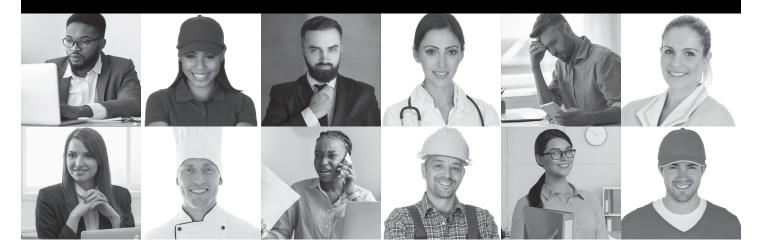
Young Professionals Survey Report



YOUNG PROFESSIONALS

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.

EMPLOYMENT STATUS

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

	Yes 97% (668)
	No 3% (22)

What is your current employment status?

Employed full-time		91% (628)
Employed part-time	3% (21)	
Unemployed looking for work	1% (7)	
Not looking for work	0% (2)	
Retired	2% (13)	
Other	3% (19)	

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

8 Self employed

- 3 Student
- 4 Owner of company
- 3 Employees full time and part time
- 2 Terminated or Can't work
- 2 | GREATER OMAHA CHAMBER YOUNG PROFESSIONALS SURVEY REPORT

Are you currently a student?

Yes, if so	
where?	
14% (91)	
86% (567)	

Write-in responses to Yes, if so where?

- 43 University of Nebraska at Omaha
- 9 Bellevue University
- 8 Metropolitan Community College
- 6 University of Nebraska-Lincoln
- 3 Creighton University
- 2 Clarkson College
- 2 Drury University (Online)
- 1 University of Nebraska Medical Center
- 1 Baylor
- 1 Arizona State University
- 1 Binghamton University (Remote Learner)
- 1 Colorado Tech

Metro

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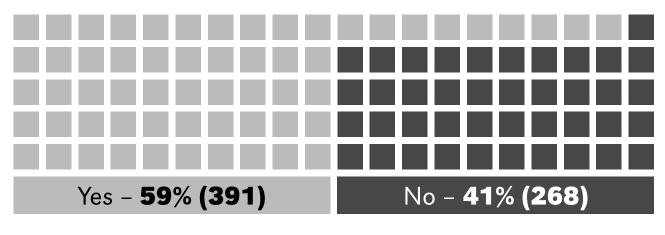
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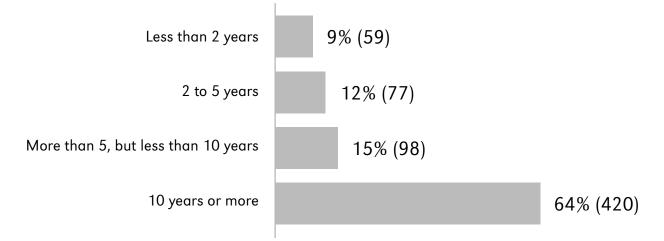
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- Boston University
- Harrisburg University
- Penn State
- Metropolitan Community College
- Elkhorn
 - National University Online
 - Papillion LaVista
 - Signature Performance, Inc.
 - University of Minnesota
 - Iowa State University
 - Investors Realty

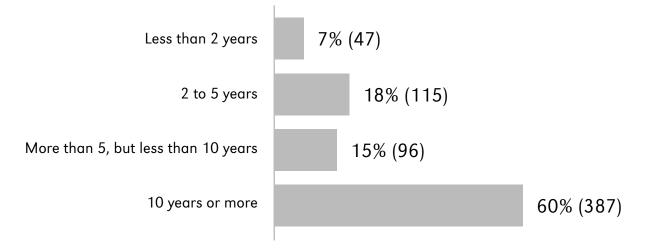
Have you ever had an internship?



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?

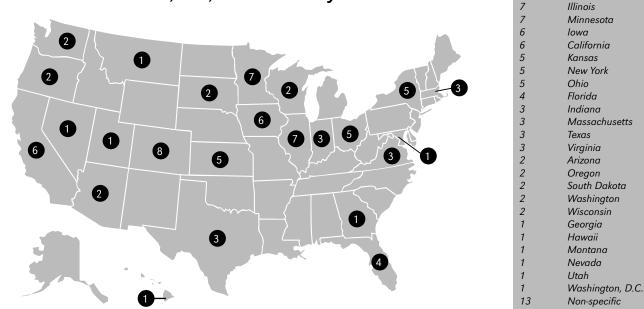
List of states

Colorado

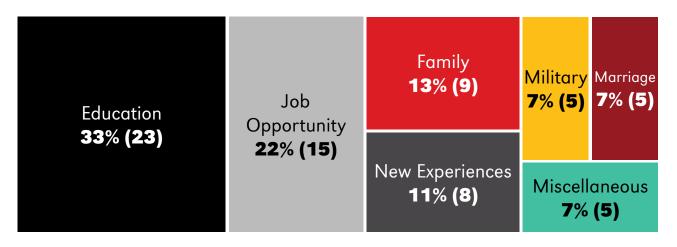
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Life-long resident	37% (241)
From elsewhere in Nebraska	16% (106)
Boomerang - moved to another state and then moved back; if so, what state did you move to?	15% (100)
Relocated from another state; if so, from what state?	32% (207)

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

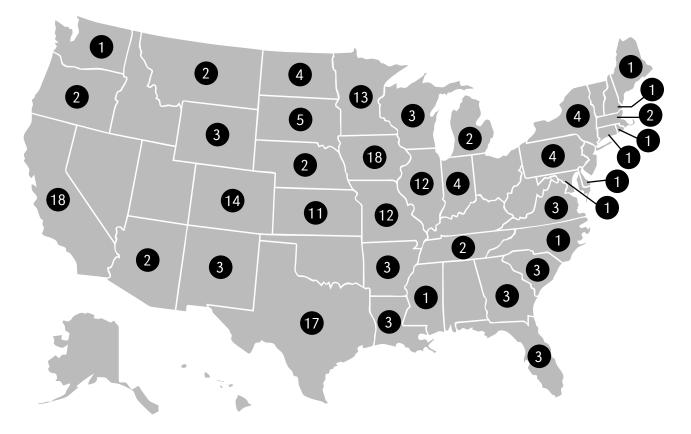


Why did you initially choose to move to another state?



DEMOGRAPHICS

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

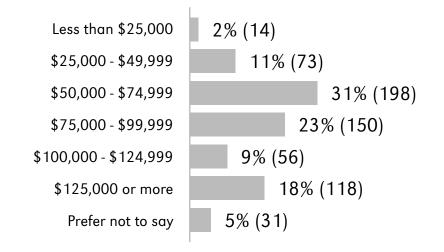


List of	states	3	Florida	2	Tennessee
18	California	3	Georgia	1	Connecticut
18	lowa	3	Louisiana	1	Delaware
17	Texas	3	New Mexico	1	Maine
14	Colorado	3	South Carolina	1	Mississippi
13	Minnesota	3	Virginia	1	New Jersey
12	Illinois	3	Wisconsin	1	North Carolina
12	Missouri	3	Wyoming	1	Rhode Island
11	Kansas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

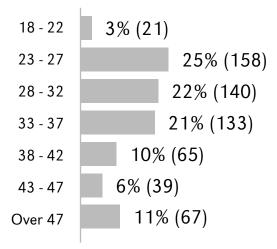
Why did you choose to move to Omaha?

Work/Job Opportunities	Family 23% (62)	Education/ School	Spouse/ Partner 10% (26)	Quality of Life 8% (20)
34% (90)		14% (38)	Relocation (Military/COVID/etc.) 6% (17)	Cost of Living 5% (14)

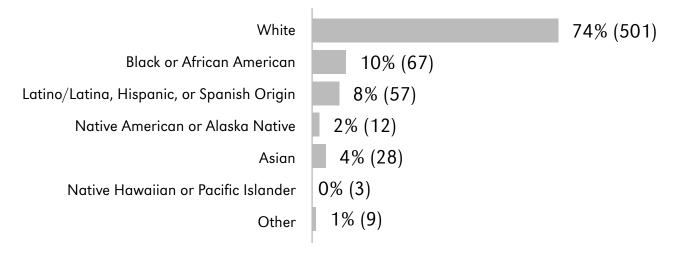
What is your total annual income?



To which age range do you belong?



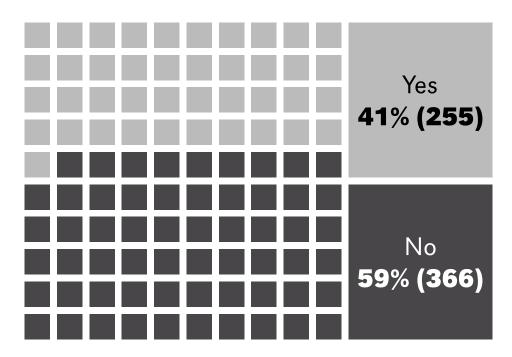
Which category or categories best describes you? *Please select all that apply*.



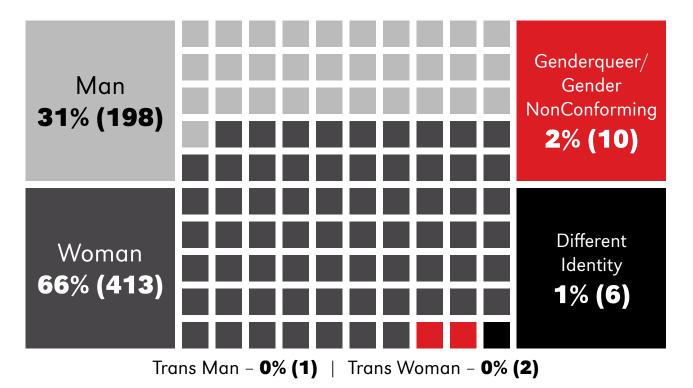
What is the highest level of education you have completed?

No formal education	0% (1)	
High school or GED	2% (13)	
Some college, but no degree	10% (63)	
Associate degree (for example: A.A., A.S.)	3% (17)	
4-year bachelor's degree (for example: B.A., B.B.A., B.S.)		47% (289)
Master's degree (for example: M.A., M.S.)	319	6 (192)
Professional degree (for example: M.D., D.D.S., J.D.)	3% (18)	
Doctorate (for example: Ph.D., Ed.D.)	5% (28)	

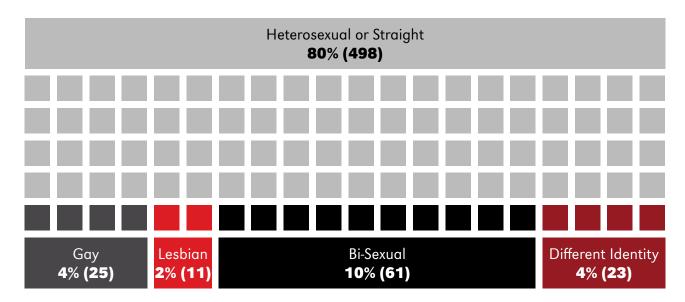
Do you have children?







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	
Overall quality of life	n = 424 31%	57%	<mark>9%</mark> %	
Availability of quality jobs	n = 424	18% 49%	23% 10%	
Overall cost of living	n = 424	24% 45%	<mark>23%</mark> 8%	
Cost of taxes (i.e. property, income, and sales taxes)	n = 425	% 35%	35% 25%	
Overall ease of traveling through the Greater Omaha Region	n = 426	24% 47%	<mark>20%</mark> 9%	
Walk and bike-friendly commutes	n = 424	8% 27%	<mark>36%</mark> 29%	
Transit options in the region	n = 422	≈ 24%	37% 36%	
Transit options to other regions, for example Eppley Airfield	n = 422	7% 37%	30% 26%	
Parks and trails	n = 421 22%	% 59%	15% [‡]	
Recreation facilities and activities	n = 424 22	2% 55%	18% [%]	
Entertainment, restaurants, and bars	n = 425 41	% 47%	10% ^k	
Cost of housing to rent or own	n = 423	12% 37%	30% 21%	
Availability of housing to rent or own that meets your needs for size and quality	n = 420	12% 35%	31% 22%	
Condition and maintenance of housing in your neighborhood	n = 423	26% 51%	17% 🖇	
Quality of educational institutions	n = 423 35	% 51%	11% %	
Healthcare services	n = 422 399	% 50%	9%	
Mental health services	n = 414	17% 52%	24% 7%	
Other	n = 52	21% 37%	¥ 40%	

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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.

CC

Inclusivity/Lack of Racism, Homophobia, and Transphobia

C

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

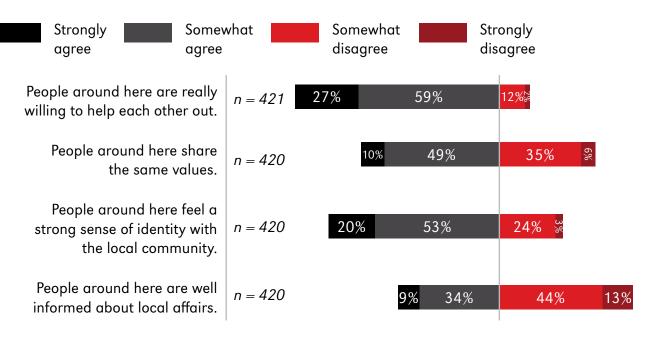


Representation of diverse populations and perspectives in local and state politics



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.

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. 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.

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.

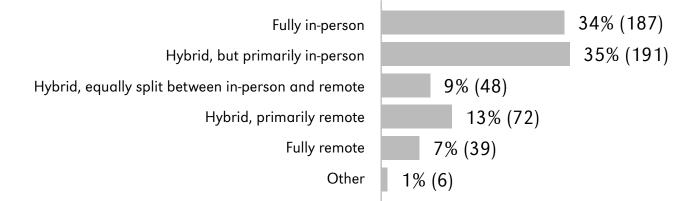
What is your current occupation?

Arts, design, entertainment, sports, and/or maitenance6% (32)Building or grounds cleaning and/or maintenance0% (0)Business and/or financial operations13% (73)Community and/or social services5% (25)Computer and/or mathematics5% (25)Educational institution and/or library9% (49)Farming, fishing, and/or forestry0% (0)Frefighting and prevention0% (0)Food preparation and/or serving0% (0)Health diagnosing and treating practitioners and/or ther technical1% (8)Installation, maintenance, and/or repari1% (8)Law enforcement worker including supervisor0% (0)Life, physical, and/or social sciences3% (16)Juffe3% (16)Juffe3% (16)Juffe3% (16)Juffe3% (16)Juffe0% (0)Coffice and administrative support7% (40)Office and administrative support0% (0)Juffe0% (1)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (1)Juffe0% (1)Juffe0% (1)Juffe0% (1)Juffe0% (1)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2)Juffe0% (2) <tr< th=""><th>Architecture and/or engineering</th><th>6% (33)</th></tr<>	Architecture and/or engineering	6% (33)
Business and/or financial operations 24% (133) Community and/or social services 13% (73) Computer and/or mathematics 5% (25) Construction and extraction 1% (8) Educational institution and/or library 9% (49) Farming, fishing, and/or forestry 0% (0) Food preparation and/or serving 0% (0) Health diagnosing and treating practitioners and/or other technical 1% (8) Health diagnosing and treating practitioners and/or technician 1% (4) Installation, maintenance, and/or repair 0% (0) Life, physical, and/or social sciences 3% (16) Life, physical, and/or social sciences 3% (16) Maragement 7% (40) Office and administrative support 7% (38) Personal care and service 0% (2) 0% (0) 0% (0)	Arts, design, entertainment, sports, and/or media	6% (32)
Community and/or social services13% (73)Computer and/or mathematics5% (25)Construction and extraction1% (8)Educational institution and/or library9% (49)Farming, fishing, and/or forestry0% (0)Firefighting and prevention0% (0)Food preparation and/or serving0% (0)Health diagnosing and treating practitioners and/or other technical1% (8)Health diagnosing and treating practitioners and/or other technical1% (8)Installation, maintenance, and/or repair0% (1)O% (0)0% (1)Law enforcement worker including supervisor0% (16)Life, physical, and/or social sciences3% (16)Management7% (40)Material moving0% (0)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)	Building or grounds cleaning and/or maintenance	0% (0)
Computer and/or mathematics Construction and extraction Educational institution and/or library Farming, fishing, and/or forestry Firefighting and prevention Food preparation and/or serving Healthcare support Health diagnosing and treating practitioners and/or other technicial Itk (8) Health technologists and/or technician Installation, maintenance, and/or repair Law enforcement worker including supervisor Legal Life, physical, and/or social sciences Management Material moving Office and administrative support Personal care and service O% (0) 7% (38) O% (2) O% (1) O% (2) O% (3)	Business and/or financial operations	24% (133)
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Educational institution and/or library9% (49)Farming, fishing, and/or forestry0% (0)Firefighting and prevention0% (0)Food preparation and/or serving0% (0)Health diagnosing and treating practitioners and/or other technical1% (8)Health diagnosing and treating practitioners and/or other technical1% (4)Installation, maintenance, and/or repair0% (0)Law enforcement worker including supervisor0% (0)Life, physical, and/or social sciences3% (16)Management7% (40)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and relate5% (30)	Computer and/or mathematics	5% (25)
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Firefighting and prevention0% (0)Food preparation and/or serving0% (0)Healthcare support5% (25)Health diagnosing and treating practitioners and/or other technician1% (8)Health technologists and/or technician1% (4)Installation, maintenance, and/or repair0% (1)Caw enforcement worker including supervisor0% (0)Legal3% (16)Life, physical, and/or social sciences3% (16)Management7% (40)Material moving0% (0)Office and administrative support7% (38)O% (2)0% (1)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Educational institution and/or library	9% (49)
Food preparation and/or serving Healthcare support0% (0)Health diagnosing and treating practitioners and/or other technical Health technologists and/or technician Installation, maintenance, and/or repair (A)1% (8)Installation, maintenance, and/or repair Law enforcement worker including supervisor Life, physical, and/or social sciences Management0% (1)Material moving O% (0)3% (16)Material moving Personal care and service7% (40)Office and administrative support Production0% (2)Production Sales and relate5% (30)	Farming, fishing, and/or forestry	0% (0)
Healthcare support5% (25)Health diagnosing and treating practitioners and/or other technician1% (8)Health technologists and/or technician1% (4)Installation, maintenance, and/or repair0% (1)Law enforcement worker including supervisor0% (0)Legal3% (16)Life, physical, and/or social sciences3% (16)Management7% (40)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Firefighting and prevention	0% (0)
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Health technologists and/or technician1% (4)Installation, maintenance, and/or repair0% (1)Law enforcement worker including supervisor0% (0)Legal3% (16)Life, physical, and/or social sciences3% (16)Management7% (40)Material moving0% (0)Office and administrative support7% (38)Personal care and service0% (1)Now (2)0% (1)Sales and related5% (30)	Healthcare support	5% (25)
Installation, maintenance, and/or repair0% (1)Law enforcement worker including supervisor0% (0)Legal3% (16)Life, physical, and/or social sciences3% (16)Management7% (40)Material moving0% (0)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Health diagnosing and treating practitioners and/or other technical	1% (8)
Law enforcement worker including supervisor0% (0)Legal3% (16)Life, physical, and/or social sciences3% (16)Management7% (40)Material moving0% (0)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Health technologists and/or technician	1% (4)
Legal3% (16)Life, physical, and/or social sciences3% (16)Management7% (40)Material moving0% (0)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Installation, maintenance, and/or repair	0% (1)
Life, physical, and/or social sciences 3% (16) Management 7% (40) Material moving 0% (0) Office and administrative support 7% (38) Personal care and service 0% (2) Production 0% (1) Sales and related 5% (30)	Law enforcement worker including supervisor	0% (0)
Management7% (40)Material moving0% (0)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Legal	3% (16)
Material moving0% (0)Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Life, physical, and/or social sciences	3% (16)
Office and administrative support7% (38)Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Management	7% (40)
Personal care and service0% (2)Production0% (1)Sales and related5% (30)	Material moving	0% (0)
Production 0% (1) Sales and related 5% (30)	Office and administrative support	7% (38)
Sales and related 5% (30)	Personal care and service	0% (2)
	Production	0% (1)
Transportation 2% (12)	Sales and related	5% (30)
	Transportation	2% (12)

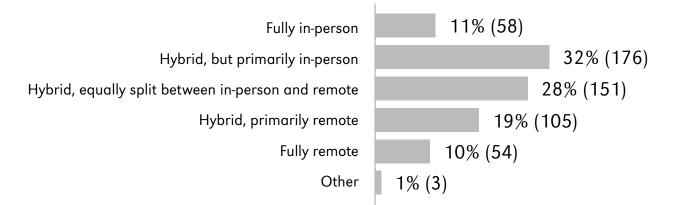
What occupation are you interested in pursuing, if different than your current occupation? *If the same* as your current occupation, choose your current occupation again.

1 0	
Architecture and/or engineering	4% (21)
Arts, design, entertainment, sports, and/or media	11% (55)
Building or grounds cleaning and/or maintenance	0% (0)
Business and/or financial operations	20% (99)
Community and/or social services	13% (62)
Computer and/or mathematics	6% (28)
Construction and extraction	1% (7)
Educational institution and/or library	8% (39)
Farming, fishing, and/or forestry	0% (2)
Firefighting and prevention	0% (1)
Food preparation and/or serving	0% (0)
Healthcare support	3% (17)
Health diagnosing and treating practitioners and/or other technical	2% (12)
Health technologists and/or technician	0% (2)
Installation, maintenance, and/or repair	0% (1)
Law enforcement worker including supervisor	0% (0)
Legal	4% (20)
Life, physical, and/or social sciences	3% (15)
Management	14% (67)
Material moving	0% (0)
Office and administrative support	3% (13)
Personal care and service	1% (4)
Production	0% (0)
Sales and related	3% (17)
Transportation	1% (5)
	I contract of the second se

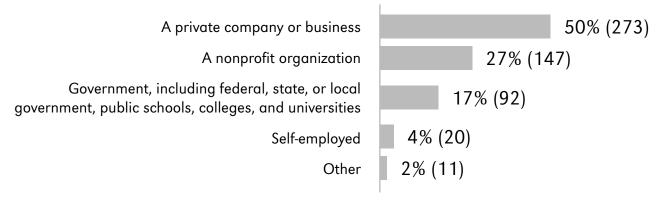
Which of the following most accurately describes your current work environment?



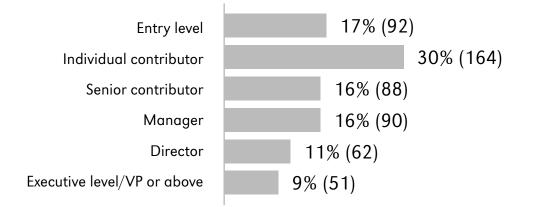
Which work environment most appeals to you?



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?

	mewhat tisfied	Somewhat dissatisfied	Extrer dissat	
Your job ove	n = 434	40%	48%	10%
Your	pay <i>n</i> = 435	23%	47%	22% 8%
Your bene	efits <i>n</i> = 434	35%	45%	15% <mark>%</mark>
Your work-life bala	nce <i>n</i> = 434	37%	44%	15% \$
Your relationship v your coworl	1 = 434	42%	42%	<mark>12%</mark> ≵
Your relationship v your manager or superv	1 = 430	51%	34%	<mark>10%</mark> <mark></mark>
Your commute to w	vork <i>n</i> = 433	53%	25%	18% &
Your day-to-day tasks at w	vork <i>n</i> = 432	32%	54%	12‰
Your opportunities for trair and developing new s	\circ = 455	36%	38%	18% 8%
Your opportunities for promo and/or advancement at w		26%	33%	<mark>26%</mark> 15%
Your job secu	rity <i>n</i> = 431	41%	43%	12% [‡]
The reputation of your organization of your organization as a good place to w	1 = 4JZ	50%	34%	<mark>12%</mark> ≵

Do you agree or disagree with the following statements?

Strongly agree	Son agr	newhat ree	Somewhat disagree		Strongly disagree		
My work gets me e	xcited.	n = 435	43%		42%	12% ¥	
l connect with the pu of my organi:	•	n = 435	56%	-	31%	<mark>10%</mark> ¥	
l am committed mission of my organi:		n = 433	62%		29%	2% 7%	
My work is imp to my overall id		n = 433	44%		40%	12% 😤	
I would encourage my f to work at my organia		n = 432	40%		34%	18%	8%
l feel confident at	t work.	n = 433	48%		42%	8% 🖗	

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

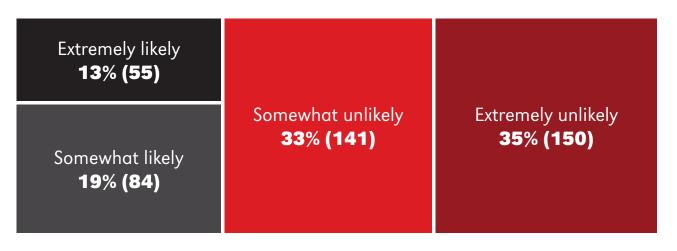


- 14% (179) Employer-sponsored health insurance
- 10% (129) Employer-sponsored 401(k) or other retirement program
- 6% (82) Performance linked compensation
- 5% (69) Paid parental, family, or medical leave (separate from PTO)
- 3% (37) Perks to promote healthy living such as gym membership or availability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

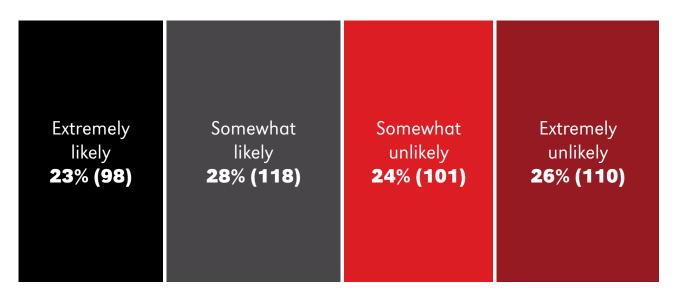
How likely are you to try to leave your current job in the next year?



Do you agree or disagree with the following statements?

Strongly Sor agree agr	newhat ree	Somewhat disagree		Strongly disagree	
If I wanted a job like mine but at a different organization I could find one locally	n, n = 431	22%	35%	30%	13%
If I wanted a job like mine but a a different organization, I'a have to move to another state	d n = 431	21%	30%	28%	21%
If I wanted it, I thin I could get promoted at m current organization	y n = 427	27%	38%	26% <mark>9</mark>	%
If I wanted it, I think I could ge promoted to upper managemen at my current organization	t <i>n</i> = 425	19%	30%	34%	17%
If I wanted a promotion, I thin I could find an opportunity a another organization locally	t <i>n</i> = 428	23% 4	18%	23% 🎗	
If I wanted a promotion, I'd have to move to another state	n = 47h	15%	27%	36%	22%

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?



List o

10

6

5 5

4 3

3 3

3 3

2

2 2

2

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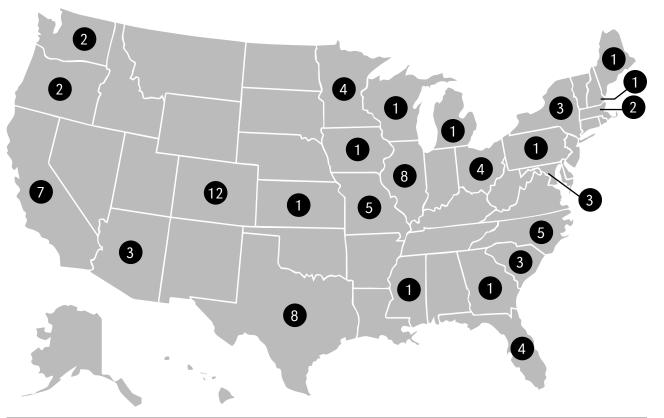
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1 1

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.**



)1	f cities and/or states	1	Kar
	Colorado	1	Los
	Chicago, Illinois	1	Ма
	California	1	Nev
	Texas	1	Orl
	North Carolina	1	Phil
	Florida	1	Pho
	Missouri	1	Por
	New York	1	Wis
	South Carolina		
	Washington, D.C.	List o	f cour
	Arizona	1	Irel
	Austin, Texas	1	Por
	Columbus, Ohio	1	Spa
	Denver, Colorado	1	Car
	Illinois		
	Kansas City, Missouri	Gene	ral or
	Minneapolis, Minnesota	5	Eas
	Minnesota	4	Lar
	Portland, Oregon	3	Any
	Seattle, Washington	3	Mic
	Atlanta, Georgia	3	Sou
	Bay Area, California	3	Wa
	Boston, Massachusetts	2	Blu
	Charlotte, North Carolina	2	We
	Cincinnati, Ohio	1	Prei
	Dallas, Texas	1	Unl
	Dayton, Ohio	1	No
	Detroit, Michigan	1	PN
	Des Moines, Iowa		

nsas

- s Angeles, California
- assachusetts
- w Hampshire
- lando, Florida
- iladelphia, Pennsylvania
- oenix, Arizona
- rtland, Maine
- sconsin

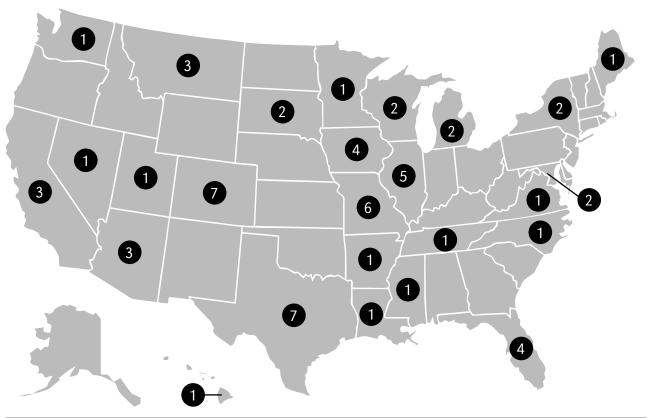
ntries

- land
- rtugal
- ain
- ribbean

Multiple Regions:

- st Coast
- rger cities
- ywhere, open
- dwest
- uth
- armer climate
- *ie state/more progressive*
- est Coast
- eferably a different country
- known
- rtheast
 - IW (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

- 7 Colorado
- 7 Texas
- 6 Kansas City, Missouri
- 4 Chicago, Illinois
- 4 Florida
- 4 lowa
- 3 Arizona
- 3 California
- 3 Montana
- 2 Michigan
- 2 New York (NYC)
- 2 South Dakota
- 2 Washington, D.C.
- 2 Wisconsin
- 1 Arkansas
- 1 Hawaii
- 1 Illinois
- 1 Louisiana
- 1 Maine
- 1 Minnesota

- Nevada
- 1 North Carolina
- 1 Tennessee
- 1 Utah

1

- 1 Virginia
- 1 Washington

List of countries

- 1 Ireland
- 1 Mexico

General or Multiple Regions:

- 5 Anywhere
- 5 East Coast
- 5 West Coast
- 4 Midwest
- 3 Somewhere warm
- 2 One of the coasts
- 1 Out of country
- 1 Southern U.S.

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

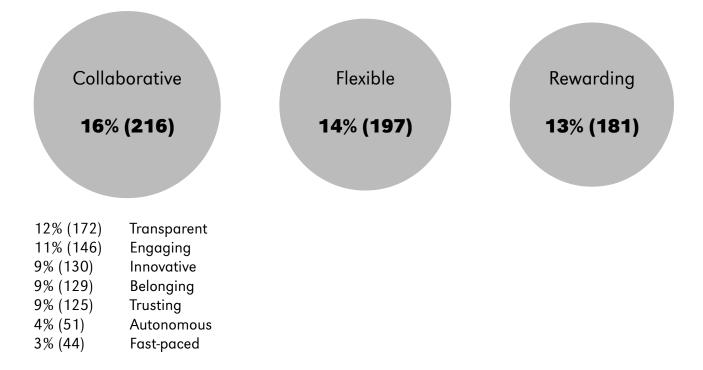


- 9% (116) My preferred work environment (virtual, in-person, hybrid, etc.)
- 8% (103) Location of the new job
- 8% (98) Opportunity for upward advancement
- 7% (90) Better work-life balance
- 6% (70) A more flexible work schedule
- 5% (61) Improved benefits
- 4% (46) Organization's reputation
- 1% (8)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



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

Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree
Supervisors examine ideas from all sides to find a mutually optimal solution.	n = 427 2	5% 49%	21% %
Supervisors try to come up with creative solutions that incorporate multiple perspectives.	n = 427	27% 47%	21% %
Supervisors fight for what they want personally.	n = 425	26% 46%	25% ^ຜ ິ
Supervisors discuss conflict in the open.	n = 422	15% 36%	34% 15%

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

SC I

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

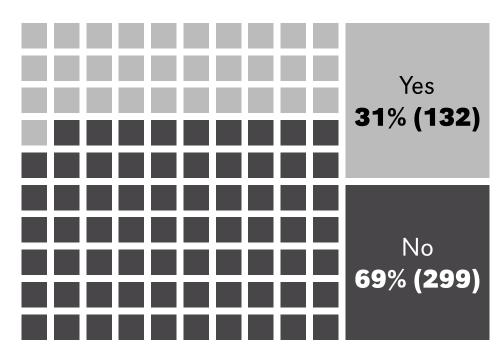
 The culture of fun and
 employee engagement never recovered from COVID.

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 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. 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.

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.

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. 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.

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'.

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. 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.

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.

Do you agree or disagree with the following statements?

Strongly agree	Somewhat agree	t en se	Somewhat disagree		Strongly disagree		
diver	to advocate for sity, equity, and my workplace.	n = 423	62%		30%	6 <mark>%</mark>	
My employer ac diversity, equit initiatives withir	y, and inclusion	n = 423	41%	/)	39%	<mark>14%</mark>	
is a	Omaha Region welcoming and ve place to live.	n = 423	2	2%	41%	26%	11%
or witnessed act	ally experienced s of kindness or my community.	n = 424	51%		40%	2% 7%	
and	liversity, equity, inclusion in the is a good thing.	n = 423	77	7%	16%	512 %**	

Residency status in Greater Omaha Region, by age.

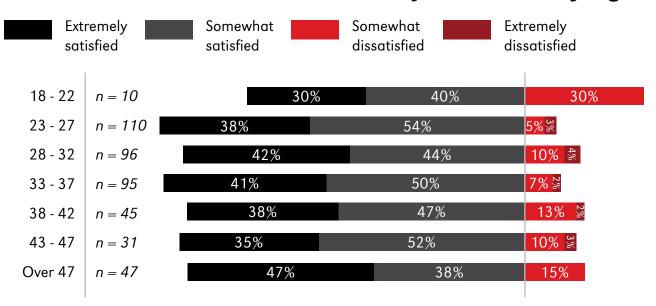
Life-long resident		From elsewhere in Nebraska	to and	erang - moved other state an moved back	d	Relocated from another state
18 - 22	n = 21	529	%	10% 5	%	33%
23 - 27	n = 157	44%		15% 10%		31%
28 - 32	n = 139	32%	19%	17%		32%
33 - 37	n = 132	41%		19%	20%	20%
38 - 42	n = 65	35%	209	% 11%	3	4%
43 - 47	n = 39	23%	13% 20	%	44%	
Over 47	n = 67	27%	15%	18%	409	%

Most appealing work environment, by age.

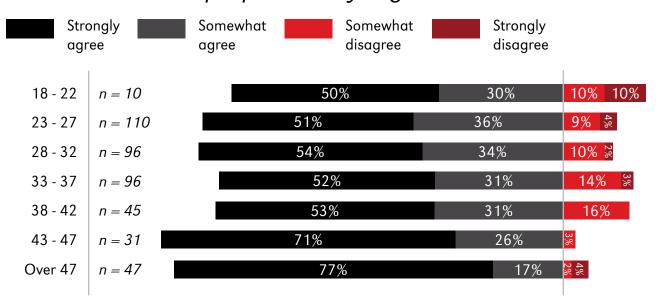
Fully in-person	Hybrid, primarily remote
Hybrid, but primarily in-person	Fully remote
Hybrid, equally split between in-person and remote	Other, please explain

18 - 22	n = 15	20%	20%	40%	13% 7%
23 - 27	n = 143	7%	38%	26%	18% 11%
28 - 32	n = 120	8%	32%	35%	18% <mark>6%</mark>
33 - 37	n = 121	12%	28%	25%	20% 15%
38 - 42	n = 61	8%	33%	29%	18% 10%
43 - 47	n = 35	11%	34%	26%	23% 6%
Over 47	n = 51	23%	28%	14%	23% 10%

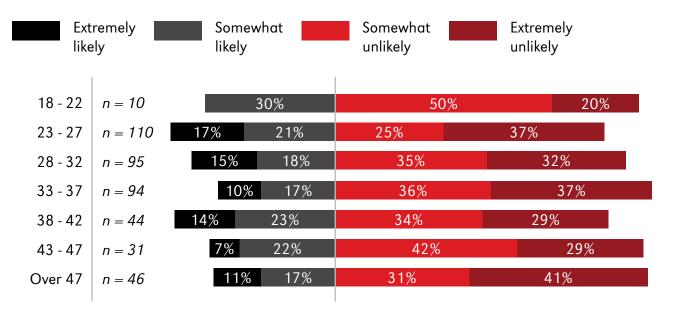
Level of satisfaction with current job overall, by age.



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

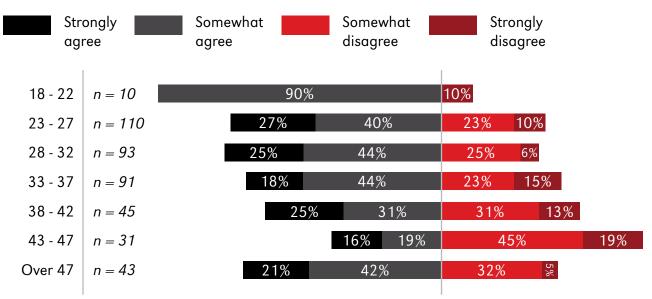


Likelihood of leaving current job in the next year, by age.



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.

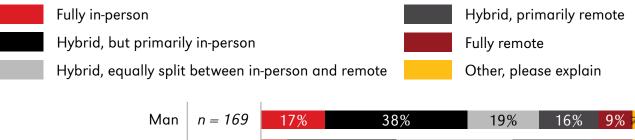
18 - 22	n = 10	Yes - 20%		No – 80%	
23 - 27	n = 109	Yes – 29%		No – 71%	
28 - 32	n = 96	Yes - 28%		No – 72%	
33 - 37	n = 95	Yes - 23%		No – 77%	
38 - 42	n = 44	Yes – 27%		No – 73%	
43 - 47	n = 31	Yes – 4	8%	No – 52%	
Over 47	n = 46	Yes - 4	8%	No – 52%	

Residency status in Greater Omaha Region, by gender. Life-long resident From elsewhere in Nebraska Boomerang - moved to another state and then moved back

Relocated from another state

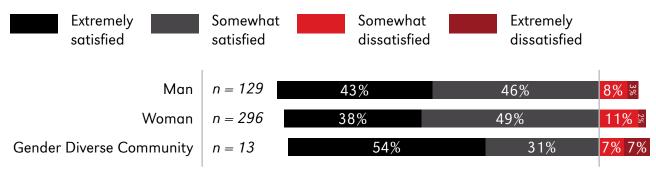
Man	n = 197	37%	19%	16%	28%
Woman	n = 411	37%	16%	15%	32%
Gender Diverse Community	n = 17	18%	29%	12%	41%

Most appealing work environment, by gender.

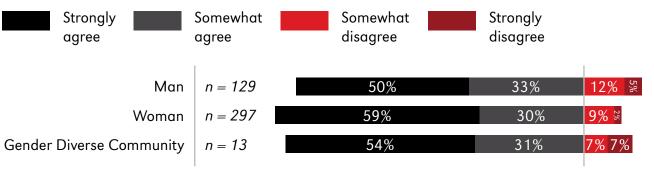


IVIUII	11 = 109	/ /0	30	0 /0	19/0	10/0	9/0
Woman	n = 368	7%	29%	31%		21%	11% 🛱
Gender Diverse Community	n = 15		40%	20%	20%	13%	5 <mark>7</mark> %

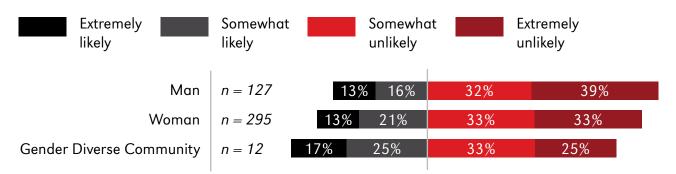
Level of satisfaction with current job overall, by gender.



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

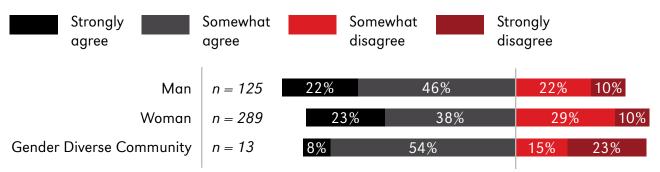


Likelihood of leaving current job in the next year, by gender.

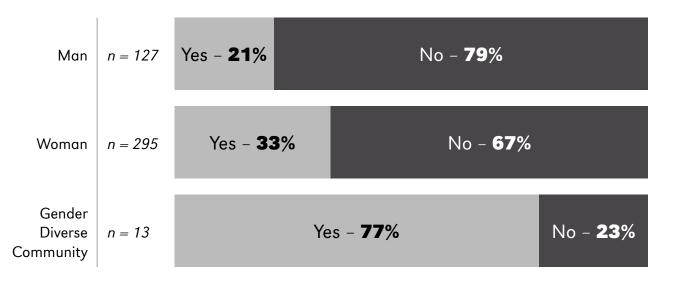


Level of agreement, by gender, with the statement

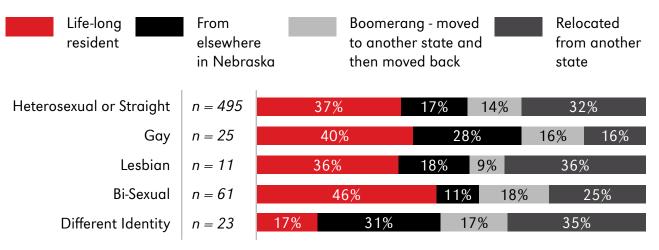
The Greater Omaha Region is a welcoming and inclusive place to live.



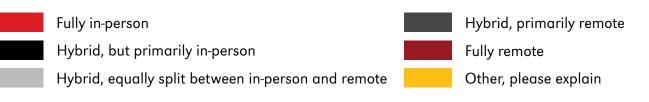
Those that have experienced discrimination or been treated unfairly by an employer because of your age, race, gender, sexual orientation, physical, or mental illness, by gender.



Residency status in Greater Omaha Region, by sexual orientation.

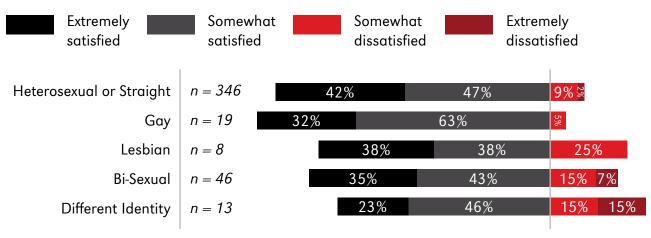


Most appealing work environment, by sexual orientation.



Heterosexual or Straight	n = 435	11%	34%)	28%	0	18%	8% 🗧
Gay	n = 22	27%		18%	14%	27%	,)	14%
Lesbian	n = 11	18%	28	8%	18%	18%	0	18%
Bi-Sexual	n = 57	<mark>5%</mark> 26	5%	32	2%	25	5%	12%
Different Identity	n = 19	32%	6	21%	2	1%	26	%

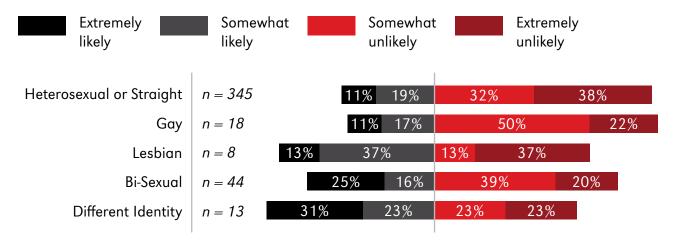
Level of satisfaction with current job overall, by sexual orientation.



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

Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	
Heterosexual or Straight	n = 348	58%	30%	<mark>9%</mark>
Gay	n = 19	37%	58%	<mark>5</mark> %
Lesbian	n = 8	50%	38%	13%
Bi-Sexual	n = 45	51%	31%	16% %
Different Identity	n = 13	62%	15%	<mark>8%</mark> 15%

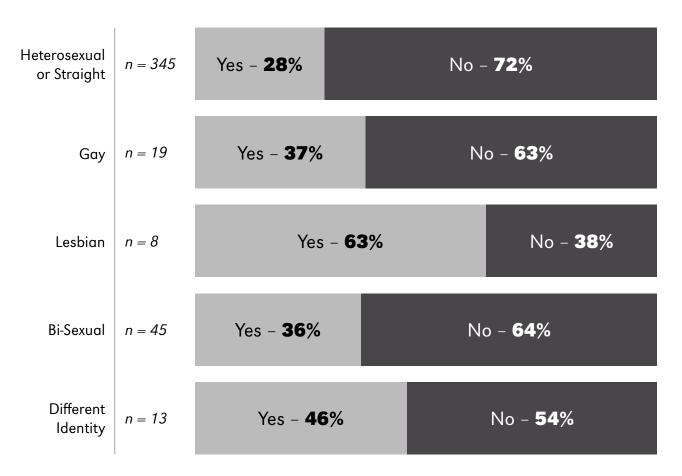
Likelihood of leaving current job in the next year, by sexual orientation.



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

Strongly agree	Somew agree	nat	Somewhat disagree	Strongly disagree	
Heterosexual or Straight	n = 338	25%	40%	25% 10%	
Gay	n = 17	6%	59%	29% 6%	
Lesbian	n = 8		12% 25%	38%	25%
Bi-Sexual	n = 46	11%	41%	33%	15%
Different Identity	n = 12		50%	33%	17%

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.Life-long
residentFrom
elsewhere
in NebraskaBoomerang - moved
to another state and
then moved backRelocated
from another
stateWhiten = 49935%20%15%30%

n = 499	35%	20% 15%	30%
n = 67	48%	<mark>5</mark> % 19%	6 28%
n = 56	50%	16%	7% 27%
n = 12	33% 17%		50%
n = 28	43%	14%	43%
n = 3	67	%	33%
n = 9	33%	33%	33%
	n = 67 n = 56 n = 12 n = 28 n = 3	n = 67 48% $n = 56$ 50% $n = 12$ 33% 1 $n = 28$ 43% $n = 3$ 67	$n = 67$ 48% \Im 19% $n = 56$ 50% 16% $n = 12$ 33% 17% $n = 28$ 43% 14% $n = 3$ 67%

Most appealing work environment, by race and ethnicity.

F	
F	
F	

ully in-person

Hybrid, but primarily in-person

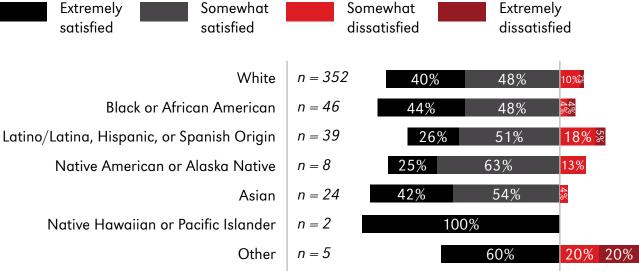
Hybrid, equally split between in-person and remote

Hybrid, primarily remote Fully remote Other, please explain

n =	White
n =	Black or African American
n =	Latino/Latina, Hispanic, or Spanish Origin
n =	Native American or Alaska Native
n =	Asian
n =	Native Hawaiian or Pacific Islander
n =	Other

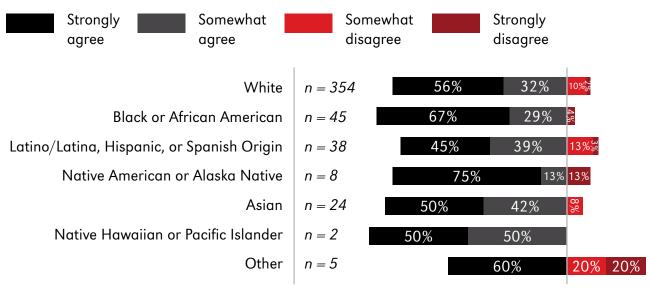
442	11% 3	3%	27%	18%	10% <mark>;</mark>
55	<mark>%</mark> 29%		33%	22%	11% <mark>></mark>
- 54	13%	39%	17%	5 17%	15%
- 11	9%	55%		9% 9%	18%
- 26	\$ 31%		31%	27%	<mark>7%</mark>
- 3			100%		
- 7	29%	14%	29%	14%	14%

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

organization.



- 3

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

Extremely likely	Somewhat likely	Somewhat unlikely		Extremely unlikely		
	White	n = 351	11	% 20%	34%	35%
Black or A	n = 45	18	% 18%	35%	29%	
Latino/Latina, Hispanic, o	n = 38	34%	24%	<mark>16%</mark> 26	%	
Native American	n = 8	25%	25%	<mark>13%</mark> 38	3%	
	Asian	n = 23	1	3% 17%	26%	44%
Native Hawaiian o	r Pacific Islander	n = 2	50	%	50%)
	Other	n = 4	25%	25%	25%	25%

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

Strongly Somewhat agree agree	Somewhat disagree	Strongly disagree	
White	n = 344 21%	42% 26% 11%	
Black or African American	n = 45	15% 27% <u>38%</u>	20%
Latino/Latina, Hispanic, or Spanish Origin	n = 38 29%	40% <mark>26%</mark> %	
Native American or Alaska Native	n = 8	13% 25% 50%	13%
Asian	n = 23 35%	44% <mark>17%</mark> \$	
Native Hawaiian or Pacific Islander	n = 2	50% 50%	
Other	n = 5	20% 20% 40%	20%

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.

