**Overview:** From September to December of 2021, the UNLV Center for Business 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

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
<th>35-54 years of age</th>
<th>18-34 years of age</th>
<th>Caucasian/White</th>
<th>Hispanic</th>
<th>African-American</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Percentage</strong></td>
<td>38.6%</td>
<td>57.6%</td>
<td>43.6%</td>
<td>20.3%</td>
<td>48.7%</td>
<td>19.0%</td>
<td>15.2%</td>
</tr>
</tbody>
</table>

### Source of survey

<table>
<thead>
<tr>
<th>Source</th>
<th>DETR</th>
<th>WC</th>
<th>Both</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Percentage</strong></td>
<td>52.2%</td>
<td>32.1%</td>
<td>15.7%</td>
</tr>
</tbody>
</table>

### Other descriptive information

<table>
<thead>
<tr>
<th></th>
<th>Married</th>
<th>Not married</th>
<th>Children in the household</th>
<th>Highest level of education High School or an Associate's Degree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Percentage</strong></td>
<td>34.81%</td>
<td>59.59%</td>
<td>44.59%</td>
<td>~60.0%</td>
</tr>
</tbody>
</table>
Highlighted responses:

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

- Employed Full-Time (35+ hours per week)
- Employed Part-Time (less than 35 hours per week)
- Unemployed (currently looking for work)
- Unemployed (not currently looking for work)
- Self-employed (including gig-work)
- Retired
- Prefer not to say

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

- Yes
- No

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

- 100% remotely
- Hybrid
- 100% in person
- Other (please specify):

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

- Childcare
- Other family obligations
- Fear of COVID-19 virus
- Unemployment insurance more attractive
- Inadequate pay/benefit offer
- Health limitations
- Job outside my desired occupations
- Job requires face-to-face contact
- Pursuing more education/training
- Fixed rather than flexible hours
- Undesirable work environment
Difference in response to Question 36 by gender, age, married, and number of children their household:

<table>
<thead>
<tr>
<th>Question</th>
<th>Very important</th>
<th>Fairly important</th>
<th>Not important</th>
<th>Moderately important</th>
<th>Slightly important</th>
<th>Not important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Hour Flexibility</td>
<td>63.19%</td>
<td>81</td>
<td>91</td>
<td>42</td>
<td>70.37%</td>
<td>95</td>
</tr>
<tr>
<td>Work Location Flexibility</td>
<td>59.12%</td>
<td>81</td>
<td>91</td>
<td>42</td>
<td>70.37%</td>
<td>95</td>
</tr>
<tr>
<td>Childcare</td>
<td>30.88%</td>
<td>42</td>
<td>91</td>
<td>70.37%</td>
<td>95</td>
<td>95</td>
</tr>
<tr>
<td>Health and safety policy</td>
<td>70.37%</td>
<td>95</td>
<td>95</td>
<td>95</td>
<td>95</td>
<td>95</td>
</tr>
<tr>
<td>Vaccination Policy</td>
<td>49.63%</td>
<td>67</td>
<td>95</td>
<td>95</td>
<td>95</td>
<td>95</td>
</tr>
<tr>
<td>Rate of Pay</td>
<td>84.56%</td>
<td>115</td>
<td>95</td>
<td>95</td>
<td>95</td>
<td>95</td>
</tr>
<tr>
<td>Transparent Pay Scale</td>
<td>69.63%</td>
<td>94</td>
<td>95</td>
<td>95</td>
<td>95</td>
<td>95</td>
</tr>
<tr>
<td>Opportunities for Promotion</td>
<td>63.97%</td>
<td>87</td>
<td>95</td>
<td>95</td>
<td>95</td>
<td>95</td>
</tr>
</tbody>
</table>
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