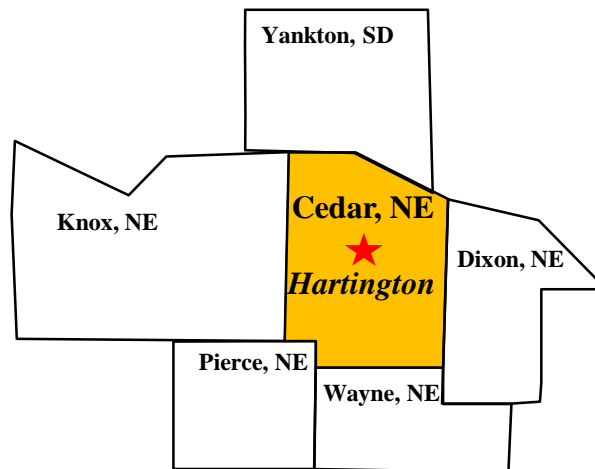


# Labor Supply Factors and Labor Availability for the Hartington (Cedar County) Labor Area



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# **Labor Supply Factors and Labor Availability for the Hartington (Cedar 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 Hartington and the Cedar 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 Hartington Labor Area. Pertinent findings of the report include:

- Population in the Hartington Labor Area (Cedar County plus the five contiguous counties) totaled 62,560 people in 2012, with the Cedar County population totaling 8,746. Population in Cedar County declined by 1.2 percent during the 2010–2012 period, compared to a population decrease of 0.5 percent for the six-county Hartington Labor Area as a whole.
- The Hartington Labor Area labor force totaled 34,782 in 2012, with 33,560 local residents employed in jobs either within or outside the area. A total of 25,932 nonfarm wage and salary jobs<sup>1</sup> were located within the region.
- In 2010, 251 primary jobs (52.3 percent) held by Hartington City residents and 1,939 primary jobs (57.4 percent) held by Cedar County residents were located outside Cedar County. This confirms a large number of Cedar County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Hartington Labor Area were \$7,403 less than the Nebraska average. Within the labor area, Yankton County, SD, had the highest average wage, \$35,021 or \$4,247 less than the Nebraska average. In Cedar County, average annual salaries were \$8,049 less than the state average.

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

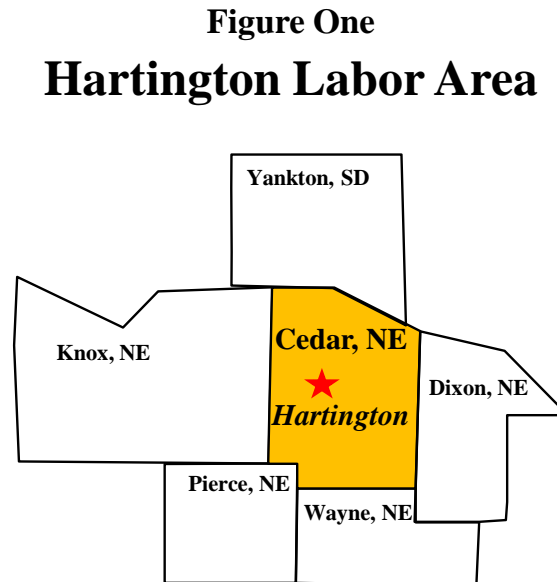
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<sup>1</sup> Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees program. Nonfarm wage and salary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

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

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

In reviewing the data presented in this report, it will be evident that the Hartington 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 Cedar County and for the surrounding counties that make up the potential laborshed area for Hartington. Figure One includes a map outlining the geographic area which has been defined as the Hartington 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 Hartington 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 Hartington Labor Area and for Cedar County for selected years from 2007 to 2012. 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 Hartington Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both increased, with the area labor force growing by 1.3 percent between 2007 and 2012 and total employment growing by 0.4 percent during the same period.

**Table One**  
**Labor Force and Employment, Hartington Labor Area<sup>(a)</sup>, 2007–2012**

<b>Part A</b>							
<b>Labor Force and Employment</b>							
<b>Hartington Labor Area<sup>(a)</sup>, 2007–2012</b>							
<b>(Place of Residence)</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>% Chg. 2007–2012</b>
<b>Labor Force<sup>(b)</sup></b>	<b>34,337</b>	<b>34,239</b>	<b>33,909</b>	<b>34,249</b>	<b>34,272</b>	<b>34,782</b>	<b>1.3</b>
Unemployment (#)	927	970	1,565	1,483	1,383	1,222	31.8
Unemployment Rate (%)	2.7	2.8	4.6	4.3	4.0	3.5	(N/A)
Employment	33,410	33,269	32,344	32,766	32,889	33,560	0.4
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>25,806</b>	<b>25,674</b>	<b>25,064</b>	<b>25,219</b>	<b>25,308</b>	<b>25,932</b>	<b>0.5</b>

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

**Table One -- Continued**  
**Part B**  
**Labor Force and Employment by Industry**  
**Cedar County, NE**

(Place of Residence)	2007	2008	2009	2010	2011	2012	% Chg. 2007-2012
<b>Labor Force <sup>(b)</sup></b>	<b>7,037</b>	<b>7,115</b>	<b>7,110</b>	<b>7,251</b>	<b>7,392</b>	<b>7,481</b>	<b>6.3</b>
Unemployment (#)	173	185	281	264	244	220	27.2
Unemployment Rate (%)	2.5	2.6	4.0	3.6	3.3	2.9	(N/A)
Employment	6,864	6,930	6,829	6,987	7,148	7,261	5.8
<b>(Place of Work)</b>							
<b>Nonfarm Employment <sup>(c)</sup></b>	<b>3,927</b>	<b>3,989</b>	<b>3,949</b>	<b>3,998</b>	<b>4,062</b>	<b>4,124</b>	<b>5.0</b>
Goods Producing	538	582	563	591	592	638	18.6
Manufacturing	194	213	178	186	203	230	18.6
Natural Resources	129	161	176	186	185	203	57.4
Construction	196	207	208	218	204	206	5.1
Service Providing	2,296	2,328	2,304	2,301	2,382	2,410	5.0
Trans., Warehousing & Utilities	940	956	955	948	1,000	1,012	7.7
Information	92	94	91	90	84	81	-12.0
Financial Activities	210	212	213	217	222	220	4.8
Professional & Business Services	171	167	172	160	165	156	-8.8
Education & Health Services	535	545	540	560	565	552	3.2
Leisure and Hospitality	232	231	215	206	223	221	-4.7
Other Services, except Public	117	122	119	119	124	169	44.4
Total Government	1,093	736	1,083	1,106	1,089	1,077	-1.5
Federal Government	132	133	133	139	133	128	-3.0
State Government	45	33	41	38	40	38	-15.6
Local Government	916	570	909	929	916	911	-0.5

<sup>(a)</sup> The Hartington Labor Area includes Cedar County, NE and the contiguous counties (Dixon, Knox, Pierce, Pierce, and Wayne Counties in Nebraska plus Yankton County, SD).

<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 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.

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

The second employment measure presented for the Hartington Labor Area, nonfarm wage and salary employment increased from 25,806 in 2007 to 25,932 in 2012, an increase of 0.5 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 Cedar County (Table One, Part B) indicate that the total labor force in the county grew by 6.3 percent between 2007 and 2012, with total employment (of people residing in Cedar County, irrespective of their county of employment) growing by 5.8 percent during this period. It is also of interest to note that unemployment increased by 27.2 percent, from 173 in 2007 to 220 in 2012.

As previously noted, the second employment measure presented for Cedar 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 Cedar County grew by 5.0 percent between 2007 and 2012. Data presented in Table One, Part B show that the fastest growing employment sector in Cedar County during the 2007–2012 review period was the Natural Resources sector, recording a 57.4 percent increase between 2007 and 2012. Other economic sectors experiencing significant growth in employment between 2007 and 2012 include the Other Services, Except Public sector (44.4 percent), Manufacturing (18.6 percent), and the Transportation, Warehousing & Utilities sector (7.7 percent). In the case of the Total Government Sector, State Government Sector employment declined by 15.6 percent, Local Government Sector employment declined by 0.5 percent, and Federal Government Sector employment declined by 3.0 percent.

A review of the employment data reported for the Hartington 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 Hartington Labor Area, nonfarm wage and salary employment was reported to be 25,932 in 2012, which was significantly less (7,628) than the reported total employment of persons living within the six-county Hartington Labor Area.

**Table Two**  
**Labor Force, Employment, and Nonfarm Wage and Salary Employment,**  
**Hartington Labor Area, 2012**

County	Labor Force 2012 <sup>(a)</sup>	Total Employment 2012 <sup>(a)</sup>	Nonfarm Wage & Salary Employment 2012 <sup>(b)</sup>	Total Employment Minus NF W&S Employment	Agricultural Employment 2011 <sup>(c)</sup>
Cedar, NE	5,082	4,946	2,672	2,274	1,021
Dixon, NE	3,218	3,081	1,792	1,289	586
Knox, NE	5,015	4,857	2,905	1,952	878
Pierce, NE	3,981	3,845	1,989	1,856	714
Wayne, NE	5,659	5,476	4,222	1,254	648
Yankton, SD	11,827	11,355	12,352	-997	630
<b>Labor Area</b>	<b>34,782</b>	<b>33,560</b>	<b>25,932</b>	<b>7,628</b>	<b>4,477</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.

<sup>(c)</sup> Agricultural employment data are for 2011.

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 website: [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 is 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, 4,477 people in the Hartington Labor Area were employed in agriculture in 2011, the last year that agricultural employment data were available. It is important to note, that for Nebraska as a whole, approximately 32 percent of farm operators also have a full-time job off the farm and 49 percent work off the farm, either in full- or part-time employment.

The number of nonfarm wage and salary workers in the Hartington 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**  
**Hartington Labor Area, by County, 2012**

County	Manuf. & Natural Resources	Constr.	Trade, Transport. & Utilities	Prof. & Business Services	Educ. & Health Services	Fin. Act.	All Other Services	Gov.
Cedar, NE	400	182	683	101	224	146	243	693
Dixon, NE	858	113	118	14	72	30	134	453
Knox, NE	283	94	607	135	340	109	252	1,085
Pierce, NE	173	174	531	92	290	92	187	450
Wayne, NE	1,113	88	650	87	444	254	490	1,096
Yankton, SD	3,011	448	2,317	676	2,005	468	1,557	1,870
<b>Labor Area</b>	<b>5,838</b>	<b>1,099</b>	<b>4,906</b>	<b>1,105</b>	<b>3,375</b>	<b>1,099</b>	<b>2,863</b>	<b>5,647</b>
<b>Nebraska</b>	<b>109,128</b>	<b>42,185</b>	<b>187,577</b>	<b>106,260</b>	<b>123,470</b>	<b>61,857</b>	<b>131,941</b>	<b>157,837</b>
<b>Percent of Total Nonfarm Wage &amp; Salary Employment</b>								
Labor Area	22.5	4.2	18.9	4.3	13.0	4.2	11.0	21.8
<b>Nebraska</b>	<b>11.9</b>	<b>4.6</b>	<b>20.4</b>	<b>11.5</b>	<b>13.4</b>	<b>6.7</b>	<b>14.3</b>	<b>17.2</b>

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

The most significant deviations between Nebraska and the Hartington Labor Area occur in the Manufacturing & Natural Resources sector employment, with 22.5 percent of nonfarm wage and salary workers in the Hartington area employed in that sector, compared to 11.9 percent for Nebraska. Conversely, only 4.3 percent of nonfarm wage and salary workers in the Hartington Labor Area are employed in the Professional and Business Services sector, compared to 11.5 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 Hartington 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 Cedar County (\$31,219 for all wage and salary employees for all private industries) are slightly lower than for the Hartington Labor Area as a whole and most of the other counties that make up the area. Also, Cedar County average annual salaries are \$8,049 (20.5 percent) less than the state average. Average annual salaries for the Hartington Labor Area (\$31,865) were \$7,403 (18.9 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Cedar County to the creation of additional employment opportunities with competitive wages and benefits.

**Table Four**  
**Average Pay, Hartington Labor Area & Nebraska, 2012**

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

County	Average Employment	Average Weekly Wages	Average Annual Wages
<b>Cedar, NE</b>	<b>2,672</b>	<b>\$600</b>	<b>\$31,219</b>
Dixon, NE	1,792	\$560	\$29,137
Knox, NE	2,905	\$498	\$25,914
Pierce, NE	1,989	\$582	\$30,253
Wayne, NE	4,222	\$559	\$29,054
Yankton, SD	12,352	\$673	\$35,021
<b>Labor Area</b>	<b>25,932</b>	<b>\$611</b>	<b>\$31,865</b>
<b>Nebraska</b>	<b>920,255</b>	<b>\$755</b>	<b>\$39,268</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**

County	Goods- Producing	Manufacturing	Construction	Service- Providing	Trade, Transportation, and Utilities	Financial Activities	Professional and Business Services	Leisure and Hospitality
<b>Cedar, NE</b>	<b>\$37,455</b>	<b>\$41,176</b>	<b>\$38,499</b>	<b>\$28,280</b>	<b>\$31,902</b>	<b>\$38,156</b>	<b>\$21,188</b>	<b>\$8,416</b>
Dixon, NE	\$33,023	\$0	\$37,535	\$22,568	\$24,085	\$32,501	\$30,618	\$17,095
Knox, NE	\$26,025	\$23,713	\$26,718	\$24,246	\$22,838	\$36,617	\$24,529	\$11,886
Pierce, NE	\$37,369	\$39,007	\$33,948	\$28,231	\$27,400	\$38,756	\$49,525	\$7,051
Wayne, NE	\$29,330	\$29,103	\$30,546	\$24,210	\$24,888	\$35,532	\$30,700	\$7,470
Yankton, SD	\$41,275	\$42,551	\$33,505	\$31,330	\$27,780	\$53,892	\$33,986	\$11,339
<b>Nebraska</b>	<b>\$42,566</b>	<b>\$43,600</b>	<b>\$42,624</b>	<b>\$37,692</b>	<b>\$33,975</b>	<b>\$53,760</b>	<b>\$51,864</b>	<b>\$13,642</b>

<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 Hartington 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 Yankton County, SD. The average annual wage for all wage and salary workers (working) in Yankton County, SD was \$35,021 in 2012 which was \$3,156 (9.9 percent) higher than the average for the Hartington Labor Area as a whole, and \$4,247 (10.8 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Yankton County, SD indicates that the high average annual wage results from the extremely high average wage in the financial activities and manufacturing sectors.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Northeast Nebraska. Entry level and experienced wage rates represent the means of the lower one-third (1/3) and upper two-thirds (2/3) of the wage distribution, respectively.

**Table Five**  
**Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations**  
**Northeast Region Nebraska, 2nd Quarter, 2013**

<b>Occupation</b>	<b>Entry Level</b>	<b>Average</b>	<b>Experienced</b>
Education, Training, and Library Occupations	11.20	19.93	24.31
Healthcare Practitioners and Technical Occupations	15.27	29.23	36.22
Registered Nurses	20.18	25.46	28.11
Protective Service Occupations	9.57	16.80	20.41
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	14.09	24.99	30.44
Construction and Extraction Occupations	11.38	16.60	19.22
Installation, Maintenance, and Repair Occupations	11.53	18.85	22.50
Production Occupations	10.86	15.74	18.20
First-Line Supervisors/Managers of Production and Operating Workers	18.39	37.65	47.28
Team Assemblers	11.41	13.92	15.18
Welders, Cutters, Solderers, and Brazers	12.25	16.65	18.84
Inspectors, Testers, Sorters, Samplers, and Weighers	12.22	15.65	17.37
Transportation and Material Moving Occupations	9.91	15.52	18.33
Truck Drivers, Heavy and Tractor-Trailer	12.12	17.83	20.67
Laborers and Freight, Stock, and Material Movers, Hand	9.20	12.77	14.55

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, July, 2013

## Commuting Patterns

Table Six provides data from the 2011 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Hartington 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 Cedar County indicate that 1,939, or 57.4 percent of the employed workers, commuted to other counties for employment. For two of the other counties in the Hartington Labor Area, the percentage of commuters was greater than for Cedar County. In the case of Dixon County, 1,715, or 83.4 percent of employed workers commuted out of their county of residence for employment. Other counties with more than 50.0 percent of employed workers commuting to other counties for employment include Pierce (69.8 percent), Knox (57.0 percent), and Wayne (51.5 percent).

**Table Six**  
**Commuting Patterns, Hartington Labor Area**  
**Jobs Outside County of Residence, 2011**

County	County Residents Working Outside County	
	Number	Percent
Cedar, NE	1,939	57.4%
Dixon, NE	1,715	83.4%
Knox, NE	1,833	57.0%
Pierce, NE	2,241	69.8%
Wayne, NE	1,801	51.5%
Yankton, SD	3,053	31.6%

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

Table Seven provides further detail illustrating the willingness of workers in Hartington and Cedar County to travel for employment. In 2011, residents of Cedar County worked at a total of 3,377 jobs; a resident could work at more than one job. Of these 3,377 jobs, the largest number, 1,438 or 42.6 percent, were located in Cedar County, while 423 or 12.5 percent were located in Yankton County. Other counties with high numbers of workers from Cedar County were Wayne (194 jobs), Knox (107 jobs), and Dixon (45 jobs).

Also in 2011, residents of Hartington worked at a total of 480 jobs with the largest number, 229 or 47.7% percent located in Cedar County. Other counties with substantial numbers of workers from Hartington include Yankton (126 jobs), Wayne (8 jobs), Knox (19 jobs), and Dixon (2 jobs).

**Table Seven**  
**Commuting Patterns, Hartington Labor Area**  
**Location of Jobs Held by Hartington and Cedar County Residents, 2011**

County Where Jobs are Located	Primary Jobs Held by Hartington Residents	% Hartington Residents' Primary Jobs	Primary Jobs Held by Cedar County Residents	% Cedar County Residents' Primary Jobs
<b>Cedar, NE</b>	<b>229</b>	<b>47.7%</b>	<b>1,438</b>	<b>42.6%</b>
Yankton, SD	126	26.3%	423	12.5%
Wayne, NE	8	1.7%	194	5.7%
Knox, NE	19	4.0%	107	3.2%
Dixon, NE	2	0.4%	45	1.3%
All Other Locations	96	20.0%	1,170	34.6%
<b>Total Resident Jobs</b>	<b>480</b>	<b>100.0%</b>	<b>3,377</b>	<b>100.0%</b>

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

Table Eight provides data showing the willingness of workers in other counties to commute to Hartington City and Cedar County for employment. In 2011, 299 or 40.6 percent of the 736 primary jobs in Hartington City were held by residents of other counties. Knox County was home to the greatest number of workers commuting into Hartington City from outside Cedar County, 47 or 6.4 percent. Other counties with large numbers of workers commuting into Hartington for their primary jobs included Yankton, 34 or 4.6 percent, Antelope, 20 or 2.7 percent, Wayne, 15 or 2.0 percent, and Dixon, 14 or 1.9 percent.

Data in Table Eight indicate 989 (40.7 percent) of the 2,427 primary jobs in Cedar County were held by workers commuting from other counties. In 2011, Knox County was home to the greatest number of workers commuting into Cedar for primary jobs, 119 or 4.9 percent. Other counties with large numbers of workers commuting into Cedar County for their primary jobs included, Antelope, 97 or 4.0 percent; Wayne, 92 or 3.8 percent; Pierce, 89 or 3.7 percent; Dixon, 88 or 3.6 percent; and Yankton, 72 or 3.0 percent.

**Table Eight**  
**Commuting Patterns, Hartington Labor Area**  
**Sources of Hartington and Cedar County Workers, 2011**

County Where Workers Live	Number of Primary Jobs in Hartington City	Percent of Primary Jobs in Hartington City	Number of Primary Jobs in Cedar County	Percent of Primary Jobs in Cedar County
Cedar, NE	437	59.4%	1,438	59.3%
Knox, NE	47	6.4%	119	4.9%
Antelope, NE	20	2.7%	97	4.0%
Wayne, NE	15	2.0%	92	3.8%
Pierce, NE	11	1.5%	89	3.7%
Dixon, NE	14	1.9%	88	3.6%
Yankton, SD	34	4.6%	72	3.0%
All Other Locations	158	21.5%	432	17.8%
<b>Total Primary Jobs</b>	<b>736</b>	<b>100.0%</b>	<b>2,427</b>	<b>100.0%</b>

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

Table Nine provides data for Cedar 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 2011. 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 Cedar 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 Cedar County by county residents.

As data in Table Nine indicate, residents of Cedar County were employed in 3,377 primary jobs in 2011, but there were 2,427 primary jobs within the area. This indicates residents commuted to at least 950 primary jobs outside the study area. It is important to note this is an estimate of net out-commuting and most certainly understates the actual number of primary jobs in other counties held by area residents.

**Table Nine**  
**Primary Jobs, Cedar County, 2011**  
**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 Cedar County<sup>(a)</sup></b>
Agriculture, Forestry, Fishing and Hunting	156	177	21
Mining, Quarrying, and Oil and Gas Extraction	7	6	-1
Utilities	40	41	1
Construction	214	189	-25
Manufacturing	451	221	-230
Wholesale Trade	217	199	-18
Retail Trade	404	264	-140
Transportation and Warehousing	149	164	15
Information	43	45	2
Finance and Insurance	164	147	-17
Real Estate and Rental and Leasing	19	9	-10
Professional, Scientific, and Technical Services	70	61	-9
Administration & Support, Waste Management & Remediation	90	33	-57
Management of Companies and Enterprises	17	1	-16
Educational Services	360	293	-67
Health Care and Social Assistance	518	278	-240
Arts, Entertainment, and Recreation	26	15	-11
Accommodation and Food Services	173	60	-113
Other Services (excluding Public Administration)	83	73	-10
Public Administration	176	151	-25
<b>Total</b>	<b>3,377</b>	<b>2,427</b>	<b>-950</b>

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

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

## Population Trends

The data provided in Table Ten show population trends for the Hartington Labor Area, by county, and for Nebraska for the period 1960–2012. As these data indicate, the population of the Hartington Labor Area was 62,852 in 2010. The Hartington Labor Area population declined by 11.5 percent from 1960 to 2010 and declined 0.5 percent from 2010 to 2012. Population in Cedar County totaled 8,852 in 2010 and had declined by 33.8 percent from 1960 to 2010. During the latest Census decade from 2000 to 2010, the Cedar County population decreased by 1.2 percent, compared to the decrease for the Hartington Labor Area as a whole of 0.5 percent, and to the State rate of growth of 1.6 percent.

**Table Ten**  
**Population in the Hartington Labor Area, by County, and Nebraska**  
**Selected Years, 1960–2012**

COUNTY	1960	1970	1980	1990	2000	2010	2012	% Chg. 1960–2010	% Chg. 2010–12
<b>Cedar, NE</b>	<b>13,368</b>	<b>12,192</b>	<b>11,375</b>	<b>10,131</b>	<b>9,615</b>	<b>8,852</b>	<b>8,746</b>	<b>-33.8</b>	<b>-1.2</b>
Dixon, NE	8,106	7,453	7,137	6,143	6,339	6,000	5,918	-26.0	-1.4
Knox, NE	13,300	11,723	11,457	9,534	9,374	8,701	8,573	-34.6	-1.5
Pierce, NE	8,722	8,493	8,481	7,827	7,857	7,266	7,166	-16.7	-1.4
Wayne, NE	9,959	10,400	9,858	9,364	9,851	9,595	9,554	-3.7	-0.4
Yankton, SD	17,551	19,039	18,952	19,252	21,652	22,438	22,603	27.8	0.7
<b>Labor Area</b>	<b>71,006</b>	<b>69,300</b>	<b>67,260</b>	<b>62,251</b>	<b>64,688</b>	<b>62,852</b>	<b>62,560</b>	<b>-11.5</b>	<b>-0.5</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>1,855,525</b>	<b>29.4</b>	<b>1.6</b>

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2012*.

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 Hartington Labor Area. In 2012, there were 4,194 people in Cedar County between the ages of 25 and 64, which represented 48.0 percent of the total population, compared to 49.5 percent of the population for the Hartington Labor Area as a whole and 51.1 percent of the Nebraska population in this age range.

**Table Eleven**  
**Age Characteristics of the Population, Hartington Labor Area,**  
**by County, and Nebraska, 2012**

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>Cedar, NE</b>	<b>1,709</b>	<b>19.5</b>	<b>1,013</b>	<b>11.6</b>	<b>1,619</b>	<b>18.5</b>	<b>2,575</b>	<b>29.4</b>	<b>1,830</b>	<b>20.9</b>	<b>45.3</b>
Dixon, NE	1,220	20.6	667	11.3	1,234	20.9	1,682	28.4	1,115	18.8	42.5
Knox, NE	1,670	19.5	882	10.3	1,515	17.7	2,508	29.3	1,998	23.3	47.2
Pierce, NE	1,445	20.2	812	11.3	1,546	21.6	2,076	29.0	1,287	18.0	42.4
Wayne, NE	1,578	16.5	2,581	27.0	1,875	19.6	2,222	23.3	1,298	13.6	30.8
Yankton, SD	3,956	17.5	2,784	12.3	5,674	25.1	6,450	28.5	3,739	16.5	41.3
<b>Labor Area</b>	<b>11,578</b>	<b>18.5</b>	<b>8,739</b>	<b>14.0</b>	<b>13,463</b>	<b>21.5</b>	<b>17,513</b>	<b>28.0</b>	<b>11,267</b>	<b>18.0</b>	<b>41.3</b>
<b>Nebraska</b>	<b>389,256</b>	<b>21.0</b>	<b>259,830</b>	<b>14.0</b>	<b>472,662</b>	<b>25.5</b>	<b>476,423</b>	<b>25.7</b>	<b>257,354</b>	<b>13.9</b>	<b>36.2</b>

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

Source: U.S. Bureau of the Census, *Population Estimates 2012*.



Information in Table Twelve shows recent changes in the racial and ethnic composition for the resident populations of Cedar County, the Hartington Labor Area and Nebraska statewide. As shown in Table Twelve, Cedar County population decreased 9.1 percent during the twelve year period from 2000 to 2012 while the Hispanic population increased by 192.9 percent. Over the same period, the Hartington Labor Area population decreased 3.3 percent while the Hispanic population increased 109.6 percent. Statewide, total population increased 8.4 percent during the period, 2000 to 2012, while the Hispanic population increased 90.6.

**Table Twelve**  
**Population by Selected Race and Origin Characteristics**  
**Cedar County, Hartington Labor Area, and Nebraska Statewide, 2000–2012**

Category	2000		2012		Change 2000 - 12	
	#	%	#	%	#	%
<b>---Cedar County---</b>						
Total Population	9,626	100.0	8,746	100.0	-880	-9.1
Hispanic Origin	42	0.4	123	1.4	81	192.9
White, Non-Hispanic Origin	9,520	98.9	8,521	97.4	-999	-10.5
Non-White Alone & Non-Hispanic	64	0.7	102	1.2	38	59.4
<b>---Hartington Labor Area---</b>						
Total Population	64,663	100.0	62,560	100.0	-2,103	-3.3
Hispanic Origin	1,070	1.7	2,243	3.6	1,173	109.6
White, Non-Hispanic Origin	61,591	95.2	57,353	91.7	-4,238	-6.9
Non-White Alone & Non-Hispanic	2,002	3.1	2,964	4.7	962	48.1
<b>---Nebraska, Statewide---</b>						
Total Population	1,711,230	100.0	1,855,525	100.0	144,295	8.4
Hispanic Origin	94,419	5.5	179,970	9.7	85,551	90.6
White, Non-Hispanic Origin	1,497,082	87.5	1,510,296	81.4	13,214	0.9
Non-White Alone & Non-Hispanic	119,729	7.0	165,259	8.9	45,530	38.0

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2012*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the 1990–2000 period for Nebraska, for Cedar County and for the Hartington Labor Area. As these data show, the Hartington Labor Area as a whole had a small rate of net in-migration during the Census decade of the 1990s, while Cedar and Pierce Counties experienced net out-migration. As indicated in the table, net in-migration for the Hartington Labor Area as a whole accounted for a population growth of 1,043 people during the decade, contributing to a population increase equal to 1.7 percent of the population. In the case of Cedar County, net out-migration during 1990s totaled 648 people, or 6.4 percent of the 1990 population.

**Table Thirteen**  
**Population, Births, Deaths, and Migration**  
**Nebraska and Hartington Labor Area by County, 1990–2000**

County	Population		1990–2000			Net Migration*, 1990–2000	
	1990	2000	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
<b>Cedar, NE</b>	<b>10,131</b>	<b>9,615</b>	<b>1,318</b>	<b>1,186</b>	<b>132</b>	<b>-648</b>	<b>-6.4</b>
Dixon, NE	6,143	6,339	779	733	46	150	2.4
Knox, NE	9,534	9,374	1,126	1,432	-306	146	1.5
Pierce, NE	7,827	7,857	955	914	41	-11	-0.1
Wayne, NE	9,364	9,851	1,098	686	412	75	0.8
Yankton, SD	19,252	21,652	2,878	1,809	1,069	1,331	6.9
<b>Labor Area</b>	<b>62,251</b>	<b>64,688</b>	<b>8,154</b>	<b>6,760</b>	<b>1,394</b>	<b>1,043</b>	<b>1.7</b>
<b>Nebraska</b>	<b>1,578,385</b>	<b>1,711,263</b>	<b>235,647</b>	<b>151,859</b>	<b>83,788</b>	<b>49,090</b>	<b>3.1</b>

\* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.  
Sources: Population (1990, 2000) - U.S. Bureau of the Census, *Census of Population, 1990, 2000*;  
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 2000–2012 period. As these data show, the Hartington Labor Area experienced significant net out-migration during this more recent twelve-year period. As indicated in the table, out-migration for the Hartington Labor Area as a whole accounted for population decline of 3,125 during the 2000–2012 period, contributing to a population decrease equal to 4.8 percent of the 2000 population. In the case of Cedar County, net out-migration during this twelve-year period was 858, or 8.9 percent of the 2000 population.

**Table Fourteen**  
**Population, Births, Deaths, and Migration**  
**Nebraska and Hartington Labor area, by County, 2000–2012**

County	Population		2000–2012			Net Migration, 2000–2012*	
	2000	2012	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
<b>Cedar, NE</b>	<b>9,615</b>	<b>8,746</b>	<b>1,277</b>	<b>1,288</b>	<b>-11</b>	<b>-858</b>	<b>-8.9</b>
Dixon, NE	6,339	5,918	930	802	128	-549	-8.7
Knox, NE	9,374	8,573	1,183	1,505	-322	-479	-5.1
Pierce, NE	7,857	7,166	1,001	937	64	-755	-9.6
Wayne, NE	9,851	9,554	1,184	735	449	-746	-7.6
Yankton, SD	21,652	22,603	3,091	2,402	689	262	1.2
<b>Labor Area</b>	<b>64,688</b>	<b>62,560</b>	<b>8,666</b>	<b>7,669</b>	<b>997</b>	<b>-3,125</b>	<b>-4.8</b>
<b>Nebraska</b>	<b>1,711,263</b>	<b>1,855,525</b>	<b>314,963</b>	<b>180,364</b>	<b>134,599</b>	<b>9,663</b>	<b>0.6</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.

### 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 Hartington Labor Area and in Cedar 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 Hartington 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 Hartington 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 Hartington Labor Area and Cedar 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 Hartington 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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