2013 Scottsbluff Regional Review

NEBRASKA
DEPARTMENT OF LABOR

2013 Scottsbluff Regional Review
is a publication of

Nebraska Department of Labor
Office of Labor Market Information

550 South 16th Street
PO Box 94600
Lincoln, NE 68509-4600
Telephone: 1.800.876.1377
Fax: 1.402.471.9867

This report is available online and can be accessed by going to
neworks.nebraska.gov/analyzer
under Labor Market Information Publications.

The Department of Labor accepts no liability for any actions taken or not taken as a result of information contained in this report.

Any information in this report may be quoted or reproduced, provided an accurate citation is made.

Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to individuals with disabilities.
TDD: 1.800.833.7352

Acknowledgements

Dave Heineman
Governor

Nebraska Department of Labor

Catherine Lang
Commissioner of Labor

Phillip Baker
Administrator
Office of Labor Market Information

Scott Hunzeker
Research Supervisor
Office of Labor Market Information

Editors
Nisha Avey & Ed Jaros

Chuck Adams, Dave Bauer, Lenora Castillo, Mary Dezort, Mary Findlay, Byron Lefler, Betty Leishman, Jodie Meyer, Janet Oenbring, Nancy Ritchie, Kermit Spade, Aaron Ziska
Research Analysts, Office of Labor Market Information

Our Website

Detailed Labor Market Information for Nebraska can be found at neworks.nebraska.gov/analyzer

NEworks
NEBRASKA DEPARTMENT OF LABOR

The **Left Links** on our website provide a variety of valuable data.

Labor Market Facts answers the most commonly asked labor market questions. If you 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.

Area Profile provides information for the entire state, specific regions, counties, metropolitan, or micropolitan areas. View demographic make-up, occupation and wage information, unemployment rate, businesses, and more.

Occupation Profiles provides data specific to occupations. View number of potential candidates in a field, labor supply and market demands, education, training and work experience, typical job duties, employment and wage data, forecasts, and more.

Industry Profile provides information by industry. View employment data, industry and occupational projections, staffing patterns, and numbers for employers in the area.

Employers provides 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.

Historical Data Analysis provides trends in industry, occupation, and labor force over time. Access commuting patterns, population, income, and economic indicators. This is the best source for time series data.

Sources

U.S. Census Bureau

The Census Bureau is continually gathering data throughout the Nation and making it available for anyone to use at census.gov.

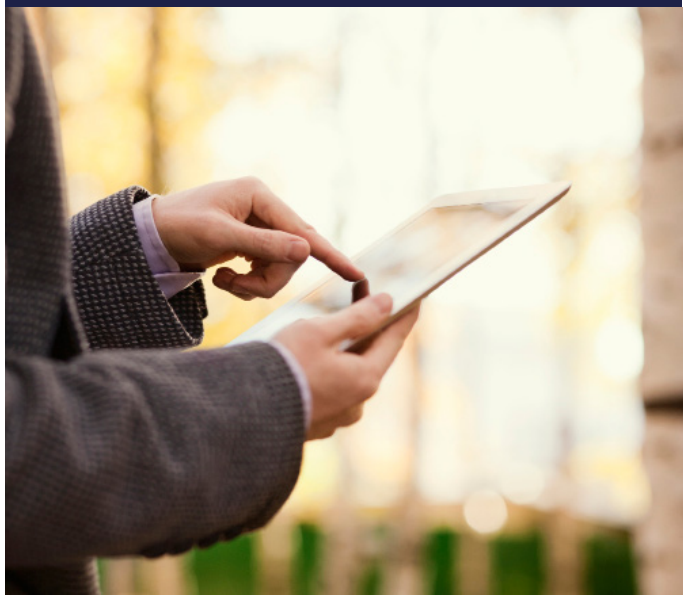
Population Estimates provides up-to-date estimates on age, sex, race, and Hispanic origin.

Local Employment Dynamics provides several tools to analyze local labor force information.

OnTheMap provides a visual makeup of the area you choose.

Quarterly Workforce Indicators displays crosstabs of employment data based on your search criteria.

American FactFinder provides tables from Census data and American Community Survey (ACS) 1, 3, and 5 year estimates.



Bureau of Labor Statistics

The Bureau of Labor Statistics of the U.S. Department of Labor is the principal Federal agency responsible for measuring labor market activity, working conditions, and price changes in the economy.
bls.gov

In general, *italicized* text is used to indicate that a description of a data set has been taken from the above sources.

Contents

6 Overview
Quick facts about the region

7 Demographic Review
Facts about the population

17 Educational Dynamics
Educational attainment of the community

25 Labor Supply
Facts about the labor force

29 Compensation
Wage and benefit information

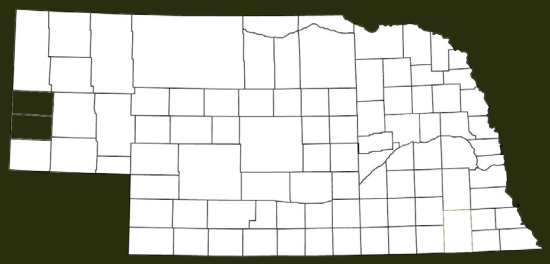
37 Employment Trends
Employment and unemployment data

47 Projections
A look into the next ten years

53 Appendices
Definitions and where to find more information

NEBRASKA
DEPARTMENT OF LABOR

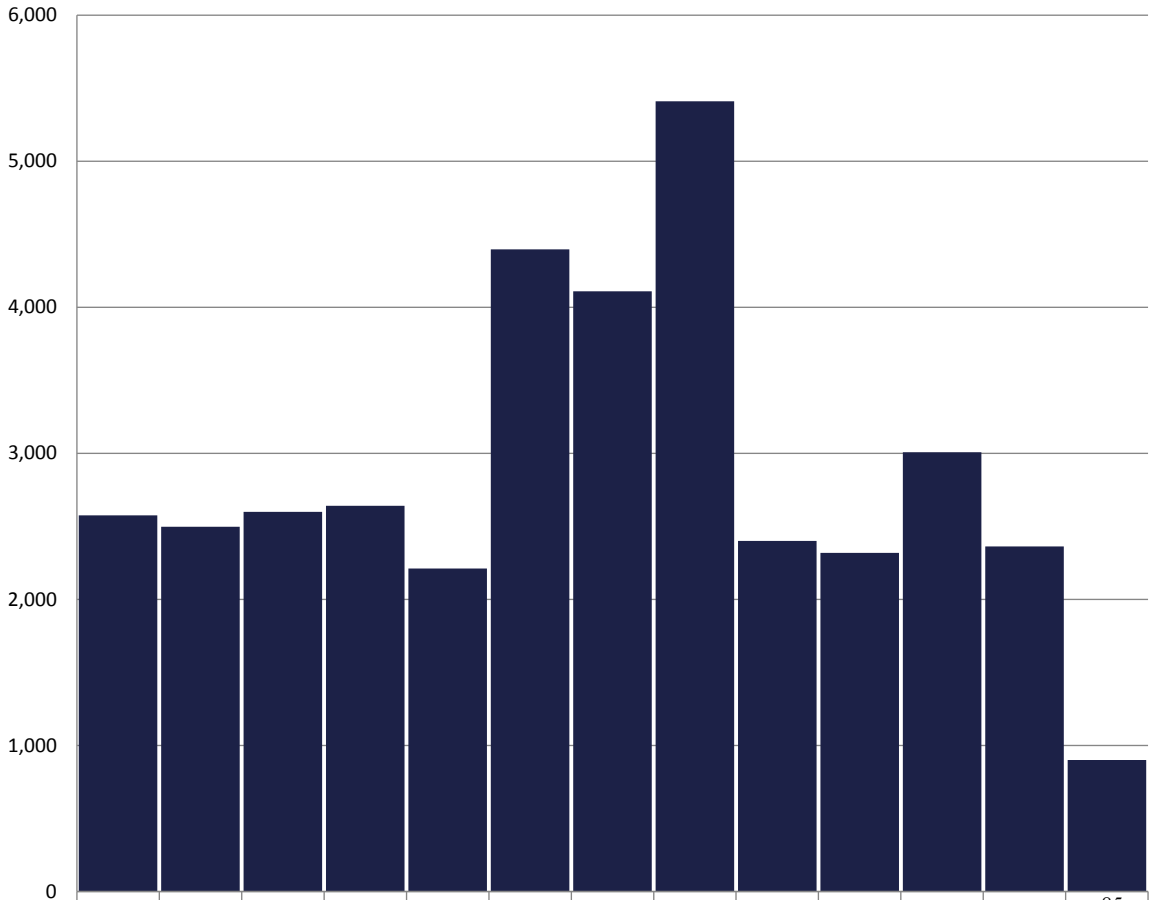
The Scottsbluff, Nebraska Micropolitan Statistical Area (MC) comprises Banner and Scotts Bluff Counties in the tip of the state's panhandle. About 37,300 people live on 1,480 square miles of land in this community. About 2,500 of those people are under 5 years old, and about 3,300 are older than 65. The Scottsbluff MC's median household income is estimated at just over $40,000 per year. Important non-agriculture industry clusters in Scottsbluff include Trade, Transportation and Utilities and Education and Health Services. The pages that follow contain data that tell the story of the Scottsbluff MC labor market.



Scottsbluff MC

The age composition of a population impacts the local labor markets. Those at either extreme are typically not participants; children do not work or do so only part time under tight regulations and many older workers retire if they are able. People in the cohorts between 25 and 65 years of age have the highest rates of labor force participation. For the statistical geographies covered in these Regional Reviews, these high-participation cohorts still form at least a plurality of the population, but demographic shifts toward higher concentrations of the population in the older age cohorts are evident in each community. These shifts have a number of effects. Older people are now remaining in the labor force at higher levels than they have in the past. The increasing share of our state's population made up of people aged 65 or older has driven growth in the Healthcare industry. The impact of an aging population will manifest repeatedly in the data presented throughout this review.

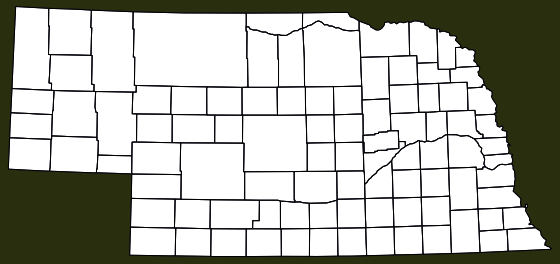
Population by Age Group



	Under 5 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 59 years	60 to 64 years	65 to 74 years	75 to 84 years	85 years and over
Population	2,576	2,498	2,600	2,641	2,212	4,396	4,109	5,410	2,400	2,319	3,007	2,363	901

Source: U.S. Census Bureau, DP05: ACS Demographic and Housing Estimates, 2011 ACS 5-Year Estimates

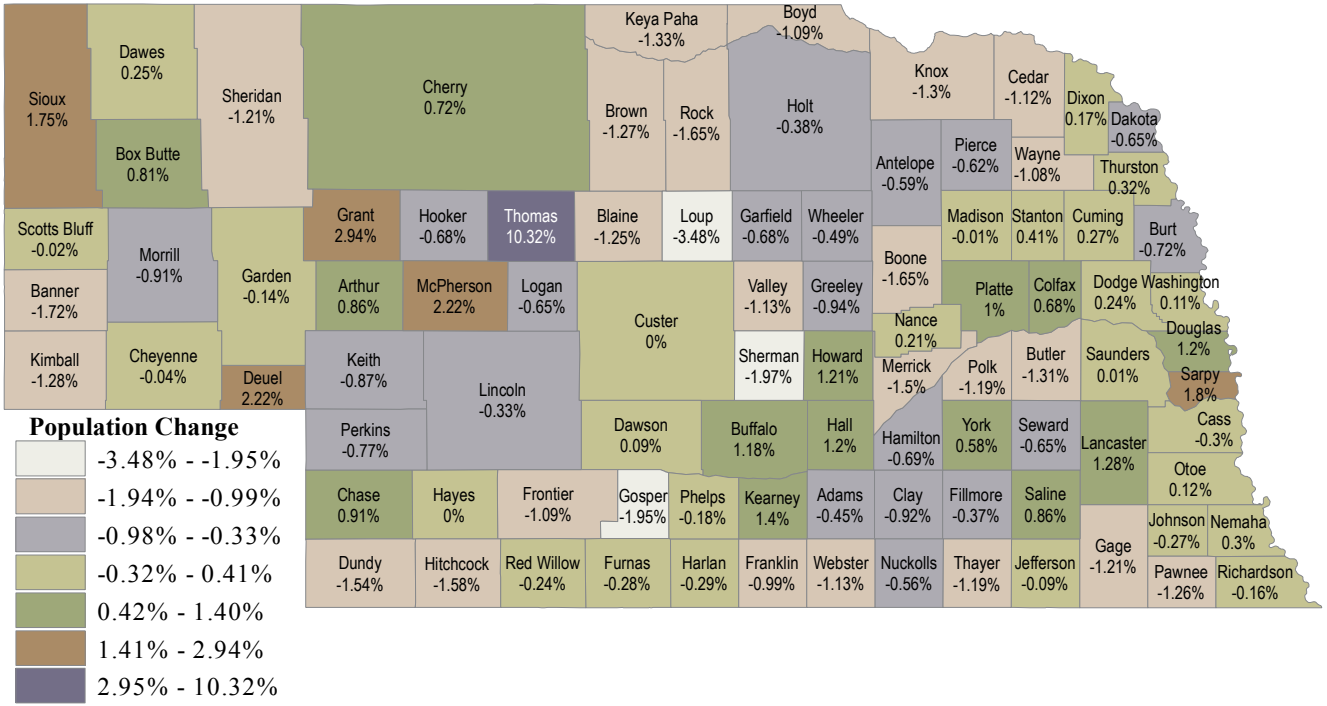
Census Bureau programs define age as the length of time in completed years that a person has lived. For the most recent decennial census, age was the length of time in completed years that a person had lived as of Census Day--April 1, 2010. The Census Bureau's national surveys compute age as of the interview date.



Nebraska Statewide

The Labor Force is by definition a subset of the total population, so fluctuations in one group affect the other. The relatively small marginal rates of change in total population prevalent throughout the state help make Nebraska's stable unemployment levels possible. The adjacent map depicts the population change in each county between July 1 of 2010 and July 1 of 2011 as a percentage of that county's total population.

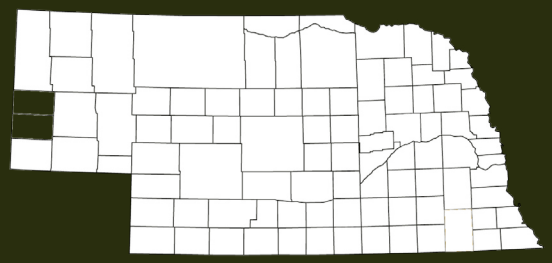
Population Change by County 2010-2011



Source: U.S. Census Bureau, PEPANRES: Annual Estimates of the Resident Population, 2011 Population Estimates

The Census Bureau's Population Estimates Program (PEP) produces estimates of the population for the United States, its states, counties, cities, and towns, as well as for the Commonwealth of Puerto Rico and its municipios. Demographic components of population change (births, deaths, and migration) are produced at the national, state, and county levels of geography.

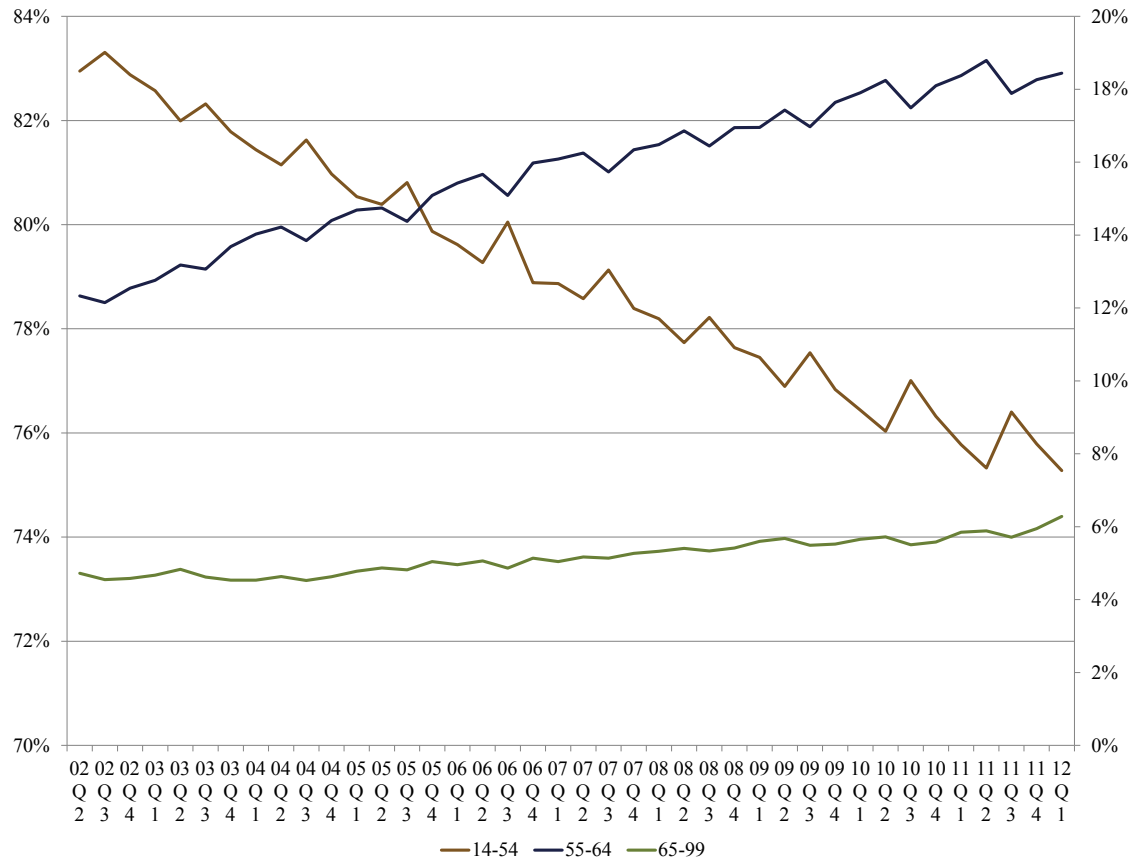
These estimates are used in federal funding allocations, as survey controls, as denominators for vital rates and per capita time series, and as indicators of recent demographic changes.



Scottsbluff MC

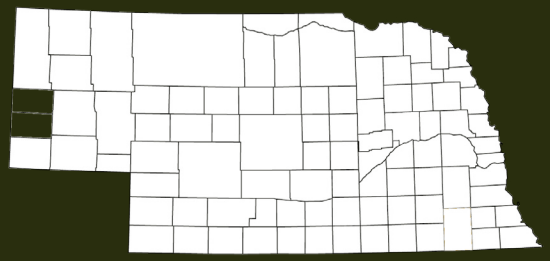
The portion of Nebraska's workforce composed of older people is growing. This is caused both by the aging of the baby boom generation and by a new trend of people remaining in the workforce later into their lives. The growing propensity to remain in the workforce is driven by increased life expectancy and a generally low savings rate throughout the lifetime of the baby boom generation. Both of these factors have generally created pressure to postpone retirement. The chart on the right shows the percentage of the workforce aged 14-54 plotted on the left axis and the percentages of the workforce aged 55-64 and 64-99 on the right axis for a ten year period between 2002 and 2012. In each area reviewed, the first share is shrinking and the latter two are growing.

Workers by Age Group



Source: U.S. Census Bureau, Local Employment Dynamics Quarterly Workforce Indicators, First Quarter 2012

The Quarterly Workforce Indicators (QWI) provide detailed local estimates of a variety of employment and earnings indicators. Employment, earnings, gross job creation and destruction, and worker turnover are available at different levels of geography, typically down to the county or metro area. At each level of geography, they are available by detailed industry (SIC and NAICS), sex, and age of workers.



Scottsbluff MC

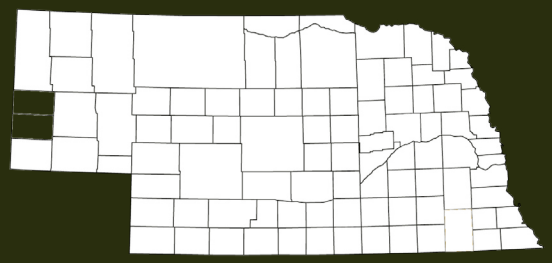
While the trend of increased workforce participation among Nebraska's older workers has manifested across all of the geographies studied in this year's Regional Reviews, it has not been present in all industries. In general, older workers constitute a smaller percentage of the workforce in industries which feature physically demanding occupations, as well as Accommodation/Food Service and Information. Older workers tend to be concentrated more heavily in the Public Administration and Real Estate/Rental and Leasing industries. These trends in concentration vary significantly within the geographies studied in these Regional Reviews.

Industry Employment by Age Group

INDUSTRY CLUSTER	AGE 65-99	AGE 14-99	% AGE 65-99
Agriculture, Forestry, Fishing and Hunting	21	258	8.14%
Mining, Quarrying, and Oil and Gas Extraction	***	***	***
Utilities	6	130	4.62%
Construction	40	789	5.07%
Manufacturing	52	939	5.54%
Wholesale Trade	50	895	5.59%
Retail Trade	205	2,620	7.82%
Transportation and Warehousing	36	527	6.83%
Information	12	226	5.31%
Finance and Insurance	47	1,017	4.62%
Real Estate and Rental and Leasing	20	126	15.87%
Professional, Scientific, and Technical Services	32	475	6.74%
Management of Companies and Enterprises	9	103	8.74%
Administrative and Support and Waste Management and Remediation Services	31	888	3.49%
Educational Services	123	1,819	6.76%
Health Care and Social Assistance	166	3,171	5.23%
Arts, Entertainment, and Recreation	9	189	4.76%
Accommodation and Food Services	34	1,412	2.41%
Other Services (except Public Administration)	31	366	8.47%
Public Administration	88	1,097	8.02%
Total, All NAICS Sectors	**1,021**	**17,154**	**5.95%**

Source: U.S. Census Bureau, QWI Online, 2012 First Quarter Estimates

The QWI use a bewildering array of data sources–administrative records, demographic surveys and censuses and economic surveys and censuses. The Census Bureau receives UI wage records and QCEW establishement records from each state participating in the LED program. The Bureau then uses these products to integrate information about the individuals (place of residence, sex, birth date, place of birth, race, education) with information about the employer (place of work, industry, employment, sales).



Scottsbluff MC

The racial and ethnic composition of Nebraska's population is changing gradually. While in many places non-Hispanic whites account for more than 90% of the total population, the share of Nebraska's population identifying themselves in this category is shrinking. Within the majority of the areas studied in the 2013 Regional Reviews, Hispanic whites are the largest and fastest growing minority.

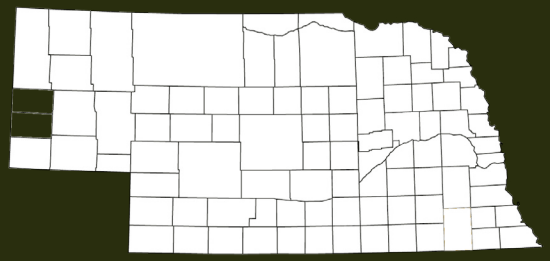
In interpreting this data, it is important to remember that the Census Bureau uses the Office of Management and Budget definitions for race and ethnicity. These definitions require the inclusion of at least 2 ethnicities: Hispanic and non-Hispanic. Race is counted separately, using a different question, which employs the five categories and the 'other' classification seen in the adjacent chart. Respondents may self-identify as having multiple races.

Population by Race and Ethnicity

	Scottsbluff MC		Nebraska	
Race / Ethnicity	**Total**	**%**	**Total**	**%**
Total Population	37,432	100.00%	1,813,061	100.00%
Hispanic or Latino	7,549	20.17%	159,550	8.80%
Not Hispanic or Latino	29,883	79.83%	1,653,511	91.20%
White Alone	28,524	76.20%	1,498,016	82.62%
Black or African American Alone	159	0.42%	78,562	4.33%
American Indian or Alaskan Native Alone	373	1.00%	12,723	0.70%
Asian Alone	256	0.68%	30,409	1.68%
Native Hawaiian or Other Pacific Islander Alone	48	0.13%	1,151	0.06%
Some Other Race Alone	41	0.11%	1,276	0.07%
Two or More Races	482	1.29%	31,374	1.73%
Total Minority	**8,908**	**23.80%**	**315,045**	**17.38%**

Source: U.S. Census Bureau, DP05: ACS Demographic and Housing Estimates, 2011 ACS 5-Year Estimates

The racial categories included in the census questionnaire generally reflect a social definition of race recognized in this country and not an attempt to define race biologically, anthropologically, or genetically. In addition, it is recognized that the categories of the race item include racial and national origin or sociocultural groups. People may choose to report more than one race to indicate their racial mixture, such as "American Indian" and "White." People who identify their origin as Hispanic, Latino, or Spanish may be of any race.



Scottsbluff MC

For most people residing in the United States, English is the only language spoken in the home. However, many languages other than English are spoken in homes across the country. Data on speakers of languages other than English and on their English-speaking ability provide more than an interesting portrait of our nation. Routinely, these data are used in a wide variety of legislative, policy, legal, and research applications.

Spoken language proficiency is a critical requirement for many types of jobs, especially those which involve interacting directly with customers. The spoken language proficiency of a population is an important demographic component of the associated geography's labor force.

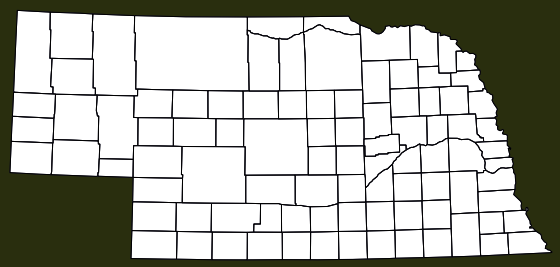
Note that the data in the adjacent chart refer to speaking a language other than English at home. People who speak English at home may also be able to speak other languages, but this is not captured in the data presented here.

Language Spoken at Home

	Count	Percentage
Total Population 5 and Older	34,856	100.00%
Speak only English	30,871	88.57%
Speak Spanish:	3,532	10.13%
Speak English "very well"	2,517	7.22%
Speak English "well"	478	1.37%
Speak English "not well"	390	1.12%
Speak English "not at all"	147	0.42%
Speak other Indo-European languages:	313	0.90%
Speak English "very well"	230	0.66%
Speak English "well"	30	0.09%
Speak English "not well"	36	0.10%
Speak English "not at all"	17	0.05%
Speak Asian and Pacific Island languages:	68	0.20%
Speak English "very well"	40	0.11%
Speak English "well"	7	0.02%
Speak English "not well"	21	0.06%
Speak English "not at all"	-	0.00%
Speak other languages:	72	0.21%
Speak English "very well"	72	0.21%
Speak English "well"	-	0.00%
Speak English "not well"	-	0.00%
Speak English "not at all"	-	0.00%
Total English Speakers	**34,692**	**99.53%**
Total Not Speaking any English	**164**	**0.47%**

Source: U.S. Census Bureau, B16004: Age by Language Spoken at Home by Ability to Speak English for the Population

Language use, English-speaking ability, and linguistic isolation data are currently collected in the American Community Survey. In the past, various questions on language were asked in the censuses from 1890 to 1970. The current language use questions, in use since 1980, gather how many people speak a language other than English at home, what languages are spoken, and how well English is spoken.



Nebraska Statewide

The National Vital Statistics System data is employed by the census bureau in their preparation of the Population Estimates. The adjacent table contains the most recent estimates of the components of population change in Nebraska at the time of this review's publication. See the American FactFinder Tool on the Census website for more geographically specific data, which will be released in mid-2013.

Population Change: Natural Increase and Migration

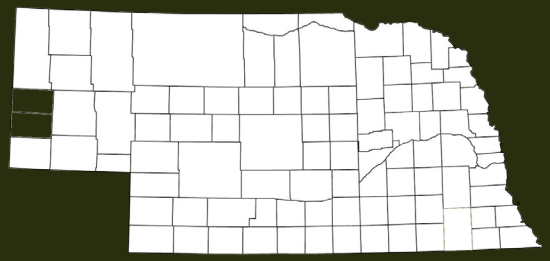
July 1, 2011 to July 1, 2012

Vital Events			Net Migration		
Births	Deaths	**Natural Increase**	Domestic	International	**Total**
26,215	15,022	**11,193**	-967	3,149	**2,182**

Total Population Change	**13,291**

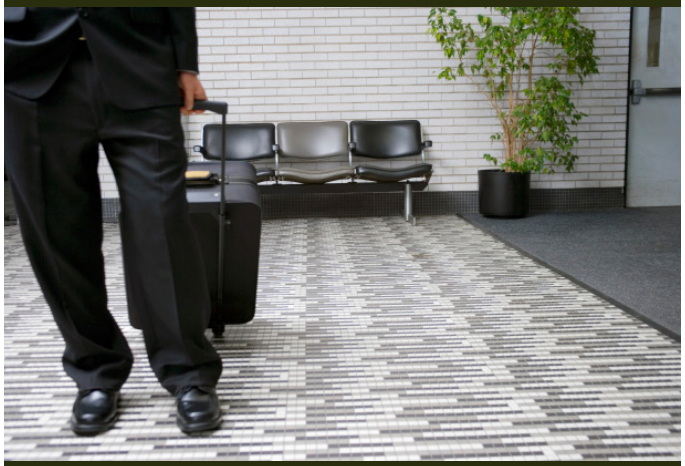
Source: U.S. Census Bureau, PEPTCOMP: Estimates of the Components of Resident Population Change: July 1, 2011 to July 1, 2012

Mortality data from the National Vital Statistics System (NVSS) are a fundamental source of demographic, geographic, and cause-of-death information. This is one of the few sources of health-related data that are comparable for small geographic areas and are available for a long time period in the United States. The data are also used to present the characteristics of those dying in the United States, to determine life expectancy, and to compare mortality trends with other countries.



Scottsbluff MC

Because the data in the adjacent chart represent 5 years of accumulated American Community Survey data, they serve as a good indicator of general immigration for the geography specified, rather than a snapshot of activity within one 12 month period.

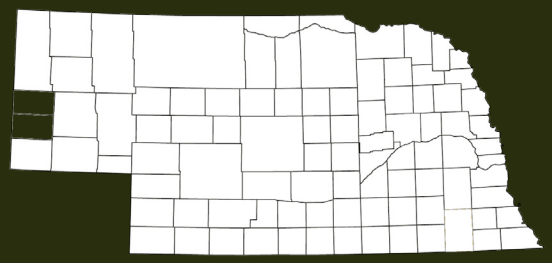


Residence One Year Ago

RESIDENCE 1 YEAR AGO	Count	%
Population 1 year and over	**36,895**	**100.00%**
Same house	30,335	82.22%
Different house in the U.S.	6,478	17.56%
Same county	3,916	10.61%
Different county	2,562	6.94%
Same state	936	2.54%
Different state	1,626	4.41%
Abroad	82	0.22%

Source: U.S. Census Bureau, DP02: Selected Social Characteristics in the United States, ACS 5-Year Estimates

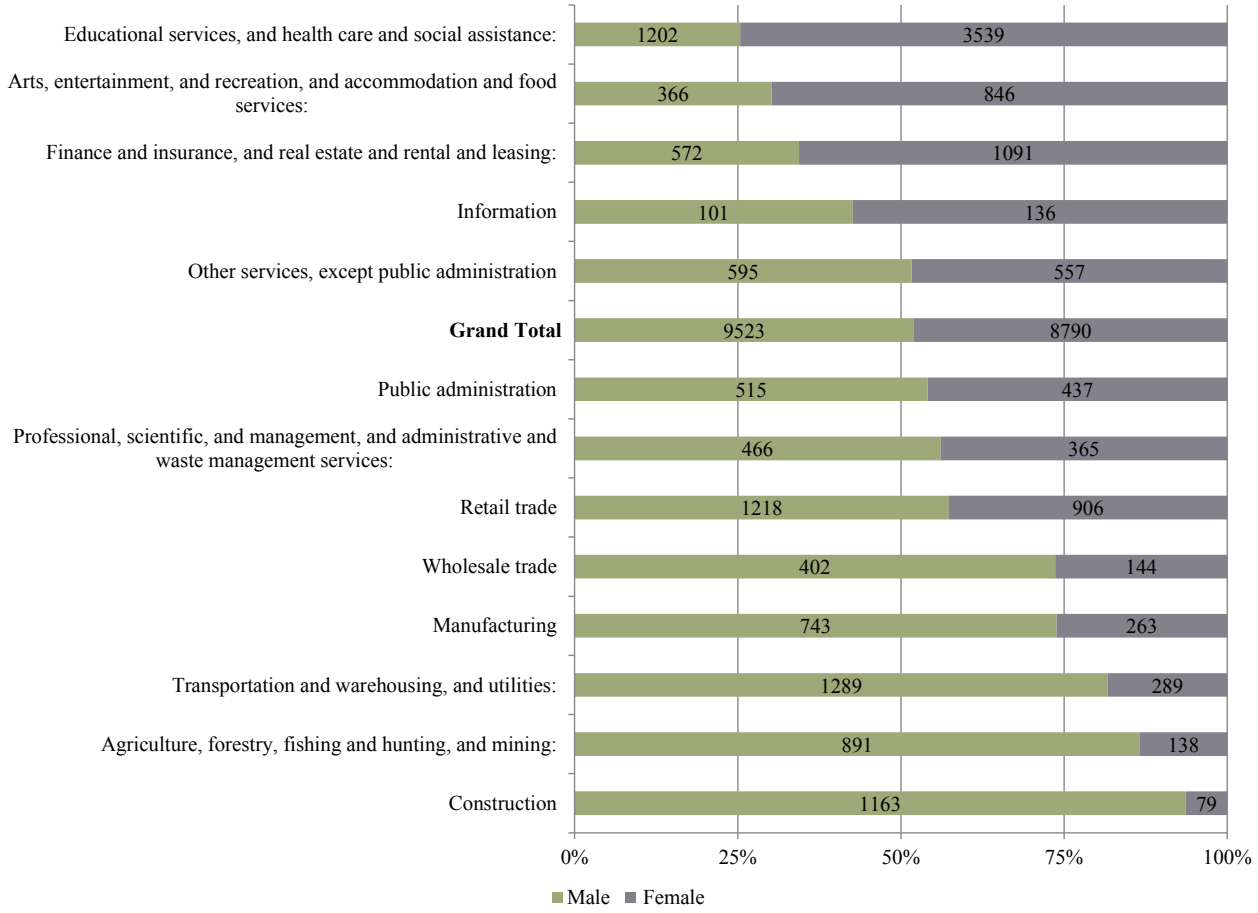
Residence 1 year ago is used in conjunction with location of current residence to determine the extent of residential mobility of the population and the resulting redistribution of the population across the various states, metropolitan areas, and regions of the country.



Scottsbluff MC

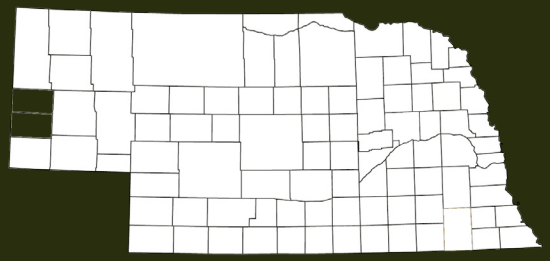
While the ratio of males to females within the population of all the geographies studied in these reviews never varies far from 1:1, that ratio does not hold in industrial employment by gender. Different industry classifications have markedly disparate gender compositions. In general, the Education and Health services industry has the most female-skewed workforce and Construction the most male-skewed.

Sex Distribution by Industry



Source: U.S. Census Bureau, C24030: Sex by Industry for the Civilian Employed Population 16 Years and Over

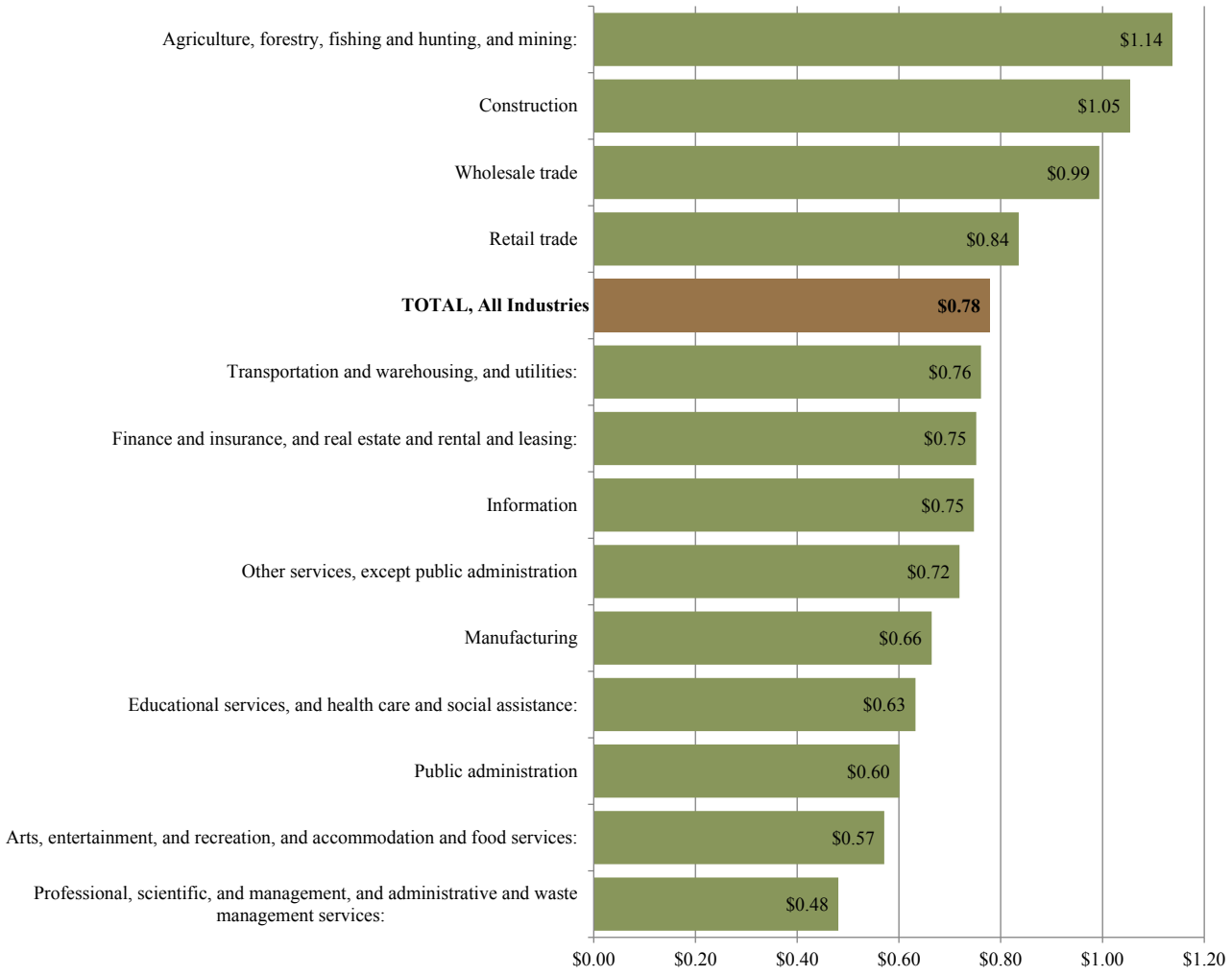
Information about industry, occupation, and class of worker is important for creating jobs as companies use these data to decide where to locate new plants, stores, or offices. Federal agencies use these data in litigation where employment discrimination is alleged.



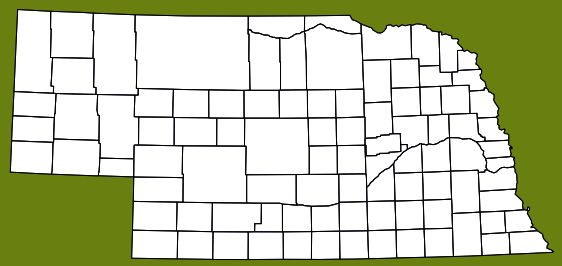
Scottsbluff MC

The past several decades have been marked by notable changes in women's labor force activities. Women's labor force participation is significantly higher today than it was in the 1970s, particularly among women with children under 18 years of age. A larger share of women work full time and year round than in the past. In addition, women have increasingly attained higher levels of education: Among women aged 25 to 64 who are in the labor force, the proportion with a college degree roughly tripled from 1970 to 2010. Women's earnings as a proportion of men's earnings also have grown over time. In 1979, women working full time earned 62 percent of what men did.

Female Cents per Male Dollar



Source: U.S. Census Bureau, B24042: Sex by Industry and Median Earnings in the Past 12 Months (In 2011 Inflation-Adjusted Dollars) for the Full-Time, Year-Round Civiliam Employed Population 16 Years and Over, 2011 5-Year ACS



Nebraska Statewide

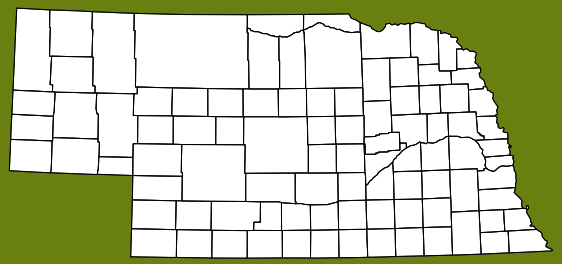
Graduation rates are a fundamental indicator of whether or not the nation's public school system is doing what it is intended to do: enroll, engage, and educate youth to be productive members of society. Since almost 90 percent of the fastest-growing and highest-paying jobs require some postsecondary education, having a high school diploma and the skills to succeed in college and the workplace are essential. Yet nationally, one-third of students—about 1.3 million each year—leave high school without a diploma, at a high cost to themselves and society at large.

Public High School Graduates 2011-2012

Race/Ethnicity	2011 Cohort Four-Year Graduation Rate	2012 Cohort Four-Year Graduation Rate
White (non-Hispanic)	89.9%	91.3%
Asian	80.0%	83.5%
Hispanic	74.0%	78.0%
American Indian/Alaska Native	59.9%	67.0%
Black or African American (non-Hispanic)	66.8%	73.6%
Native Hawiian or Pacific Islander	90.0%	82.4%
Two or more races	88.6%	84.6%

Source: Nebraska Coordinating Commission for Postsecondary Education, Progress Report, Released 2012

Nebraska's Coordinating Commission for Postsecondary Education (CCPE) serves as an independent voice within Nebraska's higher education system. The CCPE is a state constitutional agency, whose mission is to promote sound policies for Nebraska's state and community colleges and the University of Nebraska. The CCPE balances the best interests of taxpayers, students and Nebraska's postsecondary institutions. Similar agencies are found in nearly every state.

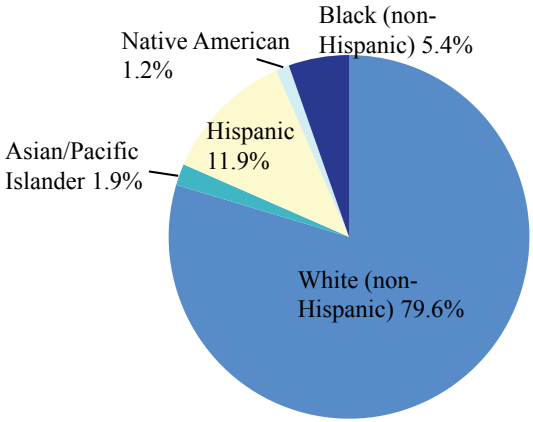


Nebraska Statewide

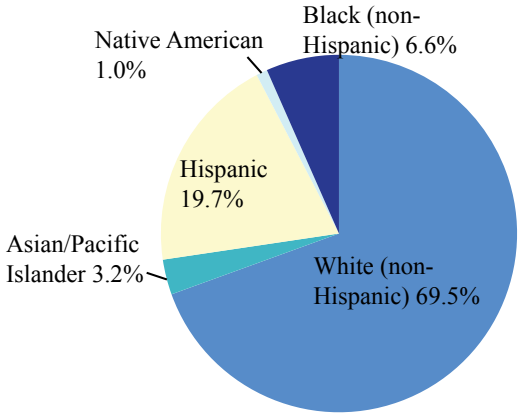
One strategic approach to increasing the number of students who enter postsecondary education in Nebraska is to increase the proportion of students who graduate from the state's high schools. In other words, increase Nebraska's high school graduation rate and, in the process, increase the pool of high school students who could potentially attend college.

Public High School Graduates Projections

Actual Percentages of Graduates: 2010-2011

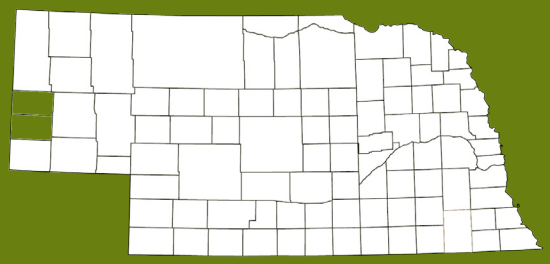


Projected Percentages of Graduates: 2020-2021



Source: Nebraska Coordinating Commission for Postsecondary Education, Progress Report, Released 2012

The number of graduates from Nebraska public high schools is projected to decrease and then increase over the next decade. By 2020–2021, minority students, especially Hispanics, are projected to account for much higher percentages of the state's public high school graduates than they did in 2010–2011. This is projected to be the case, despite the fact that Hispanic students tend to graduate from high school at lower rates than white and Asian students. Conversely, white non-Hispanics are projected to account for a significantly lower percentage of the students who will graduate from Nebraska's public high schools in 2020–2021.



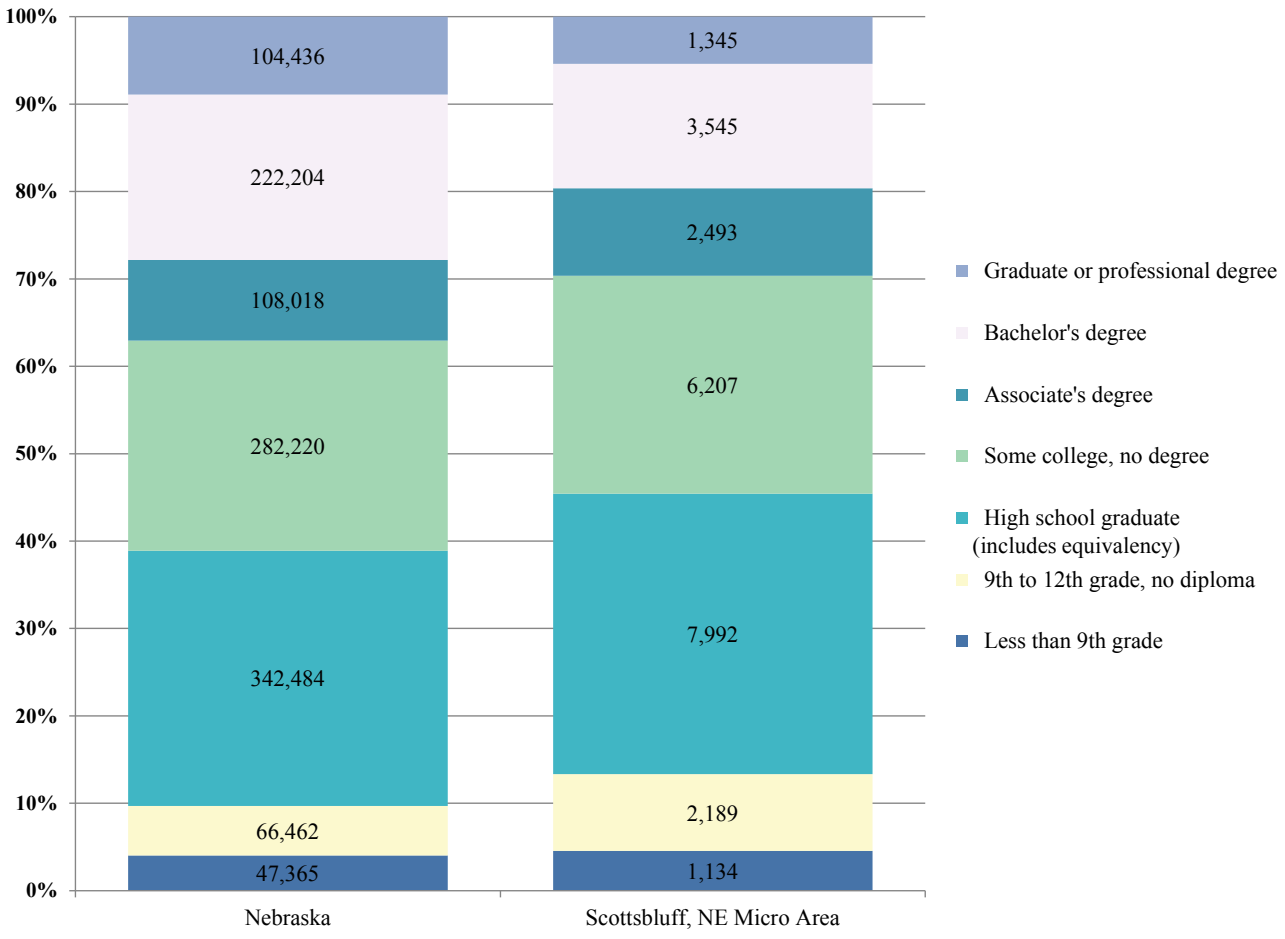
Scottsbluff MC

Educational attainment refers to the highest level of education that an individual has completed. This is distinct from the level of schooling that an individual is attending.

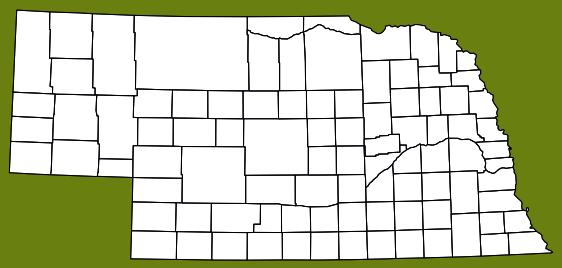
Data on educational attainment are derived from a single question that asks, "What is the highest grade of school...completed, or the highest degree...received?"

Depending on the survey, the educational attainment question may be asked only of adult household members. Even when data are collected from all household members regardless of age, the U.S. Census Bureau generally publishes data only for adults. Most publications focus on adults age 25 years and over, when education has been completed for most people.

Educational Attainment: Population Age 25 and Older



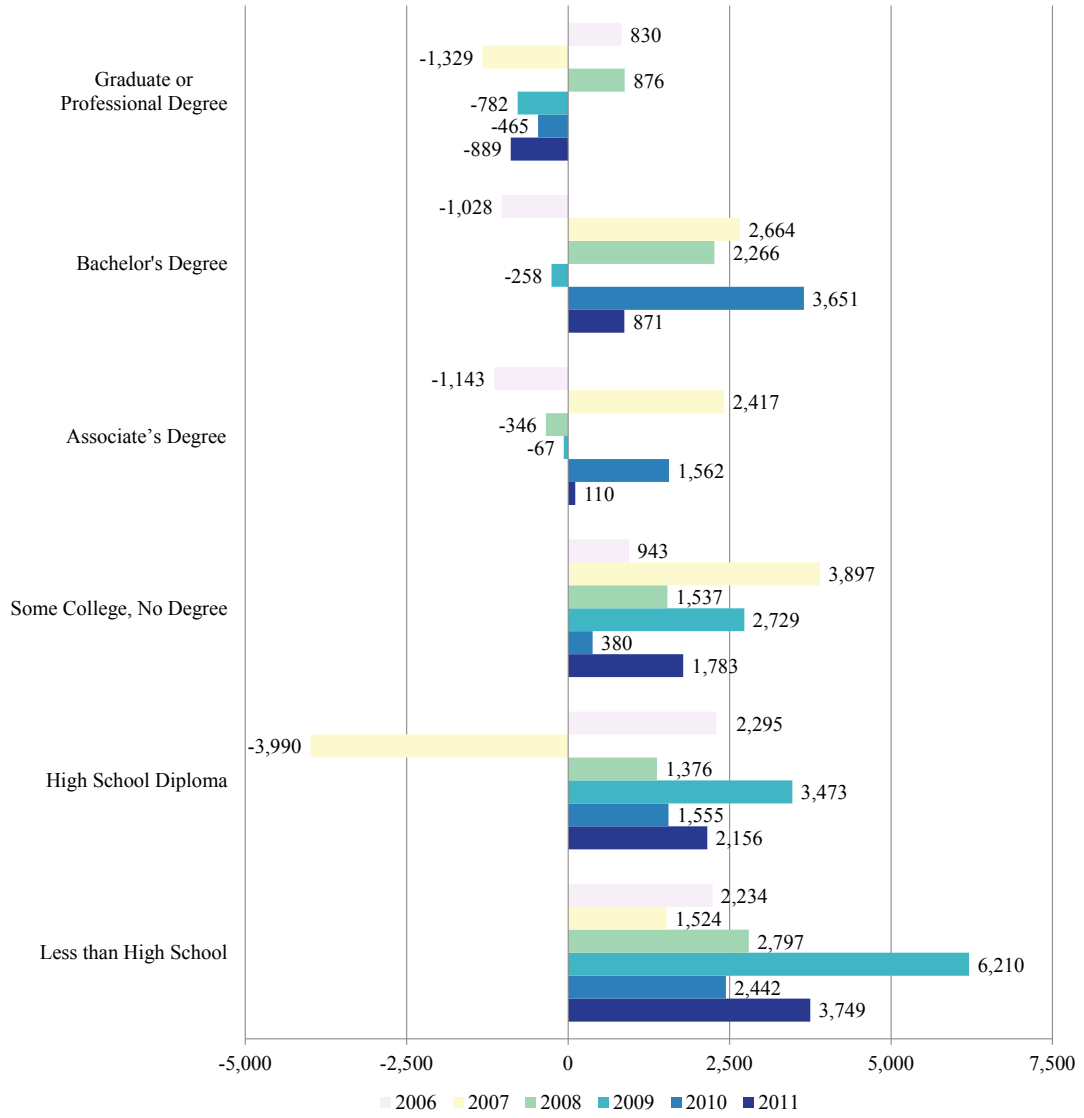
Source: U.S. Census Bureau, DP02: Selected Social Characteristics in the United States, ACS 5-Year Estimates



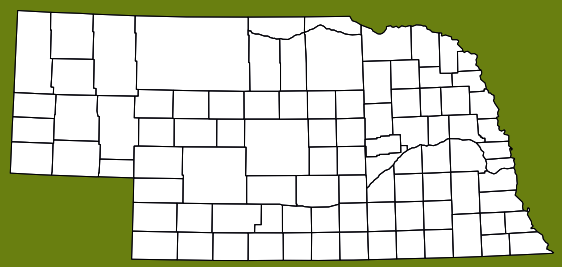
Nebraska Statewide

The chart to the right summarizes the net-migration estimates for Nebraska by education level, based on the results of the American Community Survey (ACS) Public Use Microdata Sample (PUMS). As shown in this chart, the estimates of net migration based on one year of ACS data vary significantly from one year to another. When the estimates based on the six years of ACS data are compared, as shown in the chart, an overall migration pattern is not clearly revealed. There is some evidence of a pattern of "brain drain" with outmigration in the category of Graduate or Professional Degrees, but different years within the period studied have seen both net losses and net gains.

Net Educational Migration: Population Aged 22-64



Source: Nebraska Coordinating Commission for Postsecondary Education, Progress Report, Released 2013



Nebraska Statewide

Nebraska's investment in postsecondary education is motivated at least in part by demand for a highly skilled workforce. The adjacent chart reflects one facet of the return on this investment. From a labor market perspective, students graduating from Nebraska's postsecondary education institutions and remaining in the state and finding employment is the primary measure of those institutions' performance. In evaluating these numbers it is important to remember that they reflect the earnings and employment of recent graduates, in this case the data describe 2011 earnings, and employment for individuals who graduated in 2009 and 2010.

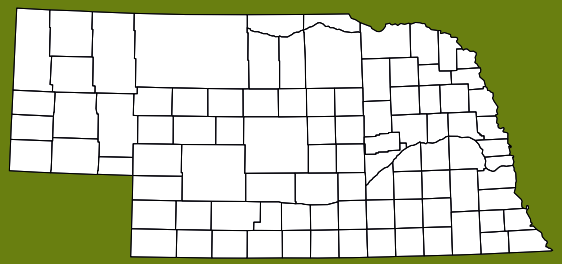
Postsecondary Graduates Working in Nebraska 2011

	Community Colleges Associate's Degrees	State Colleges Bachelor's Degrees	UN- Kearney Bachelor's Degrees
Number of Graduates	3,946	1,295	850
Number of Graduates Working in Nebraska	2,905	786	537
Percent of Graduates Working in Nebraska	74%	61%	63%
Estimated Average Annual Earnings	$24,263	$25,270	$24,441
Estimated Median Annual Earnings	$22,678	$24,830	$24,454

Source: Nebraska Department of Labor: Graduate Outcomes in Nebraska, Released 2012

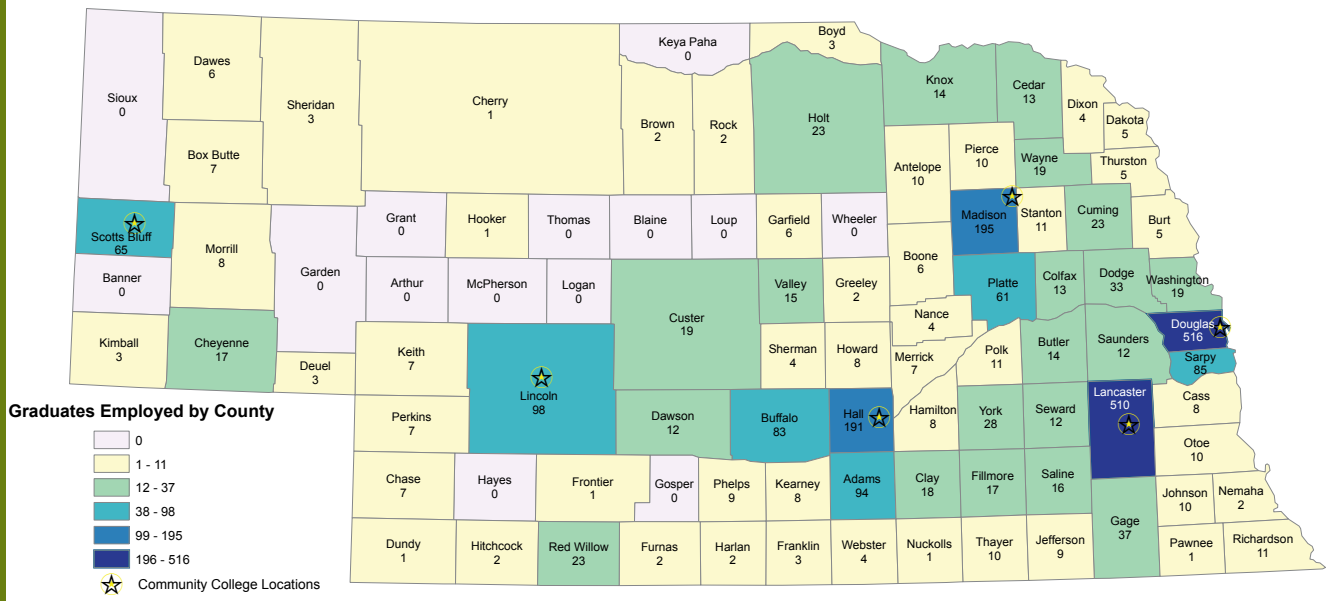
The Workforce Investment Act provided the impetus for the Graduate Outcomes project to develop a system of consumer information. It is a collaborative effort among the Nebraska Department of Labor, the Coordinating Commission for Postsecondary Education, all six of Nebraska's Community Colleges, all three State Colleges and the University of Nebraska – Kearney.

Community College Graduates Working in Nebraska 2011



Nebraska Statewide

Wage matches are postponed to give graduates time to be working in a career field. There is also a lag time in obtaining unemployment insurance records. In general, for people working January through March, employers have approximately April through June to report the information. The Quarterly Census of Employment and Wage information is added July through September. Past experience tells us that if the queries are run at a later date, more employment is reported, allowing for more accurate and complete data.



Source: Nebraska Department of Labor: Graduate Outcomes in Nebraska, Released 2012

The Legislature has assigned the following mission for Nebraska's community colleges. Briefly, the four priorities are:

1) Applied technology and occupational education

•This is the primary role of Nebraska's Community colleges

2) Transfer education.

•Most prominently, two year programs which transfer to other institutions for Bachelor's degree completion.

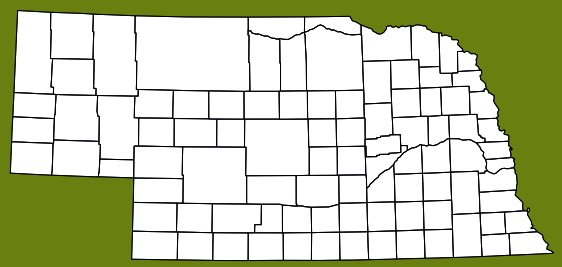
3) Public service

•Often this means providing adult continuing education programs, and vocational and personal development courses.

4) Applied research.

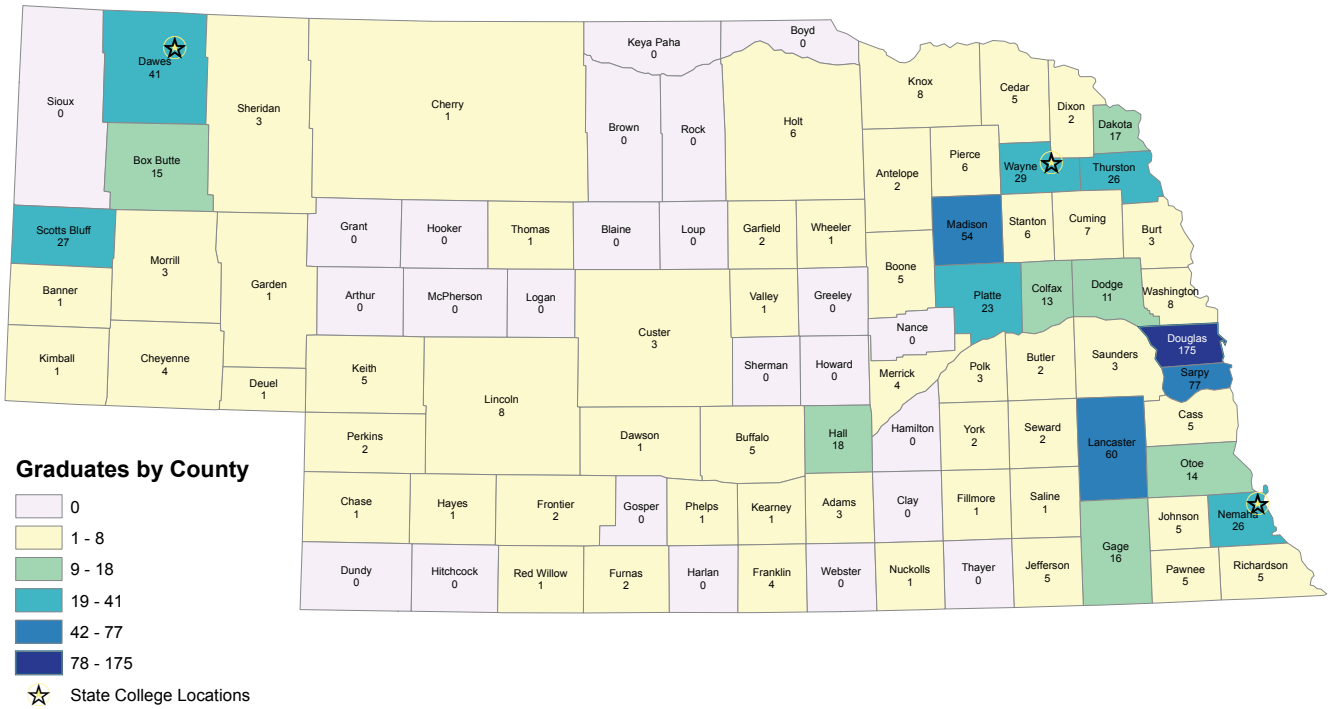
•Applied research activities of the community college areas shall be directly related to the enhancement of the instructional programs, student achievement, institutional effectiveness, public service activities, and to the professional development of the faculty.

State College Graduates Working in Nebraska 2011



Nebraska Statewide

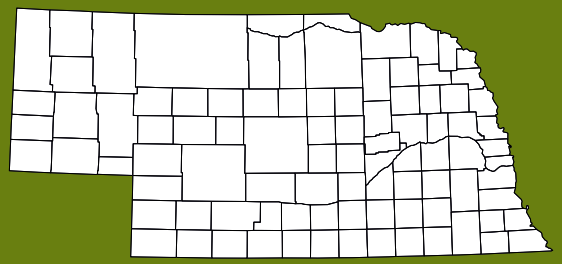
In searching the Nebraska Unemployment Insurance wage database, not all graduates can be found. This doesn't necessarily mean that they are unemployed, it just means they were not included in the database for various reasons. Individuals who are self-employed, work in occupations not covered by Unemployment Insurance, are enrolled in other postsecondary education and are not working, or work in another state are unlikely to be found in the database. An institution's proximity to bordering states may make some students less likely to be employed in Nebraska, and therefore, not found in Nebraska's Unemployment Insurance database.



Source: Nebraska Department of Labor: Graduate Outcomes in Nebraska, Released 2012

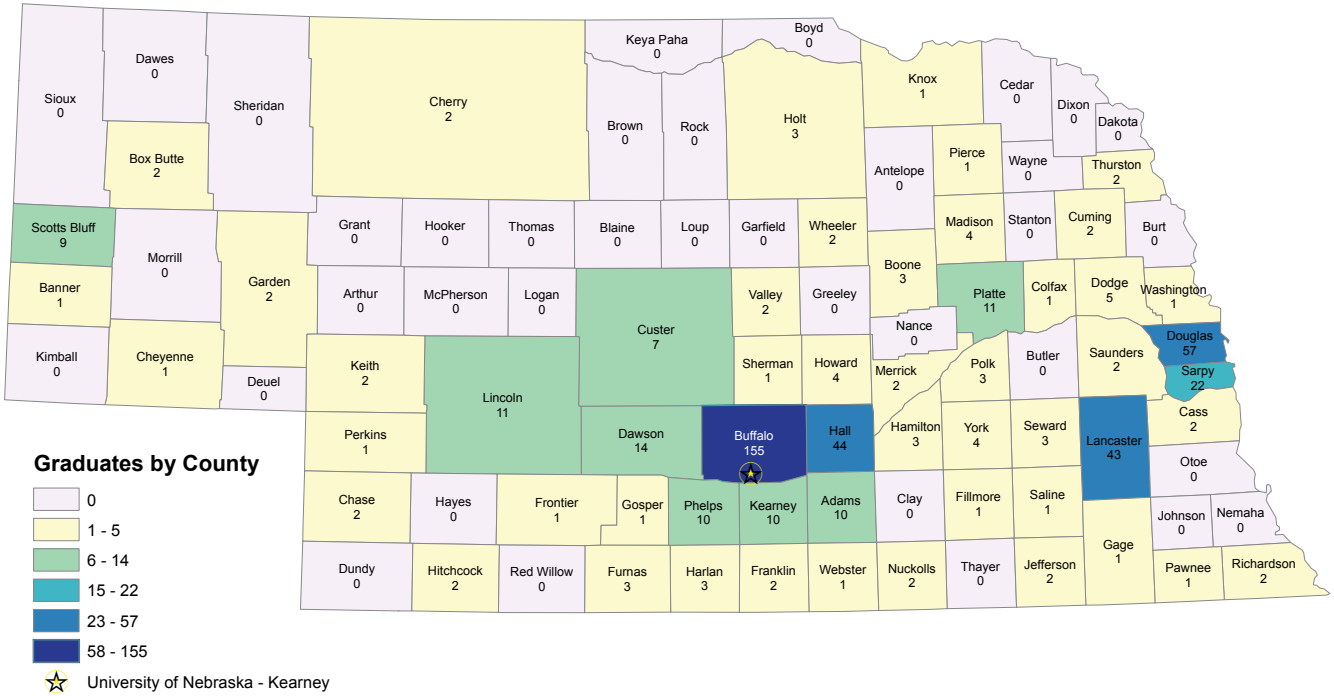
The Nebraska State College System serves close to 9,000 students from Nebraska and surrounding states through three geographically diverse institutions: Chadron State College, Peru State College and Wayne State College. Combined, the three colleges offer more than 200 degree, certificate, and pre-professional programs that are accessible on the three campuses, via the internet, and in several satellite locations throughout the state. With more than 250 credentialed faculty and 50,000 successful graduates, the NSCS provides significant human and intellectual capital that contributes to the current and future economic strength of the State of Nebraska.

UNK Graduates Working in Nebraska 2011



Nebraska Statewide

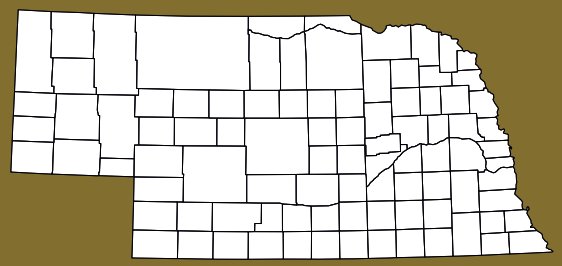
Using the data available to the Office of Labor Market Information, it is not possible to tell if graduates are employed in occupations related to their education. Data pertaining to the University of Nebraska-Lincoln and University of Nebraska-Omaha was not made available to the Department of Labor for this publication.



Source: Nebraska Department of Labor: Graduate Outcomes in Nebraska, Released 2012

UNK describes itself as "an affordable, student-centered regional hub of intellectual, cultural and artistic excellence that has been a prominent part of Nebraska's higher education landscape for more than a century."

UNK is the only campus of the University of Nebraska which shares data about its graduates with the Labor Market Information office for the Graduation Outcomes publications.



Nebraska Statewide

The unemployment rate is a widely favored economic indicator. In the wake of the 2008 financial meltdown, U.S. unemployment rose sharply. While policymakers at a national level still engage in vigorous debate about how to return to pre-recession unemployment levels, Nebraskans can be grateful to have been largely insulated from these issues. While the national unemployment rate stayed close to 8% throughout 2012, the rates throughout Nebraska were markedly lower.

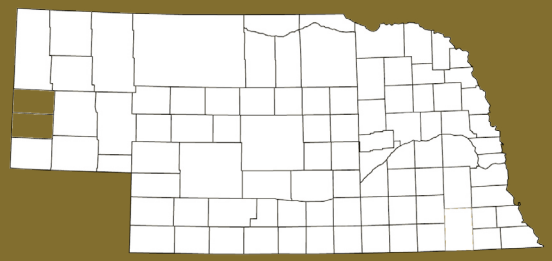
Labor Force Estimates 2012

	Civilian Labor Force	Employment	Unemployment	Unemployment Rate
Beatrice MC	12,030	11,486	544	4.5%
Columbus MC	18,900	18,260	640	3.4%
Fremont MC	19,755	18,912	843	4.3%
Grand Island MC	40,638	39,118	1,520	3.7%
Hastings MC	20,186	19,430	756	3.8%
Kearney MC	31,926	30,960	966	3.0%
Lexington MC	13,703	13,101	602	4.4%
Lincoln, NE MSA	176,305	170,185	6,120	3.5%
Norfolk MC	26,725	25,766	959	3.6%
North Platte MC	22,696	21,931	765	3.4%
Omaha, NE Consortium	403,512	385,961	17,552	4.4%
Scottsbluff MC	19,841	18,942	898	4.5%
Nebraska	1,018,358	978,498	39,860	3.9%

Source: 2012 Nebraska Department of Labor, Local Area Unemployment Statistics, Released 2013
Note: Annual Average, Not Seasonally Adjusted, Data is Not Benchmarked

The Local Area Unemployment Statistics (LAUS) program is a Federal-State cooperative effort in which monthly estimates of total employment and unemployment are prepared for approximately 7,300 areas nationwide.

These estimates are key indicators of local economic conditions. The Bureau of Labor Statistics (BLS) of the U.S. Department of Labor is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that State employment security agencies prepare under agreement with BLS.



Scottsbluff MC

Definitions of Labor Force Concepts:

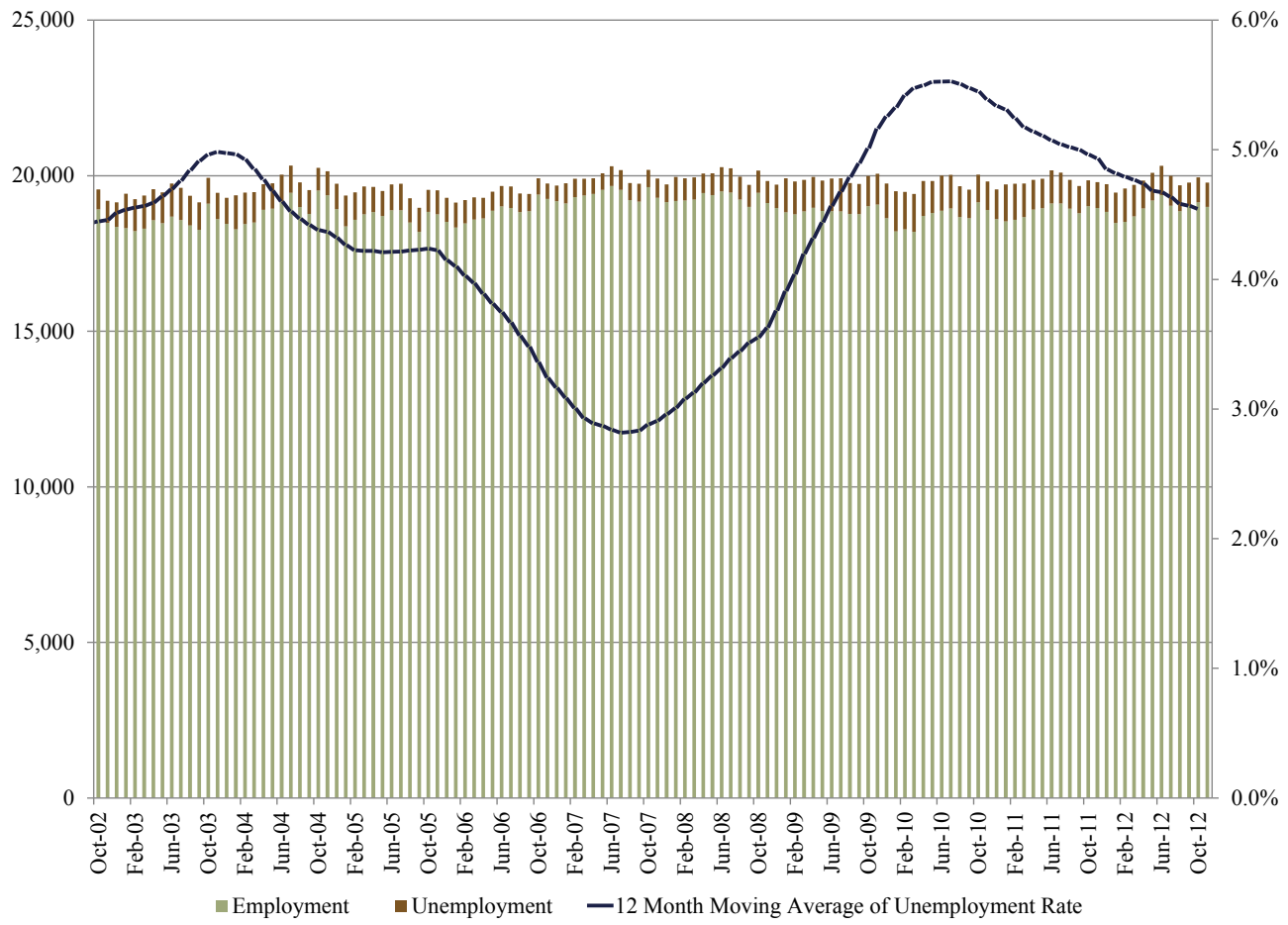
Civilian labor force: Included are all persons in the civilian noninstitutional population classified as either employed or unemployed.

Employed persons: These are all persons who, during the reference week, (a) did any work as paid employees, worked in their own business or profession or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of their family, or (b) were not working but who had jobs from which they were temporarily absent. Each employed person is counted only once, even if he or she holds more than one job.

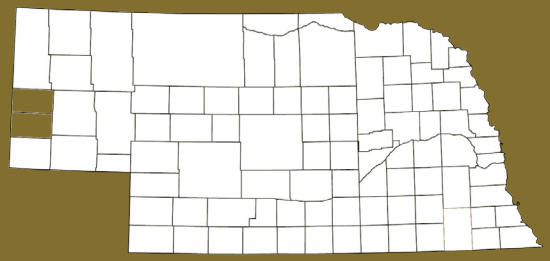
Unemployed persons: Included are all persons who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment some time during the 4 week-period ending with the reference week.

Unemployment rate: The ratio of unemployed to the civilian labor force expressed as a percentage.

Labor Force Monthly Trends



Source: Nebraska Department of Labor, Local Area Unemployment Statistics, Released 2012



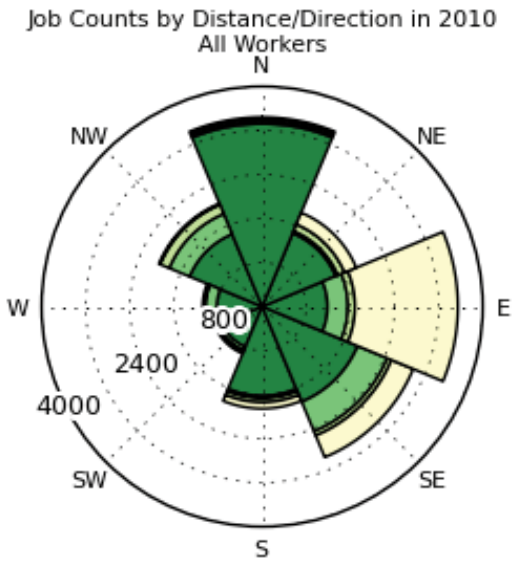
Scottsbluff MC

Local Employment Dynamics (LED) is a voluntary partnership between state labor market information agencies and the U.S. Census Bureau to develop new information about local labor market conditions at low cost, with no added respondent burden, and with the same confidentiality protections afforded census and survey data.

OnTheMap provides an easy-to-use interface for creating, viewing, printing and downloading workforce related maps, profiles, and underlying data. Based on 2002-2010 Longitudinal Employer-Household Dynamics (LEHD) Origin Destination Employment Statistics (LODES), OnTheMap is a unique resource for mapping the travel patterns of workers and identifying small-area workforce characteristics.

The project is supported by the Employment and Training Administration (ETA) at the U.S. Department of Labor.

Commuting Distance & Direction



Jobs by Distance - Home Census Block to Work Census Block

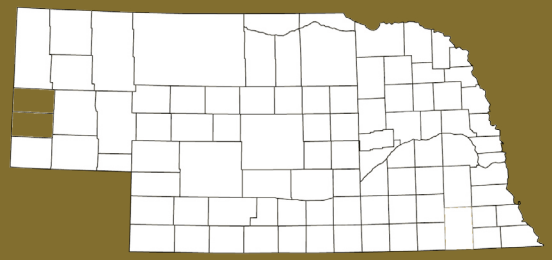
	2010 Count	2010 Share
Total All Jobs	17,685	100.0%
Less than 10 miles	12,487	70.6%
10 to 24 miles	1,763	10.0%
25 to 50 miles	646	3.7%
Greater than 50 miles	2,789	15.8%

Source: U.S. Census Bureau, Local Employment Dynamics, Released 2012

Commuting (Journey to Work) refers to a worker's travel from home to work. Place of work refers to the geographic location of the worker's job. A worker is defined as a person 16 years old and over, who was employed and at work during a reference period.

There are several surveys conducted by the Census Bureau that ask questions regarding commuting and place of work, such as the American Community Survey (ACS), Decennial Census (2000 and prior), American Housing Survey (AHS), and the Survey of Income and Program Participation (SIPP). Some of these questions include: mean travel time, means of transportation, time of departure, vehicles available, distance traveled, and expenses associated with the commute.

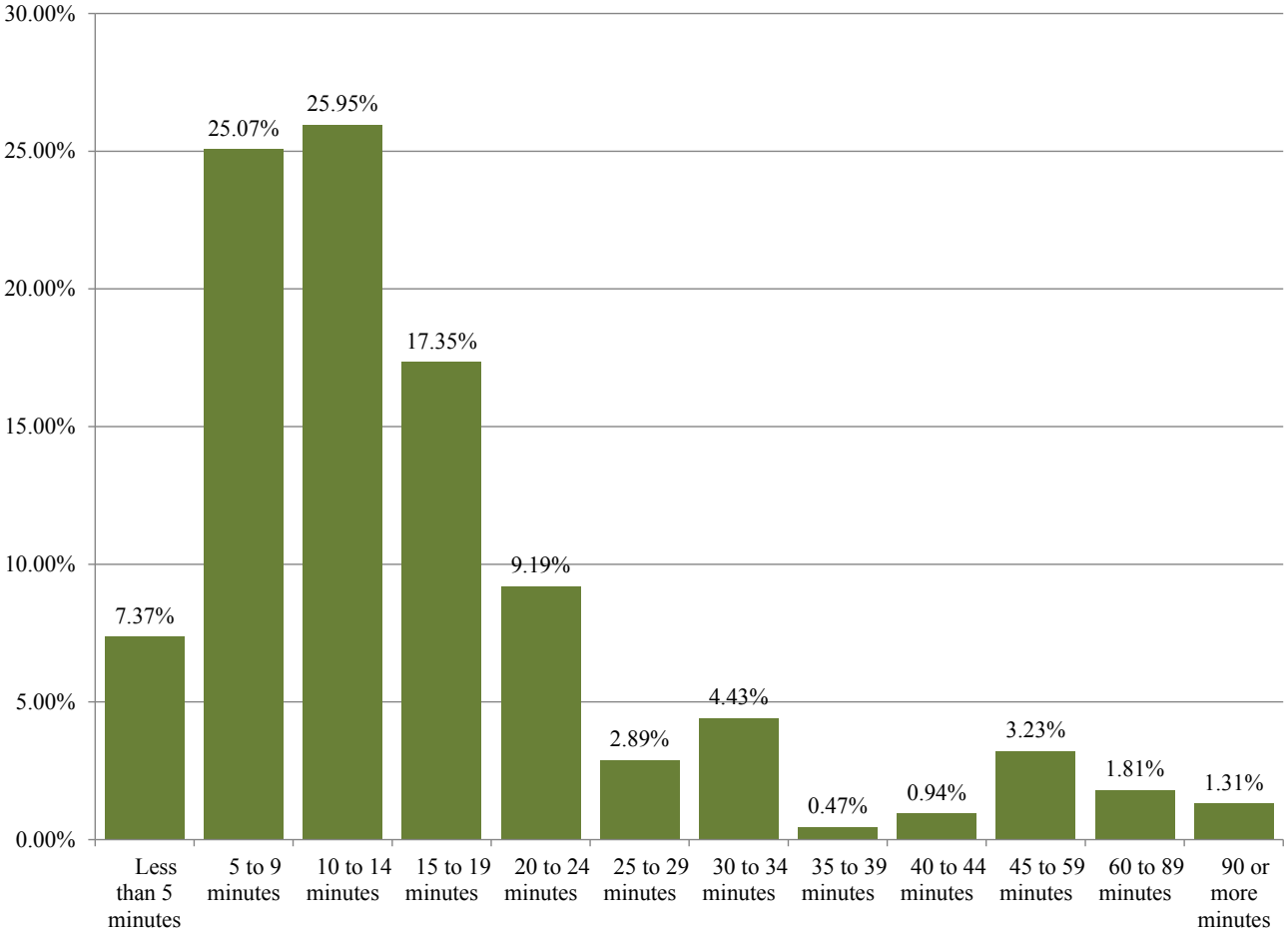
The ability to link information about commuting to socio-demographic characteristics and geography allows planners to forecast local peak travel demand, gauge the amount of pressure placed on transportation infrastructure, and address unmet transportation needs more accurately. Federal, state, and local planners and policymakers use the ACS and other Census Bureau surveys to guide decisions about how to allocate limited public resources devoted to transportation.



Scottsbluff MC

Commuting highlights the distinction between workforce and labor force quite clearly. Measuring the labor economy of a given geographic area on the basis of those working there will frequently lead to different results than measuring the labor economy of that same geography on the basis of those living there. Being mindful of the workforce/labor force distinction is imperative for accurately interpreting data from a variety of BLS, Census and Nebraska Department of Labor sources.

Commute Times



Source: U.S. Census Bureau, B08012: Sex of Workers by Travel Time to Work, 2011 ACS 5-Year Estimates

Scottsbluff MC

The disparity in wages between various types of occupations is very similar throughout the state. Doctors and lawyers out-earn retail salespersons in any geography. Wages tend to be slightly higher in Lincoln and Omaha than in the other geographies studied.

Wages by Occupation

Standard Occupational Code Title	Average Annual Wage	Annual Entry Wage	Annual Experienced Wage
Management Occupations	$87,674	$44,262	$109,380
Life, Physical, and Social Science Occupations	$84,369	$31,350	$110,878
Legal Occupations	$78,252	$27,993	$103,382
Healthcare Practitioners and Technical Occupations	$72,647	$32,508	$92,715
Business and Financial Operations Occupations	$58,059	$37,082	$68,549
Architecture and Engineering Occupations	$54,612	$35,974	$63,931
Computer and Mathematical Occupations	$54,446	$36,890	$63,225
Education, Training, and Library Occupations	$43,879	$21,049	$55,293
Community and Social Services Occupations	$42,741	$28,774	$49,724
Installation, Maintenance, and Repair Occupations	$40,698	$24,016	$49,039
Total all occupations	**$36,239**	**$18,653**	**$45,032**
Protective Service Occupations	$35,725	$21,260	$42,957
Construction and Extraction Occupations	$35,000	$21,894	$41,554
Transportation and Material Moving Occupations	$32,810	$19,207	$39,612
Sales and Related Occupations	$28,732	$17,575	$34,311
Arts, Design, Entertainment, Sports, and Media Occupations	$28,612	$20,023	$32,907
Production Occupations	$28,247	$18,893	$32,924
Office and Administrative Support Occupations	$28,015	$19,456	$32,295
Farming, Fishing, and Forestry Occupations	$25,555	$19,457	$28,604
Healthcare Support Occupations	$24,445	$20,778	$26,278
Personal Care and Service Occupations	$23,851	$17,012	$27,269
Building and Grounds Cleaning and Maintenance Occupations	$21,390	$16,885	$23,643
Food Preparation and Serving-Related Occupations	$19,487	$17,207	$20,628

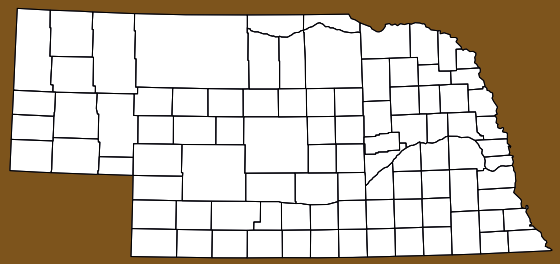
Source: Nebraska Department of Labor, Occupational Employment Statistics, Released 2012

Wages for the Occupational Employment Statistics (OES) survey are straight-time, gross pay, exclusive of premium pay.

Included in the collection of wage data are:
base rate, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay, including commissions and production bonuses, and tips.

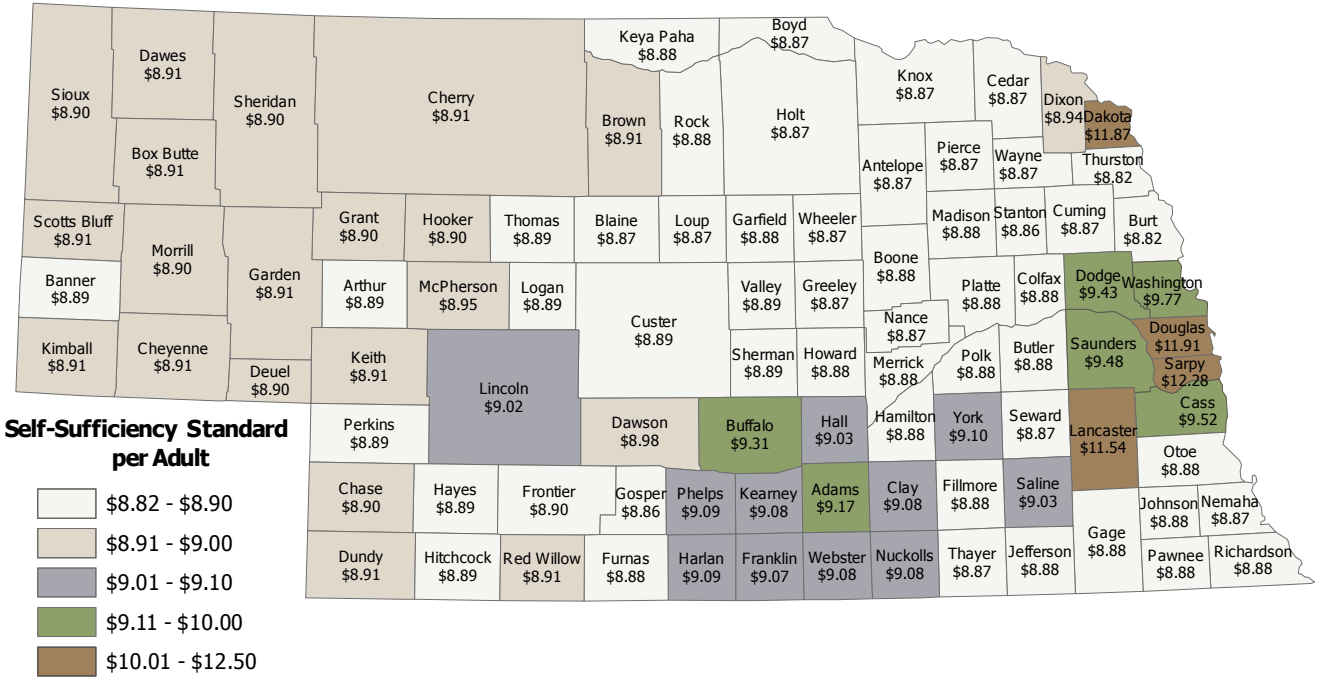
Excluded from the wage data are:
back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, and tuition reimbursements.

Self-Sufficiency Standard



Nebraska Statewide

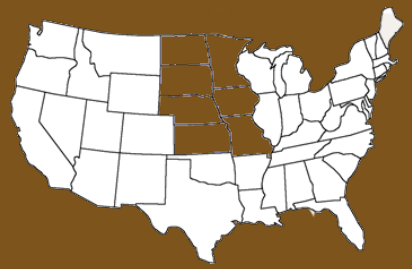
The cost of living in Nebraska is very low relative to other parts of the country. Several large metropolitan areas in the United States have self-sufficiency thresholds greater than $20/hour. The highest self-sufficiency thresholds in Nebraska are found in those counties which contain the largest population centers.



Source: Nebraska Appleseed Center for Law in the Public Interest and Wider Opportunities for Women, Self-Sufficiency Standard for Nebraska, Released 2012

The Self-Sufficiency Standard measures how much income a single parent with a preschooler needs to adequately meet their basic needs—without public or private assistance.

The Self-Sufficiency Standard calculates a family-sustaining wage that does not require choosing between basic necessities such as child care, nutritious food, adequate housing, or health care. At the same time, the Standard does not include longer-term needs such as retirement savings or college tuition, purchases of major items such as a car, emergency expenses, or extras such as gifts, video rentals, or soccer fees. The Standard therefore reflects a decent, though very modest, standard of living.

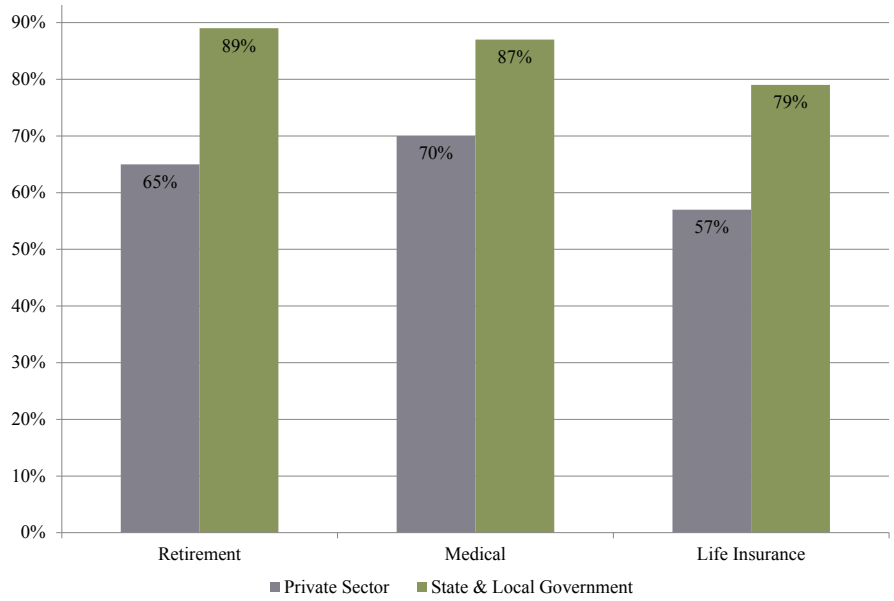


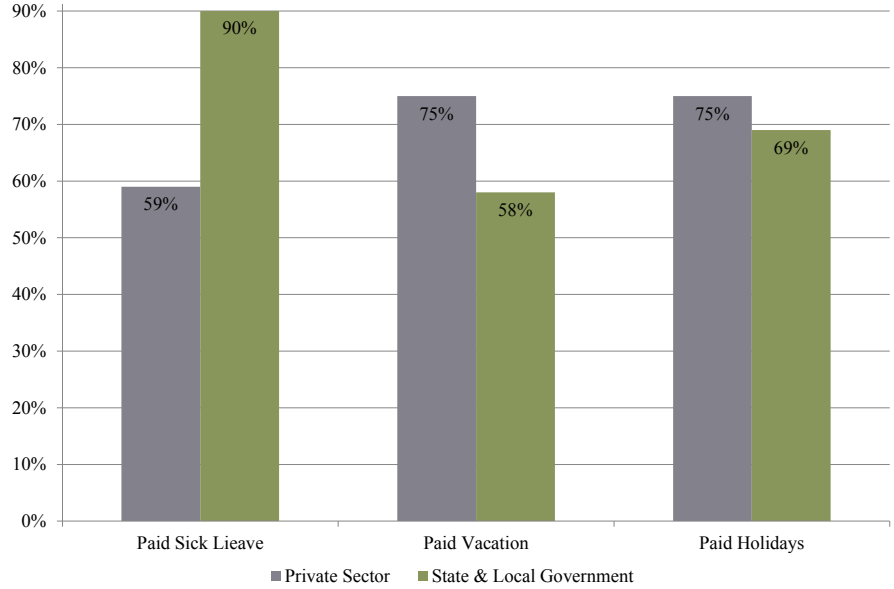
West North Central Region

The National Compensation Survey (NCS) covers the incidence and detailed provisions of selected employee benefit plans in private establishments. The data are presented as the percent of employees who have access to or participate in certain benefits. The West North Central Region is the lowest level of data available for this information.

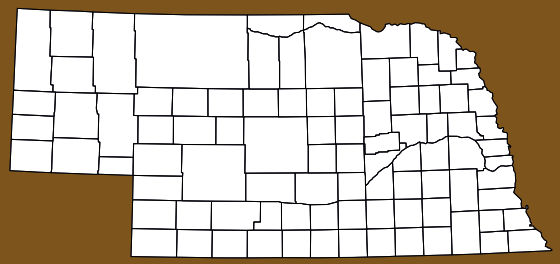
The NCS provides incidence and extensive provisions data for two major benefit areas: Health Insurance and Retirement (both defined benefit and defined contribution components).

Employers Offering Benefits 2012





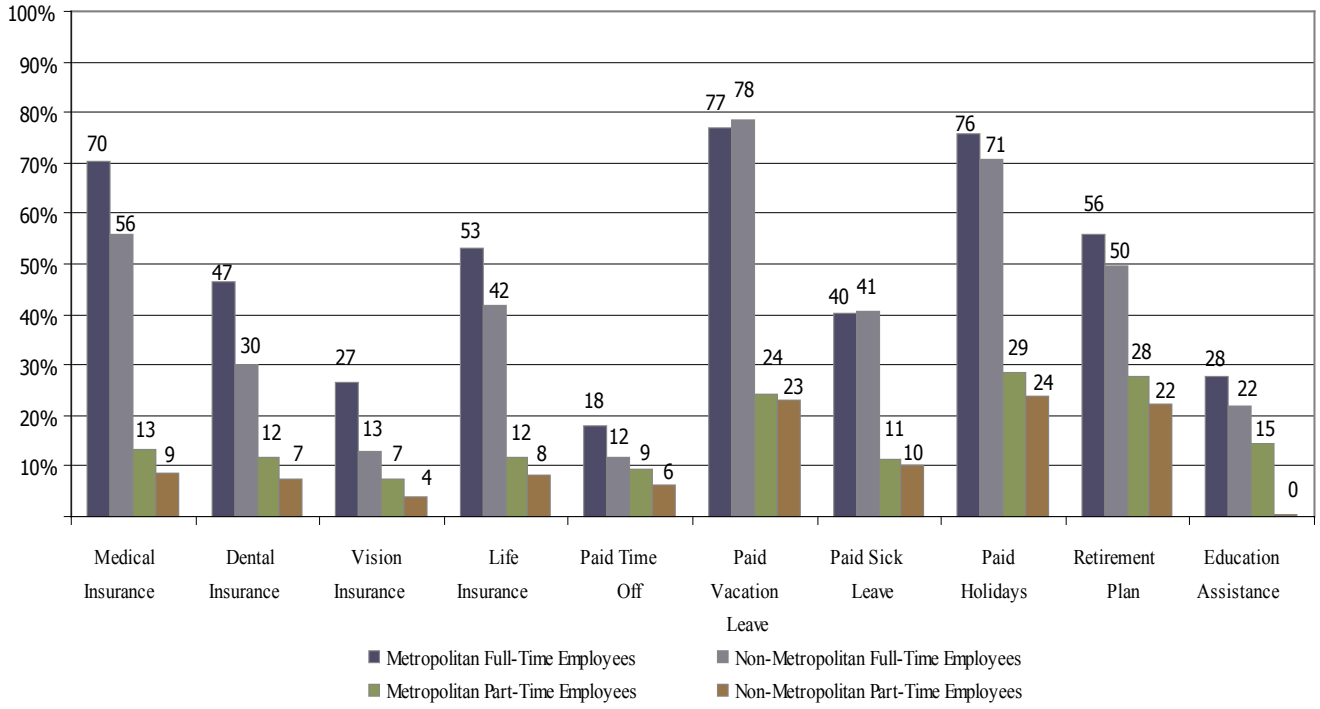
Source: Bureau of Labor Statistics, Employee Benefits in the United States, March 2012



Nebraska Statewide

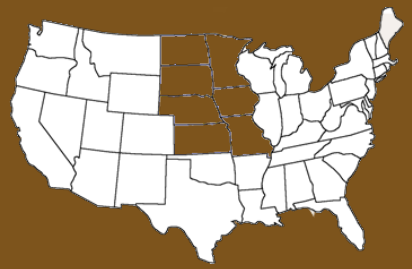
The 2006 Nebraska Employee Benefits Survey aimed to understand the type of benefits provided by businesses in Nebraska to their employees and the prevalence of employers offering these benefits. This information is important to both employers and employees since benefits can account for a significant portion of an employee's compensation package. This was the fourth time the Department of Labor conducted an employee benefits survey. Collecting new data from this survey has been postponed as new legislation is implemented.

Employers Offering Benefits 2006



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

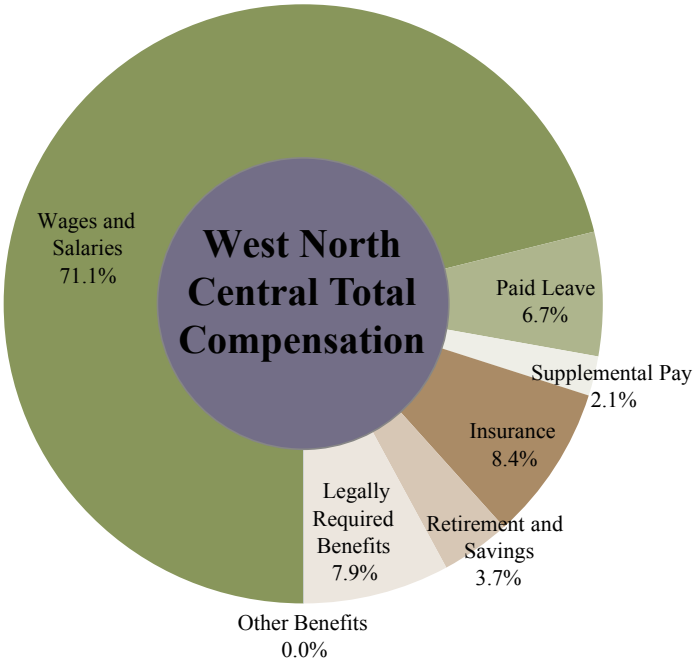
This data comes from the fourth iteration of the Nebraska Employee Benefits Survey. This survey and those that preceded it, both in Nebraska and in other states, observed two factors which best predict whether or not an employer will offer benefits: type of employment (full or part time) and firm size. Full time employees are more likely to be offered benefits than part time employees, and large firms are more likely to offer benefits than small firms.



West North Central Region

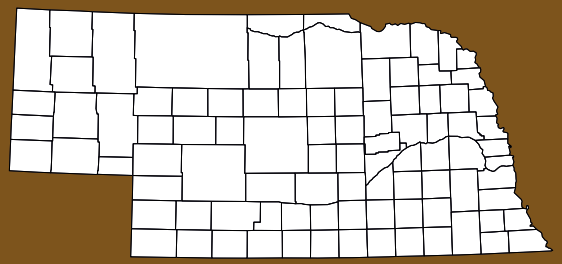
Every quarter the Bureau of Labor Statistics conducts the National Compensation Survey. This survey is broken into two parts, Employment Costs Trends and Employer Costs for Employee Compensation. The Employer Costs for Employee Compensation breaks down what an employer spends on its employees into several different categories. Most employers offer a benefit package to employees that include more than just a basic wage for time worked. Many employers offer medical, dental and vision insurance, retirement benefits, vacation and sick time. Additionally, employers are required to pay a portion of their employees' salary into Medicare, social security, and unemployment insurance. The total amount paid in benefits, along with their wages and salaries make up employees' total compensation.

Total Compensation



Source: Bureau of Labor Statistics, National Compensation Survey, Released 2012

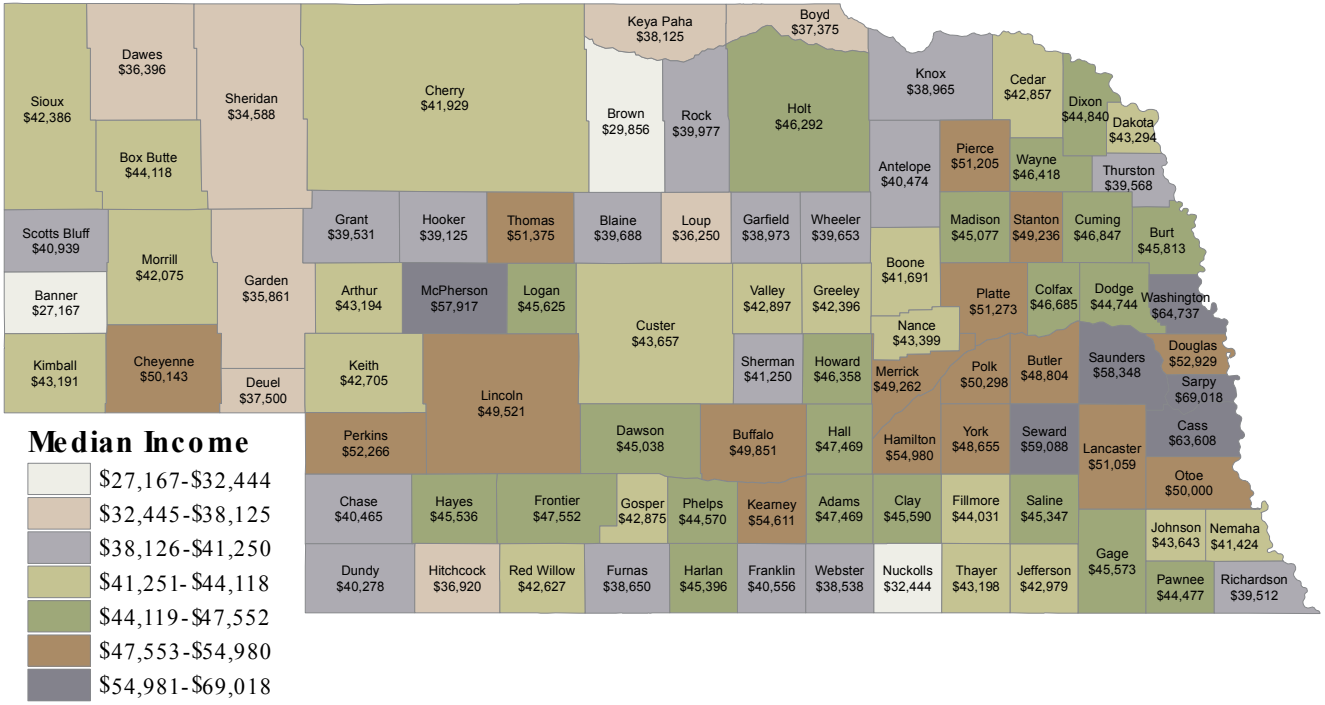
Equating worker compensation with wages is an easy mistake to make. For wage-earners, earnings are reflected in the bottom line of a paycheck. Economists tend to simply call the price created by the interaction of labor supply and demand for labor a wage. The chart above helps illustrate the more complex reality. Worker compensation is an amalgam of wage and various benefits, some with split costs, some entirely employer funded, some legally mandatory and some voluntary. About 29% of the money that employers spend compensating employees in the region studied went to costs other than wages. BLS does not produce total compensation breakdown information at higher geographic specificity than the Census Division level.



Nebraska Statewide

The distribution of income in Nebraska skews toward the less rural eastern portion of the state. Nebraska's eastern counties have both more people and higher incomes than do the counties in the west. Sarpy county's median income of $69,018 over the period studied ranked among the highest nationwide.

Median Household Income 2011



Source: U.S. Census Bureau, S1901, 2007-2011American Community Survey 5-Year Estimates, Released 2011

Census money income is defined as income received on a regular basis (exclusive of certain money receipts such as capital gains) before payments for personal income taxes, social security, union dues, Medicare deductions, etc. Therefore, money income does not reflect the fact that some families receive part of their income in the form of noncash benefits, such as food stamps, health benefits, subsidized housing, and goods produced and consumed on the farm. In addition, money income does not reflect the fact that noncash benefits are also received by some nonfarm residents which may take the form of the use of business transportation and facilities, full or partial payments by business for retirement programs, medical and educational expenses, etc.

Scottsbluff MC

While employment by industry and employment by occupation are generally measured separately, understanding the interaction of these two systems of classification is crucial to interpreting wage data. Some industries employ many of their workers in occupations which require high levels of education, others employ employees primarily in part time positions. In evaluating wages by industry, it is helpful to think about the sort of occupations important to that industry.

Wages by Industry

Industry	2011 Q 2 Weekly Pay	2012 Q 2 Weekly Pay
Total, all industries	**$629**	**$636**
Natural Resources and Mining	$554	$563
Construction	$628	$716
Manufacturing	$708	$736
Trade, Transportation and Utilities	$552	$579
Information	$533	$572
Financial Activities	$691	$697
Professional and Business Services	$690	$715
Education and Health Services	$781	$778
Leisure and Hospitality	$251	$265
Other Services	$512	$336
Public Administration	$663	$642

Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2012

The North American Industry Classification System (NAICS) was developed under the direction and guidance of the Office of Management and Budget (OMB) as the standard for use by Federal statistical agencies in classifying business establishments for the collection, tabulation, presentation, and analysis of statistical data describing the U.S. economy. Use of the standard provides uniformity and comparability in the presentation of these statistical data. NAICS is based on a production-oriented concept, meaning that it groups establishments into industries according to similarity in the processes used to produce goods or services.

Scottsbluff MC

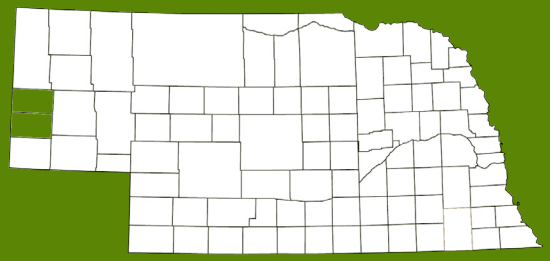
This year's QCEW reporting is an excellent example of an important issue in any measure of employment which involves classification by occupation, industry or even geography. During the year studied, in every geography, employment shrank in Public Administration and grew in Other Services. This shift is almost entirely accounted for by the reclassification of many small social assistance positions out of government employment and into contracting. While the work done by these workers has not changed, the way their employment is classified has. Familiarity with 'code changes' like this one is vital to drawing the right conclusions from employment data.

Employment Change by Industry

Industry	2011 Q2 EMP.	2012 Q2 EMP.	Percentage Emp. Change	2011 Q2 Count of Establishments	2012 Q2 Count of Establishments
Total, all industries	**17,110**	**17,160**	**0.29%**	**1,260**	**1,508**
Natural Resources and Mining	347	319	-8.07%	49	48
Construction	897	853	-4.91%	117	108
Manufacturing	936	917	-2.03%	47	49
Trade, Transportation and Utilities	3,873	3,908	0.90%	329	339
Information	220	236	7.27%	18	17
Financial Activities	1,218	1,196	-1.81%	124	123
Professional and Business Services	1,302	1,243	-4.53%	145	145
Education and Health Services	4,873	5,008	2.77%	171	168
Leisure and Hospitality	1,715	1,585	-7.58%	114	114
Other Services	363	633	74.38%	76	327
Public Administration	1,271	1,172	-7.79%	64	64

Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2012

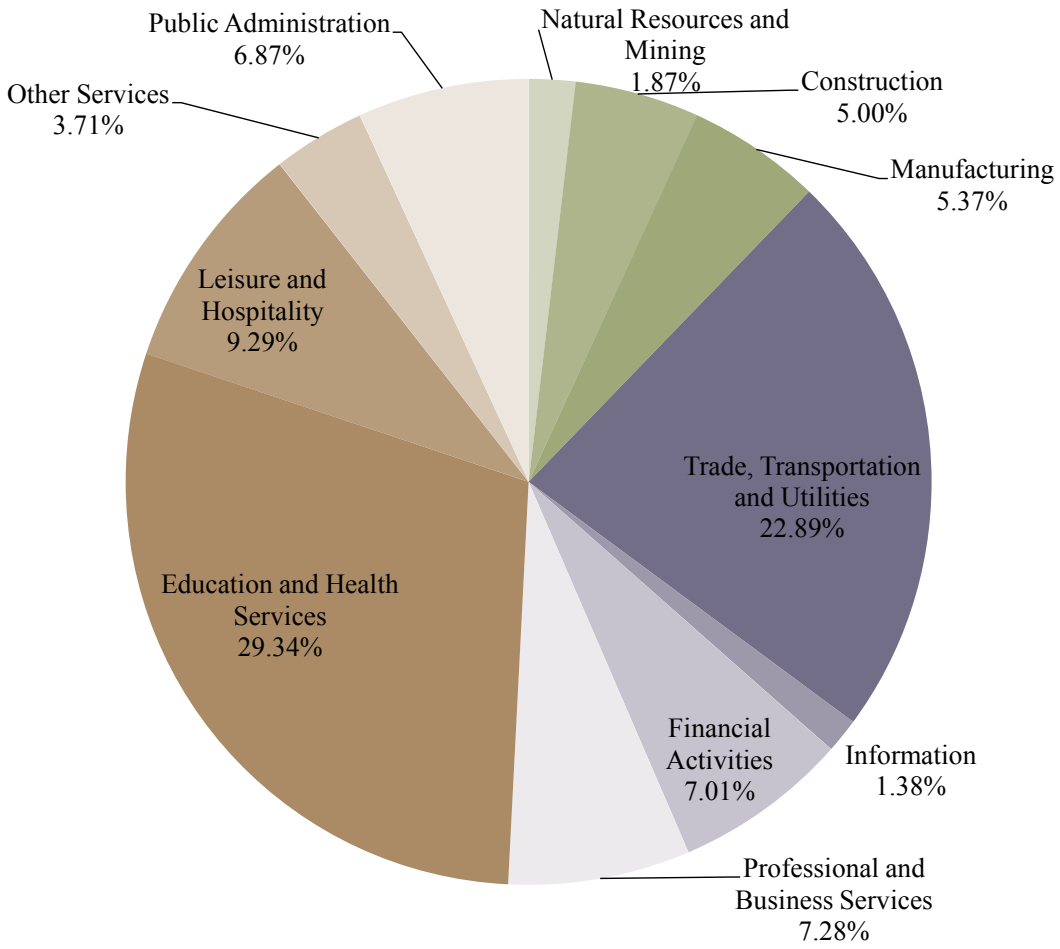
The Quarterly Census of Employment and Wages (QCEW) Program is a cooperative program involving the Bureau of Labor Statistics of the U.S. Department of Labor and the State Employment Security Agencies. The QCEW program produces a comprehensive tabulation of employment and wage information for workers covered by State unemployment insurance laws and Federal workers covered by the Unemployment Compensation for Federal Employees program. Publicly available files include data on the number of establishments, monthly employment, and quarterly wages, by NAICS industry, by county, by ownership sector, for the entire United States. These data are aggregated to annual levels, to higher industry levels (NAICS industry groups, sectors, and supersectors), and to higher geographic levels (national, State, and Metropolitan Statistical Area (MSA)).



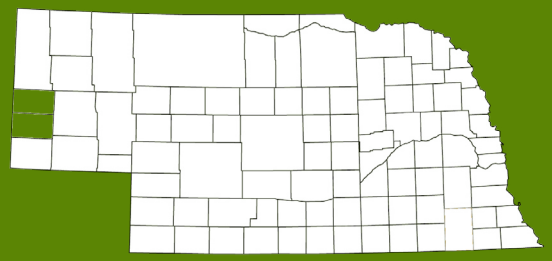
Scottsbluff MC

Employment data under the QCEW program represent the number of covered workers who worked during, or received pay for, the pay period including the 12th of the month. Excluded are members of the armed forces, the self-employed, proprietors, domestic workers, unpaid family workers, and railroad workers covered by the railroad unemployment insurance system. Wages represent total compensation paid during the calendar quarter, regardless of when services were performed. Included in wages are pay for vacation and other paid leave, bonuses, stock options, tips, the cash value of meals and lodging, and in some states, contributions to deferred compensation plans (such as 401(k) plans). The QCEW program does provide partial information on agricultural industries and employees in private households.

Industry Employment Distribution



Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2012



Scottsbluff MC

Location quotients are an easy way to isolate a given geography's economic specialty. The industry with the highest location quotient is the industry with the highest relative concentration of employment compared to the state as a whole. A high location quotient is good evidence that an industry is of particular economic importance to the geography in question.

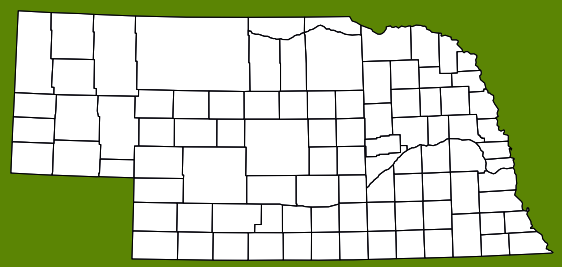
Industry Location Quotient

Industry	
Total, all industries	**1.00 to 1**
Natural Resources and Mining	1.32 to 1
Construction	1.07 to 1
Manufacturing	0.52 to 1
Trade, Transportation and Utilities	1.05 to 1
Information	0.74 to 1
Financial Activities	1.04 to 1
Professional and Business Services	0.62 to 1
Education and Health Services	1.24 to 1
Leisure and Hospitality	0.98 to 1
Other Services	1.10 to 1
Public Administration	1.24 to 1

Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2012

A location quotient measures the concentration of employment in a given industry within a geographical area relative to the concentration of employment within that same industry for a larger geographical area. Location Quotients demonstrate disparity in the relative proportional composition of industry employment. For example one might imagine that Detroit, MI, the 'Motor City', would have a high location quotient in the manufacturing industry sector compared the U.S.

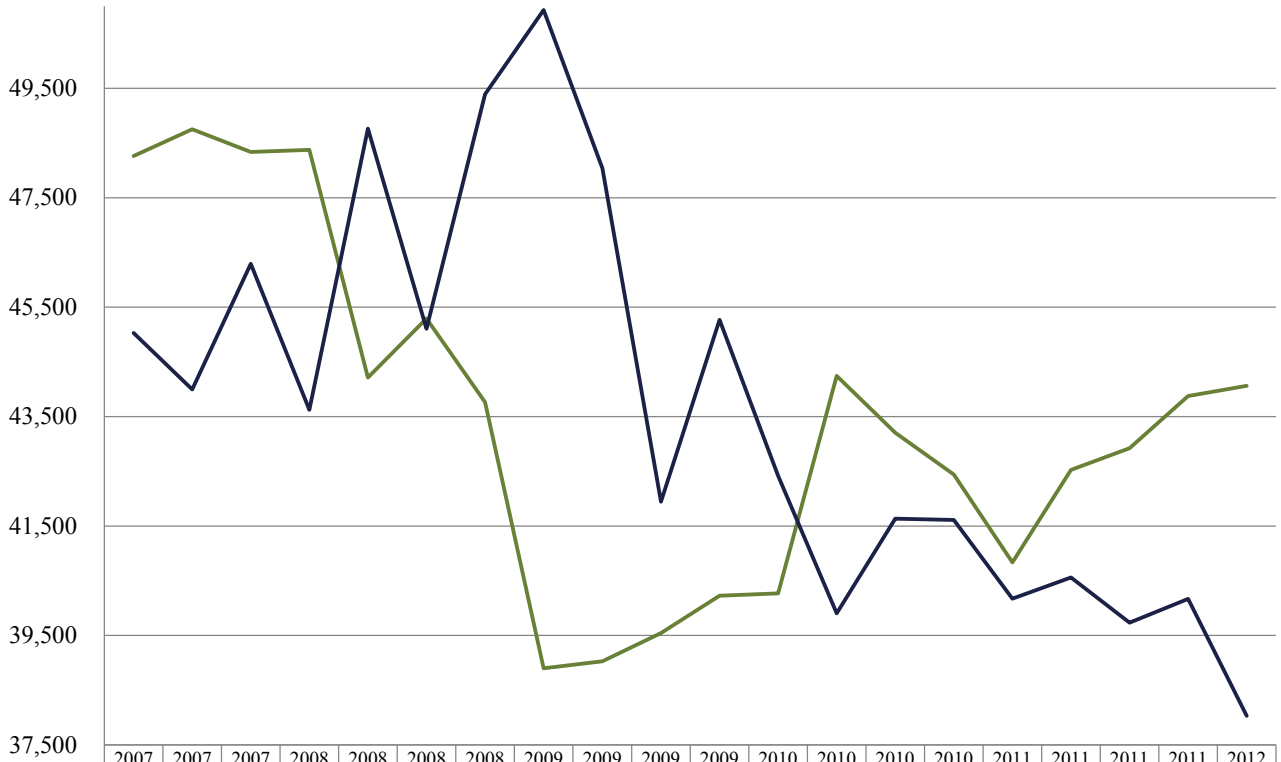
Location quotients can be used to determine which industry sectors are 'basic' to an area. This metric has been used to predict the type of economic goods an area might export or import. It also sheds light on which industry sectors are most vital to a community's economic wellbeing.



Nebraska Statewide

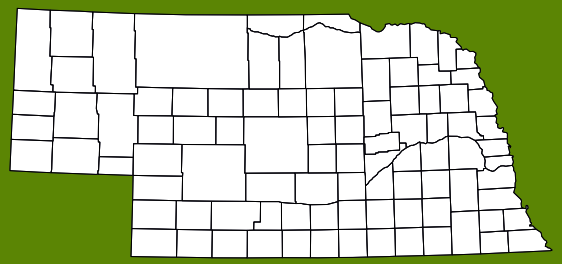
Business Employment Dynamics consist of a quarterly series of statistics on gross job gains and gross job losses. Gross job gains and gross job losses reveal some aspects of business dynamics, including establishment openings and closings and establishment expansions and contractions.

Business Employment Dynamics: Gains and Losses



	2007 Q2	2007 Q3	2007 Q4	2008 Q1	2008 Q2	2008 Q3	2008 Q4	2009 Q1	2009 Q2	2009 Q3	2009 Q4	2010 Q1	2010 Q2	2010 Q3	2010 Q4	2011 Q1	2011 Q2	2011 Q3	2011 Q4	2012 Q1
Gains	48,264	48,752	48,337	48,377	44,214	45,293	43,764	38,901	39,026	39,544	40,227	40,267	44,243	43,205	42,441	40,834	42,526	42,922	43,876	44,064
Losses	45,027	43,998	46,291	43,625	48,764	45,104	49,390	50,932	48,038	41,946	45,268	42,418	39,906	41,633	41,610	40,172	40,558	39,735	40,167	38,030

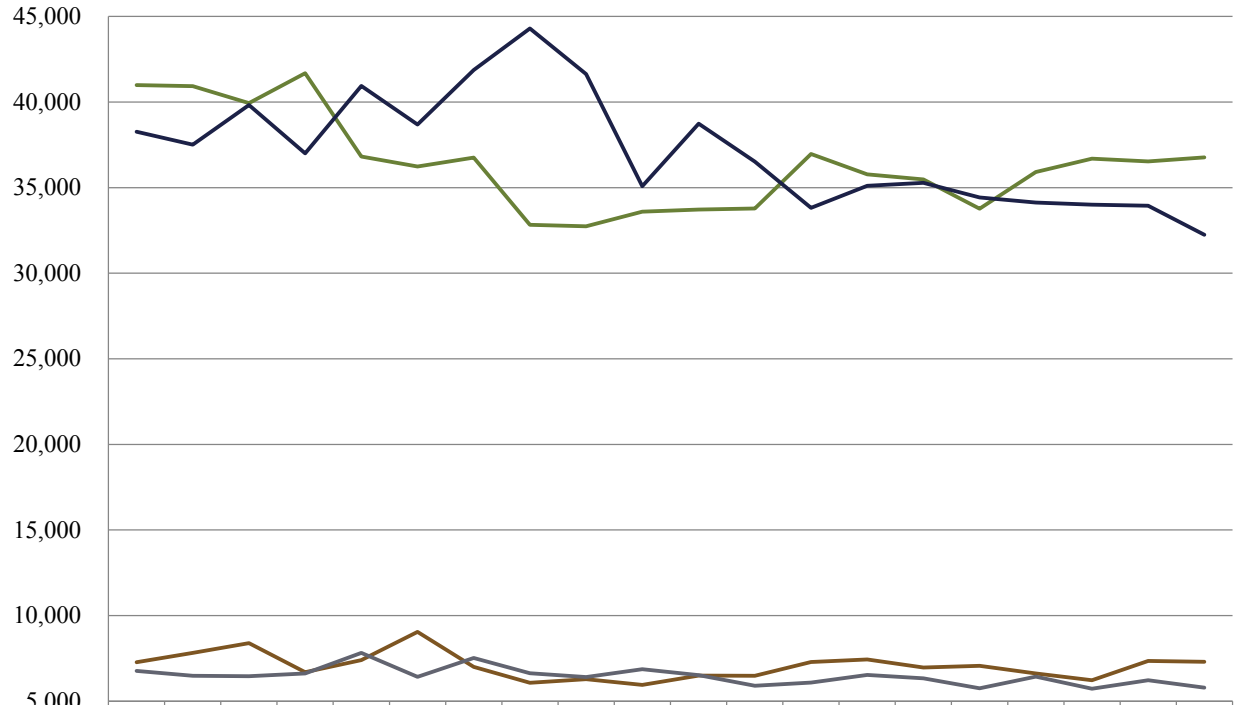
Source: Bureau of Labor Statistics, Business Employment Dynamics, Released 2012
Note: Seasonally Adjusted Data



Nebraska Statewide

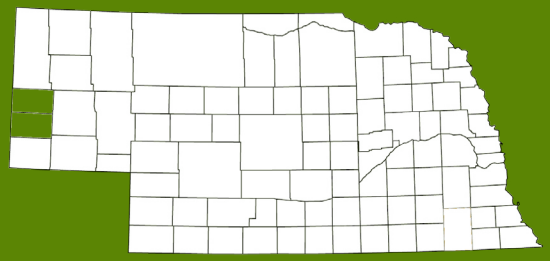
The microdata used to construct the gross job gains and gross job losses statistics are from the Quarterly Census of Employment and Wages (QCEW) program. These data include all establishments subject to state Unemployment Insurance (UI) laws and Federal agencies subject to the Unemployment Compensation for Federal Employees program. Each quarter, the State agencies edit and process the data and send the information to BLS in Washington, DC. The data cover approximately 98 percent of all employment; the major exclusions from UI coverage are the self-employed and certain nonprofit organizations. Establishments report employment for the pay period including the 12th of the month. The job flow estimates report employment changes between the third month of each quarter.

Business Employment Dynamics: Expansions and Contractions



	2007 Q2	2007 Q3	2007 Q4	2008 Q1	2008 Q2	2008 Q3	2008 Q4	2009 Q1	2009 Q2	2009 Q3	2009 Q4	2010 Q1	2010 Q2	2010 Q3	2010 Q4	2011 Q1	2011 Q2	2011 Q3	2011 Q4	2012 Q1
Openings	7,275	7,825	8,397	6,695	7,401	9,053	7,006	6,078	6,286	5,953	6,502	6,479	7,283	7,432	6,966	7,069	6,616	6,229	7,346	7,303
Closings	6,765	6,482	6,463	6,617	7,817	6,416	7,524	6,633	6,407	6,864	6,527	5,896	6,088	6,532	6,333	5,748	6,433	5,725	6,221	5,784
Expansions	40,989	40,927	39,940	41,682	36,813	36,240	36,758	32,823	32,740	33,591	33,725	33,788	36,960	35,773	35,475	33,765	35,910	36,693	36,530	36,761
Contractions	38,262	37,516	39,828	37,008	40,947	38,688	41,866	44,299	41,631	35,082	38,741	36,522	33,818	35,101	35,277	34,424	34,125	34,010	33,946	32,246

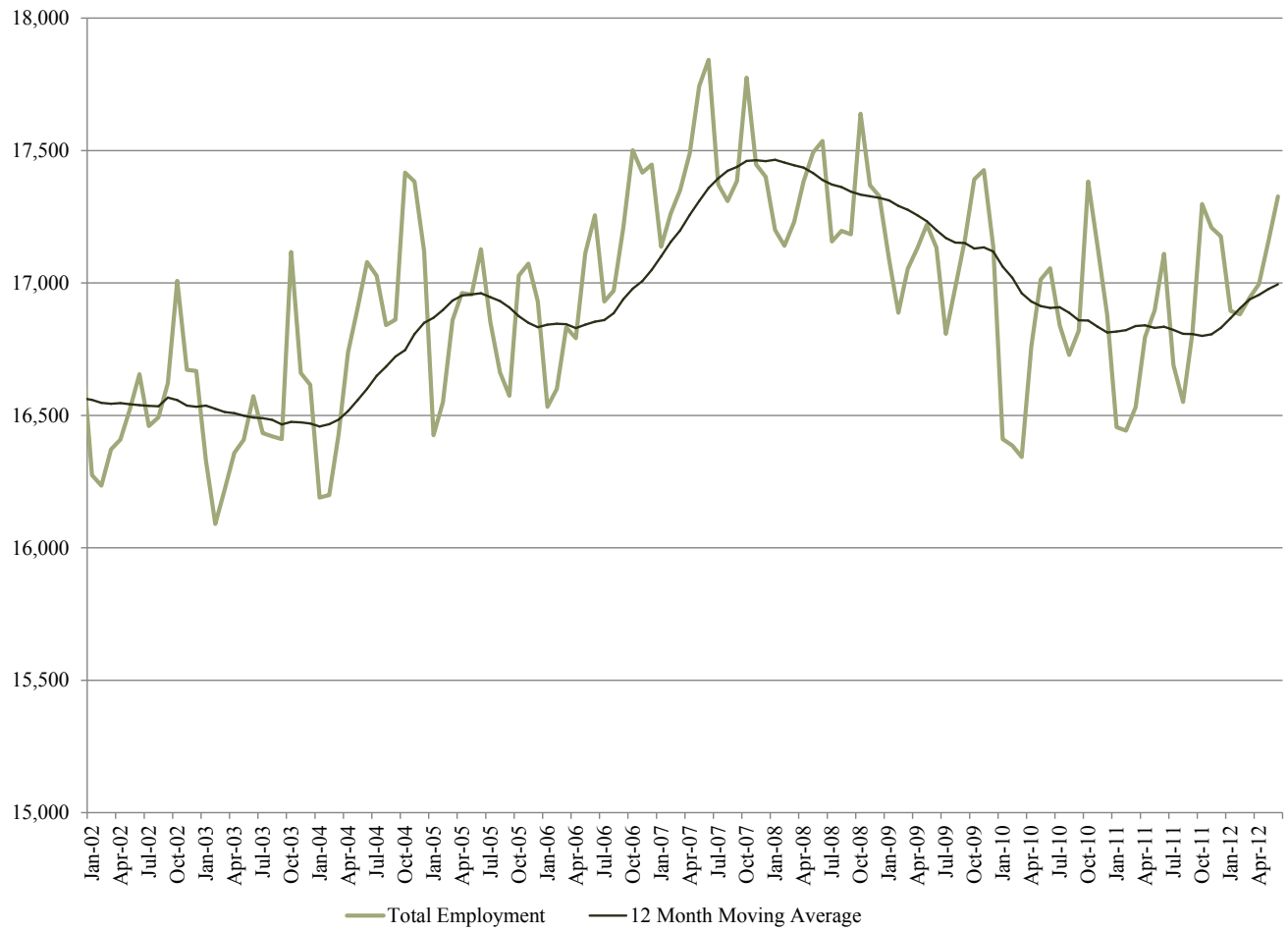
Source: Bureau of Labor Statistics, Business Employment Dynamics, Released 2012
Note: Seasonally Adjusted Data



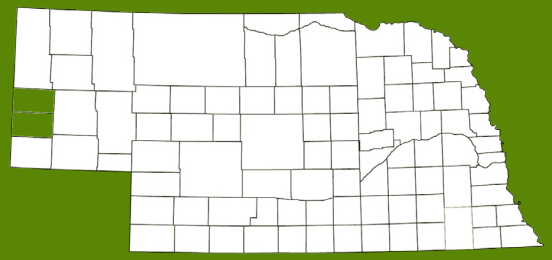
Scottsbluff MC

QCEW originated in the 1930s, and was known as the ES-202 program until 2003 when the current QCEW name was adopted. The primary economic product is the tabulation of employment and wages of establishments which report to the Unemployment Insurance (UI) programs of the United States. Employment covered by these UI programs represents about 99.7% of all wage and salary civilian employment in the country.

Total Employment Trends



Source: Nebraska Department of Labor, Quarterly Census of Employment and Wages, Released 2012



Scottsbluff MC

While none of the QWI data is especially surprising, in its totality, it is massively informative. The level of detail and specificity, with so little suppression, (unreported/NA data to protect business' confidentiality) is a triumph of economic measurement. Turnover and job flows data are an important part of labor market economics and are not produced elsewhere in this review.

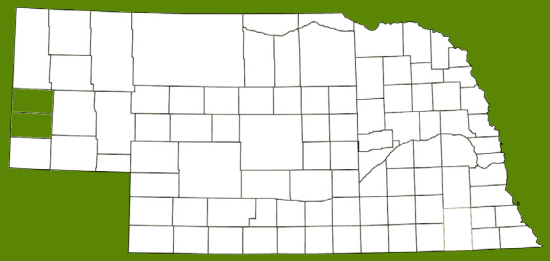
Quarterly Workforce Indicators

QWI Quickfacts	Avg Monthly Earnings	Avg New Hire Earnings	Job Creation	Net Job Flows	New Hires	Separations	Total Employment	Turnover
11 Agriculture,Forestry,Fishing and Hunting	$2,442	$2,558	29	10	50	57	275	14.0%
21 Mining,Quarrying,and Oil and Gas Extraction	$2,053	N/A	N/A	N/A	-	-	N/A	0.0%
22 Utilities	$4,809	$5,855	6	5	N/A	4	122	2.7%
23 Construction	$2,994	$3,908	165	110	269	196	743	12.1%
31-33 Manufacturing	$3,101	$1,840	33	(126)	87	204	996	10.5%
42 Wholesale Trade	$3,648	$1,960	42	11	76	75	875	5.3%
44-45 Retail Trade	$2,193	$1,325	120	(41)	383	443	2,643	10.2%
48-49 Transportation and Warehousing	$3,125	$2,192	16	(112)	65	178	588	9.6%
51 Information	$2,522	$1,631	5	(5)	21	29	245	9.1%
52 Finance and Insurance	$3,703	$2,456	14	-	49	54	1,113	3.3%
53 Real Estate and Rental and Leasing	$2,662	$2,884	10	4	14	14	116	5.9%
54 Professional,Scientific,and Technical Services	$3,763	$2,519	48	32	57	49	461	5.1%
55 Management of Companies and Enterprises	$3,074	$1,725	2	(4)	9	14	88	8.3%
56 Administrative and Support and Waste Management and Remediation Services	$2,671	$1,932	66	10	188	216	770	12.6%
61 Educational Services	$3,381	$1,251	32	19	111	134	1,863	5.3%
62 Health Care and Social Assistance	$3,233	$2,485	74	45	278	255	3,191	6.3%
71 Arts,Entertainment,and Recreation	$1,139	$483	8	(11)	25	40	179	13.0%
72 Accommodation and Food Services	$1,153	$855	108	36	438	441	1,358	15.9%
81 Other Services (except Public Administration)	$2,114	$1,720	272	239	351	117	355	10.9%
92 Public Administration	$2,601	$1,700	14	(38)	55	92	1,039	6.6%

Source: Nebraska Department of Labor, Quarterly Workforce Indicators, Released 2012

The Quarterly Workforce Indicators (QWI) are a set of economic indicators -- including employment, job creation, wages, and worker turnover -- that can be queried by different levels of geography -- state, county, metro, and workforce investment area -- as well as by detailed industry, gender, and age of workers. You can query the data directly by using the QWI Online tool on the Census Bureau website.

The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state QCEW data. The universe of QWI data is UI-covered earnings. UI coverage is broad, covering about 99.7% of total wage and salary civilian jobs.



Scottsbluff MC

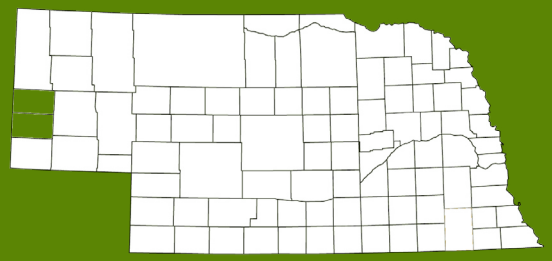
OES measures what jobs people hold. Guiding young people into scholarship and career paths which are lucrative and aligned with the state's economic development objectives is a target for myriad pieces of legislation. OES data is a cornerstone for both setting goals for and measuring the success of these policies.

Employment by Occupation

SOC Code	Standard Occupational Code Title	Estimated Employment May 2011	Hourly Median Wages	Annual Median Wages
41-2031	Retail Salespersons	600	$10.75	$22,358
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	490	$8.59	$17,868
43-9061	Office Clerks, General	490	$11.01	$22,919
41-2011	Cashiers	480	$9.10	$18,934
43-3031	Bookkeeping, Accounting, and Auditing Clerks	400	$14.99	$31,176
35-3031	Waiters and Waitresses	380	$8.48	$17,621
43-5081	Stock Clerks and Order Fillers	350	$9.48	$19,719
31-1012	Nursing Aides, Orderlies, and Attendants	340	$11.02	$22,926
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	300	$9.02	$18,759
43-6014	Secretaries, Except Legal, Medical, and Executive	300	$12.92	$26,859
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	280	$10.92	$22,732
37-2012	Maids and Housekeeping Cleaners	270	$9.14	$19,004
53-3032	Truck Drivers, Heavy and Tractor-Trailer	260	$16.78	$34,901
25-9041	Teacher Assistants	210	N/A	$18,436
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	210	$18.28	$38,024
29-2061	Licensed Practical and Licensed Vocational Nurses	200	$17.45	$36,292
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	170	$16.52	$34,352
25-2021	Elementary School Teachers, Except Special Education	160	N/A	$55,030
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	160	$18.57	$38,623
49-9071	Maintenance and Repair Workers, General	160	$14.78	$30,740

Source: Nebraska Department of Labor, Occupational Employment Statistics, Released 2012

The Occupational Employment Statistics (OES) program conducts a semi-annual mail survey designed to produce estimates of employment and wages for specific occupations. The OES program collects data on wage and salary workers in nonfarm establishments in order to produce employment and wage estimates for about 800 occupations. Data from self-employed persons are not collected and are not included in the estimates. The OES program produces these occupational estimates by geographic area, and by industry and ownership. Estimates based on geographic areas are available at the National, State, Metropolitan, and Nonmetropolitan Area levels. The Bureau of Labor Statistics produces occupational employment and wage estimates for over 450 industry classifications at the national level.



Scottsbluff MC

All people over the age of 15 who have been employed at any time are asked to designate on the American Community Survey the type of work normally done or the work performed most regularly. Occupations and types of work are then broken down into the following classes:

Private Wage and Salary Workers--Includes people who worked for wages, salary, commission, tips, pay-in-kind, or piece rates for a private-for-profit employer or a private-not-for-profit, tax-exempt, or charitable organization.

Self-employed people whose business was incorporated are included with private wage and salary workers because they are paid employees of their own companies. Some tabulations present data separately for these subcategories: "For profit," "Not-for-profit," and "Own business incorporated."

Government Workers--Includes people who are employees of any local, state, or federal governmental unit, regardless of the activity of the particular agency. For some tabulations, the data are presented separately for the three levels of government.

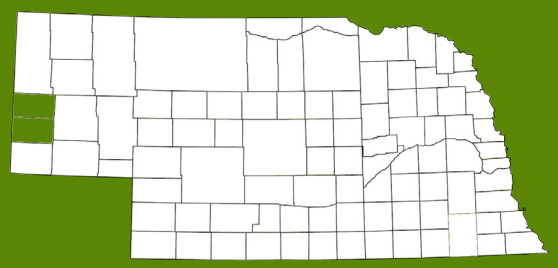
Class of Workers

	Scottsbluff	%	Statewide	%
Total:	**12,716**	**100%**	**652,288**	**100%**
Male:	7,247	56.99%	376,796	57.77%
Private for-profit wage and salary workers:	5,115	40.22%	276,358	42.37%
Employee of private company workers	4,675	36.76%	253,816	38.91%
Self-employed in own incorporated business workers	440	3.46%	22,542	3.46%
Private not-for-profit wage and salary workers	373	2.93%	18,557	2.84%
Local government workers	536	4.22%	22,128	3.39%
State government workers	334	2.63%	15,213	2.33%
Federal government workers	178	1.40%	9,438	1.45%
Self-employed in own not incorporated business workers	697	5.48%	34,497	5.29%
Unpaid family workers	14	0.11%	605	0.09%
Female:	5,469	43.01%	275,492	42.23%
Private for-profit wage and salary workers:	3,339	26.26%	177,335	27.19%
Employee of private company workers	3,246	25.53%	172,163	26.39%
Self-employed in own incorporated business workers	93	0.73%	5,172	0.79%
Private not-for-profit wage and salary workers	796	6.26%	35,606	5.46%
Local government workers	708	5.57%	24,789	3.80%
State government workers	246	1.93%	17,246	2.64%
Federal government workers	107	0.84%	6,656	1.02%
Self-employed in own not incorporated business workers	268	2.11%	13,323	2.04%
Unpaid family workers	5	0.04%	537	0.08%

Source: U.S. Census Bureau, B24090: Sex of Class of Worker for the Full-Time, Year-Round Civilian Employed Population 16 Years and Over

Self-Employed Workers--Includes people who worked for profit or fees in their own unincorporated business, profession, or trade, or who operated a farm.

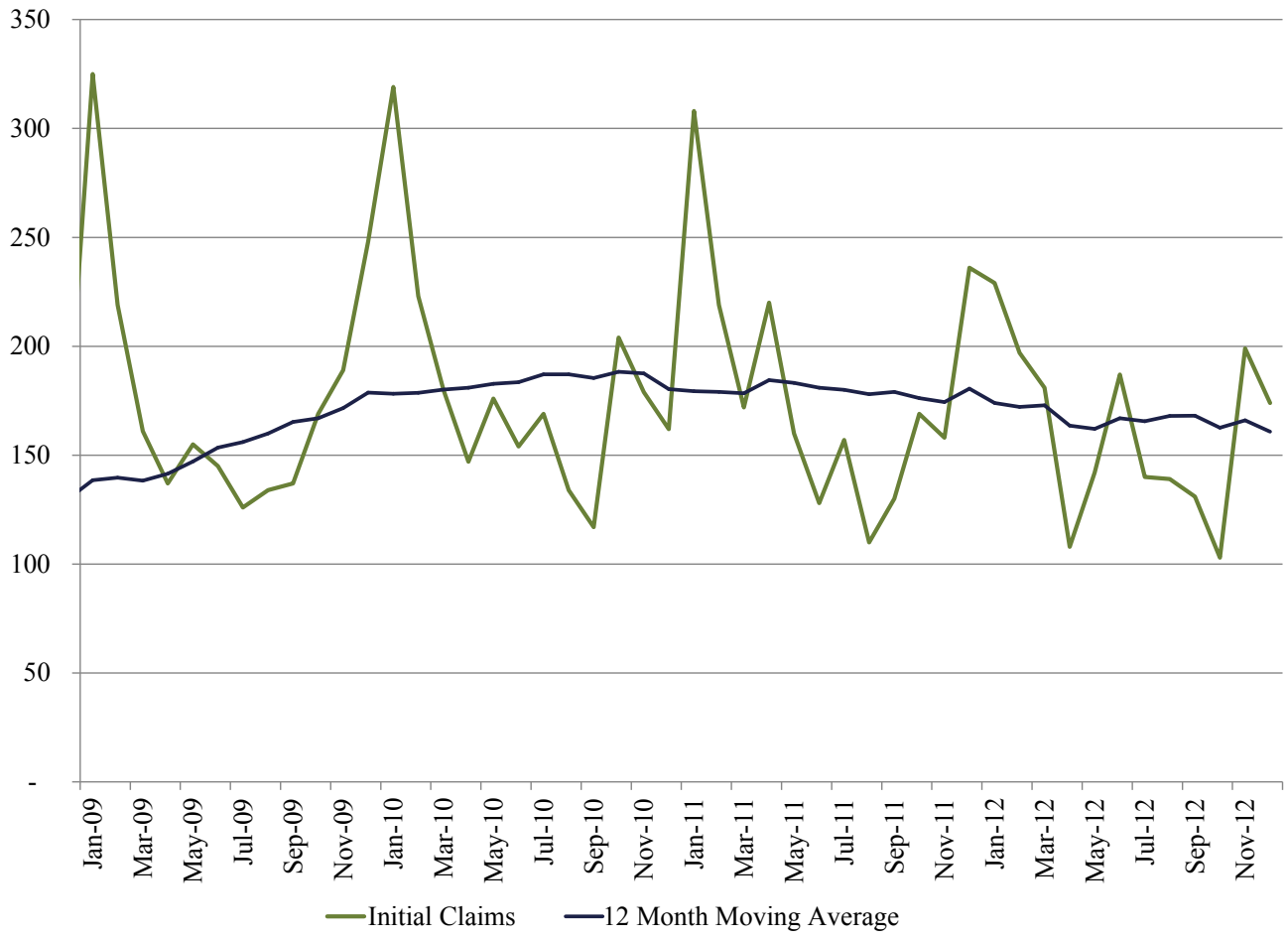
Unpaid Family Workers--Includes people who worked 15 hours or more without pay in a business or on a farm operated by a relative.



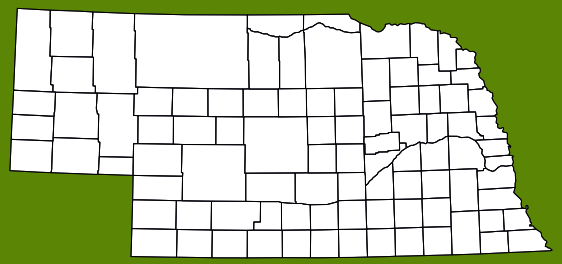
Scottsbluff MC

The Unemployment Insurance weekly claims data are used in current economic analysis of unemployment trends in the Nation, and in each State. Initial claims measure emerging unemployment and continued weeks claimed measure the number of persons claiming unemployment benefits.

UI: Initial Claims



Source: Nebraska Department of Labor, Unemployment Insurance Program, Released 2012

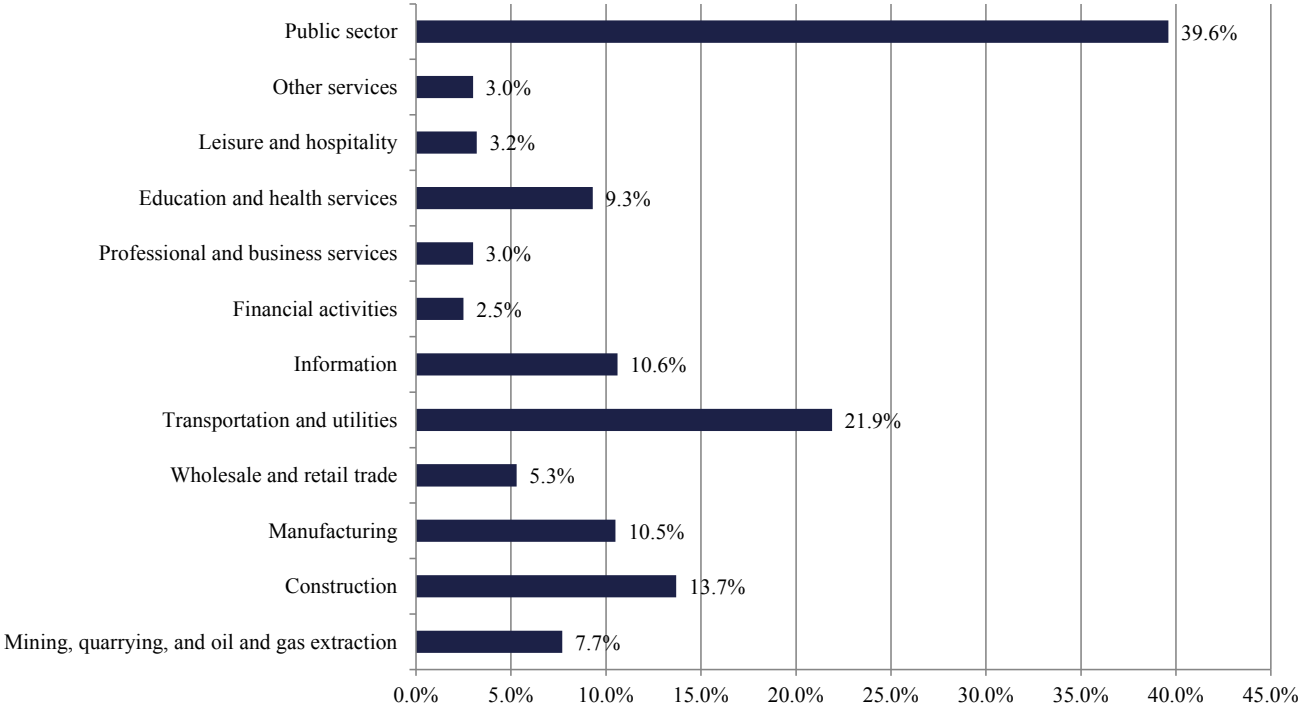


Nebraska Statewide

The chart to the right contains U.S. Nationwide data. The chart below contains Nebraska statewide data.

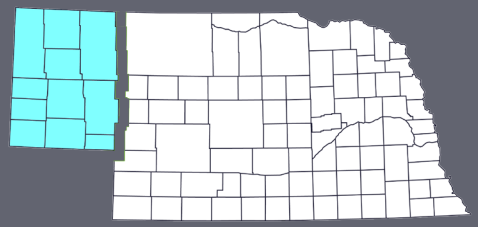
The estimates in this release are obtained from the Current Population Survey (CPS), which provides the basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics by the U.S. Census Bureau from a scientifically selected national sample of about 60,000 eligible households. The union membership and earnings data are tabulated from one-quarter of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers are excluded.

Unionization by Industry



Source: Bureau of Labor Statistics, Union Members Summary, Released 2013

	2011	2012
Total Employed	828,000	864,000
Total Union Members	65,000	52,000
Percent Union Members	7.9%	6.0%
Total Representation by Unions	83,000	70,000
Percent Represented by Unions	10.0%	8.1%



Panhandle Economic Development Region

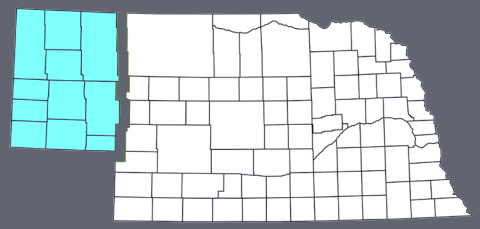
Projections by Industry create an estimate for the number of job openings expected to occur in each field for the next 10 years throughout the state. Industry employment projections are based on historical, statistical and subjective analysis of industry trends. Long-term industry projections are produced every two years and the results are then used as an input into occupational projections.

Long-Term Industry Employment Projections 2010-2020

Industry	2010 Annual Employment	2020 Projected Employment	Change in Employment 2010-2020	Percent Change (%)	Compound Annual Growth Rate (%)
Agriculture, Forestry, and Fishing	5,185	5,094	-91	-1.8%	-0.18%
Mining	159	164	5	3.1%	0.31%
Utilities (including private + local)	310	301	-9	-2.9%	-0.29%
Construction	1,238	1,561	323	26.1%	2.35%
Manufacturing	1,833	2,126	293	16.0%	1.49%
Wholesale Trade	2,305	2,397	92	4.0%	0.39%
Retail Trade	5,137	5,481	344	6.7%	0.65%
Transportation and Warehousing	2,925	3,378	453	15.5%	1.45%
Information	455	451	-4	-0.9%	-0.09%
Finance and Insurance	1,823	1,923	100	5.5%	0.54%
Real Estate and Rental and Leasing	175	170	-5	-2.9%	-0.29%
Professional, Scientific, and Technical Services	818	1,020	202	24.7%	2.23%
Management of Companies and Enterprises	935	1,017	82	8.8%	0.84%
Administrative & Waste Management Services	1,208	1,451	243	20.1%	1.85%
Educational Services (including state and local gov)	4,476	4,789	313	7.0%	0.68%
Health Care and Social Assistance	5,550	6,129	579	10.4%	1.00%
Arts, Entertainment, and Recreation	229	246	17	7.4%	0.72%
Accommodation and Food Services	3,084	3,205	121	3.9%	0.39%
Other Services (except Government)	1,030	1,023	-7	-0.7%	-0.07%
Government	4,056	3,885	-171	-4.2%	-0.43%
Total	**42,931**	**45,811**	**2,880**	**6.7%**	**0.65%**

Source: Nebraska Department of Labor, Office of Labor Market Information, Released 2012

Industry projections are developed by combining employment time series data with current economic indicators. These past trends are examined and knowledge of current trends in the economy are applied to develop projections for the future. Industries are classified by the North American Industry Classification System (NAICS). The lowest level of detail that projections are produced for is the three digit NAICS level or sub-sector. Industries at the three digit level add up to the two digit level called a sector. These sectors then further add up to super-sectors.



Panhandle Economic Development Region

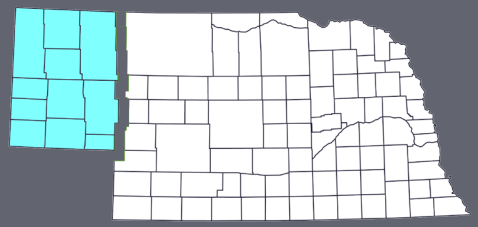
Projections by Occupation give estimates for the number of jobs which will open in each type of position in the next 10 years throughout the state. Applying industry staffing patterns from the most recent Occupational Employment Statistics survey to industry projections provides forecasts for occupational demand by industry for as many as 750 different job titles.

Long-Term Occupational Employment Projections 2010-2020

	2010 Est. Employment	2020 Proj. Employment	Growth Openings	Replacement Openings	Total Openings	Numeric Change	Percent Change (%)
Management Occupations	2,513	2,493	40	521	561	-20	-0.8%
Business and Financial Operations Occupations	1,433	1,606	175	308	483	173	12.1%
Computer and Mathematical Occupations	413	442	30	78	108	29	7.0%
Architecture and Engineering Occupations	204	226	25	42	67	22	10.8%
Life, Physical, and Social Science Occupations	274	285	13	86	99	11	4.0%
Community and Social Service Occupations	544	616	72	119	191	72	13.2%
Legal Occupations	138	146	8	24	32	8	5.8%
Education, Training, and Library Occupations	3,053	3,263	213	692	905	210	6.9%
Arts, Design, Entertainment, Sports, and Media Occupations	540	547	23	147	170	7	1.3%
Healthcare Practitioners and Technical Occupations	2,647	2,929	282	549	831	282	10.7%
Healthcare Support Occupations	1,317	1,405	88	184	272	88	6.7%
Protective Service Occupations	590	594	24	189	213	4	0.7%
Food Preparation and Serving Related Occupations	3,651	3,801	172	1,226	1,398	150	4.1%
Building and Grounds Cleaning and Maintenance Occupations	1,507	1,586	81	269	350	79	5.2%
Personal Care and Service Occupations	996	1,106	122	246	368	110	11.0%
Sales and Related Occupations	4,769	5,066	303	1,497	1,800	297	6.2%
Office and Administrative Support Occupations	7,002	7,314	396	1,486	1,882	312	4.5%
Farming, Fishing, and Forestry Occupations	3,255	3,184	0	986	986	-71	-2.2%
Construction and Extraction Occupations	1,631	1,853	230	367	597	222	13.6%
Installation, Maintenance, and Repair Occupations	2,784	3,030	251	663	914	246	8.8%
Production Occupations	1,997	2,207	237	409	646	210	10.5%
Transportation and Material Moving Occupations	4,221	4,666	453	1,137	1,590	445	10.5%
Total, All Occupations	**45,479**	**48,365**	**3,238**	**11,225**	**14,463**	**2,886**	**6.4%**

Source: Nebraska Department of Labor, Office of Labor Market Information, Released 2012

Growth and replacement openings help to paint a picture of the two major components of employment change. Growth openings refer to the number of jobs created by economic expansion. Replacement openings are created by people permanently leaving the labor force through death, retirement, disability, or by transfer to another occupation. The total number of openings comes from adding together growth and replacement openings.



Panhandle Economic Development Region

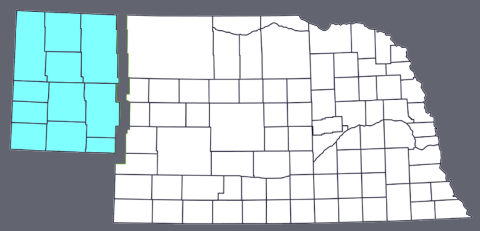
Utilizing staffing patterns derived from the Occupational Employment Statistic surveys, the projections team creates estimates of which type of positions are expected to increase in specific fields. The chart shows the projections for the largest occupation within the major industry groups based on 2010 estimated employment. Looking at projections from this perspective helps give more detail to the projections as occupations can vary widely from industry to industry.

Occupations By Industry 2010-2020

Industry	Largest Occupation	2010 Estimated Employment	2020 Projected Employment	Numeric Change	Percent Change (%)
Natural Resources and Mining	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	***	***	***	-1.8%
Construction	Construction Laborers	101	136	35	34.7%
Manufacturing	Laborers and Freight, Stock, and Material Movers, Hand	***	***	***	6.8%
Trade, Transportation, and Utilities	Retail Salespersons	1,218	1,320	102	8.4%
Information	Telecommunications Equipment Installers and Repairers, Except Line Installers	***	***	***	4.0%
Financial Activities	Loan Officers	173	199	26	15.0%
Professional and Business Services	Telemarketers	***	***	***	6.9%
Education and Health Services	Elementary School Teachers, Except Special Education	892	956	64	7.2%
Leisure and Hospitality	Waiters and Waitresses	***	***	***	3.6%
Other Services (Except Government)	Laundry and Dry-Cleaning Workers	***	***	***	-10.6%
Government	Highway Maintenance Workers	***	***	***	-2.7%

Source: Nebraska Department of Labor, Office of Labor Market Information, Released 2012

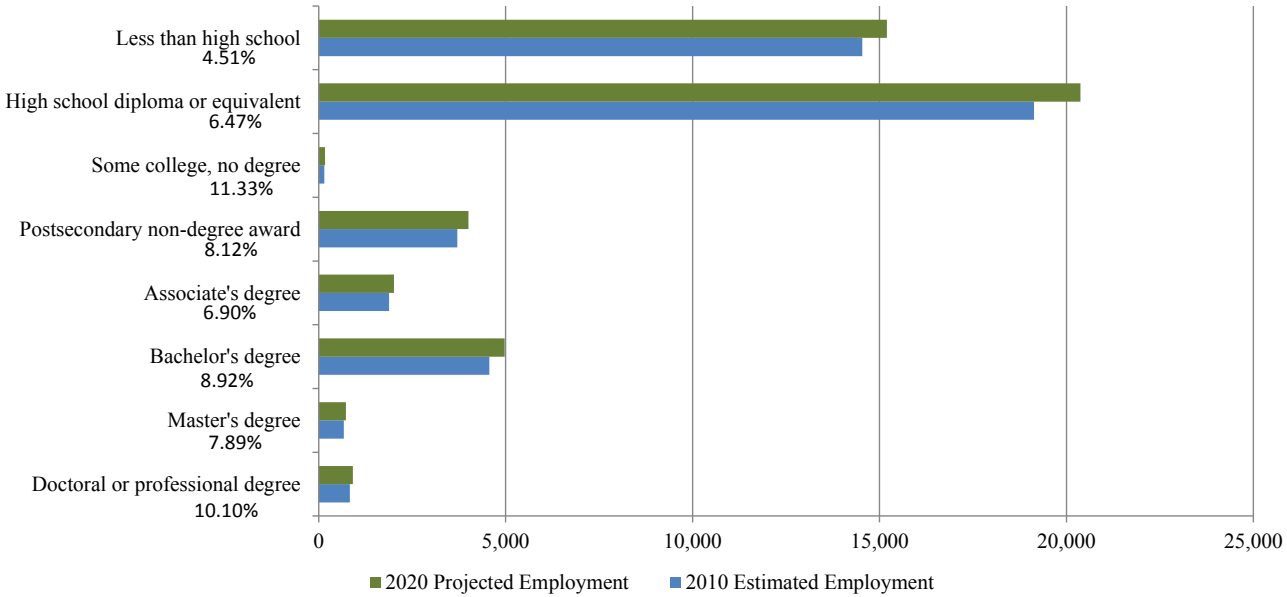
Industry projections data is merged with staffing patterns from the Bureau of Labor Statistics' Occupational Employment (OES) program to create an industry-occupational matrix. This matrix shows the ratios of employment by occupation in a specific industry and is used to make projections for occupations based on these ratios.



Panhandle Economic Development Region

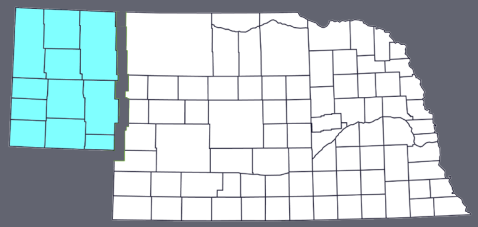
Using Occupational Projections data, expectations of the job growth for positions which require different levels of entry education are created. Occupational projections data can be examined by education and training. There are eight educational and training categories that are determined by the level most often required for that occupation, sometimes an employer will require more or less.

Projected Employment Change by Education Level 2010-2020



Source: Nebraska Department of Labor, Office of Labor Market Information, Released 2012

Projections data by education and training levels is valuable to training officials, education planners, vocational and employment counselors, students, and jobseekers. It can be utilized to determine what levels of training will be required in the future and how to plan accordingly to meet these needs.



Panhandle Economic Development Region

H3 occupations are jobs that are expected to have higher than average wages, training and education requirements, and job openings over the next 10 years. The occupations listed in the table represent the top 20 high wage, skill and demand occupations.

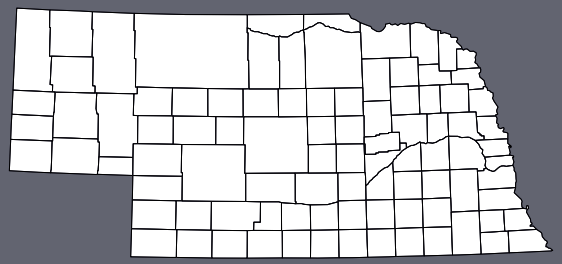
For up-to-date H3 job listings and more information, please visit our collaborative website h3.ne.gov.

H3 Occupations

SOC Title	Avg Annual Openings	Numeric Change	Percent Change	Avg Hourly Wage	Avg Annual Wage	Education	Work Experience	Job Training
Rail Car Repairers	***	***	35.0%	$18.25	$37,958	High school diploma or equivalent	None	Long-term on-the-job training
Elementary School Teachers, Except Special Education	26	64	7.2%	NA	$45,605	Bachelor's degree	None	Internship/residency
Registered Nurses	22	66	7.9%	$30.05	$62,491	Associate's degree	None	None
Heavy and Tractor-Trailer Truck Drivers	20	63	9.0%	$16.77	$34,891	Postsecondary non-degree award	1 to 5 years	Short-term on-the-job training
Carpenters	11	71	35.3%	$22.99	$47,836	High school diploma or equivalent	None	Apprenticeship
Licensed Practical and Licensed Vocational Nurses	16	38	8.1%	$18.77	$39,034	Postsecondary non-degree award	None	None
Accountants and Auditors	10	37	14.4%	$26.11	$54,322	Bachelor's degree	None	None
Veterinary Technologists and Technicians	5	38	55.1%	$13.91	$28,927	Associate's degree	None	None
Market Research Analysts and Marketing Specialists	***	***	31.3%	NA	NA	Bachelor's degree	None	None
Veterinarians	5	31	35.2%	$36.21	$75,310	Doctoral or professional degree	None	None
Secondary School Teachers, Except Special and Career/Technical Education	***	***	7.8%	NA	$49,990	Bachelor's degree	None	Internship/residency
Machinists	***	***	14.5%	$13.93	$28,989	High school diploma or equivalent	None	Long-term on-the-job training
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	5	15	9.3%	$18.92	$39,343	Postsecondary non-degree award	None	Long-term on-the-job training
Automotive Service Technicians and Mechanics	6	12	6.4%	$14.38	$29,898	High school diploma or equivalent	None	Long-term on-the-job training
Industrial Machinery Mechanics	***	***	25.0%	NA	NA	High school diploma or equivalent	None	Long-term on-the-job training
Kindergarten Teachers, Except Special Education	***	***	8.2%	NA	$46,528	Bachelor's degree	None	Internship/residency
Farm Equipment Mechanics and Service Technicians	6	9	4.7%	$16.59	$34,496	High school diploma or equivalent	None	Long-term on-the-job training
Electricians	***	***	6.2%	$19.17	$39,881	High school diploma or equivalent	None	Apprenticeship
Electrical Power-Line Installers and Repairers	10	0	0.0%	$28.85	$60,004	High school diploma or equivalent	None	Long-term on-the-job training
Commercial Pilots	***	***	15.3%	NA	$52,740	Postsecondary non-degree award	None	None

Source: Nebraska Department of Labor, Office of Labor Market Information, Released 2012

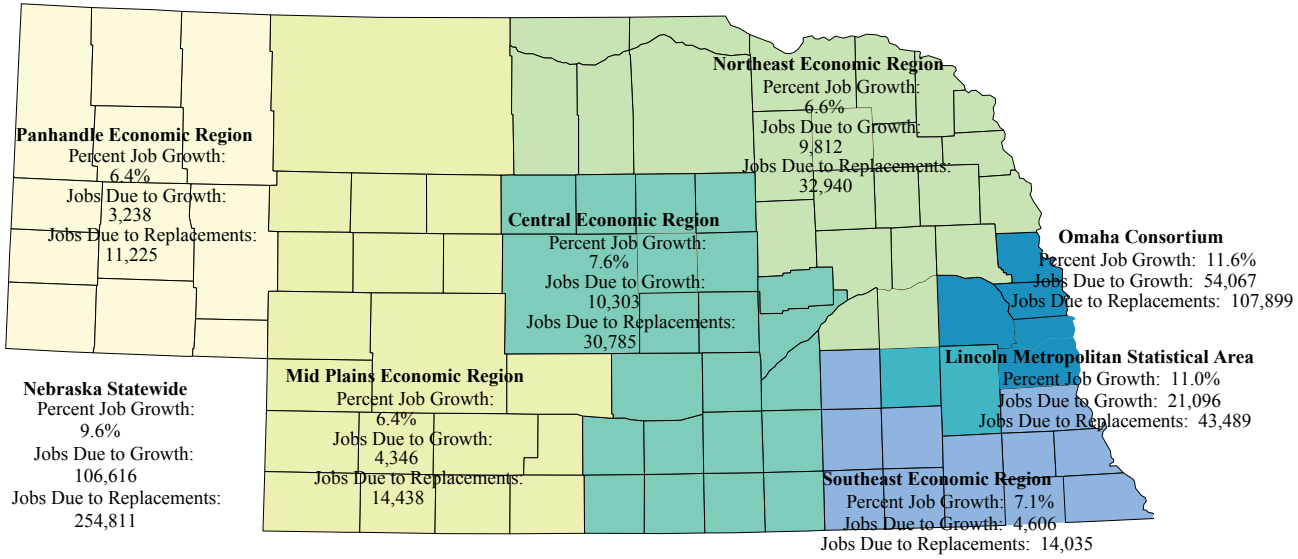
H3 Occupations are defined as High Wage, High Demand and High Skill. High wage is determined when an occupation has wages at or above the median. High demand is determined by the number of annual openings, the net change in employment, and the growth rate for the specific occupation. High Skill is defined as occupations which require some form of training and education beyond high school. All three factors must be present to be an H3 Occupation.



Nebraska Statewide

Using Occupational Projections data, expectations of the job growth occurring throughout the state and in each economic region for the next 10 years are created. 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.

Projected Employment Change by Region 2010-2020



Source: Nebraska Department of Labor, Office of Labor Market Information, Released 2012

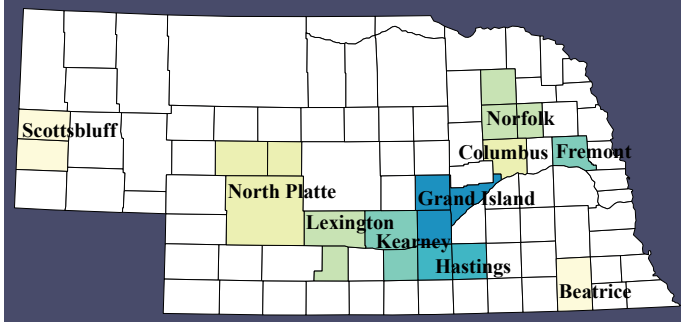
Long-term projections are produced every two years and short-term projections are produced every year. Projections are available for Nebraska's seven Economic Regions including the Omaha Consortium and Lincoln MSA. While projections are an excellent source of information, it is important to keep in mind that they are based on historical data and not the actual employment numbers that will occur in the future.

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 neworks.nebraska.gov. Printed copies can be ordered by calling 1-800-876-1377.

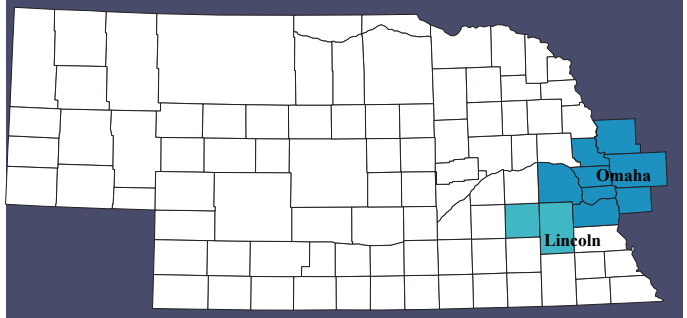
As much as possible, the most local data available is provided for each data element. In some cases data for a larger area must be presented to ensure confidentiality of individuals and businesses. Definitions for geographic areas used in this publication are shown below.

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

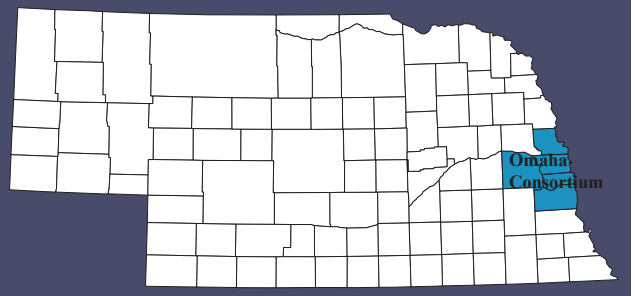
Micropolitan Statistical Areas (MC) are defined as a core population of between 10,000 and 50,000 residents, as well as areas with a high degree of social and economic integration. In Nebraska, there are ten micropolitan statistical areas which can be seen on the map to the left.



Metropolitan Statistical Areas

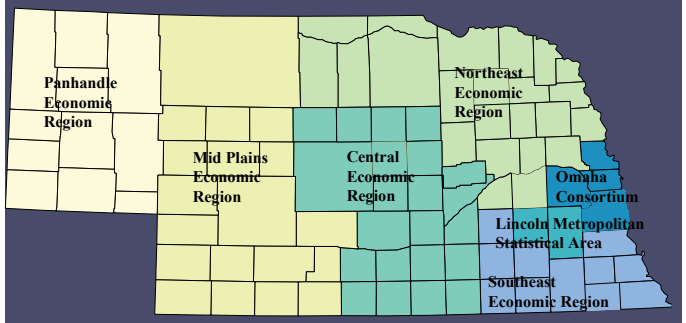
A Metropolitan Statistical Area (MSA) is defined as an urban area with at least 50,000 residents. Adjacent counties with a high degree of social and economic ties to the core area are included in the metropolitan statistical area. Nebraska has two metropolitan statistical areas: Omaha and Lincoln. The 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



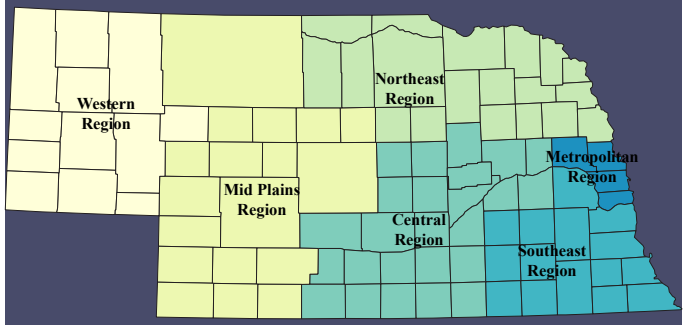
Omaha Consortium

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, Mid Plains, Central, Northeast, Southeast, Lincoln MSA, and Omaha Consortium. The Lincoln MSA is comprised of Lancaster and Seward counties, and the Omaha Consortium 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.

*In some cases, census West North Central Division data has been used. This division includes Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota.

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 neworks.nebraska.gov.

Office of Labor Market Information: The home page can be found at neworks.nebraska.gov; click on Labor Market Information on the right navigation pane.
(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 neworks.nebraska.gov; click on File for Unemployment.
(402) 458-2500

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 neworks.nebraska.gov; click on Safety & Labor Standards.
(402) 471-2239

Licensed and Certified Occupations: Links to information and licensing authorities are available at neworks.nebraska.gov; click on Labor Market Information. Select Publications and then Nebraska Licensed Occupations.
(402) 471-9629 or 1-800-876-1377

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

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

UI Connect: To file and pay unemployment insurance taxes, employers can visit neworks.nebraska.gov; click on UI Connect.

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 neworks.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 neworks.nebraska.gov; click on Train Your Employees.
(402) 471-9977