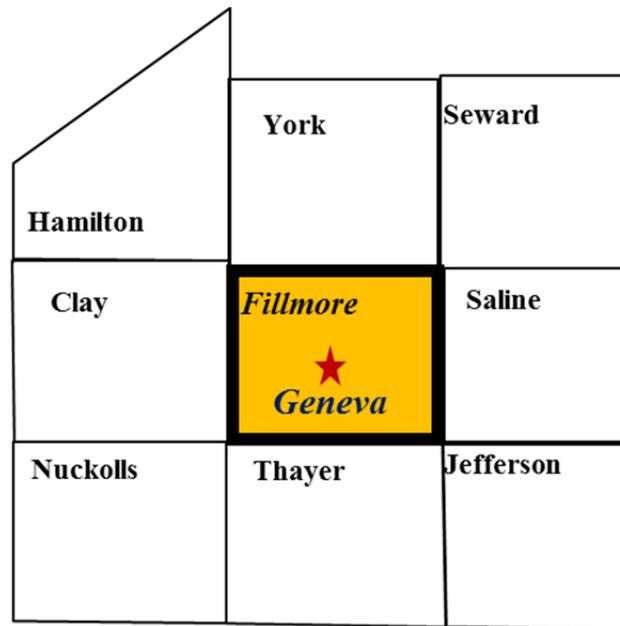


Labor Supply Factors and Labor Availability for the Geneva (Fillmore County) Labor Area



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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 Geneva and 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 Geneva Labor Area. Some of the findings of the report include:

Population in the Geneva Labor Area (Fillmore County plus the eight contiguous counties) totaled 83,112 people in 2014, with the Fillmore County population totaling 5,661. Population in Fillmore County declined by 3.9 percent during the 2010–2014 period, compared to a population decrease of 1.5 percent for the nine-county Geneva Labor Area as a whole.

The Geneva Labor Area labor force totaled 45,341 in 2014, with 43,955 local residents employed in jobs either within or outside the area. A total of 36,240 persons were employed in nonfarm wage and salary jobs¹ within the area.

In 2011, 406 primary jobs (47.8 percent) held by Geneva City residents and 1,197 primary jobs (53.2 percent) held by Fillmore County residents were located outside Fillmore County. This confirms a large number of Fillmore County residents are commuting to jobs in other counties.

Average annual wages for all nonfarm wage and salary employees in the Geneva Labor Area were \$5,489 less than the Nebraska average. Within the labor area, Saline County had the highest average wage, \$37,228 or \$3,956 lower than the Nebraska average. In Fillmore County, average annual salaries were \$6,240 less than the state average.

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

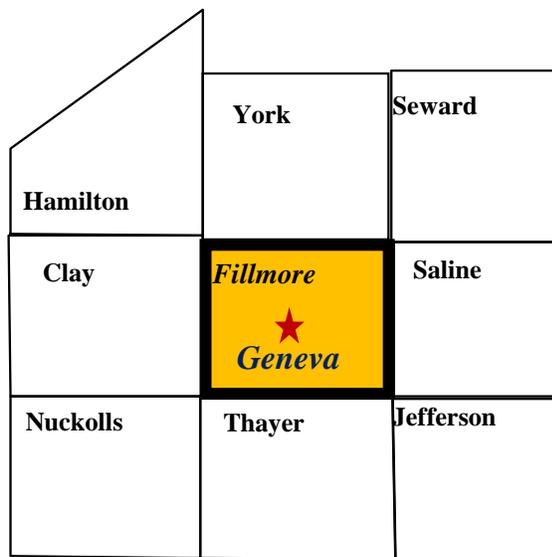
¹ Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees program. Nonfarm wage and salary employment data includes 99.7 percent of all wage and salary civilian 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.

Labor Supply Factors and Labor Availability for the Geneva (Fillmore County) Labor Area

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

In reviewing the data presented in this report, it will be evident that the Geneva 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 Fillmore County and for the surrounding counties that make up the potential laborshed area for Geneva. Figure One includes a map outlining the geographic area which has been defined as the Geneva Labor Area.

**Figure One
Geneva 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 Geneva 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 Geneva Labor Area and for Fillmore County for selected years from 2009 to 2014. Data in Table One (Part A and Part B, next page) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, unemployment rate, employment, and nonfarm wage and salary employment data for the entire Geneva Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole moved in opposite directions, with the area labor force declining by 0.2 percent between 2009 and 2014 and total employment growing by 1.1 percent during the same period.

Table One
Labor Force and Employment, Geneva Labor Area^(a), 2009–2015

Part A
Labor Force and Employment
Geneva Labor Area^(a), 2009–2014

(Place of Residence)	2009	2010	2011	2012	2013	2014	% Chg. 2009–2014
Labor Force^(b)	45,435	44,437	45,071	45,443	45,620	45,341	-0.2
Unemployment (#)	1,961	1,892	1,822	1,653	1,622	1,386	-29.3
Unemployment Rate (%)	4.3	4.3	4.0	3.6	3.6	3.1	(N/A)
Employment	43,474	42,545	43,249	43,790	43,998	43,955	1.1
(Place of Work)							
Nonfarm Employment^(c)	33,841	34,291	35,029	35,793	36,168	36,240	7.1

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)	2009	2010	2011	2012	2013	2014	% Chg. 2009–2014
Labor Force^(b)	3,198	3,240	3,325	3,325	3,317	3,291	2.9
Unemployment (#)	130	121	115	108	98	79	-39.2
Unemployment Rate (%)	4.1	3.7	3.5	3.2	3.0	2.4	(N/A)
Employment	3,068	3,119	3,210	3,217	3,219	3,212	4.7
(Place of Work)							
Nonfarm Employment^(c)	2,169	2,140	2,207	2,228	2,236	2,250	3.7
Goods Producing	475	471	528	528	513	503	5.9
Manufacturing	171	175	199	205	194	176	2.9
Natural Resources	109	102	118	112	115	123	12.8
Construction	195	194	210	212	205	204	4.6
Service Providing	996	955	954	984	1,006	1,016	2.0
Trans., Warehousing & Utilities	457	426	438	441	458	465	1.8
Information	N/A	10	9	9	9	N/A	N/A
Financial Activities	133	132	131	132	135	139	4.5
Professional & Business Services	N/A	35	38	35	33	N/A	N/A
Education & Health Services	177	176	179	188	206	207	16.9
Leisure and Hospitality	119	109	96	91	88	83	-30.3
Other Services, except Public	65	66	63	89	78	77	18.5
Total Government	697	714	725	716	716	731	4.9
Federal Government	40	39	35	35	33	31	-22.5
State Government	122	120	0	0	127	127	4.1
Local Government	535	555	0	0	556	573	7.1

N/A Not available.

^(a) The Geneva Labor Area includes Fillmore County, Nebraska 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.

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

The second employment measure presented for the Geneva Labor Area, nonfarm wage and salary employment increased from 33,841 in 2009 to 36,240 in 2014, an increase of 7.1 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 total labor force in the county grew by 2.9 percent between 2009 and 2014, with total employment (of people residing in Fillmore County, irrespective of their county of employment) growing by 4.7 percent during this period. It is also of interest to note that unemployment decreased by 39.2 percent, from 130 in 2009 to 79 in 2014.

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 grew by 3.7 percent between 2009 and 2014. Data presented in Table One, Part B show that the fastest growing employment sector in Fillmore County during the 2009–2014 review period was the Other Services, Except Public sector, recording an 18.5 percent increase between 2009 and 2014. Other economic sectors experiencing significant growth in employment between 2009 and 2014 include the Education and Health Services sector (16.9 percent), Natural Resources (12.8 percent), and the Total Government sector (4.9 percent). In the case of the Total Government Sector, employment in the State Government Sector grew by 4.1 percent while Federal Government Sector employment declined by 22.5 percent and Local Government Sector employment grew by 7.1 percent.

A review of the employment data reported for the Geneva 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 Geneva Labor Area, nonfarm wage and salary employment was reported to be 36,240 in 2014, which was significantly less (7,715) than the reported total employment of persons living within the nine-county Geneva Labor Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Geneva Labor Area, 2014

County	Labor Force 2014 ^(a)	Total Employment 2014 ^(a)	Nonfarm	Total Employment Minus NF W&S Employment	Agricultural Employment 2013 ^(c)
			Wage & Salary Employment 2014 ^(b)		
Fillmore	3,291	3,212	2,250	962	556
Clay	3,502	3,386	2,586	800	553
Hamilton	4,852	4,709	3,329	1,380	529
Jefferson	4,351	4,217	3,303	914	628
Nuckolls	2,440	2,370	1,427	943	403
Saline	7,303	7,046	6,836	210	660
Seward	9,053	8,782	6,281	2,501	902
Thayer	3,051	2,971	2,490	481	504
York	7,498	7,262	7,738	-476	595
Labor Area	45,341	43,955	36,240	7,715	5,330

^(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 2013.

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

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

There are two major reasons for differences in the total employment and nonfarm employment values. First, nonfarm wage and salary employment excludes self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal and farm) worker categories—these workers are included in estimates of total employment. Second estimates of nonfarm wage and salary employment 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, 5,330 people in the Geneva Labor Area were employed in agriculture in 2013, the last year that agricultural employment data were available. It is important to note, 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.

The number of nonfarm wage and salary workers in the Geneva 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
Geneva Labor Area, by County, 2014

County	Nat. Res. & Manuf.	Constr.	Trade, Trans. & Util.	Ed. & Health Svc.	Leis. & Hosp.	Fin. Act.	All Other Pri. Svcs.	Govt.
Fillmore	299	204	465	207	83	139	122	731
Clay	611	195	565	241	57	89	97	731
Hamilton	560	159	981	346	200	137	354	592
Jefferson	671	201	813	503	190	99	235	591
Nuckolls	35	32	317	342	120	77	128	376
Saline	2,794	67	1,025	664	310	153	323	1,500
Seward	1,468	423	1,167	985	445	236	420	1,137
Thayer	760	128	463	200	61	131	85	662
York	1,327	298	1,582	1,190	828	388	926	1,199
Labor Area	8,525	1,707	7,378	4,678	2,294	1,449	2,690	7,519
Nebraska	112,227	46,205	192,071	131,059	86,974	63,227	155,020	159,316

Percent of Total Nonfarm Wage & Salary Employment								
	Nat. Res. & Manuf.	Constr.	Trade, Trans. & Util.	Ed. & Health Svc.	Leis. & Hosp.	Fin. Act.	All Other Pri. Svcs.	Govt.
Labor Area	23.5	4.7	20.4	12.9	6.3	4.0	7.4	20.7
Nebraska	11.9	4.9	20.3	13.9	9.2	6.7	16.4	16.8

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 Geneva Labor Area with the distribution for the State of Nebraska. As these data show, the industry

distribution of employment for the Geneva Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Geneva Labor Area occur in the Natural Resources and Manufacturing sector employment, with 23.5 percent of nonfarm wage and salary workers in the Geneva area employed in that sector, compared to 11.9 percent for Nebraska. Conversely, only 7.4 percent of nonfarm wage and salary workers in the Geneva Labor Area are employed in the All Other Private Services sector, compared to 16.4 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 Geneva Labor Area. It is important to remember that the wage and salary employment is reported by county of employment, and does not provide an indication of the average weekly and annual wage for residents of the respective counties. Obviously, labor cost is an important consideration in any analysis of the labor availability in an area. Pay data for workers covered by unemployment insurance laws in Nebraska are the source of the labor cost information. Average annual pay is calculated by dividing the total payroll for wage and salary workers by the average annual number of employees.

A review of the data in Table Four, Part A indicates that average annual salaries in Fillmore County (\$34,944 for all wage and salary employees for all private industries) are slightly lower than for the Geneva Labor Area as a whole and most of the other counties that make up the area. Also, Fillmore County average annual salaries are \$6,240 (15.2 percent) less than the state average. Average annual salaries for the Geneva Labor Area (\$35,695) were \$5,489 (13.3 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 by Industry Groups, Geneva Labor Area & Nebraska, 2014

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
Fillmore	2,250	\$672	\$34,944
Clay	2,586	\$702	\$36,509
Hamilton	3,329	\$712	\$37,012
Jefferson	3,303	\$604	\$31,424
Nuckolls	1,427	\$593	\$30,819
Saline	6,836	\$716	\$37,228
Seward	6,281	\$712	\$37,012
Thayer	2,490	\$687	\$35,713
York	7,738	\$680	\$35,366
Labor Area	36,240	\$685	\$35,695
Nebraska	946,099	\$792	\$41,184

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

Table Four — Continued

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

County	Goods-Producing	Manufacturing	Construction	Service-Providing	Trade, Transportation, and Utilities	Financial Activities	Professional and Business Services	Leisure and Hospitality
Fillmore	\$47,256	\$43,998	\$44,248	\$31,096	\$33,285	\$45,315	N/A	\$8,858
Clay	\$41,427	\$41,134	\$42,301	\$30,688	\$36,922	\$35,685	N/A	\$9,639
Hamilton	\$46,758	\$50,534	\$33,209	\$34,986	\$39,778	\$36,597	\$38,885	\$11,725
Jefferson	\$39,637	\$38,966	\$45,196	\$27,465	\$26,713	\$38,966	\$47,847	\$8,811
Nuckolls	\$32,173	N/A	\$18,674	\$31,247	\$28,597	\$40,100	\$25,365	\$7,532
Saline	\$45,717	\$46,475	\$24,005	\$29,770	\$33,702	\$43,806	\$32,536	\$9,276
Seward	\$44,077	\$51,153	\$37,539	\$31,911	\$34,404	\$49,444	\$35,308	\$10,287
Thayer	\$40,664	\$42,148	\$33,257	\$31,707	\$37,077	\$42,280	\$25,413	\$7,155
York	\$45,487	\$47,436	\$45,353	\$30,937	\$33,477	\$40,892	\$36,756	\$13,301
Nebraska	\$45,078	\$45,780	\$45,841	\$39,523	\$35,723	\$57,295	\$54,552	\$14,393

N/A Not Available.

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

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

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Geneva 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 Saline County. The average annual wage for all wage and salary workers (working) in Saline County was \$37,228 in 2014 which was \$1,533 (4.3 percent) higher than the average for the Geneva Labor Area as a whole, and \$3,956 (9.6 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 construction.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Southeast Nebraska. Entry level and experienced wage rates represent the means of the lower 1/3 and upper 2/3 of the wage distribution, respectively.

Table Five
Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations
Southeast Nebraska, 2nd Quarter, 2014

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
Education, Training, and Library Occupations	20.28	12.10	24.36
Healthcare Practitioners and Technical Occupations	27.03	15.32	32.89
Registered Nurses	26.03	20.31	28.89
Protective Service Occupations	17.60	11.54	20.62
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	25.36	13.03	31.53
Construction and Extraction Occupations	16.97	11.94	19.48
Installation, Maintenance, and Repair Occupations	19.33	11.73	23.12
Production Occupations	16.67	11.87	19.06
First-Line Supervisors of Production and Operating Workers	25.97	17.30	30.30
Team Assemblers	14.07	11.50	15.36
Welders, Cutters, Solderers, and Brazers	16.67	12.16	18.92
Inspectors, Testers, Sorters, Samplers, and Weighers	16.11	12.28	18.04
Transportation and Material Moving Occupations	14.45	9.98	16.68
Heavy and Tractor-Trailer Truck Drivers	16.24	12.27	18.23
Laborers and Freight, Stock, and Material Movers, Hand	13.39	9.73	15.22

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, June, 2015

Commuting Patterns

Table Six provides data from the 2011 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Geneva 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 Fillmore County indicate that 1,197, or 53.2 percent of the employed workers, commuted to other counties for employment. For seven of the other counties in the Geneva Labor Area, the percentage of commuters was greater than for Fillmore County. In the case of Clay County, 1,411, or 64.7 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 Nuckolls (64.0 percent), Seward (62.8 percent), Hamilton (58.3 percent), Saline (57.6 percent), and Jefferson, with 54.9 percent of employed workers commuting out of their county of residence for employment.

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

County	County Residents	
	Number	Percent
Fillmore	1,197	53.2
Clay	1,411	64.7
Hamilton	2,223	58.3
Jefferson	1,942	54.9
Nuckolls	1,186	64.0
Saline	3,520	55.1
Seward	4,536	62.8
Thayer	1,480	57.6
York	2,627	44.3

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

Table Seven provides further detail illustrating the willingness of workers in Geneva and Fillmore County to travel for employment. In 2011, residents of Fillmore County worked at a total of 2,250 jobs; a resident could work at more than one job. Of these 2,250 jobs, the largest number, 1,053 or 46.8 percent, were located in Fillmore County, while 233 or 10.4 percent were located in Lancaster County. Other counties with high numbers of workers from Fillmore County were York (217 jobs), Saline (64 jobs), and Adams (45 jobs).

Also in 2011, residents of Geneva worked at a total of 850 jobs with the largest number, 444 or 52.2 percent located in Fillmore County. Other counties with workers from Geneva include Lancaster (61 jobs), York (87 jobs), Saline (13 jobs), and Adams (14 jobs).

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

County Where Jobs are Located	Primary Jobs Held by Geneva Residents	% Geneva Residents' Primary Jobs	Primary Jobs Held by Fillmore County Residents	% Fillmore County Residents' Primary Jobs
Fillmore	444	52.2%	1,053	46.8%
Lancaster	61	7.2%	233	10.4%
York	87	10.2%	217	9.6%
Saline	13	1.5%	64	2.8%
Adams	14	1.6%	45	2.0%
All Other Locations	231	27.2%	638	28.4%
Total Resident Jobs	850	100.0%	2,250	100.0%

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

Table Eight provides data showing the willingness of workers in other counties to commute to Geneva City and Fillmore County for employment. In 2011, 505 or 42.8 percent of the 1,179 primary jobs in Geneva City were held by residents of other counties. Thayer County was home to the greatest number of workers commuting into Geneva City from outside Fillmore County, 56 or 4.7 percent. Other counties with large numbers of workers commuting into Geneva for their primary jobs included York, 51 or 4.3 percent, Saline, 48 or 4.1 percent, Clay, 46 or 3.9 percent, Lancaster, 39 or 3.3 percent, and Adams, 17 or 1.4 percent.

Data in Table Eight indicate 970 (47.9 percent) of the 2,023 primary jobs in Fillmore County were held by workers commuting from other counties. In 2011, Saline County was home to the greatest number of workers commuting into Fillmore for primary jobs, 134 or 6.6 percent. Other counties with large numbers of workers commuting into Fillmore County for their primary jobs included, York, 102 or 5.0 percent, Thayer, 96 or 4.7 percent, Lancaster, 74 or 3.7 percent, Clay, 60 or 3.0 percent, and Seward, 49 or 2.4 percent.

Table Eight
Commuting Patterns, Geneva Labor Area
Sources of Geneva and Fillmore County Workers, 2011

County Where Workers Live	Primary Jobs in Geneva City	Percent of Primary Jobs in Geneva City	Primary Jobs in Fillmore County	% of Primary Jobs in Fillmore County
Fillmore	674	57.2%	1,053	52.1%
Saline	48	4.1%	134	6.6%
York	51	4.3%	102	5.0%
Thayer	56	4.7%	96	4.7%
Lancaster	39	3.3%	74	3.7%
Clay	46	3.9%	60	3.0%
Seward	17	1.4%	49	2.4%
All Other Locations	248	21.0%	455	22.5%
Total Primary Jobs	1,179	100.0%	2,023	100.0%

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

Table Nine provides data for Fillmore 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 Fillmore 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 Fillmore County by county residents.

As data in Table Nine indicate, residents of Fillmore County were employed in 850 primary jobs in 2011, but there were 1,179 primary jobs within the area. This indicates workers from counties outside the study area commuted to at least 329 primary jobs within the study area. It is important to note this is an estimate of net in-commuting and most certainly understates the actual number of primary jobs within the area held by residents from outside the study area.

Table Nine
Primary Jobs, Fillmore 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 Fillmore County^(a)
Agriculture, Forestry, Fishing and Hunting	38	27	-11
Mining, Quarrying, and Oil and Gas Extraction	1	0	-1
Utilities	6	0	-6
Construction	57	69	12
Manufacturing	75	79	4
Wholesale Trade	58	101	43
Retail Trade	93	123	30
Transportation and Warehousing	36	35	-1
Information	6	7	1
Finance and Insurance	39	83	44
Real Estate and Rental and Leasing	4	1	-3
Professional, Scientific, and Technical Services	18	21	3
Administration & Support, Waste Management and Remediation	18	5	-13
Management of Companies and Enterprises	2	1	-1
Educational Services	109	104	-5
Health Care and Social Assistance	132	272	140
Arts, Entertainment, and Recreation	5	2	-3
Accommodation and Food Services	35	21	-14
Other Services (excluding Public Administration)	25	38	13
Public Administration	93	190	97
Total	850	1,179	329

^(a) A negative value indicates the net number of primary jobs outside of the area held by Geneva 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 Geneva Labor Area, by county, and for Nebraska for the period 1960–2014. As these data indicate, the population of the Geneva Labor Area was 84,379 in 2010. The Geneva Labor Area population declined by 12.4 percent from 1960 to 2010 and declined 1.5 percent from 2010 to 2014. Population in Fillmore County totaled 5,890 in 2010 and had declined by 37.5 percent from 1960 to 2010. During the latest Census decade from 2010 to 2014, the Fillmore County population decreased by 3.9 percent, compared to the decrease for the Geneva Labor Area as a whole of 1.5 percent, and to the State rate of growth of 3.0 percent.

Table Ten
Population in the Geneva Labor Area, by County, and Nebraska
Selected Years, 1960–2014

County	1960	1970	1980	1990	2000	2010	2014	% Chg. 1960–2010	% Chg. 2010–14
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,661	-37.5	-3.9
Clay	8,717	8,266	8,106	7,123	7,039	6,542	6,315	-25.0	-3.5
Hamilton	8,714	8,867	9,301	8,862	9,403	9,124	9,135	4.7	0.1
Jefferson	11,620	10,436	9,817	8,759	8,333	7,547	7,335	-35.1	-2.8
Nuckolls	8,217	7,404	6,726	5,786	5,057	4,500	4,369	-45.2	-2.9
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,252	13.2	0.4
Seward	13,581	14,460	15,789	15,450	16,496	16,750	17,150	23.3	2.4
Thayer	9,118	7,779	7,582	6,635	6,055	5,228	5,230	-42.7	0.0
York	14,346	13,724	13,685	14,798	14,428	14,598	13,665	1.8	-6.4
Labor Area	96,280	91,882	92,057	87,231	87,288	84,379	83,112	-12.4	-1.5
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,881,503	29.4	3.0

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2014*.

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 Geneva Labor Area. In 2013, there were 2,804 people in Fillmore County between the ages of 25 and 64, which represented 49.2 percent of the total population, compared to 48.4 percent of the population for the Geneva Labor Area as a whole and 50.9 percent of the Nebraska population in this age range.

Table Eleven
Age Characteristics of the Population, Geneva Labor Area,
by County, and Nebraska, 2013

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Age								
Fillmore	915	16.1	678	11.9	1,076	18.9	1,728	30.3	1,301	22.8	47.5
Clay	1,282	20.1	734	11.5	1,302	20.4	1,873	29.3	1,201	18.8	43.2
Hamilton	1,801	19.8	1,137	12.5	1,959	21.5	2,617	28.7	1,598	17.5	42.2
Jefferson	1,411	18.7	747	9.9	1,530	20.2	2,204	29.2	1,668	22.1	46.2
Nuckolls	752	17.0	402	9.1	838	19.0	1,267	28.7	1,154	26.2	49.6
Saline	2,910	20.2	2,579	17.9	3,252	22.6	3,573	24.8	2,102	14.6	36.0
Seward	3,295	19.3	3,020	17.7	3,575	20.9	4,413	25.8	2,786	16.3	37.6
Thayer	902	17.4	528	10.2	940	18.1	1,519	29.3	1,300	25.1	48.7
York	2,590	18.7	1,899	13.7	3,062	22.1	3,772	27.2	2,560	18.4	40.8
Labor Area	15,858	18.9	11,724	14.0	17,534	20.9	22,966	27.4	15,670	18.7	41.7
Nebraska	390,469	20.9	262,565	14.1	476,527	25.5	474,947	25.4	264,008	14.1	36.2

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

Source: U.S. Bureau of the Census, *Population Estimates 2013*.

Information in Table Twelve shows recent changes in the racial (“White Alone” and “Not-White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of Fillmore County, the Fillmore County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Fillmore County population increased 0.8 percent during the thirteen year period, while the Hispanic population increased by 168.8 percent and the Other Than White Alone and Non-Hispanic population increased by 56.8 percent. Over the same period, the Geneva Labor Area population decreased 4.5 percent while the while the Hispanic population increased by 177.1 percent and the Other Than White Alone and Non-Hispanic population increased by 49.0 percent. Statewide, population increased 8.4 percent from 2000 to 2013, while the Hispanic population increased by 90.6 percent and the Other Than White Alone and Non-Hispanic population increased by 38.0 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Fillmore, Geneva Labor Area, and Nebraska Statewide, 2000–2013

Category	2000		2013		Change 2000 - 2013	
	#	%	#	%	#	% Change
--- Fillmore County ---						
Total Population	36,150	100.0	36,427	100.0	277	0.8
Hispanic origin	1,421	3.9	3,819	10.5	2,398	168.8
White Alone, Non-Hispanic Origin	34,122	94.4	31,656	86.9	-2,466	-7.2
Non-White Alone & Non-Hispanic	607	1.7	952	2.6	345	56.8
--- Geneva Labor Area ---						
Total Population	87,467	100.0	83,524	100.0	-3,943	-4.5
Hispanic origin	1,977	2.3	5,478	6.6	3,501	177.1
White Alone, Non-Hispanic Origin	84,131	96.2	76,021	91.0	-8,110	-9.6
Non-White Alone & Non-Hispanic	1,359	1.6	2,025	2.4	666	49.0
--- 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
Non-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 & 2013*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Fillmore County and for the Geneva Labor Area. As these data show, the Geneva Labor Area as a whole had a small rate of net out-migration during the Census decade of the 2000s, as did all of the counties in the study area. As indicated in the table, net out-migration for the Geneva Labor Area as a whole accounted for a population decline of 4,191 people during the decade, contributing to a population decrease equal to 4.8 percent of the population. In the case of Fillmore County, net out-migration during 2000s totaled 505 people, or 7.6 percent of the 2000 population.

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

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Fillmore	6,634	5,890	660	899	-239	-505	-7.6
Clay	7,039	6,542	731	765	-34	-463	-6.6
Hamilton	9,403	9,124	1,028	933	95	-374	-4.0
Jefferson	8,333	7,547	818	1,058	-240	-546	-6.6
Nuckolls	5,057	4,500	491	707	-216	-341	-6.7
Saline	13,843	14,200	1,949	1,513	436	-79	-0.6
Seward	16,496	16,750	1,928	1,627	301	-47	-0.3
Thayer	6,055	5,228	545	836	-291	-536	-8.9
York	14,598	13,665	1,762	1,395	367	-1,300	-8.9
Labor Area	87,458	83,446	9,912	9,733	179	-4,191	-4.8
Nebraska	1,711,263	1,826,341	262,095	150,343	111,752	3,326	0.2

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.
Sources: Population (2000, 2010) - U.S. Bureau of the Census, *Census of Population, 2000, 2010*;
Births, Deaths, and Natural Increase – Nebraska Department of Health Vital Statistics Data;
Migration - computed using population and natural increase.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the 2010–2014 period. As these data show, the Geneva Labor Area experienced slight net out-migration during this more recent five-year period. As indicated in the table, out-migration for the Geneva Labor Area as a whole accounted for population decline of 367 during the period 2010–2014, contributing to a population decrease equal to 0.4 percent of the 2010 population. In the case of Fillmore County, net out-migration during this five-year period was 108, or 1.8 percent of the 2010 population. These data suggest that as job growth has occurred in the area, people have continued to move to Fillmore County, as well as to the other counties that comprise the Geneva Labor Area.

Table Fourteen
Population, Births, Deaths, and Migration
Nebraska and Geneva Labor Area, by County, 2010–2014

County	Population		2010–2014			Net Migration, 2010–2014*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Fillmore	5,890	5,661	237	358	-121	-108	-1.8
Clay	6,542	6,315	313	299	14	-241	-3.7
Hamilton	9,124	9,135	441	328	113	-102	-1.1
Jefferson	7,547	7,335	345	445	-100	-112	-1.5
Nuckolls	4,500	4,369	167	248	-81	-50	-1.1
Saline	14,200	14,252	821	581	240	-188	-1.3
Seward	16,750	17,150	829	669	160	240	1.4
Thayer	5,228	5,230	238	322	-84	86	1.6
York	13,665	13,917	722	578	144	108	0.8
Labor Area	83,446	83,364	4,113	3,828	285	-367	-0.4
Nebraska	1,826,341	1,881,503	109,785	63,958	45,827	9,335	0.5

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

Sources: Population (2010) - U.S. Bureau of the Census, *Census of Population, 2010*;
Population (2014) - U.S. Bureau of the Census, *Population Estimates 2014*

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 Geneva 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 Geneva 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 Geneva 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 Geneva 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 Geneva 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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