

Economic Development:
From College to Career: *What Do Students Want?*
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Real World Eugene 2020
University of Oregon
Planning, Public Policy & Management

Table of Contents:

Page 2

- ----- Introduction
- ----- Background & Purpose
- ----- Methodology

Page 3

- ----- Survey Key Takeaways
- ----- Interview Key Takeaways
- ----- Recommendations

Page 4-6

- ----- Recommendations (continued)

Page 7-17

- ----- Appendix A: Survey results

Page 17-22

- ----- Appendix B: Interview Results

Introduction:

As our economic structure continues to drastically change due to the COVID-19 pandemic, so does our response to it. As we partner with the City of Eugene Recovery team, we hope to achieve new methods in improving the economic health of the City of Eugene and Lane County. As our project demonstrates, the goal was to collect enough information and data so we could provide a detailed recommendation on how to keep our recently graduated students in Eugene, as a place to live and start their careers. By understanding the students' experiences, preferences, and their individual perspectives, the city can further expand their programs to encourage and incentivize students to continue being a part of this community.

Background and Purpose:

The COVID-19 pandemic has impacted everyone around the world, and the recovery process is going to be long and arduous. Eugene Community Recovery includes the City of Eugene as well as members of the community and regional partners who share the common goal of collaborating to not only return to normal, but also to improve the health and well-being of the City of Eugene. The City would like the perspective of college students on job availability and retainment, particularly within Eugene. We would like the City of Eugene to be a place where students reside beyond their educational experience and commit to seeking jobs here after graduation. By better understanding the needs of graduating students and their future aspirations, the City and/or other community organizations can make the Eugene community more accessible to students while simultaneously increasing the retention rate.

The City of Eugene staff working on the Eugene Community Recovery plan will use the findings and recommendations from this project to help shape future communications and programming. In addition, there will be people from other organizations who would also greatly benefit from gaining more knowledge regarding trends with young people, future job creation, and retention. This will help the City and partners have a better understanding of the wants and needs of recent graduates, which can help to inform the direction for strategies in the future. The final deliverable will be in the form of a presentation with a short report to accompany it. The recommendations will not be particular specific or detailed, and they may lay outside the purview of the city.

The research question that guided this project was: What are upcoming UO graduates (both from undergrad and grad) actively looking for with regard to entering the workforce?

Methodology:

Survey: Our team drafted 17 survey questions, and we received feedback on those questions from both our instructor and our city partners. Then, we created the survey on Google Forms and we had it open for two weeks. We reached out to departments, majors, and various student groups via email to help spread the survey. There was an incentive to take the survey because everyone who entered their email would be put into a raffle for a \$100 Grubhub gift card. Our goal was to get at least 75 survey responses, and we ended up with 108 total survey responses.

Interviews: Our team worked to find 20 current UO students who are going to be looking for full-time employment within the next year. First, we went through our team's networks and connections, and tried to find people of different majors and backgrounds. We finished 17 interviews in this way. Then, we also

listed a question on the survey that asked if participants would be interested in a follow-up interview, and we finished 3 interviews this way for a total of 20. We created an interview script and guide, and we made sure to give them an overview of the project and provided them with space to ask questions about it. Additionally, we let them know that as a thank-you for their participation, they would receive a small gift card from a local BIPOC-owned restaurant.

Survey Key Takeaways:

Please find more detailed survey results on each question in the appendix.

Interview Key Takeaways:

Please find more detailed interview results in the appendix.

- Most people mentioned that they liked the access to outdoor activities and amenities in Eugene
- Salary potential and cost of living is extremely important especially during a recession
- Most people are open to different sectors, levels, and industries, they just want to find a job in an area they are interested in that can support them living where they want to
- Students would like career help that is more tailored and suited to their interest areas and focuses instead of broad tips and goals
 - For example, one student went to school of business career center and was unable to get information about the specific area they planned on pursuing
- People are looking for opportunities for sideways growth, not just vertical growth
- Hard to get connected to people in the field
- Barrier from UO to city
- Opportunities/representations for people of color
- People not going to the career center
- Perception that there are more jobs in other places
- Students don't know what jobs are out there
- No centralized place to look for jobs

Recommendations:

#1 - Creation of more paid full-time internships that can lead to a permanent full-time job:

- Can be either highly-recommended or required by certain majors
- If internships led more to full-time job offers, there would be more interns that are excited to apply and pursue more experience before or directly after graduating
- Allows for the student to get excited about potential room to grow and eventually gain an entry-level job with the employer
- Leads to more experience, exposure to fields of interest, and more network connections and future references
- Access to internships and full-time jobs were mentioned by respondents in surveys and interviews
- Could be a long-term project with many interns that repeats every year
- Long-term collaboration with the City of Eugene employers and the UO Career Centers and will break down the barrier between UO and the greater city
- Would take a lot of work to do with minimal resources, but will have a significant impact

- Addresses the issue that students don't know what jobs are out there, there is no centralized place to look for jobs, and the perception that some students have that there are more jobs in other places

#2 - A local full-time job fair that has employers from around Eugene:

- Would allow for direct contact and representation from employers with students
- Would break the barrier between UO and the greater Eugene area
- Would help foster network connections and would allow for employers to get a feel for what students are looking for, and students would get a better feel for what opportunities are available to them in their desired field of interest
- Because many students aren't aware of what is available in Eugene
- Long-term collaboration with the City of Eugene employers and the UO Career Centers and will break down the barrier between UO and the greater city
- Would take medium/light effort to do and moderate resources, and would have a moderate impact
- Addresses the issue that students don't know what jobs are out there, there is no centralized place to look for jobs, and the perception that some students have that there are more jobs in other places

#3 - Mentorship program:

- Could do partnerships with all the colleges and departments to make it a highly suggested or even required component of their degree
- Would connect a student with a local professional in an area they are interested in learning more about
 - This person could serve as a network connection, advisor, and help break the barrier between college and career
- Could lead to the development of an internship if the student is interested/committed
- Long-term collaboration with the City of Eugene employers and the UO Career Centers and will break down the barrier between UO and the greater city
- Hard to access to mentors and networks was mentioned in both surveys and interviews
- Will take a bit of work to get going, would take moderate resources but it will have a significant impact
- Could be repeated yearly with a new cohort of students looking for mentors each year
- Could consider matching students of color with professionals of color as several students mentioned lack of diversity and people of color in the surveys and interviews
- Could meet/communicate as regularly as weekly, but at least once or twice per term while participating in the program

#4 - A local job database that has entry and mid-level jobs in all industries that are available to recent graduates:

- Students would be more able to get an accurate idea of what entry and mid-level job availabilities in their desired career field are open in the Eugene area
- Students would be able to check this regularly, and specific postings could be advertised by departments
- Students would not have to spend as much time sorting through postings to see if they qualify (due to general lack of advanced experience) which could streamline the application process and make it more accessible to a greater number of people

- This database would be widespread and promoted by career staff as well as all the various academic departments
- Will take a lot of work and regular updates and moderate resources, but would have significant impact
- Would allow students to have a better idea of what is available to them in Eugene
- Long-term collaboration with the City of Eugene employers and the UO Career Centers, and will break down the barrier between UO and the greater city
- Can see opportunities for vertical and horizontal job opportunities
- Addresses the issue that students don't know what jobs are out there, there is no centralized place to look for jobs, and the perception that some students have that there are more jobs in other places

#5 - Expand the work-from-home industry:

- Continuously creating online jobs.
- People want to stay in Eugene but there isn't much job availability.
- This is something that could take up a couple of days to decide what jobs could be moved remotely.
- Each agency/company/industry should look into if they've expanded their job availability as much as possible.
- Something that would need to get done is getting in contact with the agencies/industries/companies and asking if they've taken initiative on creating new job positions or even lend a hand on how to expand their business.

#6 - Lure other companies/industries/agencies to Eugene with more incentivizes:

- since there's not that many large companies that employ masses of people
- Such as if a new business/industry/company were to move into a building Eugene would give an incentive of free water, first month rent free, or free electricity even.
- That would encourage other jobs/industries/companies to locate in Eugene
- Look into if we have large companies/industries such as Comp Sci Programs, Consultant analytics, Architecture, Environmental science jobs.
- These other jobs would be a great addition to the city of Eugene for the reason that these are jobs students are graduating with but the city of Eugene doesn't seem to have very much of.
- Many students want to work for a company that has room for vertical or horizontal growth, and larger companies/entities offer more of that option
- While some incentives already exist, they can be added upon.

#7 - Ensuring that more community/city events include students:

- This would provide an opportunity for students to get better acquainted with Eugene life first as students, and when they reach their final years in their education, they would be more aware of the opportunities available to them locally.
- Most definitely possible, but would require a long-term plan and consistent communication between the university and city.
- This could be done by a community development team within the City of Eugene, or some other entity. It's important to have a group connected with organizations in Eugene that create and host such events.
- Having an online, central location of all upcoming community/city events that could be categorized by the content of the event. If the site is updated every month and is sent to specific

academic programs at the university, then students would be more inclined to take a look and possibly attend.

- Possibly getting student groups and organizations on campus to assist with the communication and sharing of events, and maybe even co-hosting events in the future that cater to students in higher education.
- This addresses the issue of isolation that students feel between campus life and city life. If students aren't familiar with what goes on beyond campus, then there will never be an expectation set for them to remain here beyond the traditional 4 years.

#8 - Creation of a prominent internship program meant for students of color:

- Similar concept to internship programs done through certain organizations (Emerging Leaders) or even Multnomah County.
- Something that was consistent between the interviews of students of color, they indicated the lack of diversity beyond the campus environment. They would like the opportunity to grow in communities that they're familiar with or have more of their culture. Making a city more racially and ethnically diverse is a long term process that the City of Eugene should prioritize but can't realistically be done immediately.
- An internship program would provide an incentive for those BIPOC students to remain in Eugene and pursue professional growth at a local level.
- This can be in partnership with local organizations that do similar work but don't necessarily have the resources nor awareness of opportunities. The City can provide internships within various departments, and the local-organization can do the matching process.
- This doesn't immediately address the lack of diversity in Eugene, however, by providing more job opportunities for students with those certain cultural backgrounds, then the retention rate of those students increases, which incrementally increases the amount of diversity in Eugene.

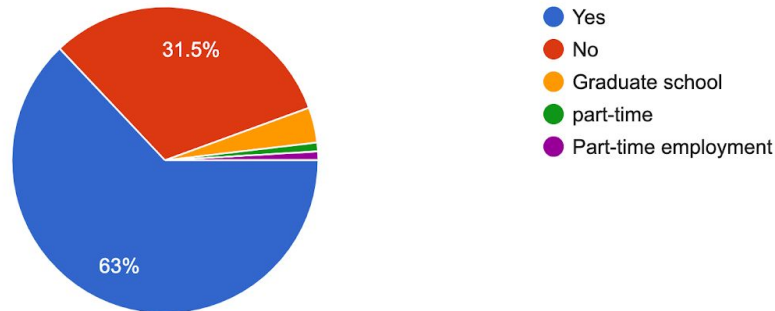
Appendices:

Appendix A: Survey Results

Question 1: Are you going to be looking for full-time employment within the next year?

Are you going to be looking for full-time employment within the next year?

108 responses



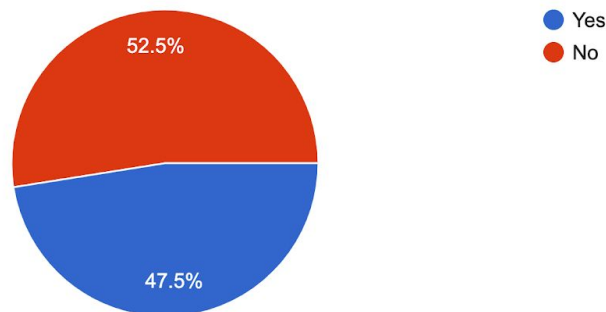
Almost $\frac{2}{3}$ of respondents said that they would look for full-time employment within the next year, almost $\frac{1}{3}$ said that they would not be looking for full-time employment within the next year, and a couple respondents said that they would be looking for part-time employment within the next year. There were 108 total responses to this question.

Key Takeaways: The majority of students will look for full-time employment after graduating, but many students also choose to either just do part-time work or go to graduate school/other education.

Question 2: Are you planning on going straight to graduate school/higher-ed within the next year?

Are you planning on going straight to graduate school higher-ed within the next year?

40 responses



This question was only asked to those who answered “no” or “other” on the first question regarding whether or not they would be looking for full-time employment within the next year. From this answer, the answers are pretty evenly split. About half of those who will not be looking for full-time employment will go straight to graduate school, while the other half will not. There were 40 total responses to this question.

Key Takeaways: This shows that it is not safe to assume that just because a student is not looking for full-time employment after graduating, they are going to graduate school. Clearly, there are many other options between seeking full-time work and pursuing higher education after graduating.

Question 3: What factors made you go straight to graduate school from undergrad?

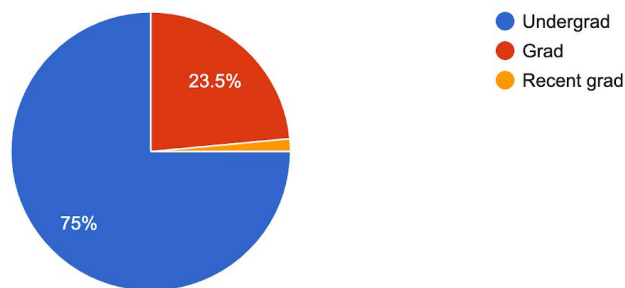
There were 18 complete responses to this question, and all of the answers fell under the following five themes: recession/lack of employment opportunities due to covid-19, don't want to take a break between schooling, get into career faster because it is a requirement/highly recommended, available funding/scholarships, and higher-paying jobs. The most common responses revolved around recession and lack of employment opportunities due to covid-19 and need graduate school to get into or be more competitive in their career field. The other three categories only had a couple responses each.

Key Takeaways: This shows that there are several career fields where master's degrees are expected, if not required. Additionally, it illustrates that many people have changed their plans due to the current economic downturn. It also shows that there are several reasons that people choose to go straight from undergrad to graduate school, not just one or two. Available scholarships and higher salaries are reasons that both relate to money and some people simply don't think it is suitable for them to take time off between their schooling.

Question 4: Are you an undergrad or a graduate student?

Are you an undergrad or a graduate student?

68 responses

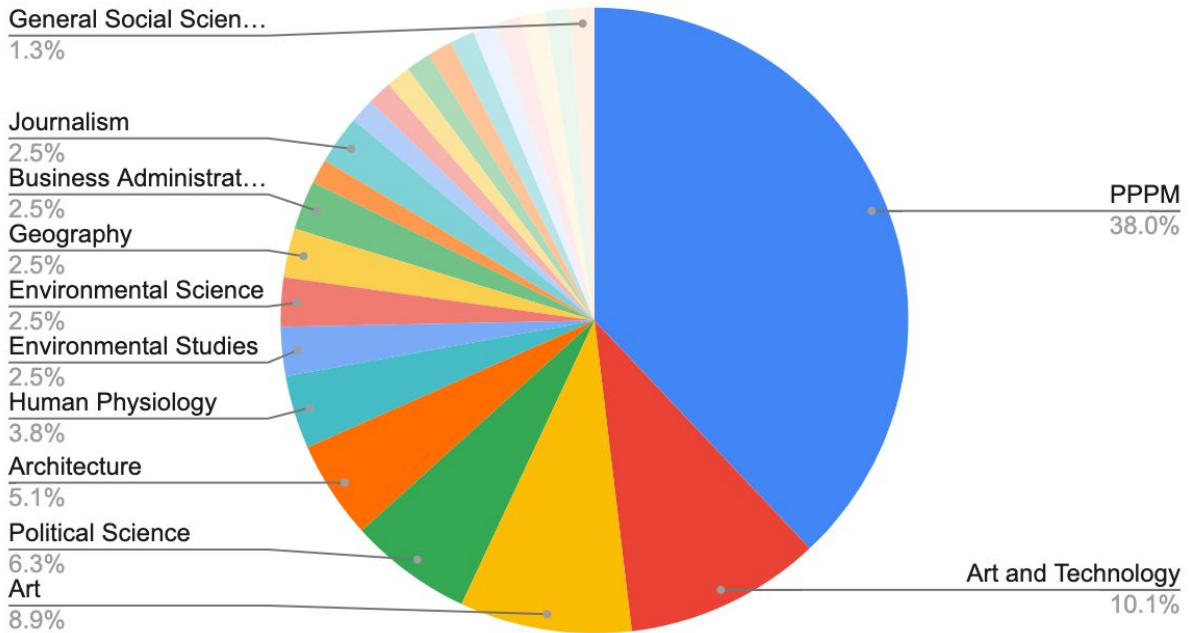


There were 68 total responses to this question. The majority ($\frac{3}{4}$) of students who took this survey were undergraduates. $\frac{1}{4}$ of the respondents with graduate students, and a couple respondents were recent graduates who are not currently in either undergrad or graduate school.

Key Takeaways: Because most of our respondents are undergraduates, it is important to keep that in mind when going through the rest of the survey results, as undergrads tend to be quite a different demographic as graduate students. In this way, it might be helpful to later do a separate project to assess graduate students' wants and needs more specifically.

Question 5:

What major/area of study are you pursuing?

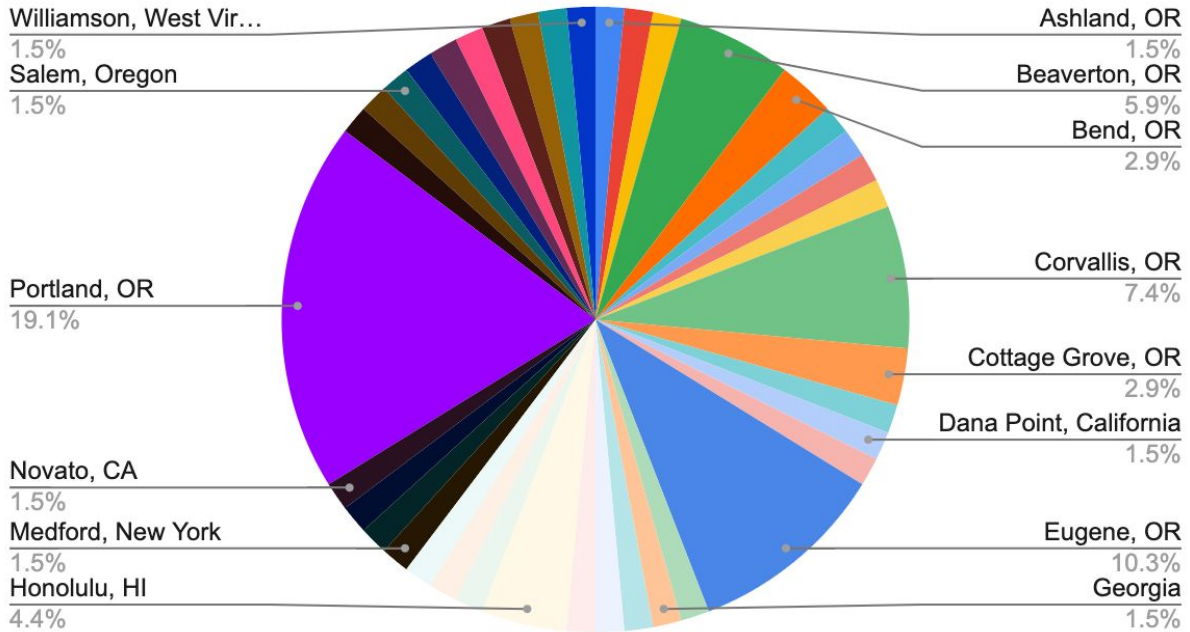


There were 68 respondents to this question. Many survey respondents were pursuing degrees in the PPPM departments, and the next most common responses were Art and Technology and Art. Political Science and Architecture were the next highest, and then there were just a couple or one of each of other majors.

Key Takeaways: It is important to keep in mind that many of our survey respondents are in just a few departments on campus, and the respondents are not fully representative of the proportions of the majors on campus. It is also important to note that a couple majors represent the majority of respondents so it is important to keep that in mind when looking at the remainder of the survey data.

Question 6: What is your hometown and state?

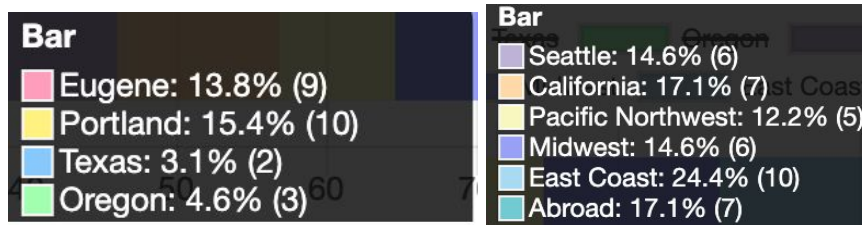
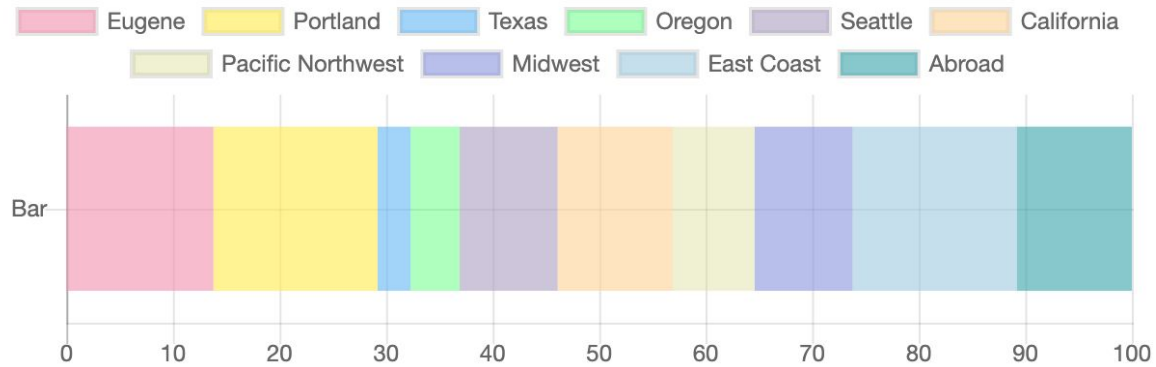
What is your hometown and state?



There were 68 respondents to this question. The respondents to this question have hometowns all across the United States. The most common hometowns were Portland, Eugene, and Corvallis, OR respectively. 41 of the 68 respondents listed Oregon as their home state, with some from small towns and some from larger cities.

Key Takeaways: The responses to this question shows that % of respondents are from Oregon, and this should be considered as future questions ask about preferences with regard to location post-graduation. Furthermore, since almost 20% of respondents selected Portland as their hometown, it will be interesting to keep this in mind as we look for larger trends with location preferences.

Question 7: Where would you like to live after you graduate and have a full-time job?



There were 65 respondents to this question. Based on the various answers, the graph had to be divided between City, State, and Coasts. As indicated in the index up top, there The respondents to this question have interests in either being in the East Coast, West Coast, PNW, Midwest, or even out of the country. The most common locations to live post-grad were Portland, California, or somewhere in the East Coast (D.C, New York, Pennsylvania, etc). There was one response that didn't provide a location, which is the data in the graph only adds up to 67.

Key Takeaways: Based on the responses to this question, it clearly shows that 59 out of the 65 responses are interested in leaving Eugene to pursue a full-time job elsewhere. About 6 of those sections labeled on the graph represent the West Coast, so it seems 40 out of 65 respondents would like to remain in the West Coast in some capacity.

Question 8: Why are you drawn to live there/what preferences do you have with regard to location (ie housing prices, proximity to attractions, etc.)?

Eugene	<ul style="list-style-type: none"> - Close proximity to outdoor activities (hiking, mountains, biking, etc) - Familiar with the area and neighborhoods - Not to have too much change all at once
Portland	<ul style="list-style-type: none"> - Bigger city than Eugene - Closer proximity to a prominent downtown area - More job opportunities - Better form of public transportation (no need for personal vehicle)

	<ul style="list-style-type: none"> - Hometown, family and friends - Affordable housing in a prominent city
Texas	<ul style="list-style-type: none"> - Austin: Green space, liberal leaning, has an inviting and accepting culture - Dallas: job opportunities
Oregon	<ul style="list-style-type: none"> - Liberal population - Comparison to other states, housing in Oregon is cheaper - Familiarity for those who grew up here
Pacific Northwest	<ul style="list-style-type: none"> - Generally a good community with outdoor trails - A lot of college towns to pick from - Access to fresh food - Due to housing prices and climate
East Coast	<ul style="list-style-type: none"> - for work, more opportunity, larger population size, diversity, grad/law school interest, family, hometown, city life, new adventure for those who've lived in Oregon for quite some time.
Midwest	<ul style="list-style-type: none"> - New Mexico: Largely rural, more accepting, likes to live outside of industrially developed areas, enjoys arts, music, and good food. - Cleveland, OH: has a city feel, and an entertaining night life with - Good opportunity for young professionals - Cold weather (if preferred)
Abroad	<ul style="list-style-type: none"> - Living in Paris is the “dream” - Political leaning and environment - Job opportunities - Depends on the cost of living - Doesn't like the U.S. - Was an international student or has family that lives abroad
Seattle	<ul style="list-style-type: none"> - Cities set similarly to California, except smaller - Great job opportunities - Tourist spot - not liking hot summer/grass seed
California	<ul style="list-style-type: none"> - Family and friends live there - More diversity and progressive ideals - Most people want to live in larger cities like LA or San Francisco

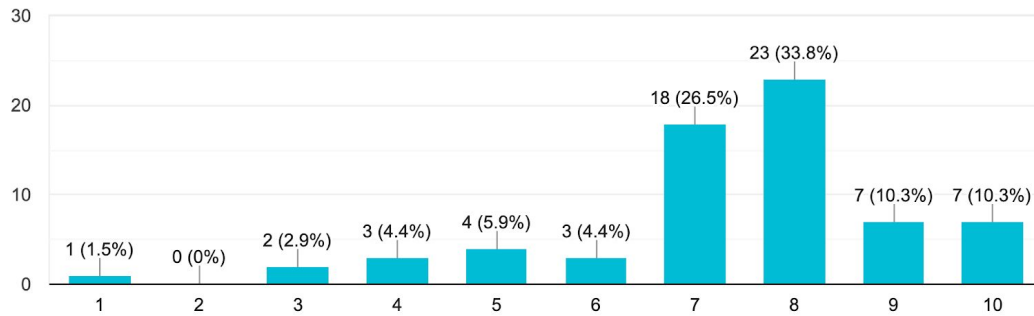
There were 68 responses to this question. This was a question to collect more context on their reasoning for selecting such locations to live at.

Key Takeaways: Based on these collected and analyzed responses, the trend was wanting to live in a “bigger city” with “more opportunities”. This seems like an abstract goal of students, wanting to have more opportunities, and assuming it’s in a location that they’ve never been before. However, it was surprising to see that there were responses that cared for their hometowns and appreciate the comfortability and familiarity they have with it, and expect to possess that same comfortability when they get a full time job post-grad.

Question 9:

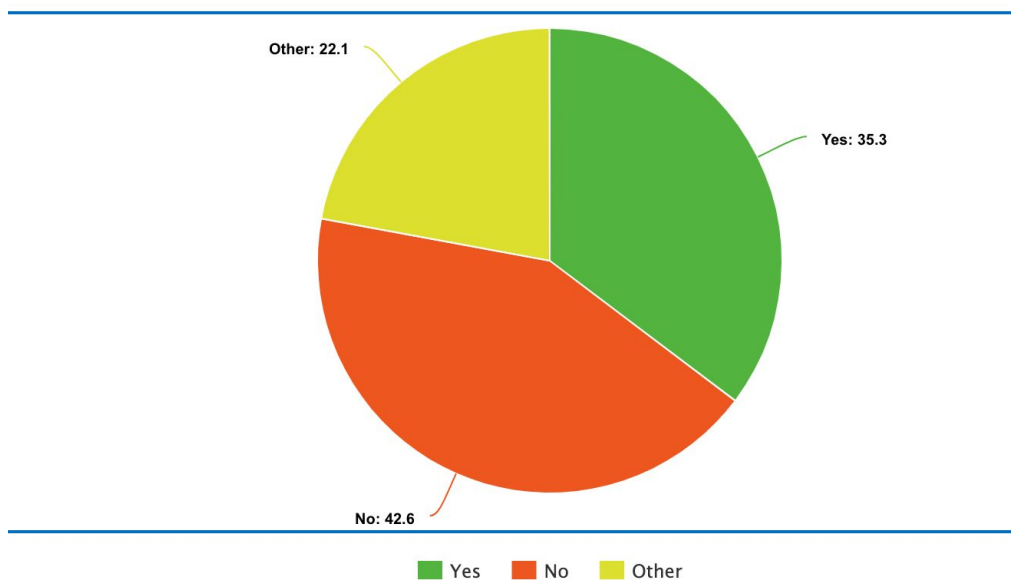
How big of a factor is the cost of living/salary potential in deciding where you will be located post-grad?

68 responses



Key Takeaways: Based on the graph provided above, the majority of responses (33.8%) are at an 8. Generally, graduating seniors are taking cost of living/salary very seriously in their decision on where they would like to be located post-grad. Correlating it to the previous question, many students would like to move to the East Coast or move away from their hometown to larger cities (which is far more expensive), so with living/salary being one of the largest deciding factors, those potential dream moves may not happen.

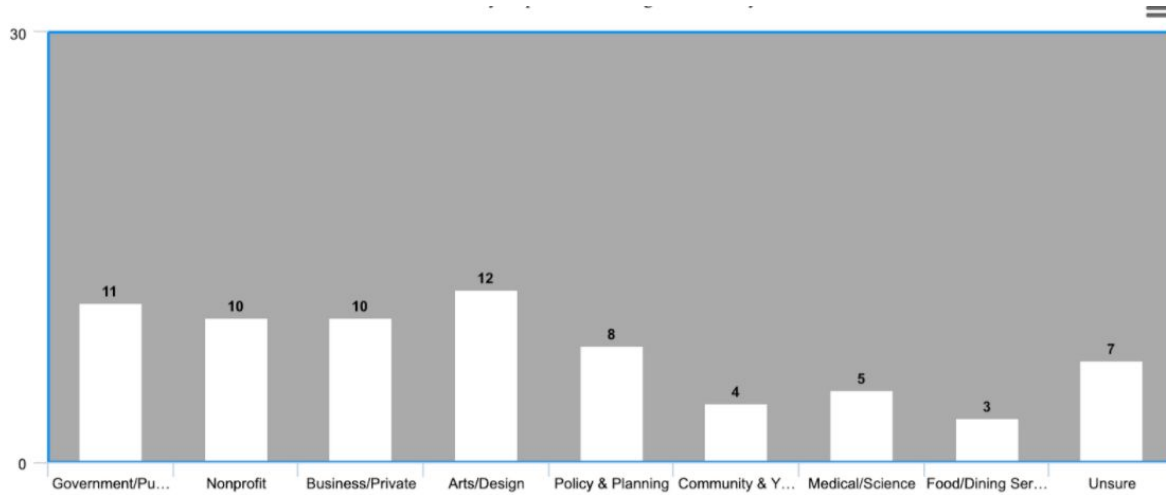
Question 10: Would you be willing to accept a full-time job at or slightly above the minimum wage?



Key Takeaways: There were 68 responses to this question. Based on the data collected with this pie chart, it indicates that the majority of graduating students would NOT accept a full-time job at or slightly

above the minimum wage. Of course it's only a 7.3% difference between the "yes" respondents, but the reasoning for both can correlate with the other responses.

Question 11: What are your preferences with regard to industry?



Key Takeaways: There were 68 respondents for this question. Based on the data provided in this graph, there are more respondents interested in the arts industry and Government work. Interesting contrast with the use of creativity and the rigid structure of public service.

Question 12: What types of jobs will you be looking for?

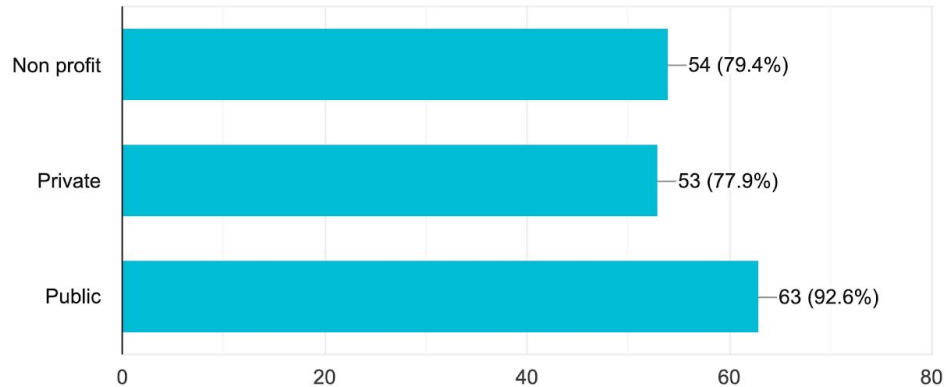
Types of Jobs:
<ul style="list-style-type: none"> - Federal Intelligence - Communications associate/director - Research assistant - GIS Technician - Political analyst - Planning and Development - Community Engagement Director - Fundraiser - Economic analyst - Any positions that relates to their majors

Key Takeaways: This question resulted in 68 responses with various job types and interests from each respondent. Very similar responses to the previous question on 'industry', so this is the narrowed down list of jobs that shared common elements. For jobs during post-grad, it seems students aren't expecting something immediately, but would like to be in a position where they can progress, both their skills and careers.

Question 13: What sector would you be open to working for?

What sector would you be open to working for?

68 responses

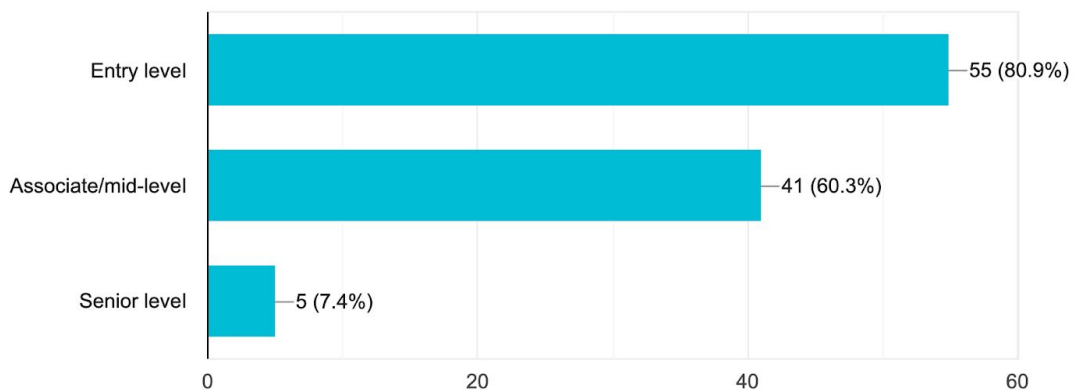


Key Takeaways: Based on the data provided on this graph and those that responded to this question, there are 79.4% of graduating seniors (54) who are interested in working in the Nonprofit sector, 77.9% interested in the Private sector (53 graduating seniors), and 92.6% interested in the public sector. It seems the results are pretty close, with respondents double dipping into these answers. This depicts that either the plan on working in various sectors, or are simply unsure. Based on the previous questions, their interest in jobs and industry vary, however they plan on making it consistent with their majors. With majority PPPM students responding to this survey, it's not surprising to see more people interested in the Public and Nonprofit Sectors.

Question 14: What level job are you looking for?

What level of the job are you looking for?

68 responses



Key Takeaways: Given the graph above, there's an 80.9% (55 students) who are looking into an entry level job. As for 61.3% (41 students) are interested in getting an associate/mid-level job post graduation.

While 7.4% (5 students) are aiming to get into a senior level job. As an overall of this graph, most students who took this survey are aiming to land on an entry level job more than an associate/mid-level job.

Question 15: What skills/certifications would be desirable?

- Coding/Comp Sci Programs
- EMT/ CNA Programs
- More experience in the field/not affiliated with UO
- Radiology/X-ray tech
- Better interview skills
- Financial planning
- Knowledge about debt forgiveness
- Masters/PHD in political science
- Language certificate

Key Takeaways: There were 68 total respondents to this question. The top three on the table above have been the most common responses to this question. It seems like we don't have a strong base in the Coding/Comp Sci program or medical programs. These were the most mentioned by a total of 7 respondents. All options should be considered to help the graduating students receive desirable skills/certificates.

Question 16: What can the City of Eugene offer to further incentivize you to stay and work or live in Eugene (consider possibility of remote work)?

- Wages/well paid
- Full time jobs
- Diverse jobs
- Working for companies outside of Oregon (remotely) but live in Eugene.
- Affordable housing for minimum wage
- Student relief programs
- Public sector opportunities
- More expansive downtown
- Clean up Eugene

Key Takeaways: There were 68 total respondents to this question. The three most common responses are the ones at the top of the table. About a total of 10 respondents mentioned that they want Eugene to create incentives such as higher wages, full time jobs, and creating diverse jobs. It seems like soon to be graduating students are focusing on higher wages, full time jobs, and diverse job opportunities in Eugene. The other answers interviewees gave were also things they considered in order to want to live in Eugene.

Question 17: Is there anything else you would like to add about what you are actively looking for with regard to entering the workforce?

- looking for a good full-time job that will give a good glance into the field and the two interests are emergency medicine and women's health and labor and delivery.
- The main contributor right now is uncertainty about what the job market and economy will look like when he graduates (June 2021).
- being able to balance out the salary and the cost of living.

- no, it's currently hard to find entry level jobs especially without as much experience/connections and esp eugene because not a ton of cities around it that are large employers as well.
- in addition to salary looking at benefits.
- programs where you're automatically enrolled with a dual degree like more 3+2 programs or things like that might keep people here to work as well.
- Looking for more vocal support from city leaders for emergency services, especially in a very left-leaning climate. This creates staffing services which can create othering and hostility.
- The only thing you can do to ease students' minds right now is to offer full-time entry to a middle level job that is above minimum wage because they are coming out after investing 4 years in college.
- Ideally looking for a job that she would enjoy and would pay her well. Looking for a job that has enough benefits for the amount of work she puts in (fair compensation). Not having to work when i'm not at work (workplace boundaries)

Key Takeaways: Some students didn't have anything to add to these questions but those who did were very vocal about these questions. A total of 9 people gave a personalized response at the end of the survey. None of these responses seems right to shorten or summarize because these show how thoughtful they are about their future and entering the workforce. It seemed important to not summarize these responses to get the full of what they're looking for entering the workforce. However, the common trend that each person who responded to this question is that they want a good full time job with a good salary.

Appendix B: Interview Results

What do you like and dislike about living in Eugene?

Likes:	Dislikes:
<ul style="list-style-type: none"> - Bike friendly - Nature - Hikes - Friendly people - Large demographic of young people - Environment - Small businesses - Walking distance 	<ul style="list-style-type: none"> - Not culturally diverse - Homelessness - Small/petty crimes - Expensive housing off campus - Not so much college town vibes - No opportunities for all types of jobs - Run down buildings

Key Takeaways: These were the most common answers students gave. The top three of each column were more consistently mentioned in the survey than others. Bike friendly, nature, and hikes were the most mentioned on the liked section. As a total of 6 respondents mentioned these being the liked things about Eugene. Unlike the following column about 8 respondents mentioned that Eugene wasn't culturally diverse, they disliked the homelessness issue, and the small/petty crimes. These data can help us focus on the disliked column and try to fix these issues.

Abha aka Person 1:

- Draws of a large metropolitan area include a more diverse community, that is why Eugene is not as desirable because of lack of diversity especially as a person of color. Large metro areas also tend to have more stuff to do, and Eugene is often seen by students as merely a college town.
- Would like to have career counselors and connections in the industry they want to pursue (currently search for jobs via LinkedIn, Handshake, snagajob)
 - All UO students have a Handshake account (similar to linkedin)
- While higher wage/better packaged jobs would be an incentive to stay in Eugene, so would the opportunity to travel for work (both nationally and internationally)
- The sector and industry is less important than the job function and location
- Where they live and what job they have is more important than how much money they make

Danny aka Person 2:

- Drawn to large cities in the western half of the country due to proximity to family as well as more perceived career opportunities in the public sector and progressive nonprofits.
 - Also wants to be in a place that has more opportunities for socializing for their sexual orientation (more gay bars, queer spaces, etc.) and political interests
 - Liberal cities are a draw due to more self-fulfilling government-related jobs
- Currently use LinkedIn, Handshake, PPPM and PoliSci email listing, and other personal networking to find jobs
- They feel that there are more job opportunities in the political field in Salem and the Portland metro area
- Eugene is lacking in diversity as well in affordable housing and homeless shelter/other resources for the houseless
- More advertised job postings for the type of political work they are looking for as well as just overall more political organizing opportunities in the Eugene area would incentive them to stay here

Angela aka Person 3:

- Desires to stay in Oregon but live in a larger Oregon city due to proximity to family, access to activities and amenities, having people in similar age groups
- Salary potential and cost of living is extremely important especially graduating during recession since finding a job is directly linked to living on your own
- Recruiters at the university specifically in certain majors or fields of interest would be helpful (otherwise just going to use job search sites and pre-existing connections)
- Having more programs where you're automatically enrolled with a dual degree program or a program that involves working and studying might keep people here longer as well (ie 3+2 program with work experience component)

Tia aka Person 4:

- Expressed that it is hard to find planning jobs as well as other entry level jobs in general on the web.
 - A specific job board for entry-level college-degree jobs would be helpful
- "Currently hard to find entry level jobs especially without as much experience/connection and especially in Eugene because there are not a ton of cities around it that are large employers as well"

- Hard to find jobs = assumption that there are not many large employers and opportunities within Eugene

Andrew aka Person 5:

- A mentor in the industry as well as internships in the industry would be very helpful
 - Currently planning on using various job board websites and student networking to find a job
- The assumption of lack jobs in their industry area (music/film) is the only thing not keeping them in Eugene
- Flexible with sector, location, and job type as long as it's in the job category they want

Bianca aka Person 6:

- Planning on using common job search platforms and going to try a lot harder to use connections and networks versus through cold applications (they know that many jobs are obtained via connections)
- What would be helpful is more informational interview with people in their interest area that would help launch them to get more connected from them
- It would also be helpful to have more specialized and individualized career help within their departments and advisors
- Also mentioned lack of diversity and overly-populated with college students as negatives of Eugene
- Would love to have more work experiences that are not affiliated or funded by the university
- Assumption that there is a lack of diverse (many different types) job opportunities that can be a part of the bigger world/impact

Lee aka Person 7:

- Major in General Science minor in Psychology
- Seeking to work in the restaurant industry, or in the medicine/tech
- Lee wants to move to California , Portland or Canada after graduation.
 - However, his incentive to stay in Eugene he wants a full-time job with higher wages
- Looking for entry level job or hopefully middle level
- Some of the resources he's been using to get information about internships or jobs is through school programs or online postings.

Ben aka Person 8:

- Major in Computer science/political science
- Ben is looking into moving to Portland or Seattle
- Mentioned that either; or of those places have better opportunities for the job he's seeking into the tech field.
- Reason for leaving leaving to find higher paying jobs and to be close to family
 - Portland and Seattle that offer him are being in a bigger city, more things to do and more businesses.
- Looking for virtual/augmented reality software development or computer science.
- A resource he's been using to find jobs is through google job search.
- Dislikes that Eugene feels small, and run down places
- Suggest that Eugene should have more programs to help comp sci students find internships

Gabe aka Person 9:

- Major in Public Relations, minor in Sociology

- Thinking on moving to Portland, potentially Eugene, or to another major city in the Pacific Northwest
- Reason for choosing those places is because he says that the more people that live in that area, the higher chances of receiving gainful employment.
 - Want to find a place that has lower cost of living and employment opportunities, and more of age demographic
- Looking for jobs such as public information officer, police officer, firefighter or paramedic.
- Willing to work in entry level, public or nonprofit sectors. Not so much for private.
- Resources Gabe has used to find jobs are linked in, and google search
- Higher wages would be an incentive to stay in Eugene, but city populations are more critical of emergency services.
- Actively looking for vocal support from city leaders for emergency services.

Jeredith aka Person 10:

- Major in Public relations with minors in ethnic and sociology
- Would like to move to Portland and be close to family
- Looking for jobs such as communications, community outreach corporate social responsibility, public relations, or human rights
- Seeking for entry/mid level jobs along with nonprofit industries
- As for entering the workforce, wants a job that is socially and environmentally beneficial.
- Resources Jeredith that has used for job hunting are linked in, glassdoor, ziprecruiter, indeed
- Taking into consideration higher wages and being close to family when searching for a place to live at.

Zoe aka Person 11:

- Majoring in Advertising
- Looking to move into Portland or any big city she can find a job at
- A preference regards to location is more employment opportunities and big cities
- As for regards for job industry she would like work for marketing, marketing planning, or advertising
- Seeking for entry level jobs and willing to work in all sectors
- Dislikes that Eugene hasn't handled the homelessness issue, and doesn't seem like many opportunities for employment.
- An incentive to keep Zoe, would be affordable housing for someone working a minimum wage job, and cleaning up a lot of downtown and making it more appealing.
- Resources Zoe has used for job hunting are the career center and LinkedIn

Donovan aka Person 12:

- Major in Public Administration
- Looking to stay in Oregon as for employment
- Salary the second biggest factor when considering where to live
- Looking for senior level job and to work in the public or nonprofit sectors
- Has been using the internet, and professional organizations for job hunting
- An incentive Donovan is considering in order to stay in Eugene are higher wages and cost of housing
- Enjoys the Eugene environment but would like to see the homelessness issue solved
- Some desirable certifications would be GIS, public budgeting and community engagement

Bailey aka Person 13:

- From Seattle, Washington
- Interested in living in locations like Texas (cheaper livelihood and considered 'up and coming') and California (due to it being similar to Seattle and not too far from her home state)
- Living and salary potential is a huge factor (10/10) in deciding where she will be located post grad
- Doesn't see the reason to accept full time job at or slightly above minimum wage, primarily because she was getting paid that much before and while she was in undergrad, so now that she has a degree, she would like an opportunity to get more
- Would be interested in either working in jobs with youth within Education or Business industry. Preferably in the nonprofit sector
- Uses broader tools to search for jobs, would appreciate if the UO Career fair had an opportunity for local jobs in Eugene to be present, and even national ones
- Lack of diversity is one of many factors why she wouldn't want to stay in Eugene after undergrad, unless it's for a graduate school

Andrea aka Person 14:

- From Woodburn, Oregon
- Interested in living in Woodburn post-grad due to it being her hometown, and wants to work in Portland, so it wouldn't be too far and could move to areas like Tigard when she's ready. Closer to family as well
- Living and salary potential is not a huge factor (4/10) in deciding where she will be located post-grad
- Would accept a full-time job at or slightly above minimum wage. Already has one that is guaranteed for her after graduation, so she's basing it off that.
- Would be interested in a government job in the public sector. Something in regards to equity and inclusion in specific counties
- Looking for jobs through indeed, handshake, linkedin, and those other bigger platforms.
- Lack of diversity is one of the biggest reasons why she wouldn't want to stay in Eugene. Wouldn't know how to address the issue though
- Issue she has with Diversity and Inclusion offices is that they want People of Color, but not giving them high authority and paying positions

Tristan aka 15:

- From Portland, Oregon (West Linn)
- Interested in living in Salem or moving somewhere East Coast, due to the proximity of the jobs he wants to take, and the bigger city feel
- Living and salary potential is a huge fact (9/10) in deciding where he will be located post-grad
- Would not be willing to accept a full-time job at or slightly above minimum wage.
- Wants to go into politics or law school to practice law. So either some form of government work or public service
- Realizes that a lot of his friends are leaving Eugene, so he doesn't see a point in staying if the community that he was apart of in UO is gone
- Would stay in Eugene, if the jobs he's interested in provided more money and more opportunity for 'upward' growth and progression

Hanson aka 16:

- From Portland, Oregon
- Interested in living in Portland due to it being his home city and the proximity to family, knows of cheaper housing prices if he doesn't stay with family, and just a strong level of familiarity
- Living and salary potential is a huge factor (7/10) in deciding where he will be located post-grad
- Would be willing to accept a full-time job at or slightly above minimum wage.
- Wants to work in the Healthcare profession, medical field. Mostly private sector interest. Expects to get only entry level jobs, especially if he doesn't go to graduate school
- His issues with Eugene revolved around the university environment. Appreciates school and home separation, but when attending UO and living in Eugene that is never separate
- Mentioned the lack of diversity, and is also a factor in his decision. Especially if a lot of those students of color that he's friends with leave Eugene, he has no reason to stay

Braden aka 17:

- From Beaverton, Oregon
- Interested in living in Lake Oswego because of its good proximity to shopping and good community environment, low crime rate
- Living and salary potential is a huge factor (8/10) in deciding where they will be located post-grad
- Would not be willing to accept a full-time job at or slightly above minimum wage
- Wants to work in apparel or some form of customer service in the private sector. Expects to get entry level jobs, but would prefer associate
- Overall likes Eugene, believes the community and environment is nice and safe
- Main uncertainty revolves around job market and economy will look like wherever they end up post-grad

Emily aka 18:

- From Corvallis, Oregon
- Interested in living in either Portland due to it being a bigger city and more things to do, or Corvallis because it's her hometown and wouldn't have to worry about the financial burden of living on her own
- Living and salary potential is a huge factor (8/10) in deciding where they will be located post-grad
- Would be willing to accept a full time-job at or slightly above minimum wage.
- Wants to work in the medical field, preferably as an EMT. Would work in any or all industries. Expects entry level job at the least
- Doesn't believe there are a lot of opportunities for work in Eugene
- Would love if Eugene had a student-debt relief program, or more connected to campus recruiting