

# Kansas City Region Labor Market Analysis

The Kansas City Region is situated in the western side of the State of Missouri. Counties included in the Kansas City Region are: Cass, Clay, Jackson, Platte and Ray.

This region is home to several major cities such as Kansas City and Independence. Many of Missouri's major highways

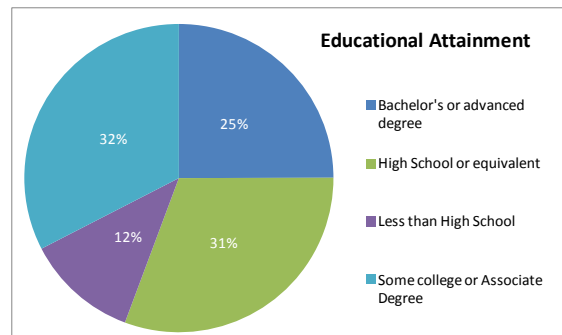
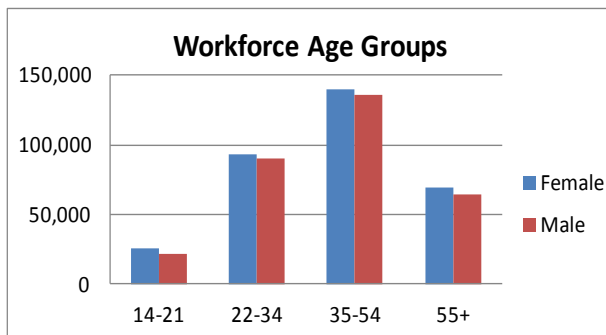
cross through this region. Interstate 70 runs through the center of the region, while Interstate 29 and Interstate 35 and 435 cross through the region. In addition, Highway 24, Highway 40, Highway 50, Highway 69, Highway 71 and Highway 169 cross through the region, allowing a great deal of travel through the area.

## Workforce

The total population of the Missouri workforce is 2,671,013, and the Kansas City Region is home to 639,627, or 24% of the state's workforce. The age group for workforce is defined as 14 years or more. The county with the largest population is Jackson County followed by Clay County.

The population of the workforce is aging, however, in the Kansas City region, the workforce is younger than the average. In the Kansas City Region, 20.88% of the workforce is age 55 or older. The percentage for the state is higher, with an average of 21.44% for the same age group.

The education attainment rate for the Kansas City Region is the same as the average for Missouri. In the Kansas City Region, 88% of the workforce has a high school diploma or higher, compared to 88% for the state. The number of those who have not obtained a high school diploma is 12% in the Kansas City Region and 12% statewide.



Source: MERIC WIA County Demographics compiled from LEHD data ([missourieconomy.org/regional/index.stm](http://missourieconomy.org/regional/index.stm))

## Missouri Labor Supply & Demand

The Missouri Labor Supply & Demand Analysis Report, published March 2015, takes job seeker information from people who registered with jobs.mo.gov during 2014 and compares it to employer job ads during the same time period. *Science and Technology* and *Business and Sales* have the highest gaps, while *Production* and *Management and Support* have the largest surplus of workforce.

Kansas City Region	Total	Science & Technology	Business & Sales	Health Care & Related	Other Services	Transportation	Food Service	CIMR*	Production	Management & Support
# Job Ads	72,588	10,671	13,659	11,274	4,837	6,654	3,184	4,927	2,142	15,240
% Job Ads	100.0%	14.7%	18.8%	15.5%	6.7%	9.2%	4.4%	6.8%	3.0%	21.0%
# Jobseekers	21,449	730	2,058	2,077	1,205	1,778	1,401	2,987	2,331	6,883
% Jobs Sought	100.0%	3.4%	9.6%	9.7%	5.6%	8.3%	6.5%	13.9%	10.9%	32.1%
<b>Gap</b>		<b>11.3%</b>	<b>9.2%</b>	<b>5.8%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>-2.1%</b>	<b>-7.1%</b>	<b>-7.9%</b>	<b>-11.1%</b>

\*CIMR = Construction, Installation, Maintenance & Repair

Source: Missouri Labor Market Supply & Demand Analysis, March 2015

## Commuting Patterns

Commuting patterns tell us a great deal about a region. In the Kansas City Region, a majority of the workforce commutes to a different county to work. In fact, over half the workforce in 4 of the 5 counties in the region leave the county where they live for employment. In contrast, only 28% of the workforce leaves the Kansas City Region for employment. From these facts, we can conclude that most persons commute to a different county within the Kansas City Region for employment. In addition, we can also infer that persons living in the Kansas City Region are skilled in the industries and occupations in demand in this region.

Percent of Employees Working Outside of Home County				
Cass	74%		Platte	72%
Clay	67%		Ray	77%
Jackson	40%			

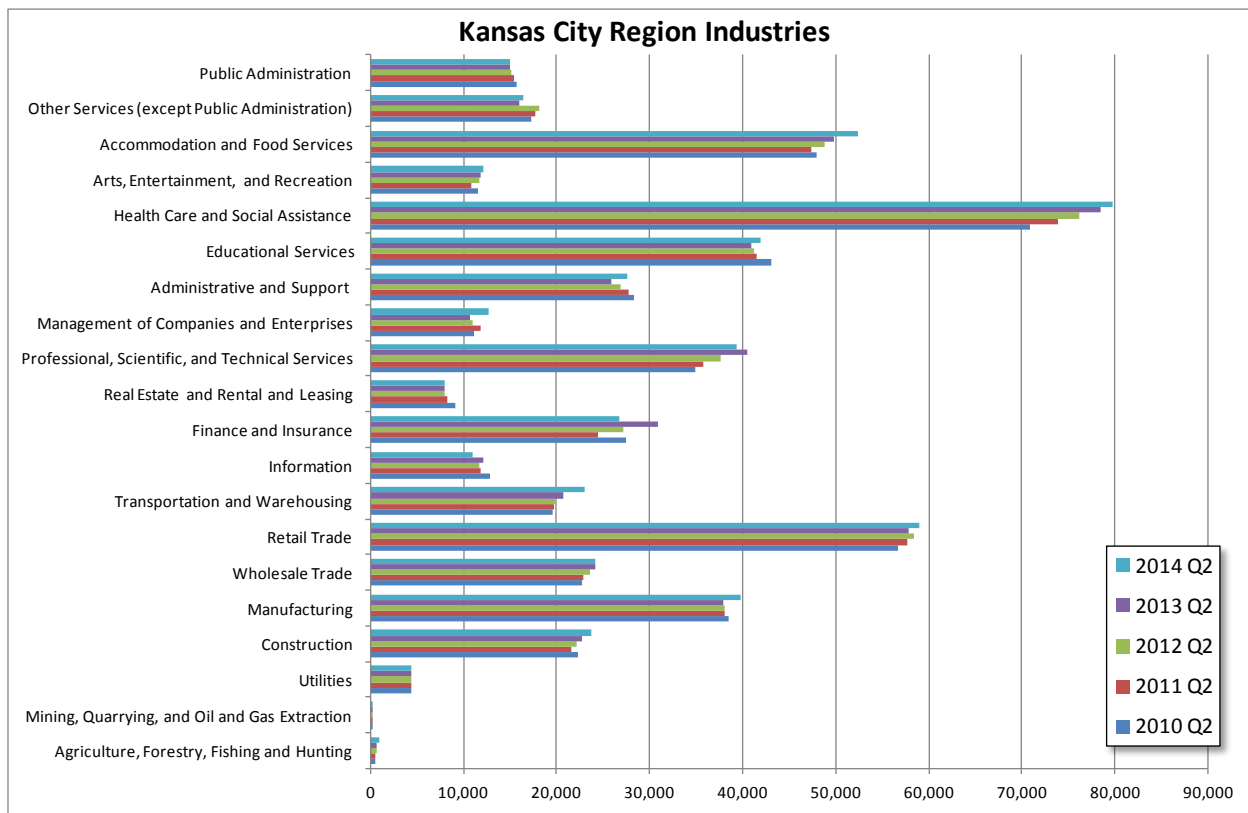
Source: US Census Bureau, Center for Economic Studies, LEHD, On the Map (onthemap.ces.census.gov)

## Industries

The chart illustrates the changes in employment in the Kansas City Region by industry during the 5 year period. Industries employing the most people at the end of the second quarter of 2014 (most recent data available) are *Health Care and Social Assistance*; *Retail Trade*; and *Accommodation and Food Services*. Employment in these three industries equals 37% of the total employment in the region.

Most industries experienced overall employment growth over the last 5 years. The highest levels of employment growth are seen in the industries of *Health Care and Social Assistance*; *Accommodation and Food Services*; and *Professional, Scientific, and Technical Services*. Some industries saw decreasing employment numbers during the same 5 year period. *Information*; *Educational Services*; and *Real Estate and Rental and Leasing* are the industries with the highest employment decreases.

The largest employers in the Kansas City Region are in a variety of industries, including state government and universities, along with many private sector firms such as; health care with **Saint Luke’s Hospital of Kansas City, Children’s Mercy Hospital and Research Medical Center**; technology companies such as **Cerner** and **DST**; manufacturers such as **Ford** and **Honeywell Federal Manufacturing & Technology**; headquarters for **Hallmark Cards, Inc.**; and engineering firms like **Burns & McDonnell Engineering**.



Source: US Census Bureau, QWI Explorer Application (qwiexplorer.ces.census.gov)

## Occupations

In *The ABCs of Missouri Career Grades 2012-2022*, letter grades are assigned to 800+ occupations based on the total job openings and average wage of the occupation. Job openings include both new growth (jobs added to the workforce) and replacements (vacancies created by employees moving to a different occupation or retiring). Projections are made for each occupation on a statewide basis as well as each of the regions. Therefore, a job may be graded differently in the statewide projections and each region based on the openings and wages for specific areas of the state.

In the Kansas City Region, approximately 184,000 job openings are projected between 2012 through 2022. Most of the job openings, over 84,000 are projected in the Grade B category. Many of the job openings are in entry level occupations, such as *Food Preparation and Serving Workers; Retail Salespersons; Waiters and Waitresses; Cashiers; Customer Service Representatives; Office Clerks; and Laborers*.

Each occupation is also classified in the Now, Next and Later categories. A “Now” job would require short- to moderate-term on-the-job training lasting no more than 12 months. “Next” occupations generally require an Associate’s degree or substantial vocational training lasting more than one year. “Later” occupations usually require a bachelor’s or advanced degree and in addition to specific work experience.

Kansas City Region - Good Outlook Careers				
	Title	Grade	Openings	Average Wage
N O W	Combined Food Preparation & Serving Workers, Including Fast Food	B	7,427	\$18,040
	Retail Salespersons	B	5,936	\$26,172
	Waiters and Waitresses	C+	5,541	\$19,096
	Cashiers	C+	5,379	\$19,976
	Customer Service Representatives	B+	3,747	\$35,047
	Office Clerks, General	B	3,305	\$32,596
	Laborers & Freight, Stock & Material Movers	B+	2,946	\$28,673
N E X T	Registered Nurse	A	3,610	\$63,222
	Nursing Assistant	B	2,185	\$24,366
	Heavy and Tractor-Trailer Truck Drivers	A	2,028	\$41,353
	First-Line Supervisors of Office and Administrative Support Workers	A	1,709	\$53,101
	Cooks, Restaurant	B	1,561	\$21,852
	First-Line Supervisors of Food Preparation and Serving Workers	B	1,402	\$30,448
	Managers, All Other	A+	1,379	\$105,086
L A T E R	General and Operations Managers	A+	3,572	\$ 99,534
	Accountants & Auditors	A	2,813	\$ 60,517
	Elementary School Teachers, Except Special Education	B+	1,641	\$ 50,966
	Software Developers, Applications	A+	1,375	\$ 85,765
	Computer Systems Analysts	A+	1,266	\$ 77,712
	Secondary School Teachers, Except Special & Career/Technical Ed.	B	1,059	\$ 50,151
Construction Managers	A+	984	\$ 75,781	

Source: The ABCs of Missouri Career Grades 2012-2022, Kansas City Region

MERIC also prepares a document listing the top 20 occupations based on the number of job openings for each region, and the *Kansas City Region Top Openings* is attached.

Another source for identifying in-demand occupations is through real-time data. A tool called Burning Glass compiles information from job postings on over 38,000 sites into a database that can be queried to find information on jobs. This information provides insight on the jobs employers are currently hiring, occupations that are in-demand and skills that employers require for employees.

The Missouri Real-Time Labor Market Summary compiles information queried through Burning Glass. Briefs are published for the State of Missouri, and for each region. Since the brief is published every other month, the information is always current. The most recent publication is attached to this summary.

Below is a list of the top 25 occupations posted in job ads by employers in the Kansas City Missouri Region in calendar year 2014.

Burning Glass -- Top Job Postings in 2014	
Occupation	Job Postings
*+Heavy and Tractor-Trailer Truck Drivers	4,184
*+Registered Nurses	2,797
Sales Representatives, Wholesale and Manufacturing	2,413
*+Retail Salespersons	2,276
*Software Developers, Applications	1,953
First-Line Supervisors of Retail Sales Workers	1,535
*+Customer Service Representatives	1,421
Medical and Health Services Managers	1,065
Maintenance and Repair Workers, General	974
*Computer Systems Analysts	926
Sales Managers	920
*+Combined Food Preparation and Serving Workers, Including Fast Food	888
*+Laborers and Freight, Stock, and Material Movers, Hand	877
+Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	840
Computer User Support Specialists	813
*Managers, All Other	812
*+General and Operations Managers	776
Light Truck or Delivery Services Drivers	752
Human Resources Specialists	751
*First-Line Supervisors of Food Preparation and Serving Workers	728
*+Accountants	681
*+Nursing Assistants	679
Business Intelligence Analysts	651
Bookkeeping, Accounting, and Auditing Clerks	641
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	611

Source: Labor Insight/Burning Glass Occupation Data

\*Occupation on projected top 20 Kansas City Region Top Openings list

+Occupation listed as Kansas City Region Good Outlook Career in Career Grades

Within the sources of information for employment projections and in real-time data in job ads, we see many of the occupation titles repeated, especially in the Now and Next categories. Reviewing the data found in multiple sources helps to validate the need for these occupations.

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