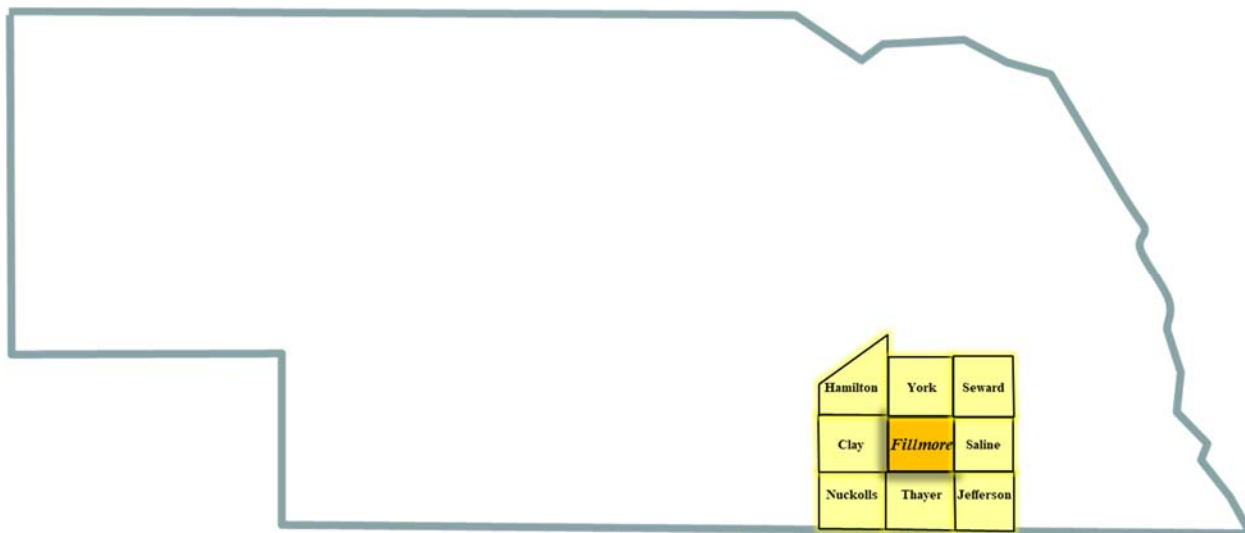


Labor Supply Factors and Labor Availability for the Fillmore County, Nebraska Labor Area



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Executive Summary

The information provided in this report demonstrates the Fillmore County Labor Area contains a large pool of highly productive labor resources. Employers providing job opportunities with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in the Fillmore County Labor Area. The response to such employment opportunities would be substantial. Some of the pertinent findings of the report include:

- Population in the Fillmore County Labor Area (Fillmore County plus the eight contiguous counties) totaled 82,900 people in 2017, with the Fillmore County population totaling 5,582. Population in Fillmore County declined by 5.2 percent during the period 2010–2017, compared to a population decrease of 0.7 percent for the nine-county Fillmore County Labor Area as a whole.
- The Fillmore County Labor Area labor force totaled 43,712 in 2017, with 2.7 local residents employed in jobs either within or outside the area. A total of 36,516 persons were employed in nonfarm wage and salary jobs¹ located within the area.
- In 2015, 1,361 primary jobs (53.1 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 Fillmore County Labor Area were \$6,002 less than the Nebraska average. Within the labor area, Hamilton County had the highest average wage, \$43,059 or \$1,792 lower than the Nebraska average. In Fillmore County, average annual salaries were \$5,911 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 Labor 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.

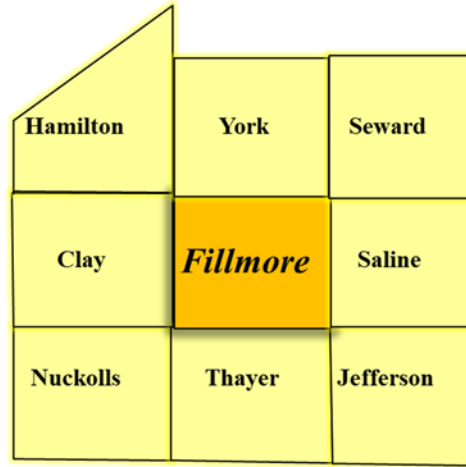
¹ Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of wage and salary civilian 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 Fillmore County (Fillmore County) Labor Area

This report presents selected labor-related and demographic data and provides insights into the labor supply situation in Fillmore County and the surrounding area.

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

Figure One
Fillmore 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 enough 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 Fillmore 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 Fillmore County Labor Area and for Fillmore County for selected years from 2012 to 2017. 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, employment, unemployment rate, and nonfarm wage and salary employment data for the entire Fillmore County Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area moved in the same direction, with the area labor force declining by 3.7 percent between 2012 and 2017 and total employment declining by 2.7 percent during the same period.

Table One
Labor Force and Employment, Fillmore County Labor Area^(a), 2012–2017
Part A
Labor Force and Employment,
Fillmore County Labor Area^(a), 2012–2017

Area & Measure	2012	2013	2014	2015	2016	2017	% Chg. 2012–2017
(Place of Residence)							
Labor Force^(b)	45,378	45,454	44,655	44,189	44,002	43,712	-3.7
Employment	43,721	43,837	43,290	42,934	42,762	42,542	-2.7
Unemployment (#)	1,657	1,617	1,365	1,255	1,240	1,170	-29.4
Unemployment Rate (%)	3.7	3.6	3.1	2.8	2.8	2.7	NA
(Place of Work)							
Nonfarm W& S Employment^(c)	35,793	36,168	36,240	36,348	36,455	36,516	2.0

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

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

Area & Measure	2012	2013	2014	2015	2016	2017	% Chg. 2012–2017
(Place of Residence)							
Labor Force ^(b)	3,320	3,306	3,243	3,208	3,178	3,120	-6.0
Employment	3,212	3,207	3,165	3,113	3,090	3,041	-5.3
Unemployment (#)	108	99	78	95	88	79	-26.9
Unemployment Rate (%)	3.3	3.0	2.4	3.0	2.8	2.5	NA
(Place of Work)							
Nonfarm Employment ^(c)	2,228	2,236	2,250	2,214	2,176	2,140	-3.9
Goods Producing	528	513	503	486	484	464	-12.1
Manufacturing	205	194	176	165	176	168	-18.0
Natural Resources	112	115	123	121	113	119	6.3
Construction	212	205	204	200	196	177	-16.5
Service Providing	984	1,006	1,016	1,004	972	946	-3.9
Trans., Warehousing & Utilities	441	458	465	471	471	457	3.6
Information	9	9	NA	NA	NA	10	11.1
Financial Activities	132	135	139	137	135	135	2.3
Professional & Business Services	35	33	NA	NA	NA	42	20.0
Education & Health Services	188	206	207	190	183	181	-3.7
Leisure and Hospitality	91	88	83	78	58	47	-48.4
Other Services, except Public	89	78	77	79	75	73	-18.0
Total Government	716	717	731	724	720	730	2.0
Federal Government	35	33	31	26	26	27	-22.9
State Government	126*	127	127	121	113	108	-14.3
Local Government	555*	556	573	579	581	596	7.4

NA: Not Available.

^(a) The Fillmore County Labor Area includes Fillmore and the contiguous Nebraska 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: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

The second employment measure presented for the Fillmore County Labor Area, nonfarm wage and salary employment increased from 35,793 in 2012 to 36,516 in 2017, an increase of 2.0 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 6.0 percent between 2012 and 2017, with total employment (of people residing in Fillmore County, irrespective of their county of employment) declining by 5.3 percent during this period. It is also of interest to note that unemployment decreased by 26.9 percent, from 108 in 2012 to 79 in 2017.

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 3.9 percent between 2012 and 2017. Data presented in Table One, Part B show that the fastest growing employment sector in Fillmore County during the 2012–2017 review period was the Professional and Business Services sector, recording a 20.0 percent increase between 2012 and 2017. Other economic sectors experiencing significant growth in employment between 2012 and 2017 include Information (11.1 percent), Natural Resources (6.3 percent), and Transportation, Warehousing and Utilities (3.6 percent). Within the Total Government Sector, Federal Government employment declined by 22.9 percent and State Government employment declined by 14.3 percent, while and Local Government employment grew by 7.4 percent.

A review of the employment data reported for the Fillmore 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 Fillmore County Labor Area, nonfarm wage and salary employment was reported to be 36,516 in 2017, which was significantly less (6,026) than the reported total employment of persons living within the nine-county Fillmore County Labor Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Fillmore County Labor Area, 2017

County	Labor Force 2017 ^(a)	Total Employment 2017 ^(a)	Nonfarm Wage & Salary Employment 2017 ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment 2016
Fillmore	3,120	3,041	2,140	901	543
Clay	3,259	3,158	2,372	786	575
Hamilton	4,638	4,521	3,641	880	602
Jefferson	4,166	4,064	3,326	738	715
Nuckolls	2,348	2,286	1,445	841	457
Saline	7,333	7,107	7,167	-60	818
Seward	8,719	8,487	6,232	2,255	1,039
Thayer	2,848	2,784	2,388	396	484
York	7,281	7,094	7,805	-711	755
Labor Area	43,712	42,542	36,516	6,026	5,988

^(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 2016.

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 are 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, 5,988 people in the Fillmore County Labor Area were employed in agriculture in 2016. It is important to note, that for Nebraska as a whole, approximately 56.6 percent of principal farm operators reported at least some off-farm employment and approximately 37.9 percent reported they worked more than 200 days off the farm.

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 and County
Fillmore County Labor Area, 2017

County	Natural Resources and	Construction	Manufacturing	Trade,	Education	Financial Activities	All Other Services	Government
	Mining			Transportation, and Utilities	and Health Services			
Fillmore	119	177	168	457	181	135	173	730
Clay	178	190	328	494	198	87	174	723
Hamilton	142	161	594	1,037	400	134	584	589
Jefferson	206	210	608	752	474	86	387	603
Nuckolls	18*	44	25*	315	357	75	274	380
Saline	51	68	3,039	1,017	722	173	635	1,462
Seward	252	468	1,122	1,117	1,053	239	867	1,114
Thayer	112	97	533	451	185	138	185	687
Labor Area	1,574	1,726	7,258	7,120	4,744	1,475	5,214	7,448
Nebraska	15,477	51,192	98,080	190,958	136,945	66,230	252,582	161,274

Percent of Total Nonfarm Wage & Salary Employment								
	Natural Resources and	Construction	Manufacturing	Trade,	Education	Financial Activities	All Other Services	Government
	Mining			Transportation, and Utilities	and Health Services			
Labor Area	4.3	4.7	19.9	19.5	13.0	4.0	14.3	20.4
Nebraska	1.6	5.3	10.1	19.6	14.1	6.8	26.0	16.6

* Values are estimates by Dr. 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 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.

The most significant employment deviations between Nebraska and the Fillmore County Labor Area occur in the Manufacturing sector, with 19.9 percent of nonfarm wage and salary workers in the Fillmore County Labor Area employed in that sector, compared to 10.1 percent for Nebraska. Conversely, only 14.3 percent of nonfarm wage and salary workers in the Fillmore County Labor Area are employed in the All Other Services sector, compared to 26.0 percent for Nebraska.

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 Table Four, Part A indicates that average annual salaries in Fillmore County (\$38,940 for all wage and salary employees for all private industries) are slightly higher than for the Fillmore County Labor Area and four of the other counties that make up the area. Also, Fillmore County average annual salaries are \$5,911 (13.2 percent) less than the state average. Average annual salaries for the Fillmore County Labor Area (\$38,849) were \$6,002 (13.4 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, Fillmore County Labor Area & Nebraska, 2017

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 Salaries
Fillmore	2,140	\$749	\$38,940
Clay	2,372	\$785	\$40,835
Hamilton	3,641	\$828	\$43,059
Jefferson	3,326	\$670	\$34,824
Nuckolls	1,445	\$615	\$31,995
Saline	7,167	\$788	\$40,996
Seward	6,232	\$767	\$39,873
Thayer	2,388	\$697	\$36,249
York	7,805	\$716	\$37,242
Labor Area	36,516	\$745	\$38,849
Nebraska	972,738	\$863	\$44,851

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	\$52,701	\$55,162	\$50,624	\$35,117	\$35,577	\$53,317	\$32,834	\$10,708
Clay	\$49,401	\$45,440	\$44,750	\$32,944	\$38,514	\$39,595	\$0	\$10,894
Hamilton	\$48,986	\$52,974	\$42,267	\$40,103	\$46,841	\$40,867	\$39,401	\$13,660
Jefferson	\$43,242	\$42,302	\$49,000	\$30,526	\$28,777	\$44,988	\$40,841	\$11,569
Nuckolls	\$38,790	NA	\$27,547	\$31,712	\$32,763	\$49,916	\$25,063	\$8,940
Saline	\$49,457	\$50,151	\$28,498	\$32,822	\$35,597	\$47,162	\$36,651	\$10,745
Seward	\$48,203	\$55,245	\$41,423	\$34,329	\$36,607	\$55,766	\$40,127	\$11,964
Thayer	\$42,106	\$42,838	\$34,861	\$32,710	\$37,290	\$46,636	\$25,138	\$8,254
Nebraska	\$48,638	\$49,566	\$49,612	\$43,314	\$38,504	\$63,487	\$59,204	\$16,257

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/.

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 Hamilton County, Nebraska. The average annual wage for all wage and salary workers (working) in Hamilton, Nebraska County was \$43,059 in 2017 which was \$4,210 (10.8 percent) higher than the average for the Fillmore County Labor Area, and \$1,792 (4.0 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Hamilton, Nebraska County indicates that the high average annual wage results from the high average wage in the Manufacturing and the Trade, Transportation, and Utilities industry groups.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Nebraska. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively. Additional estimates of wages by occupation for Fillmore County are provided in Appendix A of this report.

Table Five
Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations
Region, Nebraska, 4th Quarter, 2017

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
Education, Training, and Library Occupations	22.13	12.55	26.93
Healthcare Practitioners and Technical Occupations	29.97	16.68	36.61
Registered Nurses	27.60	22.03	30.39
Protective Service Occupations	20.11	14.58	22.89
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	32.26	14.94	40.91
Construction and Extraction Occupations	18.88	13.00	21.82
Installation, Maintenance, and Repair Occupations	21.62	13.32	25.77
Production Occupations	18.31	13.40	20.78
First-Line Supervisors of Production and Operating Workers	27.11	18.29	31.52
Team Assemblers	17.09	13.66	18.82
Welders, Cutters, Solderers, and Brazers	18.95	15.69	20.58
Inspectors, Testers, Sorters, Samplers, and Weighers	18.33	14.54	20.21
Transportation and Material Moving Occupations	16.88	12.01	19.32
Heavy and Tractor-Trailer Truck Drivers	18.77	13.65	21.33
Laborers and Freight, Stock, and Material Movers, Hand	16.59	12.41	18.68

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, May 2018.

Commuting Patterns

Table Six provides data from the 2015 U.S. Census, Longitudinal Employer-Household Dynamics Program showing commuting patterns for workers living in the Fillmore 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 Fillmore County indicate that 1,361, or 53.1 percent of the employed workers, commuted to other counties for employment. For five of the other counties in the Fillmore County Labor Area, the percentage of commuters was greater than for Fillmore County. In the case of Clay County, 1,510, or 61.6 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 Seward (60.0 percent), Hamilton (58.1 percent), Nuckolls (55.2 percent), and Saline with 54.4 percent of employed workers commuting out of their county of residence for employment.

Table Six
Commuting Patterns, Fillmore County Labor Area,
Jobs Outside County of Residence, 2015

County	County Residents	
	Number	Percent
Fillmore	1,361	53.1%
Clay	1,510	61.6%
Hamilton	2,400	58.1%
Jefferson	1,652	47.7%
Nuckolls	959	55.2%
Saline	3,607	54.4%
Seward	4,848	60.0%
Thayer	836	38.6%
York	2,797	41.8%

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

Table Seven provides further detail illustrating the willingness of workers in Fillmore County to travel for employment. In 2015, residents of Fillmore County worked at a total of 2,561 jobs; a resident could work at more than one job. Of these 2,561 jobs, the largest number, 1,200 or 46.9 percent, were in Fillmore County, while 246 or 9.6 percent were located in York County. Other counties with high numbers of workers from Fillmore County were Lancaster (213 jobs), Thayer (131 jobs), and Douglas (91 jobs).

Table Seven

Commuting Patterns, Fillmore County Labor Area

Location of Jobs Held by Fillmore County and Fillmore County Residents, 2015

County Where Jobs are Located	Primary Jobs Held by Fillmore County Residents	% Fillmore County Residents' Primary Jobs
Fillmore	1,200	46.9%
York	246	9.6%
Lancaster	213	8.3%
Thayer	131	5.1%
Douglas	91	3.6%
All Other Locations	680	26.6%
Total Resident Jobs	2,561	100.0%

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

Table Eight provides data showing the willingness of workers in other counties to commute to Fillmore County for employment. In 2015, 854 (41.6 percent) of the 2,054 primary jobs in Fillmore County were held by workers commuting from other counties. In 2015, York County was home to the greatest number of workers commuting into Fillmore for primary jobs, 107 or 5.2 percent. Other counties with large numbers of workers commuting into Fillmore County for their primary jobs included, Saline, 106 or 5.2 percent; Clay, 80 or 3.9 percent; Thayer, 66 or 3.2 percent; Lancaster, 63 or 3.1 percent; and Seward, 32 or 1.6 percent.

Table Eight
Commuting Patterns, Fillmore County Labor Area,
Sources of Fillmore County and Fillmore County Workers, 2015

County Where Workers Live	Primary Jobs in Fillmore County	% Primary Jobs in Fillmore County
Fillmore	1,200	58.4%
York	107	5.2%
Saline	106	5.2%
Clay	80	3.9%
Thayer	66	3.2%
Lancaster	63	3.1%
Seward	32	1.6%
All Other Locations	400	19.4%
Total Primary Jobs	2,054	100.0%

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

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 2015. 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 2,561 primary jobs in 2015, but there were 2,054 primary jobs within the area. This indicates residents commuted to at least 507 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, Fillmore County, 2015
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	112	131	19
Mining, Quarrying, and Oil and Gas Extraction	4	0	-4
Utilities	13	1	-12
Construction	176	195	19
Manufacturing	226	125	-101
Wholesale Trade	195	192	-3
Retail Trade	300	201	-99
Transportation and Warehousing	99	49	-50
Information	23	8	-15
Finance and Insurance	142	133	-9
Real Estate and Rental and Leasing	11	4	-7
Professional, Scientific, and Technical Services	45	23	-22
Administration & Support, Waste Management and Remediation	45	20	-25
Management of Companies and Enterprises	13	3	-10
Educational Services	285	230	-55
Health Care and Social Assistance	425	404	-21
Arts, Entertainment, and Recreation	15	5	-10
Accommodation and Food Services	116	59	-57
Other Services (excluding Public Administration)	69	58	-11
Public Administration	247	213	-34
Total	2,561	2,054	-507

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

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

Population Trends

The data provided in Table Ten show population trends for the Fillmore County Labor Area, by county, and for Nebraska for the period 1960-2017. As these data indicate, the population of the Fillmore County Labor Area was 83,446 in 2010. The Fillmore County Labor Area population declined by 12.8 percent from 1960 to 2010 and declined 0.7 percent from 2010 to 2017. 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 2017, Fillmore County population decreased by 5.2 percent, compared to the decrease for the Fillmore County Labor Area as a whole of 0.7 percent, and to the statewide growth of 5.1 percent.

Table Ten
Population in the Fillmore County Labor Area by County, and Nebraska,
Selected Years, 1960–2017

County	1960	1970	1980	1990	2000	2010	2017	% Chg. 1960–2010	% Chg. 2010–2017
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,582	-37.5	-5.2
Clay	8,717	8,266	8,106	7,123	7,039	6,542	6,205	-25.0	-5.2
Hamilton	8,714	8,867	9,301	8,862	9,403	9,124	9,207	4.7	0.9
Jefferson	11,620	10,436	9,817	8,759	8,333	7,547	7,178	-35.1	-4.9
Nuckolls	8,217	7,404	6,726	5,786	5,057	4,500	4,275	-45.2	-5.0
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,441	13.2	1.7
Seward	13,581	14,460	15,789	15,450	16,496	16,750	17,161	23.3	2.5
Thayer	9,118	7,779	7,582	6,635	6,055	5,228	5,045	-42.7	-3.5
York	13,724	13,685	14,798	14,428	14,598	13,665	13,665	-0.4	1.0
Labor Area	95,658	91,843	93,170	86,861	87,458	83,446	82,900	-12.8	-0.7
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,920,076	29.4	5.1

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2017*.

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 Fillmore County Labor Area. In 2017, there were 2,788 people in Fillmore County between the ages of 25 and 64, which represented 49.9 percent of the total population, compared to 47.5 percent of the population for the Fillmore County Labor Area and equaling Nebraska's 49.9 percent in this age range.

Table Eleven
Age Characteristics of the Population, Fillmore County Labor Area,
by County, and Nebraska, 2017

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Age
Fillmore	894	16.0	631	11.3	1,184	21.2	1,604	28.7	1,269	22.7	46.5
Clay	1,266	20.4	726	11.7	1,286	20.7	1,689	27.2	1,238	20.0	42.3
Hamilton	1,800	19.6	1,152	12.5	1,973	21.4	2,511	27.3	1,771	19.2	41.7
Jefferson	1,273	17.7	738	10.3	1,473	20.5	1,987	27.7	1,707	23.8	46.4
Nuckolls	705	16.5	459	10.7	806	18.9	1,161	27.2	1,144	26.8	49.2
Saline	2,987	20.7	2,527	17.5	3,358	23.3	3,462	24.0	2,107	14.6	35.2
Seward	3,307	19.3	3,023	17.6	3,661	21.3	4,305	25.1	2,865	16.7	37.3
Thayer	950	18.8	524	10.4	937	18.6	1,357	26.9	1,277	25.3	47.3
York	2,702	19.6	1,776	12.9	3,157	22.9	3,439	24.9	2,732	19.8	39.7
Labor Area	15,884	19.2	11,556	13.9	17,835	21.5	21,515	26.0	16,110	19.4	40.8
Nebraska	398,315	20.7	268,436	14.0	490,188	25.5	467,764	24.4	295,373	15.4	36.4

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

Source: U.S. Bureau of the Census, *Population Estimates 2017*.

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. As shown in Table Twelve, total Fillmore County population decreased by 15.9 percent during the seventeen-year period, while the Hispanic population increased by 98.2 percent and the Not-White Alone and Non-Hispanic population increased by 65.8 percent. Over the same period, Fillmore County Labor Area population decreased 5.2 percent, while the while the Hispanic population increased by 230.3 percent and the Not-White Alone and Non-Hispanic population increased by 90.7 percent. Statewide, population increased by 12.2 percent from 2000 to 2017, while the Hispanic population increased by 123.4 percent and the Not-White Alone and Non-Hispanic population increased by 60.5 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Fillmore County, Fillmore County Labor Area, and Nebraska, 2000–2017

Category	2000		2017		Change 2000-2017	
	#	%	#	%	#	%
---Fillmore County---						
Total Population	6,634	100.0	5,582	100.0	-1,052	-15.9
Hispanic origin	110	1.7	218	3.9	108	98.2
White Alone, Non-Hispanic Origin	6,445	97.2	5,233	93.7	-1,212	-18.8
Not-White Alone & Non-Hispanic	79	1.2	131	2.3	52	65.8
---Fillmore County Labor Area---						
Total Population	87,467	100.0	82,900	100.0	-4,567	-5.2
Hispanic origin	1,977	2.3	6,530	7.9	4,553	230.3
White Alone, Non-Hispanic Origin	84,131	96.2	73,779	89.0	-10,352	-12.3
Not-White Alone & Non-Hispanic	1,359	1.6	2,591	3.1	1,232	90.7
---Nebraska---						
Total Population	1,711,230	100.0	1,920,076	100.0	208,846	12.2
Hispanic origin	94,419	5.5	210,911	11.0	116,492	123.4
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,516,962	79.0	19,880	1.3
Not-White Alone & Non-Hispanic	119,729	7.0	192,203	10.0	72,474	60.5

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2017*.

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 Fillmore County Labor Area. As these data show, every county in the Fillmore County Labor Area experienced net out-migration during the Census decade of the 2000s. As indicated in the table, net out-migration for the Fillmore County 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 Fillmore County 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 2010–2017 period. As these data show, the Fillmore County Labor Area experienced significant net out-migration during this more recent four-year period. As indicated in the table, out-migration for the Fillmore County Labor Area accounted for a population decline of 746 during the 2010–2017 period, contributing to a population decrease equal to 0.9 percent of the 2010 population. In the case of Fillmore County, net out-migration during this seven-year period was 133, or 2.3 percent of the 2010 population.

Table Fourteen
Population, Births, Deaths, and Migration,
Nebraska and Fillmore County Labor Area by County, 2010–2017

County	Population		2010–2017			Net Migration, 2010–2017*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Fillmore	5,890	5,582	413	588	-175	-133	-2.3
Clay	6,542	6,205	556	490	66	-403	-6.2
Hamilton	9,124	9,207	705	555	150	-67	-0.7
Jefferson	7,547	7,178	555	748	-193	-176	-2.3
Nuckolls	4,500	4,275	298	418	-120	-105	-2.3
Saline	14,200	14,441	1,329	993	336	-95	-0.7
Seward	16,750	17,161	1,331	1,167	164	247	1.5
Thayer	5,228	5,045	392	542	-150	-33	-0.6
York	13,665	13,806	1,196	1,074	122	19	0.1
Labor Area	83,446	82,900	6,775	6,575	200	-746	-0.9
Nebraska	1,826,341	1,920,076	183,729	110,088	73,641	20,094	1.1

* 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 (2017) - U.S. Bureau of the Census, *Population Estimates 2017*.

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 Labor 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: Average Hourly Wage, Selected Occupations, Fillmore County Labor Area & Fillmore County, 2017.

B: Workforce and Labor Force Employment by Occupation, Selected Occupations, Fillmore County Labor Area & Fillmore County, 2017

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Table A-1
Average Hourly Wage, Selected Occupations,
Fillmore County Labor Area & Fillmore County, 2017

SOC	Description	Fillmore County Labor Area				Fillmore County			
		2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
11-1000	Top Executives	645	\$19.15	\$40.33	\$50.61	44	\$18.58	\$39.66	\$50.61
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	63	\$29.49	\$47.06	\$59.01	NA	NA	NA	NA
11-3000	Operations Specialties Managers	364	\$31.66	\$45.96	\$55.97	21	\$30.31	\$45.76	\$56.67
11-9000	Other Management Occupations	511	\$24.77	\$39.45	\$48.03	35	\$26.06	\$39.34	\$45.17
13-1000	Business Operations Specialists	571	\$20.89	\$30.72	\$38.37	31	\$21.11	\$32.26	\$42.23
13-2000	Financial Specialists	506	\$17.48	\$27.95	\$33.21	29	\$22.09	\$31.49	\$37.31
15-1100	Computer Occupations	311	\$21.54	\$30.19	\$37.50	14	\$23.99	\$31.56	\$38.27
17-2000	Engineers	232	\$32.60	\$41.78	\$50.19	NA	NA	NA	NA
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	97	\$19.03	\$25.06	\$30.01	NA	NA	NA	NA
19-1000	Life Scientists	121	\$21.53	\$28.92	\$33.50	NA	NA	NA	NA
19-4000	Life, Physical, and Social Science Technicians	141	\$17.36	\$24.67	\$31.20	NA	NA	NA	NA
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	455	\$12.94	\$19.72	\$23.93	36	\$12.76	\$18.36	\$22.33
23-1000	Lawyers, Judges, and Related Workers	55	\$25.36	\$42.45	\$42.86	NA	NA	NA	NA
25-1000	Postsecondary Teachers	442	\$24.47	\$34.77	\$41.42	NA	NA	NA	NA
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	1,358	\$21.27	\$26.08	\$30.34	104	\$19.49	\$23.38	\$27.16
25-3000	Other Teachers and Instructors	217	\$12.81	\$16.27	\$18.00	17	\$12.32	\$14.96	\$16.39
25-4000	Librarians, Curators, and Archivists	82	\$12.31	\$18.54	\$24.12	NA	NA	NA	NA
25-9000	Other Education, Training, and Library Occupations	533	\$10.76	\$13.49	\$14.50	41	\$9.82	\$12.20	\$13.29
27-1000	Art and Design Workers	97	\$11.52	\$16.61	\$19.71	NA	NA	NA	NA
27-2000	Entertainers and Performers, Sports and Related Workers	75	\$9.34	\$15.39	\$16.40	NA	NA	NA	NA
27-3000	Media and Communication Workers	100	\$11.27	\$16.79	\$19.68	NA	NA	NA	NA
29-1000	Health Diagnosing and Treating Practitioners	1,211	\$24.53	\$37.15	\$38.94	111	\$23.40	\$36.14	\$36.70
29-2000	Health Technologists and Technicians	813	\$15.26	\$20.18	\$22.82	69	\$15.53	\$19.47	\$22.40
31-1000	Nursing, Psychiatric, and Home Health Aides	888	\$10.78	\$12.70	\$14.32	66	\$12.11	\$13.69	\$14.88

Source at end of table.

Table A-1 (Continued)
Average Hourly Wage, Selected Occupations,
Fillmore County Labor Area & Fillmore County, 2017

SOC	Description	Fillmore County Labor Area				Fillmore County			
		2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	61	\$13.91	\$20.01	\$25.97	NA	NA	NA	NA
31-9000	Other Healthcare Support Occupations	202	\$12.84	\$16.14	\$18.89	NA	NA	NA	NA
33-1000	Supervisors of Protective Service Workers	61	\$20.89	\$27.54	\$32.19	NA	NA	NA	NA
33-3000	Law Enforcement Workers	286	\$16.13	\$21.20	\$25.07	31	\$15.45	\$17.35	\$17.52
33-9000	Other Protective Service Workers	234	\$10.24	\$16.80	\$22.68	13	\$9.30	\$14.80	\$20.29
35-1000	Supervisors of Food Preparation and Serving Workers	207	\$11.23	\$14.43	\$16.31	NA	NA	NA	NA
35-2000	Cooks and Food Preparation Workers	688	\$9.79	\$11.38	\$12.64	30	\$10.02	\$11.45	\$12.76
35-3000	Food and Beverage Serving Workers	1,565	\$9.30	\$10.73	\$11.12	56	\$9.44	\$10.58	\$10.98
35-9000	Other Food Preparation and Serving Related Workers	149	\$9.41	\$10.87	\$11.84	NA	NA	NA	NA
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	77	\$14.91	\$18.62	\$21.46	NA	NA	NA	NA
37-2000	Building Cleaning and Pest Control Workers	841	\$9.87	\$12.44	\$14.25	40	\$9.47	\$11.97	\$13.76
37-3000	Grounds Maintenance Workers	225	\$10.52	\$14.19	\$16.24	22	\$10.74	\$15.18	\$17.19
39-5000	Personal Appearance Workers	99	\$9.26	\$12.44	\$13.43	NA	NA	NA	NA
39-9000	Other Personal Care and Service Workers	665	\$9.87	\$11.98	\$13.35	41	\$9.56	\$11.73	\$13.15
41-1000	Supervisors of Sales Workers	346	\$13.67	\$20.22	\$22.87	22	\$13.60	\$19.74	\$22.30
41-2000	Retail Sales Workers	1,990	\$9.50	\$11.87	\$11.97	123	\$10.19	\$12.09	\$12.30
41-3000	Sales Representatives, Services	263	\$15.97	\$28.06	\$31.94	23	\$17.15	\$29.21	\$35.89
41-4000	Sales Representatives, Wholesale and Manufacturing	499	\$17.09	\$27.91	\$34.25	26	\$17.43	\$28.53	\$34.43
41-9000	Other Sales and Related Workers	85	\$11.33	\$18.60	\$22.13	NA	NA	NA	NA
43-1000	Supervisors of Office and Administrative Support Workers	276	\$15.96	\$21.89	\$27.07	17	\$15.17	\$20.57	\$25.81
43-3000	Financial Clerks	972	\$11.51	\$14.82	\$17.41	74	\$12.17	\$15.16	\$17.48
43-4000	Information and Record Clerks	820	\$11.22	\$14.72	\$17.30	44	\$11.34	\$14.65	\$17.13
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	885	\$12.75	\$17.49	\$20.09	45	\$14.09	\$18.69	\$21.38
43-6000	Secretaries and Administrative Assistants	1,042	\$11.93	\$15.48	\$18.12	80	\$11.24	\$14.86	\$17.50

Source at end of table.

Table A-1 (Continued)
Average Hourly Wage, Selected Occupations,
Fillmore County Labor Area & Fillmore County, 2017

SOC	Description	Fillmore County Labor Area				Fillmore County			
		2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2017 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
43-9000	Other Office and Administrative Support Workers	766	\$9.86	\$13.52	\$15.93	49	\$9.63	\$13.22	\$15.52
45-2000	Agricultural Workers	949	\$13.22	\$17.46	\$20.24	74	\$13.87	\$17.40	\$18.58
47-1000	Supervisors of Construction and Extraction Workers	173	\$19.82	\$26.27	\$30.93	21	\$19.54	\$25.90	\$29.63
47-2000	Construction Trades Workers	1,187	\$14.04	\$18.32	\$21.62	89	\$13.56	\$18.52	\$22.23
47-4000	Other Construction and Related Workers	184	\$14.10	\$17.14	\$19.33	18	\$13.37	\$15.26	\$17.20
47-5000	Extraction Workers	36	\$14.84	\$17.92	\$20.73	10	\$15.02	\$17.70	\$19.77
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	158	\$21.30	\$31.57	\$39.66	14	\$20.09	\$30.21	\$38.69
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	82	\$18.55	\$25.96	\$32.77	NA	NA	NA	NA
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	629	\$14.28	\$19.22	\$23.12	57	\$13.67	\$18.22	\$21.62
49-9000	Other Installation, Maintenance, and Repair Occupations	843	\$15.57	\$21.47	\$25.68	48	\$14.69	\$20.21	\$24.23
51-1000	Supervisors of Production Workers	338	\$22.89	\$29.37	\$34.95	13	\$21.05	\$26.72	\$31.94
51-2000	Assemblers and Fabricators	724	\$14.47	\$18.48	\$21.51	NA	NA	NA	NA
51-3000	Food Processing Workers	1,391	\$17.45	\$18.44	\$20.33	29	\$14.42	\$15.27	\$16.74
51-4000	Metal Workers and Plastic Workers	907	\$16.08	\$19.71	\$22.90	12	\$17.65	\$20.65	\$23.74
51-5100	Printing Workers	59	\$12.13	\$15.23	\$18.02	NA	NA	NA	NA
51-6000	Textile, Apparel, and Furnishings Workers	59	\$10.52	\$13.94	\$15.79	NA	NA	NA	NA
51-8000	Plant and System Operators	122	\$17.48	\$23.88	\$30.18	12	\$17.90	\$23.38	\$31.16
51-9000	Other Production Occupations	1,423	\$14.15	\$17.51	\$19.99	50	\$13.49	\$16.55	\$19.02
53-1000	Supervisors of Transportation and Material Moving Workers	158	\$17.94	\$25.05	\$30.74	NA	NA	NA	NA
53-3000	Motor Vehicle Operators	1,529	\$12.53	\$18.05	\$22.58	98	\$11.97	\$16.97	\$20.79
53-6000	Other Transportation Workers	67	\$11.54	\$14.03	\$14.44	NA	NA	NA	NA
53-7000	Material Moving Workers	1,738	\$13.00	\$16.23	\$19.07	72	\$13.85	\$16.82	\$19.74

NA: Not Available.

Source: Economic Modeling Specialists International (EMSI) / www.economicmodeling.com. 2017.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

Table B-1
Workforce and Labor Force Employment by Occupation, Selected Occupations,
Fillmore County Labor Area & Fillmore County, 2017

SOC	Description	Fillmore County Labor Areas				Fillmore County			
		Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters
11-1000	Top Executives	\$40.33	645	797	-152	\$39.66	44	60	-16
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	\$47.06	63	82	-19	NA	NA	NA	NA
11-3000	Operations Specialties Managers	\$45.96	364	378	-14	\$45.76	21	23	-2
11-9000	Other Management Occupations	\$39.45	511	586	-75	\$39.34	35	41	-6
13-1000	Business Operations Specialists	\$30.72	571	823	-252	\$32.26	31	44	-13
13-2000	Financial Specialists	\$27.95	506	628	-122	\$31.49	29	41	-12
15-1100	Computer Occupations	\$30.19	311	515	-204	\$31.56	14	18	-4
17-2000	Engineers	\$41.78	232	227	5	NA	NA	NA	NA
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	\$25.06	97	76	21	NA	NA	0	NA
19-1000	Life Scientists	\$28.92	121	108	13	NA	NA	NA	NA
19-4000	Life, Physical, and Social Science Technicians	\$24.67	141	116	25	NA	NA	NA	NA
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	\$19.72	455	585	-130	\$18.36	36	37	-1
23-1000	Lawyers, Judges, and Related Workers	\$42.45	55	77	-22	NA	NA	NA	NA
25-1000	Postsecondary Teachers	\$34.77	442	740	-298	NA	NA	17	NA
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	\$26.08	1,358	1,482	-124	\$23.38	104	135	-31
25-3000	Other Teachers and Instructors	\$16.27	217	285	-68	\$14.96	17	18	-1
25-4000	Librarians, Curators, and Archivists	\$18.54	82	75	7	NA	NA	NA	NA
25-9000	Other Education, Training, and Library Occupations	\$13.49	533	634	-101	\$12.20	41	54	-13
27-1000	Art and Design Workers	\$16.61	97	83	14	NA	NA	NA	NA
27-2000	Entertainers and Performers, Sports and Related Workers	\$15.39	75	74	1	NA	NA	NA	NA
27-3000	Media and Communication Workers	\$16.79	100	97	3	NA	NA	NA	NA
29-1000	Health Diagnosing and Treating Practitioners	\$37.15	1,211	1,508	-297	\$36.14	111	119	-8
29-2000	Health Technologists and Technicians	\$20.18	813	919	-106	\$19.47	69	71	-2
31-1000	Nursing, Psychiatric, and Home Health Aides	\$12.70	888	1,073	-185	\$13.69	66	81	-15

Source at end of table.

Table B-1 (Continued)
Workforce and Labor Force Employment by Occupation, Selected Occupations,
Fillmore County Labor Area & Fillmore County, 2017

SOC	Description	Fillmore County Labor Areas				Fillmore County			
		Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	\$20.01	61	55	6	NA	NA	NA	NA
31-9000	Other Healthcare Support Occupations	\$16.14	202	250	-48	NA	NA	NA	NA
33-1000	Supervisors of Protective Service Workers	\$27.54	61	51	10	NA	NA	NA	NA
33-3000	Law Enforcement Workers	\$21.20	286	366	-80	\$17.35	31	35	-4
33-9000	Other Protective Service Workers	\$16.80	234	238	-4	\$14.80	13	17	-4
35-1000	Supervisors of Food Preparation and Serving Workers	\$14.43	207	278	-71	NA	NA	15	NA
35-2000	Cooks and Food Preparation Workers	\$11.38	688	880	-192	\$11.45	30	50	-20
35-3000	Food and Beverage Serving Workers	\$10.73	1,565	2,106	-541	\$10.58	56	117	-61
35-9000	Other Food Preparation and Serving Related Workers	\$10.87	149	177	-28	NA	NA	NA	NA
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	\$18.62	77	68	9	NA	NA	NA	NA
37-2000	Building Cleaning and Pest Control Workers	\$12.44	841	989	-148	\$11.97	40	64	-24
37-3000	Grounds Maintenance Workers	\$14.19	225	260	-35	\$15.18	22	20	2
39-5000	Personal Appearance Workers	\$12.44	99	118	-19	NA	NA	13	NA
39-9000	Other Personal Care and Service Workers	\$11.98	665	928	-263	\$11.73	41	63	-22
41-1000	Supervisors of Sales Workers	\$20.22	346	456	-110	\$19.74	22	33	-11
41-2000	Retail Sales Workers	\$11.87	1,990	2,663	-673	\$12.09	123	191	-68
41-3000	Sales Representatives, Services	\$28.06	263	358	-95	\$29.21	23	32	-9
41-4000	Sales Representatives, Wholesale and Manufacturing	\$27.91	499	652	-153	\$28.53	26	43	-17
41-9000	Other Sales and Related Workers	\$18.60	85	67	18	NA	NA	NA	NA
43-1000	Supervisors of Office and Administrative Support Workers	\$21.89	276	388	-112	\$20.57	17	28	-11
43-3000	Financial Clerks	\$14.82	972	1,140	-168	\$15.16	74	103	-29
43-4000	Information and Record Clerks	\$14.72	820	1,165	-345	\$14.65	44	68	-24
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	\$17.49	885	1,124	-239	\$18.69	45	70	-25
43-6000	Secretaries and Administrative Assistants	\$15.48	1,042	1,292	-250	\$14.86	80	104	-24

Source at end of table.

Table B-1 (Continued)
Workforce and Labor Force Employment by Occupation, Selected Occupations,
Fillmore County Labor Area & Fillmore County, 2017

SOC	Description	Fillmore County Labor Areas				Fillmore County			
		Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2017 Jobs	Res. Employed in Occ.	Net Out-Commuters
43-9000	Other Office and Administrative Support Workers	\$13.52	766	1,017	-251	\$13.22	49	69	-20
45-2000	Agricultural Workers	\$17.46	949	1,081	-132	\$17.40	74	120	-46
47-1000	Supervisors of Construction and Extraction Workers	\$26.27	173	205	-32	\$25.90	21	23	-2
47-2000	Construction Trades Workers	\$18.32	1,187	1,276	-89	\$18.52	89	109	-20
47-4000	Other Construction and Related Workers	\$17.14	184	185	-1	\$15.26	18	17	1
47-5000	Extraction Workers	\$17.92	36	17	19	\$17.70	10	NA	NA
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	\$31.57	158	182	-24	\$30.21	14	16	-2
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	\$25.96	82	85	-3	NA	NA	NA	NA
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	\$19.22	629	745	-116	\$18.22	57	68	-11
49-9000	Other Installation, Maintenance, and Repair Occupations	\$21.47	843	870	-27	\$20.21	48	55	-7
51-1000	Supervisors of Production Workers	\$29.37	338	331	7	\$26.72	13	16	-3
51-2000	Assemblers and Fabricators	\$18.48	724	733	-9	NA	NA	23	NA
51-3000	Food Processing Workers	\$18.44	1,391	934	457	\$15.27	29	26	3
51-4000	Metal Workers and Plastic Workers	\$19.71	907	889	18	\$20.65	12	24	-12
51-5100	Printing Workers	\$15.23	59	55	4	NA	NA	NA	NA
51-6000	Textile, Apparel, and Furnishings Workers	\$13.94	59	56	3	NA	NA	NA	NA
51-8000	Plant and System Operators	\$23.88	122	102	20	\$23.38	12	NA	NA
51-9000	Other Production Occupations	\$17.51	1,423	1,197	226	\$16.55	50	48	2
53-1000	Supervisors of Transportation and Material Moving Workers	\$25.05	158	174	-16	NA	NA	13	NA
53-3000	Motor Vehicle Operators	\$18.05	1,529	1,996	-467	\$16.97	98	145	-47
53-6000	Other Transportation Workers	\$14.03	67	63	4	NA	NA	NA	NA

NA: Not Available.

Source: Economic Modeling Specialists International (EMSI) / www.economicmodeling.com. 2017.4 – QCEW Employees, Non-QCEW Employees, and Self-Employed.