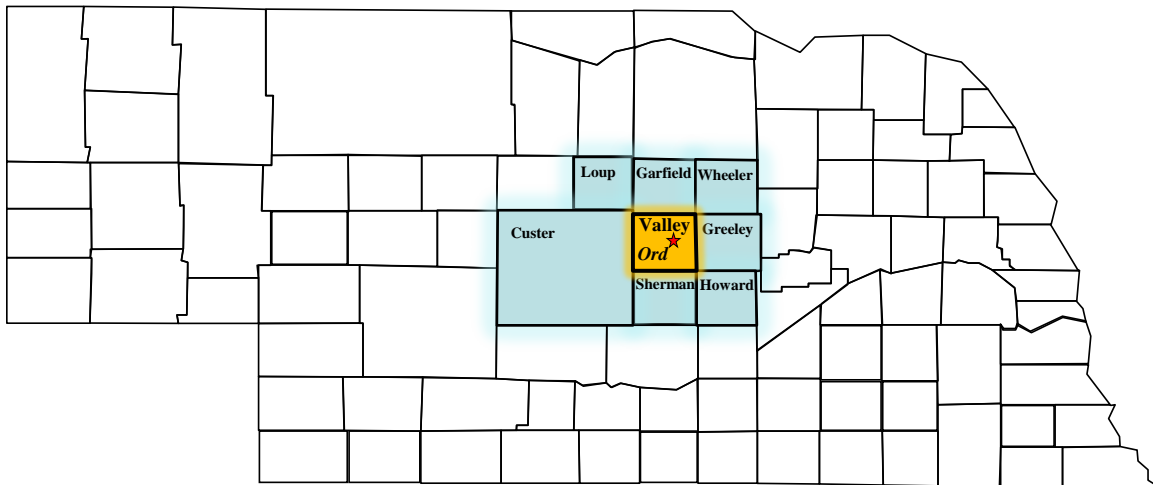


Labor Supply Factors and Labor Availability for the Valley County Labor Area



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Executive Summary

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

- Population in the Valley County Labor Area (Valley County plus the seven contiguous counties) totaled 30,272 people in 2012, with the Valley County population totaling 4,229. Population in Valley County declined by 0.7 percent during the 2010–2012 period, compared to a population decrease of 1.3 percent for the eight-county Valley County Labor Area as a whole.
- The Valley County Labor Area labor force totaled 18,164 in 2012, with 17,615 local residents employed in jobs either within or outside the area. A total of 10,002 persons were employed in nonfarm wage and salary jobs¹ within the area.
- In 2011, 324 primary jobs (38 percent) held by Ord City residents and 971 primary jobs (53 percent) held by Valley County residents were located outside Valley County. This confirms a large number of Valley County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Valley County Labor Area were \$10,011 less than the Nebraska average. Within the labor area, Wheeler County had the highest average wage, \$35,332 or -\$3,936 lower than the Nebraska average. In Valley County, average annual salaries were \$10,251 less than the state average.

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

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

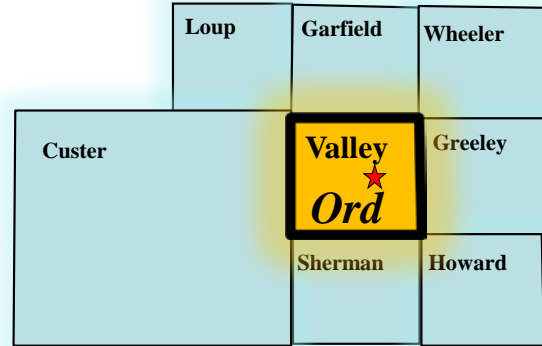
offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

Labor Supply Factors and Labor Availability for the Ord (Valley County) Labor Area

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

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

Figure One
Valley County, Labor Area



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

Available labor supply is defined as the number of persons who would potentially apply for employment when a job becomes available. Potential workers are categorized into two groups; those currently employed who would consider other employment opportunities and those who do not currently have a job.

One factor contributing to the available supply of workers is the willingness of workers already employed to change jobs. Factors influencing this decision are related to wages, fringe benefits, hours, and working conditions. Generally, workers are more inclined to change jobs when the wages and benefits for the potential new job are better and/or when they are optimistic about the economy.

Factors contributing to the available supply of people without jobs include the unemployment rate, labor force participation, and migration. To be classified as unemployed, an individual must have been actively looking for work in the last four weeks, unless they were expecting recall from a layoff or waiting to start a job within 30 days.

There are also potential workers that are classified as not presently in the labor force. These individuals may not be participating in the labor force as employed or unemployed workers for various reasons. They may be unable to work because of school or family responsibilities or they may have an illness that has prevented them from becoming part of the labor force. There may also be workers who have not been able to find employment in the past and have become discouraged or who are no longer actively seeking employment because they perceive there are no attractive job opportunities available in the area. Retired persons are also classified as not in the labor force, although this population group often can provide substantial labor resources for selected business operations. Within the group of persons not currently in the labor force, and therefore not actively seeking employment, are many individuals who would accept a job with attractive working conditions, competitive wages, and employee benefits if one became available.

Population migration is another factor that affects the available labor supply of potential workers who are not presently employed (and may not be seeking work within the local labor market). Persons without jobs and who perceive that there are no job opportunities available locally are the most likely to leave (migrate out) the area for employment opportunities elsewhere.

Labor Force and Employment

Table One provides data showing labor force and employment trends for the Valley County Labor Area and for Valley County for selected years from 2007 to 2012. Data in Table One (Part A and Part B) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, and nonfarm wage and salary employment data for the entire Valley County Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both increased, with the area labor force growing by 4.9 percent between 2007 and 2012 and total employment growing by 4.3 percent during the same period.

Table One
Labor Force and Employment, Valley County Labor Area^(a), 2007–2012

Part A							
Labor Force and Employment							
Valley County Labor Area^(a), 2007–2012							
(Place of Residence)	2007	2008	2009	2010	2011	2012	% Chg. 2007–2012
Labor Force^(b)	17,314	17,579	17,489	17,609	17,798	18,164	4.9
Unemployment (#)	426	471	600	655	629	549	28.9
Unemployment Rate (%)	2.5	2.7	3.4	3.7	3.5	3.0	(N/A)
Employment	16,888	17,108	16,889	16,954	17,169	17,615	4.3
(Place of Work)							
Nonfarm Employment^(c)	9,534	9,670	9,732	9,714	9,737	10,002	4.9

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

Table One – Continued

**Part B
Labor Force and Employment by Industry
Valley County, NE**

(Place of Residence)	2007	2008	2009	2010	2011	2012	% Chg. 2007–2012
Labor Force ^(b)	2,581	2,589	2,555	2,568	2,579	2,628	1.8
Unemployment (#)	61	71	85	95	86	75	23.0
Unemployment Rate (%)	2.4	2.7	3.3	3.7	3.3	2.9	(N/A)
Employment	2,520	2,518	2,470	2,473	2,493	2,553	1.3
(Place of Work)							
Nonfarm Employment ^(c)	1,788	1,776	1,731	1,703	1,710	1,755	-1.8
Goods Producing	252	248	246	227	239	263	4.4
Manufacturing	73	81	84	65	64	70	-4.1
Natural Resources	83	77	76	71	87	99	19.3
Construction	97	89	86	90	89	93	0.0
Service Providing	868	836	790	781	790	836	-3.7
Trade Trans., & Utilities	366	365	356	352	355	399	9.0
Information	20*	22*	24*	20*	25	36	80.0
Financial Activities	85	87	83	83	82	84	-1.2
Professional & Business Services	117	102*	73	70*	72	71	-39.3
Education & Health Services	90	92	90	88	86	81	-10.0
Leisure and Hospitality	128	103	96	90	83	72	-43.8
Other Services, except Public	62*	65*	68*	78	86	94	51.6
Total Government	667	693	694	695	681	656	-1.6
Federal Government	32	35	36	36	32	30	-6.3
State Government	28	30	29	25	23	21	-25.0
Local Government	607	628	629	634	626	605	-0.3

^(a) The Valley County Labor Area includes Valley County, Nebraska and the contiguous Nebraska counties (Custer, Garfield, Greeley, Howard, Loup, Sherman, and Wheeler).

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

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

* Estimated values provided by Ken Lemke, Nebraska Public Power District.

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

The second employment measure presented for the Valley County Labor Area, nonfarm wage and salary employment, increased from 9,534 in 2007 to 10,002 in 2012, an increase of 4.9 percent. In the case of the labor force data (labor force, unemployment, and employment), the respective measures are based on the county of residence. The nonfarm wage and salary employment data are measured based on the county of employment, irrespective of the place of residence of the workers.

The labor force and employment measures presented for Valley County (Table One, Part B) indicate that the total labor force in the county grew by 1.8 percent between 2007 and 2012, with total employment (people residing in Valley County, irrespective of their county of employment) growing by 1.3 percent during this period. It is also of interest to note that unemployment increased by 23.0 percent, from 61 in 2007 to 75 in 2012.

As previously noted, the second employment measure presented for Valley County, nonfarm wage and salary employment, is based on the county where the person is employed irrespective of their county of residence. Nonfarm wage and salary employment in Valley County declined by 1.8 percent between 2007 and 2012. Data presented in Table One, Part B show that the fastest growing employment sector in Valley County during the 2007–2012 review period was the Information sector, recording an estimated 80.0 percent increase between 2007 and 2012. Other economic sectors experiencing significant growth in employment between 2007 and 2012 include the Other Services, except Public sector (estimated 51.6 percent), Natural Resources and Mining (19.3 percent), and the Trade, Transportation and Utilities sector (9.0 percent). In the case of the Total Government Sector, employment in the Federal Government Sector declined by 6.3 percent, while State Government Sector employment declined by 25.0 percent and Local Government Sector employment declined by 0.3 percent.

A review of the employment data reported for the Valley County Labor Area (Table Two) indicates differences between the nonfarm wage and salary employment reported in each of the counties and the total employment of persons living in these respective areas. In the case of the entire Valley County Labor Area, nonfarm wage and salary employment was reported to be 10,002 in 2012, which was significantly less (7,613) than the reported total employment of persons living within the eight-county Valley County Labor Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Valley County Labor Area, 2012

County	Labor Force 2012 ^(a)	Total Employment 2012 ^(a)	Wage & Salary Employment 2012 ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment 2011 ^(c)
Valley	2,628	2,553	1,755	798	442
Custer	6,485	6,309	4,087	2,222	1487
Garfield	1,164	1,127	839	288	243
Greeley	1,344	1,296	641	655	375
Howard	3,598	3,479	1,457	2,022	578
Loup	437	423	112	311	162
Sherman	2,024	1,960	808	1,152	407
Wheeler	484	468	303	165	309
Labor Area	18,164	17,615	10,002	7,613	4,003

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

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

^(c) Agricultural employment data are for 2011, the latest year available.

Sources: Labor Data - U.S. Bureau of Labor Statistics, www.bls.gov/lau/#data.

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data website: www.bea.gov/regional/reis/.

There are two major reasons for differences in the total employment and nonfarm employment values. First, nonfarm wage and salary employment excludes self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal and farm) worker categories—these workers are included in estimates of total employment. Second estimates of nonfarm wage and salary employment is based on the area where the jobs (businesses) are located while estimates of total employment are based on the area where workers live.

Table Two also includes information on agricultural employment, which includes farm proprietors. As shown in Table Two, 4,003 people in the Valley County Labor Area were employed in agriculture in 2011, the last year that agricultural employment data were available. It is important to note, that for Nebraska as a whole, approximately 32.0 percent of farm operators also have a full-time job off the farm and 49 percent work off the farm, either in full- or part-time employment.

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

Table Three
Nonfarm Wage and Salary Employment, by Industry Sector
Valley County Labor Area, by County, 2012

County	Natural Res. & Min.	Constr. & Manuf.	Trade, Trans. & Util.	Ed. & Health Svc.	Leisure & Hosp.	Fin. Act.	All Other Svc.	Gov.
Valley	99	164	399	81	72	84	200	656
Custer	448	672	729	532	309	177	319	901
Garfield	31	77	275	118	68	21	78	171
Greeley	64	61	151	10*	10	40	17*	288
Howard	92	63	297	117	90	67	105	626
Loup	12	0	14	0	0	0	20	66
Sherman	33	46	218	77	65	32	51	286
Wheeler	6*	160*	56	0	4*	3*	10*	64
Labor Area	785	1,243	2,139	935	618	424	800	3,058
Nebraska	14,030	137,283	187,577	123,470	84,132	61,857	154,069	157,837

Percent of Total Nonfarm Wage & Salary Employment

	Natural Res. & Min.	Constr. & Manuf.	Trade, Trans. & Util.	Ed. & Health Svc.	Leisure & Hosp.	Fin. Act.	All Other Svc.	Gov.
Labor Area	7.8	12.4	21.4	9.3	6.2	4.2	8.0	30.6
Nebraska	1.5	14.9	20.4	13.4	9.1	6.7	16.7	17.2

* Estimated values provided by Ken Lemke, Nebraska Public Power District.

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

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

The most significant deviations between Nebraska and the Valley County Labor Area occur in the Government sector employment, with 30.6 percent of nonfarm wage and salary workers in the Valley County area employed in that sector, compared to 17.2 percent for Nebraska. Conversely, only 8 percent of nonfarm wage and salary workers in the Valley County Labor Area are employed in the All Other Services sector, compared to 16.7 percent for Nebraska as a whole.

Table Four, Part A provides data showing labor cost comparisons, by county, for all private wage and salary workers for the Valley County Labor Area. It is important to remember that the wage and salary employment is reported by county of employment, and does not provide an indication of the average weekly and annual wage for residents of the respective counties. Obviously, labor cost is an important consideration in any analysis of the labor availability in an area. Pay data for workers covered by unemployment insurance laws in Nebraska are the source of the labor cost information. Average annual pay is calculated by dividing the total payroll for wage and salary workers by the average annual number of employees.

Table Four
Average Pay by Industry Groups, Valley County Labor Area & Nebraska, 2012

Part A			
Average Annual Pay and Average Weekly Wages by Industry Groups			
All Covered^(a) Wage and Salary Workers, All Industries			
County	Average Employment	Average Weekly Wages	Average Annual Wages
Valley	1,755	\$558	\$29,017
Custer	4,087	\$607	\$31,580
Garfield	839	\$479	\$24,906
Greeley	641	\$516	\$26,813
Howard	1,457	\$546	\$28,389
Loup	112	\$386	\$20,083
Sherman	808	\$482	\$25,048
Wheeler	303	\$679	\$35,332
Labor Area	10,002	\$561	\$29,257
Nebraska	920,255	\$755	\$39,268

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

Table Four – Continued

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

County	Goods Producing	Manufacturing	Construction	Service Providing	Trade, Transportation, and Utilities	Financial Activities	Professional & Business Services	Leisure & Hospitality
Valley	\$30,780	\$38,901	\$27,845	\$25,696	\$28,343	\$32,838	\$33,661	\$9,519
Custer	\$43,146	\$48,467	\$43,761	\$25,150	\$24,858	\$37,410	\$25,429	\$9,705
Garfield	\$37,708	\$41,983	\$32,087	\$20,643	\$20,918	\$29,551	\$21,066	\$7,036
Greeley	\$30,476	\$25,805	\$29,869	\$28,233	\$29,199	\$37,482	\$0	\$7,957
Howard	\$34,088	\$18,402	\$33,914	\$22,679	\$25,595	\$31,079	\$29,758	\$10,333
Loup	\$25,276	NA	NA	\$13,459	\$13,977	NA	NA	NA
Sherman	\$28,427	\$24,027	\$25,728	\$23,067	\$27,733	\$32,233	\$0	\$9,006
Wheeler	\$43,446	NA	NA	\$22,165	\$16,282	NA	NA	NA
Nebraska	\$42,566	\$43,600	\$42,624	\$37,692	\$33,975	\$53,760	\$51,864	\$13,642

NA Not available.

^(a) Includes employers that are subject to Nebraska Employment Security Laws.

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

A review of the data in Table Four, Part A indicates that average annual salaries in Valley County (\$29,017 for all wage and salary employees for all private industries) are slightly lower than for the Valley County Labor Area as a whole but higher than in five of the other seven counties that make up the area. Also, Valley County average annual salaries are \$10,251 (26.1 percent) less than the state average. Average annual salaries for the Valley County Labor Area (\$29,257) were \$10,011 (25.5 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Valley County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Valley County Labor Area. As the data in Table Four indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Wheeler County. The average annual wage for all wage and salary workers (working) in Wheeler County was \$35,332 in 2012 which was \$6,075 (20.8 percent) higher than the average for the Valley County Labor Area as a whole, and -\$3,936 (-10.0 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Wheeler indicates that the high average annual wage results from the extremely high average wage in the goods producing sectors.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Central Region Nebraska. Entry level and experienced wage rates represent the means of the lower one-third and upper two-thirds of the wage distribution, respectively. Additional occupational wage data for Nebraska's Central Region are contained in Appendix A of this report.

Table Five
Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations
Central Region Nebraska, 2nd Quarter, 2013

Occupation	Entry Level	Average	Experienced
Education, Training, and Library Occupations	11.45	20.18	24.53
Healthcare Practitioners and Technical Occupations	16.28	30.73	37.96
Registered Nurses	20.71	25.93	28.54
Protective Service Occupations	9.22	16.62	20.32
Building and Grounds Cleaning and Maintenance Occupations	8.21	11.08	12.51
Sales and Related Occupations	8.29	14.71	17.92
Construction and Extraction Occupations	11.00	16.20	18.79
Production Occupations	11.41	15.93	18.20
Team Assemblers	13.33	17.50	19.59
Machinists	12.28	16.31	18.33
Welders, Cutters, Solderers, and Brazers	12.64	16.77	18.84
Packaging and Filling Machine Operators and Tenders	9.20	12.47	14.09
Transportation and Material Moving Occupations	9.55	14.74	17.33
Truck Drivers, Heavy and Tractor-Trailer	12.35	18.07	20.93
Laborers and Freight, Stock, and Material Movers, Hand	9.24	12.55	14.19

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, July, 2013

Commuting Patterns

Table Six provides data from the 2011 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Valley County Labor Area. Data in Table Six indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Valley County indicate that 971, or 53.0 percent of the employed workers, commuted to other counties for employment. For five (5) of the other counties in the Valley County Labor Area, the percentage of commuters was greater than for Valley County. In the case of Loup County, 212, or 82.8 percent of employed workers commuted out of their county of residence for employment. Other counties with a high percentage of employed workers commuting to other counties for employment include Greeley (81.3 percent), Sherman (79.9 percent), Howard (74.3 percent), and Garfield with 61.3 percent of employed workers commuting out of their county of residence for employment.

Table Six
Commuting Patterns, Valley County Labor Area
Jobs Outside County of Residence, 2011

County	County Residents Working Outside County	
	Number	Percent
Valley	971	53.0
Custer	1,879	43.9
Garfield	498	61.3
Greeley	977	81.3
Howard	2,023	74.3
Loup	212	82.8
Sherman	1,590	79.9
Wheeler	847	42.6

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

Table Seven provides further detail illustrating the willingness of workers in Ord and Valley County to travel for employment. In 2011, residents of Valley County worked at a total of 1,831 jobs; a resident could work at more than one job. Of these 1,831 jobs, the largest number, 860 or 47.0 percent, were located in Valley County, while 145 or 7.9 percent were located in Hall County. Other counties with high numbers of workers from Valley County were Buffalo (115 jobs), Sherman (30 jobs), and Wheeler (6 jobs).

Also in 2011, residents of Ord worked at a total of 852 jobs with the largest number, 528 or 62.0 percent located in Valley County. Other counties with workers from Ord include Hall (43 jobs), Buffalo (30 jobs), Sherman (5 jobs), and Wheeler (5 jobs).

Table Seven
Commuting Patterns, Valley County Labor Area
Location of Jobs Held by Ord and Valley County Residents, 2011

County Where Jobs are Located	Primary Jobs Held by Ord Residents	% Ord Residents' Primary Jobs	Primary Jobs Held by Valley County Residents	% Valley County Residents' Primary Jobs
Valley	528	62.0%	860	47.0%
Hall	43	5.0%	145	7.9%
Buffalo	30	3.5%	115	6.3%
Sherman	5	0.6%	30	1.6%
Wheeler	5	0.6%	6	0.3%
All Other Locations	241	28.3%	675	36.9%
Total Resident Jobs	852	100.0%	1,831	100.0%

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

Table Eight provides data showing the willingness of workers in other counties to commute to Ord and Valley County for employment. In 2011, 633 (42.4 percent) of the 1,493 primary jobs in Valley County were held by workers commuting from other counties. In 2011, Custer County was home to the greatest number of workers commuting into Valley for primary jobs, 79 or 5.3 percent. Other counties with large numbers of workers commuting into Valley County for their primary jobs included Sherman, 72 or 4.8 percent; Garfield, 66 or 4.4 percent; Greeley, 63 or 4.2 percent; Hall, 38 or 2.5 percent; and Howard, 31 or 2.1 percent.

Data in Table Eight also indicate 464 or 39.0 percent of the 1,191 primary jobs in Ord were held by residents of other counties. Garfield County was home to the greatest number of workers commuting into Ord from outside Valley County, 60 or 5.0 percent. Other counties with large numbers of workers commuting into Ord for their primary jobs included Custer, 50 or 4.2 percent; Sherman, 42 or 3.5 percent; Greeley, 36 or 3.0 percent; Hall, 25 or 2.1 percent; and Howard, 18 or 1.5 percent.

Table Eight
Commuting Patterns, Valley County Labor Area
Sources of Ord and Valley County Workers, 2011

County Where Workers Live	Number of Primary Jobs in Ord City	Percent of Primary Jobs in Ord City	Number of Primary Jobs in Valley County	Percent of Primary Jobs in Valley County
Valley	727	61.0%	860	57.6%
Custer	50	4.2%	79	5.3%
Sherman	42	3.5%	72	4.8%
Garfield	60	5.0%	66	4.4%
Greeley	36	3.0%	63	4.2%
Hall	25	2.1%	38	2.5%
Howard	18	1.5%	31	2.1%
All Other Locations	233	19.6%	284	19.0%
Total Primary Jobs	1,191	100.0%	1,493	100.0%

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

Table Nine provides data for Valley County showing the number of primary jobs (Workforce) located in the county and the number of primary jobs held by county residents (Labor Force Employment) by industry in 2011. When the Workforce for an industry exceeds the Labor Force (positive values in the last column of Table Nine), the difference between these values represents the net number of jobs in Valley County held by workers commuting into the county from other areas. If the Workforce is less than the Labor Force (negative values in the last column of Table Nine), the difference represents the net number of jobs held outside of Valley County by county residents.

As data in Table Nine indicate, residents of Valley County were employed in 1,831 primary jobs in 2011, but there were 1,493 primary jobs within the area. This indicates residents commuted to at least 338 primary jobs outside the study area. It is important to note this is an estimate of net out-commuting and most certainly understates the actual number of primary jobs in other counties held by area residents.

Table Nine
Primary Jobs, Valley County, 2011
Resident Labor Force and Employers Workforce

Industry	Labor Force Employment (Employment of Area Residents)	Workforce (Area Jobs)	Net Number of Jobs Held by Workers Commuting Into Valley County^(a)
Agriculture, Forestry, Fishing and Hunting	75	61	-14
Mining, Quarrying, and Oil and Gas Extraction	6	5	-1
Utilities	30	42	12
Construction	93	84	-9
Manufacturing	122	47	-75
Wholesale Trade	148	110	-38
Retail Trade	278	221	-57
Transportation and Warehousing	60	27	-33
Information	17	25	8
Finance and Insurance	80	77	-3
Real Estate and Rental and Leasing	14	12	-2
Professional, Scientific, and Technical Services	69	57	-12
Administration & Support, Waste Management & Remediation	24	7	-17
Management of Companies and Enterprises	14	0	-14
Educational Services	178	159	-19
Health Care and Social Assistance	331	306	-25
Arts, Entertainment, and Recreation	8	3	-5
Accommodation and Food Services	94	59	-35
Other Services (excluding Public Administration)	83	85	2
Public Administration	107	106	-1
Total	1,831	1,493	-338

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

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

Population Trends

The data provided in Table Ten show population trends for the Valley County Labor Area, by county, and for Nebraska for the period 1960–2012. As these data indicate, the population of the Valley County Labor Area was 30,662 in 2010. The Valley County Labor Area population declined by 31.4 percent from 1960 to 2010 and declined 1.3 percent from 2010 to 2012. Population in Valley County totaled 4,260 in 2010 and had declined by 35.4 percent from 1960 to 2010. During the latest Census decade from 2000 to 2010, the Valley County population decreased by 0.7 percent, compared to the decrease for the Valley County Labor Area as a whole of 1.3 percent, and to the State rate of growth of 1.6 percent.

Table Ten
Population in the Valley County Labor Area, by County, and Nebraska
Selected Years, 1960–2012

County	1960	1970	1980	1990	2000	2010	2012	% Chg. 1960–2010	% Chg. 2010–12
Valley	6,590	5,783	5,633	5,169	4,647	4,260	4,229	-35.4	-0.7
Custer	16,517	14,092	13,877	12,270	11,793	10,939	10,740	-33.8	-1.8
Garfield	2,699	2,411	2,363	2,141	1,902	2,049	2,007	-24.1	-2.0
Greeley	4,595	4,000	3,462	3,006	2,714	2,538	2,458	-44.8	-3.2
Howard	6,541	6,807	6,773	6,055	6,567	6,274	6,336	-4.1	1.0
Loup	1,097	854	859	683	712	632	589	-42.4	-6.8
Sherman	5,382	4,725	4,226	3,718	3,318	3,152	3,108	-41.4	-1.4
Wheeler	1,297	1,054	1,060	948	886	818	805	-36.9	-1.6
Labor Area	44,718	39,726	38,253	33,990	32,539	30,662	30,272	-31.4	-1.3
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,855,525	29.4	1.6

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2012*.

Table Eleven shows the age distribution of the resident population. Obviously, the age distribution of the population is important when evaluating the potential labor supply in an area. A key variable is the number of people in the working age populations of the counties making up the Valley County Labor Area. In 2012, there were 2,010 people in Valley County between the ages of 25 and 64, which represented 47.5 percent of the total population, compared to 48.9 percent of the population for the Valley County Labor Area as a whole and 51.1 percent of the Nebraska population in this age range.

Table Eleven
Age Characteristics of the Population, Valley County Labor Area,
by County, and Nebraska, 2012

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Age
Valley	760	18.0	428	10.1	832	19.7	1,178	27.9	1,031	24.4	46.9
Custer	2,037	19.0	1,173	10.9	2,257	21.0	3,063	28.5	2,210	20.6	44.2
Garfield	311	15.5	202	10.1	328	16.3	614	30.6	552	27.5	51.4
Greeley	461	18.8	251	10.2	461	18.8	715	29.1	570	23.2	46.8
Howard	1,257	19.8	669	10.6	1,352	21.3	1,830	28.9	1,228	19.4	43.5
Loup	103	17.5	52	8.8	98	16.6	198	33.6	138	23.4	50.3
Sherman	547	17.6	288	9.3	568	18.3	899	28.9	806	25.9	49.2
Wheeler	145	18.0	85	10.6	148	18.4	260	32.3	167	20.7	48.0
Labor Area	5,621	18.6	3,148	10.4	6,044	20.0	8,757	28.9	6,702	22.1	45.9
Nebraska	389,256	21.0	259,830	14.0	472,662	25.5	476,423	25.7	257,354	13.9	36.2

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

Source: U.S. Bureau of the Census, *Population Estimates 2012*.

Information in Table Twelve shows recent changes in the racial (“White Alone” and “Other Than White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of Valley County, the Valley County Labor Area and Nebraska statewide. As shown in Table Twelve, total Valley County population decreased 9.1 percent during the twelve year period while the Hispanic population increased by 13.3 percent and the Other Than White Alone & Non-Hispanic population increased by 39.5 percent. Over the same period, Valley County Labor Area population decreased 7.0 while the while the Hispanic population increased by 79.2 percent and the Other Than White Alone & Non-Hispanic population increased by 54.2 percent. Statewide, population increased 8.4 percent from 2000 to 2012, while the Hispanic population increased by 90.6 percent and the Other Than White Alone & Non-Hispanic population increased by 38.0 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Valley, Valley County Labor Area, and Nebraska Statewide, 2000–2012

Category	2000		2012		Change 2000 - 2012	
	#	%	#	%	#	%
---Valley County---						
Total Population	4,651	100.0	4,229	100.0	-422	-9.1
Hispanic origin	75	1.6	85	2.0	10	13.3
White Alone, Non-Hispanic Origin	4,538	97.6	4,091	96.7	-447	-9.9
Other Than White Alone & Non-Hispanic	38	0.8	53	1.3	15	39.5
---Valley County Labor Area---						
Total Population	32,534	100.0	30,272	100.0	-2,262	-7.0
Hispanic origin	342	1.1	613	2.0	271	79.2
White Alone, Non-Hispanic Origin	31,893	98.0	29,198	96.5	-2,695	-8.5
Other Than White Alone & Non-Hispanic	299	0.9	461	1.5	162	54.2
---Nebraska, Statewide---						
Total Population	1,711,230	100.0	1,855,525	100.0	144,295	8.4
Hispanic origin	94,419	5.5	179,970	9.7	85,551	90.6
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,510,296	81.4	13,214	0.9
Other Than White Alone & Non-Hispanic	119,729	7.0	165,259	8.9	45,530	38.0

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2012*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 1990–2000 for Nebraska, for Valley County and for the Valley County Labor Area. As these data show, the Valley County Labor Area as a whole had a small rate of net out-migration during the Census decade of the 1990s, while Howard and Loup Counties experienced net in-migration. As indicated in the table, net out-migration for the Valley County Labor Area as a whole accounted for a population decline of 849 people during the decade, contributing to a population decrease equal to 2.5 percent of the population. In the case of Valley County, net out-migration during 1990s totaled 363 people, or 7.0 percent of the 1990 population.

Table Thirteen
Population, Births, Deaths, and Migration
Nebraska and Valley County Labor Area by County, 1990–2000

County	Population		1990–2000			Net Migration*, 1990–2000	
	1990	2000	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
Valley	5,169	4,647	523	682	-159	-363	-7.0
Custer	12,270	11,793	1,431	1,769	-338	-139	-1.1
Garfield	2,141	1,902	210	312	-102	-137	-6.4
Greeley	3,006	2,714	376	369	7	-299	-9.9
Howard	6,057	6,567	785	727	58	452	7.5
Loup	683	712	64	69	-5	34	5.0
Sherman	3,718	3,318	374	496	-122	-278	-7.5
Wheeler	948	886	135	78	57	-119	-12.6
Labor Area	33,992	32,539	3,898	4,502	-604	-849	-2.5
Nebraska	1,578,385	1,711,263	235,647	151,859	83,788	49,090	3.1

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.
Sources: Population (1990, 2000) - U.S. Bureau of the Census, *Census of Population, 1990, 2000*.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the 2000–2012 period. As these data show, the Valley County Labor Area experienced significant net in-migration during this more recent twelve-year period. As indicated in the table, in-migration for the Valley County Labor Area as a whole accounted for population growth of 2,422 during the 2000–2012 period, contributing to a population increase equal to 7.9 percent of the 2000 population. In the case of Valley County, net in-migration during this twelve-year period was 498, or 11.7 percent of the 2000 population.

Table Fourteen
Population, Births, Deaths, and Migration
Nebraska and Valley County Labor Area, by County, 2000–2012

County	Population		2000–2012			Net Migration, 2000–2012*	
	2000	2012	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Valley	4,260	4,647	465	576	-111	498	11.7
Custer	10,939	11,793	1,272	1,527	-255	1,109	10.1
Garfield	2,049	1,902	169	324	-155	8	0.4
Greeley	2,538	2,714	301	314	-13	189	7.4
Howard	6,274	6,567	731	643	88	205	3.3
Loup	632	712	60	59	1	79	12.5
Sherman	3,152	3,318	318	419	-101	267	8.5
Wheeler	818	886	80	79	1	67	8.2
Labor Area	30,662	32,539	3,396	3,941	-545	2,422	7.9
Nebraska	1,711,263	1,855,525	314,963	180,364	134,599	9,663	0.6

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

Sources: Population 2000 & 2010 - U.S. Bureau of the Census, *Census of Population, 2000, 2010*;
Population 2012, U.S. Bureau of the Census, *Population Estimates 2012*.

Competitive Employment and Career Opportunities

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

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

Appendices: A – Nebraska Central Region, Occupational Wages

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Appendix A
Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations
Central Region Nebraska, 2nd Quarter, 2013

SOC Code	Standard Occupational Code Title	Average Hourly Wage (\$)	Hourly Entry Wage (\$)	Hourly Experienced Wage (\$)
00-0000	Total all Occupations	16.90	9.04	20.84
11-0000	Management Occupations	37.24	18.26	46.73
11-1021	General and Operations Managers	44.44	24.52	54.41
11-2022	Sales Managers	47.83	26.59	58.45
11-3031	Financial Managers	54.03	33.91	64.10
11-3051	Industrial Production Managers	36.84	25.76	42.39
11-9111	Medical and Health Services Managers	38.38	25.81	44.65
11-9131	Postmasters and Mail Superintendents	25.15	16.15	29.64
13-0000	Business and Financial Operations Occupations	28.17	16.42	34.05
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	27.41	17.87	32.18
13-1031	Claims Adjusters, Examiners, and Investigators	27.52	18.15	32.21
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	28.81	19.34	33.54
13-1051	Cost Estimators	20.66	11.10	25.44
13-1071	Employment, Recruitment, and Placement Specialists	25.70	17.15	29.98
13-1111	Management Analysts	40.23	24.39	48.15
13-1151	Training and Development Specialists	23.58	15.87	27.44
13-1161	Market Research Analysts	21.77	13.62	25.85
13-1199	Business Operations Specialists, All Other	27.26	18.20	31.79
13-2011	Accountants and Auditors	31.32	19.18	37.38
13-2072	Loan Officers	32.28	19.41	38.72
15-0000	Computer and Mathematical Occupations	25.68	16.27	30.38
15-1142	Network and Computer Systems Administrators	26.63	18.60	30.65
15-1151	Computer Support Specialists	19.03	13.06	22.01
17-0000	Architecture and Engineering Occupations	27.90	16.44	33.63
17-2112	Industrial Engineers	33.58	24.46	38.13
19-0000	Life, Physical, and Social Science Occupations	26.35	14.03	32.51
19-4021	Biological Technicians	18.57	11.83	21.94
21-0000	Community and Social Services Occupations	17.35	11.37	20.34
21-1012	Educational, Vocational, and School Counselors	23.53	15.36	27.62
21-1014	Mental Health Counselors	22.45	14.71	26.33
21-1015	Rehabilitation Counselors	16.57	13.52	18.10
21-1021	Child, Family, and School Social Workers	18.86	15.65	20.46
21-1022	Medical and Public Health Social Workers	19.73	14.01	22.59
21-1093	Social and Human Service Assistants	11.80	9.54	12.93
23-0000	Legal Occupations	25.96	16.15	30.86
23-1011	Lawyers	27.18	17.47	32.04
23-2011	Paralegals and Legal Assistants	21.44	15.56	24.39
25-0000	Education, Training, and Library Occupations	20.18	11.45	24.53
25-3021	Self-Enrichment Education Teachers	15.28	8.76	18.55
25-3098	Substitute teachers	12.91	9.20	14.75
25-4021	Librarians	20.78	12.55	24.90
25-4031	Library Technicians	13.29	9.94	14.96

SOC Code	Standard Occupational Code Title	Average Hourly Wage (\$)	Hourly Entry Wage (\$)	Hourly Experienced Wage (\$)
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	13.68	8.35	16.34
27-1024	Graphic Designers	16.95	11.65	19.59
27-2012	Producers and Directors	12.01	8.73	13.65
27-3031	Public Relations Specialists	18.07	12.51	20.85
27-3041	Editors	10.71	8.18	11.96
27-3043	Writers and Authors	12.05	8.20	13.98
29-0000	Healthcare Practitioners and Technical Occupations	30.73	16.28	37.96
29-1051	Pharmacists	48.93	39.27	53.76
29-1062	Family and General Practitioners	105.19	78.38	118.60
29-1122	Occupational Therapists	33.60	24.52	38.14
29-1123	Physical Therapists	37.28	28.60	41.62
29-1127	Speech-Language Pathologists	29.43	23.23	32.53
29-1128	Exercise Physiologists	22.90	19.91	24.40
29-1131	Veterinarians	37.11	27.98	41.67
29-1141	Registered Nurses	25.93	20.71	28.54
29-1151	Nurse Anesthetists	65.29	38.45	78.69
29-1171	Nurse Practitioners	43.42	35.82	47.21
29-1181	Audiologists	32.10	26.32	34.98
29-2011	Medical and Clinical Laboratory Technologists	25.84	20.54	28.50
29-2012	Medical and Clinical Laboratory Technicians	16.16	11.98	18.25
29-2021	Dental Hygienists	28.63	23.13	31.38
29-2034	Radiologic Technologists and Technicians	22.42	17.51	24.88
29-2052	Pharmacy Technicians	13.31	10.56	14.68
29-2056	Veterinary Technologists and Technicians	11.33	8.28	12.86
29-2061	Licensed Practical and Licensed Vocational Nurses	17.51	15.02	18.76
29-2071	Medical Records and Health Information Technicians	15.82	11.33	18.08
29-2091	Orthotists and Prosthetists	38.04	31.62	41.26
29-2099	Health Technologists and Technicians, All Other	17.06	13.39	18.89
31-0000	Healthcare Support Occupations	12.62	9.82	14.02
31-1011	Home Health Aides	11.13	9.88	11.75
31-1014	Nursing Assistants	11.30	9.76	12.07
31-2021	Physical Therapist Assistants	25.11	20.31	27.51
31-2022	Physical Therapist Aides	11.10	8.62	12.34
31-9011	Massage Therapists	13.23	11.15	14.27
31-9091	Dental Assistants	15.47	12.86	16.78
31-9092	Medical Assistants	13.10	10.14	14.58
31-9094	Medical Transcriptionists	14.52	12.34	15.62
33-0000	Protective Service Occupations	16.62	9.22	20.32
33-3012	Correctional Officers and Jailers	16.04	12.71	17.70
33-3051	Police and Sheriff's Patrol Officers	20.45	14.88	23.25
33-9032	Security Guards	11.91	8.14	13.79
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	8.30	8.20	8.35
33-9099	Protective Service Workers, All Other	11.20	8.12	12.75
35-0000	Food Preparation and Serving-Related Occupations	9.08	8.16	9.55
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	13.25	9.52	15.13
35-2011	Cooks, Fast Food	8.40	8.12	8.53

SOC Code	Standard Occupational Code Title	Average Hourly Wage (\$)	Hourly Entry Wage (\$)	Hourly Experienced Wage (\$)
35-2012	Cooks, Institution and Cafeteria	10.27	8.20	11.30
35-2014	Cooks, Restaurant	9.61	8.22	10.31
35-2015	Cooks, Short Order	9.46	8.11	10.14
35-2021	Food Preparation Workers	8.78	8.13	9.10
35-3011	Bartenders	8.93	8.15	9.31
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	8.49	8.16	8.66
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	8.33	8.21	8.39
35-3031	Waiters and Waitresses	8.45	8.18	8.58
35-3041	Food Servers, Nonrestaurant	8.67	8.19	8.92
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	8.57	8.18	8.76
35-9021	Dishwashers	8.41	8.21	8.50
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	8.55	8.11	8.76
37-0000	Building and Grounds Cleaning and Maintenance Occupations	11.08	8.21	12.51
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	15.46	11.96	17.21
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10.89	8.22	12.22
37-2012	Maids and Housekeeping Cleaners	9.24	8.20	9.77
37-3011	Landscaping and Groundskeeping Workers	11.41	8.45	12.91
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	13.07	11.63	13.79
39-0000	Personal Care and Service Occupations	9.94	8.19	10.82
39-2021	Nonfarm Animal Caretakers	9.49	8.15	10.15
39-3031	Ushers, Lobby Attendants, and Ticket Takers	8.42	8.07	8.59
39-3091	Amusement and Recreation Attendants	8.54	8.14	8.74
39-5012	Hairdressers, Hairstylists, and Cosmetologists	10.40	8.21	11.50
39-9011	Child Care Workers	8.34	8.19	8.42
39-9021	Personal and Home Care Aides	9.56	8.21	10.24
39-9031	Fitness Trainers and Aerobics Instructors	10.62	8.23	11.83
39-9032	Recreation Workers	10.51	8.22	11.65
41-0000	Sales and Related Occupations	14.71	8.29	17.92
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	19.85	11.42	24.07
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	36.30	22.58	43.16
41-2011	Cashiers	9.01	8.29	9.38
41-2021	Counter and Rental Clerks	12.08	8.22	14.01
41-2022	Parts Salespersons	14.99	10.09	17.42
41-2031	Retail Salespersons	11.77	8.28	13.52
41-3021	Insurance Sales Agents	21.43	11.03	26.63
41-3099	Sales Representatives, Services, All Other	23.57	14.84	27.93
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	26.75	14.27	32.99
41-9041	Telemarketers	13.70	13.52	13.78
41-9099	Sales and Related Workers, All Other	13.41	9.25	15.49
43-0000	Office and Administrative Support Occupations	13.88	9.36	16.13
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	21.71	14.68	25.22

SOC Code	Standard Occupational Code Title	Average Hourly Wage (\$)	Hourly Entry Wage (\$)	Hourly Experienced Wage (\$)
43-2011	Switchboard Operators, Including Answering Service	10.51	8.58	11.48
43-3011	Bill and Account Collectors	12.36	9.91	13.58
43-3021	Billing and Posting Clerks and Machine Operators	15.10	11.08	17.11
43-3031	Bookkeeping, Accounting, and Auditing Clerks	14.54	10.44	16.59
43-3051	Payroll and Timekeeping Clerks	15.44	11.63	17.33
43-3061	Procurement Clerks	14.47	10.08	16.67
43-3071	Tellers	12.01	9.74	13.15
43-4051	Customer Service Representatives	14.18	10.18	16.19
43-4061	Eligibility Interviewers, Government Programs	15.80	13.65	16.89
43-4071	File Clerks	11.13	9.35	12.03
43-4081	Hotel, Motel, and Resort Desk Clerks	8.98	8.25	9.36
43-4121	Library Assistants, Clerical	9.91	8.28	10.72
43-4131	Loan Interviewers and Clerks	15.92	12.81	17.48
43-4151	Order Clerks	11.58	8.42	13.16
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	15.85	12.77	17.39
43-4171	Receptionists and Information Clerks	11.82	9.41	13.02
43-5031	Police, Fire, and Ambulance Dispatchers	13.28	10.42	14.69
43-5052	Postal Service Mail Carriers	22.78	19.01	24.68
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	17.91	10.15	21.78
43-5061	Production, Planning, and Expediting Clerks	20.12	13.90	23.22
43-5071	Shipping, Receiving, and Traffic Clerks	14.77	11.45	16.44
43-5081	Stock Clerks and Order Fillers	11.54	8.29	13.16
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	14.75	10.05	17.10
43-6011	Executive Secretaries and Administrative Assistants	18.00	13.41	20.29
43-6012	Legal Secretaries	15.06	13.27	15.96
43-6013	Medical Secretaries	13.00	10.22	14.39
43-6014	Secretaries, Except Legal, Medical, and Executive	13.20	9.58	15.02
43-9011	Computer Operators	13.12	9.71	14.84
43-9021	Data Entry Keyers	10.97	8.43	12.24
43-9041	Insurance Claims and Policy Processing Clerks	15.59	13.12	16.81
43-9061	Office Clerks, General	11.38	8.31	12.91
45-0000	Farming, Fishing, and Forestry Occupations	15.66	10.47	18.26
45-2011	Agricultural Inspectors	21.31	15.42	24.25
45-2091	Agricultural Equipment Operators	16.46	12.63	18.38
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	13.81	11.86	14.79
45-2093	Farmworkers, Farm and Ranch Animals	10.80	8.22	12.09
47-0000	Construction and Extraction Occupations	16.20	11.00	18.79
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	23.12	15.93	26.71
47-2021	Brickmasons and Blockmasons	17.33	16.51	17.74
47-2031	Carpenters	14.91	10.66	17.04
47-2051	Cement Masons and Concrete Finishers	13.72	10.25	15.46
47-2061	Construction Laborers	11.73	9.31	12.94
47-2073	Operating Engineers and Other Construction Equipment Operators	16.89	12.32	19.16

SOC Code	Standard Occupational Code Title	Average Hourly Wage (\$)	Hourly Entry Wage (\$)	Hourly Experienced Wage (\$)
47-2111	Electricians	19.01	13.17	21.93
47-2141	Painters, Construction and Maintenance	15.30	10.81	17.53
47-2152	Plumbers, Pipefitters, and Steamfitters	21.41	14.66	24.78
47-2181	Roofers	12.82	9.52	14.47
47-2221	Structural Iron and Steel Workers	12.47	10.35	13.53
47-3012	Helpers--Carpenters	9.35	8.05	10.01
47-4051	Highway Maintenance Workers	15.11	12.16	16.57
49-0000	Installation, Maintenance, and Repair Occupations	18.28	11.31	21.76
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	25.84	16.30	30.61
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	27.36	18.66	31.71
49-3021	Automotive Body and Related Repairers	16.02	11.12	18.47
49-3023	Automotive Service Technicians and Mechanics	15.83	9.56	18.97
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	17.18	13.36	19.08
49-3041	Farm Equipment Mechanics	17.29	11.06	20.41
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	16.59	11.45	19.15
49-3052	Motorcycle Mechanics	14.36	10.07	16.49
49-3093	Tire Repairers and Changers	10.46	8.29	11.54
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	18.42	10.75	22.25
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	19.07	14.16	21.52
49-9031	Home Appliance Repairers	14.40	13.36	14.92
49-9041	Industrial Machinery Mechanics	20.12	14.32	23.02
49-9043	Maintenance Workers, Machinery	19.47	16.23	21.09
49-9051	Electrical Power-Line Installers and Repairers	29.28	21.42	33.20
49-9052	Telecommunications Line Installers and Repairers	21.67	16.71	24.15
49-9062	Medical Equipment Repairers	19.84	15.31	22.11
49-9071	Maintenance and Repair Workers, General	14.75	10.04	17.11
51-0000	Production Occupations	15.93	11.41	18.20
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	26.70	17.39	31.36
51-2041	Structural Metal Fabricators and Fitters	14.79	12.77	15.79
51-2092	Team Assemblers	17.50	13.33	19.59
51-3011	Bakers	12.09	8.36	13.95
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	14.53	12.40	15.60
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	14.00	11.69	15.16
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	13.90	10.51	15.60
51-4041	Machinists	16.31	12.28	18.33
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	17.88	12.59	20.53
51-4111	Tool and Die Makers	21.95	16.25	24.79
51-4121	Welders, Cutters, Solderers, and Brazers	16.77	12.64	18.84
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	21.18	18.11	22.71

SOC Code	Standard Occupational Code Title	Average Hourly Wage (\$)	Hourly Entry Wage (\$)	Hourly Experienced Wage (\$)
51-5112	Printing Press Operators	13.97	8.85	16.53
51-5113	Print Binding and Finishing Workers	9.80	8.39	10.50
51-6011	Laundry and Dry-Cleaning Workers	9.86	8.29	10.64
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	14.59	11.35	16.22
51-8031	Water and Liquid Waste Treatment Plant and System Operators	18.89	14.99	20.83
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	14.94	13.14	15.83
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	15.59	13.31	16.73
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	16.37	14.07	17.51
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	15.81	10.88	18.29
51-9111	Packaging and Filling Machine Operators and Tenders	12.47	9.20	14.09
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	14.99	12.20	16.38
51-9122	Painters, Transportation Equipment	19.98	16.77	21.58
51-9198	Helpers--Production Workers	12.50	9.16	14.17
53-0000	Transportation and Material Moving Occupations	14.74	9.55	17.33
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	25.04	15.99	29.58
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	23.25	15.21	27.27
53-3022	Bus Drivers, School	16.19	11.88	18.36
53-3031	Driver/Sales Workers	11.61	8.21	13.31
53-3032	Truck Drivers, Heavy and Tractor-Trailer	18.07	12.35	20.93
53-3033	Truck Drivers, Light or Delivery Services	14.30	9.23	16.83
53-3041	Taxi Drivers and Chauffeurs	9.36	8.27	9.91
53-6031	Service Station Attendants	10.59	8.31	11.73
53-7011	Conveyor Operators and Tenders	13.35	11.22	14.41
53-7021	Crane and Tower Operators	19.59	16.06	21.34
53-7032	Excavating and Loading Machine and Dragline Operators	12.67	10.94	13.54
53-7051	Industrial Truck and Tractor Operators	13.09	10.58	14.33
53-7061	Cleaners of Vehicles and Equipment	10.77	8.17	12.08
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	12.55	9.24	14.19
53-7064	Packers and Packagers, Hand	11.63	8.53	13.17

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, July, 2013