

# The Current Kansas Labor Market and a Look Ahead



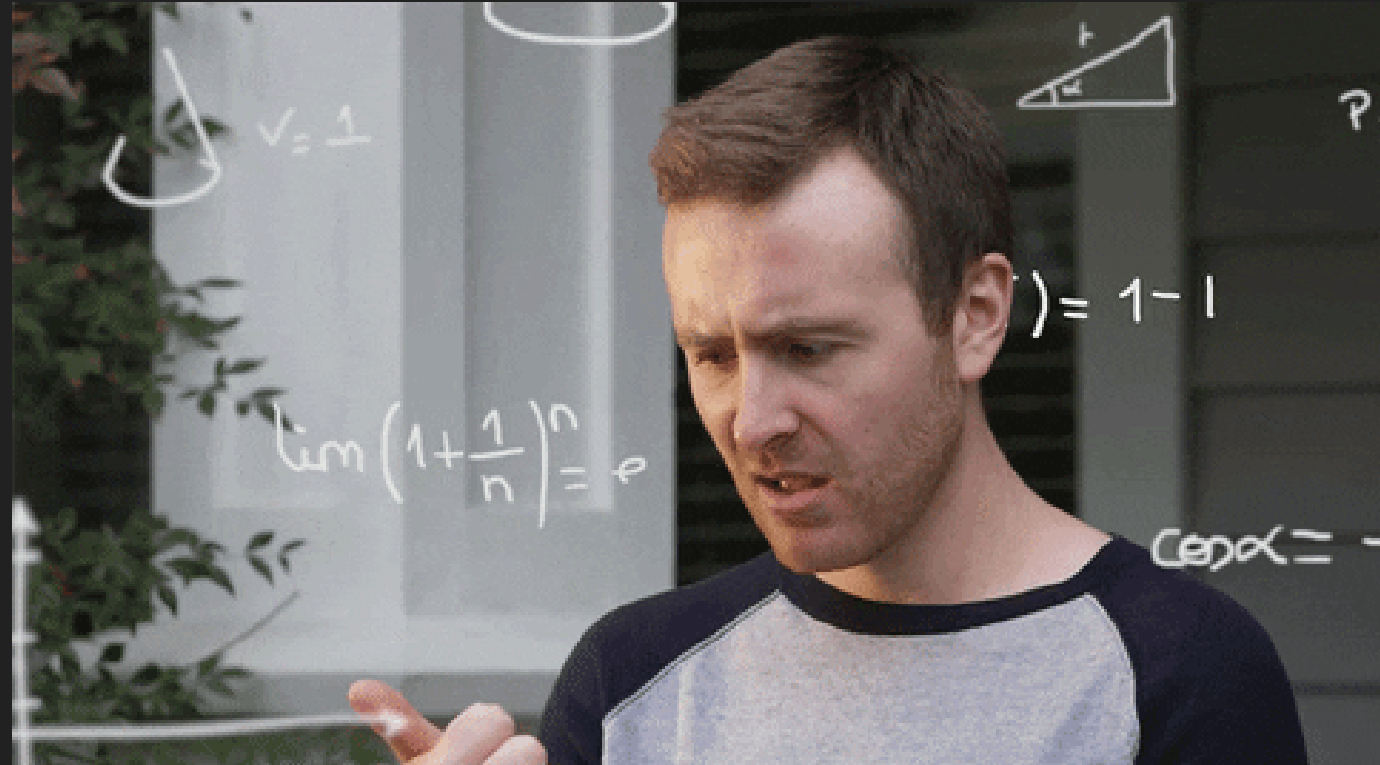
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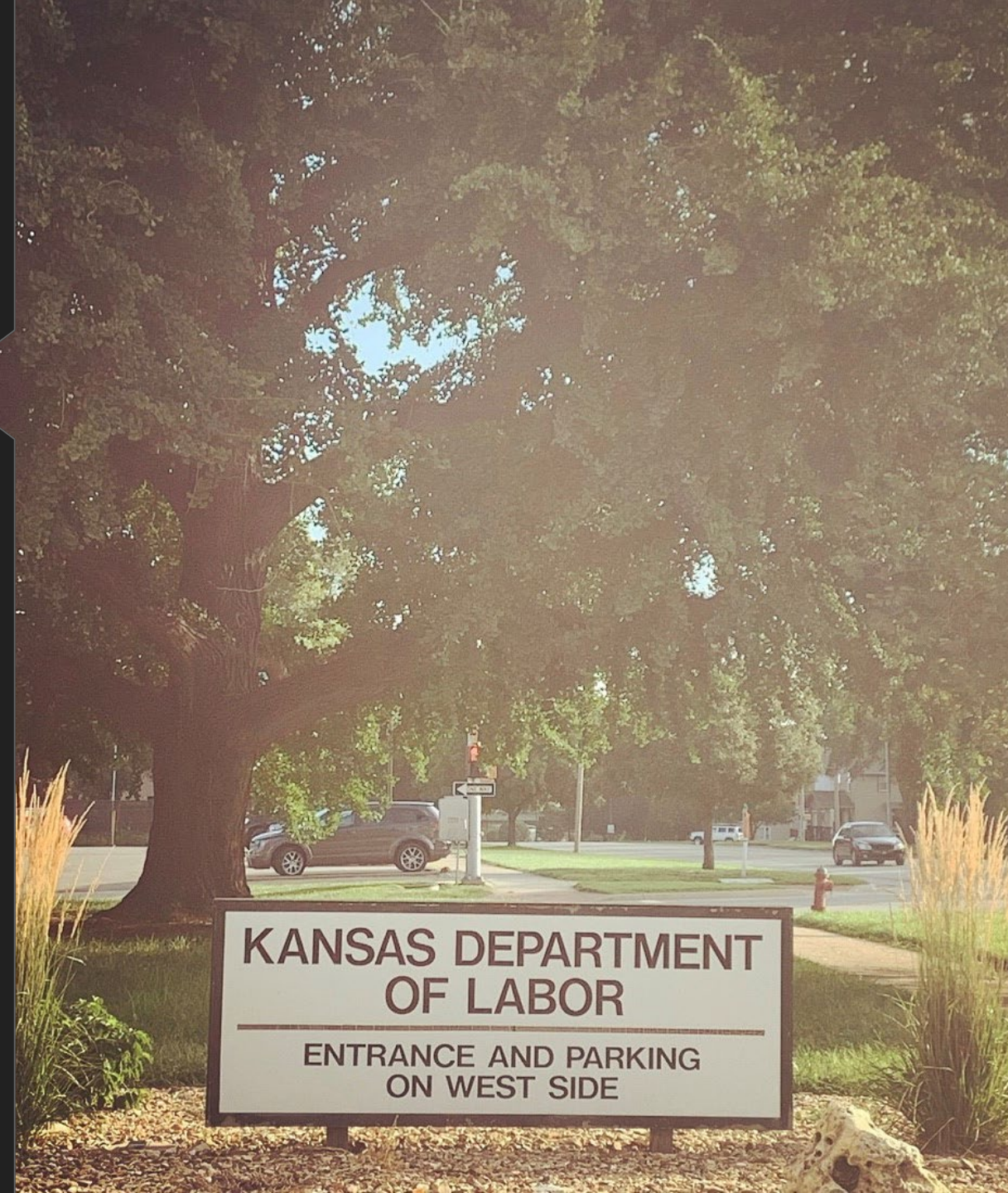
# Today we will discuss....

- What is LMIS
- The Current Kansas Labor Market
- Labor force demographics
- The Job Vacancy Survey
- Employment Projections
- High Demand Occupations 2019



# What is LMIS?

- Statistical branch of KDOL – Collect, analyze, and report data to enhance economic well-being of Kansans
- Serve federal government, state agencies, educational institutions, employers, students, job-seekers, legislators, etc.
- Consists of 4 units:
  - Economic Analysis Unit
  - Employment and Wages Unit
  - Occupational Statistics Unit
  - Special Projects Unit



Boss: "How good are you at PowerPoint?"

Me: " I Excel at it."

Boss: "Was that a Microsoft Office pun?"

Me: "Word."



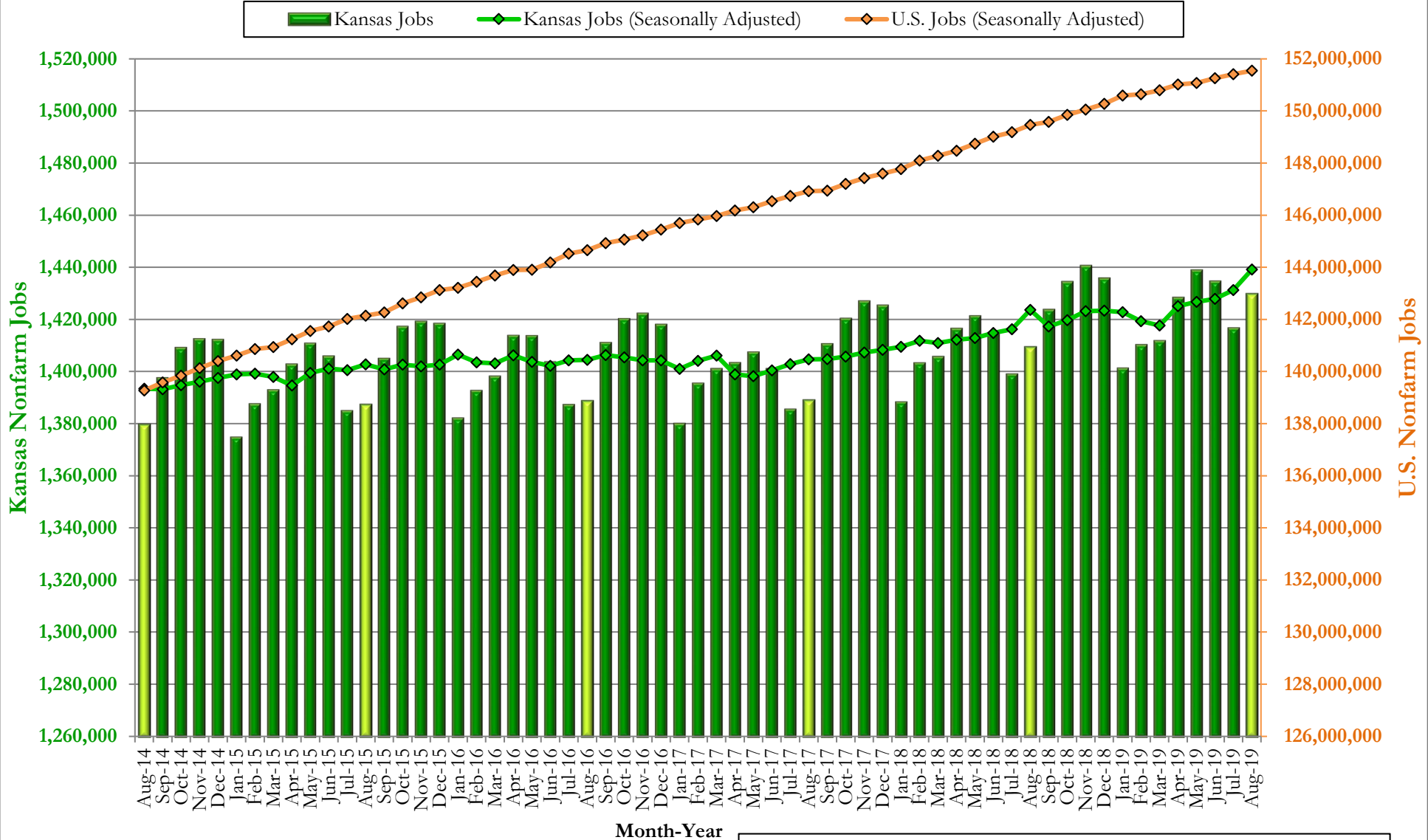
# Kansas Labor Snapshot: August 2019

Jobs, Labor Force, Unemployment

# Current Employment Statistics (CES)

- Survey of Employers – how many people are on the payroll?
  - A job is a person on payroll who received pay for any part of the pay period that includes the 12th of the month.
  - Not included: self employed, volunteer, family worker (not paid), farm worker, military.

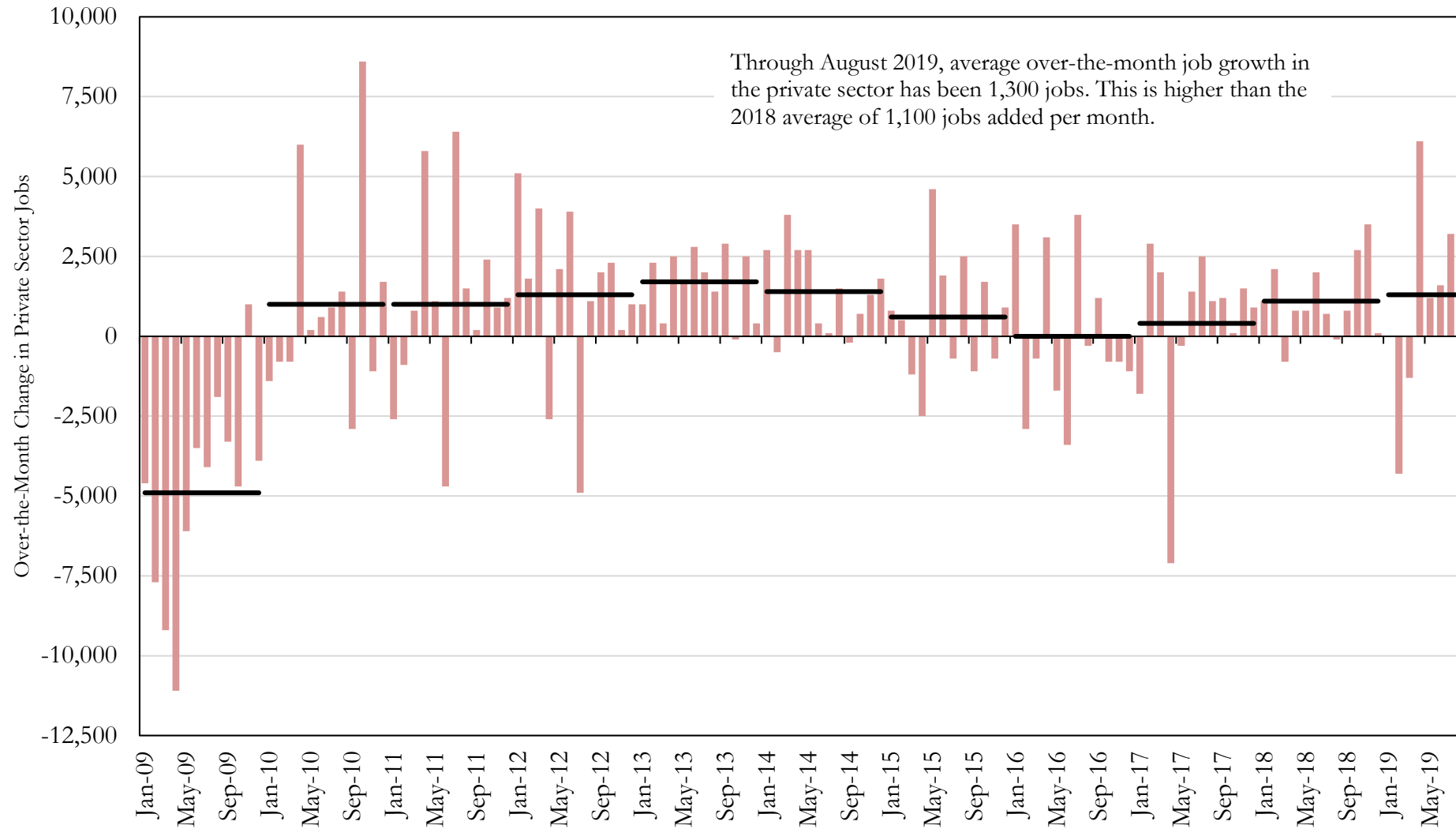
## Nonfarm Jobs Kansas and U.S. August 2014 to August 2019



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (KS) +1.4%  
 Over-the-Year Percent Change in Jobs, Not Seasonally Adjusted (US) +1.4%

# Over-the-Month Change in Private Sector Jobs Seasonally Adjusted Kansas January 2009 to August 2019



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

## August 2019 Not Seasonally Adjusted Nonfarm Jobs

### Place of Work Data

	August 2019	Month Change		12 Month Change	
		Absolute	Percent	Absolute	Percent
<b>TOTAL NONFARM</b>	<b>1,429,500</b>	<b>13,100</b>	<b>0.9%</b>	<b>20,300</b>	<b>1.4%</b>
<b>GOVERNMENT</b>	<b>245,700</b>	<b>10,200</b>	<b>4.3%</b>	<b>600</b>	<b>0.2%</b>
<b>TOTAL PRIVATE</b>	<b>1,183,800</b>	<b>2,900</b>	<b>0.2%</b>	<b>19,700</b>	<b>1.7%</b>
<i>GOODS-PRODUCING</i>	<i>241,600</i>	<i>1,100</i>	<i>0.5%</i>	<i>4,800</i>	<i>2.0%</i>
Mining and Logging	7,100	0	0.0%	200	2.9%
Construction	66,100	200	0.3%	2,300	3.6%
Manufacturing	168,400	900	0.5%	2,300	1.4%
<i>PRIVATE SERVICE-PROVIDING</i>	<i>942,200</i>	<i>1,800</i>	<i>0.2%</i>	<i>14,900</i>	<i>1.6%</i>
Trade, Transportation and Utilities	269,500	1,800	0.7%	1,300	0.5%
Information	18,500	0	0.0%	0	0.0%
Financial Activities	77,700	800	1.0%	100	0.1%
Professional and Business Services	185,300	-800	-0.4%	3,700	2.0%
Education and Health Services	198,400	-900	-0.5%	600	0.3%
Leisure and Hospitality	140,400	1,300	0.9%	7,900	6.0%
Other Services	52,400	-400	-0.8%	1,300	2.5%

Industries in green added the most jobs over the year, and industries in red lost the most jobs over the year.

Nonfarm job statistics on subsectors will be furnished upon request.

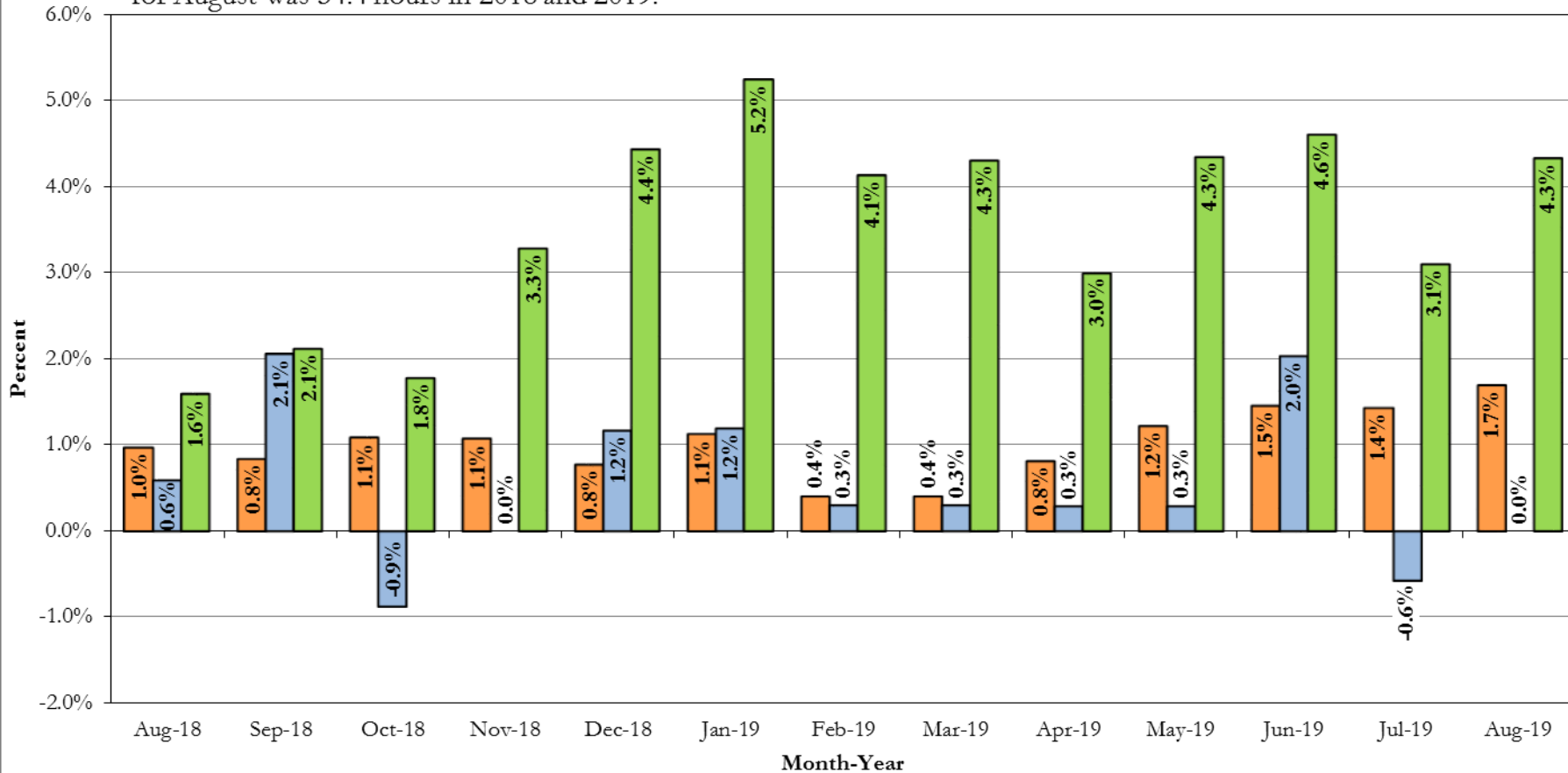
Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)



**Over-the-Year Change in Private Sector Jobs, Average Weekly Hours, and Real Hourly Earnings  
Not Seasonally Adjusted  
Kansas  
August 2018 to August 2019**

■ **Jobs**   
 ■ **Average Weekly Hours**   
 ■ **Real Hourly Earnings**

Real hourly earnings in the private sector continues to show strong growth over-the-year. Growth in jobs remains positive, up 1.7% over-the-year. Average weekly hours have shown more variability throughout the year, but the estimate for August was 34.4 hours in 2018 and 2019.



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Employment Statistics (CES)

# Local Area Unemployment Statistics (LAUS)

Civilian Noninstitutional  
Population 16+

Excludes people <16 years, institutionalized, and active duty military

Labor Force

Sum of employed and unemployed

Not in the  
Labor Force

Employed

- Worked at all as a paid employee
- Worked 15 hours or more as an unpaid worker in a family business
- Had a job or business from which they were temporarily absent
- Self employed

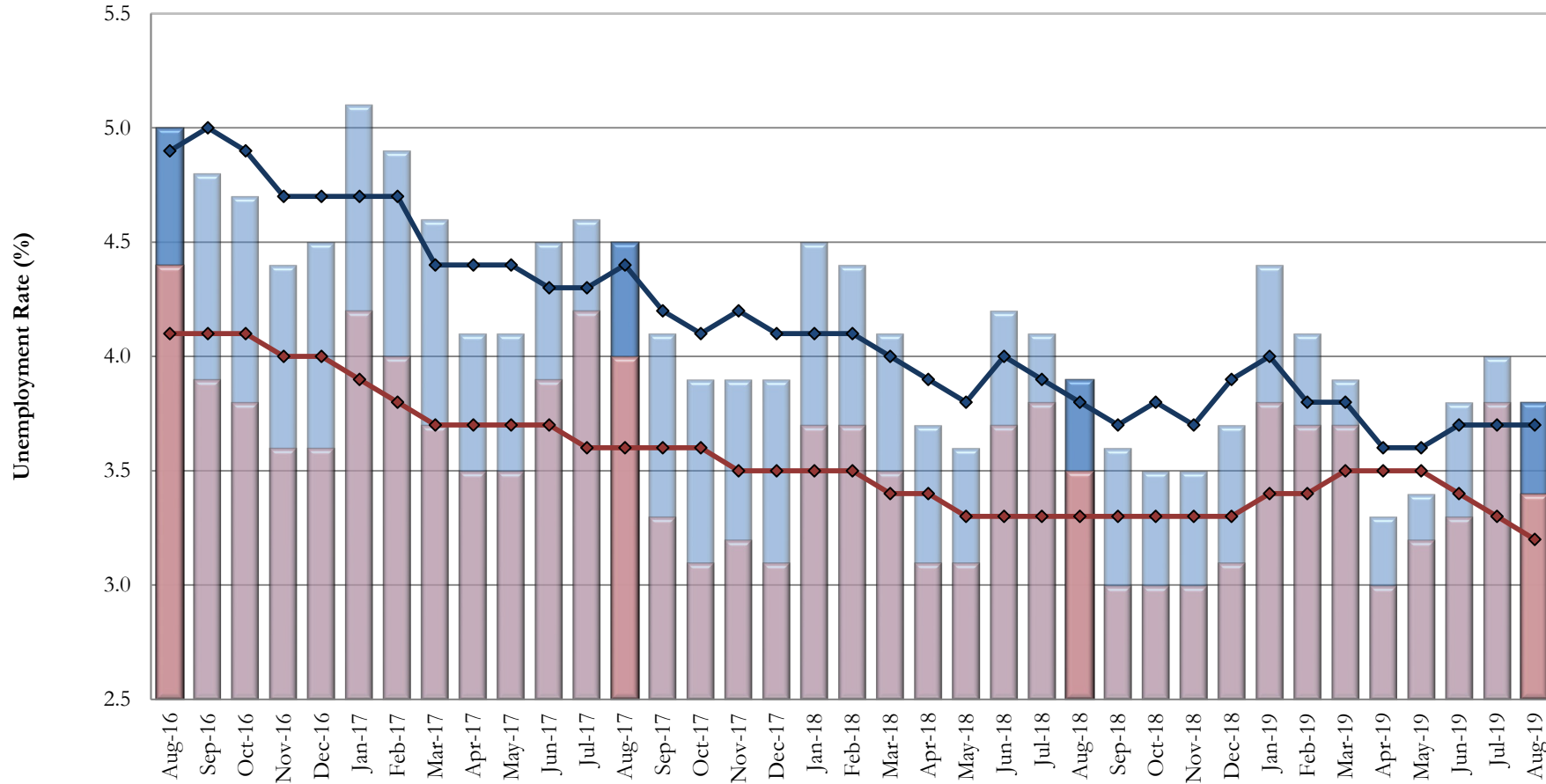
Unemployed

- Did not meet criteria for employed
- Made specific efforts to find employment during 4 week period ending in the reference week
- Waiting to be recalled to a job they are temporarily laid off from
- Were available for work

Examples:

- Retirees not working
- Students not working
- Disabled persons who cannot work
- Persons not working and discouraged from seeking work
- Volunteers working for religious/charitable organizations

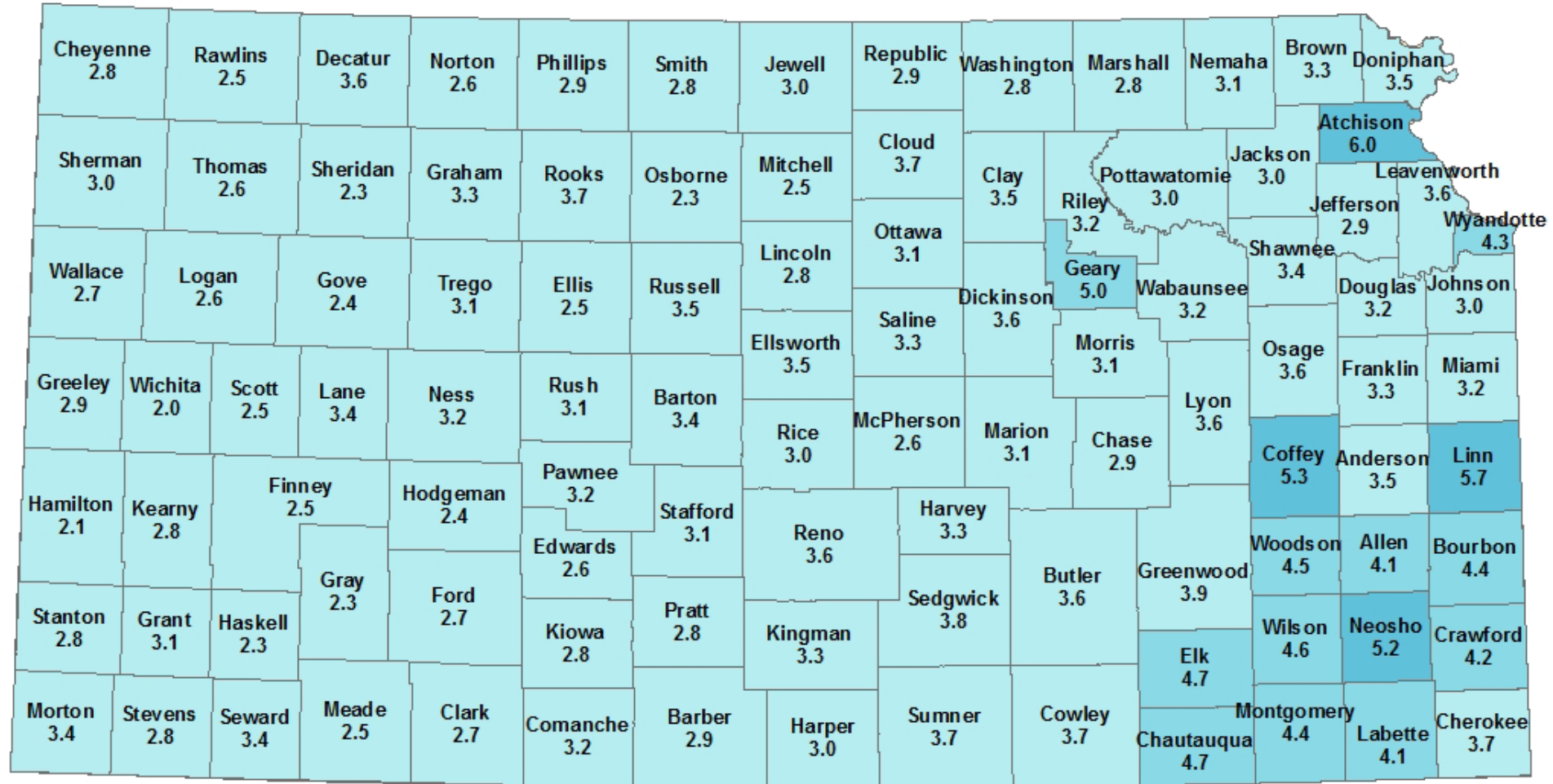
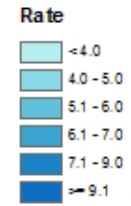
# Unemployment Rate Kansas and U.S. August 2016 - August 2019



	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19		
U.S.	5.0	4.8	4.7	4.4	4.5	5.1	4.9	4.6	4.1	4.1	4.5	4.6	4.5	4.1	3.9	3.9	3.9	4.5	4.4	4.1	3.7	3.6	4.2	4.1	3.9	3.6	3.5	3.5	3.7	4.4	4.1	3.9	3.3	3.4	3.8	4.0	3.7	3.8	
Kansas	4.4	3.9	3.8	3.6	3.6	4.2	4.0	3.7	3.5	3.5	3.9	4.2	4.0	3.3	3.1	3.2	3.1	3.7	3.7	3.5	3.1	3.1	3.7	3.8	3.5	3.0	3.0	3.0	3.1	3.8	3.7	3.7	3.0	3.2	3.3	3.8	3.4	3.4	
U.S. SA	4.9	5.0	4.9	4.7	4.7	4.7	4.7	4.4	4.4	4.4	4.3	4.3	4.4	4.2	4.1	4.2	4.1	4.1	4.1	4.0	3.9	3.8	4.0	3.9	3.8	3.7	3.8	3.7	3.9	4.0	3.8	3.8	3.6	3.6	3.7	3.7	3.7	3.7	
Kansas SA	4.1	4.1	4.1	4.0	4.0	3.9	3.8	3.7	3.7	3.7	3.7	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.4	3.4	3.5	3.5	3.5	3.4	3.3	3.3	3.2	3.2

Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

# AUGUST 2019 UNEMPLOYMENT RATES



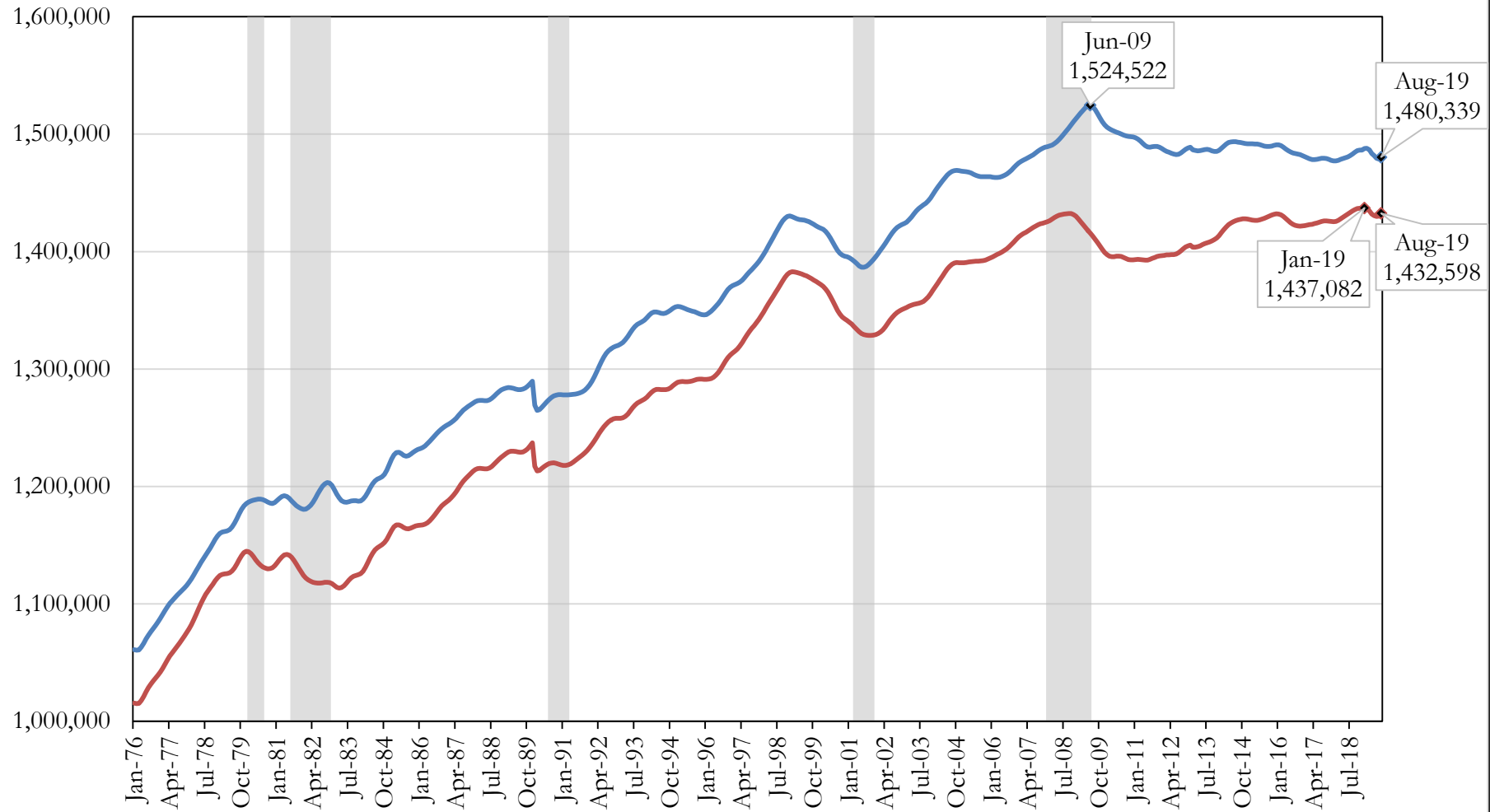
Note: County unemployment rates are only available not seasonally adjusted

Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

Created: September 2019

# Labor Force and Employment Kansas January 1976 to August 2019

— Labor Force — Employment



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Local Area Unemployment Statistics (LAUS)

# Alternative measures of labor underutilization

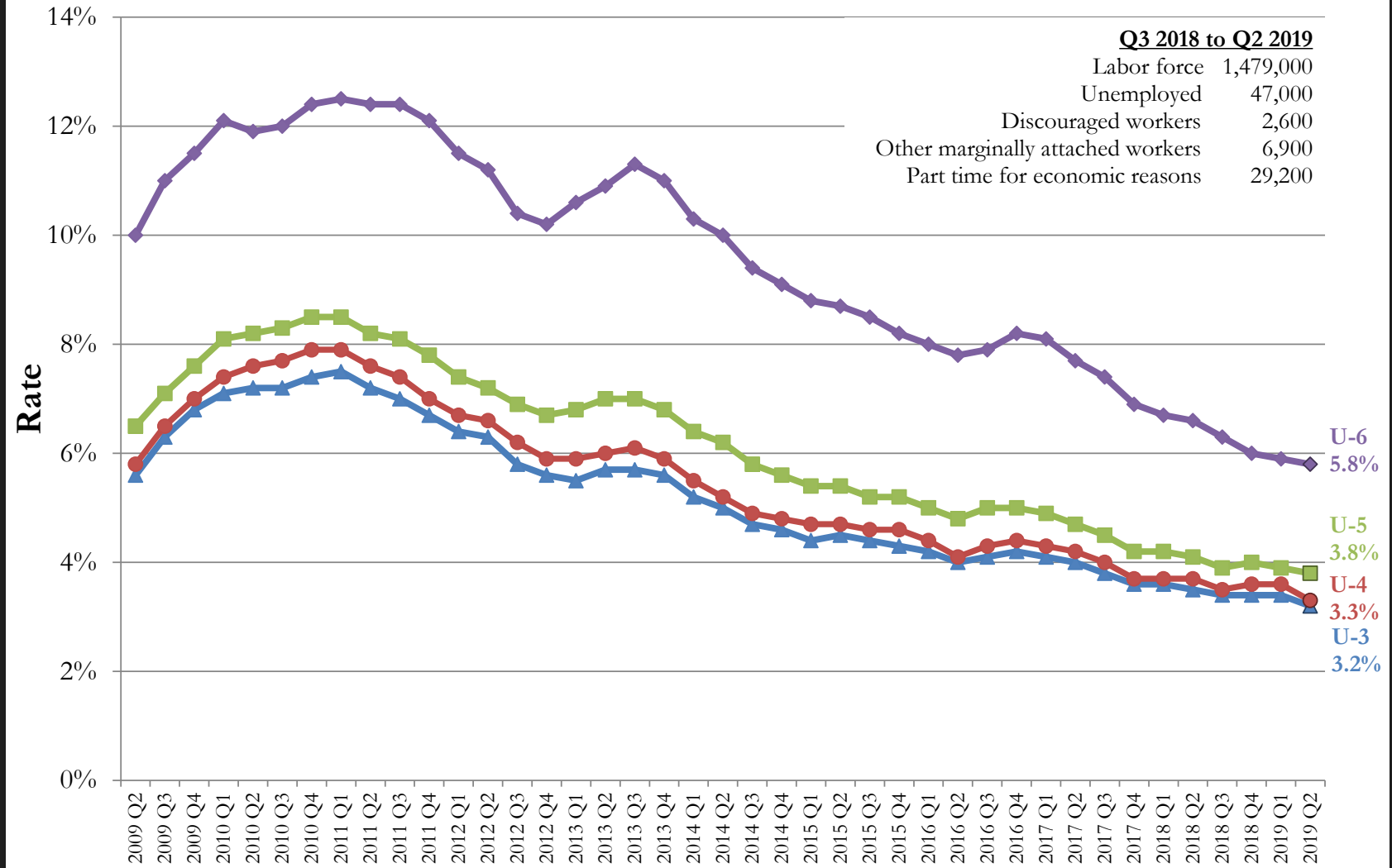
**U-3** Total unemployed, as a percent of the civilian labor force (this is the definition used for the official unemployment rate).

**U-4** Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers.

**U-5** Total unemployed, plus discouraged workers, plus all other marginally attached workers, as a percent of the civilian labor force plus all marginally attached workers.

**U-6** Total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers.

## Kansas Labor Underutilization (4 qtr Rolling Average)



Source: Kansas Department of Labor, Labor Market Information Services and the Bureau of Labor Statistics; Current Population Survey (CPS)



# Job Vacancy Data

Current Demand for Labor in Kansas: Job Vacancy Survey (JVS)

# Job Vacancy Survey (JVS)

- Provides snapshot of employers' job demands by industry and occupation
  - Statewide
  - Local Areas
- Uses NAICS and SOC
- Conducted Annually:
  - Spring Survey (April 1-June 30)

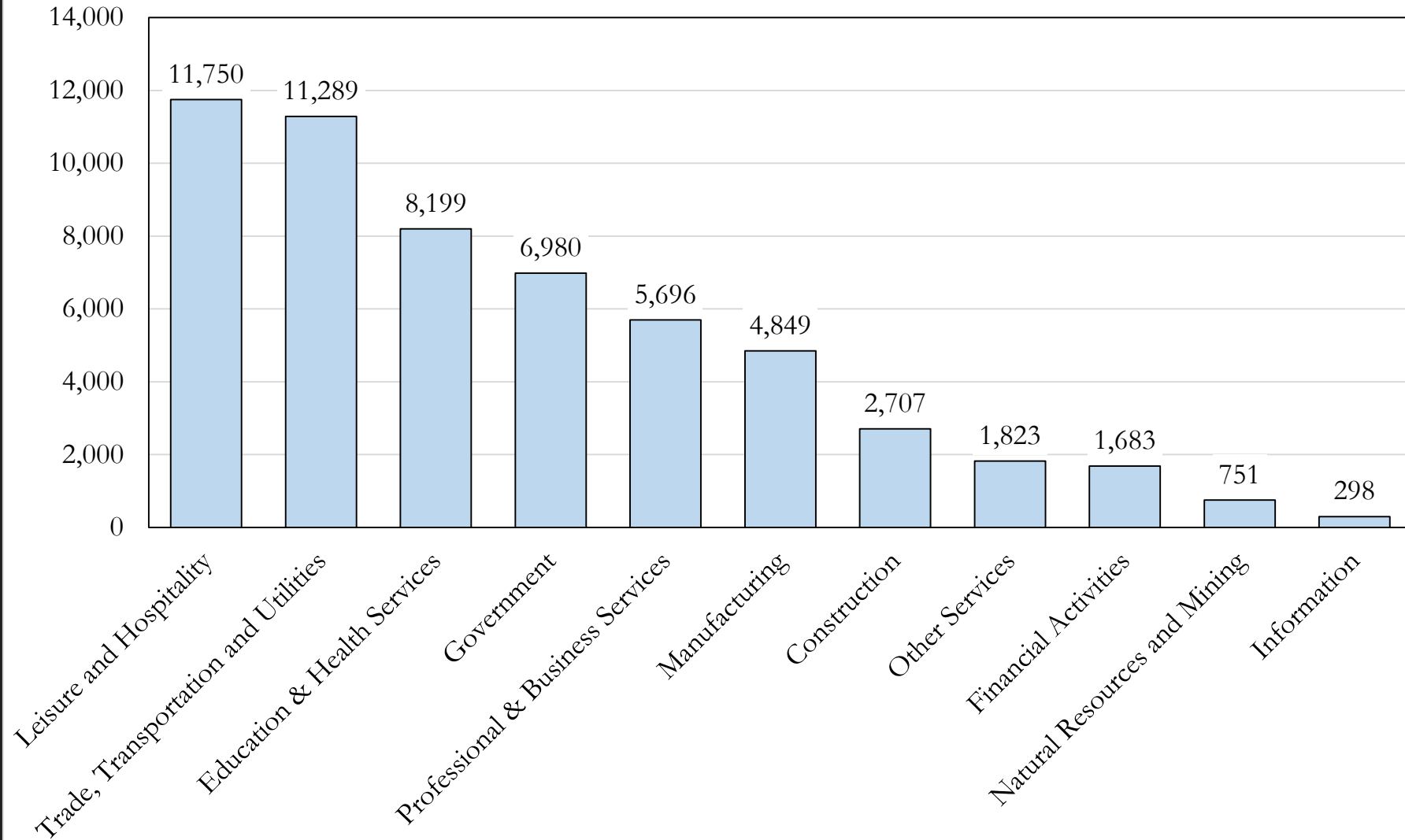




# Job Openings by Industry

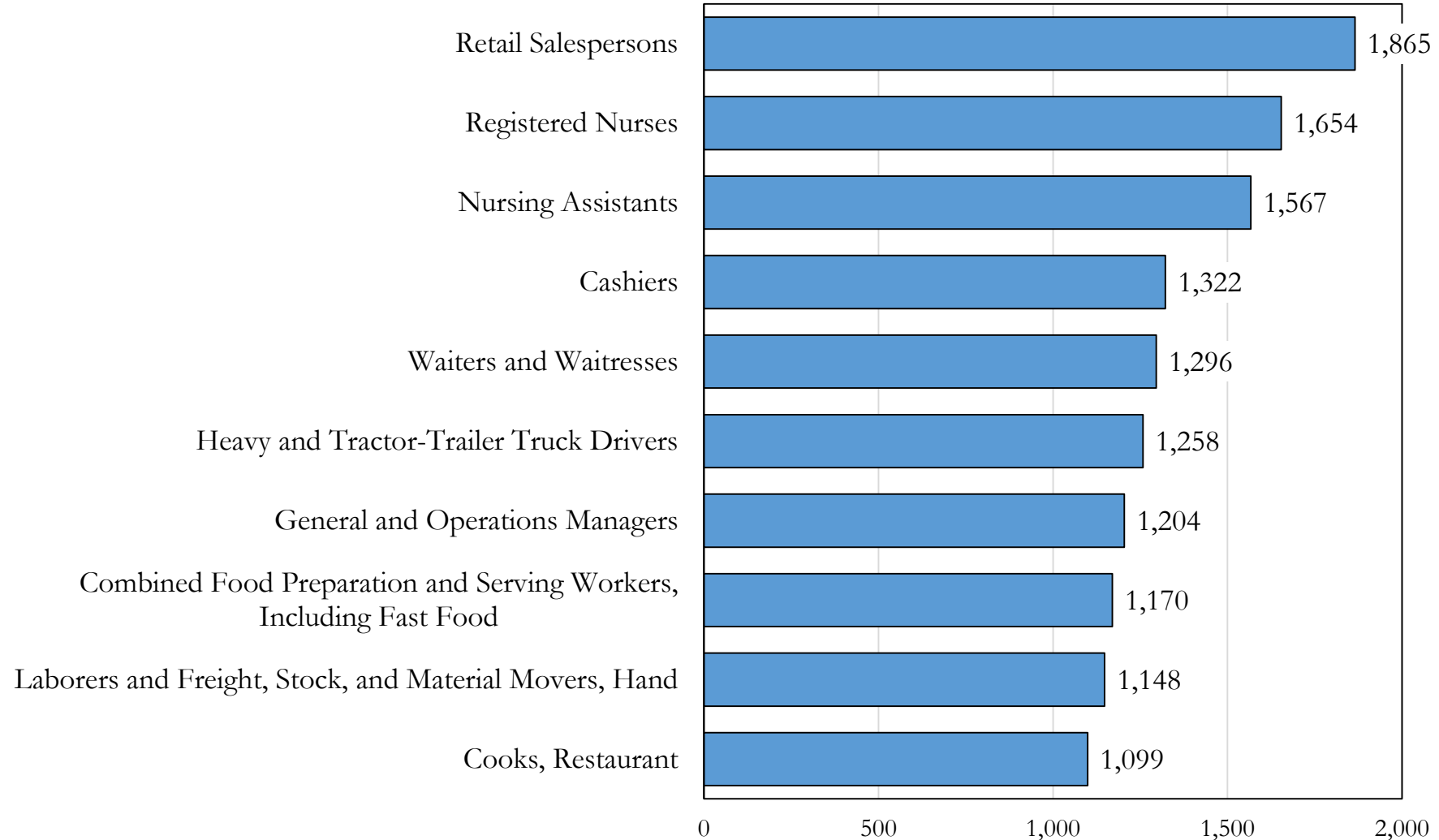
## Kansas

### 2019

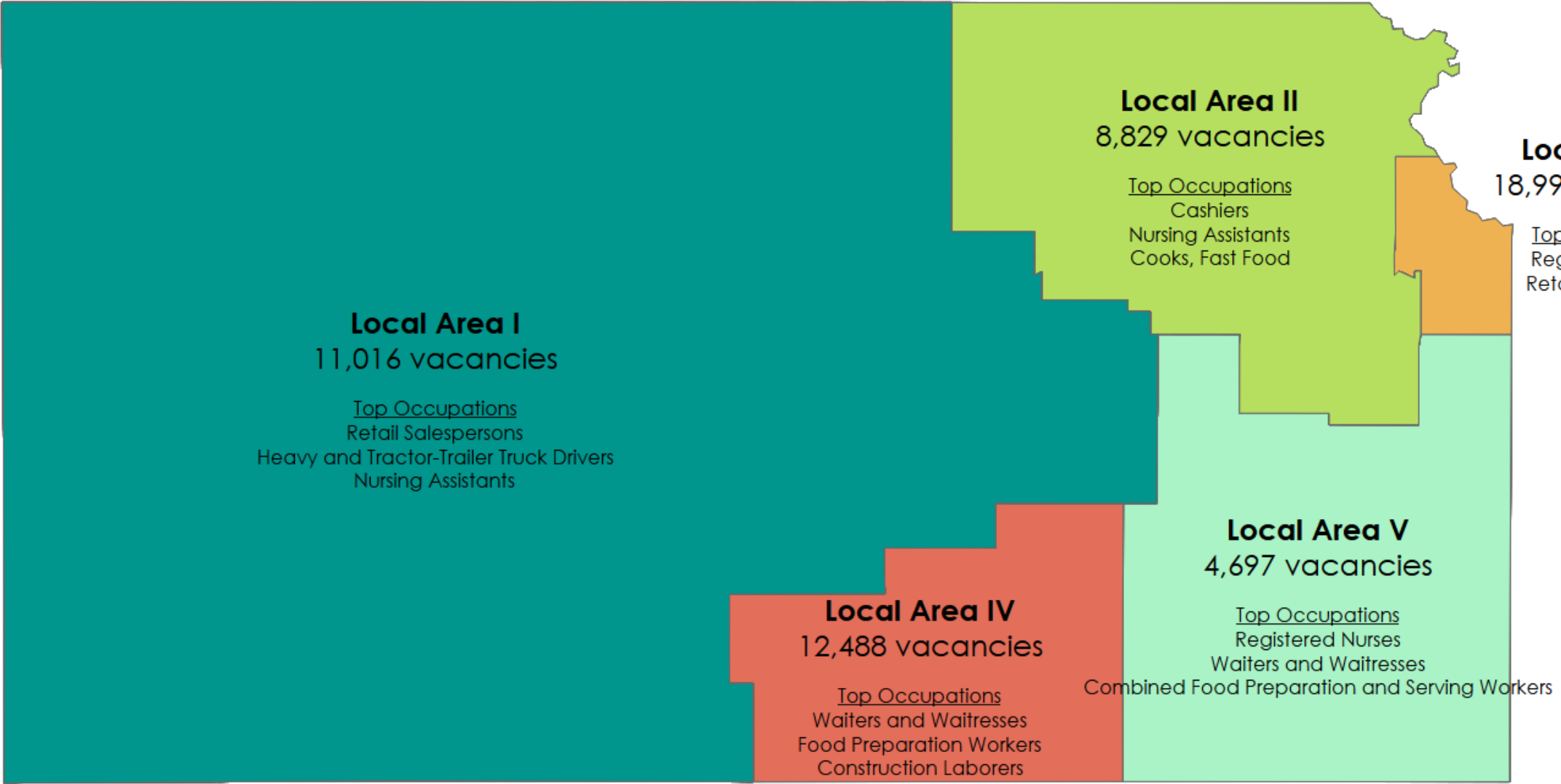


Source: Kansas Department of Labor, Labor Market Information Services; Kansas Job Vacancy Survey (JVS)

# Top 10 Occupations by Highest Number of Job Openings Kansas 2019



Source: Kansas Department of Labor, Labor Market Information Services; Kansas Job Vacancy Survey (JVS)



**Local Area I**  
11,016 vacancies

Top Occupations  
Retail Salespersons  
Heavy and Tractor-Trailer Truck Drivers  
Nursing Assistants

**Local Area II**  
8,829 vacancies

Top Occupations  
Cashiers  
Nursing Assistants  
Cooks, Fast Food

**Local Area III**  
18,992 vacancies

Top Occupations  
Registered Nurses  
Retail Salespersons  
Cashiers

**Local Area IV**  
12,488 vacancies

Top Occupations  
Waiters and Waitresses  
Food Preparation Workers  
Construction Laborers

**Local Area V**  
4,697 vacancies

Top Occupations  
Registered Nurses  
Waiters and Waitresses  
Combined Food Preparation and Serving Workers

# U.S. Labor Force Demographics

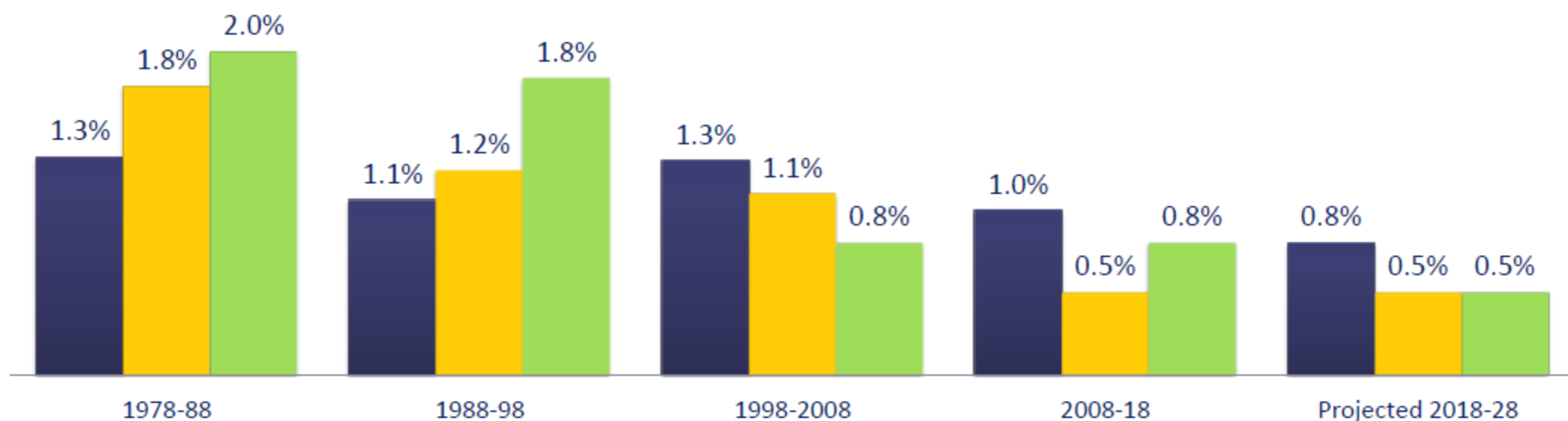


Historical Trends in Population, Labor Force and Employment

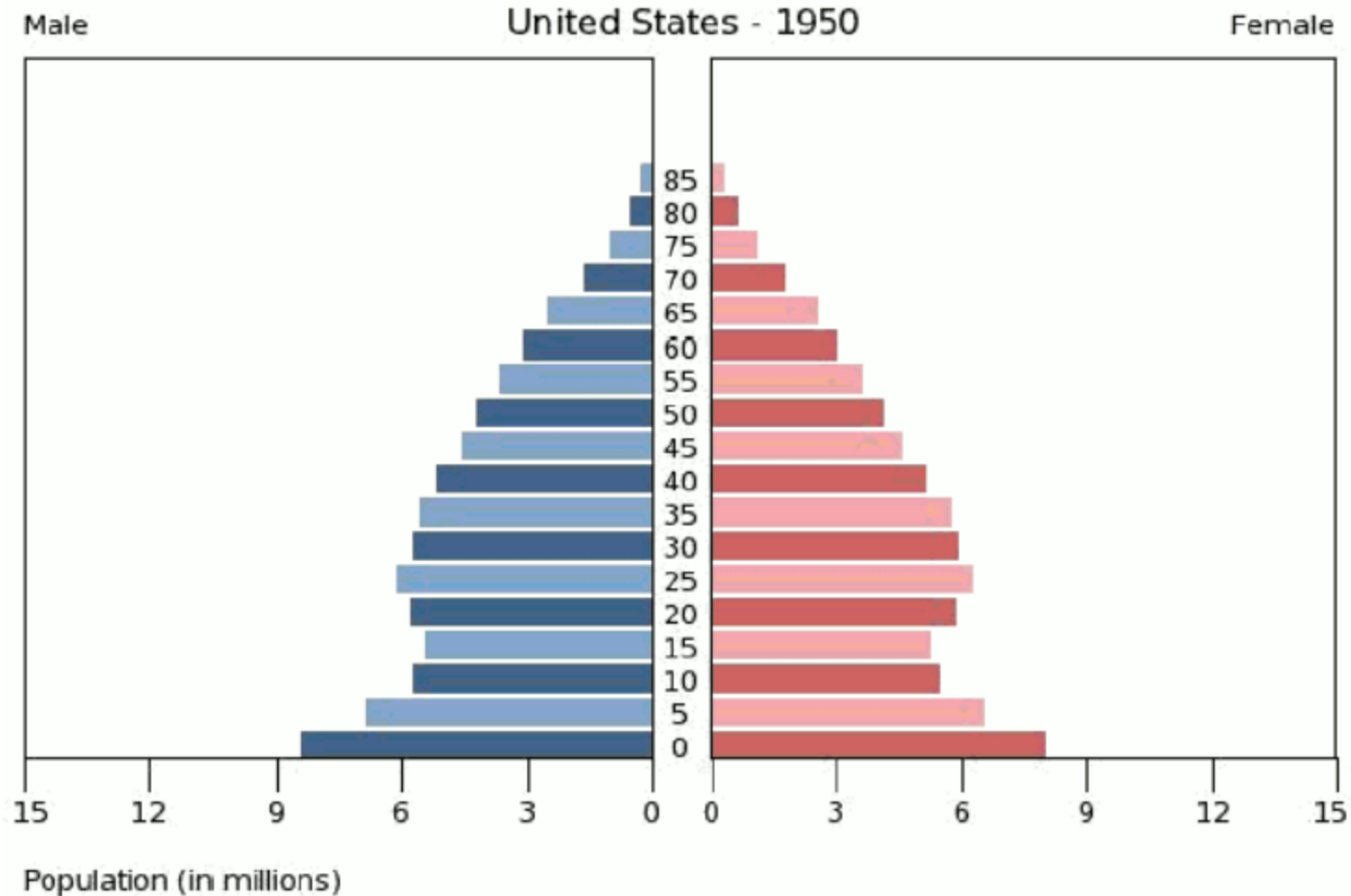
# Moderate Growth in Population and Labor Force

Annual rates of change

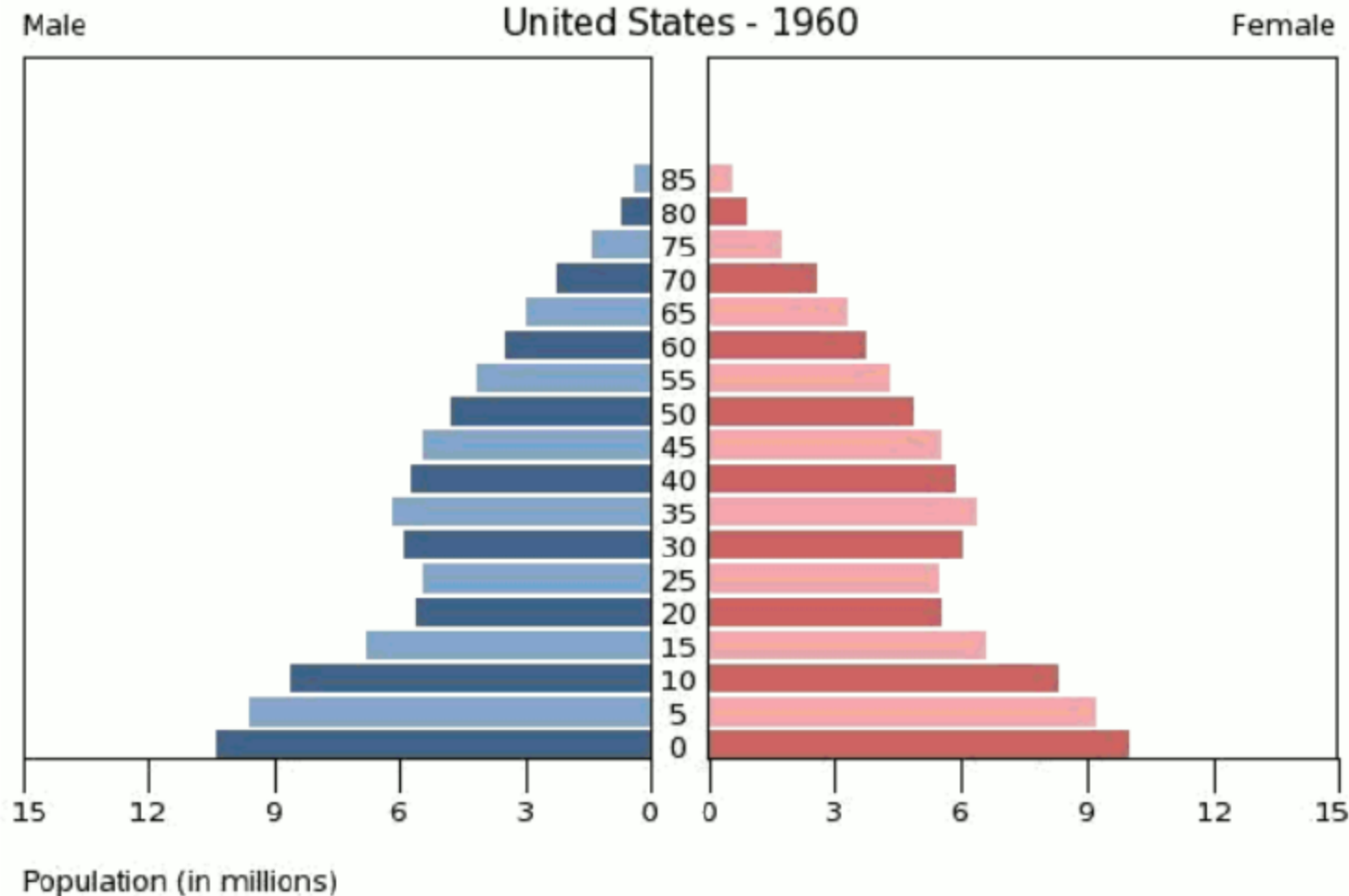
■ Civilian non-institutional population aged 16 and over  
■ Labor force  
■ Employment



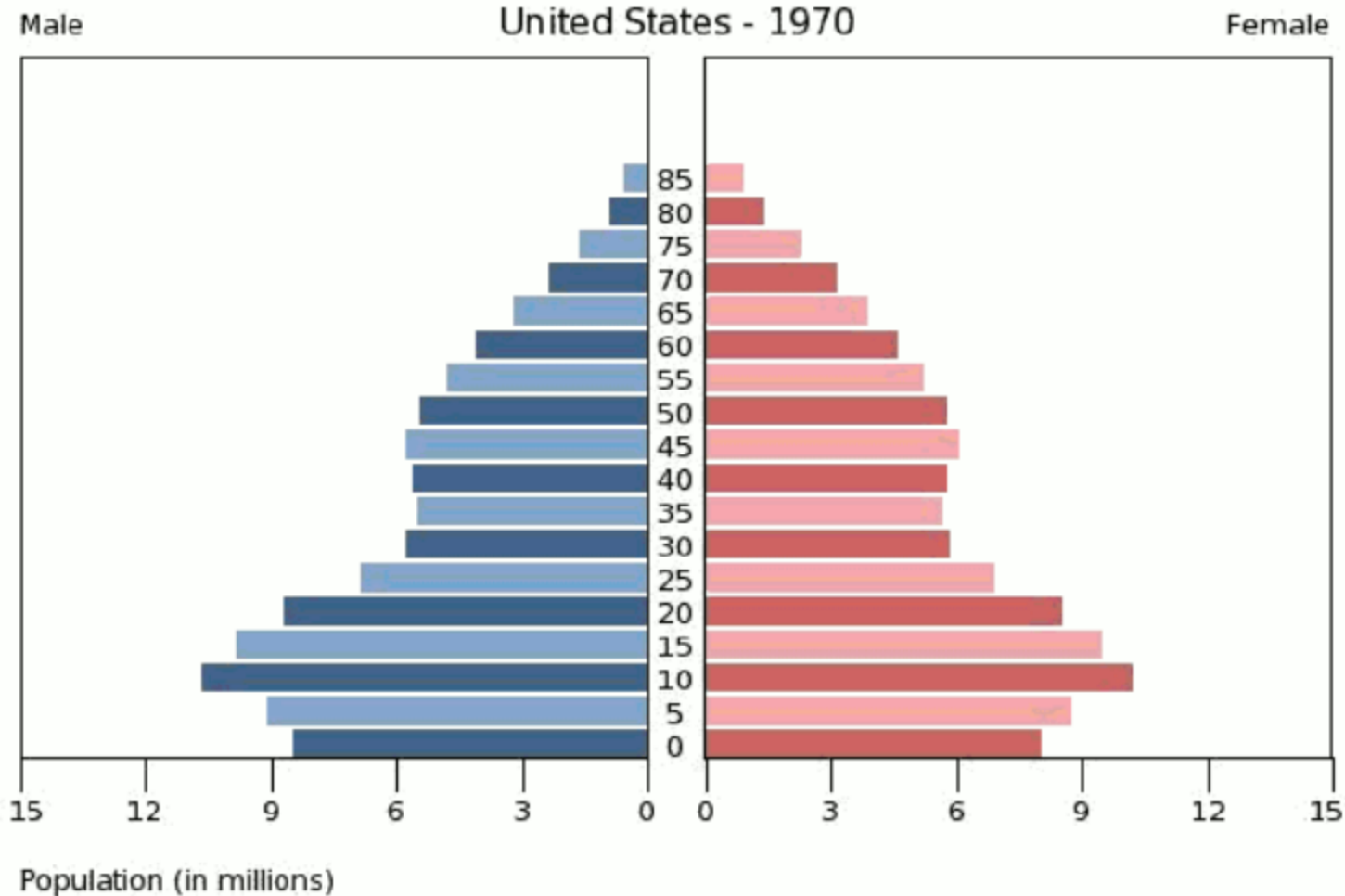
# Demographic Change: 1950-2020



# Demographic Change: 1950-2020

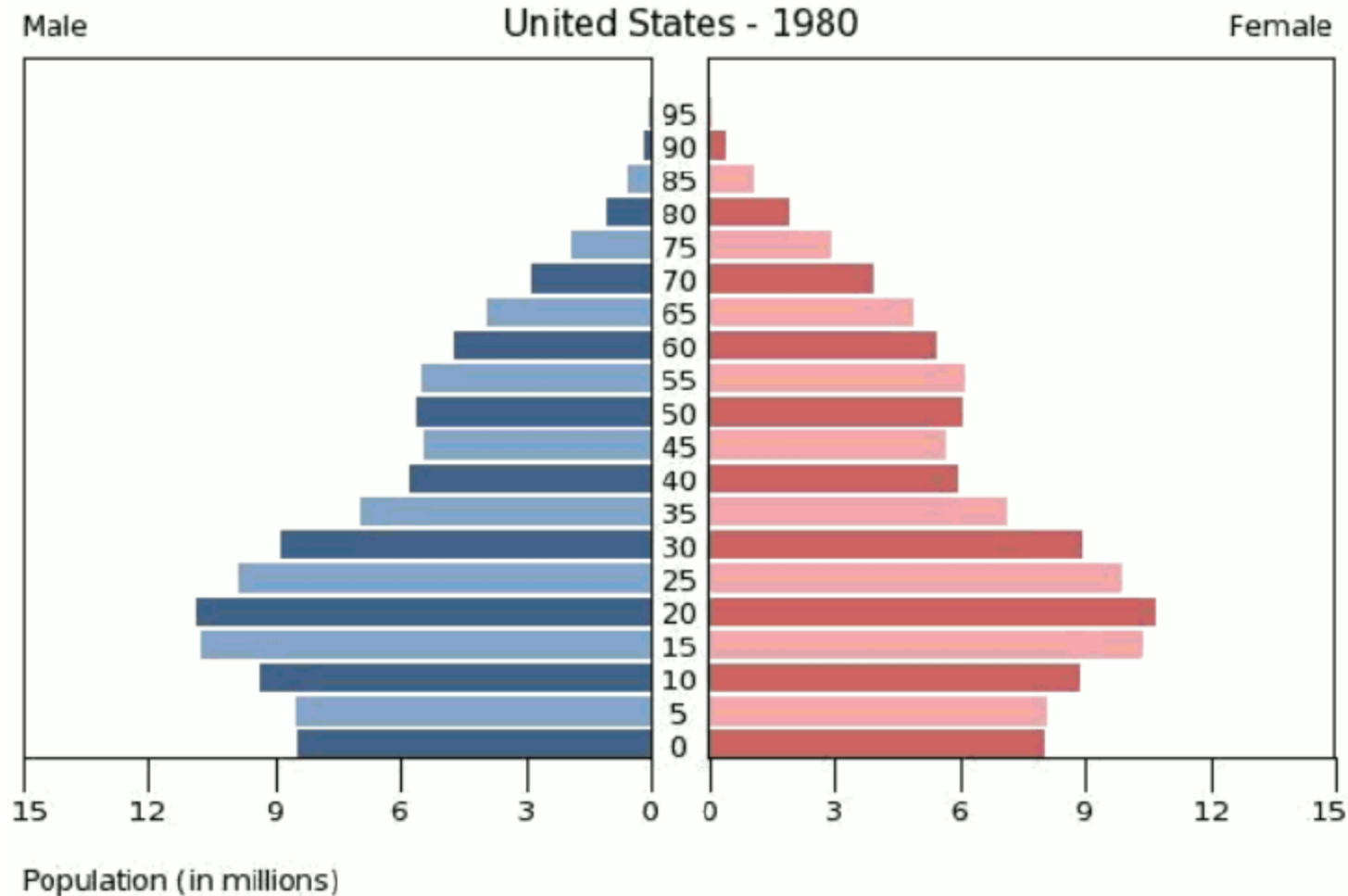


# Demographic Change: 1950-2020

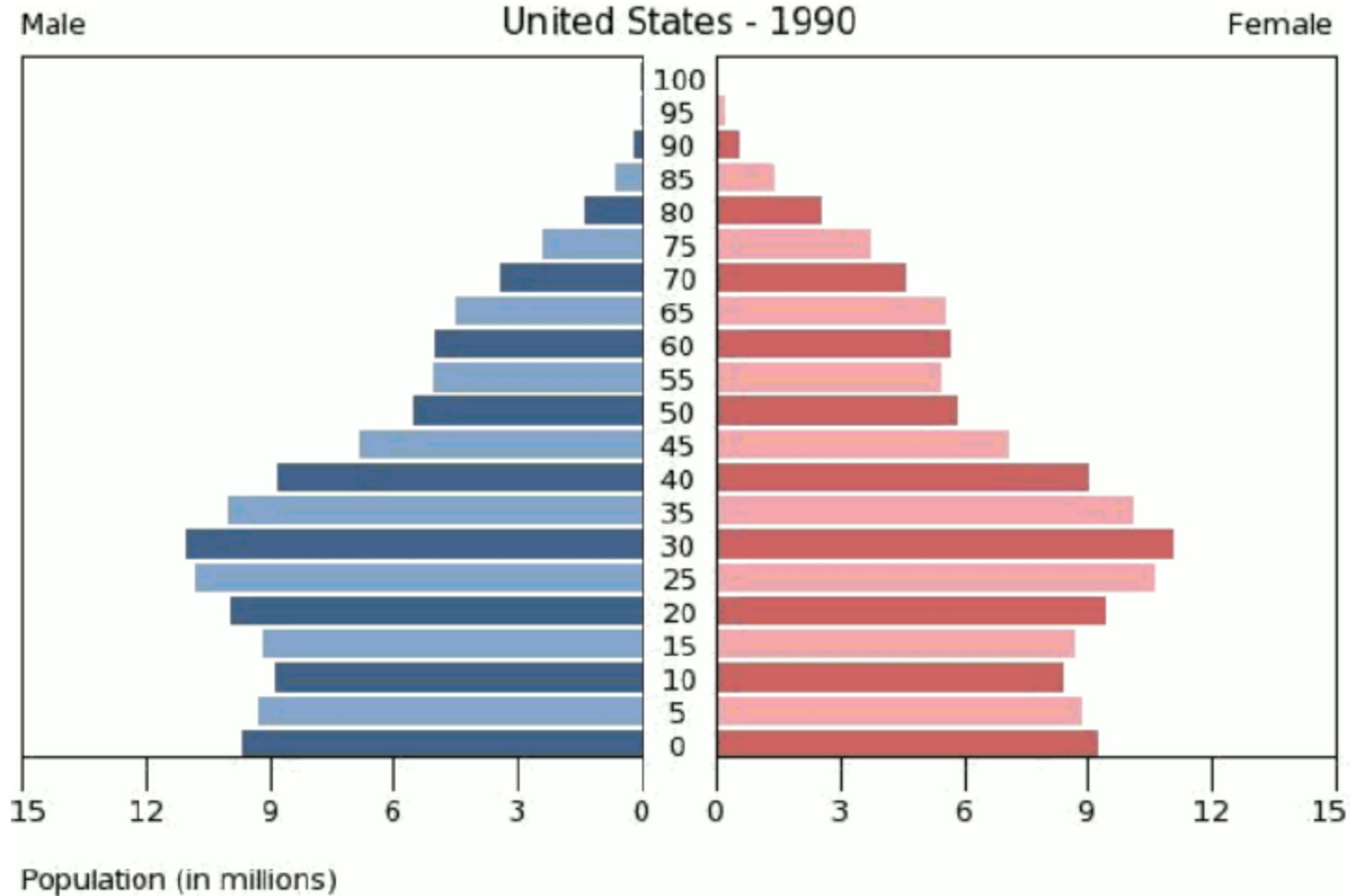




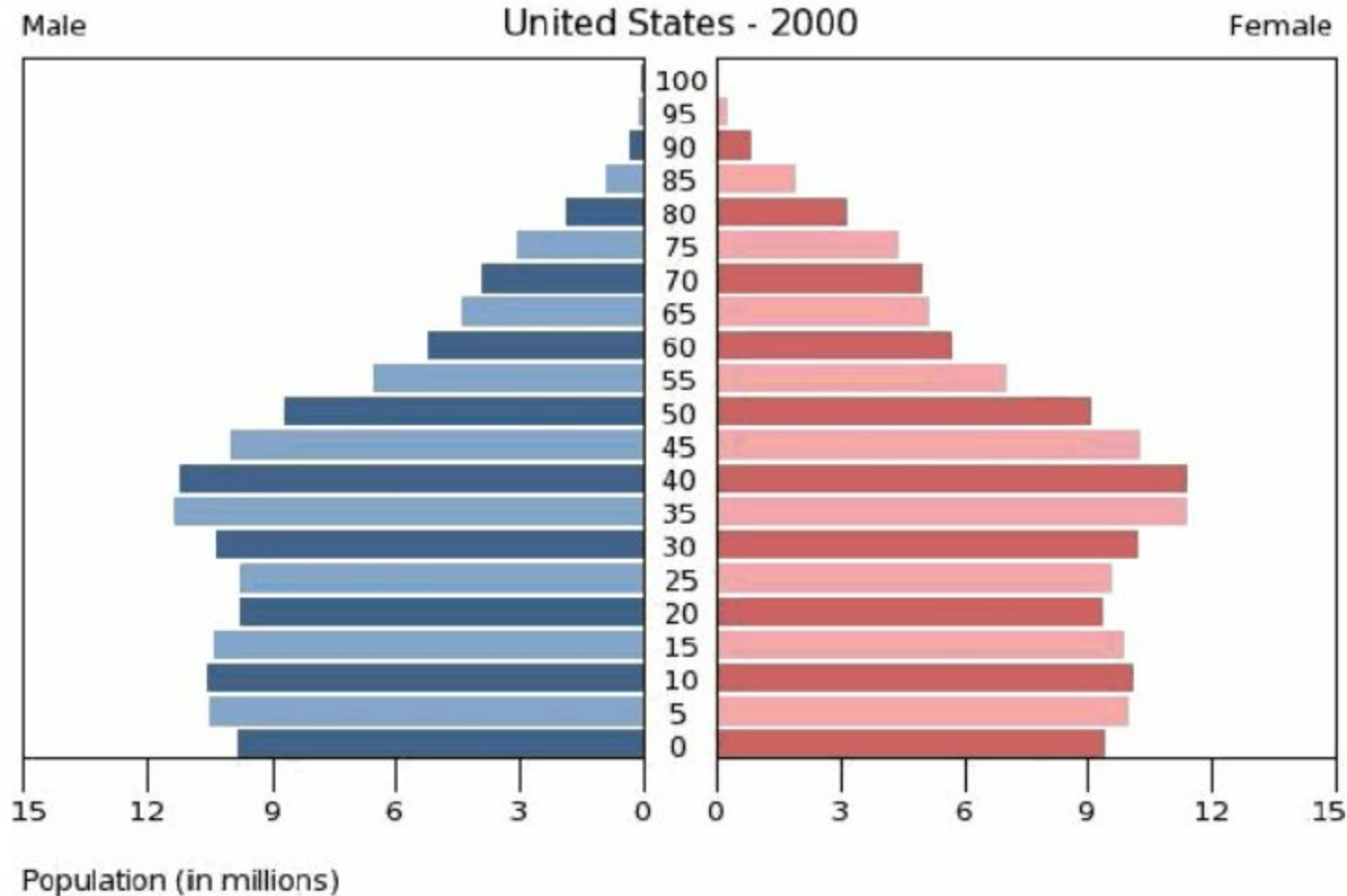
# Demographic Change: 1950-2020



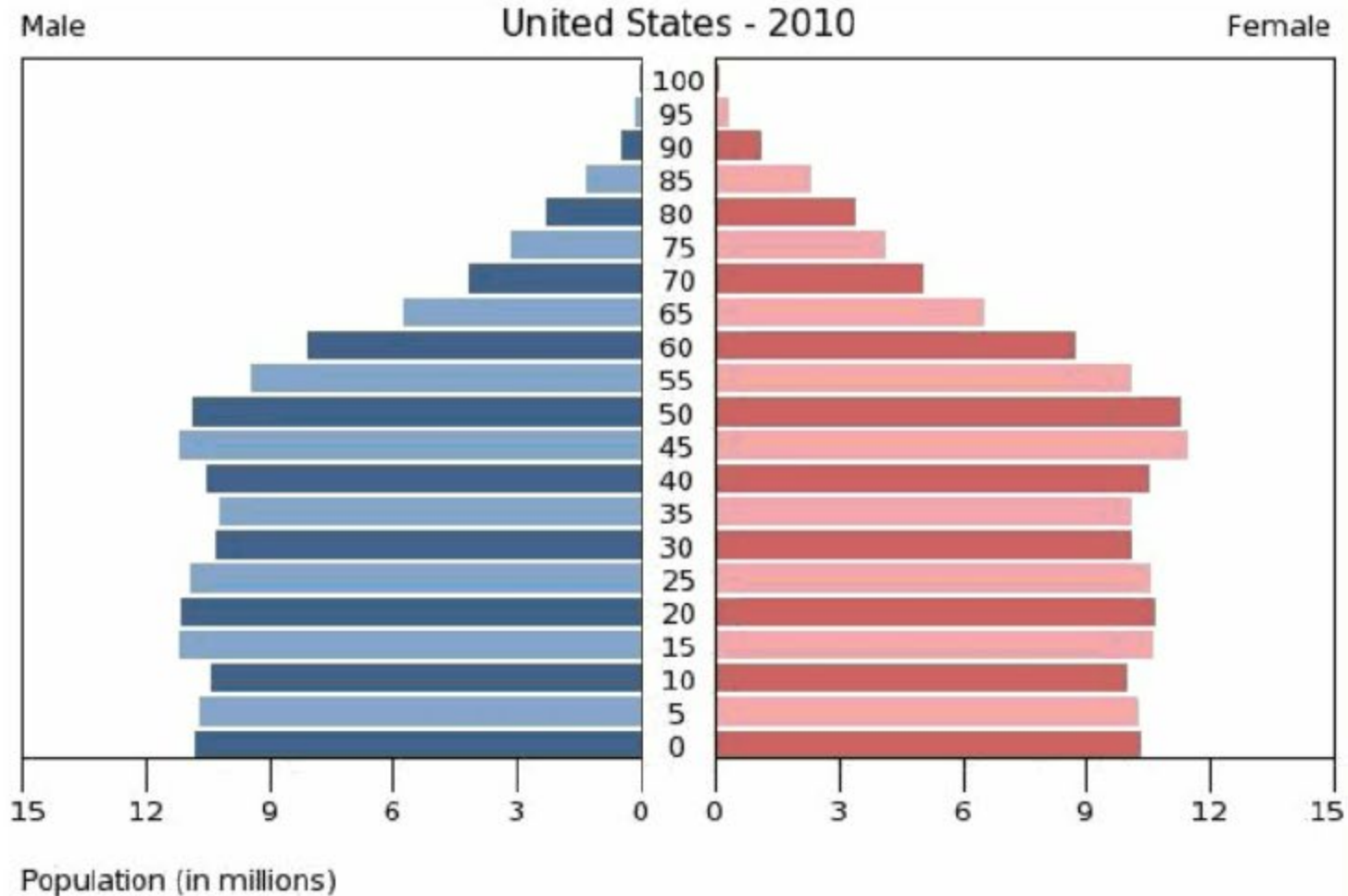
# Demographic Change: 1950-2020



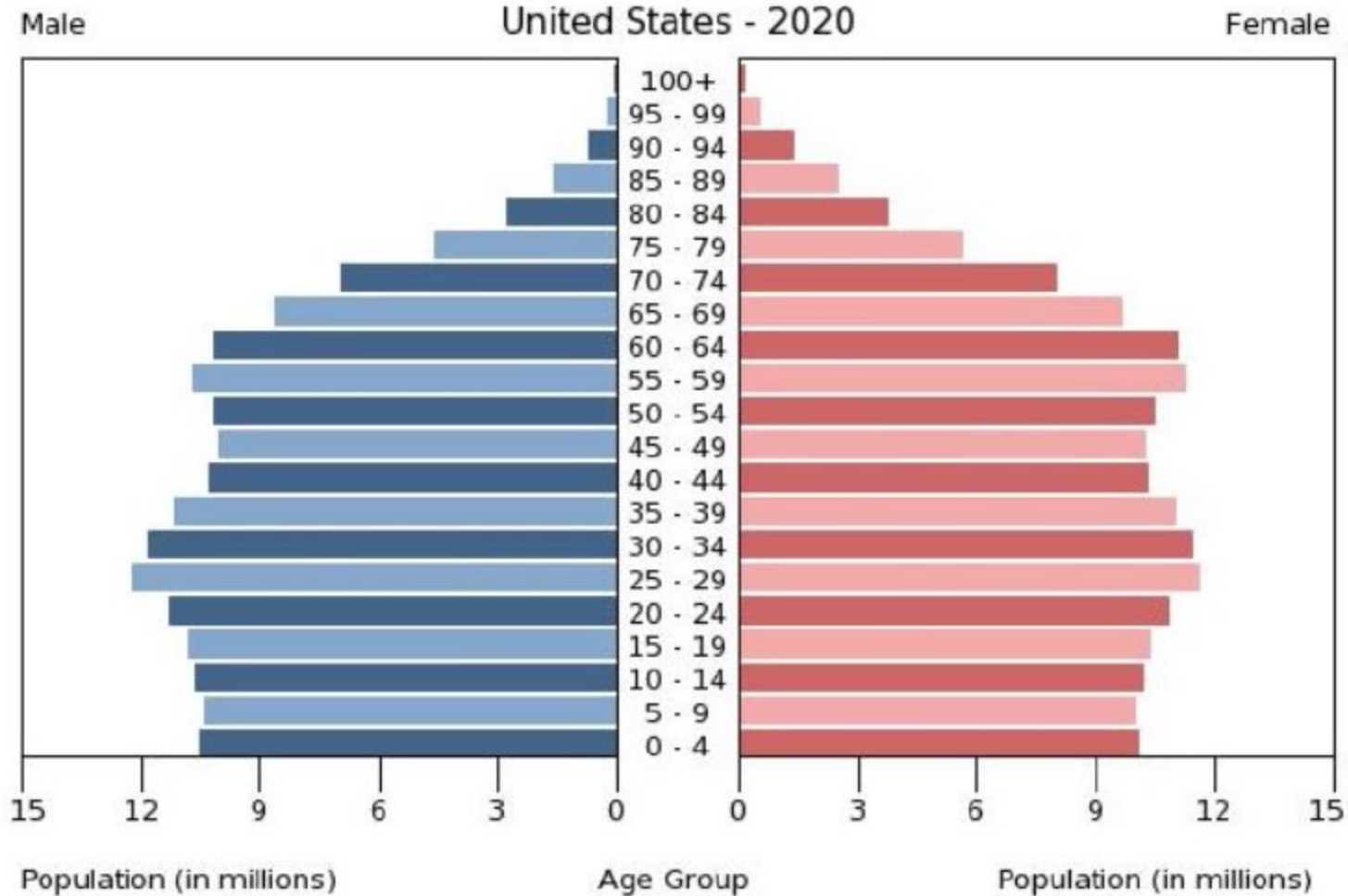
# Demographic Change: 1950-2020



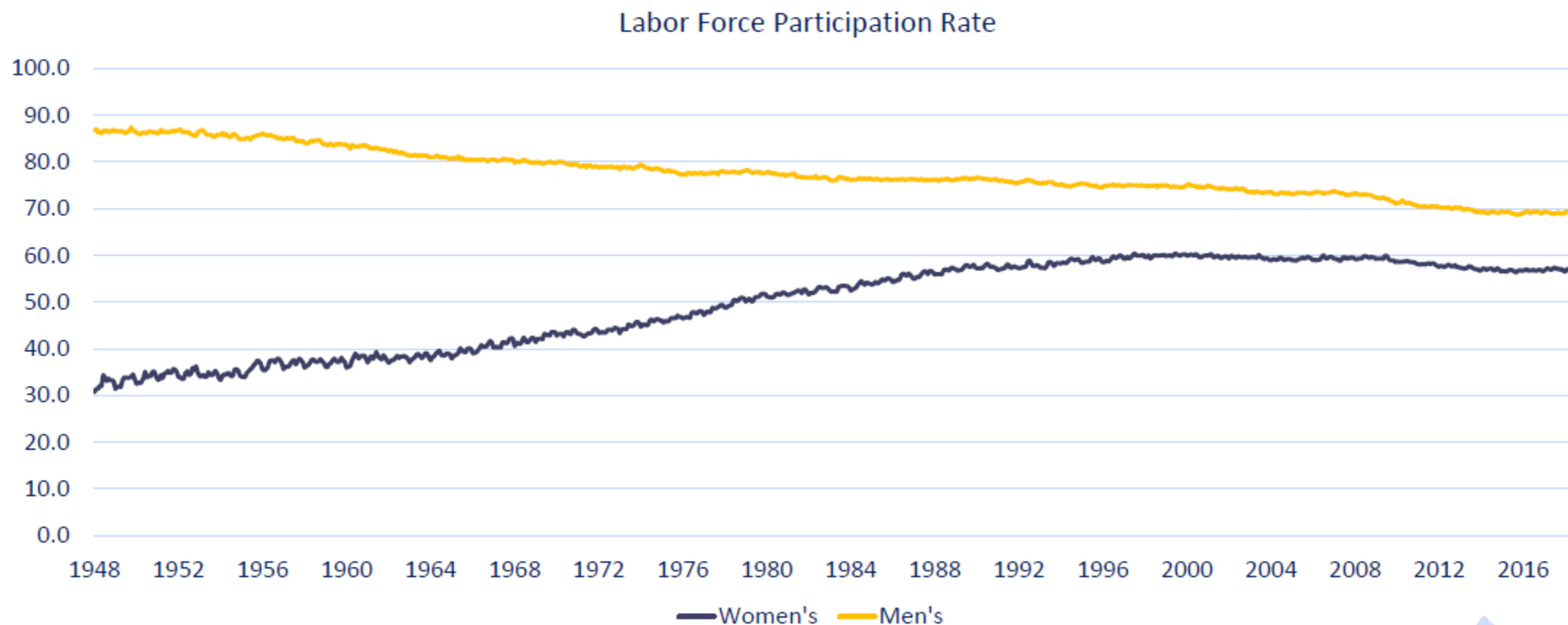
# Demographic Change: 1950-2020



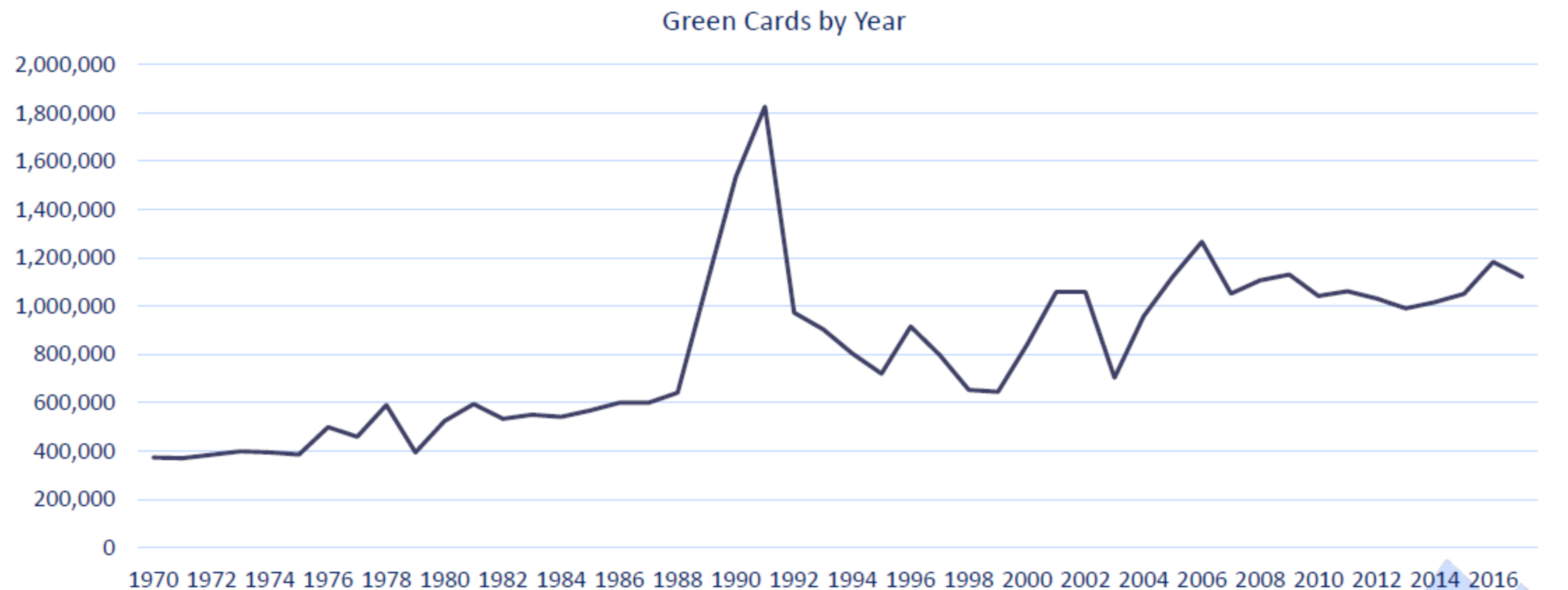
# Demographic Change: 1950-2020



# Women's LFPR Growth Until 2000



# Immigration growth from 1970s to 1990s





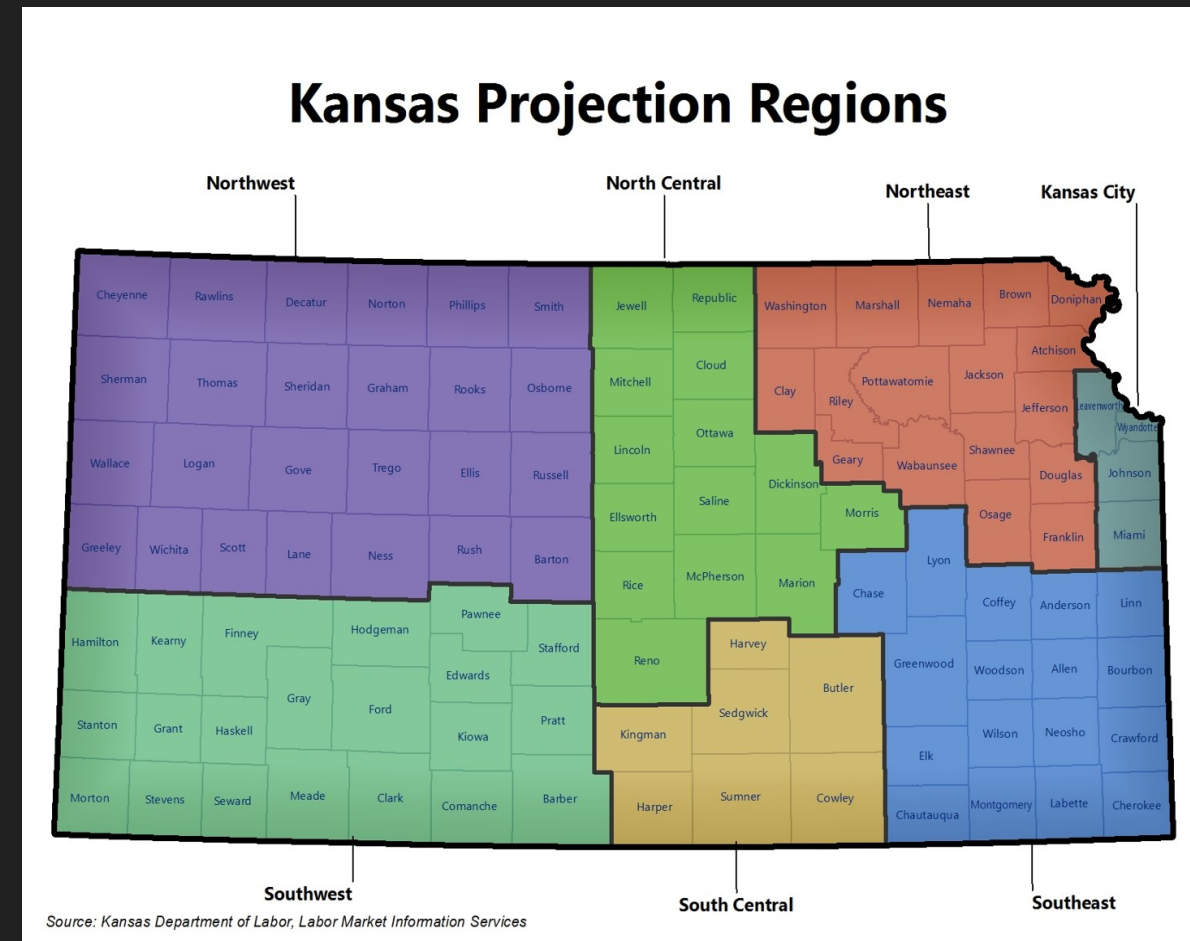
# Employment Projections

Industry and Occupational Projections:  
Short-term (2 year) and Long-term (10 year)



# Industry and Occupational Employment Projections

- Projects long-term (10 year) and short-term (2 year) employment by industry and occupation
  - Statewide
  - 7 projection regions
- Based on QCEW, CES and OES data
- Uses NAICS and SOC system
- Current edition
  - Long-term: 2016-2026 (produced biennially)
  - Short-term: 2018-2020 (produced annually)

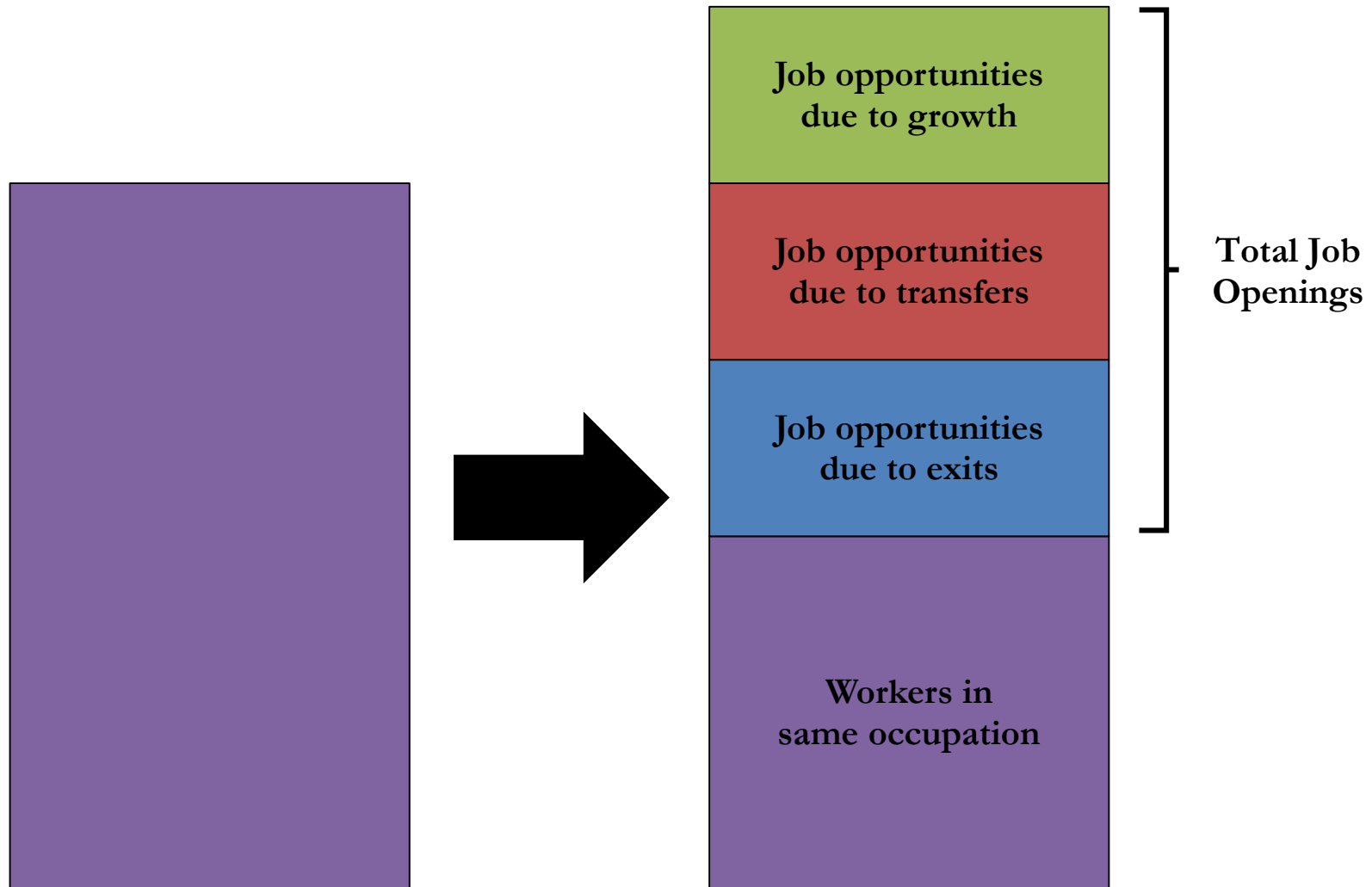


# How is projections data used?

- Career planning (long-term)
  - Shows job seekers what occupations are growing
  - Allows students to explore future career options
- Education and training initiatives (long-term)
  - Helps workforce centers direct education and training efforts to occupations projected to grow
  - Helps workforce centers and local educational facilities adjust, expand, and/or create education and training programs
- Short-term training
  - Useful for individuals looking for short-term training to enhance skills and re-enter the labor market

# Understanding Total Job Openings: Growth and Separations

## Growing Occupation

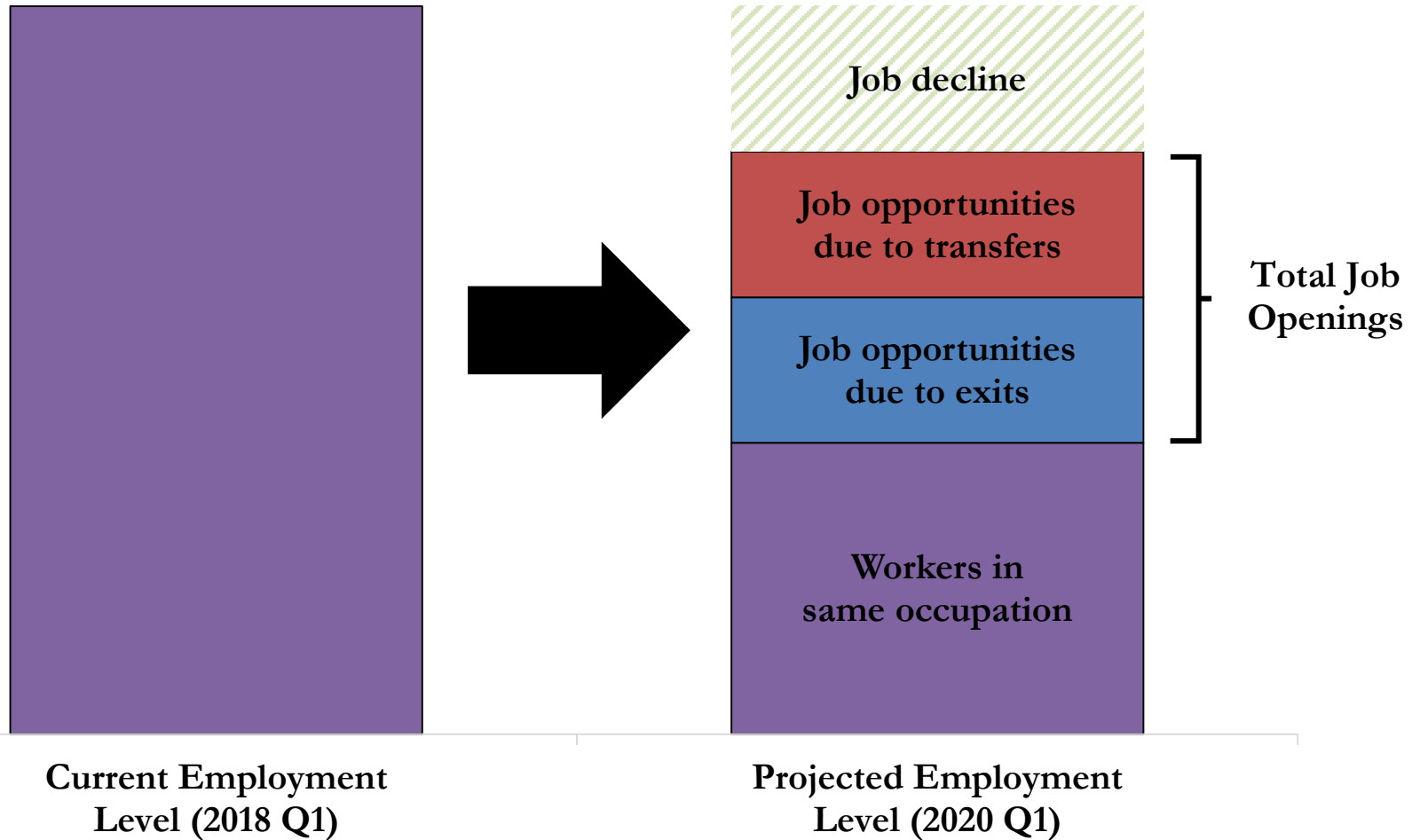


Current Employment  
Level (2018 Q1)

Projected Employment  
Level (2020 Q1)

Total Job  
Openings

# Understanding Total Job Openings: Growth and Separations Declining Occupation



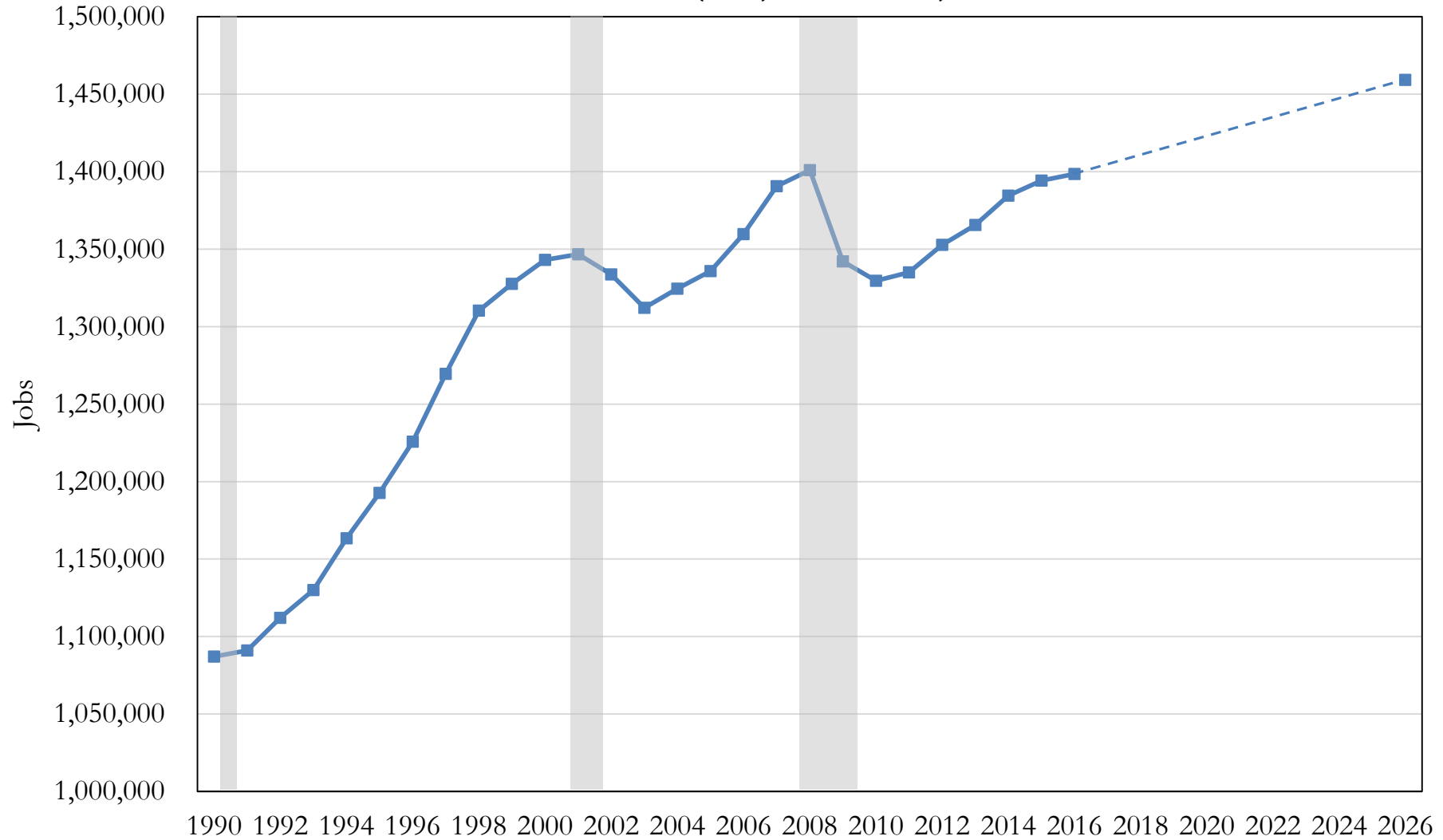
When you're down three staff members  
and it starts to get busy



# Long-term Projections

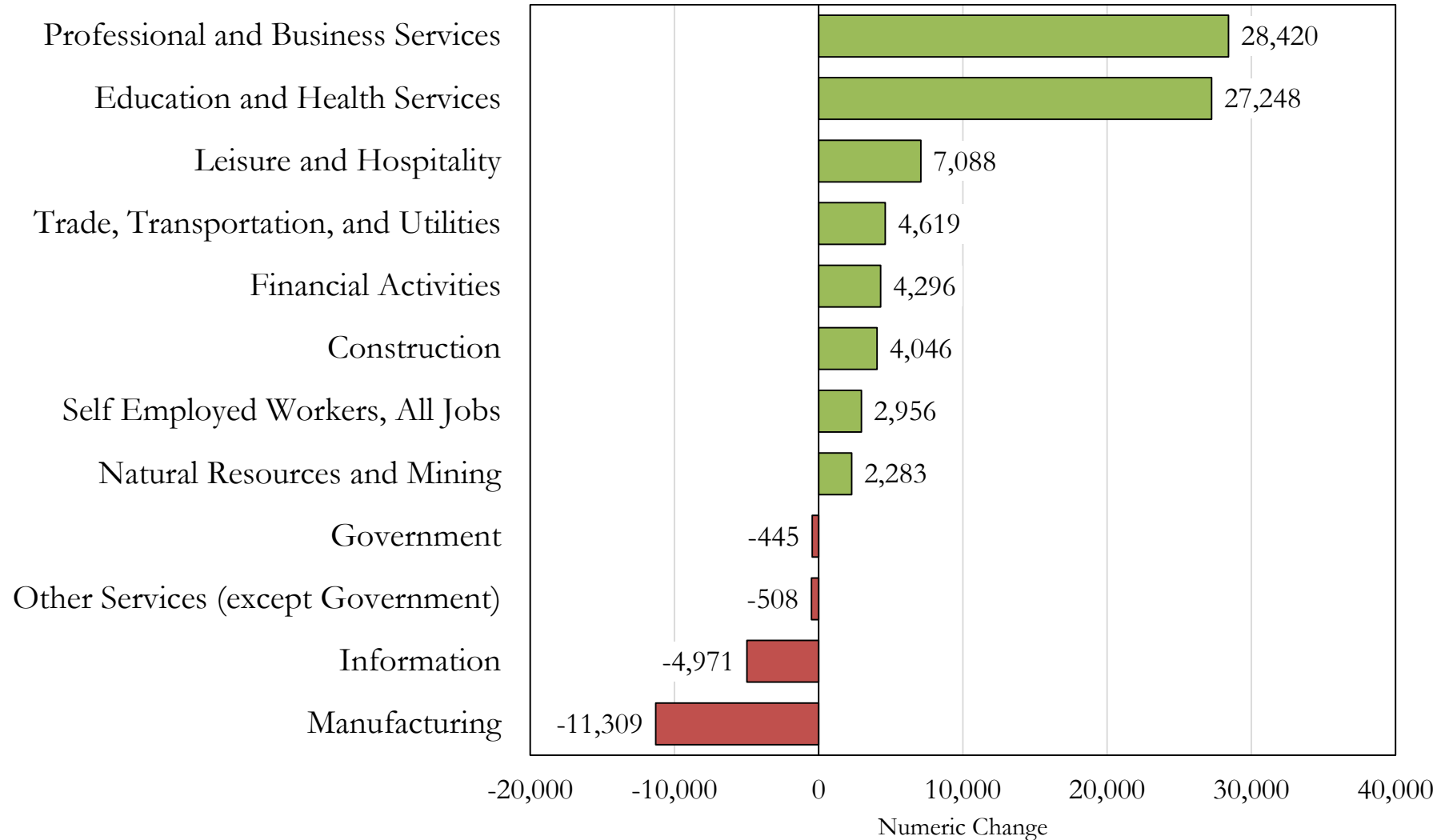
Industry and Occupational Projections (2016-2026)

# Number of Jobs Kansas 1990 to 2016 (Projected 2026)



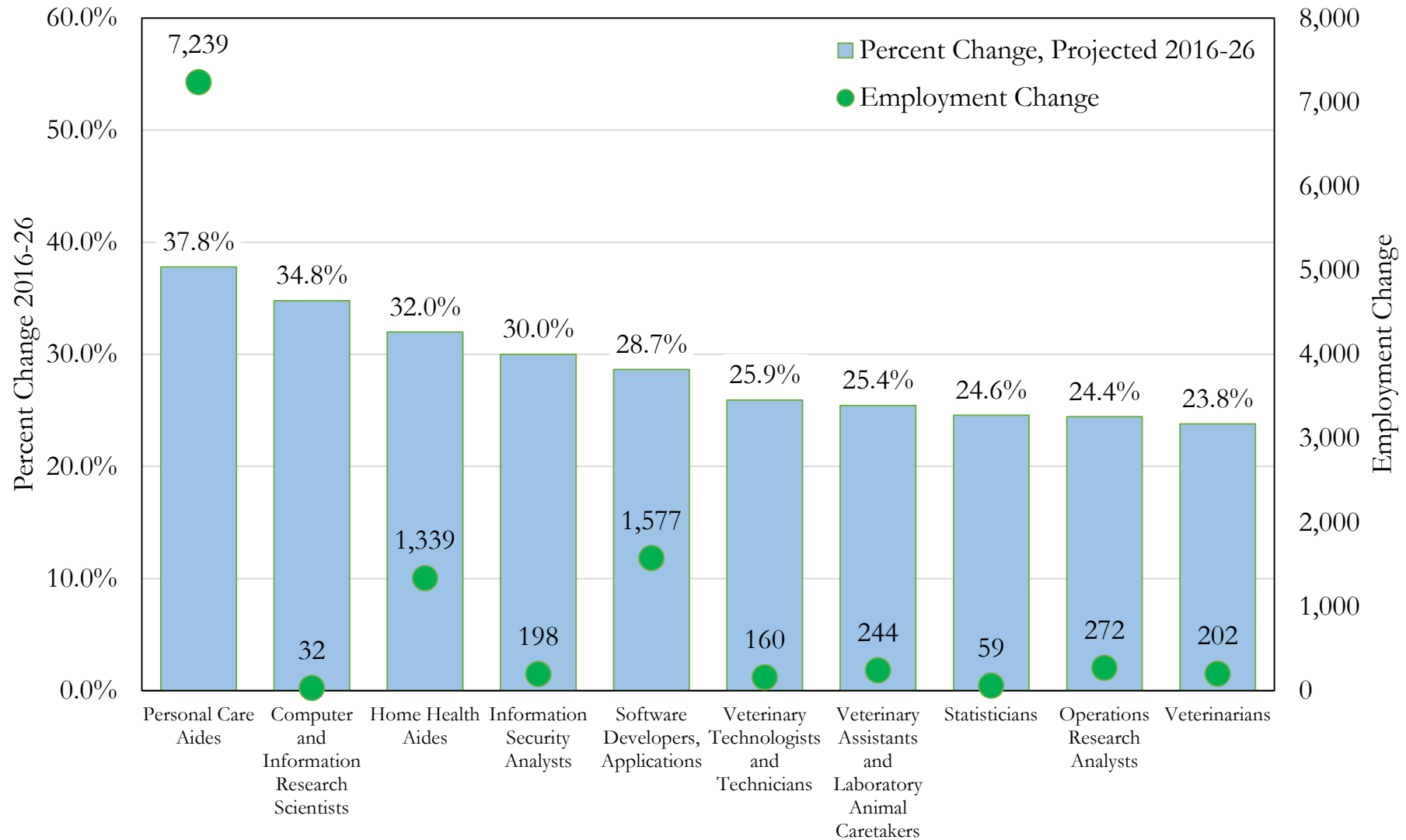
Source: Kansas Department of Labor, Labor Market Information Services

# Projected Change in Employment by NAICS Supersector Kansas 2016-2026



Source: Kansas Department of Labor, Labor Market Information Services

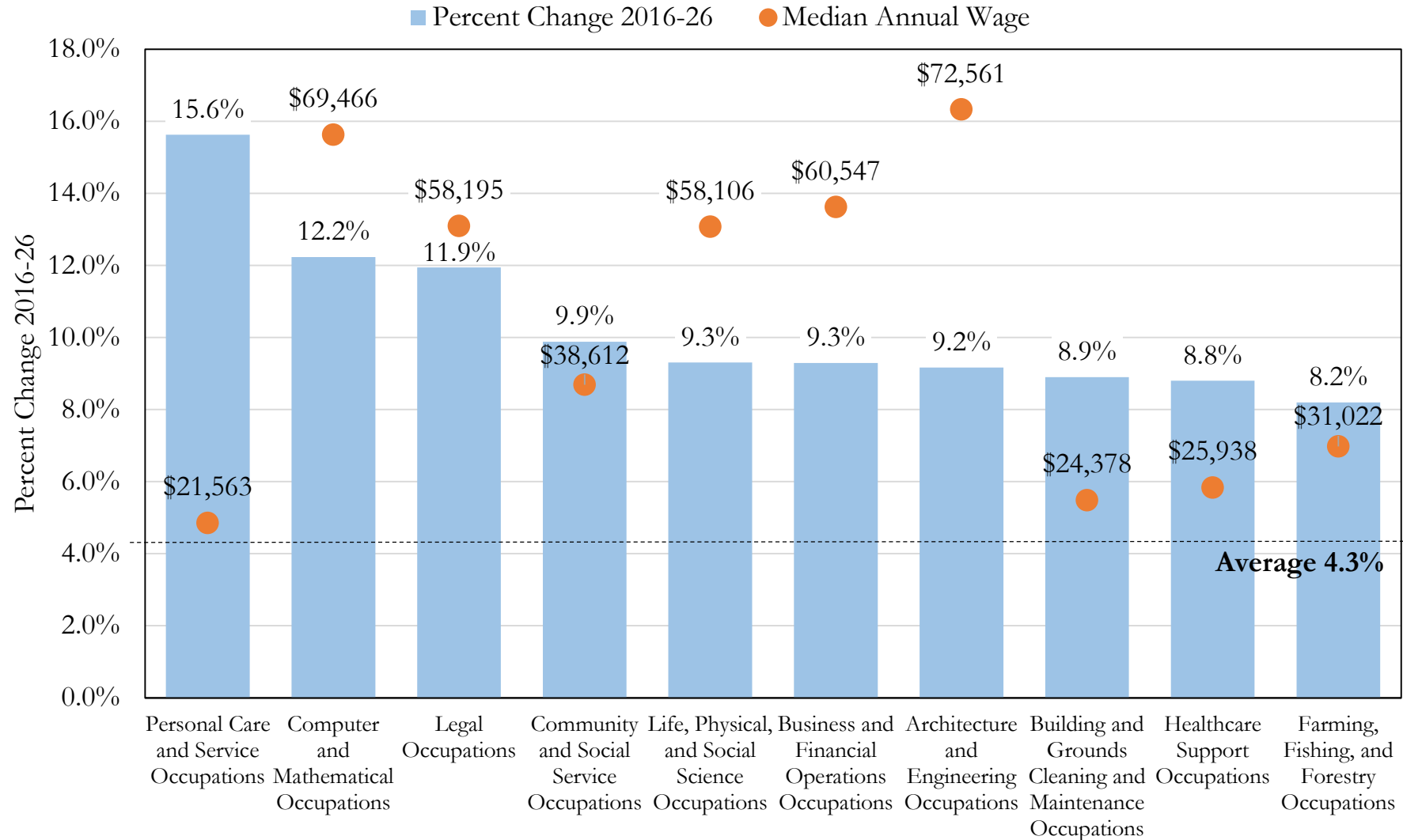
# 10 Fastest Growing Occupations Kansas 2016-2026



Source: Kansas Department of Labor, Labor Market Information Services



## Fastest Growing Occupational Groups Kansas 2016-2026

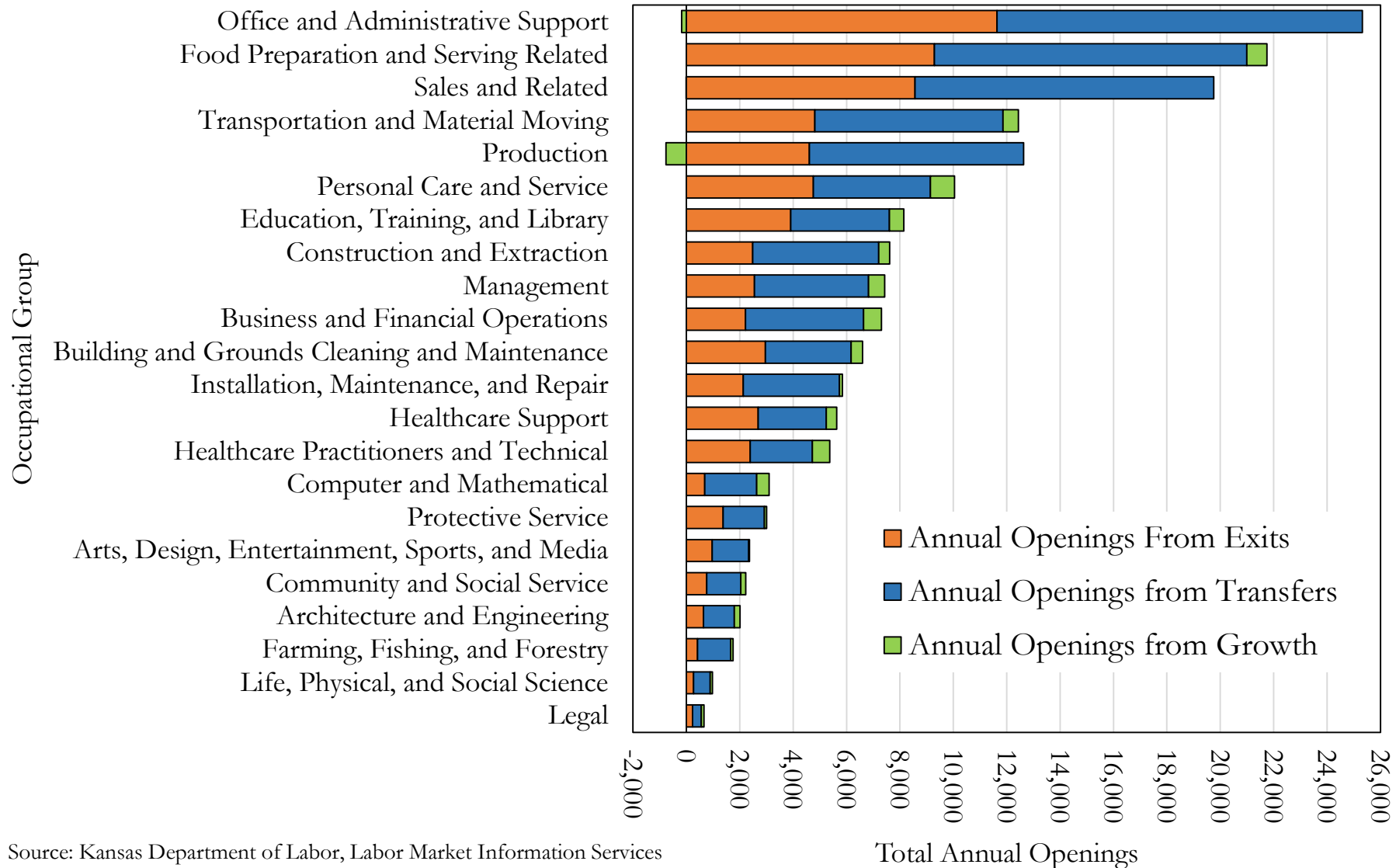


Source: Kansas Department of Labor, Labor Market Information Services

# Annual Job Openings by Major Occupational Group

## Kansas

### 2016 to 2026



Source: Kansas Department of Labor, Labor Market Information Services

# Where can I find projections data?



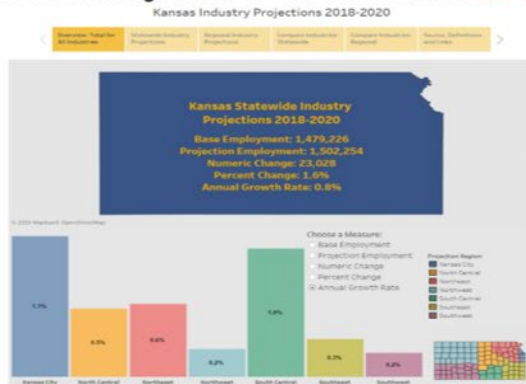
- [Kansas 2 year Job Outlook 2018-2020](#)
- [Kansas 10 year Job Outlook 2016-2026](#)

# Where can I find projections data?

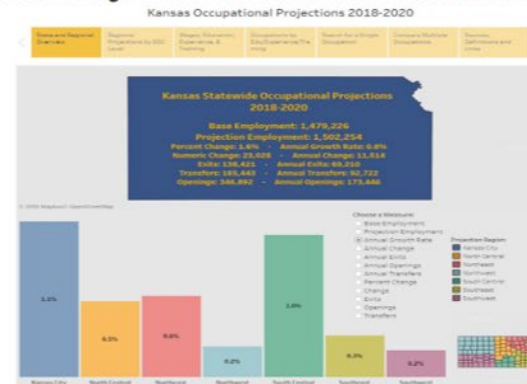
## Kansas 2 Year Job Outlook 1st Quarter 2018 to 1st Quarter 2020

Between the first quarter of 2018 and the first quarter of 2020, employment in Kansas is projected to increase by 23,028 jobs from 1,479,226 to 1,502,254, an average annual growth rate of .8%.

Select the image below to view the interactive **INDUSTRIAL** report:



Select the image below to view the interactive **OCCUPATIONAL** report:



Occupational file for all regions [click here](#) (contains multiple worksheets)  
Industry file for all regions [click here](#) (contains multiple worksheets)

To pinpoint your area of interest, please review our [Area Maps](#)

[Long Term \(10 year\) Occupational and Industry Projections](#)

[METHODOLOGY](#)

[New Separations methodology](#)

**Download Excel files  
with data for Kansas  
and each projection  
region**



# High Demand Occupations

Occupations in demand based on job vacancy data, short-term (2 year), and long-term (10 year) occupational projections

# High Demand Occupations

- List of occupations in Kansas that are in high demand statewide, and by local area
  - List only includes occupations with above average demand
- Each occupation receives a total demand score (out of 30) based on:
  - Current openings (Job Vacancy Survey)
  - Projected openings in 2 years (Short-term Projections)
  - Projected openings in 10 years (Long-term Projections)
- Produced annually

# How is the high demand list used?

- Used by students, educators, administrators, and others in making informed decisions regarding career paths
- Used by policymakers for education and training initiatives
  - Helps workforce centers direct education and training efforts to high demand occupations
  - Helps workforce centers and local education facilities adjust, expand, and/or create education and training programs

Top 10 High Demand Occupations										
Kansas										
2019										
SOC	SOC Title	JVS <sup>1</sup>	ST <sup>2</sup>	LT <sup>3</sup>	Total Score	Rank	Education	Work Experience	Job Training	Median Annual Wage <sup>4</sup>
11-1021	General and operations managers	10	10	10	30	1	Bachelor's degree	5 years or more	None	\$80,860
29-1141	Registered nurses	10	10	10	30	2	Bachelor's degree	None	None	\$59,680
53-3032	Heavy and tractor-trailer truck drivers	10	10	10	30	3	Postsecondary nondegree award	None	Short-term on-the-job training	\$43,520
53-7062	Laborers and freight, stock, and material movers, hand	10	10	10	30	4	educational credential	None	Short-term on-the-job training	\$30,620
35-1012	First-line supervisors of food preparation and serving workers	10	10	10	30	5	diploma or equivalent	Less than 5 year	None	\$29,420
31-1014	Nursing assistants	10	10	10	30	6	Postsecondary nondegree award	None	None	\$25,670
41-2031	Retail salespersons	10	10	10	30	7	educational credential	None	Short-term on-the-job training	\$22,870
35-2021	Food preparation workers	10	10	10	30	8	educational credential	None	Short-term on-the-job training	\$20,340
41-2011	Cashiers	10	10	10	30	9	educational credential	None	Short-term on-the-job training	\$20,060
35-3021	Combined food preparation and serving workers, including fast food	10	10	10	30	10	educational credential	None	Short-term on-the-job training	\$19,080



# Top 10 High Demand - High Wage Occupations

## Kansas

### 2019

SOC	SOC Title	JVS <sup>1</sup>	ST <sup>2</sup>	LT <sup>3</sup>	Wage Score	Demand Score + Wage Score	Rank	Education	Work Experience	Job Training	Median Annual Wage <sup>4</sup>
11-1021	General and operations managers	10	10	10	7	37	1	Bachelor's degree	5 years or more	None	\$80,860
29-1141	Registered nurses	10	10	10	4	34	2	Bachelor's degree	None	None	\$59,680
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	8	10	10	3	31	3	High school diploma or equivalent	None	Moderate-term on-the-job training	\$58,500
13-2011	Accountants and auditors	8	9	9	4	30	4	Bachelor's degree	None	None	\$61,130
11-9199	Managers, all other	6	7	7	9	29	5	Bachelor's degree	Less than 5 years	None	\$96,210
11-3031	Financial managers	6	6	6	10	28	6	Bachelor's degree	5 years or more	None	\$114,140
15-1132	Software developers, applications	7	7	7	7	28	7	Bachelor's degree	None	None	\$83,300
13-1199	Business operations specialists, all other	7	8	8	5	28	8	Bachelor's degree	None	None	\$69,560
41-3099	Sales representatives, services, all other	8	9	8	3	28	9	High school diploma or equivalent	None	Moderate-term on-the-job training	\$57,610
43-1011	First-line supervisors of office and administrative support workers	7	10	9	2	28	10	High school diploma or equivalent	Less than 5 years	None	\$50,840

# Career Posters

- Posters outlining different career paths categorized by career cluster
- Only includes high demand occupations
- Each poster includes occupations for different levels of education and training:
  - Now – Next - Later
- Can be used to help:
  - Students considering their future career path
  - Job seekers:
    - Outline career ladder
    - Career posters identify high demand occupations that workers can obtain immediately after high school along with future jobs that they can work towards with more education or work experience

## Job Now...Career Later Construction

### Now

#### Short-term or moderate-term on-the-job training

#### Median Annual Wage

Construction Laborers .....	\$32,690
Operating Engineers and Other Construction Equipment Operators .....	\$36,880
Cement Masons and Concrete Finishers .....	\$41,060

### Next

#### High school and apprenticeship

Electricians .....	\$55,250
Plumbers, Pipefitters and Steamfitters .....	\$47,200
Carpenters.....	\$39,140
Sheet Metal Workers.....	\$37,370

### Later

#### Long-term on-the-job training or Bachelor's degree

First-Line Supervisors of Construction Trades and Extraction Workers .....	\$58,140
Construction Managers .....	\$77,390

Source: 2018 Edition of the Kansas Wage Survey



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We appreciate any questions, comments, and/or feedback you have!

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