

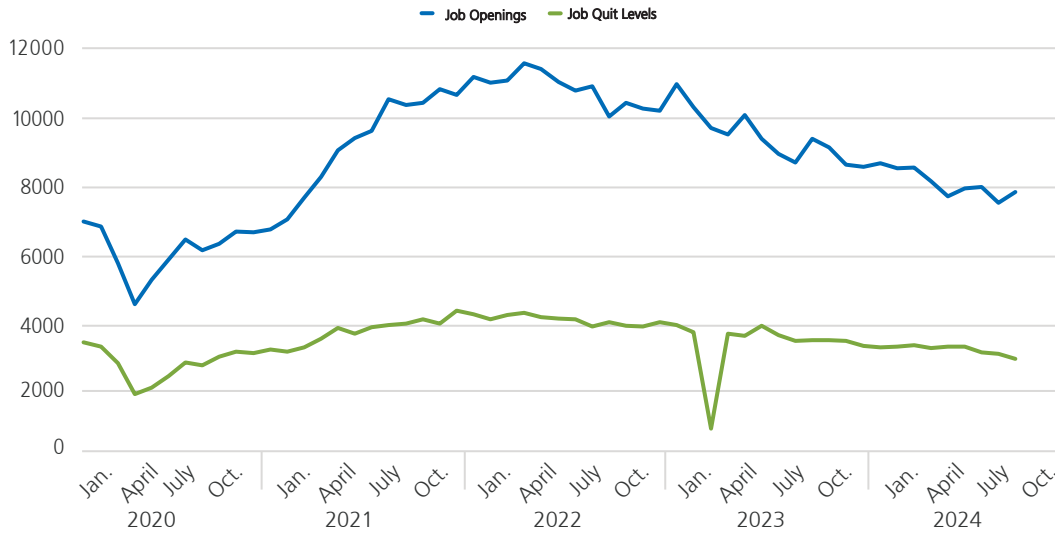
# KANSAS EMPLOYMENT IMPACT ANALYSIS



It's economic truth that recruiting agency-sourced workers are the canary in the coal mine: spotting the beginning stages of economic changes and being on the bleeding edge of talent shortages when they occur. The following Employment Impact Analysis is provided as a strategy resource designed to keep you abreast of changes in the economic climate and future constraints in talent.



## U.S. JOB OPENINGS AND QUIT LEVELS



### 2024 US Unemployment Rates

Jan	Feb	Mar	Apr	May	June
3.7	3.9	3.8	3.9	4.0	4.1
July	Aug	Sep	Oct	Nov	Dec
4.3	4.2	4.1			

\*The Federal Reserve considers a base unemployment rate (the U-3 rate) of 5.0%-5.2% as "full employment" in the economy.

**3.3%**

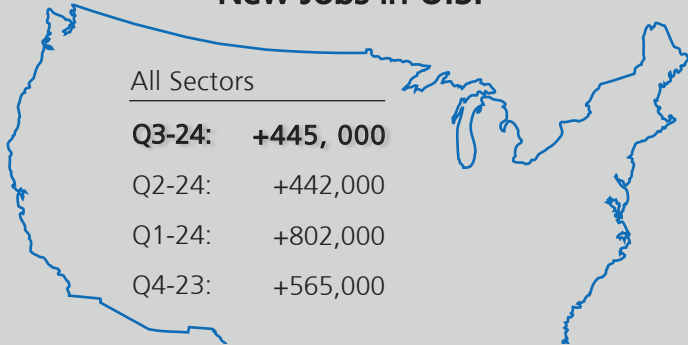
KS Unemployment Rate  
# Job Openings: 63,234

### 2024 KS Unemployment Rates

Jan	Feb	Mar	Apr	May	June
2.6	2.7	2.7	2.8	2.9	3.1
July	Aug	Sep	Oct	Nov	Dec
3.2	3.3	3.3			

## QUARTERLY EMPLOYMENT SUMMARY

### New Jobs in U.S.



### 2024 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+256K	+236K	+310K	+108K	+216K	+118K
July	Aug	Sep	Oct	Nov	Dec
+144	+78K	+223K			

### New Jobs in Kansas

Government Sector		Private Sector	
<b>Q3-24: -200</b>		<b>Q3-24: +1,200</b>	
Q2-24: +6,100		Q2-24: +3,600	
Q1-24: +1,300		Q1-24: +7,500	
Q4-23: +1,800		Q4-23: +3,800	

### 2024 KS Jobs Summaries

Jan	Feb	Mar	Apr	May	June
-1.2K	+3.6K	+6.4K	+2K	+100	+7.6K
+600   -1.8K	-200   +3.8K	+900   +5.5K	+300   +1.7K	+400   -300	+5.4K   +2.2K
July	Aug	Sep	Oct	Nov	Dec
-1.7K	0	+2.7K			
-5.6K   +3.9K	+3.5K   -3.5K	-200   +1.2K			

\*Initial data reported; May reflect upward/downward revisions sources make to initially reported data

## SUMMARY OF US SALARY AND INFLATION RATES:

### AVERAGE SALARY INCREASE

2017: 3.45%   2018: 3.62%   2019: 3.75%   2020: 2.83%   2021: 8.89%   2022: 4.20%   2023: 4.60%   2024: 3.3%   2025: 3.3%-3.8%

\*Projected

### INFLATION RATE

2017: 2.13%   2018: 2.44%   2019: 1.81%   2020: 1.23%   2021: 4.69%   2022: 8.01%   2023: 4.12%   2024: 3.02%   2025:

\*Sept. 2024

# THE ARNOLD GROUP'S RECRUITING INDUSTRY INDICATORS

## AMERICAN STAFFING ASSOCIATION SUMMARY



LAST QUARTER



LAST MONTH

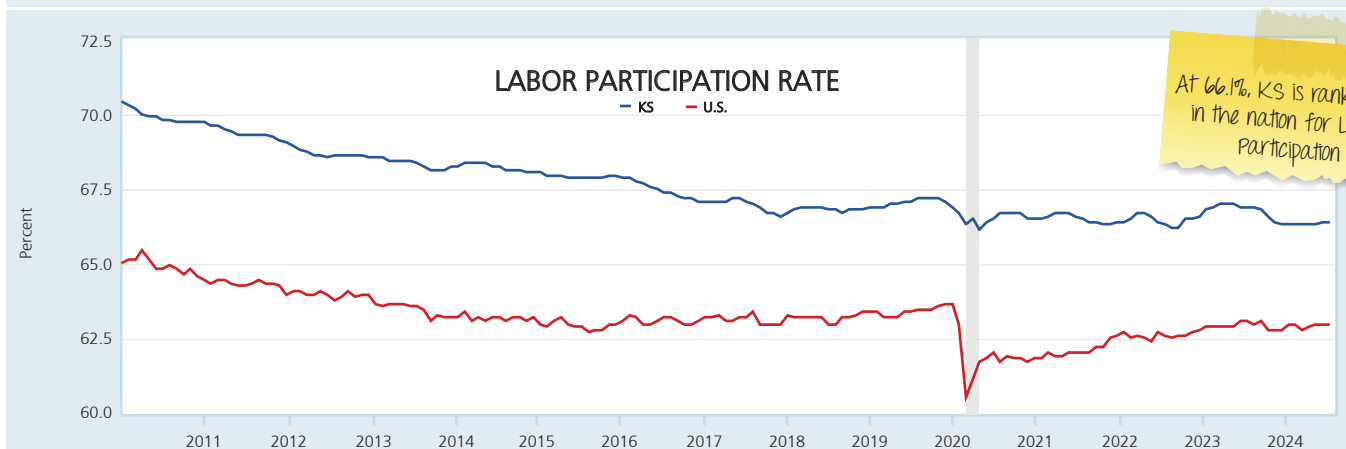
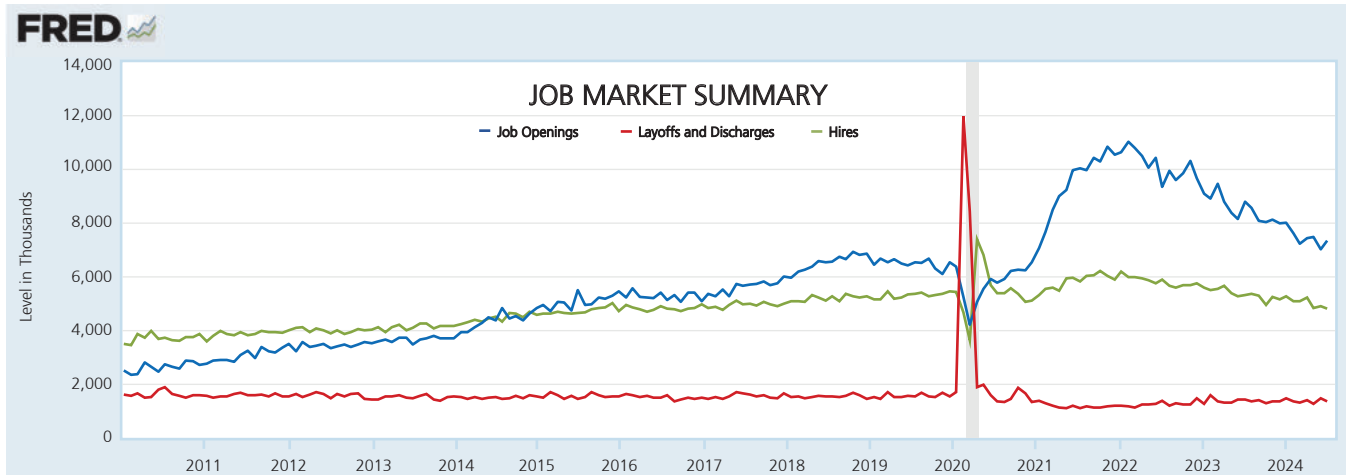


CURRENTLY



NEXT QUARTER

## FEDERAL RESERVE ECONOMIC DATA



At 66.1%, KS is ranked #10 in the nation for Labor participation

# KANSAS COUNTY EMPLOYMENT SUMMARY



For optimal visuals, we recommend viewing pages 3 and 4 side-by-side

<b>CHEYENNE</b> 3.6% 46 0 20 \$10.85 \$18.24 \$36.77	<b>RAWLINS</b> 2.6% 41 0 33 \$10.41 \$17.99 \$34.50	<b>DECATUR</b> 4.2% 49 0 36 \$10.5 \$17.21 \$33.94	<b>NORTON</b> 2.8% 74 1 56 \$10.76 \$18.01 \$34.05	<b>PHILLIPS</b> 3.2% 84 1 102 \$10.72 \$18.58 \$39.42	<b>SMITH</b> 2.8% 56 0 64 \$10.41 \$18.28 \$35.86
<b>SHERMAN</b> 3.6% 98 2 80 \$10.34 \$17.13 \$35.45	<b>THOMAS</b> 3.1% 130 0 210 \$10.57 \$17.79 \$37.54	<b>SHERIDAN</b> 2.9% 43 0 40 \$10.50 \$18.20 \$36.20	<b>GRAHAM</b> 3.4% 39 1 12 \$11.18 \$19.06 \$37.35	<b>ROOKS</b> 3.9% 90 0 32 \$10.41 \$18.16 \$35.64	<b>OSBORNE</b> 3.4% 61 2 53 \$10.49 \$18.17 \$36.59
<b>WALLACE</b> 3.3% 30 0 19 \$10.19 \$17.33 \$32.62	<b>LOGAN</b> 2.3% 39 0 36 \$10.43 \$16.97 \$33.14	<b>GOVE</b> 3.1% 41 0 49 \$10.64 \$17.95 \$34.86	<b>TREGO</b> 3.6% 46 1 16 \$10.36 \$18.66 \$39.87	<b>ELLIS</b> 3.1% 533 11 567 \$10.74 \$17.75 \$38.46	<b>RUSSELL</b> 3.8% 128 1 72 \$10.51 \$18.77 \$36.79
<b>GREELEY</b> 2.5% 20 0 15 \$10.73 \$17.58 \$36.62	<b>WICHITA</b> 3.0% 34 0 22 \$10.65 \$18.35 \$38.36	<b>SCOTT</b> 2.9% 75 0 66 \$10.41 \$17.25 \$36.45	<b>LANE</b> 3.3% 23 0 11 \$10.74 \$18.15 \$38.52	<b>NESS</b> 3.5% 44 0 53 \$11.02 \$19.04 \$38.54	<b>RUSH</b> 3.8% 61 2 48 \$10.49 \$17.26 \$31.29
<b>HAMILTON</b> 2.3% 38 0 15 \$10.65 \$17.76 \$35.43	<b>KEARNY</b> 2.8% 56 0 41 \$10.49 \$17.38 \$36.01	<b>FINNEY</b> 3.1% 635 8 898 \$10.90 \$18.91 \$35.19	<b>HODGEMAN</b> 3.3% 34 1 12 \$10.69 \$18.15 \$34.40	<b>EDWARDS</b> 3.4% 89 0 172 \$11.13 \$17.57 \$33.40	<b>BARTON</b> 3.7% 459 5 518 \$10.73 \$17.97 \$36.37
<b>STANTON</b> 2.9% 30 0 37 \$11.21 \$18.28 \$36.88	<b>GRANT</b> 4.2% 121 0 80 \$10.29 \$18.51 \$37.99	<b>HASKELL</b> 2.9% 62 0 56 \$10.96 \$18.63 \$37.24	<b>GRAY</b> 2.7% 87 0 41 \$10.98 \$18.98 \$35.61	<b>FORD</b> 3.0% 520 7 822 \$11.01 \$18.92 \$31.08	<b>STAFFORD</b> 3.4% 66 0 27 \$10.82 \$18.36 \$35.43
<b>MORTON</b> 3.6% 39 0 47 \$10.32 \$18.74 \$35.81	<b>STEVENS</b> 4.1% 116 2 27 \$11.10 \$18.72 \$40.28	<b>SEWARD</b> 3.8% 367 3 481 \$10.80 \$18.86 \$33.19	<b>MEADE</b> 2.9% 61 2 67 \$11.00 \$19.56 \$40.88	<b>FORD</b> 3.0% 520 7 822 \$11.01 \$18.92 \$31.08	<b>PRATT</b> 3.1% 151 3 197 \$10.35 \$17.47 \$35.73
<b>CLARK</b> 2.4% 28 0 73 \$11.03 \$19.09 \$38.88	<b>COMANCHE</b> 3.1% 26 0 9 \$10.43 \$17.20 \$35.38	<b>BARBER</b> 3.0% 69 1 30 \$10.70 \$18.52 \$35.34	<b>EDWARDS</b> 3.3% 46 1 33 \$10.91 \$18.55 \$38.99	<b>PAWNEE</b> 3.4% 89 0 172 \$11.13 \$17.57 \$33.40	<b>KIOWA</b> 3.7% 43 1 26 \$10.42 \$18.06 \$34.86

Request analysis for specific job title:  
 TAG@the-arnold-group.com

**KEY:**

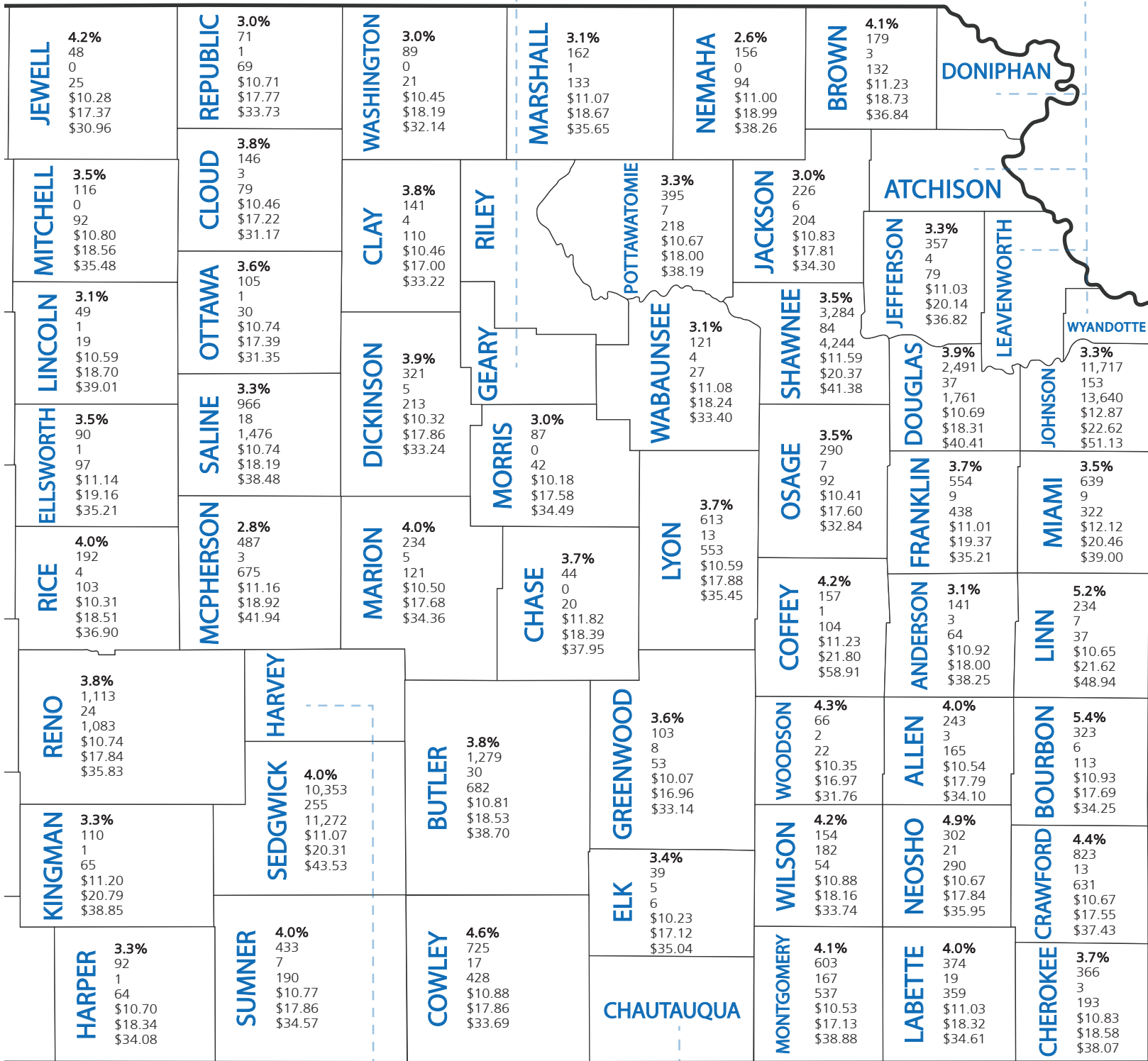
- County UE Rate %
- # Unemployed
- # UI Claimants
- # KS Openings
- All Jobs Avg Salary:
- Low
- Median
- High

**EDWARDS**

- 3.3%
- 46
- 1
- 33
- \$10.91
- \$18.55
- \$38.99

**KEY:** County UE Rate %  
 # Unemployed  
 # UI Claimants  
 # KS Openings  
 All Jobs Avg Salary:  
 Low  
 Median  
 High

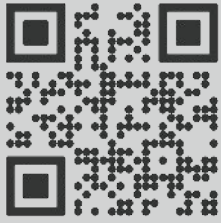
<b>RILEY</b>	<b>4.0%</b> 1,351 18 1,497 \$10.29 \$18.63 \$41.38	<b>GEARY</b>	<b>5.0%</b> 549 17 606 \$11.00 \$19.51 \$38.73	<b>DONIPHAN</b>	<b>4.1%</b> 169 0 90 \$12.42 \$21.00 \$36.43	<b>ATCHISON</b>	<b>5.4%</b> 356 3 289 \$10.40 \$17.85 \$36.30	<b>LEAVENWORTH</b>	<b>3.6%</b> 1,389 22 1,050 \$12.12 \$22.85 \$49.18	<b>WYANDOTTE</b>	<b>4.3%</b> 3,481 76 4,691 \$13.26 \$22.51 \$45.44
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Request analysis for specific job title:  
[TAG@the-arnold-group.com](mailto:TAG@the-arnold-group.com)

<b>HARVEY</b>	<b>3.8%</b> 664 26 503 \$11.18 \$18.81 \$38.53
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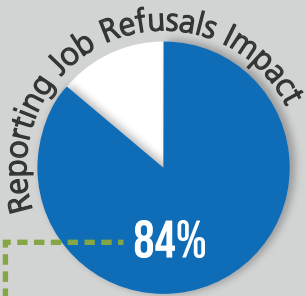
<b>CHAUTAUQUA</b>	<b>3.8%</b> 54 1 24 \$10.34 \$17.19 \$35.04
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click or scan

**KANSAS  
 WORKSHARE  
 PLANS**

Enrollment is up  
 19% YoY from  
 Q3-2023



84% of reported Kansas UI Claimants were denied benefits between June 2021 and Sept. 2024 as a result of **Job Refusal Submissions** by Kansas employers

**TOP RECRUITING CHALLENGES**

- > Lack of qualified candidates
- > Competition from other employers
- > More open roles to fill
- > Inability to compete on salary
- > Hiring processes too long
- > Inability to offer remote or hybrid work
- > Meeting high candidate expectations

*Did you know...*

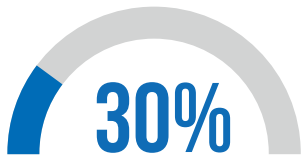
The top reason employees **quit their job** in 2023 was for a better **career opportunity**.

Employees **actively** looking for a job change

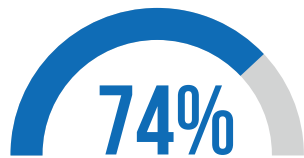
35%

Employees that are **passive** job seekers

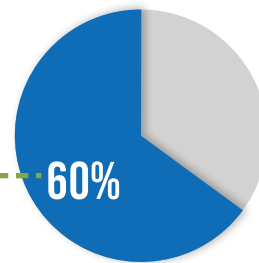
73%



New Hires who resign in their first 3 months of employment

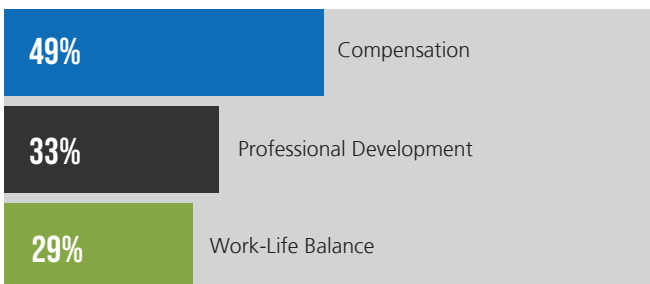


New hires actively start looking for jobs within first 6 months of starting a job

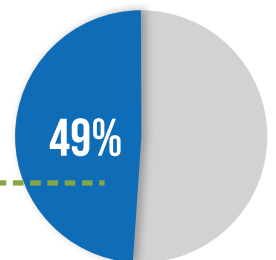


60% of job seekers have **given up** on filling out a job application because of its **complexity**

**WHAT CANDIDATES CONSIDER BEFORE ACCEPTING A JOB OFFER**



49% of job seekers declined a job offer due to a **bad recruiting experience**



Businesses report **struggling** to fill jobs in 2023 (9 out of 10)

90%

Businesses planning to **increase hiring** by adding new positions in 2024

57%

## TOP RECRUITING PRIORITIES

- Improving candidate quality
- Getting more candidates
- Improving hiring processes and speed
- Improving onboarding
- Creating a more diverse talent pipeline

45% of employers **eliminated degree requirements** (from some roles)

45%

72% of employers have recently shifted hiring requirements, **prioritizing skills** over credentials

72%

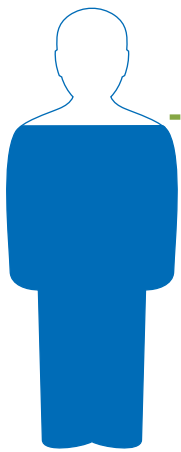
2023 **4.1%**  
2024 (estimated) **3.9%**

Base Wage Increases

2023 **3.8%**  
2024 (estimated) **3.5%**

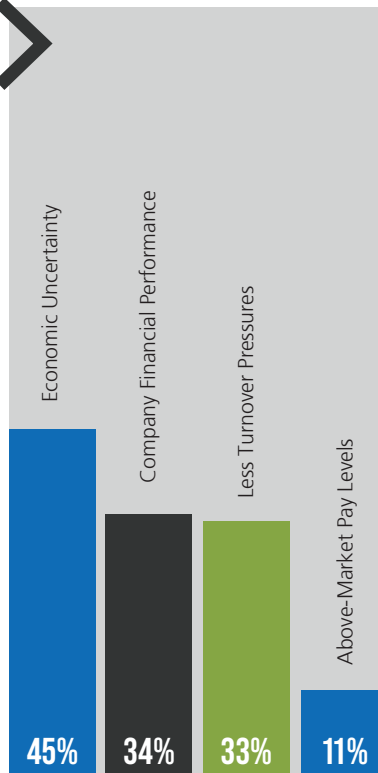
Merit Increases

*Did you know...*



There are 0.7 qualified candidates for every job opening

## EMPLOYERS PLAN TO MODERATE PAY INCREASES IN 2024. THIS IS DUE TO:



51%

Candidates who would accept lower pay for more flexibility

37%

Candidates who would accept lower pay for more upskilling opportunity

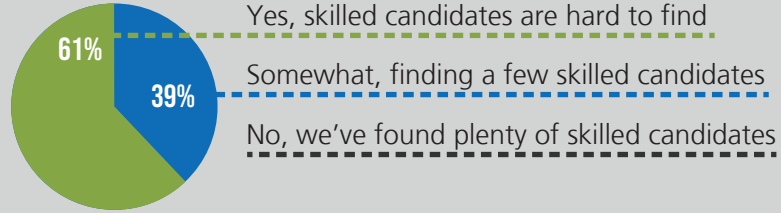
New hires who stay for 3 years after a **positive onboarding experience**

69%



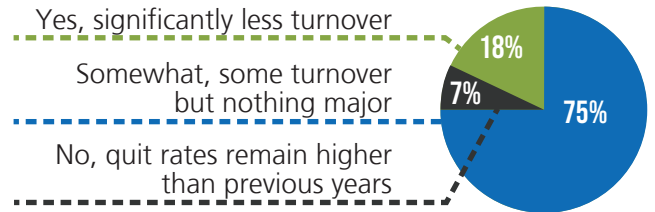
## question 1:

90% of surveyed hiring managers report difficulty sourcing skilled candidates. Are you having the same difficulties in your recruiting efforts?



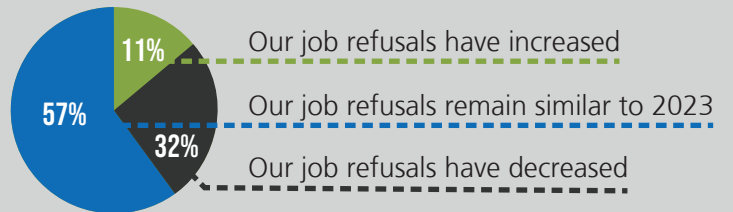
## question 2:

The national quit rate remains steady and low at 2.2%. Are you experiencing a similar phenomenon of a continued low quit rate so far in 2024?



## question 3:

Has your number of job refusals increased or decreased in 2024 so far compared to 2023?



## question 4:

Has your organization used the KS Workshare Program anytime in 2024?

