

NEBRASKA WORKFORCE

TRENDS



NEBRASKA
DEPARTMENT OF LABOR

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JAN 2016

Fast Facts - AMERICAN COMMUNITY SURVEY 2010 - 2014

Feature - NEBRASKA'S AREAS OF SUBSTANTIAL UNEMPLOYMENT

Occupational Profile - PERSONAL CARE AIDES

CREDITS

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NOVEMBER UNEMPLOYMENT DATA

Byron Lefler, Research Analyst

LINCOLN MSA (not seasonally adjusted)

November Unemployment Rate: 2.1%
 November Total Non-farm: 192,080
 Manufacturing: 14,197
 Largest OTM Increases:
 Professional & Business Services: 380 (2.0%)
 Trade, Transportation, & Utilities: 293 (0.8%)

OMAHA MSA (not seasonally adjusted)

November Unemployment Rate: 2.7%
 November Total Non-farm: 499,521
 Manufacturing: 31,725
 Largest OTM Increases:
 Trade, Transportation, & Utilities: 2,138 (2.2%)
 Financial Activities: 580 (1.3%)

GRAND ISLAND MSA

(not seasonally adjusted)
 November Unemployment Rate: 2.8%
 November Total Non-farm: 42,767
 Change (OTM): -88 (-0.2%)
 Change (OTY): -466 (-1.1%)

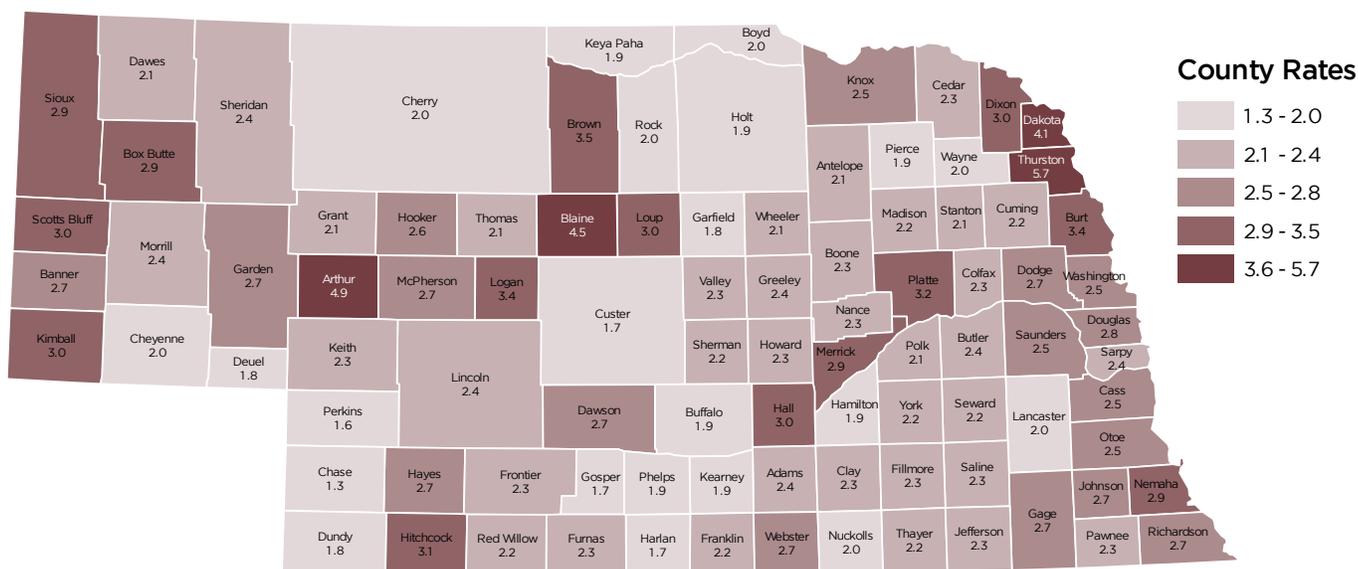
NEBRASKA (not seasonally adjusted)

November Total Non-farm: 1,018,252
 Manufacturing: 95,067
 Nebraska (smoothed seasonally adjusted)
 November Unemployment Rate: 2.9%
 Change (OTM): Unchanged at 2.9%
 Change (OTY): -0.2%

Economic Regions (not seasonally adjusted)

Central: 2.1%
 Mid Plains: 2.4%
 Northeast: 2.7%
 Panhandle: 2.7%
 Sandhills: 2.1%
 Southeast: 2.7%

NOVEMBER UNEMPLOYMENT RATES BY COUNTY*



Sources:

1. Bureau of Labor Statistics Current Employment Statistics Program (CES)
2. Bureau of Labor Statistics Local Area Unemployment Statistics (LAUS)

*Not seasonally adjusted

FAST FACTS: ACS 2010-2014 5-YEAR ESTIMATES RELEASE

Kermit Spade, Research Analyst

On Dec. 3, 2015, the Census Bureau released the latest 5-year estimates from the American Community Survey (ACS), which provides information on jobs and occupations, educational attainment, home ownership, and other topics. This data is used by public officials, planners, and entrepreneurs to analyze the past and plan for the future.¹

Listed below are some examples of statistics about Nebraska contained in this latest release of American Community Survey data.

- There were **120,417** people living in Nebraska that were foreign born. Of these, **42,721** were naturalized citizens and **77,696** were not U.S. citizens.
- There were **460,008** children under 18 living in Nebraska. Of these, **33.8%** were under 6, **34.0%** were between 6 and 11, and **32.2%** were 12 to 17.
- There were **382,869** children between the ages of 3 and 17. Of these, **345,020** were enrolled in school. Of those enrolled in school, **85.2%** were enrolled in public school.
- The median age of those who married in the last 12 months was **29.5** for men and **28.0** for women.
- There were an estimated **731,347** households. Of these, **66,947** were receiving food stamps. Among households receiving food stamps, **56.1%** were below the poverty level.
- Among all occupied housing units, **486,036** were owner occupied and **245,311** were renter occupied; **99.7%** had complete plumbing facilities and **99.0%** had complete kitchen facilities.
- There were **981,947** people who reported a single ancestry. Among those, **31.8%** reported German ancestry.
- There were **903,327** workers 16 years and over who did not work at home. Among those, **142,862** left home to go to work between 7 am and 7:29 am, **158,670** left between 7:30 am and 8:00 am.
- There were **372,214** married-couple families, **30,529** male householders with no wife present, and 72,997 female householders with no husband present.
- Among all households, there were **42,169** unmarried-partner households.
- There were an estimated **14,616** multigenerational households.
- Among the population 16 to 64 years who have worked in the past 12 months; males worked a mean of **42.2 hours** and females worked a mean of **35.8 hours**.
- Among all households, **104,163** reported self-employment income.

These and other important statistics about Nebraska can be found at <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>.

SOURCES:

1. U.S. Census Bureau, American Community Survey. What is the American Community Survey? Census.gov. [Online] 12 04, 2015. <http://www.census.gov/programs-surveys/acs/about.html>.
2. U.S. Census Bureau, American Community Survey. 2014 5-year estimates, Tables S0501, S0901, S1251, S22016, S2504, B04004, B08302, B11003, B11009. Census.gov. [Online] 12 03, 2015. [Cited: 12 04, 2015.] <http://factfinder.census.gov/>

NEBRASKA'S AREAS OF SUBSTANTIAL UNEMPLOYMENT 2016

Lenora Castillo, Research Analyst

As the economy improves, unemployment rates drop. This drop affects the number of areas that qualify as Areas of Substantial Unemployment (ASU) for the state.

In 2014 there were nine areas that qualified as ASUs and in 2015 that number dropped to five. In 2016 that number is even lower, with only four areas qualifying as ASUs for this year. The ASUs for 2016 are as follows:

1. Douglas/Sarpy County ASU
2. Lancaster County ASU
3. Scotts Bluff County ASU
4. Dakota County ASU

The Employment and Training Administration (ETA) determines funding allocations under the Adult and Youth Program Activities of WIOA and the Bureau of Labor Statistics deals with issues concerning methodology used in developing employment and unemployment estimates used in designation of ASUs.

Funding is not based on the total number of ASUs in the state but on the total number of unemployed for all areas that qualify. However, the number of unemployed can fluctuate. In 2014 the number of unemployed was 18,811, that number went up up to 23,680 in 2015 and this year it has dropped to 15,544.

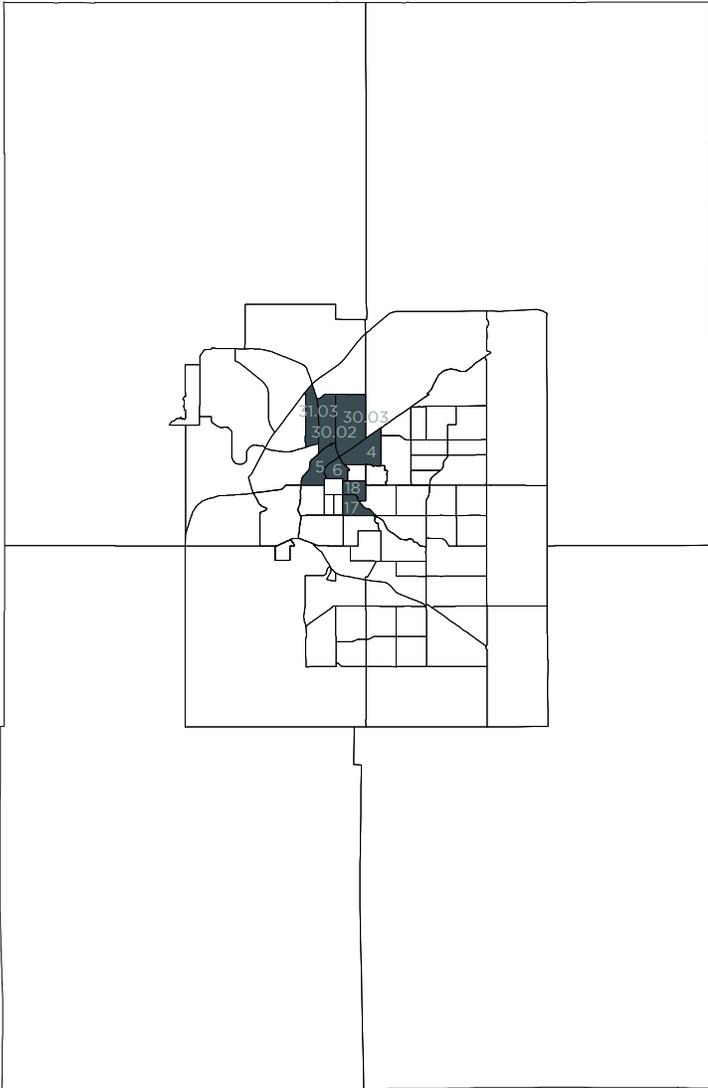
Nebraska uses data at the tract level when qualifying areas as ASUs. Those areas must meet these three requirements to qualify:

1. Unemployment rate: the 12-month average (not seasonally adjusted) unemployment rate for the reference period (July 2014 through June 2015) must be at least 6.5%.
2. Population: population for the ASU must be at least 10,000 persons based on the Census Bureau figures.
3. Geography: an ASU must be composed of a contiguous geographic areas composed of any combination of LAUS areas including counties, Metropolitan Statistical Areas (MSA), Micropolitan Statistical Areas (MCs), Labor Market Areas (LMA), cities, or census tracts within those areas.

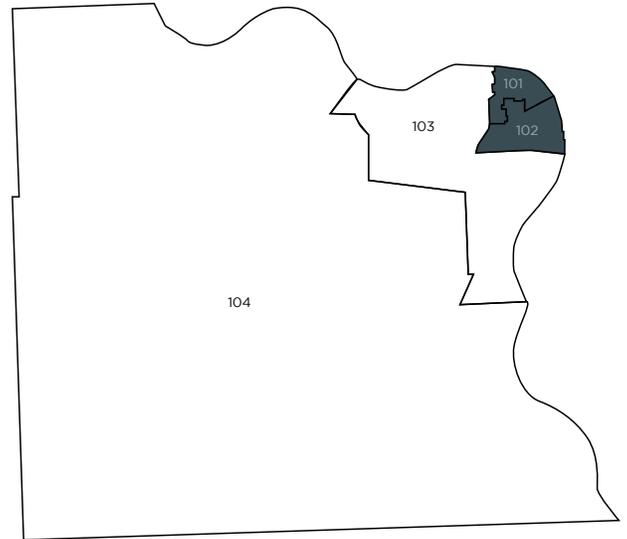
For more information on ASUs, see the ASU article in the February-March 2015 issue of Nebraska Workforce Trends. If you have questions about the ASU process or if you need an electronic copy of one of the maps, contact Lenora Castillo at lenora.castillo@nebraska.gov or call 402-471-9841.

The search of ASUs for 2017 will take place sometime in August or September of 2016, but won't be announced until January of 2017.

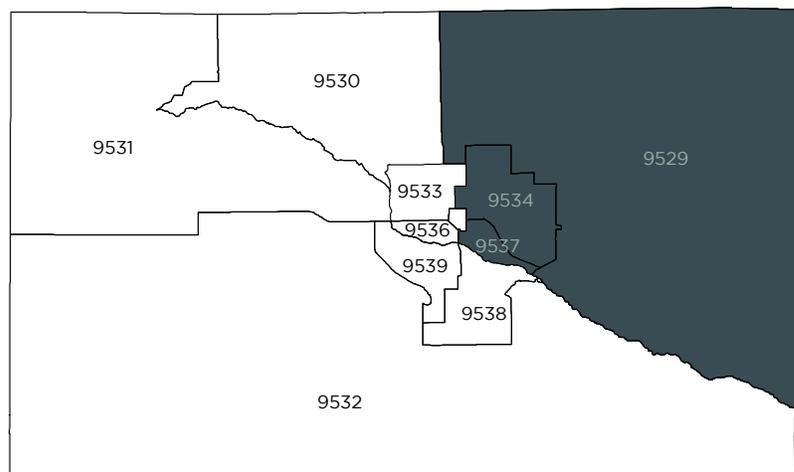
LANCASTER COUNTY ASU 2016



SCOTTS BLUFF COUNTY ASU 2016



DAKOTA COUNTY ASU 2016



All of the counties where this was the primary source of heat were in non-metropolitan areas of the state. On many farms and ranches across the state this was the primary source of heat due to local utilities not connecting pipes out to the more remote areas. Logan County had the highest percentage of residents reporting this as the primary heat source at 71.1 percent. In the majority of counties reporting this as the main heating source, over half of residents reported using liquid propane as the primary source of heat.

Electricity was reported as the main heating source by 16 counties in the state, the majority of them in non-metropolitan counties. Platte county residents reported the highest percentage utilizing electric heating at 61.5 percent. In most counties reporting use of electricity as the primary source of heat, under half of residents reported this as the primary source. In several of these counties, utility gas or liquid propane was a close second for the primary heating source reported.

Several occupations in Nebraska are essential to keeping these heating systems running. Gas plant operators distribute or process gas for utility companies through the control of compressors to maintain the correct pressures on main pipelines. According to data from the second quarter of 2015 from the occupational employment statistics program, there were 80 gas plant operators in the state with average hourly wages of \$30.44.²

Power plant operators control, operate, or maintain machinery to generate electric power and the 320 employed in the state made an average hourly wage of \$31.57. Heating, air conditioning, and refrigeration mechanics and installers install heating and cooling systems into homes and keep them running. Nebraska businesses employed 1,780 workers who made an average hourly wage of \$23.91.

NEBRASKA COUNTIES UTILIZING HIGHEST PERCENTAGE BY HEAT SOURCE



County	Heating Source	Percent
Logan	Bottled, tank, or LP gas	71.1%
Grant		64.5%
Platte	Electricity	61.5%
Valley		56.1%
Douglas	Utility gas	79.7%
Hall		76.8%

SOURCES:

1. United States Census Bureau. 2010-2014 American Community Survey 5-Year Estimates. B25040: House Heating Fuel - Universe: Occupied housing units. [Online] [Cited: December 3, 2015.] <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>.
2. Nebraska Department of Labor, Office of Labor Market Information. Occupational Employment Statistics. November 2015.



NOVEMBER

Kermit Spade
Research Analyst

LINCOLN & OMAHA* AREA OPENINGS

TYPE OF BUSINESS	NAME, JOBS ADDED
 FOOD & ENTERTAINMENT	*Chatterbox Restaurant - Fremont 10 Hickory Road BQQ & Catering
 RETAIL/SALES	Casey's General Store Sherwin Williams Company
 HEALTH & EDUCATION	Beyond Calm Massage
 REAL ESTATE	Berkshire Hathaway Home Services/ Ambassador Real Estate
 OTHER	Cornerstone Travel Group Fly & Brown Immigration Law

*Omaha Area Opening

STATEWIDE OPENINGS & EXPANSIONS
PANHANDLE SCOTTSBLUFF Applebee's Restaurant Famous Footwear
CENTRAL GRAND ISLAND/HASTINGS Harbor Freight - opening new facilities
MID-PLAINS NORTH PLATTE Bill Summers - Expansion
NORTHEAST NORFOLK Pizza Ranch - 85 jobs Westside Family Vet - Expansion - 5 jobs
SOUTHEAST NEBRASKA CITY Mid-American Pickers
OMAHA EXPANSIONS Bare Minerals Makeup Jersey Subs Vera Bradley Retail Store

SOURCES:

Fremont Chamber of Commerce
 Fremont Tribune
 KHUB Radio
 Lincoln Chamber of Commerce
 Metropolitan Community College

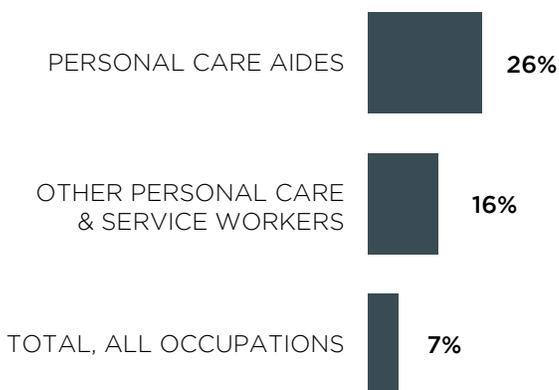
NDOL Staff
 Omaha World Herald
 Strictly Business
 Western Douglas County Chamber
 WOWTV

OCCUPATIONAL PROFILE: PERSONAL CARE AIDES

Brandon Jones, Research Analyst

There are many occupations projected to grow in the next five years, and one expected to be high on the list is personal care aides. According to the Bureau of Labor Statistics, “Employment of personal care aides is projected to grow 26 percent from 2014 to 2024, a lot faster than the average for all occupations.” This is one of the many occupations that will take care of America’s aging Baby Boomers. As the population ages, there will be a large increase in people requiring assistance.¹

NATIONAL PROJECTED CHANGE IN EMPLOYMENT, 2014-24



Note: All Occupations includes all occupations in U.S. Economy

Source: U.S. Bureau of Labor Statistics, Employment Projections Program

SUMMARY OF JOB DUTIES

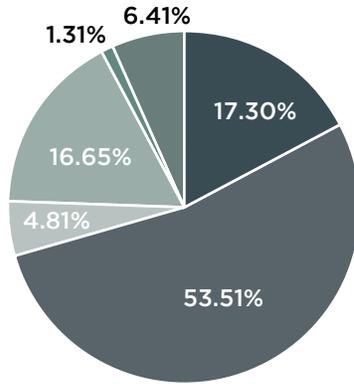
According to the Bureau of Labor Statistics, “Personal care aides assist the elderly, convalescents, or persons with disabilities with daily living activities at the person’s home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.”¹

Personal care aides do not provide medical care and are typically a lot more affordable for elderly and disabled clients, according to the BLS Occupational Outlook Handbook. It goes on to say, “Clients often prefer to be cared for in their own homes, rather than a home care facility or hospital. Studies have found that home treatment is frequently more effective than care in a nursing home or hospital.”¹

EDUCATION REQUIREMENTS

According to NEworks, most personal care aides are trained on the job. Many states do not require formal education for personal care aides, but most personal care aides have a high school diploma.² The first graph on the following page shows the most common level of education required by employers nationally for personal care aides and the table shows the minimum required education level for job openings advertised online in Nebraska during the first week of January 2016.³

REQUIRED LEVEL OF EDUCATION



- <HIGH SCHOOL DIPLOMA
- HIGH SCHOOL DIPLOMA/EQUIVALENT
- POST-SECONDARY CERTIFICATE
- SOME COLLEGE
- BACHELOR'S DEGREE
- MASTER'S DEGREE

Source: NEworks

EDUCATION REQUIREMENTS ON ADVERTISED JOBS



Minimum Education Level	Job Openings	%
No Minimum Education Requirement	1	9.09%
High School Diploma/Equivalent	8	72.73%
Vocational School Certificate	1	9.09%
Master's Degree	1	9.09%

Table Source: NEworks

IMPORTANT QUALITIES

According to NEworks occupation details and education data, a personal care aide should be detail oriented. They must follow specific rules and protocols to help take care of clients. They will need interpersonal skills because they work so closely with their clients. These clients might be in extreme pain or under mental stress. Personal care aides need to be sensitive to their client's emotions. They must enjoy taking care of people at the same time as being cheerful, compassionate, and emotionally stable. A personal care aide needs to be comfortable performing physical tasks such as lifting or turning clients. And lastly, a personal care aide needs good time management skills. Clients and their families rely on them and it is important that they follow the agreed-upon schedules and arrive on time.²

WAGES

In the third quarter of 2015, the median wage of those working in this occupation in Nebraska was \$22,652, or around \$10.90/hr. The entry wage was \$19,233 and the experienced wage was \$24,704 annually.⁴

The wages for jobs advertised online in Nebraska during November 2015 were slightly lower, with an entry wage of \$18,185, a median wage of \$18,720, and an experienced wage of \$21,474.⁵

SOURCES:

1. U.S. Department of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, 2016-2017 Edition, Personal Care Aides. <http://www.bls.gov/ooh/personal-care-and-service/personal-care-aides.htm>
2. Nebraska Department of Labor, NEworks. 2015. Occupation Summary, Occupational Profile: Personal Care Aides. <https://neworks.nebraska.gov>
3. Nebraska Department of Labor, NEworks. 2015. Occupation Details, Education and Training Data: Personal Care Aides. <https://neworks.nebraska.gov>
4. Nebraska Department of Labor, Occupational Employment Statistics, Q3 2015. <https://neworks.nebraska.gov>
5. Nebraska Department of Labor, NEworks, Historical Data Analysis, Advertised Jobs Data, Jobs Data by Occupation, Wage Rates: Personal Care Aides, November 2015. <https://neworks.nebraska.gov>

ECONOMIC INDICATORS

AVERAGE WEEKLY MANUFACTURING HOURS

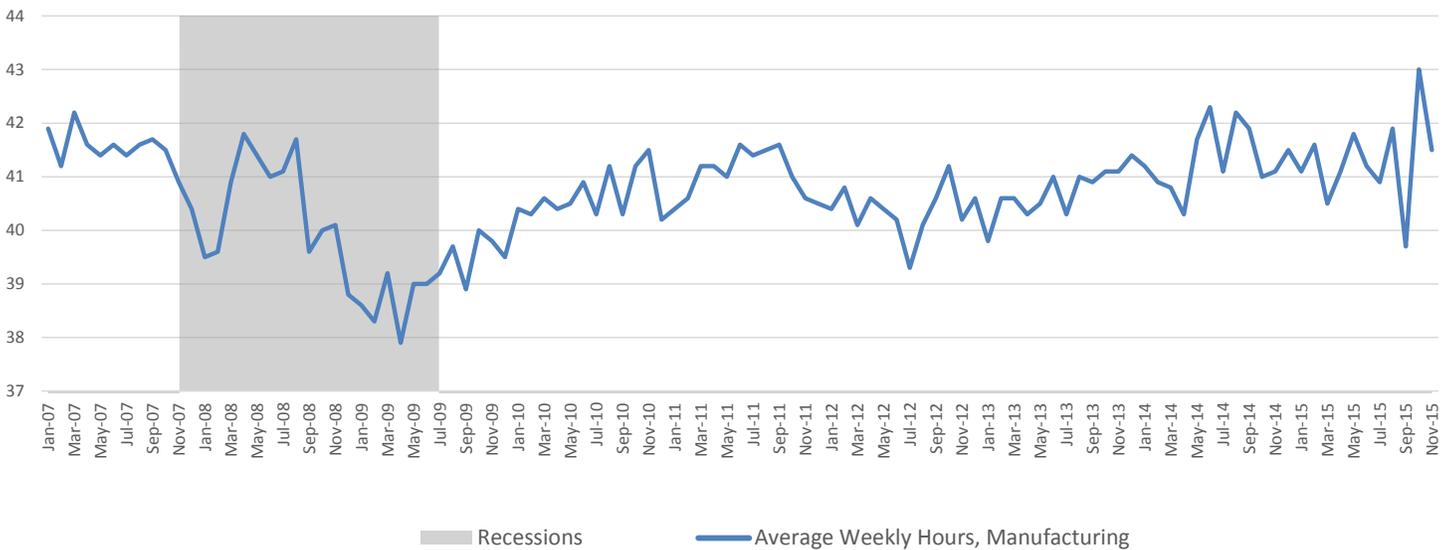
Kermit Spade, Research Analyst

In each new issue of Trends, the Economic Indicators section will feature a chart or graph focused on one of the economic indicators listed above. This month, we'll be focusing on manufacturing employees' average weekly hours.

According to the BLS, "Average weekly hours relate to the average hours per worker for which pay was received and is different from standard or scheduled hours. Factors such as unpaid absenteeism, labor turnover, part-time work, and stoppages cause average weekly hours to be lower than scheduled hours of work for an establishment. Group averages further reflect changes in the workweek of component industries. Average weekly hours are the total weekly hours divided by the employees paid for those hours."¹

The manufacturing average weekly hours series is used in the Index of Leading Economic Indicators (LEI), which forecasts changes in the business cycle. The Conference Board states that "the average hours worked per week by production workers in manufacturing industries tend to lead the business cycle because employers usually adjust work hours before increasing or decreasing their workforce."²

NEBRASKA AVERAGE WEEKLY HOURS OF ALL EMPLOYEES, MANUFACTURING



TEXT SOURCES:

1. Bureau of Labor Statistics. Handbook of Methods, Chapter 2. Handbook of Methods. [Online] [Cited: 12 14, 2015.] <http://www.bls.gov/opub/hom/pdf/homch2.pdf>.
2. The Conference Board. Description of Components. conference-board.org. [Online] [Cited: 12 14, 2015.] <https://www.conference-board.org/data/bci/index.cfm?id=2160#BCI01>.

Change Over Last Quarter/Month

METRIC	CURRENT TIME PERIOD	UNITED STATES	MIDWEST REGION	NEBRASKA
Average Weekly Manufacturing Hours	November, 2015	+0.0	-	-1.5
Initial Unemployment Claims	November, 2015	+2.4%	-	+30.6%
Value of Manufacturers' New Orders for Consumer Goods	October, 2015	-0.4%	-	-
ISM Manufacturing: New Orders Index©	November, 2015	-7.6%	-	-
Value of Manufacturers' New Orders: Nondefense Capital Goods Excluding Aircraft	October, 2015	+1.3%	-	-
S&P 500©	November, 2015	-2.8%	-	-
Leading Economic Index	October, 2015	+1.5%	-	+1.6%
10-Year Treasury Constant Maturity Minus Federal Funds Rate	November, 2015	+2.1%	-	-
University of Michigan, Consumer Sentiment Index	November, 2015	+1.4%	-	-
Consumer Price Index, not seasonally adjusted	October, 2015	0.0%	-0.1%	-
Employment Cost Index	3rd Quarter, 2015	+0.6%	-	-
Producer Price Index: All Commodities	November, 2015	-1.0%	-	-
Unemployment Rate, seasonally adjusted	November, 2015	0.0%	0.0%*	0.0%
Real GDP, billions of chained 2009 dollars	3rd Quarter, 2015	+2.1%	-	-
Net Taxable Sales	September, 2015	+0.8%	-	-
Barrel of Crude Oil, WTI-Cushing, Spot Price	October, 2015	+\$0.74	-	-
Current Account Balance (millions of dollars)	2nd Quarter, 2015	\$8,619		

SOURCES:

1. Bureau of Labor Statistics. Customized Tables; State and Area Employment, Hours and Earnings. Bureau of Labor Statistics. [Online] <http://data.bls.gov/cgi-bin/dsrv?sm>.
2. US. Employment and Training Administration. 4-Week Moving Average of Initial Claims. Federal Reserve Economic Data. [Online] <http://research.stlouisfed.org/fred2/series/IC4WSA>.
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5. Institute for Supply Management. ISM Manufacturing: New Orders Index©. Federal Reserve Economic Data. [Online] <http://research.stlouisfed.org/fred2/series/NAPMNOI>.
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17. Unemployment Rate in Midwest Census Region. Federal Reserve Economic Data. [Online] <http://research.stlouisfed.org/fred2/series/CMWRUR>.
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19. U.S. Department of Commerce: Bureau of Economic Analysis. Real Gross Domestic Product. Federal Reserve Economic Data. [Online] <http://research.stlouisfed.org/fred2/series/GDPCI>.
20. Nebraska Department of Revenue. Non-Motor Vehicle Sales Tax Collections. Nebraska Department of Revenue. [Online] http://www.revenue.nebraska.gov/research/net_taxable_sales/sales_14/2014_non-mv.html.
21. U.S. Energy Information Administration. Crude Oil Prices: West Texas Intermediate (WTI) - Cushing, Oklahoma. Federal Reserve Economic Data. [Online] <http://research.stlouisfed.org/fred2/series/MCOILWTICO>.
22. Bureau of Economic Analysis. Balance of Payments on the Current Account. <http://research.stlouisfed.org/fred2/series/IEABC>

NEBRASKA WORKFORCE TRENDS

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