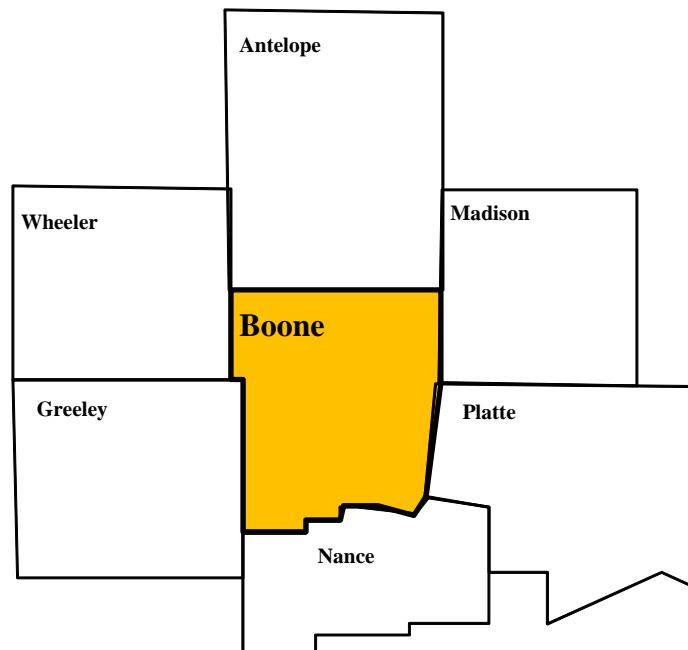


Labor Supply Factors and Labor Availability for the Boone County Labor Area

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Executive Summary

The information provided in this report indicates that a prospective new employer providing job opportunities with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in Boone 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 Boone County Labor Area. Some of the pertinent findings of the report include:

- Population in the Boone County Labor Area (Boone County plus the six contiguous counties) totaled 84,864 people in 2008, with the Boone County population totaling 5,446. Population in Boone County declined by 13 percent during the 2000–2008 period, compared to a population decrease of 3.8 percent for the seven-county Boone County Labor Area as a whole.
- The labor force for the Boone County Labor Area totaled 48,664 in 2008, with 47,142 local residents employed in jobs either within or outside the area. A total of 46,386 persons were employed in nonfarm wage and salary jobs located within the area. These data suggest that a substantial number of residents of the Boone County Labor Area were commuting out of the area for employment.
- The number of people who lived in Boone County that were employed totaled 3,091 in 2008; yet, there were 1,868 persons employed in nonfarm wage and salary jobs within the county. This indicates residents of surrounding counties are commuting into Boone County.
- Average annual wages for all nonfarm wage and salary employees in the Boone County Labor Area were \$5,054 less than the Nebraska average. Within the labor area, Platte County had the highest average wage, \$31,923 or \$3,867 lower than the Nebraska average. In Boone County, average annual salaries were \$10,210 less than the state average.

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

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

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

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

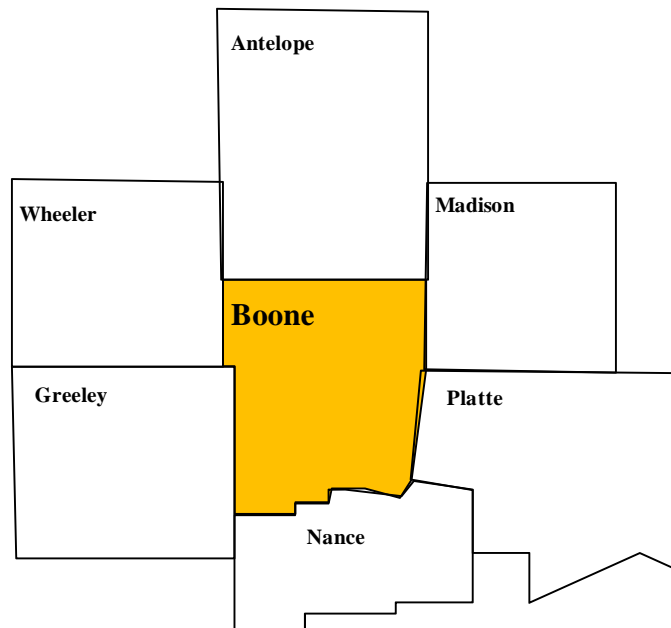
An important resource for new or expanding businesses is a readily available supply of workers. Whether an employer requires 5 or 500 workers, they need to have confidence there will be a sufficient number of workers available to meet their labor requirements. This report is provided as a key analytical tool to identify and quantify the number and selected characteristics of workers available in the Boone 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.

Figure One
Boone County Labor Area



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 Boone County Labor Area and for Boone County from 2003 to 2008. Data in Table One (Part A and Part B) provide two alternate measures of employment for two distinct areas. Data presented in Table One Part A include labor force, unemployment, employment, and nonfarm wage and salary employment data for the entire Boone County Labor Area (see Figure One). As these data indicate, the total labor force for the laborshed area as a declined 0.6 percent between 2003 and 2008, while total employment grew by 0.5 percent during the same period.

Table One
Labor Force and Employment, Boone County Labor Area^(a)
Part A
Labor Force and Employment
Boone County Labor Area^(a), 2003–2008

(Place of Residence)	2003	2004	2005	2006	2007	2008	% Chg. 2003–2008
Labor Force^(b)	48,951	48,889	48,510	47,861	48,047	48,664	-0.6
Unemployment (#)	2,061	1,960	1,870	1,500	1,351	1,522	-26.2
Unemployment Rate (%)	4.2	4.0	3.9	3.1	2.8		(N/A)
Employment	46,890	46,929	46,640	46,361	46,696	47,142	0.5
(Place of Work)							
Nonfarm Employment^(c)	44,589	44,696	45,162	45,013	45,835	46,386	4.0

^(a) The Boone County Labor Area includes Boone County and the contiguous counties (Antelope, Greeley, Madison, Nance, Platte, and Wheeler).

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

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

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

Table One -- Continued
Part B
Labor Force and Employment by Industry
Boone County, 2003–2008

(Place of Residence)	2003	2004	2005	2006	2007	2008	% Chg. 2003–2008
Labor Force (b)	3,290	3,242	3,177	3,182	3,132	3,180	-3.3
Unemployment (#)	105	105	110	81	80	89	-15.2
Unemployment Rate (%)	3.2	3.2	3.5	2.5	2.6		(N/A)
Employment	3,185	3,137	3,067	3,101	3,052	3,091	-3.0
(Place of Work)							
Nonfarm Employment (c)	1,794	1,780	1,771	1,808	1,834	1,868	4.1
Goods Producing	117	107	116	136	131	129	10.3
Manufacturing	84 *	77 *	85 *	97 *	93 *	91 *	8.3
Mining & Construction	33	30	31	39	38	38	15.2
Service Providing	1,677	1,673	1,655	1,672	1,704	1,739	3.7
Total Trade	460	463	460	476	484	497	8.0
Wholesale Trade	220	229	218	214	221	227	3.2
Retail Trade	241	235	242	262	263	270	12.0
Trans., Warehousing & Utilities	54	60	60	63	70 *	77	42.6
Information	17 *	10 *	10 *	11 *	16 *	17 *	0.0
Financial Activities	91	94	93	81	87	89	-2.2
Professional & Business Services	23 *	16 *	17	17 *	27	22 *	-4.3
Education & Health Services	244	242	237	229	234	236	-3.3
Leisure and Hospitality	156	156	134	146	157	163	4.5
Other Services, except Public	32	30	36	37	35	36	12.5
Total Government	600	602	608	612	594	602	0.3
Federal Government	37	34	36	36	38	40	8.1
State Government	20	21	21	19	19	19	-5.0
Local Government	543	547	552	557	537	544	0.2

* Estimate calculated by Ken Lemke, Nebraska Public Power District, using Nebraska Department of Labor Data.

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

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

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

The second employment measure presented for the Boone County Labor Area, nonfarm wage and salary employment, grew from 44,589 in 2003 to 46,386 in 2008, an increase of 4.0 percent. In the case of the labor force data (labor force, unemployment, and employment), the respective measures are based on the county of residence. The nonfarm wage and salary employment data are measured based on the county of employment, irrespective of the place of residence of the workers.

The labor force and employment measures presented for Boone County (Table One Part B) indicate that the total labor force in the county declined by 3.3 percent between 2003 and 2008, with total employment (of people residing in Boone County, irrespective of their county of employment) declining by 3.0 percent during this period. It is also of interest to note that unemployment decreased by 15.2 percent, from 105 in 2003 to 89 in 2008, recording an unemployment rate of 2.8 percent in 2008.

As previously noted, the second employment measure presented for Boone 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 Boone County grew by 4.1 percent between 2003 and 2008. Data presented in Table One Part B show that the fastest growing employment sector in Boone County during the 2003–2008 review period was the TransportationWarehousing & Utilities sector, recording a 42.6 percent increase between 2003 and 2008. Other economic sectors experiencing significant growth in employment between 2003 and 2008 include Mining & Construction (15.2 percent), Other Services, Except Public (12.5 percent), and Manufacturing (8.3 percent). In the case of the Total Government sector, employment in the State Government sector declined by 5.0 percent while federal government employment grew by 8.1 percent and local government employment grew by 0.2 percent.

Further review of the employment data reported for the Boone County Labor Area (Table One Part A) and for Boone County (Table One Part B) indicates that for both areas there were differences between the nonfarm wage and salary employment reported in the areas and the total employment of persons living in the respective areas. In the case of the entire Boone County Labor Area, nonfarm wage and salary employment was reported to be 46,386 in 2008, which was 756 less than the reported total employment of persons living within the seven-county Boone County Labor Area. Recalling that nonfarm wage and salary employment is based on the county of employment while the total employment data is based on the county of residence helps explain how this can occur. It is likely that a number of persons living within the seven-county Boone County Labor Area work outside of the area and commute to other areas for employment.

In the case of Boone County, the same situation is evident. Total employment of persons living in Boone County (irrespective of their county of employment) was 3,091 in 2008, which was 1,223 more than the 1,868 nonfarm wage and salary jobs within the county for the same year. These data suggest that a number of workers are commuting out of Boone County for employment on a regular basis. It must be noted that the total number of reported employed people living in Boone County includes those who are self employed as well as those employed in agriculture. This means the difference between total employment and nonfarm wage and salary jobs (1,223) likely overstates the number of workers commuting out of Boone County.

Included in Table Two are additional employment data for 2008, showing the deviations between total employment and nonfarm wage and salary employment for the Boone County Labor Area as a whole and for each county within the area. For the Boone County Labor Area as a whole, the total employment of area residents (47,142), irrespective of their place of employment, is 756 greater than the nonfarm wage and salary employment working within the area. It appears this difference could be accounted for by agricultural employment, which includes farm proprietors. Data shown in the table shows that 4,963 people were employed in agriculture in 2007, the last year that agricultural employment data were available. It is important to note, however, that for Nebraska as a whole, approximately 32 percent of farm operators also have a full-time job off the farm and 49 percent work off the farm, either in full or part-time employment. Therefore, it is possible that a significant number of people are commuting out of the area for employment.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Boone County Labor Area, 2008

County	Labor Force (2008) ^(a)	Total Employment (2008) ^(a)	Nonfarm Wage & Salary Employment (2008) ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment (2006) ^(c)
Boone	3,180	3,091	1,868	1,223	859
Antelope	3,636	3,524	1,862	1,662	866
Greeley	1,268	1,228	616	612	407
Madison	19,253	18,603	21,552	-2,949	836
Nance	2,022	1,958	871	1,087	519
Platte	18,881	18,326	19,469	-1,143	1,146
Wheeler	424	412	148	264	330
Labor Area	48,664	47,142	46,386	756	4,963

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

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

^(c) Agricultural employment data are for 2007.

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

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

Further review of the data presented in Table Two provides an indication of the commuting patterns for the counties within the Boone County Labor Area. It appears that persons from other counties are commuting into both Madison and Platte Counties 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 Antelope County, for example, the number of employed persons living in the county is 1,662 greater than total nonfarm wage and salary employment within the county. In the case of Antelope, a significant number of the people commuting out of the county for employment are most likely commuting to Madison County (Norfolk) to work. Other counties where there are indications of significant commuting out of the county for employment include Greeley, Nance, and Wheeler. Data presented in Table Two suggest that the creation of additional jobs within the Boone County Labor Area and Boone County would provide opportunities for area residents to work closer to their places of residences instead of having to commute to other areas for employment.

The number of nonfarm wage and salary workers in the Boone 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
Boone County Labor Area, by County, 2008

County	Manuf.	Constr. Mining	Trade	Financ, Activ.	Prof. &	Ed. &	All Other Services	Govt.	Tot NF
			Trans., Whr. & Ut.		Bus. Svc.	Health Svc.			W. & S. Emp.
Boone County	91	38	574	89	117	236	121	602	1,868
Antelope County	87	95	507	97	116	280	124	556	1,862
Greeley County	20	19	157	34	15	35	51	285	616
Madison County	3,163	1,088	5,375	956	1,500	3,064	2,594	3,812	21,552
Nance County	5	63	145	53	29	99	117	360	871
Platte County	6,117	1,728	3,084	687	1,368	1,703	2,212	2,570	19,469
Wheeler County	1	2	31	6	9	17	16	66	148
Total Labor Area	9,484	3,033	9,873	1,922	3,154	5,434	5,235	8,251	46,386
Nebraska	100,485	51,270	206,049	70,305	107,906	135,034	137,689	163,874	972,612

Percent of Total Nonfarm Wage & Salary Employment									
	Manuf.	Constr. Mining	Trade	Financ, Activ.	Prof. &	Ed. &	All Other Services	Govt.	Tot NF
			Trans., Whr. & Ut.		Bus. Svc.	Health Svc.			W. & S. Emp.
Total Labor Area	20.4	6.5	21.3	4.1	6.8	11.7	11.3	17.8	100.0
Nebraska	10.3	5.3	21.2	7.2	11.1	13.9	14.2	16.8	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](http://fdol.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 Boone County Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Boone County Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Boone County Labor Area occur in the Manufacturing Sector, with 20.4 percent of nonfarm wage and salary workers in the Boone County Labor Area employed in that sector, compared to 10.3 percent for Nebraska. Conversely, only 6.8 percent of nonfarm wage and salary workers in the Boone County Labor Area are employed in the professional and business services sector, compared to 11.1 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 Boone 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 Boone County (\$25,580 for all wage and salary employees for all private industries) are slightly lower than for the Boone County Labor Area as a whole and three of the other counties that make up the area. In 2008, average annual salaries in Boone County were \$10,210 (28.5 percent) less than the state average. Average annual salaries for the Boone County Labor Area (\$30,736) were \$5,054 (14.1 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Boone County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Wages
Part A
Average Annual Pay and Average Weekly Wages of Wage and Salary Workers
All Covered^(a) Workers and All Industries,
Study Area by County, and Nebraska, 2008

County	Average Employment	Average Weekly Wages	Average Annual Wages
Boone	1,566	\$492	\$25,580
Antelope	1,429	\$466	\$24,254
Greeley	373	\$448	\$23,293
Madison	17,194	\$597	\$31,042
Nance	542	\$444	\$23,066
Platte	16,577	\$614	\$31,923
Wheeler	226	\$535	\$27,824
Labor Area	37,907	\$589	\$30,736
Nebraska	766,883	\$688	\$35,790

Part B
Average Annual Pay of Wage and Salary Workers, Covered^(a) Employers, by Industry Group
Boone County Labor Area, by County, and Nebraska, 2008

County	All Goods Producing	Manf.	Construction	All Service Providing	Trade Trans & Util	Financial Services	Bus & Prof Services	Leisure & Hospitality
Boone	\$32,436	\$40,962	\$26,591	\$22,507	\$26,893	\$31,597	\$25,809	\$7,081
Antelope	\$28,726	\$30,965	\$28,915	\$22,895	\$24,498	\$29,803	\$19,006	\$7,620
Greeley	\$25,908	\$22,667	\$21,631	\$22,329	\$25,035	\$31,416	N.A.	\$6,826
Madison	\$40,515	\$42,767	\$34,431	\$27,817	\$28,665	\$34,066	\$28,011	\$10,905
Nance	\$32,042	N.A.	N.A.	\$21,023	\$21,473	\$35,962	\$17,687	\$7,910
Platte	\$38,703	\$39,861	\$38,084	\$25,742	\$26,273	\$35,651	\$30,380	\$9,760
Wheeler	\$35,235	N.A.	N.A.	\$21,035	\$18,069	N.A.	N.A.	N.A.
Nebraska	\$39,685	\$40,534	\$40,253	\$34,742	\$49,352	\$47,475	\$46,295	\$12,259

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

N.A. Not available due to data suppression by U.S. Department of Labor.

Sources: U.S. Department of Labor, Quarterly Census of Employment & Wages <http://www.bls.gov/cew/> and

Nebraska Department of Labor, Labor Market Information <http://www.dol.state.ne.us/lmiindustry/index.asp>.

Table Four Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Boone County Labor Area. As the data in Table Four indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Platte County. The average annual wage for all wage and salary workers (working) in Platte County was \$31,923 in 2008 which was \$1,187 (3.9 percent) more than the average for the Boone County Labor Area as a whole, and \$3,867 (10.8 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Platte County indicates that the high average annual wage results from high average wages in the Construction and Business and Professional Services Sectors.

Commuting Patterns

Table Five provides data from the 2000 Census of Population showing commuting patterns for workers living in the Boone County Labor Area. 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 Boone County indicate that 631, or 21.4 percent of the employed workers, commuted to other counties for employment. For three of the other counties in the Boone County Labor Area, the percentage of commuters was greater than for Boone County. In the case of Nance, 744, or 39.9 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 Antelope (25.0 percent), Greeley (24.5 percent), and Wheeler with 16.3 percent of employed workers commuting out of their county of residence for employment.

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

Part A
Commuting Outside County, 2000

County	Working Outside County	
	Number	Percent
Boone	631	21.4
Antelope	907	25.0
Greeley	309	24.5
Madison	1,599	9.1
Nance	744	39.9
Platte	1,383	8.6
Wheeler	74	16.3

Part B
Commuting Times of Workers

County	Less Than 10 Minutes		10–19 Minutes		20–29 Minutes		30–44 Minutes		45 + Minutes	
	Number	%	Number	%	Number	%	Number	%	Number	%
Boone	1,154	43.8	724	27.5	310	11.8	214	8.1	233	8.8
Antelope	1,374	43.4	804	25.4	329	10.4	345	10.9	316	10.0
Greeley	517	48.5	208	19.5	106	9.9	90	8.4	146	13.7
Madison	6,372	37.9	7,342	43.7	1,404	8.4	960	5.7	720	4.3
Nance	546	32.2	362	21.3	277	16.3	281	16.6	231	13.6
Platte	5,477	36.4	6,459	42.9	1,606	10.7	845	5.6	672	4.5
Wheeler	167	47.2	85	24.0	35	9.9	31	8.8	36	10.2
Labor Area	15,607	38.3	15,984	39.2	4,067	10.0	2,766	6.8	2,354	5.8
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 Boone County Labor Area as a whole, there were 5,120 workers in 2000, or 12.6 percent of residents employed outside of their home, which traveled 30 minutes or more commuting to their place of employment. In the case of Nance County, 30.2 percent

traveled 30 minutes or more to their place of employment, while for Greeley County the workers traveling 30 minutes or more accounted for 22.1 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 Boone County Labor Area, by county, and for Nebraska for the 1950–2008 period. As these data indicate, the population of the Boone County Labor Area was 88,237 in 2000. The Boone County Labor Area population grew by 10.0 percent from 1950 to 2000 and declined 3.8 percent from 2000 to 2008. Population in Boone County totaled 6,259 in 2000 and had declined by 41.6 percent from 1950 to 2000. During the latest Census decade of the 1990’s, the Boone County population decreased by 6.1 percent, compared to the increase for the Boone County Labor Area as a whole of 3.4 percent, and to the State rate of growth of 8.4 percent.

Table Six
Population in the Boone County Labor Area, by County, and Nebraska
Selected Years, 1950–2008

COUNTY	1950	1960	1970	1980	1990	2000	2008	% Chg.	
								1950–2000	2000–08
Nebraska	1,325,510	1,411,330	1,483,493	1,569,825	1,578,385	1,711,263	1,783,432	29.1	4.2
Boone	10,721	9,134	8,190	7,391	6,667	6,259	5,446	-41.6	-13.0
Antelope	11,624	10,176	9,047	8,675	7,965	7,452	6,679	-35.9	-10.4
Greeley	5,575	4,595	4,000	3,462	3,006	2,714	2,290	-51.3	-15.6
Madison	24,338	25,145	27,402	31,382	32,655	35,226	34,020	44.7	-3.4
Nance	6,512	5,635	5,142	4,740	4,275	4,038	3,550	-38.0	-12.1
Platte	19,910	23,992	26,508	28,852	29,820	31,662	32,072	59.0	1.3
Wheeler	1,526	1,297	1,054	1,060	948	886	807	-41.9	-8.9
Labor Area	80,206	79,974	81,343	85,562	85,336	88,237	84,864	10.0	-3.8

Source: U.S. Bureau of the Census, *Census of Population, 1950–2000* and *Annual Population Estimates, 2008*.

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 Boone County Labor Area. In 2008, there were 2,584 people in Boone County between the ages of 25 and 64, which represented 47.4 percent of the total population, compared to 49.1 percent of the population for the Boone County Labor Area as a whole and 51.0 percent of the Nebraska population in this age range.

Table Seven
Age Characteristics of the Population, Boone County Labor Area,
by County, and Nebraska, 2008

COUNTY	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Age
Boone	921	16.9	809	14.9	960	17.6	1,624	29.8	1,132	20.8	45.4
Antelope	1,107	16.6	871	13.0	1,247	18.7	2,031	30.4	1,423	21.3	46.1
Greeley	393	17.2	309	13.5	368	16.1	669	29.2	551	24.1	47.0
Madison	6,997	20.6	4,928	14.5	8,065	23.7	8,844	26.0	5,186	15.2	37.5
Nance	617	17.4	461	13.0	653	18.4	1,073	30.2	746	21.0	45.8
Platte	6,755	21.1	4,288	13.4	7,376	23.0	8,344	26.0	5,309	16.6	39.0
Wheeler	148	18.3	95	11.8	165	20.4	248	30.7	151	18.7	44.6
Labor Area	16,938	20.0	11,761	13.9	18,834	22.2	22,833	26.9	14,498	17.1	39.9
Nebraska	371,462	20.8	262,190	14.7	457,177	25.6	451,756	25.3	240,847	13.5	36.2

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

Source: U.S. Bureau of the Census, *Population Estimates, by Age, 2008*.

Table Eight provides information showing population, the natural increase (births minus deaths) and net migration for the 190–1999 period for Nebraska, for Boone County and for the Boone County Labor Area. As these data show, the Boone County Labor Area as a whole experienced net out-migration during the Census decade of the 1990s, with all counties experiencing net out-migration. As indicated in the table, net out-migration for the Boone County Labor Area as a whole accounted for a population decline of 3,523 people during the decade, contributing to a population decrease equal of 4.1 percent of the population. In the case of Boone County, net out-migration during the 1990s totaled 377 people, or 5.7 percent of the 1990 population.

Table Eight
Population, Births, Deaths and Migration, Boone County Labor Area,
by County, 1990–1999

County	Population		1990–1999			Net Migration, 1990–1999	
	1990	1999	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
Boone	6,667	6,355	758	693	65	-377	-5.70
Antelope	7,965	7,243	888	850	38	-760	-9.50
Greeley	3,006	2,812	326	350	-24	-170	-5.70
Madison	32,655	34,184	5,164	3,204	1,960	-431	-1.30
Nance	4,275	4,057	459	514	-55	-163	-3.80
Platte	29,820	30,378	4,291	2,188	2,103	-1,545	-5.20
Wheeler	948	924	120	67	53	-77	-8.10
Labor Area	85,336	85,953	12,006	7,866	4,140	-3,523	-4.10
Nebraska	1,578,417	1,666,028	217,510	139,754	77,756	9,855	0.60

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

Source: U.S. Bureau of the Census, *County Population Estimates for July 1, 1999 and Population Change for April 1, 1990 to July 1, 1999*.

Table Nine provides information showing population, the natural increase (births minus deaths), and net migration for the 2000–2008 period. As these data show, the Boone County Labor Area experienced significant net out-migration during this more recent eight-year period. As indicated in the table, out-migration for the Boone County Labor Area as a whole accounted for population decline of 6,541 during the 2000–2008 period, contributing to a population decrease equal to 7.4 percent of the 2000 population. In the case of Boone County, net out-migration during this eight-year period was 698, or 11.2 percent of the 2000 population. These data suggest that area job growth has not been sufficient to retain residents in Boone County as well as the other counties that comprise the Boone County Labor Area

Table Nine
Population, Births, Deaths, and Migration, Boone County Labor area,
by County, 2000–2008

County	Population		2000–2008			Net Migration, 2000–2008*	
	2000	2008	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Boone	6,259	5,446	465	580	-115	-698	-11.20
Antelope	7452	6679	598	630	-32	-741	-9.90
Greeley	2714	2290	240	272	-32	-392	-14.40
Madison	35226	34020	4594	2858	1736	-2,942	-8.40
Nance	4038	3550	351	445	-94	-394	-9.80
Platte	31662	32072	3778	2085	1693	-1,283	-4.10
Wheeler	886	807	71	59	12	-91	-10.30
Labor Area	88,237	84,864	10,097	6,929	3,168	-6,541	-7.40
Nebraska	1,711,263	1,783,432	214,642	124,319	90,323	-18,154	-1.10

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.
Source: U.S. Bureau of the Census, *Population Estimates, 2008*, and *Components of Population Change, 2000–2008*.

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 Boone County Labor Area and in Boone 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 Boone County area. The labor force, employment, and demographic data presented in this report illustrate quite clearly that there is a sufficiently large labor force and population base living within the Boone 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 Boone County Labor Area and Boone 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 Boone County area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

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

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