

Nebraska attorney
workforce.
Projected
changes between
2022 and 2027

Rural and Urban Counties

June 2022

Contents

Nebraska attorney workforce changes between 2022 and 2027	2
Assumptions	2
Results	2
Table 1: Number and percentage of active attorneys by generation, and by geographic location	2
RURAL COUNTIES	3
Table 2: Total number of current active, and total 2027 projected active attorneys in rural counties by year (2022 vs. 2027)	3
Map 1: Projected number of active attorneys in rural counties (2022)	4
Map 2: Current number of active attorneys in rural counties (2027)	4
Map 3: Rural counties with zero and with three or fewer attorneys (2022)	5
Map 4: Projected rural counties with zero and with three or fewer attorneys (2027)	5
SMALL-URBAN COUNTIES	6
Table 3: Total number of retirement age attorneys in small-urban counties by year (2022 vs. 2027)	6
LARGE-URBAN COUNTIES	6
Table 4: Total number of retirement age attorneys in large-urban counties by year (2022 vs. 2027)	6
Appendix	7
Map 5: Counties by geographic classification (NE DHHS, 2016)	7
Table 5: Number of counties by geographic classification	7
Table 6: Active attorneys (2022) and projected active attorneys (2027) in rural counties	8
Table 7: Number of active attorneys (2022), attorneys per 1,000 people, and population by urban/rural counties (2020)	9
Reference	11

Nebraska attorney workforce changes between 2022 and 2027

Assumptions

- Attorneys projected to retire at age 70, and no differences were assumed by gender.
- Current attorney age was calculated as of 6/30/2022.
- Retirement age for attorneys was based on date of birth projected to 6/30/2027.
- Attorneys are not replaced over time and no attritions are expected.
- Changes in attorney workforce were projected to five years (from 2022 to 2027).
- Projected number of active attorneys per county were based on subtracting current workforce data (2022) and the total number of attorneys who will be 70 years of age or older in five years (2027).
- “Rural”, “small-urban counties”, and “large-urban counties” were selected according to the Nebraska DHHS classification (2016). See Reference.

See map in Appendix that shows locations of rural, small-urban, and large-urban counties according to the Nebraska DHHS classification (2016). There are 71 rural counties in Nebraska.

Results

Table 1: Number and percentage of active attorneys by generation, and by geographic location

		Rural		Small-Urban		Large-Urban	
Generation	Born	Number of attorneys	Percentage	Number of attorneys	Percentage	Number of attorneys	Percentage
Traditionalists	Before 1946	22	6.1%	31	5.2%	129	2.8%
Baby Boomers	1946-1964	125	34.4%	220	36.6%	1,310	28.6%
Generation X	1965-1980	103	28.4%	180	30.0%	1,473	32.2%
Millennials	1981-1996	113	31.1%	168	28.0%	1,652	36.1%
Generation Z	After 1996	0	0%	2	0.3%	9	0.2%
Total		363	100%	601	100%	4,573	
Missing DOB				2		8	

Source: NSBA, 2022.

RURAL COUNTIES

Table 2: Total number of current active, and total 2027 projected active attorneys in rural counties by year (2022 vs. 2027)

Rural Counties	Current active attorneys June 2022	Projected active attorneys June 2027 ^a
Total attorney workforce	363	255
Average age	52.9	57.9
Number of rural counties with zero attorneys	12	16
Number of rural counties with three or fewer attorneys	18	32

^a A total of 108 attorneys, 30% of the current attorney workforce in rural counties, will be 70 years of age or older in 2027.

Four rural counties with one currently active attorney in 2022, will lose those attorneys in 2027 due to potential retirement: Garfield, Greeley, Kimball, and Rock.

Maps 1 and 2 show the current number of active attorneys and the projected number of active attorneys in 2027 for rural counties.

Maps 3 and 4 show rural counties with zero attorneys, and three or fewer attorneys per county for 2022 and projected for 2027.

SMALL-URBAN COUNTIES

Table 3: Total number of retirement age attorneys in small-urban counties by year (2022 vs. 2027)

Small-Urban Counties	Current active attorneys June 2022	Projected active attorneys June 2027 ^a
Total attorney workforce	603	433
Average age	52.8	57.8
Number of small-urban counties with zero attorneys	0	0
Number of small-urban counties with three or fewer attorneys	0	1 ^b

^a A total of 170 attorneys, 28% of the current attorney workforce in small-urban counties, will be 70 years of age or older in 2027.

^b Dixon County is projected to have one active attorney in 2027.

LARGE-URBAN COUNTIES

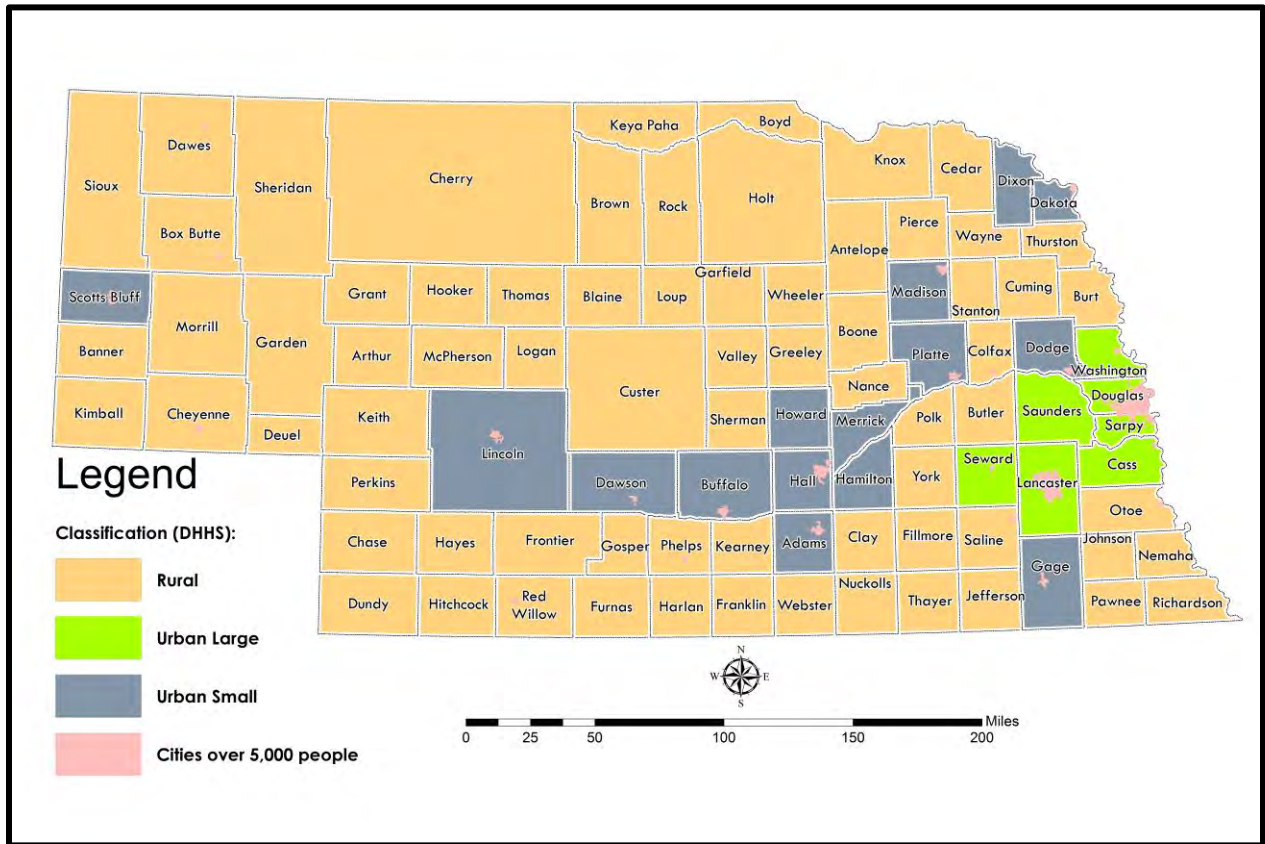
Table 4: Total number of retirement age attorneys in large-urban counties by year (2022 vs. 2027)

Large-Urban Counties	Current active attorneys June 2022	Projected active attorneys June 2027 ^a
Total attorney workforce	4,581	3,753
Average age	49.4	54.4
Number of large-urban counties with zero attorneys	0	0
Number of large-urban counties with three or fewer attorneys	0	0

^a A total of 828 attorneys, 18% of the current attorney workforce in large-urban counties, will be 70 years of age or older in 2027.

Appendix

Map 5: Counties by geographic classification (NE DHHS, 2016)



Source: Nebraska Department of Health and Human Services (2016).

Table 5: Number of counties by geographic classification

Urban/ Rural classification	Number of Counties
Rural	71
Small-Urban	15
Large-Urban	7
Total	93

Table 6: Active attorneys (2022) and projected active attorneys (2027) in rural counties

Rural counties	Active attorneys in 2022	Projected active attorneys in 2027	Rural counties	Active attorneys in 2022	Projected active attorneys in 2027
Antelope	4	2	Jefferson	3	1
Arthur	0	0	Johnson	7	4
Banner	0	0	Kearney	5	1
Blaine	0	0	Keith	22	15
Boone	5	5	Keya Paha	0	0
Box Butte	4	3	Kimball	1	0
Boyd	0	0	Knox	4	3
Brown	6	4	Logan	0	0
Burt	6	3	Loup	0	0
Butler	4	3	McPherson	0	0
Cedar	6	5	Morrill	4	3
Chase	4	3	Nance	4	3
Cherry	11	9	Nemaha	5	4
Cheyenne	10	9	Nuckolls	1	1
Clay	4	1	Otoe	21	17
Colfax	4	3	Pawnee	5	3
Cuming	7	5	Perkins	2	1
Custer	16	13	Phelps	17	13
Dawes	11	11	Pierce	4	2
Deuel	1	1	Polk	3	1
Dundy	3	1	Red Willow	12	9
Fillmore	6	4	Richardson	12	6
Franklin	1	1	Rock	1	0
Frontier	3	1	Saline	18	13
Furnas	6	3	Sheridan	3	2
Garden	2	1	Sherman	3	2
Garfield	1	0	Sioux	5	3
Gosper	2	2	Stanton	4	3
Grant	0	0	Thayer	4	1
Greeley	1	0	Thomas	0	0
Harlan	6	4	Thurston	5	4
Hayes	0	0	Valley	11	9
Hitchcock	2	2	Wayne	5	5
Holt	9	4	Webster	4	3
Hooker	1	1	Wheeler	0	0
			York	22	19
			Total active attorneys	363	255

Source: NSBA, 2022.

Table 7: Number of active attorneys (2022), attorneys per 1,000 people, and population by urban/rural counties (2020)

County	Urban /Rural	# Attorneys (2022)	Population (2020)	Attorneys per 1,000 people	County	Urban /Rural	# Attorneys (2022)	Population (2020)	Attorneys per 1,000 people	County	Urban /Rural	# Attorneys (2022)	Population (2020)	Attorneys per 1,000 people
Adams	Urban Small	43	31541	1.4	Frontier	Rural	3	2636	1.1	Nance	Rural	4	3525	1.1
Antelope	Rural	4	6315	0.6	Furnas	Rural	6	4712	1.3	Nemaha	Rural	5	6978	0.7
Arthur	Rural	0	439	0.0	Gage	Urban Small	34	21548	1.6	Nuckolls	Rural	1	4204	0.2
Banner	Rural	0	645	0.0	Garden	Rural	2	1916	1.0	Otoe	Rural	21	15965	1.3
Blaine	Rural	0	467	0.0	Garfield	Rural	1	2081	0.5	Pawnee	Rural	5	2640	1.9
Boone	Rural	5	5228	1.0	Gosper	Rural	2	2001	1.0	Perkins	Rural	2	2889	0.7
Box Butte	Rural	4	10845	0.4	Grant	Rural	0	691	0.0	Phelps	Rural	17	9050	1.9
Boyd	Rural	0	1882	0.0	Greeley	Rural	1	2361	0.4	Pierce	Rural	4	7132	0.6
Brown	Rural	6	2887	2.1	Hall	Urban Small	84	61338	1.4	Platte	Urban Small	40	33250	1.2
Buffalo	Urban Small	93	49594	1.9	Hamilton	Urban Small	18	9219	2.0	Polk	Rural	3	5208	0.6
Burt	Rural	6	6503	0.9	Harlan	Rural	6	3380	1.8	Red Willow	Rural	12	10725	1.1
Butler	Rural	4	7997	0.5	Hayes	Rural	0	889	0.0	Richardson	Rural	12	7913	1.5
Cass	Urban Large	50	26022	1.9	Hitchcock	Rural	2	2788	0.7	Rock	Rural	1	1430	0.7
Cedar	Rural	6	8483	0.7	Holt	Rural	9	10123	0.9	Saline	Rural	18	14221	1.3
Chase	Rural	4	3707	1.1	Hooker	Rural	1	741	1.3	Sarpy	Urban Large	377	183956	2.0
Cherry	Rural	11	5801	1.9	Howard	Urban Small	7	6428	1.1	Saunders	Urban Large	46	21356	2.2
Cheyenne	Rural	10	9428	1.1	Jefferson	Rural	3	7102	0.4	Scotts Bluff	Urban Small	61	35884	1.7
Clay	Rural	4	6193	0.6	Johnson	Rural	7	5118	1.4	Seward	Urban Large	23	17217	1.3
Colfax	Rural	4	10681	0.4	Kearney	Rural	5	6588	0.8	Sheridan	Rural	3	5215	0.6
Cuming	Rural	7	8882	0.8	Keith	Rural	22	8048	2.7	Sherman	Rural	3	3015	1.0

County	Urban /Rural	# Attorneys (2022)	Population (2020)	Attorneys per 1,000 people	County	Urban /Rural	# Attorneys (2022)	Population (2020)	Attorneys per 1,000 people	County	Urban /Rural	# Attorneys (2022)	Population (2020)	Attorneys per 1,000 people
Custer	Rural	16	10788	1.5	Keya Paha	Rural	0	875	0.0	Sioux	Rural	5	1298	3.9
Dakota	Urban Small	17	20124	0.8	Kimball	Rural	1	3576	0.3	Stanton	Rural	4	5946	0.7
Dawes	Rural	11	8685	1.3	Knox	Rural	4	8400	0.5	Thayer	Rural	4	5000	0.8
Dawson	Urban Small	31	23638	1.3	Lancaster	Urban Large	1224	315976	3.9	Thomas	Rural	0	586	0.0
Deuel	Rural	1	1770	0.6	Lincoln	Urban Small	58	35042	1.7	Thurston	Rural	5	7218	0.7
Dixon	Urban Small	4	5682	0.7	Logan	Rural	0	896	0.0	Valley	Rural	11	4100	2.7
Dodge	Urban Small	42	36565	1.1	Loup	Rural	0	690	0.0	Washington	Urban Large	31	20546	1.5
Douglas	Urban Large	2830	565739	5.0	McPherson	Rural	0	420	0.0	Wayne	Rural	5	9388	0.5
Dundy	Rural	3	1928	1.6	Madison	Urban Small	64	35023	1.8	Webster	Rural	4	3497	1.1
Fillmore	Rural	6	5542	1.1	Merrick	Urban Small	7	7826	0.9	Wheeler	Rural	0	689	0.0
Franklin	Rural	1	2970	0.3	Morrill	Rural	4	4711	0.8	York	Rural	22	13671	1.6

Sources: NSBA, 2022. U.S. Census Bureau (ACS, 5-years estimate, 2016-2020)

Reference:

Nebraska Department of Health and Human Services (2016). Disparities demographic data recommendations. Division of Public Health. Department of health & Human Services. 15 pages. Available at <https://dhhs.ne.gov/Reports/Disparities%20Demographic%20Data%20Recommendations%20-%202016.pdf>