

NEBRASKA WORKFORCE TRENDS

 NEBRASKA
DEPARTMENT OF LABOR

.....
AUG 2015



Current Population Survey - DEFINITIONS & DEMOGRAPHICS
Labor Availability Spotlight - ACTIVE JOB SEEKERS
Fast Facts - BACK TO SCHOOL

CREDITS

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JUNE UNEMPLOYMENT DATA

Byron Lefler, Research Analyst

LINCOLN MSA (not seasonally adjusted)

June Unemployment Rate: 2.6%
 June Total Non-farm: 186,236
 Manufacturing: 14,170
 Largest OTM Increases:
 Leisure & Hospitality: 540 (3.0%)
 Mining & Construction: 193 (2.4%)

OMAHA MSA (not seasonally adjusted)

June Unemployment Rate: 3.2%
 June Total Non-farm: 494,784
 Manufacturing: 32,024
 Largest OTM Increases:
 Mining & Construction: 949 (3.7%)
 Leisure & Hospitality: 590 (1.2%)

GRAND ISLAND MSA

(not seasonally adjusted)
 June Unemployment Rate: 3.1%
 June Total Non-farm: 43,399
 Change (OTM): 455 (1.1%)
 Change (OTY): -85 (-0.2%)

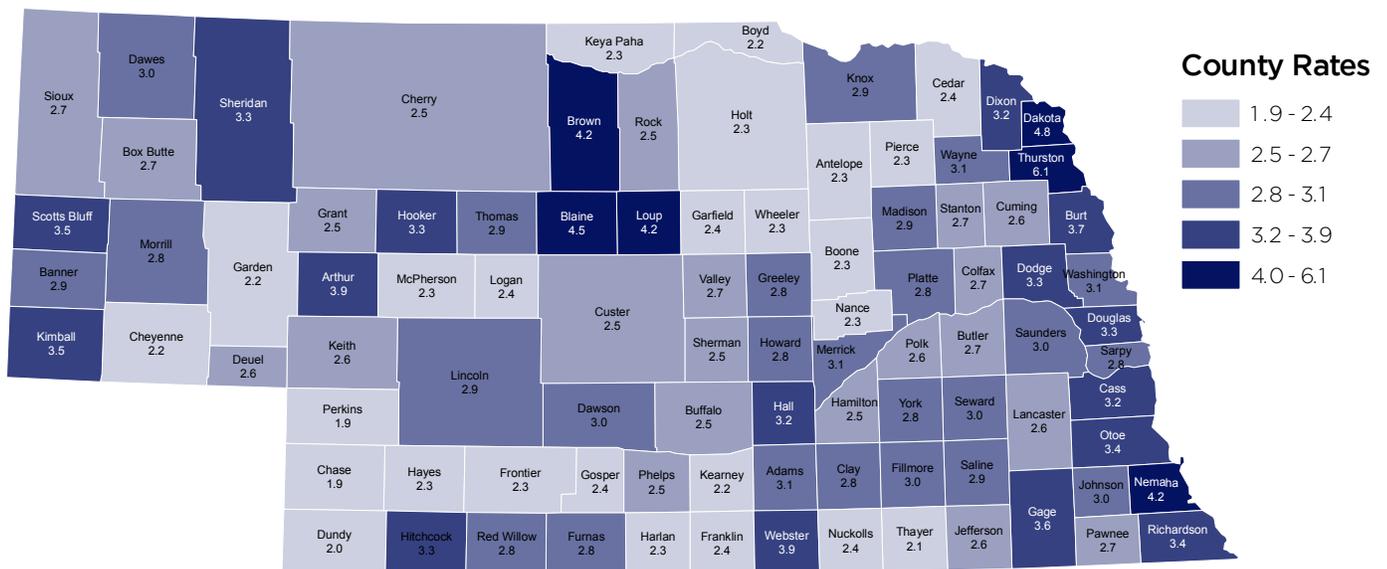
NEBRASKA (not seasonally adjusted)

June Total Non-farm: 1,007,608
 Manufacturing: 95,323
 Nebraska (smoothed seasonally adjusted)
 June Unemployment Rate: 2.6%
 Change (OTM): unchanged at 2.6%
 Change (OTY): -0.7%

Economic Regions (not seasonally adjusted)

Central: 2.7%
 Mid Plains: 2.7%
 Northeast: 3.1%
 Panhandle: 3.1%
 Sandhills: 2.6%
 Southeast: 3.1%

JUNE UNEMPLOYMENT RATES BY COUNTY*



Sources:

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

*Not seasonally adjusted

FAST FACTS: BACK TO SCHOOL

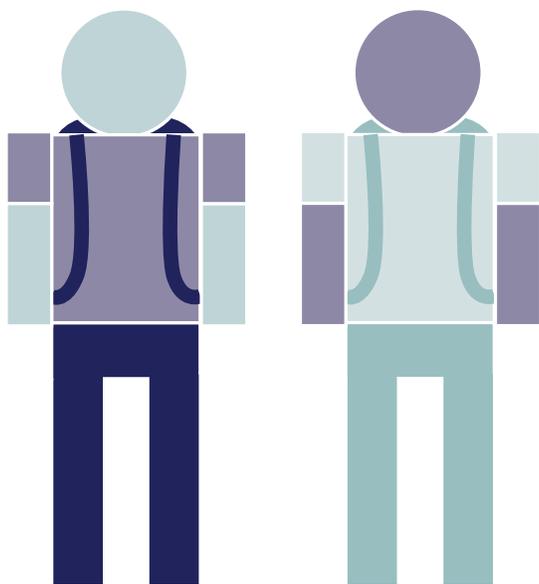
Jodie Meyer, Research Analyst

It is back to school time and many children are about to resume their studies. The following facts highlight school and education data from pre-kindergarten through the 12th grade in Nebraska.

1,256 SCHOOLS IN NEBRASKA

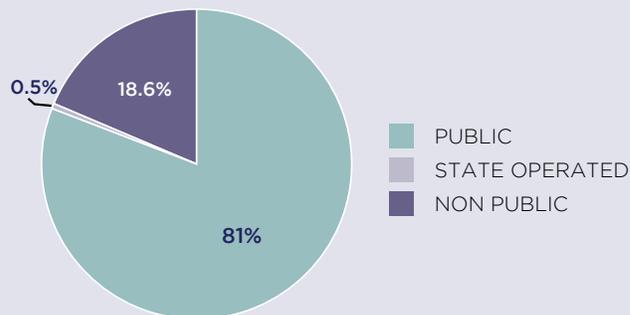


383,862 SCHOOL-AGED CHILDREN (AGES 5-19) IN NEBRASKA

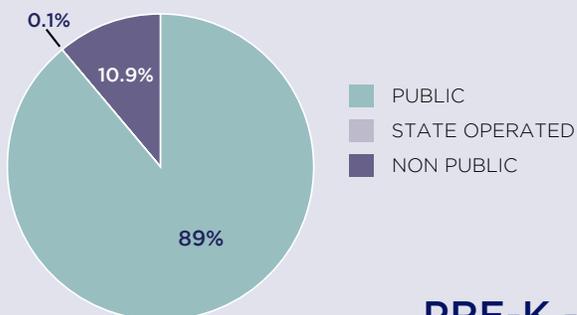


345,324 STUDENTS

SCHOOLS BY SYSTEM

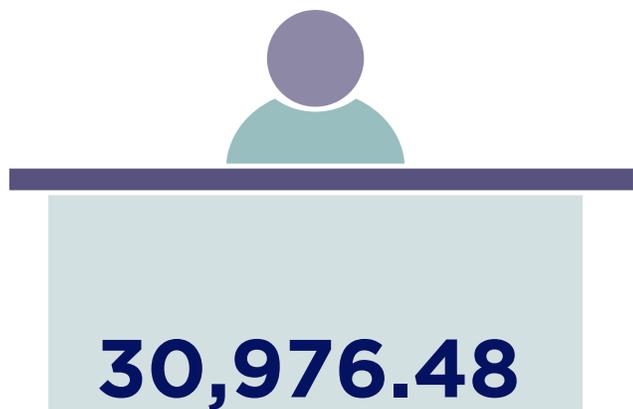


STUDENTS BY SCHOOL SYSTEM

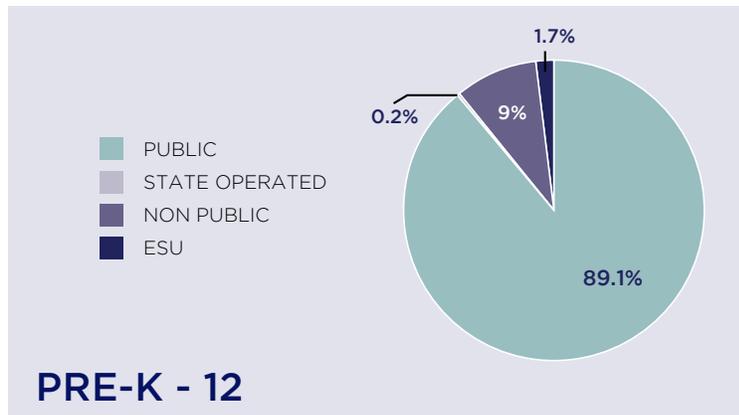


PRE-K - 12

FULL-TIME EQUIVALENT TEACHERS & CERTIFIED STAFF IN NEBRASKA



TEACHERS & STAFF BY SCHOOL SYSTEM



AVERAGE ANNUAL WAGES OF TEACHERS BY CLASSIFICATION

SPECIAL EDUCATION TEACHERS, ALL OTHER	\$49,616
SPECIAL EDUCATION TEACHERS, SECONDARY SCHOOL	\$51,766
SPECIAL EDUCATION TEACHERS, MIDDLE SCHOOL	\$50,707
SPECIAL EDUCATION TEACHERS, KINDERGARTEN & ELEMENTARY SCHOOL	\$49,993
SPECIAL EDUCATION, PRESCHOOL	\$53,382
CAREER/TECHNICAL EDUCATION TEACHERS, SECONDARY SCHOOL	\$53,241
CAREER/TECHNICAL EDUCATION TEACHERS, MIDDLE SCHOOL	\$56,102
SECONDARY SCHOOL TEACHERS, EXCEPT SPECIAL & CAREER/TECHNICAL EDUCATION	\$51,585
MIDDLE SCHOOL TEACHERS, EXCEPT SPECIAL & CAREER/TECHNICAL EDUCATION	\$51,877
ELEMENTARY SCHOOL TEACHERS, EXCEPT SPECIAL EDUCATION	\$50,234
KINDERGARTEN TEACHERS, EXCEPT SPECIAL EDUCATION	\$47,887
PRESCHOOL TEACHERS, EXCEPT SPECIAL EDUCATION	\$31,776

SOURCES:

1. US Census, 2009-2013 American Community Survey 5-Year Estimates, Table B01001: Sex by Age
2. Nebraska Department of Education, District and School information. Statistics and Facts about Nebraska Schools 2013-2014, <http://drs.education.ne.gov/quickfacts/Pages/DistrictandSchoolInformation.aspx>
3. Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, June, 2015

All reported occupations in each state were analyzed to produce the map on the previous page. Analysis excludes occupations that represent less than 1 out of 4,000 jobs in each state.

Some of the results are not surprising. New York, home to many fashion houses, boasts a far higher percentage of fashion designers than other states, about six times the national figure. Gaming supervisors in Nevada are employed at a rate of almost 32 times the national average. In Texas, Oklahoma, Wyoming, and North Dakota, occupations with higher percentages than other states were related to drilling. The south clearly specializes in production. Washington has nearly six times the amount of aerospace engineers than the national average, while Colorado employs atmospheric and space scientists at nearly nine times the national rate.

Nebraska has more than 10 times the meat, poultry, and fish cutters and trimmers than average. About 11,000 people are employed in this occupation across the state, which translates to a little over one percent of all jobs in the state. The top three occupations that employ the most workers in Nebraska are retail salesperson, heavy and tractor-trailer truck drivers, and cashiers. These three occupations combined make up about 8.5 percent of all employment in the state.

Of all occupations displayed above, West Virginia had the biggest difference between their actual employment level in an occupation and the national average. There were over 70 times the amount of roof bolters in the state than would be expected based on the national figure.

STATE	LQ	TITLE
Alabama	10.32	Layout Workers, Metal and Plastic
Alaska	66.18	Mining Machine Operators, All Other
Arizona	4.71	Plasterers and Stucco Masons
Arkansas	15.26	Shoe Machine Operators and Tenders
California	5.97	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
Colorado	8.9	Atmospheric and Space Scientists
Connecticut	4.5	Actuaries
Delaware	12.54	Chemists
Florida	4.9	Athletes and Sports Competitors
Georgia	11.2	Textile Wind/Twist/Drawing Out Mech Setters/Oper/Tenders
Hawaii	14.33	Dancers
Idaho	16.05	Forest and Conservation Technicians
Illinois	3.77	Grounds Maintenance Workers, All Other
Indiana	7.72	Rolling Machine Setters/Operators/Tenders-Metal/Plastic
Iowa	14.75	Soil and Plant Scientists
Kansas	7.37	Layout Workers, Metal and Plastic
Kentucky	15.32	Roof Bolters, Mining
Louisiana	21.17	Riggers
Maine	10.98	Logging Equipment Operators
Maryland	11.25	Subway and Streetcar Operators
Massachusetts	6.7	Models
Michigan	5.69	Model Makers, Metal and Plastic
Minnesota	7.06	Food Scientists and Technologists
Mississippi	16.76	Upholsterers
Missouri	5.01	Shoe and Leather Workers and Repairers
Montana	21.16	Forest and Conservation Technicians
Nebraska	10.57	Meat, Poultry, and Fish Cutters and Trimmers
Nevada	31.94	Gaming Supervisors

New Hampshire	23.48	Forest Fire Inspectors and Prevention Specialists
New Jersey	4.71	Marriage and Family Therapists
New Mexico	15.36	Mine Cutting and Channeling Machine Operators
New York	6.18	Fashion Designers
North Carolina	8.83	Textile Wind/Twist/Drawing Out Mech Setters/Oper/Tenders
North Dakota	49.51	Extraction Workers, All Other
Ohio	3.52	Foundry Mold and Coremakers
Oklahoma	9.61	Rotary Drill Operators, Oil and Gas
Oregon	41.82	Logging Workers, All Other
Pennsylvania	4.15	Survey Researchers
Rhode Island	7.61	Architecture Teachers, Postsecondary
South Carolina	13.9	Tire Builders
South Dakota	21.82	Forest and Conservation Workers
Tennessee	4.95	Conveyor Operators and Tenders
Texas	6.39	Petroleum Engineers
Utah	9.81	Telephone Operators
Vermont	9.42	Furniture Finishers
Virginia	7.26	Legal Support Workers, All Other
Washington	5.76	Aerospace Engineers
West Virginia	70.73	Roof Bolters, Mining
Wisconsin	5.86	Foundry Mold and Coremakers
Wyoming	37.09	Extraction Workers, All Other

SOURCE:

1. Bureau of Labor Statistics, Occupational Employment Statistics, May 2014. <http://www.bls.gov/oes/tables.htm>

CURRENT POPULATION SURVEY: DEFINITIONS & DEMOGRAPHICS

Byron Lefler, Research Analyst

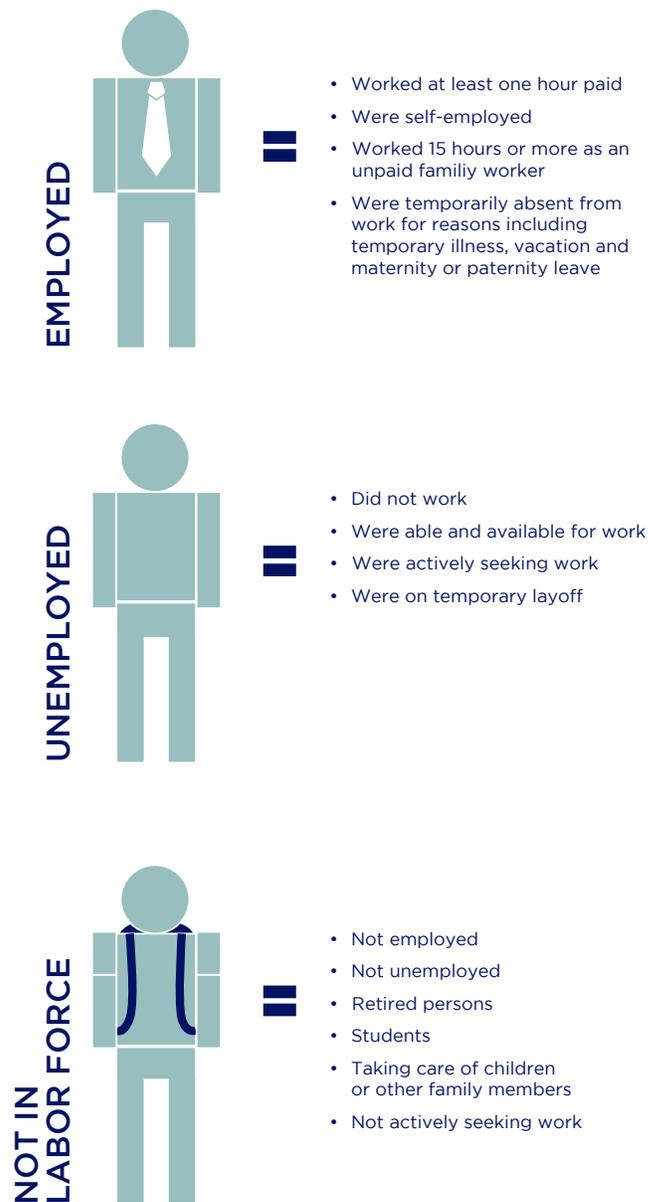
Have you ever wondered how many people aged 16 to 19 years old are in Nebraska’s labor force? The answer to this question, along with other demographic labor force data, can be found in the Bureau of Labor Statistics’ Current Population Survey (CPS).

The Current Population Survey is a joint effort between the Bureau of Labor Statistics and the United States Census Bureau. This household survey is conducted for all 50 states and the District of Columbia, and includes a sample size of 60,000 households nationwide, of which a portion is delegated to each state based on population and other factors. State sample sizes range from approximately 500 to 4,600 households.

The Current Population Survey is conducted each month during the week that includes the 19th of the month. The data collected during this time period reflects unemployment during the week that includes the 12th of the month, or most commonly referred to as the reference week. Reports produced by the Current Population Survey include estimates for labor force, employment, unemployment and the unemployment rate, along with demographic data.

EXPLANATION OF LABOR FORCE DATA FROM THE CURRENT POPULATION SURVEY

The CPS defines the labor force as all persons in the civilian non-institutional population that are classified as either employed or unemployed. An employed person is defined as anyone 16 years and older in the civilian non-institutional population who during the reference week either worked at least one hour paid, was self-employed, or was an unpaid family worker who worked 15 or more hours, as well as anyone who was temporarily absent from work, for reasons including



illness, vacation, and maternity or paternity leave. Unemployed persons are those 16 years and older who during the reference week did not work, but were able and available for work and were actively seeking work, along with all individuals who were on temporary layoff. Those who are neither employed nor unem-

ployed are considered not in the labor force. Those that are considered not in the labor force include retired persons, students, those who are taking care of children or other family members, and those who are not actively seeking work.

The Bureau of Labor Statistics publishes demographic labor force data at the national and statewide levels. The data for the United States is available as part of the CPS, available at www.bls.gov/cps. The statewide data is available as part of the Geographic Profile of Employment and Unemployment (GP), available at www.bls.gov/gps. The CPS data is published on a monthly, quarterly, and annual basis, while the Geographic Profiles are only published annually. For an accurate comparison of national and statewide data, annual data must be used. Since each state is allocated a portion of the 60,000 household CPS sample, the demographic data available from the geographic profiles is more limited than what is available from the CPS for the United States.

UNITED STATES LABOR FORCE DEMOGRAPHICS

The Bureau of Labor Statistics breaks out its annual average demographic data into several categories. These categories include employment status, characteristics of the employed, characteristics of the unemployed, persons who are not in the labor force, multiple job holders, and weekly earnings. A sample of the available data is provided below.

The 2014 United States annual average civilian non institutional population was 247,947,000. The civilian non-institutional population includes all persons 16 years and older who reside in the 50 states and the District of Columbia, are not institutionalized, and are not active duty military. Of these in the civilian, non-institutional population, 146,305,000 were employed and 9,617,000 were unemployed, giving a total of 155,922,000 in the labor force.

Men accounted for 53 percent of the United States labor force in 2014, while women accounted for 47 percent of the labor force. Those ages 25 to 54 years old accounted for 64 percent of the labor force in 2014, while 22

percent were ages 55 and older and 14 percent were age 16 to 24 years old.

Another demographic statistic provided by the CPS is the work status of those in the labor force. Of those in the labor force in 2014, 76 percent were working full-time (35 hours or more a week), while 18 percent were working part-time (between 1 and 34 hours a week). The other 6 percent of the labor force was classified as unemployed. Of those classified as unemployed, 84 percent were looking for full-time work, while the other 16 percent were looking for part-time work.

Along with the data on those in the labor force, CPS also provides demographics on those persons not in the labor force. In 2014, 37 percent of the civilian non-institutional population ages 16 and older were considered not in the labor force. Women accounted for 60 percent of those not in the labor force, while men accounted for 40 percent of those not in the labor force. Those ages 25 to 54 accounted for 26 percent of those not in the labor force, while 19 percent of those not in the labor force were between 16 and 24. Over half of those not in the labor force (55%) were 55 and older.

NEBRASKA LABOR FORCE DEMOGRAPHICS

Demographic labor force data for Nebraska can be obtained from the geographic profiles provided by the Bureau of Labor Statistics. This data is available for all 50 states and the District of Columbia. The demographics reported include age, sex, race, ethnicity, and marital status.

For 2014, the annual average civilian non-institutional population in Nebraska was 1,434,000. Of these, 983,000 were employed and 33,000 were unemployed, giving a total labor force of 1,016,000.

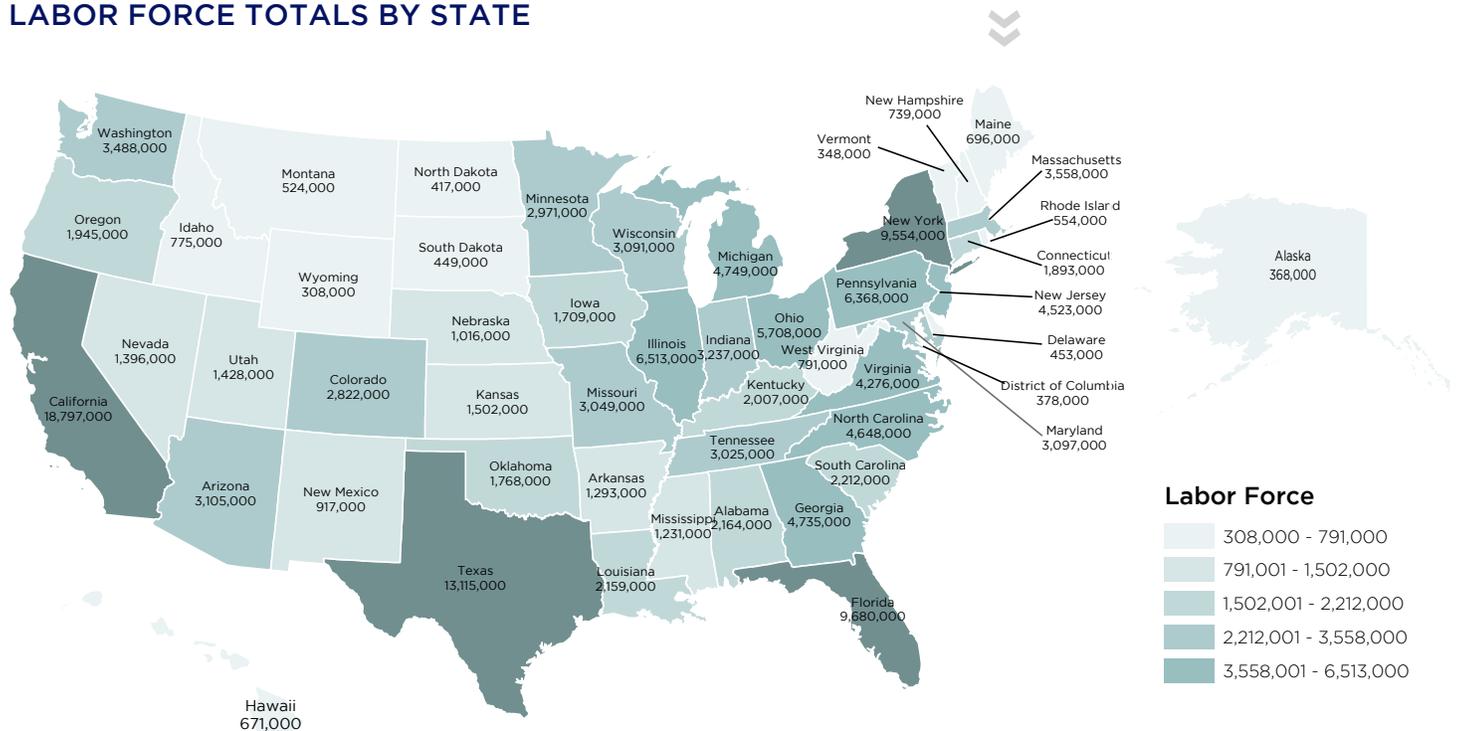
Men accounted for 53 percent of Nebraska's labor force, while women accounted for 47 percent. About 61 percent of Nebraska's labor force was between the ages of 25 and 54, while 23 percent was 55 and older and 16 percent was 16 to 24 years old.

Another demographic reported in the geographic profiles is marital status. The data provided includes the categories of married men with spouse present, married women with spouse present, and women who maintain families. In 2014, married men with a spouse present made up 29 percent of the labor force in Nebraska, while married women with a spouse present accounted for 25 percent of the labor force. Women who maintain families were 4 percent of Nebraska's labor force in 2014.

The 2014 annual average labor force in Nebraska was 1,016,000 and ranked 36 highest amongst all states. This may seem lower than expected, but according to the United States Census Bureau, Nebraska was the 37th most populous state in the nation with a population of 1,881,503. States with similar size labor forces to Nebraska in 2014 include Arkansas, which had a state population of 2,966,369 (ranked 32nd) and a labor force of 1,293,000 (ranked 34th); Mississippi which had a state population of 2,994,079 (ranked 31st) and a labor force of 1,231,000 (ranked 35th) and New Mexico which had a state population of 2,085,572 (ranked 36th) and a labor force of 917,000 (ranked 37th).

Below is a map showing labor force totals by state.

LABOR FORCE TOTALS BY STATE



Demographic data for the labor force, employment, unemployment and the unemployment rate can be found on the Bureau of Labor Statistics website. If you would like further information on labor force demographics for Nebraska, please contact Byron Lefler by phone at (402) 471-7079 or via email at Byron.Lefler@Nebraska.gov. You can also contact Lenora Castillo by phone at (402) 471-9841 or by email at Lenora.Castillo@Nebraska.gov

The data for the map was obtained from the geographic profiles for 2014 provided by the Bureau of Labor Statistics and can be found at <http://www.bls.gov/lau/table14full14.pdf>.

Data for the United States can be found at:

- <http://www.bls.gov/cps/>.
- National 2014 data—
<http://www.bls.gov/cps/cpsaat03.pdf>.

Data for the State of Nebraska can be found at:

- www.bls.gov/gps.
- Nebraska 2014 Data—
<http://www.bls.gov/lau/table14full14.pdf>.



JUNE

Kermit Spade
Research Analyst

TOTAL OMAHA
JOBS ADDED

135

OMAHA AREA OPENINGS

TYPE OF BUSINESS

NAME, JOBS ADDED



FOOD &
ENTERTAINMENT

Smoothie King	5
Five Pizza Pie	10
LePetit Paris French Bakery	5
The Market House	10
Jersey Mike's Subs	7
Andre's Tortillery	10
Legend's Bar & Grill	10
Ham Sandie	5
Dairy Queen - Elkhorn	15
Hardee's - Elkhorn	10

87



RETAIL/SALES

Best Buy (76th)	10
North Face	5
The Faintest Breeze	3

18



HEALTH & EDUCATION

Profile by SanFord	7
Seniors Helping Seniors	6
Royal Lux	5
Athletes' Training Center	5

23



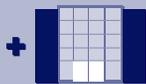
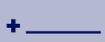
OTHER

Object Partners	3
Omaha Kickboxing	4

7

OMAHA EXPANSIONS

LEGEND

-  New owner
-  Renovation /Repair
-  New building/HQ
-  New location
-  Expansion
-  New apartment complex
-  New apartment & retail project
-  Name change

Elk Hills Apartments	
Highline Development	
Royal View Project	
Burlington Postal Annex	
Countryside Community Church	
United Way Headquarters	
Hampton Inn & Suites	
Dana College - Blair	
Salvation Army Lied Center	
Egg & I	
Two Men & A Truck	
Zupas	
No Frills & Bag'N Save	
HDR	
Capitol District Project	

STATEWIDE OPENINGS & EXPANSIONS

MID-PLAINS

NORTH PLATTE

Edward Jones

PANHANDLE

ALLIANCE

Grocery Kart - Expansion

SCOTTSBLUFF

Reganis Honda

SOURCES:

KMTV
 Omaha Chamber of Commerce
 Omaha World Herald
 Strictly Business Magazine
 Washington County Enterprise

SOUTHEAST

BEATRICE

Pallet Pieces
 Lou's Appliance
 The Wrenchman

NEBRASKA CITY

Cargill Meat Solutions - Expansion
 NAPA Auto Parts

SHICKLEY

Market Street Boutique

EXETER

Farmer's Cooperative - Expansion

OHIOWA

Farmer's Cooperative - Expansion

GENEVA

Nick's Farm Store - Expansion

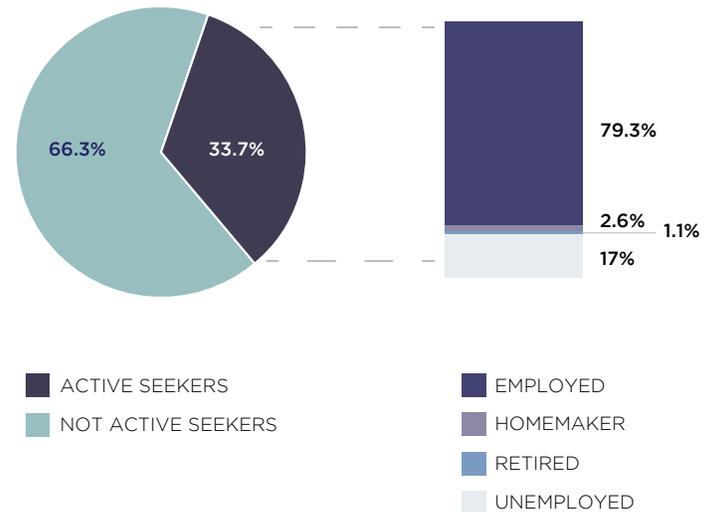
LABOR AVAILABILITY SPOTLIGHT: ACTIVE JOB SEEKERS

Kristin Derenge, Research Analyst

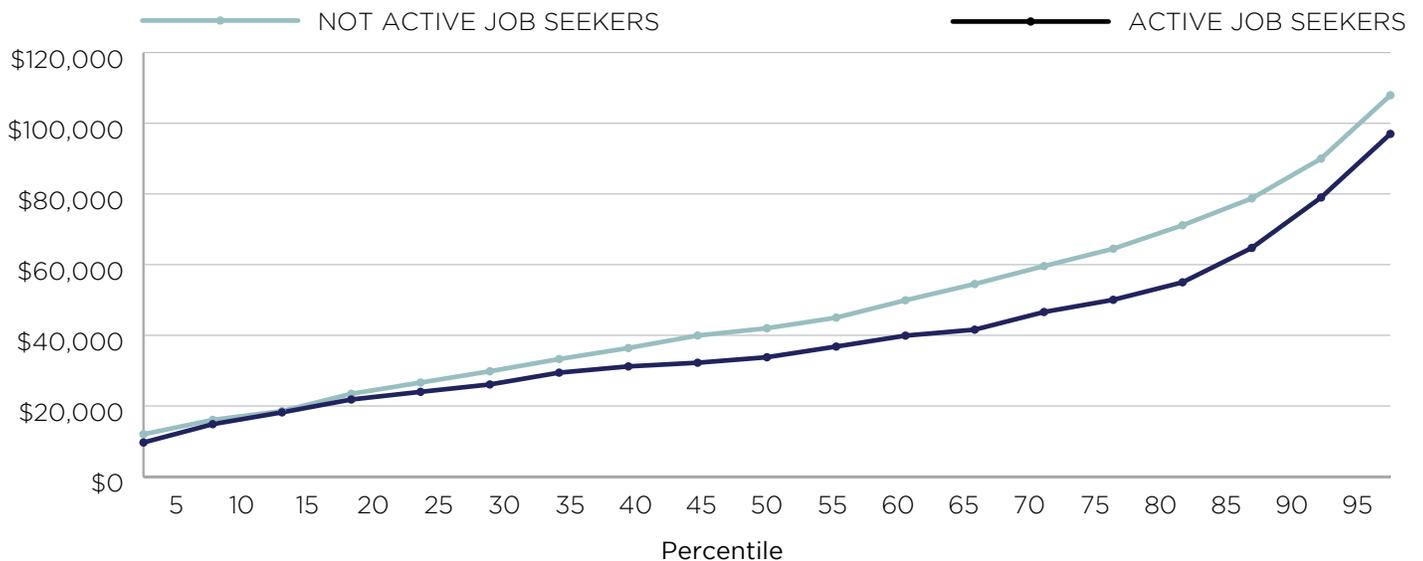
The Nebraska Department of Labor and the Nebraska Department of Economic Development recently conducted a study of labor availability in the Omaha and Lincoln areas. A combined report featuring data from both the Lincoln and Omaha areas was published in June 2015. Information on labor availability can help inform the hiring practices of local employers and the decisions of businesses that are considering expanding into the Omaha or Lincoln areas.

Labor availability refers to the portion of a population that is willing and able to accept new employment. In order to measure labor availability, the study asked survey respondents if they were likely to reenter the workforce or change jobs within the next year if a suitable job became available. Respondents who answered yes or maybe to this question were identified as potential job seekers.

ACTIVE JOB SEEKERS BY EMPLOYMENT STATUS



CURRENT INCOME BY EMPLOYMENT STATUS

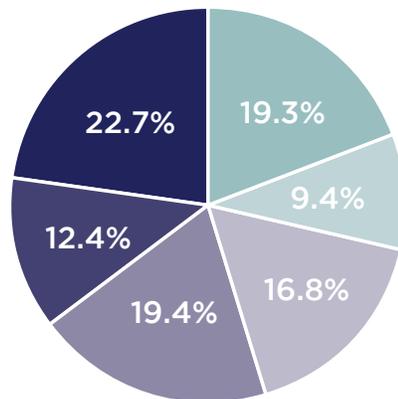


Analysis of potential job seekers' demographic characteristics, job criteria, pay requirements, and barriers to employment are just some of the information included in the labor availability reports.

This article examines a subset of potential job seekers in the Lincoln and Omaha areas: active job seekers. Active job seekers are potential job seekers who indicated that they were currently seeking a new job at the time of the survey. Non-active seekers are potential job seekers who may change jobs or reenter the workforce within the next year, but were not seeking a job at the time of the survey. In the combined Omaha and Lincoln survey area, 33.7 percent of potential job seekers were actively seeking a new job. This percentage represents an estimated 105,392 active job seekers. Over 79 percent of active job seekers were employed, and 17 percent were unemployed.

Employed active job seekers tended to report lower incomes than employed non-active seekers. One possible explanation for this finding is that lower wages motivate potential job seekers to search for new employment. The median annual income reported by active job seekers was \$33,800, while the median annual income of non-active seekers was \$42,000. Active job seeker wages were 19.5 percent lower (\$8,200) than non-active seeker wages.

INCOME REQUIRED TO CHANGE JOBS



What wages would active job seekers find satisfactory? Among active seekers who reported their current and desired wages, almost 29 percent would be willing to accept a new job that pays them as much or less than they are current making. Another 36.2 percent would require a pay increase up to \$10,000, and 35 percent would require more than a \$10,000 raise.

Survey data shows that employed active and non-active seekers were fairly similar in age. Employed active job seekers and non-seekers comprised about the same percentage

AGE OF EMPLOYED BY ACTIVE JOB SEEKER STATUS



JOB TENURE BY ACTIVE JOB SEEKER STATUS



of potential job seekers under the age of 45, although a slightly higher percentage of active seekers were ages 25-34. Over 33 percent of employed active seekers were ages 25-34 compared to 29 percent of employed non-active seekers.

Even though active job seekers were not much younger than non-active job seekers, active job seekers had shorter tenures than non-active job seekers at their current jobs. The shorter tenure of active job seekers could contribute somewhat to the lower wages of this group. Among potential job seekers who reported how long they have been employed at their current job, a higher percentage of active seekers (48.3%) had been at their job for less than 3 years than non-active seekers (34.3%).

The survey also asked potential job seekers to rate the importance of salary when selecting a job. If low wages are one of the factors that motivate potential job seekers to actively search for new employment, then one might expect active job seekers to rate salary as more important when selecting a new job than higher paid, non-active seekers. The data is consistent with this hypothesis.

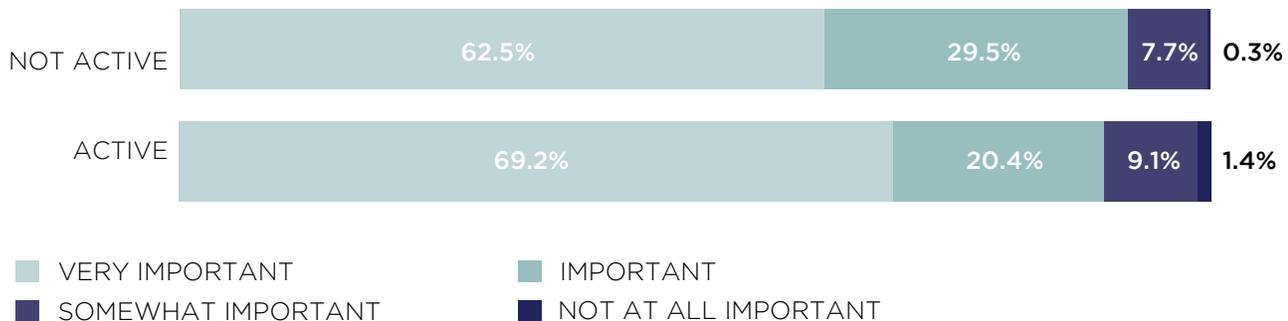
Over 69 percent of employed active seekers rated salary as very important compared to 62.5 percent of employed non-active seekers.

While the survey did not ask whether low wages caused potential job seekers to actively search for new employment, the survey did ask what factors are important when seeking a new job.

The survey shows the unique characteristics of active job seekers and provides some insight into factors that might motivate potential job seekers to actively search for work. The data suggests that low wages could be one factor that motivates potential seekers to seek new employment. However, other factors like personal fulfillment and work environment would also clearly affect potential job seekers' likelihood to search for new work.

The analysis in this article only utilizes a fraction of the data collected for the labor availability reports. Much more detailed information on potential job seekers and general employment in the Lincoln and Omaha areas is available in the full labor availability reports at <http://networks.nebraska.gov/gsipub/index.asp?docid=802>.

IMPORTANCE OF SALARY BY ACTIVE JOB SEEKER STATUS



ECONOMIC INDICATORS **NEBRASKA**

INITIAL UNEMPLOYMENT CLAIMS

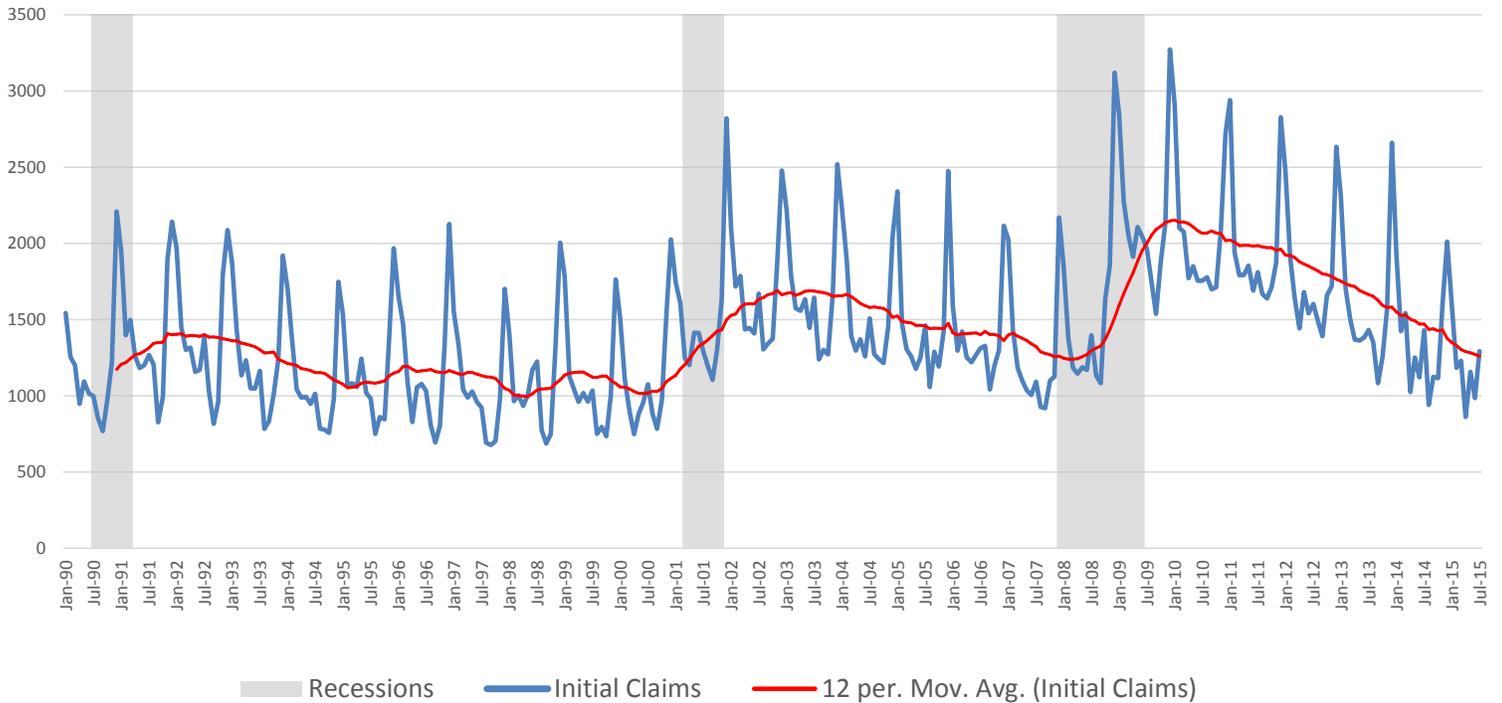
Kermit Spade, Research Analyst

In each new issue of Trends, the economic indicators section will feature a chart or graph focused on one of the economic indicators listed above. This month, we'll be focusing on Initial Claims.

According to the Conference Board, “The number of new claims filed for unemployment insurance are typically more sensitive than either total employment or unemployment to overall business conditions, and this series tends to lead the business cycle. It is inverted when included in the leading index; the signs of the month-to-month changes are reversed, because initial claims increase when employment conditions worsen (i.e., layoffs rise and new hirings fall).”

To learn more, visit: <https://www.conference-board.org/data/bci/index.cfm?id=2160>

NEBRASKA INITIAL UNEMPLOYMENT CLAIMS



Change Over Last Quarter/Month

METRIC	CURRENT TIME PERIOD	UNITED STATES	MIDWEST REGION	NEBRASKA
Average Weekly Manufacturing Hours	June, 2015	0.0	-	-0.5
Initial Unemployment Claims	July, 2015	+1.0%	-	+31.4%
Value of Manufacturers' New Orders for Consumer Goods	May, 2015	+0.7%	-	-
ISM Manufacturing: New Orders Index®	June, 2015	+0.4%	-	-
Value of Manufacturers' New Orders: Nondefense Capital Goods Excluding Aircraft	June, 2015	+0.9%	-	-
S&P 500®	July, 2015	+0.3%	-	-
Leading Economic Index	May, 2015	+1.4%	-	+0.4%
10-Year Treasury Constant Maturity Minus Federal Funds Rate	July, 2015	+2.2%	-	-
University of Michigan, Consumer Sentiment Index	June, 2015	+6.0%	-	-
Consumer Price Index, not seasonally adjusted	June, 2015	+0.4%	+0.5%	-
Employment Cost Index	1st Quarter, 2015	+0.7%	-	-
Producer Price Index: All Commodities	June, 2015	+0.9%	-	-
Unemployment Rate, seasonally adjusted	June, 2015	-0.2%	-0.1%	0.0%
Real GDP, billions of chained 2009 dollars	2nd Quarter, 2015	+2.3%	-	-
Net Taxable Sales	April, 2015	-7.6%	-	-
Barrel of Crude Oil, WTI-Cushing, Spot Price	June, 2015	+\$0.55	-	-
Current Account Balance (millions of dollars)	1st Quarter, 2015	-\$10,199		

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