

Kansas Labor Market and Migration:
A Brief Note from Continuous Work History Sample

Bharati Bhattacharyya
Morris Kleiner
Anthony Redwood

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University of Kansas

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I. INTRODUCTION

Available information on the Kansas labor market has not been sufficient to permit intensive study of that market's problems and issues or to provide a sound basis for policymakers to initiate effective employment and training programs in response to state problems. Through funding from the State Employment and Training Council, the Institute for Economic and Business Research initiated a Labor Market Information Project to provide more complete and accurate data and analysis of the Kansas labor market. The Project seeks to use nationally generated data bases to extract information on the labor market not previously available at the state or local level.

The first report of this project described trends, problems and issues in the Kansas labor market (The Kansas Labor Market: Trends, Problems, and Issues, November, 1981). It identified the problems of inadequate employment growth, lack of employment opportunities for women, lack of employment opportunities for youth, and a shortage of skilled labor as some of the more important problems in the Kansas labor market. The problem of labor migration was cited as both a cause and a symptom in relation to these four problems. For example, the significant outmigration of younger people and of the population in general can be considered as a response to the absence of adequate employment opportunities; on the other hand, the departure of well-trained workers to greener pastures elsewhere can be considered a causal factor for the shortage of skilled labor in some areas.

This report provides some initial information on the migration of wage earners into and out of Kansas drawn from the Continuous Work History Sample (CWHS) data. At this stage, the information is not extensive, but it does shed some valuable light on the migration issue.

The following section will describe the characteristics of CWHS; Section III presents the data and subsequent analysis on Kansas labor force migration from that data base with a specific focus on interstate and interregional migration. The final section discusses briefly some policy implications of the study's findings.

II. CWHS

The Social Security Administration's (SSA) Continuous Work History Sample is a detailed source of information on work force characteristics for state and substate areas, especially for intercensal years. The CWHS is a sample of workers' earnings records from employers' reports to the SSA. The sample is based on specific digits in workers' social security numbers, which are scrambled to conceal the workers' identities. However, since the same social security numbers are always included, the data files for successive periods can be linked to provide trend analysis classified by sex, race, year of birth, state, county, and industry of employment as well as by an estimate of wages earned from each social security covered job.

One of the major advantages of CWHS data is that the sample allows for estimates and analyses of interstate and intrastate labor force migration. Furthermore, it is possible to use CWHS data to gain information on labor force entrants and exits by demographic groups and by industry. CWHS is especially useful for comparing nonmigrants with

migrants and for determining the pull and push factors behind labor migration. Above all, these data are free of the memory biases often found in survey responses by individuals.

III. ANALYSIS

This report analyzes CWS migration data for two different time periods, 1965-70 and 1970-75 (1975-80 will be available later). It should be noted from the beginning that, since CWS is obtained from the Social Security Administration, it includes only the covered work force and not the total labor force. Therefore, although CWS provides a representative sample, one should be somewhat cautious when drawing specific policy conclusions from these data.

The size of the Kansas covered work force was 565,400 and 653,000, respectively, at the start of 1965-70 and 1970-75 (Table 1). For the state as a whole during 1965-70, the net outmigration of workers was 3.3 percent (18,600); during 1970-75, more wage earners came to Kansas than left, and, thus, the net immigration figure was 0.4 percent (2,600).

The interstate migration data in Tables 2 and 3 confirm the expectations that those states bordering Kansas contributed most substantially to the state's migration pattern and that highly populated states contributed significantly as well. In Table 2 (1965-70), states have been ranked according to the magnitude of their contribution to Kansas immigration and outmigration. During that period, Missouri ranked first for both immigration and outmigration. Approximately 24,000 SSA covered workers came from Missouri to Kansas, constituting 34.5 percent of the total immigrant workers, and 26,400 workers went to Missouri from Kansas, comprising 30.4 percent of the total outmigrants. Six thousand

TABLE 1

KANSAS
MIGRATION SUMMARY OF COVERED WORKFORCE
BASED ON SOCIAL SECURITY CONTINUOUS WORK HISTORY SAMPLE (1%)
FIRST QUARTER OF 1965-70-75*

	1965-1970					1970-1975				
	Thousands Workers	% Total	1965 ¹ Wages	1970 ² Wages	% Change Wages	Thousands Workers	% Total	1970 ¹ Wages	1975 ² Wages	% Change Wages
Initial Covered Work Force	565.4	100.0	4,066			653.0	100.0	5,449		
Inmigrants	68.2	12.1	4,779	7,340	53.6	85.7	13.1	6,126	9,727	58.8
Outmigrants	86.8	15.4	4,349	7,509	72.6	83.1	12.7	5,908	9,534	61.4
Net Migration	-18.6	-3.3				2.6	.4			
Laborers moved within ind. in the state	72.6	12.8	3,150	5,542	75.9	81.0	12.4	3,944	7,257	84.0
Entered Covered Work Fo	249.3	44.1		3,297		245.2	37.5		4,650	
Left Covered Work Force	147.0	26.0	3,005			203.1	31.1	4,183		
Final Covered Work Force	653.0	115.5		5,449		686.3	105.1		7,686	

* It includes all workers and all industries

1. 1965 (1970) wage of inmigrants is the average wage of those who were outside Kansas in 1965 (1970) but moved to Kansas during 1965-70 (1970-75).
1965 (1970) wage of outmigrants is the average wage of those who were in Kansas in 1965 (1970) but moved out of Kansas during 1965-70 (1970-75).
2. 1970 (1975) wage of outmigrants is the average wage of those who were in Kansas in 1965 (1970) but moved out of Kansas during 1965-70 (1970-75).
1970 (1975) wage of inmigrants is the average wage of those who were outside Kansas in 1965 (1970) but in Kansas in 1970 (1975).

Source: Continuous Work History Sample.

TABLE 2

RANKING OF STATES BY MAGNITUDE OF MIGRATION
OF COVERED WORKFORCE AND INFORMATION OF THEIR WAGES: 1965-70

Inmigrants						Outmigrants					
Rank	State	Thousands Workers	% Total	1965 ¹ Wages	1970 ² Wages	Rank	State	Thousands Workers	% Total	1965 ¹ Wages	1970 ² Wages
1.	Missouri*	23.5	34.5	4585	7070	1.	Missouri	26.4	30.4	4407	7793
2.	Oklahoma*	6.5	9.5	3974	6580	2.	Texas	8.4	9.7	4241	7345
3.	California	6.0	8.8	5850	8088	3.	Oklahoma**	7.2	8.3	4741	7503
4.	Texas	5.2	7.6	5725	8722	4.	California	5.8	6.7	3328	6182
5.	Colorado*	3.3	4.8	3177	4648	5.	Colorado**	4.9	5.6	3996	5933
6.	Illinois	2.7	4.0	6166	9047	6.	Nebraska	3.6	4.1	3149	5634
7.	Nebraska	2.5	3.7	3597	6671	7.	Washington	2.8	3.2	5858	9666
8.	New York*	1.9	2.8	3195	5805	7.	Illinois	2.8	3.2	5716	10179
9.	Iowa*	1.8	2.6	3701	7185	8.	Minnesota	1.9	2.2	3967	8087
10.	Michigan	1.3	1.9	6674	11541	9.	Iowa**	1.7	2.0	4192	7587
11.	Indiana	1.2	1.8	5010	9897	9.	Michigan	1.7	2.0	4713	7669
12.	Ohio*	1.1	1.6	4037	8131	10.	New York**	1.6	1.8	5365	9483
13.	Arizona	1.0	1.5	4783	5836	11.	Pennsylvania**	1.5	1.7	5561	9886
14.	Minnesota	.9	1.3	6487	8446	12.	Ohio**	1.4	1.6	5447	6884
14.	Georgia	.9	1.3	6600	6714	12.	Arizona	1.4	1.6	3918	6289

1. 1965 wages of inmigrant (outmigrant) are the wages of those who were outside (inside) Kansas in 1965 and moved to (moved out of) Kansas between 1965-70.

2. 1970 wages of inmigrants (outmigrants) are the wages of those people who were outside (inside) Kansas in 1965 but in (out of) Kansas in 1970.

* It denotes that for these states the 1965 wage of inmigrants is higher than the 1965 wage of outmigrants, which implies that the Kansas (or destination) wage was lower compared to the wages of those (origin) states from where the migrants came.

** It denotes that for outmigration to those states, the Kansas (or origin) wage was higher than the wage in the destination states.

RANKING OF STATES BY MAGNITUDE OF MIGRATION
OF COVERED WORKFORCE AND INFORMATION OF THEIR WAGES: 1970-75

		Immigrants				Outmigrants					
Rank	State	Thousands		1970 ¹	1975 ²	Rank	State	Thousands		1970 ¹	1975
		Workers	% Total	Wages	Wages			Workers	% Total	Wages	Wage
1.	Missouri*	29.2	34.1	6239	9171	1.	Missouri	20.7	24.9	6171	9437
2.	Oklahoma	7.2	8.4	4693	9653	2.	Texas**	9.8	11.8	6527	10356
3.	California*	6.0	7.0	6479	9251	3.	Oklahoma**	9.2	11.1	6143	8505
4.	Illinois*	4.9	5.7	7462	11420	4.	California	5.8	7.0	6152	10281
5.	Texas	4.4	5.1	5940	9704	5.	Colorado	5.1	6.1	4460	7927
6.	Iowa*	3.2	3.7	6159	11374	6.	Illinois	3.7	4.5	5903	11401
7.	Colorado*	3.0	3.5	5649	8693	7.	Nebraska**	2.5	3.0	5907	8727
8.	Nebraska	2.9	3.4	5570	8334	8.	Iowa	2.3	2.8	5827	8000
9.	Georgia*	2.1	2.5	7605	12330	9.	Arizona**	1.6	1.9	4118	11041
10.	New York*	1.8	2.1	7208	9875	9.	Arkansas	1.6	1.9	4928	6949
11.	Indiana	1.7	2.0	4590	7588	10.	New York	1.5	1.8	4737	11362
12.	Wisconsin*	1.6	1.9	8181	13906	11.	Florida**	1.4	1.7	5179	12509
13.	Minnesota	1.5	1.8	6039	10369	12.	Pennsylvania**	1.3	1.6	7082	10818
14.	Ohio	1.3	1.5	5609	10409	13.	Ohio**	1.2	1.4	5833	8325
15.	Arkansas*	1.2	1.4	6103	11418	14.	New Mexico**	1.1	1.3	6090	6671

1. 1970 wages of immigrant (outmigrant) are the wages of those people who were outside (inside) Kansas in 1970 and moved to (moved out of) Kansas between 1970-75.

2. 1975 wages of immigrants (outmigrants) are the wages of those people who were outside (inside) Kansas in 1970 but in (out of) Kansas in 1970.

* It denotes that for those states, the 1970 wage of immigrants was higher than the 1970 wage of outmigrants, which implies that the Kansas (or destination) wage was lower compared to the wages of those (origin) states from where the migrants came.

** It denotes that for outmigration to those states, the Kansas (or origin) wage was higher than the wage in the destination states.

workers came from California to Kansas, constituting 8.8 percent of the total immigrants and 5,800 workers went to California from Kansas constituting 6.7 percent of the total outmigrants. In respect to the immigration of workers to Kansas, Oklahoma ranked second, contributing 9.5 percent of the total immigration during 1965-70, while contributing only 8.3 percent to the total outmigration (8,400 workers). Of the total immigration during 1965-70, 65.2 percent was contributed by the first five states (Missouri 34.5 percent, Oklahoma 9.5 percent, California 8.8 percent, Texas 7.6 percent, and Colorado 4.8 percent), and 60.7 percent of the total outmigration was contributed by the first five states in the outmigration category (Missouri 30.4 percent, Texas 9.7 percent, Oklahoma 8.3 percent, California 6.7 percent and Colorado 5.6 percent).

Table 3 (1970-75) reveals that the magnitude of immigration was higher in 1970-75 for all the states except Texas, Colorado, and New York and that for outmigration the movement was higher in 1970-75 except for Missouri, California, New York, and Ohio. In terms of immigration, only Missouri, Oklahoma, California, and Indiana maintained their ranks in 1970-75. In terms of outmigration, Missouri, Texas, Oklahoma, California, Colorado, and New York maintained the same ranks.

During 1970-75, Missouri again ranked first for both immigration and outmigration, contributing 34.1 percent (29,200 workers) to the total Kansas immigration figure and 24.9 percent (20,700 workers) to the total outmigration figure. Although the same number of workers came from California in 1970-75 as in 1965-70, this state contributed 7.0 percent of total immigration in 1970-75 compared to 8.8 percent in 1965-70. Tables 2 and 3 show that Texas is more important in respect to outmigration in both the periods no doubt due to its closer proximity. During 1970-75, Texas

again ranked second in outmigration, although it contributed more (11.8 percent) to total outmigration than it did in 1965-70 (9.7 percent).

Comparison of the data from the two tables indicates that newcomers to Kansas during 1970-75 came from a broader spectrum of states than in the earlier period. In fact, during 1970-75, only 50.3 percent of the total Kansas immigration figure was contributed by the first five states (Missouri, 34.1 percent, Oklahoma, 8.4 percent, California, 7.0 percent, Illinois, 5.7 percent, and Texas, 5.1 percent), compared to 65.2 percent in 1965-70. In the case of outmigration, however, the contribution of the first five states together remained almost the same in 1970-75 -- 60.9 percent (Missouri, 24.9 percent, Texas, 11.8 percent, Oklahoma, 11.1 percent, California, 7.0 percent, and Colorado, 6.1 percent). Interestingly, a significant increase in net immigration from Illinois (2,200 workers) was experienced in 1970-75 relative to the preceding period. In the case of outmigration, 3,700 workers (4.5 percent of total outmigration) went to Illinois from Kansas during 1970-75 compared to 2,800 (3.2 percent) workers who went to Illinois during 1965-70.

Table 4 summarizes the net flow to and from Kansas. These data reveal that on net, during 1965-70, Kansas lost workers mainly to Texas (3,200 workers), Missouri (2,900 workers), Washington (2,200 workers), Colorado (1,600 workers), Oklahoma (700 workers). As well, there was some minor immigration from New York, California, and Iowa (300, 200, and 100, respectively).

For 1970-75, the picture differs. Kansas lost workers primarily to Texas (5,400), Colorado (2,200), Oklahoma (2,000), and Arizona (1,100) and received workers principally from Missouri (8,500), Georgia (1,500), Illinois (1,200), Iowa (900), Indiana (700), and Wisconsin (700). It is

TABLE 4

NET INTERSTATE MIGRATION OF COVERED WORKFORCE IN KANSAS*

States	1965-70 Net Migration	States	1970-75 Net Migration
1. Missouri	- 2.9	1. Missouri	8.5
2. Oklahoma	- .7	2. Oklahoma	- 2.0
3. Texas	- 3.2	3. Texas	- 5.4
4. California	0.2	4. California	.2
5. Colorado	- 1.6	5. Illinois	1.2
6. Nebraska	- 1.1	6. Colorado	- 2.1
7. Illinois	- 0.1	7. Iowa	0.9
8. Iowa	0.1	8. Nebraska	0.4
9. New York	0.3	9. New York	0.3
10. Washington	- 2.2	10. Arkansas	- 0.4
11. Michigan	- 0.4	11. Georgia	1.5
12. Minnesota	- 1.0	12. Indiana	0.7
13. Indiana	- 0.1	13. Wisconsin	0.7
14. Ohio	- 0.3	14. Ohio	0.1
15. Arizona	- 0.4	15. Arizona	- 1.1
		16. Florida	- 0.7

* States have been ranked here according to the size of the gross movement (in and out figures taken together) of workers.

Source: Continuous Work History Sample

interesting to note that, irrespective of whether it was a net outmigration period (1965-70) or a net immigration period (1970-75) for the state, Oklahoma, Texas, Colorado, and Arizona always contributed to outmigration, whereas California, Iowa, and New York always contributed to immigration.

Tables 5 and 6 (and Maps I and II) provide information on migration and average wage for eight regions for both periods. (This regional analysis follows BEA's regional division of states). As expected, those regions proximate to Kansas had the greatest influence on the states' migration pattern. These data indicate that the Plains region contributed 52.8 percent of the total Kansas immigration (29,200 workers) and 39.3 percent of the state's total outmigration (34,200 workers) during 1965-70. The corresponding figures for the Southwest region are 19.2 percent (13,100 workers) and 20.3 percent (17,800 workers).

During 1970-75, the Plains contributed 43.1 percent of the total immigration (37,100 workers) and 31.3 percent of the total outmigration (26,000 workers). The Southwest region contributed 15 percent of total immigration (13,900 workers) and 26.1 percent of the total outmigration (21,700 workers). The Plains and Southwest regions maintained their ranks both in 1965-70 and 1970-75.

Table 7 summarizes net migration patterns between Kansas and the regions during the two study periods. During 1965-70, a net outmigration period for Kansas, there was a net outflow to each of the eight regions. During 1970-75, a net immigration period for Kansas, all of the regions contributed to the net outmigration figure, except the Plains, Mideast, and Great Lakes regions.

TABLE 5

RANKING OF REGIONS BY MAGNITUDE OF MIGRATION
OF COVERED WORKFORCE AND INFORMATION ON THEIR WAGES: 1965-70

Inmigrants					Outmigrants						
Rank	Region	Thousand Workers	% Total	1965 ¹ Wages	1970 ² Wages	Rank	Region	Thousand Workers	% Total	1965 ¹ Wages	1970 ² Wages
1.	Plains	29.2	52.8	4710	7181	1.	Plains	34.2	39.3	3693	7035
2.	South West	13.1	19.2	4457	6723	2.	South West	17.8	20.3	3918	6761
3.	Far West	7.0	10.3	4637	6055	3.	Far West	9.2	10.5	4346	7613
4.	Great Lakes	6.7	9.9	6012	9941	4.	Great Lakes	7.7	8.9	6009	9356
5.	Rocky Mtn.	4.3	6.2	3842	4812	5.	South East	5.9	6.6	3883	6956
6.	South East	3.6	5.0	5124	7227	6.	Rocky Mtn.	5.7	6.4	2853	3092
7.	Mideast	3.4	4.9	6852	9892	7.	Mideast	4.4	5.0	5044	9291
8.	New England [*]	.7	1.0	3036	5342	8.	New England ^{**}	1.4	1.5	3382	7019

1. & 2. 1965 and 1970 wages should be defined in the same way as they are defined in Tables 2 and 3. The only difference is that a particular region's wage is the average of the wages of all the states comprising that region.

* and ** imply exactly the same here as they do in Tables 1 and 2.

Source: Continuous Work History Sample

TABLE 6

RANKING OF REGIONS BY MAGNITUDE OF MIGRATION
OF COVERED WORKFORCE AND INFORMATION ON THEIR WAGES: 1970-75

Inmigrants					Outmigrants						
Rank	Region	Thousand Workers	% Total	1970 ¹ Wages	1975 ² Wages	Rank	Region	Thousand Workers	% Total	1970 ¹ Wages	1975 ² Wages
1.	Plains*	37.1	43.1	6168	7759	1.	Plains**	26.0	31.3	8358	13972
2.	South West	13.9	15.0	6611	10411	2.	South West	21.7	26.1	5729	9143
3.	Great Lakes	10.5	12.3	6471	10234	3.	South East	9.1	10.6	4816	8663
4.	South East	8.0	9.5	5273	8977	4.	Great Lakes	7.7	9.3	6045	10944
5.	Far West	6.7	7.9	6509	10234	5.	Far West	7.0	8.4	5034	10214
6.	Rocky Mtn.*	3.8	4.4	4816	8045	6.	Rocky Mtn.**	6.3	7.5	5515	8694
7.	Mideast	3.7	4.3	6496	10006	7.	Mideast	3.4	4.1	5151	10074
8.	New England*	.8	.9	5940	15377	8.	New England**	.9	1.1	7264	12038

1. & 2. 1970 and 1975 wages should be defined in the same way as they are defined in Tables 2 and 3. The only difference is that a particular region's wage is the average of the wages of all the states comprising that region.

* and ** imply exactly the same here as they do in Tables 1 and 2.

Source: Continuous Work History Sample

TABLE 7

NET MIGRATION OF COVERED WORKFORCE: KANSAS
AND EIGHT REGIONS OF THE UNITED STATES

<u>1965-70 Migration</u>		<u>1970-75 Migration</u>	
<u>Region</u>	<u>Thousand Workers</u>	<u>Region</u>	<u>Thousand Workers</u>
Plains	- 5.0	Plains	11.1
South West	- 4.7	South West	- 7.8
Far West	- 2.2	Great Lakes	2.8
Great Lakes	- 1.0	South East	- 1.1
Rocky Mtn.	- 1.4	Far West	- .3
South East	- 2.3	Rocky Mtn.	- 2.5
Mideast	- 1.0	Mideast	.3
New England	- .7	New England	- .1

Source: Continuous Work History Sample

Irrespective of whether it was a net outmigration period or a net immigration period, the Southwest, Southeast, Far West, Rocky Mountains, and New England regions always contributed to outmigration. Interestingly, the Southwest region contributed more to net outmigration (7,800 workers) during the 1970-75 net immigration period than during the

1965-70 net outmigration period (4,700 workers). A similar pattern holds true for the Rocky Mountain region for which the corresponding figures are 2,500 and 1,400 workers. During 1965-70, the Plains region ranked first (5,000 workers) in contributing to net outmigration. The Southwest region was second, contributing 4,700 workers to net outmigration. But, in the 1970-75 period, the Southwest region occupied the first place in respect to net outmigration. Another important point which should be mentioned is that the Kansas migration trend is matched by the migration trend of the Plains region. Not only did the Plains regions contribute to net immigration when it was a net immigration period and to outmigration when it was a net outmigration period, it was also responsible for a major portion of the net flow of workers.

In analyzing the movement of workers to and from Kansas, it is useful to look at those factors which might be responsible for that pattern. One unique feature of CWS data is that it allows for analyzing the relation between migrants' movements and their average income. Although such an analysis does not identify all the factors behind migration, it does suggest some dimensions of the migrants' concerns.

It is important to remember that the 1965 wage of immigrants for the period 1965-70 is the wage for those who were outside Kansas in 1965 but who then moved to Kansas during 1965-70; similarly, the 1965 wage of outmigrants is for those who were in Kansas in 1965 but left the state during this period. Likewise, the 1970 wage of immigrants is for those people who were outside Kansas in 1965 but in Kansas in 1970, and the 1970 wage of outmigrants is for those who were in Kansas in 1965 and out of Kansas in 1970. The same holds true for the period 1970-75.

Table 8 shows that the absolute average wage for the initial year of each period (i.e., for 1965-70 and for 1970-75) was higher for immigrants than for outmigrants (e.g., immigrants' wage in 1965 was \$4,775 while that for outmigrants' was \$4,349; for 1970-75, the corresponding figures were \$6,126 and \$5,908).

Table 8

Average Wage of Migrant Covered Work Force

	1965 - 1970			1970 - 1975		
	1965 Wages	1970 Wages	%Change Wages	1970 Wages	1975 Wages	%Change Wages
Inmigrants	4779	7340	53.6	6126	8727	58.8
Outmigrants	4349	7509	72.9	5908	9534	61.4

Source: Continuous Work History Sample

The information above suggests that higher wages are more of an inducement to those leaving Kansas than to those choosing to enter, as indicated in Table 8 (the percentage change in wages was always higher for outmigrants both in 1965-70 and in 1970-75). Specifically, during 1965-70, the change in outmigrants' wage was 72.9 percent while that for immigrants was only 53.9 percent. For the period 1970-75, the corresponding figures were 61.9 percent and 58.8 percent.

It is significant that the gap between the percentage change in immigrants' wage and the percentage change in outmigrants' wage was not as high for 1970-75 (1.6 percent) as it was for 1965-70 (19.3 percent). If the hypothesis is accepted that income gain is a highly influential factor for migrants, then this narrowing wage differential provides a reasonable explanation for the high net outmigration during 1965-70 and for the net

immigration during 1970-75. Although it is not possible to ascertain to what extent net outmigration was influenced by this salary pattern, it is possible to conclude that, at least for 1965-70, Kansas did not present a particularly attractive economic picture to workers.

Further wage analysis of interstate migration can be developed by using Tables 2 and 3. Because migration usually is explained by the income or wage differential hypothesis (i.e., migrants are usually attracted by the higher wage or income of the destination region), it is surprising to see that for some of the interstate and regional migration the hypothesis did not hold. For example, Table 2 shows that in the case of immigration for Missouri, Oklahoma, Colorado, New York, Iowa, and Ohio, the destination (Kansas) wage was lower than the origin wage. Similarly for outmigrants: for Colorado, Ohio, Iowa, New York, and Pennsylvania, the origin (Kansas) wage was higher than the wage in the destination areas. Table 3 also provides similar types of information.

CWHS data also provides information on interindustry movement of laborers as well. This data is summarized for Kansas in Table 9. It is obvious that the percentage of the work force that moved between industries was larger in 1965-70 than it was in 1970-75 but more interesting perhaps to note that the 1965 wages of those who migrated outside Kansas were higher than the 1965 wages of those who did not move out of state but moved from one industry to another. Table 9 shows that, during 1965-70, the 1965 wage of the second group was \$3150 while that of the first group was \$4349. Also, the 1970 percentage change in wages for outmigrants (72.6 percent) was less than the percentage change in wages of those who moved only within the state (75.9 percent). The same analysis also applies for the period 1970-75.

Table 9

Comparison between workers who moved outside
Kansas and who moved (inter-industry) within Kansas

	1965-70					1970-75				
	Thousands of workers	% Total	1965 wage	1970 wage	%Change wages	Thousands of workers	% Total	1970 wage	1975 wage	%Change wages
Workers moved within ind. in the State	72.6	12.8	3150	5542	75.9	81.0	12.4	3944	7257	84
Outmigrants	86.8	15.4	4349	7509	72.6	83.1	12.7	5908	9534	61.4

The above-mentioned facts give an indication that the workers who outmigrated may be more skilled than the laborers who stayed in Kansas, thereby supporting the view that considers the shortage of skilled labor and the huge migration of educated or trained young workers as two of the most serious problems in the state's labor market.

In conclusion, it can be said that at least for the period 1965-70 Kansas workers were attracted by the out of Kansas labor market. The available wage information also suggests limited economic prospects for workers in Kansas and the problem of a shortage of skilled laborers. However, it should be mentioned that the number of net entrants to the covered work force was higher than net migration (see Table 1). For example, for the period 1965-70, if the figure for those who left the covered work force is subtracted from the figure for those who entered the covered work force, then the size of net entrants to the work force was 102,300 workers, while the size of outmigration was 18,600 workers.

Similarly for the period 1970-75; the size of net new entrants to the work force was 42,100 workers while the size of the net immigration figure was 2,600 workers. This comparison is more meaningful for 1965-70 because the number of entrants to the covered work force was higher than the net outmigration figure. Therefore, the question arises as to whether the so-called mismatch between demand and supply in the Kansas labor market is simply due to the migration factor and the possibility arises that the problem needs to be looked at more intensively from other points of view. Clearly, one should be very cautious about drawing firm conclusions from this evidence. It is important to look at other data sources to check the pattern of migration behavior in Kansas. In particular, it has already been observed that 1975-80 experienced net outmigration, and it will be interesting to see if the 1975-80 pattern parallels 1965-70's.

IV. PUBLIC POLICY IMPLICATIONS

This CWS-generated information on the volume and direction of the state's migration pattern has significant implications for Kansas economic and labor policy. For example, given that net outmigration is occurring to such states as Oklahoma and Colorado, the question arises as to what types of industries in Kansas should be encouraged to expand or develop to reverse the outflow. Further, to the extent that state policies influence the migration of skilled workers, the question should be asked as to how policies could be changed to discourage the outflow.

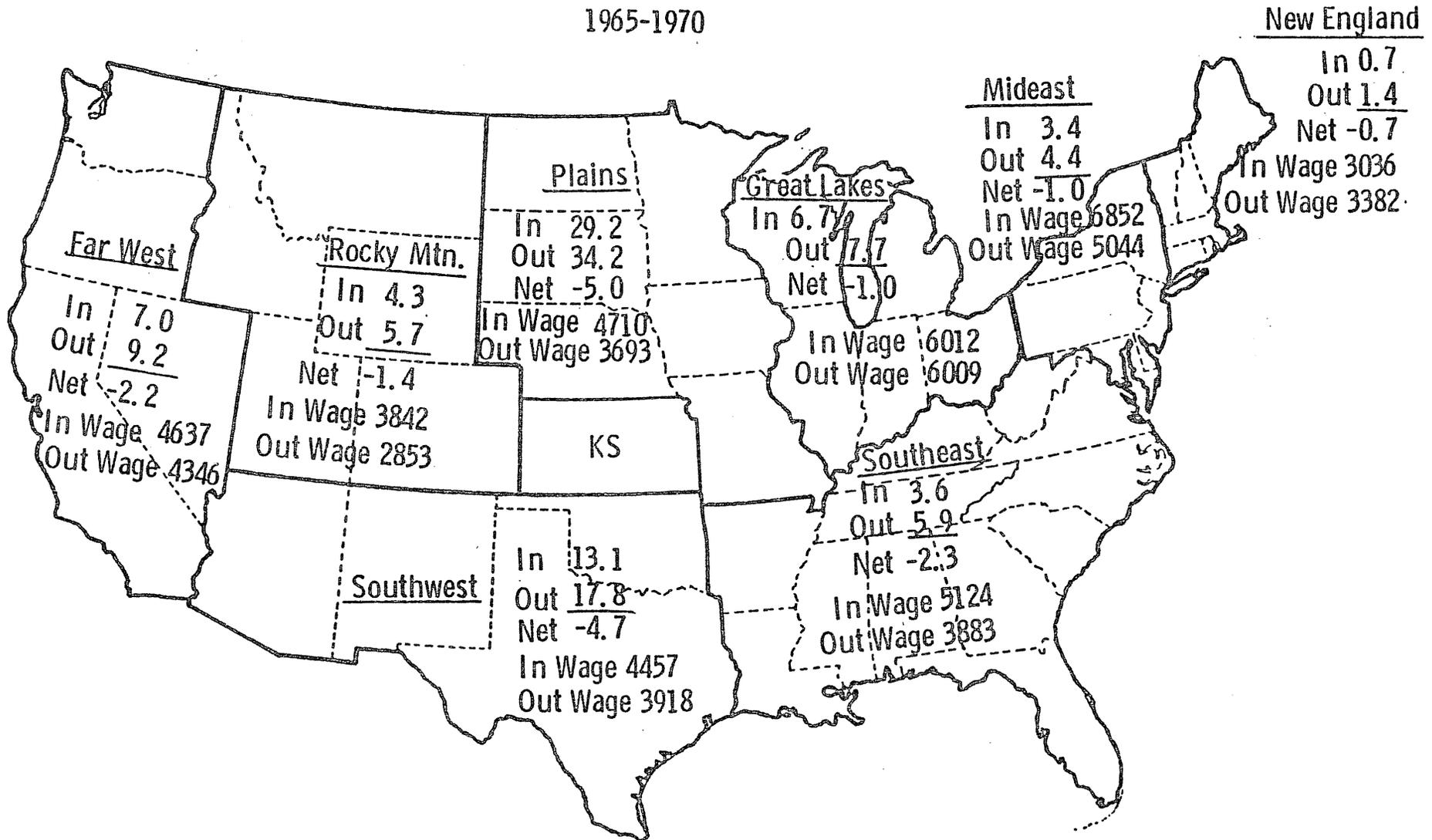
Another issue concerns the age composition of migrants. Specifically, given the likelihood that Kansas experiences a net outflow of well-educated youth, the state in effect becomes a training center for out-of-state industries. It would seem that an appropriate policy

response in this regard would include informational campaigns designed to alert firms to the highly skilled workers available in Kansas and to encourage them to make use of this talent pool.

The information provided in this report as well as forthcoming information from the CWHS should aid state and local policymakers both in retaining skilled workers and attracting new workers of targeted ages, occupations, and skills to the Kansas labor market.

Map I
 Information on Migration of Covered Workforce and Their Wages
 Eight National Regions and Kansas*

1965-1970

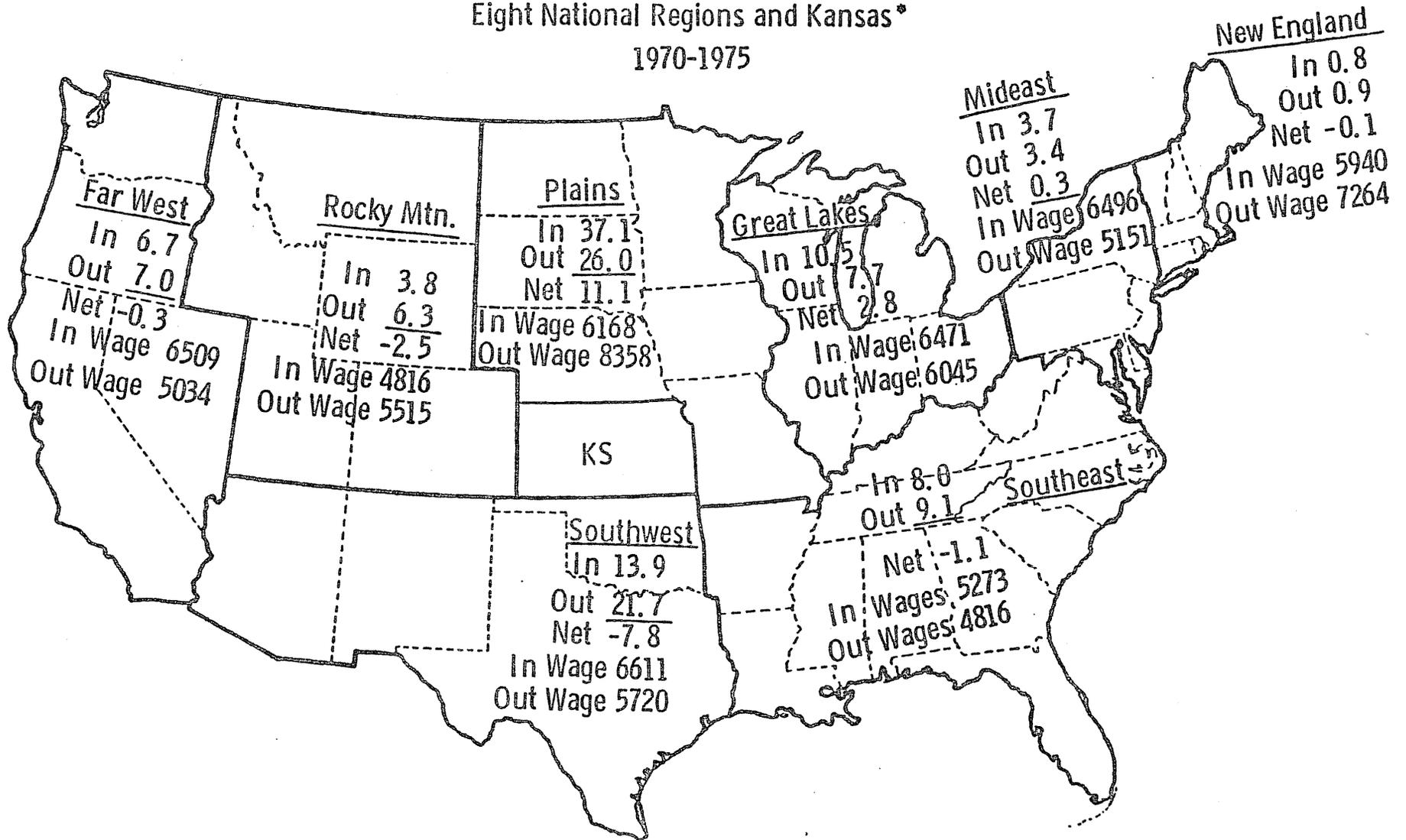


* Migration Figures are Given in Thousands

The Term 'In' Implies Immigration from a Region and the Term 'Out' Implies Immigration to a Region.

Source; CWS

Map II
 Information on Migration and of Covered Workforce and their Wages
 Eight National Regions and Kansas*
 1970-1975



*Migration Figures are Given in Thousands

The Term 'In' Implies Immigration from a Region and the Term 'Out' Implies Immigration to a Region.

Source; CWHS