

## YOUNG PROFESSIONALS



## CODE

COMMITMENT to OPPORTUNITY,  
DIVERSITY and EQUITY

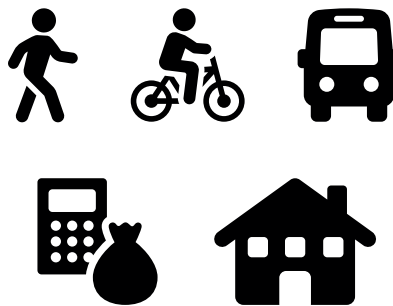


Approximately 690<sup>1</sup> young professionals from the Greater Omaha region participated in a survey during the spring and summer of 2024. This survey, conducted by the Young Professionals Council and CODE (Commitment to Opportunity, Diversity, and Equity) of the Greater Omaha Chamber in collaboration with the University of Nebraska at Omaha Center for Public Affairs Research, focused on the quality of life and workplace culture in the region. The focus of the survey derived from previous survey efforts which identified the importance of job opportunities and growth to young professionals' decisions to move away from the Greater Omaha region. Participants were primarily female-identifying (66%), white (74%), and long-time residents of the Greater Omaha region (64%). Participants were also primarily employed full-time (91%) and were most concentrated in the age range of 23 to 37 years of age (68%).

<sup>1</sup> Not all respondents answered all questions.

## OMAHA SATISFACTION

Generally, respondents were satisfied or extremely satisfied with a range of quality-of-life factors in the Greater Omaha region, including parks and trails (81%), the availability of entertainment, restaurants, and bars (88%), and the availability of healthcare services (89%).



The quality-of-life factors that respondents were dissatisfied or extremely dissatisfied with include walk and bike-friendly commutes (65%), transit options in the region (73%), and the cost of taxes (60%). The cost (51%) and availability of housing (55%) were also concerns.

## DIVERSITY, EQUITY, INCLUSION

31% of respondents reported experiencing discrimination or unfair treatment by an employer because of age, race, gender, sexual orientation, or physical or mental illness.



Overwhelmingly, respondents reported they advocated for diversity, equity, and inclusion in their workplace (92%) and feel that focus is a good thing for their organizations (93%).

## WORKPLACE

Currently, 34% of respondents work fully in-person, but this work environment only appeals to 11% of respondents.



About 32% would prefer a hybrid but primarily in-person work environment, and another 28% would prefer a hybrid model equally split between in-person and remote work.

*Only 7% of women preferred a fully in-person work environment, while 17% of men preferred fully in-person.*

*Age groups with the strongest preference for fully in-person work were the 18 to 22 year olds and those ages 47 years and over.*

Most respondents are satisfied or extremely satisfied with a range of factors at their jobs, including their relationships with their managers and supervisors (85%), their day-to-day tasks (86%), the reputation of their organization as a good place to work (84%), and job security (84%).



The workplace benefits most important to respondents were good starting pay (23%), paid time off (19%), and flexible scheduling (18%).



While most respondents are satisfied at work, two areas with the highest levels of dissatisfaction include pay at work (30%) and opportunities for promotion and professional advancement (41%).



*18 to 22 year olds reported the highest level of dissatisfaction at work (30%).*

Most respondents (68%) are unlikely to leave their jobs, with 35% extremely unlikely, and 33% somewhat unlikely. Conversely, 32% are likely to leave.

The culture of organizations respondents most valued included being **collaborative, flexible, and rewarding.**

Respondents showed mixed feelings about relocating for work: 23% were extremely likely and 28% somewhat likely to move out of state if they left their current job, while 24% were somewhat unlikely and 25% extremely unlikely. Similarly, opinions varied on local job opportunities. When asked whether they could find a similar job locally at a different organization, 60% agreed or strongly agreed, whereas 43% disagreed or strongly disagreed.



When considering new job opportunities, the three factors that were most important to respondents were higher compensation, opportunities for professional growth and development, and the values or culture of the new organization.