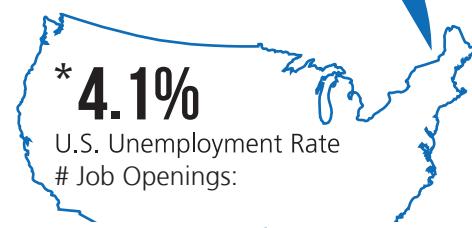


KANSAS EMPLOYMENT IMPACT ANALYSIS

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.

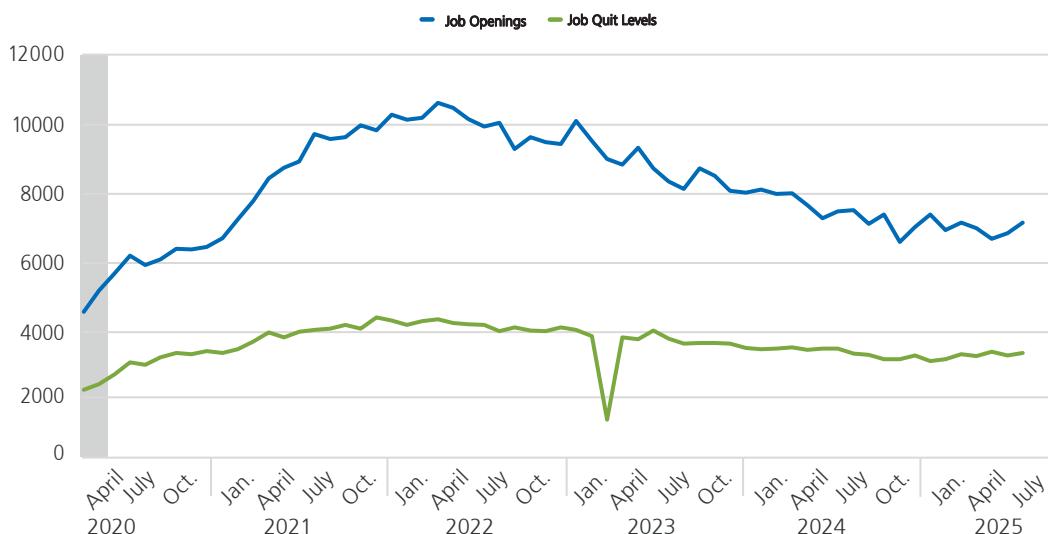


2025 US Unemployment Rates

Jan	Feb	Mar	Apr	May	June
4.0	4.1	4.2	4.2	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.

U.S. JOB OPENINGS & QUIT LEVELS



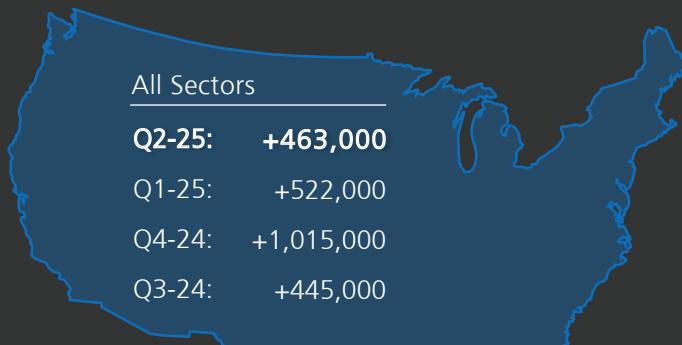
3.8%
KS Unemployment Rate
Job Openings: 84,542

2025 KS Unemployment Rates

Jan	Feb	Mar	Apr	May	June
3.8	3.8	3.8	3.8	3.8	3.8

QUARTERLY EMPLOYMENT SUMMARY

New Jobs in U.S.



2025 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+143K	+151K	+228K	+177K	+139K	+147K

New Jobs in Kansas

Government Sector

Quarter	Job Growth (K)
Q2-25	+400
Q1-25	+900
Q4-24	+2,800
Q3-24	-200

Private Sector

Quarter	Job Growth (K)
Q2-25	+8,500
Q1-25	-2,500
Q4-24	+6,100
Q3-24	+1,200

2025 KS Jobs Summaries

Jan	Feb	Mar	Apr	May	June
-3.6K -1K +2.6K	+1.1K +1.6K -500	+900 +300 +600	+3.3K -100 +3.3K	+1.8K -100 +1.9K	+3.8K +600 +3.2K

*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%
YoY Change: +1.32%	+1.18%	+1.94%

2020: 2.83%	2021: 8.89%
+1.60%	+4.20%

2022: 4.20%
-3.81%

2023: 4.60%
+0.48%

2024: 3.9%
+0.95%

2025: 3.5%
+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

RECRUITING INDUSTRY INDICATORS



AMERICAN STAFFING ASSOCIATION SUMMARY



ASA STAFFING JOBS



LAST QUARTER

BLS TEMP HELP JOBS



LAST MONTH

ASA STAFFING INDEX



CURRENTLY

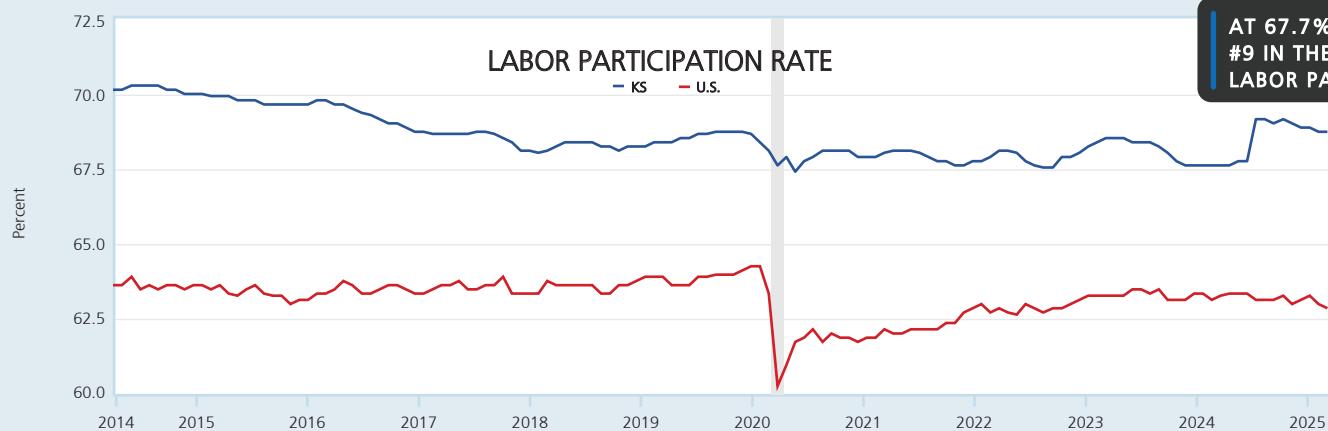
GDP PROJECTION



NEXT QUARTER

FEDERAL RESERVE ECONOMIC DATA

FRED





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

CHEYENNE	3.6% 48 17 \$12.88 \$20.16 \$29.78	RAWLINS	2.9% 41 13 \$13.21 \$20.34 \$28.86	DECATUR	3.3% 50 64 \$12.37 \$18.20 \$26.73	NORTON	3.3% 80 53 \$12.58 \$19.22 \$29.09	PHILLIPS	3.5% 86 62 \$12.94 \$20.25 \$31.58	SMITH	3.5% 64 20 \$12.46 \$18.78 \$28.02				
SHERMAN	3.9% 118 76 \$12.62 \$18.42 \$28.23	THOMAS	3.3% 143 191 \$12.82 \$18.89 \$29.25	SHERIDAN	2.8% 43 66 \$12.81 \$20.77 \$29.42	GRAHAM	3.8% 46 8 \$13.58 \$21.11 \$29.18	ROOKS	3.3% 82 17 \$13.12 \$20.76 \$28.53	OSBORNE	3.6% 59 22 \$12.69 \$18.65 \$27.87				
WALLACE	3.5% 717 31 \$12.81 \$19.44 \$26.24	LOGAN	3.2% 48 33 \$11.36 \$18.05 \$26.62	GOVE	4.0% 46 110 \$12.07 \$18.43 \$28.05	TREGO	4.0% 57 19 \$12.29 \$20.38 \$29.72	ELLIS	3.4% 586 1,797 \$12.53 \$18.62 \$30.81	RUSSELL	4.1% 134 47 \$12.87 \$20.38 \$29.16				
GREELEY	3.9% 25 25 \$12.65 \$19.21 \$28.81	WICHITA	3.3% 38 23 \$12.89 \$20.90 \$31.15	SCOTT	3.5% 84 57 \$12.31 \$18.24 \$28.32	LANE	5.0% 34 20 \$12.64 \$20.80 \$31.40	NESS	3.2% 46 47 \$13.39 \$20.94 \$29.69	RUSH	3.2% 52 14 \$13.23 \$20.27 \$28.00	BARTON	3.8% 481 514 \$12.82 \$20.21 \$29.11		
HAMILTON	3.0% 41 27 \$12.97 \$19.74 \$29.16	KEARNY	3.9% 68 60 \$12.21 \$18.12 \$27.00	FINNEY	3.4% 722 853 \$13.57 \$21.67 \$29.14	GRAY	2.9% 93 28 \$13.35 \$21.75 \$29.53	HODGEMAN	4.0% 39 16 \$12.69 \$18.27 \$26.72	EDWARDS	3.5% 102 -- \$13.15 \$19.09 \$28.17	PAWNEE	3.6% 73 -- \$12.58 \$19.44 \$28.96		
STANTON	3.9% 36 43 \$14.32 \$21.24 \$30.12	GRANT	4.7% 141 64 \$12.29 \$20.63 \$31.07	HASKELL	3.5% 63 61 \$13.75 \$21.23 \$30.18	FORD	3.4% 629 808 \$14.36 \$21.97 \$28.22	KIOWA	3.5% 43 37 \$10.75 \$17.72 \$25.49	PRATT	4.0% 188 161 \$12.63 \$18.76 \$28.62	STAFFORD	3.6% 481 514 \$12.82 \$20.21 \$29.11		
MORTON	3.8% 45 37 \$12.14 \$20.00 \$28.64	STEVENS	3.6% 96 29 \$13.21 \$21.72 \$31.20	SEWARD	3.7% 404 403 \$13.48 \$21.89 \$28.57	MEADE	3.5% 70 39 \$13.46 \$21.96 \$31.57	CLARK	2.9% 32 67 \$13.72 \$20.94 \$32.58	COMANCHE	3.5% 30 4 \$12.21 \$18.53 \$28.77	BARBER	3.5% 73 19 \$12.72 \$20.40 \$28.01	EDWARDS	3.7% 54 16 \$13.31 \$21.31 \$30.57

Request analysis for specific job title:

TAG@arnoldgrouphr.com

KEY:

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

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

RILEY
 3.9%
 1,467
 1,533
 \$13.29
 \$21.74
 \$34.10

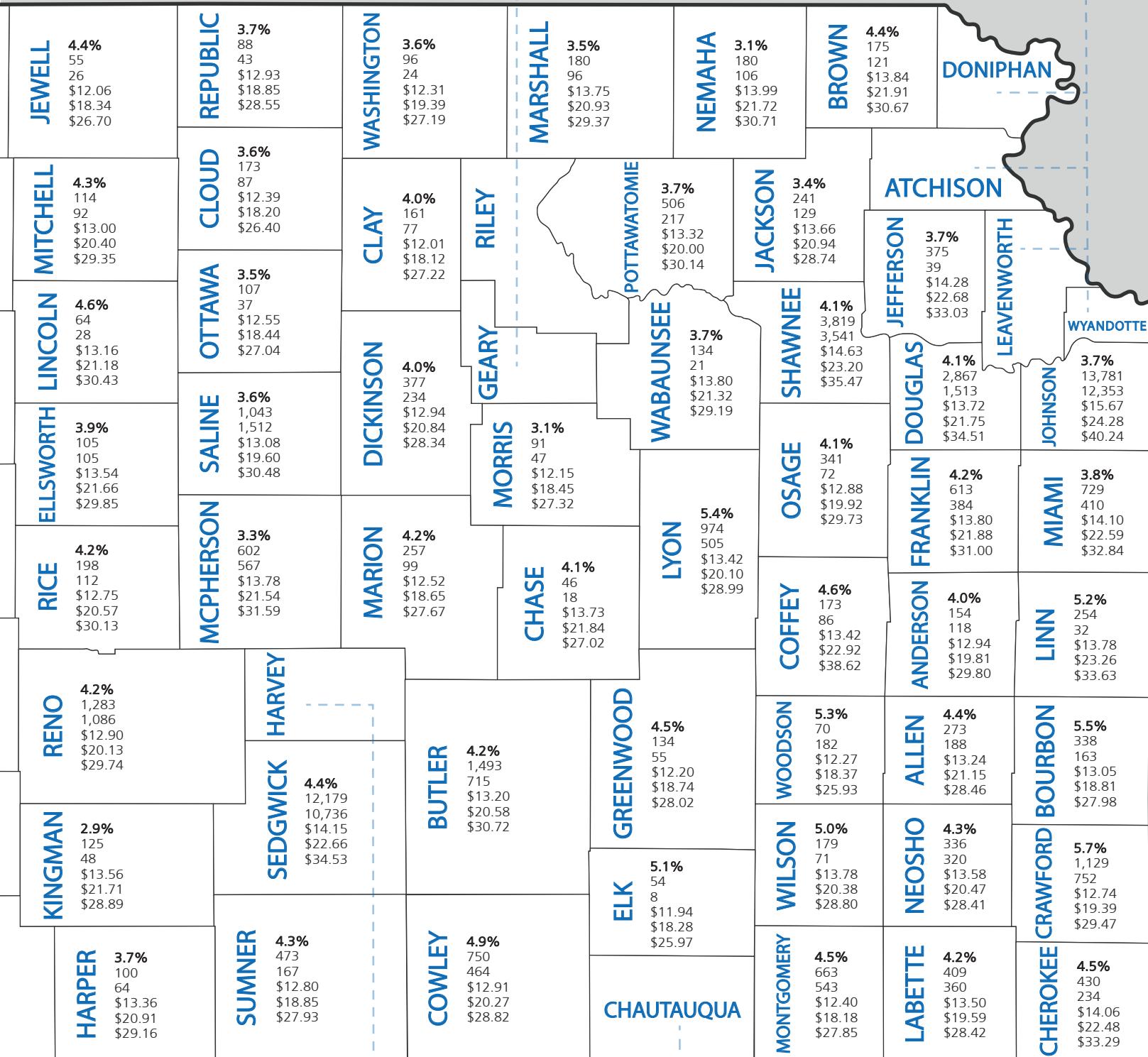
GEARY
 5.1%
 672
 537
 \$13.91
 \$21.22
 \$31.42

DONIPHAN
 4.4%
 170
 130
 \$14.49
 \$22.36
 \$30.09

ATCHISON
 4.9%
 411
 202
 \$12.47
 \$19.02
 \$29.88

LEAVENWORTH
 4.3%
 1,651
 975
 \$15.19
 \$25.12
 \$38.82

WYANDOTTE
 5.1%
 4,308
 4,287
 \$16.23
 \$24.80
 \$37.02





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 - 161

Distinct Employers - 93

Total Affected Workers - 3,138

Workers that Filed Weekly Certification - 1,542

Reporting Job Refusals Impact:

Employer-Reported Job Refusals lead to 78% UI Benefit Denials in Kansas for Q2 2025.

[Click Here to Get Supporting Resources](#)

78%

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

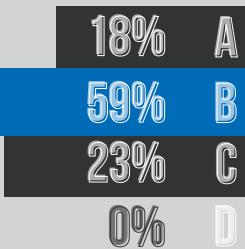
ARE THEIR
BIGGEST CHALLENGES.

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

QUESTION 1

What impact has wage pressure had on your ability to attract or retain talent in 2025 so far?

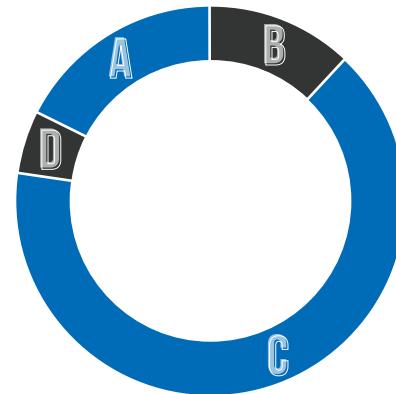
- A) Great impact, we've adjusted to stay competitive
- B) Some impact, we've made some adjustments
- C) Little impact, wage pressure isn't a big issue
- D) No impact, we haven't changed our strategy



QUESTION 2

Have you noticed a shift in candidate quality or preparedness compared to last year?

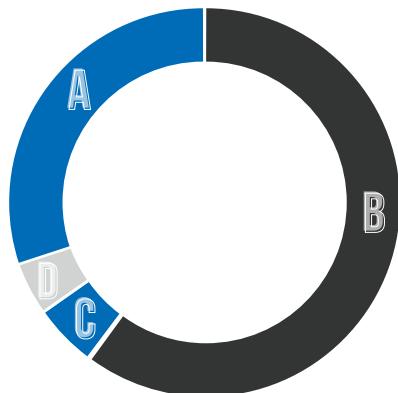
- A) Improved, stronger qualifications/readiness - 18%
- B) Similar to previous years - 12%
- C) Declined, less qualified or less prepared - 65%
- D) We haven't had any open roles recently - 5%



QUESTION 3

What is your current hiring outlook for the rest of 2025?

- A) Actively hiring, plans to increase headcount - 30%
- B) Maintaining, backfilling only - 60%
- C) Scaling back, hiring only for critical needs - 5%
- D) Hiring freeze, no plans in the near future - 5%



QUESTION 4

What strategies are you prioritizing this year to address labor shortages or talent gaps?

- A) Upskilling/Reskilling - 47%
- B) Updating compensation or benefits - 29%
- C) Expanding recruitment geographically - 12%
- D) Offering flexible work arrangements - 12%
- E) Leveraging staffing/recruiting partners - 35%
- F) Automating or restructuring roles - 23%
- G) Other strategies - 12%

