



Overview: From September to December of 2021, the UNLV Center for BUiness and Economic Research (CBER) conducted a survey of workers in Southern Nevada who were unemployed and seeking employment or had employment and were seeking a different employer. The goal was to better understand the worker shortage impacting Southern Nevada employers.

Survey Sample: CBER asked individuals receiving unemployment insurance benefits from the Nevada Department of Employment, Training, and Rehabilitation (DETR) as of the end of August, 2021 to complete a 40 question survey on their employment search experience. In addition, individuals who were part of a Workforce Connections (WC) program were also asked to complete the same 40 question survey.

Key Descriptive Statistics: 40 questions | n = 158 | CI = 90% | MOE + - 7%

Demographic information

Men	Women	35-54 years of age	18-34 years of age	Caucasian /White	Hispanic	African-A merican
38.6%	57.6%	43.6%	20.3%	48.7%	19.0%	15.2%

Source of survey

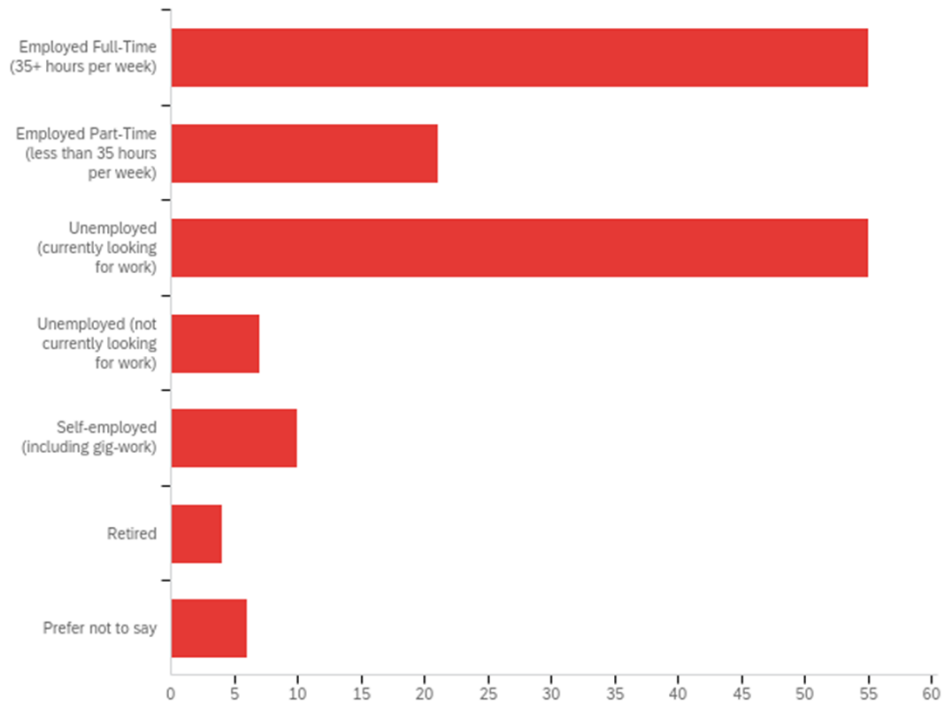
DETR	WC	Both
52.2%	32.1%	15.7%

Other descriptive information

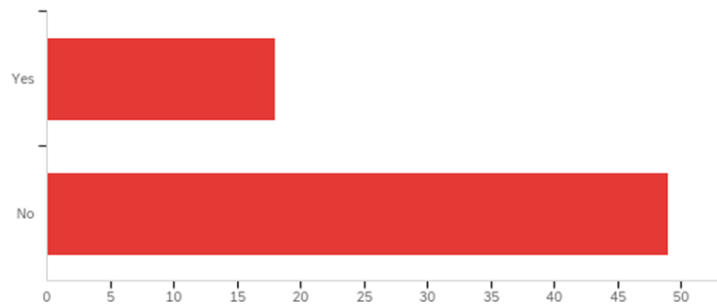
Married	Not married	Children in the household	Highest level of education High School or an Associate's Degree
34.81%	59.59%	44.59%	~60.0%

Highlighted responses:

Q6: What is your current employment Status? n=158

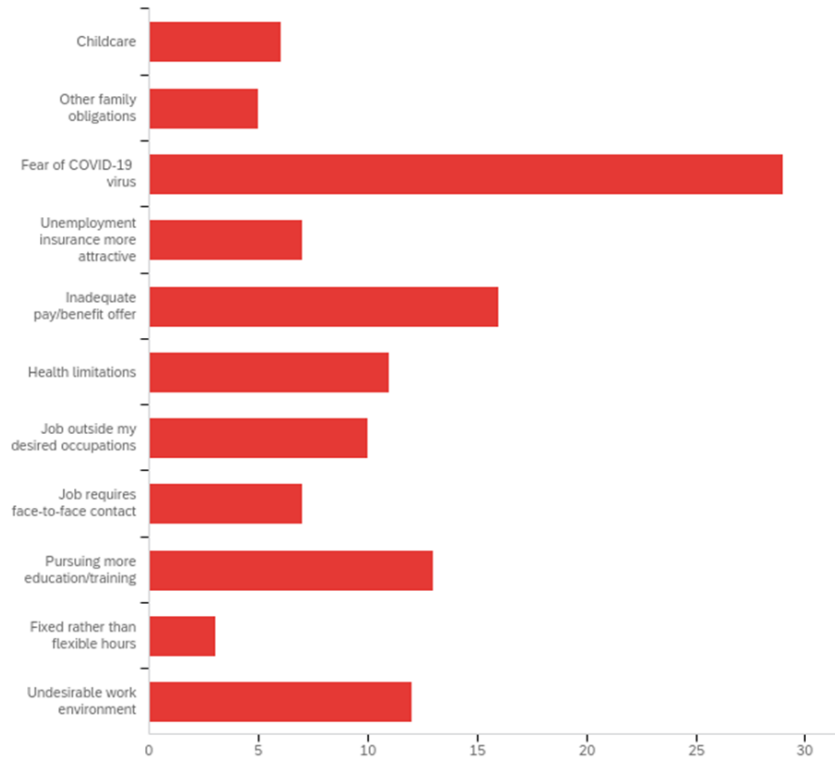


Q16: If yes to receiving a job offer, did you accept a job offer? n=67

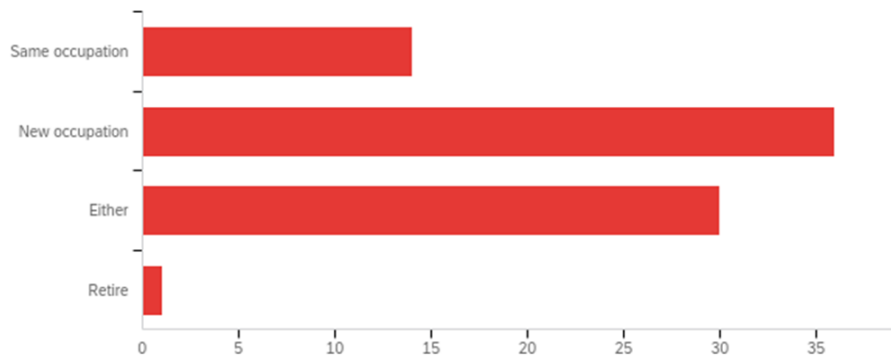


Q17: If no, what was the main reason (pick 3)? n= 119

Summary: Center for Business and Economic Research Worker's Confidence Survey

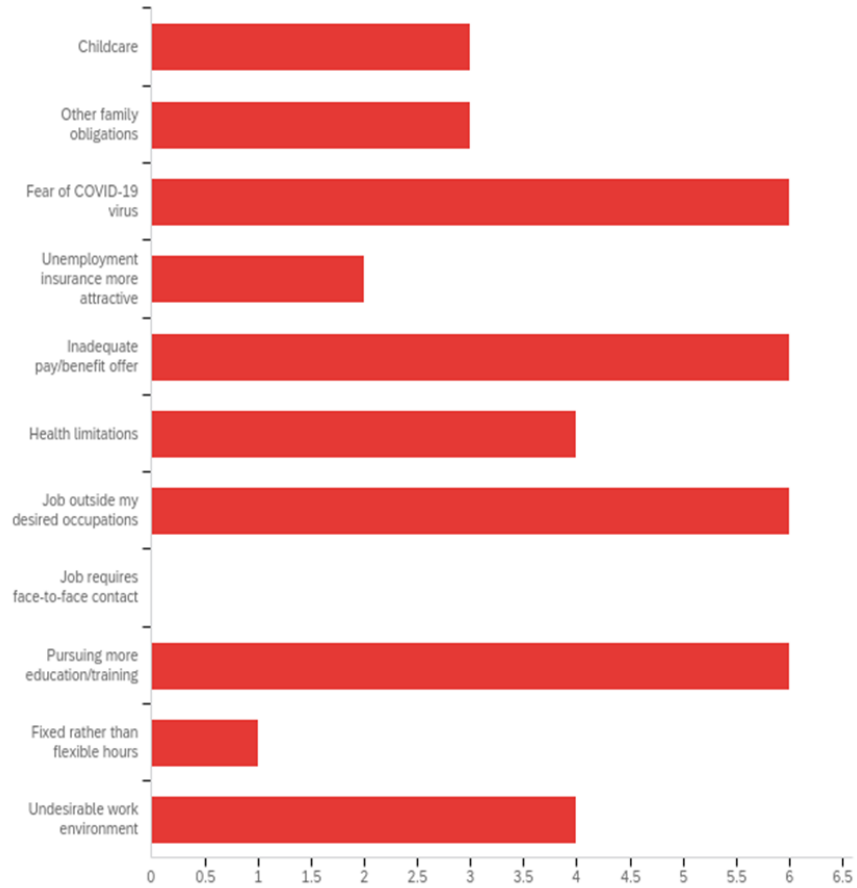


Q29, if you responded no to currently looking for a job, when you reenter the job market will you look for a job to match your last occupation or a new occupation? n=81

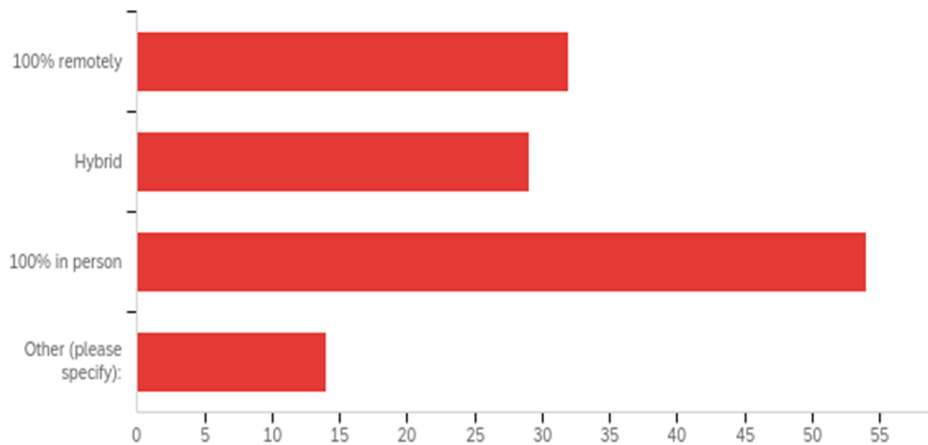


Q31: If yes to currently looking for a job but turned down an offer, why did you turn down the offer (pick 3)? n= 41

Summary: Center for Business and Economic Research Worker's Confidence Survey

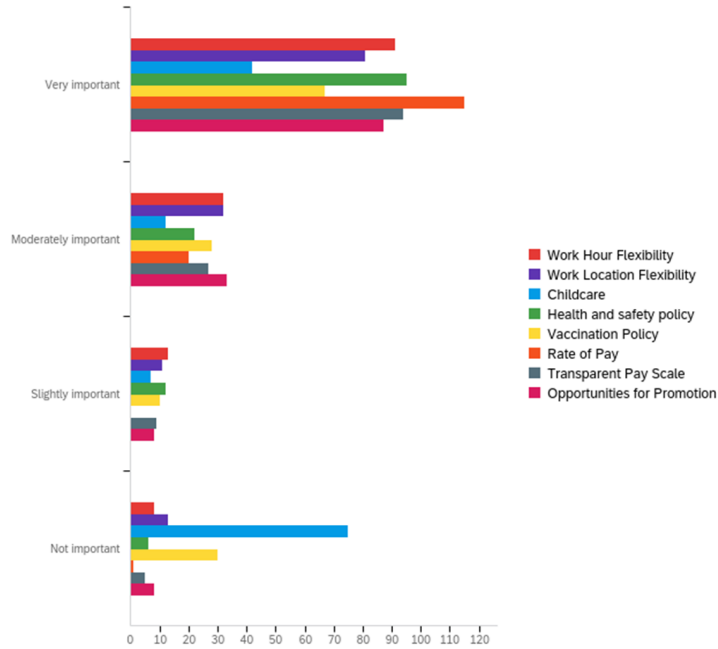


Q34- When you return to work, how do you prefer to work? n=129



Q36: How important are the following work policies? n=144

Summary: Center for Business and Economic Research Worker's Confidence Survey



Question	Very important	
Work Hour Flexibility	63.19%	91
Work Location Flexibility	59.12%	81
Childcare	30.88%	42
Health and safety policy	70.37%	95
Vaccination Policy	49.63%	67
Rate of Pay	84.56%	115
Transparent Pay Scale	69.63%	94
Opportunities for Promotion	63.97%	87

Difference in response to Question 36 by gender, age, married, and number of children their household:

Summary: Center for Business and Economic Research Worker's Confidence Survey

		Q36_3: 36.How important are the following work policies? Childcare				
		Total	Very important	Moderately important	Slightly important	Not important
Q1: 1. What gender do you identify as? - Selected Choice	Male	49.0	15.0	2.0	2.0	30.0
		36.0%	35.7%	16.7%	28.6%	40.0%
	Female	82.0	26.0	10.0	5.0	41.0
		60.3%	61.9%	83.3%	71.4%	54.7%
	Other:	0.0	0.0	0.0	0.0	0.0
	0.0%	0.0%	0.0%	0.0%	0.0%	
	Prefer not to say	5.0	1.0	0.0	0.0	4.0
		3.7%	2.4%	0.0%	0.0%	5.3%
			100.0%	100.0%	100.0%	100.0%
Q2: 2. What is your age?	Less than 18 years old	3.0	0.0	0.0	1.0	2.0
		2.2%	0.0%	0.0%	14.3%	2.7%
	18 - 34 years old	28.0	13.0	3.0	0.0	12.0
		20.6%	31.0%	25.0%	0.0%	16.0%
	35 - 54 years old	64.0	29.0	7.0	4.0	24.0
		47.1%	69.0%	58.3%	57.1%	32.0%
	55 - 64 years old	31.0	0.0	2.0	1.0	28.0
		22.8%	0.0%	16.7%	14.3%	37.3%
	65+	7.0	0.0	0.0	1.0	6.0
		5.1%	0.0%	0.0%	14.3%	8.0%
	Prefer not to say	3.0	0.0	0.0	0.0	3.0
		2.2%	0.0%	0.0%	0.0%	4.0%
Q5: 5. Are you married?	Yes	47.0	15.0	5.0	3.0	24.0
		34.6%	35.7%	41.7%	42.9%	32.0%
	No	78.0	22.0	7.0	3.0	46.0
		57.4%	52.4%	58.3%	42.9%	61.3%
	Prefer not to say	11.0	5.0	0.0	1.0	5.0
		8.1%	11.9%	0.0%	14.3%	6.7%
Q7: 7. How many children are currently in your household?	None	71.0	9.0	5.0	3.0	54.0
		52.6%	22.0%	41.7%	42.9%	72.0%
	1	20.0	8.0	2.0	2.0	8.0
		14.8%	19.5%	16.7%	28.6%	10.7%
	2-4	37.0	20.0	5.0	1.0	11.0
		27.4%	48.8%	41.7%	14.3%	14.7%
	More than 4	3.0	3.0	0.0	0.0	0.0
	2.2%	7.3%	0.0%	0.0%	0.0%	
	Prefer not to say	4.0	1.0	0.0	1.0	2.0
		3.0%	2.4%	0.0%	14.3%	2.7%

Summary: Individuals responding to the CBER Worker's Confidence Survey were likely to respond that incentives and qualifications including but limited to pay were important in their job selection. Other factors beyond pay that scored high included health and safety, opportunities for promotion, educational training, undesirable work environment, and flexibility in work hours or location. Surprisingly when all of the respondents were asked, childcare did not come up as a primary motivator for taking or not taking a job. Upon breaking down responses by gender, age, marriage, and number of children in the household, we found a significant increase in responses across these demographic factors, indicating childcare being a strong impediment or important policy for an employee in their next job if they were prime working age, married, female, or had one more children in the household. This was also true in other questions where childcare was asked such as in Question 17.

Limitations: This survey was conducted in response to the ongoing worker shortage in Southern Nevada. The limited number of responses leads to a low confidence interval of 68-72%. Our responses are not reflective of the actual demographic breakdown in Southern Nevada nor have we weighed them to be so. We sampled from two different organizations and, thus, potentially different types of job seekers. We know that some 15.7% of respondents received invites from both organizations. We cannot know for certain that individuals did not take the survey twice. The survey design did not prohibit respondents from answering a followup question, even when they were asked not to respond. For example, if the question was yes or no and the respondent answered no but the follow up question was only for those who responded yes, there could have been respondents who responded no submitting answers to the follow up question. Finally, even though the survey was conducted by UNLV and we explicitly said responses will be used only for academic research purposes, the survey was sent out by our respective partners. There could have been a reluctance to respond or fully answer all of the questions based on the sender. These are all limitations to our research design and something we will take into account in the future should we be asked to conduct further surveys in this area.

Questions? Interested in learning more?

Contact Andrew Woods, Director of the Center for Business and Economic Research (CBER)
Andrew.Woods@UNLV.edu