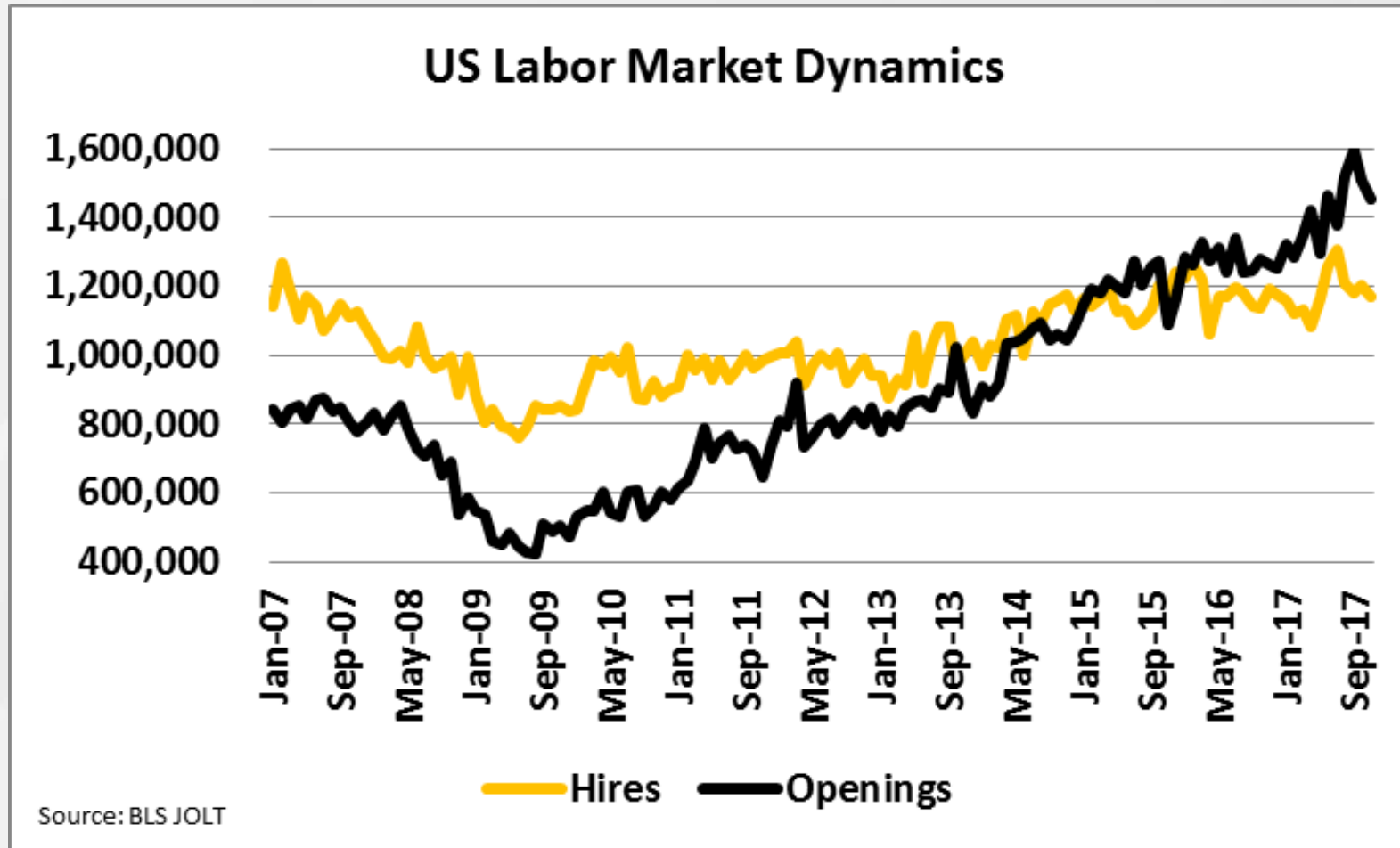


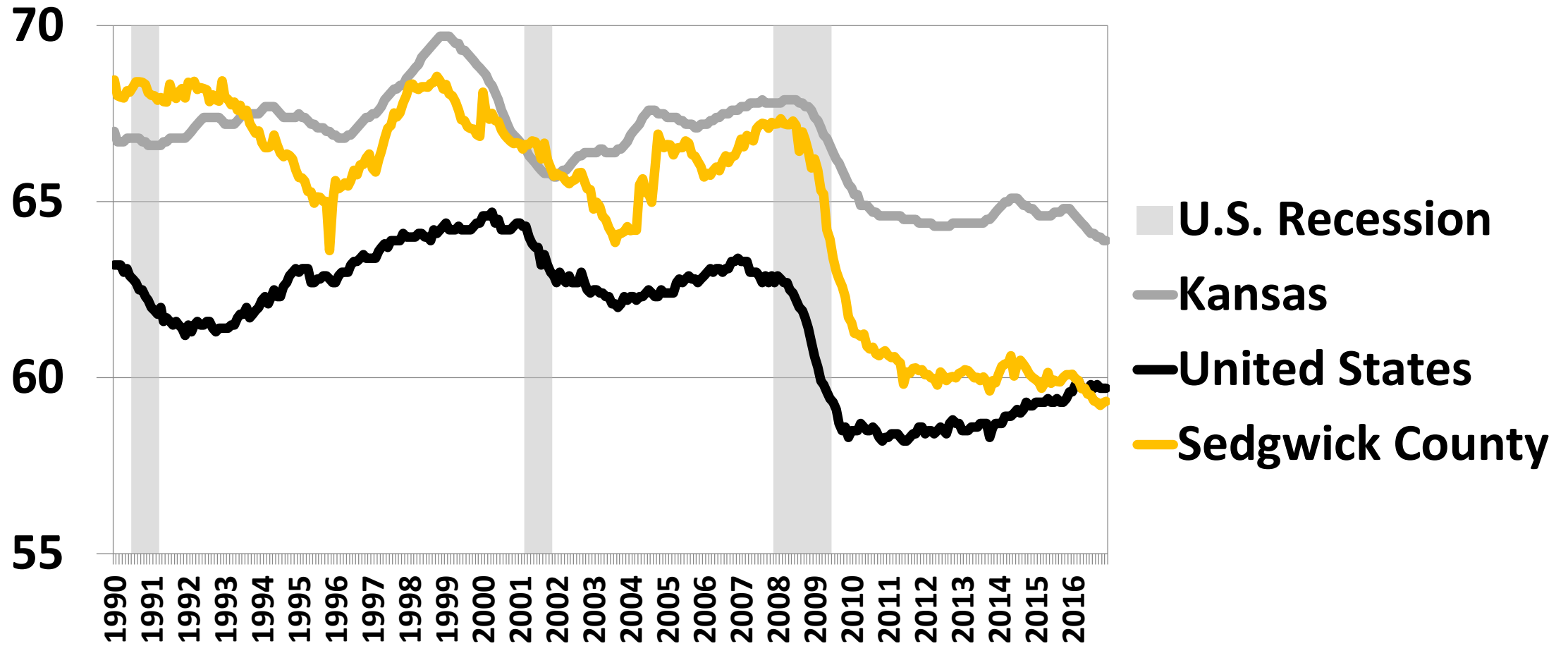
# Kansas Labor Market

Jeremy Hill

# Tightening Labor market nationally

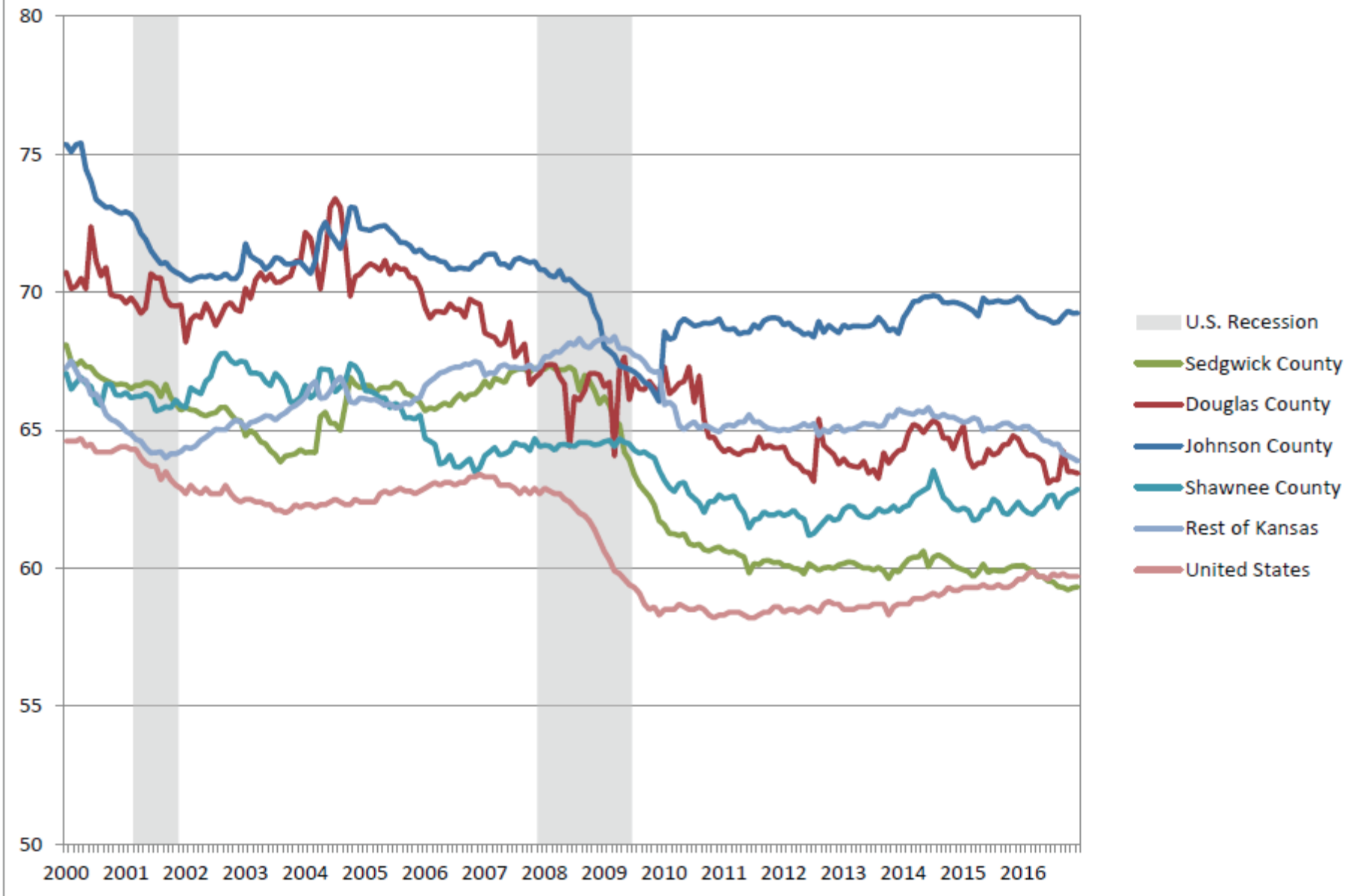


# Employment-Population Ratio for Sedgwick County, Kansas & U.S.



Source: CEDBR (LAUS, CPS), 16 and over

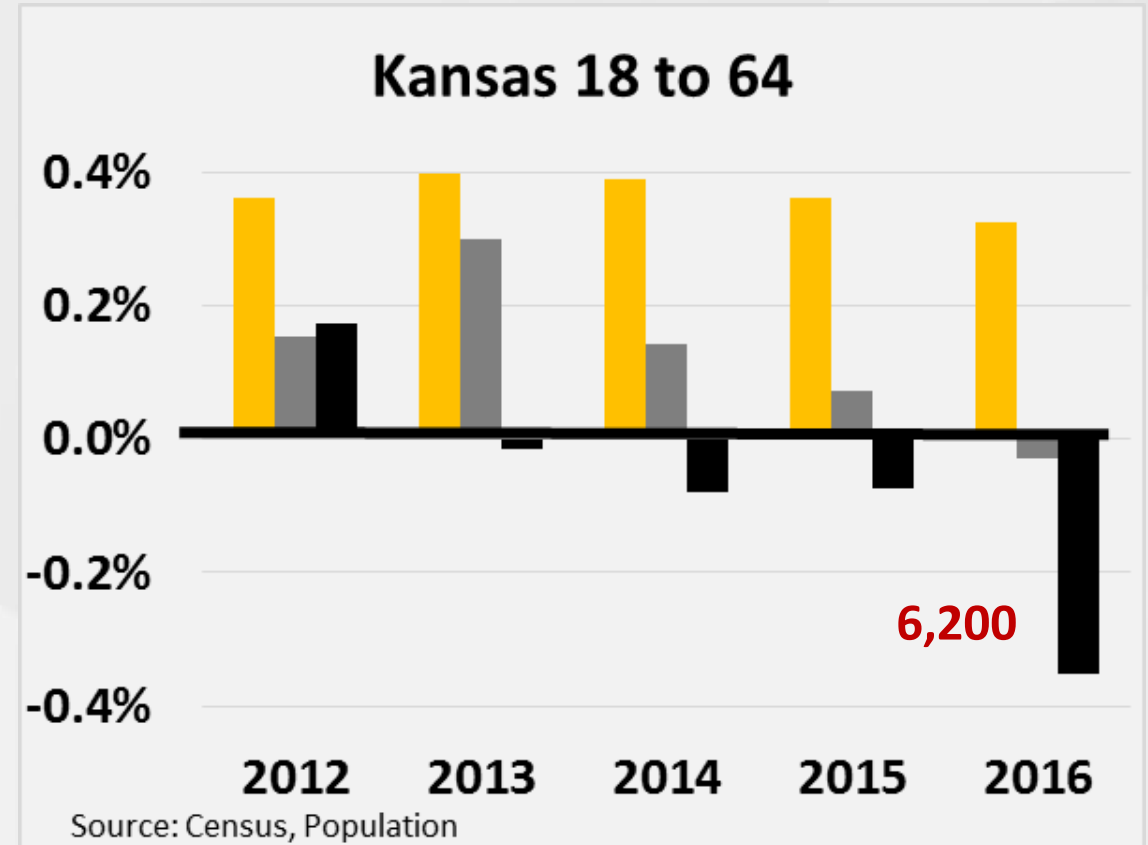
## Employment-Population Ratio for Major Kansas Population Centers



# Population Growth and Migration

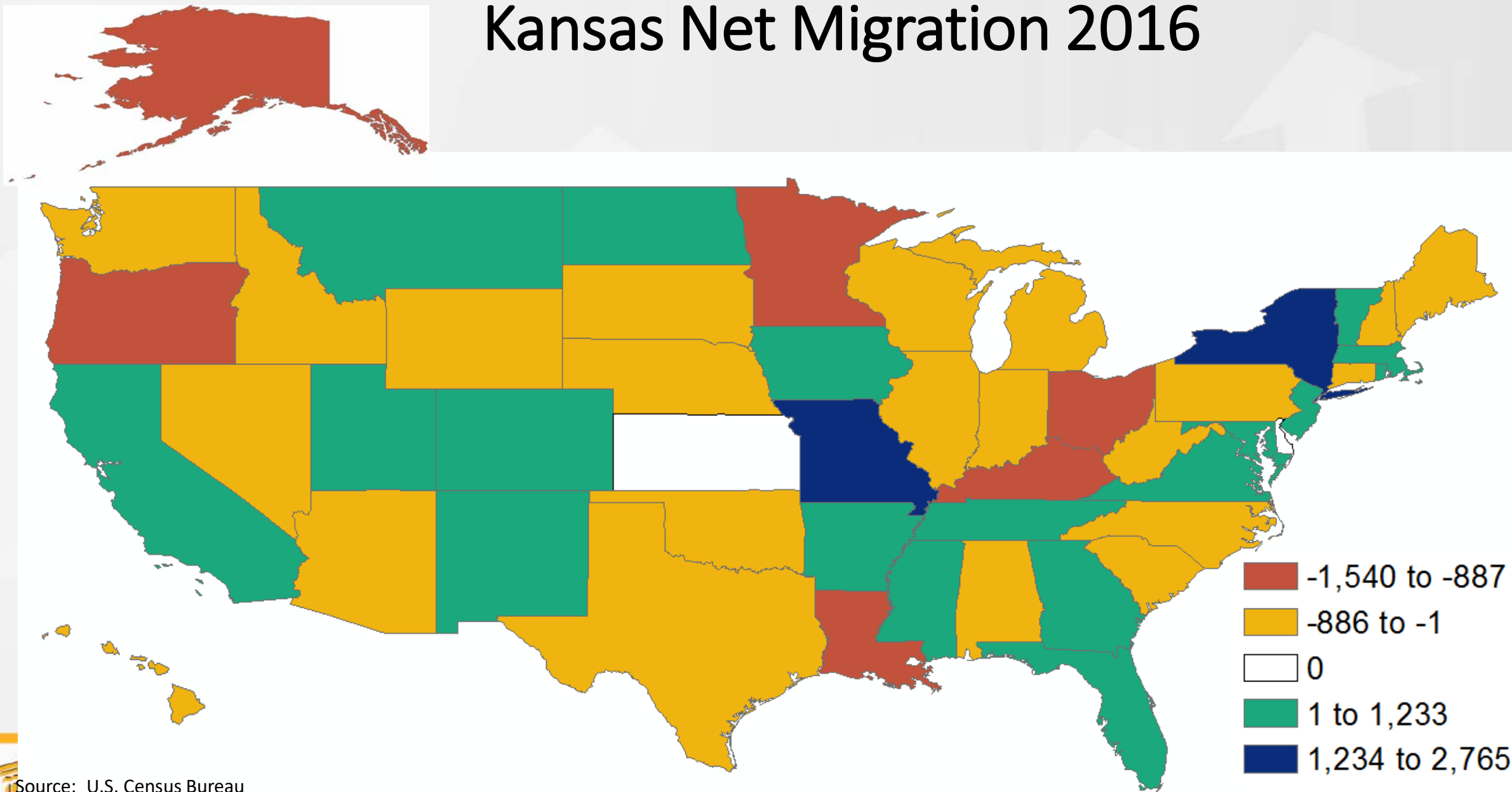
	<b>Population</b>
KS 2015	2,906,721
Births	38,702
Deaths	25,390
Net migration	(12,744)
<b>KS 2016</b>	<b>2,907,289</b>

Source: Census Population

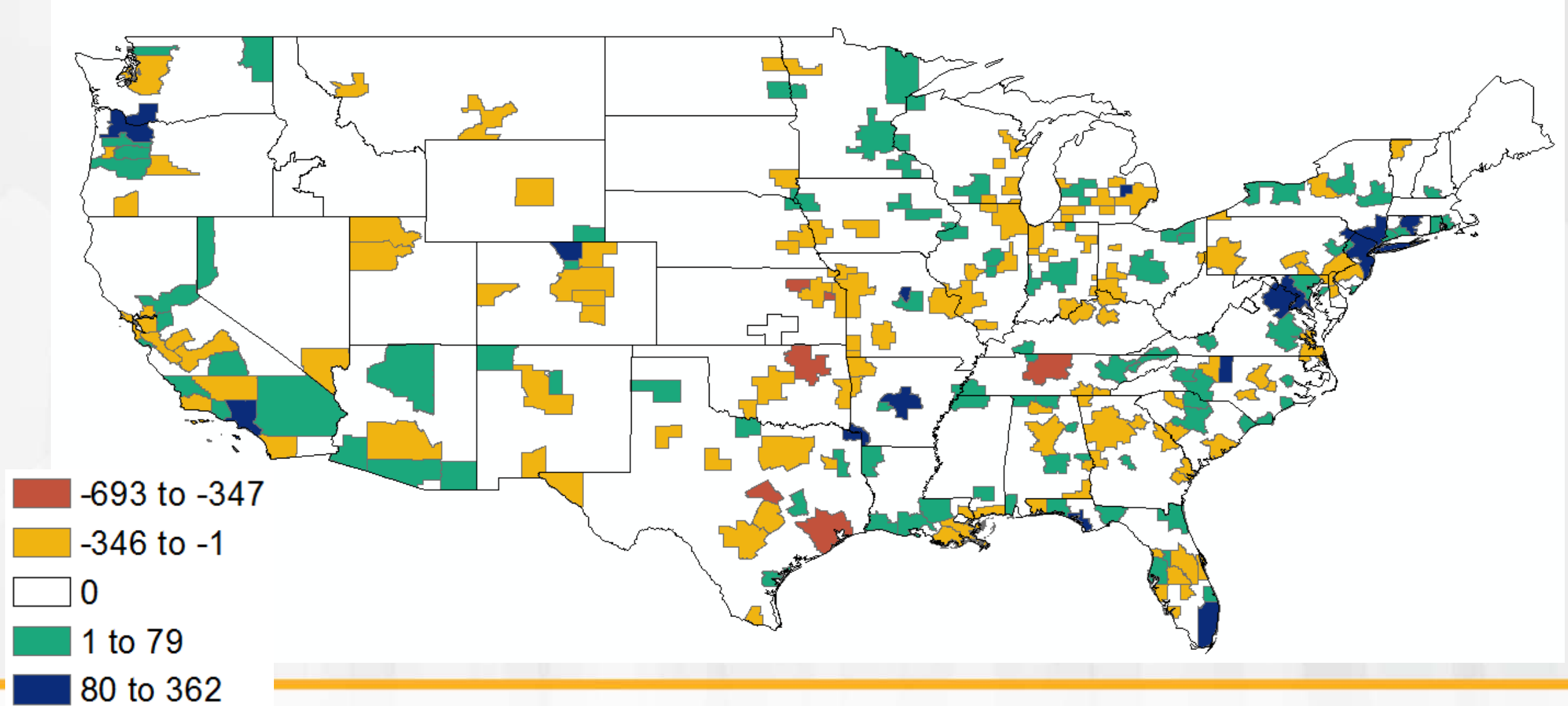


■ US 
 ■ Plains 
 ■ Kansas

# Kansas Net Migration 2016



# Wichita MSA Net Migration 2016



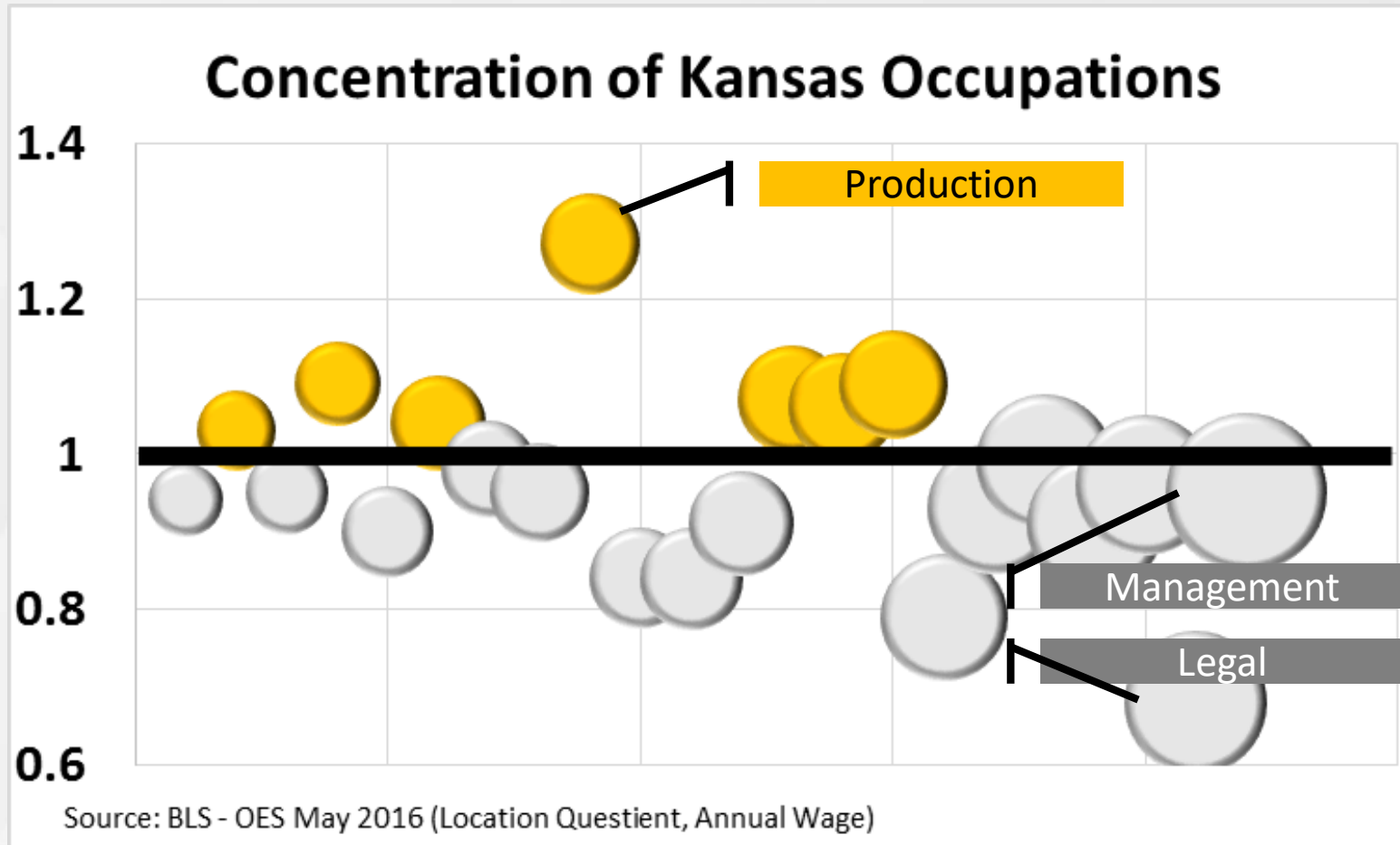
# Know /Don't Know

	<b>Know</b>	<b>Don't Know</b>
<b>US Growth</b>	Economy is expanding and labor is tightening	Timing of the next economic cycle
<b>Available Labor in Kansas</b>	Economy is weak and very tight labor market	Structural issues, reasons for migration, impact of industry weakness
<b>Kansas Migration</b>	Working population is moving out	Wage or opportunity driven



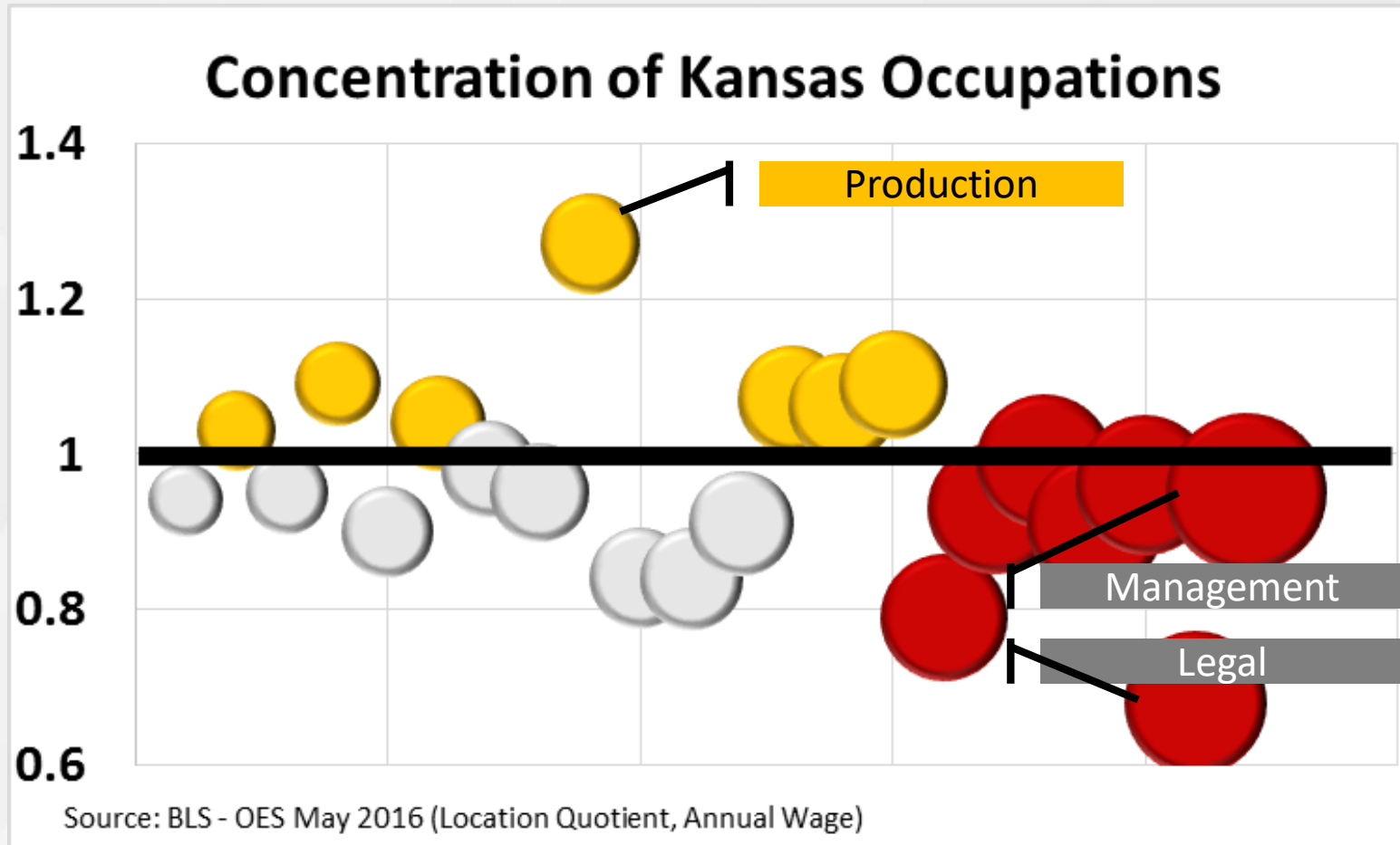
How is Kansas **unique** and  
what are the **trends**?

# Kansas has a unique production workforce



- Anything over one represents a specialization of labor relative to the US.
- Bubble size correlates with the Annual wage.

# Specialization is concentrated in lower annual income occupation groups



## • Kansas Concentration

- Production
- Installation
- Healthcare
- Construction
- Education
- Personal care

# Understanding the unique occupational demands in Kansas



NOTE: Scenario 2 uses a location quotient of 1.5 or greater (88 out of 697 occupations)

# Summary of selected of occupations

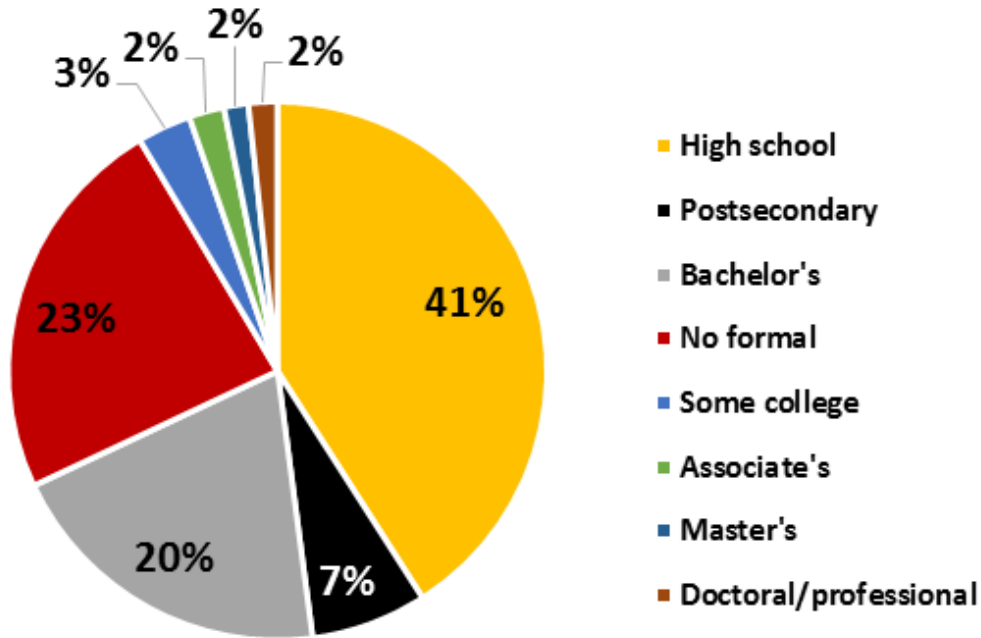
- **Representation:** 11% of all occupations
- **Wage range:** \$18,210 - \$163,880
- **Employment range:** 30 – 23,310
- **Highest concentration**
  - Layout Workers, Metal and Plastic
  - Wellhead Pumpers
  - Slaughterers and Meat Packers
  - Conveyor Operators and Tenders
  - Farm Equipment Mechanics
  - Avionics
  - Rail Care Repairers
  - Agricultural Inspectors

	Annual Wage	Growth 2016-2026
Kansas	\$ 50,769	7.4%
Selected	\$ 46,772	5.2%

Source: BLS, OES May 2016

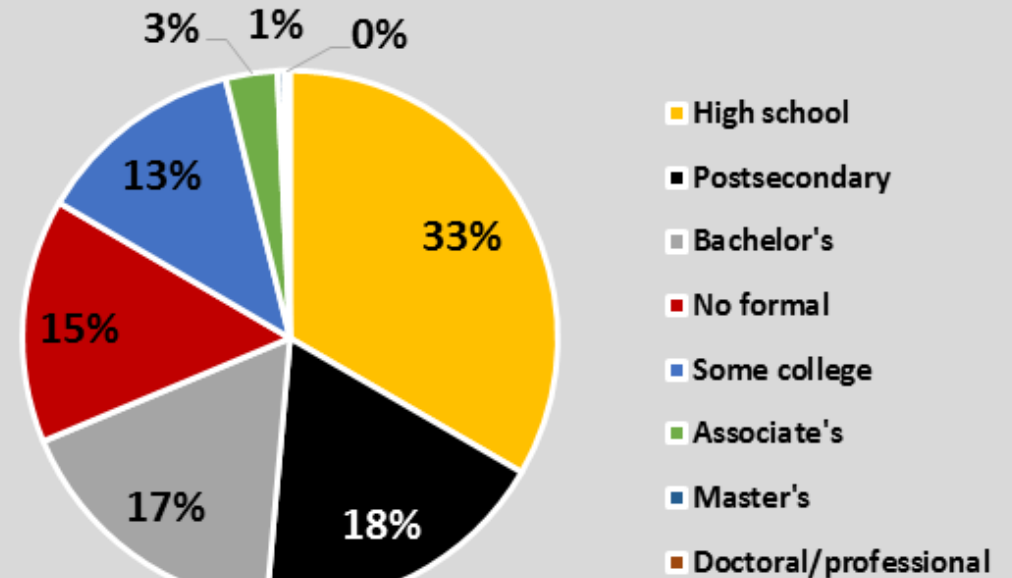
# Postsecondary & masters are more critical for high concentration occupations in KS

## Typical Entry-level Education



Source: BLS, OES May 2016

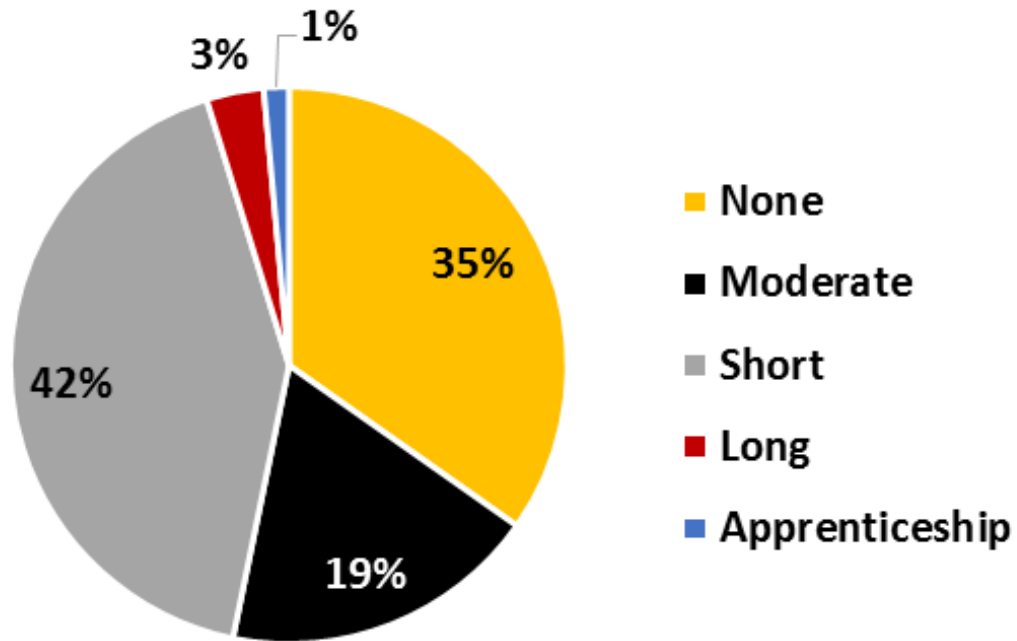
## Selected - Typical Entry-level Education



Source: BLS, OES May 2016

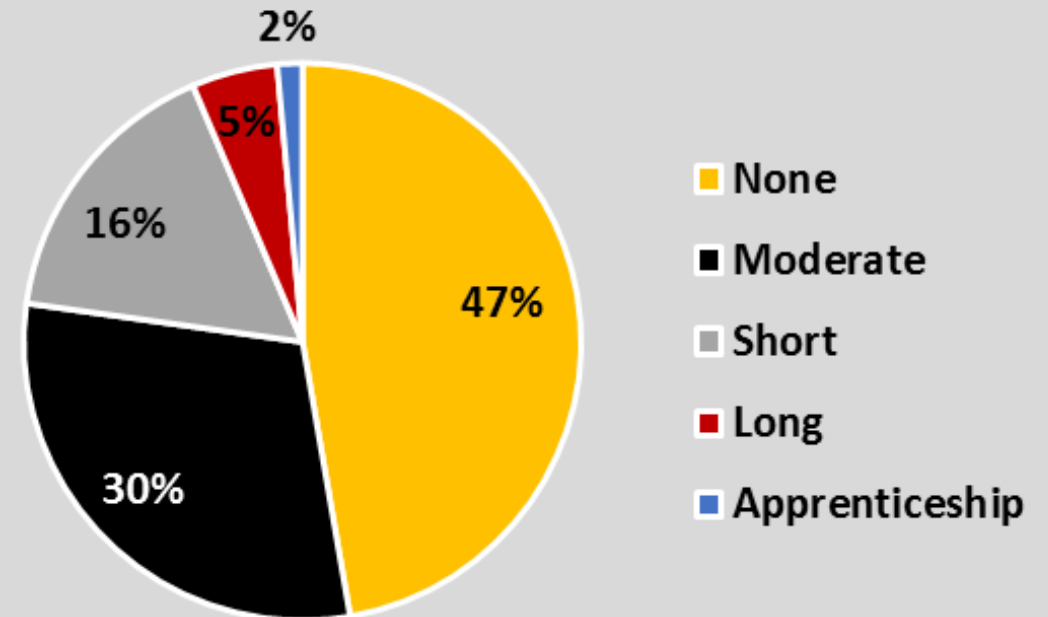
# Apprenticeship and Long-term training more critical for high concentration occupations in KS

## Typical On-the-job Training



Source: BLS, OES May 2016 (Excluding Internship)

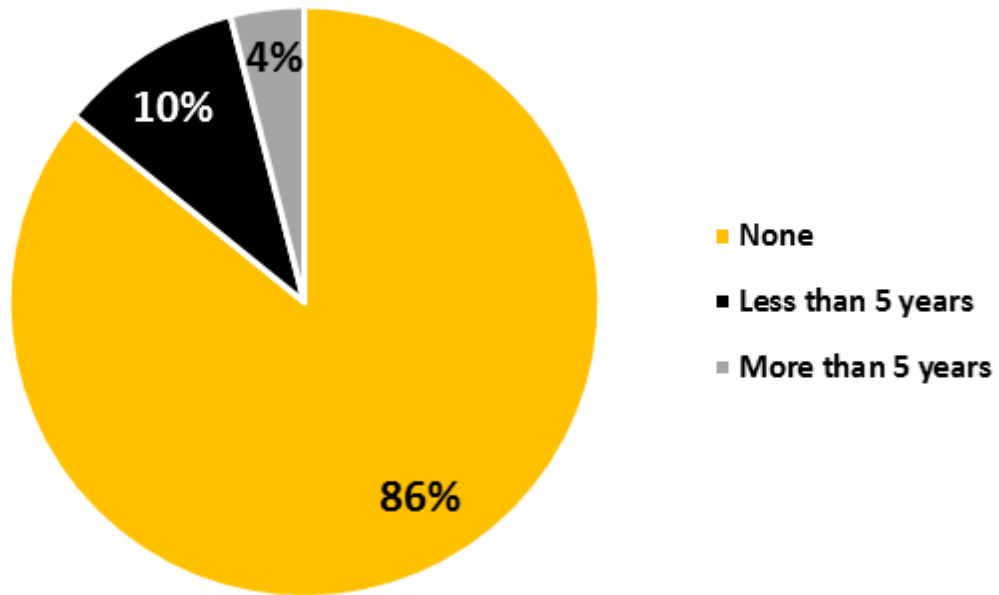
## Selected - Typical On-the-job Training



Source: BLS, OES May 2016

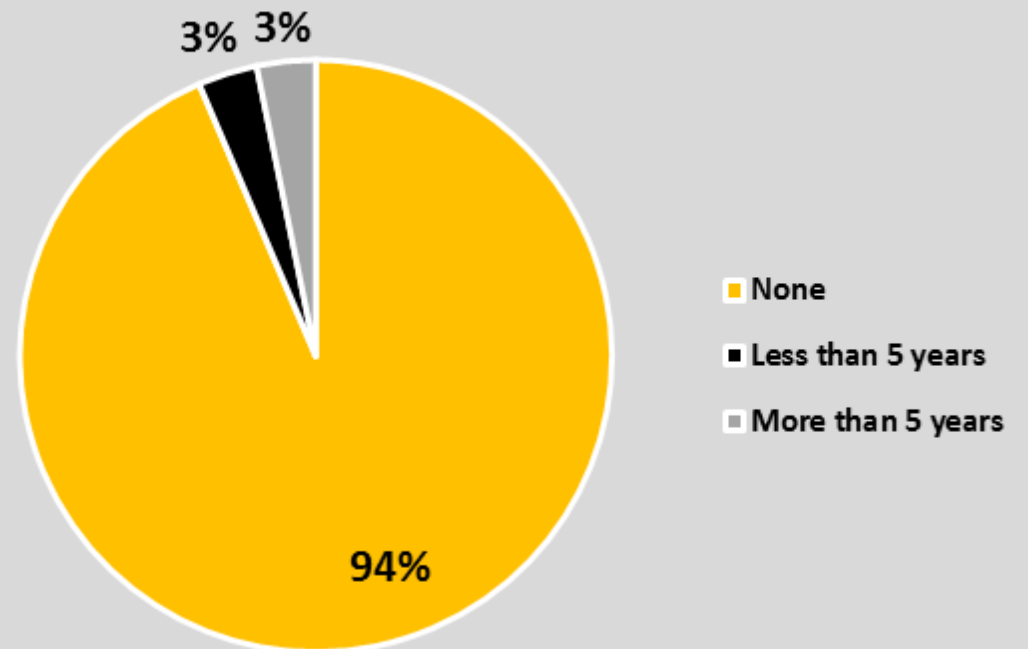
# Work experience is less important for high concentration occupations in KS

## Work Experience



Source: BLS, OES May 2016

## Selected - Work Experience



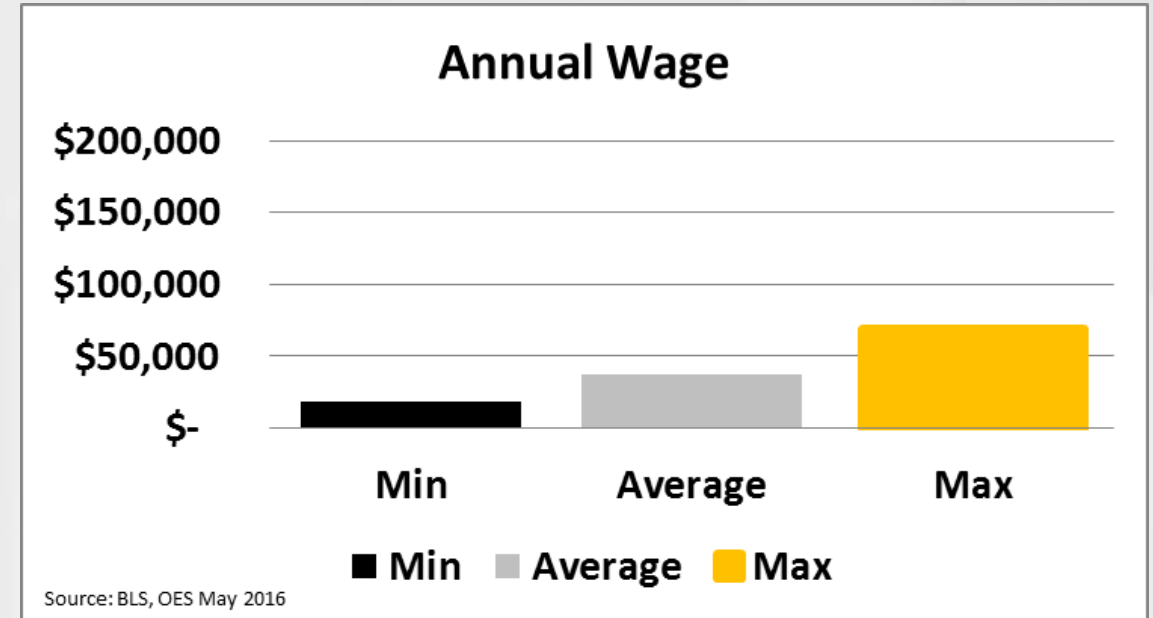
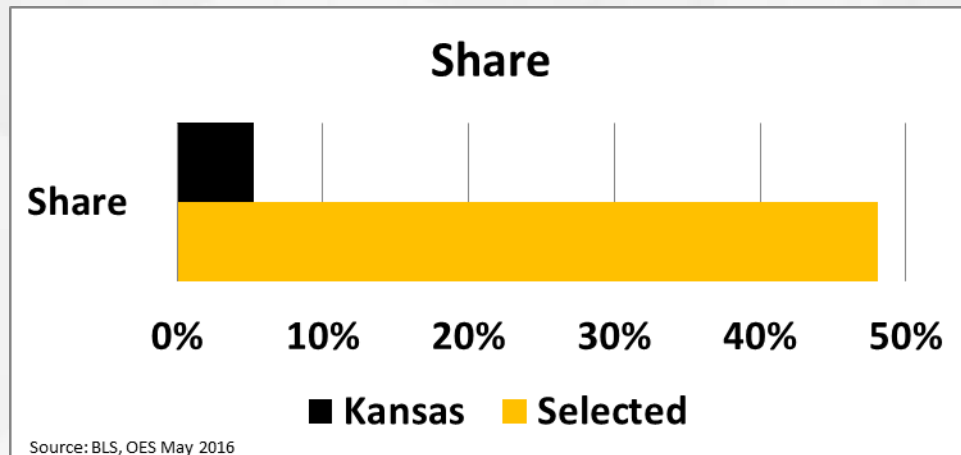
Source: BLS, OES May 2016



What are the educational demands for the high concentration sectors?

# No Education – High School

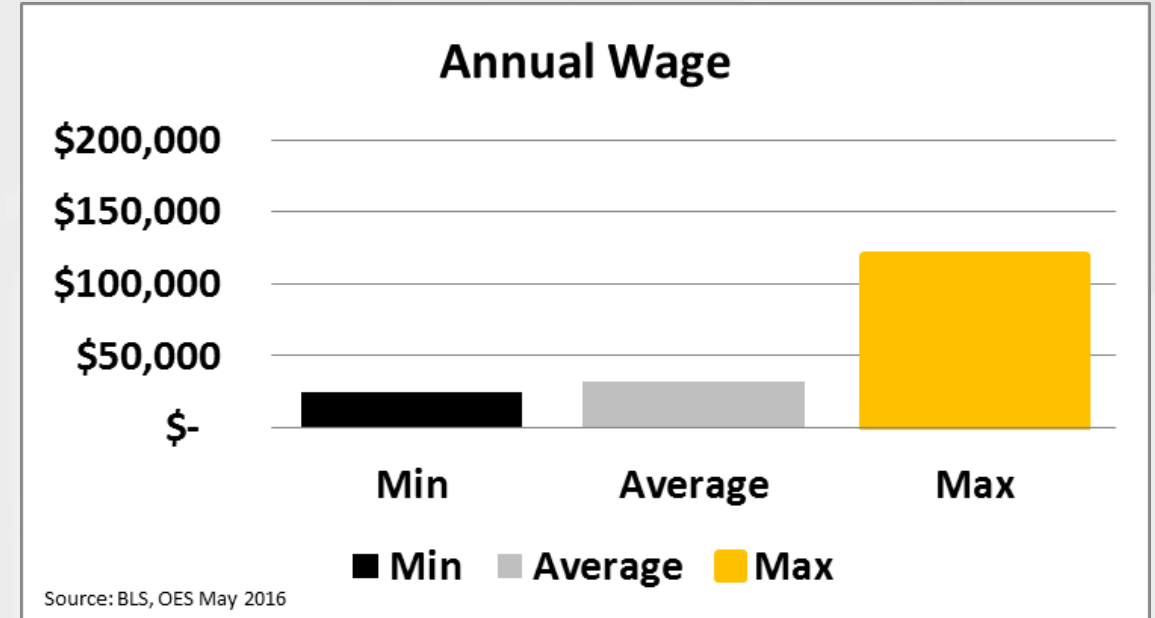
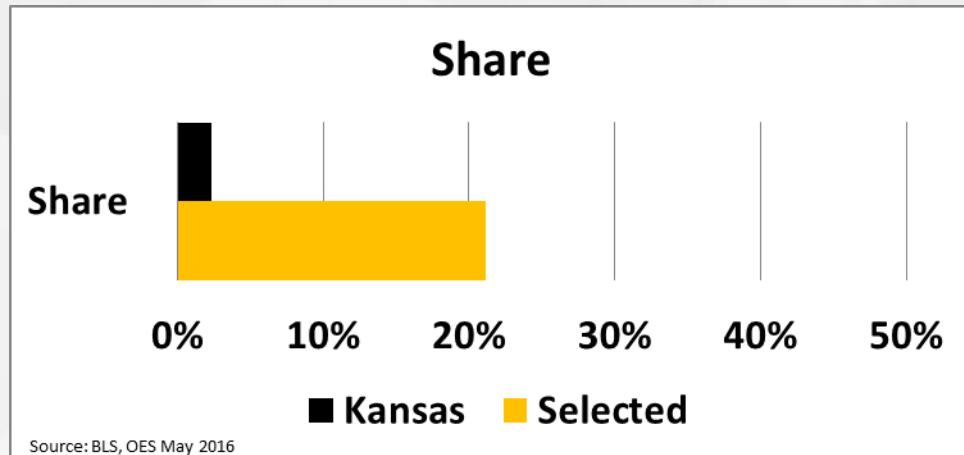
- Growth Expectation: **Slowest 1.7%**  
(2016-2026)
- Work experience: **Less than 5yrs**
- Training: **Short/Moderate**



**Examples:** Welders, Packaging, Construction Equipment Operators, Meat, Poultry Trimmers, Slaughterers and Meat Packers

# Postsecondary and Associate's

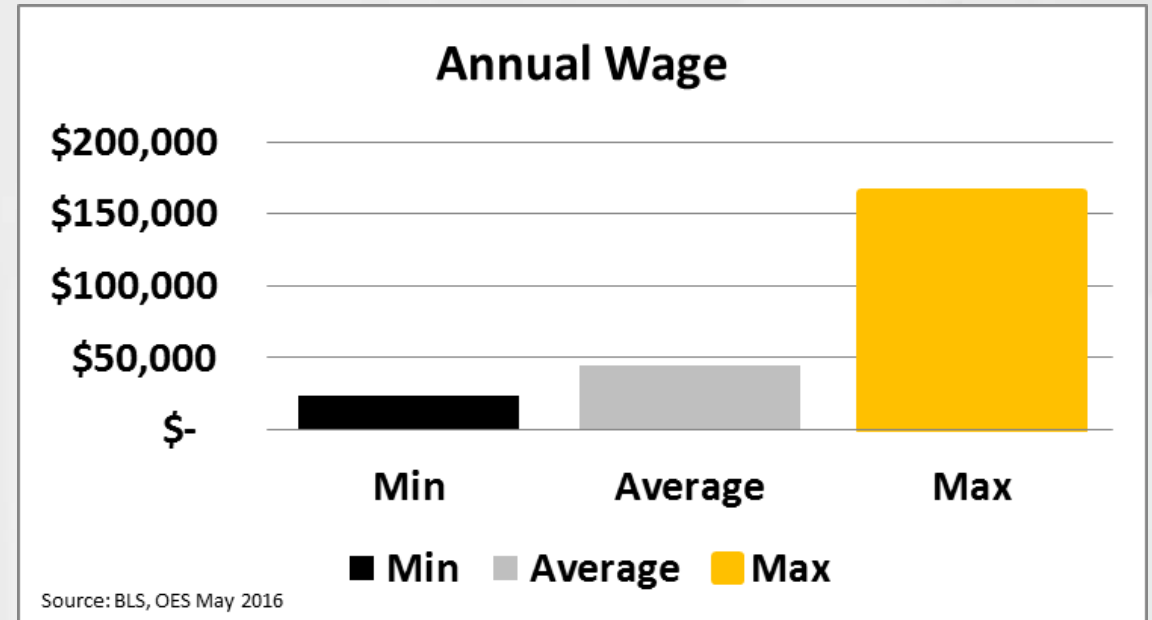
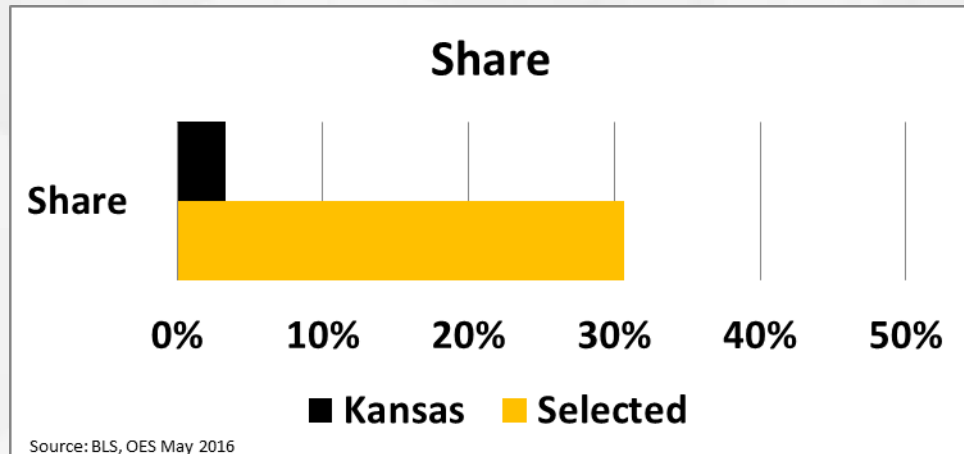
- Growth Expectation: **Fastest 9.6%**  
(2016-2026)
- Work experience: **Less than 5yrs**
- Training: **Moderate**



**Examples:** Nursing Assistants, Avionics, Electronics Installers, Food Science, Mechanical Drafters

# Some College – Doctoral Degree

- Growth Expectation: **Slow/Mod 5.2%**  
(2016-2026)
- Work experience: **5yrs +**
- Training: **Moderate**



**Examples:** Agricultural Inspectors, Teacher Assistants, Chief Executives, Aerospace Engineers

# Know /Don't Know – Unique to Kansas

	Know	Don't Know
<b>Concentration</b>	Production heavy	Aging workforce, level of skills/knowledge, labor matching
<b>High wages</b>	Kansas has a lower share	Function of cost of living or structure of the labor market
<b>Growth of high concentration occupations</b>	Slower relative to overall occupations	More research needed
<b>Postsecondary &amp; Masters</b>	Higher relative demand	Future demand, unique training needs
<b>Typical job training</b>	Apprenticeship and Long-term training	Employer needs, effectiveness of programs
<b>Work Experience</b>	Lower level of work experience	More research needed

# Know/Don't Know - Education

	<b>Know</b>	<b>Don't Know</b>
<b>No Education - High School</b>	Slowest growth expectation	Technology adoption or shifting industry demand
<b>Postsecondary/ Assosticates</b>	Fastest	Why the wages are low
<b>College and above</b>	Slow to Moderate growth	Are there labor supply issues

# Kansas Growth Expectations

- **Long-term – Population** – [www.Population.CEDBR.org](http://www.Population.CEDBR.org)
  - Kansas – **0.4% annual (50 years)**
  - Metro expanding
  - Working age slowing
  - Outlook by Race – release by Spring 2018
- **Short-term - Employment** – [www.Outlook.CEDBR.org](http://www.Outlook.CEDBR.org)
  - Kansas – **0.1% in 2018**
  - Kansas City – **1.3%**
  - Wichita – **0.5%**
  - Topeka – **0.3%**