The Arnold Group's SALINE COUNTY EMPLOYMENT IMPACT ANALYSIS
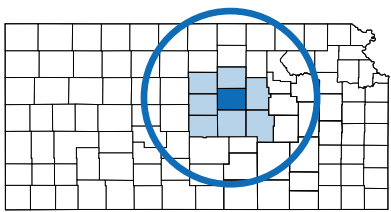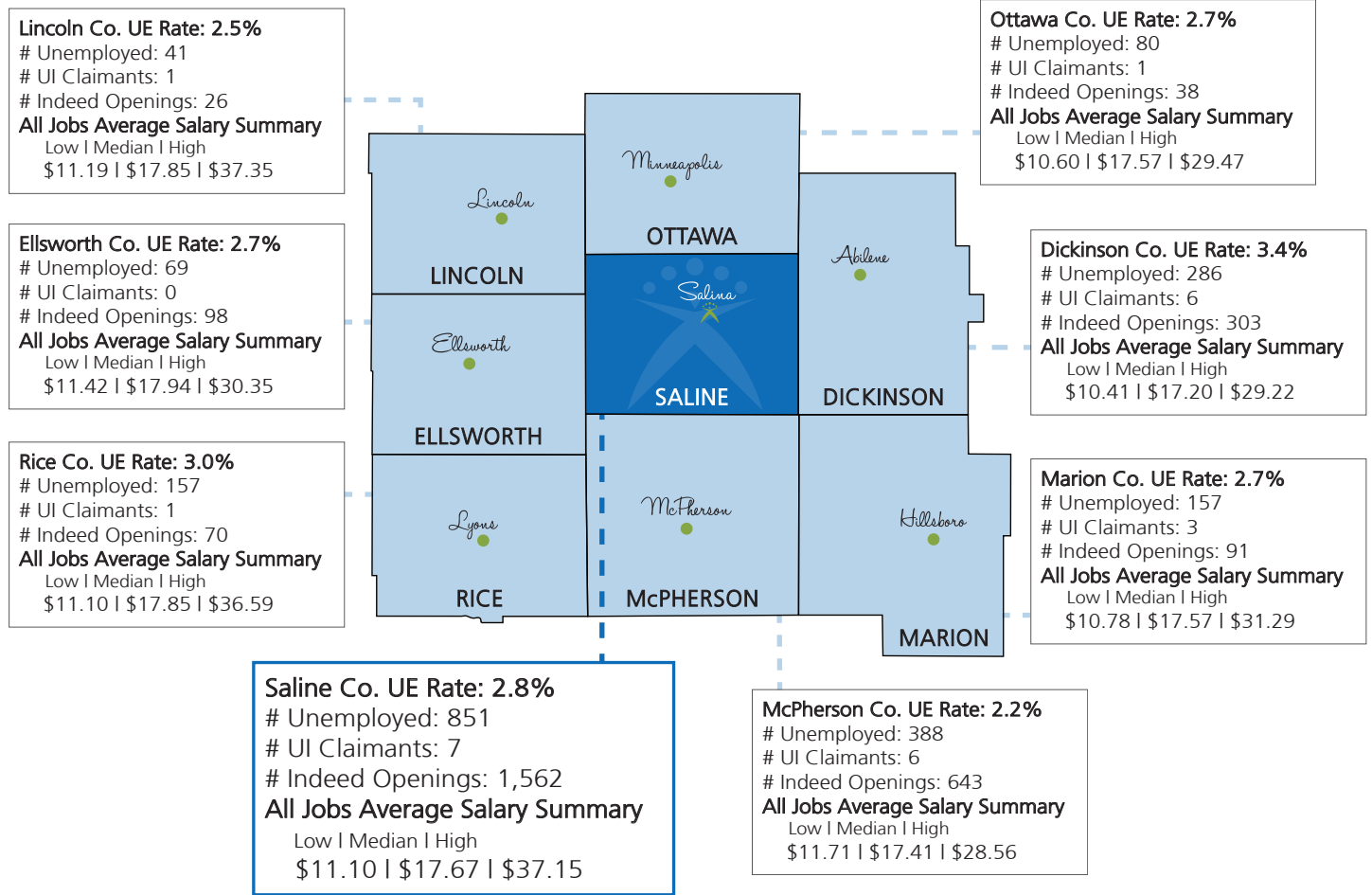
The job market in 2023 remains tight as the unemployment rate hovers near historic lows. Even amid layoffs in some sectors, many organizations are hiring, with job openings near historic highs and outnumbering candidates nearly 2-to-1. Employers continue to struggle to find qualified help as the talent 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.

Lincoln Co. UE Rate: 2.5%
Unemployed: 41
UI Claimants: 1
Indeed Openings: 26
All Jobs Average Salary Summary
Low | Median | High
$11.19 | $17.85 | $37.35

Ottawa Co. UE Rate: 2.7%
Unemployed: 80
UI Claimants: 1
Indeed Openings: 38
All Jobs Average Salary Summary
Low | Median | High
$10.60 | $17.57 | $29.47

Ellsworth Co. UE Rate: 2.7%
Unemployed: 69
UI Claimants: 0
Indeed Openings: 98
All Jobs Average Salary Summary
Low | Median | High
$11.42 | $17.94 | $30.35

Dickinson Co. UE Rate: 3.4%
Unemployed: 286
UI Claimants: 6
Indeed Openings: 303
All Jobs Average Salary Summary
Low | Median | High
$10.41 | $17.20 | $29.22

Rice Co. UE Rate: 3.0%
Unemployed: 157
UI Claimants: 1
Indeed Openings: 70
All Jobs Average Salary Summary
Low | Median | High
$11.10 | $17.85 | $36.59

Marion Co. UE Rate: 2.7%
Unemployed: 157
UI Claimants: 3
Indeed Openings: 91
All Jobs Average Salary Summary
Low | Median | High
$10.78 | $17.57 | $31.29

Saline Co. UE Rate: 2.8%
Unemployed: 851
UI Claimants: 7
Indeed Openings: 1,562
All Jobs Average Salary Summary
Low | Median | High
$11.10 | $17.67 | $37.15

McPherson Co. UE Rate: 2.2%
Unemployed: 388
UI Claimants: 6
Indeed Openings: 643
All Jobs Average Salary Summary
Low | Median | High
$11.71 | $17.41 | $28.56

Map counties: LINCOLN, OTTAWA, ELLSWORTH, SALINE, DICKINSON, RICE, McPHERSON, MARION
Cities: Lincoln, Minneapolis, Abilene, Ellsworth, Salina, Lyons, McPherson, Hillsboro

2.9%
KS Unemployment Rate
Indeed Openings: 57,903

2023 KS Unemployment Rates
Jan	Feb	Mar	Apr	May	June
2.9	2.9	2.9			
July	Aug	Sep	Oct	Nov	Dec

*3.5%
U.S. Unemployment Rate
Indeed Openings: 5,911,097

2023 US Unemployment Rates
Jan	Feb	Mar	Apr	May	June
3.4	3.6	3.5			
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.

View previous analysis: https://www.the-arnold-group.com/SalineCounty

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

Indeed # Pulled: 3/31/2023

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

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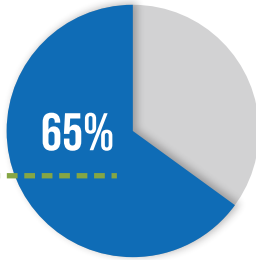
On average, **4 million people** quit their job **each month in 2021 and 2022.** November 2021 saw record quits of 4.5 million.

Feb. 2020	**2.3%**
Nov. 2022	**2.7%**

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

65%

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

RESIGNATIONS BY DEMOGRAPHIC

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

37%			
	17%		
		9%	**5%**
18-29	30-49	50-64	65+

47% - GEN Z

66% - MILLENNIALS

say **higher salary** would influence their decision to switch jobs.

75%

90% of companies now do two salary adjustments per year

90%
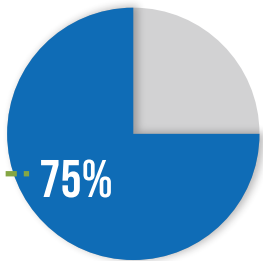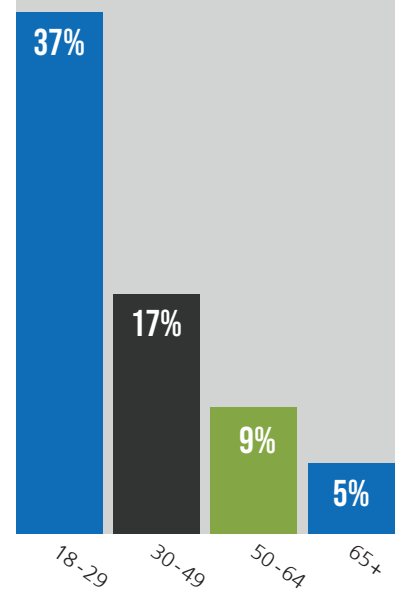
75% of companies experienced problems attracting and retaining talent in 2022

There are 1.9 job openings for every unemployed worker

U.S. JOB OPENINGS AND QUIT LEVELS

— Job Openings — Job Quit Levels

(line chart with y-axis 0 to 12000; x-axis Jan./April/July/Oct. for 2018, 2019, 2020, 2021, 2022, 2023)

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QUARTERLY JOBS SUMMARY

Jobs in Kansas

Government Sector		Private Sector	
Q1-23:	**+2,300**	**Q1-23:**	**-3,200**
Q4-22:	+500	Q4-22:	+8,600
Q3-22:	-2,900	Q3-22:	+3,500
Q2-22:	+4,600	Q2-22:	-600

2023 KS Jobs Summaries
Government | Private

Jan	Feb	Mar	Apr	May	June
+6K	-4.7K	-2.2K			
+4.4K | +1.6K	-2.8K | -1.9K	+700 | -2.9K			
July	Aug	Sep	Oct	Nov	Dec

Jobs in U.S.

All Sectors	
Q1-23:	**+1,064,000**
Q4-22:	+747,000
Q3-22:	+1,106,000
Q2-22:	+1,190,000
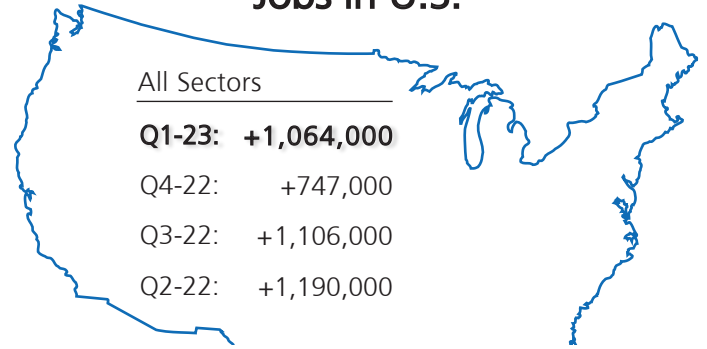
2023 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+517K	+311K	+236K			
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: 5.81% *Jan - Mar
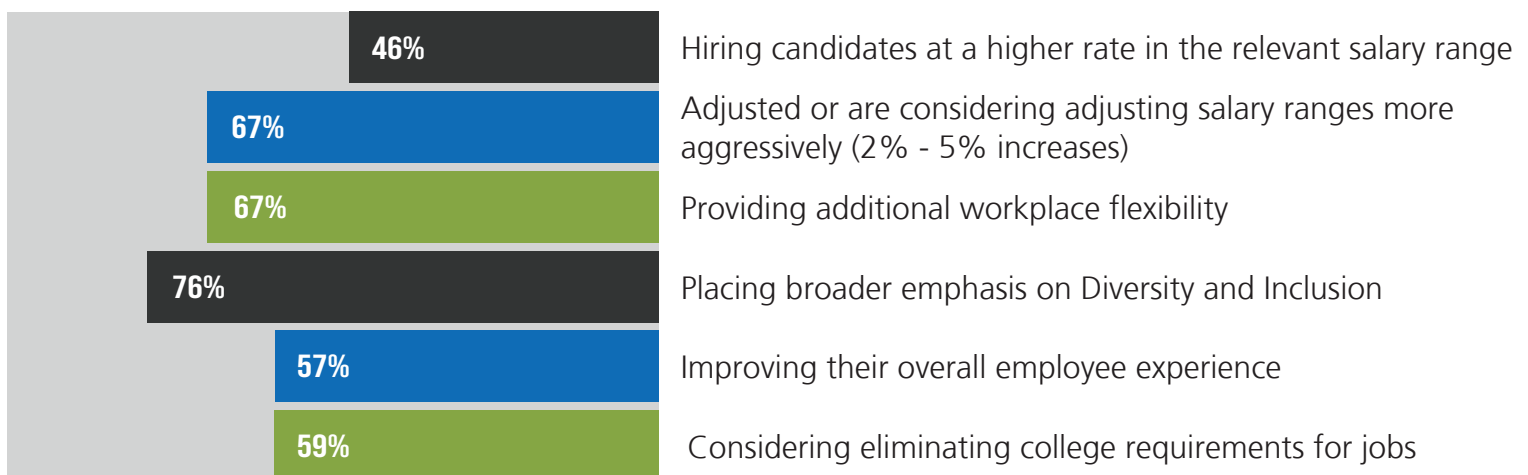
Spent more than budgeted/planned on pay adjustments in 2022 — **70%**
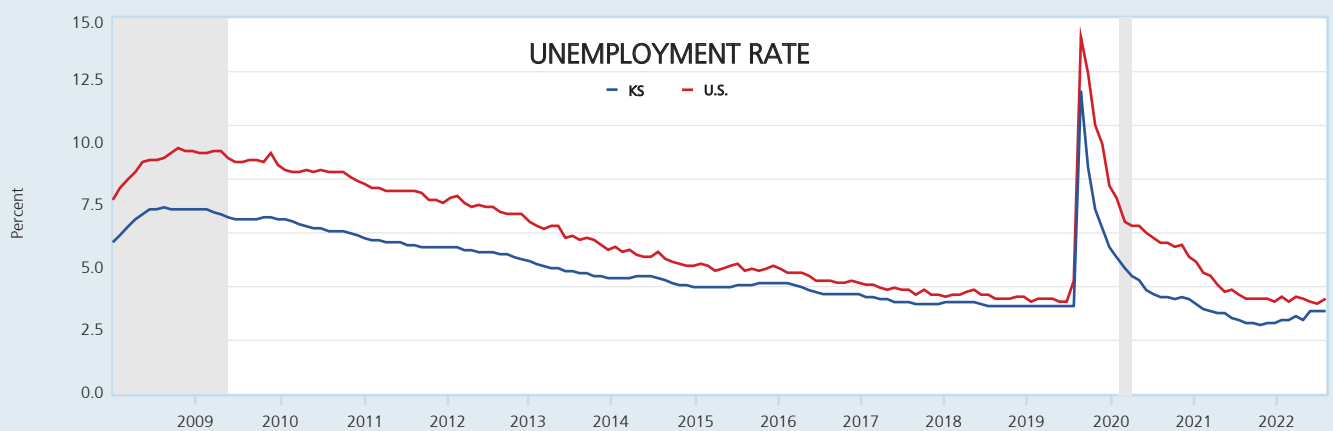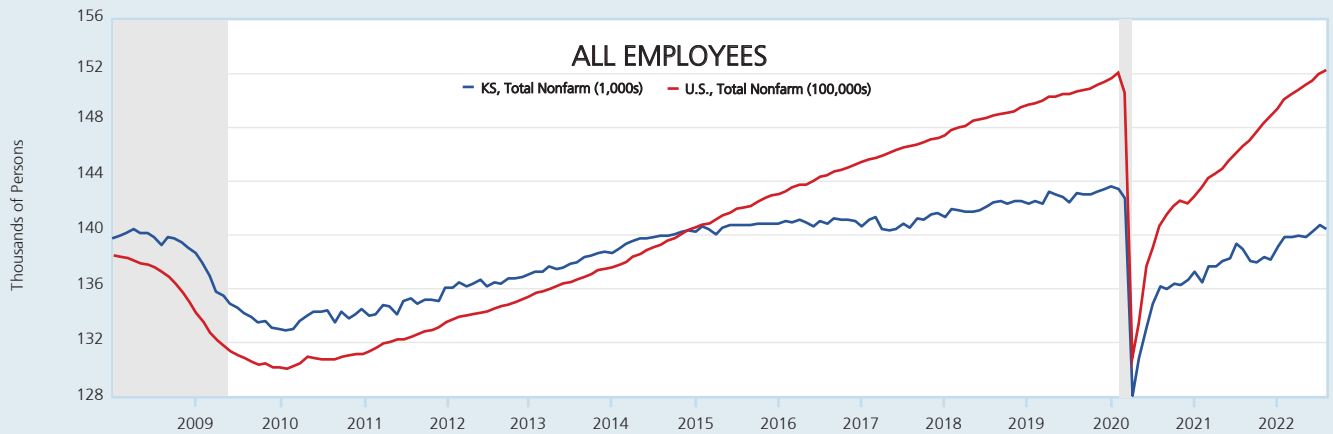
Intend to increase salary budgets in 2023 — **68%**

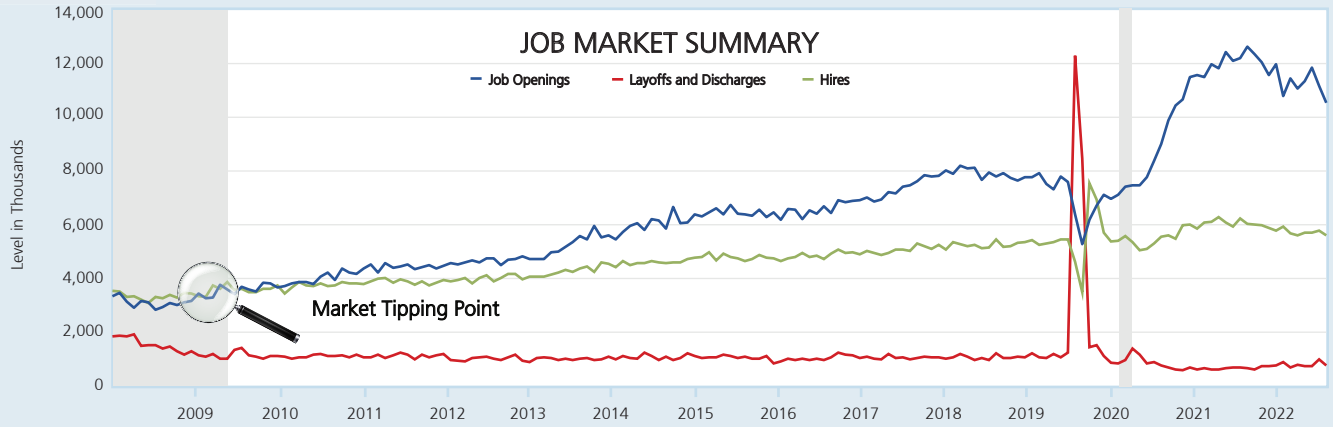## WHAT COMPANIES ARE DOING TO REMAIN COMPETITIVE IN THE TOUGH LABOR MARKET:

- **46%** Hiring candidates at a higher rate in the relevant salary range
- **67%** Adjusted or are considering adjusting salary ranges more aggressively (2% - 5% increases)
- **67%** Providing additional workplace flexibility
- **76%** Placing broader emphasis on Diversity and Inclusion
- **57%** Improving their overall employee experience
- **59%** Considering eliminating college requirements for jobs

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FEDERAL RESERVE ECONOMIC DATA

JOB MARKET SUMMARY
— Job Openings — Layoffs and Discharges — Hires

Market Tipping Point

Level in Thousands

LABOR PARTICIPATION RATE
— KS — U.S.

Percent

ALL EMPLOYEES
— KS, Total Nonfarm (1,000s) — U.S., Total Nonfarm (100,000s)

Thousands of Persons

UNEMPLOYMENT RATE
— KS — U.S.

Percent

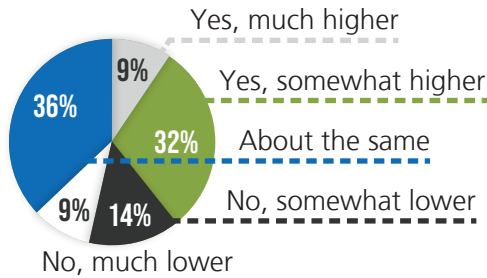*Numbers subject to revision from previous versions based on the latest data updates
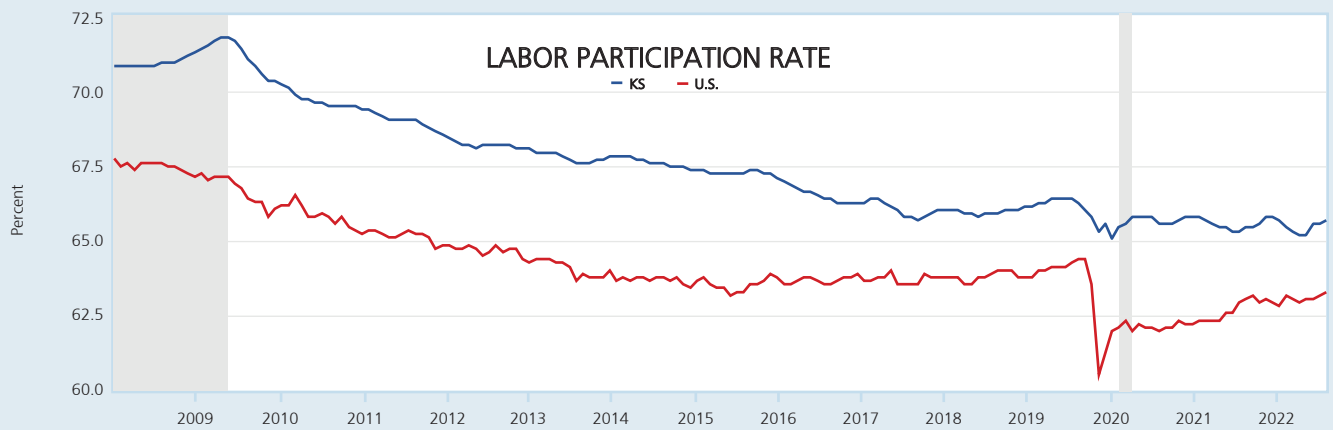
TAG EMPLOYMENT OUTLOOK SURVEY RESULTS

question 1:

Has your organization had higher turnover rates in Q1-2023 and Q4-2022 compared to Q2- and Q3-2022?
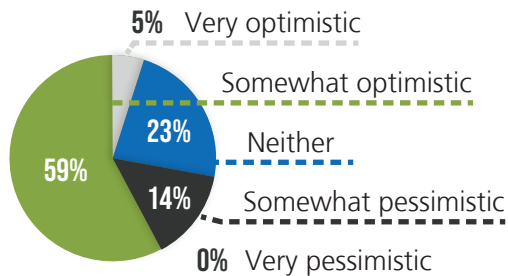
- 36%
- 9% Yes, much higher
- 32% Yes, somewhat higher
- About the same
- 14% No, somewhat lower
- 9% No, much lower

question 2:

Is your organization planning or considering updates to your recruiting and retention strategy over the next six months?

- 41%
- 9% Yes, updates are planned
- 14% Yes, considering updates
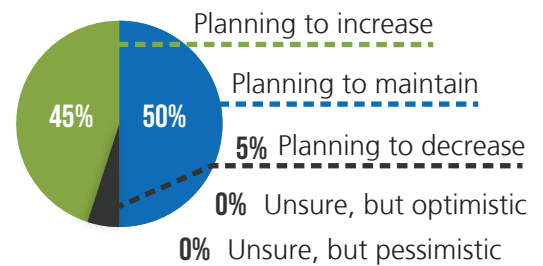- Unsure
- 27% Not considering updates
- 0% Not planning updates
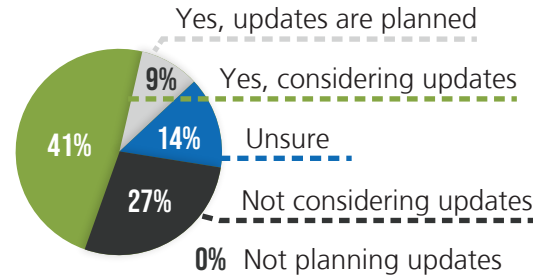
question 3:

What's your sentiment on your organization's strategy to maintain or increase employee retention over the next six months?

- 5% Very optimistic
- Somewhat optimistic
- 23% Neither
- 59%
- 14% Somewhat pessimistic
- 0% Very pessimistic

question 4:

What are your organization's hiring intentions for the next 6 months?

- Planning to increase
- 45% 50% Planning to maintain
- 5% Planning to decrease
- 0% Unsure, but optimistic
- 0% Unsure, but pessimistic

strategic updates:

Is your organization making or considering making any of the following strategic updates to their recruiting and retention strategy within the next six months?

- 41% Higher salaries for job offers
- 18% Aggressive salary adjustments
- 27% Providing schedule flexibility
- 50% Improving the employee experience
- 14% Updating education/skills requirements

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Sources: TAG Employment Outlook Survey