

A photograph of a diverse group of five people (three men and two women) sitting around a table in a meeting. They are looking at a laptop and smiling. The image is overlaid with a semi-transparent dark green filter.

2024 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

➤ 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

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

Employment by the Industry

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

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

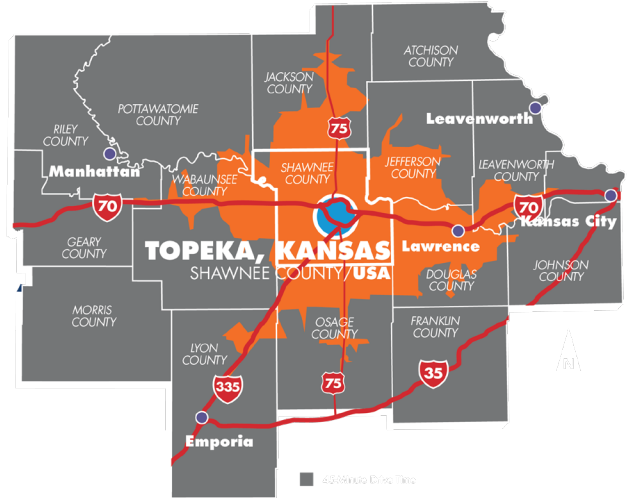
Labor Force Participation Rate
67.80% SHAWNEE COUNTY
67.00% KANSAS
62.90% UNITED STATES

Employment-Population Ratio
64.17% SHAWNEE COUNTY
62.84% KANSAS
61.21% UNITED STATES

Unemployment Rate
3.50% SHAWNEE COUNTY
3.50% KANSAS
3.90% 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	567
Douglas	1,429
Osage	900
Jefferson	318
Jackson	1,178
Wabaunsee	1,544
Total	1,400

Source: ACS Survey S2414 2022 1-year estimate

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

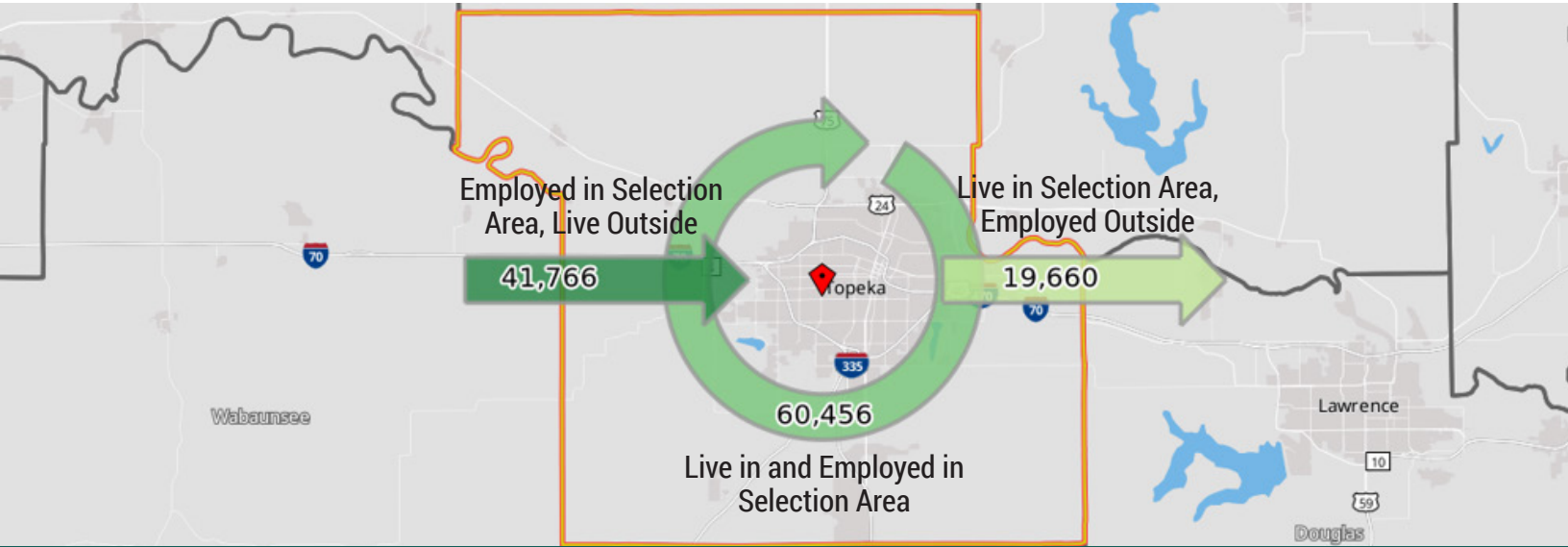
U.S. Commuting Data

 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

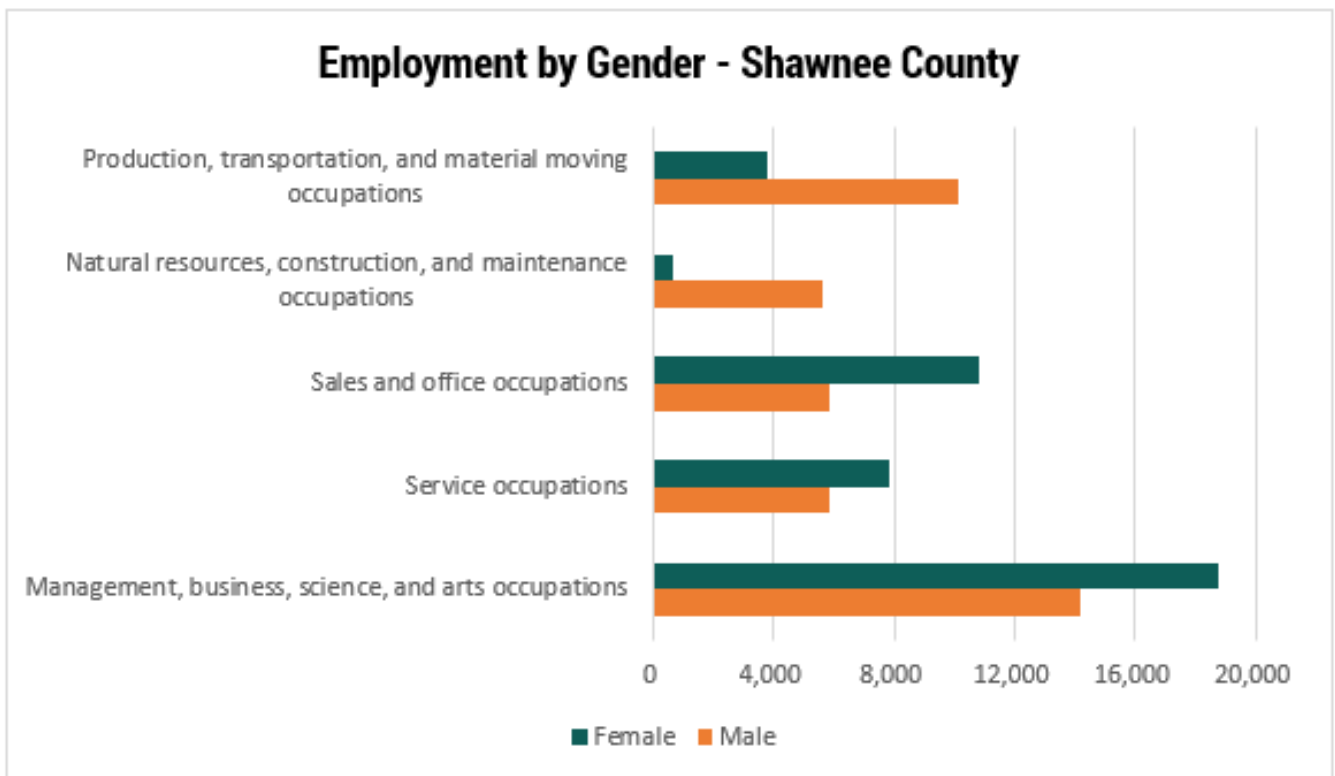
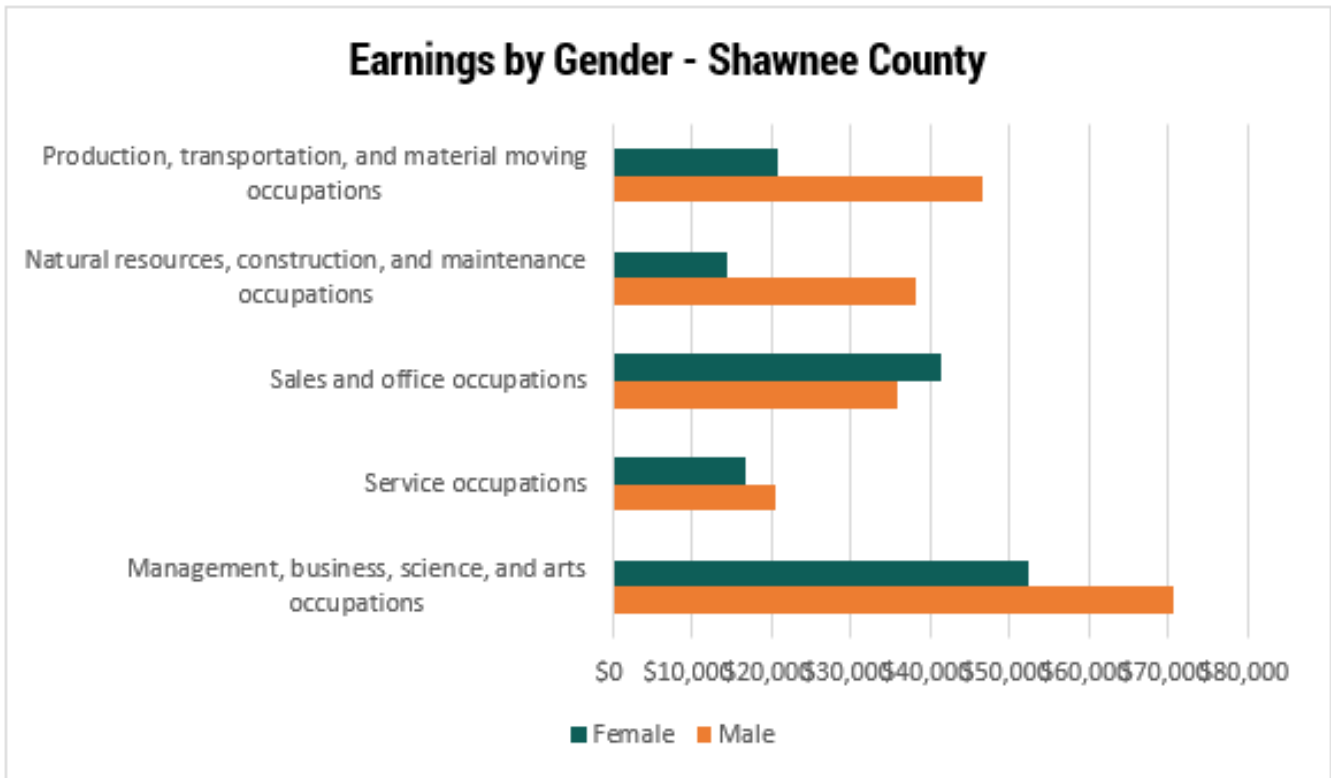
Source: Pew Research Center, 2022, "Covid-19 Pandemic
Continues To Reshape Work in America"

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

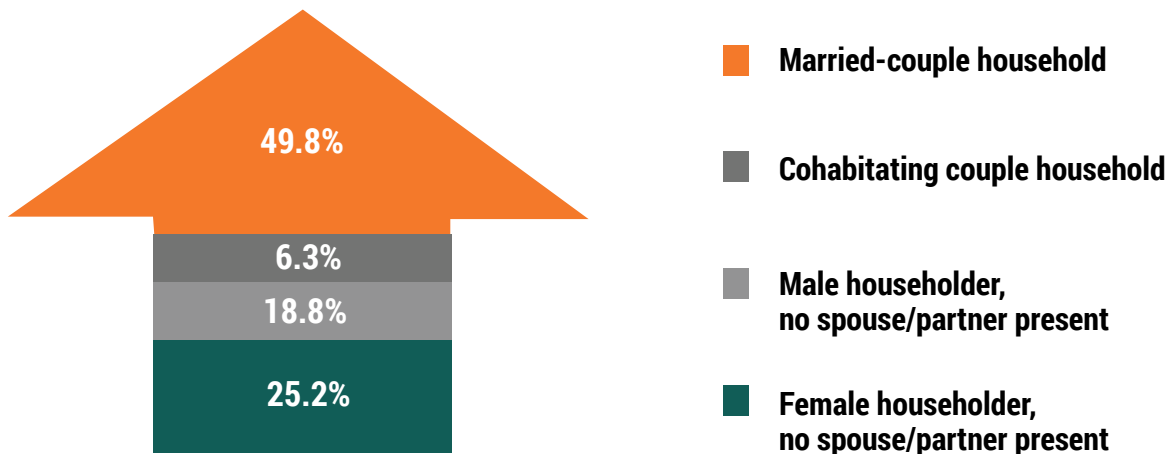
Shawnee County



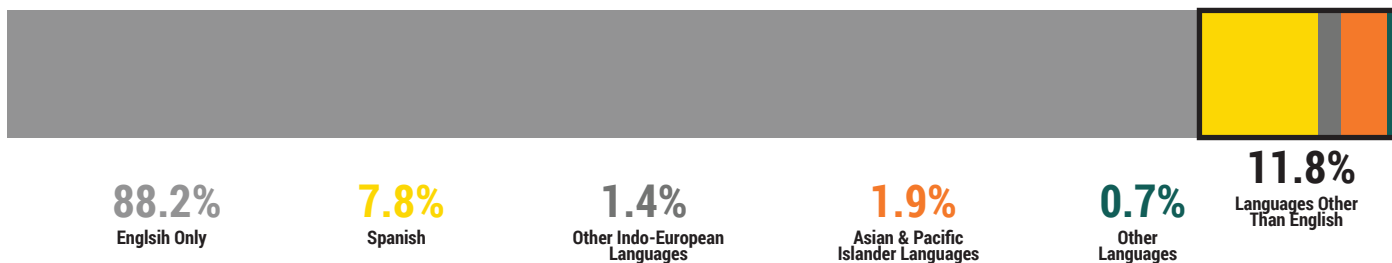
SOCIAL CHARACTERISTICS

➤ Kansas

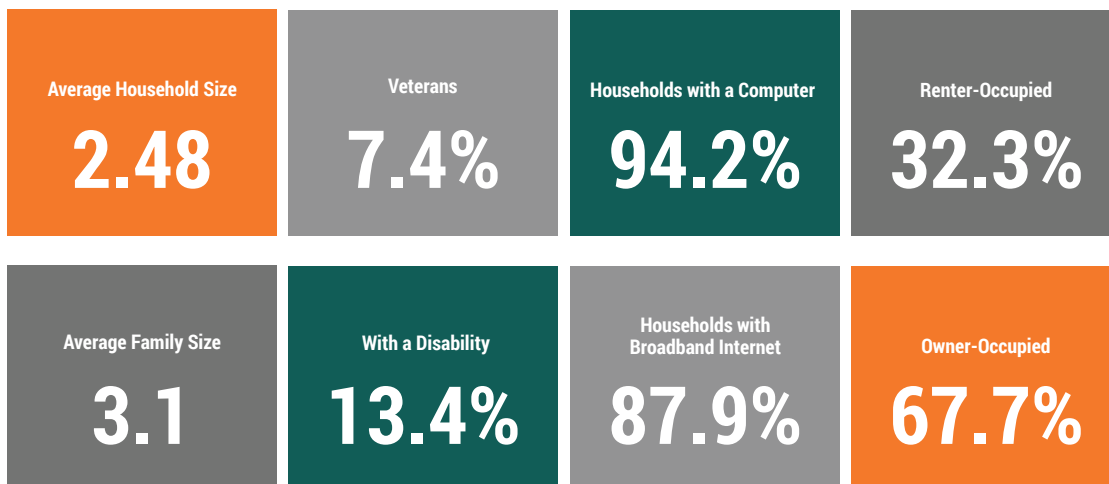
Households by Type



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

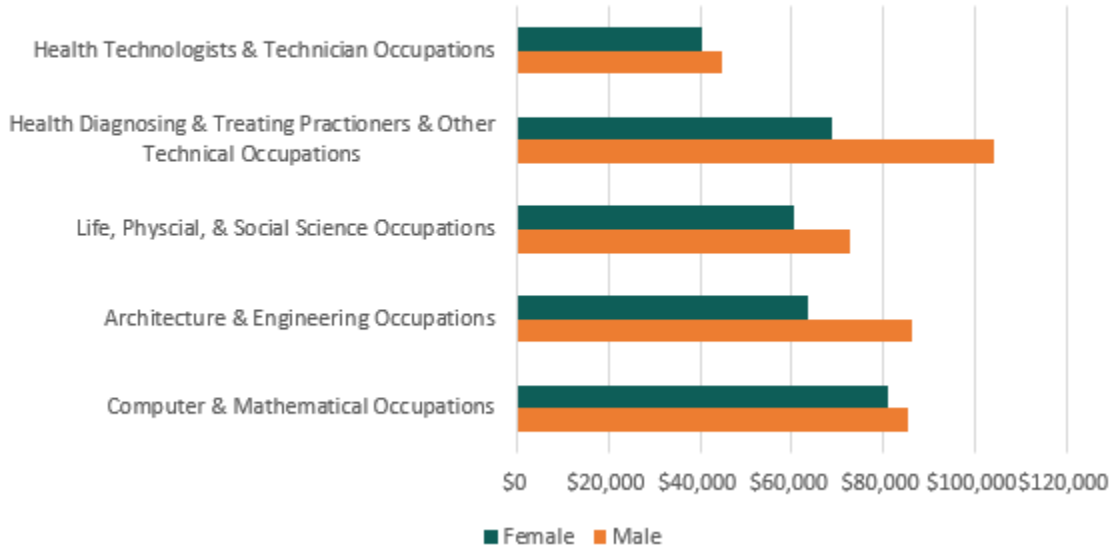
Employment Projections by Educational Requirement 2022-2032

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.)”

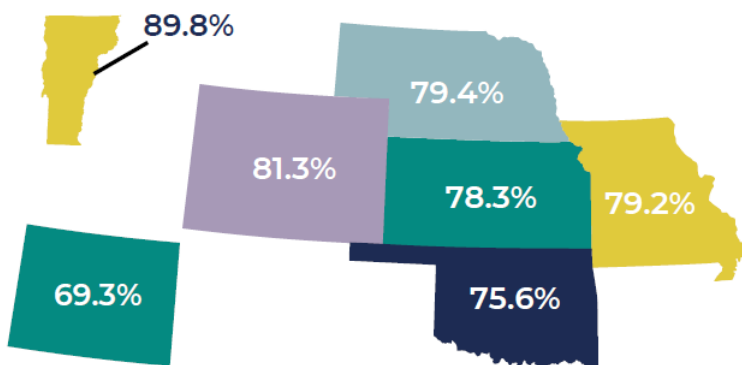
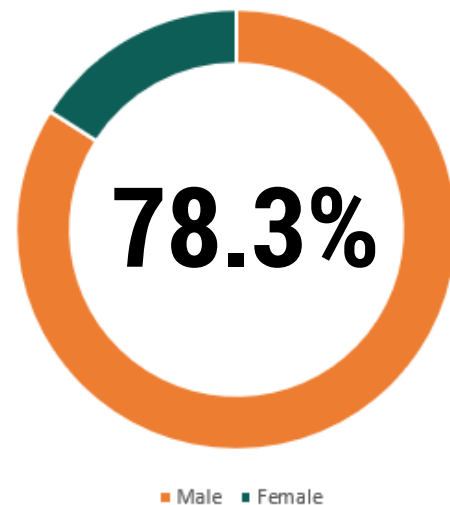
“Because women earn less, on average, than men, they must work longer for the same amount of pay. The wage gap is even greater for most women of color.”

Visit pay-equity.org 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

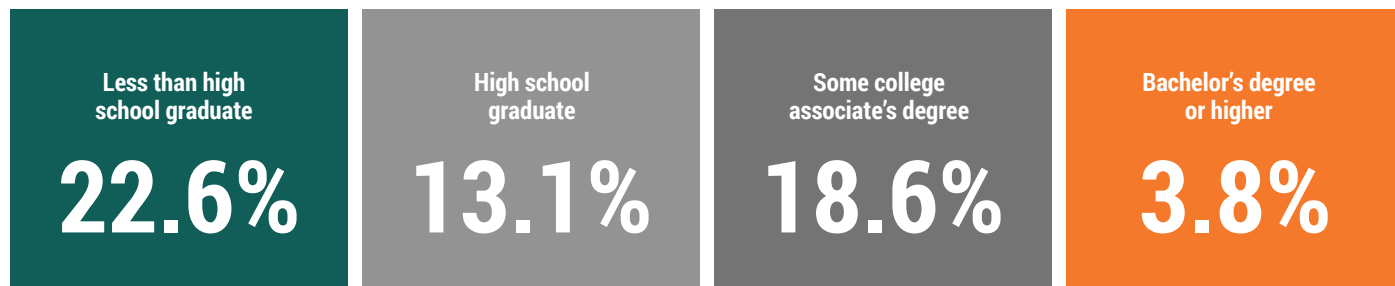


Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, For the Full-Time, Year Round Civilian Employed Population 16 Years and Over

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://www.census.gov/topics/income-poverty/poverty.html)

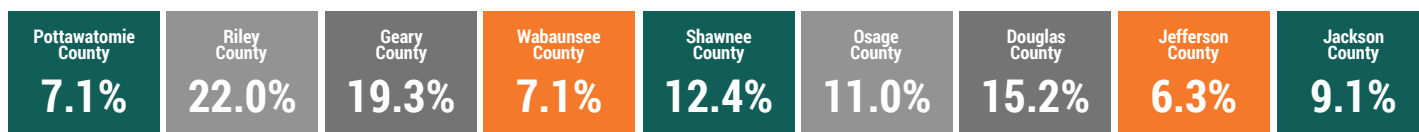
Percentage of Kansas population below the poverty line by educational attainment, population 25 years and over:



Percentage of Kansas population below the poverty line by age:



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



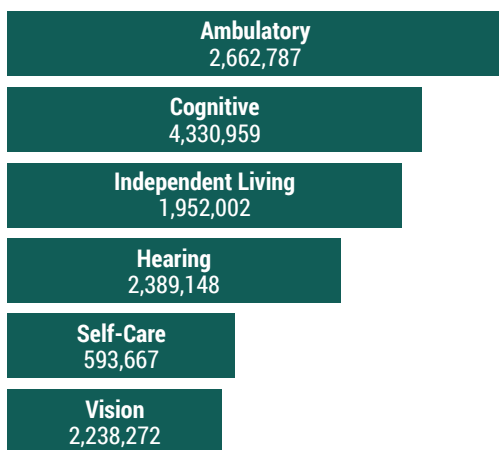
Source: U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates: Table S1701

DISABILITIES ACT

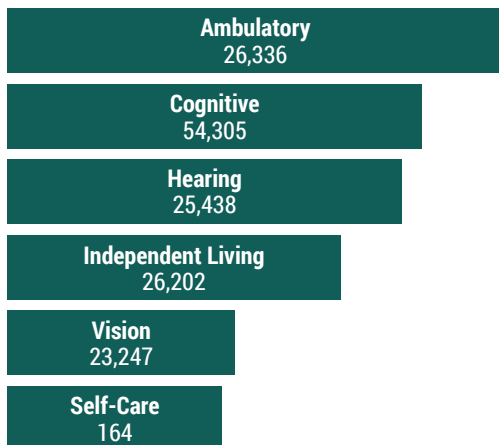
➤ On July 26, 1990, then-President George H.W. Bush signed into law the Americans with Disabilities Act, which prohibits discrimination against people with disabilities in employment, transportation, public accommodations, commercial facilities, telecommunications, and state and local government services. 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.



U.S. Disability Type
U.S.



U.S. Disability Type
Kansas



Disability Status
Kansas

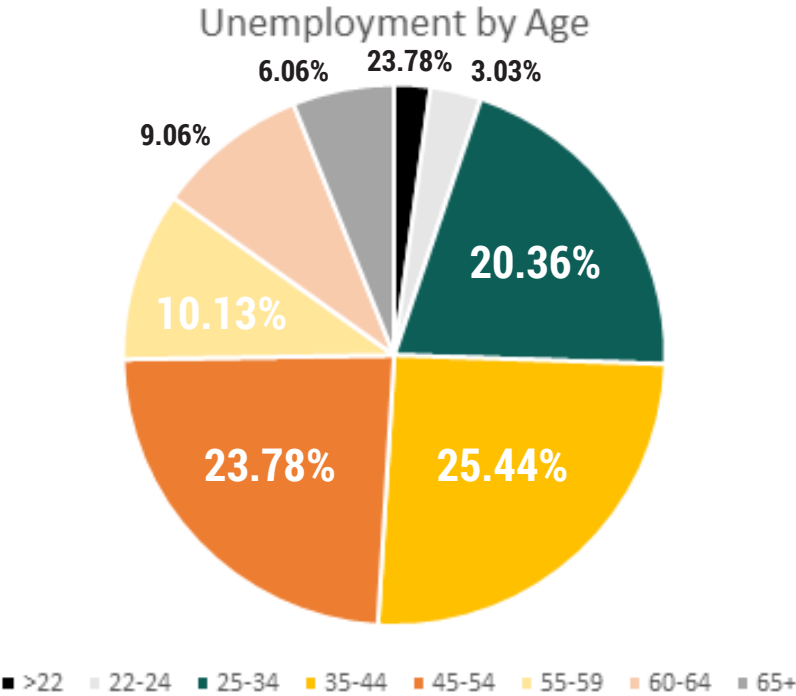


Disability Status
U.S.

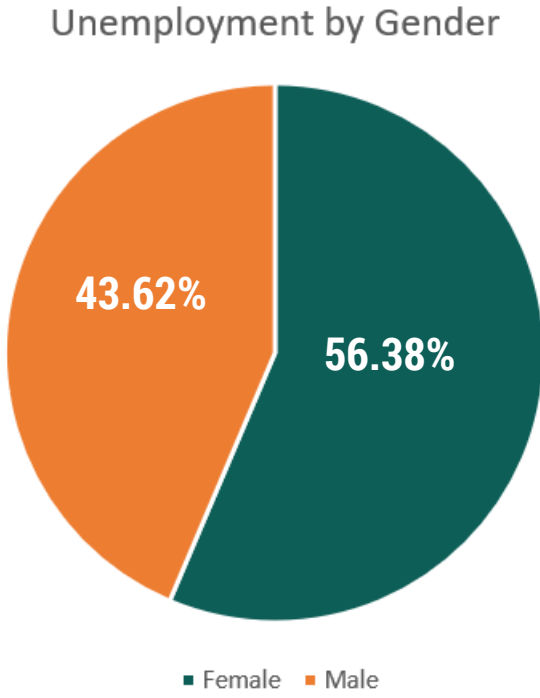


UNEMPLOYMENT

Age

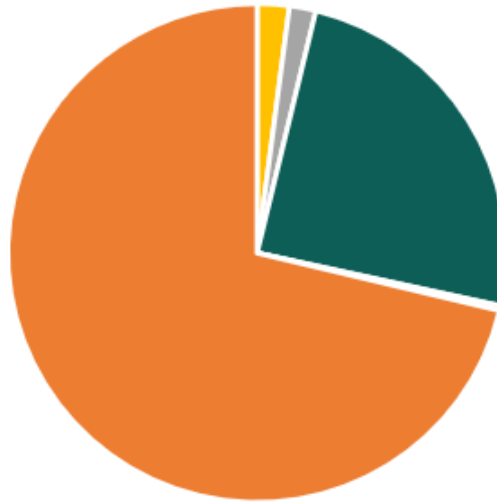


Gender



➤ Race

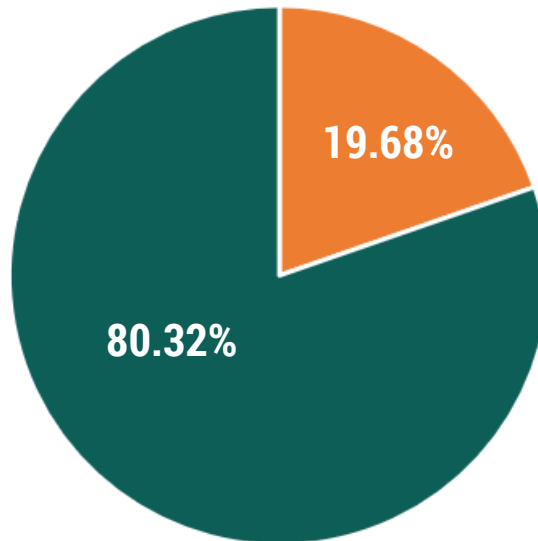
Unemployment by Race



- American Indian Or Alaskan Native
- Black or African American
- White
- Asian
- Native Hawaiian or Other Pacific Islander

➤ Ethnicity

Unemployment by Race



- Hispanic or Latino
- Not Hispanic or Latino

