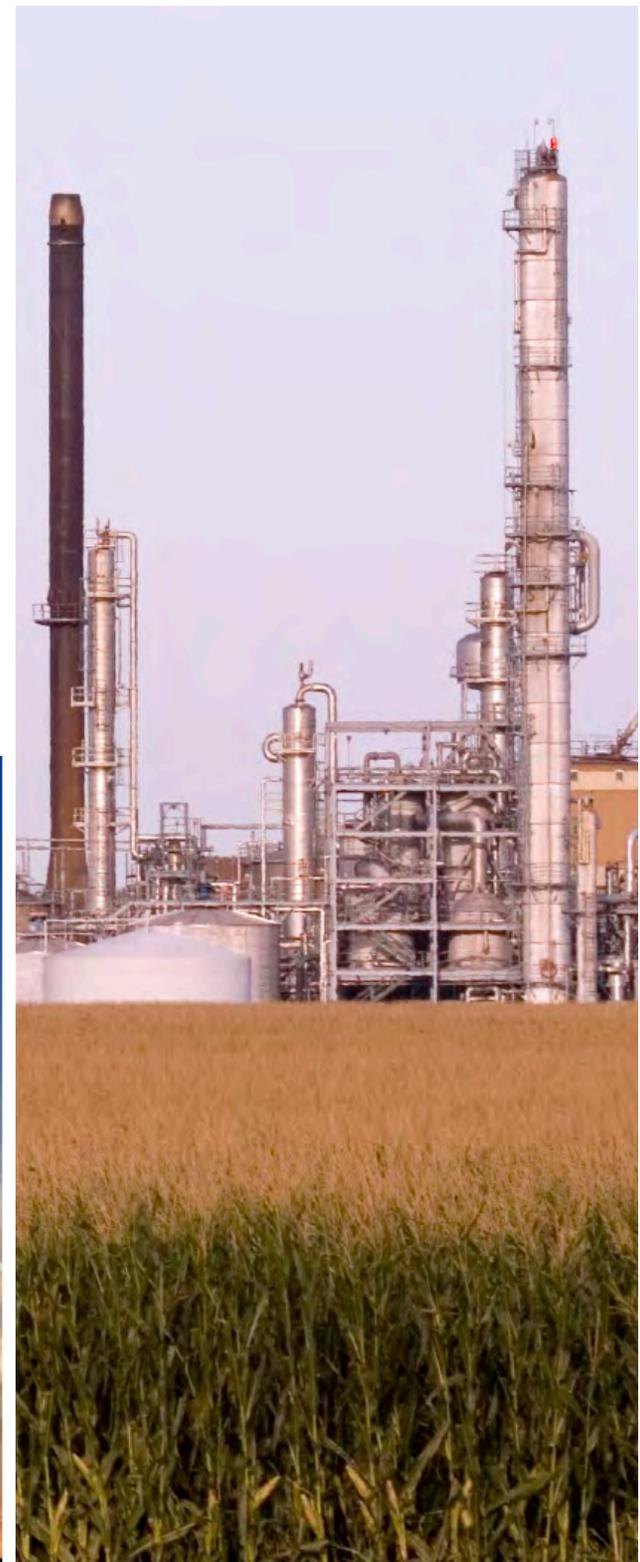


Labor Market Regional Review

Fremont Micropolitan Statistical Area
Released 2011





Labor Market Regional Review Fremont Micropolitan Statistical Area

is a publication of

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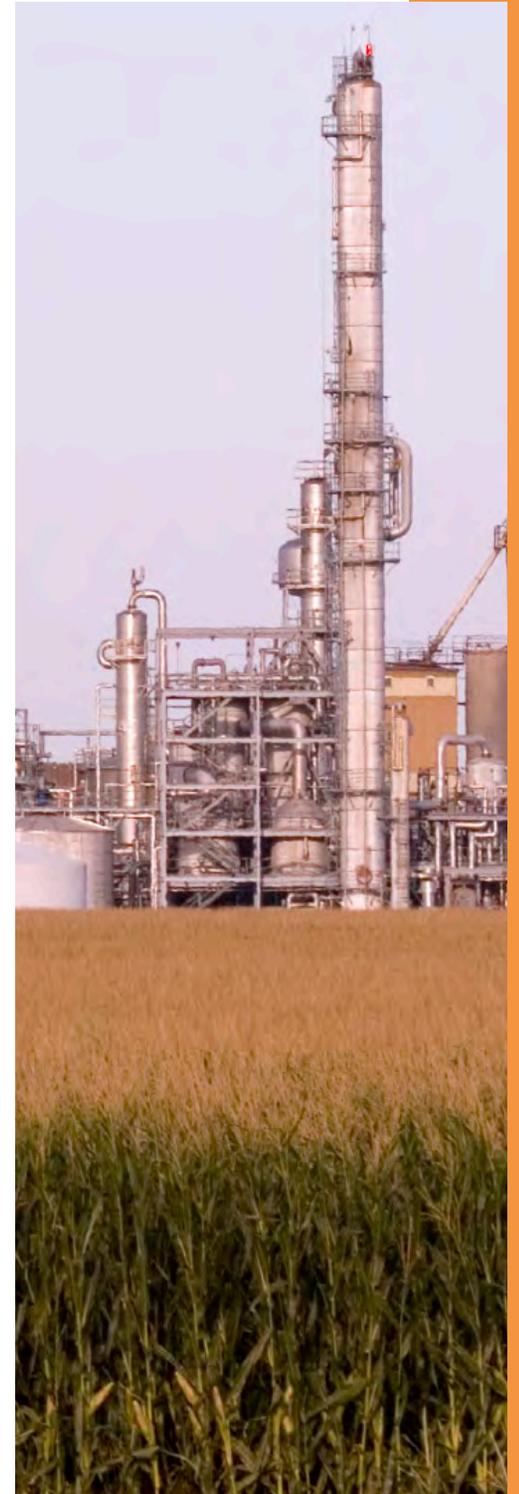
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Getting the Most From the New NEworks Site



for Data Users

The Source for Nebraska
Labor Market Information

Online at

networks.nebraska.gov/analyzer

The Nebraska Department of Labor has a new website. The new site allows for fast data access in a simple and understandable format, as well as the integration of Real Time Labor Market Information. This spread is designed to help people get accustomed to the new site as well as show some of the sites new features.



Integrated Help: ?

Need assistance understanding a data set? NEworks has help options incorporated within the site. Look for the small circular question mark to get help.

Sort Data:

Set your preferences in the display options by selecting both the number of records you would like to view and the sort order. To resort data easily, click on the column header for the variable you wish to sort by.

To sort on any column, click a column title.

Rank	Area Name	Average Weekly Wage
2	Adams County	\$877
7	Buffalo County	\$734
3	Dakota County	\$876
8	Dodge County	\$701
1	Douglas County	\$992
4	Lancaster County	\$798
6	Platte County	\$763
9	Sarpy County	\$701
10	Thurston County	\$664
5	Washington County	\$789

Export Data:

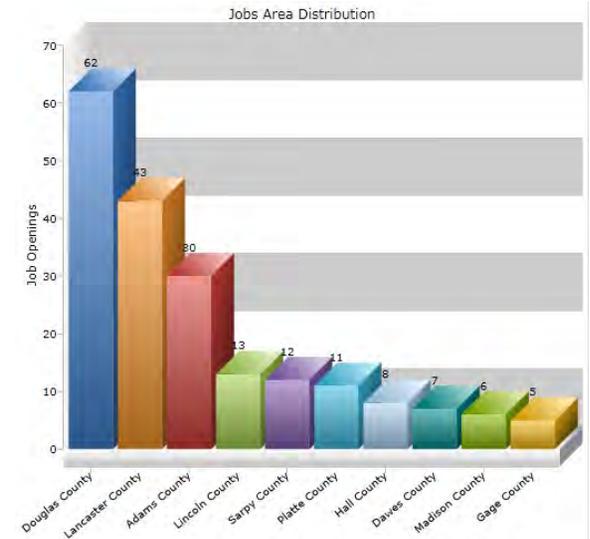
Generate your own data set and export it for further usage. Data that can be exported from NEworks will have an option at the bottom of the section and can be exported in either Excel or text format.

Choose the Right Mode:

- **Summary mode** displays all available information for that area, industry, or occupation.
- **Narrative mode** provides an easy-to-read text summary of the data.
- **Detail mode** focuses on one specific attribute (wages, projected employment, etc.).
- **Comparison mode** allows you to choose two areas, industries, or occupations to study the different characteristics of each.

Create Maps and Graphs:

In the display options, check the boxes for Graphs or Maps. To zoom in on maps, draw a box on it while holding down the shift key. Microsoft Silverlight must be installed in order to view these elements.



Data Sources:

Data on the NEworks site comes from a variety of sources, including BLS programs, the US Census, and online job postings. Be aware that data from online job postings is not gathered by the Dept. of Labor and is for informational use only. Such data should not be used for analysis or reporting.

New LMI Home Navigation Help

A Labor Market Facts

Access the most commonly asked labor market information questions. If you have a specific question and are unsure where to start, the answer may be here. Each question has a direct link to the data that will provide you with the correct answers.

B Area Profile

View information for the entire state of Nebraska or a specific region, county, or metropolitan area. View demographic make-up, occupation and wage information, unemployment rates, businesses, and more.

C Occupation Profile

View data on candidates looking for a job in a specific occupation and related occupations. View the labor supply and market demand for an occupation. Find education, training and work experience, information, a summary of the typical job duties of an occupation, view employment and wage data, employment forecasts, and more.

D Industry Profile

Search or browse for different industries. View employment data, industry and occupational projections, staffing patterns, and numbers and regions for employers in the area.

The screenshot shows the NEworks website interface. The top navigation bar includes links for Home, Register or Sign In Here, Services for Individuals, Services for Employers, and Labor Market Analysis. The left sidebar contains a navigation menu with sections for Current Data Analysis and Historic Data Analysis. The main content area is divided into four columns: Labor Market Data, Publications, Resource Library, and Career Resources. Each column contains descriptive text and a list of links to various data and resources.

A

B

C

D

E

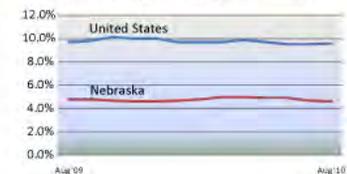
F

Unemployment Rates

[Monthly Release](#)

	Aug-10	Jul-10	Aug-09
Nebraska	4.3%	4.7%	4.6%
Seasonally Adj.	4.6%	4.7%	4.8%
National	9.5%	9.7%	9.6%
Seasonally Adj.	9.6%	9.5%	9.7%

Seasonally Adjusted Unemployment Rates



E Employers

View site-specific information about employers in a selected area. Find specific local employer sites and their corporate headquarters, and view lists of employers based on the number of jobs they are posting.

F Historic Data Analysis

View trends in Industry, Occupation, and Labor Force over time. Access Commuting Patterns, Population, Income, and Economic Indicators.



Table of Contents

Contents of this publication are divided into sections shown to the right. All of the information contained in this report was compiled by the Office of Labor Market Information, Nebraska Department of Labor and is subject to change. Current information can be obtained and printed by visiting networks.nebraska.gov/analyzer or by other methods listed in the "Where to Find it" section on each page. The source of each data element is also provided on the appropriate page. Reproductions of the information contained in this report may be made as long as accurate citations are made. Contact the Office of Labor Market Information with questions or for additional information.



Overview

Page 7

The Overview section provides a quick look at the state as well as insight into the critical issues Nebraska is facing.

Demographic Review

Page 8

The Demographic Review section presents an overview of the population in the state. This includes a description of the general population in terms of age, race, migration and earnings.

Educational Dynamics

Page 18

The Educational Dynamics section includes information on the educational background, educational migration and relative earnings for the state population.

Labor Supply

Page 26

The Labor Supply section provides insight on current, historical and future trends of the labor force in the state. This includes employment, unemployment and commuting statistics.

Compensation

Page 30

The Compensation section focuses on what workers receive in exchange for their labor. This includes wage data, income data, benefits information, as well as inflation data.

Employment Trends

Page 38

The Employment Trends section incorporates historical information on employment by industry and occupation, location quotient analysis of the area, average annual wages by industry, and local employment dynamics.

Projections

Page 50

The Projections section contains long-term industry and occupational projections, top High Wage, High Skill, High Demand occupations, and a list of employment projections by educational requirements.

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Appendix B: Contact Information

OVERVIEW

FREMONT MC

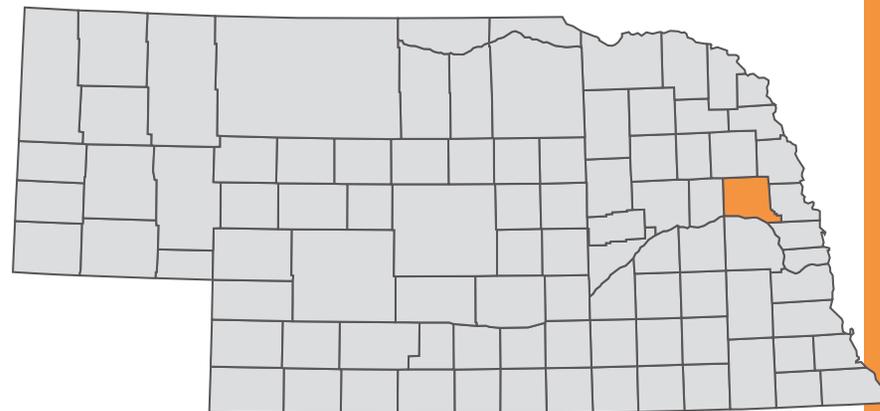
The Fremont Micropolitan Statistical Area (MC), comprised of Dodge County, is located in the Northeast Economic Region. U.S. Highway 30 is the main road running east and west, while U.S. Highway 77 is the main road running north and south through the area.

As the nation faces one of the worst economic recessions since The Great Depression, the workforce in Nebraska will need to adapt with the new economic climate. The labor market will never look the same as it did prior to the downturn, as new products and markets are likely to emerge out of the recovery. Demographically, the downturn coincided with a large shift in the makeup of the state's working population, which will likely change the landscape of Nebraska's professional world. Moving forward, technology will play a pivotal role in ensuring economic stability and growth. Increased interdependence among all industries, home and abroad, will force innovation on those who wish to stay competitive.

The Fremont MC's top industry is Education & Health Services, with Trade, Transportation & Utilities at a close second. Together these industries constitute nearly 50 percent of the area's employment. Education & Health Services increased in employment between 2001 and 2009, while Trade, Transportation & Utilities experienced losses for the time period. Employment declined between 2001 and 2009, losing 2.4% compared to 2.0% growth statewide. Manufacturing, Other Services, Leisure & Hospitality and Trade, Transportation & Utilities all have location quotients above 1.0, meaning the Fremont MC has a proportionally higher concentration of these skilled workers in the region when compared to the state.

Labor force trends in the Fremont MC were similar to industry employment trends, showing a small labor force decrease of 3.0 percent between 2000 and 2010; statewide growth was 2.9% during that time. Labor force employment decreased by 923 individuals in that time period. As the labor force decreased slightly, the Fremont MC experienced a net loss of workers due to commuting, a difference of 2,237 individuals. Nearly two-fifths of the Fremont MC workforce commutes in from other counties. In 2010, the area's unemployment rate was 5.0%, compared to 4.7% statewide and 9.6% nationally.

Data to support these patterns in the Fremont MC can be found on the following pages.



Quick Facts about the Fremont Labor Market

	Fremont MC	Nebraska
2010 Population	35,621	1,811,072
2009 Population	35,640	1,794,852
Land Area (Square Miles)	534.4	76,872.4
2010 Persons Per Square Mile	66.7	23.6
2009 Median Age	40.3	35.9
2009 Median Household Income	\$44,904	\$47,995
2010 Labor Force	19,278	976,859
2009 Industry Employment	16,301	766,555
2009 Largest Industry	Education & Health Services	Education & Health Services
2009 Largest Industry Empl.	4,077	210,063

Source: Nebraska Department of Labor: Local Area Unemployment Statistics, Released 2011; Quarterly Census of Employment and Wages, Released 2010.

Source: U.S. Census Bureau: Population Estimates, Released 2011; Decennial Census, Released 2000; Small Area Income and Poverty Estimates, Released 2010

Population Growth

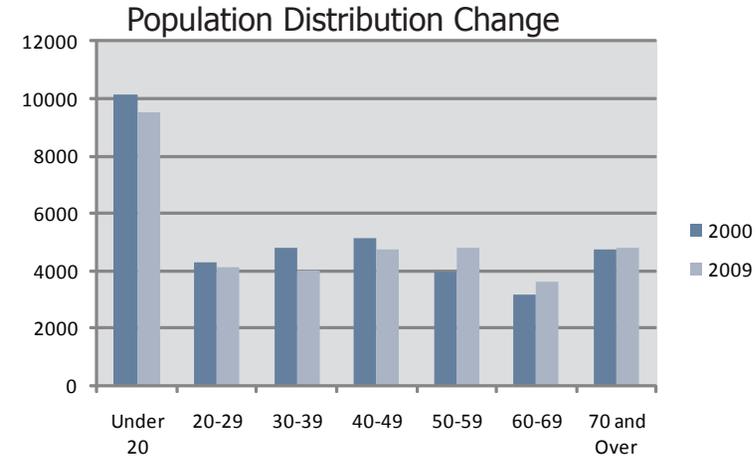
What is it?

Population growth and decline are influenced by natural growth and migration. Overall, the Fremont MC experienced 1.6% decline between 2000 and 2008 as compared to a statewide growth of 4.9%.

While most age groups increased in population in the Fremont MC, a larger increase occurred in the population aged 50 to 59, with an 21.6% growth. The aging of Fremont MC's population is also evident in the drop in population of those aged 30 to 49. Fremont is one of only two Micropolitan Areas in the state whose 20-29 year old age grouping declined in the nine year period.

Historical population trends are used to predict changes in the labor force. While the labor force is expected to increase, it will constitute a lower percentage of the population as Baby Boomers age and 20 to 59 year olds shrink proportionately.

Population Growth by Age Group Fremont MC, 2000 and 2009



Age	2000 Population	2009 Population	Change	Percent Change
Under 20	10,115	9,543	-572	-5.7%
20-29	4,297	4,147	-150	-3.5%
30-39	4,811	4,034	-777	-16.2%
40-49	5,153	4,740	-413	-8.0%
50-59	3,944	4,797	853	21.6%
60-69	3,149	3,595	446	14.2%
70 and Over	4,752	4,784	32	0.7%
Total	36,221	35,640	-581	-1.6%

Source: U.S. Census Bureau, Population Estimates, Released 2010

How to use it

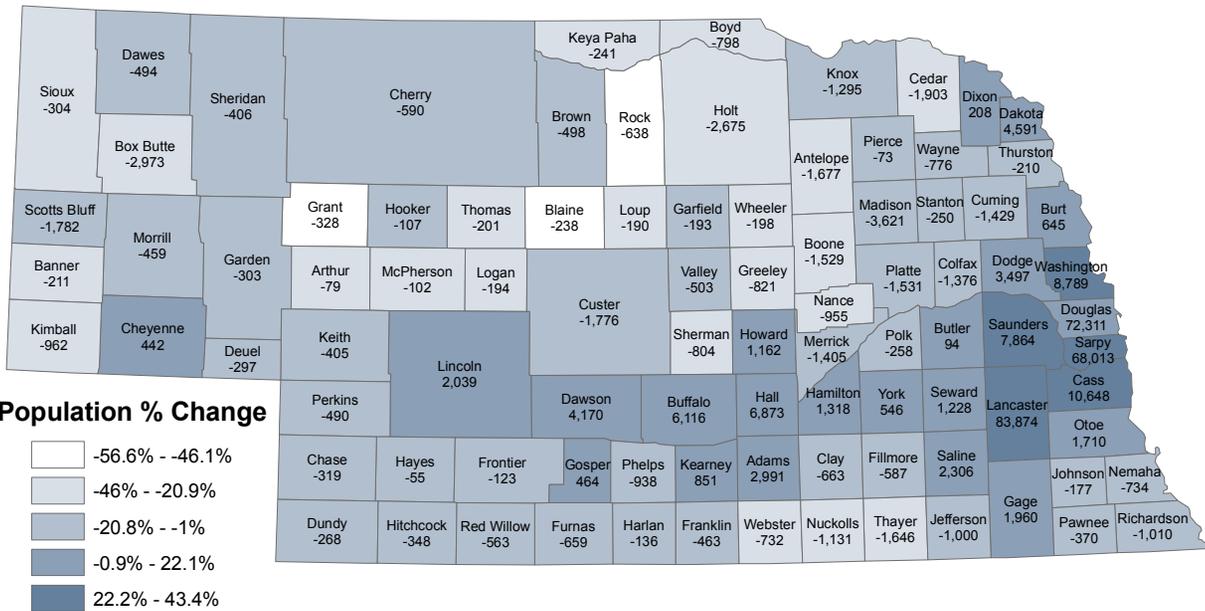
According to the U.S. Census Bureau, a Baby Boomer turns 60 every seven seconds. As Nebraska's population ages, businesses will begin replacing retiring Baby Boomers. The chart above shows there are drops in the population following the Baby Boomers. This may make it challenging for businesses to replace their retiring workers, and even harder to find the replacements with the skills and experience needed.

Where to find it

Population estimates by age, race and sex can be found at census.gov. Choose Estimates under People & Households.



Projected Change in Population by County 2010 to 2030



Source: University of Nebraska-Lincoln, Bureau of Business Research Population Projections, Released 2008

Population Projections

What is it?

Nebraska's population is projected to increase by 13.4% between 2010 and 2030. Total population is expected to be 2,065,798 in 2030. The Fremont MC is expected to have an increase of 3,497 people (9.7%). Dodge County ranks eleventh out of the 93 counties in positive growth.

Twenty-six of Nebraska's 93 counties show a positive projected growth. Lancaster County is projected to have the largest increase with a change of 83,874 people (23.4%), while Madison County is projected to have the largest loss of 3,621 people (-10.4%). The largest positive percent change is projected to be in Sarpy County (43.4%) and the largest negative percent change will be in Grant County (-56.6%).

Metropolitan areas and the Interstate 80 corridor are projected to see the largest growth. Metropolitan areas are expected to see an increase of 24.3% (252,727 individuals) and non-metropolitan areas may see a change of -1.1% (a loss of 8,487 individuals) between 2010 and 2030.

How to use it

Projecting to 2030 gives a glimpse of what Nebraska may look like in the near future. Studies have shown that Nebraskans are migrating from non-metropolitan areas to metropolitan areas. This is reflected by the large difference in the projected percent change in population between 2010 and 2030 in the metro- and non-metropolitan areas. Rural communities may benefit from recruiting new businesses to their community to effectively attract or maintain workers and families in the community.

Where to find it

The University of Nebraska-Lincoln Bureau of Business Research's Population Projections can be found at bbr.unl.edu.



Older Workers by Industry Fremont MC, Fourth Quarter 2009

Industry	Employment		% 55+
	55+	Total	
Agriculture, Forestry, Fishing, and Hunting	36	124	29.0%
Mining, Quarrying, and Oil and Gas Extraction	6	10	60.0%
Utilities	44	135	32.6%
Construction	96	550	17.5%
Manufacturing	532	3,186	16.7%
Wholesale Trade	180	721	25.0%
Retail Trade	481	2,298	20.9%
Transportation and Warehousing	161	464	34.7%
Information	27	173	15.6%
Finance and Insurance	141	443	31.8%
Real Estate and Rental and Leasing	29	183	15.8%
Professional and Technical Services	52	200	26.0%
Management of Companies and Enterprises	13	52	25.0%
Administrative and Waste Services	115	925	12.4%
Educational Services	571	1,734	32.9%
Healthcare and Social Assistance	580	2,516	23.1%
Arts, Entertainment, and Recreation	30	131	22.9%
Accommodation and Food Services	134	1,307	10.3%
Other Services	105	556	18.9%
Public Administration	165	508	32.5%
Total	3,502	16,216	21.6%

Source: U.S. Census Bureau, Local Employment Dynamics, Released 2009

Where to find it

Older worker by industry and additional data from Local Employment Dynamics can be found at lehd.did.census.gov/led/. Choose QWI Online under Tools.

How to use it

The February 2008 Report of the Taskforce on the Aging of the American Workforce states that, "Despite the advantages older workers offer and the labor and skill shortages caused by demographic changes, older workers continue to face challenges to full participation in the labor market." These barriers include difficulty keeping pace with changing skill requirements and technology, lack of flexible work schedules offered, insufficient training opportunities and actual or perceived age discrimination by employers and coworkers.

Aging Workforce

What is it?

The 3,502 older workers within the Fremont MC are distributed somewhat disproportionately through the industries. Healthcare and Social Assistance had the most older workers of any industry, 580 but close to the all industry average in percent composition at 23.1%. The largest percentage of an industry that was 55 or over was in Mining, Quarrying, and Oil and Gas Extraction with 60.0% but the smallest employment number of any industry. The industry that is composed of the lowest percentage of older workers was Accommodation and Food Services at only 10.3%.



Population Demographics

What is it?

Minorities represented 10.0% of the Fremont MC population in 2010, while they represented 17.9% of the total state population. Hispanics are the largest minority group in both the MC and statewide (7.6% and 9.2%, respectively).

In the Fremont MC, 90.0% of the population reported that they were white, non-Hispanic; as compared to 82.1% for the statewide population. Nationally, white, non-Hispanics constituted only 63.7% of the population in 2010. Both the Fremont MC and the state had a much less diverse population than the United States as a whole.

The percentage of most racial groups represented in the MC was less than half of the state's percentage. This is also seen when comparing the percentage of the population of most ethnic groups represented in Nebraska to the Nation.

Population by Race and Ethnicity Fremont MC, 2010

	Fremont MC		Nebraska	
	Total	%	Total	%
Total:	35,640	100.0%	1,826,341	100.0%
Hispanic or Latino (of any race)	2,692	7.6%	167,405	9.2%
Total Not Hispanic or Latino	32,948	92.4%	1,658,936	90.8%
White Alone	32,093	90.0%	1,499,753	82.1%
Black or African American Alone	266	0.7%	80,959	4.4%
American Indian and Alaska Native Alone	119	0.3%	14,797	0.8%
Asian Alone	198	0.6%	31,919	1.7%
Native Hawaiian and Other Pacific Islander Alone	27	0.1%	966	0.1%
Two or more Races	245	0.7%	28,426	1.6%
Total Minority (Population excluding non-Hispanic Whites)	3,547	10.0%	326,588	17.9%

Source: U.S. Census Bureau, Census 2010

How to use it

Demographic comparisons on race and ethnicity are a valuable tool for establishing the need for economic adaptation. A growing Hispanic population means that Nebraska will need to adapt to accommodate foreign-language speakers in many different areas. This could mean a growing demand for certified interpreters and translators in healthcare and school systems, as well as within businesses to accommodate a changing labor force.

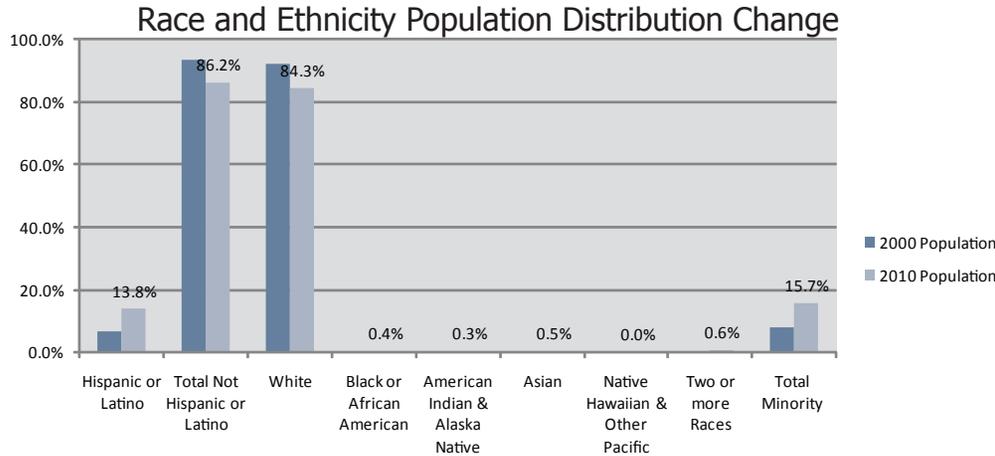
Where to find it

Population estimates by age, race and sex can be found at census.gov. Choose Estimates under People & Households.



Population Demographics

Population by Race and Ethnicity Fremont MC, 2010



	2000 Population	2010 Population	Change	Percent Change
Total:	31,521	32,237	716	2.3%
Hispanic or Latino (of any race)	2,064	4,452	2,388	115.7%
Total Not Hispanic or Latino	29,457	27,785	-1,672	-5.7%
White Alone	29,020	27,167	-1,853	-6.4%
Black or African American Alone	95	128	33	34.7%
American Indian and Alaska Native Alone	74	97	23	31.1%
Asian Alone	128	149	21	16.4%
Native Hawaiian and Other Pacific Islander Alone	5	6	1	20.0%
Two or more Races	135	201	66	48.9%
Total Minority (Population excluding non-Hispanic Whites)	2,501	5,070	2,569	102.7%

Source: U.S. Census Bureau, Census 2010

How to use it

The labor force is changing dramatically with the increase in the total minority population. The population over age 5 who spoke English less than "very well" increased by 22.1% between 2000 and 2009. A jump in the number of non-English speaking residents and workers means employers may need to spend a greater effort on recruiting and training workers. English deficiency may make it more difficult for workers to transfer knowledge and skills to a new occupation with job- or industry-specific terminology.

Where to find it

Population estimates by age, race and sex can be found at census.gov. Choose Estimates under People & Households.



Population Change

What is it?

There are two components to population change: natural increase, consisting of births and deaths, and migration, which can be international (people coming and going from other countries), or domestic (people coming and going from other counties or states).

In the Fremont MC, there were positive changes in population due to natural increase and those coming into the area from abroad (positive international migration), but there was a net loss of people in the MC due to migration to other counties and states (negative domestic migration).

The Fremont MC's birth rate continued to outpace the death rate from 2000 to 2009. The total natural increase in population was 823 individuals over the nine year period.

Population Change: Natural Increase and Migration 2000 to 2009

Area	Population Change	Changes Due to Natural			Net Migration		
		Total	Births	Deaths	Total	International	Domestic
Fremont MC	-520	823	4,571	3,748	-1,134	262	-1,396
Nebraska	85,354	102,206	241,832	139,626	-9,156	31,988	-41,144

Note: Population Change includes a residual. This residual represents the change in population that cannot be attributed to any specific demographic component.

Source: U.S. Census Bureau, Population Estimates, Released 2010

How to use it

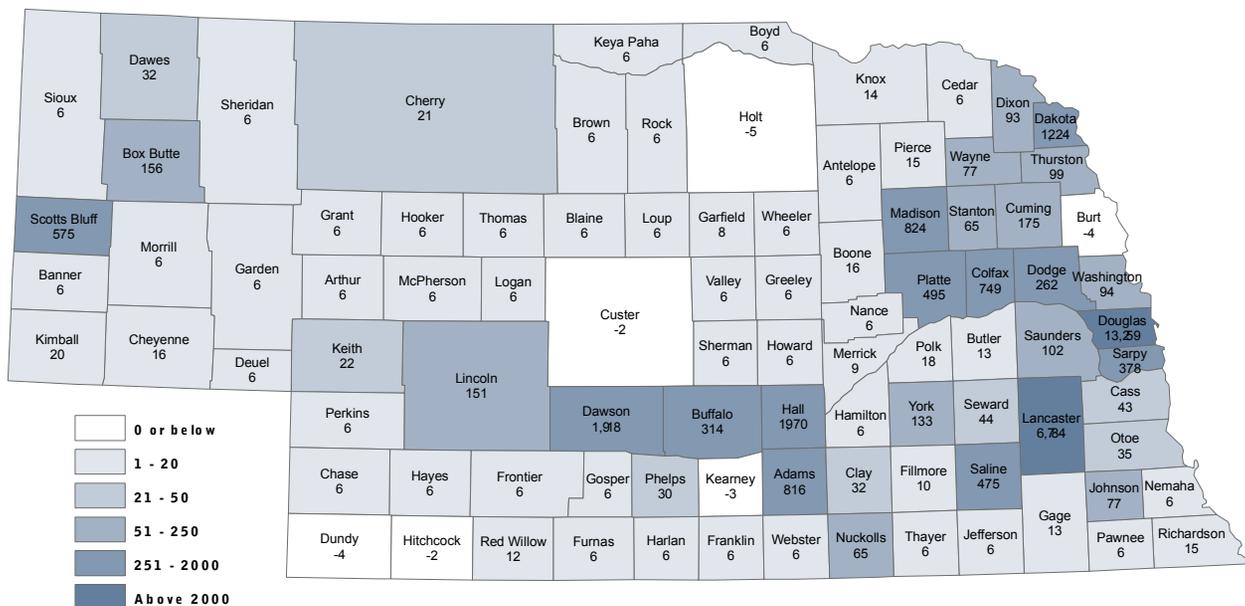
Although there was a positive increase in the area's population, most of the increase can be attributed to a high birth rate. An overall out-migration of the population shows that the area may need to work harder to retain its labor force. A total of 1,134 people moved from the Fremont MC to another county or state between 2000 and 2009. Migration patterns also show a counter-balancing trend of positive international migration, or people migrating into the area from outside of the United States.

Where to find it

Population estimates by age, race and sex can be found at census.gov. Choose Estimates under People & Households.



Change in International Migrants by County 2000 to 2009



Source: U.S. Census Bureau, Population Estimates, Released 2010

International Migrants

What is it?

A map of Nebraska's change in international migrants is shown to the left. The Fremont MC increased by 262 international migrants. Statewide, five Nebraska counties (Douglas, Lancaster, Hall, Dawson and Dakota) have seen an increase of more than 1,000 international in-migrants since the year 2000. Only six of Nebraska's 93 counties did not have a net increase of international in-migrants.

The increase in international migrants in the Fremont MC helped to offset some of the negative domestic migration. Dodge County ranked eighth for the highest number of international migrants in the state. Overall, the state had a loss of 9,156 people from migration, with more people moving out than moving in.

Trends show that in-migrants, including international in-migrants, are choosing to locate in either the eastern one-third of the state or near Interstate 80.

How to use it

It is important to study the state's population change over time; as the population continues to diversify and change, communities will have to address many issues that accompany change. Language and cultural barriers will need to be addressed in order for communities to continue to effectively provide education, healthcare and other services to fit the needs of the local population.

Where to find it

Population estimates by age, race and sex can be found at census.gov. Choose Estimates under People & Households.



Gender Distribution

What is it?

Males and females tend to gravitate towards certain industries. Many industries show a wide gender distribution gap in the Fremont MC. Construction is the industry with the highest difference and more than 10 employees, where males constitute 84.2% of employment. Other industries with higher concentrations of males include Agriculture, Forestry, Fishing, and Hunting (78.2% are males), Wholesale Trade (76.1%), Utilities (74.7%), and Manufacturing (72.7%).

Healthcare and Social Assistance also has a large gender distribution gap, although women constitute the largest percentage, at 87.4% of the employment. Other industries with higher concentrations of females include Finance and Insurance (72.2%) and Education Services (71.1%).

Gender Distribution by Industry Fremont MC, Fourth Quarter 2009

Industry	Female		Male	
	Employees	% of Industry	Employees	% of Industry
Agriculture, Forestry, Fishing, and Hunting	27	21.8%	97	78.2%
Mining, Quarrying, and Oil and Gas Extraction	0	0.0%	9	100.0%
Utilities	33	24.4%	102	75.6%
Construction	87	15.8%	463	84.2%
Manufacturing	869	27.3%	2317	72.7%
Wholesale Trade	172	23.9%	549	76.1%
Retail Trade	1293	56.2%	1006	43.8%
Transportation and Warehousing	117	25.3%	346	74.7%
Information	86	49.7%	87	50.3%
Finance and Insurance	320	72.2%	123	27.8%
Real Estate and Rental and Leasing	58	31.9%	124	68.1%
Professional and Technical Services	131	65.5%	69	34.5%
Management of Companies and Enterprises	31	59.6%	21	40.4%
Administrative and Waste Services	410	44.3%	515	55.7%
Educational Services	1233	71.1%	501	28.9%
Health care and Social Assistance	2198	87.4%	318	12.6%
Arts, Entertainment, and Recreation	63	48.1%	68	51.9%
Accommodation and Food Services	788	60.3%	519	39.7%
Other Services	307	55.2%	249	44.8%
Public Administration	207	40.7%	301	59.3%
Total	8432	52.0%	7784	48.0%

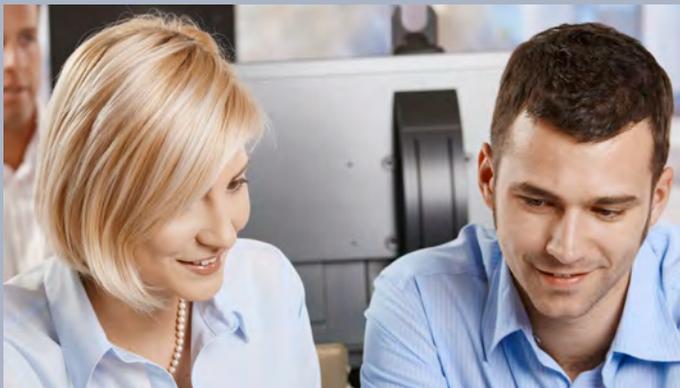
Source: U.S. Census Bureau, Local Employment Dynamics, Released 2009

How to use it

The industry gender distribution data can be used by schools and training programs to encourage students to go into non-traditional industries and occupations. A labor force that is more evenly skilled by gender may be advantageous for businesses to overcome a potential labor shortage crisis. However, it is important to keep in mind the earnings gap between males and females in traditional male industries and occupations. Encouraging women to fill traditional male positions may also contribute to reducing the wage gap.

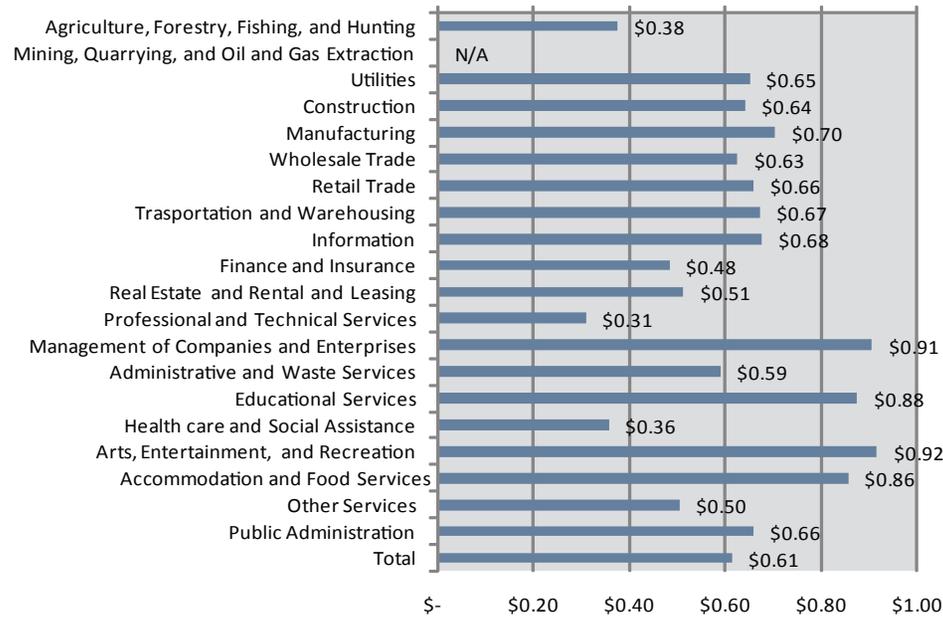
Where to find it

Gender by industry and additional data from Local Employment Dynamics can be found at lehd.did.census.gov/led/. Choose QWI Online under Tools.



Earnings By Gender

Average Earnings by Industry, Female Wage Cents on the Dollar to Male Wage Fremont MC, Fourth Quarter 2009



Source: U.S. Census Bureau, Local Employment Dynamics, Released 2009

What is it?

Female earnings per worker as a percentage of male earnings per worker for the fourth quarter of 2009 by industry is shown in the graph on the left, presented as cents on the dollar. Males earned a higher wage than females in every industry.

The smallest differences between average wage for males and females was in Arts, Entertainment, and Recreation (\$0.92); Management of Companies and Enterprises (\$0.91); Educational Services (\$0.88); and Accommodation and Food Services (\$0.86). The largest difference between male and female earnings was in Professional and Technical Services; where the average woman earned 31% of what males earned on average.

These wage gaps could be the result of differences in work hours, occupations, or uninterrupted years of experience with the different industries. It may also be a result of men not serving in entry wage jobs to the same degree as women in female dominated industries.

How to use it

The two out of the three industries with the smallest average wage gap between males and females, Mining, Quarrying, and Oil and Gas Extraction; Transportation and Warehousing; are also the two industries that employ the very small percentage of females (from page 16). The industry that had the largest gap between the average wage also had the highest concentration of women.

Where to find it

Gender by industry and additional data from Local Employment Dynamics can be found at lehd.did.census.gov/led/. Choose QWI Online under Tools.



High School Graduates

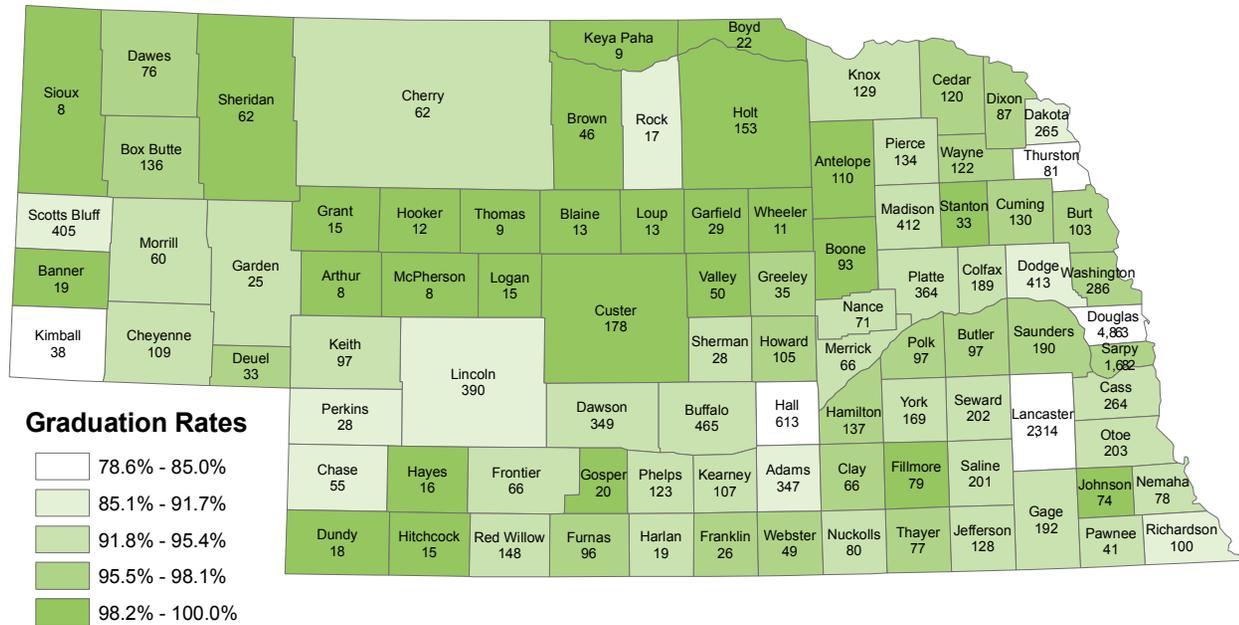
What is it?

The total number of high school graduates in Nebraska for the school year 2008-2009 was 19,398 for a statewide graduation rate of 89.1%. The total number of high school graduates in the Fremont MC between this same period was 413.

The Fremont MC reported a slightly lower public school graduation rate, 87.7%, as compared to 89.1% for the state. The Columbus micropolitan statistical area had the highest graduation rate at 94.5% of the 12 micropolitan and metropolitan statistical areas, while the Lincoln Metropolitan Statistical Area had the lowest (84.9%). Statewide, males had a graduation rate of 3.4 percentage points lower than females.

If these graduates are consistent with the fall 2008 college continuation data, 65.5% are likely to attend a college within 12 months.

Nebraska Public High School Graduates by County 2008-2009



Source: Nebraska Coordinating Commission for Postsecondary Education, Released 2010

Fremont High School Graduation Rate 2008-2009

Area	Total Graduates	Graduation Rate
Fremont MC	413	87.7%
Nebraska Statewide	19,398	89.1%

Source: Nebraska Coordinating Commission for Postsecondary Education, Released 2010

How to use it

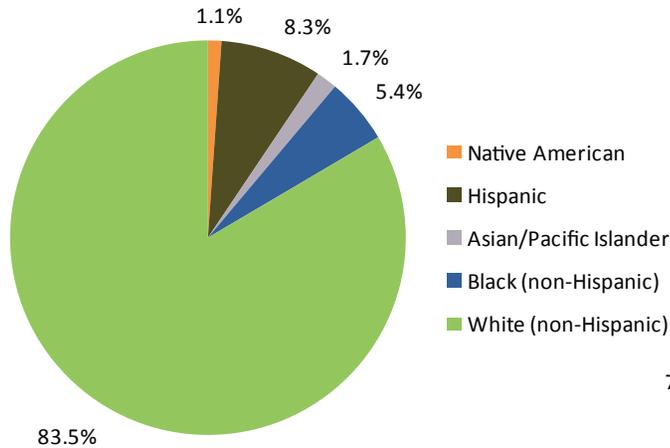
In order for high school students to be included in the labor force count they need to be 16 years old and employed or actively seeking employment. Knowing the number of high school graduates, along with the percentage of those that will continue on to college or look for employment, can be beneficial in adjusting recruiting techniques and labor force estimates. Nebraska's non-metropolitan and non-micropolitan public graduation rate was high, at 93.1%.

Where to find it

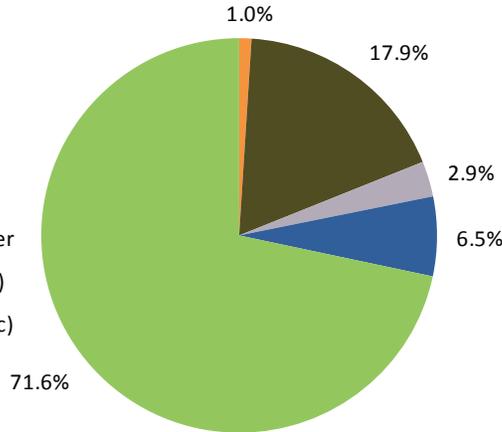
Graduate information from Nebraska's Coordinating Commission for Postsecondary Education can be found at ccpe.state.ne.us.

Public High School Graduates by Race and Ethnicity Nebraska Statewide, 2008-2009 and 2018-2019

2008-2009
Graduates



2018-2019
Projected Graduates



Source: Nebraska Coordinating Commission for Postsecondary Education, Progress Report, Released 2010

Where to find it
Graduate information from Nebraska's Coordinating Commission for Postsecondary Education can be found at ccpe.state.ne.us.

How to use it
Nebraska's demographics are steadily changing, and this is reflected in the projected race and ethnicity breakdown of high school graduates. These forecasts give us a glimpse at what employers can expect their future workforce to look like. The education system is already seeing a rapid increase of Hispanic graduates; they have nearly doubled in the past five years. As they and their families join the labor force, businesses and agencies may need to accommodate a changing workforce.

Graduate Projections

What is it?

According to Nebraska's Coordinating Commission for Postsecondary Education, small annual changes are projected to occur in the demographics of Nebraska's high school students. Minority students, especially Hispanics, are projected to account for a higher percentage of the graduates from the state's public schools in the 2018 to 2019 school year than they did in 2008 to 2009. Specifically, minorities are expected to make up 11.9% percent more of the total public graduates in 2018 to 2019 than in 2008 to 2009, increasing from about 3,200 students to roughly 5,900 students.

The number of Nebraska public school graduates is projected to change by 6.4% from the 2008-2009 school year to the 2018-2019, increasing from 19,398 to 20,649.



Educational Attainment

What is it?

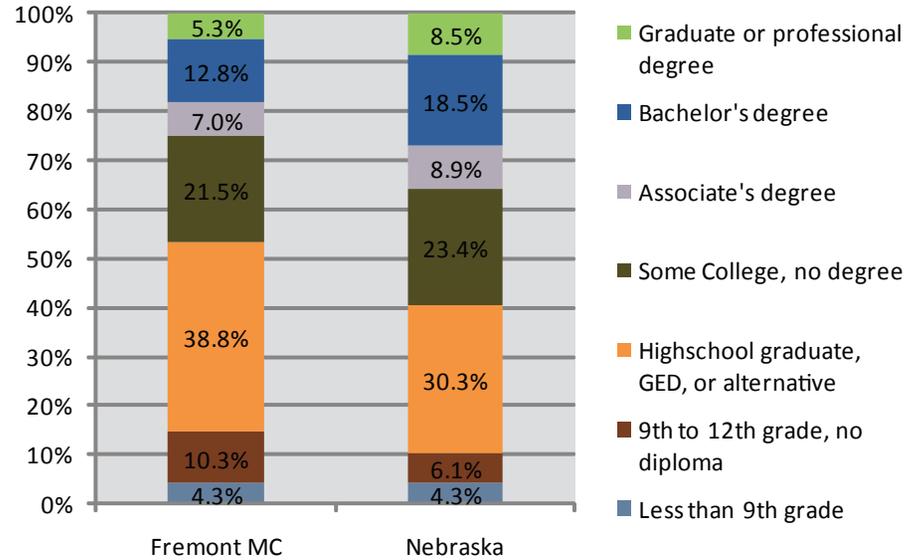
Nebraska's residents are well-educated, a characteristic valued by businesses seeking to locate within the state. In the Fremont MC, 85.4% of persons age 25 or older have a high school diploma, GED or higher level of education. Nearly all Metropolitan and Micropolitan Statistical Areas within the state have 80% to 90% of persons age 25 and older with a high school diploma, GED or higher level of education.

In the Fremont MC, 46.6% of the residents have post high school education, and almost one-fifth of the MC's residents have a Bachelor's degree or higher.

The Fremont MC's education levels have improved since 2000, with an increase in post-secondary degrees of nearly 5%. The number holding high school diplomas, GEDs, or higher have also increased throughout the period.



Educational Attainment: Population Age 25 and Older 2005 to 2009 Aggregate



Source: U.S. Census Bureau, American Community Survey, Released 2010

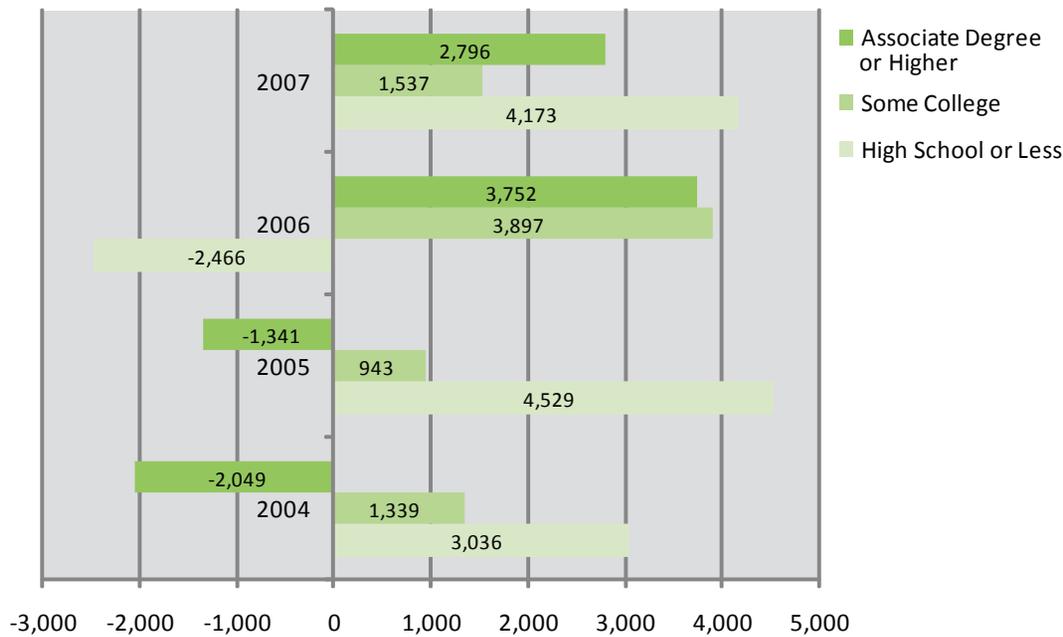
How to use it

When companies search for a place to establish a business, many factors come into play; a labor force with a potential for high educational attainment rates may be a determining factor. Nebraska, which has a higher-than-average rate of individuals age 25 and over with some education past a high school diploma compared to the United States, will impress potential site locators. Companies which require a large proportion of skilled employees will likely find the high rates of educational attainment appealing compared to other areas.

Where to find it

Educational attainment data from the 2005-2009 American Community Survey can be found at census.gov. Choose American Fact Finder.

Net Educational Migration: Population Age 22 to 64 Nebraska Statewide, 2004 to 2007



Source: Nebraska Coordinating Commission for Postsecondary Education, Progress Report, Released 2010

How to use it

The availability of an educated labor force can be something of interest when a business is looking to select a location and this is highly affected by the net migration of workers. If a business has to exhaust too many resources to recruit candidates to fill its technical positions, this can drive the costs of locating in an area too high to be a viable option.

Where to find it

Educational Migration trends from Nebraska's Coordinating Commission for Postsecondary Education can be found at ccpe.state.ne.us.

Educational Migration

What is it?

Estimated net migration of 22- to 64-year-olds reveals that there is a historical trend of net out-migration of Nebraska's educated population and an in-migration of adults with a high school diploma or less.

A reversal of the previous trend, starting in 2007, shows a change in the previous out-migration of Nebraska's educated population. However, Nebraska's Coordinating Commission for Postsecondary Education states that this data is based on a small sample size and could vary dramatically year to year. All American Community Survey data is based on a sample of the population and can be expected to fluctuate when describing very specific demographics. ACS data is used to compile this data.

In 2007, there was an in-migration of people with a Graduate or Professional Degree, as well as people with a Bachelor's Degree. However, there was a slight net migration out of the state by people with Associates Degrees.



Postsecondary Graduates

What is it?

There were a total of 8,167 graduates from the Community Colleges, State Colleges and the University of Nebraska – Kearney between July 1, 2007 and June 30, 2008. About five out of seven (71.1%) graduates, 5,804 in total, were working in Nebraska in the first quarter of 2009. This is nearly the same percentage as in the previous year. Community Colleges had the highest percentage of graduates working in the state as well as the highest range of counties with at least one graduate employed in the county.

Over a quarter (25.7%) of Community College graduates working in Nebraska were in the Health Care industry. The highest number of Bachelors Degree State College graduates was in the Business Administration and Management. Of those graduates, 68% of the 362 were working in the state with estimated average annual earnings of \$27,477.

Postsecondary 2007 to 2008 Graduates Working in Nebraska, First Quarter 2009

	Associates Degrees- Community Colleges	Bachelors Degrees- State Colleges	Bachelors Degrees- University of Nebraska- Kearney
Number of Graduates	3,868	1,100	913
Number of Graduates Working in Nebraska	2,885	645	578
Percent of Graduates Working in Nebraska	75%	59%	63%
Estimated Average Annual Earnings	\$25,806	\$26,615	\$25,752
Estimated Median Annual Earnings	\$24,605	\$27,208	\$26,950

Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, Released 2010

How to use it

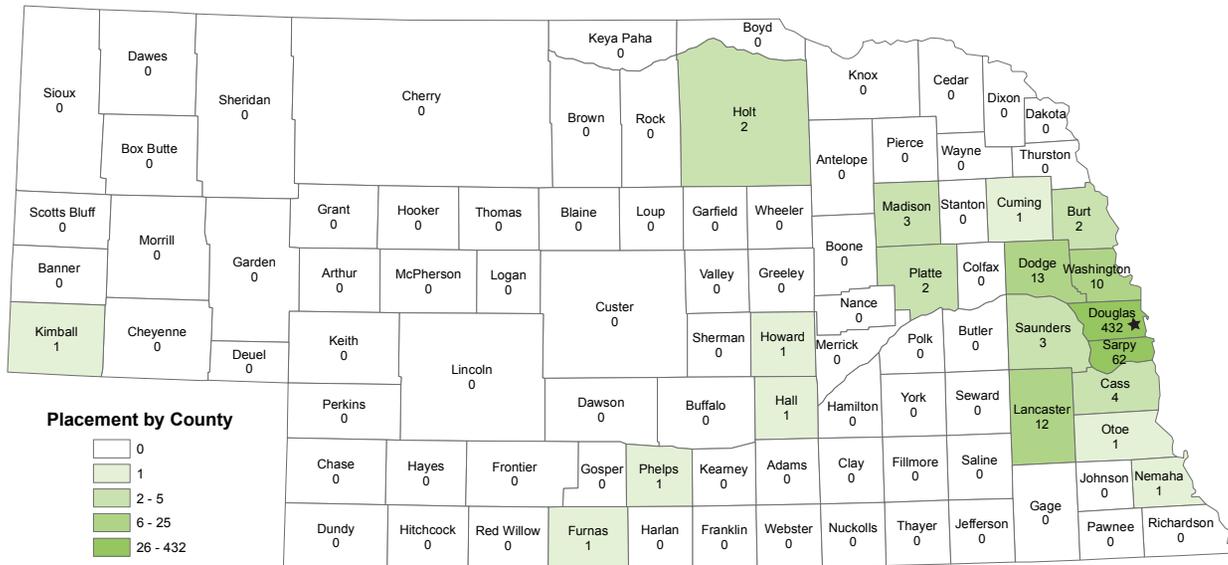
The numbers suggest that those who attend community college in Nebraska are more likely to seek employment in Nebraska than they are to seek employment outside of the state. This may also mean that Nebraska Community Colleges are providing training more directly related to Nebraska jobs. The labor market for people with Bachelor's Degrees and higher tends to be a national market. For some occupations, employment opportunities in other states may also provide higher pay.

Where to find it

Online the Graduate Outcomes in Nebraska publication can be found at LMI Home. Under Publications > Get More. The Graduate Outcomes section contains a drop-down box with publications for each school.



Metropolitan Community College 2007 to 2008 Graduates Working in Nebraska, First Quarter 2009



Institution	Number of Graduates	Number of Graduates Working in Nebraska	Percent of Graduates Working in Nebraska	Estimated Average Annual Earnings for Associates Degree Graduates	Estimated Median Annual Earnings for Associates Degree Graduates
Metropolitan Community College	1,185	906	76%	\$27,850	\$26,535

Stars indicate primary campus locations.

Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, Released 2010

Where to find it

Online the Graduate Outcomes in Nebraska publication can be found at LMI Home. Under Publications > Get More. The Graduate Outcomes section contains a drop-down box with publications for each school.

How to use it

Community College graduates supply local businesses with skilled workers. Most graduates work in counties near the college from which they graduated. This information may help existing and potential businesses determine where to place recruitment efforts. Graduates are likely to work in Nebraska when there are employment opportunities with competitive wages. For example, 76% of Metropolitan Community College graduates were working in the state, compared to 79% of their Health Care graduates and 84% of their Registered Nursing graduates.

Graduate Employment

What is it?

Metropolitan College graduates provide a skilled labor supply to Nebraska's employers. Seventy-six percent of 2007-2008 Metropolitan Community College graduates were employed in the state in first quarter 2009. This is the one percent higher than the previous year. Overall, 75% of all Community College graduates were working in Nebraska in first quarter 2009.

There were 15 students from the 2007-2008 Metropolitan Community College graduating class employed in Dodge County in first quarter 2009. This figure is two students higher than the 2006-2007 class.

There were 32 degrees/fields of study that had 80% or more of the graduates working in the state. These fields of study employed 452 of Metropolitan Community College's 1,185 graduates working in Nebraska. Within this group, Registered Nursing graduates had the highest discloseable estimated average annual earnings of \$42,310.



Graduate Employment

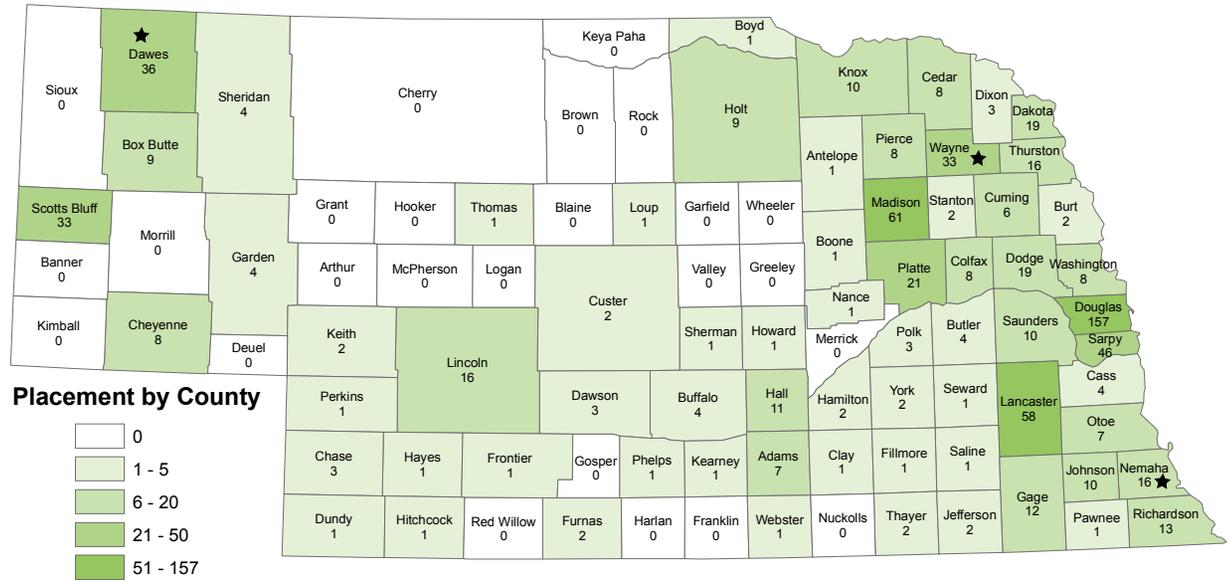
What is it?

Wayne State College had a total of 696 graduates from July 1, 2007 through June 30, 2008. In the first quarter of 2009, there were 484 (70%) graduates who were working in the state. There was a two percent increase in State College graduates between 2006-2007 and 2007-2008. The number of graduates working in the state also rose slightly, up almost one and a half percent over the previous year.

Wayne State College 2007-2008 graduates were employed in 40 counties across Nebraska, eight of which had 15 or more graduates. Dodge County employed fifteen graduates.

Close to half (46%) of Wayne State College Graduates chose a field of study in education and 74% of those graduates were employed in the state. Eighty-six percent of those graduates employed in the state were working in the Educational Services industry.

All State College 2007 to 2008 Graduates Working in Nebraska, First Quarter 2009



Institution	Number of Graduates	Number of Graduates Working in Nebraska	Percent of Graduates Working in Nebraska	Estimated Average Annual Earnings for Associates Degree Graduates	Estimated Median Annual Earnings for Associates Degree Graduates
All State Colleges	1,578	984	62%	\$26,615	\$27,208

Stars indicate campus locations.

Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, Released 2010

How to use it

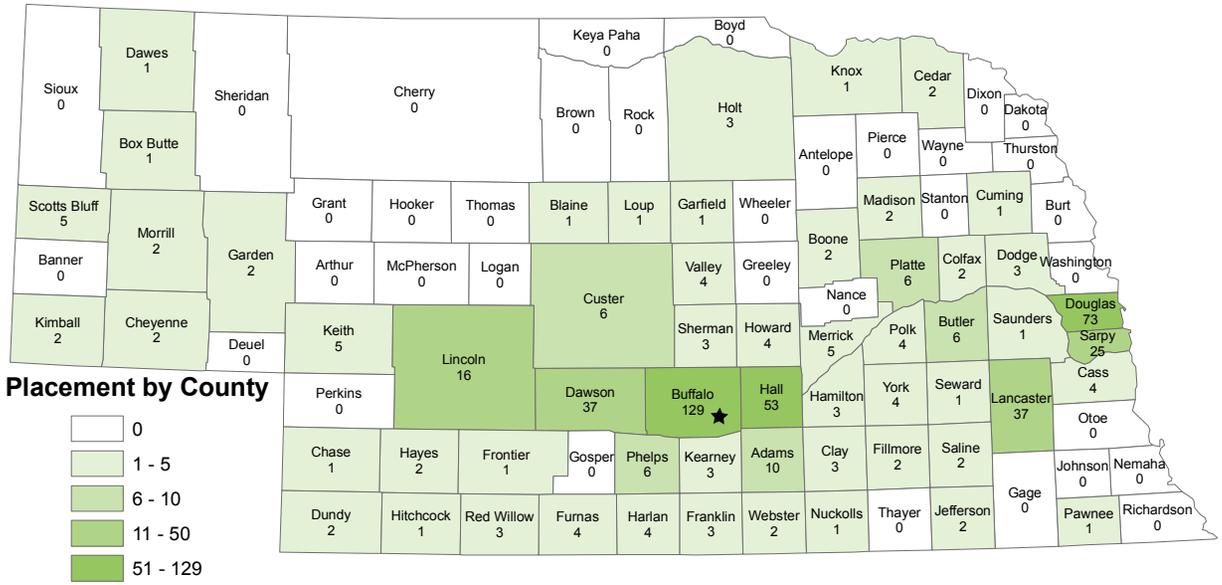
State College graduates are less likely than Community College graduates to be employed in Nebraska, most likely because graduates with Bachelor's Degrees or higher tend to have a wider employment range than Community College graduates. Nebraska businesses need to remain regionally and nationally competitive to keep talented graduates in the state. All three State Colleges are located relatively near the border with other states. Graduates may be working near the college from which they graduated, but in another state. Information is not available for graduates working outside Nebraska.

Where to find it

Online the Graduate Outcomes in Nebraska publication can be found at LMI Home. Under Publications > Get More. The Graduate Outcomes section contains a drop-down box with publications for each school.



University of Nebraska - Kearney 2007 to 2008 Graduates Working in Nebraska, First Quarter 2009



Institution	Number of Graduates	Number of Graduates Working in Nebraska	Percent of Graduates Working in Nebraska	Estimated Average Annual Earnings for Associates Degree Graduates	Estimated Median Annual Earnings for Associates Degree Graduates
University of Nebraska - Kearney	1,204	779	65%	\$25,752	\$26,950

Stars indicate UNK location.
Source: Nebraska Department of Labor, Graduate Outcomes in Nebraska, Released 2010

Where to find it
Online the Graduate Outcomes in Nebraska publication can be found at LMI Home. Under Publications > Get More. The Graduate Outcomes section contains a drop-down box with publications for each school.

How to use it
University of Nebraska - Kearney graduates are less likely than Community College graduates to be employed near the college from which they graduated. Graduates with Bachelor's Degrees or higher tend to have a wider employment range than Community College graduates except for graduates with advanced degrees in education. Those individuals are very likely to be employed in the state. Nebraska businesses need to remain regionally and nationally competitive to keep talented graduates in the state.

Graduate Employment

What is it?
The University of Nebraska - Kearney (UNK) had a total of 1,204 graduates from July 1, 2007 through June 30, 2008. Of those graduates, 779 (65%) were working in Nebraska in first quarter 2009. There were 72 more total graduates from the University of Nebraska-Kearney and 52 more graduates working in the state than the previous year. Fifty-eight counties had at least one UNK graduate employed in the county in the first quarter of 2009, and six counties had 25 or more graduates. Six UNK graduates were employed in Platte County from this class. The Bachelors Degree program in Business Administration and Management had the highest number of graduates with 160 graduates. Seventy-two percent of those graduates were employed in the state in the first quarter of 2009. Master's Degree graduates (68%) were more likely than Bachelors Degree graduates (63%) to be working in the state.



Labor Force



What is it?

For the Labor Force Estimates and Labor Force and Unemployment Rate Monthly Trends, the graphs and tables are formatted as they would appear if pulled directly from the NEWorks page.

The labor force is the total of all civilians, employed or unemployed, excluding those who are under 16 years of age, people who are institutionalized, or members of the Armed Forces. The unemployment rate is calculated by taking the number of unemployed individuals divided by the total labor force.

Between 2000 and 2010, the Fremont MC labor force decreased by 589 individuals. Since 2000, employment has decreased by 4.8% while unemployment rose by 55.8%.

Fremont MC's 2010 unemployment rate of 5.0% was higher than the statewide rate of 4.7 but much lower than the national the national level of 9.3%. Nebraska also has a higher participation rate than the national average.

Labor Force Estimates Nebraska Statewide, 2010

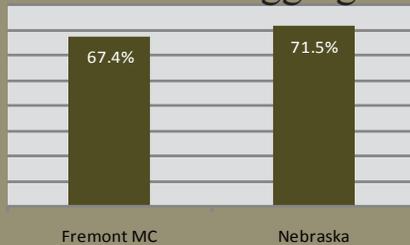
Civilian Labor Force	Employment	Unemployment	Unemployment Rate (%)
976,859	931,414	45,444	4.7

Labor Force Estimates Fremont MC, 2010

Civilian Labor Force	Employment	Unemployment	Unemployment Rate (%)
19,278	18,318	960	5.0

Note: Data is not seasonally adjusted
Source: Nebraska Department of Labor, Local Area Unemployment Statistics, Released 2010

Labor Force Participation Rate 2005- 2009 Aggregate



Source: U.S. Census Bureau, American Community Survey, Released 2009

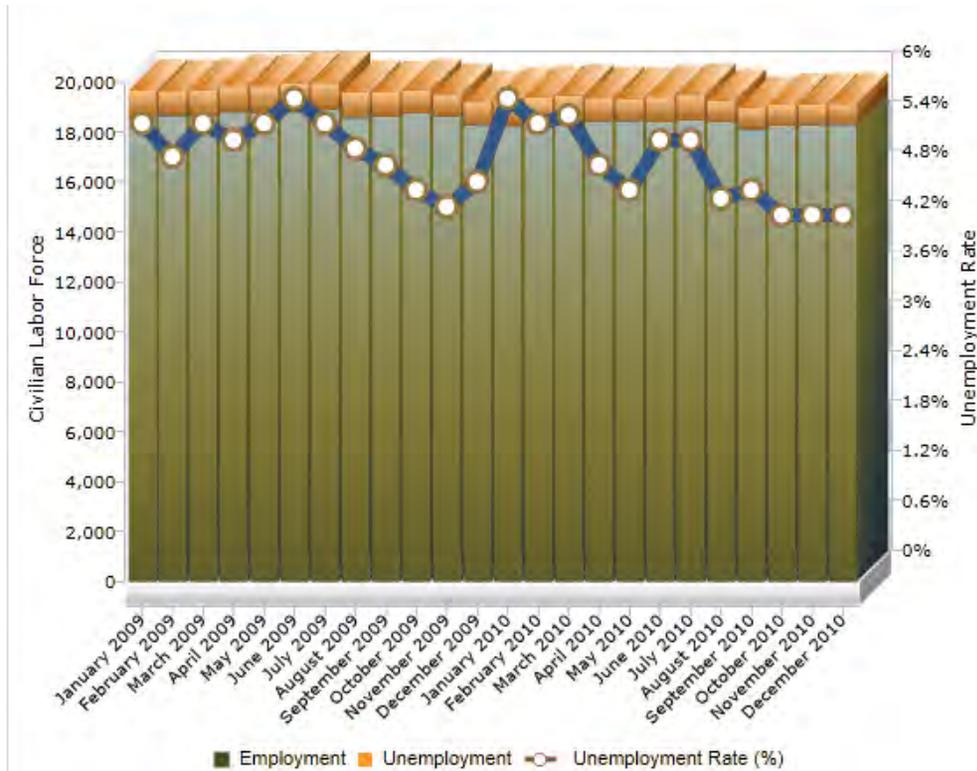
How to use it

There are many different factors that can be used to determine the stability of the economy, including the unemployment rate. However, caution should be used when looking at month to month changes in the unemployment rate, and other labor force data. The sample size used in estimating data at this level is rather small and a small sample size can introduce higher sampling errors. A better way to look at these estimates is to examine longer-term trends for patterns and changes.

Where to find it

Additional labor force data can be found at LMI Home. Under Historic Data Analysis > Employment and Wage Data > Labor Force Data > Labor Force Employment and Unemployment (LAUS). Preliminary LAUS data is released and the previous month's data is revised each month

Labor Force and Unemployment Rate Monthly Trends Fremont MC, 2009 to 2010



Note: Data is not seasonally adjusted
Source: Nebraska Department of Labor, Local Area Unemployment Statistics, Released 2010

Labor Trends

What is it?

Labor force trends show that the number of people in the labor force has decreased 2.6% from 19,644 individuals in January of 2009 to 19,141 individuals in December of 2010.

Seasonal fluctuations are visible in the labor force and unemployment rate monthly trends. The data presented is not seasonally adjusted, so some of the trends are the result of natural employment changes throughout the year. In both 2009 and 2010, the labor force was largest during the month of July, this is expected with the growth of construction jobs and other industries which expand over the summer months. Nebraska's highest unemployment rate occurred in November of 1982, with a rate of 10.8%. In recent history, the highest unemployment rate was 5.6%, during January of 2010.

Labor Supply

How to use it

Trends show that the labor force is growing, as is expected with the overall population growth. It is important to remember that this data is not seasonally adjusted. Seasonal events, such as weather changes, harvests, holidays and school openings and closings can cause the estimates to go through major fluctuations. By studying historical seasonal patterns users can estimate current levels and upcoming changes, helping to plan business processes, such as recruitment.

Where to find it

Additional labor force data can be found at LMI Home. Under Historic Data Analysis > Employment and Wage Data > Labor Force Data > Labor Force Employment and Unemployment (LAUS). Preliminary LAUS data is released and the previous month's data is revised each month



Nebraska Workers

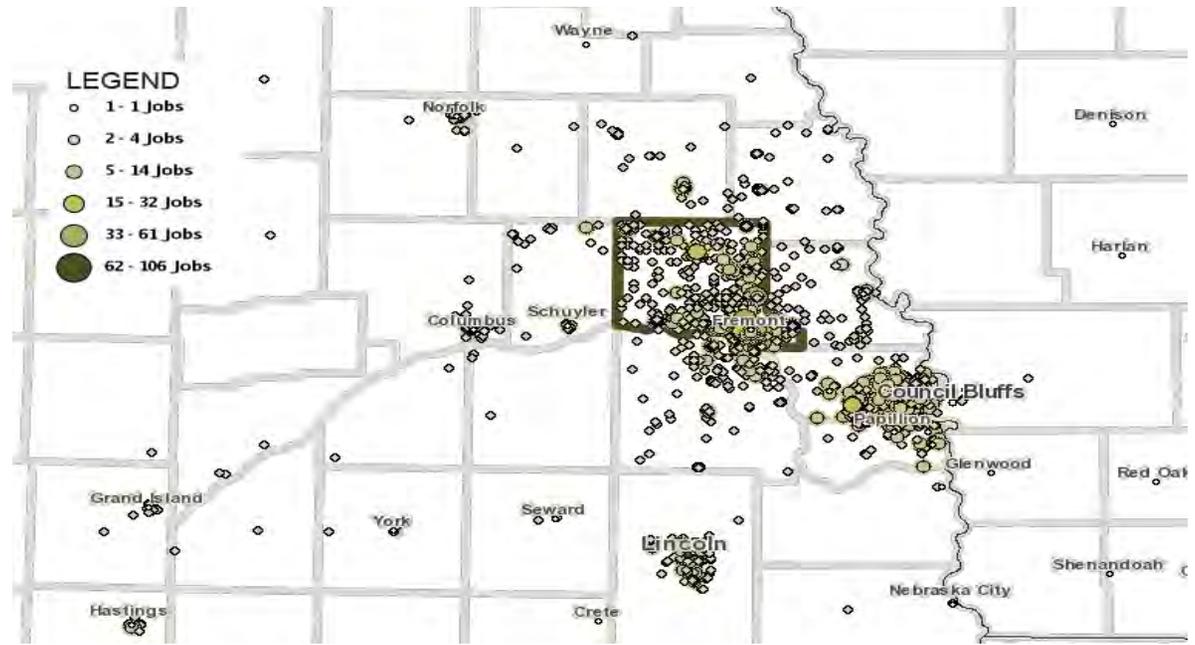
What is it?

The map to the right shows where Fremont MC's workers live. There were 14,930 employees working primary jobs within the MC in 2008, according to the U.S. Census Bureau. Of those workers, 9,090 (60.9%) lived within the Fremont MC boundaries.

Nearly two-fifths (39.1%) of the Fremont MC's workers were in-commuters in 2008; 5,840 individuals from other counties commuted into the Fremont MC in order to work. Over half (58.1%) of the commuters commuted into the Fremont MC from contiguous counties. Commuters from the Omaha MSA constituted 50.1% of the total in-commuters; 7.0% of in-commuters came from the Lincoln MSA.

There were 413 commuters from other states, constituting 2.8% of the Fremont MC workers. Most of these workers (292) are commuting from Iowa.

Where Fremont MC's Workers Live 2008



Note: Locations of less than 29 jobs are not shown.
Source: U.S. Census Bureau, Local Employment Dynamics, Released 2009

How to use it

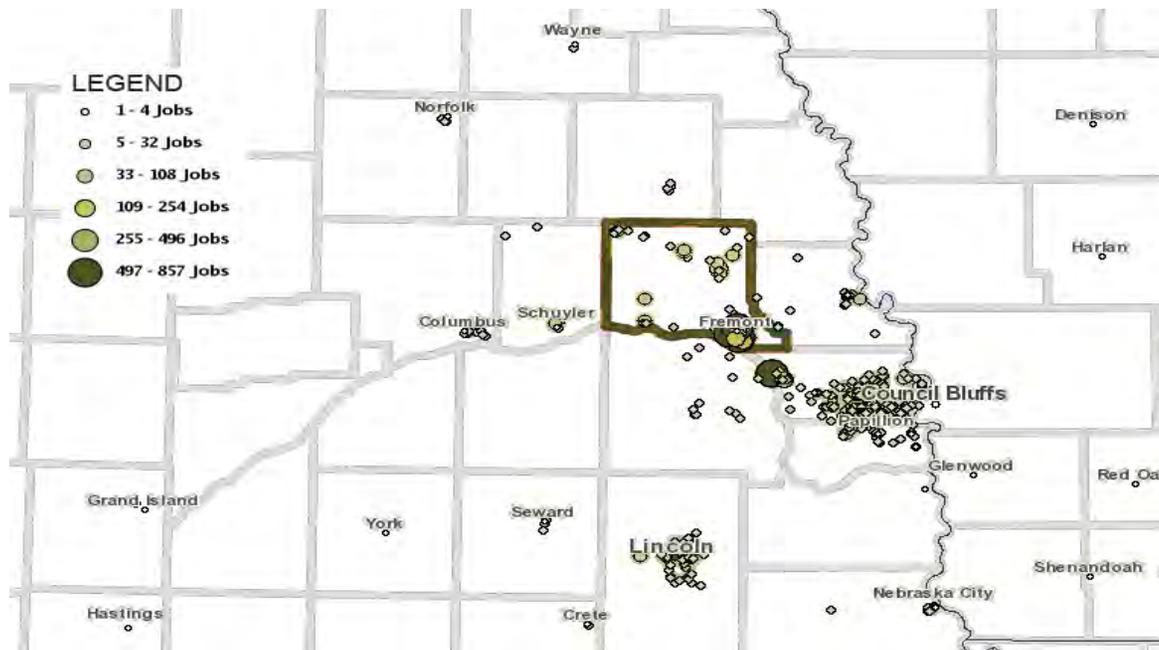
Commuting Patterns are used by the U.S. Census Bureau to identify the boundaries of regional labor pools and to determine Labor Market Areas. Businesses depend on labor force information available by Labor Market Area to evaluate recruiting methods and identify the potential customer base. Economic Development boards can also benefit from knowing commuting patterns by estimating the number of workers who may choose to work within a region if suitable jobs were available.

Where to find it

Commuting statistics from Local Employment Dynamics can be found at lehd.did.census.gov/led/. Choose OnTheMap under Tools. New data is available in a different format.



Where Workers are Employed who Live in Fremont MC 2008



Locations of less than 127 jobs are not shown.
Source: U.S. Census Bureau, Local Employment Dynamics, Released 2009

Nebraska Resident Workers

What is it?

The map to the left shows where workers live who are employed in the Fremont MC. There were 17,167 workers living in the Fremont MC in 2008, according to the U.S. Census Bureau. Of those resident workers, 9,090 (53.0%) remained in the MC area to work.

There were 8,077 (47.0%) resident workers who commuted out of the MC, resulting in a net loss of 2,237 workers from commuting.

Nearly two-thirds (65.1%) of out-commuters are traveling to contiguous counties to the Fremont MC. Over two-thirds (67.7%) of commuters are traveling to the Omaha MSA for work, while 12.9% of commuters are traveling to the Lincoln MSA for work. There were 280 Fremont MC out-commuters traveling to out-of-state work, constituting 1.7% of the MC resident workers. Most of these workers (166) are traveling to Iowa.

How to use it

Many of the workers commuting to and from bordering states are likely commuting across state lines for work. It is possible that many of the workers commuting to and from other states not bordering Nebraska are either (1) actually living in another state while keeping a permanent residence in Nebraska, (2) are working at an alternative work site for a company based in Nebraska, or (3) are telecommuting or only commuting occasionally.

Where to find it

Commuting statistics from Local Employment Dynamics can be found at lehd.did.census.gov/led/. Choose OnTheMap under Tools. New data is available in a different format.



Nebraska Compensation

What is it?

Of the 23 major occupational groups, Management provides the highest hourly average wage at \$41.06 per hour according to Occupational Employment Statistics. This occupational group also has a \$30.22 per hour difference between entry and experienced average wages, which is the largest disparity for all occupations. Food Preparation and Serving-Related Occupations pay the lowest average hourly wage at \$8.16 per hour.

The Fremont MC's average annual wage for all occupations in 2010 is \$33,165, which is \$4,578 below the Nebraska average annual wage. Five occupations have average annual wages that are above the state average. Three occupations pay substantially lower on average, by more than \$10,000, within the MC than they do in the state: Computer and Mathematical, Architecture and Engineering, and Legal Occupations.

Wages by Occupation Fremont MC, 3rd Quarter 2010

SOC Code	Standard Occupational Code Title	Hourly Average	Hourly Entry	Hourly Experienced	Annual Average Fremont MC	Annual Average Nebraska
11-0000	Management Occupations	\$41.06	\$20.91	\$51.13	\$85,403.00	\$88,591
13-0000	Business and Financial Operations Occupations	\$26.79	\$13.82	\$33.28	\$55,721.00	\$58,192
15-0000	Computer and Mathematical Occupations	\$26.00	\$17.60	\$30.20	\$54,071.00	\$66,599
17-0000	Architecture and Engineering Occupations	\$22.59	\$15.41	\$26.18	\$46,988.00	\$62,249
19-0000	Life, Physical, and Social Science Occupations	\$25.31	\$16.05	\$29.94	\$52,641.00	\$55,993
21-0000	Community and Social Services Occupations	\$17.80	\$12.04	\$20.68	\$37,027.00	\$35,191
23-0000	Legal Occupations	\$15.90	\$12.13	\$17.80	\$33,085.00	\$75,171
25-0000	Education, Training, and Library Occupations	\$19.58	\$10.78	\$23.98	\$40,728.00	\$42,185
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$18.84	\$8.56	\$23.97	\$39,176.00	\$38,901
29-0000	Healthcare Practitioners and Technical Occupations	\$28.38	\$15.85	\$34.65	\$59,040.00	\$61,445
31-0000	Healthcare Support Occupations	\$13.31	\$10.61	\$14.66	\$27,678.00	\$25,809
33-0000	Protective Service Occupations	\$15.42	\$8.31	\$18.96	\$32,059.00	\$37,411
35-0000	Food Preparation and Serving-Related Occupations	\$8.16	\$7.35	\$8.57	\$16,973.00	\$19,229
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$10.73	\$8.42	\$11.89	\$22,318.00	\$22,721
39-0000	Personal Care and Service Occupations	\$9.28	\$7.42	\$10.21	\$19,308.00	\$21,884
41-0000	Sales and Related Occupations	\$14.79	\$7.89	\$18.24	\$30,764.00	\$32,275
43-0000	Office and Administrative Support Occupations	\$13.29	\$8.76	\$15.55	\$27,631.00	\$29,656
45-0000	Farming, Fishing, and Forestry Occupations	\$16.92	\$12.45	\$19.15	\$35,181.00	\$27,112
47-0000	Construction and Extraction Occupations	\$17.21	\$11.14	\$20.24	\$35,791.00	\$38,342
49-0000	Installation, Maintenance, and Repair Occupations	\$19.55	\$12.22	\$23.21	\$40,661.00	\$38,650
51-0000	Production Occupations	\$14.77	\$11.94	\$16.19	\$30,726.00	\$31,485
53-0000	Transportation and Material Moving Occupations	\$13.31	\$9.27	\$15.34	\$27,689.00	\$33,603
00-0000	Total all occupations	\$15.95	\$8.41	\$19.71	\$33,165.00	\$37,743

Source: Nebraska Department of Labor, Occupational Employment Statistics, Released 2010

How to use it

Sometimes determining wages and wage adjustments for employees can be complicated for employers. However, using the Occupational Employment Statistics to see wage trends by area and industry will simplify the process. Many employers reevaluate salaries after minimum wage changes. Nebraska's minimum wage changed to \$6.55 in 2008 and was increased to \$7.25 per hour in 2009.

Where to find it

Occupational employment and wages can be found at LMI Home. Under Employment and Wage Data > Occupation Specific Data > Wages. Occupational Employment Statistics are updated quarterly.

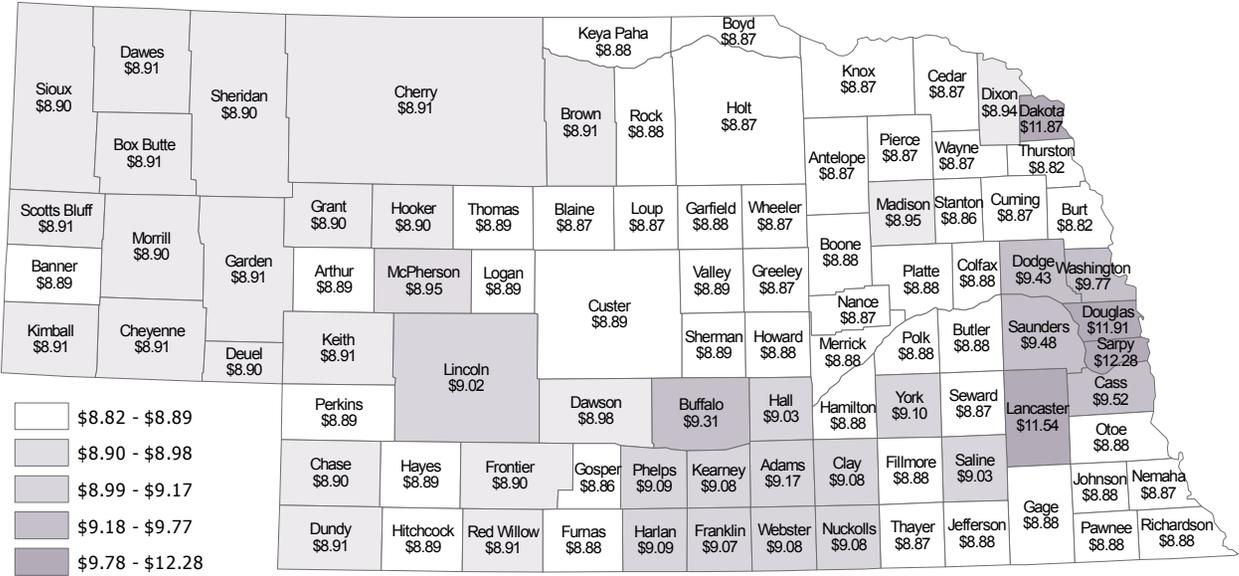


Self-Sufficiency Standard

What is it?
 The Self-Sufficiency Standard is the amount of income, shown here in hourly wage, a family would need to live, work and adequately meet its basic needs without public or private assistance. The Standard, which varies by family type and location, is the wage needed to be earned by each adult.

The map to the left shows the 2010 Self-Sufficiency Standard for a family of four including two working adults, an infant and a preschooler. Nearly 75% of Nebraska's counties (67 of 93 counties) have a Self-Sufficiency Standard for that family type of between \$8.86 and \$8.91 per hour for each adult. Sarpy County has the highest standard at \$12.28, while Thurston and Burt County had the lowest at \$8.82 per hour for each adult.

Self-Sufficiency Standard by County Family of Two Working Adults, Infant and Preschooler, 2010



Source: Nebraska Appleseed Center for Law in the Public Interest and Wider Opportunities for Women, Self-Sufficiency Standard for Nebraska, Originally Released 2002, Updated 2010 (Prepared by Diana Pearce, Ph.D. with Jennifer Brooks)

How to use it
 The Standard was intended initially as a performance measure for the goal of "self-sufficiency" in federal job training programs (now known as WIA, the Workforce Investment Act program). It is a measure that provides realistic and detailed data on what clients individually need to be self-sufficient.

Where to find it
 The Nebraska Self-Sufficiency Standard as well as additional information can be found online at neappleseed.org/lowincome.



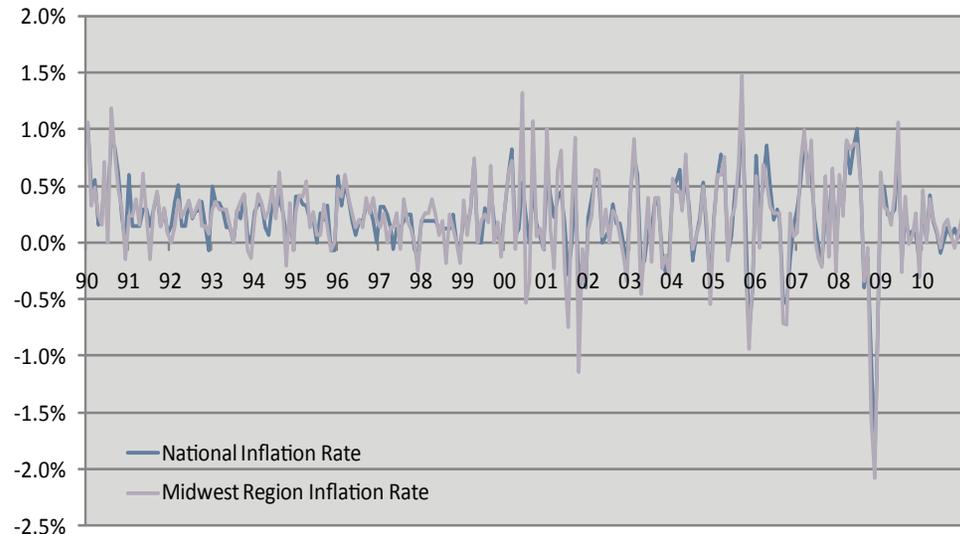
Consumer Price Index

What is it?

The Consumer Price Index, or CPI, is a measure of price levels for everyday goods purchased by consumers. Products are priced in all metropolitan areas around the country on a daily basis and compared to previous prices. These prices are then scaled to a base of 100 and released monthly.

If prices rise, the CPI will increase; if prices decrease, the CPI drops. The percent changes in the CPI should be directly related to the price changes consumers face over the time period for everything they buy. The CPI monthly release can be taken as a percentage to measure the inflation rate, in which any given data point is measured against the data of the previous month.

Monthly Inflation Rate Midwest Region and United States, 1990 to 2010



Source: CPI Data Used From Bureau of Labor Statistics, Released 2010

How to use it

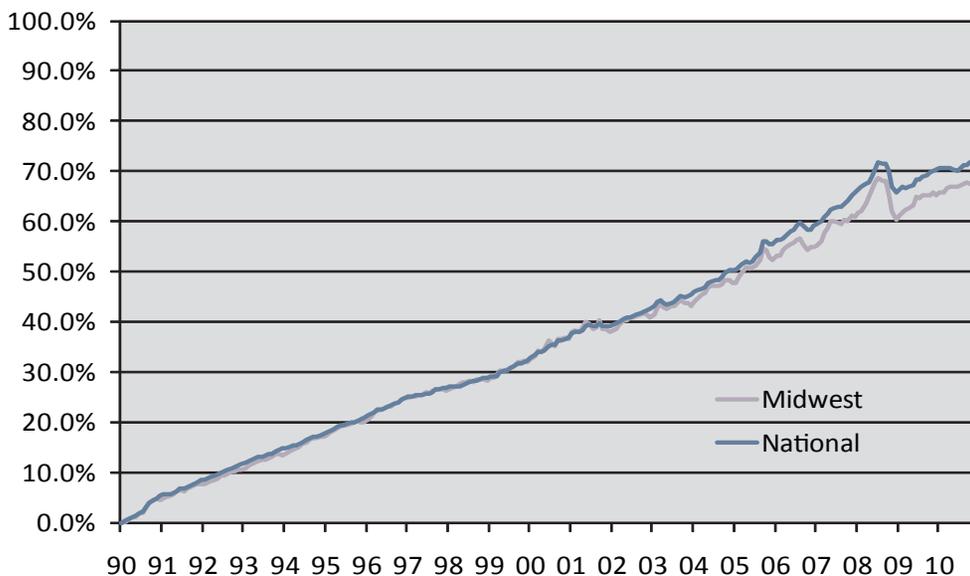
The inflation rate gives insight into how much prices change in a given period. The rate can be used to identify trends in price changes, such as the lull in price changes during the mid-1990's. The inflation rate can also help identify specific time periods when changes in the economic cycle occurred. In general, recessions decrease price changes, causing inflation to decrease or even become negative.

Where to find it

On the BLS.gov website, go to the tab which reads "Subject Areas". This will yield a drop down menu, on which the first option is Consumer Price Index. CPI data is updated monthly.



Inflation Rate, Base Year 1990 Calculated Monthly Midwest Region and United States, 1990 to 2010



Source: CPI Data Used From Bureau of Labor Statistics, Released 2010

Consumer Price Index

What is it?

The Consumer Price Index (CPI) is a representation of the goods and services purchased by consumers. These consumption items are grouped into one of 200 categories, which are then further categorized into eight major groups: food and beverages, housing, apparel, transportation, medical care, recreation, education and communication, and other goods and services.

The CPI also includes various government-charged user fees and taxes. Any tax that is associated with specific goods' and services' prices, such as sales tax, water and sewerage charges, and vehicle tolls, will be included in the CPI. However, any tax not directly related to a consumption purchase, such as an income or Social Security tax, will not be included in the CPI. Over the past two decades, the Midwest Region's CPI experienced a 68% inflation rate, while the National CPI experienced a 72% inflation rate based on 1990 rates.

How to use it

The inflation rate, when adjusted with a base year of 1990, gives insight into how prices have changed since 1990. This allows for a comparison of any specific item between the base year and current time. If a wage does not increase at the rate of inflation, the wage has effectively decreased in real value. To adjust a wage for inflation, multiply the wage from the original time period by 1 plus the percent of inflation ($1+(\%)$). For example, a wage of \$5.00 in 1990 adjusted for national inflation to 2010 should be multiplied by 1 plus the percentage of inflation in numeric form (1.72). This would give a current wage of \$8.60.

Where to find it

On the BLS.gov website, go to the tab which reads "Subject Areas". This will yield a drop down menu, on which the first option is Consumer Price Index. CPI data is updated monthly.



Employee Benefits

What is it?

There are two factors that best predict whether or not an employer will offer benefits: type of employment (full- or part-time) and size of business. The results of the 2006 Benefits Survey show that larger businesses consistently offered more benefits than smaller ones, although the relationship was different by the type of benefit. The percentage of companies offering all types of insurance, retirement plans and educational assistance increased as the size of the business increased; this did not necessarily apply to paid leave.

Rate of Benefits Offered by Employment Size Full-time Employees, Nebraska Statewide, 2006

	1-4 Employees	5-9 Employees	10-19 Employees	20-49 Employees	50-99 Employees	100-249 Employees	250+ Employees	All Sizes
Medical Insurance	30.3%	52.6%	67.3%	79.7%	92.6%	97.4%	98.6%	63.8%
Dental Insurance	13.0%	24.1%	36.9%	53.5%	72.6%	90.0%	94.4%	39.0%
Vision Insurance	6.0%	13.1%	19.0%	26.1%	39.2%	48.1%	64.1%	20.2%
Life Insurance	15.9%	33.5%	49.4%	64.4%	81.7%	93.8%	97.2%	48.1%
Paid Time Off	7.0%	10.7%	14.0%	18.4%	21.6%	36.0%	38.5%	14.8%
Paid Vacation	59.7%	79.5%	80.6%	82.7%	85.4%	77.6%	81.9%	77.7%
Paid Sick Leave	30.9%	41.7%	42.3%	42.8%	48.1%	39.7%	50.7%	40.8%
Paid Holidays	57.0%	74.6%	76.0%	76.5%	83.1%	80.3%	92.3%	73.6%
Retirement Plan	27.3%	46.5%	55.6%	62.5%	77.0%	85.1%	83.2%	53.3%
Educational Assistance	11.0%	20.2%	22.9%	28.8%	43.8%	61.1%	84.0%	25.6%

Source: Nebraska Department of Labor, Benefits Survey, Released 2007

How to use it

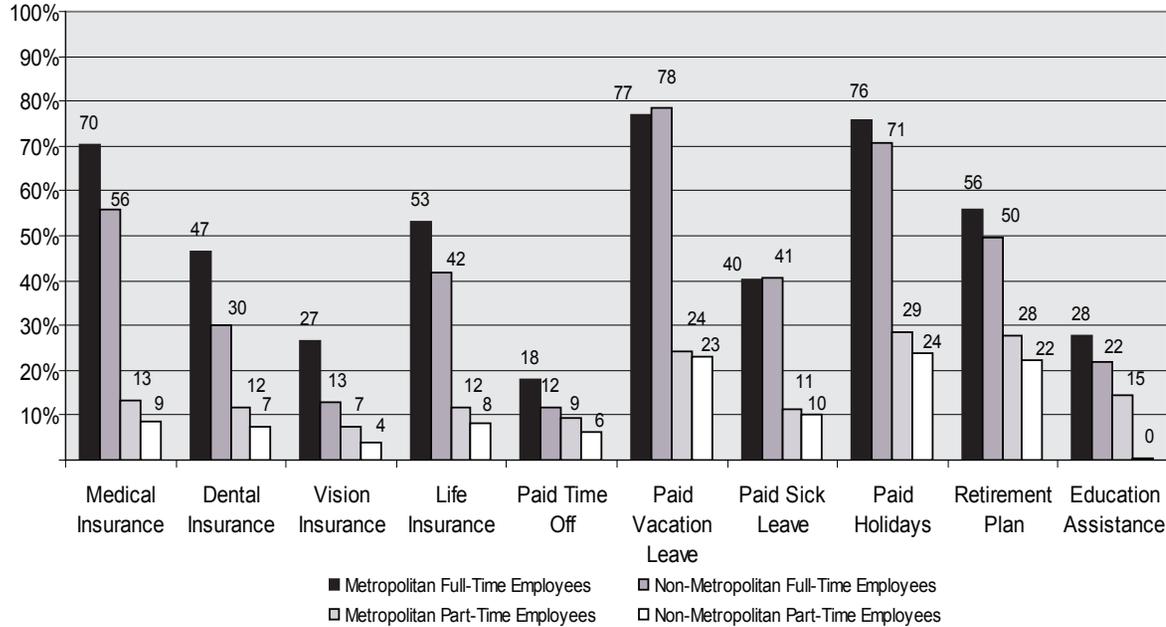
Benefit information is important to both employers and employees, since benefits can account for a significant portion (about one-third) of an employee's total compensation package. Employers often use this information to gauge how well they might compete for workers with other businesses in the area.

Where to find it

To view this survey, go to LMI Home, select the Publications section. For updated Employee Benefits information visit the BLS website at bls.gov; under the Subject Areas tab select Benefits under Pay and Benefits.



Rate of Benefits Offered Nebraska Statewide, 2006



Source: Nebraska Department of Labor, Benefits Survey, Released 2007

Employee Benefits

What is it?

Type of employment is one of the factors that can predict whether or not an employer will offer benefits. This survey shows that, on average, full-time employees were more likely to be offered benefits than part-time employees in 2006. Also, on average, businesses within a metropolitan area offered more benefits than businesses in a non-metropolitan area. The only exceptions were the percentage of businesses offering paid vacation leave, and paid sick leave. The benefits with the largest gap between the percentage offered to full-time and part-time employees are medical insurance and paid vacation leave.

How to use it

Many factors go into choosing where to locate a new business; one of those factors may be choosing whether to locate in a metropolitan area versus a non-metropolitan area. Benefit trends showing what it would take to stay regionally competitive may influence that decision. Although most businesses do not offer as many benefits to their part-time employees, more than one-quarter of them offer some type of retirement plan. This may show how important it is to employees, even those working only part-time, to plan for retirement.

Where to find it

To view this survey, go to LMI Home, select the Publications section. For updated Employee Benefits information visit the BLS website at bls.gov; under the Subject Areas tab select Benefits under Pay and Benefits.



Employee Benefits

What is it?

Medical insurance is commonly offered to full-time employees as a benefit. The percentage of businesses that offered medical insurance to employees in 2006 is shown in the table to the right. In all but a few cases, the percent of businesses offering medical insurance increases as the employment size increases. All businesses who responded to the 2006 Benefits Survey with more than 250 employees offered medical insurance except in Professional & Business Services.

The percent of businesses that offer medical insurance in the Information and Manufacturing industries are the largest among all industries. Leisure & Hospitality offered the lowest percentage of medical insurance to full-time workers in 2006.

Rate of Medical Insurance Offered by Employment Size Full-time Employees, Nebraska Statewide, 2006

	1-4 Employees	5-9 Employees	10-19 Employees	20-49 Employees	50-99 Employees	100-249 Employees	250+ Employees	All Sizes
Natural Resources and Mining	16.7%	63.6%	58.3%	66.7%	N/A	N/A	N/A	41.8%
Construction	20.3%	47.7%	71.6%	86.3%	95.8%	100.0%	100.0%	59.9%
Manufacturing	40.8%	59.8%	85.7%	91.2%	98.8%	98.5%	100.0%	81.0%
Trade, Transportation & Utilities	31.3%	57.9%	70.4%	86.2%	93.2%	100.0%	100.0%	67.2%
Information	56.5%	78.8%	86.0%	89.3%	100.0%	100.0%	100.0%	83.1%
Financial Activities	39.3%	75.3%	92.5%	98.5%	96.0%	100.0%	100.0%	76.8%
Professional Business Services	32.5%	47.9%	73.6%	84.0%	94.1%	96.9%	92.3%	63.1%
Education and Health Services	32.4%	44.2%	58.9%	77.3%	91.7%	97.4%	100.0%	63.6%
Leisure & Hospitality	11.7%	16.0%	27.7%	48.9%	80.3%	87.5%	100.0%	38.5%
Other Services	24.8%	48.0%	70.2%	72.4%	81.3%	100.0%	100.0%	52.6%

Source: Nebraska Department of Labor, Benefits Survey, Released 2007

How to use it

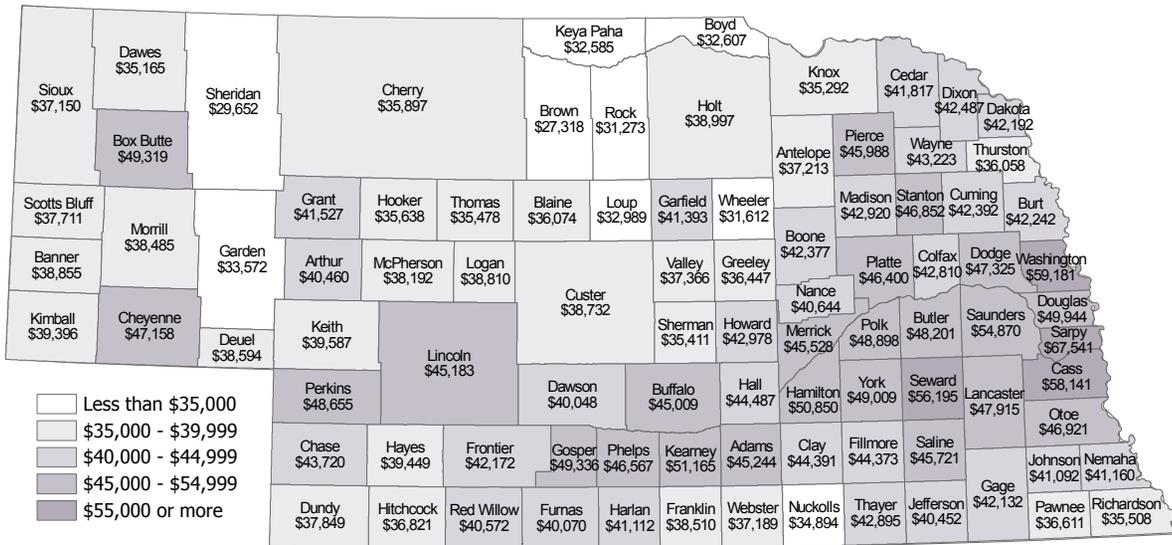
It is important to remember that while the last few tables have shown benefit availability differences between industries, regions and employment size, these factors are all interrelated. Before conclusions can be made about the influence of an employer's size or location in offering benefits, the employer's industry and proportion of full- and part-time employees must also be considered.

Where to find it

To view this survey, go to LMI Home, select the Publications section. For updated Employee Benefits information visit the BLS website at bls.gov; under the Subject Areas tab select Benefits under Pay and Benefits.



Median Household Income by County 2009



Source: USDA, Economic Research Service, County Level Median Household Income, Released 2010

Where to find it
Median Household Income data can be found at census.gov. Choose Income under People & Households.

How to use it

Household income is the annual earnings of all household members. A household can be different than a family, which is a group of two or more people living together who are related by birth, marriage, or adoption. A household is more general, and includes all people who occupy a housing unit as their usual place of residence. Local area income estimates are widely used by both public and private sectors to measure and track the levels and types of incomes received by the area population.

Household Income

What is it?

Nebraska's median household income in 2009 was \$47,470; Nebraska ranked 29th nationally. Fifteen counties had a higher median household income than the state: Sarpy, Washington, Cass, Seward, Saunders, Kearney, Hamilton, Douglas, Gosper, Box Butte, York, Polk, Perkins, Butler, and Lancaster. Sarpy County had the highest median household income with \$67,541. Brown County had the lowest with \$27,318.

The Fremont MC's median income in 2009 was \$47,325. Dodge County ranks 16th out of the 93 counties for highest median income.

Nebraska showed a 4.5% decrease in median household income from 2008 to 2009, and an increase of 17.4% between 2000 and 2009. Garfield County had the greatest 2008 to 2009 increase (26.3%), while Brown County showed the largest decrease in median household income down 20.2%.



Industry Employment

What is it?

Average employment in the table to the right represents the number of filled positions covered by unemployment insurance who worked during, or received pay for, the pay period including the 12th of the month. This also allows for a person who holds multiple positions to be double or triple counted, once for each position they hold. Wages represent total compensation paid regardless of when services were performed. This data is a quarterly updated data set.

Some of the notable exceptions to these counts would include most self employed workers, many agriculture employees, railroad employees, as well as a number of non-profit and religious organizations.

In 2009, there were 1,098 total establishments in the Fremont MC, which employed 16,301 individuals. Manufacturing employed the largest number of people in the MC with 3,380, followed by Health Care and Social Assistance with 2,632 employment. The Utilities industry paid the highest average weekly wage for 2009 in the MC at \$1,147.

Employment and Wages by Industry Fremont MC, 2009

Industry	Establishments	Avg Employment	Avg Weekly Wage	Total Wages
Agriculture, Forestry, Fishing & Hunting	24	123	\$725	\$4,640,069
Mining	3	11	\$727	\$415,948
Utilities	5	123	\$1,147	\$7,334,470
Construction	107	516	\$693	\$18,584,457
Manufacturing	65	3,380	\$707	\$124,347,097
Wholesale Trade	80	741	\$858	\$33,064,521
Retail Trade	154	2,397	\$445	\$55,420,732
Transportation and Warehousing	45	490	\$741	\$18,882,141
Information	18	184	\$493	\$4,719,850
Finance and Insurance	76	450	\$723	\$16,920,651
Real Estate and Rental and Leasing	37	131	\$399	\$2,720,331
Professional and Technical Services	51	192	\$780	\$7,784,340
Management of Companies and Enterprises	5	32	\$1,024	\$1,703,605
Administrative and Waste Services	55	747	\$534	\$20,729,328
Educational Services	11	1,445	\$603	\$45,303,577
Health Care and Social Assistance	116	2,632	\$625	\$85,542,850
Arts, Entertainment, and Recreation	12	127	\$255	\$1,681,842
Accommodation and Food Services	92	1,420	\$201	\$14,822,500
Other Services, Ex. Public Admin	91	566	\$305	\$8,989,990
Public Administration	51	594	\$638	\$19,706,146
Total All Industries	1,098	16,301	\$582	\$493,314,445

Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2010

How to use it

The area's largest industries are easy to deduce from the employment and wages table above. Manufacturing employed the largest percentage of Fremont MC workers, nearly one quarter of the area's wages were paid to Manufacturing employees in 2009, suggesting how important the industry is for the MC. Manufacturing employees earn the third highest average weekly wage of workers in the Beatrice MC. Utilities pays the highest average weekly wage for all reported industries in the MC.

Where to find it

Industry data can be found at LMI Home. Under Employment and Wage Data > Industry Data > Quarterly Census of Employment and Wages(QCEW). QCEW data is updated quarterly.



Industry Employment Change Fremont MC, 2001 to 2009

Industry	2001 Employment	2009 Employment	Employment Change	Percent Change
Agriculture, Forestry, Fishing & Hunting	117	123	6	5.1%
Mining	N/A	N/A	N/A	N/A
Utilities	N/A	N/A	N/A	N/A
Construction	618	516	-102	-16.5%
Manufacturing	3,668	3,380	-288	-7.9%
Wholesale Trade	974	741	-233	-23.9%
Retail Trade	2,632	2,397	-235	-8.9%
Transportation and Warehousing	542	490	-52	-9.6%
Information	148	184	36	24.3%
Finance and Insurance	444	450	6	1.4%
Real Estate and Rental and Leasing	105	131	26	24.8%
Professional and Technical Services	224	192	-32	-14.3%
Management of Companies and Enterprises	19	32	13	68.4%
Administrative and Waste Services	746	747	1	0.1%
Educational Services	1,227	1,445	218	17.8%
Health Care and Social Assistance	2,175	2,632	457	21.0%
Arts, Entertainment, and Recreation	156	127	-29	-18.6%
Accommodation and Food Services	1,538	1,420	-118	-7.7%
Other Services, Ex. Public Admin	635	566	-69	-10.9%
Public Administration	594	594	0	0.0%
Total All Industries	16,709	16,301	-408	-2.4%

Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2010

Where to find it

Industry data can be found at LMI Home. Under Employment and Wage Data > Industry Data > Quarterly Census of Employment and Wages(QCEW). QCEW data is updated quarterly.

How to use it

Historical trends in industry employment are crucial in developing industry and occupational projections. Studying Fremont MC's industry employment history can also help to determine the critical industries in the state. A potential employer would benefit from determining whether a possible location already has a strong, growing employment base in that industry or whether employment in that area has recently declined.

Industry Employment

What is it?

The total employment for those covered by unemployment insurance in the Fremont MC for 2009 was 16,301. All employment decreased by 2.4% between 2001 and 2009.

Manufacturing had the highest private employment with 3,380 people, or 20.7%, of total employment. Health Care and Social Assistance had the largest numeric change within the MC between 2001 and 2009, with an employment increase of 457, or 21.0%. The MC also had notable gains in Educational Services with an increase of 218 employment for a 17.8% change since 2001.

Losses over the period were seen in Manufacturing, with 288 employment, or 7.9%, Wholesale Trade with 233 employment, or 23.9%, and Retail Trade with 235, or 8.9%.



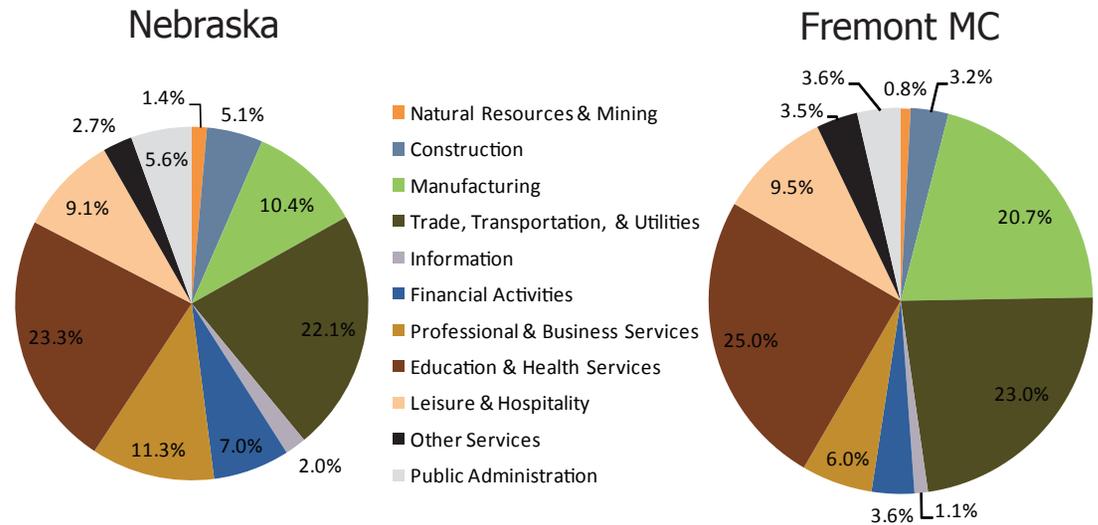
Industry Distribution

What is it?

These graphs represent the breakdown of the Fremont MC's industry employment compared to Nebraska's. The Fremont MC had a higher percent of employment than the state in Manufacturing, Trade, Transportation and Utilities, Education and Health Services, Leisure and Hospitality, and Other Services. The higher employment figures could be due to a number of factors, such as large employers locating in the area that they deem hospitable to their industry or perhaps a trained workforce that are capable of filling demand for the industries' production or services. With industry employment figures alone, it is difficult to pinpoint the exact reason one industry may be larger than another, which is why a person must consider more than one data source.

Overall, Education and Health Services had the highest percentage of employment for the Fremont MC in 2009, followed by Trade, Transportation, and Utilities. Natural Resources and Mining had the lowest percentage of employment within the area.

Percent of Employment by Industry Fremont MC and Nebraska Statewide, 2009



Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2010
 Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Released 2010

How to use it

The proportion of industry employment can be used to study which industries are significant employers in the area. This can be of interest when planning for regional development and expectations for incoming populations of laborers. This can also be of interest to businesses when surveying potential areas to either relocate or expand. This is a small piece of information that can be used to decide whether the area they are previewing may have the proper infrastructure to support their expanding business.

Where to find it

Industry data can be found at LMI Home. Under Employment and Wage Data > Industry Data > Quarterly Census of Employment and Wages(QCEW). QCEW data is updated quarterly.



Industry Location Quotient Fremont MC, 2001 to 2009

Industry	2001	2009	Change
Natural Resources and Mining	0.56	0.59	0.03
Construction	0.74	0.62	-0.12
Manufacturing	1.74	2.00	0.26
Trade, Transportation, and Utilities	1.14	1.05	-0.09
Information	0.26	0.52	0.26
Financial Activities	0.48	0.51	0.03
Professional and Business Services	0.53	0.53	0.00
Education and Health Services	0.84	0.96	0.12
Leisure and Hospitality	1.16	1.05	-0.11
Other Services	1.30	1.29	-0.01

Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2010

Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Released 2010

Where to find it

Industry data can be found at LMI Home. Under Employment and Wage Data > Industry Data > Quarterly Census of Employment and Wages(QCEW). QCEW data is updated quarterly.

How to use it

Location quotients provide information on how many people the industry employs in relation to another area. Industries with location quotients over 1.0 show a proportional rate of saturation of the labor market for that particular industry; this could be due to a number of reasons. A higher location quotient could indicate the industry receives a higher than average revenue when compared to costs within the area. When a location quotient is less than 1.0, this shows a lower level of saturation for the labor market. Location quotients are only calculated for non-agricultural industries.

Location Quotient

What is it?

The location quotient indicates the concentration of employment in an industry at an area's level relative to its concentration at the state's level. The area's location quotient is calculated by dividing each industry's employment by total employment and then by the state's employment ratio.

In 2009, Manufacturing had the highest location quotient at 2.00, with Other Services having the second highest at 1.29. This means that the Fremont MC area has a proportionally higher saturation of the workforce for these types of employees. Financial Activities has the lowest location quotient at 0.51.



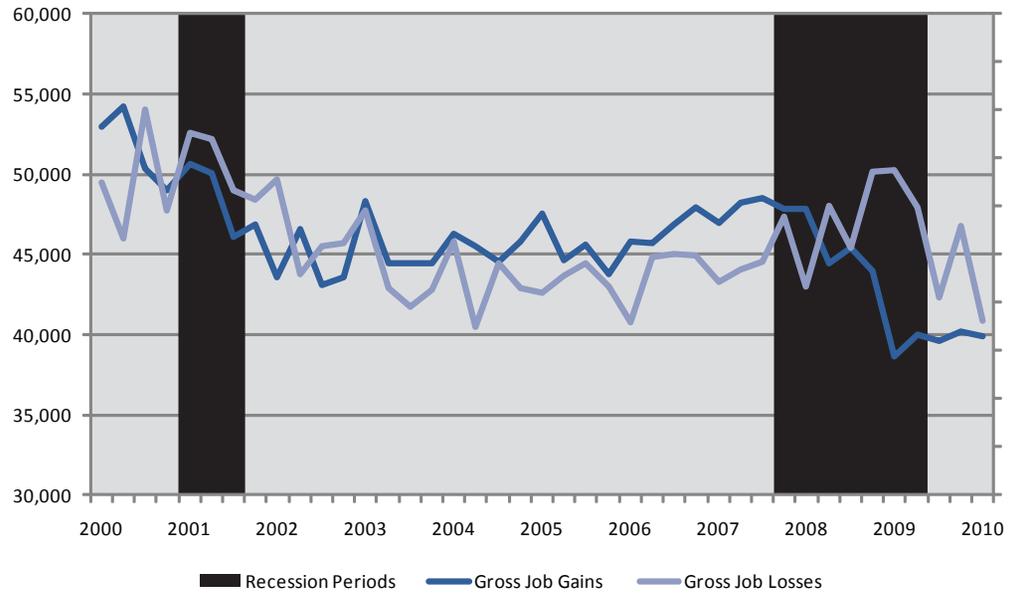
Employment Dynamics

What is it?

Business Employment Dynamics tracks gross job gains and losses at the establishment level. Government employees, private households and establishments with zero employment are not included in this information.

During the first quarter of 2010, there were 39,893 job gains from openings and expansions, and 40,899 job losses from closings and contractions. The net change was a 1,006 job loss for that quarter. First quarter of 2009 had similar but larger scale results, with many more losses and a net change of -11,590. The rates of gross job gains and losses provide a picture of the amount of "job churning" that occurs in the labor market.

Business Employment Dynamics: Job Gains & Losses Nebraska Statewide, 2000 to 2010



Note: Seasonally Adjusted Data

Source: Bureau of Labor Statistics, Business Employment Dynamics, Released 2010



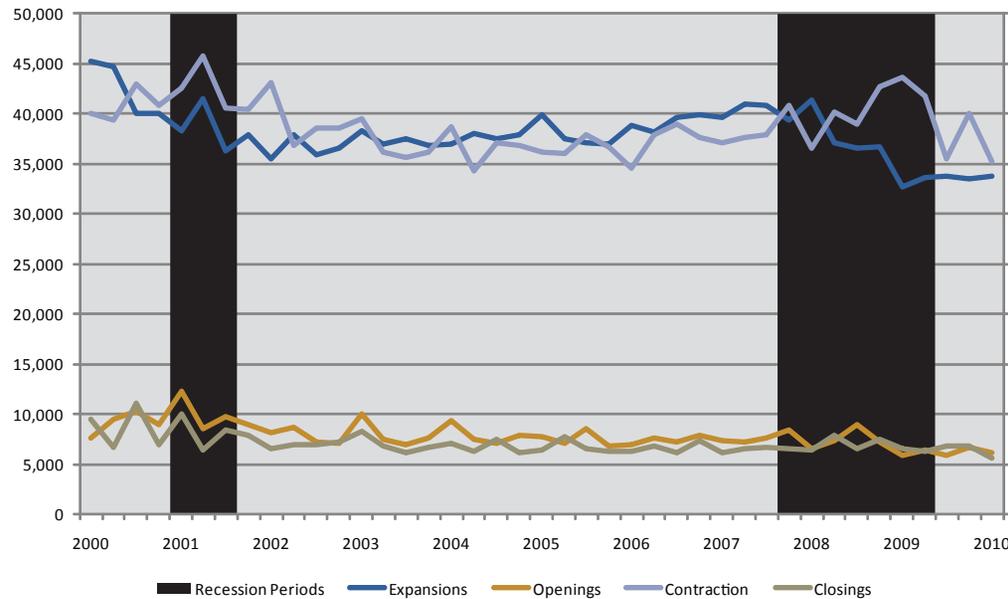
How to use it

Business Employment Dynamics show the movements of aggregate employment numbers and can be used to analyze over-the-quarter employment change in a way that tells the story of how the employment numbers change. This data is used to analyze the underlying reasons for shifts in the demand-side of the labor market. Business cycle analysis for industries, areas and the economy as a whole can also be done using Business Employment Dynamics.

Where to find it

Business Employment Dynamics can be found at bls.gov. Choose Business Employment Dynamics from the Employment Subject Area.

Business Employment Dynamics, Expansions & Contractions Nebraska Statewide, 2000 to 2010



Note: Seasonally Adjusted Data

Source: Bureau of Labor Statistics, Business Employment Dynamics, Released 2010

Where to find it

Business Employment Dynamics can be found at bls.gov. Choose Business Employment Dynamics from the Employment Subject Area.

How to use it

It is important to understand that openings are not necessarily new businesses that have opened, and that closings are not always establishments that have gone out of businesses. For example, businesses that are seasonal and close down for either the summer or the winter will be treated as closings at the end of the season or as openings at the beginning.

Employment Dynamics

What is it?

Nebraska experienced 39,893 job gains and 40,899 job losses during the first quarter of 2010. Gross job gains include both openings and expansions; gross job losses include closings and contractions. A majority of the gross job gains and losses can be attributed to expansions and contractions.

Expansions constituted 85 percent of gross job gains, while contractions were 87 percent of gross job losses. There were 33,698 establishments that expanded during the first quarter of 2010, and 6,195 establishment openings. The state also experienced 35,221 establishment contractions and 5,678 closings during that quarter. Establishment closures and contractions were significantly lower than were reported the corresponding quarter, last year.



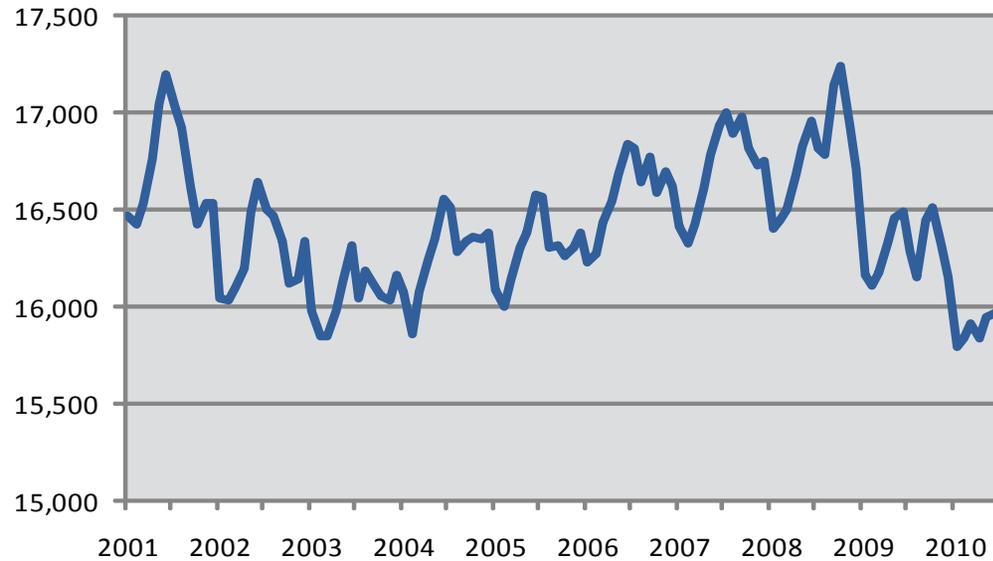
Employment Trends

What is it?

Seasonal fluctuations in employment are apparent in the chart to the right. Trends show that employment in the Fremont MC started off declining before increasing in April 2003. Yearly peaks occur in June before substantial drops between July and August and again between December and January. This trend is also apparent in labor force data.

Within the time period of 2001 to 2010, January to January Fremont MC job gains occurred four times and job declines happened five times. The largest January to January employment increase, within the 2001 to 2010 time frame, occurred from 2006 to 2007 with a gain of 1.1%, or 182 jobs. The largest January to January decrease occurred from 2001 to 2002 with a loss of 2.6%, or 422 jobs. The January to January job loss occurring from 2009 to 2010 is also noteworthy, with a loss of 2.3%, or 375 jobs.

Total Employment Trends Fremont MC, 2001 to 2nd Quarter 2010



Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2010

How to use it

Knowing historical seasonal fluctuation trends can be beneficial for both workers seeking work and businesses recruiting workers. Higher employment is common during the summer and harvesting months (although agricultural employment is not included in this data) as Construction and Retail Trade are at their peaks. A drop in employment is expected during the winter months and after the holidays, as fewer construction and retail workers are needed.

Where to find it

Industry data can be found at LMI Home. Under Employment and Wage Data > Industry Data > Quarterly Census of Employment and Wages(QCEW). QCEW data is updated quarterly.



Local Employment Dynamics: Quarterly Workforce Indicators Fremont MC, 2009 Four Quarter Average

Industry	Employment	Net Job Flows	Job Creation	New Hires	Separations	Turnover	Avg Monthly Earnings	Avg New Hire Earnings
Agriculture, Forestry, Fishing and Hunting	114	6	12	25	36	4.3%	\$3,271.50	\$3,027.75
Mining, Quarrying, and Oil and Gas Extraction	9	N/A	N/A	N/A	N/A	8.4%	\$2,679.50	N/A
Utilities	140	N/A	N/A	N/A	16	4.1%	\$4,532.50	\$2,386.00
Construction	545	-10	38	70	106	9.0%	\$2,948.25	\$1,937.50
Manufacturing	3,244	-16	93	227	279	5.2%	\$3,008.00	\$2,346.75
Wholesale Trade	728	N/A	27	59	78	5.3%	\$4,014.00	\$2,407.25
Retail Trade	2,219	-18	60	242	287	7.6%	\$2,050.50	\$1,137.75
Transportation and Warehousing	458	4	20	61	68	7.8%	\$3,374.25	\$2,320.50
Information	170	2	7	14	15	6.3%	\$2,748.25	\$1,380.00
Finance and Insurance	443	N/A	12	30	36	3.5%	\$3,203.50	\$1,648.25
Real Estate and Rental and Leasing	184	1	8	23	26	10.0%	\$2,856.25	\$1,402.00
Professional, Scientific, and Technical Services	230	N/A	20	15	32	7.0%	\$3,265.25	\$2,666.25
Management of Companies and Enterprises	48	-1	N/A	6	9	10.8%	\$2,593.75	\$2,045.00
Administrative and Support and Waste Management and Remediation Services	793	-5	105	328	396	16.4%	\$2,672.50	\$1,666.75
Educational Services	1,569	-4	53	106	194	6.5%	\$2,921.50	\$1,239.00
Health Care and Social Assistance	2,512	15	86	268	284	7.6%	\$2,737.75	\$1,796.50
Arts, Entertainment and Recreation	134	N/A	19	27	37	16.9%	\$1,312.25	\$1,385.50
Accommodation and Food Services	1,319	2	85	317	355	15.6%	\$932.00	\$665.50
Other Services (except Public Administration)	572	-5	28	81	109	10.4%	\$1,419.50	\$916.75
Public Administration	524	4	43	39	72	4.1%	\$3,175.00	\$2,068.00
Fremont MC All Industry	15,963	-25	733	1,954	2,443	7.8%	\$2,662.00	\$1,555.50

Source: U.S. Census Bureau, Local Employment Dynamics, Released 2010

Where to find it
Quarterly Workforce Indicators can be found at lehd.did.census.gov/led/. Choose QWI under the Tools section.

How to use it
With this data, we can measure the number of stable jobs, assess how businesses and workers react to economic conditions, and determine if industries are growing or declining. The turnover rate reflects movement within businesses as well as growth and decline. The turnover rate is used to calculate costs of training and replacing human resources, and can be influential in a prospective business developer's decision of where to locate.

Workforce Indicators

What is it?

Local Employment Dynamics Quarterly Workforce Indicators reveal the movement of workers in and out of the Fremont MC's businesses. For the 2009 four quarter average, the MC's overall employment was 15,963.

There were negative job flows for the Fremont MC, showing that employment contracted between 2008 and 2009; a sizable number of separations contributed to this.

The Fremont MC had an overall turnover rate of 7.8%. The highest turnover rate was in Arts, Entertainment and Recreation at 16.9%. Finance and Insurance had the lowest turnover rate, of 3.5%. The Fremont MC is the only statistical area within the state where the Utilities industry does not have the lowest turnover rate. This rate is derived by taking half of the hires and separations, then dividing by the stable jobs (total employment).



Occupational Employment

What is it?

The Occupational Employment Statistics survey is another method of gathering employment and wage information. Although the employment and wages are estimates, the survey generally has a 90 percent or higher business response rate.

There are 23 major occupation groups, and more than 750 detailed occupations. Occupational employment in the Fremont MC decreased between 2008 and 2009 by 1,080. Education, Training, and Library Occupations employment increased by the greatest amount, with a change of 230 jobs. Healthcare Support Occupations decreased the most in employment over the year by 230 jobs within the MC. Office and Administrative Support Occupations employed the most workers within the Fremont MC.

Occupational Employment Statistics employment is tabulated once a year. However, the wages for each occupation are updated each quarter to give a more current reflection of wages paid to employees.



Employment by Occupation Fremont MC, 2008 to 2009

Occ Code	Occupational Title	2008	2009	Employment Change
		Employment	Employment	
00-0000	Total all occupations	17,390	16,310	-1,080
11-0000	Management Occupations	450	430	-20
13-0000	Business and Financial Operations Occupations	400	440	40
15-0000	Computer and Mathematical Occupations	40	60	20
17-0000	Architecture and Engineering Occupations	60	60	0
19-0000	Life, Physical, and Social Science Occupations	50	40	-10
21-0000	Community and Social Services Occupations	130	170	40
23-0000	Legal Occupations	N/A	N/A	N/A
25-0000	Education, Training, and Library Occupations	780	1,010	230
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	140	130	-10
29-0000	Healthcare Practitioners and Technical Occupations	1,160	980	-180
31-0000	Healthcare Support Occupations	800	570	-230
33-0000	Protective Service Occupations	280	160	-120
35-0000	Food Preparation and Serving-Related Occupations	1,980	1,800	-180
37-0000	Building and Grounds Cleaning and Maintenance Occupations	650	600	-50
39-0000	Personal Care and Service Occupations	580	460	-120
41-0000	Sales and Related Occupations	2,310	2,150	-160
43-0000	Office and Administrative Support Occupations	2,430	2,450	20
45-0000	Farming, Fishing, and Forestry Occupations	N/A	130	N/A
47-0000	Construction and Extraction Occupations	450	490	40
49-0000	Installation, Maintenance, and Repair Occupations	810	630	-180
51-0000	Production Occupations	2,460	2,370	-90
53-0000	Transportation and Material Moving Occupations	1,270	1,140	-130

Source: Nebraska Department of Labor, Occupational Employment Statistics, Released 2010

How to use it

Employment by occupation provides a different measure of the Beatrice MC's workforce than employment by industry. Occupations are defined by the type of work a person does. Occupational employment looks at each worker within the business and distinguishes their specific job title (i.e., it classifies a person based on the job description rather than the industry of the employer), while an industry is defined by the primary operation of the business or agency.

Where to find it

Occupational employment and wages can be found at LMI Home. Under Historic Data Analysis Employment and Wage Data > Occupational Data > and Occupation Wage Rates (OES). Occupational Employment Statistics data is updated quarterly.

Employment by Occupation Fremont MC, Third Quarter 2010

Standard Occupational Code Title	Estimated Employment May 2009	Hourly Median Wages	Annual Median Wages
Combined Food Preparation and Serving Workers, Including Fast Food	630	\$7.52	\$15,636
Cashiers	630	\$8.21	\$17,058
Retail Salespersons	520	\$9.47	\$19,707
Waiters and Waitresses	490	\$7.36	\$15,302
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	380	\$9.56	\$19,870
Registered Nurses	370	\$25.95	\$53,981
Nursing Aides, Orderlies, and Attendants	340	\$12.39	\$25,765
Bookkeeping, Accounting, and Auditing Clerks	290	\$13.88	\$28,876
Teacher Assistants	200	N/A	\$19,989
First-Line Supervisors/Managers of Retail Sales Workers	190	\$18.18	\$37,812
Secretaries, Except Legal, Medical, and Executive	190	\$13.28	\$27,609
Sales Reps., Wholesale and Manu., Ex. Tech. and Sci. Products	180	\$19.89	\$41,385
Truck Drivers, Heavy and Tractor-Trailer	180	\$13.61	\$28,308
Office Clerks, General	170	\$10.52	\$21,886
Recreation Workers	150	\$8.01	\$16,664
Electricians	150	\$18.22	\$37,906
Laborers and Freight, Stock, and Material Movers, Hand	150	\$13.04	\$27,134
Child Care Workers	140	\$7.60	\$15,810
Receptionists and Information Clerks	140	\$13.02	\$27,085
First-Line Supervisors/Managers of Production and Operating Workers	130	\$24.20	\$50,330

Source: Nebraska Department of Labor, Occupational Employment Statistics, Released 2010

How to use it

Occupational employment wage figures are a resource used to give an estimation of common wages paid for most occupations. This could be useful for employers to check what a competitive wage is for posting a new job. It can also be useful for students planning a career path through their education to gain an idea of what they may expect to make, depending upon their choice.

Where to find it

Occupational employment and wages can be found at LMI Home. Under Historic Data Analysis Employment and Wage Data > Occupational Data > and Occupation Wage Rates (OES). Occupational Employment Statistics data is updated quarterly.

Occupational Employment

What is it?

Listed on the left are the top twenty specific occupations for the MC, ranked by estimated employment. Along with that are the corresponding hourly and annual median wages for that occupation.

Of the top twenty occupations listed, Combined Food Preparation and Serving Workers, including Fast Food and Cashiers occupations employ the greatest number of workers in the MC, tied with 630. The next largest occupation by employment was Retail Salespersons with employment at 520. The sixth of the top twenty occupations listed reported the highest median wages for 2009; Registered Nurses reported \$53,981. The top occupation by wages, which did not make the top twenty occupations by employment, was Chief Executives making a median annual wage of \$167,233.

Retail Salespersons, were similarly representative of national patterns, ranking high in the top twenty occupations in the MC and the state.



Nebraska Initial Claims

What is it?

Initial Claims data tracks individuals who file for Unemployment Insurance benefits. Initial claims are often viewed as a leading indicator for the economy. Rarely are initial claims treated as an accurate data point, singularly, due to high volatility of the data caused by numerous outside variables. Rather, its trend is used to indicate the state of the labor market.

These applications are accepted both electronically and via telephone. Due to the different methods applications are received, demographic information is not always reported during an application for benefits. This is a reason that the figure for Unknown/Not Reported claims in the different demographic categories can vary drastically; specifically, in the table showing claims by race.



Nebraska Initial Claims Fremont MC, 2010

Race	Number of Claims
White	1,680
Black	17
Asian	8
American Indian or Alaska Native	25
Native Hawaiian or other Pacific Islander	1
Unknown/Not Reported	682
Ethnicity	
Not Hispanic or Latino	2,074
Hispanic or Latino	99
Unknown/Not Provided	240
Sex	
Male	1,322
Female	1,091

Source: Nebraska Department of Labor, Unemployment Insurance Program, Released 2011

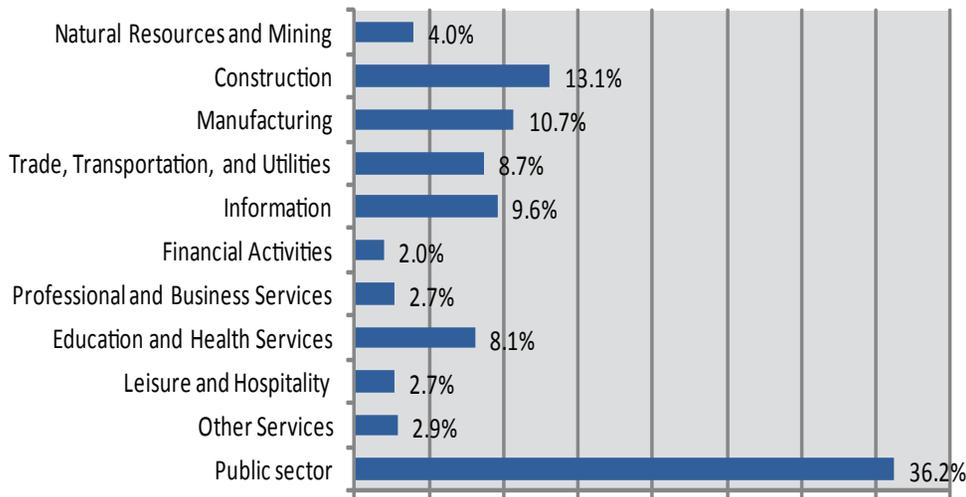
How to use it

The table above shows annual counts of initial claims by different characteristics. These counts give a picture of the workers affected by decreased demand for labor throughout the state. This could be due to both, seasonality or decreased business for employers. These demographic claims numbers are available through this publication and per request of the Nebraska Department of Labor.

Where to find it

Basic initial claims data can be viewed at the US Department of Labor's website, (<http://ows.doleta.gov/unemploy/claims.asp>) under the Employment and Training Administration program statistics.

National Unionization Rates by Industry 2010



0.0% 5.0% 10.0% 15.0% 20.0% 25.0% 30.0% 35.0% 40.0%
 Note: Includes employed wage and salary workers age 16 and over.
 Source: Bureau of Labor Statistics, Union Members - 2010, Released 2011

How to use it

Nationally, full-time workers participated in unions at nearly twice the rate of part-time workers. On average, members earned 27.9% more per week than non-members. The number of workers who were union members declined over 2010 by 4%; following a long term, downward trend. In 1983, the first year with comparable union data available, the national union membership rate was 20.1% with 17.7 million union workers. In 2010, union members accounted for 11.9% of employed and salary workers, with 14.7 million union members.

Where to find it

Union Membership data can be found at www.bls.gov, choose the Economic Releases tab and click on Union Members under Employment & Unemployment.

Unionization Rates

What is it?

Unionization rates measure the level of participation of employees in unions throughout the labor force. National unionization rates differ dramatically between the private and public sector. The public sector, Government, has the highest industry unionization rate, with 36.2% of employees participating in a union. More public sector employees (7.6 million) belonged to a union than did private employees (7.1 million), despite there being almost five times more wage and salary workers in the private sector.

In the private sector, Financial activities has the lowest rate of unionization, with 2.0%, followed by Leisure and Hospitality and Professional and Business Services both having 2.7%.

Private sectors with sizable portions of their workforce participating in unions include: Construction (13.1%), Manufacturing (10.7%), and Information (9.6%). Nebraska's union membership rate rose from 9.2% in 2009 to 9.3% in 2010.

Nebraska Unionization Rates 2010

	2009	2010
Total Employed	823,000	813,000
Total Union Members	76,000	75,000
Percent Union Members	9.2%	9.3%
Total Representation by Unions	94,000	96,000
Percent Represented by Unions	11.4%	11.8%

Note: Includes employed wage and salary workers age 16 and over.
 Source: Bureau of Labor Statistics, Union Members in 2010, Released 2011

Industry Projections

What is it?

Industry employment projections are based on historical, statistical and subjective analysis of industry trends. Long-term industry projections are produced every two years and the results are then used as an input into occupational projections.

Several of the Northeast Economic Region's industries are projected to experience significant growth by 2018. The industries expected to see the largest growth rates are Health Care and Social Assistance (21.4%), Administrative and Waste Management Services (16.4%), and Professional, Scientific, and Technical Services (16.0%). Agriculture, Forestry, and Fishing (-10.2%), Information (-1.6%), and Mining (-1.1%) are likely to decline.

Between 2006 and 2016, the Region's industry employment is expected to grow at a Compound Annual Growth Rate (CAGR) of 0.61% for a total gain of 6.2%, or 8,171 projected jobs. Nebraska industry growth is projected at a rate of 10.4% with 106,152 total openings.

Long Term Industry Employment Projections Northeast Economic Region, 2008 to 2018

Industry	2008 Annual Employment	2018 Projected Employment	Change in Employment 2008-2018	Percent Change (%)	Compound Annual Growth Rate (%)
Agriculture, Forestry, and Fishing	17,651	15,856	-1,795	-10.2	-1.07
Mining	89	88	-1	-1.1	-0.11
Utilities (including private + local)	1,278	1,289	11	0.9	0.09
Construction	5,222	6,000	778	14.9	1.40
Manufacturing	24,406	24,442	36	0.1	0.01
Wholesale Trade	6,426	6,562	136	2.1	0.21
Retail Trade	12,684	12,972	288	2.3	0.22
Transportation and Warehousing	3,990	4,362	372	9.3	0.90
Information	1,211	1,192	-19	-1.6	-0.16
Finance and Insurance	4,180	4,644	464	11.1	1.06
Real Estate and Rental and Leasing	709	757	48	6.8	0.66
Professional, Scientific, and Technical Services	2,077	2,410	333	16.0	1.50
Management of Companies and Enterprises	476	501	25	5.3	0.51
Administrative & Waste Management Services	3,752	4,366	614	16.4	1.53
Educational Services (including state and local gov)	11,289	13,424	2,135	18.9	1.75
Health Care and Social Assistance	13,740	16,687	2,947	21.4	1.96
Arts, Entertainment, and Recreation	1,016	1,062	46	4.5	0.44
Accommodation and Food Services	6,797	7,254	457	6.7	0.65
Other Services (except Government)	4,798	5,228	430	9.0	0.86
Government	9,386	10,252	866	9.2	0.89
Total Northeast Economic Region	131,177	139,348	8,171	6.2	0.61

Source: Nebraska Department of Labor, 2008-2018 Long Term Industry Projections, Released 2010

How to use it

The Compound Annual Growth Rate (CAGR) is the year-over-year rate of growth in a given time period. However, this should only be used to estimate the employment for each given year, as this does not account for fluctuating growth. Nebraska's industry employment CAGR between 2008 and 2018 is 1.0%; using the 2008 total employment of 1,023,593 to estimate the growth after five years would result in an estimated increase of 52,214 and a 2013 employment of 1,075,806.

Where to find it

Long-term industry projections can be found at LMI Home. Under Historic Data Analysis > Employment and Wage Data > Industry Data > Industry Employment and Projections (Long Term).



Long Term Occupational Employment Projections Northeast Economic Region, 2008 to 2018

SOC Title	2008 Est. Employment	2018 Proj. Employment	Growth Openings	Replacement Openings	Total Openings	Numeric Change	Percent Change (%)
Management Occupations	7,936	8,004	253	1,761	2,014	68	0.9
Business and Financial Operations Occupations	3,560	4,090	539	695	1,234	530	14.9
Computer and Mathematical Occupations	896	1,010	131	182	313	114	12.7
Architecture and Engineering Occupations	1,041	1,095	72	223	295	54	5.2
Life, Physical, and Social Science Occupations	698	800	104	206	310	102	14.6
Community and Social Services Occupations	1,616	1,926	311	352	663	310	19.2
Legal Occupations	250	283	33	42	75	33	13.2
Education, Training, and Library Occupations	7,256	8,727	1,471	1,602	3,073	1,471	20.3
Arts, Design, Entertainment, Sports, and Media Occupations	1,187	1,318	141	306	447	131	11.0
Healthcare Practitioners and Technical Occupations	6,300	7,697	1,397	1,324	2,721	1,397	22.2
Healthcare Support Occupations	3,500	4,198	701	380	1,081	698	19.9
Protective Service Occupations	1,509	1,676	167	539	706	167	11.1
Food Preparation and Serving Related Occupations	8,210	8,971	766	2,711	3,477	761	9.3
Building and Grounds Cleaning and Maintenance Occupations	4,603	4,810	241	772	1,013	207	4.5
Personal Care and Service Occupations	3,775	4,226	455	882	1,337	451	11.9
Sales and Related Occupations	12,996	13,481	520	4,048	4,568	485	3.7
Office and Administrative Support Occupations	18,481	19,493	1,346	3,716	5,062	1,012	5.5
Farming, Fishing, and Forestry Occupations	12,378	11,113	30	3,307	3,337	-1,265	-10.2
Construction and Extraction Occupations	5,831	6,406	579	1,099	1,678	575	9.9
Installation, Maintenance, and Repair Occupations	5,940	6,400	478	1,176	1,654	460	7.7
Production Occupations	19,817	20,330	883	4,503	5,386	513	2.6
Transportation and Material Moving Occupations	10,897	11,097	515	2,450	2,965	200	1.8
Total, All Occupations Northeast Economic Region	138,677	147,151	11,133	32,276	43,409	8,474	6.1

Source: Nebraska Department of Labor, 2008-2018 Long Term Occupational Projections, Released 2010

How to use it

Job growth is a good indicator of the overall performance of the economy in an area. When jobs are being created in a region, it generally means the region is growing and is able to support additional use of resources.

Where to find it

Long-term occupation projections can be found at LMI Home. Under Current Data Analysis > Occupation Specific Data > Employment and Wage Data > Employment and Future Employment Outlook.

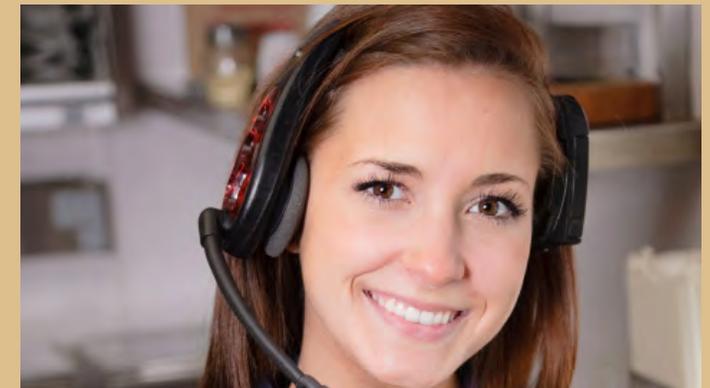
Occupational Projections

What is it?

Applying industry staffing patterns from the most recent Occupational Employment Statistics survey to industry projections provides forecasts for occupational demand by industry for as many as 750 different job titles.

All major group occupations are projected to see an increase in employment between 2008 and 2018. Healthcare Practitioners and Technical occupations are anticipated to see the largest employment percent change in the region at 22.2% over the ten year period.

Registered Nurses are projected to add the most jobs (580) of all detailed occupations in the Northeast Economic Region.



Employment Projections

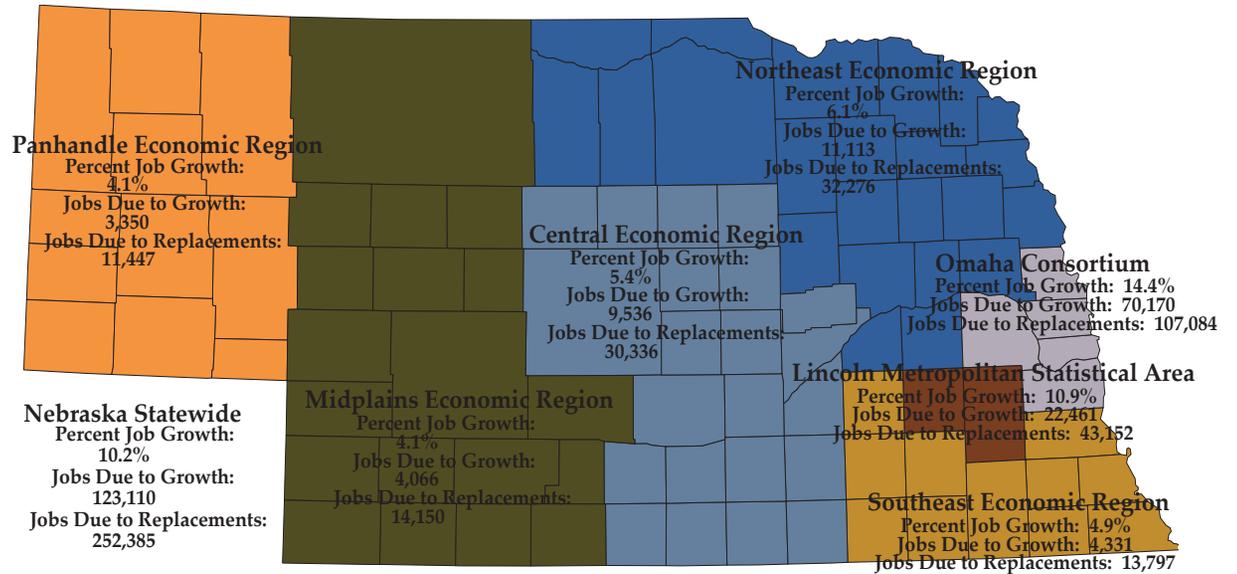
What is it?

Employment projections provide current and forecasted economic trends. According to the current long-term occupational projections, each region in Nebraska is expected to see an increase in employment over the next several years.

The Northeast Economic Region is expected to see a job change of 6.1% by 2018, which includes over 11,000 growth openings. About 375,000 total openings are expected between 2008 and 2018 across the state, increasing total occupational employment by 123,110, or 10.2%. National growth of 10.1% is also expected between 2008 and 2018.

The Omaha Consortium will see the largest growth (14.4%), with 70,170 projected openings from growth and 107,084 openings from replacements. In 2008, the Omaha Consortium constituted more than 40 percent of statewide employment.

Projected Employment Change by Economic Region 2008 to 2018



Source: Nebraska Department of Labor, 2008-2018 Long Term Occupational Projections, Released 2010

How to use it

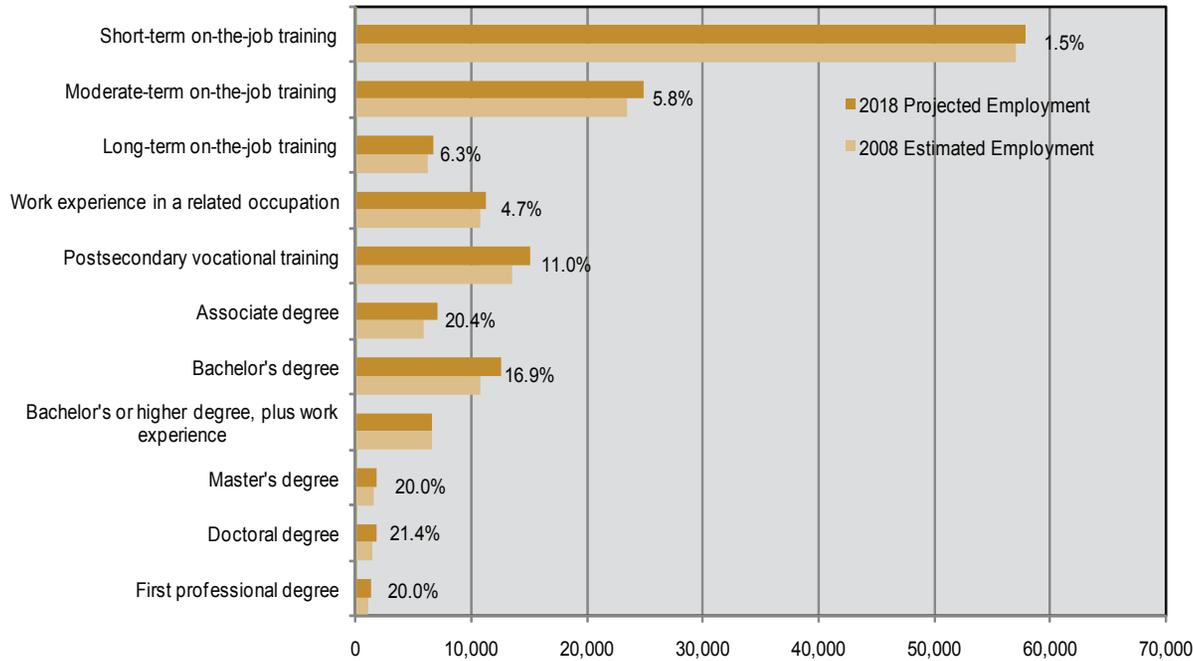
Identifying which regions of the state are expected to have the largest growth is beneficial to educators, businesses and communities. Employment forecasting can be used in strategic planning for the future to better prepare organizations and communities for upcoming changes. By knowing the areas that are expected to experience rapid growth, areas where there will be increasing demand for a talented workforce can be identified. However, regions can only reach the projected growth if the labor force is there to meet employment needs.

Where to find it

Long-term occupation projections can be found at LMI Home. Under Current Data Analysis > Occupation Specific Data > Employment and Wage Data > Employment and Future Employment Outlook.



Projected Employment Change by Educational Level Northeast Economic Region, 2008 to 2018



Source: Nebraska Department of Labor, 2008-2018 Long Term Occupational Projections, Released 2010

Employment Projections

Projections

What is it?

Occupational projections data can be examined by education and training. There are eleven educational and training categories that are determined by the level most often required for that occupation, sometimes an employer will require more or less.

The 2008 estimated employment levels show employment concentrations in the two lowest levels of training. The next highest level of employment is in occupations that require a postsecondary vocational training.

There are more annual openings for jobs that require lower levels of education and training than for jobs that require higher degrees. However, when the growth rate is considered, jobs requiring higher degrees are expected to grow more rapidly. This shows that employers are expected to require a higher skilled workforce in the future.

How to use it

Information on occupational projections by education is valuable to training officials, education planners, vocational and employment counselors, students and job seekers. This information can be utilized to determine what levels of training will be required in the future and how to plan accordingly to meet these needs. The chart above shows 2008 estimates as well as 2018 projections of jobs per education level. At the end of each set of bars is the estimated percent change over the ten year period.

Where to find it

Projected Employment Change by Education Level can be found at LMI Home. Under Labor Market Data > Data Download Center > Occupational Employment Projections > Long Term files > the tab labeled "Education".



Demand Occupations

What is it?

The occupations listed in the table represent the top 20 high wage, skill and demand occupations. These occupations typically offer above average wages, require a higher than average level of education or skill and have a high level of demand. Demand is determined by the number of annual openings, the net change in employment and the growth rate.

A large portion of the top occupations require a Bachelor's degree in the Northeast Economic Region. Education, Training and Library has four occupations falling into the top 20 High Wage, High Skill and High Demand occupations. Another three fall into the Business and Financial Operations occupational category. This shows a need for highly skilled labor in these occupations in the Region.

High Wage, High Skill and High Demand Occupations Northeast Economic Region, 2010

Rank	SOC Title	Avg Annual Opening	Avg Hourly Wage	Education & Training
1	Registered Nurses	99	\$25.34	Associate degree
2	Truck Drivers, Heavy and Tractor-Trailer	100	\$17.58	Postsecondary vocational training
3	Elementary School Teachers, Except Special Education	58	NA	Bachelor's degree
4	Licensed Practical and Licensed Vocational Nurses	45	\$16.63	Postsecondary vocational training
5	Secondary School Teachers, Except Special and Vocational Education	39	NA	Bachelor's degree
6	Middle School Teachers, Except Special and Vocational Education	25	NA	Bachelor's degree
7	Accountants and Auditors	25	\$29.97	Bachelor's degree
8	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41	\$22.87	Work experience in a related occupation
9	Computer-Controlled Machine Tool Operators, Metal and Plastic	19	\$17.36	Associate degree
10	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	14	\$17.86	Postsecondary vocational training
11	First-Line Supervisors/Managers of Office and Administrative	23	\$18.56	Work experience in a related occupation
12	Electrical Power-Line Installers and Repairers	17	\$23.97	Associate degree
13	Business Operations Specialists, All Other	18	\$43.85	Bachelor's degree
14	First-Line Supervisors/Managers of Retail Sales Workers	30	\$17.39	Work experience in a related occupation
15	Electricians	21	\$18.81	Postsecondary vocational training
16	Postsecondary Teachers, All Other	NA	NA	Doctoral degree
17	Automotive Service Technicians and Mechanics	19	\$16.58	Postsecondary vocational training
18	Police and Sheriff's Patrol Officers	17	\$17.18	Long-term on-the-job training
19	Loan Officers	11	\$28.53	Bachelor's degree
20	Public Relations Specialists	10	\$20.73	Bachelor's degree

Source: Nebraska Department of Labor, 2008-2018 Long Term Occupational Projections, Released 2010

Source: Nebraska Department of Labor, Occupational Employment Statistics 3rd Quarter 2010, Released 2010

How to use it

Identifying which occupations offer high wages, requires skilled workers and are expected to be in demand is useful for students, counselors and people changing careers. This is especially important for people who have been laid off and are starting over in new careers. Educational institutions may use the information to ensure that they are providing the education people need to supply skilled workers for the state's businesses.

Where to find it

Contact the Office of Labor Market Information for additional information about High Wage, High Skill and High Demand Occupations.



Occupations by Industry Nebraska Statewide, 2010

Industry	Largest Occupation	2008 Estimated Employment	2018 Projected Employment	Numeric Change	Percent Change (%)
Natural Resources and Mining	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	60,517	53,390	-7,127	-11.8%
Construction	Carpenters	49,107	58,968	9,861	20.1%
Manufacturing	Meat, Poultry, and Fish Cutters and Trimmers	101,401	103,745	2,344	2.3%
Trade, Transportation, and Utilities	Retail Salespersons	212,465	229,570	17,105	8.1%
Information	Customer Service Representatives	18,768	18,896	128	0.7%
Financial Activities	Customer Service Representatives	69,253	77,502	8,249	11.9%
Professional and Business Services	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	105,555	126,121	20,566	19.5%
Education and Health Services	Registered Nurses	217,495	255,212	37,717	17.3%
Leisure and Hospitality	Combined Food Preparation and Serving Workers, Including Fast Food	82,609	91,603	8,994	10.9%
Other Services	Hairdressers, Hairstylists, and Cosmetologists	36,064	39,048	2,984	8.3%
Government	Police and Sheriff's Patrol Officers	70,359	75,690	5,331	8.0%

Source: Nebraska Department of Labor, 2008-2018 Long Term Occupational Projections, Released 2010

Industries and Occupations

Projections

What is it?

The chart shows the occupational projections for the largest occupation within the major industry groups based on 2008 estimated employment. Looking at projections from this perspective helps give more detail to the projections as occupations can vary widely from industry to industry.

Customer Service Representatives are the top occupation for both the Information and Financial Activities industries. Individuals employed in this occupation in either industry would perform the basic job duties of interacting with customers, answering questions about products and services and handling customer complaints. However, someone employed in the Information industry would be dealing with a different type of clientele than someone employed in the Professional and Business Services industry.

How to use it

Knowing what occupations emerge across industries is useful for many groups of people. Examining the data in this way gives students more of an idea of what types of industries employ people in their chosen field as well as the occupational outlook for these occupations. It is also useful to people switching careers and for assisting dislocated workers. They can be helpful in identifying where skills could be transferred as well as the employment projection for these occupations within different industries.

Where to find it

Occupations by Industry can be found at LMI Home. Under Publications > Get More > Nebraska Occupational and Industry Projections Publication.



Area Definitions

Labor Market Regional Reviews are available for ten identified Micropolitan Statistical Areas, the Lincoln Metropolitan Statistical Area, and the Omaha Consortium. The publications are available in PDF format on the Nebraska Department of Labor Website at networks.nebraska.gov/analyzer. Printed copies can be ordered by calling 1-800-876-1377.

As much as possible, the most local data available is provided for each data element. In some cases data for a larger area must be presented to ensure confidentiality of individuals and businesses. Definitions for geographic areas used in this publication are shown below.

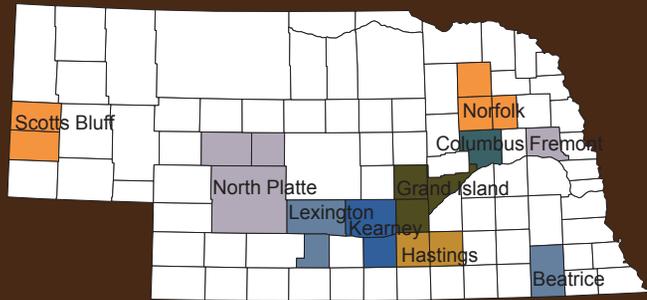
The federal Office of Management and Budget (OMB) defines metropolitan and micropolitan statistical areas to collect, tabulate, and publish federal data. Metropolitan and micropolitan statistical areas are defined by a core area with a specific population, along with adjacent communities with a high level of social or economic integration with the core area. Both metropolitan and micropolitan statistical areas may be a single county or may include multiple counties.

Micropolitan Statistical Areas

Micropolitan Statistical Areas are defined as a core population of between 10,000 and 50,000 residents, as well as areas with a high degree of social and economic integration. In Nebraska, there are ten micropolitan statistical areas which can be seen on the map to the left.

Metropolitan Statistical Areas

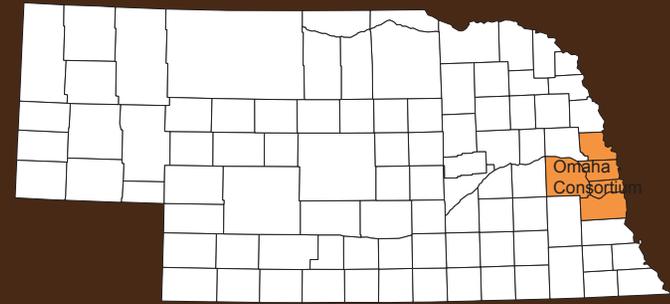
A Metropolitan Statistical Area is defined as an urban area with at least 50,000 residents. Adjacent counties with a high degree of social and economic ties to the core area are included in the metropolitan statistical area. Nebraska has two metropolitan statistical areas: Omaha and Lincoln. The Sioux City metropolitan statistical area includes counties in Nebraska; however, because the population core is in Iowa, it is considered an Iowa metropolitan statistical area.



Area Definitions

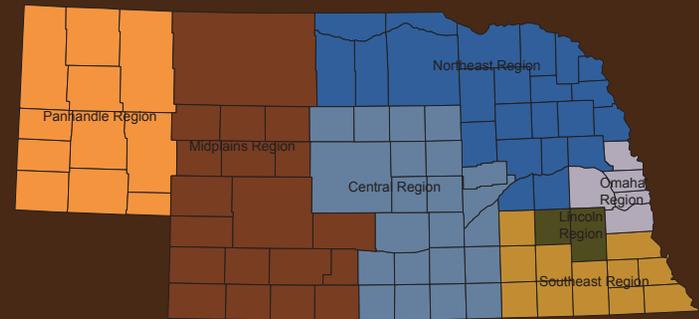
Omaha Consortium

The Omaha Metropolitan Statistical Area includes eight counties: five in Nebraska and three in Iowa. The Omaha Consortium includes only those counties in the Omaha Metropolitan Statistical Area that are located in Nebraska. This need for the Omaha Consortium is due to the inability to compile some data for areas that cross state lines.



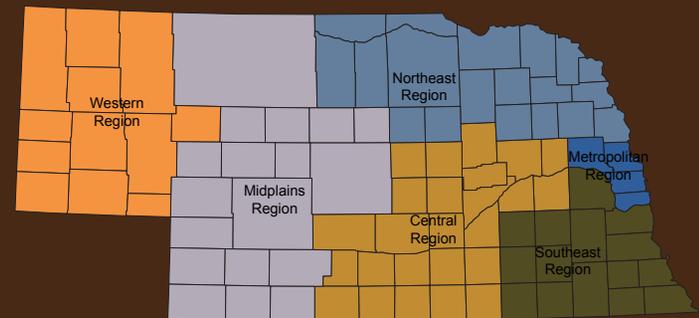
Economic Regions

Nebraska has seven Economic Regions: Panhandle, Midplains, Central, Northeast, Southeast, Lincoln and Omaha. The Lincoln Region is comprised of Lancaster and Seward counties, and the Omaha region is comprised of Cass, Douglas, Sarpy, Saunders and Washington counties. The other five regions are comprised of the remaining 86 counties in the state.



Community College Regions

There are six Community College service regions in Nebraska. Service regions follow county boundaries with two exceptions. Northeast Community College serves the northern edge of Boone County and Western Nebraska Community College serves the western edge of Cherry County.



Contact Information

For questions about any topics related to Nebraska's labor market, or to request a printed copy of a report mentioned in this publication, please contact the Office of Labor Market Information at any of the numbers listed below. You may also contact the Office of Labor Market Information at ndol.lmi_ne@nebraska.gov or visit us on the Web at networks.nebraska.gov/analyzer.

Office of Labor Market Information: The home page can be found at networks.nebraska.gov/analyzer; this page is referred to as LMI Home.
(402) 471-2600 or 1-800-876-1377

Affirmative Action Data: Data is available to assist employers in evaluating the percentage of women and minorities in the workforce and in establishing goals in order to improve participation rates among these groups.
(402) 471-2600 or 1-800-876-1377

Census Information: Assistance in obtaining decennial Census, American Community Survey, population estimates, and other U.S. Census Bureau information is available.
(402) 471-2600 or 1-800-876-1377

Cost of Living and Inflation: Consumer Price Indexes (CPI) program produces monthly data on changes in the prices paid by urban consumers for a representative basket of goods and services.
(402) 471-2600 or 1-800-876-1377

Filing for Unemployment: Apply for unemployment insurance benefits at dol.nebraska.gov; under for workers, click on Filing for Unemployment Insurance.
(402) 458-2800

Labor Laws: Minimum wage, employee wage payment & collection, child labor, lunch periods, private employment agencies, contractor registration, non-English speaking employees, medical examinations, wage garnishments and other employment related laws are available at dol.nebraska.gov; click on Safety & Labor Standards.
(402) 471-2239

Licensed and Certified Occupations: Links to information and licensing authorities are available at networks.nebraska.gov/analyzer; click on Publications.
(402) 471-9629 or 1-800-876-1377

Nebraska Workforce Trends: To view the monthly e-newsletter's current and previous issues visit networks.nebraska.gov/analyzer and click on Nebraska Workforce Trends.
(402) 471-2600 or 1-800-876-1377

O*NET: Assistance with the national database of occupational information products including O*NET Online, onlineonetcenter.org; O*NET Code Connector, onetcodeconnector.org; and O*NET Resource Center; onetcenter.org, is available.
(402) 471-2600 or 1-800-876-1377

UI Connect: To file and pay unemployment insurance taxes, employers can visit dol.nebraska.gov; under for employers, click on File Unemployment Taxes.
(402) 471-9898

Work Opportunity Tax Credits and Welfare to Work Tax Credits: Information for employers to hire employees from 10 "targeted groups" who have historically had difficulty finding employment can be obtained from dol.nebraska.gov; click on Get Tax Credits under For Employers in the center of the page.
(402) 471-2776 or (402) 471-9734

Worker Training Grants: Information for employers training incumbent workers is available at dol.nebraska.gov; click on For Employers and select Train Your Employees.
(402) 471-9977