

Young Professionals Survey Report



YOUNG PROFESSIONALS



CODE

COMMITMENT *to* OPPORTUNITY,
DIVERSITY *and* EQUITY



The Greater Omaha Chamber partnered with the University of Nebraska at Omaha's Center for Public Affairs Research to gather information about young professionals' experiences living and working in the Greater Omaha Region to identify areas of excellence and opportunity. Participation in the survey was voluntary.



UNIVERSITY OF NEBRASKA AT OMAHA

CENTER FOR PUBLIC AFFAIRS RESEARCH

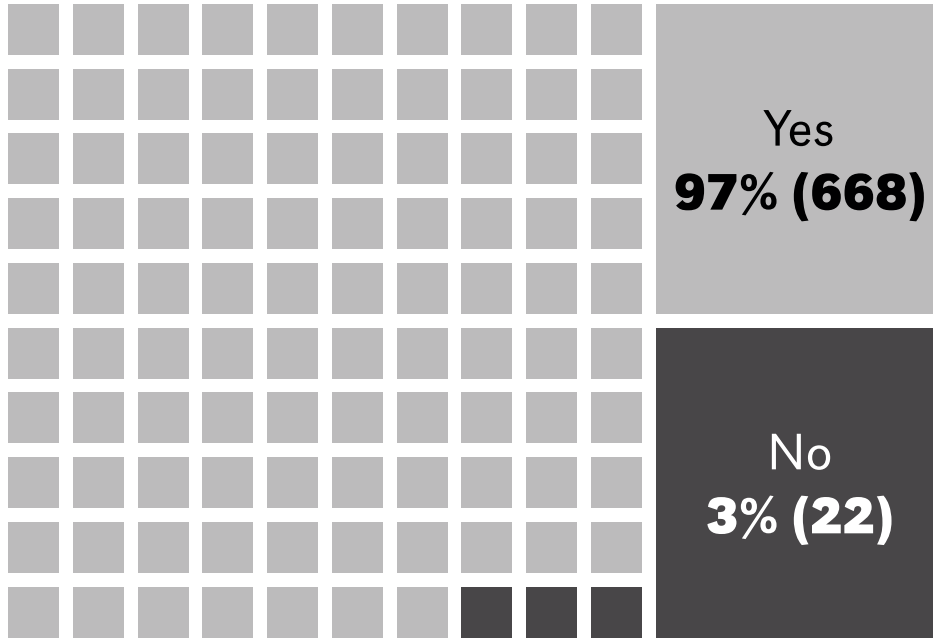
PREPARED BY

Josie Gatti Schafer, Ph.D., director
Tara Grell, public communications and creative coordinator
Michael Lee, student research assistant

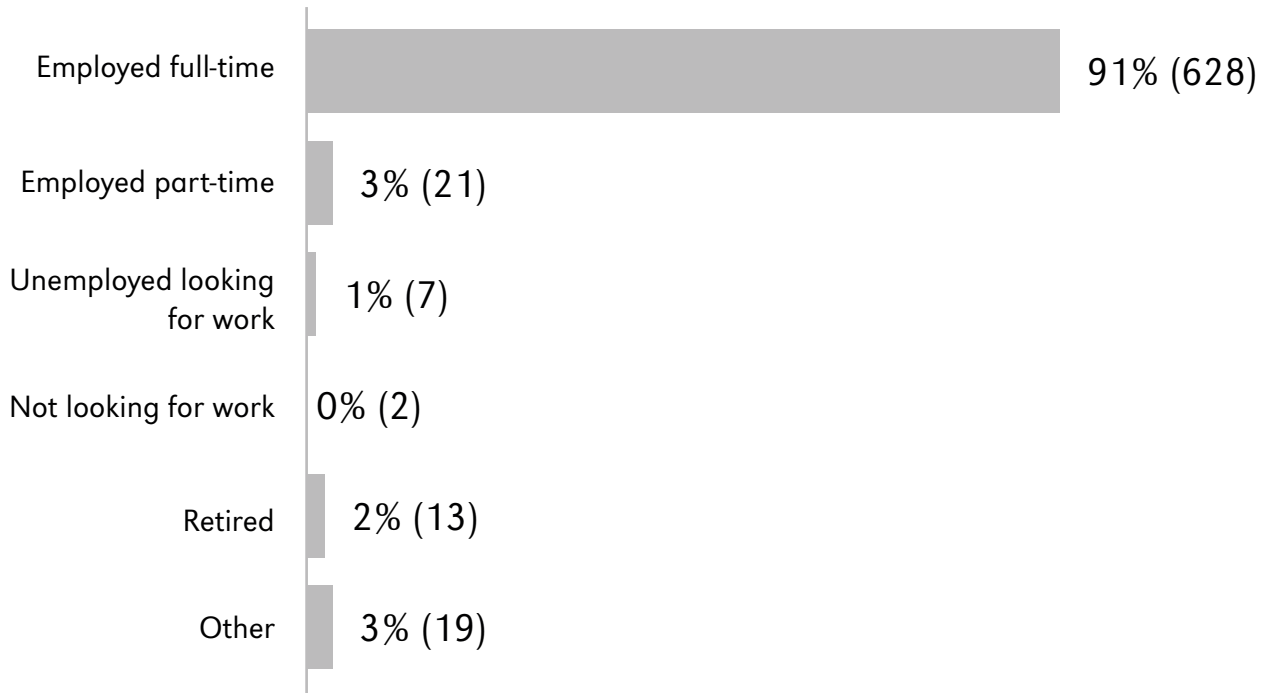
ABOUT CPAR

The Center for Public Affairs Research at the University of Nebraska at Omaha is a research and community outreach unit in the College of Public Affairs and Community Service. Our mission is to collaboratively produce and disseminate high-quality public scholarship about topics that impact the lives of Nebraskans.

Do you currently live and/or work in the Greater Omaha Region?



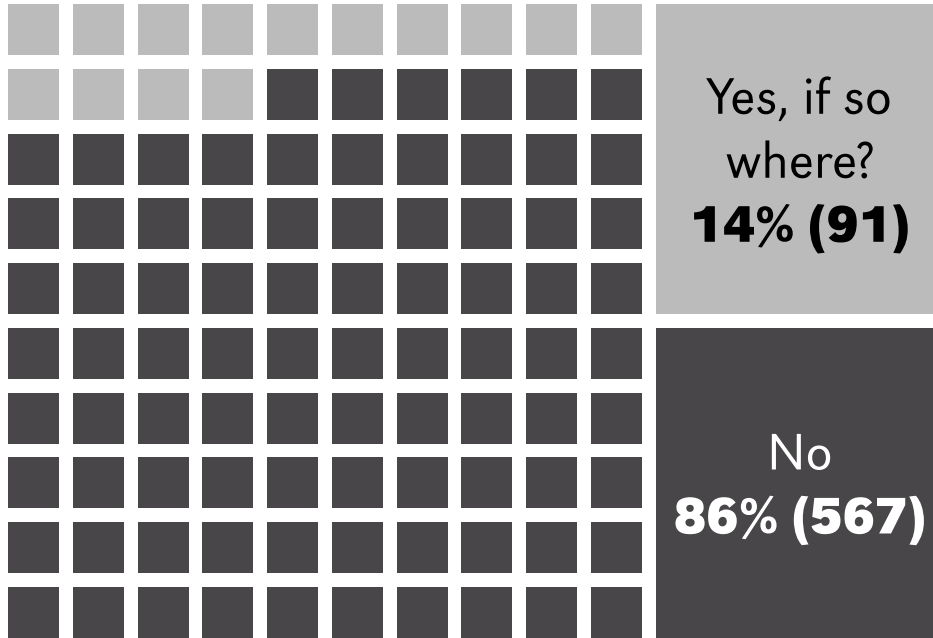
What is your current employment status?



Write-in responses to Other - What is your current employment status?

- | | | | |
|---|-----------------------------------|---|--------------------------|
| 8 | Self employed | 3 | Student |
| 4 | Owner of company | 2 | Terminated or Can't work |
| 3 | Employees full time and part time | | |

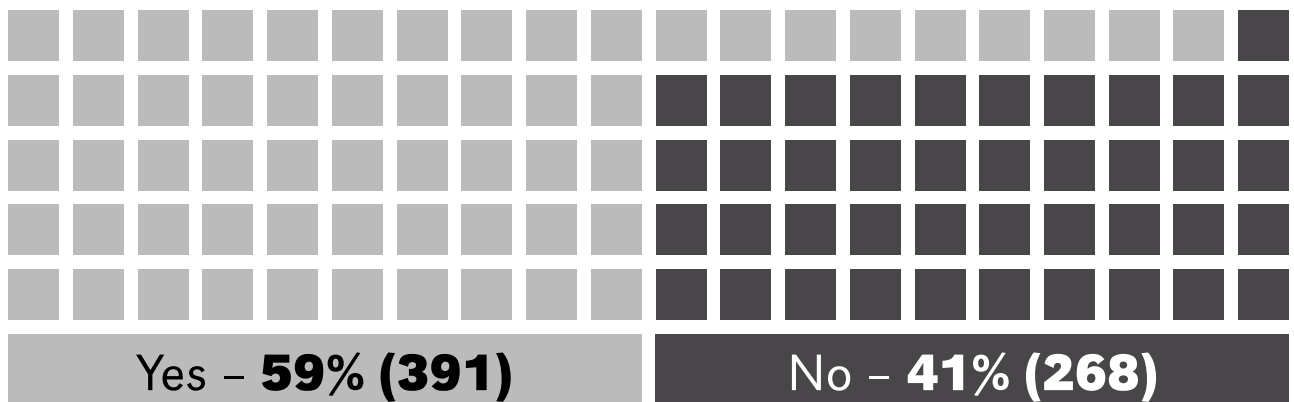
Are you currently a student?



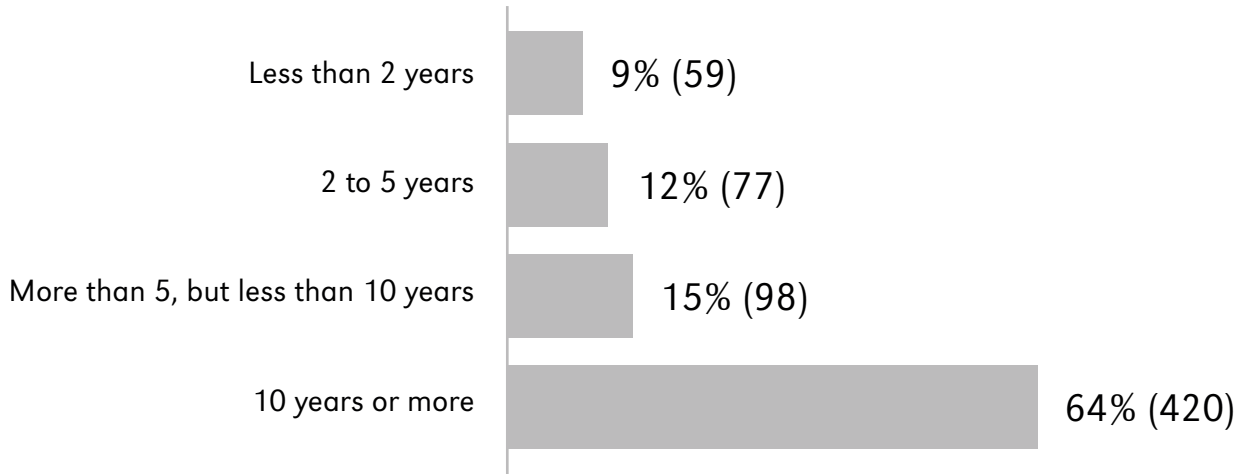
Write-in responses to Yes, if so where?

43	University of Nebraska at Omaha	1	Metro
9	Bellevue University	1	Boston University
8	Metropolitan Community College	1	Harrisburg University
6	University of Nebraska-Lincoln	1	Penn State
3	Creighton University	1	Metropolitan Community College
2	Clarkson College	1	Elkhorn
2	Drury University (Online)	1	National University - Online
1	University of Nebraska Medical Center	1	Papillion LaVista
1	Baylor	1	Signature Performance, Inc.
1	Arizona State University	1	University of Minnesota
1	Binghamton University (Remote Learner)	1	Iowa State University
1	Colorado Tech	1	Investors Realty

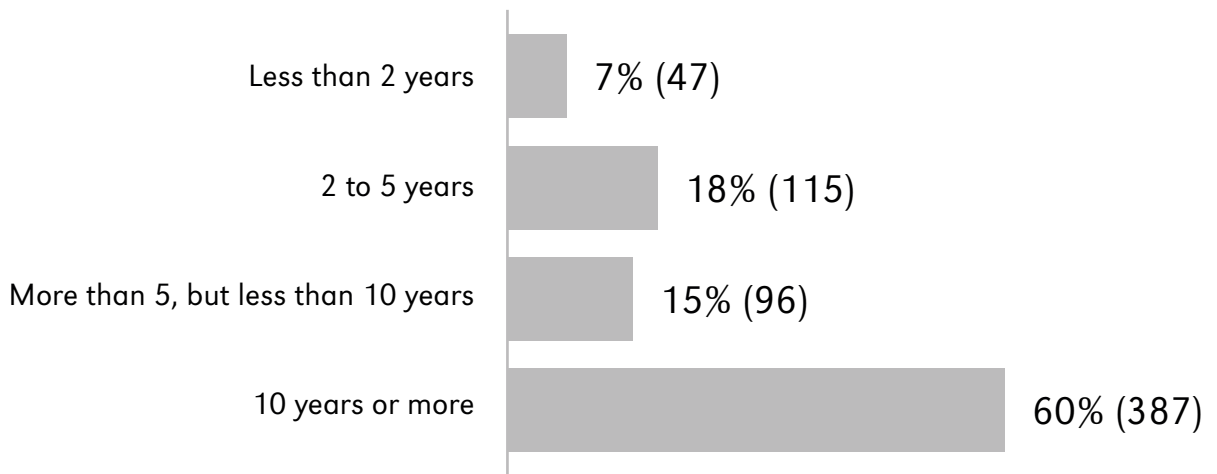
Have you ever had an internship?



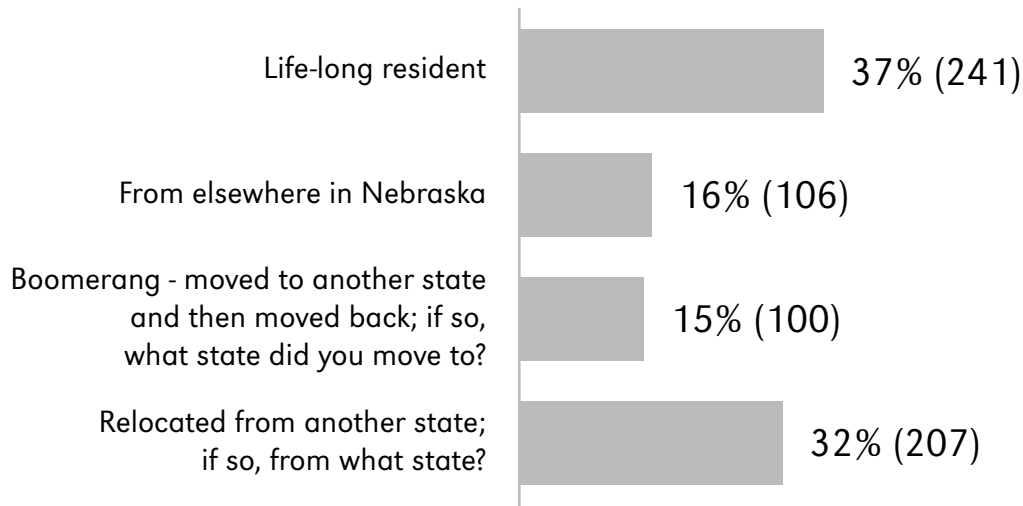
How many years have you lived in the Greater Omaha Region?



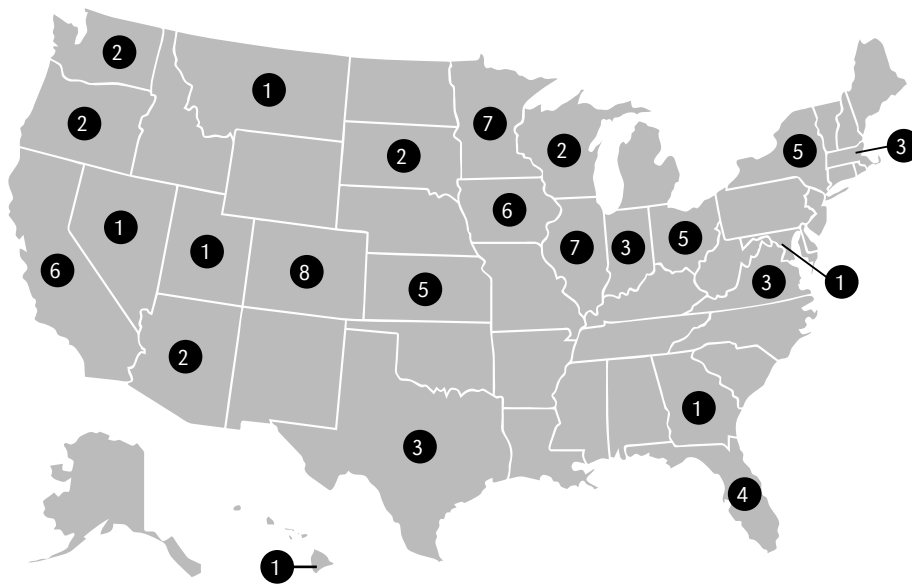
How many years do you plan to live in the Greater Omaha Region?



What is your residency status in the Greater Omaha Region?

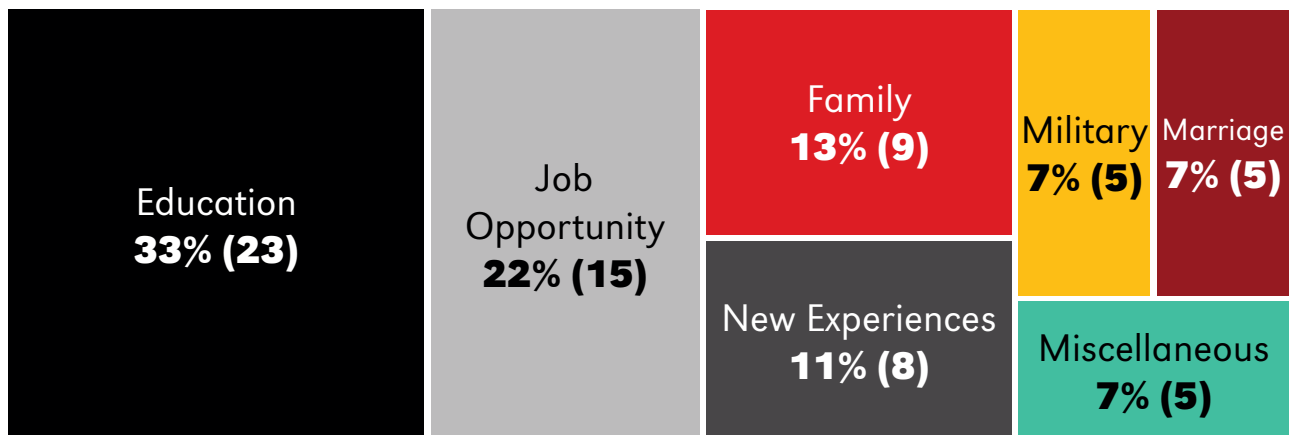


Write-in responses to Boomerang - moved to another state and then moved back; if so, what state did you move to?



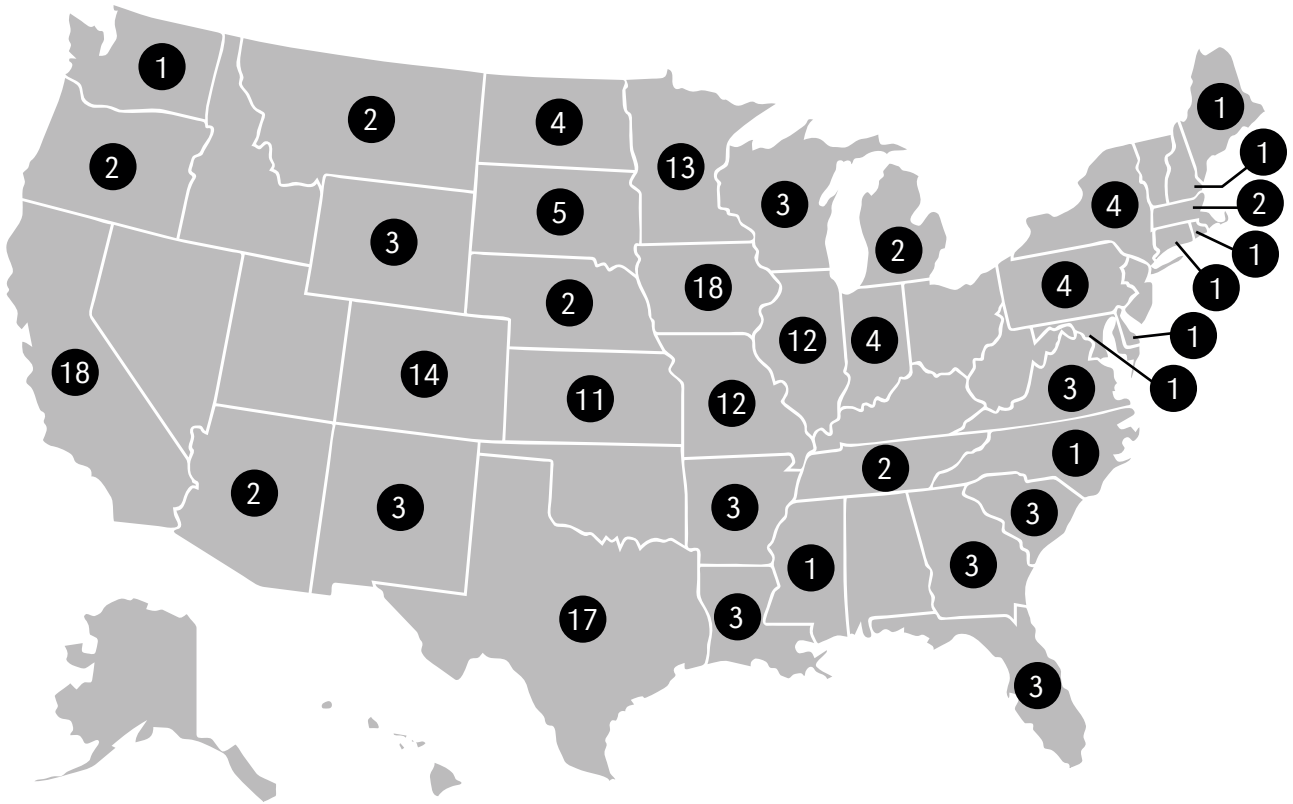
- List of states**
- 8 Colorado
 - 7 Illinois
 - 7 Minnesota
 - 6 Iowa
 - 6 California
 - 5 Kansas
 - 5 New York
 - 5 Ohio
 - 4 Florida
 - 3 Indiana
 - 3 Massachusetts
 - 3 Texas
 - 3 Virginia
 - 3 Arizona
 - 2 Oregon
 - 2 South Dakota
 - 2 Washington
 - 2 Wisconsin
 - 1 Georgia
 - 1 Hawaii
 - 1 Montana
 - 1 Nevada
 - 1 Utah
 - 1 Washington, D.C.
 - 13 Non-specific

Why did you initially choose to move to another state?



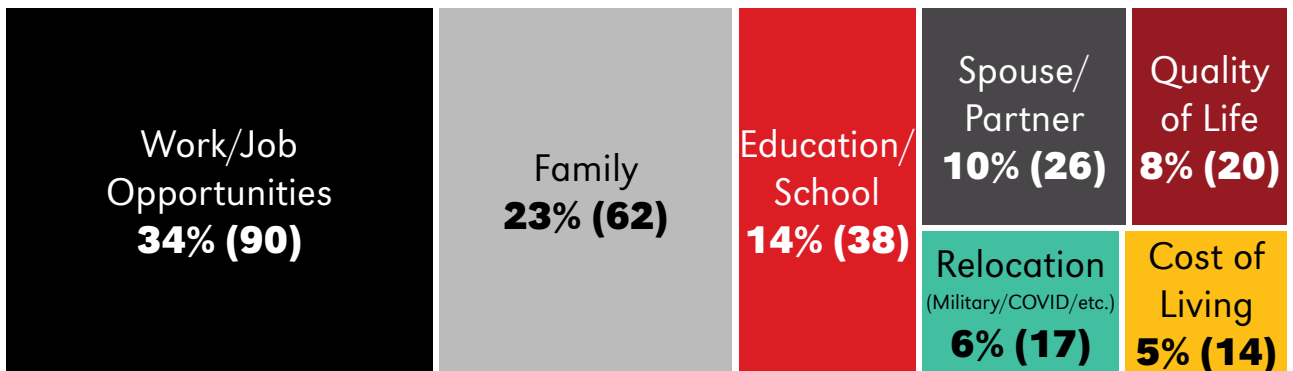
DEMOGRAPHICS

Write-in responses to Relocated from another state; if so, from what state?

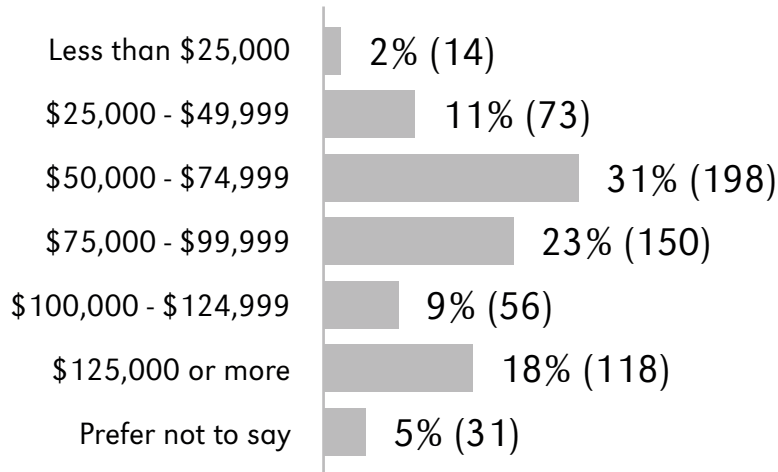


List of states	3	Florida	2	Tennessee
18 California	3	Georgia	1	Connecticut
18 Iowa	3	Louisiana	1	Delaware
17 Texas	3	New Mexico	1	Maine
14 Colorado	3	South Carolina	1	Mississippi
13 Minnesota	3	Virginia	1	New Jersey
12 Illinois	3	Wisconsin	1	North Carolina
12 Missouri	3	Wyoming	1	Rhode Island
11 Kansas	2	Arizona	1	Washington
5 South Dakota	2	Maryland	1	Washington, D.C.
4 Indiana	2	Massachusetts		
4 New York	2	Michigan		
4 North Dakota	2	Montana		
4 Pennsylvania	2	Nebraska		
3 Arkansas	2	Oregon		
			Other response	
			6	Overseas

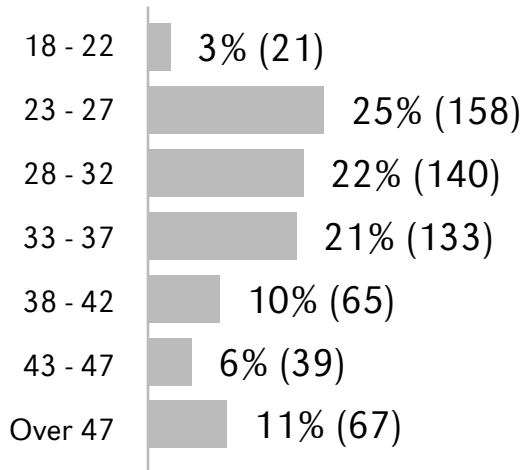
Why did you choose to move to Omaha?



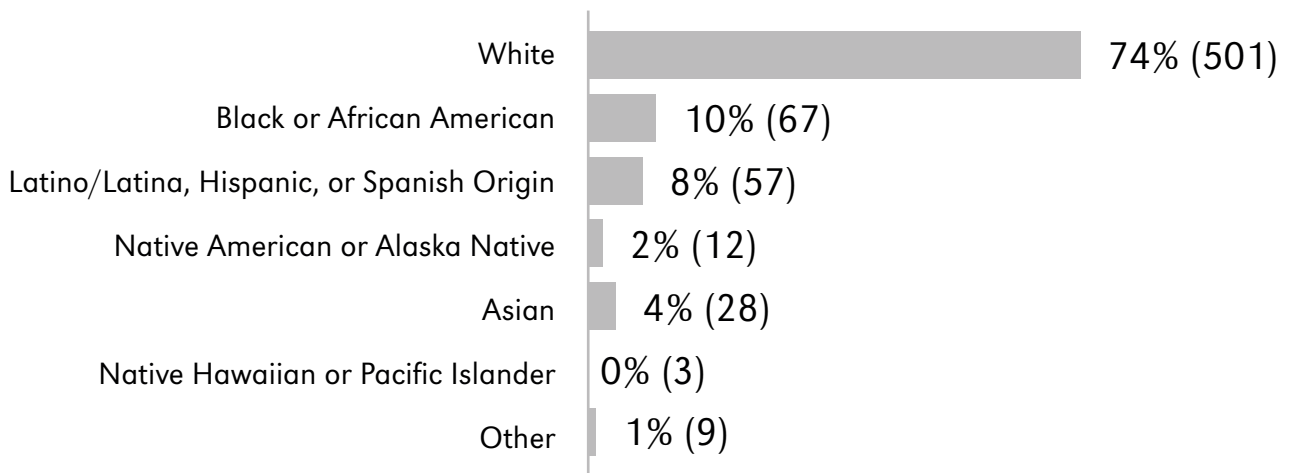
What is your total annual income?



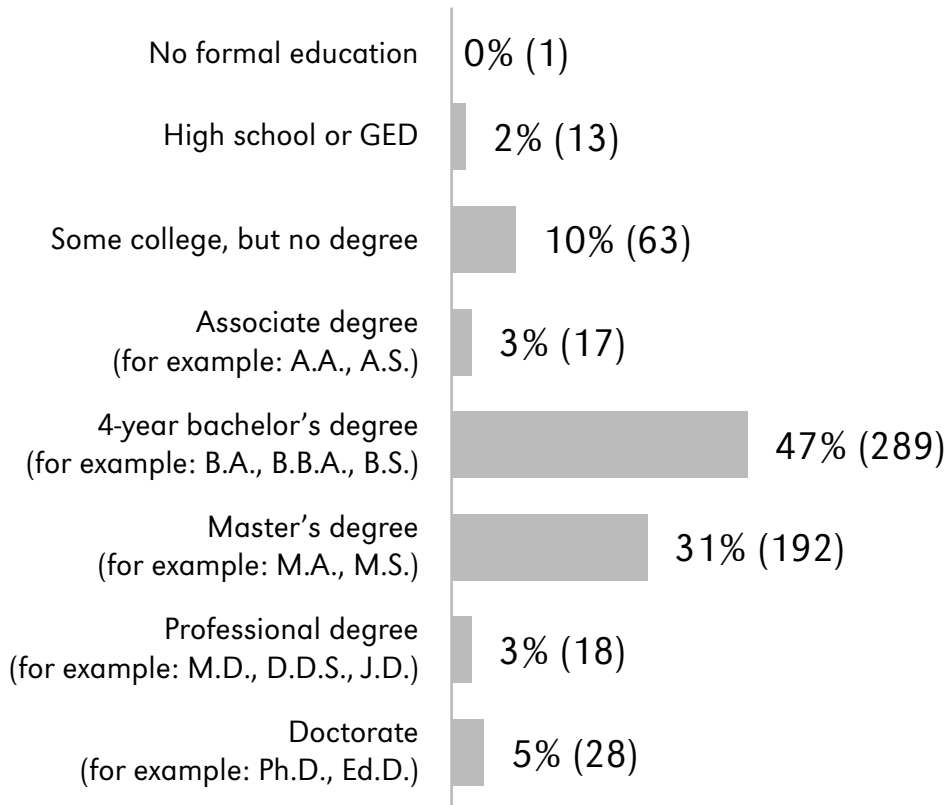
To which age range do you belong?



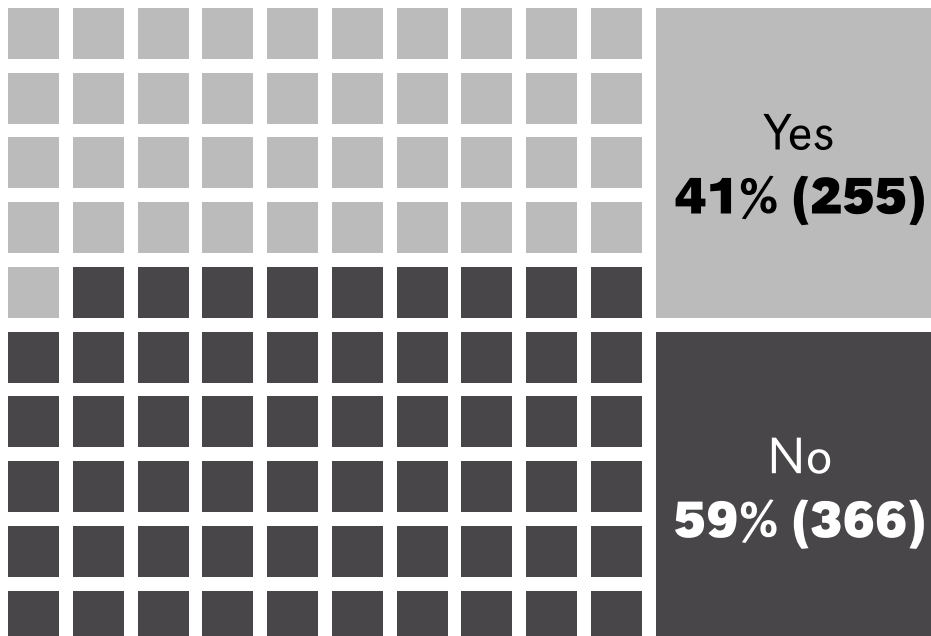
Which category or categories best describes you? *Please select all that apply.*



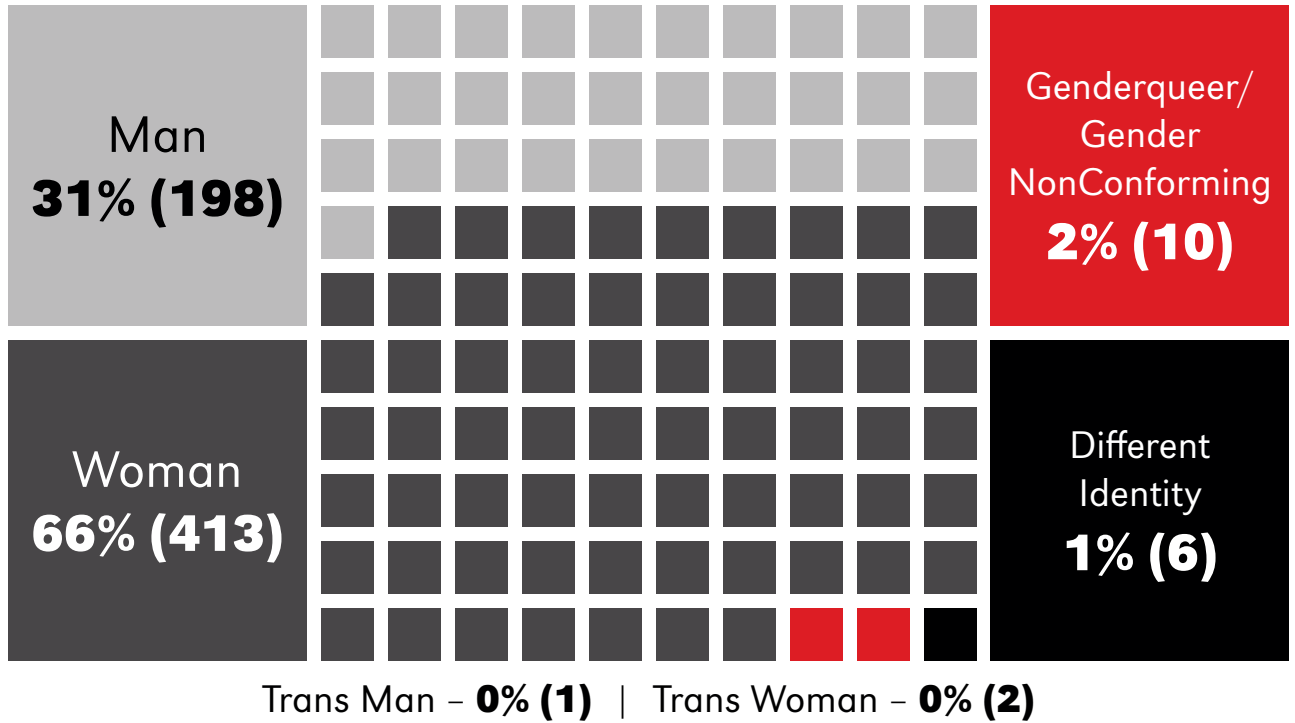
What is the highest level of education you have completed?



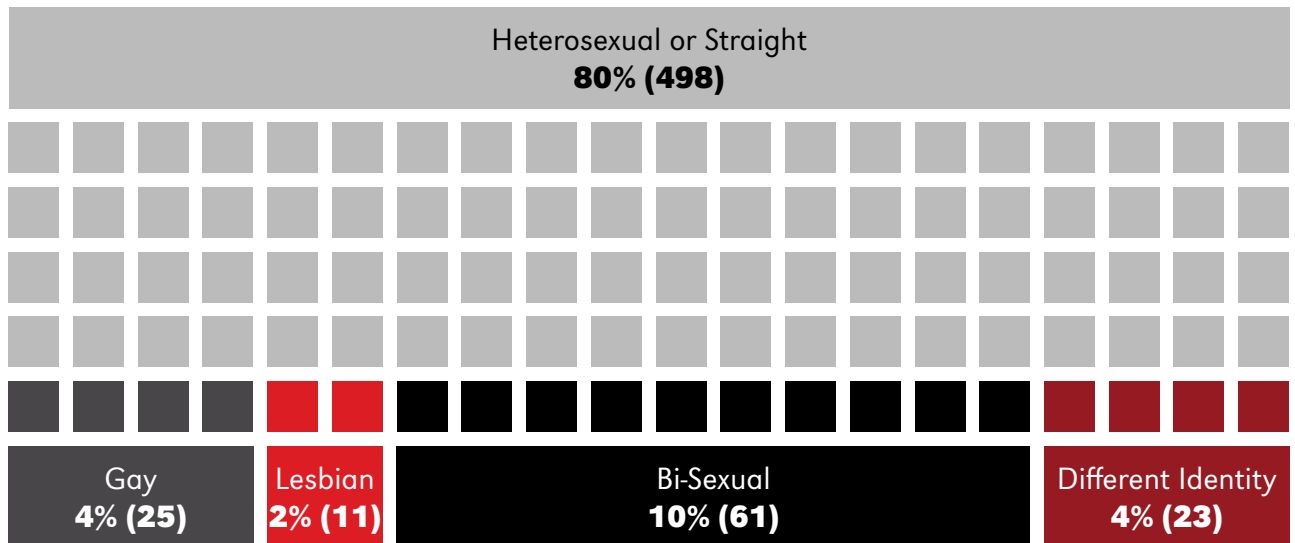
Do you have children?



How do you describe yourself?

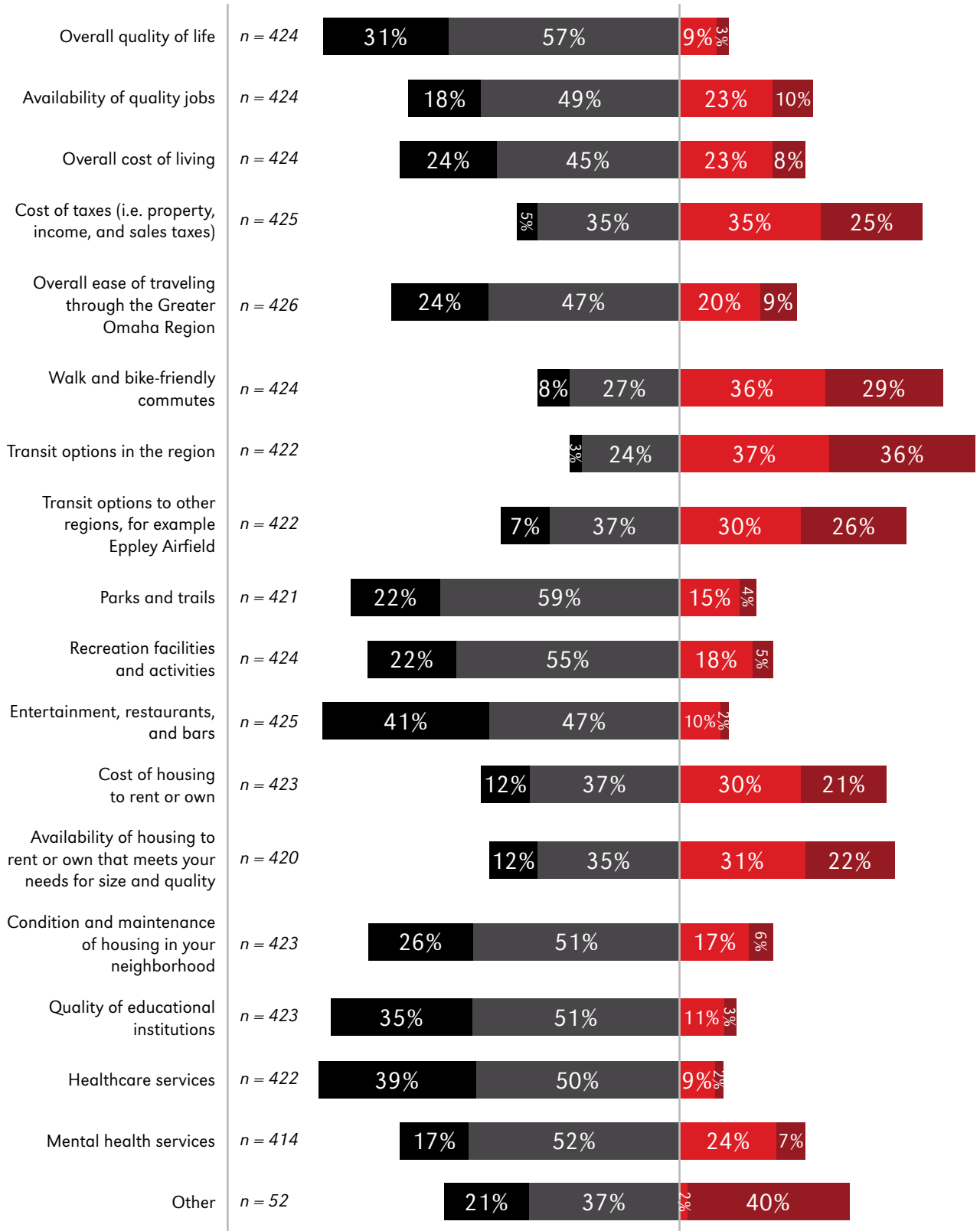


Which of the following best describes your sexual orientation?



What is your level of satisfaction with the following items about the Greater Omaha Region?

Extremely satisfied
 Somewhat satisfied
 Somewhat dissatisfied
 Extremely dissatisfied



Which three aspects of the Greater Omaha Region would you like to see improved for young professionals?



- 9% (105) Availability of quality jobs
- 8% (101) Transit options in the region
- 7% (87) Walk and bike-friendly commutes
- 7% (79) Overall quality of life
- 6% (73) Availability of housing to rent or own that meets your needs for size and quality
- 4% (54) Overall ease of traveling through the Greater Omaha Region
- 4% (47) Transit options to other regions, for example Eppley Airfield
- 3% (40) Entertainment, restaurants, and bars
- 3% (40) Mental health services
- 3% (34) Recreation facilities and activities
- 3% (33) Parks and trails
- 2% (27) Quality of educational institutions
- 1% (17) Other
- 1% (13) Condition and maintenance of housing in your neighborhood
- 1% (10) Healthcare services

Write-in responses to Other.

☞ Inclusivity/Lack of Racism, Homophobia, and Transphobia

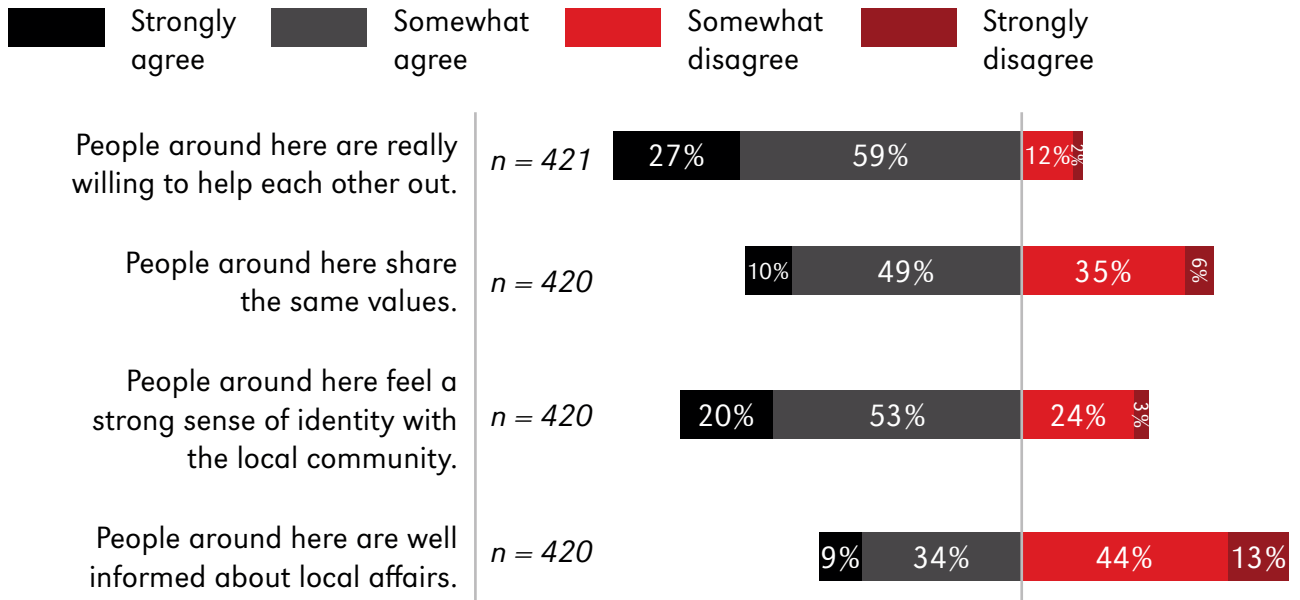
☞ Mentorship – pipeline for campus leaders to become community leaders; facilitate job-searching etc.

☞ Representation of diverse populations and perspectives in local and state politics

☞ Local and statewide policies that are inclusive and protect the rights of all Nebraskans

☞ Inclusion and equal rights for women, access and protections for women’s health

Do you agree or disagree with the following statements?



What additional information or perspectives would you like to share about the Greater Omaha Region?

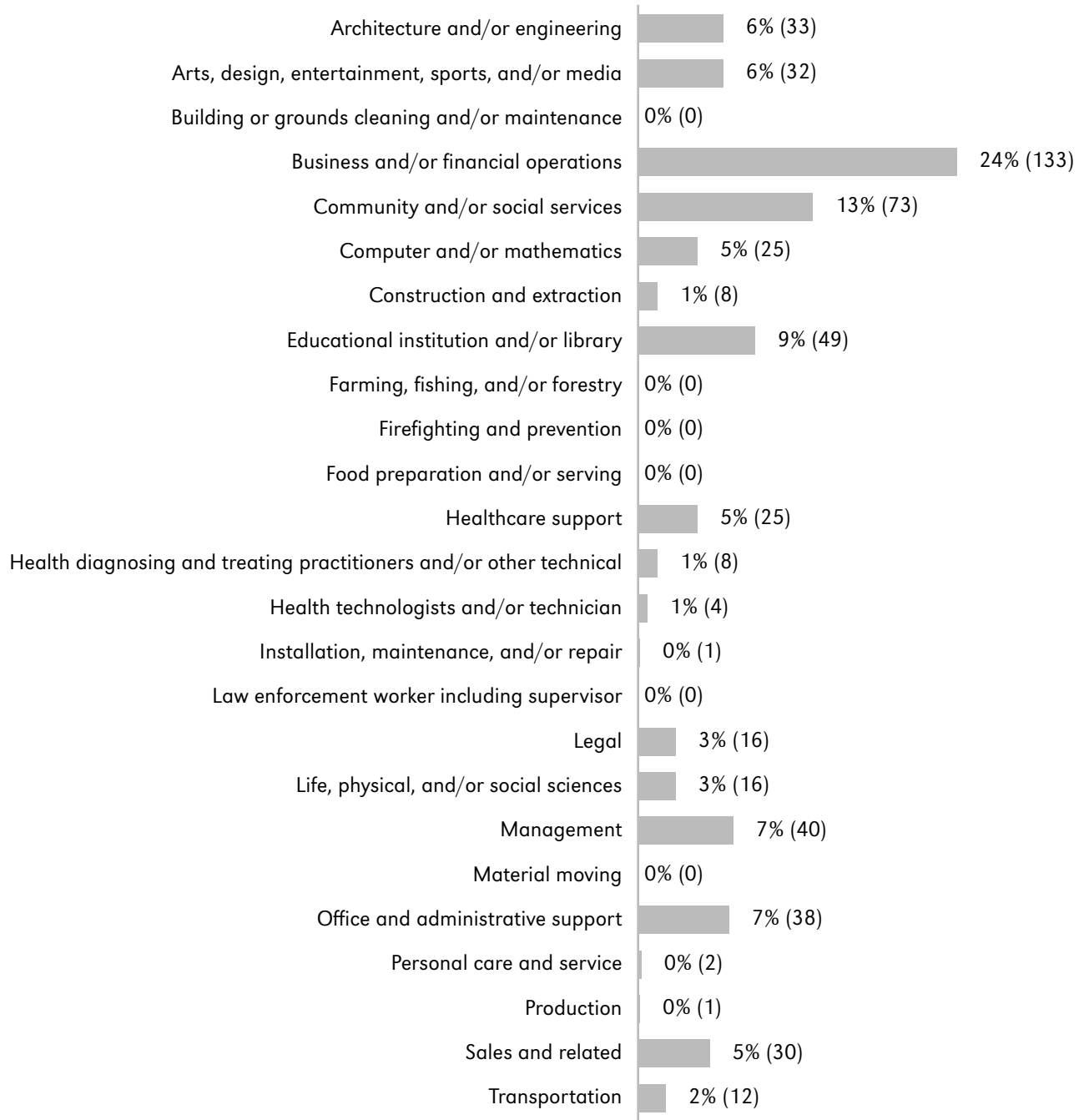
Public transportation needs to be improved but disability transportation is almost nonexistent. Both of these things present a problem in a city where driving is required.

The divide on access to services/ programs and basic needs is widening. Middle income is increasingly strained and state legislature is focused on relief for highest and lowest income earners.

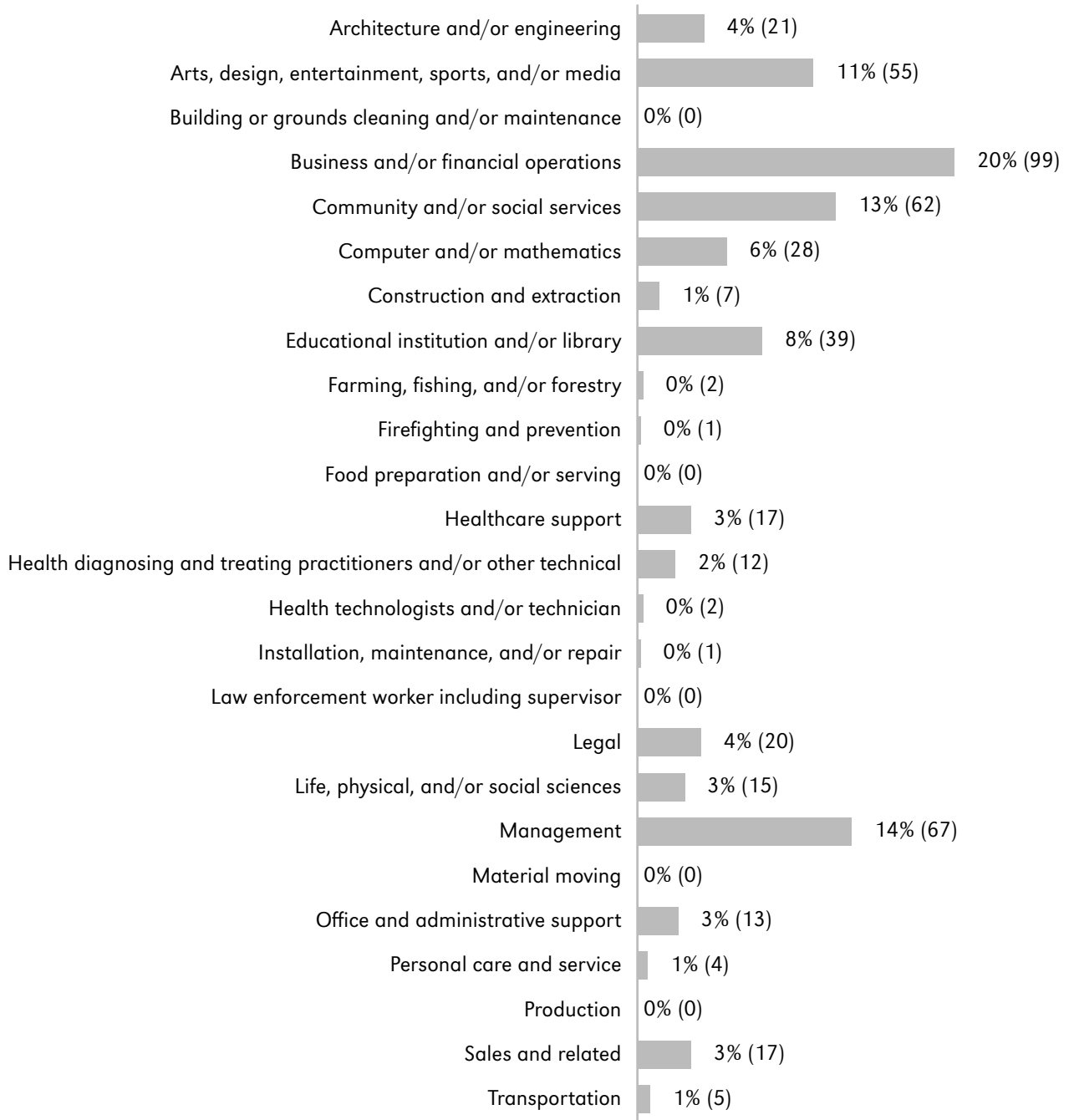
City council meetings are poorly placed. I would love to get involved but Tuesday at 2 P.M. assures the city only hears business owners, retired folks, and those with a flexible schedule to attend. Given the perspective of politics these days, I believe this is by design to keep common folks from participation.

We have got to increase wages; set rental price caps; develop, enact, and implement renter protections; stop with all the bars, create spaces where families are welcome but not specifically children spaces; create real public transit and incentivize environmentally conscious transportation options; repair the roads meaningfully so our cars don't get eaten by potholes and we have to pay to repair our cars more frequently; do actual policy work that is going to get people to have a POSITIVE identity with Omaha.

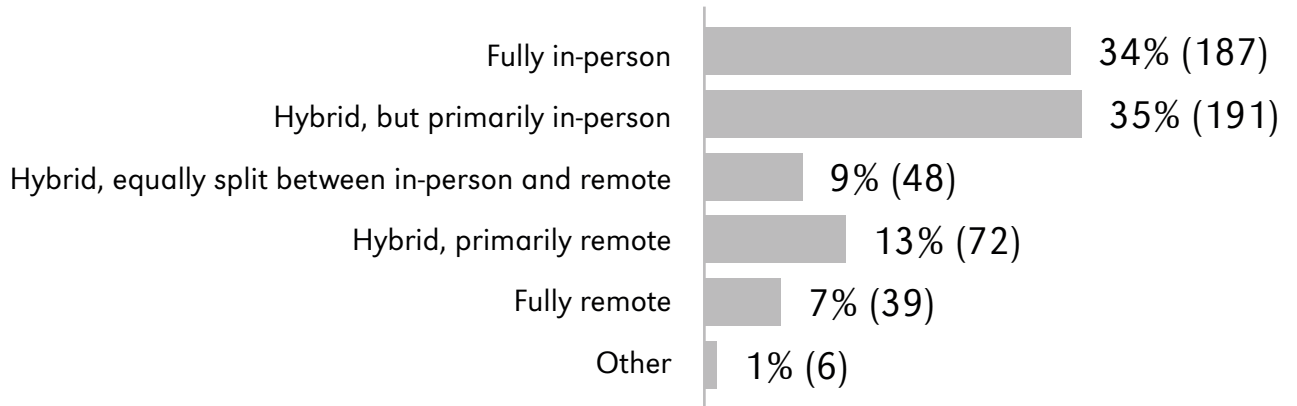
What is your current occupation?



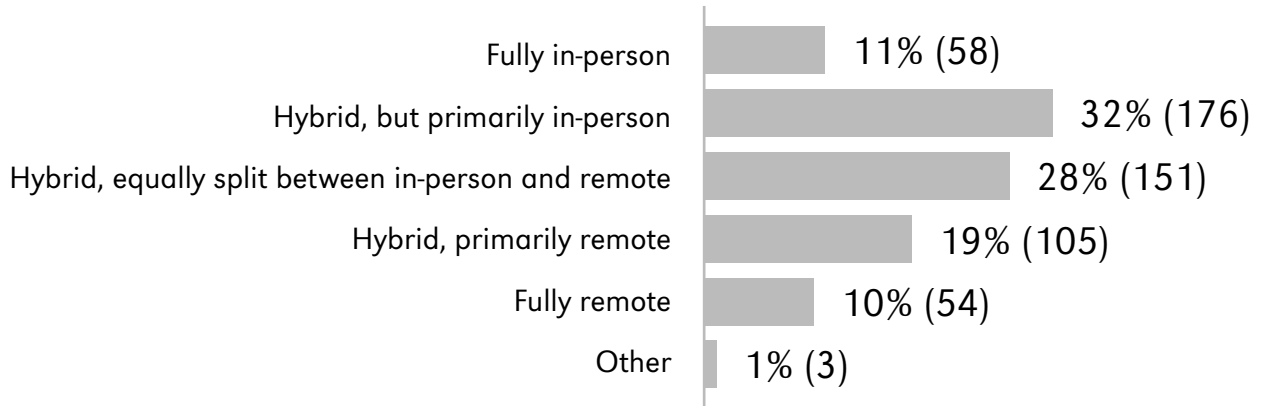
What occupation are you interested in pursuing, if different than your current occupation? *If the same as your current occupation, choose your current occupation again.*



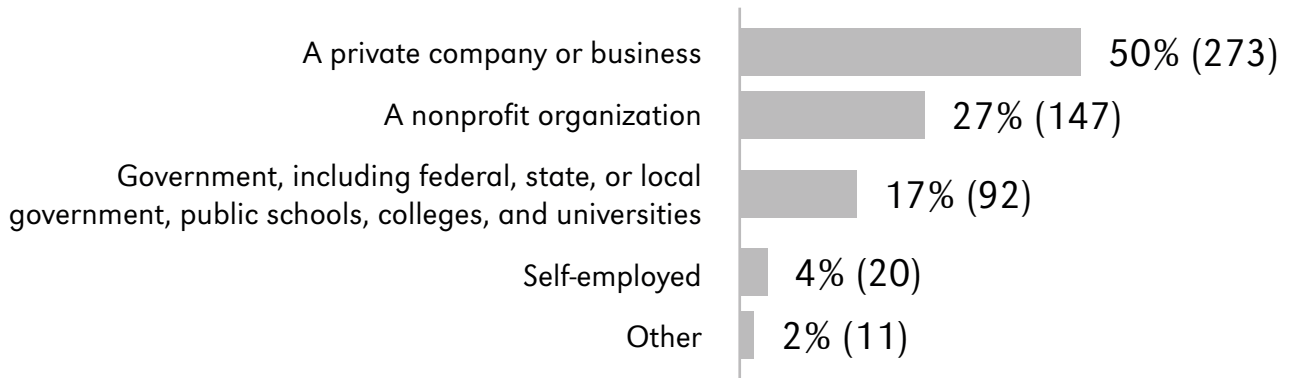
Which of the following most accurately describes your current work environment?



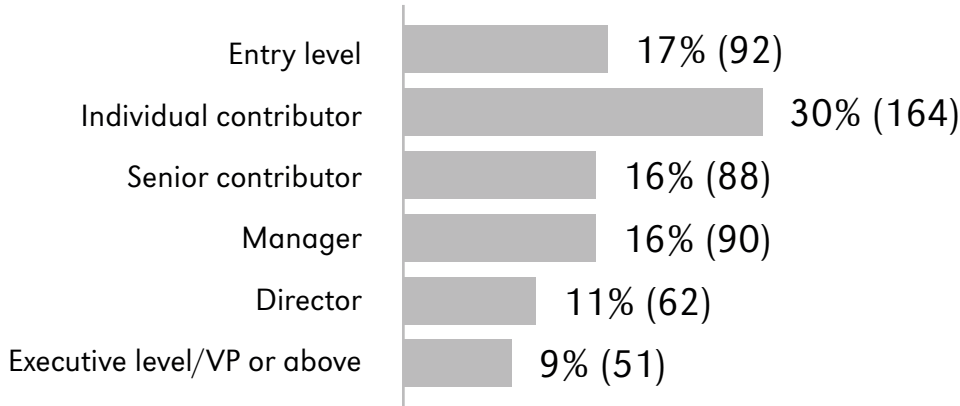
Which work environment most appeals to you?



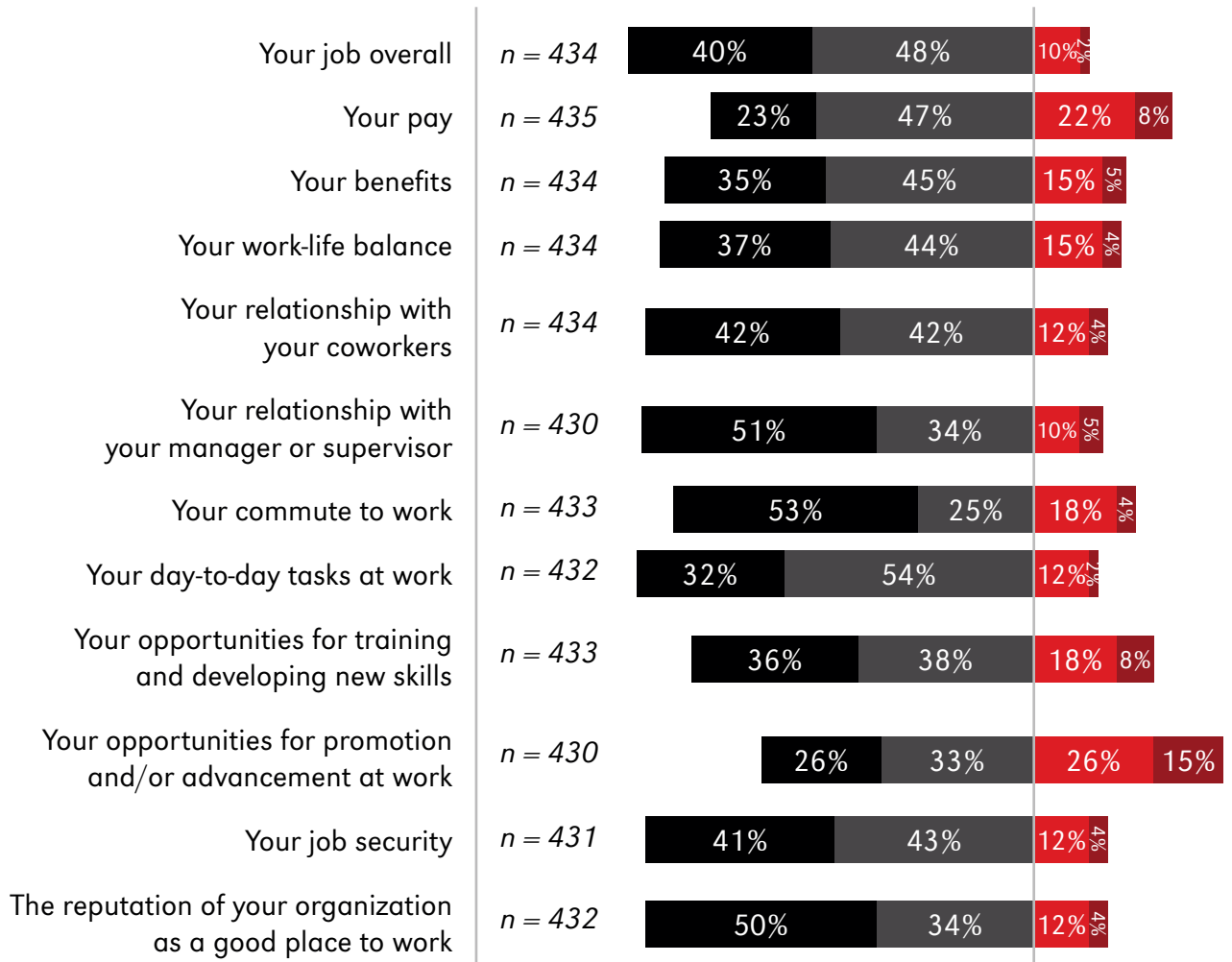
Which of the following best describes where you work?



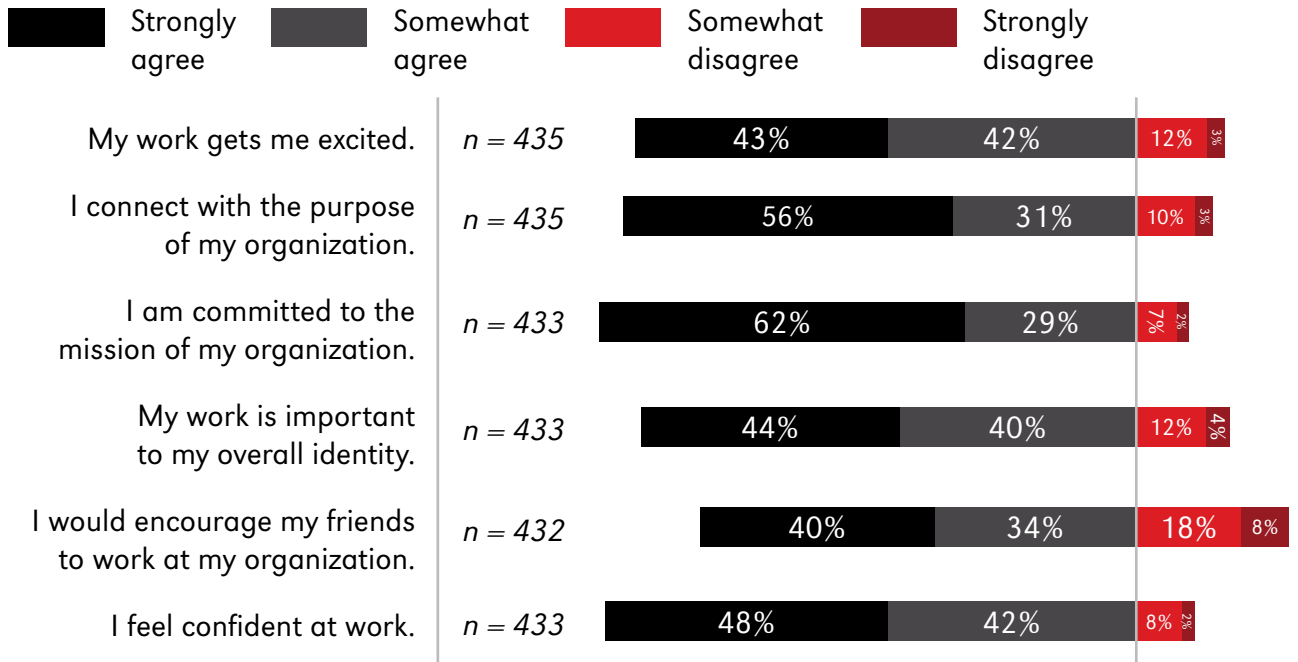
Which of the following best describes your position in your current organization?



How satisfied or dissatisfied are you with the following aspects of your job?



Do you agree or disagree with the following statements?



Which of the following workplace benefits are most important to you? *Select your top three.*



- 14% (179) Employer-sponsored health insurance
- 10% (129) Employer-sponsored 401(k) or other retirement program
- 6% (82) Performance linked compensation
- 5% (69) Paid parental, family, or medical leave (separate from PTO)
- 3% (37) Perks to promote healthy living such as gym membership or availability of healthy snacks
- 1% (12) Other

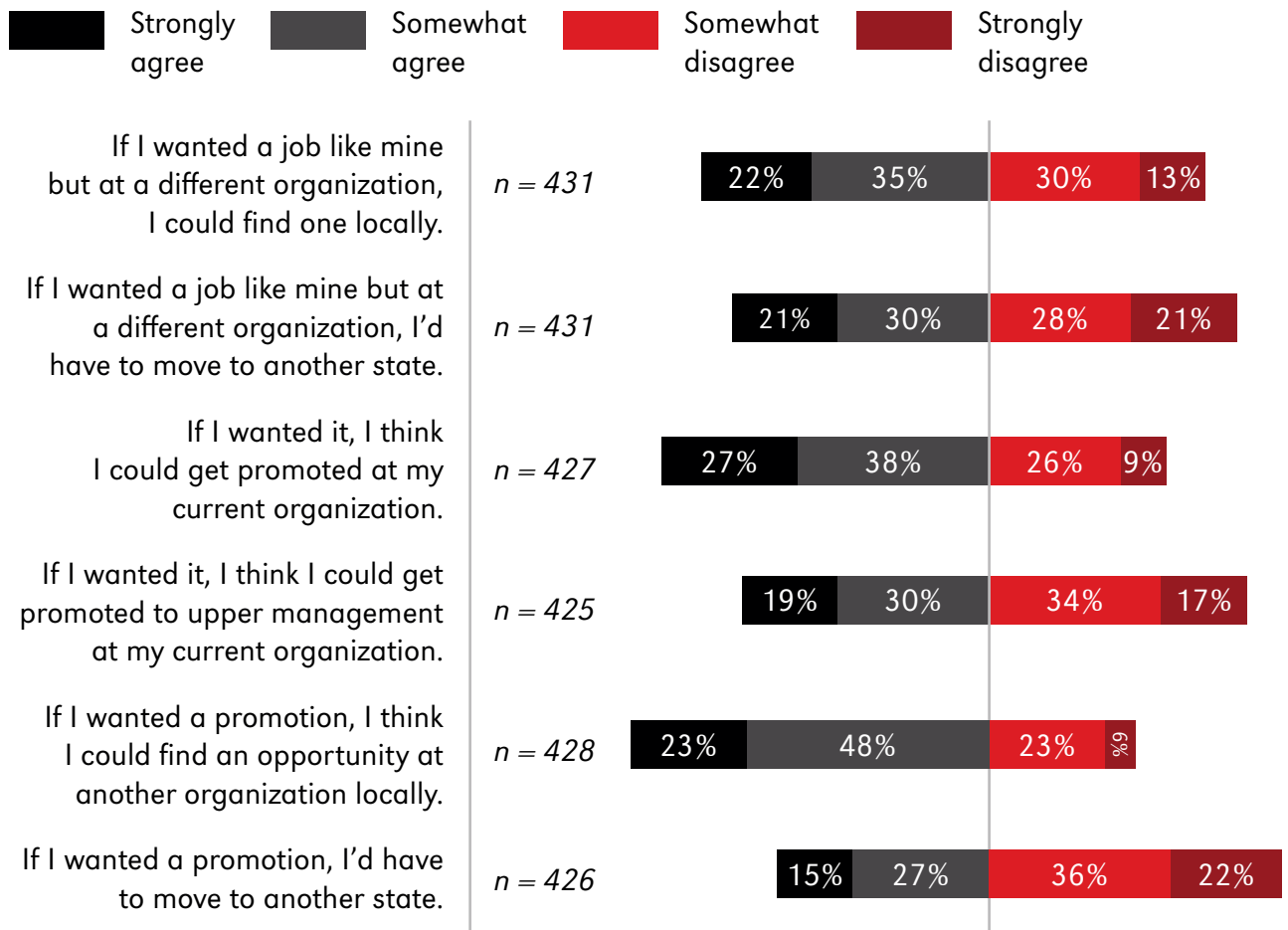
Write-in responses to Other.

- 5 Remote/Hybrid Work
- 5 Work Environment/Culture
- 4 Compensation and Benefits (Retirement, Insurance, PTO, Child Care)
- 4 Professional Development/Growth Opportunities
- 1 Independence/Autonomy
- 1 Workplace Diversity/Inclusion

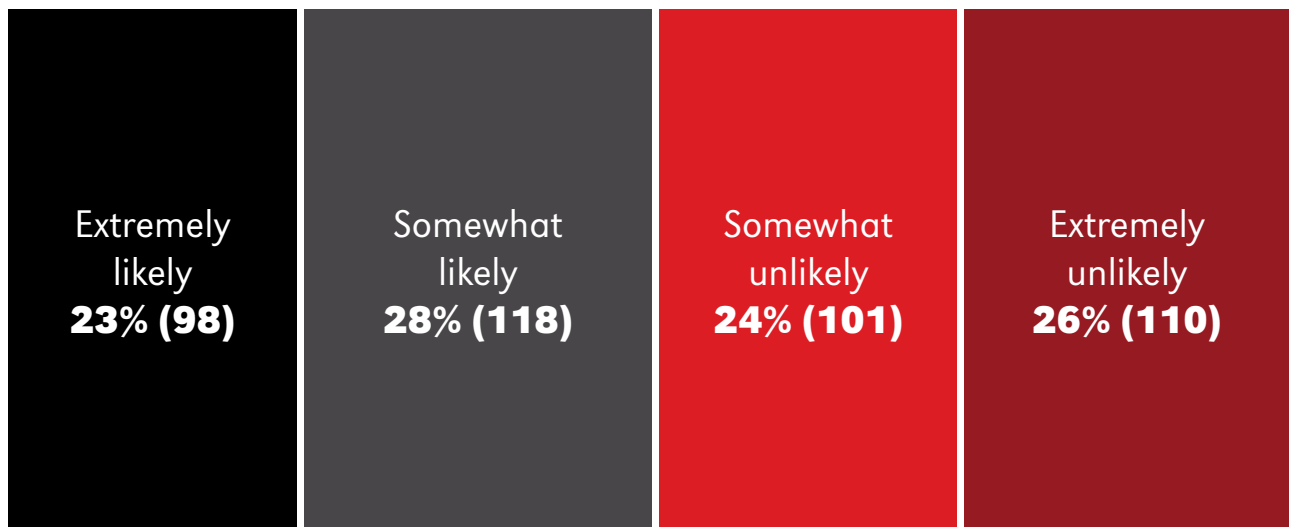
How likely are you to try to leave your current job in the next year?



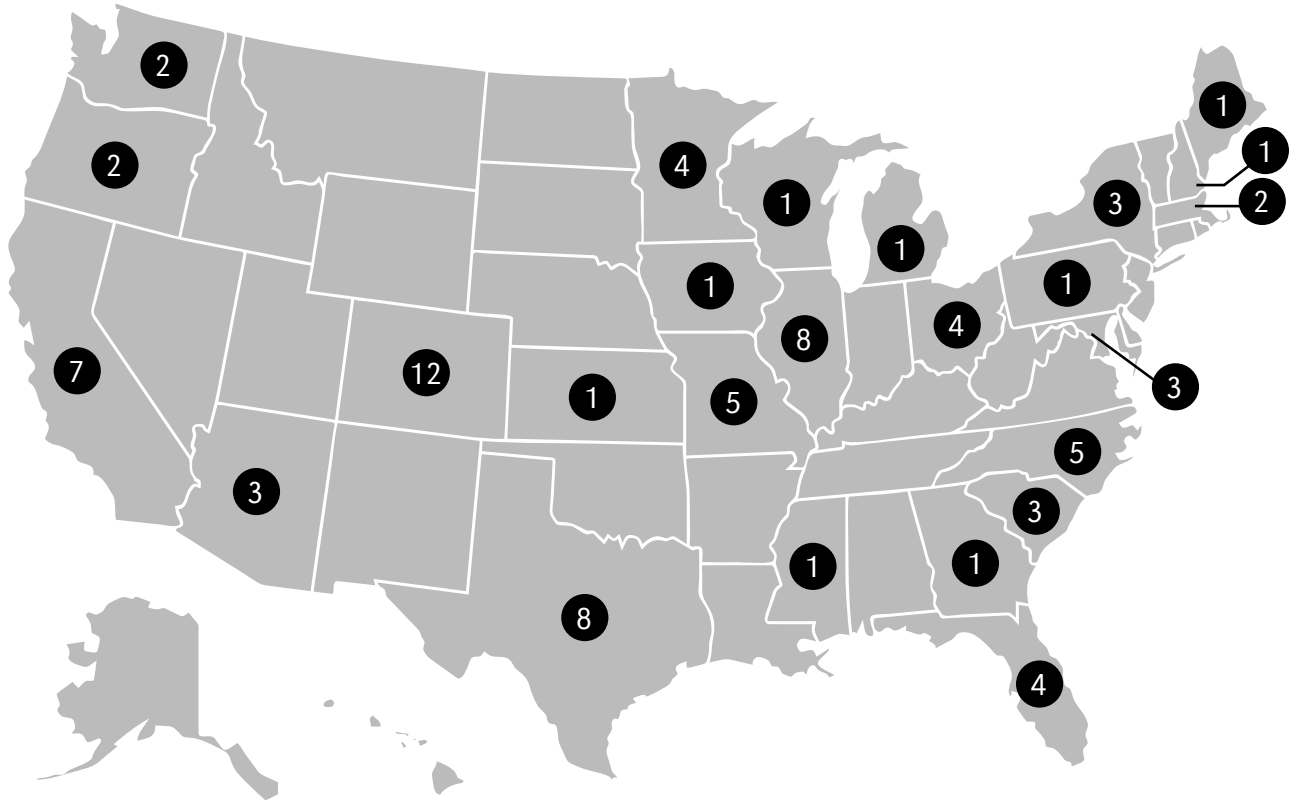
Do you agree or disagree with the following statements?



If you were to leave your current job, how likely would you be to move out of state for your next position, and where would you consider moving?

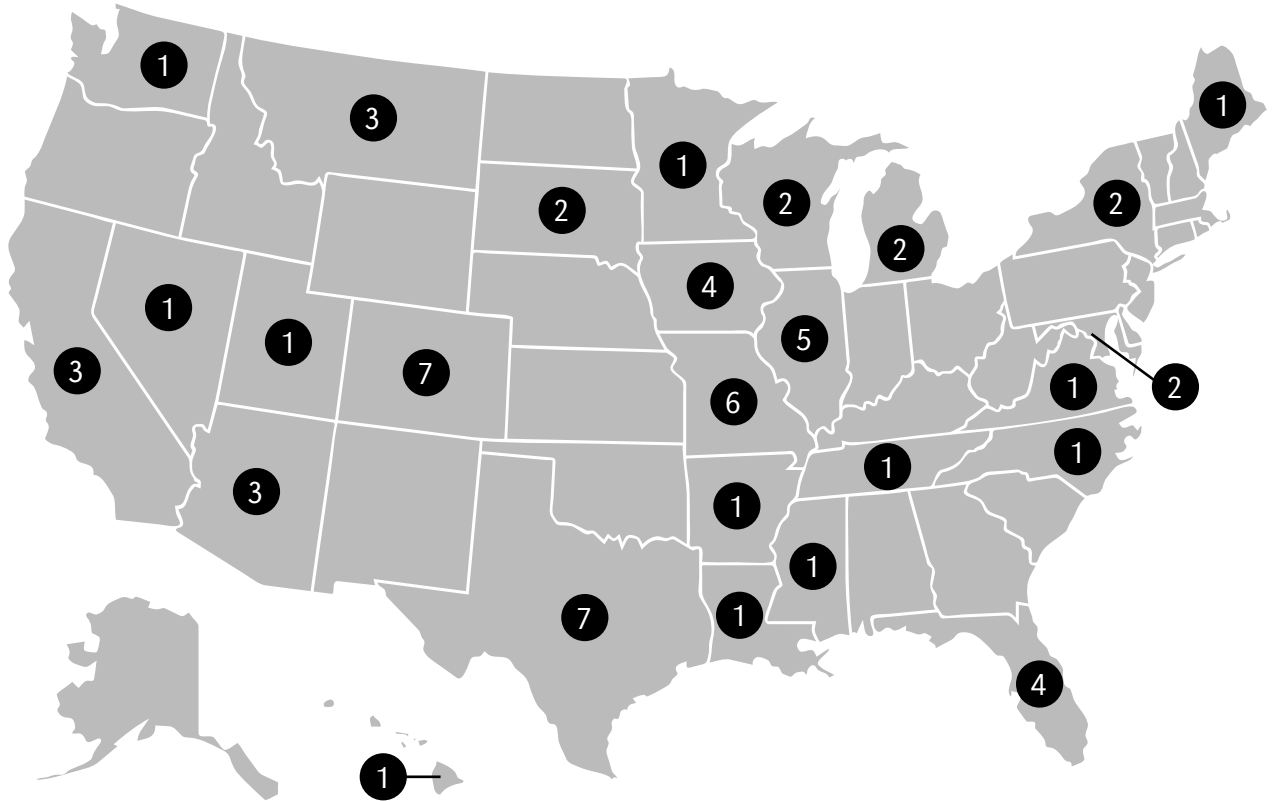


**Write-in responses to If you were to leave your current job, how likely would you be to move out of state for your next position, and where would you consider moving?
Extremely likely locations.**



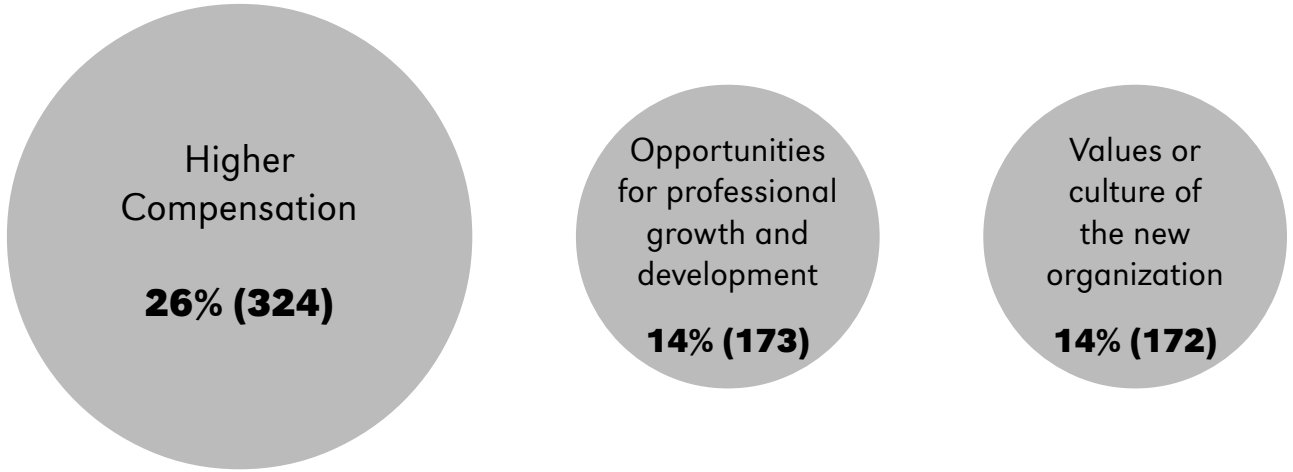
List of cities and/or states		1	Kansas
10	Colorado	1	Los Angeles, California
6	Chicago, Illinois	1	Massachusetts
5	California	1	New Hampshire
5	Texas	1	Orlando, Florida
4	North Carolina	1	Philadelphia, Pennsylvania
3	Florida	1	Phoenix, Arizona
3	Missouri	1	Portland, Maine
3	New York	1	Wisconsin
3	South Carolina		
3	Washington, D.C.		
2	Arizona	List of countries	
2	Austin, Texas	1	Ireland
2	Columbus, Ohio	1	Portugal
2	Denver, Colorado	1	Spain
2	Illinois	1	Caribbean
2	Kansas City, Missouri		
2	Minneapolis, Minnesota	General or Multiple Regions:	
2	Minnesota	5	East Coast
2	Portland, Oregon	4	Larger cities
2	Seattle, Washington	3	Anywhere, open
1	Atlanta, Georgia	3	Midwest
1	Bay Area, California	3	South
1	Boston, Massachusetts	3	Warmer climate
1	Charlotte, North Carolina	2	Blue state/more progressive
1	Cincinnati, Ohio	2	West Coast
1	Dallas, Texas	1	Preferably a different country
1	Dayton, Ohio	1	Unknown
1	Detroit, Michigan	1	Northeast
1	Des Moines, Iowa	1	PNW (Pacific Northwest)

Write-in responses to If you were to leave your current job, how likely would you be to move out of state for your next position, and where would you consider moving? Somewhat likely locations.



List of cities and/or states		1	Nevada
7	Colorado	1	North Carolina
7	Texas	1	Tennessee
6	Kansas City, Missouri	1	Utah
4	Chicago, Illinois	1	Virginia
4	Florida	1	Washington
4	Iowa		
3	Arizona	List of countries	
3	California	1	Ireland
3	Montana	1	Mexico
2	Michigan	General or Multiple Regions:	
2	New York (NYC)	5	Anywhere
2	South Dakota	5	East Coast
2	Washington, D.C.	5	West Coast
2	Wisconsin	4	Midwest
1	Arkansas	3	Somewhere warm
1	Hawaii	2	One of the coasts
1	Illinois	1	Out of country
1	Louisiana	1	Southern U.S.
1	Maine		
1	Minnesota		

When considering a new job opportunity, what factors are most important? *Select your top three.*

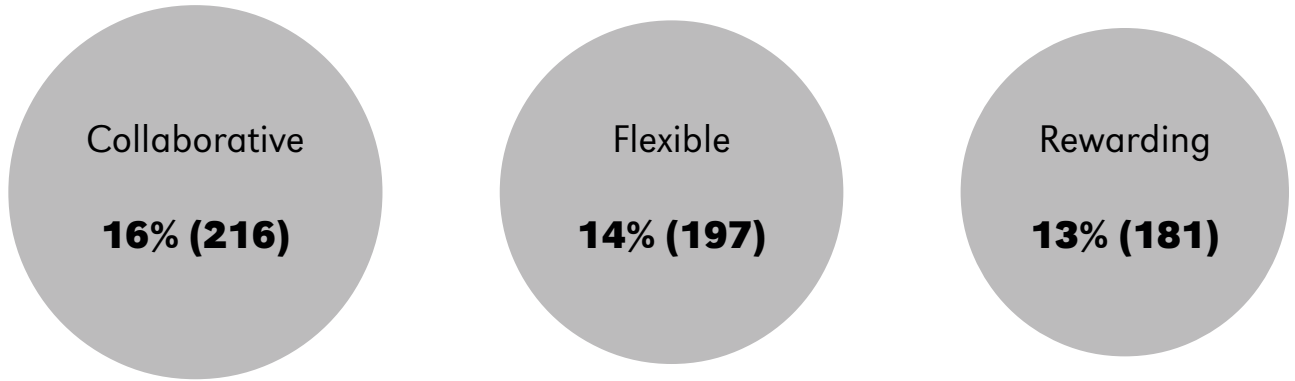


- 9% (116) My preferred work environment (virtual, in-person, hybrid, etc.)
- 8% (103) Location of the new job
- 8% (98) Opportunity for upward advancement
- 7% (90) Better work-life balance
- 6% (70) A more flexible work schedule
- 5% (61) Improved benefits
- 4% (46) Organization’s reputation
- 1% (8) Other

Write-in responses to Other.

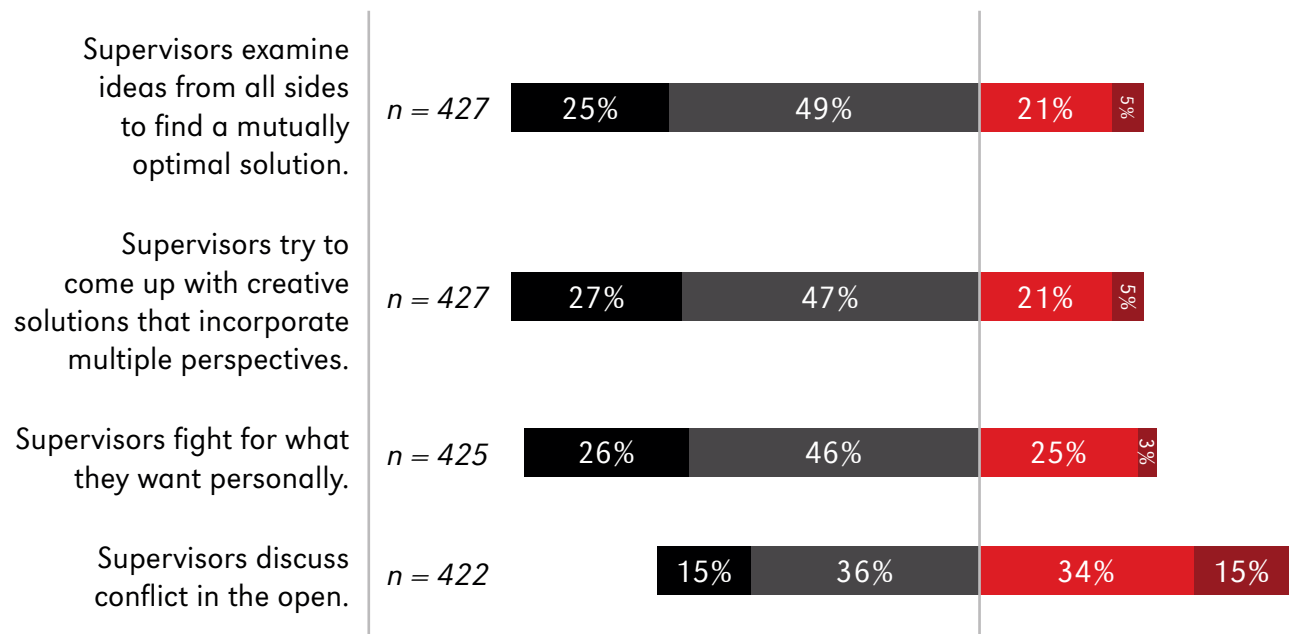
- Flexibility in general
- Enjoying the work
- Respect
- Mentoring/coaching from management
- Stability of the organization
- Better alignment of my skills
- Access to activities outside of work
- Different management style
- Better politics - better future for my kids
- Daycare facilities
- Mission of the company

Which of the following would you use to describe your ideal company culture? *Choose your top three.*



- 12% (172) Transparent
- 11% (146) Engaging
- 9% (130) Innovative
- 9% (129) Belonging
- 9% (125) Trusting
- 4% (51) Autonomous
- 3% (44) Fast-paced

Do you agree or disagree with the following statements in regard to your current workplace?



What do you like or dislike most about your current workplace and/or organization’s culture?

“Lack of support for personal development opportunities, getting additional responsibilities without additional pay, low raises, not being empowered to make decisions on my own.

“I like the flexibility. I don’t like that most of the work is remote. It makes it hard to communicate with coworkers and get to know them. I love how incentivized my workplace is.

“The culture of fun and employee engagement never recovered from COVID.

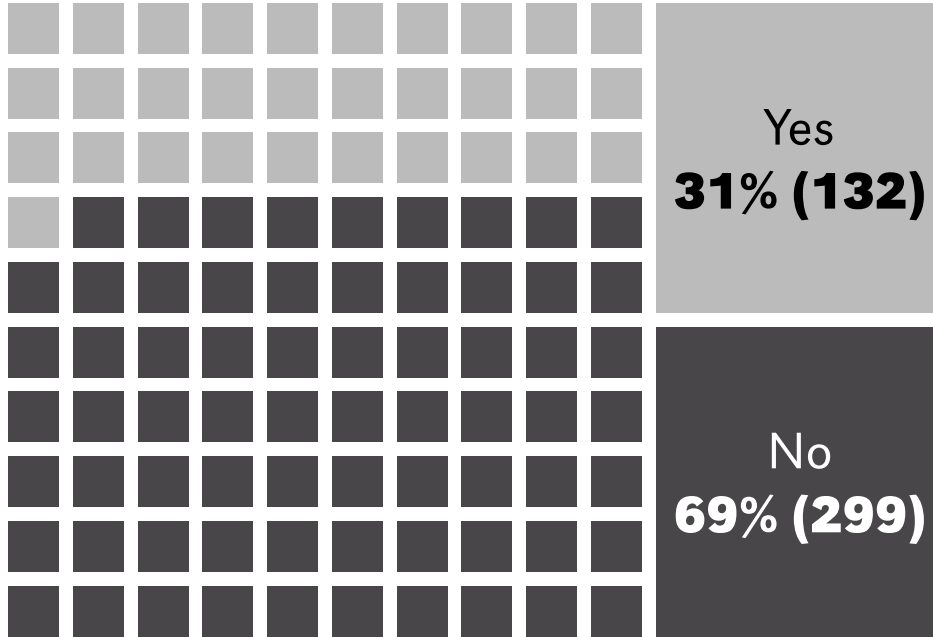
“I dislike that my organization is unwilling to change with the trends of the new workforce and they will start to lose good employees for lack of benefits.

“What I like most about my current organization’s culture is how autonomous we are allowed to work within our roles. What I dislike about my current organization is the avoidance of difficult conversations and how conflict is not ever directly addressed.

“I like what my organization originally stood for but the dynamic is constantly changing to accommodate and be more secular. There are so many upper management that feel entitled and those in mid to lower management are not valued or heard. Everyone is replaceable, and those starting within the past year make equal or more than some that have been employed for years.

“I am worried our culture in reality has been slowly growing distant from what we say our culture is and what we say we want it to be. I worry that the integrity of our culture has become more and more under the control of individuals who say they align with our values and will protect our culture, but their actions do not support those statements.

Have you experienced discrimination or been treated unfairly by an employer because of your age, race, gender, sexual orientation, physical, or mental illness?



If you want to share your experience, you can here.

To protect the anonymity of those who shared their experiences, we are only sharing selected quotes. These quotes do not represent the full list or the full extent of what we heard.

“ My gender isn’t necessarily understood or respected since it is a more traditional/small, private business. Most of my colleagues are older. I’ve tried bringing up my gender identity; however, it just seems lost in translation.

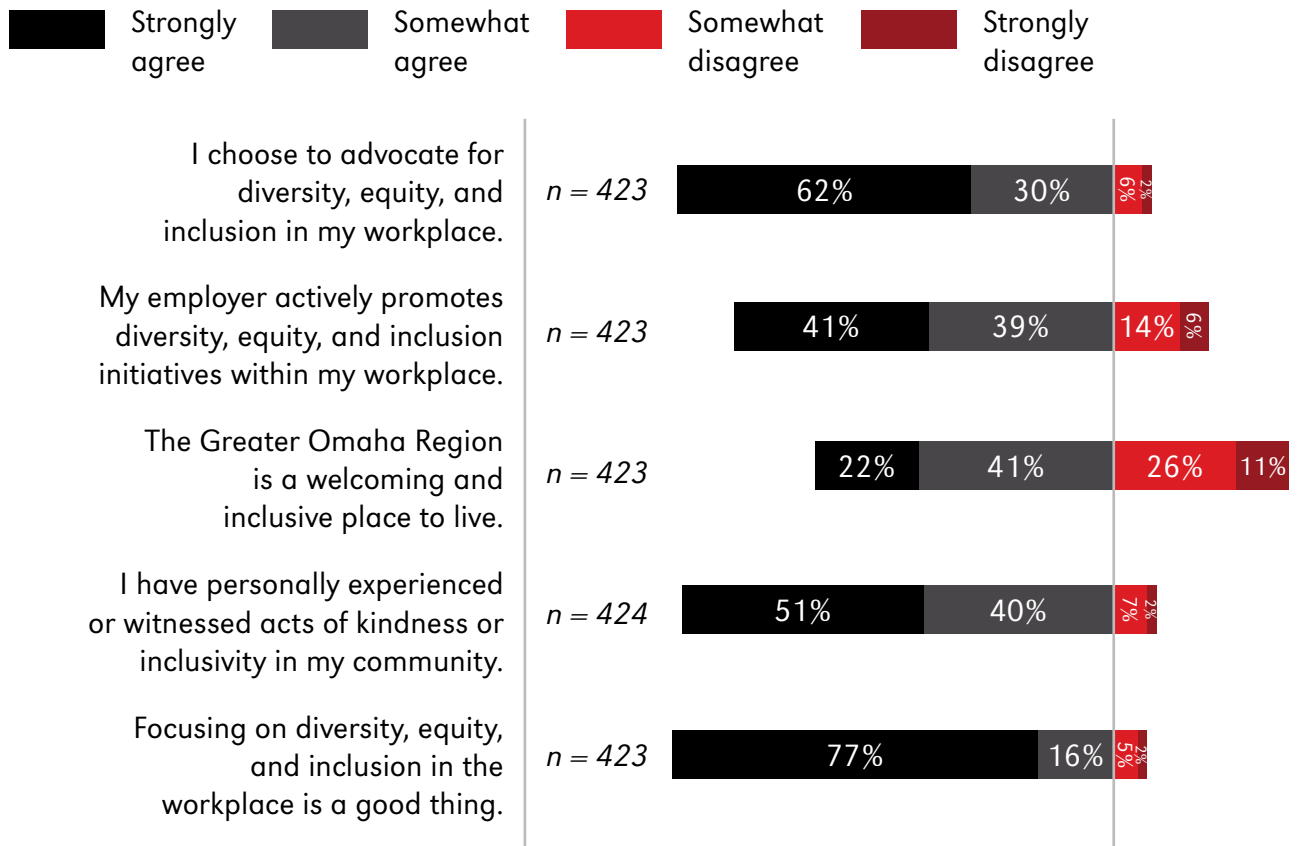
“ As a young female in the business world, within my first internship I remember being called ‘intern’ instead of my name by the President when I was the only intern there and had been working there for a few months.

“ I was passed over for a position that I was more than qualified for. My supervisor told me, ‘sometimes the most qualified person doesn’t get the job’.

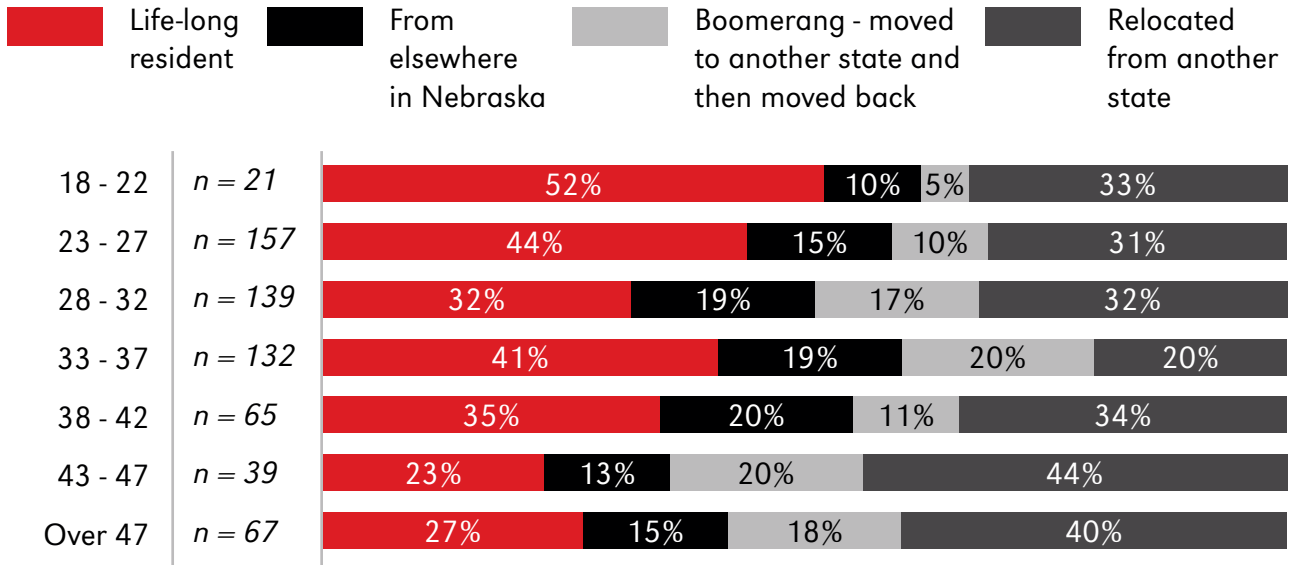
“ When I started in 2021, the benefits system wouldn’t let me register for benefits because it said my same-sex marriage wasn’t valid. Management and up regularly misgender me (I use they/them pronouns). The person who has committed the most microaggressions and discriminatory actions is our only HR person.

“ I have, in previous positions, been discriminated against for having ADHD. I have learned to not tell my employers as it never is seen in a compassionate light, but rather as a problem.

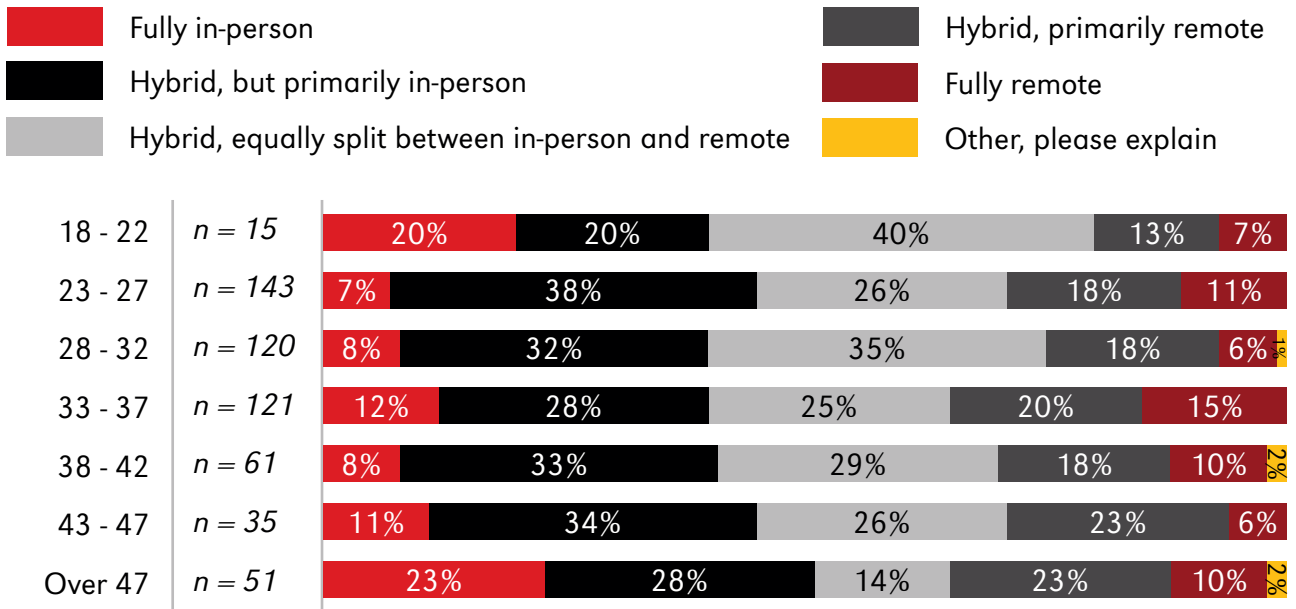
Do you agree or disagree with the following statements?



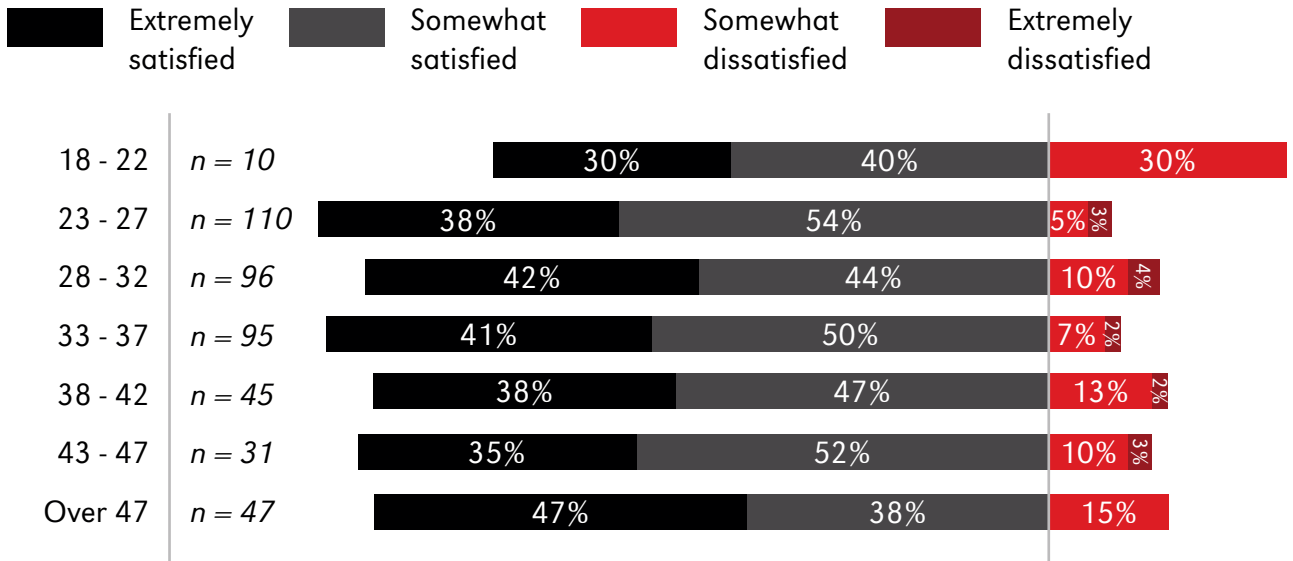
Residency status in Greater Omaha Region, by age.



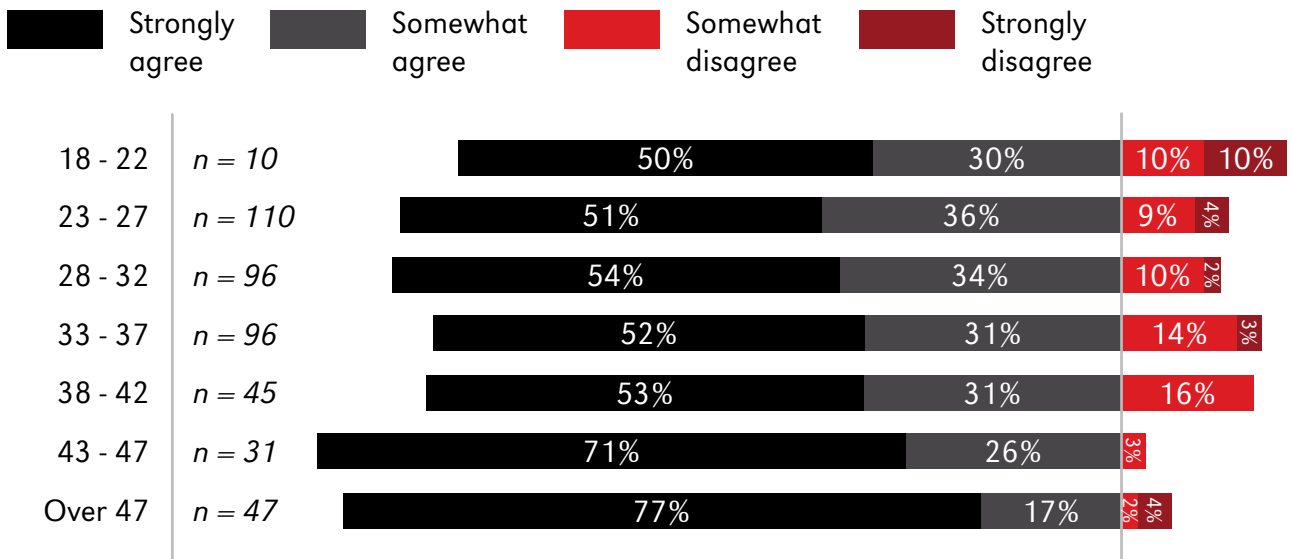
Most appealing work environment, by age.



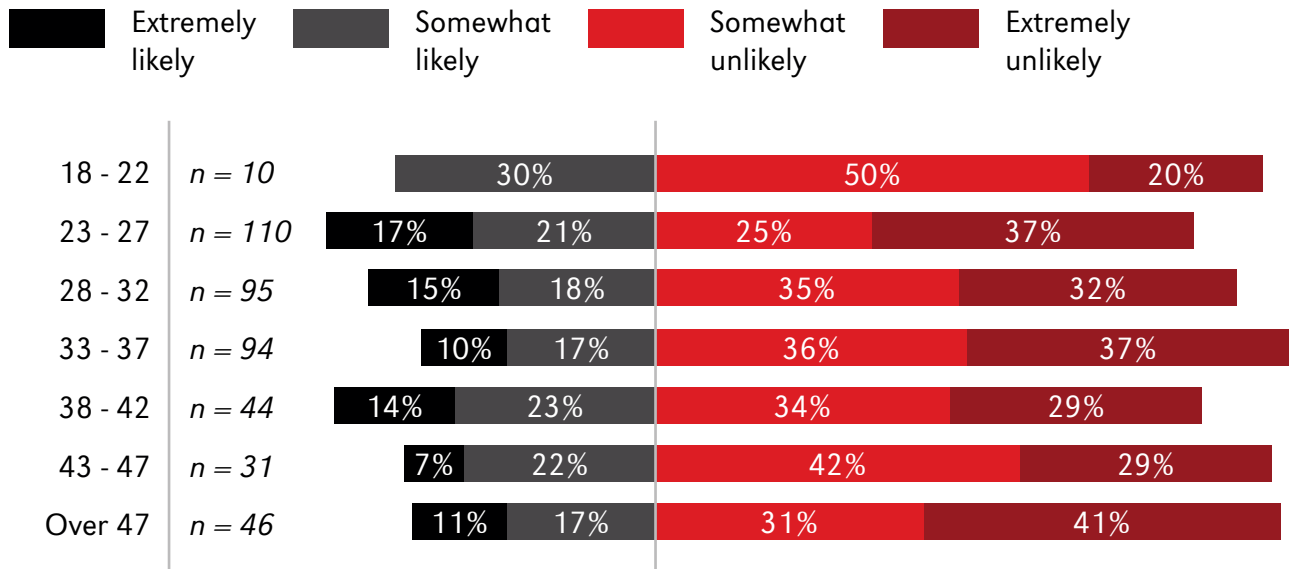
Level of satisfaction with current job overall, by age.



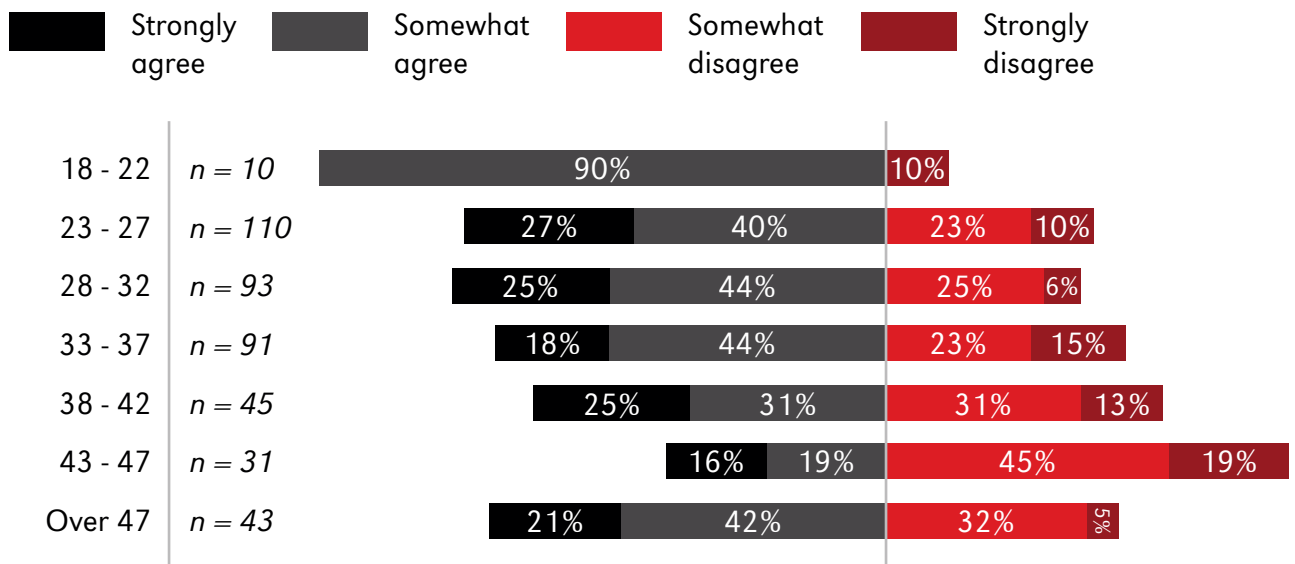
Level of agreement, by age, with the statement, *I connect with the purpose of my organization.*



Likelihood of leaving current job in the next year, by age.



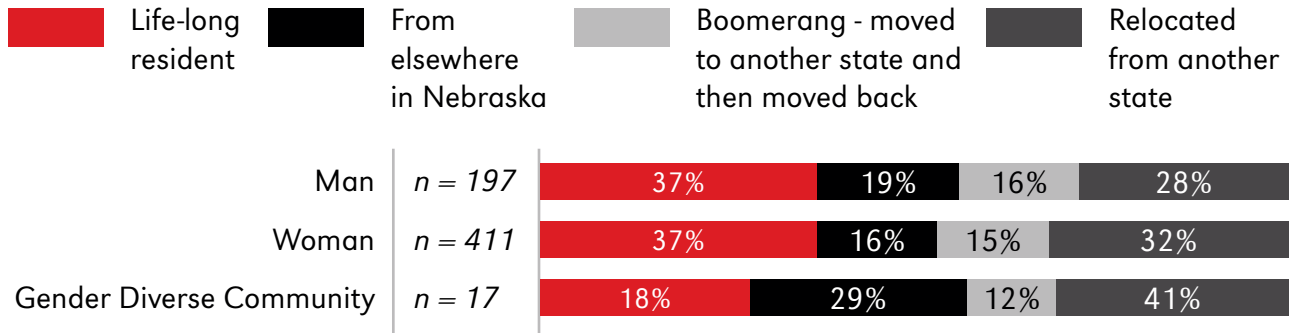
Level of agreement, by age, with the statement *The Greater Omaha Region is a welcoming and inclusive place to live.*



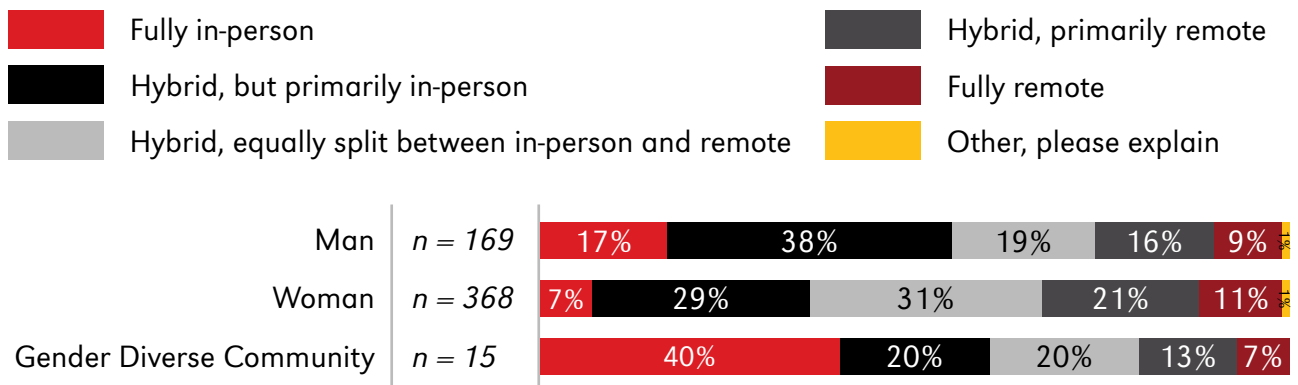
Those that have experienced discrimination or been treated unfairly by an employer because of your age, race, gender, sexual orientation, physical, or mental illness, by age.



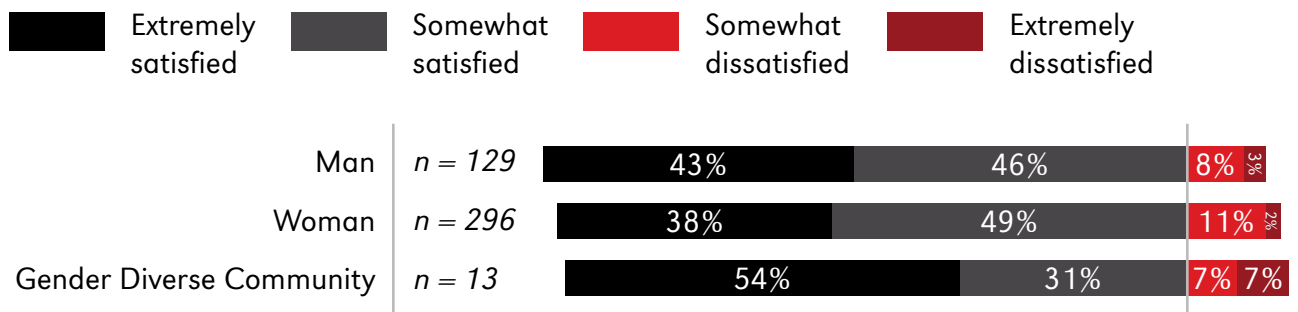
Residency status in Greater Omaha Region, by gender.



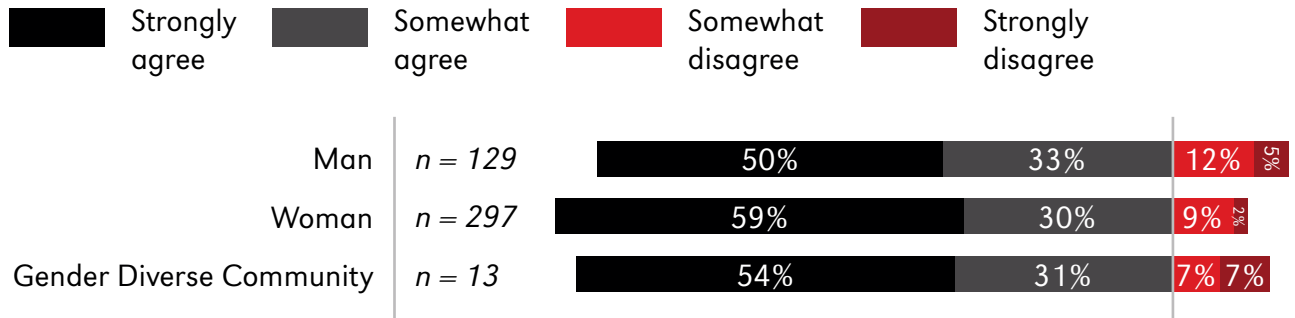
Most appealing work environment, by gender.



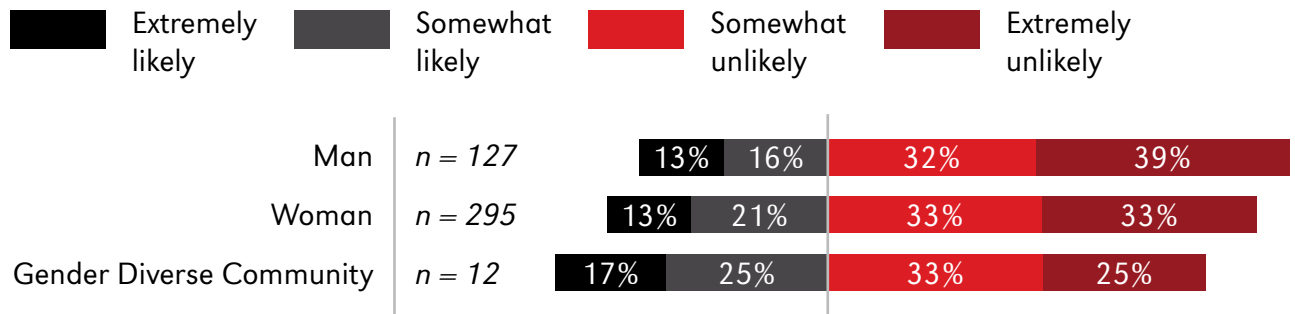
Level of satisfaction with current job overall, by gender.



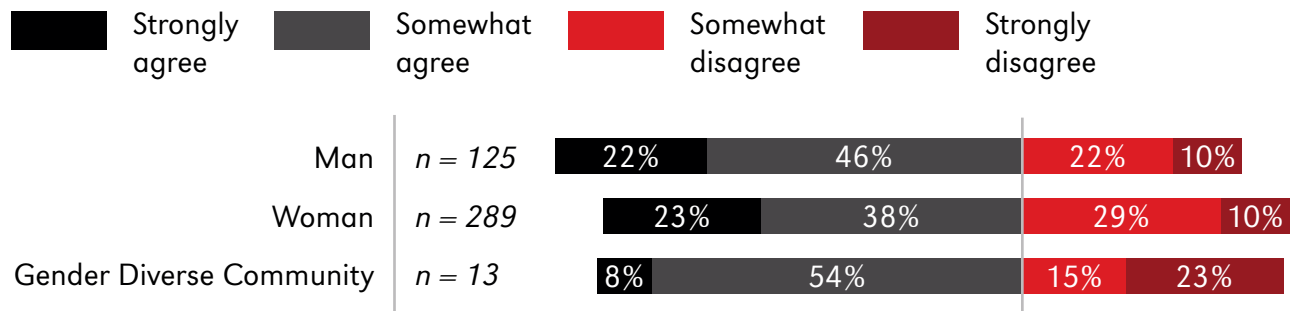
Level of agreement, by gender, with the statement, *I connect with the purpose of my organization.*



Likelihood of leaving current job in the next year, by gender.



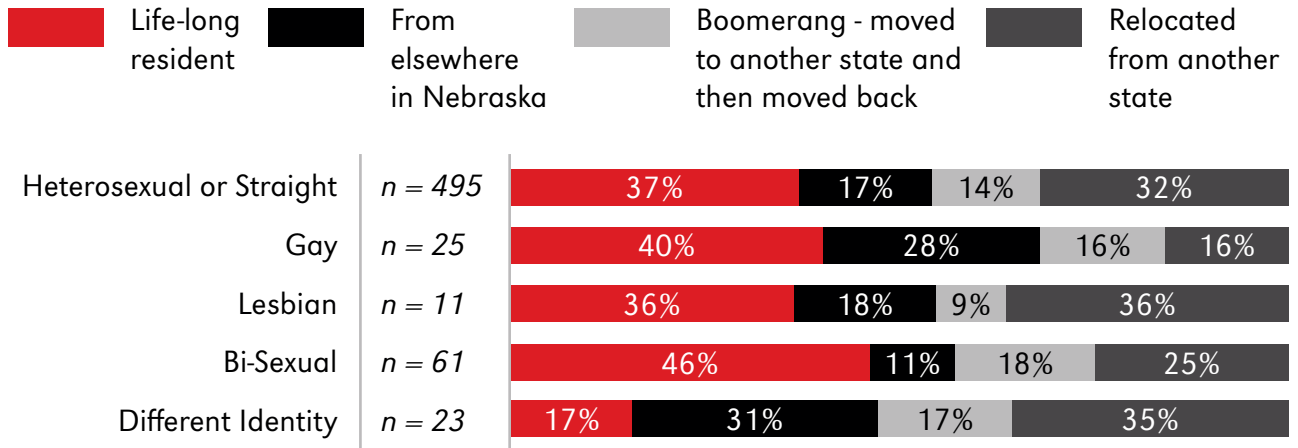
Level of agreement, by gender, with the statement *The Greater Omaha Region is a welcoming and inclusive place to live.*



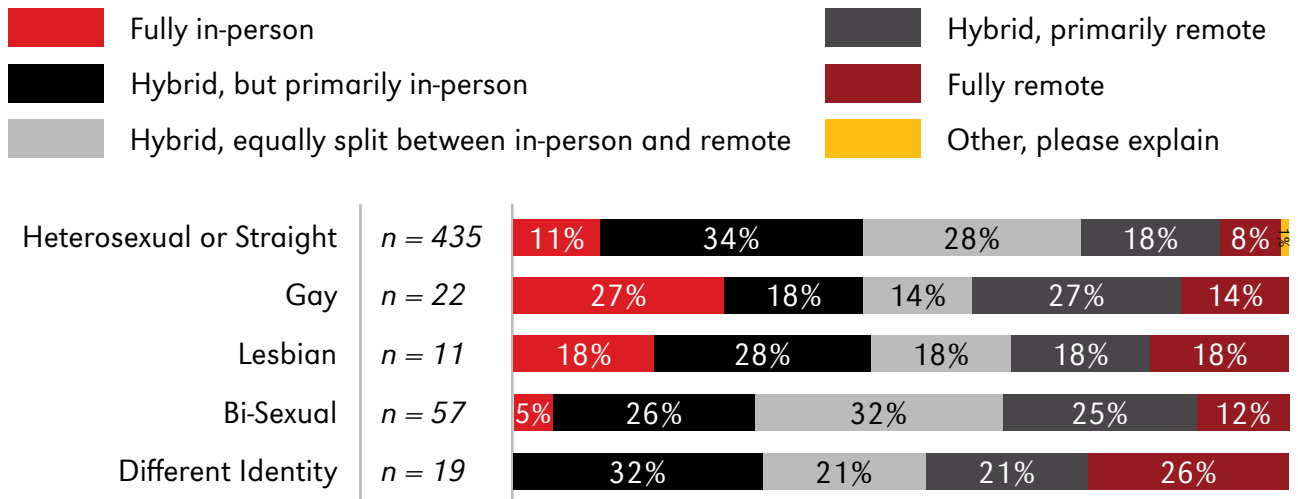
Those that have experienced discrimination or been treated unfairly by an employer because of your age, race, gender, sexual orientation, physical, or mental illness, by gender.



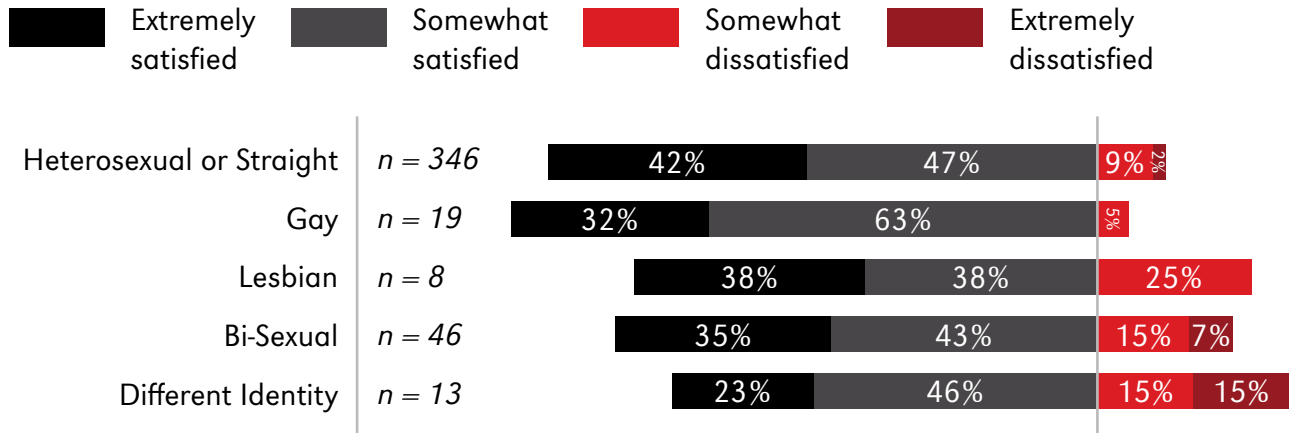
Residency status in Greater Omaha Region, by sexual orientation.



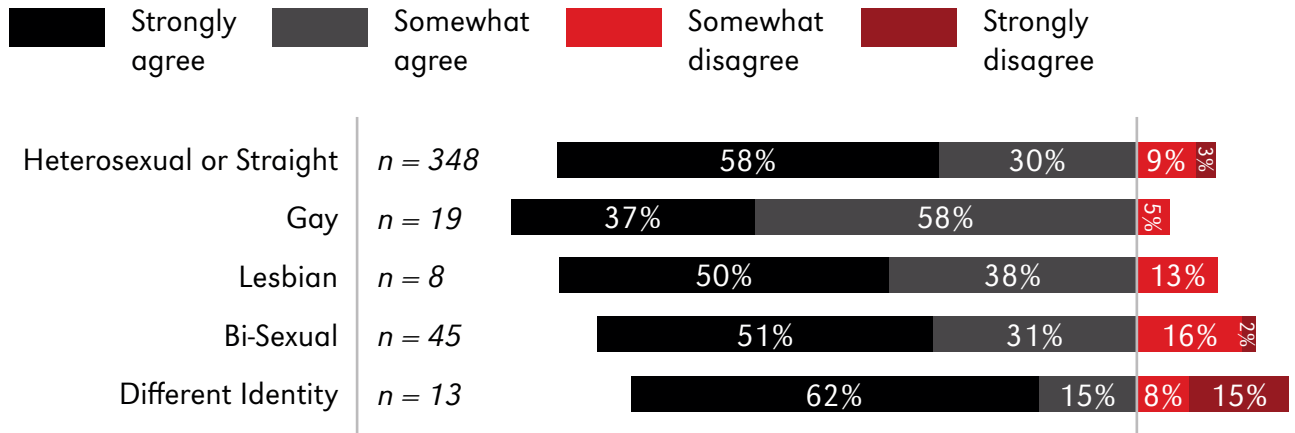
Most appealing work environment, by sexual orientation.



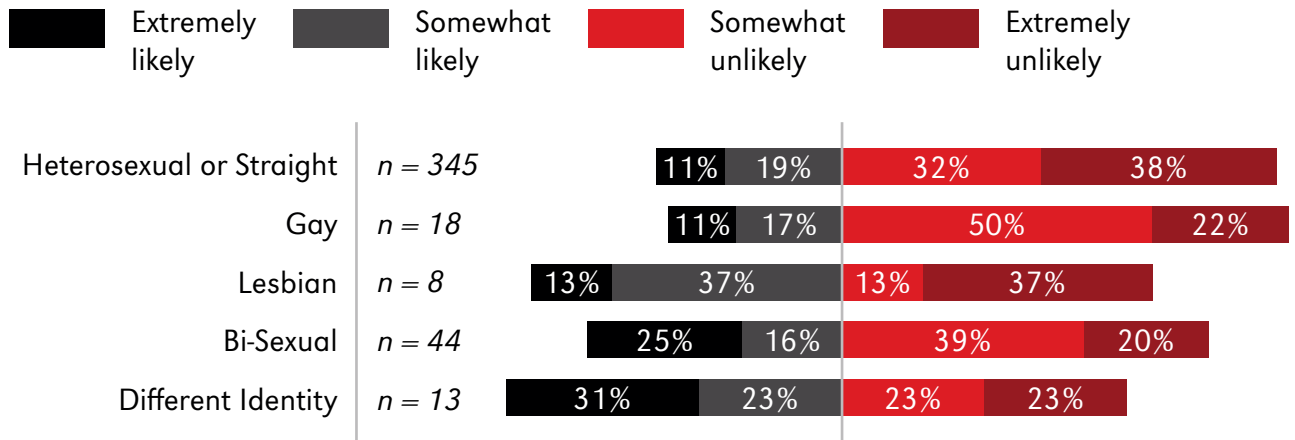
Level of satisfaction with current job overall, by sexual orientation.



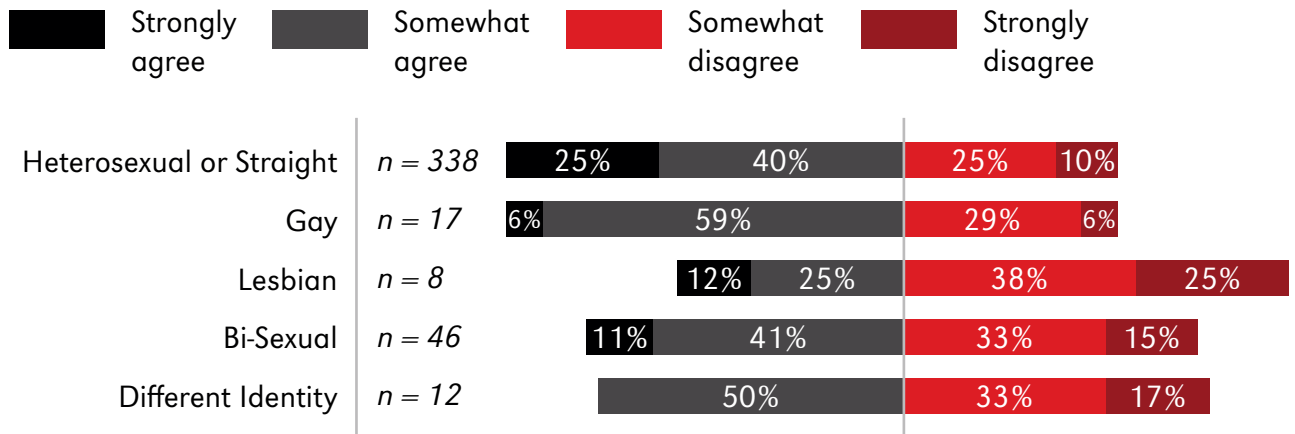
Level of agreement, by sexual orientation, with the statement, *I connect with the purpose of my organization.*



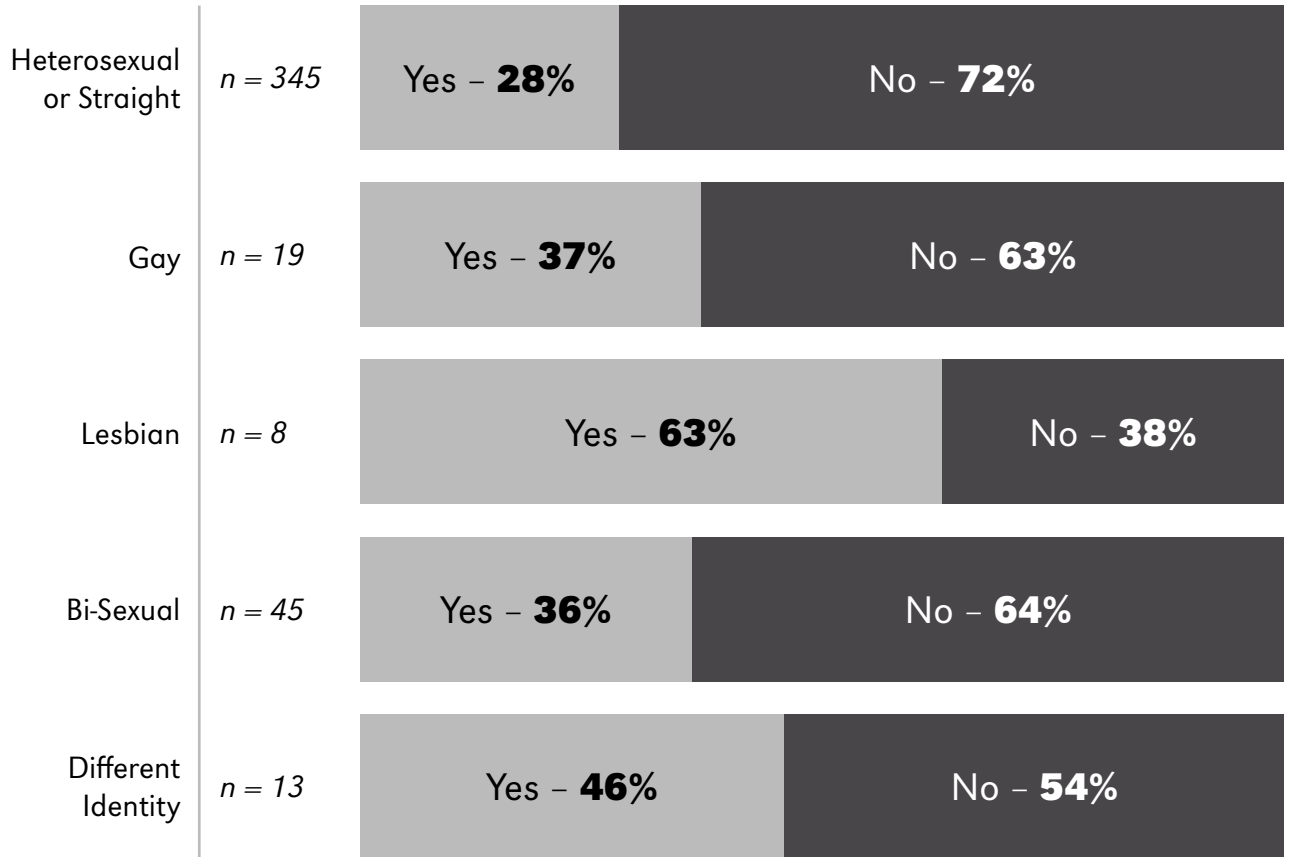
Likelihood of leaving current job in the next year, by sexual orientation.



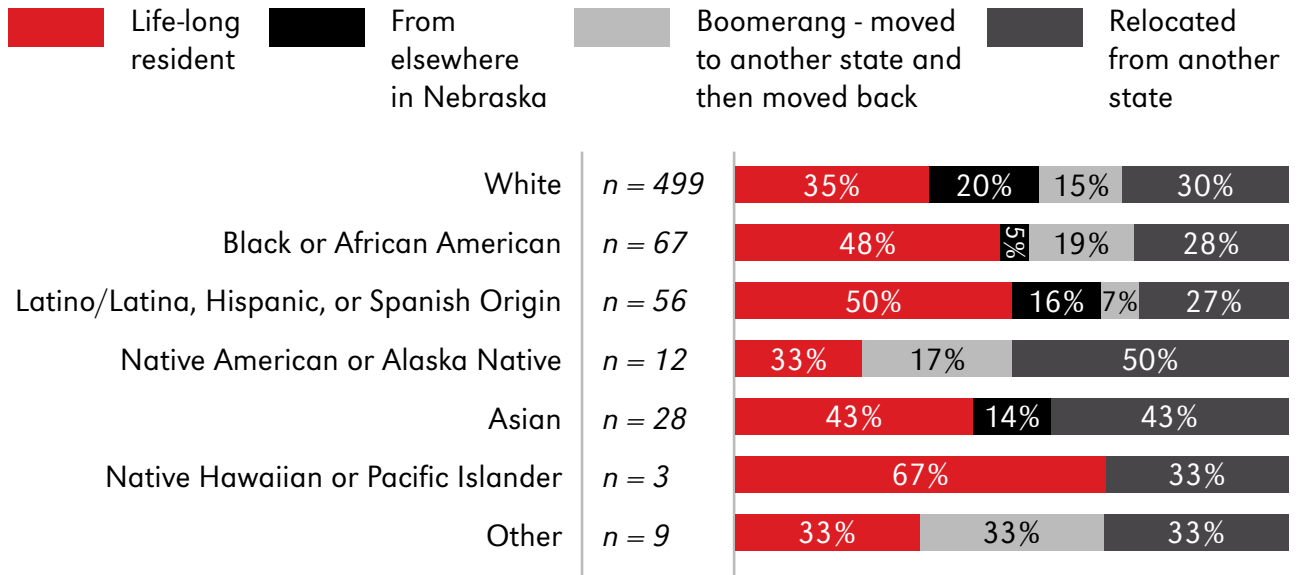
Level of agreement, by sexual orientation, with the statement, *The Greater Omaha Region is a welcoming and inclusive place to live.*



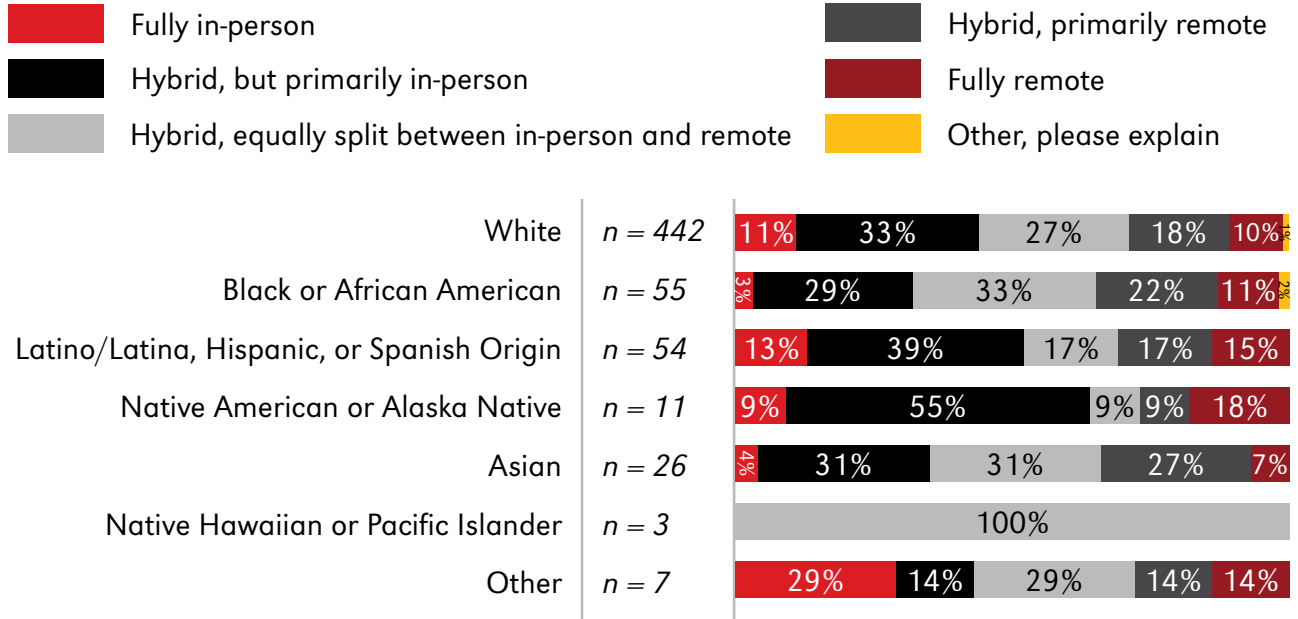
Those that have experienced discrimination or been treated unfairly by an employer because of your age, race, gender, sexual orientation, physical, or mental illness, by sexual orientation.



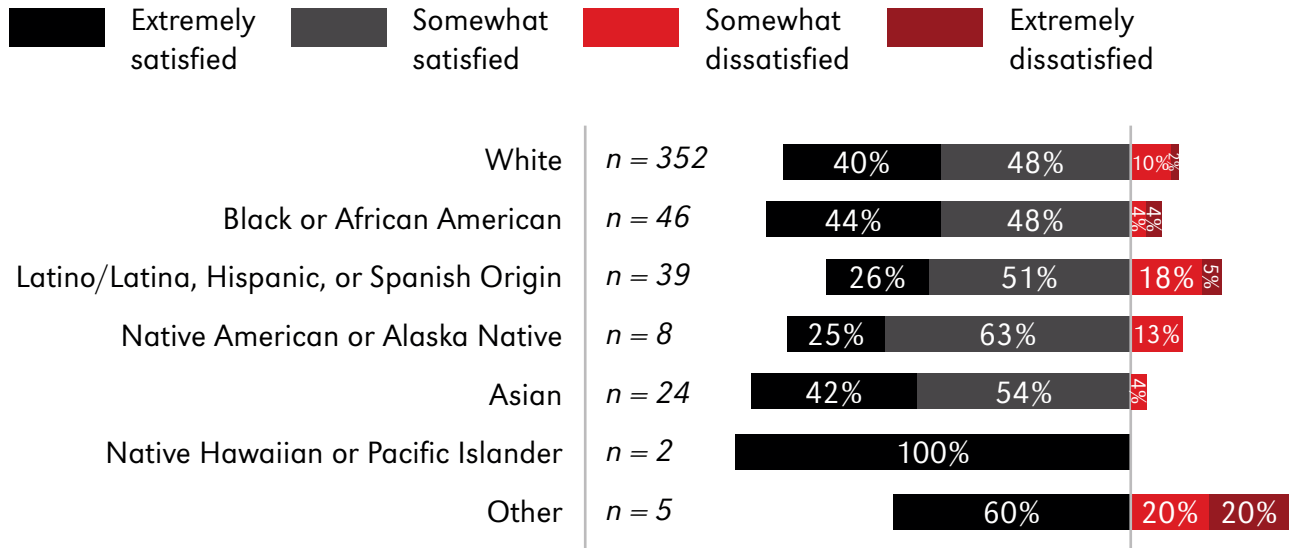
Residency status in Greater Omaha Region, by race and ethnicity.



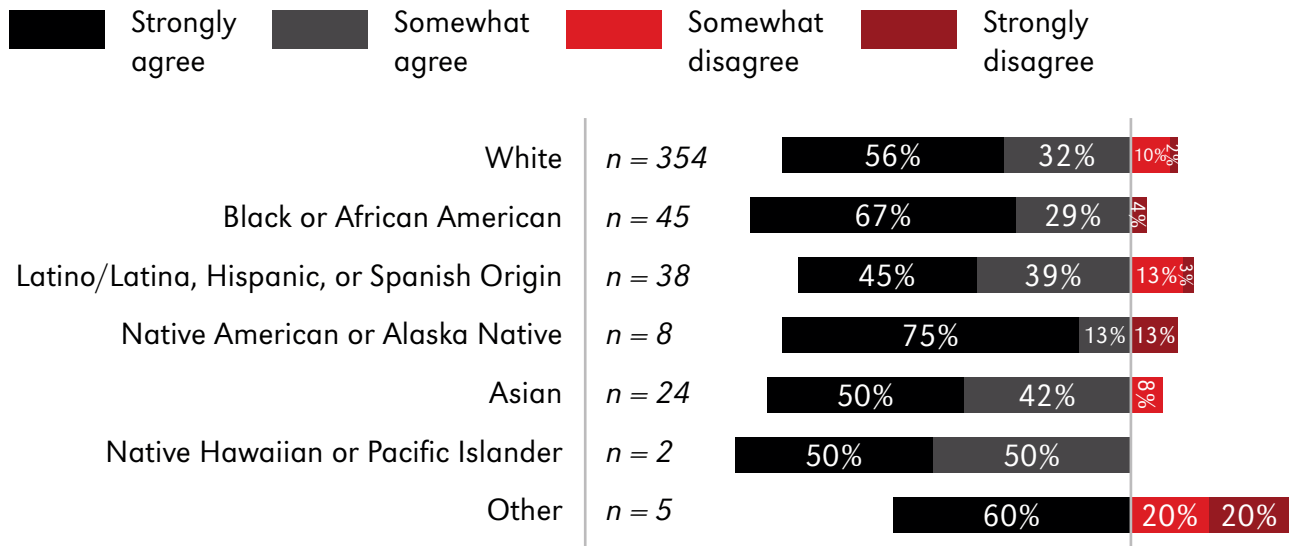
Most appealing work environment, by race and ethnicity.



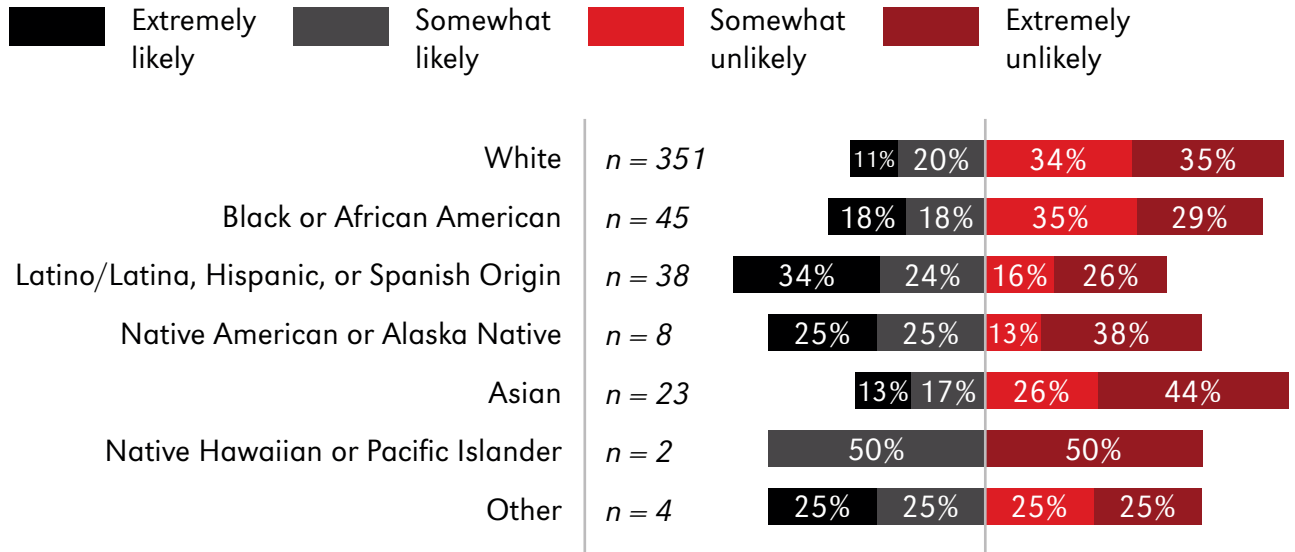
Level of satisfaction with current job overall, by race and ethnicity.



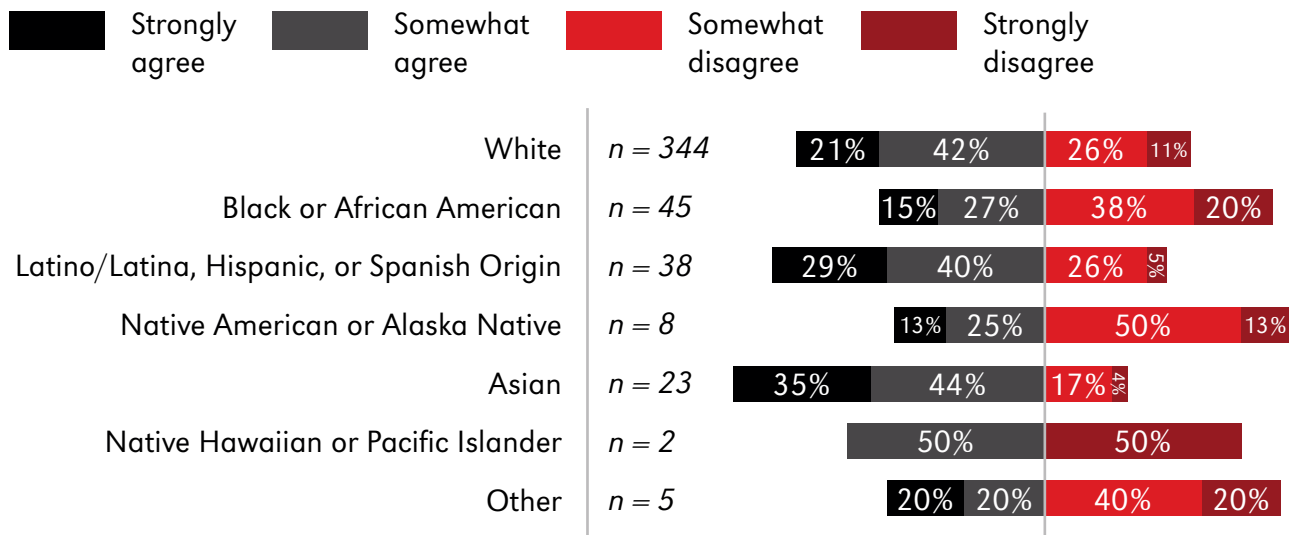
Level of agreement, by race and ethnicity, with the statement, *I connect with the purpose of my organization.*



Likelihood of leaving current job in the next year, by race and ethnicity.



Level of agreement, by race and ethnicity, with the statement, *The Greater Omaha Region is a welcoming and inclusive place to live.*



Those that have experienced discrimination or been treated unfairly by an employer because of your age, race, gender, sexual orientation, physical, or mental illness, by race and ethnicity.

