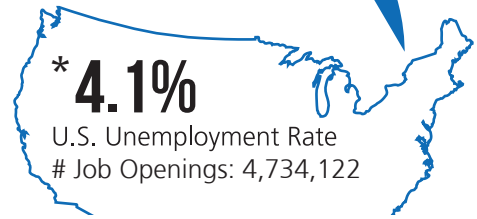


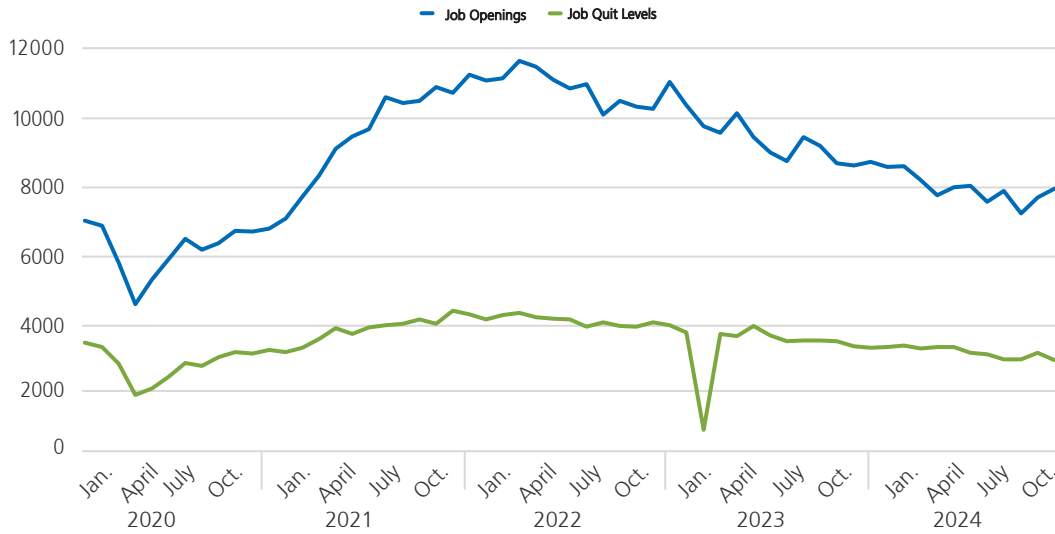
KANSAS EMPLOYMENT IMPACT ANALYSIS



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	4.1	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.

3.6%

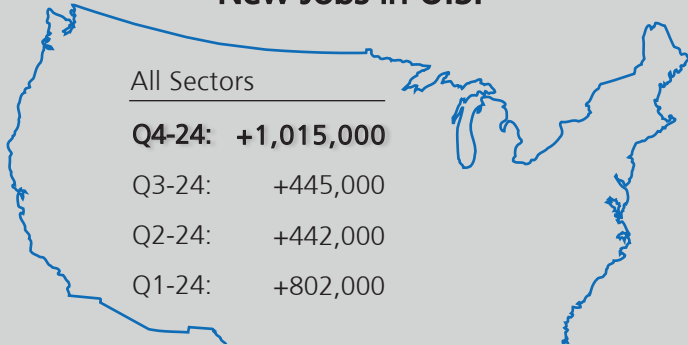
KS Unemployment Rate
Job Openings: 48,417

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	3.4	3.5	3.5

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	+432K	+327K	+256K

New Jobs in Kansas

Government Sector		Private Sector	
Q4-24: +2,800		Q4-24: +6,100	
Q3-24: -200		Q3-24: +1,200	
Q2-24: +6,100		Q2-24: +3,600	
Q1-24: +1,300		Q1-24: +7,500	

2024 KS Jobs Summaries

Government		Private			
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	-200	+7.9K	+1.2K
-5.6K +3.9K	+3.5K -3.5K	-200 +1.2K	+1.3K -1.5K	+800 +7.1K	+700 +500

*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: 3.9% 2025: 3.5%
*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: 2.95% 2025: 2%-3%
*Projected

THE ARNOLD GROUP'S RECRUITING INDUSTRY INDICATORS

AMERICAN STAFFING ASSOCIATION SUMMARY



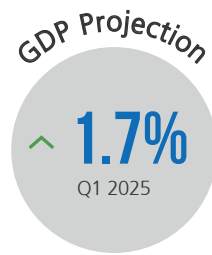
LAST QUARTER



LAST MONTH

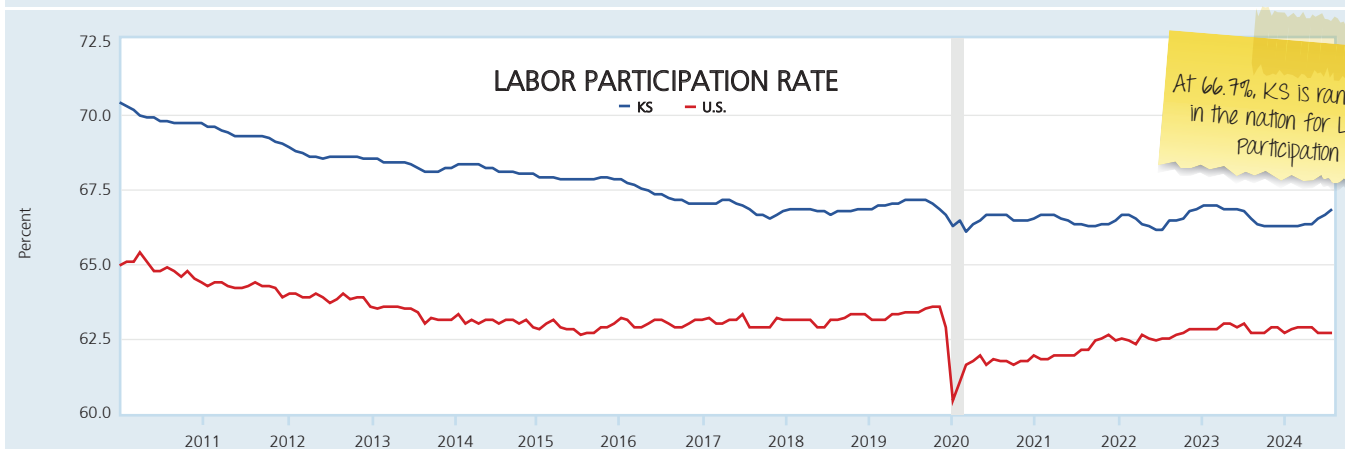
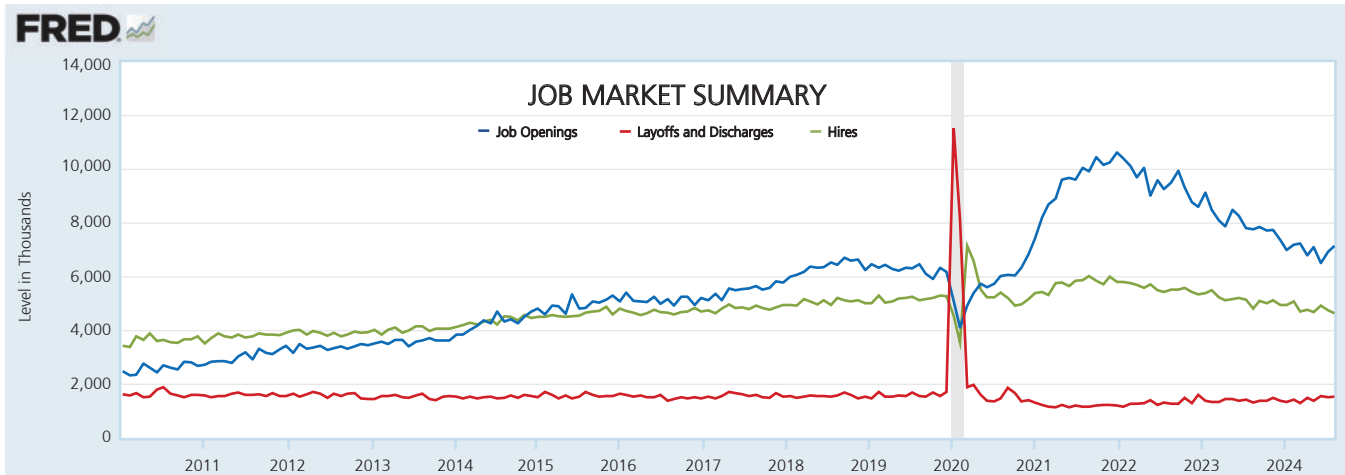


CURRENTLY



NEXT QUARTER

FEDERAL RESERVE ECONOMIC DATA



KANSAS COUNTY EMPLOYMENT SUMMARY



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

CHEYENNE 2.7% 36 26 \$10.85 \$18.24 \$36.77	RAWLINS 2.0% 32 23 \$10.41 \$17.99 \$34.50	DECATUR 3.2% 40 22 \$10.5 \$17.21 \$33.94	NORTON 2.3% 61 48 \$10.76 \$18.01 \$34.05	PHILLIPS 2.7% 71 51 \$10.72 \$18.58 \$39.42	SMITH 2.2% 46 19 \$10.41 \$18.28 \$35.86
SHERMAN 3.2% 89 49 \$10.34 \$17.13 \$35.45	THOMAS 2.2% 93 192 \$10.57 \$17.79 \$37.54	SHERIDAN 2.0% 30 30 \$10.50 \$18.20 \$36.20	GRAHAM 3.3% 40 8 \$11.18 \$19.06 \$37.35	ROOKS 3.1% 75 30 \$10.41 \$18.16 \$35.64	OSBORNE 3.9% 73 25 \$10.49 \$18.17 \$36.59
WALLACE 2.4% 22 15 \$10.19 \$17.33 \$32.62	LOGAN 2.0% 34 40 \$10.43 \$16.97 \$33.14	GOVE 2.5% 36 32 \$10.64 \$17.95 \$34.86	TREGO 2.9% 38 24 \$10.36 \$18.66 \$39.87	ELLIS 2.3% 400 504 \$10.74 \$17.75 \$38.46	RUSSELL 5.3% 180 80 \$10.51 \$18.77 \$36.79
GREELEY 1.9% 16 16 \$10.73 \$17.58 \$36.62	WICHITA 2.6% 30 22 \$10.65 \$18.35 \$38.36	SCOTT 2.3% 63 57 \$10.41 \$17.25 \$36.45	LANE 2.8% 22 8 \$10.74 \$18.15 \$38.52	NESS 3.3% 44 36 \$11.02 \$19.04 \$38.54	RUSH 3.3% 55 12 \$10.49 \$17.26 \$31.29
HAMILTON 1.9% 34 15 \$10.65 \$17.76 \$35.43	KEARNY 2.3% 48 19 \$10.49 \$17.38 \$36.01	FINNEY 2.2% 464 829 \$10.90 \$18.91 \$35.19	HODGEMAN 2.4% 26 5 \$10.69 \$18.15 \$34.40	EDWARDS 2.9% 87 106 \$11.13 \$17.57 \$33.40	STAFFORD 2.8% 57 17 \$10.82 \$18.36 \$35.43
STANTON 2.5% 26 53 \$11.21 \$18.28 \$36.88	GRANT 3.1% 89 64 \$10.29 \$18.51 \$37.99	HASKELL 2.2% 50 42 \$10.96 \$18.63 \$37.24	GRAY 2.2% 75 27 \$10.98 \$18.98 \$35.61	FORD 2.5% 425 863 \$11.01 \$18.92 \$31.08	KIOWA 2.6% 32 32 \$10.42 \$18.06 \$34.86
MORTON 2.9% 32 34 \$10.32 \$18.74 \$35.81	STEVENS 2.7% 79 19 \$11.10 \$18.72 \$40.28	SEWARD 2.9% 441 277 \$10.80 \$18.86 \$33.19	MEADE 2.1% 46 27 \$11.00 \$19.56 \$40.88	CLARK 2.2% 26 67 \$11.03 \$19.09 \$38.88	COMANCHE 2.6% 24 3 \$10.43 \$17.20 \$35.38
				EDWARDS 3.2% 46 13 \$10.91 \$18.55 \$38.99	BARBER 2.4% 55 19 \$10.70 \$18.52 \$35.34

Request analysis for specific job title:
 TAG@arnoldgroup.com

KEY:

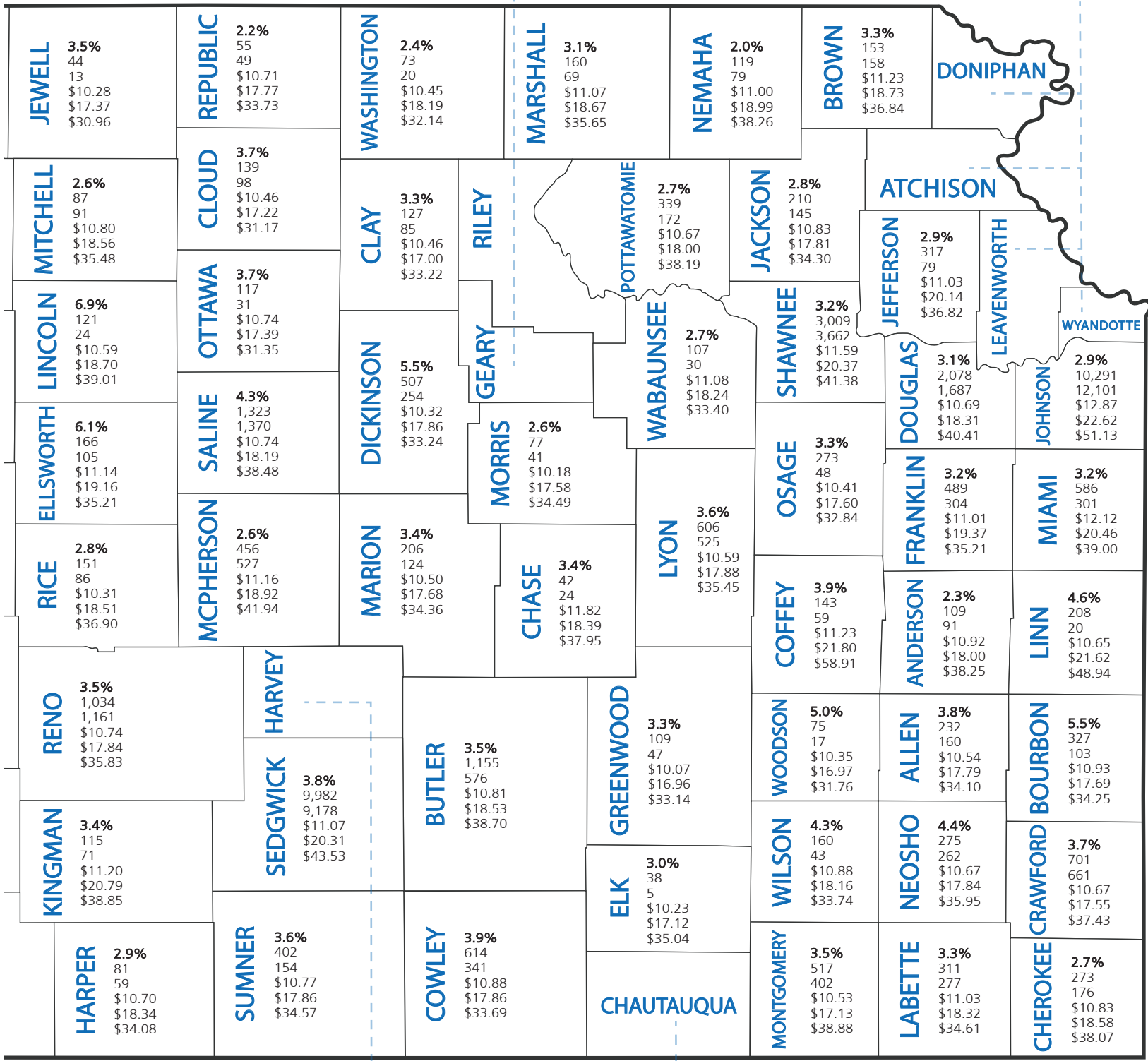
- County UE Rate %
- # Unemployed
- # KS Openings
- All Jobs Avg Salary:
- Low
- Median
- High

EDWARDS

- 3.2%
- 46
- 13
- \$10.91
- \$18.55
- \$38.99

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

RILEY	3.1% 1,060 1,524 \$10.29 \$18.63 \$41.38
GEARY	5.0% 549 471 \$11.00 \$19.51 \$38.73
DONIPHAN	3.2% 131 74 \$12.42 \$21.00 \$36.43
ATCHISON	4.2% 293 282 \$10.40 \$17.85 \$36.30
LEAVENWORTH	3.3% 1,272 893 \$12.12 \$22.85 \$49.18
WYANDOTTE	4.0% 3,225 3,928 \$13.26 \$22.51 \$45.44



Request analysis for specific job title:
 TAG@arnoldgrouphr.com

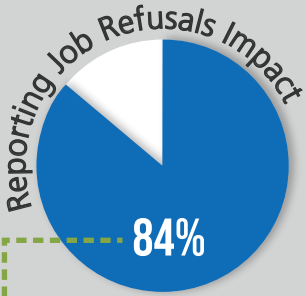
HARVEY	4.3% 761 504 \$11.18 \$18.81 \$38.53
---------------	---

CHAUTAUQUA	3.8% 53 9 \$10.34 \$17.19 \$35.04
-------------------	--

*Q4 data for 2024
 Kansas Workshare
 Plans is currently
 unavailable

**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...

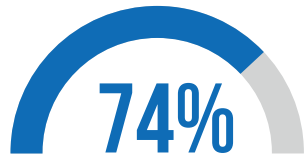
The top reason employees **quit their job** in 2023 was for a better **career opportunity**.

Employees **actively** looking for a job change **35%**

Employees that are **passive** job seekers **73%**

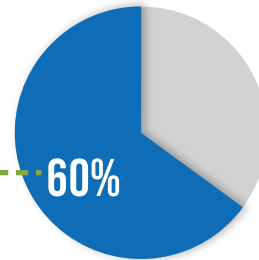
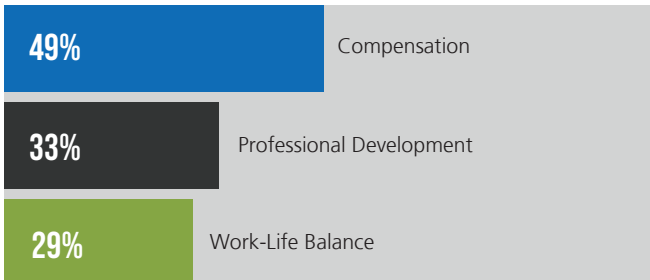


New Hires who resign in their first 3 months of employment



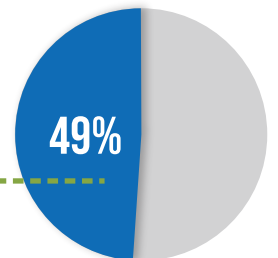
New hires actively start looking for jobs within first 6 months of starting a job

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

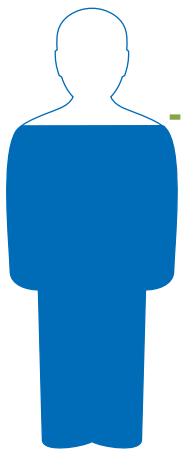
2024 (estimated)

3.9%

3.5%

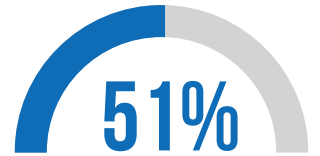
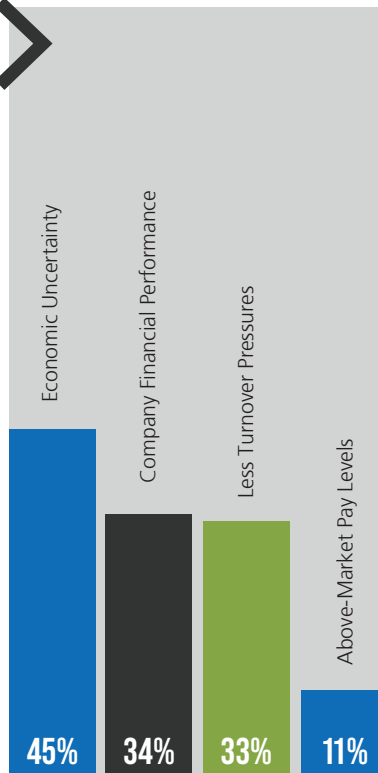
2024 (estimated)

Did you know...

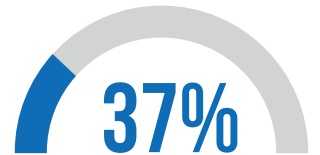


There are 0.7 qualified candidates for every job opening

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

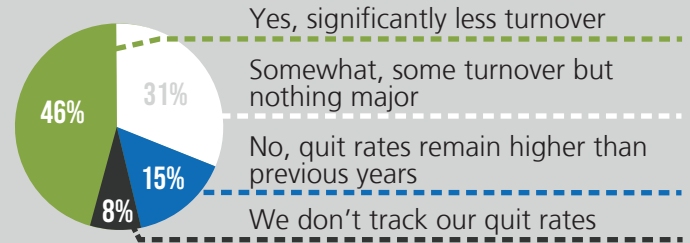
New hires who stay for 3 years after a **positive onboarding experience**

69%



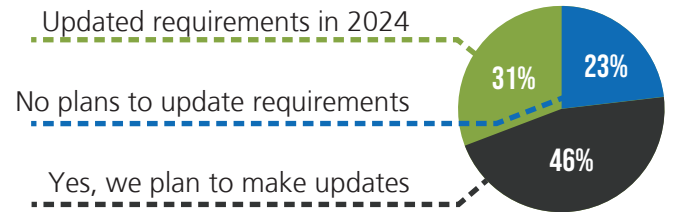
question 1:

The national quit rate remains low at 2.1%. Have you experienced a similar phenomenon of a continued low quit rate throughout 2024?



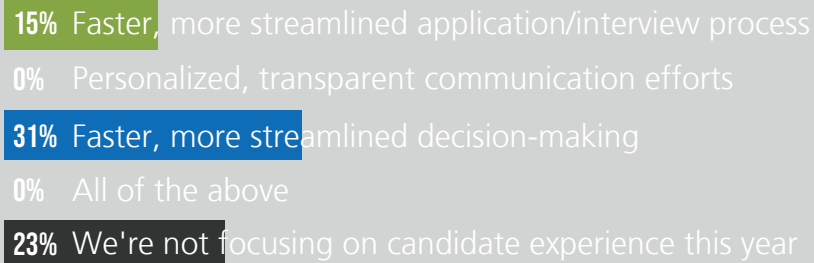
question 2:

A predicted recruiting trend for 2025 is an increase in skills-based hiring, with 83% of organizations reporting they now prioritize skills over traditional qualifications. Does your organization have plans to update hiring qualifications as part of your hiring strategy this year?



question 3:

Employers report intention to intensify their focus on the candidate experience this year, in an effort to be more competitive. What, if any, do you plan to focus on in your organization to enhance your candidate experience?



question 4:

Experts predict the role of AI (artificial intelligence) in recruiting will increase significantly in the coming year. Is your company planning to utilize AI in your 2025 recruiting strategy?

