

# TOPEKA & KC AREA EMPLOYMENT IMPACT ANALYSIS

The job market in 2023 remains tight as the unemployment rate hovers near historic lows. Even amid layoffs in some sectors, many organizations are hiring, with job openings near historic highs and outnumbering candidates nearly 2-to-1. Employers continue to struggle to find qualified help as the talent pool remains suppressed and quit rates remain high (averaging 4M per month) leaving the onus on employers to boost recruiting and retention efforts. Among those most likely to make a move are 18- to 29-year-olds and employees with less than 4 years of tenure. The potential and clear path for career advancement within an organization could help retain workers. In Kansas, we're seeing a slowly expanding labor force with a slight decrease of job openings and a static unemployment rate of 2.9%. The Arnold Group continues to monitor the labor market and assisting organizations with their current and evolving workforce challenges.

**Jefferson Co. UE Rate: 2.7%**  
 # Unemployed: 279  
 # UI Claimants: 5  
 # Indeed Openings: 89  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$11.57 | \$18.07 | \$31.39

**Leavenworth Co. UE Rate: 2.9%**  
 # Unemployed: 1,131  
 # UI Claimants: 16  
 # Indeed Openings: 865  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$12.90 | \$22.62 | \$47.20

**Wyandotte Co. UE Rate: 3.7%**  
 # Unemployed: 2,989  
 # UI Claimants: 67  
 # Indeed Openings: 4,879  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$13.26 | \$22.51 | \$45.44

**Shawnee Co. UE Rate: 3.0%**  
 # Unemployed: 2,849  
 # UI Claimants: 82  
 # Indeed Openings: 3,407  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$11.84 | \$18.50 | \$38.88

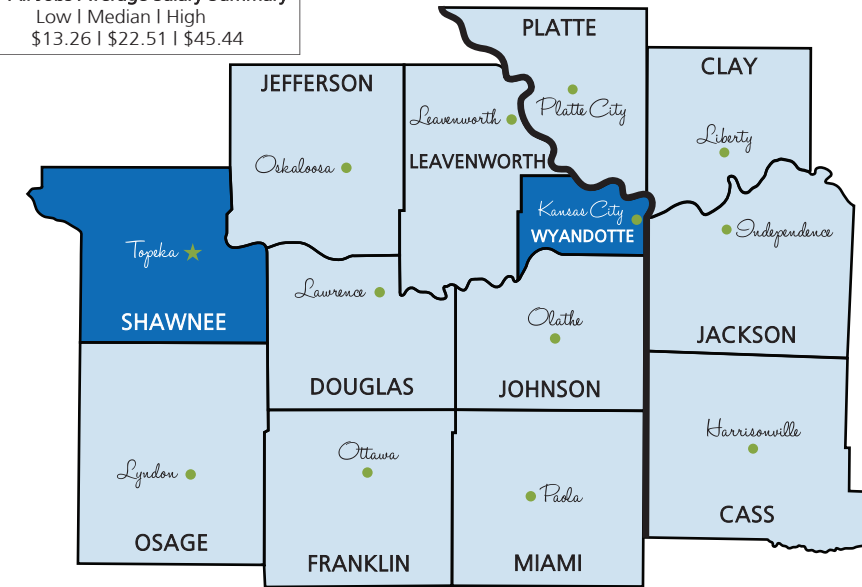
**Douglas Co. UE Rate: 3.0%**  
 # Unemployed: 1,982  
 # UI Claimants: 36  
 # Indeed Openings: 2,059  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$10.97 | \$18.02 | \$39.23

**Osage Co. UE Rate: 3.0%**  
 # Unemployed: 240  
 # UI Claimants: 1  
 # Indeed Openings: 55  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$10.63 | \$16.37 | \$30.01

**Johnson Co. UE Rate: 2.7%**  
 # Unemployed: 9,676  
 # UI Claimants: 192  
 # Indeed Openings: 14,465  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$12.84 | \$21.99 | \$48.42

**Franklin Co. UE Rate: 3.1%**  
 # Unemployed: 473  
 # UI Claimants: 10  
 # Indeed Openings: 360  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$11.58 | \$18.10 | \$30.68

**Miami Co. UE Rate: 2.8%**  
 # Unemployed: 516  
 # UI Claimants: 13  
 # Indeed Openings: 288  
**All Jobs Average Salary Summary**  
 Low | Median | High  
 \$11.68 | \$18.22 | \$37.15



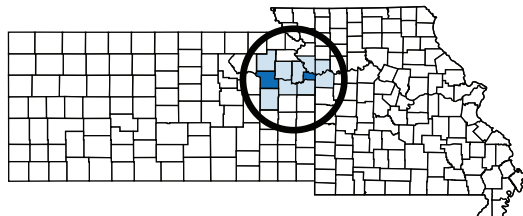
**Missouri Counties**

**Platte Co. UE Rate: 2.7%**  
 # UI Claimants: 189  
 # Indeed Openings: 1,704  
**All Jobs Average Salary Summary**  
 County Average  
 \$23.61

**Clay Co. UE Rate: 2.8%**  
 # UI Claimants: 939  
 # Indeed Openings: 3,765  
**All Jobs Average Salary Summary**  
 County Average  
 \$24.12

**Jackson Co. UE Rate: 3.4%**  
 # UI Claimants: 1,968  
 # Indeed Openings: 18,155  
**All Jobs Average Salary Summary**  
 County Average  
 \$27.89

**Cass Co. UE Rate: 3.1%**  
 # UI Claimants: 224  
 # Indeed Openings: 1,267  
**All Jobs Average Salary Summary**  
 County Average  
 \$17.89



**2.8%**  
 Kansas Unemployment Rate  
 # Indeed Openings: 52,818

**2.6%**  
 Missouri Unemployment Rate  
 # Indeed Openings: 110,737

**2023 KS Unemployment Rates**

| Jan | Feb | Mar | Apr | May | June | July | Aug | Sep | Oct | Nov | Dec |
|-----|-----|-----|-----|-----|------|------|-----|-----|-----|-----|-----|
| 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9  | 2.8  |     |     |     |     |     |

**\*3.6%**  
 U.S. Unemployment Rate  
 # Indeed Openings: 5,353,131

**2023 US Unemployment Rates**

| Jan  | Feb | Mar  |
|------|-----|------|
| 3.4  | 3.6 | 3.5  |
| Apr  | May | June |
| 3.4  | 3.7 | 3.6  |
| 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.

Request analysis for specific job title: [TAG@the-arnold-group.com](mailto:TAG@the-arnold-group.com)

View previous analysis: <https://www.the-arnold-group.com/TopekaKCArea>

Indeed # Pulled: 6/30/2023

Sources: Kansas Department of Labor ; Missouri Department of Labor ; U.S. Department of Labor ; www.marketplace.org

# THE GREAT REFLECTION

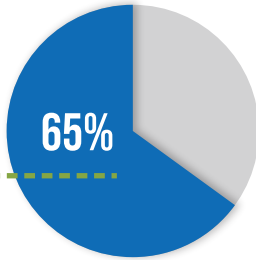
Did you know... >

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

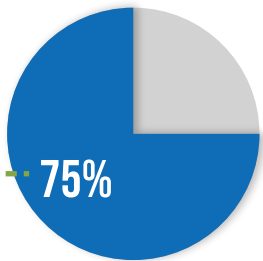
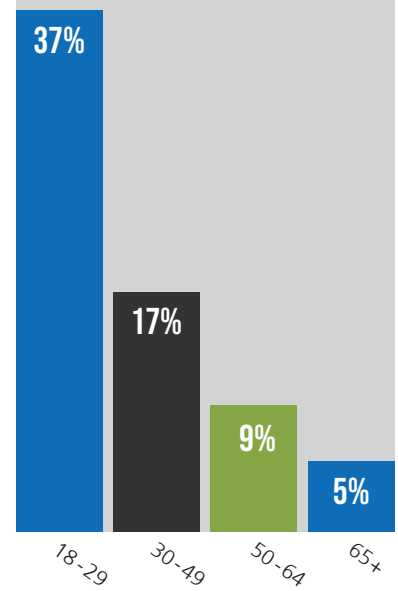
65% of those who quit their job did **not return to the same industry**



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

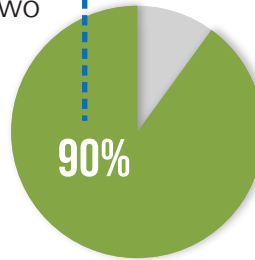
## RESIGNATIONS BY DEMOGRAPHIC

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

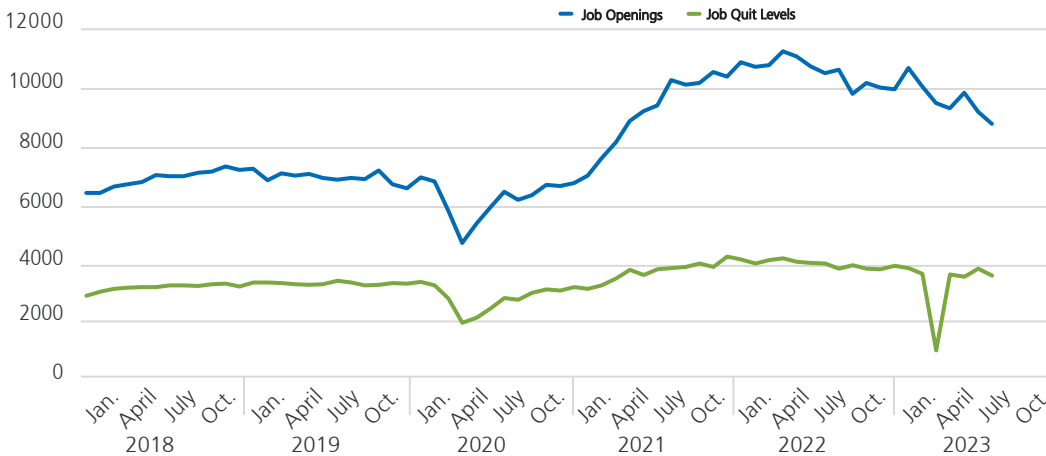


75% of companies experienced problems attracting and retaining talent in 2022

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

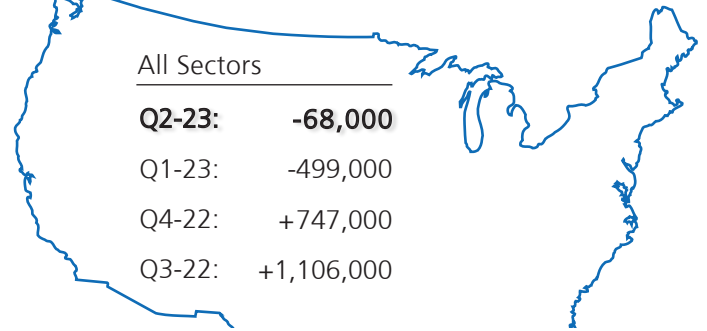
## Jobs in Kansas

| Government Sector |               | Private Sector |               |
|-------------------|---------------|----------------|---------------|
| <b>Q2-23:</b>     | <b>+1,700</b> | <b>Q2-23:</b>  | <b>-2,400</b> |
| Q1-23:            | +2,300        | Q1-23:         | -3,200        |
| Q4-22:            | +500          | Q4-22:         | +8,600        |
| Q3-22:            | -2,900        | Q3-22:         | +3,500        |

### 2023 KS Jobs Summaries

| Government    |               | Private      |           |
|---------------|---------------|--------------|-----------|
| Jan           | Feb           | Mar          | Apr       |
| +6K           | -4.7K         | -2.2K        | -200      |
| +4.4K   +1.6K | -2.8K   -1.9K | +700   -2.9K | +3001-500 |
| July          | Aug           | Sep          | Oct       |
|               |               |              |           |
| May           | June          | Nov          | Dec       |
| +7001-2.2K    | +7001+300     |              |           |

## Jobs in U.S.



### 2023 U.S. Jobs Summaries

|       |       |       |       |       |      |
|-------|-------|-------|-------|-------|------|
| Jan   | Feb   | Mar   | Apr   | May   | June |
| +517K | -632K | -348K | +358K | -496K | +70K |
| July  | Aug   | Sep   | Oct   | Nov   | Dec  |

## 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: 4.88%  
\*Jan - June

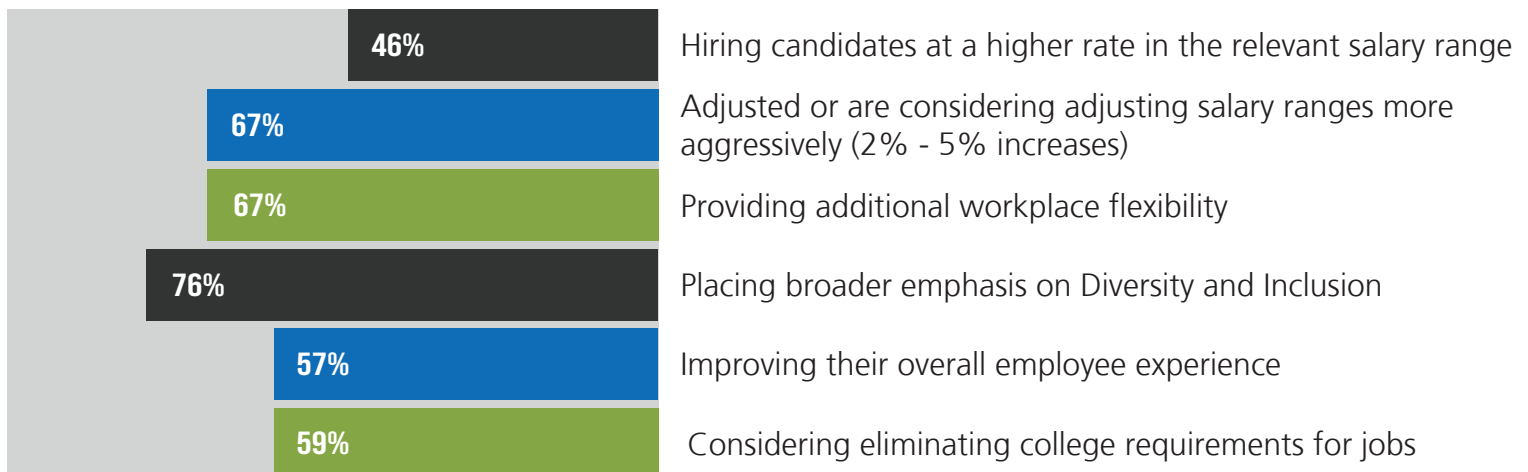
Spent more than budgeted/planned on pay adjustments in 2022

**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

FRED 

