Nebraska's Workforce

Josie Gatti Schafer

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Nebraska’s Workforce

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#Nebraskabythenumbers

@unocpar
Senators in attendance at the November 2018 Legislative Council were asked about the importance of each of the topics that were shown to them by Josie Schafer, UNO CPAR. Only aggregate information was maintained.
Mission Statement of Nebraska Planning Committee

The planning committee of the Legislature is charged with establishing and maintaining a future focus on the priorities of the state. Its responsibility is to assure continuity of policy to achieve long term goals. The committee will do so by:

- collecting and analyzing data about Nebraska, including, but not limited to, demographics, workforce, education, wages, wealth, tax structure, revenue, natural resources, assets, challenges, trends, and growth and efficiency of government;
- identifying long-term issues significant to the state;
- setting goals and benchmarks;
- issuing a yearly report of the committee’s findings; and
- proposing legislation.
Nebraska’s Workforce
**Labor force participation rate by race, ethnicity, and gender**

- Latino: 75%
- Black: 68%
- White: 70%
- Asian: 66%
- American Indian & Alaska Native: 64%

**Prime working age employment to population ratio 85.2%**

**State Rankings**

- #1: Labor force participation of single mothers with kids under six - 82%
- #2:
  - for age 25-64 with a bachelor’s degree+ in the labor force - 90%
  - in % of married-couple families with both spouses in the labor force - 61%
  - for share of families in poverty that have a householder or spouse who worked “full time and year round” - 29%
Compared to other states Nebraska has one of the highest employment to population ratios

2017 ratios | Nebraska = 66.7%

- 65.0% and higher
- 61.0% to 64.9%
- 60.3% to 61.5%
- 58.1% to 60.2%
- 58.0% and lower
Nebraska’s year over year job growth is below the national average

*December 2017 – to December 2018 | Nebraska = 1.2%*

- 3.3% to 2.6%
- 2.0% to 2.5%
- 1.3% to 1.9%
- 1.2% to .2%
- .1% to -.5%

The Demographics of Nebraska's Workforce
Millennials are the largest generation in the Nebraska workforce

- **Baby Boomers**
  - 2000: 416,353
  - 2010: 409,920
  - 2017: 296,028

- **Generation X**
  - 2000: 274,679
  - 2010: 290,696
  - 2017: 278,572

- **Silent Generation**
  - 2000: 150,171
  - 2010: 168,595
  - 2017: 181,865

- **Millennials**
  - 2000: 85,113
  - 2010: 130,578
  - 2017: 52,439

- **Generation Z**
  - 2000: 0
  - 2010: 0
  - 2017: 52,439

Data sources: Public Use Microdata Samples from 2000 Census, 2010 ACS, and 2017 ACS, U.S. Census Bureau
The prime age workforce is peaking and will decline for the next 10 years

*Nebraska projected age 25-64 population 2010 to 2030*
Since 2000, all but 9 counties have lost population under age 20

**Percent change in population under 20 2000-2017**

<table>
<thead>
<tr>
<th>County</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sarpy</td>
<td>33.5</td>
</tr>
<tr>
<td>Lancaster</td>
<td>21.1</td>
</tr>
<tr>
<td>Douglas</td>
<td>16.2</td>
</tr>
<tr>
<td>Hall</td>
<td>14.1</td>
</tr>
<tr>
<td>Arthur</td>
<td>13.8</td>
</tr>
<tr>
<td>Colfax</td>
<td>6.4</td>
</tr>
<tr>
<td>Buffalo</td>
<td>5.7</td>
</tr>
<tr>
<td>Saline</td>
<td>3.8</td>
</tr>
<tr>
<td>Thomas</td>
<td>1.6</td>
</tr>
<tr>
<td>Richardson</td>
<td>-30.8</td>
</tr>
<tr>
<td>Frontier</td>
<td>-32.6</td>
</tr>
<tr>
<td>Dundy</td>
<td>-32.7</td>
</tr>
<tr>
<td>Wheeler</td>
<td>-33.2</td>
</tr>
<tr>
<td>Franklin</td>
<td>-33.2</td>
</tr>
<tr>
<td>Blaine</td>
<td>-34.1</td>
</tr>
<tr>
<td>Fillmore</td>
<td>-34.4</td>
</tr>
<tr>
<td>Boyd</td>
<td>-34.7</td>
</tr>
<tr>
<td>Grant</td>
<td>-35.8</td>
</tr>
<tr>
<td>Hayes</td>
<td>-36.0</td>
</tr>
<tr>
<td>Keya Paha</td>
<td>-37.3</td>
</tr>
<tr>
<td>Loup</td>
<td>-38.6</td>
</tr>
<tr>
<td>Sioux</td>
<td>-38.8</td>
</tr>
</tbody>
</table>

Table PCT012, 2000 Census (SF1); 2017 Vintage Population Estimates, all U.S. Census Bureau
Net domestic migration of age 25+ by education
2010 to 2017

21% of Nebraska’s population is minority, up from 8% in 1990

Minority population as % of total population by age groups

Source: US Census Bureau, American Community Survey 5-year estimates, 2013-2017
Education and Occupation
64% of Nebraskans have some higher education and higher education leads to higher income

Nationally, in 1973, 16% of jobs required a bachelor’s degree by 2020 35% will

<table>
<thead>
<tr>
<th>Educational attainment</th>
<th>Median Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than high school graduate</td>
<td>$24,346</td>
</tr>
<tr>
<td>High school graduate</td>
<td>$30,236</td>
</tr>
<tr>
<td>Some college or associates degrees</td>
<td>$34,912</td>
</tr>
<tr>
<td>Bachelor's degree</td>
<td>$46,835</td>
</tr>
<tr>
<td>Graduate or professional degree</td>
<td>$60,825</td>
</tr>
</tbody>
</table>
9.8% of Nebraska’s age 20+ population have an associate degree.

Distribution of age 20+ population with an associate degree by race, ethnicity, and gender:
- White: 90.2%
- Latino: 4.1%
- Black: 3.1%
- Asian: 1.0%
- Other: 1.0%
- American Indian: 0.6%

Gender:
- Female: 52.2%
- Male: 47.8%

7.3% poverty rate
$40,894 median earnings of full-time workers
72.4% in owner-occupied households

Industry employment of those with an associate degree as highest education:
Persons age 20+

<table>
<thead>
<tr>
<th>Industry</th>
<th>Persons</th>
<th>Median Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education / Health Care / Social Assistance</td>
<td>26.0%</td>
<td>27,695</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>10.0%</td>
<td>10,702</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>9.4%</td>
<td>10,007</td>
</tr>
</tbody>
</table>

Sources: 2012-2016 American Community Survey Public Use Microdata Samples, U.S. Census Bureau & 2017 American Community Survey 5-year estimates.
Percent of population age 25 or older with a bachelor’s degree or more *State average* / 30.6%

- **30.6% or greater**
- **20.0% - 30.5%**
- **Less than 20.0%**

377,452 people have a bachelor’s degree or more

**Number of persons 25 years and older with a bachelor’s degree in:**

<table>
<thead>
<tr>
<th>Field</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science &amp; Engineering</td>
<td>105,134</td>
<td>27.9%</td>
</tr>
<tr>
<td>Science &amp; Engineering Related</td>
<td>40,899</td>
<td>10.8%</td>
</tr>
<tr>
<td>Business</td>
<td></td>
<td>22.2%</td>
</tr>
<tr>
<td>Education</td>
<td>83,624</td>
<td>22.2%</td>
</tr>
<tr>
<td>Arts, Humanities &amp; Other</td>
<td>73,033</td>
<td>19.3%</td>
</tr>
<tr>
<td></td>
<td>74,762</td>
<td>19.8%</td>
</tr>
</tbody>
</table>
Industry of employment of potential job seekers

Survey respondents answered questions about the industry of their employer (Figure 9) and their current occupation (Figure 10). The largest percentage of employed potential job seekers worked in the health care and social assistance (18.3%), education (12.8%), and finance and insurance (8%) industries.
Earnings in Nebraska
On average, Nebraskans’ incomes have increased about 8% since 2006 ranking 7th best in the country

Inflation adjusted mean household income. About 145,000 households per quintile, 37,000 in the top 5%

- Lowest Quintile
- Second Quintile
- Third Quintile
- Fourth Quintile
- Highest Quintile
- Top 5 Percent

Percent change 14.4%

2006 - 2017 American Community Survey 5-year estimates Table B19081, U.S. Census Bureau
Nebraska mean household income for the two lowest quantiles is above the U.S. means. The 3rd through highest quintile are below

Mean household income by quintile for region and U.S.
Non-whites and females earn less than white men

Median earnings in the past 12 months by ethnicity and gender | earnings as a % of white men

<table>
<thead>
<tr>
<th>Ethnicity/Gender</th>
<th>Median Earnings</th>
<th>Earnings as % of White Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Male</td>
<td>$50,711</td>
<td>100%</td>
</tr>
<tr>
<td>Asian Male</td>
<td>$45,702</td>
<td>90%</td>
</tr>
<tr>
<td>White Female</td>
<td>$38,524</td>
<td>76%</td>
</tr>
<tr>
<td>Black Male</td>
<td>$35,080</td>
<td>69%</td>
</tr>
<tr>
<td>Latino Male</td>
<td>$33,625</td>
<td>66%</td>
</tr>
<tr>
<td>Asian Female</td>
<td>$33,622</td>
<td>66%</td>
</tr>
<tr>
<td>Black Female</td>
<td>$30,684</td>
<td>61%</td>
</tr>
<tr>
<td>Latina Female</td>
<td>$27,455</td>
<td>54%</td>
</tr>
</tbody>
</table>

Table B20017 with race series, 2013-2017 American Community Survey, U.S. Census Bureau
Of the 12% of the population that is in poverty, 47% work full or part-time

Percent of population 16 and over that are in poverty by employment status over the past 12 months

- Worked Full-Time: 3%
- Worked Less Than Full-Time: 44%
- Did Not Work: 39%

23% of those in poverty, 25 or older, have less than a high school degree
Policy Options | Blue Print Nebraska

- Scale public-private partnerships that deliver internships, apprenticeships, and customized workforce.
- Promote diversity and inclusion to retain and attract talent, and connect communities across the state.
- Build an additional 30,000 to 50,000 achievable, livable housing units.
- Rejuvenate our communities, town centers, and meeting places through targeted investments.
- Revolutionize all educational segments from early childhood to career.
- Launch a “Choose Nebraska” campaign.
- Expand Nebraska’s transportation connectivity.
- Increase rural broadband access and make our large and small cities national models for rapid 5G network scale-up.
- Realign Nebraska’s tax strategy.
- Optimize Nebraska’s incentives strategy.
- Diversify, expand, and improve the productivity of Nebraska’s agri-business cluster.
- Build a pipeline of tech founders in sectors linked to Nebraska’s core industries by creating entrepreneurship zones and innovation hubs.
- Reimagine government services by improving business climate and citizen experience.
- Create a multi-partner manufacturing innovation center of excellence.
- Develop fin-tech banking, and insur-tech partnerships.

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