



KC TECH SPECS

[v.09]



Table of Contents

03	A Note From Kara Lowe
04	The State of Our Two States
08	Kansas City By the Numbers
12	How KC Stacks Up Nationally
16	About KC Tech Council
20	Data Sources

About KC Tech Specs

KC Tech Specs provides a definitive analysis of Kansas City's thriving technology sector. Since 2017, this annual report shares actionable intelligence with C-suite executives, tech leaders, educators and policymakers to drive strategic decisions and accelerate regional growth.

Drawing from rigorously sourced data, including insights from CompTIA, JobsEQ and industry partners, KC Tech Specs transforms complex market dynamics into clear insights.

As the voice of the tech industry in the Kansas City region, the KC Tech Council leverages this data-driven platform to spotlight emerging opportunities, benchmark competitive advantages and chart our collective path forward as a premier tech destination. In an industry where data drives every key decision, KC Tech Specs empowers leaders with the intelligence needed to build Kansas City's tech future.

Kansas City has the opportunity.

Technology is a powerful driver of the Kansas City region's economy, and its positive impact reaches nearly every industry in our region.

The numbers in this year's KC Tech Specs report reinforce just how significant that impact has become. Kansas City's tech sector generates an estimated **\$13.1 billion in direct economic impact** and represents **7% of the regional economy**. Tech employment accounts for 6.5% of our workforce. And from 2024 to 2025, **tech job postings in Kansas City grew 7.4%, nearly five times the 1.6% U.S. growth rate**.

Why it matters:

These are high-value jobs well beyond traditional "tech companies." Technology talent powers financial services, health care, manufacturing, professional services and nearly every major industry driving our regional economy.

The data also gives us a clearer picture of where Kansas City is gaining ground and where we need to compete harder. While demand for tech talent is growing, net tech employment remained relatively flat compared to national growth. As tech roles become more advanced, Kansas City's compensation gap with the U.S. widens, from roughly 5% at the lower end of the pay scale to 19% at the higher end.

Understanding those dynamics matters. **Strong data gives employers, policymakers and regional leaders the knowledge to make better decisions, advocate for what our industry needs and tell a stronger story about Kansas City's position in the national tech economy.**

The big picture:

The opportunity is bigger than filling open jobs. It's about creating the conditions for Kansas City's tech economy to grow and compete.

KC Tech Council is working across that ecosystem: **building and connecting the talent pipeline, providing essential industry data and insights, advocating for policies and investments that support competitive growth and elevating the companies, innovation and successes that strengthen Kansas City's national visibility.**

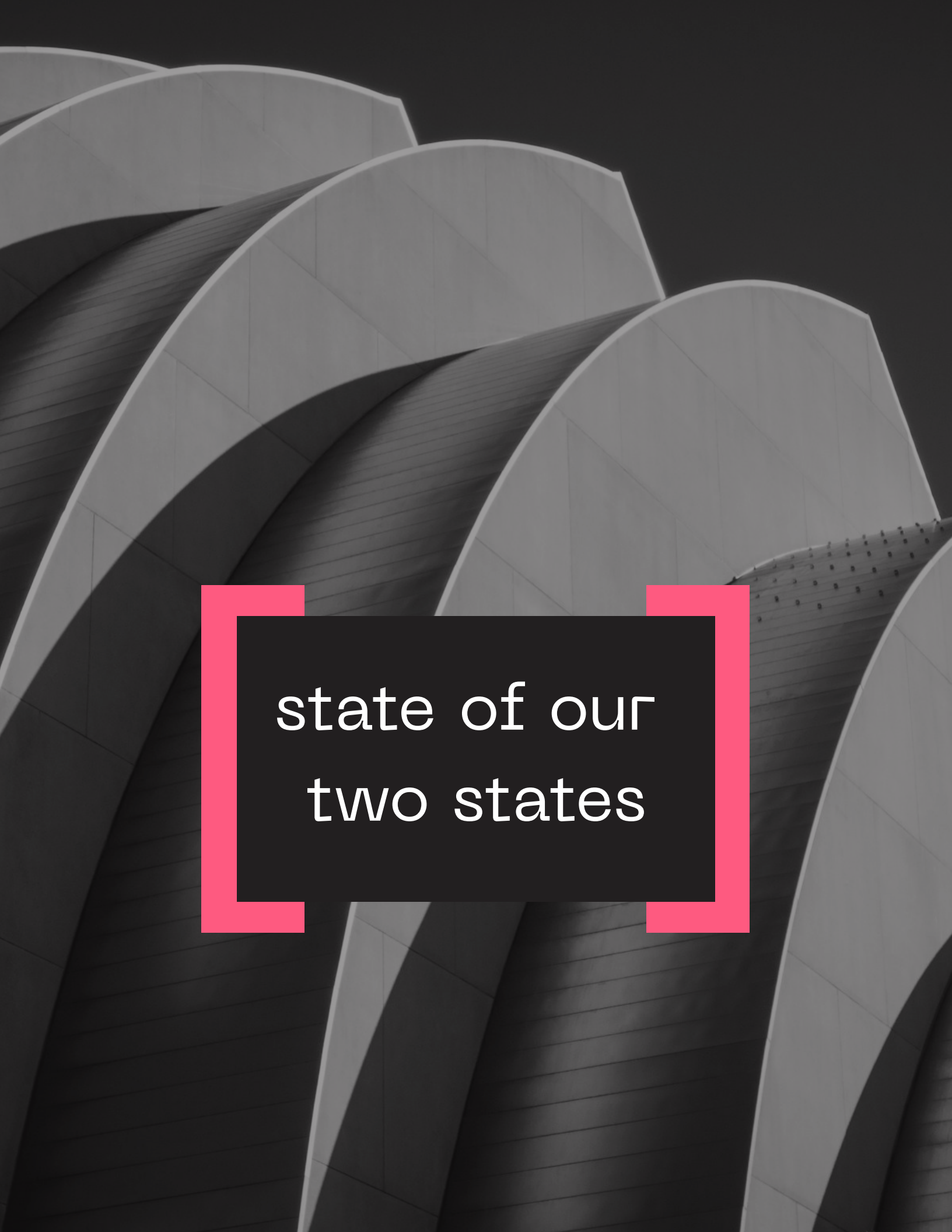
That includes introducing students to tech careers, expanding access and representation, creating apprenticeship pathways, convening employers around workforce solutions and, through **KC TechBridge**, strengthening the connections that move regional talent from the pipeline to the position.

What's next:

The data is telling us where we're gaining ground, as well as where we need to compete harder. The goal is growth: **more Kansas Citians moving into high-value tech careers, more employers finding the talent and conditions they need to grow and greater recognition of Kansas City as a place where technology companies and careers can thrive.**

That takes all of us. Together, we can use better **knowledge** to guide decisions, stronger **advocacy** to improve our competitive position, a deeper **talent** pipeline to fuel growth and greater **visibility** to make sure Kansas City's tech story is seen nationally.

Kara Lowe
Chief Executive Officer
KC Tech Council



state of our
two states

Two states. One regional tech economy.

Kansas City sits at the center of two significant technology economies.

Together, Kansas and Missouri represent **more than \$35 billion in estimated direct tech-sector economic impact** and nearly 225,000 net tech workers. Kansas has 69,202 net tech workers, while Missouri has 155,794.

Why it matters:

Tech is an important economic driver on both sides of the state line. But employment growth isn't keeping pace with the nation.

From 2020 to 2026, Kansas net tech employment grew 7.1%, compared with 12.7% nationally. Missouri grew 5% during the same period.

Kansas: smaller scale with positive momentum. Ranking No. 30 nationally in net tech employment, technology represents 4.5% of the state's overall workforce. Its tech sector generates an estimated \$10.7 billion in direct economic impact and includes more than 7,300 tech businesses.

Kansas recorded 22,800 tech job postings in 2025, up 2.4%. Computer systems design and related services remain the largest of the state's tech industry sectors highlighted in this report.

Missouri: greater scale with room to accelerate. The state ranks No. 19 nationally in net tech employment, with nearly 156,000 net tech workers representing 5% of its overall workforce. The tech sector generates approximately \$24.4 billion in direct economic impact.

Computer systems design and related services leads the state's industry mix, followed by computing infrastructure and data processing, and professional and commercial equipment wholesale.

The big picture:

Kansas City's competitiveness depends on both states. Building a stronger regional tech economy means leveraging the assets, employers and talent on both sides of the state line as one connected labor market.

Kansas

#30

State Rank
net tech employment

4.5%

Tech Employment
in overall workforce

\$10.7B

Economic Impact
of tech sector

7,331

Tech Businesses
in the state

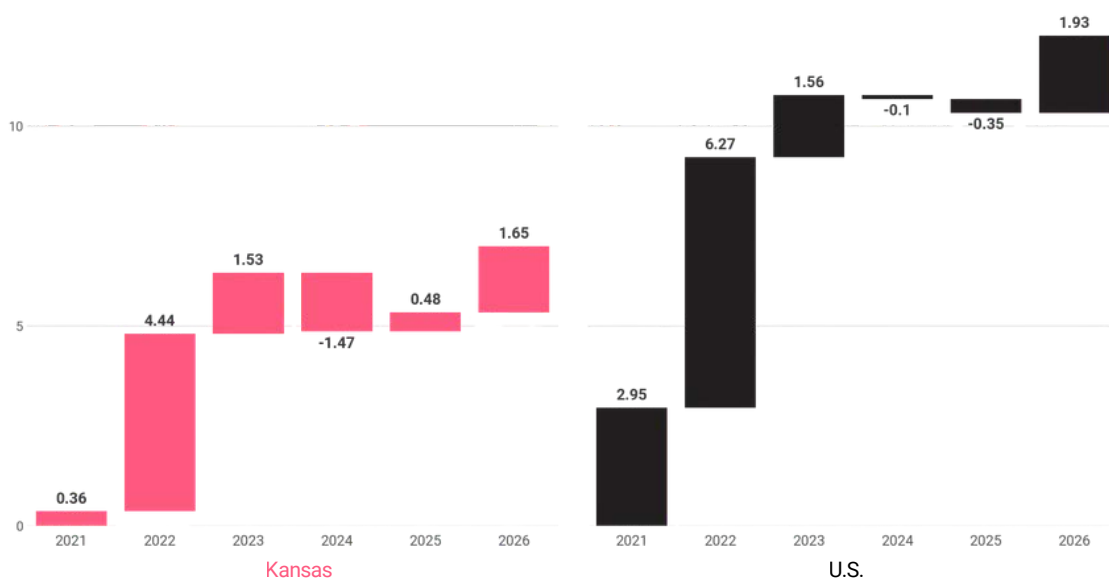
Net Tech Employment*

growth year-over-year

■ Kansas ■ U.S.

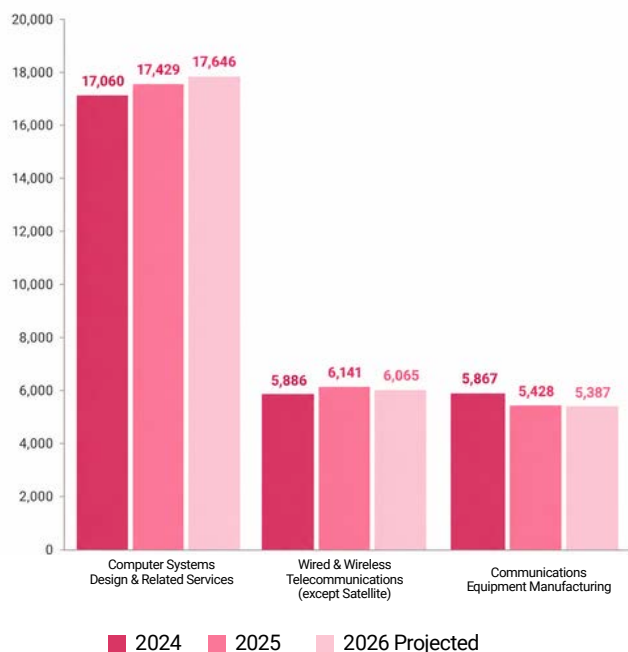
[7.1%]

From 2020-2026
net tech employment in
Kansas grew 7.1% and
the U.S. grew 12.7%.



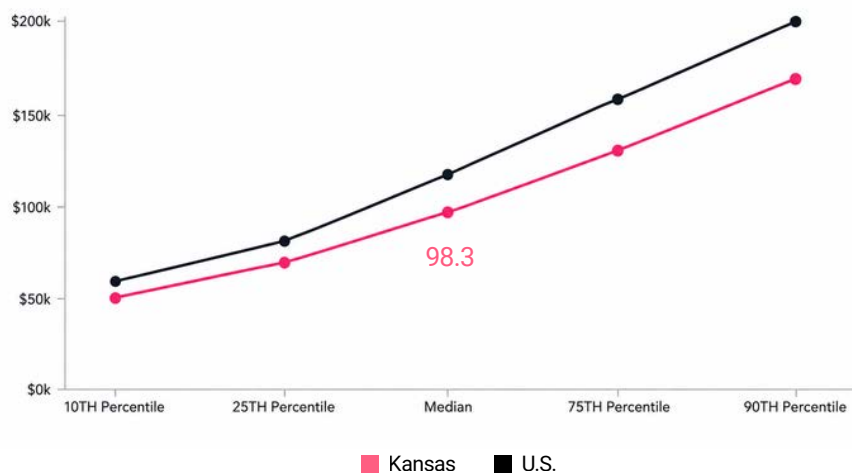
Tech Industry Breakdown

total employees by top sectors



Salary Ranges

tech jobs (COL adjusted)



Net tech employment for the state of Kansas is **69,202** and tech job postings **increased 2.4%**, landing at **22,844 in 2025**.

Missouri

#19

State Rank
net tech employment

5%

Tech Employment
in overall workforce

\$24.4B

Economic Impact
of tech sector

13,373

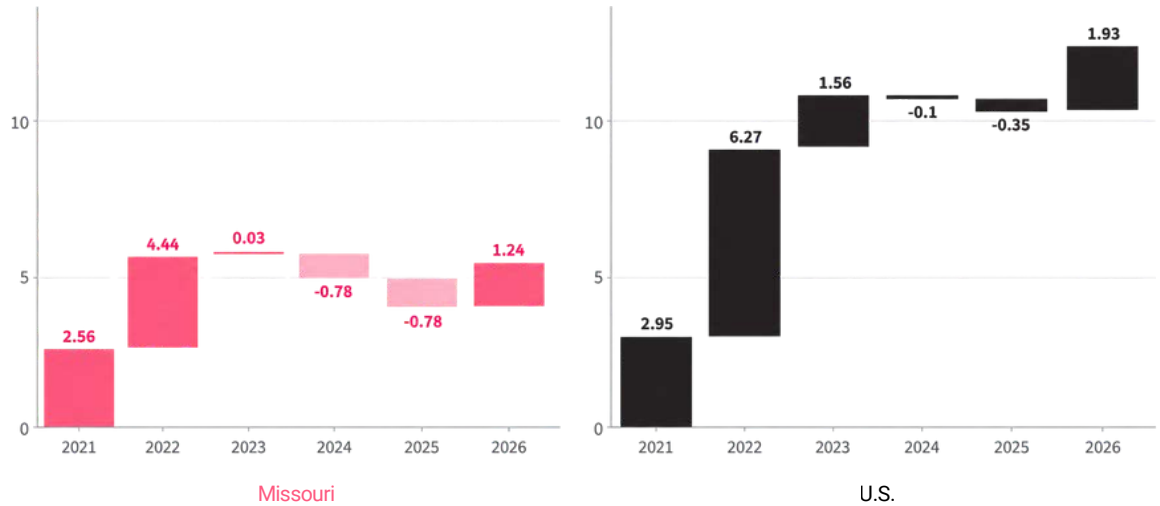
Tech Businesses
in the state

Net Tech Employment* growth year-over-year

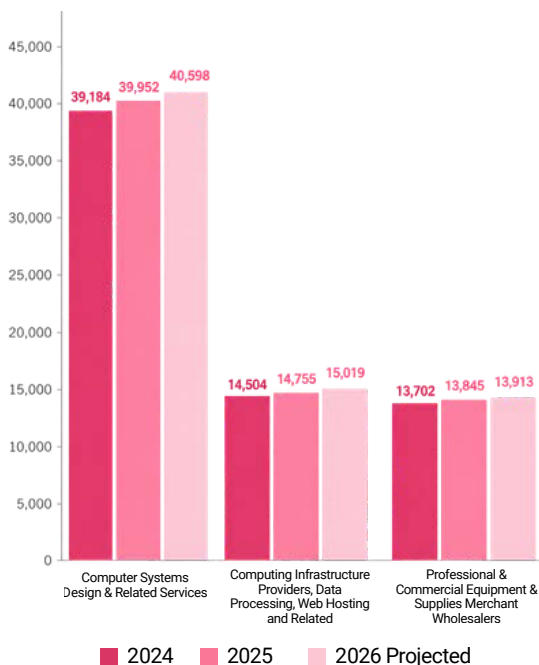
■ Missouri ■ U.S.

[5%]

From 2020-2026
net tech employment in
Missouri grew 5% and
the U.S. grew 12.7%.



Tech Industry Breakdown total employees by top sectors



Salary Ranges tech jobs (COL adjusted)



Net tech employment for the state of Missouri is **155,794** and tech job postings **increased 2.2%**, landing at **33,126** in 2025.

kansas city by
the numbers

Demand is sending a signal.

Kansas City's technology economy has meaningful scale.

The region ranks **No. 26 nationally in net tech employment**, with approximately 75,000 net tech workers. Technology represents 6.5% of the regional workforce and generates an estimated **\$13.1 billion in direct economic impact, about 7% of the regional economy**.

One number stands out: **7.4% increase in Kansas City tech job postings** from 2024 to 2025, compared with just 1.6% nationally.

Why it matters:

Employer demand is growing even as the region's longer-term net tech employment growth has remained relatively flat.

That gap represents an opportunity to **convert more of KC's employer demand into jobs filled by skilled talent**. The types of positions tell us where the region's tech sector is headed. In 2025, **computer and information systems managers** led demand with 4,438 postings, followed by computer user support specialists and software developers. Systems administrators, systems engineers and architects, IT project managers and information security analysts were also among the region's most in-demand occupations.

Skills employers want provide another another signal of that shift. **Microsoft Azure and SQL now lead technical skill demand**, followed by Agile, Python and computer programming/coding. In previous years, programming languages like Python typically topped the list. Their movement down the rankings points to a changing technology landscape, as AI, cloud platforms and increasingly integrated systems reshape the skills employers value. Cybersecurity and project management credentials are also prominent among certification requirements.

The opportunity:

As technology changes, the skills required also shift. These demand signals can help Kansas City align training, education and career pathways more closely with what employers need while helping talent understand which skills create the strongest pathways to opportunity.

The big picture:

A healthy job market has demand and development that starts pre-hire and moves into full careers. KC has demand, so the next step is making the path from skill development to employment faster, clearer and more connected.

Kansas City

#26

In the U.S.
net tech employment

6.5%

Tech Employment
in overall regional
workforce

\$13.1B

Economic Impact
of tech sector

7%

Tech as a Percent
of regional economy

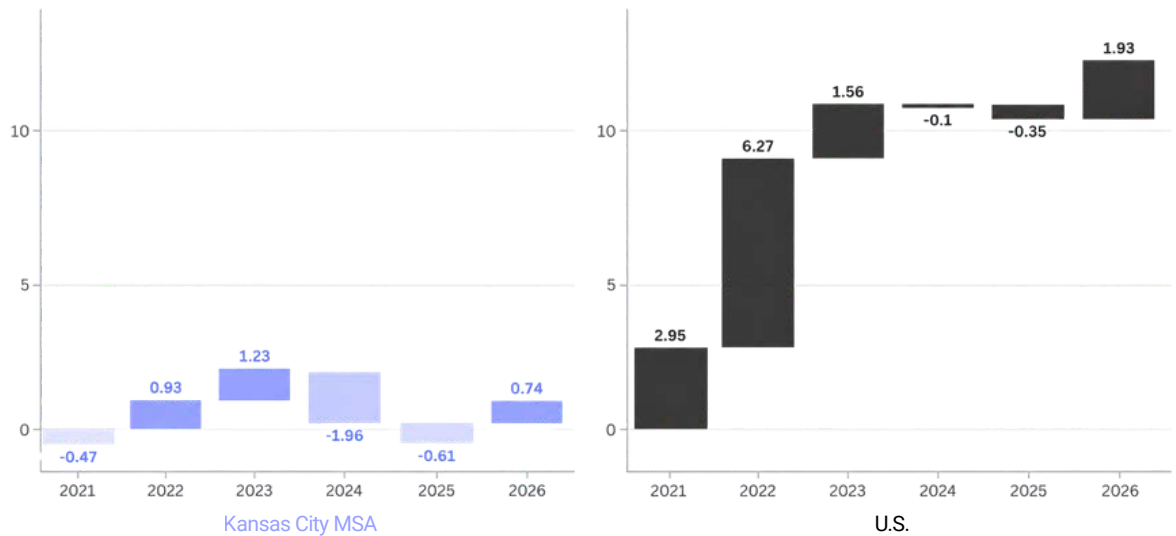
Net Tech Employment*

growth year-over-year

■ Kansas City MSA ■ U.S.

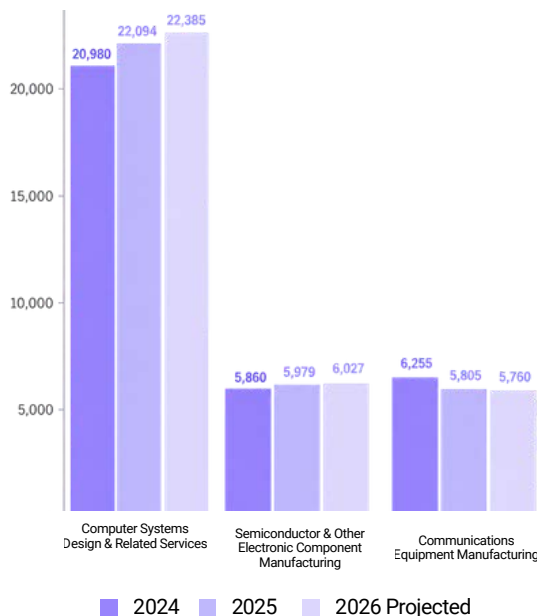
[-0.2%]

From 2020-2026
net tech employment in
Kansas City remained
flat, declining 0.2%
compared to the U.S.



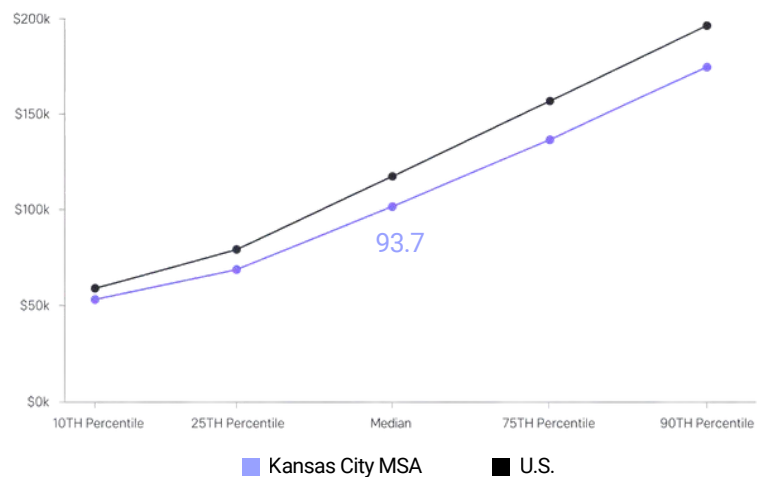
Tech Industry Breakdown

total employees by top sectors



Salary Ranges

tech jobs (COL adjusted)



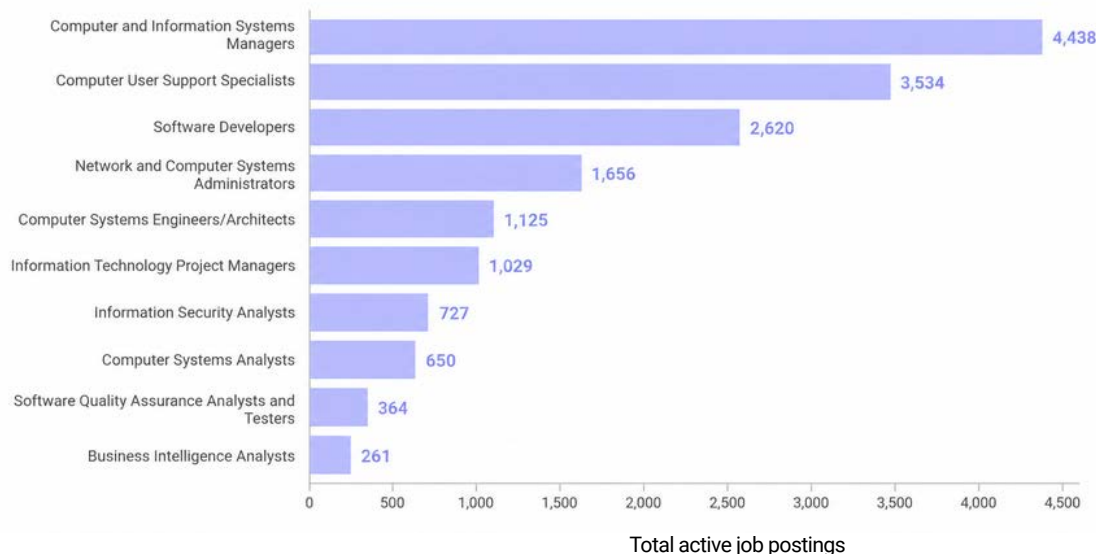
From 2024-2025, tech job postings grew faster in Kansas City at 7.4% than the U.S. which rose 1.6%.

Kansas City

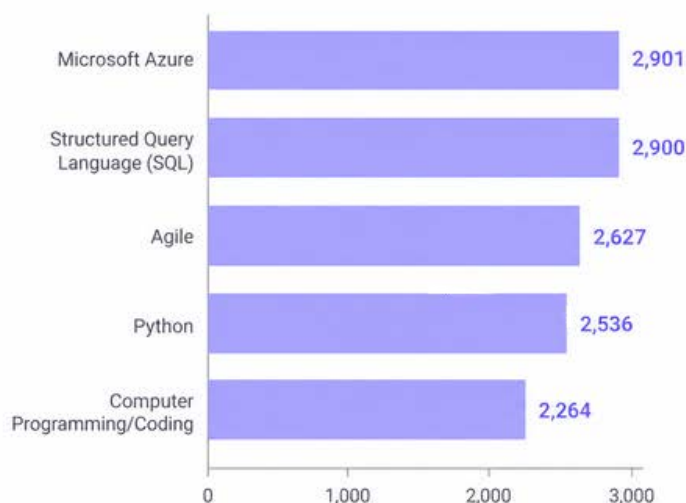
Top 10 Occupations by job postings 2025

[4,438]

Computer + information systems managers led KC tech demand in 2025.



Top 5 Technical Skills 2025

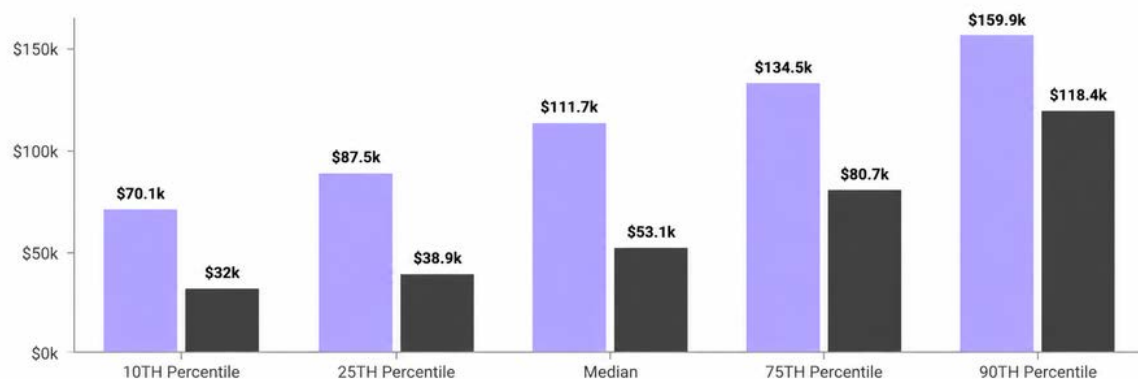


Top 5 Certifications 2025



Salary Ranges in Kansas City tech jobs v. all jobs

Technology Jobs (KC)
All Jobs (KC)





how kc stacks
up nationally

KC's position and potential.

Kansas City already has a meaningful concentration of technology talent.

Tech represents **6.5% of KC's workforce**, placing the region ahead of Nashville, Columbus and Indianapolis among the peer markets analyzed. But KC trails higher-concentration markets including Charlotte, Denver, Raleigh and Austin.

Why it matters:

Kansas City has established the scale to compete as a technology market. To accelerate, the region needs to strengthen the factors that help employers and talent choose KC.

Compensation is part of that equation. Tech jobs offer a significant wage premium compared with the overall workforce across Kansas City, Kansas and Missouri. That makes technology an important pathway to high-value careers and economic mobility.

But KC's competitive position changes as salaries increase. The difference between Kansas City and U.S. tech salaries is roughly **5% at the lower end of the pay scale and grows to 19% at the higher end**. Kansas City's **tech wage premium also trails several peer markets**, including Nashville and Charlotte, two regions with relatively comparable levels of tech-sector economic impact.

What we're watching:

KC's affordability remains an asset, but attracting and retaining experienced, highly skilled talent requires understanding the full value proposition from compensation and career opportunity to quality of life and connection to the region.

KC's industry mix is an advantage. Computer systems design and related services represents a significant share of KC's tech industry, while the region also has concentrations in semiconductor and electronic component manufacturing and communications equipment manufacturing.

The opportunity:

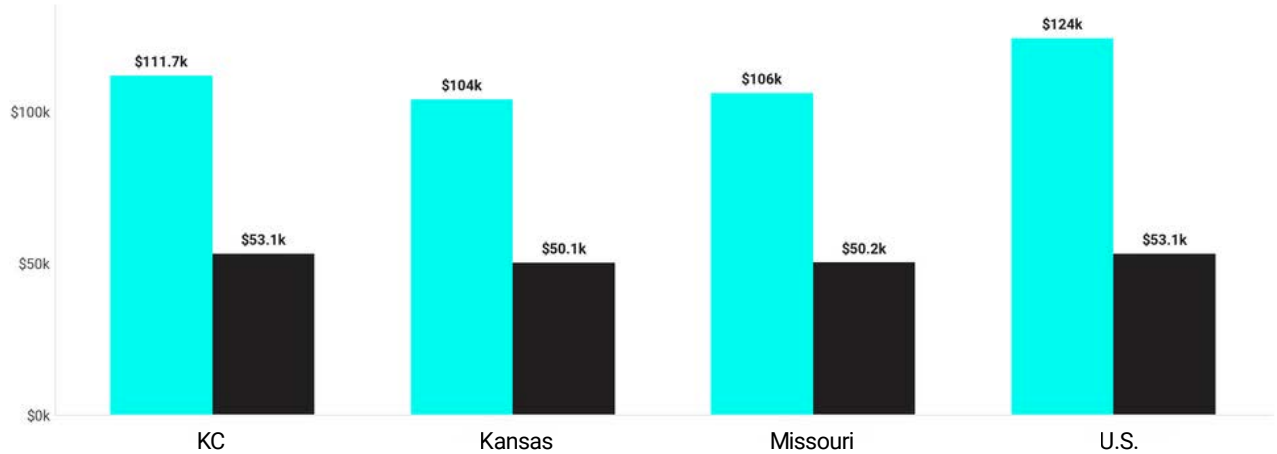
KC can gain ground on a national scale by growing our talent base, sharpening our competitive advantages and creating conditions for KC's tech economy to continue to scale.

Nationally

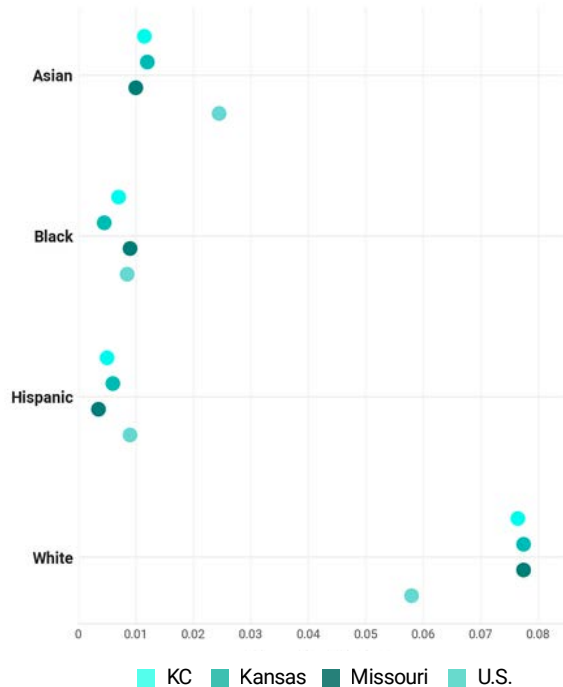
Tech Salary Premium

annual salary of tech jobs vs. all jobs

Technology Jobs (median)
All Jobs (median)

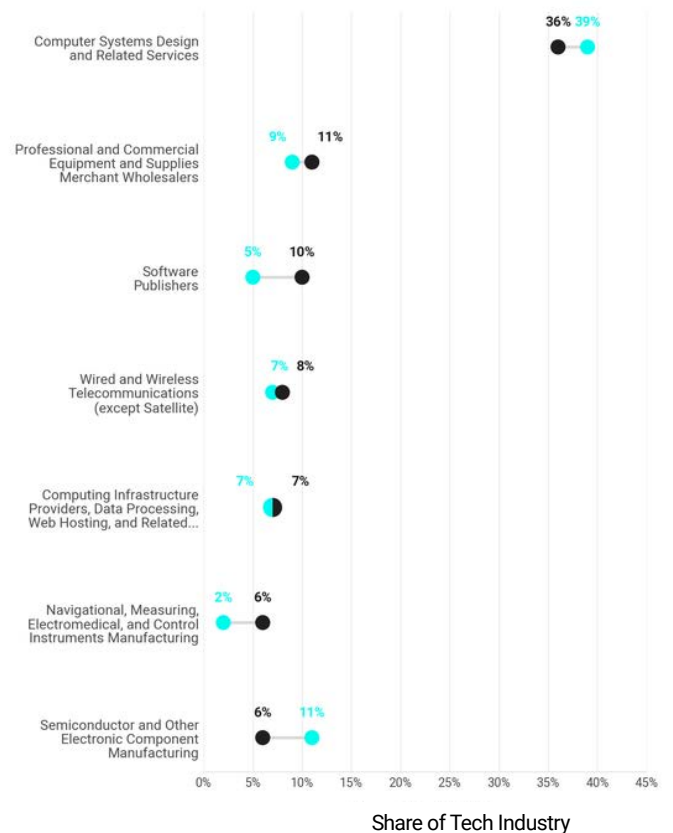


Demographic Mix in Tech Industry by region



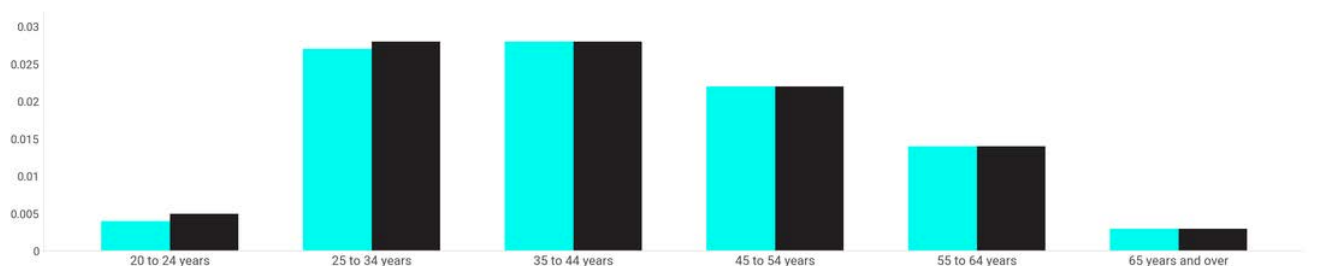
Industry Mix top 80% of U.S. tech industry

Kansas City
U.S.



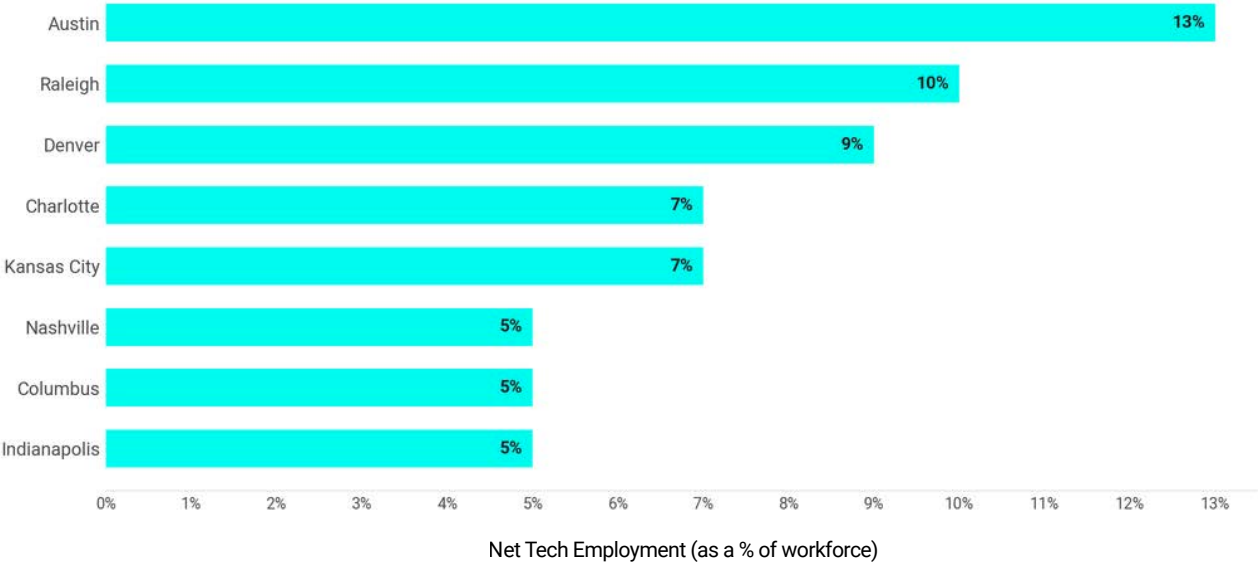
Age Mix in Tech Industry by region

Kansas City
U.S.

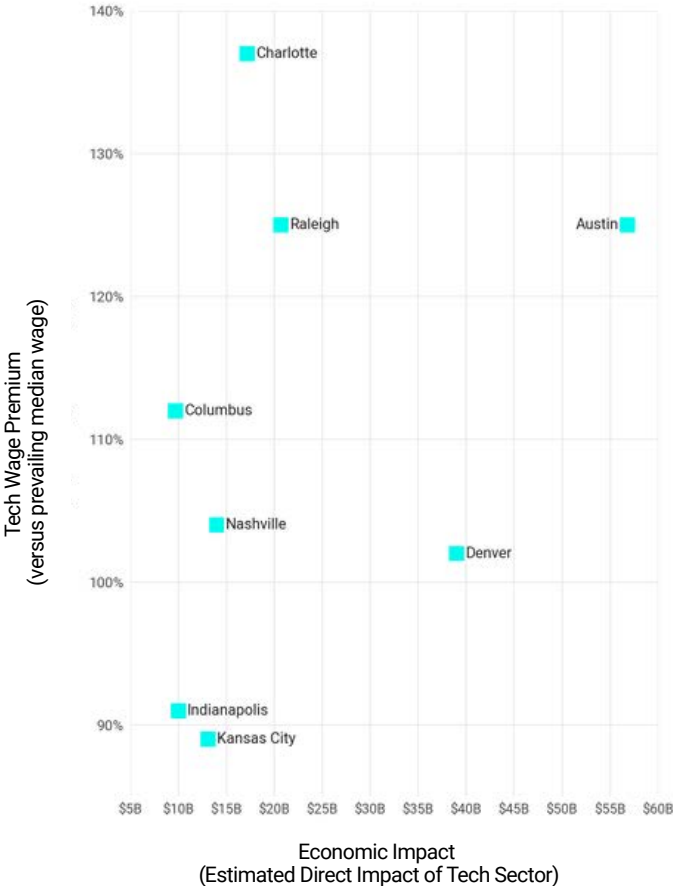


Nationally

Net Tech Employment by peer city



KC Tech Wage Premium by peer city



KC's tech wage premium, the percentage higher than median, **lags comparable cities** with similar economic impact.

Peer City Index comparison across metrics

City	Net Tech Employment	Net Tech Employment (% of workforce)	Economic Impact (direct tech sector)
Austin	178,015	13.0%	\$56.8B
Charlotte	96,382	6.7%	\$17.2B
Columbus	57,959	5.0%	\$9.7B
Denver	156,148	9.1%	\$39.0B
Indianapolis	55,132	4.8%	\$10.0B
Kansas City	75,072	6.5%	\$13.1B
Nashville	61,983	5.2%	\$14.0B
Raleigh	77,485	9.9%	\$20.7B



about the
kc tech council

About the KC Tech Council

KC Tech Council (KCTC) is an independent, nonprofit membership organization working with industry leaders to strengthen and promote Kansas City's tech industry through policy advocacy, tech talent development, catalyzing industry knowledge and driving visibility for the region's innovation economy.

Together with our 200+ sponsors, members and partners, we power initiatives that position Kansas City to become a premier, diverse and sustainable technology hub for the future.

What the KC Tech Council does:

Advocacy

KCTC is the leading voice that informs and bridges federal, Kansas, Missouri and municipal government with the KC tech industry to advance, protect and maintain competitive growth.

Talent

Through initiatives to grow, attract, retain and unlock competitive and diverse tech talent, KCTC serves at the intersection of industry and workforce development.

Knowledge

KCTC is the principal hub for KC tech industry data and insights, with resources deemed essential by members, policymakers, journalists and the community.

Visibility

Targeting key audiences and stakeholders, KCTC amplifies the innovation, successes, companies and products built in the region to achieve national prominence.

Our team:



Kara Lowe
Chief Executive Officer



Erin Christensen
Chief Operating Officer



Christine Murray
Director of Policy &
Workforce Initiatives



Zach Gredlics
Director of Member
Programs & Engagement

About the KC Tech Council

Board of Directors:

Bill Graff | *Chairperson*

Senior Vice President & Chief Information Officer
Clarivate Analytics (US) LLC

George Brooks | *Vice Chairperson*

Founder & CEO
Crema

Nickolette Cole | *Vice Chairperson*

Technology Executive

Neal Schwartz | *Secretary &*

Nominations Chairperson
Executive Vice President of Program Operations
MERGE

Michael Graber | *Treasurer*

Partner
RSM US LLC

Shelly Brown

Chief Technology & Information Officer
Performance Contracting Group

Greg Elliott

Data Protection Specialist
HPE-Zerto

Michael Hannan

Chief Information Security Officer
Lightedge

Andrea Jones

Director of Business Development
Beacon AI Centers

Gregory Kratofil

Office Managing Partner, Technology Transactions & Data Privacy Chair
Polsinelli PC

Scott Morris

Chief Technology Officer
National Association of Insurance Commissioners

Terry Owens

Chief Information Officer
Kansas City National Security Campus, managed by Honeywell FM&T

Industry Leadership Council:

Jeff Portsche

Vice President of Client Technology
American Century Investments

Ash Siebecker

Chief Technology Officer
Ascend Learning

Chris Underwood

Vice President
1898 & Co. | Part of Burns & McDonnell

Doug Oliveira

Chief Information Officer
Caliber Financial Services

Kevin Knapp

Senior Director of Software Engineering
Cboe Global Markets

Kevin Sears

Vice President
JE Dunn Construction

Jay Currie Campbell

Director, Business Development
Kansas City Area Development Council

Scott Woodward

Partner
Springline Advisory

Stephanie Seger

Community Development Regional Manager
Meta Platforms Inc.

Chris Newlin

Director of Business Development & Strategic Accounts
Netrality

Eric Saul

Chief Technology Officer
NIPR

Grace Green

Community Affairs Specialist
Panasonic Corporation of North America

About the KC Tech Council

Industry Leadership Council:

Steve Cosentino

Partner
Stinson LLP

Jeremy Bonnesen

Director & Principal
Summit Technology Academy

Josh Brewster

President
Trozzolo

April Garlington

Regional Partner
Turnberry Solutions

John Felton

Chief Technology Officer
UMB Bank

Carolyn McKnight

*Director of Community Relations &
Business Development*
University of Kansas Edwards Campus

Jason Bedell

Chief Architect
VML

Matthew Lathrom

Vice President
Technology Services, GEHA

Ray Perry

Sales Engineer
Zerto, Inc.

Grace Ahn

Chief Executive Officer
NvisionKC LLC

Scott O'Hare

Chief Technology Officer
ECCO Select Corporation

Tom Krewson

*Vice President of State Government
Relations for Missouri, Kansas and Arizona*
Comcast

Erica Froelich

Senior Client Solutions Manager
JE Dunn Construction

Justin Axtell

Vice President of Software Development
Caliber Financial Services

Reece Clark

Shareholder
Polsinelli PC

Jane New

Director of Industry Partnerships
University of Kansas Edwards Campus

Mandy Nickell

*Community & Workforce Development
Manager*
Google LLC

David Adiutori

Vice President of Technology & Engineering
TreviPay

Justin Baker

Vice President, Energy Sales
Foley Equipment

John Michael Handley

Director of Development
Beale Infrastructure

Tom Luebbering

Partner
Hovey Williams LLP

Paul Wilson

Managing Director
Grant Thornton

Amber Mustard

Chief Technology Officer
Blue Cross Blue Shield Kansas City

Kristy Saul

Director of Information Security
Hallmark

Bryan Rasmussen

Vice President, Mission Critical
GBA

Alex Koval

Director of Portfolio Strategy & Execution
Savion Energy

Rebecca Gannon

Public Affairs Specialist
Nebius

Chris Hann

*Business Development Manager - Data
Centers*
United Rentals

Stephen Barron

Solutions Engineer
Fortinet

Data Sources

NAICS and SOC Codes:

Industry Classification by North American Industry Classification System (NAICS)

IT/Tech Services

423430, 541511, 541512, 541513, 541519, 611420, 811211, 811212, 811213, 811219

Telecommunications, Internet Services and Data Hosting

517311, 517312, 517410, 517911, 517919, 518210, 519130

Software

511210

Manufacturing: Computer, Peripheral and Communications Equipment, Semiconductors and Electronic Components

333242, 334111, 334112, 334118, 334210, 334220, 334290, 334310, 334412, 334413, 334416, 334417, 334418, 334419, 334510, 334511, 334512, 334513, 334514, 334515, 334516, 334517, 334519, 334613, 334614

Occupation Classification by Standard Occupational Classification (SOC)

Information Technology (IT) Occupations

11-3021, 15-1211, 15-1212, 15-1221, 15-1231, 15-1232, 15-1241, 15-1242, 15-1243, 15-1244, 15-1251, 15-1252, 15-1253, 15-1254, 15-1255, 15-1299, 15-2051, 17-2061, 49-2011

Resources:

CompTIA

State of the Tech Workforce 2026

JobsEQ

Reports from 2024-2026

U.S. Bureau of Labor Statistics

KC TechBridge

KC Tech Council, 2026



] { kc tech council **] }**