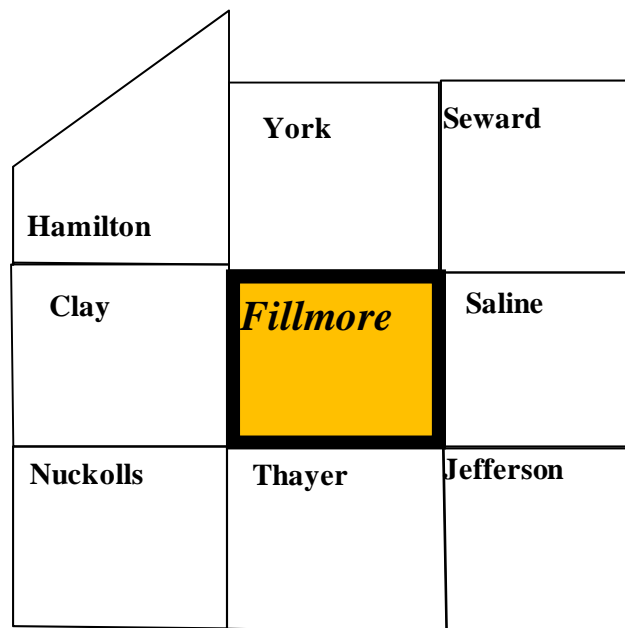


Labor Supply Factors and Labor Availability for the Fillmore County Labor Area

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Executive Summary

The information provided in this report indicates that a prospective new employer providing job and career opportunities with competitive wages and benefits would be a welcome addition to the employment base in the Fillmore 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 Fillmore County Labor Area. Some of the pertinent findings of the report include:

- Population in the Fillmore County Labor Area (Fillmore County plus the eight contiguous counties) totaled 83,275 people in 2008, with the Fillmore County population totaling 6,001. Population in Fillmore County declined by 9.5 percent during the 2000–2008 period, compared to a population decrease of 4.8 percent for the nine-county Fillmore County Labor Area as a whole.
- The labor force for the Fillmore County Labor Area totaled 47,456 in 2008, with 45,893 local residents employed in jobs either within or outside the area. A total of 36,544 persons were employed in nonfarm wage and salary jobs located within the area. These data suggest that a substantial number of residents of the Fillmore County Labor Area were commuting out of the area for employment.
- The number of people who lived in Fillmore County that were employed totaled 3,130 in 2008; yet, there were 2,206 persons employed in nonfarm wage and salary jobs within the county. This indicates residents of Fillmore County are commuting to surrounding counties for employment opportunities.
- Average annual wages for all nonfarm wage and salary employees in the Fillmore County Labor Area were \$5,046 less than the Nebraska average. Within the labor area, Saline County had the highest average wage, \$35,341 or \$449 less than the Nebraska average. In Fillmore County, average annual salaries were \$6,692 less than the state average.

The basic conclusion of this report, which follows from the data and analysis presented, is that the Fillmore County Labor Area and Fillmore 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 Fillmore County area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

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 Fillmore County Labor Area and for Fillmore County for selected years from 2003 to 2008. 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 Fillmore County Labor Area (see Figure One). As these data indicate, the total area labor force declined by less than 0.1 percent while total employment for the laborshed area as a whole grew by 0.2 percent between 2003 and 2008.

Table One
Labor Force and Employment, Fillmore County Labor Area^(a), 2003–2008

Part A
Labor Force and Employment
Fillmore County Labor Area^(a), 2003–2008

(Place of Residence)	2003	2004	2005	2006	2007	2008	% Chg. 2003–2008
Labor Force^(b)	47,463	47,755	47,970	47,582	46,814	47,456	0.0
Unemployment (#)	1,663	1,604	1,553	1,259	1,277	1,563	-6.0
Unemployment Rate (%)	3.5	3.4	3.2	2.6	2.7	3.3	(N/A)
Employment	45,799	46,153	46,418	46,323	45,539	45,893	0.2
(Place of Work)							
Nonfarm Employment^(c)	35,033	35,297	36,350	36,807	36,177	36,544	4.3

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

Table One -- Continued
Part B
Labor Force and Employment by Industry
Fillmore County, NE

(Place of Residence)	2003	2004	2005	2006	2007	2008	% Chg. 2003–2008
Labor Force^(b)	3,472	3,389	3,368	3,321	3,190	3,230	-7.0
Unemployment (#)	131	123	110	89	85	99	-24.4
Unemployment Rate (%)	3.8	3.6	3.3	2.7	2.7	3.1	(N/A)
Employment	3,341	3,267	3,258	3,232	3,104	3,130	-6.3
(Place of Work)							
Nonfarm Employment^(c)	2,208	2,153	2,177	2,185	2,177	2,206	-0.1
Goods Producing	442	457	458	464	436	441	-0.2
Manufacturing	168*	182*	190*	207*	149*	147*	-12.5
Mining & Construction	274	275	268	257	287	294	7.3
Service Providing	1,766	1,697	1,720	1,721	1,742	1,764	-0.1
Total Trade	342	335	345	345	343	352	2.9
Wholesale Trade	151	144	146	144	145	148	-2.0
Retail Trade	191	191	199	201	198	203	6.3
Trans., Warehousing & Utilities	113	95	81	85	90	90	-20.4
Financial Activities	143	143	147	134	135	138	-3.5
Education & Health Services	192	201	204	202	218	223	16.1
Leisure and Hospitality	136	125	132	140	139	144	5.9
Other Services, except Public	108	102	106	117	121	118	9.3
Total Government	732	696	705	698	696	699	-4.5
Federal Government	44	40	40	39	42	44	0.0
State Government	120	128	127	127	127	124	3.3
Local Government	569	528	537	531	527	532	-6.5

^(a) The Fillmore County Labor Area includes Fillmore and the contiguous counties (Clay, Hamilton, Jefferson, Nuckolls, Saline, Seward, Thayer, and York).

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

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

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

Source: Nebraska Department of Labor, Labor Market Information, ftp.dol.state.ne.us/lmi/laborforce_workforce.

The second employment measure presented for the Fillmore County Labor Area, nonfarm wage and salary employment, increased from 35,033 in 2003 to 36,544 in 2008, an increase of 4.3 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 Fillmore County (Table One, Part B) indicate that the total labor force in the county declined by 7.0 percent between 2003 and 2008, with total employment (of people residing in Fillmore County, irrespective of their county of employment) declining by 6.3 percent during this period. It is also of interest to note that unemployment decreased by 24.4 percent, from 131 in 2003 to 99 in 2008, recording an unemployment rate of 3.1 percent in 2008.

As previously noted, the second employment measure presented for Fillmore 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 Fillmore County declined by 0.1 percent between 2003 and 2008. Data presented in Table One, Part B show that the fastest growing employment sector in Fillmore County during the 2003–2008 review period was the Education & Health Services sector, recording a 16.1 percent increase between 2003 and 2008. Other economic sectors experiencing significant growth in employment between 2003 and 2008 include the Other Services, except Public sector (9.3 percent), Mining & Construction (7.3 percent), and the Leisure and Hospitality sector (5.9 percent). In the case of the Total Government sector, employment in the State government sector grew by 3.3 percent while local government employment declined by 6.5 percent and Federal employment was unchanged.

Further review of the employment data reported for the Fillmore County Labor Area (Table One, Part A) and for Fillmore County (Table One Part B) indicates that for both areas there were differences between the nonfarm wage and salary employment reported in the areas and the total employment of persons living in the respective areas. In the case of the entire Fillmore County Labor Area, nonfarm wage and salary employment was reported to be 36,544 in 2008, which was significantly less (9,349) than the reported total employment of persons living within the nine-county Fillmore County Labor Area. Recalling that nonfarm wage and salary employment is based on the county of employment while the total employment data is based on the county of residence helps explain how this can occur. It is obvious that a number of persons living within the nine-county Fillmore County Labor Area work outside of the area and commute to other areas for employment.

In the case of Fillmore County, the same situation is evident. Total employment of persons living in Fillmore County (irrespective of their county of employment) was 3,130 in 2008, which was 924 more than the 2,206 nonfarm wage and salary jobs within the county for the same year. These data suggest that a number of workers are commuting out of Fillmore County for employment on a regular basis. The total number of reported employed people living in Fillmore County includes those who are self employed as well as those employed in agriculture. This means the difference between total employment and nonfarm wage and salary jobs (924) likely understates the number of workers commuting out of Fillmore County.

Included in Table Two are additional employment data for 2008, showing the deviations between total employment and nonfarm wage and salary employment for the Fillmore County Labor Area as a whole and for each county within the area. For the Fillmore County Labor Area as a whole, the total employment of area residents (45,893), irrespective of their place of employment, is 9,349 greater than the nonfarm wage and salary employment working within the area. It appears that much of this difference could be accounted for by agricultural employment, which includes farm proprietors. Agricultural employment shown in the table shows that 6,183 people were employed in agriculture in 2007 the last year that agricultural employment data were available. It is important to note, however, that for Nebraska as a whole, approximately 32 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. Therefore, it is possible that a significant number of people are commuting into the area for employment.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Fillmore County Labor Area, 2008

County	Labor Force (2008) ^(a)	Total Employment (2008) ^(a)	Nonfarm Wage & Salary Employment (2008) ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment (2007) ^(c)
Fillmore	3,230	3,130	2,206	924	716
Clay	3,158	3,054	2,375	679	612
Hamilton	5,709	5,562	3,327	2,235	662
Jefferson	4,500	4,323	3,229	1,094	646
Nuckolls	2,309	2,240	1,502	738	523
Saline	8,307	8,010	6,807	1,203	785
Seward	9,545	9,241	6,576	2,665	855
Thayer	2,902	2,808	2,304	504	639
York	7,796	7,525	8,218	-693	745
Labor Area	47,456	45,893	36,544	9,349	6,183

^(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 the county of residence.

^(c) Agricultural employment data are for 2007.

Sources: Labor Data - Nebraska Department of Labor, Labor Market Information,

[ftp.dol.state.ne.us/lmi/laborforce_workforce](ftp://ftp.dol.state.ne.us/lmi/laborforce_workforce). Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data website: <http://www.bea.gov/bea/regional/reis/>.

Further review of the data presented in Table Two provides an indication of the commuting patterns for the counties within the Fillmore County Labor Area. It appears that persons from other counties are commuting into York County for employment. For the other counties within the area, however, a significant percentage of the employed people are commuting out of the counties for employment. In the case of Seward County, for example, the number of employed persons living in the county is 2,665 greater than total nonfarm wage and salary employment within the county. In the case of Seward, a significant number of the people commuting out of the county for employment

are most likely commuting to Lincoln in Lancaster County to work. Other counties where there are indications of significant commuting out of the county for employment include Fillmore, Hamilton, Jefferson, and Saline.

The number of nonfarm wage and salary workers in the Fillmore 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
Fillmore County Labor Area, by County, 2008

County	Manuf.	Constr. Mining	Trade	Fin. Activ.	Ed. & Health Svc.	Leisure & Hosp.	All Other Services	Govt.	Tot NF W. & S. Emp.
Fillmore	148	294	441	138	223	144	119	699	2,206
Clay	339	153	587	102	282	57	86	768	2,374
Hamilton	590	125	822	138	504	198	323	627	3,327
Jefferson	509	225	943	127	465	222	190	548	3,229
Nuckolls	4	23	365	78	351	125	164	391	1,501
Saline	2,745	87	927	201	760	390	348	1,349	6,807
Seward	1,074	359	1,198	272	1,026	476	770	1,402	6,577
Thayer	504	125	502	152	207	86	95	633	2,304
York	1,052	306	2,333	412	1,307	859	778	1,171	8,218
Labor Area	6,965	1,697	8,118	1,620	5,125	2,557	2,873	7,588	36,543
Nebraska	100,485	51,270	206,049	70,305	135,034	83,688	35,105	163,874	845,810
Percent of Total Nonfarm Wage & Salary Employment									
	Manuf.	Constr. Mining	Trade	Fin. Activ.	Ed. & Health Svc.	Leisure & Hosp.	All Other Services	Govt.	Tot NF W. & S. Emp.
Labor Area	19.1	4.6	22.2	4.4	14.0	7.0	7.9	20.8	100.0
Nebraska	11.9	6.1	24.4	8.3	16.0	9.9	4.2	19.4	100.0

Source: Nebraska Department of Labor, Labor Market Information, ftp.dol.state.ne.us/lmi/laborforce_workforce.

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 Fillmore County Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Fillmore County Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Fillmore County Labor Area occur in the manufacturing sector employment, with 19.1 percent of nonfarm wage and salary workers in the Fillmore County area employed in that sector, compared to 11.9 percent for Nebraska. Conversely, only 4.4 percent of nonfarm wage and salary workers in the Fillmore County Labor Area are employed in the financial activities sector, compared to 8.3 percent for Nebraska as a whole.

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

A review of the data in Part A of Table Four indicates that average annual salaries in Fillmore County (\$29,098 for all wage and salary employees for all private industries) are slightly lower than for the Fillmore County Labor Area as a whole and five of the other eight counties that make up the area. Also, Fillmore County average annual salaries are \$6,692 (18.7 percent) less than the state average. Average annual salaries for the Fillmore County Labor Area (\$30,744) were \$5,046 (14.1 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Fillmore County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Pay, Fillmore County Labor Area & Nebraska, 2008

Part A
Average Annual Pay and Average Weekly Wages
All Covered^(a) Wage and Salary Workers, All Industries

County	Average Employment	Average Weekly Wages	Average Annual Wages
Fillmore	1,531	\$560	\$29,098
Clay	1,763	\$568	\$29,538
Hamilton	2,876	\$664	\$34,524
Jefferson	2,553	\$516	\$26,815
Nuckolls	1,042	\$447	\$23,245
Saline	5,516	\$680	\$35,341
Seward	4,586	\$627	\$30,502
Thayer	1,559	\$543	\$32,582
York	6,142	\$590	\$28,224
Labor Area	27,568	\$590	\$30,744
Nebraska	794,451	\$688	\$35,790

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	All Goods Producing	Manuf.	Construction	All Service Providing	Trade Trans & Util	Financial Services	Educ. & Health Services	Leisure & Hospitality
Fillmore	\$36,296	\$30,914	\$36,892	\$25,209	\$27,864	\$42,769	\$24,386	\$6,571
Clay	\$34,445	\$37,782	\$32,247	\$26,232	\$30,581	\$30,767	\$20,539	\$8,318
Hamilton	\$44,159	\$41,148	\$53,528	\$29,723	\$34,113	\$31,909	\$30,136	\$12,869
Jefferson	\$33,335	\$32,901	\$35,926	\$23,851	\$23,145	\$35,969	\$26,597	\$7,561
Nuckolls	\$29,973	\$23,249	\$16,569	\$22,976	\$25,057	\$33,400	\$29,406	\$6,630
Saline	\$45,059	\$45,391	\$32,518	\$24,671	\$26,092	\$39,090	\$28,486	\$8,308
Seward	\$36,334	\$43,064	\$30,854	\$27,513	\$27,620	\$41,451	\$29,929	\$8,762
Thayer	\$41,285	\$44,835	\$28,138	\$26,422	\$31,671	\$33,858	N/A	\$6,564
York	\$37,863	\$39,485	\$29,759	\$25,367	\$27,489	\$32,268	\$29,395	\$10,857
Nebraska	\$39,685	\$40,534	\$40,253	\$34,742	\$31,653	\$47,475	\$37,995	\$12,259

N/A: Not available.

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

Sources: U.S. Department of Labor, Quarterly Census of Employment & Wages <http://www.bls.gov/cew/> and
Nebraska Department of Labor, Labor Market Information <http://www.dol.state.ne.us/lmiindustry/index.asp>.

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Fillmore County Labor Area. As the data in Table Four, Part A indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Saline County. The average annual wage for all wage and salary workers (working) in Saline County was \$35,341 in 2008 which was \$4,597 (15 percent) more than the average for the Fillmore County Labor Area as a whole, and \$449 (1.3 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Saline indicates that the high average annual wage results from the extremely high average wage in the Manufacturing Sector.

Commuting Patterns

Table Five provides 2006 estimates from the Bureau of the Census Local Employment Dynamics program showing commuting patterns for workers living in the Fillmore County Labor Area. Data in Table Five Part A indicate a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data in Part A indicate that 1,489 jobs or 44.7 percent of all jobs held by Fillmore County residents are located in other counties. For six of the eight other counties in the labor area, the percentage of commuters was larger than for Fillmore County. In the case of Clay County, 965 or 56.2 percent of jobs held by county residents were in other counties. Other counties with a high percentage of employed workers commuting to other counties for employment include Seward (55.1 percent), Hamilton (51.4 percent), Nucholls (51.2 percent), Saline (50.4 percent), and Jefferson (44.9 percent).

Table Five
Commuting Patterns, Fillmore County Labor Area, 2006

Part A
Jobs Outside County of Residence, 2006

County	Working Outside County	
	Number	Percent
Fillmore	1,489	44.7%
Clay	965	56.2%
Hamilton	2,050	51.4%
Jefferson	2,112	44.9%
Nucholls	930	51.2%
Saline	3,334	50.4%
Seward	3,390	55.1%
Thayer	1,464	33.4%
York	4,764	33.9%

Source: U.S. Bureau of the Census, *Local Employment Dynamics*.

Part B
Fillmore County Residents
Employment by County, 2006

County Where Jobs are Located	Number	Percent
Fillmore Co., Nebraska	1,489	55.3%
York Co., Nebraska	328	12.2%
Lancaster Co., Nebraska	189	7.0%
Seward Co., Nebraska	108	4.0%
Thayer Co., Nebraska	96	3.6%
All Other Locations	485	17.9%
Total Resident Jobs	2,695	100.0%

Source: U.S. Bureau of the Census, *Local Employment Dynamics*.

Table Five, Part B provides further detail illustrating the willingness of workers in Fillmore County to travel for employment. In 2006, residents of Fillmore County worked at a total of 2,695 jobs; a resident could work at more than one job. Of these 2,695 jobs, the largest number, 1,489 or 55.3 percent, were located in Fillmore County, while 1,206 or 44.7 percent were located in other counties. Counties with high numbers of workers from Fillmore County were York (328 jobs), Lancaster (189 jobs), Seward (108 jobs), and Thayer (96 jobs).

Population Trends

The data provided in Table Six show population trends for the Fillmore County Labor Area, by county, and for Nebraska for the 1950–2008 period. As these data indicate, the population of the Fillmore County Labor Area was 87,458 in 2000. The Fillmore County Labor Area population declined by 14.6 percent from 1950 to 2000 and declined 4.8 percent from 2000 to 2008. Population in Fillmore County totaled 6,634 in 2000 and had declined by 31.0 percent from 1950 to 2000. During the latest Census decade of the 1990’s, the Fillmore County population decreased by 6.6 percent, compared to the increase for the Fillmore County Labor Area as a whole of 0.7 percent, and to the State rate of growth of 8.4 percent.

Table Six
Population in the Fillmore County Labor Area, by County, and Nebraska
Selected Years, 1950–2008

COUNTY	1950	1960	1970	1980	1990	2000	2008	% Chg. 1950–2000	% Chg. 2000–08
Fillmore	9,610	9,425	8,137	7,920	7,103	6,634	6,001	-31.0	-9.5
Clay	8,700	8,717	8,266	8,106	7,123	7,039	6,270	-19.1	-10.9
Hamilton	8,778	8,714	8,867	9,301	8,862	9,403	9,300	7.1	-1.1
Jefferson	13,623	11,620	10,436	9,817	8,759	8,333	7,405	-38.8	-11.1
Nuckolls	9,609	8,217	7,404	6,726	5,786	5,057	4,467	-47.4	-11.7
Saline	14,046	12,542	12,809	13,131	12,715	13,843	13,771	-1.4	-0.5
Seward	13,155	13,581	14,460	15,789	15,450	16,496	16,758	25.4	1.6
Thayer	10,563	9,118	7,779	7,582	6,635	6,055	5,104	-42.7	-15.7
York	14,346	13,724	13,685	14,798	14,428	14,598	14,199	1.8	-2.7
Labor Area	102,430	95,658	91,843	93,170	86,861	87,458	83,275	-14.6	-4.8
Nebraska	1,325,510	1,411,330	1,483,493	1,569,825	1,578,385	1,711,263	1,783,432	29.1	4.2

Source: U.S. Bureau of the Census, *Census of Population, 1950-2000* and Annual Population Estimates, 2008.

Table Seven 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 Fillmore County Labor Area. In 2008, there were 2,864 people in Fillmore County between the ages of 25 and 64, which represented 47.7 percent of the total population, compared to 48.3 percent of the population for the Fillmore County Labor Area as a whole and 51.0 percent of the Nebraska population in this age range.

Table Seven
Age Characteristics of the Population, Fillmore County Labor Area,
by County, and Nebraska, 2008

COUNTY	0-14		15-24		25-44		45-64		65-Older		Median Age
	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	
Fillmore	1,040	17.3	807	13.4	1,107	18.4	1,757	29.3	1,290	21.5	45.5
Clay	1,081	17.2	871	13.9	1,166	18.6	1,986	31.7	1,166	18.6	45.2
Hamilton	1,776	19.1	1,289	13.9	2,111	22.7	2,703	29.1	1,421	15.3	40.3
Jefferson	1,166	15.7	856	11.6	1,377	18.6	2,246	30.3	1,760	23.8	47.6
Nuckolls	713	16.0	510	11.4	770	17.2	1,342	30.0	1,132	25.3	48.6
Saline	2,656	19.3	2,299	16.7	3,194	23.2	3,411	24.8	2,211	16.1	37.6
Seward	2,954	17.6	3,430	20.5	3,600	21.5	4,274	25.5	2,500	14.9	36.3
Thayer	787	15.4	606	11.9	777	15.2	1,585	31.1	1,349	26.4	49.7
York	2,579	18.2	2,216	15.6	2,931	20.6	3,858	27.2	2,615	18.4	41.2
Labor Area	14,752	17.7	12,884	15.5	17,033	20.5	23,162	27.8	15,444	18.5	41.6
Nebraska	371,462	20.8	262,190	14.7	457,177	25.6	451,756	25.3	240,847	13.5	36.2

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

Source: U.S. Bureau of the Census, *Population Estimates, by Age, 2008*.

Table Eight provides information showing population, the natural increase (births minus deaths) and net migration for the 1990–1999 period for Nebraska, for Fillmore County and for the Fillmore County Labor Area. As these data show, the Fillmore County Labor Area as a whole had a small rate of net in-migration during the Census decade of the 1990s, while Fillmore, Clay, Jefferson, Nuckolls, Thayer, and York Counties experienced net out-migration. As indicated in the table, net in-migration for the Fillmore County Labor Area as a whole accounted for population a growth of 945 people during the decade, contributing to a population increase equal of 1.1 percent of the 1990 population. In the case of Fillmore County, net out-migration during the 1990s totaled 32 people, or 0.5 percent of the 1990 population.

Table Eight
Population, Births, Deaths and Migration
Nebraska and Fillmore County Labor Area by County, 1990–1999

County	Population		1990–1999			Net Migration*, 1990–1999	
	1990	2000	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
Fillmore	7,103	6,912	752	911	-159	-32	-0.5
Clay	7,123	7,094	801	775	26	-55	-0.8
Hamilton	8,862	9,566	1,106	866	240	464	5.2
Jefferson	8,759	8,288	793	1,152	-359	-112	-1.3
Nuckolls	5,786	5,121	455	746	-291	-374	-6.5
Saline	12,715	13,111	1,355	1,591	-236	632	5.0
Seward	15,450	16,435	1,594	1,469	125	860	5.6
Thayer	6,635	6,170	592	919	-327	-138	-2.1
York	14,428	14,392	1,742	1,478	264	-300	-2.1
Labor Area	86,861	87,089	9,190	9,907	-717	945	1.1
Nebraska	1,578,417	1,666,028	217,510	139,754	77,756	9,855	0.6

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

Source: U.S. Bureau of the Census, *County Population Estimates for July 1, 1999 and Population Change for April 1, 1990 to July 1, 1999*.

Table Nine provides information showing population, the natural increase (births minus deaths), and net migration for the 2000–2008 period. As these data show, the Fillmore County Labor Area experienced significant net out-migration during this more recent eight-year period. As indicated in the table, out-migration for the Fillmore County Labor Area as a whole accounted for population decline of 4,338 during the 2000–2008 period, contributing to a population decrease equal to 5.0 percent of the 2000 population. In the case of Fillmore County, net out-migration during this eight-year period was 435, or 6.6 percent of the 2000 population.

Table Nine
Population, Births, Deaths, and Migration
Nebraska and Fillmore County Labor area, by County, 2000-2008

County	Population		2000-2008			Net Migration, 2000-2008*	
	2000	2008	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Fillmore	6,634	6,001	551	749	-198	-435	-6.6
Clay	7,039	6,270	616	615	1	-770	-10.9
Hamilton	9,403	9,300	883	762	121	-224	-2.4
Jefferson	8,333	7,405	676	861	-185	-743	-8.9
Nuckolls	5,057	4,467	452	597	-145	-445	-8.8
Saline	13,843	13,771	1,548	1,277	271	-343	-2.5
Seward	16,496	16,758	1,619	1,358	261	1	0.0
Thayer	6,055	5,104	442	710	-268	-683	-11.3
York	14,598	14,199	1,468	1,171	297	-696	-4.8
Labor Area	87,458	83,275	8,255	8,100	155	-4,338	-5.0
Nebraska	1,711,263	1,783,432	214,642	124,319	90,323	-18,154	-1.1

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

Source: U.S. Bureau of the Census, *Population Estimates, 2008, and Components of Population Change, 2000-2008*.

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 Fillmore County Labor Area and in Fillmore 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 Fillmore County area. The labor force, employment, and demographic data presented in this report illustrate quite clearly that there is a sufficiently large labor force and population base living within the Fillmore 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 Fillmore County Labor Area and Fillmore 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 Fillmore County area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a

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

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