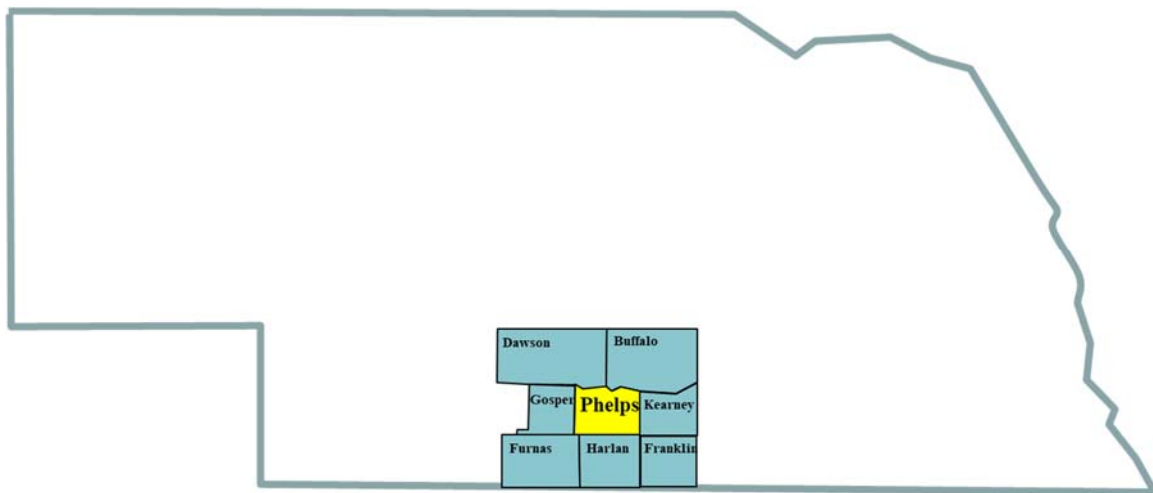


# Labor Supply Factors and Labor Availability for the Phelps County Labor Area



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# Labor Supply Factors and Labor Availability for the Phelps 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 the Phelps 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 Phelps County Labor Area. Some of the pertinent findings of the report include:

- Population in the Phelps County Labor Area (Phelps County plus the seven contiguous counties) totaled 102,272 people in 2017, with the Phelps County population totaling 9,060. Population in Phelps County declined by 1.4 percent during the period 2010–2017, compared to a population increase of 2.5 percent for the eight-county Phelps County Labor Area as a whole.
- The Phelps County Labor Area labor force totaled 55,479 in 2017, with 54,074 local residents employed in jobs either within or outside the area. A total of 49,441 persons were employed in nonfarm wage and salary jobs<sup>1</sup> within the area.
- In 2015, 873 primary jobs (33.9 percent) held by Holdrege residents and 1,524 primary jobs (37.6 percent) held by Phelps County residents were located outside the County; a large number of residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Phelps County Labor Area were \$6,564 less than the Nebraska average. Within the labor area, Phelps, Nebraska County had the highest average wage, \$40,931 or \$3,920 lower than the Nebraska average. In Phelps County, average annual salaries were \$3,920 less than the state average.

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

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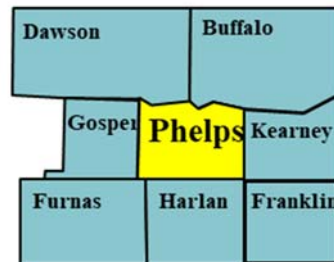
<sup>1</sup> Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of wage and salary civilian employment. Self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal) worker categories are not included.

## Labor Supply Factors and Labor Availability for the Phelps County Labor Area

This report presents selected labor-related and demographic data that provide insights into the labor supply situation in Phelps County and the surrounding area. Selected data are also provided for Holdrege, the largest city in Phelps County.

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

**Figure One**  
**Phelps 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 Phelps 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 Phelps County Labor Area and for Phelps County for selected years from 2012 to 2017. Data in Table One (Part A and Part B, next page) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, unemployment rate, and nonfarm wage and salary employment data for the entire Phelps County 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 2.5 percent between 2012 and 2017 and total employment declining by 1.6 percent during the same period.

**Table One**  
**Labor Force and Employment, Phelps County Labor Area<sup>(a)</sup>, 2012–2017**  
**Part A**

<b>Labor Force and Employment</b>							
<b>Phelps County Labor Area<sup>(a)</sup>, 2012–2017</b>							
<b>(Place of Residence)</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>% Chg. 2012–2017</b>
<b>Labor Force<sup>(b)</sup></b>	<b>56,923</b>	<b>57,075</b>	<b>56,905</b>	<b>56,080</b>	<b>55,785</b>	<b>55,479</b>	<b>-2.5</b>
Employment	54,926	55,170	55,250	54,628	54,313	54,074	-1.6
Unemployment (#)	1,997	1,905	1,655	1,452	1,472	1,405	-29.6
Unemployment Rate (%)	3.5	3.3	2.9	2.6	2.6	2.5	(N/A)
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>48,266</b>	<b>48,789</b>	<b>49,477</b>	<b>49,387</b>	<b>49,485</b>	<b>49,441</b>	<b>2.4</b>

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

**Table One — Continued**  
**Part B**  
**Labor Force and Employment by Industry**  
**Phelps County, N, 2012–2017E**

<b>(Place of Residence)</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>% Chg. 2012–2017</b>
<b>Labor Force<sup>(b)</sup></b>	<b>5,049</b>	<b>5,093</b>	<b>5,050</b>	<b>4,992</b>	<b>4,921</b>	<b>4,908</b>	<b>-2.8</b>
Employment	4,897	4,942	4,919	4,873	4,797	4,793	-2.1
Unemployment (#)	152	151	131	119	124	115	-24.3
Unemployment Rate (%)	3.0	3.0	2.6	2.4	2.5	2.3	(N/A)
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>4,599</b>	<b>4,691</b>	<b>4,770</b>	<b>4,753</b>	<b>4,734</b>	<b>4,753</b>	<b>3.3</b>
Goods Producing	1,322	1,345	1,397	1,384	1,349	1,393	5.4
Manufacturing	847*	N/A	N/A	N/A	N/A	776*	-8.4
Natural Resources	302	320	347	360	389	389	28.8
Construction	173*	N/A	N/A	N/A	N/A	228*	31.8
Service Providing	2,529	2,572	2,594	2,586	2,605	2,586	2.3
Trans., Warehousing & Utilities	949	976	983	980	968	916	-3.5
Information	41	40	40	39	34	33	-19.5
Financial Activities	204	194	183	164	165	172	-15.7
Professional & Business Services	142	139	146	164	193	252	77.5
Education & Health Services	764	803	815	802	787	745	-2.5
Leisure and Hospitality	344	354	358	370	383	384	11.6
Other Services, except Public	86	67	70	67	75	84	-2.3
Total Government	748	774	779	783	780	774	3.5
Federal Government	42	53	57	58	57	57	35.7
State Government	37	41	42	42	42	41	10.8
Local Government	669	681	680	683	681	676	1.0

(a) The Phelps County Labor Area includes Phelps County and the contiguous, Nebraska counties (Buffalo, Dawson, Franklin, Furnas, Gosper, Harlan, and Kearney).

(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.

N/A Not Available.

\* Estimated values provided by Ken Lemke, Nebraska Public Power District.

Source: U.S. Bureau of Labor Statistics, [www.bls.gov/cew/](http://www.bls.gov/cew/).

The second employment measure presented for the Phelps County Labor Area, nonfarm wage and salary employment increased from 48,266 in 2012 to 49,441 in 2017, 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 Phelps County (Table One, Part B) indicate that the total labor force in the county declined by 2.8 percent between 2012 and 2017, with total employment (of people residing in Phelps County, irrespective of their county of employment) declining by 2.1 percent during this period. It is also of interest to note that unemployment decreased by 24.3 percent, from 152 in 2012 to 115 in 2017.

As previously noted, the second employment measure presented for Phelps 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 Phelps County grew by 3.3 percent between 2012 and 2017. Data presented in Table One, Part B show that the fastest growing employment sector in Phelps County during the 2012–2017 review period was the Professional and Business Services sector, recording a 77.5 percent increase between 2012 and 2017. Other private economic sectors experiencing significant growth in employment between 2012 and 2017 include Construction (31.8 percent), Natural Resources (28.8 percent), and Leisure and Hospitality (11.6 percent). In the case of the Total Government sector, employment in the Federal Government sector employment grew by 35.7 percent, State Government sector employment grew by 10.8 percent, and Local Government sector employment grew by 1.0 percent.

A review of the employment data reported for the Phelps County Labor Area (Table Two) indicates differences between the nonfarm wage and salary employment reported in each of the counties and the total employment of persons living in these respective areas. In the case of the entire Phelps County Labor Area, nonfarm wage and salary employment was reported to be 49,441 in 2017, which was significantly less (4,633) than the reported total employment of persons living within the eight-county Phelps County Labor Area.

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

County	Labor Force 2017 <sup>(a)</sup>	Total Employment 2017 <sup>(a)</sup>	Nonfarm Wage & Salary Employment 2017 <sup>(b)</sup>	Total Employment Minus NF W&S Employment	Agricultural Employment 2017 <sup>(b)</sup>
<b>Phelps</b>	<b>4,908</b>	<b>4,793</b>	<b>4,753</b>	<b>40</b>	<b>610</b>
Buffalo	27,050	26,392	27,033	-641	1,149
Dawson	12,855	12,488	11,417	1,071	1,044
Franklin	1,476	1,431	739	692	379
Furnas	2,662	2,597	2,054	543	453
Gosper	1,037	1,010	373	637	272
Harlan	1,751	1,706	852	854	398
Kearney	3,740	3,657	2,220	1,437	446
<b>Labor Area</b>	<b>55,479</b>	<b>54,074</b>	<b>49,441</b>	<b>4,633</b>	<b>4,751</b>

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

<sup>(b)</sup> 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.

Sources: Labor Data - U.S. Bureau of Labor Statistics, [www.bls.gov/lau/#data](http://www.bls.gov/lau/#data).

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data, [www.bea.gov/regional/reis/](http://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, 4,751 people in the Phelps County Labor Area were employed in agriculture in 2017. It is important to note, that for Nebraska as a whole, approximately 56.6 percent of principal farm operators reported at least some off-farm employment and approximately 37.9 percent reported they worked more than 200 days off the farm.

The number of nonfarm wage and salary workers in the Phelps 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,**  
**Phelps County Labor Area by County, 2017**

County	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation, & utilities	Education & Health Services	Financial Activities	All Other Services	Government
<b>Phelps</b>	<b>389</b>	<b>228</b>	<b>776</b>	<b>916</b>	<b>745</b>	<b>172</b>	<b>752</b>	<b>775</b>
Buffalo	578	1,263	3,278	5,608	4,255	884	7,143	4,024
Dawson	451	317	3,713	1,951	696	297	1,731	2,261
Franklin	80	6	0	137	66	40	84	326
Furnas	241	70	122	369	304	68	359	521
Gosper	37	21	8	61	0	50	27	169
Harlan	64	25	14	152	99	57	142	299
Kearney	176	97	349	318	376	74	318	512
<b>Labor Area</b>	<b>2,016</b>	<b>2,027</b>	<b>8,260</b>	<b>9,512</b>	<b>6,541</b>	<b>1,642</b>	<b>10,556</b>	<b>8,887</b>
<b>Nebraska</b>	<b>15,477</b>	<b>51,192</b>	<b>98,080</b>	<b>190,958</b>	<b>136,945</b>	<b>66,230</b>	<b>252,582</b>	<b>161,274</b>

**Percent of Total Nonfarm Wage & Salary Employment**

	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation, & Utilities	Education & Health Services	Financial Activities	All Other Services	Government
<b>Labor Area</b>	<b>4.1</b>	<b>4.1</b>	<b>16.7</b>	<b>19.2</b>	<b>13.2</b>	<b>3.3</b>	<b>21.4</b>	<b>18.0</b>
<b>Nebraska</b>	<b>1.6</b>	<b>5.3</b>	<b>10.1</b>	<b>19.6</b>	<b>14.1</b>	<b>6.8</b>	<b>26.0</b>	<b>16.6</b>

\* Values are estimates by Dr. Ken Lemke, Nebraska Public Power District.

Source: U.S. Bureau of Labor Statistics, [www.bls.gov/cew/](http://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 Phelps County Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Phelps County Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Phelps County Labor Area occur in the Manufacturing sector employment, with 16.7 percent of nonfarm wage and

salary workers in the Phelps County Labor Area employed in that sector, compared to 10.1 percent for Nebraska. Conversely, only 21.4 percent of nonfarm wage and salary workers in the Phelps County Labor Area are employed in the All Other Services sector, compared to 26 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 Phelps County Labor Area. It is important to remember that the wage and salary employment is reported by county of employment and does not provide an indication of the average weekly and annual wage for residents of the respective counties. Obviously, labor cost is an important consideration in any analysis of the labor availability in an area. Pay data for workers covered by unemployment insurance laws in Nebraska are the source of the labor cost information. Average annual pay is calculated by dividing the total payroll for wage and salary workers by the average annual number of employees.

A review of the data in Table Four, Part A indicates that average annual salaries in Phelps County (\$40,931 for all wage and salary employees for all private industries) are higher than for the Phelps County Labor Area as a whole and all of the other counties that make up the area. Phelps County average annual salaries are \$3,920 (8.7 percent) less than the state average. Average annual salaries for the Phelps County Labor Area (\$38,287) were \$6,564 (14.6 percent) less than the Nebraska average.

**Table Four**  
**Average Pay by Industry Groups, Phelps County Labor Area & Nebraska, 2017**

**Part A**  
**Average Annual Pay and Average Weekly Wages by Industry Groups**  
**All Covered<sup>(a)</sup> Wage and Salary Workers, All Industries**

County	Average Employment	Average Weekly Wages	Average Annual Wages
<b>Phelps</b>	<b>4,753</b>	<b>\$787</b>	<b>\$40,931</b>
Buffalo	27,033	\$751	\$39,026
Dawson	11,417	\$723	\$37,610
Franklin	739	\$601	\$31,227
Furnas	2,054	\$665	\$34,565
Gosper	373	\$670	\$34,827
Harlan	852	\$588	\$30,591
Kearney	2,220	\$701	\$36,462
<b>Labor Area</b>	<b>49,441</b>	<b>\$734</b>	<b>\$38,287</b>
<b>Nebraska</b>	<b>972,738</b>	<b>\$863</b>	<b>\$44,851</b>

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



**Table Four — Continued**

**Part B  
Average Annual Pay All Covered<sup>(a)</sup> Wage and Salary Workers  
By Selected Industry Groups**

<b>County</b>	<b>Goods-Producing</b>	<b>Manufacturing</b>	<b>Construction</b>	<b>Service-Providing</b>	<b>Trade, Transportation, &amp; Utilities</b>	<b>Financial Activities</b>	<b>Professional &amp; Business Services</b>	<b>Leisure &amp; Hospitality</b>
<b>Phelps</b>	<b>\$49,946</b>	<b>N/A</b>	<b>N/A</b>	<b>\$36,145</b>	<b>\$41,434</b>	<b>\$55,583</b>	<b>\$44,568</b>	<b>\$11,563</b>
Buffalo	\$48,486	\$52,391	\$44,087	\$35,092	\$33,033	\$50,283	\$40,884	\$15,800
Dawson	\$40,600	\$40,590	\$37,566	\$31,962	\$35,300	\$47,355	\$40,621	\$12,898
Franklin	\$34,499	N/A	N/A	\$30,511	\$34,019	\$42,856	\$44,017	\$10,236
Furnas	\$38,305	\$43,238	\$41,386	\$34,256	\$30,477	\$42,374	\$51,405	\$8,395
Gosper	\$39,828	N/A	N/A	\$39,715	\$33,526	\$58,551	N/A	N/A
Harlan	\$34,042	\$28,880	\$29,836	\$25,437	\$26,989	\$52,094	\$22,093	\$11,910
Kearney	\$43,140	\$45,165	\$31,191	\$33,108	\$44,117	\$47,256	\$38,356	\$13,991
<b>Nebraska</b>	<b>\$48,638</b>	<b>\$49,566</b>	<b>\$49,612</b>	<b>\$43,314</b>	<b>\$38,504</b>	<b>\$63,487</b>	<b>\$59,204</b>	<b>\$16,257</b>

N/A - Not Available.

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

Source: U.S. Bureau of Labor Statistics, [www.bls.gov/cew/](http://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 Phelps County Labor Area. As the data in Table Four, Part A indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Phelps, Nebraska County. The average annual wage for all wage and salary workers (working) in Phelps, Nebraska County was \$40,931 in 2017 which was \$2,644 (6.9 percent) higher than the average for the Phelps County Labor Area as a whole, and \$3,920 (8.7 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Phelps, Nebraska County indicates that the high average annual wage results from the high average wages in the Goods-Producing industries.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Nebraska. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively. Additional estimates of wages by occupation for the Holdrege Zip Code Tabulation Area<sup>2</sup> and Phelps County are provided in Appendix A of this report.

<sup>2</sup> A Zip Code Tabulation Area is a geographic location similar to but not necessarily the same as a postal zip code area. In rural areas both Zip Code Tabulation Areas and postal zip code areas often extend beyond the corporate limits of an incorporated area.

**Table Five**  
**Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations**  
**Central Region, Nebraska, 3<sup>rd</sup> Quarter, 2018**

<b>Occupation</b>	<b>Average (\$/hour)</b>	<b>Entry Level (\$/hour)</b>	<b>Experienced (\$/hour)</b>
Education, Training, and Library Occupations	23.10	12.10	28.59
Healthcare Practitioners and Technical Occupations	37.08	18.59	46.32
Registered Nurses	29.76	23.98	32.66
Protective Service Occupations	18.73	10.98	22.60
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	28.72	16.86	34.66
Construction and Extraction Occupations	19.14	13.19	22.11
Installation, Maintenance, and Repair Occupations	20.79	13.51	24.41
Production Occupations	18.71	12.97	21.57
First-Line Supervisors of Production and Operating Workers	28.77	19.02	33.65
Structural Metal Fabricators and Fitters	16.24	13.52	17.60
Welders, Cutters, Solderers, and Brazers	19.31	15.72	21.11
Inspectors, Testers, Sorters, Samplers, and Weighers	19.28	14.84	21.50
Transportation and Material Moving Occupations	18.45	10.87	22.23
Heavy and Tractor-Trailer Truck Drivers	19.06	11.08	23.04
Laborers and Freight, Stock, and Material Movers, Hand	16.52	11.48	19.03

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

## Commuting Patterns

Table Six provides data from the 2015 U.S. Census, Longitudinal Employer-Household Dynamics Program showing commuting patterns for workers living in the Phelps County Labor Area. Data in Table Six indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Phelps County indicate that 1,524, or 37.6 percent of the employed workers, commuted to other counties for employment. For five of the other counties in the Phelps County Labor Area, the percentage of commuters was greater than for Phelps County, and in most cases substantially greater. In the case of Gosper County, 605, or 75.3 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 Harlan (70.0 percent), Franklin (64.7 percent), Kearney (63.8 percent), and Furnas with 48.0 percent of employed workers commuting out of their county of residence for employment.

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

County	County Residents	
	Number	Percent
<b>Phelps</b>	<b>1,524</b>	<b>37.6%</b>
Buffalo	6,165	28.6%
Dawson	3,108	28.3%
Franklin	795	64.7%
Furnas	853	48.0%
Gosper	605	75.3%
Harlan	852	70.0%
Kearney	1,884	63.8%

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

Table Seven provides further detail illustrating the willingness of workers in Holdrege and Phelps County to travel for employment. In 2015, residents of Phelps County worked at a total of 4,055 jobs; a resident could work at more than one job. Of these 4,055 jobs, the largest number, 2,531 or 62.4 percent, were in Phelps County, while 369 or 9.1 percent were in Buffalo County. Other counties with high numbers of workers from Phelps County were Dawson (156 jobs), Lancaster (109 jobs), and Hall (104 jobs).

Also, in 2015, residents of Holdrege worked at a total of 2,572 jobs with the largest number, 1,699 or 66.1 percent located in Phelps County. Other counties with workers from Holdrege include Buffalo (196 jobs), Hall (69 jobs), Dawson (64 jobs), and Lancaster (60 jobs).

**Table Seven**  
**Commuting Patterns, Phelps County Labor Area**  
**Location of Jobs Held by Holdrege and Phelps County Residents, 2015**

County Where Jobs are Located	Primary Jobs Held by Holdrege Residents	% Holdrege Residents' Primary Jobs	Primary Jobs Held by Phelps County Residents	% Phelps County Residents' Primary Jobs
<b>Phelps</b>	<b>1,699</b>	<b>66.1%</b>	<b>2,531</b>	<b>62.4%</b>
Buffalo	196	7.6%	369	9.1%
Dawson	64	2.5%	156	3.8%
Lancaster	60	2.3%	109	2.7%
Hall	69	2.7%	104	2.6%
All Other Locations	484	18.8%	786	19.4%
<b>Total Resident Jobs</b>	<b>2,572</b>	<b>100.0%</b>	<b>4,055</b>	<b>100.0%</b>

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

Table Eight provides data showing the willingness of workers in other counties to commute to Holdrege and Phelps County for employment. In 2015, 1,016 or 38.3 percent of the 2,654 primary jobs in Holdrege were held by residents of other counties. Buffalo County was home to the greatest number of workers commuting into Holdrege from outside Phelps County, 153 or 5.8 percent. Other counties with large numbers of workers commuting into Holdrege for their primary jobs included Harlan, 133 or 5.0 percent; Kearney, 112 or 4.2 percent; Dawson, 92 or 3.5 percent; Furnas, 57 or 2.1 percent; and Franklin, 45 or 1.7 percent.

Data in Table Eight indicate 1,951 (43.5 percent) of the 4,482 primary jobs in Phelps County were held by workers commuting from other counties. In 2015, Buffalo County was home to the greatest number of workers commuting into Phelps for primary jobs, 279 or 6.2 percent. Other counties with large numbers of workers commuting into Phelps County for their primary jobs included, Harlan, 227 or 5.1 percent; Dawson, 210 or 4.7 percent; Kearney, 185 or 4.1 percent; Furnas, 105 or 2.3 percent; and Franklin, 75 or 1.7 percent.

**Table Eight**  
**Commuting Patterns, Phelps County Labor Area,**  
**Sources of Holdrege and Phelps County Workers, 2015**

County Where Workers Live	Primary Jobs in Holdrege	% Primary Jobs in Holdrege	Primary Jobs in Phelps County	% Primary Jobs in Phelps County
<b>Phelps</b>	<b>1,638</b>	<b>61.7%</b>	<b>2,531</b>	<b>56.5%</b>
Buffalo	153	5.8%	279	6.2%
Harlan	133	5.0%	227	5.1%
Dawson	92	3.5%	210	4.7%
Kearney	112	4.2%	185	4.1%
Furnas	57	2.1%	105	2.3%
Franklin	45	1.7%	75	1.7%
All Other Locations	424	16.0%	870	19.4%
<b>Total Primary Jobs</b>	<b>2,654</b>	<b>100.0%</b>	<b>4,482</b>	<b>100.0%</b>

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

Table Nine provides data for Phelps County showing the number of primary jobs (Workforce) located in the county and the number of primary jobs held by county residents (Labor Force Employment) by industry in 2015. When the Workforce for an industry exceeds the Labor Force (positive values in the last column of Table Nine), the difference between these values represents the net number of jobs in Phelps 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 Phelps County by county residents.

As data in Table Nine indicate, residents of Phelps County were employed in 4,055 primary jobs in 2015, but there were 4,482 primary jobs within the area. This indicates workers from counties outside the study area commuted to at least 427 primary jobs within the study area. It is important to note this is an estimate of net in-commuting and most certainly understates the actual number of primary jobs within the area held by residents from outside the study area.

**Table Nine**  
**Primary Jobs, Phelps County, 2015,**  
**Resident Labor Force and Employers Workforce**

<b>Industry</b>	<b>Labor Force Employment (Employment of Area Residents)</b>	<b>Workforce (Area Jobs)</b>	<b>Net Number of Jobs Held by Workers Commuting Into Phelps County<sup>(a)</sup></b>
Agriculture, Forestry, Fishing and Hunting	236	336	100
Mining, Quarrying, and Oil and Gas Extraction	8	9	1
Utilities	26	37	11
Construction	219	225	6
Manufacturing	513	783	270
Wholesale Trade	307	458	151
Retail Trade	420	386	-34
Transportation and Warehousing	106	140	34
Information	59	41	-18
Finance and Insurance	152	153	1
Real Estate and Rental and Leasing	17	8	-9
Professional, Scientific, and Technical Services	107	111	4
Administration & Support, Waste Management and Remediation	57	21	-36
Management of Companies and Enterprises	47	16	-31
Educational Services	413	390	-23
Health Care and Social Assistance	711	728	17
Arts, Entertainment, and Recreation	71	74	3
Accommodation and Food Services	254	208	-46
Other Services (excluding Public Administration)	73	60	-13
Public Administration	259	298	39
<b>Total</b>	<b>4,055</b>	<b>4,482</b>	<b>427</b>

<sup>(a)</sup> A negative value indicates the net number of primary jobs outside of the area held by Phelps County Labor Area residents.

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

## Population Trends

The data provided in Table Ten show population trends for the Phelps County Labor Area, by county, and for Nebraska for the period 1960-2017. As these data indicate, the population of the Phelps County Labor Area was 99,756 in 2010. The Phelps County Labor Area population grew by 20.5 percent from 1960 to 2010 and grew 2.5 percent from 2010 to 2017. Population in Phelps County totaled 9,188 in 2010 and had declined by 6.2 percent from 1960 to 2010. During the latest Census decade from 2010 to 2017, the Phelps County population decreased by 1.4 percent, compared to the increase for the Phelps County Labor Area of 2.5 percent, and to the statewide growth of 5.1 percent.

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

County	1960	1970	1980	1990	2000	2010	2017	% Chg. 1960–2010	% Chg. 2010–2017
<b>Phelps</b>	<b>9,800</b>	<b>9,553</b>	<b>9,769</b>	<b>9,715</b>	<b>9,747</b>	<b>9,188</b>	<b>9,060</b>	<b>-6.2</b>	<b>-1.4</b>
Buffalo	26,236	31,222	34,797	37,447	42,259	46,102	49,732	75.7	7.9
Dawson	19,405	19,467	22,304	19,940	24,365	24,326	23,709	25.4	-2.5
Franklin	5,449	4,566	4,377	3,938	3,574	3,225	2,990	-40.8	-7.3
Furnas	7,711	6,897	6,486	5,553	5,324	4,959	4,780	-35.7	-3.6
Gosper	2,489	2,178	2,140	1,928	2,143	2,044	2,028	-17.9	-0.8
Harlan	5,081	4,357	4,292	3,810	3,786	3,423	3,443	-32.6	0.6
Kearney	6,580	6,707	7,053	6,629	6,882	6,489	6,530	-1.4	0.6
<b>Labor Area</b>	<b>82,751</b>	<b>84,947</b>	<b>91,218</b>	<b>88,960</b>	<b>98,080</b>	<b>99,756</b>	<b>102,272</b>	<b>20.5</b>	<b>2.5</b>
<b>Nebraska</b>	<b>1,411,330</b>	<b>1,483,493</b>	<b>1,569,825</b>	<b>1,578,385</b>	<b>1,711,230</b>	<b>1,826,341</b>	<b>1,920,076</b>	<b>29.4</b>	<b>5.1</b>

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

Table Eleven shows the age distribution of the resident population. Obviously, the age distribution of the population is important when evaluating the potential labor supply in an area. A key variable is the number of people in the working age populations of the counties making up the Phelps County Labor Area. In 2017, there were 4,346 people in Phelps County between the ages of 25 and 64, which represented 48.0 percent of the total population, compared to 47.5 percent of the population for the Phelps County Labor Area and 49.9 percent of the Nebraska population in this age range.

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

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Age
<b>Phelps</b>	<b>1,771</b>	<b>19.5</b>	<b>1,097</b>	<b>12.1</b>	<b>1,977</b>	<b>21.8</b>	<b>2,369</b>	<b>26.1</b>	<b>1,846</b>	<b>20.4</b>	<b>41.5</b>
Buffalo	9,790	19.7	9,471	19.0	12,668	25.5	10,820	21.8	6,983	14.0	33.1
Dawson	5,387	22.7	3,103	13.1	5,778	24.4	5,576	23.5	3,865	16.3	36.2
Franklin	483	16.2	278	9.3	568	19.0	847	28.3	814	27.2	50.6
Furnas	826	17.3	576	12.1	918	19.2	1,298	27.2	1,162	24.3	46.5
Gosper	363	17.9	213	10.5	389	19.2	593	29.2	470	23.2	46.8
Harlan	600	17.4	365	10.6	591	17.2	1,001	29.1	886	25.7	49.2
Kearney	1,348	20.6	698	10.7	1,455	22.3	1,762	27.0	1,267	19.4	41.4
<b>Labor Area</b>	<b>20,568</b>	<b>20.1</b>	<b>15,801</b>	<b>15.4</b>	<b>24,344</b>	<b>23.8</b>	<b>24,266</b>	<b>23.7</b>	<b>17,293</b>	<b>16.9</b>	<b>37.0</b>
<b>Nebraska</b>	<b>398,315</b>	<b>20.7</b>	<b>268,436</b>	<b>14.0</b>	<b>490,188</b>	<b>25.5</b>	<b>467,764</b>	<b>24.4</b>	<b>295,373</b>	<b>15.4</b>	<b>36.4</b>

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

Source: U.S. Bureau of the Census, *Population Estimates* 2018.



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 Phelps County, the Phelps County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Phelps County population decreased by 7.0 percent during the seventeen-year period while the Hispanic population increased by 134.1 percent and the Not-White Alone and Non-Hispanic population increased by 76.5 percent. Over the same period, Phelps County Labor Area population increased 4.3 percent while the while the Hispanic population increased by 61.4 percent and the Not-White Alone and Non-Hispanic population increased by 174.1 percent. Statewide, population increased by 12.2 percent from 2000 to 2017, while the Hispanic population increased by 123.4 percent and the Not-White Alone and Non-Hispanic population increased by 60.5 percent.

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

Category	2000		2017		Change 2000-2017	
	#	%	#	%	#	%
---Phelps County---						
<b>Total Population</b>	<b>9,746</b>	<b>100.0</b>	<b>9,060</b>	<b>100.0</b>	<b>-686</b>	<b>-7.0</b>
Hispanic origin	220	2.3	515	5.7	295	134.1
White Alone, Non-Hispanic Origin	9,424	96.7	8,365	92.3	-1,059	-11.2
Not-White Alone & Non-Hispanic	102	1.0	180	2.0	78	76.5
---Phelps County Labor Area---						
<b>Total Population</b>	<b>98,054</b>	<b>100.0</b>	<b>102,272</b>	<b>100.0</b>	<b>4,218</b>	<b>4.3</b>
Hispanic origin	8,669	8.8	13,988	13.7	5,319	61.4
White Alone, Non-Hispanic Origin	87,768	89.5	83,852	82.0	-3,916	-4.5
Not-White Alone & Non-Hispanic	1,617	1.6	4,432	4.3	2,815	174.1
---Nebraska, Statewide---						
<b>Total Population</b>	<b>1,711,230</b>	<b>100.0</b>	<b>1,920,076</b>	<b>100.0</b>	<b>208,846</b>	<b>12.2</b>
Hispanic origin	94,419	5.5	210,911	11.0	116,492	123.4
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,516,962	79.0	19,880	1.3
Not-White Alone & Non-Hispanic	119,729	7.0	192,203	10.0	72,474	60.5

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

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Phelps County, and for the Phelps County Labor Area. As these data show, the Phelps County Labor Area experienced net out-migration during the Census decade of the 2000s, with Buffalo the only county to experience net in-migration. As indicated in the table, net out-migration for the Phelps County Labor Area as a whole accounted for a population decline of 3,084 people during the decade, contributing to a population decrease equal to 3.1 percent of the population. In the case of Phelps County, net out-migration during the 2000s totaled 618 people, or 6.3 percent of the 2000 population.

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

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
<b>Phelps</b>	<b>9,747</b>	<b>9,188</b>	<b>1,158</b>	<b>1,099</b>	<b>59</b>	<b>-618</b>	<b>-6.3</b>
Buffalo	42,259	46,102	6,452	3,348	3,104	739	1.7
Dawson	24,365	24,326	4,272	2,138	2,134	-2,173	-8.9
Franklin	3,574	3,225	310	506	-196	-153	-4.3
Furnas	5,324	4,959	497	752	-255	-110	-2.1
Gosper	2,143	2,044	213	253	-40	-59	-2.8
Harlan	3,786	3,423	308	416	-108	-255	-6.7
Kearney	6,882	6,489	746	684	62	-455	-6.6
<b>Labor Area</b>	<b>98,080</b>	<b>99,756</b>	<b>13,956</b>	<b>9,196</b>	<b>4,760</b>	<b>-3,084</b>	<b>-3.1</b>
<b>Nebraska</b>	<b>1,711,263</b>	<b>1,826,341</b>	<b>262,095</b>	<b>150,343</b>	<b>111,752</b>	<b>3,326</b>	<b>0.2</b>

\* 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 period 2010–2017. As these data show, the Phelps County Labor Area experienced significant net out-migration during this more recent seven-year period. As indicated in the table, out-migration for the Phelps County Labor Area accounted for population decline of 1,166 during the 2010–2017 period, contributing to a population decrease equal to 1.2 percent of the 2010 population. In the case of Phelps County, net out-migration during this seven-year period was 138, or 1.5 percent of the 2010 population.

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

County	Population		2010–2017			Net Migration, 2010–2017*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
<b>Phelps</b>	<b>9,188</b>	<b>9,060</b>	<b>803</b>	<b>793</b>	<b>10</b>	<b>-138</b>	<b>-1.5</b>
Buffalo	46,102	49,732	4,931	2,426	2,505	1,125	2.4
Dawson	24,326	23,709	2,751	1,437	1,314	-1,931	-7.9
Franklin	3,225	2,990	191	265	-74	-161	-5.0
Furnas	4,959	4,780	347	462	-115	-64	-1.3
Gosper	2,044	2,028	153	158	-5	-11	-0.5
Harlan	3,423	3,443	272	297	-25	45	1.3
Kearney	6,489	6,530	572	500	72	-31	-0.5
<b>Labor Area</b>	<b>99,756</b>	<b>102,272</b>	<b>10,020</b>	<b>6,338</b>	<b>3,682</b>	<b>-1,166</b>	<b>-1.2</b>
<b>Nebraska</b>	<b>1,826,341</b>	<b>1,920,076</b>	<b>183,729</b>	<b>110,088</b>	<b>73,641</b>	<b>20,094</b>	<b>1.1</b>

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

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

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

### **Competitive Employment and Career Opportunities**

An employer providing jobs with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in the Phelps County Labor Area and in Phelps 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 Phelps County Labor 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 Phelps 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 Phelps County Labor Area and Phelps 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 Phelps County Labor Area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

APPENDICES:

- A: Average Hourly Wage, Selected Occupations, Holdrege & Phelps County, 2018.
- B: Workforce and Labor Force Employment by Occupation, Selected Occupations, Holdrege Zip Code Tabulation Area & Phelps, 2018

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**Table A-1**  
**Average Hourly Wage, Selected Occupations,**  
**Holdrege Zip Code Tabulation Area & Phelps County, 2018**

SOC	Description	Holdrege Zip Code Tabulation Area				Phelps County			
		2018 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2018 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
11-1000	Top Executives	90	43.01	18.94	51.76	97	42.72	18.57	51.47
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	14	40.23	26.50	49.15	15	40.23	26.49	49.18
11-3000	Operations Specialties Managers	41	51.75	35.46	59.15	44	51.63	35.31	59.05
11-9000	Other Management Occupations	118	25.77	14.21	31.78	124	26.37	14.48	33.10
13-1000	Business Operations Specialists	73	27.51	18.94	34.30	79	27.47	18.87	34.26
13-2000	Financial Specialists	62	36.75	22.24	42.20	69	36.53	22.25	42.12
15-1100	Computer Occupations	46	32.05	21.79	40.56	50	31.88	21.62	40.37
17-2000	Engineers	43	39.58	32.06	45.71	45	39.61	31.98	45.78
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	27	25.79	19.40	30.89	28	25.76	19.33	30.86
19-1000	Life Scientists	12	37.74	24.67	45.75	15	37.74	24.76	45.69
19-4000	Life, Physical, and Social Science Technicians	14	20.44	14.55	24.78	15	20.44	14.56	24.77
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	52	18.55	12.04	21.93	58	18.71	12.16	22.32
21-2000	Religious Workers	25	19.52	12.77	23.28	30	19.52	12.76	23.28
23-1000	Lawyers, Judges, and Related Workers	14	56.00	34.58	69.61	16	55.49	34.10	69.20
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	113	24.15	19.50	28.47	171	24.27	19.65	28.56
25-3000	Other Teachers and Instructors	26	14.68	11.08	16.20	36	14.58	11.26	15.90
25-9000	Other Education, Training, and Library Occupations	45	12.02	9.77	12.89	64	11.91	9.76	12.84
27-1000	Art and Design Workers	10	16.30	10.55	18.93	11	16.31	10.58	18.92
27-2000	Entertainers and Performers, Sports and Related Workers	19	18.61	9.67	20.15	21	18.45	9.74	20.07
27-3000	Media and Communication Workers	13	16.14	10.15	20.19	13	16.25	10.20	20.44
29-1000	Health Diagnosing and Treating Practitioners	177	36.06	23.57	36.97	181	36.41	23.59	37.11
29-2000	Health Technologists and Technicians	124	20.59	15.94	24.10	126	20.57	15.94	24.08

Source at end of table.

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Holdrege Zip Code Tabulation Area & Phelps County, 2018**

SOC	Description	Holdrege Zip Code Tabulation Area				Phelps County			
		2018 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2018 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
31-1000	Nursing, Psychiatric, and Home Health Aides	160	13.01	11.28	14.54	161	13.01	11.28	14.54
31-9000	Other Healthcare Support Occupations	27	15.00	11.92	17.10	28	15.01	11.92	17.11
33-3000	Law Enforcement Workers	27	25.37	19.41	30.25	32	25.36	19.44	30.20
33-9000	Other Protective Service Workers	21	11.30	9.36	11.69	24	11.35	9.38	11.75
35-1000	Supervisors of Food Preparation and Serving Workers	24	13.69	10.08	15.41	25	13.71	10.08	15.42
35-2000	Cooks and Food Preparation Workers	78	10.93	9.24	12.10	85	10.95	9.24	12.15
35-3000	Food and Beverage Serving Workers	182	10.59	9.19	11.06	190	10.60	9.19	11.06
37-2000	Building Cleaning and Pest Control Workers	66	11.86	9.32	13.44	73	11.87	9.34	13.49
37-3000	Grounds Maintenance Workers	37	12.72	9.97	14.28	44	12.73	9.97	14.29
39-2000	Animal Care and Service Workers	11	12.13	9.61	12.66	11	12.11	9.61	12.61
39-3000	Entertainment Attendants and Related Workers	11	10.00	9.14	10.30	12	10.00	9.14	10.31
39-9000	Other Personal Care and Service Workers	117	11.65	9.37	12.96	121	11.62	9.35	12.92
41-1000	Supervisors of Sales Workers	37	23.27	14.93	27.97	41	23.34	14.94	28.07
41-2000	Retail Sales Workers	252	13.04	10.00	13.12	275	12.99	10.00	13.04
41-3000	Sales Representatives, Services	58	30.07	15.49	31.99	63	30.16	15.51	32.07
41-4000	Sales Representatives, Wholesale and Manufacturing	71	33.21	21.28	42.00	78	33.09	21.22	41.76
43-1000	Supervisors of Office and Administrative Support Workers	33	24.32	18.22	29.93	36	24.30	18.21	29.90
43-3000	Financial Clerks	108	16.34	12.4	19.08	123	16.17	12.25	18.85
43-4000	Information and Record Clerks	110	14.68	11.34	17.47	120	14.77	11.44	17.59
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	115	17.19	12.71	19.95	127	17.29	12.85	20.04
43-6000	Secretaries and Administrative Assistants	139	16.49	13.12	19.38	152	16.49	13.11	19.39
43-9000	Other Office and Administrative Support Workers	100	13.82	10.15	15.83	110	13.82	10.15	15.83

Source at end of table.

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Holdrege Zip Code Tabulation Area & Phelps County, 2018**

SOC	Description	Holdrege Zip Code Tabulation Area				Phelps County			
		2018 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2018 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	11	22.19	17.01	26.31	11	22.18	17.01	26.3
45-2000	Agricultural Workers	291	20.33	15.25	25.19	295	20.31	15.23	25.14
47-1000	Supervisors of Construction and Extraction Workers	16	28.87	22.94	33.87	17	28.86	22.93	33.86
47-2000	Construction Trades Workers	123	19.3	15.23	22.74	135	19.2	15.1	22.57
47-4000	Other Construction and Related Workers	29	19.27	16.46	21.56	33	19.37	16.56	21.64
49-1000	Supervisors of Installation, Maintenance, and Repair Workers Electrical and Electronic Equipment Mechanics, Installers, and	12	33.14	25.04	39.04	13	33.07	24.98	38.96
49-2000	Repairers Vehicle and Mobile Equipment Mechanics, Installers, and	15	27.73	19.92	35.02	16	27.66	19.87	34.92
49-3000	Repairers	154	20.26	15.27	24.61	161	20.27	15.28	24.6
49-9000	Other Installation, Maintenance, and Repair Occupations	95	20.78	14.55	25.32	105	20.7	14.5	25.21
51-1000	Supervisors of Production Workers	40	31.2	24	37.28	41	31.2	24	37.28
51-2000	Assemblers and Fabricators	157	18.33	16.06	20.67	157	18.33	16.05	20.67
51-4000	Metal Workers and Plastic Workers	130	19.53	16.4	22.73	131	19.52	16.4	22.73
51-6000	Textile, Apparel, and Furnishings Workers	15	11.53	9.21	12.91	15	11.53	9.21	12.91
51-8000	Plant and System Operators	16	27.87	20.14	35.09	19	27.83	20.12	35
51-9000	Other Production Occupations	137	19.58	13.83	22.25	139	19.55	13.83	22.23
53-3000	Motor Vehicle Operators	142	17.93	11.16	22.63	167	18.08	11.31	22.88
53-7000	Material Moving Workers	136	17.35	11.87	19.71	149	17.53	11.97	19.89
	<b>Total</b>	<b>4,590</b>	<b>20.59</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

N/A: Not available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2019.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

**Table B-1**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Holdrege Zip Code Tabulation Area & Phelps County, 2018**

SOC	Description	Holdrege Zip Code Tabulation Area				Phelps County			
		Avg. Hourly Earnings	2018 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2018 Jobs	Res. Employed in Occ.	Net Out-Commuters
11-1000	Top Executives	43.01	90	64	26	42.72	97	85	12
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	40.23	14	N/A	N/A	40.23	15	10	5
11-3000	Operations Specialties Managers	51.75	41	27	14	51.63	44	32	12
11-9000	Other Management Occupations	25.77	118	71	47	26.37	124	100	24
13-1000	Business Operations Specialists	27.51	73	54	19	27.47	79	67	12
13-2000	Financial Specialists	36.75	62	44	18	36.53	69	60	9
15-1100	Computer Occupations	32.05	46	36	10	31.88	50	42	8
17-2000	Engineers	39.58	43	23	20	39.61	45	26	19
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	25.79	27	16	11	25.76	28	17	11
19-1000	Life Scientists	37.74	12	11	1	37.74	15	12	3
19-4000	Life, Physical, and Social Science Technicians	20.44	14	11	3	20.44	15	13	2
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	18.55	52	50	2	18.71	58	60	-2
21-2000	Religious Workers	19.52	25	17	8	19.52	30	24	6
23-1000	Lawyers, Judges, and Related Workers	56.00	14	11	3	55.49	16	13	3
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	24.15	113	115	-2	24.27	171	168	3
25-3000	Other Teachers and Instructors	14.68	26	25	1	14.58	36	34	2
25-9000	Other Education, Training, and Library Occupations	12.02	45	45	0	11.91	64	66	-2
27-1000	Art and Design Workers	16.30	10	N/A	N/A	16.31	11	N/A	N/A
27-2000	Entertainers and Performers, Sports and Related Workers	18.61	19	16	3	18.45	21	19	2
27-3000	Media and Communication Workers	16.14	13	11	2	16.25	13	11	2
29-1000	Health Diagnosing and Treating Practitioners	36.06	177	151	26	36.41	181	182	-1
29-2000	Health Technologists and Technicians	20.59	124	100	24	20.57	126	117	9

Source at end of table.



**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Holdrege Zip Code Tabulation Area & Phelps County, 2018**

SOC	Description	Holdrege Zip Code Tabulation Area				Phelps County			
		Avg. Hourly Earnings	2018 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2018 Jobs	Res. Employed in Occ.	Net Out-Commuters
31-1000	Nursing, Psychiatric, and Home Health Aides	13.01	160	126	34	13.01	161	156	5
31-9000	Other Healthcare Support Occupations	15.00	27	26	1	15.01	28	31	-3
33-3000	Law Enforcement Workers	25.37	27	25	2	25.36	32	33	-1
33-9000	Other Protective Service Workers	11.30	21	18	3	11.35	24	22	2
35-1000	Supervisors of Food Preparation and Serving Workers	13.69	24	20	4	13.71	25	28	-3
35-2000	Cooks and Food Preparation Workers	10.93	78	68	10	10.95	85	92	-7
35-3000	Food and Beverage Serving Workers	10.59	182	155	27	10.60	190	210	-20
37-2000	Building Cleaning and Pest Control Workers	11.86	66	61	5	11.87	73	83	-10
37-3000	Grounds Maintenance Workers	12.72	37	28	9	12.73	44	38	6
39-2000	Animal Care and Service Workers	12.13	11	N/A	N/A	12.11	11	N/A	N/A
39-3000	Entertainment Attendants and Related Workers	10.00	11	N/A	N/A	10.00	12	N/A	N/A
39-9000	Other Personal Care and Service Workers	11.65	117	109	8	11.62	121	135	-14
41-1000	Supervisors of Sales Workers	23.27	37	31	6	23.34	41	41	0
41-2000	Retail Sales Workers	13.04	252	205	47	12.99	275	273	2
41-3000	Sales Representatives, Services	30.07	58	42	16	30.16	63	68	-5
41-4000	Sales Representatives, Wholesale and Manufacturing	33.21	71	48	23	33.09	78	67	11
43-1000	Supervisors of Office and Administrative Support Workers	24.32	33	26	7	24.30	36	36	0
43-3000	Financial Clerks	16.34	108	78	30	16.17	123	111	12
43-4000	Information and Record Clerks	14.68	110	90	20	14.77	120	117	3
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	17.19	115	90	25	17.29	127	119	8
43-6000	Secretaries and Administrative Assistants	16.49	139	106	33	16.49	152	144	8
43-9000	Other Office and Administrative Support Workers	13.82	100	77	23	13.82	110	105	5
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	22.19	11	N/A	N/A	22.18	11	N/A	N/A

Source at end of table.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Holdrege Zip Code Tabulation Area & Phelps County, 2018**

SOC	Description	Holdrege Zip Code Tabulation Area				Phelps County			
		Avg. Hourly Earnings	2018 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2018 Jobs	Res. Employed in Occ.	Net Out-Commuters
45-2000	Agricultural Workers	20.33	291	144	147	20.31	295	254	41
47-1000	Supervisors of Construction and Extraction Workers	28.87	16	15	1	28.86	17	17	0
47-2000	Construction Trades Workers	19.3	123	112	11	19.2	135	130	5
47-4000	Other Construction and Related Workers	19.27	29	24	5	19.37	33	30	3
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	33.14	12	N/A	N/A	33.07	13	12	1
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	27.73	15	11	4	27.66	16	12	4
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	20.26	154	89	65	20.27	161	117	44
49-9000	Other Installation, Maintenance, and Repair Occupations	20.78	95	75	20	20.7	105	93	12
51-1000	Supervisors of Production Workers	31.2	40	22	18	31.2	41	31	10
51-2000	Assemblers and Fabricators	18.33	157	76	81	18.33	157	100	57
51-4000	Metal Workers and Plastic Workers	19.53	130	71	59	19.52	131	88	43
51-6000	Textile, Apparel, and Furnishings Workers	11.53	15	N/A	N/A	11.53	15	11	4
51-8000	Plant and System Operators	27.87	16	12	4	27.83	19	14	5
51-9000	Other Production Occupations	19.58	137	82	55	19.55	139	104	35
53-3000	Motor Vehicle Operators	17.93	142	111	31	18.08	167	163	4
53-7000	Material Moving Workers	17.35	136	97	39	17.53	149	135	14
	<b>Total</b>	<b>20.59</b>	<b>4,590</b>	<b>3,454</b>	<b>1,136</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

N/A: Not available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2019.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.