

WORKFORCE SCENARIOS

The Future of Rawlins County

A key to a community's development success is an adequately sized and well trained workforce. Business development and growth are not possible when an area's workforce is constrained or inadequate to support growth. This is particularly true in more rural areas like Rawlins County

Workforce Scenarios

Workforce Scenarios is part of a series of analysis reports prepared for Rawlins County KS in support of its development. We recommend that you review two reports before reading **Workforce Scenarios:**

The Future of Rawlins County

10% Business Income Scenario

where the regional workforce is relatively small and attracting new workforce is challenging. This analysis compares two workforce scenarios. The first is based on the State Demographer's (WSU) original forecasts based on continued historic decline in Rawlins County. The second scenario (RUPRI) is based on the turnaround success of the 2000s continuing and expanding into the future.

Workforce Trends. The first table on the next page summarizes the projected total Rawlins County workforce comparing the WSU and RUPRI forecasts. The difference between the two scenarios is striking. Continued development efforts comparable to the successes in the 2000s would result in a 2030 workforce of nearly 1,500 compared to the baseline forecast at under 1,000 workers.

Worker Type Comparisons. The second table on the next page summarizes the compositional difference in 2030 between the WSU and RUPRI scenarios by age cohort. Overall there is a 64% difference, but the greatest impact is among the critically important "early career" workers (30 to 39) with nearly a 109% difference. This cohort is critically important to new business formation, successful business transition and worker talent for other businesses including area farms and ranches.

Table 1 – Rawlins County Workforce Projections, Two Scenarios

Year	WSU	RUPRI	Change	% Change	Notes
2000	1,674	1,674	0		<i>Actual historical data.</i>
2005	1,503	1,503	0		<i>Actual historical data.</i>
2010	1,351	1,470	119	8.8%	<i>Actual Census data is 1,470 workers.</i>
2015	1,271	1,409	138	10.9%	<i>The RUPRI scenario versus the WSU earlier</i>
2020	1,099	1,381	282	25.7%	<i>forecast provides for an improving workforce</i>
2025	994	1,413	419	42.2%	<i>number over time with a 64% greater number</i>
2030	901	1,476	575	63.8%	<i>2030 or 1,476 versus 901workers.</i>

Sources: Wichita State University, 2005 & RUPRI Center for Rural Entrepreneurship, 2012.

Table 2 – Rawlins County Workforce Projections, By Age Cohort

Category	WSU	RUPRI	Difference	% Dif.
Youth (15-19)	121	130	9	7.4%
Young Adults (20-29)	90	135	45	50.0%
Early Career (30-39)	168	351	183	108.9%
Mid-Career (40-54)	348	577	229	65.8%
Late Career (55-64)	175	284	109	62.3%
Total Workforce	901	1,476	575	63.8%

Sources: Wichita State University, 2005 & RUPRI Center for Rural Entrepreneurship, 2012.

The two graphs on the next page provide a visual comparison between the earlier WSU (pre-turnaround trend line) and the RUPRI (incorporates the turnaround of the 2000s) forecasts for Rawlins County workforce by key age cohort for the period of 2000 through 2030. Scenario A is the WSU forecast and Scenario C is the RUPRI forecast.

The WSU forecast (based on the 1930 through 2000 historical decline) continues the pattern of depopulation and the resulting loss of workforce and economic well-being. The RUPRI forecast which assumes continuation of the successes of the 2000s illustrates a moderating decline through 2020 and then an improving workforce picture through 2025 and into 2030.

*This analysis has been prepared with support from the **Kansas Entrepreneurial Communities Initiative** or KECI. KECI is supported by Kansas Farm Bureau, USDA Rural Development, Kansas Small Business Development Centers, Network Kansas, Advancing Rural Prosperity and the RUPRI Center for Rural Entrepreneurship.*

Figure 1 – Rawlins County, KS Workforce Projections
Scenario A - Wichita State University Forecasts

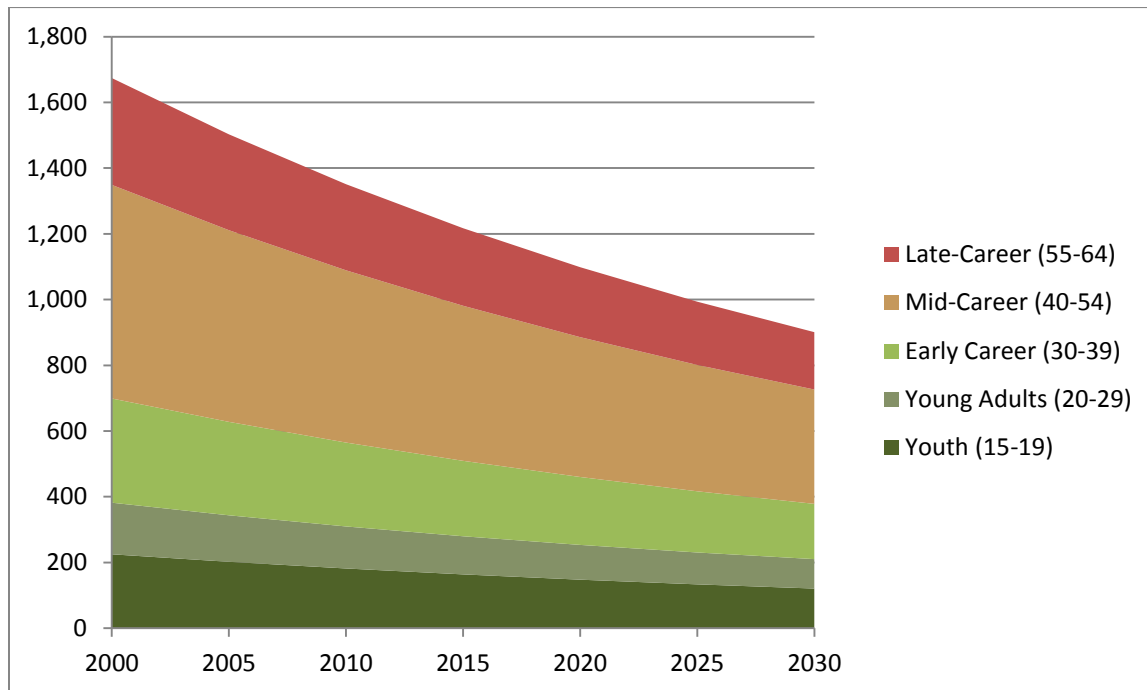
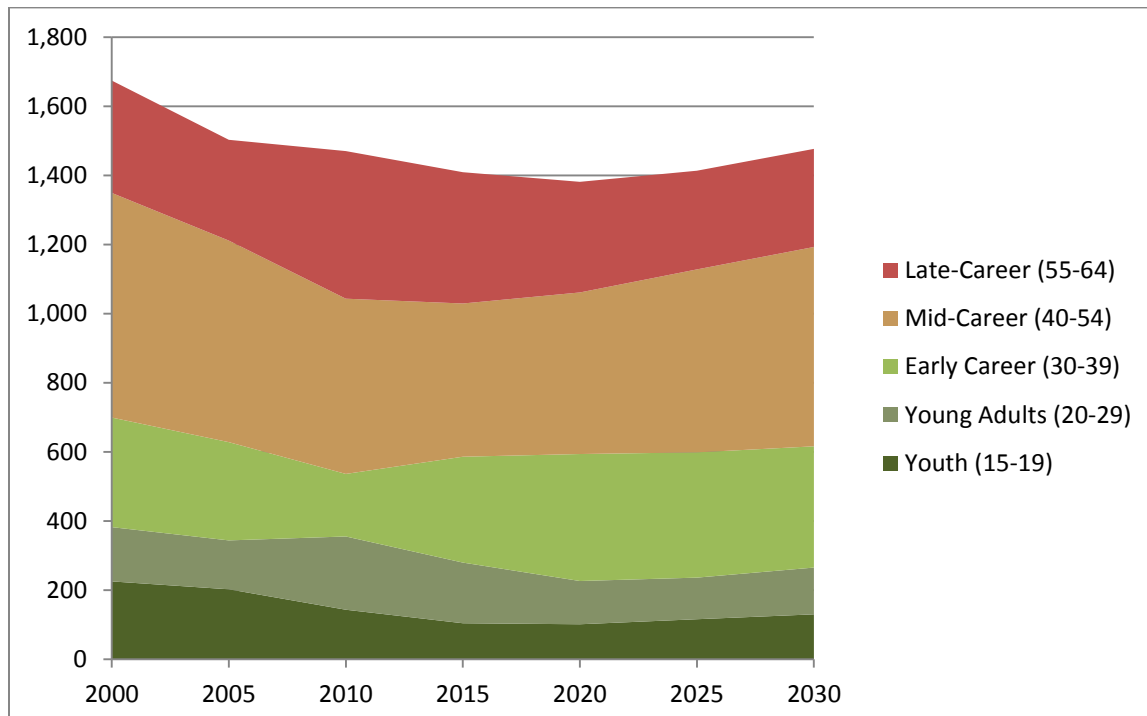


Figure 2 - Rawlins County, KS Workforce Projections
Scenario C – RUPRI/KECI Scenarios



Questions & More Information

Don Macke

don@e2mail.org

402-323-7336

www.energizingentrepreneurs.org

The Center for Rural Entrepreneurship's mission is to help community leaders build a prosperous future by supporting and empowering business, social and civic entrepreneurs. With our roots and hearts in rural America, we help communities of all sizes and interests by bringing empowering research, community engagement and strategy development to you through our many Solution Areas. Our **Solution Area Teams** empower communities to discover their own answers to the challenges and opportunities they face:

- **Community Development Philanthropy:** Providing research and community engagement strategies that help communities build philanthropic capacity and create development resources now and in the future.
- **Youth Engagement:** Providing tools and a framework for communities to engage young people now and to bring them home in the future.
- **Measurement Research Policy:** Providing the tools to help communities define development goals, measure success and improve outcomes.
- **Entrepreneurial Communities:** Providing a roadmap for communities to design and deliver entrepreneur-focused economic development strategies that work.

To learn more about us, go to www.energizingentrepreneurs.org.

421 S. 9th Street, Suite 245
Lincoln, NE 68508
(402) 323-7336

©Copyright 2014 Center for Rural Entrepreneurship.

The information contained in this document is the intellectual property of the Center for Rural Entrepreneurship or has been provided by a strategic partner for the Center's use. Use of these materials is restricted to community or personal use unless otherwise approved in writing by the Center. The resale or distribution of this material is prohibited without written permission of the Center. Inclusion of this information in other documents prepared by the user requires written permission by the Center and must include appropriate attribution. For guidance and permission, contact Don Macke at 402-323-7336 or don@e2mail.org.