

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.



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%

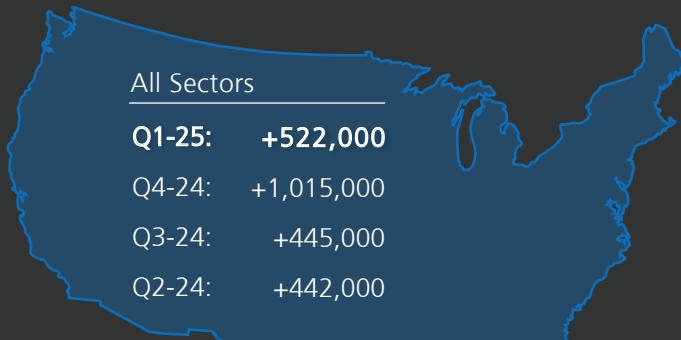
KS Unemployment Rate
Job Openings: 51,951

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

Government Sector

Q1-25:	+900
Q4-24:	+2,800
Q3-24:	-200
Q2-24:	+6,100

Private Sector

Q1-25:	-2,500
Q4-24:	+6,100
Q3-24:	+1,200
Q2-24:	+3,600

2025 KS Jobs Summaries

Jan	Feb	Mar	Apr	May	June
-3.6K -1K -2.6K	+1.1K +1.6K -500	+900 +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% YoY Change: +1.32%	2018: 3.62% +1.18%	2019: 3.75% +1.94%	2020: 2.83% +1.60%	2021: 8.89% +4.20%	2022: 4.20% -3.81%	2023: 4.60% +0.48%	2024: 3.9% +0.95%	2025: 3.5% +0.5 - 1.5%
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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%
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*Projected

RECRUITING INDUSTRY INDICATORS



AMERICAN STAFFING ASSOCIATION SUMMARY



ASA STAFFING JOBS

7.0%

Q4 2024

LAST QUARTER

BLS TEMP HELP JOBS

5.5%

March 2025

LAST MONTH

ASA STAFFING INDEX

7.4%

Last 4 Weeks
as of 3/31/25

CURRENTLY

GDP PROJECTION

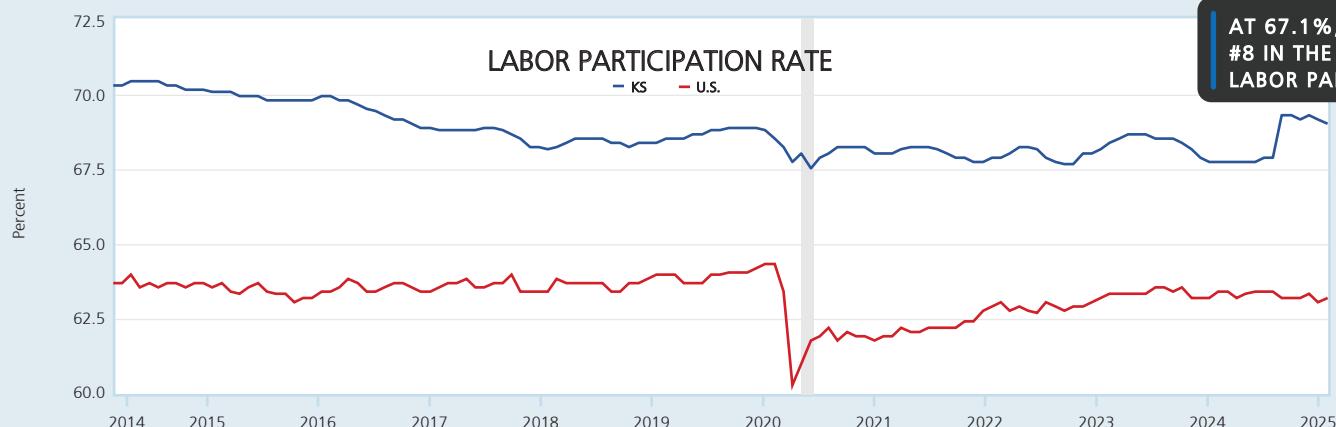
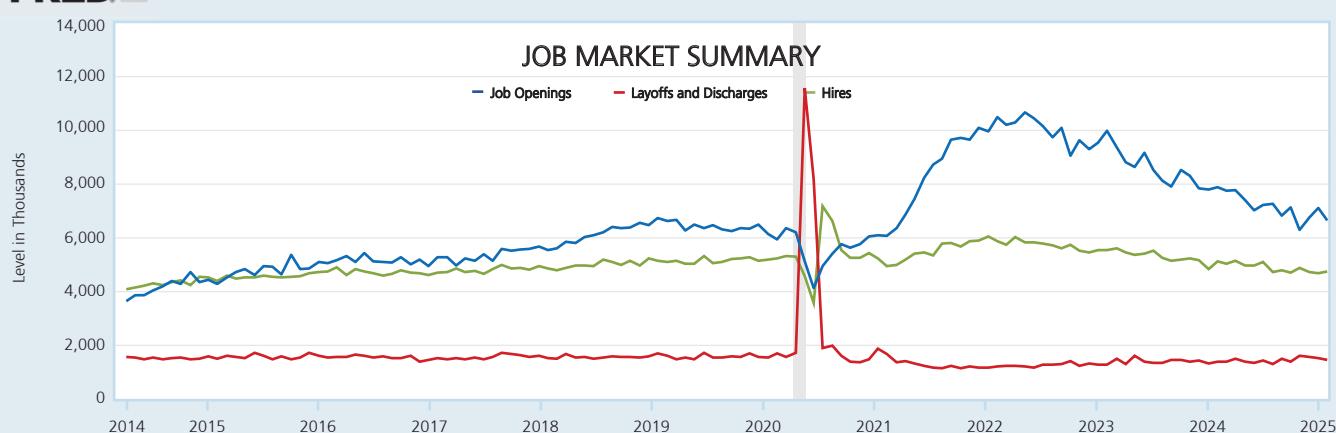
2.0%

Q2 2025

NEXT QUARTER

FEDERAL RESERVE ECONOMIC DATA

FRED





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	BARTON	3.9% 470 501 \$10.73 \$17.97 \$36.37
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	GRAY	2.8% 86 21 \$10.98 \$18.98 \$35.61	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	FORD	3.2% 575 808 \$11.01 \$18.92 \$31.08	EDWARDS	3.9% 45 22 \$10.42 \$18.06 \$34.86	KIOWA	3.9% 45 22 \$10.42 \$18.06 \$34.86	PRATT	3.7% 167 129 \$10.35 \$17.47 \$35.73
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

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

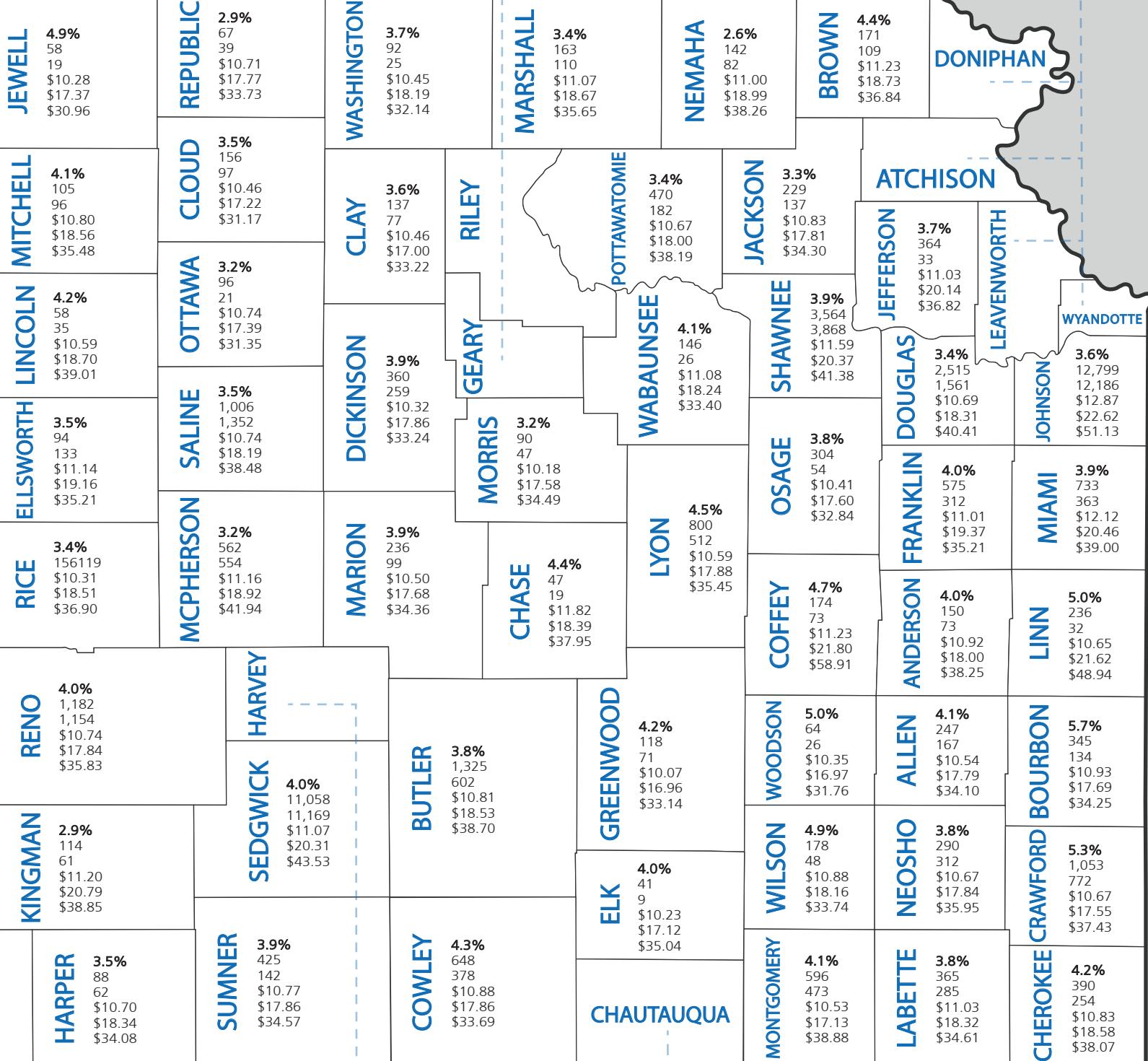
GEARY
 4.7%
 637
 499
 \$11.00
 \$19.51
 \$38.73

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





DEVELOPING TRENDS:

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.

Sources: Gartner's Employee Retention & Talent Management Reports; Gallup's State of the Global Workplace; PwC's Workforce Trends & Workplace of the Future Reports; McKinsey & Company's Talent Trends & Workforce Insights; LinkedIn's Workforce Insights & Talent Solutions; Work Institute's Retention Reports; SHRM; Harvard Business Review; Forbes and Fast Company Articles; Deloitte's Global Human Capital Trends Report; Financial Times; HR Dive; Reuters



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.

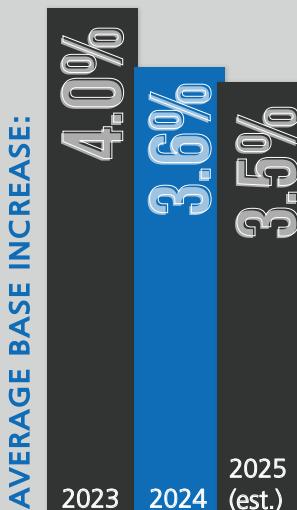
[Click Here to Get Supporting Resources](#)

74%

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.



INDUSTRY BREAKDOWN:

Government - 4.6%
Engineering & Science - 4.2%
Construction - 4.1%
Healthcare - 3.6%
Technology - 3.7%
Retail & Customer Service - 3.1%
Education - 3.0%



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...

41%

76%

...filling entry-level positions

ARE THEIR
BIGGEST CHALLENGES.

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

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?

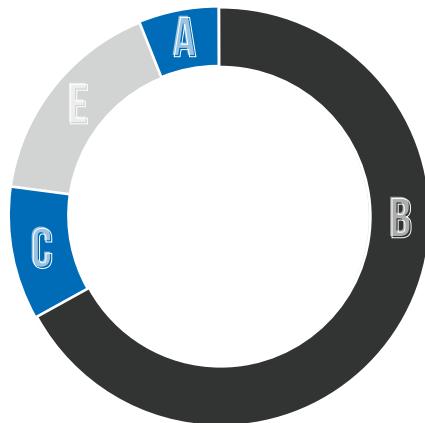
- A) Somewhat, we've had a slight increase
- B) No, our applications remain low
- C) Yes, I've seen an increase in applications
- D) We don't track our applications



QUESTION 2

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

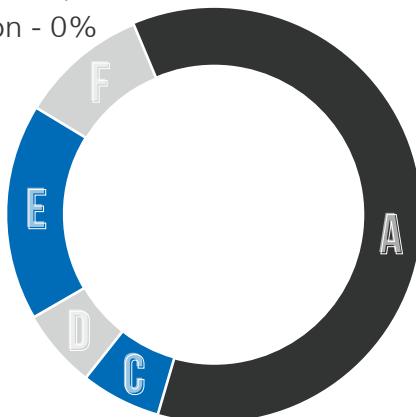
- A) Very optimistic - 6%
- B) Somewhat optimistic - 67%
- C) Somewhat pessimistic - 11%
- D) Very pessimistic - 0%
- E) Too soon to tell - 17%



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

