

# Labor Supply Factors and Labor Availability for the Chadron (Dawes County) Labor Area



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# Labor Supply Factors and Labor Availability for the Chadron (Dawes 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 Chadron and the Dawes County Labor Area. 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 Chadron Labor Area. Some of the findings of the report include:

- Population in the Chadron Labor Area (Dawes County, the five contiguous counties, and Scotts Bluff County, Nebraska) totaled 84,335 people in 2016, with the Dawes County population totaling 8,979. Population in Dawes County declined by 2.2 percent during the period 2010–2016, compared to a population decrease of 0.7 percent for the seven-county Chadron Labor Area as a whole.
- The Chadron Labor Area labor force totaled 40,188 in 2016, with 38,525 local residents employed in jobs either within or outside the area. A total of 32,455 persons were employed in nonfarm wage and salary jobs<sup>1</sup> within the area.
- In 2014, 704 primary jobs (33.6 percent) held by Chadron City residents and 1,122 primary jobs (35.1 percent) held by Dawes County residents were located outside Dawes County. This confirms a large number of Dawes County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Chadron Labor Area were \$7,610 less than the Nebraska average. Within the labor area, Oglala Lakota County, South Dakota had the highest average wage, \$38,214 or \$5,392 lower than the Nebraska average. In Dawes County, average annual salaries were \$12,121 less than the state average.

The basic conclusion of this report, which follows from the data and analysis presented, is that the Chadron Labor Area and Dawes 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 Chadron 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 Chadron (Dawes County) Labor Area

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

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

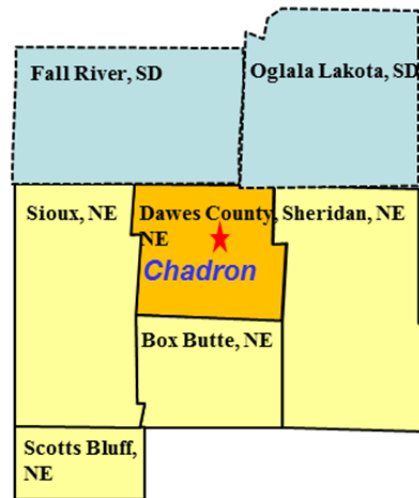
An important resource for new or expanding businesses is a readily available supply of workers. Whether an employer requires 5 or 500 workers, they need to have confidence there will be a sufficient number of workers available to meet their labor requirements. This report is provided as a key analytical tool to identify and quantify the number and selected characteristics of workers available in the Chadron 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.

**Figure One**  
**Chadron Labor Area**



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 Chadron Labor Area and for Dawes County for selected years from 2011 to 2016. 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 Chadron Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both decreased, with the area labor force declining by 2.6 percent between 2011 and 2016 and total employment declining by 1.2 percent during the same period.

**Table One**  
**Labor Force and Employment, Chadron Labor Area<sup>(a)</sup>, 2011–2016**  
**Part A**

**Labor Force and Employment**  
**Chadron Labor Area<sup>(a)</sup>, 2011–2016**

(Place of Residence)	2011	2012	2013	2014	2015	2016	% Chg. 2011–2016
<b>Labor Force<sup>(b)</sup></b>	<b>41,253</b>	<b>41,159</b>	<b>40,905</b>	<b>40,004</b>	<b>39,692</b>	<b>40,188</b>	<b>-2.6</b>
Unemployment (#)	2,278	2,182	2,007	1,735	1,584	1,663	-27.0
Unemployment Rate (%)	5.5	5.3	4.9	4.3	4.0	4.1	(N/A)
Employment	38,975	38,977	38,898	38,269	38,108	38,525	-1.2
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>31,766</b>	<b>32,404</b>	<b>32,241</b>	<b>32,020</b>	<b>32,105</b>	<b>32,455</b>	<b>2.2</b>

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

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

(Place of Residence)	2011	2012	2013	2014	2015	2016	% Chg. 2011–2016
<b>Labor Force<sup>(b)</sup></b>	<b>5,473</b>	<b>5,415</b>	<b>5,428</b>	<b>5,283</b>	<b>5,254</b>	<b>5,240</b>	<b>-4.3</b>
Unemployment (#)	212	197	196	156	138	163	-23.1
Unemployment Rate (%)	3.9	3.6	3.6	3.0	2.6	3.1	(N/A)
Employment	5,261	5,218	5,232	5,127	5,116	5,077	-3.5
<b>(Place of Work)</b>							
<b>Nonfarm Employment<sup>(c)</sup></b>	<b>3,298</b>	<b>3,367</b>	<b>3,353</b>	<b>3,333</b>	<b>3,349</b>	<b>3,309</b>	<b>0.3</b>
Goods Producing	230	227	209	201	182	178	-22.6
Manufacturing	15	12	NA	18	NA	15	0.0
Natural Resources	91	98	NA	69	NA	59	-35.2
Construction	123	117	111	114	111	104	-15.4
Service Providing	1,934	2,015	1,997	1,966	1,995	1,937	0.2
Trans., Warehousing & Utilities	755	762	758	742	773	778	3.0
Information	50	49	50	47	45	43	-14.0
Financial Activities	115	117	114	106	109	103	-10.4
Professional & Business Services	129	103	95	94	99	131	1.6
Education & Health Services	424	419	485	468	473	417	-1.7
Leisure and Hospitality	410	442	444	459	445	420	2.4
Other Services, except Public	50	124	52	50	50	44	-12.0
Total Government	1,134	1,125	1,147	1,166	1,172	1,194	5.3
Federal Government	135	134	132	130	127	133	-1.5
State Government	456	462	478	497	514	534	17.1
Local Government	543	529	537	539	532	528	-2.8

NA Not available.

<sup>(a)</sup> The Labor Area includes Dawes County, the five contiguous counties (Box Butte, Sheridan, and Sioux in Nebraska plus Fall River and Oglala Lakota in South Dakota), and Scotts Bluff, County Nebraska.

<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, [www.bls.gov/cew/](http://www.bls.gov/cew/).

The second employment measure presented for the Chadron Labor Area in Table One, Part A, nonfarm wage and salary employment increased from 31,766 in 2011 to 32,455 in 2016, an increase of 2.2 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 Dawes County (Table One, Part B) indicate that the total labor force in the county declined by 4.3 percent between 2011 and 2016, with total employment (of people residing in Dawes County, irrespective of their county of employment) declining by 3.5 percent during this period. It is also of interest to note that unemployment decreased by 23.1 percent, from 212 in 2011 to 163 in 2016.

As previously noted, the second employment measure presented for Dawes 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 Dawes County grew by 0.3 percent between 2011 and 2016. Data presented in Table One, Part B show that the fastest growing employment sector in Dawes County during the 2011–2016 review period was the Total Government sector, recording a 5.3 percent increase between 2011 and 2016. Other economic sectors experiencing significant growth in employment between 2011 and 2016 include Transportation, Warehousing, and Utilities (3.0 percent), Leisure and Hospitality (2.4 percent), and Professional and Business Services (1.6 percent). In the case of the Total Government sector, employment in the State Government sector grew by 17.1 percent, while Federal Government sector employment declined by 1.5 percent and Local Government sector employment declined by 2.8 percent.

A review of the employment data reported for the Chadron 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 Chadron Labor Area, nonfarm wage and salary employment was reported to be 32,455 in 2016, which was significantly less (6,070) than the reported total employment of persons living within the seven-county Chadron Labor Area.

**Table Two**  
**Labor Force, Employment, and Nonfarm Wage and Salary Employment,**  
**Chadron Labor Area, 2016**

County	Labor Force 2016 <sup>(a)</sup>	Total Employment 2016 <sup>(a)</sup>	Nonfarm	Total Employment Minus NF W&S Employment	Agricultural Employment 2015
			Wage & Salary Employment 2016 <sup>(b)</sup>		
<b>Dawes, NE</b>	<b>5,240</b>	<b>5,077</b>	<b>3,309</b>	<b>1,768</b>	<b>491</b>
Box Butte, NE	5,678	5,463	3,858	1,605	560
Scotts Bluff, NE	19,035	18,345	17,208	1,137	1,058
Sheridan, NE	2,748	2,666	1,756	910	654
Sioux, NE	791	769	156	613	393
Fall River, SD	3,050	2,923	2,450	473	315
Oglala Lakota, SD	3,646	3,282	3,718	-436	170
<b>Labor Area</b>	<b>40,188</b>	<b>38,525</b>	<b>32,455</b>	<b>6,070</b>	<b>3,641</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.

<sup>(c)</sup> Agricultural employment data are for 2015.

Sources: Labor Data - U.S. Bureau of Labor Statistics, [www.bls.gov/lau/#data](http://www.bls.gov/lau/#data).

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data, [www.bea.gov/regional/reis/](http://www.bea.gov/regional/reis/).

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, 3,641 people in the Chadron Labor Area were employed in agriculture in 2015, the last year that agricultural employment data were available. 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 Chadron 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**  
**Chadron Labor Area, by County, 2016**

County	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Education and Health Services	Financial Activities	All Other Services	Government
<b>Dawes, NE</b>	<b>59</b>	<b>104</b>	<b>15</b>	<b>778</b>	<b>417</b>	<b>103</b>	<b>639</b>	<b>1194</b>
Box Butte, NE	243	137	290	859	350	158	774	1,047
Scotts Bluff, NE	280	1,133	989	3,832	2,986	703	3,969	3,315
Sheridan, NE	212	18	120	401	89	106	199	611
Sioux, NE	42	0	0	13	3*	0	15*	83
Fall River, SD	62	90	8	304	344	55	533	1,054
Oglala Lakota, SD	3*	39	12*	249	103	7	223	3,082
<b>Labor Area</b>	<b>901</b>	<b>1,521</b>	<b>1,434</b>	<b>6,436</b>	<b>4,292</b>	<b>1,132</b>	<b>6,352</b>	<b>10,386</b>
<b>Nebraska</b>	<b>15,250</b>	<b>50,583</b>	<b>96,874</b>	<b>192,843</b>	<b>135,522</b>	<b>90,341</b>	<b>226,166</b>	<b>161,045</b>

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

Area	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Education and Health Services	Financial Activities	All Other Services	Government
<b>Labor Area</b>	<b>2.8</b>	<b>4.7</b>	<b>4.4</b>	<b>19.8</b>	<b>13.2</b>	<b>3.5</b>	<b>19.6</b>	<b>32.0</b>
<b>Nebraska</b>	<b>1.6</b>	<b>5.2</b>	<b>10.0</b>	<b>19.9</b>	<b>14.0</b>	<b>9.3</b>	<b>23.3</b>	<b>16.6</b>

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

Source: U.S. Bureau of Labor Statistics, [www.bls.gov/cew/](http://www.bls.gov/cew/).

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 Chadron Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Chadron Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Chadron Labor Area occur in the Government sector employment, with 32.0 percent of nonfarm wage and salary workers in the Chadron area employed in that sector, compared to 16.6 percent for Nebraska. Conversely, only 3.5 percent of nonfarm wage and salary workers in the Chadron Labor Area are employed in the Financial Activities sector, compared to 9.3 percent for Nebraska as a whole.

Table Four, Part A provides data showing labor cost comparisons, by county, for all private wage and salary workers for the Chadron 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 Dawes County (\$31,485 for all wage and salary employees for all private industries) are slightly lower than for the Chadron Labor Area as a whole and five of the other counties that make up the area. Also, Dawes County average annual salaries are \$12,121 (27.8 percent) less than the state average. Average annual salaries for the Chadron Labor Area (\$35,996) were \$7,610 (17.5 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Dawes County to the creation of additional employment opportunities with competitive wages and benefits.

**Table Four**  
**Average Pay by Industry Groups, Chadron Labor Area & Nebraska, 2016**

<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>Dawes, NE</b>	<b>3,309</b>	<b>\$605</b>	<b>\$31,485</b>
Box Butte, NE	3,858	\$662	\$34,428
Scotts Bluff, NE	17,208	\$724	\$37,669
Sheridan, NE	1,756	\$550	\$28,624
Sioux, NE	156	\$614	\$31,935
Fall River, SD	2,450	\$673	\$34,993
Oglala Lakota, SD	3,718	\$735	\$38,214
<b>Labor Area</b>	<b>32,455</b>	<b>\$690</b>	<b>\$35,996</b>
<b>Nebraska</b>	<b>968,623</b>	<b>\$839</b>	<b>\$43,606</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**

<b>County</b>	<b>Goods-producing</b>	<b>Manu- facturing</b>	<b>Construction</b>	<b>Service- Providing</b>	<b>Trade, Transportation, and Utilities</b>	<b>Financial Activities</b>	<b>Professional and Business Services</b>	<b>Leisure and Hospitality</b>
<b>Dawes, NE</b>	<b>\$44,684</b>	<b>\$25,891</b>	<b>\$31,987</b>	<b>\$26,134</b>	<b>\$24,955</b>	<b>\$38,410</b>	<b>\$30,299</b>	<b>\$12,856</b>
Box Butte, NE	\$42,373	\$47,389	\$35,978	\$29,472	\$34,138	\$41,316	\$35,643	\$13,936
Scotts Bluff, NE	\$44,893	\$42,710	\$48,891	\$35,365	\$33,056	\$45,733	\$39,707	\$15,419
Sheridan, NE	\$29,753	\$31,021	\$44,378	\$23,967	\$23,853	\$40,004	\$27,163	\$11,364
Sioux, NE	\$31,922	NA	NA	\$31,033	\$41,447	NA	NA	NA
Fall River, SD	\$31,553	\$27,370	\$27,712	\$29,083	\$27,517	\$44,901	\$46,496	\$13,917
Oglala Lakota, SD	\$32,118	\$0	\$33,315	\$24,592	\$19,707	\$27,935	\$39,221	\$15,559
<b>Nebraska</b>	<b>\$46,964</b>	<b>\$47,504</b>	<b>\$48,300</b>	<b>\$42,132</b>	<b>\$37,481</b>	<b>\$61,146</b>	<b>\$57,364</b>	<b>\$15,871</b>

NA - Not Available.

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

Source: U.S. Bureau of Labor Statistics, [www.bls.gov/cew/](http://www.bls.gov/cew/).

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the Chadron 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 Oglala Lakota County. The average annual wage for all wage and salary workers (working) in Oglala Lakota County was \$38,214 in 2016, which was \$2,218 (6.2 percent) higher than the average for the Chadron Labor Area as a whole, and \$5,392 (12.4 percent) less than the Nebraska average. While not shown in Table Four B, a review of industry specific data for average annual wages in Oglala Lakota County indicates the high average, annual wage is due to the very high average wage (\$64,257) in the Federal Government sector, which makes up 17.0 percent of the workforce.

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

**Table Five**  
**Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations**  
**Panhandle Region, Nebraska, 1<sup>st</sup> Quarter, 2017**

<b>Occupation</b>	<b>Average (\$/hour)</b>	<b>Entry Level (\$/hour)</b>	<b>Experienced (\$/hour)</b>
Education, Training, and Library Occupations	23.13	11.86	28.77
Healthcare Practitioners and Technical Occupations	32.91	16.74	41.00
Registered Nurses	29.18	22.65	32.44
Protective Service Occupations	20.65	13.53	24.21
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	27.78	12.09	35.63
Construction and Extraction Occupations	18.88	13.00	21.83
Installation, Maintenance, and Repair Occupations	21.81	13.76	25.84
Production Occupations	17.83	11.13	21.18
First-Line Supervisors of Production and Operating Workers	28.17	17.71	33.41
Team Assemblers	13.64	11.24	14.85
Welders, Cutters, Solderers, and Brazers	18.17	11.27	21.62
Inspectors, Testers, Sorters, Samplers, and Weighers	20.22	15.45	22.60
Transportation and Material Moving Occupations	16.77	10.58	19.86
Heavy and Tractor-Trailer Truck Drivers	16.72	10.75	19.70
Laborers and Freight, Stock, and Material Movers, Hand	13.34	10.57	14.73

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, August, 2017.

<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 2015 U.S. Census, Local Employment Dynamics Program showing commuting patterns for workers living in the Chadron 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 Dawes County indicate that 1,080, or 32.2 percent of the employed workers, commuted to other counties for employment. For three of the other counties in the Chadron Labor Area, the percentage of commuters was greater than for Dawes County. In the case of Sioux County, 274, or 77.2 percent of employed workers commuted out of their county of residence for employment. Other counties with higher percentages of employed workers commuting to other counties for employment Sheridan (46.9 percent) and Fall River (36.1 percent).

**Table Six**  
**Commuting Patterns, Chadron Labor Area**  
**Jobs Outside County of Residence, 2015**

County	County Residents Working Outside County	
	Number	Percent
<b>Dawes, NE</b>	<b>1,080</b>	<b>32.2%</b>
Box Butte, NE	1,255	31.1%
Scotts Bluff, NE	3,194	20.1%
Sheridan, NE	880	46.9%
Sioux, NE	274	77.2%
Fall River, SD	826	36.1%
Oglala Lakota, SD	457	20.0%

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 Chadron and Dawes County to travel for employment. In 2015, residents of Dawes County worked at a total of 3,350 jobs; a resident could work at more than one job. Of these 3,350 jobs, the largest number, 2,270 or 67.8 percent, were located in Dawes County, while 146 or 4.4 percent were located in Scotts Bluff County. Other counties with high numbers of workers from Dawes County were Holt (127 jobs), Box Butte (110 jobs), and Oglala Lakota (108 jobs).

Also in 2015, residents of Chadron worked at a total of 2,223 jobs with the largest number, 1,559 or 70.1 percent located in Dawes County. Other counties with workers from Chadron include Scotts Bluff (104 jobs), Holt (75 jobs), Box Butte (45 jobs), and Oglala Lakota (65 jobs).

**Table Seven**  
**Commuting Patterns, Chadron Labor Area**  
**Location of Jobs Held by Chadron and Dawes County Residents, 2015**

County Where Jobs are Located	Primary Jobs Held by Chadron Residents	% Chadron Residents' Primary Jobs	Primary Jobs Held by Dawes County Residents	% Dawes County Residents' Primary Jobs
<b>Dawes, NE</b>	<b>1,559</b>	<b>70.1%</b>	<b>2,270</b>	<b>67.8%</b>
Scotts Bluff, NE	104	4.7%	146	4.4%
Holt, NE	75	3.4%	127	3.8%
Box Butte, NE	45	2.0%	110	3.3%
Oglala Lakota, SD	65	2.9%	108	3.2%
All Other Locations	375	16.9%	589	17.6%
<b>Total Resident Jobs</b>	<b>2,223</b>	<b>100.0%</b>	<b>3,350</b>	<b>100.0%</b>

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

Table Eight provides data showing the willingness of workers in other counties to commute to Chadron City and Dawes County for employment. In 2015, 715 or 27.6 percent of the 2,592 primary jobs in Chadron City were held by residents of other counties. Sheridan County was home to the greatest number of workers commuting into Chadron City from outside Dawes County, 100 or 3.9 percent. Other counties with large numbers of workers commuting into Chadron City for their primary jobs included Box Butte, 97 or 3.7 percent; Scotts Bluff, 90 or 3.5 percent; Cheyenne, 39 or 1.5 percent; Holt, 3 or 0.1 percent; and Oglala Lakota, 3 or 0.1 percent.

Data in Table Eight indicate 829 (26.8 percent) of the 3,099 primary jobs in Dawes County were held by workers commuting from other counties. In 2015, Sheridan County was home to the greatest number of workers commuting into Dawes for primary jobs, 119 or 3.8 percent. Other counties with large numbers of workers commuting into Dawes County for their primary jobs included, Sheridan, 119 or 3.8 percent; Box Butte, 103 or 3.3 percent; Scotts Bluff, 99 or 3.2 percent; Cheyenne, 41 or 1.3 percent; Holt, 4 or 0.1 percent; and Oglala Lakota, 4 or 0.1 percent.

**Table Eight**  
**Commuting Patterns, Chadron Labor Area**  
**Sources of Chadron and Dawes County Workers, 2015**

County Where Workers Live	Primary Jobs in Chadron City	% Primary Jobs in Chadron City	Primary Jobs in Dawes County	% Primary Jobs in Dawes County
<b>Dawes</b>	<b>1,877</b>	<b>72.4%</b>	<b>2,270</b>	<b>73.2%</b>
Sheridan, NE	100	3.9%	119	3.8%
Box Butte, NE	97	3.7%	103	3.3%
Scotts Bluff, NE	90	3.5%	99	3.2%
Cheyenne, NE	39	1.5%	41	1.3%
Holt, NE	3	0.1%	4	0.1%
Oglala Lakota, SD	3	0.1%	4	0.1%
All Other Locations	383	14.8%	459	14.8%
<b>Total Primary Jobs</b>	<b>2,592</b>	<b>100.0%</b>	<b>3,099</b>	<b>100.0%</b>

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

Table Nine provides data for Dawes 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 2015. 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 Dawes 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 Dawes County by county residents.

As data in Table Nine indicate, residents of Dawes County were employed in 3,350 primary jobs in 2015, but there were 3,099 primary jobs within the area. This indicates residents commuted to at least 251 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, Dawes County, 2015**  
**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 Dawes County<sup>(a)</sup></b>
Agriculture, Forestry, Fishing and Hunting	46	18	-28
Mining, Quarrying, and Oil and Gas Extraction	50	49	-1
Utilities	25	10	-15
Construction	134	107	-27
Manufacturing	37	12	-25
Wholesale Trade	119	69	-50
Retail Trade	527	553	26
Transportation and Warehousing	43	19	-24
Information	56	39	-17
Finance and Insurance	105	99	-6
Real Estate and Rental and Leasing	12	7	-5
Professional, Scientific, and Technical Services	76	67	-9
Administration & Support, Waste Management and Remediation	61	46	-15
Management of Companies and Enterprises	16	0	-16
Educational Services	686	673	-13
Health Care and Social Assistance	549	505	-44
Arts, Entertainment, and Recreation	26	9	-17
Accommodation and Food Services	341	402	61
Other Services (excluding Public Administration)	59	44	-15
Public Administration	382	371	-11
<b>Total</b>	<b>3,350</b>	<b>3,099</b>	<b>-251</b>

<sup>(a)</sup> A negative value indicates the net number of primary jobs outside of the area held by Chadron Labor Area residents.

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

## Population Trends

The data provided in Table Ten show population trends for the Chadron Labor Area, by county, and for Nebraska for the period 1960-2016. As these data indicate, the population of the Chadron Labor Area was 84,920 in 2010. The Chadron Labor Area population grew by 1.9 percent from 1960 to 2010 and declined 0.7 percent from 2010 to 2016. Population in Dawes County totaled 9,182 in 2010 and had declined by 3.7 percent from 1960 to 2010. During the latest Census decade from 2010 to 2016, the Dawes County population decreased by 2.2 percent, compared to the decrease for the Chadron Labor Area as a whole of 0.7 percent, and to the state rate of growth of 4.4 percent.

**Table Ten**  
**Population in the Chadron Labor Area, by County, and Nebraska**  
**Selected Years, 1960–2016**

County	1960	1970	1980	1990	2000	2010	2016	% Chg. 1960– 2010	% Chg. 2010– 2016
<b>Dawes, NE</b>	<b>9,536</b>	<b>9,693</b>	<b>9,609</b>	<b>9,021</b>	<b>9,060</b>	<b>9,182</b>	<b>8,979</b>	<b>-3.7</b>	<b>-2.2</b>
Box Butte, NE	11,688	10,094	13,696	13,130	12,158	11,308	11,194	-3.3	-1.0
Scotts Bluff, NE	33,809	36,432	38,344	36,025	36,951	36,970	36,422	9.3	-1.5
Sheridan, NE	9,049	7,285	7,544	6,750	6,198	5,469	5,234	-39.6	-4.3
Sioux, NE	2,575	2,034	1,845	1,549	1,475	1,311	1,242	-49.1	-5.3
Fall River, SD	10,688	7,505	8,439	7,353	7,453	7,094	6,849	-33.6	-3.5
Oglala Lakota, SD	6,000	8,198	11,323	9,902	12,466	13,586	14,415	126.4	6.1
<b>Labor Area</b>	<b>83,345</b>	<b>81,241</b>	<b>90,800</b>	<b>83,730</b>	<b>85,761</b>	<b>84,920</b>	<b>84,335</b>	<b>1.9</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>1,907,116</b>	<b>29.4</b>	<b>4.4</b>

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2016*.

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 Chadron Labor Area. In 2016, there were 3,619 people in Dawes County between the ages of 25 and 64, which represented 40.3 percent of the total population, compared to 46.9 percent of the population for the Chadron Labor Area as a whole and 50.0 percent of the Nebraska population in this age range.

**Table Eleven**  
**Age Characteristics of the Population, Chadron Labor Area,**  
**by County, and Nebraska, 2016**

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>Dawes, NE</b>	<b>1,306</b>	<b>14.5</b>	<b>2,451</b>	<b>27.3</b>	<b>1,663</b>	<b>18.5</b>	<b>1,956</b>	<b>21.8</b>	<b>1,603</b>	<b>17.9</b>	<b>33.7</b>
Box Butte, NE	2,416	21.6	1,299	11.6	2,579	23.0	2,966	26.5	1,934	17.3	39.5
Scotts Bluff, NE	7,596	20.9	4,477	12.3	8,587	23.6	9,120	25.0	6,642	18.2	39.1
Sheridan, NE	948	18.1	565	10.8	1,023	19.5	1,422	27.2	1,276	24.4	46.4
Sioux, NE	196	15.8	142	11.4	234	18.8	380	30.6	290	23.3	49.5
Fall River, SD	985	14.4	663	9.7	1,206	17.6	2,096	30.6	1,899	27.7	52.1
Oglala Lakota, SD	4,615	32.0	2,465	17.1	3,675	25.5	<b>2,667</b>	18.5	993	6.9	25.5
<b>Labor Area</b>	<b>18,062</b>	<b>21.4</b>	<b>12,062</b>	<b>14.3</b>	<b>18,967</b>	<b>22.5</b>	<b>20,607</b>	<b>24.4</b>	<b>14,637</b>	<b>17.4</b>	<b>37.9</b>
<b>Nebraska</b>	<b>396,601</b>	<b>20.8</b>	<b>269,442</b>	<b>14.1</b>	<b>483,474</b>	<b>25.4</b>	<b>470,855</b>	<b>24.7</b>	<b>286,744</b>	<b>15.0</b>	<b>36.3</b>

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

Source: U.S. Bureau of the Census, *Population Estimates* 2016.



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 Dawes County, the Dawes County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Dawes County population decreased by 0.9 percent during the sixteen year period, while the Hispanic population increased by 106.4 percent and the Not-White Alone and Non-Hispanic population increased by 85.5 percent. Over the same period, Chadron Labor Area population decreased 1.7 percent while the while the Hispanic population increased by 45.6 percent and the Not-White Alone and Non-Hispanic population increased by 17.0 percent. Statewide, population increased by 11.4 percent from 2000 to 2016, while the Hispanic population increased by 115.3 percent and the Not-White Alone and Non-Hispanic population increased by 55.6 percent.

**Table Twelve**  
**Population by Selected Race and Ethnic Origin Characteristics**  
**Dawes, Chadron Labor Area, and Nebraska Statewide, 2000–2016**

Category	2000		2016		Change 2000-2016	
	#	%	#	%	#	%
---Dawes County---						
<b>Total Population</b>	<b>9,060</b>	<b>100.0</b>	<b>8,979</b>	<b>100.0</b>	<b>-81</b>	<b>-0.9</b>
Hispanic origin	220	2.4	454	5.1	234	106.4
White Alone, Non-Hispanic Origin	8,384	92.5	7,679	85.5	-705	-8.4
Not-White Alone & Non-Hispanic	456	5.0	846	9.4	390	85.5
---Chadron Labor Area---						
<b>Total Population</b>	<b>85,751</b>	<b>100.0</b>	<b>84,335</b>	<b>100.0</b>	<b>-1,416</b>	<b>-1.7</b>
Hispanic origin	7,932	9.3	11,548	13.7	3,616	45.6
White Alone, Non-Hispanic Origin	62,655	73.1	55,044	65.3	-7,611	-12.1
Not-White Alone & Non-Hispanic	15,164	17.7	17,743	21.0	2,579	17.0
---Nebraska, Statewide---						
<b>Total Population</b>	<b>1,711,230</b>	<b>100.0</b>	<b>1,907,116</b>	<b>100.0</b>	<b>195,886</b>	<b>11.4</b>
Hispanic origin	94,419	5.5	203,320	10.7	108,901	115.3
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,517,526	79.6	20,444	1.4
Not-White Alone & Non-Hispanic	119,729	7.0	186,270	9.8	66,541	55.6

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2016*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Dawes County, and for the Chadron Labor Area. As these data show, the Chadron Labor Area as a whole experienced net out-migration during the Census decade of the 2000s with only Fall River County experiencing net in-migration. As indicated in the table, net out-migration for the Chadron Labor Area as a whole accounted for a population decline of 4,329 people during the decade, contributing to a population decrease equal to only 5.0 percent of the population. In the case of Dawes County, net out-migration during 2000s totaled 17 people, or 0.2 percent of the 2000 population.

### Table Thirteen

#### Population, Births, Deaths, and Migration

##### Nebraska and Chadron Labor Area by County, 2000–2010

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
<b>Dawes, NE</b>	<b>9,060</b>	<b>9,182</b>	<b>1,014</b>	<b>875</b>	<b>139</b>	<b>-17</b>	<b>-0.2</b>
Box Butte, NE	12,158	11,308	1,507	1,197	310	-1,160	-9.5
Scotts Bluff, NE	36,951	36,970	5,427	4,305	1,122	-1,103	-3.0
Sheridan, NE	6,198	5,469	645	798	-153	-576	-9.3
Sioux, NE	1,475	1,311	99	74	25	-189	-12.8
Fall River, SD	7,453	7,094	653	1,117	-464	105	1.4
Oglala Lakota, SD	12,466	13,586	3,735	1,226	2,509	-1,389	-11.1
<b>Labor Area</b>	<b>85,761</b>	<b>84,920</b>	<b>13,080</b>	<b>9,592</b>	<b>3,488</b>	<b>-4,329</b>	<b>-5.0</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 2010–2016 period. As these data show, the Chadron Labor Area also experienced significant net out-migration during this more recent six-year period. As indicated in the table, out-migration for the Chadron Labor Area as a whole accounted for population decline of 2,290 during the 2010–2016 period, contributing to a population decrease equal to 2.7 percent of the 2010 population. In the case of Dawes County, net out-migration during this four-year period was 302, or 3.3 percent of the 2010 population.

**Table Fourteen**  
**Population, Births, Deaths, and Migration**  
**Nebraska and Chadron Labor Area, by County, 2010–2016**

County	Population		2010–2016			Net Migration, 2010–2016*	
	2010	2015	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
<b>Dawes, NE</b>	<b>9,182</b>	<b>8,979</b>	<b>610</b>	<b>511</b>	<b>99</b>	<b>-302</b>	<b>-3.3</b>
Box Butte, NE	11,308	11,194	977	701	276	-390	-3.4
Scotts Bluff, NE	36,970	36,422	3,068	2,570	498	-1,046	-2.8
Sheridan, NE	5,469	5,234	362	441	-79	-156	-2.9
Sioux, NE	1,311	1,242	58	42	16	-85	-6.5
Fall River, SD	7,094	6,849	365	704	-339	94	1.3
Oglala Lakota, SD	13,586	14,415	2,112	878	1,234	-405	-3.0
<b>Labor Area</b>	<b>84,920</b>	<b>84,335</b>	<b>7,552</b>	<b>5,847</b>	<b>1,705</b>	<b>-2,290</b>	<b>-2.7</b>
<b>Nebraska</b>	<b>1,826,341</b>	<b>1,907,116</b>	<b>163,686</b>	<b>96,895</b>	<b>66,791</b>	<b>13,984</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 (2016) - U.S. Bureau of the Census, *Population Estimates 2016*.

### **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 Chadron Labor Area and in Dawes 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 Chadron Labor 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 Chadron 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 Chadron Labor Area and Dawes 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 Chadron 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, Chadron & Dawes County, 2016.
- B: Workforce and Labor Force Employment by Occupation, Selected Occupations, Chadron Zip Code Tabulation Area & Dawes County, 2016

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**Table A-1**  
**Average Hourly Wage, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
11-1000	Top Executives	42	\$18.18	\$31.65	\$39.92	50	\$17.97	\$31.38	\$39.61
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	NA	NA	NA	NA	NA	NA	NA	NA
11-3000	Operations Specialties Managers	14	\$22.40	\$35.44	\$41.33	19	\$22.79	\$35.58	\$41.65
11-9000	Other Management Occupations	47	\$25.49	\$36.34	\$43.31	53	\$25.19	\$35.97	\$42.99
13-1000	Business Operations Specialists	41	\$17.38	\$25.11	\$30.87	49	\$17.38	\$25.10	\$30.87
13-2000	Financial Specialists	46	\$19.25	\$28.26	\$31.96	53	\$19.19	\$28.20	\$31.97
15-1100	Computer Occupations	22	\$16.30	\$22.82	\$27.67	25	\$16.52	\$23.24	\$28.22
15-2000	Mathematical Science Occupations	NA	NA	NA	NA	NA	NA	NA	NA
17-1000	Architects, Surveyors, and Cartographers	NA	NA	NA	NA	NA	NA	NA	NA
17-2000	Engineers	14	\$22.73	\$32.96	\$37.71	17	\$23.06	\$33.68	\$38.97
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	NA	NA	NA	NA	NA	NA	NA	NA
19-1000	Life Scientists	36	\$20.09	\$30.74	\$37.04	37	\$20.06	\$30.62	\$36.86
19-2000	Physical Scientists	NA	NA	NA	NA	NA	NA	NA	NA
19-3000	Social Scientists and Related Workers	NA	NA	NA	NA	NA	NA	NA	NA
19-4000	Life, Physical, and Social Science Technicians	NA	NA	NA	NA	NA	NA	NA	NA
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	48	\$15.20	\$21.92	\$28.33	56	\$15.16	\$21.67	\$27.60
21-2000	Religious Workers	NA	NA	NA	NA	NA	NA	NA	NA
23-1000	Lawyers, Judges, and Related Workers	NA	NA	NA	NA	11	\$23.11	\$40.82	\$36.03
23-2000	Legal Support Workers	NA	NA	NA	NA	NA	NA	NA	NA
25-1000	Postsecondary Teachers	95	\$22.92	\$34.70	\$42.35	95	\$22.92	\$34.70	\$42.35
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	94	\$19.89	\$24.13	\$28.32	117	\$19.93	\$24.16	\$28.34
25-3000	Other Teachers and Instructors	33	\$12.81	\$19.51	\$25.09	37	\$12.73	\$19.27	\$24.80
25-4000	Librarians, Curators, and Archivists	16	\$10.32	\$15.58	\$20.30	18	\$10.31	\$15.57	\$20.25
25-9000	Other Education, Training, and Library Occupations	69	\$9.70	\$14.44	\$14.39	79	\$9.66	\$14.16	\$14.24
27-1000	Art and Design Workers	NA	NA	NA	NA	NA	NA	NA	NA
27-2000	Entertainers and Performers, Sports and Related Workers	NA	NA	NA	NA	NA	NA	NA	NA
27-3000	Media and Communication Workers	20	\$12.63	\$17.97	\$22.71	24	\$12.64	\$17.95	\$22.64
27-4000	Media and Communication Equipment Workers	NA	NA	NA	NA	NA	NA	NA	NA
29-1000	Health Diagnosing and Treating Practitioners	122	\$26.32	\$40.50	\$45.38	132	\$26.39	\$40.81	\$45.96

Continued on following page.

NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
29-2000	Health Technologists and Technicians	96	\$13.77	\$18.82	\$21.80	106	\$13.71	\$18.88	\$21.97
29-9000	Other Healthcare Practitioners and Technical Occupations	NA	NA	NA	NA	NA	NA	NA	NA
31-1000	Nursing, Psychiatric, and Home Health Aides	106	\$9.81	\$11.17	\$12.34	111	\$9.81	\$11.17	\$12.34
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	NA	NA	NA	NA	NA	NA	NA	NA
31-9000	Other Healthcare Support Occupations	29	\$12.42	\$15.49	\$18.25	35	\$12.50	\$15.65	\$18.49
33-1000	Supervisors of Protective Service Workers	NA	NA	NA	NA	NA	NA	NA	NA
33-2000	Fire Fighting and Prevention Workers	NA	NA	NA	NA	NA	NA	NA	NA
33-3000	Law Enforcement Workers	27	\$14.23	\$18.20	\$21.11	34	\$14.19	\$18.19	\$21.07
33-9000	Other Protective Service Workers	10	\$9.51	\$13.43	\$15.35	12	\$9.46	\$13.34	\$15.23
35-1000	Supervisors of Food Preparation and Serving Workers	37	\$10.05	\$13.30	\$15.94	42	\$10.05	\$13.30	\$15.94
35-2000	Cooks and Food Preparation Workers	115	\$9.23	\$10.70	\$11.70	129	\$9.23	\$10.69	\$11.69
35-3000	Food and Beverage Serving Workers	242	\$9.09	\$9.73	\$9.60	269	\$9.09	\$9.73	\$9.60
35-9000	Other Food Preparation and Serving Related Workers	19	\$9.19	\$9.66	\$10.05	21	\$9.19	\$9.66	\$10.05
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	NA	NA	NA	NA	NA	NA	NA	NA
37-2000	Building Cleaning and Pest Control Workers	92	\$9.41	\$12.00	\$13.51	102	\$9.41	\$12.00	\$13.52
37-3000	Grounds Maintenance Workers	20	\$9.47	\$13.57	\$16.68	24	\$9.49	\$13.62	\$16.73
39-1000	Supervisors of Personal Care and Service Workers	NA	NA	NA	NA	NA	NA	NA	NA
39-2000	Animal Care and Service Workers	NA	NA	NA	NA	NA	NA	NA	NA
39-3000	Entertainment Attendants and Related Workers	12	\$10.65	\$12.77	\$13.97	13	\$10.64	\$12.76	\$13.94
39-4000	Funeral Service Workers	NA	NA	NA	NA	NA	NA	NA	NA
39-5000	Personal Appearance Workers	NA	NA	NA	NA	NA	NA	NA	NA
39-6000	Baggage Porters, Bellhops, and Concierges	NA	NA	NA	NA	NA	NA	NA	NA
39-7000	Tour and Travel Guides	NA	NA	NA	NA	NA	NA	NA	NA
39-9000	Other Personal Care and Service Workers	43	\$9.45	\$12.05	\$13.68	47	\$9.43	\$12.03	\$13.65
41-1000	Supervisors of Sales Workers	57	\$10.53	\$16.40	\$19.90	62	\$10.53	\$16.41	\$19.92
41-2000	Retail Sales Workers	399	\$9.32	\$11.63	\$12.12	436	\$9.32	\$11.53	\$11.94
41-3000	Sales Representatives, Services	12	\$13.34	\$23.35	\$28.57	14	\$13.36	\$23.34	\$28.53
41-4000	Sales Representatives, Wholesale and Manufacturing	NA	NA	NA	NA	NA	NA	NA	NA
41-9000	Other Sales and Related Workers	NA	NA	NA	NA	NA	NA	NA	NA
43-1000	Supervisors of Office and Administrative Support Workers	24	\$15.36	\$19.41	\$22.28	28	\$15.37	\$19.42	\$22.29

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NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
43-2000	Communications Equipment Operators	NA	NA	NA	NA	NA	NA	NA	NA
43-3000	Financial Clerks	93	\$11.01	\$14.24	\$16.74	109	\$10.91	\$14.14	\$16.60
43-4000	Information and Record Clerks	91	\$9.97	\$12.99	\$14.90	105	\$10.01	\$13.05	\$14.90
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	83	\$9.36	\$13.18	\$15.50	94	\$9.39	\$13.44	\$15.92
43-6000	Secretaries and Administrative Assistants	112	\$11.17	\$14.04	\$16.34	124	\$11.18	\$14.06	\$16.36
43-9000	Other Office and Administrative Support Workers	96	\$9.88	\$12.75	\$14.68	105	\$9.87	\$12.72	\$14.65
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	NA	NA	NA	NA	NA	NA	NA	NA
45-2000	Agricultural Workers	25	\$11.50	\$14.35	\$16.19	42	\$11.38	\$13.98	\$15.79
45-3000	Fishing and Hunting Workers	0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
45-4000	Forest, Conservation, and Logging Workers	NA	NA	NA	NA	NA	NA	NA	NA
47-1000	Supervisors of Construction and Extraction Workers	NA	NA	NA	NA	11	\$17.81	\$23.16	\$29.04
47-2000	Construction Trades Workers	61	\$12.93	\$17.04	\$20.11	77	\$12.95	\$17.07	\$20.16
47-3000	Helpers, Construction Trades	NA	NA	NA	NA	NA	NA	NA	NA
47-4000	Other Construction and Related Workers	27	\$13.56	\$16.04	\$17.78	36	\$13.60	\$16.47	\$18.41
47-5000	Extraction Workers	NA	NA	NA	NA	11	\$20.63	\$21.09	\$22.38
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	NA	NA	NA	NA	12	\$18.86	\$24.72	\$30.75
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	NA	NA	NA	NA	NA	NA	NA	NA
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	60	\$12.86	\$17.54	\$20.46	70	\$13.26	\$17.67	\$20.72
49-9000	Other Installation, Maintenance, and Repair Occupations	51	\$12.89	\$18.04	\$21.40	68	\$13.18	\$18.34	\$21.77
51-1000	Supervisors of Production Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-2000	Assemblers and Fabricators	NA	NA	NA	NA	NA	NA	NA	NA
51-3000	Food Processing Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-4000	Metal Workers and Plastic Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-5100	Printing Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-6000	Textile, Apparel, and Furnishings Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-7000	Woodworkers	0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
51-8000	Plant and System Operators	NA	NA	NA	NA	NA	NA	NA	NA
51-9000	Other Production Occupations	NA	NA	NA	NA	10	\$12.26	\$16.24	\$18.79
53-1000	Supervisors of Transportation and Material Moving Workers	NA	NA	NA	NA	NA	NA	NA	NA

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NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed

**Table A-1 (Continued)**  
**Average Hourly Wage, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings	2016 Jobs	Pct. 25 Hourly Earnings	Avg. Hourly Earnings	Pct. 75 Hourly Earnings
53-2000	Air Transportation Workers	NA	NA	NA	NA	NA	NA	NA	NA
53-3000	Motor Vehicle Operators	54	\$10.63	\$15.03	\$17.94	69	\$10.68	\$15.03	\$17.94
53-4000	Rail Transportation Workers	30	\$24.37	\$28.11	\$30.59	56	\$24.50	\$28.22	\$30.62
53-5000	Water Transportation Workers	NA	NA	NA	NA	NA	NA	NA	NA
53-6000	Other Transportation Workers	NA	NA	NA	NA	NA	NA	NA	NA
53-7000	Material Moving Workers	37	\$9.71	\$12.23	\$13.79	47	\$9.87	\$12.61	\$14.20
55-9000	Military occupations	0	\$0.00	\$0.00	\$0.00	28	\$20.08	\$24.39	\$29.72
99-9000	Unclassified Occupation	0	\$0.00	\$0.00	\$0.00	0	\$0.00	\$0.00	\$0.00
<b>00-0000</b>	<b>Total</b>	<b>3,112</b>	<b>NA</b>	<b>\$17.63</b>	<b>NA</b>	<b>3,618</b>	<b>NA</b>	<b>\$17.78</b>	<b>NA</b>

NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed



**Table B-1**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters
11-1000	Top Executives	\$31.65	42	36	-6	\$31.38	50	49	-1
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	NA	NA	NA	NA	NA	NA	NA	NA
11-3000	Operations Specialties Managers	\$35.44	14	13	-1	\$35.58	19	16	-3
11-9000	Other Management Occupations	\$36.34	47	40	-7	\$35.97	53	49	-4
13-1000	Business Operations Specialists	\$25.11	41	38	-3	\$25.10	49	46	-3
13-2000	Financial Specialists	\$28.26	46	37	-9	\$28.20	53	46	-7
15-1100	Computer Occupations	\$22.82	22	20	-2	\$23.24	25	22	-3
15-2000	Mathematical Science Occupations	NA	NA	NA	NA	NA	NA	NA	NA
17-1000	Architects, Surveyors, and Cartographers	NA	NA	NA	NA	NA	NA	NA	NA
17-2000	Engineers	\$32.96	14	NA	NA	\$33.68	17	12	-5
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	NA	NA	NA	NA	NA	NA	NA	NA
19-1000	Life Scientists	\$30.74	36	31	-5	\$30.62	37	35	-2
19-2000	Physical Scientists	NA	NA	NA	NA	NA	NA	NA	NA
19-3000	Social Scientists and Related Workers	NA	NA	NA	NA	NA	NA	NA	NA
19-4000	Life, Physical, and Social Science Technicians	NA	NA	NA	NA	NA	NA	NA	NA
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	\$21.92	48	42	-6	\$21.67	56	50	-6
21-2000	Religious Workers	NA	NA	NA	NA	NA	NA	NA	NA
23-1000	Lawyers, Judges, and Related Workers	NA	NA	NA	NA	\$40.82	11	NA	NA
23-2000	Legal Support Workers	NA	NA	NA	NA	NA	NA	NA	NA
25-1000	Postsecondary Teachers	\$34.70	95	54	-41	\$34.70	95	65	-30
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	\$24.13	94	84	-10	\$24.16	117	115	-2
25-3000	Other Teachers and Instructors	\$19.51	33	24	-9	\$19.27	37	30	-7
25-4000	Librarians, Curators, and Archivists	\$15.58	16	12	-4	\$15.57	18	15	-3
25-9000	Other Education, Training, and Library Occupations	\$14.44	69	55	-14	\$14.16	79	73	-6
27-1000	Art and Design Workers	NA	NA	NA	NA	NA	NA	NA	NA

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NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters
27-2000	Entertainers and Performers, Sports and Related Workers	NA	NA	NA	NA	NA	NA	NA	NA
27-3000	Media and Communication Workers	\$17.97	20	16	-4	\$17.95	24	18	-6
27-4000	Media and Communication Equipment Workers	NA	NA	NA	NA	NA	NA	NA	NA
29-1000	Health Diagnosing and Treating Practitioners	\$40.50	122	104	-18	\$40.81	132	130	-2
29-2000	Health Technologists and Technicians	\$18.82	96	76	-20	\$18.88	106	94	-12
29-9000	Other Healthcare Practitioners and Technical Occupations	NA	NA	NA	NA	NA	NA	NA	NA
31-1000	Nursing, Psychiatric, and Home Health Aides	\$11.17	106	79	-27	\$11.17	111	101	-10
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	NA	NA	NA	NA	NA	NA	NA	NA
31-9000	Other Healthcare Support Occupations	\$15.49	29	23	-6	\$15.65	35	29	-6
33-1000	Supervisors of Protective Service Workers	NA	NA	NA	NA	NA	NA	NA	NA
33-2000	Fire Fighting and Prevention Workers	NA	NA	NA	NA	NA	NA	NA	NA
33-3000	Law Enforcement Workers	\$18.20	27	25	-2	\$18.19	34	33	-1
33-9000	Other Protective Service Workers	\$13.43	10	NA	NA	\$13.34	12	11	-1
35-1000	Supervisors of Food Preparation and Serving Workers	\$13.30	37	30	-7	\$13.30	42	37	-5
35-2000	Cooks and Food Preparation Workers	\$10.70	115	94	-21	\$10.69	129	117	-12
35-3000	Food and Beverage Serving Workers	\$9.73	242	202	-40	\$9.73	269	247	-22
35-9000	Other Food Preparation and Serving Related Workers	\$9.66	19	16	-3	\$9.66	21	19	-2
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	NA	NA	NA	NA	NA	NA	NA	NA
37-2000	Building Cleaning and Pest Control Workers	\$12.00	92	71	-21	\$12.00	102	92	-10
37-3000	Grounds Maintenance Workers	\$13.57	20	17	-3	\$13.62	24	22	-2
39-1000	Supervisors of Personal Care and Service Workers	NA	NA	NA	NA	NA	NA	NA	NA
39-2000	Animal Care and Service Workers	NA	NA	NA	NA	NA	NA	NA	NA
39-3000	Entertainment Attendants and Related Workers	\$12.77	12	NA	NA	\$12.76	13	NA	NA
39-4000	Funeral Service Workers	NA	NA	0	NA	NA	NA	0	NA
39-5000	Personal Appearance Workers	NA	NA	NA	NA	NA	NA	NA	NA
39-6000	Baggage Porters, Bellhops, and Concierges	NA	NA	0	NA	NA	NA	0	NA

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NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters
39-7000	Tour and Travel Guides	NA	NA	0	NA	NA	NA	0	NA
39-9000	Other Personal Care and Service Workers	\$12.05	43	40	-3	\$12.03	47	49	2
41-1000	Supervisors of Sales Workers	\$16.40	57	41	-16	\$16.41	62	54	-8
41-2000	Retail Sales Workers	\$11.63	399	289	-110	\$11.53	436	381	-55
41-3000	Sales Representatives, Services	\$23.35	12	14	2	\$23.34	14	16	2
41-4000	Sales Representatives, Wholesale and Manufacturing	NA	NA	NA	NA	NA	NA	14	NA
41-9000	Other Sales and Related Workers	NA	NA	NA	NA	NA	NA	NA	NA
43-1000	Supervisors of Office and Administrative Support Workers	\$19.41	24	19	-5	\$19.42	28	26	-2
43-2000	Communications Equipment Operators	NA	NA	NA	NA	NA	NA	NA	NA
43-3000	Financial Clerks	\$14.24	93	72	-21	\$14.14	109	97	-12
43-4000	Information and Record Clerks	\$12.99	91	78	-13	\$13.05	105	99	-6
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	\$13.18	83	68	-15	\$13.44	94	89	-5
43-6000	Secretaries and Administrative Assistants	\$14.04	112	84	-28	\$14.06	124	109	-15
43-9000	Other Office and Administrative Support Workers	\$12.75	96	70	-26	\$12.72	105	89	-16
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	NA	NA	NA	NA	NA	NA	NA	NA
45-2000	Agricultural Workers	\$14.35	25	46	21	\$13.98	42	86	44
45-3000	Fishing and Hunting Workers	\$0.00	0	0	0	\$0.00	0	0	0
45-4000	Forest, Conservation, and Logging Workers	NA	NA	NA	NA	NA	NA	NA	NA
47-1000	Supervisors of Construction and Extraction Workers	NA	NA	11	NA	\$23.16	11	15	4
47-2000	Construction Trades Workers	\$17.04	61	82	21	\$17.07	77	104	27
47-3000	Helpers, Construction Trades	NA	NA	NA	NA	NA	NA	NA	NA
47-4000	Other Construction and Related Workers	\$16.04	27	25	-2	\$16.47	36	34	-2
47-5000	Extraction Workers	NA	NA	NA	NA	\$21.09	11	11	0
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	NA	NA	NA	NA	\$24.72	12	11	-1
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	NA	NA	NA	NA	NA	NA	NA	NA
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	\$17.54	60	45	-15	\$17.67	70	59	-11

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NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

**Table B-1 (Continued)**  
**Workforce and Labor Force Employment by Occupation, Selected Occupations,**  
**Chadron Zip Code Tabulation Area & Dawes County, 2016**

SOC	Description	Chadron Zip Code Tabulation Area				Dawes County			
		Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters	Avg. Hourly Earnings	2016 Jobs	Res. Employed in Occ.	Net Out-Commuters
49-9000	Other Installation, Maintenance, and Repair Occupations	\$18.04	51	48	-3	\$18.34	68	65	-3
51-1000	Supervisors of Production Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-2000	Assemblers and Fabricators	NA	NA	NA	NA	NA	NA	NA	NA
51-3000	Food Processing Workers	NA	NA	11	NA	NA	NA	14	NA
51-4000	Metal Workers and Plastic Workers	NA	NA	NA	NA	NA	NA	12	NA
51-5100	Printing Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-6000	Textile, Apparel, and Furnishings Workers	NA	NA	NA	NA	NA	NA	NA	NA
51-7000	Woodworkers	\$0.00	0	0	0	\$0.00	0	0	0
51-8000	Plant and System Operators	NA	NA	NA	NA	NA	NA	NA	NA
51-9000	Other Production Occupations	NA	NA	10	NA	\$16.24	10	12	2
53-1000	Supervisors of Transportation and Material Moving Workers	NA	NA	NA	NA	NA	NA	NA	NA
53-2000	Air Transportation Workers	NA	NA	0	NA	NA	NA	0	NA
53-3000	Motor Vehicle Operators	\$15.03	54	58	4	\$15.03	69	86	17
53-4000	Rail Transportation Workers	\$28.11	30	27	-3	\$28.22	56	50	-6
53-5000	Water Transportation Workers	NA	NA	0	NA	NA	NA	0	NA
53-6000	Other Transportation Workers	NA	NA	NA	NA	NA	NA	NA	NA
53-7000	Material Moving Workers	\$12.23	37	40	3	\$12.61	47	57	10
55-9000	Military occupations	\$0.00	0	17	17	\$24.39	28	34	6
99-9000	Unclassified Occupation	\$0.00	0	0	0	\$0.00	0	0	0
<b>00-0000</b>	<b>Total</b>	<b>\$17.63</b>	<b>3,112</b>	<b>2,609</b>	<b>-503</b>	<b>\$17.78</b>	<b>3,618</b>	<b>3,393</b>	<b>-225</b>

NA - Not Available.

Source: Economic Modeling Specialists International (EMSI) / [www.economicmodeling.com](http://www.economicmodeling.com). 2017.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.