

# Labor

## Labor Availability:

Employment in the Imperial labor market is defined as the whole of Chase County. The total labor market consists of Chase County and the contiguous counties of Dundy, Hayes, and Perkins, Nebraska and Phillips County, Colorado (annual average 2010).

A.	<b>Employment by Industry</b>	<b>Chase County</b>	<b>Total</b>
	Agriculture	346	576*
	Goods Producing	440	1,229*
	Manufacturing	28	130*
	Natural Resource and Construction	412	1,099*
	Trade, Transportation, Warehousing, and Utilities	559	1,414
	Wholesale Retail	214	622*
	Retail Trade	300	577*
	Transportation, Warehousing and Utilities	43	72*
	Information	49	85*
	Financial and Insurance	79	124*
	Professional and Business Services	46	112*
	Education and Health Services	399	1,415
	Leisure and Hospitality	106	306*
	Other Services	42	93
	Government	146	345
	<b>Total Employment by Industry</b>	<b>1,870</b>	<b>5,478</b>
B.	Unemployment	45	177
	<b>Total Labor Force</b>	<b>2,355</b>	<b>8,444</b>
C.	Estimated number of civilians outside the labor force anticipated to apply for new quality jobs. **	26	
D.	Estimated number of high school graduates annually	60	
	<b>Total Potential Labor Supply (B+C+D)</b>	<b>131</b>	

Source: Nebraska Department of Labor, [www.dol.nebraska.gov](http://www.dol.nebraska.gov)

\*The total employment numbers per industry may have been impacted as select industry data was not available for all counties in labor market due to disclosure suppression.

\*\* According to the 2010 U.S. Census data for Chase County there are 535 individuals between 18 and 65 years of age outside the civilian workforce. We estimate 5% or 26 of these individuals would be willing to apply for new quality job openings.

### Chase County Workforce Population by Age and Gender

Chase County Workforce			
Ages/Gender, 2014			
Ages	Total	Male	Female
20-24	185	104	81
25-44	841	439	402
45-64	1091	558	533

Source: U.S. Census Bureau, Population Division, Release Date: June 2015

## Education and Household Income

Location	2010-2014 American Community Survey 5-Year Estimates			2014 Population Estimates (as of July 1)	
	% High School Graduate or Higher	% Bachelor's Degree or Higher	% 65 Yrs. And over	Median Age	Median Household Income
Chase County	89.9	19.0	20.7	43.3	\$48,450
Nebraska	90.5	29.0	14.4	36.2	\$52,400
United States	86.3	29.3	14.5	37.7	\$53,482

Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates

## Wages:

Occupation Title	Hourly Wage Rate (\$)/Experience Level		
	Entry Level	Mean	Experienced
<b>Professional</b>			
Accountants and Auditors	20.69	32.79	38.85
Computer Programmers*	22.77	36.15	42.84
Computer Systems Analysts*	24.27	36.94	43.28
<b>Engineers</b>			
Agricultural Engineers*	NA	NA	NA
Civil Engineers	28.23	37.90	34.59
Electrical Engineers*	28.40	40.30	46.24
Industrial Engineers	27.53	38.95	44.66
Mechanical Engineers*	31.92	36.81	39.25
<b>Retail</b>			
Driver/Sales Workers	8.83	12.01	13.60
Hotel, Motel & Resort Desk Clerks	8.99	10.13	10.71
Light Truck or Delivery Services Driver	10.70	16.38	19.22
Retail Sales Persons	8.76	13.02	15.15
Shipping, Receiving & Traffic Clerks	10.31	14.75	16.96
Stock Clerks-Stockroom, Warehouse or Storage Yard	8.95	11.79	13.20
<b>Clerical</b>			
Bookkeeping, Accounting & Auditing Clerks	10.90	16.06	18.62
Customer Service Representatives	10.55	14.99	17.21
Data Entry Keyers	9.75	12.97	14.58
Office Clerks, General	9.61	12.40	13.80
Receptionists & Information Clerks	10.02	12.76	14.12
Secretaries & Administrative Assistants, excl. Legal, Medical & Executive	10.10	11.33	16.38
Telemarketers*	9.29	11.49	12.36
<b>Unskilled</b>			
Assemblers & Fabricators, All Other*	10.73	14.99	17.13
Laborers & Freight, Stock & Material Movers, Hand	11.17	14.54	16.23
Nursing Assistants	10.39	12.16	13.03
Orderlies*	9.69	11.89	13.00
Packers & Packagers, Hand	8.84	11.81	13.29

**Semi-skilled**

Heavy or Tractor-trailer Truck Drivers	12.43	16.68	18.80
Industrial Truck & Tractor Operators	12.97	15.35	16.53
Machine Operators			
Cutting & Slicing Machine*	13.18	16.95	18.84
Drilling & Boring Machine*	13.98	18.56	20.84
Grinding, Lapping, Polishing & Buffing Machine*	12.61	15.30	16.66
Lathe & Turning Machine Tool*	14.43	18.99	21.26
Milling & Planing Machine*	16.09	20.93	23.34
Multiple Machine Tool*	14.61	17.95	19.64
Maintenance Workers, Machinery	13.69	17.90	19.99

**Skilled**

Automotive Service Technicians & Mechanics	11.82	16.92	19.47
Electricians	16.28	20.89	23.18
Industrial Machinery Mechanics	17.88	23.70	26.60
Machinists	15.26	19.77	22.03
Tool & Die Makers*	17.73	23.84	26.91
Welders, Cutters, & Welder Fitters	13.17	16.58	18.28
Welding Soldering & Brazing Machine*	13.58	17.68	19.74

**Technical**

Computer, Automated Teller, & Office Machine Repair*	9.65	16.84	20.44
Electrical & Electronic Engineering Technicians*	20.53	27.96	31.67
Medical & Clinical Laboratory Technologist	22.11	28.02	30.98

*\*Wage information based on State of Nebraska.*

*Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, May 2016. Entry level and experienced wage rates represent the means of the lower one-third and upper two-thirds of the wage distribution respectively.*

**Benefits:**

The benefits provided by local industries are estimated to range from 15 to 20 percent.

**Unionization:**

Nebraska has a right work provision in its constitution. In 2010, only 9.3 of Nebraska's employed wage and salary workers were members of labor unions.

**Labor Organization in Imperial:**

<u>Company</u>	<u>Union</u>
Chase County Schools	Nebraska Education Association

*It is estimated that 2% of Chase County's total workforce is unionized. There have been no known strikes by local educators.*

## Nebraska Department of Labor:

The Nebraska Department of Labor ([www.dol.nebraska.gov](http://www.dol.nebraska.gov)) includes sixteen career centers throughout the state. The Career Centers offer a full array of employment and training related services for workers, youth and businesses under one roof, including onsite services provided by a network of mandatory Workforce Investment Act (WIA) partners. In addition to offering job seekers a full range of assistance under one roof, the Career Centers offer employers assistance in writing job descriptions, accessing resumes, posting jobs, creating strategies for recruitment and interviewing. Imperial's local Career Center is located in North Platte, Nebraska.

North Platte Career Center  
306 E. 6th, Ste. 140  
North Platte, NE 69101-4160  
Phone: (308) 535 - 8320  
Fax: (308) 535 - 8085  
Email: [ndol.northplattewfd@nebraska.gov](mailto:ndol.northplattewfd@nebraska.gov)

## Educational Facilities:



**Mid-Plains Community College:** Imperial is served by the [Mid-Plains Community College System](#) which includes the McCook Community College, the North Platte Community College, and the campuses at Broken Bow, Imperial, Ogallala, and Valentine. The college is accredited by the North Central Association of Colleges and Schools, and the Higher Learning Commission. Headcount for the 2012-2013 academic year was 7,837 completing over 54,000 credit hours.  
**Degree, Certificates, and Diploma Degree**

### Programs

Mid-Plains Community College offers Associate of Arts, Science and General Studies degrees for students intending to complete a baccalaureate degree at an upper division institution. The college's Associate of Applied Science Degree is designed to prepare students through a comprehensive program of study in a specific occupation to enter the work force upon graduation. For individuals focusing their program of study on acquiring industry-specific skills, Mid-Plains also offers program diplomas and certificates.

**Distance Learning:** Uses state of the art video conferencing technology to deliver college credit courses to satellite campuses and high schools throughout the region.

**On-line Learning:** Students may complete an Associate of Arts Degree - Academic Transfer, Associates of Arts Degree - Library Technical Assistant, Associates of Applied Science Degree - Business, or Associates of Applied Science Degree - Criminal Justice completely on-line. More than 240 on-line classes are being offered 2012-2013. Diverse on-line offerings include legal office procedures, business communications, accounting I & II, principles of economics, data base concepts and design, and supply chain management.

**Adult Education Program/General Education Development:** Offered in cooperation with the Nebraska Department of Education and the federal government, this program is designed to provide an opportunity for students to gain basic education skills at no cost to the student.

**Community Educations Program:** Offers avocational or recreational courses to students providing an opportunity to explore and develop skills for personal interest, leisure and recreational activities.

**Business and Professional Training:** [The Center for Enterprise](#) (CFE) is the business assistance arm of Mid-Plains Community College. CFE's offerings include customized business training, job profiling and employee assessment and skill-gap training, and professional training and development.

<b>Total Degrees, Diplomas &amp; Certificates by Program</b>					
<b>Applied Technology Division</b>		<b>2012-13</b>			
Major	Description	Deg	Dip	Cert	Total
AUTB	Auto Body Technology	4	11	1	16
AUTO	Automotive Technology	6	7	1	14
BLDC	Building Construction Technology	8	1	0	9
DSLTL	Diesel Technology	8	8	0	16
ELTR	Electrical Technology	5	6	0	11
HVAC	HVAC Technology	3	5	0	8
OSTU	Occupational Studies	0	0	0	0
WELD	Welding Technology	2	4	0	6
<b>Division Total</b>		<b>36</b>	<b>42</b>	<b>2</b>	<b>80</b>
<b>Business Technology Division</b>		<b>2012-13</b>			
Major	Description	Degrees	Diplomas	Certificates	Total
BTEC	Business Technology	8	0	11	19
BUSI	Business	15	0	7	22
GDES	Graphic Design	10	2	6	18
IT	Information Technology	8	0	1	9
<b>Division Total</b>		<b>41</b>	<b>2</b>	<b>25</b>	<b>68</b>
<b>Health Occupations Division</b>		<b>2012-13</b>			
Major	Description	Degrees	Diplomas	Certificates	Total
ADNR	Associate Degree Nursing	29	0	0	29
DENT	Dental Assisting	7	6	0	13
EMSE	Emergency Medical Services	11	22	0	33
FRST	Fire Science Technology	2	1	0	3
LPNR	Licensed Practical Nursing	0	31	0	31
MEDT	Medical Laboratory Technician	9	0	0	9
<b>Division Total</b>		<b>58</b>	<b>60</b>	<b>0</b>	<b>118</b>
<b>Humanities &amp; Social Sciences Division</b>		<b>2012-13</b>			
Major	Description	Degrees	Diplomas	Certificates	Total
ECED	Early Childhood Education	1	1	3	5
Transfer	Transfer Degrees (AA, AGS)	119	0	0	119
<b>Division Total</b>		<b>120</b>	<b>1</b>	<b>3</b>	<b>124</b>
<b>Math &amp; Science Division</b>		<b>2012-13</b>			
Major	Description	Degrees	Diplomas	Certificates	Total
Transfer	Transfer Degrees (AS)	73	0	0	73
<b>Division Total</b>		<b>73</b>	<b>0</b>	<b>0</b>	<b>73</b>
<b>Grand Total</b>		<b>328</b>	<b>105</b>	<b>30</b>	<b>463</b>

Source: Mid-Plains Community College