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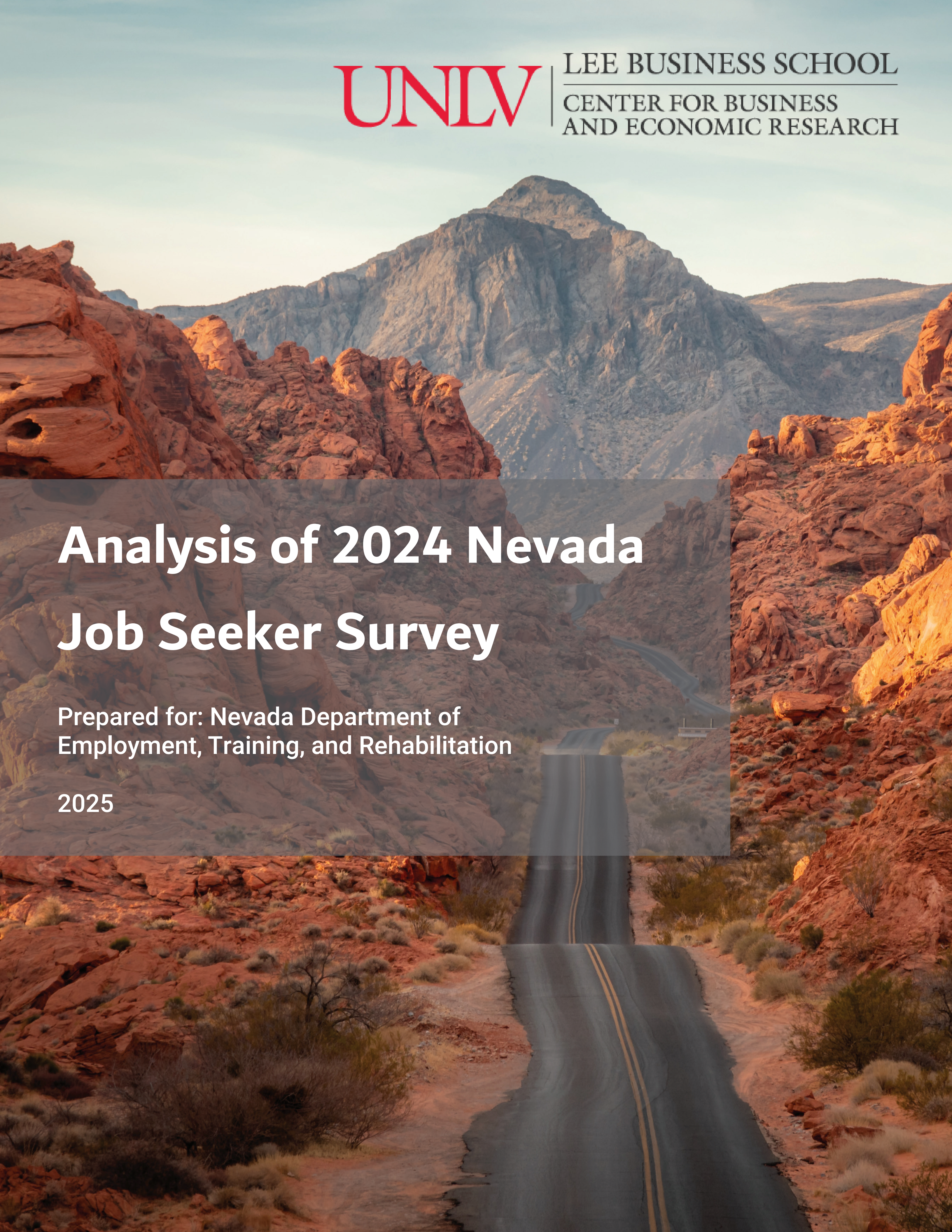

Analysis of 2024 Nevada Job Seeker Survey

Prepared for: Nevada Department of Employment, Training, and Rehabilitation

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Executive Summary

Nevada recorded the highest unemployment rate of any state since data collection began in 1976 during the onset of the COVID-19 pandemic—reaching 30.5 percent—and, more recently, has persisted with the highest state unemployment rate in the country for more three consecutive years (U.S. Bureau of Labor Statistics 2025a). Unemployment is a key barometer of economic health, as elevated unemployment rates can suggest lost economic output, strain state finances, and indicate weakness in economic growth. Beyond the macroeconomic effects, unemployment also imposes substantial financial and emotional strain on individuals and families; a sudden and dramatic decline in income becomes particularly acute when paired with sustained increases in living costs. Understanding the full scope of these effects requires more than economic indicators alone—it calls for focused research on the individuals experiencing unemployment firsthand.

The UNLV Center for Business and Economic Research (CBER) has studied the Nevada labor force in multiple ways, including quarterly business sentiment surveys (since 2008), annual population forecasts to project long-term employment trends (since 1997), and comprehensive analyses on Nevada's lagging labor force participation rate (since 2021). The Nevada Job Seeker Survey fills a dearth of research by exclusively focusing on individual job seekers' experiences, capturing the perspectives that aggregate data and data from employers alone often miss. The purpose of this annual report is to better understand the frictions job seekers in Nevada are experiencing at a particular moment in time. This evidence-based guidance can be used to help businesses, policymakers, educators, and workforce development professionals in reducing or mitigating those frictions, building a more prosperous, diversified, and resilient economy.

This report summarizes the findings of CBER's Nevada Job Seeker Survey across three main themes: 1) reasons for separation from previous employment, 2) expectations for future employment, and 3) the biggest challenges to re-employment.

Key survey findings include:

- Survey respondents were disproportionately long-term unemployed—12.7 percentage points higher than the state average—with 12.7 percent jobless for more than two years, offering deeper insight into the systemic employment challenges that go beyond short-term job loss.
- Top reasons for job separation included involuntary layoffs, family obligations, and health issues.
  - Respondents with lower educational attainment and Hispanic backgrounds were disproportionately affected by involuntary separations.
  - Women, parents, and those recently unemployed were most likely to cite family obligations as a top reason for employment separation, reflecting the ongoing challenge of balancing caregiving and employment.
- Over half of job seekers (58.4 percent) expressed a desire to change industries, primarily toward transportation, hospitality, and administration. A misalignment, however, exists between job seeker preferences and projected job growth, as outlined in CBER's 2024 long-term population forecast:
  - Healthcare, Nevada's fastest-growing sector, was selected by only 15.5 percent of respondents, and ranked seventh among all answer choices.
  - Transportation (26.8 percent) and hospitality (arts and entertainment: 26.3 percent; accommodation and food services: 25.9 percent)—respondents' top industry choices—are expected to grow at roughly half the rate of healthcare over the next decade, raising concerns about workforce alignment in high-demand sectors, leading to structural unemployment issues.
- Barriers to re-employment varied significantly among different regions of the state.
  - Lack of available job opportunities was the top overall answer statewide and most cited among Clark County respondents, despite being the state's most populous region and exceeding pre-pandemic employment levels by 8.9 percent as of June 2024, suggesting a mismatch between available jobs and job seekers' skills or interests, an indication of problems with structural unemployment.
  - Transportation was the second overall answer statewide and most cited among Rural Nevadans, illustrating barriers to access in less-connected areas of the state.
  - Inadequate skills training and certifications was the third overall answer statewide and top answer among Washoe County respondents, a particularly notable finding given Reno ranks as one of the most highly educated cities in the nation. This reveals a gap between the skills of individuals seeking employment and the qualifications demanded by the influx of the region's growing tech and manufacturing sectors, illustrating another structural unemployment issue.

Introduction

Beneath Nevada's labor force statistics are thousands of individual stories—workers navigating job loss, career changes, and an evolving economy. As of June 2024, Nevada's labor force includes nearly 1.65 million individuals, each facing unique experiences that topline numbers alone cannot fully capture (U.S. Bureau of Labor Statistics 2025d). The labor force includes both employed individuals and unemployed individuals who are actively seeking work. The unemployment rate is defined as the proportion of the labor force who are out of work but seek employment. This key economic indicator signals the strength of the overall economy and the central focus of this report.

During the COVID-19 pandemic, Nevada's unemployment rate skyrocketed to 30.5 percent in April 2020, almost a third of the labor force. This rate was the highest in the nation and the highest recorded in state history since data collection began in 1976 (see Figure 1, which depicts Nevada's unemployment rate compared to the highest and lowest unemployment rates among all the states; U.S. Bureau of Labor Statistics 2025a). The temporary closure of non-essential businesses and a near standstill of travel amidst the global health crisis paralyzed Nevada's businesses and left the leisure and hospitality industry, which comprised 24.6 percent of all jobs statewide prior to the pandemic in February 2020, particularly vulnerable, according to CBER's estimate (U.S. Bureau of Labor Statistics 2025e, 2025f). The economic downturn led to an estimated net loss of business establishments for the first time since 2013 during the first half of 2020 exacerbating job losses for displaced workers (U.S. Bureau of Labor Statistics 2025g, 2025h).

Real gross domestic product (GDP) also serves as a key indicator of economic strength by measuring total economic output and eliminating any distortions from inflation. In the second quarter of 2020, Nevada's real GDP plummeted 47.8 percent compared to the prior quarter (U.S. Bureau of Economic Analysis 2025). Despite continued population growth during this time period, CBER estimates that real GDP per capita in Nevada rose by 2.4 percent in 2019 compared to the previous year but declined sharply by 6.4 percent year-over-year in 2020 (U.S. Bureau of Economic Analysis 2025; U.S. Census Bureau 2024). Overall, Nevada experienced its most significant recession, losing approximately 336,000 jobs between February and May 2020, illustrating how employment trends reflected broader economic conditions (U.S. Bureau of Labor Statistics 2025f).

The post-pandemic recovery offers further insights into how a changed labor market serves as a gauge of Nevada's overall economic strength. Statewide employment returned to pre-pandemic levels in January 2022, driven in part by heightened demand for travel to Las Vegas and an influx of stimulus payments to Americans which totaled $814 billion nationwide (U.S. Bureau of Labor Statistics 2025f; Pandemic Response Accountability Committee 2023). By

February 2022, Nevada's labor market had become the tightest in a decade, with 1.51 job openings for every unemployed person,[1] indicating that employer demand for workers outpaced the supply of Nevadans seeking work (U.S. Bureau of Labor Statistics 2025a, 2025b). The unemployment rate dropped to 5.1 percent in the second quarter of 2022 and reached a post-pandemic low at 5.0 percent in the second quarter of 2023 (U.S. Bureau of Labor Statistics 2025a). Nevada fully recovered its pandemic-era business losses by 2023Q3, with 7,325 new establishments and an estimated net gain of 3,662—the highest quarterly increase in the past decade (U.S. Bureau of Labor Statistics 2025g, 2025h). Nevada's real GDP grew by 18.4 percent in the second quarter of 2021, as pandemic restrictions were fully lifted (U.S. Bureau of Economic Analysis 2025).

The momentum of Nevada's post-pandemic economic gains, however, started to ease, as persistent inflation and growing economic uncertainty increasingly affected labor market indicators. Year-over-year employment growth, which peaked at 22.5 percent in May 2021, tapered off, remaining below three percent since January 2024 and slowing to 1.9 percent by June 2024 (U.S. Bureau of Labor Statistics 2025f). Fewer career opportunities were available, with the number of unemployed individuals outpacing the number of job openings in Nevada starting in February 2024, although the national labor market remained tight (U.S. Bureau of Labor Statistics 2025a, 2025b).[2] The statewide unemployment rate slowly crept up to 5.6 percent in June 2024, remaining chronically higher than the pre-pandemic average of 4.1 percent in 2019 (U.S. Bureau of Labor Statistics 2025a). Notably, Nevada has posted the highest monthly unemployment rate of all fifty states since February 2022 (see Figure 1, U.S. Bureau of Labor Statistics 2025a). Nevada's business establishments returned to an estimated net loss of 2,818 businesses in the first quarter of 2024, followed by only a negligible net gain of 36 in the second quarter of 2024 (U.S. Bureau of Labor Statistics 2025g, 2025h). Real GDP gains significantly decelerated, declining from a quarterly growth rate of 5.1 percent in 2023Q3 to only 1.8 percent in 2024Q2—below the state's estimated historical real GDP growth average of 2.1 percent dating back to 2005 (U.S. Bureau of Economic Analysis 2025).

[1] CBER calculation. U.S. level: 1.85 job openings to unemployed individuals

[2] CBER calculation. U.S. level: 1.30 job openings to unemployed individuals. Note the U.S. job openings to unemployed individuals ratio has remained above 1 since April 2021, the opposite of the trend described in the Nevada in February 2024.

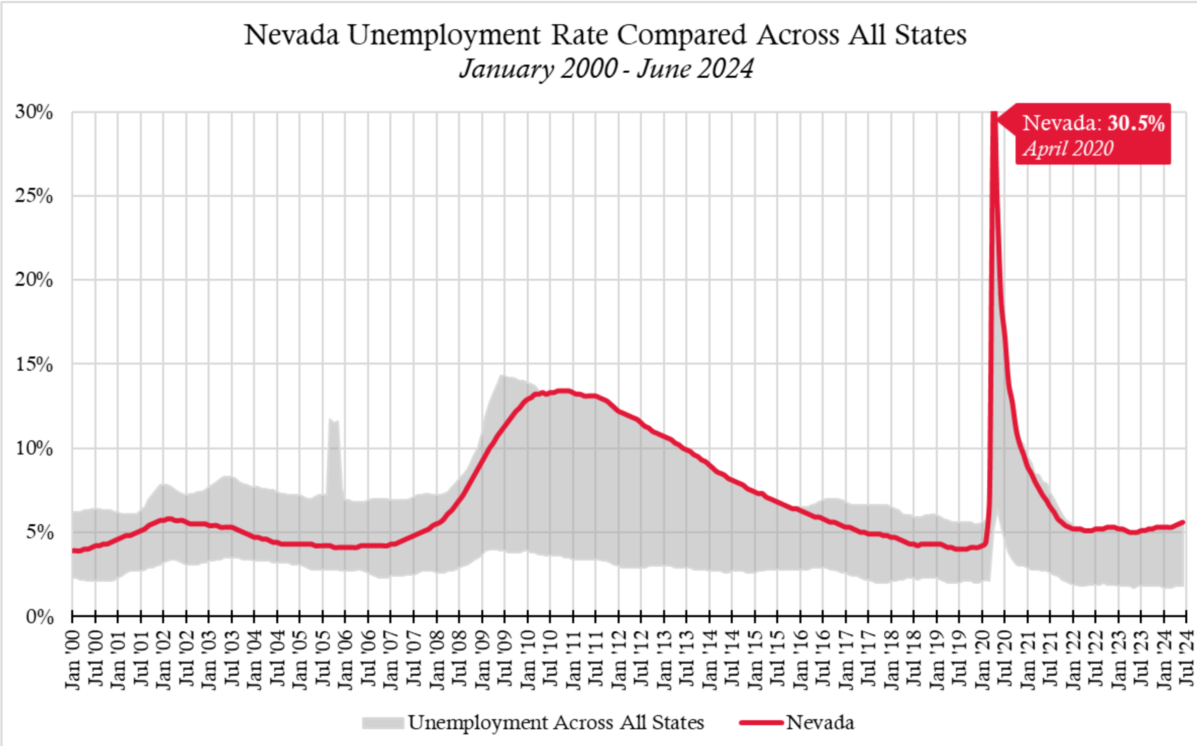

Figure 1: Nevada Unemployment Rate Compared Across All States from January 2000–June 2024

Recent turbulent shifts in the Nevada economy outlined above underscore the importance of monitoring the job market and other labor market indicators as signals of Nevada's economic health. This report documents a part of the labor market puzzle by surveying active job seekers about their experiences in the labor market.

The UNLV Center for Business and Economic Research

For the past 50 years (1975–2025), the UNLV Center for Business and Economic Research (CBER) has conducted applied, data-driven research to assist Nevada's businesses, governments, and communities. CBER has conducted original research on labor force trends, employment, and workforce development to better understand Nevada's complex economy and the workers and businesses that sustain it.

Recent research initiatives highlighted critical workforce challenges facing Nevada, laying the foundation for CBER to conduct the Nevada Job Seeker Surveys starting in 2022. First, CBER surveys Southern Nevada's business leaders each quarter to assess their outlook on local and national economic conditions and discover their top challenges. Figure 2 shows the top challenges business leaders have faced over the past seven years. One consistent concern has been difficulty finding qualified employees—cited by half of respondents in 2018Q3 and one-fifth in the second quarter of 2024, which reflects conditions prior to the Job Seeker survey time period (see Figure 2, CBER 2024).

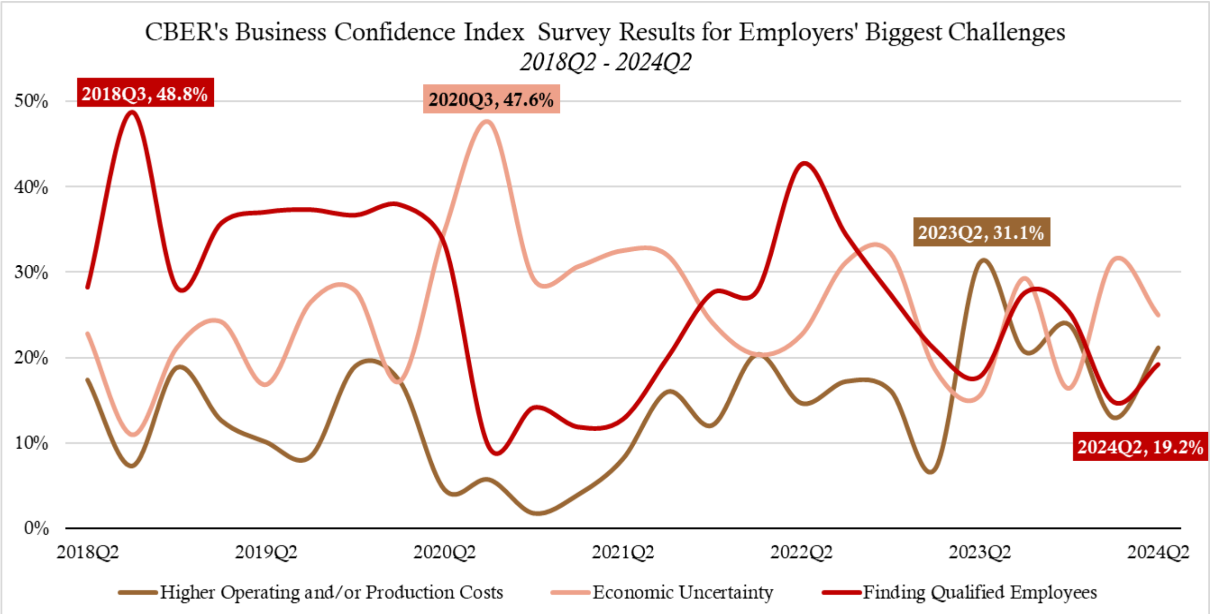

Figure 2: CBER's Business Confidence Index (BCI) Survey Results to the Biggest Challenge Faced by Employers from 2018Q2–2024Q2

Second, CBER published a comprehensive analysis on Nevada's declining labor force participation rate that unveiled a near three percentage point drop between the pre-pandemic period and 2023 (Woods et al. 2023). Third, CBER's annual population forecasts estimate that by 2028, healthcare will surpass retail trade to become the second-largest employment sector in Clark County (UNLV CBER 2024). Together, these insights reflect a growing repository of labor force research based on employer sentiment, demographic shifts, and sectoral trends.

Yet, CBER, nor other or research organizations, had explored one essential dimension of the labor force puzzle—asking the job seekers themselves.

To gain deeper insight into the experiences of the post-pandemic labor market contextualized at a macroeconomic level above, CBER began conducting annual surveys starting in 2022 of Nevada's labor force to ascertain richer insights from an individual perspective and complement aggregate data on the business environment. The 2022 and 2023 surveys targeted both employed and unemployed Nevadans and contained similar and different questions relative to the 2024 survey. The 2024 survey was the first solely dedicated to soliciting feedback from unemployed Nevadans seeking employment.

The Nevada Job Seeker Survey & Methodology

The Nevada Job Seeker Survey was administered online from August through November 2024 and targeted Nevadans ages 18 and older who were unemployed but seeking employment at the time of taking the survey.[3] Individuals self-selected their unemployment status; therefore, eligibility for unemployment benefits, which determines inclusion in the official unemployment rate, was not a requirement for survey participation. The purpose of the survey was to assess job seekers' outlook on the state and local labor market and awareness of available workforce development programs. The survey contained 32 questions and received 310 complete submissions. It had a 6 percent margin of error at a 95 percent confidence interval. The raw survey data were weighted by age, gender, and region to reflect Nevada's unemployed population (Ruggles, et al 2024; U.S. Census Bureau 2023c).[4] Weighted values are referenced in the tables and written analysis. Both non-weighted and weighted respondent counts are provided throughout in the footnotes, denoted as "n=" for non-weighted and "weighted=" for weighted values. This dual presentation helps readers understand the size and representativeness of each subgroup relative to the full sample. Additionally, note that applying filters to the data—for example, analyzing how responses to one question vary by a specific subgroup—reduces the number of observations within that subset. As a result, filtered percentages may be less representative of the entire survey population and should be interpreted with appropriate caution, particularly when based on small respondent counts.

The 32 survey questions encompassed a range of topics to ensure a holistic understanding of the respondents' background, job market perceptions, and job search journeys. Some respondent characteristics were grouped to allow for a more concise analysis; details on the categorization can be found in the Appendix. A copy of the questions and responses from the survey is available in the Appendix; a summary table of the types of questions is below in Table 1.

[3] Survey collection was paused between mid-September and early November due to a significant decline in response rates in the lead up to the 2024 Presidential Election.

[4] The survey data were weighted using the 2023 American Community Survey 1-year Public Use Microdata Sample extracted from IPUMS U.S.A.

	Example Questions	Purpose
Respondent Characteristics	Age, gender, race/ethnicity, marital status, education, number of children, region of residence, duration of unemployment	Establish context of each job seeker to enable demographic and geographic comparisons
Prior Job Experience	Industry of last job, income, job satisfaction, reason for leaving	Understand respondents' employment background and causes of separation
Desired Industries and Preferences	Preferred industry for next job, job priorities	Identify where respondents want to re-enter the labor market and what they value in future jobs
Job Search Behavior & Challenges	Time spent job searching, search methods used, participation in training, barriers	Reveal how respondents are navigating the job market and what is holding them back

Table 1: Types of Survey Questions Asked in Nevada Job Seeker Survey

An interactive crosstab tool was developed to allow the public to explore the survey results in a dynamic and engaging way. The tool provides detailed observations, enabling users to filter responses by multiple demographics and response categories. The Nevada Job Seeker Survey Interactive Crosstab Tool is available here: *(https://cber.unlv.edu/economic-forecasts-and-research/).*

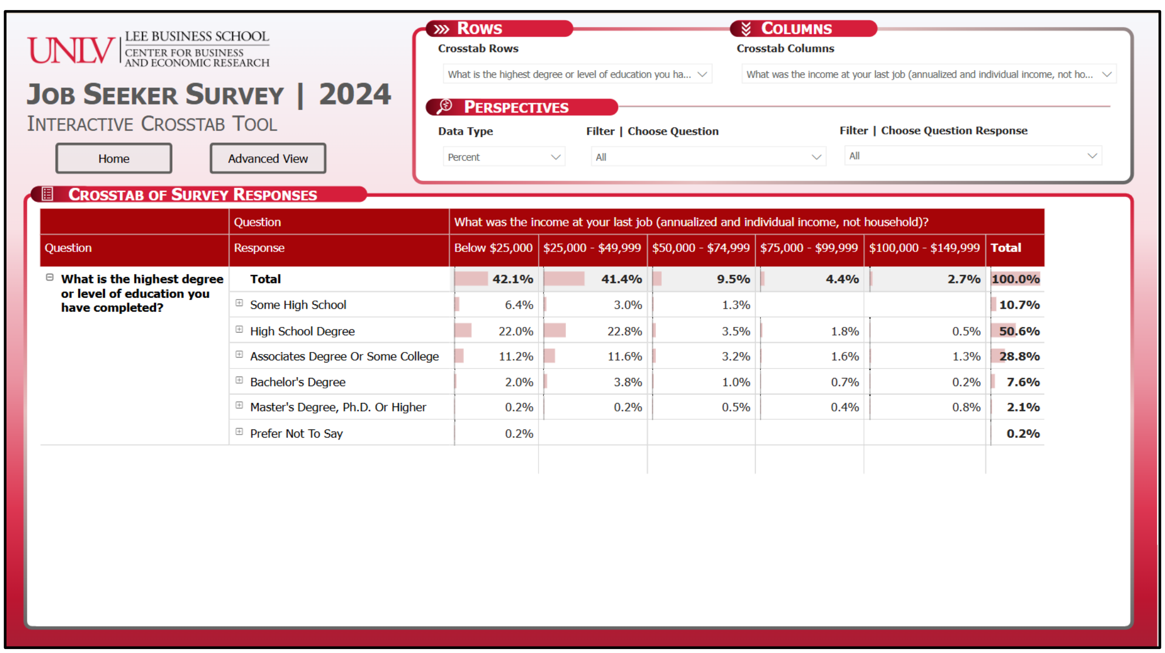

Figure 3: Example of CBER's Nevada Job Seeker Survey Interactive Crosstab Tool

This report was developed to present key findings from the survey and deliver empirical insights into the experiences of unemployed Nevadans. These results contribute to a deeper understanding of individual-level challenges within Nevada's labor market and complement the broader macroeconomic trends CBER continues to analyze and communicate to businesses, governments, and the community.

Section 1: Reasons for Separation from Previous Job

The first section of the report examines the reasons why survey respondents were separated from their previous jobs, offering insight into the conditions that contributed to their unemployed status at the time of taking the survey. Before analyzing these results, the difference between short- and long-term unemployment is identified. *Short-term unemployment* is a component of *natural unemployment*, which reflects the routine turnover of labor resulting from voluntary job transitions or structural changes such as technological advancement (Investopedia 2023). In contrast, *long-term unemployment* describes individuals who have been jobless for 27 weeks or more and can indicate structural weaknesses within the labor market (U.S. Bureau of Labor Statistics n.d.). These barriers or frictions in the labor market, such as mismatches between worker skills and available jobs and which this report will discuss further in the third section, can prevent re-employment within a reasonable timeframe. The natural unemployment rate tends to drift over time, driven by adjustments to the structure of the labor market. Nevada's recent run as the highest unemployment rate state suggests that Nevada faces more structural issues than the nation as a whole.

The Nevada Job Seeker Survey captured a mix of both short- and long-term unemployment experiences. Approximately two-thirds of respondents had been unemployed for six months or less,[5] signaling that they could be within the natural state of unemployment, and suggesting alignment with normal labor market turnover. Almost 20 percent of respondents, however, had been unemployed for up to 1 year,[6] while 12.7 percent had been unemployed for over two years,[7] raising concerns about prolonged detachment from the workforce. Strikingly, Nevada's median unemployment duration increased from 8.2 weeks in 2023 to 9.3 weeks in 2024, respectively (U.S. Bureau of Labor Statistics 2024; U.S. Bureau of Labor Statistics 2025k). In 2024, the mean unemployment duration was 24.0 weeks, indicating that a smaller group of individuals experiencing extended joblessness skewed the average upward (U.S. Bureau of Labor Statistics 2025k). Long-term unemployment also comprised a larger share of the total, rising from 17.7 percent in 2023 to 24.7 percent in 2024 (U.S. Bureau of Labor Statistics 2024; U.S. Bureau of Labor Statistics 2025k). Despite the increase of long-term

[5] Unemployed: 0-6 months (n=194, weighted=192.4)
[6] Unemployed: up to 1 year (n=61, weighted=59.1)
[7] Unemployed: more than 2 years (n=36, weighted=38.9)

unemployed individuals statewide, survey respondents were 12.7 percentage points more likely to be long-term unemployed than the 2024 statewide average. Note that the survey had a slightly shorter threshold of 24 weeks to be considered unemployed long-term versus 26 weeks statewide. In 2024, 74.1 percent of all unemployed Nevadans were classified as short-term unemployed, whereas only 62.7 percent of survey respondents fell into that category; in contrast, 24.7 percent of Nevadans were long-term unemployed compared to 37.4 percent of survey respondents (U.S. Bureau of Labor Statistics 2025k).

<table>
<tr><td rowspan="3">Nevada</td><td colspan="3">Short term unemployed (Up to 6.5 months)</td><td>Total</td><td colspan="6">Long term unemployed (6.5+ months)</td><td>Total</td></tr>
<tr><td>Less than 5 weeks</td><td>5 to 14 weeks</td><td>15 to 26 weeks</td><td rowspan="2">74.1%</td><td colspan="3">27 to 51 weeks</td><td colspan="3">52 weeks or more</td><td rowspan="2">24.7%</td></tr>
<tr><td>29.4%</td><td>32.9%</td><td>11.8%</td><td colspan="3">10.6%</td><td colspan="3">14.1%</td></tr>
<tr><td rowspan="3">Nevada Job Seeker Survey</td><td colspan="3">Short term unemployed (Up to 6 months)</td><td>Total</td><td colspan="6">Long term unemployed (6+ months)</td><td>Total</td></tr>
<tr><td colspan="3">0 to 24 weeks</td><td rowspan="2">62.7%</td><td colspan="2">25 to 52 weeks</td><td colspan="2">2 years</td><td colspan="2">More than 2 years</td><td rowspan="2">37.4%</td></tr>
<tr><td colspan="3">62.7%</td><td colspan="2">19.3%</td><td colspan="2">5.4%</td><td colspan="2">12.7%</td></tr>
</table>

Table 2: Nevada Unemployment Duration Compared to Nevada Job Seeker Survey Participants' Unemployment Duration

The following subsections provide further context on the respondents' prior employment, including their reasons for separation, previous wages, and satisfaction with their former positions.

Reason for Leaving the Last Job

Survey respondents identified involuntary layoff, family obligations, and health reasons as the three most common reasons for leaving their previous job. As shown in Figure 4, these top separation reasons are consistent with the 2023 Nevada Job Seeker Survey; however, the 2024 survey recorded notably higher response rates, suggesting these experiences became more widespread.

For example, involuntary layoffs ranked first in both years, but increased from 15.1 percent in 2023 to 21.4 percent in 2024. Family obligations rose to the second most cited reason in 2024 (18.4 percent), up from third place in 2023 (13.0 percent), a 5.4 percentage point increase. In contrast, work environment, which was the second most cited reason in 2023 (14.6 percent), dropped to fifth in 2024 (13.4 percent), likely due to larger increases in other response categories. Health reasons nearly doubled from 9.2 percent in 2023 to 16.9 percent in 2024, making it the third-most common reason in the latest survey.

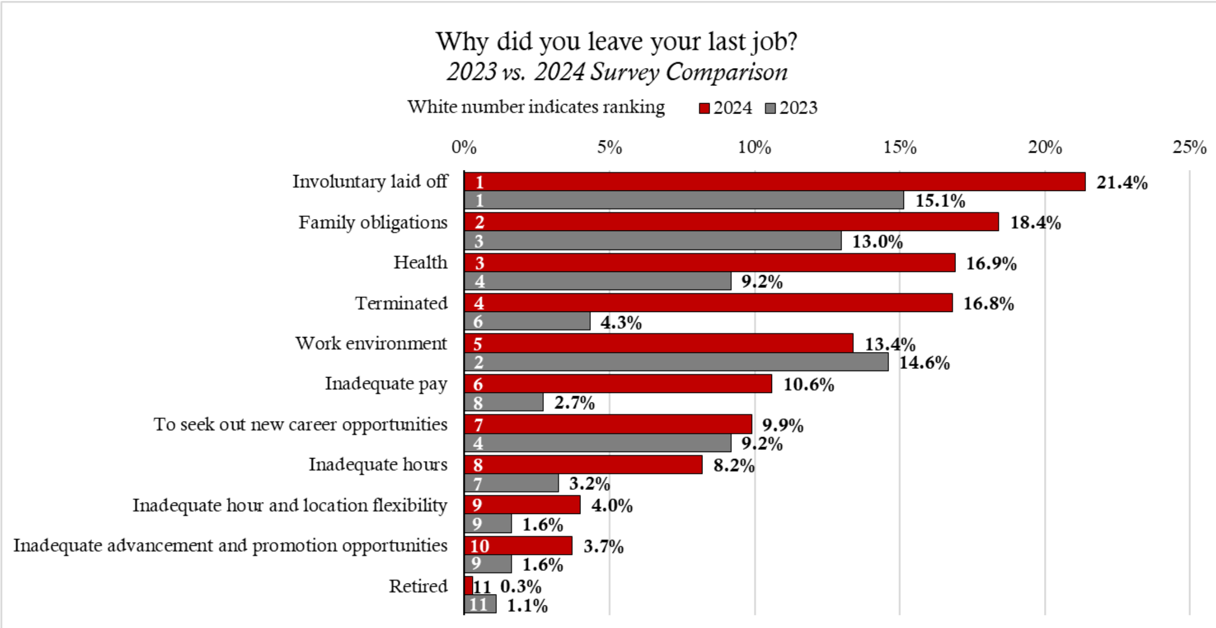

Figure 4: Reasons for Leaving Last Job, Percentage and Ranking for 2023 and 2024 Nevada Job Seeker Surveys

Note: Survey responses were unweighted in 2023 and weighted in 2024. The following responses were included in the 2024 survey but not the 2023 survey and are omitted from the chart: Company closed due to COVID-19, I have no previous job experience, Moved, Personal Circumstances, Temporary position, and the job was moved to a different city, state, or overseas.

Involuntary Layoffs and Terminations

Involuntary layoffs, when an employee's position is no longer needed, and terminations, when an employee is let go for job performance reasons, both leave an individual without a job for reasons they do not choose for the purposes of understanding within this survey (Indeed 2025). Among all reasons for separation, involuntary layoffs ranked as the most frequently reported at 21.4 percent.[8] Taking a closer look at Table 2, long-term unemployed respondents reported higher rates of involuntary layoffs (24.9 percent) and terminations (22.4 percent)[9] whereas those who were unemployed six months or less reported 19.4 percent involuntary layoffs and 13.5 percent terminations.[10] When examining educational attainment, respondents with a master's degree or higher had the highest rates of involuntary layoffs at 36.9 percent.[11] In contrast, those with some high school education had the highest response rates of termination at 29.7 percent.[12] It should be noted that the distribution by education was heavily skewed towards some college or lower, with only 7 total respondents for those indicating a master's degree or higher (see footnote 11). Among racial and ethnic

[8] Reason for leaving: involuntary layoff (n=55, weighted=65.8)
[9] Unemployed: long-term (n=113, weighted=144.6)
[10] Unemployed: 0-6 months (n=194, weighted=192.4)
[11] Education: master's degree or higher (n=7, weighted=6.3)
[12] Education: some high school (n=32, weighted=32.9)

groups, Hispanic respondents[13] reported termination 7.6 percentage points more than White respondents,[14] and 3.5 percentage points more than African-Americans.[15] White and Hispanic respondents had similar rates of involuntary layoffs at 24.1 percent and 22.3 percent, respectively, while African-Americans reported nearly half as much at 12.0 percent.

		Involuntary Layoff	Termination
All Respondents		21.4%	16.8%
Unemployment Duration	Short-Term Unemployed	19.4%	13.5%
	Long-Term Unemployed	24.9%	22.4%
Educational Attainment	Some High School	18.7%	29.7%
	High School	16.2%	16.2%
	Associates Degree or Some College	28.8%	13.7%
	Bachelor's Degree	28.7%	15.1%
	Master's Degree or Higher	36.9%	17.3%
Race and Ethnicity	African-American	12.0%	17.8%
	Hispanic	22.3%	21.3%
	White	24.1%	13.7%
	Other	21.6%	17.7%

Table 3: Reason for Leaving Last Job: Involuntary Layoff and Termination by Unemployment Duration, Educational Attainment, and Race and Ethnicity

Note that the implications of voluntary and involuntary job separations on re-employment and earnings differ. Involuntary job separations, the termination of someone from their job for reasons beyond their control, either through layoffs, firm restructuring, or business closures can result in longer periods of unemployment and a reduction in average weekly wages and hours worked once re-employed (Dixon et al. 2023). One study found that displaced workers experienced a 27-percentage-point drop in employment up to one year after displacement. Those who secured re-employment earned 12 percent lower wages within the

[13] Race/ethnicity: Hispanic (n=73, weighted=75.5)
[14] Race/ethnicity: White (n=143, weighted=135.4)
[15] Race/ethnicity: African-American (n=45, weighted=46.0)

first year (Dixon et al. 2023). Voluntary job separation, however, can be a beneficial, strategic move to propelling one's career mobility. Research shows that job switchers often experience greater wage gains than those who remain with the same employer, with a "one-percentage-point increase in job switching probability linked to 2.4 to 5.0 percent higher earnings" (Shambaugh 2018).

Family Obligations

Family obligations ranked as the second most frequently reported reason survey respondents left their previous jobs, which could include child or elder care, family crises, or general familial responsibilities. Overall, 18.4 percent of respondents cited family obligations as their reason for leaving their previous position.[16] Among those who were short-term unemployed,[17] family obligations was the leading reason at 23.8 percent, surpassing layoffs and terminations and highlighting the difficult tradeoff many individuals face between maintaining employment and meeting caregiving responsibilities.

The prevalence of family obligations as a reason for leaving was more pronounced among women, married respondents, and those with children. By gender, 22.5 percent of women reported family obligations as their reason for leaving,[18] compared to 14.8 percent of men.[19] Married respondents reported family obligations more frequently at 25.1 percent[20] versus 15.9 percent among unmarried counterparts.[21] Furthermore, the impact of family responsibilities was particularly pronounced among respondents with children. Only 12.6 percent of respondents without children cited family obligations,[22] ranked as sixth biggest factor behind termination (20.4 percent), involuntary layoffs (18.3 percent), health (18.2 percent), to seek new career opportunities (13.2 percent), and work environment (13.1 percent). Comparatively, family obligations ranked as the top answer for parents with one child and was a close second to involuntary layoffs for those with two or more children. 27.7 percent with one child,[23] 24.8 percent with two-to-four children,[24] and 31.7 percent with more than four children[25] all cited family obligations as a reason for leaving their last job (note the response rate for those reporting the number of children in their household of more than was 4 was low, see footnote 25). These findings align with a 2021 McKinsey & Company survey,

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[16] Reason for leaving: family obligations (n=63, weighted=56.5)
[17] Unemployed: short-term (n=194, weighted=192.4)
[18] Gender: female (n=214, weighted=144.8)
[19] Gender: male (n=93, weighted=162.2)
[20] Marital status: married (n=92, weighted=85.4)
[21] Marital status: unmarried (n=212, weighted=219.9)
[22] Number of children: none (n=160, weighted=179.2)
[23] Number of children: 1 (n=66, weighted=58.8)
[24] Number of children: 2-4 (n=70, weighted=61.3)
[25] Number of children: more than 4 (n=7, weighted=5.5)

which similarly found that parents ranked family caregiving as a top five reason for leaving their job, while non-parents ranked it 18th out of over 20 options (De Smet 2021).

		Family Obligations
All Respondents		18.4%
Unemployment Duration	Short-Term Unemployed	23.8%
	Long-Term Unemployed	9.2%
Marital Status	Married	25.1%
	Unmarried	15.9%
Gender	Male	14.8%
	Female	22.5%
Number of Children	None	12.6%
	1	27.7%
	2 - 4	24.8%
	More than 4	31.7%

Table 4: Reason for Leaving Last Job: Family Obligations by Unemployment Duration, Marital Status, Gender, and Number of Children

Health

Health-related factors ranked as the third most commonly cited cause of job separation, reported by 16.9 percent of respondents.[26] Unlike the other categories, no significant discrepancies existed between different demographic variables for this category, indicating that personal health concerns can affect individuals broadly. Among long-term unemployed respondents,[27] 17.9 percent cited health concerns as the reason for leaving their last job, compared to 16.4 percent of those unemployed for six months or less.[28] When analyzed by income, respondents who previously earned between $75,000 and $99,000 reported the highest rates of health as a reason for leaving their last job at 30.4 percent (note the low response rate for those in the $75,000-$99,000 income bracket, see footnote 29).[29]

[26] Reason for leaving: health (n=59, weighted=52.0)
[27] Unemployed: long-term (n=113, weighted=144.6)
[28] Unemployed: 0-6 months (n=194, weighted=192.4)
[29] Income: $75,000-$99,000 (n=13, weighted=13.4)

Notably, health ranked as the most cited factor among respondents aged 24 and younger at 26.6 percent.[30] By comparison, 16.8 percent of respondents aged 25 to 54[31] and 9.2 percent of those 55 and older[32] cited health concerns as a reason for their separation. This finding challenges the assumption that older individuals are more likely to leave jobs due to health-related issues. Research has found that younger adults who experience mental health challenges are more likely to be unemployed by 8 percentage points compared to their counterparts, indicating that mental health barriers could have contributed to high response rates among younger survey participants for this question (McCurdy et al. 2024).

		Health
All Respondents		16.9%
Unemployment Duration	Short-Term Unemployed	16.4%
	Long-Term Unemployed	17.9%
Income at Prior Job	$25,000 and Below	7.6%
	$25,000 - $49,999	18.4%
	$50,000 - $74,999	13.3%
	$75,000 - $99,999	30.4%
	$100,000 and Above	N/A
Age	24 and Younger	26.6%
	25 - 54	16.8%
	55 and Older	9.2%

Table 5: Reason for Leaving Last Job: Health by Unemployment Duration, Income at Prior Job, and Age

Income and Satisfaction of the Last Job

In addition to direct reasons for separation from their previous job, factors such as pay and job satisfaction provide valuable context for understanding the circumstances of the survey respondents' departure and offer insight into what they may seek in future employment.

[30] Age: 24 and younger (n=32, weighted=50.5), grouped response, see appendix
[31] Age: 25 to 54 (n=231, weighted=198.7), grouped response, see appendix
[32] Age: 55 and older (n=44, weighted=57.8), grouped response, see appendix

Income at the Last Job

The Nevada Job Seeker Survey results show that a significant portion of respondents earned wages below the state average before becoming unemployed. Specifically, 83.5 percent of respondents reported earning less than $50,000 annually at their previous positions.[33] While 42.1 percent of survey respondents earned less than $25,000,[34] only 10.4 percent of full-time, year-round workers in Nevada fell below this threshold in 2023 (the latest available data), according to the American Community Survey (U.S. Census Bureau 2023a).[35] Similarly, fewer than 8 percent of respondents earned more than $75,000,[36] compared to over 31.1 percent statewide (U.S. Census Bureau 2023a). These gaps highlight that the sample in the survey tended to occupy lower-wage positions prior to separation, which may influence their job prospects and preferences.

	$25,000 and Below	$25,000 - $49,999	$50,000 - $74,999	$75,000 - $99,999	$100,000 and Above
Nevada	10.4%	35.0%	23.5%	12.9%	18.2%
Nevada Job Seeker Survey	42.1%	41.4%	9.5%	4.4%	2.7%

Table 6: Nevada Income Distribution Compared to Nevada Job Seeker Survey Income Distribution

Broken out by age group, 61.2 percent of respondents aged 24 years and younger[37] and 43.5 percent of those aged 25 to 54[38] fell into the lowest income bracket (under $25,000). In contrast, 70.5 percent of respondents aged 55 and older were in the $25,000-$50,000 income bracket.[39] These findings suggest that younger and mid-career individuals were more likely to have held lower-wage positions prior to unemployment, whereas older workers had slightly higher earnings, potentially due to increased experience in the labor market.

[33] Income: below $25,000 + $25,000-$49,999 (n=254, weighted=256.1)
[34] Income: below $25,000 (n=140, weighted=129.10)
[35] Census Nevada data measured wages for full-time, year-round workers. Hours worked or seasonality of the survey respondents' former job was not asked in the survey.
[36] Income: $75,000-$99,9999 + above $100,000 (n=19, weighted=21.81)
[37] Age: 24 and younger (n=32, weighted=50.5), grouped response, see appendix
[38] Age: 25 to 54 (n=231, weighted=198.7), grouped response, see appendix
[39] Age: 55 and older (n=44, weighted=57.8), grouped response, see appendix

Satisfaction at the Last Job

Job satisfaction results also provide further insight into workers' experiences before unemployment. When asked to rate their last job, 31.5 percent of respondents gave a neutral rating (3 on a 5-point scale),[40] while 14.2 percent of respondents rated it at the lowest level (1),[41] and 19.0 percent of respondents rated it the highest (5).[42] Respondents who left their former position to seek new career opportunities noted dissatisfaction with their former positions, with 47.2 percent selecting either a 1 or 2 rating.[43] Similarly, those who left due to inadequate career advancement and promotion opportunities had 45.8 percent select either a 1 or 2 rating.[44] Respondents who had more positive job satisfaction at their prior positions were those whose jobs were relocated[45] with 86.8 percent reporting either a 4 or 5 and those who moved themselves[46] at 74.1 percent reporting either a 4 or 5.

Although the survey respondents indicated mixed satisfaction levels regarding their former employment, most respondents remained relatively optimistic about their future position. A majority of overall respondents expect job conditions (53.4 percent)[47] and pay (57.2 percent)[48] to improve at their new job.

The factors that contributed to unemployment help shape job seekers' priorities moving forward. The following section examines which industries respondents are seeking employment in and what they are looking for most in their next job.

Section 2: The Next Job

This section examines which industries respondents want to work in, whether the same or a different industry, and the factors influencing their next job selection. The insights gained from these components of the survey can help provide information as to whether most job seekers are satisfied in their career field or if they felt other fields would yield better job opportunities. CBER has found evidence linking Nevada's industry employment concentrations to lower post-pandemic labor force participation (Woods et al. 2023).

[40] Job satisfaction rating: 3/5 (n=92, weighted=96.9)
[41] Job satisfaction rating: 1/5 (n=46, weighted=43.5)
[42] Job satisfaction rating: 5/5 (n=56, weighted=58.19)
[43] Reason for leaving: to seek out new career opportunities (n=28, weighted=30.3)
[44] Reason for leaving: inadequate career advancement and promotion opportunities (n=13, weighted=11.2)
[45] Reason for leaving: job relocation (n=9, weighted=15.9)
[46] Reason for leaving: moved (n=9, weighted=8.0)
[47] Expectations on new job conditions: better (n=186, weighted=164.0)
[48] Expectations on new job pay: better (n= 179, weighted=175.6)

Further information is provided as to which industries were the most appealing to respondents and how these responses compare to employment shares across industries, especially when considering pre- vs post-pandemic employment. The top factors influencing respondents' next job selection may also reflect what they found lacking in their previous roles and what they believe would lead to greater satisfaction moving forward. These findings could help illuminate opportunities for employment growth across industries and guide interventions aimed at improving workplace conditions and retention.

Target Industries for the Next Job

To better understand the career direction of unemployed Nevadans, the survey asked whether respondents planned to remain in their previous industry or pursue a new one–with responses highlighting growing interest in fields such as transportation and warehousing, accommodation and food services, and administrative support.

Switching or Staying in Previous Industry

Changing career fields can be risky, requiring job seekers to effectively demonstrate their transferable skills, but it also presents an opportunity to regain employment either more quickly, for better perks, or for a better long-term career path. For example, the economic disruption caused by the COVID-19 pandemic resulted in widespread job losses for many within the service sector, meanwhile the ensuing tight labor market prompted many professionals to take advantage of increased training and hiring for growing industries such as transportation and warehousing and art, entertainment, and recreation. The federal government's support through the supplemental unemployment compensation of $600 per week on top of regular state unemployment compensation payments provided an important piece of the puzzle that permitted unemployed individuals to search and train for new positions. A Pew Research study found that four percent of all workers switched industries in a given month from 2019 to 2021, with 48 percent of workers who changed employers also changing industries (Kochhar et al. 2022). Sector-specific turnover varied: healthcare and public administration saw lower departure rates (around 3 percent or less), while industries such as arts and entertainment, personal services, and repair services experienced higher turnover at approximately 5 percent or more (Kochhar et al. 2022). A January 2025 LinkedIn Market Research survey suggests that the job-switching trend has persisted, with four in 10 Americans indicating they would consider changing industries and 14 percent actively pursuing such transitions (Borden 2025).

The Nevada Job Seeker Survey found similar trends in respondents' career field preferences. Overall, 58.4 percent indicated they would like to switch career fields.[49] as opposed to 41.6

[49] Career field: new (n=171, weighted=179.4)

percent reporting they would like to remain in the same career field.[50] Males[51] showed slightly higher interest in switching career fields at 60 percent compared to females[52] at 56.0 percent. By age, respondents aged 55 and older had the strongest desire to switch career fields with 65.6 percent wanting to explore new industries.[53] This finding is particularly notable given that other studies have found baby boomers are the least likely to consider changing industries among other generations at only 10 percent (Borden 2025).

The following section highlights the industries respondents are most interested in entering, as well as the key factors influencing their next employment decision.

Desired New Industry

Job seekers often gravitate toward industries perceived to offer the most opportunities. As of June 2024, leisure and hospitality remains the largest sector in Nevada, accounting for 23.1 percent of statewide employment (U.S. Bureau of Labor Statistics 2025e, 2025f). Its share, however, has declined by 2 percentage points since June 2019, reflecting the sector's relatively slow recovery since the pandemic. In contrast, trade, transportation, and utilities—the second largest sector at 18.9 percent—has grown 0.4 percentage points, indicating relative resilience. These trends may signal a labor market shift toward perceived industry stability amid broader efforts to diversify Nevada's economy.

[50] Career field: same (n=136, weighted=127.6)
[51] Gender: male (n=93, weighted=162.2)
[52] Gender: female (n=214, weighted=144.8)
[53] Age: 55 and older (n=44, weighted=57.8), grouped response, see appendix

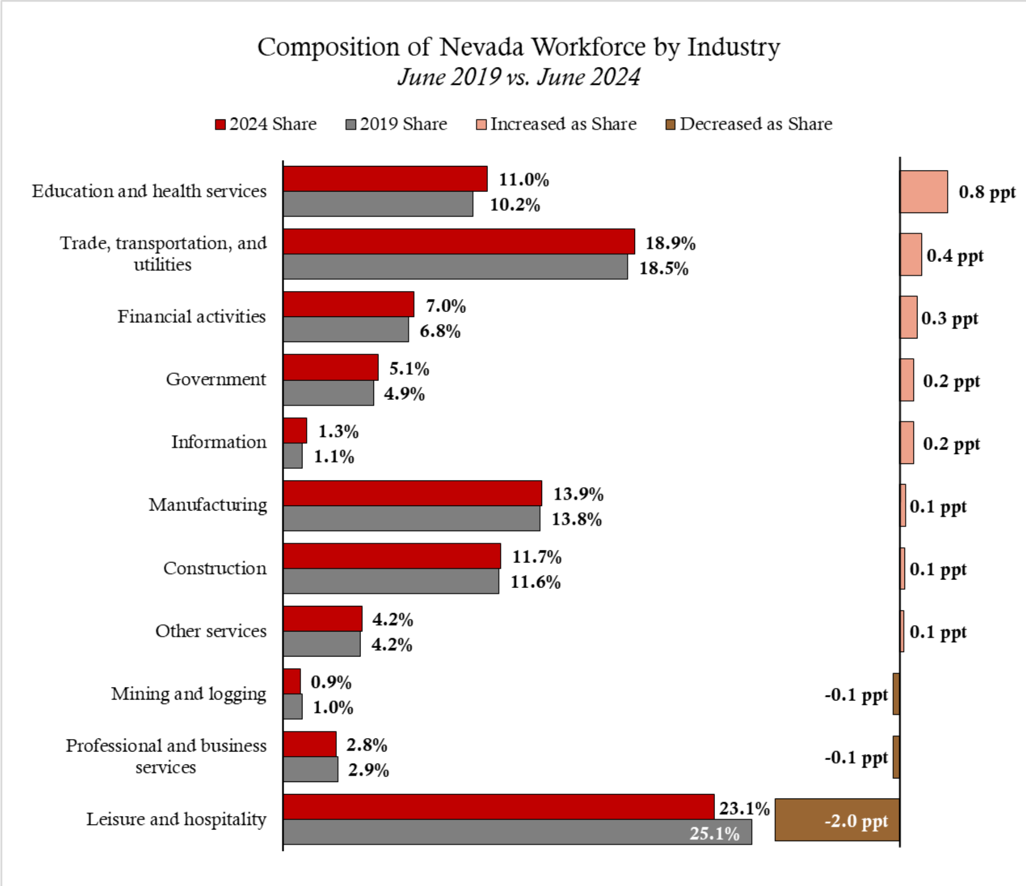

Figure 5: Composition of Nevada Workforce by Industry, June 2019 vs. June 2024

The top three industries selected by survey respondents were transportation and warehousing (26.8 percent),[54] accommodation and food services (25.9 percent),[55] and administration (21.7 percent),[56] closely aligning with sectors that dominate statewide employment. Accommodation and food services (a subsector of leisure and hospitality, the largest overall industry by employment size) was ranked second by respondents while transportation and warehousing (a subsector of the trade, transportation, and utilities super sector, the second largest industry) was ranked first. Notably, arts (8.8 percent)[57] and entertainment (17.5 percent),[58] the second subsector of the leisure and hospitality super sector, slightly surpassed accommodation and food services. This may reflect a shift within the leisure and hospitality sector: between January 2019 and January 2024, employment in accommodation and food services declined by over 8,000, while arts, entertainment, and recreation grew by a similar margin (U.S. Bureau of Labor Statistics 2025i, 2025j).

[54] Desired industry: transportation and warehousing (n=72, weighted=82.2)
[55] Desired industry: accommodation and food services (n=78, weighted=79.4)
[56] Desired industry: administration (n=74, weighted=66.7)
[57] Desired industry: arts (n=29, weighted=26.9)
[58] Desired industry: entertainment (n=43, weighted=53.6)

In comparison, education and health services ranks fifth by employment share but has experienced the largest post-pandemic growth, rising from 10.2 percent in June 2019 to 11 percent in June 2024.[59] Within this super sector, healthcare was the seventh most selected industry by respondents, with 15.5 percent expressing interest, exceeding its February 2025 employment share by 4.5 percentage points. While this indicates growing interest in healthcare careers, it still ranked behind more traditionally favored sectors such as transportation and warehousing and leisure and hospitality—the top two industries among respondents—even though those sectors are projected to grow at only about half the rate of healthcare. Nonetheless, healthcare is projected to experience the largest employment share increase of any sector, rising from 8.5 percent in 2024 to 9.3 percent by 2034, creating expanded opportunities for job seekers (UNLV CBER 2024). The current gap between labor market projections and respondent preferences may reflect inadequate awareness, limited access to training, or a broader misalignment between job seekers' interests and Nevada's evolving economy.

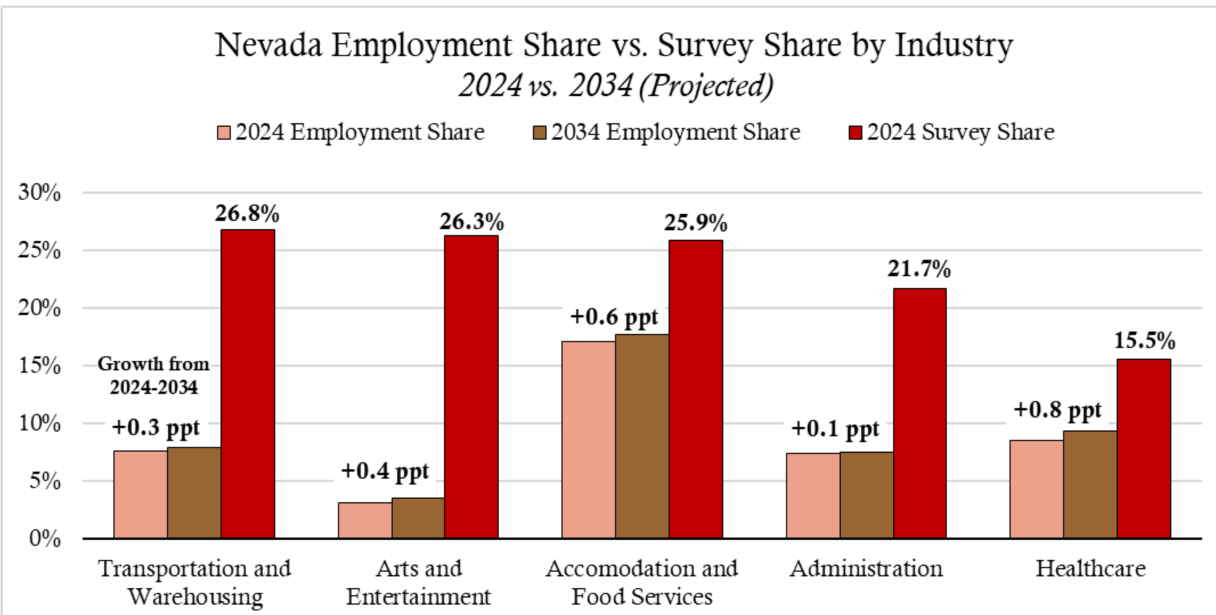

Figure 6: Nevada Employment Share vs. Nevada Job Seeker Survey Share by Industry

Survey responses reveal distinguishable differences in industry preferences when segmented by demographic group and geographic region. Female respondents rated administration first at 33.7 percent,[60] far more than males (11.1 percent),[61] while males favored transportation and warehousing the most at 31.4 percent, compared to 21.6 percent of females. By race and

[59] Note that education in this super sector are jobs in private education. Public education jobs are grouped under government.

[60] Gender: female (n=214, weighted=144.8)

[61] Gender: male (n=93, weighted=162.20)

ethnicity, Hispanic respondents had the greatest interest in healthcare at 19.1 percent,[62] followed by 13.9 percent for African American respondents,[63] and 12.8 percent for White respondents.[64] Moreover, African-Americans expressed notably less interest in accommodation and food services at only 12.4 percent, compared to 23-24 percent among Hispanic and White respondents, respectively.[65] Regionally, Rural Nevada respondents had the highest share of responses for healthcare at 25.2 percent,[66] 9.7 percentage points more than Clark County,[67] and 16.3 percentage points more than those in Washoe County.[68] Washoe County respondents favored arts[69] and entertainment (43.5 percent)[70] considerably more than the other regions, with 28.5 percent in Rural Nevada and 23.3 percent in Clark County. Additionally, transportation and warehousing was highly favored in Washoe County, consistent with the region's industrial base.[71]

		Transportation and Warehousing	Arts and Entertainment	Accommodation and Food Services	Administration	Healthcare
All Respondents		26.8%	26.3%	25.9%	21.7%	15.5%
Gender	Male	31.4%	31.1%	27.1%	11.1%	10.6%
	Female	21.6%	20.8%	24.5%	33.7%	21.0%
Race and Ethnicity	African-American	29.8%	23.9%	12.4%	20.3%	13.9%
	Hispanic	28.8%	27.1%	23.7%	23.5%	19.1%
	White	21.5%	29.1%	23.5%	23.05	12.8%
	Other	35.1%	19.3%	47.9%	16.8%	18.9%
Geographic Region	Washoe County	32.3%	43.5%	20.6%	13.1%	8.9%
	Rural NV	20.1%	28.5%	29.8%	20.6%	25.2%
	Clark County	26.6%	23.3%	26.3%	23.2%	15.5%

Table 7: Desired New Industry: Transportation and Warehousing, Arts and Entertainment, Accommodation and Food Services, Administration, and Healthcare by Gender, Race and Ethnicity, and Geographic Region

[62] Race/ethnicity: Hispanic (n=73, weighted=75.5)
[63] Race/ethnicity: African-American (n=45, weighted=46.0)
[64] Race/ethnicity: White (n=143, weighted=135.4)
[65] Desired industry: accommodation and food services (n=78, weighted=79.4)
[66] Region: Rural Nevada (n=41, weighted=24.6), grouped response, see appendix
[67] Region: Clark County (n=225, weighted=244.7)
[68] Region: Washoe County (n=41, weighted=37.8)
[69] Desired industry: arts (n=29, weighted=26.9)
[70] Desired industry: entertainment (n=43, weighted=53.6)
[71] Desired industry: transportation and warehousing (n=72, weighted=82.2)

Factors for the Next Job

Survey respondents identified rate of pay (69.6 percent),[72] work hour flexibility (55.6 percent),[73] and work location flexibility or remote work (41.3 percent)[74] as the three top factors for choosing their next job. While the rate of pay was the most selected factor across all age groups,[75] it was especially emphasized by respondents aged 55 and older (84.5 percent),[76] compared to 67.2 percent of those aged 25 to 54[77] and 62.0 percent of those 24 and younger.[78] Across education levels, 89.0 percent of respondents with a master's degree or higher selected rate of pay,[79] versus 62.5 percent among those with only some high school education.[80] Note that this difference may be influenced by the underrepresentation of respondents with a master's degree at 2.3 percent of the survey sample (see footnote 79) compared to the statewide share of 10.0 percent (U.S. Census Bureau 2023b). Similarly, among income groups, rate of pay remained the top factor, but it was most selected by those earning $25,000-$49,999 (74.0 percent)[81] and least selected by those in the $100,000-$149,999 range (52.9 percent),[82] a group also underrepresented in the survey (see footnote 82, 2.0 percent vs. 17.3 percent statewide; U.S. Census Bureau 2023a).

Regionally, Rural Nevada[83] respondents placed greater emphasis on location and transportation (52.6 percent)[84] and work hour flexibility (70.8 percent),[85] compared to lower levels in Washoe County (29.9 percent, 56.9 percent)[86] and Clark County (36.2 percent, 53.9 percent),[87] respectively. Contrary to the aggregate results, the rate of pay[88] was less important to Rural respondents (54.3 percent) than to those in Washoe County (77.2 percent) and Clark County (70.0 percent). Other regional patterns emerged as well: Washoe County respondents placed higher importance on opportunities for promotion (42.1 percent)[89] and skill

[72] Factors for the next job: rate of pay (n=212, weighted=213.7)
[73] Factors for the next job: work hour flexibility (n=174, weighted=170.7)
[74] Factors for the next job: work location flexibility (remote work) (n=147, weighted=126.7)
[75] Factors for the next job: rate of pay (n=212, weighted=213.7)
[76] Age: 55 and older (n=44, weighted=57.8), grouped response, see appendix
[77] Age: 25 to 54 (n=231, weighted=198.7), grouped response, see appendix
[78] Age: 24 and younger (n=32, weighted=50.5), grouped response, see appendix
[79] Education: master's degree or higher (n=7, weighted=6.3)
[80] Education: some high school (n=32 weighted=32.9)
[81] Income: $25,000-$49,999 (n=114, weighted=130.0)
[82] Income: $100,000-$149,999 (n=6, weighted=8.4)
[83] Region: Rural Nevada (n=41, weighted=24.6), grouped response, see appendix
[84] Factors for the next job: location and transportation (n=117, weighted=112.8)
[85] Factors for the next job: work hour flexibility (n=174, weighted=170.7)
[86] Region: Washoe County (n=41, weighted=37.8)
[87] Region: Clark County (n=225, weighted=244.7)
[88] Factors for the next job: rate of pay (n=212, weighted=213.7)
[89] Factors for the next job: opportunities for promotion (n=94, weighted=92.4)

development (41.3 percent),[90] while fewer than 30 percent of Rural Nevadans and Clark County respondents selected these options. Washoe County (51.1 percent) and Rural Nevada (51.0 percent) respondents valued remote work[91] more than those in Clark County (38.8 percent).

The overall emphasis on rate of pay aligns with national trends: in 2024, 29 percent of U.S. workers reported dissatisfaction with their earnings (Lin et al. 2024). Opportunities for promotion[92] selected by 30.2 percent of respondents and ranked sixth overall, also mirrors national sentiment, where 38 percent of workers expressed dissatisfaction with advancement opportunities (Lin et al. 2024).

While remote work[93] ranked as the third biggest factor overall, it was less emphasized among those targeting transportation and warehousing[94] and accommodation and food services,[95] industries that traditionally require face-to-face work. Respondents who selected transportation and warehousing ranked remote work as the sixth biggest factor (30.2 percent) while respondents who selected accommodation and food services ranked remote work as the fifth biggest factor (29.4 percent). In contrast, respondents interested in administration, the third most selected industry, ranked remote work as the second most important factor (49.5 percent).[96] In comparison, 40 percent of U.S. workers reported dissatisfaction with their flexibility to work remotely in 2024 (Lin et al. 2024).

[90] Factors for the next job: opportunities for skill development (n=88, weighted=88.1)
[91] Factors for the next job: work location flexibility (remote work) (n=147, weighted=126.7)
[92] Factors for the next job: opportunities for promotion (n=94, weighted=92.4)
[93] Factors for the next job: work location flexibility (remote work) (n=147, weighted=126.7)
[94] Desired industry: transportation and warehousing (n=72, weighted=82.2)
[95] Desired industry: accommodation and food services (n=78, weighted=79.4)
[96] Desired industry: administration (n=74, weighted=66.7)

		Rate of Pay	Work Hour Flexibility	Work Location Flexibility (Remote Work)	Location and Transportation	Opportunities for Promotion	Opportunities for Skill Development
All Respondents		69.6%	55.6%	41.3%	36.7%	30.2%	28.7%
Educational Attainment	Some High School	62.5%	62.0%	51.1%	41.7%	29.1%	30.1%
	High School	66.5%	59.2%	34.5%	39.8%	28.8%	30.5%
	Associates Degree or Some College	76.9%	43.9%	46.8%	33.7%	35.5%	25.4%
	Bachelor's Degree	69.4%	62.6%	54.9%	28.6%	12.1%	33.0%
	Master's Degree or Higher	89.0%	65.2%	34.3%	11.6%	65.8%	11.6%
Age	24 and Younger	62.0%	59.7%	43.0%	28.9%	41.3%	30.9%
	25 - 54	67.2%	54.6%	44.2%	39.9%	32.3%	29.5%
	55 and Older	84.5%	55.5%	29.5%	32.5%	13.2%	24.1%
Income at Prior Job	$25,000 and Below	70.6%	61.4%	55.4%	39.6%	26.4%	31.7%
	$25,000 - $49,999	74.0%	53.8%	30.1%	38.8%	33.0%	28.0%
	$50,000 - $74,999	54.1%	51.3%	41.5%	24.1%	42.0%	29.5%
	$75,000 - $99,999	61.7%	43.4%	36.6%	35.5%	15.7%	10.4%
	$100,000 and Above	52.9%	27.7%	N/A	8.3%	27.7%	19.4%
Geographic Region	Washoe County	77.2%	56.9%	51.1%	29.9%	42.1%	41.3%
	Rural NV	54.3%	70.8%	51.0%	52.6%	25.5%	27.7%
	Clark County	70.0%	53.9%	38.8%	36.2%	28.8%	26.9%

Table 8: Factors for the Next Job: Rate of Pay, Work Hour Flexibility, Work Location Flexibility (Remote Work), Location and Transportation, Opportunities for Promotion, Opportunities for Skill Development by Educational Attainment, Age, Income at Prior Job, and Geographic Region

Section 3. Inhibitions for Job Search

This section explores why respondents have struggled to secure employment. As emphasized earlier in the report, one of the most valuable aspects of survey research is its ability to capture personal perspectives that are often obscured by aggregate labor market data. These firsthand insights into job search activities and perceived obstacles provide critical context for evaluating how current job-seeking resources are functioning, and where they may fall short. As the following section demonstrates, individuals face a wide range of challenges in the job search process, including labor market barriers or wraparound factors such as inadequate access to transportation. Collectively, these narratives shed light on the lived realities of unemployed Nevadans and highlight areas for potential policy intervention.

Time Spent Searching for Work

Survey results show that most respondents reported that they dedicate a limited amount of time to their job search, with 40.6 percent spending 1-5 hours per week,[97] followed by 27.4 percent spending 6-10 hours,[98] and 14 percent searching for 16 or more hours.[99] Previous research has estimated that, on average, unemployed workers spend 9.2 hours searching for jobs per week (Faberman et al. 2021). These findings imply that job seekers may be balancing their search efforts with competing responsibilities, such as caregiving or education commitments, or may be marginally tied to the workforce and passively looking for employment opportunities.

For respondents who selected childcare or family obligations[100] as a barrier holding them back in the transition to a new job, 48.9 percent reported only job searching for 1-5 hours per week. These results vary for those who reported education would be a barrier transitioning to a new position with 36.1 percent spending 1-5 hours job searching each week but 31.4 percent reporting they spend over 16 hours searching for jobs.[101] Differences were also observed by unemployment duration. Among long-term unemployed, 45.8 percent of respondents reported searching 1-5 hours per week, followed by 25.8 percent searching 6-10 hours.[102] In contrast, 37.5 percent of short-term unemployed respondents spent 1-5 hours searching per week, with 28.4 percent spending 6–10 hours per week.[103]

Job Search Activities and Resources

The most commonly used job search resources include company websites (66.3 percent),[104] friends and family (49.4 percent),[105] and classified ads (33.9 percent),[106] reflecting a combination of digital tools and personal networks. A majority of respondents aged 55 and older utilized classified ads at 70.3 percent[107] while jobs on company websites were the top categories for respondents 25 to 54 (69.0 percent)[108] and 24 and younger (64.2 percent)[109]

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[97] Time spent looking for work: 1-5 hours per week (n=137, weighted=124.7)
[98] Time spent looking for work: 6-10 hours per week (n=78, weighted=84.2)
[99] Time spent looking for work: 16 or more hours per week (n=41, weighted=42.9)
[100] Challenges transitioning to a new job: childcare or family obligations (n=36, weighted=25.8)
[101] Challenges transitioning to a new job: education (n=9, weighted=5.9)
[102] Unemployed: long-term (n=113, weighted=144.6)
[103] Unemployed: short-term (n=194, weighted=192.4)
[104] Job search resources: jobs on company websites (n=213, weighted=203.5)
[105] Job search resources: asking friends and family (n=153, weighted=151.8)
[106] Job search resources: classified ads (n=94, weighted=104)
[107] Age: 55 and older (n=44, weighted=57.8), grouped response, see appendix
[108] Age: 25 to 54 (n=231, weighted=198.7), grouped response, see appendix
[109] Age: 24 and younger (n=32, weighted=50.5), grouped response, see appendix

Across the state, jobs on company websites[110] was the top category for each region, but Clark County respondents[111] and Rural Nevadans[112] both had asking family and friends[113] as their second highest answer at 51.5 percent and 51.0 percent, respectively. Washoe County respondents'[114] second highest category was classified ads[115] at 46.3 percent. Less frequently utilized resources, such as library services (7.7 percent)[116] and union referrals (4.7 percent),[117] may indicate that job seekers do not have access to or be fully aware of career support programs.

Utilization of state job search resources, such as the EmployNV website and career hubs, was relatively limited among survey respondents. Despite offering free tools for job matching, résumé building, and career counseling, only a small share of job seekers reported accessing these platforms. The EmployNV website had higher utilization at 28.7 percent[118] compared to the career hub at 18.9 percent,[119] aligning with the broader trend of respondents relying on online job search tools. By region, Washoe County respondents reported the most frequent usage of EmployNV services with 42.4 percent using the website and 39.2 percent visited a career hub,[120] in comparison to Clark County (27.0 percent website, 16.9 percent career hub)[121] and Rural Nevada (23.8 percent website, 8.0 percent career hub).[122] Additionally, older respondents were more likely than younger respondents to use EmployNV. Respondents 55 and older had the highest usage of both tools at 40.2 percent for the website and 29.6 percent for the career hub,[123] compared to respondents aged 25 to 54 at 30.0 percent[124] and 18.5 percent, and respondents 24 and younger at 10.1 percent and 8.3 percent, respectively.[125] This underutilization may reflect a lack of awareness or clarity about the benefits these resources provide for job seekers, especially among respondents under 55 years of age.

[110] Job search resources: jobs on company websites (n=213, weighted=203.5)
[111] Region: Clark County (n=225, weighted=244.7)
[112] Region: Rural Nevada (n=41, weighted=24.6), grouped response, see appendix
[113] Job search resources: asking friends and family (n=153, weighted=151.8)
[114] Region: Washoe County (n=41, weighted=37.8)
[115] Job search resources: classified ads (n=94, weighted=104)
[116] Job search resources: library services (n=25, weighted=23.5)
[117] Job search resources: union referrals (n=12, weighted=14.4)
[118] Job search resources: EmployNV website (n=88, weighted=88.0)
[119] Job search resources: EmployNV career hub (n=53, weighted=58.0)
[120] Region: Washoe County (n=41, weighted=37.8)
[121] Region: Clark County (n=225, weighted=244.7)
[122] Region: Rural Nevada (n=41, weighted=24.6), grouped response, see appendix
[123] Age: 55 and older (n=44, weighted=57.8), grouped response, see appendix
[124] Age: 25 to 54 (n=231, weighted=198.7), grouped response, see appendix
[125] Age: 24 and younger (n=32, weighted=50.5), grouped response, see appendix

In addition to utilizing job search resources, many respondents engaged in job search activities to further their search, which was asked as a separate survey question. That is, 34.5 percent reported researching career changes,[126] 14.9 percent enrolled in online courses,[127] and 13.0 percent pursued new certifications or licenses.[128] These findings highlight a growing interest in career transitions, which is supported by the findings in section 2. Notably, respondents 55 and older had the highest response rate for researching potential career transitions, which could underscore that workers are retiring later in life and might be seeking career changes that offer greater flexibility, reduced physical demands, or renewed personal fulfillment. Participation in job search activities, however, was relatively lower than usage of job search resources, with 23 percent of respondents report "no" or "no response" to activities[129] and only 1 percent answering the same for resources.[130] Lagging job search activities might suggest that financial constraints, time limitations, or uncertainty about career prospects may be barriers to skill development.

		Resources					Activities		
		Jobs on Company Website	Asking Friends and Family	Classified Ads	EmployNV Website	EmployNV Career Hub	Research Potential Career Changes	Online Courses (Not for College Credit)	Getting a New License or Certification
All Respondents		66.3%	49.4%	33.9%	28.7%	18.9%	34.5%	14.9%	13.0%
Age	24 and Younger	64.2%	52.1%	12.3%	10.1%	8.3%	33.8%	21.1%	10.1%
	25 - 54	69.0%	48.6%	28.8%	30.0%	18.5%	32.1%	14.0%	16.9%
	55 and Older	58.8%	50.1%	70.3%	40.2%	29.6%	43.6%	12.7%	2.4%
Geographic Region	Washoe County	68.1%	35.3%	46.3%	42.4%	39.2%	43.9%	18.3%	11.6%
	Rural NV	70.2%	51.0%	30.7%	23.8%	8.0%	26.6%	15.0%	24.4%
	Clark County	65.6%	51.5%	32.3%	27.0%	16.9%	33.9%	14.4%	12.1%
Race and Ethnicity	African-American	72.2%	61.4%	10.7%	30.6%	22.3%	40.2%	8.8%	16.8%
	Hispanic	64.9%	39.7%	31.8%	24.5%	14.5%	29.1%	23.3%	17.2%
	White	69.9%	49.2%	40.4%	31.3%	20.0%	34.8%	13.5%	11.0%
	Other	53.1%	53.8%	40.7%	26.1%	19.5%	36.8%	11.9%	8.8%

Table 9: Job Search Resources and Activities by Age, Geographic Region, and Race and Ethnicity

[126] Job search activities: research potential career changes (n=105, weighted=106.0)
[127] Job search activities: online courses (not for college credit) (n=44, weighted=45.9)
[128] Job search activities: getting a new license or certification (n=43, weighted=40.0)
[129] Job search activities: no + no response (n=72, weighted=70.6)
[130] Job search resources: no + no response (n=6, weighted=3.2)

Biggest Challenge Transitioning to New Job

Respondents indicated three top challenges they foresee with transitioning to a new job: lack of available job opportunities (26.5 percent),[131] transportation (19.0 percent),[132] and skill-set training and certifications (16.7 percent).[133] The top three challenges are similar to the 2023 Nevada Job Seeker Survey results among unemployed survey respondents, though the rankings differ.[134] For example, transportation[135] ranked as the top challenge in 2023 at 23 percent and lack of available job opportunities,[136] (the top response in 2024) ranked third at 16.4 percent. The percentage for skill-set training and certifications[137] remained nearly identical between both years, though it dropped from the second biggest challenge in 2023 to third biggest in 2024. Perhaps the 10.1 percentage point increase for the lack of available job opportunities is tied to the decline in employment opportunities. The ratio of job openings to unemployed individuals declined from 1.35 in April 2023,[138] meaning there were more available jobs than unemployed individuals, to 0.84 in April 2024,[139] meaning there were more unemployed individuals than job openings (U.S. Bureau of Labor Statistics 2025a, 2025b).

[131] Challenges transitioning to a new job: lack of available job opportunities (n=68, weighted=81.3)
[132] Challenges transitioning to a new job: transportation (n=57, weighted=58.2)
[133] Challenges transitioning to a new job: skill-set training and certifications (n=49, weighted=51.2)
[134] 2023 Nevada Job Seeker Survey: unemployed respondents (n= 183)
[135] Challenges transitioning to a new job: transportation (n=57, weighted=58.2)
[136] Challenges transitioning to a new job: lack of available job opportunities (n=68, weighted=81.3)
[137] Challenges transitioning to a new job: skill-set training and certifications (n=49, weighted=51.2)
[138] CBER calculation. U.S. level: 1.74 job openings to unemployed individuals
[139] CBER calculation. U.S. level: 1.17 job openings to unemployed individuals

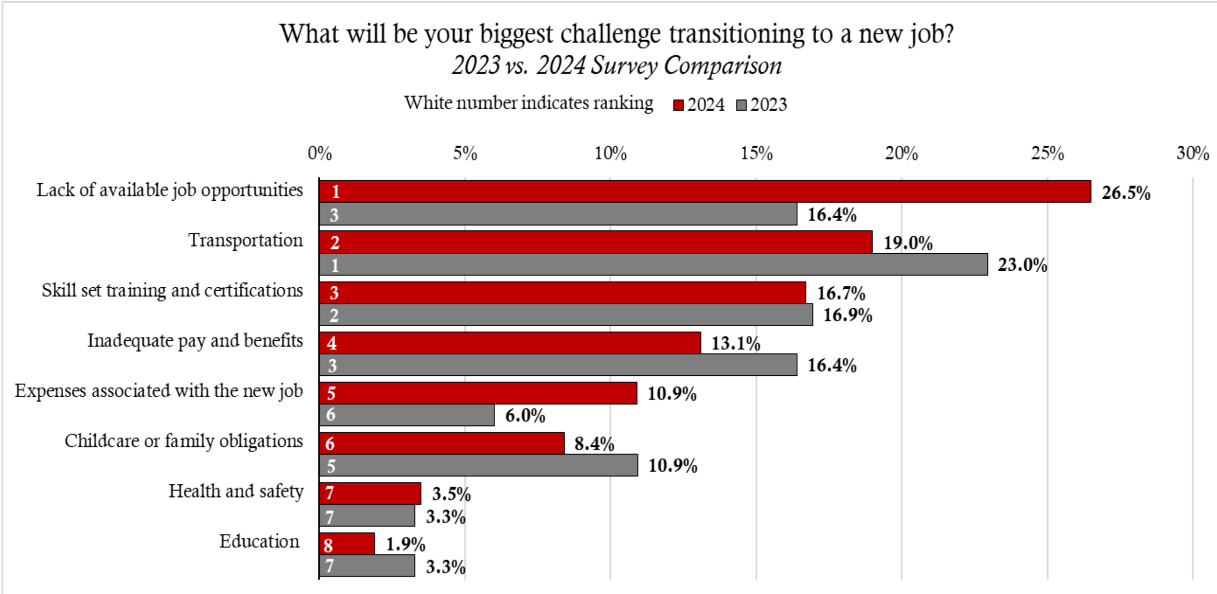

Figure 7: Biggest Challenges Transitioning to a New Job, Percentage and Ranking for 2023 and 2024 Nevada Job Seeker Surveys

Note: Survey responses were unweighted in 2023 and weighted in 2024. The following responses were included in the 2023 survey but not the 2024 survey and are omitted from the chart: Location flexibility, Inadequate hours, and Other made up the remaining 3.7 percent for the 2023 survey.

Lack of Available Job Opportunities

The most frequently selected challenge respondents identified in transitioning to a new job was the lack of available job opportunities with more than one in four participants choosing this option.[140] Both females[141] and males[142] selected it as their top response at similar rates, 26.6 percent and 26.4 percent, respectively. Among education levels, lack of available job opportunities[143] was the top perceived setback for those with a bachelor's degree[144] at 39.3 percent, those with a high school degree[145] at 27.2 percent, and those with an associate's degree or some college[146] at 26.5 percent. Regionally, lack of available job opportunities was the most cited barrier for respondents in Clark County[147] at 27.5 percent, the second most cited in Washoe County[148] at 26.0 percent, and third in Rural Nevada[149] at 17.0 percent.

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140 Challenges transitioning to a new job: lack of available job opportunities (n=68, weighted=81.3)
141 Gender: female (n=214, weighted=144.8)
142 Gender: male (n=93, weighted=162.2)
143 Challenges transitioning to a new job: lack of available job opportunities (n=68, weighted=81.3)
144 Education: bachelor's degree (n=26, weighted=23.3)
145 Education: high school degree (n=145, weighted=155.3)
146 Education: associate's degree or some college (n=96, weighted=88.4)
147 Region: Clark County (n=225, weighted=244.7)
148 Region: Washoe County (n=41, weighted=37.8)
149 Region: Rural Nevada (n=41, weighted=24.6), grouped response, see appendix

This challenge was particularly pronounced among older respondents. Those aged 55 and older overwhelmingly selected lack of available job opportunities as their most significant obstacle at 51.8 percent,[150] far surpassing their next highest answer of skill-set training and certifications at just 14.8 percent.[151] Older survey respondents were the most educated of all the age groups, with a plurality (36.5 percent) having either an associate's degree or some college. Additionally, the rate of pay was overwhelmingly the biggest factor for older survey respondents at 84.5 percent[152] with the next highest category as work hour flexibility at 55.5 percent[153] This could potentially suggest that older workers may be more selective about the jobs they seek, desiring higher paid opportunities that might require their advanced qualifications, which may dovetail into their higher response rate to seeking out information about new career fields as shown in Table 9.

		Lack of Available Opportunities
All Respondents		26.5%
Gender	Male	26.4%
	Female	26.6%
Educational Attainment	Some High School	13.0%
	High School	27.2%
	Associates Degree or Some College	26.5%
	Bachelor's Degree	39.3%
	Master's Degree or Higher	34.3%
Geographic Region	Washoe County	26.0%
	Rural NV	17.0%
	Clark County	27.5%
Age	24 and Younger	22.0%
	25 - 54	20.3%
	55 and Older	51.8%

Table 10: Biggest Challenges Transitioning to a New Job: Lack of Available Opportunities by Gender, Educational Attainment, Geographic Region, and Age

150 Age: 55 and older (n=44, weighted=57.8), grouped response, see appendix

151 Challenges transitioning to a new job: skill-set training and certifications (n=49, weighted=51.2)

152 Factors for the next job: rate of pay (n=212, weighted=213.7)

153 Factors for the next job: work hour flexibility (n=174, weighted=170.7)

Transportation

The second most frequently selected barrier to obtaining a new job was transportation,[154] cited by 19.0 percent of overall respondents and was once again a top concern among respondents to CBER's annual Nevada Job Seeker Survey. Research has found that ownership of a personal vehicle increases the probability of an individual working. Those who do not have access to a car, however, must rely on public transit options, which are scarce in Nevada, especially in non-urban areas (Borovičková 2023)

Transportation emerged as a particularly prominent issue for rural residents as it was the most cited barrier for Rural Nevada respondents at 27.1 percent.[155] This finding is expected, given that over 95,000 square miles or 86.9 percent of the state's land mass is considered rural but only 318,540 Nevadans or 9.5 percent of the total statewide population resides there (Griswold et al. 2025, 3). Transportation was also a concern for respondents in Nevada's urban regions. It was the second largest barrier for Clark County respondents at 17.4 percent,[156] and the third largest barrier for Washoe County respondents at 23.7 percent.[157]

Additional insights from the Nevada Job Seeker Survey show that males[158] cited transportation as a barrier more frequently than females[159] at 22.6 percent compared to 14.8 percent. Among age groups, transportation was the most selected category for respondents aged 25 through 54 at 22.7 percent,[160] surpassing their next highest barrier which was lack of available job opportunities (20.3 percent).[161] By race and ethnicity, White respondents were most likely to cite transportation challenges at 23.0 percent,[162] compared to 17.6 percent of Hispanic respondents[163] and 11.3 percent of African-American respondents.[164] This could be due to a larger concentration of White respondents in Rural Nevada (56.2 percent) compared to Hispanic respondents (14.7 percent) and African-American respondents (8.0 percent).

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[154] Challenges transitioning to a new job: transportation (n=57, weighted=58.2)
[155] Region: Rural Nevada (n=41, weighted=24.6), grouped response, see appendix
[156] Region: Clark County (n=225, weighted=244.7)
[157] Region: Washoe County (n=41, weighted=37.8)
[158] Gender: male (n=93, weighted=162.2)
[159] Gender: female (n=214, weighted=144.8)
[160] Age: 25 to 54 (n=231, weighted=198.7), grouped response, see appendix
[161] Challenges transitioning to a new job: lack of available job opportunities (n=68, weighted=81.3)
[162] Race/ethnicity: White (n=143, weighted=135.4)
[163] Race/ethnicity: Hispanic (n=73, weighted=75.5)
[164] Race/ethnicity: African-American (n=45, weighted=46.0)

		Transportation
All Respondents		19.0%
Geographic Region	Washoe County	23.7%
	Rural NV	27.1%
	Clark County	17.4%
Gender	Male	22.6%
	Female	14.8%
Age	24 and Younger	19.7%
	25 - 54	22.7%
	55 and Older	5.5%
Race and Ethnicity	African-American	11.3%
	Hispanic	17.6%
	White	23.0%
	Other	17.2%

Table 11: Biggest Challenges Transitioning to New Job: Transportation by Geographic Region, Gender, Age, and Race and Ethnicity

Skill-Set Training and Certifications

Skill-set training and certifications was the third most commonly cited barrier to finding a new job, as reported by 16.7 percent of respondents.[165] While this figure is notable, it may understate the broader importance of having relevant credentials and training to access employment. A 2022 survey conducted by Goodwill found that 47 percent of unemployed survey respondents said that a lack of skills or education made it difficult for them to maintain work or find a better job (PerryUndem 2022). In particular, lack of skills training and certifications is a large barrier for younger people who often face uncertainty in choosing a career path after high school and understanding the credentials needed for that field. This was true for the latest edition of the Nevada Job Seeker Survey, which found among the age groups, skill-set training and certifications was the most selected category for 24 and younger at 38.0 percent,[166] far exceeding their next most cited obstacle, lack of available job opportunities at 22.0 percent.

[165] Challenges transitioning to a new job: skill-set training and certifications (n=49, weighted=51.2)
[166] Age: 24 and younger (n=32, weighted=50.5), grouped response, see appendix

Respondents from across education levels cited the lack of skills and certifications as their biggest barrier. For example, this category was the most selected for respondents with some high school at 29.0 percent[167] and also the second most cited barrier for respondents with bachelor's degrees at 34.7 percent[168] Note that the respondents with a bachelor's degree was low (see footnote 168). These patterns may suggest a mismatch between the skills demanded by Nevada employers and the qualifications held by Nevada job seekers. According to the National Skills Coalition, 51 percent of jobs in Nevada require skills training beyond a high school degree but not a bachelor's degree, highlighting that abundant career opportunities exist within the middle-skill range (National Skills Coalition 2020). While an oversupply of workers with high school diplomas and bachelor's degrees relative to demand exists, there remains a three percent shortage of middle-skill workers in the state (National Skills Coalition 2020).

Regionally, the challenge of obtaining necessary training and credentials was most pronounced in Washoe County,[169] where 38.4 percent of respondents identified it as their primary barrier. It was the second most cited barrier in Rural Nevada at 23.9 percent,[170] and the fourth biggest obstacle for Clark County respondents at 12.6 percent.[171] This finding is notable given that *Forbes* in 2024 ranked Reno as the ninth most educated city in the United States with more than 61 percent of the population ages 25 or older having bachelor's degrees (Hidalgo 2024). Despite having higher education levels, the current labor market may not align with the qualifications of job seekers. That is, a structural unemployment problem exists. The influx of tech and manufacturing companies in Reno has created more higher skills job opportunities, but might be limiting opportunities for individuals without advanced credentials or specialized training in the tech industry.

[167] Education: some high school (n=32, weighted=32.9)
[168] Education: bachelor's degree (n=26, weighted=23.3)
[169] Region: Washoe County (n=41, weighted=37.8)
[170] Region: Rural Nevada (n=41, weighted=24.6), grouped response, see appendix
[171] Region: Clark County (n=225, weighted=244.7)

		Skill-Set Training & Certifications
All Respondents		16.7%
Age	24 and Younger	38.0%
	25 - 54	11.8%
	55 and Older	14.8%
Educational Attainment	Some High School	29.0%
	High School	18.8%
	Associates Degree or Some College	3.6%
	Bachelor's Degree	34.7%
	Master's Degree or Higher	5.6%
Geographic Region	Washoe County	38.4%
	Rural NV	23.9%
	Clark County	12.6%

Table 12: Biggest Challenges Transitioning to a New Job: Skill-Set Training and Certifications by Age, Educational Attainment, and Geographic Region

Section 4. Findings

The findings from the Nevada Job Seeker Survey offer critical insights into the multifaceted experiences of unemployed Nevadans. First, the context was set for how unemployment serves as a critical economic indicator along with other business and macroeconomic measures, such as business openings and state real gross domestic product (GDP). During the onset of the pandemic, the unemployment rate reached the highest level ever recorded with nearly one third of all Nevadans unemployed. This period also marked the first net loss of business establishments in seven years, and real GDP fell by 47.8 percent. Soon thereafter, a strong post-pandemic recovery emerged: job openings briefly outpaced the number of unemployed individuals, business creation reached a 10-year high, and real GDP rebounded. Under newfound pressures of inflation and economic uncertainty, the momentum of Nevada's post-pandemic gains substantially cooled. Job openings declined, the unemployment rose to 5.6 percent, remaining the highest in the nation for over two consecutive years, net business losses returned, and GDP growth decelerated, though continued to be positive. These volatile conditions have left job seekers particularly vulnerable to dramatic economic ebbs and flows.

To better understand these dynamics from the individual level, CBER has conducted the Nevada Job Seeker Surveys for three consecutive years, filling a gap in labor force research by examining unemployment not just through statistics and data analysis, but through surveying both individuals and businesses about local labor market conditions.

Section 1 explored why respondents left their previous jobs. While many fell within the scope of short-term, natural unemployment, a significant share reported experiencing prolonged detachment from the workforce. Survey respondents were 12.7 percentage points more likely to be long-term unemployed than the statewide average, with 12.7 percent of survey respondents remaining unemployed for over two years. The primary reasons for unemployment were involuntary separations, family obligations, and health-related factors. Involuntary separations were the most cited reason among all survey respondents, but it was particularly experienced among lower-educated and Hispanic respondents. Family obligations were a top reason for separation among respondents who were short-term unemployed, women, and parents, underscoring the difficult balance between career and caregiving that many adults, particularly women with children, face. Additionally, most respondents earned below the state average pay prior to unemployment, with 83.5 percent earning under $50,000, suggesting a concentration in lower-wage roles and potential vulnerability to economic shocks.

Section 2 highlighted how job seekers reassessed their career trajectories amid evolving labor market shifts. A majority of respondents expressed a desire to switch industries, particularly into fields such as transportation, leisure and hospitality, and administration. This willingness to pivot aligns with national trends emphasizing job quality, including higher wages, flexibility, and upward mobility as increasingly important attributes. A disconnect emerged, however, between job seeker preferences and projected employment growth. For instance, healthcare—part of the education and health services super sector—experienced the largest post-pandemic employment gains of any industry and is projected to grow proportionally more than any other industry by 2034. Yet, only 15.5 percent of respondents selected healthcare as a desired career field, ranking it seventh overall. In contrast, transportation and leisure and hospitality—the respondents' top industry choices—are expected to grow at roughly half the rate of healthcare. Respondents most interested in healthcare included women, Hispanic respondents, and Rural Nevadans. This suggests potential gaps in career awareness or access to training, particularly for sectors with long-term demand. Preferences alone, however, do not determine outcomes; the ability to transition into a desired job often depends on the success of navigating barriers to employment.

Section 3 examined the structural and situational barriers that inhibit successful job transitions. A lack of available job opportunities, inadequate transportation, and limited access to skill training were among the top challenges cited by respondents. Regionally, skillrelated barriers were most prevalent in Washoe County, revealing a gap between the skills of individuals seeking employment and the qualifications demanded by the region's growing tech and manufacturing sectors. Alternatively, transportation was the largest barrier in Rural Nevada, underscoring access issues in less-connected geographic areas of the large state. In Clark County, the most populous region, respondents most frequently cited a lack of job openings, despite strong regional employment growth, suggesting a mismatch between available jobs and job seekers' skills or interests. Although the public workforce resource, EmployNV, is available to assist with these barriers, utilization is low. Less than one-third of respondents reported using the EmployNV website, and less than one-fifth reporting visiting an EmployNV career hub. This underutilization presents missed opportunities for job seekers to access training resources and discover in-demand careers, which will be critical for aligning Nevada's workforce with the projected demand in high-growth sectors such as healthcare.

Collectively, these insights underscore the complexity of individuals seeking employment in Nevada and reinforce the value of combining individual-level survey data with macroeconomic indicators. CBER's 2024 Nevada Job Seeker Survey elevated important perspectives from job seekers to the existing repository of labor market research through creating the dynamic crosstab tool and analyzing key findings in this report. As Nevada continues to navigate post-pandemic economic recovery and braces for more economic uncertainty ahead, these findings can inform targeted responses from employers, workforce development organizations, government agencies, and stakeholders that support workforce development, improve job access, provide opportunity, and overall grow the economy.

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Appendix: 2024 Nevada Job Seeker Survey Questionnaire

** Questions with an * were manually categorized by CBER in effort to better convey aggregate results.*

Employment and Job Search

Q1. What is your current employment status?

- ○ Employed full-time (35+ hours per week)
- ○ Employed part-time (less than 35 hours per week)
- ○ Unemployed
- ○ Self-employed (including gig-work)
- ○ Retired
- ○ Prefer not to say

Q2. Are you currently or will likely be looking for a job in the next 6 months?

- ○ Yes
- ○ No

Demographics

Q3. What county region do you reside in Nevada?*

- ○ Carson City
- ○ Churchill
- ○ Clark
- ○ Douglas
- ○ Elko
- ○ Esmeralda
- ○ Eureka
- ○ Humboldt
- ○ Lander
- ○ Lincoln
- ○ Lyon
- ○ Mineral
- ○ Nye

○ Pershing
○ Storey
○ Washoe
○ White Pine

**The following answers were grouped into the category "Rural Nevada" which is used throughout the report: Carson City, Churchill, Douglas, Elko, Esmeralda, Eureka, Humboldt, Lander, Lincoln, Lyon, Mineral, Nye, Pershing, Storey, and White Pine.*

Q4. What gender do you identify as?*

○ Male
○ Female
○ Prefer not to say
○ Other: ____________

**Prefer not to say and Other were omitted from the analysis of the dashboard and report due to low statistical response rate (3 out of 310 responses).*

Q5. What is your age?*

○ Less than 18 years old
○ 18-20
○ 21-24
○ 25-34
○ 35-54
○ 55-64
○ 65+
○ Prefer not to answer

**The following answers were grouped into three categories which are used throughout the report: 18-20 and 21-24 = "24 and younger"; 25-34 and 35-54 = "25-54"; 55-64 and 65+ = "55 and older." Those who selected less than 18 years old were ineligible for the survey. No prefer not to answer responses were received for this question.*

Q6. Are you of Hispanic, Latino, or Spanish in origin?*

○ Yes
○ No

**Questions 6 and 7 were combined into one "Race and Ethnicity" respondent characteristic question. "Yes" to question 6 = the "Hispanic" category used throughout the report. "No" to question 6 was considered with the options in question 7.*

Q7. If NO, please specify your ethnicity:*

○ White, non-Hispanic
○ African-American or Black
○ Chinese
○ Filipino
○ Asian Indian
○ Vietnamese
○ Korean
○ Japanese
○ American Indian or Alaska Native
○ Native Hawaiian or Pacific Islander
○ Two or More
○ Other/Unknown: ____________
○ Prefer not to say

**Questions 6 and 7 were combined into one "Race and Ethnicity" respondent characteristic question. The following answers were grouped into the category, "Other," which is used throughout the report: Chinese, Filipino, Asian Indian, Vietnamese, Korean, Japanese, American Indian or Alaska Native, Native Hawaiian or Pacific Islander, two or more, other/unknown and prefer not to say.*

Q8. How long have you lived in Nevada?

○ Less than a year
○ 1-2 years
○ 3-5 years
○ 6-10 years
○ 11-20 years
○ More than 20 years

Q9. What is the highest degree or level of education you have completed?

○ Some high school
○ High school degree
○ Associate's degree or some college
○ Bachelor's degree
○ Master's degree, Ph.D., or higher
○ Prefer not to say

Q10. Have you ever attended a trade school?

○ Yes
○ No

Q11. Are you married?

○ Yes
○ No
○ Prefer not to say

Q12. How many children live in your household?

○ None
○ 1
○ 2-4
○ More than 4
○ Prefer not to say

Q13. Which languages are you capable of speaking fluently? (Select all that apply)

○ English
○ Spanish
○ Portuguese
○ French
○ Mandarin
○ Tagalog
○ Arabic
○ Other: ____________
○ Prefer not to say

Job Search and Labor Market Perceptions

Q14. How long have you been looking for a job?

- ○ 0-6 months
- ○ Up to 1 year
- ○ 2 years
- ○ More than 2 years

Q15. On a scale of 1 to 5, 1 being the worst and 5 being the best, how would you rate the number and types of available jobs in your local area?

- ○ 1
- ○ 2
- ○ 3
- ○ 4
- ○ 5

Q16. On a scale of 1 to 5, 1 being the worst and 5 being the best, how would you rate the job market in the United States?

- ○ 1
- ○ 2
- ○ 3
- ○ 4
- ○ 5

Q17. On a scale of 1 to 5, 1 being the worst and 5 being the best, how satisfied, in general, would you rate the people around you (friends, family, colleagues) are with their jobs?

- ○ 1
- ○ 2
- ○ 3
- ○ 4
- ○ 5

Q18. What do you think will happen to the number and types of available jobs in your local area over the next 6 months?

○ Improve significantly
○ Improve slightly
○ No change
○ Decrease slightly
○ Decrease significantly

Q19. On a scale of 1 to 5, 1 being the worst and 5 being the best, how satisfied were you with your most recent, previous job?

○ 1
○ 2
○ 3
○ 4
○ 5

Q20. Why did you leave your last job? (Select all that apply)*

○ Involuntary laid off
○ Terminated
○ Family obligations
○ Inadequate pay
○ Inadequate hours
○ Inadequate hour and location flexibility
○ To seek out new career opportunities
○ Inadequate career advancement and promotion opportunities
○ Work environment
○ Health
○ The job was moved to a different city, state, or overseas
○ Retirement
○ I have no prior job experience
○ Other: ____________

**Write-in responses from the "other" option were recategorized to reflect the sentiment of the statement in the aggregate results. Some write-in responses were grouped into existing answer options. The* *following categories were created for the analysis based on common write-in answers: "Company Closed Due to Covid-19," "Moved," "Personal Circumstances," "Temporary Position," and "no response."*

Q21. Are you looking for a job in the same career field as before or a new career?

- ○ Same career field
- ○ New career field

Q22. Whether you are looking for a job in the same or a new career field, what career are you currently applying or looking for jobs in? (Select all that apply)

- ○ Administration
- ○ Social assistance
- ○ Healthcare
- ○ Mining
- ○ Information
- ○ Construction
- ○ Finance and insurance
- ○ Arts
- ○ Entertainment
- ○ Real estate
- ○ Management and corporate enterprise
- ○ Retail trade
- ○ Wholesale trade
- ○ Transportation and warehousing
- ○ Utilities
- ○ Education
- ○ Government
- ○ Accommodation and food services

Q23. What are the most important factors in the choice of your next job? (Select all that apply)

- ○ Work hour flexibility (remote work)
- ○ Childcare
- ○ Health and safety policy
- ○ Rate of pay
- ○ Opportunities for promotion

○ Opportunities for skill development
○ Company culture and values
○ Quality of management
○ Purpose and responsibility of the job
○ Location and transportation

Job Expectations and Activities

Q24. How do you expect conditions in your new job will compare to your last job?

○ Better than
○ Same as
○ Worse than

Q25. How do you expect your pay in your new job will compare to your last job?

○ Higher than
○ Same as
○ Lower than

Q26. How do you expect your benefits in your new job will compare to your last job?

○ Higher than
○ Same as
○ Lower than

Q27. What will be your biggest challenge transitioning to a new job?

○ Skill set training and certifications
○ Childcare or family obligations
○ Transportation
○ Personal expenses associated with the job
○ Health and safety
○ Lack of available job opportunities
○ Education
○ Inadequate pay and benefits

Q28. Have you used any of the following resources in your job search? (Select all that apply)*

- ○ Jobs on company websites
- ○ EmployNV website
- ○ Asking friends and family
- ○ Union referrals
- ○ EmployNV Career Hub
- ○ Library services
- ○ Classified ads
- ○ Other: ____________

** Write-in responses from the "other" option were recategorized to reflect the sentiment of the statement in the aggregate results. Some write-in responses were grouped into existing answer options. The following categories were created for the analysis based on common write-in answers: "In-person job inquiries," "none," and "no response."*

Q29. Approximately how much time per week do you spend looking for work?

- ○ Less than 1 hour
- ○ 1-5 hours
- ○ 6-10 hours
- ○ 11-15 hours
- ○ 16 or more hours

Q30. Have you engaged in any of the following activities since your most recent search for work? (Select all that apply)*

- ○ Receiving in-person training
- ○ Online courses (not for college credit)
- ○ Taking college courses
- ○ Researching potential career changes
- ○ Getting a new license or certification
- ○ Seeking an unpaid internship
- ○ Seeking a paid internship
- ○ Seeking an apprenticeship program
- ○ Working with a job coach or mentor
- ○ Other: ____________

** Write-in responses from the "other" option were recategorized to reflect the sentiment of the statement in the aggregate results. Some write-in responses were grouped into existing answer options. The following categories were created for the analysis based on common write-in answers: "Career exploration" "none," and "no response."*

Q31. What was the income at your last job (annualized and individual income, not household)?

- ○ Below $25,000
- ○ $25,000-$49,999
- ○ $50,000-$74,999
- ○ $75,000-$99,999
- ○ $100,000-$149,999
- ○ More than $150,000

Q32. Is there anything else you would like us to know about your job search? (Open-ended response)