

Q705. Do you believe you are better or worse off now than you were five years ago?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
MUCH / SOMEWHAT BETTER OFF (NET)	64 33%	213 41%
Much better off	24 12%	62 12%
Somewhat better off	40 21%	151 29%
About the same	71 37%	145 28%
MUCH / SOMEWHAT WORSE OFF (NET)	57 30%	162 31%
Somewhat worse off	28 14%	117 22%
Much worse off	29 15%	45 9%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q710. How optimistic are you about your future?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
VERY / SOMEWHAT OPTIMISTIC (NET)	122 64%	395 76% A
Very optimistic	33 17%	100 19%
Somewhat optimistic	89 46%	295 57%
NOT AT ALL / NOT VERY OPTIMISTIC (NET)	70 36% B	125 24%
Not very optimistic	59 30% B	109 21%
Not at all optimistic	11 6%	17 3%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q830. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
I can make ends meet.	144 75%	402 77%
I am confident I will be able to reach my lifestyle goals (e.g., car, home, amount of money I have, etc.).	123 64%	372 72%
I am satisfied with the lifestyle that I have (e.g., car, home, amount of money I have, etc.).	114 59%	300 58%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q830. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT DISAGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
I am satisfied with the lifestyle that I have (e.g., car, home, amount of money I have, etc.).	78 41%	220 42%
I am confident I will be able to reach my lifestyle goals (e.g., car, home, amount of money I have, etc.).	69 36%	148 28%
I can make ends meet.	48 25%	118 23%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q830_1. How much do you agree or disagree with the following statements?
1. I am satisfied with the lifestyle that I have (e.g., car, home, amount of money I have, etc.).

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	114 59%	300 58%
Strongly agree	42 22% B	66 13%
Somewhat agree	72 38%	234 45%
STRONGLY / SOMEWHAT DISAGREE (NET)	78 41%	220 42%
Somewhat disagree	59 31%	157 30%
Strongly disagree	19 10%	62 12%
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q830_2. How much do you agree or disagree with the following statements?

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2. I can make ends meet.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	144 75%	402 77%
Strongly agree	51 27%	115 22%
Somewhat agree	93 48%	286 55%
STRONGLY / SOMEWHAT DISAGREE (NET)	48 25%	118 23%
Somewhat disagree	37 19%	99 19%
Strongly disagree	11 6%	19 4%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q830_3. How much do you agree or disagree with the following statements?

3. I am confident I will be able to reach my lifestyle goals (e.g., car, home, amount of money I have, etc.).

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	123 64%	372 72%
Strongly agree	39 20%	117 23%
Somewhat agree	85 44%	254 49%
STRONGLY / SOMEWHAT DISAGREE (NET)	69 36%	148 28%
Somewhat disagree	48 25%	112 21%
Strongly disagree	21 11%	37 7%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q900. How long have you been working in general? If it has been less than a year, then please enter 0.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Less than a year	2 1%	7 1%
1-4	11 6%	25 5%
5-9	24 13%	57 11%
10-14	17 9%	66 13%
15-19	11 6%	38 7%
20-24	25 13%	56 11%
25-29	26 13%	41 8%
30-34	20 10%	40 8%
35+	54 28%	189 36%
MEAN	24.2	25.3
STD. DEV.	13.80	14.44
STD. ERR.	1.00	0.63
MEDIAN	25	25
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q905. And, approximately how long have you worked in your current job? If it has been less than a year, then please enter 0.

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Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Less than a year	14 8%	66 13%
1-4	56 29%	124 24%
5-9	41 21%	117 22%
10-14	31 16%	71 14%
15-19	11 6%	32 6%
20-24	17 9%	26 5%
25-29	5 3%	16 3%
30-34	9 4%	30 6%
35+	8 4%	38 7%
MEAN	10.3	10.9
STD. DEV.	10.22	11.48
STD. ERR.	0.74	0.50
MEDIAN	7	6
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q910. On average, how many hours do you work each week?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Less than 30	18 9%	69 13%
30-39	44 23%	95 18%
40-49	108 56%	277 53%
50+	23 12%	79 15%
MEAN	39.8	38.7
STD. DEV.	11.86	11.28
STD. ERR.	0.86	0.49
MEDIAN	40	40
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q930. Which of the following best describes how you are paid?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Hourly (only paid for hours worked based on an hourly amount)	143 75%	393 76%
Salaried (paid each pay period based on an annual amount)	34 18%	83 16%
Other	14 8%	44 8%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1050_1. When is the last time you received the following in your current job?

1. Pay increase

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
WITHIN THE PAST YEAR (NET)	118	285
	61%	55%
Within the past month	20	45
	10%	9%
1-6 months ago	45	103
	24%	20%
7 months-1 year ago	52	138
	27%	27%
MORE THAN A YEAR AGO (NET)	49	147
	25%	28%
2-3 years ago	32	107
	17%	21%
4-5 years ago	2	15
	1%	3%
More than 5 years ago	14	25
	7%	5%
Never	26	88
	13%	17%
Sigma	192	520
	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1050_2. When is the last time you received the following in your current job?

2. Promotion

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
WITHIN THE PAST YEAR (NET)	46	125
	24%	24%
Within the past month	4	16
	2%	3%
1-6 months ago	28	55
	15%	11%
7 months-1 year ago	14	54
	7%	10%
MORE THAN A YEAR AGO (NET)	63	121
	33%	23%
2-3 years ago	36	73
	19%	14%
4-5 years ago	9	8
	5%	2%
More than 5 years ago	18	40
	9%	8%
Never	84	274
	44%	53%
Sigma	192	520
	100%	100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1050_3. When is the last time you received the following in your current job?

3. Increased responsibilities (e.g., supervising employees, etc.)

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
WITHIN THE PAST YEAR (NET)	72	219
	37%	42%
Within the past month	16	68
	8%	13%
1-6 months ago	37	62
	19%	12%
7 months-1 year ago	19	89
	10%	17%
MORE THAN A YEAR AGO (NET)	47	115
	25%	22%
2-3 years ago	21	67
	11%	13%
4-5 years ago	4	16
	2%	3%
More than 5 years ago	22	33
	12%	6%
Never	73	186
	38%	36%
Sigma	192	520
	100%	100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1055. You mentioned that you've received a pay increase. By approximately how much did your pay increase?

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Base: Ever Received Pay Increase

	2021	2018
	(A)	(B)
Unweighted Base	168	433
Weighted Base	166	432
1%	30 18%	57 13%
2%-5%	79 48%	184 43%
MORE THAN 5% (NET)	47 28%	154 36%
6%-9%	28 17%	71 17%
10%-15%	15 9%	66 15%
16%-20%	3 2%	4 1%
More than 20%	*	12 3%
Don't recall	9 5%	36 8%
Sigma	166 100%	432 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1060. When is the next time you believe you will receive a pay increase?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
WITHIN A YEAR (NET)	108 56%	263 51%
This year	28 15%	96 19%
Next year	80 42%	167 32%
In 2-3 years	21 11%	78 15%
In 4-5 years	7 4%	10 2%
More than 5 years from now	4 2%	5 1%
Never	3 2%	44 9% A
Not sure	49 25%	119 23%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1000. Which of the following best describes you? Please select all that apply.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
I like my job.	103 54%	328 63%
I am currently putting aside money for my retirement.	86 45% B	159 31%
My company treats me fairly.	73 38%	219 42%
I have a great boss.	59 31%	153 29%
I am working in the job field I expected to have.	56 29%	126 24%
My job offers a pension.	51 27% B	-
I am a member of a labor union.	39 20%	91 17%
I worry that I may lose my job in the near future.	22 12%	61 12%
Using technology (e.g., communications equipment, software, computer services, etc.) is a significant part of my job.	21 11%	68 13%
My job is in the technology (e.g., communications equipment, software, computer services, etc.) sector.	-	24 5% A
My parent(s) had an influence on the type of work I currently do.	-	61 12% A
None of these	10 5%	37 7%
Sigma	521 271%	1326 255%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1005. How satisfied are you with your job?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
VERY/ SOMEWHAT SATISFIED (NET)	145 75%	443 85% A
Very satisfied	50 26%	130 25%
Somewhat satisfied	95 50%	313 60%
NOT AT ALL/ NOT VERY SATISFIED (NET)	47 25% B	77 15%
Not very satisfied	39 20% B	49 9%
Not at all satisfied	8 4%	28 5%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1010. What do you like about your job field/occupation? Please select all that apply.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
LIKES SOMETHING (NET)	180 94%	492 95%
Making a good living wage	95 50%	244 47%
Flexible work hours	70 36%	204 39%
Low likelihood of being replaced by automation (e.g., machines, robots, etc.)	69 36%	203 39%
Being able to help others / Having a sense of purpose	63 33%	136 26%
Being challenged by the type of work I do	63 33%	229 44% A
There is a high level of job security in my field/occupation (i.e., it would be easy to find another job in my field if I lost my current job)	43 23%	120 23%
It is not dangerous	35 18%	125 24%
A lot of advancement opportunities	19 10%	63 12%
Other	3 2%	10 2%
Nothing	11 6%	28 5%
Sigma	473 246%	1362 262%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1020. When thinking about your current workplace, which of the following, if any, are concerns for you? Please select all that apply.

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Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
HAS CONCERNS (NET)	151 79%	425 82%
Good pay/being paid well	58 30%	137 26%
Long hours	45 24%	132 25%
No advancement opportunities	41 21%	116 22%
Personal safety/danger of the job	32 16%	101 19%
High performance demands	29 15%	127 24% A
Low job security	28 14%	84 16%
Lack of mental stimulation	25 13%	78 15%
Missing work for a family emergency	24 13%	51 10%
Having a bad boss	24 13%	94 18%
Poor work conditions	22 12%	119 23% A
Supervisors not understanding how difficult the job is	14 7%	82 16% A
Being replaced by automation (e.g., machines, robots, etc.)	13 7%	38 7%
Lack of training	12 6%	61 12%
Other	4 2%	10 2%
None	41 21%	95 18%
Sigma	412 215%	1323 254%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1020. When thinking about your current workplace, which of the following, if any, are concerns for you? Please select all that apply.

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Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Weighted Base	192	520

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1025. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
I am proud of the work I do.	159 83%	456 88%
More young adults should pursue careers in my field.	137 72%	-
There is a good career path in my line of work.	130 68%	355 68%
My employer does not offer all of the benefits that I want.	98 51%	-

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q1025. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
My employer does not offer all of the benefits that I want.	94 49%	- -
There is a good career path in my line of work.	62 32%	165 32%
More young adults should pursue careers in my field.	54 28%	- -
I am proud of the work I do.	33 17%	64 12%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q1025_1. How much do you agree or disagree with the following statements?

1. I am proud of the work I do.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	159 83%	456 88%
Strongly agree	77 40%	211 41%
Somewhat agree	82 43%	245 47%
STRONGLY / SOMEWHAT DISAGREE (NET)	33 17%	64 12%
Somewhat disagree	27 14%	49 9%
Strongly disagree	7 3%	15 3%
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1025_2. How much do you agree or disagree with the following statements?

2. There is a good career path in my line of work.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	130 68%	355 68%
Strongly agree	45 23%	108 21%
Somewhat agree	85 44%	247 48%
STRONGLY / SOMEWHAT DISAGREE (NET)	62 32%	165 32%
Somewhat disagree	47 25%	105 20%
Strongly disagree	15 8%	60 11%
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1025_3. How much do you agree or disagree with the following statements?

3. My employer does not offer all of the benefits that I want.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	98 51%	- -
Strongly agree	27 14%	- -
Somewhat agree	71 37%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	94 49%	- -
Somewhat disagree	64 33%	- -
Strongly disagree	30 16%	- -
Sigma	192 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Q1025_4. How much do you agree or disagree with the following statements?

4. More young adults should pursue careers in my field.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	137 72%	- -
Strongly agree	49 25%	- -
Somewhat agree	89 46%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	54 28%	- -
Somewhat disagree	39 20%	- -
Strongly disagree	15 8%	- -
Sigma	192 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Q400. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: Variable Base

	2021	2018
	(A)	(B)
I would've had more opportunities available to me if I had gone to college/university.	52 71%	254 74%
I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school.	135 71%	- -
My employer does a good job of offering trainings for me to update my skills.	126 66%	- -
The skills I need to do my job are constantly changing.	119 62%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q400. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE

Base: Variable Base

	2021	2018
	(A)	(B)
The skills I need to do my job are constantly changing.	73 38%	- -
My employer does a good job of offering trainings for me to update my skills.	66 34%	- -
I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school.	57 29%	- -
I would've had more opportunities available to me if I had gone to college/university.	22 29%	89 26%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q400_1. How much do you agree or disagree with the following statements?
1. I would've had more opportunities available to me if I had gone to college/university.

Base: HS graduate or less

	2021	2018
	(A)	(B)
Unweighted Base	65	315
Weighted Base	74*	343
STRONGLY / SOMEWHAT AGREE (NET)	52 71%	254 74%
Strongly agree	21 28%	107 31%
Somewhat agree	31 43%	147 43%
STRONGLY / SOMEWHAT DISAGREE (NET)	22 29%	89 26%
Somewhat disagree	17 22%	45 13%
Strongly disagree	5 7%	45 13%
Sigma	74 100%	343 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used. * small base

Q400_2. How much do you agree or disagree with the following statements?

2. I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	135 71%	-
Strongly agree	44 23%	-
Somewhat agree	91 47%	-
STRONGLY / SOMEWHAT DISAGREE (NET)	57 29%	-
Somewhat disagree	44 23%	-
Strongly disagree	13 7%	-
Sigma	192 100%	-

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Q400_3. How much do you agree or disagree with the following statements?

3. The skills I need to do my job are constantly changing.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	119 62%	- -
Strongly agree	24 13%	- -
Somewhat agree	95 50%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	73 38%	- -
Somewhat disagree	63 33%	- -
Strongly disagree	10 5%	- -
Sigma	192 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Q400_4. How much do you agree or disagree with the following statements?
4. My employer does a good job of offering trainings for me to update my skills.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	126 66%	-
Strongly agree	31 16%	-
Somewhat agree	95 50%	-
STRONGLY / SOMEWHAT DISAGREE (NET)	66 34%	-
Somewhat disagree	42 22%	-
Strongly disagree	24 13%	-
Sigma	192 100%	-

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Q1115. How easy or difficult is it to find a job in your field?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
VERY / SOMEWHAT EASY (NET)	133 69%	341 66%
Very easy	41 21%	88 17%
Somewhat easy	93 48%	253 49%
VERY / SOMEWHAT DIFFICULT (NET)	59 31%	179 34%
Somewhat difficult	49 26%	156 30%
Very difficult	10 5%	23 4%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1120. Do you believe there will be more or fewer jobs available in your field in the next 10 years?

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Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
MUCH / SOMEWHAT MORE (NET)	63 33%	163 31%
Much more jobs	27 14%	55 11%
Somewhat more jobs	36 19%	109 21%
About the same number of jobs as there is now	85 44%	211 41%
MUCH / SOMEWHAT FEWER (NET)	44 23%	146 28%
Somewhat fewer jobs	32 17%	98 19%
Much fewer jobs	13 7%	48 9%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

**Q1110. How much do you agree or disagree with the following statements?
 When we say blue collar job, we mean work that requires manual labor.**
SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Society generally looks down on "blue collar workers."	125 65% B	255 49%
The COVID-19 pandemic changed how people view blue collar jobs.	125 65%	-
Having a blue collar job is respected more now than it was 10 years ago.	109 57%	295 57%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. ** very small base (under 30) ineligible for sig testing

**Q1110. How much do you agree or disagree with the following statements?
 When we say blue collar job, we mean work that requires manual labor.
 SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE**

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Having a blue collar job is respected more now than it was 10 years ago.	83 43%	225 43%
The COVID-19 pandemic changed how people view blue collar jobs.	67 35%	- -
Society generally looks down on blue collar workers.	67 35%	265 51% A

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q1110. 1. How much do you agree or disagree with the following statements?
 When we say blue collar job, we mean work that requires manual labor.
 1. Society generally looks down on "blue collar workers."

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	125 65% B	255 49%
Strongly agree	34 18%	63 12%
Somewhat agree	92 48% B	192 37%
STRONGLY / SOMEWHAT DISAGREE (NET)	67 35%	265 51% A
Somewhat disagree	57 30%	219 42% A
Strongly disagree	9 5%	46 9%
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

**Q1110 3. How much do you agree or disagree with the following statements?
 When we say blue collar job, we mean work that requires manual labor.
 3. Having a blue collar job is respected more now than it was 10 years ago.**

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	109 57%	295 57%
Strongly agree	19 10%	78 15%
Somewhat agree	89 47%	217 42%
STRONGLY / SOMEWHAT DISAGREE (NET)	83 43%	225 43%
Somewhat disagree	64 34%	180 35%
Strongly disagree	19 10%	46 9%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1110_4. How much do you agree or disagree with the following statements?
 When we say blue collar job, we mean work that requires manual labor.
 4. The COVID-19 pandemic changed how people view blue collar jobs.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	125	-
	65%	-
Strongly agree	25	-
	13%	-
Somewhat agree	100	-
	52%	-
STRONGLY / SOMEWHAT DISAGREE (NET)	67	-
	35%	-
Somewhat disagree	44	-
	23%	-
Strongly disagree	22	-
	12%	-
Sigma	192	-
	100%	-

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Q620. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
It is a big loss when older employees retire without passing along their years of knowledge to younger employees.	140 73%	- -
I am worried about saving enough for my retirement.	139 73%	355 68%
My employer is taking the right steps to make sure we don't experience a "brain drain" (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).	117 61%	- -

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q620. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
My employer is taking the right steps to make sure we don't experience a "brain drain" (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).	75 39%	- -
I am worried about saving enough for my retirement.	52 27%	165 32%
It is a big loss when older employees retire without passing along their years of knowledge to younger employees.	52 27%	- -

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q620_1. How much do you agree or disagree with the following statements?

1. I am worried about saving enough for my retirement.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
STRONGLY / SOMEWHAT AGREE (NET)	139 73%	355 68%
Strongly agree	67 35%	158 30%
Somewhat agree	72 38%	196 38%
STRONGLY / SOMEWHAT DISAGREE (NET)	52 27%	165 32%
Somewhat disagree	36 19%	105 20%
Strongly disagree	16 9%	61 12%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q620_2. How much do you agree or disagree with the following statements?

2. It is a big loss when older employees retire without passing along their years of knowledge to younger employees.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	140 73%	-
Strongly agree	49 25%	-
Somewhat agree	91 48%	-
STRONGLY / SOMEWHAT DISAGREE (NET)	52 27%	-
Somewhat disagree	42 22%	-
Strongly disagree	10 5%	-
Sigma	192 100%	-

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Q620_3. How much do you agree or disagree with the following statements?

3. My employer is taking the right steps to make sure we don't experience a "brain drain" (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	-
Weighted Base	192	-**
STRONGLY / SOMEWHAT AGREE (NET)	117	-
	61%	-
Strongly agree	25	-
	13%	-
Somewhat agree	92	-
	48%	-
STRONGLY / SOMEWHAT DISAGREE (NET)	75	-
	39%	-
Somewhat disagree	51	-
	27%	-
Strongly disagree	24	-
	12%	-
Sigma	192	-
	100%	-

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used. **very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

GENDER: Are you...?

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Male	153 80%	403 78%
Female	39 20%	117 22%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
Overlap formulae used.

AGE: What is your age?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
18 - 24	21 11%	52 10%
25 - 34	30 16%	83 16%
35 - 44	50 26%	102 20%
45 - 54	35 18%	82 16%
55 - 64	47 25%	168 32%
65+	8 4%	32 6%
MEAN	44.1	45.6
STD. DEV.	13.48	14.44
STD. ERR.	0.98	0.63
MEDIAN	43	47
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

EMPLOYMENT: Which of the following best describes your employment status?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
EMPLOYED (NET)	192 100%	520 100%
Employed full-time	141 73%	376 72%
Employed part-time	28 15%	67 13%
Self-employed full-time	16 9%	77 15%
Self-employed part-time	6 3% B	-
NOT EMPLOYED (NET)	-	-
Not employed, but looking for work	-	-
Not employed and not looking for work	-	-
Not employed, unable to work due to a disability or illness	-	-
Retired	-	-
Student	-	-
Stay-at-home spouse or partner	-	-
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q611. What is the highest educational or professional qualification you have obtained?

Base: All Canada Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Less than Secondary School (high school)	1 1%	20 4%
Completed some Secondary School (high school)	16 8%	65 13%
Graduated from Secondary School (high school)	56 29%	169 32%
Trade Certificate or Diploma	29 15%	93 18%
Certificate or Diploma from Community College, Institution, CEGEP	29 15%	72 14%
Teaching Certificate from Provincial Department of Education	* *	9 2%
Completed some University Study, but no Degree	16 8%	41 8%
University Certificate or Diploma below Bachelor Level	6 3%	14 3%
Bachelor or First Professional Degree	36 19% B	33 6%
Graduate or Professional Degree above Bachelor Level	2 1%	4 1%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q605. Now, we want to ask you more specifically about your industry of employment. In what industry do you currently work?

22 Oct 2021
 Table 50

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Manufacturing	59 31% B	112 21%
Construction (heavy/special trades)	52 27%	210 40% A
Transportation & Warehousing	34 18%	78 15%
Maintenance	15 8%	35 7%
Agriculture / Forestry / Fishing / Hunting	15 8%	45 9%
Utilities	12 6%	12 2%
Automotive Services	4 2%	27 5%
Communications	-	-
Advertising/Marketing	-	-
Education	-	-
Engineering Services	-	-
Healthcare & Social Assistance	-	-
Insurance	-	-
Legal Services	-	-
Accommodation & Food Services	-	-
Arts, Entertainment & Recreation	-	-

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q605. Now, we want to ask you more specifically about your industry of employment. In what industry do you currently work?

22 Oct 2021
 Table 50

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Weighted Base	192	520
Military	-	-
Printing Trade	-	-
Public Administration / Government	-	-
Real Estate	-	-
Religious/Non-Profit Organization	-	-
Research Services	-	-
Retail	-	-
Technology	-	-
Telecommunications	-	-
Administrative Support Services	-	-
Travel	-	-
Banking & Finance	-	-
Other	-	-
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q606. Which ONE of the following best describes the type of work that you do?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Work that requires manual labor	192 100%	520 100%
Work that is performed in an office, cubicle, or other administrative setting	-	-
Work that is related to customer interaction, entertainment, sales, or other service-oriented work	-	-
Work that is a blend of a desk job and manual labor	-	-
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q1401. Which of the following best describes the location where you live?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
In an urban area or city area	94 49%	221 42%
In a suburban area next to a city	68 35%	153 29%
In a small town or rural area	30 16%	146 28% A
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

DMREGCA. In what province or territory do you currently reside?

Base: All Canada Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Ontario	62 32%	140 27%
Quebec	57 30%	171 33%
Alberta	33 17% B	45 9%
British Columbia	18 10%	71 14%
Manitoba	12 6%	20 4%
New Brunswick	4 2%	14 3%
Saskatchewan	3 2%	27 5%
Nova Scotia	2 1%	25 5%
Newfoundland	1	9 2%
Prince Edward Island	-	-
Nunavut	-	-
Northwest Territories	-	-
Yukon Territory	-	-
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

DMHHINCCA. Which of the following income categories best describes your total household income before taxes last year?

22 Oct 2021
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Base: All Canada Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Less than \$15,000	4 2%	16 3%
\$15,000 to \$24,999	3 1%	22 4%
\$25,000 to \$34,999	15 8%	67 13%
\$35,000 to \$49,999	45 23%	110 21%
\$50,000 to \$74,999	43 23%	134 26%
\$75,000 to \$99,999	33 17%	81 16%
\$100,000 to \$124,999	26 14% B	35 7%
\$125,000 to \$149,999	11 6%	21 4%
\$150,000 to \$199,999	8 4%	24 5%
\$200,000 to \$249,999	3 2%	1 *
\$250,000 or more	1 1%	5 1%
Prefer not to answer	-	4 1%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

DMRACECA. Do you consider yourself...?

Base: All Canada Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
White	145 76%	407 78%
First Nation/Native Canadian	13 7%	46 9%
Black	8 4%	12 2%
South Asian	5 3%	7 1%
Chinese	5 3%	3 1%
Filipino	4 2%	7 1%
Arab/West Asian	1 1%	-
Mixed Race	1 *	21 4%
Other Asian	*	1 *
Japanese	*	-
Pacific Islander	-	-
Korean	-	*
Some other race	9 5%	11 2%
Sigma	192 100%	516 99%

Proportions/Means: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

MARITAL STATUS: What is your current marital status?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Never married	60 31%	186 36%
MARRIED / LIVING WITH PARTNER (NET)	111 58%	276 53%
Living with partner	20 11%	45 9%
Married or civil union	91 47%	231 44%
DIVORCED / SEPARATED / WIDOWED (NET)	20 11%	59 11%
Divorced	12 6%	27 5%
Separated	7 4%	24 5%
Widowed	2 1%	8 2%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

HOUSEHOLD SIZE: Size of Household (Net)

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
1 HH member	31 16%	62 12%
2 HH members	43 22%	133 26%
3 HH members	42 22%	98 19%
4 HH members	43 23%	142 27%
5+ HH members	33 17%	84 16%
Sigma	192 100%	520 100%

Proportions/Mean: Columns Tested (5% risk level) - A/B
 Overlap formulae used.

Q615B. Are you the parent or legal guardian of at least one child?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	191	520
Weighted Base	192	520
Yes	103 53%	308 59%
No	89 47%	212 41%
Sigma	192 100%	520 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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	<u>2021</u>	<u>2018</u>
	(A)	(B)
2021	192 100% B	-
2018	-	520 100% A

Proportions/Mean: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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1	1	Q705. Do you believe you are better or worse off now than you were five years ago?
2	2	Q710. How optimistic are you about your future?
3	3	Q830. How much do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE
4	4	Q830. How much do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY / SOMEWHAT DISAGREE
5	5	Q830_1. How much do you agree or disagree with the following statements? 1. I am satisfied with the lifestyle that I have (e.g., car, home, amount of money I have, etc.).
6	6	Q830_2. How much do you agree or disagree with the following statements? 2. I can make ends meet.
7	7	Q830_3. How much do you agree or disagree with the following statements? 3. I am confident I will be able to reach my lifestyle goals (e.g., car, home, amount of money I have, etc.).
8	8	Q900. How long have you been working in general? If it has been less than a year, then please enter 0.
9	9	Q905. And, approximately how long have you worked in your current job? If it has been less than a year, then please enter 0.
10	10	Q910. On average, how many hours do you work each week?
11	11	Q930. Which of the following best describes how you are paid?
12	12	Q1050_1. When is the last time you received the following in your current job? 1. Pay increase
13	13	Q1050_2. When is the last time you received the following in your current job? 2. Promotion
14	14	Q1050_3. When is the last time you received the following in your current job? 3. Increased responsibilities (e.g., supervising employees, etc.)
15	15	Q1055. You mentioned that you've received a pay increase. By approximately how much did your pay increase?
16	16	Q1060. When is the next time you believe you will receive a pay increase?
17	17	Q1000. Which of the following best describes you? Please select all that apply.
18	18	Q1005. How satisfied are you with your job?
19	19	Q1010. What do you like about your job field/occupation? Please select all that apply.
20	20	Q1020. When thinking about your current workplace, which of the following, if any, are concerns for you? Please select all that apply.
22	21	Q1025. How much do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE
23	22	Q1025. How much do you agree or disagree with the following statements? SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE
24	23	Q1025_1. How much do you agree or disagree with the following statements? 1. I am proud of the work I do.
25	24	Q1025_2. How much do you agree or disagree with the following statements? 2. There is a good career path in my line of work.
26	25	Q1025_3. How much do you agree or disagree with the following statements? 3. My employer does not offer all of the benefits that I want.
27	26	Q1025_4. How much do you agree or disagree with the following statements? 4. More young adults should pursue careers in my field.
28	27	Q400. How much do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE
29	28	Q400. How much do you agree or disagree with the following statements? SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE
30	29	Q400_1. How much do you agree or disagree with the following statements? 1. I would've had more opportunities available to me if I had gone to college/university.
31	30	Q400_2. How much do you agree or disagree with the following statements? 2. I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school.
32	31	Q400_3. How much do you agree or disagree with the following statements? 3. The skills I need to do my job are constantly changing.
33	32	Q400_4. How much do you agree or disagree with the following statements? 4. My employer does a good job of offering trainings for me to update my skills.
34	33	Q1115. How easy or difficult is it to find a job in your field?
35	34	Q1120. Do you believe there will be more or fewer jobs available in your field in the next 10 years?
36	35	Q1110. How much do you agree or disagree with the following statements? When we say blue collar job, we mean work that requires manual labor. SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE
37	36	Q1110. How much do you agree or disagree with the following statements? When we say blue collar job, we mean work that requires manual labor. SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE
38	37	Q1110_1. How much do you agree or disagree with the following statements? When we say blue collar job, we mean work that requires manual labor. 1. Society generally looks down on "blue collar workers."

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39	38	Q1110_3. How much do you agree or disagree with the following statements? When we say blue collar job, we mean work that requires manual labor. 3. Having a blue collar job is respected more now than it was 10 years ago.
40	39	Q1110_4. How much do you agree or disagree with the following statements? When we say blue collar job, we mean work that requires manual labor. 4. The COVID-19 pandemic changed how people view blue collar jobs.
41	40	Q620. How much do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE
42	41	Q620. How much do you agree or disagree with the following statements? SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE
43	42	Q620_1. How much do you agree or disagree with the following statements? 1. I am worried about saving enough for my retirement.
44	43	Q620_2. How much do you agree or disagree with the following statements? 2. It is a big loss when older employees retire without passing along their years of knowledge to younger employees.
45	44	Q620_3. How much do you agree or disagree with the following statements? 3. My employer is taking the right steps to make sure we don't experience a "brain drain" (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).
46	45	GENDER: Are you...?
47	46	AGE: What is your age?
48	47	EMPLOYMENT: Which of the following best describes your employment status?
49	49	Q611. What is the highest educational or professional qualification you have obtained?
50	50	Q605. Now, we want to ask you more specifically about your industry of employment. In what industry do you currently work?
52	51	Q606. Which ONE of the following best describes the type of work that you do?
53	52	Q1401. Which of the following best describes the location where you live?
54	56	DMREGCA. In what province or territory do you currently reside?
55	57	DMHHINCCA. Which of the following income categories best describes your total household income before taxes last year?
56	58	DMRACECA. Do you consider yourself...?
57	59	MARITAL STATUS: What is your current marital status?
58	60	HOUSEHOLD SIZE: Size of Household (Net)
59	61	Q615B. Are you the parent or legal guardian of at least one child?
60	62	Banner * Banner