

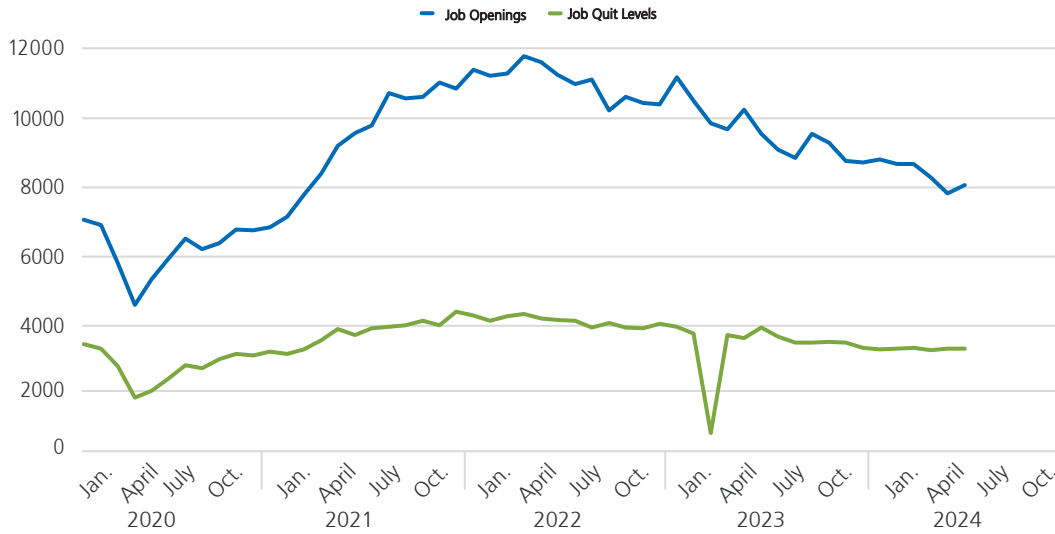
KANSAS EMPLOYMENT IMPACT ANALYSIS



It's economic truth that recruiting agency-sourced workers are the canary in the coal mine: spotting the beginning stages of an economic slowdown 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

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

3.1%

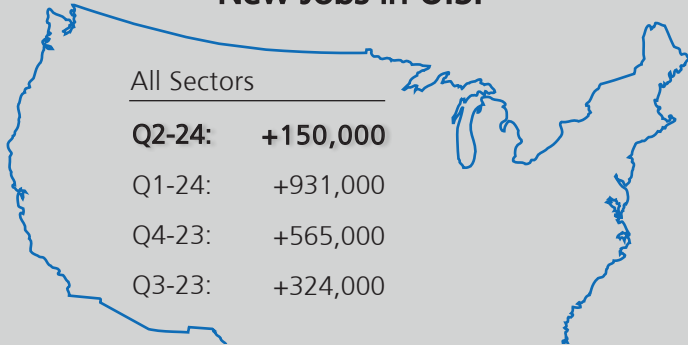
KS Unemployment Rate
Job Openings: 55,661

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

QUARTERLY EMPLOYMENT SUMMARY

New Jobs in U.S.



2024 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+353K	+275K	+303K	-435K	+221K	+64K
+36K +317K	+52K +223K	+71K +232K	-51K -384K	+179K +42K	+32K +32K
July	Aug	Sep	Oct	Nov	Dec

New Jobs in Kansas

Government Sector		Private Sector	
Q2-24: +6,100		Q2-24: +3,600	
Q1-24: +1,300		Q1-24: +7,500	
Q4-23: +1,800		Q4-23: +3,800	
Q3-23: -700		Q3-23: +2,800	

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

*Initial data reported; Does not include upward/downward revisions sources make to initially reported data

SUMMARY OF US SALARY AND INFLATION RATES:

AVERAGE SALARY INCREASE

2016: 1.13% 2017: 3.45% 2018: 3.62% 2019: 3.75% 2020: 2.83% 2021: 8.89% 2022: 4.20% 2023: 4.60% 2024: 3.9%-4.2%
*Projected

INFLATION RATE

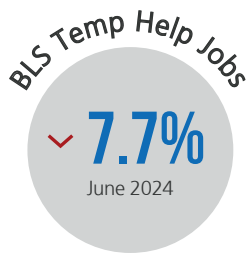
2016: 1.26% 2017: 2.13% 2018: 2.44% 2019: 1.81% 2020: 1.23% 2021: 4.69% 2022: 8.01% 2023: 4.12% 2024: TBD

THE ARNOLD GROUP'S RECRUITING INDUSTRY INDICATORS

AMERICAN STAFFING ASSOCIATION SUMMARY



LAST QUARTER



LAST MONTH

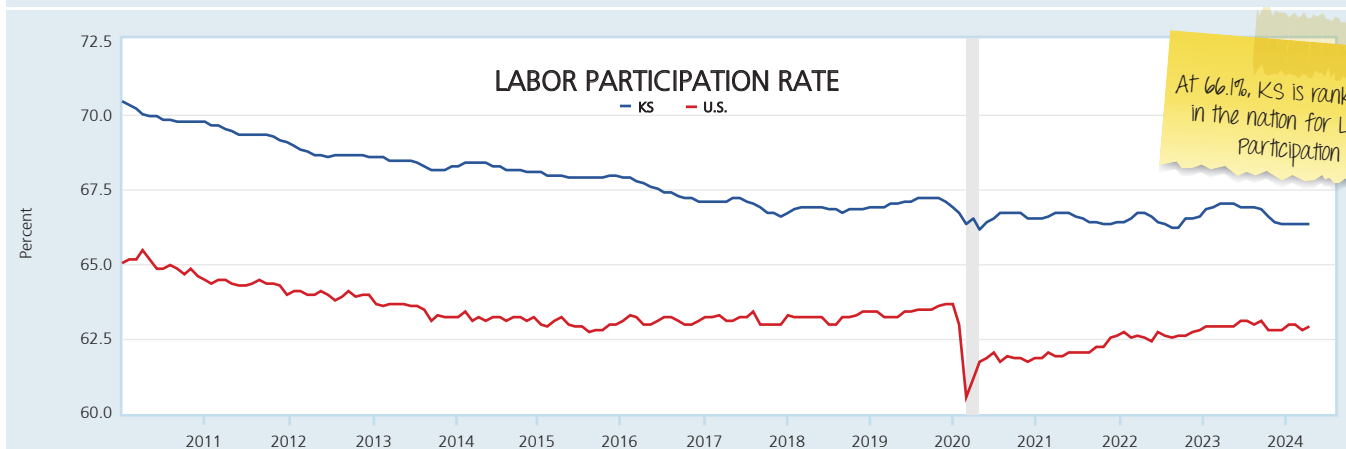
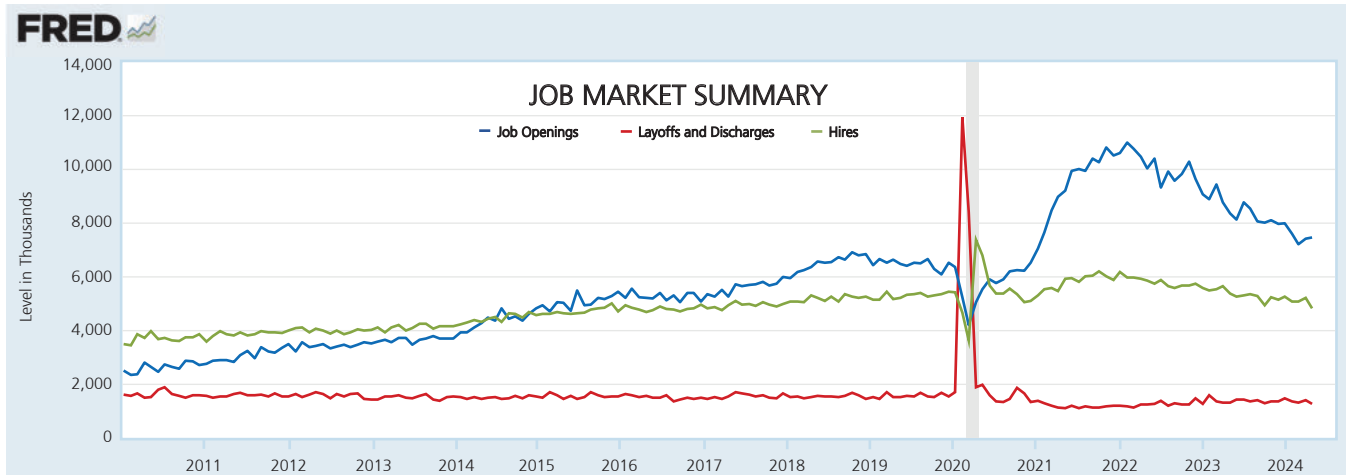


CURRENTLY



NEXT QUARTER

FEDERAL RESERVE ECONOMIC DATA



KANSAS COUNTY EMPLOYMENT SUMMARY



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

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

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

KEY:

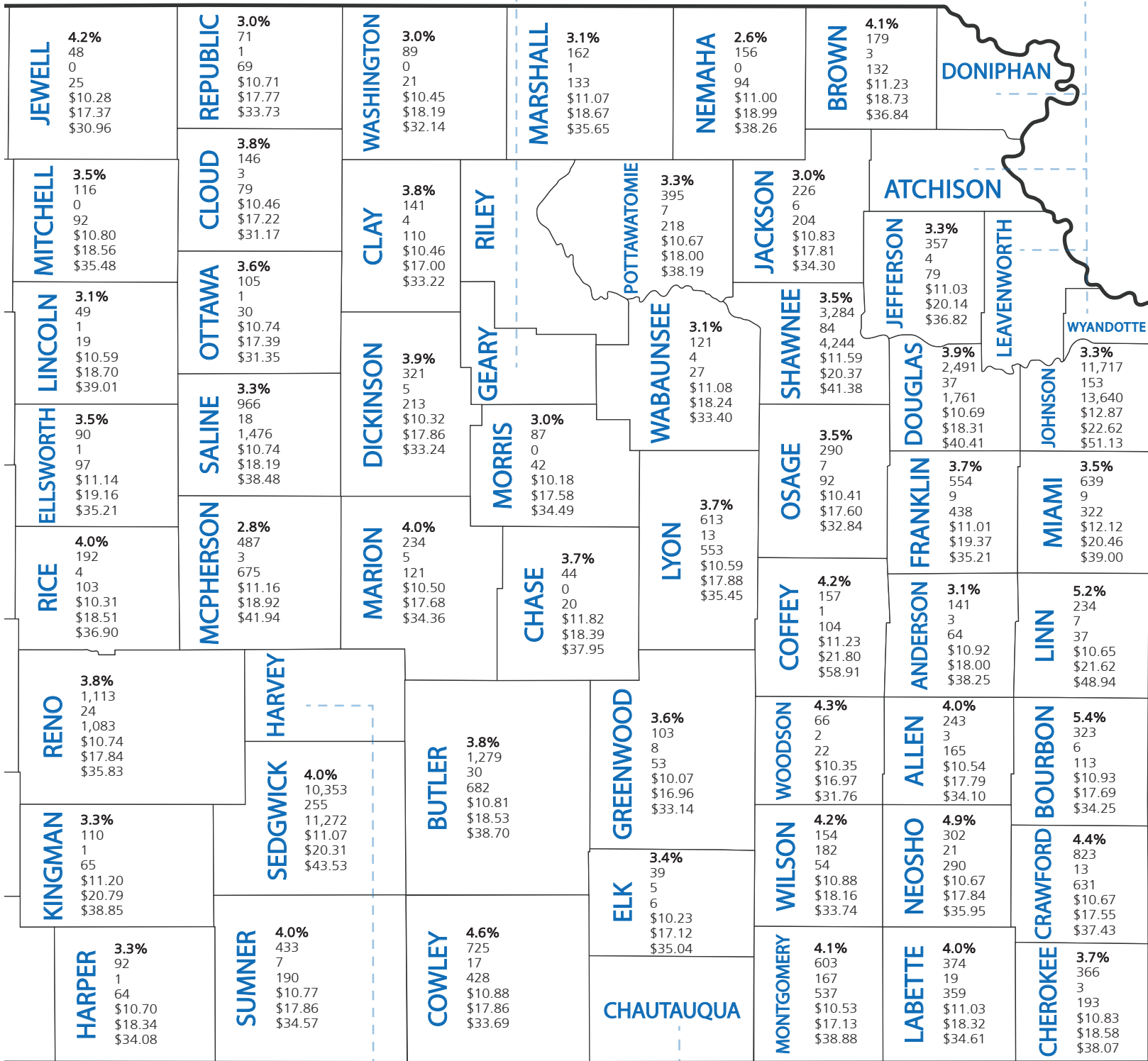
- County UE Rate %
- # Unemployed
- # UI Claimants
- # KS Openings
- All Jobs Avg Salary:
- Low
- Median
- High

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
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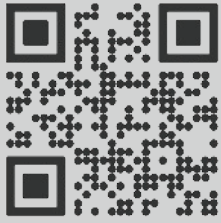
RILEY	4.0% 1,351 18 1,497 \$10.29 \$18.63 \$41.38	GEARY	5.0% 549 17 606 \$11.00 \$19.51 \$38.73	DONIPHAN	4.1% 169 0 90 \$12.42 \$21.00 \$36.43	ATCHISON	5.4% 356 3 289 \$10.40 \$17.85 \$36.30	LEAVENWORTH	3.6% 1,389 22 1,050 \$12.12 \$22.85 \$49.18	WYANDOTTE	4.3% 3,481 76 4,691 \$13.26 \$22.51 \$45.44
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HARVEY	3.8% 664 26 503 \$11.18 \$18.81 \$38.53
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CHAUTAUQUA	3.8% 54 1 24 \$10.34 \$17.19 \$35.04
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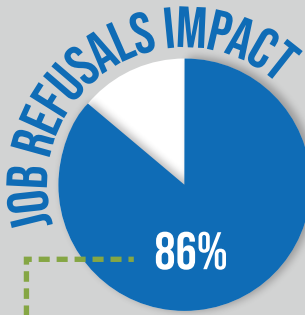
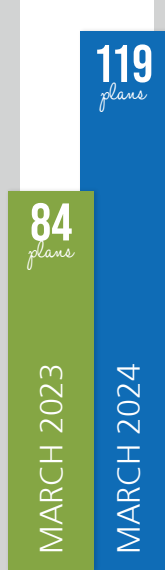
Request analysis for specific job title:
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click or scan

KANSAS WORKSHARE PLANS

Enrollment is up 42% YTD from 2023



86% of reported Kansas UI Claimants were denied benefits between June 2021 and March 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...

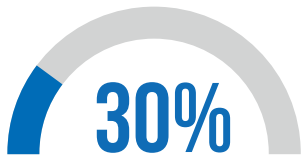
The top reason employees **quit their job** in 2023 was for a better **career opportunity**.

Employees **actively** looking for a job change

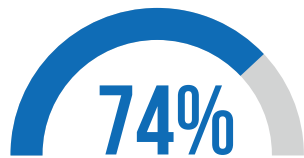
35%

Employees that are **passive** job seekers

73%

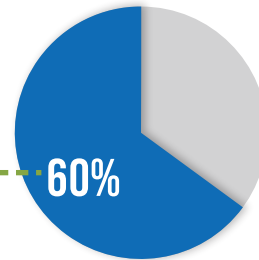
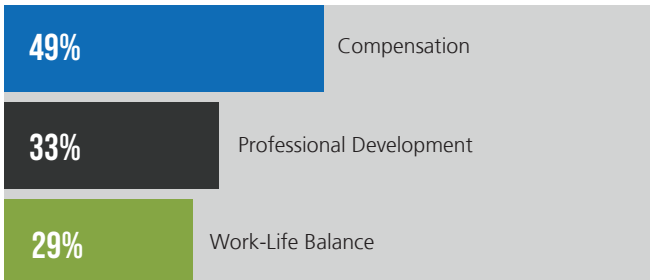


New Hires who resign in their first 3 months of employment



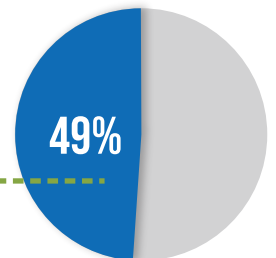
New hires actively start looking for jobs within first 6 months of starting a job

WHAT CANDIDATES CONSIDER BEFORE ACCEPTING A JOB OFFER



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

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%

Base Wage Increases

Merit Increases

3.8%

2023

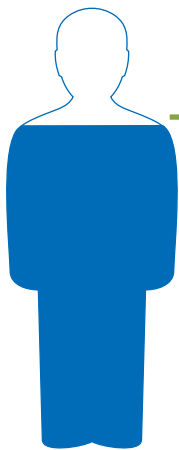
2024 (estimated)

3.9%

3.5%

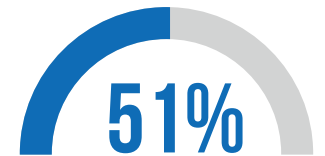
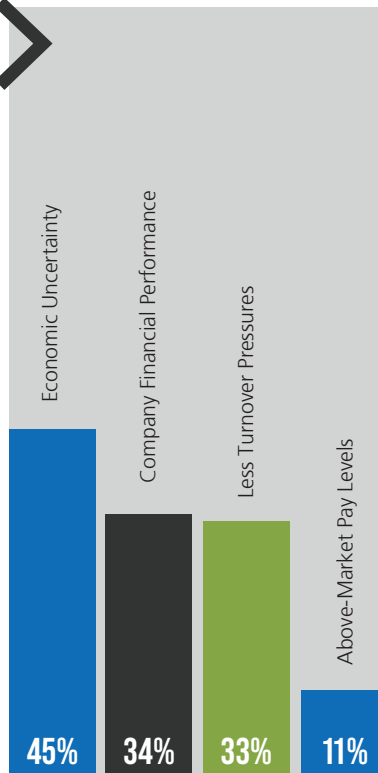
2024 (estimated)

Did you know...

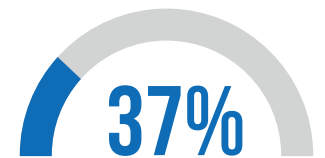


There are 0.7 qualified candidates for every job opening

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



Candidates who would accept lower pay for more flexibility



Candidates who would accept lower pay for more upskilling opportunity

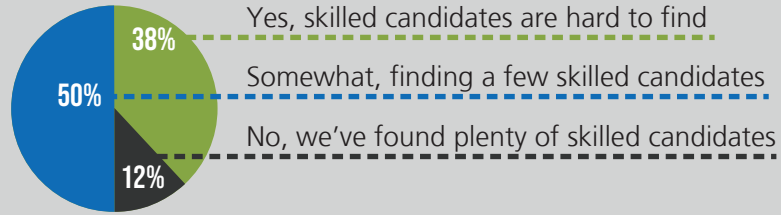
New hires who stay for 3 years after a **positive onboarding experience**

69%



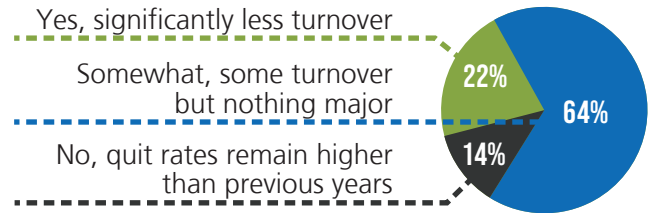
question 1:

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



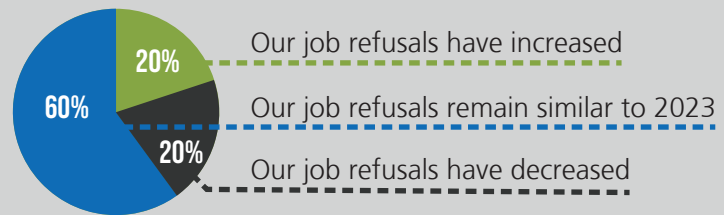
question 2:

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?

