Nebraska’s Workforce
CENTER FOR PUBLIC AFFAIRS RESEARCH

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#Nebraskabythenumbers
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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
713,830 persons over 16 that are employed full-time year-round
1,031,005 persons 16 years and older in the labor force
70% labor force participation

Prime working age employment to population ratio 85.2%

Labor force participation rate by race, ethnicity, and gender

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latino</td>
<td>75%</td>
</tr>
<tr>
<td>Black</td>
<td>68%</td>
</tr>
<tr>
<td>White</td>
<td>70%</td>
</tr>
<tr>
<td>Asian</td>
<td>66%</td>
</tr>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>64%</td>
</tr>
</tbody>
</table>

Male: 88%  Female: 80%

State Rankings

#1
Labor force participation of single mothers with kids under six – 82%
for age 55-64 labor force participation – 75%

#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

- **Generation Z**: 52,439 (2017)

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*

935,000 930,000 2010 2012 2014 2016 2018 2020 2022 2024 2026 2028 2030

980,000 975,000 970,000 965,000 960,000 955,000 950,000 945,000 940,000

965,004
Since 2000, all but 9 counties have lost population under age 20

Percent change in population under 20 2000-2017

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

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

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

Minority population as % of total population by age groups

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 (133,203)

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%

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>2016 Persons</th>
<th>2016 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>Number</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>83,624</td>
<td>22.2%</td>
</tr>
<tr>
<td>Education</td>
<td>73,033</td>
<td>19.3%</td>
</tr>
<tr>
<td>Arts, Humanities &amp; Other</td>
<td>74,762</td>
<td>19.8%</td>
</tr>
</tbody>
</table>
Industry of employment of potential job seekers

- Health Care & Social Assistance: 18.3%
- Education: 12.8%
- Finance & Insurance: 8.0%
- Manufacturing: 7.8%
- Government: 7.4%
- Professional, Scientific & Technical Services: 5.8%
- Real Estate & Rental: 5.4%
- Agriculture, Forestry, Fishing & Hunting: 4.9%
- Retail Trade: 4.9%
- Construction: 4.7%
- Food Service & Accommodation: 4.2%
- Transportation & Warehousing: 3.6%
- Other Services: 3.2%
- Information: 2.7%
- Administrative & Support Services: 2.4%
- Utilities: 1.8%
- Arts, Entertainment & Recreation: 1.4%
- Wholesale Trade: 0.8%

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

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>Gender</th>
<th>Median Earnings</th>
<th>Earnings as % of White Male</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>
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**
- **Worked Less Than Full-Time**
- **Did Not Work**

- 3%
- 44%
- 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 6G tech banking, and insur-tech partnerships

Growing the Good Life