



# Lee's Summit, Missouri

MAY 2018



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# Overview

Lee's Summit is located primarily in Jackson County as well as a portion of Cass County, Missouri situated along a highly connected transportation system—including major rail lines and roadways: Missouri Highway 291, US Highway 50, and Interstate 470.

Lee's Summit accounts for roughly 4% of the region's economy (Kansas City MSA)—approximately \$4.4 billion. Lee's Summit is home to roughly 4,500 businesses generating \$11.4 million in total sales annually (2017). The area is fueled by government/education, health care, distribution, professional and financial services, and manufacturing. Together, these industries employ over 27,000 people and comprise 54% of area jobs.

The diverse composition of industries have poised Lee's Summit for a strong and sustainable future of continued growth.

Lee's Summit is the sixth largest city in the state with over 94,300 residents, comprising nearly 14% of Jackson County's total population. According to U.S. Census data,

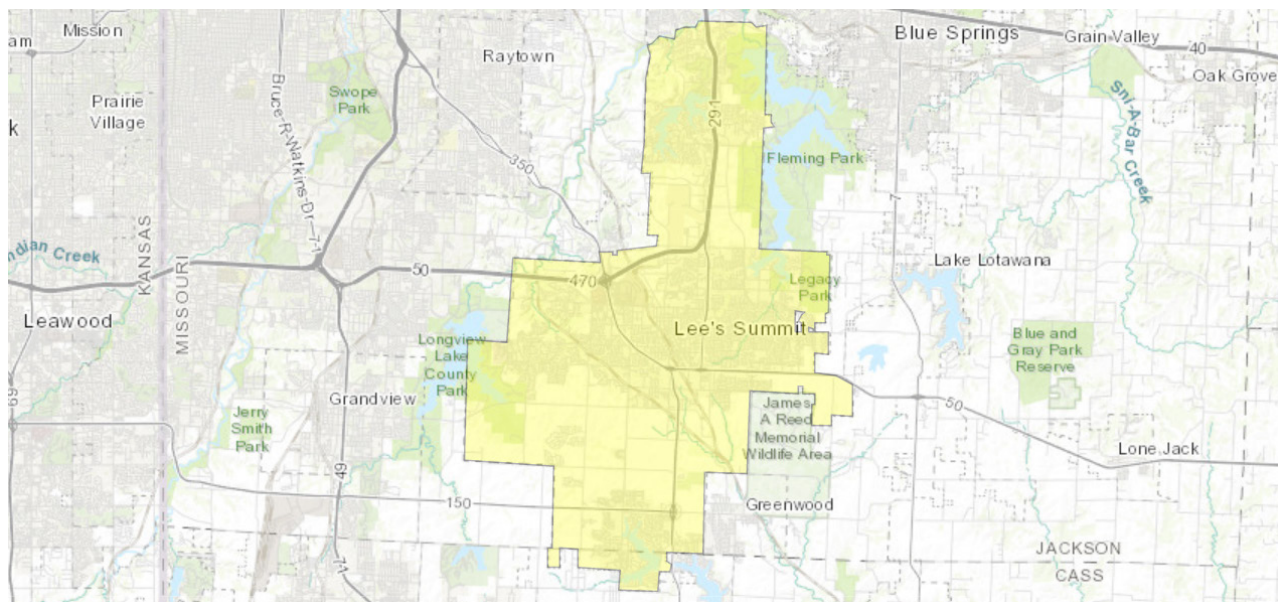
## LEE'S SUMMIT

Population*	94.3k
Jobs	50.4k
Labor Force	71.5k
Unemployed	1.9k
Median Household Income*	\$80.5k
Average Earnings per Job**	\$59.2K
COL Adjusted Average Earnings	\$59.8K
GRP	\$4.4B
Exports	\$8.7B
Imports	\$7.2B

\* U.S. Census ACS 5-Year Estimates

\*\* Average earnings are total industry earnings for a region divided by number of jobs

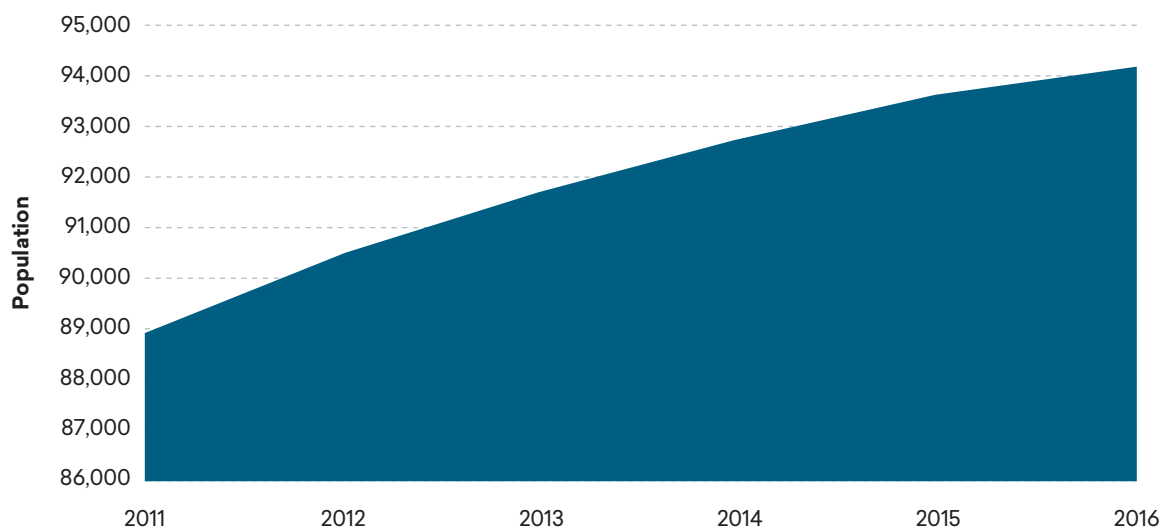
FIGURE 1. GEOGRAPHY OVERVIEW



population has increased 6% from 88,929 in 2011 to 94,257 by 2016, or at an annual rate of 1.2%. Figure 2 illustrates population trends in Lee's Summit over the past five years.

With nearly half the Lee's Summit population over the age of 40, there are fewer Millennials compared to other areas of similar sizes around the nation. Over the following five years, the 45 to 59 year old cohort is expected to decline while others are projected to continue to increase. Furthermore, racial diversity is low in Lee's Summit with only 18% reporting some other race or ethnic background.

FIGURE 2. POPULATION TRENDS, LEE'S SUMMIT, MISSOURI



Source: U.S. Census, 2012-2016 American Community Survey 5-Year Estimates

FIGURE 3. DEMOGRAPHICS, LEE'S SUMMIT (2016)

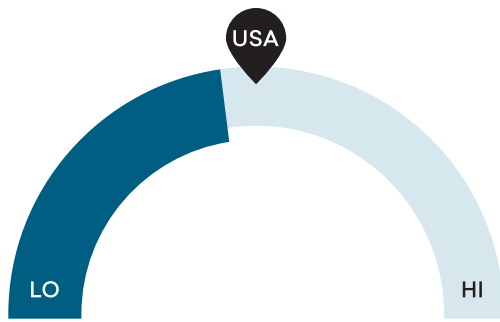
Age Cohort	Population	Percent
19 and under	27,429	29.1%
20 to 39	21,868	23.2%
40 to 59	26,863	28.5%
60 to 79	14,516	15.4%
80 years and over	3,676	3.9%

Source: U.S. Census, 2012-2016 American Community Survey 5-Year Estimates

TABLE 1. POPULATION BY RACE AND ETHNICITY, LEE'S SUMMIT (2016)

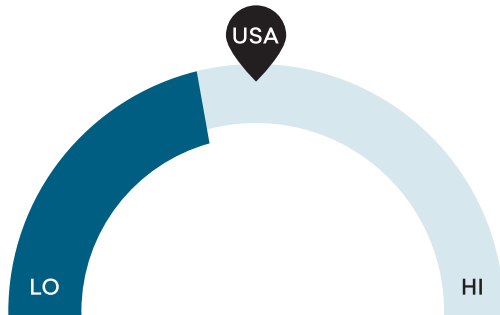
Race/Ethnicity	Population	Percent
Total Population	94,257	
Not Hispanic or Latino:	89,997	95.5%
White alone	77,064	81.8%
Black or African American alone	7,896	8.4%
American Indian and Alaska Native alone	299	0.3%
Asian alone	1,993	2.1%
Native Hawaiian and Other Pacific Islander alone	458	0.5%
Some other race alone	350	0.4%
Two or more races	1,937	2.1%
Hispanic or Latino	4,260	4.5%

Source: U.S. Census, 2012-2016 American Community Survey 5-Year Estimates



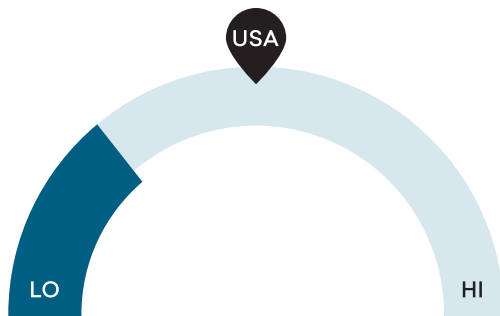
## 16,104 Millennials

Lee's Summit has 16,104 millennials (ages 20-34). The national average for an area of this size is 20,485.



## 19,585 Retiring Soon

Retirement risk is low in the Lee's Summit area. The national average for an area of this size is 22,043 Baby Boomers (ages 52-70), while there are 19,585 in Lee's Summit.



## 17,193 Racial Diversity

Racial diversity is low in the Lee's Summit area. The national average for an area this size is 38,234 racially diverse people, while there are 17,193 in Lee's Summit.

# Education

Successful economic development efforts start with strong education systems—from preschool through high school graduation and on to some sort of workforce training, whether it be the ability to acquire skills at a two-year higher education institution, through accredited industry certificate programs, or a degree from a four-year institution. All skill levels are required to build business and a prosperous economic base.

Elementary and secondary schools around Lee's Summit are among the top in the state. Graduation rates stand at nearly 95%, compared to 89% statewide and 84% nationwide (which is an all-time high for the nation). Not only are graduation rates high in Lee's Summit, but administration is setting these students up for the future workforce as over 81% of Lee's Summit high school graduates go on to a technical institution, 2-year college, or 4-year university—compared with only 67% statewide. Furthermore, over 92% of Lee's Summit students are placed for career-technical education compared with 70% in Missouri (Missouri Department of Elementary & Secondary Education, Missouri Comprehensive Data System).

## EDUCATION PIPELINE

There are 87 higher education institutions within a 100-mile radius of Lee's Summit comprising a student population of roughly 194,000 (a full list is included in Appendix A). Only 30 are public institutions. The abundance of higher educational opportunities bodes well for the area and its residents. Lee's Summit has higher than average educational attainment levels. Nearly 44% of residents age 25 and over hold a bachelor's degree or higher—substantially higher than the surrounding county, state and nation.

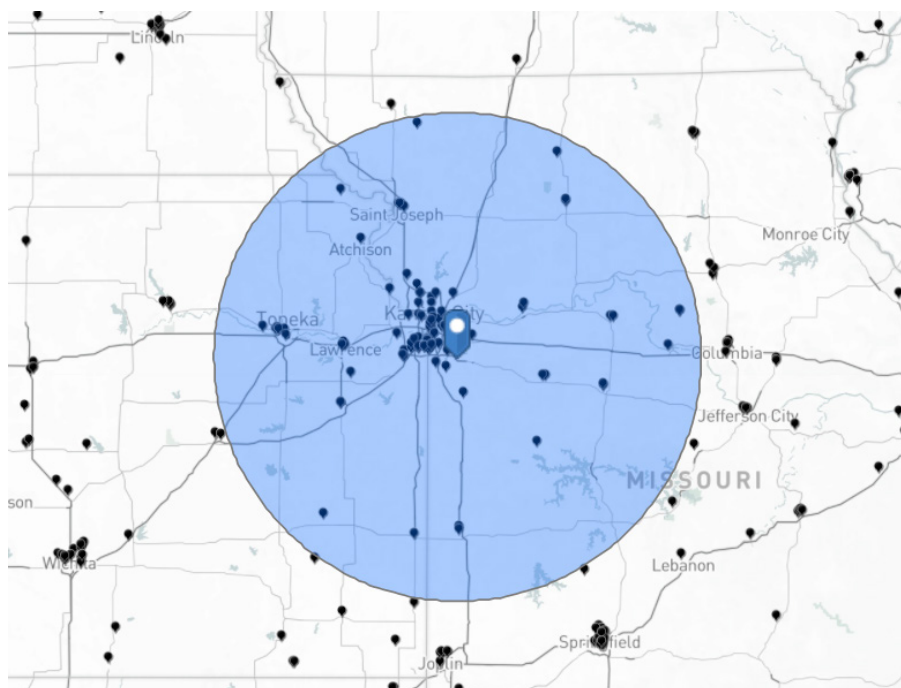
TABLE 2. EDUCATIONAL ATTAINMENT FOR THE POPULATION 25 YEARS AND OVER (2016)

Education Level	LEE'S SUMMIT		JACKSON COUNTY	MISSOURI	UNITED STATES
	Total	Percent	Percent	Percent	Percent
Population 25 years and over	62,517	—	—	—	—
Less than 9th grade	632	1.0%	3.2%	3.6%	5.6%
9th to 12th grade, no diploma	1,612	2.6%	6.9%	7.6%	7.4%
High school graduate (includes equivalency)	12,686	20.3%	29.4%	31.1%	27.5%
Some college, no degree	14,957	23.9%	23.9%	22.5%	21.0%
Associate's degree	5,440	8.7%	7.2%	7.6%	8.2%
Bachelor's degree	17,433	27.9%	18.7%	17.2%	18.8%
Graduate or professional degree	9,757	15.6%	10.7%	10.4%	11.5%
Percent high school graduate or higher	—	96.4%	89.8%	88.8%	87.0%
Percent bachelor's degree or higher	—	43.5%	29.4%	27.6%	30.3%

Source: U.S. Census, 2012-2016 American Community Survey 5-Year Estimates

The map below depicts the location of higher education institutions in the region. The circle indicates a 100-mile radius from Lee's Summit. Combined, these institutions have enrollments totaling 50,000 students.

FIGURE 4. HIGHER EDUCATION INSTITUTIONS, 100-MILE RADIUS OF LEE'S SUMMIT (2016)



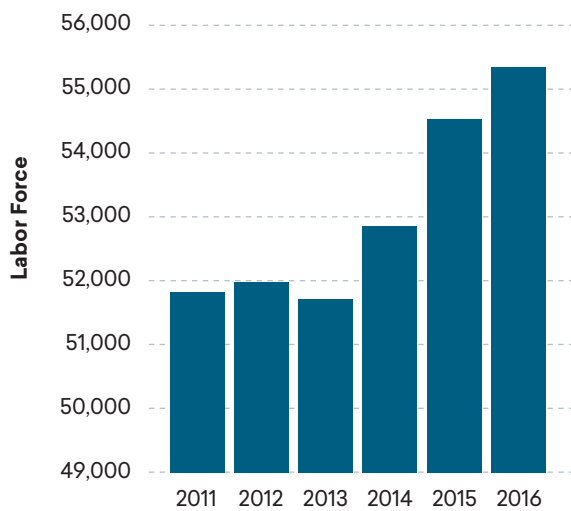
Institute	City	State	Estimated Student Population
University of Missouri-Kansas City	Kansas City	MO	14,800
University of Central Missouri	Warrensburg	MO	11,200
Metropolitan Community College-Longview	Lee's Summit	MO	6,290
Metropolitan Community College-Penn Valley	Kansas City	MO	4,660
Metropolitan Community College-Blue River	Independence	MO	3,130
Rockhurst University	Kansas City	MO	3,030
Avila University	Kansas City	MO	1,890
DeVry University-Missouri	Kansas City	MO	1,770
Kansas City University of Medicine and Biosciences	Kansas City	MO	1,080
Vatterott College	Kansas City	MO	960
Pinnacle Career Institute	Kansas City	MO	920

Source: Emsi Dataset 2018.1

# Labor Force

There are approximately 71,500 people in Lee's Summit labor force. The size of the labor force has been growing at a healthy pace, adding roughly 700 people per year from 51,827 in 2011 to 55,350 by 2016. Although the labor force participation rate has been trending downward (also a national trend), it is still particularly strong in Lee's Summit, at 71.5%, compared to Jackson County at 66.4%, the state at 63.3%, and 63.5% nationwide.

FIGURE 5. LABOR FORCE TRENDS, LEE'S SUMMIT (2006-2016)

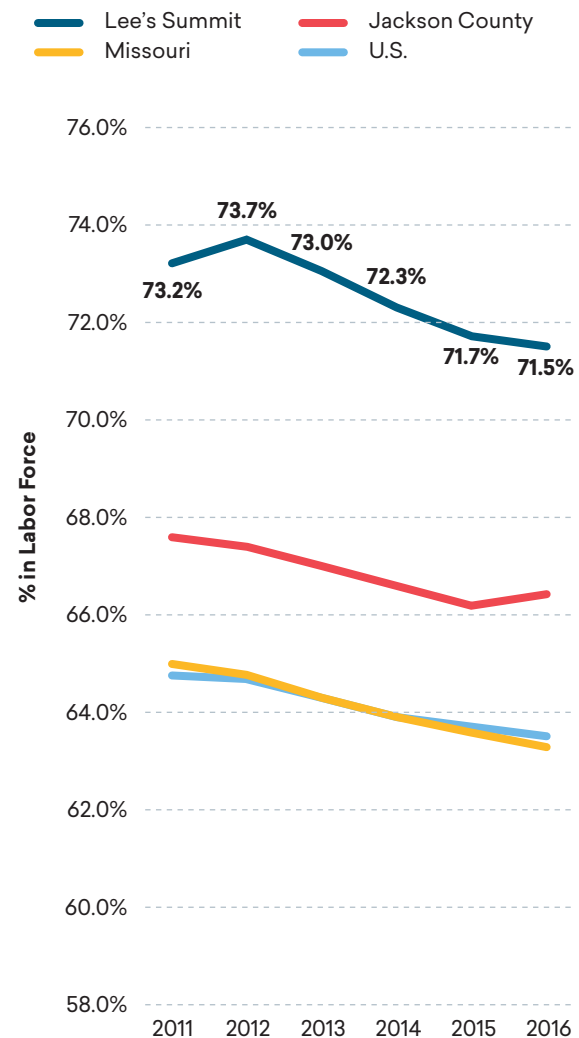


Source: U.S. Bureau of Labor Statistics, LAUS program

TABLE 3. LABOR FORCE, LEE'S SUMMIT AND JACKSON COUNTY (2016)

	Lee's Summit	Jackson County
Total Working Age Population	71,457	536,537
Not in Labor Force	16,107	166,733
Labor Force	55,350	369,804
Employed	53,435	351,092
Unemployed	1,915	18,712

FIGURE 6. LABOR FORCE PARTICIPATION RATES, 2011-2016

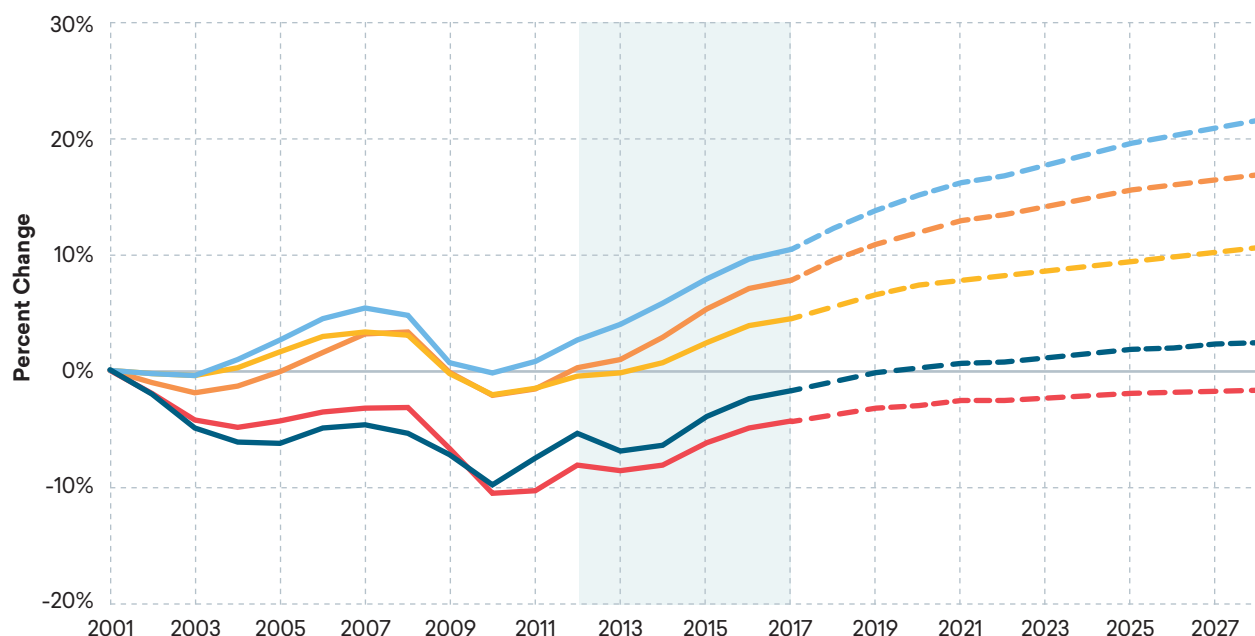


Source: U.S. Census, American Community Survey 5-Year Estimates

# Job and Industry Trends

Jobs around Lee's Summit have grown at a slower pace than other areas, with 0.7% average annual growth over the past five years (see Figure 7). However, the quality of jobs that have been expanding during this period should garner attention. Computer systems design services, for example, added the most jobs (over 330) and pay on average \$107,000 per year (shown in Table 4). Hospitals and semiconductor manufacturing accounted for nearly 470 new jobs and pay over \$83,000 per year, on average.

FIGURE 7. JOB TRENDS (2012-2017)



Geographic Area	2012	2017	Numeric Change	Percent Change (%)
Lee's Summit, MO	48,543	50,387	1,844	3.8%
Jackson County, MO	384,338	400,257	15,919	4.1%
Kansas City, MO-KS	1,052,090	1,131,045	78,955	7.5%
Missouri	2,958,285	3,104,042	145,757	4.9%
United States	148,464,262	159,732,809	11,268,547	7.6%

Source: Emsi Dataset 2018.1

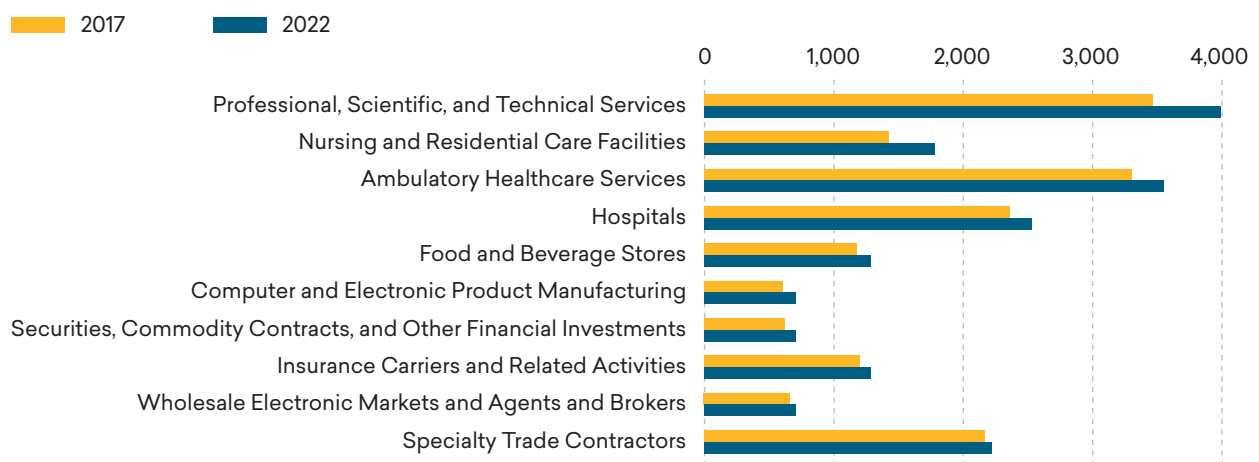
TABLE 4. FASTEST GROWING INDUSTRIES, LEE'S SUMMIT (2012-2017)

NAICS	Description	2012	2017	Numeric Change	Percent Change	Avg. Earnings Per Job
541512	Computer Systems Design Services	840	1,173	333	40%	\$107,333
622110	General Medical and Surgical Hospitals	2,113	2,357	244	12%	\$83,151
334413	Semiconductor and Related Device Manufacturing	283	506	223	79%	\$83,335
541612	Human Resources Consulting Services	98	302	204	208%	\$83,825
624120	Services for the Elderly and Persons with Disabilities	91	229	138	152%	\$19,193
524292	Third Party Administration of Insurance and Pension Funds	322	442	120	37%	\$79,780
238210	Electrical Contractors and Other Wiring Installation Contractors	268	352	84	31%	\$78,927
425120	Wholesale Trade Agents and Brokers	453	530	77	17%	\$84,144

Source: Emsi Dataset 2018.1

Table 5, on the next page, shows the top private industries in Lee's Summit, how they performed over the past five years, and their largest contributing subsectors. Unlike most communities, one of Lee's Summit's largest industry clusters includes professional, scientific, and technical services. This includes research and development at Lee's Summit Hospital, testing laboratories, consulting services, and engineering services, to name a few. Healthcare obviously plays a large role in and around Lee's Summit as well, comprising some of the largest employers. These top industries are projected to continue to grow at a similar pace over the next five years. Figure 8 shows the fastest growing industries over the next five years in Lee's Summit.

FIGURE 8. TOP INDUSTRIES PROJECTED JOB GROWTH, LEE'S SUMMIT (2017-2022)



Source: Emsi Dataset 2018.1

TABLE 5. TOP INDUSTRY PERFORMANCE (3-DIGIT NAICS LEVEL) AND THEIR LARGEST CONTRIBUTING SUBSECTORS (6-DIGIT NAICS LEVEL), LEE'S SUMMIT (2012-2017)

NAICS	Description	2012	2017	Numeric Change	Percent Change (%)	Avg. Earnings Per Job
541	Professional, Scientific, and Technical Services	2,657	3,456	799	30%	\$91,446
541512	Computer Systems Design Services	840	1,173	333	40%	\$107,333
541612	Human Resources Consulting Services	98	302	204	208%	\$83,825
621	Ambulatory Health Care Services	3,297	3,302	5	0%	\$78,906
621111	Offices of Physicians (except Mental Health Specialists)	1,265	1,270	5	0%	\$119,895
621610	Home Health Care Services	552	496	(56)	(10%)	\$38,673
621210	Offices of Dentists	412	429	17	4%	\$61,954
621511	Medical Laboratories	474	400	(74)	(16%)	\$71,488
622	Hospitals	2,113	2,357	244	12%	\$83,151
622110	General Medical and Surgical Hospitals	2,113	2,357	244	12%	\$83,151
238	Specialty Trade Contractors	1,777	2,157	380	21%	\$63,722
238210	Electrical Contractors and Other Wiring Installation Contractors	268	352	84	31%	\$78,927
238160	Roofing Contractors	295	302	7	2%	\$59,639
238220	Plumbing, Heating, and Air-Conditioning Contractors	182	256	74	41%	\$81,428
561	Administrative and Support Services	1,792	1,899	107	6%	\$33,908
561320	Temporary Help Services	693	645	(48)	(7%)	\$25,366
561730	Landscaping Services	578	639	61	11%	\$31,587
623	Nursing and Residential Care Facilities	1,393	1,418	25	2%	\$39,338
623311	Continuing Care Retirement Communities	1,005	1,026	21	2%	\$41,615
452	General Merchandise Stores	1,231	1,241	10	1%	\$27,393
452311	Warehouse Clubs and Supercenters	595	651	56	9%	\$32,805
452210	Department Stores	601	546	(55)	(9%)	\$21,300
524	Insurance Carriers and Related Activities	1,165	1,209	44	4%	\$86,509

NAICS	Description	2012	2017	Numeric Change	Percent Change (%)	Avg. Earnings Per Job
524292	Third Party Administration of Insurance and Pension Funds	322	442	120	37%	\$79,780
524210	Insurance Agencies and Brokerages	413	409	(4)	(1%)	\$94,666
445	Food and Beverage Stores	1,083	1,175	92	8%	\$27,035
445110	Supermarkets and Other Grocery (except Convenience) Stores	1,006	1,081	75	7%	\$26,878
441	Motor Vehicle and Parts Dealers	784	832	48	6%	\$61,051
441110	New Car Dealers	586	622	36	6%	\$69,185
423	Merchant Wholesalers, Durable Goods	874	803	(71)	(8%)	\$73,319
423830	Industrial Machinery and Equipment Merchant Wholesalers	185	183	(2)	(1%)	\$80,668
624	Social Assistance	697	741	44	6%	\$23,978
624410	Child Day Care Services	539	448	(91)	(17%)	\$23,819
425	Wholesale Electronic Markets and Agents and Brokers	542	645	103	19%	\$84,643
425120	Wholesale Trade Agents and Brokers	453	530	77	17%	\$84,144
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	631	626	(5)	(1%)	\$131,101
523930	Investment Advice	364	284	(80)	(22%)	\$83,696
523120	Securities Brokerage	163	172	9	6%	\$219,714
334	Computer and Electronic Product Manufacturing	406	600	194	48%	\$78,624
334413	Semiconductor and Related Device Manufacturing	283	506	223	79%	\$83,335

Source: Emsi Dataset 2018.1

According to business data from DatabaseUSA, over 70% of the businesses employ under 10 employees. This diverse number of businesses provides a vast range of skilled jobs to Lee's Summit residents and the surrounding area. Table 6 provides a list of the top 25 occupations that are unique to Lee's Summit.

TABLE 6. TOP OCCUPATIONS IN LEE'S SUMMIT (2017) AND PROJECTED GROWTH (2017-2022)

SOC	Description	Jobs			2012-2017		2017-2022		Annual Openings	Median Hourly Earnings
		2012	2017	2022	Numeric Change	Percent Change	Numeric Change	Percent Change		
29-1141	Registered Nurses	1,368	1,429	1,511	61	4%	82	6%	89	\$32.08
43-6014	Secretaries and Administrative Assistants, except Legal, Medical, and Executive	1,151	1,222	1,221	71	6%	(1)	0%	137	\$17.00
43-4051	Customer Service Representatives	846	867	885	21	2%	18	2%	116	\$16.71
43-9061	Office Clerks, General	767	789	805	23	3%	16	2%	96	\$14.85
11-1021	General and Operations Managers	687	748	778	61	9%	31	4%	68	\$45.79
31-1014	Nursing Assistants	623	625	707	2	0%	82	13%	82	\$13.11
43-5081	Stock Clerks and Order Fillers	608	619	625	11	2%	6	1%	81	\$11.78
37-3011	Landscaping and Groundskeeping Workers	537	580	591	43	8%	10	2%	77	\$12.26
25-2021	Elementary School Teachers, except Special Education	542	544	527	2	0%	(17)	-3%	40	\$25.29
39-9021	Personal Care Aides	529	537	651	8	2%	114	21%	100	\$10.52
43-3031	Bookkeeping, Accounting, and Auditing Clerks	519	516	498	(3)	-1%	(18)	-3%	58	\$19.17
53-7062	Laborers and Freight, Stock, and Material Movers	529	500	480	(29)	-6%	(20)	-4%	72	\$13.77
13-2011	Accountants and Auditors	449	493	518	44	10%	24	5%	50	\$31.50
49-9071	Maintenance and Repair Workers, General	457	477	480	20	4%	3	1%	49	\$17.82

SOC	Description	Jobs			2012-2017		2017-2022		Annual Openings	Median Hourly Earnings
		2012	2017	2022	Numeric Change	Percent Change	Numeric Change	Percent Change		
41-1011	First-Line Supervisors of Retail Sales Workers	454	461	464	6	1%	3	1%	51	\$18.47
41-4012	Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products	423	440	458	17	4%	17	4%	50	\$27.10
43-1011	First-Line Supervisors of Office and Administrative Support Workers	403	416	432	13	3%	16	4%	44	\$27.59
25-2031	Secondary School Teachers, except Special and Career/Technical Education	411	415	402	4	1%	(12)	-3%	30	\$22.51
53-3032	Heavy and Tractor-Trailer Truck Drivers	395	413	416	18	5%	3	1%	50	\$21.52
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	339	400	431	61	18%	31	8%	64	\$14.67
47-2061	Construction Laborers	332	390	393	58	17%	3	1%	45	\$15.82
13-1199	Business Operations Specialists, All Other	375	377	379	2	1%	2	0%	36	\$35.70
15-1132	Software Developers, Applications	287	376	451	90	31%	75	20%	40	\$45.49
43-6013	Medical Secretaries	352	371	388	19	5%	17	5%	43	\$16.72
43-4171	Receptionists and Information Clerks	348	360	378	12	3%	18	5%	50	\$14.17
25-9041	Teacher Assistants	355	352	346	(3)	-1%	(5)	-2%	37	\$12.02
		14,085	14,717	15,216	632	4%	499	3%	1,654	

Source: Emsi Dataset 2018.1

# Commuting Patterns and Available Workforce

According to Census' LEHD on the Map program, over three-quarters of Lee's Summit residents commute outside the area for work. Despite this, there is a cross-haul of workforce as many are coming into Lee's Summit to work as well—30,740 people. Over 73% of the jobs available in Lee's Summit are being filled by people who live outside the area.

There is an abundance of workforce available in and around Lee's Summit. Figure 9 illustrates how many residents are available within a 15-, 30-, and 45-minute drive time radii of Lee's Summit. Approximately 86% of Lee's Summit residents drive less than 24 miles to work while 80% of the workers in Lee's Summit also drive less than 24 miles to work. This equates to roughly a 30-minute drive time allowing an available workforce of up to roughly 556,800 people.

From 2010 to 2015 (latest data available), jobs have become more concentrated to the north of Lee's Summit along the I-470 corridor, causing more people to commute slightly longer distances, on average. There are also more Lee's Summit residents earning more than \$3,333 per month and a fewer share making less.

FIGURE 9. AVAILABLE WORKFORCE BY DRIVE TIME FROM LEE'S SUMMIT

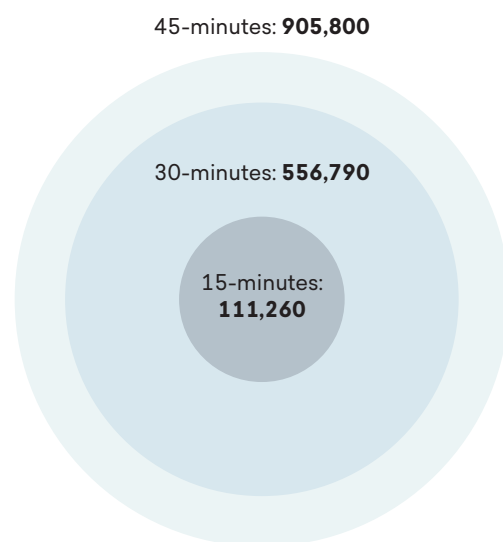
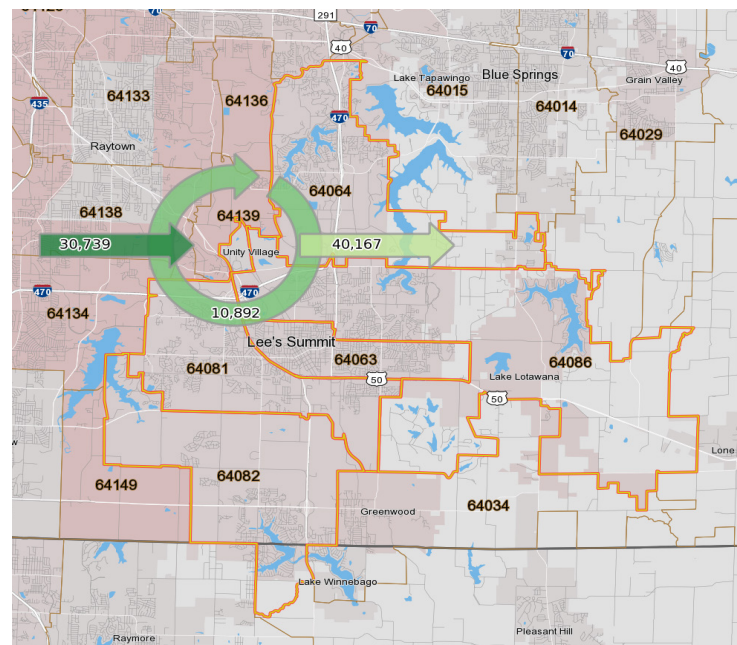
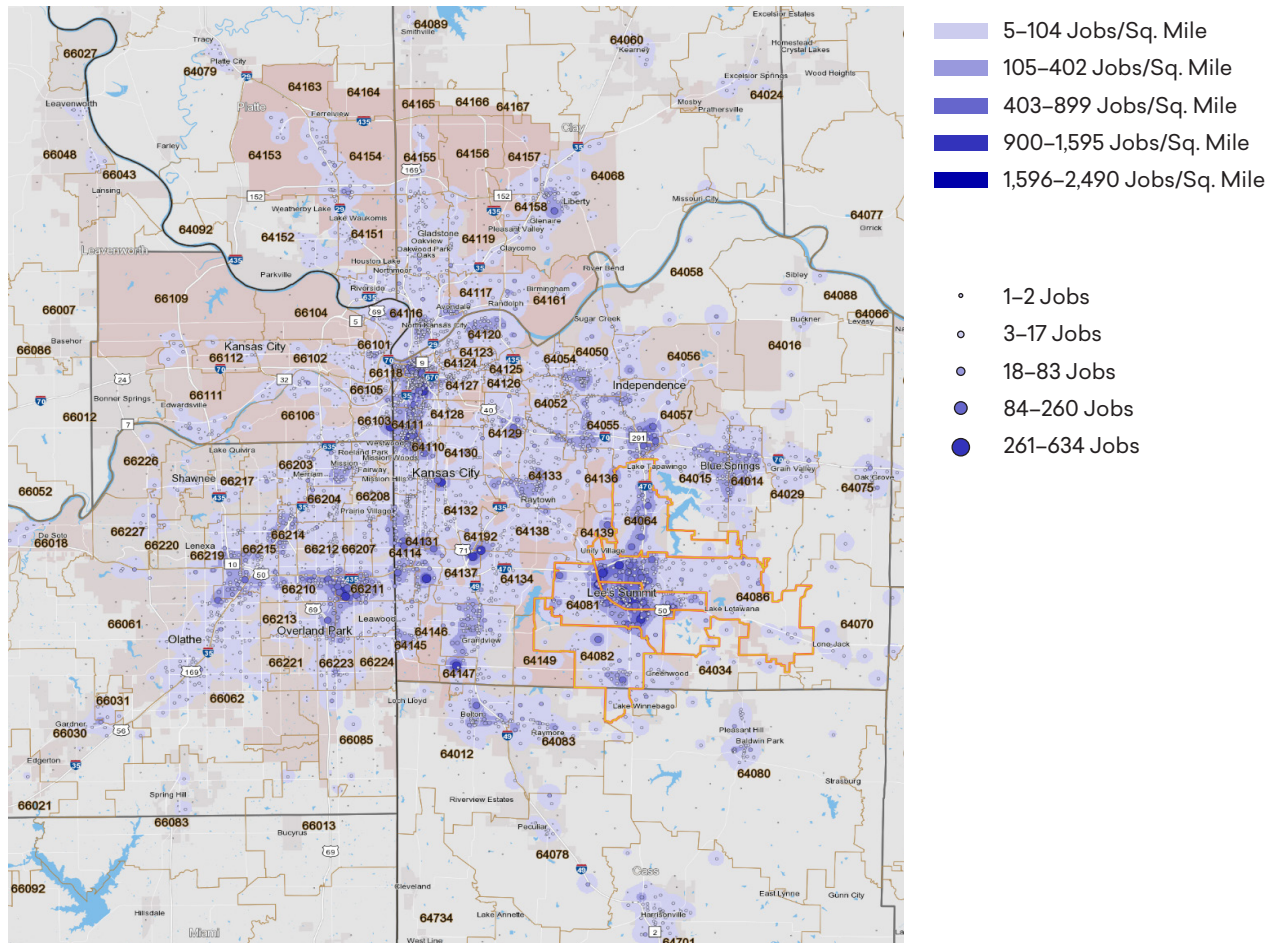


FIGURE 10. INFLOW-OUTFLOW, LEE'S SUMMIT (2015)



## WHERE LEE'S SUMMIT RESIDENTS WORK



## COMMUTING DISTANCE OF LEE'S SUMMIT RESIDENTS

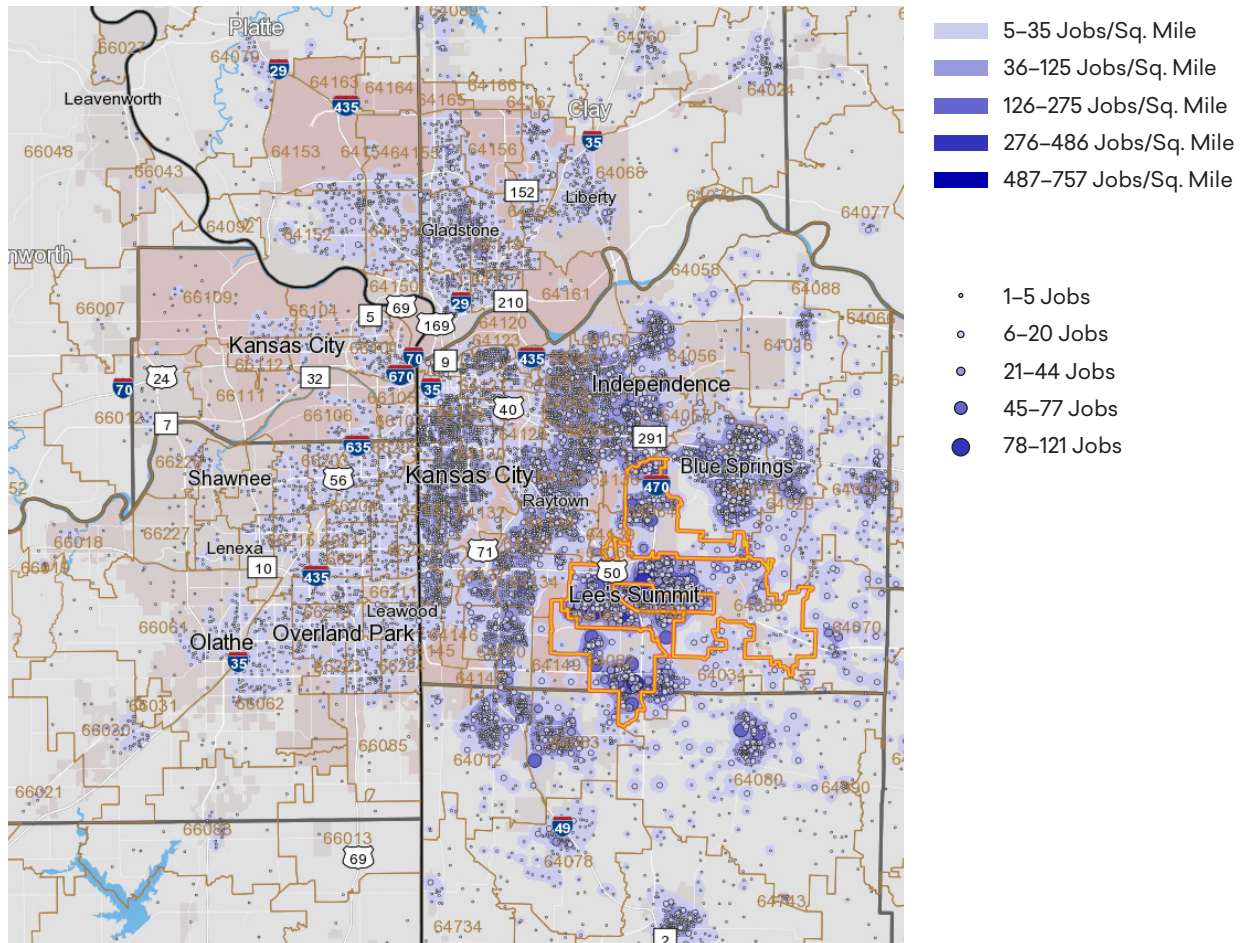
Distance	% of Workforce
Less than 10 miles	35.9%
10 to 24 miles	50.8%
25 to 50 miles	4.4%
Greater than 50 miles	9.0%

Source: Census LEHD on the Map

## WHERE LEE'S SUMMIT RESIDENTS WORK

	Count	Share
All Places	51,059	100.0%
Kansas City, MO	14,313	28.0%
Lee's Summit, MO	10,494	20.6%
Overland Park, KS	4,088	8.0%
Independence, MO	3,132	6.1%
Blue Springs, MO	1,738	3.4%
Lenexa, KS	1,473	2.9%
Kansas City, KS	1,323	2.6%
Grandview, MO	861	1.7%
Olathe, KS	845	1.7%
Raytown, MO	760	1.5%
All Other Locations	12,032	23.6%

## WHERE LEE'S SUMMIT WORKERS LIVE



## COMMUTING DISTANCE OF PEOPLE WORKING IN LEE'S SUMMIT

Distance	% of Workforce
Less than 10 miles	50.0%
10 to 24 miles	30.8%
25 to 50 miles	7.2%
Greater than 50 miles	12.0%

Source: Census LEHD on the Map

## WHERE LEE'S SUMMIT WORKERS LIVE

	Count	Share
All Places	41,631	100.00%
Lee's Summit, MO	10,434	25.10%
Kansas City, MO	5,776	13.90%
Independence, MO	3,719	8.90%
Blue Springs, MO	2,559	6.10%
Raytown, MO	1,132	2.70%
Overland Park, KS	722	1.70%
Grandview, MO	677	1.60%
Belton, MO	676	1.60%
Raymore, MO	676	1.60%
Pleasant Hill, MO	626	1.50%
All Other Locations	14,634	35.20%

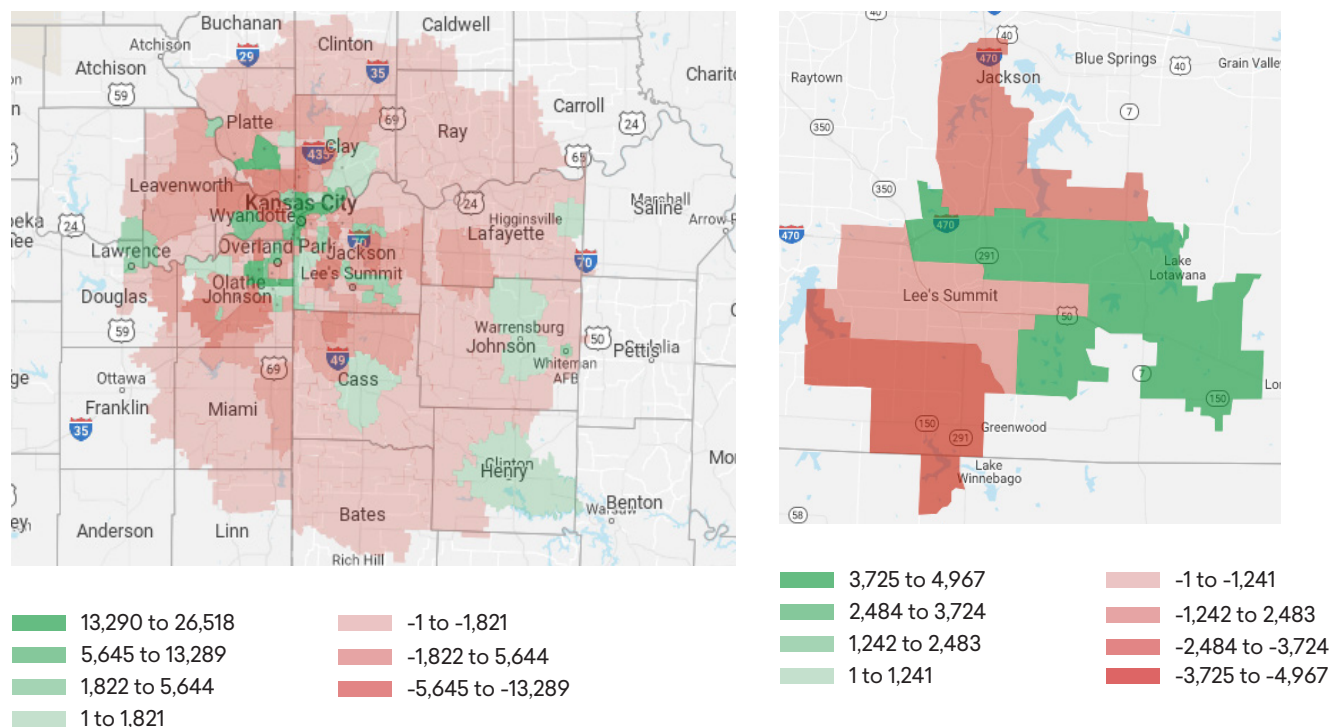
Emsi uses place of residence data derived from the Census LODS data, specifically from Origin and Destination data, Regional Area Characteristics, and Workforce Area Characteristics data which Emsi applies to the occupation jobs figures for context. This data is referred to here as “Resident Workers.” Note that Emsi jobs and commuting data do not match the Census’ On the Map data. Emsi uses county-level data while the Census uses drive-time radii.

Resident workers are defined as where workers live in comparison to where they work. Net commuters are the minimum number of workers who commute in or out of the region to satisfy the regional numbers of jobs held. A positive number (shown in GREEN in Figure 11) describes commuters entering an area, while a negative number (shown in RED) describes commuters leaving an area.

Census data in conjunction with Emsi proprietary data show that the types of jobs Lee’s Summit residents are seeking outside the area are for higher wages. Postsecondary teachers, accountants, bookkeepers, general managers, and computer support occupations are the top skilled occupations leaving the area for work. In contrast, the top skilled occupations people are commuting into the area for are registered nurses, tax examiners, elementary school teachers, and medical practitioners and support workers.

Table 7, on the next page, provides a more detailed look into these net commuters and what types of jobs they hold. The table only lists the top and bottom 10 net commuters, however, a full list is provided in Appendix B.

FIGURE 11: NET COMMUTERS BY ZIP CODE (2017)



Source: Emsi Dataset 2018.1

TABLE 7. TOP 10 AND BOTTOM 10 NET COMMUTERS, LEE'S SUMMIT (2017)

Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
Education	1,186	1,370	(184)	\$24.28	Bachelor's degree
Financial Services	1,290	1,576	(286)	\$24.97	Bachelor's degree
Healthcare - specialized occupations	1,971	1,777	194	\$37.87	Doctoral or professional degree
IT	1,682	2,194	(513)	\$38.95	Bachelor's degree
Operations Management	1,261	1,541	(280)	\$41.79	Bachelor's degree or higher

Source: Emsi Dataset 2018.1

The backbone of Lee's Summit resident workforce is built upon the very industries that drive the region's economy. The commuting patterns, jobs, and resident worker data show a plentiful workforce available in Lee's Summit. Table 8 shows the top 30 occupations Lee's Summit residents hold, whether there is a net loss of that occupation leaving the area (jobs less resident workers), and the typical earnings and education they receive.

TABLE 8: AVAILABLE WORKFORCE BY OCCUPATION, LEE'S SUMMIT

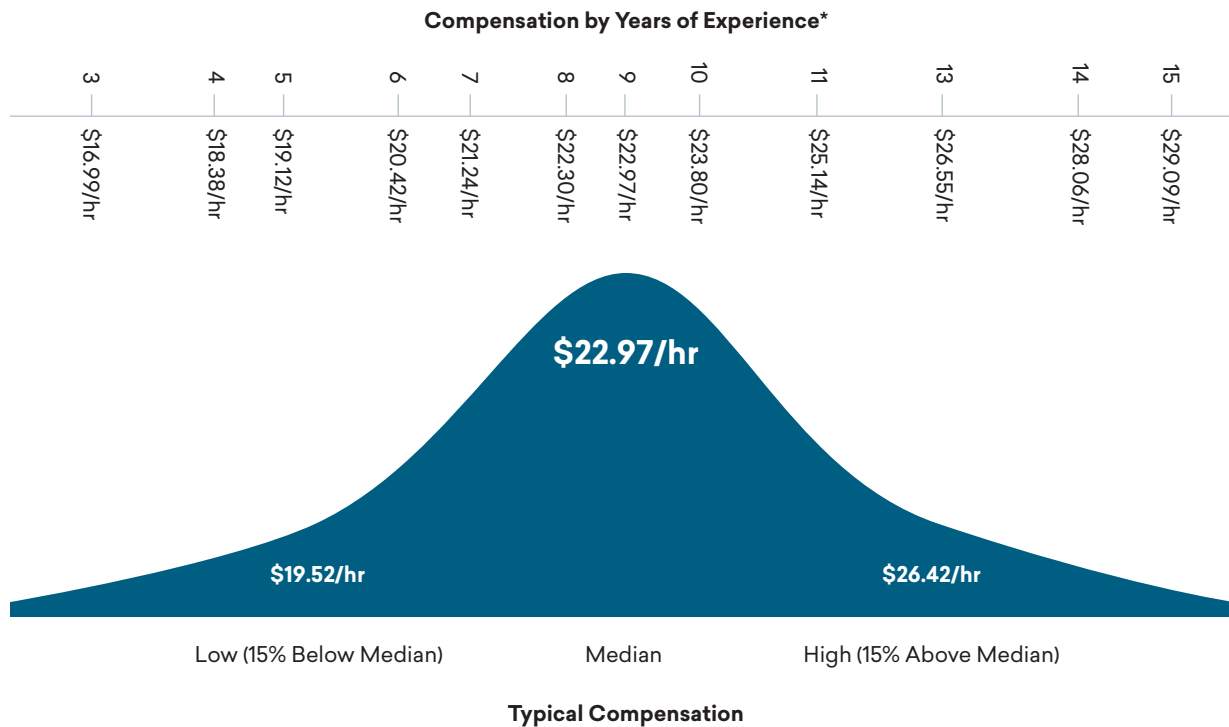
SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
All Occupations		50,387	57,347	(6,950)		
41-2031	Retail Salespersons	1,684	1,556	128	\$11.57	No formal educational credential
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,222	1,403	(181)	\$17.00	High school diploma or equivalent
29-1141	Registered Nurses	1,429	1,355	74	\$32.08	Bachelor's degree
41-2011	Cashiers	1,213	1,221	(8)	\$10.40	No formal educational credential
43-4051	Customer Service Representatives	867	1,205	(338)	\$16.71	High school diploma or equivalent
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,354	1,170	184	\$9.40	No formal educational credential
43-9061	Office Clerks, General	789	981	(192)	\$14.85	High school diploma or equivalent
35-3031	Waiters and Waitresses	989	922	67	\$9.80	No formal educational credential
11-1021	General and Operations Managers	748	869	(121)	\$45.79	Bachelor's degree

SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
39-9021	Personal Care Aides	537	691	(154)	\$10.52	High school diploma or equivalent
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	500	690	(190)	\$13.77	No formal educational credential
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	490	681	(191)	\$12.48	No formal educational credential
43-5081	Stock Clerks and Order Fillers	619	657	(38)	\$11.78	High school diploma or equivalent
13-2011	Accountants and Auditors	493	646	(153)	\$31.50	Bachelor's degree
43-3031	Bookkeeping, Accounting, and Auditing Clerks	516	641	(125)	\$19.17	Some college, no degree
31-1014	Nursing Assistants	625	638	(13)	\$13.11	Postsecondary nondegree award
53-3032	Heavy and Tractor-Trailer Truck Drivers	413	599	(186)	\$21.52	Postsecondary nondegree award
49-9071	Maintenance and Repair Workers, General	477	544	(67)	\$17.82	High school diploma or equivalent
43-1011	First-Line Supervisors of Office and Administrative Support Workers	416	537	(121)	\$27.59	High school diploma or equivalent
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	440	511	(71)	\$27.10	High school diploma or equivalent
25-2021	Elementary School Teachers, Except Special Education	544	509	35	\$25.29	Bachelor's degree
39-9011	Childcare Workers	495	499	(4)	\$8.95	High school diploma or equivalent
37-3011	Landscaping and Groundskeeping Workers	580	473	107	\$12.26	No formal educational credential
47-2061	Construction Laborers	390	465	(75)	\$15.82	No formal educational credential
41-1011	First-Line Supervisors of Retail Sales Workers	461	462	(1)	\$18.47	High school diploma or equivalent
15-1132	Software Developers, Applications	376	449	(73)	\$45.49	Bachelor's degree
37-2012	Maids and Housekeeping Cleaners	390	447	(57)	\$9.48	No formal educational credential
35-2014	Cooks, Restaurant	480	426	54	\$11.81	No formal educational credential
13-1199	Business Operations Specialists, All Other	377	407	(30)	\$35.70	Bachelor's degree
51-2092	Team Assemblers	172	400	(228)	\$18.53	High school diploma or equivalent

Source: Emsi Dataset 2018.1

# Compensation

The average annual wage in Lee's Summit is \$59,200, or \$28.46 per hour. However, typical compensation for workers varies. The graph below illustrates the typical compensation of workers in Jackson County, MO (data only available at the county level) range from \$19.52/hr to \$26.42/hr, with the median falling at \$22.97/hr.



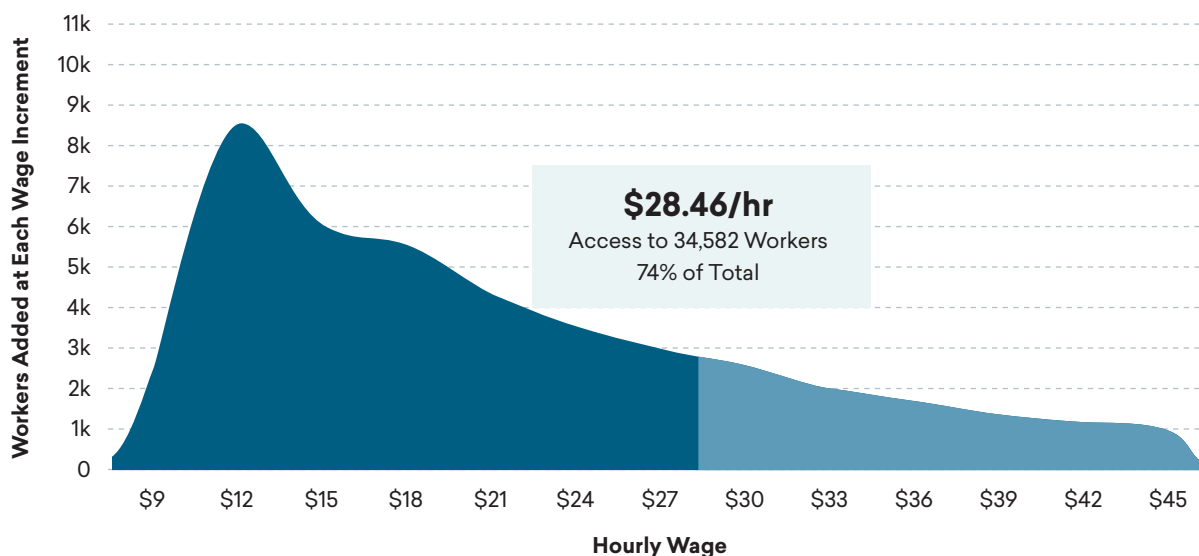
\* Only the median compensation for each cohort is plotted. In reality, compensation for a cohort will range above and below the plotted point.

Region	10th Pct.	25th Pct.	50th Pct.	75th Pct.	90th Pct.
Jackson County, MO	\$10.82/hr	\$15.01/hr	\$22.97/hr	\$39.60/hr	\$63.43/hr
Nation	\$10.00/hr	\$14.00/hr	\$21.64/hr	\$38.24/hr	\$62.98/hr
COL Adjusted Jackson County, MO	\$10.92/hr	\$15.15/hr	\$23.18/hr	\$39.96/hr	\$64.00/hr

\*\* Data only available at county-level

Source: Emsi

Emsi gathers proprietary data from online profiles, and has compiled wage data for over 47,000 workers in Lee's Summit. At the given median wage of \$28.46 per hour in Lee's Summit, there are approximately 34,600 workers available or 74% of total online worker profiles. Skilled labor jobs typically pay between \$15 and \$35 per hour. Given this assumption, there are approximately 21,800 skilled workers available, or 46% of total online worker profiles, and roughly 17,000 (or 36%) who would be considered unskilled earning less than \$15 per hour. Like most occupations, as wages increase, fewer workers are added to each wage increment. Younger, less experienced workers start at lower wages but see raises more often while more seasoned workers hit wage ceilings.



Source: Emsi

Of those available workers, they are found in the following top occupations.

Occupation	Workers Making ≤ \$28.46/hr
Retail Salespersons	1,611
Combined Food Preparation and Serving Workers, Including Fast Food	1,336
Cashiers	1,195
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,192
Waiters and Waitresses	970
Customer Service Representatives	809
Office Clerks, General	770
Nursing Assistants	618
Stock Clerks and Order Fillers	611
Laborers and Freight, Stock, and Material Movers, Hand	493

Source: Emsi

# Appendix A

## HIGHER EDUCATION INSTITUTIONS (100-MILE RADIUS OF LEE'S SUMMIT)

Institution Name	City	State
American College of Technology	St Joseph	MO
Anthem College-Kansas City	Kansas City	MO
Aviation Institute of Maintenance-Kansas City	Kansas City	MO
Avila University	Kansas City	MO
Baker University	Baldwin City	KS
Baker University School of Nursing	Topeka	KS
Baker University School of Professional and Graduate Studies and Graduate School of Education	Overland Park	KS
Benedictine College	Atchison	KS
Brown Mackie College-Kansas City	Lenexa	KS
Bryan College	Topeka	KS
Cass Career Center	Harrisonville	KS
City Vision College	City Overland	MO
Clinton Technical School	North Kansas City	MO
Colorado Technical University	Kansas City	MO
Concorde Career Colleges	Kansas City	MO
DeVry University-Missouri	Kansas City	MO
Donnelly College	Independence	KS
Graceland University	Kansas City	MO
Grantham University	Lawrence Kansas	KS
Heritage College-Kansas City	St Joseph	MO
Highland Community College	Independence	MO
Hillyard Technical Center	Kansas City	MO
ITT Technical Institute-Kansas City	Kansas City	MO
Johnson County Community College	Kansas City	KS
Kansas City Art Institute	Kansas City	MO
Kansas City Kansas Community College	Kansas City	KS
Kansas City University of Medicine and Biosciences	Kansas City	MO

<b>Institution Name</b>	<b>City</b>	<b>State</b>
Lex La-Ray Technical Center	Lexington	MO
Metropolitan Community College-Blue River	Independence	MO
Metropolitan Community College-Business & Technology	Kansas City	MO
Metropolitan Community College-Longview	Lee's Summit	MO
Metropolitan Community College-Maple Woods	Kansas City	MO
Metropolitan Community College-Penn Valley	Kansas City	MO
MidAmerica Nazarene University	Olathe	KS
Missouri Western State University	St Joseph	MO
National American University-Independence	Independence	MO
National American University-Overland Park	Overland Park	KS
National American University-Zona Rosa	Kansas City	MO
Northland Career Center	Platte City	MO
Ottawa University	Ottawa	KS
Ottawa University-Kansas City	Overland Park	KS
Paris II Educational Center	Gladstone	MO
Park University	Parkville	MO
Pinnacle Career Institute	Lawrence	KS
Pinnacle Career Institute	Kansas City	MO
Pinnacle Career Institute - North Kansas City	Kansas City	MO
Research College of Nursing	Kansas City	MO
Rockhurst University	Kansas City	MO
Saint Luke's College of Health Sciences	Kansas City	MO
State Fair Community College	Sedalia	MO
The Art Institutes International - Kansas City	Lenexa	KS
Truman Medical Center School for Nurse Anesthesia	Kansas City	MO
University of Central Missouri	Warrensburg	MO
University of Kansas	Lawrence	KS
University of Missouri-Kansas City	Kansas City	MO
University of Phoenix-Kansas City Campus	Kansas City	MO
University of Saint Mary	Leavenworth	KS
Vatterott College	Kansas City	MO
Vatterott College	St Joseph	MO
Warrensburg Area Career Center	Warrensburg	MO
Washburn Institute of Technology	Topeka	KS
Washburn University	Topeka	KS
WellSpring School of Allied Health	Kansas City	MO
Wentworth Military Academy	Lexington	MO
William Jewell College	Liberty	MO
Xenon International Academy	Olathe	KS

# Appendix B

## NET COMMUTER DATA

SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
29-1141	Registered Nurses	1,429	1,355	74	\$32.08	Bachelor's degree
13-2081	Tax Examiners and Collectors, and Revenue Agents	197	132	65	\$19.31	Bachelor's degree
25-2021	Elementary School Teachers, Except Special Education	544	509	35	\$25.29	Bachelor's degree
29-1062	Family and General Practitioners	115	85	30	\$80.10	Doctoral or professional degree
29-2034	Radiologic Technologists	130	103	27	\$28.61	Associate's degree
15-1199	Computer Occupations, All Other	200	175	25	\$41.80	Bachelor's degree
29-2012	Medical and Clinical Laboratory Technicians	124	100	24	\$18.20	Associate's degree
29-1061	Anesthesiologists	64	42	22	\$91.95	Doctoral or professional degree
21-2021	Directors, Religious Activities and Education	121	104	17	\$26.27	Bachelor's degree
29-2011	Medical and Clinical Laboratory Technologists	109	92	17	\$30.15	Bachelor's degree
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	415	399	16	\$22.51	Bachelor's degree
49-9062	Medical Equipment Repairers	46	34	12	\$20.66	Associate's degree
29-2032	Diagnostic Medical Sonographers	50	38	12	\$36.63	Associate's degree
29-1151	Nurse Anesthetists	46	35	11	\$72.48	Master's degree
29-2021	Dental Hygienists	91	80	11	\$35.09	Associate's degree
29-1067	Surgeons	41	30	11	\$96.11	Doctoral or professional degree
25-3099	Teachers and Instructors, All Other	137	127	10	\$17.99	Bachelor's degree
29-1041	Optometrists	41	31	10	\$52.11	Doctoral or professional degree
11-9032	Education Administrators, Elementary and Secondary School	112	105	7	\$47.58	Master's degree
25-2054	Special Education Teachers, Secondary School	50	43	7	\$22.51	Bachelor's degree
25-2052	Special Education Teachers, Kindergarten and Elementary School	54	48	6	\$23.59	Bachelor's degree

SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
13-2099	Financial Specialists, All Other	85	79	6	\$29.12	Bachelor's degree
29-1011	Chiropractors	32	27	5	\$30.99	Doctoral or professional degree
29-1131	Veterinarians	63	59	4	\$41.29	Doctoral or professional degree
29-2031	Cardiovascular Technologists and Technicians	35	31	4	\$27.78	Associate's degree
17-3023	Electrical and Electronics Engineering Technicians	70	66	4	\$34.43	Associate's degree
29-1199	Health Diagnosing and Treating Practitioners, All Other	16	13	3	\$37.58	Master's degree
29-2056	Veterinary Technologists and Technicians	41	38	3	\$18.27	Associate's degree
29-2035	Magnetic Resonance Imaging Technologists	18	15	3	\$33.33	Associate's degree
53-2021	Air Traffic Controllers	20	17	3	\$58.75	Associate's degree
25-2022	Middle School Teachers, Except Special and Career/Technical Education	179	177	2	\$24.54	Bachelor's degree
25-2053	Special Education Teachers, Middle School	18	17	1	\$23.92	Bachelor's degree
29-1123	Physical Therapists	98	97	1	\$37.35	Doctoral or professional degree
27-2041	Music Directors and Composers	46	45	1	\$24.08	Bachelor's degree
49-2011	Computer, Automated Teller, and Office Machine Repairers	45	44	1	\$15.32	Some college, no degree
21-1092	Probation Officers and Correctional Treatment Specialists	32	31	1	\$20.87	Bachelor's degree
21-1029	Social Workers, All Other	19	18	1	\$21.36	Bachelor's degree
29-2033	Nuclear Medicine Technologists	13	12	1	\$36.38	Associate's degree
27-1025	Interior Designers	38	38	0	\$20.04	Bachelor's degree
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs	11	11	0	\$28.03	Associate's degree
29-1171	Nurse Practitioners	68	68	0	\$49.05	Master's degree
29-2054	Respiratory Therapy Technicians	26	26	0	\$28.28	Associate's degree
41-9031	Sales Engineers	26	26	0	\$37.93	Bachelor's degree
13-1041	Compliance Officers	134	135	(1)	\$30.23	Bachelor's degree
25-9099	Education, Training, and Library Workers, All Other	13	14	(1)	\$21.79	Bachelor's degree
21-1014	Mental Health Counselors	74	75	(1)	\$19.06	Master's degree
21-1022	Healthcare Social Workers	71	72	(1)	\$26.68	Master's degree
11-9039	Education Administrators, All Other	11	13	(2)	\$42.17	Bachelor's degree
11-9121	Natural Sciences Managers	16	18	(2)	\$53.88	Bachelor's degree

SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
29-1031	Dietitians and Nutritionists	34	36	(2)	\$26.20	Bachelor's degree
29-1021	Dentists, General	46	48	(2)	\$78.20	Doctoral or professional degree
11-9111	Medical and Health Services Managers	131	133	(2)	\$45.30	Bachelor's degree
29-9011	Occupational Health and Safety Specialists	34	36	(2)	\$35.77	Bachelor's degree
17-2199	Engineers, All Other	39	41	(2)	\$42.00	Bachelor's degree
29-1127	Speech-Language Pathologists	55	57	(2)	\$36.93	Master's degree
17-3026	Industrial Engineering Technicians	11	13	(2)	\$26.68	Associate's degree
15-2041	Statisticians	20	22	(2)	\$36.40	Master's degree
25-2012	Kindergarten Teachers, Except Special Education	33	35	(2)	\$27.18	Bachelor's degree
23-2099	Legal Support Workers, All Other	11	14	(3)	\$21.90	Associate's degree
27-1014	Multimedia Artists and Animators	16	19	(3)	\$18.30	Bachelor's degree
17-2072	Electronics Engineers, Except Computer	56	59	(3)	\$43.53	Bachelor's degree
29-1051	Pharmacists	115	118	(3)	\$58.65	Doctoral or professional degree
13-2031	Budget Analysts	14	17	(3)	\$36.26	Bachelor's degree
21-1091	Health Educators	24	27	(3)	\$22.27	Bachelor's degree
17-3029	Engineering Technicians, Except Drafters, All Other	19	23	(4)	\$31.60	Associate's degree
19-4099	Life, Physical, and Social Science Technicians, All Other	20	24	(4)	\$20.51	Associate's degree
29-1126	Respiratory Therapists	38	43	(5)	\$27.11	Associate's degree
31-2021	Physical Therapist Assistants	40	45	(5)	\$25.65	Associate's degree
11-9031	Education Administrators, Preschool and Childcare Center/Program	21	26	(5)	\$20.16	Bachelor's degree
25-4021	Librarians	39	44	(5)	\$29.09	Master's degree
19-3031	Clinical, Counseling, and School Psychologists	41	46	(5)	\$29.56	Doctoral or professional degree
27-1021	Commercial and Industrial Designers	12	17	(5)	\$23.13	Bachelor's degree
29-1071	Physician Assistants	13	18	(5)	\$52.51	Master's degree
13-1081	Logisticians	42	48	(6)	\$29.97	Bachelor's degree
13-2021	Appraisers and Assessors of Real Estate	26	32	(6)	\$21.61	Bachelor's degree
21-1011	Substance Abuse and Behavioral Disorder Counselors	24	30	(6)	\$15.83	Bachelor's degree
13-2061	Financial Examiners	32	38	(6)	\$40.10	Bachelor's degree
31-2011	Occupational Therapy Assistants	13	19	(6)	\$28.44	Associate's degree
29-1122	Occupational Therapists	52	59	(7)	\$37.96	Master's degree

SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
21-1023	Mental Health and Substance Abuse Social Workers	40	47	(7)	\$18.77	Master's degree
25-9031	Instructional Coordinators	30	37	(7)	\$27.28	Master's degree
27-3091	Interpreters and Translators	24	32	(8)	\$18.70	Bachelor's degree
17-3027	Mechanical Engineering Technicians	13	21	(8)	\$23.60	Associate's degree
27-3042	Technical Writers	15	24	(9)	\$26.97	Bachelor's degree
19-4031	Chemical Technicians	11	20	(9)	\$20.71	Associate's degree
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	96	105	(9)	\$36.88	Bachelor's degree
11-3061	Purchasing Managers	14	23	(9)	\$54.46	Bachelor's degree
19-2031	Chemists	32	41	(9)	\$29.80	Bachelor's degree
19-2041	Environmental Scientists and Specialists, Including Health	16	26	(10)	\$36.81	Bachelor's degree
13-1141	Compensation, Benefits, and Job Analysis Specialists	25	35	(10)	\$32.04	Bachelor's degree
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	49	59	(10)	\$19.85	Associate's degree
27-1011	Art Directors	24	35	(11)	\$21.60	Bachelor's degree
13-1121	Meeting, Convention, and Event Planners	39	50	(11)	\$20.90	Bachelor's degree
17-3013	Mechanical Drafters	15	27	(12)	\$25.21	Associate's degree
19-4021	Biological Technicians	27	39	(12)	\$19.57	Bachelor's degree
17-2081	Environmental Engineers	11	23	(12)	\$44.14	Bachelor's degree
11-2031	Public Relations and Fundraising Managers	16	28	(12)	\$49.27	Bachelor's degree
27-3041	Editors	19	32	(13)	\$21.64	Bachelor's degree
11-3051	Industrial Production Managers	35	49	(14)	\$46.15	Bachelor's degree
21-1099	Community and Social Service Specialists, All Other	22	36	(14)	\$21.57	Bachelor's degree
19-1042	Medical Scientists, Except Epidemiologists	14	28	(14)	\$34.79	Doctoral or professional degree
13-1051	Cost Estimators	83	98	(15)	\$34.14	Bachelor's degree
13-1131	Fundraisers	25	40	(15)	\$22.73	Bachelor's degree
11-9199	Managers, All Other	269	285	(16)	\$31.07	Bachelor's degree
15-1122	Information Security Analysts	54	71	(17)	\$38.78	Bachelor's degree
21-1015	Rehabilitation Counselors	17	34	(17)	\$16.10	Master's degree
13-2041	Credit Analysts	20	37	(17)	\$28.47	Bachelor's degree
17-2112	Industrial Engineers	41	58	(17)	\$40.97	Bachelor's degree
15-2031	Operations Research Analysts	14	32	(18)	\$35.70	Bachelor's degree

SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
27-2012	Producers and Directors	19	38	(19)	\$23.67	Bachelor's degree
15-1152	Computer Network Support Specialists	80	100	(20)	\$29.92	Associate's degree
15-1134	Web Developers	37	58	(21)	\$25.57	Associate's degree
13-1022	Wholesale and Retail Buyers, Except Farm Products	48	69	(21)	\$27.25	Bachelor's degree
11-9151	Social and Community Service Managers	26	47	(21)	\$31.07	Bachelor's degree
15-1141	Database Administrators	40	61	(21)	\$41.95	Bachelor's degree
11-3121	Human Resources Managers	35	56	(21)	\$49.80	Bachelor's degree
21-1012	Educational, Guidance, School, and Vocational Counselors	69	91	(22)	\$22.06	Master's degree
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	80	102	(22)	\$31.34	Bachelor's degree
11-9041	Architectural and Engineering Managers	45	68	(23)	\$58.41	Bachelor's degree
17-3011	Architectural and Civil Drafters	28	51	(23)	\$25.56	Associate's degree
15-1131	Computer Programmers	136	161	(25)	\$38.07	Bachelor's degree
13-2051	Financial Analysts	78	103	(25)	\$37.43	Bachelor's degree
11-9021	Construction Managers	99	124	(25)	\$34.14	Bachelor's degree
29-1069	Physicians and Surgeons, All Other	111	137	(26)	\$99.73	Doctoral or professional degree
17-3022	Civil Engineering Technicians	22	48	(26)	\$26.73	Associate's degree
17-1011	Architects, Except Landscape and Naval	53	81	(28)	\$31.47	Bachelor's degree
15-1143	Computer Network Architects	61	90	(29)	\$45.89	Bachelor's degree
13-1199	Business Operations Specialists, All Other	377	407	(30)	\$35.70	Bachelor's degree
27-1024	Graphic Designers	87	117	(30)	\$20.72	Bachelor's degree
11-3011	Administrative Services Managers	92	123	(31)	\$41.34	Bachelor's degree
27-3031	Public Relations Specialists	88	120	(32)	\$25.98	Bachelor's degree
11-2021	Marketing Managers	55	89	(34)	\$57.33	Bachelor's degree
17-2071	Electrical Engineers	75	109	(34)	\$46.26	Bachelor's degree
13-2053	Insurance Underwriters	35	70	(35)	\$33.69	Bachelor's degree
11-2022	Sales Managers	101	137	(36)	\$55.82	Bachelor's degree
21-1021	Child, Family, and School Social Workers	103	139	(36)	\$17.68	Bachelor's degree
13-2052	Personal Financial Advisors	106	143	(37)	\$41.48	Bachelor's degree
17-2141	Mechanical Engineers	60	97	(37)	\$39.19	Bachelor's degree
11-1011	Chief Executives	92	134	(42)	\$78.73	Bachelor's degree
13-1071	Human Resources Specialists	180	225	(45)	\$28.47	Bachelor's degree
11-3021	Computer and Information Systems Managers	151	197	(46)	\$61.19	Bachelor's degree

SOC	Description	Jobs	Resident Workers	Net Commuters	Median Hourly Earnings	Typical Entry Level Education
13-1151	Training and Development Specialists	70	116	(46)	\$29.63	Bachelor's degree
15-1133	Software Developers, Systems Software	104	154	(50)	\$47.39	Bachelor's degree
13-1111	Management Analysts	229	281	(52)	\$37.62	Bachelor's degree
41-3031	Securities, Commodities, and Financial Services Sales Agents	90	151	(61)	\$36.28	Bachelor's degree
11-3031	Financial Managers	150	215	(65)	\$59.25	Bachelor's degree
17-2051	Civil Engineers	78	143	(65)	\$40.49	Bachelor's degree
23-2011	Paralegals and Legal Assistants	92	157	(65)	\$24.36	Associate's degree
15-1142	Network and Computer Systems Administrators	135	205	(70)	\$37.58	Bachelor's degree
15-1132	Software Developers, Applications	376	449	(73)	\$45.49	Bachelor's degree
13-2072	Loan Officers	84	157	(73)	\$35.60	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	191	270	(79)	\$30.95	Bachelor's degree
15-1121	Computer Systems Analysts	243	330	(87)	\$42.10	Bachelor's degree
23-1011	Lawyers	201	298	(97)	\$46.55	Doctoral or professional degree
15-1151	Computer User Support Specialists	231	351	(120)	\$23.21	Some college, no degree
11-1021	General and Operations Managers	748	869	(121)	\$45.79	Bachelor's degree
43-3031	Bookkeeping, Accounting, and Auditing Clerks	516	641	(125)	\$19.17	Some college, no degree
13-2011	Accountants and Auditors	493	646	(153)	\$31.50	Bachelor's degree
25-1099	Postsecondary Teachers	27	314	(287)	\$29.56	Doctoral or professional degree