

Labor Supply Factors and Labor Availability for the Auburn (Nemaha 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 Auburn and the Nemaha 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 Auburn Labor Area. Pertinent findings of the report include:

- Population in the Auburn Labor Area (Nemaha County plus the four contiguous Nebraska counties) totaled 38,987 people in 2014, with the Nemaha County population totaling 7,175. Population in Nemaha County declined by 1.0 percent during the 2010–2014 period, compared to a population decrease of 0.9 percent for the five-county Auburn Labor Area as a whole.
- The Auburn Labor Area labor force totaled 20,332 in 2014, with 19,552 local residents employed in jobs either within or outside the area. A total of 14,262 persons were employed in nonfarm wage and salary jobs¹ within the area.
- In 2013, 814 primary jobs (50.8 percent) held by Auburn City residents and 1,807 primary jobs (56.9 percent) held by Nemaha County residents were located outside Nemaha County. This confirms a large number of Nemaha County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Auburn Labor Area were \$5,245 less than the Nebraska average. Within the labor area, Nemaha County had the highest average wage, \$47,231 or \$6,047 higher than the Nebraska average.

The basic conclusion of this report, which follows from the data and analysis presented, is that the Auburn Labor Area and Nemaha 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 Auburn 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.

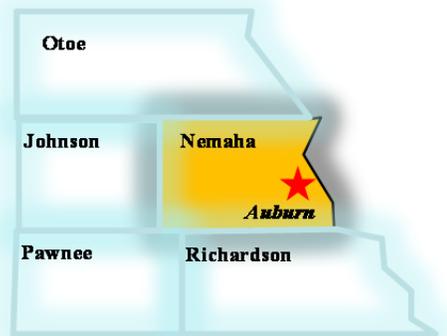
¹ Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of all wage and salary civilian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

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

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

**Figure One
Auburn 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 Auburn 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 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 Auburn Labor Area and for Nemaha 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, employment, unemployment rate, and nonfarm wage and salary employment data for the entire Auburn Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both decreased, with the area labor force declining by 4.0 percent between 2009 and 2014 and total employment declining by 2.8 percent during the same period.

The second employment measure presented for the Auburn Labor Area, nonfarm wage and salary employment fell from 14,614 in 2009 to 14,262 in 2014, a decline 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.

Table One
Labor Force and Employment, Auburn Labor Area^(a), 2009–2014
Part A
Labor Force and Employment
Auburn Labor Area^(a), 2009–2014

(Place of Residence)	2009	2010	2011	2012	2013	2014	% Chg. 2009–2014
Labor Force^(b)	21,181	20,584	20,794	20,670	20,605	20,332	-4.0
Unemployment (#)	1,064	1,075	1,064	947	930	780	-26.7
Unemployment Rate (%)	5.0	5.2	5.1	4.6	4.5	3.8	(N/A)
Employment	20,117	19,509	19,730	19,723	19,675	19,552	-2.8
(Place of Work)							
Nonfarm Employment^(c)	14,614	14,460	14,453	14,456	14,386	14,262	-2.4

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

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

(Place of Residence)	2009	2010	2011	2012	2013	2014	% Chg. 2009–2014
Labor Force ^(b)	3,433	3,851	3,962	3,892	3,840	3,764	9.6
Unemployment (#)	180	205	197	188	194	151	-16.1
Unemployment Rate (%)	5.2	5.3	5.0	4.8	5.1	4.0	(N/A)
Employment	3,253	3,646	3,765	3,704	3,646	3,613	11.1
(Place of Work)							
Nonfarm Employment ^(c)	3,258	3,091	3,203	3,168	3,106	3,118	-4.3
Goods Producing	418	252	352	361	345	383	-8.4
Manufacturing	345	184	285	283	262	293	-15.1
Natural Resources	18	19	14	20	35	43	138.9
Construction	56	50	52	57	48	47	-16.1
Service Providing	1,224	1,164	1,196	1,150	1,130	1,134	-7.4
Trans., Warehousing & Utilities	369	379	370	374	373	378	2.4
Information	24	22	N/A	N/A	N/A	8	-66.7
Financial Activities	121	117	110	113	117	113	-6.6
Professional & Business Services	111	60	N/A	N/A	N/A	50*	-55.0
Education & Health Services	233	237	244	250	253	261	12.0
Leisure and Hospitality	293	273	281	238	243	253	-13.7
Other Services, except Public	74	76	0	102	69	71	-4.1
Total Government	1,616	1,675	1,655	1,657	1,631	1,601	-0.9
Federal Government	33	39	31	32	30	30	-9.1
State & Local Government	1,583	1,636	1,624	1,625	1,601	1,571	-0.8

N/A Not Available.

^(a) The Auburn Labor Area includes Nemaha and the contiguous Nebraska counties (Johnson, Otoe, Pawnee, and Richardson).

^(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 labor force and employment measures presented for Nemaha County (Table One, Part B) indicate that the total labor force in the county grew by 9.6 percent between 2009 and 2014, with total employment (of people residing in Nemaha County, irrespective of their county of employment) growing by 11.1 percent during this period. It is also of interest to note that unemployment decreased by 16.1 percent, from 180 in 2009 to 151 in 2014.

As previously noted, the second employment measure presented for Nemaha 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 Nemaha County declined by 4.3 percent between 2009 and 2014. Data presented in Table One, Part B show that the fastest growing employment sector in Nemaha County during the 2009–2014 review period was the Natural Resources sector, recording a 138.9 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 (12.0 percent), and the Transportation, Warehousing and Utilities sector (2.4 percent). In the case of the Total Government Sector, employment in the State and Local Government Sector decreased by 0.8 percent and Federal Government Sector employment declined by 9.1 percent.

A review of the employment data reported for the Auburn 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 Auburn Labor Area, nonfarm wage and salary employment was reported to be 14,262 in 2014, which was significantly less (5,290) than the reported total employment of persons living within the five-county Auburn Labor Area.

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

County	Labor Force 2014^(a)	Total Employment 2014^(a)	Nonfarm Wage & Salary Employment 2014^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment 2013^(c)
Nemaha	3,764	3,613	3,118	495	402
Johnson	2,184	2,099	1,661	438	461
Otoe	8,349	8,031	6,186	1,845	714
Pawnee	1,669	1,622	857	765	420
Richardson	4,366	4,187	2,440	1,747	657
Labor Area	20,332	19,552	14,262	5,290	2,654

^(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 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, 2,654 people in the Auburn 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 Auburn 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
Auburn Labor Area, by County, 2014

County	Nat. Res. & Constr.	Manuf.	Trade, Trans. & Utilities	Educ. & Health Svcs.	Leisure & Hospt.	Fin. Acts.	All Other Svcs.	Govt.
Nemaha	90	293	378	261	253	113	129	1,601
Johnson	87	141	222	159	66	83	48	855
Otoe	430	1,317	1,061	705	714	222	429	1,307
Pawnee	43	260	81	69	24	36	38	306
Richardson	123	245	507	451	232	105	183	594
Labor Area	773	2,256	2,249	1,645	1,289	559	827	4,663
Nebraska	61,012	97,420	192,071	131,059	86,974	63,227	155,020	159,316

Percent of Total Nonfarm Wage & Salary Employment

	Nat. Res. & Constr.	Manuf.	Trade, Trans. & Utilities	Educ. & Health Svcs.	Leisure & Hospt.	Fin. Acts.	All Other Svcs.	Govt.
Labor Area	5.4	15.8	15.8	11.5	9.0	3.9	5.8	32.7
Nebraska	6.4	10.3	20.3	13.9	9.2	6.7	16.4	16.8

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

The most significant deviations between Nebraska and the Auburn Labor Area occur in the Government sector employment, with 32.7 percent of nonfarm wage and salary workers in the Auburn area employed in that sector, compared to 16.8 percent for Nebraska. With over 700 employees, Cooper Nuclear Station in Nemaha County is one reason for the large number of government employees in the labor area. Conversely, only 5.8 percent of nonfarm wage and salary workers in the Auburn Labor Area are employed in the All Other 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 Auburn 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 Nemaha County (\$47,231 for all wage and salary employees for all private industries) are slightly higher than for the Auburn Labor Area as a whole and most of the other counties that make up the area. Also, Nemaha County average annual salaries are \$6,047 (14.7 percent) more than the state average. Average annual salaries for the Auburn Labor Area (\$35,939) were \$5,245 (12.7 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Nemaha County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Pay by Industry Groups, Auburn 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
Nemaha	3,118	\$908	\$47,231
Johnson	1,661	\$636	\$33,056
Otoe	6,186	\$657	\$34,158
Pawnee	857	\$588	\$30,585
Richardson	2,440	\$574	\$29,871
Labor Area	14,262	\$689	\$35,939
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	Government
Nemaha	\$36,213	\$39,913	\$29,670	\$26,794	\$26,524	\$41,705	N/A	\$64,350
Johnson	\$34,917	\$32,835	\$39,770	\$23,897	\$22,904	\$38,570	\$26,342	\$38,736
Otoe	\$38,205	\$40,152	\$36,222	\$26,848	\$27,758	\$35,661	\$32,532	\$46,258
Pawnee	\$31,435	\$31,214	N/A	\$25,755	\$31,162	\$41,008	\$21,595	\$33,667
Richardson	\$38,991	\$44,157	\$30,168	\$27,074	\$29,056	\$37,002	\$29,202	\$31,166
Nebraska	\$45,078	\$45,780	\$45,841	\$39,523	\$35,723	\$57,295	\$54,552	\$43,864

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 Auburn 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 Nemaha County. The average annual wage for all wage and salary workers (working) in Nemaha County was \$47,231 in 2014 which was \$11,292 (31.4 percent) higher than the average for the Auburn Labor Area as a whole, and \$6,047 (14.7 percent) greater than the Nebraska average. A review of the industry specific data for average annual wages for Nemaha indicates that the high average annual wage results from the extremely high average wage in the Government sector.

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 third and upper two-thirds 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 2013 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Auburn 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 Nemaha County indicate that 1,807, or 56.9 percent of the employed workers, commuted to other counties for employment. For three of the other counties in the Auburn Labor Area, the percentage of commuters was greater than for Nemaha County, and in most cases substantially greater. In the case of Johnson County, 1,611, or 70.3 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 Pawnee (63.6 percent) and Otoe (61.0 percent).

Table Six
Commuting Patterns, Auburn Labor Area
Jobs Outside County of Residence, 2013

County	County Residents Working Outside County	
	Number	Percent
Nemaha	1,807	56.9%
Johnson	1,611	70.3%
Otoe	4,667	61.0%
Pawnee	608	63.6%
Richardson	1,917	55.1%

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 Auburn and Nemaha County to travel for employment. In 2013, residents of Nemaha County worked at a total of 3,175 jobs; a resident could work at more than one job. Of these 3,175 jobs, the largest number, 1,368 or 43.1 percent, were located in Nemaha County, while 418 or 13.2 percent were located in Lancaster County. Other counties with high numbers of workers from Nemaha County were Douglas and Otoe (229 jobs each) and Johnson (91 jobs).

Also in 2013, residents of Auburn worked at a total of 1,601 jobs with the largest number, 787 or 49.2 percent located in Nemaha County. Other counties with workers from Auburn include Lancaster (165 jobs), Douglas (112 jobs), Otoe (94 jobs), and Johnson (50 jobs).

Table Seven
Commuting Patterns, Auburn Labor Area
Location of Jobs Held by Auburn and Nemaha County Residents, 2013

County Where Jobs are Located	Primary Jobs Held by Auburn Residents	% Auburn Residents' Primary Jobs	Primary Jobs Held by Nemaha County Residents	% Nemaha County Residents' Primary Jobs
Nemaha	787	49.2%	1,368	43.1%
Lancaster	165	10.3%	418	13.2%
Douglas	112	7.0%	229	7.2%
Otoe	94	5.9%	229	7.2%
Johnson	50	3.1%	91	2.9%
All Other Locations	393	24.5%	840	26.5%
Total Resident Jobs	1,601	100.0%	3,175	100.0%

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

Table Eight provides data showing the willingness of workers in other counties to commute to Auburn City and Nemaha County for employment. In 2013, 624 or 43.0 percent of the 1,452 primary jobs in Auburn City were held by residents of other counties. Otoe County was home to the greatest number of workers commuting into Auburn City from outside Nemaha County, 123 or 8.5 percent. Other counties with large numbers of workers commuting into Auburn City for their primary jobs included Richardson, 63 or 4.3 percent; Lancaster, 54 or 3.7 percent; Gage, 42 or 2.9 percent; Johnson, 41 or 2.8 percent; and Douglas, 25 or 1.7 percent.

Data in Table Eight indicate 1,418 (50.9 percent) of the 2,786 primary jobs in Nemaha County were held by workers commuting from other counties. In 2013, Otoe County was home to the greatest number of workers commuting into Nemaha for primary jobs, 237 or 8.5 percent. Other counties with large numbers of workers commuting into Nemaha County for their primary jobs included, Richardson, 171 or 6.1 percent; Lancaster, 120 or 4.3 percent; Johnson, 95 or 3.4 percent; Atchison, 86 or 3.1 percent; Gage, 70 or 2.5 percent; and Douglas, 49 or 1.8 percent.

Table Eight
Commuting Patterns, Auburn Labor Area
Sources of Auburn and Nemaha County Workers, 2013

County Where Workers Live	Primary Jobs in Auburn City	% Primary Jobs in Auburn City	Primary Jobs in Nemaha County	% Primary Jobs in Nemaha County
Nemaha	828	57.0%	1,368	49.1%
Otoe	123	8.5%	237	8.5%
Richardson	63	4.3%	171	6.1%
Lancaster	54	3.7%	120	4.3%
Johnson	41	2.8%	95	3.4%
Atchison	0	0.0%	86	3.1%
Gage	42	2.9%	70	2.0%
Douglas	25	1.7%	49	1.8%
All Other Locations	276	19.0%	590	21.2%
Total Primary Jobs	1,452	100.0%	2,786	100.0%

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

Table Nine provides data for Nemaha 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 2013. 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 Nemaha 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 Nemaha County by county residents.

As data in Table Nine indicate, residents of Nemaha County were employed in 3,175 primary jobs in 2013, but there were 2,786 primary jobs within the area. This indicates residents commuted to at least 389 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, Nemaha County, 2013
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 Nemaha County^(a)
Agriculture, Forestry, Fishing and Hunting	34	15	-19
Mining, Quarrying, and Oil and Gas Extraction	8	0	-8
Utilities	280	675	395
Construction	130	59	-71
Manufacturing	353	253	-100
Wholesale Trade	117	83	-34
Retail Trade	326	199	-127
Transportation and Warehousing	88	40	-48
Information	40	9	-31
Finance and Insurance	147	111	-36
Real Estate and Rental and Leasing	12	3	-9
Professional, Scientific, and Technical Services	84	48	-36
Administration & Support, Waste Management and Remediation	55	4	-51
Management of Companies and Enterprises	28	5	-23
Educational Services	410	477	67
Health Care and Social Assistance	452	341	-111
Arts, Entertainment, and Recreation	31	20	-11
Accommodation and Food Services	239	199	-40
Other Services (excluding Public Administration)	84	58	-26
Public Administration	257	187	-70
Total	3,175	2,786	-389

^(a) A negative value indicates the net number of primary jobs outside of the area held by Auburn 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 Auburn Labor Area, by county, and for Nebraska for the period 1960–2014. As these data indicate, the population of the Auburn Labor Area was 39,341 in 2010. The Auburn Labor Area population declined by 23.1 percent from 1960 to 2010 and declined 0.9 percent from 2010 to 2014. Population in Nemaha County totaled 7,248 in 2010 and had declined by 20.3 percent from 1960 to 2010. During the latest Census decade from 2010 to 2014, the Nemaha County population decreased by 1.0 percent, compared to the decrease for the Auburn Labor Area as a whole of 0.9 percent, and to the state rate of growth of 3.0 percent.

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

County	1960	1970	1980	1990	2000	2010	2014	% Chg. 1960–2010	% Chg. 2010–14
Nemaha	9,099	8,976	8,367	7,980	7,576	7,248	7,175	-20.3	-1.0
Johnson	6,281	5,743	5,285	4,673	4,488	5,217	5,185	-16.9	-0.6
Otoe	16,503	15,576	15,183	14,252	15,396	15,740	15,797	-4.6	0.4
Pawnee	5,356	4,473	3,937	3,317	3,087	2,773	2,702	-48.2	-2.6
Richardson	13,903	12,277	11,315	9,937	9,531	8,363	8,128	-39.8	-2.8
Labor Area	51,142	47,045	44,087	40,159	40,078	39,341	38,987	-23.1	-0.9
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 Auburn Labor Area. In 2013, there were 3,447 people in Nemaha County between the ages of 25 and 64, which represented 48.2 percent of the total population, compared to 50.1 percent of the population for the Auburn Labor Area as a whole and 50.9 percent of the Nebraska population in this age range.

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

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Age								
Nemaha	1,259	17.6	1,197	16.7	1,502	21.0	1,945	27.2	1,254	17.5	39.3
Johnson	842	16.4	534	10.4	1,362	26.5	1,512	29.4	894	17.4	42.3
Otoe	3,066	19.5	1,753	11.1	3,459	22.0	4,413	28.0	3,061	19.4	42.8
Pawnee	467	17.2	273	10.1	486	17.9	771	28.5	712	26.3	49.1
Richardson	1,343	16.5	862	10.6	1,599	19.7	2,432	29.9	1,889	23.2	47.9
Labor Area	6,977	17.9	4,619	11.9	8,408	21.6	11,073	28.5	7,810	20.1	43.6
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 Nemaha County, the Nemaha County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Nemaha County population decreased by 5.6 percent during the thirteen year period while the Hispanic population increased by 102.6 percent and the Not-White Alone and Non-Hispanic population increased by 51.1 percent. Over the same period, Auburn Labor Area population decreased 2.5 percent while the while the Hispanic population increased by 158.0 percent and the Not-White Alone and Non-Hispanic population increased by 74.4 percent. Statewide, population increased by 8.4 percent from 2000 to 2013, while the Hispanic population increased by 90.6 percent and the Not-White Alone and Non-Hispanic population increased by 38.0 percent.

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

Category	2000		2013		Change 2000-2013	
	#	%	#	%	#	%
--- Nemaha County ---						
Total Population	7,580	100.0	7,154	100.0	-426	-5.6
Hispanic origin	76	1.0	154	2.2	78	102.6
White Alone, Non-Hispanic Origin	7,369	97.2	6,796	95.0	-573	-7.8
Not-White Alone & Non-Hispanic	135	1.8	204	2.9	69	51.1
--- Auburn Labor Area ---						
Total Population	40,090	100.0	39,096	100.0	-994	-2.5
Hispanic origin	703	1.8	1,814	4.6	1,111	158.0
White Alone, Non-Hispanic Origin	38,497	96.0	35,730	91.4	-2,767	-7.2
Not-White Alone & Non-Hispanic	890	2.2	1,552	4.0	662	74.4
--- 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
Not-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 2000–2010 period for Nebraska, for Nemaha County, and for the Auburn Labor Area. As these data show, the Auburn Labor Area as a whole had a small rate of net out-migration during the Census decade of the 2000s, while Johnson and Otoe Counties experienced net in-migration. As indicated in the table, net out-migration for the Auburn Labor Area as a whole accounted for a population decline of 44 people during the decade, contributing to a population decrease equal to only 0.1 percent of the population. In the case of Nemaha County, net out-migration during the 2000s totaled 276 people, or 3.6 percent of the 2000 population.

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

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Nemaha	7,576	7,248	791	843	-52	-276	-3.6
Johnson	4,488	5,217	520	532	-12	741	16.5
Otoe	15,396	15,740	1,926	1,802	124	220	1.4
Pawnee	3,087	2,773	232	444	-212	-102	-3.3
Richardson	9,531	8,363	827	1,368	-541	-627	-6.6
Labor Area	40,078	39,341	4,296	4,989	-693	-44	-0.1
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 Auburn Labor Area experienced significant net out-migration during this more recent five-year period. As indicated in the table, out-migration for the Auburn Labor Area as a whole accounted for population decline of 179 during the 2010–2014 period, contributing to a population decrease equal to 0.5 percent of the 2010 population. In the case of Nemaha County, net out-migration during this five-year period was 59, or 0.8 percent of the 2010 population.

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

County	Population		2010–2014			Net Migration, 2010–2014*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Nemaha	7,248	7,175	334	348	-14	-59	-0.8
Johnson	5,217	5,185	190	235	-45	13	0.2
Otoe	15,740	15,797	794	787	7	50	0.3
Pawnee	2,773	2,702	117	142	-25	-46	-1.7
Richardson	8,363	8,128	373	471	-98	-137	-1.6
Labor Area	39,341	38,987	1,808	1,983	-175	-179	-0.5
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 Auburn Labor Area and in Nemaha 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 Auburn 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 Auburn 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 Auburn Labor Area and Nemaha 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 Auburn 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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