

THE KANSAS LABOR MARKET:
TRENDS, PROBLEMS AND ISSUES

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I INTRODUCTION

Kansas has undergone significant change in recent decades with respect to the nature and composition of its economic structure and population. This has strongly affected its labor market and given rise to developments and trends that are likely to continue into the 1980s. These need to be recognized and addressed.

The purpose of this report is to provide an initial analysis of current and anticipated problems and issues in the Kansas labor market. This will permit the State Employment and Training Council to consider and advise on problem areas towards which state policies and programs might be directed in the human resources sphere.

This report consists of two major components: Section II, which describes salient trends and characteristics of the Kansas economy, population and labor market and Section III, which describes the dimensions and nature of seven problem areas concerning the labor force and poses issues for consideration by the Council and state decision-makers.

II THE KANSAS ECONOMY AND LABOR MARKET

The structure of the Kansas economy has gradually changed since the early part of this century. Although still considered primarily agricultural, the Kansas economy has nevertheless exhibited characteristics of a national economic trend. This can be seen in the change in contribution of the different industrial sectors to the generation of civilian income from current production from 1960 to 1980 (Table 1), which involves a simultaneous increase in manufacturing employment

and decrease in farming employment. There has been a shift in importance, nationally and regionally, from farming to manufacturing, service, and construction.

Table 1

Percentage of civilian income by industries received by persons for participation in current production in some selected sectors

	1960		1970		1980	
	US	KS	US	KS	US	KS
Farm	3.45	13.9	2.24	8.30	1.45	5.40
Manufacturing	22.63	18.9	19.68	13.70	16.37	15.30
Service	7.39	11.0	8.84	9.40	10.12	10.37
Government	11.67	12.2	13.70	14.20	11.68	10.87
Trade	11.49	20.0	11.48	12.20	10.51	11.99
Construction	3.97	N.A.	4.13	N.A.	3.50	4.48
Other	39.40	24.0	40.23	42.20	46.57	41.59
Total	100.00	100.0	100.00	100.00	100.00	100.00

Source: Bureau of Economic Analysis

The labor intensive agricultural base of the Kansas economy has undergone a change to a capital intensive form following rapid progress in the development of technology and an increase in the significance of such economic sectors as trade, service, and manufacturing. The percentage of state gross domestic product (GDP) contributed by the farming sector has declined from 13.05, in 1960 to 8.63, in 1980. (In 1970, the figure was 9.99). The contribution by manufacturing for the nation as a whole, is decreasing while that for the state is steadily increasing. Table 2 shows the contribution by sectors to gross national product for both Kansas and the United States.

Table 2

Kansas Gross Domestic Product by Industry (Percentage)

	1960	1970	1980
Construction	4.95	4.38	5.06
Manufacturing	19.08	19.48	20.20
Trade	15.33	17.38	17.11
Services	8.01	9.99	10.86
Government	13.07	14.74	11.33
Farming	13.05	9.99	8.63

Source: Kansas Department of Economic Development

U.S. GDP by Industry (Percentage)

	1960	1970	1980
Farming	4.01	2.64	2.89
Manufacturing	28.57	25.59	24.0
Government	9.35	11.73	11.8

Source: Survey of Current Business

Finally, the employment figures (Table 3) confirm the importance that manufacturing has assumed. Nationally, manufacturing employment has remained very strong until the last decade, when it started to fall off as a service employment grew. In Kansas, employment growth has been strongest in manufacturing, service and trade, while the sectors losing their employment share have been farming and government. In general the Kansas trend corresponds to the national trend, with the important exception that neither manufacturing nor service employment have reached national averages as a percent of total employment.

Table 3

Percentage of total employment
contributed by different sectors

	1960		1970		1980	
	US	KS	US	KS	US	KS
Farm	9.72	14.2	5.99	9.02	4.34	5.48
Manufacturing	27.85	14.0	25.64	15.20	22.41	16.21
Service	11.33	8.4	15.40	11.64	19.76	14.68
Government	14.47	13.9	16.60	17.46	17.94	16.15
Trade	19.87	15.7	19.93	18.00	22.51	19.27
Construction	4.74	N.A.	4.68	N.A.	4.85	4.20
Other	12.02	33.8	11.76	28.68	8.19	24.00
Total	100.00	100.0	100.00	100.00	100.00	100.00

Source: Bureau of Labor Statistics

The decline in the farming sector can also be explained by the slower growth in demand for farm products caused by a slower population growth rate and the resulting low income responsiveness of demand for farm products (i.e., as the economy grows, the demand for farm products declines relatively).

In spite of the manufacturing and service employment spurt of the last twenty years in Kansas, it would seem that its increase has still not been enough to offset the reduction in agricultural employment. Generally speaking, the rate of change in employment has fluctuated and, for some periods, it is likely that the total gain in employment has been less than the total loss.

Compounding the problem is the fact that the main trend of development has been in old style manufacturing and not in higher technology industries. For the period 1967-1976, the manufacturing firms that accounted for a large percentage of increase in employment and output in Kansas have been five following industrial categories:

1) machinery, 2) food and kindred products, 3) fabricated metal products, 4) transportation equipment and 5) lumber and wood products. Since these industries are not expected to have high growth potential, the opportunities available for the future labor force in Kansas could be limited unless offset by growth in other manufacturing categories.

In summary, significant changes have occurred in the structure of the Kansas economy. The farm sector has diminished in importance, particularly as a provider of jobs. The expanding manufacturing and service sectors have barely offset this decline, and the manufacturing base is largely comprised of industries in slow-growth categories.

REGIONAL DISTRIBUTION OF THE STATE ECONOMIC ACTIVITY

The major economic activity centers of the state are located in only twenty counties (see Map I in Appendix - Barton, Butler, Cowley, Crawford, Douglas, Ellis, Finney, Ford Harvey, Johnson, Leavenworth, Lyon, McPherson, Montgomery, Reno, Riley, Saline, Sedgewick, Shawnee, and Wyandotte Counties) where economic activities of importance occur on a state-wide basis (as measured by employment and value of product). An economic center is determined by taking total state employment in an industrial sector and ascertaining which counties together comprise at least 75 percent of the employment of that sector. It should be noted that there are certain counties which are important just for one form of economic activity e.g., agriculture or mining. Most of the economic activity centers are located in the northeast, central, or south central portion of the state.

From Map II in Appendix, one can determine which industrial sector is of primary importance for a county as the largest employing sector within

that county. Map II also shows the change from 1970 to 1977. The concentrations of non-agricultural activity is evident.

The significant growth in the manufacturing sector of the Kansas economy was noted above. Although the major trend is not in high technology and development industries, the manufacturing growth is still a source of expansion and creation of employment opportunities. However, not all the regions of the state benefited equally from the growth of the manufacturing sector. Stronger industrial growth occurred in 3 areas of the state: 1) the northeast section (Shawnee, Douglas, Leavenworth, Wyandotte counties), 2) the southeastern section (Allen, Woodson, Wilson, Crawford, Labette, Cherokee, Montgomery counties), and 3) the central section (Sedgewick, Butler, Harvey counties). Greater numbers of new and expanded firms and jobs were developed in these areas. Map III in Appendix also confirms the changing regional distribution of the industrial growth.

POPULATION

1) Growth: Important features to be noted about population growth in Kansas are the following: a) Kansas has been experiencing a declining growth rate; b) as one of the slowest growing states, its growth rate is well below the U.S. average.

As indicated in the following Table 4, the growth rate of the Kansas population has lagged consistently and significantly behind that of the nation. The Kansas population growth rate is also lower than that of the surrounding states.

Table 4

Population growth rates (in percentage)

Period	U.S.	Kansas	Nebraska	Oklahoma	Missouri
1950-60	18.51	14.41	6.5	4.3	9.2
1960-70	13.21	3.21	5.2	9.9	8.3
1970-80	11.90	5.10	5.7	18.2	5.1

Source: Bureau of Census

Kansas population as a percentage of U.S. population has declined from 1.93 percent in 1900 to 1.21 in 1960, 1.10 in 1970 and 1.04 in 1980. Given that Kansas has fertility and mortality rates similar to the national rates, the slow population growth can be attributed to net outmigration.

2) Distribution: The proportion of urban to rural population in the state has changed dramatically since the turn of the century. In 1900, the urban population of Kansas was 22.4 percent; by 1970, it was 66.1 percent and in 1980 it is 66.7 percent. Associated with this has been a continued statewide redistribution of population resulting in a much higher population density in the eastern half of the state (Map IV).

The Kansas population distribution can be effectively illustrated through a breakdown of counties into two broad classifications: 1) The "rural agriculture" counties comprise 64 percent of Kansas counties (68 counties out of 105), but contain only 28 percent of the population. 2) The "urban, industrial crescent" contains the remaining 35 percent of Kansas counties (38 counties), but also boasts 72 percent of the population.

The increased urbanization of Kansas has important implications for the Kansas labor market. The labor force, particularly youth and

female labor, will have better job and career opportunities in urban locations.

3) Migration: The Kansas economy is affected by both interstate migration and intrastate migration. Migration figures for the period 1960-70 and 1970-80 for each county are provided in Map V and VI. The number of net outmigrants during 1960-70 was 130,473 (-6.1%), while that for 1970-80 was 31,617 (-1.4%). Out of 11 planning regions of the state, only two, East Central and Flint Hills, had net immigration during 1960-70, and only one region, Southeast, had immigration during 1970-80.

An important feature to be noted about the migration pattern for Kansas is that during 1960-70, and also during 1950-1960, there was huge outmigration of the younger population (25-40 years). Migration data by age are provided in Table 5. For 1960-70, median age of migrants (all sexes) was 25.3 years. The median age of female migrants (25.0 years) was lower than that of male outmigrants (25.5 years).

Table 5

Net migration by age group in KS (1960-70)

	Total	Male	Female
15-19	-2,141	-1,004	-1,131
20-24	3,260	6,450	-3,190
25-29	-12,346	-7,399	-4,947
30-34	-4,703	-2,937	-1,766
35-39	-4,273	-2,034	-2,239
40-44	-3,290	-1,551	-1,739
45-49	-3,605	-1,891	-1,714
50-54	-1,986	-1,140	-846
55-59	-1,043	-487	-556
60-64	-1,170	-572	-598
65-over	-2,034	-999	-1,035

Source: Bureau of Census

4) Age Composition: The basic population trend in Kansas and in the United States, is toward an aging population. The Kansas population is older than that of the U.S., though less now than in previous years. The median age in Kansas rose to 30.1 years in 1980 from a median age of 28.7 years in 1970. In comparison, the U.S. median age was 30 years in 1980, while the 1970 figure was 28.1 years.

One aspect of concern is the proportion and distribution of population over 65. In Table 6, we see that the percentage of people over 65 in Kansas is higher than the national average. Map VII shows the percentage of "65 and older" in the population of each Kansas county in 1975. Over 25 percent of the population in many counties of the state is over 65. A closer analysis of the population structure determines that in 30 counties, over 20 percent of the population is in the 65-plus age group, and in 68 counties, over 15 percent is in the 65-plus age group. According to Map VIII, this population group is increasing at a greater-than-average rate in the central, and western sections of the state.

Table 6

Populations over 65 years

	Kansas	U.S.
1960	10.7%	9.2%
1970	11.9%	9.9%
1978	12.6%	11.0%

Source: Bureau of Census

In Table 7, we also observe that the median age in Kansas is higher than that of the United States for different demographic groups (with the exception of the urban population). Also, the median age for the white population is substantially higher than the median age of the non-white population.

Table 7
Median Age of Total Population - 1970
U.S. and Kansas

	Total	White	Negro	Spanish*
United States	28.1	28.9	22.4	20.7
Urban	28.1	29.0	22.9	20.9
Rural Nonfarm	27.2	29.0	20.0	19.0
Rural Farm	32.0	33.0	19.7	20.0
Kansas	28.7	29.1	22.4	20.0
Urban	27.3	27.7	22.1	20.3
Rural Nonfarm	30.7	30.8	27.0	18.4
Rural Farm	36.7	36.7	40.5	19.4
*U.S. Data = Persons of Spanish Heritage				
State Data = Persons of Spanish Language				

Source: U.S. Department of Commerce Bureau of the Census, General Social and Economic Characteristics.

LABOR FORCE

If the state population remains older than the national population, and if outmigration of younger people continues, then the resulting "older" Kansas labor force may be at a competitive disadvantage in the technological era of the 1980s and 1990s. The future responsiveness and adaptivity of the Kansas work force to technological change could be affected adversely by this aging process. The age shift phenomenon is causing similar concern on a national level, but the higher Kansas median age could intensify the problem in the state. Unless offset by a responsive education and training system, this factor could negate the attractive attributes of the Kansas labor force now perceived by employers.

During the 1960-70 period, the labor force participation rates for Kansas increased faster than for the nation, and available evidence suggests that this has continued, particularly for females, during 1970-80.

However, it would appear that Kansas rates are still lower, both for males and females. These trends will be confirmed when the 1980 census information is released; in the meantime, available data are summarized in Table 8.

One interpretation of the lower rates for Kansas would be that fewer employment opportunities exist in the state for its work force population, relative to the national average. Similarly, the faster growth for females the past decade suggests that job openings for them improved relative to national opportunities.

Table 8

Labor Force Participation Rates

	U.S.			Kansas		
	Total	Male	Female	Total	Male	Female
1960	59.4	83.3	37.7	57.1*	78.7*	32.4
1970	60.4	79.7	43.3	58.2	77.5	40.3
1980	63.8	78.0	51.7	N.A.	N.A.	N.A.

Source: U.S. Bureau of the Census and Employment and Training, Report of President, 1979.

* Kansas labor force data for 1960 is based on 14 years and older. Other data is based on 16 years and older.

EMPLOYMENT AND UNEMPLOYMENT

As noted earlier, farm employment in Kansas has declined significantly during the last two decades. The employment growth rate in other sectors has been enough to offset that decline, but much of this has occurred in the services and trade sectors, where the capacity to continue to grow is decreasing. Indeed the growth of these sectors depends on growth in the more basic sectors like manufacturing and farming, which they

complement. However the prospects for rapid development of the manufacturing sector are not favorable under current conditions.

This could be reflected in the employment growth data shown in Table 9. Kansas actually did better than the national average for the first half of the 1970-80 decade, but just held its own for the 1975-80 period. Although the recession of 1975 had greater impact on national employment than on state employment which is relatively insensitive to the business cycle, it can be said that Kansas employment growth has probably been less than average in the recent period.

Table 9

Rate of growth of Employment (Percentage)

	U.S.	Kansas
1970-80	23.7	32.05
1975-80	14.73	14.92

Source: Employment and Earning Report, Jan. 1981
Kansas Department of Economic Development

The Kansas unemployment rates for all groups are lower than the corresponding rates for the U.S. and for neighboring states (Table 10). However, intrinsically pleasing this might be from a social welfare perspective, care must be exercised in the application of these statistics to an analysis of the Kansas economy.

A low unemployment rate is frequently, and not always accurately, used as a sign of economic health and well-being. Often one uses the presence of such figures to indicate good employment opportunities

resulting from strong economic growth. This is a particularly perilous observation to make about the Kansas economy, in that the low unemployment rate would appear to result preponderantly from hidden unemployment, out-migration, and involuntary lower labor force participation, following limited employment opportunities. In Section III, we will take a closer look at these problems.

Table 10

Unemployment rate for different groups (1979)

State	Adult male (20 yrs and over)	Adult Women (20 yrs and over)	Teenagers (16-19 yrs and over)	Blacks	Whites
Iowa	2.9	3.7	16.1	N.A.	4.0
Kansas	2.7	3.7	7.6	7.0	3.2
Missouri	3.2	4.2	14.6	13.4	3.5
Nebraska	2.0	2.8	9.1	N.A.	3.0
Oklahoma	2.2	4.2	8.2		
Colorado	2.9	5.0	13.8		
U.S.	4.1	5.7	16.1		

Source: Handbook of Labor Statistics, Dec. 1980
Bureau of Labor Statistics

III. LABOR MARKET PROBLEMS AND ISSUES FOR KANSAS

Significant changes in the underlying economic structure and demographics have occurred in Kansas and these have had a profound impact on the Kansas labor market. In particular they have given rise to the paradox of concurrent labor shortages and surpluses, and an understanding of these phenomena is necessary to underpin sound policy formulation in relation to employment and human resource development in the state.

There are many dimensions to the labor market problem in Kansas. These include overall job creation, its geographic distribution, the nature of jobs being created relative to the labor supply in terms of education and skill, the impact of these underlying changes on the demographic groups comprising the work force, particularly women and youth, and the characteristics of the Kansas work force in the future. These will be discussed in turn, although it needs to be recognized that these dimensions are closely interconnected.

1. Inadequate Employment Growth

The discussion of the structure of the economy indicated that sectors like service, trade, and government have played an important role with respect to the provision of jobs for Kansans in recent decades. These, however, are the kind of industries that do not have much growth potential in themselves, in that an expansion of these activities depends on concurrent growth in agriculture, mining or manufacturing, the basic industries. Hence, given their size in the Kansas economy relative to the proportion that these sectors comprise of the national economy, some increase in employment in the trade and service sectors is

likely, but it cannot be expected to be significant.

Since technological improvement has reduced the importance of farms as the main provider of jobs in the state and as mineral resource development has recognized limits in Kansas, only manufacturing is left to provide the basis for balanced growth and job creation. The manufacturing sector of Kansas, however, has been well below the national average as a provider of jobs and income, though improving its relative position. Furthermore, the state does not enjoy a natural comparative advantage in attracting manufacturing investment. Thus it is evident that the adequacy of future employment growth will depend largely on the state's ability to expand its manufacturing sector.

2. Unbalanced Geographic Distribution of Job Creation

There has been a growing concentration of economic activity in the south central north east corridor (the industrial crescent) of the state. This has been associated with increasing population density and growth; this is where the employment growth in the state has been concentrated. This data, in conjunction with migration trends and disparate labor force participation rates among state regions, clearly suggests substantial differences in the availability of job opportunities between counties and regions of the state.

This raises a fundamental question of policy concerning an optimum strategy for state economic development. Should the state foster a broad-based development thrust (i.e. equal effort in all counties), or give particular emphasis and support to the lagging counties, or go with the existing momentum and foster further development in the concentrated growth areas (like the industrial crescent)?

To the degree that human resource policy objectives are economic in nature, their linkage to economic development strategy is important. The optimum configuration and location of human resource programs in the state will depend on the policy alternative chosen in answer to the above question.

3. Lack of Employment Opportunities for Women

Female labor force participation rates for Kansas have been consistently lower than the national average, though increasing at a higher rate than the national rate in recent years. The Kansas rates have also been lower than those of surrounding contiguous states, which have tended to exceed the national average. Again, more recent data (1980 census) is expected to show that these inter-state differentials have narrowed. Given that Kansas women have a higher education level (12.3 median years of schooling in 1970 compared with national 12.1 years, Oklahoma 10.5, Missouri 11.8, Nebraska and Iowa 12.3), these differentials can be interpreted as reflecting some lack of employment opportunities for women in the state. As well, this could be an important factor underlying outmigration, in general, and rural to urban migration, in particular.

This migration aspect is reflected in the distribution of female labor force participation rates throughout the state (Map IX). Rates have been noticeably lower in counties in the western/northern region of the state, and to some extent in the southeast and are consistently higher (and normal by national standards) in the south central to northeast industrial/urban corridor. In essence, the problem of inadequate jobs for women is concentrated in the rural sector.

Some would argue that this is not confirmed by the relatively low unemployment rates in Kansas. However, as noted previously, the unemployment measure does not take account of hidden or disguised unemployment due to discouragement and paucity of opportunities, which is more likely for females and for rural counties. The Franke study of the latent work force in Kansas (Kansas Business Review, May, 1980) shows that there can be a considerable labor reserve in a typical Kansas county, that this reserve is largely composed of females, and that these laborers would enter the labor force in relatively significant numbers, were jobs to become available.

From state's perspective, increasing urbanization, to the extent it occurs, will be more conducive to job opportunities for women, although this could be offset by relatively flat growth of the service, trade, and government sectors in the 1980s, where the proportion of female employment is relatively high.

4. Lack of Employment Opportunities for Youth

Previous census data indicates that it is the 20-30 age group that experiences the highest net outmigration from Kansas, and that this includes in particular the higher educated and trained persons in that group. For the period 1960-70, the state lost about 40 out of every 100 college graduates produced in the state through net outmigration. This loss of Kansas college youth would be somewhat less, though still significant, if this estimate were adjusted for foreign student graduates, for the high nonresident enrollment of private colleges, and for the twin-state nature of Kansas City. The loss is not restricted to college graduates.

Whether this rate of "brain drain" of the state's most valuable resource has declined recently will not be known until the 1980 census is released. The actual numbers will be less, due to smaller net out-migration for 1970-80 than for 1960-70. The implications for the state of this long term trend are immense in many ways, particularly in a qualitative sense (work force, business management, state and civic leadership).

The lack of employment opportunities for vocationally skilled youth is partly a dimension of the overall employment growth situation, discussed above, and partly a function of the types of jobs being developed in the state, to be discussed below.

The other very important component of the youth jobs problem is the lack of opportunities in the rural regions of the state. There are many factors involved here, including two identified in this analysis, namely the overall job creation situation and their geographic distribution. Another factor is the lack of job opportunities for women, which would tend to make the job market more competitive for youth.

5. Shortage of Skilled Labor

General and specific skill shortages are pervasive throughout the state, and in particular in the major urban centers of the south central to north east corridor. This well-known fact was confirmed recently by a Kansas Department of Economic Development statewide study of business problems. Responding businessmen identified skill shortages as their most important concern. As well, it has been an important consideration underlying expansion of Kansas firms outside the state, and is reflected in the low male unemployment rates in urban centers. Finally, it has been identified repeatedly as a primary reason

retarding out-of-state investment in Kansas.

Skill shortages occur when there is a mismatch between the nature of supply and demand. The composition of supply is determined by the education and training system and its responsiveness to the present and expected underlying structure of demand. At the higher levels of education, both national and state demand patterns are relevant in determining characteristics of supply, while at lower levels (community college, technical school, adult training programs, etc.), the composition of state demand should be the determining factor. It is a fundamental question as to whether the education and training system in the state in general, and for our purposes the non-university sector of that system in particular, is interfacing and responding adequately to the state occupation demand pattern. If it is not, skill shortages will exist and continue.

The paradox is that surpluses exist with shortages, at least until relieved through outmigration. In this regard, the second element to the mismatch lies in the nature of demand. The industrial sectors which now employ the predominant portion of the labor force, like service, trade, and government, do not create a broad based demand for highly skilled labor. Furthermore, there is the real question as to whether the type of manufacturing the state has attracted in recent years is as skill and education intensive as the composition of the work force.

These factors tend to act as disincentives to the creation of a broad based skill pool through the training system. Consequently not only are the types of skills in the state's existing labor pool unlikely to be attractive to the new developing high technology industries, but also there may be built-in to the present scenario a growing inability

to respond to new opportunities.

Finally, it should be noted that in some regions of the state, shortages of labor of a less skill-specific nature tend to recur. Sometimes these shortages are periodic in nature, where, for example, there are time lags in the response of the work force elsewhere to a surge of economic activity in a specific region (southwest Kansas). Sometimes that response is not forthcoming (or is very slow) at a time when for example a region, which previously suffered stagnation and relative decline (southeast Kansas) now experiences growth. This is likely to be a recurring problem and the issue for policymakers is whether special mechanisms should to be devised to respond to these developments. This would involve much closer human resource program-economic development linkage than presently exists.

6. Declining Productive Capacity of the Kansas Work Force

The basic elements exist for a decline in the relative productive capacity of the Kansas work force. These include the lack of a broad based skilled pool vis à vis the needs of growth industries, the "brain drain" and the less education-intensive nature of Kansas industry, and most of all, the aging work force.

The potential erosion of productivity due to an aging work force will be another problem with many dimensions in the next two decades. The situation in Kansas will be exacerbated to the extent the state's population and labor force will be older than the national average.

The issue here is the focus of the state education and training system, in terms of the skills being stressed and the population being served. (e.g., youth vs adults). The intrinsic qualities of the Kansas work force have been an important attribute in the past in attracting new

investment to the state, and if these could tend to be offset in the future due to the aging factor, should the state undertake or encourage remedial programmatic action (e.g., adult refresher courses for vocationally trained adults)?

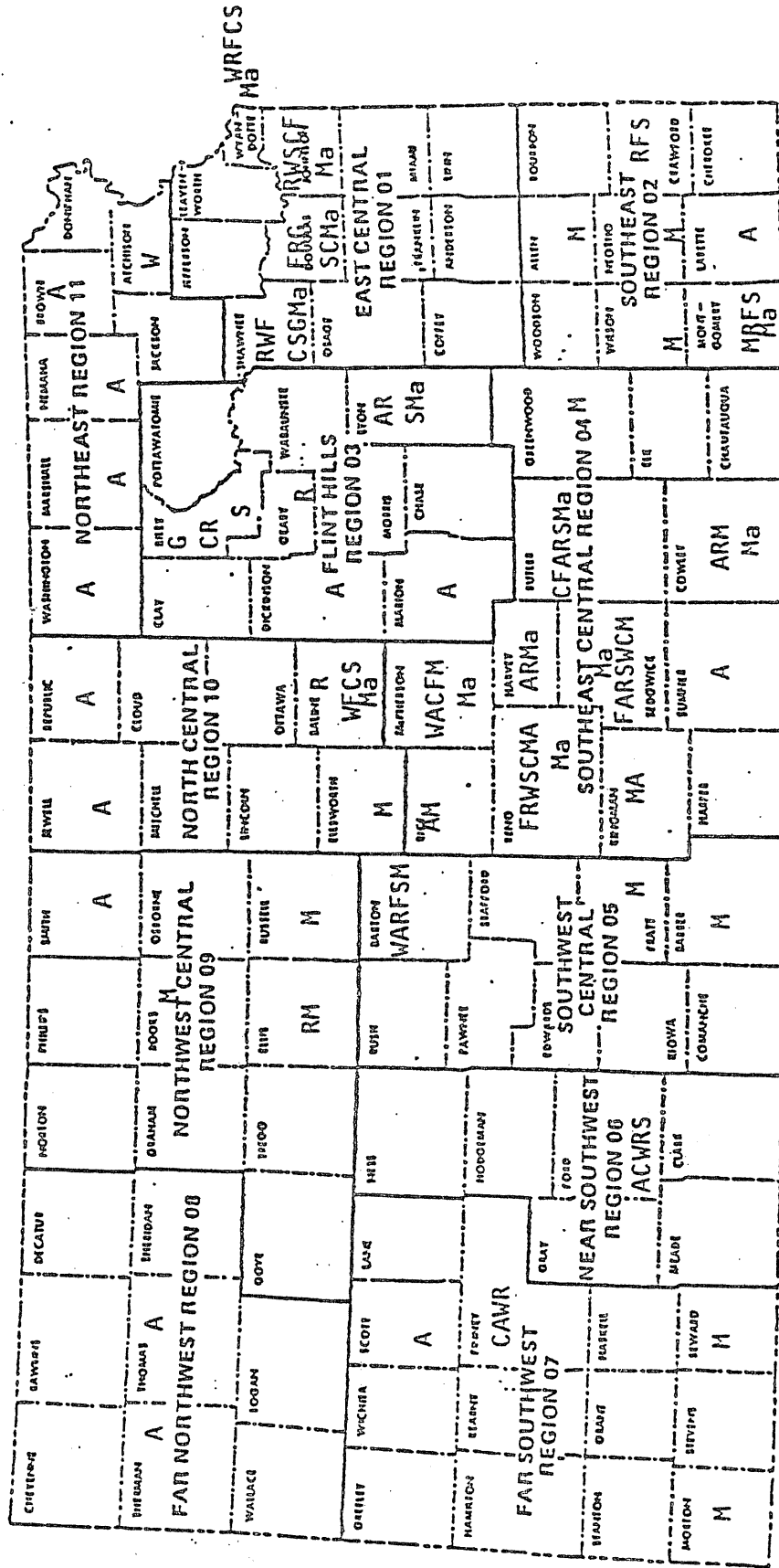
7. Problems of Target Groups

There is no evidence at the moment to indicate that the labor market problems of special target groups (e.g., minorities, handicapped, veterans, etc.) are significantly different (more or less severe) in Kansas from the experience of those groups on a national basis. Further study will be necessary to confirm this. Similarly, it does not appear that these groups are overly concentrated in certain regions, so as to require special attention because of it, other than for minorities who tend to be concentrated in the major urban centers. However, these target groups will be affected disproportionately by the budget cutbacks of the Reagan administration and future policy may be unable to presume that these groups are being served adequately by the remaining programs.

APPENDIX

Map I

Statewide Economic activity of
KANSAS

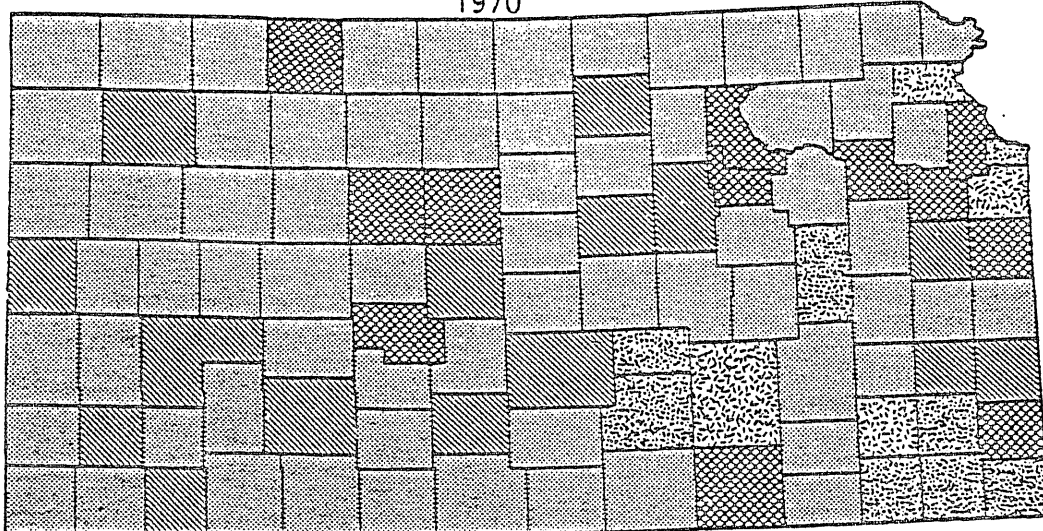



Source: Kansas Department of Economic Development 1977.

- A - Agricultural Activity Area
- C - Construction Activity Area
- F - Financial Activity Area
- Ma - Manufacturing Activity Area
- R - Retail Activity Area
- S - Service Activity Area
- T - Transportation Activity Area
- W - Wholesale Activity Area


MAP II
Primary Economic Base by County


1970




 Agricultural

 Trade

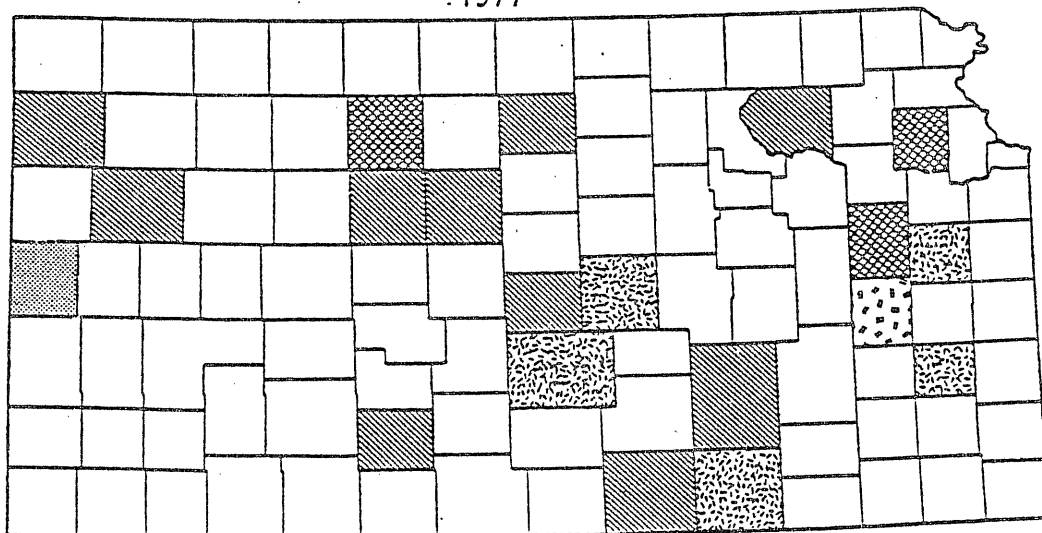
 Manufacturing/Government

 Manufacturing/Trade

 Government

 Construction

1977

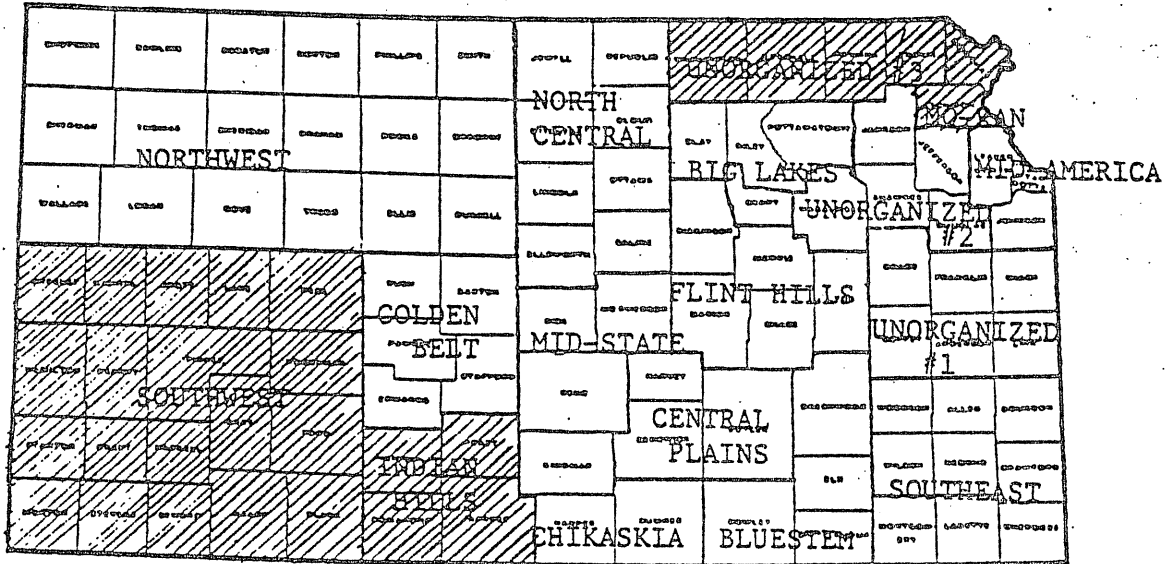


Source: Development Atlas, Section III.

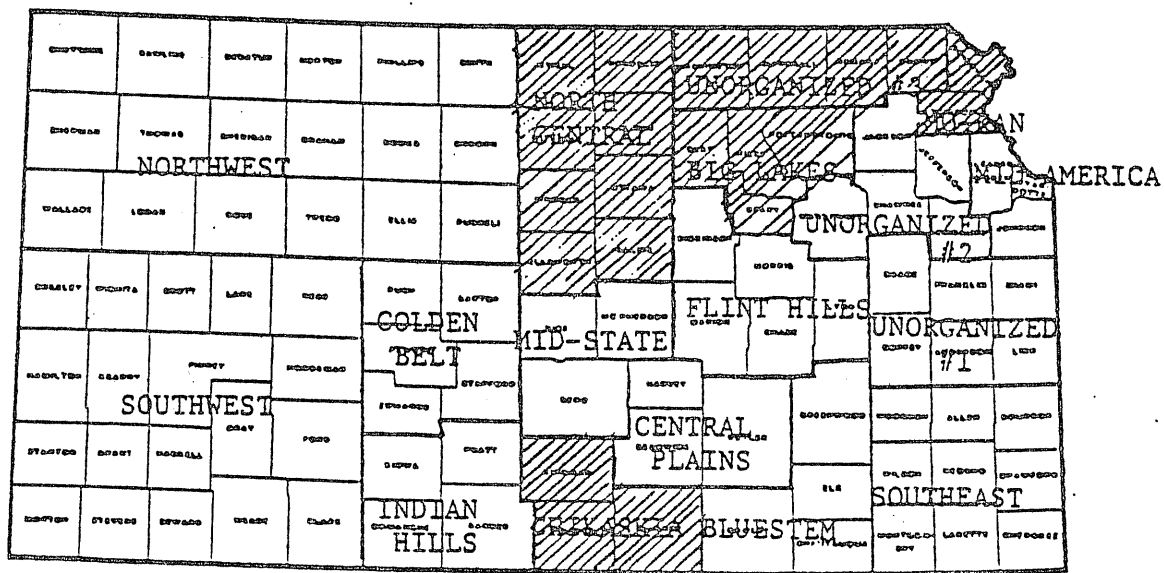
Note: Blank counties indicate little change between 1970 and 1977.

MAP III

New High-Wage-Paying Firms as a Major Part of Each Region's Total New Firms 1967-1976



New High-Wage-Paying Firms as a Major Part of Each Region's Total New Firms, 1977



Source: Kansas Department of Economic Development

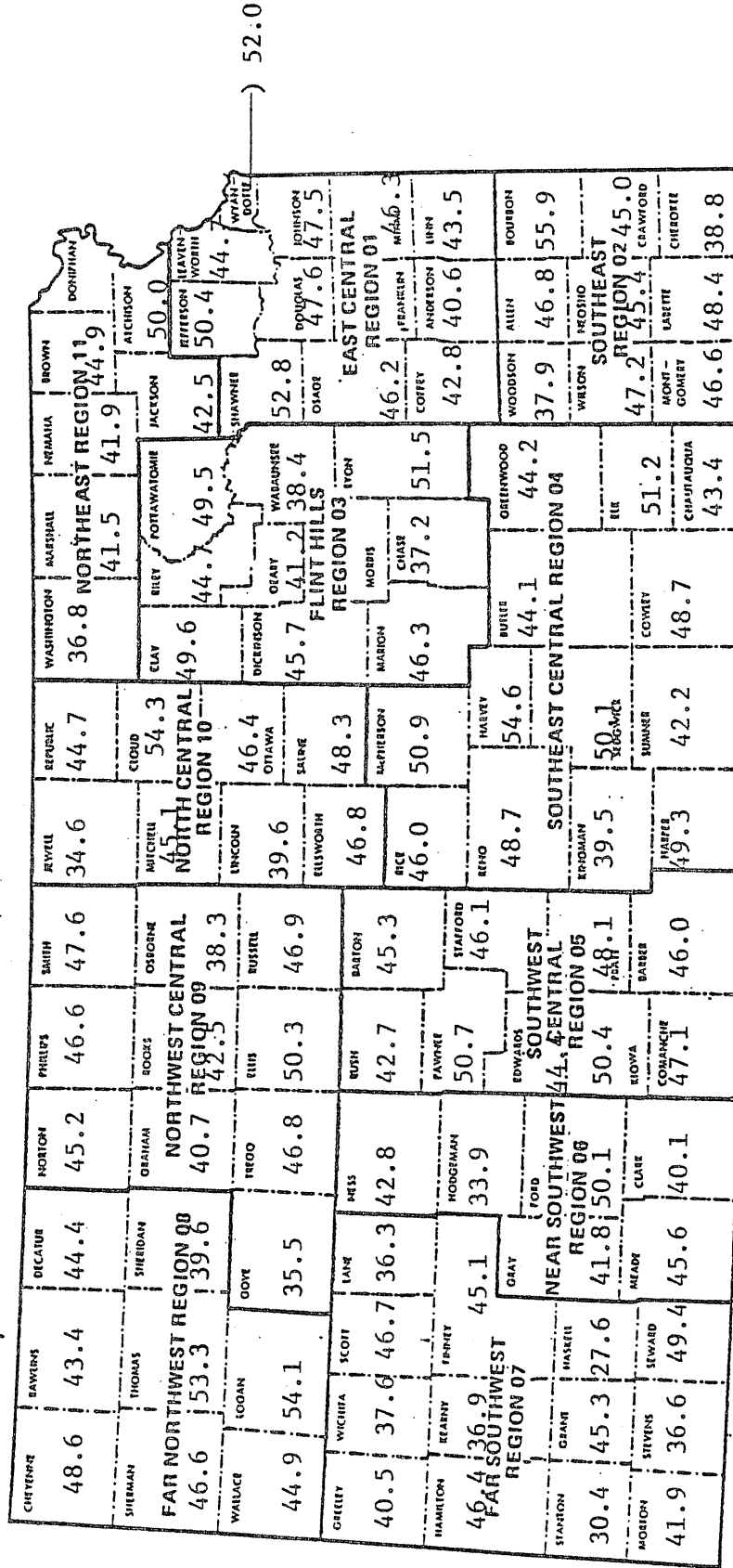
Map VI

Migration in Kansas: 1970 - '80

CHEYENNE	RAWLINS	DECATUR	NORTON	PHILLIPS	SMITH	JEWELL	REPUBLIC	WASHINGTON	MARSHALL	NEMAH	BROWN	OSAGE	DOUGLAS	JOHNSON
-545	-355	-449	-500	-487	-565	-661	-447	-568	62	-852	425	6.95	4700	11.13
-14.34	-8.26	-8.63	-7.46	-6.41	-8.83	-11.60	-6.12	-6.31	47	7.47	3.57	1820	1224	1589
SHERMAN	THOMAS	SHERIDAN	GRAHAM	ROOKS	OSBORNE	MITCHELL	CLOUD	CLAY	RILEY	POTTAWATOMIE	JACKSON	OSAGE	FRANKLIN	MIAMI
-767	254	-526	-893	-707	-183	90	-676	21	555	1,008	1,462	1820	1224	1589
-10.09	3.02	-13.15	-2.03	-9.68	-2.95	1.05	-5.12	.21	88	8.33	18.25	11.82	5.7	7.36
WALLACE	LOGAN	GOVE	TREGO	ELLIS	RUSSELL	LINCOLN	OTTAWA	DICKINSON	GEARY	WADSWORTH	SHAWNEE	OSAGE	COFFEY	ANDERSON
-367	-519	-447	-236	-1313	-437	-607	-62	-384	425	425	-12742	1820	2219	285
-16.68	-14.42	-11.18	-5.36	-4.71	-4.65	604	-1291	19.0	5.9	5.9	18.25	11.82	22.64	3.4
GREELY	WICHITA	LANE	NESS	RUSH	BARTON	RICE	MCPHERSON	MARION	MORRIS	LYON	SHAWNEE	COFFEY	ANDERSON	LINN
-143	-751	-365	-304	-408	-1149	-407	1220	-143	-81	326	18.25	22.64	285	662
-7.94	-25.47	-14.04	-6.33	-8.33	-3.66	-3.28	4.62	-1.08	-1.21	.92	18.25	22.64	3.4	7.79
HAMILTON	KEARNY	FINNEY	HODGEMAN	PAWNEE	STAFFORD	RENO	HARVEY	BUTLER	GREENWOOD	WOODSON	DOUGLAS	WOODSON	ALLEN	BOURBON
-322	-13	1,567	-457	-491	166	613	17762	4187	30	511	4700	511	676	1007
-11.50	-35	6.56	-19.04	-5.99	2.59	.96	9.08	9.08	.33	11.36	30030	11.36	4.2	6.3
STANTON	GRANT	HASKELL	FORD	KIOWA	PRATT	KINGMAN	SEDGWICK	COWLEY	ELK	WILSON	NEOSHO	WILSON	MONTGOMERY	CRAWFORD
-258	-101	-451	-243	-69	188	61	-21310	420	420	1025	-55	1025	2330	-412
-9.36	-1.38	-10.49	-1.01	-1.77	1.81	.69	-5.97	11.35	11.35	8.54	-29	8.54	-275	-1.08
MORTON	STEVENS	SEWARD	CLARK	COMANCHE	BARBER	HARPER	SUNNER	CHAUTAQUA	CHEROKEE	MONTGOMERY	LABETTE	MONTGOMERY	LABETTE	CHEROKEE
-496	-46	-937	-196	-52	-444	123	1048	777	720	2330	-275	2330	-275	720
-13.41	-.98	-5.48	-7.0	-1.93	-7.0	1.56	4.26	17.27	3.32	5.71	-1.06	5.71	-1.06	3.32

Source: Bureau of Census
Department of Health and Environment

Map IX
Female FLPR (1970)



Source: Bureau of Census

Following KDED demarcation of Kansas, Region I contains Northern/Western counties; Region II is defined as Industrial Crescent; Region III is Southeast region. It follows that in the industrial/urban (Eastern and Central part) area FLPR is higher. Comparing this map with map I, it can be said that FLPR is higher in agricultural/rural counties than FLPR in non-agricultural counties.