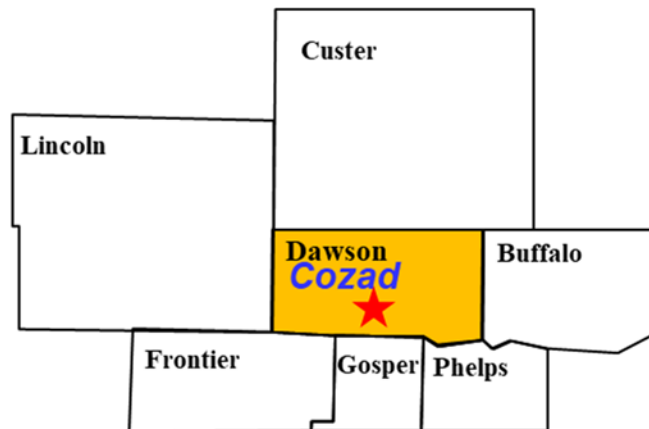


# Labor Supply Factors and Labor Availability for the City of Cozad (Dawson County) Labor Area



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# **Labor Supply Factors and Labor Availability for the City of Cozad (Dawson County) Labor Area**

## **Executive Summary**

The information provided in this report shows there is a sizeable labor force and population base living within the City of Cozad Labor Area. Some of the pertinent findings of the report include:

- Population in the City of Cozad Labor Area (Dawson County plus the six contiguous counties) totaled 132,596 people in 2019, with the Dawson County population totaling 23,595. Population in Dawson County declined by 3.0 percent during the period 2010–2019, compared to a population increase of 0.7 percent for the seven-county City of Cozad Labor Area as a whole.
- The City of Cozad Labor Area labor force totaled 73,267 in 2019, with 71,143 local residents employed in jobs either within or outside the area. A total of 63,445 persons were employed in nonfarm wage and salary jobs<sup>1</sup> located within the area.
- In 2017, 538 (30.1 percent) of primary jobs held by the City of Cozad residents and 3,507 (31.6 percent) of primary jobs held by Dawson County residents were located outside Dawson County. This confirms a large number of Dawson County residents are commuting to jobs in other counties.
- Average annual wage for all nonfarm wage and salary employees in the City of Cozad Labor Area were \$6,928 less than the Nebraska average. Within the labor area, Phelps, NE County had the highest average wage, \$43,698 or \$4,164 lower than the Nebraska average. In Dawson County, average annual salaries were \$7,069 less than the state average.

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

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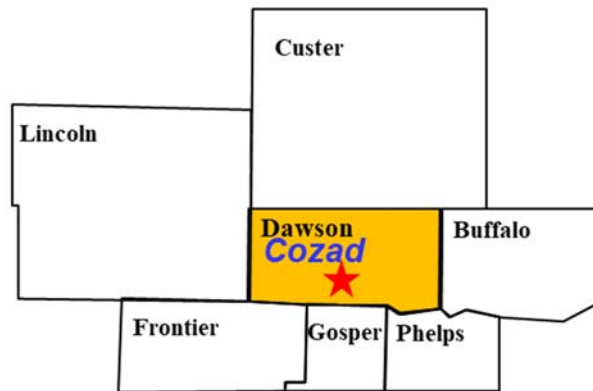
<sup>1</sup> Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of wage and salary 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 City of Cozad (Dawson County) Labor Area

This report presents selected labor-related and demographic data that provide insights into the labor supply situation in the City of Cozad (Dawson County) and the surrounding area.

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

Figure One  
Cozad 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 City of Cozad 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 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 City of Cozad Labor Area and for Dawson County for selected years from 2014 to 2019. 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 City of Cozad Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area was relatively unchanged, with the labor force declining by 0.1 percent between 2014 and 2019 and total employment increasing by less than 0.1 percent.

**Table One**  
**Labor Force and Employment, the City of Cozad Labor Area<sup>(a)</sup>, 2014–2019**  
**Part A**  
**Labor Force and Employment**  
**the City of Cozad Labor Area<sup>(a)</sup>, 2014–2019**

(Place of Residence)	2014	2015	2016	2017	2018	2019	% Chg. 2014–2019
<b>Labor Force<sup>(b)</sup></b>	<b>73,324</b>	<b>72,572</b>	<b>72,712</b>	<b>72,435</b>	<b>72,822</b>	<b>73,267</b>	<b>-0.1</b>
Employment	71,140	70,637	70,731	70,539	70,884	71,143	0.0
Unemployment (#)	2,184	1,935	1,981	1,896	1,938	2,124	-2.7
Unemployment Rate (%)	3.0	2.7	2.7	2.6	2.7	2.9	(N/A)
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>63,251</b>	<b>63,338</b>	<b>63,869</b>	<b>63,720</b>	<b>63,804</b>	<b>63,445</b>	<b>0.3</b>

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

**Table One — Continued**  
**Part B**  
**Labor Force and Employment by Industry**  
**Dawson County, NE**

(Place of Residence)	2014	2015	2016	2017	2018	2019	% Chg. 2014–2019
<b>Labor Force<sup>(b)</sup></b>	<b>13,316</b>	<b>13,055</b>	<b>12,949</b>	<b>12,917</b>	<b>12,934</b>	<b>13,056</b>	<b>-2.0</b>
Employment	12,854	12,641	12,566	12,549	12,562	12,667	-1.5
Unemployment (#)	462	414	383	368	372	389	-15.8
Unemployment Rate (%)	3.5	3.2	3.0	2.8	2.9	3.0	(N/A)
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>11,556</b>	<b>11,457</b>	<b>11,436</b>	<b>11,419</b>	<b>11,418</b>	<b>11,436</b>	<b>-1.0</b>
Goods Producing	4,444	4,300	4,424	4,482	4,548	4,498	1.2
Manufacturing	3,592	3,486	3,647	3,713	3,751	3,698	3.0
Natural Resources	434	447	442	451	474	475	9.4
Construction	418	367	335	317	323	326	-22.0
Service Providing	4,928	4,904	4,753	4,676	4,614	4,641	-5.8
Trade, Trans., Warehousing & Utilities	2,012	2,037	2,019	1,951	1,893	1,866	-7.3
Information	89	96	95	93	87	88	-1.1
Financial Activities	314	317	308	296	284	284	-9.6
Professional & Business Services	647	641	600	620	641	668	3.2
Education & Health Services	800	730	709	696	661	671	-16.1
Leisure and Hospitality	826	827	784	784	812	829	0.4
Other Services, except Public	241	257	237	237	237	236	-2.1
Total Government	2,184	2,253	2,259	2,261	2,256	2,297	5.2
Federal Government	104	106	105	103	98	97	-6.7
State Government	2,080	2,147	2,154	2,158	2,158	2,200	5.8
Local Government	1,931	1,997	2,009	2,013	2,006	2,049	6.1

<sup>(a)</sup> The City of Cozad Labor Area includes Dawson County, Nebraska and the contiguous Nebraska counties (Buffalo, Custer, Frontier, Gosper, Lincoln, and Phelps).

<sup>(b)</sup> The labor force data are measured based on the county of residence, irrespective of the county of employment.

<sup>(c)</sup> 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.

Source: U.S. Bureau of Labor Statistics.

The second employment measure presented for the City of Cozad Labor Area, nonfarm wage and salary employment increased from 63,251 in 2014 to 63,445 in 2019, an increase of 0.3 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 Dawson County (Table One, Part B) indicate that the total labor force in the county declined by 2.0 percent between 2014 and 2019, with total employment (of people residing in Dawson County, irrespective of their county of employment) declining by 1.5 percent during this period. It is also of interest to note that unemployment decreased by 15.8 percent, from 462 in 2014 to 389 in 2019.

As previously noted, the second employment measure presented for Dawson 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 Dawson County declined by 1.0 percent between 2014 and 2019. Data presented in Table One, Part B show that the fastest growing employment sector in Dawson County during the 2014–2019 review period was the Natural Resources sector, recording a 9.4 percent increase between 2014 and 2019. Other economic sectors experiencing significant growth in employment between 2014 and 2019 include Total Government (5.2 percent), Professional and Business Services (3.2 percent), and Manufacturing (3.0 percent). In the case of the Total Government sector, employment in the State Government sector grew by 5.8 percent while Federal Government sector employment declined by 6.7 percent and Local Government sector employment grew by 6.1 percent.

A review of the employment data reported for the City of Cozad 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 the City of Cozad Labor Area, nonfarm wage and salary employment was reported to be 63,445 in 2019, which was significantly less (7,698) than the reported total employment of persons living within the seven-county the City of Cozad Labor Area.

**Table Two**  
**Labor Force, Employment, and Nonfarm Wage and Salary Employment,**  
**the City of Cozad Labor Area, 2019**

County	Labor Force <sup>(a)</sup>	Total Employment <sup>(a)</sup>	Nonfarm Wage & Salary Employment <sup>(b)</sup>	Total Employment Minus NF W&S Employment	Agricultural Employment
<b>Dawson, NE</b>	<b>13,056</b>	<b>12,667</b>	<b>11,436</b>	<b>1,231</b>	<b>1,058</b>
Buffalo, NE	27,777	27,048	27,137	-89	1,124
Custer, NE	6,416	6,261	4,505	1,756	1,471
Frontier, NE	1,613	1,560	872	688	380
Gosper, NE	1,109	1,080	417	663	277
Lincoln, NE	18,327	17,689	14,338	3,351	1,237
Phelps, NE	4,969	4,838	4,740	98	634
<b>Labor Area</b>	<b>73,267</b>	<b>71,143</b>	<b>63,445</b>	<b>7,698</b>	<b>6,181</b>

<sup>(a)</sup> Labor force and employment data are measured based on the county of residence.

<sup>(b)</sup> 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: Labor Data - U.S. Bureau of Labor Statistics.

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data.

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, 6,181 people in the City of Cozad Labor Area were employed in agriculture in 2019. 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 City of Cozad 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**  
**the City of Cozad Labor Area by County, 2019**

County	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Education and Health		Financial Activities	All Other Services	Government
					Services	Services			
<b>Dawson</b>	<b>475</b>	<b>326</b>	<b>3698</b>	<b>1866</b>	<b>671</b>	<b>284</b>	<b>1819</b>	<b>2297</b>	
Buffalo	561	1,255	3,426	5,387	4,469	938	7,056	4,045	
Custer	488	214	697	771	551	206	674	904	
Frontier	93	58	109	147	27	51	77	310	
Gosper	40	26	18	90	17	49	32	145	
Lincoln	389	685	295	3,465	2,917	625	3,118	2,844	
Phelps	377	267	754	938	668	175	794	767	
<b>Labor Area</b>	<b>2,423</b>	<b>2,831</b>	<b>8,997</b>	<b>12,664</b>	<b>9,320</b>	<b>2,328</b>	<b>13,570</b>	<b>11,312</b>	
<b>Nebraska</b>	<b>15,752</b>	<b>53,721</b>	<b>99,932</b>	<b>188,048</b>	<b>139,266</b>	<b>67,401</b>	<b>257,119</b>	<b>161,123</b>	

**Percent of Total Nonfarm Wage & Salary Employment**

	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Education and Health		Financial Activities	All Other Services	Government
					Services	Services			
<b>Labor Area</b>	<b>3.8</b>	<b>4.5</b>	<b>14.2</b>	<b>20.0</b>	<b>14.7</b>	<b>3.7</b>	<b>21.4</b>	<b>17.8</b>	
<b>Nebraska</b>	<b>1.6</b>	<b>5.5</b>	<b>10.2</b>	<b>19.1</b>	<b>14.2</b>	<b>6.9</b>	<b>26.2</b>	<b>16.4</b>	

\* Values are estimates by Dr. Ken Lemke, Nebraska Public Power District.

Source: U.S. Bureau of Labor Statistics.

In addition to displaying the number of workers by major industry sector, Table Three compares the percentage distribution of workers by industry in the City of Cozad Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the City of Cozad Labor Area differs from Nebraska's.

The most significant deviations between Nebraska and the City of Cozad Labor Area occur in the Manufacturing sector employment, with 14.2 percent of nonfarm wage and salary workers in the City of Cozad area employed in that sector, compared to 10.2 percent for Nebraska. Conversely, only 21.4 percent of nonfarm wage and salary workers in the City of Cozad Labor Area are employed in the All Other Services sector, compared to 26.2 percent for Nebraska.

Table Four, Part A provides data showing labor cost comparisons, by county, for all private wage and salary workers for the City of Cozad 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 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 Dawson County (\$40,793) are slightly lower than for the City of Cozad Labor Area as a whole and two of the other counties that make up the area. Also, Dawson County average annual salaries are \$7,069 (14.8 percent) less than the state average. Average annual salaries for the City of Cozad Labor Area (\$40,934) were \$6,928 (14.5 percent) less than the Nebraska average. These data suggest there would be a positive labor supply response in Dawson County to the creation of additional employment opportunities with competitive wages and benefits.

**Table Four**  
**Average Pay by Industry Groups, the City of Cozad Labor Area & Nebraska, 2019**

<b>Part A</b>			
<b>Average Annual Pay and Average Weekly Wages by Industry Groups</b>			
<b>All Covered<sup>(a)</sup> Wage and Salary Workers, All Industries</b>			
<b>County</b>	<b>Average Employment</b>	<b>Average Weekly Wages</b>	<b>Average Annual Wages</b>
<b>Dawson</b>	<b>11,436</b>	<b>\$784</b>	<b>\$40,793</b>
Buffalo	27,137	\$793	\$41,242
Custer	4,505	\$752	\$39,083
Frontier	872	\$659	\$34,279
Gosper	417	\$733	\$38,134
Lincoln	14,338	\$781	\$40,613
Phelps	4,740	\$840	\$43,698
<b>Labor Area</b>	<b>63,445</b>	<b>\$785</b>	<b>\$40,934</b>
<b>Nebraska</b>	<b>982,362</b>	<b>\$920</b>	<b>\$47,862</b>

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



## Table Four — Continued

### Part B Average Annual Pay All Covered<sup>(a)</sup> 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
<b>Dawson</b>	<b>\$45,428</b>	<b>\$45,779</b>	<b>\$41,385</b>	<b>\$33,810</b>	<b>\$37,759</b>	<b>\$55,087</b>	<b>\$41,756</b>	<b>\$13,567</b>
Buffalo	\$50,970	\$54,973	\$46,395	\$37,200	\$35,666	\$53,782	\$41,996	\$16,391
Custer	\$51,297	\$55,620	\$46,054	\$31,331	\$30,311	\$53,137	\$34,913	\$12,374
Frontier	\$35,725	\$27,293	\$45,643	\$29,949	\$30,345	\$45,687	\$41,942	N/A
Gosper	\$42,187	N/A	N/A	\$40,881	\$46,291	\$57,143	N/A	\$16,377
Lincoln	\$44,458	\$37,388	\$47,101	\$37,415	\$36,725	\$52,224	\$38,913	\$16,395
Phelps	\$50,769	N/A	N/A	\$40,179	\$47,030	\$64,492	\$41,872	\$11,895
<b>Nebraska</b>	<b>\$52,127</b>	<b>\$52,708</b>	<b>\$53,811</b>	<b>\$46,319</b>	<b>\$41,566</b>	<b>\$69,067</b>	<b>\$60,590</b>	<b>\$17,221</b>

N/A - Not Available.

<sup>(a)</sup> Includes employers that are subject to Nebraska Employment Security Laws; does not include Class I railroads.

Source: U.S. Bureau of Labor Statistics.

Table Four, Part B provides average annual wages, by county and by selected major industry sector, for the counties that make up the City of Cozad 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 Phelps, NE County. The average annual wage for all wage and salary workers (working) in Phelps, NE County was \$43,698 in 2019 which was \$2,764 (6.8 percent) higher than the average for the City of Cozad Labor Area as a whole, and \$4,164 (8.7 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Phelps, NE County indicates that the high average annual wage results from the extremely high average wage in the Goods Producing and Financial Services industry groups.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Dawson County, Nebraska. 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 the City of Cozad Zip Code Tabulation Area<sup>2</sup> and Dawson County are provided in Appendix A of this report.

**Table Five**  
**Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations**  
**Dawson County Nebraska, 2nd Quarter 2020**

<b>Occupation</b>	<b>Average (\$/hour)</b>	<b>Entry Level (\$/hour)</b>	<b>Experienced (\$/hour)</b>
Educational Instruction and Library Occupations	23.40	12.66	28.77
Healthcare Practitioners and Technical Occupations	31.72	17.85	38.66
Healthcare Support Occupations	15.38	11.73	17.21
Protective Service Occupations	23.46	16.54	26.93
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	27.45	11.90	35.23
Construction and Extraction Occupations	19.50	13.96	22.26
Installation, Maintenance, and Repair Occupations	19.91	13.62	23.07
Production Occupations	19.22	12.89	22.38
First-Line Supervisors of Production and Operating Workers	45.90	19.51	59.09
Machinists	16.56	14.21	17.73
Inspectors, Testers, Sorters, Samplers, and Weighers	26.41	15.67	31.77
Transportation and Material Moving Occupations	19.47	13.01	22.69
Heavy and Tractor-Trailer Truck Drivers	16.96	14.48	18.20
Light Truck Drivers	13.20	11.95	13.83
Laborers and Freight, Stock, and Material Movers, Hand	19.85	13.51	23.02

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, August 2020.

<sup>2</sup> A Zip Code Tabulation Area is a geographic location similar to but not necessarily the same as a postal zip code area. In rural areas both Zip Code Tabulation Areas and postal zip code areas often extend beyond the corporate limits of an incorporated area.

## 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 City of Cozad 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 Dawson County indicate that 3,507, or 31.6 percent of the employed workers, commuted to other counties for their primary jobs. For four of the other counties in the City of Cozad Labor Area, the percentage of commuters was greater than for Dawson County, and in most cases substantially greater. In the case of Gosper County, 653, or 79.8 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 Frontier (60.4 percent), Phelps (40.0 percent), and Custer with 36.7 percent of employed workers commuting out of their county of residence for their primary employment.

**Table Six**  
**Commuting Patterns, the City of Cozad Labor Area**  
**Jobs Outside County of Residence, 2017**

County	County Residents	
	Number	Percent
<b>Dawson</b>	<b>3,507</b>	<b>31.6%</b>
Buffalo	6,514	30.7%
Custer	1,713	36.7%
Frontier	538	60.4%
Gosper	653	79.8%
Lincoln	3,612	27.3%
Phelps	1,634	40.0%

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

Table Seven provides further detail illustrating the willingness of workers in the City of Cozad and Dawson County to travel for employment. In 2017, residents of Dawson County worked at a total of 11,100 jobs; a resident could work at more than one job. Of these 11,100 jobs, the largest number, 7,593 or 68.4 percent, were in Dawson County, while 843 or 7.6 percent were in Buffalo County. Other counties with high numbers of workers from Dawson County were Lincoln (317 jobs), Lancaster (238 jobs), and Phelps (222 jobs).

Also, in 2017, residents of the City of Cozad worked at a total of 1,785 jobs with the largest number, 1,247 or 69.9 percent located in Dawson County. Other counties with workers from the City of Cozad include Buffalo (107 jobs), Lincoln (47 jobs), Lancaster (43 jobs), and 25 jobs).

**Table Seven**  
**Commuting Patterns, the City of Cozad Labor Area**  
**Location of Jobs Held by the City of Cozad and Dawson County Residents, 2017**

County Where Jobs are Located	Primary Jobs Held by the City of Cozad Residents	% the City of Cozad Residents' Primary Jobs	Primary Jobs Held by Dawson County Residents	% Dawson County Residents' Primary Jobs
<b>Dawson</b>	<b>1,247</b>	<b>69.9%</b>	<b>7,593</b>	<b>68.4%</b>
Buffalo	107	6.0%	843	7.6%
Lincoln	47	2.6%	317	2.9%
Lancaster	43	2.4%	238	2.1%
Phelps	25	1.4%	222	2.0%
All Other Locations	316	17.7%	1,887	17.0%
<b>Total Resident Jobs</b>	<b>1,785</b>	<b>100.0%</b>	<b>11,100</b>	<b>100.0%</b>

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*.

Table Eight provides data showing the willingness of workers in other counties to commute to the City of Cozad and Dawson County for employment. In 2017, 341 or 26.2 percent of the 1,303 primary jobs in the City of Cozad were held by residents of other counties. Lincoln County was home to the greatest number of workers commuting into the City of Cozad from outside Dawson County, 43 or 3.3 percent. Other counties with large numbers of workers commuting into the City of Cozad for their primary jobs included Frontier, 28 or 2.1 percent; Hall, 23 or 1.8 percent; Custer, 22 or 1.7 percent; Lancaster, 20 or 1.5 percent; and Buffalo, 19 or 1.5 percent.

Data in Table Eight indicate 3,365 (30.7 percent) of the 10,958 primary jobs in Dawson County were held by workers commuting from other counties. In 2017, Buffalo County was home to the greatest number of workers commuting into Dawson for primary jobs, 461 or 4.2 percent. Other counties with large numbers of workers commuting into Dawson County for their primary jobs included, Lincoln, 356 or 3.2 percent; Gosper, 253 or 2.3 percent; Lancaster, 196 or 1.8 percent; Hall, 178 or 1.6-percent; and Custer, 160 or 1.5 percent.

**Table Eight**  
**Commuting Patterns, the City of Cozad Labor Area**  
**Sources of the City of Cozad and Dawson County Workers, 2017**

County Where Workers Live	Primary Jobs in the City of Cozad City	% Primary Jobs in the City of Cozad City	Primary Jobs in Dawson County	% Primary Jobs in Dawson County
<b>Dawson</b>	<b>962</b>	<b>73.8%</b>	<b>7,593</b>	<b>69.3%</b>
Lincoln	43	3.3%	356	3.2%
Frontier	28	2.1%	111	1.0%
Hall	23	1.8%	178	1.6%
Custer	22	1.7%	160	1.5%
Lancaster	20	1.5%	196	1.8%
Buffalo	19	1.5%	461	4.2%
Gosper	17	1.3%	253	2.3%
Phelps	0	0.0%	114	1.0%
All Other Locations	150	11.5%	1,536	14.0%
<b>Total Primary Jobs</b>	<b>1,303</b>	<b>100.0%</b>	<b>10,958</b>	<b>100.0%</b>

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*.

Table Nine provides data for Dawson 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 Dawson 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 Dawson County by county residents.

As data in Table Nine indicate, residents of Dawson County were employed in 11,100 primary jobs in 2017, and there were 10,958 primary jobs within the area. This indicates residents commuted to at least 142 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, Dawson County, 2017**  
**Resident Labor Force and Employers Workforce**

<b>Industry</b>	<b>Labor Force Employment (Employment of Area Residents)</b>	<b>Workforce (Area Jobs)</b>	<b>Net Number of Jobs Held by Workers Commuting Into Dawson County<sup>(a)</sup></b>
Agriculture, Forestry, Fishing and Hunting	493	419	-74
Mining, Quarrying, and Oil and Gas Extraction	26	27	1
Utilities	87	102	15
Construction	545	566	21
Manufacturing	3,448	3,587	139
Wholesale Trade	487	518	31
Retail Trade	1,148	1,089	-59
Transportation and Warehousing	326	279	-47
Information	71	77	6
Finance and Insurance	320	295	-25
Real Estate and Rental and Leasing	49	35	-14
Professional, Scientific, and Technical Services	226	189	-37
Administration & Support, Waste Management and Remediation	315	297	-18
Management of Companies and Enterprises	136	114	-22
Educational Services	855	913	58
Health Care and Social Assistance	1,174	1,153	-21
Arts, Entertainment, and Recreation	74	58	-16
Accommodation and Food Services	647	585	-62
Other Services (excluding Public Administration)	221	219	-2
Public Administration	452	436	-16
<b>Total</b>	<b>11,100</b>	<b>10,958</b>	<b>-142</b>

(a) A negative value indicates the net number of primary jobs outside of the area held by the City of Cozad Labor Area residents.

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*.

## Population Trends

The data provided in Table Ten show population trends for the City of Cozad Labor Area, by county, and for Nebraska for the period 1960-2019. As these data indicate, the population of the City of Cozad Labor Area was 131,643 in 2010. The City of Cozad Labor Area population grew by 22.7 percent from 1960 to 2010 and grew 0.7 percent from 2010 to 2019. Population in Dawson County totaled 24,326 in 2010 and had grown by 25.4 percent from 1960 to 2010. During the latest Census decade from 2010 to 2019, Dawson County population is estimated to have decreased by 3.0 percent, compared to the increase for the City of Cozad Labor Area as a whole of 0.7 percent, and to the statewide growth of 5.9 percent.

**Table Ten**  
**Population in the City of Cozad Labor Area by County and Nebraska**  
**Selected Years, 1960–2019**

County	1960	1970	1980	1990	2000	2010	2019	% Chg. 1960–2010	% Chg. 2010–2019
<b>Dawson</b>	<b>19,405</b>	<b>19,467</b>	<b>22,304</b>	<b>19,940</b>	<b>24,365</b>	<b>24,326</b>	<b>23,595</b>	<b>25.4</b>	<b>-3.0</b>
Buffalo	26,236	31,222	34,797	37,447	42,259	46,102	49,659	75.7	7.7
Custer	16,517	14,092	13,877	12,270	11,793	10,939	10,777	-33.8	-1.5
Frontier	4,311	3,982	3,647	3,101	3,099	2,756	2,627	-36.1	-4.7
Gosper	2,489	2,178	2,140	1,928	2,143	2,044	1,990	-17.9	-2.6
Lincoln	28,491	29,538	36,455	32,508	34,632	36,288	34,914	27.4	-3.8
Phelps	9,800	9,553	9,769	9,715	9,747	9,188	9,034	-6.2	-1.7
<b>Labor Area</b>	<b>107,249</b>	<b>110,032</b>	<b>122,989</b>	<b>116,909</b>	<b>128,038</b>	<b>131,643</b>	<b>132,596</b>	<b>22.7</b>	<b>0.7</b>
<b>Nebraska</b>	<b>1,411,330</b>	<b>1,483,493</b>	<b>1,569,825</b>	<b>1,578,385</b>	<b>1,711,230</b>	<b>1,826,341</b>	<b>1,934,408</b>	<b>29.4</b>	<b>5.9</b>

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2019*.

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 City of Cozad Labor Area. In 2019, there were 11,200 people in Dawson County between the ages of 25 and 64, which represented 47.5 percent of the total population, compared to 47.6 percent of the population for the City of Cozad Labor Area as a whole and 49.5 percent of the Nebraska population in this age range.

**Table Eleven**  
**Age Characteristics of the Population, the City of Cozad Labor Area by County, and Nebraska, 2019**

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Age
<b>Dawson</b>	<b>5,316</b>	<b>22.5</b>	<b>3,029</b>	<b>12.8</b>	<b>5,801</b>	<b>24.6</b>	<b>5,399</b>	<b>22.9</b>	<b>4,050</b>	<b>17.2</b>	<b>36.6</b>
Buffalo	9,648	19.4	9,314	18.8	12,647	25.5	10,577	21.3	7,473	15.0	34.0
Custer	2,134	19.8	1,161	10.8	2,329	21.6	2,702	25.1	2,451	22.7	43.1
Frontier	427	16.3	372	14.2	510	19.4	683	26.0	635	24.2	45.2
Gosper	342	17.2	219	11.0	395	19.8	547	27.5	487	24.5	47.4
Lincoln	6,751	19.3	3,966	11.4	8,352	23.9	8,833	25.3	7,012	20.1	41.1
Phelps	1,759	19.5	1,079	11.9	1,993	22.1	2,290	25.3	1,913	21.2	41.5
<b>Labor Area</b>	<b>26,377</b>	<b>19.9</b>	<b>19,140</b>	<b>14.4</b>	<b>32,027</b>	<b>24.2</b>	<b>31,031</b>	<b>23.4</b>	<b>24,021</b>	<b>18.1</b>	<b>38.0</b>
<b>Nebraska</b>	<b>397,176</b>	<b>20.5</b>	<b>268,196</b>	<b>13.9</b>	<b>498,477</b>	<b>25.8</b>	<b>458,101</b>	<b>23.7</b>	<b>312,458</b>	<b>16.2</b>	<b>36.8</b>

<sup>(a)</sup> Percent of total population for each respective area.

Source: U.S. Bureau of the Census, *Population Estimates* 2019.



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 Dawson County, the Dawson County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Dawson County population decreased by 3.2 percent during the nineteen-year period, while the Hispanic population increased by 29.2 percent and the Not-White Alone and Non-Hispanic population increased by 397.6 percent. Over the same period, the City of Cozad Labor Area population increased 3.6 percent while the Hispanic population increased by 62.4 percent and the Not-White Alone and Non-Hispanic population increased by 167.6 percent. Statewide, population increased by 13.0 percent from 2000 to 2019, while the Hispanic population increased by 132.6 percent and the Not-White Alone and Non-Hispanic population increased by 68.4 percent.

**Table Twelve**  
**Population by Selected Race and Ethnic Origin Characteristics**  
**Dawson, The City of Cozad Labor Area, and Nebraska Statewide, 2000–2019**

Category	2000		2019		Change 2000-2019	
	#	%	#	%	#	%
<b>---Dawson County---</b>						
Total Population	24,370	100.0	23,595	100.0	-775	-3.2
Hispanic origin	6,178	25.4	7,984	33.8	1,806	29.2
White Alone, Non-Hispanic Origin	17,770	72.9	13,511	57.3	-4,259	-24.0
Not-White Alone & Non-Hispanic	422	1.7	2,100	8.9	1,678	397.6
<b>---the City of Cozad Labor Area---</b>						
Total Population	128,004	100.0	132,596	100.0	4,592	3.6
Hispanic origin	10,413	8.1	16,906	12.8	6,493	62.4
White Alone, Non-Hispanic Origin	115,340	90.1	109,666	82.7	-5,674	-4.9
Not-White Alone & Non-Hispanic	2,251	1.8	6,024	4.5	3,773	167.6
<b>---Nebraska, Statewide---</b>						
Total Population	1,711,230	100.0	1,934,408	100.0	223,178	13.0
Hispanic origin	94,419	5.5	219,645	11.4	125,226	132.6
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,513,172	78.2	16,090	1.1
Not-White Alone & Non-Hispanic	119,729	7.0	201,591	10.4	81,862	68.4

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2019*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, Dawson County, and the City of Cozad Labor Area. As these data show, the City of Cozad Labor Area as a whole experience net out-migration during the Census decade of the 2000s, while, Buffalo and Lincoln Counties experienced net in-migration. As indicated in the table, net out-migration for the City of Cozad Labor Area as a whole accounted for a population decline of 2,946 people during the decade, contributing to a population decrease equal to only 2.3 percent of 2000 population. In the case of Dawson County, the net out-migration during 2000s totaled 2,173 people, or 8.9 percent of the 2000 population.

**Table Thirteen**  
**Population, Births, Deaths, and Migration**  
**Nebraska and the City of Cozad Labor Area by County, 2000–2010**

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
<b>Dawson</b>	<b>24,365</b>	<b>24,326</b>	<b>4,272</b>	<b>2,138</b>	<b>2,134</b>	<b>-2,173</b>	<b>-8.9</b>
Buffalo	42,259	46,102	6,452	3,348	3,104	739	1.7
Custer	11,793	10,939	1,272	1,527	-255	-599	-5.1
Frontier	3,099	2,756	274	261	13	-356	-11.5
Gosper	2,143	2,044	213	253	-40	-59	-2.8
Lincoln	34,632	36,288	4,950	3,414	1,536	120	0.3
Phelps	9,747	9,188	1,158	1,099	59	-618	-6.3
<b>Labor Area</b>	<b>128,038</b>	<b>131,643</b>	<b>18,591</b>	<b>12,040</b>	<b>6,551</b>	<b>-2,946</b>	<b>-2.3</b>
<b>Nebraska</b>	<b>1,711,263</b>	<b>1,826,341</b>	<b>262,095</b>	<b>150,343</b>	<b>111,752</b>	<b>3,326</b>	<b>0.2</b>

\* 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*;  
Births, Deaths, and Natural Increase – Nebraska Department of Health Vital Statistics Data;  
Migration - computed using population and natural increase.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the period 2010–2019. As these data show, the City of Cozad Labor Area experienced significant net out-migration during this more recent nine-year period. As indicated in the table, out-migration for the City of Cozad Labor Area accounted for population decline of 4,544 during the 2010–2019 period, contributing to a population decrease equal to 3.5 percent of the 2010 population. In the case of Dawson County, net out-migration during this nine-year period was 2,464, or 10.1 percent of the 2010 population.

**Table Fourteen**  
**Population, Births, Deaths, and Migration**  
**Nebraska and the City of Cozad Labor Area by County, 2010–2019**

County	Population		2010–2019			Net Migration, 2010–2019*	
	2010	2019	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
<b>Dawson</b>	<b>24,326</b>	<b>23,595</b>	<b>3,649</b>	<b>1,916</b>	<b>1,733</b>	<b>-2,464</b>	<b>-10.1</b>
Buffalo	46,102	49,659	6,349	3,213	3,136	421	0.9
Custer	10,939	10,777	1,172	1,221	-49	-113	-1.0
Frontier	2,756	2,627	228	170	58	-187	-6.8
Gosper	2,044	1,990	200	212	-12	-42	-2.1
Lincoln	36,288	34,914	3,943	3,327	616	-1,990	-5.5
Phelps	9,188	9,034	1,059	1,044	15	-169	-1.8
<b>Labor Area</b>	<b>131,643</b>	<b>132,596</b>	<b>16,600</b>	<b>11,103</b>	<b>5,497</b>	<b>-4,544</b>	<b>-3.5</b>
<b>Nebraska</b>	<b>1,826,341</b>	<b>1,934,408</b>	<b>241,007</b>	<b>147,237</b>	<b>93,770</b>	<b>14,297</b>	<b>0.8</b>

\* 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 (2019) - U.S. Bureau of the Census, *Population Estimates 2019*.

### **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 City of Cozad Labor Area and in Dawson 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 City of Cozad 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 City of Cozad 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 City of Cozad Labor Area and Dawson County 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 City of Cozad 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: Average Hourly Wage, Selected Occupations, the City of Cozad & Dawson County, 2019.
- B: Workforce and Labor Force Employment by Occupation, Selected Occupations, the City of Cozad Zip Code Tabulation Area & Dawson, 2019.

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Appendix A: Average Hourly Wage, Selected Occupations, the City of Cozad & Dawson County, 2019

**Table A-1**  
**Average Hourly Wage, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
11-1000	Top Executives	357	24.66	47.74	60.15	997	23.73	46.89	59.44
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	83	30.94	44.05	52.97	198	30.72	43.41	52.02
11-3000	Operations Specialties Managers	279	31.22	46.66	55.83	662	30.38	45.77	55.12
11-9000	Other Management Occupations	779	24.34	34.20	40.88	3,358	23.11	31.56	36.87
13-1000	Business Operations Specialists	484	19.64	27.86	33.12	1,279	19.50	27.64	32.92
13-2000	Financial Specialists	282	21.52	30.66	35.73	841	21.27	30.40	35.39
17-2000	Engineers	340	31.00	41.14	48.02	524	30.80	40.79	47.77
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	183	20.94	28.32	34.95	286	20.45	27.79	34.39
19-1000	Life Scientists	26	21.95	33.37	37.24	89	21.49	31.71	35.89
19-3000	Social Scientists and Related Workers	24	26.35	33.69	39.35	96	25.79	33.05	38.71
19-4000	Life, Physical, and Social Science Technicians	33	18.52	22.53	25.36	86	17.15	21.71	24.96
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	183	16.01	20.84	24.48	719	15.98	20.91	24.61
21-2000	Religious Workers	78	13.40	21.24	26.43	292	13.39	21.13	26.31
23-1000	Lawyers, Judges, and Related Workers	43	26.47	41.96	57.27	173	26.26	41.72	56.98
25-1000	Postsecondary Teachers	106	21.63	33.05	39.60	362	21.86	33.43	40.07
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	457	22.20	26.72	31.13	1,743	21.70	26.37	31.00
25-3000	Other Teachers and Instructors	143	13.59	18.15	21.32	508	13.42	17.84	20.82
25-4000	Librarians, Curators, and Archivists	23	11.44	16.74	21.69	82	11.44	16.91	22.05
25-9000	Other Education, Training, and Library Occupations	202	10.64	14.01	14.80	772	10.48	13.83	14.60
27-1000	Art and Design Workers	64	11.77	18.23	22.73	189	11.67	18.16	22.60
27-2000	Entertainers and Performers, Sports and Related Workers	64	10.48	16.06	18.83	225	10.58	16.32	19.39

Source at end of table.

Appendix A: Average Hourly Wage, Selected Occupations, the City of Cozad & Dawson County, 2019

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
27-3000	Media and Communication Workers	53	13.76	19.50	23.78	197	13.26	18.77	22.63
29-1000	Health Diagnosing and Treating Practitioners	630	28.33	44.70	47.58	2,633	27.64	43.66	45.64
29-2000	Health Technologists and Technicians	309	15.70	21.06	24.43	1,235	15.89	20.83	24.25
29-9000	Other Healthcare Practitioners and Technical Occupations	7	17.13	28.93	32.83	25	16.87	29.06	33.65
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	30	13.23	19.92	25.59	88	13.37	19.87	25.43
31-9000	Other Healthcare Support Occupations	132	13.37	16.68	19.16	499	13.31	16.53	18.93
33-1000	Supervisors of Protective Service Workers	29	22.13	29.41	35.03	102	21.86	29.18	34.82
33-2000	Fire Fighting and Prevention Workers	26	19.95	22.33	25.13	91	19.54	21.97	24.83
33-3000	Law Enforcement Workers	105	18.04	22.44	26.00	383	17.75	22.25	25.89
33-9000	Other Protective Service Workers	76	9.96	13.24	15.74	298	9.87	13.31	15.96
35-1000	Supervisors of Food Preparation and Serving Workers	128	12.49	15.90	18.65	368	12.46	15.81	18.50
35-2000	Cooks and Food Preparation Workers	313	10.33	12.38	13.70	1,008	10.33	12.38	13.70
35-3000	Food and Beverage Serving Workers	814	9.67	10.73	11.43	2,336	9.61	10.63	11.31
35-9000	Other Food Preparation and Serving Related Workers	94	9.46	10.54	11.09	308	9.47	10.52	11.08
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	47	20.82	23.66	26.60	192	20.05	23.12	25.88
37-2000	Building Cleaning and Pest Control Workers	377	10.71	13.15	14.81	1,306	10.54	12.97	14.64
37-3000	Grounds Maintenance Workers	106	10.98	14.39	16.89	424	10.79	14.15	16.64
39-1000	Supervisors of Personal Care and Service Workers	27	13.11	16.98	20.18	84	13.16	16.91	20.07
39-3000	Entertainment Attendants and Related Workers	52	9.29	10.32	10.43	144	9.29	10.23	10.30
39-5000	Personal Appearance Workers	90	9.85	14.22	15.71	277	9.77	14.08	15.62
39-9000	Other Personal Care and Service Workers	249	10.02	12.08	12.59	870	9.86	11.75	12.25

Source at end of table.

Appendix A: Average Hourly Wage, Selected Occupations, the City of Cozad & Dawson County, 2019

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
41-1000	Supervisors of Sales Workers	246	15.24	21.51	26.25	780	15.05	21.42	26.13
41-2000	Retail Sales Workers	1,141	10.00	12.12	13.03	3,333	9.93	12.08	12.95
41-3000	Sales Representatives, Services	150	13.08	27.83	32.95	566	13.98	29.29	35.12
41-4000	Sales Representatives, Wholesale and Manufacturing	293	21.54	29.96	35.85	794	20.72	29.22	35.07
41-9000	Other Sales and Related Workers	85	11.61	21.91	28.02	269	11.23	20.24	25.09
43-1000	Supervisors of Office and Administrative Support Workers	168	19.76	24.46	28.58	500	19.47	24.17	28.27
43-3000	Financial Clerks	375	14.56	17.80	20.67	1,127	14.30	17.50	20.34
43-4000	Information and Record Clerks	593	12.07	15.77	18.48	1,741	11.96	15.64	18.38
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	304	16.40	21.31	24.64	923	16.37	21.12	24.74
43-6000	Secretaries and Administrative Assistants	398	13.49	16.79	19.47	1,294	13.28	16.51	19.15
43-9000	Other Office and Administrative Support Workers	340	11.77	15.73	18.41	1,076	11.68	15.57	18.27
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	18	20.19	29.55	37.21	77	19.16	28.31	35.76
45-2000	Agricultural Workers	358	12.86	16.04	18.73	1,429	12.42	15.47	18.10
47-1000	Supervisors of Construction and Extraction Workers	108	24.48	30.07	35.71	274	23.94	29.44	34.96
47-2000	Construction Trades Workers	835	15.69	19.67	23.15	2,277	15.45	19.35	22.74
47-4000	Other Construction and Related Workers	66	15.42	20.44	23.15	224	15.05	19.50	22.21
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	101	25.18	32.04	37.49	265	24.68	31.57	37.04
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	57	19.85	26.81	33.22	148	19.23	25.35	30.72
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	315	15.99	20.43	24.29	1,025	15.55	20.02	23.93
49-9000	Other Installation, Maintenance, and Repair Occupations	605	17.75	23.36	27.82	1,588	17.10	22.45	26.69
51-1000	Supervisors of Production Workers	250	21.02	27.61	32.91	540	20.94	27.44	32.69
51-2000	Assemblers and Fabricators	864	14.74	17.64	20.25	1,318	14.75	17.58	20.18

Source at end of table.

Appendix A: Average Hourly Wage, Selected Occupations, the City of Cozad & Dawson County, 2019

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2019 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
51-3000	Food Processing Workers	213	12.51	15.27	17.84	1,515	12.37	15.02	17.53
51-4000	Metal Workers and Plastic Workers	996	14.87	18.71	22.30	1,719	14.96	18.75	22.29
51-6000	Textile, Apparel, and Furnishings Workers	64	10.05	13.43	14.90	256	9.86	12.85	14.51
51-8000	Plant and System Operators	80	22.01	30.06	38.44	167	20.90	27.85	34.63
51-9000	Other Production Occupations	1,125	14.66	18.79	21.90	2,516	14.54	18.18	21.06
53-1000	Supervisors of Transportation and Material Moving Workers	51	21.08	35.28	40.36	184	20.68	34.42	39.48
53-3000	Motor Vehicle Operators	602	15.84	21.36	26.54	2,248	15.46	20.80	25.81
53-4000	Rail Transportation Workers	26	30.44	36.19	42.54	61	28.73	34.63	40.99
53-6000	Other Transportation Workers	25	13.14	18.48	17.71	73	12.98	18.49	18.38
53-7000	Material Moving Workers	904	12.25	15.84	18.36	3,040	12.29	15.79	18.27

Source: Economic Modeling Specialists International (EMSI)



**Table B-1**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters
11-1000	Top Executives	47.74	357	315	-42	46.89	997	939	-58
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	44.05	83	73	-10	43.41	198	161	-37
11-3000	Operations Specialties Managers	46.66	279	254	-25	45.77	662	562	-100
11-9000	Other Management Occupations	34.2	779	759	-20	31.56	3358	3,401	43
13-1000	Business Operations Specialists	27.86	484	442	-42	27.64	1279	1,108	-171
13-2000	Financial Specialists	30.66	282	253	-29	30.4	841	729	-112
17-2000	Engineers	41.14	340	281	-59	40.79	524	430	-94
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	28.32	183	142	-41	27.79	286	290	4
19-1000	Life Scientists	33.37	26	22	-4	31.71	89	73	-16
19-3000	Social Scientists and Related Workers	33.69	24	17	-7	33.05	96	81	-15
19-4000	Life, Physical, and Social Science Technicians	22.53	33	26	-7	21.71	86	82	-4
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	20.84	183	158	-25	20.91	719	594	-125
21-2000	Religious Workers	21.24	78	66	-12	21.13	292	252	-40
23-1000	Lawyers, Judges, and Related Workers	41.96	43	37	-6	41.72	173	160	-13
25-1000	Postsecondary Teachers	33.05	106	83	-23	33.43	362	323	-39
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	26.72	457	417	-40	26.37	1743	1,582	-161
25-3000	Other Teachers and Instructors	18.15	143	134	-9	17.84	508	456	-52
25-4000	Librarians, Curators, and Archivists	16.74	23	13	-10	16.91	82	66	-16
25-9000	Other Education, Training, and Library Occupations	14.01	202	174	-28	13.83	772	763	-9
27-1000	Art and Design Workers	18.23	64	54	-10	18.16	189	170	-19
27-2000	Entertainers and Performers, Sports and Related Workers	16.06	64	62	-2	16.32	225	169	-56

Source at end of table.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters
27-3000	Media and Communication Workers	19.5	53	48	-5	18.77	197	143	-54
29-1000	Health Diagnosing and Treating Practitioners	44.7	630	522	-108	43.66	2633	2,430	-203
29-2000	Health Technologists and Technicians	21.06	309	274	-35	20.83	1235	1,223	-12
29-9000	Other Healthcare Practitioners and Technical Occupations	28.93	7	6	-1	29.06	25	13	-12
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	19.92	30	24	-6	19.87	88	94	6
31-9000	Other Healthcare Support Occupations	16.68	132	110	-22	16.53	499	524	25
33-1000	Supervisors of Protective Service Workers	29.41	29	20	-9	29.18	102	100	-2
33-2000	Fire Fighting and Prevention Workers	22.33	26	23	-3	21.97	91	90	-1
33-3000	Law Enforcement Workers	22.44	105	89	-16	22.25	383	374	-9
33-9000	Other Protective Service Workers	13.24	76	71	-5	13.31	298	302	4
35-1000	Supervisors of Food Preparation and Serving Workers	15.9	128	120	-8	15.81	368	385	17
35-2000	Cooks and Food Preparation Workers	12.38	313	280	-33	12.38	1008	1,061	53
35-3000	Food and Beverage Serving Workers	10.73	814	722	-92	10.63	2336	2,407	71
35-9000	Other Food Preparation and Serving Related Workers	10.54	94	87	-7	10.52	308	339	31
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	23.66	47	60	13	23.12	192	194	2
37-2000	Building Cleaning and Pest Control Workers	13.15	377	335	-42	12.97	1306	1,351	45
37-3000	Grounds Maintenance Workers	14.39	106	99	-7	14.15	424	469	45
39-1000	Supervisors of Personal Care and Service Workers	16.98	27	23	-4	16.91	84	89	5
39-3000	Entertainment Attendants and Related Workers	10.32	52	48	-4	10.23	144	143	-1
39-5000	Personal Appearance Workers	14.22	90	86	-4	14.08	277	288	11
39-9000	Other Personal Care and Service Workers	12.08	249	234	-15	11.75	870	852	-18

Source at end of table.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters
41-1000	Supervisors of Sales Workers	21.51	246	222	-24	21.42	780	766	-14
41-2000	Retail Sales Workers	12.12	1,141	995	-146	12.08	3333	3,358	25
41-3000	Sales Representatives, Services	27.83	150	145	-5	29.29	566	501	-65
41-4000	Sales Representatives, Wholesale and Manufacturing	29.96	293	253	-40	29.22	794	728	-66
41-9000	Other Sales and Related Workers	21.91	85	79	-6	20.24	269	238	-31
43-1000	Supervisors of Office and Administrative Support Workers	24.46	168	149	-19	24.17	500	490	-10
43-3000	Financial Clerks	17.8	375	318	-57	17.5	1127	1,136	9
43-4000	Information and Record Clerks	15.77	593	507	-86	15.64	1741	1,747	6
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	21.31	304	251	-53	21.12	923	905	-18
43-6000	Secretaries and Administrative Assistants	16.79	398	340	-58	16.51	1294	1,302	8
43-9000	Other Office and Administrative Support Workers	15.73	340	293	-47	15.57	1076	1,091	15
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	29.55	18	16	-2	28.31	77	76	-1
45-2000	Agricultural Workers	16.04	358	304	-54	15.47	1429	1,409	-20
47-1000	Supervisors of Construction and Extraction Workers	30.07	108	101	-7	29.44	274	276	2
47-2000	Construction Trades Workers	19.67	835	747	-88	19.35	2277	2,407	130
47-4000	Other Construction and Related Workers	20.44	66	57	-9	19.5	224	230	6
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	32.04	101	88	-13	31.57	265	266	1
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	26.81	57	44	-13	25.35	148	168	20
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	20.43	315	289	-26	20.02	1025	1,057	32
49-9000	Other Installation, Maintenance, and Repair Occupations	23.36	605	508	-97	22.45	1588	1,622	34
51-1000	Supervisors of Production Workers	27.61	250	208	-42	27.44	540	526	-14
51-2000	Assemblers and Fabricators	17.64	864	705	-159	17.58	1318	1,285	-33

Source at end of table.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Columbus Labor Area and Platte County, Nebraska 2019**

SOC	Description	Platte County				Columbus Labor Area			
		Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2019 Jobs	Res. Employed in Occ.	Net Out-Commuters
51-2000	Assemblers and Fabricators	17.64	864	705	-159	17.58	1318	1,285	-33
51-3000	Food Processing Workers	15.27	213	204	-9	15.02	1515	1,558	43
51-4000	Metal Workers and Plastic Workers	18.71	996	828	-168	18.75	1719	1,648	-71
51-6000	Textile, Apparel, and Furnishings Workers	13.43	64	54	-10	12.85	256	262	6
51-8000	Plant and System Operators	30.06	80	50	-30	27.85	167	167	0
51-9000	Other Production Occupations	18.79	1,125	965	-160	18.18	2516	2,429	-87
53-1000	Supervisors of Transportation and Material Moving Workers	35.28	51	49	-2	34.42	184	186	2
53-3000	Motor Vehicle Operators	21.36	602	563	-39	20.8	2248	2,326	78
53-4000	Rail Transportation Workers	36.19	26	15	-11	34.63	61	70	9
53-6000	Other Transportation Workers	18.48	25	27	2	18.49	73	74	1
53-7000	Material Moving Workers	15.84	904	808	-96	15.79	3040	3,097	57

Source: Economic Modeling Specialists International (EMSI)