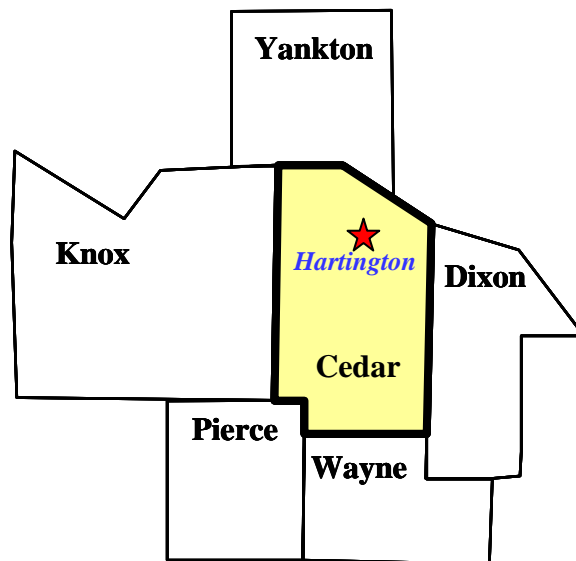


# Labor Supply Factors and Labor Availability for the Hartington (Cedar County) Labor Area



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# **Labor Supply Factors and Labor Availability for the Hartington (Cedar County) Labor Area**

## **Executive Summary**

The information provided in this report indicates that a prospective new employer providing job opportunities with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in Hartington and Cedar County. The response to such employment opportunities would be substantial, and as this report shows, there is a sizeable labor force and population base living within the Hartington Labor Area. Some of the pertinent findings of the report include:

- Population in the Hartington Labor Area (Cedar County plus the five contiguous counties) totaled 61,684 people in 2007, with the Cedar County population totaling 8,530. Population in Cedar County declined by 11.3 percent during the 2000–2007 period, compared to a population decrease of 4.6 percent for the six–county Hartington Labor Area as a whole.
- The labor force for the Hartington Labor Area totaled 34,670 in 2007, with 33,696 local residents employed in jobs either within or outside the area. A total of 25,806 persons were employed in nonfarm wage and salary jobs located within the area. These data suggest that a substantial number of residents of the Hartington Labor Area were commuting out of the area for employment.
- The number of people who lived in Cedar County that were employed totaled 4,809 in 2007; yet, there were 2,532 persons employed in nonfarm wage and salary jobs within the county. This indicates residents of surrounding counties are commuting into Cedar County.
- Average annual wages for all nonfarm wage and salary employees in the Hartington Labor Area were \$8,029 less than the Nebraska average. Within the labor area, Yankton County, South Dakota had the highest average wage, \$28,774 or \$5,177 lower than the Nebraska average. In Cedar County, average annual salaries were \$10,722 less than the state average.

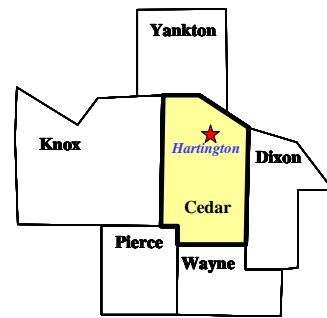
The basic conclusion of this report, which follows from the data and analysis presented, is that the Hartington Labor Area and Cedar County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area. While this report has not estimated a precise number of people that may be available for a prospective new employer in the Hartington 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.

## Labor Supply Factors and Labor Availability for the Hartington (Cedar County) Labor Area

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

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

Figure One  
Hartington 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 Hartington 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 Hartington Labor Area and for Cedar County for selected years from 2001 to 2007. Data in Table One (Part A and Part B) provide two alternate measures of employment for two distinct areas. Data presented in Table One Part A include labor force, unemployment, employment, and nonfarm wage and salary employment data for the entire Hartington Labor Area (see Figure One). As these data indicate, both the total labor force and total employment for the laborshed area as a whole have increased, with the area labor force growing by 1.2 percent between 2001 and 2007 and total employment growing by 1.4 percent during the same period.

**Table One**  
**Labor Force and Employment, Hartington Labor Area<sup>(a)</sup>**  
**2001-2007**  
**Part A**  
**Labor Force and Employment**  
**Hartington Labor Area<sup>(a)</sup>, 2001-2007**

(Place of Residence)	2001	2002	2003	2004	2005	2006	2007	% Chg.
<b>Labor Force<sup>(b)</sup></b>	<b>34,259</b>	<b>34,222</b>	<b>34,936</b>	<b>34,973</b>	<b>34,828</b>	<b>34,661</b>	<b>34,670</b>	<b>1.2</b>
Unemployment (#)	1,030	1,074	1,167	1,157	1,157	933	974	-5.4
Unemployment Rate (%)	3.0	3.1	3.3	3.3	3.3	2.7	2.8	(N/A)
Employment	33,229	33,148	33,769	33,816	33,671	33,728	33,696	1.4
<b>(Place of Work)</b>								
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>25,101</b>	<b>24,975</b>	<b>24,879</b>	<b>25,200</b>	<b>25,325</b>	<b>25,603</b>	<b>25,806</b>	<b>2.8</b>

<sup>(a)</sup> The Hartington Labor Area includes Cedar County, contiguous Nebraska counties (Dixon, Knox, Pierce, and Wayne), and Yankton County, South Dakota.

<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 the county of residence.

Sources: Nebraska Department of Labor, Labor Market Information, [ftp.dol.state.ne.us/lmi/laborforce\\_workforce](http://ftp.dol.state.ne.us/lmi/laborforce_workforce); South Dakota, Department of Labor, <http://www.state.sd.us/dol/lmic/index.htm>; and U.S. Department of Labor, <http://www.bls.gov/data/>.

**Table One -- Continued**  
**Labor Force and Employment, Hartington Labor Area<sup>(a)</sup>**  
**Part B**  
**Labor Force and Employment by Industry**  
**Cedar County**

(Place of Residence)	2001	2002	2003	2004	2005	2006	2007	% Chg. 2001-2007
<b>Labor Force<sup>(b)</sup></b>	<b>5,042</b>	<b>5,082</b>	<b>5,115</b>	<b>5,121</b>	<b>5,012</b>	<b>4,970</b>	<b>4,932</b>	<b>-2.2</b>
Unemployment (#)	127	134	161	148	138	111	123	-3.1
Unemployment Rate (%)	2.5	2.6	3.1	2.9	2.8	2.2	2.5	(N/A)
Employment	4,915	4,948	4,954	4,973	4,874	4,859	4,809	-2.2
<hr/>								
(Place of Work)	2001	2002	2003	2004	2005	2006	2007	% Chg. 2001-2007
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>2,569</b>	<b>2,594</b>	<b>2,463</b>	<b>2,532</b>	<b>2,500</b>	<b>2,502</b>	<b>2,532</b>	<b>-1.4</b>
Goods Producing	511	507	413	399	366	351	349	-31.7
Manufacturing <sup>(d)</sup>	301	302	239	209	178	173	170	-43.5
Mining & Construction	210	205	174	190	188	178	179	-14.8
Service Providing	2,058	2,087	2,050	2,133	2,134	2,151	2,183	6.1
Total Trade	420	439	411	426	434	429	439	4.5
Wholesale Trade	158	168	149	150	154	160	162	2.5
Retail Trade	262	272	261	276	281	269	278	6.1
Trans., Warehousing & Utilities	122	121	137	143	143	151	147	20.5
Information <sup>(d)</sup>	28	32	33	39	66	69	64	0.0
Financial Activities	121	129	132	137	139	140	142	17.4
Professional & Business Services <sup>(d)</sup>	153	154	138	136	110	109	113	-26.1
Education & Health Services	283	288	274	272	259	260	272	-3.9
Leisure and Hospitality	97	102	110	158	163	186	191	96.9
Other Services, except Public <sup>(d)</sup>	76	80	73	72	73	73	87	14.5
Total Government	758	742	743	750	746	734	728	-4.0
Federal Government	106	100	99	97	96	96	95	-10.4
State Government	45	41	40	38	38	37	36	-20.0
Local Government	607	601	604	614	612	602	597	-1.6

<sup>(a)</sup> The Hartington Labor Area includes Cedar County, contiguous Nebraska counties (Dixon, Knox, Pierce, and Wayne), and Yankton County, South Dakota.

<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.

<sup>(d)</sup> Some values suppressed by Department of Labor; estimates for these values calculated by Ken Lemke, Nebraska Public Power District.

Sources: Nebraska Department of Labor, Labor Market Information, [ftp://dol.state.ne.us/lmi/laborforce\\_workforce](ftp://dol.state.ne.us/lmi/laborforce_workforce); South Dakota, Department of Labor, <http://www.state.sd.us/dol/lmic/index.htm>; and U.S. Department of Labor, <http://www.bls.gov/data/>.

The second employment measure presented for the Hartington Labor Area, nonfarm wage and salary employment, increased from 25,101 in 2001 to 25,806 in 2007, an increase of 2.8 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 Cedar County (Part B of Table One) indicate that the total labor force in the county declined by 2.2 percent between 2001 and 2007, with total employment (people residing in Cedar County, irrespective of their county of employment) declining by 2.2 percent during this period. It is also of interest to note that unemployment decreased by 3.1 percent, from 127 in 2001 to 123 in 2007, recording an unemployment rate of 2.5 percent in 2007.

As previously noted, the second employment measure presented for Cedar 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 Cedar County decreased by 1.4 percent between 2001 and 2007. The data presented in Part B of Table One show that the fastest growing employment sector in Cedar County during the review period was the Leisure and Hospitality sector, recording a 96.9 percent increase between 2001 and 2007. Other economic sectors experiencing significant growth in employment between 2001 and 2007 include Transportation, Warehousing & Utilities (20.5 percent), Financial Activities (17.4 percent), and Other Services, Except Public (14.5 percent). In the case of the Total Government sector, Federal employment declined by 10.4 percent, while employment in the State Government sector fell by 20.0 percent and Local Government employment shrunk by 1.6 percent.

Further review of the employment data reported for the Hartington Labor Area (Table One Part A) and for Cedar County (Table One Part B) indicates that for both areas there were differences between the nonfarm wage and salary employment reported in the areas and the total employment of persons living in the respective areas. In the case of the entire Hartington Labor Area, nonfarm wage and salary employment was reported to be 25,806 in 2007, which was less (7,890 less) than the reported total employment of persons living within the six-county Hartington Labor Area. Recalling that nonfarm wage and salary employment is based on the county of employment while the total employment data is based on the county of residence helps explain how this can occur. It appears that a number of persons living within the six-county, Hartington Labor Area work outside of the area and commute to other areas for employment.

In the case of Cedar County, the same situation is evident. Total employment of persons living in Cedar County (irrespective of their county of employment) was 4,809 in 2007, which was 2,277 more than the 2,532 nonfarm wage and salary jobs within the county for the same year. These data also suggest that a number of workers are commuting out of Cedar County for employment on a regular basis.

Also, the total number of reported employed people living in Cedar County includes those who are self employed as well as those employed in agriculture. This means the difference between total employment and nonfarm wage and salary jobs (2,277) likely understates the number of workers commuting out of Cedar County.

Also shown in Table Two are agricultural employment and nonfarm proprietor data for 2006, the latest year for which these data are available. Farm employment and proprietor data can reflect place of residence, place of employment, or a location other than place of residence or employment. However, it is assumed proprietor data largely indicate place of residence.

The total of agricultural employment and nonfarm proprietors for the Hartington Labor Area, 10,062, is 34.6 percent more than the difference, 7,890, between total employment of area residents and nonfarm wage and salary employees within the area. These data

suggest more workers are commuting into the Hartington Labor Area for employment than are commuting to jobs outside the area. It is important to note that proprietor data reflect the total number of sole proprietorships or partnerships active at any time during a year and can include a significant number of small, seasonal businesses. This means many sole proprietors, especially those in the farm sector, often work at other jobs. For example, approximately 49 percent of Nebraska farm operators work off the farm with 32 percent having a full-time job off the farm. Therefore, it is likely the number of people commuting into the Hartington County Labor Area is much smaller than the difference, 2,730, between total employment and the sum of nonfarm wage and salary jobs, agricultural employment, and nonfarm proprietors.

**Table Two**  
**Labor Force, Employment, and Non-Farm Wage and Salary Employment,**  
**Hartington Labor Area<sup>(a)</sup>, 2007**

County	Labor Force (2007) <sup>(b)</sup>	Total Employment (2007) <sup>(b)</sup>	Nonfarm Wage & Salary Employment (2007) <sup>(c)</sup>	Total Employment Minus NF W&S Employment	Agricultural Employment (2006) <sup>(d)</sup>	Non-farm Proprietors (2006) <sup>(d)</sup>
<b>Cedar</b>	<b>4,932</b>	<b>4,809</b>	<b>2,532</b>	<b>2,277</b>	<b>1,094</b>	<b>1,799</b>
Dixon	3,190	3,081	1,683	1,398	633	716
Knox	4,797	4,652	2,780	1,872	1,141	641
Pierce	4,201	4,077	1,996	2,081	815	760
Wayne	5,505	5,367	4,435	932	667	986
Yankton <sup>(e)</sup>	12,045	11,710	12,380	-670	684	684
<b>Labor Area</b>	<b>34,670</b>	<b>33,696</b>	<b>25,806</b>	<b>7,890</b>	<b>5,034</b>	<b>5,586</b>

<sup>(a)</sup> The Hartington Labor Area includes Cedar County, contiguous Nebraska counties (Dixon, Knox, Pierce, and Wayne), and Yankton County, South Dakota.

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

<sup>(c)</sup> Non Agricultural Employment data are for wage and salary employment and are based on the place (county) where the individual is employed, irrespective of the the county of residence.

<sup>(d)</sup> Agricultural employment data are for 2006.

<sup>(e)</sup> Nonfarm wage & salary employment for Yankton County is an estimate by Ken Lemke, Nebraska Public Power District, based on data from the first three quarters of 2007, U.S. Department of Labor, Quarterly Census of Employment and Wages.

Sources:

Nebraska Department of Labor, Labor Market Information, [ftp.dol.state.ne.us/lmi/laborforce\\_workforce](http://ftp.dol.state.ne.us/lmi/laborforce_workforce);

South Dakota, Department of Labor, <http://www.state.sd.us/dol/lmic/index.htm>;

U.S. Department of Labor, <http://www.bls.gov/data/>; and

U.S. Bureau of Economic Analysis, Regional Accounts Data, <http://www.bea.gov/bea/regional/reis/>.

Further review of the data presented in Table Two provides an indication of the commuting patterns for the counties within the Hartington Labor Area. It is evident that a significant percentage of the employed people are commuting into of Yankton County, South Dakota for employment. Data in Table Two also indicates that a significant number of people are commuting out of Pierce county.

The number of nonfarm wage and salary workers in the Hartington 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**  
**Hartington Labor Area, by County, 2007**

County	Constr. & Trans.,		Whr. & Ut.	Trade	Financial Activities	Other Services	Govt.	Total NF W. & S. Emp
	Manufact.	Mining						
<b>Cedar County</b>	<b>170 *</b>	<b>179</b>	<b>147</b>	<b>439</b>	<b>142</b>	<b>727 *</b>	<b>728</b>	<b>2,532</b>
Dixon County	797 *	90	33	106	23 *	207 *	427	1,683
Knox County	199 *	90	51	585	105	615 *	1,135	2,780
Pierce County	97	191	133	380	84	588 *	524	1,997
Wayne County	1,134 *	84	194	559	183	1,153 *	1,128	4,435
Yankton County	2,920	544	276 *	1,993 *	510	4,239 *	1,898	12,380
<b>Total Labor Area</b>	<b>5,317</b>	<b>1,178</b>	<b>834</b>	<b>4,062</b>	<b>1,047</b>	<b>7,529 *</b>	<b>5,840</b>	<b>25,807</b>
<b>Nebraska</b>	<b>101,184</b>	<b>49,583</b>	<b>54,927</b>	<b>149,384</b>	<b>66,311</b>	<b>378,670</b>	<b>162,334</b>	<b>962,393</b>

	Percent of Total NonFarm Wage & Salary Employment							Total NF W. & S. Emp
	Manufact.	Constr. & Mining	Trans., Whr. & Ut.	Trade	Financial Activities	Other Services	Govt.	
Total Labor Area	20.6	4.6	3.2	15.7	4.1	29.2	22.6	100.0
Nebraska	10.5	5.2	5.7	15.5	6.9	39.3	16.9	100.0

\* Employment estimated for county sectors where data have been withheld; values estimated by Ken Lemke, NPPD.

Sources:

Nebraska Department of Labor, Labor Market Information, [ftp://dol.state.ne.us/lmi/laborforce\\_workforce](ftp://dol.state.ne.us/lmi/laborforce_workforce);

South Dakota, Department of Labor, <http://www.state.sd.us/dol/lmic/index.htm>; and

U.S. Department of Labor, <http://www.bls.gov/data/>.

In addition to displaying the number of workers by major industry sector, Table Three also compares the percentage distribution of workers by industry in the Hartington Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Hartington Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviation between Nebraska and the Hartington Labor Area occurs in the Manufacturing Sector, with 20.6 percent of nonfarm wage and salary workers in the Hartington area employed in that sector compared to 10.5 percent for Nebraska. Conversely, only 29.2 percent of nonfarm wage and salary workers in the Hartington Labor Area are employed in the Other Services sector, compared to 39.3 percent for Nebraska as a whole.

Part A of Table Four provides data showing labor cost comparisons, by county, for all private wage and salary workers for the Hartington 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 number of employees.

A review of the data in Part A of Table Four indicates that average annual salaries in Cedar County (\$23,229 for all wage and salary employees for all private industries) are slightly lower than for the Hartington Labor Area as a whole and are significantly less than the state average. Average annual salaries for the Hartington Labor Area (\$25,922) were \$8,029 (23.6 percent) less than the Nebraska average, with Cedar County average annual salaries \$10,722 (31.6 percent) less than the state average. These data suggest, of course, there would be a positive labor supply response in Cedar County to the creation of additional employment opportunities with competitive wages and benefits.

**Table Four**  
**Average Annual and Weekly Wages**  
**All Covered<sup>(a)</sup> Wage and Salary Workers, by County, and Nebraska**  
**Hartington Labor Area<sup>(a)</sup>, 1st-3rd Quarter, 2007**

**Part A**  
**Average Wage, All Industries**

County	Average Employment	Average Weekly Wages	Average Annual Wages
<b>Cedar</b>	<b>1,792</b>	<b>\$447</b>	<b>\$23,229</b>
Dixon	1,348	\$505	\$26,237
Knox	1,594	\$377	\$19,584
Pierce	1,519	\$442	\$22,992
Wayne	3,154	\$432	\$22,452
Yankton	10,482	\$553	\$28,774
<b>Labor Area</b>	<b>19,889</b>	<b>\$499</b>	<b>\$25,922</b>
<b>Nebraska</b>	<b>758,982</b>	<b>\$653</b>	<b>\$33,951</b>

**Part B**  
**Average Wage by Industry Group**

County	All Goods Producing	Manf.	Nat. Res. & Mining	All Service Providing	Trade Trans & Util	Financial Services	Bus & Prof Services	Leisure & Hospitality
<b>Cedar</b>	<b>\$29,597</b>	<b>\$33,822</b>	<b>\$24,382</b>	<b>\$20,839</b>	<b>\$22,403</b>	<b>\$28,112</b>	<b>\$17,544</b>	<b>\$6,568</b>
Dixon	\$29,359	-D-	-D-	\$17,469	\$18,950	\$25,049	\$23,316	\$10,684
Knox	\$21,096	\$19,410	\$23,286	\$19,075	\$17,791	\$26,694	\$26,593	\$9,223
Pierce	\$29,701	\$32,973	\$28,468	\$20,961	\$20,126	\$30,152	\$33,443	\$6,232
Wayne	\$26,020	\$26,281	\$23,418	\$20,416	\$19,263	\$33,032	\$23,091	\$6,576
Yankton	\$35,778	\$37,096	\$24,472	\$25,316	\$23,250	\$38,131	\$26,179	\$9,049
<b>Nebraska</b>	<b>\$37,652</b>	<b>\$38,829</b>	<b>\$26,063</b>	<b>\$32,945</b>	<b>\$30,190</b>	<b>\$45,603</b>	<b>\$43,028</b>	<b>\$11,761</b>

<sup>(a)</sup> The Hartington Labor Area includes Cedar County, contiguous Nebraska counties (Dixon, Knox, Pierce, and Wayne), and Yankton County, South Dakota.

<sup>(b)</sup> Includes employers that are subject to Nebraska Employment Security Laws.

-D-: Data withheld by U.S. Department of Labor.

Sources: U.S. Department of Labor, Quarterly Census of Employment & Wages <http://www.bls.gov/cew/> and Nebraska Department of Labor, Labor Market Information <http://www.dol.state.ne.us/lmiindustry/index.asp>.

Part B of Table Four provides average annual wages, by county and by major industry sector, for the counties that make up the Hartington Labor Area. As these data indicate, the highest average annual wages in the area are for wage and salary workers employed in Yankton County, South Dakota. The average annual wage for all wage and salary workers (working) in Yankton County was \$28,774 in 2007, which was \$2,852 (11 percent) more than the average for the Hartington Labor Area as a whole, but \$5,177 (15.2 percent) less than the Nebraska average. A review of the industry specific data for

average annual wages for Yankton County indicates that the high average annual wage results from the extremely high average wages in the Manufacturing and Financial Services sectors.

### Commuting Patterns

Table Five provides data from the 2000 Census of Population showing commuting patterns for workers living in the Hartington Labor Area. As the data in Table Five Part A indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Cedar County indicate that 1,492, or 32.7 percent of the employed workers, commuted to other counties for employment.

Two counties in the Hartington Labor Area, had a higher percentage of commuters than Cedar County. In the case of Dixon County, 1,537, or 49.6 percent of employed workers commuted out of their county of residence for employment. A total of 1,783, 46 percent, of workers from Pierce County commuted to jobs outside their county of residence.

**Table Five**  
**Commuting Data for Workers in the Hartington Labor Area**  
**Part A**  
**Commuting Outside County, 2000**

County	Working Outside County	
	Number	Percent
<b>Cedar</b>	<b>1,492</b>	<b>32.7</b>
Dixon	1,537	49.6
Knox	963	22.2
Pierce	1,783	46.0
Wayne	1,729	32.1
Yankton	1,000	9.4

**Part B**  
**Commuting Times of Workers**

County	Less Than 10 Minutes		10 - 19 Minutes		20 - 29 Minutes		30 - 44 Minutes		45 + Minutes	
	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Cedar</b>	<b>1,597</b>	<b>39.9</b>	<b>990</b>	<b>24.7</b>	<b>541</b>	<b>13.5</b>	<b>566</b>	<b>14.1</b>	<b>307</b>	<b>7.7</b>
Dixon	801	28.1	681	23.9	349	12.2	581	20.4	443	15.5
Knox	1,561	41.0	914	24.0	581	15.3	403	10.6	346	9.1
Pierce	1,123	31.9	939	26.7	657	18.7	531	15.1	271	7.7
Wayne	2,438	48.8	1,213	24.3	586	11.7	400	8.0	358	7.2
Yankton	3,610	36.0	4,344	43.3	999	9.9	630	6.2	453	4.5
<b>Labor Area</b>	<b>7,687</b>	<b>39.4</b>	<b>4,822</b>	<b>24.7</b>	<b>2,749</b>	<b>14.1</b>	<b>2,512</b>	<b>12.9</b>	<b>1,761</b>	<b>9.0</b>
Nebraska	214,676	25.8	318,145	38.2	161,468	19.4	88,452	10.6	49,940	6.0

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

Table Five (B) provides further data illustrating the willingness of workers in the area to travel for employment. For the Hartington Labor Area as a whole, there were 4,273 workers in 2000, or 21.9 percent of residents employed outside of their home, which traveled 30 minutes or more commuting to their place of employment. In the case of Dixon, 35.9 percent traveled 30 minutes or more to their place of employment, while for Pierce the workers traveling 30 minutes or more accounted for 22.8 percent. For Nebraska as a whole, the comparable percentage (traveling 30 minutes or more for employment) was 16.6 percent.

### Population Trends

The data provided in Table Six show population trends for the Hartington Labor Area, by county, and for Nebraska for the 1950–2007 period. As these data indicate, the population of the Hartington Labor Area was 64,688 in 2000. The Hartington Labor Area population declined 12.7 percent from 1950 to 2000 and declined 4.6 percent from 2000 to 2007. Population in Cedar County totaled 9,615 in 2000 and had declined by 30.5 percent from 1950 to 2000. During period 1990–2000, Cedar County population decreased by 5.1 percent, compared to the increase for the Hartington Labor Area as a whole of 3.9 percent, and to the State rate of growth of 8.4 percent.

**Table Six**  
**Population by County and Nebraska, Hartington Labor Area**  
**Selected Years, 1950-2007**

COUNTY	1950	1960	1970	1980	1990	2000	2007	% Chg.	
								1950-2000	2000-07
Cedar	13,843	13,368	12,192	11,375	10,131	9,615	8,530	-30.5	-11.3
Dixon	9,129	8,106	7,453	7,137	6,143	6,339	6,243	-30.6	-1.5
Knox	14,820	13,300	11,723	11,457	9,534	9,374	8,665	-36.7	-7.6
Pierce	9,405	8,722	8,493	8,481	7,827	7,857	7,284	-16.5	-7.3
Wayne	10,129	9,959	10,400	9,858	9,364	9,851	9,317	-2.7	-5.4
Yankton	16,804	17,551	19,039	18,952	19,252	21,652	21,645	28.9	0.0
Labor Area	74,130	71,006	69,300	67,260	62,251	64,688	61,684	-12.7	-4.6
Nebraska	1,325,510	1,411,330	1,485,333	1,569,825	1,578,385	1,711,263	1,768,331	29.1	3.3

Source: U.S. Bureau of the Census, *Census of Population, 1950-2000* and Annual Population Estimates, 2007.

Table Seven 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 Hartington Labor Area. In 2006, there were 3,956 people in Cedar County between the ages of 25 and 64, which represented 44.9 percent of the total population, compared to 47.6 percent of the population for the Hartington Labor Area as a whole and 50.8 percent of the Nebraska population in this age range.

**Table Seven**  
**Age Characteristics by County and Nebraska**  
**Hartington Labor Area, 2006**

COUNTY	0 - 14		15 - 24		25 - 44		45 - 64		65 - Older		Median Age
	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	Number	% <sup>(a)</sup>	
<b>Cedar</b>	1,754	19.9	1,343	15.2	1,617	18.3	2,339	26.5	1,766	20.0	42.5
Dixon	1,158	18.8	890	14.4	1,255	20.3	1,668	27.0	1,199	19.4	42.2
Knox	1,590	18.0	1,191	13.5	1,612	18.3	2,423	27.5	1,996	22.7	45.1
Pierce	1,441	19.1	1,262	16.7	1,724	22.8	1,987	26.3	1,150	15.2	39.4
Wayne	1,417	15.4	2,853	31.0	1,739	18.9	1,909	20.8	1,278	13.9	29.1
Yankton	3,765	17.2	3,372	15.4	5,551	25.4	5,792	26.5	3,299	15.1	37.0
<b>Labor Area</b>	<b>11,125</b>	<b>17.8</b>	<b>10,911</b>	<b>17.5</b>	<b>13,498</b>	<b>21.7</b>	<b>16,118</b>	<b>25.9</b>	<b>10,688</b>	<b>17.1</b>	<b>40.4</b>
Nebraska	367,141	20.8	264,120	15.0	458,669	26.0	437,021	24.8	234,655	13.3	36.0

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

Source: U.S. Bureau of the Census, *Population Estimates, by Age, 2006*.

Table Eight provides information showing population, the natural increase (births minus deaths) and net migration for the 1990–2000 period for Nebraska, for Cedar County and for the Hartington Labor Area. As these data show, the Hartington Labor Area as a whole had a small rate of net in-migration during the Census decade of the 1990s, while Cedar and Pierce Counties experienced net out-migration. As indicated in the table, net in-migration for the Hartington Labor Area as a whole accounted for population growth of 973 people during the decade, contributing to a population increase equal to 1.6 percent of the 1990 population. In the case of Cedar County, net out-migration during the 1990s totaled 642 people, or 6.3 percent of the 1990 population.

**Table Eight**  
**Population, Births, Deaths and Migration, by County, Hartington Labor Area**  
**and Nebraska, 1990-2000**

County	Population		1990 - 1999			Net Migration, 1990-2000	
	1990	2000	Births	Deaths	Nat. Incr.	Number	% 1990 Pop.
Cedar	10,131	9,615	1,314	1,188	126	-642	-6.34
Dixon	6,143	6,339	786	705	81	115	1.87
Knox	9,534	9,374	1,123	1,425	-302	142	1.49
Pierce	7,827	7,857	953	905	48	-18	-0.23
Wayne	9,364	9,851	1,129	685	444	43	0.46
Yankton	19,252	21,652	2,727	1,660	1,067	1,333	6.92
<b>Labor Area</b>	<b>62,251</b>	<b>64,688</b>	<b>8,032</b>	<b>6,568</b>	<b>1,464</b>	<b>973</b>	<b>1.56</b>
Nebraska	1,578,385	1,711,263	235,210	150,599	84,611	48,267	3.06

Sources: Population (1990, 2000) - U.S. Bureau of the Census, Census of Population, 1990, 2000;

Births, Deaths, Natural Increase - Nebraska Department of Health; Migration - computed using population and vital statistics data.

Table Nine provides information showing population, the natural increase (births minus deaths), and net migration for the 2000–2007 period. As these data show, the Hartington Labor Area experienced net out-migration during this more recent seven-year period. As indicated in the table, out-migration for the Hartington Labor Area as a whole accounted for population decline of 3,492 during the 2000–2007 period, contributing to a population decrease equal to 5.4 percent of the 2000 population. In the case of Cedar County, net

out-migration during this seven-year period was 1,038, or 10.8 percent of the 2000 population.

**Table Nine**  
**Population, Births, Deaths and Migration, by County, Hartington Labor Area**  
**and Nebraska, 2000-2007**

County	Population		2000-2007			Net Migration, 2000-2007*	
	2000	2007	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Cedar	9,615	8,530	752	799	-47	-1,038	-10.8
Dixon	6339	6243	568	514	54	-150	-2.4
Knox	9374	8665	732	943	-211	-498	-5.3
Pierce	7857	7284	644	614	30	-603	-7.7
Wayne	9851	9317	723	469	254	-788	-8.0
Yankton	21652	21645	1839	1431	408	-415	-1.9
Labor Area	64,688	61,684	5,258	4,770	488	-3,492	-5.4
Nebraska	1,711,263	1,768,331	187,564	109,569	77,995	-20,927	-1.2

\* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.  
 Source: U.S. Bureau of the Census, *Population Estimates, 2007, and Components of Population Change, 2000-2007*.

### **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 Hartington Labor Area and in Cedar 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 Hartington 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 Hartington 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 Hartington Labor Area and Cedar 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 Hartington 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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