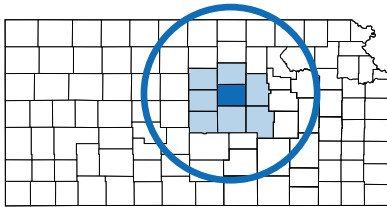
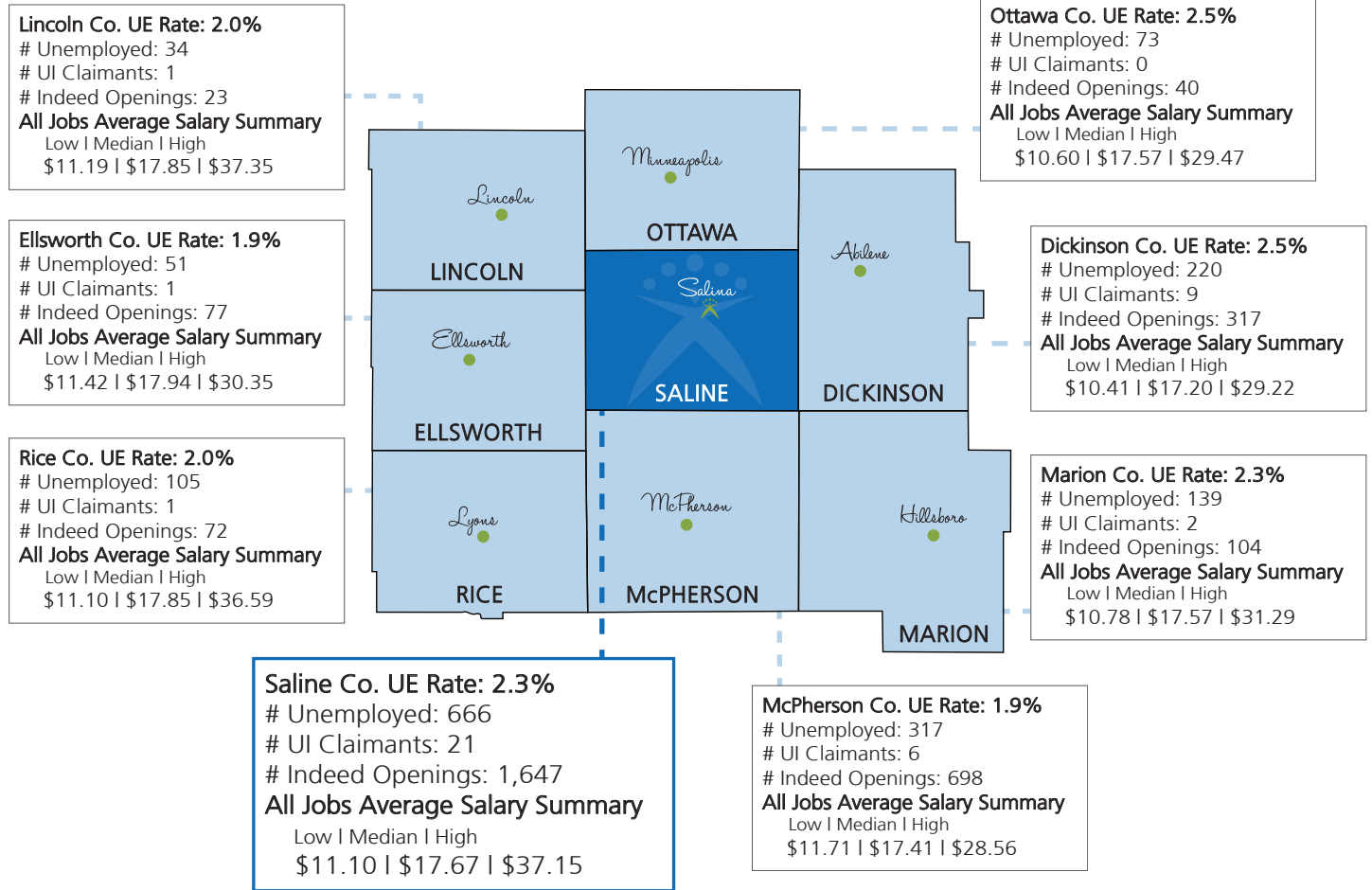


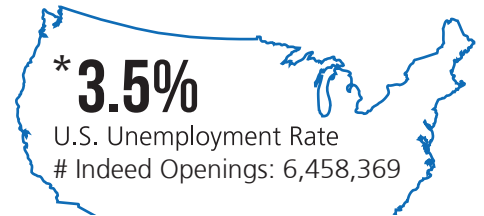
The Arnold Group's SALINE COUNTY EMPLOYMENT IMPACT ANALYSIS

With the unemployment rate remaining at historical lows throughout Q3, employers continue to navigate ongoing staffing shortages, wage pressures, and supply challenges stemming from the current economic uncertainty and market volatility caused by persistent high inflation, the global impact of the Russia-Ukraine war, and the tense political climate. Even with uncertain times ahead and predictions of a U.S. recession, we understand your budgets may have tightened recently, but your staffing needs haven't necessarily followed. The Arnold Group continues to monitor the market closely and work with organizations to assist with their shifting and unique workforce challenges.



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			



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			

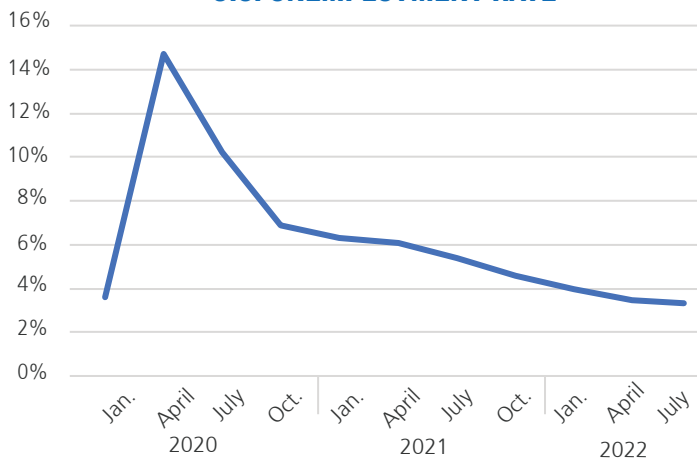
*The Federal Reserve considers a base unemployment rate (the U-3 rate) of 5.0%-5.2% as "full employment" in the economy.

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

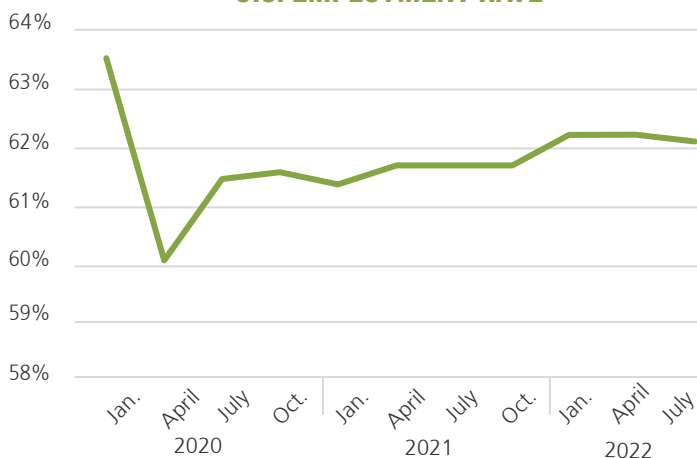
Request analysis for specific job title: TAGsalina@the-arnold-group.com

THE GREAT RE-EVALUATION

U.S. UNEMPLOYMENT RATE



U.S. EMPLOYMENT RATE



Did you know... >

The 2020 Recession had **the fastest (unemployment)** and **slowest (labor participation)** recoveries of any recession since WWII.

26.7%

Long-term unemployment (6+ months) makes up 26.7% of total U.S. unemployment

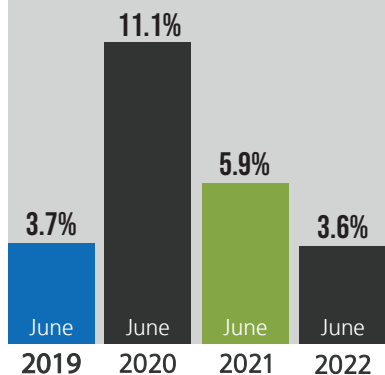
Feb. 2022

Long-term unemployment (6+ months) in **February 2020 (pre-pandemic)** was 0.4% lower than in **February 2022 (post-pandemic)**.

1.07%

0.68%

U.S. UNEMPLOYMENT RATE



49.6 MILLION - EXPECTED # OF RETIREES IN DECEMBER 2021

51.1 MILLION - ACTUAL # OF RETIREES IN DECEMBER 2021

Over 1.5 million more people retired by December 2021 than was predicted based on pre-pandemic retirement trends.

14%

36%

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

Oct. 2021

OF JOB POSTINGS



There were **38% more job postings** in February 2022 than in February 2020 (pre-COVID)

IN LABOR FORCE



There were **1.1% less people** in the labor force in February 2022 than in February 2020 (pre-COVID)

Nationally, there is only 0.5 people to fill each job opening



QUARTERLY JOBS SUMMARY

Jobs in Kansas

Government Sector		Private Sector	
Q3-22:	-1,100	Q3-22:	+5,900
Q2-22:	+4,600	Q2-22:	-600
Q1-22:	+1,700	Q1-22:	+11,400
Q4-21:	-2,300	Q4-21:	+6,900

2022 KS Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+8.5K	+6.9K	-2.3K	+500	-1.1K	+4.6K
July	Aug	Sep	Oct	Nov	Dec
+4.8K	-3.4K	+3.4K			

Jobs in U.S.*

All Sectors	
Q3-22:	+1,115,000
Q2-22:	+1,190,000
Q1-22:	+1,576,000
Q4-21:	+940,000

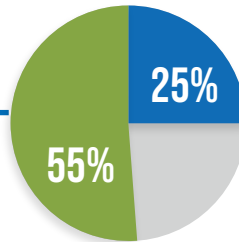
2022 U.S. Jobs Summaries

Jan	Feb	Mar	Apr	May	June
+467K	+678K	+431K	+428K	+390K	+372K
July	Aug	Sep	Oct	Nov	Dec
+537K	+315K	+263K			

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

86%

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

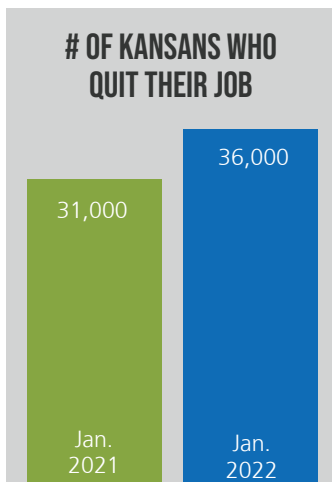
Of those who took a new job immediately...

13%

23%

13% took a pay cut; 23% stayed at the same wage.

OF KANSANS WHO QUIT THEIR JOB



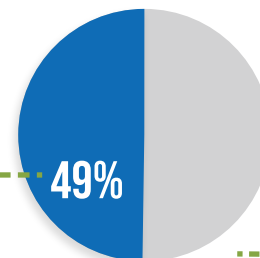
A near-record high of 4.4 million Americans quit their jobs



% OF WORKFORCE WHO QUIT

Kansas: 2.5%

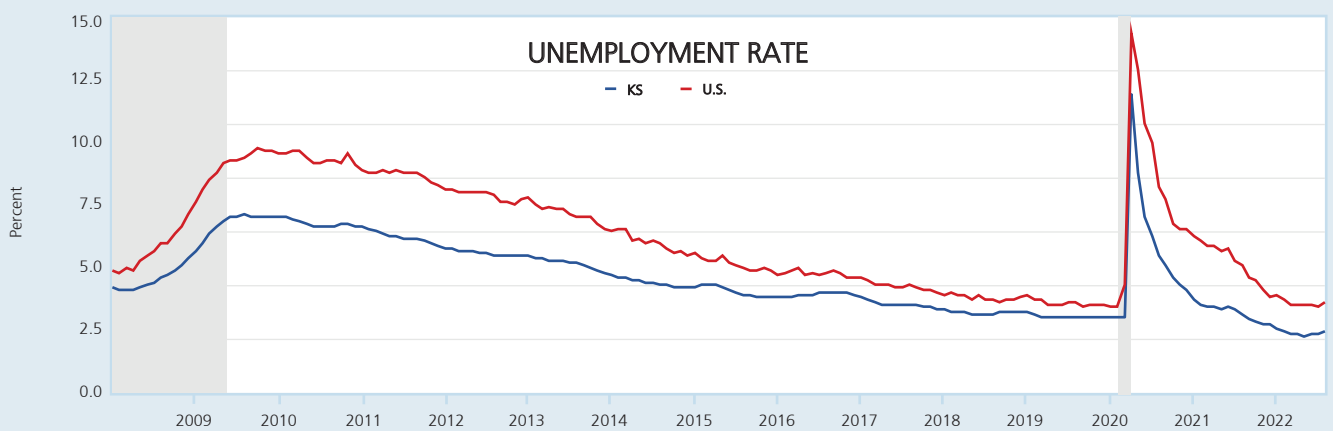
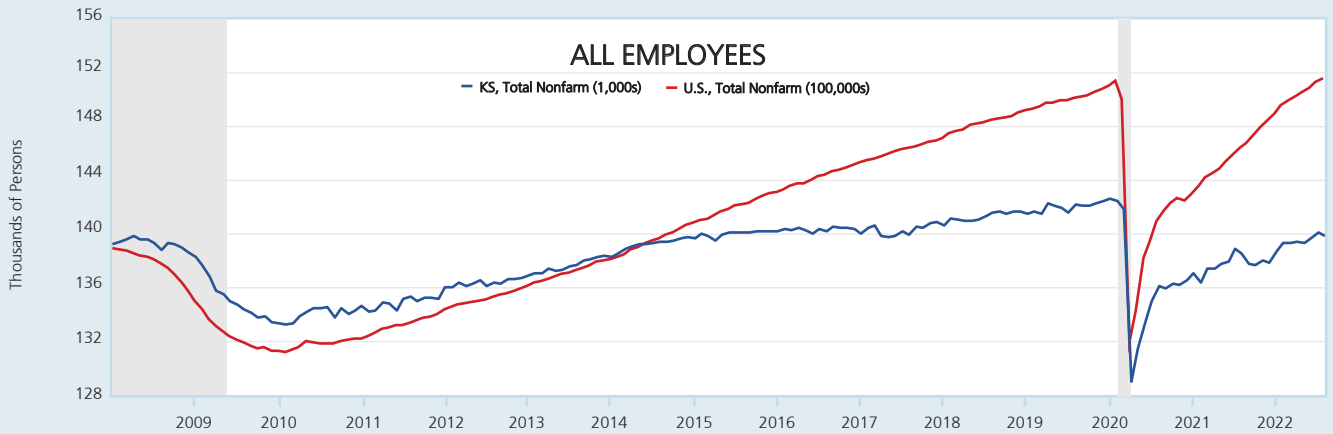
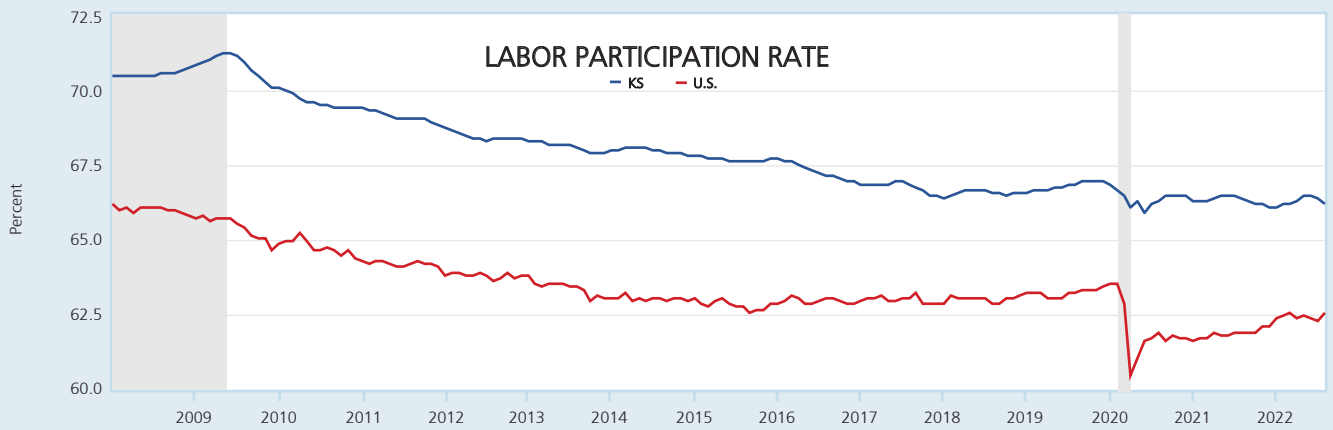
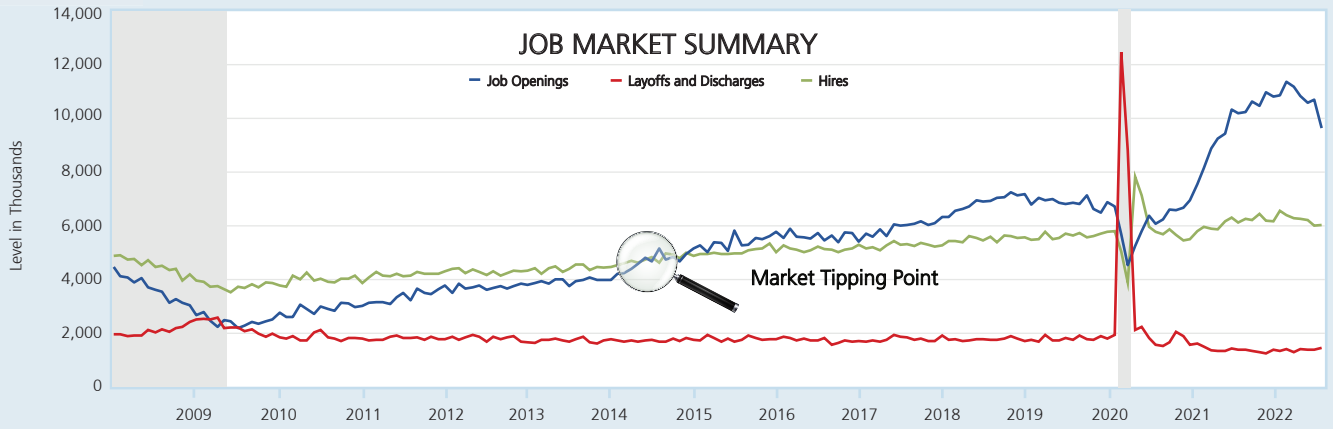
Nation Wide: 2.9%



49% of organizations say voluntary turnover has increased compared to previous years.

FEDERAL RESERVE ECONOMIC DATA

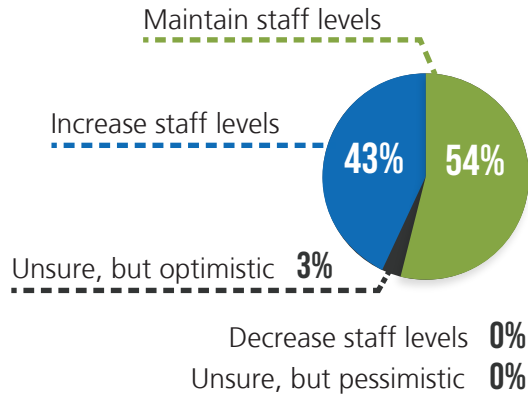
FRED 



TAG EMPLOYMENT OUTLOOK SURVEY RESULTS

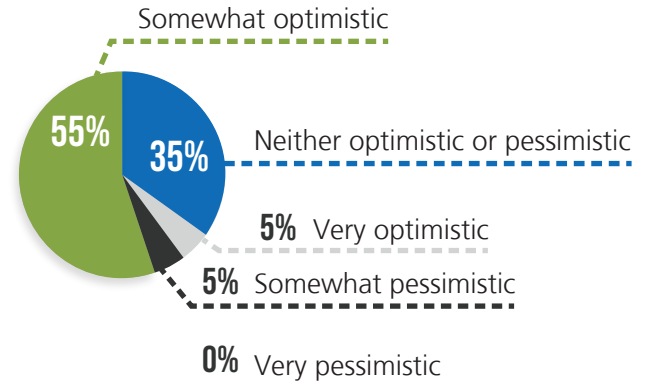
question 1:

What are your organization's hiring intentions for Q4-2022 compared to Q3-2022?



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

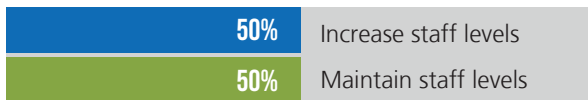
Micro = 1-9 employees

Small = 10-49 employees

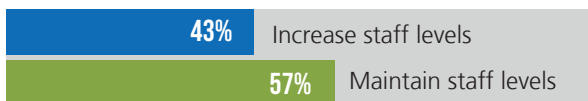
Medium = 50-249 employees

Large = 250+ employees

Large Organizations



Medium Organizations



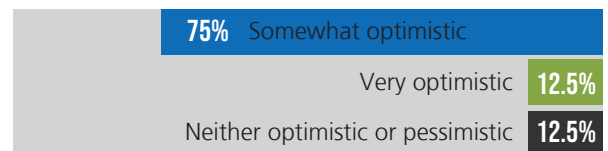
Small Organizations



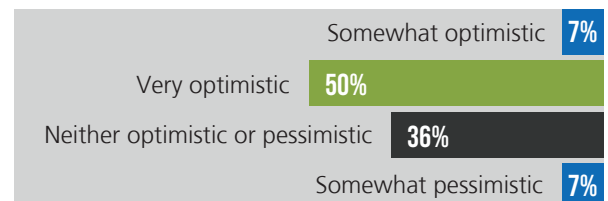
Micro Organizations



Large Organizations



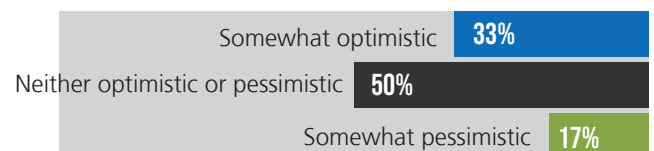
Medium Organizations



Small Organizations



Micro Organizations



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: 4.10% 2023: 4-8%

*Jan - Sept

**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: 8.31% 2023:

*Jan - Sept