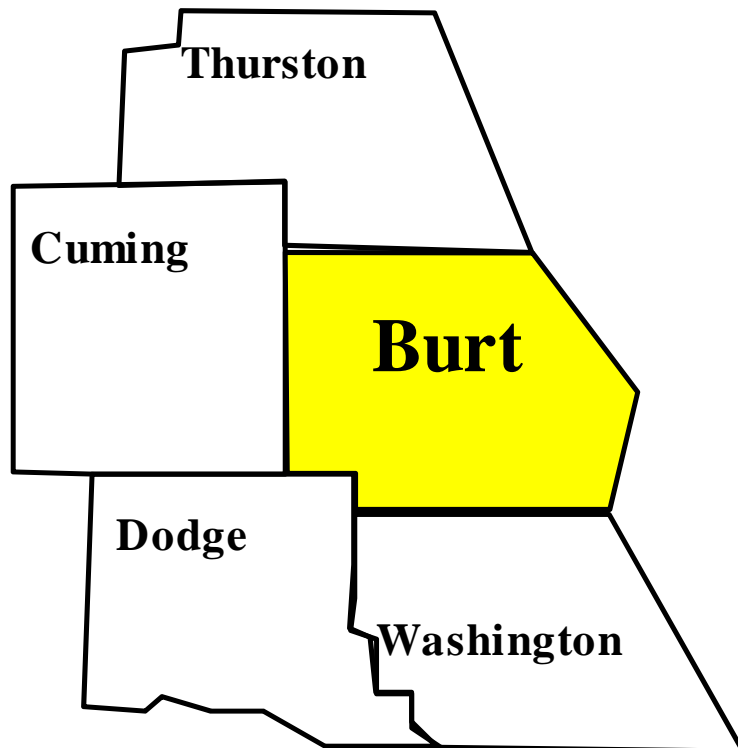


Labor Supply Factors and Labor Availability for the Burt County Labor Area



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

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 Burt County. 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 Burt County Labor Area. Some of the pertinent findings of the report include:

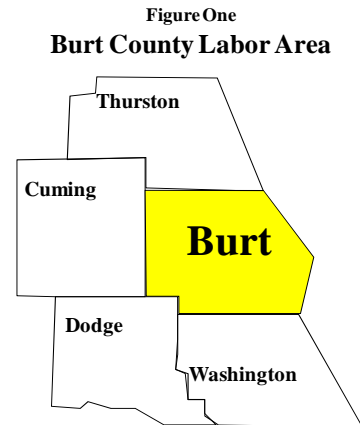
- Population in the Burt County Labor Area (Burt County plus the four contiguous Nebraska counties) totaled 79,595 people in 2007, with the Burt County population totaling 7,059. Population in Burt County declined by 9.4 percent during the 2000–2007 period, compared to a population decrease of 0.6 percent for the five–county Burt County Labor Area as a whole.
- The labor force for the Burt County Labor Area totaled 43,451 in 2007, with 41,993 local residents employed in jobs either within or outside the area. A total of 33,260 persons were employed in nonfarm wage and salary jobs located within the area. These data suggest that a substantial number of residents of the Burt County Labor Area were commuting out of the area for employment.
- The number of people who lived in Burt County that were employed totaled 3,663 in 2007; yet, there were 1,728 persons employed in nonfarm wage and salary jobs within the county. This indicates residents of Burt County are commuting to surrounding counties for employment opportunities.
- Average annual wages for all nonfarm wage and salary employees in the Burt County Labor Area were \$5,127 less than the Nebraska average. Within the labor area, Washington County had the highest average wage, \$37,215 or \$2,342 higher than the Nebraska average. In Burt County, average annual salaries were \$10,186 less than the state average.

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

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

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

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



An important resource for new or expanding businesses is a readily available supply of workers. Whether an employer requires 5 or 500 workers, they need to have confidence there will be a sufficient number of workers available to meet their labor requirements. This report is provided as a key analytical tool to identify and quantify the number and selected characteristics of workers available in the Burt 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 Burt County Labor Area and for Burt County for selected years from 2003 to 2007. Data in Table One (Part A and Part B) provide two alternate measures of employment for two distinct areas. Data presented in Table One Part A include labor force, unemployment, employment, and nonfarm wage and salary employment data for the entire Burt County Labor Area (see Figure One). As these data indicate, the laborshed's total labor force declined by 0.8 percent between 2003 and 2007 while total employment total employment grew by 0.2 percent during the same period.

Table One
Labor Force and Employment, Burt County Labor Area^(a)
Part A
Labor Force and Employment
Burt County Labor Area^(a), 2003–2007

(Place of Residence)	2003	2004	2005	2006	2007	% Chg. 2003-2007
Labor Force^(b)	43,813	43,711	43,287	43,086	43,451	-0.8
Unemployment (#)	1,884	1,904	1,850	1,470	1,458	-22.6
Unemployment Rate (%)	4.3	4.4	4.3	3.4	3.4	(N/A)
Employment	41,929	41,807	41,437	41,616	41,993	0.2
(Place of Work)						
Nonfarm Employment^(c)	32,479	32,805	32,776	32,742	33,260	2.4

^(a) The Burt County Labor Area includes Burt County and the contiguous counties (Cuming, Dodge, Thurston, and Washington).

^(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 the county of residence.

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

Table One -- Continued
Part B
Labor Force and Employment by Industry
Burt County, 2003–2007

(Place of Residence)	2003	2004	2005	2006	2007	% Chg. 2003–2007
Labor Force ^(a)	4,113	3,993	3,893	3,833	3,827	-7.0
Unemployment (#)	210	209	194	154	164	-21.9
Unemployment Rate (%)	5.1	5.2	5.0	4.0	4.3	(N/A)
Employment	3,903	3,784	3,699	3,679	3,663	-6.1
(Place of Work)						
Nonfarm Employment ^(b)	1,807	1,750	1,719	1,713	1,728	-4.4
Goods Producing	184	185	177	190	186	1.1
Manufacturing	108	112	106	118	115	6.5
Mining & Construction	76	73	71	72	71	-6.6
Service Providing	1,624	1,565	1,542	1,523	1,541	-5.1
Total Trade	296	287	281	267	277	-6.4
Wholesale Trade	92	97	104	86	89	-3.3
Retail Trade	204	190	177	181	188	-7.8
Trans., Warehousing & Utilities	40	35	37	44	46	15.0
Financial Activities	139	107	103	111	112	-19.4
Professional & Business Services	65	75	79	74	84	29.2
Education & Health Services	192	196	190	196	202	5.2
Leisure and Hospitality	139	137	131	126	127	-8.6
Other Services, except Public	94	88	91	89	89	-5.3
Total Government	658	640	631	616	605	-8.1
Federal Government	43	41	41	40	39	-9.3
State Government	18	19	19	18	18	0.0
Local Government	597	581	571	558	548	-8.2

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

^(b) 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 the county of residence.

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

The second employment measure presented for the Burt County Labor Area, nonfarm wage and salary employment, increased from 32,479 in 2003 to 33,260 in 2007, an increase of 2.4 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 Burt County (Table One, Part B) indicate that the total labor force in the county declined by 7.0 percent between 2003 and 2007, with total employment (of people residing in Burt County, irrespective of their county of employment) declining by 6.1 percent during this period. It is also of interest to note that unemployment decreased by 21.9 percent, from 210 in 2003 to 164 in 2007, recording an unemployment rate of 4.3 percent in 2007.

As previously noted, the second employment measure presented for Burt 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 Burt County decreased by 4.4 percent between 2003 and 2007. Data presented in Part B of Table One show that the fastest growing employment sector in Burt County during the 2003–2007 review period was the Professional & Business Services sector, recording a 29.2 percent increase. Other economic sectors experiencing significant growth in employment between 2003 and 2007 include the Transportation, Warehousing & Utilities sector (15.0 percent), Manufacturing (6.5 percent), and the Education & Health Services sector (5.2 percent). In the case of the Total Government sector, employment in the State government sector remained unchanged while Federal employment declined by 9.3 percent and local government employment declined by 8.2 percent.

Further review of the employment data reported for the Burt County Labor Area (Table One Part A) and for Burt County (Table One Part B) indicates both areas experienced differences between the nonfarm wage and salary employment reported in the areas and the total employment of persons living in the respective areas. In the case of the entire Burt County Labor Area, nonfarm wage and salary employment was reported to be 33,260 in 2007, which was significantly less (8,733 less) than the reported total employment of persons living within the five-county Burt County Labor Area. Recalling that nonfarm wage and salary employment is based on the county of employment while the total employment data is based on the county of residence helps explain how this can occur. It is obvious that a number of persons living within the five-county Burt County Labor Area work outside of the area and commute to other areas for employment.

In the case of Burt County, the same situation is evident. Total employment of persons living in Burt County (irrespective of their county of employment) was 3,663 in 2007, which was 1,935 more than the 1,728 nonfarm wage and salary jobs within the county for the same year. These data suggest that a number of workers are commuting out of Burt County for employment on a regular basis. The total number of reported employed people living in Burt County includes those who are self employed as well as those employed in agriculture. This means the difference between total employment and nonfarm wage and salary jobs (1,935) likely overstates the number of workers commuting out of Burt County.

Included in Table Two are additional employment data for 2007, showing the deviations between total employment and nonfarm wage and salary employment for the Burt County Labor Area as a whole and for each county within the area. For the Burt County Labor Area as a whole, the total employment of area residents (41,993), irrespective of their place of employment, is 8,733 greater than the nonfarm wage and salary employment working within the area. It appears that a large portion of this difference could be accounted for by agricultural employment, which includes farm proprietors. Agricultural employment shown in the table shows that 3,878 people were employed in agriculture in 2006, the last year that agricultural employment data were available. It is important to

note, however, that for Nebraska as a whole, approximately 32 percent of farm operators also have a full-time job off the farm and 49 percent work off the farm, either in full or part-time employment. Therefore, it is very likely that a significant number of people are commuting out of the area for employment.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Burt County Labor Area, 2007

County	Labor Force (2007) ^(a)	Total Employment (2007) ^(a)	Nonfarm Wage & Salary Employment (2007) ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment (2006) ^(c)
Burt	3,827	3,663	1,728	1,935	637
Cuming	5,205	5,061	3,498	1,563	1,220
Dodge	19,942	19,321	16,980	2,341	884
Thurston	2,990	2,791	2,672	119	425
Washington	11,487	11,157	8,382	2,775	712
Labor Area	43,451	41,993	33,260	8,733	3,878

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

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

^(c) Agricultural employment data are for 2006.

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

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

Further review of the data presented in Table Two provides an indication of the commuting patterns for the counties within the Burt County Labor Area. It appears that persons from other counties are commuting into Thurston County for employment. For the other counties within the area, however, a significant percentage of the employed people appear to be commuting out of the counties for employment. In the case of Washington County, for example, the number of employed persons living in the county is 2,775 greater than total nonfarm wage and salary employment within the county. In the case of Washington County, a significant number of the people commuting out of the county for employment are most likely commuting Douglas County (Omaha) to work. Other counties where there are indications of significant commuting out of the county for employment include Cuming and Dodge. The data presented in Table Two suggest that the creation of additional jobs within the Burt County Labor Area and Burt County would provide opportunities for area residents to work closer to their places of residences instead of having to commute to other areas for employment.

The number of nonfarm wage and salary workers in the Burt 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
Burt County Labor Area, by County, 2007

County	Manufact.	Constr. & Mining	Trans., Whr. & Ut.	Trade	Financial Activities	All Other Services	Govt.	Total NF W. & S. Emp
Burt	115	71	46	277	112	502	605	1,728
Cuming	659	186	132	625	168	1,040	688	3,498
Dodge	3,313	562	426	3,560	608	5,684	2,827	16,980
Thurston	201 *	104 *	55 *	287 *	74	595 *	1,356	2,672
Washington	1,297	831	273	1,135	308	2,947	1,591	8,382
Total Labor Area	5,585	1,754	932	5,884	1,270	10,768	7,067	33,260
Nebraska	101,184	49,583	54,927	149,384	66,311	378,670	162,334	962,393

Percent of Total NonFarm Wage & Salary Employment								
	Manufact.	Constr. & Mining	Trans., Whr. & Ut.	Trade	Financial Activities	All Other Services	Govt.	Total NF W. & S. Emp.
Total Labor Area	16.8 *	5.3 *	2.8 *	17.7 *	3.8	32.4 *	21.2	100.0
Nebraska	10.5	5.2	5.7	15.5	6.9	39.3	16.9	100.0

* Employment estimated for county sectors where data have been withheld; values estimated by Ken Lemke, NPPD.
Source: Nebraska Department of Labor, Labor Market Information, ftp.dol.state.ne.us/lmi/laborforce_workforce.

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

The most significant deviations between Nebraska and the Burt County Labor Area occur in Manufacturing Sector employment; 16.8 percent of nonfarm wage and salary workers in the Burt County Labor Area employed in that sector, compared to 10.5 percent for Nebraska. Conversely, only 32.4 percent of nonfarm wage and salary workers in the Burt County Labor Area are employed in the All Other Services sector compared to 39.3 percent for Nebraska as a whole.

Part A of Table Four provides data showing labor cost comparisons, by county, for all private wage and salary workers for the Burt 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 number of employees.

A review of the data in Part A of Table Four indicates that average annual salaries in Burt County (\$24,687 for all wage and salary employees for all private industries) are lower than all of the other counties that make up the Burt County Labor Area and are significantly less than the state average. Average annual salaries for the Burt County Labor Area (\$29,746) were \$5,127 (14.7 percent) less than the Nebraska average; Burt County's average annual salaries were \$10,186 (29.2 percent) less. These data suggest,

of course, there would be a positive labor supply response in Burt County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Wages
Part A
Average Annual Pay and Average Weekly Wages of Wage and Salary Workers
All Covered^(a) Workers and All Industries,
Burt County Study Area by County, and Nebraska, 2007

County	Average Employment	Average Weekly Wages	Average Annual Wages
Burt	\$1,210	\$475	\$24,687
Cuming	\$3,012	\$515	\$26,757
Dodge	\$13,874	\$524	\$27,262
Thurston	\$1,281	\$595	\$30,923
Washington	\$6,435	\$716	\$37,215
Labor Area	25,812	\$572	\$29,746
Nebraska	761,873	\$671	\$34,873

Table Four -- Continued
Part B
Average Annual Pay of Wage and Salary Workers, Covered^(a) Employers, by Industry Group
Burt County Labor Area, by County, and Nebraska, 2007

County	All Goods Producing	Manf.	Construction	All Service Providing	Trade Trans & Util	Financial Services	Bus & Prof Services	Leisure & Hospitality
Burt	\$29,283	\$29,775	\$26,101	\$23,224	\$21,543	\$26,397	\$37,176	\$7,426
Cuming	\$33,236	\$35,106	\$30,165	\$23,269	\$22,695	\$38,054	\$23,254	\$7,662
Dodge	\$35,731	\$35,816	\$36,445	\$23,616	\$26,876	\$32,972	\$27,740	\$10,166
Thurston	\$30,246	\$30,140	\$35,366	\$31,250	\$25,942	\$28,330	\$37,794	\$7,864
Washington	\$44,930	\$51,642	\$37,080	\$32,845	\$38,300	\$31,156	\$39,032	\$8,703
Nebraska	\$38,573	\$39,424	\$39,434	\$33,870	\$30,704	\$46,179	\$44,266	\$11,885

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

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

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Burt County Labor Area. As data in Table Four, Part A indicate, the highest average annual wages in the area are for wage and salary workers employed in Washington County. The average annual wage for all wage and salary workers (working) in Washington County was \$37,215 in 2007, which was \$7,469 (25.1 percent) more than the average for the Burt County Labor Area as a whole, and \$2,342 (6.7 percent) greater than the Nebraska average. A review of the industry specific data for average annual wages for Washington County indicates that the high average annual wage results from the extremely high average wages in the manufacturing and trade transportation & utilities sectors.

Commuting Patterns

Table Five provides data from the 2000 Census of Population showing commuting patterns for workers living in the Burt County Labor Area. As the data in Table Five, Part A indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Burt County indicate that 1,428, or 38.5 percent of the employed workers, commuted to other counties for employment. In the case of Washington County, 5,285, or 52.6 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 Thurston (32.2 percent), and Dodge, with 26.4 percent of employed workers commuting out of their county of residence for employment.

Table Five
Commuting Data for Workers in the
Burt County Labor Area

Part A
Commuting Outside County, 2000

County	Working Outside County	
	Number	Percent
Burt	1,428	38.5
Cuming	984	19.1
Dodge	4,775	26.4
Thurston	811	32.2
Washington	5,285	52.6

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

Table Five -- Continued
Commuting Data for Workers in the Burt County Labor Area

Part B
Commuting Times of Workers, 2000

County	Less Than 10 Minutes		10-19 Minutes		20-29 Minutes		30-44 Minutes		45 + Minutes	
	Number	%	Number	%	Number	%	Number	%	Number	%
Burt	1,175	34.7	755	22.3	380	11.2	401	11.8	675	19.9
Cuming	2,015	44.0	1,390	30.3	558	12.2	261	5.7	360	7.9
Dodge	5,621	32.2	5,885	33.7	1,977	11.3	1,885	10.8	2,106	12.1
Thurston	926	39.1	584	24.7	248	10.5	359	15.2	250	10.6
Washington	2,364	24.6	2,017	21.0	1,783	18.6	2,448	25.5	985	10.3
Labor Area	12,101	32.3	10,631	28.4	4,946	13.2	5,354	14.3	4,376	11.7
Nebraska	214,676	25.8	318,145	38.2	161,468	19.4	88,452	10.6	49,940	6.0

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

Table Five, Part B provides further data illustrating the willingness of workers in the area to travel for employment. For the Burt County Labor Area as a whole, there were 9,730 workers in 2000, or 26.0 percent of residents employed outside of their home, which traveled 30 minutes or more commuting to their place of employment. In the case

of Washington County, 35.8 percent traveled 30 minutes or more to their place of employment, while for Burt County the workers traveling 30 minutes or more accounted for 31.8 percent. For Nebraska as a whole, the comparable percentage (traveling 30 minutes or more for employment) was 16.6 percent.

Population Trends

The data provided in Table Six show population trends for the Burt County Labor Area, by county, and for Nebraska for the 1950–2007 period. As these data indicate, the population of the Burt County Labor Area was 80,105 in 2000. The Burt County Labor Area population grew by 13.0 percent from 1950 to 2000 and declined 0.6 percent from 2000 to 2007. Population in Burt County totaled 7,791 in 2000 and had declined by 32.5 percent from 1950 to 2000. During the latest census decade, 1990–1999, Burt County population decreased by 1.0 percent, while the Burt County Labor Area as a whole increased 5.4 percent and Nebraska increased 8.4 percent.

Table Six
Population in the Burt County Labor Area, by County, and Nebraska
Selected Years, 1950–2007

COUNTY	1950	1960	1970	1980	1990	2000	2007	% Chg. 1950–2000	% Chg. 2000–07
Nebraska	1,325,510	1,411,330	1,485,333	1,569,825	1,578,385	1,711,263	1,768,331	29.1	3.3
Burt	11,536	10,192	9,247	8,813	7,868	7,791	7,059	-32.5	-9.4
Cuming	12,994	12,435	12,034	11,664	10,117	10,203	9,365	-21.5	-8.2
Dodge	26,265	32,471	34,782	35,847	34,500	36,160	36,004	37.7	-0.4
Thurston	8,590	7,237	6,942	7,186	6,936	7,171	7,208	-16.5	0.5
Washington	11,511	12,103	13,310	15,508	16,607	18,780	19,959	63.1	6.3
Labor Area	70,896	74,438	76,315	79,018	76,028	80,105	79,595	13.0	-0.6

Source: U.S. Bureau of the Census, *Census of Population, 1950-2000* and Annual Population Estimates, 2007.

Table Seven shows the age distribution of the resident population. Obviously, the age distribution of the population is important when evaluating the potential labor supply in an area. A key variable is the number of people in the working age populations of the counties making up the Burt County Labor Area. In 2007, there were 3,383 people in Burt County between the ages of 25 and 64, which represented 47.9 percent of the total population, compared to 48.9 percent of the population for the Burt County Labor Area as a whole and 50.8 percent of the Nebraska population in this age range.

Table Seven
Age Characteristics of the Population, Burt County Labor Area,
by County, and Nebraska, 2007

COUNTY	0-14		15-24		25-44		45-64		65-Older		Median Age
	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	
Burt	1,545	21.9	559	7.9	1,301	18.4	2,082	29.5	1,572	22.3	46.2
Cuming	2,263	24.2	749	8.0	1,895	20.2	2,531	27.0	1,927	20.6	43.3
Dodge	8,466	23.5	3,480	9.7	8,595	23.9	9,049	25.1	6,414	17.8	39.5
Thurston	2,539	35.2	775	10.8	1,625	22.5	1,445	20.0	824	11.4	27.6
Washington	4,701	23.6	2,148	10.8	4,878	24.4	5,545	27.8	2,687	13.5	37.8
Labor Area	19,514	24.5	7,711	9.7	18,294	23.0	20,652	25.9	13,424	16.9	39.0
Nebraska	367,141	20.8	264,120	15.0	458,669	26.0	437,021	24.8	234,655	13.3	36.0

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

Source: U.S. Bureau of the Census, *Population Estimates, by Age, 2007*.

Table Eight provides information showing population, the natural increase (births minus deaths) and net migration for the 1990–2000 period for Nebraska, for Burt County and for the Burt County Labor Area. As these data show, the Burt County Labor Area as a whole had a small rate of net in-migration during the Census decade of the 1990s, while two Counties experienced net out-migration. As indicated in the table, net in-migration for the Burt County Labor Area as a whole accounted for population growth of 2,689 people during the decade, contributing to a population increase equal to only 3.5 percent of the 1990 population. In the case of Burt County, net in-migration during the 1990s totaled 253 people, or 3.2 percent of the 1990 population.

Table Eight
Population, Births, Deaths and Migration, Burt County Labor Area,
by County, 1990–2000

County	Population		1990–1999			Net Migration, 1990–2000	
	1990	2000	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
Burt	7,868	7,791	817	1,147	-330	253	3.22
Cuming	10,117	10,203	1,327	1,212	115	-29	-0.29
Dodge	34,500	36,160	4,334	3,903	431	1,229	3.56
Thurston	6,936	7,171	1,514	809	705	-470	-6.78
Washington	16,607	18,780	2,002	1,535	467	1,706	10.27
Labor Area	76,028	80,105	9,994	8,606	1,388	2,689	3.54
Nebraska	1,578,385	1,711,263	235,210	150,599	84,611	48,267	3.06

Sources: Population (1990, 2000) - U.S. Bureau of the Census, Census of Population, 1990, 2000;

Births, Deaths, Natural Increase - Nebraska Department of Health; Migration - computed using population and vital statistics data.

Table Nine provides information showing population, the natural increase (births minus deaths), and net migration for the 2000–2007 period. As these data show, the Burt County Labor Area experienced net out-migration during this more recent seven-year period. As indicated in the table, out-migration for the Burt County Labor Area as a whole accounted for population decline of 2,197 during the 2000–2007 period, contributing to a population decrease equal to 2.7 percent of the 2000 population. In the case of Burt County, net out-migration during this seven-year period was 535, or 6.9 percent of the 2000 population.

Table Nine
Population, Births, Deaths, and Migration, Burt County Labor Area,
by County, 2000–2007

County	Population		2000–2007			Net Migration, 2000–2007*	
	2000	2007	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Burt	7,791	7,059	591	788	-197	-535	-6.90
Cuming	10203	9365	944	853	91	-929	-9.10
Dodge	36160	36004	3585	2882	703	-859	-2.40
Thurston	7171	7208	1147	518	629	-592	-8.30
Washington	18780	19959	1636	1175	461	718	3.80
Labor Area	80,105	79,595	7,903	6,216	1,687	-2,197	-2.70
Nebraska	1,711,263	1,768,331	187,564	109,569	77,995	-20,927	-1.20

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.
Source: U.S. Bureau of the Census, *Population Estimates, 2007, and Components of Population Change, 2000–2007*.

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 Burt County Labor Area and in Burt 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 Burt 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 Burt 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 Burt County Labor Area and Burt 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 Burt County area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

Questions concerning this report and the supporting data should be addressed to:

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