

The background of the top half of the page is a photograph of a diverse group of people (three men and two women) sitting around a wooden table in a meeting. They are looking at a laptop and smiling. The image is slightly faded to allow the text to stand out.

# 2024 WORKFORCE REPORT

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**Topeka & Shawnee County**

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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

2024 Q4 WORKFORCE DATA

Population in Shawnee County	Unemployment Rate	Median Age
177,746	3.40%	40.3

## Median Income

	SHAWNEE COUNTY	TOPEKA
Median Household Income:	\$62,512	\$52,417
Mean Household Income:	\$83,364	\$69,890
Per Capita Personal Income:	\$35,097	\$31,263

## School Enrollment

## Employment by the Industry

Preschool:	2,679	Public Administration:	7,275
Kindergarten:	2,584	Finance, Insurance, Real Estate:	6,360
Elementary (1-8):	17,886	Manufacturing:	8,764
High School (9-12)	9,829	Transportation & Warehousing & Utilities:	5,092
College/Graduate:	8,866	Educational Services	
		Health Care & Social Assistance:	22,678
		Retail Trade:	8,580
		Professional, Scientific, & Management:	7,637
		Arts, Entertainment, Recreation, Food Service:	5,613

## Racial Profile

	ESTIMATE	PERCENT
White:	133,677	75.2%
Black or African American:	11,475	6.5%
American Indian & Alaska Native	1,610	0.9%
Asian:	2,030	1.1%
Native Hawaiian or Pacific Islander:	469	0.3%
Other Race:	4,877	2.7%
Two or More Races:	23,608	13.3%
Hispanic or Latino (of any race):	24,971	14.0%

# WORKFORCE DATA

➤ 2024 Q4 WORKFORCE DATA

<b>Total Working Age Population</b> (16 YEARS AND OVER)	<b>142,447</b> SHAWNEE COUNTY	<b>2,339,516</b> KANSAS	<b>271,122,729</b> UNITED STATES
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<b>Labor Force Participation</b>	<b>94,519</b> SHAWNEE COUNTY	<b>1,530,887</b> KANSAS	<b>168,569,229</b> UNITED STATES
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<b>Employment</b>	<b>91,410</b> SHAWNEE COUNTY	<b>1,470,072</b> KANSAS	<b>165,944,204</b> UNITED STATES
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<b>Jobs</b>	<b>109,503</b> SHAWNEE COUNTY	<b>1,623,246</b> KANSAS	<b>172,509,692</b> UNITED STATES
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<b>Average Wages</b>	<b>63,463</b> SHAWNEE COUNTY	<b>69,747</b> KANSAS	<b>75,149</b> UNITED STATES
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## Labor Force Participation Rate

<b>67.80%</b>	SHAWNEE COUNTY
<b>67.00%</b>	KANSAS
<b>62.90%</b>	UNITED STATES

## Employment-Population Ratio

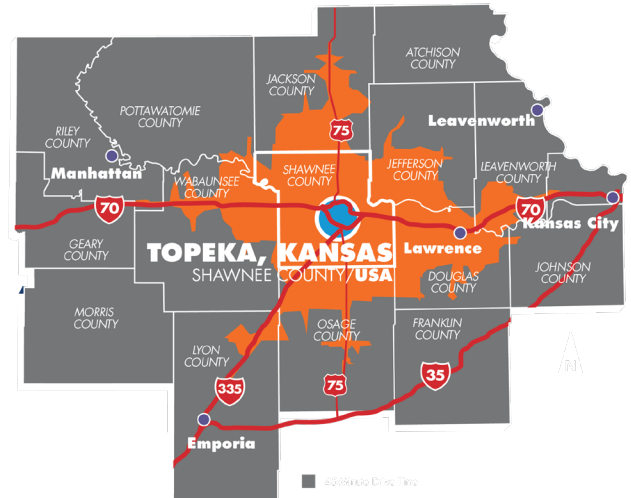
<b>64.17%</b>	SHAWNEE COUNTY
<b>62.84%</b>	KANSAS
<b>61.21%</b>	UNITED STATES

## Unemployment Rate

<b>3.50%</b>	SHAWNEE COUNTY
<b>3.50%</b>	KANSAS
<b>3.90%</b>	UNITED STATES

# TOPEKA MSA EMPLOYMENT

Occupation	Employment
Elementary & Secondary Schools (Local Government)	14,853
Local Government, Excluding Education & Hospitals	10,399
State Government, Excluding Education & Hospitals	9,092
General Medical & Surgical Hospitals	8,734
Federal Government, Civilian, Excluding Postal Service	7,727
Limited-Service Restaurants	7,505
Colleges, Universities, & Professional Schools (State Government)	7,229
Full-Service Restaurants	6,320
Federal Government, Military	4,934
Services for the Elderly & Persons with Disabilities	4,346
Supermarkets & Other Grocer (except Convenience) Stores	3,512
Temporary Help Services	3,480
Warehouse Clubs & Supercenters	3,301
General Warehousing & Storage	3,366
Religious Organizations	3,175
Colleges, Universities, & Professional Schools	2,495
Total- All Industries	97,167



County	Civilian Labor Force
Shawnee	94,519
Douglas	67,207
Osage	8,330
Jefferson	10,931
Jackson	7,518
Wabaunsee	3,921
Total	192,426

Source: Kansas Department of Labor

# LARGEST EMPLOYERS

## TOPEKA & SHAWNEE COUNTY

Topeka is headquarters to national and international companies including: Advisors Excel, American Home Life Insurance, Hill's Pet Nutrition, Inc., and Security Benefit.

### GOVERNMENT

City of Topeka  
Coast Guard  
Department of Veteran Affairs  
State of Kansas

### INSURANCE/FINANCIAL

Advisor's Excel  
Capitol Federal  
CoreFirst  
FHLBank  
SE2  
Gradient Financial  
Security Benefit

### MANUFACTURING & DISTRIBUTION

Ernest Spencer Metals  
Frito Lay  
Goodyear Tire & Rubber  
Hill's Pet Nutrition  
HME  
Home Depot DC  
MARS Chocolate NA  
Polo Custom Products  
PTMW  
Reser's Fine Foods  
JM Smucker Pet  
Moore  
Target DC  
US Foods  
Wal-Mart Fullfillment Center

### TRANSPORTATION, UTILITY & COMMUNICATIONS

AT&T  
BNSF Railway  
Evergy

### EDUCATION








Topeka Public Schools  
Washburn University

### MEDICAL/HEALTH SERVICES








Blue Cross & Blue Shield  
Stormont Vail Health System  
University of Kansas Health  
Systems- St. Francis Campus

# COMMUTING DATA








## Shawnee County Commuting Data

 Workers 16 or Over	 Car/Truck/Van Alone vs Carpooled		 Public Transportation	 Walked	 Other Means	 Worked From Home	 Mean Travel Time
82,194	62,653	9470	60	2,173	791	7,047	17.3 min

## Kansas Commuting Data

 Workers 16 or Over	 Car/Truck/Van Alone vs Carpooled		 Public Transportation	 Walked	 Other Means	 Worked From Home	 Mean Travel Time
1,477,068	1,131,816	129,508	6,296	37,057	18,936	153,455	20 min

## U.S. Commuting Data

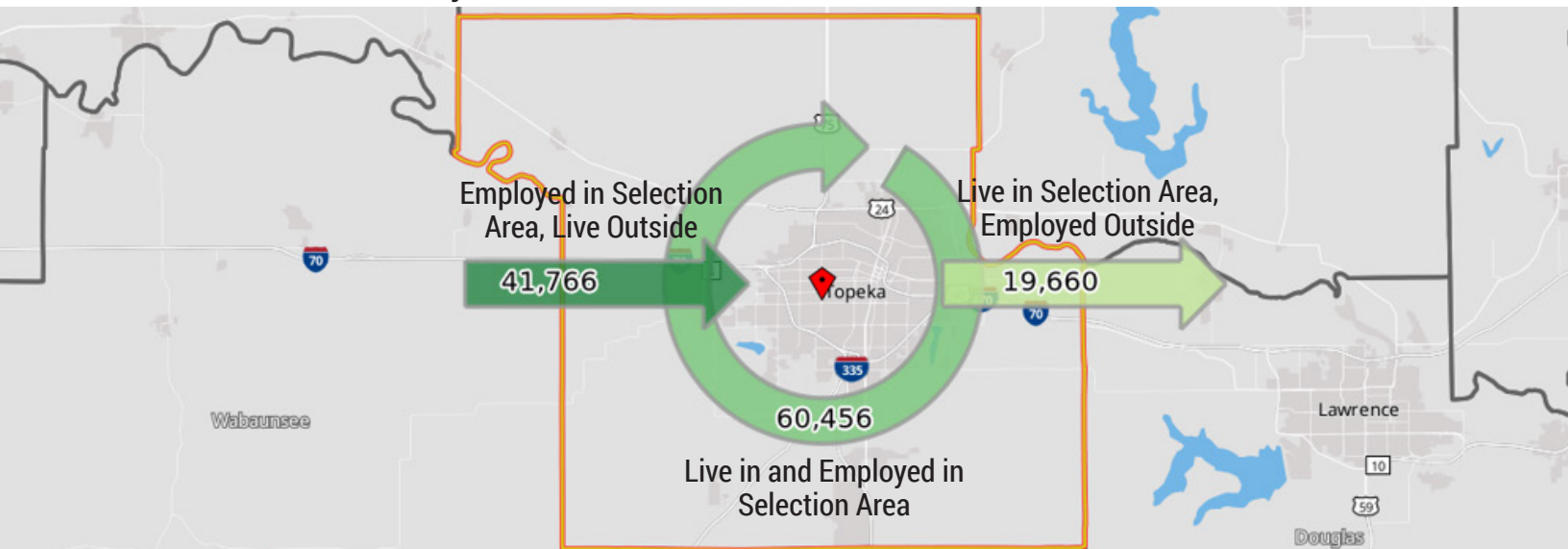
 Workers 16 or Over	 Car/Truck/Van Alone vs Carpooled		 Public Transportation	 Walked	 Other Means	 Worked From Home	 Mean Travel Time
162,434,675	112,376,082	14,609,627	5,735,258	3,966,159	3,261,039	22,486,510	26.8 min

Source: 2023 ACS-1 Year Estimate Data



# INFLOW/OUTFLOW ANALYSIS

## Within Shawnee County



### Selection Area Labor Market Size (All Jobs)

Employed in the Selection Area	102,222
Living in the Selection Area	80,116
Net Job Inflow (+) or Outflow (-)	22,106

### In-Area Labor Force Efficiency (All Jobs)

Living in the Selection Area	80,116
Living & Employed in Selection Area	60,456
Living in Selection Area but Employed Outside	19,660

### In-Area Employment Efficiency (All Jobs)

Employed in the Selection Area	102,222
Living & Employed in Selection Area	60,456
Living in Selection Area but Employed Outside	41,766

### Outflow Job Characteristics (All Jobs)

External jobs filled by residents	19,660
Workers aged 29 or younger	5,506
Workers aged 30 to 54	9,669
Workers aged 55 or older	4,485
Earning \$1,250/mo or less	4,815
Earning \$1,251-\$3,333/mo	5,860
Earning more than \$3,333/mo	8,985
Workers in "Goods Producing" class	3,048
Workers in "Trade, Transportation, & Utilities" class	5,688
Workers in "All Other Services" class	10,924

### Inflow Job Characteristics (All Jobs)

External jobs filled by residents	41,766
Workers aged 29 or younger	10,231
Workers aged 30 to 54	21,338
Workers aged 55 or older	10,197
Earning \$1,250/mo or less	8,543
Earning \$1,251-\$3,333/mo	11,047
Earning more than \$3,333/mo	22,176
Workers in "Goods Producing" class	4,625
Workers in "Trade, Transportation, & Utilities" class	8,277
Workers in "All Other Services" class	28,864

### Interior Flow Job Characteristics (All Jobs)

External jobs filled by residents	60,456
Workers aged 29 or younger	12,936
Workers aged 30 to 54	31,333
Workers aged 55 or older	16,187
Earning \$1,250/mo or less	11,823
Earning \$1,251-\$3,333/mo	17,236
Earning more than \$3,333/mo	31,397
Workers in "Goods Producing" class	8,261
Workers in "Trade, Transportation, & Utilities" class	7,803
Workers in "All Other Services" class	44,392

# 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: KDOL, Labor Market Information Services, high Demand Occupations

## Top 10 High Demand Occupations Kansas 2024

	Occupation	Median Ann. Wages
1	General & Operations Managers	\$85,690
2	Registered Nurses	\$75,780
3	Heavy & Tractor-Trailer Truck Drivers	\$53,250
4	Laborers & Freight, Stock, & Material Movers, Hand	\$38,560
5	Customer Service Representatives	\$37,190
6	Nursing Assistants	\$35,450
7	Stockers & Order Fillers	\$35,450
8	Cooks, Restaurant	\$32,310
9	Retail Salespersons	\$30,750
10	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	\$30,380

**\$45,250**

Median Wage for  
All Occupations

**243**

High Demand Occupations

**12**

High Demand Jobs with a  
Top Demand Score of 30

**140**

High Demand High  
Wage Jobs

**67**

High Demand, High Wage  
Jobs Requiring Less than a  
Bachelor's Degree

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

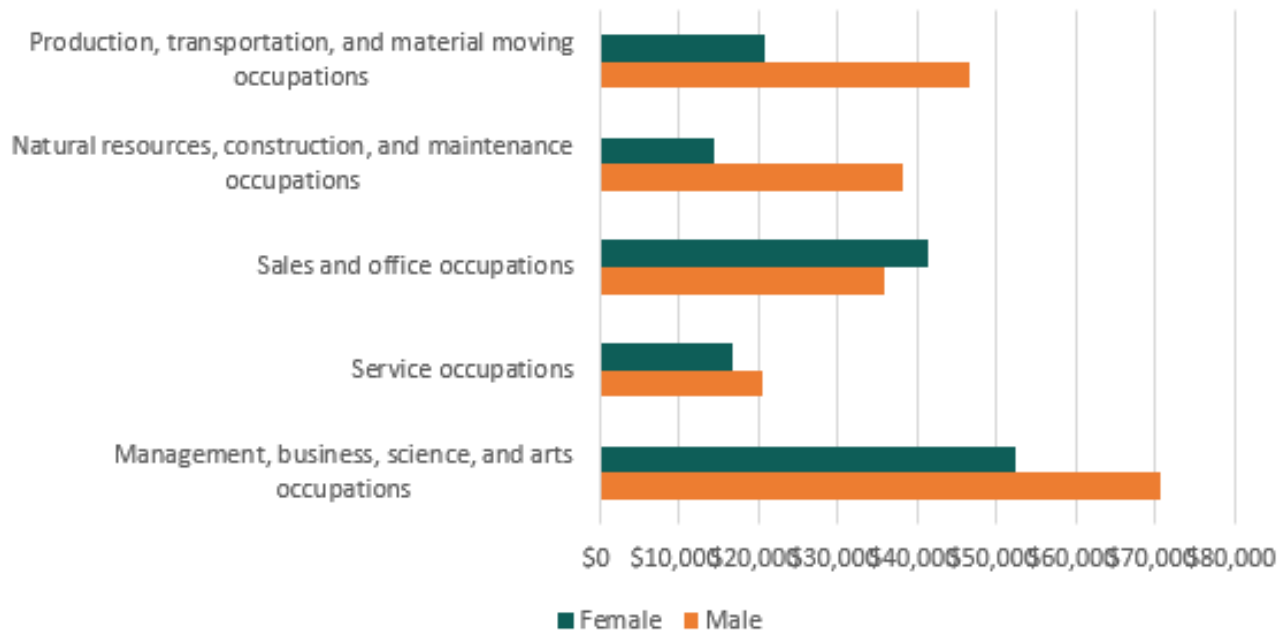
## Top 10 High Demand High Occupations Not Requiring a Bachelors Degree Kansas 2024

	Occupation	Median Ann. Wages
1	Heavy & Tractor-Trailer Truck Drivers	\$53,250
2	First-Line Supervisors of Retail Sales Workers	\$46,310
3	First-Line Supervisors of Production & Operating Workers	\$68,810
4	Executive Secretaries & Executive Administrative Assistants	\$61,140
5	Inspectors, Testers, Sorters, Samplers, & Weighers	\$50,200
6	Sales Representatives of Services	\$63,420
7	First-Line Supervisors of Office & Administrative Support Workers	\$58,910
8	Licensed Practical & Licensed Vocational Nurses	\$55,540
9	Industrial Truck & Tractor Operators	\$46,140
10	First-Line Supervisors of Mechanics, Installers, & Repairers	\$74,070

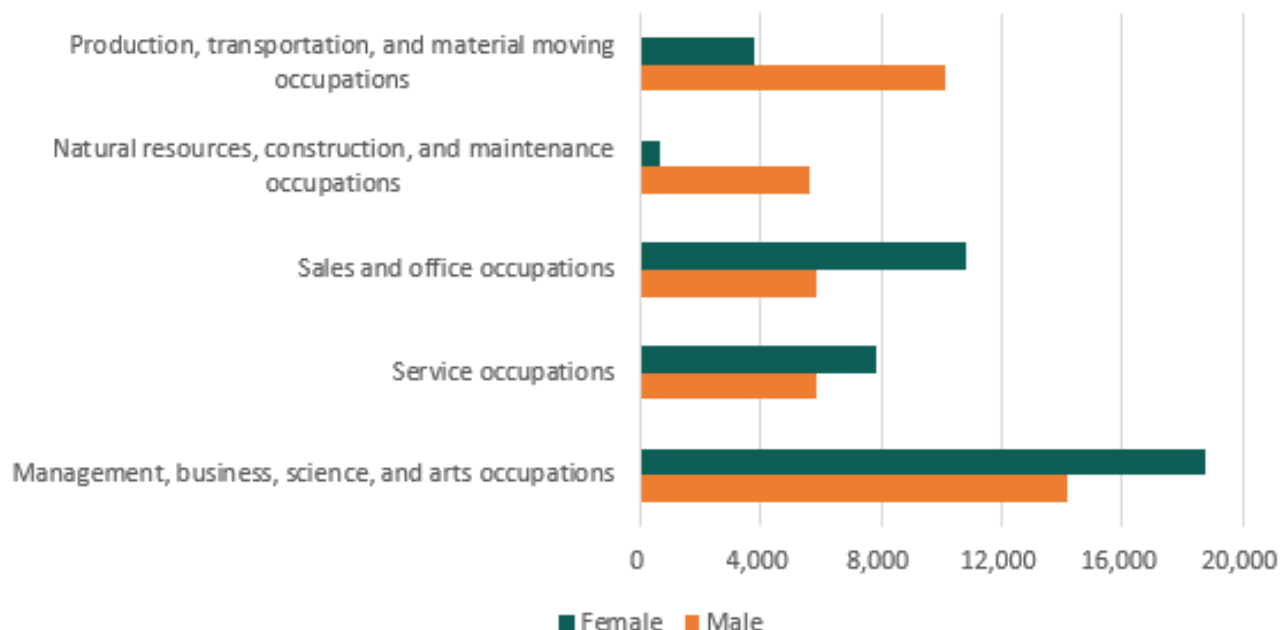
# GENDER EARNINGS & EMPLOYMENT

## Shawnee County

### Earnings by Gender - Shawnee County



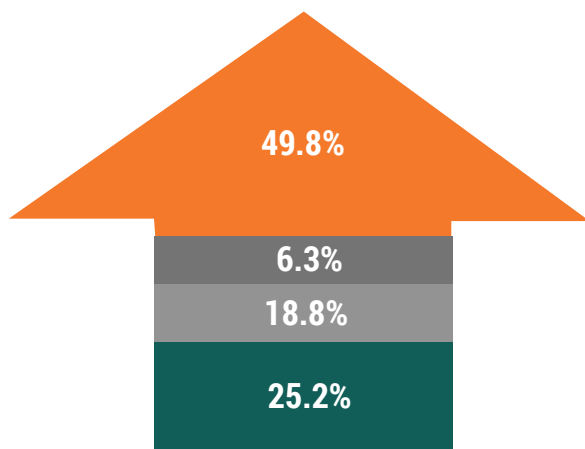
### Employment by Gender - Shawnee County



# SOCIAL CHARACTERISTICS

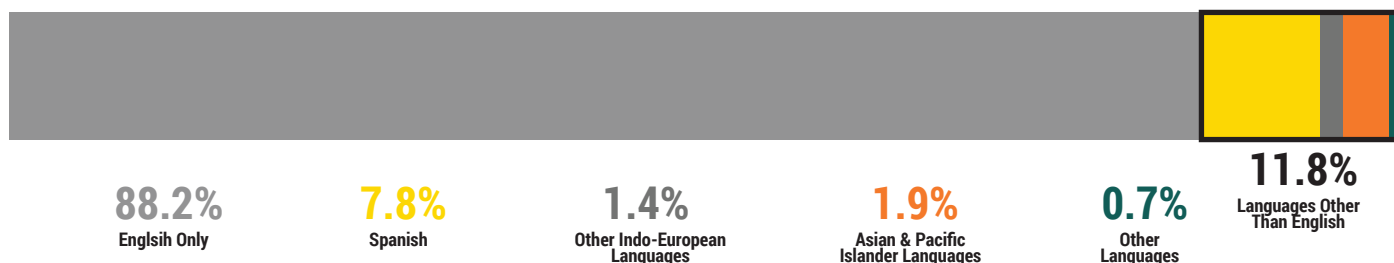
➤ Kansas

## Households by Type

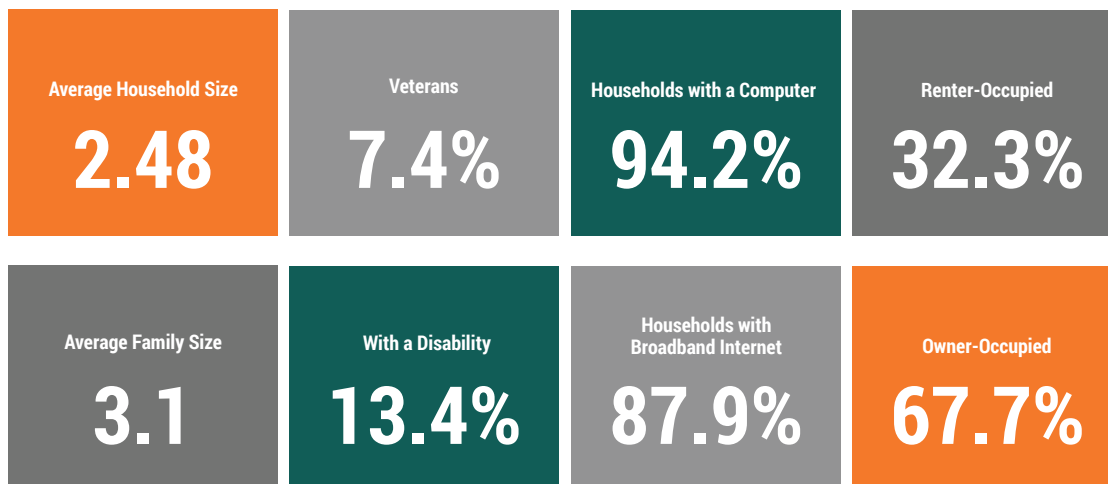


- Married-couple household
- Cohabiting couple household
- Male householder, no spouse/partner present
- Female householder, no spouse/partner present

## Language Spoken at Home



## Households



# STATEWIDE EMPLOYMENT PROJECTIONS

➤ 2022-2032

Top 10 Occupations by Average Annual Growth 2022-2032

Occupation	Job Numbers		Job Changes			Median Annual Wage
	Base Year 2022	Projection Year 2032	Numerical	Percent	Avg. Annual Growth	
Total, All Occupations	1,498,438	1,547,630	49,192	3.3%	0.3%	\$45,250
Nurse Practitioners	3,236	4,629	1,393	43.1%	3.6%	\$119,930
Wind Turbine Service Technicians	615	829	214	34.8%	3.0%	\$57,180
Data Scientists	317	425	108	34.1%	3.0%	\$101,610
Logisticians	2,225	2,885	660	29.7%	2.6%	\$60,790
Taxi Drivers	1,016	1,309	293	28.8%	2.6%	\$26,540
Medical & Health Services Managers	5,113	6,547	1,434	28.1%	2.5%	\$101,450
Physician Assistants	896	1,138	242	27.0%	2.4%	\$116,970
Cooks, Restaurant	11,801	14,848	3,047	25.8%	2.3%	\$32,310
Electrical, Electronic, & Electromechanic Assemblers*	3,383	4,212	829	24.5%	2.2%	\$37,950
Information Security Analysts	1,279	1,587	308	24.1%	2.2%	\$101,430

\*Except Coil Winders, Tapers, & Finishers

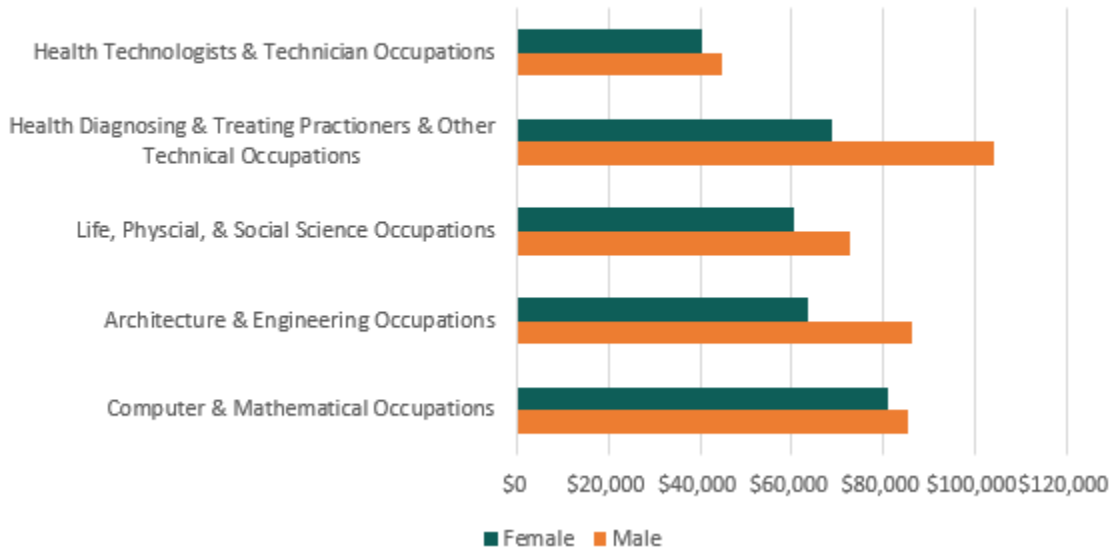
## Employment Projections by Educational Requirement 2022-2032

Educational Requirement	Job Numbers		Job Changes		
	Base Year 2022	Projection Year 2032	Numerical	Percent	Avg. Annual Growth
Total, All Occupations	1,498,438	1,547,630	49,192	3.3%	0.3%
No formal education credential	327,055	334,622	7,567	2.3%	0.2%
High school diploma or equivalent	599,119	607,557	8,438	1.4%	0.1%
Postsecondary non-degree award	104,304	110,219	5,915	5.7%	0.6%
Some college, no degree	49,818	49,292	-526	-1.1%	-0.1%
Associate's degree	26,844	28,563	1,719	6.4%	0.6%
Bachelor's degree	332,376	352,953	20,577	6.2%	0.6%
Master's degree	25,287	28,453	3,166	12.5%	1.2%
Doctoral or professional degree	33,635	35,971	2,336	7.0%	0.7%

# STEM DAY

➤ STEM Day is celebrated every year on Nov. 8 to encourage young people to explore science, technology, engineering, and math education programs. Nationally, from 2023-2033, STEM occupations are projected to grow by 10.4% while non-STEM occupations are projected to grow by 3.6%

## Earnings by Gender - STEM - Kansas



Employment by Gender, Kansas  
Computer & Mathematical Occupations



Male Female

Employment by Gender, Kansas  
Life, Physical, & Social Science Occupations



Male Female

Employment by Gender, Kansas  
Health Technologists & Technician Occupations



Male Female

Employment by Gender, Kansas  
Architecture & Engineering Occupations



Male Female

Employment by Gender, Kansas  
Health Diagnosing & Treating Practitioners & Other Technical Occupations



Male Female

Source: U.S. Census Bureau, 2023 American Community Survey  
1-Year Estimates  
& Labor Market Information Services

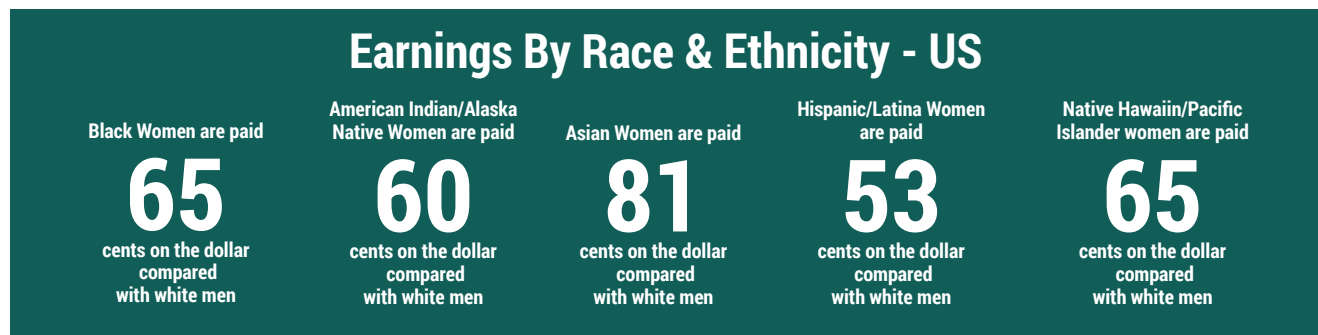


# EQUAL PAY DAY

➤ “Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men’s and women’s wages. (It was originally called “national Pay Inequity Awareness Day” and changed to equal Pay Day in 1992.)”

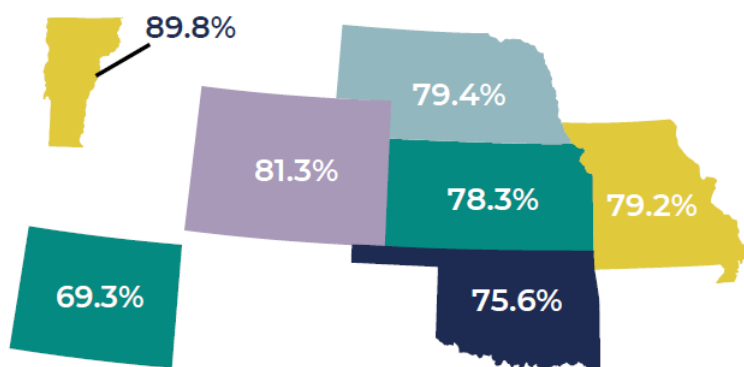
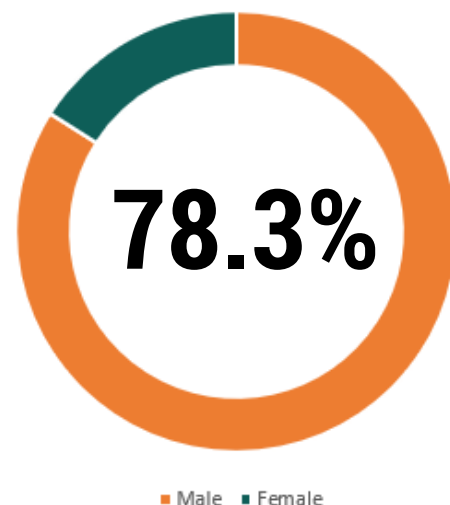
“Because women earn less, on average, than men, they must work longer for the same amount of pay. The wage gap is even greater for most women of color.”

Visit [pay-equity.org](https://pay-equity.org) for more information.



Women’s earnings as a % of men’s earnings is 78.3% in Kansas. Kansas ranks #38 out of 50 states when it comes to median earnings for male vs female. Males median earnings coming in at \$59,353 and females median earnings coming in below at \$46,499.

### Male VS. Female Wages in Kansas

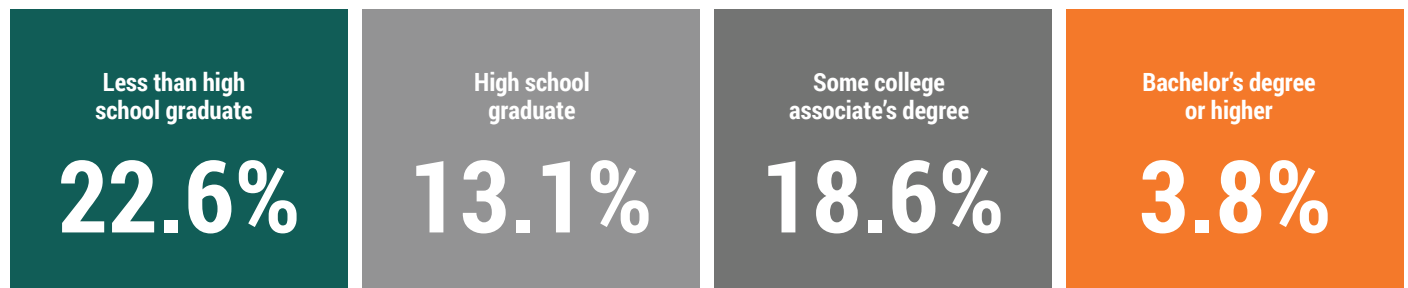


Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, For the Full-Time, Year Round Civilian Employed Population 16 Years and Over

# POVERTY AWARENESS MONTH

➤ January is Poverty in America Awareness Month, a month-long initiative to raise awareness and call attention to the growth of poverty. The Annual Social and Economic Supplement to the Current Population Survey (CPS ASEC) provides the most timely and accurate national data on income and is the source of official national poverty estimates, hence it is the preferred source for national analysis. According to the CPS ASEC, the official poverty rate for all people in the U.S. was 11.1% in 2023. Because of its large sample size, the ACS is preferred for subnational data on income and poverty by detailed demographic characteristics. For more information on the Census Bureau's Poverty data and surveys visit [census.gov/topics/income-poverty/poverty.html](https://census.gov/topics/income-poverty/poverty.html)

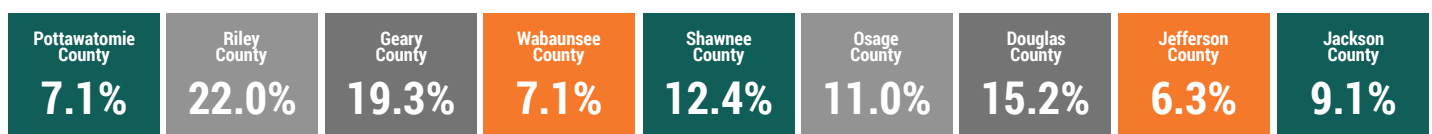
## Percentage of Kansas population below the poverty line by educational attainment, population 25 years and over:



## Percentage of Kansas population below the poverty line by age:



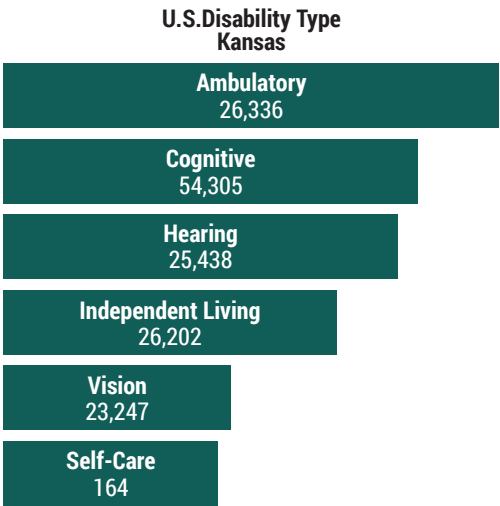
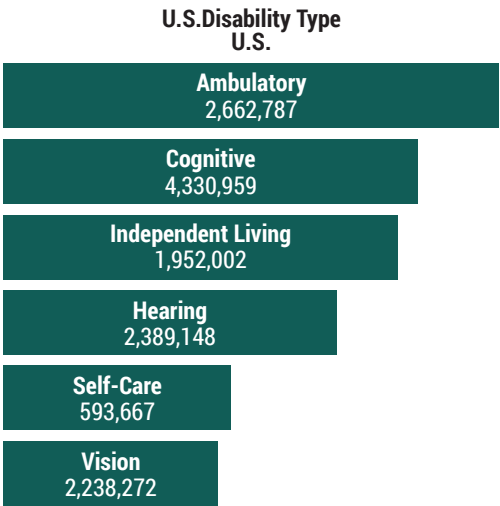
## Percentage of Shawnee County and surrounding counties population below the poverty line:



Source: U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates: Table S1701

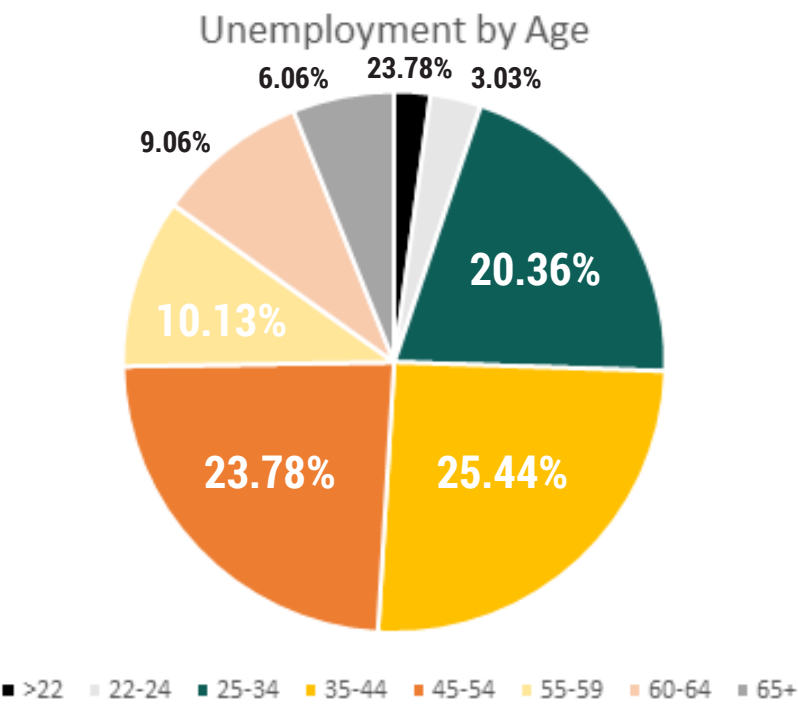
# DISABILITIES ACT

➤ 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.

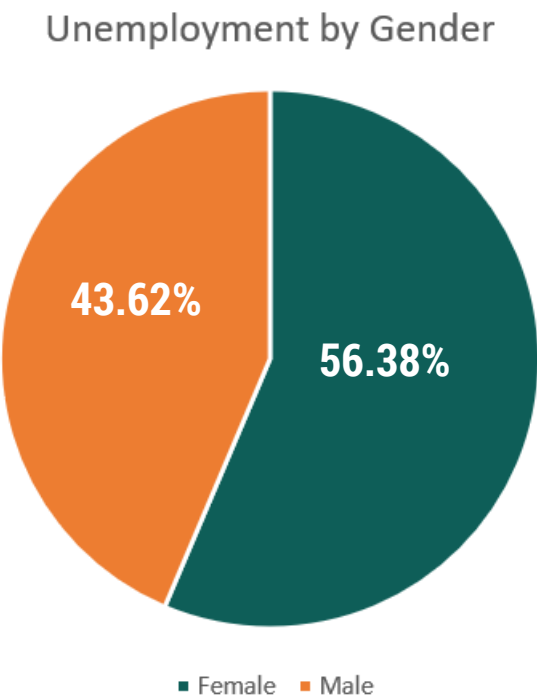


# UNEMPLOYMENT

## Age

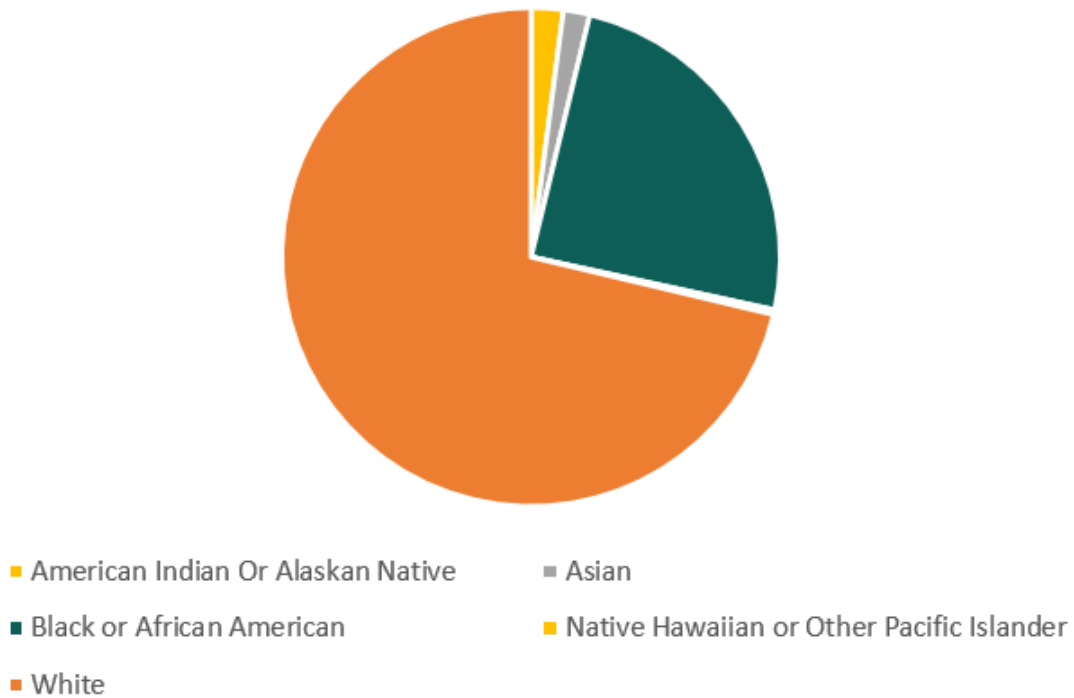


## Gender



## ➤ Race

Unemployment by Race



## ➤ Ethnicity

Unemployment by Race

