

Labor Supply Factors and Labor Availability for the Box Butte 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 the Box Butte 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 Box Butte County Labor Area. Pertinent findings of the report include:

- Population in the Box Butte County Labor Area (Box Butte County plus the **six** contiguous counties) totaled 68,437 people in 2018, with the Box Butte County population totaling 10,772. Population in Box Butte County declined by 4.7 percent during the period 2010–2018, compared to a population decrease of 4.1 percent for the seven-county Box Butte County Labor Area as a whole.
- The Box Butte County Labor Area labor force totaled 36,085 in 2018, with 35,025 residents employed in jobs either within or outside the area. A total of 27,584 persons were employed in nonfarm wage and salary jobs¹ located within the area.
- In 2017, 1,082 primary jobs (36.9 percent) held by Box Butte County residents were located outside Box Butte County. This confirms a large number of Box Butte County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Box Butte County Labor Area were \$7,431 less than the Nebraska average. Within the labor area, Box Butte County had the highest average wage, \$45,957 or \$305 lower than the Nebraska average.

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

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

Labor Supply Factors and Labor Availability for the Box Butte County Labor Area

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

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

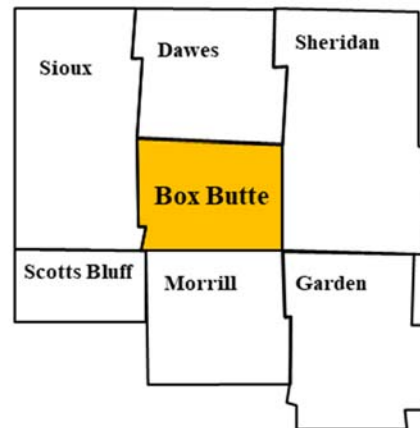
Available labor supply is defined as the number of persons who would potentially apply for employment when a job becomes available. Potential workers are categorized into two groups; those currently employed who would consider other employment opportunities and those who do not currently have a job.

One factor contributing to the available supply of workers is the willingness of workers already employed to change jobs. Factors influencing this decision are related to wages, fringe benefits, hours, and working conditions. Generally, workers are more inclined to change jobs when the wages and benefits for the potential new job are better and/or when they are optimistic about the economy.

Factors contributing to the available supply of people without jobs include the unemployment rate, labor force participation, and migration. To be classified as unemployed, an individual must have been actively looking for work in the last four weeks, unless they were expecting recall from a layoff or waiting to start a job within 30 days.

There are also potential workers that are classified as not presently in the labor force. These individuals may not be participating in the labor force as employed or unemployed

Figure One
Box Butte County
Labor Area



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 Box Butte County Labor Area for selected years from 2013 to 2018. Data in Table One (Part A and Part B, next page) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, unemployment rate, and nonfarm wage and salary employment data for the entire Box Butte County Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both decreased, with the area labor force declining by 5.5 percent between 2013 and 2018 and total employment declining by 4.6 percent during the same period.

Table One
Labor Force and Employment, Box Butte County Labor Area^(a), 2013–2018
Part A
Labor Force and Employment
Box Butte County Labor Area^(a), 2013–2018

(Place of Residence)	2013	2014	2015	2016	2017	2018	% Chg. 2013–2018
Labor Force^(b)	38,178	37,194	36,921	37,022	36,173	36,085	-5.5
Employment	36,705	35,972	35,786	35,789	35,042	35,025	-4.6
Unemployment (#)	1,473	1,222	1,135	1,233	1,131	1,060	-28
Unemployment Rate (%)	3.9	3.3	3.1	3.3	3.1	2.9	(N/A)
(Place of Work)							
Nonfarm Employment^(c)	29,325	29,135	2,133	29,254	28,741	28,444	-3.0

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

Table One — Continued
Part B
Labor Force and Employment by Industry
Box Butte County

(Place of Residence)	2013	2014	2015	2016	2017	2018	% Chg. 2013–2018
Labor Force ^(b)	5,988	5,736	5,659	5,638	5,416	5,399	-9.8
Employment	5,757	5,557	5,489	5,436	5,241	5,250	-8.8
Unemployment (#)	231	179	170	202	175	149	-35.5
Unemployment Rate (%)	3.9	3.1	3.0	3.6	3.2	2.8	(N/A)
(Place of Work)							
Nonfarm Employment ^(c)	5,013	5,047	4,910	4,731	4,680	4,666	-6.9
Goods Producing	716	744	733	670	650	696	-2.8
Manufacturing	325	343	338	290	283	341	4.9
Natural Resources	272	274	266	243	224	226	-16.9
Construction	119	128	129	137	142	129	8.4
Service Providing	3,239	3,260	3,158	3,014	2,992	2,933	-9.4
Trans., Warehousing & Utilities	1,885	1,893	1,836	1,732	1,720	1,733	-8.1
Information	84	83	82	81	74	69	-17.9
Financial Activities	156	163	161	158	156	153	-1.9
Professional & Business Services	237	217	213	203	187	179	-24.5
Education & Health Services	392	393	371	350	327	278	-29.1
Leisure and Hospitality	352	384	347	364	418	414	17.6
Other Services, except Public	133	126	148	127	110	108	-18.8
Total Government	1,058	1,043	1,019	1,047	1,038	1,037	-2.0
Federal Government	34	37	35	37	37	33	-2.9
State Government	1,024	1,006	984	1,010	1,001	1,004	-2.0
Local Government	968	951	932	956	941	939	-3.0

^(a) The Labor Area includes Box Butte and the contiguous Nebraska counties (Dawes, Garden, Morrill, Scotts Bluff, Sheridan, and Sioux).

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

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

Sources:

Chmura JobsEQ®;
U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

The second employment measure presented for the Box Butte County Labor Area, nonfarm wage and salary employment fell from 28,337 in 2013 to 27,584 in 2018, a decline of 3.0 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 Box Butte County (Table One, Part B) indicate that the total labor force in the county declined by 9.8 percent between 2013 and 2018, with total employment (of people residing in Box Butte County,

irrespective of their county of employment) declining by 8.8 percent during this period. It is also of interest to note that unemployment decreased by 35.5 percent, from 231 in 2013 to 149 in 2018.

As previously noted, the second employment measure presented for Box Butte 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 Box Butte County declined by 6.9 percent between 2013 and 2018. Data presented in Table One, Part B show that the fastest growing employment sector in Box Butte County during the 2013–2018 review period was the Leisure and hospitality sector, recording a 17.6 percent increase between 2013 and 2018. Other economic sectors experiencing significant growth in employment between 2013 and 2018 include Construction (8.4 percent), and Manufacturing (4.9 percent). In the case of the Total Government sector, Federal Government sector employment declined by 2.9 percent; State Government sector employment declined by 2.0 percent and Local Government sector employment declined by 3.0 percent.

A review of the employment data reported for the Box Butte County Labor Area (Table Two) indicates differences between the nonfarm wage and salary employment reported in each of the counties and the total employment of persons living in these respective areas. In the case of the entire Box Butte County Labor Area, nonfarm wage and salary employment was reported to be 28,444 in 2018, which was significantly less (6,581) than the reported total employment of persons living within the seven-county Box Butte County Labor Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment
Box Butte County Labor Area, 2018

County	Labor Force 2018 ^(a)	Total Employment 2018 ^(a)	Nonfarm	Total Employment Minus NF W&S Employment	Agricultural Employment 2017
			Wage & Salary Employment 2018 ^(b)		
Box Butte	5,399	5,250	4,666	584	543
Dawes	5,040	4,905	3,161	1,744	477
Garden	1,192	1,164	562	602	318
Morrill	2,599	2,530	1,535	995	651
Scotts Bluff	18,422	17,831	16,623	1,208	1,027
Sheridan	2,690	2,621	1,744	877	634
Sioux	743	724	153	571	380
Labor Area	36,085	35,025	28,444	6,581	4,030

^(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 county of residence.

^(c) Agricultural employment data are for 2017.

Sources: Labor Data - U.S. Bureau of Labor Statistics, www.bls.gov/lau/#data.

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data, www.bea.gov/regional/reis/.

There are two major reasons for differences in the total employment and nonfarm employment values. First, nonfarm wage and salary employment excludes self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal and farm) worker categories—these workers are included in estimates of total employment. Second estimates of nonfarm wage and salary employment are based on the area where the jobs (businesses) are located while estimates of total employment are based on the area where workers live.

Table Two also includes information on agricultural employment, which includes farm proprietors. As shown in Table Two, 4,030 people in the Box Butte County Labor Area were employed in agriculture in 2017. It is important to note, that for Nebraska as a whole, approximately 56.6 percent of principal farm operators reported at least some off-farm employment and approximately 37.9 percent reported they worked more than 200 days off the farm.

The number of nonfarm wage and salary workers in the Box Butte 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
Box Butte County Labor Area, by County, 2018

County	Natural Resources and Mining	Construction	Manufacturing	Education				
				Trade, Transportation, and Utilities	Health Services	Financial Activities	All Other Services	Government
Box Butte	226	129	341	1733	278	153	769	1037
Dawes	N/A	94	N/A	725	409	96	694	1,143
Garden	64	N/A	N/A	123	102	25	88	160
Morrill	214	26	46	329	113	44	158	605
Scotts Bluff	271	1,003	968	3,579	2,969	701	3,853	3,279
Sheridan	220	21	8	372	122	107	274	620
Sioux	42	N/A	N/A	14	N/A	N/A	15	82
Labor Area	1,037	1,273	1,363	6,875	3,993	1,126	5,851	6,926
Nebraska	15,823	52,320	99,807	189,793	138,155	66,245	254,733	161,190

Percent of Total Nonfarm Wage & Salary Employment								
Labor Area	Natural Resources and Mining	Construction	Manufacturing	Education				
				Trade, Transportation, and Utilities	Health Services	Financial Activities	All Other Services	Government
Labor Area	3.6	4.5	4.8	24.2	14.0	4.0	20.6	24.3
Nebraska	1.6	5.3	10.2	19.4	14.1	6.8	26.0	16.5

N/A: Not Available.

Source: U.S. Bureau of Labor Statistics, 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 Box Butte County Labor Area with the distribution for the State of Nebraska. As these data show, the

industry distribution of employment for the Box Butte County Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Box Butte County Labor Area occur in the Government sector employment, with 24.3 percent of nonfarm wage and salary workers in the Box Butte Labor Area employed in that sector, compared to 16.5 percent for Nebraska. Conversely, only 4.8 percent of nonfarm wage and salary workers in the Box Butte County Labor Area are employed in the Manufacturing sector, compared to 10.2 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 Box Butte 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 and Chmura JobsEQ® 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 Box Butte County (\$45,957 for all wage and salary employees for all private industries) are higher than all of the other counties that make up the area. Also, Box Butte County average annual salaries are \$305 (0.7 percent) less than the state average. Average annual salaries for the Box Butte County Labor Area (\$38,831) were \$7,431 (16.1 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Box Butte County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Pay by Industry Groups, Box Butte County Labor Area & Nebraska, 2018

Part A			
Average Annual Pay and Average Weekly Wages by Industry Groups			
All Covered^(a) Wage and Salary Workers, All Industries			
County	Average Employment	Average Weekly Wages	Average Annual Wages
Box Butte	4,666	\$884	\$45,957
Dawes	3,161	\$648	\$33,705
Garden	562	\$620	\$32,262
Morrill	1,535	\$711	\$36,954
Scotts Bluff	16,623	\$751	\$39,068
Sheridan	1,744	\$598	\$31,087
Sioux	153	\$635	\$33,036
Labor Area	28,444	\$745	\$38,831
Nebraska	978,066	\$890	\$46,262

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

Table Four — Continued

Part B
Average Annual Pay All Covered^(a) 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
Box Butte	\$45,159	\$49,948	\$42,680	\$46,560	\$59,957	\$41,411	\$40,032	\$13,809
Dawes	\$45,402	N/A	\$37,045	\$28,025	\$27,419	\$41,118	\$32,412	\$13,035
Garden	\$33,716	N/A	N/A	\$30,426	\$25,177	\$56,829	N/A	\$7,564
Morrill	\$40,397	\$41,703	\$35,810	\$32,246	\$37,551	\$52,810	\$52,132	\$12,501
Scotts Bluff	\$45,448	\$45,723	\$47,470	\$36,913	\$34,829	\$47,892	\$41,436	\$16,198
Sheridan	\$34,816	\$43,672	\$52,005	\$26,155	\$23,497	\$40,980	\$34,711	\$14,301
Sioux	\$30,465	N/A	N/A	\$32,221	\$41,578	N/A	N/A	N/A
Nebraska	\$50,607	\$51,566	\$51,657	\$44,624	\$39,891	\$66,817	\$58,836	\$16,715

N/A: Not Available.

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

Source: U.S. Bureau of Labor Statistics, 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 Box Butte County Labor Area. As the data in Table Four, Part A indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Box Butte County. The average annual wage for all wage and salary workers (working) in Box Butte County was \$45,957 in 2018 which was \$7,126 (18.4 percent) higher than the average for the Box Butte County Labor Area as a whole, and \$305 (0.7 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Box Butte County indicates that the high average annual wage results from the extremely high average wage in the Trade, Transportation and Utilities industry group.

Table Five, provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Box Butte County. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively. Additional estimates of wages by occupation for Box Butte County are provided in Appendix A of this report.

Table Five
Entry, Average, and Experienced Hourly Wage Levels,
Selected Occupations, Box Butte County, 2nd Quarter 2019

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
Education, Training, and Library Occupations	20.85	11.78	25.38
Healthcare Practitioners and Technical Occupations	31.67	18.25	38.37
Registered Nurses	27.22	19.31	31.17
Protective Service Occupations	23.64	17.39	26.77
Construction and Extraction Occupations	19.42	14.46	21.90
Installation, Maintenance, and Repair Occupations	22.69	14.34	26.88
Production Occupations	19.72	15.88	21.64
First-Line Supervisors of Production and Operating Workers	32.82	26.01	36.23
Welders, Cutters, Solderers, and Brazers	21.69	16.77	24.15
Inspectors, Testers, Sorters, Samplers, and Weighers	20.02	17.51	21.28
Transportation and Material Moving Occupations	17.14	10.30	20.56
Heavy and Tractor-Trailer Truck Drivers	17.53	13.31	19.65
Laborers and Freight, Stock, and Material Movers, Hand	15.14	10.73	17.35

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, August 2019.

Commuting Patterns

Table Six provides data from the 2017 U.S. Census, Longitudinal Employer-Household Dynamics Program showing commuting patterns for workers living in the Box Butte County Labor Area. Data in Table Six indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Box Butte County indicate that 1,082, or 36.9 percent of the employed workers, commuted to other counties for employment. For five of the other counties in the Box Butte County Labor Area, the percentage of commuters was greater than for Box Butte County, and in most cases substantially greater. In the case of Sioux County, 251, or 80.0 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 Morrill (62.7 percent), Garden (55.1 percent), Sheridan (49 percent), and Dawes with 37.7 percent of employed workers commuting out of their county of residence for employment.

Table Six
Commuting Patterns, Box Butte County Labor Area
Jobs Outside County of Residence, 2017

County	County Residents Working Outside County	
	Number	Percent
Box Butte	1,082	36.9%
Dawes	780	37.7%
Garden	267	55.1%
Morrill	775	62.7%
Scotts Bluff	3,145	24.0%
Sheridan	638	49.0%
Sioux	251	80.0%

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

Table Seven provides further detail illustrating the willingness of workers in Box Butte County to travel for employment. In 2017, residents of Box Butte County worked at a total of 2,929 jobs; a resident could work at more than one job. Of these 2,929 jobs, the largest number, 1,847 or 63.1 percent, were in Box Butte County, while 232 or 7.9 percent were located in Scotts Bluff County. Other counties with high numbers of workers from Box Butte County were Holt (126 jobs), Douglas (90 jobs), and Dawes (69 jobs).

Table Seven
Commuting Patterns, Box Butte County Labor Area
Location of Jobs Held by Box Butte County Residents, 2017

County Where Jobs are Located	Primary Jobs Held by Box Butte County Residents	% Box Butte County Residents' Primary Jobs
Box Butte	1,847	63.1%
Scotts Bluff	232	7.9%
Holt	126	4.3%
Douglas	90	3.1%
Dawes	69	2.4%
All Other Locations	565	19.3%
Total Resident Jobs	2,929	100.0%

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

Table Eight provides data showing the willingness of workers in other counties to commute to Box Butte County for employment. In 2017, 867 (31.9 percent) of the 2,714 primary jobs in Box Butte County were held by workers commuting from other counties. In 2017, Scotts Bluff County was home to the greatest number of workers commuting into Box Butte for primary jobs, 169 or 6.2 percent. Other counties with large numbers of workers commuting into Box Butte County for their primary jobs included, Sheridan, 77 or 2.8 percent; Dawes, 71 or 2.6 percent; Morrill, 53 or 2.0 percent; Douglas, 47 or 1.7 percent; and Cheyenne, 39 or 1.4 percent.

Table Eight
Commuting Patterns, Box Butte County Labor Area
Sources of Box Butte County Workers, 2017

County Where Workers Live	Primary Jobs in Box Butte County	% Primary Jobs in Box Butte County
Box Butte	1,847	68.1%
Scotts Bluff	169	6.2%
Sheridan	77	2.8%
Dawes	71	2.6%
Morrill	53	2.0%
Douglas	47	1.7%
Cheyenne	39	1.4%
All Other Locations	411	15.7%
Total Primary Jobs	2,714	100.0%

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

Table Nine provides data for Box Butte 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 2017. 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 Box Butte 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 Box Butte County by county residents.

As data in Table Nine indicate, residents of Box Butte County were employed in 2,929 primary jobs in 2017, but there were 2,714 primary jobs within the area. This indicates residents commuted to at least 215 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, Box Butte County, 2017
Resident Labor Force and Employers Workforce

Industry	Labor Force Employment (Employment of Area Residents)	Workforce (Area Jobs)	Net Number of Jobs Held by Workers Commuting Into Box Butte County^(a)
Agriculture, Forestry, Fishing and Hunting	200	214	14
Mining, Quarrying, and Oil and Gas Extraction	5	0	-5
Utilities	29	32	3
Construction	160	151	-9
Manufacturing	254	243	-11
Wholesale Trade	257	265	8
Retail Trade	476	428	-48
Transportation and Warehousing	127	149	22
Information	69	80	11
Finance and Insurance	145	137	-8
Real Estate and Rental and Leasing	21	19	-2
Professional, Scientific, and Technical Services	122	112	-10
Administration & Support, Waste Management and Remediation	93	70	-23
Management of Companies and Enterprises	37	30	-7
Educational Services	12	7	-5
Health Care and Social Assistance	415	297	-118
Arts, Entertainment, and Recreation	22	9	-13
Accommodation and Food Services	376	365	-11
Other Services (excluding Public Administration)	109	106	-3
Total	2,929	2,714	-215

^(a) A negative value indicates the net number of primary jobs outside of the area held by Box Butte County Labor Area residents.

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

Population Trends

The data provided in Table Ten show population trends for the Box Butte County Labor Area, by county, and for Nebraska for the period 1960-2018. As these data indicate, the population of the Box Butte County Labor Area was 71,339 in 2010. The Box Butte County Labor Area population declined by 7.6 percent from 1960 to 2010 and declined 4.1 percent from 2010 to 2018. Population in Box Butte County totaled 11,308 in 2010 and had declined by 3.3 percent from 1960 to 2010. During the latest Census decade from 2010 to 2018, the Box Butte County population decreased by 4.7 percent, compared to the decrease for the Box Butte County Labor Area as a whole of 4.1 percent, and to the statewide growth of 5.6 percent.

Table Ten
Population in the Box Butte County Labor Area, by County, and Nebraska
Selected Years, 1960–2018

County	1960	1970	1980	1990	2000	2010	2018	% Chg. 1960–2010	% Chg. 2010–2018
Box Butte	11,688	10,094	13,696	13,130	12,158	11,308	10,772	-3.3	-4.7
Dawes	9,536	9,693	9,609	9,021	9,060	9,182	8,716	-3.7	-5.1
Garden	3,472	2,929	2,802	2,460	2,292	2,057	1,897	-40.8	-7.8
Morrill	7,057	5,813	6,085	5,423	5,440	5,042	4,686	-28.6	-7.1
Scotts Bluff	33,809	36,432	38,344	36,025	36,951	36,970	35,989	9.3	-2.7
Sheridan	9,049	7,285	7,544	6,750	6,198	5,469	5,190	-39.6	-5.1
Sioux	2,575	2,034	1,845	1,549	1,475	1,311	1,187	-49.1	-9.5
Labor Area	77,186	74,280	79,925	74,358	73,574	71,339	68,437	-7.6	-4.1
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,929,268	29.4	5.6

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2018*.

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 Box Butte County Labor Area. In 2018, there were 5,240 people in Box Butte County between the ages of 25 and 64, which represented 48.6 percent of the total population, compared to 46.8 percent of the population for the Box Butte County Labor Area and 49.7 percent of the Nebraska population in this age range.

Table Eleven
Age Characteristics of the Population, Box Butte County Labor Area,
by County, and Nebraska, 2018

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Age
Box Butte	2,255	20.9	1,235	11.5	2,494	23.2	2,746	25.5	2,042	19.0	40.3
Dawes	1,263	14.5	2,244	25.7	1,701	19.5	1,892	21.7	1,616	18.5	34.5
Garden	314	16.6	173	9.1	345	18.2	535	28.2	530	27.9	50.7
Morrill	878	18.7	542	11.6	1,037	22.1	1,236	26.4	993	21.2	42.9
Scotts Bluff	7,507	20.9	4,425	12.3	8,476	23.6	8,732	24.3	6,849	19.0	39.1
Sheridan	952	18.3	537	10.3	991	19.1	1,317	25.4	1,393	26.8	47.2
Sioux	169	14.2	139	11.7	205	17.3	335	28.2	339	28.6	52.7
Labor Area	13,338	19.5	9,295	13.6	15,249	22.3	16,793	24.5	13,762	20.1	40.1
Nebraska	398,790	20.7	268,759	13.9	495,034	25.7	463,019	24.0	303,666	15.7	36.6

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

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

Information in Table Twelve shows recent changes in the racial (“White Alone” and “Not-White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of Box Butte County, the Box Butte County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Box Butte County population decreased by 9.2 percent during the eighteen-year period while the Hispanic population increased by 54.0 percent and the Not-White Alone and Non-Hispanic population increased by 24.2 percent. Over the same period, Box Butte County Labor Area population decreased 5.0 percent while the Hispanic population increased by 47.8 percent and the Not-White Alone and Non-Hispanic population increased by 39.1 percent. Statewide, population increased by 15.5 percent from 2000 to 2018, while the Hispanic population increased by 136.7 percent and the Not-White Alone and Non-Hispanic population increased by 69.5 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Box Butte, Box Butte County Labor Area, and Nebraska Statewide, 2000–2018

Category	2000		2018		Change 2000-2018	
	#	%	#	%	#	%
---Box Butte County---						
Total Population	12,159	100.0	11,045	100.0	-1,114	-9.2
Hispanic origin	930	7.6	1,432	13.0	502	54.0
White Alone, Non-Hispanic Origin	10,676	87.8	8,926	80.8	-1,750	-16.4
Not-White Alone & Non-Hispanic	553	4.5	687	6.2	134	24.2
---Box Butte County Labor Area---						
Total Population	73,569	100.0	69,893	100.0	-3,676	-5.0
Hispanic origin	8,207	11.2	12,132	17.4	3,925	47.8
White Alone, Non-Hispanic Origin	62,496	84.9	53,775	76.9	-8,721	-14.0
Not-White Alone & Non-Hispanic	2,866	3.9	3,986	5.7	1,120	39.1
---Nebraska, Statewide---						
Total Population	1,711,230	100.0	1,976,298	100.0	265,068	15.5
Hispanic origin	94,419	5.5	223,512	11.3	129,093	136.7
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,549,787	78.4	52,705	3.5
Not-White Alone & Non-Hispanic	119,729	7.0	202,999	10.3	83,270	69.5

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2018*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Box Butte County, and for the Box Butte County Labor Area. As these data show, the Box Butte County Labor Area as a whole experience net out-migration during the Census decade of the 2000s, with all counties experiencing net out-migration. As indicated in the table, net out-migration for the Box Butte County Labor Area as a whole accounted for a population decline of 3,543 people during the decade, contributing to a population decrease equal to 4.8 percent of the 2000 population. In the case of Box Butte County, net out-migration during 2000s totaled 1,160 people, or 9.5 percent of the 2000 population.

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

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Box Butte	12,158	11,308	1,507	1,197	310	-1,160	-9.5
Dawes	9,060	9,182	1,014	875	139	-17	-0.2
Garden	2,292	2,057	161	339	-178	-57	-2.5
Morrill	5,440	5,042	602	559	43	-441	-8.1
Scotts Bluff	36,951	36,970	5,427	4,305	1,122	-1,103	-3.0
Sheridan	6,198	5,469	645	798	-153	-576	-9.3
Sioux	1,475	1,311	99	74	25	-189	-12.8
Labor Area	73,574	71,339	9,455	8,147	1,308	-3,543	-4.8
Nebraska	1,711,263	1,826,341	262,095	150,343	111,752	3,326	0.2

* 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*.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the period 2010–2018. As these data show, the Box Butte County Labor Area experienced significant net out-migration during this more recent eight-year period. As indicated in the table, out-migration for the Box Butte County Labor Area accounted for population decline of 3,700 during the 2010–2018 period, contributing to a population decrease equal to 5.2 percent of the 2010 population. In the case of Box Butte County, net out-migration during this eight-year period was 819, or 7.2 percent of the 2010 population.

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

County	Population		2010–2017			Net Migration, 2010–2017*	
	2010	2014	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Box Butte	11,308	10,772	1,216	933	283	-819	-7.2
Dawes	9,182	8,716	764	670	94	-560	-6.1
Garden	2,057	1,897	156	228	-72	-88	-4.3
Morrill	5,042	4,686	415	456	-41	-315	-6.2
Scotts Bluff	36,970	35,989	3,928	3,312	616	-1,597	-4.3
Sheridan	5,469	5,190	467	566	-99	-180	-3.3
Sioux	1,311	1,187	76	59	17	-141	-10.8
Labor Area	71,339	68,437	7,022	6,224	798	-3,700	-5.2
Nebraska	1,826,341	1,929,268	209,536	126,676	82,860	20,067	1.1

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

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

Population (2017) - U.S. Bureau of the Census, *Population Estimates 2018*.

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 Box Butte County Labor Area and in Box Butte 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 Box Butte Labor Area. The labor force, employment, and demographic data presented in this report illustrate quite clearly that there is a sufficiently large labor force and population base living within the Box Butte 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 Box Butte County Labor Area 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 Box Butte Labor Area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective

new employer would be able to select their workforce from a substantial pool of applicants.

APPENDICES:

A: Workforce and Labor Force Employment Plus Average Hourly Wages,
Selected Occupations, Box Butte County, 2018.

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Table A-1
Workforce and Labor Force Employment Plus Average Hourly Wages,
Selected Occupations, Box Butte County, 2018

SOC	Description	2018 Jobs	Residents Employed in Occupation	Net Out-Commuters	25th Percent Hourly Earnings	Average. Hourly Earnings	75th Percent Hourly Earnings
11-1000	Top Executives	90	89	-1	20.26	36.81	41.32
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	15	10	-5	23.85	42.19	52.46
11-3000	Operations Specialties Managers	69	55	-14	29.31	40.83	47.78
11-9000	Other Management Occupations	252	236	-16	23.05	32.38	36.87
13-1000	Business Operations Specialists	102	93	-9	20.84	27.14	35.17
13-2000	Financial Specialists	66	51	-15	20.37	28.47	33.76
15-1000	Computer Occupations	63	47	-16	22.12	31.89	37.39
15-2000	Mathematical Science Occupations	3	0	-3	18.42	30.13	37.96
17-1000	Architects, Surveyors, and Cartographers	2	1	-1	22.73	31.86	39.66
17-2000	Engineers	28	13	-15	30.32	39.44	46.82
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	11	12	1	18.75	24.66	29.27
19-1000	Life Scientists	7	1	-6	18.6	27.16	31.86
19-2000	Physical Scientists	3	0	-3	19.67	29.39	35.30
19-3000	Social Scientists and Related Workers	8	1	-7	19.07	27.73	32.83
19-4000	Life, Physical, and Social Science Technicians	5	5	0	14.83	20.19	24.22
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	63	33	-30	15.7	19.15	21.54
21-2000	Religious Workers	28	24	-4	15.27	20.02	24.56
23-1000	Lawyers, Judges, and Related Workers	13	13	0	22.83	32.46	40.41
23-2000	Legal Support Workers	5	5	0	16.25	18.74	22.12
25-1000	Postsecondary Teachers	3	1	-2	19.34	30.88	34.64
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	232	211	-21	21.06	25.89	30.21
25-3000	Other Teachers and Instructors	57	53	-4	14.59	17.53	20.45
25-4000	Librarians, Curators, and Archivists	9	4	-5	11.59	17.74	21.98

Table A-1 (Continued)
Workforce and Labor Force Employment Plus Average Hourly Wages,
Selected Occupations, Box Butte County, 2018

SOC	Description	2018 Jobs	Residents Employed in Occupation	Net Out-Commuters	25th Percent Hourly Earnings	Average. Hourly Earnings	75th Percent Hourly Earnings
25-9000	Other Education, Training, and Library Occupations	81	77	-4	9.97	12.67	14.28
27-1000	Art and Design Workers	16	15	-1	11.35	16.91	18.20
27-2000	Entertainers and Performers, Sports and Related Workers	16	5	-11	10.09	16.09	21.76
27-3000	Media and Communication Workers	15	6	-9	13.02	18.12	21.68
27-4000	Media and Communication Equipment Workers	9	9	0	10.54	16.36	20.14
29-1000	Health Diagnosing and Treating Practitioners	98	82	-16	28.44	42.26	42.51
29-2000	Health Technologists and Technicians	58	60	2	16.3	19.64	22.36
29-9000	Other Healthcare Practitioners and Technical Occupations	5	0	-5	20.93	28.34	36.19
31-1000	Nursing, Psychiatric, and Home Health Aides	58	61	3	11.53	12.79	13.72
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	3	3	0	17.37	21.19	23.37
31-9000	Other Healthcare Support Occupations	32	34	2	13.05	15.12	17.04
33-1000	Supervisors of Protective Service Workers	11	10	-1	21.95	28.48	33.50
33-2000	Fire Fighting and Prevention Workers	11	11	0	15.47	18.78	22.40
33-3000	Law Enforcement Workers	48	47	-1	15.66	19.99	23.31
33-9000	Other Protective Service Workers	29	29	0	9.53	12.48	13.79
35-1000	Supervisors of Food Preparation and Serving Workers	35	36	1	11.67	14.01	15.72
35-2000	Cooks and Food Preparation Workers	101	99	-2	10.74	12.43	13.97
35-3000	Food and Beverage Serving Workers	241	244	3	9.21	10.52	10.72
35-9000	Other Food Preparation and Serving Related Workers	37	36	-1	9.1	10.37	11.09
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	19	19	0	16.14	21.82	28.56
37-2000	Building Cleaning and Pest Control Workers	107	108	1	9.57	12.01	13.29
37-3000	Grounds Maintenance Workers	34	29	-5	10.21	14.57	17.86
39-1000	Supervisors of Personal Care and Service Workers	9	10	1	15.02	17.86	20.65

Table A-1 (Continued)
Workforce and Labor Force Employment Plus Average Hourly Wages,
Selected Occupations, Box Butte County, 2018

SOC	Description	2018 Jobs	Residents Employed in Occupation	Net Out-Commuters	25th Percent Hourly Earnings	Average. Hourly Earnings	75th Percent Hourly Earnings
39-2000	Animal Care and Service Workers	10	10	0	10.99	14.02	15.86
39-3000	Entertainment Attendants and Related Workers	10	10	0	10.04	11.35	12.09
39-4000	Funeral Service Workers	2	2	0	19.85	24.97	26.50
39-5000	Personal Appearance Workers	17	15	-2	9.57	11.23	11.86
39-6000	Baggage Porters, Bellhops, and Concierges	2	2	0	10.64	13.16	14.39
39-7000	Tour and Travel Guides	1	0	-1	10.22	13.63	14.76
39-9000	Other Personal Care and Service Workers	135	136	1	11.64	13.98	15.51
41-1000	Supervisors of Sales Workers	55	55	0	14.55	19.86	22.81
41-2000	Retail Sales Workers	232	237	5	9.46	11.72	12.61
41-3000	Sales Representatives, Services	36	34	-2	17.77	26.27	31.25
41-4000	Sales Representatives, Wholesale and Manufacturing	48	48	0	16.8	26.81	33.19
41-9000	Other Sales and Related Workers	23	21	-2	11.21	17.80	19.36
43-1000	Supervisors of Office and Administrative Support Workers	41	41	0	16.29	21.94	26.86
43-2000	Communications Equipment Operators	2	2	0	10.55	13.74	16.19
43-3000	Financial Clerks	89	90	1	13.47	16.62	19.03
43-4000	Information and Record Clerks	160	162	2	11.1	14.34	15.73
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	135	138	3	11.41	15.48	16.71
43-6000	Secretaries and Administrative Assistants	99	101	2	12.42	15.55	18.07
43-9000	Other Office and Administrative Support Workers	84	85	1	10.66	13.75	16.06
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	6	3	-3	21.96	29.80	36.32
45-2000	Agricultural Workers	148	140	-8	12.42	15.90	19.35
45-3000	Fishing and Hunting Workers	0	0	0	n/a	9.00	n/a
45-4000	Forest, Conservation, and Logging Workers	1	0	-1	15.01	20.55	23.75

Table A-1 (Continued)
Workforce and Labor Force Employment Plus Average Hourly Wages,
Selected Occupations, Box Butte County, 2018

SOC	Description	2018 Jobs	Residents Employed in Occupation	Net Out-Commuters	25th Percent Hourly Earnings	Average Hourly Earnings	75th Percent Hourly Earnings
47-1000	Supervisors of Construction and Extraction Workers	31	31	0	20.33	25.93	32.59
47-2000	Construction Trades Workers	156	146	-10	14.78	18.35	21.38
47-3000	Helpers, Construction Trades	3	0	-3	11	13.92	16.73
47-4000	Other Construction and Related Workers	40	39	-1	15.73	18.07	19.81
47-5000	Extraction Workers	2	3	1	14.72	19.10	22.88
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	33	33	0	23.1	29.01	34.89
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	33	33	0	17	24.03	30.28
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	144	146	2	14.83	18.43	21.24
49-9000	Other Installation, Maintenance, and Repair Occupations	119	118	-1	15.23	19.21	22.81
51-1000	Supervisors of Production Workers	19	19	0	20.81	29.78	37.34
51-2000	Assemblers and Fabricators	36	39	3	12.68	15.76	18.09
51-3000	Food Processing Workers	33	24	-9	12.86	14.18	16.53
51-4000	Metal Workers and Plastic Workers	84	87	3	13.32	16.82	20.03
51-5000	Printing Workers	5	7	2	12.44	14.51	16.71
51-6000	Textile, Apparel, and Furnishings Workers	10	5	-5	9.61	11.47	12.27
51-7000	Woodworkers	1	1	0	11.8	14.47	16.75
51-8000	Plant and System Operators	11	12	1	17.81	21.39	23.66
51-9000	Other Production Occupations	154	154	0	14.27	17.65	21.82
53-1000	Supervisors of Transportation and Material Moving Workers	34	34	0	17.18	24.50	30.20
53-2000	Air Transportation Workers	13	12	-1	24.02	36.29	39.48
53-3000	Motor Vehicle Operators	167	172	5	12.17	17.18	20.56
53-4000	Rail Transportation Workers	332	325	-7	21.42	26.73	31.48
53-5000	Water Transportation Workers	0	0	0	16.03	29.21	33.61

Table A-1 (Continued)
Workforce and Labor Force Employment Plus Average Hourly Wages,
Selected Occupations, Box Butte County, 2018

SOC	Description	2018 Jobs	Residents Employed in Occupation	Net Out-Commuters	25th Percent Hourly Earnings	Average. Hourly Earnings	75th Percent Hourly Earnings
53-6000	Other Transportation Workers	27	27	0	13.49	17.68	20.16
53-7000	Material Moving Workers	144	147	3	10.89	14.39	15.97
	Total - All Occupations	5,177	4,936	-241	12.86	19.08	19.70

Source: JobsEQ®