment, is based on the county where the person is employed irrespective of their county of residence. Nonfarm wage and salary employment in Saline County grew by 4.2 percent between 2013 and 2018. Data presented in Table One, Part B show that the fastest growing employment sector in Saline County during the 2013–2018 review period was the Professional & Business Services sector, recording a 167.6 percent increase between 2013 and 2018. Other economic sectors experiencing significant growth in employment between 2013 and 2018 include Construction (86.0 percent), Natural Resources (41.5 percent), and Financial Activities (14.3 percent). In the case of the Total Government sector, employment in the State Government sector grew by 1.3 percent while Federal Government sector employment declined by 8.5 percent and Local Government sector employment grew by 1.4 percent.

A review of the employment data reported for the Saline County Labor Area (Table Two) indicates differences between the nonfarm wage and salary employment reported in each of the counties and the total employment of persons living in these respective areas. In the case of the entire Saline County Labor Area, nonfarm wage and salary employment was reported to be 209,368 in 2018, which was significantly less (2,963) than the reported total employment of persons living within the eight-county Saline County Labor Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Saline County Labor Area, 2018

County	Labor Force 2018 ^(a)	Total Employment 2018 ^(a)	Nonfarm Wage & Salary Employment 2018 ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment 2017
Saline	7,441	7,217	7,163	54	816
Fillmore	3,159	3,081	2,187	894	547
Gage	10,916	10,571	9,031	1,540	1,235
Jefferson	4,155	4,052	3,312	740	717
Lancaster	173,384	168,976	171,353	-2,377	1,772
Seward	8,730	8,505	6,164	2,341	1,035
Thayer	2,866	2,802	2,399	403	486
York	7,309	7,127	7,759	-632	767
Labor Area	217,960	212,331	209,368	2,963	7,375

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

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

^(c) Agricultural employment data are for 2017.

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, 7,375 people in the Saline County Labor Area were employed in agriculture in 2017. 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 Saline County Labor Area is shown by major industry sector and by county in Table Three. The reader is reminded that nonfarm wage and salary workers are counted in the county where they are employed. Individuals with more than one job are counted at each establishment (and in each county) where they work. Table Three provides information about the number of workers in the labor area by county and major industry category.

Table Three
Nonfarm Wage and Salary Employment, by Industry Sector
Saline County Labor Area, by County, 2018

County	Natural resources and mining	Construction	Manufacturing	Trade, transportation, and utilities	Education and health services	Financial activities	All Other Services	Government
Saline	58	228	776	1006	727	176	2705	1487
Fillmore	112	188	166	468	181	133	199	740
Gage	185	345	1,512	1,668	1,714	244	1,481	1,882
Jefferson	244	6	606	748	470	88	558	592
Lancaster	451	8,739	12,316	31,453	25,784	11,172	48,090	33,348
Seward	221	21	8	1,127	1,022	241	2,409	1,115
Thayer	127	99	560	443	172	133	182	683
York	484	310	924	1,464	1,168	419	1,839	1,151
Labor Area	1,882	9,936	16,868	38,377	31,238	12,606	57,463	40,998
Nebraska	15,823	52,320	99,807	189,793	138,155	66,245	254,733	161,190

Percent of Total Nonfarm Wage & Salary Employment

	Natural resources and mining	Construction	Manufacturing	Trade, transportation, and utilities	Education and health services	Financial activities	All Other Services	Government
Labor Area	0.9	4.7	8.1	18.3	14.9	6.0	27.4	19.6
Nebraska	1.6	5.3	10.2	19.4	14.1	6.8	26.0	16.5

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

In addition to displaying the number of workers by major industry sector, Table Three also compares the percentage distribution of workers by industry in the Saline County Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Saline County Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Saline County Labor Area occur in the Government sector employment, with 19.6 percent of nonfarm wage and salary workers in the Saline County area employed in that sector, compared to 16.5 percent for Nebraska. Conversely, only 8.1 percent of nonfarm wage and salary workers in the Saline County Labor Area are employed in the Manufacturing sector, compared to 10.2 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 Saline County Labor Area. It is important to remember that the wage and salary employment is reported by county of employment, and does not provide an indication of the average weekly and annual wage for residents of the respective counties. Obviously, labor cost is an important consideration in any analysis of the labor availability in an area. Pay data for workers covered by unemployment insurance laws in Nebraska are the source of the labor cost information. Average annual pay is calculated by dividing the total payroll for wage and salary workers by the average annual number of employees.

A review of the data in Table Four, Part A indicates that average annual salaries in Saline County (\$42,467 for all wage and salary employees for all private industries) are slightly lower than for the Saline County Labor Area as a whole and one of the other counties that make up the area. Also, Saline County average annual salaries are \$3,795 (8.2 percent) less than the state average. Average annual salaries for the Saline County Labor Area (\$44,212) were \$2,050 (4.4 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Saline County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Pay by Industry Groups, Saline County Labor Area & Nebraska, 2018

Part A			
Average Annual Pay and Average Weekly Wages by Industry Groups			
All Covered^(a) Wage and Salary Workers, All Industries			
County	Average Employment	Average Weekly Wages	Average Annual Wages
Saline	7,163	\$817	\$42,467
Fillmore	2,187	\$765	\$39,772
Gage	9,031	\$708	\$36,799
Jefferson	3,312	\$678	\$35,244
Lancaster	171,353	\$872	\$45,324
Seward	6,164	\$802	\$41,715
Thayer	2,399	\$719	\$37,380
York	7,759	\$751	\$39,063
Labor Area	209,368	\$848	\$44,212
Nebraska	978,066	\$890	\$46,262

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

Table Four — Continued

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

County	Goods-producing	Manufacturing	Construction	Service-providing	Trade, transportation, and utilities	Financial activities	Professional and business services	Leisure and hospitality
Saline	\$51,814	\$52,596	\$34,525	\$33,715	\$36,014	\$48,426	\$43,027	\$11,185
Fillmore	\$52,682	\$56,046	\$50,709	\$36,415	\$36,123	\$57,333	\$39,271	\$9,238
Gage	\$47,188	\$51,087	\$36,424	\$31,245	\$33,092	\$53,466	\$32,645	\$11,380
Jefferson	\$42,453	\$42,231	\$48,211	\$31,210	\$29,543	\$47,392	\$41,166	\$11,416
Lancaster	\$52,784	\$55,874	\$49,578	\$41,696	\$38,865	\$60,466	\$51,868	\$15,695
Seward	\$51,543	\$59,295	\$41,358	\$35,576	\$37,828	\$55,819	\$42,156	\$12,521
Thayer	\$42,312	\$43,337	\$35,166	\$34,210	\$39,144	\$48,501	\$26,466	\$8,485
York	\$46,948	\$53,384	\$47,550	\$34,941	\$36,487	\$47,187	\$42,415	\$14,471
Nebraska	\$50,607	\$51,566	\$51,657	\$44,624	\$39,891	\$66,817	\$58,836	\$16,715

N/A - Not Available.

^(a) Includes employers that are subject to Nebraska Employment Security Laws.Source: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Saline County Labor Area. As the data in Table Four, Part A indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Lancaster, NE County. The average annual wage for all wage and salary workers (working) in Lancaster, NE County was \$45,324 in 2018 which was \$1,112 (2.5 percent) higher than the average for the Saline County Labor Area as a whole, and \$938 (2.0 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Lancaster, NE County indicates that the high average annual wage results from the extremely high average wage in the financial services industry group.

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

Table Five
Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations
Saline County Nebraska, 2nd Quarter 2019

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
Education, Training, and Library Occupations	25.06	15.07	30.06
Healthcare Practitioners and Technical Occupations	30.66	19.72	36.13
Registered Nurses	29.45	24.76	31.80
Protective Service Occupations	22.16	14.40	26.05
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	33.68	25.67	37.69
Construction and Extraction Occupations	17.92	13.66	20.05
Installation, Maintenance, and Repair Occupations	22.70	15.91	26.10
Transportation and Material Moving Occupations	18.90	14.66	21.01
Heavy and Tractor-Trailer Truck Drivers	17.98	13.71	20.13
Laborers and Freight, Stock, and Material Movers, Hand	19.13	15.81	20.78

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, August 2019.

Commuting Patterns

Table Six provides data from the 2017 U.S. Census, Longitudinal Employer-Household Dynamics Program showing commuting patterns for workers living in the Saline County Labor Area. Data in Table Six indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Saline County indicate that 3,672, or 55.0 percent of the employed workers, commuted to other counties for employment. Only one of the other counties in the Saline County Labor Area, had a higher percentage of commuters was greater than Saline County. In the case of Seward County, 4,955, or 62.3 percent of employed workers commuted out of their county of residence for employment.

Table Six
Commuting Patterns, Saline County Labor Area
Jobs Outside County of Residence, 2017

County	County Residents Working Outside County	
	Number	Percent
Saline	3,672	55.0%
Fillmore	1,346	53.8%
Gage	5,584	52.0%
Jefferson	1,674	47.7%
Lancaster	23,213	16.5%
Seward	4,955	62.3%
Thayer	883	40.0%
York	2,777	43.1%

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

Table Seven provides further detail illustrating the willingness of workers in Saline County to travel for employment. In 2017, residents of Saline County worked at a total of 6,682 jobs; a resident could work at more than one job. Of these 6,682 jobs, the largest number, 3,010 or 45.0 percent, were located in Saline, NE County, while 1,543 or 23.1 percent were located in Lancaster, NE County. Other counties with high numbers of workers from Saline County were Douglas, NE (367 jobs), Gage, NE (268 jobs), and Seward, NE (229 jobs).

Table Seven
Commuting Patterns, StudyCity Labor Area
Location of Jobs Held by StudyCity and Saline County Residents, 2017

County Where Jobs are Located	Primary Jobs Held by Saline County Residents	% Saline County Residents' Primary Jobs
Saline, NE	3,010	45.0%
Lancaster, NE	1,543	23.1%
Douglas, NE	367	5.5%
Gage, NE	268	4.0%
Seward, NE	229	3.4%
All Other Locations	1,265	18.9%
Total Resident Jobs	6,682	100.0%

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

Table Eight provides data showing the willingness of workers in other counties to commute to Saline County for employment. In 2017, 3,364 or 52.8 percent of the 6,374 primary jobs in Saline County were held by residents of other counties. Lancaster County was home to the greatest number of workers commuting into Saline County for primary jobs, 1,843 or 28.9 percent. Other counties with large numbers of workers commuting into Saline County for their primary jobs included Gage, 244 or 3.8 percent; Seward, 229 or 3.6 percent; Douglas, 124 or 1.9 percent; Jefferson, 96 or 1.5 percent; and Fillmore, 71 or 1.1 percent.

Table Eight
Commuting Patterns, Saline County Labor Area
Sources of Saline County Workers, 2017

County Where Workers Live	Primary Jobs in Saline County	% Primary Jobs in Saline County
Saline	3,010	47.2%
Lancaster	1,843	28.9%
Gage	244	3.8%
Seward	229	3.6%
Douglas	124	1.9%
Jefferson	96	1.5%
Fillmore	71	1.1%
All Other Locations	757	11.9%
Total Primary Jobs	6,374	100.0%

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

Table Nine provides data for Saline County showing the number of primary jobs (Workforce) located in the county and the number of primary jobs held by county residents (Labor Force Employment) by industry in 2017. When the Workforce for an industry exceeds the Labor Force (positive values in the last column of Table Nine), the difference between these values represents the net number of jobs in Saline County held by workers commuting into the county from other areas. If the Workforce is less than the Labor Force (negative values in the last column of Table Nine), the difference represents the net number of jobs held outside of Saline County by county residents.

As data in Table Nine indicate, residents of Saline County were employed in 6,437 primary jobs in 2017, but there were 6,984 primary jobs within the area. This indicates workers from counties outside the study area commuted to at least 547 primary jobs within the study area. It is important to note this is an estimate of net in-commuting and most certainly understates the actual number of primary jobs within the area held by residents from outside the study area.

Table Nine
Primary Jobs, Saline County, 2017
Resident Labor Force and Employers Workforce

Industry	Labor Force Employment (Employment of Area Residents)	Workforce (Area Jobs)	Net Number of Jobs Held by Workers Commuting Into Saline County^(a)
Agriculture, Forestry, Fishing and Hunting	196	342	146
Mining, Quarrying, and Oil and Gas Extraction	7	8	1
Utilities	71	45	-26
Construction	311	311	0
Manufacturing	790	867	77
Wholesale Trade	393	467	74
Retail Trade	779	745	-34
Transportation and Warehousing	229	153	-76
Information	75	68	-7
Finance and Insurance	296	418	122
Real Estate and Rental and Leasing	28	15	-13
Professional, Scientific, and Technical Services	207	284	77
Administration & Support, Waste Management and Remediation	322	432	110
Management of Companies and Enterprises	40	7	-33
Educational Services	457	382	-75
Health Care and Social Assistance	909	908	-1
Arts, Entertainment, and Recreation	55	41	-14
Accommodation and Food Services	616	740	124
Other Services (excluding Public Administration)	180	216	36
Public Administration	476	535	59
Total	6,437	6,984	547

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

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

Population Trends

The data provided in Table Ten show population trends for the Saline County Labor Area, by county, and for Nebraska for the period 1960-2018. As these data indicate, the population of the Saline County Labor Area was 370,998 in 2010. The Saline County Labor Area population grew by 47.2 percent from 1960 to 2010 and grew 8.3 percent from 2010 to 2018. Population in Saline County totaled 14,200 in 2010 and had grown by 13.2 percent from 1960 to 2010. During the latest Census decade from 2010 to 2017, the Saline County population increased by 1.1 percent, compared to the increase for the Saline County Labor Area as a whole of 8.3 percent, and to the statewide growth of 5.6 percent.

Table Ten
Population in the Saline County Labor Area, by County, and Nebraska
Selected Years, 1960–2018

County	1960	1970	1980	1990	2000	2010	2018	% Chg. 1960–2010	% Chg. 2010–2018
Saline, NE	12,542	12,809	13,131	12,715	13,843	14,200	14,350	13.2	1.1
Fillmore, NE	9,425	8,137	7,920	7,103	6,634	5,890	5,527	-37.5	-6.2
Gage, NE	26,818	25,719	24,456	22,794	22,993	22,311	21,493	-16.8	-3.7
Jefferson, NE	11,620	10,436	9,817	8,759	8,333	7,547	7,097	-35.1	-6.0
Lancaster, NE	155,272	167,972	192,884	213,641	250,291	285,407	317,272	83.8	11.2
Seward, NE	13,581	14,460	15,789	15,450	16,496	16,750	17,318	23.3	3.4
Thayer, NE	9,118	7,779	7,582	6,635	6,055	5,228	5,039	-42.7	-3.6
York, NE	13,724	13,685	14,798	14,428	14,598	13,665	13,772	-0.4	0.8
Labor Area	252,100	260,997	286,377	301,525	339,243	370,998	401,868	47.2	8.3
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,929,268	29.4	5.6

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2018*.

Table Eleven shows the age distribution of the resident population. Obviously, the age distribution of the population is important when evaluating the potential labor supply in an area. A key variable is the number of people in the working age populations of the counties making up the Saline County Labor Area. In 2018, there were 6,753 people in Saline County between the ages of 25 and 64, which represented 47.1 percent of the total population, compared to 48.2 percent of the population for the Saline County Labor Area as a whole and 49.7 percent of the Nebraska population in this age range.

Table Eleven
Age Characteristics of the Population, Saline County Labor Area,
by County, and Nebraska, 2018

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Age
Saline	3,059	21.3	2,383	16.6	3,290	22.9	3,463	24.1	2,155	15.0	35.6
Fillmore	862	15.6	616	11.1	1,246	22.5	1,553	28.1	1,250	22.6	45.8
Gage	4,020	18.7	2,324	10.8	4,706	21.9	5,970	27.8	4,473	20.8	43.7
Jefferson	1,280	18.0	731	10.3	1,445	20.4	1,943	27.4	1,698	23.9	46.2
Lancaster	60,880	19.2	59,000	18.6	83,796	26.4	69,457	21.9	44,139	13.9	33.7
Seward	3,387	19.6	2,983	17.2	3,794	21.9	4,238	24.5	2,916	16.8	37.2
Thayer	968	19.2	508	10.1	981	19.5	1,309	26.0	1,273	25.3	46.3
York	2,728	19.8	1,756	12.8	3,138	22.8	3,350	24.3	2,800	20.3	39.8
Labor Area	77,184	19.2	70,301	17.5	102,396	25.5	91,283	22.7	60,704	15.1	35.2
Nebraska	398,790	20.7	268,759	13.9	495,034	25.7	463,019	24.0	303,666	15.7	36.6

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

Source: U.S. Bureau of the Census, *Population Estimates* 2018.

Information in Table Twelve shows recent changes in the racial (“White Alone” and “Not-White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of Saline County, the Saline County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Saline County population increased by 5.2 percent during the seventeen year period while the Hispanic population increased by 313.8 percent and the Not-White Alone and Non-Hispanic population increased by 99.3 percent. Over the same period, Saline County Labor Area population increased 21.7 percent while the Hispanic population increased by 199.7 percent and the Not-White Alone and Non-Hispanic population increased by 104.3 percent. Statewide, population increased by 15.5 percent from 2000 to 2018, while the Hispanic population increased by 136.7 percent and the Not-White Alone and Non-Hispanic population increased by 69.5 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Saline, Saline County Labor Area, and Nebraska Statewide, 2000–2018

Category	2000		2018		Change 2000-2018	
	#	%	#	%	#	%
---Saline County---						
Total Population	13,858	100.0	14,572	100.0	714	5.2
Hispanic origin	911	6.6	3,770	25.9	2,859	313.8
White Alone, Non-Hispanic Origin	12,525	90.4	9,961	68.4	-2,564	-20.5
Not-White Alone & Non-Hispanic	422	3.0	841	5.8	419	99.3
---Saline County Labor Area---						
Total Population	339,266	100.0	413,051	100.0	73,785	21.7
Hispanic origin	10,208	3.0	30,596	7.4	20,388	199.7
White Alone, Non-Hispanic Origin	308,546	90.9	340,551	82.4	32,005	10.4
Not-White Alone & Non-Hispanic	20,512	6.0	41,904	10.1	21,392	104.3
---Nebraska, Statewide---						
Total Population	1,711,230	100.0	1,976,298	100.0	265,068	15.5
Hispanic origin	94,419	5.5	223,512	11.3	129,093	136.7
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,549,787	78.4	52,705	3.5
Not-White Alone & Non-Hispanic	119,729	7.0	202,999	10.3	83,270	69.5

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2018*.

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

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

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

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

Sources: Population (2000, 2010) - U.S. Bureau of the Census, *Census of Population, 2000, 2010*;

Births, Deaths, and Natural Increase – Nebraska Department of Health Vital Statistics Data;

Migration - computed using population and natural increase.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the period 2010–2017. As these data show, the Saline County Labor Area experienced significant net in-migration during this more recent four-year period. As indicated in the table, in-migration for the Saline County Labor Area as a whole accounted for population growth of 15,139 during the 2010–2018 period, contributing to a population increase equal to 4.1 percent of the 2010 population. In the case of Saline County, net out-migration during this seven-year period was 229, or 1.6 percent of the 2010 population.

Table Fourteen
Population, Births, Deaths, and Migration
Nebraska and Saline County Labor Area, by County, 2010–2017

County	Population		2010–2017			Net Migration, 2010–2017*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Saline	14,200	14,350	1,527	1,148	379	-229	-1.6
Fillmore	5,890	5,527	466	678	-212	-151	-2.6
Gage	22,311	21,493	1,919	2,176	-257	-561	-2.5
Jefferson	7,547	7,097	635	855	-220	-230	-3.0
Lancaster	285,407	317,272	32,341	16,438	15,903	15,962	5.6
Seward	16,750	17,318	1,521	1,336	185	383	2.3
Thayer	5,228	5,039	438	626	-188	-1	0.0
York	13,665	13,772	1,378	1,237	141	-34	-0.2
Labor Area	370,998	401,868	40,225	24,494	15,731	15,139	4.1
Nebraska	1,826,341	1,929,268	209,536	126,676	82,860	20,067	1.1

* 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 (2017) - U.S. Bureau of the Census, *Population Estimates 2017*.

Competitive Employment and Career Opportunities

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

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

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