

Labor Supply Factors and Labor Availability for the Labor Area

Executive Summary

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 Washington 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 Labor Area. Some of the pertinent findings of the report include:

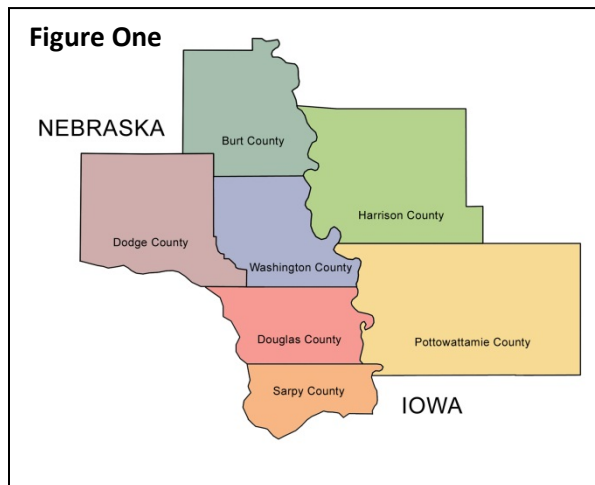
- Population in the Labor Area (Washington, Burt, Dodge, Douglas and Sarpy counties in Nebraska and Harrison and Pottawattamie counties in Iowa) totaled 831,535 people in 2009, with the Washington County population totaling 19,718. Population in Washington County grew by 5.0 percent during the 2000–2009 period, compared to a population increase of 10.5 percent for the seven-county Labor Area as a whole.
- The labor force for the Labor Area totaled 442,004 in 2009, with 420,103 local residents employed in jobs either within or outside the area. A total of 440,742 persons were employed at firms subject to unemployment insurance laws in the area. Unemployed workers increased by 16 percent (3,017 workers) during the same time period.
- The number of people who lived in Washington County that were employed totaled 10,668 in 2009; yet, there were 7,978 persons employed at firms subject to unemployment insurance laws in the county. This indicates Washington County residents are commuting to surrounding counties for employment opportunities. In addition, the number of unemployed workers increased by 38.5 percent during the same time period.
- In 2008, 46.1 percent of Washington County jobs were held by the county's residents. In the same year, 42.1 percent of jobs held by Washington County residents were in Douglas County, Nebraska. This confirms a large number of Washington County residents are commuting to jobs in other counties.
- Average annual wages for all workers at firms subject to unemployment insurance laws in the Labor Area were \$3,803 greater than the Nebraska average. Within the labor area, Washington County had the highest average wage, \$43,683 or \$7,039 greater than the Nebraska average.

The basic conclusion of this report, which follows from the data and analysis presented, is that the Labor Area and Washington County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area.

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

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

In reviewing the data presented in this report, it will be evident that the 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. This report includes labor force, employment, and population data for



employment, and population data for Washington County and for the surrounding Nebraska and Iowa counties that make up the potential labor shed area for Washington County. The Labor Area is presented on the map, Figure One, nearby. The labor shed was determined by identifying the counties from which at least 200 workers commute to work in Washington County.

A readily available supply of workers is important to both new and existing

businesses. Regardless of the number of workers a company needs, the company must be confident that there will be a sufficient supply of labor to meet their staffing needs. This report is provided as a key analytical tool to identify and quantify the number and selected characteristics of workers available in the Washington 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, benefits and working conditions (hours and quality of work). Generally, workers are more inclined to change jobs when the wages and benefits for the potential new job are better or when they are optimistic about the economy, or both.

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. School, family responsibilities and illness are some of the factors that may prevent an individual from participating in the labor force. Discouraged workers, workers that are no longer actively engaged in job search, account for another set of workers that are not counted as part of the labor force. Retired persons are not part of 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.

Migration is another factor that affects the available labor supply. A worker without a job who believes 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 Labor Area for the 2004 to 2009 time period. Data in Table One (Part A and Part B) provide two alternate measures of employment. Table One Part A includes labor force, unemployment and employment data. The U.S. Bureau of Labor Statistics Local Area Unemployment Statistics (LAUS) program is the source for this data. The LAUS program measures employment and unemployment on a place-of-residence basis and data are collected via a sample survey by the U.S. Census Bureau.

Table One Part B includes data from the U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) program. The employment and wage data by county are compiled under the QCEW program, also known as the ES-202 program. The data are derived from reports submitted by every employer subject to unemployment insurance laws (either state or federal). The QCEW program measures employment on a place-of-business basis.

As these data indicate, both the total labor force and total employment for the labor shed area as a whole increased, with the area labor force (Part A) growing to 442,004

workers in 2009 from 429,776 in 2004, a 2.8 percent increase. Total employment increased to 420,103 workers from 410,892 during the same period, an increase of 2.2 percent. Unemployed workers increased to 21,901 from 18,884 during the same time period, a change of 38.5 percent.

Total employment (measured by the QCEW program – Part B) increased to 440,742 workers in 2009 from 428,324 workers 2004, a 2.9 percent change. During the 2004 to 2009 time period, the Service-Providing sector increased employment to 321,937 workers from 311,540, a 3.3 percent increase; however, Employment in the Goods-Producing sector decreased by 3.9 percent to 56,605 workers from 60,955. During the same period, Total Government employment increased by 7.8 percent to 60,204 workers from 55,830.

During the 2004 to 2009 time period, the Education and Healthcare Services and Leisure and Hospitality sectors led private industry growth, growing at 16.0 percent (8,649 workers) and 9.5 percent (3,899 workers), respectively. State Government grew by 9.6 percent to 8,320 workers in 2009 from 7,593 workers in 2004 and Local Government grew by 9.4 percent to 42,965 workers in 2009 from 39,266 workers in 2004. Note: the QCEW classified the Douglas County Public Administration sector as “not disclosable” during 2008 and 2009 – this accounts for the outsized decline reported in the table, below.

The cyclical nature of the goods-producing industries is evident in the data. The recent downturn in the economy impacted the Construction and Manufacturing sectors. The Construction sector saw employment decline by 3.8 percent to 23,278 in 2009 workers from 24,208 in 2004 Manufacturing employment declined by 3.4 percent to 34,020 workers from 35,229 workers during the same time period.

Table One
Labor Force and Employment, Washington County Labor Area,
2004 to 2009

Part A: Local Area Unemployment Statistics	2004	2005	2006	2007	2008	2009	Percent Change 2004 to 2009
Labor Force	429,776	430,523	432,124	438,692	446,377	442,004	2.8
Unemployment	18,884	18,836	14,977	14,757	16,243	21,901	16.0
Unemployment Rate	4.4%	4.4%	3.5%	3.4%	3.6%	5.0%	(N/A)
Employment	410,892	411,687	417,147	423,935	430,134	420,103	2.2

(N/A): Not Applicable

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics

Part B : Quarterly Census of Employment and Wages	2004	2005	2006	2007	2008	2009	Percent Change 2004 to 2009
Total Employment	428,324	433,549	440,818	447,017	452,688	440,742	2.9
Total Private	372,495	376,968	383,342	389,217	393,942	380,543	2.2
Goods-Producing	60,955	61,370	62,868	61,437	62,702	58,605	-3.9
Natural Resources and Mining	1,519	1,549	1,668	1,185	1,234	1,306	-14.0
Construction	24,208	24,623	25,767	24,426	25,145	23,278	-3.8
Manufacturing	35,229	35,200	35,434	35,825	36,324	34,020	-3.4
Service-Providing	311,540	315,598	320,473	327,780	331,241	321,937	3.3
Trade, Trans. and Utilities	94,750	95,934	95,152	95,835	96,084	91,348	-3.6
Information	13,554	13,381	12,974	12,797	12,271	11,581	-14.6
Financial Activities	35,635	35,660	36,539	37,524	37,781	37,047	4.0
Professional and Business Svc.	60,836	61,292	63,592	65,310	66,072	63,340	4.1
Education and Health Services	53,909	55,000	56,885	59,029	61,562	62,558	16.0
Leisure and Hospitality	40,852	42,463	43,893	45,732	45,851	44,751	9.5
Other Services	11,926	11,788	11,357	11,441	11,513	11,205	-6.0
Total Government	55,830	56,582	57,478	57,802	58,746	60,204	7.8
Federal	8,971	8,816	8,879	8,660	8,699	8,919	-0.6
Public Administration	3,530	3,597	3,624	3,483	3,334	3,498	-0.9
State	7,593	7,731	7,787	7,936	8,147	8,320	9.6
Public Administration	2,142	2,168	2,195	2,232	435	462	-78.4
Local	39,266	40,035	40,812	41,206	41,900	42,965	9.4
Public Administration	9,033	9,117	9,271	9,108	9,171	9,258	2.5

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Table Two provides data showing labor force and employment trends for Washington County during the 2004 to 2009 time period. Like the tables above, data in Table One (Part A and Part B) provide two alternate measures of employment. Table One Part A includes labor force, unemployment and employment data from the LAUS program. Table One Part B provides data from the QCEW program.

The Washington County labor force increased by 9 workers to 11,175 in 2009 from 11,166 workers in 2004. Total employment for the county decreased by 1.2 percent to 10,668 workers, during the same time period. Unemployed workers increased by 38.5 percent to 507 workers in 2009 from 366 workers in 2004.

Total employment (measured by the QCEW program – Part B) grew by 0.2 percent to 7,978 workers in 2009 from 7,964 workers in 2004. Unlike the Labor Area as a whole, the Goods-Producing sector in Washington County increased employment during the 2004 to 2009 time period, increasing employment by 9.3 percent to 2,155 workers in 2009. Manufacturing sector employment increased by 19.9 percent to 1,159 workers during the same time period. The Natural Resources and Mining sector increased employment to 186 workers in 2009 from 164 workers in 2004, a 13.4 percent increase. Employment in the Construction sector declined by 3.6 percent to 810 workers in 2009 from 840 workers in 2004.

The Service-Providing sector decreased employment by 6.0 percent to 4,193 workers during the 2004 to 2009 time period. The Professional and Business Services sector posted the largest percentage decline, with employment falling by 23.9 percent to 754 workers in 2009 from 991 workers in 2004. The Other Services, Financial Activities and Education and Healthcare Services sectors increased employment, increasing by 41.7 percent, 10.3 percent and 8.5 percent, respectively.

Total Government employment increased by 6.3 percent to 1,631 workers during the 2004 to 2009 time period. During the same period, State Government employment grew by 17.4 percent to 27 workers in 2009; Local Government grew by 6.9 percent to 1,554 workers in 2009 and Federal employment declined by 12.3 percent to 50 workers in 2009.

Table Two
Labor Force and Employment, Washington County,
2004 to 2009

Part A: Local Area Unemployment Statistics	2004	2005	2006	2007	2008	2009	% Change 2004 to 2009
Labor Force	11,166	11,169	11,255	11,299	11,296	11,175	0.1
Unemployment	366	377	315	317	349	507	38.5
Unemployment Rate	3.3%	3.4%	2.8%	3.3%	3.3%	3.3%	(N/A)
Employment	10,800	10,792	10,940	10,982	10,947	10,668	-1.2

(N/A): Not Applicable

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics

Part B: Quarterly Census of Employment and Wages	2004	2005	2006	2007	2008	2009	% Change 2004 to 2009
Total Employment	7,964	7,974	7,903	7,969	8,279	7,978	0.2
Total Private	6,430	6,434	6,373	6,435	6,708	6,347	-1.3
Goods-Producing	1,971	2,275	2,323	2,325	2,488	2,155	9.3
Natural Resources and Mining	164	164	163	169	176	186	13.4
Construction	840	937	885	863	1,022	810	-3.6
Manufacturing	967	1,174	1,276	1,293	1,290	1,159	19.9
Service-Providing	4,459	4,159	4,050	4,110	4,220	4,193	-6.0
Trade, Trans. and Utilities	1,402	1,355	1,260	1,295	1,364	1,334	-4.9
Information	355	360	373	361	344	324	-8.7
Financial Activities	291	286	270	291	303	321	10.3
Professional and Bsn. Services	991	683	656	709	763	754	-23.9
Education and Health Services	878	910	973	959	932	953	8.5
Leisure and Hospitality	440	457	402	374	379	363	-17.5
Other Services	103	109	117	120	135	146	41.7
Total Government	1,534	1,540	1,530	1,535	1,571	1,631	6.3
Total Federal	57	57	55	54	53	50	-12.3
Public Administration	16	17	16	15	15	15	-6.3
Total State	23	23	23	26	26	27	17.4
Public Administration	ND	ND	ND	ND	ND	ND	(N/A)
Total Local	1,454	1,460	1,452	1,455	1,492	1,554	6.9
Public Administration	ND	ND	ND	ND	ND	ND	(N/A)

ND : Not Disc losable -- data do not meet U.S. Bureau of Labor Statistics or State agency disclosure standards.

(N/A): Not applicable

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Looking at the two measures of employment, we find that 10,668 employed workers live in Washington County (LAUS data from Part A) and 7,978 workers are employed in Washington County. This indicates that a significant portion of the Washington County workers commute out of the county for work. We will discuss the details of the workers outflow in the Commuting Patterns section, below.

Table Three provides information about the number of employed workers from the QCEW program by major industry sector and by county. In addition the table provides information about the share of the workers in each of the selected industries.

Table Three
Total Employment, by Industry Sector
Washington County Labor Area, by County, 2009

County	Private Mfg.	Private Const.	Private Service-Providing	Private TT & U	Private Financial Act.	Private Prof. & Bus. Svc.	Private Ed. & Health Svc.	Govt.	Total*
Washington	1,159	810	4,193	1,334	321	754	953	1,631	7,978
Burt	137	81	900	279	111	93	169	654	1,860
Dodge	3,380	516	9,404	3,521	581	970	2,055	2,867	16,300
Douglas	21,979	15,786	234,591	55,998	30,287	51,779	48,400	39,712	312,482
Sarpy	2,315	4,307	43,970	19,394	4,369	7,131	4,980	9,062	59,746
Harrison	283	82	2,556	910	140	185	791	929	3,922
Pottawattamie	4,767	1,696	26,323	9,912	1,238	2,428	5,210	5,349	38,454
Labor Area	34,020	23,278	321,937	91,348	37,047	63,340	62,558	60,204	440,742
Nebraska	93,276	46,259	590,633	185,931	62,859	100,687	117,970	158,858	901,470

* Includes sectors not shown on the table.

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Percent of Total Employment by Sector, Labor Area versus Nebraska

County	Private Mfg.	Priv. Const.	Private Service-Providing	Private TT & U	Private Fin. Act.	Private Prof. & Bus. Svc.	Private Ed. & Health Svc.	Govt.	Total*
Labor Area	7.7%	5.3%	73.0%	20.7%	8.4%	14.4%	14.2%	13.7%	100.0%
Nebraska	10.3%	5.1%	65.5%	20.6%	7.0%	11.2%	13.1%	17.6%	100.0%

* Includes sectors not shown on the table.

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Most of the workers (70.9 percent) work in Douglas County. The worker share for Washington County is 1.8 percent.

The Labor Area employment distribution by industry is significantly different than that for Nebraska as a whole. Employment in the Service-Providing sector is greater in the labor

area, accounting for 73.0 percent of all workers. At the state-level, 65.5 percent of the workers are employed in the Service-Providing sector. Employment in the labor area is slightly more concentrated in the Financial Activities sector, with 8.4 percent of all workers versus 7.0 percent at the state-level. Likewise, the Labor Area has a greater proportion of workers in the Professional and Business Services sector (14.4 percent versus 11.2 percent) and the Education and Healthcare Services sector (14.2 percent versus 13.1 percent).

Manufacturing accounts for a smaller proportion of workers in the labor area compared to the state (7.7 percent versus 10.3 percent). Also, the Labor Area has a smaller proportion of workers in the Government sector (13.7 percent versus 17.6 percent).

Labor costs are an important consideration in any analysis of the labor availability in an area. Table Four provides information about labor cost comparisons, by county, for all private sector workers in the Labor Area. The wage information for each county represents the wages paid in that county and does not provide wage information for the residents of the county. We use data from the QCEW program for the analysis.

Table Four
Average Wages, Washington County Labor Area, 2009
Part A
Average Annual Wages and Average Weekly Wages
All Covered Employees, by County

County	Average Employment	Average Weekly Wages	Average Annual Wages
Washington	7,978	\$840	\$43,683
Burt	1,860	\$508	\$26,402
Dodge	16,300	\$582	\$30,264
Douglas	312,482	\$827	\$42,985
Sarpy	59,746	\$683	\$35,510
Harrison	3,922	\$576	\$29,953
Pottawattamie	38,454	\$633	\$32,806
Labor Area	440,742	\$778	\$40,447
Nebraska	901,470	\$705	\$36,644

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

The highest overall average annual wages in the labor area are for workers employed in Washington County. The average annual wages for all workers in Washington County

was \$43,683 in 2009. The average annual wages in Washington County are \$3,236 (8.0 percent) more than the average for the Labor Area and \$7,039 (19.2 percent) more than the average annual wages at the state level.

Table Four -- Continued
Part B
Average Annual Wages, All Covered Employees,
by County and Selected Industries

County	Private Goods-Prod.	Private Mfg.	Private Cons.	Private Services-Prov.	Trade, Trans. & Utilities	Fin. Act.	Bus. & Prof. Svc.	Leisure & Hosp.
Washington	\$49,301	\$55,587	\$43,777	\$34,436	\$39,061	\$34,834	\$43,160	\$9,386
Burt	\$30,995	\$33,674	\$25,646	\$24,461	\$23,509	\$28,900	\$32,907	\$8,131
Dodge	\$36,728	\$36,788	\$36,022	\$25,544	\$29,143	\$33,791	\$31,105	\$10,671
Douglas	\$44,430	\$43,661	\$45,678	\$42,389	\$35,851	\$55,564	\$54,964	\$14,549
Sarpy	\$42,802	\$47,494	\$40,400	\$33,132	\$28,608	\$44,735	\$54,351	\$12,290
Harrison	\$33,401	\$32,370	\$30,984	\$28,619	\$30,087	\$39,088	\$27,415	\$10,421
Pottawattamie	\$39,023	\$37,981	\$44,023	\$29,650	\$30,082	\$39,042	\$30,493	\$19,988
Nebraska	\$39,698	\$40,354	\$40,959	\$35,135	\$31,435	\$47,798	\$48,000	\$12,475

Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Part B of Table Four provides average annual wages, by county, and by selected industries for counties in the labor area and the state of Nebraska. High wages in the Manufacturing and the Trade, Transportation and Utilities sectors lift the overall county average.

Commuting Patterns

Table Five provides 2006 to 2008 estimates from the U.S. Census Bureau's Local Employment Dynamics program showing commuting patterns for workers working in Washington County. Approximately 1 in 5 workers in Washington County commute from Douglas County. The proportion of Douglas County residents working in Washington County has been rising over the last three years. Slightly less than half (46.1 percent) of the workers in Washington County reside in Washington County.

Table Five
Where Workers Live Who are Employed in Washington County

County	2006		2007		2008	
	Count	Share	Count	Share	Count	Share
Washington	3,844	51.8%	3,470	45.3%	3,740	46.1%
Douglas	1,520	20.5%	1,702	22.2%	1,830	22.6%
Harrison	407	5.5%	509	6.6%	469	5.8%
Dodge	320	4.3%	381	5.0%	403	5.0%
Burt	351	4.7%	333	4.3%	336	4.1%
Sarpy	227	3.1%	268	3.5%	260	3.2%
Pottawattamie	196	2.6%	214	2.8%	213	2.6%
Lancaster	43	0.6%	76	1.0%	81	1.0%
Saunders	52	0.7%	73	1.0%	65	0.8%
Cass	51	0.7%	63	0.8%	57	0.7%
All Other Locations	417	5.6%	576	7.5%	608	7.5%
Total All Jobs	7,428	100.0%	7,665	100.0%	8,110	100.0%

Source: U.S. Census Bureau, Local Employment Dynamics

Table Six provides information about where the residents of Washington County work. Douglas County is the work destination for the largest proportion of Washington County residents (42.1 percent). Slightly more than one in three Washington County residents work in Washington County.

Table Six
Where Workers are Employed Who Live in Washington County

	2006		2007		2008	
	Count	Share	Count	Share	Count	Share
Douglas	4,051	39.9%	4,502	43.3%	4,436	42.1%
Washington	3,844	37.9%	3,470	33.4%	3,740	35.5%
Sarpy	408	4.0%	490	4.7%	539	5.1%
Dodge	499	4.9%	535	5.1%	505	4.8%
Lancaster	251	2.5%	387	3.7%	330	3.1%
Pottawattamie	114	1.1%	141	1.4%	133	1.3%
Burt	55	0.5%	56	0.5%	73	0.7%
Platte	78	0.8%	91	0.9%	68	0.6%
Otoe	39	0.4%	49	0.5%	50	0.5%
Madison	44	0.4%	57	0.5%	48	0.5%
All Other Locations	770	7.6%	625	6.0%	584	5.5%

Source: U.S. Census Bureau, Local Employment Dynamics

Table Seven shows the net job inflow or outflow from Washington County. In 2008, 8,110 workers were employed in Washington County. The Local Employment Dynamics program estimated that 10,545 workers lived in Washington County. The net outflow of

workers from Washington County was 2,435 in 2008, down 11.1 percent compared to 2007.

Table Seven
Net Job Outflow, Washington County, 2006 to 2008

	2006		2007		2008	
	Count	Share	Count	Share	Count	Share
Employed in Washington Co.	7,428	100.0%	7,665	100.0%	8,110	100.0%
Living in Washington Co.	10,153	136.7%	10,403	135.7%	10,545	130.0%
Net Job Inflow (+) or Outflow (-)	-2,725	-	-2,738	-	-2,435	-

Source: U.S. Census Bureau, Local Employment Dynamics

Table Eight provides information about the residents of Washington County who work in other counties. In 2008, 6,805 residents commuted out of the county for work. Workers aged 30 to 54 years old account for the majority of the commuters. Also, 38.5 percent of Washington County commuters earn more than \$3,333 per month. Finally, 60.7 percent of commuters work in the Service-Providing sector.

Table Eight
Outflow Job Characteristics, Washington County Residents,
2006 to 2008

	2006		2007		2008	
	Count	Share	Count	Share	Count	Share
External Jobs Filled by Residents	6,309	100.0%	6,933	100.0%	6,805	100.0%
Workers Aged 29 or younger	1,650	26.2%	1,764	25.4%	1,685	24.8%
Workers Aged 30 to 54	3,598	57.0%	3,880	56.0%	3,829	56.3%
Workers Aged 55 or older	1,061	16.8%	1,289	18.6%	1,291	19.0%
Workers Earning \$1,250 per month or less	1,824	28.9%	1,924	27.8%	1,755	25.8%
Workers Earning \$1,251 to \$3,333 per month	2,288	36.3%	2,508	36.2%	2,428	35.7%
Workers Earning More than \$3,333 per month	2,197	34.8%	2,501	36.1%	2,622	38.5%
Workers in the "Goods Producing" Industry Class	1,179	18.7%	1,204	17.4%	1,222	18.0%
Workers in the "Trade, Transportation, and Utilities" Industry Class	1,359	21.5%	1,516	21.9%	1,454	21.4%
Workers in the "All Other Services" Industry Class	3,771	59.8%	4,213	60.8%	4,129	60.7%

Source: U.S. Census Bureau, Local Employment Dynamics

Table nine provides information regarding the characteristics of workers who commute in to Washington County but reside in another county. In 2008, 4,370 workers commuted in to Washington County for work. Nearly 6 out of ten workers are aged 30 to 54 years old. The percentage of workers earning more than \$3,333 is greater than the percentage of outflow workers, 44.7 percent versus 38.5 percent. The proportion of inflow workers in the Goods Producing sector is significantly higher than the proportion of outflow workers, 38.5 percent versus 18.0 percent. One in three inflow workers works in the Service-Providing sector.

Table Nine
Inflow Job Characteristics, Washington County Workers,
2006 to 2008

	2006		2007		2008	
	Count	Share	Count	Share	Count	Share
Internal Jobs Filled by Outside Workers	3,584	100.0%	4,195	100.0%	4,370	100.0%
Workers Aged 29 or younger	931	26.0%	1,040	24.8%	1,125	25.7%
Workers Aged 30 to 54	2,108	58.8%	2,474	59.0%	2,539	58.1%
Workers Aged 55 or older	545	15.2%	681	16.2%	706	16.2%
Workers Earning \$1,250 per month or less	698	19.5%	803	19.1%	813	18.6%
Workers Earning \$1,251 to \$3,333 per month	1,366	38.1%	1,533	36.5%	1,602	36.7%
Workers Earning More than \$3,333 per month	1,520	42.4%	1,859	44.3%	1,955	44.7%
Workers in the "Goods Producing" Industry Class	1,215	33.9%	1,477	35.2%	1,682	38.5%
Workers in the "Trade, Transportation, and Utilities" Industry Class	1,160	32.4%	1,236	29.5%	1,288	29.5%
Workers in the "All Other Services" Industry Class	1,209	33.7%	1,482	35.3%	1,400	32.0%

Population Trends

The data provided in Table 10 show population trends for the Labor Area, by county, and for Nebraska for the 1990 to 2009 period. As these data indicate, the population of the Labor Area was 752,281 in 2000. The Labor Area population grew by 11.4 percent from 1990 to 2000 and grew 10.5 percent from 2000 to 2009. The state's population grew by 8.4 percent from 1990 to 2000 and by 5.0 percent from 2000 to 2009. Population in Washington County totaled 18,780 in 2000 and had grown by 13.1 percent from 1990 to 2000. From 2000 to 2009, the population in Washington County grew by 5.0 percent.

Table Ten
Population in Washington County Labor Area, by County and Nebraska
1990 to 2009

County	1990	2000	2009	Percent Change 1990 to 2000	Percent Change 2000 to 2009
Washington	16,607	18,780	19,718	13.1	5.0
Burt	7,868	7,791	6,922	-1.0	-11.2
Dodge	34,500	36,160	35,640	4.8	-1.4
Douglas	416,444	463,585	510,199	11.3	10.1
Sarpy	102,583	122,595	153,504	19.5	25.2
Harrison	14,730	15,666	15,328	6.4	-2.2
Pottawattamie	82,628	87,704	90,224	6.1	2.9
Labor Area	675,360	752,281	831,535	11.4	10.5
Nebraska	1,578,385	1,711,263	1,796,619	8.4	5.0

Source: U.S. Census Bureau, Population Division

Table Eleven shows the distribution of the population in the Labor Area. A key consideration is the number of people in working age populations. In 2009, there were 442,668 people in the Labor Area between the ages of 25 and 64 years old, representing 53.2 percent of the total population; there were 10,281 people in the same age brackets in Washington County, representing 52.1 percent of the total population. This compares to 50.1 percent of people in the state of Nebraska that are between the ages of 25 and 64.

Table Eleven
Age Distribution of the Population in the Washington County Labor Area,
by County and Nebraska
2009

County	Age 0 to 17	Share	Age 18 to 24	Share	Age 25 to 44	Share	Age 45 to 64	Share	Age 65 & Older	Share
Washington	4,873	24.7%	1,806	9.2%	4,378	22.2%	5,903	29.9%	2,758	14.0%
Burt	1,565	22.6%	536	7.7%	1,225	17.7%	2,058	29.7%	1,538	22.2%
Dodge	8,542	24.0%	3,045	8.5%	8,189	23.0%	9,462	26.5%	6,402	18.0%
Douglas	134,035	26.3%	48,231	9.5%	152,087	29.8%	121,127	23.7%	54,719	10.7%
Sarpy	42,924	28.0%	14,887	9.7%	46,342	30.2%	36,112	23.5%	13,239	8.6%
Harrison	3,610	23.6%	1,175	7.7%	3,342	21.8%	4,516	29.5%	2,685	17.5%
Pottawattamie	21,453	23.8%	8,121	9.0%	22,931	25.4%	24,996	27.7%	12,723	14.1%
Labor Area	217,002	26.1%	77,801	9.4%	238,494	28.7%	204,174	24.6%	94,064	11.3%
Nebraska	451,641	25.1%	196,793	11.0%	451,666	25.1%	455,889	25.4%	240,630	13.4%

Source: U.S. Census Bureau, Population Division

Table Twelve shows population, the natural increase (births minus deaths), and net migration for the 2000 to 2009 period. The Labor Area experienced significant net in-migration during this time period. In-migration for the Labor Area was 22,502 people during the 2000 to 2009 period, an increase equal to 2.0 percent of the 2000 population. Washington County saw an in-migration of 364 people during the same period.

Table Twelve
Population, Births, Deaths and Migration in the Washington Labor Area,
by County and Nebraska
2009

County	2000	2009	Births	Deaths	Natural Increase	Net Migration 2000 to 2009	Percent 2000 Population
Washington	18,780	19,718	2,070	1,496	574	364	1.9%
Burt	7,791	6,922	725	974	-249	-620	-8.0%
Dodge	36,160	35,640	4,571	3,748	823	-1,343	-3.7%
Douglas	463,585	510,199	76,137	33,353	42,784	3,830	0.8%
Sarpy	122,595	153,504	22,402	5,889	16,513	14,396	11.7%
Harrison	15,666	15,328	1,616	1,736	-120	-218	-1.4%
Pottawattamie	87,704	90,224	11,324	7,849	3,475	-1058	-1.2%
Labor Area	752,281	831,535	118,845	55,045	63,800	15,351	2.0%
Nebraska	1,711,263	1,796,619	241,832	139,626	102,206	-16,852	-1.0%

Source: U.S. Census Bureau, Population Division

Summary

Washington County is an attractive place to locate a new business or expand an existing facility. The labor force, employment, commuting patterns and demographics for the Labor Area show that an adequate supply of labor exists in the area for the prospective employer. An employer can anticipate a significant response by offering competitive wages and benefits and career opportunity to area workers. Such was the case with the Blair Bio-Refinery Campus which today employs 650 fulltime workers. Many of these workers commute from other counties on both sides of the Missouri River.

In conclusion, the data and analysis presented in this report indicate that the Labor Area and Washington County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area.