



Kansas Workforce Data & Trends



ECONOMIC
LEADERSHIP

**Workforce will be
a top competitive
factor determining
investment & jobs
winners and losers
for the foreseeable
future!**





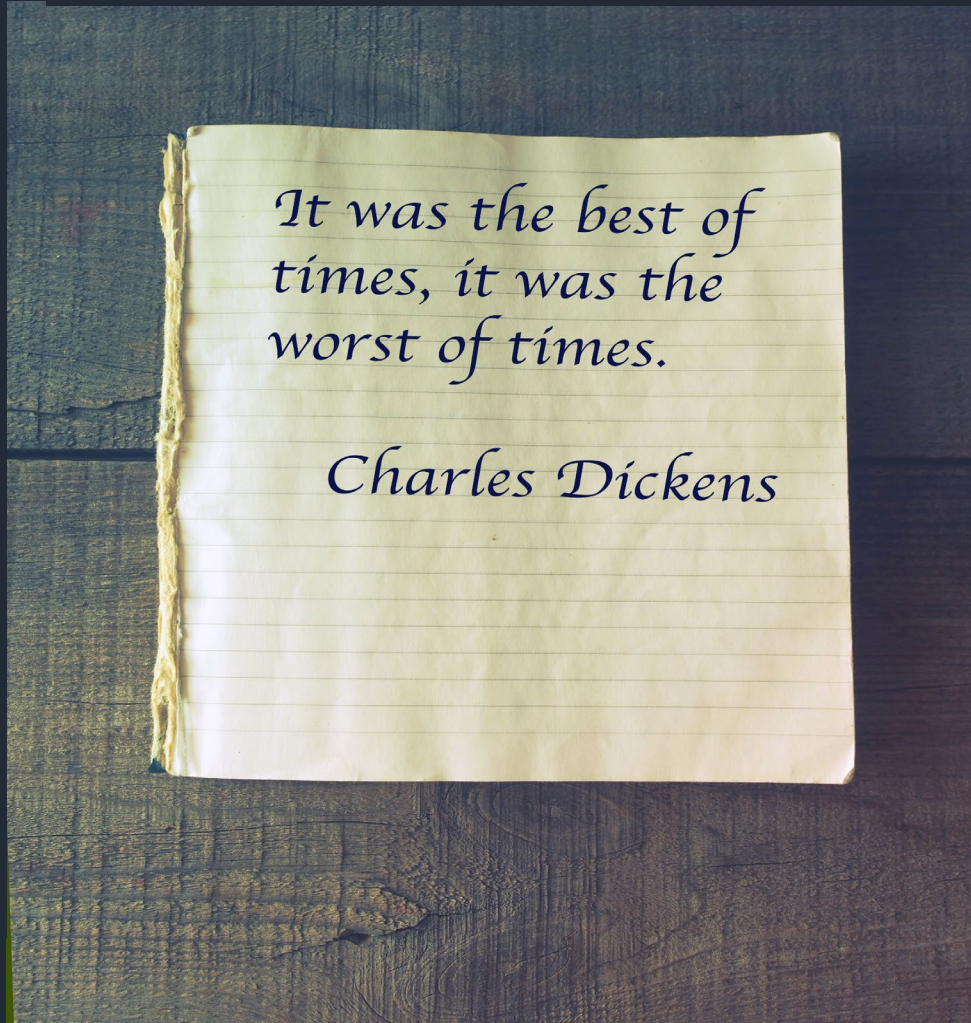
**put it in
CONTEXT!**



Is there anyone that thinks you, your company, or our community will have less disruption, less information complexity or that the pace of change will slow in 2022?

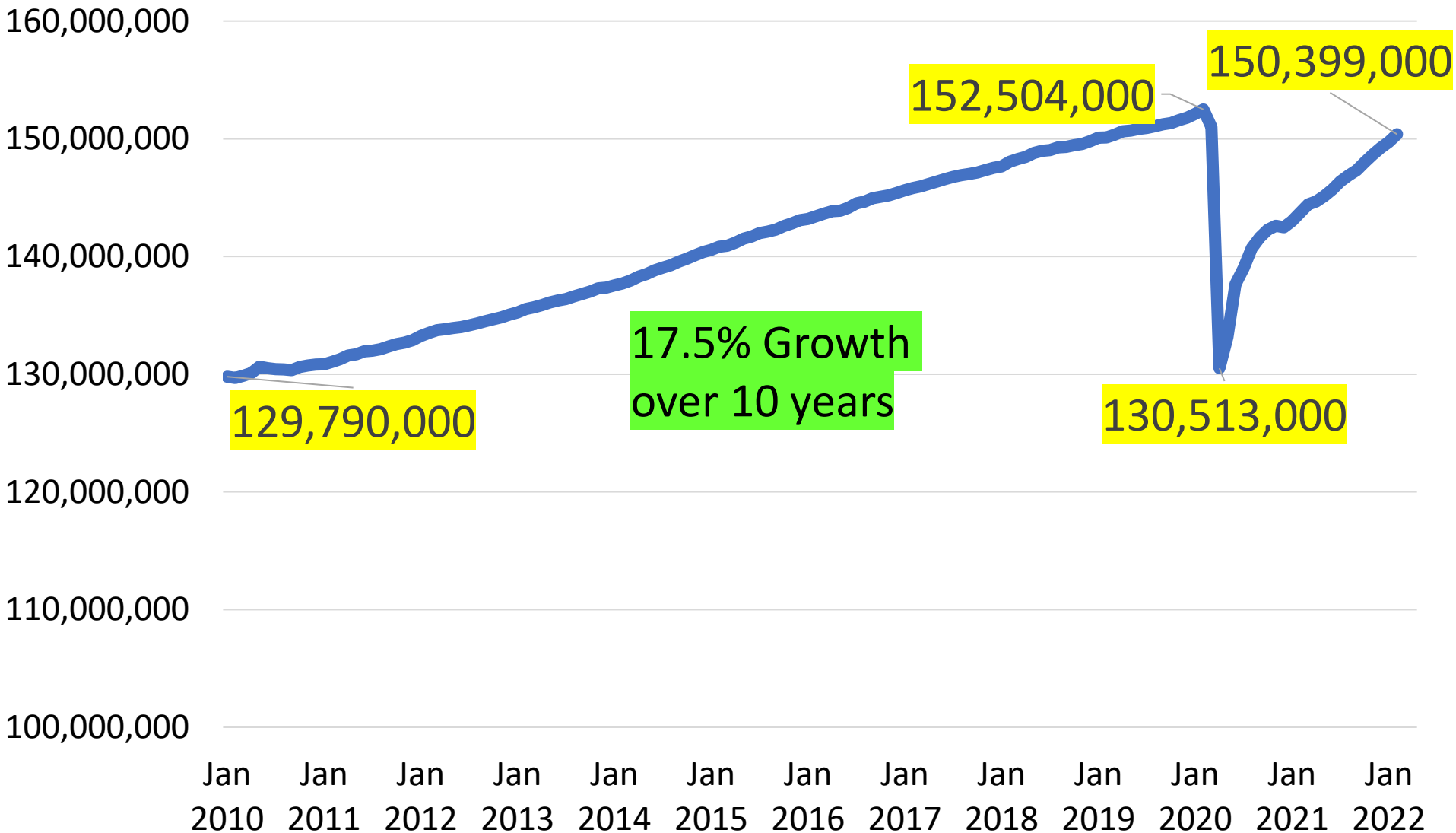
How is the economy?

- Record business formations
- Record corporate profits
- More jobs than we can fill
- Record household wealth & savings
- Rising wages

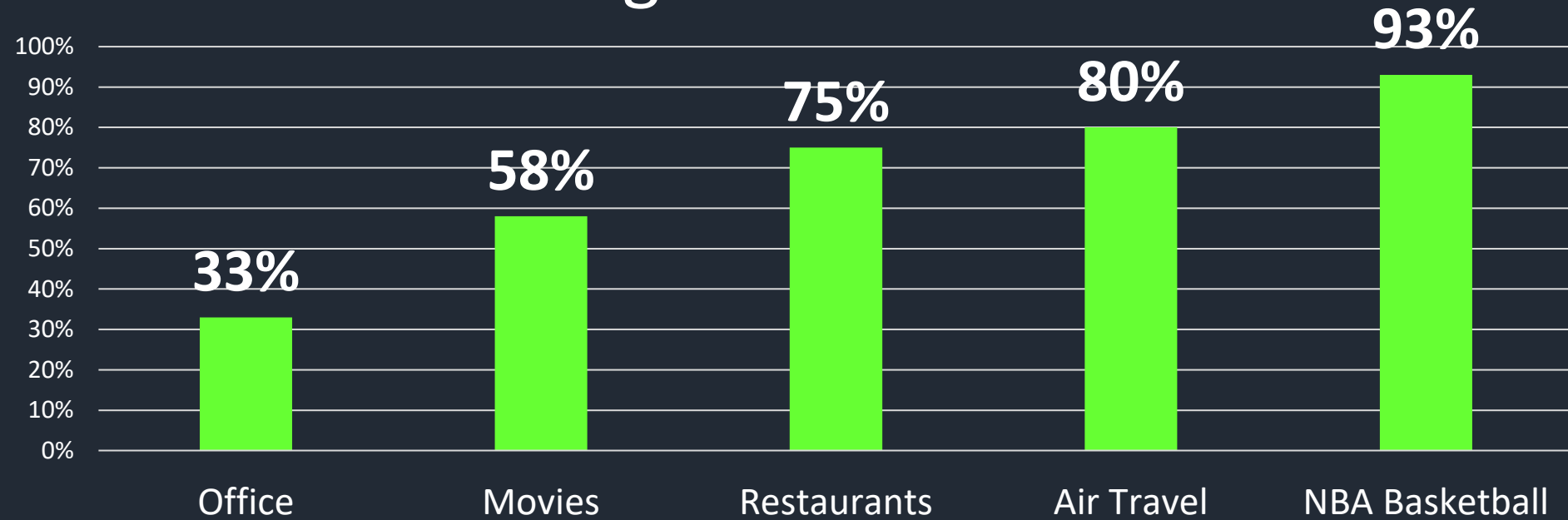


- Record inflation (40/Yr)
- Record trade deficits
- Record national debt
- Record low birth rates
- Low labor force participation
- Geopolitics

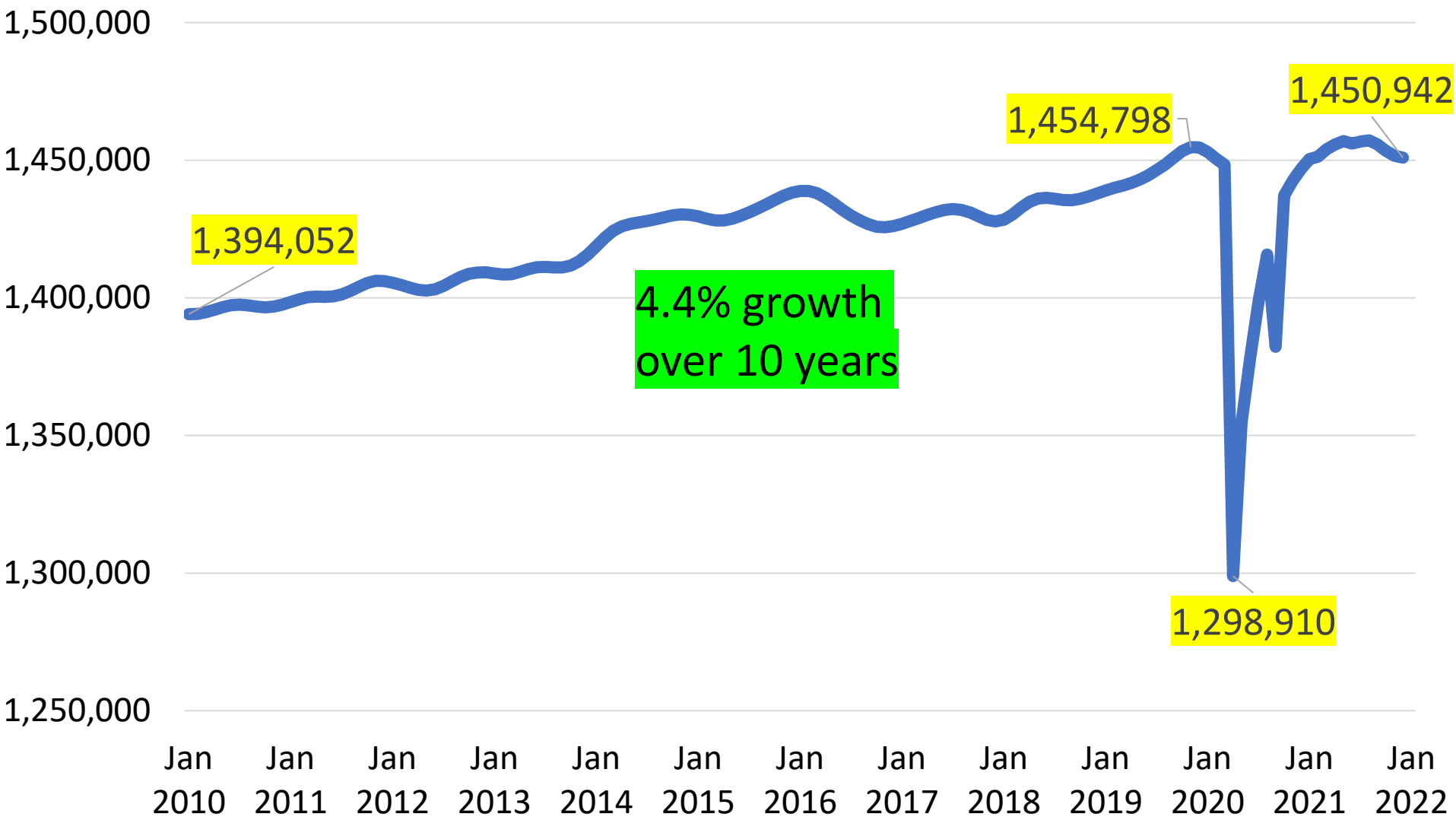
U.S. Employment 2010-2022



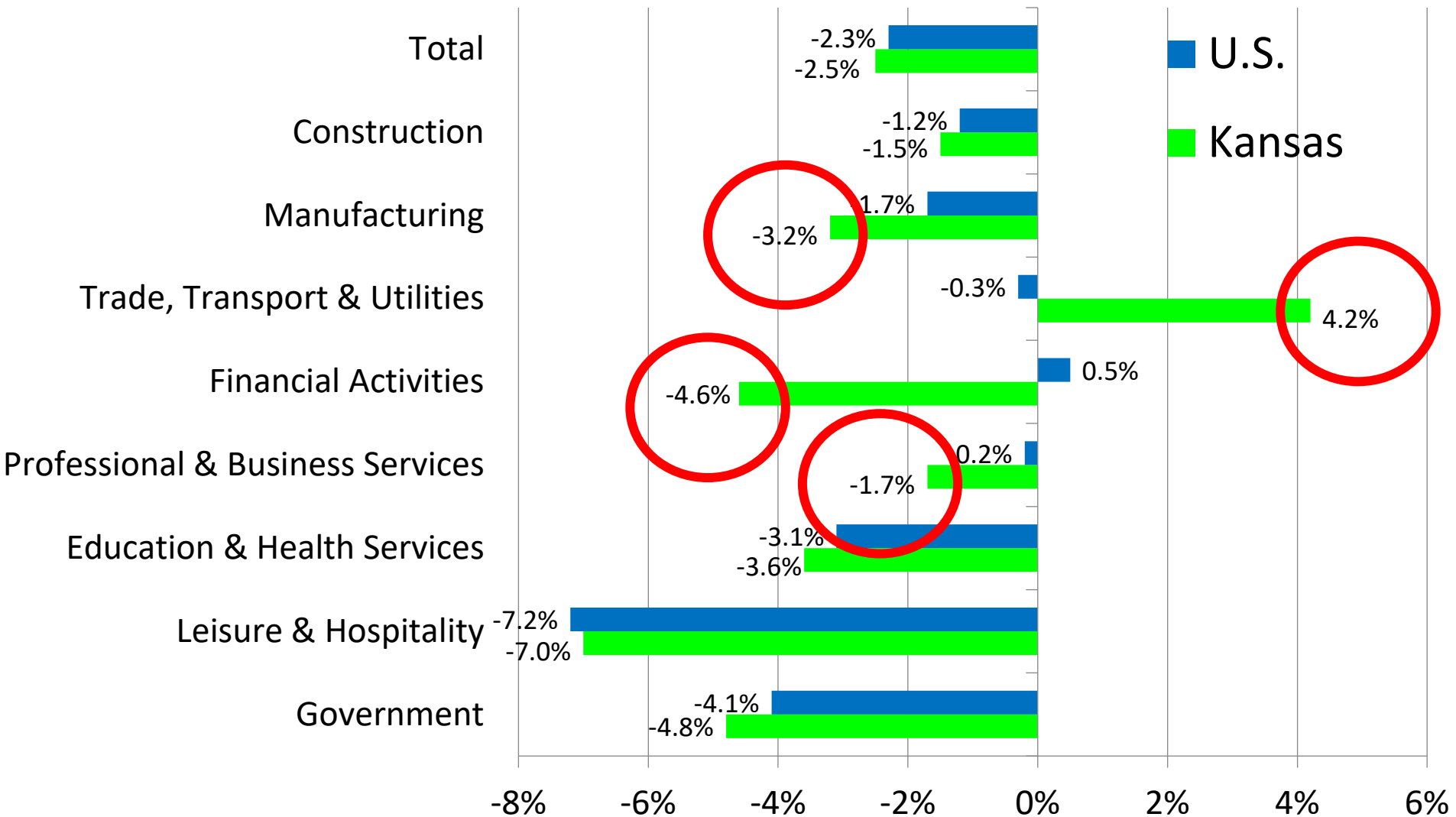
Getting Back to Normal



Kansas Employment 2010-2021



Employment Change by Sector for Kansas & U.S. February 2020 – December 2021





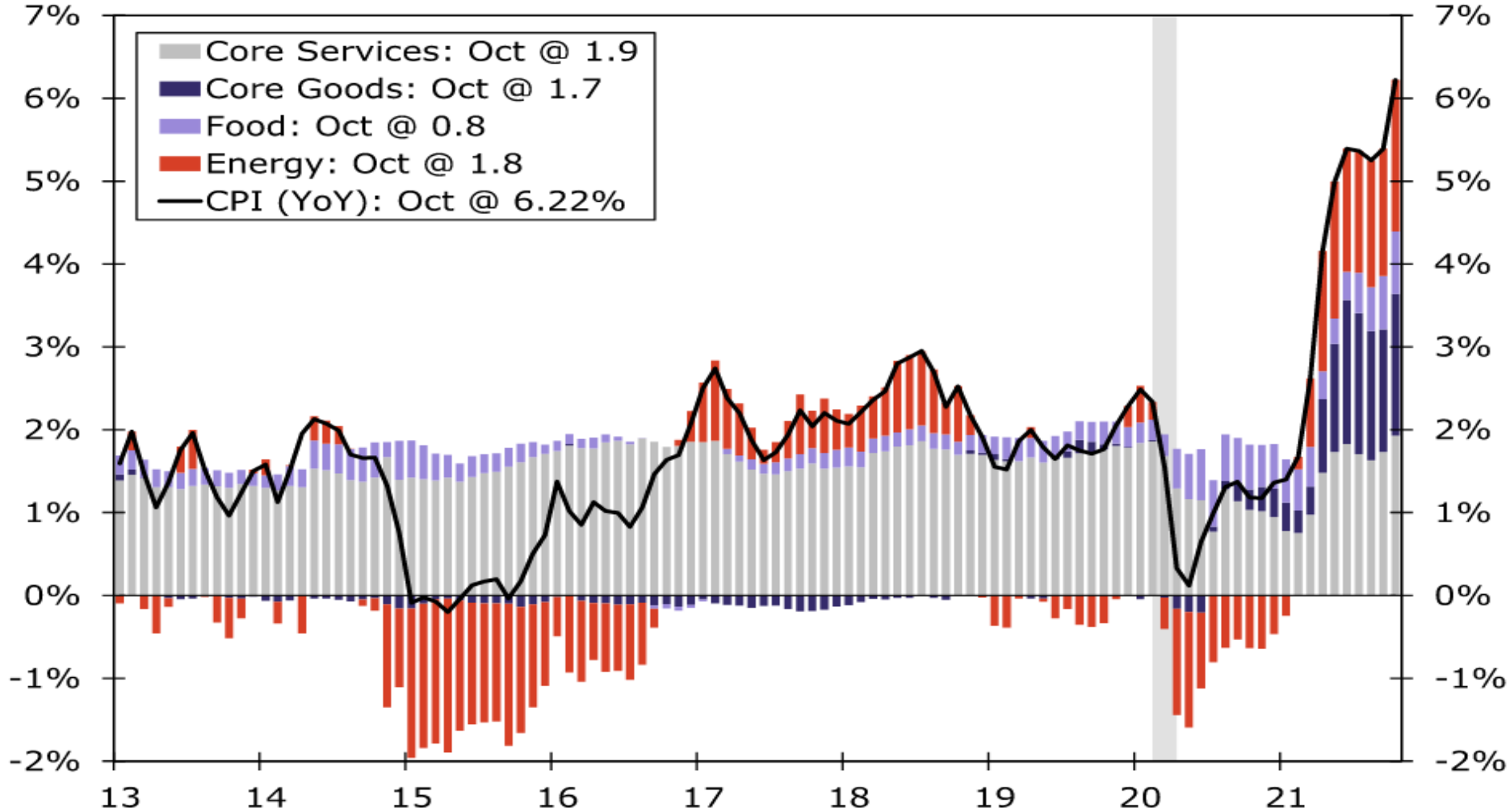
ew

challenges

and i

Consumer Price Index

Percentage Point Contribution to Year-over-Year Change





Parsing the Workforce Challenges



**LABOR FORCE
PIPELINE**

**EDUCATION & TRAINING
PROGRAMS**

**READY
WORKFORCE**

The Workforce Challenge

1. The first is the overall lack of people in the labor pool.
2. The second issue is that there is a continued mismatch between the skills workers possess, and the skills employers need.
3. The third issue is aligning and focusing the various people and programs that build the needed labor force skills.

KACCT

Kansas Association of Community College Trustees



#1 Not Enough Workers



To Have More Workers...3 Options

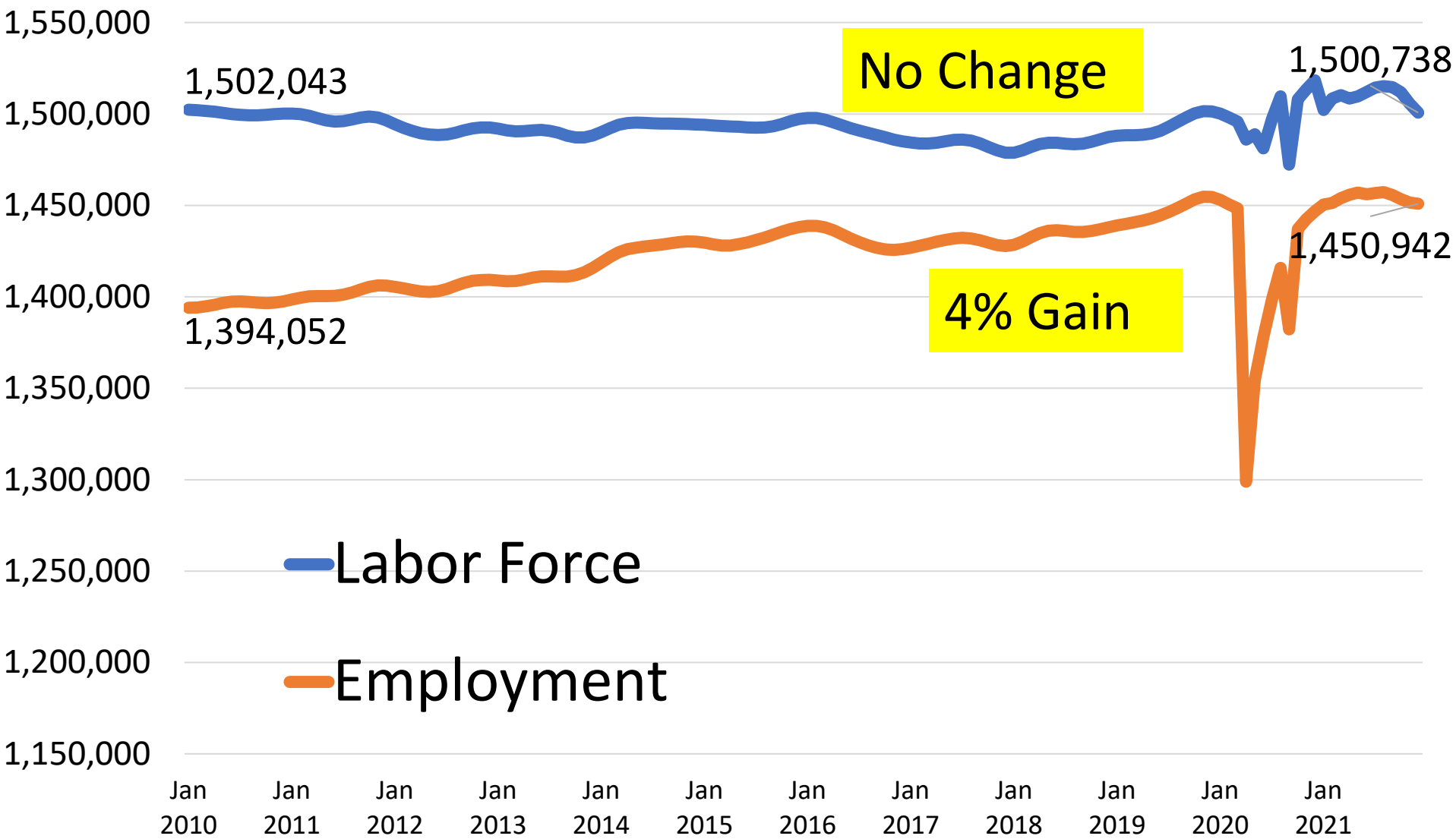
More Children
Becoming
Adults

More Out of
the Workforce
Adults
Working

More
Immigrants
Workers

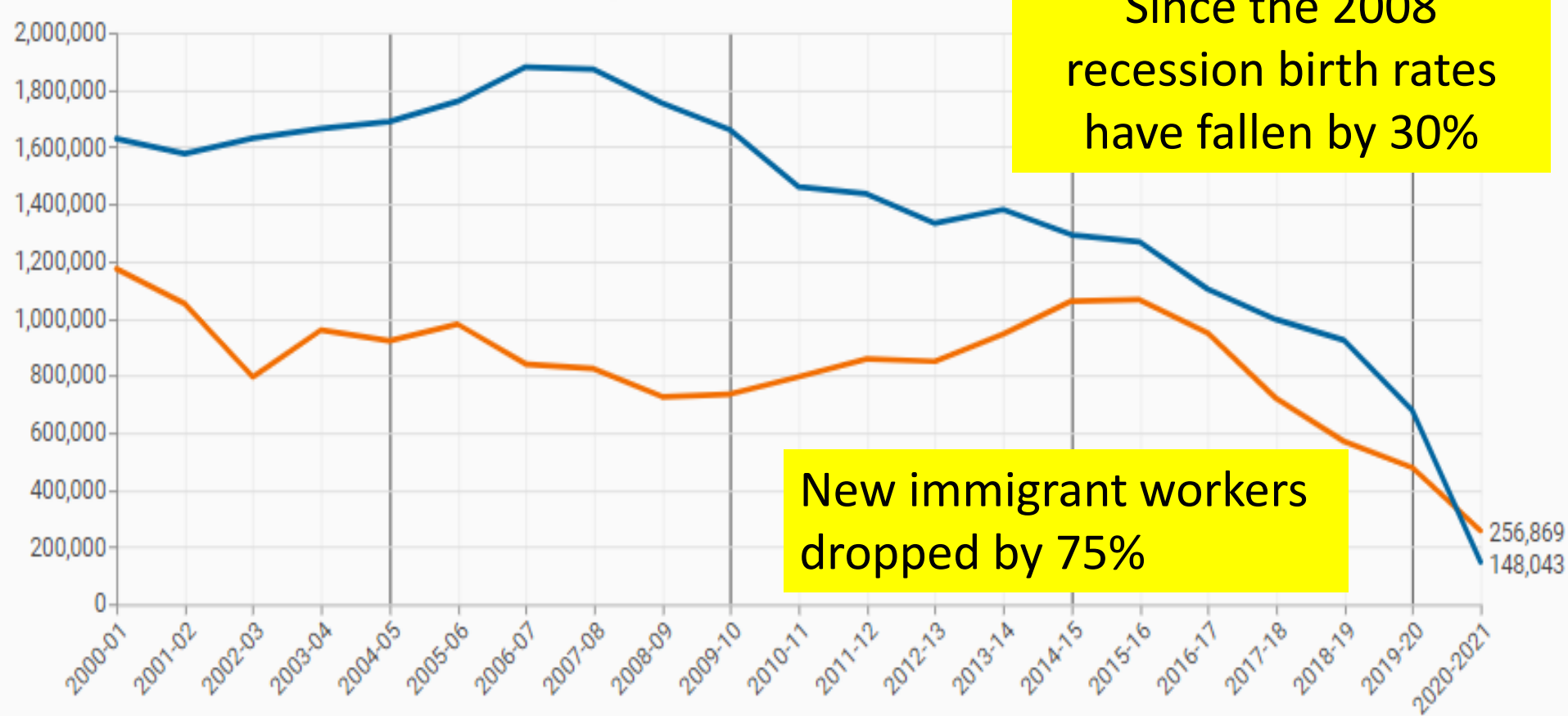
**For Kansas #4 More Workers
Move to Kansas than Move Out**

Kansas Labor Force & Employment 2010-2021



U.S. Components of Population Growth

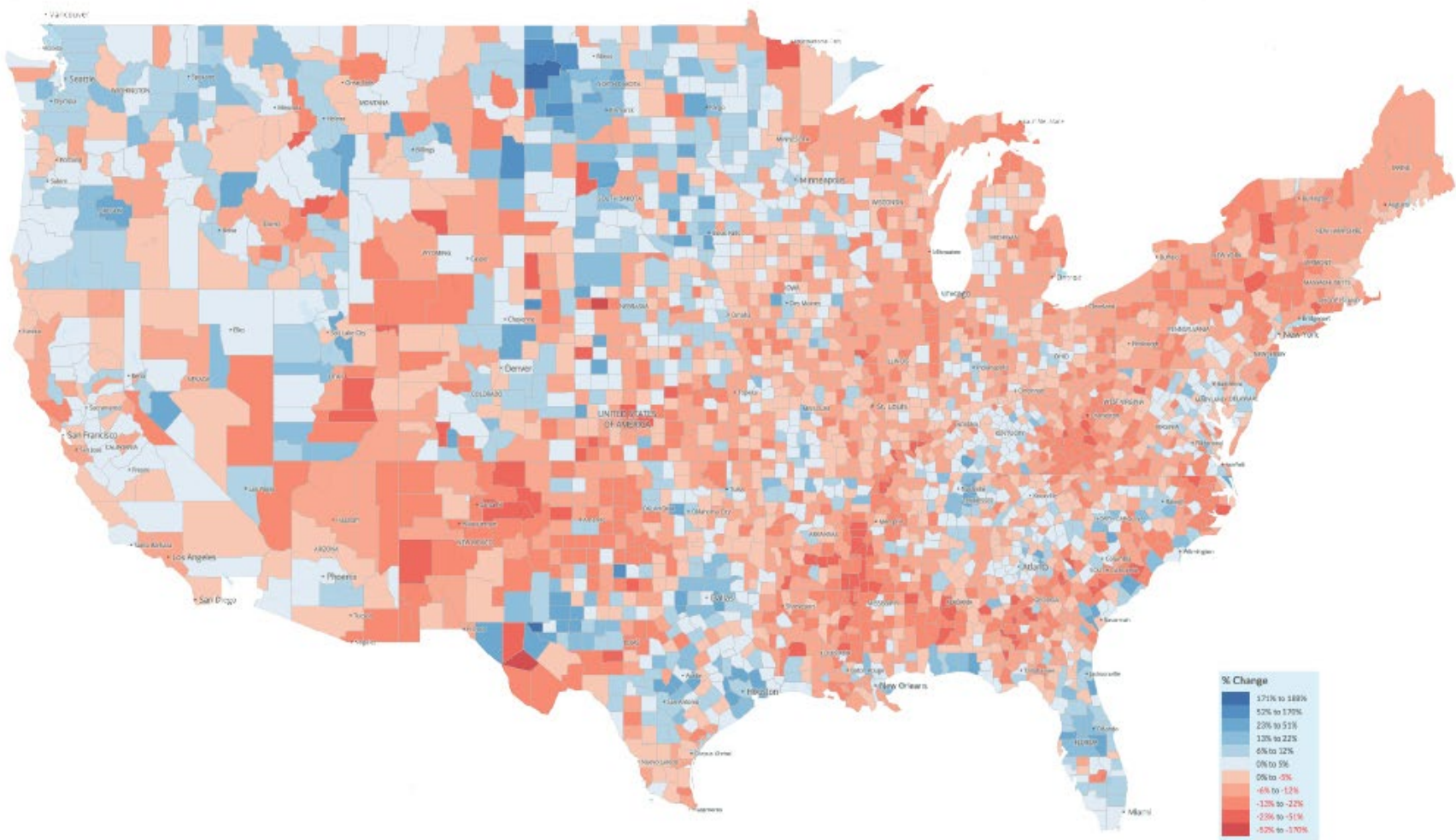
● Natural increase ● Net international migration



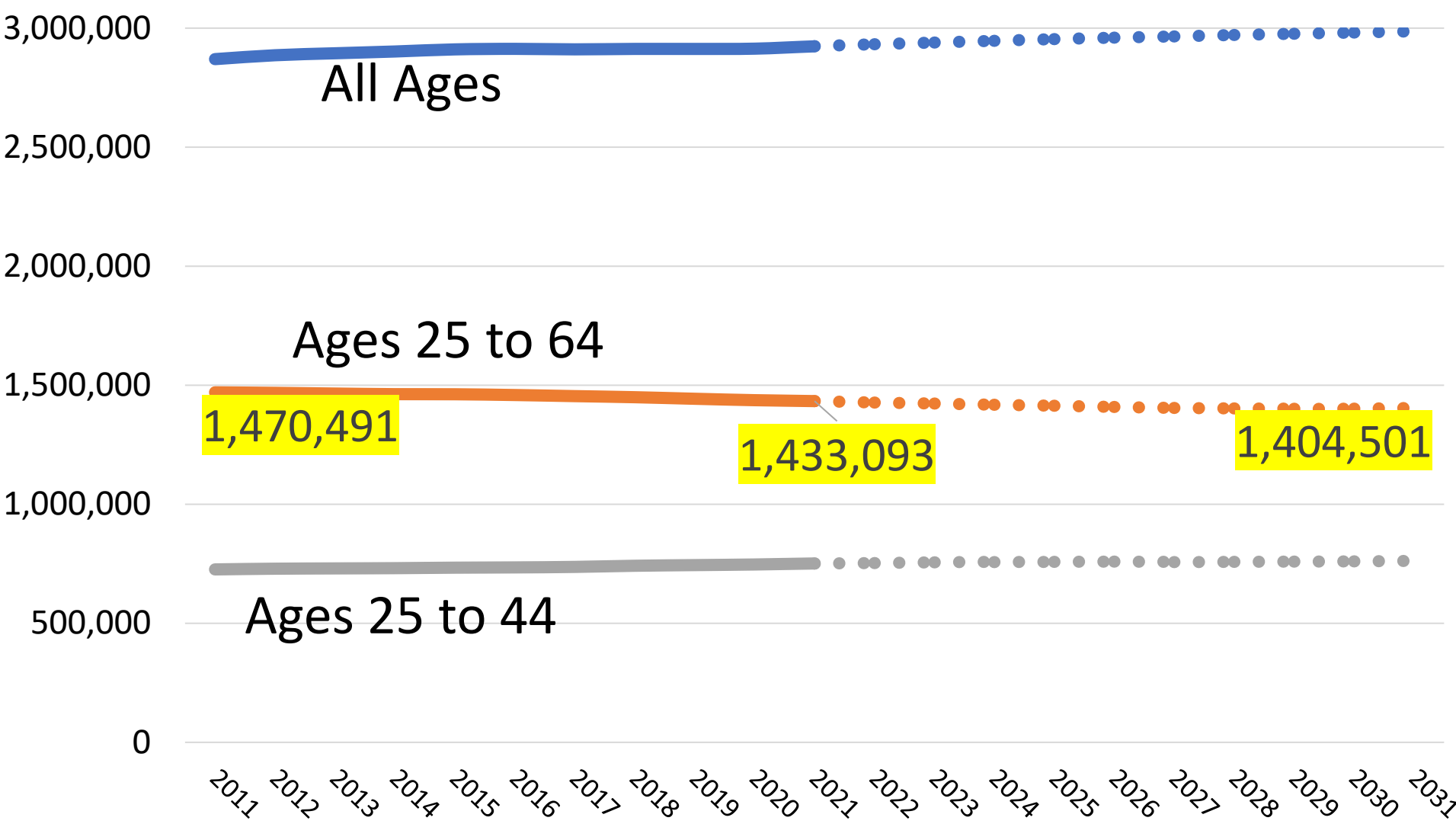
Note: Annual estimates pertain to July 1 to July 1 of successive years
Source: William H. Frey analysis of US Census Bureau estimates, released 12/21/2021

B | Brookings Metro

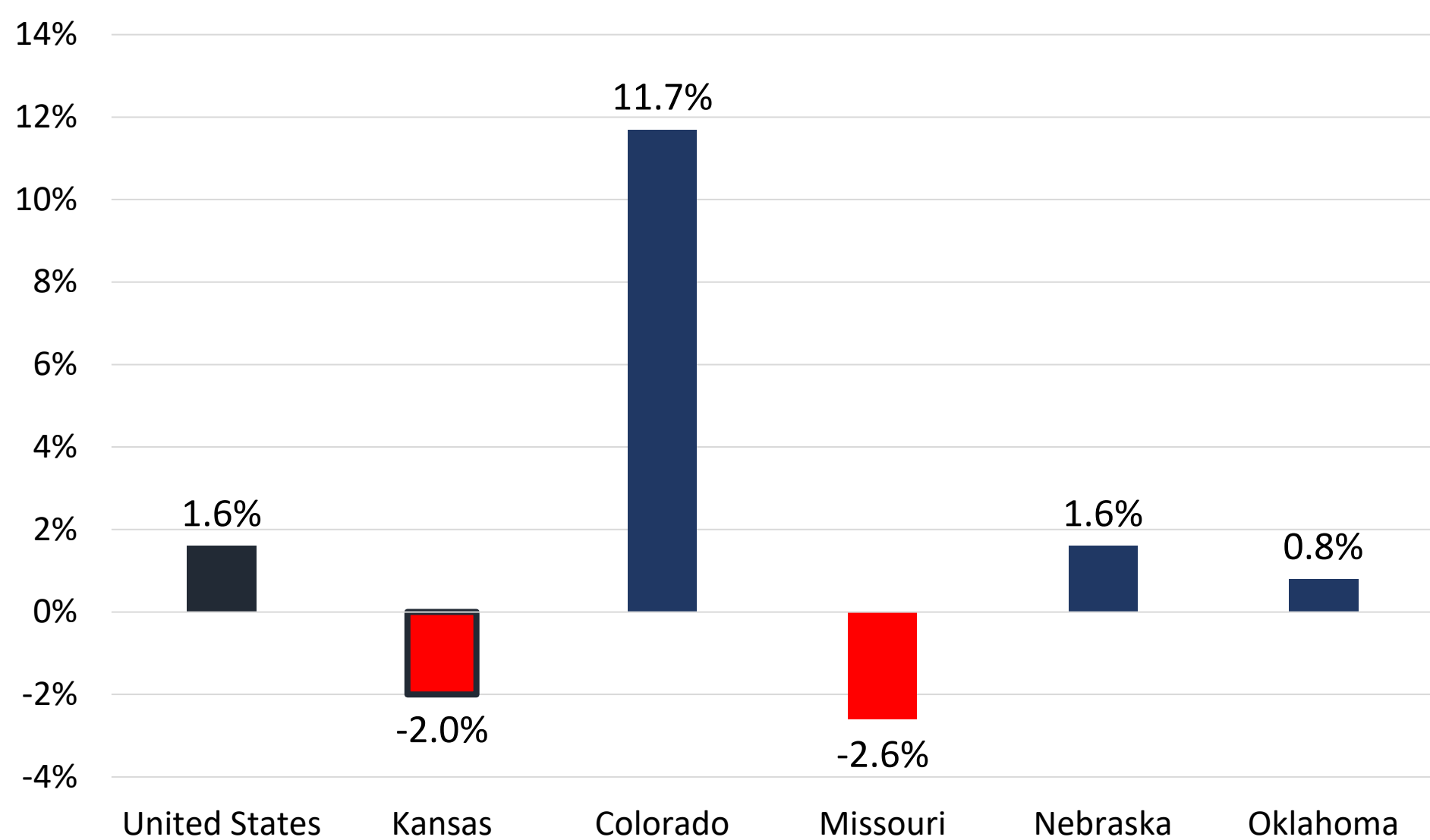
Percentage Change in Under-15 Population Between 2011-2021

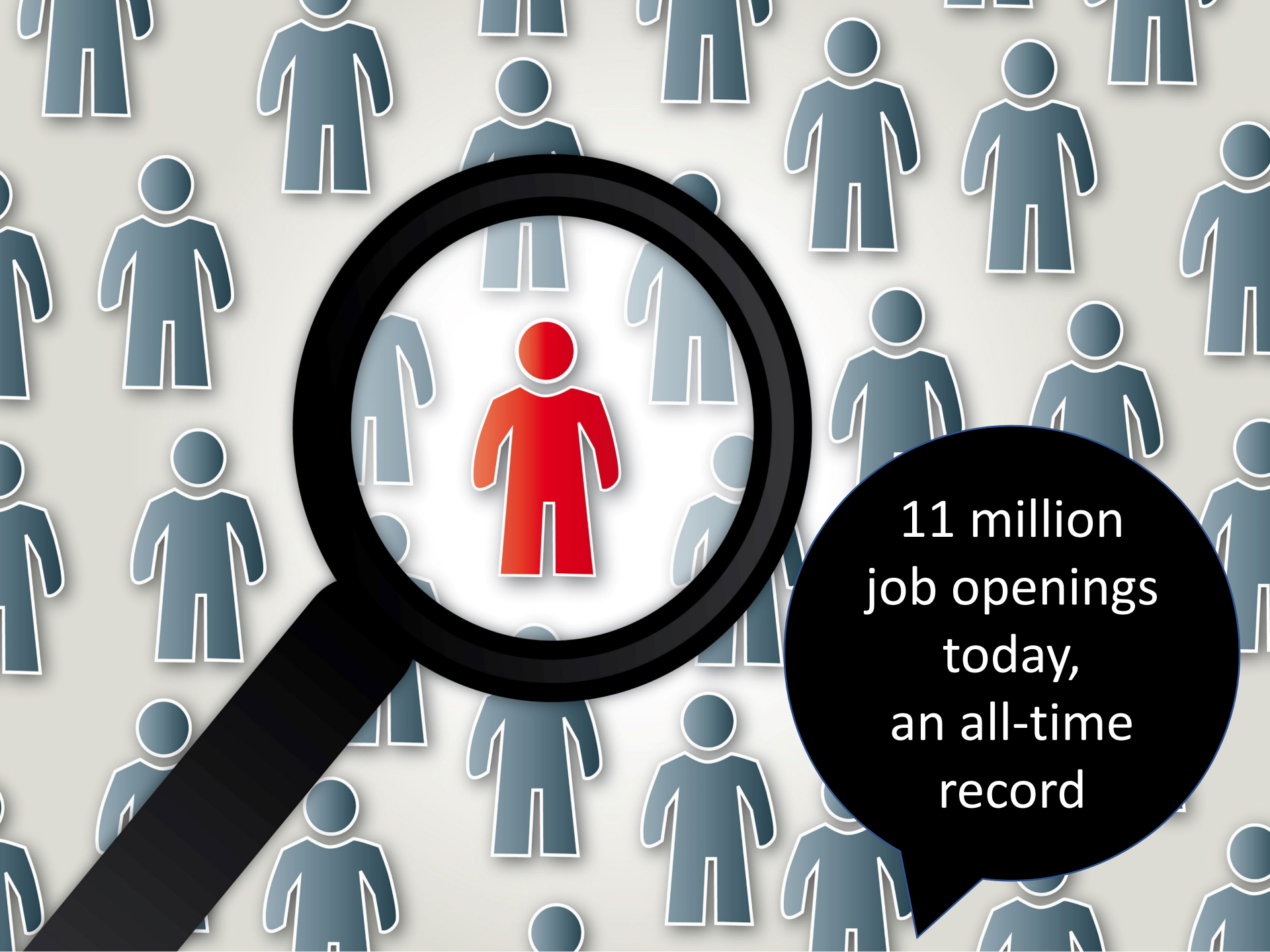


Kansas Population by Age Group 2011-2031



Projected Working-Age Population Growth 2021-2031



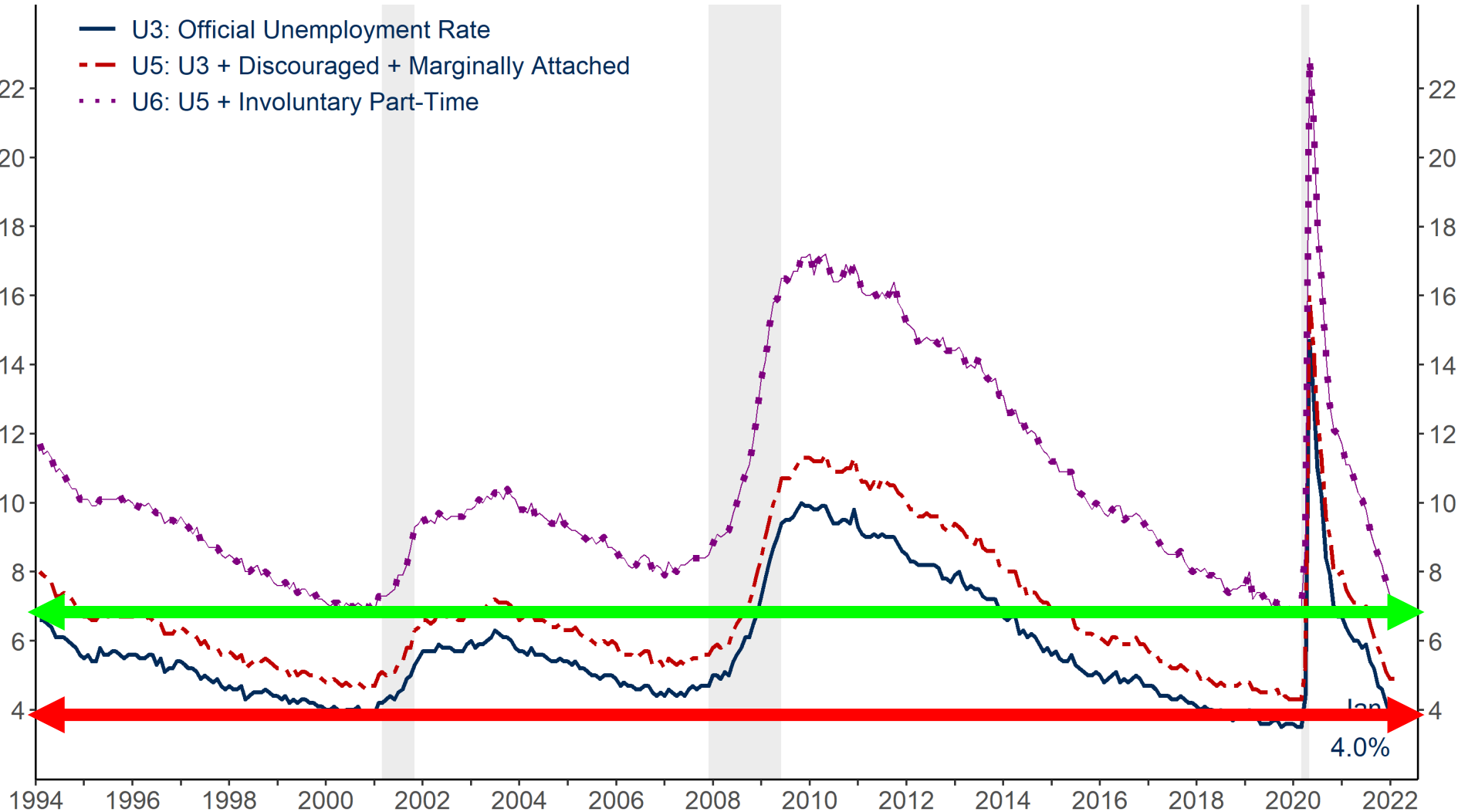


11 million
job openings
today,
an all-time
record

Measures of Labor Utilization

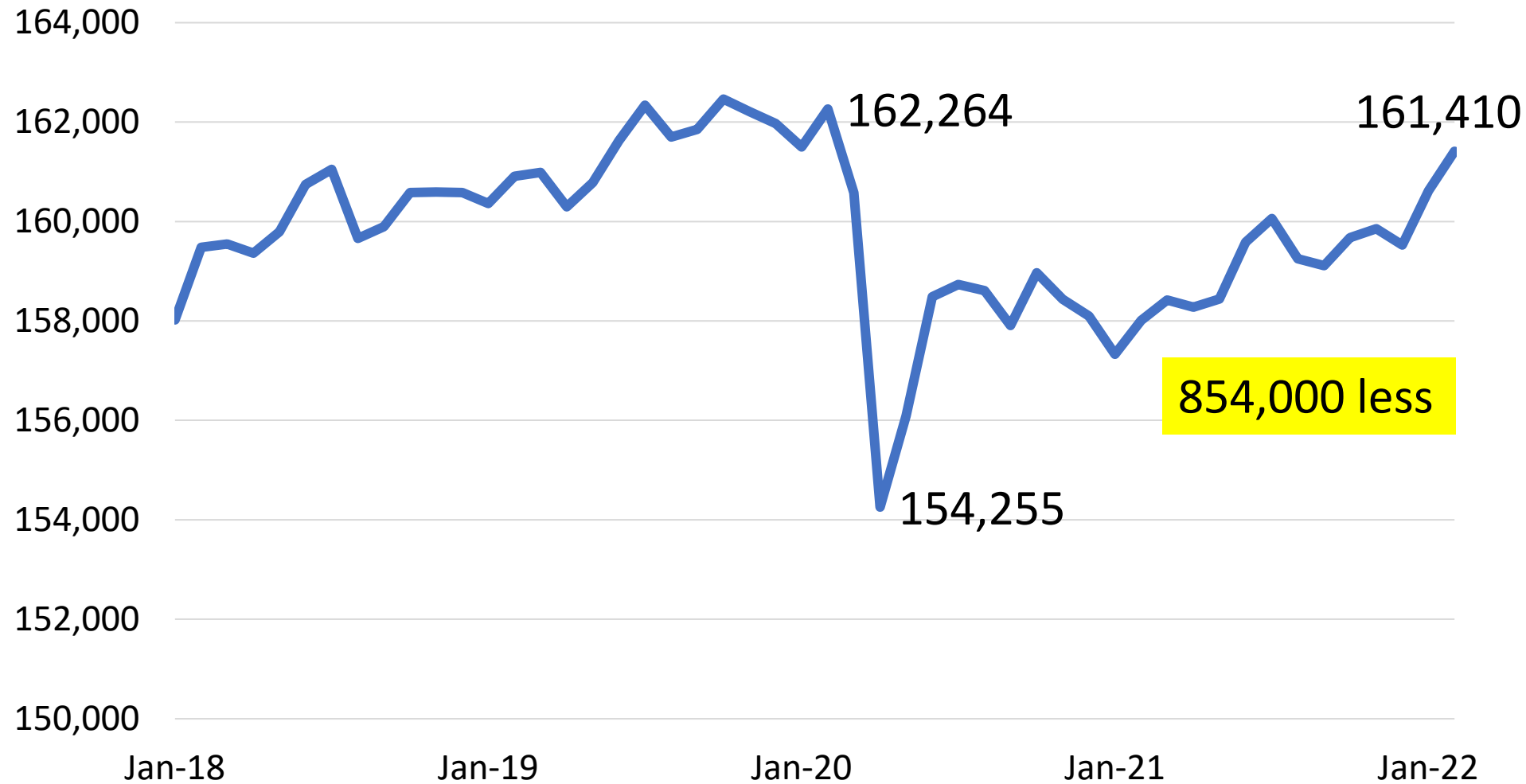
Percent

- U3: Official Unemployment Rate
- - U5: U3 + Discouraged + Marginally Attached
- · U6: U5 + Involuntary Part-Time

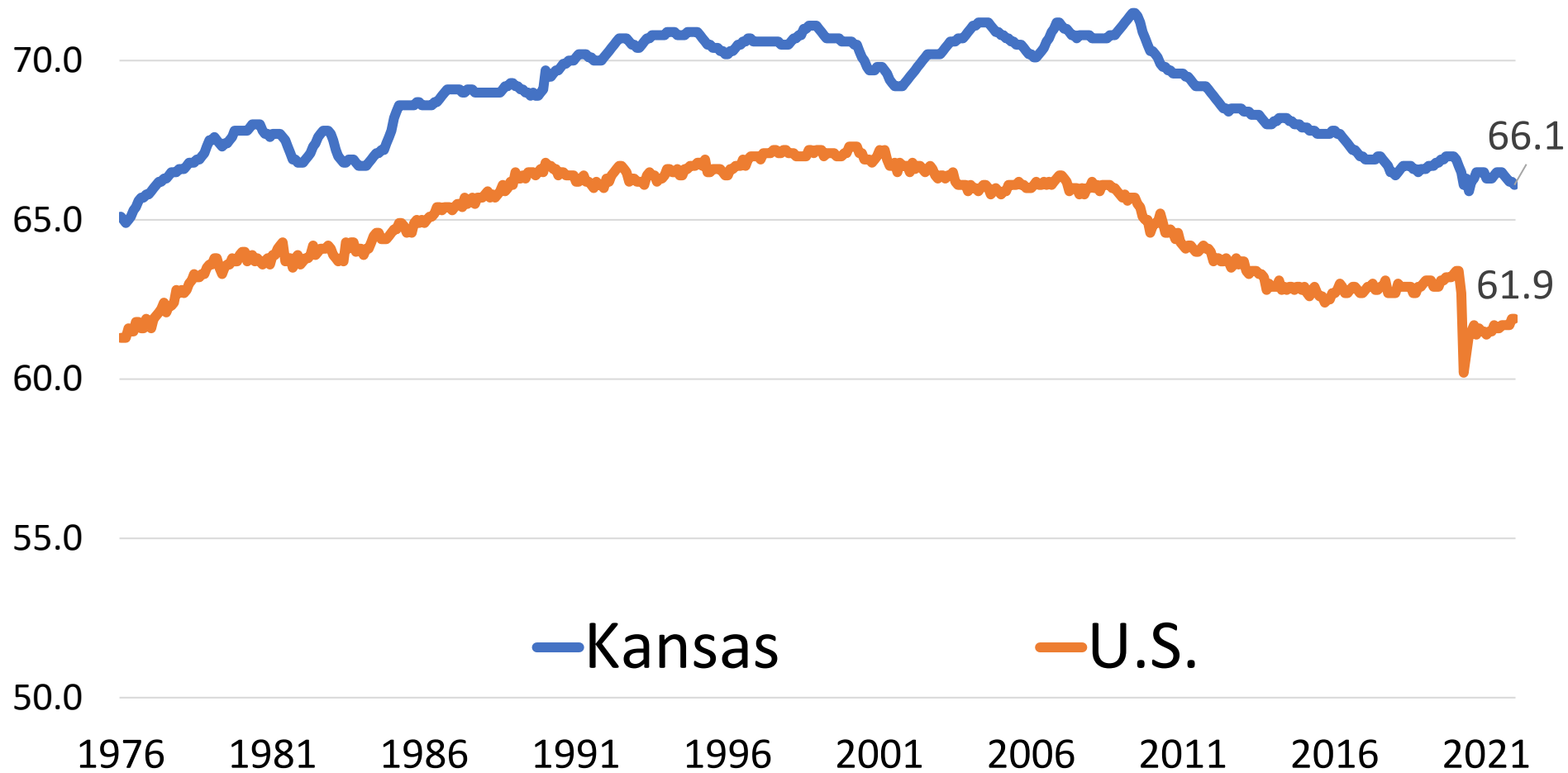


U.S. Labor Force

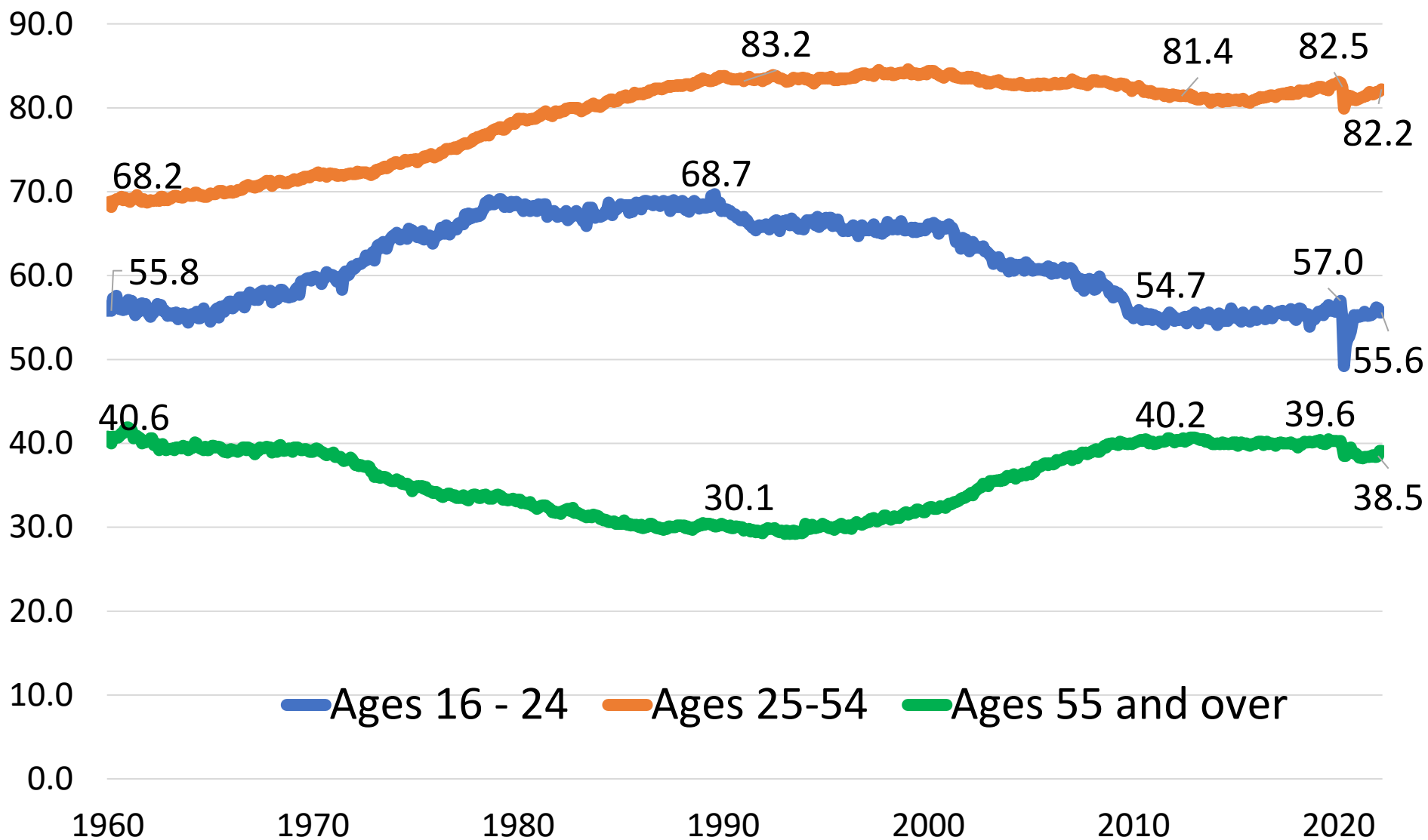
18 & older (in \$thousands)



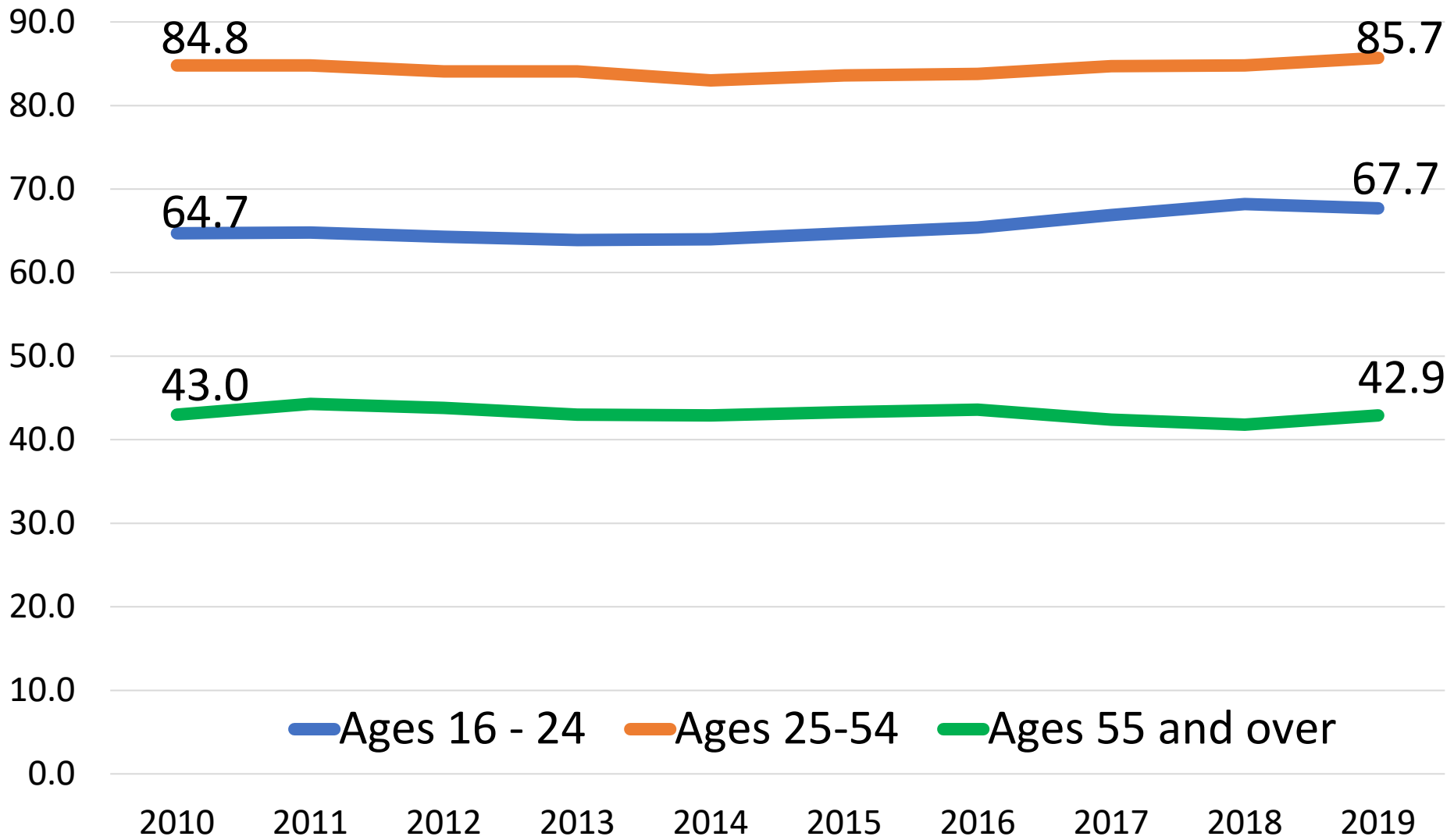
Kansas & US Labor Force Participation Rate 1976 -2021



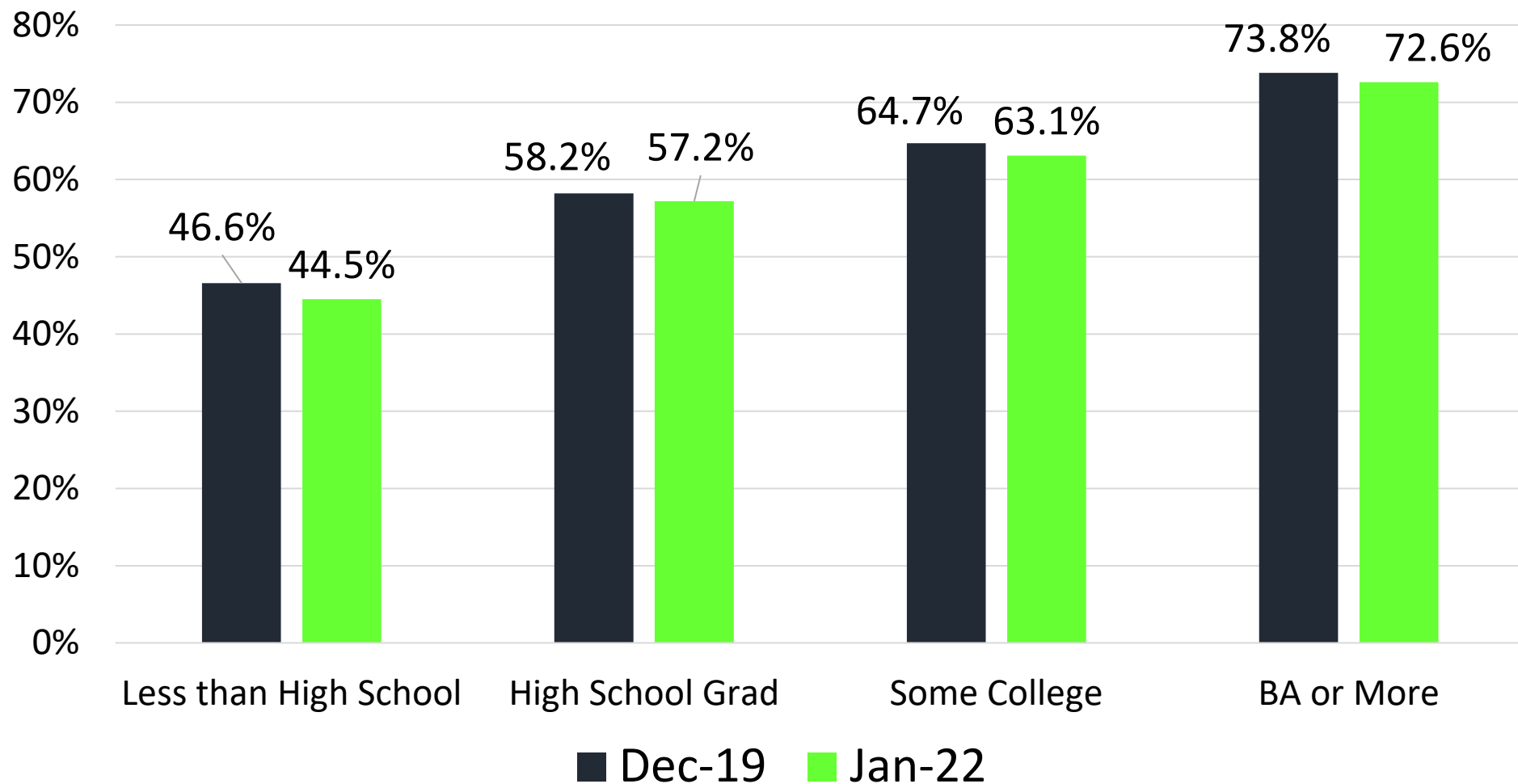
US Labor Force Participation Rate 1960 -2022



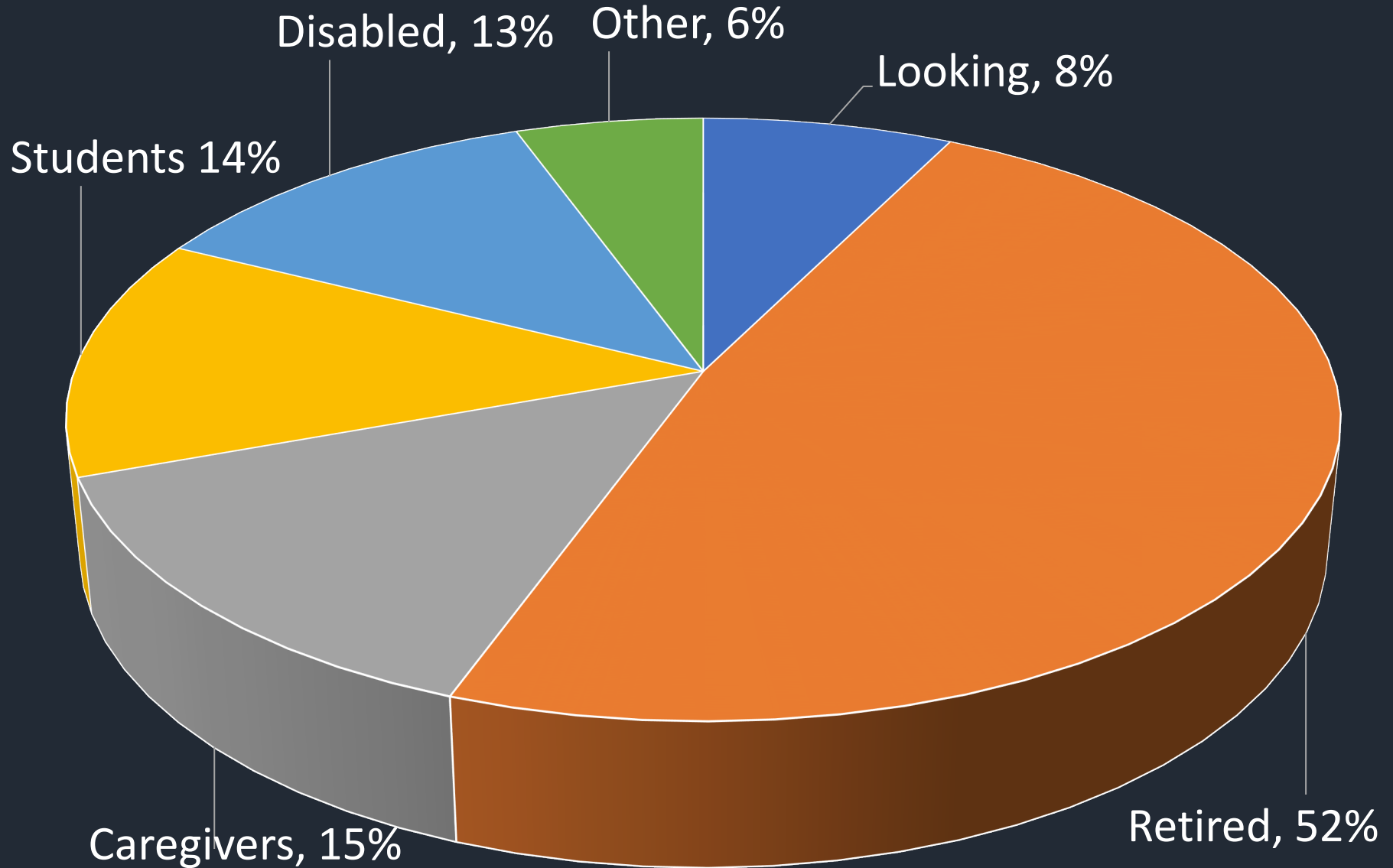
Kansas Labor Force Participation Rate 2010 - 2019



US Labor Force Participation Rate By Educational Attainment



Adults (25-64) Not Working





Childcare Services Employment is
10.4% less than Pre-Pandemic

In 2020 42 million self-
employed

GIG
ECONOMY

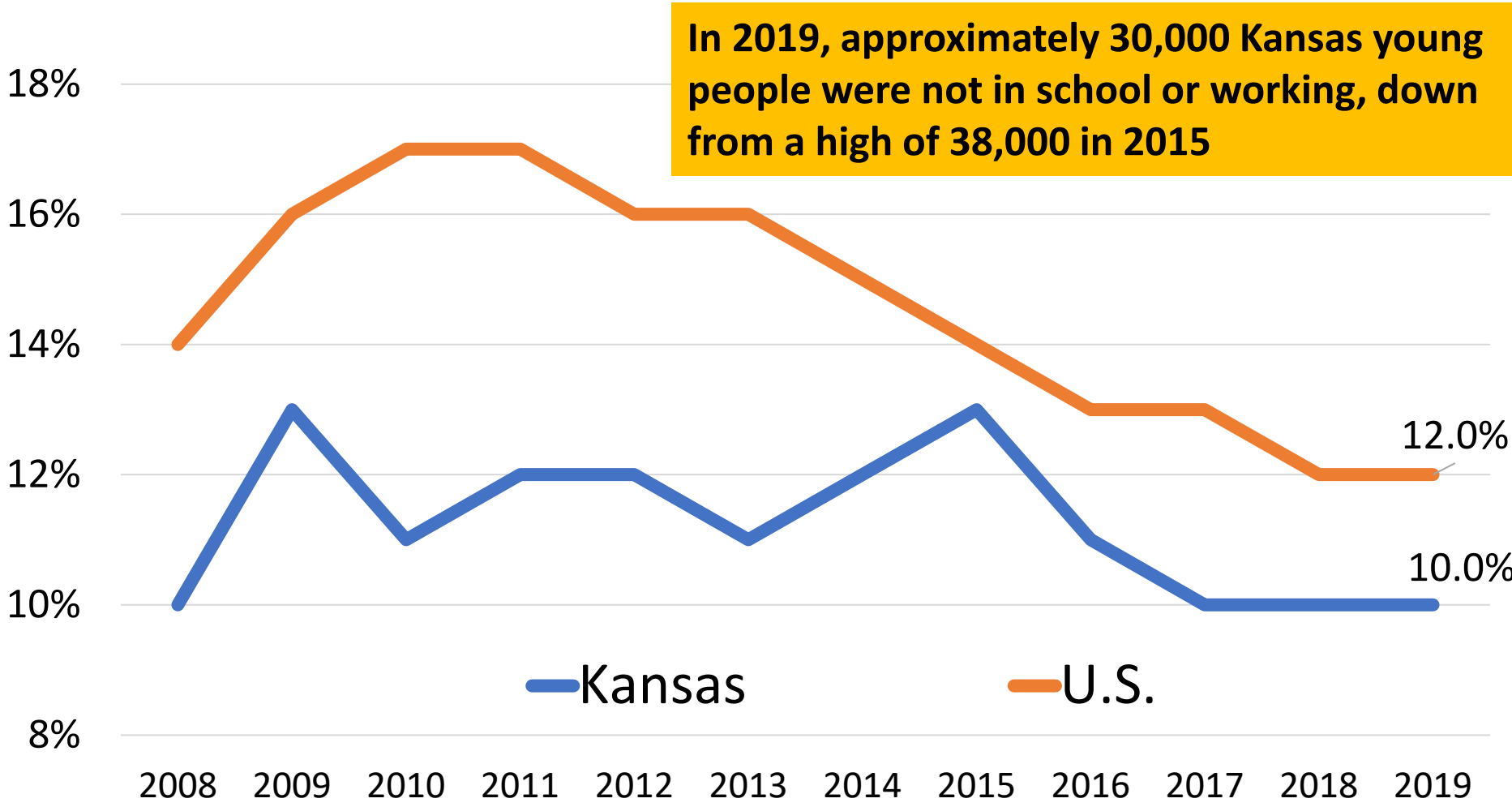


Large numbers of early retirements

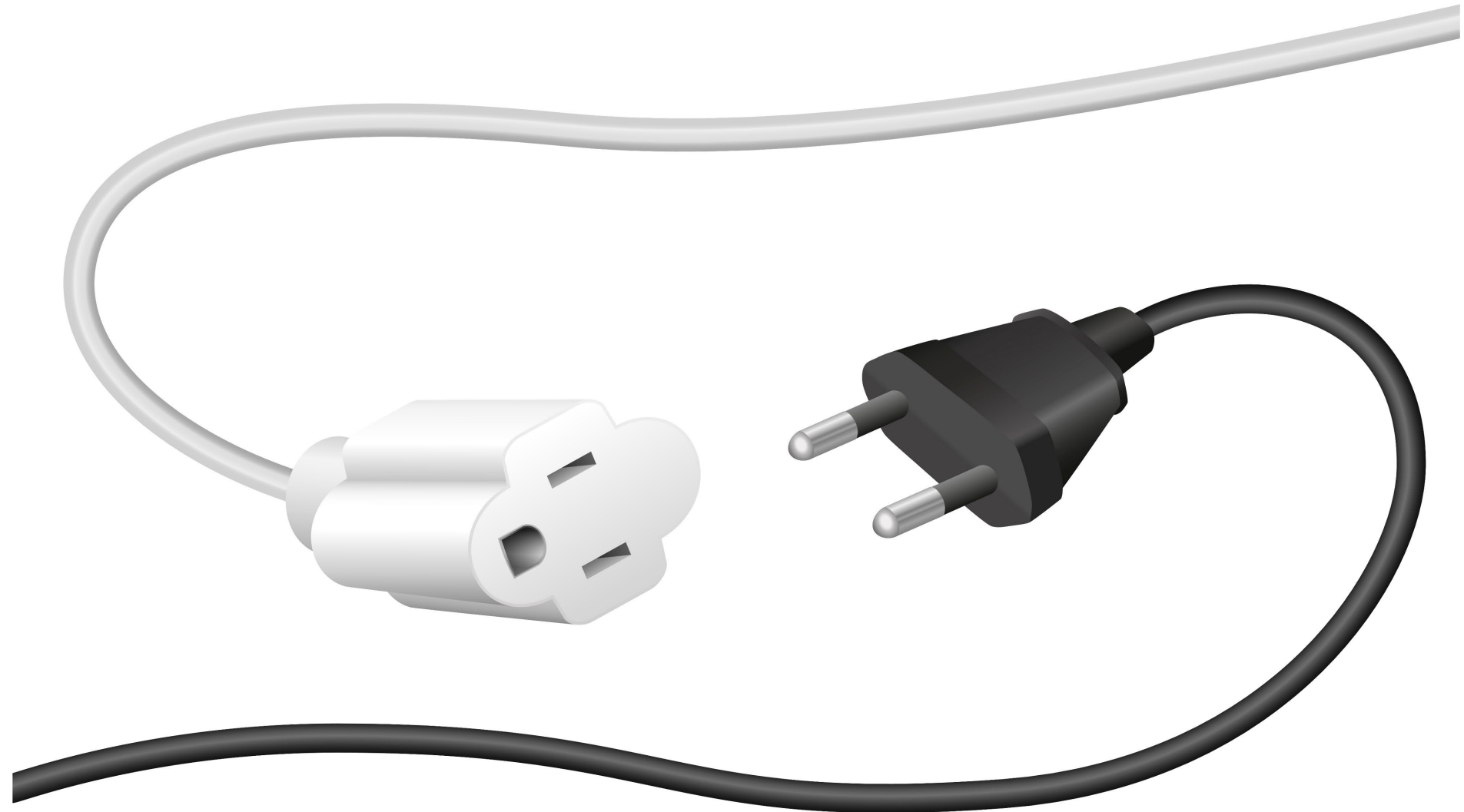


Among adults not working and not
looking, 45% due to physical health, 20%
due to mental health.

Ages 18–24 Not in School or Working 2008-2019

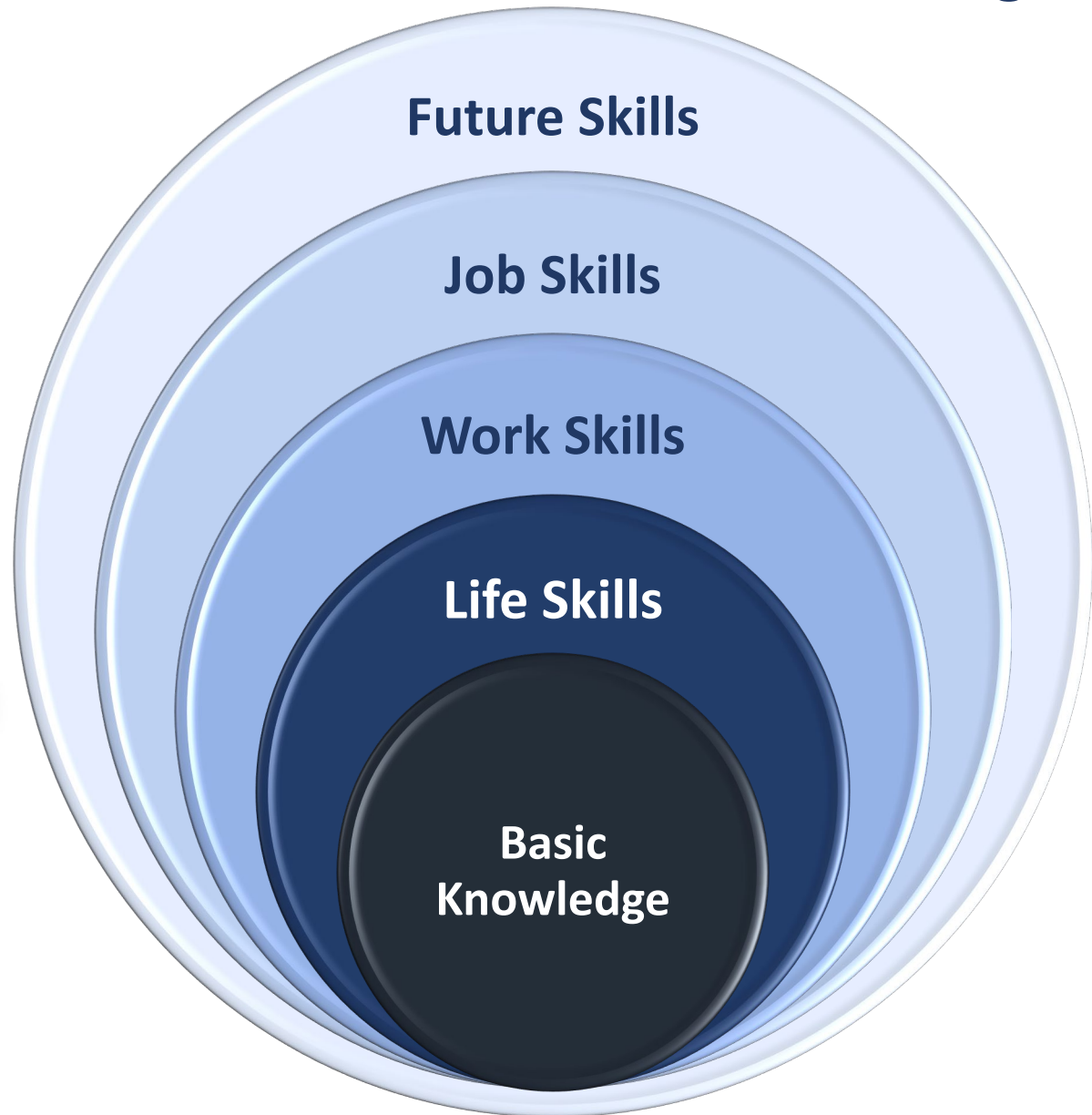


#2 Skills Mismatch

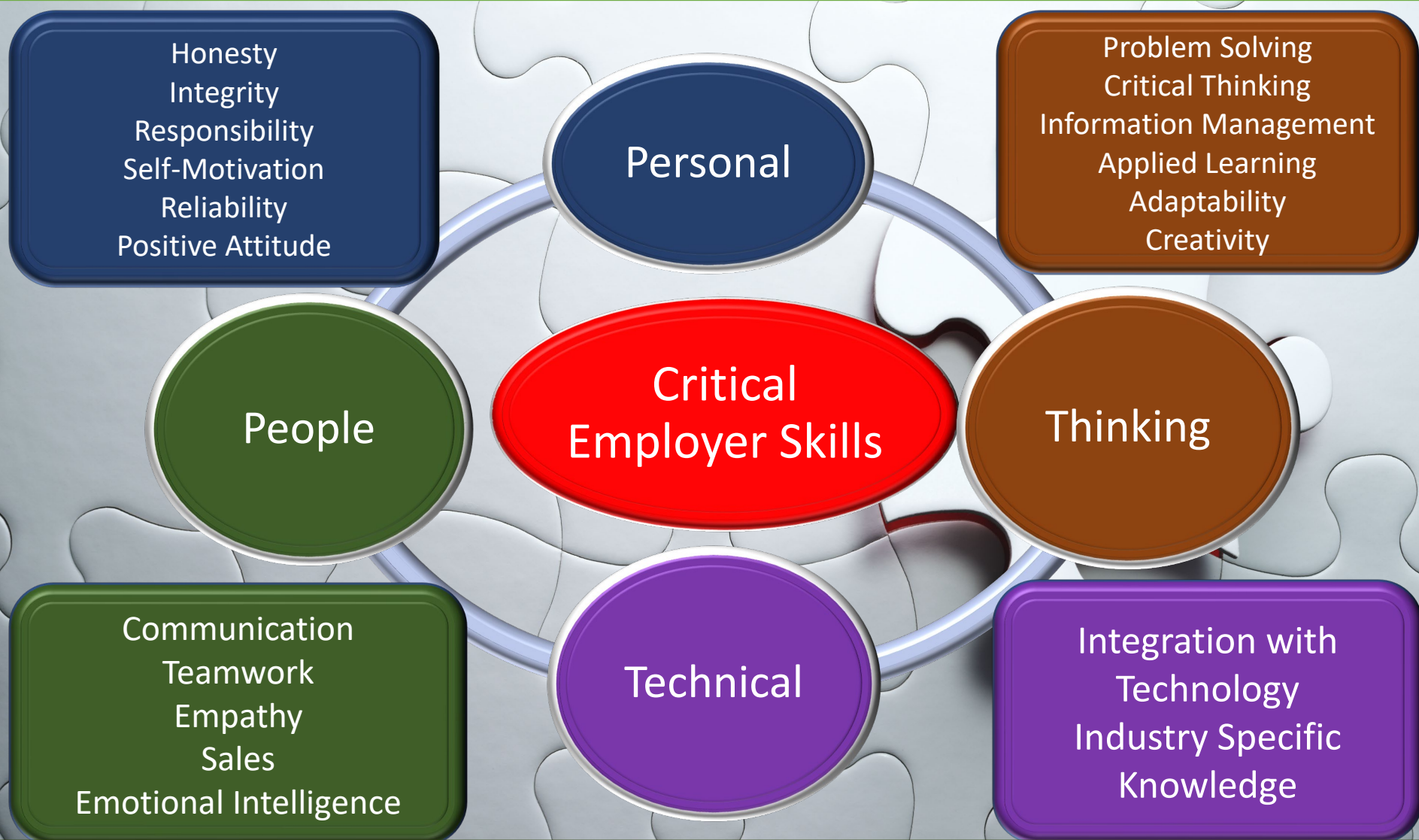


Estimates as High as 40% of Workers Will Need Reskilling

“Workers Need Better Skills”

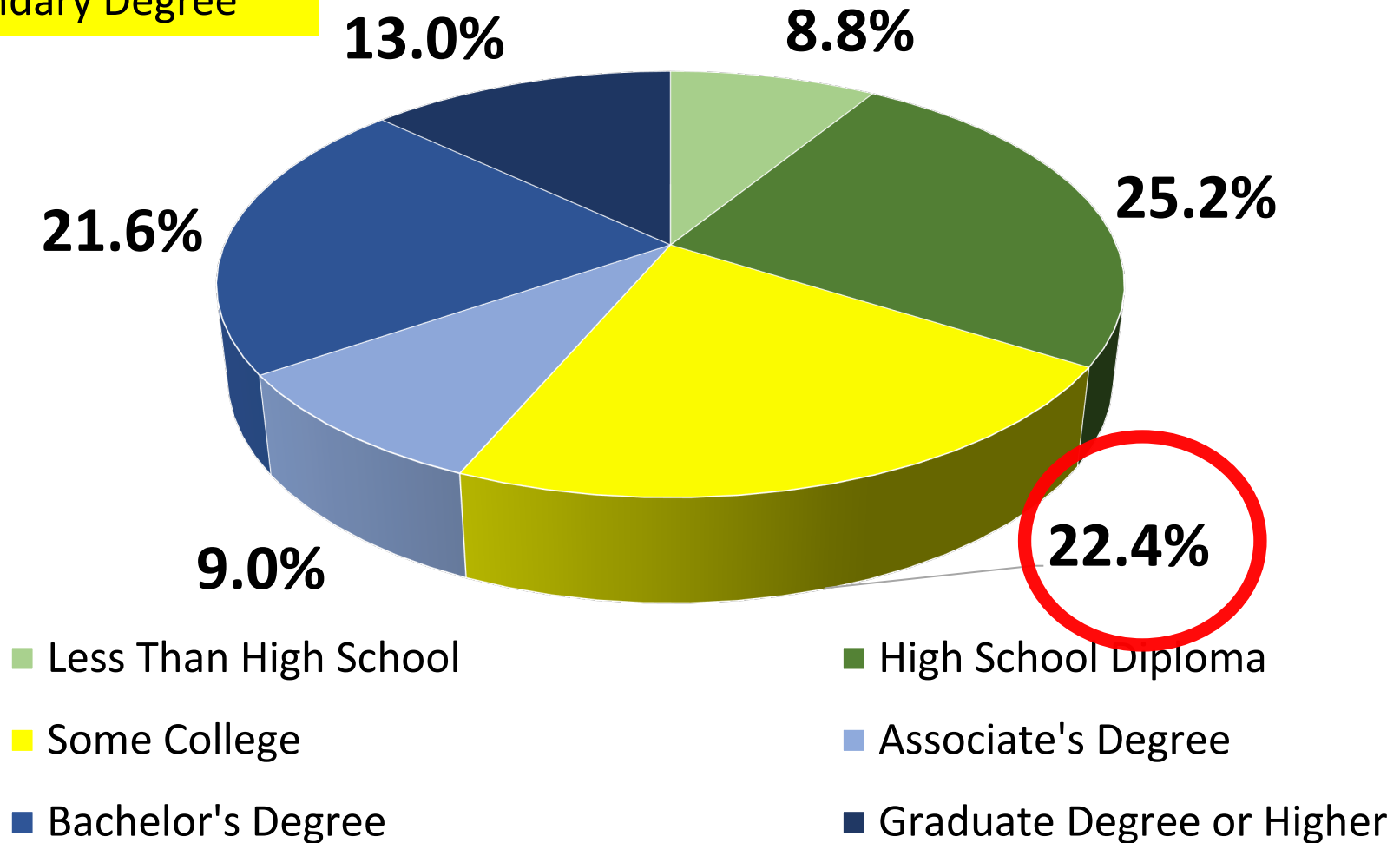


The Skills We Hear



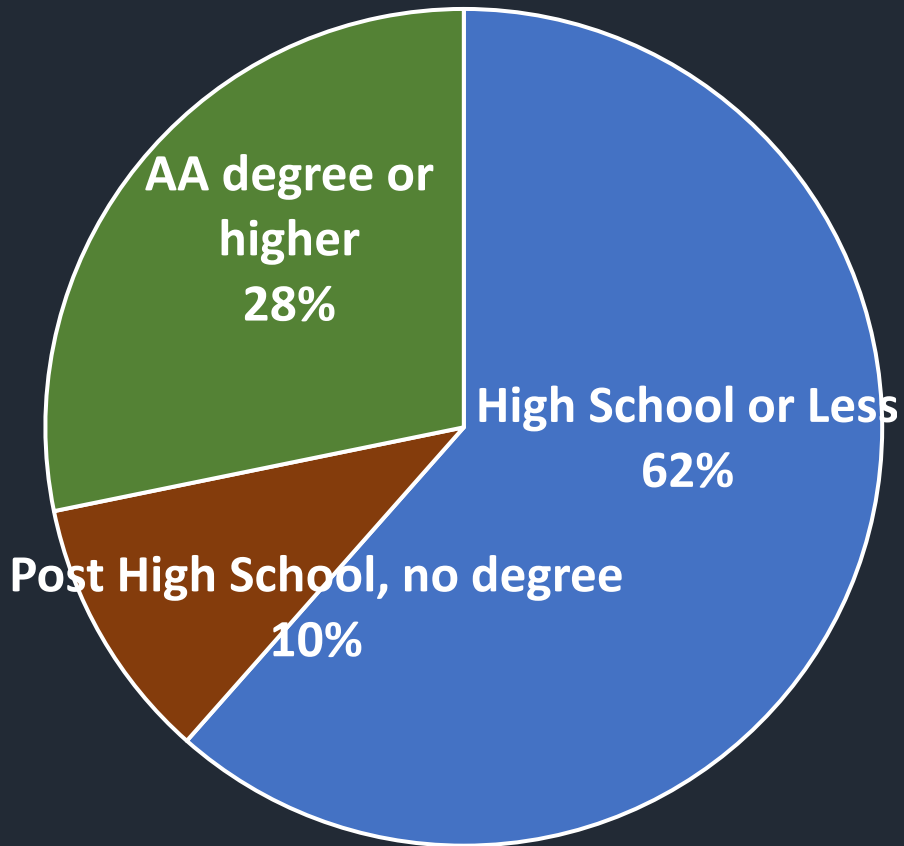
Kansas Educational Attainment 2021

43.6% with Post
Secondary Degree

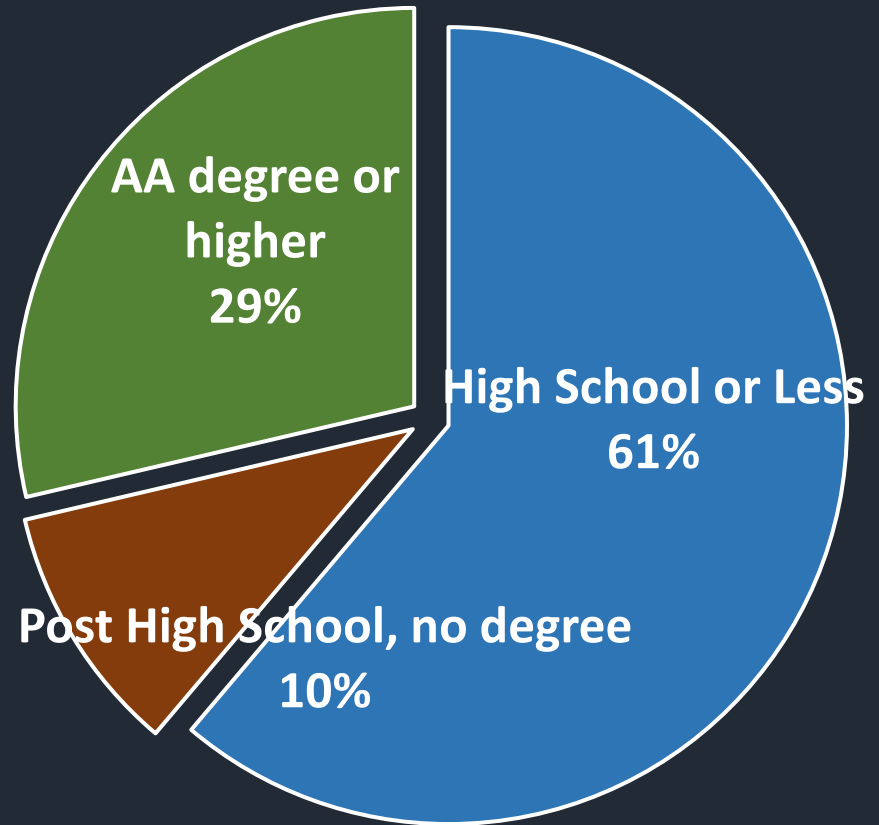


Education Needed for Current Kansas Jobs

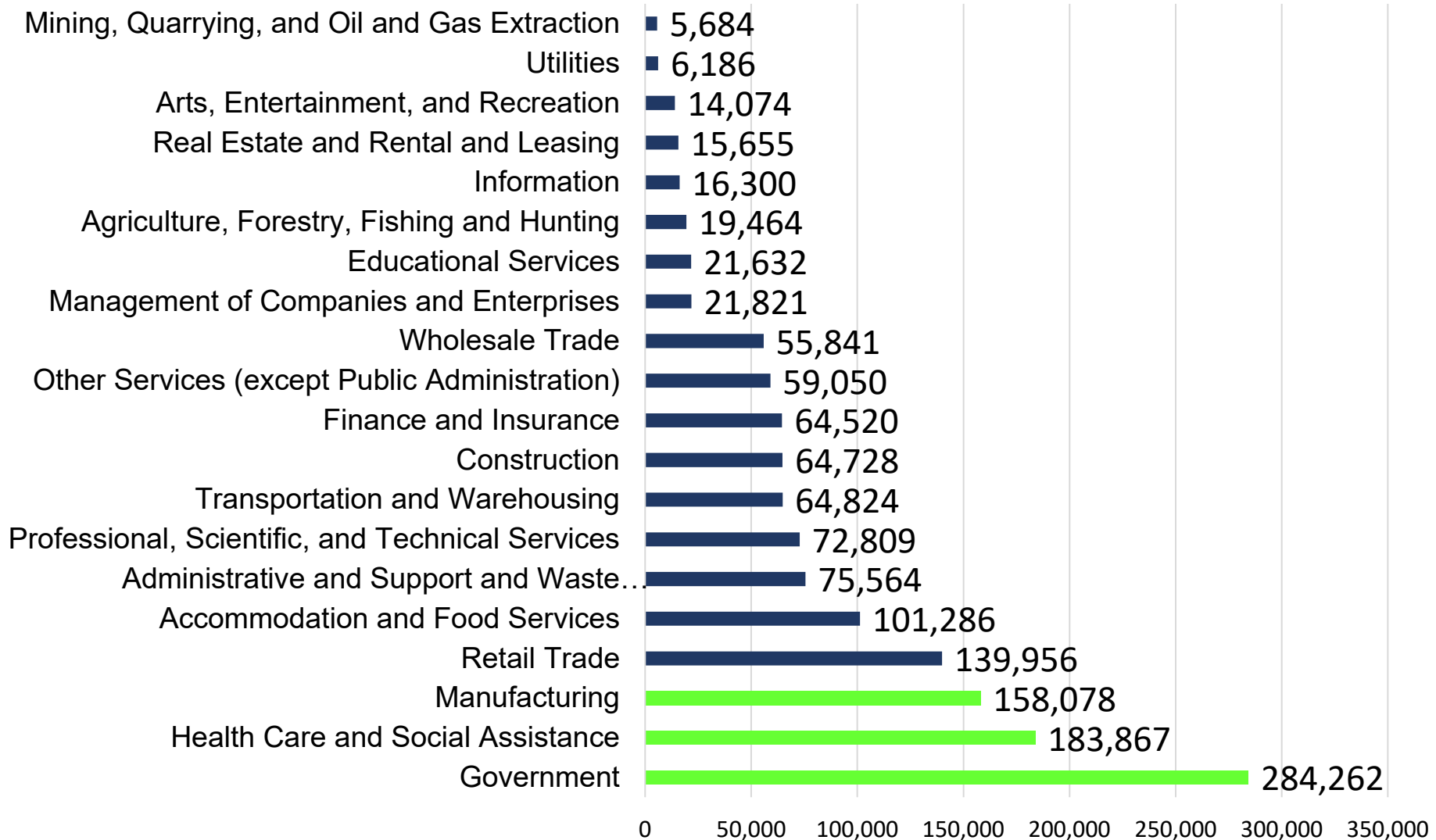
2020 Jobs



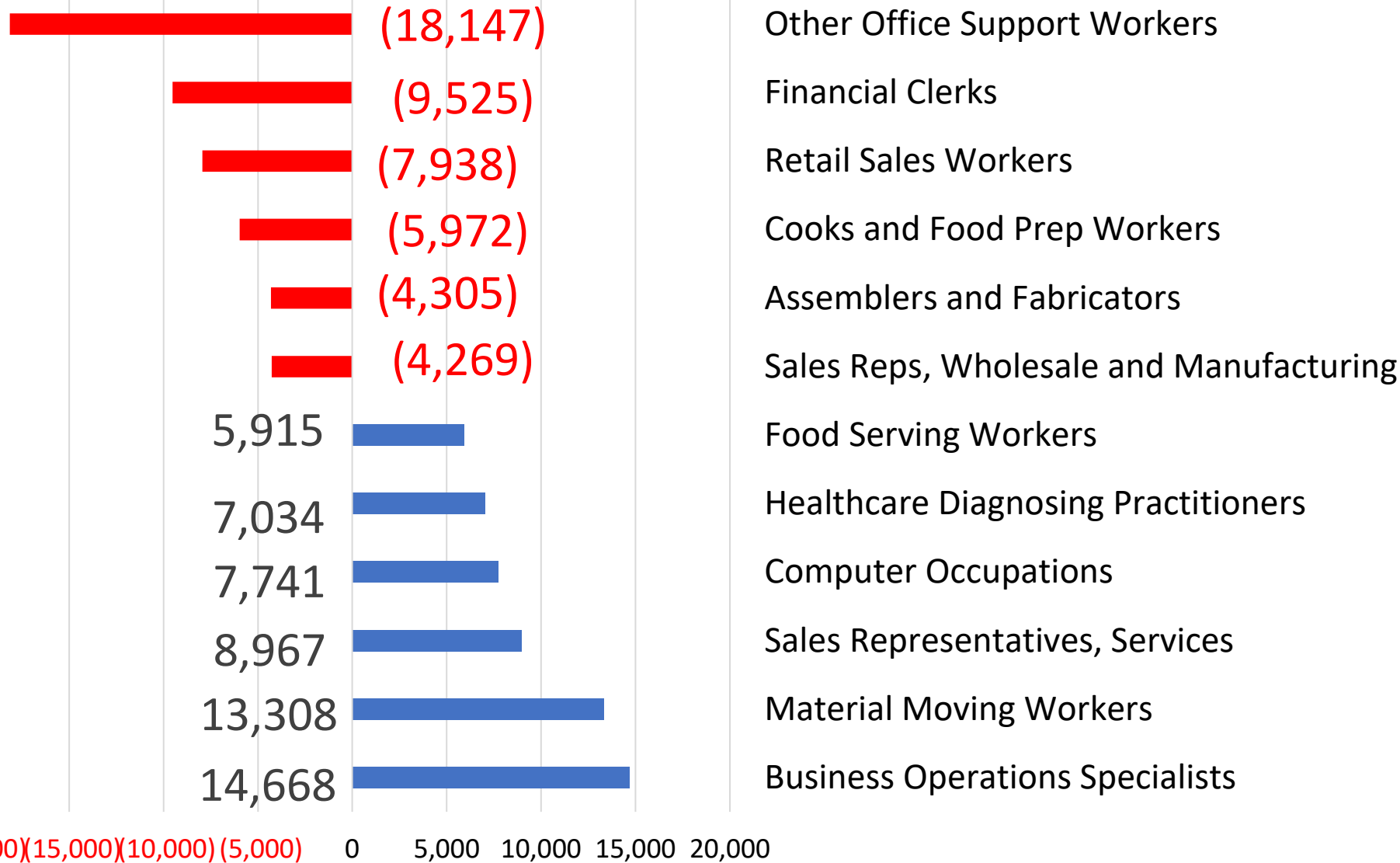
2025 Jobs



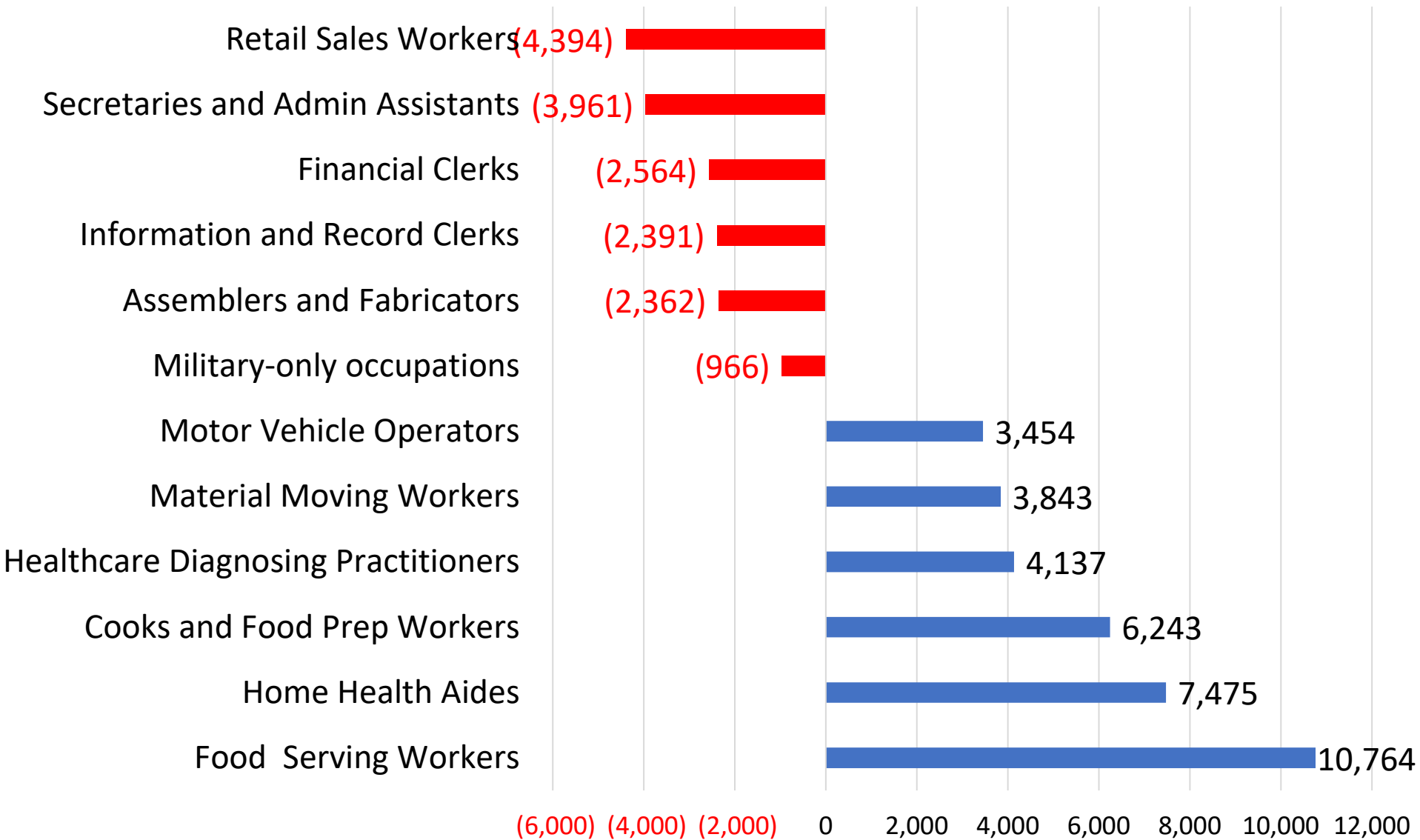
2021 Employment in Kansas



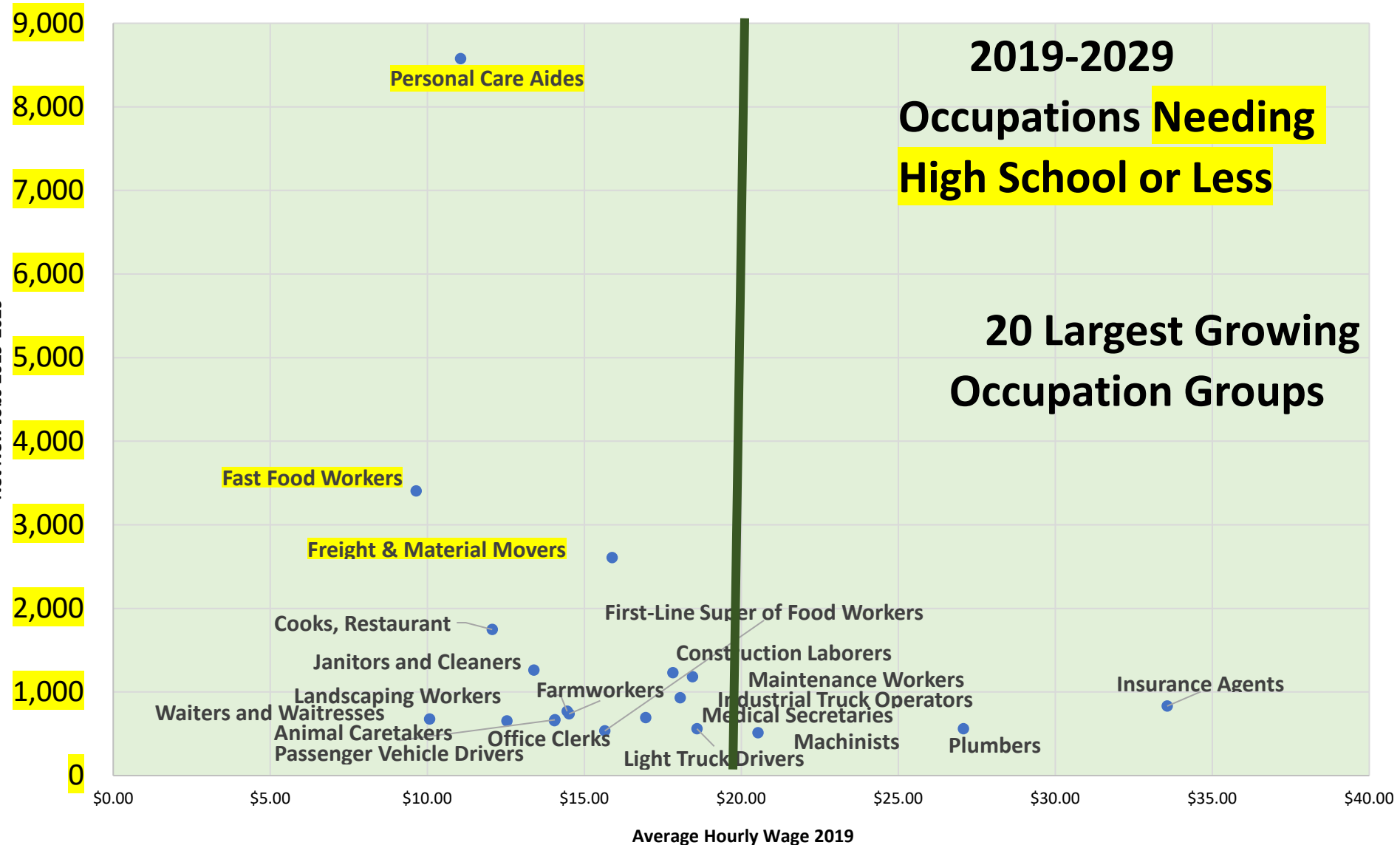
Kansas Occupations 2011-2021



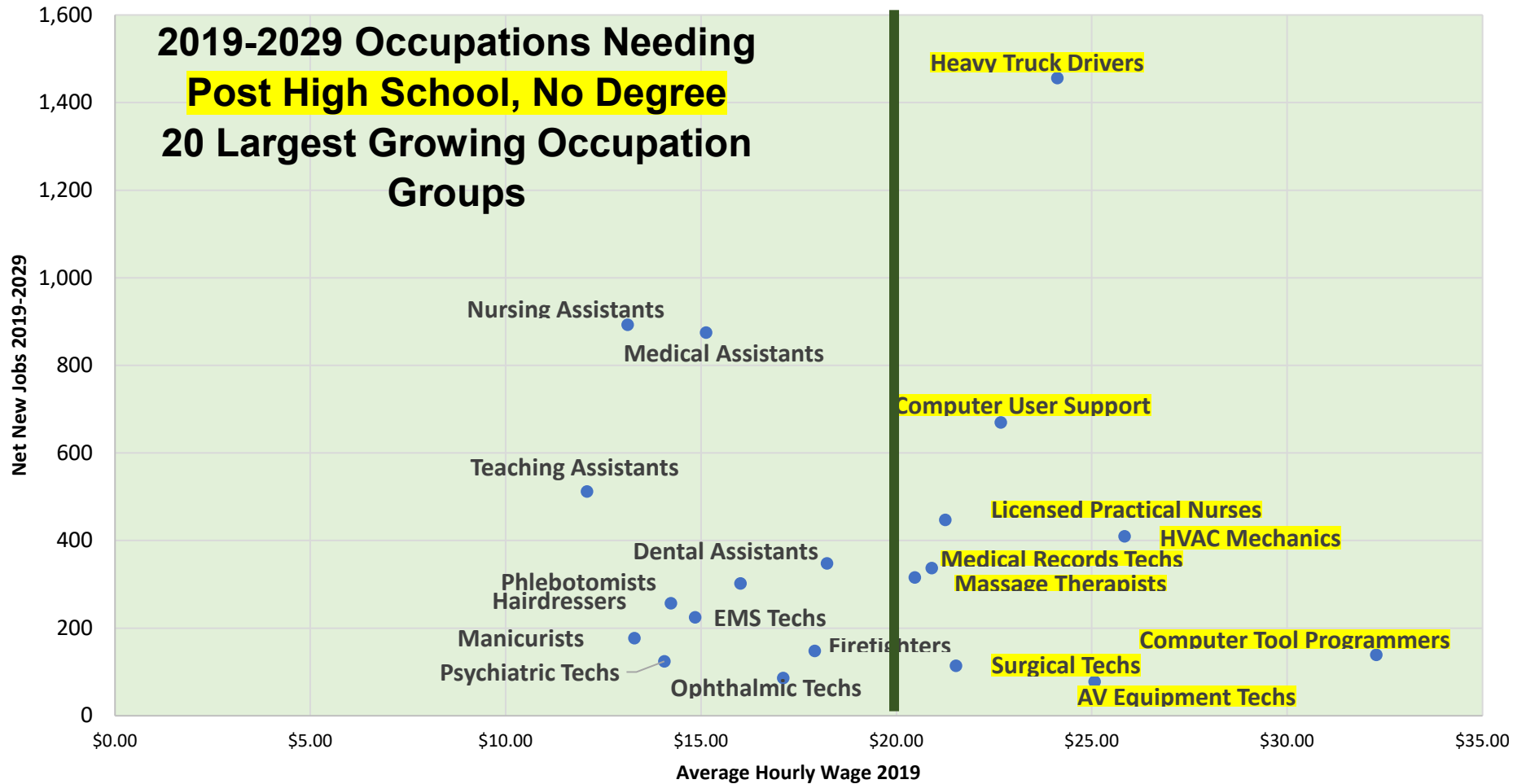
Kansas Projected Occupations 2021-2031



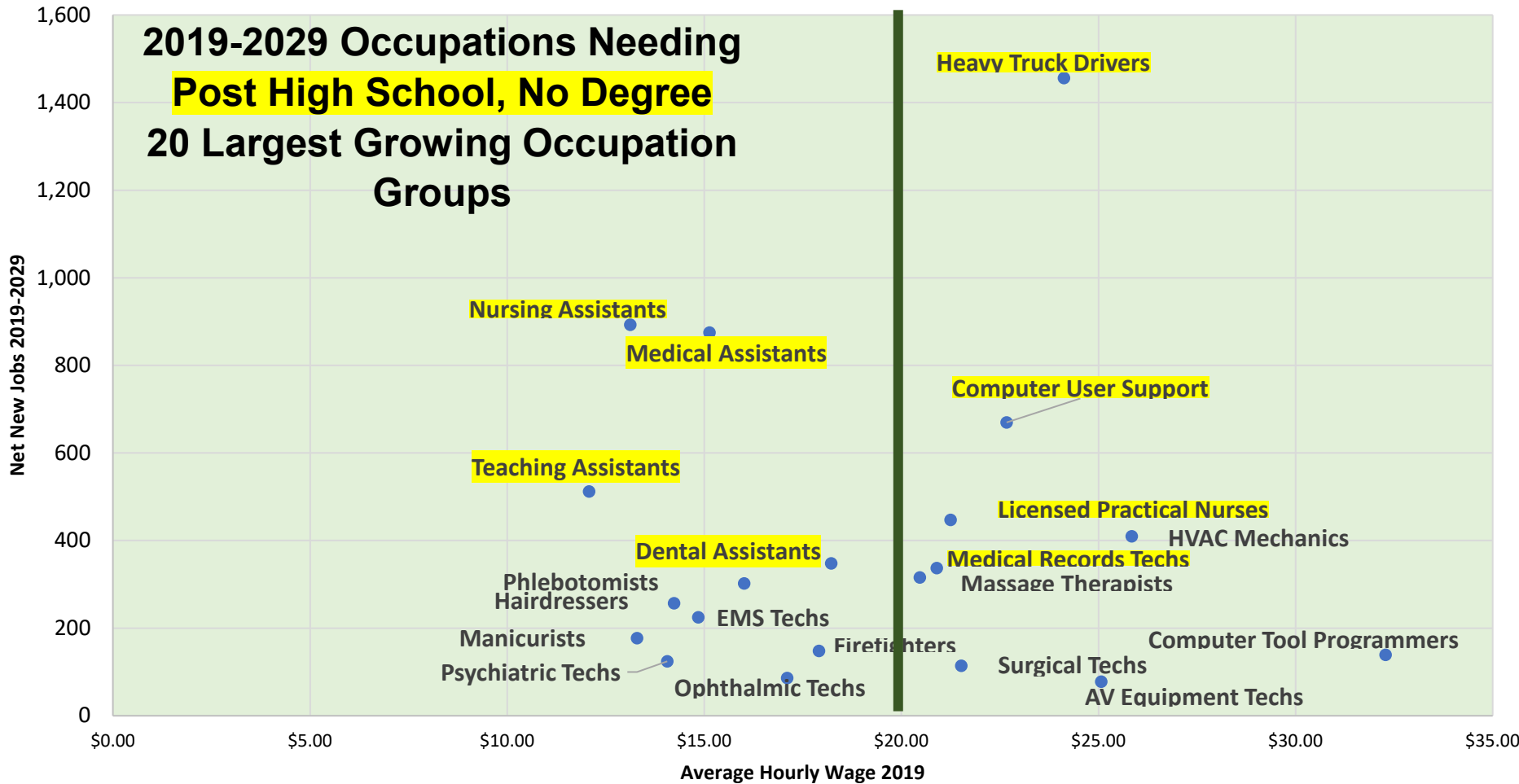
Occupations, Wages, and Required Education Levels



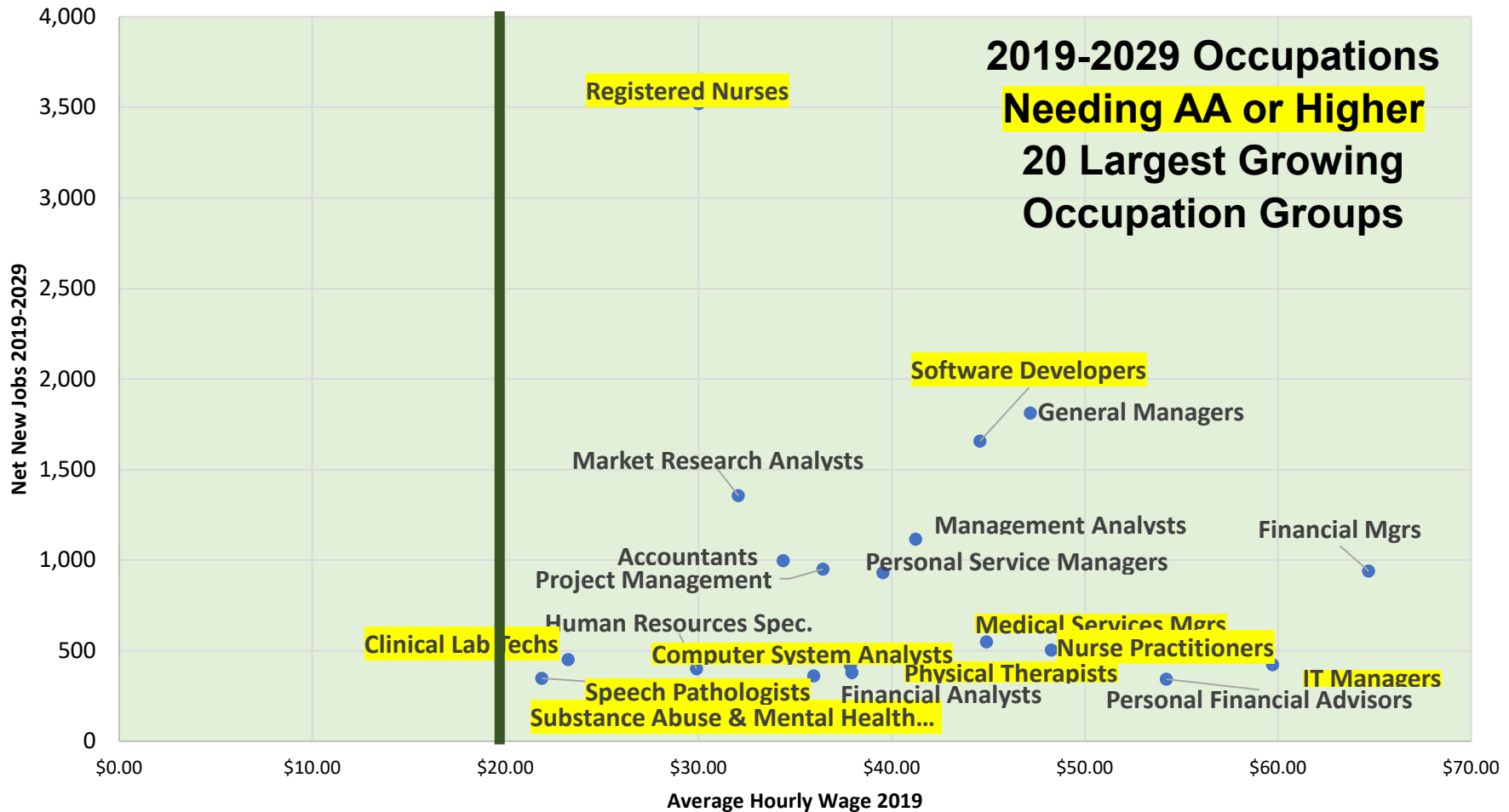
Occupations, Wages, and Required Education Levels



Occupations, Wages, and Required Education Levels

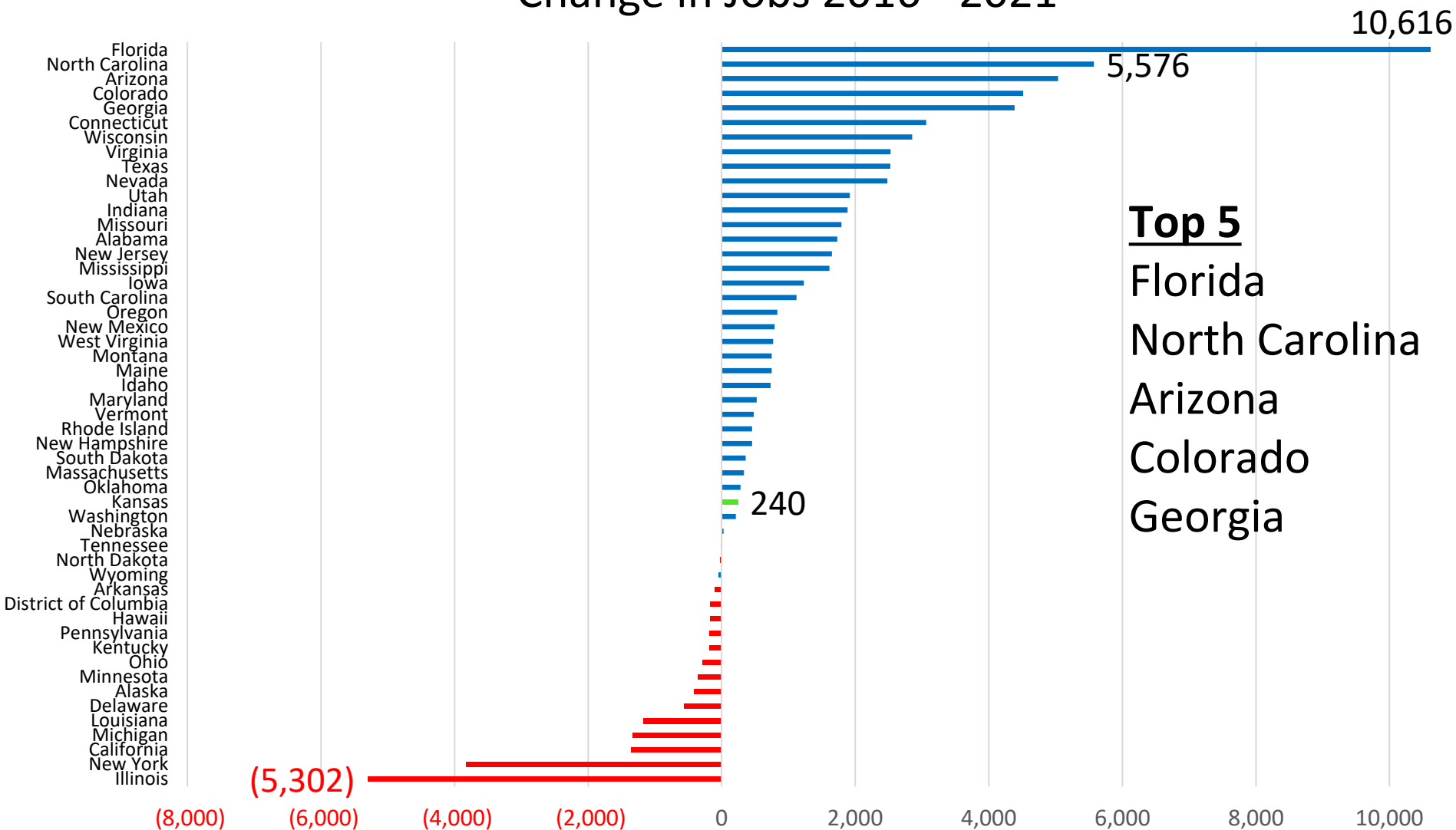


Occupations, Wages, and Required Education Levels

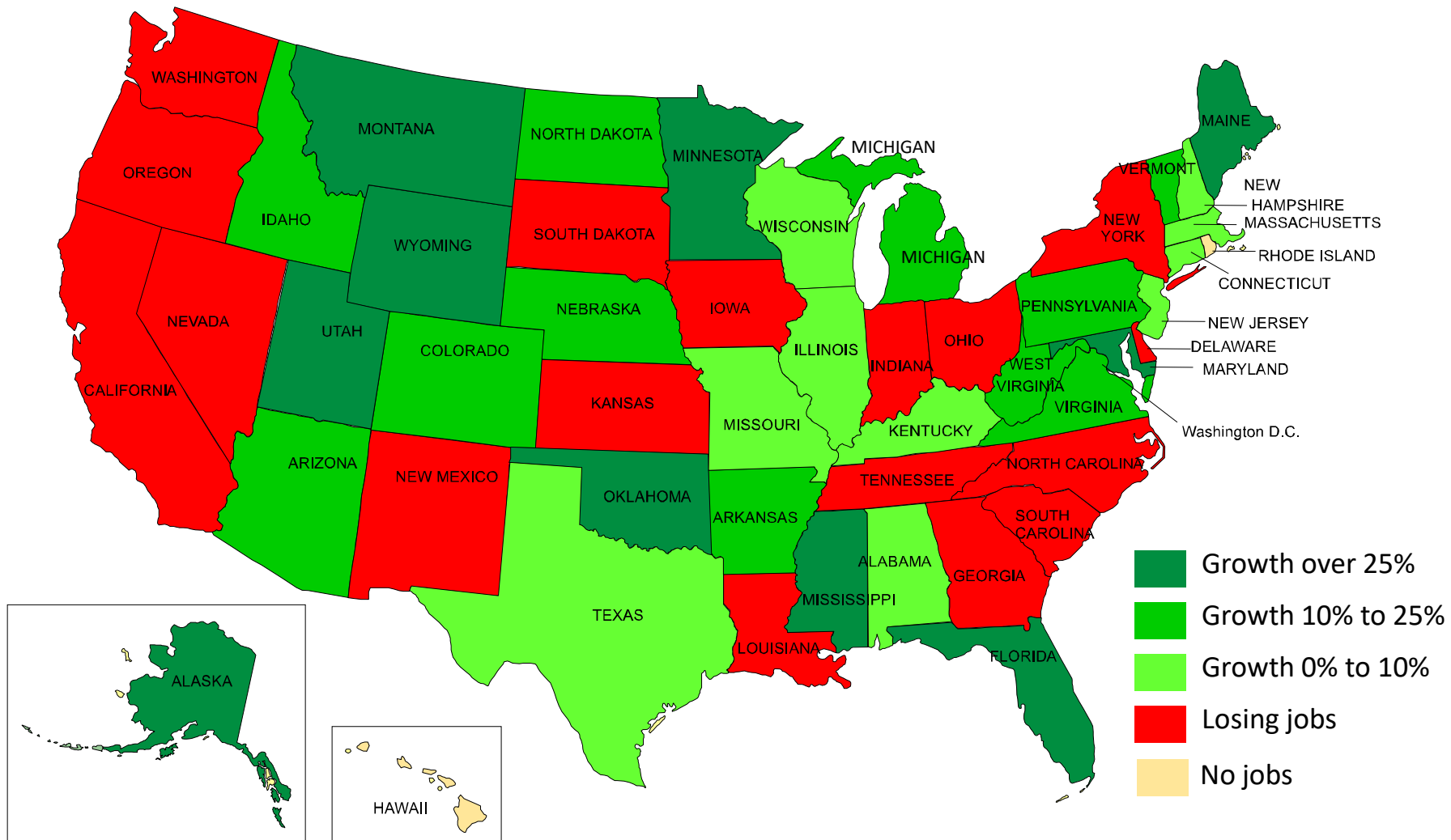


Engineering Occupations

Change in Jobs 2016 - 2021

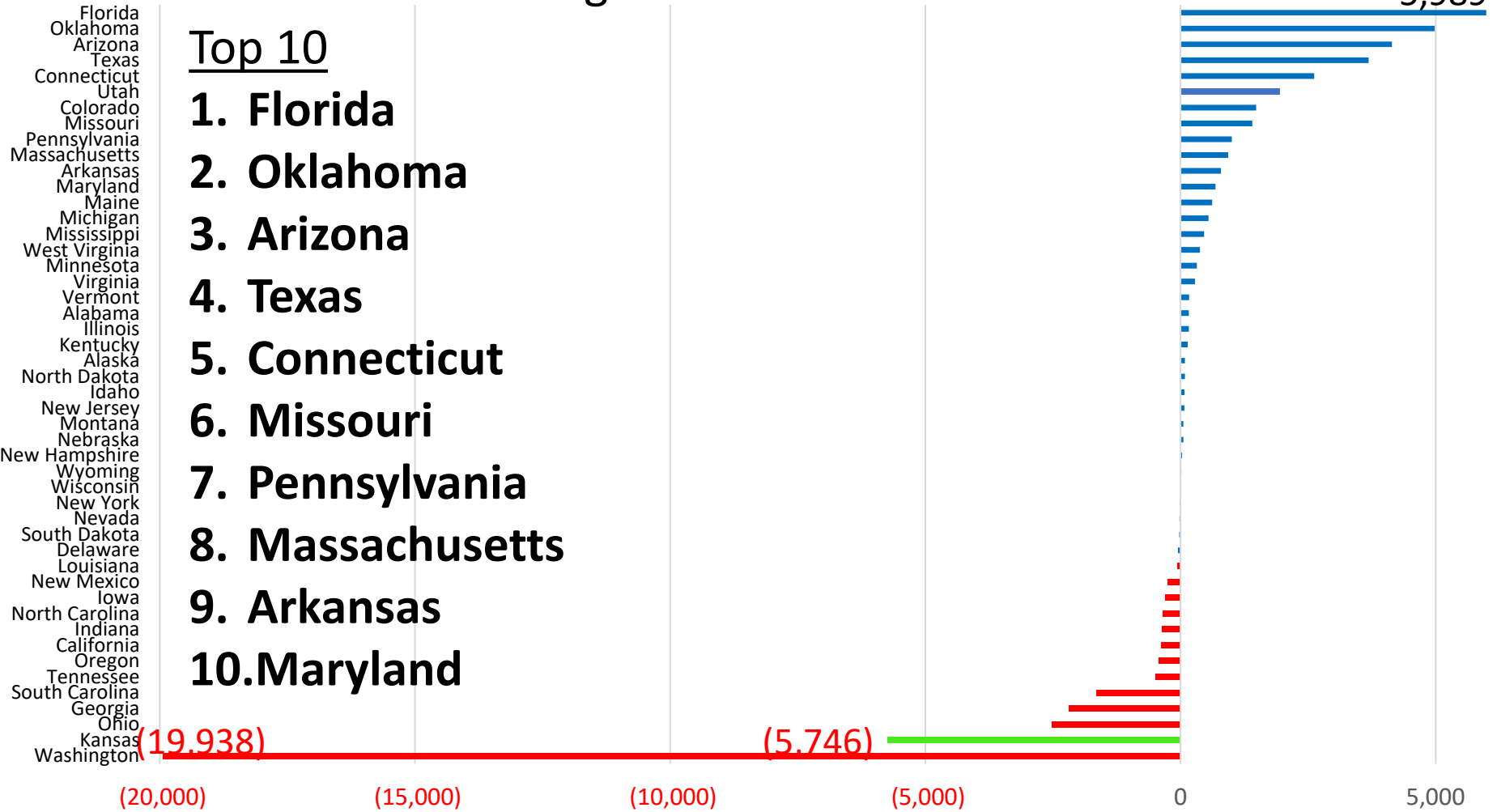


Aerospace Manufacturing Growth 2014-2019

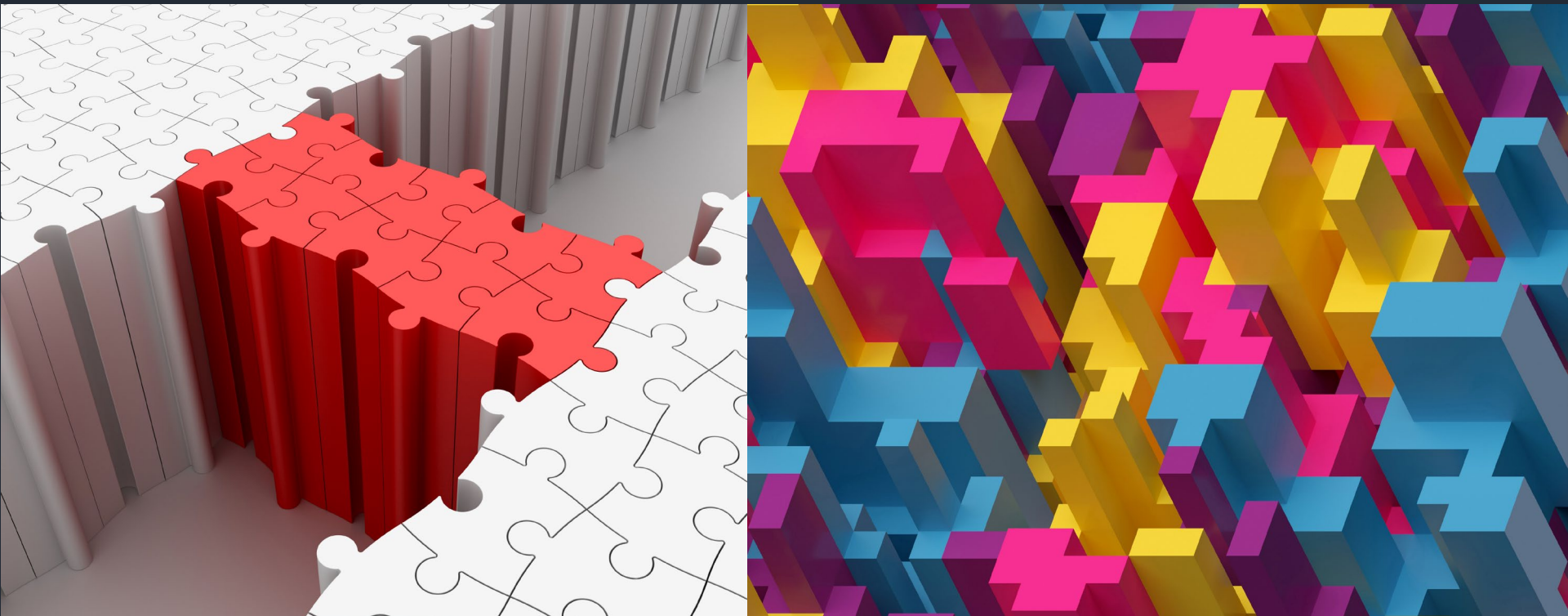


Aerospace Manufacturing

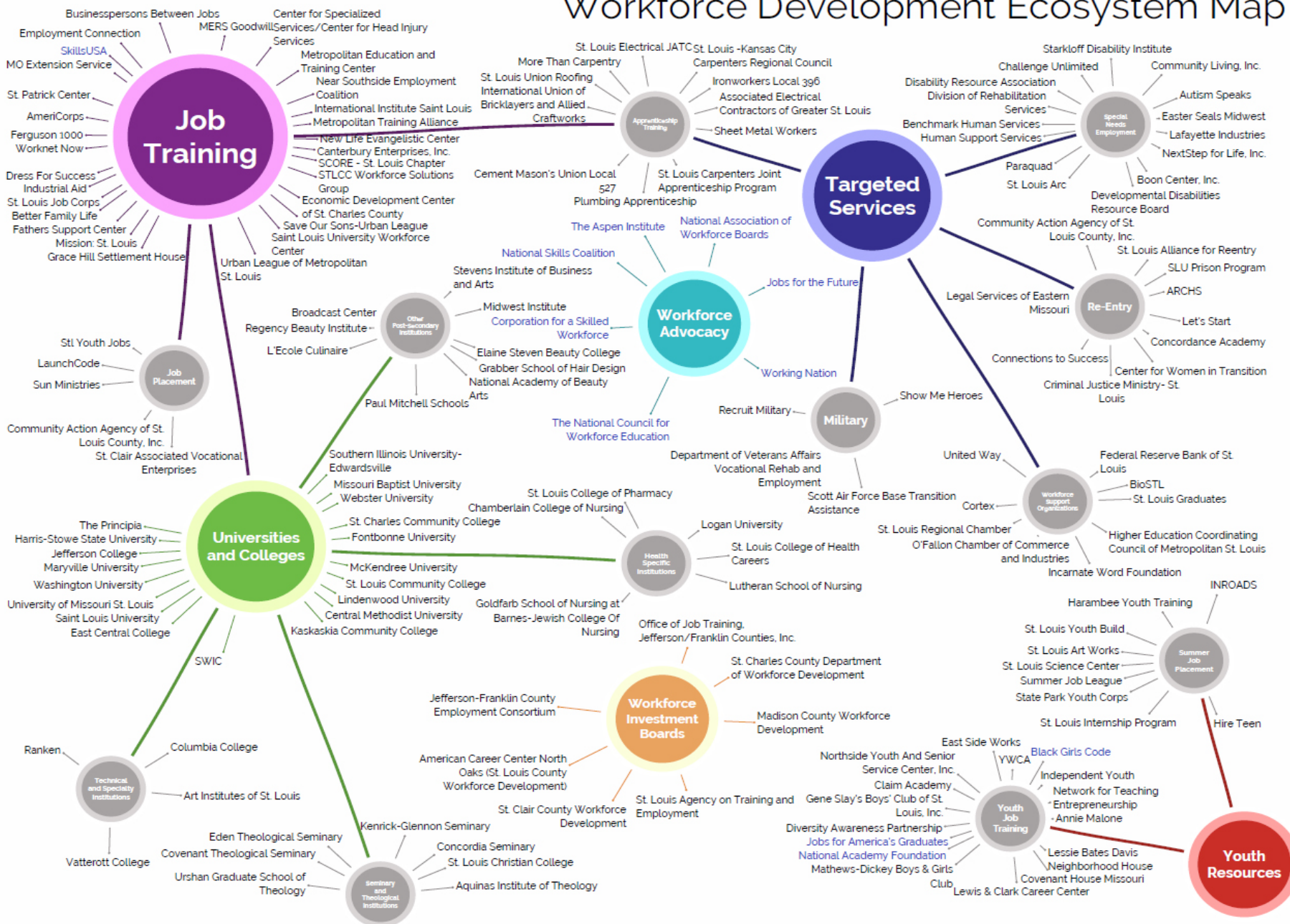
Change in Jobs 2016 - 2021



Aligning All the Players



St. Louis Region Workforce Development Ecosystem Map



Site Selection Regional Workforce Development Rankings

	2021	2020	2019
West North Central States			
Iowa	1	2	2
Kansas	2	7	6
North Dakota	3	5	7
Minnesota	4	3	1
South Dakota	5	4	5
Missouri	6	6	4
Nebraska	7	1	3

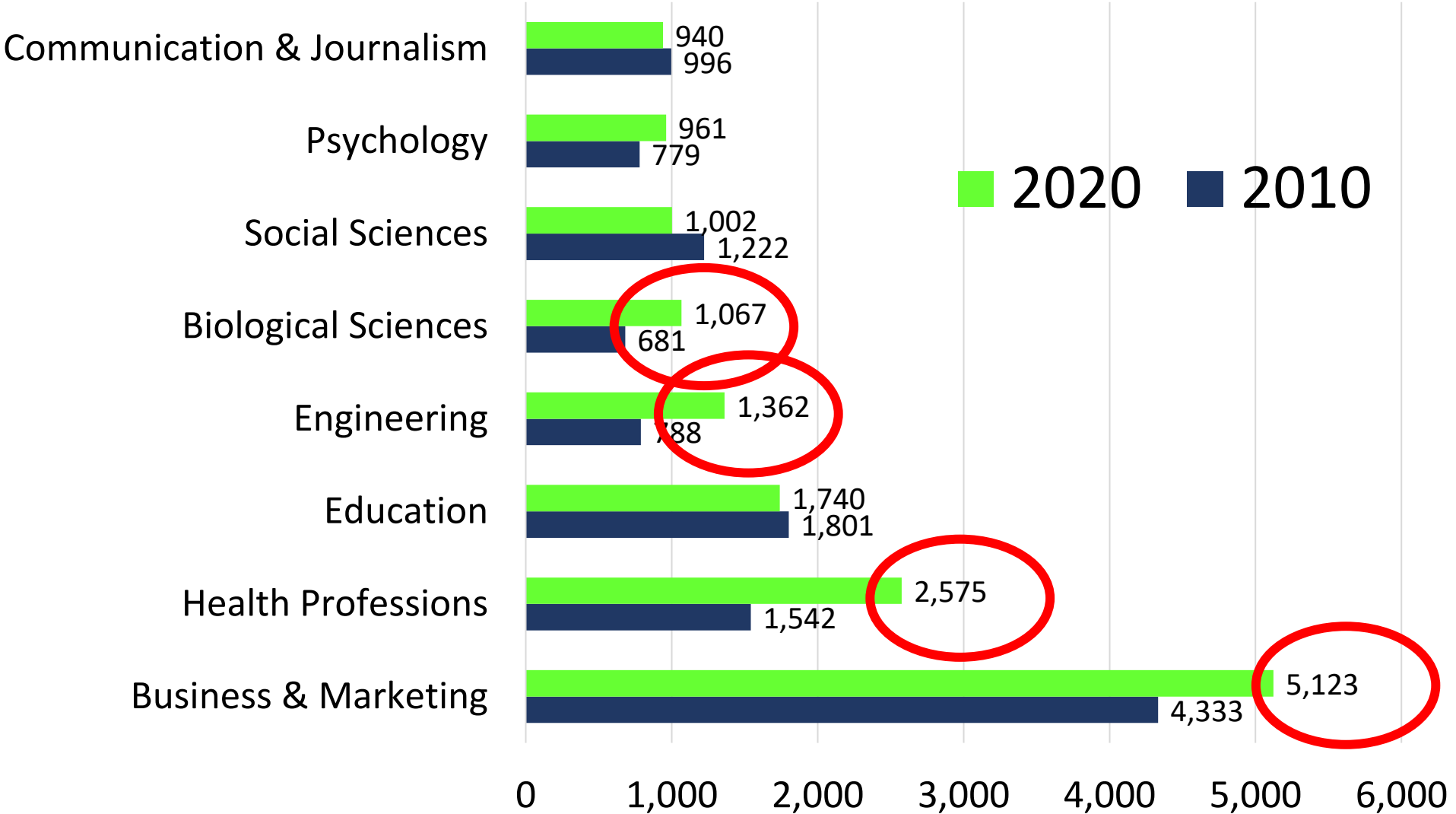
The components in this ranking are:

1. The Workforce & Education sub-ranking in CNBC's Top States for Business 2021.
Kansas' national rank = 32nd
2. The Labor Supply sub-ranking in Forbes' most recent Best States for Business.
Kansas' rank = 24th
3. U.S News' Best States for Education 2021 ranking.
Kansas' rank = 23rd
4. ACT National Career Readiness Certificate ranking **Kansas' rank = 21st**
5. The Workforce Preparation & Development component of the State Economic Development Program Expenditures Database, from the Council for Community & Economic Research.

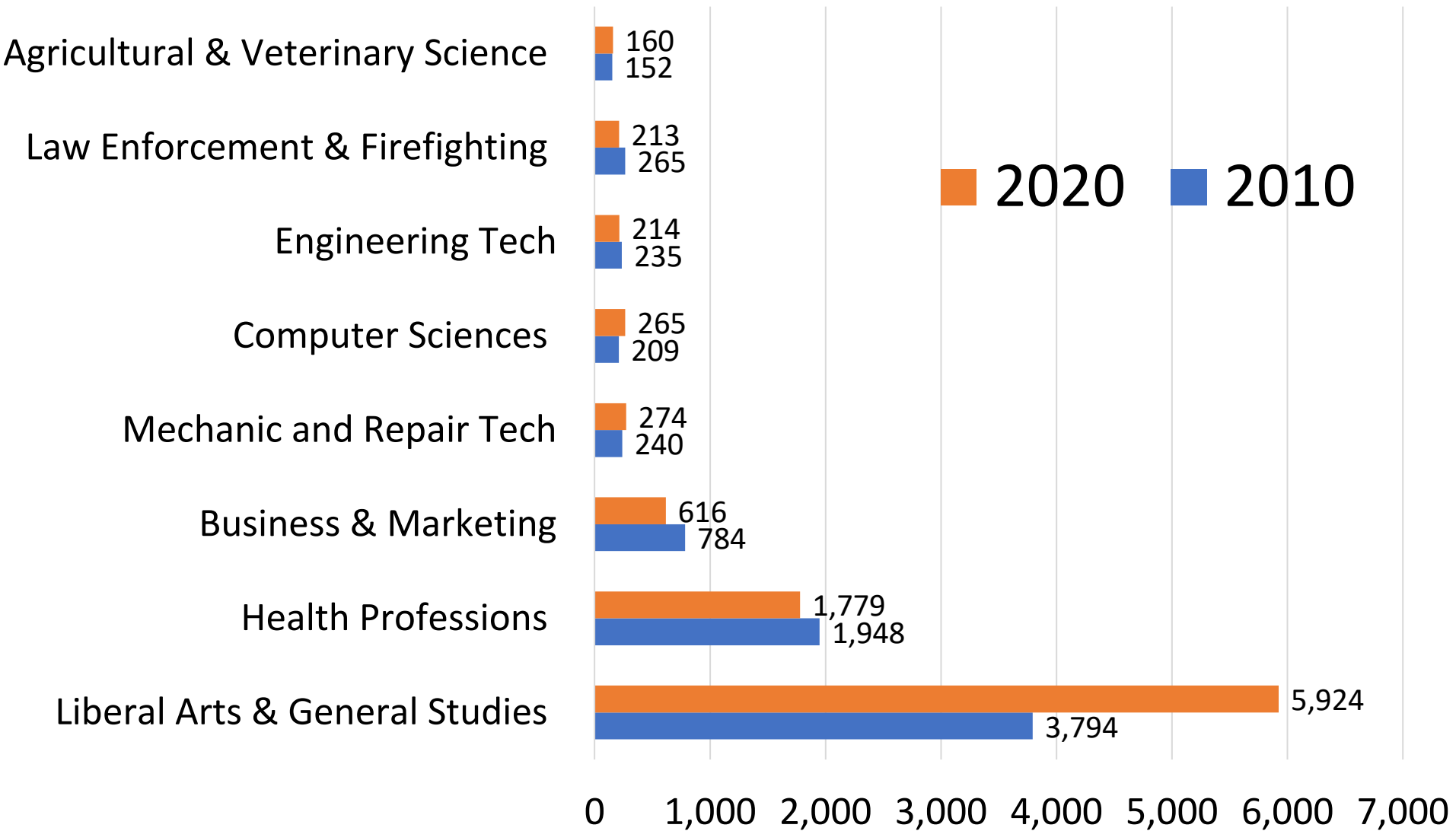
Some of the Components of a Perfect Workforce System Might Be:

- **Real-time, comprehensive information** about specific employer needs, labor supply and qualifications, and capacity to improve supply (workforce development assets)
- Information easily known by all: employers, labor, policy makers, parents and students
- The resources and information to develop supply excellence (early childhood, k-16, training programs, higher education, parents, etc.)
- The collaborative capacity and clout to bridge complexity and contradicting goals **and** to fix problems and fill gaps (to act)

Kansas Educational Completions for BA degree



Kansas Educational Completions for AA degree

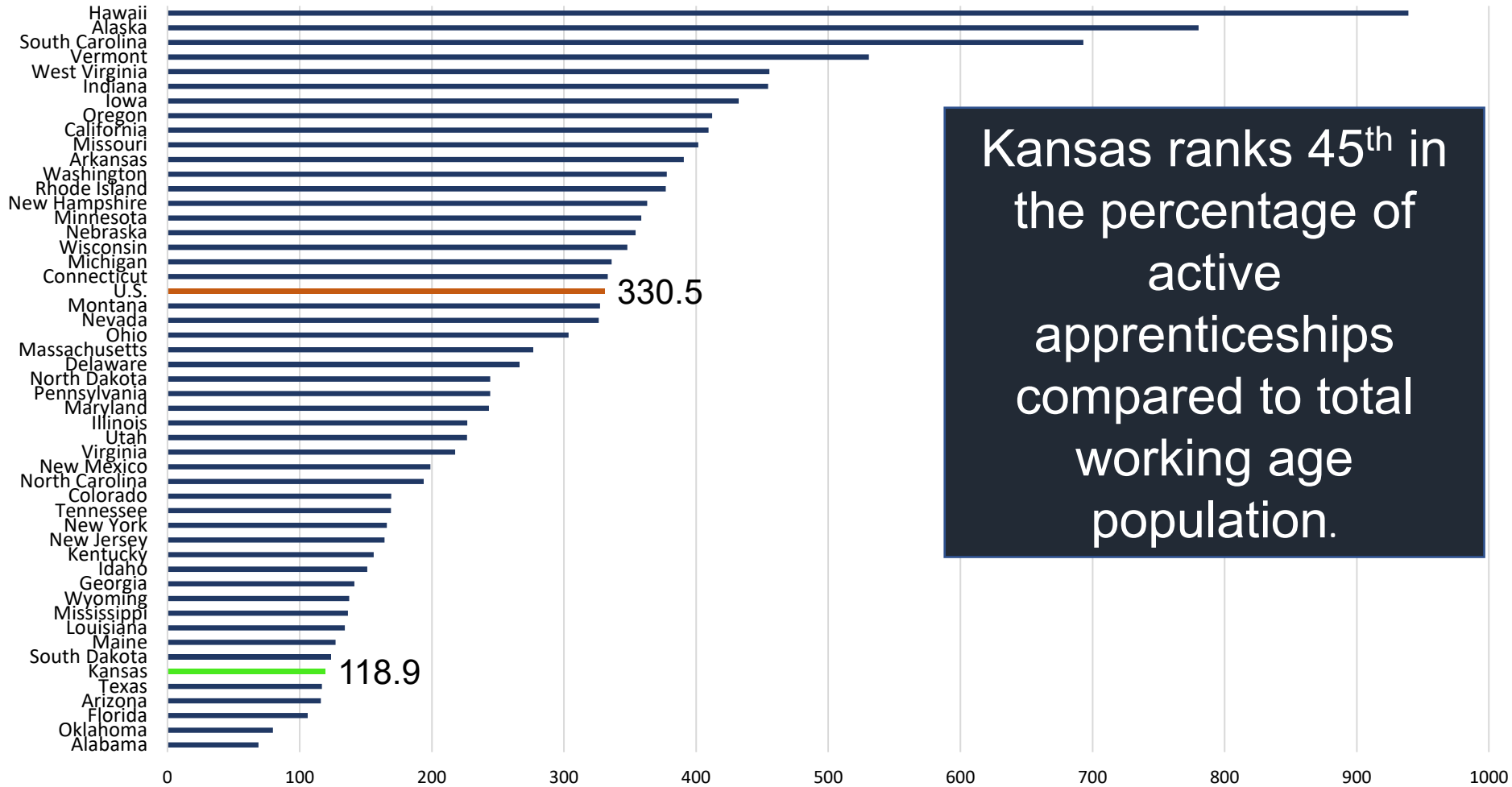


80,000 Truck drivers short
94% Annual Turnover rate
1/3 Quit within 3 months



Registered Apprenticeships

2020 Active Apprentices per 100,000 Working Age Population

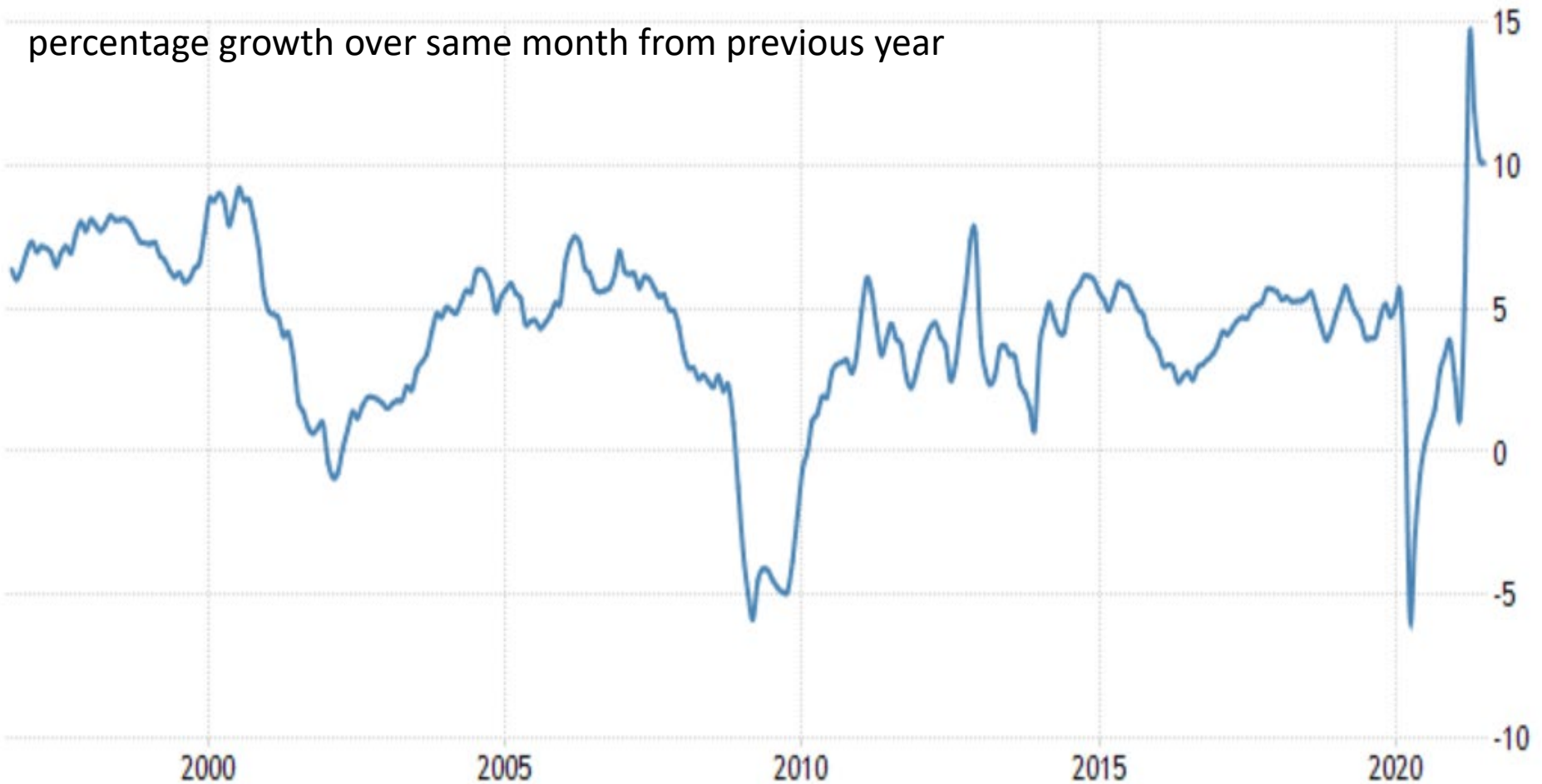


Kansas ranks 45th in the percentage of active apprenticeships compared to total working age population.



U.S. 25 Year % Wage Growth

percentage growth over same month from previous year

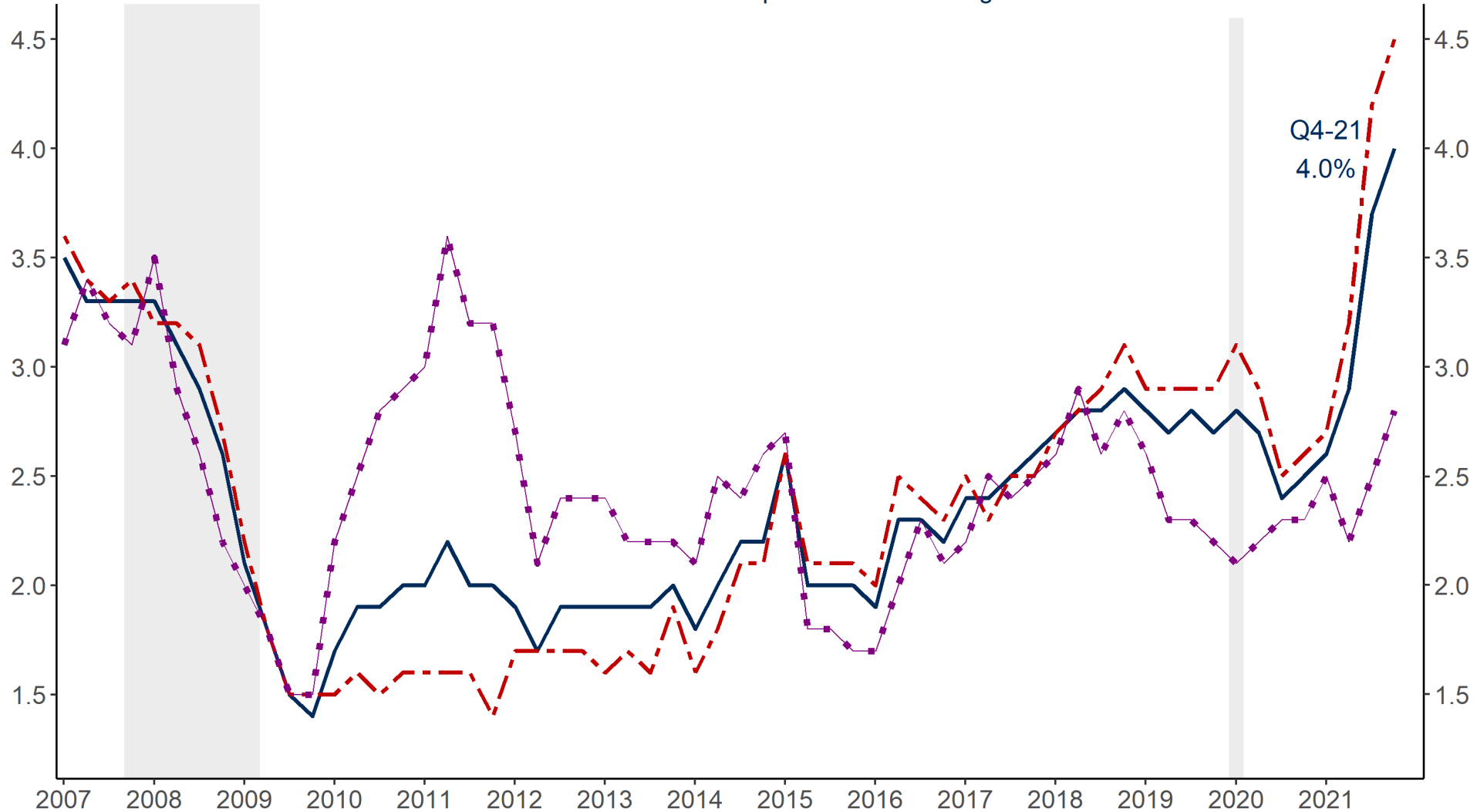


SOURCE: TRADINGECONOMICS.COM | U.S. BUREAU OF ECONOMIC ANALYSIS

Employment Cost Index

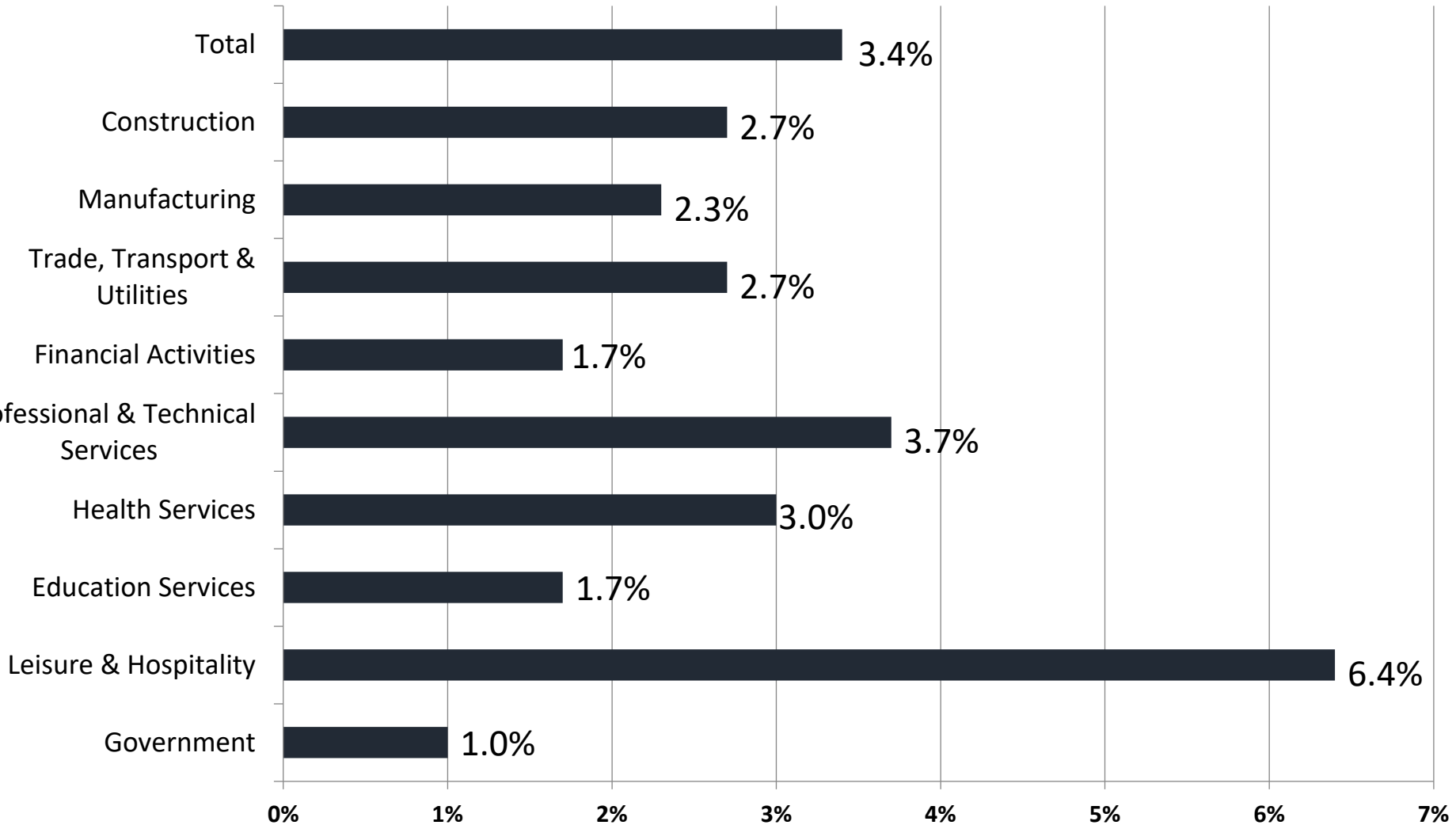
Year over Year Percent Change

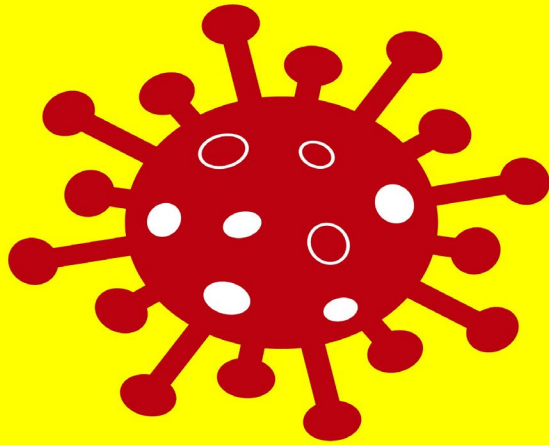
— Total Compensation - - - Wages and Salaries ···· Benefits Cost



Quit Rate By Industry

November 2021



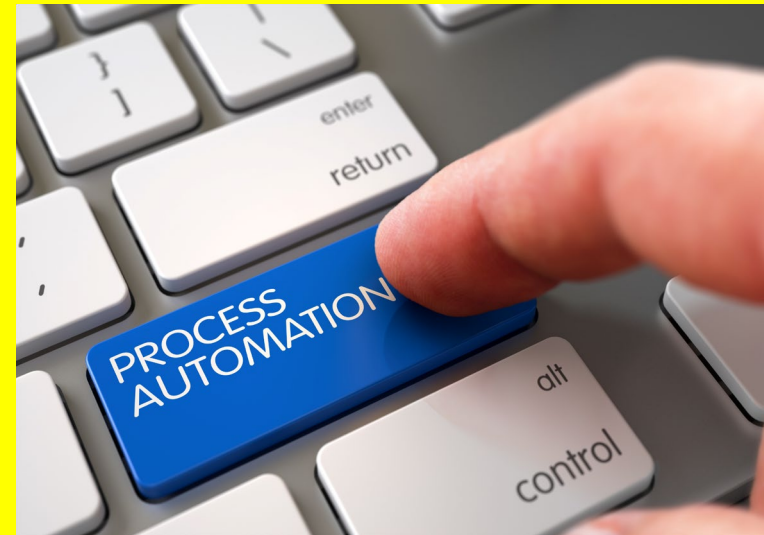


COVID 19 IMPACTS

Accelerated Automation



Digital Acceleration

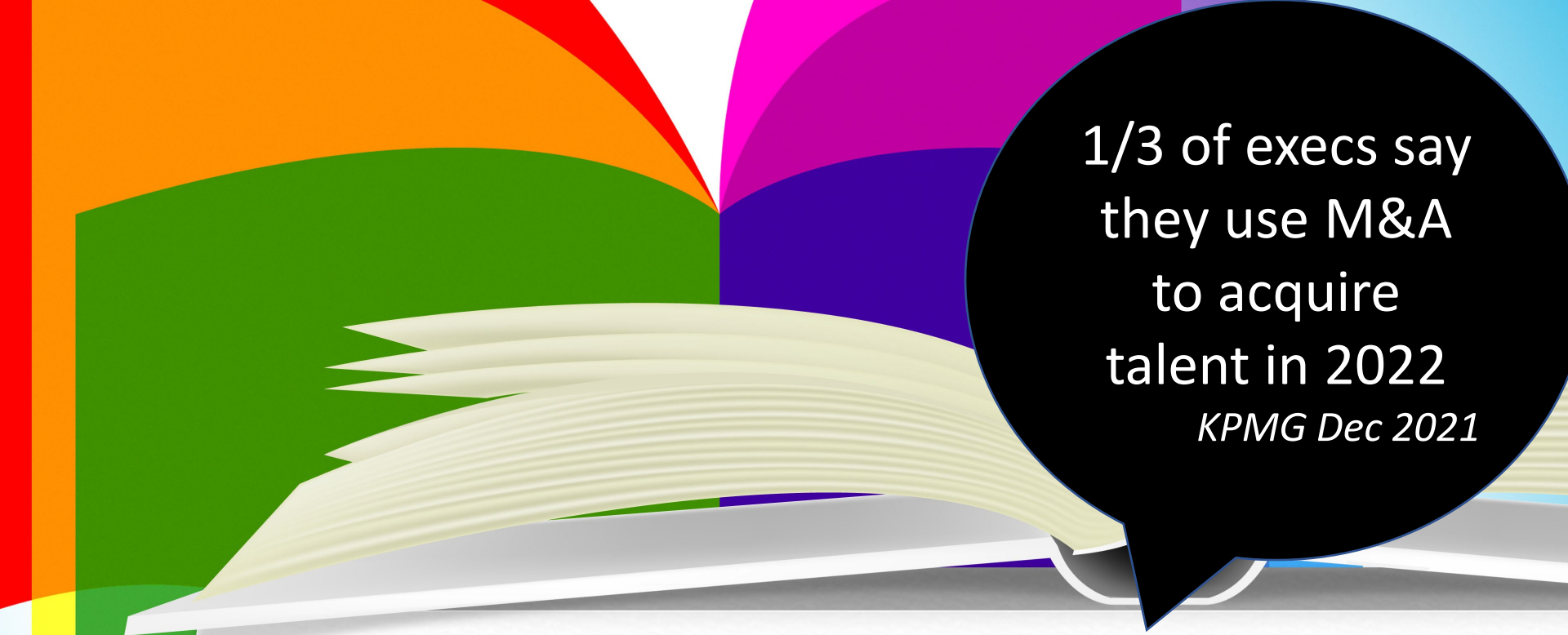


Technological Unemployment and the Nature of Work

**80% of all jobs will
be impacted
significantly by 2030**
-Forrester 2022 predictions



© © Blutaruppe/Corbis



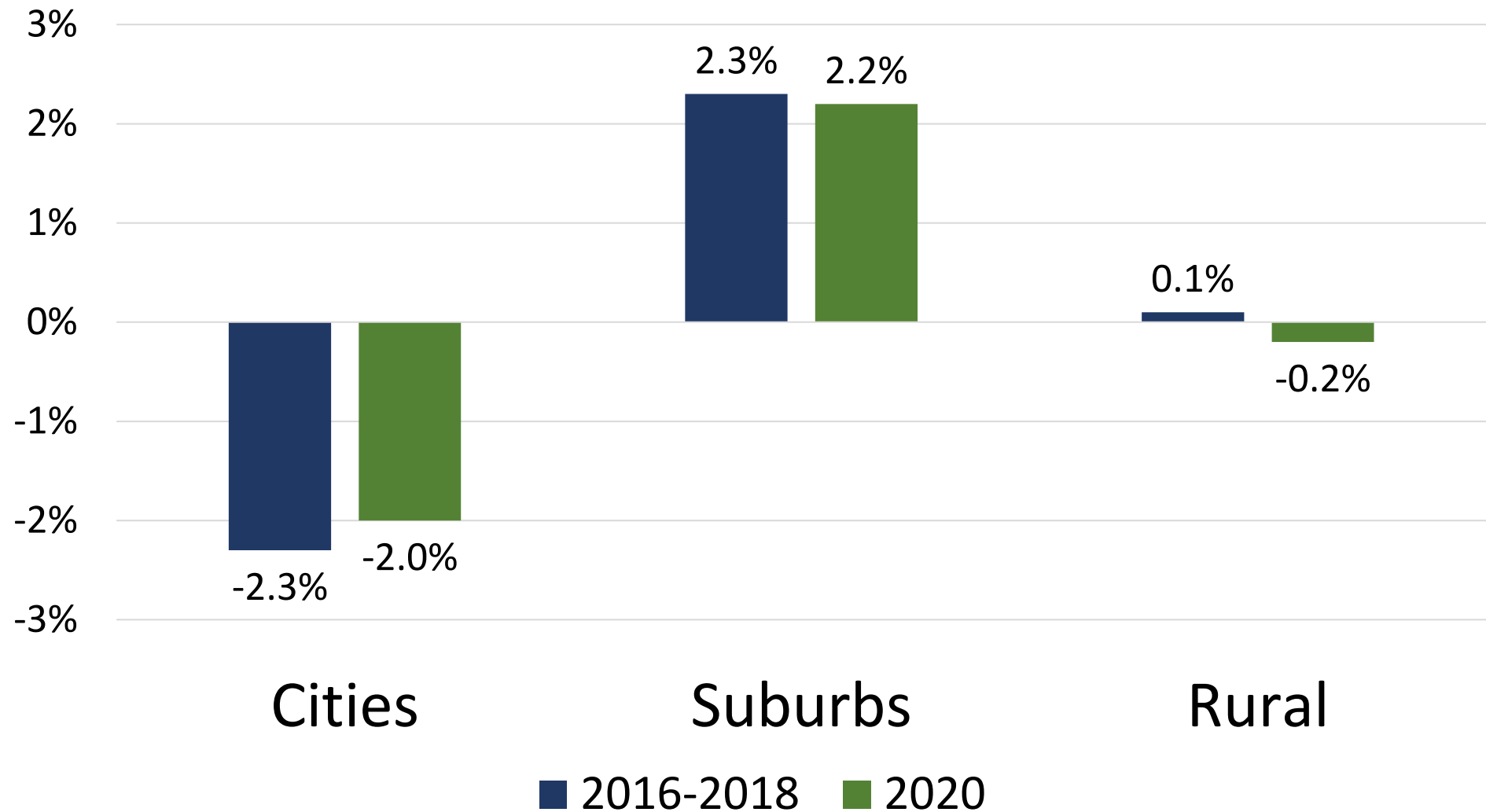
1/3 of execs say
they use M&A
to acquire
talent in 2022

KPMG Dec 2021

Mergers

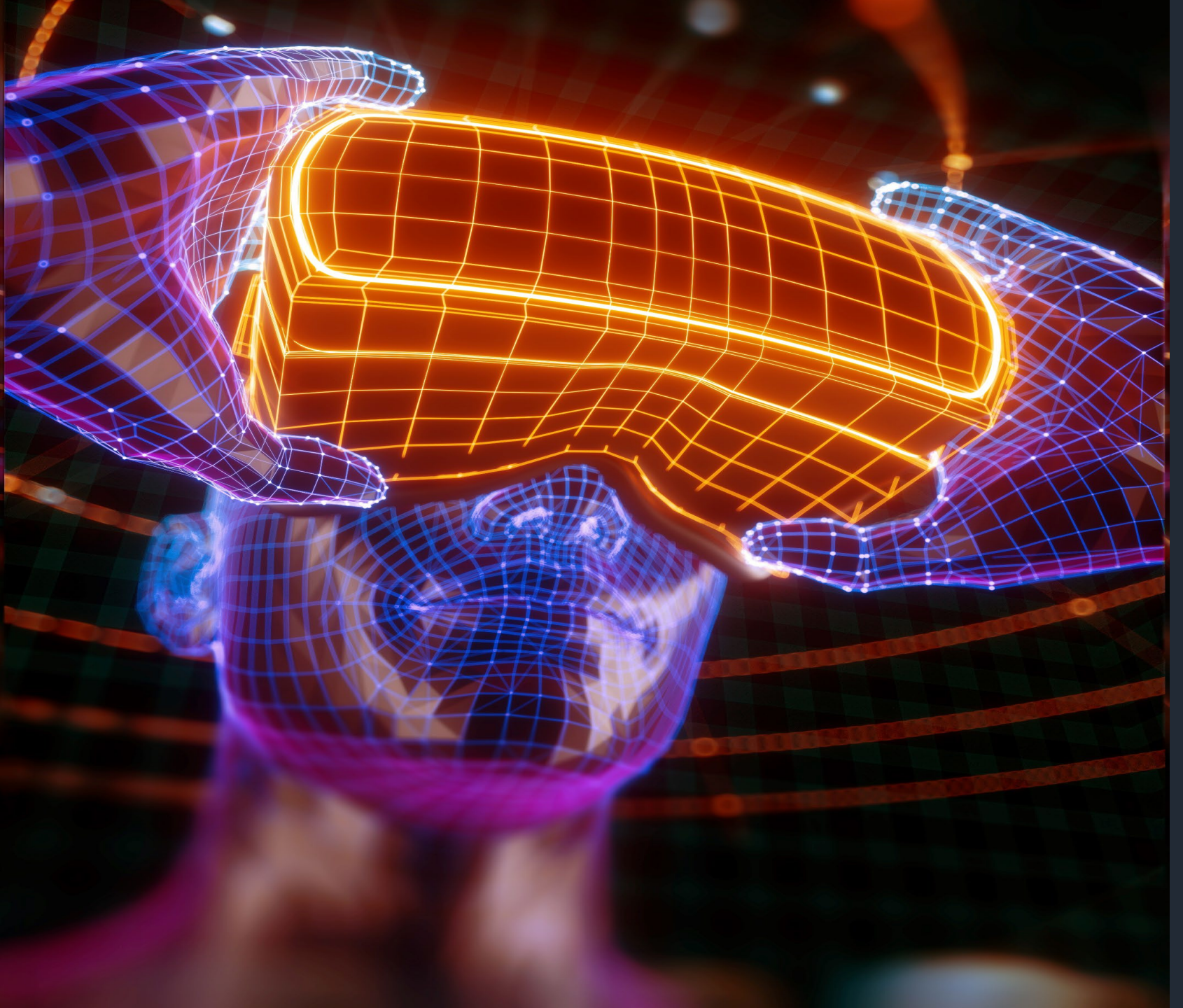
Acquisitions

Domestic Migration



Is Virtual Reality the New Learning Model?





- **10% of 18–24-year-olds in Kansas are not in school or working**
- **22.4% of Kansas adults have some college, but no degree**
- **Heavy demand for LPNs, software, computer support, dental and medical assistants & truck drivers**
- **Work experience prepares young people for work and creates stickiness**
- **Poaching will explode over the next decade-retention strategies are the new frontier**



**FINAL
THOUGHTS**



For every complex problem there is
an answer that is clear, simple, and
wrong.

— *H. L. Mencken* —



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