



2023 WORKFORCE REPORT

Topeka & Shawnee County

This comprehensive document offers a detailed analysis of the current employment landscape and trends shaping the local workforce. Delving into key sectors and demographic shifts, this report serves as a vital resource to those seeking to understand and navigate the dynamic economic environment of our region.

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TOPEKA BY THE NUMBERS

SHAWNEE COUNTY

Population in Shawnee County	Unemployment Rate	Median Age
178,625	2.9	39.4

Median Income

	SHAWNEE COUNTY	TOPEKA
Median Household Income:	\$63,463	\$54,852
Mean Household Income:	\$84,874	\$72,948
Per Capita Personal Income:	\$36,011	\$32,176

School Enrollment

Employment by the Industry

Preschool:	1,975	Public Administration:	11,293
Kindergarten:	1,423	Finance & Insurance:	5,937
Elementary (1-8):	18,891	Manufacturing:	7,919
High School (9-12)	8,312	Transportation & Warehousing:	5,318
College/Graduate:	8,105	Educational Service:	7,315
		Health Care & Social Assistance:	19,630

Racial Profile

	ESTIMATE	PERCENT
White:	139,041	77.8%
Black or African American:	14,335	8.0%
American Indian & Alaska Native	1,076	0.6%
Asian:	2,628	1.5%
Native Hawaiian or Pacific Islander:	141	0.1%
Some Other Race:	7,624	4.3%
Two or More Races:	13,780	7.7%
Hispanic or Latino (of any race):	23,577	13.2%

Source: JobsEQ 5 year employment forecast*; ACS S1401, DP05, S1901



WORKFORCE DATA

2023 Q4 WORKFORCE DATA

Total Working Age Population <small>(16 YEARS AND OVER)</small>	98,420 <small>TOPEKA</small>	138,728 <small>SHAWNEE COUNTY</small>	<small>KS 2,282,642</small> <small>US 267,818,000</small>
Labor Force Participation	63,397 <small>TOPEKA</small>	91,794 <small>SHAWNEE COUNTY</small>	<small>KS 1,515,705</small> <small>US 167,471,000</small>
Employment	61,540 <small>TOPEKA</small>	89,310 <small>SHAWNEE COUNTY</small>	<small>KS 1,475,992</small> <small>US 161,527,000</small>
Jobs	89,332 <small>TOPEKA</small>	104,527 <small>SHAWNEE COUNTY</small>	<small>KS 1,518,696</small> <small>US 163,330,410</small>
Average Wages	\$56,059 <small>TOPEKA</small>	\$56,012 <small>SHAWNEE COUNTY</small>	<small>KS \$57,592</small> <small>US \$70,318</small>

Labor Force Participation Rate

66.41% TOPEKA

66.20% SHAWNEE COUNTY

KS 66.40%
US 62.53%

Employment-Population Ratio

62.53% TOPEKA

64.40% SHAWNEE COUNTY

KS 64.66%
US 60.31%

Unemployment Rate

2.9% TOPEKA

2.7% SHAWNEE COUNTY

KS 2.6%
US 3.5%

*Total Civilian Non-institutionalized Population

Source: Workforce Data 2023Q4



HIGH DEMAND OCCUPATIONS

➤ The high demand list considers three measures of labor demand: current job openings, projected job openings over the next two years, and projected job openings over the next 10 years. The high demand list also includes an indicator for occupations with high wages. An occupation is considered high wage if the occupation has a median wage greater than the median wage for all occupations in the area.

Source: JobsEQ 5 year employment forecast*

Top 10 High Demand Occupations Topeka MSA 2023

	Occupation	Median Ann. Wages
1	Laborers & Material Movers	\$37,500
2	Home Health & Personal Care Aides	\$26,200
3	Fast Food & Counter Workers	\$24,600
4	Cashiers	\$25,400
5	Secretaries & Administrative Assistants	\$38,800
6	Building Cleaning Workers	\$29,300
7	Customer Service Representatives	\$36,700
8	Nursing Assistants, Orderlies, & Psychiatric Aides	\$34,900
9	Cooks	\$29,000
10	Retail Salespersons	\$30,000



Top 10 High Demand High Wage Occupations Topeka MSA 2023

	Occupation	Median Ann. Wages
1	Drivers/Sales Workers & Truck Drivers	\$45,900
2	Registered Nurses	\$72,200
3	General & Operations Managers	\$79,600
4	Elementary & Middle School Teachers	\$60,100
5	Farmers, Ranchers, and Other Agricultural Managers	\$67,800
6	First-Line Supervisors of Office & Administrative Support Workers	\$54,000
7	Software & Development, Programmers, & Testers	\$89,100
8	Accountants & Auditors	\$65,200
9	First-Line Supervisors of Sales Workers	\$45,400
10	Sales Representatives, Wholesale & Manufacturing	\$73,500

Top 10 High Demand High Occupations Not Requiring a Bachelors Degree Topeka MSA 2023

	Occupation	Median Ann. Wages
1	Laborers & Material Movers	\$37,500
2	Fast Food & Counter Workers	\$24,600
3	Cashiers	\$25,400
4	Building Cleaning Workers	\$29,300
5	Customer Service Representatives	\$36,700
6	Nursing Assistants, Orderlies, & Psychiatric Aides	\$34,900
7	Cooks	\$29,000
8	Retail Salespersons	\$30,000
9	Waiters & Waitresses	\$28,700
10	Teaching Assistants	\$30,500



OCCUPATION DIVERSITY

AGE

Occupation	16-24	25-44	45-64	65 & Up	Total Empl	Avg Ann Wages	Forecast Ann Growth	Unempl Rate
Management	2.5%	42.7%	47.4%	7.1%	5,058	\$107,100	-0.2%	1.1%
Business Financial Operation	5.7%	47.7%	40.8%	5.8%	5,619	\$71,200	-0.3%	1.6%
Computer & Mathematica	4.9%	53.5%	37.8%	3.8%	2,392	\$85,300	-0.4%	1.4%
Architecture & Engineering	5.7%	46.1%	41.8%	6.3%	971	\$79,800	-0.4%	1.1%
Life, Physical, & Social Science	6.1%	49.4%	37.8%	6.7%	907	\$65,200	-0.3%	1.8%
Community & Social Service	4.7%	46.1%	41.4%	7.8%	2169	\$52,100	-0.1%	1.6%
Legal	2.1%	41.9%	44.5%	11.5%	841	\$92,100	-0.5%	0.9%
Educational Instruction & Library	8.1%	42.5%	42.9%	6.5%	4,375	\$53,600	-0.8%	2.0%
Arts, Design, Entertainment, Sports, & Media	10.4%	45%	36.2%	8.4%	1,293	\$59,700	-0.5%	2.9%
Healthcare Practitioners & Technical	5.9%	49.3%	39.4%	5.3%	6,871	\$88,000	-0.2%	1.2%
Healthcare Support	12.5%	40.9%	40.1%	6.6%	5,299	\$32,000	0.7%	3.2%
Protective Service	10.8%	48.2%	37.3%	3.6%	2,053	\$51,300	-1.0%	2.4%
Food Preparation & Serving Related	42.9%	32.8%	21.5%	2.8%	6,483	\$29,600	-0.7%	5.1%
Building & Grounds Cleaning & Maintenance	10.9%	38.2%	44.3%	6.7%	2,725	\$33,700	-0.7%	4.8%
Personal Care & Service Occupations	22.5%	39.7%	32.3%	5.5%	1,844	\$33,000	-0.3%	3.5%
Sales & Related	21.4%	37.6%	34.2%	6.7%	6,609	\$49,400	-1.1%	3.5%
Office & Admin Support	10.6%	40.2%	43.0%	6.2%	11,264	\$42,200	-1.5%	2.6%
Farming, Fishing, & Forestry	15.7%	39.6%	37.6%	7.1%	217	\$45,500	-1.0%	6.0%
Construction & Extraction	10.8%	46.3%	38.9%	4.0%	3,815	\$54,000	-0.7%	4.7%
Installation, Maintenance, & Repair	9.3%	42.4%	43.9%	4.4%	3,194	\$54,700	-0.5%	1.9%
Production	11.3%	42.3%	42.5%	3.9%	5,056	\$46,300	-0.8%	4.1%
Transportation & Material Moving	18.8%	38.8%	37.5%	4.9%	7,918	\$43,500	-0.3%	4.7%
Total - All Occupations	13.2%	42.2	39.0%	5.6%	86,974	\$55,000	-0.6%	3.0%



GENDER

Occupation	Male	Female	Total Empl	Avg Ann Wages	Forecast Ann Growth	Unempl Rate
Management	62.2%	37.8%	5,058	\$107,100	-0.2%	1.1%
Business Financial Operation	48.0%	52.0%	5,619	\$71,200	-0.3%	1.6%
Computer & Mathematical	77.1%	22.9%	2,392	\$85,300	-0.4%	1.4%
Architecture & Engineering	86.4%	13.6%	971	\$79,800	-0.4%	1.1%
Life, Physical, & Social Science	60.8%	39.2%	907	\$65,200	-0.3%	1.8%
Community & Social Service	35.3%	64.7%	2169	\$52,100	-0.1%	1.6%
Legal	50.7%	49.3%	841	\$92,100	-0.5%	0.9%
Educational Instruction & Library	31.5%	68.5%	4,375	\$53,600	-0.8%	2.0%
Arts, Design, Entertainment, Sports, & Media	54.2%	45.8%	1,293	\$59,700	-0.5%	2.9%
Healthcare Practitioners & Technical	24.5%	75.5%	6,871	\$88,000	-0.2%	1.2%
Healthcare Support	16.9%	83.1%	5,299	\$32,000	0.7%	3.2%
Protective Service	79.1%	20.9%	2,053	\$51,300	-1.0%	2.4%
Food Preparation & Serving Related	45.1%	54.9%	6,483	\$29,600	-0.7%	5.1%
Building & Grounds Cleaning & Maintenance	58.4%	41.6%	2,725	\$33,700	-0.7%	4.8%
Personal Care & Service Occupations	24.7%	75.3%	1,844	\$33,000	-0.3%	3.5%
Sales & Related	53.2%	46.8%	6,609	\$49,400	-1.1%	3.5%
Office & Admin Support	25.9%	74.1%	11,264	\$42,200	-1.5%	2.6%
Farming, Fishing, & Forestry	72.9%	27.1%	217	\$45,500	-1.0%	6.0%
Construction & Extraction	95.6%	4.4%	3,815	\$54,000	-0.7%	4.7%
Installation, Maintenance, & Repair	95.4%	4.6%	3,194	\$54,700	-0.5%	1.9%
Production	65.8%	34.2%	5,056	\$46,300	-0.8%	4.1%
Transportation & Material Moving	77.0%	23.0%	7,918	\$43,500	-0.3%	4.7%
Total - All Occupations	50.9%	49.1%	86,974	\$55,000	-0.6%	3.0%

Source: JobsEQ 2023Q2

EDUCATION

Occupation	< HS	High School	Some College	Two-Year	Four-Year	Master's	PhD	Total Empl	Avg Ann Wages	Forecast Ann Growth	Unempl Rate
Management	1.6%	14.5%	13.6%	7.7%	40.7%	18.1%	3.9%	5,058	\$107,100	-0.2%	1.1%
Business Financial Operation	0.5%	7.9%	10.1%	6.7%	50.8%	20.3%	3.7%	5,619	\$71,200	-0.3%	1.6%
Computer & Mathematical	0.3%	5.0%	10.0%	8.1%	50.6%	22.6%	3.4%	2,392	\$85,300	-0.4%	1.4%
Architecture & Engineering	0.8%	8.5%	9.2%	9.6%	47.9%	19.6%	4.4%	971	\$79,800	-0.4%	1.1%
Life, Physical, & Social Science	0.8%	7.1%	6.3%	5.0%	39.6%	22.9%	18.2%	907	\$65,200	-0.3%	1.8%
Community & Social Service	0.9%	7.5%	8.7%	6.2%	37.9%	34.3%	4.6%	2169	\$52,100	-0.1%	1.6%
Legal	0.2%	3.7%	5.1%	5.0%	16.3%	5.2%	64.6%	841	\$92,100	-0.5%	0.9%
Educational Instruction & Library	0.7%	8.3%	7.4%	5.5%	36.6%	33.4%	8.1%	4,375	\$53,600	-0.8%	2.1%
Arts, Design, Entertainment, Sports, & Media	1.1%	10.4%	11.7%	7.0%	49.9%	16.7%	3.3%	1,293	\$59,700	-0.5%	2.9%
Healthcare Practitioners & Technical	0.4%	6.0%	9.4%	18.7%	37.3%	13.0%	15.1%	6,871	\$88,000	-0.2%	1.2%
Healthcare Support	7.7%	38.1%	23.9%	12.4%	14.2%	2.7%	1.2%	5,299	\$32,000	0.7%	3.2%
Protective Service	1.2%	22.7%	22.7%	13.8%	31.1%	7.4%	1.1%	2,053	\$51,300	-1.0%	2.4%
Food Preparation & Serving Related	11.6%	43.3%	19.9%	8.1%	14.5%	2.0%	0.5%	6,483	\$29,600	-0.7%	5.1%
Building & Grounds Cleaning & Maintenance	18.3%	49.2%	15.0%	6.3%	9.0%	1.5%	0.4%	2,725	\$33,700	-0.7%	4.8%
Personal Care & Service Occupations	4.9%	31.8%	20.3%	10.3%	26.0%	5.5%	1.2%	1,844	\$33,000	-0.3%	3.5%
Sales & Related	4.1%	29.5%	19.0%	8.5%	31.7%	6.1%	1.1%	6,609	\$49,400	-1.1%	3.5%
Office & Admin Support	2.0%	27.9%	23.8%	12.6%	27.4%	5.4%	0.9%	11,264	\$42,200	-1.5%	2.6%
Farming, Fishing, & Forestry	29.3%	35.6%	11.7%	5.4%	15.1%	2.1%	0.8%	217	\$45,500	-1.0%	6.0%
Construction & Extraction	15.2%	50.9%	17.4%	7.0%	8.0%	1.2%	0.3%	3,815	\$54,000	-0.7%	4.7%
Installation, Maintenance, & Repair	7.3%	46.6%	21.5%	13.2%	9.6%	1.5%	0.3%	3,194	\$54,700	-0.5%	1.9%
Production	11.8%	49.4%	18.2%	8.0%	10.2%	1.9%	0.5%	5,056	\$46,300	-0.8%	4.1%
Transportation & Material Moving	10.1%	50.6%	19.0%	7.4%	10.7%	1.7%	0.4%	7,918	\$43,500	-0.3%	4.7%
Total - All Occupations	5.5%	28.6%	16.7%	9.6%	26.4%	9.5%	3.7%	86,974	\$55,000	-0.6%	3.0%

Source: JobsEQ 2023Q2



ETHNICITY

Occupation	Non-Hispanic /Latino	Hispanic or Latino (of any race)	Total Empl	Avg Ann Wages	Forecast Ann Growth	Unempl Rate
Management	94.6%	5.4%	5,058	\$107,100	-0.2%	1.1%
Business Financial Operation	94.7%	5.3%	5,619	\$71,200	-0.3%	1.6%
Computer & Mathematical	96.0%	4.0%	2,392	\$85,300	-0.4%	1.4%
Architecture & Engineering	95.2%	4.8%	971	\$79,800	-0.4%	1.1%
Life, Physical, & Social Science	96.2%	3.8%	907	\$65,200	-0.3%	1.8%
Community & Social Service	93.3%	6.7%	2169	\$52,100	-0.1%	1.6%
Legal	95.4%	4.6%	841	\$92,100	-0.5%	0.9%
Educational Instruction & Library	94.3%	5.7%	4,375	\$53,600	-0.8%	2.0%
Arts, Design, Entertainment, Sports, & Media	94.6%	5.4%	1,293	\$59,700	-0.5%	2.9%
Healthcare Practitioners & Technical	95.3%	4.7%	6,871	\$88,000	-0.2%	1.2%
Healthcare Support	86.6%	13.4%	5,299	\$32,000	0.7%	3.2%
Protective Service	91.8%	8.2%	2,053	\$51,300	-1.0%	2.4%
Food Preparation & Serving Related	81.0%	19.0%	6,483	\$29,600	-0.7%	5.1%
Building & Grounds Cleaning & Maintenance	69.9%	30.1%	2,725	\$33,700	-0.7%	4.8%
Personal Care & Service Occupations	89.4%	10.6%	1,844	\$33,000	-0.3%	3.5%
Sales & Related	89.4%	10.6%	6,609	\$49,400	-1.1%	3.5%
Office & Admin Support	89.9%	10.1%	11,264	\$42,200	-1.5%	2.6%
Farming, Fishing, & Forestry	59.7%	40.3%	217	\$45,500	-1.0%	6.0%
Construction & Extraction	70.3%	29.7%	3,815	\$54,000	-0.7%	4.7%
Installation, Maintenance, & Repair	84.7%	15.3%	3,194	\$54,700	-0.5%	1.9%
Production	80.0%	20.0%	5,056	\$46,300	-0.8%	4.1%
Transportation & Material Moving	82.0%	18.0%	7,918	\$43,500	-0.3%	4.7%
Total - All Occupations	87.7%	12.3%	86,974	\$55,000	-0.6%	3.0%

Source: JobsEQ 2023Q2

RACE

Occupation	White	Black	American Indian	Asian	Pacific Islander	Two or More Races	Total Empl	Avg Ann Wages	Forecast Ann Growth	Unempl Rate
Management	89.7%	4.0%	0.5%	1.9%	0.0%	3.8%	5,058	\$107,100	-0.2%	1.1%
Business Financial Operation	87.3%	4.5%	0.4%	2.7%	0.0%	5.1%	5,619	\$71,200	-0.3%	1.6%
Computer & Mathematical	80.6%	4.3%	0.3%	7.5%	0.0%	7.4%	2,392	\$85,300	-0.4%	1.4%
Architecture & Engineering	89.6%	3.3%	0.4%	4.8%	0.0%	1.9%	971	\$79,800	-0.4%	1.1%
Life, Physical, & Social Science	85.5%	2.5%	0.3%	6.4%	0.0%	5.2%	907	\$65,200	-0.3%	1.8%
Community & Social Service	84.6%	8.9%	0.8%	1.3%	0.0%	4.4%	2169	\$52,100	-0.1%	1.6%
Legal	91.0%	3.7%	0.3%	1.5%	0.0%	3.4%	841	\$92,100	-0.5%	0.9%
Educational Instruction & Library	88.4%	4.8%	0.5%	1.7%	0.0%	4.6%	4,375	\$53,600	-0.8%	2.0%
Arts, Design, Entertainment, Sports, & Media	88.7%	3.6%	0.4%	1.8%	0.0%	5.5%	1,293	\$59,700	-0.5%	2.9%
Healthcare Practitioners & Technical	85.5%	6.6%	0.4%	3.0%	0.0%	4.5%	6,871	\$88,000	-0.2%	1.2%
Healthcare Support	72.5%	17.2%	0.8%	2.1%	0.0%	7.4%	5,299	\$32,000	0.7%	3.2%
Protective Service	82.1%	10.6%	1.0%	0.7%	0.0%	5.6%	2,053	\$51,300	-1.0%	2.4%
Food Preparation & Serving Related	77.9%	9.0%	1.4%	1.5%	0.0%	10.2%	6,483	\$29,600	-0.7%	5.1%
Building & Grounds Cleaning & Maintenance	83.2%	9.7%	1.1%	0.7%	0.0%	5.3%	2,725	\$33,700	-0.7%	4.8%
Personal Care & Service Occupations	83.8%	6.7%	0.9%	2.1%	0.0%	6.4%	1,844	\$33,000	-0.3%	3.5%
Sales & Related	86.3%	5.9%	0.6%	1.4%	0.0%	5.7%	6,609	\$49,400	-1.1%	3.5%
Office & Admin Support	84.5%	7.8%	0.7%	1.3%	0.0%	5.7%	11,264	\$42,200	-1.5%	2.6%
Farming, Fishing, & Forestry	90.4%	4.3%	1.8%	0.2%	0.0%	3.3%	217	\$45,500	-1.0%	6.0%
Construction & Extraction	88.6%	5.1%	1.3%	0.3%	0.0%	4.7%	3,815	\$54,000	-0.7%	4.7%
Installation, Maintenance, & Repair	88.3%	5.4%	0.6%	0.4%	0.0%	5.3%	3,194	\$54,700	-0.5%	1.9%
Production	80.9%	11.2%	0.8%	1.1%	0.0%	6.1%	5,056	\$46,300	-0.8%	4.1%
Transportation & Material Moving	77.8%	13.1%	0.9%	0.9%	0.0%	7.4%	7,918	\$43,500	-0.3%	4.7%
Total - All Occupations	83.7%	7.9%	0.7%	1.8%	0.0%	5.9%	86,974	\$55,000	-0.6%	3.0%

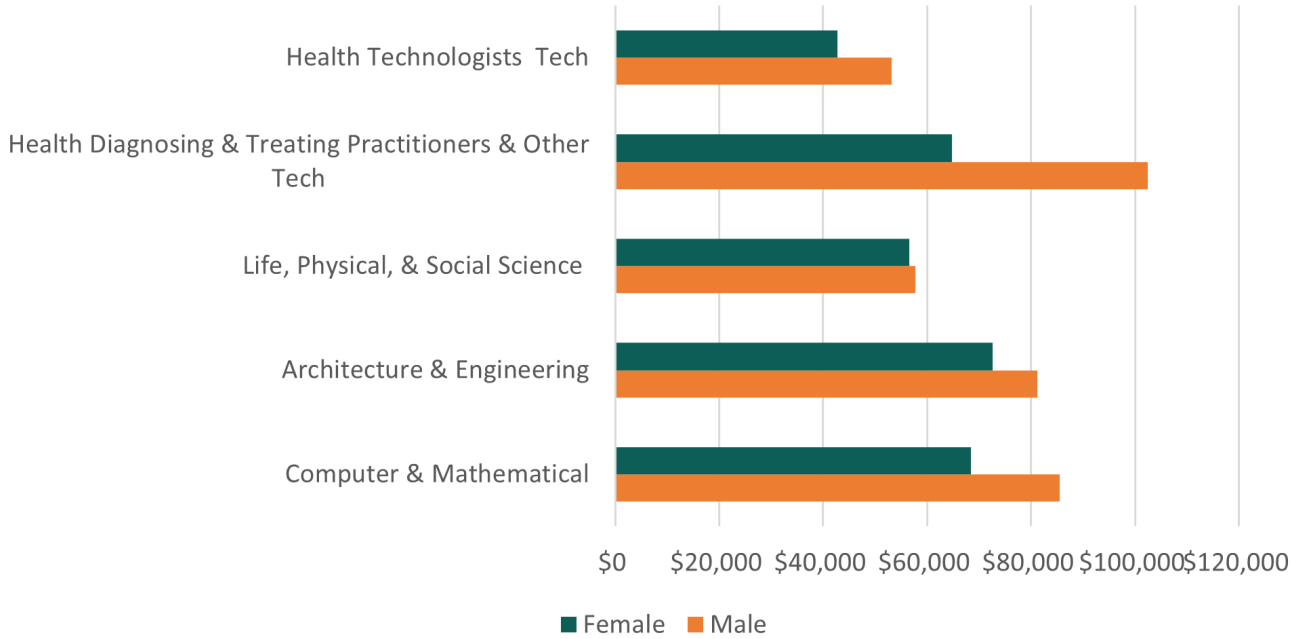
Source: JobsEQ 2023Q2



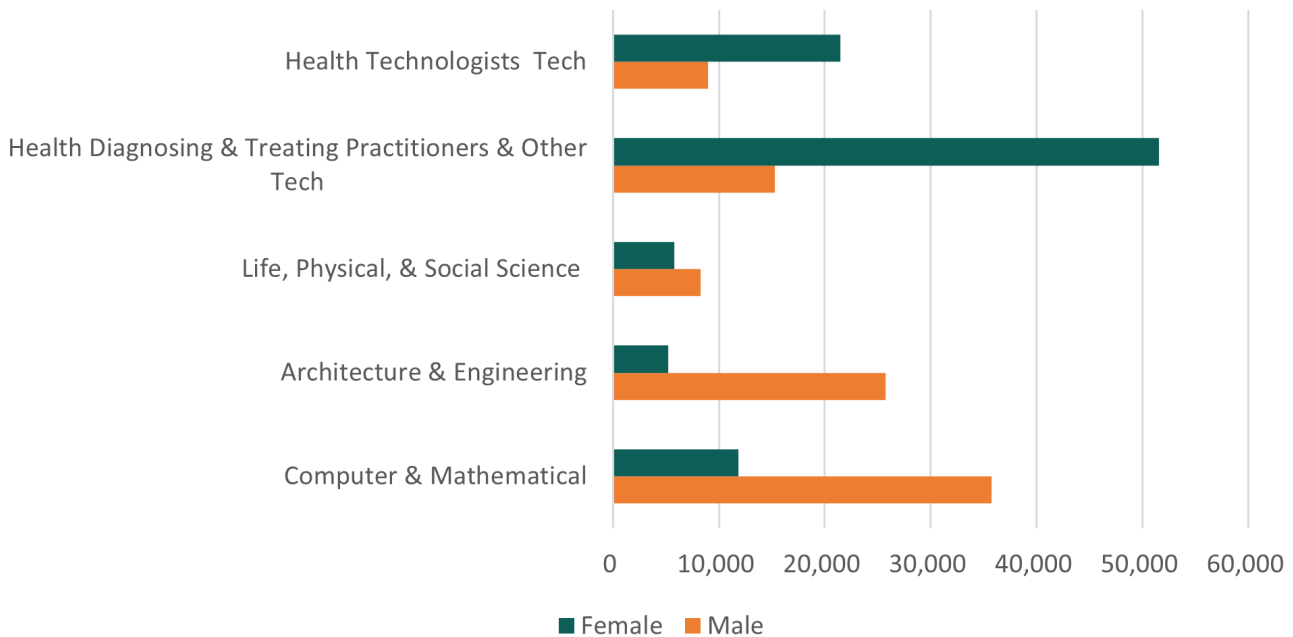
GENDER

› Kansas

Earnings by Gender



Employment by Gender



Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates



JOB POSTING TRENDS

➤ **Query Definition:** Online job postings that were active from 12/17/23 to 1/15/24, meeting all of the following criteria:

This Region: Shawnee County, Kansas

One of these job types: Full-Time, Part-Time, Temporary (unspecified), Temporary (short-term), Temporary (longterm), Permanent, Temp-to-Hire

➤ **Summary**

Total Job Posts	Occupations	Employers	Job Titles	Education Levels	Programs	Job Types
5,408	468	1,494	4,855	6	250	9

Openings by Occupations

Occupation	JPLQ	Active Job Ads
COMPUTER & INFO SYSTEMS MANAGER	8.53	334
MEDICAL & HEALTH SERVICES MANAGER	2.39	164
REGISTERED NURSES	0.74	158
FIRST-LINE SUPERVISORS OF RETAIL SALES WORKERS	1.72	137
RETAIL SALES WORKERS	1.35	102
STOCKERS & ORDER FILLERS	1.25	93
SOCIAL & HUMAN SERVICE ASSISTANTS	0.83	85
FIRST-LINE SUPERVISORS OF FOOD PREPARATION & SERVING WORKERS	1.69	69
FAST FOOD & COUNTER WORKERS	0.99	58
MAINTENANCE AND REPAIR WORKERS, GENERAL	1.38	57

Openings by Job Titles

Occupation	Active Job Ads
ASSISTANT STORE MANAGER	17
STORE MANAGER	17
ASSISTANT MANAGER	11
DELIVERY DRIVER	9
CREW MEMBER	8
REGISTERED NURSE	8
SHIFT LEADER	8
COOK	7
CUSTOMER SERVICE REP	7
ADMIN ASSISTANT	6

Openings by Programs

Occupation	Active Job Ads
COMPUTER SCIENCE	373
ENGINEERING	236
BUSINESS	215
BUSINESS ADMIN	150
ACCOUNTING	112
FINANCE	112
MATHEMATICS	85
COMPUTER ENGINEERING	79
INFORMATION TECHNOLOGY	79
MARKETING	70

Openings by Education Levels

Occupation	Active Job Ads
BACHELOR'S DEGREE	1,680
HIGH SCHOOL DIPLOMA OR EQUIVALENT	771
MASTER'S DEGREE	168
ASSOCIATE'S DEGREE	150
DOCTORAL OR PROFESSIONAL DEGREE	86
UNSPECIFIED/OTHER	2,553

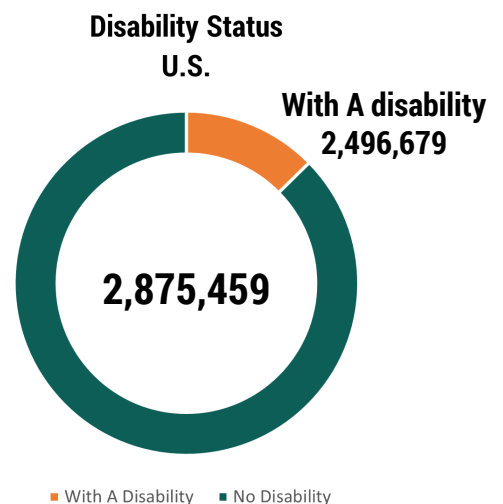
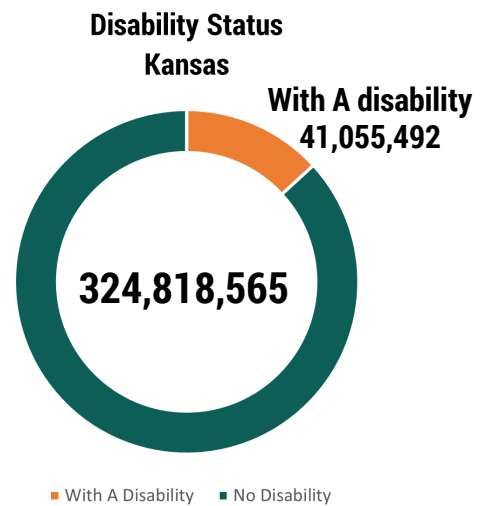
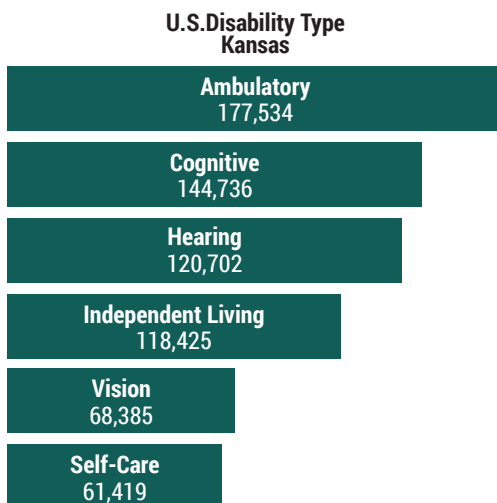
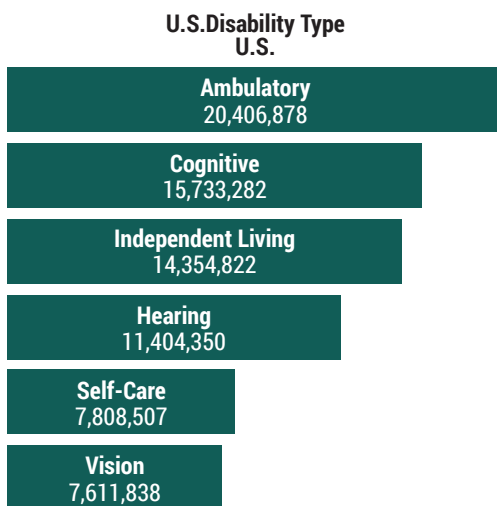
Openings by Job Types

Occupation	Active Job Ads
FULL-TIME	4,772
REMOTE	937
PART-TIME	594
PERMANENT	438
TEMPORARY (SHORT-TERM)	166
TEMPORARY (UNSPECIFIED-TERM)	152
TEMPORARY (LONG-TERM)	31
TEMP-TO-HIRE	29
REMOTE NOT INDICATED	4,471

Data Note
Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 40,000 websites.

DISABILITIES ACT

➤ On July 26, 1990, then-President George H.W. Bush signed into law the Americans with Disabilities Act, which prohibits discrimination against people with disabilities in employment, transportation, public accommodations, commercial facilities, telecommunications, and state and local government services. The Americans with Disabilities Act is the most sweeping disability rights legislation in history, for the first time bringing full legal citizenship to Americans with disabilities.



Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-year Estimates



MEDIAN EARNINGS BY OCCUPATION IN 2022

➤ Inflation Adjusted Dollars Topeka MSA

Occupation	Median Earnings Male	Median Earnings Female	Female Earnings as a % of Male
Management, Business, & Financial	\$69,703	\$61,398	88.1%
Management Occupations	\$70,222	\$59,428	84.6%
Business & Financial Operations	\$69,468	\$64,320	92.6%
Computer, Engineering & Science	\$67,229	\$64,670	96.2%
Computer & Mathematics	\$72,513	\$58,566	80.8%
Architecture & Engineering	\$81,667	\$74,379	91.1%
Life, Physical & Social Science	\$62,301	\$80,431	129.1%
Education, Legal, Community Service, Arts & Media	\$60,353	\$47,842	79.3%
Community & Social Service	\$85,162	\$47,871	56.2%
Legal	\$101,311	\$81,305	80.3%
Educational Instruction & Library	\$56,527	\$43,936	77.7%
Arts, Design, Entertainment, Sports & Media	\$33,813	\$50,975	150.8%
Healthcare Practitioners & Technical	\$80,351	\$60,589	75.4%
Health Diagnosing & Treating Practitioners & Other Technical	\$136,314	\$72,878	53.5%
Health Technologists & Technicians	\$62,304	\$43,602	70.0%
Service	\$37,826	\$34,533	91.3%
Health Support	\$37,907	\$34,609	91.3%
Protective Service	\$55,470	\$36,809	66.4%
Firefighting & Prevention & Other Protective Service Workers Including Supervisors	\$56,841	\$36,648	64.5%
Food Preparation & Serving related	\$21,970	\$24,198	110.1%
Building & Grounds Cleaning & Maintenance	\$41,117	\$36,839	89.6%
Personal Care & Service	\$28,844	\$30,046	104.2%
Sales & Office	\$47,292	\$38,676	81.8%
Sales & Related	\$52,896	\$44,329	83.8%
Office & Administrative Support	\$43,909	\$37,958	86.4%
Natural Resources, Construction & Maintenance	\$56,645	\$36,508	64.5%
Production, Transportation, & Material Moving	\$51,704	\$37,101	71.8%
Production	\$52,340	\$39,531	75.5%
Transportation	\$52,706	\$31,879	60.5%
Material Moving	\$36,321	\$33,548	92.4%

Source: ACS Survey S2414 2022 1-year estimate



MEDIAN EARNINGS BY INDUSTRY IN 2022

➤ Inflation Adjusted Dollars Topeka MSA

Occupation	Median Earnings Male	Median Earnings Female	Female Earnings as a % of Male
Agriculture, Forestry, Fishing and Hunting, and Mining	\$31,922	\$41,961	131.4%
Agriculture, Forestry, Fishing and Hunting	\$30,733	\$41,961	136.5%
Construction	\$51,306	\$53,004	103.3%
Manufacturing	\$53,177	\$42,205	79.4%
Wholesale Trade	\$56,842	\$35,761	62.9%
Retail Trade	\$39,973	\$34,271	85.7%
Transportation & Warehousing; Utilities	\$61,874	\$62,275	100.6%
Transportation & Warehousing	\$59,328	\$52,701	88.8%
Utilities	\$83,375	\$75,530	90.6%
Information	\$56,234	\$48,542	86.3%
Finance & Insurance & Real Estate and Rental & Leasing	\$73,077	\$58,924	80.6%
Finance & Insurance	\$80,080	\$59,350	74.1%
Professional, Scientific, & Management, and Admin & Waste Management Services	\$64,146	\$46,348	72.3%
Professional, Scientific, & Technical Services	\$95,125	\$52,760	55.5%
Admin & Support & Waste Management Services	\$44,613	\$45,262	101.5%
Educational Services & Health Care & Social Assistance	\$57,227	\$47,132	82.4%
Educational Services	\$51,036	\$42,245	82.8%
Health Care & Social Services	\$66,948	\$51,263	76.6%
Arts, Entertainment, & Recreation, & Accommodation & Food Services	\$30,045	\$31,722	105.6%
Arts, Entertainment, & Recreation	\$45,762	\$44,223	96.6%
Accommodation & Food Services	\$26,768	\$29,078	108.6%
Other Services, Except Public Admin	\$65,475	\$36,402	55.6%
Public Admin	\$56,512	\$46,911	83.0%

Source: ACS Survey S2414 2022 1-year estimate



PRODUCTIVITY

➤ In economics, productivity is a measure of economic performance that compares the amount of goods and services produced (output) with the amount of inputs used to produce those goods and services.

Productivity is calculated by using the following formula: total output/total input.

Industry	Employees	National	Shawnee County	Productivity%
Hospital	8,567	\$218,000	\$220,000	0.91%
Educational Services	7,315	\$133,000	\$100,000	-33.00%
Administrative & Support Services	6,691	\$145,000	\$105,000	-38.10%
Food Services & Drinking Places	6,612	\$86,000	\$67,000	-28.36%
Professional, Scientific, & Technical Services	5,552	\$299,000	\$185,000	-61.62%
Ambulatory Health Care Services	4,182	\$178,000	\$163,000	-9.20%
Executive, Legislative, & Other General Government Support	4,168	\$168,000	\$145,000	-15.86%
Social Assistance	3,965	\$64,000	\$49,000	-30.61%
Food Manufacturing	3,767	\$690,000	\$880,000	21.59%
Insurance Carriers & Related Activities	3,533	\$509,000	\$454,000	-12.11%
Specialty Trade Contractors	3,156	\$254,000	\$221,000	-14.93%
Nursing & Residential Care Facilities	2,915	\$87,000	\$77,000	-12.99%
Administration of Human Resource Programs	2,896	\$221,000	\$123,000	-79.67%
Religious, Grant Making, Civic, Professional, & Similar Organizations	2,507	\$102,000	\$107,000	4.67%
Warehousing & Storage	2,333	\$88,000	\$85,000	-3.53%
General Merchandise Retailers	2,125	\$162,000	\$138,000	-17.39%
Credit Intermediation & Related Activities	1,893	\$368,000	\$201,000	-83.08%
Justice, Public Order, & Safety Activities	1,837	\$189,000	\$133,000	-42.11%
Food & Beverage Retailers	1,750	\$163,000	\$126,000	-29.37%
Plastics & Rubber Products Manufacturing	1,676	\$408,000	\$408,000	0.00%
Management of Companies & Enterprises	1,656	\$249,000	\$258,000	3.49%

Source: Chumura



➤ Productivity for the 20 most employed Shawnee County industries.

There were four industries where Shawnee County is more productive than the national average:



➤ Below are the highlights of a 5-Year Employment forecast. (Please reach out for full forecast data)










Source: Chumura









COMMUTING DATA

Topeka MSA Commuting Data

Year	 Workers 16 or Over	 Car/Truck/Van	 Public Transportation	 Walked	 Other Means	 Worked From Home	 Mean Travel Time
2019	115,181	92.5%	1.2%	1.6%	0.8%	3.9%	20.3 min
2020	109,183	85.1%	0.2%	1.1%	0.8%	12.9%	20.5 min
2021	105,267	84.6%	0.1%	1.4%	1.4%	12.5%	21 min







Source: ACS DP03 1-year

Kansas Commuting Data

Year	 Workers 16 or Over	 Car/Truck/Van	 Public Transportation	 Walked	 Other Means	 Worked From Home
2019	1,448,010	91.2%	0.5%	2.2%	1.0%	5.1%
2021	1,429,591	82.3%	0.3%	2.2%	1.4%	13.8%

Source: U.S. Census Bureau, 2019 & 2021 American Community Survey 1-year estimates *excludes taxicab

U.S. Commuting Data

Year	 Workers 16 or Over	 Car/Truck/Van	 Public Transportation	 Walked	 Other Means	 Worked From Home
2019	156,941,346	84.8%	5.0%	2.6%	1.9%	5.7%
2021	154,314,179	75.6%	2.5%	2.2%	1.9%	17.9%

Source: U.S. Census Bureau, 2019 & 2021 American Community Survey 1-year estimates *excludes taxicab



TOPEKA MSA

SHAWNEE COUNTY

Worked from Home

(2019):

4,489

Worked from Home

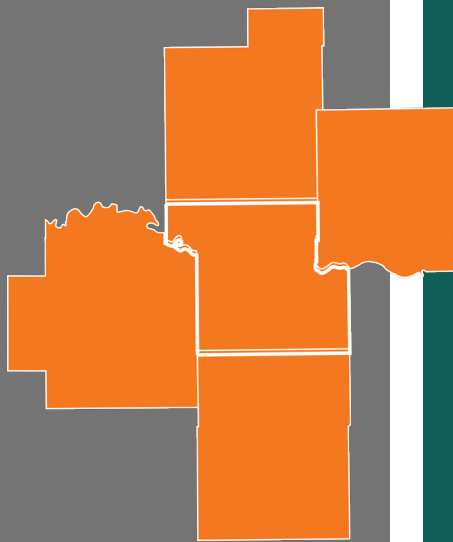
(2022):

13,150

Percent Change:

192.9%

Source: ACS DP03 1-Year



➤ Employed adults in the United States, whose job can be done from home, and who are currently working from home at least some of the time, but rarely/never did before the pandemic say:

64%

It is easier to balance work/personal life

44%

It is easier to get work done/meet deadlines

60%

They feel less connected to coworkers

Source: Pew Research Center, 2022, "Covid-19 Pandemic Continues To Reshape Work in America"

Commuter Trends

Shawnee County 2020

US Census Metrics

- 99,612 people employed in Shawnee County
- 39,509 (39.7%) are employed and live outside of the area
- 60,103 (60.3%) are employed and live in the area

Shawnee County

Workers Home Locations 2020

US Census Metrics

- Lives in Lawrence > Works in Shawnee County: 3,258 (3.3%)
- Lives in Wichita > Works in Shawnee County: 2,021 (2.0%)
- Lives in Overland Park > Works in Shawnee County: 1,326 (1.3%)
- Lives in Manhattan > Works in Shawnee County: 1,190 (1.2%)
- Lives in Kansas City > Works in Shawnee County: 999 (1.0%)
- Lives in Olathe > Works in Shawnee County: 953 (1.0%)

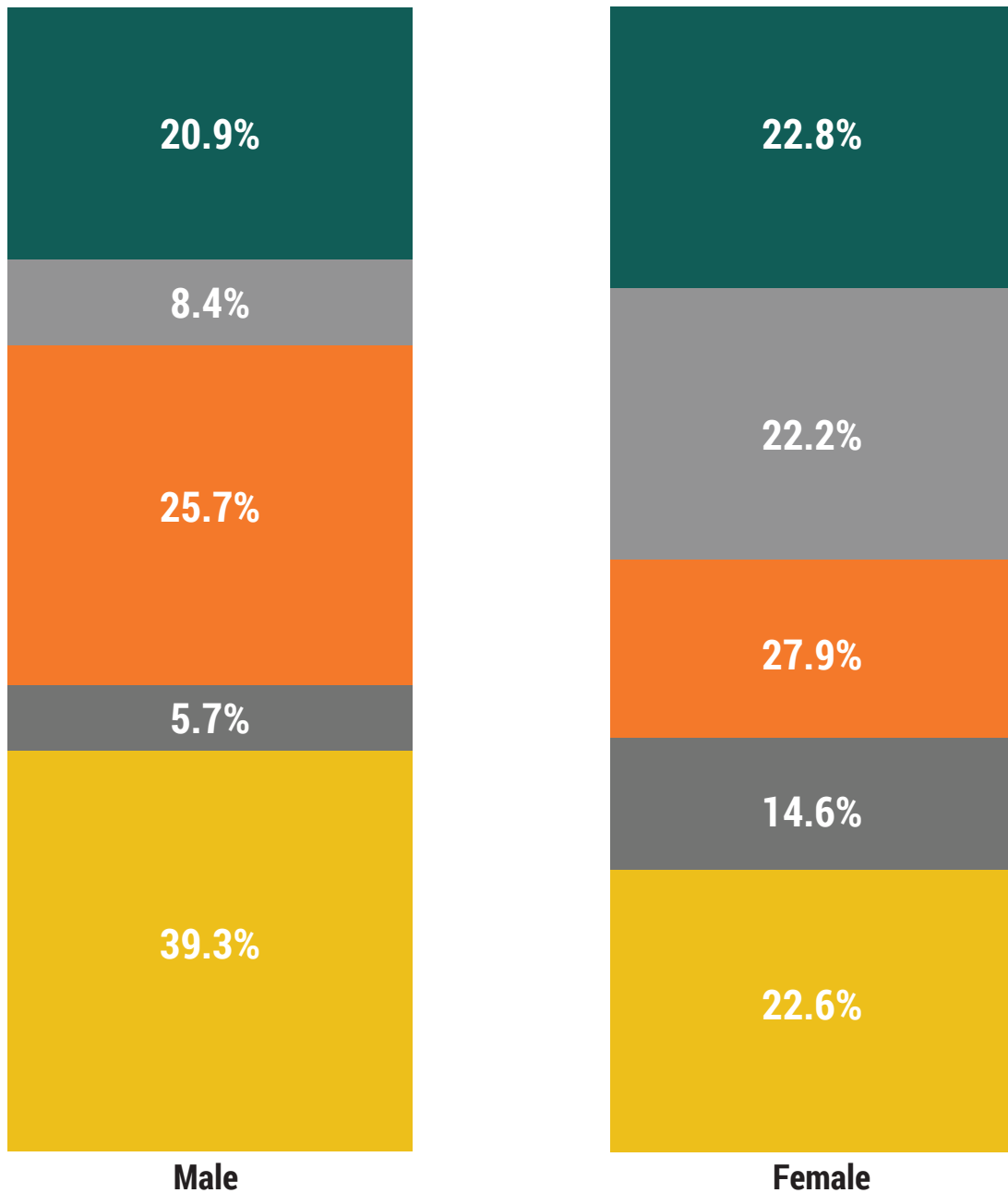
Source: Shawnee County 2020 U.S. Census Metrics

STEM DAY

➤ STEM Day is celebrated every year on Nov. 8 to encourage young people to explore science, technology, engineering, and math education programs.

Field of Bachelor's Degree for First Major

Science & Engineering Science & Engineering Related Fields
Arts, Humanities, & Others Business Education

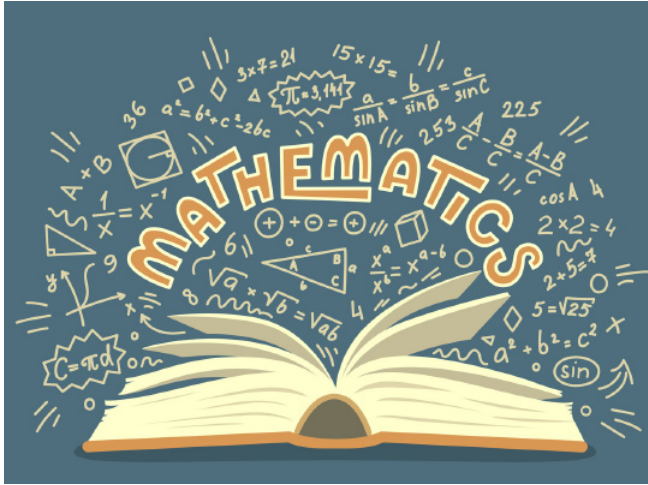


Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates & Labor Market Information Services



MATHEMATICS & STATISTICS

➤ AWARENESS MONTH

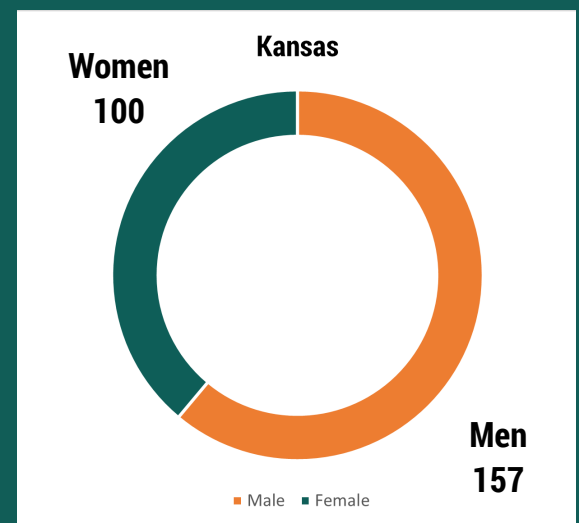
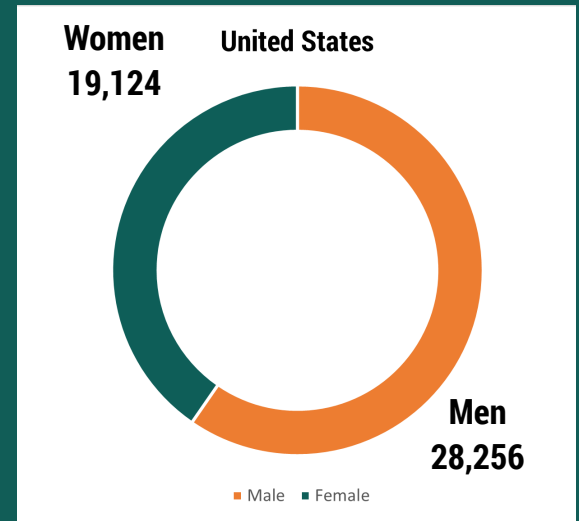


➤ THE ORIGINS

“Mathematics Awareness Month began in 1986 as Mathematics Awareness Week with a proclamation by President Ronald Reagan. Activities concentrated on national-level events, such as opening an exhibit at the Smithsonian Institution on mathematics and hosting a Capitol Hill reception. In 1999, Mathematics Awareness Week became Mathematics Awareness Month, held each year in April. Since that time, the focus has shifted to activities at the local, state, and regional levels. Over the years, the general purpose has consistently been to increase the visibility of mathematics as a field of study and communicate the power and intrigue in mathematics to a larger audience. Its goal is to increase public understanding of and appreciation for mathematics. Starting in 2017, the month’s theme is Mathematics and Statistics Awareness Month, to celebrate mathematics and statistics and the diverse researchers and students in these fields who are contributing so much to furthering discoveries, solving problems, and finding beauty in our world.”

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

Mathematics & Statistics Degrees Awarded by Gender 2020-2021



MATH & STATS DRIVE CAREERS

▶ **Actuaries** (Typically requires a Bachelor's Degree)

Sample Job Titles: Actuarial Analyst, Actuarial Consultant, Consulting Actuary, Health Actuary, Pricing Analyst, Retirement Actuary

Analyze statistical data, such as mortality, accident, sickness, disability, and retirement rates and construct probability tables to forecast risk and liability for payment of future benefits. May ascertain insurance rates required and cash reserves necessary to ensure payment of future benefits.

\$65,360

Entry Level Annual Wage

\$99,860

Median Level Annual Wage

\$126,180

Experienced Level Annual Wage

340

Estimated Employment

33

Projected Annual Openings

▶ **Operations Research Analysts** (Typically requires a Bachelor's Degree)

Sample Job Titles: Advanced Analytics Associate, Analytical Strategist, Decision Analyst, Optimization Analyst

Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision-making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, services, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.

\$55,920

Entry Level Annual Wage

\$77,040

Median Level Annual Wage

\$98,130

Experienced Level Annual Wage

530

Estimated Employment

67

Projected Annual Openings

▶ **Statisticians** (Typically requires a Master's Degree)

Sample Job Titles: Demographer, Mathematical Statistician, Quantitative Methodologist, Statistical Analyst, Statistical Consultant

Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics.

\$72,220

Entry Level Annual Wage

\$101,620

Median Level Annual Wage

\$125,770

Experienced Level Annual Wage

90

Estimated Employment

19

Projected Annual Openings

▶ **Data Scientists** (Typically requires a Bachelor's Degree)

Sample Job Titles: No other suggested titles

Develop and implement a set of techniques or analytics applications to transform raw data into meaningful information using data-oriented programming languages and visualization software. Apply data mining, data modeling, natural language processing, and machine learning to extract and analyze information from large structured and unstructured datasets.

\$63,240

Entry Level Annual Wage

\$91,500

Median Level Annual Wage

\$107,840

Experienced Level Annual Wage

190

Estimated Employment

Projected Annual Openings

***Information not available or confidential



➤ **Epidemiologists** (Typically requires a Master's Degree)

Sample Job Titles: Chronic Disease Epidemiologist, Epidemiology Investigator, Infection Control Practitioner, Research Epidemiologist

Investigate and describe the determinants and distribution of disease, disability, or health outcomes. May develop the means for prevention and control.



➤ **Atmospheric and Space Scientists** (Typically requires a Bachelor's Degree)

Sample Job Titles: Broadcast Meteorologist, Forecaster, Forensic Meteorologist, Meteorologist, Research Meteorologist

Investigate atmospheric phenomena and interpret meteorological data, gathered by surface and air stations, satellites, and radar to prepare reports and forecasts for public and other uses. Includes weather analysts and forecasters whose functions require the detailed knowledge of meteorology.



➤ **Chemists** (Typically requires a Master's Degree)

Sample Job Titles: Air Quality Chemist, Analytical Chemist, Chemical Laboratory Scientist, Forensic Chemist, Quality Control Chemist

Conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge



➤ **Survey Researchers** (Typically requires a Master's Degree)

Sample Job Titles: Data Analyst, Field Interviewer, Methodologist, Public Opinion Analyst, Survey Research Consultant

Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams.



Source: KDOL, Labor Market Information Services, 2022 Kansas Wage Survey and Employment Projections

ENGINEERS WEEK

Considering Becoming A Licensed Professional Engineer?

A century ago, anyone could work as an engineer without proof of competency. To protect the public health, safety, and welfare, the first engineering licensure law was enacted in 1907 in Wyoming. Now every state regulates the practice of engineering to ensure public safety by granting only Professional Engineers (PEs) the authority to sign and seal engineering plans and offer their services to the public.

TO USE THE PE SEAL, ENGINEERS MUST:

- Earn a four-year degree in engineering from an accredited engineering program;
- Pass the Fundamentals of Engineering (FE) exam;
- Complete four years of progressive engineering experience under a PE; and
- Pass the Principles and Practice of Engineering (PE) exam

ACCREDITED UNIVERSITIES IN KANSAS

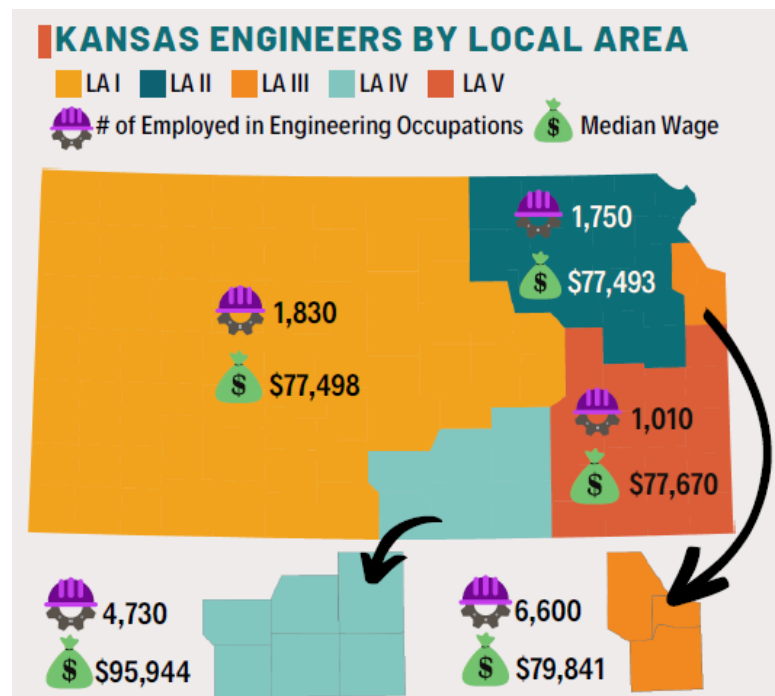
- Benedictine College
- Kansas State University
- Pittsburg State University
- University of Arkansas Grantham
- University of Kansas
- Wichita State University

The State Board of Technical Professions licenses Professional Engineers in Kansas



➤ What Is Engineer's Week

National Engineer's Week is a great opportunity to recognize and appreciate everything that engineers do for our society. Engineering is all around us, from the roads and bridges we travel on, to the cars and planes we use to ride around. Though often unseen, the cleverness of engineering makes our lives easier and safer in hundreds of different ways. Appreciate an engineer today or encourage an aspiring engineer around you to pursue their dreams!

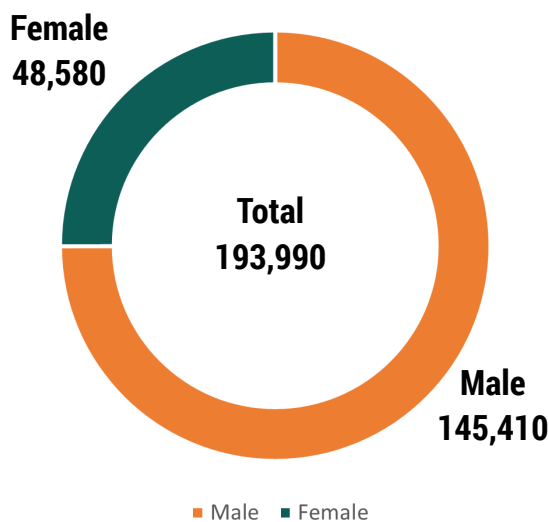


Source: KDOL, Labor Market Information Services, Kansas Wage Survey



Occupation	Employment	Entry Level Annual Wage	Median Level Annual Wage	Experienced Level Annual Wage	Projected Annual Wage
Aerospace Engineers	1,790	\$83,700	\$93,040	\$134,750	127
Bioengineers & Biomedical Engineers	120	\$75,180	\$79,890	\$89,890	*
Chemical Engineers	170	\$63,070	\$79,890	\$111,810	17
Civil Engineers	2,750	\$58,060	\$78,920	\$104,420	181
Computer Hardware Engineers	*	\$65,160	\$80,340	\$97,400	19
Electrical Engineers	2,530	\$60,250	\$79,890	\$104,390	183
Electronics Engineers, Except Computer	1,120	\$74,290	\$101,130	\$116,570	113
Environmental Engineers	330	\$51,300	\$78,210	\$104,500	34
Health & Safety Engineers, Except Mining Safety Engineers & Inspectors	60	\$63,360	\$99,560	\$111,210	8
Industrial Engineers	2,730	\$64,550	\$79,140	\$98,760	281
Materials Engineers	190	\$69,390	\$99,040	\$115,740	*
Mechanical Engineers	2,660	\$54,910	\$77,500	\$92,870	189
Nuclear Engineers	60	\$85,400	\$124,710	\$128,760	*
Petroleum Engineers	200	\$59,490	\$102,370	4.67%	7

Engineering Degrees Awarded in Kansas by Gender 2020-2021



Celebrate Introduce A Girl To Engineering Day

Girl Day is February 22nd! DiscoverE's Girl Day is a time when volunteers, educators, and others act as role models, facilitate engineering activities, and show girls how engineers change our world.

Learn more at DiscoverE.org/GirlDay.

Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

