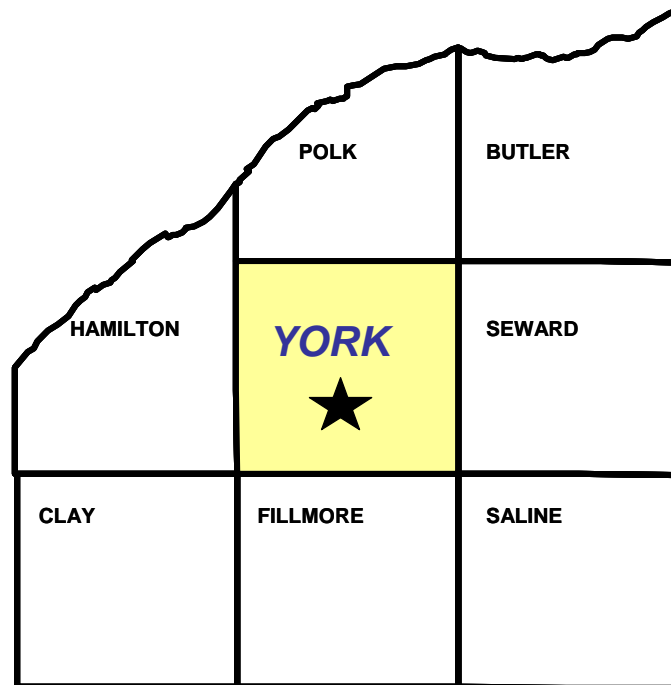


# Labor Supply Factors and Labor Availability for the York (York County) Labor Area



Prepared by:

**Kenneth M. Lemke, Ph.D.**  
**Economist**  
**Nebraska Public Power District**  
**1414 15<sup>th</sup> Street - P.O. Box 499**  
**Columbus, Nebraska 68602-0499**  
**(800) 282-6773, Ext. 5535**  
**E-Mail: [kmlemke@nppd.com](mailto:kmlemke@nppd.com)**  
**Web Site: [sites.nppd.com](http://sites.nppd.com)**

# **Labor Supply Factors and Labor Availability for the York (York 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 York and York 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 York Labor Area. Some of the pertinent findings of the report include:

- Population in the York Labor Area (York County plus the seven contiguous counties) totaled 82,158 people in 2005, with the York County population totaling 14,397. Population in York County declined by 1.4 percent during the 2000-2005 period, compared to a population decrease of 0.3 percent for the eight-county York Labor Area as a whole.
- The labor force for the York Labor Area totaled 46,731 in 2005, with 45,286 local residents employed in jobs either within or outside the area. A total of 33,408 persons were employed in non-farm wage and salary jobs located within the area. These data suggest that a substantial number of residents of the York Labor Area were commuting out of the area for employment.
- The number of people who lived in York County that were employed totaled 8,352 in 2005; yet, there were 8,994 persons employed in non-farm wage and salary jobs within the county. This indicates residents of surrounding counties are commuting into York County.
- Average annual wages for all non-farm wage and salary employees in the York Labor Area were \$4,241 less than the Nebraska average. Within the labor area, Saline County had the highest average wage, \$30,875 or \$1,547 less than the Nebraska average. York County average annual salaries were \$2,422 less than the state average.

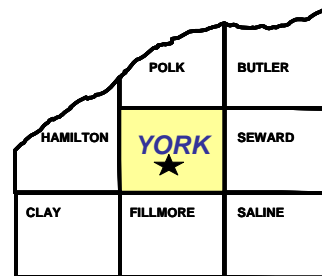
The basic conclusion of this report, which follows from the data and analysis presented, is that the York Labor Area and York County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area. While this report has not estimated a precise number of people that may be available for a prospective new employer in the York 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 York (York County) Labor Area

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

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

**Figure One**  
**York 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 York 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 not 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. Despite the fact that some of the people not currently in the labor force are not now actively seeking employment, many of these individuals would take a job 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 not 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 York Labor Area and for York County for selected years from 2001 to 2005. The data in Table One (Part A and Part B) provide two alternate measures of employment for two distinct areas. Data presented in Part A of Table One include labor force, unemployment, employment, and non-farm wage and salary employment data for the entire York Labor Area (see Figure One). As these data indicate, both the total labor force and total employment for the laborshed area as a whole have increased, with the area labor force growing by 4.1 percent between 2001 and 2005 and total employment growing by 3.8 percent during the same period.

**Table One**  
**Labor Force and Employment, York Labor Area**  
**2001-2005**

**Part A**  
**Labor Force and Employment**  
**York Labor Area<sup>(a)</sup>, 2001-2005**

	2001	2002	2003	2004	2005	% Chg. 2001-2005
<b>(Place of Residence)</b>						
<b>Labor Force<sup>(b)</sup></b>	<b>44,894</b>	<b>45,182</b>	<b>45,963</b>	<b>46,237</b>	<b>46,731</b>	<b>4.1</b>
Unemployment (#)	1,249	1,432	1,603	1,535	1,445	15.7
Unemployment Rate	2.8	3.2	3.5	3.3	3.1	NA
Employment	43,645	43,750	44,360	44,702	45,286	3.8
<b>(Place of Work)</b>						
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>31,856</b>	<b>31,781</b>	<b>32,189</b>	<b>32,436</b>	<b>33,408</b>	<b>4.9</b>

**Table One -- Continued**  
**Part B**  
**Labor Force and Employment by Industry**  
**York County**

<b>(Place of Residence)</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>% Chg. 2001-2005</b>
<b>Labor Force<sup>(b)</sup></b>	<b>7,666</b>	<b>7,536</b>	<b>7,988</b>	<b>8,196</b>	<b>8,591</b>	<b>12.1</b>
Unemployment (#)	202	224	266	262	239	18.3
Unemployment Rate	2.6	3.0	3.3	3.2	2.8	NA
Employment	7,464	7,312	7,722	7,934	8,352	11.9
<b>(Place of Work)</b>						
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>8,023</b>	<b>7,784</b>	<b>8,174</b>	<b>8,388</b>	<b>8,994</b>	<b>12.1</b>
Goods-Producing	1,598	1,369	1,240	1,237	1,283	-19.7
Manufacturing	1,353	1,115	994	985	1,011	-25.3
Durable Goods	-D-	530	512	505	478	NA
Non-Durable Goods	-D-	585	482	480	533	NA
Mining & Construction	245	254	246	253	272	11.0
Service-Providing	6,425	6,415	6,934	7,151	7,711	20.0
Trade, Trans, Warehouse, & Utils	2,354	2,354	2,496	2,529	2,896	23.0
Financial Activities	329	337	361	367	376	14.3
Professional & Business Services	315	303	344	398	429	36.2
Education & Health Services	1,103	1,120	1,134	1,220	1,225	11.1
Leisure and Hospitality	771	775	803	859	855	10.9
Other Services, except Public	1,553	1,526	1,796	1,778	1,930	24.3
Total Government	1,106	1,083	1,050	1,048	1,141	3.2
Federal Government	66	65	63	59	59	-10.6
State Government	162	158	156	163	182	12.3
Local Government	878	860	831	825	901	2.6

<sup>(a)</sup> The York labor area includes York County and the contiguous counties (Butler, Clay, Fillmore, Hamilton, Polk, Saline, and Seward).

<sup>(b)</sup> The labor force data are measured based on the county of residence, irrespective of the county of employment.

<sup>(c)</sup> The Non Agricultural 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.

-D-: Data withheld by Department of Labor.

NA: Not applicable.

Source: Nebraska Department of Labor, Labor Market Information, ([ftp.dol.state.ne.us/lmi/laborforce\\_workforce](ftp.dol.state.ne.us/lmi/laborforce_workforce)).

The second employment measure presented for the York Labor Area, non-farm wage and salary employment, increased from 31,856 in 2001 to 33,408 in 2005, an increase of 4.9 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 non-farm wage and salary employment 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 York County (Table 1 Part B) indicate that the total labor force in the county grew by 12.1 percent between 2001 and 2005, with total employment (of people residing in York County, irrespective of their county of employment) growing by 11.9 percent during this period. It is also of interest

to note that unemployment increased by 18.3 percent, from 202 in 2001 to 239 in 2005, recording an unemployment rate of 2.8 percent in 2005.

As previously noted, the second employment measure presented for York County, non-farm wage and salary employment, is based on the county where the person is employed irrespective of their county of residence. Non-farm wage and salary employment in York County increased by 12.1 percent between 2001 and 2005. The data presented in Table One show that the fastest growing employment sector in York County during the 2001-2005 review period was the Professional & Business Services sector, recording a 36.2 percent increase between 2001 and 2005. Other economic sectors experiencing significant growth in employment between 2001 and 2005 include the Other Services Except Public Sector (24.3 percent), Trade, Transportation, Warehousing, and Utilities sector (23.0 percent), Financial Activities sector (14.3 percent), Education & Health Services (11.1 percent), and the Mining & Construction sector (11.0 percent). In the case of the government sector, employment in the State government sector grew by 12.3 percent with Local government employment growing by 2.6 percent while Federal government employment declined by 10.6 percent.

Further review of the employment data reported for the York Labor Area (Table One Part A) and for York County (Table One Part B) indicates that for both areas there were differences between the non-farm 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 York Labor Area, non-farm wage and salary employment was reported to be 33,408 in 2005, which was significantly less (11,878 less) than the reported total employment of persons living within the eight-county York labor area. Recalling that non-farm 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 people living within the eight-county York Labor Area commute to counties outside the area for employment.

In the case of York County, the reverse situation is evident. Total employment of persons living in York County (irrespective of their county of employment) was 8,352 in 2005, which was 642 less than the 8,994 non-farm wage and salary jobs within the county. These data suggest that a number of workers are commuting into York County for employment on a regular basis. Also, the total number of reported employed people living in York County includes those who are self employed as well as those employed in agriculture. This means the number of workers commuting into York County is significantly greater than 642, the difference between Employment and non-farm wage and salary jobs.

Included in Table Two are additional employment data for 2005, showing the deviations between total employment and non-farm wage and salary employment for the York Labor Area as a whole and for each county within the area. For the York Labor Area as a whole, the total employment of area residents (45,286), irrespective of their place of employment, is 11,878 greater than the non-farm wage and salary employment working within the area. Some of this difference could be accounted for by business and farm

operators (proprietors). As shown in Table two, 6,016 people were employed in agriculture in 2004, the last year that agricultural employment data were available. For Nebraska as a whole, 78.3 percent of farm labor consists of farm proprietors, primarily private farm operators, and approximately 49 percent of farm operators work off the farm, with 32 percent having a full-time job off the farm. Therefore, it is highly likely that a significant number of people are commuting out of the area for employment.

**Table Two**  
**Labor Force, Employment and Non-Farm Wage and Salary Employment,**  
**York Labor Area, 2005**

	Labor Force (2005) <sup>(a)</sup>	Total Employment (2005) <sup>(a)</sup>	Non-Farm Wage & Salary Employment (2005) <sup>(b)</sup>	Total Employment Minus NF W&S Employment	Agricultural Employment (2004) <sup>(c)</sup>
<b>York County</b>	<b>8,591</b>	<b>8,352</b>	<b>8,994</b>	<b>-642</b>	<b>772</b>
Butler County	4,758	4,587	2,283	2,304	832
Clay County	3,496	3,375	2,382	993	638
Fillmore County	3,413	3,307	2,196	1,111	746
Hamilton County	5,501	5,353	3,026	2,327	686
Polk County	3,118	3,019	1,365	1,654	648
Saline County	8,426	8,154	6,807	1,347	812
Seward County	9,428	9,139	6,355	2,784	882
<b>Labor Area</b>	<b>46,731</b>	<b>45,286</b>	<b>33,408</b>	<b>11,878</b>	<b>6,016</b>

<sup>(a)</sup> Labor force and employment data are measured based on the county of residence.

<sup>(b)</sup> Non Agricultural 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.

<sup>(c)</sup> Agricultural employment data are for 2004.

Sources: Labor Data - Nebraska Department of Labor, Labor Market Information, ([ftp.dol.state.ne.us/lmi/laborforce\\_workforce](ftp.dol.state.ne.us/lmi/laborforce_workforce)). Farm Employment Data - U.S. Bureau of Economic Analysis, Site Regional Accounts Data WEB (<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 York Labor Area. These data strongly suggest that a significant number of persons from other counties are commuting into York County for employment. For the other counties within the area, however, a significant percentage of the employed people are commuting out of the counties for employment. In the case of Seward County, for example, the number of employed persons living in the county is 2,784 greater than total non-farm wage and salary employment within the county. In the case of Seward County, a significant number of the people commuting out of the county for employment are most likely commuting to Lancaster County (Lincoln) to work. Other counties where there are indications of significant commuting out of the county for employment include Butler, Clay, Fillmore, Hamilton, Polk, and Saline. The data presented in Table Two suggest that the creation of additional jobs within the York Labor Area and York 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 non-farm wage and salary workers in the York Labor Area is shown by major industry sector and by county in Table Three. The reader is reminded that

non-farm 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**  
**Non-Farm Wage and Salary Employment, by Industry Sector**  
**York Labor Area, by County, 2005**

County	Manufact.	Constr. & Mining	Trd. Trans. Whr. & Ut.	Leisure & & Hospital.	Financial Activities	Other Services	Govt.	Total NF W. & S. Emp
<b>York County</b>	<b>1,011</b>	<b>272</b>	<b>2,896</b>	<b>855</b>	<b>376</b>	<b>2,443</b>	<b>1,141</b>	<b>8,994</b>
Butler County	543	68	448	76	97	428	623	2,283
Clay County	362*	125	557	54	98	358	828	2,382
Fillmore County	181	271	444	125	147	310	718	2,196
Hamilton County	600	75	616	200	142	794	599	3,026
Polk County	18*	92	292	61	78	330	494	1,365
Saline County	2,859*	89	804	412	225	1,075	1,343	6,807
Seward County	1,022*	352	1,190	460	265	1,750	1,316	6,355
<b>Total Labor Area</b>	<b>6,596</b>	<b>1,344</b>	<b>7,247</b>	<b>2,243</b>	<b>1,428</b>	<b>7,488</b>	<b>7,062</b>	<b>33,408</b>
<b>Nebraska</b>	<b>101,514</b>	<b>47,535</b>	<b>200,035</b>	<b>79,322</b>	<b>64,533</b>	<b>281,645</b>	<b>161,267</b>	<b>935,851</b>

	Percent of Total NonFarm Wage & Salary Employment							
	Manufact.	Constr. & Mining	Trd. Trans. Whr. & Ut.	Leisure & & Hospital.	Financial Activities	Other Services	Govt.	Total NF W. & S. Emp
Total Labor Area	19.7	4.0	21.7	6.7	4.3	22.4	21.1	100.0
Nebraska	10.8	5.1	21.4	8.5	6.9	30.1	17.2	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](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 York Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the York Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the York Labor Area occur in the Manufacturing sector employment, with 19.7 percent of non-farm wage and salary workers in the York area employed in that sector, compared to 10.8 percent for Nebraska. In the case of the Other Services sector, only 22.4 percent of non-farm wage and salary workers in the York Labor Area are employed, compared to 30.1 percent for Nebraska as a whole.

Table Four provides data showing labor cost comparisons, by county, for all wage and salary workers for the York 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 for Saline County by the number of employees.

A review of the data in Table Four Part A indicates that average annual salaries in York County (\$30,000 for all wage and salary employees for all industries) are slightly higher than for the York Labor Area as a whole and most of the other counties that make up the area but are significantly less than the state average. Average annual salaries for the York Labor Area (\$28,181) were \$4,241 (13.1 percent) less than the Nebraska average, with York County average annual salaries \$2,422 (7.5 percent) less. These data suggest, of course, there would be a positive labor supply response in York County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four Part B provides average annual wages, by county and by major industry sector, for the counties that make up the York Labor Area. As these data indicate, the highest average annual wages in the area are for wage and salary workers employed in Saline County. The average annual wage for all wage and salary workers (working) in Saline County was \$30,875 in 2005, which was \$2,694 (9.6 percent) more than the average for the York Labor Area as a whole, and \$1,547 (4.8 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Saline County indicates that the high average annual wage results from the extremely high average wage in the manufacturing sector.

**Table Four**  
**Part A**  
**Average Annual Pay and Average Weekly Wages of Wage and Salary Workers**  
**All Covered<sup>(a)</sup> Workers and All Industries, by County, and Nebraska, 2005**

County	Average Employment	Average Weekly Wages	Average Annual Wages
<b>York County</b>	<b>8,930</b>	<b>\$577</b>	<b>\$30,000</b>
Butler County	2,288	\$467	\$24,298
Clay County	2,438	\$535	\$27,841
Fillmore County	2,236	\$471	\$24,516
Hamilton County	3,048	\$514	\$26,720
Polk County	1,393	\$463	\$24,078
Saline County	6,697	\$594	\$30,875
Seward County	5,949	\$522	\$27,140
Labor Area	32,979	\$540	\$28,181
Nebraska	892,397	\$624	\$32,422

**Table Four -- Continued**  
**Part B**  
**Average Annual Pay of Wage and Salary Workers,**  
**Covered<sup>(a)</sup> Employers, by Industry Group,**  
**York Labor Area, by County, and Nebraska, 2005**

County	All Goods Producing	Manf	Other Goods-Prd	All Service Providing	Trans & Util	Trade	Financial Activities	Other Svc-Prv
<b>York County</b>	<b>\$33,914</b>	<b>\$35,499</b>	<b>\$29,888</b>	<b>\$28,746</b>	<b>-D-</b>	<b>-D-</b>	<b>\$25,135</b>	<b>\$22,996</b>
Butler County	\$26,459	\$27,305	\$23,182	\$21,480	\$24,584	\$20,079	\$27,007	\$21,444
Clay County	\$30,515	\$29,983	\$31,173	\$23,651	\$35,949	\$23,205	\$28,850	\$17,579
Fillmore County	\$29,878	\$26,520	\$31,622	\$21,762	\$31,012	\$23,071	\$34,455	\$14,566
Hamilton County	\$33,983	\$37,935	\$19,950	\$23,442	\$32,656	\$22,106	\$24,153	\$22,086
Polk County	\$28,601	\$14,596	\$29,874	\$22,856	\$33,425	\$28,165	\$23,810	\$17,830
Saline County	\$40,647	\$41,226	\$25,780	\$20,975	\$22,032	\$21,252	\$33,074	\$18,863
Seward County	\$33,158	\$39,015	\$24,315	\$22,809	\$34,873	\$20,493	\$35,731	\$20,678
<b>Nebraska</b>	<b>\$35,478</b>	<b>\$36,569</b>	<b>\$33,575</b>	<b>\$31,050</b>	<b>\$35,959</b>	<b>\$26,423</b>	<b>\$44,102</b>	<b>\$29,048</b>

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>).

<sup>(a)</sup> Includes employers that are subject to Nebraska Employment Security Laws.

-D-: Data withheld by U.S. Department of Labor.

### Commuting Patterns

Table Five provides data from the 2000 Census of Population showing commuting patterns for workers living in the York 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 York County indicate that 788, or 10.9 percent of the employed workers, commuted to other counties for employment. For all of the other counties in the York Labor Area, the percentage of commuters was greater than for York County, and in most cases substantially greater. In the case of Butler County, 1,859, or 43.2 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 Polk (41.8 percent), Seward (38.3 percent), Clay (37.5 percent), Hamilton (35.3 percent), and Saline (27.7 percent).

**Table Five**  
**Commuting Data for Workers in the York Labor Area**

**Part A**  
**Commuting Outside County**

County	Worked Outside County	
	Number	Percent
<b>York County</b>	<b>788</b>	<b>10.9</b>
Butler County	1,859	43.2
Clay County	1,246	37.5
Fillmore County	736	23.2
Hamilton County	1,665	35.3
Polk County	1,151	41.8
Saline County	1,933	27.7
Seward County	3,288	38.3

**Table Five -- Continued**  
**Commuting Data for Workers in the York Labor Area, 2000**

**Part B**  
**Commuting Times of Workers**

County	Less Than <u>10 Minutes</u>		10 - 19 <u>Minutes</u>		20 - 29 <u>Minutes</u>		30 - 44 <u>Minutes</u>		45 + <u>Minutes</u>	
	Number	%	Number	%	Number	%	Number	%	Number	%
<b>York County</b>	<b>3,322</b>	<b>48.9</b>	<b>2,120</b>	<b>31.2</b>	<b>632</b>	<b>9.3</b>	<b>414</b>	<b>6.1</b>	<b>299</b>	<b>4.4</b>
Butler County	1,154	29.3	896	22.8	734	18.7	566	14.4	585	14.9
Clay County	1,080	35.2	647	21.1	553	18.0	519	16.9	269	8.8
Fillmore County	1,332	46.5	685	23.9	349	12.2	324	11.3	175	6.1
Hamilton County	1,692	38.7	1,096	25.1	652	14.9	684	15.6	249	5.7
Polk County	844	33.5	695	27.6	391	15.5	385	15.3	207	8.2
Saline County	2,598	39.5	1,617	24.6	677	10.3	873	13.3	813	12.4
Seward County	2,781	34.2	1,732	21.3	1,137	14.0	1,761	21.7	716	8.8
<b>Labor Area</b>	<b>14,803</b>	<b>38.7</b>	<b>9,488</b>	<b>24.8</b>	<b>5,125</b>	<b>13.4</b>	<b>5,526</b>	<b>14.4</b>	<b>3,313</b>	<b>8.7</b>
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 York Labor Area as a whole, there were 8,839 workers in 2000, or 23.1 percent of residents employed outside of their home, which traveled 30 minutes or more commuting to their place of employment. In the case of Seward County, 30.5 percent traveled 30 minutes or more to their place of employment, while for Butler County the workers traveling 30 minutes or more accounted for 29.3 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 York Labor Area, by county, and for Nebraska for the 1950 - 2005 period. As these data indicate, the population of the York Labor Area was 82,419 in 2000. The York Labor Area population declined by 6.5 percent from 1950 to 2000 and by 0.3 percent from 2000 to 2005. Population in York County totaled 14,598 in 2000 and had grown by 1.8 percent from 1950 to 2000. During the latest Census decade, the York County population increased by 1.2 percent, compared to the increase for the York Labor Area as a whole of 3.1 percent, and to the State rate of growth of 8.4 percent.

**Table Six**  
**Population in the York Labor Area, by County, and Nebraska**  
**Selected Years, 1950-2005**

COUNTY	1950	1960	1970	1980	1990	2000	2005	% Chg.	
								1950-2000	2000-05
Nebraska	1,325,510	1,411,330	1,485,333	1,569,825	1,578,417	1,711,263	1,758,787	29.1	2.8
<b>York County</b>	<b>14,346</b>	<b>13,724</b>	<b>13,685</b>	<b>14,798</b>	<b>14,428</b>	<b>14,598</b>	<b>14,397</b>	<b>1.8</b>	<b>-1.4</b>
Butler County	11,432	10,312	9,461	9,330	8,601	8,767	8,720	-23.3	-0.5
Clay County	8,700	8,717	8,266	8,106	7,123	7,039	6,733	-19.1	-4.3
Fillmore County	9,610	9,425	8,137	7,920	7,103	6,634	6,385	-31.0	-3.8
Hamilton County	8,778	8,714	8,867	9,301	8,862	9,403	9,568	7.1	1.8
Polk County	8,044	7,210	6,468	6,320	5,675	5,639	5,421	-29.9	-3.9
Saline County	14,046	12,542	12,809	13,131	12,715	13,843	14,195	-1.4	2.5
Seward County	13,155	13,581	14,460	15,789	15,450	16,496	16,739	25.4	1.5
<b>Labor Area</b>	<b>88,111</b>	<b>84,225</b>	<b>82,153</b>	<b>84,695</b>	<b>79,957</b>	<b>82,419</b>	<b>82,158</b>	<b>-6.5</b>	<b>-0.3</b>

Source: U.S. Bureau of the Census, *Census of Population, 1950-2000* and Annual Population Estimates, 2005.

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 York Labor Area. In 2005, there were 7,086 people in York County between the ages of 25 and 64, which represented 49.2 percent of the total population, compared to 48.7 percent of the population for the York Labor Area as a whole and 51.3 percent of the Nebraska population in this age range.

**Table Seven**  
**Age Characteristics of the Population, York Labor Area,**  
**by County, and Nebraska, 2005**

COUNTY	0 - 14		15 - 24		25 - 44		45 - 64		65 - Older		Median Age
	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	
<b>York County</b>	<b>2,609</b>	<b>18.1</b>	<b>2,173</b>	<b>15.1</b>	<b>3,251</b>	<b>22.6</b>	<b>3,835</b>	<b>26.6</b>	<b>2,529</b>	<b>17.6</b>	<b>41.1</b>
Butler County	1,663	19.1	1,154	13.2	2,040	23.4	2,334	26.8	1,529	17.5	41.5
Clay County	1,224	18.2	950	14.1	1,383	20.5	1,918	28.5	1,258	18.7	43.2
Fillmore County	1,141	17.9	854	13.4	1,282	20.1	1,748	27.4	1,360	21.3	44.1
Hamilton County	1,955	20.4	1,289	13.5	2,262	23.6	2,624	27.4	1,438	15.0	40.1
Polk County	1,025	18.9	644	11.9	1,173	21.6	1,469	27.1	1,110	20.5	43.2
Saline County	2,721	19.2	2,496	17.6	3,509	24.7	3,285	23.1	2,184	15.4	36.2
Seward County	2,920	17.4	3,447	20.6	3,747	22.4	4,124	24.6	2,501	14.9	36.7
<b>Labor Area</b>	<b>15,258</b>	<b>18.6</b>	<b>13,007</b>	<b>15.8</b>	<b>18,647</b>	<b>22.7</b>	<b>21,337</b>	<b>26.0</b>	<b>13,909</b>	<b>16.9</b>	<b>39.8</b>
Nebraska	355,732	20.2	266,513	15.2	473,399	26.9	429,593	24.4	233,550	13.3	36.2

<sup>(a)</sup> Percent of total population for each respective area.

Source: U.S. Bureau of the Census, *Population Estimates, by Age, 2005*.

Table Eight provides information showing population, the natural increase (births minus deaths) and net migration for the 1990-2000 period for Nebraska, for York County, and for the York Labor Area. As these data show, the York Labor Area as a whole had a small rate of net in-migration during the Census decade of the 1990s, while York, Clay, and Fillmore counties experienced net out-migration. As indicated in the table, net in-migration for the York Labor Area as a whole accounted for population growth of 2,412 people during the decade, contributing to a population increase equal to only 3 percent of the 1990 population. In the case of York County, net out-migration during the 1990s totaled 114 people, or 0.8 percent of the 1990 population.

**Table Eight**  
**Population, Births, Deaths and Migration, York Labor Area,**  
**by County, 1990-2000**

County	Population		1990 - 1999			Net Migration, 1990 - 2000	
	1990	2000	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
York County	14,428	14,598	1,807	1,523	284	-114	-0.79
Butler County	8,601	8,767	1,060	1,085	-25	191	2.22
Clay County	7,123	7,039	859	873	-14	-70	-0.98
Fillmore County	7,103	6,634	789	969	-180	-289	-4.07
Hamilton County	8,862	9,403	1,175	960	215	326	3.68
Polk County	5,668	5,639	653	799	-146	117	2.06
Saline County	12,715	13,843	1,476	1,702	-226	1,354	10.65
Seward County	15,450	16,496	1,748	1,599	149	897	5.81
Labor Area	79,950	82,419	9,567	9,510	57	2,412	3.02
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 2000-2005 period. As these data show, the York Labor Area experienced a slight net out-migration during this more recent five-year period. As indicated in the table, out-migration for the York Labor Area as a whole accounted for population decline of 732 during the 2000-2005 period, contributing to a population decrease equal to 0.9 percent of the 2000 population. In the case of York County, net out-migration during this five-year period was 391, or 2.7 percent of the 2000 population.

It is interesting to compare the estimated slight declines in population from 2000 to 2005 (0.3 percent for the labor area and 1.4 percent for York County) shown in Tables Six and Nine with the estimated strong growth in area and county labor forces from 2001 to 2005 (4.1 for the labor area and 12.1 for York County) shown in Table 1. Likely explanations for these seemingly contradictory changes include increases in labor force participation rates and errors in the estimation of area and county populations or labor forces. While the relative importance of possible changes in participation rates and estimation errors is unknown, the substantial increase in non-farm employment from 2001 to 2005 (4.9 percent for the labor area and 12.1 percent for York County) shown in Table 1 clearly indicates rapid expansion of employment within the area economy over this period.

**Table Nine**  
**Population, Births, Deaths and Migration, York Labor area,**  
**by County, 2000-2005**

County	Population		2000-2005			Net Migration, 2000-2005*	
	2000	2005	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
York County	14,598	14,397	927	737	190	-391	-2.70
Butler County	8,767	8,720	549	530	19	-66	-0.80
Clay County	7,039	6,733	399	411	-12	-294	-4.20
Fillmore County	6,634	6,385	384	480	-96	-153	-2.30
Hamilton County	9,403	9,568	603	464	139	26	0.30
Polk County	5,639	5,421	361	358	3	-221	-3.90
Saline County	13,843	14,195	926	850	76	276	2.00
Seward County	16,496	16,739	996	844	152	91	0.60
Labor Area	82,419	82,158	5,145	4,674	471	-732	-0.90
Nebraska	1,711,263	1,758,787	132,394	80,290	52,104	-4,580	-0.30

\* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.  
Source: U.S. Bureau of the Census, *Population Estimates, 2005, and Components of Population Change, 2000-2005*.

### **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 York Labor Area and in York 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 York 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 York Labor Area, and 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 York Labor Area and York 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 York 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 substantial pool of applicants.

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

Kenneth M. Lemke, Ph.D.  
Economist  
Nebraska Public Power District  
P.O. Box 499  
Columbus, Nebraska 68602-0499  
(402) 563-5535 or (800) 282-6773, Ext. 5535  
E-Mail: [kmlenke@nppd.com](mailto:kmlenke@nppd.com)