Q4 - 2021

The Arnold Group's COWLEY COUNTY EMPLOYMENT IMPACT ANALYSIS

Although recovery from the COVID-19 pandemic is well underway, we are still at the beginning stages of seeing its full impact on the U.S. and Kansas labor markets. Consistent economic pressures are sparking conversation and action regarding supply chain issues, staffing shortages, and wage pressures, and The Arnold Group continues to work closely with organizations to navigate the current and shifting business challenges. The wage summaries below still reflect 2020 salary survey data, and do not reflect any of the wage pressures experienced in 2021. We feel the most recent wage data released is an inaccurate representation due to limited participation as the 2021 wage survey had about 1/3 participation from prior years. If you are interested in the skewed data for a particular county, please reach out.

Cowley Co. UE Rate: 2.4%
Unemployed: 396
UI Claimants: 48
Indeed Openings: 494
All Jobs Average Salary Summary
Low | Median | High
$10.38 | $14.41 | $21.94

Butler Co. UE Rate: 2.5%
Unemployed: 284
UI Claimants: 108
Indeed Openings: 915
All Jobs Average Salary Summary
Low | Median | High
$11.47 | $16.78 | $24.65

Sedgwick Co. UE Rate: 3.2%
Unemployed: 8,073
UI Claimants: 957
Indeed Openings: 10,793
All Jobs Average Salary Summary
Low | Median | High
$12.03 | $17.90 | $27.73

Elk Co. UE Rate: 2.1%
Unemployed: 25
UI Claimants: 4
Indeed Openings: 16
All Jobs Average Salary Summary
Low | Median | High
$9.65 | $14.67 | $18.45

Sumner Co. UE Rate: 2.8%
Unemployed: 304
UI Claimants: 32
Indeed Openings: 46
All Jobs Average Salary Summary
Low | Median | High
$11.62 | $15.69 | $22.73

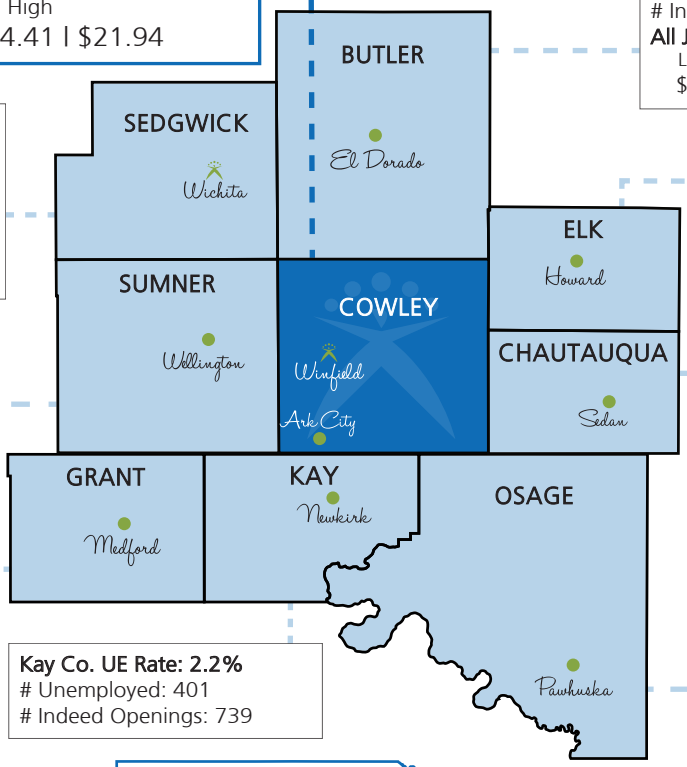
Chautauqua Co. UE Rate: 2.3%
Unemployed: 35
UI Claimants: 2
Indeed Openings: 35
All Jobs Average Salary Summary
Low | Median | High
$13.51 | $18.55 | $32.92

Grant Co. UE Rate: 1.3%
Unemployed: 36
Indeed Openings: 46

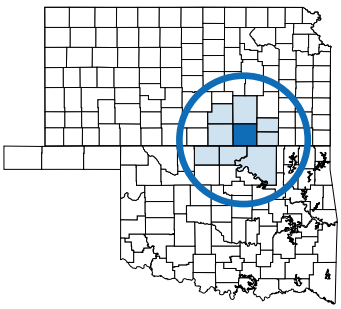
Northeast Oklahoma:
All Jobs Average Salary Summary
Low | Median | High
$10.47 | $14.99 | $23.27

Kay Co. UE Rate: 2.2%
Unemployed: 401
Indeed Openings: 739

Osage Co. UE Rate: 2.2%
Unemployed: 447
Indeed Openings: 269



Oklahoma County data from May 2021 - June data currently unavailable.



3.3%
KS Unemployment Rate
Indeed Openings: 65,663

2.3%
OK Unemployment Rate
Indeed Openings: 69,904

2021 KS Unemployment Rates

Jan	Feb	Mar	Apr	May	June
3.5	3.2	3.7	3.5	3.7	3.7
July	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**
3.8	3.8	3.9	3.9	3.6	3.3

***3.9%**
U.S. Unemployment Rate
Indeed Openings: 7,027,392

2021 US Unemployment Rates

Jan	Feb	Mar	Apr	May	June
6.3	6.2	6.0	6.1	5.8	5.9
July	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**
5.4	5.2	4.8	4.6	4.2	3.9

**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/CowleyCounty

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

Indeed # Pulled: 12/30/2021

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

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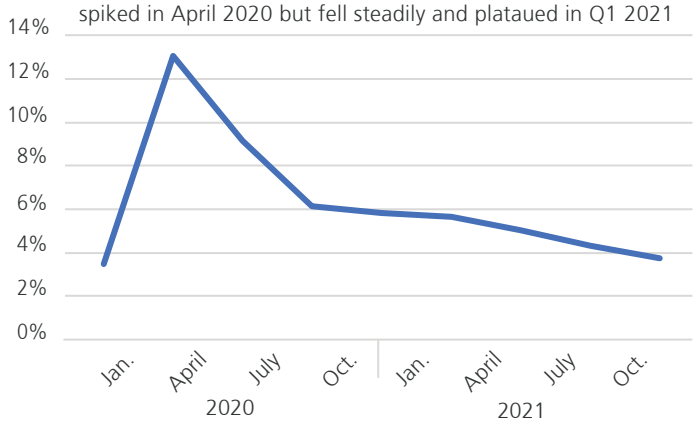
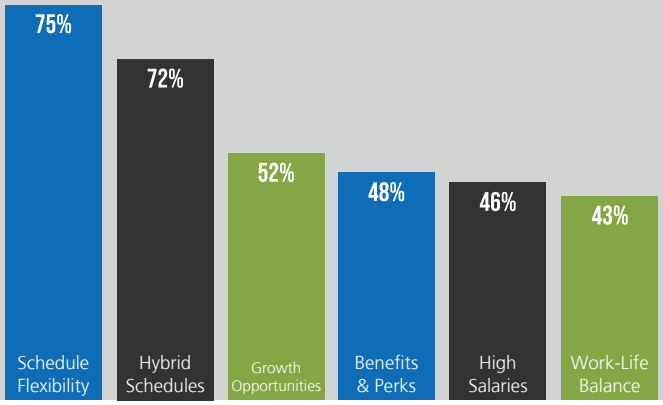
2021 post-pandemic trends: THE GREAT RESIGNATION

U.S. UNEMPLOYMENT RATE

spiked in April 2020 but fell steadily and plataued in Q1 2021



WHAT EMPLOYEES WANT IN 2021



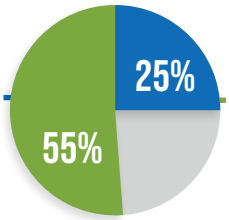
34.5% Long-term unemployment (6+ months) makes up 34.5% of total unemployment *Sept. 2021*

5.5 million dropped out of the U.S. labor force between February 2020 and January 2021

THE LABOR SUPPLY WAS DIMINISHED, NOT JUST THE LABOR DEMAND

4.3 million workers are still missing from the U.S. labor force as of September 2021

55% of Americans anticipate looking for a new job in the next 12 months



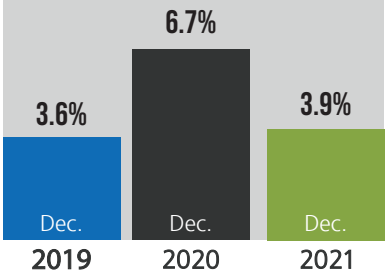
1 in 4 employees who left their job in 2021 did not have another one lined up

Nationally, there is only 0.8 people to fill each job opening

0.8

86% of employers with open job positions say they're struggling to fill those positions as a result of the skills gap **86%**

U.S. UNEMPLOYMENT RATE



OF JOB POSTINGS

There were **34% more job postings** in September 2021 than in February 2020 (pre-COVID)

IN LABOR FORCE

There were **1.7% less people** in the labor force in September 2021 than in February 2020 (pre-COVID)

14% **36%** 36% employers think the labor shortage will improve in 2022; 14% think it won't improve until 2023 or later

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Sources: The Future of Jobs Report 2021, World Economic Forum; Jobs and Unemployment, September 2021, Economic Policy Institute; 2021 Hiring Trends, Monster; U.S. Bureau of Labor Statistics; Economic Forecasting Survey, March 2021, Wall Street Journal; 'The Great Resignation is Likely to Continue, CNBC; By the Numbers, Bounty Jobs; Jeremy Hill, WSU Economy; The State of Frontline Work 2021, Axonify;

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QUARTERLY JOBS SUMMARY

Q4

+6,300

Jobs in Kansas

Jan	Feb	Mar	Apr	May	June
+10K	-5.2K	+12.8K	-1.4K	-1.5K	-1.5K
July	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**
+6K	+300	-1.3K	+2.5K	+1.1K	+2.7K

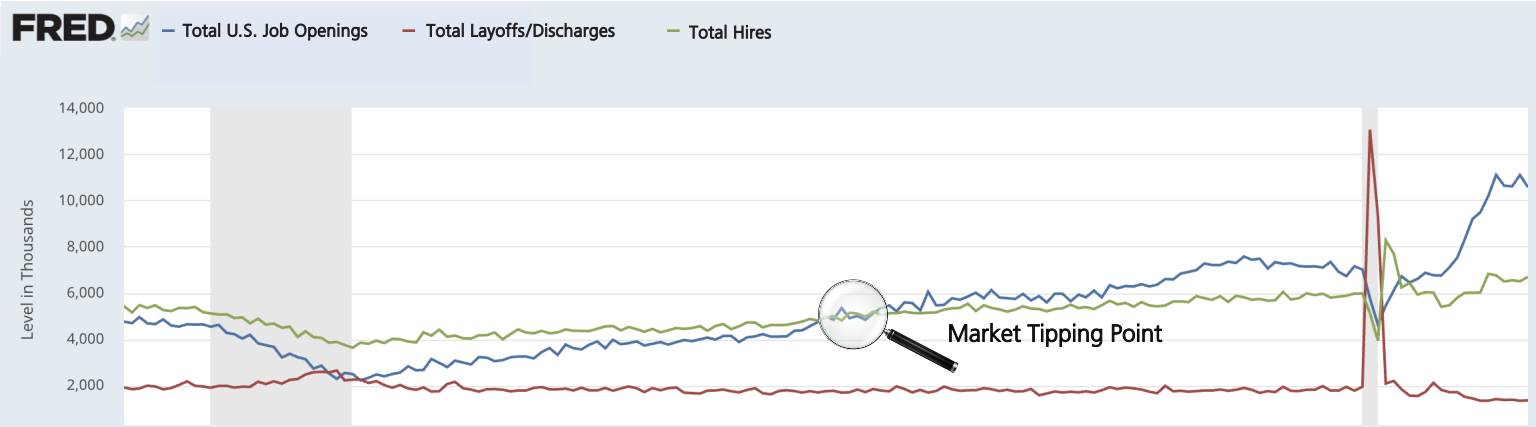
Q4

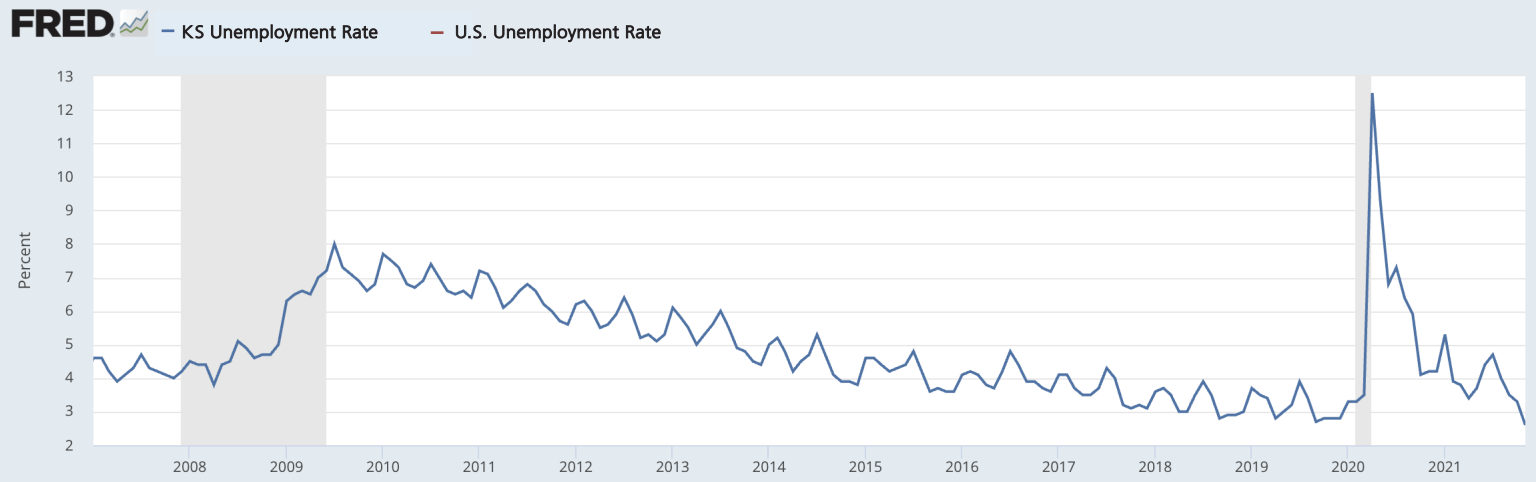
+940,000

Jobs in the U.S.

Jan	Feb	Mar	Apr	May	June
+233K	+648K	+916K	+998K	+559K	+850K
July	**Aug**	**Sep**	**Oct**	**Nov**	**Dec**
+749K	+235K	+194K	+531K	+210K	+199K

FEDERAL RESERVE ECONOMIC DATA





Sources: Adecco Jobs Report