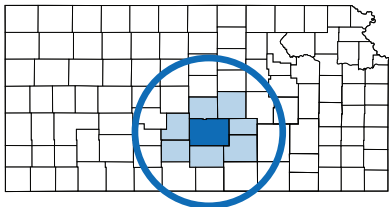
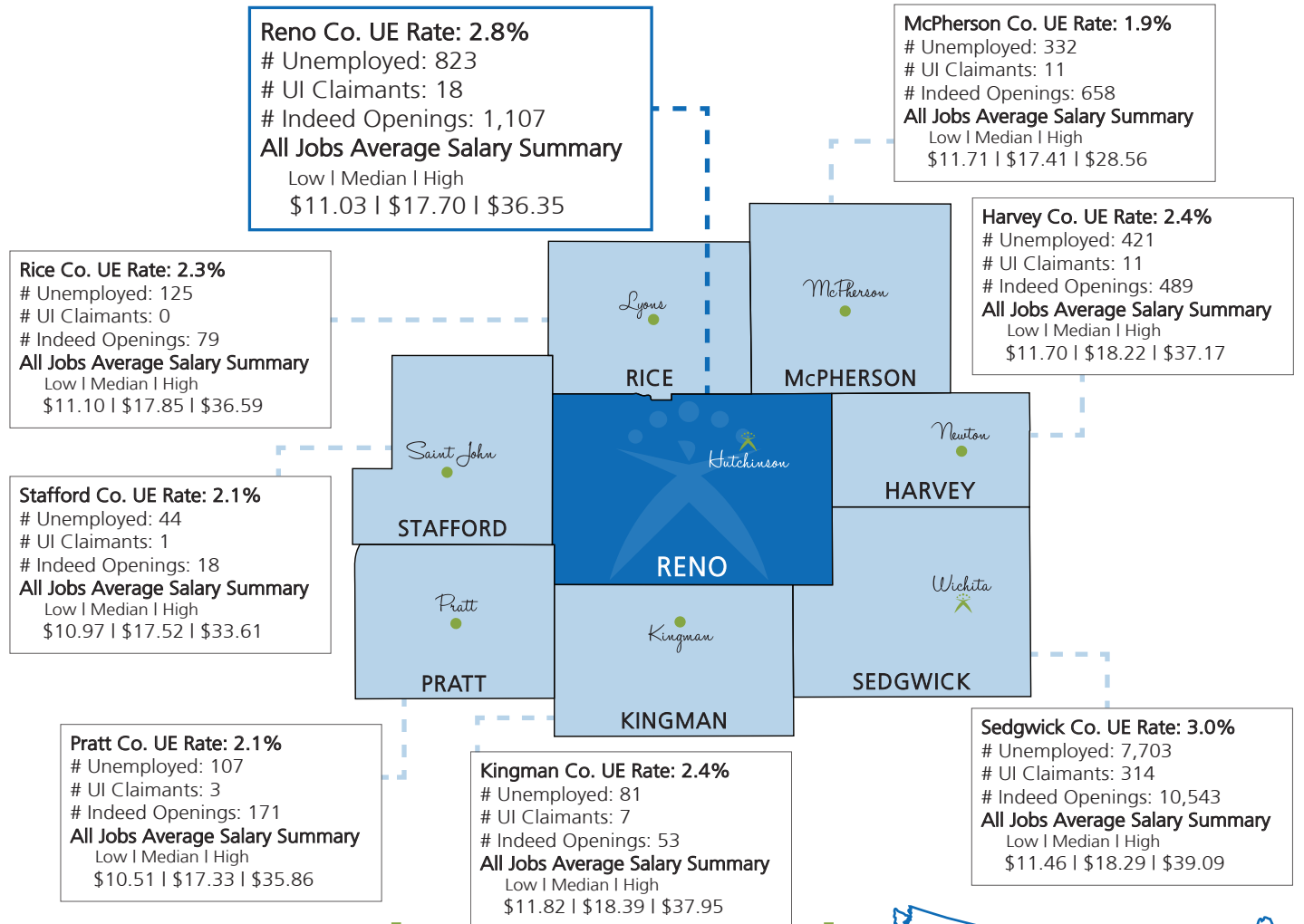


# The Arnold Group's RENO COUNTY EMPLOYMENT IMPACT ANALYSIS

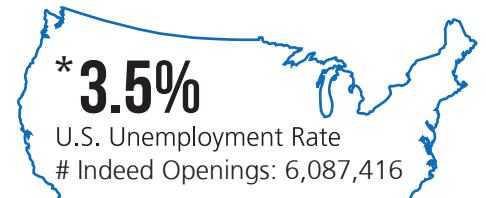
Throughout 2022, market uncertainty, supply chain issues, low labor force participation, increasing labor costs & inflation, and a potential economic downturn were consistent headlines and headwinds for employers. Unfortunately, hiring challenges are expected to linger into 2023, impacting employers across the board. Some anticipate an economic downturn – hopefully brief and mild. The Arnold Group believes we'll see continued turnover, steady candidate demand for better culture fit, and an overall inability to fill open positions. Candidate priorities have shifted to focus on work-life balance and have restructured their lifestyles around this focus. In turn, employers will have to prioritize their employment brand and retool their employee value proposition. The Arnold Group continues to monitor the labor market closely and work with organizations to assist with evolving and unique workforce challenges.



**2.9%**  
 KS Unemployment Rate  
 # Indeed Openings: 59,115

**2022 KS Unemployment Rates**

Jan	Feb	Mar	Apr	May	June
2.6	2.7	2.5	2.4	2.3	2.4
July	Aug	Sep	Oct	Nov	Dec
2.4	2.5	2.5	2.8	2.9	2.9



**2022 US Unemployment Rates**

Jan	Feb	Mar	Apr	May	June
4.0	3.8	3.6	3.6	3.6	3.6
July	Aug	Sep	Oct	Nov	Dec
3.5	3.7	3.5	3.7	3.7	3.5

\*The Federal Reserve considers a base unemployment rate (the U-3 rate) of 5.0%-5.2% as "full employment" in the economy.

View previous analysis: <https://www.the-arnold-group.com/RenoCounty>  
 Request analysis for specific job title: [TAGhutch@the-arnold-group.com](mailto:TAGhutch@the-arnold-group.com)

# THE GREAT REFLECTION

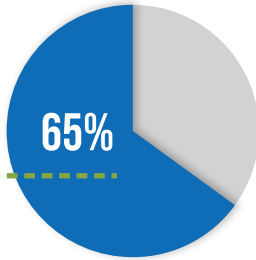
Did you know... >

On average, **4 million people** quit their job **each month** in 2021 and 2022. November 2021 saw record quits of 4.5 million.



The quit rate in Nov. 2022 was **17% higher** than the pre-pandemic quit rate in Feb. 2020

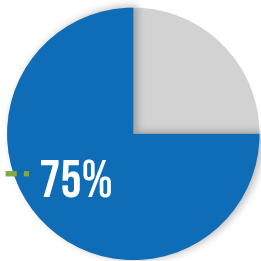
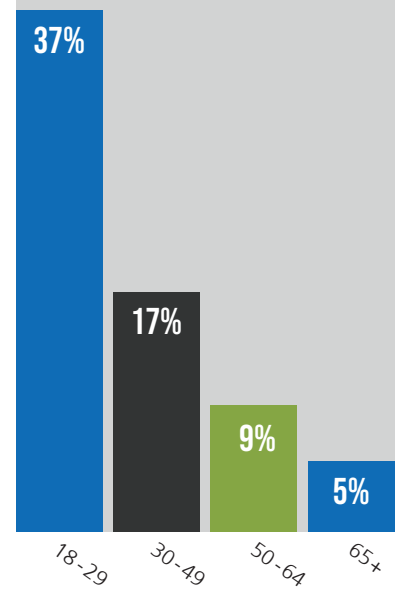
65% of those who quit their job did **not return to the same industry**



**47% - GEN Z**  
**66% - MILLENNIALS** say **higher salary** would influence their decision to switch jobs.

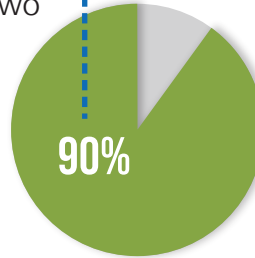
## RESIGNATIONS BY DEMOGRAPHIC

Age 18-29 resigned jobs more than any other demographic group

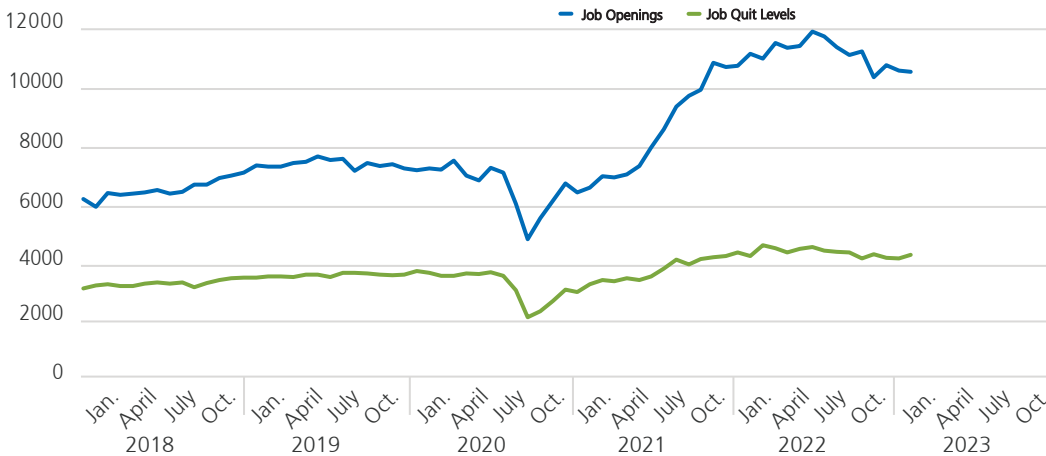


75% of companies experienced problems attracting and retaining talent in 2022

90% of companies now do two salary adjustments per year



## U.S. JOB OPENINGS AND QUIT LEVELS



There are 1.9 job openings for every unemployed worker

# QUARTERLY JOBS SUMMARY

## Jobs in Kansas

Government Sector		Private Sector	
Q4-22:	+500	Q4-22:	+8,600
Q3-22:	-2,900	Q3-22:	+3,500
Q2-22:	+4,600	Q2-22:	-600
Q1-22:	+1,700	Q1-22:	+11,400

### 2022 KS Jobs Summaries

Government		Private	
Jan	+8.5K	Feb	+6.9K
Mar	-2.3K	Apr	+500
May	-1.1K	June	+4.6K
July	+3.5K	Aug	-3.4K
Sep	+500	Oct	+8.5K
Nov	-400	Dec	+500

## Jobs in U.S.\*

All Sectors	
Q4-22:	+747,000
Q3-22:	+1,106,000
Q2-22:	+1,190,000
Q1-22:	+1,576,000

### 2022 U.S. Jobs Summaries

Jan	+467K	Feb	+678K	Mar	+431K	Apr	+428K	May	+390K	June	+372K
July	+528K	Aug	+315K	Sep	+263K	Oct	+261K	Nov	+263K	Dec	+223K

## SUMMARY OF US SALARY AND INFLATION RATES:

### AVERAGE SALARY INCREASE

2015: 3.48%   2016: 1.13%   2017: 3.45%   2018: 3.62%   2019: 3.75%   2020: 2.83%   2021: 8.89%   2022: 4.20%   2023: 4.60%\*  
\*Projected

### INFLATION RATE

2015: 0.12%   2016: 1.26%   2017: 2.13%   2018: 2.44%   2019: 1.81%   2020: 1.23%   2021: 4.69%   2022: 8.01%   2023: TBD

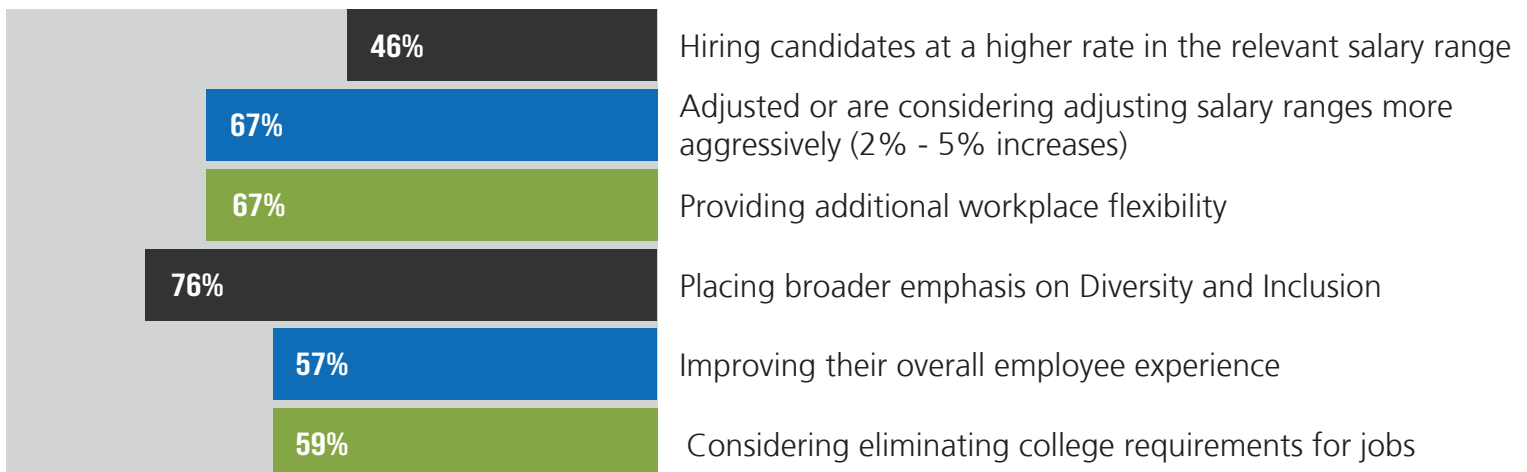
Spent more than budgeted/planned on pay adjustments in 2022

70%

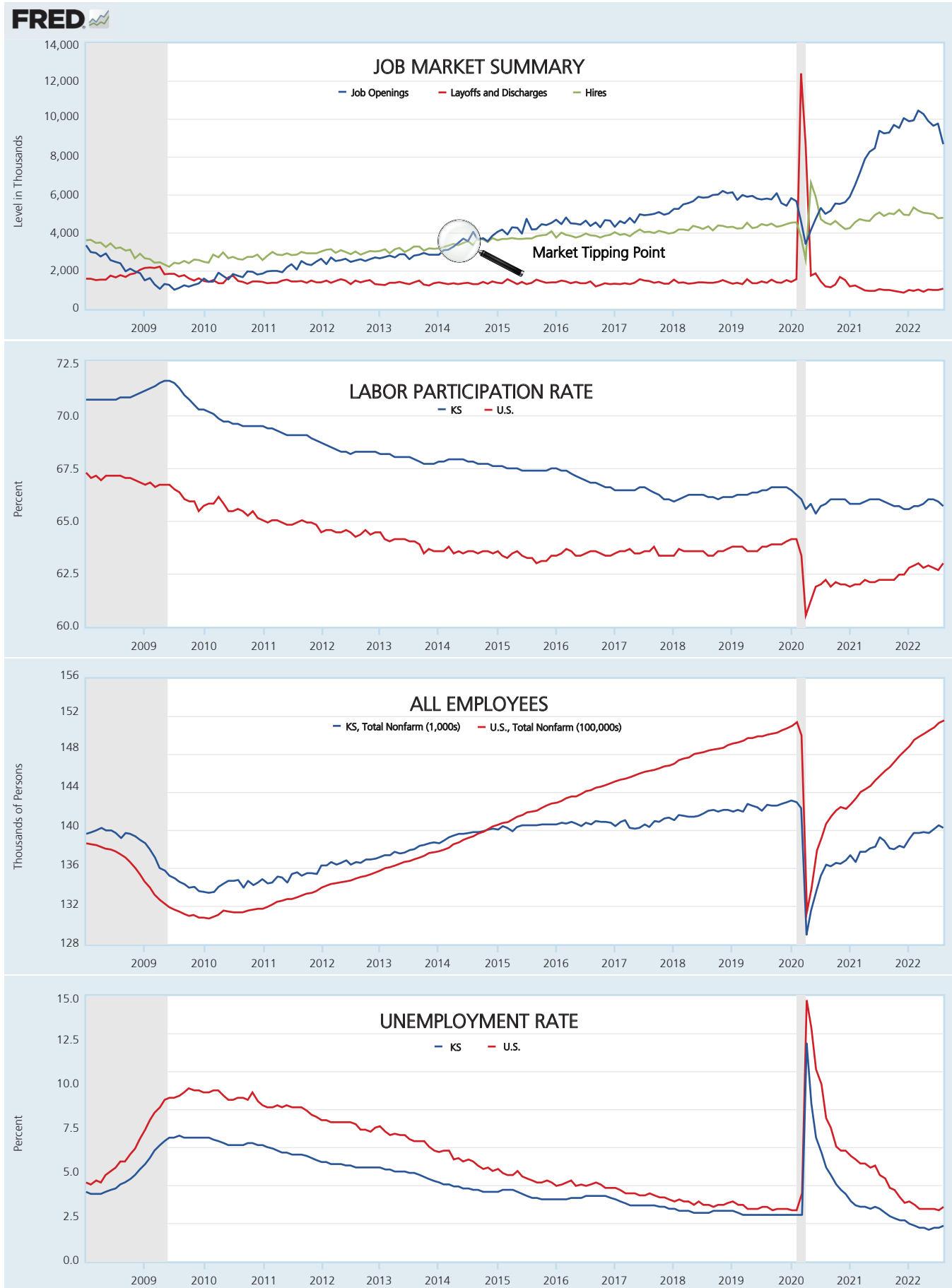
Intend to increase salary budgets in 2023

68%

## WHAT COMPANIES ARE DOING TO REMAIN COMPETITIVE IN THE TOUGH LABOR MARKET:



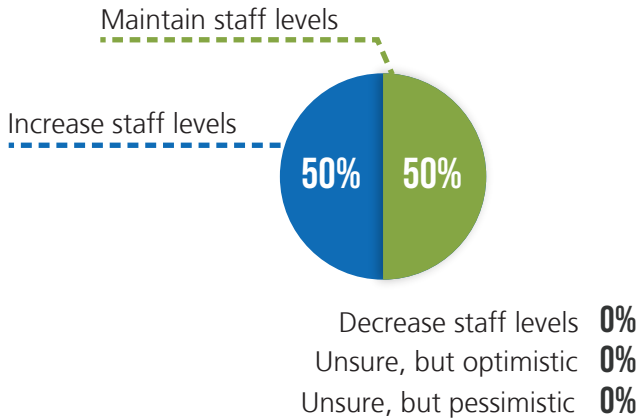
# FEDERAL RESERVE ECONOMIC DATA



# TAG EMPLOYMENT OUTLOOK SURVEY RESULTS

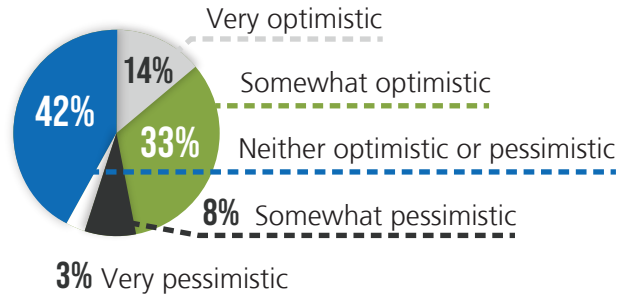
question 1:

What are your organization's hiring intentions for Q1-2023 compared to Q4-2022?



question 2:

What is your hiring sentiment on overall job growth in Kansas for the first six months of 2023 compared to the last six months of 2022?

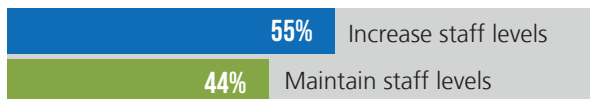


## BY ORGANIZATION SIZE

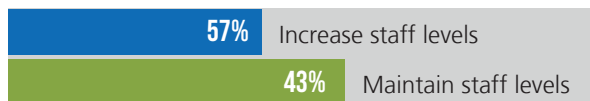
### Large Organizations



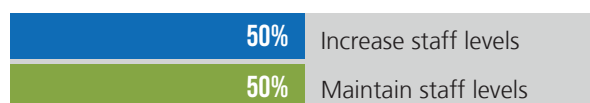
### Medium Organizations



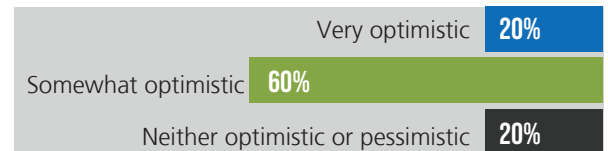
### Small Organizations



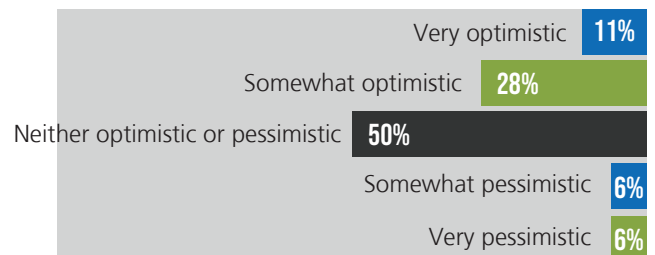
### Micro Organizations



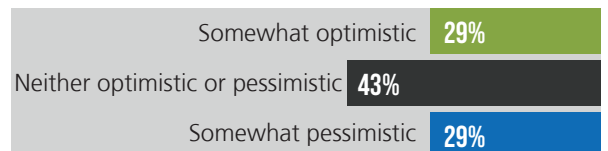
### Large Organizations



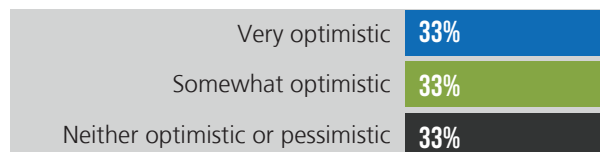
### Medium Organizations



### Small Organizations



### Micro Organizations



Large = 250+ employees

Medium = 50-249 employees

Small = 10-49 employees

Micro = 1-9 employees