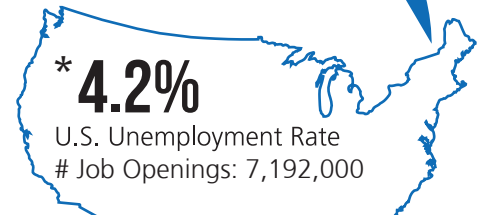
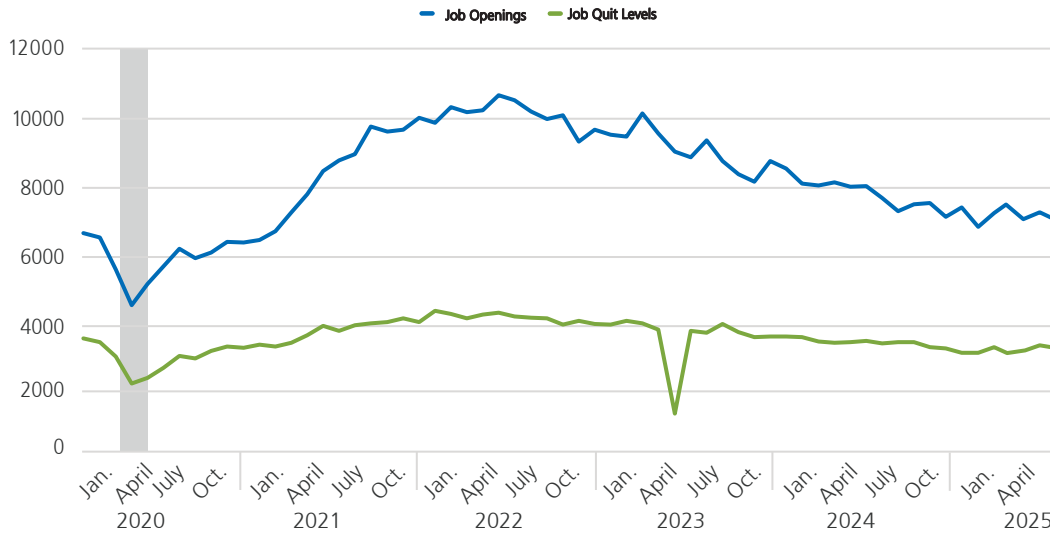


KANSAS EMPLOYMENT IMPACT ANALYSIS



In today's dynamic economy, agency-sourced workers often serve as early indicators of shifting market conditions. Across industries, they are among the first to reflect changes in demand and highlight emerging talent shortages. This Employment Impact Analysis has been developed as a strategic resource to help our business clients stay ahead of evolving economic trends and prepare for potential workforce challenges.

U.S. JOB OPENINGS & QUIT LEVELS



2025 US Unemployment Rates

Jan	Feb	Mar	Apr	May	June
4.0	4.1	4.2			
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.

3.8%

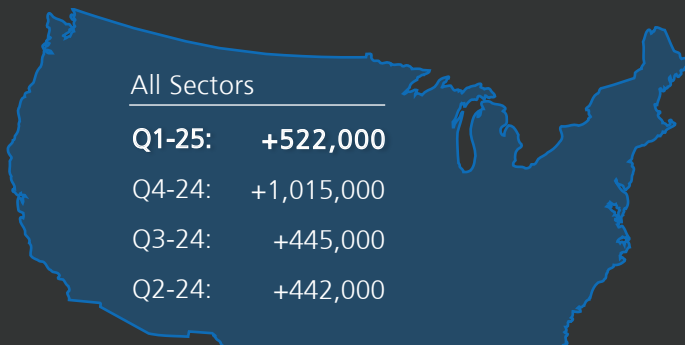
KS Unemployment Rate
Job Openings: 51,951

2025 KS Unemployment Rates

Jan	Feb	Mar	Apr	May	June
3.8	3.8	3.8			
July	Aug	Sep	Oct	Nov	Dec

QUARTERLY EMPLOYMENT SUMMARY

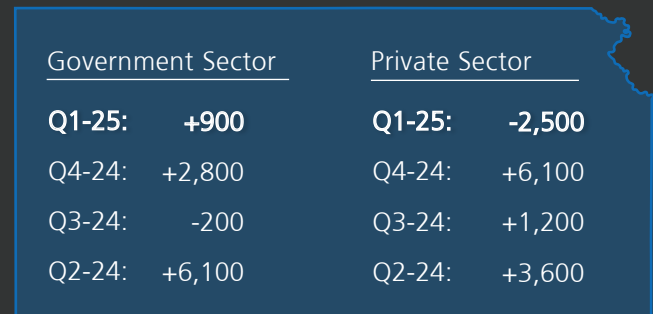
New Jobs in U.S.



2025 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+143K	+151K	+228K			
July	Aug	Sep	Oct	Nov	Dec

New Jobs in Kansas



2025 KS Jobs Summaries

Jan	Feb	Mar	Apr	May	June
-3.6K	+1.1K	+900			
-1K -2.6K	+1.6K -500	+300 +600			
July	Aug	Sep	Oct	Nov	Dec

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

SUMMARY OF U.S. SALARY & 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%
YoY Change: +1.32%	+1.18%	+1.94%	+1.60%	+4.20%	-3.81%	+0.48%	+0.95%	+0.5 - 1.5%

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



AMERICAN STAFFING ASSOCIATION SUMMARY



ASA STAFFING JOBS



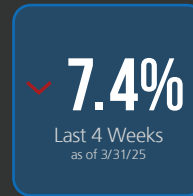
LAST QUARTER

BLS TEMP HELP JOBS



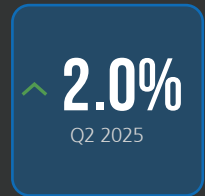
LAST MONTH

ASA STAFFING INDEX



CURRENTLY

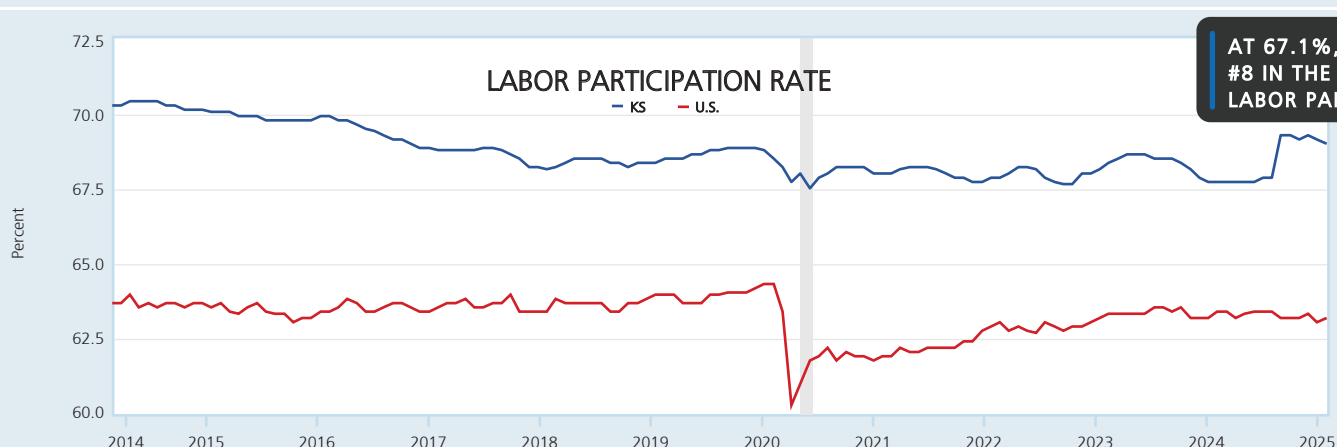
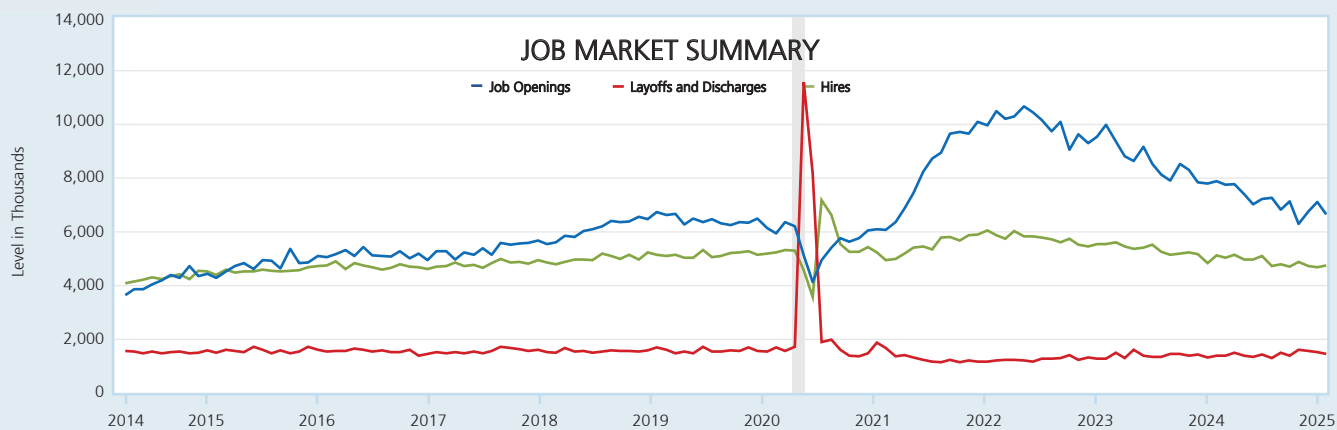
GDP PROJECTION



NEXT QUARTER

FEDERAL RESERVE ECONOMIC DATA

FRED



AT 67.1%, KS IS RANKED
#8 IN THE NATION FOR
LABOR PARTICIPATION

- #1: DC - 72.4%
- #2: ND - 69.5%
- #3: NE - 69.2%
- #4: SD - 68.8%
- #5: ND - 69.5%
- #6: UT - 69.5%
- #7: CO - 67.8%

KANSAS COUNTY EMPLOYMENT SUMMARY



FOR OPTIMAL VISUALS, WE
RECOMMEND VIEWING
PAGES 3 & 4 SIDE-BY-SIDE

CHEYENNE 3.5% 43 26 \$10.85 \$18.24 \$36.77	RAWLINS 2.9% 39 21 \$10.41 \$17.99 \$34.50	DECATUR 3.4% 47 26 \$10.5 \$17.21 \$33.94	NORTON 3.1% 71 53 \$10.76 \$18.01 \$34.05	PHILLIPS 3.4% 79 45 \$10.72 \$18.58 \$39.42	SMITH 3.4% 60 40 \$10.41 \$18.28 \$35.86
SHERMAN 3.5% 103 64 \$10.34 \$17.13 \$35.45	THOMAS 3.0% 129 169 \$10.57 \$17.79 \$37.54	SHERIDAN 2.6% 36 32 \$10.50 \$18.20 \$36.20	GRAHAM 4.0% 47 6 \$11.18 \$19.06 \$37.35	ROOKS 3.2% 75 27 \$10.41 \$18.16 \$35.64	OSBORNE 3.4% 54 28 \$10.49 \$18.17 \$36.59
WALLACE 3.3% 22 21 \$10.19 \$17.33 \$32.62	LOGAN 3.1% 45 30 \$10.43 \$16.97 \$33.14	GOVE 3.7% 41 150 \$10.64 \$17.95 \$34.86	TREGO 4.0% 54 21 \$10.36 \$18.66 \$39.87	ELLIS 3.1% 527 940 \$10.74 \$17.75 \$38.46	RUSSELL 3.9% 122 71 \$10.51 \$18.77 \$36.79
GREELEY 3.5% 21 18 \$10.73 \$17.58 \$36.62	WICHITA 2.9% 32 27 \$10.65 \$18.35 \$38.36	SCOTT 3.3% 75 53 \$10.41 \$17.25 \$36.45	LANE 4.1% 26 15 \$10.74 \$18.15 \$38.52	NESS 2.9% 41 54 \$11.02 \$19.04 \$38.54	RUSH 3.6% 58 16 \$10.49 \$17.26 \$31.29
HAMILTON 3.0% 39 19 \$10.65 \$17.76 \$35.43	KEARNY 3.5% 460 59 \$10.49 \$17.38 \$36.01	FINNEY 3.0% 639 818 \$10.90 \$18.91 \$35.19	HODGEMAN 3.5% 32 10 \$10.69 \$18.15 \$34.40	PAWNEE 3.2% 88 142 \$11.13 \$17.57 \$33.40	STAFFORD 3.4% 66 22 \$10.82 \$18.36 \$35.43
STANTON 4.0% 34 49 \$11.21 \$18.28 \$36.88	GRANT 4.0% 111 77 \$10.29 \$18.51 \$37.99	HASKELL 3.4% 58 41 \$10.96 \$18.63 \$37.24	GRAY 2.8% 86 21 \$10.98 \$18.98 \$35.61	FORD 3.2% 575 808 \$11.01 \$18.92 \$31.08	EDWARDS 3.9% 45 22 \$10.42 \$18.06 \$34.86
MORTON 3.8% 43 41 \$10.32 \$18.74 \$35.81	STEVENS 3.3% 84 22 \$11.10 \$18.72 \$40.28	SEWARD 3.3% 360 403 \$10.80 \$18.86 \$33.19	MEADE 3.2% 60 33 \$11.00 \$19.56 \$40.88	CLARK 3.1% 32 72 \$11.03 \$19.09 \$38.88	COMANCHE 3.1% 26 3 \$10.43 \$17.20 \$35.38
				BARBER 3.4% 69 17 \$10.70 \$18.52 \$35.34	EDWARDS 3.4% 47 16 \$10.91 \$18.55 \$38.99

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

KEY:

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

EDWARDS
3.4%
47
16
\$10.91
\$18.55
\$38.99

KEY:

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

RILEY 3.4% 1,310 1,554 \$10.29 \$18.63 \$41.38	GEARY 4.7% 637 499 \$11.00 \$19.51 \$38.73	DONIPHAN 4.0% 154 91 \$12.42 \$21.00 \$36.43	ATCHISON 4.3% 345 254 \$10.40 \$17.85 \$36.30	LEAVENWORTH 4.2% 1,569 882 \$12.12 \$22.85 \$49.18	WYANDOTTE 5.1% 4,231 4,070v \$13.26 \$22.51 \$45.44
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JEWELL 4.9% 58 19 \$10.28 \$17.37 \$30.96	REPUBLIC 2.9% 67 39 \$10.71 \$17.77 \$33.73	WASHINGTON 3.7% 92 25 \$10.45 \$18.19 \$32.14	MARSHALL 3.4% 163 110 \$11.07 \$18.67 \$35.65	NEMAHA 2.6% 142 82 \$11.00 \$18.99 \$38.26	BROWN 4.4% 171 109 \$11.23 \$18.73 \$36.84	DONIPHAN
MITCHELL 4.1% 105 96 \$10.80 \$18.56 \$35.48	CLOUD 3.5% 156 97 \$10.46 \$17.22 \$31.17	CLAY 3.6% 137 77 \$10.46 \$17.00 \$33.22	RILEY	POTTAWATOMIE 3.4% 470 182 \$10.67 \$18.00 \$38.19	JACKSON 3.3% 229 137 \$10.83 \$17.81 \$34.30	ATCHISON
LINCOLN 4.2% 58 35 \$10.59 \$18.70 \$39.01	OTTAWA 3.2% 96 21 \$10.74 \$17.39 \$31.35	DICKINSON 3.9% 360 259 \$10.32 \$17.86 \$33.24	GEARY	WABAUNSEE 4.1% 146 26 \$11.08 \$18.24 \$33.40	SHAWNEE 3.9% 3,564 3,868 \$11.59 \$20.37 \$41.38	JEFFERSON 3.7% 364 33 \$11.03 \$20.14 \$36.82
ELLSWORTH 3.5% 94 133 \$11.14 \$19.16 \$35.21	SALINE 3.5% 1,006 1,352 \$10.74 \$18.19 \$38.48	MORRIS 3.2% 90 47 \$10.18 \$17.58 \$34.49	CHASE 4.4% 47 19 \$11.82 \$18.39 \$37.95	LYON 4.5% 800 512 \$10.59 \$17.88 \$35.45	OSAGE 3.8% 304 54 \$10.41 \$17.60 \$32.84	DOUGLAS 3.4% 2,515 1,561 \$10.69 \$18.31 \$40.41
RICE 3.4% 156119 \$10.31 \$18.51 \$36.90	MCPHERSON 3.2% 562 554 \$11.16 \$18.92 \$41.94	MARION 3.9% 236 99 \$10.50 \$17.68 \$34.36	CHASE	COFFEY 4.7% 174 73 \$11.23 \$21.80 \$58.91	ANDERSON 4.0% 150 73 \$10.92 \$18.00 \$38.25	FRANKLIN 4.0% 575 312 \$11.01 \$19.37 \$35.21
RENO 4.0% 1,182 1,154 \$10.74 \$17.84 \$35.83	HARVEY	BUTLER 3.8% 1,325 602 \$10.81 \$18.53 \$38.70	GREENWOOD 4.2% 118 71 \$10.07 \$16.96 \$33.14	WOODSON 5.0% 64 26 \$10.35 \$16.97 \$31.76	ALLEN 4.1% 247 167 \$10.54 \$17.79 \$34.10	BOURBON 5.7% 345 134 \$10.93 \$17.69 \$34.25
KINGMAN 2.9% 114 61 \$11.20 \$20.79 \$38.85	SEDGWICK 4.0% 11,058 11,169 \$11.07 \$20.31 \$43.53	COWLEY 4.3% 648 378 \$10.88 \$17.86 \$33.69	ELK 4.0% 41 9 \$10.23 \$17.12 \$35.04	WILSON 4.9% 178 48 \$10.88 \$18.16 \$33.74	NEOSHO 3.8% 290 312 \$10.67 \$17.84 \$35.95	CRAWFORD 5.3% 1,053 772 \$10.67 \$17.55 \$37.43
HARPER 3.5% 88 62 \$10.70 \$18.34 \$34.08	SUMNER 3.9% 425 142 \$10.77 \$17.86 \$34.57	CHAUTAUQUA	CHAUTAUQUA	MONTGOMERY 4.1% 596 473 \$10.53 \$17.13 \$38.88	LABETTE 3.8% 365 285 \$11.03 \$18.32 \$34.61	CHEROKEE 4.2% 390 254 \$10.83 \$18.58 \$38.07

HARVEY
3.8%
671
453
\$11.18
\$18.81
\$38.53

CHAUTAUQUA
4.4%
60
7
\$10.34
\$17.19
\$35.04

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

EMPLOYEE INSIGHTS



DEVELOPING TRENDS:

Technology Overload -
Fear of automation or overwhelming tech tools.

CSR Focus -
Employees prefer companies with strong corporate social responsibility initiatives.

Retention Efforts -
A persistent demand for better compensation, work-life balance, and career growth makes retention efforts crucial.

TOP REASONS EMPLOYEES QUIT

Toxic work environment

Lack of recognition

Lack of career growth

Poor leadership/bad managers

Inadequate compensation

Hybrid/remote work pressure

Burnout & mental health strain

Job insecurity

Poor work-life balance

Desire for meaningful work

TAG TIP: Top reasons employees quit revolve around **flexibility, growth opportunities, purpose-driven work, and healthy work environments**. Failure to adapt will likely result in higher turnover, while investing in these areas will lead to a more engaged, loyal workforce.

WHAT WOULD YOU DO IF HALF YOUR TEAM WAS QUIETLY PLANNING THEIR EXIT?

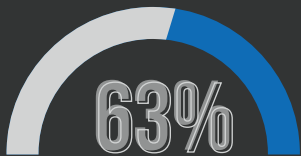
40% - 50%

Employees **actively** looking for a job change

50% - 60%

Employees **passively** looking for a job change

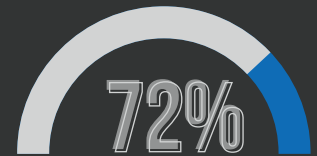
TAG TIP: Passive job seekers are keeping an eye on opportunities and can be tempted to leave for the right offer without actively seeking change, causing significant concern for employers. They're driven by factors like: **flexible work arrangements, opportunity for career growth, higher compensation, and better work-life balance.**



Job Seekers declined a job offer due to a bad recruiting experience...

FACTORS LIKE:

- > Lack of communication
- > Unprofessional behavior
- > Mismatch of expectations
- > Lengthy/confusing processes



of those job seekers told others about their bad recruiting experience.

WHAT CANDIDATES CONSIDER BEFORE ACCEPTING A JOB OFFER:

Compensation & Benefits

Career Growth

Location & Commute

Leadership

Work-Life Balance

Job Role

Workplace Environment

Company Culture & Values

Job Security

Company Reputation

TAG TIP: Candidates weigh criteria differently based on:
1) personal preference
2) career stage, and
3) values.



CURRENT KANSAS WORKSHARE PLANS

Active & Approved Plans - 157

Distinct Employers - 87

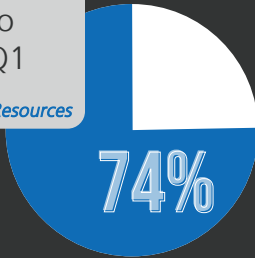
Total Affected Workers - 2,907

Workers that Filed Weekly Certification - 1,479

Reporting Job Refusals Impact:

Employer-Reported Job Refusals lead to 74% UI Benefit Denials in Kansas for Q1 2025.

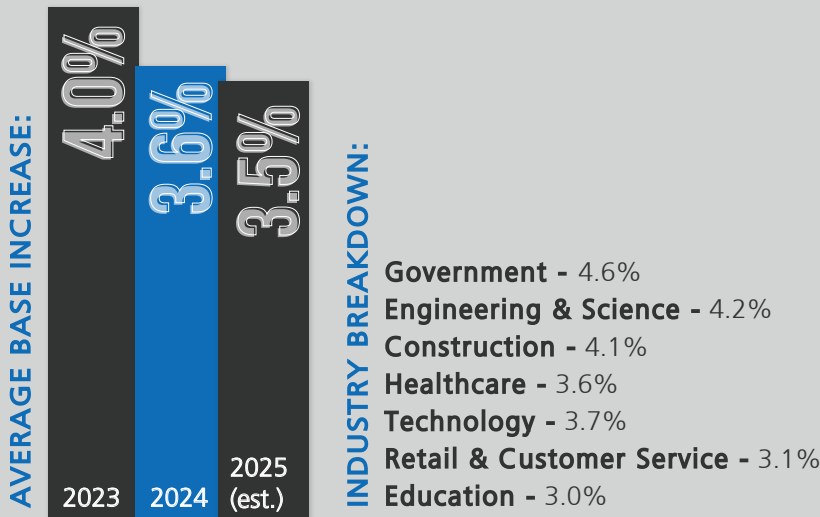
[Click Here to Get Supporting Resources](#)



BASE WAGE INCREASES

TAG TIP:

The slight decrease in projected base wage increases for 2025 is attributed to a cooling labor market, economic uncertainty, and easing inflation.



Entry-Level:
20% - 30%
of annual salary



Mid-Level:
30% - 50%
of annual salary



Executive or Specialized:
up to 200%
of annual salary

TOP RECRUITING CHALLENGES

Talent shortage

High competition

Remote/hybrid work

Diversity & Inclusion

Candidate expectations

Emerging technologies

Longer time to hire

Employer brand

Retention during hiring

AI & automation

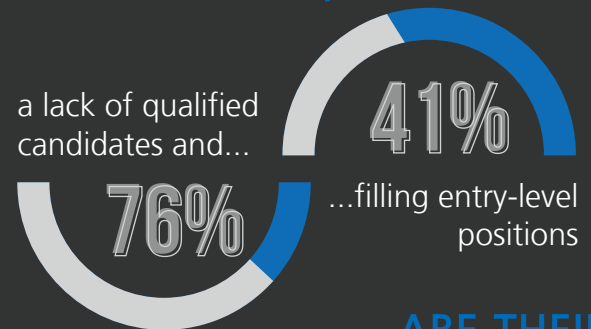
TAG TIP:

We see skilled talent shortage as the biggest recruiting challenge this year, particularly in technology, healthcare, and skilled trades stemming from skill gaps, intense competition for qualified candidates, and high candidate expectations for compensation and flexibility.

Recruiters are adapting by exploring alternative talent pools, offering competitive benefits, upskilling current employees, and *strategically* aligning compensation.

RECRUITERS SAY,

a lack of qualified candidates and...



ARE THEIR BIGGEST CHALLENGES.

**OUT OF SIGHT, OUT OF BUDGET:
TURNOVERS HIDDEN TOLL ON EMPLOYERS**

EMPLOYMENT OUTLOOK SURVEY RESULTS

QUESTION 1

75% of surveyed Recruiters say they received increased applications per open job position in 2024 - has your organization seen this it be true so far in 2025?

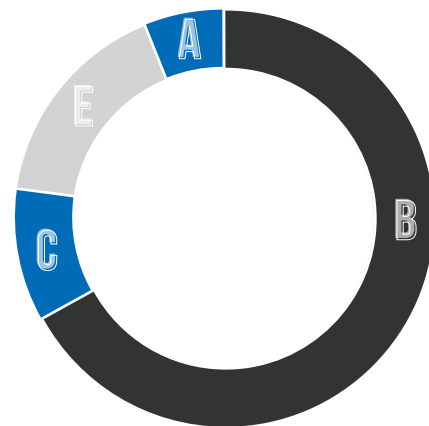
- A) Somewhat, we've had a slight increase
- B) No, our applications remain low
- C) Yes, I've seen an increase in applications
- D) We don't track our applications



QUESTION 2

How optimistic are you about recruiting and retention for your organization in 2025?

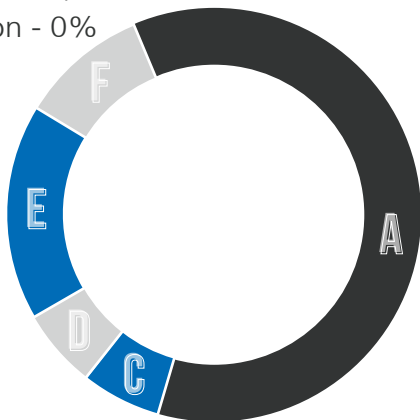
- A) Very optimistic - 6%
- B) Somewhat optimistic - 67%
- C) Somewhat pessimistic - 11%
- D) Very pessimistic - 0%
- E) Too soon to tell - 17%



QUESTION 3

Which of the top recruiting challenges predicted for 2025 are you most worried about facing within your organization?

- A) Skilled talent shortage - 78%
- B) AI & automation - 0%
- C) Long hiring processes - 6%
- D) Economic uncertainty - 6%
- E) Remote work complexities - 17%
- F) Budget constraints - 11%
- G) Poor communication - 0%



QUESTION 4

55% of surveyed employers increased hiring by adding new positions in 2024. Does your organization plan to follow suit in 2025?

- A) Yes, we plan to increase headcount
- B) No, we don't plan to increase headcount
- C) We plan to maintain headcount
- D) Our hiring needs fluctuate too much to predict

