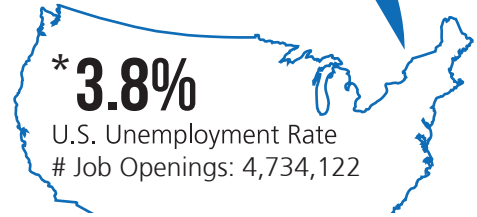


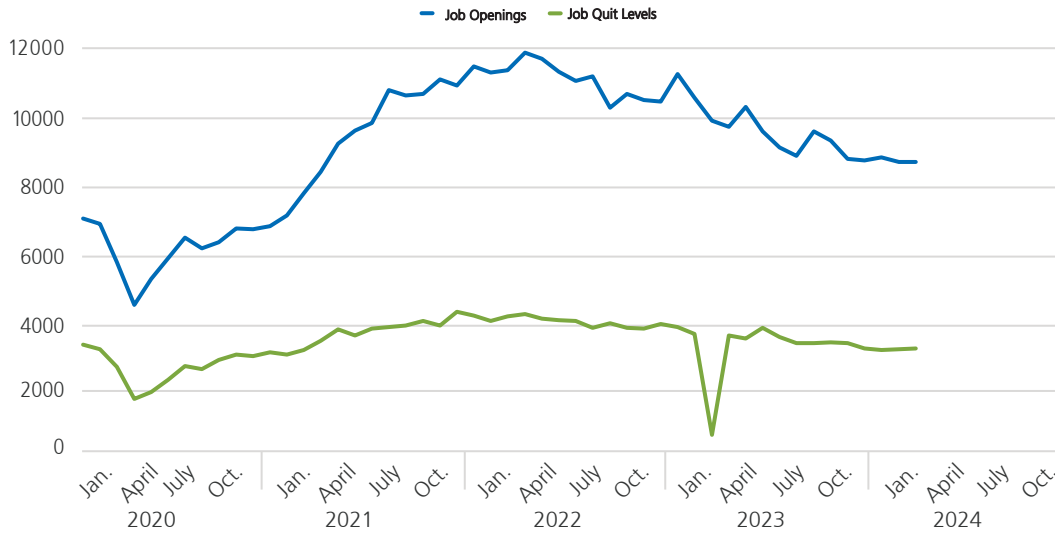
# KANSAS EMPLOYMENT IMPACT ANALYSIS



It's economic truth that recruiting agency-sourced workers are the canary in the coal mine: spotting the beginning stages of an economic slowdown 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			
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.

**2.7%**

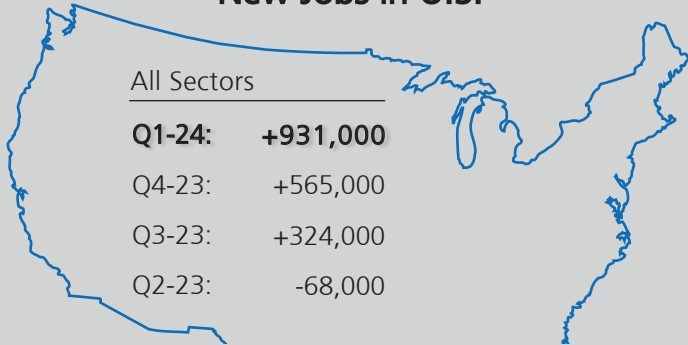
KS Unemployment Rate  
# Job Openings: 92,564

### 2024 KS Unemployment Rates

Jan	Feb	Mar	Apr	May	June
2.6	2.7	2.7			
July	Aug	Sep	Oct	Nov	Dec

## QUARTERLY EMPLOYMENT SUMMARY

### New Jobs in U.S.



### 2024 U.S. Jobs Summaries

Government		Private			
Jan	Feb	Mar	Apr	May	June
+353K	+275K	+303K			
+36K I	+317K	+52K I	+223K	+71K I	+232K
July	Aug	Sep	Oct	Nov	Dec

### New Jobs in Kansas

Government Sector		Private Sector	
Q1-24:	+1,300	Q1-24:	+7,500
Q4-23:	+1,800	Q4-23:	+3,800
Q3-23:	-700	Q3-23:	+2,800
Q2-23:	+1,700	Q2-23:	-2,400

### 2024 KS Jobs Summaries

Government		Private			
Jan	Feb	Mar	Apr	May	June
-1.2K	+3.6K	+6.4K			
+600 I	-1.8K	-200 I	+3.8K	+900 I	+5.5K
July	Aug	Sep	Oct	Nov	Dec

\*Initial data reported; Does not include upward/downward revisions sources made to initially reported data

## SUMMARY OF US SALARY AND INFLATION RATES:

### AVERAGE SALARY INCREASE

2016: 1.13%	2017: 3.45%	2018: 3.62%	2019: 3.75%	2020: 2.83%	2021: 8.89%	2022: 4.20%	2023: 4.60%	2024: 3.9%-4.2%
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\*Projected

### INFLATION RATE

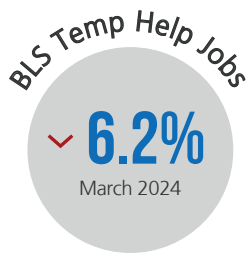
2016: 1.26%	2017: 2.13%	2018: 2.44%	2019: 1.81%	2020: 1.23%	2021: 4.69%	2022: 8.01%	2023: 4.12%	2024: TBD
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# THE ARNOLD GROUP'S RECRUITING INDUSTRY INDICATORS

## AMERICAN STAFFING ASSOCIATION SUMMARY



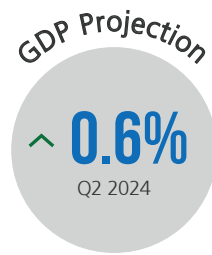
LAST QUARTER



LAST MONTH

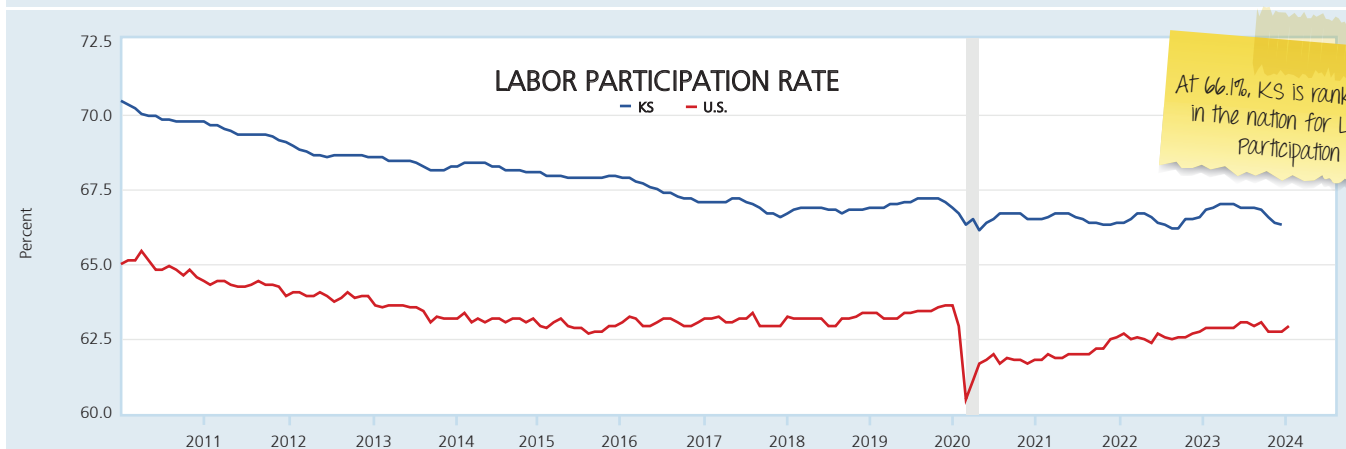
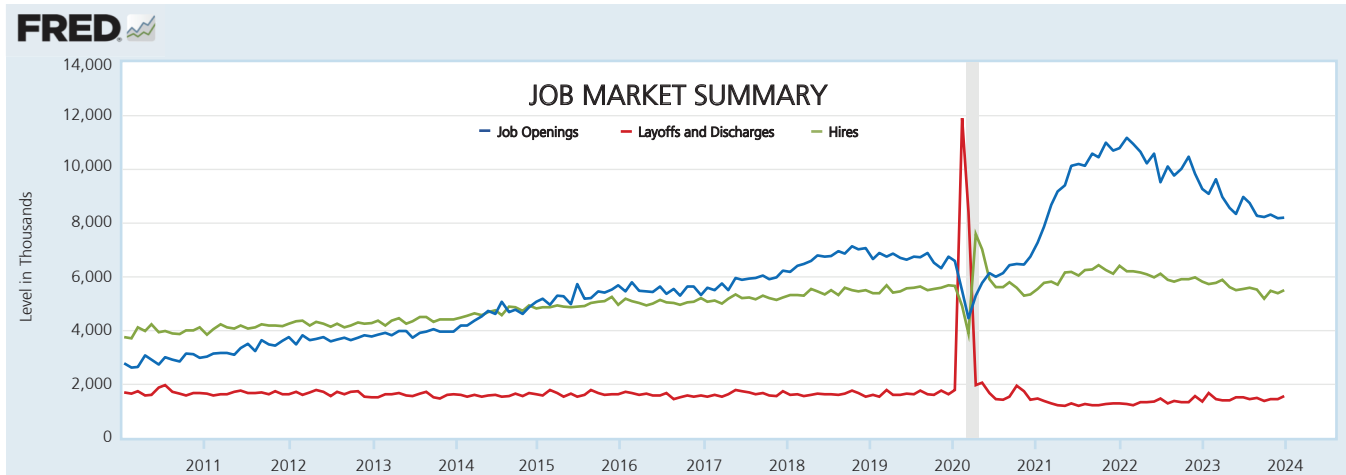


CURRENTLY



NEXT QUARTER

## FEDERAL RESERVE ECONOMIC DATA



At 66.1%, KS is ranked #10 in the nation for Labor participation

# KANSAS COUNTY EMPLOYMENT SUMMARY



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

<b>CHEYENNE</b> 3.0% 34 0 27 \$10.85 \$18.24 \$36.77	<b>RAWLINS</b> 2.1% 30 0 32 \$10.41 \$17.99 \$34.50	<b>DECATUR</b> 2.6% 30 1 42 \$10.5 \$17.21 \$33.94	<b>NORTON</b> 2.3% 59 1 66 \$10.76 \$18.01 \$34.05	<b>PHILLIPS</b> 2.4% 61 4 115 \$10.72 \$18.58 \$39.42	<b>SMITH</b> 2.0% 39 0 33 \$10.41 \$18.28 \$35.86
<b>SHERMAN</b> 3.1% 82 0 94 \$10.34 \$17.13 \$35.45	<b>THOMAS</b> 2.0% 84 1 221 \$10.57 \$17.79 \$37.54	<b>SHERIDAN</b> 2.4% 32 1 55 \$10.50 \$18.20 \$36.20	<b>GRAHAM</b> 3.1% 36 1 23 \$11.18 \$19.06 \$37.35	<b>ROOKS</b> 3.1% 70 0 34 \$10.41 \$18.16 \$35.64	<b>OSBORNE</b> 2.5% 41 0 47 \$10.49 \$18.17 \$36.59
<b>WALLACE</b> 2.1% 18 0 13 \$10.19 \$17.33 \$32.62	<b>LOGAN</b> 1.8% 30 1 40 \$10.43 \$16.97 \$33.14	<b>GOVE</b> 2.6% 32 0 67 \$10.64 \$17.95 \$34.86	<b>TREGO</b> 3.7% 45 0 36 \$10.36 \$18.66 \$39.87	<b>ELLIS</b> 2.2% 385 9 586 \$10.74 \$17.75 \$38.46	<b>RUSSELL</b> 2.7% 89 2 101 \$10.51 \$18.77 \$36.79
<b>GREELEY</b> 2.2% 16 0 21 \$10.73 \$17.58 \$36.62	<b>WICHITA</b> 2.8% 30 0 35 \$10.65 \$18.35 \$38.36	<b>SCOTT</b> 2.3% 57 2 58 \$10.41 \$17.25 \$36.45	<b>LANE</b> 3.2% 21 1 9 \$10.74 \$18.15 \$38.52	<b>NESS</b> 3.0% 36 0 44 \$11.02 \$19.04 \$38.54	<b>RUSH</b> 2.9% 47 3 69 \$10.49 \$17.26 \$31.29
<b>HAMILTON</b> 1.9% 29 1 21 \$10.65 \$17.76 \$35.43	<b>KEARNY</b> 2.3% 43 3 48 \$10.49 \$17.38 \$36.01	<b>FINNEY</b> 2.2% 445 6 810 \$10.90 \$18.91 \$35.19	<b>HODGEMAN</b> 2.5% 23 2 14 \$10.69 \$18.15 \$34.40	<b>RUSH</b> 2.9% 47 3 69 \$10.49 \$17.26 \$31.29	<b>BARTON</b> 3.0% 379 10 535 \$10.73 \$17.97 \$36.37
<b>STANTON</b> 2.3% 23 0 35 \$11.21 \$18.28 \$36.88	<b>GRANT</b> 3.7% 100 1 74 \$10.29 \$18.51 \$37.99	<b>HASKELL</b> 2.3% 47 3 57 \$10.96 \$18.63 \$37.24	<b>GRAY</b> 2.3% 68 2 32 \$10.98 \$18.98 \$35.61	<b>FORD</b> 2.3% 411 6 898 \$11.01 \$18.92 \$31.08	<b>EDWARDS</b> 3.0% 34 1 20 \$10.42 \$18.06 \$34.86
<b>MORTON</b> 3.8% 41 0 44 \$10.32 \$18.74 \$35.81	<b>STEVENS</b> 4.3% 118 0 26 \$11.10 \$18.72 \$40.28	<b>SEWARD</b> 2.9% 281 3 482 \$10.80 \$18.86 \$33.19	<b>MEADE</b> 2.3% 48 0 67 \$11.00 \$19.56 \$40.88	<b>CLARK</b> 1.9% 21 0 72 \$11.03 \$19.09 \$38.88	<b>COMANCHE</b> 2.4% 20 1 11 \$10.43 \$17.20 \$35.38
					<b>PAWNEE</b> 2.8% 72 1 134 \$11.13 \$17.57 \$33.40
					<b>STAFFORD</b> 2.9% 54 2 38 \$10.82 \$18.36 \$35.43
					<b>PRATT</b> 2.4% 113 2 197 \$10.35 \$17.47 \$35.73
					<b>BARBER</b> 2.3% 50 2 36 \$10.70 \$18.52 \$35.34

Request analysis for specific job title:  
TAG@the-arnold-group.com

**KEY:**

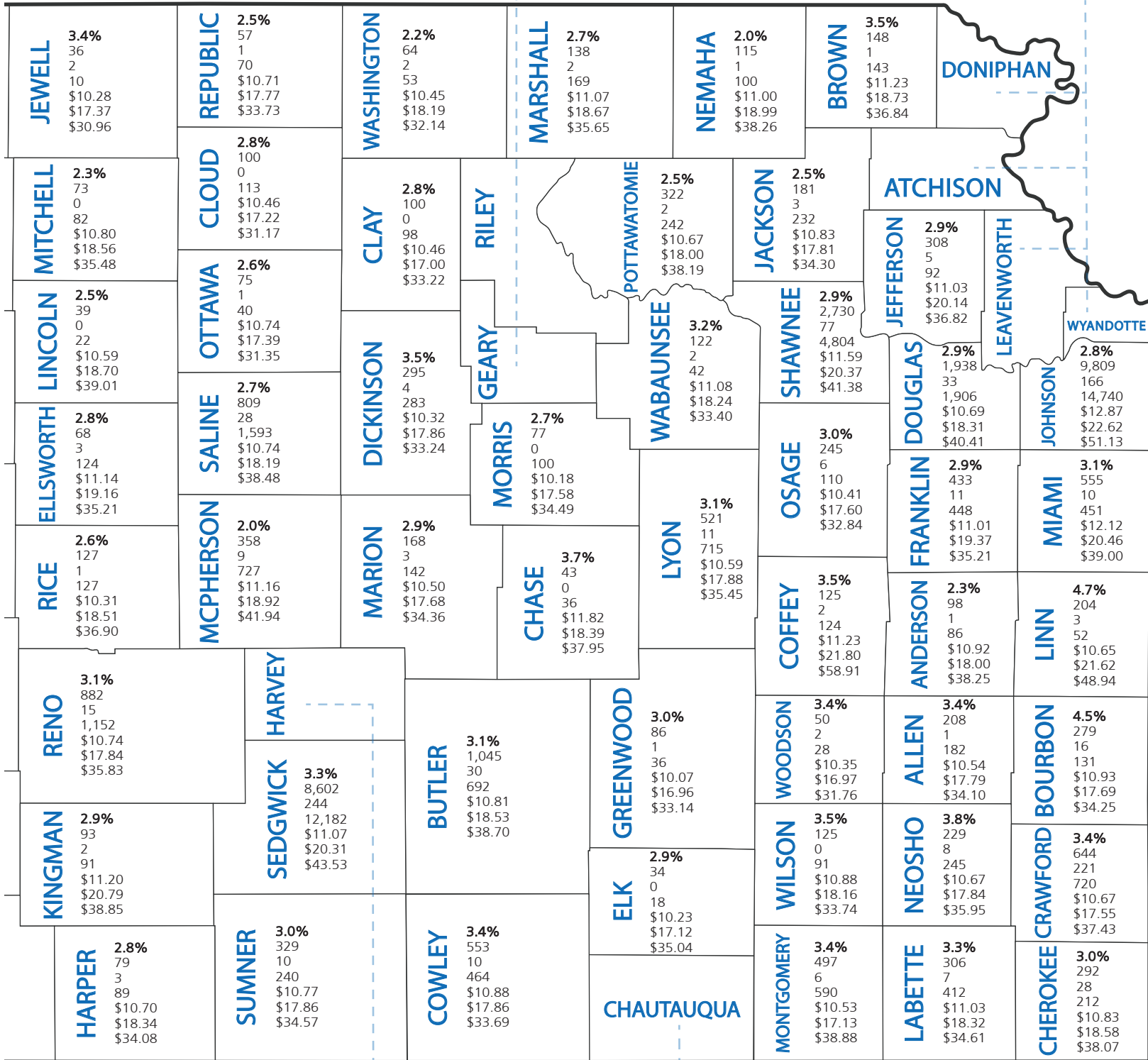
- County UE Rate %
- # Unemployed
- # UI Claimants
- # KS Openings
- All Jobs Avg Salary:
- Low
- Median
- High

**EDWARDS**

- 3.3%
- 43
- 0
- 30
- \$10.91
- \$18.55
- \$38.99

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

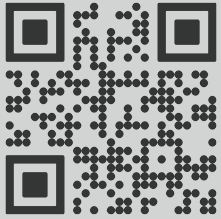
<b>RILEY</b>	2.7% 982 15 1,644 \$10.29 \$18.63 \$41.38	<b>GEARY</b>	4.1% 453 12 642 \$11.00 \$19.51 \$38.73	<b>DONIPHAN</b>	2.8% 111 0 116 \$12.42 \$21.00 \$36.43	<b>ATCHISON</b>	3.7% 245 2 273 \$10.40 \$17.85 \$36.30	<b>LEAVENWORTH</b>	3.2% 1,209 25 1,101 \$12.12 \$22.85 \$49.18	<b>WYANDOTTE</b>	4.0% 3,115 66 5,264 \$13.26 \$22.51 \$45.44
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<b>HARVEY</b>	3.1% 544 9 575 \$11.18 \$18.81 \$38.53
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<b>CHAUTAUQUA</b>	3.8% 52 1 20 \$10.34 \$17.19 \$35.04
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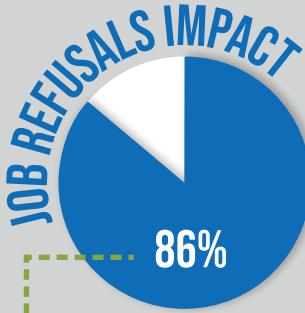
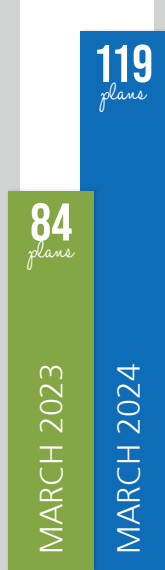
Request analysis for specific job title:  
[TAG@the-arnold-group.com](mailto:TAG@the-arnold-group.com)



click or scan

**KANSAS  
 WORKSHARE  
 PLANS**

Enrollment is up  
 42% YTD from  
 2023



86% of reported Kansas UI Claimants were denied benefits between June 2021 and March 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

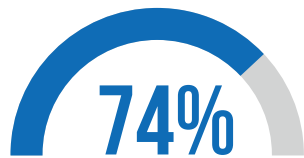
**35%**

Employees that are **passive** job seekers

**73%**

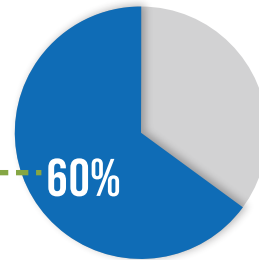
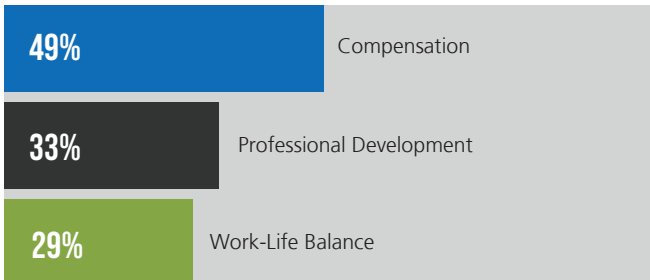


New Hires who resign in their first 3 months of employment



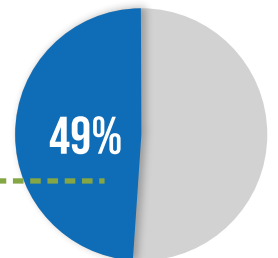
New hires actively start looking for jobs within first 6 months of starting a job

**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

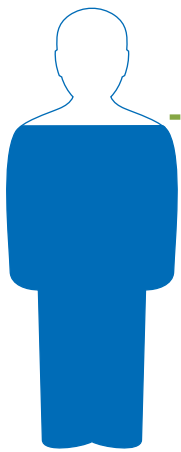
2024 (estimated)

3.9%

3.5%

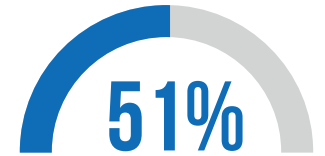
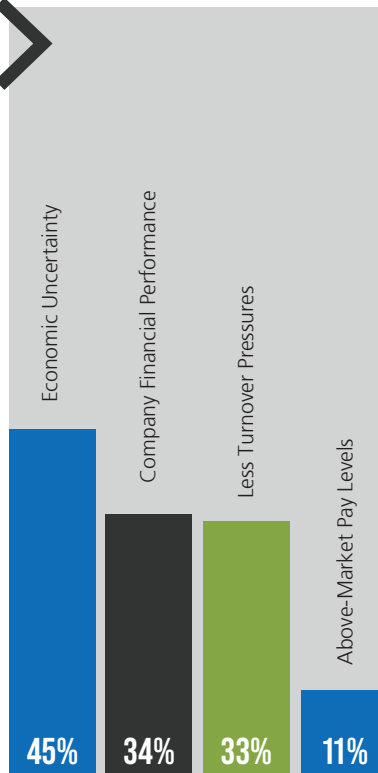
2024 (estimated)

*Did you know...*

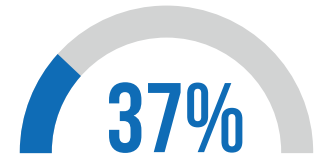


There are 0.7 qualified candidates for every job opening

## 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**

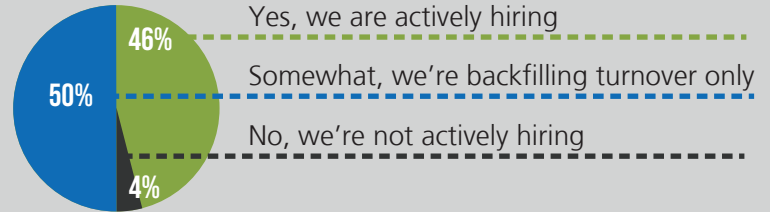
69%

# EMPLOYMENT OUTLOOK SURVEY RESULTS



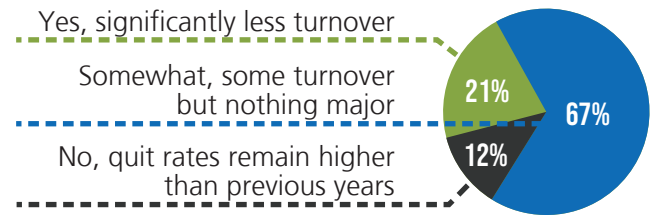
## question 1:

57% of businesses report plans to increase hiring by adding new positions in 2024. Is your organization's need for hiring (for any reason) in the first half of 2024 following suit?



## question 2:

The national quit rate has significantly dropped, once again matching pre-pandemic quit rates. Did you experience a similar drop in turnover in Q1-2024?



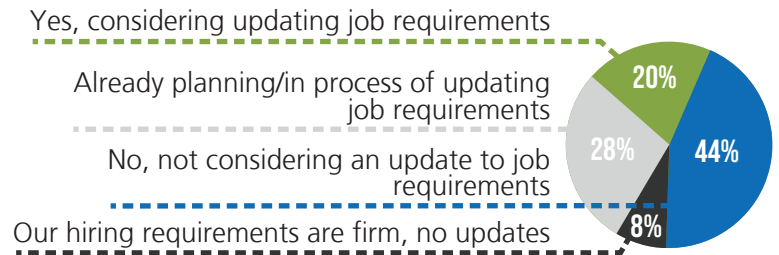
## question 3:

Wage growth appears to continue slowing throughout 2024. Does your organization plan to pivot strategy to match the slow down or maintain your current compensation strategy to remain competitive?



## question 4:

72% of surveyed employers have recently reported shifting hiring requirements to prioritize skills over credentials. Are you considering any job description requirement updates to help with your 2024 recruiting strategy?



## question 5:

Of the top recruiting priorities employers report focusing on in 2024, which is your organization most focused on?

