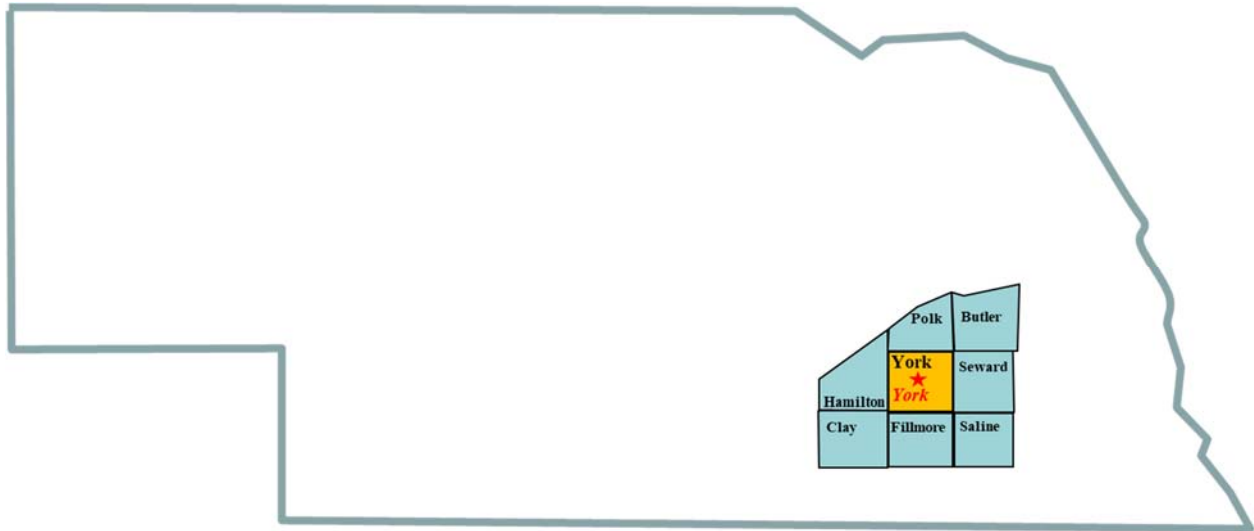


Labor Supply Factors and Labor Availability for the City of York (York County) Labor Area



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Executive Summary

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

- Population in the City of York Labor Area (York County plus the seven contiguous counties) totaled 79,405 people in 2019, with the York County population totaling 13,679. Population in York County grew by 0.1 percent during the period 2010-2019, compared to a population decrease of 0.7 percent for the eight-county City of York Labor Area as a whole.
- The City of York Labor Area labor force totaled 42,332 in 2019, with 41,103 residents employed in jobs either within or outside the area. A total of 32,878 persons were employed in nonfarm wage and salary jobs¹ located within the area.
- In 2018, 1,544 primary jobs (40.7 percent) held by City of York City residents and 2,845 primary jobs (44.1 percent) held by York County residents were located outside York County. This confirms a large number of York County residents commute to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the City of York Labor Area were \$5,848 less than the Nebraska average. Within the labor area, Hamilton, NE County had the highest average wage, \$44,449 or \$3,413 lower than the Nebraska average. In York County, average annual salaries were \$7,499 less than the state average.

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

¹ Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of wage and salary civilian employment. Self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal) worker categories are not included.

Labor Supply Factors and Labor Availability for the City of York (York County) Labor Area

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

The data presented in this report, demonstrates the City of York Labor Area has a sizeable pool of labor to provide for the 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 York County and for the surrounding counties that make up the potential laborshed area for City of York. Figure One includes a map outlining the geographic area which has been defined as the City of York Labor Area.

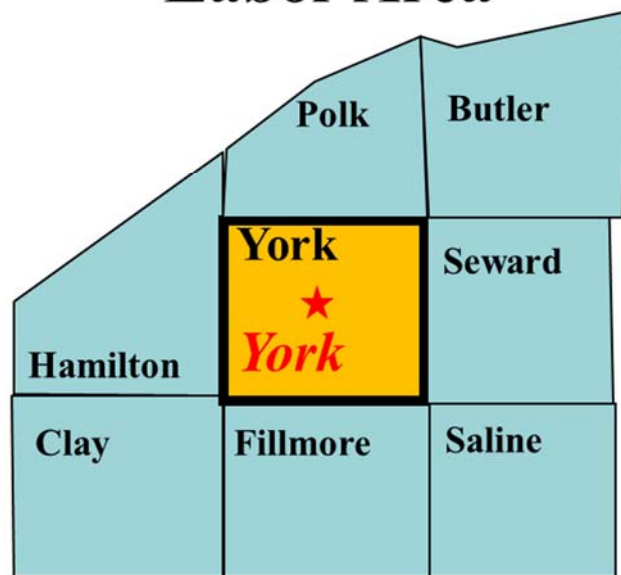
An important resource for new or expanding businesses is a readily available supply of workers. Whether an employer requires 5 or 500 workers, they need to have confidence there will be sufficient workers available to meet their labor requirements. This report is provided as an analytical tool to identify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

Figure One
York
Labor Area



unemployed, an individual must have been actively looking for work in the last four weeks, unless they were expecting recall from a layoff or waiting to start a job within 30 days.

There are also potential workers that are classified as not presently in the labor force. These individuals may not be participating in the labor force as employed or unemployed workers for various reasons. They may be unable to work because of school or family responsibilities or they may have an illness that has prevented them from becoming part of the labor force. There may also be workers who have not been able to find employment in the past and have become discouraged or who are no longer actively seeking employment because they perceive there are no attractive job opportunities available in the area. Retired persons are also classified as not in the labor force, although this population group often can provide substantial labor resources for selected business operations. Within the group of persons not currently in the labor force, and therefore not actively seeking employment, are many individuals who would accept a job with attractive working conditions, competitive wages, and employee benefits if one became available.

Population migration is another factor that affects the available labor supply of potential workers who are not presently employed (and may not be seeking work within the local labor market). Persons without jobs and who perceive that there are no job opportunities available locally are the most likely to leave (migrate out) the area for employment opportunities elsewhere.

Labor Force and Employment

Table One provides data showing labor force and employment trends for the City of York Labor Area and for York County for selected years from 2014 to 2019. Data in Table One (Part A and Part B, next page) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, unemployment rate, and nonfarm wage and salary employment data for the entire City of York Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area decreased between 2014 and 2019, with the area labor force declining by 0.8 percent and total employment declining by 0.6 percent during the same period.

Table One
Labor Force and Employment, City of York Labor Area^(a), 2014–2019
Part A

Labor Force and Employment							
City of York Labor Area^(a), 2014–2019							
(Place of Residence)	2014	2015	2016	2017	2018	2019	% Chg. 2014–2019
Labor Force^(b)	42,680	42,188	42,041	41,786	42,102	42,332	-0.8
Employment	41,353	40,978	40,824	40,656	40,957	41,103	-0.6
Unemployment (#)	1,327	1,210	1,217	1,130	1,145	1,229	-7.4
Unemployment Rate (%)	3.1	2.9	2.9	2.7	2.7	2.9	(N/A)
(Place of Work)							
Nonfarm Employment^(c)	33,190	33,245	33,279	33,397	33,262	32,878	-0.9

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

Table One (Continued)
Part B
Labor Force and Employment by Industry
York County, NE

(Place of Residence)	2014	2015	2016	2017	2018	2019	% Chg. 2014–2019
Labor Force ^(b)	7,386	7,334	7,314	7,316	7,301	7,278	-1.5
Employment	7,152	7,122	7,117	7,130	7,112	7,083	-1.0
Unemployment (#)	234	212	197	186	189	195	-16.7
Unemployment Rate (%)	3.2	2.9	2.7	2.5	2.6	2.7	(N/A)
(Place of Work)							
Nonfarm Employment ^(c)	7,738	7,640	7,753	7,809	7,759	7,643	-1.2
Goods Producing	1,625	1,520	1,630	1,649	1,719	1,720	5.8
Manufacturing	825	827	839	841	924	960	16.4
Natural Resources	502	363	459	496	484	461	-8.2
Construction	298	330	332	312	310	299	0.3
Service Providing	4,914	4,919	4,941	5,001	4,890	4,797	-2.4
Trade, Trans., Warehousing & Utilities	1,582	1,575	1,541	1,480	1,464	1,423	-10.1
Information	71	80	81	79	88	75	5.6
Financial Activities	388	388	394	408	419	417	7.5
Professional & Business Services	577	509	534	647	582	555	-3.8
Education & Health Services	1,190	1,202	1,190	1,174	1,168	1,167	-1.9
Leisure and Hospitality	828	855	891	903	857	863	4.2
Other Services, except Public	278	310	310	310	313	297	6.8
Total Government	1,199	1,201	1,182	1,159	1,150	1,126	-6.1
Federal Government	54	54	55	56	51	52	-3.7
State Government	1,145	1,147	1,127	1,103	1,099	1,074	-6.2
Local Government	955	958	942	920	913	891	-6.7

^(a) The Labor Area includes York County and the contiguous counties (Butler, Clay, Fillmore, Hamilton, Polk, Saline, and Seward).

^(b) The labor force data are measured based on the county of residence, irrespective of the county of employment.

^(c) The Nonfarm Employment data are for wage and salary employment and are based on the place (county) where the individual is employed, irrespective of the county of residence.

Source: U.S. Bureau of Labor Statistics.

The second employment measure presented for the City of York Labor Area, nonfarm wage and salary employment fell from 33,190 in 2014 to 32,878 in 2019, a decline of 0.9 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 York County (Table One, Part B) indicate that the total labor force in the county declined by 1.5 percent between 2014 and 2019, with total employment (of people residing in York County, irrespective of their county of employment) declining by 1.0 percent during this period. It is also of interest to note that unemployment decreased by 16.7 percent, from 234 in 2014 to 195 in 2019.

As previously noted, the second employment measure presented for York 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 York County declined by 1.2 percent between 2014 and 2019. Data presented in Table One, Part B show that the fastest growing employment sector in York County during the 2014–2019 review period was the Manufacturing sector, recording a 16.4 percent increase between 2014 and 2019. Other economic sectors experiencing significant growth in employment between 2014 and 2019 include Financial Activities (7.5 percent), Other Services, except Public (6.8 percent), and Information (5.6 percent). In the case of the Total Government sector, employment in the Federal Government sector declined by 3.7 percent, while State Government sector employment declined by 6.2 percent and Local Government sector employment declined by 6.7 percent.

A review of the employment data reported for the City of York 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 City of York Labor Area, nonfarm wage and salary employment was reported to be 32,878 in 2019, which was significantly less (8,225) than the reported total employment of persons living within the eight-county City of York Labor Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
City of York Labor Area, 2019

County	Labor Force 2019^(a)	Total Employment 2019^(a)	Nonfarm Wage & Salary Employment 2019^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment 2019
York	7,278	7,083	7,643	-560	773
Butler	4,591	4,472	2,571	1,901	863
Clay	3,298	3,192	2,358	834	592
Fillmore	3,162	3,080	2,185	895	544
Hamilton	4,769	4,624	3,556	1,068	594
Polk	2,931	2,850	1,473	1,377	528
Saline	7,372	7,133	7,008	125	804
Seward	8,931	8,669	6,084	2,585	1,023
Labor Area	42,332	41,103	32,878	8,225	5,721

^(a) Labor force and employment data are measured based on the county of residence.

^(b) Nonfarm Employment data are for wage and salary employment and are based on the place (county) where the individual is employed, irrespective of the county of residence.

Sources: Labor Data - U.S. Bureau of Labor Statistics,

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

There are two major reasons for differences in the total employment and nonfarm employment values. First, nonfarm wage and salary employment excludes self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal and farm) worker categories—these workers are included in estimates of total employment. Second estimates of nonfarm wage and salary employment are based on the area where the jobs (businesses) are located while estimates of total employment are based on the area where workers live.

Table Two also includes information on agricultural employment, which includes farm proprietors. As shown in Table Two, 5,721 people in the City of York Labor Area were employed in agriculture in 2019. It is important to note, that for Nebraska as a whole, approximately 56.6 percent of principal farm operators reported at least some off-farm employment and approximately 37.9 percent reported they worked more than 200 days off the farm.

The number of nonfarm wage and salary workers in the City of York 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
City of York Labor Area, by County, 2019

County	Natural resources	Construction	Manufacturing	Trade,	Education	Financial activities	All other services	Government
	and mining			transportation, and utilities	and health services			
York	461	299	960	1423	1167	417	1,790	1,126
Butler	255	97	519	435	268	94	228	675
Clay	180	190	314	495	187	87	184	721
Fillmore	105	190	170	464	190	135	195	736
Hamilton	135	146	462	1,037	433	140	618	585
Polk	166	65	21	338	191	46	103	544
Saline	68	106	2,899	956	699	168	627	1,486
Seward	152	453	1,069	1,128	993	244	909	1,136
Labor Area	1,522	1,546	6,414	6,276	4,128	1,331	4,654	7,009
Nebraska	15,752	53,721	99,932	188,048	139,266	67,401	257,120	161,123

Percent of Total Nonfarm Wage & Salary Employment								
County	Natural resources	Construction	Manufacturing	Trade,	Education	Financial activities	All other services	Government
	and mining			transportation, and utilities	and health services			
Labor Area	4.6	4.7	19.5	19.1	12.6	4.0	14.2	21.3
Nebraska	1.6	5.5	10.2	19.1	14.2	6.9	26.2	16.4

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

Source: U.S. Bureau of Labor Statistics, 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 City of York Labor Area with the distribution for the State of Nebraska. As these data show, the

industry distribution of employment for the City of York Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the City of York Labor Area occur in the Manufacturing sector employment, with 19.5 percent of nonfarm wage and salary workers in the City of York area employed in that sector, compared to 10.2 percent for Nebraska. Conversely, only 14.2 percent of nonfarm wage and salary workers in the City of York Labor Area are employed in the All Other Services sector, compared to 26.2 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 City of York 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 York County (\$40,363 for all wage and salary employees for all private industries) are slightly lower than for the City of York Labor Area and six of the other counties that make up the area. Also, York County average annual salaries are \$7,499 (15.7 percent) less than the state average. Average annual salaries for the City of York Labor Area (\$42,014) were \$5,848 (12.2 percent) less than the Nebraska average.

Table Four
Average Pay by Industry Groups, City of York Labor Area & Nebraska, 2019

Part A			
Average Annual Pay and Average Weekly Wages by Industry Groups			
All Covered^(a) Wage and Salary Workers, All Industries			
County	Average Employment	Average Weekly Wages	Average Annual Wages
York	7,643	\$776	\$40,363
Butler	2,571	\$788	\$40,986
Clay	2,358	\$831	\$43,201
Fillmore	2,185	\$806	\$41,935
Hamilton	3,556	\$855	\$44,449
Polk	1,473	\$706	\$36,716
Saline	7,008	\$835	\$43,440
Seward	6,084	\$813	\$42,301
Labor Area	32,878	\$806	\$42,014
Nebraska	982,362	\$920	\$47,862

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

Table Four — Continued

**Part B
Average Annual Pay All Covered^(a) Wage and Salary Workers
By Selected Industry Groups**

County	Goods-producing	Manufacturing	Construction	Service-providing	Trade, transportation, and utilities	Financial activities	Professional and business services	Leisure and hospitality
York	\$50,237	\$54,066	\$46,584	\$35,401	\$37,226	\$46,731	\$42,062	\$15,133
Butler	\$45,653	\$49,061	\$41,105	\$35,581	\$37,071	\$47,186	\$43,836	\$10,893
Clay	\$54,489	\$48,493	\$47,565	\$33,905	\$38,724	\$42,281	N/A	\$9,597
Fillmore	\$53,843	\$55,382	\$53,368	\$39,251	\$39,233	\$63,976	\$46,244	\$9,189
Hamilton	\$48,918	\$52,244	\$45,833	\$42,594	\$50,500	\$45,544	\$39,170	\$13,092
Polk	\$38,941	\$30,803	\$34,290	\$34,317	\$39,920	\$47,355	\$25,649	\$10,411
Saline	\$53,000	\$53,902	\$36,205	\$34,333	\$37,297	\$48,627	\$43,769	\$12,376
Seward	\$52,799	\$58,773	\$43,205	\$36,258	\$37,221	\$56,995	\$48,047	\$12,586
Nebraska	\$52,127	\$52,708	\$53,811	\$46,319	\$41,566	\$69,067	\$60,590	\$17,221

N/A - Not Available.

^(a) Includes employers that are subject to Nebraska Employment Security Laws.

Source: U.S. Bureau of Labor Statistics.

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the City of York 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 Hamilton County. The average annual wage for all wage and salary workers (working) in Hamilton County was \$44,449 in 2019 which was \$2,435 (5.8 percent) higher than the average for the City of York Labor Area as a whole, and \$3,413 (7.1 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Hamilton County indicates the high average wage results from the high average wage in the Manufacturing industry group.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in York County, Nebraska. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively. Additional estimates of wages by occupation for the City of York Zip Code Tabulation Area² and York County are provided in Appendix A of this report.

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

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
Educational Instruction and Library Occupations	18.41	10.83	22.21
Healthcare Practitioners and Technical Occupations	38.74	16.84	49.69
Healthcare Support Occupations	12.60	10.06	13.87
Protective Service Occupations	20.16	13.32	23.59
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	24.79	13.41	30.48
Construction and Extraction Occupations	21.42	14.01	25.12
Installation, Maintenance, and Repair Occupations	22.39	14.22	26.48
Production Occupations	19.63	12.83	23.03
First-Line Supervisors of Production and Operating Workers	28.67	20.06	32.97
Machinists	23.43	14.94	27.69
Inspectors, Testers, Sorters, Samplers, and Weighers	26.01	16.29	30.86
Transportation and Material Moving Occupations	16.10	11.86	18.21
First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	27.40	16.75	32.73
Heavy and Tractor-Trailer Truck Drivers	19.15	15.85	20.81
Laborers and Freight, Stock, and Material Movers, Hand	16.02	11.50	18.30

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

² 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 2018 U.S. Census, Longitudinal Employer-Household Dynamics Program showing commuting patterns for workers living in the City of York 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 York County indicate that 2,845, or 44.1 percent of the employed workers, commuted to other counties for employment. For all seven of the other counties in the City of York Labor Area, the percentage of commuters was greater than for York County, and in many cases substantially greater. In the case of Polk County, 1,628, or 70.8 percent of employed workers commuted out of their county of residence for employment. Other counties with a high percentage of employed workers commuting to other counties for employment include Butler (66.8 percent), Clay (63.6 percent), Seward (63.0 percent), Hamilton (60.2 percent), Fillmore (54.9 percent), and Saline with 50.0 percent of employed workers commuting out of their county of residence for employment.

Table Six
Commuting Patterns, City of York Labor Area
Jobs Outside County of Residence, 2018

County	County Residents Working Outside County	
	Number	Percent
York	2,845	44.1%
Butler	2,669	66.8%
Clay	1,533	63.6%
Fillmore	1,422	54.9%
Hamilton	2,636	60.2%
Polk	1,628	70.8%
Saline	3,600	50.0%
Seward	4,977	63.0%

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

Table Seven provides further detail illustrating the willingness of workers in City of York and York County to travel for employment. In 2018, residents of York County worked at a total of 6,453 jobs; a resident could work at more than one job. Of these 6,453 jobs, the largest number, 3,608 or 55.9 percent, were located in York County, while 719 or 11.1 percent were located in Lancaster County. Other counties with high numbers of workers from York County were Douglas (338 jobs), Seward (210 jobs), and Hall (191 jobs).

Also, in 2018, residents of the City of York worked at a total of 3,789 jobs with the largest number, 2,245 or 59.3 percent located in York County. Other counties with large numbers of workers from the City of York include Lancaster (418 jobs), Douglas (193 jobs), Hall (116 jobs), and Seward (85 jobs).

Table Seven
Commuting Patterns, City of York Labor Area
Location of Jobs Held by City of York and York County Residents, 2018

County Where Jobs are Located	Primary Jobs Held by City of York Residents	% City of York Residents' Primary Jobs	Primary Jobs Held by York County Residents	% York County Residents' Primary Jobs
York, NE	2,245	59.3%	3,608	55.9%
Lancaster, NE	418	11.0%	719	11.1%
Douglas, NE	193	5.1%	338	5.2%
Seward, NE	85	2.2%	210	3.3%
Hall, NE	116	3.1%	191	3.0%
All Other Locations	732	19.3%	1,387	21.5%
Total Resident Jobs	3,789	100.0%	6,453	100.0%

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

Table Eight provides data showing the willingness of workers in other counties to commute to the City of York and York County for employment. In 2018, 2,504 or 47.8 percent of the 5,236 primary jobs in the City of York were held by residents of other counties. Fillmore County was home to the greatest number of workers commuting into the City of York from outside York County, 216 or 4.2 percent. Other counties with large numbers of workers commuting into the City of York for their primary jobs included Lancaster, 211 or 4.1 percent; Polk, 198 or 3.8 percent; Seward, 172 or 3.3 percent; Hall, 165 or 3.2 percent; and Hamilton, 153 or 3.0 percent.

Data in Table Eight indicate 3,317 (47.9 percent) of the 6,925 primary jobs in York County were held by workers commuting from other counties. In 2018, Lancaster County was home to the greatest number of workers commuting into York for primary jobs, 290 or 4.2 percent. Other counties with large numbers of workers commuting into York County for their primary jobs included, Fillmore, 280 or 4.0 percent; Hamilton, 266 or 3.8 percent; Polk, 262 or 3.8 percent; Seward, 257 or 3.7 percent; and Hall, 222 or 3.2 percent.

Table Eight
Commuting Patterns, City of York Labor Area
Sources of City of York and York County Workers, 2018

County Where Workers Live	Primary Jobs in City of York	% Primary Jobs in City of York	Primary Jobs in York County	% Primary Jobs in York County
York	2,732	52.2%	3,608	52.1%
Lancaster	211	4.0%	290	4.2%
Fillmore	216	4.1%	280	4.0%
Hamilton	153	2.9%	266	3.8%
Polk	198	3.8%	262	3.8%
Seward	172	3.3%	257	3.7%
Hall	165	3.2%	222	3.2%
All Other Locations	1,389	25.4%	1,740	25.1%
Total Primary Jobs	5,236	100.0%	6,925	100.0%

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

Table Nine provides data for the City of York showing the number of primary jobs (Workforce) located in the city and the number of primary jobs held by city residents (Labor Force Employment) by industry in 2018. 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 the City of York held by workers commuting into the city 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 the City of York by City residents.

As data in Table Nine indicate, residents of the City of York were employed in 3,789 primary jobs in 2018, but there were 5,158 primary jobs within the area. This indicates workers from areas outside the city commuted to at least 1,369 primary jobs within the city. It is important to note this is an estimate of net in-commuting and most certainly understates the actual number of primary jobs within the area held by residents from outside the study area.

Table Nine
Primary Jobs, City of York, 2018
Resident Labor Force and Employers Workforce

Industry	Labor Force Employment (Employment of Area Residents)	Workforce (Area Jobs)	Net Number of Jobs Held by Workers Commuting Into York County^(a)
Agriculture, Forestry, Fishing and Hunting	84	7	-77
Mining, Quarrying, and Oil and Gas Extraction	1	0	-1
Utilities	49	37	-12
Construction	140	175	35
Manufacturing	493	701	208
Wholesale Trade	229	242	13
Retail Trade	447	636	189
Transportation and Warehousing	150	131	-19
Information	48	41	-7
Finance and Insurance	231	356	125
Real Estate and Rental and Leasing	14	10	-4
Professional, Scientific, and Technical Services	129	230	101
Administration & Support, Waste Management and Remediation	211	378	167
Management of Companies and Enterprises	18	2	-16
Educational Services	232	249	17
Health Care and Social Assistance	506	682	176
Arts, Entertainment, and Recreation	31	32	1
Accommodation and Food Services	367	623	256
Other Services (excluding Public Administration)	107	227	120
Public Administration	302	399	97
Total	3,789	5,158	1,369

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

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

Population Trends

The data provided in Table Ten show population trends for the City of York Labor Area, by county, and for Nebraska for the period 1960–2019. As these data indicate, the population of the City of York Labor Area was 79,972 in 2010. The City of York Labor Area population declined by 5.0 percent from 1960 to 2010 and declined 0.7 percent from 2010 to 2019. Population in York County totaled 13,665 in 2010 and had declined by 0.4 percent from 1960 to 2010. During the latest Census decade from 2010 to 2019, the York County population increased by 0.1 percent, compared to the decrease for the City of York Labor Area as a whole of 0.7 percent, and to the statewide growth of 5.9 percent.

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

County	1960	1970	1980	1990	2000	2010	2019	% Chg. 1960–2010	% Chg. 2010–2019
York	13,724	13,685	14,798	14,428	14,598	13,665	13,679	-0.4	0.1
Butler	10,312	9,461	9,330	8,601	8,767	8,395	8,016	-18.6	-4.5
Clay	8,717	8,266	8,106	7,123	7,039	6,542	6,203	-25.0	-5.2
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,462	-37.5	-7.3
Hamilton	8,714	8,867	9,301	8,862	9,403	9,124	9,324	4.7	2.2
Polk	7,210	6,468	6,320	5,675	5,639	5,406	5,213	-25.0	-3.6
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,224	13.2	0.2
Seward	13,581	14,460	15,789	15,450	16,496	16,750	17,284	23.3	3.2
Labor Area	84,225	82,153	84,695	79,957	82,419	79,972	79,405	-5.0	-0.7
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,934,408	29.4	5.9

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

Table Eleven shows the age distribution of the resident population. Obviously, the age distribution of the population is important when evaluating the potential labor supply in an area. A key variable is the number of people in the working age populations of the counties making up the City of York Labor Area. In 2019, there were 6,393 people in York County between the ages of 25 and 64, which represented 46.7 percent of the total population, compared to 47.2 percent of the population for the City of York Labor Area as a whole and 49.5 percent of the Nebraska population in this age range.

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

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Number	% ^(a)	Age
York	2,674	19.5	1,752	12.8	3,101	22.7	3,292	24.1	2,860	20.9	40.1
Butler	1,501	18.7	956	11.9	1,712	21.4	2,139	26.7	1,708	21.3	43.0
Clay	1,280	20.6	684	11.0	1,357	21.9	1,614	26.0	1,268	20.4	41.5
Fillmore	857	15.7	580	10.6	1,260	23.1	1,501	27.5	1,264	23.1	45.8
Hamilton	1,833	19.7	1,127	12.1	2,058	22.1	2,402	25.8	1,904	20.4	41.5
Polk	956	18.3	592	11.4	1,013	19.4	1,420	27.2	1,232	23.6	45.8
Saline	3,095	21.8	2,310	16.2	3,237	22.8	3,394	23.9	2,188	15.4	36.0
Seward	3,354	19.4	3,016	17.4	3,805	22.0	4,140	24.0	2,969	17.2	37.3
Labor Area	15,550	19.6	11,017	13.9	17,543	22.1	19,902	25.1	15,393	19.4	40.1
Nebraska	397,176	20.5	268,196	13.9	498,477	25.8	458,101	23.7	312,458	16.2	36.8

^(a) Percent of total population for each respective area.

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

Information in Table Twelve shows recent changes in the racial (“White Alone” and “Not-White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of York County, the York County Labor Area, and Nebraska statewide. As shown in Table Twelve, total York County population decreased by 6.3 percent during the nineteen-year period while the Hispanic population increased by 250.2 percent and the Not-White Alone and Non-Hispanic population increased by 71.5 percent. Over the same period, City of York Labor Area population decreased 3.8 percent while the Hispanic population increased by 244.4 percent and the Not-White Alone and Non-Hispanic population increased by 97.9 percent. Statewide, population increased by 13.0 percent from 2000 to 2019, while the Hispanic population increased by 132.6 percent and the Not-White Alone and Non-Hispanic population increased by 68.4 percent.

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

Category	2000		2019		Change 2000-2019	
	#	%	#	%	#	%
---York County---						
Total Population	14,602	100.0	13,679	100.0	-923	-6.3
Hispanic origin	205	1.4	718	5.2	513	250.2
White Alone, Non-Hispanic Origin	14,067	96.3	12,395	90.6	-1,672	-11.9
Not-White Alone & Non-Hispanic	330	2.3	566	4.1	236	71.5
---City of York Labor Area---						
Total Population	82,515	100.0	79,405	100.0	-3,110	-3.8
Hispanic origin	1,963	2.4	6,761	8.5	4,798	244.4
White Alone, Non-Hispanic Origin	79,251	96.0	70,069	88.2	-9,182	-11.6
Not-White Alone & Non-Hispanic	1,301	1.6	2,575	3.2	1,274	97.9
---Nebraska, Statewide---						
Total Population	1,711,230	100.0	1,934,408	100.0	223,178	13.0
Hispanic origin	94,419	5.5	219,645	11.4	125,226	132.6
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,513,172	78.2	16,090	1.1
Not-White Alone & Non-Hispanic	119,729	7.0	201,591	10.4	81,862	68.4

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

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for York County, and for the City of York Labor Area. As these data show, the City of York Labor Area as a whole and every county experienced net out-migration during the Census decade of the 2000s. As indicated in the table, net out-migration for the City of York Labor Area as a whole accounted for a population decline of 3,314 people during the decade, contributing to a population decrease equal to 4.0 percent of the population. In the case of York County, net out-migration during 2000s totaled 1,300 people, or 8.9 percent of the 2000 population.

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

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
York	14,598	13,665	1,762	1,395	367	-1,300	-8.9
Butler	8,767	8,395	964	1,007	-43	-329	-3.8
Clay	7,039	6,542	731	765	-34	-463	-6.6
Fillmore	6,634	5,890	660	899	-239	-505	-7.6
Hamilton	9,403	9,124	1,028	933	95	-374	-4.0
Polk	5,639	5,406	618	634	-16	-217	-3.8
Saline	13,843	14,200	1,949	1,513	436	-79	-0.6
Seward	16,496	16,750	1,928	1,627	301	-47	-0.3
Labor Area	82,419	79,972	9,640	8,773	867	-3,314	-4.0
Nebraska	1,711,263	1,826,341	262,095	150,343	111,752	3,326	0.2

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.
Sources: Population (2000, 2010) - U.S. Bureau of the Census, *Census of Population, 2000, 2010*;
Births, Deaths, and Natural Increase – Nebraska Department of Health Vital Statistics Data;
Migration - computed using population and natural increase.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the period 2010–2019. As these data show, the City of York Labor Area experienced significant net out-migration during this more recent nine-year period. As indicated in the table, out-migration for the City of York Labor Area as a whole accounted for population decline of 1,291 during the 2010–2019 period, contributing to a population decrease equal to 1.6 percent of the 2010 population. In the case of York County, net out-migration during this nine-year period was 170, or 1.2 percent of the 2010 population.

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

County	Population		2010–2019			Net Migration, 2010–2019*	
	2010	2019	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
York	13,665	13,679	1,596	1,412	184	-170	-1.2
Butler	8,395	8,016	826	923	-97	-282	-3.4
Clay	6,542	6,203	726	650	76	-415	-6.3
Fillmore	5,890	5,462	545	766	-221	-207	-3.5
Hamilton	9,124	9,324	954	755	199	1	0.0
Polk	5,406	5,213	503	583	-80	-113	-2.1
Saline	14,200	14,224	1,756	1,313	443	-419	-3.0
Seward	16,750	17,284	1,788	1,568	220	314	1.9
Labor Area	79,972	79,405	8,694	7,970	724	-1,291	-1.6
Nebraska	1,826,341	1,934,408	241,007	147,237	93,770	14,297	0.8

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.

Sources: Population (2010) - U.S. Bureau of the Census, *Census of Population, 2010*;

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

Competitive Employment and Career Opportunities

An employer providing jobs with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in the City of York Labor Area and in York County. The expected response to such employment opportunities would be significant, and it is anticipated that there would be an adequate labor supply response for a prospective new employer offering competitive wages and benefits in the City of York area. The labor force, employment, and demographic data presented in this report illustrate quite clearly that there is a sufficiently large labor force and population base living within the City of York Labor Area, and that significant numbers of persons living in the area are commuting to other areas for employment.

In conclusion, the data and analysis presented in this report indicate that the City of York Labor Area and York County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area. While this report has not estimated a precise number of people that might be available to a prospective new employer in the City of York 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: 2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations, City of York and York County.

B: 2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly
Earnings, Selected Occupations City of York ZCTA and York County

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APPENDIX A
2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations
City of York ZCTA and York County

Table A-1
2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Jobs	Average	Entry	Experienced	Jobs	Average	Entry	Experienced
SOC 11-1000 Top Executives	125	\$44.12	\$21.58	\$52.97	157	\$43.72	\$21.05	\$52.69
SOC 11-2000 Advertising, Marketing, Promotions, Public Relations, and Sales Managers	11	\$44.57	\$28.37	\$59.06	13	\$44.51	\$28.36	\$58.99
SOC 11-3000 Operations Specialties Managers	62	\$47.81	\$31.98	\$55.73	76	\$47.61	\$31.85	\$55.58
SOC 11-9000 Other Management Occupations	284	\$32.80	\$12.70	\$41.77	336	\$32.99	\$12.94	\$42.09
SOC 13-1000 Business Operations Specialists	86	\$30.47	\$20.79	\$36.67	108	\$30.29	\$20.66	\$36.46
SOC 13-2000 Financial Specialists	117	\$30.37	\$20.82	\$34.94	139	\$30.28	\$21.02	\$34.88
SOC 15-1200 Computer Occupations	52	\$33.56	\$24.49	\$40.78	69	\$33.00	\$24.10	\$40.06
SOC 17-2000 Engineers	43	\$45.16	\$35.96	\$53.21	49	\$44.85	\$35.61	\$52.86
SOC 17-3000 Drafters, Engineering Technicians, and Mapping Technicians	16	\$29.14	\$21.53	\$35.52	19	\$28.96	\$21.37	\$35.34
SOC 19-1000 Life Scientists	19	\$34.87	\$23.70	\$39.33	24	\$34.64	\$23.77	\$39.25
SOC 21-1000 Counselors, Social Workers, and Other Community and Social Service Specialists	82	\$23.36	\$17.08	\$27.42	104	\$23.14	\$17.06	\$26.93
SOC 21-2000 Religious Workers	28	\$21.41	\$13.73	\$25.49	55	\$21.34	\$13.68	\$25.45
SOC 23-1000 Lawyers, Judges, and Related Workers	15	\$56.06	\$29.38	\$64.00	18	\$54.91	\$29.44	\$62.87
SOC 25-1000 Postsecondary Teachers	66	\$33.80	\$20.93	\$39.85	68	\$33.78	\$20.88	\$39.84
SOC 25-2000 Preschool, Elementary, Middle, Secondary, and Special Education Teachers	171	\$26.78	\$20.55	\$32.57	224	\$27.34	\$21.05	\$33.17
SOC 25-3000 Other Teachers and Instructors	38	\$16.72	\$12.74	\$18.49	51	\$16.68	\$12.76	\$18.55
SOC 25-9000 Other Educational Instruction and Library Occupations	74	\$15.12	\$10.98	\$15.97	98	\$15.10	\$11.04	\$15.93
SOC 27-1000 Art and Design Workers	17	\$20.51	\$10.57	\$23.96	21	\$19.78	\$10.34	\$22.29
SOC 27-2000 Entertainers and Performers, Sports and Related Workers	27	\$19.05	\$10.49	\$22.60	39	\$19.83	\$10.62	\$23.70
SOC 27-3000 Media and Communication Workers	17	\$20.39	\$12.43	\$24.40	21	\$20.70	\$12.60	\$24.81
SOC 29-1000 Healthcare Diagnosing or Treating Practitioners	225	\$42.14	\$27.94	\$45.14	274	\$41.59	\$27.88	\$44.62

Source and Footnotes at end of table.

Table A-1 (Continued)
2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Jobs	Average	Entry	Experienced	Jobs	Average	Entry	Experienced
SOC 29-2000 Health Technologists and Technicians	153	\$21.38	\$17.63	\$25.40	175	\$21.38	\$17.53	\$25.39
SOC 31-1100 Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	289	\$14.69	\$12.68	\$16.32	307	\$14.69	\$12.69	\$16.32
SOC 31-9000 Other Healthcare Support Occupations	57	\$18.19	\$12.52	\$21.12	61	\$18.03	\$12.47	\$20.86
SOC 33-1000 Supervisors of Protective Service Workers	12	\$27.43	\$21.87	\$35.39	17	\$28.09	\$22.08	\$35.80
SOC 33-3000 Law Enforcement Workers	50	\$23.62	\$19.80	\$27.21	76	\$23.57	\$19.78	\$27.12
SOC 33-9000 Other Protective Service Workers	81	\$14.15	\$10.14	\$16.88	88	\$14.09	\$10.17	\$16.56
SOC 35-1000 Supervisors of Food Preparation and Serving Workers	52	\$14.62	\$11.76	\$16.52	60	\$14.60	\$11.76	\$16.51
SOC 35-2000 Cooks and Food Preparation Workers	146	\$13.43	\$10.97	\$15.32	177	\$13.50	\$11.06	\$15.39
SOC 35-3000 Food and Beverage Serving Workers	425	\$11.89	\$9.95	\$12.09	499	\$11.98	\$9.94	\$12.13
SOC 35-9000 Other Food Preparation and Serving Related Workers	26	\$11.89	\$10.30	\$12.64	34	\$11.86	\$10.30	\$12.61
SOC 37-1000 Supervisors of Building and Grounds Cleaning and Maintenance Workers	18	\$21.49	\$15.71	\$24.72	20	\$21.44	\$15.81	\$24.68
SOC 37-2000 Building Cleaning and Pest Control Workers	188	\$13.95	\$10.66	\$15.91	217	\$13.98	\$10.70	\$16.05
SOC 37-3000 Grounds Maintenance Workers	51	\$14.97	\$10.51	\$16.83	61	\$14.87	\$10.58	\$16.74
SOC 39-3000 Entertainment Attendants and Related Workers	12	\$11.69	\$9.57	\$12.35	16	\$11.71	\$9.72	\$12.49
SOC 39-5000 Personal Appearance Workers	44	\$14.08	\$9.08	\$16.20	47	\$14.14	\$9.07	\$16.30
SOC 39-9000 Other Personal Care and Service Workers	122	\$12.30	\$9.68	\$13.86	137	\$12.32	\$9.77	\$13.84
SOC 41-1000 Supervisors of Sales Workers	110	\$20.17	\$14.46	\$24.02	120	\$20.46	\$14.57	\$24.23
SOC 41-2000 Retail Sales Workers	488	\$12.60	\$10.01	\$13.20	529	\$12.62	\$10.02	\$13.23
SOC 41-3000 Sales Representatives, Services	51	\$35.26	\$17.56	\$38.48	73	\$35.01	\$18.27	\$38.57
SOC 41-4000 Sales Representatives, Wholesale and Manufacturing	59	\$31.54	\$22.48	\$37.60	77	\$31.56	\$22.49	\$37.63
SOC 41-9000 Other Sales and Related Workers	24	\$28.77	\$10.00	\$31.20	26	\$28.30	\$10.04	\$30.55
SOC 43-1000 Supervisors of Office and Administrative Support Workers	45	\$24.35	\$18.08	\$28.92	56	\$24.33	\$18.06	\$28.89

Source and Footnotes at end of table.

Table A-1 (Continued)
2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Jobs	Average	Entry	Experienced	Jobs	Average	Entry	Experienced
SOC 43-3000 Financial Clerks	225	\$15.67	\$11.76	\$18.31	274	\$15.64	\$11.73	\$18.27
SOC 43-4000 Information and Record Clerks	194	\$14.37	\$10.89	\$16.86	235	\$14.62	\$11.08	\$17.13
SOC 43-5000 Material Recording, Scheduling, Dispatching, and Distributing Workers	71	\$21.09	\$16.37	\$24.28	92	\$21.16	\$16.74	\$24.34
SOC 43-6000 Secretaries and Administrative Assistants	213	\$17.02	\$13.60	\$19.57	263	\$17.02	\$13.58	\$19.59
SOC 43-9000 Other Office and Administrative Support Workers	132	\$14.34	\$10.42	\$16.77	168	\$14.34	\$10.41	\$16.78
SOC 45-2000 Agricultural Workers	362	\$18.09	\$14.47	\$20.35	411	\$18.11	\$14.48	\$20.39
SOC 47-1000 Supervisors of Construction and Extraction Workers	23	\$29.67	\$21.59	\$35.51	35	\$29.64	\$21.45	\$35.47
SOC 47-2000 Construction Trades Workers	191	\$20.24	\$14.77	\$23.04	293	\$20.17	\$14.59	\$22.83
SOC 47-4000 Other Construction and Related Workers	30	\$20.60	\$16.95	\$23.28	45	\$20.62	\$16.95	\$23.31
SOC 49-1000 Supervisors of Installation, Maintenance, and Repair Workers	26	\$33.81	\$24.70	\$40.02	33	\$33.77	\$24.66	\$39.97
SOC 49-2000 Electrical and Electronic Equipment Mechanics, Installers, and Repairers	15	\$22.31	\$12.70	\$30.87	18	\$22.93	\$13.04	\$31.52
SOC 49-3000 Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	138	\$21.08	\$15.63	\$25.56	191	\$21.15	\$15.81	\$25.53
SOC 49-9000 Other Installation, Maintenance, and Repair Occupations	143	\$20.96	\$16.17	\$24.46	177	\$21.06	\$16.11	\$24.55
SOC 51-1000 Supervisors of Production Workers	40	\$33.41	\$22.44	\$38.09	45	\$33.40	\$22.42	\$38.08
SOC 51-2000 Assemblers and Fabricators	137	\$21.81	\$13.77	\$28.49	145	\$21.48	\$13.61	\$27.92
SOC 51-3000 Food Processing Workers	15	\$15.16	\$12.18	\$16.95	18	\$15.20	\$12.18	\$17.05
SOC 51-4000 Metal Workers and Plastic Workers	172	\$19.48	\$16.22	\$22.90	203	\$19.56	\$16.27	\$22.97
SOC 51-6000 Textile, Apparel, and Furnishings Workers	22	\$13.35	\$11.21	\$14.91	23	\$13.38	\$11.20	\$14.92
SOC 51-7000 Woodworkers	20	\$15.00	\$12.91	\$17.07	20	\$15.00	\$12.90	\$17.07
SOC 51-8000 Plant and System Operators	12	\$30.58	\$19.58	\$33.40	17	\$30.52	\$19.63	\$33.29
SOC 51-9000 Other Production Occupations	137	\$19.02	\$14.77	\$21.74	150	\$18.99	\$14.75	\$21.68

Source and Footnotes at end of table.

Table A-1 (Continued)
2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Jobs	Average	Entry	Experienced	Jobs	Average	Entry	Experienced
SOC 53-1000 Supervisors of Transportation and Material Moving Workers	23	\$28.78	\$19.85	\$34.68	28	\$28.79	\$19.82	\$34.69
SOC 53-3000 Motor Vehicle Operators	187	\$18.13	\$12.80	\$20.59	278	\$19.05	\$12.92	\$20.97
SOC 53-6000 Other Transportation Workers	22	\$18.26	\$14.22	\$17.69	23	\$18.67	\$14.19	\$18.03
SOC 53-7000 Material Moving Workers	435	\$15.26	\$11.94	\$17.61	491	\$15.32	\$11.96	\$17.70

^A Zip Code Tabulation Area (ZCTA) is a geographic location like 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.

Source: EMSI Q1 2021 Data Set

APPENDIX B

**2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly
Earnings
Selected Occupations
City of York ZCTA and York County**

Table B-1
2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly Earnings
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings
SOC 11-1000 Top Executives	125	93	32	\$36.35	157	143	13	\$35.95
SOC 11-2000 Advertising, Marketing, Promotions, Public Relations, and Sales Managers	11	11	-1	\$38.07	13	14	-1	\$38.06
SOC 11-3000 Operations Specialties Managers	62	49	13	\$42.67	76	64	12	\$42.54
SOC 11-9000 Other Management Occupations	284	254	30	\$25.67	336	337	-1	\$25.97
SOC 13-1000 Business Operations Specialists	86	90	-5	\$27.27	108	126	-18	\$27.12
SOC 13-2000 Financial Specialists	117	78	38	\$26.93	139	105	34	\$27.02
SOC 15-1200 Computer Occupations	52	55	-3	\$31.21	69	72	-4	\$30.64
SOC 17-2000 Engineers	43	31	13	\$42.97	49	38	11	\$42.67
SOC 17-3000 Drafters, Engineering Technicians, and Mapping Technicians	16	13	4	\$28.53	19	13	7	\$28.33
SOC 19-1000 Life Scientists	19	14	5	\$30.83	24	19	5	\$30.88
SOC 21-1000 Counselors, Social Workers, and Other Community and Social Service Specialists	82	69	12	\$20.33	104	97	7	\$20.24
SOC 21-2000 Religious Workers	28	25	3	\$19.73	55	46	8	\$19.67
SOC 23-1000 Lawyers, Judges, and Related Workers	15	12	3	\$42.24	18	17	1	\$42.00
SOC 25-1000 Postsecondary Teachers	66	64	2	\$28.52	68	98	-29	\$28.50
SOC 25-2000 Preschool, Elementary, Middle, Secondary, and Special Education Teachers	171	168	3	\$26.46	224	251	-27	\$27.08
SOC 25-3000 Other Teachers and Instructors	38	41	-3	\$15.44	51	58	-6	\$15.47
SOC 25-9000 Other Educational Instruction and Library Occupations	74	69	5	\$12.88	98	106	-8	\$12.93
SOC 27-1000 Art and Design Workers	17	16	1	\$15.17	21	18	3	\$14.74
SOC 27-2000 Entertainers and Performers, Sports and Related Workers	27	24	3	\$14.07	39	33	5	\$14.80

Source and Footnotes at end of table.

Table B-1 (Continued)
2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly Earnings
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings
SOC 27-3000 Media and Communication Workers	17	14	2	\$16.61	21	16	5	\$17.15
SOC 29-1000 Healthcare Diagnosing or Treating Practitioners	225	183	43	\$34.58	274	250	25	\$34.27
SOC 29-2000 Health Technologists and Technicians	153	110	43	\$21.81	175	152	24	\$21.72
SOC 31-1100 Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	289	196	93	\$14.56	307	283	24	\$14.57
SOC 31-9000 Other Healthcare Support Occupations	57	43	14	\$15.16	61	55	6	\$15.01
SOC 33-1000 Supervisors of Protective Service Workers	12	11	1	\$24.31	17	14	3	\$25.13
SOC 33-3000 Law Enforcement Workers	50	42	8	\$21.54	76	71	5	\$21.48
SOC 33-9000 Other Protective Service Workers	81	53	27	\$11.35	88	68	20	\$11.35
SOC 35-1000 Supervisors of Food Preparation and Serving Workers	52	44	8	\$13.70	60	61	-1	\$13.69
SOC 35-2000 Cooks and Food Preparation Workers	146	114	32	\$13.08	177	163	15	\$13.18
SOC 35-3000 Food and Beverage Serving Workers	425	324	101	\$10.77	499	459	40	\$10.75
SOC 35-9000 Other Food Preparation and Serving Related Workers	26	26	0	\$11.23	34	37	-3	\$11.21
SOC 37-1000 Supervisors of Building and Grounds Cleaning and Maintenance Workers	18	16	2	\$19.29	20	19	2	\$19.34
SOC 37-2000 Building Cleaning and Pest Control Workers	188	150	38	\$12.86	217	214	3	\$12.95
SOC 37-3000 Grounds Maintenance Workers	51	46	5	\$12.80	61	61	-1	\$12.82
SOC 39-3000 Entertainment Attendants and Related Workers	12	12	0	\$10.61	16	14	2	\$10.67
SOC 39-5000 Personal Appearance Workers	44	35	8	\$11.29	47	43	4	\$11.33

Source and Footnotes at end of table.

Table B-1 (Continued)
2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly Earnings
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings
SOC 39-9000 Other Personal Care and Service Workers	122	107	16	\$11.19	137	139	-1	\$11.21
SOC 41-1000 Supervisors of Sales Workers	110	78	31	\$19.20	120	104	15	\$19.36
SOC 41-2000 Retail Sales Workers	488	347	140	\$11.12	529	482	48	\$11.13
SOC 41-3000 Sales Representatives, Services	51	46	5	\$26.21	73	69	4	\$26.56
SOC 41-4000 Sales Representatives, Wholesale and Manufacturing	59	57	1	\$29.64	77	95	-18	\$29.65
SOC 41-9000 Other Sales and Related Workers	24	23	0	\$18.15	26	25	2	\$18.02
SOC 43-1000 Supervisors of Office and Administrative Support Workers	45	38	7	\$22.85	56	58	-2	\$22.83
SOC 43-3000 Financial Clerks	225	140	85	\$14.68	274	205	69	\$14.64
SOC 43-4000 Information and Record Clerks	194	159	35	\$13.51	235	225	10	\$13.79
SOC 43-5000 Material Recording, Scheduling, Dispatching, and Distributing Workers	71	65	6	\$19.23	92	98	-6	\$19.28
SOC 43-6000 Secretaries and Administrative Assistants	213	150	63	\$16.27	263	231	31	\$16.26
SOC 43-9000 Other Office and Administrative Support Workers	132	109	23	\$13.65	168	164	3	\$13.65
SOC 45-2000 Agricultural Workers	362	144	218	\$16.69	411	341	70	\$16.73
SOC 47-1000 Supervisors of Construction and Extraction Workers	23	20	2	\$27.40	35	34	1	\$27.31
SOC 47-2000 Construction Trades Workers	191	166	25	\$18.07	293	271	21	\$17.96
SOC 47-4000 Other Construction and Related Workers	30	24	6	\$19.97	45	39	6	\$19.98
SOC 49-1000 Supervisors of Installation, Maintenance, and Repair Workers	26	20	5	\$32.58	33	31	2	\$32.53
SOC 49-2000 Electrical and Electronic Equipment Mechanics, Installers, and Repairers	15	12	3	\$19.17	18	13	5	\$20.24

Source and Footnotes at end of table.

Table B-1 (Continued)
2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly Earnings
Selected Occupations
City of York ZCTA^(A) and York County

Description	City of York ZCTA				York County			
	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings	Local Jobs	Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings
SOC 49-3000 Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	138	106	31	\$19.46	191	164	27	\$19.58
SOC 49-9000 Other Installation, Maintenance, and Repair Occupations	143	106	37	\$19.93	177	159	18	\$19.92
SOC 51-1000 Supervisors of Production Workers	40	29	11	\$29.82	45	43	2	\$29.81
SOC 51-2000 Assemblers and Fabricators	137	90	46	\$19.55	145	122	23	\$19.12
SOC 51-3000 Food Processing Workers	15	29	-14	\$14.61	18	38	-19	\$14.62
SOC 51-4000 Metal Workers and Plastic Workers	172	121	51	\$19.51	203	166	37	\$19.55
SOC 51-6000 Textile, Apparel, and Furnishings Workers	22	15	6	\$12.75	23	20	3	\$12.75
SOC 51-7000 Woodworkers	20	12	8	\$14.72	20	14	6	\$14.72
SOC 51-8000 Plant and System Operators	12	11	1	\$23.47	17	15	2	\$23.47
SOC 51-9000 Other Production Occupations	137	108	29	\$18.04	150	153	-2	\$18.02
SOC 53-1000 Supervisors of Transportation and Material Moving Workers	23	18	5	\$28.64	28	28	-1	\$28.62
SOC 53-3000 Motor Vehicle Operators	187	201	-14	\$17.21	278	350	-72	\$17.37
SOC 53-6000 Other Transportation Workers	22	15	7	\$15.68	23	17	6	\$15.72
SOC 53-7000 Material Moving Workers	435	295	140	\$14.41	491	434	57	\$14.47

^(A) Zip Code Tabulation Area (ZCTA) is a geographic location like 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.

Source: EMSI Q1 2021 Data Set