

UNLV | LEE BUSINESS SCHOOL
CENTER FOR BUSINESS AND ECONOMIC RESEARCH

Analysis of the 2026 Nevada Job Seeker Survey

Prepared for:

Nevada Department of Employment, Training, and Rehabilitation

Prepared by:

UNLV Center for Business and Economic Research

Analysis of the 2026 Nevada Job Seeker Survey

Published: September 2026

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

Prepared by:
UNLV Center for Business and Economic Research

Authors:
Andrew Woods, Director
Stephen M. Miller, Ph.D., Professor and Research Director
Jinju Lee, Associate Research Director
Manuel Ramirez, Economic Analyst
Lauren Tomlinson, Undergraduate Analyst

Table of Contents

List Of Figures 4
List Of Tables 5
Executive Summary 8
Key Survey Findings 9
Section 1: Introduction 12
The Nevada Job Seeker Methodology 14
Respondent Profile 17
Figure 4. Weighted Gender Distribution Of Respondents 19
Education, Income, And Work History 19
Previous Industry 21
Section 2: 2026 Job Seeker Survey Dashboard 22
Section 3: Biggest Challenges To A New Job 23
Lack Of Available Job Opportunities 25
Respondent Characteristics 26
Previous Occupation 31
Expectations For Future Job 33
Structural Mismatch 38
Transportation 39
Respondent Characteristics 39
Previous Occupation 43
Occupation Primarily Applying For 44
Expectations For Future Job 47
Skills Set Training And Certification 49
Respondent Characteristics 49
Previous Occupation 51
Job Search Behavior 54
Expectations For Future Job 57
Personal Expenses Associated With New Job 59
Respondent Characteristics 59
Occupation Primarily Applying For 63
Expectations For Future Job 65
Childcare Or Family Obligations 66
Respondent Characteristics 66
Previous Occupation 71
Expectations For Future Job 73

Other Significant Employment Barriers 76
Personal Health Conditions 76
Health & Safety 77
Section 4: Future Employment And Income Expectations 78
Views On The Labor Market 78
Previous Employment And Future Job Expectations 83
Section 5: Job Search Activities And Workforce Preparation 90
EmployNV 93
Job Preparation Activities 97
Engagement With Employnv And Job Preparation 104
Job Search Patterns 106
Conclusion 110
References 112
Appendix 114
Personas 115
2026 Nevada Job Seeker Survey Questionnaire 120

List of Figures

Figure 1: Nevada and U.S. Unemployment Rates January 2007 – April 2026
Figure 2: Weighted Distribution of Respondents by County
Figure 3: Weighted Age Distribution of Survey Respondents
Figure 4: Weighted gender distribution of respondents
Figure 5: Weighted Distribution of Survey Respondents by Highest Educational Attainment
Figure 6: Weighted Distribution of Survey Respondents by Previous Annual Income
Figure 7: Weighted Distribution of Survey Respondents by Previous Industry
Figure 8: Biggest Challenges Transitioning to a New Job: 2024 vs. 2026
Figure 9: Lack of Available Jobs by age and Unemployment Duration
Figure 10: Reasons for Leaving Most Recent Job Among Lack of Available job Opportunities Respondents
Figure 11: Same-Field Seekers vs Career-Switch Seekers Among Lack of Available Job Opportunities Respondents
Figure 12: Previous Occupation and Top Desired Occupation for Individuals Whom Selected Lack of Available Jobs
Figure 13: Same-Field Seekers vs Career-Switch Seekers Characteristics Among Lack of Available Job Opportunities Respondents
Figure 14: Age Groups vs How Long They Have Been Unemployed
Figure 15: Question 30: Most Important Characteristics of the Next Job Among Respondents Reporting Transportation as Their Primary Barrier

Figure 16: Reemployment Preparation Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier
Figure 17: Question 30: Most Important Characteristics of the Next Job Among Respondents Reporting Skill Set Training and Certifications as Their Primary barrier
Figure 18: Occupational Search Strategy Among Respondents Reporting Personal Expenses Associated With the New Job as Their Primary Barrier
Figure 19: Question 30: Most Important Characteristics of the Next Job Among Respondents Reporting Personal Expenses Associated With the New Job as Their Primary Barrier
Figure 20: Share Reporting Childcare or Family Obligations as Their Primary Barrier, by Gender and Presence of Children
Figure 21: Question 30: Most Important Characteristics of the Next Job Among Respondents Reporting Childcare or Family Obligations as Their Primary Barrier
Figure 22: Current Labor Market Sentiment and Six-Month Local Job Outlook
Figure 23: Regional Differences in Current Local Job Availability and Six-Month Outlook
Figure 24: Expected Local Job Availability by Age Groups for the Next Six Months
Figure 25: Employment Fields Nevada Job Seekers Are Applying For/Considering
Figure 26: Target Employment Fields Among the Five Largest Previous-Employment Groups
Figure 27. Target Employment Fields Reported by Job Seekers versus Projected Jobs Added, 2026 -2036
Figure 28: Expected Conditions and Compensation in Respondents' Next Job
Figure 29: Expected Pay and Benefits in Next Job by Previous Annual Income
Figure 30: Question 34: Resources and Methods Used by Nevada Job Seekers to Search for Work
Figure 31: EmployNV Resources Use by Career-Switchers vs Same-Field
Figure 32: EmployNV Utilization by Age Group 2026
Figure 33: Activities Job Seekers Are Undertaking to Prepare for New Employment
Figure 34: Reemployment Preparation Activities by Desired Occupation
Figure 35: Selected Preparation-Alignment Indicators by Desired Occupation
Figure 36: Selected Reemployment Preparation Activities (2024 vs 2026)\
Figure 37: Selected Reemployment Preparation Activities by Age Group for 2026
Figure 38: Reemployment Preparation Activities by EmployNV Engagement
Figure 39: Weekly Time Nevada Job Seekers Spend Searching and Applying for Work
Figure 40: Share of Job Seekers searching 11 or More Hours Per Week by Region
Figure 41: Biggest Challenge Transitioning to a New Job

List of Tables

Table 1: Weighted Distribution of Primary Employment Barriers Among Nevada Job Seekers
Table 2: Unweighted and Weighted Sample Distribution by Weighting Characteristics
Table 3: Nevada Job Seeker Survey Overview
Table 4: Survey Question Categories in the 2026 Nevada Job Seeker Survey
Table 5: Lack of Available Jobs Cohort Profile Characteristics

Table 6: Summary Profile of Respondents Reporting Lack of Available Job Opportunities as Their Primary Employment Barrier
Table 7: Previous Occupations Among Respondents Facing Lack of Available Job Opportunities
Table 8: Question 30: What are the most important factors in the choice of your next job?
Table 9: Characteristics of Job Seekers Reporting Transportation Challenges
Table 10: Previous Occupational Fields of Respondents Reporting Transportation as Their Primary Employment Barrier
Table 11: Questions 28 and 29: Previous Occupation and Primary Occupations Targeted Among Transportation-Constrained Job Seekers
Table 12: Same-Field vs. Career-Switch Transportation-Constrained Job Seekers by Selected Characteristics
Table 13: Transportation-Related Job Requirements by Gender
Table 14: Share Reporting Skill Set Training and Certifications as Their Primary Barrier, by Selected Characteristics
Table 15: Question 28: Previous Occupational Fields of Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier
Table 16: Question 24: Previous Income by Unemployment Duration Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier
Table 17: Employment Separation and Unemployment Duration Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier
Table 18: Preparation Activities by Same-Field vs. Career-Switch Status
Table 19: Selected Job-Search Behaviors Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier
Table 20: Selected Next-Job Requirements by Same-Field vs. Career-Switch Status
Table 21: Characteristics of Respondents Reporting Personal Expenses Associated With the New Job as Their Primary Employment Barrier
Table 22: Same-Field vs. Career-Switch Status Among Personal-Expense-Constrained Job Seekers, by Selected Characteristics
Table 23: Selected Expense-Related Next-Job Requirements by Gender Among Respondents Reporting Personal Expenses as Their Primary Barrier
Table 24: Characteristics of Respondents Reporting Childcare or Family Obligations as Their Primary Employment Barrier
Table 25: Childcare or Family Obligations Barrier Rate by Previous Work Hours and Presence of Children
Table 26: Previous Work Patterns and Employment Separation Among Respondents Reporting Childcare or Family Obligations
Table 27: Selected Next-Job Requirements by Presence of Children Among Respondents Reporting Childcare or Family Obligations
Table 28: Selected Next-Job Requirements by Previous Weekly Work Hours Among Respondents Reporting Childcare or Family Obligations

Table 29: Other Significant Employment Barriers
Table 30: Expected Change in Local Job Opportunities by Duration of Unemployment
Table 31: Target Employment Fields by Gender
Table 32: Target Employment Fields by Geography
Table 33: Expected Conditions in Next Job by Satisfaction With Previous Employment
Table 33: Selected Job-Search Methods by Region Among Nevada Job Seekers
Table 34: Selected Job-Search Methods by Gender and Race/Ethnicity
Table 35: Selected Job-Search Methods by Desired Occupation
Table 36: Selected Resource-Alignment Indicators by Desired Occupation
Table 37: Reemployment Preparation Activities by Educational Attainment
Table 38: Leading Desired Occupations by Age Group
Table 38: Reemployment Preparation Activities by EmployNV Engagement
Table 39: Selected Weekly Job-Search Time Categories, 2024 and 2026
Table 40: Selected Job-Search Intensity Indicators by Demographic Group
Table 41: Challenge-Based Persona Profiles Among Job Seekers

Executive Summary

For nearly twenty years, Nevada's unemployment rate has been among the highest in the United States, which reflects the state's unique economic structure and the overall dependence on industries such as tourism, hospitality, entertainment, and construction (U.S. Bureau of Labor and Statistics, 2026). During the COVID-19 pandemic, Nevada recorded the highest unemployment rate of any state since modern records began in 1976, reaching 30.5 percent (U.S. Bureau of Labor and Statistics, 2026). Although labor market conditions have improved greatly since the historic dip in employment, Nevada still continues to face consistent employment challenges. As of April 2026, Nevada remained among the states with the highest unemployment rates in the nation, with an unemployment rate of 5.3 percent, the same rate as California and Delaware, with Puerto Rico and Washington, DC being the only jurisdictions in the United States with higher unemployment rates of 5.6 and 6.2 percents, respectively (U.S. Bureau of Labor and Statistics B, 2026).

While unemployment rates have declined from their pandemic highs, elevated unemployment rates along with an increasing number of individuals unemployed beyond 15 weeks still continues to have significant implications for both the state's economy and its residents. Higher unemployment can reduce economic output, constrain household spending, and increase demand for public assistance programs (Generation, n.d.). For individuals and families, unemployment often results in financial hardship, uncertainty, and challenges related to housing, transportation, childcare, healthcare, and the overall quality of life. For businesses and governments, high unemployment means less consumption, lost economic activity, and lower tax revenues.

Understanding these challenges requires more than labor market statistics. Economic indicators provide important measures of employment conditions, but they do not fully capture the experiences of unemployed Nevadans as they seek employment. To better understand these experiences, the University of Nevada, Las Vegas Center for Business and Economic Research (CBER) has annually conducted the Nevada Job Seeker Survey since 2022. The survey examines the characteristics, experiences, and perspectives of unemployed Nevadans, including the barriers they face when seeking employment, the resources they use during their job search, and their outlook regarding future employment opportunities. Our regular surveying of the unemployed population generates additional findings to identifying barriers, structural or temporary, that prevent individuals from finding a job.

Findings from this year's survey provide valuable insight into the difficulties unemployed individuals face, particularly those unemployed for a long period of time (e.g., 6 months or more) across Nevada and identify opportunities for policymakers, workforce development organizations, educational institutions, and community partners to better support job seekers. By examining both the economic and personal dimensions of unemployment over time, this report informs strategies that strengthen workforce participation, improve employment outcomes, and support long-term economic resilience throughout the state.

This report summarizes the findings of CBER's 2026 Nevada Job Seeker Survey across three main themes: 1) Biggest Challenge Transitioning to a New Job, 2) Expectations for Future Employment, and 3) Job Search Behavior and Workforce Development.

Key Survey Findings

- Nevada job seekers continue to report the same three barriers to reemployment rather than one dominant obstacle. Lack of available job opportunities remains the most frequently reported challenge at 19.4 percent, followed closely by transportation at 18.1 percent and skill set training and certifications ranks third at 13.3 percent. These were the same major barriers in our last survey in 2024.

- Since our last survey in 2024 the share and distribution of responses have changed, with the selection of other responses besides the top three already mentioned, increasing. The largest increases occurred in health-related barriers: personal health conditions rose from 3.5 to 11.4 percent, while health and safety concerns doubled from 3.5 to 7.0 percent. Personal expenses increased from 10.9 to 12.7 percent and moved from fifth to fourth. Inadequate pay and benefits moved in the opposite direction, falling from 13.1 to 7.7 percent.

- The results continue to point toward labor-market matching issues. Approximately 45.4 percent of all respondents are searching within their previous occupational field, while 40.9 percent appear to be pursuing a different occupational field and 13.8 percent cannot be clearly classified. Even among respondents identifying lack of available jobs as their primary barrier, about 60.4 percent are attempting to return to their previous occupational field.

- Job availability and job suitability appear to be closely connected. Respondents are applying across a range of occupational fields, led by retail sales (33.0 percent), cleaning and maintenance (28.7 percent), entertainment, media, and sports (22.8 percent), office and administrative support (22.7 percent), accommodation and food services (22.5 percent), wholesale trade, transportation and warehousing (18.0 percent), healthcare (17.2 percent), and information technology (16.3 percent). According to UNLV Center for Business and Economic Research's latest population forecast, the largest number of jobs forecasted to be added over the next 10 years will be in the following order: professional, scientific, and technical services, accommodation, ambulatory health services, food services and drinking places, real estate (UNLV Center for Business and Economic Research, 2026).

- Respondents place substantial importance on the conditions attached to those jobs. Rate of pay is selected by 68.9 percent, followed by work-hour flexibility at 49.8 percent, remote-work flexibility at 37.4 percent, and location and transportation at 36.2 percent. These findings suggest that the relevant labor market options for an individual job seeker is narrower than the total number of job vacancies available.

- Long-term unemployment remains an important part of the reemployment challenge. Approximately 49.7 percent of respondents have been looking for work for more than six months, including 23.4 percent who have been searching for six months to one year, 13.5 percent for one to two years, and 12.7 percent for more than two years. The composition of barriers also changes with unemployment duration. Among respondents unemployed for more than six months, personal expenses are reported

by 15.4 percent, personal health conditions by 13.3 percent, and health and safety concerns by 11.4 percent, compared with 10.1 percent, 9.6 percent, and only 2.6 percent, respectively, among respondents unemployed for six months or less.

- Transportation remains one of the most persistent workforce-access barriers in Nevada. It is reported by 18.1 percent of respondents and remains the second-ranked challenge in both 2024 and 2026. Although Clark County contains the largest number of transportation-constrained respondents, the barrier is proportionally most prevalent in Rural Nevada, where 24.2 percent of respondents report transportation as their primary challenge, compared with 18.0 percent in Clark County and 14.3 percent in Washoe County. Rates are also elevated among respondents ages 25–34 (22.4 percent) and 35–44 (23.3 percent).

- Childcare and family obligations affect a smaller share of the overall sample but are highly concentrated among workers with caregiving responsibilities. Overall, 7.1 percent identify childcare or family obligations as their primary barrier. Women report the barrier at 12.7 percent, compared with 3.1 percent of men, and women account for nearly three-fourths of the childcare/family-obligations cohort. The interaction with children is even stronger: approximately 23.3 percent of women with children in the household report the barrier.

- Previous employment patterns also suggest that caregiving constraints may predate unemployment; among respondents with children, the barrier rate is 23.0 percent among those who previously worked fewer than 35 hours per week, compared with 8.6 percent among those who previously worked 35 or more hours.

- Respondents are cautious about the broader labor market. When asked about the number and types of jobs expected to be available in their local area over the next six months, only 28.5 percent expect conditions to improve, while 35.4 percent expect no change and 36.1 percent expect job availability to decrease. This is also consistent with current perceptions: approximately 51.7 percent rate the number and types of jobs in their local area as somewhat or very unsatisfactory, and 51.8 percent give a similarly negative rating to the U.S. job market.

- Expectations for respondents' own next jobs are considerably more positive, however. Among respondents providing an answer, 53.6 percent expect working conditions in their next job to be better than their previous job, while 38.1 percent expect similar conditions; 52.0 percent expect higher pay and benefits, while 34.3 percent expect approximately the same compensation.

- Personal expenses associated with a new job have become a more prominent employment-transition constraint. The barrier increased from 10.9 percent in 2024 to 12.7 percent in 2026, moving from fifth to fourth in the barrier ranking. The detailed analysis suggests that this is not exclusively a low-income affordability issue: the barrier appears across different education and previous-income groups and is particularly common among respondents attempting occupational transitions.

- Nevada job seekers remain actively engaged in job search and workforce preparation. Approximately 41.2 percent spend one to five hours per week searching and applying for jobs, 21.5 percent spend six to ten hours, 11.9 percent spend 11–15 hours, and 11.2 percent spend 16 or more hours; 14.2 percent report spending less than one hour. Online job boards are used by a reported 67.3 percent of respondents, company websites by 62.5 percent, friends and family by 45.2 percent, the EmployNV website by 29.8 percent, and an EmployNV Career Hub by 17.7 percent.

- Workforce preparation is also widespread: 35.0 percent report taking noncredit online courses, 31.8 percent have received in-person training, 28.3 percent have pursued a new license or certification, 17.2 percent have worked with a job coach or mentor, and 17.1 percent have taken college courses. Because respondents could select multiple activities, these percentages sum to over 100.

- Personal health conditions is especially pronounced among respondents ages 21–24, with 21.1 percent of identifying it as their primary challenge. This is in comparison with 13.3 percent of those ages 35–44, 11.0 percent of those ages 55–64, and 6.1 percent of respondents ages 25–34.

- African-American or Black respondents have the highest rate among the major racial and ethnic groups to report skill set training and certifications as their biggest barrier while transitioning to a new job at 22.8 percent, compared with 12.7 percent of Hispanic/Latino respondents and 11.1 percent of White non-Hispanic respondents.

Primary Employment Barrier	Weighted Responses	Percent of Respondents
Lack of Available Jobs	98	19.4%
Transportation	91	18.1%
Skills/Certifications	67	13.3%
Personal Expenses	64	12.7%
Personal Health Conditions	57	11.4%
Inadequate Pay/Benefits	39	7.7%
Childcare or Family Obligations	36	7.1%
Health & Safety Concerns	35	7.0%
Other	10	1.9%
Lack of Educational Attainment	6	1.2%

Table 1. Weighted Distribution of Primary Employment Barriers Among Nevada Job Seekers

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the distribution of respondents by their primary employment barrier after applying survey weights to better represent Nevada's unemployed population. Weighted response counts are rounded to the nearest whole number and therefore may not sum exactly to the weighted sample total. Percentages may not sum to 100 percent due to rounding.

Section 1: Introduction

Behind Nevada's labor market statistics are millions of individual stories, including workers searching for employment, pursuing new skills, balancing family responsibilities, and navigating barriers that make re-entering the workforce difficult. While unemployment rates, job growth, and labor force participation provide important top line measures of economic performance, these indicators alone cannot fully capture the experiences of unemployed Nevadans. Understanding the challenges job seekers face requires analyzing not only labor market conditions, but also the personal, financial, and structural factors that influence their ability to secure employment.

Nevada's labor market has undergone significant changes since the COVID-19 pandemic. In April 2020, the state's unemployment rate rose to 30.5 percent, the highest rate recorded among all states since 1976 (U.S. Bureau of Labor and Statistics, 2020). Nevada's heavy reliance on the tourism, hospitality, gaming, and entertainment industries left the state vulnerable to the economic disruptions caused by

pandemic-related business closures and travel restrictions. The resulting economic downturn led to huge job losses and highlighted the importance of understanding the workforce challenges facing Nevada residents.

Although Nevada's economy has largely recovered from the pandemic-era recession, labor market conditions continue to present challenges. Statewide employment has surpassed pre-pandemic levels, the unemployment rate has declined substantially from its historic peak, and many sectors have experienced continued growth. Nevada's unemployment rate remains among the highest in the nation, however. As of April 2026, Nevada's unemployment rate stood at 5.3 percent, compared to the national average of 4.3 percent. While this represents an improvement from the 5.6 percent unemployment rate recorded one year earlier, Nevada remained tied for the third-highest unemployment rate among U.S. states and jurisdictions, alongside California and Delaware, behind only Puerto Rico and Washington, D.C.

At the same time, labor market conditions reveal a more complex picture than unemployment statistics alone suggest. While 16.7 percent of Southern Nevada employers identified finding qualified employees as one of their most important business challenges, unemployed individuals continue to encounter barriers that prevent successful re-employment, including transportation challenges, childcare responsibilities, skill mismatches, financial constraints, health-related concerns, and difficulty finding jobs that align with their skill level, experience or wage expectations. Together, these findings suggest that Nevada's labor market is shaped by both employer hiring challenges and job seeker barriers, underscoring the importance of workforce policies and programs that improve job matching while addressing the practical obstacles that limit labor force participation.

To better understand these issues, the University of Nevada, Las Vegas Center for Business and Economic Research (CBER) has conducted the Nevada Job Seeker Survey every year in some form since 2022. The annual survey collects information from unemployed Nevadans regarding their employment history, workforce experiences, barriers to re-employment, expectations regarding future employment and income opportunities, and workforce preparation activities undertaken while seeking work.
This report summarizes the findings of the latest survey across three primary themes. First, it examines the biggest challenges respondents face when transitioning into new employment, with particular attention given to lack of available job opportunities, transportation barriers, and childcare or family obligations. Second, it explores respondents' expectations regarding future employment opportunities and income prospects. Finally, it analyzes workforce preparation and job search activities, including training, certifications, educational programs, and other efforts undertaken to improve employment outcomes.

By combining labor market facts with the experiences of unemployed Nevadans, this report provides insight into the variables shaping workforce participation and re-employment outcomes throughout the state. The findings are intended to inform workforce development agencies, policymakers, educational institutions, employers, and community organizations as they work to strengthen employment pathways and address barriers facing Nevada job seekers.

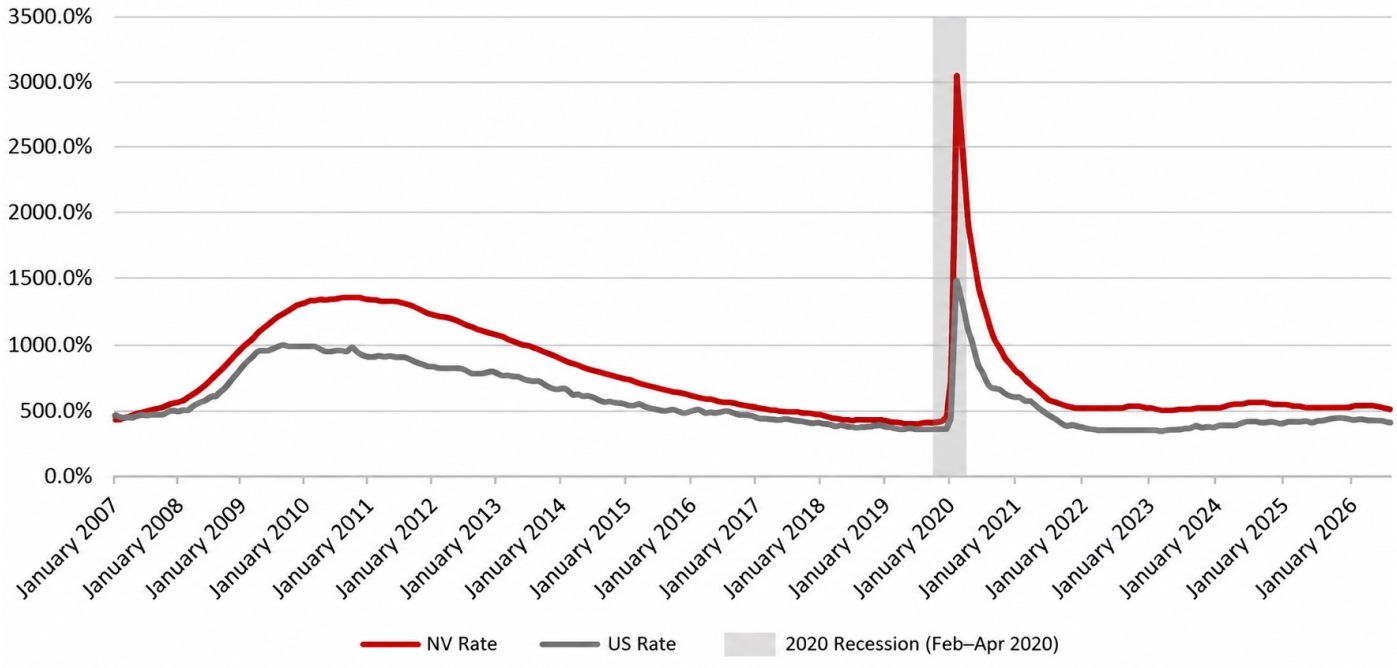


Figure 1: Nevada and U.S. Unemployment Rates January 2007 – April 2026

Source: U.S. Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics and Current Population Survey; National Bureau of Economic Research (NBER) recession dates.
Note: Monthly unemployment rates are shown for Nevada and the United States from January 2007 through 2026. The shaded area denotes the February–April 2020 recession as identified by the NBER. Rates are seasonally adjusted. The sharp increase in 2020 reflects the labor-market disruption associated with the COVID-19 pandemic.

The Nevada Job Seeker Methodology

The Nevada Job Seeker Survey was administered online from February to April 2026 and targeted Nevada residents ages 18 to 64, who were unemployed and actively seeking employment at the time they completed the survey. Individuals self-selected their unemployment status; therefore, eligibility for unemployment insurance benefits was not a requirement for participation.

The 2026 survey builds upon CBER's 2024 Nevada Job Seeker Survey, while expanding its focus to provide a more comprehensive understanding of workforce readiness and re-employment challenges. Compared to the previous survey, the 2026 survey incorporated additional open-ended response opportunities and placed greater emphasis on barriers to employment, workforce development activities, job-search behavior, and future employment expectations. These additions provided richer insights into the experiences of unemployed Nevadans and allowed for more detailed analysis of workforce challenges and opportunities. The survey received 502 complete responses, an increase from the 310 responses collected in the prior survey.

To improve representativeness, survey responses were weighted using demographic benchmarks of gender, age group, and region of the reported unemployed population derived from the Integrated Public Use Microdata Series (IPUMS). Unless otherwise noted, all percentages, tables, charts, and analyses presented

throughout this report utilize weighted survey estimates. Both non-weighted respondents count and weighted values are reported when appropriate to provide context regarding sample size and estimated population-level effects.

Characteristic	Category	Actual Responses (n)	Actual Sample %	Weighted Responses	Weighted Sample %	Change (pp)
Age Group						
	18–20 years old	18	3.6%	63	12.5%	**+8.9**
	21–24 years old	20	4.0%	74	14.8%	**+10.8**
	25–34 years old	103	20.5%	131	26.1%	**+5.5**
	35–44 years old	131	26.1%	98	19.5%	**-6.6**
	45–54 years old	130	25.9%	77	15.3%	**-10.6**
	55–64 years old	100	19.9%	60	11.9%	**-8.0**
Gender						
	Female	319	63.5%	209	41.7%	**-21.8**
	Male	183	36.5%	293	58.3%	**+21.8**
Region						
	Clark County	336	66.9%	379	75.4%	**+8.5**
	Washoe County	96	19.1%	74	14.7%	**-4.4**
	Rural Nevada	70	13.9%	50	9.9%	**-4.0**
	Total	**502**	**100.0%**	**502**	**100.0%**	**0.0**

Table 2. Unweighted and Weighted Sample Distribution by Weighting Characteristics

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Actual Responses and Actual Sample % show the unweighted survey distribution. Weighted Responses and Weighted Sample % apply the survey final weight and sum to 502.0 weighted respondents. Change (pp) equals weighted percentage minus unweighted percentage; positive values indicate that a group received greater representation after weighting and negative values indicate reduced representation. Region is collapsed from the county response: Clark County, Washoe County, and Rural Nevada (all other Nevada counties). Percentages may not sum to 100 due to rounding. Weighted responses have been rounded to the nearest whole number.

In addition to traditional descriptive statistics and cross-tabulations, the expanded scope of the 2026 survey supported advanced analytical techniques, including respondent personas and machine-learning analyses used to identify patterns associated with major employment barriers. As with any survey research, findings based on smaller respondent groups should be interpreted with caution, as subgroup analyses contain fewer observations and are subject to greater uncertainty.

The survey questions were designed to provide a comprehensive understanding of Nevada job seekers and their experiences in the labor market. Questions covered three primary themes explored throughout this report: (1) challenges transitioning to new employment, (2) expectations regarding future employment opportunities and income prospects, and (3) workforce preparation and job search activities. Additional questions captured demographic characteristics, employment histories, and other contextual information used to better understand differences across respondent groups. A complete list of survey questions, response options, variable definitions, and demographic categorizations is provided in the Appendix.

	Example Information	Purpose
Survey Administration	Online survey conducted during 2026	Collect information from unemployed Nevadans actively seeking employment
Target Population	Nevada residents ages 18-64 who were unemployed and seeking work	Ensure findings reflect the experiences of Nevada job seekers
Sample Size	502 completed responses	Provide sufficient statewide coverage for analysis
Weighting Methodology	Responses weighted to better reflect Nevada's unemployed population by gender, age group, and region.	Improve representativeness of survey findings given skewedness of responses.
Primary Research Themes	Employment barriers, employment outlook, workforce preparation activities	Understand factors influencing re-employment outcomes
Analysis Approach	Weighted percentages reported throughout the study	Support population-level interpretation of results

Table 3: Nevada Job Seeker Survey Overview

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker

	Example Questions	Purpose
Respondent Characteristics	Age, gender, race/ethnicity, education, marital status, number of children, county, years living in Nevada	Establish demographic and geographic context for survey respondents
Employment History	Previous industry, previous income, time unemployed, reason for job separation, employment satisfaction	Understand respondents' workforce backgrounds and labor market experiences
Barriers to Employment	Biggest challenge transitioning to a new job: transportation, childcare, job availability, skills gaps	Identify obstacles preventing successful re-employment
Employment Outlook	Future job opportunities, future income expectations, future employment satisfaction	Assess confidence regarding future labor market outcomes
Workforce Preparation Activities	Certifications, training programs, online courses, college courses, job centers, mentoring	Evaluate efforts undertaken to improve employability
Job Search Behavior	Hours spent searching, resources utilized, application strategies	Examine how respondents navigate the job search process
Financial & Quality of Life Measures	Financial satisfaction, future financial outlook, quality of life perceptions	Understand the broader impacts of unemployment on respondents

Table 4: Survey Question Categories in the 2026 Nevada Job Seeker Survey

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker

Respondent Profile

The weighted respondent profile shows that job seekers reside mainly in Clark County, with additional representation from Washoe and smaller rural counties. The age distribution concentrate in the prime working-age buckets, particularly ages 25 to 44. This was also true for the unweighted sample. The weighted response by gender was primarily male as is the reported unemployed population from IPUMS. This

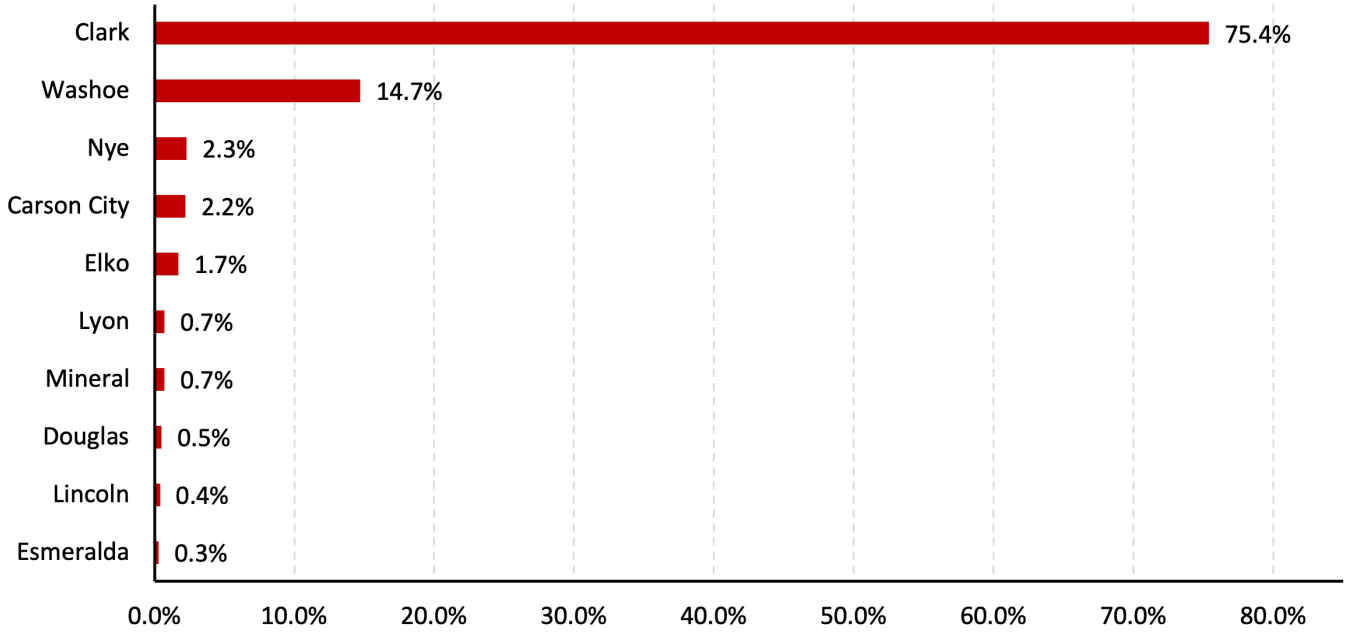


Figure 2: Weighted Distribution of Respondents by County

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted by respondents' county of residence. Only the counties shown in the figure are displayed; therefore, the percentages do not sum to exactly 100 percent. Percentages may also differ slightly due to rounding.

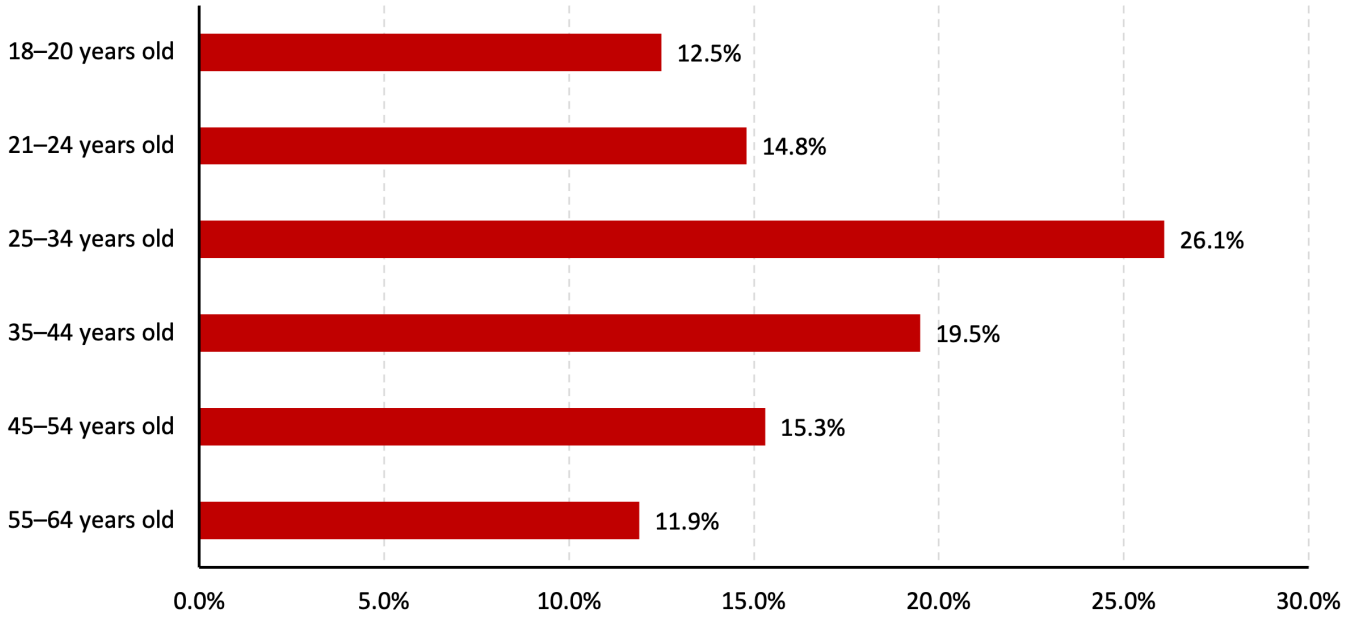


Figure 3. Weighted Age Distribution of Survey Respondents

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted by respondents' county of residence. Only the counties shown in the figure are displayed; therefore, the percentages do not sum to exactly 100 percent. Percentages may also differ slightly due to rounding.

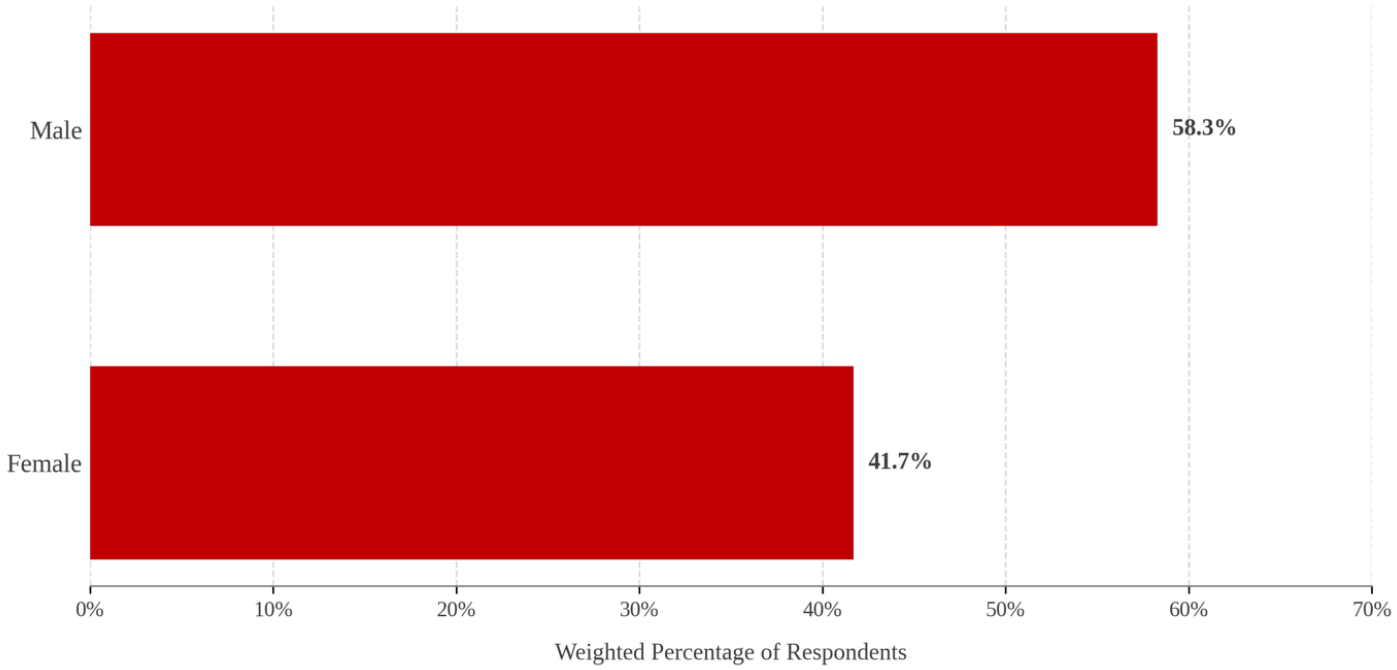


Figure 4. Weighted Gender Distribution of Respondents

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted to reflect the survey's target population. Gender categories are mutually exclusive and sum to approximately 100 percent; minor differences may occur because of rounding.

Education, Income, and Work History

Education and prior income seem related to understanding job seeker vulnerability. Nearly half of respondents reported a high school degree or equivalent as their highest level of education, compared to a much smaller share reporting a bachelor's degree or higher. Income from their prior employment is heavily concentrated below $50,000.

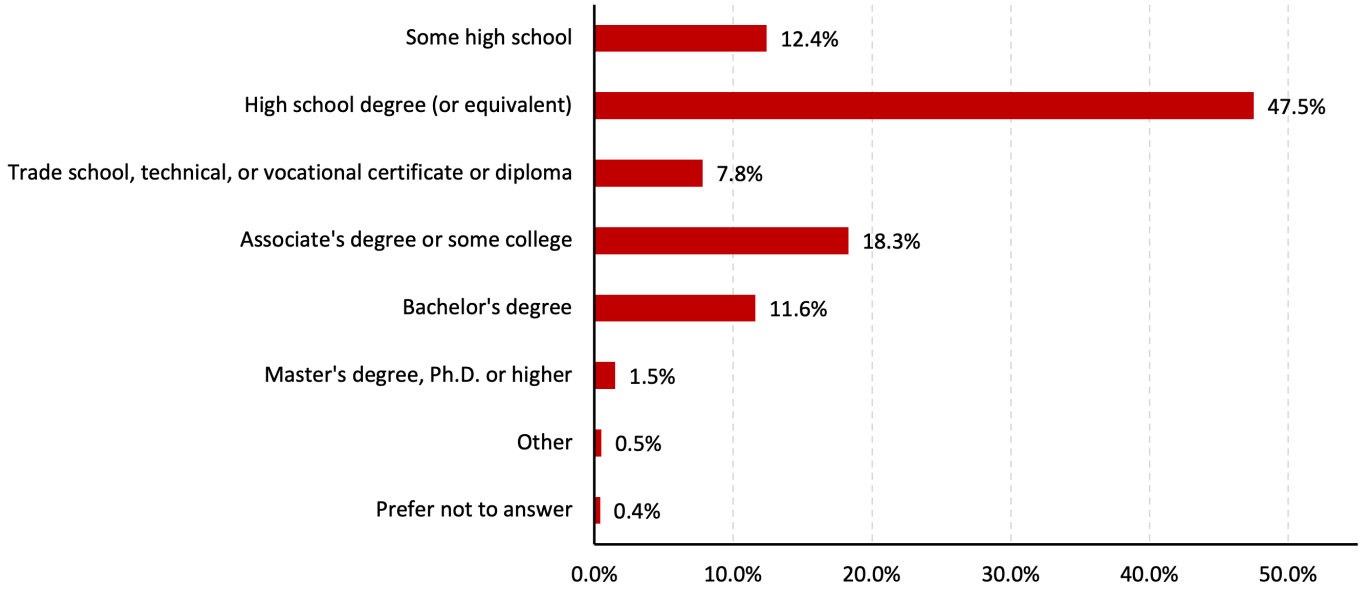


Figure 5. Weighted Distribution of Survey Respondents by Highest Educational Attainment

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted by respondents' highest reported educational attainment. Categories are mutually exclusive; percentages may not sum to exactly 100 percent because of rounding.

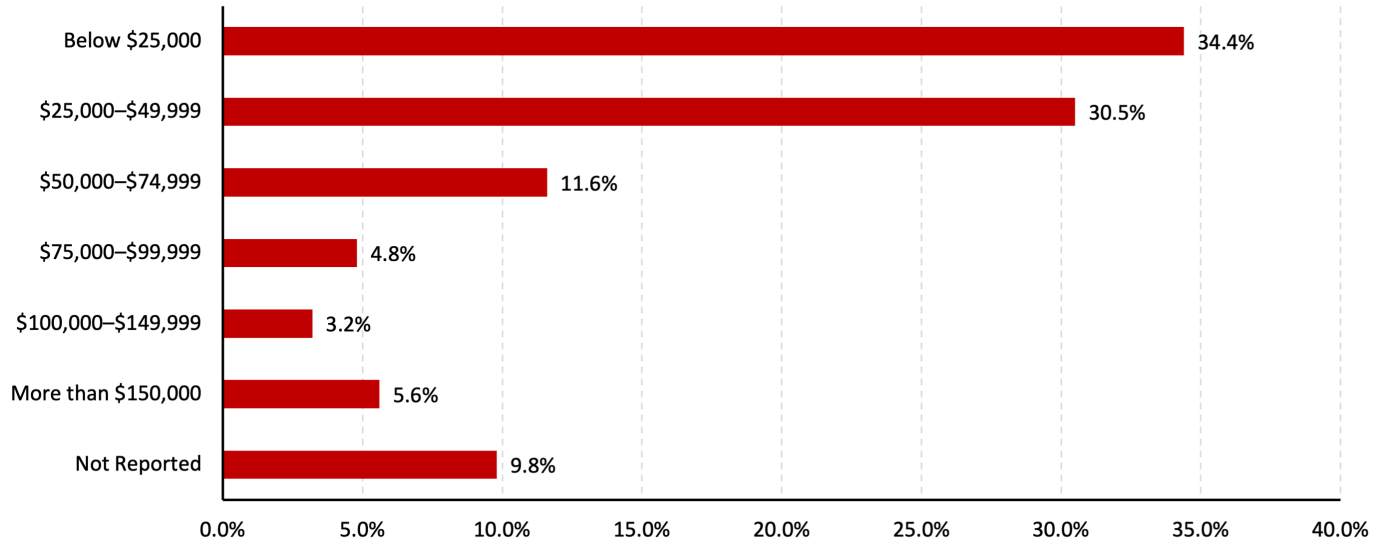


Figure 6. Weighted Distribution of Survey Respondents by Previous Annual Income

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted by respondents reported annual income prior to unemployment. "Not Reported" includes respondents without a usable previous-income response. Percentages may not sum to exactly 100 percent because of rounding.

Previous Industry

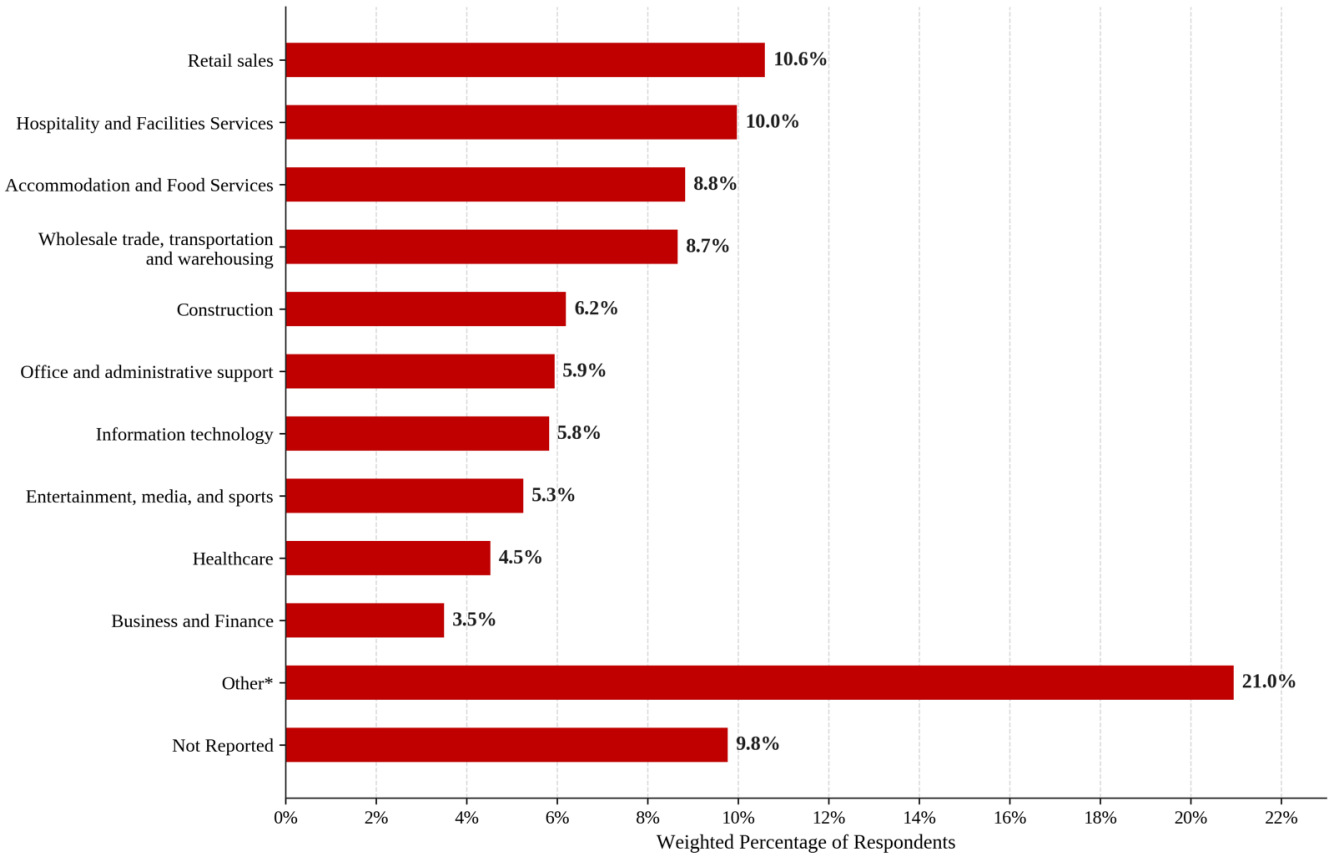
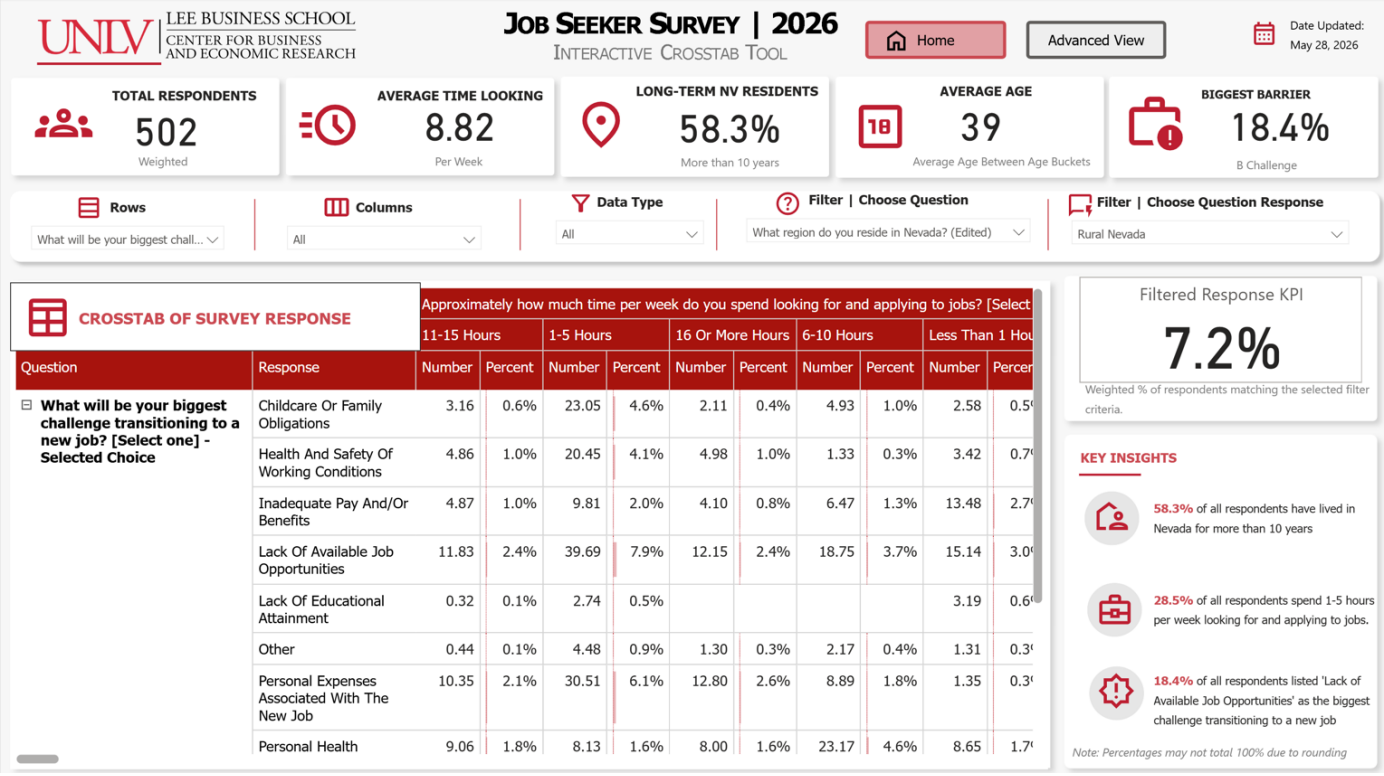


Figure 7. Weighted Distribution of Survey Respondents by Previous Industry

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted by respondents reported annual income prior to unemployment. "Not Reported" includes respondents without a usable previous-income response. Percentages may not sum to exactly 100 percent because of rounding.

Figure 7 shows the weighted distribution of respondents by their previous occupational field. The largest categories were retail sales (10.6 percent), Hospitality and Facilities Services (10.0 percent), Accommodation and Food Services (8.8 percent), and wholesale trade, transportation and warehousing (8.7 percent). Construction accounted for 6.2 percent, followed by office and administrative support at 5.9 percent and information technology at 5.8 percent. Overall, the distribution indicates that respondents entered unemployment from a diverse range of occupational backgrounds rather than from one dominant field. Approximately 9.8 percent did not report a previous occupation, while the remaining smaller occupational categories were grouped into "Other." The survey also allowed respondents who selected "Other" to provide a write-in response; examples included equine training, installation, dry cleaning, technician work, farming, waste management, equipment setup, and estimating for an exhibit-production company.

Section 2: 2026 Job Seeker Survey Dashboard



An enhanced interactive crosstab tool was developed to allow the public, workforce practitioners, policymakers, and researchers to explore the survey results in a dynamic and engaging manner. Building upon previous versions, the 2026 Nevada Job Seeker Survey Interactive Crosstab Tool features a redesigned dashboard interface, expanded filtering capabilities, and new data visualization components that provide deeper insight into the experiences of unemployed Nevadans.

The updated tool allows users to analyze survey responses across multiple demographic characteristics, employment histories, and response categories. Users can dynamically filter results by survey question, response type, and respondent characteristics, while viewing weighted estimates that better reflect Nevada's unemployed population. In addition to the traditional crosstab functionality, the dashboard includes several summary indicators designed to highlight key labor market trends among survey respondents.

A new feature introduced in the 2026 dashboard is the Filtered Response KPI, which automatically updates based on selected survey filters and displays the percentage of respondents associated with a specific response category. This enhancement enables users to quickly identify the prevalence of particular barriers, employment outlooks, or workforce characteristics without manually interpreting large tables of survey results.

Additional dashboard enhancements include summary metrics highlighting respondent characteristics, such as average time spent searching for employment, long-term Nevada residency, average age, and

selected workforce barriers. The redesigned interface improves accessibility and usability while providing greater flexibility for exploring relationships between survey responses and demographic characteristics.

The Nevada Job Seeker Survey Interactive Crosstab Tool is available through the UNLV Center for Business and Economic Research website and serves as a companion resource to this report. Together, the report findings and interactive dashboard provide a comprehensive view of the challenges, opportunities, and workforce experiences facing unemployed Nevadans.

Section 3: Biggest Challenges to a New Job

Finding employment is influenced by more than the availability of job openings alone. Job seekers often face a variety of barriers that affect their ability to secure employment, including transportation limitations, childcare responsibilities, financial constraints, health concerns, and gaps in education or workforce training. Collectively, these barriers can contribute to structural unemployment, which occurs when there is a mismatch between worker's circumstances, skills, or qualifications and the specific requirements of available employment opportunities.

Understanding these barriers is particularly important in Nevada, where the unemployment rate remains above the national average despite continued job growth and economic expansion. While employers continue to hire across many industries, some job seekers face challenges that prevent successful labor market re-entry. Identifying these obstacles can help workforce development agencies, policymakers, and community organizations better target programs and resources designed to improve employment outcomes.

Survey respondents were asked to identify the single biggest challenge they face when transitioning to a new job. Their responses reveal that unemployed Nevadans experience a diverse set of barriers, suggesting that no single workforce intervention is likely to address all employment challenges.

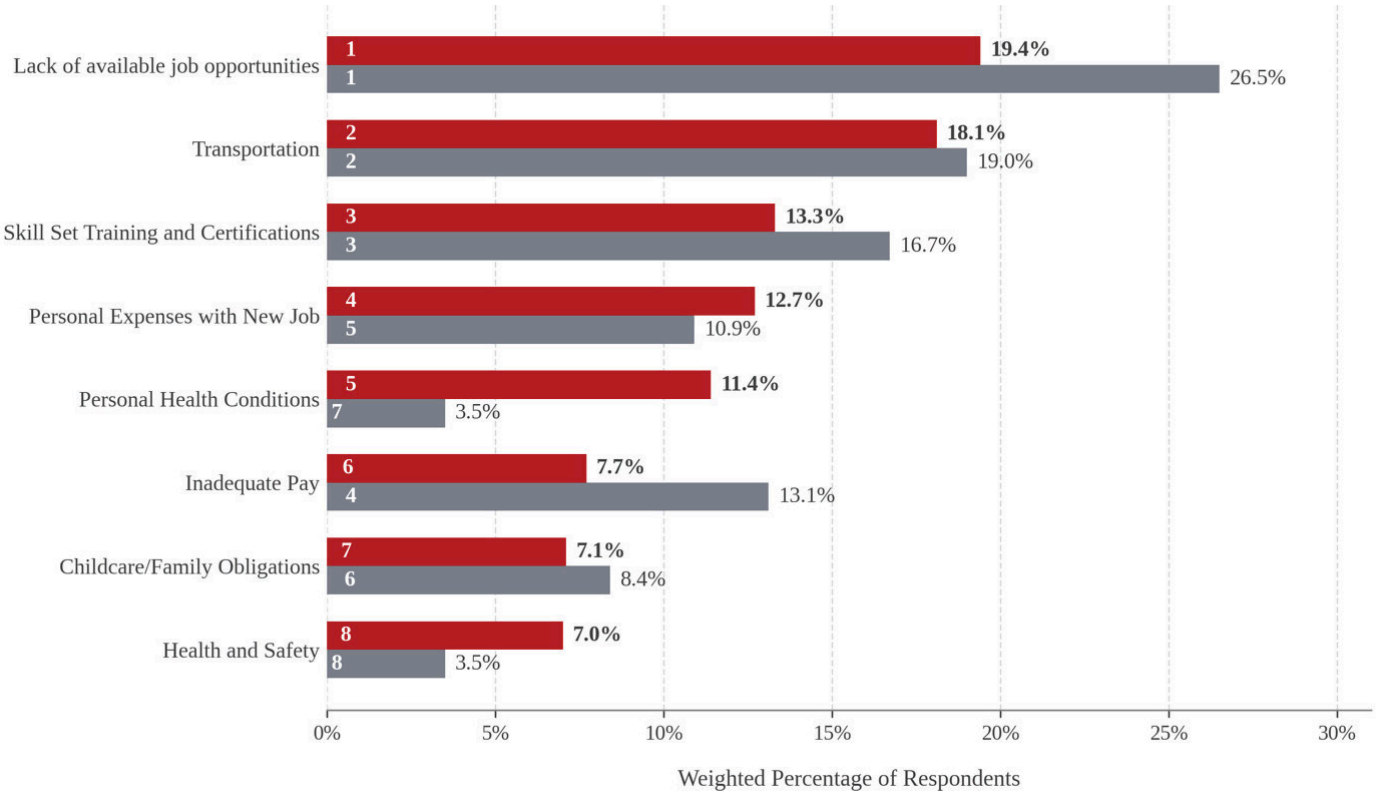


Figure 8: Biggest Challenges Transitioning to a New Job: 2024 vs. 2026

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Bars show the weighted percentage of respondents identifying each item as their primary employment barrier in each survey year. White numbers inside the bars indicate the rank order of the most frequently reported barriers within each year. Year-to-year differences are descriptive only and may reflect changes in sample composition, survey wording, or category definitions. Percentages may not sum to 100 percent because only selected barriers are shown and due to rounding.

As shown in Figure 8, lack of available job opportunities remained the most frequently reported barrier to reemployment, although its weighted share declined from 26.5 percent in 2024 to 19.4 percent in 2026. Transportation also remained highly persistent, ranking second in both surveys and changing only slightly from 19.0 percent to 18.1 percent. Skills, training, and certifications similarly remained the third-ranked barrier, declining from 16.7 percent in 2024 to 13.3 percent in 2026. Other barriers shifted in a more noticeable way. For example, personal expenses associated with a new job increased from 10.9 percent to 12.7 percent, moving from fifth to fourth, which is consistent with growing concerns about the costs associated with returning to work. In contrast, inadequate pay and benefits declined substantially from 13.1 percent to 7.7 percent, falling from the fourth-ranked barrier in 2024 to sixth in 2026. Childcare or family obligations also declined slightly, from 8.4 percent to 7.1 percent, moving from sixth to seventh.

The most notable increases occurred in the two health-related categories. Personal health conditions rose from 3.5 percent in 2024 to 11.4 percent in 2026, moving from seventh to fifth, while health and safety of working conditions doubled from 3.5 percent to 7.0 percent. These increases are particularly noteworthy because health-related barriers had not been elevated to this extent since the survey periods immediately following the COVID-19 pandemic. This may suggest that health, physical work requirements, and per-

ceptions of workplace safety may again be playing a larger role in determining which jobs unemployed Nevadans are willing or able to pursue. The increase also broadens the interpretation of reemployment barriers beyond job availability alone: even where openings exist, workers may face limitations related to their own health or concerns about the conditions under which the work is performed. While we did not ask respondents to be more specific when they selected personal health and health and safety as a barrier, there is the possibility it is also tied to findings jobs that they believe fit their abilities and workplace conditions.

Overall, the comparison shows both continuity and change in the barriers facing Nevada job seekers. Lack of available opportunities, transportation, and skills or certifications remain among the three most frequently reported challenges in both survey years, while the growing importance of personal expenses and health-related concerns indicates that the conditions surrounding reemployment have become more complex. Consistent with the 2024 and 2026 findings, this report places particular emphasis on lack of available job opportunities, transportation, and childcare or family obligations because these barriers have persisted over time and closely align with existing workforce-development programs and support services across Nevada.

Lack of Available Job Opportunities

Lack of available job opportunities was the most frequently cited challenge respondents faced when transitioning to a new job, reported by 19.4 percent of survey participants. Nevada's labor market has continued to add jobs at a rate faster than the national average and the unemployment rate has improved slightly from 5.7 percent late in 2024 down to 5.3 percent by April 2026, with approximately 89,347 individuals unemployed statewide. Yet the responses suggest that many job seekers perceive a disconnect between the positions available in the labor market and the opportunities they are seeking. This finding may reflect elements of structural unemployment, where employment opportunities exist but do not align with worker's skills, experience, compensation expectations, geographic location, or preferred industries. Also, respondents reporting lack of available job opportunities differ in how long they have been unemployed, the occupations they are now pursuing, the characteristics they require from a new job, and the actions they are taking to improve their prospects.

Taken together, these patterns suggest that the challenge may be better understood as a job-matching problem rather than solely a job-quantity problem. An available vacancy is not necessarily a viable employment opportunity if it does not align with a worker's previous experience, qualifications, compensation expectations, geographic constraints, or scheduling needs. The analysis therefore follows the reemployment process from beginning to end: who these respondents are, where they came from, where they are trying to go, what they require from their next job, and how they are responding to the difficulty of finding suitable employment.

Respondent Characteristics

Characteristic	Category	Weighted Lack of Jobs	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Age Group					
	18–20 years old	8	8.3%	63	13.0%
	21–24 years old	16	15.9%	74	21.0%
	25–34 years old	23	23.7%	131	17.7%
	35–44 years old	19	19.6%	98	19.5%
	45–54 years old	21	21.8%	77	27.7%
	55–64 years old	11	10.7%	60	17.5%
Gender					
	Female	51	52.4%	209	24.4%
	Male	46	47.6%	293	15.9%
Race/Ethnicity					
	White, non-Hispanic	58	59.7%	190	30.7%
	Hispanic/Latino	20	20.9%	154	13.2%
	African-American or Black	5	5.1%	84	6.0%
	Asian	2	1.7%	36	4.7%
	Other / Multiracial	11	11.5%	37	30.3%
	Other / Not stated	1	1.0%	2	47.7%
Education					
	Some high school	9	9.3%	62	14.6%
	High school degree (or equivalent)	47	48.5%	238	19.9%
	Associates degree or some college	15	15.1%	92	16.0%

Table 5. Lack of Available Jobs Cohort Profile Characteristics

Characteristic	Category	Weighted Lack of Jobs	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Education (cont.)					
	Bachelor's degree	17	16.9%	58	28.5%
	Trade school, technical, or vocational certificate or diploma	7	7.0%	39	17.5%
	Master's degree, Ph.D. or higher	2	2.0%	8	26.7%
	Prefer not to answer	1	1.0%	2	50.9%
Previous Income					
	Below $25,000	30	30.7%	173	17.3%
	$25,000 – $49,999	36	37.1%	153	23.6%
	$50,000 – $74,999	17	16.9%	58	28.3%
	$75,000 – $99,999	4	4.5%	24	18.1%
	$100,000 – $149,999	2	1.5%	16	9.0%
	More than $150,000	4	3.9%	28	13.7%
Unemployment Duration					
	0–6 Months	53	54.5%	253	21.0%
	Up to 1 year	23	23.9%	118	19.8%
	1–2 years	9	8.7%	70	12.5%
	More than 2 years	13	13.0%	64	19.8%

Table 5. Lack of Available Jobs Cohort Profile Characteristics Continued…

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages may not sum to 100 due to rounding. Multi-response items may total more than 100 percent. Weighted cohort percentage is each category's share of respondents reporting Lack of Available Job Opportunities; Full sample percentage is the share within each category that reported Lack of Available Job Opportunities.

The first step in understanding this group is to identify who is most likely to report a lack of available job opportunities as their primary employment barrier. Table 5, which distinguishes two different measures: the weighted cohort percentage, which shows who makes up the lack-of-jobs group, and the full sample percentage, which shows how likely respondents within each characteristic are to identify lack of jobs as their primary barrier, in order to indicate that this challenge is not concentrated only among workers with limited education or weak labor-force attachment. Instead, it appears across multiple demographic and economic groups, with especially meaningful differences by age, gender, race/ethnicity, education, previous income, and unemployment duration.

Characteristic	Largest Share of Lack-of-Jobs Cohort	Cohort Share	Highest Barrier Rate in Full Sample	Share of Group Reporting Lack of Jobs
Age group	25–34	23.7%	45–54	27.7%
Gender	Female	52.4%	Female	24.4%
Race/ethnicity	White, non-Hispanic	59.7%	White, non-Hispanic	30.7%
Education	High school degree (or equivalent)	48.5%	Bachelor's degree	28.5%
Previous annual income	$25,000–$49,999	37.1%	$50,000–$74,999	28.3%
Unemployment duration	6 months or less	54.5%	6 months or less	21.0%

Table 6. Summary Profile of Respondents Reporting Lack of Available Job Opportunities as Their Primary Employment Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (weighted estimates).
Note: "Cohort Share" shows which category contributes the largest share of respondents who selected Lack of Available Job Opportunities as their primary barrier. "Share of Group Reporting Lack of Jobs" shows the prevalence of the barrier within each full-sample subgroup. Categories with very small weighted bases are not highlighted as headline comparisons. Percentages may not sum to 100 due to rounding.

Age provides a good example of why both measures matter. As shown in Table 6, respondents ages 25–34 account for the largest share of the lack-of-jobs cohort at 23.7 percent, followed by those ages 45–54 at 21.8 percent and ages 35–44 at 19.6 percent. However, when the denominator is changed to all respondents within each age group, a different pattern emerges. Respondents ages 45–54 were the most likely to identify lack of available jobs as their primary barrier, at 27.7 percent, compared with 21.0 percent among ages 21–24 and 17.7 percent among ages 25–34. Thus, younger adults make up a large portion of the cohort, but job scarcity is particularly mainly seen among mid-career workers ages 45–54.

Gender differences are also notable. Women account for 52.4 percent of the lack-of-jobs cohort, only slightly more than men at 47.6 percent. The more revealing comparison, however, is the prevalence of the barrier within each gender. Approximately 24.4 percent of all women identified lack of available jobs as their

primary challenge, compared with 15.9 percent of men. In weighted terms, this represents approximately 51.2 women and 46.4 men within the lack-of-jobs cohort. The difference suggests that although women and men are relatively evenly represented among respondents facing this barrier, women are considerably more likely to experience lack of job opportunities as their primary employment constraint.

Race and ethnicity reveal an even stronger distinction between who makes up the cohort and which groups are most likely to report the barrier. White non-Hispanic respondents make up 59.7 percent of the lack-of-jobs cohort, with Hispanic/Latino respondents accounting for another 20.9 percent. Yet approximately 30.7 percent of all White non-Hispanic respondents identified lack of jobs as their primary barrier, compared with 13.2 percent of Hispanic/Latino respondents, 6.0 percent of African-American or Black respondents, and 4.7 percent of Asian respondents. The Other/Multiracial category also recorded a comparable high rate of 30.3 percent, although its weighted base is much smaller and should therefore be interpreted more cautiously. The very high percentage among respondents whose race/ethnicity was not stated should not be treated as a substantive finding because that category contains only a 2.1 weighted-response base.

Educational attainment further complicates the idea that lack of available jobs is primarily a problem among workers with limited qualifications. Nearly half of the cohort—48.5 percent—consists of respondents with a high-school degree or equivalent, largely because this group has the largest weighted base. However, the likelihood of identifying lack of jobs is actually higher among respondents with a bachelor's degree: 28.5 percent, compared with 19.9 percent of high-school graduates and 16.0 percent of respondents with an associate degree or some college. Respondents with a master's degree or higher also show a relatively high rate of 26.7 percent, but their weighted base is only 7.5 and should not be emphasized as a headline finding. The stronger conclusion is therefore that higher educational attainment does not necessarily safe/protect job seekers from perceiving job scarcity as well.

Previous income produces a similar pattern. Respondents who previously earned $25,000–$49,999 make up the largest share of the lack-of-jobs cohort at 37.1 percent, followed by respondents earning below $25,000 at 30.7 percent. Yet the highest prevalence of the barrier occurs among respondents previously earning $50,000–$74,999, where 28.3 percent identified lack of available jobs as their primary challenge. The rate is also relatively high among the $25,000–$49,999 group at 23.6 percent, compared with 17.3 percent among respondents earning below $25,000. This suggests that perceived job scarcity is not exclusively concentrated among the lowest-income job seekers. Instead, workers with moderate previous earnings may also be encountering difficulty locating positions that approximate their prior compensation, experience, or occupational level.

Unemployment duration provides an important final piece of the profile who selected that lack of available jobs. A majority (54.5 percent), had been unemployed for six months or less, indicating that perceptions/ideals of insufficient job opportunities often emerge relatively early in the job-search process. Another 23.9 percent had been unemployed for up to one year, while 8.7 percent had been searching for one to two years and 13.0 percent for more than two years. At the same time, 21.0 percent of all respondents unemployed for six months or less identified lack of available jobs as their primary barrier, compared with 19.8 percent among those unemployed for up to one year and 19.8 percent among those unemployed for more than two years. The barrier therefore appears across both short and long duration unemployment rather than being limited to individuals who have been searching for an extended period with no success.

Figure 9 demonstrates how among respondents reporting a lack of available jobs, roughly 24.1 percent of those age 24 or younger had been unemployed for six months or longer, compared with 51.4 percent of respondents ages 25–54 and 58.3 percent of those age 55 and older. This suggests that younger respondents may encounter perceived job scarcity relatively early in the search process, while among prime-age and older workers the same barrier is more frequently associated with extended unemployment. One possible interpretation is that workers with longer employment histories may be searching within a narrower set of occupations, compensation levels, or positions that make use of their accumulated experience.

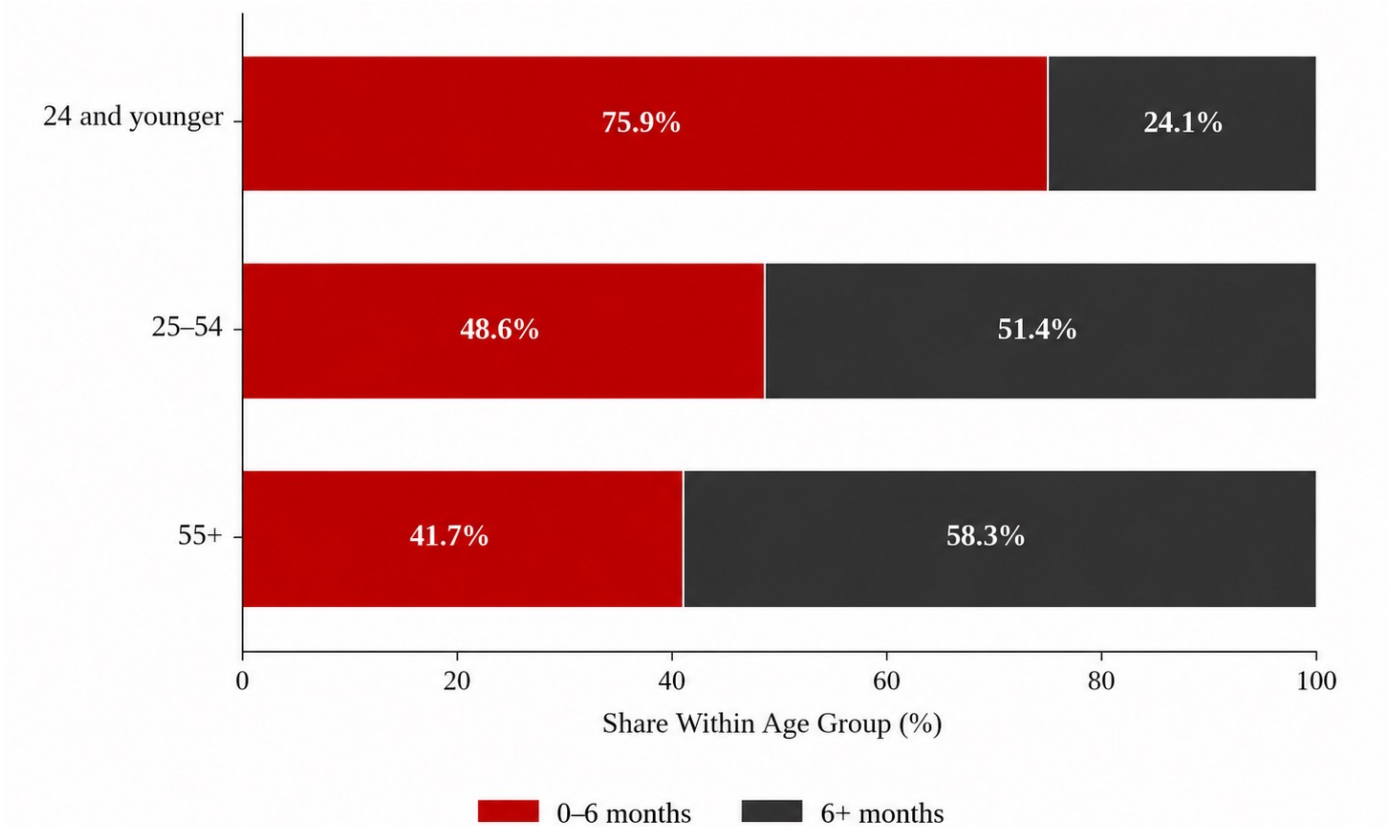


Figure 9: Lack of Available Jobs By Age Group and Unemployment Duration

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the distribution of respondents by unemployment duration within each age group after applying survey weights to better represent Nevada's unemployed population. Short-term unemployment is defined as 0–6 months, while long-term unemployment is defined as 6 or more months. Percentages within each age group sum to approximately 100 percent and may differ slightly due to rounding.

Taken together, the profile suggests that lack of available job opportunities is not simply a low-skill, low-income, or long-term-unemployment problem. The cohort includes younger workers, mid-career workers, college-educated respondents, and individuals with moderate previous earnings. In several cases, the groups that make up the largest share of the cohort are not the same groups with the highest likelihood of reporting the barrier. This distinction is important because it points away from a simple shortage-of-entry-level-jobs explanation and toward a broader job-matching problem in which available positions may not align with job seekers' prior experience, education, compensation history, or career stage. That interpretation provides the transition into the next part of the analysis: where these respondents previously worked and how they entered unemployment.

Previous Occupation

Demographic characteristics alone do not explain why respondents perceive insufficient employment opportunities. A stronger indication comes from analyzing where these workers were previously employed and how those jobs ended. Table 7 demonstrates how respondents reporting a lack of available jobs came from a relatively broad set of occupational backgrounds, suggesting that the barrier is not concentrated in a single industry or type of work. The largest previous occupational groups were office and Administrative Support (11.9 percent of the cohort), Accommodation and Food Services (11.7 percent), Retail Sales (10.9 percent), and Hospitality and Facilities Services (9.6 percent). Together, these four fields account for roughly 44 percent of the lack-of-jobs cohort, while Arts, Information Technology, Healthcare, and several other occupations account for meaningful additional shares. The diversity of these backgrounds suggests that perceived job scarcity extends across both service-oriented and more specialized occupations rather than reflecting displacement from only one part of Nevada's labor market.

Previous Occupation	Weighted Respondents	Share of Lack-of-Jobs
Office and administrative support	12	11.9%
Accommodation and Food Services	11	11.7%
Retail sales	11	10.9%
Hospitality and Facilities Services	9	9.6%
Arts	8	7.8%
Information technology	7	7.4%
Healthcare	6	6.1%
Entertainment, media, and sports	5	4.9%
Wholesale trade, transportation and warehousing	5	4.6%
Social Assistance	3	3.4%

Table 7. Previous Occupations Among Respondents Facing Lack of Available Job Opportunities

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted respondents represent estimated counts within the Lack-of-Jobs cohort after applying survey weights and are rounded to the nearest whole number. The share column reports each occupation as a percentage of respondents identifying Lack of Available Jobs as their primary employment barrier. Only the ten leading previous occupations are shown; percentages therefore do not sum to 100 percent. Percentages may also differ slightly due to rounding.



Figure 10. Reasons for Leaving Most Recent Job Among Lack of Available Job Opportunities Respondents

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect employment-separation reasons among respondents reporting Lack of Available Jobs as their primary employment barrier. The upper bar shows the distribution of the overall lack-of-jobs cohort by separation type, while the lower bar is limited to respondents who reported an involuntary separation and shows the reason for that separation. Weighted respondent counts may be fractional because survey weights are applied. Percentages within each bar may not sum to exactly 100 percent due to rounding.

How respondents left their previous jobs adds an important second layer to this pattern. Figure 10 demonstrates how approximately 53.4 percent of the lack-of-jobs cohort entered unemployment through an involuntary separation, compared with 41.2 percent who left voluntarily. Among those who were involuntarily separated, the overwhelming majority (81.8 percent) reported that the separation resulted from company-resource factors such as layoffs, while 18.2 percent cited performance-related factors. This distinction is important because it indicates that for many respondents, unemployment began with an employer-side disruption rather than a voluntary decision to leave work.

Viewed together, the occupational and separation findings suggest that the lack-of-jobs response may partly reflect the difficulty of replacing employment that was unexpectedly lost. Workers displaced from administrative, hospitality, retail, technology, or other occupations may enter the labor market with established experience, earnings histories, and expectations about the type of position they can reasonably obtain. Their perception that there are "not enough jobs" may therefore reflect not an absence of vacancies altogether, but an insufficient number of openings that are comparable to the positions they previously held in terms of occupation, compensation, responsibilities, or working conditions.

This distinction provides an important transition into the occupational-mobility analysis that follows. If many respondents were displaced rather than voluntarily changing jobs, the next question is whether they are attempting to return to the fields they left or redirect their experience toward new occupations. Examining

previous occupation against desired occupation and distinguishing same-field seekers from career-switchers overall helps determine whether perceived job scarcity represents limited opportunities within established career paths, difficulty transitioning into new ones, or a combination of both.

Expectations for Future Job

Comparing respondent's previous occupations with the occupations they are currently pursuing provides one of the clearest signs that the lack-of-jobs barrier may also reflect a job-matching problem. As shown in Figure 11, about 60.4 percent of respondents reporting a lack of available job opportunities are still targeting their previous occupational field, while 37.6 percent are pursuing a different field. This suggests that most respondents are not abandoning their prior experience; instead, many are trying to reenter familiar occupations but are struggling to find suitable opportunities.

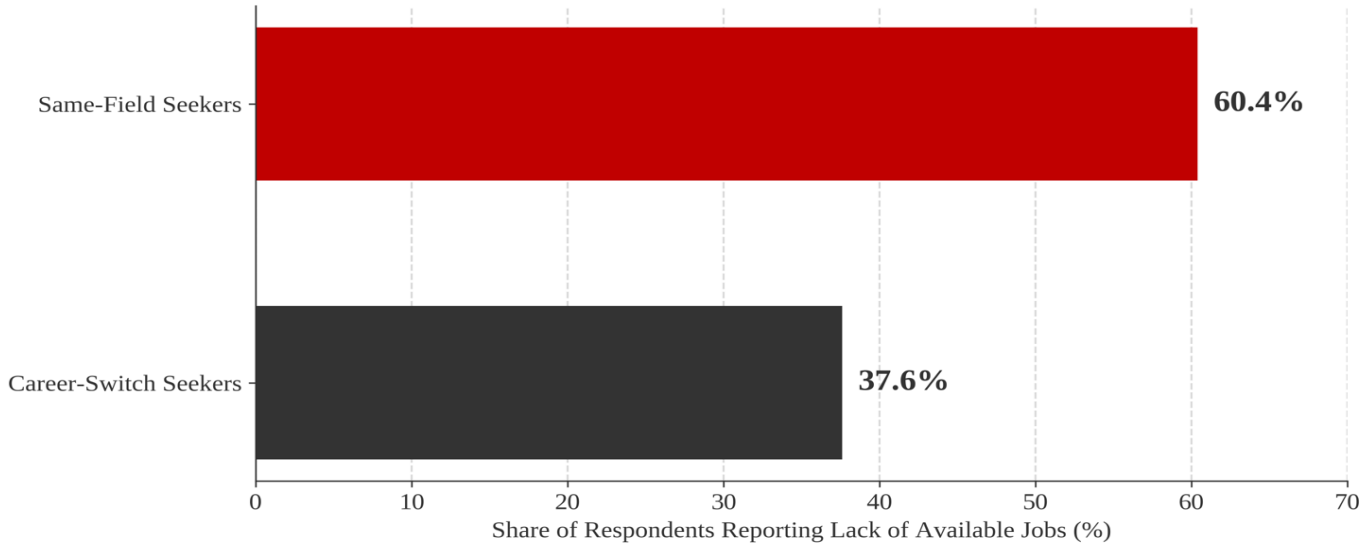


Figure 11. Same-Field Seekers vs Career-Switch Seekers Among Lack of Available Job Opportunities Respondents

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the distribution of respondents reporting Lack of Available Jobs as their primary employment barrier by whether they are seeking work in the same occupational field or attempting a career switch. Approximately 2 percent of the lack-of-jobs cohort could not be clearly classified as either same-field or career-switch seekers and are not shown; therefore, the displayed percentages do not sum to 100 percent.

	Largest previous occupational groups	Share of lack-of-jobs cohort
1	Office and administrative support	11.9%
2	Accommodation and Food Services	11.7%
3	Retail sales	10.9%
4	Hospitality and Facilities Services	9.6%
5	Arts	7.8%
6	Information technology	7.4%

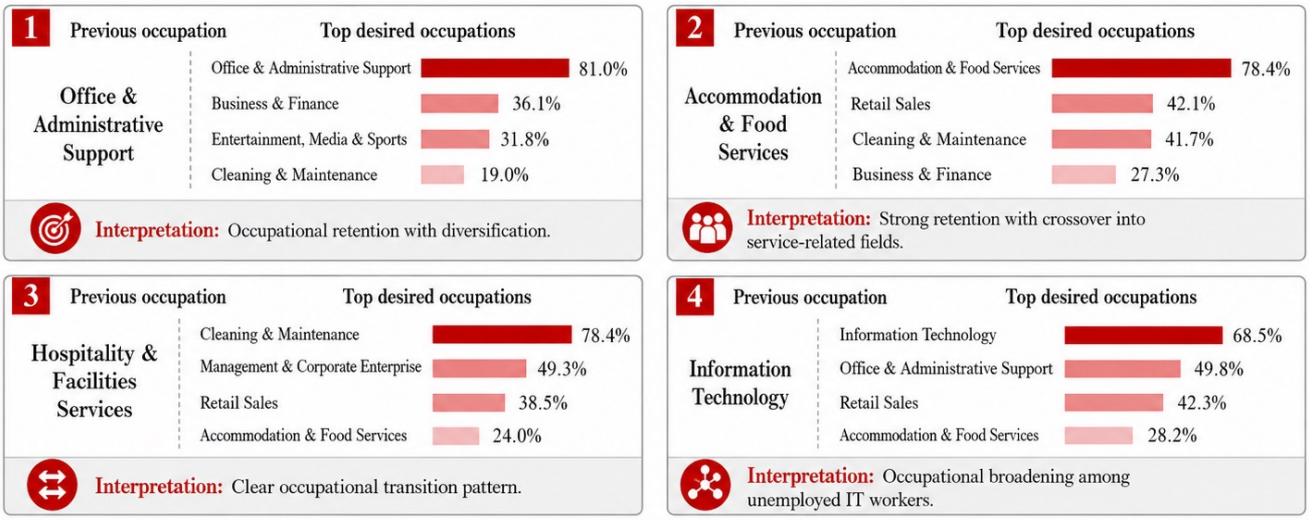


Figure 12: Previous Occupation and Top Desired Occupation for Individuals Whom Selected Lack of Available Jobs

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages in the upper table show the largest previous occupational groups among respondents reporting Lack of Available Jobs as their primary employment barrier. The lower panels highlight selected previous occupational groups and the most frequently reported occupations respondents are currently seeking. Because respondents could identify multiple desired occupations, percentages within each lower panel may sum to more than 100 percent. The interpretation statements summarize descriptive patterns in occupational retention, diversification, and transition and should not be interpreted as causal relationships.

Figure 12 shows that job-search strategies vary considerably across previous fields. Former office and administrative support workers remain strongly tied to their prior occupation, with 81.0 percent still targeting administrative roles, while 78.4 percent of former accommodation and food services workers continue to pursue that sector. Both groups also show some diversification into related areas such as business and finance, retail sales, and cleaning and maintenance, suggesting that many respondents are first trying to leverage their existing experience before moving farther away from their previous career path.

By contrast, former Hospitality and Facilities Services and Information Technology workers display an openness to broader search patterns across multiple occupations. Hospitality workers are heavily targeting Cleaning and Maintenance but are also looking toward Management, Retail, and Accommodation related roles, while IT workers continue to pursue technology positions but appear to be open to other industries such as Administrative, Retail, and Food-Service opportunities. Together, these patterns suggest a continuous sequence from occupational retention to occupational broadening to career switching, reinforcing the idea that the lack-of-jobs barrier may reflect not only the number of available positions, but also how well those positions align with respondents' prior experience, transferable skills, and desired career direction.

Characteristic	Category	Weighted Lack of Jobs
Age Group		
21–24 Years Old	89.4%	10.6%
25–34 Years Old	46.6%	53.4%
45–54 Years Old	62.3%	37.7%
Education		
High School Degree (or equivalent)	70.5%	29.5%
Associates Degree or Some College	40.4%	59.6%
Bachelor's Degree	88.6%	11.4%
Race/Ethnicity		
Below $25,000	66.3%	33.7%
$25,000 – $49,999	72.0%	28.0%
$50,000 – $74,999	60.6%	39.4%
Unemployment Duration		
0–6 Months	59.4%	40.6%
Up to 1 Year	81.7%	18.3%
1–2 Years	45.5%	54.5%
More Than 2 Years	44.7%	55.3%
Weekly Search Hours		
1–5 Hours	63.1%	36.9%
6–10 Hours	76.4%	23.6%
11–15 Hours	44.2%	55.8%
16 or More Hours	58.0%	42.0%

Figure 13. Same-Field Seekers vs Career-Switch Seekers Characteristics Among Lack of Available Job Opportunities Respondents

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages are calculated within each selected subgroup among respondents classified as either same-field or career-switch job seekers. The table highlights selected categories that provide the clearest analytical contrasts rather than every response category. Respondents who could not be clearly classified as either same-field or career-switch seekers are excluded from these comparisons; therefore, percentages are calculated only among classified respondents and sum to approximately 100 percent within each row. Percentages may differ slightly due to rounding.

Figure 13 shows that worker characteristics differ between workers seeking a job in the same-field versus career switcher among those selecting lack of available job opportunities. Among respondents ages 21–24, 89.4 percent are same-field seekers, while 53.4 percent of those ages 25–34 are career-switchers. Educational differences are also pronounced: 88.6 percent of bachelor's degree holders remain in their previous field, compared with 59.6 percent of respondents with an associate degree or some college who are pursuing a different field. These patterns suggest that occupational mobility may depend on both career stage and how specialized a worker's prior education and experience are.

Unemployment duration provides an especially important distinction. Among respondents unemployed for up to one year, 81.7 percent remain same-field seekers, but among those unemployed for more than two years, 55.3 percent are career-switchers. While the survey cannot establish that longer unemployment causes workers to change careers, the pattern is consistent with some job seekers broadening or redirecting their search after being unable to reconnect with their previous field.

Taken together, the figure and table point to two related reemployment challenges. Some workers are attempting to return to established career paths where they perceive too few suitable openings, while others are trying to transition into new occupations after difficulty finding work in their prior field. This distinction is important because the two groups may require different forms of workforce support, and it provides a transition into the next question: what respondents need from their next job and what they are doing to prepare for it.

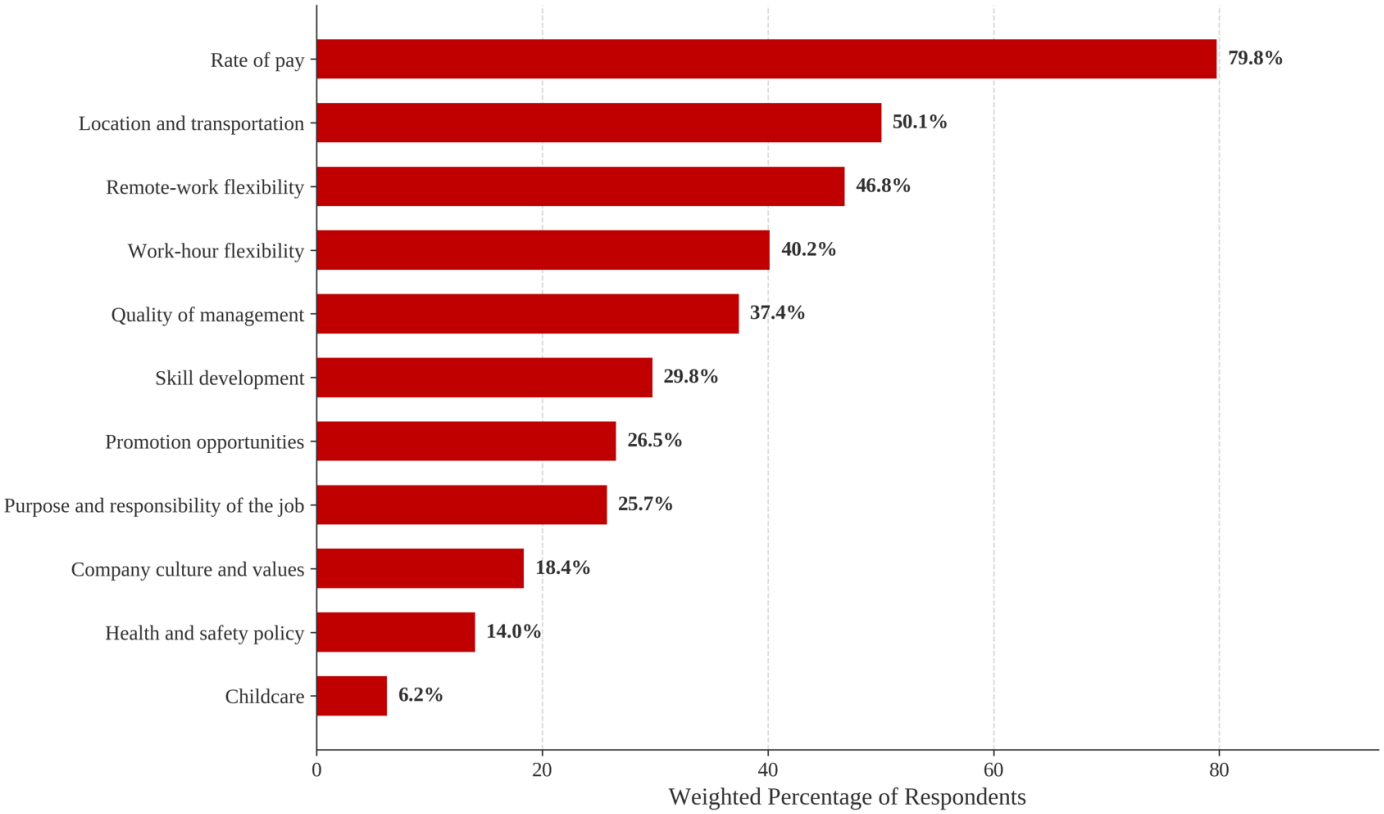


Table 8: Question 30: What are the most important factors in the choice of your next job?

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the share of respondents reporting Lack of Available Jobs as their primary employment barrier who identified each item as an important factor for their next job. Respondents could select multiple job factors; therefore, percentages do not sum to 100 percent. Percentages may differ slightly due to rounding.

Table 8 demonstrates the occupational-transition findings that suggest that perceived job scarcity may reflect not only whether jobs are available, but whether available positions meet their expectations and are feasible for the workers seeking them. Within the lack-of-jobs cohort, rate of pay is the dominant consideration, selected by 79.8 percent of respondents, followed by location and transportation (50.1 percent), remote-work flexibility (46.8 percent), work-hour flexibility (40.2 percent), quality of management (37.4 percent), and opportunities for skill development (29.8 percent). Because respondents could select multiple factors, these percentages represent overlapping job requirements rather than mutually exclusive priorities.

The prominence of location, transportation, remote work, and scheduling flexibility is particularly important analytically because it shows that the usefulness of a vacancy depends on more than its existence. A position may be technically available but still fall outside a worker's realistic employment options if compensation is too low, commuting requirements are difficult, work hours conflict with other responsibilities, or the role provides limited alignment with the worker's experience or career goals. Pay therefore appears to operate alongside a broader set of access and job-quality constraints, narrowing the range of openings respondents may view as viable.

Taken together, these findings help explain why unemployed respondents can report a lack of available job opportunities even when vacancies exist in the labor market. The more relevant issue may be the availability of employment based on expectations rather than employment itself. This strengthens the broader job-matching interpretation: successful reemployment depends not simply on connecting workers to any vacancy and pay, but on connecting them to positions that align sufficiently with other needs such as geographic constraints, flexibility requirements, and desired career direction.

Structural Mismatch

Taken together, the findings suggest that lack of available job opportunities is not simply a shortage-of-vacancies problem, given Nevada's resilient labor market over the past year, but may reflect a broader mismatch between job seekers and the opportunities they consider attainable or suitable. The barrier appears across age, education, and previous-income groups, including mid-career workers and respondents with bachelor's degrees, while longer unemployment is more common among several older and established-worker groups. At the same time, occupational-transition patterns show that 60.4 percent of the lack-of-jobs cohort are still attempting to return to their previous occupational field, while 37.6 percent are pursuing a different field. For some workers, the challenge therefore appears to be finding comparable opportunities within an established career path; for others, it involves successfully transferring their experience into a new occupation.

The characteristics respondents value in their next job further narrow what creates a realistic employment opportunity. Rate of pay is the dominant consideration, as it has been in past surveys, followed by location and transportation, remote-work flexibility, work-hour flexibility, management quality, and opportunities for skill development. These findings suggest that a vacancy may exist without functioning as a viable match if compensation, location, scheduling, or occupational requirements do not align with the worker's circumstances. The survey points toward a distinction between the availability of jobs and the availability of jobs that workers can realistically enter and sustain.

The evidence also does not suggest widespread disengagement from the labor market. Respondents use multiple job-search channels and many are actively investing in their employability through online courses, certifications, in-person training, and coaching or mentoring. Also, the type of preparation differs by occupational strategy: same-field seekers are more likely to use online courses and certifications, while career-switchers rely relatively more on in-person training, mentoring, and college coursework. This distinction indicates that unemployed workers are adapting to perceived job scarcity in different ways depending on whether they are trying to reenter an established occupation or transition into a new one.

Overall, these patterns are consistent with elements of structural unemployment or labor-market mismatch, although the survey cannot establish structural unemployment as the sole cause of respondents' difficulties or determine whether the mismatch originates primarily from worker qualifications, employer requirements, compensation, geography, or other factors. From a workforce-development perspective, the findings suggest that increasing job-search activity alone may be insufficient. Some job seekers may benefit most from stronger employer connections and job matching within their existing field, while others may require targeted retraining, credentialing, career-navigation assistance, or clearer pathways into growing oc-

cupations. Improving reemployment outcomes may therefore depend not only on expanding employment opportunities, but also on strengthening the match between workers' existing capabilities and the jobs they can realistically obtain and maintain.

Transportation

Transportation remains one of the most frequently reported barriers facing Nevada job seekers, accounting for 18.1 percent of respondents and ranking second overall, behind lack of available job opportunities in our 2026 survey. This result is largely consistent with the 2024 Nevada Job Seeker Survey, when transportation also ranked as the second-largest barrier at approximately 19.0 percent, indicating a slight decline between survey years. The persistence of transportation near the top of the rankings suggests that access to employment depends on more than whether jobs are available. A job vacancy may exist, but it is not necessarily an accessible employment opportunity if a worker cannot reliably reach the workplace, accommodate the required schedule, access required training, or afford the financial cost of commuting.

Transportation therefore affects the effective labor market available to a worker by limiting the geographic area, employers, occupations, shifts, and training opportunities that can realistically be considered. This issue is particularly relevant in Nevada, where employment centers and residential communities may be separated by large distances and transit options vary considerably across the state. NDOT has identified access to employment as an important transportation need in rural Nevada, noting that residents without independent transportation may have to rely on family, friends, or limited transit services to reach work and other essential destinations. In Southern Nevada, RTC similarly identifies reliable and affordable public transportation as an important connection to employment and economic mobility. Northern Nevada illustrates the issue at a larger employment-center scale, where more than 20,000 workers commute to the Tahoe-Reno Industrial Center and regional agencies are evaluating additional transportation options to improve workforce access.

Taken together, these patterns suggest that transportation should be understood as a labor-market accessibility constraint rather than simply a commuting inconvenience. The analysis that follows therefore examines where transportation-constrained respondents live, their educational and income characteristics, the industries and occupations they are pursuing, and the characteristics they consider most important in their next job. Understanding these relationships can help identify whether transportation barriers are associated with distance to employment centers, commuting costs, work schedules, limited transit availability, or the types of jobs respondents are attempting to access.

Respondent Characteristics

Transportation is not concentrated within a single demographic group, but several differences stand out. Table 9 demonstrates Men make up 64.6 percent of the Transportation cohort and are more likely than women to report the barrier, 20.0 percent compared with 15.3 percent. The barrier is also concentrated among prime working-age respondents: ages 25–34 and 35–44 account for 32.3 percent and 25.2 percent of the cohort, respectively, and have the highest Transportation rates in the full sample at 22.4 percent and 23.3 percent.

Characteristic	Category	Weighted Transportation	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Age Group					
	18–20 Years Old	6	6.1%	63	8.9%
	21–24 Years Old	12	13.5%	74	16.5%
	25–34 Years Old	29	32.3%	131	22.4%
	35–44 Years Old	23	25.2%	98	23.3%
	45–54 Years Old	14	15.5%	77	18.3%
	55–64 Years Old	7	7.4%	60	11.1%
Gender					
	Female	32	35.4%	209	15.3%
	Male	59	64.6%	293	20.0%
Race/Ethnicity					
	White, non-Hispanic	37	40.6%	190	19.4%
	Hispanic/Latino	23	25.7%	154	15.1%
	African-American or Black	19	20.5%	84	22.2%
	Asian	2	2.2%	36	5.6%
	Other / Multiracial	9	9.8%	37	24.0%
	Other / Not stated†	1	1.2%	2	52.3%
Region					
	Clark County	68	75.1%	379	18.0%
	Rural Nevada	12	13.3%	50	24.2%
	Washoe County	11	11.7%	74	14.3%
Education					
	Some high school	18	19.5%	62	28.4%
	High school degree (or equivalent)	43	47.2%	238	17.9%

Table 9: Characteristics of Job Seekers Reporting Transportation Challenges

Characteristic	Category	Weighted Transportation	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Education (cont.)					
	Associates degree or some college	11	11.7%	92	11.5%
	Bachelor's degree	10	10.5%	58	16.5%
	Trade school, technical, or vocational certificate or diploma	10	10.6%	39	24.6%
	Master's degree, Ph.D. or higher†	0	0.5%	8	5.9%
Previous Income					
	Below $25,000	25	28.9%	173	14.3%
	$25,000 – $49,999	31	35.7%	153	19.9%
	$50,000 – $74,999	18	20.8%	58	30.5%
	$75,000 – $99,999	10	11.2%	24	39.4%
	$100,000 – $149,999	1	1.4%	16	7.3%
	More than $150,000	2	2.0%	28	6.2%
Unemployment Duration					
	0–6 Months	48	53.0%	253	19.0%
	Up to 1 year	30	33.3%	118	25.6%
	1–2 years	7	7.7%	68	10.3%
	More than 2 years	5	6.0%	64	8.5%

Table 9: Characteristics of Job Seekers Reporting Transportation Challenges Continued…

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted Transportation counts are rounded to the nearest whole number for display. Weighted Cohort Percentage represents the distribution of respondents reporting transportation as their primary barrier across categories within each characteristic. Full Sample Percentage represents the share within each category reporting transportation as their primary barrier, and Weighted Base represents the weighted number of respondents in that category. Percentages are calculated from unrounded weighted values and may not sum to 100 percent due to rounding.

Geography, education, and prior earnings further show that Transportation is broader than a low-income commuting problem. Although 75.1 percent of the cohort resides in Clark County, Transportation

is most prevalent in Rural Nevada, where 24.2 percent of respondents report it, compared with 18.0 percent in Clark County and 14.3 percent in Washoe County. The barrier is also relatively common among respondents with some high school education (28.4 percent) and trade or technical credentials (24.6 percent). Notably, Transportation rates are highest among respondents previously earning $75,000–$99,999 (39.4 percent) and $50,000–$74,999 (30.5 percent), suggesting that the issue may reflect not only commuting costs, but also the location, schedule, and geographic reach of suitable replacement jobs.

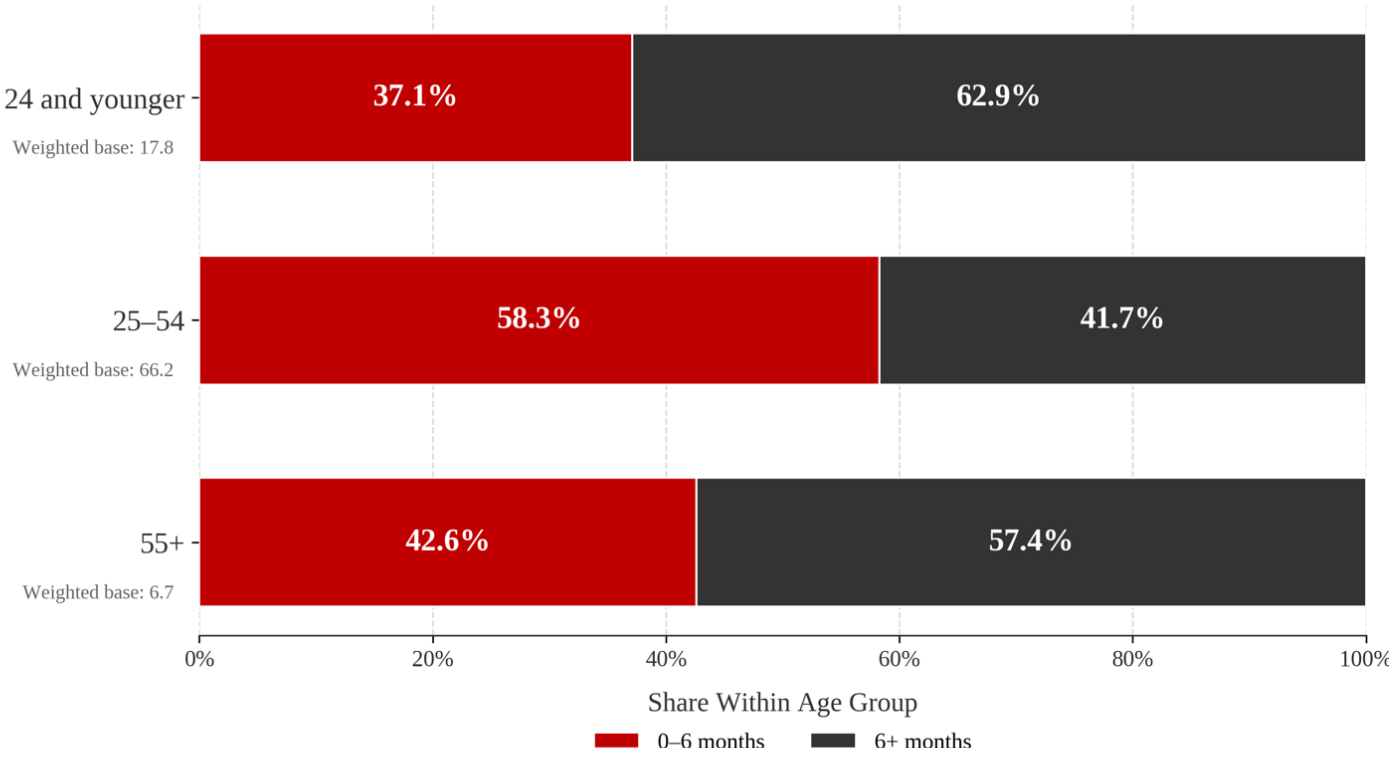


Figure 14. Age Groups vs How Long They Have Been Unemployed

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect unemployment duration within each age group among respondents reporting Transportation as their primary employment barrier. Short-term unemployment is defined as 0–6 months, while 6+ months combines respondents unemployed up to 1 year, 1–2 years, and more than 2 years. Percentages within each age group sum to approximately 100 percent. The 55+ subgroup has a small weighted base and should be interpreted cautiously.

Unemployment duration adds an important persistence dimension. As shown in Figure 14, 62.9 percent of Transportation-constrained respondents age 24 and younger have been unemployed for six months or longer, compared with 41.7 percent of those ages 25–54. The share rises to 57.4 percent among respondents age 55 and older, although that subgroup has a small weighted base and should be interpreted cautiously. Overall, the findings suggest that Transportation is best understood as a labor-market access constraint that varies by geography, age, education, and prior economic position and, for some groups, coincides with extended unemployment.

Previous Occupation

Labor-market positions within Transportation-constrained respondents helps provide important context for understanding why mobility may affect reemployment. As shown in Table 10, many respondents previously worked in fields that generally depend on physical access to a specific workplace rather than remote work. The largest identifiable previous occupations include Retail Sales (16.8 percent), Cleaning and Maintenance (14.2 percent), Construction (9.4 percent), Wholesale Trade, Transportation and Warehousing (6.1 percent), Healthcare (5.5 percent), and Accommodation and Food Services (4.4 percent).

Previous Occupation	Weighted Respondents	Share of Transportation Cohort
Retail sales	14	16.8%
Cleaning and maintenance	12	14.2%
Construction	8	9.4%
Wholesale trade, transportation and warehousing	5	6.1%
Healthcare	5	5.5%
Accommodation and food services	4	4.4%
Manufacturing	4	4.1%
Information technology	3	3.3%
Protective services / law enforcement / public safety	3	2.9%
Mining	2	2.7%

Table 10. Previous Occupational Fields of Respondents Reporting Transportation as Their Primary Employment Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages reflect respondents in the Transportation cohort with a valid previous-occupation response. The "Other" category (22.4 percent) is excluded from the displayed ranking so the table focuses on identifiable occupational fields. Percentages shown do not sum to 100 percent because only the top 10 named fields are presented. Weighted responses are rounded to the nearest whole number.

In contrast, only 10.7 percent of respondents previously working in information technology selected Transportation, where lack of available jobs and skills or certification concerns were more prominent. Although transportation rates were also high among manufacturing and protective-service respondents, those occupational groups have small weighted bases and should be interpreted cautiously. The concentration in retail, cleaning, construction, warehousing, healthcare, and food service is analytically important because employment in these fields often requires workers to be physically present at worksites and

potentially available across varying shifts or locations. The survey cannot establish that worksite requirements caused the Transportation barrier, but the occupational pattern is consistent with transportation affecting the range of jobs these workers can realistically pursue.

As shown in the previous Table 9, previous income also shows that Transportation-constrained respondents came from a range of economic positions. Approximately 35.7 percent previously earned $25,000–$49,999, 28.9 percent earned below $25,000, and 20.8 percent earned $50,000–$74,999, while another 11.2 percent previously earned $75,000–$99,999. This distribution reinforces the earlier finding that transportation should not be treated solely as an affordability problem among the lowest-paid workers. For respondents attempting to replace jobs with established earnings, transportation may also influence how far they can expand their search geographically and whether comparable employment is accessible within their realistic commuting area.

Occupation Primarily Applying For

The Previous Occupation Target Occupation crosstab shows that Transportation-constrained job seekers follow a mix of occupational retention and occupational broadening. As shown in Table 11, former retail workers remain heavily oriented toward retail (77.2 percent), while 83.9 percent of former construction workers continue to target construction. At the same time, both groups also pursue other fields such as cleaning and maintenance, office and administrative support, information technology, and transportation and warehousing. Former hospitality and facilities services workers show even greater broadening, with 78.1 percent targeting cleaning and maintenance and substantial shares also considering construction and accommodation and food services.

Previous Occupation	Weighted Base	Target Occupations — Weighted % Within Previous Occupational Group							
		Cleaning & Maintenance	Construction	Retail Sales	Information Technology	Transportation & Warehousing	Accommoda-tion & Food Services	Entertainment, Media & Sports	Office & Admin. Support
Retail sales	14	33.5%	0.0%	77.2%	23.9%	14.9%	23.6%	6.8%	27.7%
Hospitality & Facilities Services	13	78.1%	37.9%	18.1%	18.7%	10.2%	26.8%	19.8%	5.4%
Construction	9	54.1%	83.9%	0.0%	0.0%	36.6%	16.1%	4.9%	24.3%
Accommodation & Food Services†	7	12.0%	15.7%	42.1%	0.0%	15.7%	48.1%	6.1%	0.0%
Wholesale trade, Transportation & Warehousing	7	21.0%	6.3%	6.3%	51.1%	63.7%	4.6%	6.3%	0.0%
Healthcare	5	0.0%	0.0%	0.0%	64.2%	0.0%	19.5%	0.0%	80.5%

Table 11. Questions 28 and 29: Previous Occupation and Primary Occupations Targeted Among Transportation-Constrained Job Seekers

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Multi-response; respondents could select up to three target occupations, so percentages across a row may exceed 100 percent. The six largest identifiable previous-occupation groups are shown; 'Other' and missing prior occupations are excluded. Target columns are the eight most frequently selected target occupations in the Transportation cohort. Weighted responses are rounded to the nearest whole number.

The subgroup analysis in Table 12 further shows that career-switching varies across workers and is also associated with different levels of job-search intensity. 51.8 percent of respondents ages 35–44 are career-switchers, compared with 41.6 percent among ages 25–34, while 73.2 percent of ages 45–54 remain in their previous field. Career switching is also more common among respondents with some high school education (72.4 percent) and those previously earning $25,000–$49,999 (60.3 percent). Weekly search hours add another layer to this pattern: among respondents searching 1–5 hours per week, 63.0 percent are career-switchers, whereas same-field seekers make up the majority among those searching 6–10 hours (60.9 percent) and 11–15 hours (58.6 percent). These differences should not be interpreted as differences in motivation, but they do suggest that occupational transition and search intensity may interact in meaningful ways. Overall, Transportation may influence not only whether workers can reach a particular job, but also which occupations they pursue and how broadly or intensively they are able to search for accessible employment opportunities.

Selected Characteristic / Category	Same-Field	Career-Switch
Age		
25–34 Years Old	58.4%	41.6%
35–44 Years Old	48.2%	51.8%
45–54 Years Old	73.2%	26.8%
Education		
Some High School	27.6%	72.4%
High School Degree (or equivalent)	49.2%	50.8%
Associates Degree or Some College	66.5%	33.5%
Trade/Technical/Vocational Credential	64.6%	35.4%
Bachelor's Degree	75.2%	24.8%
Previous Income		
Below $25,000	46.8%	53.2%
$25,000 – $49,999	39.7%	60.3%
$50,000 – $74,999	75.5%	24.5%
Unemployment Duration		
0–6 Months	54.4%	45.6%
Up to 1 Year	37.3%	62.7%
1–2 Years	50.7%	49.3%
More Than 2 Years	69.9%	30.1%
Weekly Search Hours		
1–5 Hours	37.0%	63.0%
6–10 Hours	60.9%	39.1%
11–15 Hours	58.6%	41.4%
16 or More Hours	48.7%	51.3%

Table 12. Same-Field vs. Career-Switch Transportation-Constrained Job Seekers by Selected Characteristics

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are calculated within each selected subgroup among respondents classified as either same-field or career-switch seekers; Other / unclear classifications are excluded so the two percentages sum to 100 percent. Categories are selected to emphasize analytically useful contrasts rather than every response category.

Expectations for Future Job

For Transportation-constrained job seekers, accessibility appears to depend on a combination of compensation, location, scheduling, and flexibility rather than transportation alone. As shown in Figure 15, rate of pay is the most frequently selected next-job factor at 76.2 percent, followed by work-hour flexibility at 50.1 percent and location and transportation at 38.4 percent. Remote-work flexibility is also important, selected by 25.3 percent, while promotion opportunities, job purpose, management quality, health and safety, and skill development are secondary considerations. These results suggest that a job can be physically available yet still be difficult to access if the wage does not justify the commute, the work schedule conflicts with available transportation, or the position offers little flexibility in where or when the work must be performed.

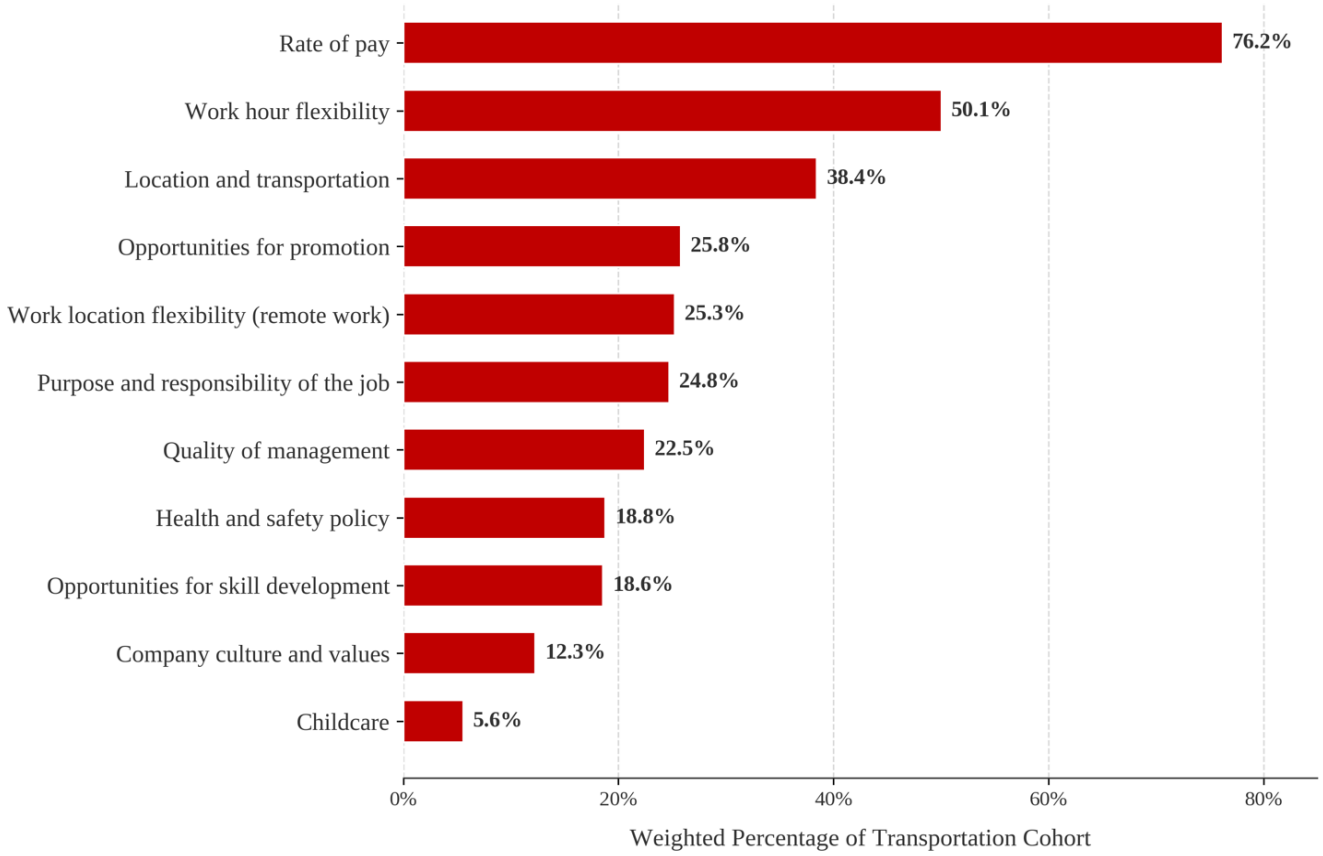


Figure 15. Question 30: Most Important Characteristics of the Next Job Among Respondents Reporting Transportation as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each gender subgroup of respondents selecting Transportation as their primary barrier. Respondents could select multiple next-job factors, so percentages do not sum to 100.

The gender results in Table 13 further show that the meaning of Transportation may differ across workers. Women in the Transportation cohort are more likely than men to identify location and transportation (45.5 percent versus 34.6 percent), work-hour flexibility (57.5 percent versus 46.0 percent), and remote-work flexibility (30.6 percent versus 22.3 percent) as important characteristics of their next job. Men, by contrast, place greater emphasis on rate of pay, at 80.5 percent compared with 68.4 percent of women. The differences are descriptive rather than causal, but they indicate that transportation constraints may be experienced not only through distance, but also through the interaction between commuting options and work arrangements.

Job Requirement	Female	Male
Location and transportation	45.5%	34.6%
Work hour flexibility	57.5%	46.0%
Work location flexibility (remote work)	30.6%	22.3%
Rate of pay	68.4%	80.5%

Table 13. Transportation-Related Job Requirements by Gender

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each gender subgroup of respondents selecting Transportation as their primary barrier. Respondents could select multiple next-job factors, so percentages do not sum to 100.

Taken together, the findings point toward a broader concept of job accessibility. A worker's ability to accept a position may depend on the combined effect of distance, transportation cost, shift timing, remote-work availability, and compensation. A farther-away job, for example, may become realistic if the wage is high enough to offset commuting costs, while a nearby evening or overnight position may remain inaccessible if reliable transportation is unavailable at those hours. Transportation therefore appears to shape the worker's effective set of feasible employment opportunities, rather than operating as an isolated commuting problem, particularly among workers who work in jobs requiring person-to-person contact.

Taken together, the findings suggest that Transportation is best understood as a workforce-access constraint rather than simply a mobility problem. Respondents enter unemployment from a range of occupational backgrounds, then attempt either to return to their previous field or transition into a new one. In doing so they must evaluate if those jobs are realistically accessible given worksite location, commuting distance, flexibility in on-site attendance, transportation options, shift timing, and compensation,. They continue to search through job boards, employer websites, networks, and workforce services, indicating that the barrier is not simply a lack of search activity.

Skills Set Training and Certification

Skill set training and certifications ranks as the third-most frequently reported employment barrier in the 2026 survey, identified by approximately 13.3 percent of weighted respondents, down from 16.7 percent in the 2024 Job Seeker Survey. Although the share has declined, skills and credentialing remain a notable obstacle for Nevada job seekers, particularly as the state continues to expand into industries that require additional specialized technical skills, occupational licenses, and industry-recognized credentials. Nevada DETR's PY2024 WIOA Annual Narrative Report highlights continued investments in occupational skills training, work experience, on-the-job training, and supportive services intended to better connect job seekers with employer demand.

Nevada has also increased its emphasis on employer-aligned training and industry-recognized credentials. In November 2025, the Governor's Office of Economic Development reported that its Workforce Innovations for a New Nevada (WINN) program invested $10 million across 18 workforce-training programs involving Nevada community colleges and dozens of employer partners, with training tied to sectors including information technology, mining, advanced manufacturing, and other industries central to the state's economic-diversification strategy. DETR is pursuing a similar approach through programs such as the ROADS Partnership, which helps unemployed and underemployed Nevadans develop life, soft, and technical skills aligned with high-demand occupations while earning nationally recognized certifications.

Taken together, these initiatives suggest that Nevada's workforce challenge may extend beyond simply increasing the amount of training available. The more important question may be whether job seekers understand possess the specific, current, and employer-recognized skills and credentials required for available positions. The analysis that follows therefore examines which workers are most likely to identify training and certifications as a barrier, whether the barrier persists among workers who already possess credentials, and whether affected job seekers are actively attempting to close those gaps through additional education, training, and certification.

Respondent Characteristics

Skill set training and certifications are reported as the primary employment barrier by approximately 67.0 weighted respondents, or 13.3 percent of the full sample. Geography produces the clearest difference. In Rural Nevada, 26.3 percent of respondents identify skills, training, or certifications as their primary barrier, more than twice the 12.6 percent reported in Clark County and roughly three times the 8.6 percent in Washoe County. Although Clark County accounts for 71.0 percent of the barrier cohort because of its much larger population base, the substantially higher prevalence in Rural Nevada suggests that access to skills and credential development may be particularly important outside the state's largest metropolitan areas.

Characteristic	Category	Weighted Skill/Training Barrier	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Age Group					
	18–20 Years Old	13	19.6%	63	21.0%
	21–24 Years Old	5	6.8%	74	6.2%
	25–34 Years Old	19	28.8%	131	14.8%
	35–44 Years Old	16	24.4%	98	16.7%
	45–54 Years Old	8	11.8%	77	10.3%
	55–64 Years Old	6	8.5%	60	9.6%
Race/Ethnicity					
	White, non-Hispanic	21	31.5%	190	11.1%
	Hispanic/Latino	20	29.2%	154	12.7%
	African-American or Black	19	28.5%	84	22.8%
	Asian	5	7.1%	36	13.2%
	Other / Multiracial	3	3.7%	37	6.7%
	Other / Not stated†	0	0.0%	2	0.0%
Region					
	Clark County	48	71.0%	379	12.6%
	Rural Nevada	13	19.5%	50	26.3%
	Washoe County	6	9.5%	74	8.6%
Education					
	Some high school	6	8.6%	62	9.3%
	High school degree (or equivalent)	39	57.9%	238	16.3%
	Associates degree or some college	9	13.9%	92	10.1%

Table 14. Share Reporting Skill Set Training and Certifications as Their Primary Barrier, by Selected Characteristics

Characteristic	Category	Weighted Skill/Training Barrier	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Education (cont.)					
	Bachelor's degree	3	5.1%	58	5.8%
	Trade school, technical, or vocational certificate or diploma	8	11.6%	39	20.0%
	Master's degree, Ph.D. or higher†	0	0.7%	8	6.0%
	Other / Not stated†	2	2.2%	5	32.2%

Table 14. Share Reporting Skill Set Training and Certifications as Their Primary Barrier, by Selected Characteristics Continued…

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: The Skill Set Training and Certifications cohort includes 67.0 weighted respondents (13.3 percent of the full sample). Weighted cohort percentage is the share of respondents within the barrier cohort represented by each category. Full sample percentage is the weighted share within each subgroup reporting Skill Set Training and Certifications as the primary barrier. Rural Nevada includes all Nevada counties other than Clark and Washoe. Percentages may not sum to 100 due to rounding.

Age also differentiates the barrier. Respondents ages 18–20 have the highest prevalence at 21.0 percent, followed by those ages 35–44 at 16.7 percent and ages 25–34 at 14.8 percent. The rate falls to 10.3 percent among ages 45–54 and 9.6 percent among ages 55–64. This pattern suggests that skills-related barriers are not limited to workers entering the labor market for the first time; they also appear among a younger cohort of prime working-age job seekers who may need to update or adapt existing skills.

Race and ethnicity reveal another notable difference. African-American or Black respondents have the highest rate among the major racial and ethnic groups at 22.8 percent, compared with 12.7 percent of Hispanic/Latino respondents and 11.1 percent of White non-Hispanic respondents. Education provides additional context: the barrier is relatively common among respondents with a trade, technical, or vocational credential at 20.0 percent and among high-school graduates at 16.3 percent. The very high percentage shown for the Other/Not stated education category should not be interpreted substantively because its weighted base is only 4.6 respondents. Overall, the profile suggests that skills and credential barriers may reflect differences in access to training, alignment of existing qualifications with available jobs, and opportunities to update occupational skills, rather than educational attainment alone.

Previous Occupation

Respondents reporting skills, training, and certifications as their primary barrier come from a diverse set of prior occupational backgrounds, suggesting that the issue extends beyond workers with limited

labor-market experience. As shown in Table 15, retail sales is the largest identifiable previous field at 16.9 percent, followed by wholesale trade, transportation and warehousing at 12.8 percent and information technology at 11.2 percent. Respondents also previously worked in hospitality and facilities services, business and finance, office and administrative support, education, and accommodation and food services. All categories have considerably smaller weighted bases and should be interpreted cautiously.

Previous Occupational Field	Weighted Respondents	Share of Valid Cohort
Retail sales	9	16.9%
Wholesale trade, transportation and warehousing	7	12.8%
Information technology	6	11.2%
Hospitality and Facilities Services	5	8.4%
Business and Finance	4.5	8.3%
Office and administrative support	4	6.8%
Education (private and public)	3	6.2%
Accommodation and Food Services	2	4.5%

Table 15. Question 28: Previous Occupational Fields of Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Shares are calculated among respondents in the Skill Set Training and Certifications cohort with a valid previous-occupation response (weighted valid base = 53.9; total barrier cohort = 67.0). The broad "Other" category and missing responses are excluded from the displayed ranking. Only the eight largest identifiable occupational fields are shown; percentages therefore do not sum to 100 percent. Weighted respondent counts may be fractional because survey weights are applied. Weighted responses are rounded to the nearest whole number.

Previous income adds another dimension. As shown in Table 16, respondents previously earning below $25,000 represent the largest income group, and 63.0 percent of this group has been unemployed for six months or longer, compared with 28.6 percent among those previously earning $25,000–$49,999. All categories have considerably smaller weighted bases and should be interpreted cautiously.

Previous Income	Weighted base	0-6 months	6+ months
Below $25,000	27	37.0%	63.0%
$25,000-$49,999	16	71.4%	28.6%
$50,000-$74,999	5	83.3%	16.7%
$75,000-$99,999	3	30.7%	69.3%
$100,000-$149,999	2	41.3%	58.7%
More than $150,000	1	0.0%	100.0%

Table 16. Question 24: Previous Income by Unemployment Duration Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each previous-income group among respondents reporting Skill Set Training and Certifications as their primary employment barrier. The weighted valid base for previous income is 53.9. "6+ months" combines Up to 1 year, 1–2 years, and More than 2 years. Percentages may not sum to 100 due to rounding.

The path into unemployment is similarly varied. Table 17 shows that 56.9 percent left their previous job voluntarily and 43.1 percent experienced an involuntary separation. Among respondents who were involuntarily separated, 78.8 percent cite company-resource factors or layoffs, compared with 21.2 percent reporting performance-related separation. At the same time, 55.0 percent of the overall skills-barrier cohort has been unemployed for six months or less, while 45.0 percent has been unemployed for six months or longer. Taken together, these findings suggest that the skills and certification barrier is not simply a lack-of-experience problem. Many respondents have established work histories, but their existing experience, skills, or credentials may not fully align with the qualifications required for the employment opportunities they are now pursuing.

Category	Weighted Respondents	Weighted Percentage
Separation type		
Voluntary separation	31	56.9%
Involuntary separation	23	43.1%
Reason for involuntary separation		
Company-resource factors / layoff	18	78.8%
Performance-related separation	5	21.2%
Unemployment duration		
0-6 months	37	55.0%
6+ months	30	45.0%

Table 17. Employment Separation and Unemployment Duration Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within the relevant valid-response group among respondents reporting Skill Set Training and Certifications as their primary employment barrier. Separation type uses a weighted valid base of 53.9; involuntary separation reason uses the weighted involuntary base of 23.2; unemployment duration uses the full weighted barrier cohort of 67.0. The 6+ months category combines Up to 1 year, 1-2 years, and More than 2 years. Percentages may not sum to 100 due to rounding. Weighted respondents are rounded to the nearest whole number.

Job Search Behavior

Respondents who identify skills, training, and certifications as their primary employment barrier appear to be actively strengthening their qualifications, but the subgroup size warrants caution. The cohort includes 61 actual respondents, representing about 67.0 weighted respondents, and 59 provided a valid preparation response. Among them, 38.9 percent report taking online courses, 33.4 percent obtaining a new license or certification, and 32.4 percent receiving in-person training, while smaller shares report working with a job coach or mentor, taking college courses, or participating in internships or apprenticeships. Because weighting does not increase the number of independent observations, these results should be treated as descriptive rather than highly precise population estimates; the approximate effective sample size is about 31 respondents, and the smallest categories are college courses and internships/apprenticeships, they are based on only 9 and 5 actual respondents, respectively, and should therefore be interpreted with particular caution.

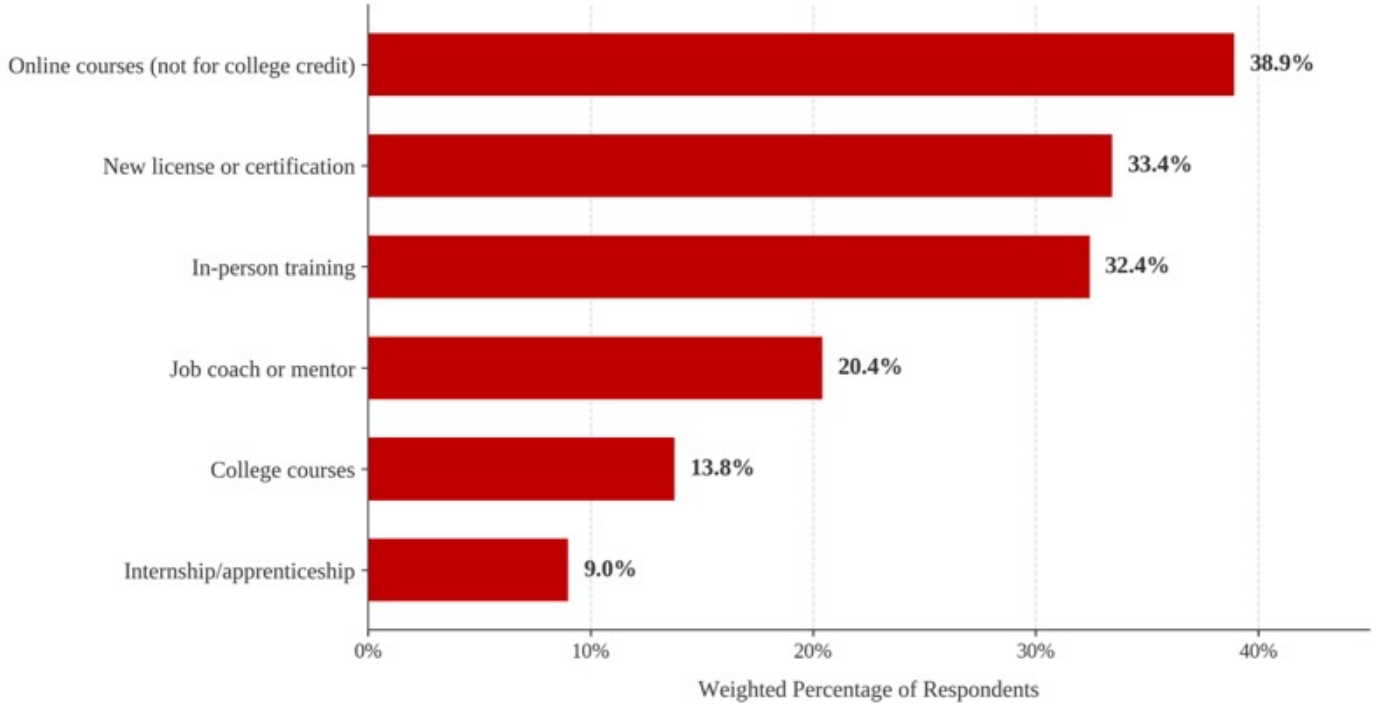


Figure 16. Reemployment Preparation Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the share of respondents reporting Skill Set Training and Certifications as their primary employment barrier who indicated each reemployment preparation activity. Respondents could select multiple preparation activities; therefore, percentages do not sum to 100 percent. Percentages are calculated among respondents in the skill set/training/certifications cohort with a valid preparation response and may differ slightly due to rounding.

Preparation also differs depending on whether respondents are attempting to return to their previous occupational field or transition into a new one. Table 18 shows that same-field seekers report higher participation across every measured preparation activity. 44.9 percent of same-field seekers take online courses compared with 32.6 percent of career-switchers, while in-person training is reported by 39.0 percent versus 29.0 percent, respectively. The largest differences occur in job coaching or mentoring (30.2 versus 13.5 percent) and college courses (25.8 versus 5.7 percent). This pattern suggests that skills barriers are not limited to workers attempting major career changes. Workers seeking to remain in their existing occupational field may also need to refresh skills, update credentials, or meet changing qualification requirements before returning to similar employment.

Preparation Activity	Same-Field Seekers	Career-Switch Seekers
Online courses (not for college credit)	44.9%	32.6%
New license or certification	29.6%	24.3%
In-person training	39.0%	29.0%
Job coach or mentor	30.2%	13.5%
College courses	25.8%	5.7%

Table 18. Preparation Activities by Same-Field vs. Career-Switch Status

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the share of respondents reporting Skill Set Training and Certifications as their primary employment barrier who participated in each reemployment preparation activity, shown separately for same-field and career-switch job seekers. Respondents could select multiple preparation activities; therefore, percentages within each group do not sum to 100 percent. Respondents who could not be clearly classified as either same-field or career-switch seekers are excluded from these comparisons, and percentages may differ slightly due to rounding.

These preparation efforts occur alongside continued job-search activity. As shown in Table 19, 46.0 percent spend 1–5 hours per week searching for work, while 25.1 percent report less than one hour; smaller shares report higher levels of weekly search activity. Respondents also rely heavily on digital search channels, with 66.7 percent using online job boards and 64.8 percent searching company websites. Friends and family are used by 40.1 percent, while 22.0 percent use the EmployNV website and 16.3 percent use an EmployNV Career Hub. Taken together, the evidence suggests that many skills-constrained respondents remain engaged in the reemployment process through job searching, training, credential attainment, and workforce services. The central challenge may therefore be whether these efforts ultimately provide the qualifications needed to connect respondents with suitable employment opportunities.

Job-Search Behavior	Weighted Respondents	Weighted Percentage
Weekly job-search hours		
1-5 hours	31	46.0%
Less than 1 hour	17	25.1%
6-10 hours	9	13.7%
16 or more hours	7	10.3%
11-15 hours	3	4.9%
Selected job-search methods (multiple responses allowed)		
Online job boards (Indeed, LinkedIn, etc.)	45	66.7%
Jobs on company websites	43	64.8%
Asking friends and family	27	40.1%
EmployNV website	15	22.0%
EmployNV Career Hub	11	16.3%

Table 19. Selected Job-Search Behaviors Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages are calculated among respondents reporting Skill Set Training and Certifications as their primary employment barrier. Weekly job-search hours are mutually exclusive, while respondents could select multiple job-search methods; therefore, the method percentages do not sum to 100 percent. Weighted respondents are rounded to the nearest whole number.

Expectations for Future Job

For respondents who identify skills, training, and certifications as their primary barrier, obtaining additional qualifications does not appear to be the only consideration in reemployment. As shown in Figure 17, rate of pay is the most frequently selected characteristic of the next job at 67.5 percent, followed by work-hour flexibility at 52.3 percent and most interestingly, purpose and responsibility of the job at 40.1 percent. Remote-work flexibility is important to 31.0 percent of respondents, while 28.8 percent prioritize opportunities for skill development, 27.5 percent identify location and transportation, and 26.4 percent identify opportunities for promotion. The pattern suggests that additional training or credentials must ultimately translate into employment that is not only attainable, but also aligns with job seeker's intentions in finding a job which provides additional responsibility and flexibility, an expected outcome as a result of the additional training.

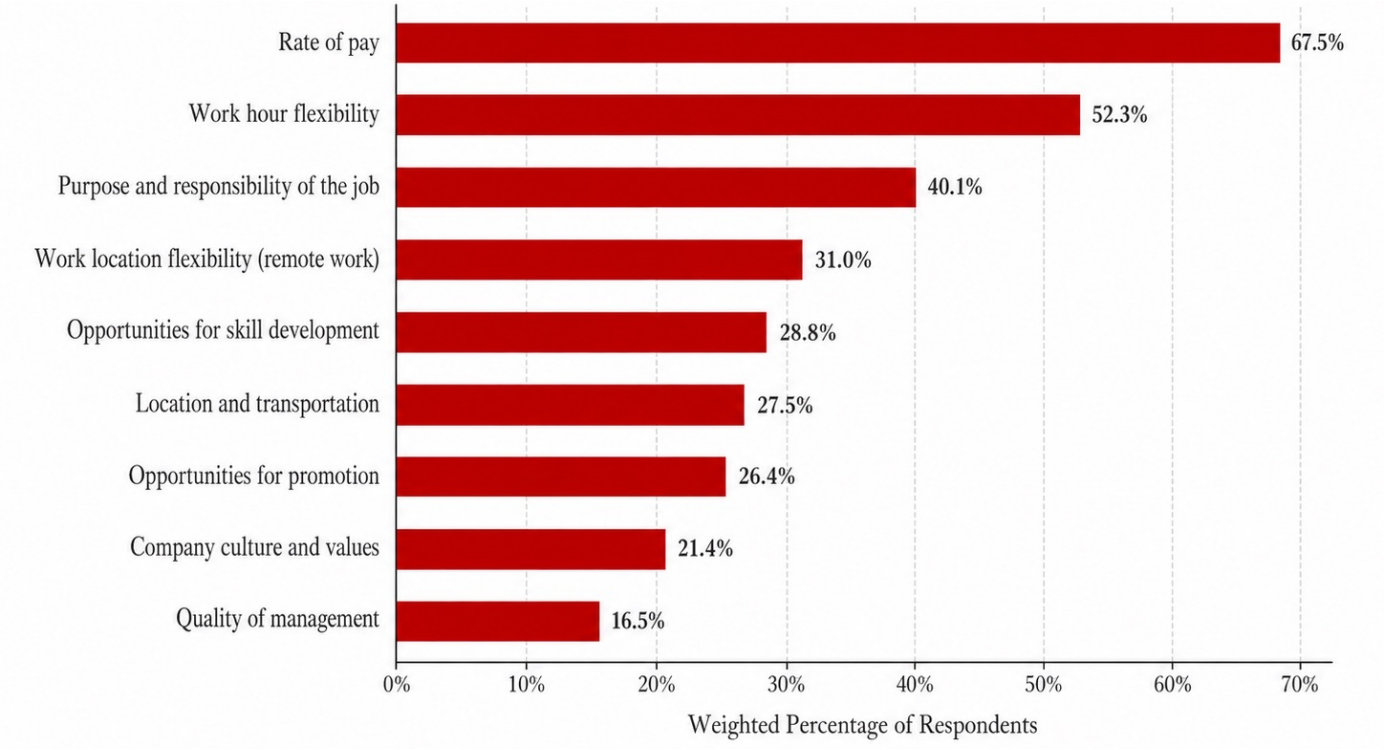


Figure 17. Question 30: Most Important Characteristics of the Next Job Among Respondents Reporting Skill Set Training and Certifications as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the most important characteristics of the next job among respondents reporting Skill Set Training and Certifications as their primary employment barrier. Multiple responses were allowed, so percentages do not sum to 100 percent.

These requirements also differ depending on whether respondents are attempting to return to their previous occupational field or change careers. Table 20 shows that career-switchers place substantially greater emphasis on purpose and responsibility of the job (66.5 percent versus 30.8 percent for same-field seekers) and location and transportation (48.0 percent versus 19.6 percent). Career-switchers are also somewhat more likely to prioritize skill-development opportunities, 36.5 percent compared with 25.2 percent, while same-field seekers place greater emphasis on work-hour flexibility, 53.4 percent versus 36.0 percent. Rate of pay, by contrast, is nearly equally important to both groups at 65.5 percent among same-field seekers and 67.5 percent among career-switchers.

Preparation Activity	Same-Field Seekers	Career-Switch Seekers	Difference
Purpose and responsibility of the job	30.8%	66.5%	+35.7 pp career-switch
Location and transportation	19.6%	48.0%	+28.4 pp career-switch
Work-hour flexibility	53.4%	36.0%	+17.4 pp same-field
Opportunities for skill development	25.2%	36.5%	+11.3 pp career-switch
Work location flexibility / remote work	25.7%	20.1%	+5.6 pp same-field
Rate of pay	65.5%	67.5%	+2.0 pp career-switch
Opportunities for promotion	33.5%	31.6%	+1.9 pp same-field

Table 20. Selected Next-Job Requirements by Same-Field vs. Career-Switch Status

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each occupational transition group among respondents reporting Skill Set Training and Certifications as their primary barrier. Weighted base: same-field seekers = 34.9; career-switch seekers = 18.9. Same-field status indicates that the respondent's previous occupational field appears among the occupations currently targeted; career-switch status indicates no exact occupational-field match. Difference is shown in percentage points (pp) and identifies the group with the higher share. Multiple next-job characteristics could be selected, so percentages may total more than 100 percent. Differences are descriptive and should not be interpreted as statistically significant without survey-design-aware testing.

Personal Expenses Associated with New Job

Respondent Characteristics

Personal expenses associated with starting a new job are reported across a broad range of workers, but several demographic differences stand out. Table 21 demonstrates the cohort contains approximately 63.9 weighted respondents, or 12.7 percent of the weighted sample. Ages 25–34 make up the largest share of the cohort at 25.0 percent, although the barrier is most prevalent among respondents ages 55–64, at 24.0 percent, followed by ages 21–24 at 16.5 percent. Men account for 68.8 percent of the Personal Expenses cohort and are also more likely than women to report the barrier, 15.0 percent compared with 9.5 percent. This is in contrast to Lack of Available Jobs and Transportation which were reported to be a larger barrier by women respondents. Geography shows a similar distinction between composition and prevalence: Clark County accounts for 68.7 percent of the cohort, but the barrier rate is highest in Washoe County at 19.8 percent, compared with 11.6 percent in Clark County and 10.8 percent in Rural Nevada.

Characteristic	Category	Weighted Personal Expenses	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Age Group					
	18–20 Years Old	8	11.8%	63	12.1%
	21–24 Years Old	12	19.1%	74	16.5%
	25–34 Years Old	16	25.0%	131	12.2%
	35–44 Years Old	7	10.5%	98	6.8%
	45–54 Years Old	7	11.1%	77	9.2%
	55–64 Years Old	14	22.5%	60	24.0%
Gender					
	Female	20	31.2%	209	9.5%
	Male	44	68.8%	293	15.0%
Race/Ethnicity					
	White, non-Hispanic	8	11.9%	190	4.0%
	Hispanic/Latino	32	50.4%	154	21.0%
	African-American or Black	5	7.4%	84	5.6%
	Asian	18	27.4%	36	48.9%
	Other / Multiracial	2	2.9%	37	5.1%
	Other / Not stated	0	0.0%	2	0.0%
Region					
	Clark County	44	68.7%	379	11.6%
	Rural Nevada	5	8.4%	50	10.8%
	Washoe County	15	22.9%	74	19.8%

Table 21. Characteristics of Respondents Reporting Personal Expenses Associated With the New Job as Their Primary Employment Barrier

Characteristic	Category	Weighted Personal Expenses	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Education					
	Some high school	12	18.6%	62	19.1%
	High school degree (or equivalent)	18	28.4%	238	7.6%
	Associates degree or some college	10	15.3%	92	10.6%
	Bachelor's degree	20	31.4%	58	34.6%
	Trade school, technical, or vocational certificate or diploma	4	6.3%	39	10.2%
	Master's degree, Ph.D. or higher†	0	0.0%	8	0.0%
	Other / Not stated	0	0.0%	5	0.0%
Marital Status					
	Married	29	46.0%	119	24.8%
	Not married	35	54.0%	382	9.0%
	Other / Not stated	0	0.0%	1	0.0%
Children					
	No children	36	55.5%	301	11.8%
	1 child	13	19.9%	112	11.3%
	2 children	13	21.0%	59	22.6%
	3 children	0	0.0%	17	0.0%
	4+ children	2	3.6%	12	18.4%
Previous income					
	Below $25,000	17	32.9%	173	10.1%
	$25,000 – $49,999	9	16.1%	153	5.6%
	$50,000 – $74,999	6	10.5%	58	9.5%
	$75,000 – $99,999	3	6.3%	24	13.7%
	$100,000 – $149,999	7	13.8%	16	44.8%
	More than $150,000	11	20.4%	28	38.5%

Characteristic	Category	Weighted Personal Expenses	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Household Structure (Marital Status × Children)					
	Married + children	27	41.8%	88	30.3%
	Married + no children	3	4.2%	30	9.0%
	Not married + no children	33	51.3%	271	12.1%
	Not married + children	2	2.7%	111	1.6%

Table 21. Characteristics of Respondents Reporting Personal Expenses Associated With the New Job as Their Primary Employment Barrier Continued…

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted Personal Expenses counts are rounded to the nearest whole number for display. Weighted Cohort Percentage represents the distribution of respondents reporting personal expenses associated with a new job as their primary barrier across categories within each characteristic. Full Sample Percentage represents the share within each category reporting personal expenses as their primary barrier, and Weighted Base represents the weighted number of respondents in that category. Household structure combines marital status and presence of children. Percentages are calculated from unrounded weighted values and may not sum to 100 percent due to rounding

Race, education, and previous earnings indicate that Personal Expenses should not be interpreted solely as a barrier for individuals reporting an income under $50,000 and less educational attainment. The barrier is also especially prevalent among bachelor's degree holders at 34.6 percent, compared with 19.1 percent of respondents with some high school and 7.6 percent of high-school graduates. Previous income reinforces this broader pattern: 44.8 percent of respondents previously earning $100,000–$149,999 and 38.5 percent of those earning more than $150,000 report Personal Expenses, compared with 10.1 percent of respondents previously earning below $25,000. These findings suggest that the barrier may reflect the cost of transitioning into suitable employment relative to a worker's prior circumstances, rather than financial hardship alone. Note that the small weighted sample sizes for income above $75,000 limit our interpretation of these findings.

Household circumstances provide another important dimension. Married respondents report Personal Expenses at nearly three times the rate of unmarried respondents, 24.8 percent compared with 9.0 percent, while respondents with two children have a relatively high rate of 22.6 percent. The combined household analysis is even more pronounced: 30.3 percent of married respondents with children report Personal Expenses as their primary barrier, compared with 9.0 percent of married respondents without children, 12.1 percent of unmarried respondents without children, and 1.6 percent of unmarried respondents with children. Because these are descriptive relationships, the differences should be interpreted cautiously, but they are consistent with Personal Expenses reflecting broader household financial commitments and the costs involved in transitioning back into employment.

Occupation Primarily Applying For

Career switching is a key feature when it comes to respondents classifying/reporting Personal Expense as their biggest challenge transitioning to a new job. As shown in Figure 18. 62.3 percent of respondents are classified as career-switchers, compared with a much smaller share attempting to return to the same occupational field, with the remainder classified as other or unclear. This pattern suggests that, for many respondents, reemployment involves more than simply returning to a familiar position. Moving into a different occupational field may introduce new requirements related to commuting, work schedules, clothing or equipment, training, or other transition-related costs, although the survey does not identify which specific expenses respondents have in mind.

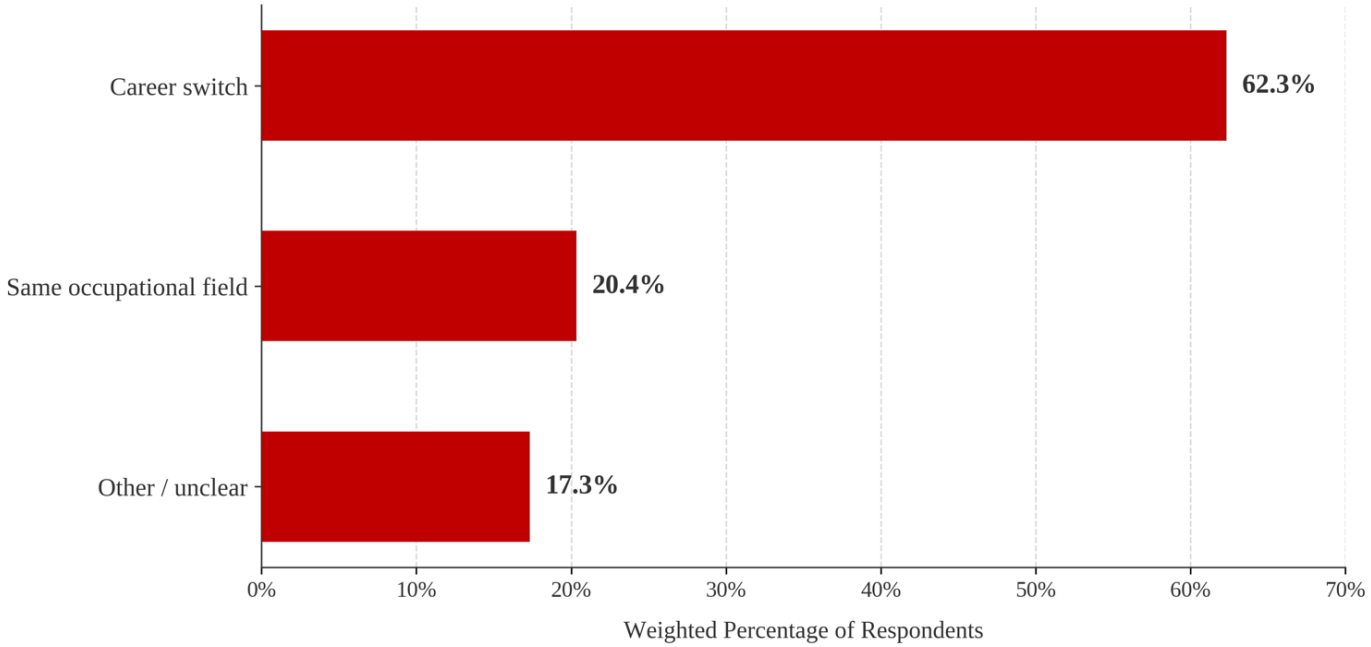


Figure 18. Occupational Search Strategy Among Respondents Reporting Personal Expenses Associated With the New Job as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect occupational search strategy among respondents reporting Personal Expenses Associated With the New Job as their primary employment barrier. "Other / unclear" includes respondents whose previous and target occupational fields could not be clearly classified. Percentages sum to approximately 100 percent and may differ slightly due to rounding.

The career-switch pattern is especially found among several subgroups in Table 22. Among bachelor's degree holders, 91.6 percent are career-switchers, compared with 61.5 percent of high-school graduates. Career switching also becomes more prominent with longer unemployment: 39.7 percent of respondents unemployed for 0–6 months are career-switchers, rising to 69.4 percent among those unemployed for 1–2 years and 82.7 percent among those unemployed for more than two years. Household and gender differences also emerge. Career switching accounts for 50.7 percent of respondents with no children, 72.8 percent of those with one child, and 76.7 percent of those with two children, while the share is 69.0 percent among men compared with 47.5 percent among women.

Characteristic	Category	Weighted Base	Same Occupational Field	Career Switch	Other / Unclear
Education					
	Bachelor's degree	20	3.5%	91.6%	4.9%
	High school degree (or equivalent)	18	33.1%	61.5%	5.4%
Unemployment Duration					
	0–6 months	26	23.0%	39.7%	37.3%
	1–2 years	17	21.3%	69.4%	9.3%
	More than 2 years	14	17.3%	82.7%	0.0%
Children in Household					
	No children	36	20.9%	50.7%	28.4%
	1 child	13	27.2%	72.8%	0.0%
	2 children	13	15.9%	76.7%	7.3%
Gender					
	Female	20	42.6%	47.5%	9.9%
	Male	44	10.3%	69.0%	20.7%

Table 22. Same-Field vs. Career-Switch Status Among Personal-Expense-Constrained Job Seekers, by Selected Characteristics

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each subgroup and include all three occupational-search classifications, so rows sum to approximately 100 percent. Same-field status indicates that the respondent's previous occupational field appears among the occupations currently targeted; career-switch status indicates no exact occupational-field match. Other/unclear includes cases that could not be classified from the available previous-occupation or target-occupation responses. Weighted responses are rounded to the nearest whole number.

Taken together, the findings are consistent with Personal Expenses being related to the cost of occupational transition rather than simply the cost of returning to a previous job. The relationship is particularly notable among respondents with longer unemployment durations and among those navigating different household circumstances. These differences are descriptive and should not be interpreted as evidence that career switching itself causes higher personal expenses. Instead, they suggest that the financial demands associated with reemployment may become more complex when workers are attempting to enter a new occupational setting rather than return directly to their previous field.

Expectations for Future Job

For respondents reporting Personal Expenses as their primary employment barrier, the feasibility of a new job appears to depend on more than pay. As shown in Figure 19, work-hour flexibility at 40.1 percent, company culture and values (33.4 percent), quality of management (29.2 percent), location and transportation (26.7 percent), opportunities for skill development (24.7 percent), promotion opportunities (23.2 percent), and remote-work flexibility (21.8 percent) all score high in addition to Rate of Pay. Taken together, these priorities suggest that overcoming the Personal Expenses barrier may require a job that also provides a welcoming and flexible work environment.

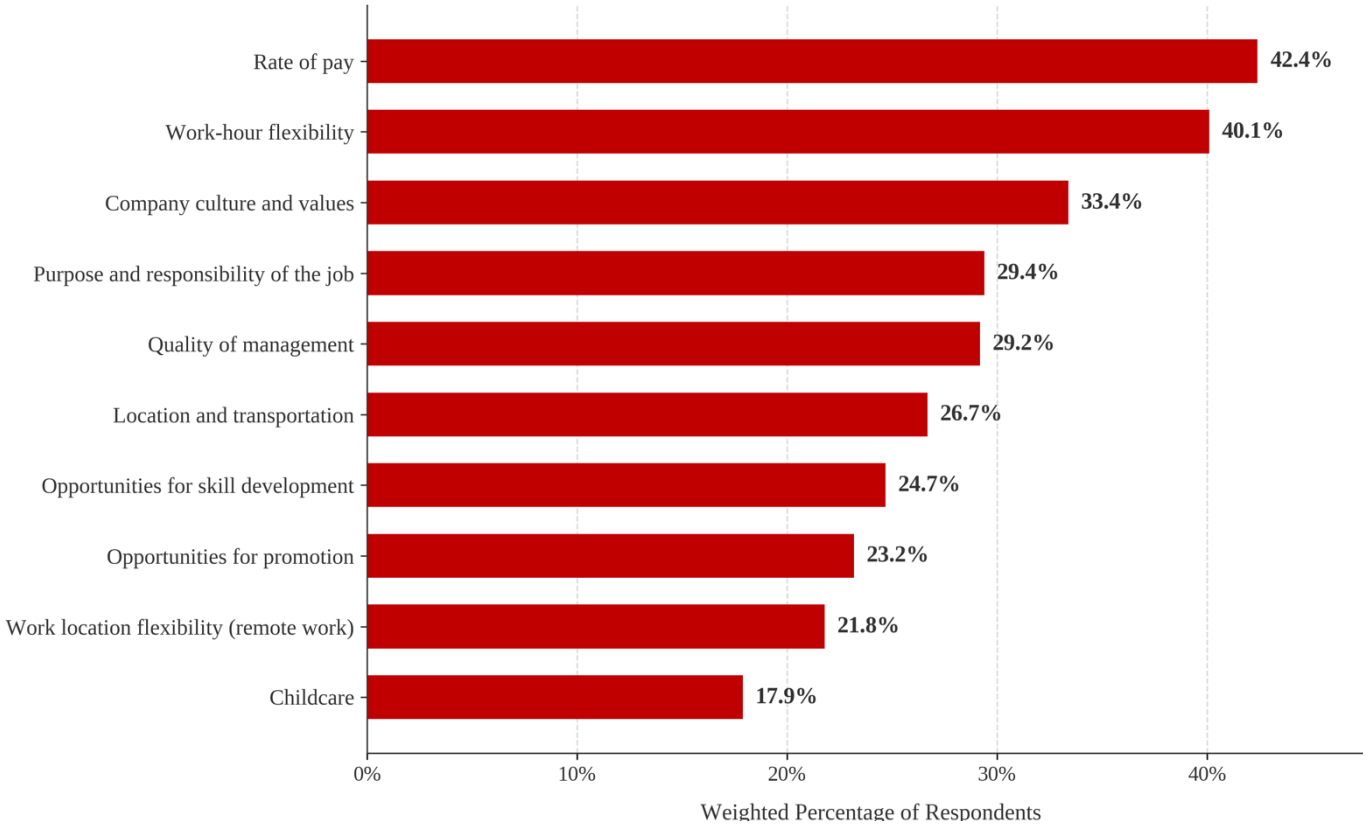


Figure 19. Question 30: Most Important Characteristics of the Next Job Among Respondents Reporting Personal Expenses Associated With the New Job as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the most important characteristics of the next job among respondents reporting Personal Expenses Associated With the New Job as their primary employment barrier. Multiple responses were allowed, so percentages do not sum to 100 percent.

The practical meaning of these requirements also differs by gender. Table 23 shows that women in the Personal Expenses cohort are substantially more likely than men to prioritize work-hour flexibility (61.8 percent versus 30.3 percent), remote-work flexibility (36.9 percent versus 15.0 percent), and childcare (32.6 percent versus 11.2 percent). Men, by contrast, are more likely to identify location and transportation as important, 32.2 percent compared with 14.5 percent of women. Rate of pay is important to both

groups at similar levels, 40.6 percent among women and 43.2 percent among men. These differences are descriptive, but they indicate that the financial and practical costs associated with accepting a new job when addressing Personal Expenditures is viewed differently by gender.

Next-Job Requirement	Female	Male
Work-hour flexibility	61.8%	30.3%
Work location flexibility / remote work	36.9%	15.0%
Childcare	32.6%	11.2%
Location and transportation	14.5%	32.2%
Rate of pay	40.6%	43.2%

Table 23. Selected Expense-Related Next-Job Requirements by Gender Among Respondents

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within gender among respondents reporting Personal Expenses Associated With the New Job as their primary employment barrier. Weighted base: Female = 19.9; Male = 44.0. Multiple next-job requirements could be selected, so percentages may total more than 100 percent.

Overall, the findings suggest that Personal Expenses are better understood as part of the broader financial transition back into employment. A position may offer sufficient wages but still be difficult to accept if its schedule creates additional household costs, if commuting expenses are substantial, or if limited flexibility increases childcare or other responsibilities. Conversely, remote work or flexible scheduling may reduce some of the costs associated with returning to work. The Personal Expenses barrier therefore appears to involve not only the amount a job pays, but whether the net financial, practical, and job environment benefits of accepting the position are still sufficient once the costs of working are taken into account.

Childcare or Family Obligations

Respondent Characteristics

Childcare or family obligations are concentrated among a relatively distinct demographic profile, with gender, presence of children, and life stage emerging as the clearest differences. As shown in Table 24, women make up 74.5 percent of the Childcare/Family Obligations cohort and report the barrier at a rate of 12.7 percent, compared with 3.1 percent of men. Respondents ages 25–34 account for 45.4 percent of the cohort and have the highest rate among the major age groups at 12.4 percent. Hispanic/Latino respondents also make up the largest racial/ethnic share of the cohort at 41.9 percent and report the barrier at a rate of 9.8 percent. Geographic differences are comparatively modest, with rates of 7.6 percent in Clark County, 6.0 percent in Rural Nevada, and 5.6 percent in Washoe County. Although some smaller categories display comparatively high or low rates, these should not be over interpreted when the number of weighted respondents or subgroup base is limited.

Characteristic	Category	Weighted Childcare / Family Obligations	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Age Group					
	18–20 Years Old	2	5.7%	63	3.2%
	21–24 Years Old	6	17.5%	74	8.4%
	25–34 Years Old	16	45.4%	132	12.4%
	35–44 Years Old	4	12.1%	98	4.4%
	45–54 Years Old	4	9.9%	77	4.6%
	55–64 Years Old	3	9.5%	60	5.7%
Gender					
	Female	27	74.5%	209	12.7%
	Male	9	25.5%	293	3.1%
Race/Ethnicity					
	White, non-Hispanic	12	34.0%	190	6.4%
	Hispanic/Latino	15	41.9%	154	9.8%
	African-American or Black	5	13.7%	84	5.9%
	Asian	1	2.2%	36	2.2%
	Other / Multiracial	3	8.2%	37	7.9%
	Other / Not stated	0	0.0%	2	0.0%
Region					
	Clark County	29	80.1%	379	7.6%
	Rural Nevada	3	8.4%	50	6.0%
	Washoe County	4	11.5%	74	5.6%

Characteristic	Category	Weighted Childcare / Family Obligations	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Education					
	Some high school	8	23.1%	62	13.3%
	High school degree (or equivalent)	19	52.6%	238	7.9%
	Associates degree or some college	4	10.4%	92	4.1%
	Bachelor's degree	2	5.7%	58	3.5%
	Trade school, technical, or vocational certificate or diploma	1	2.6%	39	2.4%
	Master's degree, Ph.D. or higher†	2	5.5%	8	26.3%
	Other / Not stated	0	0.0%	5	0.0%
Marital Status					
	Married	13	34.9%	119	10.5%
	Not married	23	65.1%	382	6.1%
	Other / Not stated	0	0.0%	1	0.0%
Children					
	No children	10	27.3%	301	3.2%
	1 child	10	28.7%	112	9.2%
	2 children	10	28.3%	59	17.1%
	3 children	2	5.2%	17	11.3%
	4+ children	4	10.5%	12	30.3%
Previous Income					
	Below $25,000	16	45.1%	173	9.2%
	$25,000 – $49,999	13	36.5%	153	8.4%

Characteristic	Category	Weighted Childcare / Family Obligations	Weighted Cohort Percentage	Weighted Base	Full Sample Percentage
Previous Income (cont.)					
	$50,000 – $74,999	4	9.8%	58	5.9%
	$75,000 – $99,999	0	0.0%	24	0.0%
	$100,000 – $149,999	1	2.1%	16	4.6%
	More than $150,000	2	6.5%	28	8.2%

Table 24. Characteristics of Respondents Reporting Childcare or Family Obligations as Their Primary Employment Barrier Continued…

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the most important characteristics of the next job among respondents reporting Skill Set Training and Certifications as their primary employment barrier. Multiple responses were allowed, so percentages do not sum to 100 percent.

Among education groups with sufficiently large weighted bases, respondents with some high school education report the highest barrier rate at 13.3 percent, compared with 7.9 percent of high-school graduates, 4.1 percent of respondents with an associate degree or some college, and 3.5 percent of bachelor's degree holders. The 26.3 percent rate among respondents with a master's degree, Ph.D., or higher should be interpreted cautiously because the weighted subgroup base is only 7.5 respondents, and the "Other/Not stated" education and marital-status categories similarly contain too few weighted respondents for meaningful comparison. Household composition provides a clearer pattern: the barrier rises from 3.2 percent among respondents with no children to 9.2 percent with one child and 17.1 percent with two children; the 30.3 percent rate among respondents with four or more children is notable but should also be viewed cautiously because that subgroup has a relatively small weighted base of 12.4. Previous earnings are concentrated toward the lower end of the distribution, with respondents earning below $25,000 and $25,000–$49,999 accounting for more than four-fifths of those with valid income information in the cohort; estimates for the higher-income groups are based on relatively few Childcare/Family Obligations respondents and therefore provide less reliable subgroup comparisons. Taken together, the more stable findings suggest that Childcare or Family Obligations are best understood as a work–care compatibility constraint, particularly for women, respondents with children, and adults in prime family-forming ages, rather than as a barrier distributed evenly across unemployed workers.

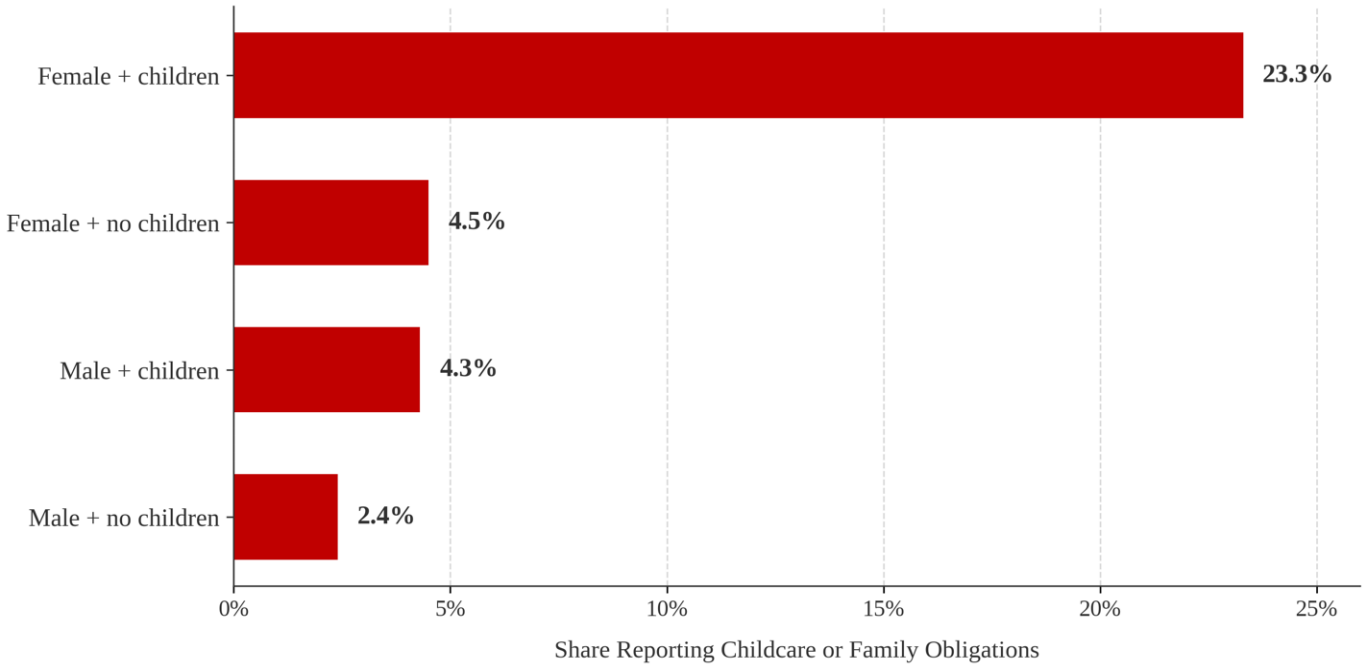


Figure 20. Share Reporting Childcare or Family Obligations as Their Primary Barrier, by Gender and Presence of Children

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show the share of respondents within each gender-by-presence-of-children subgroup who reported Childcare or Family Obligations as their primary employment barrier. "Children" refers to one or more children under age 18 living in the household. Percentages may differ slightly due to rounding.

The strongest relationship, however, is the interaction between gender and having children in the household. As shown in Figure 20, 23.3 percent of women with children report Childcare or Family Obligations as their primary barrier, compared with only 4.5 percent of women without children, 4.3 percent of men with children, and 2.4 percent of men without children. The broader profile in Table X reinforces this pattern: the barrier rate rises from 3.2 percent among respondents with no children to 9.2 percent with one child, 17.1 percent with two children, and 30.3 percent among those with four or more children. Note the four-or-more-children group has a relatively small, weighted base and should be interpreted cautiously.

Previous Occupation

Previous weekly hours	With Children	No Children
Less than 35 hours	23.0%	3.8%
35+ hours	8.6%	5.6%

Table 25. Childcare or Family Obligations Barrier Rate by Previous Work Hours and Presence of Children

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages represent the share of respondents within each previous-work-hours and whether they have children or not subgroup who reported Childcare or Family Obligations as their primary employment barrier. Previously work hours are grouped as fewer than 35 hours and 35 or more hours. Percentages are calculated separately within each subgroup and therefore are not intended to sum to 100 percent.

The employment histories of respondents reporting Childcare or Family Obligations suggest that caregiving constraints may have been present before their current period of unemployment. Table 25 shows one of the clearest patterns: among respondents with children, 23.0 percent of those who previously worked fewer than 35 hours per week report Childcare or Family Obligations as their primary barrier, compared with just 8.6 percent of those who previously worked 35 or more hours. Among respondents without children, the corresponding rates are much lower and considerably closer together, at 3.8 percent and 5.6 percent, respectively. This relationship is consistent with caregiving responsibilities interacting with respondents' previous ability to maintain full time employment, although the survey cannot determine whether childcare or family obligations directly caused respondents to work fewer hours or accept part-time roles.

Measure	Category	Weighted Respondents	Weighted Percentage	Weighted Base
Previous Weekly Work Hours				
	1-20 hours	8	23.5%	35
	21-34 hours	6	17.8%	35
	35+ hours	21	58.7%	35
Employment Separation				
	Voluntary separation	28	78.6%	35
	Involuntary separation	8	21.4%	35
Primary Reason For Voluntary Separation				
	Family obligations	12	42.3%	28
	Inadequate hour and location flexibility	3	9.4%	28
	Inadequate hours	2	7.3%	28
	Inadequate pay	3	11.5%	28
	Personal health conditions	3	9.8%	28
	Other major reasons	6	19.8%	28

Table 26. Previous Work Patterns and Employment Separation Among Respondents Reporting Childcare or Family Obligations

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages are calculated within the relevant section. Previous weekly work hours and employment separation use respondents with valid answers to those items (weighted base = 35.4). Primary reason for voluntary separation is limited to respondents who left their most recent job voluntarily (weighted base = 27.8). Other major reasons combines the remaining voluntary-separation responses. Percentages may not sum to 100 due to rounding. Note the weighted responses have been rounded to the nearest whole number.

Employment separation provides even stronger evidence that family responsibilities were already influencing respondents' labor-market experiences. As shown in Table 26, 78.6 percent of the Childcare/ Family Obligations cohort left their previous job voluntarily, compared with 21.4 percent who experienced an involuntary separation. Among those who voluntarily left, 42.3 percent identify family obligations as the primary reason, making it by far the largest reported reason for leaving. Other related concerns include inadequate hour and location flexibility at 9.4 percent and inadequate hours at 7.3

percent, while 11.5 percent cite inadequate pay and 9.8 percent cite personal health conditions. Note the low weighted-base for all of the responses.

Taken together, the findings point toward a broader work–care compatibility problem for certain segments of the workforce. Further analysis suggests that the relationship between previous work hours and caregiving constraints becomes stronger as the number of children in the household increases. Among respondents with one child, 13.9 percent of those who previously worked fewer than 35 hours per week report Childcare or Family Obligations as their primary employment barrier, compared with 8.0 percent of those who previously worked 35 or more hours. Among respondents with two or more children, the corresponding rates rise to 29.4 percent and 15.3 percent, respectively. Respondents with no children, in contrast, show little difference by previous work schedule, at 3.8 percent among those working fewer than 35 hours and 3.6 percent among those working 35 or more hours. Combined with the finding that nearly four in five members of the Childcare/Family Obligations cohort entered unemployment through voluntary separation, this pattern strengthens the interpretation that the challenge involves not only finding employment, but finding work whose hours, location, and flexibility can coexist with ongoing caregiving responsibilities.

Expectations for Future Job

For respondents reporting Childcare or Family Obligations as their primary barrier, the characteristics of the next job suggest that reemployment depends on more than simply finding an available position. As shown in Figure 21, rate of pay is the most frequently selected consideration at roughly 57.5 percent, followed by work-hour flexibility at 47.8 percent, remote-work flexibility at 44.4 percent, and childcare at 42.7 percent. Purpose and responsibility of the job is also important at 39.6 percent. In this cohort, childcare is higher than the previous cohorts who reported Lack of Available jobs, Transportation, Skills and Training, and Personal Expenses are a primary barrier.

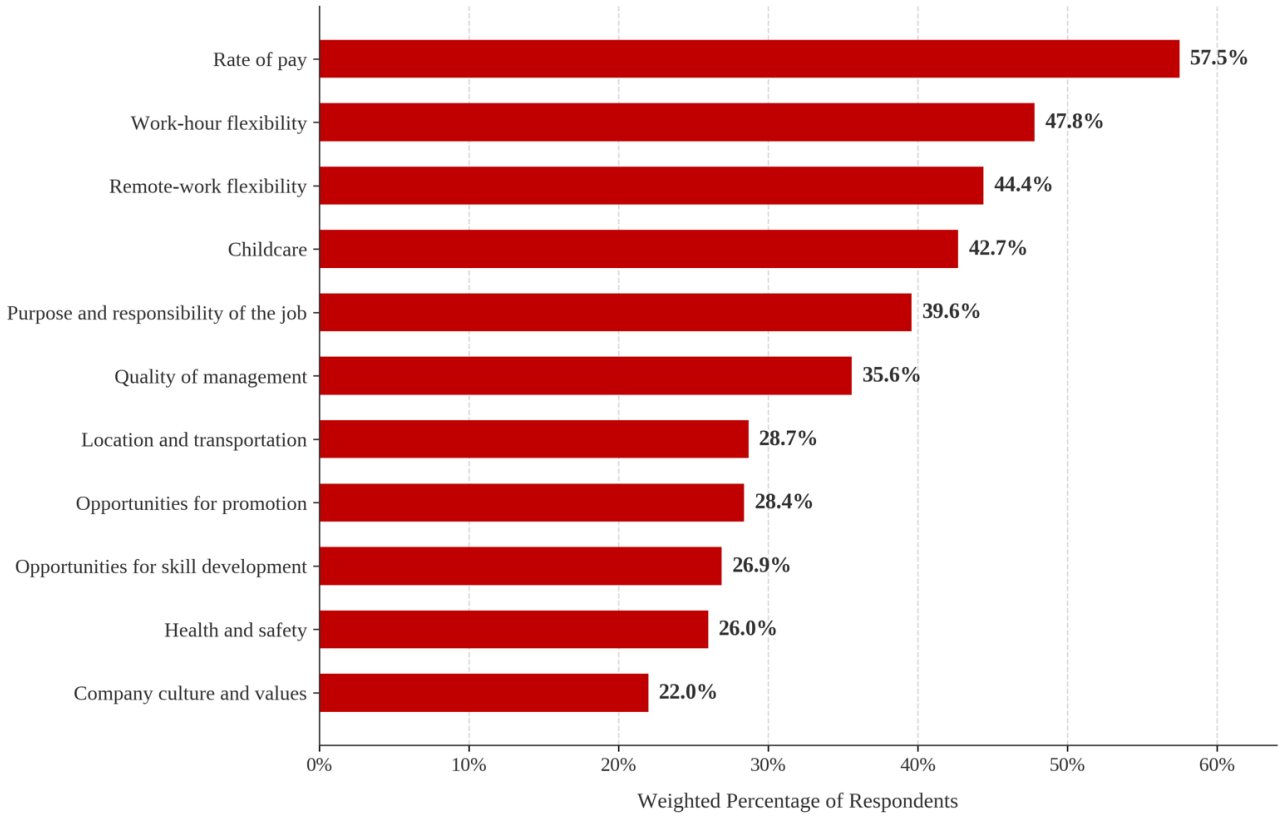


Figure 21. Most Important Characteristics of the Next Job Among Respondents Reporting Childcare or Family Obligations as Their Primary Barrier

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages reflect the most important characteristics of the next job among respondents reporting Childcare or Family Obligations as their primary employment barrier. Multiple responses were allowed, so percentages do not sum to 100 percent.

The importance of these characteristics becomes clearer when respondents are separated by whether they have children in the household. Table 25 shows that respondents with children are more likely to prioritize work-hour flexibility, at 53.7 percent compared with 32.3 percent among those without children, as well as childcare, 45.5 percent compared with 35.3 percent. Pay is also more frequently selected among respondents with children, 61.5 percent versus 46.9 percent, while remote-work flexibility is important to both groups at relatively similar rates, 45.2 percent and 42.1 percent. These percentages are calculated only among respondents who identified Childcare or Family Obligations as their primary employment barrier. Within that cohort, the weighted base is 26.0 respondents with children and 9.8 respondents without children; the latter should therefore be interpreted cautiously. This does not mean that only 9.8 respondents in the full survey had no children—the full weighted sample includes approximately 301.3 respondents without children. Despite the smaller comparison group, the pattern is consistent with schedule flexibility becoming particularly important among respondents managing childcare or other family responsibilities.

Next-Job Requirement	With Children	No Children
Rate of pay	61.5%	46.9%
Work-hour flexibility	53.7%	32.3%
Remote-work flexibility	45.2%	42.1%
Childcare	45.5%	35.3%
Location and transportation	29.1%	27.8%

Table 27. Selected Next-Job Requirements by Presence of Children Among Respondents Reporting Childcare or Family Obligations

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages represent the share of respondents with and without children subgroup who identified each item as an important requirement for their next job. Respondents could identify multiple job requirement; therefore, percentages do not sum up to 100 percent.

Previous work patterns reinforce this interpretation. Table 28 shows that respondents who previously worked fewer than 35 hours, likely part-time, place particularly high importance on work-hour flexibility (62.1 percent) and childcare (60.2 percent), compared with 38.8 percent and 29.2 percent, respectively, among respondents who previously worked 35 or more hours. Conversely, those coming from 35-or-more-hour schedules are more likely to prioritize remote-work flexibility, at 51.0 percent compared with 36.3 percent among those previously working fewer hours, while pay remains similarly important across both groups. Together, Figure 2, Table 3, and Table 4 suggest that overcoming the Childcare or Family Obligations barrier requires more than finding a vacancy: the job must provide an acceptable combination of pay, scheduling, remote-work options, childcare compatibility, and location that allows employment to coexist with ongoing family responsibilities.

Next-Job Requirement	Previously <35 Hours	Previously 35+ Hours
Work-hour flexibility	62.1%	38.8%
Childcare	60.2%	29.2%
Rate of pay	60.8%	56.4%
Remote-work flexibility	36.3%	51.0%
Location and transportation	26.7%	30.8%

Table 28. Selected Next-Job Requirements by Previous Weekly Work Hours Among Respondents Reporting Childcare or Family Obligations

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages represent the share of respondents within each previous-work-hours subgroup who identified each item as an important requirement for their next job. Previous weekly work hours are grouped as fewer than 35 hours and 35 or more hours. Respondents could identify multiple job requirements; therefore, percentages within each subgroup do not sum to 100 percent.

Other Significant Employment Barriers

While this report focuses primarily on lack of available job opportunities, transportation, and childcare or family obligations, several other barriers were reported at comparable or higher rates. These barriers are important to acknowledge because they provide a more complete picture of the challenges unemployed Nevadans face when transitioning into new employment.

Barrier	Weighted Percent
Personal Health Conditions	11.4%
Health and Safety Concerns	7.0%

Table 29: Other Significant Employment Barriers

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey. Weighted estimates..

Personal Health Conditions

Shown in Table 29, personal health conditions were reported by 11.4 percent of respondents, indicating that health-related limitations remain an important barrier to reemployment for a meaningful portion of Nevada job seekers. The barrier is especially pronounced among respondents ages 21–24, 21.1 percent of whom identify Personal Health Conditions as their primary challenge, compared with 13.3 percent

of those ages 35–44, 11.0 percent of those ages 55–64, and 6.1 percent of respondents ages 25–34. Education also reveals a sizable difference, with 28.3 percent of respondents with an associate degree or some college reporting the barrier, compared with 9.9 percent of high-school graduates and 2.9 percent of bachelor's degree holders.

Personal health conditions are also associated with longer unemployment: 22.4 percent of respondents unemployed for 1–2 years report this barrier, more than twice the 9.6 percent among those unemployed for six months or less. Job-search patterns do not indicate simple disengagement; the barrier is reported by 21.5 percent of respondents spending 6–10 hours per week searching for work, 15.2 percent of those searching 11–15 hours, and 14.2 percent of those searching 16 or more hours. Previous employment also matters, with particularly high rates among respondents coming from wholesale trade, transportation and warehousing (28.4 percent), accommodation and food services (20.3 percent), and healthcare (16.0 percent). These are occupations which tend to on average pay lower than the state average and depending on the role, require less formal training. Consistent with these constraints, respondents in this cohort place especially high importance on rate of pay (85.5 percent), work-hour flexibility (67.9 percent), remote-work flexibility (52.1 percent), and location and transportation (41.6 percent) when considering their next job. Taken together, the results suggest that personal health conditions are primarily impacting younger workers who have been job searching for longer than the overall sample population and are looking at occupations that are not as steady.

Health & Safety

Health and safety of working conditions were identified as the primary barrier by 7.0 percent of respondents. Although smaller than initially reported in the draft, the barrier shows several highly concentrated patterns. Men report Health and Safety concerns at nearly four times the rate of women, 10.1 percent compared with 2.6 percent, while rates are highest among respondents ages 55–64 at 13.6 percent, ages 18–20 at 12.1 percent, and ages 21–24 at 10.3 percent. Employment history provides an especially strong occupational signal: 29.7 percent of respondents previously employed in construction report Health and Safety as their primary barrier, and construction workers account for more than one-quarter of the entire Health and Safety cohort. The rate among respondents previously employed in mining is even higher at 65.8 percent, although the mining subgroup has a relatively small weighted base and should be interpreted cautiously. Health and Safety concerns are also associated with unemployment duration, with rates of 15.6 percent among respondents unemployed between six months and one year and 14.1 percent among those unemployed more than two years, compared with only 2.6 percent among those unemployed six months or less. Previous work intensity may matter as well: 17.2 percent of respondents who previously worked only 1–20 hours report the barrier compared with 6.5 percent of those working 35 or more hours. When considering their next job, 38.7 percent of this cohort explicitly prioritize health and safety policies, but work-hour flexibility (50.3 percent), rate of pay (46.0 percent), location and transportation (35.7 percent), and remote-work flexibility (31.0 percent) are also important. Rather than reflecting safety concerns in isolation, these results suggest that some respondents—particularly those coming from more physically demanding occupations—may be evaluating a broader combination of workplace risk, physical demands, schedule, compensation, and job accessibility when deciding which employment opportunities are acceptable.

Taken together, these remaining barriers reinforce a common theme across the survey: the existence of a vacancy does not necessarily make it a viable employment opportunity. Personal health conditions can narrow the types and schedules of jobs workers can realistically sustain, inadequate compensation can reduce the financial value of returning to work, and health and safety concerns can make certain work environments unacceptable. Although these barriers affect smaller shares of respondents than the report's primary challenges, their crosstab patterns show that they are concentrated among particular groups and therefore remain important considerations for workforce programs seeking to improve job matching and long-term reemployment outcomes.

Section 4: Future Employment and Income Expectations

While Section 3 examined the barriers, respondents face when transitioning into new employment, Section 4 explores how job seekers view their future labor market prospects. Expectations about future employment provide an important complement to measures of current unemployment because job seekers make decisions not only in response to present labor-market conditions, but also based on whether they believe employment opportunities and earnings will improve. The 2026 Nevada Job Seeker Survey concluded in April against a mixed labor-market backdrop. Nevada's unemployment rate stood at 5.3 percent, one percentage point above the national rate of 4.3 percent, even as the state continued to add jobs over the year. Nationally, approximately 7.6 million job openings remained available in April, while hiring declined to about 5.1 million, suggesting that the presence of vacancies did not necessarily translate into equally strong hiring activity. National measures of consumer expectations also reflected uncertainty, with 43.9 percent representing the average perceived probability that unemployment would be higher one year later.

Against this backdrop, the survey reveals an important distinction between how Nevada job seekers perceive the broader labor market and how they view their own prospects for reemployment. Respondents express considerable dissatisfaction with current job availability and relatively cautious expectations about the number and types of jobs likely to be available locally over the next six months. At the same time, many remain more optimistic about their individual employment outcomes, including the working conditions and compensation they expect from their next job. This section therefore examines labor-market expectations in two related but distinct ways: respondents' perceptions of future employment opportunities and their expectations for their own future employment and income.

Views on the Labor Market

Nevada job seekers express a cautiously pessimistic view of current labor-market conditions. As shown in Figure 22, slightly more than half of respondents are dissatisfied with both the number and types of jobs available in their local area (51.7 percent) and the U.S. job market overall (51.8 percent). By comparison, 23.5 percent are satisfied with local job availability and 24.8 percent are satisfied with the national job market, while roughly one-quarter remain neutral. Expectations for the next six months are similarly restrained: only 28.5 percent expect local job opportunities to improve, compared with 35.4 percent who expect no change and 36.2 percent who expect conditions to decrease. Taken together, these results indicate that respondents views about the external labor market itself are negative and while, perceptions are more divided, there is a slight tilt toward expecting deterioration rather than improvement.

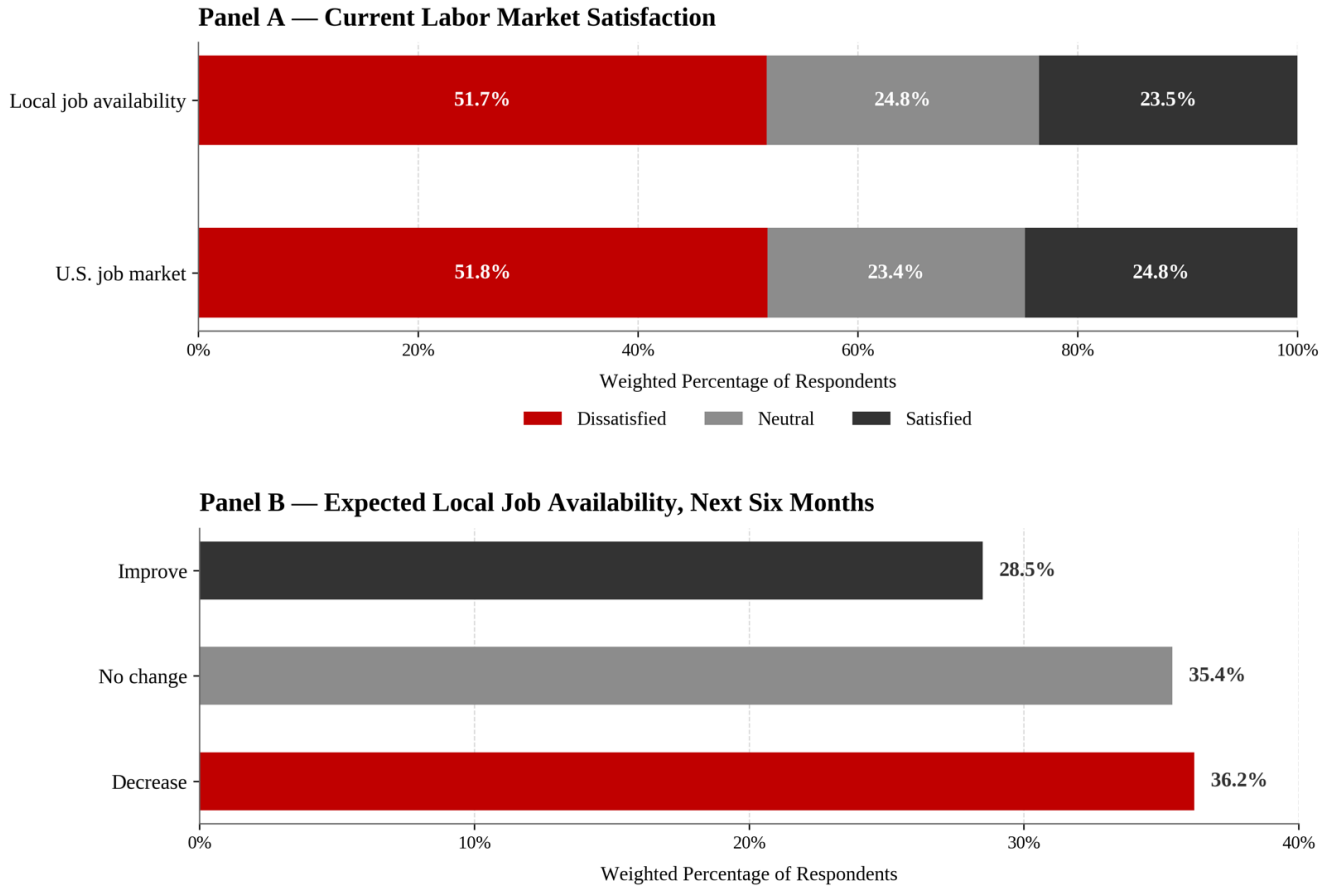


Figure 22: Current Labor Market Sentiment and Six-Month Local Job Outlook

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Panel A shows weighted satisfaction with local job availability and the U.S. job market. Panel B shows respondents' expectations for local job availability over the next six months. Percentages within each measure sum to approximately 100 percent and may differ slightly due to rounding.

The relationship between labor-market expectations and unemployment duration adds an important dimension to this outlook. Table 30 shows that respondents unemployed for six months or less are the most optimistic group, with 32.4 percent expecting local opportunities to improve, while 32.0 percent expect them to decrease. Optimism declines as unemployment persists: 27.1 percent of those unemployed six months to one year and 25.8 percent of those unemployed one to two years expect improvement. The sharpest difference appears among respondents unemployed for more than two years, where only 18.5 percent expect local job availability to improve and 56.5 percent expect it to decrease. This response is not surprising given the duration of their unemployment.

Time Looking for Work	Improve	No Change	Decrease	Weighted Base
0–6 months	32.4%	35.7%	32.0%	253
6 months–1 year	27.1%	36.7%	36.2%	118
1–2 years	25.8%	41.8%	32.4%	68
More than 2 years	18.5%	24.9%	56.5%	634

Table 30: Expected Change in Local Job Opportunities by Duration of Unemployment

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages compare respondents' current satisfaction with local job availability and their expectations for local job availability over the next six months across Clark County, Washoe County, and Rural Nevada. Percentages within each region and panel sum to approximately 100 percent and may differ slightly due to rounding.

These findings suggest that long term unemployment is associated with a more pessimistic approach of future local employment opportunities. Respondents who have been searching for work for shorter periods remain relatively divided between improvement, stability, and decline, while the longest-term unemployed are much more likely to expect worsening conditions. Because the table reflects weighted percentages within each unemployment-duration group and all four groups have robust underlying respondent counts, the pattern provides a useful indication that job seekers' expectations about the labor market may become less favorable the longer they remain unemployed, although the relationship should still be interpreted descriptively rather than as evidence that unemployment duration itself causes pessimism.

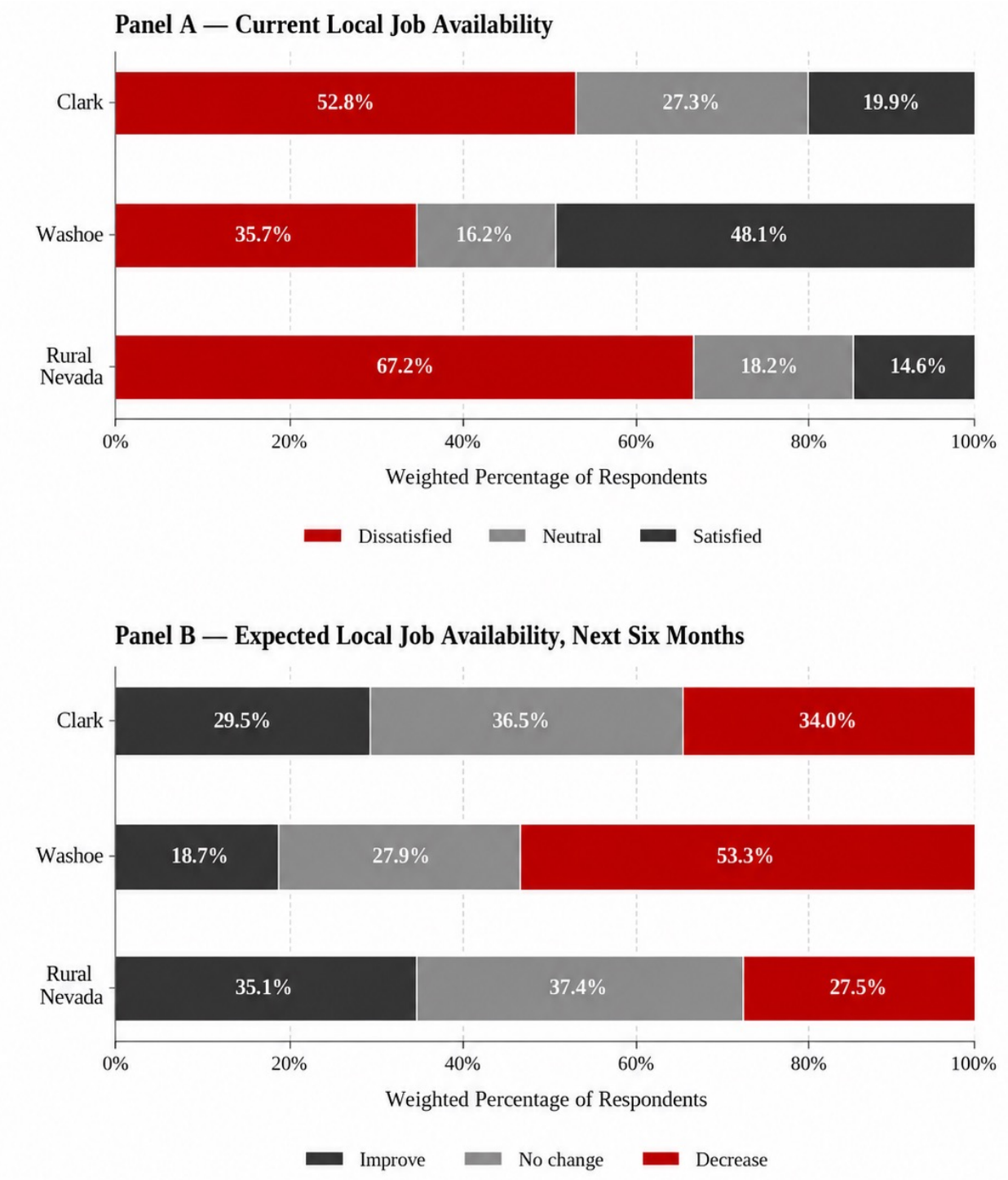


Figure 23: Regional Differences in Current Local Job Availability and Six-Month Outlook

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Panel A shows weighted satisfaction with local job availability and the U.S. job market. Panel B shows respondents' expectations for local job availability over the next six months. Percentages within each measure sum to approximately 100 percent and may differ slightly due to rounding.

Differences between regions reveal an important contrast between respondents' assessments of current job availability and their expectations for how conditions will change over the next six months. As shown in Figure 23, Rural Nevada respondents are the most dissatisfied with current local job availability, with 67.2 percent reporting dissatisfaction, compared with 52.8 percent in Clark County and 35.7 percent in Washoe County. Washoe respondents, by contrast, are the most satisfied with current conditions, with 48.1 percent reporting satisfaction. Yet this relatively favorable current assessment does not translate into optimism about the future. More than half of Washoe respondents, 53.3 percent, expect local job availability to decrease over the next six months, compared with 34.0 percent in Clark County and 27.5 percent in Rural Nevada. This suggests that respondents' perceptions of current labor-market conditions and their expectations for future conditions do not necessarily move together; in particular, Washoe respondents appear relatively positive about present opportunities while expressing considerably greater concern about the near-term outlook possibly due to factors beyond job availability such as rising costs.

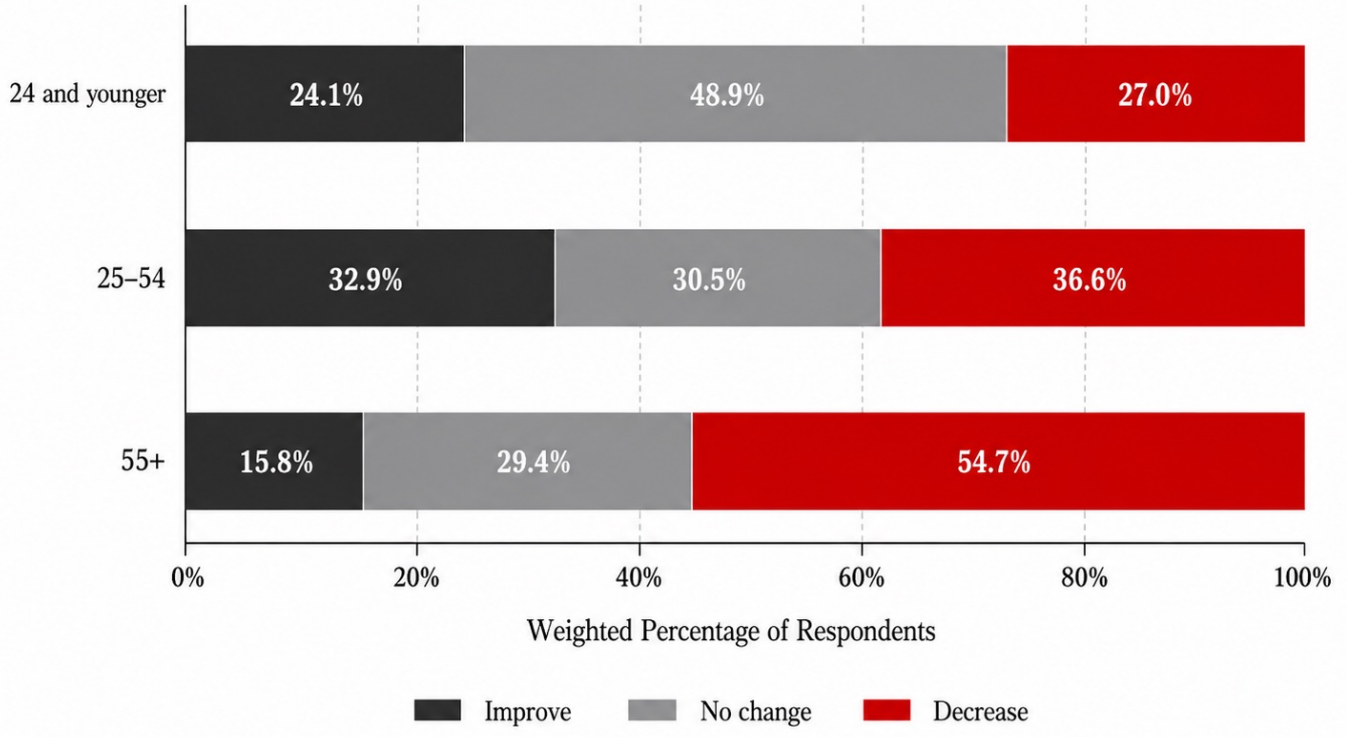


Figure 24: Expected Local Job Availability by Age Groups for the Next Six Months

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show respondents' expectations for local job availability over the next six months within each age group. Responses are grouped as Improve, No change, and Decrease. Percentages within each age group sum to approximately 100 percent and may differ slightly due to rounding.

Age also reveals meaningful differences in expectations for the local labor market over the next six months. As shown in Figure 24, respondents age 55 and older are the most pessimistic, with 54.7 percent expecting local job availability to decrease and only 15.8 percent expecting improvement. Respondents ages 25–54 are more evenly divided, with 32.9 percent expecting improvement and 36.6 percent expecting a decrease. Younger respondents are comparatively more likely to anticipate stability: among those

age 24 and younger, 48.9 percent expect no change, while 24.1 percent expect improvement and 27.0 percent expect a decrease. Overall, the pattern suggests that expectations become considerably more negative among older job seekers, while younger respondents are more likely to expect current labor-market conditions to persist.

Previous Employment and Future Job Expectations

The survey also provides insight into the types of employment respondents are considering as they look toward their next job. As shown in Figure 25, the most commonly selected target field is Retail Sales, reported by 33.0 percent of respondents, followed by Cleaning and Maintenance at 28.7 percent. Accommodation and Food Services (23.0 percent), Office and Administrative Support (22.9 percent), and Entertainment, Media, and Sports (22.8 percent) round out the five most frequently selected fields. Healthcare, Information Technology, Construction, and Wholesale Trade, Transportation, and Warehousing also attract meaningful shares of job seekers. Because respondents could select as many as three fields, these results should be interpreted as the range of employment opportunities respondents are considering rather than as mutually exclusive career choices.

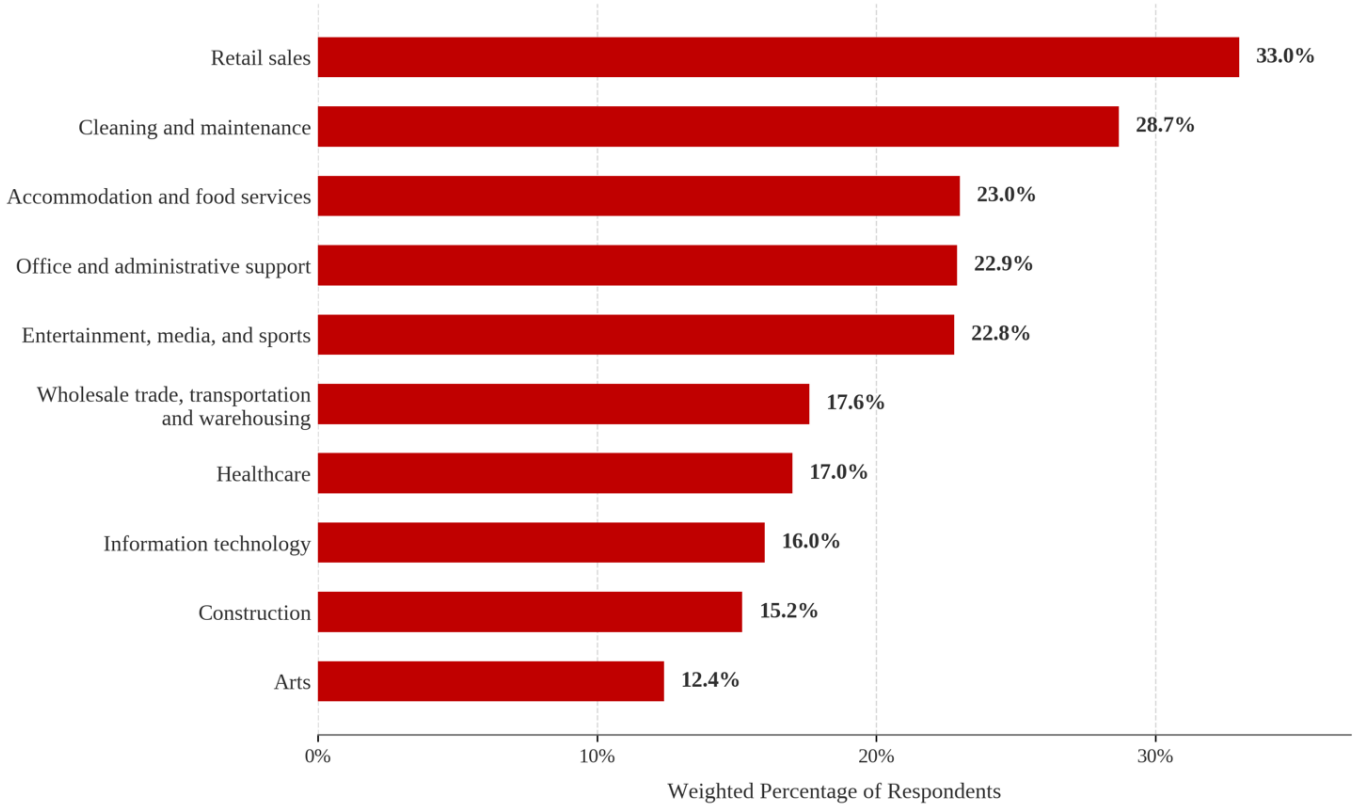


Figure 25. Employment Fields Nevada Job Seekers Are Applying For/Considering

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Respondents could select up to three employment fields; therefore percentages may total more than 100 percent.

The occupations respondents are targeting also differ by gender. Table 31, shows that women are substantially more likely than men to report interest in Office and Administrative Support, at 33.4 percent compared with 15.3 percent, an 18.1-percentage-point difference (pp). Women also report higher interest in Retail Sales (38.4 versus 29.1 percent) and Healthcare (22.3 versus 13.2 percent). Men, by comparison, are considerably more likely to target Construction, at 22.3 percent compared with 5.2 percent of women, and are also somewhat more likely to report Entertainment, Media, and Sports and Information Technology among their desired fields. These differences suggest that the types of employment opportunities respondents are pursuing remain meaningfully differentiated by gender, which may also shape the kinds of training, credentialing, and workforce assistance that different groups require.

Target Employment Field	Female	Male	Female-Male Difference
Retail sales	38.4%	29.1%	+9.3 pp
Cleaning and maintenance	30.4%	27.4%	+3.0 pp
Accommodation and food services	24.3%	22.0%	+2.3 pp
Office and administrative support	33.4%	15.3%	+18.1 pp
Entertainment, media, and sports	18.5%	25.9%	-7.3 pp
Wholesale trade, transportation and warehousing	15.4%	19.2%	-3.8 pp
Healthcare	22.3%	13.2%	+9.1 pp
Information technology	12.6%	18.4%	-5.7 pp
Construction	5.2%	22.3%	-17.1 pp
Arts	8.7%	15.1%	-6.4 pp

Table 31. Target Employment Fields by Gender

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted bases: Female = 209.3; Male = 292.7. Respondents could select up to three fields. Differences are descriptive percentage-point gaps and do not imply statistical significance.

Geographic differences also play a role in the respondents selection. For example, as shown in Table 32, Retail Sales is the leading target in Clark County at 34.7 percent, while Clark county respondents also report comparatively high interest in Entertainment, Media, and Sports at 25.9 percent. Washoe respondents show a different pattern, with relatively high interest in Wholesale trade, Transportation, and Warehousing (28.6 percent) and Healthcare (27.2 percent). Rural Nevada respondents are more likely to report Cleaning and Maintenance (35.8 percent) and Construction (25.7 percent) among the fields they are considering. The regional variation indicates that the employment opportunities job seekers are pursuing do not follow a single statewide pattern and may reflect differences in local industry composition, available employers, worker experience, and perceived opportunities.

Target Employment Field	Clark	Washoe	Rural Nevada
Retail sales	34.7%	29.1%	25.1%
Cleaning and maintenance	27.8%	28.5%	35.8%
Accommodation and food services	22.1%	27.4%	23.1%
Office and administrative support	22.6%	21.6%	27.0%
Entertainment, media, and sports	25.9%	9.3%	19.2%
Wholesale trade, transportation and warehousing	16.6%	28.6%	8.7%
Healthcare	15.2%	27.2%	15.3%
Information technology	17.5%	12.8%	9.0%
Construction	12.8%	20.1%	25.7%
Arts	12.5%	14.2%	9.0%

Table 32. Target Employment Fields by Geography

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted bases: Clark = 378.5; Washoe = 73.7; Rural Nevada = 49.8. Respondents could select up to three target fields.

Comparing respondents' previous employment with the fields they are now considering provides additional perspective on whether job seekers appear to be remaining in familiar areas or broadening their searches. Figure 26, shows that four of the five largest previous-employment groups most frequently selected the same broad employment field in which they had previously worked. Among respondents previously employed in Retail Sales, 74.9 percent selected Retail Sales again, while 40.5 percent also considered Cleaning and Maintenance. Similarly, 54.4 percent of respondents previously in Accommodation and Food Services continued to consider that field, 64.9 percent of those previously in Wholesale trade, Transportation, and Warehousing selected the same broad field, and 76.3 percent of former construction workers continued to consider construction.

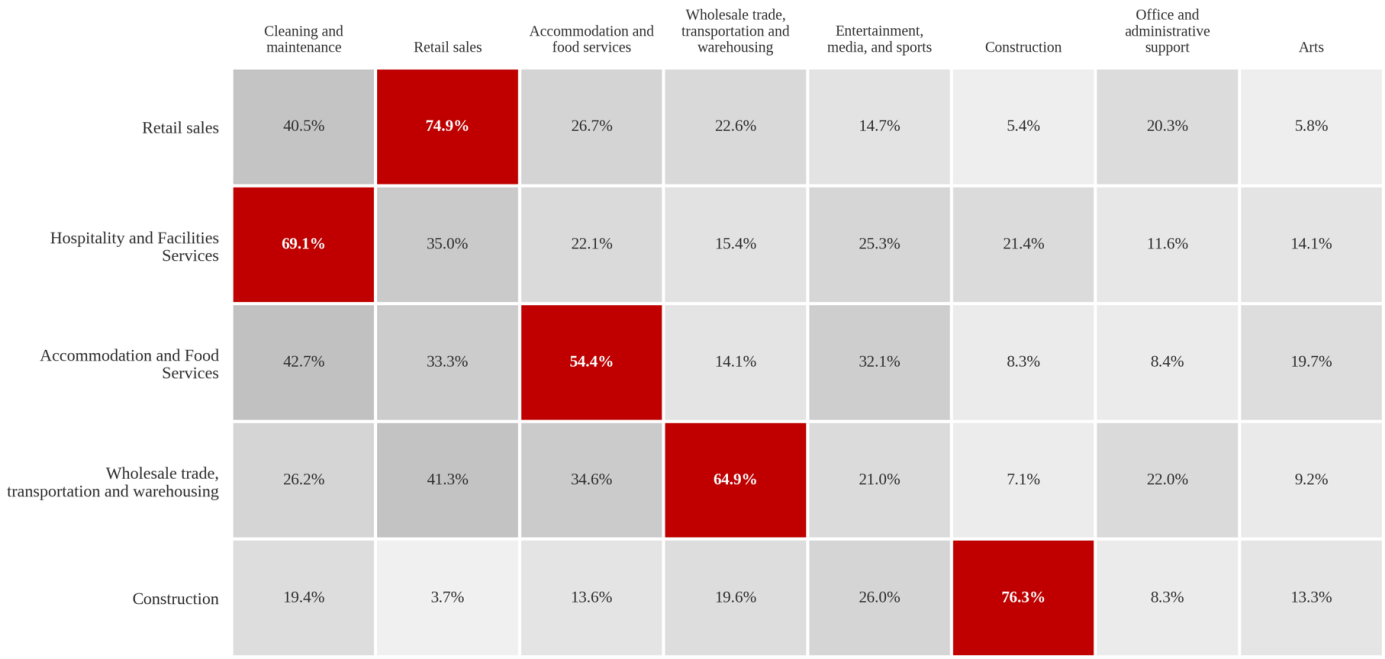


Figure 26. Target Employment Fields Among the Five Largest Previous-Employment Groups

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Cells show the weighted percentage within each previous-employment field based on their targeted occupations. Respondents could select up to three targets, so row percentages may excel 100 percent. Red identifies the most-selected target in each row.

The only exception can be found in respondents previously employed in Hospitality and Facilities Services, for whom cleaning and maintenance is the most frequently selected target field, at 69.1 percent, compared with 35.0 percent selecting retail sales and 25.3 percent selecting entertainment, media, and sports. More broadly, the heatmap in Figure 26 illustrates that job seekers are not divided neatly between remaining in their previous occupation and completely changing careers. Instead, many appear to combine occupational retention with occupational broadening. For example, Accommodation and Food Service workers also frequently consider Cleaning and Maintenance (42.7 percent) and Retail Sales (33.3 percent), while workers previously employed in Wholesale trade, Transportation, and Warehousing also report substantial interest in Retail Sales (41.3 percent) and Accommodation and Food Services (34.6 percent).

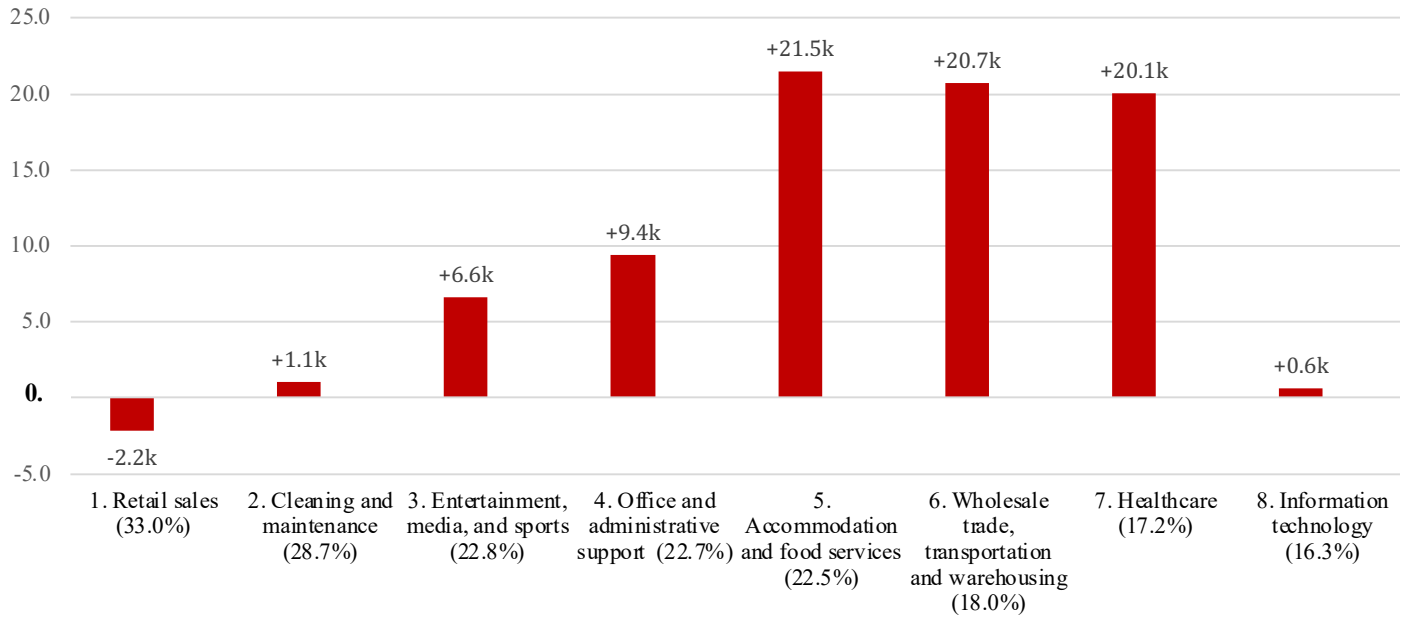


Figure 27. Target Employment Fields Reported by Job Seekers versus Projected Jobs Added, 2026 -2036

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted bases: Clark = 378.5; Washoe = 73.7; Rural Nevada = 49.8. Respondents could select up to three target fields.

Figure 27 demonstrates a notable mismatch between the occupations Nevada job seekers are targeting and where job growth is projected to occur over the next decade by CBER's annual population forecast (2026). Retail Sales is the most targeted occupation among respondents (ranked #1), with 33 percent, yet it is projected to decline by about 2,200 jobs between 2026 and 2036. In contrast, Accommodation and Food Services (ranked # 5), Wholesale Trade, Transportation and Warehousing (ranked # 6), and Healthcare (ranked # 7), are ranked lower among respondent's targeted occupation but each are projected to have roughly 20,000 or more jobs added by 2036. Not shown is professional, scientific, and technical services which is also projected grow significantly over the coming decade with more than 13,000 jobs. These differences suggest that some job seekers are focusing their searches in occupations with lower projected job growth in contrast to other industries which will likely see employment expansion.

Taken together, these findings add an important dimension to respondents' future employment expectations. Although earlier results show that many job seekers expect their next job to provide better working conditions or higher compensation, the occupations they are pursuing indicate that those expectations are often being formed within or near the employment fields they already know. The data therefore suggest that reemployment is not solely a question of whether respondents are willing to change careers. For many, the more immediate issue may be finding suitable opportunities within familiar or closely related fields, while others are broadening their searches into alternative occupations. This distinction is important for workforce development because workers seeking reentry into an existing field may benefit most from job matching, updated credentials, or employer connections, whereas those expanding into new fields may require more substantial training, certification, or career-transition assistance.

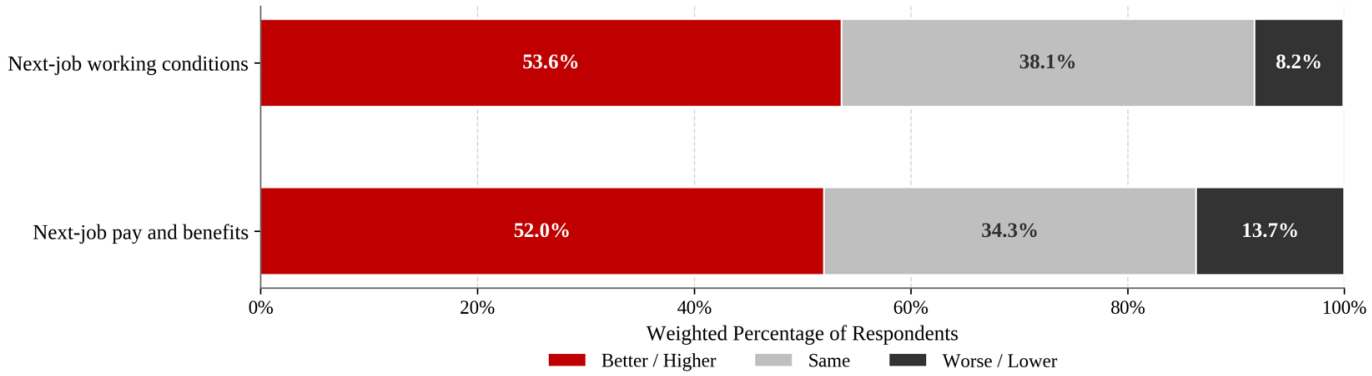


Figure 28: Expected Conditions and Compensation in Respondents' Next Job

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Cells show the weighted percentage within each previous-employment field based on their targeted occupations. Respondents could select up to three targets, so row percentages may excel 100 percent. Red identifies the most-selected target in each row.

Although respondents express considerable caution about the broader labor market, their expectations for their own next employment situation are substantially more positive. As shown in Figure 27, among respondents providing a comparable expectation, 53.6 percent expect the working conditions in their next job to be better than those in their previous job, compared with 38.1 percent who expect conditions to remain about the same and only 8.2 percent who expect them to be worse. Expectations for compensation follow a similar pattern: 52.0 percent expect higher pay and benefits, 34.3 percent expect roughly the same compensation, and 13.7 percent expect lower pay and benefits. The valid weighted base for both measures is approximately 453 respondents, reflecting respondents for whom a comparison with previous employment could be made.

Previous-Job Satisfaction	Better	Same	Worse
Dissatisfied	63.1%	30.7%	6.2%
Neutral	51.8%	43.5%	4.7%
Satisfied	49.3%	38.9%	11.8%

Table 33. Expected Conditions in Next Job by Satisfaction With Previous Employment

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted bases: Clark = 378.5; Washoe = 73.7; Rural Nevada = 49.8. Respondents could select up to three target fields.

Respondents' expectations for their next job appear to be closely related to how they viewed their previous employment. Table 33 shows that respondents who were dissatisfied with their previous job are the most likely to expect an improvement in working conditions: 63.1 percent expect their next job to offer better conditions, compared with 51.8 percent of respondents who were neutral and 49.3 percent of those who were satisfied with their previous employment. Only 6.2 percent of previously dissatisfied respondents expect worse conditions in their next job, compared with 11.8 percent among those who had been satisfied. This pattern suggests that respondents with less favorable previous employment experiences are particularly likely to view reemployment as an opportunity to improve their working environment rather than simply replace their former position.

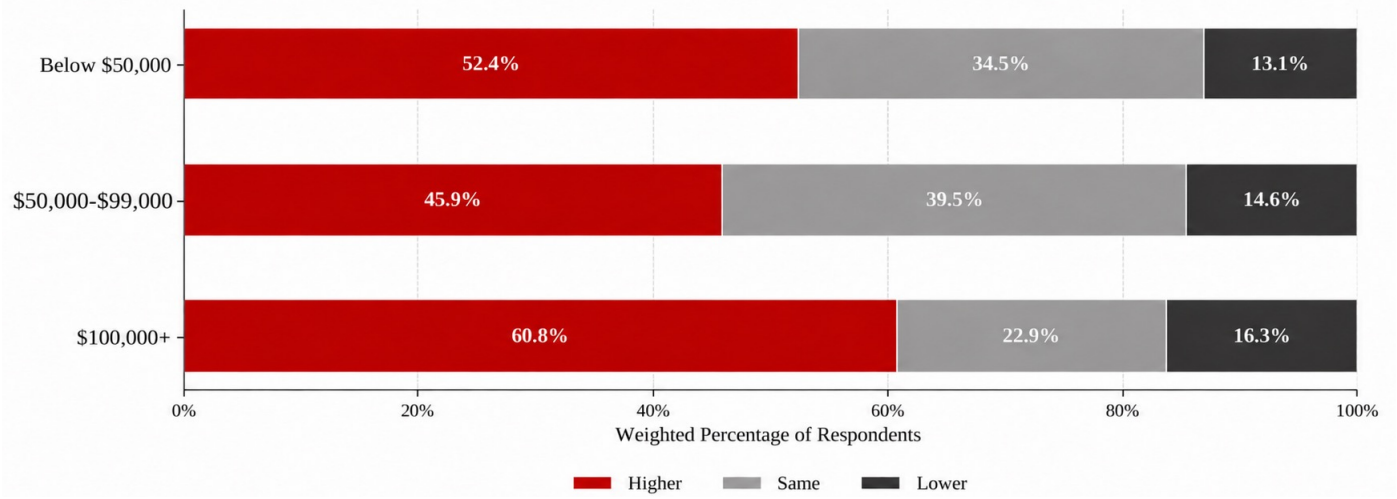


Figure 29: Expected Pay and Benefits in Next Job by Previous Annual Income

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show respondents' expected pay and benefits in their next job relative to their previous job, grouped by previous annual income. Previous income is collapsed into three categories: Below $50,000, $50,000–$99,999, and $100,000+. Percentages within each income group sum to approximately 100 percent and may differ slightly due to rounding.

Expectations for future compensation are also positive across a broad range of previous income levels. As shown in Figure 28, respondents who previously earned below $50,000, between $50,000 and $99,999, and $100,000 or more all include substantial shares expecting higher pay and benefits in their next job. Specifically, 52.4 percent of respondents previously earning below $50,000 expect higher compensation, compared with 45.9 percent of those earning $50,000–$99,999 and 60.8 percent of those previously earning $100,000 or more. The shares expecting compensation to remain the same are 34.5 percent, 39.5 percent, and 22.9 percent, respectively. The relationship is therefore not a simple progression in which lower-paid workers are consistently more optimistic about future earnings. Instead, expectations for higher compensation are evident across previous income levels, with those in the middle the least optimistic. Note that average weekly earnings for all private employees in Nevada are $60,320, in line with the middle bracket of $50,000 to $99,999.

Overall, the findings indicate that respondents are not simply seeking to return to their previous employment situation. For many, reemployment is also viewed as an opportunity to obtain better working conditions, work in a new industry, obtain higher compensation, or a combination of all three.

Section 5: Job Search Activities and Workforce Preparation

Previous sections examined the barriers unemployed Nevadans face in returning to work and their expectations for future employment. The final part of the reemployment process is behavioral: where job seekers look for opportunities, how they prepare themselves for new employment, and how much time they devote to the search. These measures are particularly important for Nevada's public workforce system because the large amount of funding and personnel devoted to assisting job seekers with job-searches, employment referrals, training and credentialing, career counseling, connection with employers, and other reemployment services through programs such as EmployNV and the Reemployment Services and Eligibility Assessment (RESEA) program.

Nevada's primary agency for overseeing its workforce agency is the Department of Employment, Training, and Rehabilitation (DETR). It its most recent annual report illustrates an important distinction between service effectiveness among participants and the reach of those services among the broader job-seeking population. Although 97 percent of participants receiving employment services rated them as beneficial and 92 percent of customers indicated that they would recommend EmployNV Career Hubs, the number of registered job seekers remained 14 percent below DETR's program goal. The Nevada Job Seeker Survey therefore provides an additional perspective on the workforce system by examining not only whether unemployed Nevadans are searching for work, but which resources they use, whether public workforce programs are reaching different groups, and whether job seekers are engaging in training and other activities intended to improve their reemployment prospects, regardless if they are on the unemployment system or not.

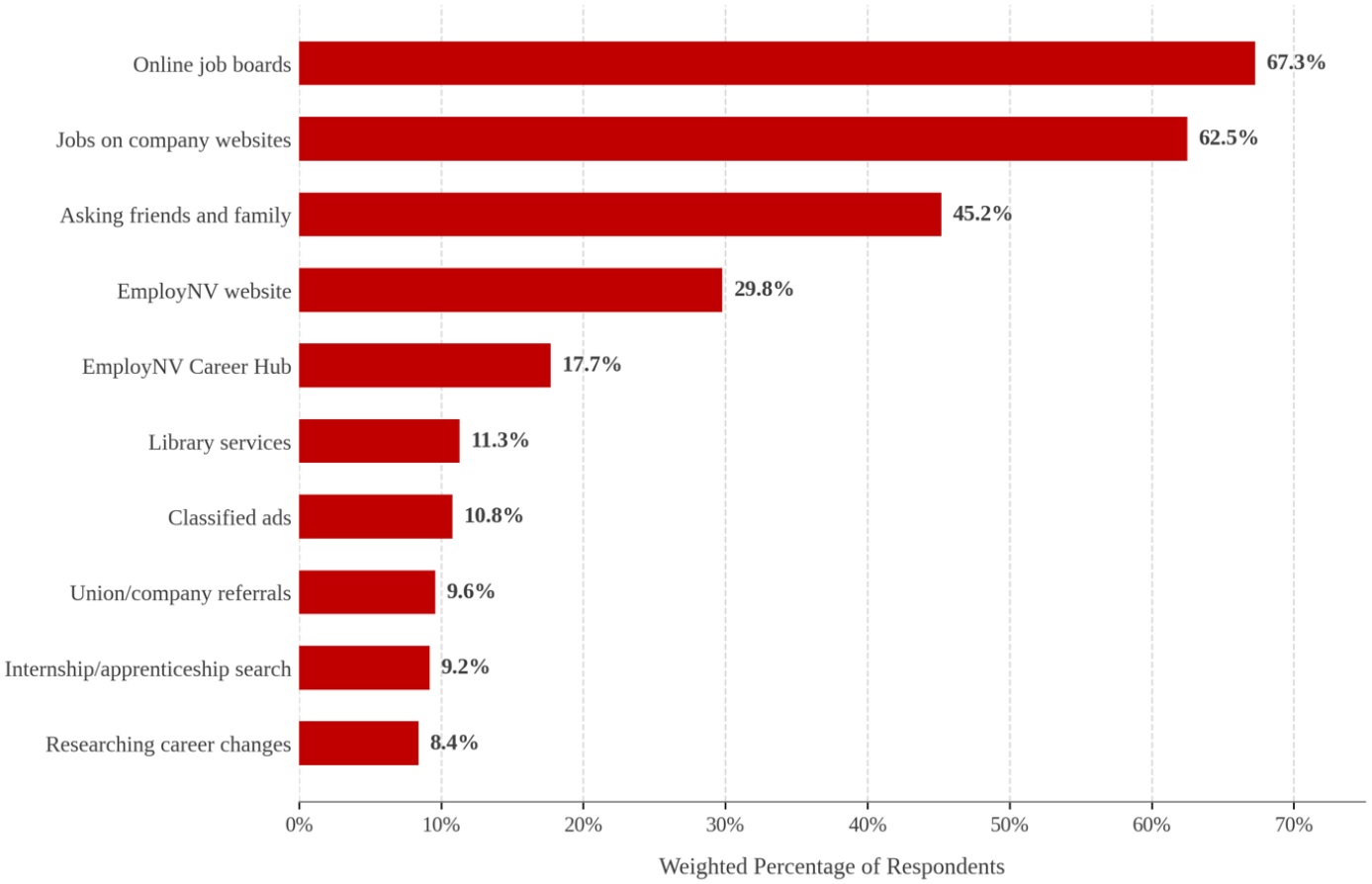


Figure 30. Resources and Methods Used by Nevada Job Seekers to Search for Work

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted among survey respondents and reflect the share reporting each job-search resource or method. Respondents could select multiple job-search methods, so percentages do not sum to 100 percent.

Nevada job seekers use a mix of digital resources, personal networks, and public workforce services to identify employment opportunities, although private online channels dominate the search process. As shown in Figure 29, 67.3 percent of respondents report using online job boards and 62.5 percent search directly through company websites, making these the two most commonly reported methods. Personal networks also remain important, with 45.2 percent asking friends or family for help finding work. Public workforce resources reach a smaller, but still meaningful, portion of respondents: 29.8 percent report using the EmployNV website and 17.7 percent report using an EmployNV Career Hub. Library services, classified advertisements, union or company referrals, internship or apprenticeship searches, and research into career changes are each reported by approximately 8 to 11 percent of respondents. Overall, the results indicate that the job-search process is primarily digital, while public workforce services operate as one component of a multiprong approach used by unemployed Nevadans.

Region	Online Job boards	Company Websites	Friends/ Family	EmployNV Website	Career Hub
Clark	70.1%	65.6%	40.6%	27.1%	18.2%
Washoe	46.0%	43.2%	65.4%	42.4%	15.8%
Rural Nevada	77.4%	68.0%	50.5%	31.9%	17.1%

Table 33. Selected Job-Search Methods by Region Among Nevada Job Seekers

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each region. Respondents could select multiple job-search methods; therefore, percentages may total more than 100 percent.

The ways respondents search for employment also vary considerably across Nevada's regions. Table 33 shows that online job boards are particularly common among Rural Nevada respondents, at 77.4 percent, followed by 70.1 percent in Clark County, compared with only 46.0 percent in Washoe County. A similar pattern appears for company websites, which are used by 68.0 percent of Rural respondents and 65.6 percent of Clark respondents but 43.2 percent of Washoe respondents. Washoe job seekers instead report greater reliance on personal networks: 65.4 percent use friends or family, compared with 50.5 percent in Rural Nevada and 40.6 percent in Clark County. Washoe respondents are also the most likely to report using the EmployNV website, at 42.4 percent, compared with 31.9 percent in Rural Nevada and 27.1 percent in Clark County. Career Hub usage is more similar across regions, ranging from 15.8 percent in Washoe to 18.2 percent in Clark County. These differences suggest that the channels through which job seekers connect with employment opportunities are not uniform across the state and that workforce outreach may need to account for regional differences in how individuals search for work.

Demographic Group	Online Job Boards	EmployNV Website	EmployNV Career Hub	Weighted Base
Gender				
Female	74.5%	27.8%	16.6%	209
Male	62.1%	31.3%	18.5%	293
Race/Ethnicity				
White, non-Hispanic	83.6%	27.0%	18.0%	190
Hispanic/Latino	53.8%	30.6%	15.4%	154
African-American or Black	52.9%	37.8%	25.7%	84

Table 34. Selected Job-Search Methods by Gender and Race/Ethnicity

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each subgroup. Respondents could select multiple job-search methods, so percentages across methods do not sum to 100. Hispanic/Latino is based on the Hispanic, Latino, or Spanish-origin item; White, non-Hispanic and African-American or Black are based on the race/ethnicity item. The African-American or Black Career Hub estimate is based on 10 actual respondents and should be interpreted cautiously. Weighted responses are rounded to the nearest whole number.

Demographic differences provide additional context for these patterns. As shown in Table 34, Women are more likely than men to report using online job boards, 74.5 percent compared with 62.1 percent, respectively. Online job-board use also varies substantially by race and ethnicity, reaching 83.6 percent among White non-Hispanic respondents compared with 53.8 percent among Hispanic/Latino respondents and 52.9 percent among African-American or Black respondents. At the same time, African American or Black respondents report comparatively greater use of public workforce resources, with 37.8 percent using the EmployNV website and 25.7 percent using a Career Hub. Taken together, the findings indicate that while online searching is the dominant approach overall, the mix of private, informal, and public workforce resources used by job seekers differs across geographic and demographic groups, making both overall program reach and differences in who engages with specific services important considerations for DETR's continuing outreach efforts.

EmployNV

Desired Occupation	Weighted Base	Online Job Boards	Company Websites	Friends/ Family	EmployNV Website	EmployNV Career Hub	Either EmployNV Resource
Retail Sales	165	72.8%	69.0%	55.7%	23.4%	20.6%	33.3%
Cleaning & Maintenance	144	71.1%	71.0%	51.3%	30.9%	16.0%	33.4%
Accommodation & Food Services	115	78.0%	70.5%	57.4%	22.9%	15.8%	27.7%
Office & Administrative Support	115	79.7%	66.5%	50.0%	40.1%	17.3%	43.4%
Entertainment, Media & Sports	114	57.0%	70.3%	41.6%	23.6%	10.8%	24.2%
Wholesale/Transportation/ Warehousing	88	73.2%	60.7%	54.5%	32.9%	7.7%	32.9%
Healthcare	85	66.0%	64.5%	41.5%	30.4%	14.2%	35.6%
Information Technology	80	59.0%	53.7%	32.9%	33.6%	33.6%	46.6%
Construction	76	55.1%	68.3%	32.6%	32.0%	9.9%	35.0%
Manufacturing	42	70.7%	48.1%	34.3%	28.7%	15.4%	30.3%

Table 35. Selected Job-Search Methods by Desired Occupation

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Respondents could select up to three desired occupations and multiple search methods, so occupation groups overlap and percentages across methods may exceed 100 percent. Weighted base is rounded to the nearest whole number.

Breaking job-search behavior down by respondents' desired occupation shows that engagement with EmployNV varies meaningfully across target fields rather than occurring evenly across all job seekers. As shown in Table 35, respondents interested in Information Technology report the highest overall use of any EmployNV resource, with 46.6 percent using either the EmployNV website or a Career Hub. This is followed by respondents targeting Office and Administrative Support at 43.4 percent. At the other end of the distribution, EmployNV use is lower among respondents interested in Entertainment, Media, and Sports (24.2 percent) and Accommodation and Food Services (27.7 percent). The table also helps distinguish between the two main EmployNV channels. For example, job seekers targeting information technology are notable for relatively high use of both the EmployNV website (33.6 percent) and Career Hubs (33.6 percent), while those interested in Construction and Wholesale/Transportation/Warehousing are much more likely to use the website than the Career Hub. Overall, the results suggest that some desired occupations are more strongly connected to the public workforce system than others, and that the type of EmployNV resource used also differs by occupational interest.

Desired Occupation	Weighted Base	Either EmployNV Resource	11+ Search Hours	Online-Only Preparation	Hands-On Prep	Credential/ College	No Formal Prep
Retail Sales	165	33.3%	17.4%	15.5%	28.2%	41.5%	16.5%
Cleaning & Maintenance	144	33.4%	15.4%	9.9%	41.3%	35.7%	16.2%
Accommodation & Food Services	115	27.7%	13.3%	16.7%	25.7%	43.7%	14.9%
Office & Administrative Support	115	43.4%	29.9%	20.6%	25.7%	30.9%	24.5%
Entertainment, Media & Sports	114	24.2%	10.8%	7.1%	42.1%	40.0%	17.7%
Wholesale/Transportation/ Warehousing	88	32.9%	34.6%	10.2%	31.6%	37.1%	24.2%
Healthcare	85	35.6%	31.2%	16.3%	38.2%	36.4%	11.4%
Information Technology	80	46.6%	28.1%	16.3%	38.5%	46.1%	6.6%
Construction	76	35.0%	22.2%	7.7%	45.9%	40.0%	19.9%
Manufacturing	42	30.3%	32.4%	17.4%	13.4%	47.9%	18.2%

Table 36. Selected Resource-Alignment Indicators by Desired Occupation

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: EmployNV Either = website or Career Hub. Hands-On Prep = in-person training or internship/apprenticeship. Credential/ College = new license/certification or college courses. Online-Only Prep identifies respondents reporting online courses but none of the other five listed preparation activities. These indicators are descriptive screening measures for potential pinch points; they do not establish training requirements or program effectiveness. Weighted base is rounded to the nearest whole number..

Looking beyond search methods alone, Table 36 helps identify where potential service gaps or pinch points may exist. Several occupation groups combine relatively intensive search activity with only moderate public-workforce engagement. For example, respondents targeting Wholesale/Transportation/Warehousing report one of the highest shares spending 11 or more hours per week searching for work (34.6 percent), yet only 32.9 percent report using either EmployNV resource. A similar pattern appears for Manufacturing, where 32.4 percent report searching 11 or more hours per week but only 30.3 percent report any EmployNV use. Manufacturing is especially notable because respondents interested in that field are much more likely to report credential or college preparation (47.9 percent) than hands-on preparation (13.4 percent), which may indicate a mismatch between how they are preparing and the kinds of training pathways that may be most useful for entering that field. By contrast, respondents targeting healthcare show a stronger alignment between occupation and preparation, with 35.6 percent using EmployNV and relatively high rates of hands-on preparation (38.2 percent) and credential/college activity (36.4 percent). These differences suggest that desired occupation can help identify where outreach, advising, or training connections may need to be strengthened.

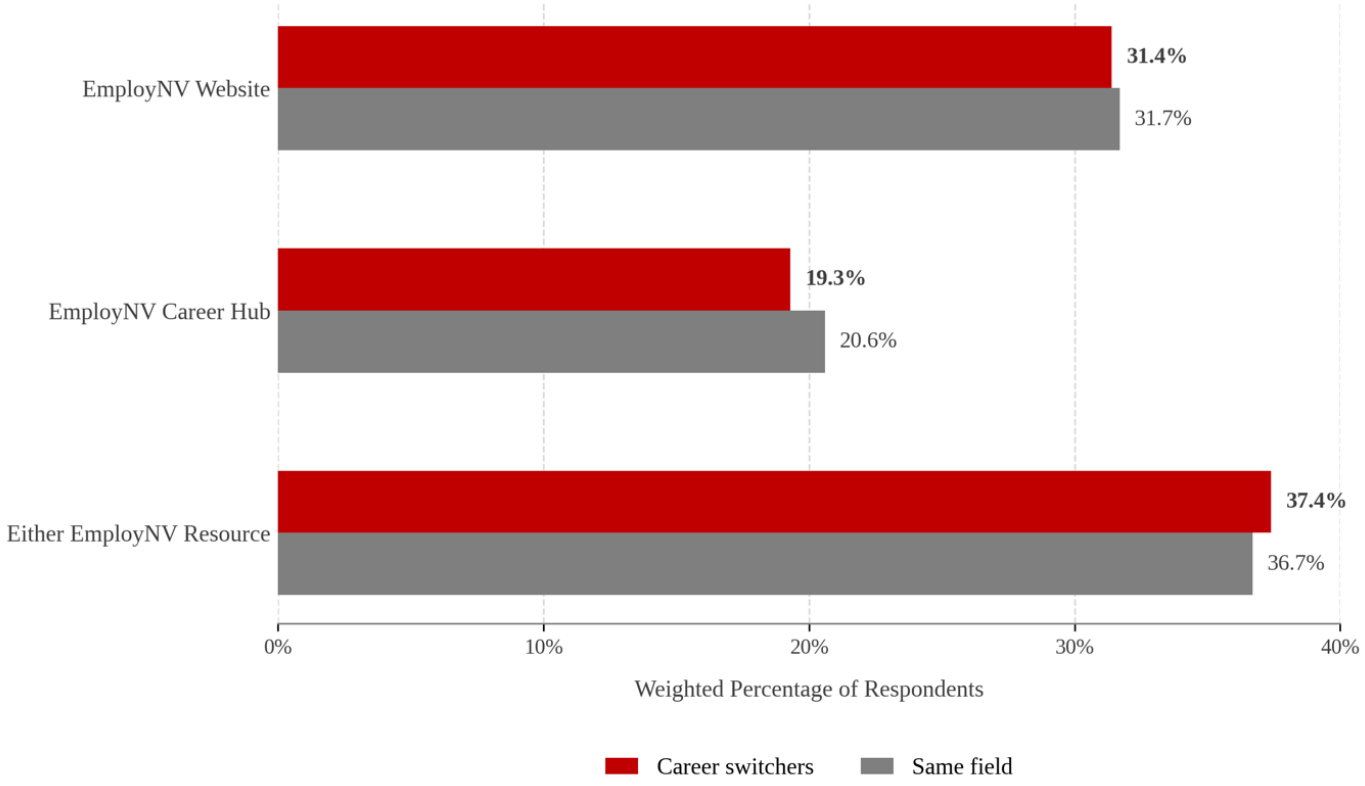


Figure 31. EmployNV Resources Use by Career-Switchers vs Same-Field

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each occupational search-strategy group. "Career switchers" are respondents whose previous occupation was not selected among desired occupations in AH, while "Same field" respondents selected their previous occupation among desired occupations in AH. "Either EmployNV Resource" indicates use of either the EmployNV website or the EmployNV Career Hub. Website and Career Hub use are not mutually exclusive, so percentages should not be summed across rows. Excludes unclear or unmatched cases. Weighted base: Career switchers = 245.9; Same field = 186.9.

The comparison by occupational-transition status adds another useful layer. As shown in Figure 30, respondents classified as career switchers are only slightly more likely than same-field seekers to report using any EmployNV resource. 38.7 percent of career switchers report using either the EmployNV website or a Career Hub, compared with 36.7 percent of respondents staying in the same field. Career switchers are somewhat more likely to use the EmployNV website (33.2 percent versus 31.3 percent), while same-field seekers are somewhat more likely to use an EmployNV Career Hub (20.8 percent versus 18.0 percent). The differences are modest, but they suggest that EmployNV is not used disproportionately by only one group. Instead, the more important distinction appears to be which occupations job seekers are targeting, since occupational interest is associated with much larger differences in EmployNV engagement than career-switch status alone

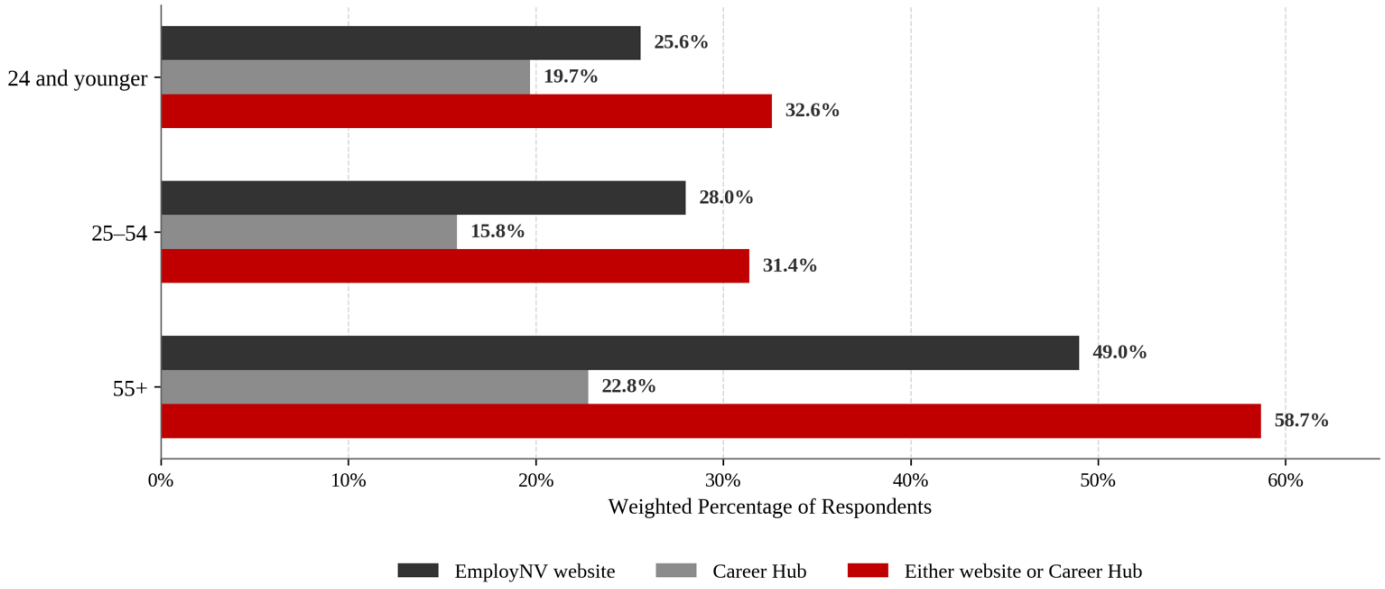


Figure 32. EmployNV Utilization by Age Group 2026

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show EmployNV resource use within each age group. "Either website or Career Hub" includes respondents who reported using the EmployNV website, an EmployNV Career Hub, or both. The 2024 comparison shown in the figure applies only to respondents age 24 and younger.

Differences by age reveal a more substantial variation in EmployNV engagement. Figure 31 shows that respondents age 55 and older report the highest utilization of public workforce resources: 49.0 percent used the EmployNV website, 22.8 percent used a Career Hub, and 58.7 percent used at least one of the two resources. Among respondents ages 25–54, 31.4 percent used either resource, while the corresponding share among those age 24 and younger was 32.6 percent. The younger group is particularly noteworthy when compared with the previous survey. In 2024, only 10.1 percent of respondents age 24 and younger reported using the EmployNV website and 8.3 percent reported using a Career Hub, compared with 25.6 percent and 19.7 percent, respectively, in 2026. While the survey cannot determine whether DETR outreach caused this increase, the pattern is consistent with broader reported engagement among younger job seekers.

Job Preparation Activities

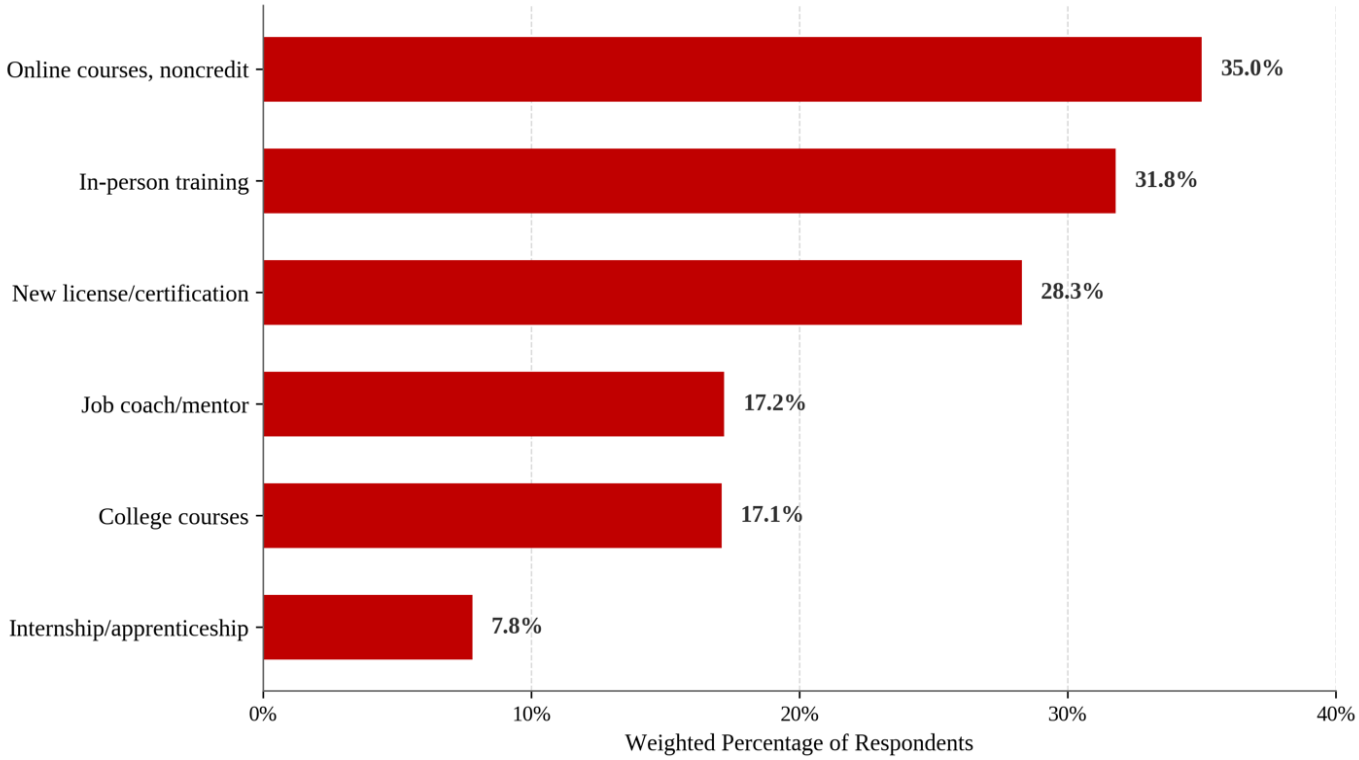


Figure 33: Activities Job Seekers Are Undertaking to Prepare for New Employment

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show EmployNV resource use within each age group. "Either website or Career Hub" includes respondents who reported using the EmployNV website, an EmployNV Career Hub, or both. The 2024 comparison shown in the figure applies only to respondents age 24 and younger.

Beyond identifying employment opportunities, Nevada job seekers are also taking steps to strengthen their qualifications and prepare for reemployment. As shown in Figure 32, the most commonly reported preparation activity in 2026 was taking noncredit online courses, at 35.0 percent, followed by in-person training at 31.8 percent and pursuing a new license or certification at 28.3 percent. Smaller, but still meaningful, shares report working with a job coach or mentor (17.2 percent), taking college courses (17.1 percent), or participating in an internship or apprenticeship (7.8 percent). Because respondents could select more than one activity, these measures reflect overlapping approaches to preparation rather than mutually exclusive pathways. Overall, the results suggest that many unemployed Nevadans are not only searching for available positions but are also investing in training, credentials, and other forms of skill development as part of the reemployment process.

	Online courses	In-person training	License / certification	Job coach / mentor	College courses	Internship / apprenticeship
Retail Sales	24.7%	**26.9%**	26.6%	9.3%	16.1%	3.8%
Cleaning & Maintenance	23.8%	**40.1%**	32.4%	16.8%	4.0%	7.6%
Accommodation & Food Services	32.3%	22.2%	**33.1%**	9.1%	11.8%	3.9%
Office & Administrative Support	**43.0%**	24.8%	15.4%	16.7%	22.1%	4.0%
Entertainment, Media & Sports	33.6%	**38.4%**	34.1%	27.5%	10.5%	11.3%
Wholesale/Transport/Warehousing	30.7%	**31.6%**	27.0%	13.8%	12.4%	8.0%
Healthcare	**42.9%**	35.8%	21.0%	18.1%	24.0%	5.6%
Information Technology	**48.8%**	34.0%	32.8%	12.9%	18.7%	6.4%
Construction	33.2%	**43.3%**	34.3%	24.7%	10.9%	17.7%
Manufacturing	24.1%	13.4%	**38.8%**	21.3%	13.4%	0.0%

Figure 34. Reemployment Preparation Activities by Desired Occupation

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each desired occupation group. Respondents could select up to three desired occupations and multiple preparation activities, therefore overlapping could occur. Red marks are the most reported preparation activity in each row.

However, these preparation strategies are not distributed evenly across the occupations respondents are pursuing. Breaking preparation activities down by desired occupation provides a clearer picture of how job seekers are attempting to position themselves for different types of work and where potential gaps in preparation may exist. As shown in Figure 33, online learning is especially common among respondents targeting Information Technology, where 48.8 percent report taking online courses, followed by Office and Administrative Support at 43.0 percent and Healthcare at 42.9 percent. In contrast, in-person training is particularly prominent among respondents targeting Construction (43.3 percent), Cleaning and Maintenance (40.1 percent), and Entertainment, Media, and Sports (38.4 percent). Respondents interested in Manufacturing show a different pattern: 38.8 percent report obtaining a new license or certification, making credentialing the most frequently reported preparation activity for that group. These differences suggest that preparation behavior varies meaningfully with the type of employment respondents are pursuing rather than following a single statewide pattern.

Other forms of preparation also vary across occupational groups. Respondents targeting Entertainment, Media, and Sports report comparatively high use of job coaches or mentors at 27.5 percent, while 24.7 percent of Construction respondents and 21.3 percent of Manufacturing respondents report the same activity. Construction also stands out for internships and apprenticeships, reported by 17.7 percent of respondents targeting that field, compared with 11.3 percent among those interested in Entertainment,

Media, and Sports and substantially smaller shares across most other occupations. At the same time, college-course participation is relatively more common among Healthcare respondents, at 24.0 percent, and Office and Administrative Support respondents, at 22.1 percent. Taken together, the occupation-level results indicate that job seekers appear to use different combinations of coursework, credentials, hands-on training, and professional guidance depending on the fields they hope to enter.

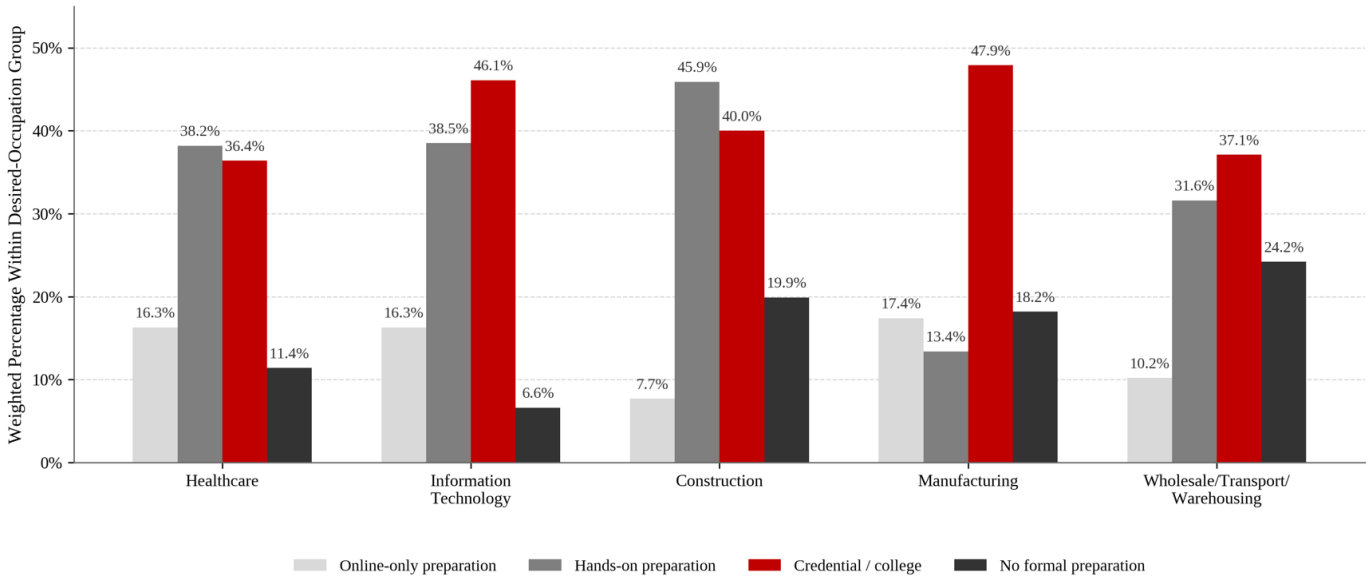


Figure 35. Selected Preparation-Alignment Indicators by Desired Occupation

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Hands-on preparation = in-person training or internship/apprenticeship. Credential/College = new license/certification or college courses. Online-only means online courses with none of the five listed preparation activities.

Figure 34, highlights meaningful differences in how job seekers prepare for specific fields. Information technology respondents report relatively high participation in both credential/college activities (46.1 percent) and hands-on preparation (38.5 percent), while healthcare shows a similarly balanced pattern. Construction is especially concentrated in hands-on preparation at 45.9 percent. Manufacturing, however, shows a different profile: 47.9 percent report credential or college preparation, but only 13.4 percent report hands-on preparation. Wholesale trade, transportation, and warehousing also stands out for its comparatively high share reporting no formal preparation, at 24.2 percent.

These patterns should be viewed as descriptive indicators of how closely preparation activities may align with the occupations respondents are pursuing, rather than evidence that any group is inadequately prepared. For workforce-development agencies and training providers, the differences may help identify where additional occupation-specific referrals, credentialing opportunities, or hands-on training could be useful. Overall, the findings reinforce that workforce preparation is not one-size-fits-all and that understanding both what occupations job seekers are targeting and how they are preparing for them can help better tailor workforce services.

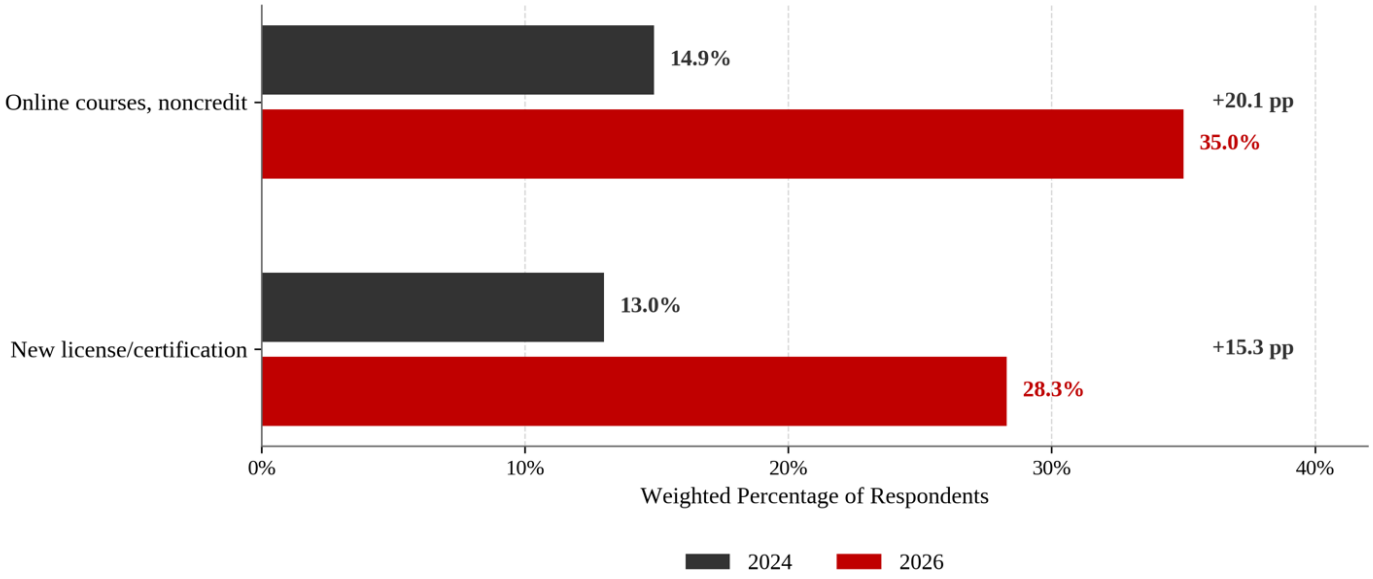


Figure 36: Selected Reemployment Preparation Activities (2024 vs 2026)

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages compare selected reemployment preparation activities reported in the 2024 and 2026 surveys.

Reported participation in some preparation activities is also substantially higher than in the previous survey. Figure 35 compares two activities that were measured in both 2024 and 2026. The share reporting noncredit online courses increased from 14.9 percent in 2024 to 35.0 percent in 2026, a difference of 20.1 percentage points, while the share pursuing a new license or certification increased from 13.0 percent to 28.3 percent, a difference of 15.3 percentage points. These changes point to a considerably greater reported emphasis on skill development and credentialing among the 2026 respondents. However, the change should be interpreted cautiously because survey wording and sample composition differed somewhat between years. The results therefore indicate a substantial increase in reported participation, rather than evidence that any particular workforce program or outreach caused the increase.

Educational Attainment	Weighted Base	Online Courses	In-Person Training	New License/ Certification	Job Coach/ Mentor	College Courses	Internship/ Apprenticeship
Some high school	62	16.7%	47.5%	6.6%	19.0%	1.6%	5.5%
High school degree (or equivalent)	238	30.2%	34.0%	30.7%	15.5%	9.3%	9.1%
Trade school/technical/ vocational	39	30.4%	16.6%	38.3%	17.5%	14.5%	7.5%
Associate degree or some college	92	37.6%	24.3%	31.2%	15.6%	38.8%	6.2%
Bachelor's degree	58	70.9%	29.3%	33.7%	25.1%	36.0%	5.2%

Table 37. Reemployment Preparation Activities by Educational Attainment

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each educational-attainment group. Respondents could select multiple preparation activities; percentages across activities may exceed 100 percent. Master's/doctoral, Other, and Prefer not to answer categories are omitted because of small weighted subgroup bases.

Educational attainment provides additional insight into the types of preparation respondents pursue. Table 37 shows that preparation does not follow a single pattern across education groups. Respondents with a bachelor's degree report particularly high use of online courses, at 70.9 percent, while 38.8 percent of respondents with an associate degree or some college report taking college courses. Among respondents with trade, technical, or vocational education, 38.3 percent report pursuing a new license or certification. In contrast, in-person training is particularly prominent among respondents with some high school education, at 47.5 percent, while high-school graduates report comparatively broad participation in both in-person training (34.0 percent) and licensing or certification activities (30.7 percent). These differences suggest that job seekers may select preparation strategies that correspond with their existing educational backgrounds, prior credentials, or the types of employment they are seeking.

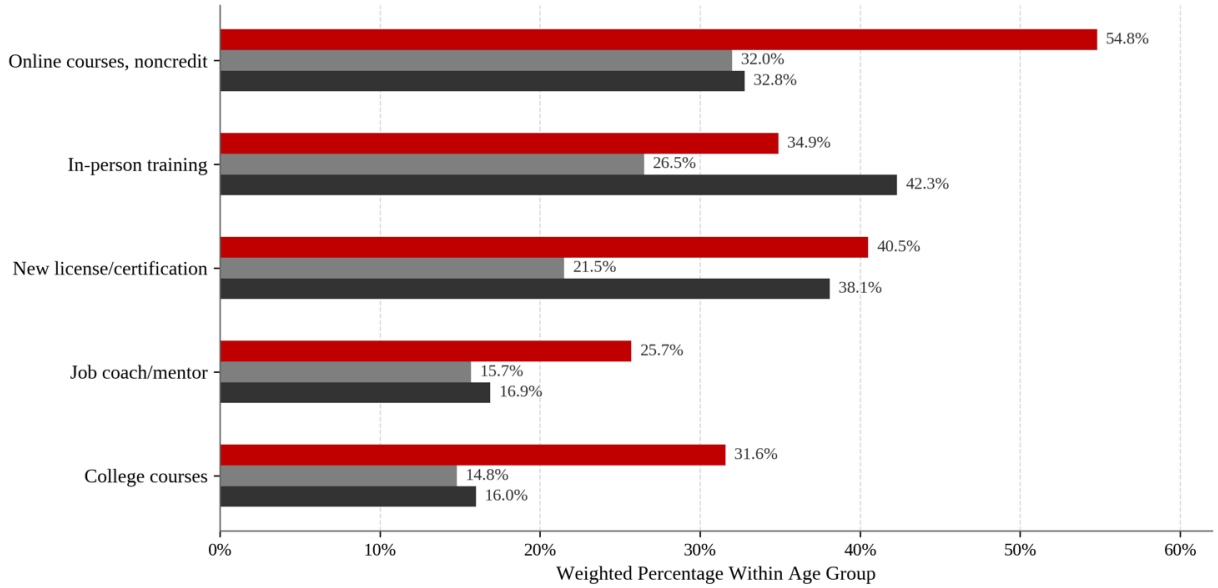


Figure 37: Selected Reemployment Preparation Activities by Age Group for 2026

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show selected reemployment preparation activities within each age group. Respondents could select multiple preparation activities, so percentages within each age group do not sum to 100 percent.

Age differences reinforce the idea that reemployment preparation is not one-size-fits-all. As shown in Figure 36, respondents age 55 and older report the highest participation in all forms, online courses (54.8 percent), licenses or certifications (40.5 percent), job coaching or mentoring (25.7 percent), and college courses (31.6 percent), **with the exception of in-person training.** Younger respondents display a somewhat different pattern: among those age 24 and younger, 42.3 percent participate in in-person training and 38.1 percent pursue a new license or certification. Respondents ages 25–54 generally report lower participation in these selected training and credentialing activities, including 32.0 percent for online courses and 21.5 percent for new licenses or certifications.

The results for older job seekers are particularly notable when viewed alongside their labor-market expectations discussed in the previous section. Although respondents age 55 and older were among the most pessimistic about future job availability, they also report some of the highest rates of active preparation for reemployment. This combination suggests that negative labor-market expectations do not necessarily translate into disengagement from the upskilling process. Instead, some older workers appear to be responding to a difficult employment environment by pursuing additional training, credentials, education, or professional guidance. More broadly, the findings indicate that workforce-development needs differ across demographic groups, and the most useful form of assistance may depend on a job seeker's age, educational background, existing credentials, and intended employment pathway.

Age Group	Leading Desired Occupation	Weighted %	Second Desired Occupation	Weighted %	Third Desired Occupation	Weighted %
24 and younger	Retail sales	50.2%	Entertainment, media, and sports	39.0%	Cleaning and maintenance	33.3%
25–54	Retail sales	28.9%	Cleaning and maintenance	27.8%	Office and administrative support	25.9%
55+	Office and administrative support	36.4%	Healthcare	31.5%	Cleaning and maintenance	22.3%

Table 38. Leading Desired Occupations by Age Group

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each age group. Respondents could select up to three desired occupations, so percentages do not sum to 100 percent. Weighted bases are approximately 136.6 for respondents age 24 and younger, 305.5 for ages 25–54, and 59.9 for respondents age 55 and older.

In terms of intended employment pathways, age differences in preparation also correspond with differences in the types of occupations respondents are pursuing. As shown in Table 38, respondents age 24 and younger are particularly concentrated in retail sales (50.2 percent) and entertainment, media, and sports (39.0 percent), while cleaning and maintenance is also common at 33.3 percent. Respondents ages 25–54 report a broader mix led by retail sales (28.9 percent), cleaning and maintenance (27.8 percent), and office and administrative support (25.9 percent). Among respondents age 55 and older, the pattern shifts toward office and administrative support (36.4 percent) and healthcare (31.5 percent), with retail sales considerably less common at 14.4 percent.

These occupational differences provide additional context for the preparation patterns shown in Figure 38. Older respondents' relatively high participation in online courses, certifications, college courses, and coaching may partly coincide with their greater interest in Office, Healthcare, and other fields where updating skills or credentials may be useful. Younger respondents, meanwhile, report greater participation in in-person training and are more concentrated in Retail, Entertainment, Accommodation, and related service occupations. The results therefore reinforce that workforce-development needs differ by age not only because job seekers prepare differently, but also because the employment pathways they are pursuing differ across age groups.

Engagement With EmployNV and Job Preparation

The previous sections show that Nevada job seekers use a variety of workforce resources and that many are actively pursuing training, education, and credentials while unemployed. A useful next question is whether respondents who are connected to the public workforce system also report greater participation in these preparation activities. Figure X and Table X compare respondents who reported using either the EmployNV website, an EmployNV Career Hub, or both with respondents who did not report using either resource.

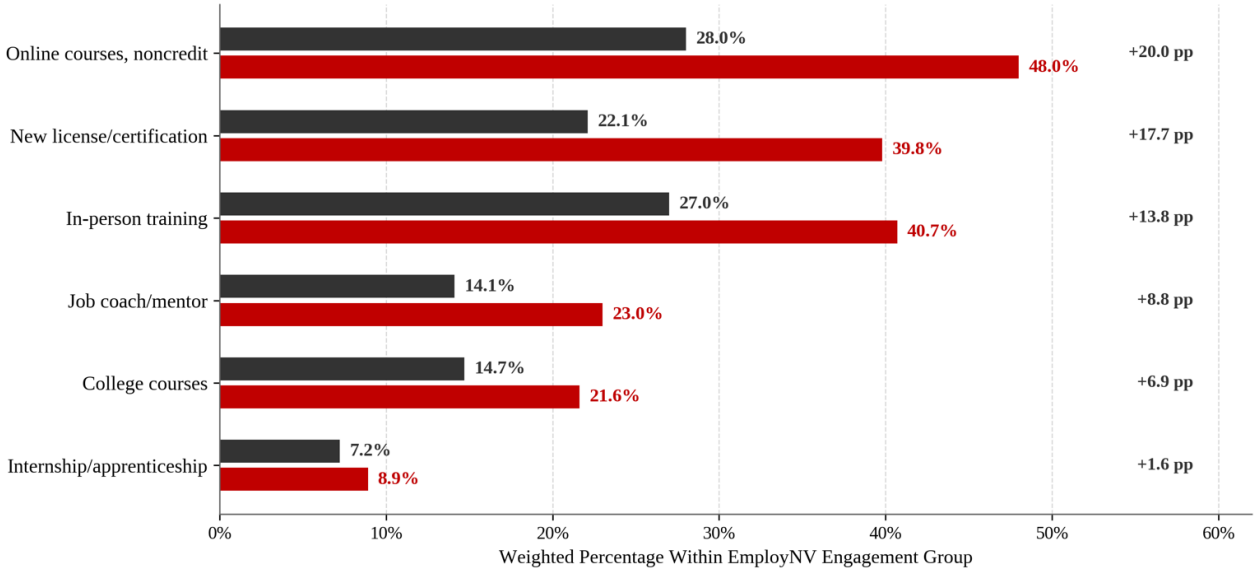


Figure 38. Reemployment Preparation Activities by EmployNV Engagement

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show selected reemployment preparation activities within each EmployNV engagement group. "EmployNV users" includes respondents who reported using the EmployNV website, a Career Hub, or both. Multiple preparation activities could be selected, so percentages do not sum to 100 percent. Percentage-point differences are descriptive and do not imply causation.

Across nearly every preparation activity measured in the survey, EmployNV users report higher participation than respondents who did not report EmployNV use. As shown in Figure X, the largest difference appears in noncredit online courses with 48.0 percent of EmployNV users report taking online courses compared with 28.0 percent of nonusers, a difference of 20.0 percentage points. Similarly, 39.8 percent of EmployNV users report pursuing a new license or certification compared with 22.1 percent of nonusers, a 17.7-percentage-point difference. In-person training follows the same pattern, at 40.7 percent among EmployNV users compared with 27.0 percent among nonusers, a difference of 13.8 percentage points.

Preparation Activity	EmployNV Users	Did Not Report EmployNV	Difference
Online courses, noncredit	**48.0%**	28.0%	**+20.0 pp**
New license/certification	**39.8%**	22.1%	**+17.7 pp**
In-person training	**40.7%**	27.0%	**+13.8 pp**
Job coach/mentor	**23.0%**	14.1%	**+8.8 pp**
College courses	**21.6%**	14.7%	**+6.9 pp**
Internship/apprenticeship	**8.9%**	7.2%	**+1.6 pp**

Table 38. Reemployment Preparation Activities by EmployNV Engagement

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: EmployNV users are respondents who reported using the EmployNV website, a Career Hub, or both (weighted base = 175.5; actual n = 199). Respondents who did not report EmployNV use have a weighted base of 326.5 (actual n = 303). Respondents could select multiple preparation activities, so percentages do not sum to 100 percent. Differences are descriptive associations and should not be interpreted as causal effects of EmployNV participation.

The relationship extends beyond formal training and credentialing. As shown in Table 38, EmployNV users are also more likely to report working with a job coach or mentor (23.0 percent versus 14.1 percent) and taking college courses (21.6 percent versus 14.7 percent). The smallest difference occurs for internships and apprenticeships, which are reported by 8.9 percent of EmployNV users and 7.2 percent of respondents who did not report EmployNV use. Taken together, the table shows that the strongest differences are concentrated in online learning, credentialing, and in-person training, rather than being equally large across every type of preparation.

This relationship is particularly relevant when considered alongside DETR's broader workforce-development role. The results indicate that respondents connected to EmployNV are not simply using the system as another place to look for job postings; they also report greater participation in several activities intended to strengthen their qualifications or prepare them for new employment. As show in the previous Figure X makes this distinction especially clear: the gaps between EmployNV users and nonusers are largest for activities directly associated with skill development and occupational preparation.

These differences, however, should not be interpreted as evidence that EmployNV participation caused greater preparation. The survey is observational, and respondents who are already more engaged in the reemployment process may also be more likely to seek out EmployNV resources. Conversely, interaction with workforce services may help connect some job seekers with training or credentialing opportunities. The survey cannot distinguish between these explanations. Nevertheless, the consistent relationship is meaningful: respondents connected to Nevada's public workforce system also tend to report more active

investment in training, credentials, education, and coaching. This suggests that evaluating workforce-system reach should consider not only whether job seekers use EmployNV, but also how engagement with the system corresponds with the broader activities workers undertake to prepare for reemployment.

Job Search Patterns

The amount of time respondents devote to searching and applying for work provides another measure of how actively Nevada's unemployed population is engaging with the reemployment process. As shown in Figure 38, the largest share of respondents, 41.2 percent, report spending between one and five hours per week searching for work. Another 21.5 percent spend six to ten hours, while 11.9 percent report 11 to 15 hours and 11.2 percent spend 16 or more hours per week. At the lower end, 14.2 percent report spending less than one hour per week on their job search. Overall, the distribution suggests that most respondents devote at least some regular time to job searching, although the intensity of that search varies considerably across the population.

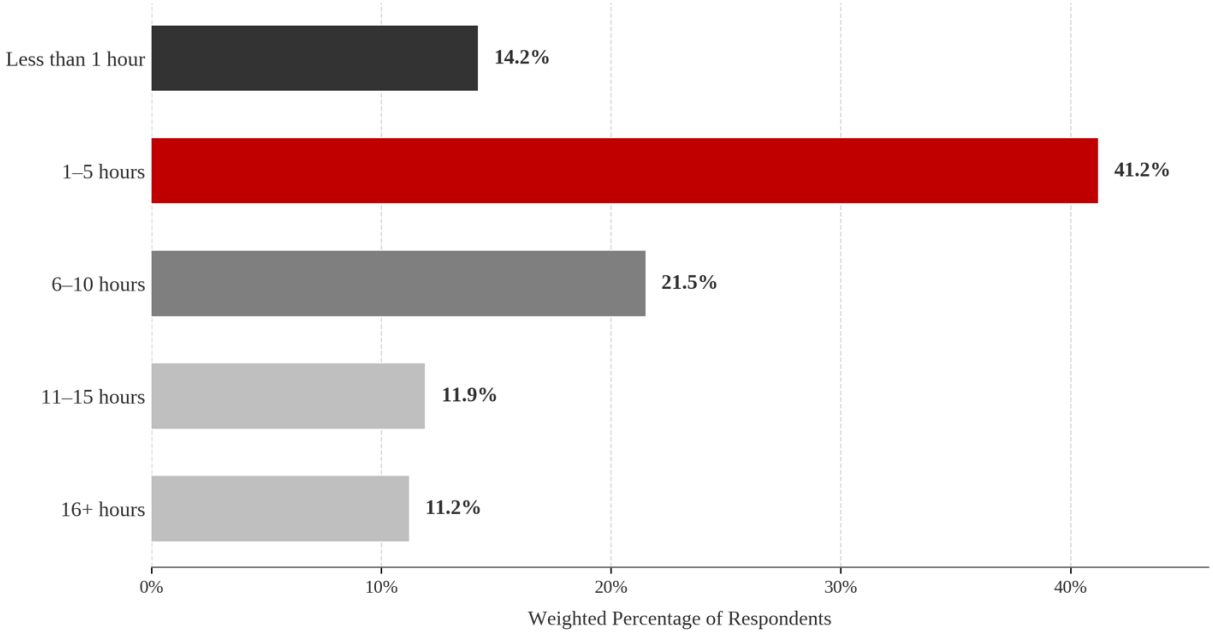


Figure 39. Weekly Time Nevada Job Seekers Spend Searching and Applying for Work

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Weighted percentages show the amount of time respondents report spending each week searching and applying for work. Categories are mutually exclusive and sum to approximately 100 percent; minor differences may occur due to rounding.

Shown in Table 39 below, in 2024, 40.6 percent of respondents reported spending one to five hours per week searching for work, compared with 41.2 percent in 2026, a difference of only 0.6 percentage points. At the same time, the share spending six to ten hours declined from 27.4 percent to 21.5 percent, while the share searching 16 or more hours fell from 14.0 percent to 11.2 percent. These comparisons suggest that the concentration of job seekers in the one-to-five-hour range has remained relatively stable, although the distribution of longer search hours has shifted somewhat. As elsewhere in the report, year-to-year differences should be treated as descriptive because survey wording and sample composition may differ between survey years.

Weekly Search Time	2024	2026	Change
1–5 hours	40.6%	**41.2%**	+0.6 pp
6–10 hours	27.4%	**21.5%**	- 5.9 pp
11–15 hours	—	**11.9%**	—
16+ hours	14.0%	**11.2%**	- 2.8 pp

Table 39. Selected Weekly Job-Search Time Categories, 2024 and 2026

Source: UNLV Center for Business and Economic Research (CBER), Nevada Job Seeker Surveys, 2024 and 2026.
Note: The 11–15 hours category was reported separately in 2026 (11.9 percent) but was not available as a separate category in the 2024 survey; therefore, no 2024 value or year-to-year change is shown for that row. Change values are shown only for categories that are directly comparable across survey years. Year-to-year differences are descriptive; survey wording and sample composition may differ.

Geographic differences are also pronounced. Figure 38 shows that 56.0 percent of Washoe County respondents report spending 11 or more hours per week searching for work, compared with 25.1 percent in Rural Nevada and 16.4 percent in Clark County. This finding is particularly relevant because Washoe respondents also reported comparatively pessimistic expectations for local job availability in the next six months. Although the survey cannot establish why Washoe respondents devote more time to their searches, the combination of high search intensity, the types of jobs available, and weaker expectations may indicate that some job seekers are investing substantial effort despite perceiving a challenging local labor market.

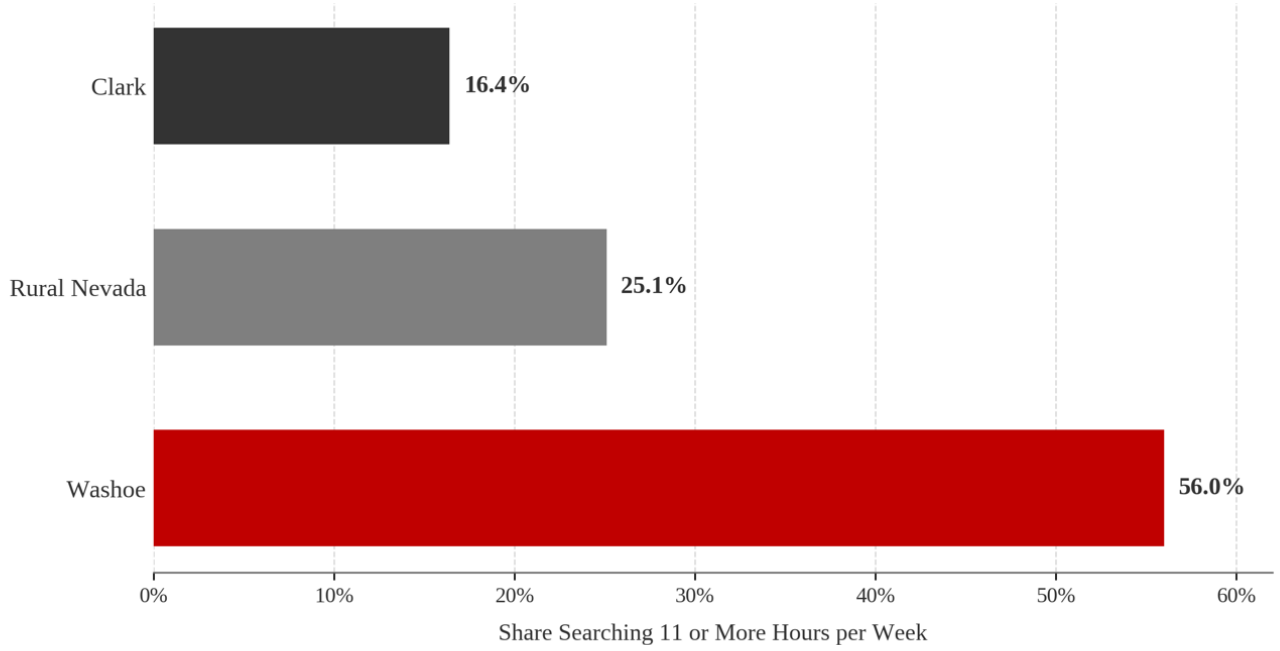


Figure 40. Share of Job Seekers Searching 11 or More Hours Per Week by Region

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Percentages are weighted within each region and show the share of respondents reporting 11 or more hours of weekly job-search time. "11 or more hours" combines the 11–15 hours and 16 or more hours categories. Percentages may not sum to 100 percent because only the combined high-search-time category is shown.

Additional demographic and geographic differences further illustrate the variation in job-search intensity among respondents. Table 40 shows that women are more concentrated in the 1-5 hours search category, at 54.7 percent compared with 31.5 percent of men, while men are more likely to report searching 11 or more hours per week, at 28.5 percent compared with 15.6 percent of women. Regional differences are also pronounced. In Washoe County, 56.0 percent of respondents report searching 11 or more hours per week, compared with 25.1 percent in Rural Nevada and 16.4 percent in Clark County. By contrast, 46.5 percent of Clark County respondents report searching one to five hours per week, compared with 34.4 percent in Rural Nevada and 18.5 percent in Washoe County. Race and ethnicity also show differences in search intensity. Among Hispanic/Latino respondents, 39.9 percent report searching 11 or more hours per week, compared with 21.6 percent of White non-Hispanic respondents and 10.6 percent of African-American or Black respondents. Conversely, 50.4 percent of African-American or Black respondents report searching one to five hours per week, compared with 38.7 percent of White non-Hispanic respondents and 26.3 percent of Hispanic/Latino respondents.

Characteristic	Category	Weighted Base	Share Searching 1-5 Hours	Share Searching 11+ Hours
Region	Clark	379	**46.5%**	**16.4%**
	Rural Nevada	50	**34.4%**	**25.1%**
	Washoe	74	**18.5%**	**56.0%**
Gender	Female	209	**54.7%**	**15.6%**
	Male	293	**31.5%**	**28.5%**
Race/Ethnicity	Hispanic/Latino	154	**26.3%**	**39.9%**
	White, non-Hispanic	190	**38.7%**	**21.6%**
	African-American or Black	84	**50.4%**	**10.6%**

Table 40. Selected Job-Search Intensity Indicators by Demographic Group

Source: UNLV Center for Business and Economic Research (CBER), Nevada Job Seeker Surveys, 2024 and 2026.
Note: Percentages are weighted within each demographic group. The 11+ hours category combines respondents reporting 11–15 hours and 16 or more hours per week. Percentages do not sum to 100 percent because other weekly search-time categories are not shown. Search time should not be interpreted as a measure of motivation, effort, or willingness to work. Weighted base is rounded to the nearest whole number.

These differences should not be interpreted as measures of motivation, effort, or willingness to work. The amount of time respondents can devote to job searching may reflect a range of circumstances, including caregiving responsibilities, transportation constraints, access to suitable vacancies, application requirements, technology access, and other personal or labor-market factors. Rather, the results indicate that the reemployment process requires different levels of time investment across demographic and geographic groups. Taken together with the preceding findings, the evidence suggests that Nevada job seekers engage with the labor market in different ways and at different levels of intensity, including through multiple search channels, training and credentialing activities, public workforce resources, and continued application efforts.

Conclusion

The 2026 Nevada Job Seeker Survey provides a detailed look at the barriers, expectations, and reemployment strategies of unemployed Nevadans seeking to return to the workforce. Against a backdrop of elevated unemployment, the findings portray a labor force that remains engaged in the job market even while many respondents report difficulty finding suitable employment. Job seekers continue to search through online job boards, employer websites, personal networks, and public workforce resources, while many are also pursuing training, certifications, online courses, and other forms of skill development. At the same time, respondents express a relatively cautious view of the broader labor market. More respondents expect local job availability to decrease than improve over the next six months, yet a majority remain optimistic about their own prospects, with more than half expecting better working conditions or higher pay and benefits in their next job. Together, these findings suggest that uncertainty about the labor market does not necessarily translate into pessimism about an individual's ability to improve their employment situation.

Several findings from the 2026 survey build upon themes identified in CBER's 2024 Nevada Job Seeker Survey while also showing that the challenges associated with unemployment extend beyond the availability of job openings alone. Lack of available job opportunities, transportation, and skills, training, and certification needs remain among the most prominent barriers reported by respondents. However, the survey also identifies financial pressures, personal health concerns, childcare and family obligations, compensation, and health and safety considerations as meaningful obstacles to reemployment. These barriers frequently overlap with one another and can influence whether an available job is realistically accessible or sustainable for a particular worker. Transportation can affect which employers a job seeker can reach, caregiving responsibilities can constrain work schedules, financial pressures can limit the ability to remain unemployed while searching, and training or credential requirements can delay entry into new occupations. The results therefore suggest that the experience of unemployment reflects both labor-market conditions and the practical circumstances that shape an individual's ability to connect with available opportunities.

The survey's findings on future expectations and workforce preparedness further reinforce this distinction. Respondents are relatively cautious about Nevada's near-term employment environment, particularly older and longer-term unemployed job seekers, but many continue to invest considerable effort in reemployment. Job seekers report using multiple search channels, participating in online and in-person training, pursuing licenses and certifications, and engaging with EmployNV services. Respondents connected to the EmployNV website or Career Hubs also report higher participation in nearly every measured preparation activity, including online courses, certifications, in-person training, and job coaching, although the survey cannot determine whether public workforce engagement caused these differences. Search intensity also varies considerably across demographic and geographic groups. Some respondents spend only a few hours per week searching, while others devote substantially more time, particularly older job seekers and respondents in Washoe County. These patterns should not be interpreted as differences in motivation, since search time can also reflect caregiving, transportation, the availability of suitable openings, application requirements, and other constraints. Taken together, the findings are more consistent with a combination of job-matching, workforce-access, and preparation challenges than with labor-force disengagement alone. Nevada job seekers remain active participants in the reemployment process, but securing employment often requires more than identifying an available vacancy. Successful reemployment depends on whether workers possess the necessary skills and credentials, can realistically access the workplace, can accommodate work schedules and household responsibilities,

and can find positions offering viable compensation and working conditions. These findings have important implications for workforce development policy. Workforce agencies, employers, educational institutions, and policymakers can address different parts of the reemployment process through stronger occupational matching, targeted training and credentialing, transportation assistance, flexible work arrangements, childcare and caregiving support, and improved connections between job seekers and employers. The survey suggests that these interventions are complementary rather than interchangeable: addressing one barrier may have limited impact when other financial, logistical, health, or household constraints remain. A workforce strategy that combines employment opportunities with accessible training, supportive services, and effective job matching may therefore provide the strongest foundation for helping Nevada's unemployed workers return to sustainable employment.

References

Generation. "Understanding Unemployment: Causes, Consequences, and Solutions." n.d. https://www.generation.org/news/understanding-unemployment-causes-consequences-and-solutions/.

IPUMS USA. 2024 American Community Survey (ACS) 1-Year Public Use Microdata Sample.

Nevada Department of Employment, Training and Rehabilitation. "Nevada Continues to Lead the Nation in Job Growth." June 23, 2026. https://detr.nv.gov/content/media/Nevada_Continues_to_Lead_the_Nation_in_Job_Growth.pdf.

Nevada Department of Employment, Training and Rehabilitation. "Programs." Accessed August 20, 2026. https://detr.nv.gov/Page/programs.

Nevada Department of Employment, Training and Rehabilitation. WIOA Annual Narrative Report: Program Year 2024. December 1, 2025. https://detr.nv.gov/content/media/PY24_Annual_Narrative.pdf.

Nevada Department of Transportation. "NDOT Seeks Statewide Rural Transit Plan Input." September 26, 2019. https://www.dot.nv.gov/Home/Components/News/News/4742/16.

Regional Transportation Commission of Southern Nevada. RTC – Let's Go Forward. 2026. https://www.rtcsnv.com/about/wp-content/uploads/sites/3/2025/02/2024-Accomplishments-Report.pdf.

Regional Transportation Commission of Washoe County. Commuter Rail Feasibility Study. 2026. https://assets.rtcwashoe.com/wp-content/uploads/2026/05/19181112/TRI_Center_Rail-Final_Report-Draft_2026-02-16_Clean_-ADARemediated-.pdf.

Silverstone, Elaine. "How GOED's Workforce Innovation for a New Nevada (WINN) Fund Supports Nevada's Economic Diversification Efforts." Nevada Governor's Office of Economic Development, November 5, 2025. https://goed.nv.gov/how-the-workforce-innovation-for-a-new-nevada-winn-fund-supports-nevadas-academia/.

U.S. Bureau of Labor Statistics. "Average Weekly Earnings of All Employees: Total Private in Nevada [SMU32000000500000011]." FRED, Federal Reserve Bank of St. Louis. Accessed September 9, 2026. https://fred.stlouisfed.org/series/SMU32000000500000011.

U.S. Bureau of Labor Statistics. State Employment and Unemployment—April 2020. USDL-20-0944. May 22, 2020. https://www.bls.gov/news.release/archives/laus_05222020.pdf.

U.S. Bureau of Labor Statistics. State Employment and Unemployment—April 2026. May 22, 2026. https://www.bls.gov/news.release/archives/laus_05222026.htm.

U.S. Bureau of Labor Statistics. "Unemployment Rate in Nevada [NVUR]." FRED, Federal Reserve Bank of St. Louis. Accessed June 29, 2026. https://fred.stlouisfed.org/series/NVUR.

University of Nevada, Las Vegas, Center for Business and Economic Research. 2026–2060 Population Forecast: Long-Term Projections for Clark County, Nevada. 2026. https://cber.unlv.edu/wp-content/uploads/2026/06/2026-CBER-Population-Forecasts-Final.pdf.

University of Nevada, Las Vegas, Center for Business and Economic Research. Southern Nevada Business Confidence Index: First Quarter 2026. 2026. https://cber.unlv.edu/wp-content/uploads/2026/02/Business-Confidence_2026-Q1.pdf.

Appendix

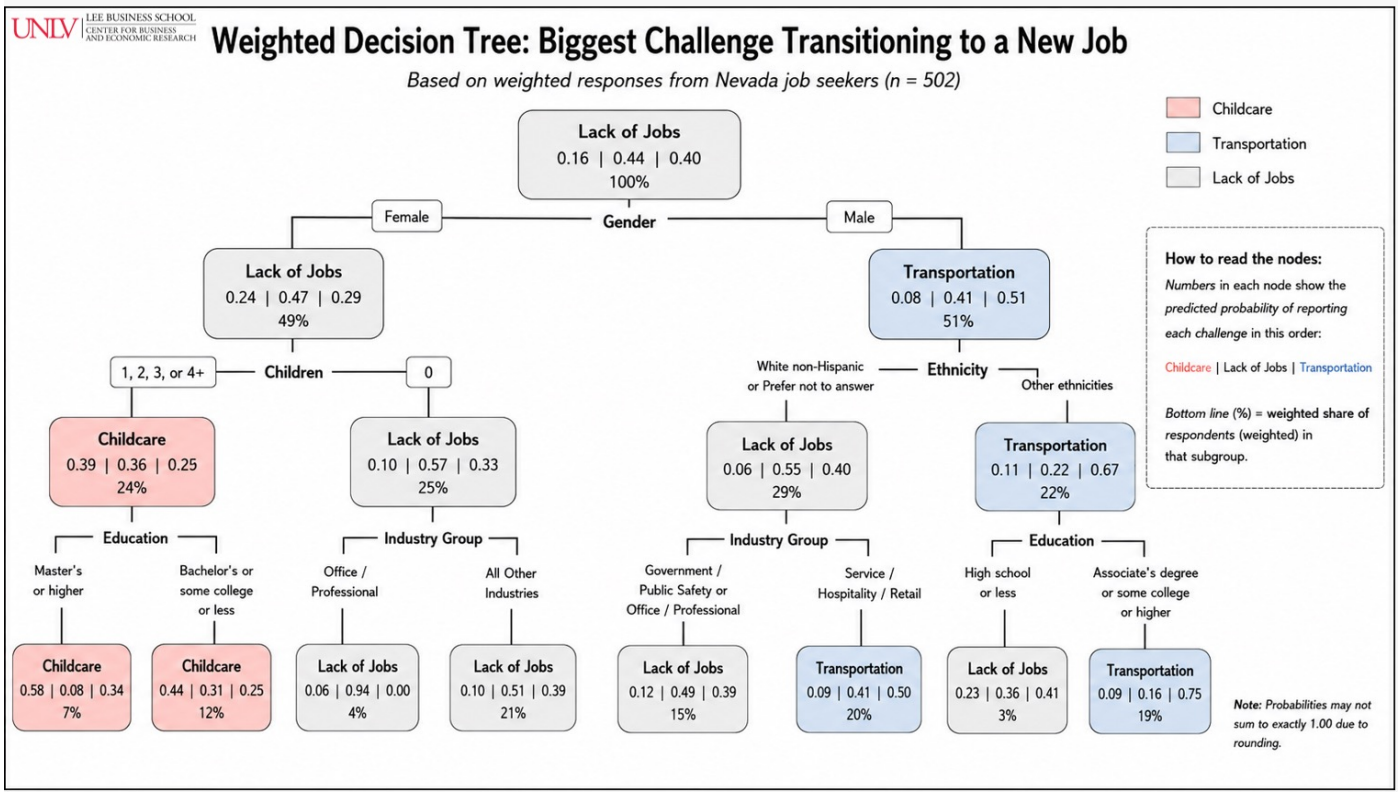


Figure 41: Biggest Challenge Transitioning to a New Job

The Decision Tree Analysis in Figure 39, should be interpreted as a predictive map, rather than as a direct summary of the survey percentages. It examines only three selected barriers, childcare, lack of available job opportunities, and transportation and identifies which of these three barriers is most likely for respondents with different characteristics. Each box, or "node," contains three predicted probabilities in the following order: childcare, lack of jobs, and transportation. The percentage shown at the bottom of each node indicates the weighted share of the sample that falls into that subgroup; it does not show the percentage selecting the barrier named at the top of the box.

The first split separates respondents by gender. Female respondents represented 49 percent of the weighted sample, and within this subgroup the model estimated a 24 percent probability of reporting childcare, a 47 percent probability of reporting lack of jobs, and a 29 percent probability of reporting transportation. Therefore, lack of available job opportunities was the most likely of the three modeled barriers among women, but the figure does not mean that 49 percent of women selected lack of jobs. Among male respondents, who represented 51 percent of the sample, transportation was the most likely barrier, with a predicted probability of 51 percent compared with 41 percent for lack of jobs and 8 percent for childcare.

The female branch is further divided by whether respondents had children living in their household. Women without children represented 25 percent of the full weighted sample, and lack of jobs remained the most likely of the three barriers for this group, with a predicted probability of 57 percent. Women with one or more children represented 24 percent of the sample, and childcare became the most likely

barrier, with a predicted probability of 39 percent. The male branch shows additional differences by ethnicity, education, and previous industry: transportation was especially likely among some male subgroups, while lack of jobs remained more likely among others. Overall, the figure suggests that employment barriers vary across demographic and labor-market characteristics, but its probabilities should not be compared directly with the 18.4 percent reported in Figure 8 because Figure 8 includes all barrier categories, whereas the decision tree compares only these three selected outcomes.

Personas

Persona & Barrier		Size Of Persona			Profile & Search Intensity				
Challenge-based Persona	Primary Barrier	Actual n	Weighted n	Weighted Share	Current Distinguishing Patterns	Female Share	Children Share	Long-Term Unemployed	Search 11+ Hours
Opportunity-Constrained Job Seekers	Lack of available job opportunities	109	97.6	19.4%	• Previous occupation: Office and administrative support (39.0% barrier rate) • Race/ethnicity: White, non-Hispanic (30.7% barrier rate)	52.4%	31.6%	45.5%	24.6%
Transportation-Constrained Job Seekers	Transportation	86	90.7	18.1%	• Previous income: $50,000-$99,999 (33.1% barrier rate) • Weekly search hours: 6-10 hours (30.5% barrier rate)	35.4%	32.0%	47.0%	17.1%
Skills/ Credential-Constrained Job Seekers	Skill set training and certifications	61	67.0	13.3%	• Previous income: Not reported (26.8% barrier rate) • Previous occupation: Not reported (26.8% barrier rate)	39.6%	41.3%	45.0%	15.2%
Reemployment-Cost-Constrained Job Seekers	Personal expenses associated with the new job	60	63.9	12.7%	• Previous income: $100,000+ (40.9% barrier rate) • Education: Bachelor's+ (30.7% barrier rate)	31.2%	44.5%	60.1%	36.2%

Table 41: Challenge-Based Persona Profiles Among Job Seekers

Persona & Barrier		Size Of Persona			Profile & Search Intensity				
Challenge-based Persona	Primary Barrier	Actual n	Weighted n	Weighted Share	Current Distinguishing Patterns	Female Share	Children Share	Long-Term Unemployed	Search 11+ Hours
Health-Constrained Job Seekers	Personal health conditions	52	57.3	11.4%	• Previous occupation: Wholesale trade, transportation and warehousing (28.4% barrier rate) • Education: Associate/some college (28.3% barrier rate)	30.6%	32.3%	57.7%	29.7%
Compensation-Constrained Job Seekers	Inadequate pay and/or benefits	46	38.7	7.7%	• Previous occupation: Office and administrative support (20.2% barrier rate) • Weekly search hours: Less than 1 hour (18.9% barrier rate)	54.4%	27.1%	31.9%	23.2%
Caregiving-Constrained Job Seekers	Childcare or family obligations	40	35.8	7.1%	• Previous occupation: Retail sales 1(5.0% barrier rate) • Previous occupation: Hospitality and Facilities Services (14.0% barrier rate)	74.5%	72.7%	42.4%	14.7%
Workplace-Condtions-Constrained Job Seekers	Health and safety of working conditions	27	35.0	7.0%	• Previous income: $100,000+ (20.2% barrier rate) • Age group: 55+ (13.6% barrier rate)	15.7%	74.2%	81.2%	28.1%

Table 41: Challenge-Based Persona Profiles Among Job Seekers Continued…

Persona & Barrier	Search, Preparation & Job Priorities		
Challenge-based Persona	**Top Search Methods**	**Top Preparation Actions**	**Top Next-Job Priorities**
Opportunity-Constrained Job Seekers	• Online job boards (Indeed, LinkedIn, etc.) (83.9%) • Jobs on company websites (78.6%) • Asking friends and family (50.6%)	• Taken online courses (not for college credit) (44.4%) • Obtained a new license or certification (24.2%) • Received in-person training (21.5%)	• Rate of pay (79.8%) • Location and transportation (50.1%) • Work location flexibility (remote work) (46.8%)
Transportation-Constrained Job Seekers	• Online job boards (Indeed, LinkedIn, etc.) (70.4%) • Jobs on company websites (64.4%) • Asking friends and family (36.0%)	• Received in-person training (41.4%) • Obtained a new license or certification (29.6%) • Taken online courses (not for college credit) (23.6%)	• Rate of pay (76.2%) • Work hour flexibility (50.1%) • Location and transportation (38.4%)
Skills/ Credential-Constrained Job Seekers	• Online job boards (Indeed, LinkedIn, etc.) (68.2%) • Jobs on company websites (64.8%) • Asking friends and family (40.1%)	• Taken online courses (not for college credit) (37.8%) • Obtained a new license or certification (32.4%) • Received in-person training (31.5%)	• Rate of pay (67.5%) • Work hour flexibility (52.3%) • Purpose and responsibility of the job (40.1%)
Reemployment-Cost-Constrained Job Seekers	• Online job boards (Indeed, LinkedIn, etc.) (47.0%) • Asking friends and family (46.5%) • Jobs on company websites (42.5%)	• Taken online courses (not for college credit) (45.6%) • Received in-person training (42.3%) • Taken college courses (40.6%)	• Rate of pay (42.4%) • Work hour flexibility (40.1%) • Company culture and values (33.4%)
Health-Constrained Job Seekers	• Jobs on company websites (67.1%) • Online job boards (Indeed, LinkedIn, etc.) (66.8%) • Asking friends and family (52.7%)	• Taken online courses (not for college credit) (32.2%) • Taken college courses (30.8%) • Received in-person training (27.9%)	• Rate of pay (85.5%) • Work hour flexibility (67.9%) • Work location flexibility (remote work) (52.1%)

Table 41: Challenge-Based Persona Profiles Among Job Seeker Continued…

Persona & Barrier	Search, Preparation & Job Priorities		
Challenge-based Persona	**Top Search Methods**	**Top Preparation Actions**	**Top Next-Job Priorities**
Compensation-Constrained Job Seekers	• Online job boards (Indeed, LinkedIn, etc.) (76.1%) • Jobs on company websites (66.4%) • Asking friends and family (65.0%)	• Obtained a new license or certification (37.4%) • Taken online courses (not for college credit) (27.3%) • Working with a job coach or mentor (22.1%)	• Rate of pay (81.5%) • Work hour flexibility (62.0%) • Work location flexibility (remote work) (50.0%)
Caregiving-Constrained Job Seekers	• Online job boards (Indeed, LinkedIn, etc.) (80.6%) • Jobs on company websites (59.0%) • Asking friends and family (54.7%)	• Received in-person training (41.3%) • Taken online courses (not for college credit) (33.7%) • Obtained a new license or certification (20.5%)	• Rate of pay (57.5%) • Work hour flexibility (47.8%) • Work location flexibility (remote work) (44.4%)
Workplace-Condtions-Constrained Job Seekers	• Jobs on company websites (41.0%) • EmployNV Career Hub (40.9%) • Seeking an internship or apprenticeship (32.2%)	• Obtained a new license or certification (43.4%) • Working with a job coach or mentor (39.9%) • Received in-person training (36.2%)	• Work hour flexibility (50.3%) • Rate of pay (46.0%) • Purpose and responsibility of the job (40.8%)

Table 41: Challenge-Based Persona Profiles Among Job Seekers Continued…

Source: UNLV Center for Business and Economic Research (CBER), 2026 Nevada Job Seeker Survey (n = 502 respondents).
Note: Long-Term Unemployed refers to respondents unemployed for 6 months or longer. Search 11+ Hours combines 11–15 hours and 16 or more hours per week

The persona analysis provides additional context for understanding why some respondents perceive a lack of available job opportunities even when employment is growing somewhere else within the economy. The persona analysis identifies Opportunity-Constrained Job Seekers as the largest challenge-based segment, accounting for 19.4 percent of the weighted sample. Respondents in this group identify lack of available job opportunities as their primary barrier, with office and administrative support emerging as a distinguishing previous occupation. Their job priorities also emphasize rate of pay, location and transportation, and remote-work flexibility, suggesting that the availability of a job alone may not be sufficient if the position does not align with respondent's occupational background, compensation needs, or accessibility requirements.

Other personas reinforce the broader role of labor-market alignment. Transportation-Constrained Job Seekers, representing 18.1 percent of the weighted sample, are distinguished by previous income and weekly search intensity, while Skills/Credential-Constrained Job Seekers, representing 13.3 percent, report preparation activities such as online courses, licenses or certifications, and in-person training. These profiles suggest that reemployment barriers differ substantially across job seekers and may involve the interaction of occupational background, skills, transportation, compensation expectations, and the characteristics of available positions.

Taken together, these findings are consistent with structural labor-market frictions, rather than indicating that unemployment is driven solely by cyclical weakness or an overall absence of jobs. Structural unemployment can occur when worker's skills, experience, location, or employment requirements do not align with available opportunities. Although Nevada continues to lead the nation in job growth, with employment expanding across industries such as healthcare, manufacturing, construction, logistics, and professional and business services, many unemployed workers continue to report difficulty finding jobs that match their qualifications, previous work experience, or wage expectations. As industries evolve over time, some workers may also need new credentials, certifications, technical skills, or occupational experience before they can successfully transition into growing fields.

The results therefore suggest that limited job opportunities may reflect not only the number of positions available, but also the extend of matching between job seekers and those positions. Workforce-development strategies may benefit from combining career navigation and job-matching services with industry-specific training, credentialing opportunities, transportation support, and stronger connections between employers and workforce programs. Such efforts could help job seekers identify opportunities that better align with their experience and needs while also supporting transitions into occupations experiencing labor demand.

2026 Nevada Job Seeker Survey Questionnaire

Questions and response options are reproduced from the 2026 Nevada Job Seeker Survey.

Survey Screening and Eligibility
Q1. Consent Form

Q2. I am a Nevada resident between the ages of 18 and 64.
- ☐ Yes
- ☐ No

Q3. Which county do you reside in Nevada?
- ☐ Carson City
- ☐ Churchill
- ☐ Clark
- ☐ Douglas
- ☐ Elko
- ☐ Esmeralda
- ☐ Eureka
- ☐ Humboldt
- ☐ Lander
- ☐ Lincoln
- ☐ Lyon
- ☐ Mineral
- ☐ Nye
- ☐ Pershing
- ☐ Storey
- ☐ Washoe
- ☐ White Pine

Q4. Which age range do you fall into?
- ☐ Less than 18 years old
- ☐ 18-20 years old
- ☐ 21-24 years old
- ☐ 25-34 years old
- ☐ 35-44 years old
- ☐ 45-54 years old
- ☐ 55-64 years old
- ☐ 65+
- ☐ Prefer not to answer

Q5. A copy of the form has been given to me: Link to 2026 Nevada Job Seekers Survey Consent Form
- ☐ Yes
- ☐ No

Q6. What is your current employment status with what you consider to be your primary job?
- ☐ 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 answer

Q7. Are you currently or will likely be looking for a job in the next 6 months?
- ☐ Yes
- ☐ No

Demographics

Q8. What gender do you identify as?
- ☐ Male
- ☐ Female
- ☐ Other
- ☐ Prefer not to answer

Q9. Are you of Hispanic, Latino, or Spanish origin?
- ☐ Yes
- ☐ No

Q10. Please specify your ethnicity.
- ☐ White, non-Hispanic
- ☐ African-American or Black
- ☐ Asian: Chinese, Japanese, Filipino, Asian Indian, Vietnamese, Korean, etc.
- ☐ American Indian or Alaska Native
- ☐ Native Hawaiian or Pacific Islander
- ☐ Two or More
- ☐ Other
- ☐ Prefer not to answer

Q11. 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

Q12. What is the highest degree or level of education you have completed?

- ☐ Some high school
- ☐ High school degree (or equivalent)
- ☐ Trade school, technical, or vocational certificate or diploma
- ☐ Associates degree or some college
- ☐ Bachelor's degree
- ☐ Master's degree, Ph.D. or higher
- ☐ Other
- ☐ Prefer not to answer

Q13. Are you married?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

Q14. How many children (ages 18 or younger) are you a parent or guardian for that currently live in your household?

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Prefer not to answer

Q15. Which languages are you capable of speaking fluently? [Check all that apply]

- ☐ English
- ☐ Spanish
- ☐ Portuguese
- ☐ French
- ☐ Mandarin
- ☐ Tagalog
- ☐ Arabic
- ☐ Other
- ☐ Prefer not to answer

Job Search and Labor Market Conditions

Q16. How long have you been looking for a job?

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

Q18. On a scale of 1 (very unsatisfactory) to 5 (very satisfactory), how would you rate the job market, in general, for the United States?

- ☐ 1 - Very unsatisfactory
- ☐ 2 - Somewhat unsatisfactory
- ☐ 3 - Neutral
- ☐ 4 - Somewhat satisfactory
- ☐ 5 - Very satisfactory

Q19. On a scale of 1 (very unsatisfactory) to 5 (very satisfactory), how satisfied, in general, would you rate the people around you (friends, family, colleagues) are with their jobs?

- ☐ 1 - Very unsatisfactory
- ☐ 2 - Somewhat unsatisfactory
- ☐ 3 - Neutral
- ☐ 4 - Somewhat satisfactory
- ☐ 5 - Very satisfactory

Q20. 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

Previous Employment and Work History

Q21. Prior to becoming unemployed (e.g. over the past year before your unemployment), did you have one or multiple jobs?

- ☐ One
- ☐ Multiple
- ☐ None - No work experience; entering the workforce for the first time

Q22. Over the past two years, have you ever been self-employed?

- ☐ Yes
- ☐ No

Q23. How many hours per week did you work at your previous job(s)?

- ☐ 1-20 hours
- ☐ 21-34 hours
- ☐ 35+ hours

Q24. What was the income at your last job (estimated annual individual income from your primary job, not household or combined amount if you held two or more jobs)?

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

Q25. On a scale 1 (very unsatisfactory) to 5 (very satisfactory), how satisfied were you with your most recent, primary jobs?

- ☐ 1 - Very unsatisfactory
- ☐ 2 - Somewhat unsatisfactory
- ☐ 3 - Neutral
- ☐ 4 - Somewhat satisfactory
- ☐ 5 - Very satisfactory

Q26. Why did you leave your most recent, primary job?

- ☐ Involuntary separation
- ☐ Voluntary separation

Q27A. What was the primary reason for the involuntary separation? [Select one] – Your answer is for statistical and research purposes only.

- ☐ Involuntary separation due to factors relating to company resources, e.g. laid off
- ☐ Involuntary separation due to factors relating to performance

Q27B. What was the primary reason for the voluntary separation? [Select one] – Your answer is for statistical and research purposes only.

- ☐ Temporary contract position
- ☐ 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
- ☐ Personal health conditions
- ☐ Transportation
- ☐ The job was moved to a different city, state, or overseas.
- ☐ I moved away from job location
- ☐ Retirement
- ☐ Inability to perform job functions
- ☐ Other

Q28. In your prior job, what was your occupation, as in select the primary job field you believe best describes your previous role and responsibilities? [Select one]

- ☐ Office and administrative support
- ☐ Social assistance
- ☐ Healthcare
- ☐ Mining
- ☐ Information technology
- ☐ Construction
- ☐ Business and finance
- ☐ Legal
- ☐ Protective services/ law enforcement/ public safety
- ☐ Cleaning and maintenance
- ☐ Architecture and engineering
- ☐ Life, physical, and social sciences
- ☐ Arts
- ☐ Entertainment, media, and sports
- ☐ Real estate and leasing
- ☐ Management and corporate enterprise
- ☐ Retail sales
- ☐ Wholesale trade, transportation and warehousing
- ☐ Utilities
- ☐ Education (private and public)
- ☐ Federal, state, or local government
- ☐ Military
- ☐ Accommodation and food services
- ☐ Manufacturing
- ☐ Other

Future Employment and Job Preferences

Q29. Whether you are looking for a job in the same occupation, new occupation, or as your first job, what industry occupations are you primarily applying for or looking at? (Select up to 3)

- ☐ Office and administrative support
- ☐ Social assistance
- ☐ Healthcare
- ☐ Mining
- ☐ Information technology
- ☐ Construction
- ☐ Business and finance
- ☐ Legal
- ☐ Protective services/ law enforcement/ public safety
- ☐ Cleaning and maintenance
- ☐ Architecture and engineering
- ☐ Life, physical, and social sciences

- ☐ Arts
- ☐ Entertainment, media, and sports
- ☐ Real estate and leasing
- ☐ Management and corporate enterprise
- ☐ Retail sales
- ☐ Wholesale trade, transportation and warehousing
- ☐ Utilities
- ☐ Education (private and public)
- ☐ Federal, state, or local government
- ☐ Military
- ☐ Accommodation and food services
- ☐ Manufacturing
- ☐ Other

Q30. What are the most important factors in the choice of your next job? [Select all that apply]

- ☐ Work hour flexibility
- ☐ Work location 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
- ☐ Other

Q31. How do you expect conditions (excluding pay and benefits) in your new job will compare to your last job?

- ☐ Better than
- ☐ Same as
- ☐ Worse than

Q32. How do you expect your pay and benefits in your new job will compare to your last job?

- ☐ Higher than
- ☐ Same as
- ☐ Lower than

Q33. What will be your biggest challenge transitioning to a new job? [Select one]

- ☐ Skill set training and certifications
- ☐ Childcare or family obligations
- ☐ Transportation
- ☐ Personal expenses associated with the new job
- ☐ Health and safety of working conditions
- ☐ Personal health conditions
- ☐ Lack of available job opportunities
- ☐ Lack of educational attainment
- ☐ Inadequate pay and/or benefits
- ☐ Other

Job Search and Workforce Preparation

Q34. How have you searched for work? [Select all that apply]

- ☐ Jobs on company websites
- ☐ Online job boards (Indeed, LinkedIn, etc.)
- ☐ EmployNV website
- ☐ Asking friends and family
- ☐ Union or company referrals
- ☐ EmployNV Career Hub
- ☐ Library services
- ☐ Classified ads in the newspaper
- ☐ Seeking an internship or apprenticeship
- ☐ Research potential career changes
- ☐ Other

Q35. Approximately how much time per week do you spend looking for and applying to jobs? [Select one]

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

Q36. What have you done or are doing to prepare for a new job? [Select all that apply]

- ☐ Received in-person training
- ☐ Taken online courses (not for college credit)
- ☐ Taken college courses
- ☐ Obtained a new license or certification
- ☐ Working with a job coach or mentor
- ☐ Had an internship/apprenticeship
- ☐ Other

Q37. Is there anything else you would like us to know about your job search?