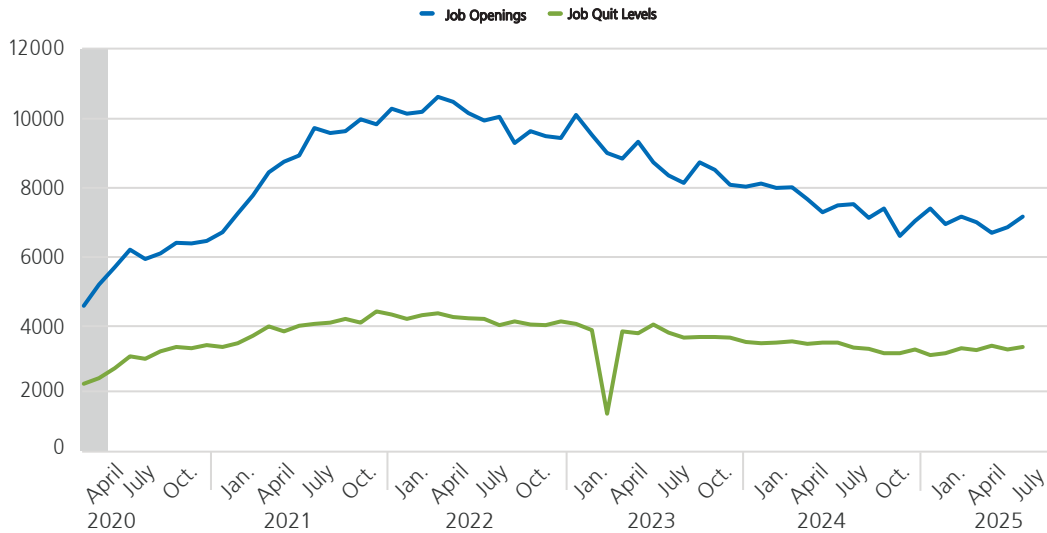


# KANSAS EMPLOYMENT IMPACT ANALYSIS



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



\* **4.1%**

U.S. Unemployment Rate  
# Job Openings:

### 2025 US Unemployment Rates

Jan	Feb	Mar	Apr	May	June
4.0	4.1	4.2	4.2	4.2	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.

**3.8%**

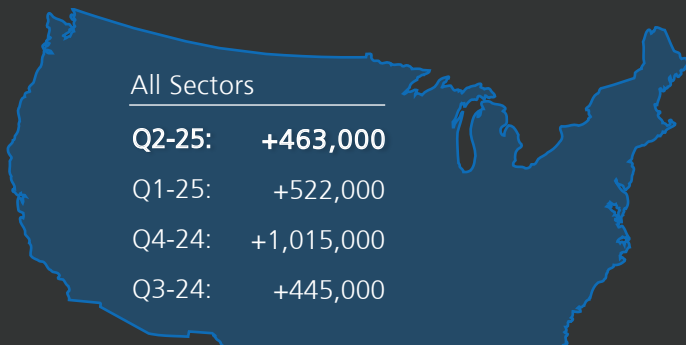
KS Unemployment Rate  
# Job Openings: 84,542

### 2025 KS Unemployment Rates

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

## QUARTERLY EMPLOYMENT SUMMARY

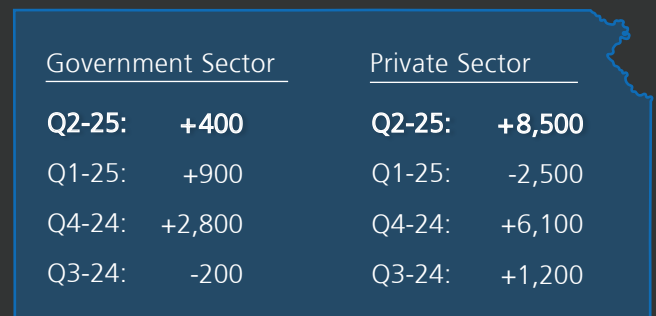
### New Jobs in U.S.



### 2025 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+143K	+151K	+228K	+177K	+139K	+147K
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	+3.3K	+1.8K	+3.8K
-1K   -2.6K	+1.6K   -500	+300   +600	-100   +3.3K	-100   +1.9K	+600   +3.2K
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

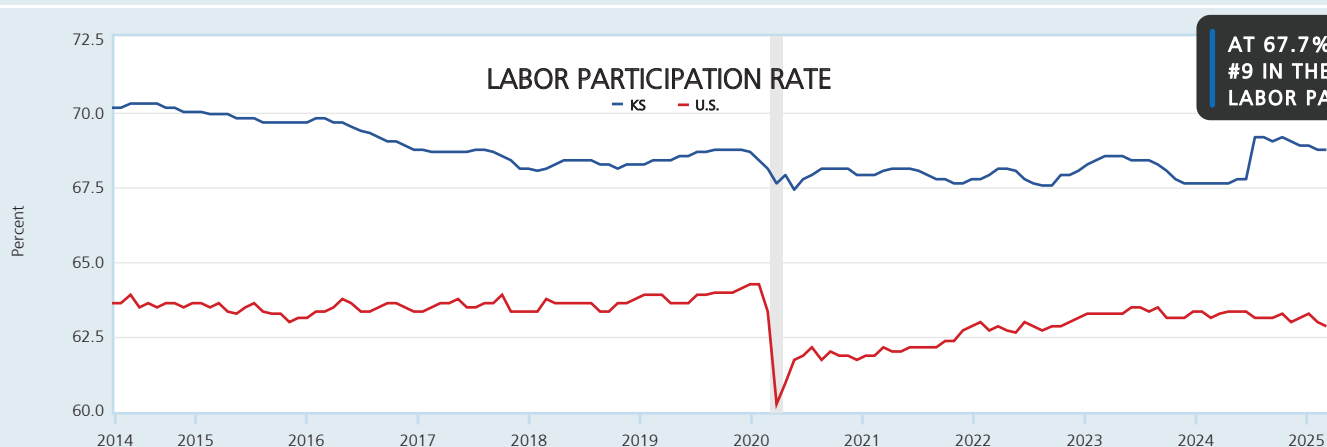
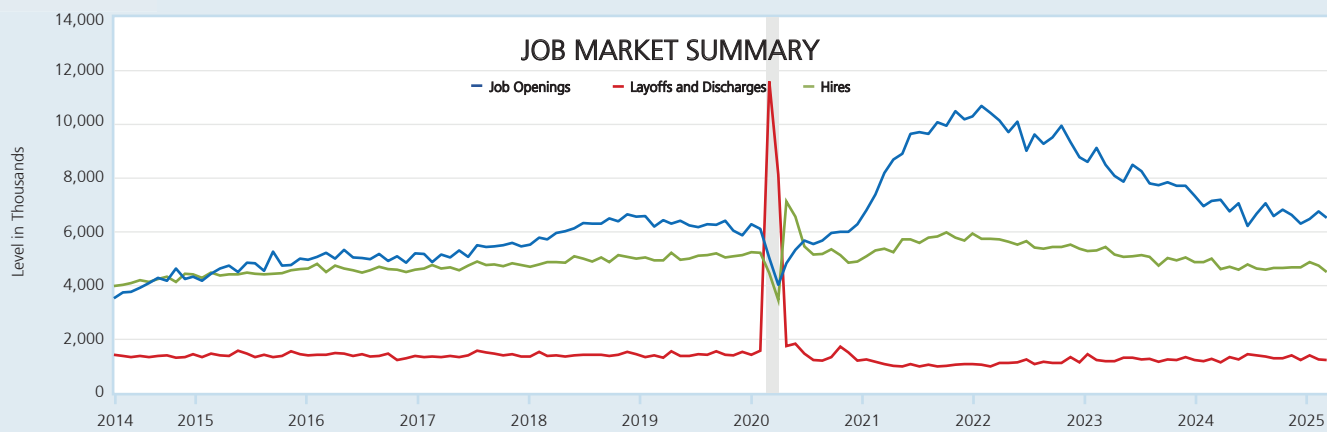
### GDP PROJECTION



NEXT QUARTER

## FEDERAL RESERVE ECONOMIC DATA

FRED



AT 67.7%, KS IS RANKED  
#9 IN THE NATION FOR  
LABOR PARTICIPATION

- #1: DC - 72.6%
- #2: ND - 70.6%
- #3: NE - 70.2%
- #4: SD - 69.7%
- #5: MN - 68.8%
- #6: UT - 68%
- #7: CO - 67.9%
- #7: IA - 67.9%

## KANSAS COUNTY EMPLOYMENT SUMMARY



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

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

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

KEY:

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

EDWARDS  
3.7%  
54  
16  
\$13.31  
\$21.31  
\$30.57

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

**JEWELL**  
 4.4%  
 55  
 26  
 \$12.06  
 \$18.34  
 \$26.70

**REPUBLIC**  
 3.7%  
 88  
 43  
 \$12.93  
 \$18.85  
 \$28.55

**WASHINGTON**  
 3.6%  
 96  
 24  
 \$12.31  
 \$19.39  
 \$27.19

**MARSHALL**  
 3.5%  
 180  
 96  
 \$13.75  
 \$20.93  
 \$29.37

**NEMAHA**  
 3.1%  
 180  
 106  
 \$13.99  
 \$21.72  
 \$30.71

**BROWN**  
 4.4%  
 175  
 121  
 \$13.84  
 \$21.91  
 \$30.67

**DONIPHAN**

**MITCHELL**  
 4.3%  
 114  
 92  
 \$13.00  
 \$20.40  
 \$29.35

**CLOUD**  
 3.6%  
 173  
 87  
 \$12.39  
 \$18.20  
 \$26.40

**CLAY**  
 4.0%  
 161  
 77  
 \$12.01  
 \$18.12  
 \$27.22

**RILEY**

**POTTAWATOMIE**  
 3.7%  
 506  
 217  
 \$13.32  
 \$20.00  
 \$30.14

**JACKSON**  
 3.4%  
 241  
 129  
 \$13.66  
 \$20.94  
 \$28.74

**ATCHISON**

**JEFFERSON**  
 3.7%  
 375  
 39  
 \$14.28  
 \$22.68  
 \$33.03

**LEAVENWORTH**

**WYANDOTTE**

**LINCOLN**  
 4.6%  
 64  
 28  
 \$13.16  
 \$21.18  
 \$30.43

**OTTAWA**  
 3.5%  
 107  
 37  
 \$12.55  
 \$18.44  
 \$27.04

**DICKINSON**  
 4.0%  
 377  
 234  
 \$12.94  
 \$20.84  
 \$28.34

**GEARY**

**WABAUNSEE**  
 3.7%  
 134  
 21  
 \$13.80  
 \$21.32  
 \$29.19

**SHAWNEE**  
 4.1%  
 3,819  
 3,541  
 \$14.63  
 \$23.20  
 \$35.47

**DOUGLAS**  
 4.1%  
 2,867  
 1,513  
 \$13.72  
 \$21.75  
 \$34.51

**JOHNSON**  
 3.7%  
 13,781  
 12,353  
 \$15.67  
 \$24.28  
 \$40.24

**ELLSWORTH**  
 3.9%  
 105  
 105  
 \$13.54  
 \$21.66  
 \$29.85

**SALINE**  
 3.6%  
 1,043  
 1,512  
 \$13.08  
 \$19.60  
 \$30.48

**MARION**  
 4.2%  
 257  
 99  
 \$12.52  
 \$18.65  
 \$27.67

**MORRIS**  
 3.1%  
 91  
 47  
 \$12.15  
 \$18.45  
 \$27.32

**LYON**  
 5.4%  
 974  
 505  
 \$13.42  
 \$20.10  
 \$28.99

**OSAGE**  
 4.1%  
 341  
 72  
 \$12.88  
 \$19.92  
 \$29.73

**FRANKLIN**  
 4.2%  
 613  
 384  
 \$13.80  
 \$21.88  
 \$31.00

**MIAMI**  
 3.8%  
 729  
 410  
 \$14.10  
 \$22.59  
 \$32.84

**RICE**  
 4.2%  
 198  
 112  
 \$12.75  
 \$20.57  
 \$30.13

**MCPHERSON**  
 3.3%  
 602  
 567  
 \$13.78  
 \$21.54  
 \$31.59

**CHASE**  
 4.1%  
 46  
 18  
 \$13.73  
 \$21.84  
 \$27.02

**CHASE**

**COFFEY**  
 4.6%  
 173  
 86  
 \$13.42  
 \$22.92  
 \$38.62

**ANDERSON**  
 4.0%  
 154  
 118  
 \$12.94  
 \$19.81  
 \$29.80

**LINN**  
 5.2%  
 254  
 32  
 \$13.78  
 \$23.26  
 \$33.63

**RENO**  
 4.2%  
 1,283  
 1,086  
 \$12.90  
 \$20.13  
 \$29.74

**HARVEY**

**BUTLER**  
 4.2%  
 1,493  
 715  
 \$13.20  
 \$20.58  
 \$30.72

**GREENWOOD**  
 4.5%  
 134  
 55  
 \$12.20  
 \$18.74  
 \$28.02

**WOODSON**  
 5.3%  
 70  
 182  
 \$12.27  
 \$18.37  
 \$25.93

**ALLEN**  
 4.4%  
 273  
 188  
 \$13.24  
 \$21.15  
 \$28.46

**BOURBON**  
 5.5%  
 338  
 163  
 \$13.05  
 \$18.81  
 \$27.98

**KINGMAN**  
 2.9%  
 125  
 48  
 \$13.56  
 \$21.71  
 \$28.89

**SEDGWICK**  
 4.4%  
 12,179  
 10,736  
 \$14.15  
 \$22.66  
 \$34.53

**COWLEY**  
 4.9%  
 750  
 464  
 \$12.91  
 \$20.27  
 \$28.82

**ELK**  
 5.1%  
 54  
 8  
 \$11.94  
 \$18.28  
 \$25.97

**CHAUTAUQUA**

**WILSON**  
 5.0%  
 179  
 71  
 \$13.78  
 \$20.38  
 \$28.80

**NEOSHO**  
 4.3%  
 336  
 320  
 \$13.58  
 \$20.47  
 \$28.41

**CRAWFORD**  
 5.7%  
 1,129  
 752  
 \$12.74  
 \$19.39  
 \$29.47

**HARPER**  
 3.7%  
 100  
 64  
 \$13.36  
 \$20.91  
 \$29.16

**SUMNER**  
 4.3%  
 473  
 167  
 \$12.80  
 \$18.85  
 \$27.93

**MONTGOMERY**  
 4.5%  
 663  
 543  
 \$12.40  
 \$18.18  
 \$27.85

**LABETTE**  
 4.2%  
 409  
 360  
 \$13.50  
 \$19.59  
 \$28.42

**CHEROKEE**  
 4.5%  
 430  
 234  
 \$14.06  
 \$22.48  
 \$33.29

**HARVEY**  
 4.0%  
 709  
 392  
 \$13.91  
 \$21.50  
 \$31.15

**CHAUTAUQUA**  
 4.1%  
 59  
 13  
 \$12.04  
 \$17.73  
 \$25.11

Request analysis for specific job title:  
[TAG@arnoldgrouphr.com](mailto:TAG@arnoldgrouphr.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?

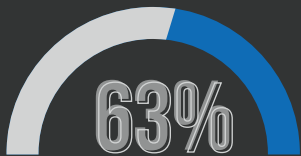
40% - 50%

Employees **actively** looking for a job change

50% - 60%

Employees **passively** looking for a job change

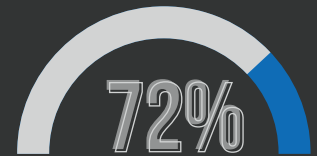
**TAG TIP:** Passive job seekers are keeping an eye on opportunities and can be tempted to leave for the right offer without actively seeking change, causing significant concern for employers. They're driven by factors like: **flexible work arrangements, opportunity for career growth, higher compensation, 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 - 161

Distinct Employers - 93

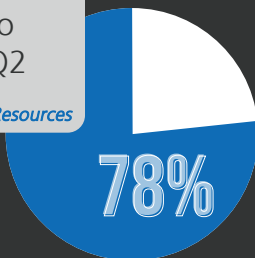
Total Affected Workers - 3,138

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.

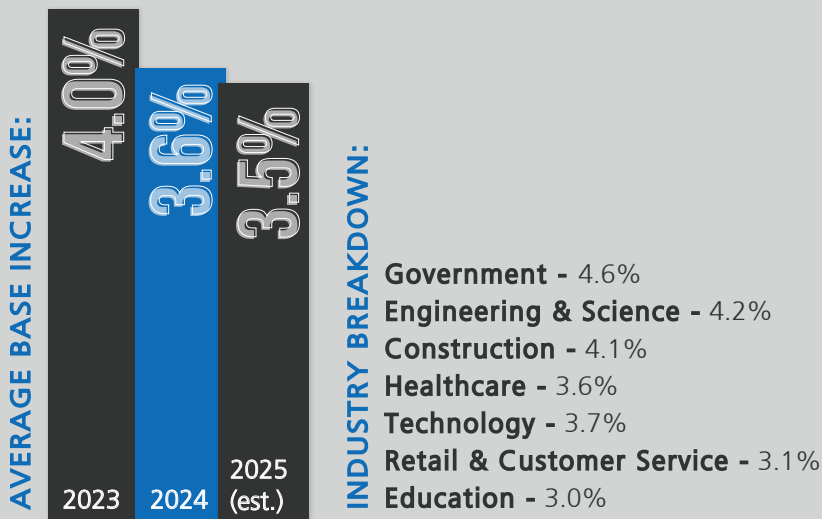
[Click Here to Get Supporting Resources](#)



## 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

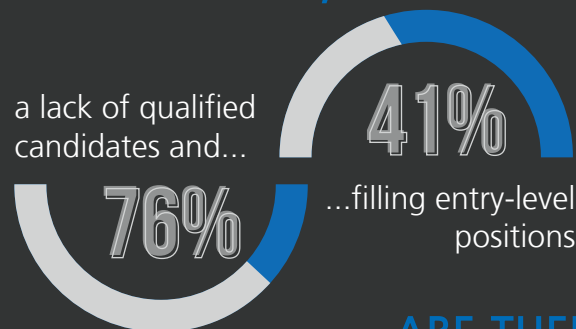
### TAG TIP:

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

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

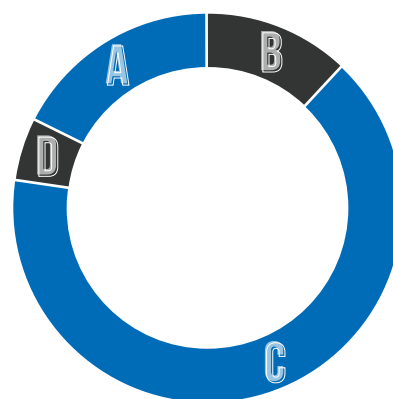
- A) Great impact, we've adjusted to stay competitive
- B) Some impact, we've made some adjustments
- C) Little impact, wage pressure isn't a big issue
- D) No impact, we haven't changed our strategy



## QUESTION 2

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

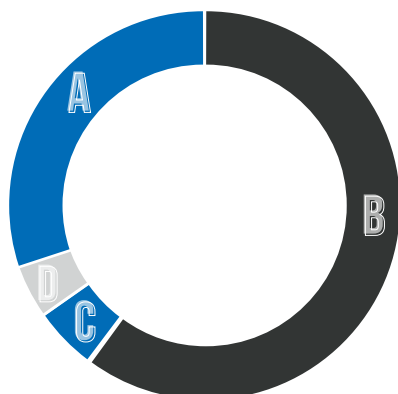
- A) Improved, stronger qualifications/readiness - 18%
- B) Similar to previous years - 12%
- C) Declined, less qualified or less prepared - 65%
- D) We haven't had any open roles recently - 5%



## 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%

