An Equity Profile of the Kansas City Region

Presentation Slide Bank
Defining the region
What is an equitable region?

Regions are equitable when all residents – regardless of their race/ethnicity/nativity, neighborhood of residence, or other characteristics – are fully able to participate in the region’s economic vitality, contribute to the region’s readiness for the future, and connect to the region’s assets and resources.

**Strong, equitable regions:**

- Possess **economic vitality**, providing high-quality jobs to their residents and producing new ideas, products, businesses, and economic activity so the region remains sustainable and competitive.

- Are **ready for the future**, with a skilled, ready workforce, and a healthy population.

- Are **places of connection**, where residents can access the essential ingredients to live healthy and productive lives in their own neighborhoods, reach opportunities located throughout the region (and beyond) via transportation or technology, participate in political processes, and interact with other diverse residents.
**Equity indicators framework**

**Demographics:**
Who lives in the region and how is this changing?

**Economic Vitality:**
How is the region doing on measures of economic growth and well-being?

**Readiness:**
How prepared are the region’s residents for the 21st century economy?

**Connectedness:**
Are the region’s residents and neighborhoods connected to one another and to the region’s assets and opportunities?
Demographics
Demographics
A moderately diverse region

Race, Ethnicity, and Nativity, 2010

Sources: IPUMS, U.S. Census Bureau. 2006-2010 IPUMS data adjusted to match 2010 Census results.
Demographics

Diverse Asian and predominantly Mexican-ancestry Latino communities

Latino and Asian Populations by Ancestry, 2006-2010

Latino

<table>
<thead>
<tr>
<th>Ancestry</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mexican</td>
<td>119,691</td>
</tr>
<tr>
<td>All other Latinos</td>
<td>30,552</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>150,242</strong></td>
</tr>
</tbody>
</table>

Asian/ Pacific Islander

<table>
<thead>
<tr>
<th>Ancestry</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian Indian</td>
<td>12,434</td>
</tr>
<tr>
<td>Chinese or Taiwanese</td>
<td>7,155</td>
</tr>
<tr>
<td>Vietnamese</td>
<td>6,550</td>
</tr>
<tr>
<td>Filipino</td>
<td>4,115</td>
</tr>
<tr>
<td>Korean</td>
<td>3,856</td>
</tr>
<tr>
<td>All other Asians</td>
<td>9,846</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>43,955</strong></td>
</tr>
</tbody>
</table>

Source: IPUMS.
Demographics

Kansas City is the 79th most diverse region

Diversity Score in 2010: Largest 150 Metros Ranked

Source: U.S. Census Bureau.
Demographics

The population is rapidly diversifying

Racial/Ethnic Composition, 1980 to 2010

Source: U.S. Census Bureau.
People of color contributed the majority of the region’s population growth.

Net Population Growth by Decade, 1980 to 2010

- **1980-1990**:
  - Non-Hispanic White: 131,640 (71%)
  - People of Color: 39,640 (29%)

- **1990-2000**:
  - Non-Hispanic White: 188,950 (61%)
  - People of Color: 61,050 (39%)

- **2000-2010**:
  - Non-Hispanic White: 194,966 (67%)
  - People of Color: 79,034 (33%)

Source: U.S. Census Bureau.
Demographics

Latino and Asian populations had the fastest growth in the past decade

Growth Rates of Major Racial/Ethnic Groups, 2000 to 2010

- White: 5%
- Black: 11%
- Latino: 78%
- Asian/Pacific Islander: 61%
- Native American: 8%
- Other: 51%

Source: U.S. Census Bureau.
Demographics

Latino population growth driven by births among U.S.-born Latinos, while Asian population growth was driven by immigration.

Share of Net Growth in Latino and Asian Population by Nativity, 2000 to 2006-2010

- Foreign-born Latino: 43%
- U.S.-born Latino: 57%
- Foreign-born API: 41%
- U.S.-born API: 59%

Source: IPUMS.
People of color are driving growth throughout the region

Percent Change in Population, 2000 to 2010 (in descending order by 2010 population)

- People of color growth
- Population growth

Source: U.S. Census Bureau.
Demographics

Significant growth in communities of color regionwide

Percent Change in People of Color by Census Block Group, 2000 to 2010

- Decline
- Less than 31% increase
- 31% to 64% increase
- 65% to 125% increase
- 126% or more increase

Sources: U.S. Census Bureau, Geolytics. To more accurately visualize change, block groups with a small populations (50 or fewer people in either 2000 or 2010) were excluded from the analysis. Excluded block groups are shaded in white.
Demographics

Significant growth in the Latino population regionwide

Percent Change in the Latino Population by Census Block Group, 2000 to 2010

- Decline
- Less than 54% increase
- 54% to 104% increase
- 105% to 200% increase
- 201% or more increase

Sources: U.S. Census Bureau; GeoLytics.
Demographics

Diversity is increasing in the urban core and spreading outwards

Racial and Ethnic Composition by Census Tracts, 1990 and 2010

Race/Ethnicity
1 dot = 300
- Non-Hispanic White
- Black
- Latino
- Asian/Pacific Islander
- American Indian or Alaska Native
- Other or Mixed Race

Sources: U.S. Census Bureau, Geolytics.
Demographics

The share of people of color is projected to increase through 2040

Racial/ Ethnic Composition, 1980 to 2040

- Other
- Native American
- Asian/ Pacific Islander
- Latino
- Black
- White

Sources: U.S. Census Bureau, Woods & Poole Economics.
Demographics

Jackson and Wyandotte counties will be majority people of color by 2040

Percent People of Color by County, 1980 to 2040

- Less than 30%
- 30% to 39%
- 40% to 49%
- 50% or more

Sources: U.S. Census Bureau, Woods & Poole Economics.
Demographics

The racial generation gap between youth and seniors has more than doubled since 1980

Percent People of Color (POC) by Age Group, 1980 to 2010

- Percent of seniors who are POC
- Percent of youth who are POC

Source: U.S. Census Bureau.
Note: Gap value may not equal the difference in percentages shown due to rounding.
Demographics

The region’s communities of color are more youthful than its white population

Median Age by Race/Ethnicity, 2006-2010

- All: 36
- White: 39
- Black: 31
- Latino: 26
- Asian/Pacific Islander: 32
- Native American and Alaska Native: 35
- Other or mixed race: 17

Source: IPUMS
Demographics

Kansas City has a below-average racial generation gap

The Racial Generation Gap in 2010: Largest 150 Metros Ranked

#1: Naples-Marco Island, FL (48%)

#102: Kansas City (21%)

#150: Honolulu, HI (7%)

Source: U.S. Census Bureau.
Economic vitality
Economic vitality

Job growth has kept pace with the national average

Cumulative Job Growth, 1979 to 2010

Source: U.S. Bureau of Economic Analysis.
Economic vitality
Gross Regional Product (GRP) growth is moderate but prone to downturns

Cumulative Growth in Real GRP, 1979 to 2010

Source: U.S. Bureau of Economic Analysis.
Economic vitality

Below-average unemployment during and after the downturn

Unemployment Rate, 1990 to 2011

Economic vitality

Labor force participation among communities of color is slightly lower than whites

Labor Force Participation Rate by Race/Ethnicity, 1990 and 2006-2010

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>1990</th>
<th>2006-2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>83.3%</td>
<td>83.7%</td>
</tr>
<tr>
<td>Black</td>
<td>78.1%</td>
<td>77.8%</td>
</tr>
<tr>
<td>Latino</td>
<td>81.5%</td>
<td>80.8%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>83.4%</td>
<td>80.4%</td>
</tr>
<tr>
<td>Native American</td>
<td>82.0%</td>
<td>81.3%</td>
</tr>
</tbody>
</table>

Source: IPUMS. Universe includes the civilian noninstitutional population ages 25 through 64.

Note: The full impact of the Great Recession is not reflected in the latest data shown, which is averaged over 2006 through 2010. These trends may change as new data become available.
Economic vitality

All communities of color have higher unemployment rates than whites

Unemployment Rate by Race/Ethnicity, 1990 and 2006-2010

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>1990</th>
<th>2006-2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>3.4%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Black</td>
<td>9.9%</td>
<td>13.2%</td>
</tr>
<tr>
<td>Latino</td>
<td>7.3%</td>
<td>6.3%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>4.5%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Native American</td>
<td>5.7%</td>
<td>9.6%</td>
</tr>
</tbody>
</table>

Source: IPUMS. Universe includes the civilian noninstitutional population ages 25 through 64.
Note: The full impact of the Great Recession is not reflected in the latest data shown, which is averaged over 2006 through 2010. These trends may change as new data become available.
Economic vitality
High unemployment in urban communities of color and outer communities

Unemployment Rate by Census Tract and High People of Color Tracts, 2006-2010

- Less than 4%
- 4%
- 5% to 6%
- 7% to 11%
- 12% or more

60% or more people of color

Source: U.S. Census Bureau. Areas in white are missing data.
Note: One should keep in mind when looking at this map and other maps displaying a share or rate that while there is wide variation in the size (land area) of the census tracts in the region, each has a roughly similar number of people. Thus, a large tract on the region's periphery likely contains a similar number of people as a seemingly tiny tract in the urban core, and so care should be taken not to assign an unwarranted amount of attention to large tracts just because they are large.
Economic vitality

Increasing income inequality

Gini Coefficient, 1979 to 2006-2010

Gini Coefficient measures income equality on a 0 to 1 scale.
0 (Perfectly equal) —> 1 (Perfectly unequal)

Source: IPUMS. Universe includes all households (no group quarters).
Economic vitality

Kansas City’s inequality rank is 104th

The Gini Coefficient in 2006-2010: Largest 150 Metros Ranked

#1: Bridgeport-Stamford-Norwalk, CT (0.53)

#104: Kansas City (0.44)

#150: Ogden-Clearfield, UT (0.39)

Source: IPUMS. Universe includes all households (no group quarters).
Economic vitality
Declining or stagnant wages for most workers

Real Earned Income Growth for Full-Time Wage and Salary Workers
Ages 25-64, 1979 to 2006-2010

Source: IPUMS. Universe includes civilian noninstitutional full-time wage and salary workers ages 25 through 64.
Economic vitality
A shrinking middle class

Household by Income Level, 1979 and 2006-2010 (all figures in 2010 dollars)

Source: IPUMS. Universe includes all households (no group quarters).
Economic vitality
Poverty is on the rise

Poverty Rate, 1980 to 2006-2010

- Kansas City
- United States

Source: IPUMS. Universe includes all persons not in group quarters.
Economic vitality

Working poverty is also increasing

Working Poverty Rate, 1980 to 2006-2010

Source: IPUMS. Universe includes the civilian noninstitutional population ages 25 through 64 not in group quarters.
Economic vitality

Poverty is highest for African Americans and Latinos

Poverty Rate by Race/Ethnicity, 2006-2010

- All: 26.5%
- White: 25.9%
- Black: 16.5%
- Latino: 11.3%
- Asian/Pacific Islander: 10.9%
- Native American: 10.2%
- Other: 7.1%

Source: IPUMS. Universe includes all persons not in group quarters.
Economic vitality

Working poverty rates are highest for Latinos

Working Poverty Rate by Race/ Ethnicity, 2006-2010

- All: 12.9%
- White: 3.4%
- Black: 7.4%
- Latino: 6.3%
- Asian/Pacific Islander: 3.4%
- Native American: 3.3%
- Other: 2.1%

Source: IPUMS. Universe includes the civilian noninstitutional population ages 25 through 64 not in group quarters.
Economic vitality

Education is a leveler but racial economic gaps persist

Unemployment Rate by Educational Attainment and Race/Ethnicity, 2006-2010

Source: IPUMS. Universe includes the civilian noninstitutional population ages 25 through 64.
Economic vitality
African Americans and Latinos have lower wages than whites at every education level

Median Hourly Wage by Educational Attainment and Race/Ethnicity, 2006-2010

Source: IPUMS. Universe includes civilian noninstitutional full-time wage and salary workers ages 25 through 64.
Economic vitality

Women of color with low- and high-education levels are much more likely to be jobless than male counterparts and whites

Unemployment Rate by Educational Attainment, Race/Ethnicity, and Gender, 2006-2010

Source: IPUMS. Universe includes the civilian noninstitutional population ages 25 through 64.
Economic vitality

**Women of every education level earn less than their male counterparts**

Median Hourly Wage by Educational Attainment, Race/Ethnicity, and Gender, 2006-2010

- **Women of color**
- **Men of color**
- **White women**
- **White men**

- **BA Degree or higher**
  - Women of color: $21
  - Men of color: $26
  - White women: $23
  - White men: $30

- **More than HS Diploma, Less than BA**
  - Women of color: $15
  - Men of color: $17
  - White women: $17
  - White men: $22

- **HSDiploma, no College**
  - Women of color: $13
  - Men of color: $15
  - White women: $15
  - White men: $18

- **Less than a HSDiploma**
  - Women of color: $10
  - Men of color: $12
  - White women: $12
  - White men: $16

Source: IPUMS. Universe includes the civilian noninstitutional population ages 25 through 64.
Economic vitality
Growing low- and middle-wage jobs, but high-wage jobs had the most wage growth

Growth in Jobs and Earnings by Wage Level, 1990 to 2010

- Low-wage
- Middle-wage
- High-wage

Sources: U.S. Bureau of Labor Statistics; Woods & Poole Economics. Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.
Economic vitality
Slow wage growth for workers in the largest industries

### Industries by Wage Level Category in 1990

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>Management of Companies and Enterprises</td>
<td>$68,912</td>
<td>$79,993</td>
<td>16%</td>
<td>16,841</td>
</tr>
<tr>
<td></td>
<td>Utilities</td>
<td>$59,299</td>
<td>$82,229</td>
<td>39%</td>
<td>4,004</td>
</tr>
<tr>
<td></td>
<td>Information</td>
<td>$54,323</td>
<td>$73,333</td>
<td>35%</td>
<td>29,949</td>
</tr>
<tr>
<td></td>
<td>Professional, Scientific, and Technical Services</td>
<td>$51,767</td>
<td>$71,597</td>
<td>38%</td>
<td>64,857</td>
</tr>
<tr>
<td></td>
<td>Wholesale Trade</td>
<td>$50,745</td>
<td>$62,356</td>
<td>23%</td>
<td>44,183</td>
</tr>
<tr>
<td></td>
<td>Manufacturing</td>
<td>$48,298</td>
<td>$56,227</td>
<td>16%</td>
<td>70,924</td>
</tr>
<tr>
<td>Middle</td>
<td>Finance and Insurance</td>
<td>$45,910</td>
<td>$66,452</td>
<td>45%</td>
<td>53,528</td>
</tr>
<tr>
<td></td>
<td>Transportation and Warehousing</td>
<td>$44,841</td>
<td>$38,856</td>
<td>-13%</td>
<td>32,983</td>
</tr>
<tr>
<td></td>
<td>Construction</td>
<td>$44,324</td>
<td>$53,782</td>
<td>21%</td>
<td>36,174</td>
</tr>
<tr>
<td></td>
<td>Mining</td>
<td>$41,683</td>
<td>$45,082</td>
<td>8%</td>
<td>947</td>
</tr>
<tr>
<td></td>
<td>Health Care and Social Assistance</td>
<td>$39,091</td>
<td>$44,778</td>
<td>15%</td>
<td>105,388</td>
</tr>
<tr>
<td></td>
<td>Real Estate and Rental and Leasing</td>
<td>$31,142</td>
<td>$37,729</td>
<td>21%</td>
<td>14,543</td>
</tr>
<tr>
<td></td>
<td>Education Services</td>
<td>$27,193</td>
<td>$34,898</td>
<td>28%</td>
<td>11,472</td>
</tr>
<tr>
<td>Low</td>
<td>Arts, Entertainment, and Recreation</td>
<td>$26,880</td>
<td>$35,194</td>
<td>31%</td>
<td>14,575</td>
</tr>
<tr>
<td></td>
<td>Other Services (except Public Administration)</td>
<td>$26,106</td>
<td>$28,670</td>
<td>10%</td>
<td>26,128</td>
</tr>
<tr>
<td></td>
<td>Retail Trade</td>
<td>$25,616</td>
<td>$25,778</td>
<td>1%</td>
<td>98,718</td>
</tr>
<tr>
<td></td>
<td>Administrative and Support and Waste Management and Remediation Services</td>
<td>$23,278</td>
<td>$32,164</td>
<td>38%</td>
<td>54,933</td>
</tr>
<tr>
<td></td>
<td>Agriculture, Forestry, Fishing and Hunting</td>
<td>$23,020</td>
<td>$29,831</td>
<td>30%</td>
<td>1,115</td>
</tr>
<tr>
<td></td>
<td>Accommodation and Food Services</td>
<td>$13,833</td>
<td>$15,788</td>
<td>14%</td>
<td>75,018</td>
</tr>
</tbody>
</table>

Sources: U.S. Bureau of Labor Statistics; Woods & Poole Economics. Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.
Economic vitality
Identifying the region’s strong industries

Industry strength index =

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Employment</td>
<td>Location Quotient</td>
<td>Average Annual Wage</td>
<td>Change in the number of jobs</td>
</tr>
<tr>
<td>The total number of jobs in a particular industry.</td>
<td>A measure of employment concentration calculated by dividing the share of employment for a particular industry in the region by its share nationwide. A score &gt;1 indicates higher-than-average concentration.</td>
<td>The estimated total annual wages of an industry divided by its estimated total employment.</td>
<td>Percent change in the number of jobs</td>
</tr>
</tbody>
</table>

Note: This industry strength index is only meant to provide general guidance on the strength of various industries in the region, and its interpretation should be informed by an examination of individual metrics used in its calculation, which are presented in the table above. Each indicator was normalized as a cross-industry z-score before taking a weighted average to derive the index.
Economic vitality
Professional services, health care, finance and insurance, and management are strong and expanding in the region

### Industry Strength Index

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>64,857</td>
<td>1.2</td>
<td>$71,597</td>
<td>8,755</td>
<td>16%</td>
<td>12%</td>
<td>88.9</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>105,388</td>
<td>0.9</td>
<td>$44,778</td>
<td>25,057</td>
<td>31%</td>
<td>6%</td>
<td>73.7</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>53,528</td>
<td>1.4</td>
<td>$66,452</td>
<td>2,448</td>
<td>5%</td>
<td>10%</td>
<td>72.1</td>
</tr>
<tr>
<td>Management of Companies and Enterprises</td>
<td>16,841</td>
<td>1.3</td>
<td>$79,993</td>
<td>401</td>
<td>2%</td>
<td>3%</td>
<td>45.8</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>44,183</td>
<td>1.1</td>
<td>$62,356</td>
<td>-6,794</td>
<td>-13%</td>
<td>4%</td>
<td>21.2</td>
</tr>
<tr>
<td>Utilities</td>
<td>4,004</td>
<td>1.0</td>
<td>$82,229</td>
<td>-776</td>
<td>-16%</td>
<td>10%</td>
<td>20.1</td>
</tr>
<tr>
<td>Information</td>
<td>29,949</td>
<td>1.6</td>
<td>$73,333</td>
<td>-25,997</td>
<td>-46%</td>
<td>-2%</td>
<td>19.8</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>70,924</td>
<td>0.9</td>
<td>$66,227</td>
<td>-16,644</td>
<td>-19%</td>
<td>5%</td>
<td>4.0</td>
</tr>
<tr>
<td>Administrative and Support and Waste Management and Remediation Services</td>
<td>54,933</td>
<td>1.1</td>
<td>$32,164</td>
<td>-3,236</td>
<td>-6%</td>
<td>14%</td>
<td>1.5</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>98,718</td>
<td>1.0</td>
<td>$25,778</td>
<td>-8,165</td>
<td>-8%</td>
<td>-7%</td>
<td>-10.3</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>75,018</td>
<td>1.0</td>
<td>$15,788</td>
<td>5,454</td>
<td>8%</td>
<td>-2%</td>
<td>-18.3</td>
</tr>
<tr>
<td>Construction</td>
<td>36,174</td>
<td>0.9</td>
<td>$53,782</td>
<td>-14,381</td>
<td>-28%</td>
<td>8%</td>
<td>-18.7</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>14,575</td>
<td>1.1</td>
<td>$35,194</td>
<td>-1,737</td>
<td>-11%</td>
<td>10%</td>
<td>-27.0</td>
</tr>
<tr>
<td>Real Estate and Rental and Leasing</td>
<td>14,543</td>
<td>1.1</td>
<td>$37,729</td>
<td>-1,671</td>
<td>-10%</td>
<td>7%</td>
<td>-27.8</td>
</tr>
<tr>
<td>Transportation and Warehousing</td>
<td>32,983</td>
<td>1.2</td>
<td>$38,856</td>
<td>-7,215</td>
<td>-18%</td>
<td>-8%</td>
<td>-30.7</td>
</tr>
<tr>
<td>Education Services</td>
<td>11,472</td>
<td>0.7</td>
<td>$34,898</td>
<td>3,104</td>
<td>37%</td>
<td>6%</td>
<td>-41.3</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>26,128</td>
<td>0.9</td>
<td>$28,670</td>
<td>-1,246</td>
<td>-5%</td>
<td>-5%</td>
<td>-59.2</td>
</tr>
<tr>
<td>Mining</td>
<td>947</td>
<td>0.2</td>
<td>$45,082</td>
<td>-246</td>
<td>-21%</td>
<td>-5%</td>
<td>-109.0</td>
</tr>
<tr>
<td>Agriculture, Forestry, Fishing and Hunting</td>
<td>1,115</td>
<td>0.1</td>
<td>$29,831</td>
<td>-242</td>
<td>-18%</td>
<td>14%</td>
<td>-110.6</td>
</tr>
</tbody>
</table>

Sources: U.S. Bureau of Labor Statistics; Woods & Poole Economics. Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.
Economic vitality
Identifying high-opportunity occupations

Occupation opportunity index =

Job quality
(Median Annual Wage)

Growth
(Real wage growth)

Change in the number of jobs
Percent change in the number of jobs
Median age of workers

Note: Each indicator was normalized as a cross-occupation z-score before taking a weighted average to derive the index.
Economic vitality
Identifying high-opportunity occupations
(continued)

All jobs
(2011)

High-opportunity
(32 occupations)

Middle-opportunity
(21 occupations)

Low-opportunity
(18 occupations)

Note: The occupation opportunity index and the three broad categories drawn from it are only meant to provide general guidance on the level of opportunity associated with various occupations in the region, and its interpretation should be informed by an examination of individual metrics used in its calculation, which are presented in the tables below.
## Economic Vitality

### High-opportunity occupations for workers with a high school degree or less

**Occupation Opportunity Index: Occupations by Opportunity Level for Workers with a High School Degree or Less**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment (2011)</th>
<th>Job Quality</th>
<th>Change in Employment</th>
<th>% Change in Employment</th>
<th>Median Age</th>
<th>Occupation Opportunity Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>High-Opportunity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervisors of Construction and Extraction Workers</td>
<td>2,830</td>
<td>$62,380</td>
<td>-5.2%</td>
<td>-560</td>
<td>-17.0%</td>
<td>45</td>
</tr>
<tr>
<td>Supervisors of Production Workers</td>
<td>3,530</td>
<td>$53,660</td>
<td>-7.3%</td>
<td>-600</td>
<td>-14.5%</td>
<td>45</td>
</tr>
<tr>
<td>Supervisors of Transportation and Material-Moving Workers</td>
<td>2,870</td>
<td>$48,046</td>
<td>-4.1%</td>
<td>-330</td>
<td>-10.3%</td>
<td>45</td>
</tr>
<tr>
<td>Assemblers and Fabricators</td>
<td>15,380</td>
<td>$37,904</td>
<td>20.8%</td>
<td>-340</td>
<td>-2.2%</td>
<td>40</td>
</tr>
<tr>
<td>Metal Workers and Plastic Workers</td>
<td>8,500</td>
<td>$36,952</td>
<td>-7.9%</td>
<td>-315</td>
<td>-6.8%</td>
<td>43</td>
</tr>
<tr>
<td>Other Installation, Maintenance, and Repair Occupations</td>
<td>14,010</td>
<td>$35,912</td>
<td>-1.0%</td>
<td>-250</td>
<td>-6.6%</td>
<td>43</td>
</tr>
<tr>
<td>Construction Trades Workers</td>
<td>27,030</td>
<td>$49,025</td>
<td>-0.2%</td>
<td>-150</td>
<td>-5.2%</td>
<td>37</td>
</tr>
<tr>
<td>Other Construction and Related Workers</td>
<td>2,350</td>
<td>$40,209</td>
<td>-5.2%</td>
<td>-120</td>
<td>-4.9%</td>
<td>38</td>
</tr>
<tr>
<td>Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</td>
<td>10,620</td>
<td>$38,199</td>
<td>-4.9%</td>
<td>-360</td>
<td>-3.3%</td>
<td>40</td>
</tr>
<tr>
<td>Supervisors of Building and Grounds Cleaning and Maintenance Workers</td>
<td>1,750</td>
<td>$35,877</td>
<td>-2.1%</td>
<td>-70</td>
<td>-3.8%</td>
<td>41</td>
</tr>
<tr>
<td>Other Production Occupations</td>
<td>16,820</td>
<td>$32,749</td>
<td>3.2%</td>
<td>-40</td>
<td>-0.2%</td>
<td>43</td>
</tr>
<tr>
<td>Motor Vehicle Operators</td>
<td>30,990</td>
<td>$32,762</td>
<td>0.5%</td>
<td>0</td>
<td>0.0%</td>
<td>47</td>
</tr>
<tr>
<td>Printing Workers</td>
<td>3,200</td>
<td>$35,150</td>
<td>0.3%</td>
<td>-1,410</td>
<td>-30.6%</td>
<td>40</td>
</tr>
<tr>
<td>Material Recording, Scheduling, Dispatching, and Distributing Workers</td>
<td>29,870</td>
<td>$30,575</td>
<td>6.9%</td>
<td>1,020</td>
<td>3.5%</td>
<td>41</td>
</tr>
</tbody>
</table>

| Middle-Opportunity                              |                   |             |                      |                        |            |                              |       |
| Metal Workers and Plastic Workers              | 8,500             | $36,952     | -7.9%                | -315                   | -6.8%      | 43                           | -0.11 |
| Other Installation, Maintenance, and Repair Occupations | 14,010            | $35,912     | -1.0%                | -250                   | -6.6%      | 43                           | 0.21  |
| Construction Trades Workers                     | 27,030            | $49,025     | -0.2%                | -150                   | -5.2%      | 37                           | -0.28 |
| Other Construction and Related Workers          | 2,350             | $40,209     | -5.2%                | -120                   | -4.9%      | 38                           | -0.21 |
| Vehicle and Mobile Equipment Mechanics, Installers, and Repairers | 10,620            | $38,199     | -4.9%                | -360                   | -3.3%      | 40                           | -0.26 |
| Supervisors of Building and Grounds Cleaning and Maintenance Workers | 1,750             | $35,877     | -2.1%                | -70                    | -3.8%      | 41                           | -0.27 |
| Other Production Occupations                    | 16,820            | $32,749     | 3.2%                 | -40                    | -0.2%      | 43                           | -0.28 |
| Motor Vehicle Operators                         | 30,990            | $32,762     | 0.5%                 | 0                      | 0.0%       | 47                           | -0.29 |
| Printing Workers                                | 3,200             | $35,150     | 0.3%                 | -1,410                 | -30.6%     | 40                           | -0.33 |
| Material Recording, Scheduling, Dispatching, and Distributing Workers | 29,870            | $30,575     | 6.9%                 | 1,020                  | 3.5%       | 41                           | -0.47 |

| Low-Opportunity                                |                   |             |                      |                        |            |                              |       |
| Other Transportation Workers                    | 1,700             | $26,381     | 2.0%                 | 190                    | 12.6%      | 36                           | -0.53 |
| Woodworkers                                     | 980               | $28,782     | -5.9%                | -1,040                 | -51.5%     | 42                           | -0.61 |
| Supervisors of Food Preparation and Serving Workers | 7,670             | $29,356     | -10.8%               | -1,430                 | 22.9%      | 33                           | -0.62 |
| Building Cleaning and Pest Control Workers      | 20,070            | $22,282     | -0.3%                | 770                    | 4.0%       | 44                           | -0.63 |
| Grounds Maintenance Workers                     | 6,610             | $24,681     | -1.0%                | 430                    | 7.0%       | 32                           | -0.68 |
| Food Processing Workers                         | 2,100             | $26,400     | -10.1%               | -1,170                 | -35.8%     | 41                           | -0.75 |
| Nursing, Psychiatric, and Home Health Aides     | 16,020            | $22,885     | -10.2%               | 3,140                  | 24.4%      | 35                           | -0.76 |
| Other Personal Care and Service Workers          | 15,600            | $20,351     | -6.5%                | 3,790                  | 32.1%      | 35                           | -0.76 |
| Personal Appearance Workers                     | 3,000             | $23,404     | -5.0%                | -540                   | -15.3%     | 38                           | -0.77 |
| Animal Care and Service Workers                 | 1,170             | $20,160     | 0.4%                 | 300                    | 34.5%      | 32                           | -0.78 |
| Other Protective Service Workers                | 8,250             | $24,430     | -9.9%                | -1,480                 | -15.2%     | 41                           | -0.79 |
| Material-Moving Workers                         | 29,910            | $25,397     | -5.7%                | -3,020                 | -9.2%      | 35                           | -0.79 |
| Food and Beverage-Serving Workers               | 47,570            | $18,014     | 8.6%                 | 1,950                  | 4.3%       | 24                           | -0.81 |
| Other Food Preparation and Serving-Related Workers | 8,700             | $18,193     | 4.0%                 | 400                    | 4.8%       | 23                           | -0.91 |
| Cooks and Food Preparation Workers              | 19,660            | $19,880     | -5.8%                | 60                     | 0.3%       | 28                           | -0.96 |
| Textile, Apparel, and Furnishings Workers       | 2,880             | $19,881     | -16.6%               | -1,130                 | -28.7%     | 49                           | -0.96 |
| Retail Sales Workers                            | 57,560            | $20,077     | -5.3%                | -6,530                 | -10.2%     | 32                           | -1.07 |

Sources: U.S. Bureau of Labor Statistics; IPUMS Universe includes all nonfarm wage and salary jobs for which the typical worker is estimated to have less than a high school degree. Analysis reflects the Kansas City Based Statistical Area as defined by the U.S. Office of Management and Budget.
Economic vitality
High-opportunity occupations for workers with more than a high school degree but less than a BA

Occupation Opportunity Index: Occupations by Opportunity Level for Workers with More Than a High School Degree but Less Than a BA

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment (2011)</th>
<th>Job Quality</th>
<th>Growth</th>
<th>Median Opportunity Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisors of Protective Service Workers</td>
<td>1,600</td>
<td>$63,357</td>
<td>0.0%</td>
<td>140</td>
</tr>
<tr>
<td>Plant and System Operators</td>
<td>1,330</td>
<td>$47,227</td>
<td>11.5%</td>
<td>630</td>
</tr>
<tr>
<td>Supervisors of Installation, Maintenance, and Repair Workers</td>
<td>2,940</td>
<td>$57,550</td>
<td>-8.5%</td>
<td>30</td>
</tr>
<tr>
<td>Drafters, Engineering Technicians, and Mapping Technicians</td>
<td>4,900</td>
<td>$52,535</td>
<td>5.2%</td>
<td>340</td>
</tr>
<tr>
<td>Supervisors of Office and Administrative Support Workers</td>
<td>9,560</td>
<td>$48,550</td>
<td>-0.4%</td>
<td>-1,210</td>
</tr>
<tr>
<td>Occupational Therapy and Physical Therapist Assistants and Aides</td>
<td>1,080</td>
<td>$42,862</td>
<td>11.8%</td>
<td>270</td>
</tr>
<tr>
<td>Fire Fighting and Prevention Workers</td>
<td>2,850</td>
<td>$46,894</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Law Enforcement Workers</td>
<td>7,550</td>
<td>$44,484</td>
<td>6.1%</td>
<td>280</td>
</tr>
<tr>
<td>Health Technologists and Technicians</td>
<td>20,440</td>
<td>$40,630</td>
<td>3.2%</td>
<td>470</td>
</tr>
<tr>
<td>Electrical and Electronic Equipment Mechanics, Installers, and Repairers</td>
<td>3,770</td>
<td>$44,011</td>
<td>-8.3%</td>
<td>-710</td>
</tr>
<tr>
<td>Supervisors of Sales Workers</td>
<td>10,000</td>
<td>$42,113</td>
<td>-11.0%</td>
<td>740</td>
</tr>
<tr>
<td>Life, Physical, and Social Science Technicians</td>
<td>1,500</td>
<td>$39,453</td>
<td>-7.2%</td>
<td>410</td>
</tr>
<tr>
<td>Secretaries and Administrative Assistants</td>
<td>26,260</td>
<td>$34,632</td>
<td>-3.3%</td>
<td>770</td>
</tr>
<tr>
<td>Other Healthcare Support Occupations</td>
<td>8,230</td>
<td>$30,346</td>
<td>2.0%</td>
<td>2,680</td>
</tr>
<tr>
<td>Other Education, Training, and Library Occupations</td>
<td>8,590</td>
<td>$26,230</td>
<td>10.8%</td>
<td>1,170</td>
</tr>
<tr>
<td>Financial Clerks</td>
<td>28,120</td>
<td>$31,587</td>
<td>0.8%</td>
<td>-3,260</td>
</tr>
<tr>
<td>Other Office and Administrative Support Workers</td>
<td>29,790</td>
<td>$29,933</td>
<td>5.3%</td>
<td>-3,980</td>
</tr>
<tr>
<td>Supervisors of Personal Care and Service Workers</td>
<td>1,130</td>
<td>$32,117</td>
<td>-7.9%</td>
<td>150</td>
</tr>
<tr>
<td>Information and Record Clerks</td>
<td>43,430</td>
<td>$30,616</td>
<td>-1.3%</td>
<td>-1,190</td>
</tr>
<tr>
<td>Communications Equipment Operators</td>
<td>1,550</td>
<td>$25,190</td>
<td>-4.5%</td>
<td>-130</td>
</tr>
<tr>
<td>Media and Communication Equipment Workers</td>
<td>1,480</td>
<td>$27,563</td>
<td>-23.9%</td>
<td>180</td>
</tr>
<tr>
<td>Entertainment Attendants and Related Workers</td>
<td>4,080</td>
<td>$16,215</td>
<td>3.8%</td>
<td>0</td>
</tr>
</tbody>
</table>

Sources: U.S. Bureau of Labor Statistics; IPUMS. Universe includes all nonfarm wage and salary jobs for which the typical worker is estimated to have at least a high school degree but less than a BA. Analysis reflects the Kansas City Based Statistical Area as defined by the U.S. Office of Management and Budget.
## Economic Vitality

### High-opportunity occupations for workers with a BA degree or higher

#### Occupation Opportunity Index: All Levels of Opportunity for Workers with a BA Degree or Higher

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High-Opportunity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lawyers, Judges, and Related Workers</td>
<td>5,010</td>
<td>$105,142</td>
<td>0.1%</td>
<td>1,120</td>
<td>28.8%</td>
<td>43</td>
<td>2.05</td>
</tr>
<tr>
<td>Top Executives</td>
<td>19,030</td>
<td>$98,159</td>
<td>-12.0%</td>
<td>3,930</td>
<td>26.0%</td>
<td>46</td>
<td>1.75</td>
</tr>
<tr>
<td>Operations Specialties Managers</td>
<td>10,570</td>
<td>$93,564</td>
<td>0.2%</td>
<td>1,150</td>
<td>12.2%</td>
<td>42</td>
<td>1.65</td>
</tr>
<tr>
<td>Health Diagnosing and Treating Practitioners</td>
<td>36,060</td>
<td>$85,097</td>
<td>12.3%</td>
<td>4,710</td>
<td>15.0%</td>
<td>43</td>
<td>1.65</td>
</tr>
<tr>
<td>Advertising, Marketing, Promotions, Public Relations, and Sales Managers</td>
<td>4,540</td>
<td>$92,876</td>
<td>-8.2%</td>
<td>400</td>
<td>9.7%</td>
<td>42</td>
<td>1.49</td>
</tr>
<tr>
<td>Engineers</td>
<td>10,450</td>
<td>$78,640</td>
<td>0.3%</td>
<td>2,200</td>
<td>26.7%</td>
<td>41</td>
<td>1.21</td>
</tr>
<tr>
<td>Mathematical Science Occupations</td>
<td>1,200</td>
<td>$78,906</td>
<td>-1.8%</td>
<td>150</td>
<td>14.3%</td>
<td>44</td>
<td>1.15</td>
</tr>
<tr>
<td>Other Management Occupations</td>
<td>13,610</td>
<td>$77,521</td>
<td>-3.9%</td>
<td>2,230</td>
<td>19.6%</td>
<td>44</td>
<td>1.14</td>
</tr>
<tr>
<td>Other Healthcare Practitioners and Technical Occupations</td>
<td>960</td>
<td>$56,376</td>
<td>41.2%</td>
<td>10</td>
<td>1.1%</td>
<td>41</td>
<td>0.99</td>
</tr>
<tr>
<td>Business Operations Specialists</td>
<td>35,990</td>
<td>$61,469</td>
<td>2.9%</td>
<td>10,690</td>
<td>42.3%</td>
<td>44</td>
<td>0.94</td>
</tr>
<tr>
<td>Computer Occupations</td>
<td>31,590</td>
<td>$69,876</td>
<td>-4.2%</td>
<td>1,190</td>
<td>3.9%</td>
<td>39</td>
<td>0.80</td>
</tr>
<tr>
<td>Social Scientists andRelated Workers</td>
<td>1,440</td>
<td>$68,604</td>
<td>4.6%</td>
<td>1,730</td>
<td>-54.6%</td>
<td>42</td>
<td>0.78</td>
</tr>
<tr>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>17,860</td>
<td>$62,914</td>
<td>0.2%</td>
<td>2,260</td>
<td>14.5%</td>
<td>44</td>
<td>0.72</td>
</tr>
<tr>
<td>Physical Scientists</td>
<td>1,600</td>
<td>$65,173</td>
<td>-4.1%</td>
<td>100</td>
<td>6.7%</td>
<td>39</td>
<td>0.63</td>
</tr>
<tr>
<td>Financial Specialists</td>
<td>22,530</td>
<td>$57,366</td>
<td>4.0%</td>
<td>3,960</td>
<td>21.3%</td>
<td>42</td>
<td>0.63</td>
</tr>
<tr>
<td>Life Scientists</td>
<td>1,610</td>
<td>$64,133</td>
<td>0.2%</td>
<td>280</td>
<td>21.1%</td>
<td>34</td>
<td>0.62</td>
</tr>
<tr>
<td>Architects, Surveyors, and Cartographers</td>
<td>1,540</td>
<td>$63,462</td>
<td>1.6%</td>
<td>-520</td>
<td>25.2%</td>
<td>40</td>
<td>0.62</td>
</tr>
<tr>
<td>Postsecondary Teachers</td>
<td>5,050</td>
<td>$56,303</td>
<td>-2.6%</td>
<td>440</td>
<td>9.5%</td>
<td>48</td>
<td>0.46</td>
</tr>
<tr>
<td>Legal Support Workers</td>
<td>2,890</td>
<td>$47,962</td>
<td>14.8%</td>
<td>-2,540</td>
<td>-46.8%</td>
<td>44</td>
<td>0.28</td>
</tr>
<tr>
<td>Art and Design Workers</td>
<td>4,210</td>
<td>$43,210</td>
<td>17.7%</td>
<td>20</td>
<td>0.5%</td>
<td>39</td>
<td>0.22</td>
</tr>
<tr>
<td>Librarians, Curators, and Archivists</td>
<td>2,060</td>
<td>$43,207</td>
<td>9.6%</td>
<td>-50</td>
<td>-2.4%</td>
<td>46</td>
<td>0.17</td>
</tr>
<tr>
<td>Media and Communication Workers</td>
<td>4,860</td>
<td>$48,682</td>
<td>3.2%</td>
<td>-1,120</td>
<td>-18.7%</td>
<td>40</td>
<td>0.16</td>
</tr>
<tr>
<td>Preschool, Primary, Secondary, andSpecial Education School Teachers</td>
<td>28,470</td>
<td>$44,640</td>
<td>6.3%</td>
<td>-350</td>
<td>-1.2%</td>
<td>42</td>
<td>0.13</td>
</tr>
<tr>
<td><strong>Middle-Opportunity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Representatives, Services</td>
<td>12,850</td>
<td>$51,288</td>
<td>-13.5%</td>
<td>440</td>
<td>3.5%</td>
<td>42</td>
<td>0.09</td>
</tr>
<tr>
<td>Other Sales and Related Workers</td>
<td>4,010</td>
<td>$35,545</td>
<td>8.6%</td>
<td>-1,540</td>
<td>-27.7%</td>
<td>45</td>
<td>-0.16</td>
</tr>
<tr>
<td>Specialists</td>
<td>11,280</td>
<td>$37,905</td>
<td>-4.7%</td>
<td>1,620</td>
<td>16.8%</td>
<td>40</td>
<td>-0.20</td>
</tr>
<tr>
<td>Other Teachers andInstructors</td>
<td>6,270</td>
<td>$31,862</td>
<td>5.9%</td>
<td>-730</td>
<td>-10.4%</td>
<td>41</td>
<td>-0.31</td>
</tr>
<tr>
<td><strong>Low-Opportunity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Entertainers andPerformers, Sports andRelated Workers</td>
<td>2,660</td>
<td>$34,417</td>
<td>-18.2%</td>
<td>650</td>
<td>32.3%</td>
<td>35</td>
<td>-0.55</td>
</tr>
</tbody>
</table>

Sources: U.S. Bureau of Labor Statistics; IPUMS. Universe includes all nonfarm wage and salary jobs for which the typical worker is estimated to have a BA degree or higher. Analysis reflects the Kansas City Core Based Statistical Area as defined by the U.S. Office of Management and Budget.
Economic vitality

Latino immigrants and African Americans are least likely to access high-opportunity jobs

Opportunity Ranking of Occupations by Race/Ethnicity/Nativity, All Workers

- White: 53% High-opportunity, 29% Middle-opportunity, 18% Low-opportunity
- Black: 30% High-opportunity, 37% Middle-opportunity, 33% Low-opportunity
- Latino, U.S.-born: 37% High-opportunity, 31% Middle-opportunity, 32% Low-opportunity
- Latino, Immigrant: 19% High-opportunity, 48% Middle-opportunity, 17% Low-opportunity
- API, Immigrant: 55% High-opportunity, 28% Middle-opportunity, 25% Low-opportunity
- Other: 43% High-opportunity, 32% Middle-opportunity, 25% Low-opportunity

Sources: U.S. Bureau of Labor Statistics; IPUMS. Universe includes the employed civilian noninstitutional population ages 25 through 64. While data on workers is from the Kansas City region, the opportunity ranking for each worker’s occupation is based on analysis of the Kansas City Core Based Statistical Area as defined by the U.S. Office of Management and Budget.
Economic vitality

Among workers with low education levels, blacks and immigrants (Asian and Latino) are least likely to access high-opportunity jobs.

Opportunity Ranking of Occupations by Race/Ethnicity/Nativity, Workers with Low Educational Attainment

- **White**
  - High-opportunity: 30%
  - Middle-opportunity: 36%
  - Low-opportunity: 40%

- **Black**
  - High-opportunity: 13%
  - Middle-opportunity: 51%
  - Low-opportunity: 33%

- **Latino, U.S.-born**
  - High-opportunity: 21%
  - Middle-opportunity: 47%
  - Low-opportunity: 51%

- **Latino, Immigrant**
  - High-opportunity: 14%
  - Middle-opportunity: 58%
  - Low-opportunity: 26%

- **API, Immigrant**
  - High-opportunity: 16%
  - Middle-opportunity: 39%
  - Low-opportunity: 35%

- **Other**
  - High-opportunity: 25%
  - Middle-opportunity: 30%
  - Low-opportunity: 35%

Sources: U.S. Bureau of Labor Statistics; IPUMS Universe includes the employed civilian noninstitutional population ages 25 through 64 with less than a high school degree. While data on workers is from the Kansas City region, the opportunity ranking for each worker’s occupation is based on analysis of the Kansas City Core Based Statistical Area as defined by the U.S. Office of Management and Budget.
Economic vitality

Among workers with middle education levels, blacks and Latinos immigrants are least likely to have high-opportunity jobs.

Opportunity Ranking of Occupations by Race/ Ethnicity/ Nativity, Workers with Middle Educational Attainment

- High-opportunity
- Middle-opportunity
- Low-opportunity

Among workers with middle education levels, blacks and Latinos immigrants are least likely to have high-opportunity jobs.

Sources: U.S. Bureau of Labor Statistics; IPUMS Universe includes the employed civilian noninstitutional population ages 25 through 64 with at least a high school degree but less than a BA. While data on workers is from the Kansas City region, the opportunity ranking for each worker’s occupation is based on analysis of the Kansas City Core Based Statistical Area as defined by the U.S. Office of Management and Budget.
Economic vitality

Among college-educated workers, Latino immigrants are the least likely to have high-opportunity jobs.

Opportunity Ranking of Occupations by Race/Ethnicity/Nativity, Workers with High Educational Attainment

White: 74% High-opportunity, 17% Middle-opportunity, 9% Low-opportunity
Black: 62% High-opportunity, 23% Middle-opportunity, 14% Low-opportunity
Latino, U.S.-born: 69% High-opportunity, 17% Middle-opportunity, 14% Low-opportunity
Latino, Immigrant: 48% High-opportunity, 34% Middle-opportunity, 18% Low-opportunity
API, Immigrant: 79% High-opportunity, 12% Middle-opportunity, 10% Low-opportunity
Other: 63% High-opportunity, 28% Middle-opportunity, 9% Low-opportunity

Sources: U.S. Bureau of Labor Statistics; IPUMS. Universe includes the employed civilian noninstitutional population ages 25 through 64 with a BA degree or higher. While data on workers is from Kansas City region, the opportunity ranking for each worker’s occupation is based on analysis of the Providence Core Based Statistical Area as defined by the U.S. Office of Management and Budget.
Readiness
Readiness

An education and skills gap for people of color

Educational Attainment by Race/Ethnicity/Nativity, 2006-2010

- Bachelor's degree or higher
- Associate's degree
- Some college
- High school grad
- Less than high school diploma

White:
- Bachelor's degree or higher: 40%
- Associate's degree: 7%
- Some college: 24%
- High school grad: 27%
- Less than high school diploma: 5%

Black:
- Bachelor's degree or higher: 18%
- Associate's degree: 8%
- Some college: 34%
- High school grad: 13%
- Less than high school diploma: 10%

Latino, U.S.-born:
- Bachelor's degree or higher: 22%
- Associate's degree: 7%
- Some college: 32%
- High school grad: 15%
- Less than high school diploma: 7%

Latino, Immigrant:
- Bachelor's degree or higher: 9%
- Associate's degree: 2%
- Some college: 53%
- High school grad: 26%
- Less than high school diploma: 9%

Asian, U.S.-born:
- Bachelor's degree or higher: 48%
- Associate's degree: 7%
- Some college: 25%
- High school grad: 17%
- Less than high school diploma: 5%

Asian, Immigrant:
- Bachelor's degree or higher: 56%
- Associate's degree: 5%
- Some college: 16%
- High school grad: 12%
- Less than high school diploma: 11%

Source: IPUMS. Universe includes all persons ages 25 through 64.
Readiness

Relatively high education levels

Percent of the Population with an Associate’s Degree or Higher in 2006-2010:
Largest 150 Metros Ranked

#1: Ann Arbor, MI (60%)

#37: Kansas City (43%)

#150: Visalia-Porterville, CA (21%)

Source: IPUMS. Universe includes all persons ages 25 through 64.
High variation in immigrant education levels

**Latino Immigrants, Percent with an Associate’s Degree or Higher by Origin, 2006-2010**

- **Mexican**: 7%
- **All Latino Immigrants**: 11%

**Asian Immigrants, Percent with an Associate’s Degree or Higher by Origin, 2006-2010**

- **Asian Indian**: 87%
- **Chinese or Taiwanese**: 64%
- **Vietnamese**: 29%
- **All Asian Immigrants**: 62%

Source: IPUMS. Universe includes all persons ages 25 through 64.
More youth are getting high school degrees, but Latino immigrants are more likely to be behind.

Percent of 16-24 Year Olds Not Enrolled in School and Without a High School Diploma, 1990 to 2006-2010

- **White**: 11% (1990), 9% (2000), 6% (2006-2010)
- **Black**: 17% (1990), 17% (2000), 17% (2006-2010)
- **Latino, U.S.-born**: 17% (1990), 17% (2000), 17% (2006-2010)
- **Latino, Immigrant**: 51% (1990), 41% (2000), 51% (2006-2010)

Source: IPUMS.
Many youth are disconnected from work or school

Disconnected Youth: 16-24 Year Olds Not in Work or School, 1980 to 2006-2010

Source: IPUMS
Readiness

A moderate percentage of disconnected youth compared to other regions

Percent of 16-24 Year Olds Not in Work or School, 2006-2010: Largest 150 Metros Ranked

#1: Brownsville-Harlingen, TX (23%)

#78: Kansas City (12%)

#150: Madison, WI (5%)

Source: IPUMS
Readiness

African Americans face high rates of obesity

Adult Overweight and Obesity Rates by Race/Ethnicity, 2006-2010

- **All**: 36% Overweight, 28% Obese
- **White**: 37% Overweight, 26% Obese
- **Black**: 33% Overweight, 40% Obese
- **Latino**: 30% Overweight, 29% Obese
- **Asian/Pacific Islander**: 24% Overweight, 14% Obese
- **Other**: 40% Overweight, 27% Obese

Source: Centers for Disease Control and Prevention. Universe includes adults ages 18 and older.
African Americans face above average diabetes rates

Adult Diabetes Rates by Race/Ethnicity, 2006-2010

- All: 8%
- White: 8%
- Black: 12%
- Latino: 7%
- Asian/Pacific Islander: 2%
- Native American: 4%
- Other: 8%

Source: Centers for Disease Control and Prevention. Universe includes adults ages 18 and older.
African Americans and those of other/mixed backgrounds have the highest asthma rates

**Adult Asthma Rates by Race/Ethnicity, 2006-2010**

- All: 9%
- White: 9%
- Black: 11%
- Latino: 6%
- Asian/Pacific Islander: 6%
- Other: 16%

*Source: Centers for Disease Control and Prevention. Universe includes adults ages 18 and older.*
Connectedness
Connectedness

Segregation is decreasing at a regional scale

Residential Segregation, 1980 to 2010

Sources: U.S. Census Bureau; Geolytics. See the "Data and methods" section for details of the residential segregation index calculations.
**Connectedness**

Segregation between all groups of color has decreased, but white-Latino segregation increased.

**Residential Segregation, 1990 and 2010, Measured by the Dissimilarity Index**

<table>
<thead>
<tr>
<th>Group</th>
<th>1990</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black</td>
<td>61%</td>
<td>73%</td>
</tr>
<tr>
<td>Latino</td>
<td>41%</td>
<td>44%</td>
</tr>
<tr>
<td>API</td>
<td>36%</td>
<td>43%</td>
</tr>
<tr>
<td>Native American</td>
<td>23%</td>
<td>40%</td>
</tr>
<tr>
<td>Latino</td>
<td>52%</td>
<td>67%</td>
</tr>
<tr>
<td>Black</td>
<td>52%</td>
<td>69%</td>
</tr>
<tr>
<td>API</td>
<td>47%</td>
<td>54%</td>
</tr>
<tr>
<td>Native American</td>
<td>36%</td>
<td>46%</td>
</tr>
<tr>
<td>API</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td>43%</td>
<td>54%</td>
</tr>
</tbody>
</table>

Sources: U.S. Census Bureau, Geolytics. Data reported is the dissimilarity index for each combination of racial/ethnic groups. See the "Data and methods" section for details of the residential segregation index calculations.
Connectedness

High-poverty neighborhoods are found primarily in the urban core, stretching south to Grandview.
Connectedness
Transit use generally declines as income rises

Percent Using Public Transit by Annual Earnings and Race/Ethnicity/Nativity, 2006-2010

Source: IPUMS. Universe includes workers ages 16 and older with earnings.
Households of color are less likely to own cars

Source: IPUMS. Universe includes all households (no group quarters).
**Connectedness**

Lower-income residents are less likely to drive alone to work

*Means of Transportation to Work by Annual Earnings, 2006-2010*

- Worked at home
- Other
- Walked
- Public transportation
- Auto-carpool
- Auto-alone

<table>
<thead>
<tr>
<th>Earnings Range</th>
<th>Worked at home</th>
<th>Other</th>
<th>Walked</th>
<th>Public Transportation</th>
<th>Auto-carpool</th>
<th>Auto-alone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $10,000</td>
<td>73%</td>
<td>77%</td>
<td>79%</td>
<td>85%</td>
<td>87%</td>
<td>87%</td>
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<tr>
<td>$10,000 to $14,999</td>
<td>6%</td>
<td>4%</td>
<td>2%</td>
<td>10%</td>
<td>8%</td>
<td>6%</td>
</tr>
<tr>
<td>$15,000 to $24,999</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>$25,000 to $34,999</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
<td>12%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>$35,000 to $49,999</td>
<td>10%</td>
<td>2%</td>
<td>2%</td>
<td>85%</td>
<td>8%</td>
<td>87%</td>
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<td>$50,000 to $64,999</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>8%</td>
<td>8%</td>
<td>87%</td>
</tr>
<tr>
<td>$65,000 to $74,999</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>88%</td>
<td>6%</td>
<td>5%</td>
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<tr>
<td>More than $75,000</td>
<td>6%</td>
<td>5%</td>
<td>3%</td>
<td>6%</td>
<td>3%</td>
<td>87%</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau. Universe includes workers ages 16 and older with earnings.
Connectedness
Communities of color are more likely to be carless

Percent of Households Without a Vehicle by Census Tract and High People of Color Tracts, 2006-2010

- Less than 1%
- 1% to 2%
- 3% to 5%
- 6% to 11%
- 12% or more

60% or more people of color

Source: U.S. Census Bureau. Areas in white are missing data.
Connectedness

Long commutes for urban communities of color and many suburban communities

Average Travel Time to Work by Census Tract and High People-of-Color Tracts, 2006-2010

- Less than 19 minutes
- 19 to 20 minutes
- 21 minutes
- 22 to 24 minutes
- 25 minutes or more

60% or more people of color

Source: U.S. Census Bureau. Areas in white are missing data.
Connectedness

A relatively low ranking for rent burdened households compared to other regions

Share of Households that are Rent Burdened, 2006-2010: Largest 150 Metros Ranked

#1: Miami-Fort Lauderdale-Miami Beach, FL (62%)

#137: Kansas City (44%)

#150: Davenport-Moline-Rock Island, IA-IL (40%)

Source: IPUMS. Universe includes renter-occupied households with cash rent (excludes group quarters).
Connectedness

African American and Latinos renters have the highest renter housing burden

Renter Housing Burden by Race/ Ethnicity, 2006-2010

- All
- White
- Black
- Latino
- Asian/ Pacific Islander
- Other

Source: IPUMS. Universe includes renter-occupied households with cash rent (excludes group quarters).
Connectedness

African American and Latinos homeowners have the highest housing burden

Homeowner Housing Burden by Race/ Ethnicity, 2006-2010

Source: IPUMS. Universe includes renter-occupied households with cash rent (excludes group quarters).
Large differences in affordable rental housing by county

Connectedness

Low-Wage Jobs and Affordable Rental Housing by County

- Share of rental housing units that are affordable
- Share of jobs that are low-wage

- **Kansas City Region**: 48% affordable, 24% low-wage
- **Jackson**: 54% affordable, 23% low-wage
- **Johnson**: 34% affordable, 25% low-wage
- **Clay**: 53% affordable, 25% low-wage
- **Wyandotte**: 57% affordable, 22% low-wage
- **Platte**: 40% affordable, 26% low-wage
- **Cass**: 36% affordable, 33% low-wage
- **Leavenworth**: 46% affordable, 28% low-wage
- **Miami**: 56% affordable, 31% low-wage
- **Ray**: 62% affordable, 32% low-wage

Source: U.S. Census Bureau.
**Connectedness**

A potential jobs-housing mismatch for low-wage workers in some parts of the region

**Low-Wage Jobs, Affordable Rental Housing, and Jobs-Housing Ratios by County**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All</td>
<td>Low-wage</td>
<td>All</td>
</tr>
<tr>
<td></td>
<td>All</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jackson</td>
<td>356,302</td>
<td>82,224</td>
<td>271,192</td>
</tr>
<tr>
<td>Johnson</td>
<td>299,332</td>
<td>75,508</td>
<td>210,278</td>
</tr>
<tr>
<td>Clay</td>
<td>89,179</td>
<td>22,497</td>
<td>86,034</td>
</tr>
<tr>
<td>Wyandotte</td>
<td>74,293</td>
<td>16,407</td>
<td>57,207</td>
</tr>
<tr>
<td>Platte</td>
<td>39,500</td>
<td>10,391</td>
<td>35,065</td>
</tr>
<tr>
<td>Cass</td>
<td>23,461</td>
<td>7,674</td>
<td>23,399</td>
</tr>
<tr>
<td>Leavenworth</td>
<td>17,542</td>
<td>4,855</td>
<td>25,778</td>
</tr>
<tr>
<td>Miami</td>
<td>7,642</td>
<td>2,361</td>
<td>11,931</td>
</tr>
<tr>
<td>Ray</td>
<td>4,192</td>
<td>1,326</td>
<td>9,196</td>
</tr>
<tr>
<td>Kansas City</td>
<td>911,443</td>
<td>223,243</td>
<td>743,080</td>
</tr>
</tbody>
</table>

*Includes only those units paid for in cash rent.

Source: U.S. Census Bureau.
**Connectedness**

Food deserts are primarily in urban communities of color and rural areas

---

**Percent People of Color by Census Tract, 2010, and Food Desert Tracts, 2000**

- Less than 12%
- 12% to 17%
- 18% to 30%
- 31% to 68%
- 69% or more

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Sources: Geolytics, U.S. Department of Agriculture. See the "Data and methods" section for details.
Connectedness

People of color are disproportionately represented in food deserts

Racial/Ethnic Composition of Food Environments, 2010

- Other
- Native American
- Asian/Pacific Islander
- Latino
- Black
- White

Food desert: 50%
Food accessible: 75%

Sources: U.S. Census Bureau; U.S. Department of Agriculture. See the "Data and methods" section for details.
Implications
Implications

Building a more equitable region

PolicyLink and PERE suggest the following areas of focus:

- Bridge the Racial Generation Gap
- Grow Good Jobs
- Connect Unemployed and Low-Wage Workers to Careers in High-Growth Industries
- Help Disconnected Youth Get Back on Track
- Ensure Diverse Civic Participation and Leadership
- Create Healthier Neighborhoods
- Coordinate Public Investments