

MIGRATION PATTERNS OF WORKERS IN THREE
KANSAS SMSAs (TOPEKA, WICHITA,
KANSAS CITY), 1971-73

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Executive Summary

The following analysis of migration patterns into and out from the Topeka, Wichita, and Kansas City SMSAs from 1971-1973 demonstrates conclusively that, although the total number of workers in an urban labor market may remain approximately constant over a two-year period, such constancy conceals significant geographic movement to and from the specific areas. Specifically, this study suggests that over the two-year period an order of 10-15 percent of the labor force may "turn over"; that is, this proportion of workers may move out and be replaced by incoming migrants.

As the analyses of the individual SMSAs show, the immigration-outmigration pattern for each varied significantly in a number of respects. There are three differences of particular note:

- 1) During the period, Topeka and Wichita demonstrated net immigration while Kansas City demonstrated net outmigration.
- 2) The majority of the net immigration into Topeka was female, while all of that into Wichita was male. (Females, as a group, in Wichita experienced net outmigration.) The majority of net outmigration from Kansas City was male.
- 3) With regard to immigrants, "Other" males comprised the greatest percentage of their respective covered workforces in both Wichita and Kansas City, while black females comprised the greatest percentage in Topeka. However, among outmigrants, "other" males demonstrated the greatest outmigrant mobility in Topeka and Wichita, while "other" females demonstrated the greatest outmigrant mobility in Kansas City.

Overall, five general observations can be made about the patterns of labor force movement respective to these three particular labor markets:

- 1) Migrants were more often male than female.
- 2) The 25-34 and 19-24 age groups were, respectively, the first and second most mobile groups among migrants, composing over half the immigrants and outmigrants in all three SMSAs.
- 3) Whites were, by a substantial margin, the largest group of migrants, but, in relation to their respective workforces, black and "other" migrants represented greater percentages of their workforces than white migrants.
- 4) Migrants were generally lower paid than nonmigrants, but most experienced an increase in wages during the two-year period.

- 5) The direction of net migration was consistent with the wage increases experienced by migrants to and from Topeka and Wichita, but not for the migratory direction into and out of Kansas City. The inconsistency in the wage-increase patterns among the three SMSAs indicates that the patterns of migration cannot be solely attributed to workers' expectations of increased wages.

This study's findings strongly suggest that state and local leaders responsible for labor market policies and programs need to take into account the interior dynamics of area-specific labor forces as their compositions respond to the migratory exchange of workers. This suggestion is particularly relevant to job-training and other programs for disadvantaged workers because migration consists mainly of lower paid workers, many of whom may be classified as disadvantaged.

This study also emphasizes that as young workers aged 19-35 constitute over half the total migrant workers in all three SMSAs, the turnover of young disadvantaged workers among these age groups would be even higher than among disadvantaged workers in general. Thus, special consideration must be given to programs which meet the needs of these age groups.

Even though the data pertain specifically to the 1971-1973 period, this study's findings of the fact that the gender, race, and skill levels of migrants may vary significantly over time within a given market--all the while remaining nearly constant in total numbers and, therefore, seemingly static in nature--only highlights the need for more detailed analysis in order to develop programs responsive to specific area needs.

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I. PURPOSE AND SCOPE OF MONOGRAPH

A. Purpose

The migration of workers is an important characteristic of most labor markets. Monograph 1 of the Kansas Labor Market Information Research Program¹ identified the migration of workers to, from, and within Kansas as both a symptom and a cause of such state labor market problems as inadequate employment growth, the shortage of employment opportunities for youth and for women, and the shortage of skilled workers in Kansas. Monograph 2 examined interstate migration between 1965 and 1975. It found that: (a) in the period 1965-70, there was net immigration of 3.3%, while in 1970-75 there was net immigration of only 0.4%; (b) there were indications of an outmigration of skilled workers; (c) much of the migration of workers to and from Kansas consisted of movement between neighboring states; and (d) neither immigration nor outmigration was initiated solely by differences in wages.

The data analyzed in Monograph 2 provided information on a statewide basis. It is highly probable, however, that differences exist between the patterns of worker migration within different parts of the state. Data from the Continuous Work History Sample on the migration of workers to and from three Kansas Standard Metropolitan Statistical Areas (SMSAs)² are available for 1971-73.³

¹ A list of the previous monographs in this series is given on page .

² These three SMSAs are Topeka, Wichita, and Kansas City (which includes that part of Kansas City which is in the state of Missouri).

³ It is not currently possible to obtain more recent data, owing to problems arising from the Privacy Act 1976.

The present monograph analyzes these data, giving some indication of the variations in patterns of worker migration to and from SMSAs. The data include both intrastate and interstate migration, without distinguishing between them.

If the economic and social conditions of 1971-73 are repeated in the future, the findings of this analysis will be directly applicable. But, even if these conditions are not reiterated exactly, the analysis demonstrates that differences exist between the patterns of worker migration to and from the three SMSAs, providing some hypotheses for testing under the different conditions which may prevail in the future.

B. Scope of Analysis

For the period 1971-73, the analysis covers the following issues, for each of the three SMSAs:

- o the extent of immigration, outmigration, and net migration of workers
- o the demographic characteristics (sex, race, age) of the migrant workers and the incidence of migration among these demographic groups
- o the distribution of migrant workers between industries and the incidence of migration among workers employed in various industries
- o the distribution of migrant workers between levels of wages (income) and the incidence of migration among workers at different wage levels (income levels)
- o the relationship between the pattern of worker migration and changes in the wages of migrants
- o the relationship between the pattern of worker migration and changes in employment levels.

Following the above analysis, a comparison is made of the patterns of worker migration to and from the three SMSAs.

Finally, the policy implications of the analysis are considered.

C. Source and Nature of Data

The Social Security Administration's Continuous Work History Sample (CWHS) is a sample of workers' earnings records from employers' reports to the Social Security Administration. The sample is based on specific digits in workers' social security numbers, which are scrambled to conceal the workers' identities. As the same social security numbers are always included, the data files for successive periods can be linked to provide data on sex, race, age, state, and industry of employment as well as an estimate of wages.

With regard to migration, the CWHS indicates whether a worker moved residence into or out of the SMSA in question during the period. It does not identify precisely when the change of residence took place during the period. Therefore, for the present analysis, all that is known is whether the worker moved residence some time between 1971 and 1973. As previously noted, it is unknown whether those who moved out of an SMSA relocated elsewhere in Kansas or out of the state. Similarly, it is not known whether those who moved into an SMSA came from within Kansas or from out-of-state.

The CWHS data have the advantage of being free from the memory biases often found in survey responses by individuals. However, a limitation of the CWHS data is that they only refer to workers covered by Social Security, not to the total labor force. In 1971-73, the covered work force was 90% of the total labor force. Taking account of the fact that the CWHS is drawn from a representative sample of the covered work force, the data provide a good indication of worker migration in general. Caution is necessary, however, in drawing specific policy conclusions relevant to workers who are not covered by Social Security.

D. Causes of Worker Migration

The CWHS provides no direct information on the reasons why a worker migrated. Research has shown that a worker's decision to migrate may be made for one or more of a complex variety of reasons. For example, often the decision to migrate involves a household rather than one worker, and many economic and noneconomic factors may influence that decision.

Noneconomic reasons for the migration of workers include the attraction of a more favorable climate, the presence of better educational facilities, considerations of the "quality of life," and various personal factors such as the need or desire to be near (or away from) relatives.

Two economic reasons for worker migration are the expectation of higher earnings in the new location compared with the former location and better prospects for employment and job security in the new location. In both cases, workers may be assumed to take into account the costs of moving, both economic and noneconomic, and to move if the expected gains exceed those costs by a sufficient margin. Workers may also be assumed to have some time period in mind and not to be motivated solely by immediate costs and gains. The length of the time period they take into account no doubt varies according to circumstances and personal factors, including age and stage of life cycle.

A further reason for worker migration, which may be regarded as economic in a broad sense, is the desire to obtain a preferred job to that presently or formerly held, even though it does not pay higher wages. A common example would be, say, a woman who moves from an area where clerical or sales jobs are scarce to one where they are more plentiful in order to escape from manual work, even though she may not earn any more in the nonmanual job. Such cases could be regarded as involving comparison of the net advantages of the two jobs, with nonmonetary factors outweighing monetary considerations.

Both economic and noneconomic factors may "push" or "pull" workers (and their families) to migrate. For instance, they may move to avoid conditions they do not like, or they may be attracted to move from a situation which they regard as satisfactory to one which they expect to be better. In most cases, a combination of push-and-pull factors operates.

In the absence of any direct information from the CWHS data on reasons for worker migration, the present analysis must be restricted to an attempt to relate the pattern of worker migration to movements of wages and to differences in employment levels. Such relationships may throw some light on factors influencing worker migration, even though they cannot provide a complete picture.

II. THE PATTERN OF MIGRATION TO AND FROM TOPEKA SMSA

A. Extent and Direction of Migration

The data in Table 1 clearly demonstrate that, during 1971 and 1973, substantial numbers of workers migrated to and from Topeka. Immigrants numbered 10,450, amounting to 12.60% of the covered workforce;⁴ the 9,550 outmigrants constituted 11.52% of the workforce. As a result, there was a small net immigration of 900 workers, corresponding to 1.09% of the workforce.

B. Migration by Sex

Table 1 also shows the pattern of migration by sex. This information is also displayed in Figure 1. Males were more numerous than females among both

⁴As migration data were reported for the period 1971-73, the authors used the average size of the covered workforce for the period 1971-73 as the total covered workforce.

Table 1

Migration of Covered Workforce by Sex and by Race
To and From Topeka: 1971-73

MIGRANTS	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Male	5.89	56.4	12.91	5.61	58.8	12.30	.28
Female	4.56	43.6	12.22	3.94	41.2	10.55	.62
White	9.50	81.0	12.34	8.85	92.7	11.50	.65
Black	0.79	7.6	16.92	0.51	5.3	10.92	.28
Other [§]	0.16	1.6	8.08	0.19	2.0	9.60	-.03
TOTAL	10.45	100.0	12.60	9.55	100.0	11.52	.90

[†]migrants in a given category as a percentage of the Topeka labor force in that category, e.g., male outmigrants were 12.30% of the male labor force in Topeka (average of 1971-1973).

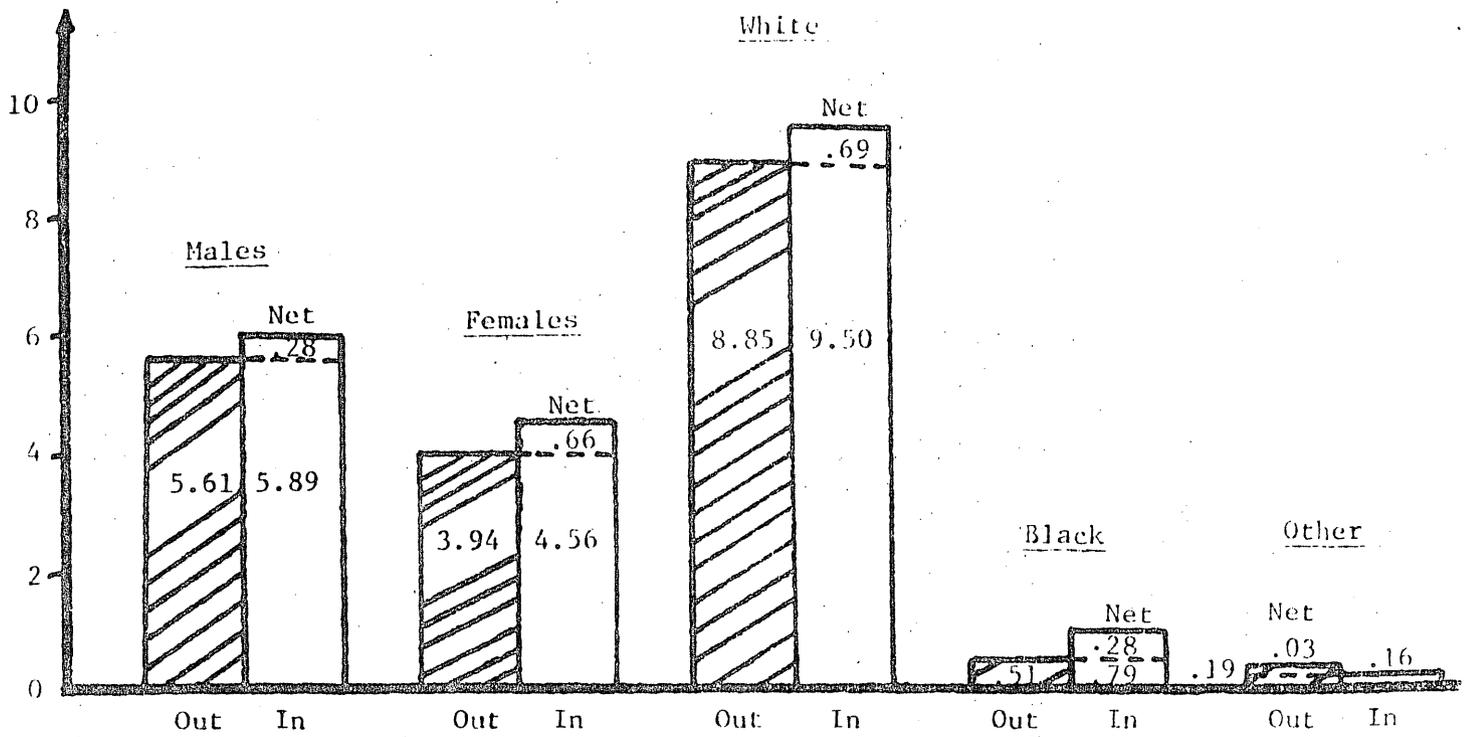
[§]racial groups other than blacks and whites.

Source: CWHS

Figure 1

Migration of the Covered Workforce by Sex and Race
To and From Topeka, 1971-73

000's of
 Workers



Source: CWHS

inmigrants and outmigrants. Male migrants comprised a slightly higher proportion of the male workforce than female migrants did of the female workforce. Net immigration of females (620) was just over twice as high as the net immigration of males (280). Female net immigration amounted to 1.66% of the female workforce, whereas male net immigration was only 0.61% of the male workforce.

In this context, it should be mentioned that male workers contributed 56.5% and 54.5% of the total covered workforce in 1971 and 1973, respectively. Although the proportionate share of male workers in the total covered workforce was higher than that of female workers, the decline in the male share over the period is consistent with the higher net immigration of female workers.

C. Migration by Race

The information given in Table 1 and displayed in Figure 1 on migration by whites, blacks, and "others" shows that relative to respective covered workforces in Topeka, whites demonstrated more outmigrant mobility than blacks or "others" (the three groups had 11.50%, 10.92%, and 9.60%, respectively).⁵ Black inmigrants were 16.92% of the black workforce, whereas white inmigrants were 12.34% of the white workforce and "other" inmigrants were 8.08% of the "other" workforce.

⁵ Throughout the monograph, reference will be made to one group having more outmigrant mobility than another. In these instances, outmigrant mobility is expressed relative to the size of the particular covered workforce(s) in question, that is, any random member of a specified group (e.g., blacks) could be more likely to outmigrate relative to his group than any random member in a second specified group relative to the second group. For example, relative to the sizes of the white, black, and "othe" covered workforces in Topeka, whites had a higher outmigration rate relative to the white covered workforce than blacks did relative to the black covered workforce (11.50% versus 10.92%) or as expressed above, whites had more outmigrant mobility than did blacks. No discussion can be made of inmigrant mobility, for that would require knowledge of the populations from which the inmigrants left to move to (in this case) Topeka. Thus, all discussions of inmigrants refer to the percentage contribution each specified inmigrant made to his specified covered workforce in the SMSA under consideration.

The small net outmigration of "others" (30 workers) represented 1.50% of the "other" workforce. Net immigration was larger in numbers among whites than among blacks, but white net immigration was proportionally insignificant (0.84% of the white workforce). Black net immigration was much higher proportionally to the black workforce, although still small (6.00%).

D. Migration by Sex-Race Groups

In Table 2, migrant workers are classified into sex-race groups. These data are also displayed in Figures 2 and 3. Substantial migration occurred in all groups. Black female immigrants comprised 17.89% of the black female workforce, followed by black males and "other" males (15.89% and 15.71% of their respective workforces). "Other" female immigrants comprised the smallest proportion of the labor force.

Relative to respective workforces, black females had the lowest outmigrant mobility (9.88% of the black female workforce). "Other" males and "other" females had the highest outmigrant (15.71% and 13.56% of their respective workforces). White and black males had almost equal outmigration rates, both these groups having more outmigrant mobility than their female counterparts.

Net immigrant occurred in all groups except "other" females. There was an insignificant net immigration of white males (0.46% of the white male workforce). White female net immigration was higher, but still constituted a very small proportion of the white female workforce (1.32%). Black net immigration was more substantial, being 3.70% of the black male workforce and 7.90% of the black female workforce.

Table 2

Migration of Covered Workforce by Sex-Race Groups
To and From Topeka: 1971-73

Sex-Race Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
White males	5.44	52.1	12.72	5.24	54.9	12.25	.20
Black males	0.34	3.3	15.89	0.26	2.7	12.15	.08
Other males [§]	0.11	1.1	15.71	0.11	1.2	15.71	.00
White females	4.06	38.9	11.87	3.61	37.8	10.56	.45
Black females	0.45	4.3	17.79	0.25	2.6	9.88	.20
Other females [§]	0.05	0.5	8.47	.08	0.8	13.56	-.03

[†]migrants in a given category as a percentage of the Topeka labor force in that category, e.g., white male immigrants were 12.72% of the white male labor force in Topeka (average of 1971-1973).

[§]racial groups other than blacks or whites

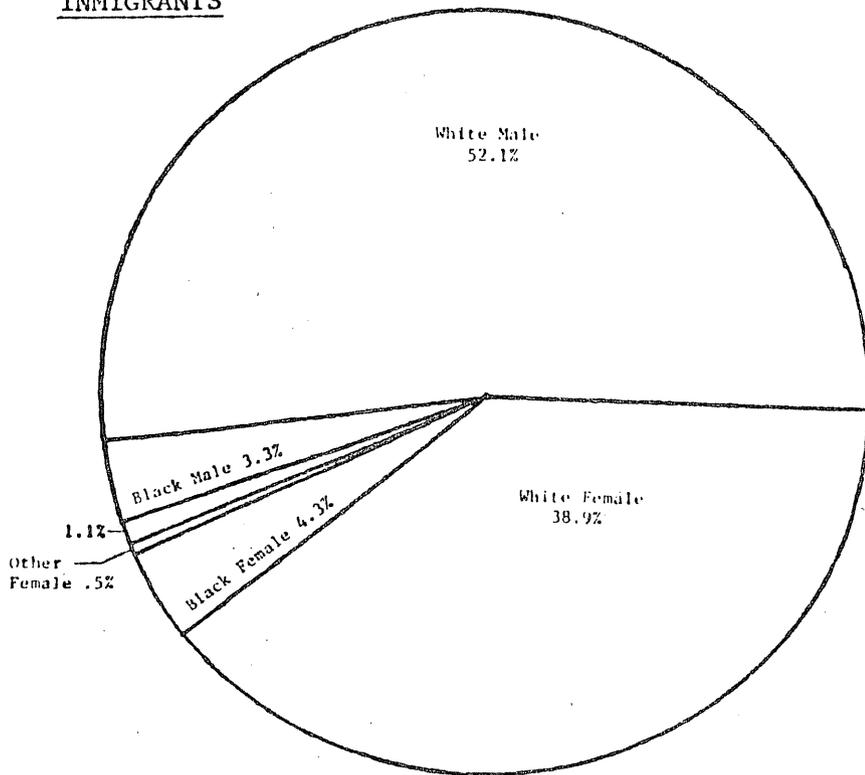
Source: CWHS

Figure 2

Percentage Distribution of Immigrants and Outmigrants
by Sex-Race Groups: Topeka 1971-73

INMIGRANTS

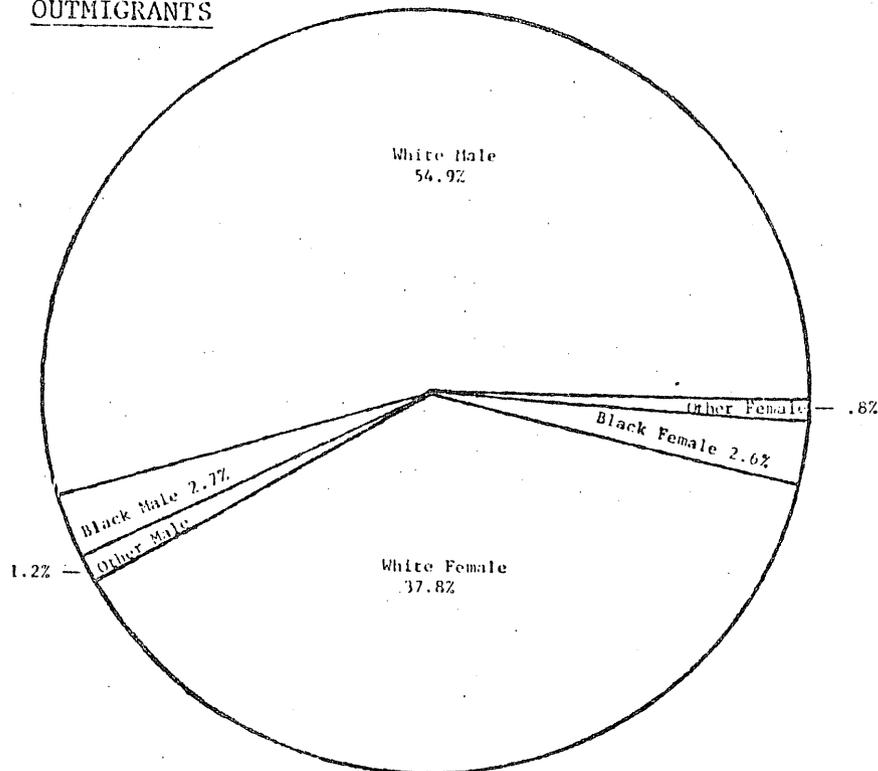
Total Male 56.36%



Total Female 43.64%

OUTMIGRANTS

Total Male 58.8%

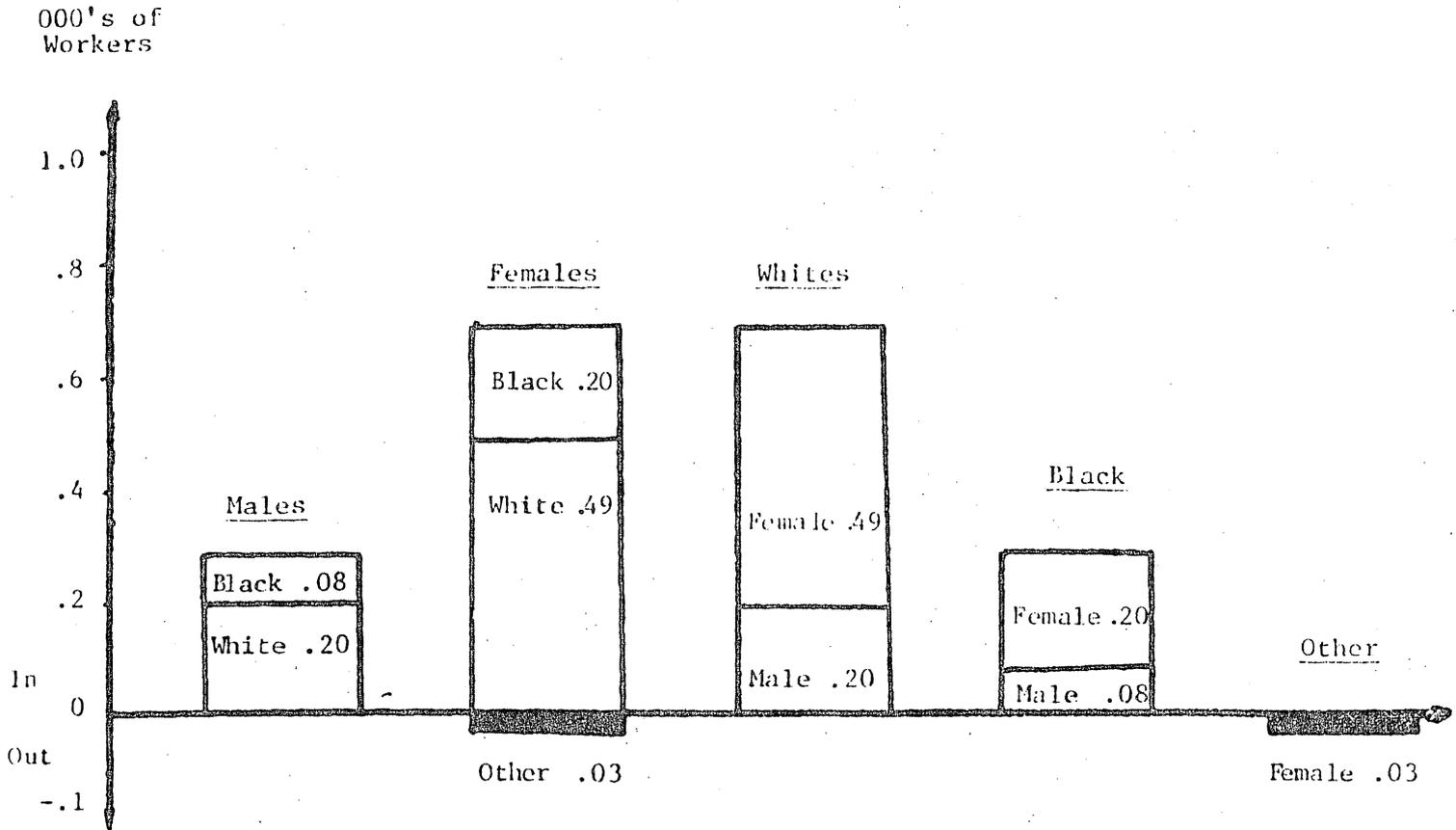


Total Female 41.20%

Source: CWHS

Figure 3

Net Migration by Sex-Race Groups
To and From Topeka: 1971-1973



Source: CWHS

E. Migration by Age Groups

The distribution of migrant workers by age groups is given in Table 3, and these data are displayed in Figure 4. Table 3 also shows both the importance of migration in relation to the covered workforce in each age group and the extent of net migration. Net migration is displayed in Figure 5.

Considerable differences existed in the total migrant mobility of the various age groups into or out of Topeka. Relative to respective covered workforces, the groups aged 19-24 and 25-34 both evinced a much higher likelihood to migrate than that of the covered workforce as a whole (between 35 and 80% higher). Other age groups were less likely to migrate than the covered workforce as a whole, the least likely being those aged less than 19 years. Those 45 years and over were about half as likely to outmigrate as the general covered workforce; the same age group demonstrated a similar likelihood among immigrants. Among workers in the age group 65 years and over, workers' likelihood to immigrate was only one fifth that observed among the covered workforce as a whole; the likelihood of the same age group to outmigrate was one half that observed among the covered workforce as a whole.

Although the group aged 25-34 was numerically the largest among both immigrants and outmigrants, the group aged 19-24 was proportionally the greatest in relation to its covered workforce. This proportion was more marked among immigrants than among outmigrants (22.48% for immigrants versus 18.37% for outmigrants).

There was net immigration in four of the six age groups. It was smallest in the group under 19 years (60 workers) and largest among those aged 19-24 (550 workers). Those aged 25-34 and 65 and over demonstrated very small net outmigration (150 and 110 workers respectively).

Table 3

Migration of Covered Workforce by Age Groups
To and From Topeka: 1971-73

Migrants' Age Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Less than 19	0.09	0.9	4.55	0.03	0.3	1.52	.06
19-24	3.01	28.5	22.48	2.46	25.8	18.37	.55
25-34	3.58	33.9	17.16	3.73	39.1	17.88	-.15
35-44	1.85	17.5	12.12	1.55	16.2	10.15	.30
45-64	1.92	18.2	7.05	1.59	16.7	5.83	.33
65 and over	0.11	1.0	2.72	0.22	2.3	5.45	-.11

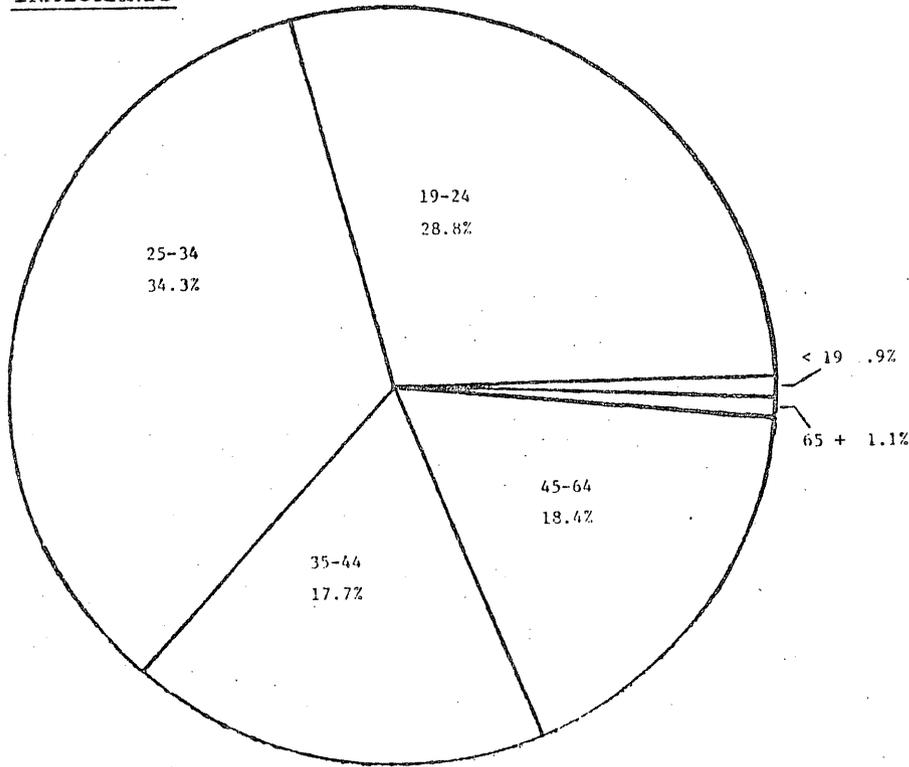
[†]migrants in a given category as a percentage of the Topeka labor force in that category, e.g., immigrants aged 19-24 years were 4.55% of the labor force aged 19-24 years in Topeka (average of 1971-1973).

Source: CWHS

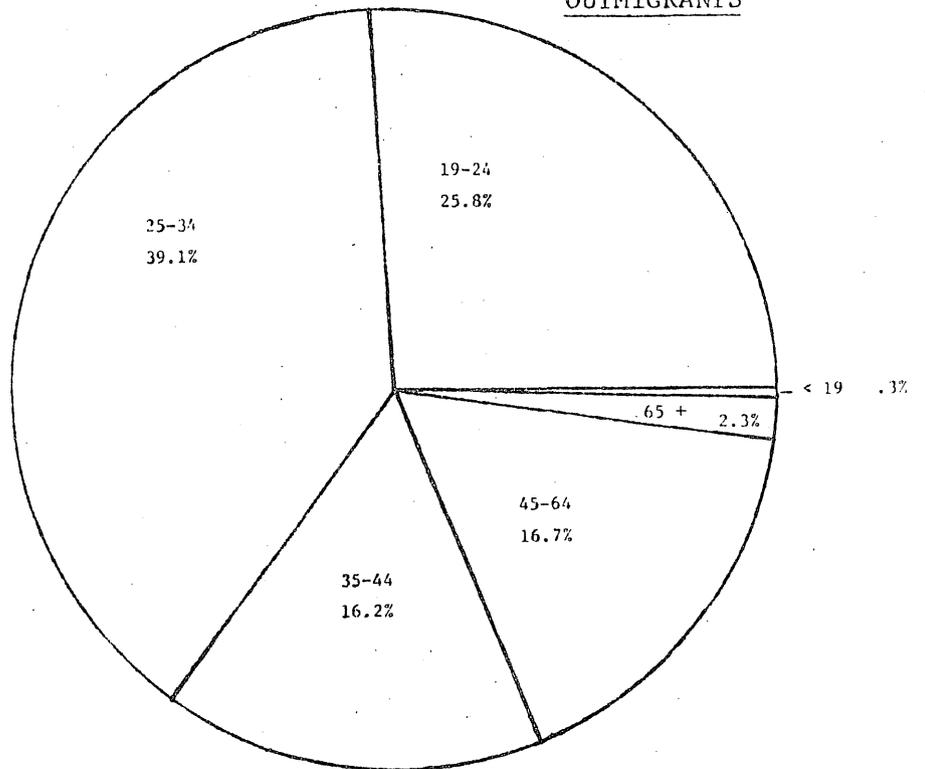
Figure 4

Percentage Distribution of Immigrants and Outmigrants by Age Group
To and From Topeka: 1971-73

INMIGRANTS



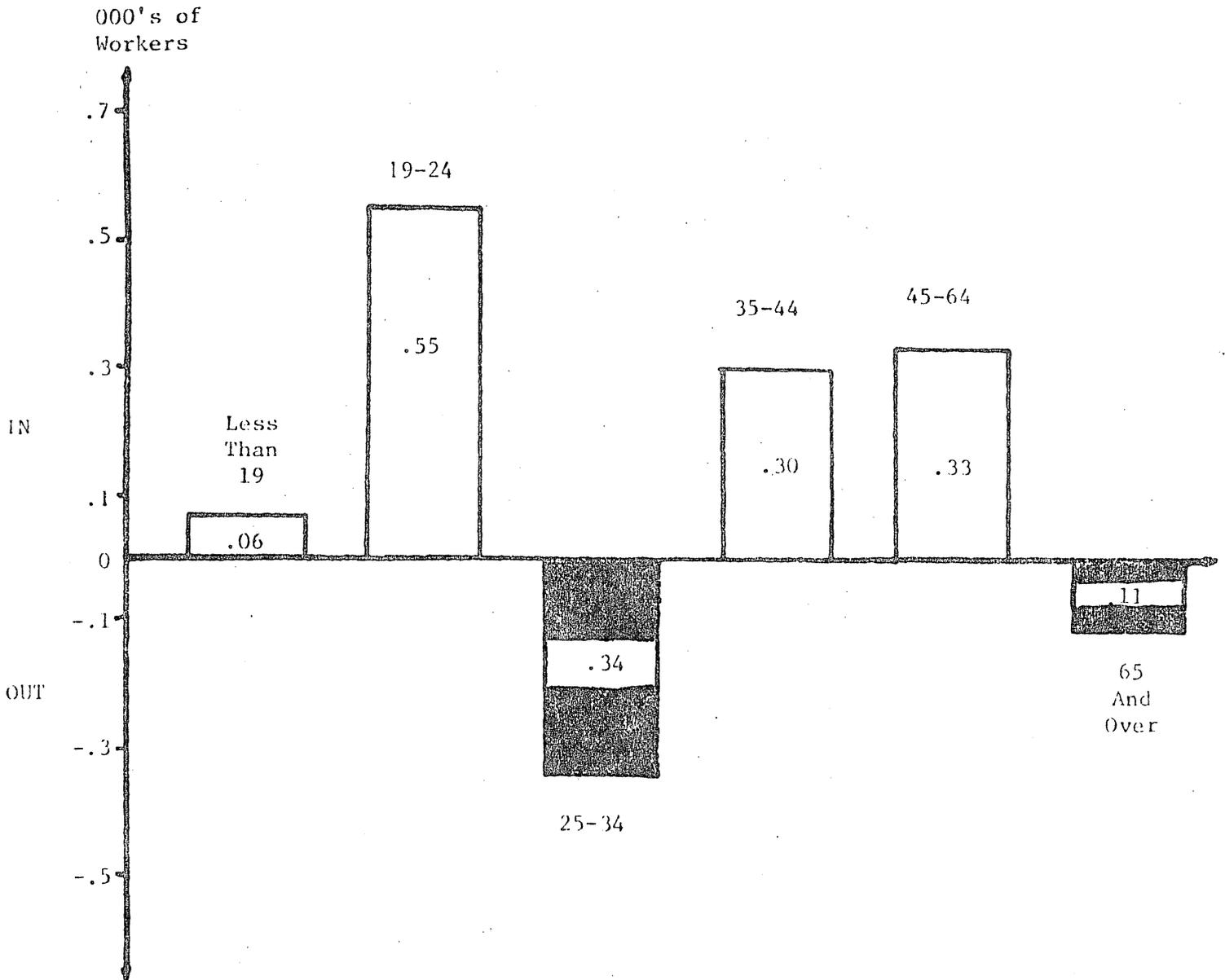
OUTMIGRANTS



Source: CWHS

Figure 5

Net Migration To and From Topeka, 1971-73, by Age Group



Source: CWHS

F. Migration by Industry

Table 4 gives the percentage distribution of migrant workers into and out of Topeka by industry; these data are also displayed in Figure 6. Net migration is also shown in Table 4 and in Figure 7.

Industries differed considerably with respect to total migrant mobility. Relative to respective covered workforces in Topeka, manufacturing had a much lower percentage of both immigration and outmigration than the covered workforce as a whole (8.76% and 9.65% as opposed to 12.60% and 11.52%). Services had an equally low percentage of outmigrants, but immigration in this industry was only a little below that of the covered workforce in general. Transportation/communication/public utilities had a lower immigration rate than the general covered workforce, being four-fifths that of the total covered workforce; however, outmigration in this industry was proportionately much higher in relation to its labor force than was true of the total covered workforce (60% higher). Outmigration in farming in proportion to its labor force was almost one-fifth above the corresponding figure for the covered workforce as a whole. No immigration was indicated in farming. Immigration in wholesale, retail trade was only slightly less than that in the total covered workforce; however, the rate of outmigration in this industry was proportionately higher (44%) than was true for the total covered workforce.

The direction of migration varied by industry: some industries experienced net immigration, while others experienced net outmigration. Those industries having net outmigration of workers were farming, manufacturing, transportation/communication, wholesale/retail trade, and finance/insurance/real estate industries. The highest net outmigration of workers was recorded in the wholesale/retail trade and transportation/communications industries. Construction, services, government, and the unclassified group experienced a net immigration of workers. The highest net immigration occurred in construction

Table 4

Migration of Covered Workforce by Industry
To and From Topeka: 1971-73

Industry Classification [§]	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Farming	.00	0.0	0.00	0.03	0.3	13.64	-.03
Construction	0.90	8.6	32.26	0.36	3.8	12.90	.54
Manufacturing	0.89	8.5	8.76	0.98	10.3	9.65	-.09
Transportation, Communication, & Public Util.	0.32	3.1	10.32	0.57	6.0	18.39	-.25
Wholesale,Retail Trade	1.89	18.1	11.89	2.33	24.4	16.57	-.44
Finance,Insur- ance,Real Estate	0.59	5.6	12.50	0.60	6.3	12.71	-.01
Services	1.89	18.1	11.89	1.57	16.4	9.88	.32
Government	3.65	34.9	11.99	3.11	32.6	10.16	.54
Unclassified	0.35	3.3	27.13	0.00	0.0	0.00	.35

[§]one-digit SIC classification.

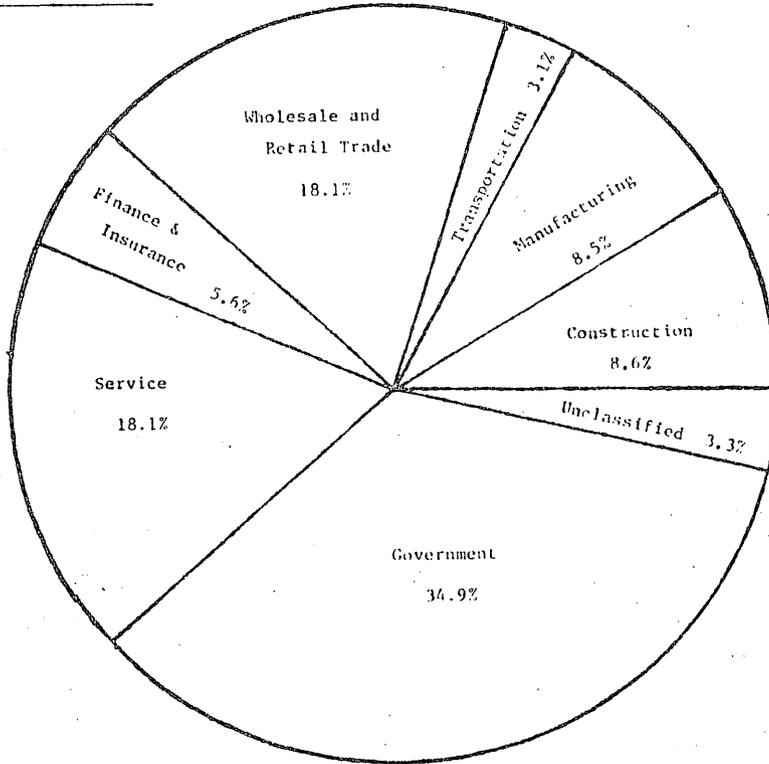
[†]migrants in a given category as a percentage of the Topeka labor force in that category, e.g., outmigrants from manufacturing were 9.65% of the manufacturing labor force in Topeka (average of 1971-1973).

Source: CWHS

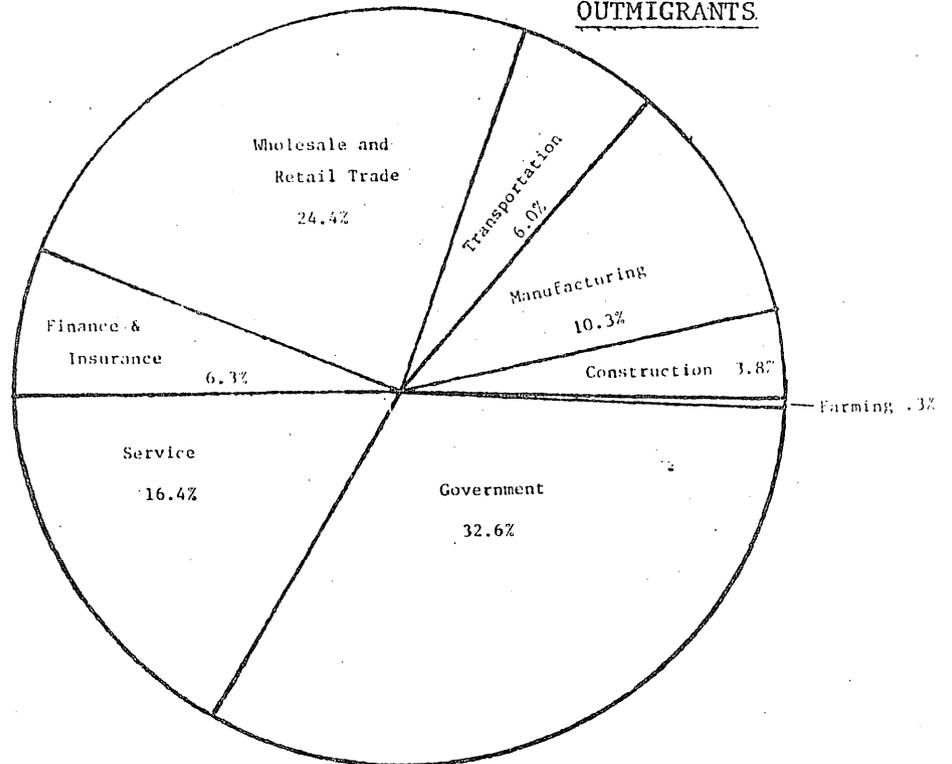
Figure 6

Percentage Distribution of Immigrants and Outmigrants
To and From Topeka, 1971-73, by Industry

INMIGRANTS



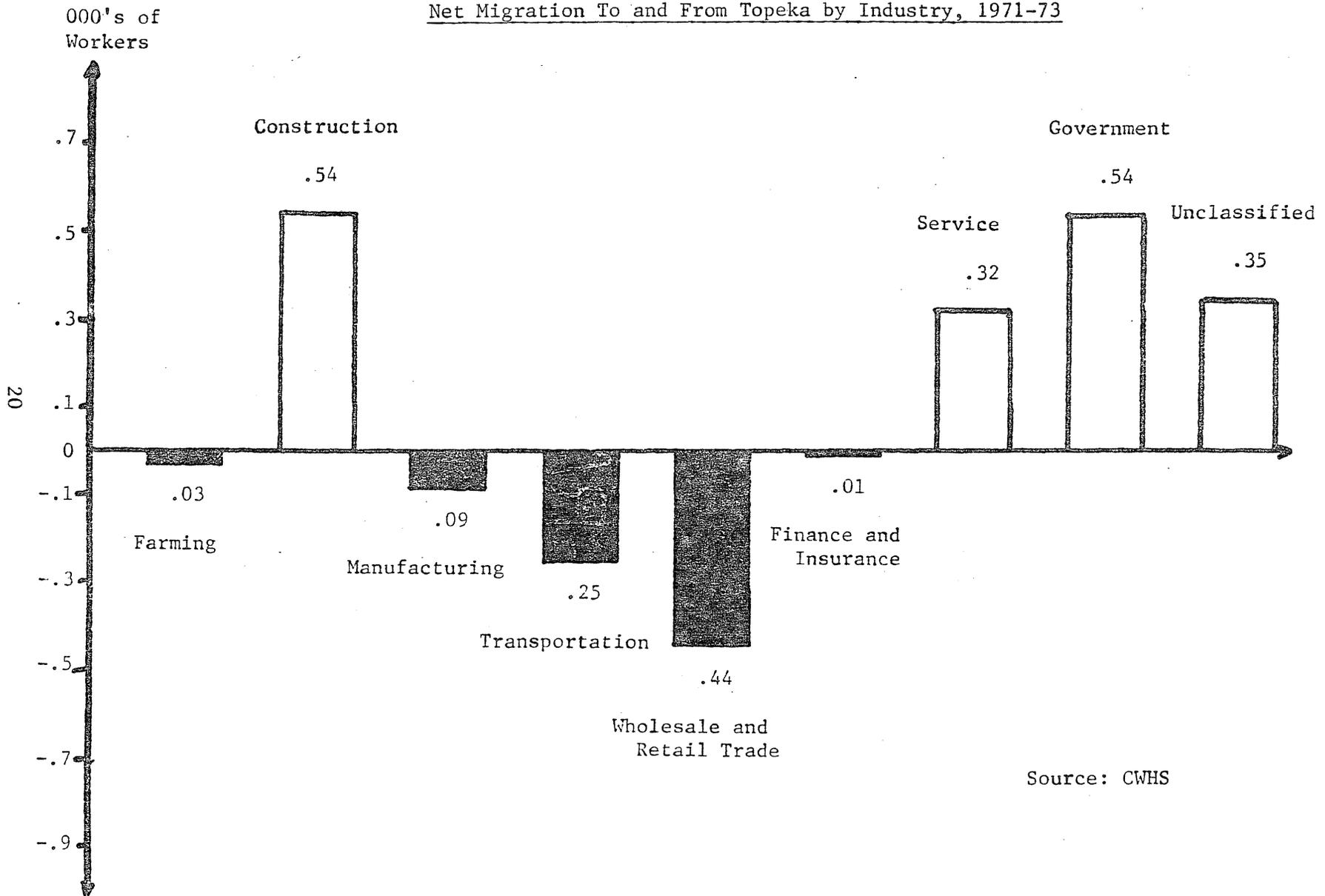
OUTMIGRANTS



Source: CWHS

Figure 7

Net Migration To and From Topeka by Industry, 1971-73



and in government; services also experienced significant net immigration. Because industries such as services and government usually employ a high percentage of female workers, the observation of high net immigration in these industries is consistent with the previous finding of a higher net immigration of female workers than of male workers.⁶

Relative to respective covered workforces in Topeka, persons in transportation/communication/public utilities had the greatest outmigrant mobility, followed by wholesale, retail trade, and farming (18.39%, 16.57%, and 13.64% of their respective workforces).

With regard to immigrants, persons in the construction industry comprised the greatest percentage of their respective Topeka workforce, followed by finance/insurance/real estate and government (32.36%, 12.50%, and 11.99% of their respective workforces).

To aid the examination of the relationship between migration associated with a given industry and the rate of growth of that industry, Table 5 shows the rate of employment growth of various industries. The industry with the highest rate of employment growth was construction (28.16%); services had the second highest rate of growth (10.53%). These observations fit into the picture of a high net immigration to Topeka of workers in these industries. Government, although having with construction the highest net immigration values (540 workers), only ranked fifth among industries by rate of growth (3.9%). Surprisingly, although manufacturing (6.71%), finance/insurance/real estate industries (10%), and wholesale/retail trade (3.18%) showed signs of growth, they each had a net outmigration of workers during this period. Employment in farming fell by 42.86%. Although there was net outmigration from Topeka in

⁶The authors have also looked at the migration picture by 2-digit SIC industry. The direction of migration in this case conforms to the direction of migration in the broad industry category. The data for migration by 2-digit SIC industry are available on request from the Institute.

Table 5

Covered Workforce Classified by Industry†
Topeka: 1971-73

INDUSTRY	1971 Workers (000)	% of Total Workers	1973 Workers (000)	% of Total Workers	% Change in Numbers of Workers
Farming	0.28	0.4	0.16	0.2	-42.86
Construction	2.45	3.1	3.14	3.6	28.16
Manufacturing	9.83	12.4	10.49	12.1	6.71
Transportation, Communication, Public Utilities	3.18	4.0	3.08	3.5	-3.14
Wholesale, Retail Trade	13.84	17.5	14.28	16.5	3.18
Finance, Insurance, Real Estate	4.50	5.7	4.95	5.7	10.0
Services	15.10	19.0	16.69	19.3	10.53
Government	30.07	37.9	31.25	36.1	3.90
Unclassified	0.10	0.1	2.49	2.9	239.0

†one-digit SIC classification.

Source: CWHS

farming, it involved few workers in actual numbers. Thus, all industries which experienced net immigration did show a positive employment growth; however, all industries which experienced net outmigration did not show a decrease in employment growth. Therefore, in overview, no definite conclusion can be drawn about the relationship between employment growth of an industry and the direction of net migration in that industry.

G. Migration by Wage Level

Table 6 gives the mean annual wage of migrants and Table 7 gives the mean annual wages of nonmigrants and the total covered workforce by sex-race groups for 1971 and 1973. The mean annual wages of migrants were lower than those of nonmigrants and the workforce in all sex-race groups except for "other" female outmigrants in 1971. Migrants as a group, therefore, were lower paid workers than nonmigrants.

Table 8 shows the distribution of migrants by wage level and the percentage of migrants in the covered workforce at each annual wage level. This information is also displayed in Figure 8. Relative to respective covered workforces in Topeka, outmigrant mobility was greater among lower income groups, especially those with an annual income of less than \$3,000, followed by those with an annual income of \$3,000-4,999 (17.43% and 13.54% of their respective covered workforces).

With regard to immigrants, persons in the lower income groups comprised the greatest percentage of their respective Topeka covered workforce, with the group earning \$3,000-4,999 comprising the greatest percentage of their respective Topeka workforce, followed by the group earning \$15,000-24,999 (16.24% and 14.06% of their respective covered workforces, respectively).

Table 8 and Figure 9 show that there was net immigration in all groups except the lowest and the highest income groups. The group \$25,000+ showed no

Table 6

Mean Annual Wages* by Sex-Race Groups of Migrants
To and From Topeka: 1971-1973

Sex-Race Group	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971 [†]	1973 [§]	% Change	1971 [†]	1973 [§]	% Change
White males	6,415	8,497	32.46	6,828	9,047	32.50
Black males	4,368	5,051	15.64	4,773	5,574	16.78
Other males ^ψ	4,424	5,343	20.77	4,252	6,528	53.53
White females	3,202	4,406	37.60	3,958	4,516	14.10
Black females	3,714	4,450	19.82	3,273	4,008	22.46
Other females ^ψ	1,884	3,624	92.36	5,273	4,185	-20.63
TOTAL	4,941	6,564	32.85	5,551	7,038	26.79

*in dollars.

[†]The 1971 wages of inmigrants are the 1971 wages of those people living outside Topeka in 1971 who moved into Topeka during 1971-73. The 1971 wages of outmigrants are the 1971 wages of those people living in Topeka in 1971 who moved from Topeka during 1971-1973.

[§]The 1973 wages of inmigrants are the 1973 wages of those people living in Topeka in 1973 who had moved into Topeka during 1971-1973. The 1973 wages of outmigrants are the 1973 wages of those people not living in Topeka in 1973 who had moved from Topeka during 1971-1973.

^ψracial groups other than blacks or whites.

Source: CWHS

Table 7

Mean Annual Wages* of Non-Migrants and the Covered Workforce
by Sex-Race Groups in Topeka: 1971-1973

Sex-Race Group	<u>Non-Migrants</u>			<u>Workforce</u>		
	1971	1973	% Change	1971	1973	% Change
White males	9,051	10,698	18.20	8,216	9,272	12.85
Black males	6,077	7,697	26.65	5,398	5,927	9.80
Other males†	7,763	8,883	14.43	6,983	7,094	1.59
White females	5,071	5,843	15.22	4,614	4,901	6.22
Black females	4,871	5,513	13.18	4,349	4,691	7.86
Other females†	4,966	6,182	24.49	4,404	4,740	7.63

* in dollars

† racial groups other than blacks or whites

Source: CWHS

Table 8

Migration of Covered Workforce by Mean Annual Wage Level
To and From Topeka: 1971-73

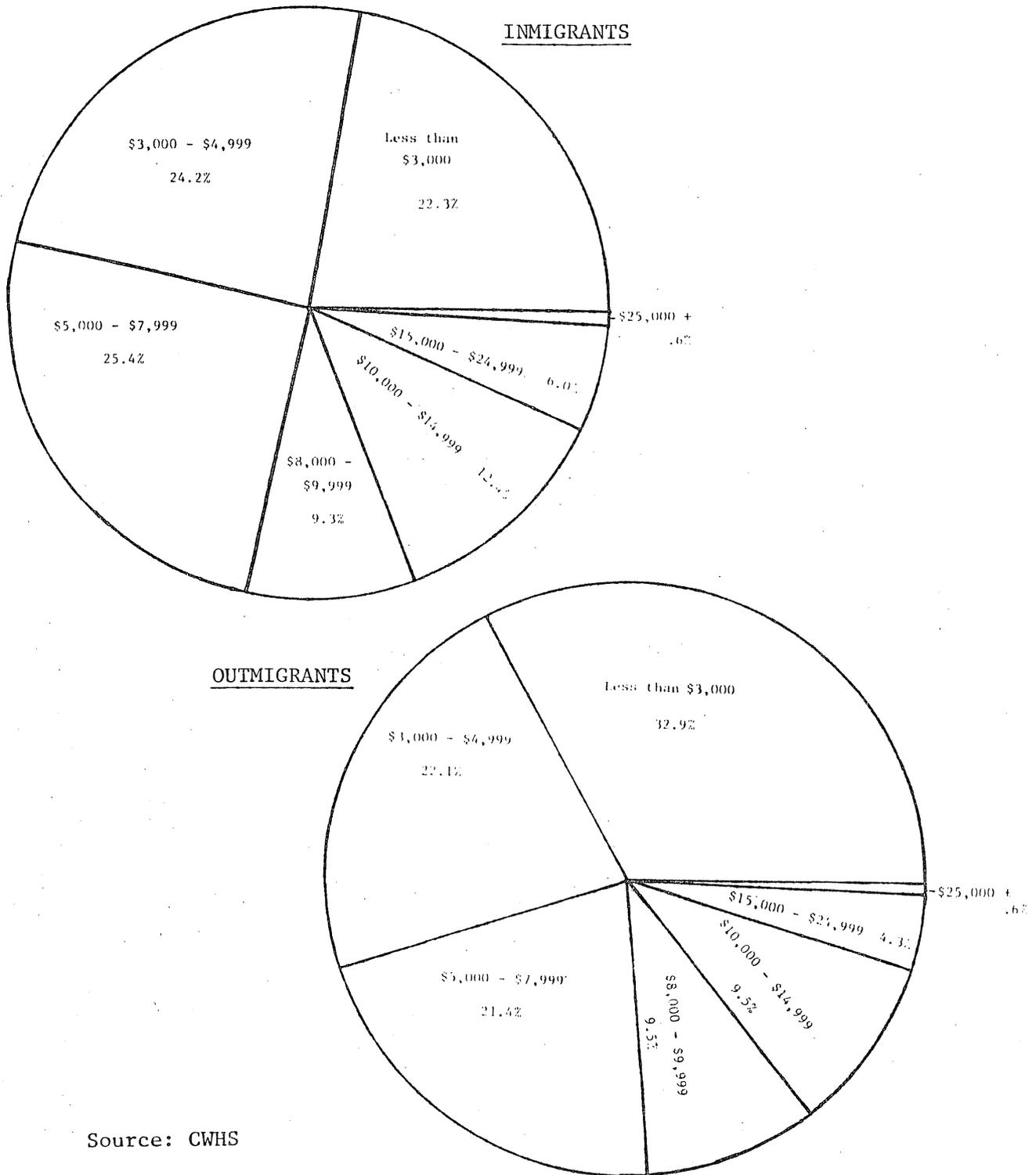
Mean Annual Wages (\$)	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce†	Number (000)	% of Total	% of Covered Workforce†	Number (000)
Less than 3,000	2.33	22.3	12.89	3.15	32.9	17.43	-.82
3,000-4,999	2.53	24.2	16.24	2.11	22.1	13.54	.42
5,000-7,999	2.65	25.4	11.81	2.04	21.4	9.09	.61
8,000-9,999	.97	9.3	10.13	.90	9.5	9.40	.07
10,000-14,999	1.30	12.4	10.94	.91	9.5	7.66	.39
15,000-24,999	.63	6.0	14.06	.41	4.3	9.15	.22
25,000 +	.06	.6	7.19	.06	.6	7.19	0

†migrants in a given category as a percentage of the workforce in that category in Topeka; e.g., outmigrants with annual wages below \$3000 were 17.43% of the Topeka workforce in that age-group (average 1971-1973).

Source: CWHS

Figure 8

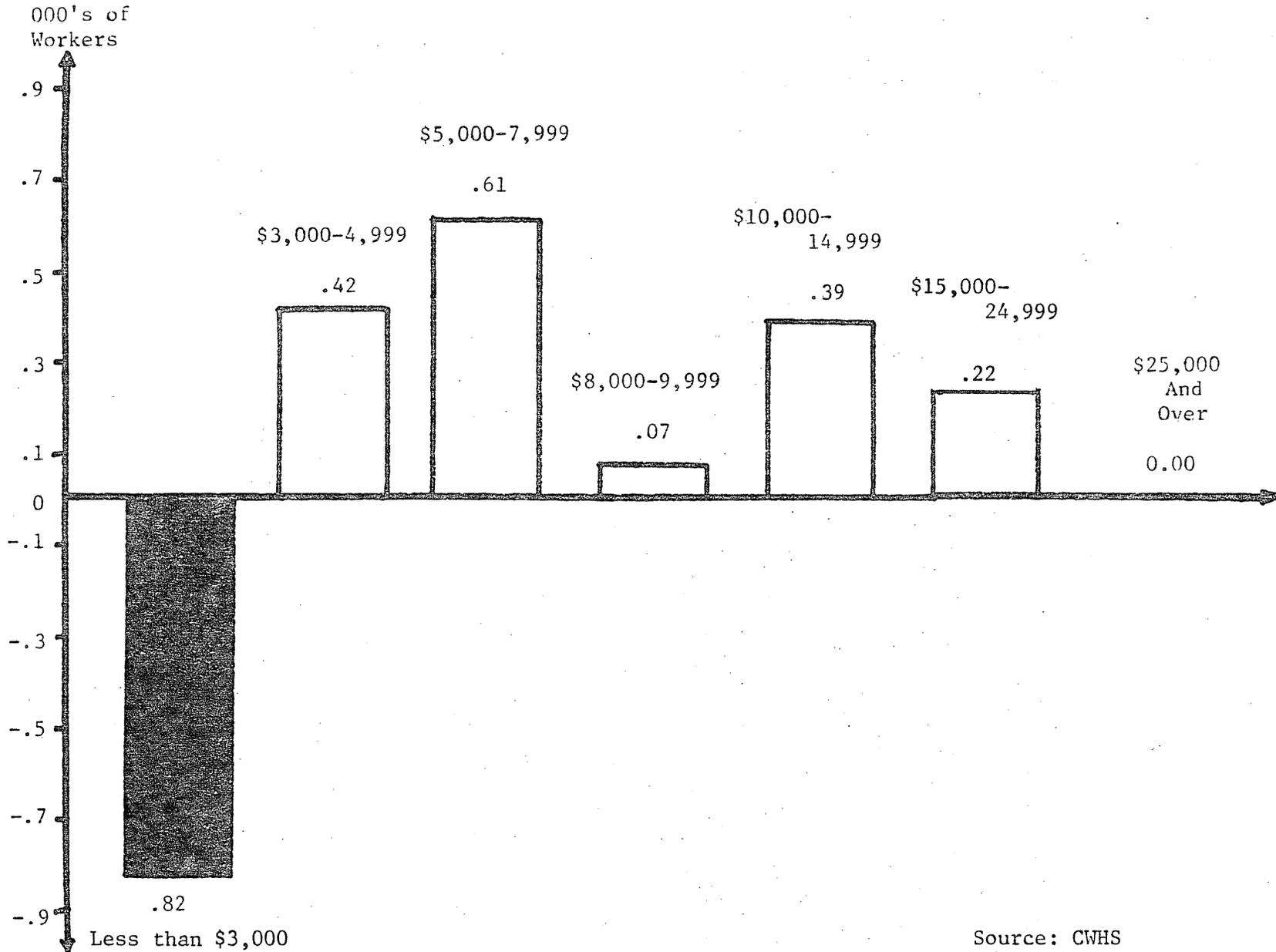
Percentage Distribution by Wage Level of Immigrants and Outmigrants
To and From Topeka, 1971-73



Source: CWHS

Figure 9

Net Migration To and From Topeka, 1971-73, by Annual Wage Level



net migration. Those earning less than \$3,000 demonstrated a net outmigration (820 workers) that represented 4.54% of the covered workforce.

H. Wage Changes and Migration

(a) By Sex-Race Groups

As proposed in Part II of this monograph, a possible reason why workers migrate is their expectation that they will be able to increase their real earnings (money earnings corrected for the cost of living) and that the increase will exceed the costs of transfer. Unfortunately, the CWHS only provides information on money wages of migrants in 1971 and 1973. As they may have moved at any time between these dates, no comparison is possible of their wages before and after they moved. As we do not know the location of immigrants before they moved into Topeka, nor the destination of the outmigrants, no cost of living comparisons can be made to obtain figures of real earnings. All that can be done, therefore, is to consider whether migrants' money wages were higher or lower in 1973, after they had moved, than they were in 1971.

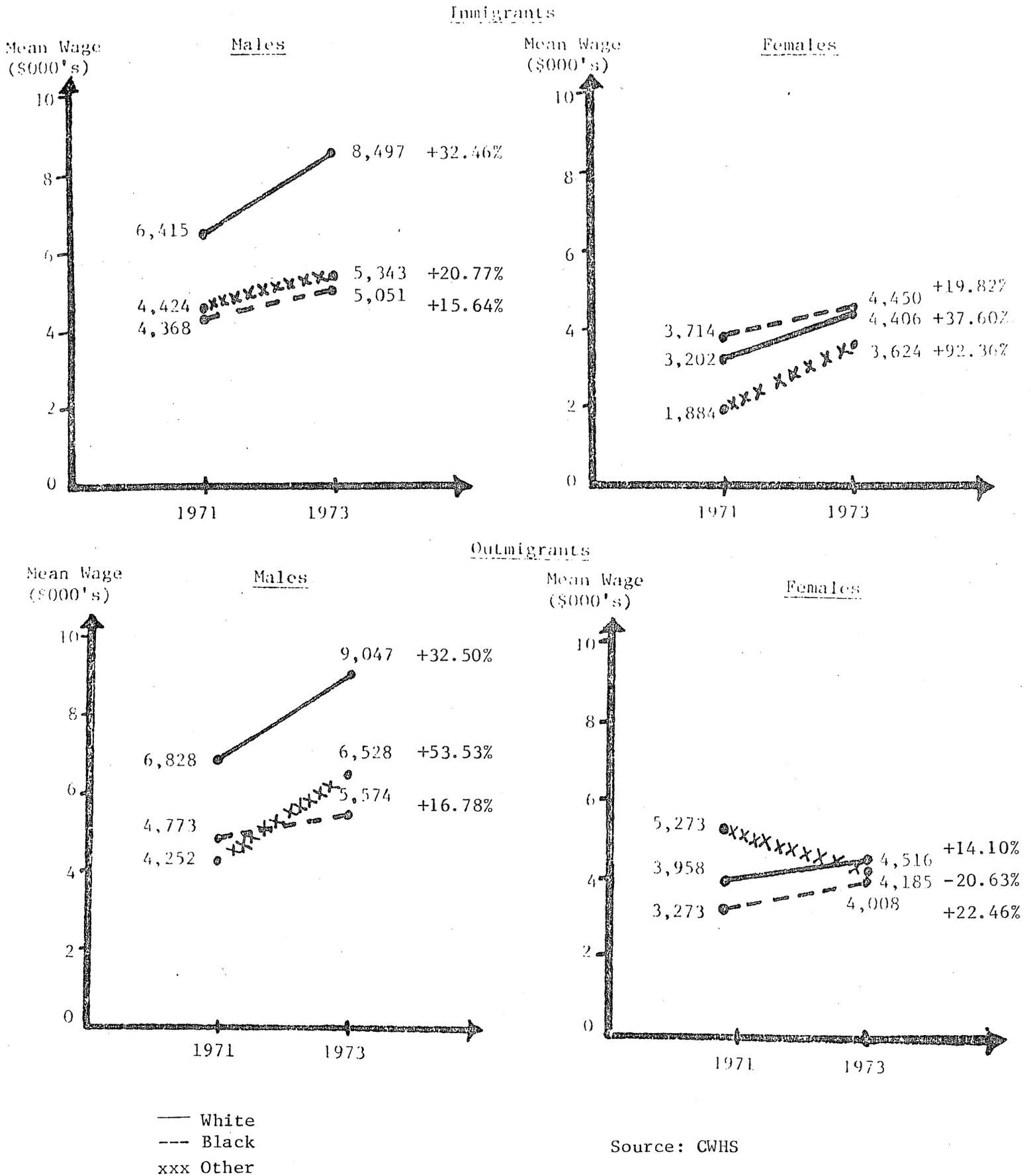
Changes in wages of immigrants and outmigrants in the various sex-race groups are presented in Table 6 (p. 24) and displayed in Figure 10. All groups except "other" females experienced increases in wages.

White male immigrants had nearly the same increase as white male outmigrants; black male immigrants also had nearly the same increase as black male outmigrants, but one much lower, about one half, than that of the white males. "Other" male outmigrants had the highest increase of all, much higher (over two and one half times) than "other" male immigrants.

White female immigrants experienced an increase more than twice as high as that of white female outmigrants. "Other" female immigrants showed an even greater increase which contrasted sharply with the wage decrease of "other" female outmigrants, the only group to experience a wage decline.

Figure 10

Changes in Mean Wages by Race and Sex Among Migrants To and From Topeka: 1971-73



The question may be asked as to whether migrants experienced greater wage increases than those workers who did not move. The data in Tables 6 and 7 (pp. 24 and 25) provide an answer to this question for outmigrants; however, data deficiencies render a comparison of the increases received by immigrants and nonmigrants in Topeka meaningless. What would be required in this second instance would be comparison between the wage increases of immigrants into Topeka and those received by workers who went on living in the places from which the immigrants moved. Unfortunately, the wages of these nonmigrants are not known.

From Tables 6 and 7, it can be seen that white males, "other" males, and black females among the outmigrants experienced greater wage increases than nonmigrants, while the other three sex-race groups experienced lower increases than nonmigrants (in the case of "other" females, a decrease in wages). Thus, there was no simple relationship between the wage increases experienced by outmigrants and those of nonmigrants.

From Tables 2 and 6 (pp. 9 and 24), it is possible to compare the extent of net migration with the relative wage increases of immigrants and outmigrants. It might be expected that there would be net immigration in those sex-race groups in which immigrants had greater wage increases than outmigrants, namely in white and "other" females. There was a net immigration of white females (450 workers), but net a outmigration of "other" females (30 workers); therefore, the expectation does not follow. However, net immigration did occur among white males (200 workers), black females (200 workers), and black males (80 workers), and in all these groups, outmigrants received greater wage increases than immigrants.

The fact that there were, nevertheless, more immigrants than outmigrants might be accounted for in various ways. By taking into account cost of living

differences between Topeka, on the one hand, and the places from which the immigrants came and the places to which the outmigrants went, on the other, it is possible to suggest that immigrants expected greater increases in real wages than outmigrants did. Or immigrants might have moved to Topeka because of shrinking employment opportunities in the places they came from⁷. Perhaps they did not know of the job opportunities that drew outmigrants away, employment which offered higher wages than the immigrants could either obtain in Topeka or could qualify for. Differences in costs of transfer between 1) the places from which the immigrants came and Topeka and 2) Topeka and the places to which outmigrants went might also provide an explanation for the immigrant-outmigrant differential.

Still another possibility is the "threshold" factor mentioned above. Immigrants had lower wages than outmigrants in 1971, except for "other" males and black females; therefore, a small percentage wage gain may have been more important to them than to outmigrants, who may have required a higher percentage gain to induce them to move. Job preferences are another possible factor. Immigrants might have been willing to move even for lower wage increases than outmigrants in order to obtain the type of work they preferred.

Finally, noneconomic factors may have been partly or wholly responsible for the excess of immigrants in the categories in question. Some or all of the immigrants may simply have preferred to live in Topeka. In view of these considerations, it is apparent that no simple relationship existed between the

⁷ Research has shown such factors to have been important in the net immigration to the "sun-belt", where wages were lower than in the places from which the immigrants came. See P. Jackson: "Southern Employment, Wages and Migration; Adherent, Vol. 9, No.3, Winter 1982, pp.64-84. On the role of employment opportunities see M. M. Kleiner; "Evidence on Occupational Migration," Growth and Change, Vol. 13, No. 3, July 1982, pp. 43-47.

wage increases experienced by migrant workers classified by sex and race and the direction of net migration.

(b) By Age

Table 9 gives the mean annual wages of migrants by age groups in 1971 and 1973, and the percentage changes between these dates. These data also are displayed in Figure 11.

All age groups experienced increases in wages, except outmigrants aged 65 years and over, whose mean annual wages fell by 53.40%. Among both immigrants and outmigrants, the highest wage increases were those of the group aged 19-24 years, followed by those under 19 years. Wage increases then decreased with each older age group. In Table 3 (page 14), migrant workers under 19 years were shown to be an insignificant proportion of the workforce, but both immigrants and outmigrants between the ages of 19-24 and 25-34 were the largest groups in proportion to the workforce. This fact is consistent with the greater wage increases among younger migrants.

Net immigration was highest among those aged 19-24, the group which also experienced the highest wage increases. Net immigration was also observed in the groups aged less than 19, 35-44, and 45-64 years. Net outmigration was highest in the group aged 25-34. The net outmigration observed among workers aged 65 years and over is not consistent with the decrease in wages of these outmigrants during the period. Perhaps much of the outmigration of this age group was due to noneconomic factors.

Comparing Tables 9 and 10, it may be seen that outmigrant workers experienced higher increases in wage during the period than nonmigrants in all age groups, except those under 19 years and those aged 65 years and over. Nonmigrants 65 and over had a small increase in wages, in contrast with the large decrease of outmigrants' wages in the same age group. The percentage

Table 9

Mean Annual Wages* by Age Group of Migrants
To and From Topeka: 1971-1973

Age Group	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971 [†]	1973 [§]	% Change	1971 [†]	1973 [§]	% Change
Less than 19	726	1,105	52.20	3,715	5,614	51.12
19-24	2,146	4,538	111.46	2,420	4,311	78.14
25-34	5,101	6,720	31.73	5,839	7,480	28.10
35-44	7,311	8,550	21.05	8,214	9,773	18.98
45-64	6,917	7,496	8.37	6,954	8,121	16.78
65 and Over	2,818	2,855	1.31	6,953	3,240	-53.40

*in dollars.

[†]The 1971 wages of inmigrants are the 1971 wages of those people living outside Topeka in 1971 who moved into Topeka during 1971-73. The 1971 wages of outmigrants are the 1971 wages of those people living in Topeka in 1971 who moved from Topeka during 1971-1973.

[§]The 1973 wages of inmigrants are the 1973 wages of those people living in Topeka in 1973 who had moved into Topeka during 1971-1973. The 1973 wages of outmigrants are the 1973 wages of those people not living in Topeka in 1973 who had moved from Topeka during 1971-1973.

Source: CWHS

Figure 11

Change in Mean Annual Wages of Migrants To and From Topeka, 1971-73, by Age Group

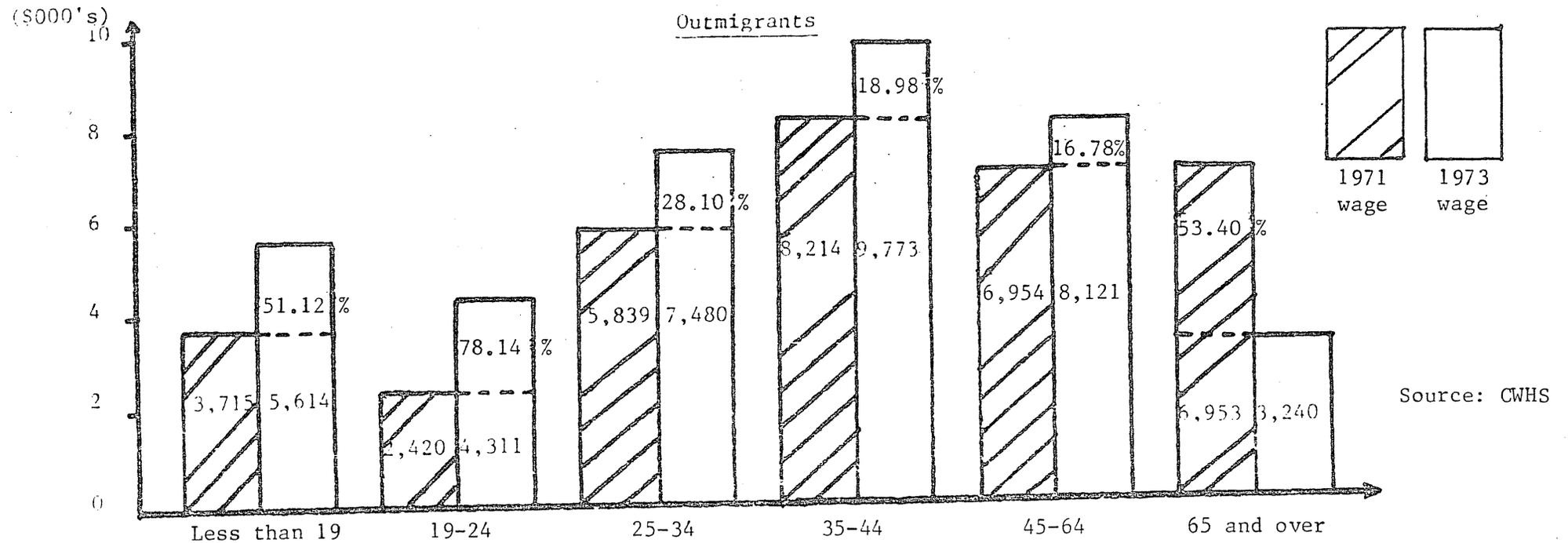
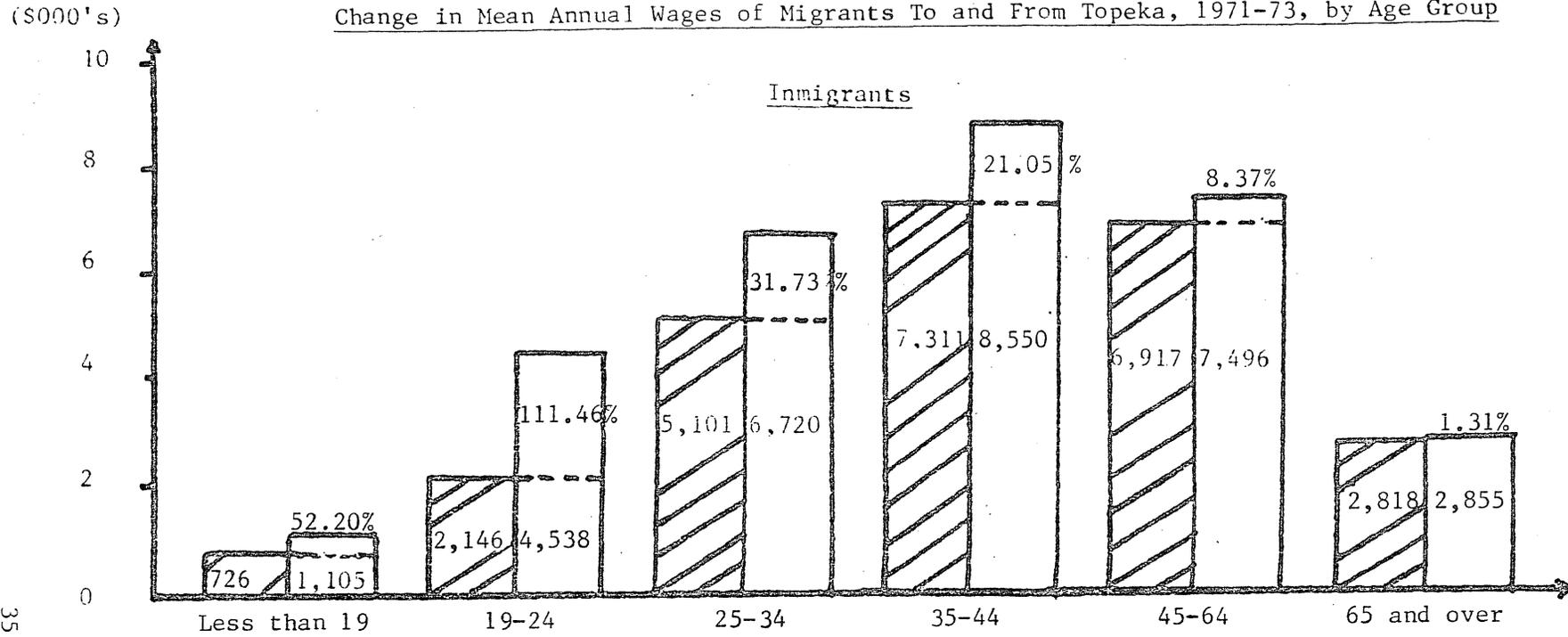


Table 10
Percent Change in Mean Annual Wages
of Nonmigrants and the Workforce[†] by Age Group
Topeka: 1971-1973

<u>Age Group</u>	<u>Nonmigrants</u>	<u>Workforce</u>
Less than 19	155.01	59.72
19-24	63.56	54.99
25-34	23.17	20.25
35-44	16.15	13.37
45-64	12.45	13.18
65 and over	3.15	- .60

[†]workforce refers to the total covered workforce.

Source: CWHS

increase in wages of outmigrants less than 19 years was three times greater for nonmigrants than for outmigrants. As noted above, the data do not permit a similar comparison for immigrants as there is no information on the wages of persons who continued living in the places from which the immigrants moved.

From Tables 3 and 9 (pp. 14 and 34), it is possible to compare the extent of net migration with the relative wage increases of immigrants and outmigrants. One might expect that there would be net immigration in those age groups in which immigrants had greater percentage wage increases than outmigrants. Net immigration occurred in four age groups: those aged less than 19 years, and the groups aged 19-24, 35-44 and 45-64. In three of these age groups, immigrants experienced a greater increase in wages than outmigrants; however, in the group aged 45-64, outmigrants had a higher percentage wage increase than immigrants. In the group aged 25-34, there was a small net outmigration, and yet immigrants experienced a greater increase in wages than outmigrants (31.73% versus 28.10%). The small net outmigration in the group aged 65 and over was also accompanied by higher wage increases among immigrants than among outmigrants. Thus, only in half of the age groups was the direction of net migration consistent with the differences observed in percentage increase in wages between immigrants and outmigrants, if wages are assumed to be the sole factor affecting migration. Clearly, factors other than wages accounted for in- and outmigration in at least three of the six age groups.

It is apparent that no simple relationship existed between the wage increases experienced by the various age groups of migrants and the direction of net migration. Presumably, the various other economic factors previously mentioned may have been operative, and noneconomic factors may also have played a role.

(c) By Industry

Table 11 shows that both immigrants and outmigrants in all industries experienced increased wages between 1971 and 1973. There were, however, marked differences in the rank-order of industries by percentage wage increases between immigrants and outmigrants. Industries also varied as to whether immigrants or outmigrants received the greater wage increases.

Examining Table 4 and Table 11 (pp. 18 and 38), it is possible to compare the direction of net migration in an industry with the differences in percentage wage increases between immigrants and outmigrants. In four of seven industries (wholesale, retail trade, finance/insurance/real estate, services, and government), the direction of net migration was consistent with the differences observed in percentage wage increases between immigrants and outmigrants.

Thus, no simple relationship existed between the wage increases experienced by migrants working in various industries and the direction of net migration. Perhaps the various other economic factors previously mentioned in Section H(a) were operative; noneconomic considerations may also have been important.

(d) By Wage Level

Table 12 shows that except for immigrants with annual incomes below \$3,000, immigrants and outmigrants at all annual wage levels experienced an increase in wages between 1971 and 1973. Among immigrants, the group earning \$8,000-9,999 had the highest increase in wages, whereas among outmigrants the largest increase in wages was that of the group with earnings of less than \$3,000. Immigrants always showed higher percentage increases in wages than outmigrants, except for those earning less than \$3,000. There was no relationship between the rank-order of the wage increases for the various annual wage level groups among immigrants and that among outmigrants.

Table 11

Annual Mean Wages* by Industry† of Migrants
To and From Topeka: 1971-1973

Industry	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971	1973	% Change	1971	1973	% Change
Farming§	?	?	?	?	?	?
Construction	8,402	9,533	13.46 (7)	6,037	6,941	14.97 (6)
Manufacturing	5,070	7,504	48.01 (2)	5,898	6,455	9.44 (7)
Transportation, Communication, & Public Util.	5,495	8,005	45.68 (3)	6,059	8,177	34.96 (3)
Wholesale/Retail Trade	4,386	5,547	26.47 (6)	4,257	6,157	44.63 (2)
Finance/Insur- ance/Real Estate	4,757	6,279	32.00 (5)	4,598	7,073	53.83 (1)
Services	4,098	5,502	34.26 (4)	4,679	6,174	31.95 (4)
Government	4,737	8,094	70.86 (1)	6,944	8,116	16.88 (5)

*in dollars.

†Numbers in parentheses indicate the ranking of the industries by magnitude of percentage increase in wages.

§Data on wage changes for the farming industry were not available.

Source: CWHS

Table 12

Percent Change Mean in Annual Wages of Migrants by Wage Level
Topeka: 1971-1973

	<u>Inmigrants</u>	<u>Outmigrants</u>
Annual Wages (\$)	% Change in Wages	% Change in Wages
Less than 3,000	-36.70	143.38
3,000 - 4,999	35.34	30.65
5,000 - 7,999	46.19	1.48
8,000 - 9,999	58.52	11.61
10,000 - 14,999	46.67	9.36
15,000 - 24,999	36.44	12.37
25,000 - over	36.14	2.35

Source: CWHS

Examining Tables 8 and 12 (pp. 26 and 40), it is possible to compare the differences in percentage wage increases between immigrants and outmigrants with the direction of net migration in a particular wage level group. There was net immigration at all annual wage levels except the lowest (those earning less than \$3,000) and the highest (those earning \$25,000 and over). In these five wage level categories, the percentage increase in wages of immigrants exceeded that of outmigrants. At the lowest annual wage level, outmigrants experienced a very large rise in wages (143.38%), consistent with the net outmigration in this group. In the group with the highest annual wages, there was no net migration, although immigrants experienced an increase in wages of 36.14%, while outmigrants had an increase of only 2.35%. Therefore, except for the highest annual wage group, the differences in wage increases were consistent with the direction of migration. This finding contrasts sharply with those of the other classifications of migrants considered above.

I. Summary on Migration to and from Topeka SMSA

There was substantial migration of workers to and from Topeka during the period 1971-1973, but the net immigration observed for Topeka was an insignificant percentage of the workforce (1.09%). Males outnumbered females among both immigrants and outmigrants. Net immigration of females was more than two times greater than that of males, but only amounted to 1.66% of the female workforce.

Relative to respective covered workforces in Topeka, whites demonstrated more outmigrant mobility than other ethnic groups. Black immigrants comprised the greatest percentage of their respective covered workforce. Black net immigration was highest in proportion to its own respective workforce, being

much greater than net white immigration in proportion to its workforce, but was still small (6.00%).

Examination of Topeka migration by sex-race groups indicates that relative to respective covered workforces, black females and males had the greatest inmigrant mobility, although in sheer numbers, white male and female inmigrants were more numerous. "Other" males and females had the greatest outmigrant mobility, although the actual numbers of "other" migrants were very small. (White males and females demonstrated the highest actual numbers of outmigrants.)

The age groups showing the greatest migration, either into or out of Topeka, were those aged 19-24 and 25-34. Those aged under 19 years numerically showed the least migration: both this group and those 45 years and over had migration rates much lower than the workforce as a whole. Net immigration was concentrated largely in the group aged 19-24; the only net outmigration was seen in the groups aged 25-34 and 65 and over.

Industries differed considerably in the significance of immigration and outmigration relative to their respective workforces. Net immigration was only seen in construction, services, government, and unclassified industries. Employment growth in a particular industry and the direction of net migration in that industry were unrelated.

Migrants, as a group, were lower paid workers than nonmigrants. Net immigration occurred in all income groups except the lowest and the highest. Most migrants experienced wage increases during the period during which they moved; however, the differences in the percentage wage increases between inmigrants and outmigrants were consistent with the direction of net migration only when migrants were classified by annual wage level. When migrants were classified by sex and race, age, and industry, there was no consistent

relationship between the relative magnitude of wage changes experienced by immigrants and outmigrants on the one hand and the direction of net migration on the other. Thus, other economic and non-economic factors presumably affected the pattern of net migration of workers for Topeka.

III. THE PATTERN OF MIGRATION TO AND FROM WICHITA SMSA

A. Extent and Direction of Migration

The data in Table 13 clearly demonstrates that during both 1971 and 1973, substantial numbers of workers migrated to and from the Wichita SMSA. Immigrants numbered 16,290, comprising 12.60% of the covered workforce, while outmigrants numbered 15,140 comprising only 11.54% of the covered workforce. The resulting net immigration was small (1,150 workers), corresponding to 0.89% of the total workforce.

B. Migration by Sex

Table 13 also shows the pattern of migration by sex. This information is graphically represented in Figure 12. Males were notably more numerous than females, both among immigrants and outmigrants: both male immigrants and outmigrants were more than twice as numerous as their female counterparts. Male migrants comprised a significantly higher proportion of the male workforce than female migrants did of the female workforce. While males demonstrated a net immigration (1,360 workers), females, on the other hand, demonstrated a net outmigration (260 workers). Male net immigration comprised 1.68% of the male workforce, whereas female net outmigration comprised only 0.52% of the female workforce.

In this context, it should be mentioned that male workers contributed 61.3% and 61.9% of the total covered workforce in 1971 and 1973, respectively. Thus, not only was the proportionate share of male workers in the total workforce

Table 13

Migration of Covered Workforce by Sex and Race
To and From Wichita: 1971-73

MIGRANTS	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce†	Number (000)	% of Total	% of Covered Workforce†	Number (000)
Male	11.63	71.4	14.37	10.27	67.9	12.69	1.36
Female	4.63	28.4	9.20	4.89	32.3	9.72	-.26
White	14.89	91.4	12.26	13.91	91.9	11.45	.98
Black	1.20	7.4	14.15	1.08	7.2	12.74	.12
Other§	0.17	1.0	13.23	0.17	1.1	13.23	.00
TOTAL	16.29	100.0	12.60	15.14	100.0	11.54	1.15

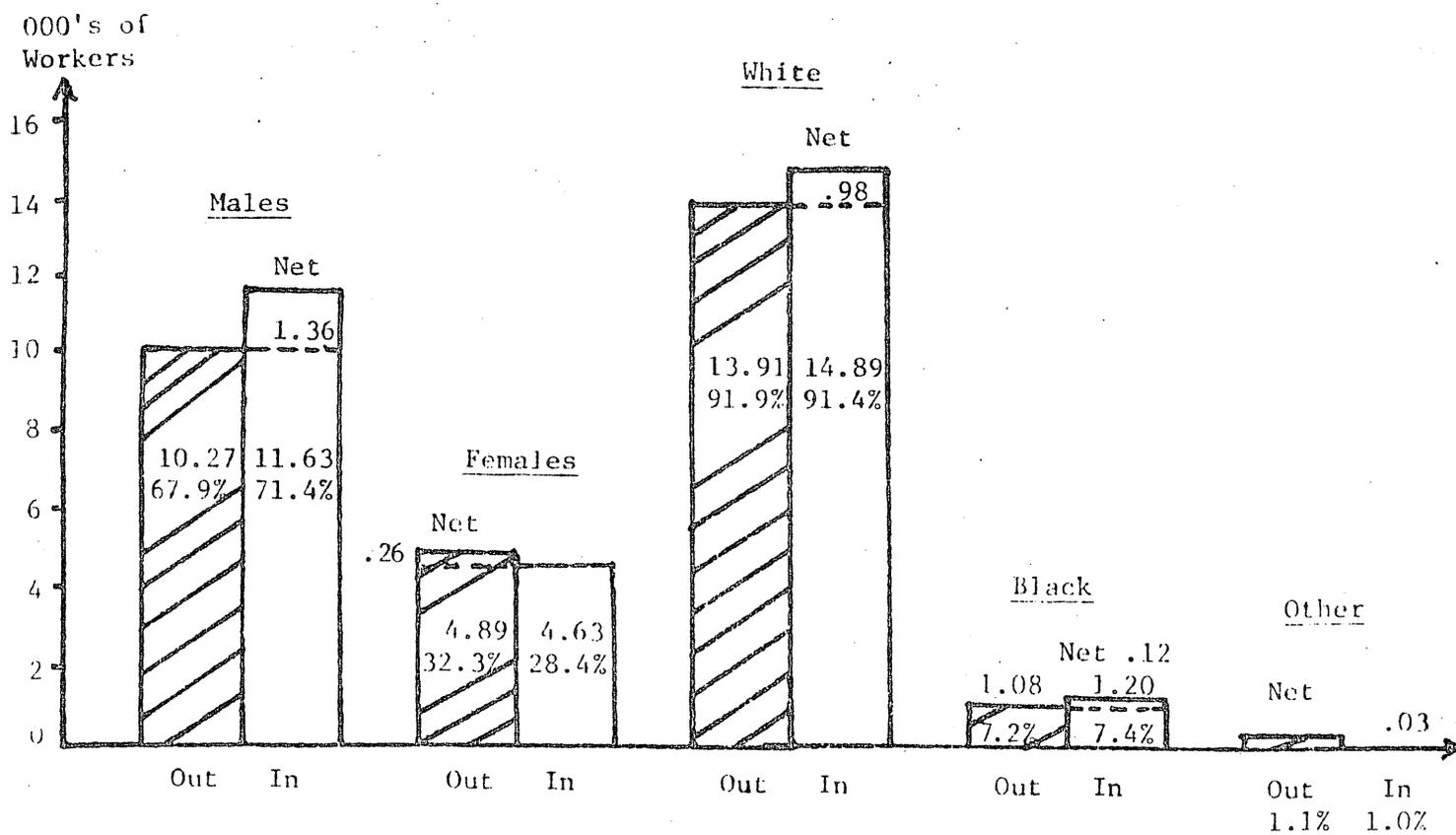
†migrants in a given category as a percentage of the Wichita labor force in that category, e.g., male outmigrants were 14.37% of the male labor force in Wichita (average of 1971-1973).

§racial groups other than blacks and whites.

Source: CWHB

Figure 12

Migration of the Covered Workforce By Sex and Race
To and From Wichita, 1971-73



Source: CWHS

higher than that of female workers (both in 1971 and 1973), but one also readily notes that the change in the structure of the workforce from 1971 and 1973 was consistent with the fact of the net immigration of male workers and the net outmigration of female workers.

C. Migration by Race

The information on migration by whites, blacks, and "others" given in Table 13 and displayed in Figure 12 shows that relative to respective covered workforces in Wichita, whites had less outmigrant mobility than either blacks or "other" ethnic groups: white outmigrants comprised only 11.45% of the white workforce, whereas black outmigrants comprised 12.74% of the black workforce, and "other" outmigrants comprised 13.23% of the "other" workforce.

With regard to immigrants, blacks comprised the greatest percentage of their respective Wichita covered workforce. Black immigrants represented 14.15% of the black covered workforce, while white immigrants represented 13.23% of the white covered workforce and "other" immigrants represented 12.26% of the "other" covered workforce.

The "other" group demonstrated no net migration. In numbers, net immigration was greater among whites than among blacks; however, the net immigration of each group comprised a very small proportion of its respective workforce (1.41% of the black workforce and 0.81% of the white workforce).

D. Migration by Sex-Race Groups

Table 14 classifies migrant workers for Wichita by sex-race groups. These data are also presented graphically in Figures 13 and 14. Substantial migration occurred in all groups, although migration was more prevalent among male groups than among female groups.

With regard to immigrants, "other" males comprised the largest percentage of their respective Wichita covered workforce, followed by black males and white

Table 14

Migration of Covered Workforce by Sex-Race Groups
To and From Wichita: 1971-1973

Sex-Race Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce†	Number (000)	% of Total	% of Covered Workforce†	Number (000)
White males	10.62	65.2	14.23	9.35	61.8	12.52	1.27
Black males	0.84	5.2	15.75	0.78	5.2	14.62	.06
Other males [§]	0.17	1.0	18.28	0.14	0.9	15.05	.03
White females	4.27	26.2	9.12	4.56	30.1	9.54	-.29
Black females	0.36	2.2	11.45	0.30	2.0	9.54	.06
Other females [§]	0.00	0.0	0.00	0.03	0.2	8.45	-.03

†migrants in a given category as a percentage of the Wichita labor force in that category, e.g., white male immigrants were 14.23% of the white male labor force in Wichita (average of 1971-1973).

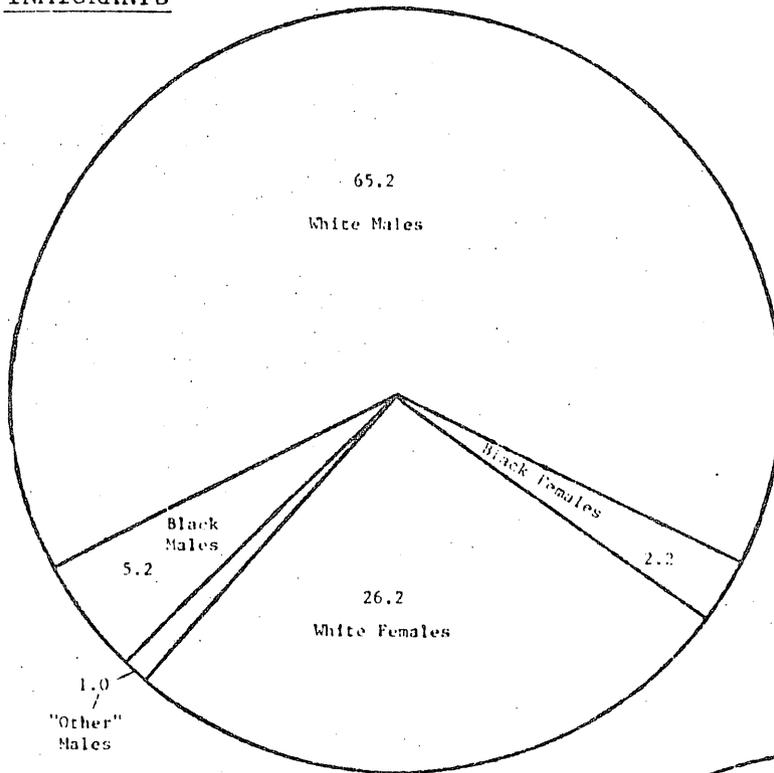
§racial groups other than blacks or whites

Source: CWSHS

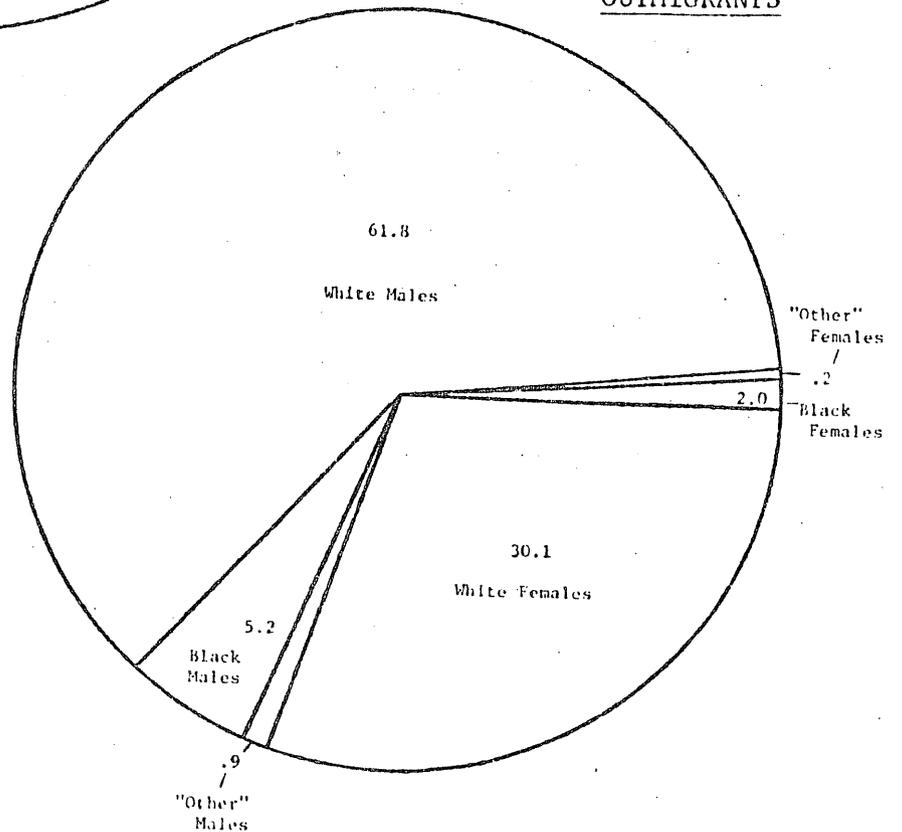
Figure 13

Percentage Distribution of Immigrants and Outmigrants
by Sex-Race Groups: Wichita 1971-73

INMIGRANTS



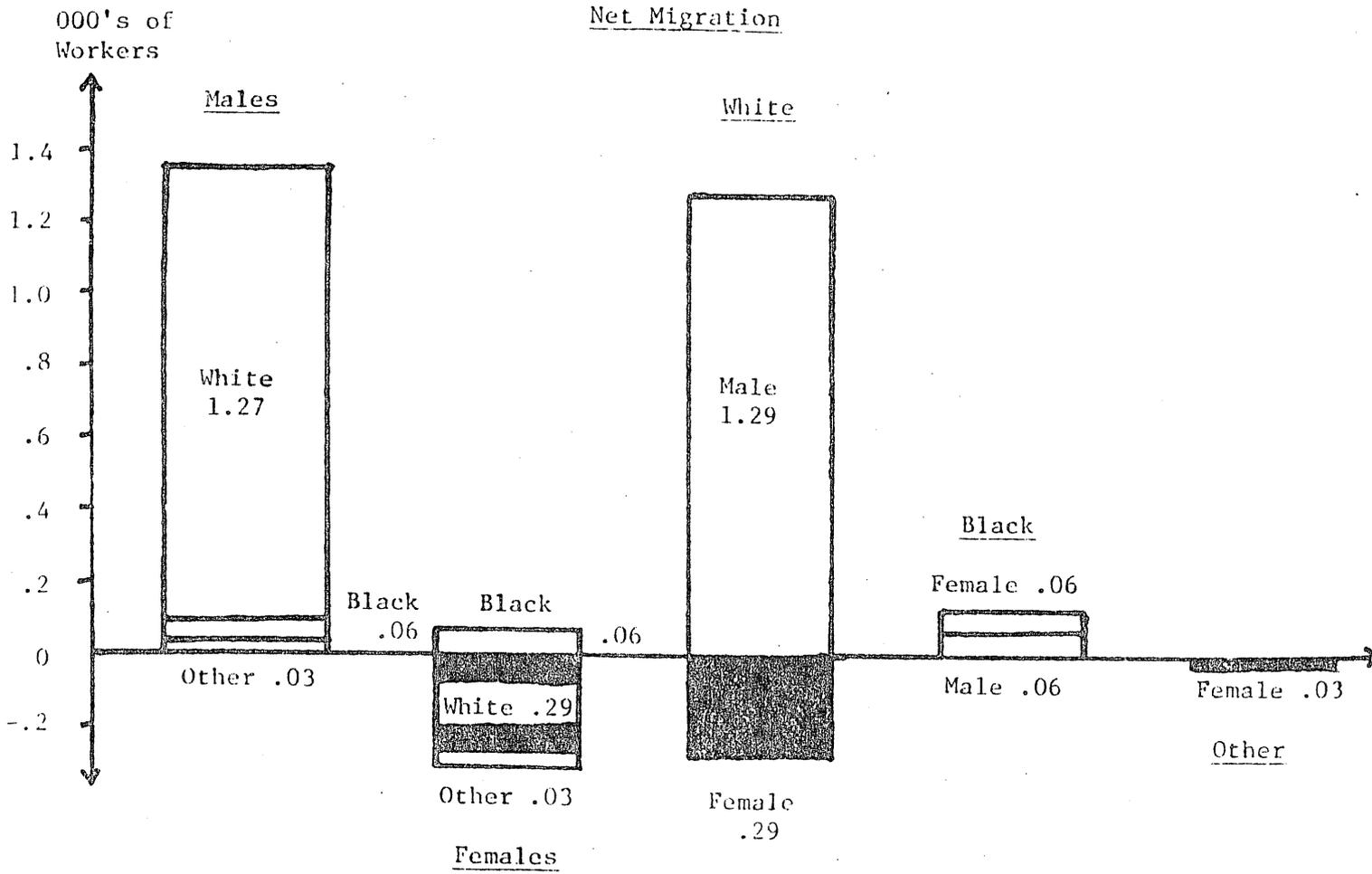
OUTMIGRANTS



Source: CWHS

Figure 14

Net Migration by Sex-Race Groups
To and From Wichita: 1971-1973



Source: CWHS

males (immigrants comprising 18.28%, 15.75%, and 14.23% of their respective covered workforces). Black females (11.45% of the black female workforce) comprised a greater percentage of their respective Wichita covered workforce than either white females (9.12%) or "other" females (0%).

Relative to respective covered workforces in Wichita, "other" males, black males, and white males (in order) demonstrated the greatest outmigrant mobility (15.05%, 14.62%, and 12.52% of their respective covered workforces). White and black females shared equal outmigration rates (9.54% of each of their respective workforces), both these groups exhibiting greater outmigrant mobility than "other" females (8.45% of its workforce).

Net outmigration occurred only among white and "other" females. Although white males and females showed numerically higher net migration than blacks or "others", net migration represented a greater proportion of the respective workforces among black and "other" sex-race groups than among white groups. Substantial net immigration was shown among "other" males (3.23% of the "other" male workforce), while, at the same time, significant net outmigration was shown among "other" females (8.45%). Black net immigration constituted a much smaller proportion of their workforces, black males comprising 1.12% of their workforce and black females comprising 1.91% of their workforce. Migration among whites was not substantial: white male immigrants comprised only 1.70% of their workforce and white female outmigrants only 0.62% of their workforce. These data again re-emphasize the general net immigration of males into and net outmigration of females out from Wichita during the period.

E. Migration by Age Groups

The distribution of migrant workers by age groups is given in Table 15, and these data are displayed graphically in Figure 15. Table 15 also shows both the importance of migration in relation to the covered in each age group and the

Table 15

Migration of Covered Workforce by Age Groups
To and From Wichita: 1971-73

Migrants' Age Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce†	Number (000)	% of Total	% of Covered Workforce†	Number (000)
Less than 19	0.14	0.9	3.44	0.06	0.4	1.48	.08
19-24	4.35	26.7	18.29	3.57	23.6	15.01	.78
25-34	5.74	35.2	18.31	5.60	37.0	17.86	.14
35-44	2.76	16.9	11.29	2.88	19.0	11.78	-.12
45-64	3.19	19.6	7.61	2.77	18.3	6.61	.42
65 and over	0.12	0.8	2.12	0.26	1.7	4.60	-.14

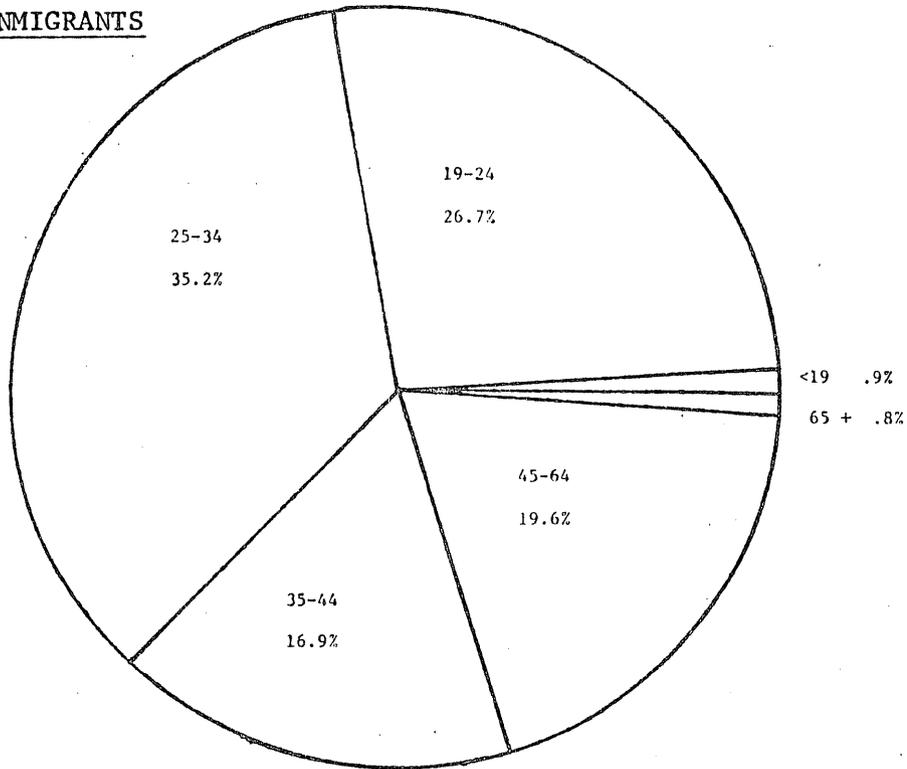
†migrants in a given category as a percentage of the Wichita labor force in that category, e.g., immigrants aged 19-24 years were 18.29% of the labor force aged 19-24 years in Wichita (average of 1971-1973).

Source: CWHS

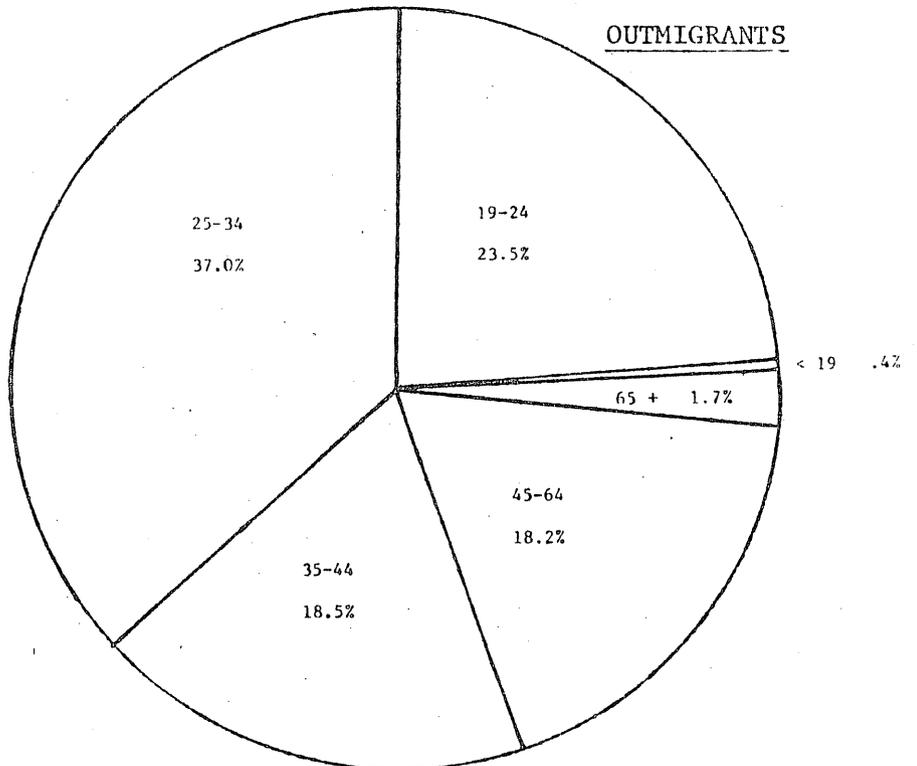
Figure 15

Percentage Distribution of Immigrants and Outmigrants by Age Group
To and From Wichita: 1971-73

INMIGRANTS



OUTMIGRANTS



Source: CWHS

extent of net migration in Wichita. Net migration is also presented in Figure 16.

Considerable differences exist in total migrant mobility of the various age groups into or out of Wichita during the period. Relative to the respective covered workforces, the groups aged 19-24 and 25-34 both exhibited a greater likelihood to migrate than that of the covered workforce as a whole (between 30 and 55% higher). Other age groups were less likely to migrate than the covered workforce as a whole, the least likely being those aged less than 19 years, followed by the group aged 65 and over and the group aged 45-64 years.

The group aged 25-34 was numerically the largest among both immigrants and outmigrants. Additionally, relative to respective covered workforces, the group aged 25-34 years demonstrated both the greatest workforce, immigrant (18.31%) and outmigrant mobility (18.31% and 17.86%, respectively).

There was net immigration in four of the six age groups. It was greatest in the group aged 19-24 years (780 workers) and smallest in the group under 19 years (80 workers). Those aged 25-34 and 65 and over each demonstrated a small net outmigration (120 and 140 workers, respectively).

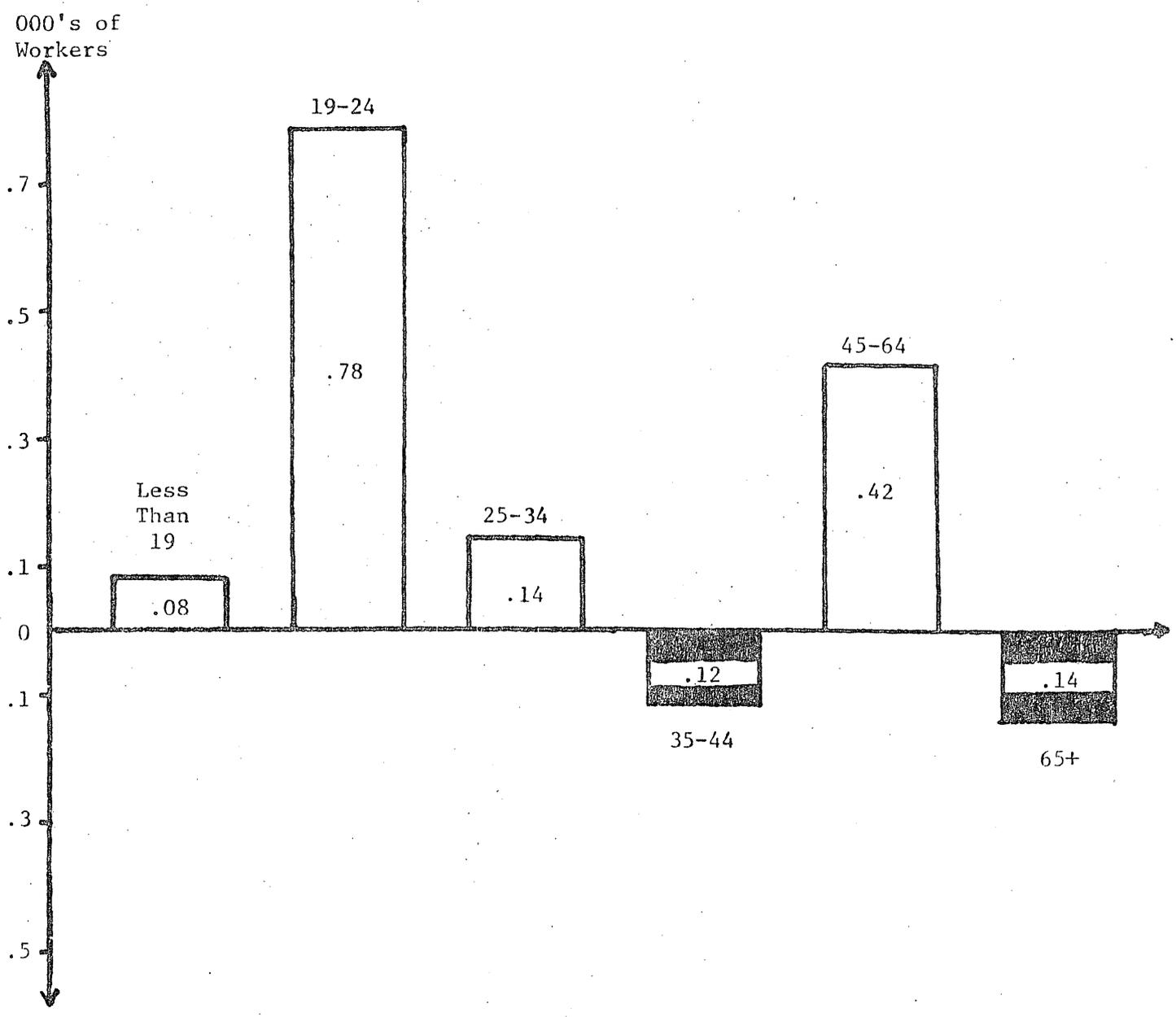
F. Migration by Industry

Table 16 provides the percentage distribution of migrant workers into and out of Wichita by industry. These data are also displayed in Figure 17. Net migration is also shown in Table 16 and Figure 18.

Industries in Wichita differed considerably with respect to total migrant mobility. Relative to respective covered workforces in Wichita, manufacturing, services, and government all had much lower rates of both immigration and outmigration than the covered workforce as a whole (11.88% and 8.66% for manufacturing, 9.26% and 10.04% for services, and 4.41% and 7.59% for government, as opposed to 12.60% and 11.54% for the total covered workforce).

Figure 16

Net Migration To and From Wichita, 1971-73, by Age Group



Source: CWHS

Table 16

Migration of Covered Workforce by Industry
To and From Wichita: 1971-73

Industry Classification [§]	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Farming and Mining	0.49	3.0	20.81	0.50	3.3	21.23	-.01
Construction	1.99	12.2	23.22	1.75	11.6	20.42	.24
Manufacturing	4.06	24.9	11.88	2.96	19.6	8.66	1.10
Transportation Communication, & Public Util.	1.11	6.8	15.25	0.81	5.4	11.13	.30
Wholesale,Retail Trade	3.95	24.2	11.92	4.45	29.4	13.43	-.50
Finance,Insur- ance,Real Estate	0.92	5.6	13.37	0.97	6.4	14.10	-.05
Services	3.05	18.7	9.26	3.31	21.9	10.04	-.26
Government	0.18	1.1	4.41	0.31	2.0	7.59	-.13
Unclassified	0.52	3.2	29.13	0.11	0.7	6.16	.41

[§]one-digit SIC classification.

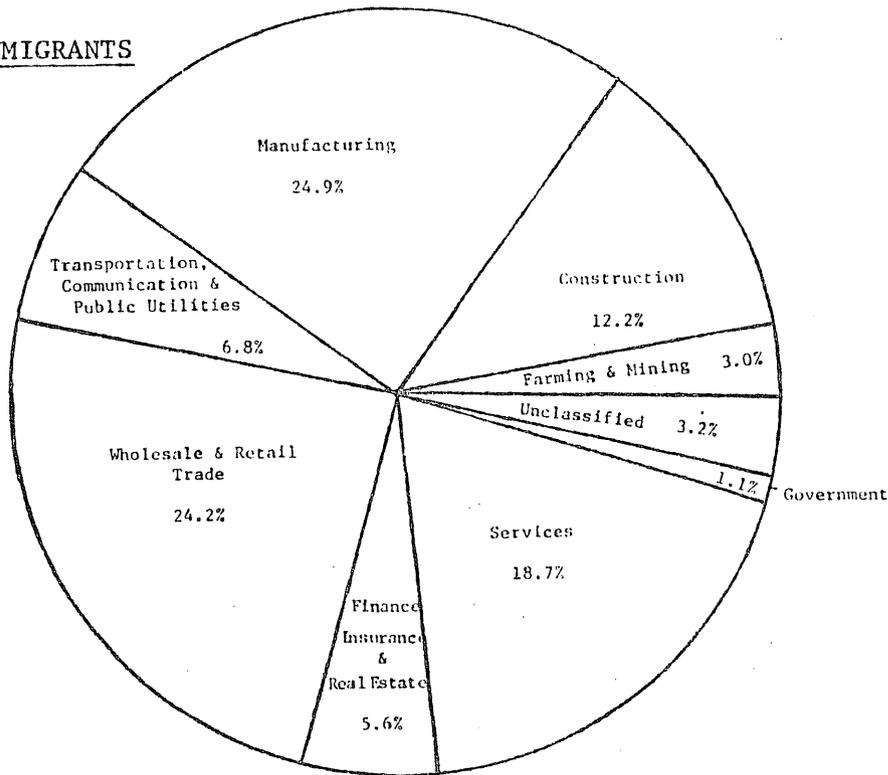
[†]migrants in a given category as a percentage of the Wichita labor force in that category, e.g., outmigrants from manufacturing were 9.65% of the manufacturing labor force in Wichita (average 1971-1973).

Source: CWHS

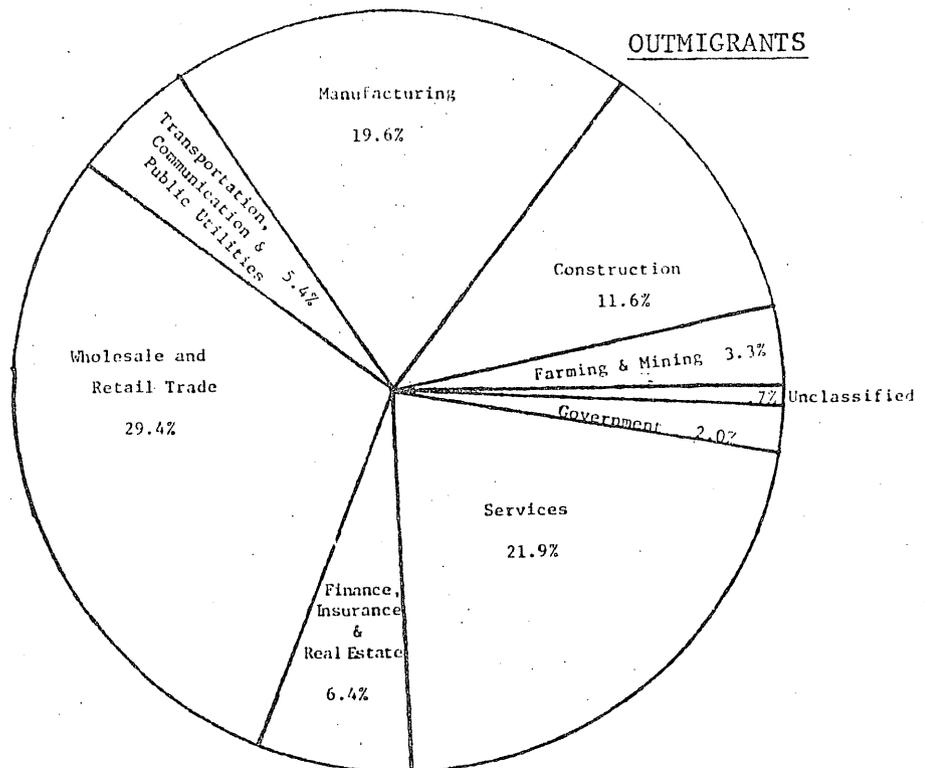
Figure 17

Percentage Distribution of Immigrants and Outmigrants
To and From Wichita, 1971-73, by Industry

INMIGRANTS



OUTMIGRANTS

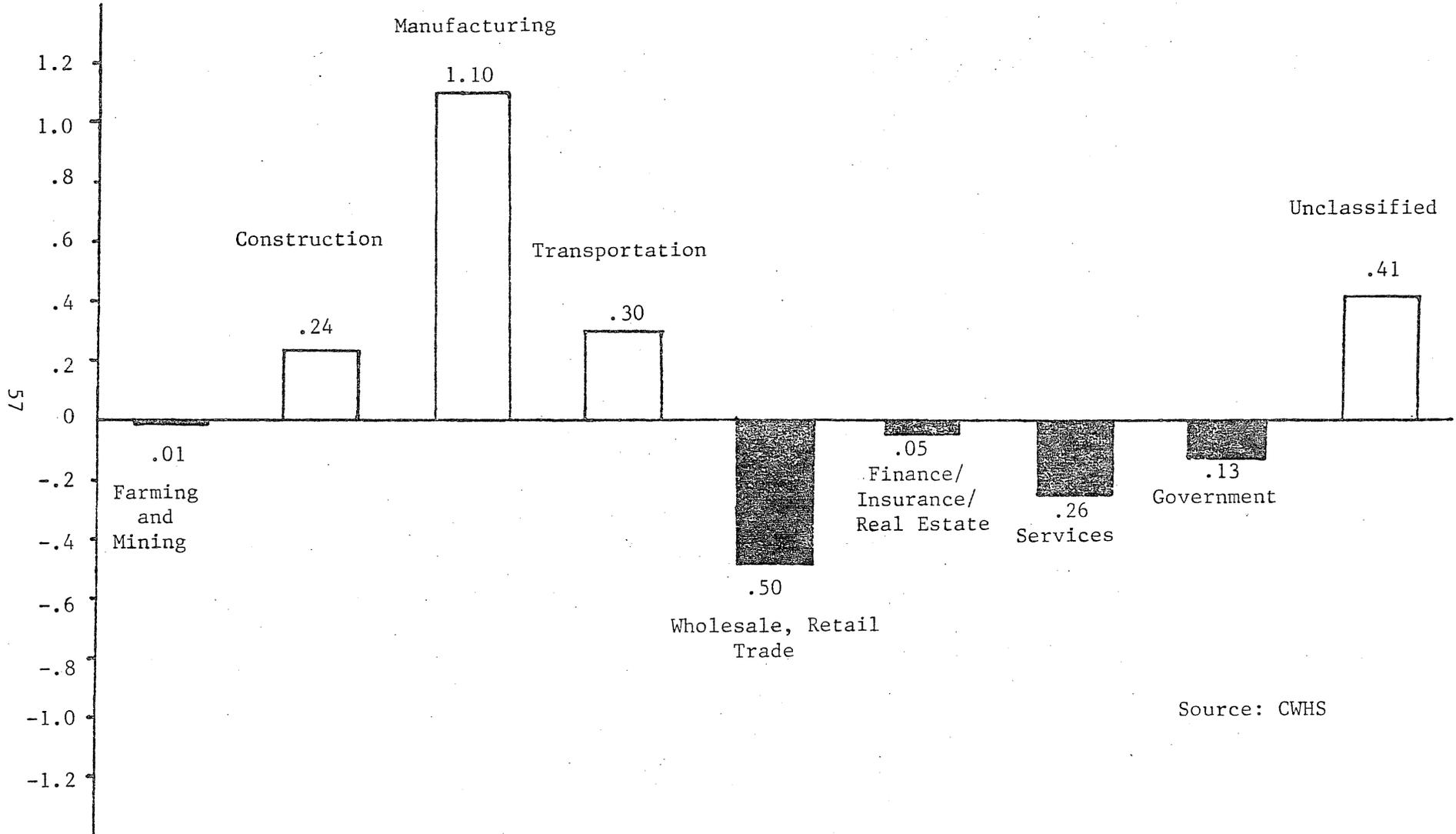


Source: CWHS

Figure 18

Net Migration To and From Wichita by Industry, 1971-73

000's
of
workers



Source: CWHS

Construction, farming and mining, and finance/insurance/real estate notably all had higher rates of both immigration and outmigration than the covered workforce as a whole (23.22% and 20.42% for construction, 20.81% and 21.23% for farming and mining, and 13.37% and 14.10% for finance, as opposed to 12.60% and 11.54% for the total covered workforce). The transportation/communication/public utilities industry demonstrated an immigration rate 21% higher than that of the total covered workforce (the industry's immigrants comprising 15.25% of the industry's covered workforce).

The direction of migration varied by industry. Only three of the eight industries listed experienced a net immigration (construction, manufacturing, and transportation/communications/public utilities), the highest recorded in the manufacturing industry (1,100 workers). Relatively small net outmigration was observed for the five remaining industries, the highest recorded being in wholesale, retail trade (500 workers).

Relative to respective covered workforces in Wichita, persons in farming and mining had the greatest outmigrant mobility, followed by construction and finance/insurance/real estate (21.23%, 20.42%, and 14.10% of their respective covered workforces).

With regard to immigrants, persons in the construction industry comprised the greatest percentage of their respective Wichita workforce, followed by farming and mining and by transportation/communication/public utilities (23.22%, 20.81%, and 15.25% of their respective covered workforces).

To aid the examination of the relationship between migration associated with a given industry and the rate of growth of that industry, Table 17 shows the rate of employment growth of various industries. The industry with the highest rate of employment growth was construction (27.32%), followed by manufacturing (21.02%). These observations are consistent with the net

Table 17

Covered Workforce Classified by Industry[†]
Wichita: 1971-73

INDUSTRY	1971 Workers (000)	% of Total Workers	1973 Workers (000)	% of Total Workers	% Change in Numbers of Workers
Farming and Mining	2.40	1.9	2.31	1.7	-3.75
Construction	7.54	6.2	9.60	6.9	27.32
Manufacturing	30.93	25.3	37.43	26.7	21.02
Transportation Communication, Public Utilities	7.10	5.8	7.46	5.3	5.07
Wholesale,Retail Trade	31.62	25.8	34.66	24.8	9.61
Finance, Insurance, Real Estate	6.75	5.5	7.01	5.0	3.85
Services	31.80	26.0	34.11	24.4	7.26
Government	3.96	3.2	4.21	3.0	6.31
Unclassified	0.36	0.3	3.21	2.3	791.67

[†]one-digit SIC classification.

Source: CWHS

immigration observed in these industries. Only one industry (farming and mining) showed a decline in employment growth. Four industries, (government, services, finance/insurance/real estate, and wholesale, retail trade) showed positive employment growth rates; however, they concurrently demonstrated net outmigration. Clearly, there is not a consistent relationship between employment growth of an industry in Wichita and the direction of net migration in that industry.

G. Migration by Wage Level

Table 18 presents the mean annual wages of migrants and Table 19 presents the mean annual wages of nonmigrants and the total covered workforce by sex-race groups for 1971 and 1973. The mean annual wages of migrants were generally lower than those of nonmigrants or the general workforce (exceptions being white male outmigrants, other male immigrants, and black female immigrants in 1973). Migrants as a group, therefore, were lower paid workers than nonmigrants.

Table 20 shows the distribution of migrants by wage level and the percentage of migrants in the covered workforce at each annual wage level. This information is also displayed in Figure 19. Relative to respective Wichita covered workforces, outmigrant mobility was greater among lower income groups, especially among the group with an annual income of less than \$3,000 (4,870 workers; 14.19% of its covered workforce).

With regard to percentages of specific workforces, immigration did not follow a specific pattern. Although the lower income groups demonstrated the highest actual numbers of immigrants (the group earning \$5,000-7,999 with 4,140 immigrants; the group earning \$3,000 and less with 3,820 immigrants), with respect to proportion of a particular covered workforce, the greatest immigrant activity was demonstrated among the group earning \$15,000-24,999 (16.65% of its

Table 18

Mean Annual Wages* of Migrants by Sex-Race Groups
To and From Wichita: 1971-1973

Sex-Race Group	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971†	1973§	% Change	1971†	1973§	% Change
White males	6,107	8,248	35.06	6,900	8,988	30.26
Black males	4,130	5,528	33.85	4,765	6,381	32.24
Other males ^ψ	5,532	9,504	71.80	4,897	6,465	32.02
White females	3,126	3,971	27.03	3,410	4,095	20.09
Black females	2,744	4,212	53.50	2,990	4,026	34.65
Other females ^ψ	0	0	0	3,225	3,817	18.36
TOTAL	5,139	6,906	34.38	5,642	7,255	28.59

*in dollars.

†The 1971 wages of inmigrants are the 1971 wages of those people living outside Wichita in 1971 who moved into Wichita during 1971-73. The 1971 wages of outmigrants are the 1971 wages of those people living in Wichita in 1971 who moved from Wichita during 1971-1973.

§The 1973 wages of inmigrants are the 1973 wages of those people living in Wichita in 1973 who had moved into Wichita during 1971-1973. The 1973 wages of outmigrants are the 1973 wages of those people not living in Wichita in 1973 who had moved from Wichita during 1971-1973.

^ψ racial groups other than blacks or whites.

Source: CWHS

Table 19

Mean Annual Wages* of Non-Migrants and the Covered Workforce
by Sex-Race Groups in Wichita: 1971-1973

Sex-Race Group	<u>Non-Migrants</u>			<u>Workforce</u>		
	1971	1973	% Change	1971	1973	% Change
White males	8,153	10,216	25.30	7,674	8,573	11.71
Black males	6,283	7,451	18.59	5,621	6,083	8.22
Other males†	7,065	8,058	14.06	6,217	6,774	8.96
White females	4,559	5,335	17.02	4,083	4,356	6.69
Black females	4,163	5,067	21.72	3,732	4,087	9.51
Other females†	4,854	5,269	8.55	4,051	4,674	15.38

* in dollars

† racial groups other than blacks or whites

Source: CWHS

Table 20

Migration of Covered Workforce by Mean Annual Wage Level
To and From Wichita: 1971-73

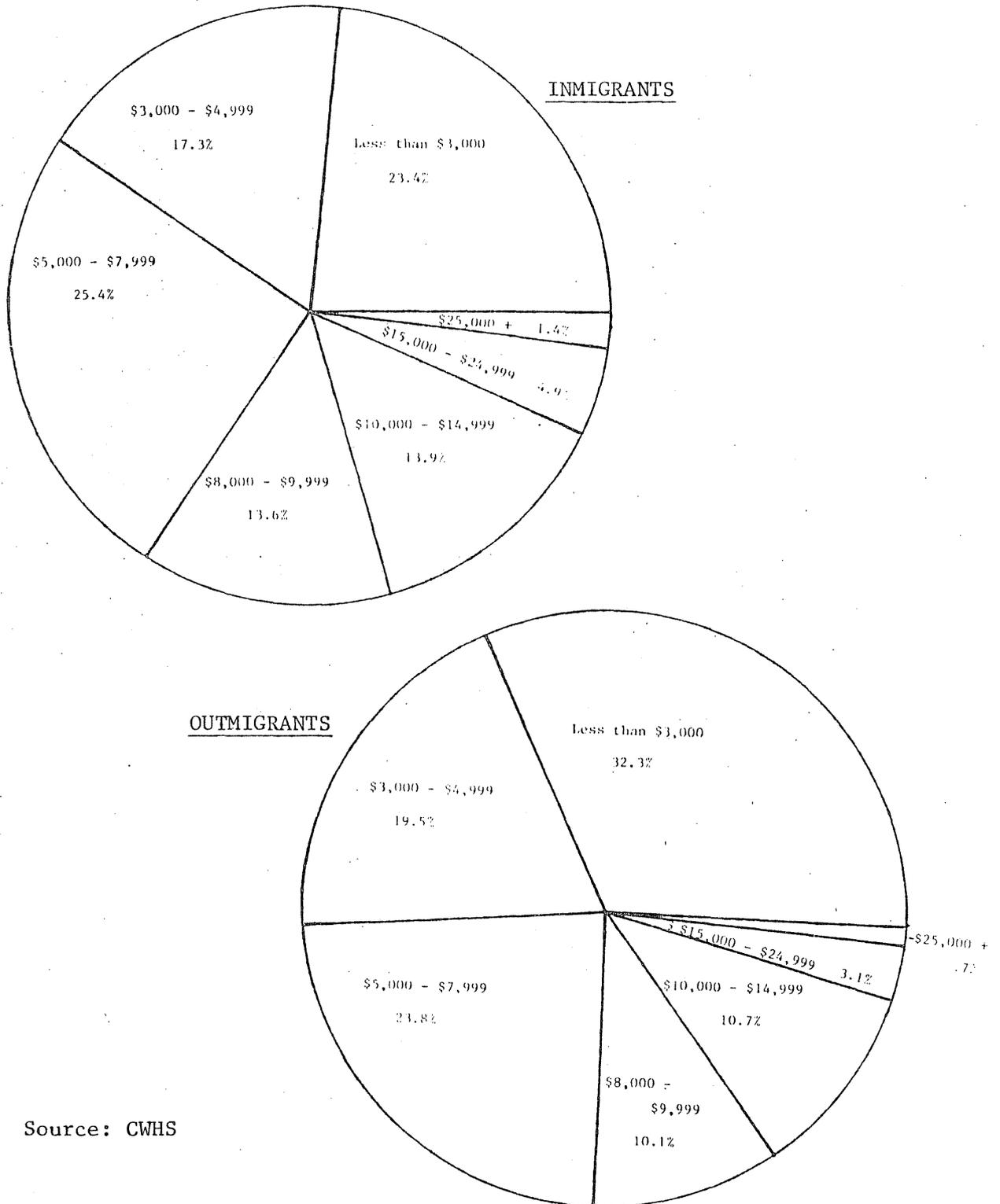
Mean Annual Wages (\$)	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce†	Number (000)	% of Total	% of Covered Workforce†	Number (000)
Less than 3,000	3.82	23.4	11.13	4.87	32.2	14.19	-1.05
3,000-4,999	2.82	17.3	12.67	2.95	19.5	13.25	- .13
5,000-7,999	4.14	25.4	12.39	3.60	23.8	10.77	.54
8,000-9,999	2.20	13.6	12.64	1.53	10.1	8.79	.67
10,000-14,999	2.26	13.9	12.98	1.62	10.7	9.31	.64
15,000-24,999	.80	4.9	16.65	.47	3.1	9.78	.33
25,000 +	.22	1.4	13.41	.10	.7	6.10	.12

†migrants in a given category as a percentage of the workforce in that category

Source: CWHS

Figure 19

Percentage Distribution by Wage Level of Immigrants and Outmigrants To and From Wichita, 1971-73



Source: CWHS

covered workforce) and the group earning over \$25,000 (13.41% of its covered workforce).

Table 20 and Figure 20 show that there was net immigration in all groups except the two lowest income groups. The group earning less than \$3,000 showed a net outmigration (1,050 workers) representing 3.06% of its covered workforce. In actual numbers, net immigration was highest in the group earning \$8,000-9,999 (670 workers; 3.85% of its covered workforce). Net immigration was most significant, however, in the group earning over \$25,000 (7.32% of its covered workforce), followed by the group earning \$15,000-24,999 (6.87% of its covered workforce).

H. Wage Changes and Migration

(a) By Sex-Race Groups

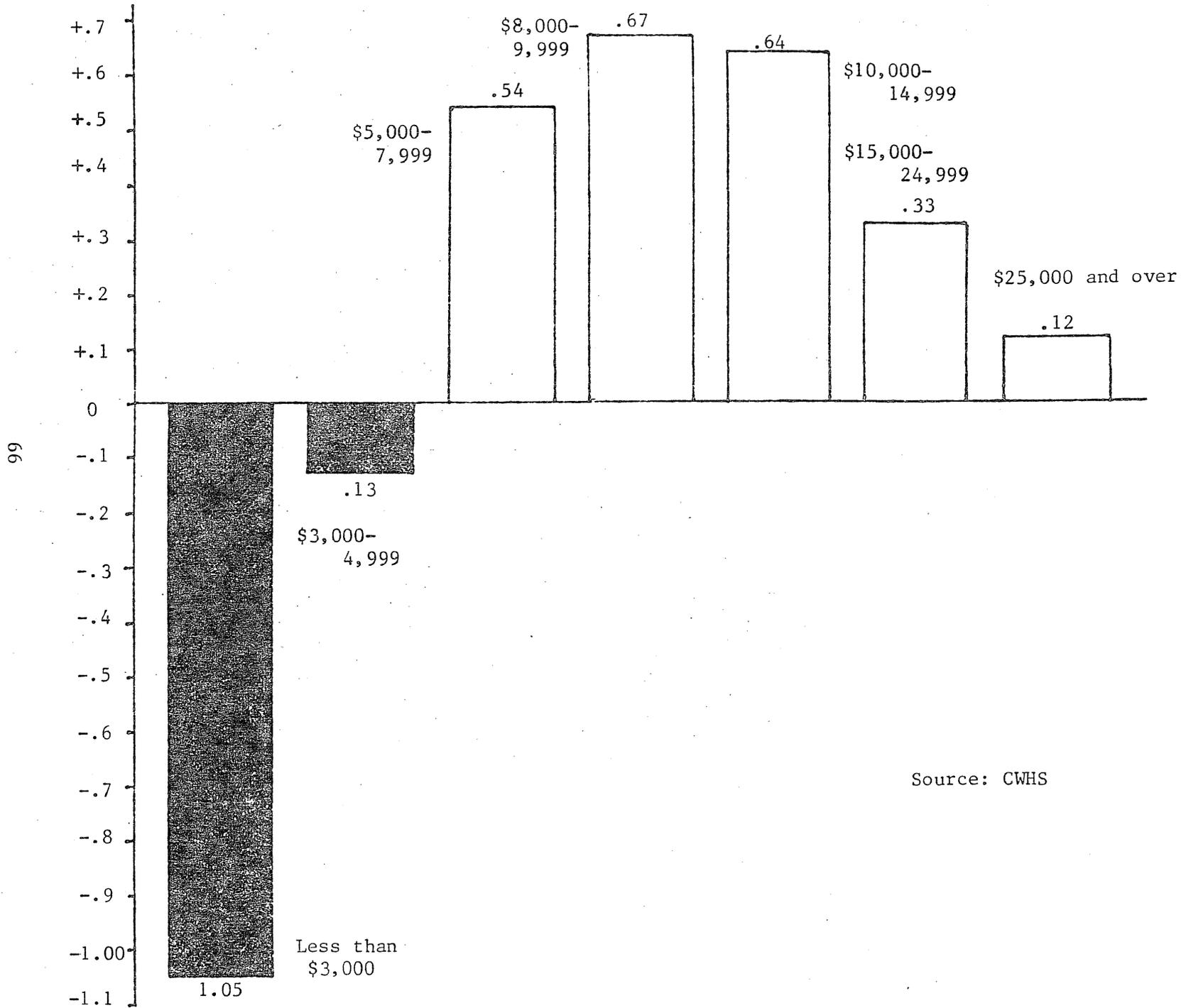
Changes in wages of inmigrants and outmigrants of the various sex-race groups in Wichita are presented in Table 18 and Figure 21. All migrant groups experienced increases in wages. (There were no "other" female inmigrants).

White male inmigrants experienced slightly higher wage increases than white male outmigrants (4.80% higher). Similarly, black male inmigrants' wage increases were slightly higher than that of black male outmigrants (1.61% higher). However, "other" male inmigrants experienced wage increases more than twice that of "other" male outmigrants (inmigrant wage increases were 39.78% higher than that of outmigrants).

Female inmigrants also experienced higher wage increases than did female outmigrants. White female inmigrants' wage increases were higher than that of white female outmigrants' (6.94% higher); black female inmigrants' wage increases were notably higher than that of black female outmigrants (18.85% higher).

Figure 20

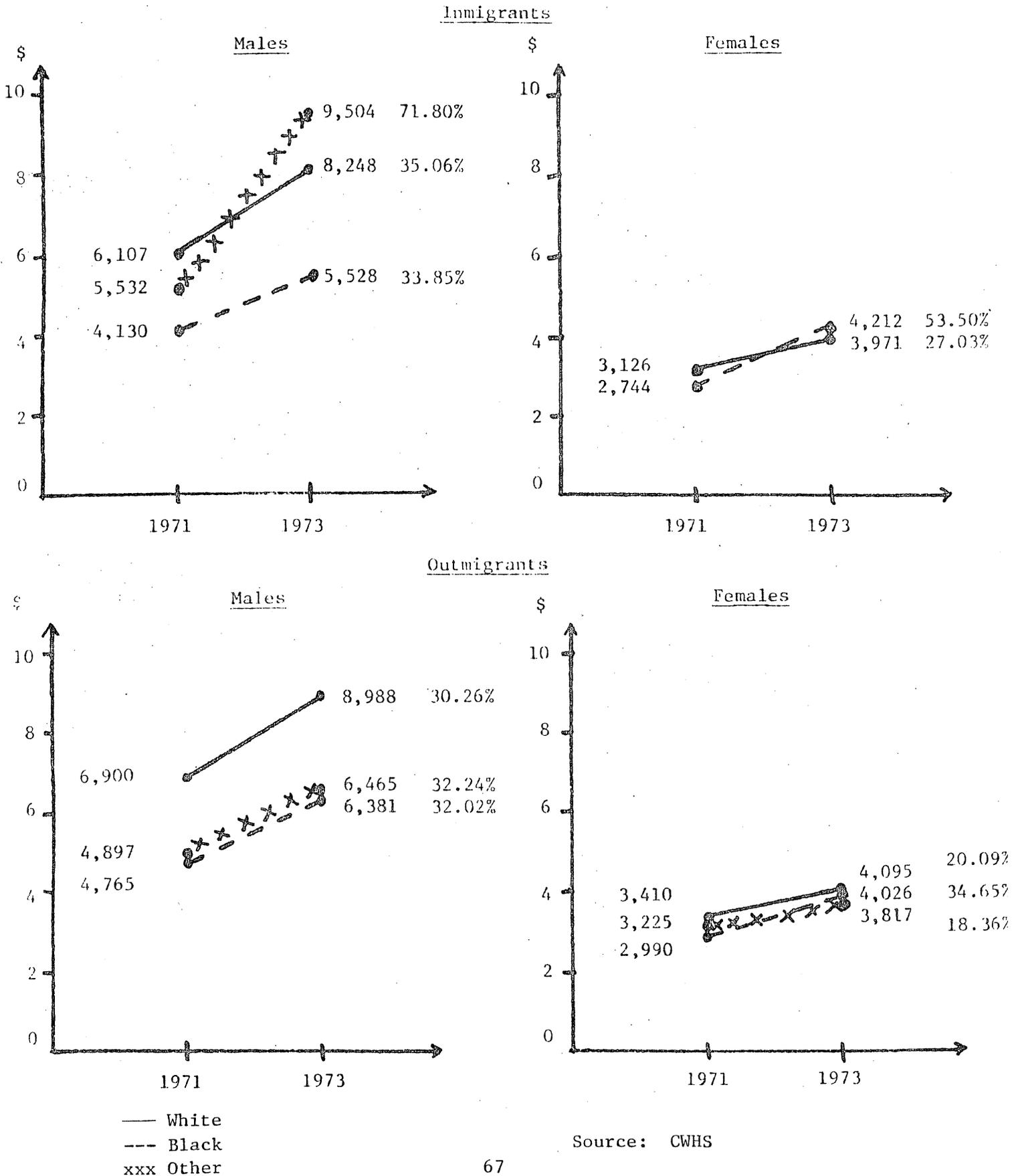
Net Migration To and From Wichita, 1971-73, by Annual Wage Level



Source: CWHS

Figure 21

Changes in Mean Wages by Race and Sex Among Migrants To and From Wichita: 1971-73



The question may be asked as to whether migrants experienced greater wage increases than nonmigrants. Data in Tables 18 and 19 (pp. 61 and 62) permit a comparison of information for outmigrants and nonmigrants. From these data, it can be observed that all six sex-race outmigrant groups experienced greater wage increases than respective nonmigrant groups. Thus, it appears that outmigrants from Wichita generally improved their wage increases by moving from Wichita as compared to those workers who remained in Wichita during the period.

From Tables 14 and 18 (pp. 47 and 61), it is possible to compare the extent of net migration with the relative wage increases of immigrants and outmigrants. One might expect that net immigration would occur in those sex-race groups in which immigrants had greater wage increases than outmigrants, namely in all groups except "other" females. There was a net immigration among the three male race groups and among black females, and in each of these cases immigrants had greater wage increases than did outmigrants. White female immigrants also experienced greater wage increases than did white female outmigrants; however, white females demonstrated a net outmigration.

The fact that there were more immigrants than outmigrants for Wichita may be accounted for in various ways. It is possible to suggest that immigrants expected greater increases in real wages than outmigrants did. Or immigrants might have moved to Wichita because of shrinking employment opportunities in the places from which they came. Differences in costs of transfer between 1) the places from which the immigrants came and Wichita and 2) Wichita and the places to which outmigrants went might also provide an explanation for the immigrant-outmigrant differential. Still other factors, such as the "threshold" factor, job preferences, and noneconomic factors, as discussed for Topeka, might have been responsible for some apparent discrepancies observed in wage changes and migration for Wichita.

Generally, however, for most sex-race groups, there was net immigration in sex-race groups in which immigrants had greater wage increases than outmigrants and net outmigration in sex-race groups in which the reverse was true (holds for five of the six sex-race groups). Also, all outmigrant sex-race groups experienced higher wage increases than their nonmigrant counterparts. Still, these explanations do not completely account for all wage increases experienced by migrants classified by sex and race in relation to the total numbers of immigrants and outmigrants for Wichita.

(b) By Age

Table 21 gives the mean annual wages by age groups in 1971 and 1973 and the percentage changes between these dates. These data are also displayed in Figure 22.

All age groups experienced increases in wages between 1971 and 1973, except immigrants and outmigrants aged 65 and over whose mean annual wages fell by 37.68% and 43.11%, respectively. Among both immigrants and outmigrants, the highest wage increases were in the group aged less than 19 years, followed by the group aged 19-24 years. Percentage wage increases tended to decrease with each older age group; however, the percentage increases for the outmigrant groups aged 25-34 and 35-44 were very similar and, actually, the percentage for the latter group was slightly higher than that of the former.

Examining Tables 15 and 21 (pp. 51 and 70), it is seen that net immigration was lowest among those aged less than 19, the group which experienced the highest percentage wage increases. The second highest net immigration was observed in the group aged 45-64, the group with only the fifth highest percentage wage increases. In fact, there is little (if any) consistency in the pattern of net migration by age group and the changes in wage increases.

Table 21

Mean Annual Wages* by Age Group of Migrants
To and From Wichita: 1971-1973

Age Group	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971 [†]	1973 [§]	% Change	1971 [†]	1973 [§]	% Change
Less than 19	611	2,064	237.81	579	2,327	301.90
19-24	2,240	4,327	93.17	2,458	4,317	75.63
25-34	5,262	7,114	35.20	5,883	7,490	27.31
35-44	6,795	8,264	21.62	7,486	9,630	28.64
45-64	7,591	9,209	21.32	7,459	8,539	14.48
65 and Over	5,918	3,688	-37.68	5,787	3,292	-43.11

*in dollars.

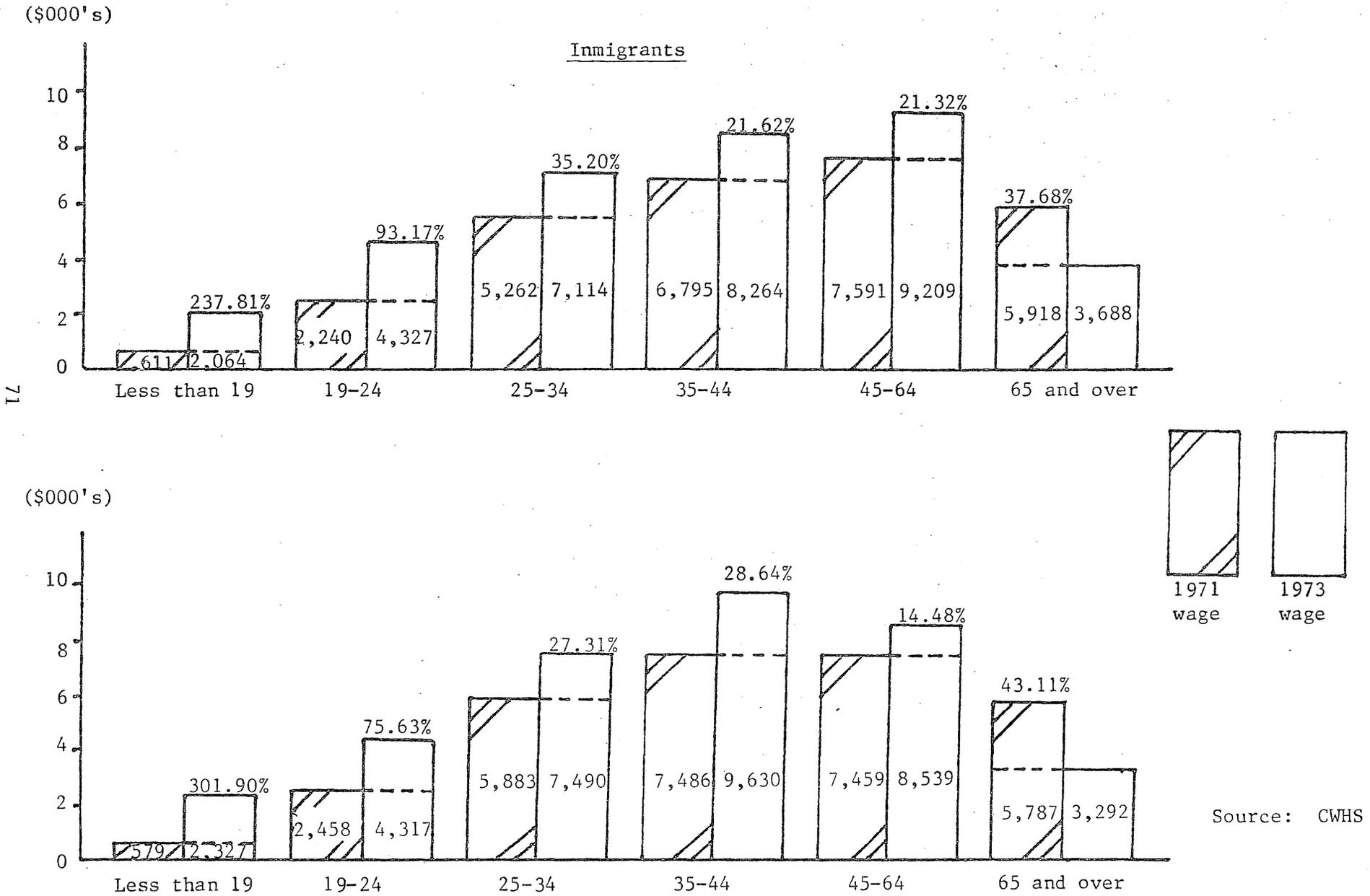
[†]The 1971 wages of inmigrants are the 1971 wages of those people living outside Wichita in 1971 who moved into Wichita during 1971-73. The 1971 wages of outmigrants are the 1971 wages of those people living in Wichita in 1971 who moved from Wichita during 1971-1973.

[§]The 1973 wages of inmigrants are the 1973 wages of those people living in Wichita in 1973 who had moved into Wichita during 1971-1973. The 1973 wages of outmigrants are the 1973 wages of those people not living in Wichita in 1973 who had moved from Wichita during 1971-1973.

Source: CWHS

Figure 22

Change in Mean Annual Wages of Migrants To and From Wichita, 1971-73, by Age Group



Comparing Tables 21 and 22 (pp. 70 and 73), it can be seen that outmigrant workers experienced higher wage increases than nonmigrants during the period in only three of the six age groups (less than 19, 19-24, and 35-44 years).

From Tables 15 and 21 (pp. 51 and 70), it is possible to compare the extent of net migration with the relative wage increases of immigrants and outmigrants. One might expect that there would be net immigration in those age groups in which immigrants had greater percentage wage increases than outmigrants. Net immigration occurred in four age groups: those aged less than 19, 19-24, 25-34 and 45-64 years. In three of these four groups (the exception being the group aged less than 19), immigrants experienced greater wage increases than outmigrants. In the group aged 35-44, there was a small net outmigration and immigrants in this age group experienced lower wages increases than outmigrants (21.62% versus 28.64%). However, the group aged 65 and over demonstrated a net outmigration, and yet outmigrants received greater decreases in wages than did immigrants. Therefore, in only four of the six age groups was the direction of net migration consistent with the differences observed in wage increases between immigrants and outmigrants, if wages are assumed to be the sole factor affecting migration. Clearly, factors other than wages accounted for in- and outmigration in at least two of the six age groups. Thus, it is apparent that no simple relationship existed between the wage increases experienced by the various age groups of migrants and the direction of net migration.

(c) By Industry

Table 23 shows that both immigrants and outmigrants in all industries experienced wage increases between 1971 and 1973. There were, however, marked differences in the rank-order of annual mean wages in given industries between immigrants and outmigrants. Industries also varied as to whether immigrants or outmigrants received the greater wage increases.

Table 22
Percent Change in Mean Annual Wages
of Nonmigrants and the Workforce[†] by Age Group
Wichita: 1971-1973

<u>Age Group</u>	<u>Nonmigrants</u>	<u>Workforce</u>
Less than 19	178.93	74.02
19-24	73.54	60.72
25-34	29.86	25.02
35-44	20.59	13.64
45-64	17.16	15.76
65 and over	-5.28	-13.78

†workforce refers to the total covered workforce.

Source: CWHS

Table 23

Annual Mean Wages* by Industry† of Migrants
To and From Wichita: 1971-1973

Industry	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971	1973	% Change	1971	1973	% Change
Farming & Mining	8,686	11,448	31.80 (5)	5,942	8,157	37.28 (3)
Construction	5,319	7,124	33.93 (4)	7,488	9,335	24.67 (6)
Manufacturing	5,371	7,921	47.48 (2)	6,743	8,428	24.99 (5)
Transportation, Communication, & Public Util.	5,410	7,431	37.36 (3)	6,490	7,766	19.66 (8)
Wholesale/Retail Trade	4,633	5,958	28.60 (7)	4,699	6,456	37.39 (2)
Finance/Insur- ance/Real Estate	5,332	6,133	15.02 (8)	6,140	8,717	41.97 (1)
Services	4,578	5,924	29.40 (6)	4,709	5,663	20.26 (7)
Government	3,428	5,484	59.98 (1)	5,176	6,942	34.12 (4)

*in dollars.

†Numbers in parentheses indicate the ranking of the industries by magnitude of percentage increase in wages.

Source: CWHS

Examining Table 16 and Table 23 (pp. 55 and 74), it is possible to compare the direction of net migration in an industry with the differences in percentage wage increases between immigrants and outmigrants. In six of eight industries (the exceptions being services and government), the direction of net migration was consistent with the differences observed in percentage wage increases between immigrants and outmigrants. As no simple relationship existed between the wage increases experienced by migrants in each of the various industries and the direction of net migration, economic considerations other than wages and various noneconomic factors must account for migration as examined by industry.

(d) By Wage Level

Table 24 shows that except for immigrants with annual incomes below \$3,000 and outmigrants with annual incomes of \$15,000-24,999 and \$25,000 and over, immigrants and outmigrants at all annual wage levels demonstrated an increase in wages between 1971 and 1973. Among immigrants, the group earning \$8,000-9,999 had the highest increase in wages (63.68%), whereas among outmigrants, the group earning less than \$3,000 had the highest increase in wages (236.92%).

Immigrants demonstrated higher percentage wage increases than outmigrants in all wage groups except those earning less than \$3,000 and \$3,000-4,999. Among outmigrants, there was an inverse relationship between increasing annual wage levels and percentage wage increases for the period--i.e., the higher the annual wages for a group, the lower the percentage wage increase received by that group for the period. No such relationship occurred among immigrants.

Examining Tables 20 and 24 (pp. 63 and 76), it is possible to compare the difference in percentage wage increases between immigrants and outmigrants with the direction of net migration in a particular wage level group. There was net immigration at all annual wage levels, except the two lowest (less than \$3,000 and \$3,000-4,999). In these five wage level categories, the percentage wage

Table 24

Percent Change in Mean Annual Wages of Migrants by Wage Level
Wichita: 1971-1973

Annual Wages (\$)	<u>Inmigrants</u>	<u>Outmigrants</u>
	% Change in Wages	% Change in Wages
Less Than 3,000	-51.18	236.92
3,000 - 4,999	22.85	32.38
5,000 - 7,999	56.94	18.35
8,000 - 9,999	63.68	11.32
10,000 - 14,999	49.64	3.33
15,000 - 24,999	39.07	- 6.53
25,000 and over	27.84	-10.59

Source: CWHS

increases of immigrants exceeded that of outmigrants. At the two lowest annual wage levels, outmigrants experienced percentage increases substantially higher than that of immigrants. This is consistent with the net outmigration observed in these groups. Therefore, the differences in wage increases by annual wage group were consistent with the direction of migration in Wichita.

I. Summary on Migration To and From Wichita SMSA

There was substantial migration of workers to and from Wichita during the period 1971-1973, but the net migration observed here constituted an insignificant percentage of the workforce (0.89%). Males outnumbered females both among immigrants and outmigrants. There was a net outmigration of females (0.52% of the female workforce) with a concurrent net immigration of males (1.68% of the male workforce).

Relative to respective covered workforces in Wichita, "others" demonstrated the greatest outmigrant mobility, while whites demonstrated the least outmigrant mobility. With regard to immigrants, "others" represented the greatest percentage of their respective covered workforce, while whites represented the lowest percentage of their respective covered workforce.

Examination of Wichita migration by sex-race groups, indicates white males and females were both the most numerous immigrants and outmigrants. "Other" and black male immigrants comprised the greatest percentages of their respective Wichita workforces. Black and "other" males exhibited the greatest outmigrant mobility.

The age groups showing the greatest migration, either into or out of Wichita, were those aged 19-24 and 25-34. Numerically, those aged under 19 years showed the least migration: both this group and those 45 years and over had migration rates much lower than the workforce as a whole. Net immigration

was concentrated largely in the group aged 19-24. Net outmigration was seen only in the groups aged 25-34 and 65 and over.

Industries differed considerably in the significance of immigration and outmigration relative to their respective workforces. Net immigration was only observed in construction, manufacturing, transportation/communication/public utilities, and unclassified industries. Employment growth in a particular industry and the direction of net migration in that industry were not consistently related.

Migrants, as a group, were lower paid workers than nonmigrants. Net immigration occurred in all income groups except the two lowest income groups. Most migrants experienced wage increases during the period which they moved; however, the differences in the percentage wage increases between inmigrants and outmigrants were entirely consistent with the direction of net migration only when migrants were classified by annual wage level. When classified by sex-race group, the differences in the percentage increases between inmigrants and outmigrants were consistent with the direction of net migration in five of six sex-race groups. When migrants were classified by age or industry, there was no consistent relationship between the relative magnitude of wage changes experienced by inmigrants and outmigrants on the one hand and the direction of net migration on the the other. Thus, other economic and noneconomic factors presumably affected the pattern of net migration of workers for Wichita.

IV. THE PATTERN OF MIGRATION TO AND FROM KANSAS CITY SMSA

A. Extent and Direction of Migration

The data in Table 25 clearly demonstrate that during both 1971 and 1973, substantial numbers of workers migrated to and from the Kansas City SMSA. (In discussing the pattern of migration for the Kansas City SMSA, it must be

Table 25

Migration of Covered Workforce by Sex and Race
To and From Kansas City: 1971-73

MIGRANTS	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Male	31.46	67.2	10.71	38.20	68.4	13.00	-6.74
Female	15.26	32.6	8.15	17.63	31.6	9.41	-2.37
White	42.87	91.6	10.00	50.79	91.0	11.85	-7.92
Black	3.47	7.4	7.13	4.49	8.0	9.22	-1.02
Other [§]	0.38	0.8	10.13	0.55	1.0	14.91	-.17
TOTAL	46.79	100.0	9.73	55.80	100.0	11.60	-9.01

[†]migrants in a given category as a percentage of the Kansas City labor force in that category, e.g., male outmigrants were 10.71% of the male labor force in Kansas City (average of 1971-1973).

[§]racial groups other than blacks and whites.

Source: CWHS

emphasized that the Kansas City SMSA includes part of Missouri.) Inmigrants numbered 46,790 comprising 9.73% of the covered workforce, while outmigrants numbered 55,800 comprising 11.60% of the covered workforce. The resulting net outmigration (9,010 workers) corresponded to 1.87% of the workforce.

B. Migration by Sex

Table 25 also shows the pattern of migration by sex. This information is graphically represented in Figure 23. Males were notably more numerous than females, both among inmigrants and outmigrants: both male inmigrants and outmigrants were more than twice as numerous as their female counterparts. Male migrants comprised a significantly higher proportion of the male workforce than female migrants did of the female workforce. Both males and females demonstrated a net outmigration (6,740 and 2,370 workers, respectively). Male net outmigration comprised 2.29% of the male workforce, whereas female net outmigration comprised only 1.27% of the female workforce.

C. Migration by Race

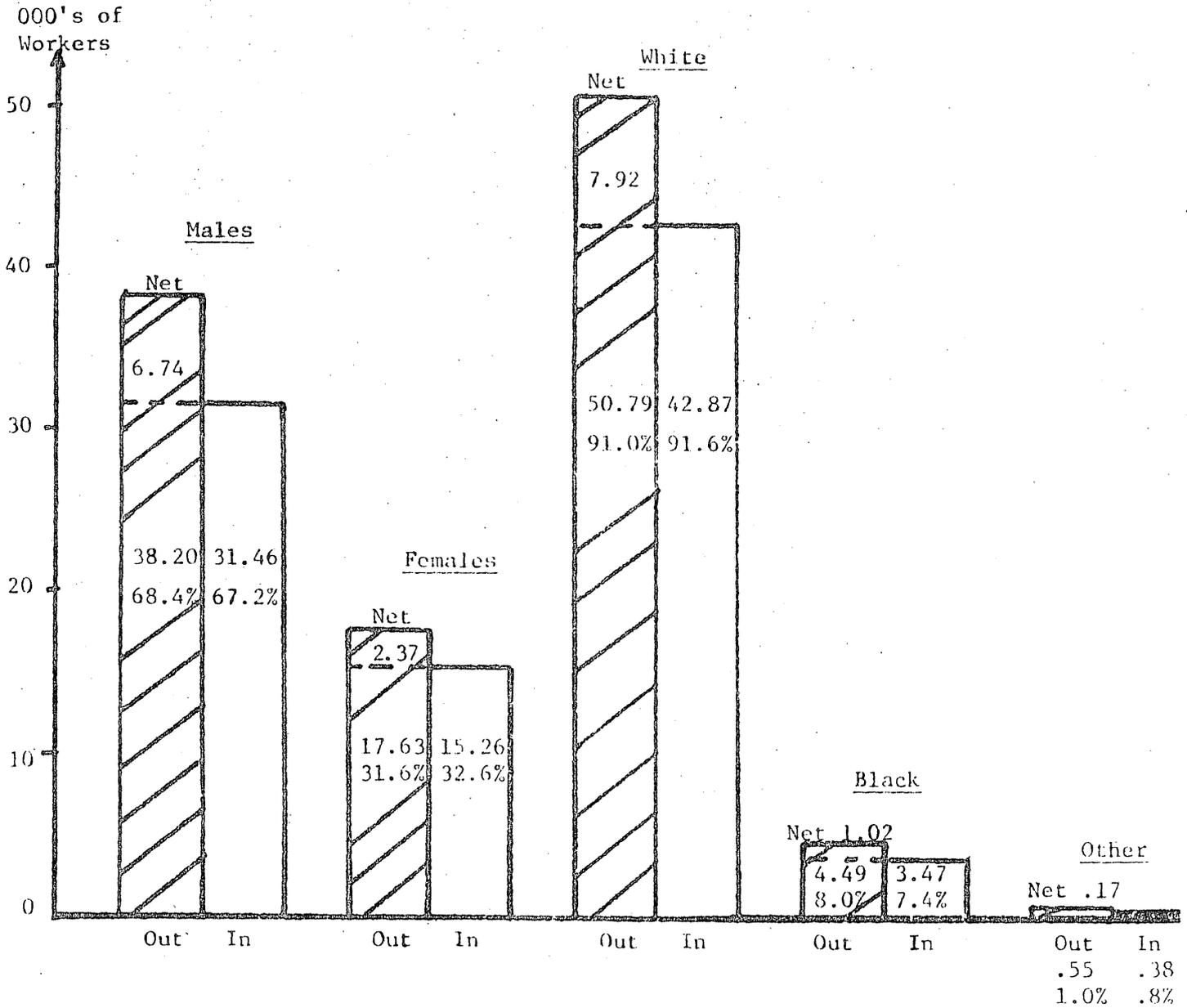
The data on migration by whites, blacks, and "others" presented in Table 25 and represented in Figure 23 show that whites and "others" comprised nearly equal percentages of their respective Kansas City workforces: whites and "others" comprised 10.00% and 10.13% of their respective covered workforces, while black inmigrants comprised only 7.13% of the black covered workforce.

Blacks had the lowest outmigrant mobility (9.22% compared with 11.85% among whites and 14.91% among "others").

In numbers, net outmigration was greatest among whites followed by blacks and "others;" however, for outmigrants as a percentage of their respective covered workforce, the rank-order was exactly the opposite. The net outmigration of "others" comprised a larger proportion of its covered workforce

Figure 23

Migration of the Covered Workforce by Sex and Race
To and From Kansas City, 1971-73



Source: CWHS

(4.53%) than did blacks (2.10%) or whites (1.85%) of their respective workforces.

D. Migration by Sex-Race Groups

Table 26 classifies migrants by sex-race groups. These data are also presented graphically in Figures 24 and 25. Substantial migration occurred in most, but not all groups, although migration was more prevalent among male groups than among female groups.

"Other" males inmigrants comprised the greatest percentage of their respective Kansas City workforce, followed by white males, white females, and black males (inmigrants comprising 12.11%, 10.92%, 8.52%, and 8.48% of their respective workforces). The group comprising the lowest percentage of their respective Kansas City workforce was black females (5.52% of the black female workforce).

Outmigration followed a notably different pattern. "Other" females demonstrated the greatest outmigrant mobility (16.99% "other" female workforce), followed by "other" males (13.78%), white males (13.15%) and black males (11.48%). The group with the least outmigrant mobility was black females (6.55% of the black female workforce).

Net outmigration was observed in all six sex race groups. Substantial net outmigration was shown among "other" females (10.04% of the "other" female workforce). This was in contrast to relatively smaller net outmigration among "other" males (only 1.67% of the "other" male workforce). Black and white net outmigration constituted small proportions of their sex-race workforces; however, migration among white males and black males was greater than that of their female counterparts (2.23% and 2.99% for white and black males among their respective workforces versus 1.23% and 1.03% for white and black females).

Table 26

Migration of Covered Workforce by Sex-Race Groups
To and From Kansas City: 1971-73

Sex-Race Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce†	Number (000)	% of Total	% of Covered Workforce†	Number (000)
White males	28.93	61.8	10.92	34.84	62.4	13.15	-5.91
Black males	2.24	4.8	8.48	3.03	5.4	11.48	-.79
Other males§	0.29	0.6	12.11	0.33	0.6	13.78	-.04
White females	13.94	29.8	8.52	15.95	28.6	9.74	-2.01
Black females	1.23	2.6	5.52	1.46	2.6	6.55	-.23
Other females§	0.09	0.2	6.95	0.22	0.4	16.99	-.13

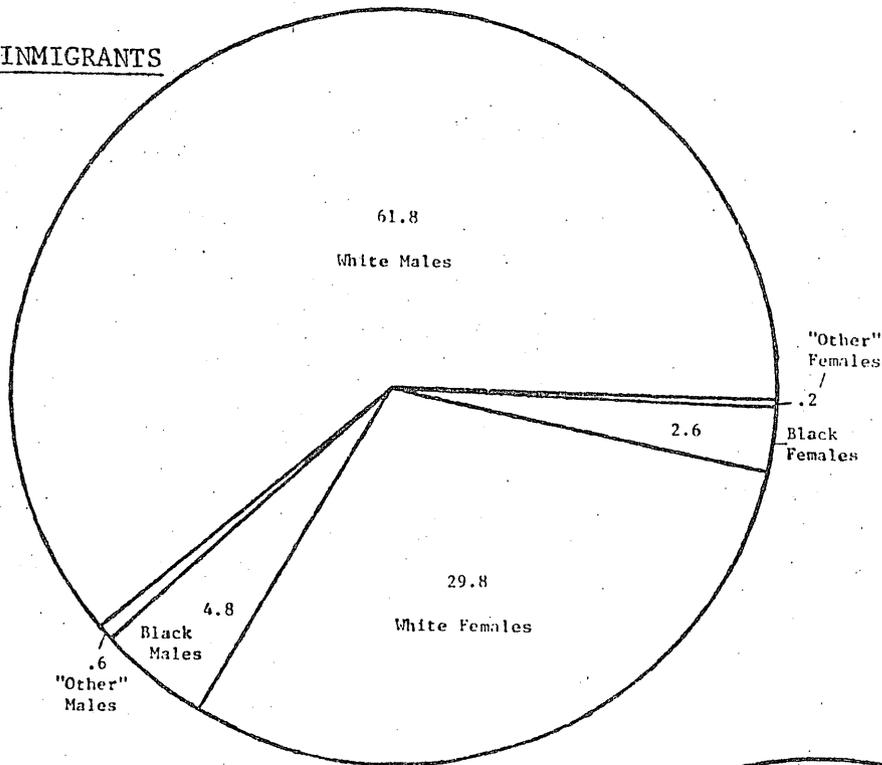
†migrants in a given category as a percentage of the Kansas City labor force in that category, e.g., white male immigrants were 10.92% of the white male labor in Kansas City (average of 1971-1973).

§racial groups other than blacks or whites.

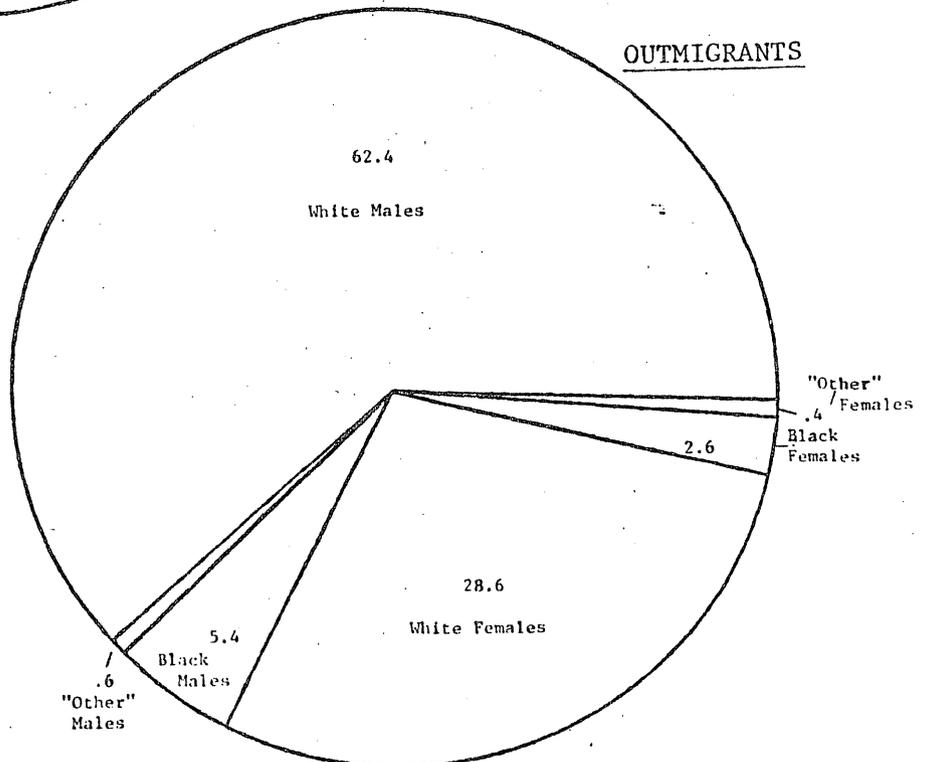
Source: CWHS

Figure 24
Percentage Distribution of Immigrants and Outmigrants
by Sex-Race Groups: Kansas City 1971-73

INMIGRANTS



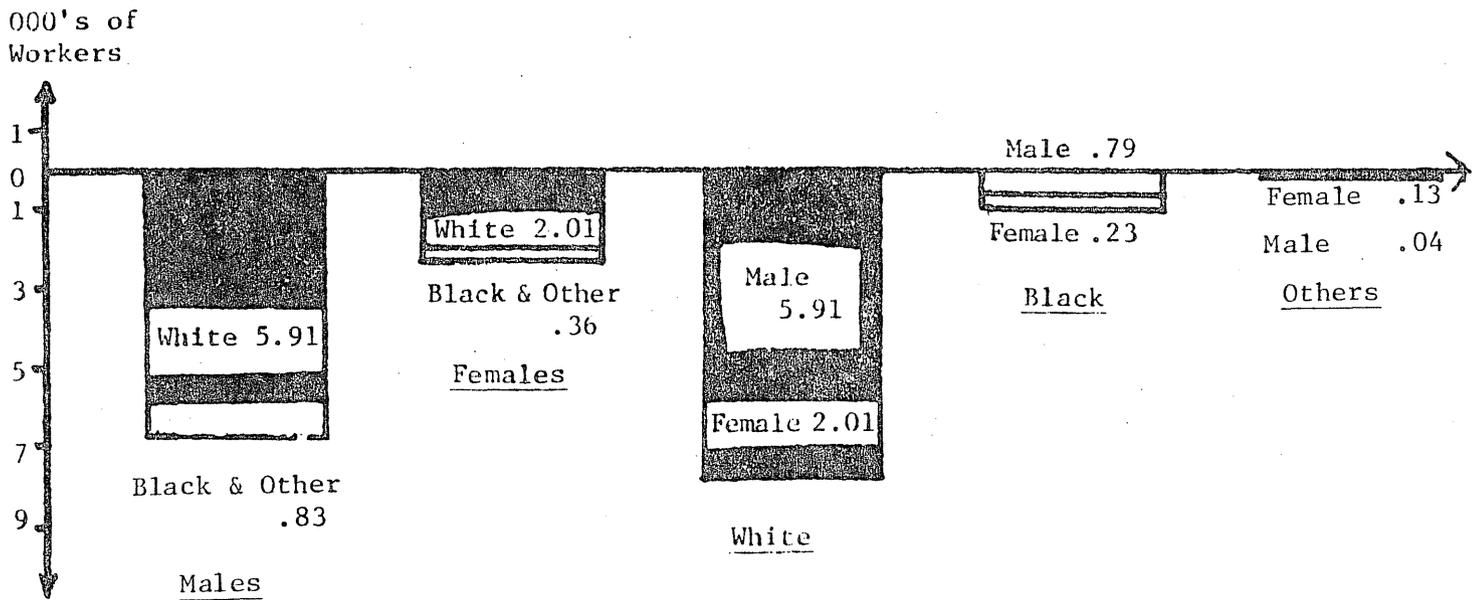
OUTMIGRANTS



Source: CWHS

Figure 25

Net Migration by Sex-Race Groups
To and From Kansas City: 1971-73



Source: CWHS

E. Migration by Age Groups

The distribution of migrant workers by age groups is given in Table 27, and these data are displayed graphically in Figure 26. Table 27 also shows both the importance of migration in relation to the covered workforce in each age group and the extent of net migration in the Kansas City SMSA. Net migration is also presented in Figure 27.

Considerable differences exist in total migrant mobility of the various age groups into or out of Kansas City SMSA during the period. Relative to respective covered workforces, the groups aged 19-24 and 25-34 exhibited a greater likelihood to migrate than that of the covered workforce as a whole (between 29% and 57% higher). Other age groups were less likely to migrate than the covered workforce as a whole, the least likely being those aged 65 and over, followed by the group aged less than 19.

The group aged 25-34 was numerically the largest among outmigrants and, relative to respective covered workforces in Kansas City, demonstrated the greatest outmigrant mobility (15.32% of the covered workforce aged 25-34).

The group aged 25-34 was also the largest group among immigrants. However, the group aged 19-24 comprised the greatest percentage of its respective covered Kansas City workforce (16.01% of the covered workforce aged 19-24).

There was net immigration in only one of the six age groups (280 workers in the group aged 19-24). Among the five remaining age groups, net outmigration was negligible among the groups aged less than 19 (160 workers) and 65 and over (70 workers). Net outmigration was more substantial in the groups aged 25-34 (3,330 workers) and 45-64 (3,030 workers).

F. Migration by Industry

Table 28 provides the percentage distribution of migrants into and out of Kansas City by industry. These data are also displayed in Figure 28. Net migration is also shown in Table 28 and Figure 29.

Table 27

Migration of Covered Workforce by Age Groups
To and From Kansas City: 1971-73

Migrants' Age Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Less than 19	0.31	0.7	2.37	0.47	0.8	3.59	-.16
19-24	11.63	24.8	15.32	11.35	20.4	14.96	.28
25-34	16.70	35.7	13.35	20.03	35.9	16.01	-3.33
35-44	7.95	17.0	8.67	10.57	19.0	11.52	-2.62
45-64	9.65	20.6	6.26	12.68	22.7	8.22	-3.03
65 and over	0.56	1.2	2.71	0.63	1.2	3.05	-.07

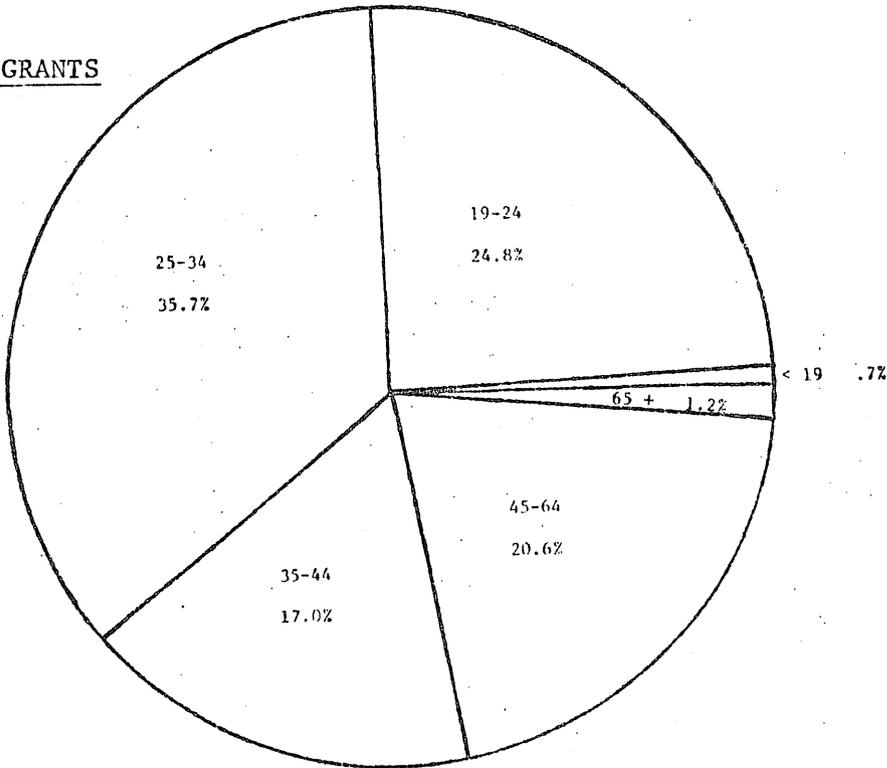
[†]migrants in a given category as a percentage of the Kansas City labor force in that category, e.g., inmigrants aged 19-24 years were 2.37% of the labor force aged 19-24 years in Kansas City (average of 1971-1973).

Source: CWHS

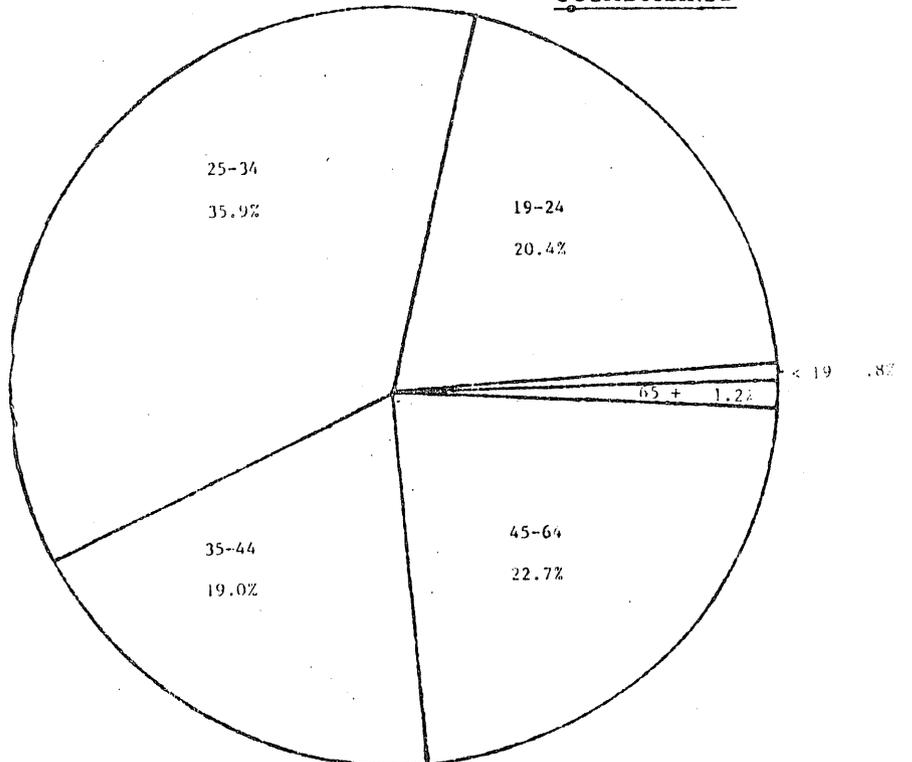
Figure 26

Percentage Distribution of Immigrants and Outmigrants by Age Group
To and From Kansas City: 1971-73

INMIGRANTS



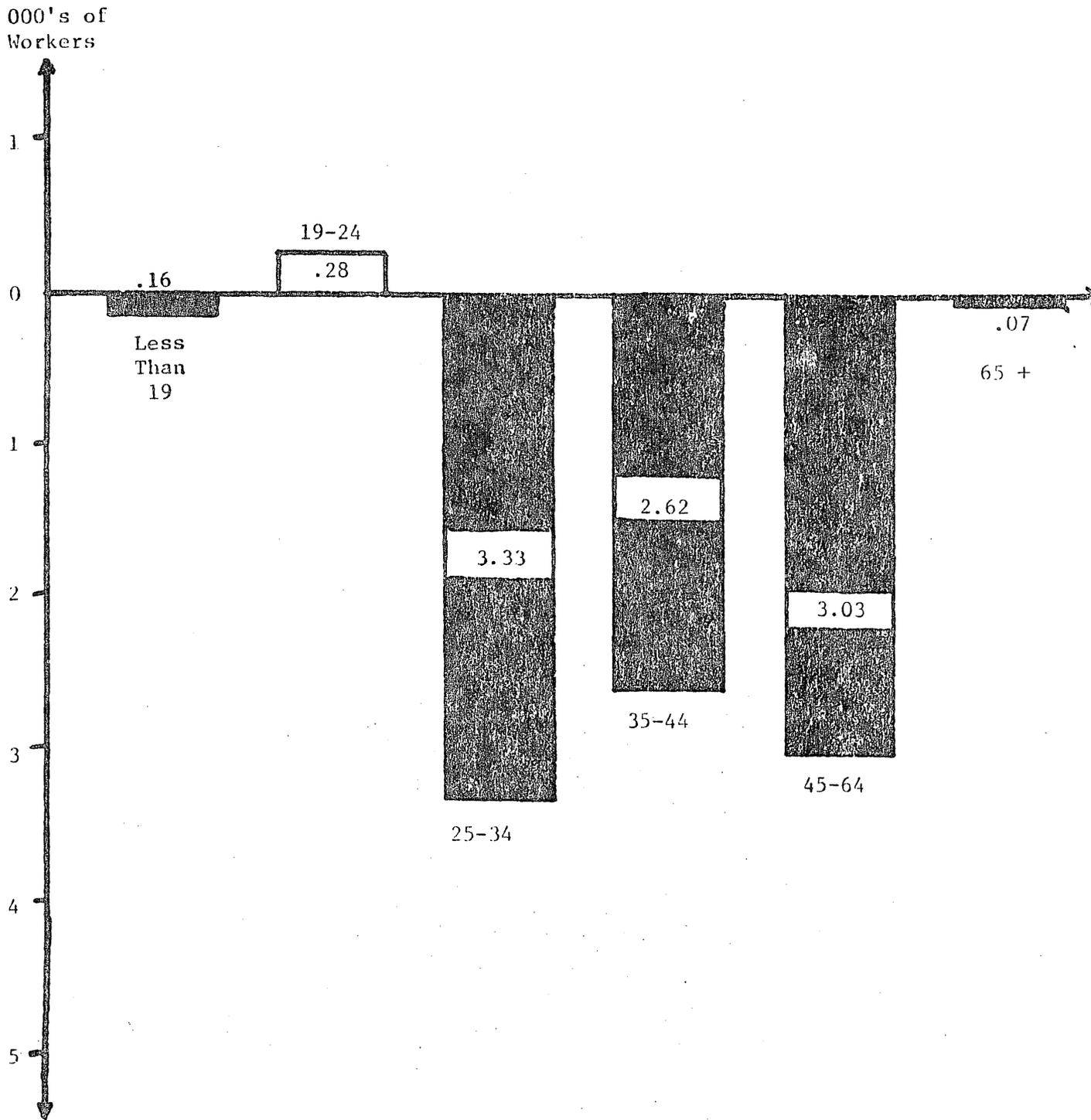
OUTMIGRANTS



Source: CWHS

Figure 27

Net Migration To and From Kansas City, 1971-73, by Age Group



Source: CWHS

Table 28

Migration of Covered Workforce by Industry
To and From Kansas City: 1971-73

Industry Classification [§]	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Farming and Mining	0.05	0.1	2.80	0.1	0.2	6.23	-.05
Construction	3.03	6.5	13.16	3.45	6.2	14.99	-.42
Manufacturing	8.53	18.2	6.95	13.08	23.4	10.65	-4.55
Transportation, Communication, & Public Util.	4.02	8.6	9.56	3.22	5.8	7.65	.80
Wholesale,Retail Trade	13.93	29.8	10.70	20.15	36.1	15.47	-6.22
Finance, Insur- ance, Real Estate	3.93	8.4	11.72	3.85	6.9	11.48	.08
Services	10.16	21.7	9.60	10.50	18.8	9.92	-.34
Government	0.82	1.8	6.31	1.10	2.0	8.46	-.28
Unclassified	2.29	4.9	25.31	0.19	0.3	2.09	2.04

[§]one-digit SIC classification.

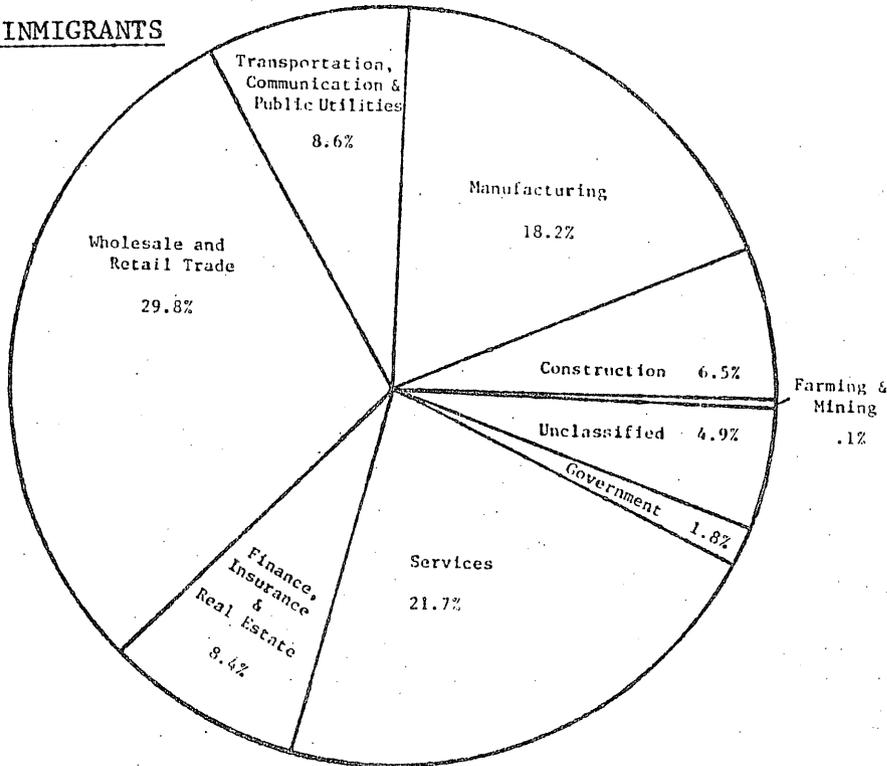
[†]migrants in a given category as a percentage of the Kansas City labor force in that category, e.g, out-migrants from manufacturing were 6.95% of the manufacturing labor force in Kansas City (average of 1971-1973).

Source: CWHS

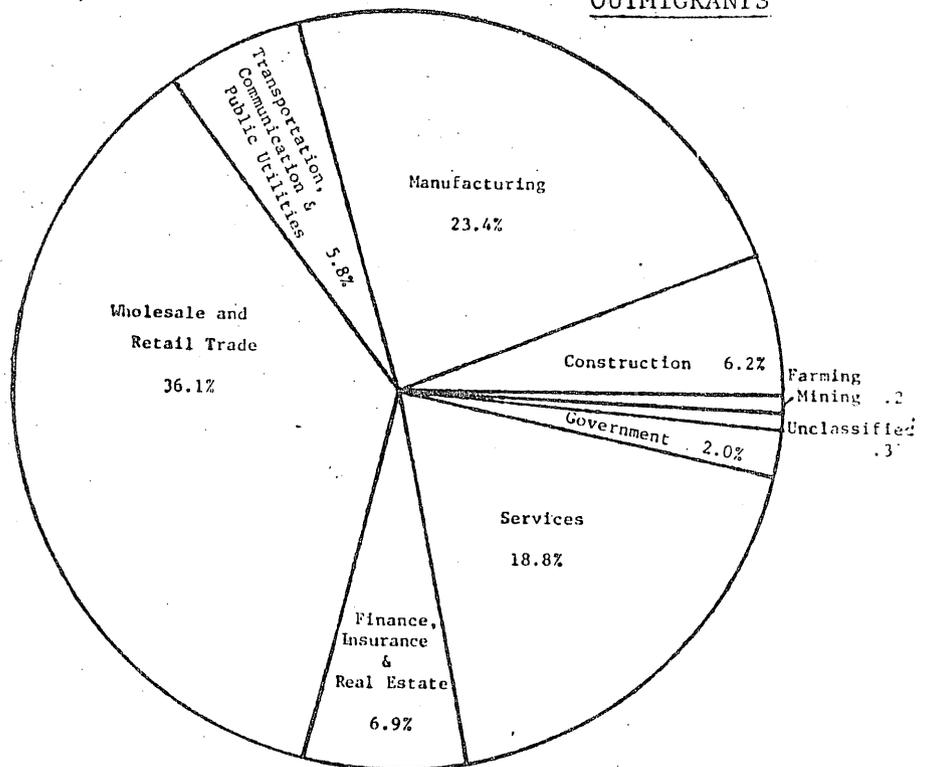
Figure 28

Percentage Distribution of Immigrants and Outmigrants
To and From Kansas City, 1971-73, by Industry

INMIGRANTS



OUTMIGRANTS

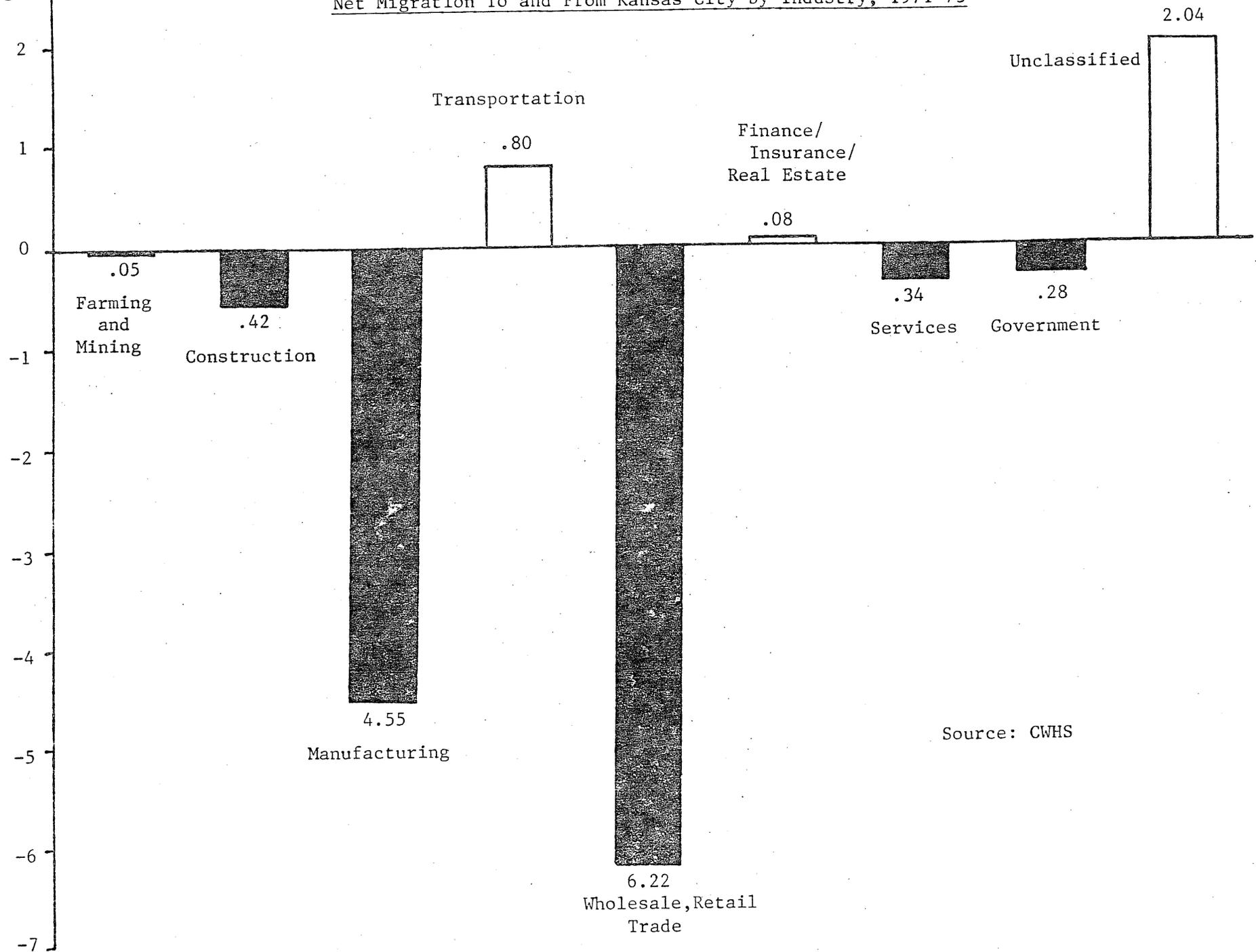


Source: CWHS

000's
of
workers

Figure 29

Net Migration To and From Kansas City by Industry, 1971-73



Source: CWHS

Industries in Kansas City differed considerably with respect to total migrant mobility. Relative to respective covered workforces, farming and mining, manufacturing, transportation/communication/public utilities, services, and utilities all had lower rates of both immigration and outmigration than did the covered workforce as a whole (2.80% and 6.23% for farming and mining, 6.95% and 10.65% for manufacturing, 9.56% and 7.65% for transportation/communication/public utilities, 9.60% and 9.92% for services, and 6.31% and 8.46% for government, as opposed to 9.73% and 11.60% for the total covered workforce). Construction and wholesale, retail trade all had higher rates of both immigration and outmigration than the covered workforce as a whole (13.16% and 14.99% for construction and 10.70% and 15.47% for wholesale, retail trade, as opposed to 9.73% and 11.60% for the total covered workforce). The percentage of immigrants in finance/insurance/real estate was higher than that of the total covered workforce (11.72% versus 9.73%), while the percentage of outmigrants in the same industry was slightly lower than that of the total covered workforce (11.48% versus 11.60%).

The direction of migration varied by industry. Only two of eight industries listed experienced a net immigration: transportation/communication/public utilities (800 workers) and finance/insurance/real estate (80 workers). Net outmigration was observed in each of the remaining six industries, with substantial outmigration in wholesale, retail trade (6,220 workers) and manufacturing (4,550 workers).

Relative to respective covered workforces in Kansas City, persons in wholesale, retail trade had the greatest outmigrant mobility, followed by construction and finance/insurance/real estate (15.47%, 14.99%, and 10.65% of their respective covered workforces).

With regard to immigrants, persons in the construction industry comprised the greatest percentage of their respective Kansas City covered workforce, followed by finance/insurance/real estate and wholesale, retail trade (13.16%, 11.72% and 10.70% of their respective covered workforces).

To aid the examination of the relationship between migration associated with a given industry and the rate of growth of that industry, Table 29 shows the rate of employment growth of various industries. Among the eight designated industries only three (farming and mining, finance/insurance/real estate, and services) demonstrated increased rates of employment growth from 1971 to 1973, with the highest rate observed in farming and mining (12.58%). Of these three industries, only finance/insurance/real estate demonstrated a net immigration. The five remaining industries showed a decline in employment growth of from 1-8%. Four of the five industries had a concurrent net outmigration during the period, the exception being transportation/communication/public utilities. Clearly, there is not a consistent relationship between employment growth of an industry in Kansas City and the direction of net migration in that industry.

G. Migration by Wage Level

Table 30 presents the mean annual wage of migrants. Table 31 presents the mean annual wages of nonmigrants and the total covered workforce by sex-race groups for 1971 and 1973. Although the mean annual wages of migrants were, in some cases, higher than those of the total covered workforce ("other" female immigrants in 1973, "other" female outmigrants in 1971 and 1973, and black and "other" male outmigrants in 1973), the mean annual wages of migrants were always lower than those of nonmigrants. Therefore, migrants, as a group were lower paid workers than nonmigrants.

Table 29

Covered Workforce Classified by Industry[†]
Kansas City: 1971-73

INDUSTRY	1971 Workers (000)	% of Total Workers	1973 Workers (000)	% of Total Workers	% Change in Numbers of Workers
Farming and Mining	1.51	0.4	1.70	0.3	12.58
Construction	23.40	4.9	22.64	4.7	-3.25
Manufacturing	127.59	26.7	117.99	24.4	-7.52
Transportation, Communication, Public Utilities	42.47	8.9	41.67	8.6	-1.88
Wholesale, Retail Trade	133.93	28.0	126.54	26.2	-5.52
Finance, Insurance, Real Estate	32.47	6.8	34.61	7.2	6.59
Services	103.09	21.5	108.55	22.4	5.30
Government	13.12	2.7	12.87	2.7	-1.91
Unclassified	1.11	0.2	17.06	3.5	1,437.00

[†]one-digit SIC classification.

Source: CWHS

Table 30

Mean Annual Wages* of Migrants by Sex-Race Groups
To and From Kansas City: 1971-1973

Sex-Race Group	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971 [†]	1973 [§]	% Change	1971 [†]	1973 [§]	% Change
White males	7,147	9,485	32.71	7,726	9,854	27.54
Black males	4,045	5,337	31.94	5,660	6,723	18.78
Other males ^ψ	4,697	6,913	47.18	6,350	8,829	39.04
White females	3,347	4,473	33.64	3,688	4,453	20.74
Black females	2,916	3,888	33.33	3,234	3,950	22.14
Other females ^ψ	3,057	4,587	50.05	4,263	4,684	9.88
TOTAL	5,729	7,616	32.94	6,323	7,963	25.94

*in dollars.

[†]The 1971 wages of inmigrants are the 1971 wages of those people living outside Kansas City in 1971 who moved into Kansas City during 1971-73. The 1971 wages of outmigrants are the 1971 wages of those people living in Kansas City in 1971 who moved from Kansas City during 1971-1973.

[§]The 1973 wages of inmigrants are the 1973 wages of those people living in Kansas City in 1973 who had moved into Kansas City during 1971-1973. The 1973 wages of outmigrants are the 1973 wages of those people not living in Kansas City in 1973 who had moved from Kansas City during 1971-1973.

^ψ racial groups other than blacks or whites.

Source: CWHS

Table 31

Mean Annual Wages* of Non-Migrants and the Covered Workforce
by Sex-Race Groups in Kansas City: 1971-1973

Sex-Race Group	<u>Non-Migrants</u>			<u>Workforce</u>		
	1971	1973	% Change	1971	1973	% Change
White males	9,632	11,907	23.62	8,769	10,466	19.35
Black males	6,537	7,936	21.40	5,836	6,652	13.98
Other males†	7,244	8,921	23.15	6,678	7,453	11.61
White females	4,871	5,814	19.36	4,358	4,877	11.91
Black females	4,466	5,414	21.23	4,071	4,622	13.53
Other females†	4,280	5,739	34.09	4,179	4,436	6.15

* in dollars

† racial groups other than blacks or whites

Source: CWHS

Table 32 presents the distribution of migrants by wage level and the percentage of migrants in the covered workforce at each annual wage level. This information is also displayed in Figure 30.

Relative to respective covered workforces in Kansas City, lower income groups demonstrated greater outmigrant mobility, especially in the group with an annual income of less than \$3,000 (15.05% of its covered workforce). This group also demonstrated the greatest actual number of outmigrants (16,350 workers).

Among immigrants, the group with the largest actual numbers was the one earning \$5,000-7,999 (11,760 workers). However, with respect to proportion of a particular covered workforce in Kansas City, the group comprising the greatest percentage of its respective Kansas City covered workforce was the group earning \$15,000-24,999, followed by the group earning \$5,000-7,999 (11.33% and 10.36% of their covered workforces, respectively).

Table 32 and Figure 31 indicate that there was net outmigration in the four lowest income groups. The highest net outmigration was from the group earning less than \$3,000 (6,420 workers; 5.91% of its covered workforce). Net immigration was highest in the group earning \$15,000-\$24,999 (1,380 workers; 4.02% of its covered workforce).

H. Wage Changes and Migration

(a) By Sex-Race Groups

Changes in wages of migrants from the various sex-race groups in Kansas City are presented in Table 30 and Figure 32. All migrant groups experienced increases in wages during the period.

White male immigrants experienced higher wage increases than white male outmigrants (5.17% higher). Black male immigrants experienced notably higher wage increases than black male outmigrants (13.16% higher). Similarly, "other"

Table 32

Migration of Covered Workforce by Mean Annual Wage Level
To and From Kansas City: 1971-73

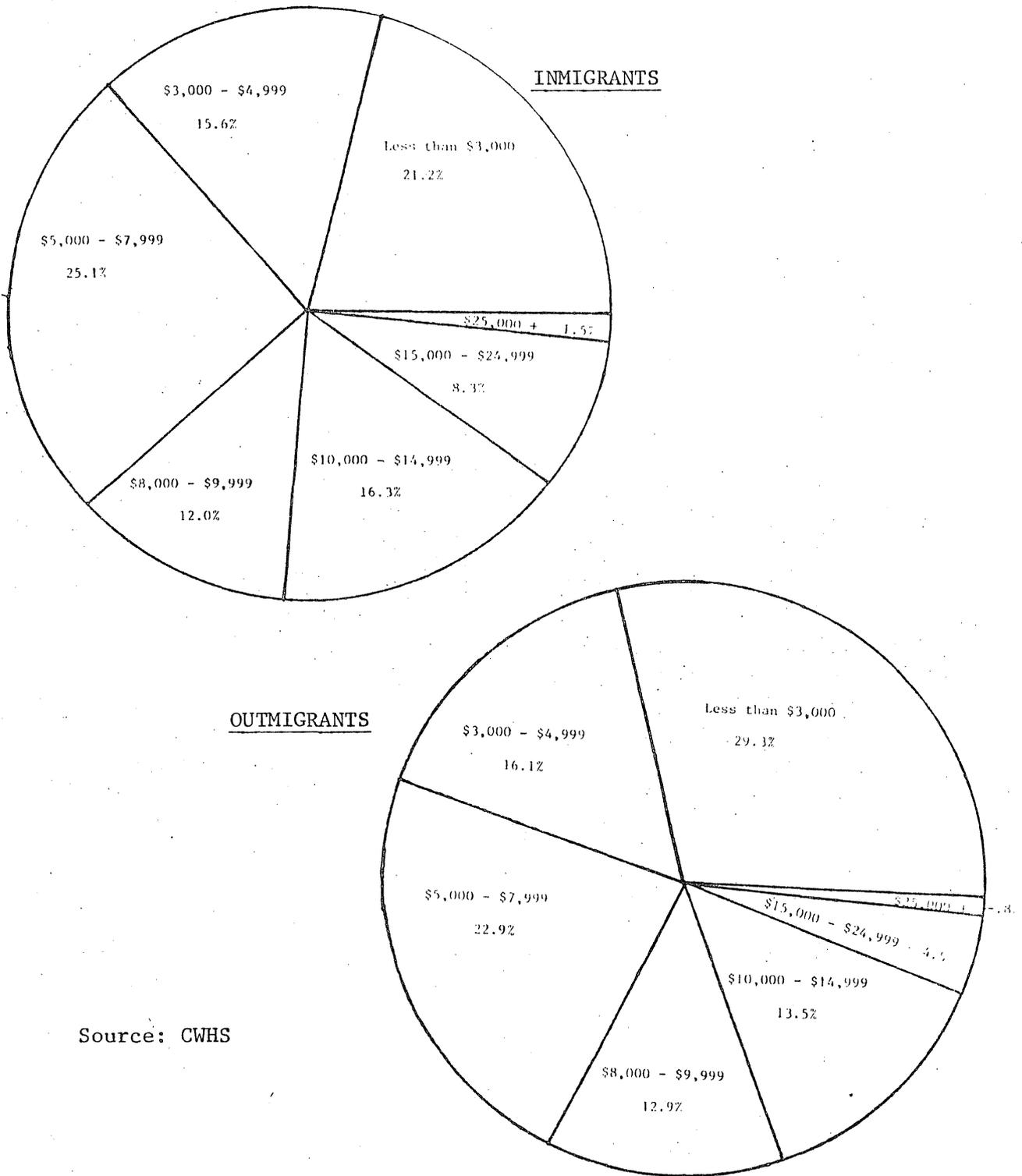
Mean Annual Wages (\$)	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>			<u>NET</u> <u>MIGRATION</u>
	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)	% of Total	% of Covered Workforce [†]	Number (000)
Less than 3,000	9.93	21.2	9.14	16.35	29.3	15.05	-6.42
3,000-4,999	7.33	15.6	10.11	8.99	16.1	12.40	-1.66
5,000-7,999	11.76	21.1	10.36	12.75	22.9	11.23	- .99
8,000-9,999	5.59	12.0	9.21	7.21	12.9	11.88	-1.62
10,000-14,999	7.64	13.3	9.11	7.53	13.5	8.98	.11
15,000-24,999	3.89	8.3	11.33	2.51	4.5	7.31	1.38
25,000 +	.71	1.5	9.52	.43	.8	5.76	.28

[†]migrants in a given category as a percentage of the workforce in that category

Source: CWHS

Figure 30

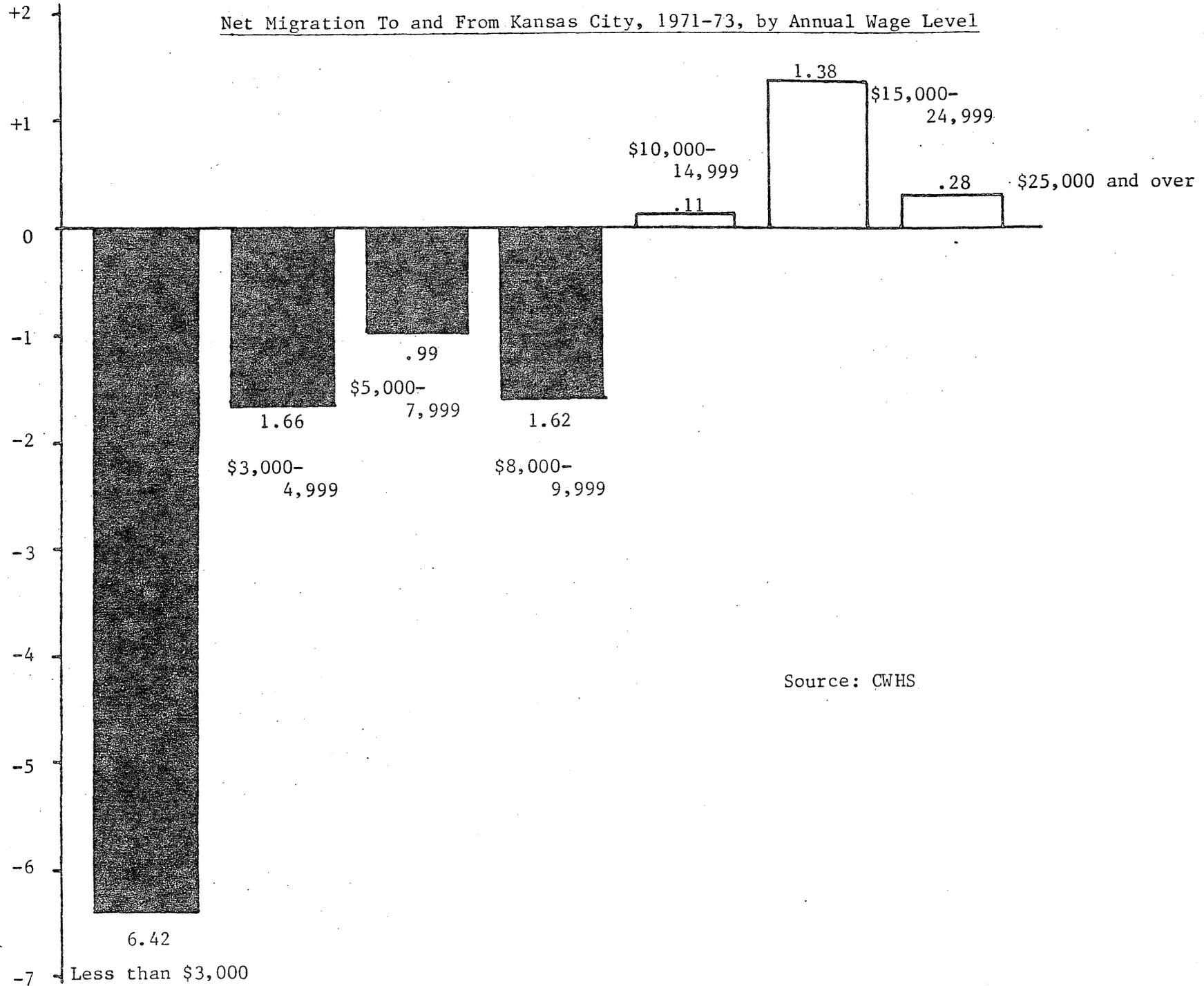
Percentage Distribution by Wage Level of Immigrants and Outmigrants
To and From Kansas City, 1971-73



Source: CWHS

Figure 31

Net Migration To and From Kansas City, 1971-73, by Annual Wage Level

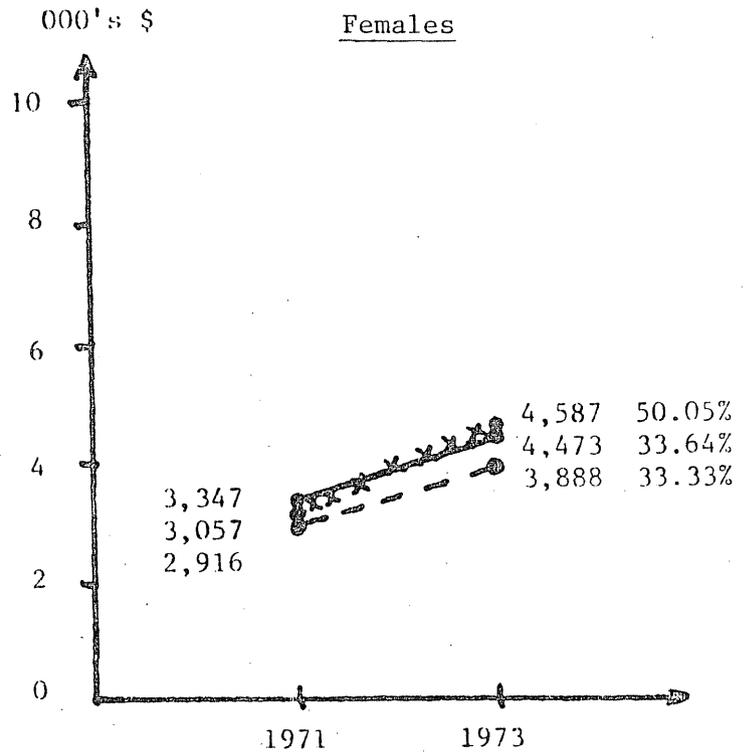
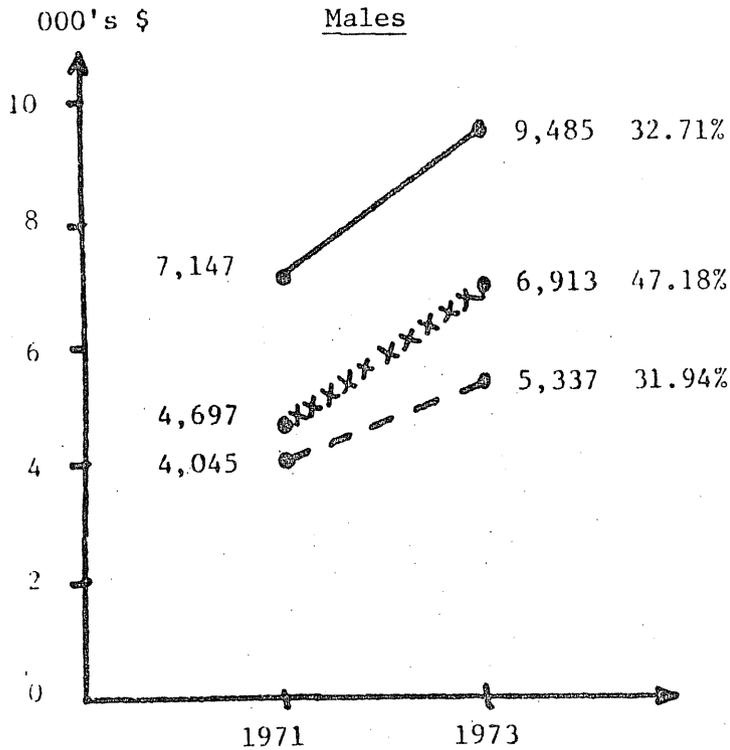


Source: CWHS

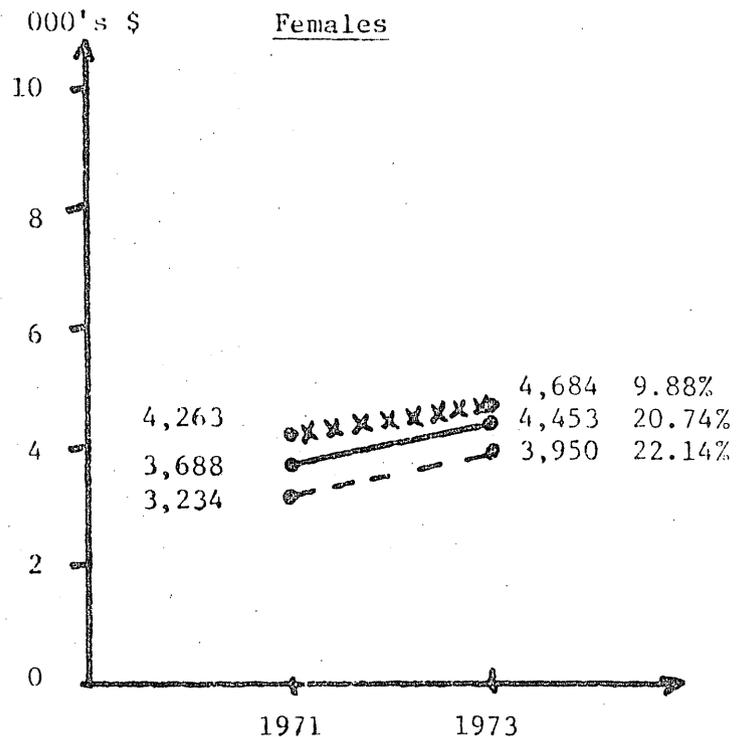
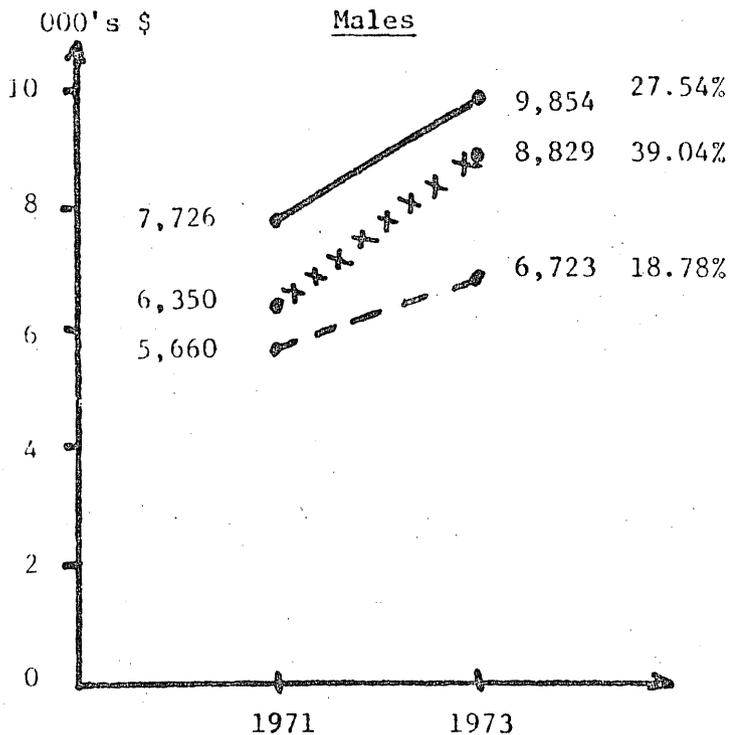
Figure 32

Changes in Mean Wages by Race and Sex Among Migrants To and From Kansas City: 1971-73

Inmigrants



Outmigrants



— White
 --- Black
 xxx Other

Source: CWS

male immigrants experienced higher wage increases than "other" male outmigrants (8.14% higher).

Female immigrants also experienced higher wage increases than did female outmigrants. Wage increases for white, black, and "other" female immigrants were higher than their outmigrant counterparts by percentages of 12.90%, 11.19%, and 40.17%, respectively.

The question may be asked as to whether migrants experienced greater wage increases than nonmigrants. Data in Tables 30 and 31 (pp. 96 and 97) permit a comparison of information for outmigrants and nonmigrants. From these data, it can be observed that only four of six sex-race outmigrant groups experienced greater wage increases than respective nonmigrant groups. Thus, there was no consistent relationship between the wage increases experienced by outmigrants and those of nonmigrants.

From Tables 26 and 30 (pp. 83 and 96), it is possible to compare the extent of net migration with the relative wage increases of immigrants and outmigrants. One might expect that net immigration would occur in those sex-race groups in which immigrants had greater wage increases than outmigrants. Although all six immigrant sex-race groups experienced greater wage increases than their outmigrant counterparts, not one of the six sex-race groups experienced net immigration.

The fact that there were more outmigrants than immigrants may be accounted for in several ways, despite the higher percentage wage increase of immigrants versus outmigrants and despite the rough similarity of immigrant and outmigrant wages. It is possible to suggest that outmigrants experienced greater increases in real wages than immigrants did. Or outmigrants might have left Kansas City because of shrinking employment opportunities in Kansas City. (The idea of shrinking employment opportunities for some industries in Kansas City is

strongly supported by data from Table 29, p. 95.) Differences in cost of transfer between 1) the places from which the immigrants came and Kansas City and 2) Kansas City and the place to which outmigrants went might also provide an explanation for the immigrant-outmigrant differential. Undoubtedly, such factors such as job preference and other noneconomic factors were, in part, responsible for the "apparent" discrepancies observed in wage changes and migration classified by sex-race groups for Kansas City.

(b) By Age

Table 33 presents the mean annual wages by age groups in 1971 and 1973 and the percentage changes between these dates. The data are also displayed in Figure 33.

All age groups experienced increases in wages between 1971 and 1973, except outmigrants aged 65 and over whose mean annual wages fell by 5.01%. Among both immigrants and outmigrants, the highest wage increases were in the group aged less than 19 years, followed by the group aged 19-24 years. Percentage wage increases decreased with each older age group, both for immigrants and outmigrants.

Examining Tables 27 and 33 (pp. 87 and 105), it is seen that there is little (if any) consistency in the pattern of net migration by age group and the changes in wage increases. For example, the group aged 25-34 demonstrated the highest net outmigration, but also experienced the third highest percentage wage increase. As another example, the group aged less than 19 experienced a small net outmigration, although the same group received, by far, the largest percentage pay increases.

Comparing Tables 33 and 34 (pp. 105 and 107), it can be seen that outmigrant workers experienced higher wage increases than nonmigrants in only three of six age groups (19-24, 25-34, and 35-44 years).

Table 33

Mean Annual Wages* by Age Group of Migrants
To and From Kansas City: 1971-1973

Age Group	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971†	1973§	% Change	1971†	1973§	% Change
Less than 19	650	1,478	127.38	996	1,844	85.14
19-24	2,241	4,799	114.14	2,540	4,295	69.05
25-34	5,744	7,717	34.35	6,250	8,205	31.28
35-44	8,434	10,070	19.39	8,357	10,347	23.81
45-64	7,944	9,210	15.93	8,315	9,216	10.84
65 and Over	4,069	4,326	6.32	6,618	6,286	-5.01

*in dollars.

†The 1971 wages of inmigrants are the 1971 wages of those people living outside Kansas City in 1971 who moved into Kansas City during 1971-73. The 1971 wages of outmigrants are the 1971 wages of those people living in Kansas City in 1971 who moved from Kansas City during 1971-1973.

§The 1973 wages of inmigrants are the 1973 wages of those people living in Kansas City in 1973 who had moved into Kansas City during 1971-1973. The 1973 wages of outmigrants are the 1973 wages of those people not living in Kansas City in 1973 who had moved from Kansas City during 1971-1973.

Source: CWHS

Figure 33

Change in Mean Annual Wages of Migrants To and From Kansas City, 1971-73, by Age Group

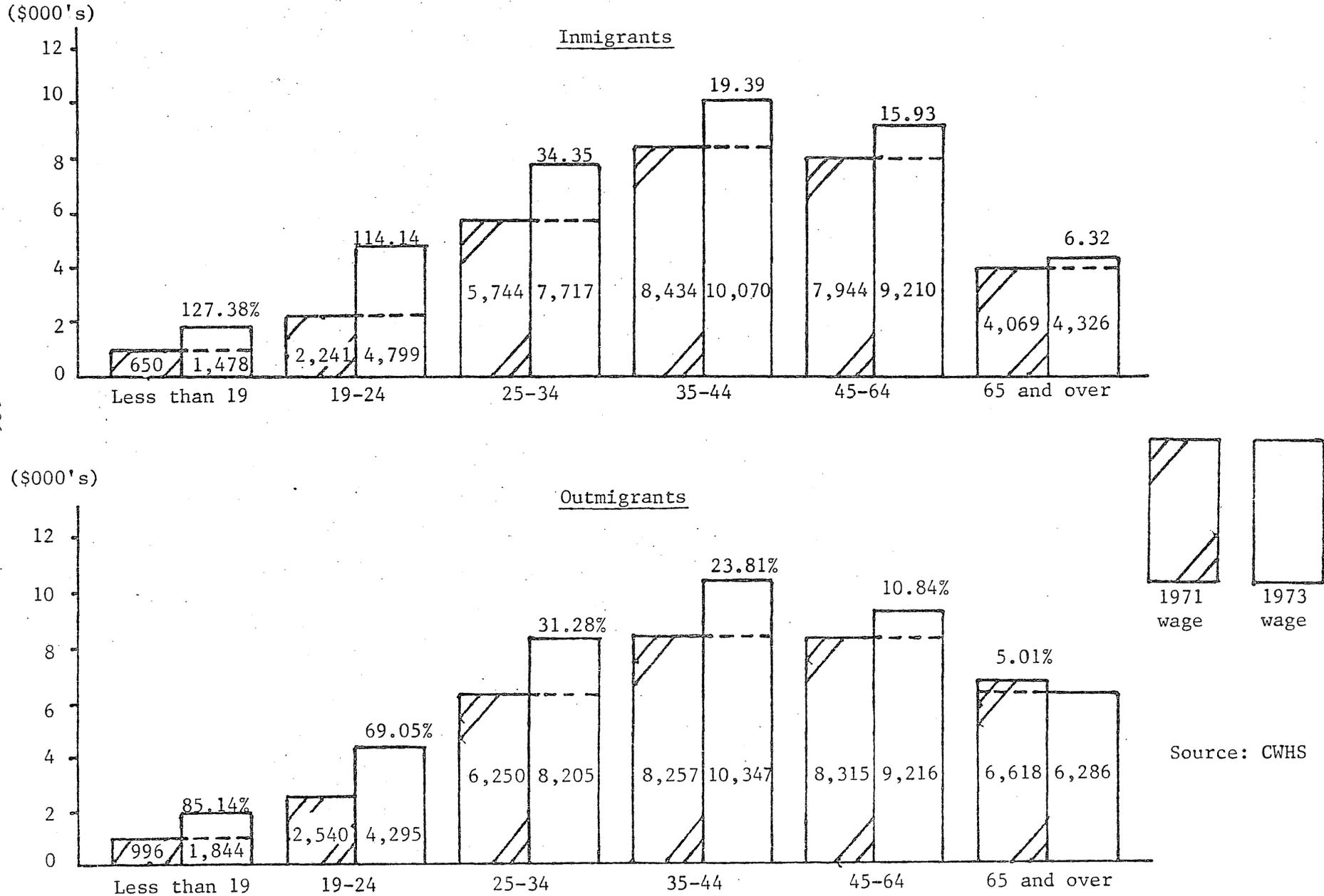


Table 34
Percent Change in Mean Annual Wages
of Nonmigrants and the Workforce[†] by Age Group
Kansas City: 1971-1973

<u>Age Group</u>	<u>Nonmigrants</u>	<u>Workforce</u>
Less than 19	147.29	78.32
19-24	65.23	61.32
25-34	26.29	24.65
35-44	23.48	21.63
45-64	17.31	19.46
65 and over	-1.54	-1.72

[†]workforce refers to the total covered workforce.

Source: CWHS

From Tables 27 and 33 (pp. 87 and 105), it is possible to compare the extent of net migration with the relative wage increases of immigrants and outmigrants. One might expect that there would be net immigration in those age groups in which immigrants had greater percentage wage increases than outmigrants. Net immigration occurred in one group (19-24 years) and in this group, immigrants experienced greater wage increases than outmigrants. The five remaining groups experienced net outmigration; however, only in one group (35-44 years) were the percentage wage increases of outmigrants higher than that of immigrants. Therefore, in only two of six age groups was the direction of net migration consistent with the differences observed in wage increases between immigrants and outmigrants, if wages are assumed to be the sole factor affecting migration. Clearly, factors other than wages accounted for in- and outmigration in at least four of the six groups. Thus, it is apparent that no consistent relationship existed between the wage increases experienced by the various age groups of migrants and the direction of net migration.

(c) By Industry

Table 35 shows that both immigrants and outmigrants in all industries experienced wage increases between immigrants and outmigrants. There were, however, marked differences in the rank-order of annual mean wages in given industries between immigrants and outmigrants. Industries also varied considerably as to whether immigrants or outmigrants received the greater wage increases.

Examining Tables 28 and 35 (pp. 90 and 109), it is possible to compare the direction of net migration in an industry with the differences in percentage wage increases between immigrants and outmigrants. Only in three of the eight industries (transportation/communication/public utilities, wholesale, retail trade, and services) was the direction of net migration consistent with the differences observed in percentage wage increases between immigrants and

Table 35

Annual Mean Wages* by Industry† of Migrants
To and From Kansas City: 1971-1973

Industry	<u>Inmigrants</u>			<u>Outmigrants</u>		
	1971	1973	% Change	1971	1973	% Change
Farming & Mining	4,262	6,028	41.42 (3)	7,089	7,141	.74 (8)
Construction	7,108	9,184	29.23 (6)	7,501	8,956	19.40 (6)
Manufacturing	5,807	7,921	36.40 (4)	7,680	8,867	15.46 (7)
Transportation, Communication, & Public Util.	6,618	9,790	47.93 (2)	8,175	10,173	24.44 (4)
Wholesale/Retail Trade	6,111	8,062	31.93 (5)	5,931	7,848	32.32 (2)
Finance/Insur- ance/Real Estate	5,608	7,194	28.28 (7)	6,436	8,420	30.83 (3)
Services	4,531	5,706	25.93 (8)	4,612	6,189	34.19 (1)
Government	4,632	6,900	48.96 (1)	4,944	6,052	22.41 (5)

*in dollars.

†Numbers in parenthesis indicate the ranking of the industries by magnitude of percentage increase in wages.

Source: CWHS

outmigrants. As no simple relationship existed between the wage increases experienced by migrants in each of the various industries and the direction of net migration, economic considerations other than wages and various noneconomic factors must account for migration as examined by industry.

(d) By Wage Level

Table 36 shows that except for immigrants with annual incomes below \$3,000 and outmigrants with annual incomes of \$25,000 and over, immigrants and outmigrants at all annual wage levels demonstrated an increase in wages between 1971 and 1973. Among immigrants, the group earning \$25,000 and over had the highest increase in wages (59.13%), whereas among outmigrants, the group earning less than \$3,000 had the highest increase in wages (222.26%). Immigrants demonstrated higher percentage wage increases than outmigrants in all wage groups except those earning less than \$3,000 and \$3,000-4,999. Among outmigrants, there was an inverse relationship between increasing annual wage levels and percentage wage increases for the period -- i.e., the higher the annual wages for a group, the lower the percentage wage increase received by that group for the period. No such relationship occurred among immigrants.

Examining Tables 32 and 36 (pp. 99 and 111), it is possible to compare the difference in percentage wage increases between immigrants and outmigrants with the direction of net migration in a particular wage level group. There was net immigration at the three highest wage levels. In each of these wage levels, the percentage wage increases of immigrants exceeded that of outmigrants. At the two lowest annual wage levels, outmigrants experienced percentage increases substantially higher than that of immigrants. This is consistent with the net outmigration observed in these groups. In two annual wage groups (\$5,000-7,999 and \$8,000-9,999), however, the differences in percentage wage increases between immigrants and outmigrants was not consistent with the net outmigration

Table 36

Percent Change in Mean Annual Wages of Migrants by Wage Level
Kansas City: 1971-1973

Annual Wages (\$)	<u>Inmigrants</u>	<u>Outmigrants</u>
	% Change in Wages	% Change in Wages
Less Than 3,000	-49.38	222.26
3,000 - 4,999	23.91	31.29
5,000 - 7,999	48.68	13.93
8,000 - 9,999	50.50	10.81
10,000 - 14,999	39.73	11.89
15,000 - 24,999	39.95	11.75
25,000 and over	59.13	-1.84

Source: CWHS

experienced in these two annual wage groups. Therefore, the differences in wage increases by annual wage groups were not generally consistent with the direction of migration in Kansas City.

I. Summary on Migration To and From Kansas City SMSA

There was substantial migration of workers to and from Kansas City during the period 1971-1973, but the net migration observed here constituted an insignificant percentage of the workforce (1.87%). Males outnumbered females both among immigrants and outmigrants. There was a net outmigration of both males and females, comprising 2.29% and 1.27% of their respective workforces.

Relative to respective covered workforces, "others" exhibited the greatest outmigrant mobility while blacks had the least outmigrant mobility. Whites numerically were the largest outmigrant group. With regard to immigrants, "others" comprised the greatest percentage of their respective Kansas City covered workforce, while blacks comprised the least percentage of their respective workforce. Whites numerically were the largest immigrant group.

Examination of Kansas City migration by sex-race groups indicates that relative to respective covered workforces in Kansas City, "other" females demonstrated the greatest outmigrant mobility. With regard to immigrants, "other" males comprised the greatest percentage of their respective covered workforce in Kansas City, but white males and females were, by far, the most numerous immigrants and outmigrants.

Numerically, the age groups showing the greatest migration, either into or out of Kansas City, were those aged 19-24 and 25-34. Numerically, those aged under 19 years showed the least migration. Net outmigration was largely concentrated in the groups aged 25-34 and 45-64 years. Net immigration was seen only in the group aged 19-24 years.

Industries differed considerably in the significance of immigration in relation to their respective workforces. Net immigration was only observed in transportation/communication/public utilities, finance/insurance/real estate, and unclassified industries. Employment growth in a particular industry and the direction of net migration in that industry were not consistently related.

Migrants, as a group, were lower paid workers than nonmigrants. Net outmigration occurred in all income groups except the three highest income groups. All migrants experienced wage increases during the period in which they moved. However, the differences in the percentage wage increases between immigrants and outmigrants were not consistent with the direction of net migration, regardless whether migrants were classified by sex-race group, age, industry, or wage level. Thus, a complex group of other economic and noneconomic factors undoubtedly affected the pattern of net migration of workers for Kansas City.

V. COMPARISONS OF THE PATTERNS OF MIGRATION OF TOPEKA, WICHITA, AND KANSAS CITY SMSAs

A. Migration by Sex and Race

All three SMSAs demonstrated considerable activity in worker migration during the period 1971-1973. However, the resultant net migration observed for Topeka, Wichita, and Kansas City constituted insignificant percentages of each SMSA's total workforce (1.09%, 0.89%, and 1.87%, respectively). Topeka and Wichita demonstrated net immigration (900 and 1,150 workers, respectively), whereas Kansas City demonstrated net outmigration (9,010 workers). It is important to reiterate that during this period, Kansas City SMSA included Kansas City, Missouri and Lawrence, Kansas, in addition to Kansas City, Kansas.

Both male immigrants and outmigrants outnumbered their female counterparts in all three SMSAs. Males represented 71.4% of Wichita immigrants, 67.2% of Kansas City immigrants, and 56.4% of Topeka immigrants. Similarly, males represented 67.9% of Wichita outmigrants, 68.4% of Kansas City outmigrants, and 58.8% of Topeka outmigrants. Most of the net immigration into Topeka could be attributed to females (69%), while all of the net immigration into Wichita could be attributed to males. (Females, as a group in Wichita, experienced net outmigration.) Most of the net outmigration seen for Kansas City could be attributed to males (75%) (refer to Tables 1, 13, and 25, pp. 6, 44, and 79).

In each SMSA whites were, by far, the largest group of migrants, comprising 81-92% of total immigrants and 91-93% of total outmigrants. However, black or "other" migrants usually represented a greater percentage of their respective covered workforces than did white migrants. This point is re-emphasized in examination of migration by sex-race group.

Table 37 shows that with regard to immigrants, "other" males comprised the greatest percentage of their respective covered workforces in both Wichita and Kansas City, while black females comprised the greatest percentage of their respective covered workforce in Topeka. Additionally, black males comprised the second highest percentage of their respective covered workforces in both Topeka and Wichita. "Other" and white females comprised the lowest percentages of their respective covered workforces in Topeka and Wichita, while black females and "other" females comprised the lowest percentages of their respective covered workforce in Kansas City.

Table 37 also indicates that relative to respective covered workforce, "other" males demonstrated the greatest outmigrant mobility in Topeka and Wichita, while "other" females demonstrated the greatest outmigrant mobility in

Table 37

Rank-Order of the Percentages of Migrants with Respect
to Their Specific Covered Workforces
by Sex-Race Group for Topeka, Wichita, and Kansas City SMSAs[†]

Sex-Race Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>		
	Topeka	Wichita	Kansas City	Topeka	Wichita	Kansas City
White males	4	3	2	3	3	3
Black males	2	2	4	4	2	4
Other males [§]	3	1	1	1	1	2
White females	5	5	3	5	4	5
Black females	1	4	6	6	4	6
Other females [§]	6	6	5	2	6	1

[†]as represented by the percentage that a given group of migrants represents of its respective sex-race group's covered workforce--i.e. percent of covered workforce from Tables 2, 14, and 26. For example, black female immigrants in Topeka represented a higher percentage of their respective covered workforce than any of the other five sex-race groups.

[§]racial groups other than blacks or whites.

Source: determined from Tables 2, 14, and 26 on pp.

Kansas City. In general, female groups demonstrated lower outmigrant mobility than males.

Net immigration was demonstrated in all Topeka and Wichita sex-race groups except "other" females in Topeka and white and "other" females in Wichita. Net outmigration was exhibited in all Kansas City sex-race groups.

B. Migration by Age Group

Examining migration by age group, the migrants in the groups aged 25-34 years and 19-24 years outnumbered migrants in other age groups. The age groups 25-34 years and 19-24 years represented (respectively) about 34% and 29% of Topeka immigrants, 35% and 27% of Wichita immigrants, and 36% and 25% of Kansas City immigrants. Similarly, the age groups represented (respectively) about 39% and 26% of Topeka outmigrants, 37% and 24% of Wichita outmigrants, and 36% and 26% of Topeka outmigrants, 37% and 24% of Wichita outmigrants, and 36% and 20% of Kansas City outmigrants. The age group 45-64 years in Kansas City, however, did represent 23% of Kansas City outmigrants.

Table 38 indicates that with regard to immigrants, the groups aged 19-24 years and 25-34 years comprised the first and second highest percentages of their respective covered workforces in each of the three SMSAs (see Tables 3, 15, and 27, pp. 14, 51, and 87; the percentage values for the two groups in Wichita were nearly identical).

Table 38 also shows that the groups aged 25-34 and 19-24, relative to respective covered workforces, demonstrated the first and second highest outmigrant mobility in both Wichita and Kansas City. The rank-order for these two groups was reversed for Topeka.

Net immigration was demonstrated in all Topeka and Wichita age groups except the groups aged 25-34 and 65 and over in Topeka and the groups aged 35-44 and 65 and over in Wichita. Net immigration was only seen in the Kansas City

Table 38

Rank-Order of the Percentages of Migrants with Respect
to Their Specific Covered Workforces
by Age Group for Topeka, Wichita, and Kansas City SMSAs[†]

Age Group	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>		
	Topeka	Wichita	Kansas City	Topeka	Wichita	Kansas City
Less than 19	5	5	6	6	6	5
19-24	1	2	1	1	2	2
25-34	2	1	2	2	1	1
35-44	3	3	3	3	3	3
45-64	4	4	4	4	4	4
65 and over 6	6	5	5	5	5	6

[†]as represented by the percentage that a given group of migrants represents of its respective age group's covered workforce--i.e. percent of covered workforce from Tables 3, 15, and 27. For example, immigrants 19-24 years of age in Topeka represented a higher percentage of their respective covered workforce than any of the other five age groups.

Source: determined from Tables 3, 15, and 27, pp. 14, 51, and 87.

groups aged 19-24. The group aged 19-24 demonstrated the greatest net immigration (in actual numbers) in all three SMSAs; thus, all three SMSAs experienced a net immigration of younger workers (19-24 years of age).

C. Migration by Industry

Migration by industry varied considerably between the three SMSAs, reflecting, in part, the differing industrial character of Topeka, Wichita, and Kansas City. In actual numbers, government, services, and wholesale, retail trade represented about 35%, 18%, and 18%, respectively, of total Topeka immigrants; manufacturing, wholesale, retail trade, and services represented about 25%, 24%, and 19%, respectively, of total Wichita immigrants; and wholesale, retail trade, services, and manufacturing represented about 30%, 22%, and 18% of Kansas City immigrants. With regard to outmigrants, government, wholesale, retail trade, and services represented about 33%, 24%, and 16%, respectively, of Topeka outmigrants; wholesale, retail trade, services, and manufacturing represented about 29%, 22%, and 20%, respectively, of Wichita outmigrants; and wholesale, retail trade, manufacturing, and services represent about 36%, 23%, and 19% of Kansas City outmigrants (refer to Tables 4, 16, and 28, pp. 18, 55, and 90).

Table 39 indicates that with regard to immigrants, persons in construction comprised the greatest percentage of their respective covered workforces (excluding the unclassified industry) in Topeka, Wichita, and Kansas City. Persons in finance/insurance/real estate comprised the second greatest percentage of their respective covered workforces in Topeka and Kansas City, while persons in farming and mining comprised the second greatest percentage in Wichita.

Table 39 also shows that with regard to respective covered workforce, transportation/communication/public utilities and wholesale, retail trade

demonstrated the first and second highest outmigrant mobility in Topeka; farming and mining and construction had the first and second highest outmigrant mobility in Wichita; and wholesale, retail trade and construction had the first and second highest outmigrant mobility in Kansas City.

Net outmigration was demonstrated from five of the eight designated industries in Topeka (farming; manufacturing; transportation/communication/public utilities; wholesale, retail trade; and finance/insurance/real estate), compared to five of eight in Wichita (farming and mining; wholesale, retail trade; finance/insurance/real estate; services; and government) and six of eight in Kansas City (farming and mining; construction; manufacturing; wholesale, retail trade; services; and government). Net outmigration was highest from wholesale, retail trade and transportation/communication/public utilities in Topeka, from wholesale, retail trade and services in Wichita, and from wholesale, retail trade and manufacturing in Kansas City. Net immigration was highest into construction and government in Topeka, manufacturing in Wichita, and transportation/communication/public utilities in Kansas City (see Tables 4, 16, and 28, pp. 18, 55, and 90).

D. Migration by Wage Level

Migration by mean annual wage level varied considerably among the three SMSAs. In actual numbers, the two largest groups of immigrants (in order) were those earning \$5,000-7,999 and \$3,000-4,999 in Topeka and those earning \$5,000-7,999 and less than \$3,000 in Wichita and Kansas City. With regard to outmigrants, the two largest groups (in order) in actual numbers were those earning less than \$3,000 and \$3,000-4,999 in Topeka and those earning less than \$3,000 and \$5,000-7,999 in Wichita and Kansas City (refer to Tables 8, 20, and 32, pp. 27, 63, and 99).

Table 39

Rank-Order of the Percentages of Migrants with Respect
to Their Specific Covered Workforces
by Industry for Topeka, Wichita, and Kansas City SMSAs†

Industry	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>		
	Topeka	Wichita	Kansas City	Topeka	Wichita	Kansas City
Farming & Mining	8	2	8	3	1	8
Construction	1	1	1	4	2	2
Manufacturing	7	6	6	8	7	4
Transportation/ Communication/ Public Utilities	6	3	5	1	5	7
Wholesale, Retail Trade	4	5	3	2	4	1
Finance/Insurance/ Real Estate	2	4	2	5	3	3
Services	4	7	4	7	6	5
Government	3	8	7	6	8	6

†as represented by the percentage that a given group of migrants represents of its respective industry group's covered workforce--i.e. percent of covered workforce from Tables 4, 16, and 28. For example, construction immigrants in Topeka represented a higher percentage of their respective covered workforce than any of the other seven industry groups.

Source: determined from Tables 4, 16, and 28 on pp.

Table 40 indicates that with regard to immigrants, persons earning \$3,000-4,999 comprised the greatest percentage of their respective covered workforces in Topeka, while those earning \$15,000-24,999 comprised the greatest percentage of their respective covered workforces in Wichita and Kansas City. Those earning \$15,000-24,999 comprised the second greatest percentage in Topeka as opposed to those earning \$25,000 and over in Wichita, and those earning \$5,000-7,999 in Kansas City, (refer to Tables 8, 20, and 32, pp. 27, 63, and 99).

Table 40 also shows that with regard to respective covered workforces for each of the SMSAs, the group earning less than \$3,000 demonstrated the greatest outmigrant mobility, followed by those earning \$3,000-4,999.

Net outmigration was only demonstrated by the group earning less than \$3,000 in Topeka, by those earning less than \$3,000 and \$3,000-4,999 in Wichita, and by those earning less than \$3,000, \$3,000-4,999, \$5,000-7,999 and \$8,000-9,999 in Kansas City. Net immigration was greatest in those earning \$5,000-7,999 and \$3,000-4,999 in Topeka, those earning \$8,000-9,999 and \$10,000-14,999 in Wichita, and those earning \$15,000-24,999 in Kansas City (refer to Tables 8, 20, and 32, pp. 27, 63, and 99).

Migrants, as a group, were lower paid than nonmigrants in each of the three SMSAs. In Topeka, Wichita, and Kansas City SMSAs, most migrants, as a group, experienced wage increases during the period. The differences in the percentage wage increases between immigrant and outmigrants were consistent with the direction of net migration only when migrants were classified by annual wage level, both in Topeka and Wichita. Additionally, these differences were also consistent with the direction of net migration in five of six cases in Wichita when migrants were classified by sex-race groups. However, there was no consistent relationship of these two factors (direction of migration and wage

Table 40

Rank-Order of the Percentages of Migrants with Respect
to Their Specific Covered Workforces by
Annual Mean Wage Level for Topeka, Wichita, and Kansas City SMSAs†

Mean Annual Wages (\$)	<u>INMIGRANTS</u>			<u>OUTMIGRANTS</u>		
	Topeka	Wichita	Kansas City	Topeka	Wichita	Kansas City
Less than \$3,000	3	7	6	1	1	1
3,000-4,999	1	4	3	2	2	2
5,000-7,999	4	6	2	4	3	4
8,000-9,999	6	5	3	3	6	3
10,000-14,999	5	3	7	6	5	5
15,000-24,999	2	1	1	5	4	6
25,000 +	7	2	4	7	7	7

†as represented by the percentage that a given group of migrants represents of its respective wage level group's covered workforce--i.e. percent of covered workforce from Tables 8, 20, and 32. For example, inmigrants earning \$3,000-4,999 in Topeka represented a higher percentage of their respective covered workforce than any of the other six wage level groups.

Source: determined from Tables 8, 20, and 32 on pp.

increases) for any Kansas City migrant classification (sex-race, age, industry, or wage level).

VI. CONCLUSIONS

From the above analysis a number of broad conclusions may be drawn. The most important of these is that although the total number of workers in a local labor market may remain approximately constant over a two-year period, such constancy may conceal substantial geographic movement into and out of the local labor market in question.

Also, although each of the three SMSAs displayed approximate constancy in their total labor forces, the pattern of geographic movement in and out of each labor market varied significantly in some respects. (For example, the small net immigration into Topeka SMSA was predominantly female, where the small net immigration into Wichita was predominantly male.)

In general, migrants were more often male than female (both immigrants and outmigrants). Whites were by far the most numerous group among migrants, but in relation to their respective workforces, black and "other" migrants represented greater percentages of their respective workforces than did white migrants.

The age-groups aged 25-34 and 19-24 were the first and second most mobile groups, respectively, composing between them over half the immigrants and over half the outmigrants of all three SMSAs. There was net immigration in all three SMSAs of workers aged 19-24.

Industries differed considerably in the extent of immigration and outmigration, but the pattern of inter-industry differences were dissimilar in each of the three SMSAs.

Migrants were generally lower paid than nonmigrants and most experienced an increase in wages during the two-year period. It must be remembered that the

data do not indicate at what point in the period migrants actually moved, only that they moved at some time within the period. Thus, we cannot be sure that those who experienced wage increases did so at the time they moved; the increase may have occurred at any time during the period.

When the migrants were classified by wage-level, the direction of net migration was consistent with the wage increases experienced by the migrants to and from Topeka and Wichita, the net immigration being accompanied by higher wage increases for immigrants than for outmigrants at all wage levels. The wage-increase pattern of migrants into and out of Kansas City was not, however, consistent with the direction of migration (net outmigration in this case).

The inconsistency of the wage-increase pattern of migrants into and out of Kansas City and the direction of net migration for this SMSA, and the other results of the analysis indicate that the patterns of migration to and from these three SMSAs cannot be attributed simply to workers' expectations of an increase in wages. Other economic factors (living costs, costs of transfer, unemployment, etc.) and non-economic factors must also have been operative.

VII. POLICY IMPLICATIONS

The most important policy implication of this study is that policies and programs for local labor markets need to take into account the likelihood that the labor market is not static, even though the total numbers in the labor force in that market may not change significantly over a two-year period. Substantial geographic movement both into and out of a local labor market may take place. The study suggests that over a two-year period an order of 10-15 percent of the labor force may "turn over" in the sense that this proportion of workers may move out and be replaced by incoming migrants.

This point is particularly relevant to job training and other programs for disadvantaged workers, since such migration consists mostly of lower-paid workers, many of whom might be classified as disadvantaged. The proportion of the disadvantaged group who turn over through geographic mobility cannot be estimated, but it is almost certainly considerably higher than the proportion of migrants in the total labor force. Job training programs designed for disadvantaged workers at a particular point in time may not be appropriate for all of them if a substantial proportion of the disadvantaged move out of the local labor market and are replaced by others.

A further point in this connection is that since young workers aged 19-24 years and the 25-34 age-group constitute over half the total migrant workers in all three SMSAs, the turnover of disadvantaged workers among these younger age-groups would be even higher than among disadvantaged workers in general. Programs for disadvantaged workers in these age-groups, thus, run a greater risk of being maladapted to the specific characteristics of these groups.

The study also implies that the migration experience of one the state's SMSAs cannot be taken as a guide as to what will happen in the other SMSAs since the patterns of migration can differ substantially, both in the direction of net migration and in its composition.

The study confirms that worker migration is a complex phenomenon which is not explicable in terms of expectations of higher wages alone and almost certainly results from the combined influences of other economic and non-economic factors.

The fact that the data do not distinguish between intrastate migration and interstate migration adds further to the complexity of the factors which may influence the pattern of migration in to and out of the three SMSAs. The

factors determining migration from one state to another may be different or may weigh differently from those influencing migration within the state.

In order to take proper account of the implications of worker migration for labor market policies and programs, additional information is needed to carry further the type of analysis presented in this monograph.

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