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# The Impact of Rural Nebraska Industrial Development on the Migration of Rural Youth

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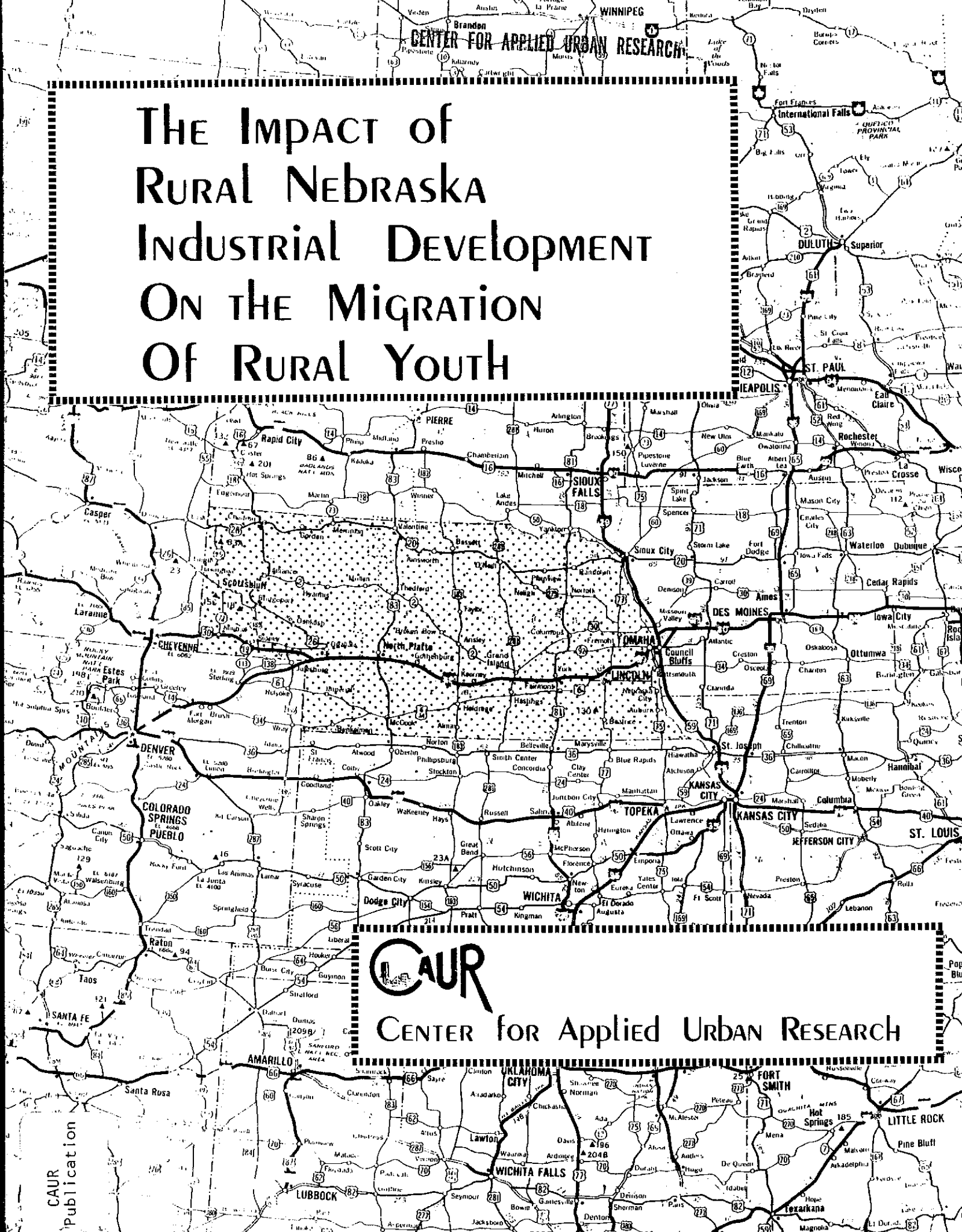
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# The Impact of Rural Nebraska Industrial Development On the Migration Of Rural Youth



**CAUR**  
Center for Applied Urban Research

THE IMPACT OF RURAL NEBRASKA INDUSTRIAL  
DEVELOPMENT ON THE MIGRATION OF RURAL YOUTH

by

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Center for Applied Urban Research  
University of Nebraska at Omaha

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Any views and opinions expressed in this report are those of the authors and do not necessarily represent those of the University of Nebraska at Omaha.

TABLE OF CONTENTS

	Page
ACKNOWLEDGMENTS.....	i
LIST OF TABLES.....	ii
LIST OF FIGURES.....	vii
LIST OF MAPS.....	xi
 Chapter	
1. AN INTRODUCTION TO THE ORIGIN OF THE PROBLEM AND NATURE OF THIS RESEARCH.....	1
Background and the State of the Art.....	4
Definitions and Concepts.....	6
Selecting the Manufacturing Towns: The Study Focus...	8
Selecting the Non-manufacturing Towns:	
The Control Group.....	11
The Research Design and the Data Bases.....	11
2. THE CHANGING LABORSHEDS OF SIX RURAL MANUFACTURING PLANTS.....	13
Introduction.....	13
The Town Labor Force: Residents and In-migrants.....	13
The Regional Labor Force: Shrinkage of the Laborsheds by Zones.....	17
The Regional Labor Force: Target Communities for In-migrants.....	19
Conclusions.....	32
3. LOCATIONS AND ACTIVITIES OF ALUMNI FROM RURAL NEBRASKA COMMUNITIES.....	33
Introduction.....	33
Recent Patterns: Spring, 1978.....	34
Alumni Dispersal Patterns: Destinations of Migrants...	34
Alumni Activities: Attraction of the Manufacturing Sector.....	34
Location of Alumni Activities.....	43
Alumni in the Impact Industries.....	43
Historical Patterns: 1968-1977.....	46
Annual Alumni Activities.....	46
Location of Annual Alumni Activities.....	46
Annual Alumni Employment in the Impact Industries.....	51
Conclusion.....	51

Chapter	Page
4. POST-HIGH SCHOOL PLANS OF RURAL YOUTH IN NEBRASKA.....	55
Introduction.....	55
Occupational and Educational Plans of Seniors.....	56
Occupational and Educational Plans by Characteristics of Seniors.....	59
A Comparison of Seniors and Juniors.....	61
Migration Plans of Seniors.....	61
Migration Plans by Characteristics of Seniors.....	66
Differences Between Junior and Senior Migration Plans.....	68
Senior Perceptions of Manufacturing Employment.....	68
Senior Plans Versus Actual Alumni Behavior: Activities.....	76
Senior Plans Versus Actual Alumni Behavior: Location.....	78
The Impact of Vocational Training on Retention of Youth in the Community.....	78
Conclusions.....	81
5. STRATEGIES AIMED AT DEVELOPMENT OF RURAL AREAS AND RURAL HUMAN RESOURCES.....	83
The National Overview.....	83
Planning Strategies for Rural Development.....	84
Legislation to Implement Rural Development Strategies.....	86
A View of Nebraska.....	88
APPENDICES.....	95
A. NUMBER OF GIBBON HIGH SCHOOL ALUMNI FOR WHOM ANNUAL ACTIVITIES AND LOCATIONS WERE COMPILED.....	97
B. NUMBER OF SYRACUSE HIGH SCHOOL ALUMNI FOR WHOM ANNUAL ACTIVITIES AND LOCATIONS WERE COMPILED.....	98
C. NUMBER OF ALUMNI IN EACH CALENDAR YEAR FOR WHOM ANNUAL ACTIVITIES AND LOCATIONS WERE COMPILED.....	99
D. QUESTIONNAIRE.....	100
E. CHARACTERISTICS OF JUNIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: NON-INDUSTRIAL TOWNS.....	101
F. CHARACTERISTICS OF JUNIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: INDUSTRIAL TOWNS.....	107

	Page
G. CHARACTERISTICS OF SENIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: NON-INDUSTRIAL TOWNS.....	112
H. CHARACTERISTICS OF SENIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: INDUSTRIAL TOWNS.....	118
I. CHARACTERISTICS OF JUNIORS BY PLANS TO MIGRATE: NON-INDUSTRIAL TOWNS.....	123
J. CHARACTERISTICS OF JUNIORS BY PLANS TO MIGRATE: INDUSTRIAL TOWNS.....	129
K. CHARACTERISTICS OF SENIORS BY PLANS TO MIGRATE: NON-INDUSTRIAL TOWNS.....	134
L. CHARACTERISTICS OF SENIORS BY PLANS TO MIGRATE: INDUSTRIAL TOWNS.....	140
BIBLIOGRAPHY.....	145

LIST OF TABLES

Table	Page
1. CHANGES IN NUMBERS OF MANUFACTURING INDUSTRIES IN NEBRASKA BY COMMUNITY SIZE, 1970-1976.....	2
2. NEBRASKA COMMUNITIES UNDER 7,500 WITH NEW OR EXPANDING POST-1970 MANUFACTURING INDUSTRIES WHICH HAD AT LEAST 50 EMPLOYEES IN 1976.....	9
3. TOWN AND ZONE OF RESIDENCE ON DATE OF HIRE AND ON JANUARY 1, 1978 FOR EMPLOYEES OF SIX MANUFACTURING PLANTS IN RURAL NEBRASKA COMMUNITIES.....	14
4. CHANGE IN AVERAGE JOURNEY TO WORK BETWEEN DATE OF HIRE AND JANUARY 1, 1978 FOR EMPLOYEES OF SIX MANUFACTURING PLANTS IN RURAL NEBRASKA COMMUNITIES.....	18
5. NUMBER OF EMPLOYEES IN SIX MANUFACTURING PLANTS IN RURAL NEBRASKA COMMUNITIES BY AGE GROUP AND SEX.....	20
6. NUMBER AND AGE OF EMPLOYEES AT DATE OF HIRE IN FOUR NEBRASKA COMMUNITIES.....	21
7. MAJOR RESIDENTIAL AND MIGRANT-TARGET COMMUNITIES FOR WORKERS IN SIX MANUFACTURING PLANTS IN RURAL NEBRASKA TOWNS.....	22
8. SPRING, 1978 LOCATIONS OF ALUMNI FROM HIGH SCHOOLS IN FOUR RURAL INDUSTRIAL COMMUNITIES AND TWO RURAL NON-INDUSTRIAL COMMUNITIES IN NEBRASKA BY SEX.....	35
9. ACTIVITIES OF HIGH SCHOOL ALUMNI OF FOUR RURAL INDUSTRIAL AND TWO RURAL NON-INDUSTRIAL COMMUNITIES IN NEBRASKA, SPRING, 1978.....	42
10. LOCATIONS OF ACTIVITIES OF HIGH SCHOOL ALUMNI OF FOUR RURAL INDUSTRIAL COMMUNITIES AND TWO RURAL NON-INDUSTRIAL COMMUNITIES IN NEBRASKA, SPRING, 1978.....	44
11. HIGH SCHOOL ALUMNI OF FOUR NEBRASKA RURAL INDUSTRIAL COMMUNITIES IN THE MANUFACTURING WORK FORCE AND THE IMPACT INDUSTRY WORK FORCE IN EACH COMMUNITY, SPRING, 1978.....	45
12. ACTIVITIES OF GIBBON HIGH SCHOOL ALUMNI, 1968 THROUGH 1977.....	47
13. ACTIVITIES OF SYRACUSE HIGH SCHOOL ALUMNI 1969 THROUGH 1977.....	48
14. LOCATIONS OF ACTIVITIES OF GIBBON HIGH SCHOOL ALUMNI, 1968 THROUGH 1977.....	49
15. LOCATION OF ACTIVITIES OF SYRACUSE HIGH SCHOOL ALUMNI, 1969 THROUGH 1977.....	50



LIST OF TABLES (Continued)

Table	Page
16. NUMBER OF GIBBON HIGH SCHOOL ALUMNI EMPLOYED IN THE GIBBON IMPACT INDUSTRY BY YEAR.....	52
17. NUMBER OF SYRACUSE HIGH SCHOOL ALUMNI EMPLOYED IN THE SYRACUSE IMPACT INDUSTRY BY YEAR.....	53
18. POST-HIGH SCHOOL CAREER PLANS OF SENIORS BY TOWN.....	57
19. POST-HIGH SCHOOL CAREER PLANS OF SENIORS IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS.....	60
20. POST-HIGH SCHOOL CAREER PLANS OF SENIORS BY FARM AND NON-FARM OCCUPATION OF HEAD OF HOUSEHOLDS.....	62
21. JUNIOR AND SENIOR POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS IN INDUSTRIAL AND NON-INDUSTRIAL TOWNS.....	63
22. PLANS OF SENIORS TO MIGRATE IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS.....	65
23. POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE IN INDUSTRIAL AND NON-INDUSTRIAL TOWNS BY SEX.....	67
24. POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE BY SEX AND HEAD OF HOUSEHOLD'S OCCUPATION.....	69
25. POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE IN INDUSTRIAL AND NON-INDUSTRIAL TOWNS BY LENGTH OF TIME SPENT IN AREA.....	70
26. POST-HIGH SCHOOL PLANS TO MIGRATE BY CLASS.....	71
27. NUMBER AND PERCENT OF SENIORS WILLING TO WORK FOR A MANUFACTURER AT SELECTED PAY LEVELS BY SEX.....	73
28. WILLINGNESS TO WORK IN MANUFACTURING PLANTS BY POST-GRADUATION CAREER AND EDUCATIONAL PLANS IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS.....	74
29. WILLINGNESS TO WORK IN MANUFACTURING PLANTS BY POST-GRADUATION MIGRATION PLANS IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS.....	75
30. SENIOR ACTIVITY PLANS AND ACTUAL ALUMNI ACTIVITIES FOR THE FIRST YEAR AFTER GRADUATION FROM GIBBON, SYRACUSE, AND LOUP CITY HIGH SCHOOLS.....	77
31. SENIOR PLANNED LOCATION AND ALUMNI ACTUAL LOCATION OF THOSE ENTERING THE NON-FARM LABOR FORCE FOR THE FIRST YEAR AFTER GRADUATION FROM GIBBON, SYRACUSE, AND LOUP CITY HIGH SCHOOLS.....	79
32. NUMBER OF PERSON-YEARS SPENT IN GIBBON AND ELSEWHERE BY ALUMNI WHO HAVE TAKEN VOCATIONAL TRAINING AND THOSE WHO HAVE NOT.....	80

LIST OF FIGURES

Figure	Page
1. ZONES OF RESIDENCE OF EMPLOYEES IN THE FOUR INDUSTRIAL TOWNS.....	15
2. POST-HIGH SCHOOL PLANS OF SENIORS IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS.....	58
3. POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE IN INDUSTRIAL AND NON-INDUSTRIAL TOWNS.....	64
4. LOCATION AND ACTIVITY MODEL FOR A RURAL NEBRASKA COMMUNITY WITH A NEW MANUFACTURING PLANT BASED ON INTENT OF GRADUATING SENIORS, ACTUAL ACTIVITIES OF FIRST-YEAR ALUMNI, AND ORIGINS AND MIGRATIONS OF WORKERS AT A NEW MANUFACTURING PLANT.....	90

LIST OF MAPS

Map	Page
1. IMPACT INDUSTRY TOWNS AND LOW INDUSTRY COUNTIES AND TOWNS IN NEBRASKA.....	10
2a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR MADISON MANUFACTURER 18-24 YEARS OLD AT HIRE.....	24
2b. PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR MADISON MANUFACTURER 18-24 YEARS OLD AT HIRE.....	24
3a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR MADISON MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	25
3b. PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR MADISON MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	25
4a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR GIBBON MANUFACTURER 18-24 YEARS OLD AT HIRE.....	26
4b. PRESENT COMMUNITY RESIDENCE EMPLOYEES OF A MAJOR GIBBON MANUFACTURER 18-24 YEARS OLD AT HIRE.....	26
5a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR GIBBON MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	27
5b. PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR GIBBON MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	27
6a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR DESHLER MANUFACTURER 18-14 YEARS OLD AT HIRE.....	28
6b. PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR DESHLER MANUFACTURER 18-24 YEARS OLD AT HIRE.....	28
7a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR DESHLER MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	29
7b. PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR DESHLER MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	29

LIST OF MAPS (Continued)

Map	Page
8a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR SYRACUSE MANUFACTURER 18-24 YEARS OLD AT HIRE.....	30
8b. PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR SYRACUSE MANUFACTURER 18-24 YEARS OLD AT HIRE.....	30
9a. COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR SYRACUSE MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	31
9b. PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR SYRACUSE MANUFACTURER 25 YEARS AND OLDER AT HIRE.....	31
10. LOCATIONS OF DESHLER HIGH SCHOOL ALUMNI, SPRING, 1978 (GRADUATING CLASSES OF 1969 THROUGH 1977 BY SEX).....	36
11. LOCATIONS OF GIBBON HIGH SCHOOL ALUMNI, SPRING, 1978 (GRADUATING CLASSES OF 1968 THROUGH 1977 BY SEX).....	37
12. LOCATIONS OF MADISON HIGH SCHOOL ALUMNI, SPRING, 1978 (GRADUATING CLASSES OF 1969 THROUGH 1977 BY SEX).....	38
13. LOCATIONS OF SYRACUSE-AVOCA-DUNBAR HIGH SCHOOL ALUMNI, SPRING, 1978 (GRADUATING CLASSES OF 1969 THROUGH 1977 BY SEX).....	39
14. LOCATIONS OF GREELEY HIGH SCHOOL ALUMNI, SPRING, 1978 (GRADUATING CLASSES OF 1970 THROUGH 1977 BY SEX).....	40
15. LOCATIONS OF LOUP CITY HIGH SCHOOL ALUMNI, SPRING, 1978 (GRADUATING CLASSES OF 1973 THROUGH 1977 BY SEX).....	41

## CHAPTER 1

### AN INTRODUCTION TO THE ORIGIN OF THE PROBLEM AND THE NATURE OF THIS RESEARCH

For more than a century Americans have migrated from the rural communities in which they were raised, but by 1970 this process had begun to change. Nebraska, however, has not reflected this change, and Nebraskans have continued to leave non-metropolitan areas in large numbers. By 1976 the State stood alone among seven central and southern plains states<sup>1</sup> in having non-metropolitan population losses (Miller, 1978).

During the 1970's the number of manufacturing industries in the State's metropolitan counties increased by more than 14 percent, doubtless absorbing some of those who left the non-metropolitan areas (Table 1). On the other hand, industrial growth in Nebraska's rural communities was not at all sluggish. The number of rural plants increased by nearly 10 percent in the 1970-1976 period. A surprising 70 percent of Nebraska's industries are home grown; that is, they are located where the founder of the company lived (Shively, 1974). The assumption can reasonably be made that a similarly large proportion of rural industry is likewise "home grown," the product of individual or group entrepreneurial decisions at the local level.

This process of expanding rural industrialization would seem to be antipathetic to continued out-migration from non-metropolitan areas. Such coarse statistical measures, however, may obscure more than they explain. A sizeable proportion of non-metropolitan out-migration may in actuality be a redistribution of population from some rural areas into others where new industrial plants have recently located. New rural plants may also retard out-migration, particularly among the youthful population. If these possibilities are, in fact, realities in Nebraska, and the maintenance of a youthful population in rural communities is considered a worthwhile endeavor, then state and local governmental policies may be established to encourage rural industrial growth with the ultimate aim of retarding a

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<sup>1</sup>Colorado, Kansas, Nebraska, Wyoming, most of Oklahoma and New Mexico, and 13 counties in western Missouri.

TABLE 1

CHANGES IN NUMBERS OF MANUFACTURING INDUSTRIES  
IN NEBRASKA BY COMMUNITY SIZE, 1970-1976

	Number of Plants Reported		Change	
	1970	1976	Number	Percent
Metropolitan Counties	651	744	+93	+14.3
Towns 2,500-49,999 outside Metropolitan Counties	656	669	+13	+2.0
Rural Communities	<u>480</u>	<u>527</u>	<u>+47</u>	<u>+9.8</u>
Total for the State	1,787	1,940	+153	+8.6

Source: Nebraska Manufacturers Directory, 1970-71 and 1976-77.

community's loss of its youthful population.

In addressing itself to these possibilities, the study first seeks to determine whether new industrial plants in small towns produce noticeable changes in the out-migration patterns of youthful job seekers. The study examines the tendencies of such plants to provide local youths with their first jobs and to motivate youths who have left for schooling, the military, or work elsewhere to return to the community.

The study then attempts to analyze the laborsheds<sup>2</sup> of new or expanding small town industries and seeks to measure a plant's capacity to attract a youthful labor force from elsewhere. The study establishes the locales from which the new, youthful employees come, the distance they are willing to go in search of work in industrial plants, and whether or not the State's non-industrialized regions supply youthful workers to new small town plants. The study also measures the tendency of youthful employees to shift their residences closer to their place of employment.

In the light of the findings about youthful mobility, the study examines those policies and practices which might be instituted by local and regional groups and state agencies to enhance small town industrial development.

The study areas consisted of four small towns with new or recently expanded manufacturing plants. The project originally called for the study of two other towns without manufacturing plants as a control group. Owing to the small size of each town the number of control communities was raised to five.

Clearly, an implicit premise of this research is that it is desirable to keep youths productively employed in the towns where they grew up. The corollary, of course, is that their out-migration represents a loss to the community and is, therefore, undesirable. Neither the premise nor the corollary is to be tested in this research. What is to be tested is the link between new industrialization and retention of local youths. Nevertheless, these implicit assumptions do deserve examination because few students of any peaceful, individual migratory process see it as a negative for the individual. The process, however, is rarely looked at from the origin-community's point of view, and few studies focus on those who remain, or leave and return, rather than those who leave permanently.

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<sup>2</sup>A laborshed is the area in which workers at a plant reside.

## Background and the State of the Art

If the literature is any guide, young people make up a large proportion of the outflow from rural areas. They are acculturated, as Margaret Mead put it, to get ahead and thus to find employment and economic return above the level attained by their parents. They tend to equate success with migration, and many believe "that there is a direct association between opportunity and the size of a population center" (Taves and Collier, 1964). Young people are not "pushed" out of a community by economic conditions so much as they are "pulled" by economic conditions elsewhere. If there is a "push" factor in a rural community, it is probably the desire of the middle class population to move out in search of improved social status, to get away from being "Sam Smith's kid" (Olson, 1960). Non-economic factors can also be a retarding influence on migration. Many prefer to stay because of family and social ties, and many who leave their communities return when they have something productive to do (Toney, 1976; Rieger, Beegle, and Fulton, 1978). In addition many youths in rural communities are "pulled" by conditions elsewhere that are not directly economic. They may seek success in a more diversified social structure than exists in the place in which they were raised (Taves and Collier, 1964). A "pull" can also be exerted by environmental and sociological conditions found elsewhere (Olsen and Kuehn, 1974). Whatever their motives when they leave, they take their creative dynamism and incipient skills with them to be developed and applied in places where the economic and social rewards can be maximized. This out-migration from rural communities is also likely to be selective of those young people with higher intelligence, if an early study in neighboring Missouri has any relevance to Nebraska today (Pihlblad and Gregory, 1956). However much the individual migrant may benefit from leaving, rural communities see themselves as losing not only their prospects for future growth and development but also their capacity to maintain their present-day quality of life.

A rural community's usual response to the problem of retaining its youthful population is an attempt to attract industry. The community's belief in this linkage is not without some justification. If migrants are "pulled" by economic opportunity elsewhere, then a plant in one rural community can attract migrants from surrounding rural communities. Thus, even if youths prefer to leave a community with a new plant for the social



diversity of a larger community, they may be replaced by others attracted by employment in the new industry. A recent study of new plant complements in four recently-industrialized areas of the country<sup>3</sup> found that 22 percent of those taking jobs were either new in-migrants (11 percent) or returnees (11 percent) to the areas under study (Olsen and Kuehn, 1974). The areas were, however, as large as ten counties in size, a fact which reduces the relevance of this work to the present community-based study. Nevertheless, the in-migrant/returnee group showed greater mobility and a higher educational level than the residents did. They were able to obtain jobs upon their return even though the resident labor force not only was large enough to fill the plant complements but also was suffering a high unemployment rate. Many firms locating in rural areas, however, tend to hire for low-skill, low-pay jobs, so there may be little occupational upgrading for either local workers or in-migrants replacing locals who have left (Rogers, Goudy, Richards, 1976). A recent study covering all counties in the State of Washington found a direct positive relationship between changes in employment in basic (including manufacturing) industries and the rate of net migration (West, 1975). Counties with an increase in the number of jobs also experience more in-migration than out-migration. The decentralization of industry into non-metropolitan counties in the United States has provided jobs for which rural residents are suited (Kirschenbaum, 1971). Rural industries, even those proximal to metropolitan counties, have not created a stream of urban migrants seeking employment in the rural areas.

Not all studies are so strongly supportive of the population growth/retention capacities of rural industrialization. Population change in non-metropolitan counties can be positively or negatively related to manufacturing depending upon the diversity or complexity of that industry as a sustenance function (Frisbie and Poston, 1975). The authors of this study also maintained that population growth will probably be greatest in non-metropolitan counties where services constitute the key function. In these counties industrial income streams can generate new jobs in the service sector of the economy well in excess of the number of original

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<sup>3</sup>The Four Corners area of northeastern Arizona, the Appalachian region of northeastern Mississippi, the Mississippi Delta region of Arkansas, and the Ozark region of central Arkansas.

industrial jobs. This is a long-run condition, however, and is dependent upon industrial employment reaching some threshold level. To benefit a given rural community, industrial income streams also must be sufficiently focused on that community and not dispersed into the surrounding region or to nearby communities. This is not always the case with rural industrialization. In a study of four newly-industrialized areas<sup>4</sup> in the United States (Kuehn, Bender, Green, Hoover, 1972), a wide geographic dispersion of workers' residences was found. In 1968, Jones and Laughlin's new steel works went into operation in rural Putnam County, Illinois. Four years later 82 percent of the plant's labor force still lived outside Putnam County (Summers, 1974). The average commuting distance for the entire plant complement was still more than 19 miles, and even this represented a considerable reduction from 1969. The result is that a large proportion of the wages and salaries earned in Putnam County were spent for goods and services outside the county. Obviously the bulk of property taxes paid by Jones and Laughlin workers was not paid to Putnam County. In addition residents identified strongly with the community in which they resided, whether they purchased goods or services there or not. Since workers resided in 68 different communities, most of them beyond Putnam County's borders, the larger part of the human and economic resources represented by the Jones and Laughlin complement was not available to Putnam County communities. A more recent study of Midwest workers finds a similar residential dispersion (Kale, 1978).

#### Definitions and Concepts

For purposes of this study, which examines the impact of rural industrial development upon the migration of rural youth in Nebraska, it is important to define the key terms. Migration is defined as an individual's change of residence from one town to another. The residences of most of the individuals who were part of the study could be located by town. For high school students, however, the concept of town was extended to incorporate the rural areas of a town-centered school district and those few other towns in a consolidated school district. Non-high school students 18 years of age and older residing in rural areas were assigned to a town by mailing address. On rare occasions individuals could be located only by state.

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<sup>4</sup>See footnote 3, page 5.

The study defines youth as males and females who are at least 18 but not older than 25 years of age. The non-youth group includes males and females 25 years of age and older.

The industries listed in the biannual Nebraska Manufacturers Directory make up the universe of industrial plants from which the sample was drawn for this study. Each plant is listed in the Directory by town, name, products, and categories of employment size.<sup>5</sup>

The term industrial development refers to the appearance of a new industrial plant or the expansion of an existing plant sometime in the period 1971 through 1976. To qualify for inclusion in this study, by 1976 a plant had to be in at least the "D" employment category (a minimum of 50 employees) and must have experienced a jump of at least two employment categories (e.g. "B" to "D") during the 1971-1976 period. Some employment categories are so large that even a sizeable increase would not result in a change in category. Category "F" for example ranges from 200 to 499 employees. In such cases, to be included in the study, a plant had to experience an increase of at least 75 employees. The data for this latter category of plant growth were obtained from the annual reports of new industries and industrial expansion prepared by the Nebraska Department of Economic Development.

Since all manufacturing plants listed in the Directory are listed by towns, a definition of rural is dependent upon the size of the town in which, or near which, the plant is located. This research initially intended to use the United States Census definition of rural as any place with a population of less than 2,500. Because the researchers could not know in advance just how much new and expanded industry might be found in such small places, they raised the rural-urban limit to 7,500 inhabitants to ensure a sizeable list of sample towns. The list subsequently proved to be large enough to allow a return to the 2,500 limit in selection of the towns to be studied.

The term impact requires some explanation. It has already been defined as an employment increase of at least two letter categories or at least 75 employees in the six-year period 1971-1976. The term has been further refined by the creation of the Impact Index. This Index was

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<sup>5</sup>Categories of Employment size: A = under 10; B = 10-24; C = 25-49; D = 50-99; E = 100-199; F = 200-499; G = 500-999; H = 1,000-2,499; I = 2,500 and over.

derived by dividing a plant's "least possible employee increase"<sup>6</sup> in the 1971-1976 period by the 1970 population of the town in which or near which the plant was located. To provide whole numbers this quotient was then multiplied by ten. Where two new or expanding plants were located in the same town, their employee increases were combined to create the numerator in the equation. The rate of expansion was not relevant to the Index; expansion simply had to occur in the 1971-1976 period. In Table 2 the towns are arrayed by Impact Indices in descending order. This study assumes that the higher the index the greater the local inhabitants' awareness of the creation of new jobs.

#### Selecting the Manufacturing Towns: The Study Focus

Twenty towns with populations of less than 7,500 made up the universe from which the sample of four was chosen for the study (Table 2). Each of the 20 had at least one manufacturing plant whose employee complement met the expansion criteria developed in the previous section, and each had an Impact Index greater than 1.00. The towns appear to be widely scattered across the state, but almost all of them are located in three areas: the southeast (7), the Interstate 80 Corridor (6), and the northeast (4). (Map 1).

The 26 plants in the towns produced a wide variety of products, but four product groups were more heavily represented: meat processing (6), clothing (4), farm and irrigation equipment (4), and building equipment and materials (3). Two plants made medical supplies, two fertilizer, two tools, two electrical equipment, and one manufactured hose for industry.

Selecting the final four towns to be studied was essentially a process of elimination. The first step (limiting a town's population to less than 2,500 inhabitants) reduced the universe to eight: Lindsay, Snyder, Madison, DeWitt, Gibbon, Deshler, Syracuse, and Gordon. Madison, Gibbon, Deshler, and Syracuse were chosen as the study communities. Madison represented the northeast cluster. Gibbon was the only representative in the Interstate 80 Corridor. The widely separated towns of Syracuse and Deshler were chosen to represent the large southeast cluster, although DeWitt

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<sup>6</sup>The "least possible employee increase" was determined by subtracting the upper limit of the 1971 employment category from the lower limit of the 1976 employment category. For plants in DeWitt, Schuyler, and Holdrege the exact increases were available.

TABLE 2

NEBRASKA COMMUNITIES UNDER 7,500 WITH NEW OR EXPANDING POST-1970 MANUFACTURING INDUSTRIES  
WHICH HAD AT LEAST 50 EMPLOYEES IN 1976

Town	1970 Population	County	Industry	Product	Date of Announced Appearance or Expansion <sup>a/</sup>	Employment <sup>b/</sup>		Least Expansion In Number of Employees <sup>c/</sup>	Impact Index = Least Expansion/ 1970 Population x 10
						1971	1976		
Lindsay	291	Platte	Lindsay Mfg. Co.	Irrigation Systems	1975 Exp.	C	F	150	51.54
Snyder	383	Dodge	Quality Steak	Beef Products	1973 & 1975 Exp.	-	D	50	13.05
Madison	1,595	Madison	Madison Foods	Pork Products	1972	-	F	200	12.53
De Witt	651	Saline	Peterson Mfg. Co.	Tools	1974 Exp.	F	F	75	11.52
Fairbury	5,265	Jefferson	Kellwood	Clothing	1972	-	F	200	5.70
			Swingster	Clothing	1972	-	E	100	
Gibbon	1,388	Buffalo	Gibbon Packing	Meat Products	1973 Exp.	B	E	75	5.40
Deshler	937	Thayer	Reinke Mfg. Co.	Irrigation Equipment	1974 Exp.	C	E	50	5.33
Crete	4,444	Saline	Farmland Foods	Pork Packing	1972	-	F	200	4.50
Schuyler	3,597	Colfax	Spencer Foods	Beef Processing	1973 Exp.	F	F	150	4.17
Cozad	4,225	Dawson	Paulsen Building & Supply	Ready Mix	1972 Exp.	B	F	175	4.14
Auburn	3,650	Nemaha	Triangle Pacific Cabinet Corp.	Wooden Cabinets	1973	-	E	100	3.83
			Miller Knuth	Power Saws	1976 Exp.	A	D	40	
Syracuse	1,562	Otoe	Wheaton Tubing	Serum Vials	1972 & 1975 Exp.	-	D	50	3.20
Lexington	5,654	Dawson	Orthman Mfg. Co.	Farm Equipment	1971 & 1973 Exp.	A	D	40	2.47
			Sperry New Holland	Farm Equipment	1973	-	E	100	
Alliance	6,862	Box Butte	Electric Hose & Rubber	Industrial Hose	1971 & 1975 Exp.	-	E	100	2.04
			Woolrich Apparel	Outdoor Wear	1971 & 1973 Exp.	-	D	40	
Holdrege	5,635	Phelps	Becton-Dickinson	Medical Supplies	1973 Exp.	F	G	100	1.77
Gothenburg	3,158	Dawson	Farmland Service Corp	Feed and Fertilizer	1973 & 1976 Exp.	-	D	50	1.58
Sidney	6,403	Cheyenne	Ep-Ro Mfg.	Clothing	1973 & 1974 Exp.	-	D	50	1.56
			Independent Cable	Communications Cable	1973	-	D	50	
York	6,778	York	Dale Electronics	Resistors	1973	-	D	50	1.47
			Metamora Homes	Solar Heating	1976 Exp.	-	D	50	
Superior	2,779	Nuckolls	Superior Deshler	Fertilizer	1973 Exp.	A	D	40	1.44
Gordon	2,106	Sheridan	Nebraska Beef Packers	Beef Products	1972 Exp.	B	D	25	1.18

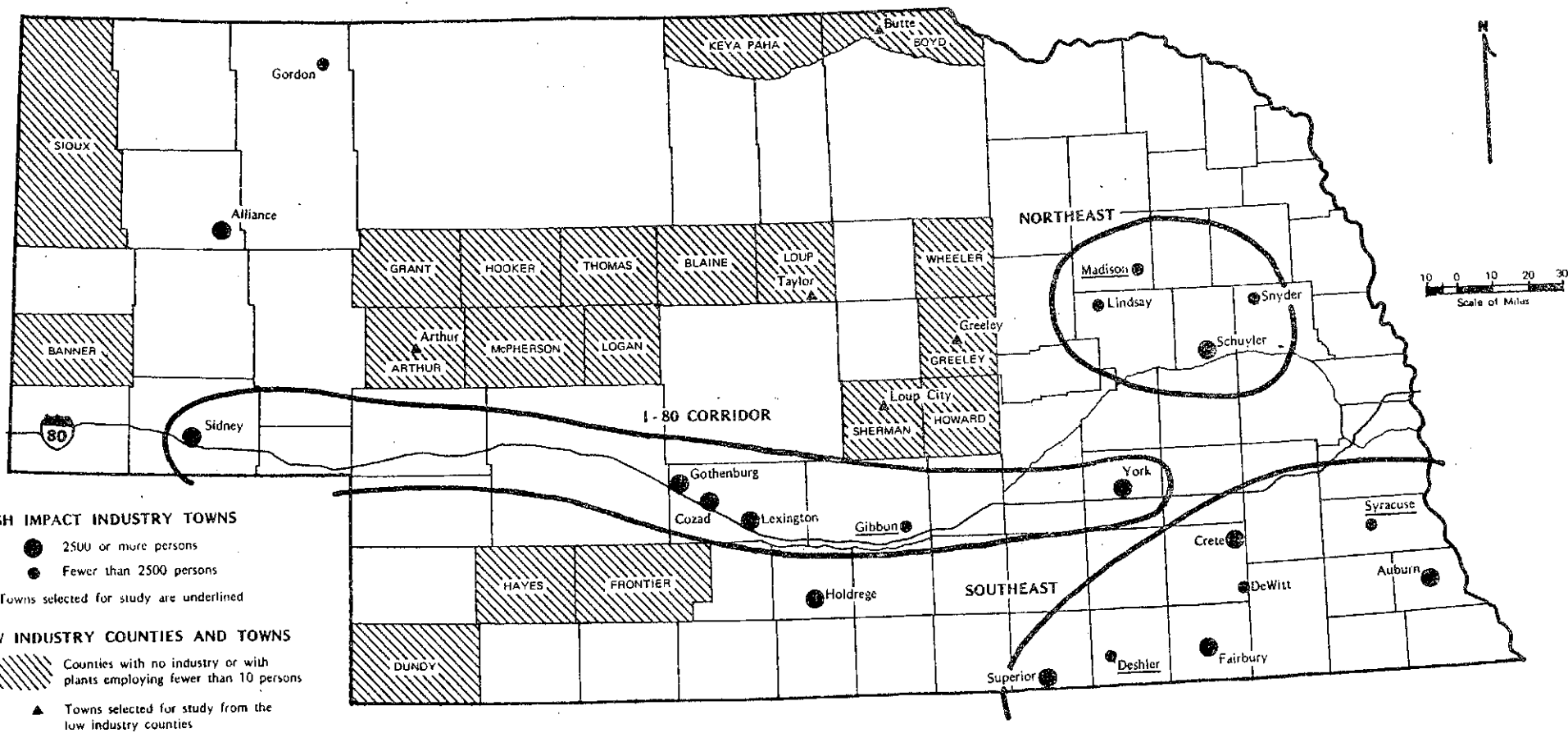
<sup>a/</sup> Based on the annual reports of new industries and industry expansion prepared by the Nebraska Department of Economic Development.

<sup>b/</sup> Based on the Nebraska Manufacturers Directories for 1971-1972 and 1976-1977, prepared by the Nebraska Department of Economic Development. The Directories report employment categories as follows: A = under 10; B = 10-24; C = 25-49; D = 50-99; E = 100-199; F = 200-499; G = 500-999; H = 1000-2499; I = 2500 and over.

<sup>c/</sup> Least expansion was determined by subtracting the upper limit of the 1971 employment category from the lower limit of the 1976 employment category as reported in the Nebraska Manufacturers Directories cited in footnote <sup>b/</sup>. The figures for De Witt, Schuyler and Holdrege were taken from annual reports cited in footnote <sup>a/</sup>.

MAP 1

IMPACT INDUSTRY TOWNS AND LOW INDUSTRY COUNTIES AND TOWNS IN NEBRASKA



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might have served the purpose as well. Among the three scattered towns only Gordon met the size criterion. However, its proximity to the Pine Ridge Reservation gave it a special laborshed situation to which this study is not addressed. Lindsay had no high school of its own, and necessary plant data were unavailable from Snyder.

#### Selecting the Non-manufacturing Towns: The Control Group

The universe for the control group was comprised of the 19 counties reported upon by the Nebraska Manufacturers Directory, 1970-1977, as having either no industry at all or only plants that employed fewer than ten persons (Table 2). The 19 were clustered in three regions of the state: the core and fringe of the Sand Hills (14), the southwest (3) and the Panhandle (2). Officials of the major high school (at least one in each region) in each of ten counties were asked to aid in gathering information on their schools. Although only two non-industrial towns were originally to comprise the control group, the small size of each high school made it desirable to allow the control group sample to be made up of as many high schools as responded positively to the inquiry. Five did so. The towns, all in the Sand Hills core and fringe, included Arthur (Arthur County), Butte (Boyd County), Greeley (Greeley County), Taylor (Loup County), and Loup City (Sherman County).

#### The Research Design and the Data Bases

The body of this study is comprised of four additional chapters, the first three of which are each based on a different set of data. The last chapter suggests some possible public policy alternatives based upon the findings of the previous three and upon a review of existing public policies dealing with rural industrialization and youth migration. Chapter 2 measures the temporal changes in the age-specific laborsheds of new or recently expanded manufacturing firms in the four rural industrial communities under study. The Chapter's prime purpose is to determine the changing residential location of each plant's youthful work force. The data base consists of the rosters of each firm's employees and was obtained directly from plant officials or their surrogates. The rosters contained each employee's sex, birth date, date of hire, residential location by town on date of hire, and residential location by town on January 1, 1978. Six firms in the four rural communities supplied the necessary information.

In Deshler two responded. They were the Reinke Manufacturing Company, a maker of irrigation systems with 113 employees, and the Deshler Broom Factory with a plant complement of 27. Two firms in Gibbon supplied data: Gibbon Packing, a pork processing firm with 103 employees, and the Nebraska Turkey Growers Co-op Association, a turkey processor with a plant complement of 63 workers. In Madison, Madison Foods, a pork processing plant with 252 employees, supplied the necessary information. In Syracuse, the data were made available by Wheaton Tubing Products, a maker of serum vials with a complement of 84 workers.

Chapter 3 traces the residential and activity change of youthful high school alumni from the four manufacturing towns and from two of the non-manufacturing communities. The Chapter determines how many local alumni have spent time in the manufacturing work force and in the work forces of the impact industry plants and when and how long they did so. Residential and activity data as of spring, 1978 were supplied for several past graduating classes by the officers and alumni of high schools in each of the six rural communities being studied. In addition, Gibbon, Syracuse, and Loup City sources provided annual data for specific periods on alumni locations and activities.

The fourth chapter details the post-high school plans of members of the graduating classes of 1978 (seniors) and 1979 (juniors). Questionnaires were distributed to these high school students in the four rural manufacturing communities and in the five rural non-manufacturing towns during the month of May, 1978.

The final chapter reviews present American public policy toward rural industrial development. It presents conclusions from the earlier chapters and relates them to public policies established both in the United States and abroad to deal with the problem of youthful rural out-migration and rural industrialization. This chapter explores some possible policy alternatives applicable to the Nebraska condition.



## CHAPTER 2

### THE CHANGING LABORSHEDS OF SIX RURAL MANUFACTURING PLANTS

#### Introduction

The data base to be analyzed in this chapter consists of the employee complements of six new manufacturing plants in four rural communities. Given the age, sex, residence on date of hire, and residence on January 1, 1978 for each employee, it is possible to determine to some degree whether the plant town supplies the youthful labor force (persons 18 to 24 years of age and older at hire) for the new local manufacturing firm. These same data can show from where, to where, and how far young employees migrated between the date they were hired and January 1, 1978. From this information the nature of the source areas can be determined, and the significance of the presence of these new arrivals in the target areas can be developed.

#### The Town Labor Force: Residents and In-migrants

Youths resident in the towns made up a smaller proportion of the complements of local plants than did older persons resident in the towns. On the date they were hired, 18-24-year-old town residents comprised only 22.3 percent of the total youthful work force in the four communities studied; town residents 25 years of age and older constituted 39.9 percent of the older work force<sup>7</sup> (Table 3 and Figure 1). The value of this differential can further be appreciated when it is noted that in each of the four communities the proportion of the resident older work force exceeded that of the resident youthful work force. These resident older work force proportions ranged all the way from a high of 58.0 percent in Syracuse to a low of only 14.3 percent in Madison. Even the latter figure, however,

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<sup>7</sup>The work force is comprised of those workers who were employed as of January 1, 1978.

TABLE 3

TOWN AND ZONE<sup>a/</sup> OF RESIDENCE ON DATE OF HIRE AND ON JANUARY 1, 1978  
FOR EMPLOYEES OF SIX MANUFACTURING PLANTS IN RURAL NEBRASKA COMMUNITIES<sup>b/</sup>

Employees 18-24 Years of Age on Date of Hire										
Deshler (2 Plants)		Gibbon (2 Plants)		Madison		Syracuse		Total		
Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	
1. Date of Hire										
Town	17	38.7	26	32.5	15	9.3	13	38.2	71	22.3
Zone 1	11	25.0	9	11.2	16	10.0	6	17.8	42	13.2
Zone 2	9	20.4	36	45.0	39	24.2	13	38.2	97	30.4
Zone 3	3	6.8	8	10.0	23	14.3	1	2.9	35	10.9
Zone 4	4	9.1	1	1.3	68	42.2	1	2.9	74	23.2
Total	44	100.0	80	100.0	161	100.0	34	100.0	319	100.0
2. January 1, 1978										
Town	19	43.2	31	38.8	54	33.5	13	38.2	117	36.7
Zone 1	12	27.3	10	12.5	20	12.4	9	26.5	51	16.0
Zone 2	11	25.0	37	46.3	61	37.9	11	32.4	120	37.6
Zone 3	2	4.5	2	2.5	10	6.2	1	2.9	15	4.7
Zone 4	0	0.0	0	0.0	16	10.0	0	0.0	16	5.0
Total	44	100.0	80	100.0	161	100.0	34	100.0	319	100.0
3. Changes Between Date of Hire and January 1, 1978 (Numbers and Percentage Points)										
Town	+2	+4.5	+5	+6.3	+39	+24.2	0	0.0	+46	+14.4
Zone 1	+1	+2.3	+1	+1.3	+4	+2.4	+3	+8.7	+9	+2.8
Zone 2	+2	+4.6	+1	+1.3	+22	+13.7	-2	-5.8	+23	+7.2
Zone 3	-1	-2.3	-6	-7.5	-13	-8.1	0	0.0	-20	-6.2
Zone 4	-4	-9.1	-1	-1.3	-52	-32.2	-1	-2.9	-58	-18.2

Employees 25 Years of Age and Older on Date of Hire										
Deshler (2 Plants)		Gibbon (2 Plants)		Madison		Syracuse		Total		
Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	Number of Residents	Percent of Plant Complement	
1. Date of Hire										
Town	50	52.1	37	43.0	13	14.3	29	58.0	129	39.9
Zone 1	16	16.7	7	8.1	3	3.3	7	14.0	33	10.2
Zone 2	16	16.7	24	27.9	28	30.8	12	24.0	80	24.7
Zone 3	6	6.2	9	10.5	14	15.4	1	2.0	30	9.3
Zone 4	8	8.3	9	10.5	33	36.2	1	2.0	51	15.8
Total	96	100.0	86	100.0	91	100.0	50	100.0	323	100.0
2. January 1, 1978										
Town	57	59.4	40	46.5	37	40.7	30	60.0	164	50.8
Zone 1	23	24.0	8	9.3	5	5.5	7	14.0	43	13.3
Zone 2	12	12.5	29	33.7	33	36.2	12	24.0	86	26.6
Zone 3	3	3.1	8	9.3	12	13.2	1	2.0	24	7.4
Zone 4	1	1.0	1	1.2	4	4.4	0	0.0	6	1.9
Total	96	100.0	86	100.0	91	100.0	50	100.0	323	100.0
3. Changes Between Date of Hire and January 1, 1978 (Numbers and Percentage Points)										
Town	+7	+7.3	+3	+3.5	+24	+26.4	+1	+2.0	+35	+10.9
Zone 1	+7	+7.3	+1	+1.2	+2	+2.2	0	0.0	+10	+3.1
Zone 2	-4	-4.2	+5	+5.8	+5	+5.4	0	0.0	+6	+1.9
Zone 3	-3	-3.1	-1	-1.2	-2	-2.2	0	0.0	-6	-1.9
Zone 4	-7	-7.3	-8	-9.3	-29	-31.8	-1	-2.0	-45	-13.9

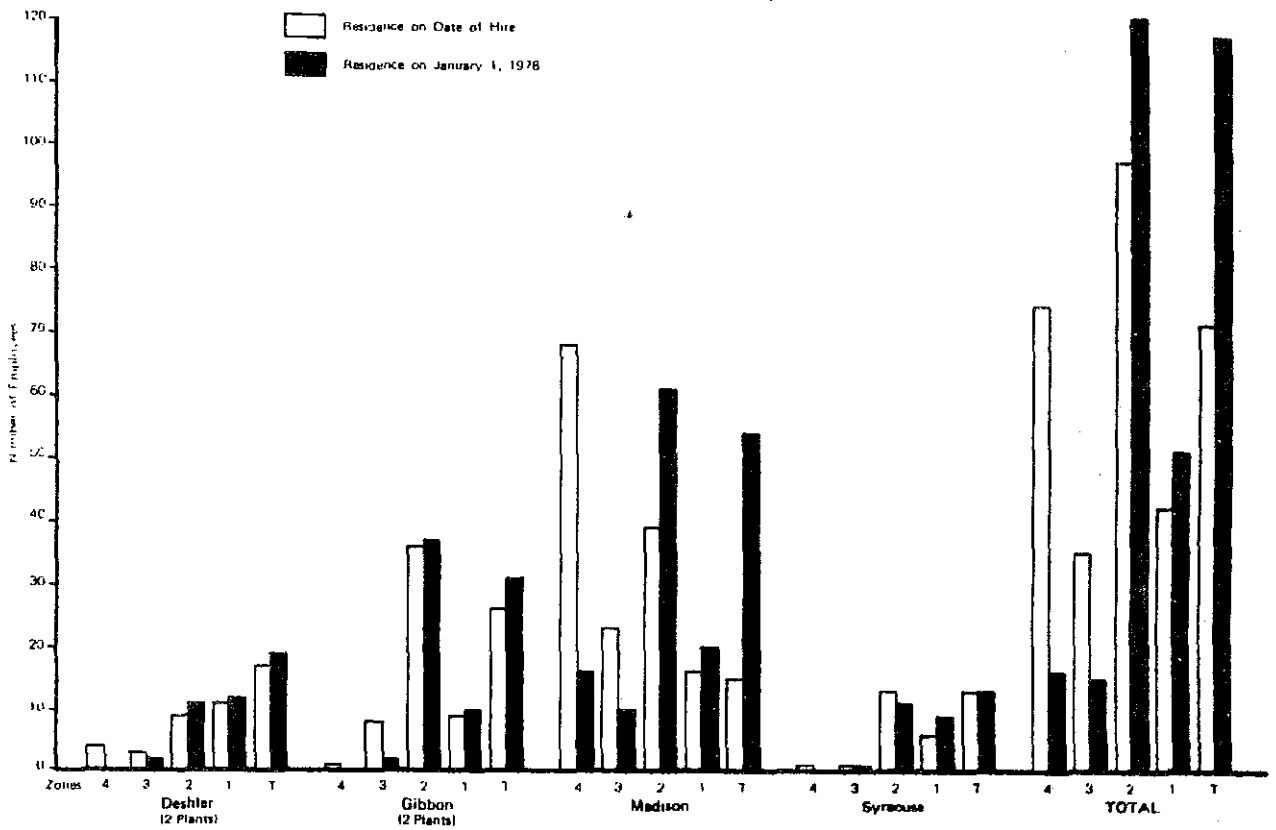
<sup>a/</sup> Town is the political city; Zone 1 extends from the political city to the 10 mile ring; Zone 2 extends from the 10 to the 20 mile ring; Zone 3 extends from the 20 to the 30 mile ring; and Zone 4 covers all the area from the 30 mile ring outward.

<sup>b/</sup> Data supplied by officials of Madison Foods, a pork processing firm; Reinke Manufacturing Co. (Deshler), a maker of irrigation systems; Deshler Broom Factory, Inc.; Wheaton Tubing Products (Syracuse), a maker of serum vials; Gibbon Packing Co., a pork processing firm; and Nebraska Turkey Grower Co-op Association (Gibbon), a turkey processor.

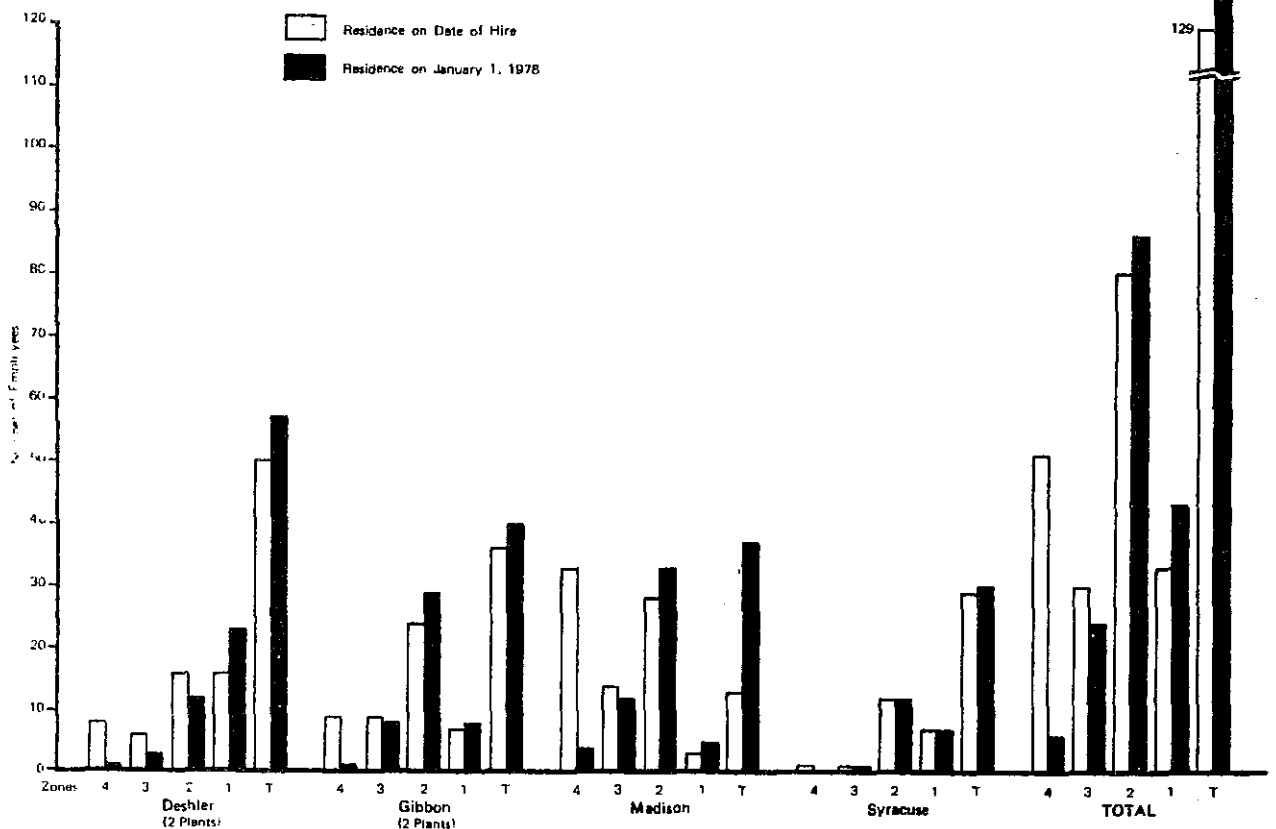
FIGURE 1

TOWN AND ZONE<sup>a/</sup> OF RESIDENCE ON DATE OF HIRE AND ON JANUARY 1, 1978 FOR EMPLOYEES OF SIX MANUFACTURING PLANTS IN RURAL NEBRASKA COMMUNITIES

a) EMPLOYEES 18-24 YEARS OF AGE ON DATE OF HIRE



b) EMPLOYEES 25 YEARS OF AGE AND OLDER ON DATE OF HIRE



<sup>a/</sup>T = Town and is the political city. Zone 1 extends from the political city to the 10 mile ring. Zone 2 extends from the 10 to the 20 mile ring; Zone 3 extends from the 20 to the 30 mile ring, and Zone 4 covers all the area from the 30 mile ring outward.

was higher than the 9.3 percent resident younger worker proportion there.

Clearly, any increase in the proportion of town-resident youths in the total plant work force between their date of hire and January 1, 1978 is attributable to in-migration. Some youths did move out of town in the period between their hiring and January 1, 1978, but the presence of a larger proportion of youthful workers on January 1 (as opposed to date of hire) means that these losses were compensated for by in-migrants. All figures record net migration.

The migration of youthful workers to the four plant towns was greater than that of older workers with Madison providing the bulk of this total movement. A net increase of 46 youths was recorded for all towns, raising their proportion of the total youthful work force by 14.4 percentage points. The net town gain of 35 older workers represented only a 10.9 percentage point increase in their proportion of the total older work force. Nevertheless, by January 1, 1978 town-resident older workers represented fully one-half (50.8 percent) of the total older work force; town-resident youthful workers only 36.7 percent of the youthful work force.<sup>8</sup>

These movements are significant for the community if retention of resident youths is an expected accompaniment to industrialization. Fewer town-resident youths than older persons took jobs in the plants. This was not a case of older town residents competing more successfully for available billets since many of the jobs were at the entry level. More importantly, among all six plants the total younger group and the total older group at hire shared the total number of jobs virtually equally (319 to 323). Clearly local (town) youths chose not to seek employment in the new local manufacturing plants, so the youthful complement of these plants had to originate from outside the town. A few more youths than older persons did migrate into town, but they may well represent only a replacement of those town youths who chose to leave the community. The case can be made, then, that the town has lost one kind of youthful population and gained another. Many young persons leave the community soon after high school graduation for post-secondary education and training. They develop capacities and skills which cannot be absorbed by the community whether it has an

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<sup>8</sup>Some persons who were in the 18-24-year-old group at hire were possibly in the 25-year and older group on January 1, 1978. Nevertheless, the age at hire defines the group throughout this study.

industrial plant or not. In-migrants who take jobs in the manufacturing plant at the entry level are unlikely to possess these same capacities and skills.

#### The Regional Labor Force: Shrinkage of the Laborsheds by Zones

The plant towns were not alone in being targets of in-migrants. In the regions beyond the towns (delineated as Zones 1, 2, 3, and 4) a general shrinkage of the laborshed took place as zone-resident workers in the six plants moved closer to their jobs in the period between their date of hire and January 1, 1978 (Table 3). This was manifest in the net worker gains in Zones 1 and 2 at the expense of Zones 3 and 4 and in a reduction in length of journey to work of slightly more than half (50.7 percent) for all workers<sup>9</sup> (Table 4). More younger workers than older shifted their residences toward their work places. A net of 78 youths (24.4 percent of the total younger worker complement) moved from the outer two zones; only 51 older workers (15.8 percent of the total older complement) did so. Youthful workers came from further away at hire than did older workers, and although many came into the plant towns a large number stopped short in the surrounding regions. They initially endured an average commute of 24.1 miles, but since they did not move as close to their jobs as older workers, by January 1, 1978 they had reduced this average to just 11.7 miles. Older workers tended to live closer to their jobs at hire, averaging an 18.2-mile commute but had reduced this to 9.1 miles by January 1, 1978. Each age group, however, reduced its average journey to work by nearly the same degree, a 51.4 percent reduction for youthful workers and a 50.0 percent reduction for older workers.

Not all of the industrial communities exhibited the same pattern of laborshed shrinkage through zonal migration. Among the younger group of workers Deshler, Gibbon, and Syracuse were remarkably similar, none recording a net of more than seven residential shifts from Zones 3 and 4 (Table 3). Madison, on the other hand, had a very large shift from Zones 3 and 4 involving a net of 65 young people. Many of them (22) moved into Zone 2 which contained the City of Norfolk (Figure 1). These movements were also clearly reflected in each community's percent reduction in journey to work for the youth group (Table 4). The average number of miles

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<sup>9</sup>Some of this reduction was caused by workers moving into town as well as by those shifting zones.

TABLE 4

CHANGE IN AVERAGE JOURNEY TO WORK BETWEEN DATE OF HIRE AND JANUARY 1, 1978  
FOR EMPLOYEES OF SIX MANUFACTURING PLANTS IN RURAL NEBRASKA COMMUNITIES<sup>a/</sup>

		Average Miles Traveled at Hire		Average Miles Traveled on January 1, 1978	Percent Change In Average Miles Traveled
1. Employees Who Were 18-24 Years of Age on Date of Hire					
Deshler (2 plants)	N= 43 <sup>b/</sup>	15.3	N= 44	10.8	-29.4
Gibbon (2 plants)	N= 80	13.3	N= 80 <sup>b/</sup>	9.1	-31.6
Madison (1 plant)	N=161	31.0	N=160 <sup>b/</sup>	13.5	-56.5
Syracuse (1 plant)	N= 34	13.4	N= 34	10.2	-23.9
Total	N=318	24.1	N=318	11.7	-51.4
2. Employees Who Were 25 years of Age and Older on Date of Hire					
Deshler (2 plants)	N= 94 <sup>b/</sup>	15.2	N= 96	6.8	-55.3
Gibbon (2 plants)	N= 86	20.5	N= 86	8.4	-59.0
Madison (1 plant)	N= 91	24.1	N= 91	12.2	-49.4
Syracuse (1 plant)	N= 50	9.4 <sup>c/</sup>	N= 50	9.4	0.0
Total	N=321	18.2	N=323	9.1	-50.0
3. Both Age Groups					
All Plants		21.1		10.4	-50.7

<sup>a/</sup> Data supplied by officials of Madison Foods, a pork processing firm; Reinke Manufacturing Co. (Deshler), a maker of irrigation systems; Deshler Broom Factory, Inc.; Wheaton Tubing Products (Syracuse), a maker of serum vials; Gibbon Packing Co., a pork processing firm; and Nebraska Turkey Grower Co-op Association (Gibbon), a turkey processor.

<sup>b/</sup> The few employees from places unknown could not be included. Employees located only by state also were not included.

<sup>c/</sup> Does not include one worker from New Jersey.

travelled to work by Madison's youthful labor force remained considerably higher than the averages for the other communities, again because many in-migrants sought homes in Norfolk and commuted the 15 miles to Madison.

On the basis of laborshed shrinkage among the older group of workers, the four communities held the same relationship to one another as they did for the younger group. Again, Deshler and Gibbon recorded similar net residential changes from the outer two zones (10 and 9 workers, respectively). A net of 31 of Madison's older workers left the two outer zones, but few settled in the two inner zones, preferring instead to find homes in the town. The Syracuse older-worker laborshed changed little between the workers' date of hire and January 1, 1978. This condition was to some extent attributable to the preponderance of women in the Syracuse plant's older labor force. They made up 82.0 percent of the plant's labor force, an exaggerated reversal of the sex ratios for all other plants (Table 5). Most of them were probably married and living in established homes and thus comprised a non-mobile labor force.

#### The Regional Labor Force: Target Communities for In-migrants

A new manufacturing plant in a rural place can affect not only the youthful population of that place but also the youthful population of nearby communities. The spatial collapse of a laborshed between date of hire and January 1, 1978 usually meant a reduction in the number of communities in which workers were resident and a potentially greater concentration of workers in fewer communities nearer their jobs. As previously noted many young and older workers moved to the plant town in the period between their date of hire and January 1, 1978, but communities in the regions beyond these plant towns also received migrants. Some of these communities of focus<sup>10</sup> received migrants in numbers rivalling those moving into plant towns.

The younger and older worker age groups had similar reductions in the number of communities of focus (Table 7). The reductions varied widely

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<sup>10</sup>Persons tend to identify closely with the community in which they reside. People may be in the trade area or economic zone of a nearby and often larger town, but their school, social, and political contacts usually occur at the local level (Summers, 1974). Their residential locale, then, becomes their community of focus.

TABLE 5

NUMBER OF EMPLOYEES IN SIX MANUFACTURING PLANTS  
IN RURAL NEBRASKA COMMUNITIES BY AGE GROUP AND SEX<sup>a/</sup>

	Deshler		Gibbon		Madison		Syracuse		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Employees 18-24 Years of Age on Date of Hire										
Female	7	15.9	12	15.0	18	11.2	21	61.8	58	18.2
Male	<u>37</u>	<u>84.1</u>	<u>68</u>	<u>85.0</u>	<u>143</u>	<u>88.8</u>	<u>13</u>	<u>38.2</u>	<u>261</u>	<u>81.8</u>
Total	44	100.0	80	100.0	161	100.0	34	100.0	319	100.0
Employees 25 Years of Age and Older on Date of Hire										
Female	28	29.1	14	16.3	26	28.6	41	82.0	109	33.7
Male	<u>68</u>	<u>70.9</u>	<u>72</u>	<u>83.7</u>	<u>65</u>	<u>71.4</u>	<u>9</u>	<u>18.0</u>	<u>214</u>	<u>66.3</u>
Total	96	100.0	86	100.0	91	100.0	50	100.0	323	100.0
Both Age Groups										
Female	-	-	-	-	-	-	-	-	167	26.0
Male	-	-	-	-	-	-	-	-	<u>475</u>	<u>74.0</u>
Total	-	-	-	-	-	-	-	-	642	100.0

<sup>a/</sup> Data supplied by officials of Madison Foods, a pork processing firm; Reinke Manufacturing Co. (Deshler), a maker of irrigation systems; Deshler Broom Factory, Inc.; Wheaton Tubing Products (Syracuse), a maker of serum vials; Gibbon Packing Co., a pork processing firm; and Nebraska Turkey Grower Co-op Association (Gibbon), a turkey processor.



TABLE 6

NUMBER AND AGE OF EMPLOYEES AT DATE <sup>a/</sup>OF HIRE  
IN FOUR NEBRASKA COMMUNITIES

	Employees Who Were 18-24 Years of Age on Date of Hire			Employees Who Were 25 Years of Age and Older on Date of Hire			Both Age Groups		
	At Hire	January 1, 1978	Change	At Hire	January 1, 1978	Change	At Hire	January 1, 1978	Change
	Deshler	15	14	-1	25	14	-11	30	18
Gibbon	12	9	-3	19	12	-7	20	12	-8
Madison	41	19	-22	34	19	-15	52	25	-27
Syracuse	<u>14</u>	<u>12</u>	<u>-2</u>	<u>12</u>	<u>11</u>	<u>-1</u>	<u>16</u>	<u>15</u>	<u>-1</u>
Total	82	54	-28	90	56	-34	118	70	-48

<sup>a/</sup> Data supplied by officials of Madison Foods, a pork processing firm; Reinke Manufacturing Co. (Deshler), a maker of irrigation systems; Deshler Broom Factory, Inc.; Wheaton Tubing Products (Syracuse), a maker of serum vials; Gibbon Packing Co., a pork processing firm; and Nebraska Turkey Grower Co-op Association (Gibbon), a turkey processor.

TABLE 7

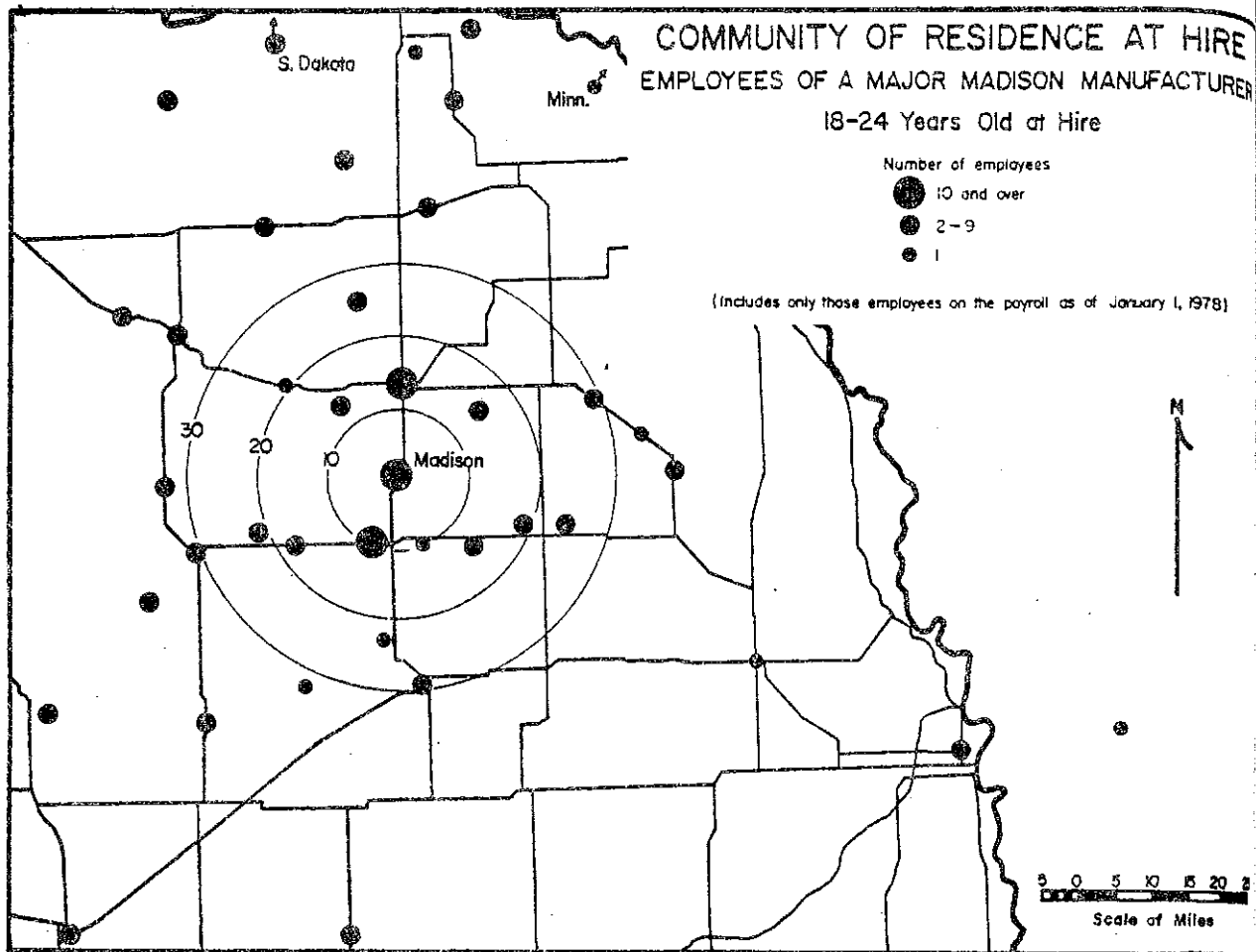
MAJOR RESIDENTIAL AND MIGRANT-TARGET COMMUNITIES FOR WORKERS IN SIX MANUFACTURING PLANTS IN RURAL NEBRASKA TOWNS<sup>a/</sup>

Zone	Community	At Hire		January 1, 1978		Changes		Changes		
		Employees Who Were 18-24 Years of Age on Date of Hire	Employees Who Were 25 Years of Age and Older on Date of Hire	Employees Who Were 18-24 Years of Age on Date of Hire	Employees Who Were 25 Years of Age and Older on Date of Hire	Employees Who Were 18-24 Years of Age on Date of Hire	Employees Who Were 25 Years of Age and Older on Date of Hire	Both Age Groups At Hire	Both Age Groups January 1, 1978	Changes
Town	Gibbon	26	37	31	40	+5	+3	63	71	+8
Zone 1	Shelton	9	7	10	8	+1	+1	16	18	+2
Zone 2	Kearney	20	17	18	23	-2	+6	37	41	+4
Zone 2	Wood River	9	1	10	1	+1	0	10	11	+1
	Other	16	24	11	14	-5	-10	40	25	-15
	Total	80	86	80	86			166	166	
Town	Syracuse	13	29	13	30	0	+1	42	43	+1
Zone 1	Otoe	2	4	3	4	+1	0	6	7	+1
Zone 2	Burr	2	5	2	5	0	0	7	7	0
	Other	17	12	16	11	-1	-1	29	27	-2
	Total	34	50	34	50			84	84	
Town	Madison	15	13	54	37	+39	+24	28	91	+63
Zone 1	Humphrey	15	3	18	5	+3	+2	18	23	+5
Zone 2	Norfolk	15	15	44	21	+29	+6	30	65	+35
Zone 2	Leigh	9	3	8	3	-1	0	12	11	-1
Zone 2	Battle Creek	6	2	5	4	-1	+2	8	9	+1
Zone 3	Columbus	8	3	5	3	-3	0	11	8	-3
	Other	93	52	27	18	-66	-34	145	45	-100
	Total	161	91	161	91			252	252	
Town	Deshler	17	50	19	57	+2	+7	67	76	+9
Zone 1	Hebron	8	13	9	18	+1	+5	21	27	+6
Zone 1	Chester	1	3	2	5	+1	+2	4	7	+3
	Other	18	30	14	16	-4	-14	48	30	-18
	Total	44	96	44	96			140	140	

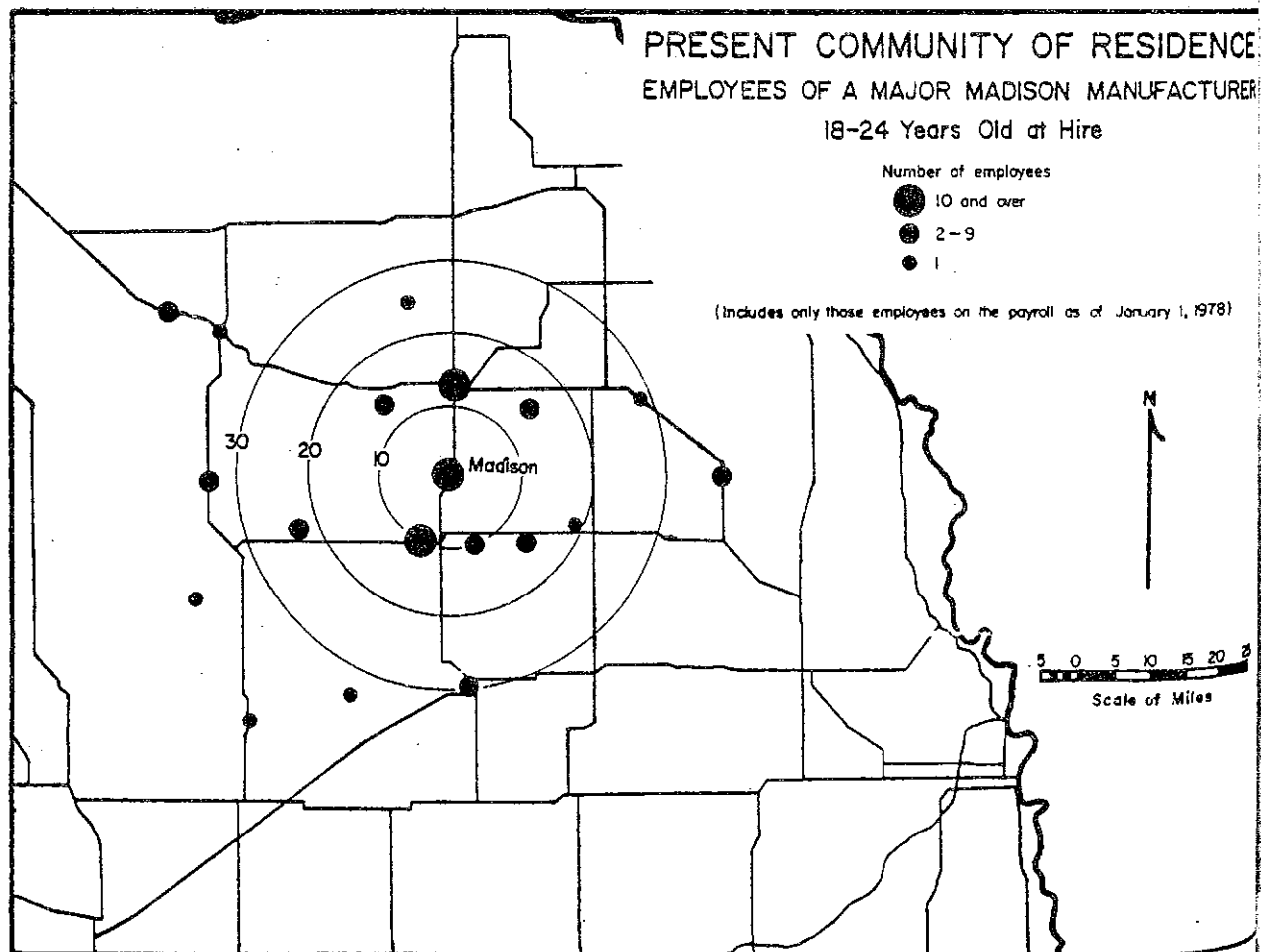
<sup>a/</sup> Data supplied by officials of Madison Foods, a pork processing firm; Reinke Manufacturing Co. (Deshler), a maker of irrigation systems; Deshler Broom Factory, Inc.; Wheaton Tubing Products (Syracuse), a maker of serum vials; Gibbon Packing Co., a pork processing firm; and Nebraska Turkey Grower Co-op Association (Gibbon), a turkey processor.

within each age group but corresponded roughly to the reduction in journeys to work shown on Table 4. This table suggests that these numerical reductions have a distance component: several distant (from the plant town) communities are losing workers to a few closer (to the plant town) communities. Graphic portrayals of these reductions in the number and distance of communities of focus appear on Maps 2a through 9b and on Figure 1. The maps portray reductions for only four of the six plants, and, therefore, the data shown are not identical with the data on Table 3.

These graphic displays also indicate that for some laborsheds a few regional communities were both residential sites of workers who stayed put and commuted to work as well as targets for plant workers moving closer to their jobs. Norfolk and Humphrey stood out as strong residential sites among employees of the Madison plant (Maps 2a and b, 3a and b, Figure 1, and Table 7). Both were initially residences of large numbers of workers, and both received large net worker in-migrations. Humphrey had a net gain of five workers, and Norfolk recorded a net gain of 35, most of whom (29) were in the younger age group. Norfolk may have been a target for such heavy in-migration because of its size and complexity and its role as a regional center. It may also have had a larger stock of available housing than other communities in the Madison laborshed. Madison itself had a net gain of 63 workers (39 in the younger group). The 63 workers represented a population increase of nearly four percent on the community's 1970 population (1,595) and probably led to an early absorption of all available housing. Kearney's position in the Gibbon laborshed resembled that of Norfolk in Madison's (Maps 4a and b, 5a and b, Figure 1, and Table 7). Kearney was a strong site for initial worker residences. It is located almost exactly the same distance from Gibbon as Norfolk is from Madison, but here the resemblances end. Kearney simply retained its Gibbon employee population and was not a target for new worker in-migrants. This stability is not likely to be a result of equal numbers on in- and out-migrants. Kearney did, however, have a net loss (2) of its youthful Gibbon employee residents. To a much lesser extent the small net gain in Hebron in the Deshler laborshed was a function of its being a target for Deshler employee in-migrants, most of whom were in the older age group (Maps 6a and b, 7a and b, and Table 7). The Syracuse laborshed showed a



MAP 2b

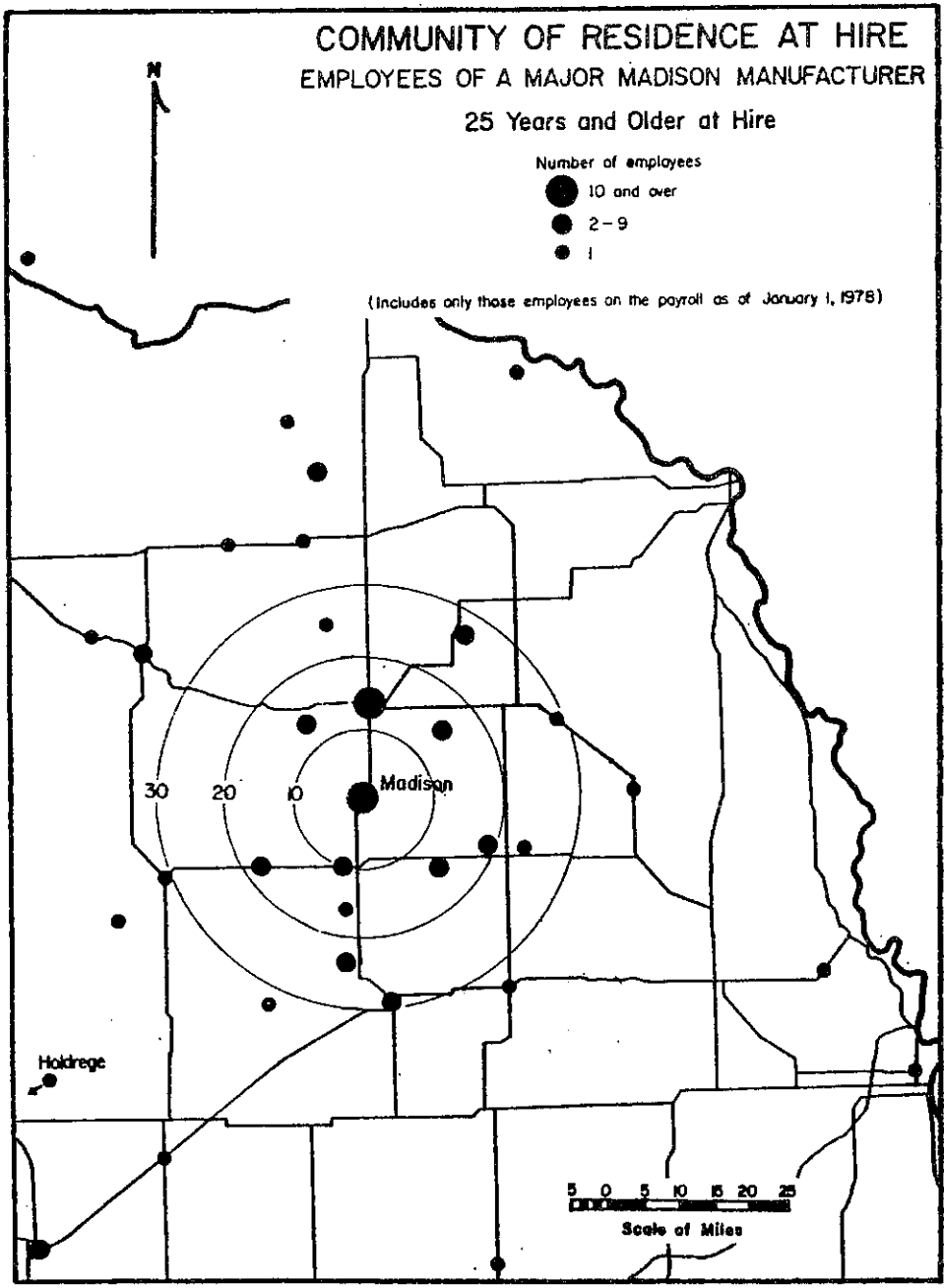


MAP 3a

### COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR MADISON MANUFACTURER 25 Years and Older at Hire

Number of employees  
● 10 and over  
● 2-9  
● 1

(Includes only those employees on the payroll as of January 1, 1978)

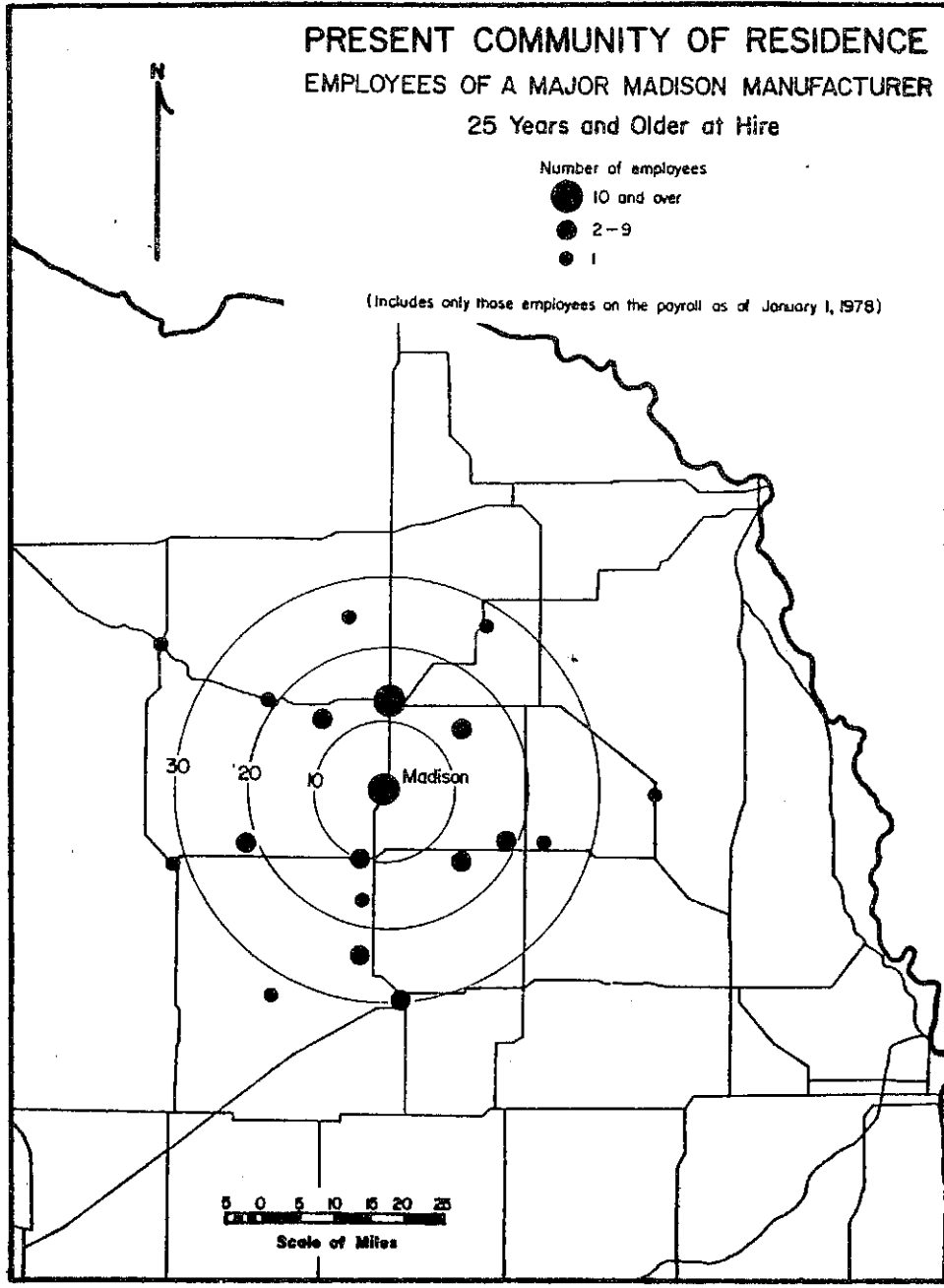


MAP 3b

### PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR MADISON MANUFACTURER 25 Years and Older at Hire

Number of employees  
● 10 and over  
● 2-9  
● 1

(Includes only those employees on the payroll as of January 1, 1978)



25

100 20

1978

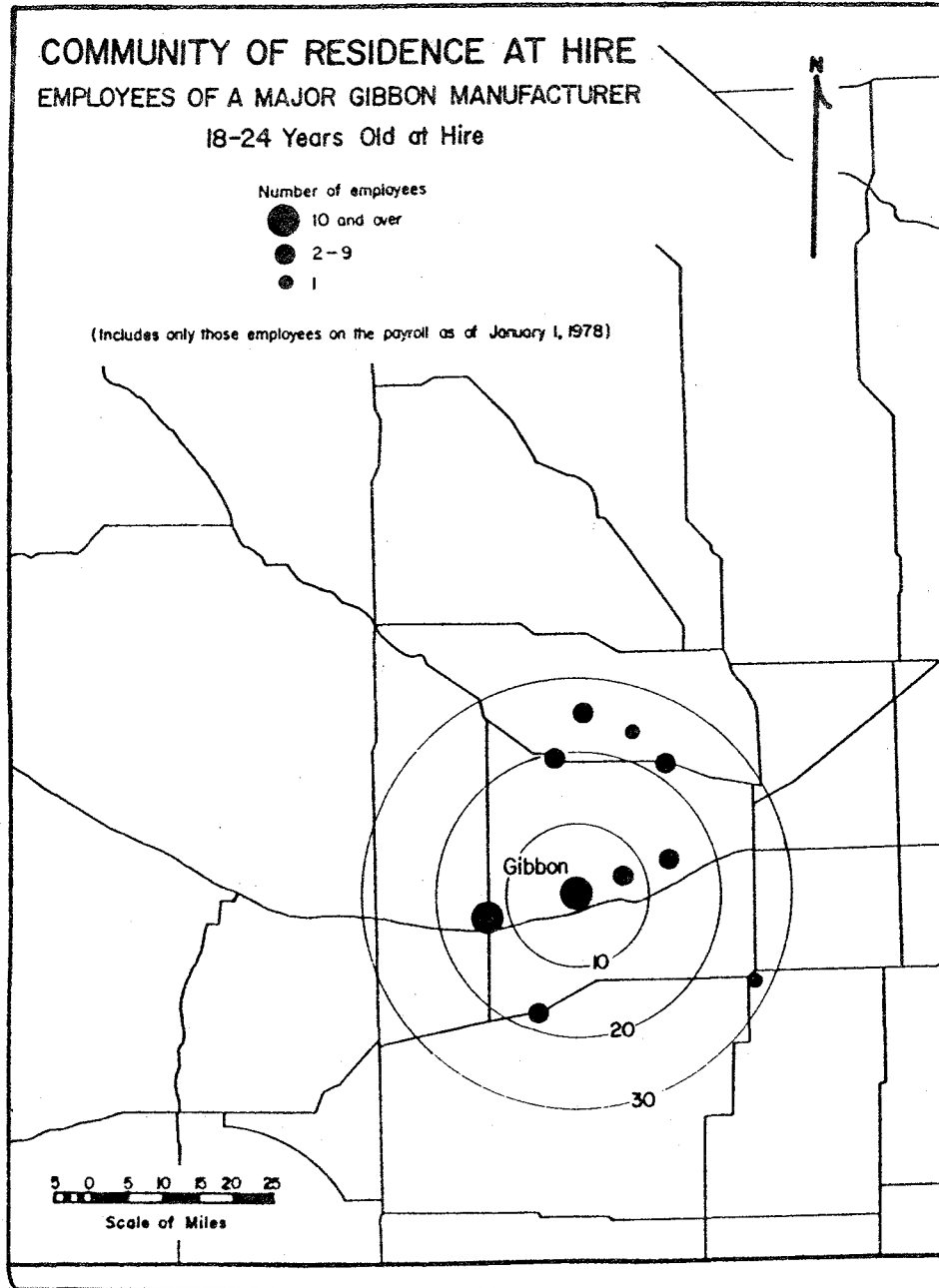
ENCLOSURE

100 20

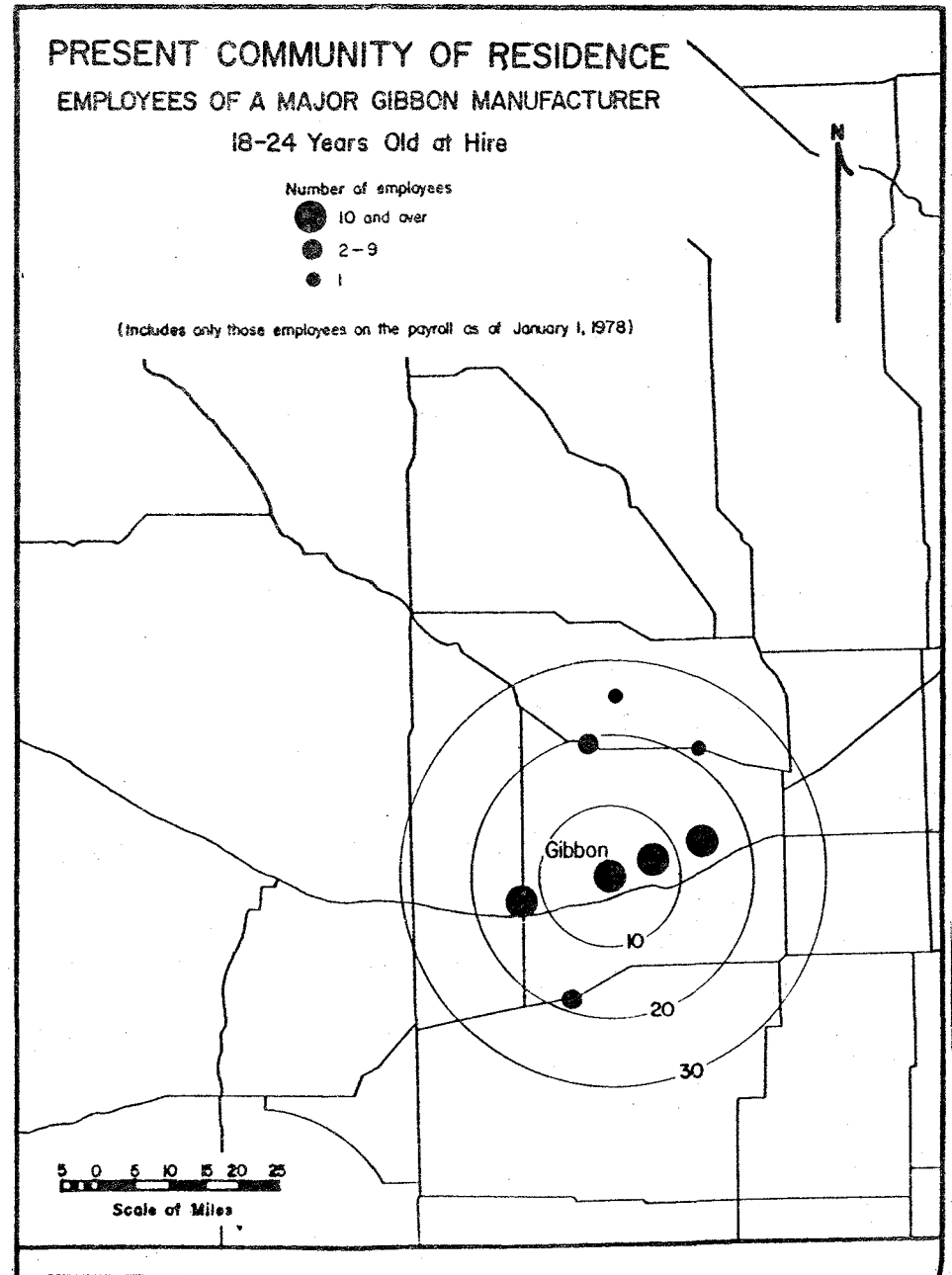
1978

ENCLOSURE

MAP 4a

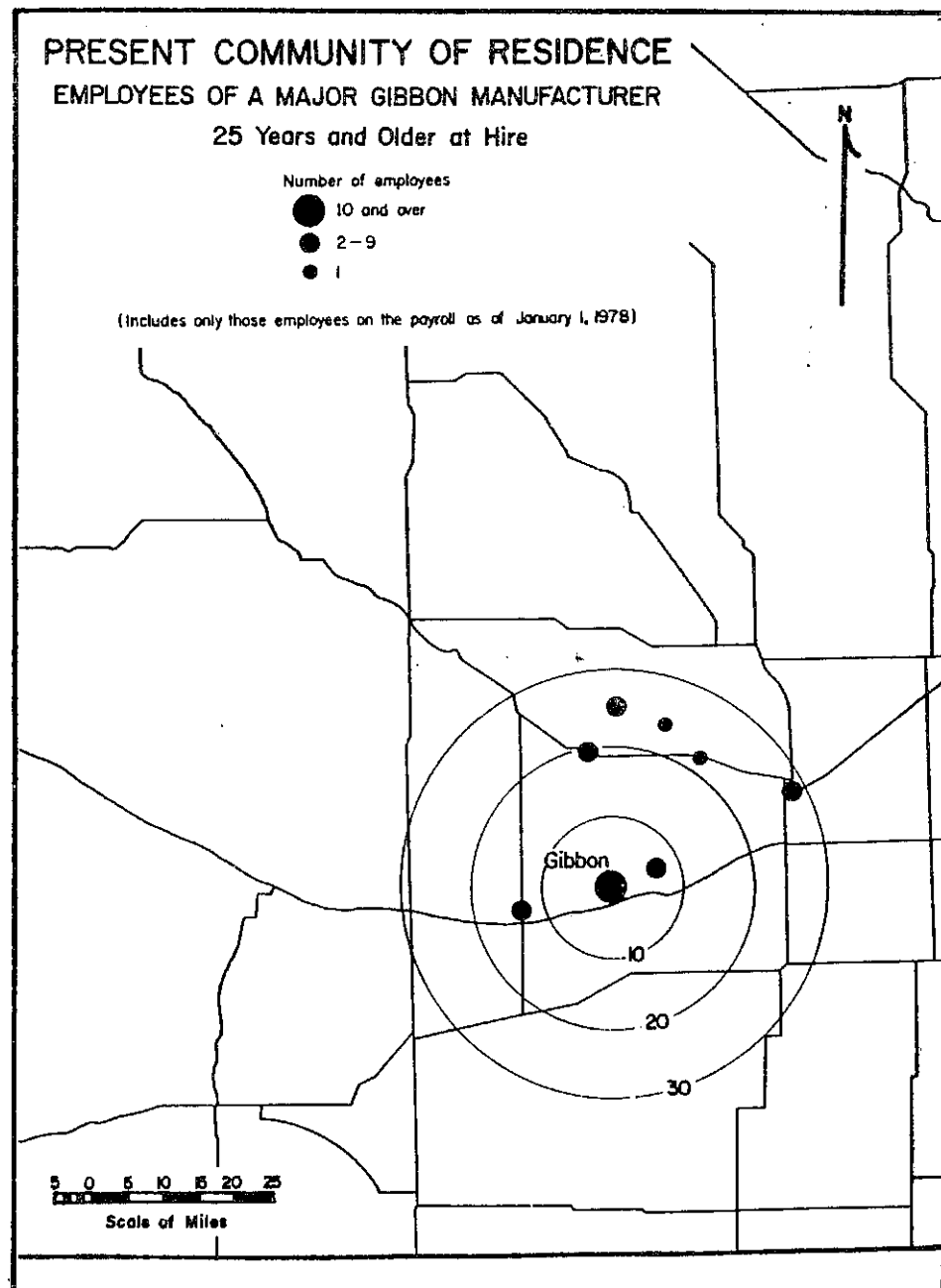
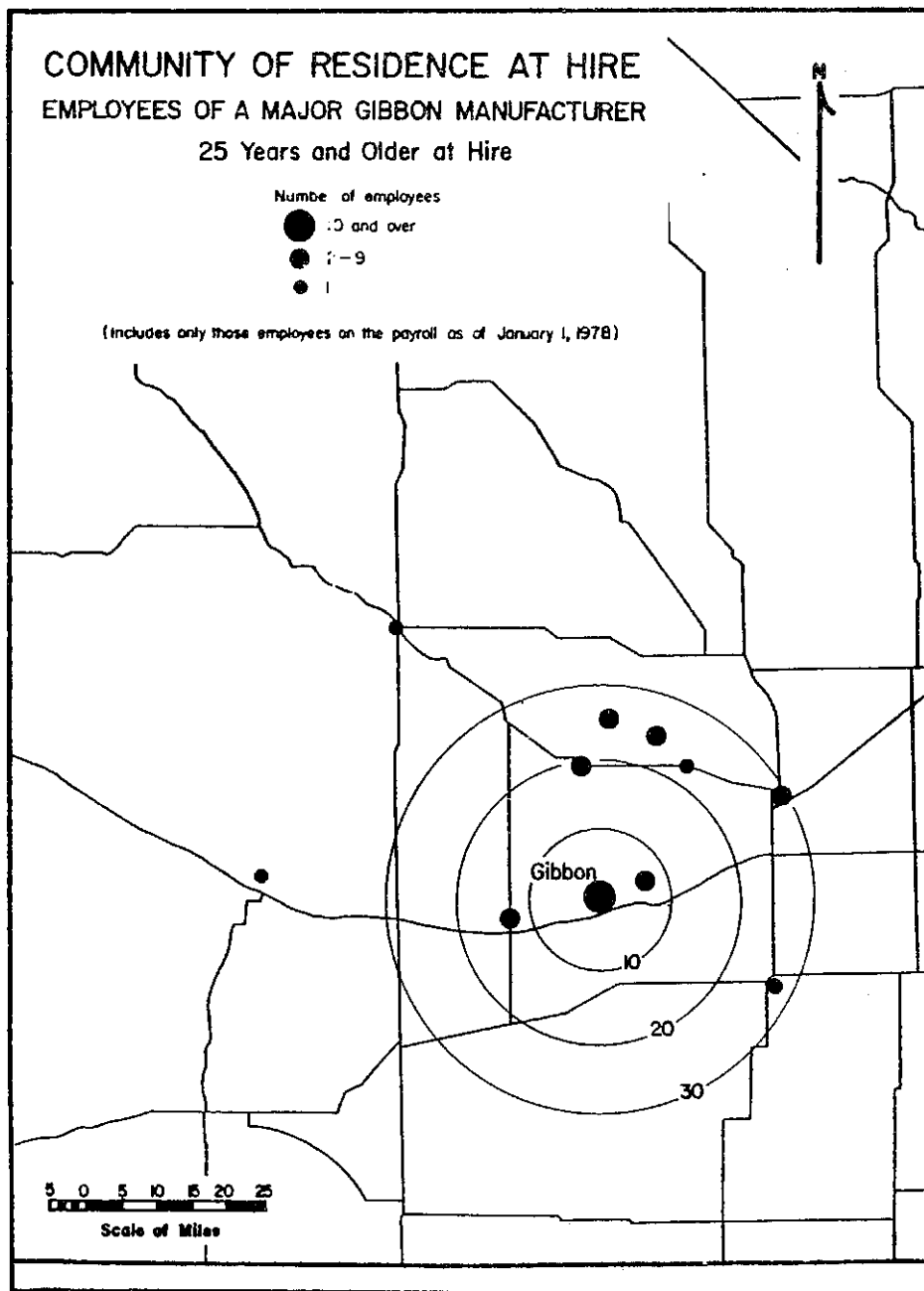


MAP 4b

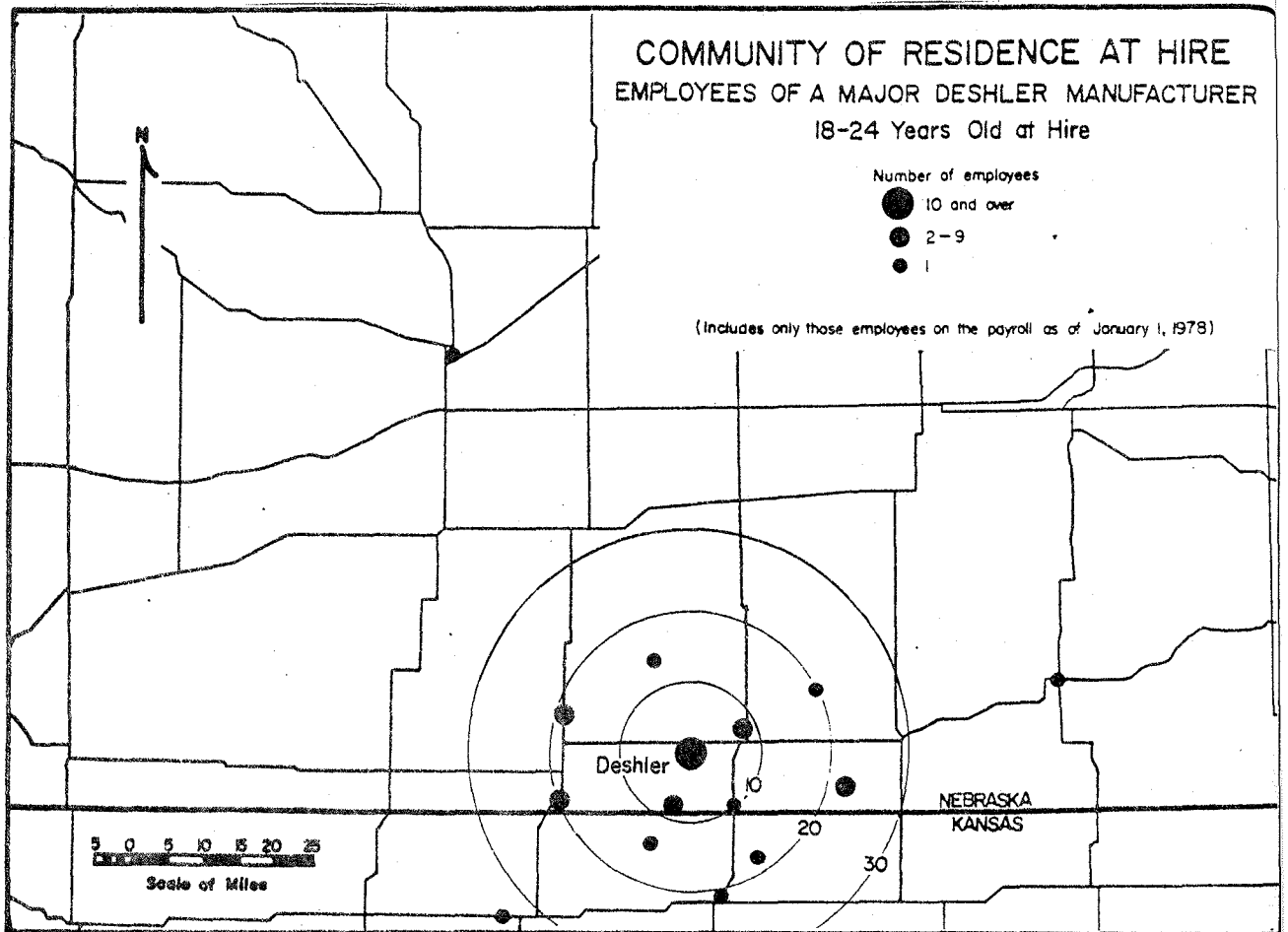


MAP 5a

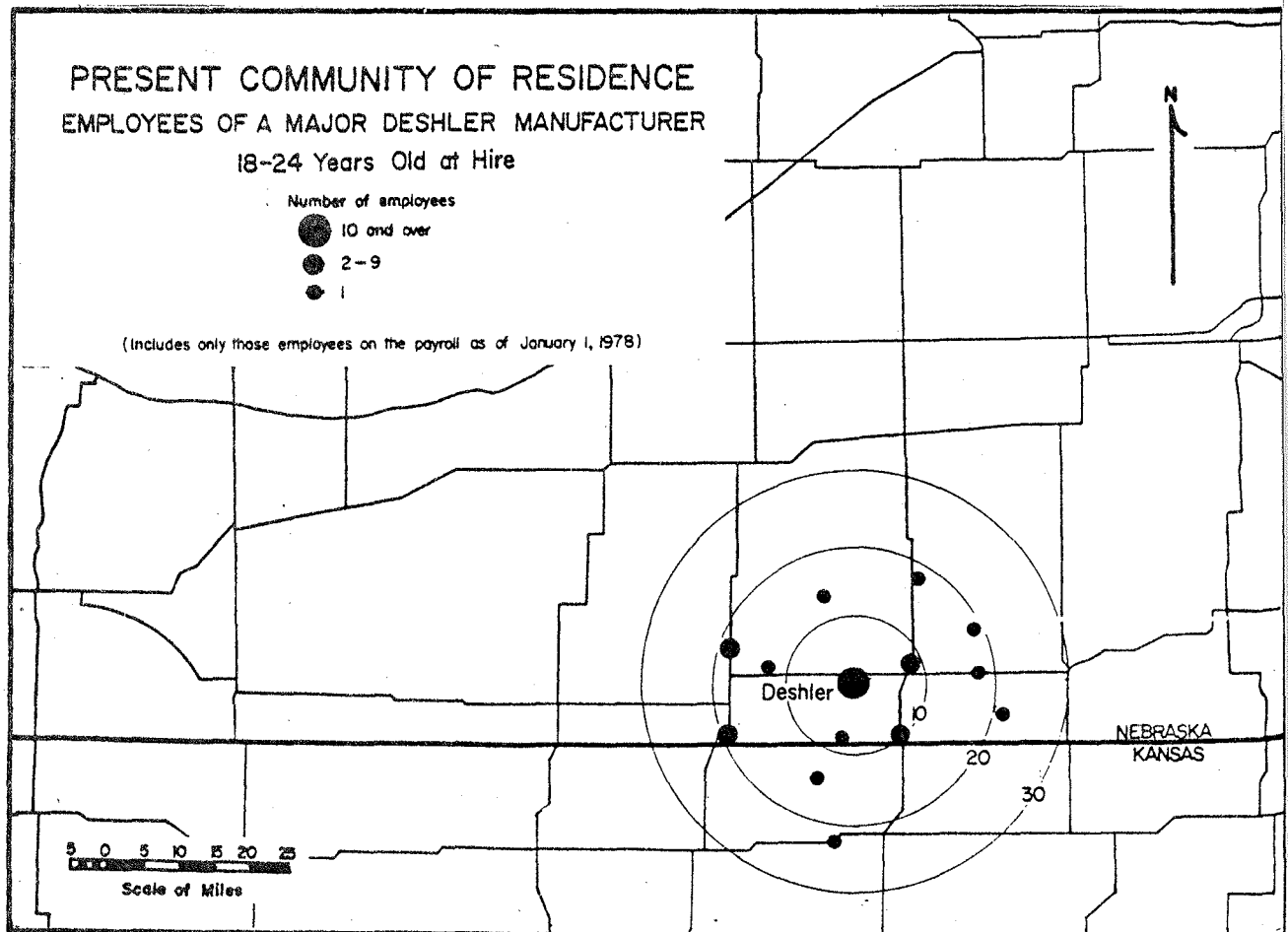
MAP 5b



MAP 6a



MAP 6b



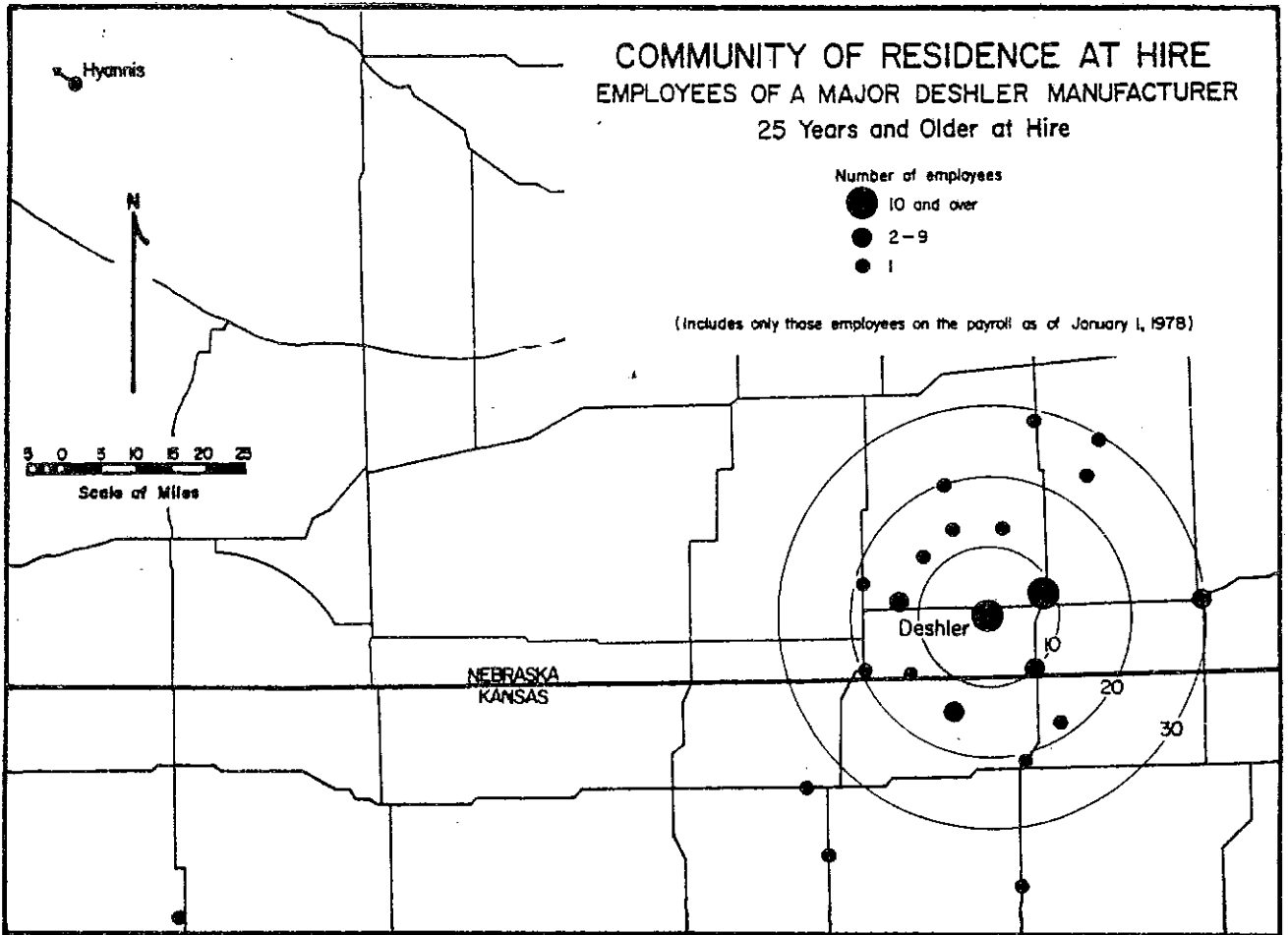


### COMMUNITY OF RESIDENCE AT HIRE EMPLOYEES OF A MAJOR DESHLER MANUFACTURER 25 Years and Older at Hire

Number of employees

- 10 and over
- 2-9
- 1

(Includes only those employees on the payroll as of January 1, 1978)



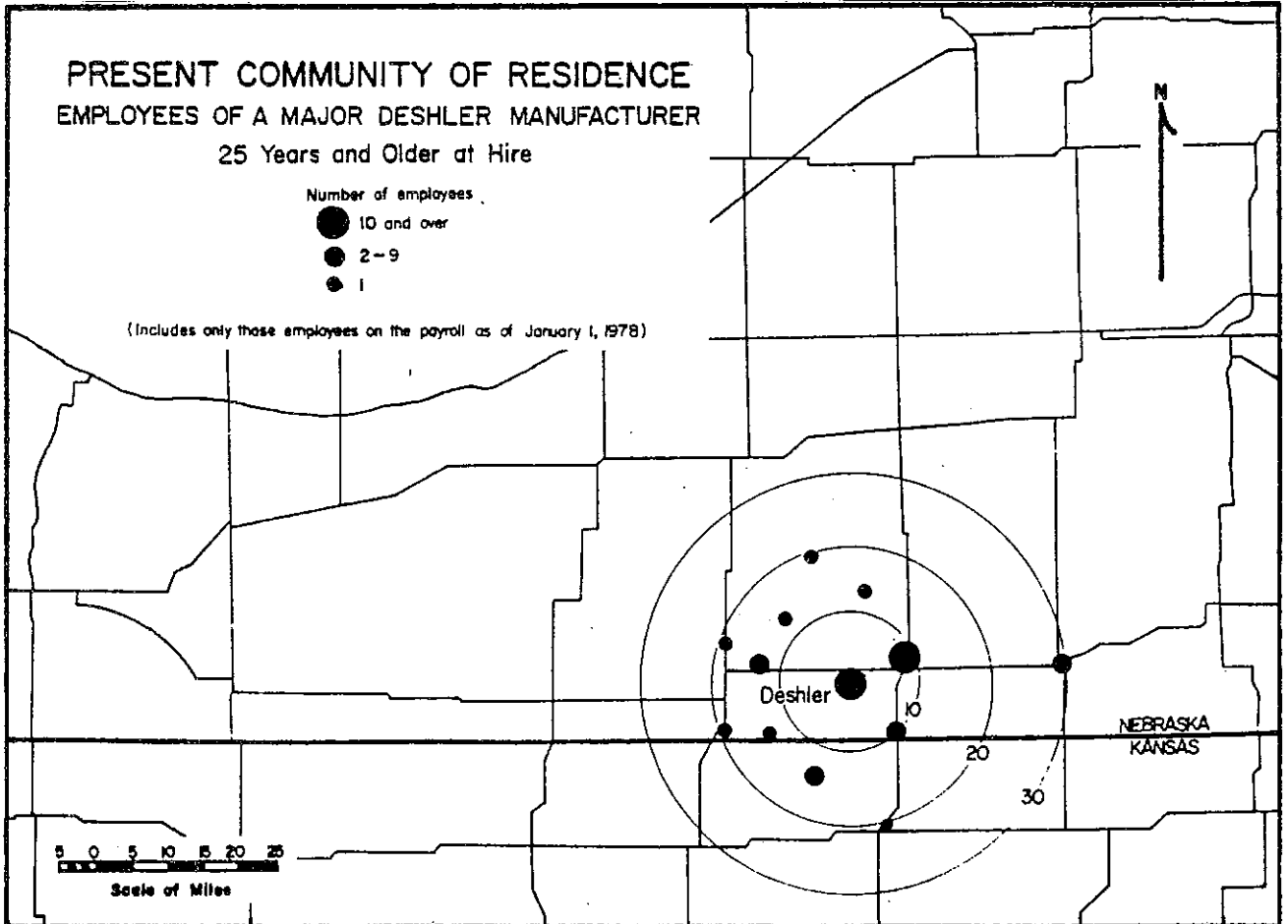
MAP 7b

### PRESENT COMMUNITY OF RESIDENCE EMPLOYEES OF A MAJOR DESHLER MANUFACTURER 25 Years and Older at Hire

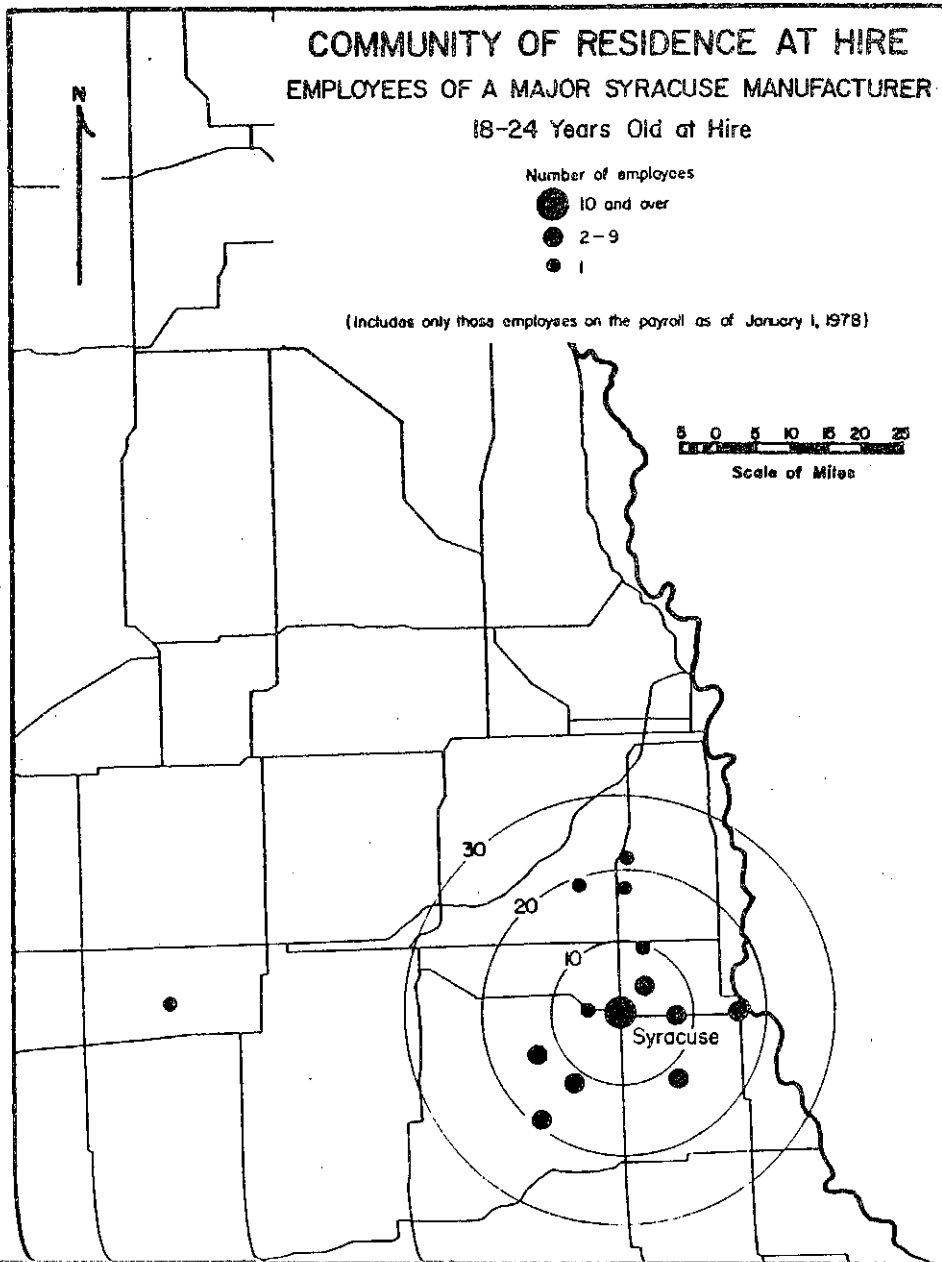
Number of employees

- 10 and over
- 2-9
- 1

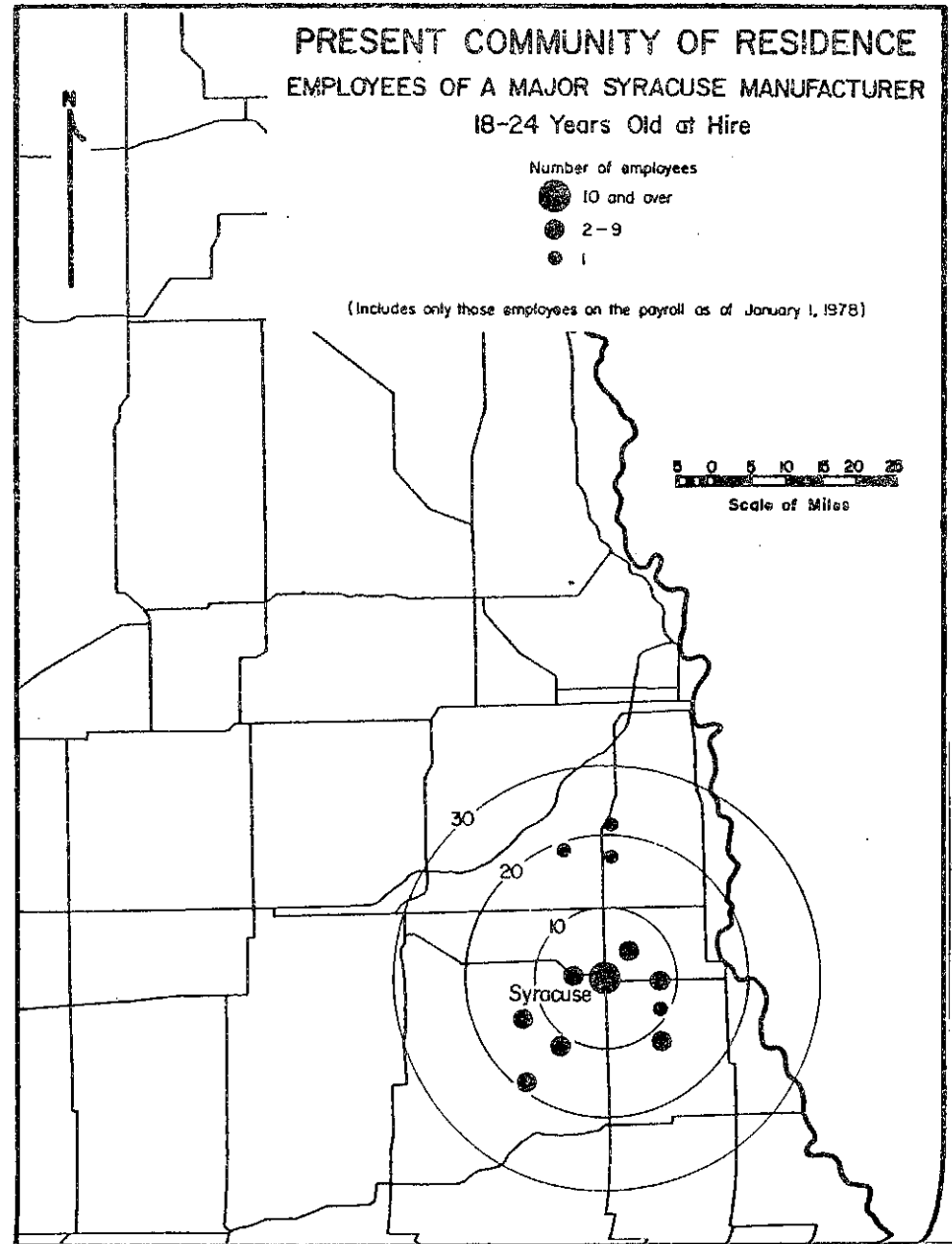
(Includes only those employees on the payroll as of January 1, 1978)



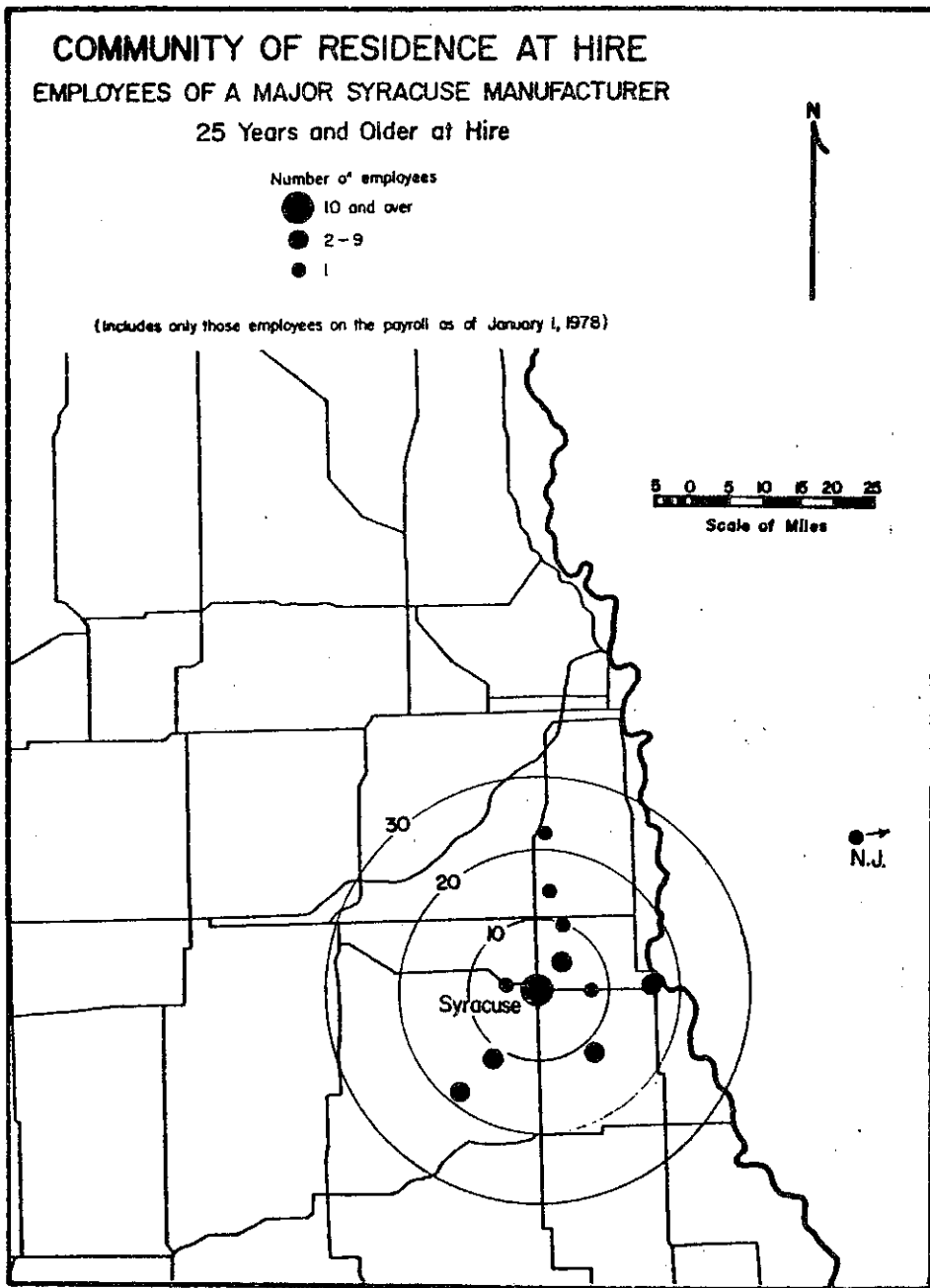
MAP 8a



MAP 8b

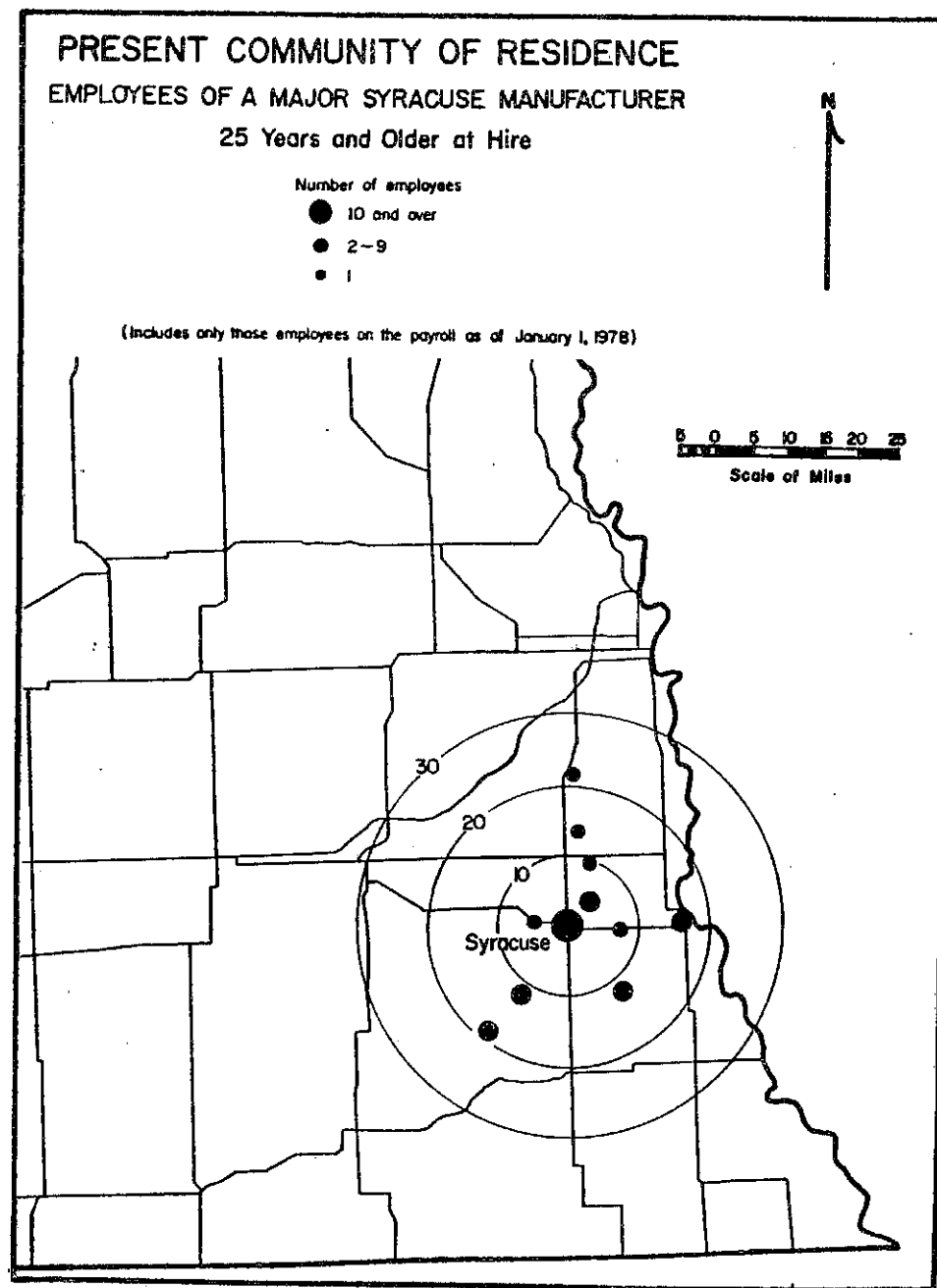


MAP 9a



31

MAP 9b



high degree of stability on the part of the regional labor force which is mostly comprised of women in the older age group (Maps 8a and b, 9a and b, and Table 7).

### Conclusions

From the foregoing analysis of location at hire and of post-employment migration, clearly fewer youthful than older residents of the plant towns take jobs in the new manufacturing plants. Youth are recruited from rural communities (how many are from farms is not known), the preponderance located well within a 50-mile radius of the plant town. Although some youthful workers do move to the plant town, many more settle in small communities within a 20-mile radius of the plant town or in special cases in larger regional centers within this radius. Most of this movement is intra-regional, from rural community to rural community. Just how much of this in-migration to plant towns replaces youths who have left these communities cannot be determined from plant complement data. Nevertheless, in-migrant youths appear to compete well with local residents for manufacturing jobs. This is consistent with the findings of Olsen and Kuehn (1974) whose study is explained in Chapter 1.

## CHAPTER 3

### LOCATIONS AND ACTIVITIES OF ALUMNI FROM RURAL NEBRASKA COMMUNITIES

#### Introduction

The activities and residential locations of alumni from high schools in four rural industrial and two rural non-industrial communities make up the data base for this chapter. Data on the spring, 1978 locations and activities of graduates were supplied by guidance counselors and school officials in the industrial towns of Deshler, Gibbon, and Madison, and in the non-industrial towns of Greeley and Loup City. Volunteer alumni groups from the industrial community of Syracuse (from the Syracuse-Avocadunbar High School) supplied data for that town. For Gibbon the spring, 1978 data were available on every student in the ten graduating classes from 1968 to 1977. Deshler, Madison, and Syracuse supplied spring, 1978 information on students in the nine graduating classes from 1969 to 1977; Greeley, on students in the eight classes from 1970 to 1977. Loup City's spring, 1978 alumni data were gathered for the five graduating classes from 1973 to 1977. Year by year location and activities were obtained for alumni from Gibbon, Syracuse, and Loup City. The distribution of these years, however, is uneven. Gibbon alumni data were available for a period of only five years after graduation, thus leaving an aggregate gap of ten years for the classes of 1968 through 1971 (Appendix A). Nevertheless, a five-year record per class is sufficient to cover most of the period of youth (18-24 years of age) as defined in this study. For Gibbon classes of 1972 and later the record is complete. The Syracuse year by year alumni record is nearly complete, lacking only information for the class of 1973 (Appendix B). The record for Loup City is complete but is not available for classes earlier than 1973 (Appendix C).

Alumni Dispersal Patterns: Destinations of Migrants

Alumni dispersal patterns varied sharply between industrial and non-industrial communities (Table 8 and Maps 10 through 15). Well over half (53.5 percent) of alumni from industrial towns lived within the 30-mile manufacturing plant commuting range.<sup>11</sup> This is in part attributable to the presence of a larger community within the commuter zones of three of the industrial towns. Moves from Gibbon to Kearney, from Madison to Norfolk, and from Syracuse to Lincoln, although representing the very common pattern of migration up the urban hierarchy, also kept these alumni within the laborsheds of these industrial communities. Such moves notwithstanding, about one-quarter (24.3 percent) of the industrial town alumni resided in the towns. The two non-industrial towns reflected a much wider alumni dispersal. Only 28.0 percent of the high school graduates of Greeley and Loup City resided within the towns or 30-mile zone; a very low 18.2 percent lived in the towns themselves. Similar proportions of alumni resided outside of Nebraska: 6.5 percent from industrial towns and 5.0 percent from non-industrial communities. Females tended to disperse more widely than males. In the spring of 1978 a larger proportion of males (52.7 percent) than females (43.7 percent) resided within the 30-mile zones for all six communities. This differential is attributable to the predominance of males who lived in the communities. While 29.3 percent of all males lived in the towns, only 17.0 percent of the females did so.

Alumni Activities: Attraction of the Manufacturing Sector

Nearly half (47.9 percent) of all six-community alumni were in the labor force in the spring of 1978 (Table 9). Among those not in the labor force, a few (2.6 percent) were in the military, and nearly equal proportions were distributed between those who were housewives and those who were attending college or technical school. These patterns varied slightly between alumni from industrial and non-industrial communities. Slightly more alumni from non-industrial than industrial towns were in the labor force (51.9 percent to 46.8 percent) and considerably more non-industrial

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<sup>11</sup>A 30-mile radius encompasses the January, 1978 residences of 95.0 percent of youthful and 98.9 percent of older manufacturing plant employees. See Table 1 and the laborshed maps in Chapter 2.

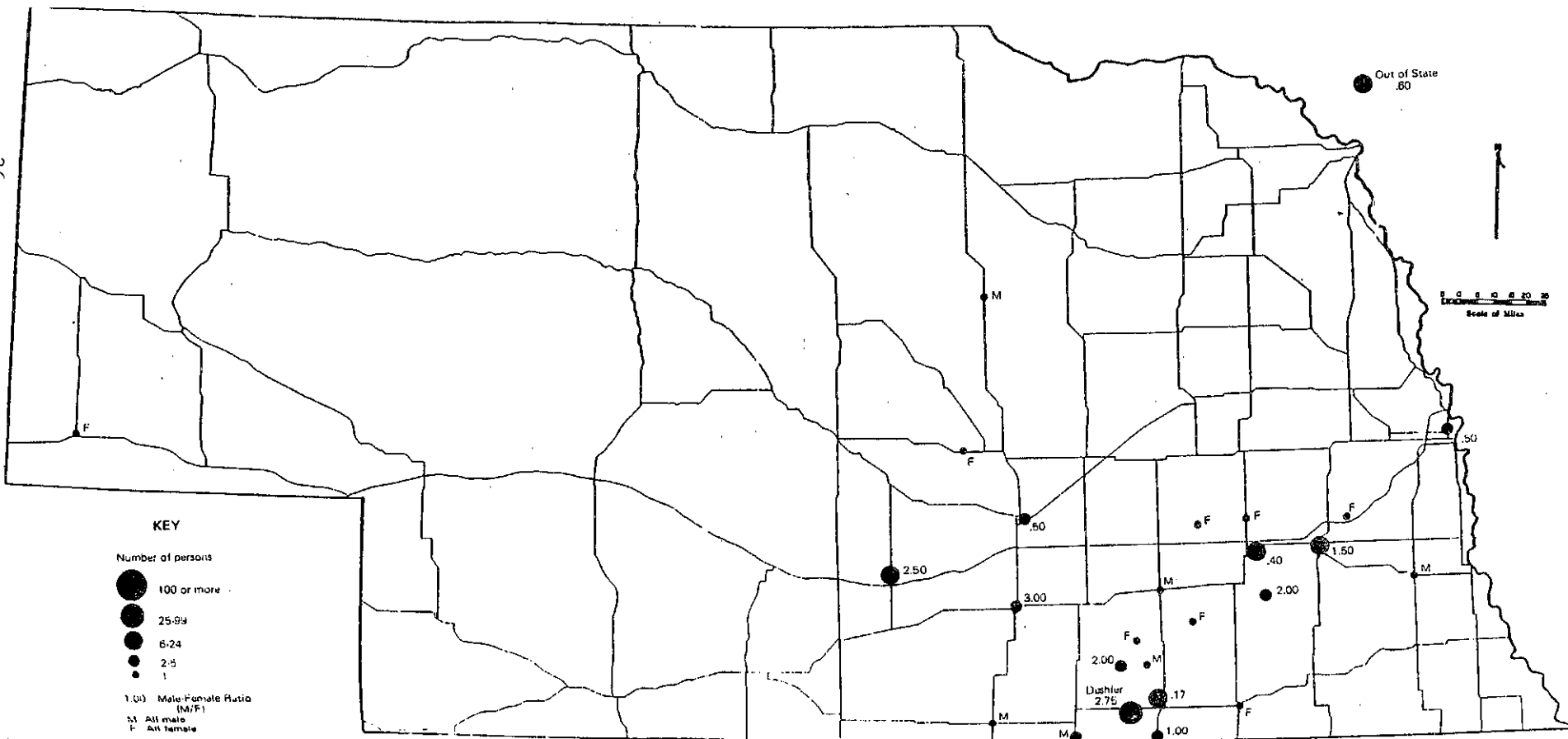
TABLE 8

SPRING, 1978, LOCATIONS OF ALUMNI FROM HIGH SCHOOLS IN FOUR RURAL INDUSTRIAL COMMUNITIES AND TWO RURAL NON-INDUSTRIAL COMMUNITIES IN NEBRASKA BY SEX<sup>a/</sup>

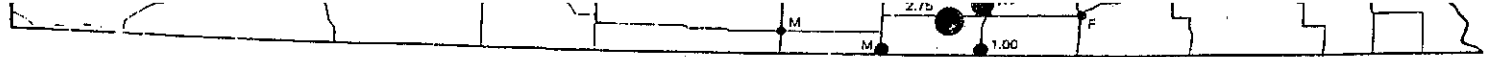
	Industrial Communities												Non-Industrial Communities								Overall Total										
	Deshler		Gibbon		Madison		Syracuse		Industrial Total				Greeley		Loup City		Non-Industrial Total				Male		Female		Total						
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					
Town	45	16.8	127	26.7	201	38.4	98	14.6	294	30.8	177	18.0	471	24.3	44	23.2	51	15.4	56	23.2	39	13.9	95	18.2	350	29.3	216	17.0	566	23.0	
Within 30-mile Radius	18	6.7	40	8.4	28	5.3	124	18.5	111	11.6	99	10.1	210	10.8	15	7.9	36	10.8	18	7.5	33	11.7	51	9.8	120	10.8	132	10.4	261	10.6	
Lincoln							156	23.3	68	7.1	88	8.9	156	8.1											68	5.7	88	7.0	156	6.3	
Kearney			143	30.0					62	6.5	81	8.2	143	7.4												62	5.2	81	6.4	143	5.8
Norfolk					57	10.9			21	2.2	36	3.7	57	2.9												21	1.7	36	2.9	57	2.3
Rest of State	44	16.4	27	5.7	73	14.0	76	11.4	96	10.1	124	12.6	220	11.4	30	15.8	52	15.7	34	14.1	48	17.1	82	15.7	130	10.9	172	13.6	302	12.3	
Lincoln	20	7.5	39	8.2	51	9.7			60	6.3	50	5.1	110	5.7	13	6.8	43	12.9	24	9.9	32	11.4	56	10.7	84	7.0	82	6.5	166	6.8	
Grand Island															28	14.7	24	7.2	20	8.3	32	11.4	52	9.9	20	1.7	32	2.5	52	2.1	
Kearney															12	6.3	52	15.7	18	7.5	46	16.4	64	12.3	18	1.5	46	3.6	64	2.6	
Out of State	16	6.0	33	6.9	51	9.7	27	4.0	61	6.4	66	6.7	127	6.5	21	11.1	5	1.5	13	5.4	13	4.6	26	5.0	74	6.2	79	6.3	153	6.2	
Not Reported	125	46.6	67	14.1	63	12.0	189	28.2	181	19.0	263	26.7	444	22.9	27	14.2	69	20.8	58	24.1	38	13.5	96	18.4	239	20.0	301	23.8	540	22.0	
Total	268	100.0	476	100.0	524	100.0	670	100.0	954	100.0	984	100.0	1,938	100.0	190	100.0	332	100.0	241	100.0	281	100.0	522	100.0	1,195	100.0	1,265	100.0	2,460	100.0	

<sup>a/</sup> Gibbon totals include graduating classes 1968 through 1977; Greeley, 1970 through 1977; Loup City, 1973 through 1977; all others, 1969 through 1977. Data for this and all subsequent alumni-based tables were supplied by the following persons: Deshler, George Rogers, principal; Gibbon, O.D. Gross, guidance counselor; Madison, Gary Jones, guidance counselor; Syracuse, John Rhodus, principal, and alumni members of each class; Greeley, James Bech, principal; and Loup City, Lois Henshaw, guidance counselor. For the number of alumni and the years involved in this sample, see Appendix A.

MAP 10  
 LOCATIONS OF DESHLER HIGH SCHOOL ALUMNI, SPRING, 1978  
 (GRADUATING CLASSES OF 1969 THROUGH 1977 BY SEX)

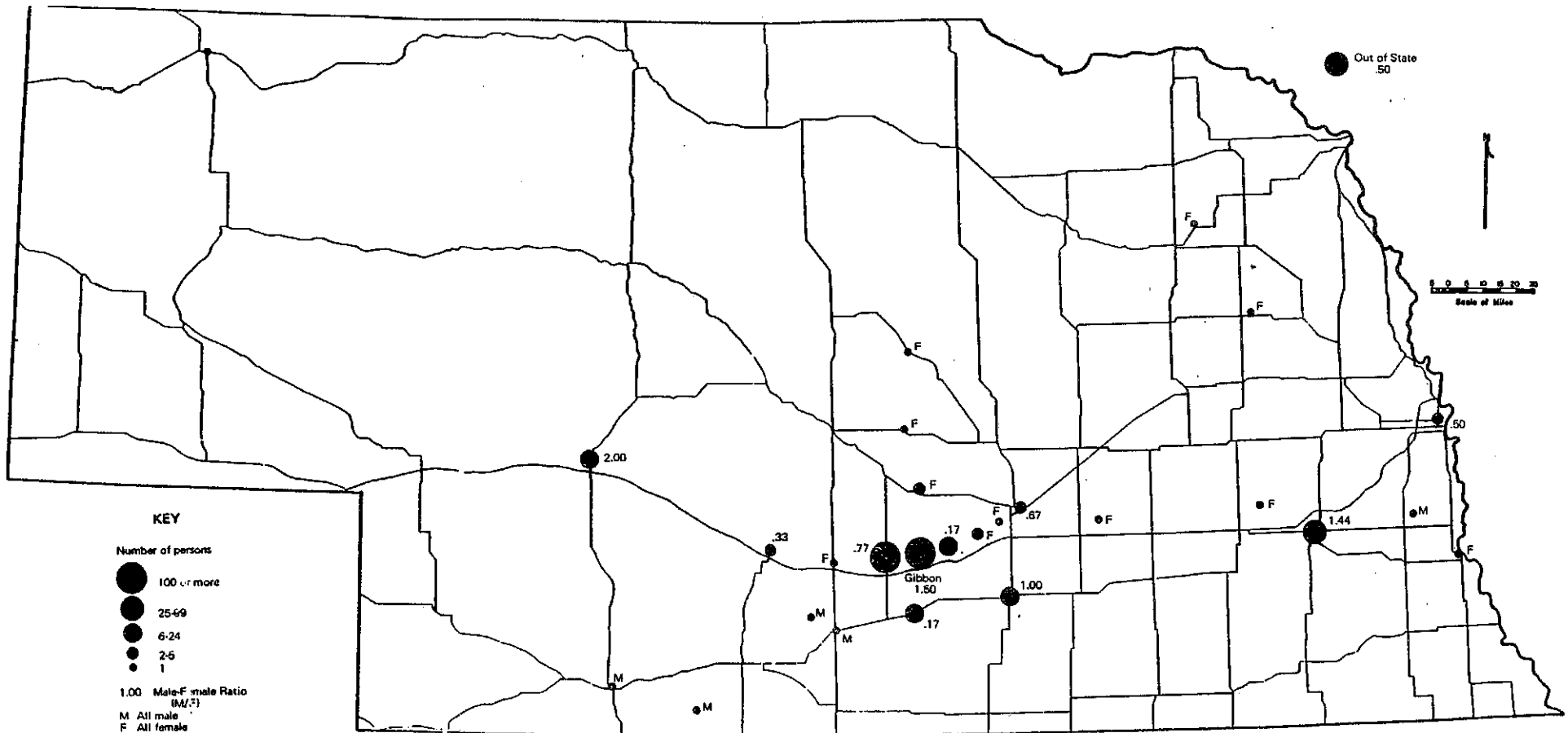






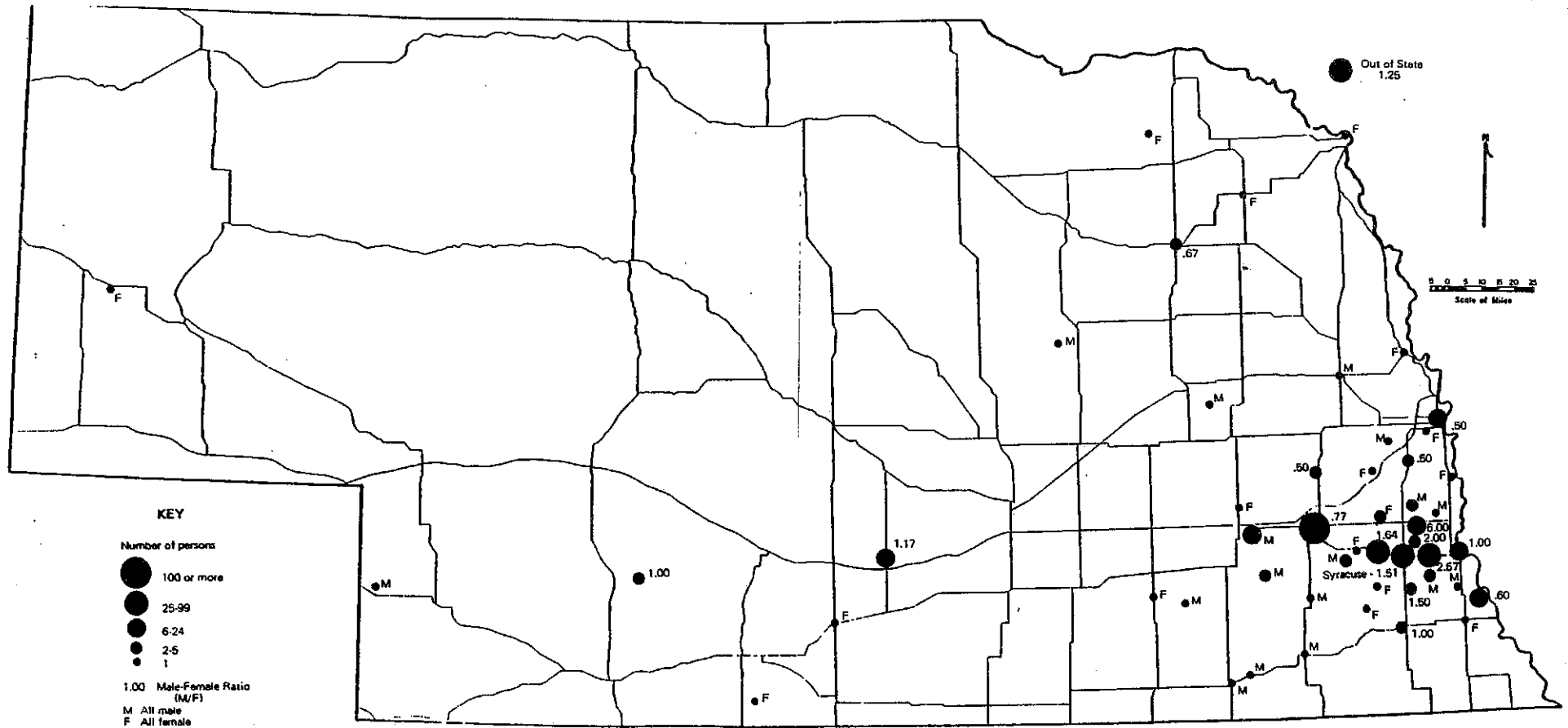
MAP 11  
LOCATIONS OF GIBBON HIGH SCHOOL ALUMNI, SPRING, 1978  
(GRADUATING CLASSES OF 1968 THROUGH 1977 BY SEX)

37

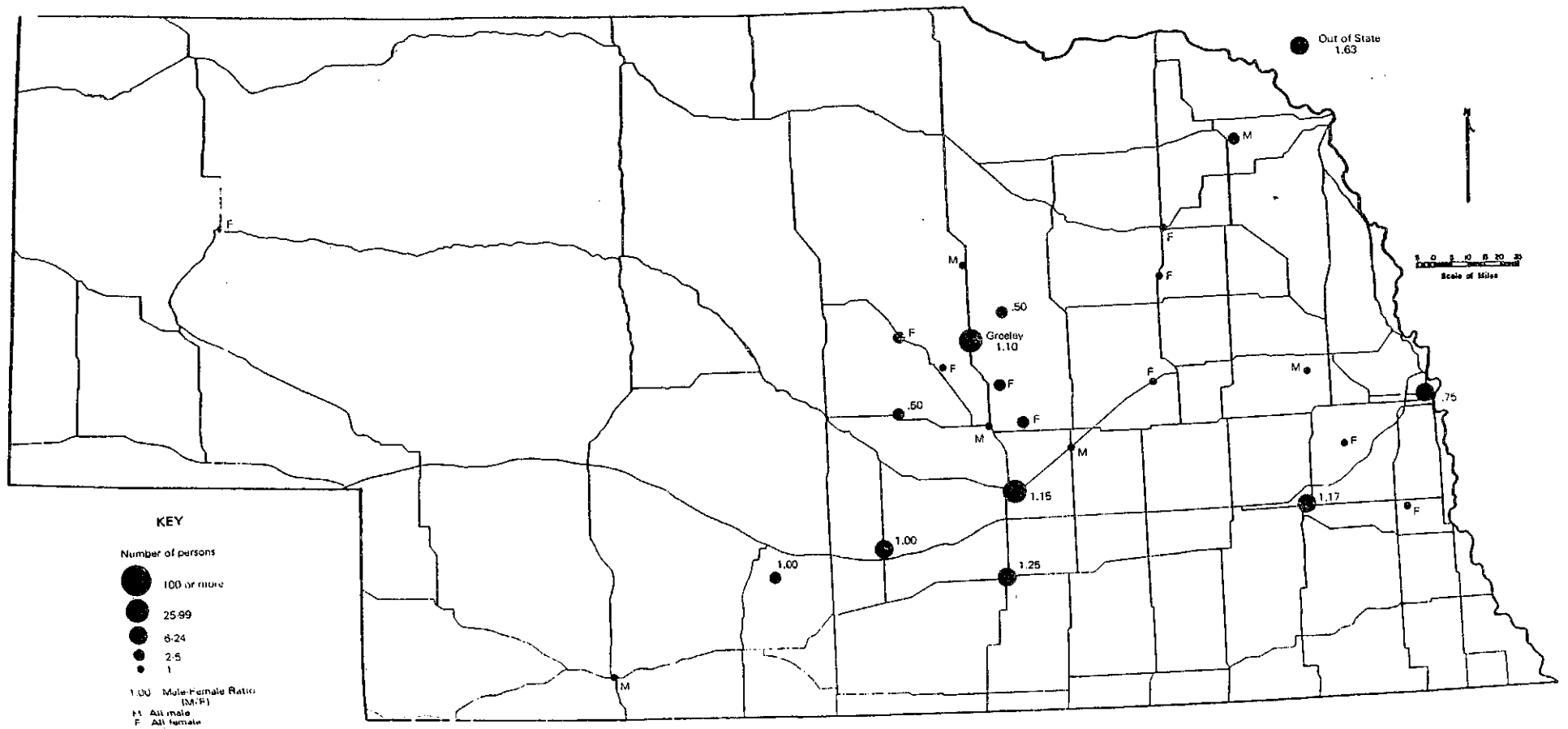




MAP 13  
LOCATIONS OF SYRACUSE-AVOCA-DUNBAR HIGH SCHOOL ALUMNI, SPRING, 1978  
(GRADUATING CLASSES OF 1969 THROUGH 1977 BY SEX)



MAP 14  
LOCATIONS OF GREELEY HIGH SCHOOL ALUMNI, SPRING, 1978  
(GRADUATING CLASSES OF 1970 THROUGH 1977 BY SEX)



MAP 15  
LOCATIONS OF LOUP CITY HIGH SCHOOL ALUMNI, SPRING, 1978  
(GRADUATING CLASSES OF 1973 THROUGH 1977 BY SEX)

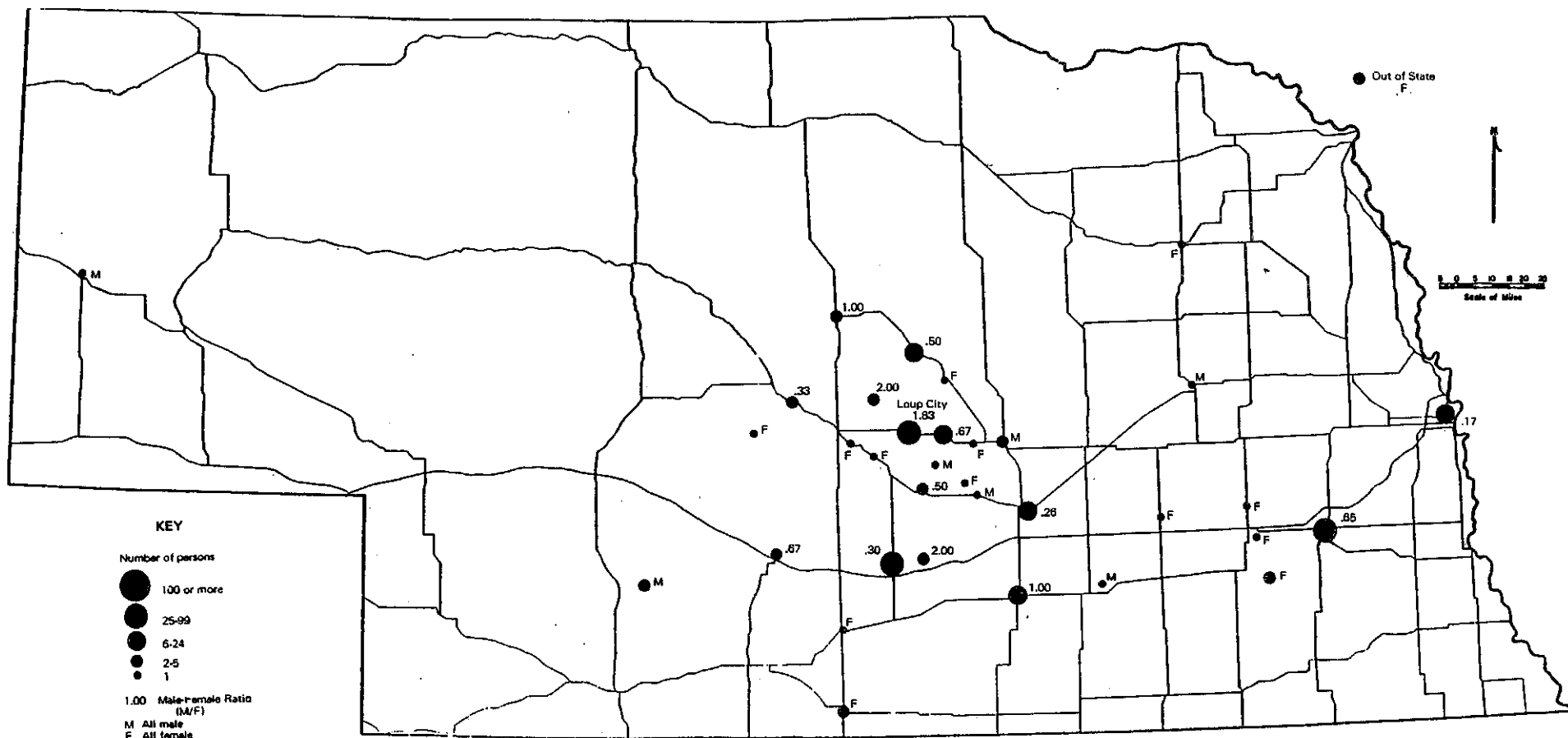


TABLE 9

ACTIVITIES OF HIGH SCHOOL ALUMNI OF FOUR RURAL INDUSTRIAL  
AND TWO RURAL NON-INDUSTRIAL COMMUNITIES IN NEBRASKA, SPRING, 1978

	Industrial Communities								Non-Industrial Communities								Overall Total	
	Deshler		Gibbon		Madison		Syracuse <sup>a/</sup>		Industrial Total		Greeley		Loup City <sup>b/</sup>		Non-Industrial Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Labor Force	103	38.4	240	50.4	255	48.6	309	46.1	907	46.8	110	57.9	161	48.5	271	51.9	1,178	47.9
Farm Work Force	28	10.4	30	6.3	76	14.5	50	7.5	184	9.5	26	13.7	35	10.6	61	11.7	245	10.0
Mfg. Work Force	8	3.0	52	10.9	17	3.2	23	3.4	100	5.2	4	2.1	17	5.1	21	4.0	121	4.9
Non-mfg. Work Force	62	23.1	143	30.0	158	30.1	208	31.1	571	29.5	37	19.5	103	31.0	140	26.8	711	28.9
Activity Unknown	5	1.9	14	3.0	3	0.6	27	4.0	49	2.5	42	22.1	5	1.5	47	9.0	96	3.9
Unemployed	0	0.0	1	0.2	1	0.2	1	0.1	3	0.1	1	0.5	1	0.3	2	0.4	5	0.2
College & Tech School	27	10.1	88	18.5	51	9.7	94	14.0	260	13.4	27	14.2	79	23.8	106	20.3	366	14.9
Military	3	1.1	9	1.9	16	3.1	18	2.7	46	2.4	5	2.6	14	4.2	19	3.6	65	2.6
Housewife	31	11.6	115	24.2	59	11.3	81	12.1	286	14.8	38	20.0	28	8.4	66	12.7	352	14.3
Not Reported	104	38.8	24	5.0	143	27.3	168	25.1	439	22.6	10	5.3	50	15.1	60	11.5	499	20.3
Total	268	100.0	476	100.0	524	100.0	670	100.0	1,938	100.0	190	100.0	332	100.0	522	100.0	2,460	100.0

<sup>a/</sup> Includes those from Avoca and Dunbar.

<sup>b/</sup> Includes those from Ashton and Rockville.

alumni (23.8 percent to 13.4 percent) were in college or technical school.

Among all alumni in the labor force the preference was clearly for work in the non-manufacturing sector. The overall total of 28.9 percent of all alumni in the non-manufacturing work force was shared nearly equally by alumni from industrial (29.5 percent) and non-industrial (26.8 percent) communities. Few alumni (4.9 percent) chose to work in the manufacturing sector. A slightly higher percentage of industrial alumni (5.2 percent) than non-industrial alumni (4.0 percent) were in the manufacturing work force. Among the industrial communities these percentages ranged from a high of 11.0 percent among Gibbon alumni to lows of 3.0 to 3.4 percent among those from Deshler, Madison, and Syracuse. Nevertheless, as many as 5.1 percent of the alumni from Loup City were in the manufacturing sector. Clearly, the industrial or non-industrial character of a graduate's home community was not definitive in his or her choice of work in the manufacturing sector.

#### Location of Alumni Activities

More alumni from industrial (24.9 percent) than non-industrial communities (18.6 percent) were employed in the non-farm sector in the towns (Table 10). One hundred industrial town alumni were employed in manufacturing in the four industrial towns. This number constituted only (14.9 percent) of the 671 industrial town alumni in the non-farm work force. The numbers employed in the industrial towns ranged from a low of three in Deshler to a high of 16 in Gibbon. This latter number, however, was overshadowed by the 34 Gibbon alumni who worked in Kearney manufacturing industries. Clearly, the manufacturing sector in the four industrial communities did not attract and hold alumni from those communities.

#### Alumni in the Impact Industries

If the proportion of industrial town alumni who worked in the manufacturing sector of these towns in the spring of 1978 (5.4 percent) could be considered small, the proportion of these alumni who worked in the four impact industries in these towns was infinitesimal (Table 11). Only 24 alumni were employed in these impact industries, but together they constituted two-thirds of the alumni manufacturing work force in the four communities. The 24 comprised but 3.6 percent of the 671 industrial town alumni working in the non-farm sector. The number of alumni in

TABLE 10

LOCATIONS OF ACTIVITIES OF HIGH SCHOOL ALUMNI OF FOUR RURAL INDUSTRIAL COMMUNITIES  
AND TWO RURAL NON-INDUSTRIAL COMMUNITIES IN NEBRASKA, SPRING, 1978

	Industrial								Non-Industrial								Overall		
	Deshler		Gibbon		Madison		Syracuse <sup>a/</sup>		Total		Greeley		Loup City <sup>b/</sup>		Total		Total		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Total Non-farm																			
Work Force	70	100.0	195	100.0	175	100.0	231	100.0	671	100.0	41	100.0	120	100.0	161	100.0	832	100.0	
Town	6	8.6	70	35.9	67	38.3	24	10.4	167	24.9	10	24.4	20	16.7	30	18.6	197	23.7	
Other Places	50	71.4	48	24.6	76	43.4	134	58.0	308	45.9	31	75.6	100	83.3	131	81.4	439	52.8	
Lincoln							58	25.1	58	8.6							58	7.0	
Kearney			76	39.0					76	11.3							76	9.1	
Norfolk					32	18.3			32	4.8							32	3.8	
Unknown	14	20.0	1	0.5			15	6.5	30	4.5							30	3.6	
Total Manufacturing																			
Work Force	8	100.0	52	100.0	17	100.0	23	100.0	100	100.0	4	100.0	17	100.0	21	100.0	121	100.0	
Town	3	37.5	16	30.8	11	64.6	6	21.7	36	36.0			1	5.9	1	4.8	37	30.6	
Other Places	5	62.5	2	3.8	3	17.7	14	65.2	24	24.0	4	100.0	16	94.1	20	95.2	44	36.4	
Lincoln							2	8.7	2	2.0							2	1.6	
Kearney			34	65.4					34	34.0							34	28.1	
Norfolk					3	17.7			3	3.0							3	2.5	
Unknown							1	4.4	1	1.0							1	0.8	
Total Non-manufacturing																			
Work Force	62	100.0	143	100.0	158	100.0	208	100.0	571	100.0	37	100.0	103	100.0	140	100.0	711	100.0	
Town	3	4.8	54	37.7	56	35.4	18	8.7	131	22.9	10	27.0	19	18.5	29	20.7	160	22.5	
Other Places	45	72.6	46	32.2	73	46.2	120	57.7	284	49.7	27	73.0	84	81.5	111	79.3	395	55.5	
Lincoln							56	26.9	56	9.8							56	7.9	
Kearney			42	29.4					42	7.4							42	5.9	
Norfolk					29	18.4			29	5.1							29	4.1	
Unknown	14	22.6	1	0.7			14	6.7	29	5.1							29	4.1	

<sup>a/</sup> Includes those from Avoca and Dunbar.



a/ Includes those from Avoca and Dunbar.

b/ Includes those from Ashton and Rockville.

TABLE 11

HIGH SCHOOL ALUMNI OF FOUR NEBRASKA RURAL INDUSTRIAL COMMUNITIES IN THE  
MANUFACTURING WORK FORCE AND THE IMPACT INDUSTRY WORK FORCE IN EACH COMMUNITY, SPRING, 1978<sup>a/</sup>

Activity	Deshler		Gibbon		Madison		Syracuse <sup>b/</sup>		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Manufacturing Work Force in the Community	3	100.0	16	100.0	11	100.0	6	100.0	36	100.0
Impact Industry Work Force	3	100.0	8	50.0	9	81.8	4	66.7	24	66.7
Other Industry Work Force	0	0.0	8	50.0	2	18.2	2	33.3	12	33.3

a/ The impact industries are Reinke Manufacturing Co., Deshler; Gibbon Packing Co., Gibbon; Madison Foods, Madison; and Wheaton Tubing Products, Syracuse.

b/ Includes those from Avoca and Dunbar.

impact industries ranged from three in Deshler to nine in Madison; they comprised from 50.0 to 100.0 percent of the alumni manufacturing work force in these four communities. These impact industries have not been able as yet to attract and hold large numbers of local alumni.

#### Historical Patterns: 1968-1977

##### Annual Alumni Activities

The manufacturing sector has not exerted a strong attraction on alumni of the four industrial towns during the past decade. Tables 12 and 13 record annual Gibbon and Syracuse alumni activities during this period. For Syracuse the record extends from June, 1969 to June, 1978 (data for the class of 1973 are missing) and enumerates a total of 4,024 alumni-years. (see Appendix E for the pattern of this survey). The Gibbon record (see Appendix D) extends from June, 1968 to June, 1978. It enumerates alumni activities for five years after graduation plus those for spring, 1978 and yields a total of 2,144-alumni years.

Gibbon graduates spent but 10.8 percent (232) of the total alumni-years in the manufacturing sector; Syracuse graduates only 1.9 percent (79 alumni-years). For Gibbon alumni the first year (1968) showed the highest commitment to the manufacturing sector (15.7 percent). This fell to a 1971 low of 8.0 percent and then rose steadily to a 1976 high of 14.5 percent. Syracuse alumni recorded a generally steady rise in their employment in the manufacturing work force from zero in 1969 to a spring, 1978 peak of 3.4 percent. Among both alumni groups these later slow but steady rises in alumni-years spent in the manufacturing sector were in part attributable to those alumni from earlier classes entering the labor force after a delay for post-secondary training and education.

##### Location of Annual Alumni Activities

Only one-third (33.2 percent) of the 232 Gibbon alumni-years spent in the manufacturing sector were spent in Gibbon (Table 14). This proportion has fluctuated considerably, falling from a 1968 high of 62.5 percent to a 1974 low of 14.3 percent, although in the last three years the proportions have been near or above the one-third level. A total of 20 Syracuse alumni-years (26.3 percent) have been spent in that community's manufacturing sector (Table 15). All of these have been in the years 1975 through 1978.

TABLE 12

ACTIVITIES OF GIBBON HIGH SCHOOL ALUMNI, 1968 THROUGH 1977<sup>a/</sup>

Activity	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Farm Work Force	2	3.9	3	2.9	4	2.9	9	4.8	10	4.2	8	3.4	13	5.8	18	2.3	17	7.1	30	6.3	114	5.3
Manufacturing Work Force	8	15.7	12	11.8	18	12.9	15	8.0	19	8.1	22	9.2	21	9.3	30	12.1	35	14.5	52	11.0	232	10.8
Non-manufacturing Work Force	7	13.7	13	12.7	29	20.7	39	20.7	55	23.4	58	24.4	50	22.1	47	19.0	36	14.9	143	30.0	477	22.3
Unknown	0	0.0	1	1.0	1	0.7	1	0.5	2	0.9	4	1.7	8	3.6	9	3.7	9	3.8	14	2.9	49	2.3
Unemployed	0	0.0	0	0.0	0	0.0	2	1.1	2	0.9	1	0.4	1	0.4	1	0.4	1	0.4	1	0.2	9	0.4
College & Tech School	25	49.0	51	50.0	58	41.4	79	42.0	87	37.0	68	28.6	59	26.1	68	27.5	76	31.5	88	18.5	659	30.7
Military	1	2.0	6	5.9	9	6.4	12	6.4	14	5.9	14	5.9	13	5.8	12	4.9	8	3.3	9	1.9	98	4.6
Housewife	8	15.7	16	15.7	20	14.3	30	16.0	42	17.9	56	23.5	51	22.5	50	20.2	48	19.9	115	24.2	436	20.3
Not Reported & Deceased	0	0.0	0	0.0	1	0.7	1	0.5	4	1.7	7	2.9	10	4.4	12	4.9	11	4.6	24	5.0	70	3.3
Total	51	100.0	102	100.0	140	100.0	188	100.0	235	100.0	238	100.0	226	100.0	247	100.0	241	100.0	476	100.0	2,144	100.0

<sup>a/</sup> See Appendix A for the number of alumni reported for each year.

<sup>b/</sup> Years are school years; 1968, for example, extends from June, 1968 to June, 1969. The year 1977 extends into the Spring of 1978.

47

TABLE 13

ACTIVITIES OF SYRACUSE HIGH SCHOOL ALUMNI 1969 THROUGH 1977<sup>a/</sup>

Activity	Year <sup>b/</sup>																				All Year Total	
	1969		1970		1971		1972		1973		1974		1975		1976		1977		1978		No.	%
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Farm Work Force	4	5.0	8	4.8	23	9.2	21	6.2	29	8.6	41	9.6	35	7.0	46	7.9	66	9.9	50	7.5	323	8.0
Manufacturing Work Force	0	0.0	2	1.2	1	0.4	1	0.3	1	0.3	6	1.4	8	1.6	14	2.4	20	3.0	23	3.4	76	1.9
Non-manufacturing Work Force	7	8.8	14	8.3	32	12.9	32	9.4	49	14.4	90	21.2	117	23.5	156	26.6	182	27.2	208	31.0	887	22.1
Unknown	0	0.0	5	3.0	6	2.4	26	7.7	25	7.4	28	6.6	26	5.2	23	3.9	27	4.0	27	4.0	193	4.8
Unemployed	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	0.3	4	0.6	1	0.2	7	0.2
College & Tech School	41	51.2	79	47.0	91	36.5	121	35.7	99	29.2	82	19.3	101	20.3	98	16.7	84	12.5	94	14.0	890	22.1
Military	5	6.2	10	5.9	13	5.2	30	8.8	20	5.9	13	3.1	17	3.4	18	3.1	18	2.7	18	2.7	162	4.0
Housewife	3	3.8	4	2.4	18	7.2	28	8.3	33	9.7	50	11.7	52	10.5	69	11.8	73	10.9	81	12.1	411	10.2
Not Reported & Deceased	20	25.0	46	27.4	65	26.1	80	23.6	83	24.5	115	27.1	142	28.5	160	27.3	196	29.2	168	25.1	1,075	27.7
Total	80	100.0	168	100.0	249	100.0	339	100.0	339	100.0	425	100.0	498	100.0	586	100.0	670	100.0	670	100.0	4,024	100.0

<sup>a/</sup> See Appendix B for the numbers of alumni reported for each year.

<sup>b/</sup> The first and last year of each graduating class extends from June to December and from January to June, respectively.

TABLE 14

LOCATIONS OF ACTIVITIES OF GIBBON HIGH SCHOOL ALUMNI, 1968 THROUGH 1977<sup>a/</sup>

Location of Activity	Year <sup>b/</sup>	1968		1969		1970		1971		1972		1973		1974		1975		1976		1977		Total	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Non-farm Work Force		15	100.0	26	100.0	48	100.0	55	100.0	76	100.0	83	100.0	79	100.0	86	100.0	80	100.0	195	100.0	743	100.0
Gibbon		6	40.0	10	38.5	17	35.4	20	36.4	27	35.5	31	37.3	22	27.8	29	33.7	32	40.0	70	35.9	264	35.5
Kearney		5	26.7	9	34.6	16	33.3	17	30.9	25	32.9	32	38.6	39	49.4	37	43.0	38	47.5	76	39.0	294	39.6
Other Places		4	33.3	7	26.9	15	31.3	18	32.7	24	31.6	20	24.1	18	22.8	20	23.3	10	12.5	48	24.6	184	24.8
Unknown		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.5	1	0.1
Total Mfg. Work Force		8	100.0	12	100.9	18	100.0	15	100.0	19	100.0	22	100.0	21	100.0	30	100.0	35	100.0	52	100.0	232	100.0
Gibbon		5	62.5	6	50.0	8	44.4	5	33.3	3	15.8	8	36.4	3	14.3	11	36.7	12	34.3	16	30.8	77	33.2
Kearney		2	25.0	5	41.7	8	44.4	6	40.0	11	57.9	14	63.6	17	80.9	18	60.0	22	62.8	34	65.4	137	59.0
Other Places		1	12.5	1	8.3	2	11.2	4	26.7	5	26.3	0	0.0	1	4.8	1	3.3	1	2.9	2	3.8	18	7.8
Unknown		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total Non-mfg. Work Force		7	100.0	13	100.0	29	100.0	39	100.0	55	100.0	58	100.0	50	100.0	47	100.0	36	100.0	143	100.0	477	100.0
Gibbon		1	14.2	4	30.8	9	31.0	15	38.5	24	43.6	23	39.7	19	38.0	18	38.3	20	55.6	54	37.8	187	39.2
Kearney		3	42.9	4	30.8	8	27.6	11	28.2	14	25.5	18	31.0	22	44.0	19	40.4	16	44.4	42	29.4	157	32.9
Other Places		3	42.9	5	38.4	12	41.4	13	33.3	17	30.9	17	29.3	9	18.0	10	21.3	0	0.0	46	32.1	132	27.7
Unknown		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.7	1	0.2
Housewives		8	100.0	16	100.0	20	100.0	30	100.0	42	100.0	56	100.0	51	100.0	50	100.0	48	100.0	115	100.0	436	100.0
Gibbon		4	50.0	8	50.0	8	40.0	8	63.3	16	38.1	26	46.4	25	49.0	24	48.0	22	45.8	39	33.9	180	41.3
Kearney		0	0.0	2	12.5	1	5.0	3	10.0	5	11.9	9	16.1	8	15.7	9	18.0	7	14.6	18	15.7	62	14.2
Other Places		4	50.0	6	37.5	11	55.0	19	26.7	21	50.0	21	37.5	18	35.3	17	34.0	19	39.6	58	50.4	194	44.5
Unknown		0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

<sup>a/</sup> See Appendix A for the number of alumni reported for each year.

<sup>b/</sup> Years are school years; 1968, for example, extends from June, 1968 to June, 1969. The year 1977 extends into the spring of 1978.

TABLE 15

LOCATION OF ACTIVITIES OF SYRACUSE HIGH SCHOOL ALUMNI, 1969 THROUGH 1977<sup>a/</sup>

Location of Activity	Year <sup>b/</sup>		Calendar Year										Jan. to June 1978		All Year Total							
	June to Dec. 1969		1970		1971		1972		1973		1974		1975		1976		1977					
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Total Non-farm Work Force	7	100.0	16	100.0	33	100.0	33	100.0	50	100.0	96	100.0	125	100.0	170	100.0	202	100.0	231	100.0	963	100.0
Syracuse	0	0.0	0	0.0	1	3.0	1	3.0	1	2.0	2	2.1	6	4.8	11	6.5	18	8.9	23	10.0	63	6.5
Lincoln	2	28.6	6	37.5	6	18.2	11	33.2	14	28.0	30	31.2	29	23.2	49	28.8	53	26.2	58	25.1	258	26.8
Other Places	4	57.1	6	37.5	16	48.5	15	45.5	26	52.0	48	50.0	73	58.4	89	52.4	112	55.5	135	58.4	424	54.4
Unknown	1	14.3	4	25.0	10	30.3	6	18.2	9	18.0	16	16.7	17	13.6	21	12.3	19	9.4	15	6.5	118	12.3
Total Mfg. Work Force	0	0.0	2	100.0	1	100.0	1	100.0	1	100.0	6	100.0	8	100.0	14	100.0	20	100.0	23	100.0	76	100.0
Syracuse	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	25.0	5	35.7	7	35.0	6	26.0	20	26.3
Lincoln	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	5	83.3	0	0.0	2	14.3	1	5.0	2	8.7	12	15.8
Other Places	0	0.0	0	0.0	1	100.0	1	100.0	1	100.0	1	16.7	2	25.0	7	50.0	12	60.0	14	60.9	39	51.3
Unknown	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	50.0	0	0.0	0	0.0	1	4.4	5	6.6
Total Non-mfg. Work Force	7	100.0	14	100.0	32	100.0	32	100.0	49	100.0	90	100.0	117	100.0	156	100.0	182	100.0	208	100.0	887	100.0
Syracuse	0	0.0	0	0.0	1	3.1	1	3.1	1	2.0	2	2.2	6	5.1	11	7.0	13	7.1	18	8.7	53	6.0
Lincoln	2	28.6	4	28.6	6	18.8	11	34.4	14	28.6	25	27.8	29	24.8	47	30.1	52	28.6	56	26.9	246	27.7
Other Places	4	27.1	6	42.8	15	46.9	14	43.8	25	51.0	47	52.2	69	59.0	77	49.4	98	53.9	120	57.7	475	53.6
Unknown	1	14.3	4	28.6	10	31.2	6	18.7	9	18.4	16	17.8	13	11.1	21	13.5	19	10.4	14	6.7	113	12.7
Housewife	3	100.0	4	100.0	18	100.0	28	100.0	33	100.0	50	100.0	52	100.0	69	100.0	73	100.0	81	100.0	411	100.0
Syracuse	1	33.3	1	25.0	1	5.5	2	7.1	2	6.0	2	4.0	3	5.8	4	5.8	4	5.5	8	9.9	30	7.3
Lincoln	0	0.0	1	25.0	3	16.7	3	10.7	3	9.1	8	16.0	10	19.2	8	11.6	11	15.1	14	17.3	61	14.8
Other Places	2	66.7	2	50.0	11	61.1	14	50.0	16	48.5	26	52.0	28	53.9	40	58.0	41	56.1	49	60.5	229	55.7
Unknown	0	0.0	0	0.0	3	16.7	9	32.2	12	36.4	14	28.0	11	21.1	17	24.6	17	23.3	10	12.3	91	22.2

<sup>a/</sup> Includes those from Avoca and Dunbar.

<sup>b/</sup> The first and last year of each graduating class extends from June to December and from January to June, respectively.

### Annual Alumni Employment in the Impact Industries

The decade-long activity records of Gibbon and Syracuse alumni indicate a very small but possibly growing interest in employment in the impact industries of these communities. Post-1968 Gibbon alumni employment by Gibbon Packing began with one alumnus in 1972 and rose steadily to a peak of eight alumni employees in the spring of 1978 (Table 16). Although the Gibbon alumni record is not filled for the entire decade, 13 of the 19 total alumni-years spent in Gibbon Packing followed the plant's 1973 expansion. These 13 are from the graduating classes of 1974 through 1977 and are, perforce, in the 18-24 years old age group. The Syracuse alumni employment pattern in Wheaton Tubing is similar to that for Gibbon Packing (Table 17). Although this plant began to fill its complement in 1972, half of the 16 Syracuse alumni-years were spent there after the 1975 expansion. All the post-1969 alumni employed at Wheaton Tubing Products were graduated in 1975 and after and thus are in the 18-24 year old age group.

### Conclusion

By nearly every overall measure local youthful alumni, whether from manufacturing or non-manufacturing rural communities, manifest a low participation in the manufacturing work force and an even lower participation in the work forces of the impact industries. These industries are, of course, relatively recent arrivals in these rural communities. Thus, if the pattern of local youthful alumni employment in the manufacturing sector and in the impact industry work forces is viewed longitudinally, the picture changes slightly. The trend in impact-plant employment has, indeed, been upward in the past few years, due partly to the simple fact that these plants do provide employment opportunities. If this trend continues, more and more local youths may seek employment in the local manufacturing plants and remain in the community. Nevertheless, their numbers are as yet very small; they are scarcely sufficient to justify the formulation of a public policy around this means of encouraging local rural youth to remain in their communities after graduation from high school.

TABLE 16

NUMBER OF GIBBON HIGH SCHOOL ALUMNI EMPLOYED  
IN THE GIBBON IMPACT INDUSTRY BY YEAR<sup>a/</sup>

Graduating Class	Years <sup>b/</sup>										Total
	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	
1968	0	0	0	0	0					0	0
1969		0	0	0	0	0				0	0
1970			0	0	1	1	0			1	3
1971				0	0	1	0	1		1	3
1972					0	0	0	0	0	0	0
1973						0	0	0	0	0	0
1974							1	1	1	1	4
1975								1	2	2	5
1976									1	3	4
1977										0	0
Total	0	0	0	0	1	2	1	3	4	8	19

<sup>a/</sup>The impact industry is Gibbon Packing Co.

<sup>b/</sup>Years are school years; 1968, for example, extends from June, 1968 to June, 1969. The year 1977 extends into the spring of 1978.



TABLE 17

NUMBER OF SYRACUSE HIGH SCHOOL ALUMNI EMPLOYED  
IN THE SYRACUSE IMPACT INDUSTRY BY YEAR<sup>a/</sup>

Graduating Class	Years <sup>b/</sup>										Total
	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	
1969	0	0	0	0	0	0	0	0	0	0	0
1970		0	0	0	0	0	0	0	0	0	0
1971			0	0	0	0	0	0	0	0	0
1972				0	0	0	0	0	0	0	0
1973											
1974						0	2	2	2	2	8
1975							0	0	0	0	0
1976								2	3	1	6
1977									1	1	2
Total							2	4	6	4	16

<sup>a/</sup>The impact industry is Wheaton Tubing Products. Includes those from Avoca and Dunbar.

<sup>b/</sup>The first and last year of each graduating class extends from June to December and from January to June, respectively.

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## CHAPTER 4

### POST-HIGH SCHOOL PLANS OF RURAL YOUTH IN NEBRASKA

#### Introduction

The data base for this chapter is comprised of the career and migration plans of junior and senior students in the high schools of nine rural communities in Nebraska. This information provides a measure of the impact of new or expanded manufacturing industries on the career perceptions and aspirations of rural youths. The data serve as a basis for determining whether career and migration decisions differ between students from industrial communities and those from non-industrial communities and whether the students' sex and socio-economic characteristics played roles shaping these decisions. In addition these data present a measurement of the students' willingness not only to remain in their home communities but also to take jobs in the local manufacturing sector.

The data base for this chapter was obtained by questionnaires administered in May, 1978 to 641 students in four industrial community high schools: Deshler, Gibbon, Madison, and Syracuse, and in five non-industrial community high schools: Arthur, Butte, Greeley, Taylor, and Loup City.<sup>12</sup> The questionnaire was administered by school officials to all juniors and seniors in those schools. Although previous studies have limited themselves to seniors only, juniors were included to see if changes in career perceptions occurred between the junior and senior year of high school.

The sampling procedure automatically excluded school dropouts, so the generalizations from this study apply only to those youths in school. Furthermore, the sampling procedure included youths from consolidated school districts. As a result, two school districts (Syracuse and Loup City) contained students not only from surrounding farm areas but also

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<sup>12</sup> A copy of the questionnaire appears in Appendix D.

from neighboring small communities.<sup>13</sup> In these cases the neighboring communities were treated in the same manner as the home community of the high school.

A total of 398 students in industrial towns and 243 in non-industrial communities completed the questionnaire. More juniors than seniors were surveyed in both industrial and non-industrial towns, and female outnumbered male respondents. Since seniors have generally given more thought to their post-high school plans than juniors, the seniors' responses will be this study's primary focus.

Three hypotheses guided the analysis of the data. These held that: (1) significant differences occur in student career and migration plans between those living in towns with industrial development and those living in towns with no industrial growth; (2) students in industrial towns show a greater willingness to work in a manufacturing plant than those from non-industrial towns; (3) significant differences occur in post-high school plans among students when they are differentiated by class, sex, and parental occupation.

#### Occupational and Educational Plans of Seniors

The principal goal among the seniors surveyed in both industrial and non-industrial towns was to continue their education (Table 18 and Figure 2). The proportion of the seniors planning to attend either college or technical school was high in all towns but was higher in those that had experienced industrial growth (66.7 percent) than in those that did not (63.2 percent).

Clearly, most students about to graduate planned to delay their participation in the labor force. They preferred developing their professional skills in order to receive a better paying job, rather than accepting a lower paying entry-level job directly out of high school.

Career choices of the remainder of the seniors surveyed differed even more sharply between industrial and non-industrial towns. In industrial towns seniors planning to enter the non-farm work force immediately upon graduation comprised 27.9 percent of those surveyed; in non-industrial towns only 14.4 percent had such plans. Much of this difference could be attributed to a greater availability of non-farm jobs in towns with

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<sup>13</sup>The Syracuse school district contains Avoca and Dunbar while Loup City students also come from Ashton and Rockville.

TABLE 18

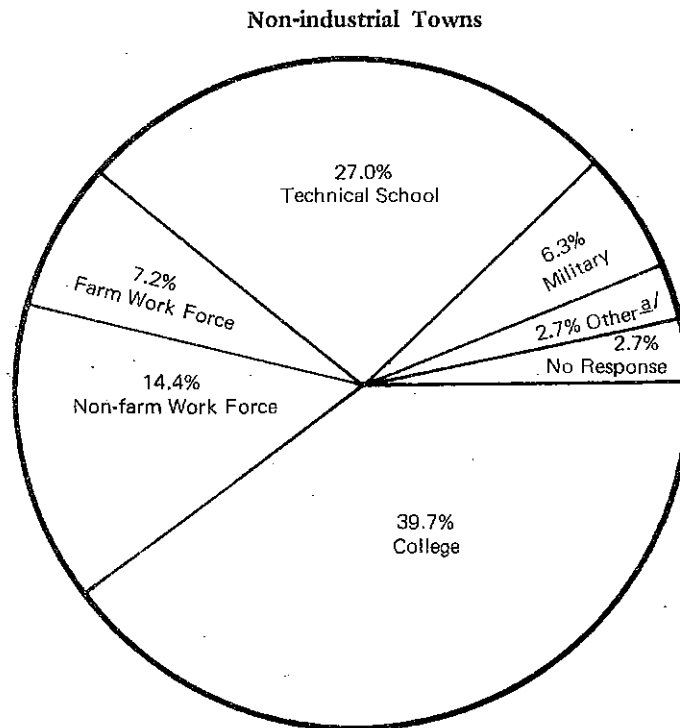
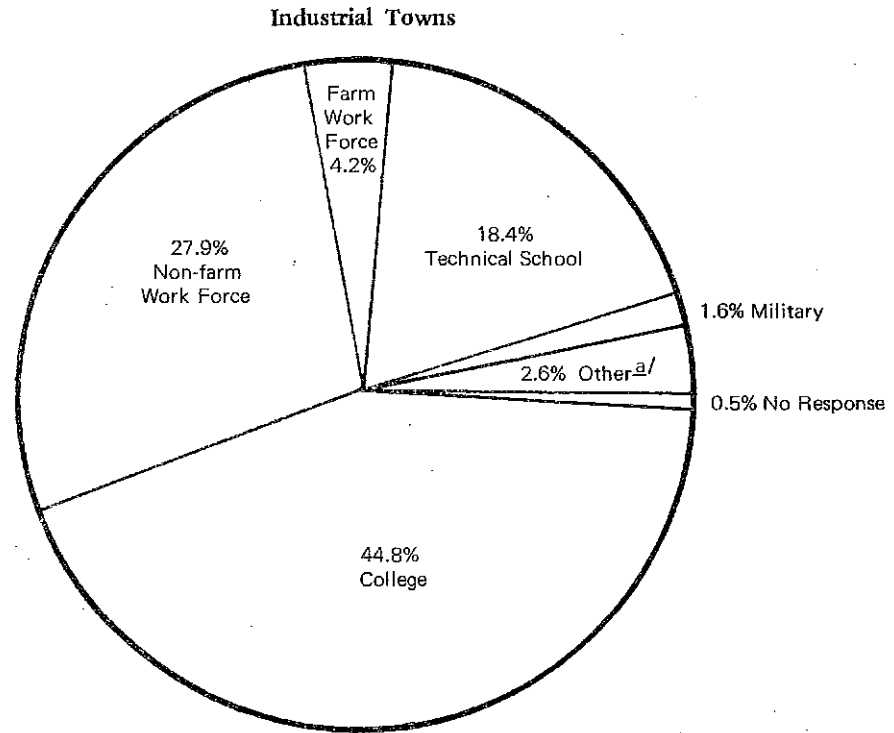
POST-HIGH SCHOOL CAREER PLANS OF SENIORS BY TOWN  
(Percent)

	Work Force			College	Technical School	Military	Other <sup>a/</sup>	No Response	N
	Farm	Nonfarm	Total						
Deshler	4.0	32.0	36.0	28.0	36.0	-	-	-	25
Gibbon	5.9	41.2	47.1	44.1	8.8	-	-	-	34
Madison	3.6	32.8	36.4	38.2	16.4	3.6	3.6	1.8	55
Syracuse	4.0	17.1	21.1	55.3	18.4	1.3	3.9	-	76
Total Industrial Towns	4.2	27.9	32.1	44.8	18.4	1.6	2.6	0.5	190
Arthur	-	11.1	11.1	66.7	11.1	-	11.1	-	9
Butte	7.1	7.1	14.2	35.7	14.3	28.6	7.1	-	14
Greeley	-	25.0	25.0	37.5	37.5	-	-	-	8
Loup City	8.1	12.9	21.0	37.1	32.3	3.2	1.6	4.8	62
Taylor	11.1	22.2	33.3	38.9	22.2	5.6	-	-	18
Total Non-industrial Towns	7.2	14.4	21.6	39.7	27.0	6.3	2.7	2.7	111

<sup>a/</sup>Other includes those students who were undecided, planned to get married, or specified three or more career choices.

FIGURE 2

POST-HIGH SCHOOL PLANS OF SENIORS IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS



<sup>a/</sup> Other includes those persons who were undecided, planned to get married, or specified three or more career choices.

industrial growth.

The high proportion of seniors planning to enter non-farm occupations in industrial towns might be the result of the "multiplier effect" of industrial development. Indeed, the growth of industry creates new jobs not only in the manufacturing sector but also in the wholesale-retail trade and service sectors of the local economy.

#### Occupational and Educational Plans by Characteristics of Seniors

The location of the industrial communities might also account for some of the differences in student occupational plans between industrial and non-industrial towns. Three of the four industrial towns are located within 30 miles of larger communities, all of which have industries and post-secondary educational institutions. The non-industrial towns are relatively isolated from such urban centers. In the industrial communities of Gibbon, Madison, and Syracuse which are near Kearney, Norfolk, and Lincoln, respectively, a larger percentage of students than in the more isolated communities planned to enter the work force or go on to school (Table 18). The proximity of these larger communities may influence high school graduates' career decisions by allowing the students to pursue personal goals without forcing them to break their cultural and social ties with their home communities.

In the non-industrial communities, on the other hand, distance to industrial or post-secondary opportunities makes the maintenance of socio-cultural ties with their home communities following graduation more difficult. This condition may account for the larger proportion of students in more isolated communities than in industrial towns who planned to attend technical schools. Since technical schools are more widely distributed around the State than are the four-year colleges, this distribution permits students in isolated communities to seek a post-secondary education without having to sever ties to their home communities. At the same time, however, they may be forced into more limited avenues of career development than seniors in towns closer to urban centers.

The difficulty in finding jobs in or near the more isolated non-industrial communities affected males and females alike. The proportion of males, as well as females, planning to enter the work force was nearly ten percentage points greater in industrial than non-industrial towns (Table 19). The difference between the industrial and non-industrial

TABLE 19

POST-HIGH SCHOOL CAREER PLANS OF SENIORS IN SELECTED  
INDUSTRIAL AND NON-INDUSTRIAL TOWNS

	Industrial Towns						Non-industrial Towns					
	Male	Percent	Female	Percent	Total	Percent	Male	Percent	Female	Percent	Total	Percent
Work Force	28	32.2	33	32.0	61	32.1	12	23.6	12	20.0	24	21.6
Farm	6	6.9	2	1.9	8	4.2	6	11.8	2	3.3	8	7.2
Non-farm	22	25.3	31	30.1	53	27.9	6	11.8	10	16.7	16	14.4
College	34	39.1	51	49.5	85	44.8	22	43.1	22	36.7	44	39.7
Technical School	18	20.7	17	16.5	35	18.4	13	25.5	17	28.3	30	27.0
Military	3	3.4	0	-	3	1.6	4	7.8	3	5.0	7	6.3
Other <sup>a/</sup>	3	3.4	2	1.9	5	2.6	0	-	3	5.0	3	2.7
No Response	1	1.2	0	-	1	0.5	0	-	3	5.0	3	2.7
Total	87	100.0	103	100.0	190	100.0	51	100.0	60	100.0	111	100.0

<sup>a/</sup> Other includes those students who were undecided, planned to get married, or specified three or more career choices.



towns was greater only when the non-farm work force was considered. Senior males planning to enter the non-farm work force accounted for one-fourth of all the males in industrial towns compared to only 12 percent in non-industrial towns. Similarly, the proportion of senior females planning to enter the non-farm work force was greater in industrial (30 percent) than non-industrial (7 percent) towns.

A strong relationship existed between career or educational plans of the seniors and the occupation of their household head (Table 20). In all towns more seniors from non-farm families than from farm families planned to enter the non-farm work force. This tendency was even stronger in the industrial communities.

#### A Comparison of Seniors and Juniors

The approach of graduation usually presses seniors to make career decisions that juniors do not have to make. This accounts for some differences between the two groups in regard to their post-high school plans. Such differences, however, were minor. The general pattern of post-high school plans among juniors was virtually the same in both industrial and non-industrial towns (Table 21). An increase, however, in plans to attend college and technical schools occurred among males in their senior year. More juniors than seniors, however, were undecided about their post-high school plans, a distinction that was to be expected between the two groups.<sup>14</sup>

#### Migration Plans of Seniors

Seniors in industrial communities were less likely (55.8 percent) to plan to leave their communities permanently than seniors in non-industrial towns (60.4 percent) (Figure 3 and Table 22). Those students who planned to leave temporarily and then return to their towns made up about equal proportions of the seniors in industrial (19.4 percent) and non-industrial (21.6 percent) towns. At the same time, the proportion of seniors planning to remain in town was greater in industrial (17.4 percent) than in non-industrial towns (10.8 percent). These figures indicated that more seniors in towns with industrial growth planned to remain in town, and fewer planned

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<sup>14</sup>More detailed data on junior and senior career and education plans in relation to place of residence, sex, years in school district, and head of household appear in tables presented in Appendices E through H.

TABLE 20

POST-HIGH SCHOOL CAREER PLANS OF SENIORS  
BY FARM AND NON-FARM OCCUPATION OF HEAD OF HOUSEHOLD

	Farm Head of Household								Non-farm Head of Household							
	Industrial Towns				Non-industrial Towns				Industrial Towns				Non-industrial Towns			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Work Force	12	11	23	27.4	9	5	14	26.4	15	21	36	36.4	3	5	8	16.0
Farm	6	2	8	9.5	6	2	8	15.1	0	0	0	-	0	0	0	-
Non-farm	6	9	15	17.9	3	3	6	11.3	15	21	36	36.4	3	5	8	16.0
College	7	28	35	41.7	9	10	19	35.8	25	21	46	46.5	12	11	23	46.0
Technical School	13	12	25	29.7	6	7	13	24.5	5	5	10	10.1	6	9	15	30.0
Military	-	-	0	-	2	1	3	5.7	2	0	2	2.0	2	1	3	6.0
Other <sup>a/</sup>	1	-	1	1.2	-	2	2	3.8	2	2	4	4.0	0	0	0	-
No Response	-	-	0	-	-	2	2	3.8	1	0	1	1.0	0	1	1	2.0
Total <sup>b/</sup>	33	51	84	100.0	26	27	53	100.0	50	49	99	100.0	23	27	50	100.0

<sup>a/</sup> Other includes those students who were undecided, planned to get married, or specified three or more career choices.

<sup>b/</sup> Totals exclude those seniors who did not report head of household's occupation and whose family heads were unemployed or out of the labor force.

TABLE 21

JUNIOR AND SENIOR POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS  
IN INDUSTRIAL AND NON-INDUSTRIAL TOWNS  
(Percent)

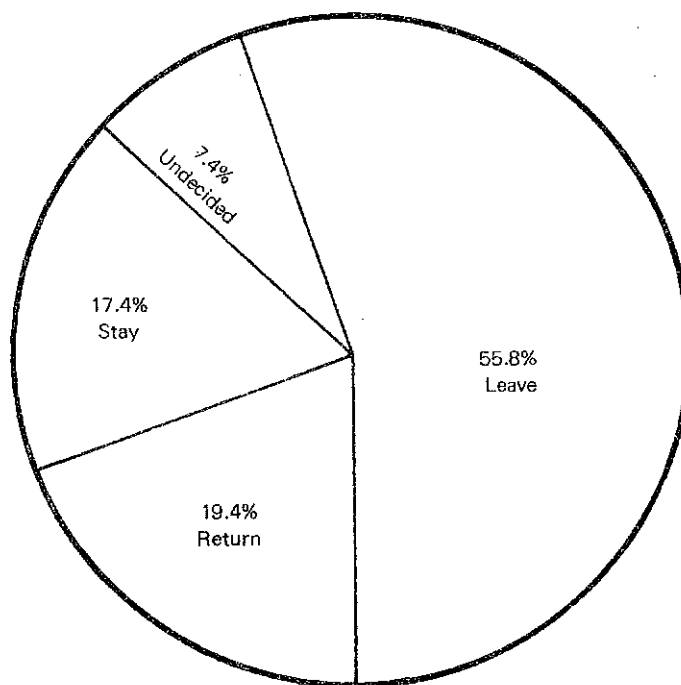
	Industrial Towns						Non-industrial Towns					
	Juniors			Seniors			Juniors			Seniors		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Work Force	34.4	25.9	29.8	32.2	32.0	32.1	25.0	22.0	23.5	23.6	20.0	21.6
Farm	8.4	0.9	4.3	6.9	1.9	4.2	6.3	2.9	4.6	11.8	3.3	7.2
Non-farm	26.0	25.0	25.5	25.3	30.1	27.9	18.7	19.1	18.9	11.8	16.7	14.4
College	30.2	49.1	40.5	39.1	49.5	44.8	28.1	52.9	40.9	43.1	36.7	39.7
Technical School	17.7	15.2	16.3	20.7	16.5	18.4	26.6	16.2	21.2	25.5	28.3	27.0
Military	5.2	3.6	4.3	3.4	0.0	1.6	7.8	0.0	3.8	7.8	5.0	6.3
Other <sup>a/</sup>	5.2	4.4	4.8	3.4	1.9	2.6	10.9	7.4	9.1	0.0	5.0	2.7
No Response	7.3	1.8	4.3	1.2	0.0	0.5	1.6	1.5	1.5	0.0	5.0	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
(N)	(96)	(112)	(208)	(87)	(103)	(190)	(64)	(68)	(132)	(51)	(60)	(111)

<sup>a/</sup>Other includes those students who were undecided, planned to get married, or specified three or more career choices.

FIGURE 3

POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE  
IN INDUSTRIAL AND NON-INDUSTRIAL TOWNS

Industrial Towns



Non-industrial Towns

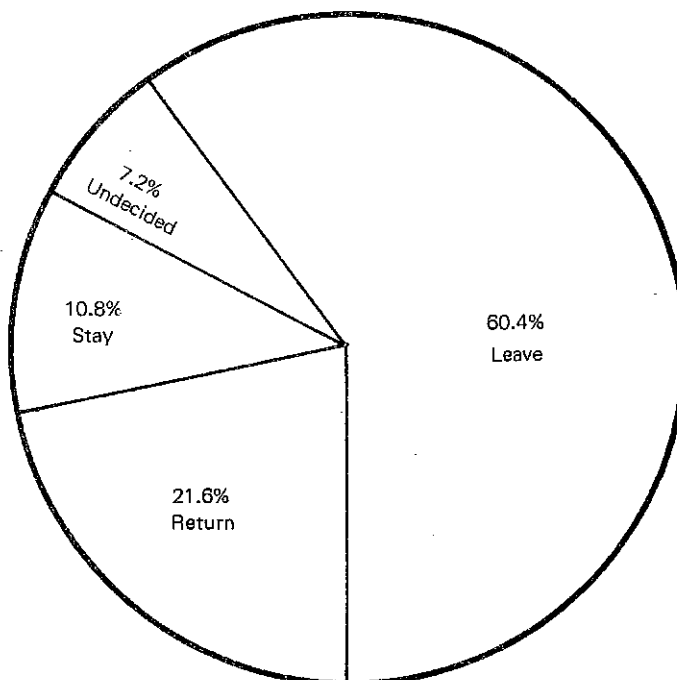


TABLE 22

PLANS OF SENIORS TO MIGRATE IN SELECTED INDUSTRIAL  
AND NON-INDUSTRIAL TOWNS

	Leave (Percent)	Return (Percent)	Stay (Percent)	Undecided (Percent)	Total N
<b>Industrial Towns</b>					
Deshler	56.0	12.0	24.0	8.0	25
Gibbon	50.0	20.5	26.5	2.9	34
Madison	43.6	23.6	23.6	9.1	55
Syracuse	67.1	18.4	6.6	7.9	76
Total	55.8	19.4	17.4	7.4	190
<b>Non-industrial Towns</b>					
Arthur	33.3	55.6	0.0	11.1	9
Butte	50.0	35.7	14.3	0.0	14
Greeley	62.5	25.0	12.5	0.0	8
Loup City	71.0	6.4	12.9	9.7	62
Taylor	44.4	38.9	11.1	5.6	18
Total	60.4	21.6	10.8	7.2	111

to leave immediately following graduation than those in non-industrial communities. Although it is hazardous to suggest that this phenomenon was tied solely to industrial development, especially since there was considerable variation within each group of towns, previous findings did show that a larger proportion of seniors in industrial than in non-industrial towns planned to enter the non-farm work force.

#### Migration Plans by Characteristics of Seniors

An additional factor could account for the high proportion of stayers in the industrial communities. Gibbon, Madison, and Syracuse are within easy commuting range of Kearney, Norfolk, and Lincoln, respectively; thus it is possible for youths in these communities to work or go to school in another large community without having to migrate. Nearly one-quarter of the seniors in Deshler, Gibbon, and Madison planned to stay and work in these communities, a fact which suggests the influence of available local job opportunities on post-graduation plans. Nevertheless, only 6.6 percent of the Syracuse seniors planned to stay and work in Syracuse. One reason for the anomaly is the extent of career and educational opportunities that exist in Lincoln, a large urban center only 30 miles from Syracuse. Indeed, almost three-quarters of the Syracuse class planned to continue their education, and, even though they did plan to migrate, they could still maintain ties with their families and communities. Given this proximity to a larger community, the migration patterns of rural Nebraska youths might begin to resemble those of rural Pennsylvania youths nearly two decades earlier (Brown and Buck, 1961). The authors of this study concluded, that the lengthening of the commuting radius afforded by improved roads (in Pennsylvania) might be reducing the amount of migration necessary at least within local areas. They suggested that the more urbanized the area of which the rural population is a part, the less likely rural young people are to migrate.

In the isolated non-industrial towns in Nebraska, however, this condition does not apply. Only one in ten seniors in the non-industrial towns planned to stay and work there. In Arthur, not one senior planned to stay, but over half did plan to return at some later date.

In both industrial and non-industrial towns a higher percentage of females than males planned to leave the community (Table 23). Accompanying this was the fact that more males than females planned to stay and work in their home communities. A greater proportion of males than females also planned to return in both industrial and non-industrial towns.

TABLE 23

POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE IN INDUSTRIAL AND  
NON-INDUSTRIAL TOWNS BY SEX

	Industrial Towns						Non-industrial Towns					
	Male		Female		Total		Male		Female		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Leave	36	41.4	70	68.0	106	55.8	26	50.9	41	68.3	67	60.4
Return	24	27.6	13	12.6	37	19.4	16	31.4	8	13.3	24	21.6
Stay	20	23.0	13	12.6	33	17.4	8	15.7	4	6.7	12	10.8
Undecided	7	8.0	7	6.8	14	7.4	1	2.0	7	11.7	8	7.2
Total	87	100.0	103	100.0	190	100.0	51	100.0	60	100.0	111	100.0

The findings also showed that a higher proportion of senior males from non-industrial towns than those from industrial towns planned to leave (both permanently and temporarily). On the other hand, the proportion of females leaving was relatively the same in both industrial and non-industrial towns. Differences, however, did occur among the females planning to stay or who were undecided. More senior females planned to stay and work, and fewer were undecided in industrial than non-industrial towns.

In industrial towns the occupation of the head of household had no significant bearing on the plans of seniors to migrate (Table 24). In non-industrial towns, however, there was a greater tendency for seniors from non-farm than from farm backgrounds to plan to leave the community. These findings were not surprising, because fewer non-farm job opportunities existed in these non-industrial communities.

In nine of the towns the longer a student resided in the school district the more apt he/she was to contemplate staying in or returning to the home community (Table 25). Apparently a student's community ties were stronger and exerted more of a holding effect the longer he/she lived in the community. Those who were recent migrants to the towns (within the last four years) were most likely to indicate plans to leave (90 percent and 72 percent in non-industrial and industrial towns, respectively).

#### Differences Between Junior and Senior Migration Plans

The proportion of seniors planning to leave was well above that of juniors in industrial and non-industrial communities (Table 26). An additional difference between seniors and juniors was the greater indecision among the latter. A lower proportion of seniors than juniors also planned to return. These conditions were probably functions of age. Juniors have not as yet felt the degree of social pressure to find employment or to further their education that seniors about to graduate have undergone.<sup>15</sup>

#### Senior Perceptions of Manufacturing Employment

Seniors do not plan careers in the manufacturing sector, nor can they be induced to consider such work by the promise of hypothetical high

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<sup>15</sup> More detailed data on junior and senior migration plans appear in Appendices I through L.



TABLE 24

POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE  
BY SEX AND HEAD OF HOUSEHOLD'S OCCUPATION

	Farm								Non-farm							
	Industrial				Non-industrial				Industrial				Non-industrial			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Leave	10	36	47	54.8	6	17	23	43.4	23	33	56	56.6	18	20	38	76.0
Return	11	5	16	19.0	13	2	15	28.3	12	7	19	19.2	3	5	8	16.0
Stay	9	6	15	17.9	7	2	9	17.0	10	7	17	17.2	1	1	2	4.0
Undecided	3	4	7	8.3	-	6	6	11.3	5	2	7	7.0	1	1	2	4.0
Total	33	51	84	100.0	26	27	53	100.0	50	49	99	100.0	23	27	50	100.0

TABLE 25

POST-HIGH SCHOOL PLANS OF SENIORS TO MIGRATE IN INDUSTRIAL AND  
NON-INDUSTRIAL TOWNS BY LENGTH OF TIME SPENT IN AREA

	0-4 Years		Non-		5-9 Years		Non-		10-14 Years		Non-		15-19 Years		Non-		Not Reported		Total		Non-			
	Industrial		Industrial		Industrial		Industrial		Industrial		Industrial		Industrial		Industrial		Industrial		Industrial		Industrial			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
Leave	26	72.2	14	87.5	15	57.7	15	78.9	19	59.4	5	71.4	44	47.8	33	49.3	2	50.0	0	0.0	106	55.8	67	60.4
Return	5	13.9	2	12.5	2	7.7	3	15.8	6	18.8	2	28.6	23	25.0	16	23.8	1	25.0	1	50.0	37	19.5	24	21.6
Stay	3	8.3	0	0.0	7	26.9	0	0.0	6	18.8	0	0.0	17	18.5	11	16.4	0	0.0	1	50.0	33	17.4	12	10.8
Undecided	2	5.6	0	0.0	2	7.7	1	5.3	1	3.0	0	0.0	8	8.7	7	10.5	1	25.0	0	0.0	14	7.4	8	4.2
Total	36	100.0	16	100.0	26	100.0	19	100.0	32	100.0	7	100.0	92	100.0	67	100.0	4	100.0	2	100.0	190	100.0	111	100.0

TABLE 26

## POST-HIGH SCHOOL PLANS TO MIGRATE BY CLASS

	Industrial Towns								Non-industrial Towns							
	Juniors				Seniors				Juniors				Seniors			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Leave	22	58	80	38.5	36	70	106	55.8	24	43	67	50.8	26	41	67	60.4
Return	43	32	75	36.1	24	13	37	19.4	25	9	34	25.8	16	8	24	21.6
Stay	21	11	32	15.4	20	13	33	17.4	12	6	18	13.6	8	4	12	10.8
Undecided	10	11	21	10.0	7	7	14	7.4	3	10	13	9.8	1	7	8	7.2
Total	96	112	208	100.0	87	103	190	100.0	64	68	132	100.0	51	60	111	100.0

wage scales (Table 27). The graduating seniors in all nine communities studied were asked to consider the following question: "If a job opened up in a new manufacturing plant here in your community in the fall after you leave high school, would you take it if it paid \$3.00 per hour, \$5.00 per hour, or \$7.00 per hour?" The response was not at all positive; majorities of male and female seniors in non-industrial towns were not interested in a manufacturing job at any wage. Only males in industrial towns did not have a majority rejecting manufacturing jobs even at \$7.00 an hour.

The proportion willing to work in manufacturing dropped sharply as the hypothetical wage dropped. The proportion willing to work dropped to approximately 29 percent when \$5.00 an hour was offered as the maximum wage. If the manufacturing job were available at only \$3.00 an hour, a more realistic wage for entry level jobs, only 6.3 percent of the seniors in industrial towns and 18.0 percent in non-industrial towns would be willing to work for a local manufacturer.

Seniors who were already planning to enter the non-farm work force were the most willing to work in the manufacturing sector (Table 28). In industrial towns nearly three-quarters of these seniors indicated that they would work for a manufacturer if they received \$7.00 an hour; in non-industrial towns this proportion was 62.5 percent. The proportion willing to work in manufacturing declined as the hypothetical wage declined. The rate of decline was, however, much sharper in industrial than non-industrial towns. This suggested that there was a greater willingness among the seniors entering non-farm jobs in non-industrial towns to work at lower levels of pay than those in industrial towns. In non-industrial towns 31.2 percent of this group were willing to work for a manufacturer at \$3.00 an hour compared to only 7.5 percent in industrial towns. Seniors with plans to attend college were least likely to be diverted to manufacturing, even at a hypothetical wage of \$7.00 per hour.

The effect of varying pay levels on seniors' willingness to work in a manufacturing plant was even stronger when it was related to senior migration plans (Table 29). By far, the greatest degree of willingness to work for a manufacturer occurred among seniors planning to stay and work in the home community. Approximately eight out of every ten seniors in both industrial and non-industrial towns who indicated that they planned to stay

TABLE 27

NUMBER AND PERCENT OF SENIORS WILLING TO WORK FOR A MANUFACTURER  
AT SELECTED PAY LEVELS BY SEX

	Industrial Towns						Non-industrial Towns					
	Male		Female		Total		Male		Female		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Would Work for Manufacturer if Paid: <sup>a/</sup>												
\$7/hr.	55	63.2	46	44.7	101	53.2	25	49.0	28	46.7	53	47.7
\$5/hr.	27	31.0	28	27.2	55	28.9	14	27.4	19	31.7	33	29.7
\$3/hr.	6	6.9	6	5.8	12	6.3	7	13.7	13	21.7	20	18.0
Not Interested	32	36.8	53	51.4	85	44.7	26	51.0	31	51.7	57	51.3
Don't Know	0	-	4	3.9	4	2.1	0	-	1	1.6	1	0.9
Total Respondents	87	100.0	103	100.0	190	100.0	51	100.0	60	100.0	111	100.0

<sup>a/</sup> It is assumed that students checking \$3.00 or \$5.00 an hour would also work for \$7.00 an hour. Thus, figures for \$7.00/hr. represent all those persons willing to work for a manufacturer. Figures for \$5.00/hr. include only the students who indicated that they would work for \$3.00 or \$5.00 per hour. Figures for \$3.00 represent only those students marking \$3.00 per hour.

TABLE 28

WILLINGNESS TO WORK IN MANUFACTURING PLANTS BY POST-GRADUATION CAREER AND EDUCATIONAL PLANS  
IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS

	Would Work For Local Manufacturer If Paid <sup>a/</sup>																							
	\$7.00/hr.				\$5.00/hr.				\$3.00/hr.				Not Interested		Don't Know		Total							
	Non-		Non-		Non-		Non-		Non-		Non-		Non-		Non-		Non-							
	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial	Industrial						
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					
Total Work Force	46	75.4	18	75.0	28	45.9	14	58.3	6	9.8	8	33.3	14	23.0	5	20.8	1	1.6	1	4.2	61	100.0	24	100.0
Farm	6	75.0	8	100.0	3	37.5	6	75.0	2	25.0	3	37.5	2	25.0	0	-	0	-	0	-	8	100.0	8	100.0
Non-farm	40	75.5	10	62.5	25	47.2	8	50.0	4	7.5	5	31.2	12	22.6	5	31.3	1	1.9	1	6.3	53	100.0	16	100.0
College	30	35.3	15	34.1	14	16.5	5	11.4	4	4.7	2	4.5	53	62.4	29	65.9	2	2.4	0	-	85	100.0	44	100.0
Technical School	17	48.6	12	40.0	9	25.7	8	26.7	1	2.9	6	20.0	17	48.6	18	60.0	1	2.9	0	-	35	100.0	30	100.0
Military	2	66.7	3	42.9	1	33.3	2	28.6	0	-	1	14.3	1	33.3	4	57.1	0	-	0	-	3	100.0	7	100.0
Other <sup>a/</sup>	5	100.0	3	100.0	2	40.0	3	10.0	0	-	2	66.7	0	-	0	-	0	-	0	-	5	100.0	3	100.0
No Response	1	100.0	2	66.7	1	100.0	1	33.3	1	100.0	1	33.3	0	-	1	33.3	0	-	0	-	1	100.0	3	100.0
Total	101	53.2	53	47.7	55	28.9	33	29.7	12	6.3	20	18.0	85	44.7	57	51.4	4	2.1	1	0.9	190	100.0	111	100.0

<sup>a/</sup> It is assumed that students checking \$3.00 or \$5.00 an hour would also work for \$7.00 an hour. Thus, figures for \$7.00/hr. represent all those persons willing to work for a manufacturer. Figures for \$5.00/hr. include only the students who indicated that they would work for \$3.00 or \$5.00 per hour. Figures for \$3.00 represent only those students marking \$3.00 per hour.

TABLE 29

WILLINGNESS TO WORK IN MANUFACTURING PLANTS BY POST-GRADUATION MIGRATION PLANS  
IN SELECTED INDUSTRIAL AND NON-INDUSTRIAL TOWNS

	Would Work For Local Manufacturer If Paid <sup>a/</sup>												Not Interested		Don't Know		Total							
	\$7.00/hr.			\$5.00/hr.			\$3.00/hr.																	
	Industrial	Non-Industrial	Non-Industrial	Industrial	Non-Industrial	Non-Industrial	Industrial	Non-Industrial	Non-Industrial	Industrial	Non-Industrial	Non-Industrial	Industrial	Non-Industrial	Industrial	Non-Industrial								
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%					
Leave	50	47.2	24	35.8	23	21.7	14	20.9	4	3.8	9	13.4	54	50.9	42	62.7	2	1.9	1	1.5	106	100.0	67	100.0
Male	21	58.3	8	30.8	8	22.2	5	19.2	2	5.6	1	3.8	15	41.7	18	69.2	0	-	0	-	36	100.0	26	100.0
Female	29	41.4	16	39.0	15	21.4	9	22.0	2	2.9	8	19.5	39	55.7	24	58.5	2	2.9	1	2.4	70	100.0	41	100.0
Return	18	48.6	13	54.2	10	27.0	8	33.3	2	5.4	4	16.6	18	48.6	11	45.8	1	2.7	0	-	37	100.0	24	100.0
Male	13	54.2	9	56.2	7	29.2	4	25.0	1	4.2	3	18.8	11	45.8	7	43.8	0	-	0	-	24	100.0	16	100.0
Female	5	38.5	4	50.0	3	23.1	4	50.0	1	7.7	1	12.5	7	53.8	4	50.0	1	7.7	0	-	13	100.0	8	100.0
Stay	27	81.8	10	83.3	18	54.5	7	58.3	4	12.1	3	25.0	6	18.2	2	16.7	0	-	0	-	33	100.0	12	100.0
Male	18	90.0	8	100.0	11	55.0	5	62.5	2	10.0	3	37.5	2	10.0	0	-	0	-	0	-	20	100.0	8	100.0
Female	9	69.2	2	50.0	7	53.8	2	50.0	2	15.4	0	-	4	30.8	2	50.0	0	-	0	-	13	100.0	4	100.0
Undecided	6	42.8	6	75.0	4	28.6	4	50.0	2	7.1	4	50.0	7	50.0	2	25.0	1	7.1	0	-	14	100.0	8	100.0
Male	3	42.8	0	-	1	14.3	0	-	1	14.3	0	-	4	57.1	1	100.0	0	-	0	-	7	100.0	1	100.0
Female	3	42.8	6	85.7	3	42.8	4	57.1	1	14.3	4	57.1	3	42.9	1	14.3	1	14.3	0	-	7	100.0	7	100.0
Total	101	53.2	53	47.7	55	28.9	33	29.7	12	6.3	20	18.0	85	44.7	57	51.4	4	2.1	1	0.9	190	100.0	111	100.0
Male	55	63.2	25	49.0	27	31.0	14	27.4	6	6.9	7	13.7	32	36.8	26	51.0	0	-	0	-	87	100.0	51	100.0
Female	46	44.7	28	46.7	28	27.2	19	31.7	6	5.8	13	21.7	53	51.5	31	51.7	4	3.9	1	1.7	103	100.0	60	100.0

<sup>a/</sup>It is assumed that students checking \$3.00 or \$5.00 an hour would also work for \$7.00 an hour. Thus, figures for \$7.00/hr. represent all those persons willing to work for a manufacturer. Figures for \$5.00/hr. include only the students who indicated that they would work for \$3.00 or \$5.00 per hour. Figures for \$3.00 represent only those students marking \$3.00 per hour.

and work in town would seek manufacturing employment if paid \$7.00 an hour. If the maximum amount they could earn were lowered to \$5.00 an hour, over half of them in both types of towns still indicated that they would be willing to take manufacturing jobs. When the maximum pay that they could receive was \$3.00 an hour, only 12 percent of the seniors planning to stay in industrial towns and 25 percent planning to stay in non-industrial towns were interested in working in a manufacturing plant. Although in both industrial and non-industrial towns the proportion of the seniors willing to work for a manufacturer declined as the pay level declined, the rate of decline was, again, sharper in industrial than in non-industrial towns. Thus, among all the seniors planning to stay in town, a greater proportion of those from non-industrial towns would work at a lower pay scale.

Clearly, the availability of manufacturing job opportunities significantly influenced only those seniors who already planned to enter the work force and/or remain in their home communities. If they failed to find local work, they were likely to seek out relatively higher paying manufacturing jobs in other communities within the commuting zones of their towns. In time, if the opportunities and wages in the local non-farm sector or commuting zone are still limited, they may look even farther. Better wages in new manufacturing plants in more distant rural areas may entice those seniors into becoming the new in-migrants, seeking residences within the commuting zones of other newly industrialized rural communities or in the towns themselves.

#### Senior Plans Versus Actual Alumni Behavior: Activities

Activities planned by seniors for the year after graduation might not always be fulfilled if the actual first year activities of high school alumni are any indication (Table 30). Among all seniors in the three towns (Gibbon, Syracuse, and Loup City) for which senior and alumni data were available, 70.9 percent expected to attend college or technical school while only half of their alumni predecessors from these communities actually attended college or technical school in their first year after graduation. As a result of this condition the proportion of alumni who entered the labor force was much higher (36.3 percent) than the proportion of seniors who planned to enter it (27.3 percent). This suggests that senior expectations were not always fulfilled and that larger numbers of graduates must enter the labor force earlier than they anticipated.



TABLE 30

SENIOR ACTIVITY PLANS AND ACTUAL ALUMNI ACTIVITIES FOR THE FIRST YEAR  
AFTER GRADUATION FROM GIBBON, SYRACUSE, AND LOUP CITY HIGH SCHOOLS

Activity <sup>a/</sup>	Industrial Towns								Non-industrial Town				Total							
	Gibbon		Syracuse		Syracuse		Total		Loup City		All Towns		All Towns							
	Senior	Alumni <sup>b/</sup>	Senior	Alumni <sup>c/</sup>	Senior	Alumni	Senior	Alumni	Senior	Alumni <sup>d/</sup>	Senior	Alumni	Senior	Alumni						
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%				
Total Known Labor Force <sup>e/</sup>	16	47.1	146	31.5	16	21.9	212	44.2	32	30.0	358	37.9	13	22.4	92	31.2	45	27.3	450	36.3
Farm Labor Force	2	5.9	18	3.9	3	4.1	71	14.8	5	4.7	89	9.4	5	8.6	34	11.5	10	6.1	123	9.9
Non-farm Labor Force	14	41.2	128	27.6	13	17.8	141	29.4	27	25.3	269	28.5	8	13.8	58	19.7	35	21.2	327	26.4
College & Tech School	18	52.9	241	51.8	56	76.7	229	47.7	74	69.1	470	49.8	43	74.1	161	54.6	117	70.9	631	50.9
Military	0	0.0	16	3.4	1	1.7	24	5.0	1	0.9	40	4.2	2	3.5	18	6.1	3	1.8	58	4.7
Housewife	0	0.0	62	13.3	0	0.0	15	3.1	0	0.0	77	8.1	0	0.0	24	8.1	0	0.0	101	8.1
Total	34	100.0	465	100.0	73	100.0	480	100.0	107	100.0	945	100.0	58	100.0	295	100.0	165	100.0	1,240	100.0

<sup>a/</sup> Excludes "activity unknown" and "unemployed."

<sup>b/</sup> Includes first year activities of graduates from 1968 to 1977.

<sup>c/</sup> Includes first activities of graduates from 1969 to 1972 and 1974 to 1977.

<sup>d/</sup> Includes first year activities of graduates from 1973 to 1977.

<sup>e/</sup> The categories "not reported" for alumni and "no response" and "other" for seniors are not included.

The senior plan/alumni activity patterns for both Syracuse and Loup City generally followed the overall pattern described above; the pattern for Gibbon varied somewhat. Here 41.2 percent of the seniors planned to enter the non-farm labor force, but only 27.0 percent of the alumni actually did so in their first year out of school. The proportion of young women (13.3 percent) dropping out of the labor force to become housewives might account for part of this differential.

#### Senior Plans Versus Actual Alumni Behavior: Location

The locational preferences of seniors in industrial towns and the known location of alumni entering the non-farm work force the first year after graduation were quite similar (Table 31). Almost two-thirds of the seniors in industrial towns who planned to work indicated that they would work outside their home communities; nearly two-thirds of the alumni did exactly that in their first year after graduation. The 10 percent whose location was unknown might also be assumed to be working outside their home communities. Although some seniors planned to work in their home communities, the proportion of alumni actually finding jobs there was much lower. Alumni had to move to other communities to find employment.

#### The Impact of Vocational Training on Retention of Youth in the Community

In recent years many high schools have designed courses to improve student job skills. The major objective of these courses is to improve the qualifications of students who seek local employment following graduation. In Gibbon students have been offered two vocational training courses, Diversified Occupation (DO) and Trades and Industry (TI). These courses are designed for students who do not plan to go on to college after graduation. The DO course deals with general career development in white collar occupations; the TI courses develop skills for such blue collar jobs as welding and woodworking. The course offerings began in 1975.

Students who took DO and/or TI classes accounted for 104 of the total person-years as alumni; those without vocational training accounted for 204 (Table 32). Those who took these courses have spent 46.2 percent of their person-years as alumni in Gibbon compared to only 27.9 percent of those without vocational education training. The pattern held for males and females alike. These vocational courses seemed to have a bearing on the amount of time a graduate spent in his/her home community. The linkage,

TABLE 31

SENIOR PLANNED LOCATION AND ALUMNI ACTUAL LOCATION OF THOSE ENTERING THE NON-FARM LABOR FORCE  
FOR THE FIRST YEAR AFTER GRADUATION FROM GIBBON, SYRACUSE, AND LOUP CITY HIGH SCHOOLS

	Industrial Towns								Non-Industrial Town				Total							
	Gibbon				Syracuse				Total				Loup City				All Towns			
	Seniors		Alumni <sup>a/</sup>		Seniors		Alumni <sup>b/</sup>		Seniors		Alumni		Seniors		Alumni <sup>c/</sup>		Seniors		Alumni	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total Non-farm Work Force	14	100.0	128	100.0	10	100.0	151	100.0	24	100.0	279	100.0	7	100.0	120	100.0	31	100.0	399	100.0
Home Community	7	50.0	57	44.5	2	20.0	12	7.9	9	37.5	69	24.7	3	42.9	16	13.3	12	38.7	85	21.3
Other Communities	7	50.0	71	55.6	8	80.0	112	74.2	15	62.5	183	65.6	4	57.1	104	86.7	19	61.3	287	71.9
Unknown	0	0.0	0	0.0	0	0.0	27	55.9	0	0.0	27	9.7	0	0.0	0	0.0	0	0.0	27	6.8

<sup>a/</sup> Includes first year activities of graduates from 1968 to 1977.

<sup>b/</sup> Includes first year activities of graduates from 1969 to 1972 and 1974 to 1977.

<sup>c/</sup> Includes first year activities of graduates from 1973 to 1977.

TABLE 32

NUMBER OF PERSON-YEARS<sup>a/</sup> SPENT IN GIBBON AND ELSEWHERE  
BY ALUMNI WHO HAVE TAKEN VOCATIONAL TRAINING AND THOSE WHO HAVE NOT  
(1975-1978)

	Males				Females				Total			
	With Vocational Training		Without Vocational Training		With Vocational Training		Without Vocational Training		With Vocational Training		Without Vocational Training	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Gibbon	39	46.4	19	24.7	9	45.0	38	29.9	48	46.2	57	27.9
Elsewhere	45	53.6	58	75.3	11	55.0	89	70.1	56	53.8	147	72.1
Total	84	100.0	77	100.0	20	100.0	127	100.0	104	100.0	204	100.0

<sup>a/</sup>The sample was taken in 1978; vocational training courses began in the year 1975. Person-years are calculated as follows:

(1) Year of Graduation	(2) Years Out of School	(3) Number of Students Who Took Vocational Courses	(4) Number of Students Without Vocational Courses	(2)x(3) Person-Years of Vo-ed Graduates	(2)x(4) Person-Years of Non Vo-ed Graduates
1975	3	23	36	69	108
1976	2	10	32	20	64
1977	1	15	32	15	32
Total			100	104	204

however, was not clear. The courses might, indeed, provide local youths the skills to enable them to take local jobs that they would otherwise not have been able to take. The courses, however, might also have been taken by youths who already had a strong desire to remain in the community or who were already working part time at their future jobs.

### Conclusions

For most young adults, graduation from high school provides the first meaningful opportunity to leave home and express independence. This sense of independence and adventure is directly contrary to the highly structured work environment necessary in a manufacturing plant. Indeed, findings from the high school questionnaire and alumni follow-up suggest that without regard to the degree of local industrialization, the majority of youths from rural towns seek to continue their education. Not only do they leave their communities but their entry into the labor force is delayed. Since these rural high school graduates are not interested in immediately entering the job market, they do not view manufacturing as a serious employment opportunity following graduation. In both industrial and non-industrial towns nearly half of the students are not interested in manufacturing employment at any pay. Of those students who do express an interest in seeking manufacturing jobs, most have already decided to enter the work force or remain in their home communities. Local manufacturing job opportunities do not significantly affect the migration plans of small town high school graduates. Rather, local industry offers employment to youths who have already made the decision to stay and work in the home community.

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## CHAPTER 5

### STRATEGIES AIMED AT DEVELOPMENT OF RURAL AREAS AND RURAL HUMAN RESOURCES

#### The National Overview

Large regional and rural/urban inequities have long been characteristic of economic development in the United States. Current macroeconomic knowledge suggests that the persistence of these inequities, particularly in population and wages, is a significant barrier to the concurrent attempts to decrease inflation and unemployment rates sought by the Federal government (Sundquist, 1975, p. 258-59). This view, coupled with the realization that an increasing percentage of the United States population (30 percent in 1970) is now residing in non-metropolitan America, has resulted in a renewed interest in rural development by both researchers and government policy makers (Advisory Commission, 1974, p. 112).

However, too few clear and consistent governmental policies have been formulated to guide rural development in the United States. James R. Hinkleys stated flatly, in his summary of the Boone Conference on rural development, "We do not have the answers" (1976, p. 221). At the same conference Purrington attributed the lack of solutions to a lack of "methods, concepts, and/or institutional structures to deal effectively with rural problems and rural development" (1976, p. 93). In fact, a review of the 71 research projects on rural development sponsored by the Department of Labor from 1963 to 1975 concludes that knowledge of rural development is imprecise or lacking. The review further concludes that the differences between rural and urban labor remain unexplained, that the causes of locational variations in rural development are not clear, and, more basically, that no uniform definition of the term "rural" exists (Leonardson, 1977).

## Planning Strategies for Rural Development

Many of the western democracies have experienced regional inequities in their national economic development. Most have opted for policies to reduce those inequities because of the negative and destabilizing effect on their national economies. Each government is faced with the decision of whether to foster a redistribution (mobility) of labor, of capital, or both (Sundquist, 1975, p. 259). Western governments have used these three basic policy alternatives in attempting to assist economically depressed rural populations and/or areas.

The first of the governmental policy alternatives has been to encourage the continuation of the historical trend of rural-to-urban migration. This policy is obviously oriented to labor mobility--"bringing people to jobs." Under this strategy, as the demand for agricultural and rural-oriented labor declines (as a function of technological developments applied principally to agriculture), "excess" labor is encouraged to relocate into urban areas where jobs are available. This policy alternative has several shortcomings, not the least of which is that a maximum level of uncertainty is generated for both the population being relocated and for the national economy being impacted. In addition, a continuing economic and demographic instability is fostered, and an abandonment of potentially productive areas and their resources is encouraged.

A second government policy alternative is the reverse of the first. Under this alternative the aim of government programs is to assist all economically depressed rural areas; that is, the government would provide support (perhaps subsidies) to job-creating activities equitably across an entire rural district. The desired result of this second strategy is to "bring the jobs to the people," thus minimizing or even negating the need for out-migration. The mobility of labor is supplanted by the mobility of capital. The problem with this strategy is that diseconomies of scale would likely create a permanent, and perhaps increasingly costly, need for government financial support. The inevitable thin spreading of funds across the total number of needy rural communities might also result in very little real and long-range economic improvement in many of the rural areas receiving assistance.



The third policy alternative is the logical answer to the shortcomings of the first two, and it is the strategy being used most widely and successfully in many European countries. It is also the main policy being used in the United States under the Economic Development Administration (EDA). The policy is most commonly labeled the "growth center" strategy, and it is a combination of the "people to jobs" (labor mobility) and "jobs to people" (capital mobility) approaches.

Using the "growth center" strategy, the government attempts to replace large-scale, long-distance migration away from economically depressed areas (labor mobility) with an infusion of public assistance into needy communities (capital mobility). The government, however, does not commit itself to an "equitable" dispersion of public assistance "evenly" across the economically depressed rural areas. Rather, the "growth center" strategy is predicated on the belief that some rural locations are more likely to benefit from (show a return on) government assistance than are other locations. In essence, support of continued economic development is viewed as a "surer bet" in some communities than in others. A community's locational advantages, such as the presence of a developable resource base and the proximity of well-developed transport lines, encourage its identification as a growth center.

Aside from the equity aspects of the growth center strategy, some policy makers have been suspicious of the results of the strategy. They have expressed concern over the inability of programs to confine their economic benefits to those specific non-metropolitan centers designated for assistance. The benefits of public investment in those centers frequently spill over into adjacent areas. That spillover from designated impact points has been labeled as "leakage" by some policy makers, and this has been viewed as a problem by others.

In reality, so-called leakage is not a policy problem; rather, it points out a flaw in the policy makers' thinking. The leakage phenomenon simply demonstrates the inappropriate scale at which some public programs are conceptualized. In the case of the growth center strategy, the leakage phenomenon highlights the need to view the economic impacts of a policy strategy in regional terms, even though investments may continue to be made in specific centers.

As an example, the creation of industrial jobs in a specific non-metropolitan center may require an initial stimulus with public funds. Once public funds are invested in that specific center, however, policy makers should not expect that all benefits derived from that investment will remain within that center. More specifically, the new industrial jobs may attract commuting workers from outside the center. Clearly then, some leakage will occur as the benefits (income) derived from those jobs will impact upon an area larger than the center itself. The income will be "exported" to the surrounding area. This poses no particular problem if the public assistance is viewed in an area-wide (regional) context. Thus the initial public investment intended to assist an economically depressed area may be earmarked for a specific center but should be expected to benefit an area larger than that center. The only "problem" with that reality is the policy makers' preferred spatial context.

The growth center strategy is not an either/or approach to policy making. It is a compromise between the impacts of the other two policies discussed above. The growth center approach first invests public funds (capital mobility) in selected non-metropolitan communities so as to "insure" an economy of scale which will yield a return on the public investment. That return is the anticipated attraction of private investments (further capital mobility) into the same areas that received the public funds. Secondly, the growth center approach does not expect to eliminate the need for labor mobility. Rather, the intent is to reduce the volume and distances of labor movements. In particular, the long-distance rural-to-urban migration of labor can be expected to be replaced by shorter distance rural-to-rural movements either in the form of actual migration or in the form of commuting. Thus the growth-center strategy is a realistic attempt to reduce the economic and demographic uncertainties of development while, at the same time, attempting to "optimize" the expenditure of public funds.

#### Legislation to Implement Rural Development Strategies

Most students of the subject agree that, in the United States, public policy related to rural development is most appropriately made at the Federal level (Sundquist, 1975). A key motive for Federal involvement has been the persistence of spatial inequities in economic development across the United States and the chronic nature of economic problems being

experienced by certain specific districts within rural America.

Contemporary policies of the Federal government to assist the rural economy may be measured from the Area Redevelopment Act of 1961. That legislation was intended to create new employment opportunities in rural areas suffering from chronic unemployment and low-income levels. The legislation created the short-lived Office of Rural Areas Development (RAD) which was to create jobs for rural youth. The shortcomings of the RAD program have been attributed to inadequate funding, small scale planning, and lack of human resource development tied to the programs (Leonardson, 1977, p. 19).

Current Federal policies concerned with rural development result predominantly from the Johnson administration's Public Works and Economic Development Act of 1965. That legislation created the Economic Development Administration (EDA) as an agency of the Commerce Department. The EDA's goals were to create employment opportunities, raise income levels, and improve the quality of life in economically depressed areas. It was to accomplish these goals by encouraging industrial development in rural areas, using a "growth center" approach (Summers, 1974, pp. 26-27). Redevelopment areas were selected from among the multi-county Economic Development Districts (EDDs). The Districts were to receive bonus grants for public works projects, and within them certain small cities designated as "growth centers" became eligible for Federal assistance (Leonardson, 1977, pp. 149-150).

With the exception of a relatively short-lived attempt in 1974 by the Nixon administration to abolish EDA in favor of state growth policies (Sundquist, 1975, p. 239), the EDA has continued to serve as the major agency responsible for rural development policy. In fact, the agency's responsibilities were expanded under the 1974 Trade Act (under which it was to assist firms hurt by foreign imports) and the 1976 Local Public Works Capital Development and Investment Act (U. S. Government Manual, 1977-1978, p. 151).

Legislation has produced other Federal programs intended to stimulate rural development. Among these are the Emergency Employment Act of 1971 which set up the Public Employment Program (PEP) primarily to assist Viet Nam veterans, and the Rural Development Act of 1972 which, under USDA, provides information and technical assistance but no direct funding to create rural jobs. In addition, the Federal Regional Councils, created by

executive order, provide policy guidance, coordinate the programs among the various levels of government, and increase interagency cooperation. The EDA, however, remains the primary Federal agency concerned with rural development. The EDA's approach is a compromise between two schools of thought: those who favor the encouragement of rural-urban migration as a solution to rural unemployment, and those who favor the dispersal of government assistance evenly across needy rural areas. The compromise results in the channeling of Federal monies into selected rural locations in order to keep rural labor in rural locations while at the same time achieving economies of scale (Leonardson, 1977, p. 20).

Although more successful than previous Federal programs, the EDA has experienced several policy and implementation problems. One anomaly in EDA policy has been the agency's initial attempts to aid rural districts via the "worst first" approach. EDA began by assisting the most economically depressed rural communities first. These actions contradicted the agency's espoused philosophy of identifying "growth centers" in rural areas as those communities most likely to experience long range benefits from government assistance (Leonardson, 1977, p. 21; Sundquist, 1975, p. 275). Another problem associated with implementation has been the surfacing of rivalries between the EDA and other substate planning mechanisms (Sundquist, 1975, p. 274). This problem can be attributed to the lack of coordination among Federal programs and among Federal and more localized programs. Beyond this the EDA program of rural youth training has not been very successful in encouraging the young rural trainees either to remain in their new locations or to remain in their first job placements after training (Leonardson, 1977, pp. 54-55).

#### A View of Nebraska

Any attempt to suggest prospective policies dealing with human resource development and industrialization in rural areas must take into account what is already known about these conditions. This study sheds some light on a modest subset of these conditions, rural youth migration in response to rural industrialization in Nebraska, and its findings may suggest some policy alternatives which can be implemented at the state and local levels.

The Location and Activity Model displays in graphic form the essence of the relationship between youth migration and industrialization in rural Nebraska communities (Figure 4). The Model is a composite of the locations and activity intentions of seniors who graduated from high school in industrial towns in 1978 and the actual first-year<sup>16</sup> locations and activities of several previous classes. The Model does not represent a longitudinal study of the 1978 seniors. The members of any previous graduating class might have had intentions different from those of the class of 1978. Nevertheless, the Model allows the intentions of 1978 seniors to stand for those of members of all previous graduating classes who are represented in the alumni group. This permits a kind of pseudo-longitudinal study in which intentions are tested by activities.

Most seniors intended to leave town after graduation, and very few planned to return. Most of these prospective leavers planned to attend college or technical school. Long-term follow-ups of those alumni who actually did enroll in post-secondary institutions demonstrated that very few returned to their home communities. A very large proportion of seniors planned to attend college or technical school. Assuming that this was also the intent of their alumni predecessors, only half of the alumni were able to achieve this goal. Most of the remainder of the alumni entered the labor force. Nearly all of them found non-manufacturing work in other places and hence were "lost" to their home communities. A minority of seniors intended to enter the labor force after graduation, and most of these, rather realistically, expected to have to go elsewhere to find work. An even smaller minority of seniors intended to enter the home town labor force. Whatever the intention of these seniors, virtually all alumni who entered the labor force had to go elsewhere to do so. Clearly, for a variety of reasons, both seniors and their alumni predecessors were strongly attracted to other places.

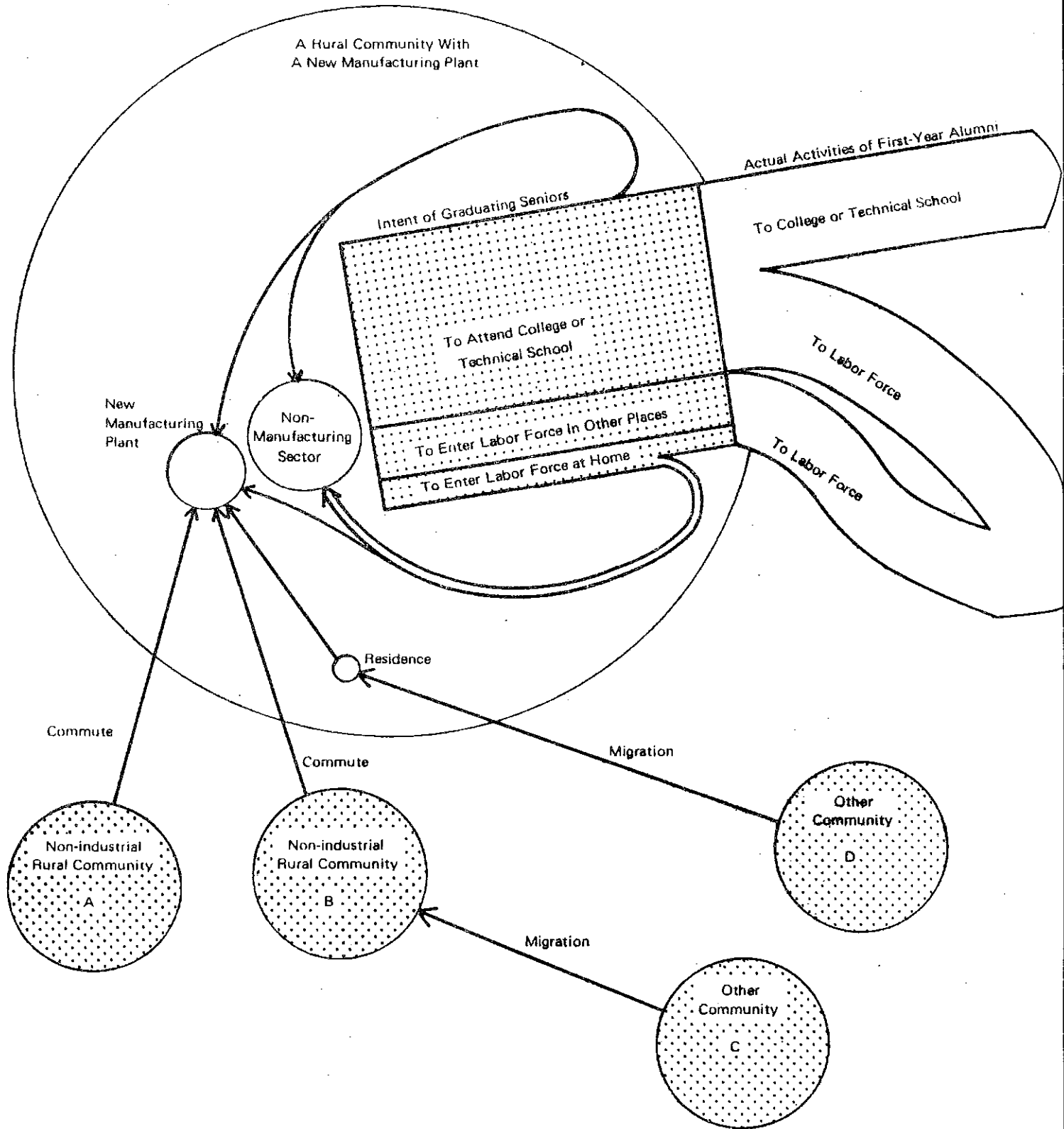
A very small proportion of alumni did find work in their home communities. The Model assumes that all of them as seniors intended to enter the local labor force. A little attrition among those seniors

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<sup>16</sup> Alumni were also followed for periods well beyond their first year after graduation to determine what activities they engaged in and how many returned to their home communities. The Model does not include the few seniors intending to enter and the few alumni actually entering farming, homemaking, or the military.

FIGURE 4

LOCATION AND ACTIVITY MODEL FOR A RURAL NEBRASKA COMMUNITY WITH A NEW MANUFACTURING PLANT BASED ON INTENT OF GRADUATING SENIORS, ACTUAL ACTIVITIES OF FIRST-YEAR ALUMNI AND ORIGINS AND MIGRATIONS OF WORKERS AT A NEW MANUFACTURING PLANT



Weighting of arrows is arbitrary. Does not include those intending to enter or actually entering farming, manufacturing, or military service.

intent on entering college or technical school probably added a few more alumni to the local labor force. Many seniors whose intent was to remain in town after graduation were interested in work in a manufacturing plant if the wages paid were high enough. Regardless of their intentions as seniors, most alumni who remained in town to work entered the non-manufacturing labor force; few took jobs in the new manufacturing plant. The few who did, however, were from recent graduating classes. They may represent the beginning of an upward trend in the acceptance of manufacturing employment by local youths.

The few alumni stayers were joined by some youthful employees who lived in nearby places when they were hired. They lived in towns represented by Community A in the Model and commuted to the new plant from the nearby town in which they lived before they were hired.

New industrial plants did attract youthful migrants into or toward the small rural communities in which they were located. These young people were hired principally from other rural communities which lay within 50 miles of the plant town, but most of them eventually came to reside within a 20-mile radius of the plant community in order to reduce their journeys to work. They are represented in the Model by the migration from Community C to Community B. A few youths employed by the new plant moved from other towns (such as Community D) to the plant town itself. All these young employees in effect were "replacements" for those local graduating seniors who left the plant community. Because so many of these "replacements" came to live outside the plant town, they have been viewed traditionally as representing a "leakage" of income from the town where the plant was located, and a "loss" to that town of their potential community involvement with it.

Presumably these migrants either did not have similar job opportunities in their previous locales or else they chose to leave their communities regardless of the presence of such opportunities. In the rural industrial towns most seniors expected to have to go elsewhere to find jobs despite the possibility of jobs in the new local manufacturing plants. Most alumni from these industrial towns did go elsewhere. The propensity to leave the home communities is very strong among young people in Nebraska

whether they are from rural industrial or rural non-industrial communities. Out-migration is closely linked with the potential for success. The act of leaving in itself may represent a form of success, especially since it offers freedom from traditional social and familial authority. In addition, being somewhere else helps to mask the migrants' prospective job or personal failures from the home town authority structure. Virtually no seniors viewed work in a manufacturing plant as a career. It was not the kind of employment to which they aspired. Given these attitudes, seniors may view the desire to work in a manufacturing plant as a failure of aspirations. This could account for the high degree of rural community to rural community migration among young people who came to work in the new rural manufacturing plants. They replaced those in the rural industrial communities who left to fulfill "high" aspirations. Their "success," however, might well lie in their working at a lesser-status job some distance from the home town authority structure which instilled in them the need to aspire to higher status occupations.

The strong propensity of rural Nebraska youths to migrate is a result of a variety of both economic and non-economic factors. Given these conditions, any attempt to deal directly with youth migration--to stem or redirect the movements of young people--would seem to be doomed to failure.

Effective policies, however, might be developed to deal with some of the causes of this propensity to migrate. The number and locations of jobs and the status and wages of these jobs, as well as the location of socio-cultural-educational amenities, are the building blocks of such policies. All these conditions are affected by rural industrial development and its subsequent effects on local amenities, all of which in turn are subject to encouragement and guidance at the state and local levels of government.

One such approach could direct government energies and monies to the development of small town (not rural) growth centers with populations of 2,500 to 10,000 inhabitants. These places have a greater potential for growth than do larger non-metropolitan communities (Debertin and Bradford, 1976). Most Nebraska towns in this size category already have some small manufacturing plants as well as small professional and service sectors. Additional plants could create jobs directly, and indirectly they could stimulate growth in the professional and service sectors and in the



urban amenities through the multiplier effect. Youths within the 20-mile commuting range of the center could find jobs in both the manufacturing and the professional and service sector. In addition, they would have access to the urban amenities and to the professional and service sector as clients, patients, or customers and still live in a very rural community if they so chose. These outlying rural communities would become part of the "urban region" of the growth center. The larger the number of jobs, services, and amenities in the center, the greater its "pull" on the nearby residents. This "pull" need not always involve their migration into the growth center. This is particularly true for those who have already migrated toward the growth center and have chosen to reside in a nearby rural community and commute to the center to work. As the "pull" of the center increases, it makes the economic and psychic costs of the commute worthwhile. Youths who leave the nearby small rural communities for post-secondary education or training might be induced to come to the center because of its growing professional and service sectors and urban amenities. They might even choose to live in one of the nearby rural communities (perhaps their home town) and commute to the center.

A small town growth center policy would have as its primary goal the improvement of rural peoples' access to jobs, services, and urban amenities without depriving them of a rural community setting in which to live. Selecting optimal locations for these growth centers is not a very fruitful approach since enough growing small towns which could serve as centers are already in existence. Improvement of transportation routes between a growth center and its outlying rural communities and between the center and the larger towns on up the urban hierarchy is a prime requisite for the implementation of such a strategy.

The sooner some kind of rural growth center strategy is established, the better. Continued scattering of rural industries decreases the growth potential for any given center since the number of plants to be sited is bound to be limited. The continued scattering of plants also scatters income streams which could, if focused on a growth center, become the basis for a large multiplier effect. County governments and councils of government (COGS) should work with the state government to identify potential small town growth centers and to set aside land for county or multi-county industrial parks contiguous to the growth centers selected. To date few rural states have proceeded to do this. Since Nebraska's rural industrial growth is in its early phases, the state has a remarkable opportunity to shape, with Federal aid, the future of its rural environment and human resources.

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APPENDICES

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APPENDIX A

NUMBER OF GIBBON HIGH SCHOOL ALUMNI FOR WHOM ANNUAL  
ACTIVITIES AND LOCATIONS WERE COMPILED<sup>a/</sup>

Year of Graduation	Years <sup>b/</sup>										All Years Total Number of Person Years	
	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977		
1968	51	51	51	51	51						51	306
1969		51	51	51	51	51					51	306
1970			38	38	38	38	38				38	228
1971				48	48	48	48	48			48	288
1972					47	47	47	47	47		47	282
1973						54	54	54	54		54	270
1974							39	39	39		39	156
1975								59	59		59	177
1976									42		42	84
1977											47	47
Total Number of Alumni	51	102	140	188	235	238	226	247	241	476		2,144

<sup>a/</sup> Information provided by Mr. Bud Gross, Gibbon High School guidance counselor, who has kept five year activity/location charts for each graduate since 1968.

<sup>b/</sup> Years are school years; 1968, for example extends from June, 1968 to June, 1969. The year 1977 extends into the Spring of 1978.

APPENDIX B

NUMBER OF SYRACUSE HIGH SCHOOL ALUMNI FOR WHOM ANNUAL  
ACTIVITIES AND LOCATIONS WERE COMPILED<sup>a/</sup>

Year of Graduation	Year <sup>b/</sup>										All Years Total	
	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978		
1969	80	80	80	80	80	80	80	80	80	80	80	800
1970		88	88	88	88	88	88	88	88	88	88	792
1971			81	81	81	81	81	81	81	81	81	648
1972				90	90	90	90	90	90	90	90	630
1973												
1974						86	86	86	86	86	86	430
1975							73	73	73	73	73	292
1976								88	88	88	88	264
1977									84	84	84	168
Total Number of Alumni	80	168	249	339	339	425	498	586	670	670	670	4,024

<sup>a/</sup>Data provided by alumni members of each class.

<sup>b/</sup>The first and last year of each graduating class extends from June to December and from January to June, respectively.

APPENDIX C

NUMBER OF ALUMNI IN EACH CALENDAR YEAR  
FOR WHOM ANNUAL ACTIVITIES AND LOCATIONS WERE COMPILED

	Years										Total Alumni in Spring, 1978
	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	
Deshler		42	25	42	25	26	27	27	24	30	268
Gibbon	51	51	38	48	47	54	39	59	42	47	476
Madison		56	57	73	55	53	63	60	55	52	524
Syracuse		80	88	81	90		86	73	88	84	670
Greeley			9	21	33	31	27	25	19	25	190
Loup City						65	75	61	67	64	332
											2,460

APPENDIX D

CENTER FOR APPLIED URBAN RESEARCH  
UNIVERSITY OF NEBRASKA AT OMAHA

Please put a check [✓] in each space that applies to you and fill in lines where appropriate.

1. What is your class? Junior [ ] Senior [ ]
2. What is the occupation of the head of your household? \_\_\_\_\_  
Where does he or she work? Town \_\_\_\_\_ County \_\_\_\_\_
3. How long have you lived in the School District (in years)? \_\_\_\_\_
4. Are you Male [ ] Female [ ]
5. What are your plans after graduation? Do not include summer employment. If you are going to do more than one thing such as go to college and work part-time, you can check both spaces in Column I, but please explain this in the space provided below.

Column I	Column II
Work in town [ ]	Name of business _____ Position _____
Work in another town [ ]	Which one _____ Name of business _____ Position _____
Work on a farm [ ]	In what county _____
Go to college [ ]	Name of college _____ Location _____
Go to technical school [ ]	Name of school _____ Location _____
Go into military [ ]	
Other (please explain) _____	
If you check more than one line in Column I, please explain here. _____	

6. Where do you expect to live beginning in the Fall after your high school graduation?
  - a. In the local area? Yes [ ] No [ ]
  - b. If no, where will you live?  
Town \_\_\_\_\_ County \_\_\_\_\_ State \_\_\_\_\_
7. If you go away to college or technical school or into the military, after you have finished would you like to return to the local area to live?  
Yes [ ] No [ ]  
If yes, what type of work would you expect to be doing? \_\_\_\_\_
8. If a job opened up in a new manufacturing plant here in town in the Fall after your high school graduation, would you take it?
 

If it paid \$3.00 an hour	Yes [ ]	No [ ]
If it paid \$5.00 an hour	Yes [ ]	No [ ]
If it paid \$7.00 an hour	Yes [ ]	No [ ]

If no to \$7.00 an hour, why not? \_\_\_\_\_



APPENDIX E

CHARACTERISTICS OF JUNIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: NON-INDUSTRIAL TOWNS

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Total Non-industrial Towns Juniors	4	2	6	4.5	12	13	25	18.9	18	36	54	40.9	17	11	28	21.2	5	-	5	3.8	7	5	12	9.1	1	1	2	1.5	64	68	132	100.0				
Years Spent in School District:																																				
0-4 years	1	-	1	0.8	2	1	3	2.3	1	8	9	6.8	-	2	2	1.5	1	-	1	0.8	1	-	1	0.8	-	-	-	-	-	-	-	-	6	11	17	12.9
5-9 years	1	-	1	0.8	1	-	1	0.8	2	2	4	3.0	-	-	-	-	1	-	1	0.8	2	1	3	2.3	-	-	-	-	-	-	-	-	7	3	10	7.6
10-14 years	1	1	2	1.5	1	1	2	1.5	5	2	7	5.3	2	2	4	3.0	1	-	1	0.8	-	-	-	-	-	-	-	-	-	-	-	-	10	6	16	12.1
15-19 years	1	1	2	1.5	8	10	18	13.6	10	24	34	25.8	13	6	19	14.4	2	-	2	1.5	3	4	7	5.3	1	1	2	1.5	38	46	84	63.6				
Not Reported	-	-	-	-	-	1	1	0.8	-	-	-	-	2	1	3	2.3	-	-	-	-	1	-	1	0.8	-	-	-	-	-	-	-	-	3	2	5	3.8
Head of Household Occupation:																																				
Professional/Managerial	-	1	1	0.8	2	7	9	6.8	5	11	16	12.1	-	1	1	0.8	1	-	1	0.8	3	2	5	3.8	-	1	1	0.8	11	23	34	25.8				
Sales-Clerical/Service Worker	-	-	-	-	1	1	2	1.5	4	2	6	4.5	1	4	5	3.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	7	13	9.8
Craftsman/Operative	-	-	-	-	4	-	4	3.0	1	2	3	2.3	3	1	4	3.0	1	-	1	0.8	-	-	-	-	-	-	-	-	-	-	-	-	9	3	12	9.1
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	0.8	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	0.8
Farm Owner & Laborer	4	1	5	3.8	4	4	8	6.1	8	20	28	21.2	12	4	16	12.1	1	-	1	0.8	4	3	7	5.3	1	-	1	0.8	34	32	66	50.0				
Other	-	-	-	-	-	1	1	0.8	-	-	-	-	1	1	2	1.5	1	-	1	0.8	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	3.0
Not Reported	-	-	-	-	1	-	1	0.8	-	1	1	0.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1.5
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	2	-	2	1.5	4	1	5	3.8	2	3	5	3.8	5	2	7	5.3	2	-	2	1.5	1	1	2	1.5	-	-	-	-	-	-	-	-	16	7	23	17.4
\$5/hr.	1	1	2	1.5	3	5	8	6.1	5	8	13	9.8	3	2	5	3.8	3	-	3	2.3	3	3	6	4.5	-	1	1	0.8	18	20	38	28.8				
\$7/hr.	1	1	2	1.5	1	2	3	2.3	2	7	9	6.8	4	3	7	5.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	13	21	15.9
Not Interested	-	-	-	-	4	4	8	6.1	9	18	27	20.5	5	3	8	6.1	-	-	-	-	1	1	2	1.5	1	-	1	0.8	20	26	46	34.8				
Don't Know	-	-	-	-	-	1	1	0.8	-	-	-	-	-	1	1	0.8	-	-	-	-	2	-	2	1.5	-	-	-	-	2	2	4	3.0				

APPENDIX E  
(Continued)

	Farm		Non-farm		College		Tech School		Military		Other		No Response		Total																	
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%																
Arthur Juniors	-	-	-	-	1	-	1	7.1	4	5	9	64.3	3	1	4	28.6	-	-	-	-	-	-	-	-	-	-	-	8	6	14	100.0	
Years Spent in School District:																																
0-4 years	-	-	-	-	-	-	-	-	1	1	2	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	7.1
5-9 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10-14 years	-	-	-	-	-	-	-	1	-	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	7.1		
15-19 years	-	-	-	-	1	-	1	7.1	3	4	7	50.0	3	1	4	28.6	-	-	-	-	-	-	-	-	-	-	7	5	12	85.7		
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Head of Household Occupation:																																
Professional/Managerial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sales-Clerical/Service Worker	-	-	-	-	-	-	-	1	-	1	7.1	1	-	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	14.3	
Craftsman/Operative	-	-	-	-	-	-	-	1	1	2	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	7.1	
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Farm Owner & Laborer	-	-	-	-	1	-	1	7.1	3	4	7	50.0	2	1	3	21.4	-	-	-	-	-	-	-	-	-	-	6	5	11	78.6		
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Work in Manufacturing Plant if Paid:																																
\$3/hr.	-	-	-	-	-	-	-	1	1	2	14.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	14.3		
\$5/hr.	-	-	-	-	-	-	-	2	1	3	21.4	2	-	2	14.3	-	-	-	-	-	-	-	-	-	-	-	4	1	5	35.7		
\$7/hr.	-	-	-	-	-	-	-	1	1	2	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	7.1		
Not Interested	-	-	-	-	1	-	1	7.1	1	2	3	21.4	1	1	2	14.3	-	-	-	-	-	-	-	-	-	-	3	3	6	42.9		
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

APPENDIX E  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Butte																																				
Juniors	1	-	1	5.9	1	2	3	17.6	2	8	10	58.8	1	2	3	17.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	12	17	100.0
Years Spent in School District:																																				
0-4 years	-	-	-	-	-	1	1	5.9	-	1	1	5.9	-	1	1	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	17.6
5-9 years	1	-	1	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	5.9				
10-14 years	-	-	-	-	-	-	-	-	2	1	3	17.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	17.6				
15-19 years	-	-	-	-	1	1	2	11.8	-	6	6	35.3	1	1	2	11.8	-	-	-	-	-	-	-	-	-	-	-	-	2	8	10	58.8				
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Head of Household Occupation:																																				
Professional/Managerial	-	-	-	-	-	2	2	11.8	2	2	4	23.5	-	1	1	5.9	-	-	-	-	-	-	-	-	-	-	-	-	2	5	7	41.2				
Sales-Clerical/Service Worker	-	-	-	-	1	-	1	5.9	-	1	1	5.9	-	1	1	5.9	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	17.6				
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Farm Owner & Laborer	1	-	1	5.9	-	-	-	-	-	5	5	29.4	1	-	1	5.9	-	-	-	-	-	-	-	-	-	-	-	-	2	5	7	41.2				
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	1	-	1	5.9	1	-	1	5.9	-	1	1	5.9	1	1	2	11.8	-	-	-	-	-	-	-	-	-	-	-	-	3	2	5	29.4				
\$5/hr.	-	-	-	-	-	2	2	11.8	-	2	2	11.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	23.5				
\$7/hr.	-	-	-	-	-	-	-	-	-	3	3	17.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	17.6				
Not Interested	-	-	-	-	-	-	-	-	2	2	4	23.5	-	1	1	5.9	-	-	-	-	-	-	-	-	-	-	-	-	2	3	5	29.4				
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

APPENDIX E  
(Continued)

	Farm		Non-farm		College		Tech School		Military		Other		No Response		Total																	
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%																
Greeley Juniors	-	-	-	-	3	2	5	20.8	2	5	7	29.2	4	2	6	25.0	2	-	2	8.3	1	3	4	16.7	-	-	-	-	12	12	24	100.0
Years Spent in School District:																																
0-4 years	-	-	-	-	-	-	-	-	1	-	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2
5-9 years	-	-	-	-	-	-	-	1	-	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2	
10-14 years	-	-	-	-	-	-	-	-	-	1	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2	
15-19 years	-	-	-	-	3	2	5	20.8	1	4	5	20.8	3	1	4	16.7	2	-	2	8.3	-	3	3	12.5	-	-	-	-	9	10	19	79.2
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4.2	-	-	-	-	1	-	1	4.2	-	-	-	-	2	-	2	8.3
Head of Household Occupation:																																
Professional/Managerial	-	-	-	-	1	-	1	4.2	1	3	4	16.7	-	-	-	-	-	-	-	-	1	1	2	8.3	-	-	-	-	3	4	7	29.2
Sales-Clerical/Service Worker	-	-	-	-	-	-	-	-	1	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2	
Craftsman/Operative Laborer	-	-	-	-	2	-	2	8.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	8.3	
Farm Owner & Laborer	-	-	-	-	-	2	2	8.3	1	1	2	8.3	4	1	5	20.8	2	-	2	8.3	-	2	2	8.3	-	-	-	-	7	6	13	54.2
Other	-	-	-	-	-	-	-	-	-	1	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Work in Manufacturing Plant if Paid:																																
\$3/hr.	-	-	-	-	2	-	2	8.3	1	-	1	4.2	2	1	3	12.5	-	-	-	-	-	1	1	4.2	-	-	-	-	5	2	7	29.2
\$5/hr.	-	-	-	-	1	1	2	8.3	1	1	2	8.3	-	1	1	4.2	-	-	-	-	1	2	3	12.5	-	-	-	-	3	5	8	33.3
\$7/hr.	-	-	-	-	-	1	1	4.2	-	-	-	-	1	-	1	4.2	-	-	-	-	-	-	-	-	-	-	-	1	1	2	8.3	
Not Interested	-	-	-	-	-	-	-	-	4	4	16.7	1	-	1	4.2	2	-	2	8.3	-	-	-	-	-	-	-	-	3	4	7	29.2	
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

APPENDIX E  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Loup City Juniors	3	1	4	6.5	5	7	12	19.4	7	13	20	32.3	9	6	15	24.2	3	-	3	4.8	4	2	6	9.7	1	1	2	3.2	32	30	62	100.0
Years Spent in School District:																																
0-4 years	1	-	1	1.6	1	-	1	1.6	-	4	4	6.5	-	1	1	1.6	1	-	1	1.6	1	-	1	1.6	-	-	-	-	4	5	9	14.5
5-9 years	-	-	-	-	1	-	1	1.6	-	1	1	1.6	-	-	-	-	1	-	1	1.6	1	1	2	3.2	-	-	-	-	3	2	5	8.1
10-14 years	1	1	2	3.2	-	1	1	1.6	2	1	3	3.2	2	1	3	3.2	-	-	-	-	-	-	-	-	-	-	-	-	5	4	9	14.5
15-19 years	1	-	1	1.6	3	5	8	12.9	5	7	12	19.4	6	3	9	14.5	1	-	1	1.6	2	1	3	4.8	1	1	2	3.2	19	17	36	58.1
Not Reported	-	-	-	-	-	1	1	1.6	-	-	-	-	1	1	2	3.2	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	4.8
Head of Household Occupation:																																
Professional/Managerial	-	-	-	-	4	5	8.1	2	5	7	11.3	-	-	-	-	1	-	1	1.6	2	1	3	4.8	-	1	1	1.6	6	11	17	27.4	
Sales-Clerical/Service Worker	-	-	-	-	-	1	1	1.6	2	-	2	3.2	-	3	3	4.8	-	-	-	-	-	-	-	-	-	-	-	-	2	4	6	9.7
Craftsman/Operative	-	-	-	-	2	-	2	3.2	1	1	2	3.2	3	1	3	4.8	1	-	1	1.6	-	-	-	-	-	-	-	-	7	2	9	14.5
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.6	-	-	-	-	-	-	-	-	1	1	2	3.2
Farm Owner & Laborer	3	1	4	6.5	1	1	2	3.2	2	6	8	12.9	5	2	7	11.3	-	-	-	-	2	1	3	4.8	1	-	1	1.6	14	11	25	40.3
Other	-	-	-	-	-	1	1	1.6	-	-	-	-	1	-	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3.2
Not Reported	-	-	-	-	1	-	1	1.6	-	1	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3.2
Work in Manufacturing Plant if Paid:																																
\$3/hr.	1	-	1	1.6	1	1	2	3.2	-	1	1	1.6	2	-	2	3.2	1	-	1	1.6	-	-	-	-	-	-	-	-	5	2	7	11.3
\$5/hr.	1	-	1	1.6	2	2	4	6.5	-	4	4	6.5	1	1	2	3.2	2	-	2	3.2	2	1	3	4.8	-	1	1	1.6	8	9	17	27.4
\$7/hr.	1	1	2	3.2	1	1	2	3.2	2	2	4	6.5	3	3	6	9.7	-	-	-	-	-	-	-	-	-	-	-	-	7	7	14	22.6
Not Interested	-	-	-	-	1	3	4	6.5	5	6	11	17.7	3	1	4	6.5	-	-	-	-	1	1	2	3.2	1	-	1	1.6	11	11	22	35.5
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1.6	-	-	-	-	1	-	1	1.6	-	-	-	-	1	1	2	3.2

APPENDIX E  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Taylor Juniors	-	1	1	6.7	2	2	4	26.7	3	5	8	53.3	-	-	-	-	-	-	-	-	2	-	2	13.3	-	-	-	-	7	8	15	100.0
Years Spent in School District:																																
0-4 years	-	-	-	-	1	-	1	6.7	1	1	2	13.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	20.0
5-9 years	-	-	-	-	-	-	-	-	1	1	2	13.3	-	-	-	-	-	-	-	-	1	-	1	6.7	-	-	-	-	2	1	3	20.0
10-14 years	-	-	-	-	1	-	1	6.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	6.7
15-19 years	-	1	1	6.7	-	2	2	13.3	1	3	4	26.7	-	-	-	-	-	-	-	-	1	-	1	6.7	-	-	-	-	2	6	8	53.3
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																																
Professional/Managerial	-	1	1	6.7	-	1	1	6.7	-	1	1	6.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	20.0
Sales-Clerical/Service Worker	-	-	-	-	-	-	-	-	1	-	1	6.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	6.7
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	-	-	-	-	2	1	3	20.0	2	4	6	40.0	-	-	-	-	-	-	-	-	2	-	2	13.3	-	-	-	-	6	5	11	73.3
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																																
\$3/hr.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	6.7	-	-	-	-	-	-	-	-	1	-	1	6.7
\$5/hr.	-	1	1	6.7	-	-	-	-	2	-	2	13.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	20.0
\$7/hr.	-	-	-	-	-	-	-	-	1	1	2	6.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	6.7
Not Interested	-	-	-	-	2	1	3	20.0	1	4	5	33.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	8	53.3
Don't Know	-	-	-	-	-	1	1	6.7	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	6.7	-	-	-	-	1	1	2	13.3

APPENDIX F

CHARACTERISTICS OF JUNIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: INDUSTRIAL TOWNS

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Total Industrial Towns Juniors	8	1	9	4.3	25	28	53	25.5	29	55	84	40.4	17	17	34	16.3	5	3	8	3.8	5	6	11	5.3	7	2	9	4.3	96	112	208	100.0
Years Spent in School District:																																
0-4 years	1	1	2	1.0	6	3	9	4.3	8	13	21	10.1	4	5	9	4.3	2	2	4	1.9	-	2	2	1.0	1	1	2	1.0	22	27	49	23.6
5-9 years	-	-	-	-	7	8	15	7.2	4	11	15	7.2	2	2	4	1.9	-	-	-	-	-	2	2	1.0	-	1	1	0.5	13	24	37	17.8
10-14 years	1	-	1	0.5	4	4	8	3.8	3	7	10	4.8	3	2	5	2.4	1	-	1	0.5	1	-	1	0.5	4	-	4	1.9	17	13	30	14.4
15-19 years	5	-	5	2.4	7	12	19	9.1	14	23	37	17.8	8	8	16	7.7	2	1	3	1.4	4	2	6	2.9	-	-	-	-	40	46	86	41.3
Not Reported	1	-	1	0.5	1	1	2	1.0	-	1	1	0.5	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	1.0	4	2	6	2.9
Head of Household Occupation:																																
Professional/Managerial	1	-	1	0.5	6	4	10	4.8	9	11	20	9.6	1	2	3	1.4	-	-	-	-	1	-	1	0.5	1	-	1	0.5	19	17	36	17.3
Sales-Clerical/Service Worker	-	-	-	-	4	4	8	3.8	3	4	7	3.4	-	-	-	-	-	1	1	0.5	-	1	1	0.5	-	-	-	-	7	10	17	8.2
Craftsman/Operative	-	-	-	-	4	5	9	4.3	6	7	13	6.3	4	4	8	3.8	-	2	2	1.0	-	3	3	1.4	2	-	2	1.0	16	21	37	17.8
Laborer	-	1	1	0.5	2	3	5	2.4	1	2	3	1.4	-	1	1	0.5	1	-	1	0.5	-	-	-	-	1	1	2	1.0	5	8	13	6.3
Farm Owner & Laborer	6	-	6	3.2	5	11	16	7.6	9	29	38	18.3	12	9	21	10.1	4	-	4	1.9	3	2	5	2.4	2	1	3	1.4	41	52	93	44.7
Other	-	-	-	-	1	-	1	0.5	1	1	2	1.0	-	1	1	0.5	-	-	-	-	-	-	-	-	1	1	2	1.0	3	2	5	2.4
Not Reported	1	-	1	0.5	3	1	4	1.9	-	1	1	0.5	-	-	-	-	-	-	-	-	1	-	1	0.5	-	-	-	-	5	2	7	3.4
Work in Manufacturing Plant if Paid:																																
\$3/hr.	1	-	1	0.5	8	12	20	9.6	1	5	6	3.3	2	3	5	2.4	2	-	2	1.0	-	2	2	1.0	3	-	3	1.4	17	22	39	18.8
\$5/hr.	1	1	2	1.0	5	7	12	5.8	6	11	17	8.2	7	5	12	5.8	-	1	1	0.5	3	-	3	1.4	-	-	-	-	22	25	47	22.6
\$7/hr.	5	-	5	2.4	7	1	8	3.8	7	9	16	7.7	4	2	6	2.9	1	-	1	0.5	2	2	4	1.9	2	1	3	1.4	28	15	43	20.7
Not Interested	1	-	1	0.5	3	7	10	4.8	15	28	43	20.7	4	7	11	5.3	2	1	3	1.4	-	2	2	1.0	2	1	3	1.4	27	46	73	35.1
Don't Know	-	-	-	-	2	1	3	1.4	-	2	2	1.0	-	-	-	-	-	1	1	0.5	-	-	-	-	-	-	-	-	2	4	6	2.9

APPENDIX F  
(Continued)

	Farm		Non-farm		College		Tech School		Military		Other		No Response		Total										
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%									
Deshler Junior	2	-	2	8.0	2	6	8	32.0	2	7	9	36.0	-	3	3	12.0	-	-	-	-	6	19	25	100.0	
Years Spent in School District																									
0-4 years	-	-	-	-	-	-	-	-	1	-	1	4.0	-	-	-	-	-	-	-	-	1	-	1	4.0	
5-9 years	-	-	-	-	1	2	3	12.0	-	2	2	8.0	-	1	1	4.0	-	-	-	-	1	7	8	32.0	
10-14 years	-	-	-	-	-	2	2	8.0	-	3	3	12.0	-	-	-	-	-	-	-	-	-	5	5	20.0	
15-19 years	2	-	2	8.0	1	2	3	12.0	1	2	3	12.0	-	2	2	8.0	-	-	-	-	4	7	11	44.0	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Head of Household Occupation:																									
Professional/Managerial	-	-	-	-	-	1	1	4.0	1	2	3	12.0	-	-	-	-	-	-	-	-	-	1	3	4	16.0
Sales-Clerical/Service Worker	-	-	-	-	1	-	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	8.0
Craftsman/Operative	-	-	-	-	-	2	2	8.0	1	3	4	16.0	-	-	-	-	-	-	-	-	-	1	6	7	28.0
Laborer	-	-	-	-	-	1	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	8.0	
Farm Owner & Laborer	2	-	2	8.0	-	1	1	4.0	-	2	2	8.0	-	2	2	8.0	-	-	-	-	-	2	6	8	32.0
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Not Reported	-	-	-	-	1	1	2	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	8.0
Work in Manufacturing Plant if Paid:																									
\$3/hr.	1	-	1	4.0	-	3	3	12.0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	16.0
\$5/hr.	-	-	-	-	1	2	3	12.0	-	1	1	4.0	-	-	-	-	-	-	-	-	-	1	4	5	20.0
\$7/hr.	1	-	1	4.0	1	1	2	8.0	1	1	2	8.0	-	-	-	-	-	-	-	-	-	3	3	6	24.0
Not Interested	-	-	-	-	-	-	-	-	1	5	6	24.0	-	2	2	8.0	-	-	-	-	-	1	9	10	40.0
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	



APPENDIX F  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Gibbon																																
Juniors	1	-	1	2.2	4	3	7	15.2	8	18	26	56.5	2	3	5	10.9	-	-	-	-	4	2	6	13.0	1	-	1	2.2	20	26	46	100.0
Years Spent in School District:																																
0-4 years	-	-	-	-	-	-	-	-	1	4	5	10.9	-	1	1	2.2	-	-	-	-	-	1	1	2.2	-	-	-	-	1	6	7	15.2
5-9 years	-	-	-	-	2	1	3	6.5	1	2	3	6.5	1	-	1	2.2	-	-	-	-	-	-	-	-	-	-	-	-	4	3	7	15.2
10-14 years	-	-	-	-	2	-	2	4.3	1	3	4	8.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	6	13.0
15-19 years	1	-	1	2.2	-	2	2	4.3	5	8	13	28.3	1	2	3	6.5	-	-	-	-	4	1	5	10.9	-	-	-	-	11	13	24	52.2
Not Reported	-	-	-	-	-	-	-	-	-	1	1	2.2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2.2	1	1	2	4.3
Head of Household Occupation:																																
Professional/Managerial	-	-	-	-	-	-	-	-	2	4	6	13.0	-	1	1	2.2	-	-	-	-	1	-	1	2.2	1	-	1	2.2	4	5	9	19.6
Sales-Clerical/ Service Worker	-	-	-	-	2	2	4	8.7	-	2	2	4.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	6	13.0
Craftsman/Operative	-	-	-	-	-	-	-	-	3	2	5	10.9	2	2	4	8.7	-	-	-	-	-	1	1	2.2	-	-	-	-	5	5	10	21.7
Laborer	-	-	-	-	1	-	1	2.2	-	2	2	4.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	6.5
Farm Owner & Laborer	1	-	1	2.2	1	1	2	4.3	3	8	11	23.9	-	-	-	-	-	-	-	-	2	1	3	6.5	-	-	-	-	7	10	17	37.0
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2.2	-	-	-	-	1	-	1	2.2
Work in Manufacturing Plant if Paid:																																
\$3/hr.	-	-	-	-	1	-	1	2.2	-	2	2	4.3	1	1	2	4.3	-	-	-	-	-	2	2	4.3	-	-	-	-	2	5	7	15.2
\$5/hr.	-	-	-	-	1	2	3	6.5	2	5	7	15.2	-	1	1	2.2	-	-	-	-	3	-	3	6.5	-	-	-	-	6	8	14	30.4
\$7/hr.	1	-	1	2.2	1	-	1	2.2	3	6	9	19.6	-	1	1	2.2	-	-	-	-	1	-	1	2.2	1	-	1	2.2	7	7	14	30.4
Not Interested	-	-	-	-	1	1	2	4.3	3	5	8	17.4	1	-	1	2.2	-	-	-	-	-	-	-	-	-	-	-	-	5	6	11	23.9
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX F  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Madison Juniors	3	-	3	4.8	5	11	16	25.8	6	13	19	30.6	8	8	16	25.8	4	2	6	9.7	-	-	-	-	2	-	2	3.2	28	34	62	100.0
Years Spent in School district:																																
0-4 years	1	-	1	1.6	1	2	3	4.8	1	2	3	4.8	1	3	4	6.5	1	1	2	3.2	-	-	-	-	-	-	-	-	5	8	13	21.0
5-9 years	-	-	-	-	2	2	4	6.5	1	3	4	6.5	-	1	1	1.6	-	-	-	-	-	-	-	-	2	-	2	3.2	8	4	12	19.4
10-14 years	1	-	1	1.6	-	2	2	3.2	1	-	1	1.6	3	2	5	8.1	1	-	1	1.6	-	-	-	-	-	-	-	-	10	15	25	40.3
15-19 years	-	-	-	-	1	4	4	8.1	3	8	11	17.7	4	2	6	9.7	2	1	3	4.8	-	-	-	-	-	-	-	-	2	1	3	4.8
Not Reported	1	-	1	1.6	1	1	2	3.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																																
Professional/Managerial	1	-	1	1.6	3	1	4	6.5	2	2	4	6.5	1	-	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	7	3	10	16.1
Sales-Clerical/Service Worker	-	-	-	-	-	2	2	3.2	3	2	5	8.1	-	-	-	-	-	1	1	1.6	-	-	-	-	-	-	-	-	3	5	8	12.9
Craftsman/Operative	-	-	-	-	-	3	3	4.8	-	-	-	-	-	2	2	3.2	-	1	1	1.6	-	-	-	-	1	-	1	1.6	1	6	7	11.3
Laborer	-	-	-	-	-	1	1	1.6	-	-	-	-	-	-	-	-	1	-	1	1.6	-	-	-	-	-	-	-	-	1	1	2	3.2
Farm Owner & Laborer	2	-	2	3.2	1	4	5	8.1	-	8	8	12.9	7	5	12	19.4	3	-	3	4.8	-	-	-	-	1	-	1	1.6	14	17	31	50.0
Other	-	-	-	-	-	-	-	-	1	1	2	3.2	-	1	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	4.8
Not Reported	-	-	-	-	1	-	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.6
Work in Manufacturing Plant if Paid:																																
\$3/hr.	-	-	-	-	1	7	8	12.9	-	1	1	1.6	-	2	2	3.2	1	-	1	1.6	-	-	-	-	1	-	1	1.6	3	10	13	21.0
\$5/hr.	1	-	1	1.6	2	1	3	4.8	2	1	3	4.8	5	2	7	11.3	-	1	1	1.6	-	-	-	-	-	-	-	-	10	5	15	24.2
\$7/hr.	2	-	2	3.2	1	-	1	1.6	1	1	2	3.2	1	1	2	3.2	1	-	1	1.6	-	-	-	-	1	-	1	1.6	7	2	9	14.5
Not Interested	-	-	-	-	-	2	2	3.2	3	9	12	19.4	2	3	5	8.1	2	1	3	4.8	-	-	-	-	-	-	-	-	7	15	22	35.5
Don't Know	-	-	-	-	1	1	2	3.2	-	1	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	4.8

APPENDIX F  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total											
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%								
Syracuse																																								
Juniors	2	1	3	4.0	14	8	22	29.3	13	17	30	40.0	7	3	10	13.3	1	1	2	2.7	1	1	2	2.7	4	2	6	8.0	42	33	75	100.0								
Years Spent in School District:																																								
0-4 years	-	1	1	1.3	5	1	6	8.0	5	7	12	16.0	3	1	4	8.0	1	1	2	2.7	-	1	1	1.3	1	1	2	2.7	15	13	28	37.3								
5-9 years	-	-	-	-	2	3	5	6.7	2	4	6	8.0	1	-	1	1.3	-	-	-	-	-	-	-	-	-	1	1	1.3	5	8	13	17.3								
10-14 years	-	-	-	-	2	-	2	2.7	1	1	2	2.7	-	-	-	-	-	-	-	-	1	-	1	1.3	2	-	2	2.7	6	1	7	9.3								
15-19 years	2	-	2	2.7	5	4	9	12.0	5	5	10	18.2	3	2	5	6.7	-	-	-	-	-	-	-	-	-	-	-	-	15	11	26	34.7								
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.3	1	-	1	1.3								
Head of Household Occupation:																																								
Professional/Managerial	-	-	-	-	3	2	5	6.7	4	3	7	12.7	-	1	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	6	13	17.3				
Sales-Clerical/ Service Worker	-	-	-	-	1	-	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.3				
Craftsman/Operative	-	-	-	-	4	-	4	5.3	2	2	4	5.3	2	-	2	2.7	-	1	1	1.3	-	1	1	1.3	1	-	1	1.3	9	4	13	17.3								
Laborer	-	1	1	1.3	1	1	2	2.7	1	-	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2.7	3	3	6	8.0								
Farm Owner & Laborer	1	-	1	1.3	3	5	8	10.7	6	11	17	22.7	5	2	7	9.3	1	-	1	1.3	1	-	1	1.3	1	1	2	2.7	18	19	37	49.3								
Other	-	-	-	-	1	-	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.3	2	-	2	2.7								
Not Reported	1	-	1	1.3	1	-	1	1.3	-	1	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	4.0								
Work in Manufacturing Plant if Paid:																																								
\$3/hr.	-	-	-	-	6	2	8	10.7	1	2	3	4.0	1	-	1	1.3	1	-	1	1.3	-	-	-	-	2	-	2	2.7	11	4	15	20.0								
\$5/hr.	-	1	1	1.3	1	2	3	4.0	2	4	6	8.0	2	1	3	4.0	-	-	-	-	-	-	-	-	-	-	-	-	5	8	13	17.3								
\$7/hr.	1	-	1	1.3	4	-	4	5.3	2	1	3	4.0	3	-	3	4.0	-	-	-	-	1	1	2	2.7	-	1	1	1.3	11	3	14	18.7								
Not Interested	1	-	1	1.3	2	4	6	8.0	8	9	17	22.7	1	2	3	4.0	-	-	-	-	-	-	-	-	2	1	3	4.0	14	16	30	40.0								
Don't Know	-	-	-	-	1	-	1	1.3	-	1	1	1.3	-	-	-	-	-	1	1	1.3	-	-	-	-	-	-	-	-	1	2	3	4.0								

APPENDIX G

CHARACTERISTICS OF SENIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: NON-INDUSTRIAL TOWNS

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Total Non-industrial Towns																																				
Seniors	6	2	8	7.2	6	10	16	14.4	22	22	44	39.6	13	17	30	27.0	4	3	7	6.3	-	3	3	2.7	-	3	3	2.7	51	60	111	100.0				
Years Spent in School District:																																				
0-4 years	-	-	-	-	2	1	3	2.7	2	3	5	4.5	1	2	3	2.7	3	2	5	4.5	-	-	-	-	-	-	-	-	-	-	-	-	8	8	16	14.4
5-9 years	-	-	-	-	1	3	3	2.7	3	2	5	4.5	6	3	9	8.1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	0.9	10	9	19	17.1
10-14 years	-	-	-	-	-	1	1	0.9	2	2	4	3.6	-	3	3	2.7	1	-	1	0.9	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	0.9
15-19 years	5	2	7	6.3	2	5	7	6.3	17	15	32	28.8	6	9	15	13.5	-	1	1	0.9	-	3	3	2.7	-	2	2	1.8	30	37	67	60.4				
Not Reported	1	-	1	0.9	1	-	1	0.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	1.8
Head of Household Occupation:																																				
Professional/Managerial	-	-	-	-	1	3	4	3.6	6	5	11	9.9	2	4	6	5.4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	0.9	9	13	22	19.8
Sales-Clerical/Service Worker	-	-	-	-	-	2	2	1.8	4	3	7	6.3	2	-	2	1.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	5	11	9.9
Craftsman/Operative	-	-	-	-	-	-	-	-	2	3	5	4.5	1	4	5	4.5	2	1	3	2.7	-	-	-	-	-	-	-	-	-	-	-	-	5	8	13	11.7
Laborer	-	-	-	-	2	-	2	1.8	-	-	-	-	1	1	2	1.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	4	3.6
Farm Owner & Laborer	6	2	8	7.2	3	3	6	5.4	9	10	19	17.1	6	7	13	11.7	2	1	3	2.7	-	2	2	1.8	-	2	2	1.8	26	27	53	47.7				
Other	-	-	-	-	-	-	-	-	-	1	1	0.9	1	1	2	1.8	-	1	1	0.9	-	1	1	0.9	-	-	-	-	-	-	-	-	1	4	5	4.5
Not Reported	-	-	-	-	-	2	2	1.8	1	-	1	0.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	2.7
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	3	-	3	2.7	1	4	5	4.5	1	1	2	1.8	2	4	6	5.4	-	1	1	0.9	-	2	2	1.8	-	1	1	0.9	7	13	20	18.0				
\$5/hr.	1	2	3	2.7	3	-	3	2.7	1	2	3	2.7	1	1	2	1.8	1	-	1	0.9	-	1	1	0.9	-	-	-	-	7	6	13	11.7				
\$7/hr.	2	-	2	1.8	1	1	2	1.8	6	4	10	9.0	2	2	4	3.6	-	1	1	0.9	-	-	-	-	-	-	-	-	11	9	20	18.0				
Not Interested	-	-	-	-	1	4	5	4.5	14	15	29	26.1	8	10	18	16.2	3	1	4	3.6	-	-	-	-	-	-	-	-	-	1	1	0.9	26	31	57	51.4
Don't Know	-	-	-	-	-	1	1	0.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1.8

APPENDIX G  
(Continued)

	Farm		Non-farm		College		Tech School		Military		Other		No Response		Total								
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%							
Arthur																							
Seniors	-	-	-	-	1	1	11.1		5	1	6	66.7	-	1	1	11.1	-	-	-	5	4	9	100.0
Years Spent in School District:																							
0-4 years	-	-	-	-	1	1	11.1		2	-	2	22.2	-	-	-	-	-	-	-	2	1	3	33.3
5-9 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10-14 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15-19 years	-	-	-	-	-	-	-	-	3	1	4	44.4	-	1	1	11.1	-	-	-	3	3	6	66.7
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																							
Professional/Managerial	-	-	-	-	1	1	11.1		1	-	1	11.1	-	-	-	-	-	-	-	1	1	2	22.2
Sales-Clerical/ Service Worker	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	-	-	-	-	-	-	-	-	3	1	4	44.4	-	1	1	11.1	-	-	-	3	3	6	66.7
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	1	1	11.1	-	-	-	-	-	-	-	-	1	-	1	11.1
Work in Manufacturing Plant if Paid:																							
\$3/hr.	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	11.1	-	-	-	-	1	1	11.1
\$5/hr.	-	-	-	-	-	-	-	-	-	1	1	11.1	-	-	-	-	-	-	-	-	1	1	11.1
\$7/hr.	-	-	-	-	-	-	-	2	-	2	22.2	-	-	-	-	-	-	-	-	2	-	2	22.2
Not Interested	-	-	-	-	1	1	11.1		3	1	4	44.4	-	-	-	-	-	-	-	3	2	5	55.6
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX G  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Butte																																				
Seniors	1	-	1	7.1	1	-	1	7.1	3	2	5	35.7	1	1	2	14.3	2	2	4	28.6	-	1	1	7.1	-	-	-	-	8	6	14	100.0				
Years Spent in School District:																																				
0-4 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	28.6	-	-	-	-	-	-	-	-	2	2	4	28.6				
5-9 years	-	-	-	-	-	-	-	-	1	-	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	7.1				
10-14 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
15-19 years	-	-	-	-	-	-	-	-	2	2	4	28.6	1	1	2	14.3	-	-	-	-	-	1	1	7.1	-	-	-	-	3	4	7	50.0				
Not Reported	1	-	1	7.1	1	-	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	14.3				
Head of Household Occupation:																																				
Professional/Managerial	-	-	-	-	-	-	-	-	2	2	4	28.6	1	-	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	3	2	5	35.7				
Sales-Clerical/ Service Worker	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Craftsman/Operative	-	-	-	-	-	-	-	-	1	-	1	7.1	-	-	-	-	1	-	1	7.1	-	-	-	-	-	-	-	-	2	-	2	14.3				
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Farm Owner & Laborer	1	-	1	7.1	1	-	1	7.1	-	-	-	-	1	1	2	14.3	1	1	2	14.3	-	-	-	-	-	-	-	-	3	2	5	35.7				
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	7.1	-	1	1	7.1	-	-	-	-	-	2	2	14.3				
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	1	-	1	7.1	-	-	-	-	1	-	1	7.1	1	1	2	14.3	-	1	1	7.1	-	-	-	-	-	-	-	-	3	2	5	35.7				
\$5/hr.	-	-	-	-	-	-	-	-	1	1	2	14.3	-	-	-	-	1	-	1	7.1	-	1	1	7.1	-	-	-	-	2	2	4	28.6				
\$7/hr.	-	-	-	-	1	-	1	7.1	1	-	1	7.1	-	-	-	-	-	1	1	7.1	-	-	-	-	-	-	-	-	2	1	3	21.4				
Not Interested	-	-	-	-	-	-	-	-	-	1	1	7.1	-	-	-	-	1	-	1	7.1	-	-	-	-	-	-	-	-	1	1	2	14.3				
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

APPENDIX G  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Greeley																																				
Seniors	-	-	-	-	-	2	2	25.0	3	-	3	37.5	1	2	3	37.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	8	100.0
Years Spent in School District:																																				
0-4 years	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	12.5
5-9 years	-	-	-	-	-	-	-	-	1	-	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	12.5
10-14 years	-	-	-	-	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	12.5
15-19 years	-	-	-	-	-	1	1	12.5	2	-	2	25.0	1	1	2	25.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	5	62.5
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																																				
Professional/Managerial	-	-	-	-	-	1	1	12.5	1	-	1	12.5	1	1	2	25.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	50.0
Sales-Clerical/ Service Worker	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	-	-	-	-	-	-	-	-	2	-	2	25.0	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	37.5
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	12.5
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	25.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	25.0
\$5/hr.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7/hr.	-	-	-	-	-	1	1	12.5	1	-	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	25.0
Not Interested	-	-	-	-	-	1	1	12.5	2	-	2	25.0	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	50.0
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX G  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total										
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%							
Loup City																																							
Seniors	4	1	5	8.1	5	3	8	12.9	8	15	23	37.1	8	12	20	32.3	1	1	2	3.2	-	1	1	1.6	-	3	3	4.8	26	36	62	100.0							
Years Spent in School District:																																							
0-4 years	-	-	-	-	2	-	2	3.2	-	3	3	4.8	1	1	2	3.2	1	-	1	1.6	-	-	-	-	-	-	-	-	-	4	4	8	12.9						
5-9 years	-	-	-	-	1	1	2	3.2	-	1	1	1.6	4	3	7	11.3	-	-	-	-	-	-	-	-	-	1	1	1.6	5	6	11	17.7							
10-14 years	-	-	-	-	-	-	-	-	2	2	4	6.5	-	3	3	4.8	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	8.1							
15-19 years	4	1	5	8.1	2	2	4	6.5	8	9	17	27.4	3	5	8	12.9	-	1	1	1.6	-	1	1	1.6	-	2	2	3.2	17	21	38	61.3							
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
Head of Household Occupation:																																							
Professional/Managerial	-	-	-	-	1	1	2	3.2	2	2	4	6.5	-	3	3	4.8	-	-	-	-	-	-	-	-	-	1	1	1.6	3	7	10	16.1							
Sales-Clerical/ Service Worker	-	-	-	-	-	-	-	-	4	3	7	11.3	2	-	2	3.2	-	-	-	-	-	-	-	-	-	-	-	-	6	3	9	14.5							
Craftsman/Operative	-	-	-	-	-	-	-	-	1	2	3	4.8	1	4	5	8.1	1	1	2	3.2	-	-	-	-	-	-	-	-	3	7	10	16.1							
Laborer	-	-	-	-	2	-	2	3.2	-	-	-	-	1	1	2	3.2	-	-	-	-	-	-	-	-	-	-	-	-	3	1	4	6.5							
Farm Owner & Laborer	4	1	5	8.1	2	1	3	4.8	1	7	8	12.9	3	3	6	9.7	-	-	-	-	-	1	1	1.6	-	2	2	3.2	10	15	25	40.3							
Other	-	-	-	-	-	-	-	-	-	1	1	1.6	1	1	2	3.2	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	4.8							
Not Reported	-	-	-	-	-	1	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1.6							
Work in Manufacturing Plant if Paid:																																							
\$3/hr.	1	-	1	1.6	1	1	2	3.2	-	1	1	1.6	-	2	2	3.2	-	-	-	-	-	1	1	1.6	-	1	1	1.6	2	6	8	12.9							
\$5/hr.	1	1	2	3.2	3	-	3	4.8	-	1	1	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	6	9.7							
\$7/hr.	2	-	2	3.2	-	-	-	-	2	2	4	6.5	-	2	2	3.2	-	-	-	-	-	-	-	-	-	1	1	1.6	4	5	9	14.5							
Not Interested	-	-	-	-	1	2	3	4.8	6	11	17	27.4	8	8	16	25.8	1	1	2	3.2	-	-	-	-	-	1	1	1.6	16	23	39	62.9							
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							



APPENDIX G  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Taylor Seniors	1	1	2	11.1	-	4	4	22.2	3	4	7	38.9	3	1	4	22.2	1	-	1	5.6	-	-	-	-	-	-	-	-	-	-	-	-	8	10	18	100.0
Years Spent in School District:																																				
0-4 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5-9 years	-	-	-	-	-	2	2	11.1	1	1	2	11.1	2	-	2	11.1	-	-	-	-	-	-	-	-	-	-	-	-	3	3	6	33.3				
10-14 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	5.6	-	-	-	-	-	-	-	-	1	-	1	5.6				
15-19 years	1	1	2	11.1	-	2	2	11.1	2	3	5	27.8	1	1	2	11.1	-	-	-	-	-	-	-	-	-	-	-	-	4	7	11	61.1				
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Head of Household Occupation:																																				
Professional/Managerial	-	-	-	-	-	-	-	-	-	1	1	5.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	5.6				
Sales-Clerical/Service Worker	-	-	-	-	-	2	2	11.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	11.1				
Craftsman/Operative	-	-	-	-	-	-	-	-	-	1	1	5.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	5.6				
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Farm Owner & Laborer	1	1	2	11.1	-	2	2	11.1	3	2	5	27.8	3	1	4	22.2	1	-	1	5.6	-	-	-	-	-	-	-	-	8	6	14	77.8				
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	1	-	1	5.6	-	3	3	16.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	22.2				
\$5/hr.	-	1	1	5.6	-	-	-	-	-	-	-	-	1	-	1	5.6	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	11.1				
\$7/hr.	-	-	-	-	-	-	-	-	-	2	2	11.1	2	-	2	11.1	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	22.2				
Not Interested	-	-	-	-	-	-	-	-	3	2	5	27.8	-	1	1	5.6	1	-	1	5.6	-	-	-	-	-	-	-	-	4	3	7	38.9				
Don't Know	-	-	-	-	-	1	1	5.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	5.6				

APPENDIX H

CHARACTERISTICS OF SENIORS BY POST-HIGH SCHOOL CAREER AND EDUCATIONAL PLANS: INDUSTRIAL TOWNS

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Total Industrial Towns Seniors	6	2	8	4.2	22	31	53	27.9	34	51	85	44.8	18	17	35	18.4	3	-	3	1.6	3	2	5	2.6	1	-	1	0.5	87	103	190	100.0
Years Spent in School District:																																
0-4 years	-	1	1	0.5	4	4	8	4.2	4	15	19	10.0	1	2	3	1.6	1	-	1	0.5	2	1	3	1.6	1	-	1	0.5	13	23	36	18.9
5-9 years	-	-	-	-	7	4	11	5.8	6	4	10	5.3	2	3	5	2.6	-	-	-	-	-	-	-	-	-	-	-	-	15	11	26	13.7
10-14 years	3	-	3	1.6	2	8	10	5.3	4	8	12	6.3	5	1	6	3.2	1	-	1	0.5	-	-	-	-	-	-	-	-	15	17	32	16.8
15-19 years	3	1	4	2.1	9	13	22	11.6	19	23	42	22.1	10	11	21	11.1	1	-	1	0.5	1	1	2	1.1	-	-	-	-	43	49	92	48.4
Not Reported	-	-	-	-	-	2	2	1.1	1	1	2	1.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	2.1
Head of Household Occupation:																																
Professional/Managerial	-	-	-	-	6	2	8	4.2	12	7	19	10.0	-	2	2	1.1	1	-	1	0.5	1	-	1	0.5	1	-	1	0.5	21	11	32	16.8
Sales-Clerical/Service Worker	-	-	-	-	1	3	4	4.2	5	7	12	6.3	2	1	3	1.6	-	-	-	-	-	1	1	0.5	-	-	-	-	8	12	20	10.5
Craftsman/Operative	-	-	-	-	7	12	19	10.0	8	6	14	7.4	2	2	4	2.1	1	-	1	0.5	1	-	1	0.5	-	-	-	-	19	20	39	20.5
Laborer	-	-	-	-	1	4	5	2.6	-	1	1	0.5	1	-	1	0.5	-	-	-	-	-	1	1	0.5	-	-	-	-	2	6	8	4.2
Farm Owner & Laborer	6	2	8	4.2	6	9	15	7.9	7	28	35	18.4	13	12	25	13.2	-	-	-	-	1	-	1	0.5	-	-	-	-	33	51	84	44.2
Other	-	-	-	-	-	-	-	-	2	1	3	1.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	1.6
Not Reported	-	-	-	-	1	1	2	1.1	-	1	1	0.5	-	-	-	-	1	-	1	0.5	-	-	-	-	-	-	-	-	2	2	4	2.1
Work in Manufacturing Plant if Paid:																																
\$3/hr.	1	1	2	1.1	2	2	4	2.1	2	2	4	2.1	-	1	1	0.5	-	-	-	-	-	-	-	-	1	-	1	0.5	6	6	12	6.3
\$5/hr.	1	-	1	0.5	9	12	21	11.1	4	6	10	5.3	5	3	8	4.2	1	-	1	0.5	1	1	2	1.1	-	-	-	-	21	22	43	22.6
\$7/hr.	3	-	3	1.6	8	7	15	7.9	8	8	16	8.4	6	2	8	4.2	1	-	1	0.5	2	1	3	1.6	-	-	-	-	28	18	46	24.2
Not Interested	1	1	2	1.1	3	9	12	6.3	20	33	53	27.9	7	10	17	8.9	1	-	1	0.5	-	-	-	-	-	-	-	-	32	53	85	44.7
Don't Know	-	-	-	-	-	1	1	0.5	-	2	2	1.1	-	1	1	0.5	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	2.1

APPENDIX H  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total					
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%		
Deshler																																		
Senior	1	-	1	4.0	3	5	8	32.0	5	2	7	28.0	2	7	9	36.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	14	25	100.0
Years Spent in																																		
School District:																																		
0-4 years	-	-	-	-	1	-	1	4.0	1	1	2	8.0	-	1	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	16.0	
5-9 years	-	-	-	-	-	1	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.0		
10-14 years	1	-	1	4.0	-	1	1	4.0	-	-	-	-	1	1	2	8.0	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	16.0		
15-19 years	-	-	-	-	2	3	5	20.0	4	1	5	20.0	1	5	6	24.0	-	-	-	-	-	-	-	-	-	-	-	-	7	9	16	64.0		
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Head of Household																																		
Occupation:																																		
Professional/Managerial	-	-	-	-	-	-	-	-	2	-	2	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	8.0		
Sales-Clerical/																																		
Service Worker	-	-	-	-	-	1	1	4.0	-	-	-	-	1	1	2	8.0	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	12.0		
Craftsman/Operative	-	-	-	-	-	2	2	8.0	-	1	1	4.0	-	1	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	4	4	16.0			
Laborer	-	-	-	-	-	2	2	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	8.0				
Farm Owner & Laborer	1	-	1	4.0	3	-	3	12.0	2	1	3	12.0	1	5	6	24.0	-	-	-	-	-	-	-	-	-	-	-	7	6	13	52.0			
Other	-	-	-	-	-	-	-	-	1	-	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4.0			
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Work in Manufacturing																																		
Plant if Paid:																																		
\$3/hr.	-	-	-	-	-	1	1	4.0	-	-	-	-	-	1	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	8.0		
\$5/hr.	-	-	-	-	2	2	4	16.0	-	-	-	-	-	2	2	8.0	-	-	-	-	-	-	-	-	-	-	-	2	4	6	24.0			
\$7/hr.	-	-	-	-	1	2	3	12.0	-	1	1	4.0	1	-	1	4.0	-	-	-	-	-	-	-	-	-	-	-	2	3	5	20.0			
Not Interested	1	-	1	4.0	-	-	-	-	5	1	6	24.0	1	4	5	20.0	-	-	-	-	-	-	-	-	-	-	-	7	5	12	48.0			
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

APPENDIX H  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Gibbon Seniors	1	1	2	5.9	5	9	14	41.2	6	9	15	44.1	2	1	3	8.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	20	34	100.0
Years Spent in School District																																				
0-4 years	-	-	-	-	2	1	3	8.8	1	2	3	8.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	6	17.6
5-9 years	-	-	-	-	2	1	3	8.8	1	1	2	5.9	-	1	1	2.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	6	17.6
10-14 years	-	-	-	-	-	4	4	11.8	1	2	3	8.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	7	20.6
15-19 years	1	1	2	5.9	1	3	4	11.8	3	4	7	20.6	2	-	2	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	8	15	44.1
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																																				
Professional/Managerial	-	-	-	-	1	1	2	5.9	3	4	7	20.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	9	26.5
Sales-Clerical/Service Worker	-	-	-	-	-	-	-	-	1	-	1	2.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2.9
Craftsman/Operative	-	-	-	-	1	3	4	11.8	1	2	3	8.8	-	1	1	2.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	8	23.5
Laborer	-	-	-	-	1	2	3	8.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	8.8
Farm Owner & Laborer	1	1	2	5.9	1	2	3	8.8	1	3	4	11.8	2	-	2	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	11	32.4
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	1	1	2	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	5.9
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	-	1	1	2.9	1	1	2	5.9	1	1	2	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	5	14.7
\$5/hr.	1	-	1	2.9	1	4	5	14.7	1	1	2	5.9	1	-	1	2.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	9	26.5
\$7/hr.	-	-	-	-	3	1	4	11.8	-	1	1	2.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	5	14.7
Not Interested	-	-	-	-	-	3	3	8.8	4	6	10	29.4	1	1	2	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	10	15	44.1
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

120

APPENDIX H  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total							
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%				
Madison																																				
Seniors	2	-	2	3.6	10	8	18	32.7	9	12	21	38.2	7	2	9	16.4	2	-	2	3.6	2	-	2	3.6	1	-	1	1.8	33	22	55	100.0				
Years Spent in School District:																																				
0-4 years	-	-	-	-	1	1	2	3.6	-	2	2	3.6	1	-	1	1.8	-	-	-	-	1	-	1	1.8	1	-	1	1.8	4	3	7	12.7				
5-9 years	-	-	-	-	5	1	6	10.9	3	1	4	7.3	2	-	2	3.6	-	-	-	-	-	-	-	-	-	-	-	-	10	2	12	21.8				
10-14 years	1	-	1	1.8	1	1	2	3.6	1	2	3	5.5	1	-	1	1.8	1	-	1	1.8	-	-	-	-	-	-	-	-	5	3	8	14.5				
15-19 years	1	-	1	1.8	3	3	6	10.9	4	6	10	18.2	3	2	5	9.1	1	-	1	1.8	1	-	1	1.8	-	-	-	-	13	11	24	43.6				
Not Reported	-	-	-	-	-	2	2	3.6	1	1	2	3.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	7.3				
Head of Household Occupation:																																				
Professional/Managerial	-	-	-	-	3	-	3	5.5	3	-	3	5.5	-	-	-	-	-	-	-	-	1	-	1	1.8	1	-	1	1.8	8	-	8	14.5				
Sales-Clerical/ Service Worker	-	-	-	-	1	-	1	1.8	2	1	3	5.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	4	7.3				
Craftsman/Operative	-	-	-	-	5	3	8	14.5	3	2	5	9.1	1	-	1	1.8	1	-	1	1.8	1	-	1	1.8	-	-	-	-	11	5	16	29.1				
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.8	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.8				
Farm Owner & Laborer	2	-	2	3.6	1	5	6	10.9	1	9	10	18.2	5	2	7	12.7	-	-	-	-	-	-	-	-	-	-	-	-	9	16	25	45.5				
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.8	-	-	-	-	-	-	-	-	1	-	1	1.8				
Work in Manufacturing Plant if Paid:																																				
\$3/hr.	-	-	-	-	1	-	1	1.8	-	1	1	1.8	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.8	2	1	3	5.5				
\$5/hr.	-	-	-	-	5	4	9	16.4	-	-	-	-	2	1	3	5.5	1	-	1	1.8	1	-	1	1.8	-	-	-	-	9	5	14	25.5				
\$7/hr.	2	-	2	3.6	3	2	5	9.1	3	2	5	9.1	2	-	2	3.6	1	-	1	1.8	1	-	1	1.8	-	-	-	-	12	4	16	29.1				
Not Interested	-	-	-	-	1	1	2	3.6	6	9	15	27.2	3	1	4	7.3	-	-	-	-	-	-	-	-	-	-	-	-	10	11	21	38.2				
Don't Know	-	-	-	-	-	1	1	1.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1.8				

APPENDIX H  
(Continued)

	Farm				Non-farm				College				Tech School				Military				Other				No Response				Total			
	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%	M	F	Tot.	%
Syracuse Seniors	2	1	3	3.9	4	9	13	17.1	14	28	42	55.3	7	7	14	18.4	1	-	1	1.3	1	2	3	3.9	-	-	-	-	29	47	76	100.0
Years Spent in School District:																																
0-4 years	-	1	1	1.3	-	2	2	2.6	2	10	12	15.8	-	1	1	1.3	1	-	1	1.3	1	1	2	2.6	-	-	-	-	4	15	19	25.0
5-9 years	-	-	-	-	-	1	1	1.3	2	2	4	5.3	-	2	2	2.6	-	-	-	-	-	-	-	-	-	-	-	-	2	5	7	9.2
10-14 years	1	-	1	1.3	1	2	3	3.9	2	4	6	7.9	3	-	3	3.9	-	-	-	-	-	-	-	-	-	-	-	-	7	6	13	17.1
15-19 years	1	-	1	1.3	3	4	7	9.2	8	12	20	23.3	4	4	8	10.5	-	-	-	-	-	1	1	1.3	-	-	-	-	16	21	37	48.7
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																																
Professional/Managerial	-	-	-	-	2	1	3	3.9	4	3	7	9.2	-	2	2	2.6	1	-	1	1.3	-	-	-	-	-	-	-	-	7	6	13	17.1
Sales-Clerical/Service Worker	-	-	-	-	-	2	2	2.6	2	6	8	10.5	1	-	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	3	9	12	15.8
Craftsman/Operative	-	-	-	-	1	4	5	6.6	4	1	5	6.6	1	-	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	6	5	11	14.5
Laborer	-	-	-	-	-	-	-	-	-	1	1	1.3	-	-	-	-	-	-	-	-	-	1	1	1.3	-	-	-	-	-	2	2	2.6
Farm Owner & Laborer	2	1	3	3.9	1	2	3	3.9	3	15	18	23.7	5	5	10	13.2	-	-	-	-	1	-	1	1.3	-	-	-	-	12	23	35	48.1
Other	-	-	-	-	-	-	-	-	1	1	2	2.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2.3
Not Reported	-	-	-	-	-	-	-	-	-	1	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1.3
Work in Manufacturing Plant if Paid:																																
\$3/hr.	1	-	1	1.3	-	-	-	-	1	-	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	2.6
\$5/hr.	-	-	-	-	1	2	3	3.9	3	5	8	10.5	2	-	2	2.6	-	-	-	-	-	1	1	1.3	-	-	-	-	6	8	14	18.4
\$7/hr.	1	-	1	1.3	1	2	3	3.9	5	4	9	11.8	3	2	5	6.6	-	-	-	-	1	1	2	2.6	-	-	-	-	11	9	20	26.3
Not Interested	-	1	1	1.3	2	5	7	9.2	5	17	22	28.9	2	4	6	7.9	1	-	1	1.3	-	-	-	-	-	-	-	-	10	27	37	48.7
Don't Know	-	-	-	-	-	2	2	3.6	-	2	2	2.3	-	1	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	3.9

APPENDIX I

CHARACTERISTICS OF JUNIORS BY PLANS TO MIGRATE: NON-INDUSTRIAL TOWNS

	Leave				Stay				Return				Undecided				Total				
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	
<b>Total Non-Industrial Towns</b>																					
Juniors	24	43	67	50.8	12	6	18	13.6	25	9	34	25.8	3	10	13	9.8	64	68	132	100.0	
<b>Years Spent in School District:</b>																					
0-4 years	3	8	11	8.3	1	-	1	0.8	2	2	4	3.0	1	1	2	1.5	7	11	18	13.6	
5-9 years	4	2	6	4.5	1	-	1	0.8	2	-	2	1.5	-	1	1	0.8	7	3	10	7.6	
10-14 years	6	4	10	7.6	2	1	3	2.3	1	1	2	1.5	-	-	-	-	9	6	15	11.4	
15-19 years	10	27	37	28.0	8	5	13	9.8	18	6	24	19.7	2	8	10	7.6	38	46	84	63.6	
Not Reported	1	2	3	2.3	-	-	-	-	2	-	2	1.5	-	-	-	-	3	2	5	3.8	
<b>Head of Household Occupation:</b>																					
Professional/Managerial	6	12	18	13.6	2	5	7	5.3	2	2	4	3.0	1	4	5	3.8	11	23	34	25.8	
Sales-Clerical/Service Worker	4	4	8	6.1	1	-	1	0.8	2	2	4	3.0	-	1	1	0.8	7	7	14	10.6	
Craftsman/Operative	3	3	6	4.5	3	-	3	2.3	2	-	2	1.5	-	-	-	-	8	3	11	8.3	
Laborer	1	-	1	0.8	-	-	-	-	1	-	1	0.8	-	-	-	-	2	-	2	1.5	
Farm Owner & Laborer	8	21	29	22.0	6	1	7	5.3	18	5	23	17.4	2	5	7	5.3	34	32	66	50.0	
Other	1	2	3	2.3	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	2.3	
Not Reported	1	1	2	1.5	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1.5	
<b>Work in Manufacturing Plant if Paid:</b>																					
\$3/hr.	5	6	11	8.3	5	-	5	3.8	5	1	6	4.5	-	-	-	-	15	7	22	16.7	
\$5/hr.	7	10	17	12.9	3	3	6	4.5	6	3	9	6.8	1	4	5	3.8	17	20	37	28.0	
\$7/hr.	4	7	11	8.3	1	1	2	1.5	3	4	7	5.3	-	1	1	0.8	8	13	21	15.9	
Not Interested	8	19	27	11.5	3	1	4	3.0	9	1	10	7.6	2	5	7	5.3	22	26	48	36.4	
Don't Know	-	1	1	0.8	-	1	1	0.8	2	-	2	1.5	-	-	-	-	2	2	4	3.0	

APPENDIX I  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Arthur Juniors	2	4	6	42.9	1	-	1	7.1	5	2	7	50.0	-	-	-	-	8	6	14	100.0
Years Spent in School District																				
0-4 years	-	-	-	-	-	-	-	-	-	1	1	7.1	-	-	-	-	-	1	1	7.1
5-9 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	7.1
10-14 years	1	-	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	7	5	12	85.7
15-19 years	1	4	5	35.7	1	-	1	7.1	5	1	6	42.9	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																				
Professional Managerial	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sales-Clerical/Service Worker	1	-	1	7.1	-	-	-	-	1	-	1	7.1	-	-	-	-	2	-	2	14.3
Craftsman/Operative	-	1	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	7.1
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	1	3	4	28.6	1	-	1	7.1	4	2	6	42.9	-	-	-	-	6	5	11	78.6
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																				
\$3/hr.	1	1	2	14.3	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	14.3
\$5/hr.	1	-	1	7.1	-	-	-	-	3	1	4	28.6	-	-	-	-	4	1	5	35.7
\$7/hr.	-	-	-	-	-	-	-	-	-	1	1	7.1	-	-	-	-	-	1	1	7.1
Not Interested	-	3	3	21.4	1	-	1	7.1	2	-	2	14.3	-	-	-	-	3	3	6	42.9
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



APPENDIX I  
(Continued)

	Leave				Stay				Return				Undecided				Total				
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	
Butte																					
Juniors	2	4	6	35.3	2	1	3	17.6	1	3	4	23.5	-	4	4	23.5	5	12	17	100.0	
Years Spent in School District:																					
0-4 years	-	2	2	11.8	-	-	-	-	-	-	-	-	-	1	1	5.9	-	3	3	17.6	
5-9 years	-	-	-	-	1	-	1	5.9	-	-	-	-	-	-	-	-	1	-	1	5.9	
10-14 years	2	-	2	11.8	-	-	-	-	-	1	1	5.9	-	-	-	-	2	1	3	17.6	
15-19 years	-	2	2	11.8	1	1	2	11.8	1	2	3	17.6	-	3	3	17.6	2	8	10	58.8	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Head of Household Occupation:																					
Professional/Managerial	2	2	4	23.5	-	1	1	5.9	-	1	1	5.9	-	1	1	5.9	2	5	7	41.2	
Sales-Clerical/ Service Worker	-	1	1	5.9	1	-	1	5.9	-	-	-	-	-	1	1	5.9	1	2	3	17.6	
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Farm Owner & Laborer	-	1	1	5.9	1	-	1	5.9	1	2	3	17.6	-	2	2	11.8	2	5	7	41.2	
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Work in Manufacturing Plant if Paid:																					
\$3/hr.	1	1	2	14.3	2	-	2	11.8	1	-	1	5.9	-	-	-	-	4	1	5	29.4	
\$5/hr.	1	-	1	7.1	-	1	1	5.9	-	1	1	5.9	-	1	1	5.9	1	3	4	23.5	
\$7/hr.	-	-	-	-	-	-	-	-	-	2	2	11.8	-	1	1	5.9	-	3	3	17.6	
Not Interested	-	3	3	21.4	-	-	-	-	-	-	-	-	-	2	2	11.8	-	5	5	29.4	
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

APPENDIX I  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Greeley Juniors	2	8	10	41.7	3	-	3	12.5	7	2	9	37.5	-	2	2	8.3	12	12	24	100.0
Years Spent in School District:																				
0-4 years	-	1	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2
5-9 years	1	-	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4.2
10-14 years	-	1	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2
15-19 years	1	6	7	29.1	3	-	3	12.5	5	2	7	29.2	-	2	2	8.3	9	10	19	79.1
Not Reported	-	-	-	-	-	-	-	-	2	-	2	8.3	-	-	-	-	2	-	2	8.3
Head of Household Occupation:																				
Professional/Managerial	1	2	3	12.5	1	-	1	4.2	1	1	2	8.3	-	1	1	4.2	3	4	7	29.2
Sales-Clerical/Service Worker	-	1	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2
Craftsman/Operative	-	-	-	-	2	-	2	8.3	-	-	-	-	-	-	-	-	2	-	2	8.3
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	1	4	5	20.8	-	-	-	-	6	1	7	29.2	-	1	1	4.2	7	6	13	54.1
Other	-	1	1	4.2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.2
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																				
\$3/hr.	1	1	2	8.3	2	-	2	8.3	2	1	3	12.5	-	-	-	-	5	2	7	29.2
\$5/hr.	1	3	4	16.7	1	-	1	4.2	1	1	2	8.3	-	1	1	4.2	3	5	8	33.3
\$7/hr.	-	1	1	4.2	-	-	-	-	1	-	1	4.2	-	-	-	-	1	1	2	8.3
Not Interested	-	3	3	12.5	-	-	-	-	3	-	3	12.5	-	1	1	4.2	3	4	7	29.2
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX I  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Loup City Juniors	16	21	37	59.7	5	3	8	12.9	8	2	10	16.1	3	4	7	11.3	32	30	62	100.0
Years Spent in School District:																				
0-4 years	2	4	6	9.7	1	-	1	1.6	1	1	2	3.2	1	-	1	1.6	5	5	10	16.1
5-9 years	2	1	3	4.8	-	-	-	-	1	-	1	1.6	-	1	1	1.6	3	2	5	8.1
10-14 years	3	3	6	9.7	1	1	2	3.2	1	-	1	1.6	-	-	-	-	5	4	9	14.5
15-19 years	8	11	19	30.6	3	2	5	8.1	5	1	6	11.3	2	3	5	8.1	18	17	35	56.5
Not Reported	1	2	3	4.8	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	4.8
Head of Household Occupation:																				
Professional/Managerial	3	7	10	16.1	1	2	3	4.8	1	-	1	1.6	1	2	3	4.8	6	11	17	27.4
Sales-Clerical/Service Worker	2	2	4	6.5	-	-	-	-	1	2	3	4.8	-	-	-	-	3	4	7	11.3
Craftsman/Operative	3	2	5	8.1	1	-	1	1.6	2	-	2	3.2	-	-	-	-	6	2	8	12.9
Laborer	1	-	1	1.6	-	-	-	-	1	-	1	1.6	-	-	-	-	2	-	2	3.2
Farm Owner & Laborer	5	8	13	21.0	3	1	4	6.4	3	-	3	4.8	2	2	4	6.4	13	11	24	38.7
Other	1	1	2	3.2	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3.2
Not Reported	1	1	2	3.2	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3.2
Work in Manufacturing Plant if Paid:																				
\$3/hr.	3	2	5	8.1	1	-	1	1.6	1	-	1	1.6	-	-	-	-	5	2	7	11.3
\$5/hr.	4	6	10	16.1	2	1	3	4.8	1	-	1	1.6	1	2	3	4.8	8	9	17	27.4
\$7/hr.	4	5	9	14.5	1	1	2	3.2	2	1	3	4.8	-	-	-	-	7	7	14	22.6
Not Interested	5	7	12	19.4	1	1	2	3.2	3	1	4	6.5	2	2	4	6.4	11	11	22	35.5
Don't Know	-	1	1	1.6	-	-	-	-	1	-	1	1.6	-	-	-	-	1	1	2	3.2

APPENDIX I  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Taylor Juniors	2	6	8	53.3	1	2	3	20.0	4	-	4	26.7	-	-	-	-	7	8	15	100.0
Years Spent in School District:																				
0-4 years	1	1	2	13.3	-	-	-	-	1	-	1	6.7	-	-	-	-	2	1	3	20.0
5-9 years	1	1	2	13.3	-	-	-	-	1	-	1	6.7	-	-	-	-	2	1	3	20.0
10-14 years	-	-	-	-	1	-	1	6.7	-	-	-	-	-	-	-	-	1	-	1	6.7
15-19 years	-	4	4	26.7	-	2	2	13.0	2	-	2	13.3	-	-	-	-	2	6	8	53.3
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																				
Professional/Managerial	-	1	1	6.7	-	2	2	13.3	-	-	-	-	-	-	-	-	-	3	3	20.0
Sales-Clerical/Service Worker	1	-	1	6.7	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	6.7
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	1	5	6	40.0	1	-	1	6.7	4	-	4	26.7	-	-	-	-	6	5	11	73.3
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																				
\$3/hr.	-	-	-	-	-	-	-	-	1	-	1	6.7	-	-	-	-	1	-	1	6.7
\$5/hr.	1	-	1	6.7	-	1	1	6.7	1	-	1	6.7	-	-	-	-	2	1	3	20.0
\$7/hr.	-	1	1	6.7	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	6.7
Not interested	1	5	6	40.0	1	-	1	6.7	-	-	-	6.7	-	-	-	-	3	5	8	53.3
Don't Know	-	-	-	-	-	1	1	6.7	1	-	1	6.7	-	-	-	-	1	1	2	13.3

## APPENDIX J

## CHARACTERISTICS OF JUNIORS BY PLANS TO MIGRATE: INDUSTRIAL TOWNS

	Leave				Stay				Return				Undecided				Total				
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	
Total Industrial Towns Juniors	22	58	80	38.5	21	11	32	15.4	43	32	75	36.1	10	11	21	10.1	96	112	208	100.0	
Years Spent in School District:																					
0-4 years	8	14	22	10.6	2	3	5	2.4	11	6	17	8.2	1	4	5	2.4	22	26	49	23.6	
5-9 years	3	14	17	8.2	5	3	8	3.9	5	6	11	5.3	-	1	1	0.5	13	24	37	17.8	
10-14 years	4	8	12	5.8	3	2	5	2.4	5	3	8	3.8	5	-	5	2.4	17	13	30	14.4	
15-19 years	7	21	28	13.5	9	3	12	5.8	22	17	39	18.6	2	5	7	3.4	40	46	86	41.3	
Not Reported	-	1	1	0.5	2	-	2	1.0	-	-	-	-	2	1	3	1.4	4	2	6	2.9	
Head of Household Occupation:																					
Professional/Managerial	7	11	18	8.6	5	-	5	2.4	6	4	10	4.8	1	2	3	1.4	19	17	36	17.3	
Sales-Clerical/Service Worker	2	4	6	2.9	3	1	4	1.9	1	3	4	1.9	1	-	1	0.5	7	8	15	7.2	
Craftsman/Operative	6	11	17	8.2	-	4	4	1.9	7	4	11	5.3	3	4	7	3.4	16	23	39	18.8	
Laborer	3	1	4	1.0	-	3	3	1.4	1	2	3	1.4	1	2	3	1.4	5	8	13	6.3	
Farm Owner & Laborer	3	28	31	14.9	9	2	11	5.3	26	19	45	21.6	3	3	6	2.9	41	52	93	44.7	
Other	1	2	3	1.4	-	-	-	-	1	-	1	0.5	1	-	1	0.5	3	2	5	2.4	
Not Reported	-	1	1	0.5	4	1	5	2.4	1	-	1	0.5	-	-	-	-	5	2	7	3.4	
Work in Manufacturing Plant if Paid:																					
\$3/hr.	4	10	14	6.7	6	5	11	5.3	4	4	8	3.8	3	3	6	2.9	17	22	39	18.8	
\$5/hr.	6	15	21	10.1	4	2	6	2.9	10	6	16	7.7	2	2	4	1.9	22	25	47	22.6	
\$7/hr.	7	7	14	6.7	7	1	8	3.9	11	5	16	7.7	3	2	5	2.4	28	15	43	20.7	
Not Interested	4	24	28	13.5	3	2	5	2.4	18	17	35	16.8	2	3	5	2.4	27	46	73	35.1	
Don't Know	1	2	3	1.4	1	1	2	1.0	-	-	-	-	-	1	1	0.5	2	4	6	2.9	

APPENDIX J  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Deshler Juniors	2	13	15	60.0	4	2	6	24.0	-	2	2	8.0	1	1	2	8.0	7	18	25	100.0
Years Spent in School District:																				
0-4 years	1	-	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4.0
5-9 years	-	5	5	20.0	1	1	2	8.0	-	1	1	4.0	-	-	-	-	1	7	8	32.0
10-14 years	-	4	4	16.0	-	1	1	4.0	-	-	-	-	1	-	1	4.0	1	5	6	24.0
15-19 years	1	4	5	20.0	3	-	3	12.0	-	1	1	4.0	-	1	1	4.0	4	6	10	40.0
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																				
Professional/Managerial	1	3	4	16.0	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	16.0
Sales-Clerical/Service Worker	-	1	1	4.0	1	-	1	4.0	-	-	-	-	-	-	-	-	1	1	2	8.0
Craftsman/Operative	1	3	4	16.0	-	1	1	4.0	-	1	1	4.0	-	-	-	-	1	5	6	24.0
Laborer	-	1	1	4.0	-	-	-	-	-	1	1	4.0	-	-	-	-	-	2	2	8.0
Farm Owner & Laborer	-	5	5	20.0	2	-	2	8.0	-	-	-	-	1	1	2	8.0	3	6	9	36.0
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	1	1	2	8.0	-	-	-	-	-	-	-	-	1	1	2	8.0
Work in Manufacturing Plant if Paid:																				
\$3/hr.	-	2	2	8.0	1	1	2	8.0	-	-	-	-	-	1	1	4.0	1	4	5	20.0
\$5/hr.	-	4	4	16.0	1	-	1	4.0	-	-	-	-	-	-	-	-	1	4	5	20.0
\$7/hr.	1	1	2	8.0	2	1	3	12.0	-	1	1	4.0	1	-	1	4.0	4	3	7	28.0
Not Interested	1	6	7	28.0	-	-	-	-	-	1	1	4.0	-	-	-	-	1	7	8	32.0
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX J  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Gibbon Juniors	2	12	14	30.4	3	1	4	8.7	13	10	23	50.0	2	3	5	10.9	20	26	46	100.0
Years Spent in School District:																				
0-4 years	-	5	5	10.9	-	-	-	-	1	-	1	2.2	-	1	1	2.2	1	6	7	15.2
5-9 years	1	1	2	4.4	1	-	1	2.2	2	2	4	8.7	-	-	-	-	4	3	7	15.2
10-14 years	1	2	3	6.5	1	-	1	2.2	1	1	2	4.3	-	-	-	-	3	3	6	13.0
15-19 years	-	4	4	8.7	1	1	2	4.4	9	7	16	34.8	1	1	2	4.4	11	13	24	52.2
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4.4	1	1	2	4.4
Head of Household Occupation:																				
Professional/Managerial	-	4	4	8.7	-	-	-	-	3	2	5	10.9	1	-	1	2.2	4	6	10	21.7
Sales-Clerical/Service Worker	1	1	2	4.4	1	-	1	2.2	-	-	-	-	-	-	-	-	2	1	3	6.5
Craftsman/Operative	-	5	5	10.9	-	-	-	-	4	1	5	10.9	1	1	2	4.4	5	7	12	26.1
Laborer	1	-	1	2.2	-	-	-	-	-	1	1	2.2	-	1	1	2.2	1	2	3	6.5
Farm Owner & Laborer	-	2	2	4.4	2	1	3	6.5	5	6	11	23.9	-	1	1	2.2	7	10	17	37.0
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	1	-	1	2.2	-	-	-	-	1	-	1	2.2
Work in Manufacturing Plant if Paid:																				
\$3/hr.	1	1	2	4.4	-	-	-	-	1	1	2	2.3	-	3	3	6.5	2	5	7	15.2
\$5/hr.	-	5	5	10.9	1	-	1	2.2	5	3	8	17.4	-	-	-	-	6	8	14	30.4
\$7/hr.	1	4	5	10.9	1	-	1	2.2	3	3	6	13.0	2	-	2	4.4	7	7	14	30.4
Not Interested	-	2	2	4.4	1	1	2	4.4	4	3	7	15.2	-	-	-	-	5	6	11	24.0
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX J  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Madison Juniors	5	13	18	29.0	7	6	13	21.0	12	13	25	40.3	4	2	6	10.0	28	34	62	100.0
Years Spent in School District:																				
0-4 years	1	2	3	4.8	1	2	3	4.8	3	3	6	9.7	-	-	1	1.6	5	8	13	21.0
5-9 years	1	3	4	6.5	2	1	3	4.8	-	2	2	3.2	-	-	-	-	3	6	9	14.5
10-14 years	2	2	4	6.5	1	1	2	3.2	2	1	3	4.8	3	-	3	4.8	8	4	12	19.4
15-19 years	1	5	6	9.7	1	2	3	4.8	7	7	14	22.6	1	1	2	3.2	10	15	25	40.3
Not Reported	-	1	1	1.6	2	-	2	3.2	-	-	-	-	-	-	-	-	2	1	3	4.8
Head of Household Occupation:																				
Professional/Managerial	2	1	3	4.8	4	-	4	6.5	1	1	2	3.2	-	1	1	1.6	7	3	10	16.1
Sales-Clerical/Service Worker	1	2	3	4.8	-	1	1	1.6	1	2	3	4.8	1	-	1	1.6	3	5	8	12.9
Craftsman/Operative	-	1	1	1.6	-	3	3	4.8	-	1	1	1.6	1	1	2	3.2	1	6	7	11.3
Laborer	1	-	1	1.6	-	1	1	1.6	-	-	-	-	-	-	-	-	1	1	2	3.2
Farm Owner & Laborer	1	7	8	12.9	2	1	3	4.8	9	9	18	29.0	2	-	2	3.2	14	17	31	50.0
Other	-	2	2	3.2	-	-	-	-	1	-	1	1.6	-	-	-	-	1	2	3	4.8
Not Reported	-	-	-	-	1	-	1	1.6	-	-	-	-	-	-	-	-	1	-	1	1.6
Work in Manufacturing Plant if Paid:																				
\$3/hr.	1	5	6	9.7	1	3	4	6.5	-	2	2	3.2	1	-	2	3.2	3	10	13	21.0
\$5/hr.	3	1	4	6.5	2	1	3	4.8	3	2	5	8.0	2	1	3	4.8	10	5	15	24.2
\$7/hr.	-	1	1	1.6	3	-	3	4.8	3	1	4	6.5	1	-	1	1.6	7	2	9	14.5
Not Interested	1	6	7	11.3	-	1	1	1.6	6	8	14	22.6	-	-	-	-	7	15	22	35.5
Don't Know	-	-	-	-	1	1	2	3.2	-	-	-	-	-	1	1	1.6	1	2	3	4.8



APPENDIX J  
(Continued)

	Leave				Stay				Return				Undecided				Total				
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	
Syracuse Juniors	13	20	33	44.0	7	2	9	12.0	18	7	25	33.3	4	4	8	10.7	42	33	75	100.0	
Years Spent in School District:																					
0-4 years	6	7	13	17.3	1	1	2	2.7	7	3	10	13.3	1	2	3	4.0	15	13	28	37.4	
5-9 years	1	5	6	8.0	1	1	2	2.7	3	1	4	5.3	-	1	1	1.3	5	8	13	17.3	
10-14 years	1	-	1	1.3	1	-	1	1.3	2	1	3	4.0	2	-	2	2.7	6	1	7	9.3	
15-19 years	5	8	13	17.3	4	-	4	5.3	6	2	8	10.7	-	1	1	1.3	15	11	26	34.7	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.3	1	-	1	1.3	
Head of Household Occupation:																					
Professional/Managerial	4	3	7	9.3	1	-	1	1.3	2	2	4	5.3	-	1	1	1.3	7	6	13	17.3	
Sales-Clerical/Service Worker	-	-	-	-	1	-	1	1.3	-	-	-	-	-	-	-	-	1	-	1	1.3	
Craftsman/Operative	5	2	7	9.3	-	-	-	-	3	1	4	5.3	1	1	2	2.7	9	4	13	17.3	
Laborer	1	-	1	1.3	-	2	2	2.7	1	-	1	1.3	1	1	2	2.7	3	3	6	8.0	
Farm Owner & Laborer	2	14	16	21.3	3	-	3	4.0	12	4	16	21.3	1	1	2	2.7	18	19	37	49.4	
Other	1	-	1	1.3	-	-	-	-	-	-	-	-	1	-	1	1.3	2	-	2	2.7	
Not Reported	-	1	1	1.3	2	-	2	2.7	-	-	-	-	-	-	-	-	2	1	3	4.0	
Work in Manufacturing Plant if Paid:																					
\$3/hr.	2	2	4	5.3	4	1	5	6.7	3	1	4	5.3	2	-	2	2.7	11	4	15	20.0	
\$5/hr.	3	5	8	10.7	-	1	1	1.3	2	1	3	4.0	-	1	1	1.3	5	8	13	17.3	
\$7/hr.	5	1	6	8.0	1	-	1	1.3	5	-	5	6.7	-	2	2	2.7	11	3	14	18.7	
Not Interested	2	10	12	16.0	2	-	2	2.7	8	5	13	17.3	2	1	3	4.0	14	16	30	40.0	
Don't Know	1	2	3	4.0	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	4.0	

## APPENDIX K

## CHARACTERISTICS OF SENIORS BY PLANS TO MIGRATE: NON-INDUSTRIAL TOWNS

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Total Non-industrial Towns Seniors	26	41	67	60.4	8	4	12	10.8	16	8	24	21.6	1	7	8	7.2	51	60	111	100.0
Years Spent in School District																				
0-4 years	7	7	14	12.6	-	-	-	-	1	1	2	1.8	-	-	-	-	8	8	16	14.4
5-9 years	7	8	15	10.5	-	-	-	-	3	-	3	2.7	-	1	1	0.9	10	9	19	17.1
10-14 years	-	5	5	4.5	-	-	-	-	1	1	2	1.8	-	-	-	-	1	6	7	6.3
15-19 years	12	21	33	29.7	7	4	11	9.9	10	6	16	14.4	1	6	7	6.3	30	37	67	60.4
Not Reported	-	-	-	-	1	-	1	0.9	1	-	1	0.9	-	-	-	-	2	-	2	1.8
Head of Household Occupation																				
Professional/Managerial	5	7	12	-	-	1	1	0.9	3	4	7	6.3	1	1	2	1.8	9	13	22	19.8
Sales-Clerical/Service Worker	6	4	10	-	-	-	-	-	-	1	1	0.9	-	-	-	-	6	5	11	9.9
Craftsman/Operative	5	8	13	-	-	-	-	-	-	-	-	-	-	-	-	-	5	8	13	11.7
Laborer	2	1	3	-	1	-	1	0.9	-	-	-	-	-	-	-	-	3	1	4	3.6
Farm Owner & Laborer	6	17	23	-	7	2	9	8.1	13	2	15	13.5	-	6	6	5.4	26	27	53	47.7
Other	2	3	5	-	-	-	-	-	-	1	1	0.9	-	-	-	-	2	4	6	5.4
Not Reported	-	1	1	-	-	1	1	0.9	-	-	-	-	-	-	-	-	-	2	2	1.8
Work in Manufacturing Plant if Paid:																				
\$3/hr.	1	8	9	8.1	3	-	3	2.7	3	1	4	3.6	-	4	4	3.6	7	13	20	18.0
\$5/hr.	4	1	5	4.5	2	2	4	3.6	1	3	4	3.6	-	-	-	-	7	6	13	11.7
\$7/hr.	3	7	10	9.0	3	-	3	2.7	5	-	5	4.5	-	2	2	1.8	11	9	20	18.0
Not Interested	18	24	42	37.8	-	2	2	1.8	7	4	11	9.9	1	1	2	1.8	26	31	57	51.4
Don't Know	-	1	1	0.9	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	0.9

APPENDIX K  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Arthur																				
Seniors	1	2	3	33.3	-	-	-	-	4	1	5	55.6	-	1	1	11.1	5	4	9	100.0
Years Spent in School District																				
0-4 years	1	1	2	22.2	-	-	-	-	1	-	1	11.1	-	-	-	-	2	1	3	35.3
5-9 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10-14 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15-19 years	-	1	1	11.1	-	-	-	-	3	1	4	44.4	-	1	1	11.1	3	3	6	66.7
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation																				
Professional/Managerial	-	1	1	11.1	-	-	-	-	1	-	1	11.1	-	-	-	-	1	1	2	22.2
Sales-Clerical/ Service Worker	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	-	1	-	11.1	-	-	-	-	3	1	4	44.4	-	1	1	11.1	3	3	6	66.7
Other	1	-	-	11.1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	11.1
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																				
\$3/hr.	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	11.1	-	1	1	11.1
\$5/hr.	-	-	-	-	-	-	-	-	-	1	1	11.1	-	-	-	-	-	1	1	11.1
\$7/hr.	-	-	-	-	-	-	-	-	2	-	2	22.2	-	-	-	-	2	-	2	22.2
Not Interested	1	2	3	33.3	-	-	-	-	2	-	2	22.2	-	-	-	-	3	2	5	55.5
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX K  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Butte																				
Seniors	5	2	7	50.0	1	-	1	7.1	2	4	6	42.9	-	-	-	-	8	6	14	100.0
Years Spent in School District																				
0-4 years	2	1	3	21.4	-	-	-	-	-	1	1	7.1	-	-	-	-	2	2	4	28.6
5-9 years	1	-	1	7.1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	7.1
10-14 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
15-19 years	2	1	3	21.4	-	-	-	-	1	3	4	28.6	-	-	-	-	3	4	7	50.0
Not Reported	-	-	-	-	1	-	1	7.1	1	-	1	7.1	-	-	-	-	2	-	2	14.3
Head of Household Occupation																				
Professional/Managerial	2	-	2	14.3	-	-	-	-	1	2	3	21.4	-	-	-	-	3	2	5	35.7
Sales-Clerical/ Service Worker	2	-	2	14.3	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	14.3
Craftsman/Operative Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	1	1	2	14.3	1	-	1	7.1	1	1	2	14.3	-	-	-	-	3	2	5	35.7
Other	-	1	1	7.1	-	-	-	-	-	1	1	7.1	-	-	-	-	-	2	2	14.3
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																				
\$3/hr.	1	1	2	14.3	-	-	-	-	2	1	3	21.4	-	-	-	-	3	2	5	35.7
\$5/hr.	2	-	2	14.3	-	-	-	-	-	2	2	14.3	-	-	-	-	2	2	4	28.6
\$7/hr.	1	1	2	14.3	1	-	1	7.1	-	-	-	-	-	-	-	-	2	1	3	21.4
Not Interested	1	-	1	7.1	-	-	-	-	-	1	1	7.1	-	-	-	-	1	1	2	14.3
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX K  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Greeley																				
Seniors	2	3	5	62.5	-	1	1	12.5	2	-	2	25.0	-	-	-	-	4	4	8	100.0
Years Spent in School District																				
0-4 years	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	12.5
5-9 years	1	-	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	12.5
10-14 years	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	12.5
15-19 years	1	1	2	25.0	-	1	1	12.5	2	-	2	25.0	-	-	-	-	3	2	5	62.5
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household																				
Occupation																				
Professional/Managerial	1	1	2	25.0	-	1	1	12.5	1	-	1	12.5	-	-	-	-	2	2	4	50.0
Sales-Clerical/Service Worker	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Craftsman/Operative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	1	1	2	25.0	-	-	-	-	1	-	1	12.5	-	-	-	-	2	1	3	37.5
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	1	1	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	12.5
Work in Manufacturing Plant if Paid:																				
\$3/hr.	-	1	1	12.5	-	-	-	-	1	-	1	12.5	-	-	-	-	1	1	2	25.0
\$5/hr.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
\$7/hr.	-	1	1	12.5	-	-	-	-	1	-	1	12.5	-	-	-	-	1	1	2	25.0
Not Interested	2	1	3	37.5	-	1	1	12.5	-	-	-	-	-	-	-	-	2	2	4	50.0
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX K  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Loup City Seniors	18	26	44	71.0	6	2	8	12.9	1	3	4	6.5	1	5	6	9.7	26	36	62	100.0
Years Spent in School District																				
0-4 years	4	4	8	12.9	-	-	-	-	-	-	-	-	-	-	-	-	4	4	8	12.9
5-9 years	5	5	10	16.1	-	-	-	-	-	-	-	-	-	1	1	1.6	5	6	11	17.7
10-14 years	-	4	4	6.5	-	-	-	-	1	1	1.6	-	-	-	-	-	-	5	5	8.1
15-19 years	9	13	22	35.5	6	2	8	12.9	1	2	3	4.8	1	4	5	8.1	17	21	38	61.3
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation																				
Professional/Managerial	2	4	6	9.7	-	-	-	-	-	2	2	3.2	1	1	2	3.2	3	7	10	16.1
Sales-Clerical/Service Worker	6	2	8	12.9	-	-	-	-	-	1	1	1.6	-	-	-	-	6	3	9	14.5
Craftsman/Operative	3	7	10	16.1	-	-	-	-	-	-	-	-	-	-	-	-	3	7	10	16.1
Laborer	2	1	3	4.8	1	-	1	1.6	-	-	-	-	-	-	-	-	-	1	4	6.5
Farm Owner & Laborer	4	10	14	22.7	5	1	6	9.7	1	-	1	1.6	-	4	4	6.5	10	15	25	40.3
Other	1	2	3	4.8	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	4.8
Not Reported	-	-	-	-	-	1	1	1.6	-	-	-	-	-	-	-	-	-	1	1	1.6
Work in Manufacturing Plant if Paid:																				
\$3/hr.	-	3	3	4.8	2	-	2	3.2	-	-	-	-	-	3	3	4.8	2	6	8	12.9
\$5/hr.	2	1	3	4.8	2	1	3	4.8	-	-	-	-	-	-	-	-	4	2	6	9.7
\$7/hr.	2	4	6	9.7	2	-	2	3.2	-	-	-	-	-	1	1	1.6	4	5	9	14.5
Not Interested	14	18	32	51.7	-	1	1	1.6	1	3	4	6.4	1	1	2	3.2	16	23	39	62.9
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX K  
(Continued)

	Leave				Stay				Return				Undecided				Total				
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	
Taylor																					
Seniors	-	8	8	44.4	1	1	2	11.1	7	0	7	38.9	-	1	1	5.6	8	10	18	100.0	
Years Spent in School District																					
0-4 years	-	3	3	16.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	16.7
5-9 years	-	-	-	-	-	-	-	-	3	-	3	16.7	-	-	-	-	3	-	3	16.7	
10-14 years	-	-	-	-	-	-	-	-	1	-	1	5.6	-	-	-	-	1	-	1	5.6	
15-19 years	-	5	5	27.7	1	1	2	11.1	3	-	3	16.7	-	1	1	5.6	4	7	11	61.1	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Head of Household Occupation																					
Professional/Managerial	-	1	1	5.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	5.6
Sales-Clerical/Service Worker	-	2	2	11.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	11.1
Craftsman/Operative	-	1	1	5.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	5.6
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	-	4	4	22.3	1	1	2	11.1	7	-	7	38.9	-	1	1	5.6	8	6	14	77.8	
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																					
\$3/hr.	-	3	3	16.7	1	-	1	5.6	-	-	-	-	-	-	-	-	1	3	4	22.2	
\$5/hr.	-	-	-	-	-	1	1	5.6	1	-	1	5.6	-	-	-	-	1	1	2	11.1	
\$7/hr.	-	1	1	5.5	-	-	-	-	2	-	2	11.1	-	1	1	5.6	2	2	4	22.2	
Not Interested	-	3	3	16.7	-	-	-	-	4	-	4	22.2	-	-	-	-	4	3	7	38.9	
Don't Know	-	1	1	5.5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	5.6	

APPENDIX L

CHARACTERISTICS OF SENIORS BY PLANS TO MIGRATE: INDUSTRIAL TOWNS

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Total Industrial Towns Seniors	36	70	106	56.3	20	13	33	17.4	24	13	37	19.5	7	7	14	7.4	87	103	190	100.0
Years Spent in School District:																				
0-4 years	6	20	26	13.7	2	1	3	1.6	3	2	5	2.6	2	-	2	1.1	13	23	36	19.0
5-9 years	7	8	15	7.9	6	1	7	3.7		2	2	1.1	2	-	2	1.1	15	11	26	13.7
10-14 years	6	13	19	10.0	3	3	6	3.2	5	1	6	3.2	1		1	0.5	15	17	32	16.8
15-19 years	17	27	44	23.7	9	8	17	8.9	16	7	23	12.1	1	7	8	4.2	43	49	92	48.4
Not Reported	-	2	2	1.1	-	-	-	-	-	1	1	0.5	1	-	1	0.5	1	3	4	2.1
Head of Household Occupation:																				
Professional/Managerial	9	5	14	7.4	4	1	5	2.6	4	4	8	4.2	4	1	5	2.6	21	11	32	16.8
Sales-Clerical/Service Worker	5	10	15	7.8	1	-	1	0.5	2	1	3	1.6	-	1	1	0.5	8	12	20	10.5
Craftsman/Operative	8	13	21	11.1	5	5	10	5.3	6	2	8	4.2	-	-	-	-	19	20	39	20.5
Laborer	1	5	6	3.2	-	1	1	0.5	-	-	-	-	-	-	-	-	1	6	7	3.7
Farm Owner & Laborer	10	36	46	24.2	9	6	15	7.9	11	5	16	8.4	3	4	7	3.7	33	51	84	44.2
Other	2	-	2	2.1	-	-	-	-	1	1	2	1.1	-	-	-	-	3	1	4	2.1
Not Reported	1	1	2	2.1	1	-	1	0.5	-	-	-	-	-	1	1	0.5	2	2	4	2.1
Work in Manufacturing Plant if Paid:																				
\$3/hr.	2	2	4	2.1	2	2	4	2.1	1	1	2	1.1	1	1	2	1.1	6	6	12	6.3
\$5/hr.	6	13	19	10.0	9	5	14	7.4	6	2	8	4.2	-	2	2	1.1	21	22	43	22.6
\$7/hr.	13	14	27	14.2	7	2	9	4.7	6	2	8	4.2	2	-	2	1.1	28	18	46	24.2
Not Interested	15	39	54	28.4	2	4	6	3.2	11	7	18	9.5	4	3	7	3.7	32	53	85	44.7
Don't Know	-	2	2	1.1	-	-	-	-	-	1	1	0.5	-	1	1	0.5	-	4	4	2.1

140



APPENDIX L  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Deshler Seniors	3	11	14	56.0	4	2	6	24.0	3	0	3	12.0	1	1	2	8.0	11	14	25	100.0
Years Spent in School District:																				
0-4 years	1	2	3	12.0	1	-	1	-	-	-	-	-	-	-	-	-	2	2	4	15.0
5-9 years	-	1	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4.0
10-14 years	-	2	2	8.0	1	-	1	4.0	-	-	-	-	1	-	1	4.0	2	2	4	16.0
15-19 years	2	6	8	32.0	2	2	4	16.0	3	-	3	12.0	-	1	1	4.0	7	9	16	64.0
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																				
Professional/Managerial	1	-	1	4.0	-	-	-	-	1	-	1	4.0	-	-	-	-	2	-	2	8.0
Sales-Clerical/Service Worker	1	2	3	12.0	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	12.0
Craftsman/Operative	-	3	3	12.0	-	1	1	4.0	-	-	-	-	-	-	-	-	-	2	2	8.0
Laborer	-	1	1	4.0	-	1	1	4.0	-	-	-	-	-	-	-	-	-	2	2	8.0
Farm Owner & laborer	-	5	5	20.0	4	-	4	16.0	2	-	2	8.0	1	1	2	8.0	7	6	13	52.0
Other	1	-	1	4.0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4.0
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work in Manufacturing Plant if Paid:																				
\$3/hr.	-	-	-	-	-	1	1	4.0	-	-	-	-	-	1	1	4.0	-	2	2	8.0
\$5/hr.	-	3	3	12.0	2	1	3	12.0	-	-	-	-	-	-	-	-	2	4	6	24.0
\$7/hr.	-	3	3	12.0	1	-	1	4.0	-	-	-	-	1	-	1	4.0	2	3	5	20.0
Not Interested	3	5	8	32.0	1	-	1	4.0	3	-	3	12.0	-	-	-	-	7	5	12	48.0
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX L  
(Continued)

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Gibbon Seniors	6	11	17	50.0	4	5	9	26.5	3	4	7	20.5	1	-	1	2.9	14	20	34	100.0
Years Spent in School District:																				
0-4 years	2	3	5	14.7	1	-	1	2.9	-	-	-	-	-	-	-	-	3	3	6	17.6
5-9 years	1	2	3	8.8	2	-	2	5.9	-	1	1	2.9	-	-	-	-	3	3	6	17.6
10-14 years	1	4	5	14.7	-	2	2	5.9	-	-	-	-	-	-	-	-	1	6	7	20.6
15-19 years	2	2	4	11.8	1	3	4	11.8	3	3	6	17.6	1	-	1	2.9	7	8	15	44.1
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head of Household Occupation:																				
Professional/Managerial	2	3	5	14.7	1	-	1	2.9	-	2	2	5.9	1	-	1	2.9	4	5	9	26.4
Sales-Clerical/Service Worker	1	-	1	2.9	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2.9
Craftsman/Operative	1	3	4	11.8	1	2	3	8.8	-	1	1	2.9	-	-	-	-	2	6	8	23.5
Laborer	1	2	3	8.8	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	8.8
Farm Owner & Laborer	1	2	3	8.8	1	3	4	11.8	3	1	4	11.8	-	-	-	-	5	6	11	32.4
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Reported	-	1	1	2.9	1	-	1	2.9	-	-	-	-	-	-	-	-	1	1	2	5.8
Work in Manufacturing Plant if Paid:																				
\$3/hr.	1	1	2	5.9	-	1	1	2.9	1	1	2	5.9	-	-	-	-	2	3	5	14.7
\$5/hr.	1	3	4	11.8	2	2	4	11.8	1	-	1	2.9	-	-	-	-	4	5	9	26.5
\$7/hr.	1	2	3	8.8	2	-	2	5.9	-	-	-	-	-	-	-	-	3	2	5	14.7
Not Interested	3	5	8	23.5	-	2	2	5.9	1	3	4	11.8	1	-	1	2.9	5	10	15	44.1
Don't Know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

APPENDIX L  
(Continued)

143

	Leave				Stay				Return				Undecided				Total			
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent
Madison Seniors	11	13	24	43.6	9	4	13	23.6	10	3	13	23.6	3	2	5	9.1	33	22	55	100.0
Years Spent in School District:																				
0-4 years	1	3	4	7.3	-	-	-	-	2	-	2	3.6	1	-	1	1.8	4	3	7	12.7
5-9 years	5	1	6	10.9	4	1	5	9.1	-	-	-	-	1	-	1	1.8	10	2	12	21.8
10-14 years	3	2	5	9.1	1	1	2	3.6	1	-	1	1.8	-	-	-	-	5	3	8	14.5
15-19 years	2	5	7	12.7	4	2	6	10.9	7	2	9	16.4	-	2	2	3.6	13	11	24	43.6
Not Reported	-	2	2	3.6	-	-	-	-	-	1	1	1.8	1	-	1	1.8	1	3	4	7.3
Head of Household Occupation:																				
Professional/Managerial	1	-	1	1.8	3	-	3	5.5	3	-	3	5.5	1	-	1	1.8	8	-	8	14.5
Sales-Clerical/Service Worker	2	1	3	5.5	1	-	1	1.8	-	-	-	-	-	-	-	-	3	1	4	7.3
Craftsman/Operative	4	3	7	12.7	3	2	5	9.1	4	-	4	7.3	-	-	-	-	11	5	16	29.1
Laborer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Farm Owner & Laborer	2	9	11	20.0	2	2	4	7.3	3	3	6	10.9	2	2	4	7.3	9	16	25	45.5
Other	1	-	1	1.8	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.8
Not Reported	1	-	1	1.8	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1.8
Work in Manufacturing Plant if Paid:																				
\$3/hr.	-	1	1	1.8	1	-	1	1.8	-	-	-	-	1	-	1	1.8	2	1	3	5.5
\$5/hr.	3	3	6	10.9	4	1	5	9.1	2	1	3	5.5	-	-	-	-	9	5	14	25.5
\$7/hr.	4	1	5	9.1	3	2	5	9.1	4	1	5	9.1	1	-	1	1.8	12	4	16	29.1
Not Interested	4	7	11	20.0	1	1	2	3.6	4	1	5	9.1	1	2	3	5.5	10	11	21	38.1
Don't Know	-	1	1	1.8	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1.8

APPENDIX L  
(Continued)

	Leave				Stay				Return				Undecided				Total				
	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	Male	Female	Total	Percent	
Syracuse Seniors	16	35	51	67.1	3	2	5	6.6	8	6	14	18.4	2	4	6	7.9	29	47	76	100.0	
Years Spent in School District:																					
0-4 years	2	12	14	18.4	-	1	1	1.3	1	2	3	3.9	1	-	1	1.3	4	15	19	25.0	
5-9 years	1	4	5	6.6	-	-	-	-	-	1	1	1.3	1	-	1	1.3	2	5	7	9.2	
10-14 years	2	5	7	9.2	1	-	1	1.3	4	1	5	6.6	-	-	-	-	7	6	13	17.1	
15-19 years	11	14	25	32.9	2	1	3	3.9	3	2	5	6.6	-	4	4	5.3	16	21	37	48.7	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Head of Household Occupation:																					
Professional/Managerial	5	2	7	9.2	-	1	1	1.3	-	2	2	2.6	2	1	3	3.9	7	6	13	17.1	
Sales-Clerical/Service Worker	1	7	8	10.5	-	-	-	-	2	1	3	3.9	-	1	1	1.3	3	9	12	15.8	
Craftsman/Operative	3	4	7	9.2	1	-	1	1.3	2	1	3	3.9	-	-	-	-	6	5	11	14.5	
Laborer	-	2	2	2.6	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2.6	
Farm Owner & Laborer	7	20	27	35.5	2	1	3	3.9	3	1	4	5.3	-	1	1	1.3	12	23	35	46.1	
Other	-	-	-	-	-	-	-	-	1	1	2	2.6	-	-	-	-	1	1	2	2.6	
Not Reported	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1.3	-	1	1	1.3	
Work in Manufacturing Plant if Paid:																					
\$3/hr.	1	-	1	1.3	1	-	1	1.3	-	-	-	-	-	-	-	-	2	-	2	2.6	
\$5/hr.	2	4	6	9.9	1	1	2	2.6	3	1	4	5.2	-	2	2	2.6	6	8	14	18.4	
\$7/hr.	8	8	16	21.1	1	-	1	1.3	2	1	3	3.9	-	-	-	-	11	9	20	26.3	
Not Interested	5	22	27	35.5	-	1	1	1.3	3	3	6	7.9	2	1	3	3.9	10	27	37	48.7	
Don't Know	-	1	1	1.3	-	-	-	-	-	1	1	1.3	-	1	1	1.3	-	3	3	3.9	

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