Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1 Do you know anyone that has done any of the following during the COVID-19 pandemic?
Summary Of Yes

Base: All Respondents

	Total	Gender Male	Gender Female	Age 18-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	Male Age 18-34	Male Age 35-44	Male Age 45-54	Male Age 55-64	Male Age 65+	Female Age 18-34	Female Age 35-44	Female Age 45-54	Female Age 55-64	Female Age 65+	Region North-east	Region South	Region Mid-west	Region West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Left the workforce entirely	733 35%	380 38% C	336 32%	244 40% H	132 39% H	106 32%	113 32%	138 30%	135 45% M	75 44% M	58 37%	54 34%	58 27%	105 35%	53 33%	45 26%	53 29%	80 32%	135 37%	282 35%	141 32%	176 35%
Gone back to school (i.e., enrolled in a college, trade, or graduate degree program after working for a period of time or previously dropping out)	648 31%	324 32%	308 29%	293 48% FGH	145 42% FGH	97 29% GH	57 16%	57 12%	150 50% KLM	72 42% LM	52 33% LM	22 14%	28 13%	138 46% PQR	67 41% PQR	45 27% R	29 16%	29 12%	113 31%	264 33%	124 29%	146 29%
Signed up for continuing education, beyond degree programs (e.g., certification courses, job training seminars, etc.)	624 30%	335 34% C	276 26%	281 46% FGH	153 45% FGH	78 24% H	67 19% H	45 10%	149 50% KLM	79 46% KLM	47 30% M	36 22% M	24 11%	127 42% PQR	71 44% PQR	31 18% R	26 14%	20 8%	109 30%	237 30%	102 24%	176 35% U
Delayed school (i.e., took a break from school but plan to return within a year or two)	616 29%	300 30%	295 28%	286 47% EFGH	109 32% GH	87 26% H	66 19%	68 15%	146 49% KLM	63 37% LM	37 23%	27 17%	27 13%	132 44% OPQR	42 26%	48 28% R	34 18%	40 16%	122 33% U	231 29%	107 25%	157 31%
Dropped out of higher education (i.e., college/university, trade school, graduate school)	472 23%	259 26% C	200 19%	236 38% EFGH	94 27% FGH	61 18% GH	38 11%	44 9%	128 43% KLM	59 34% LMO	36 23% LM	15 9%	21 10%	106 35% OPQR	31 19% QR	22 13%	18 10%	23 9%	84 23%	181 23%	78 18%	129 26% U
Dropped out of primary/secondary school (i.e., grades K-12)	314 15%	190 19% C	115 11%	163 27% FGH	71 21% GH	44 13% GH	22 6%	15 3%	95 32% LM	50 29% LMO	32 20% LMP	6 4%	7 3%	66 22% OPQR	18 11% R	10 6%	13 7%	8 3%	52 14%	119 15%	61 14%	83 17%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Summary Of Yes

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Left the workforce entirely	733 35%	198 34%	88 27%	104 39% C	301 38% C	235 35%	228 34%	269 36%	436 37%	297 32%	333 42% L	400 31%	305 43% N	428 31%	535 35%	177 37%	343 34%	390 35%	141 43% U	92 37%	435 33%
Gone back to school (i.e., enrolled in a college, trade, or graduate degree program after working for a period of time or previously dropping out)	648 31%	155 26%	76 23%	67 25%	321 41% BCD	204 30%	200 29%	244 33%	459 39% J	188 20%	377 47% L	271 21%	319 45% N	328 24%	482 31%	147 30%	291 29%	356 32%	166 50% U	100 40% U	328 25%
Signed up for continuing education, beyond degree programs (e.g., certification courses, job training seminars, etc.)	624 30%	141 24%	79 24%	74 28%	301 38% BCD	169 25%	187 28%	268 36% FG	479 41% J	145 16%	361 45% L	264 20%	314 44% N	310 22%	460 30%	149 31%	288 29%	336 30%	158 48% U	94 38% U	317 24%
Delayed school (i.e., took a break from school but plan to return within a year or two)	616 29%	149 25%	70 21%	68 26%	302 38% BCD	193 29%	182 27%	241 32%	450 38% J	166 18%	349 44% L	267 20%	317 45% N	299 21%	459 30%	142 29%	283 28%	333 30%	145 44% U	89 36% U	338 26%
Dropped out of higher education (i.e., college/university, trade school, graduate school)	472 23%	111 19%	64 20%	70 26% B	213 27% BC	153 23%	144 21%	176 24%	357 30% J	115 13%	269 34% L	203 16%	247 35% N	226 16%	347 22%	107 22%	203 20%	269 24%	118 36% U	73 29% U	226 17%
Dropped out of primary/secondary school (i.e., grades K-12)	314 15%	89 15% CD	30 9%	24 9%	169 21% BCD	108 16% G	68 10%	138 19% G	251 21% J	63 7%	212 27% L	103 8%	192 27% N	123 9%	239 15%	63 13%	144 14%	171 15%	80 24% U	61 25% U	152 11%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_1 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Dropped out of primary/secondary school (i.e., grades K-12)

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Yes	314 15%	190 19% C	115 11%	163 27% FGH	71 21% GH	44 13% GH	22 6%	15 3%	95 32% LM	50 29% LMO	32 20% LMP	6 4%	7 3%	66 22% OPQR	18 11% R	10 6%	13 7%	8 3%	52 14%	119 15%	61 14%	83 17%
No	1785 85%	807 81%	950 89% B	451 73%	272 79%	287 87% D	327 94% DEF	447 97% DEF	203 68%	121 71%	126 80%	152 96% IJK	205 97% IJK	236 78%	144 89% NJ	161 94% NK	169 93% N	240 97% NO	317 86%	678 85%	374 86%	416 83%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_1 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Dropped out of primary/secondary school (i.e., grades K-12)

Base: All Respondents

		Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
	Total	Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Yes	314 15%	89 15% CD	30 9%	24 9%	169 21% BCD	108 16% G	68 10%	138 19% G	251 21% J	63 7%	212 27% L	103 8%	192 27% N	123 9%	239 15%	63 13%	144 14%	171 15%	80 24% U	61 25% U	152 11%
No	1785 85%	496 85% E	296 91% BE	241 91% BE	619 79%	566 84%	611 90% FH	608 81%	928 79%	856 93% I	583 73%	1202 92% K	514 73%	1270 91% M	1312 85%	421 87%	852 86%	932 85%	251 76%	188 75%	1171 89% ST
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q1_2 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Dropped out of higher education (i.e., college/university, trade school, graduate school)

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Yes	472 23%	259 26% C	200 19%	236 38% EFGH	94 27% FGH	61 18% GH	38 11%	44 9%	128 43% KLM	59 34% LMO	36 23% LM	15 9%	21 10%	106 35% OPQR	31 19% QR	22 13%	18 10%	23 9%	84 23%	181 23%	78 18%	129 26% U
No	1627 77%	738 74%	865 81% B	378 62%	249 73% D	270 82% DE	311 89% DEF	418 91% DEF	170 57%	112 66%	121 77% I	143 91% IJK	191 90% IJK	195 65%	132 81% NJ	148 87% N	165 90% NO	225 91% NO	284 77%	616 77%	356 82% V	370 74%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_2 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Dropped out of higher education (i.e., college/university, trade school, graduate school)

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Yes	472 23%	111 19%	64 20%	70 26% B	213 27% BC	153 23%	144 21%	176 24%	357 30% J	115 13%	269 34% L	203 16%	247 35% N	226 16%	347 22%	107 22%	203 20%	269 24%	118 36% U	73 29% U	226 17%
No	1627 77%	474 81% DE	263 80% E	196 74%	575 73%	521 77%	535 79%	570 76%	822 70%	804 87% I	525 66%	1101 84% K	459 65%	1167 84% M	1203 78%	377 78%	793 80%	834 76%	214 64%	177 71%	1096 83% ST
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q1_3 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Gone back to school (i.e., enrolled in a college, trade, or graduate degree program after working for a period of time or previously dropping out)

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Yes	648 31%	324 32%	308 29%	293 48% FGH	145 42% FGH	97 29% GH	57 16%	57 12%	150 50% KLM	72 42% LM	52 33% LM	22 14%	28 13%	138 46% PQR	67 41% PQR	45 27% R	29 16%	29 12%	113 31%	264 33%	124 29%	146 29%
No	1451 69%	673 68%	757 71%	322 52%	198 58%	234 71% DE	292 84% DEF	405 88% DEF	148 50%	100 58%	106 67% I	136 86% IJK	184 87% IJK	164 54%	96 59%	125 73% NO	153 84% NO	219 88% NOP	255 69%	533 67%	310 71%	353 71%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_3 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Gone back to school (i.e., enrolled in a college, trade, or graduate degree program after working for a period of time or previously dropping out)

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Yes	648 31%	155 26%	76 23%	67 25%	321 41% BCD	204 30%	200 29%	244 33%	459 39% J	188 20%	377 47% L	271 21%	319 45% N	328 24%	482 31%	147 30%	291 29%	356 32%	166 50% U	100 40% U	328 25%
No	1451 69%	430 74% E	251 77% E	198 75% E	468 59%	470 70%	479 71%	502 67%	720 61%	731 80% I	418 53%	1034 79% K	387 55%	1065 76% M	1068 69%	337 70%	704 71%	747 68%	165 50%	150 60%	994 75% ST
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_4 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Signed up for continuing education, beyond degree programs (e.g., certification courses, job training seminars, etc.)

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Yes	624 30%	335 34% C	276 26%	281 46% FGH	153 45% FGH	78 24% H	67 19% H	45 10%	149 50% KLM	79 46% KLM	47 30% M	36 22% M	24 11%	127 42% PQR	71 44% PQR	31 18% R	26 14%	20 8%	109 30%	237 30%	102 24%	176 35% U
No	1475 70%	662 66%	790 74% B	333 54%	190 55%	253 76% DE	282 81% DE	417 90% DEFG	149 50%	92 54%	110 70% IJ	123 78% IJ	187 89% IJKL	175 58%	92 56%	139 82% NO	156 86% NO	228 92% NOP	259 70%	560 70%	332 76% V	324 65%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_4 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Signed up for continuing education, beyond degree programs (e.g., certification courses, job training seminars, etc.)

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Yes	624 30%	141 24%	79 24%	74 28%	301 38% BCD	169 25%	187 28%	268 36% FG	479 41% J	145 16%	361 45% L	264 20%	314 44% N	310 22%	460 30%	149 31%	288 29%	336 30%	158 48% U	94 38% U	317 24%
No	1475 70%	443 76% E	248 76% E	191 72% E	488 62%	504 75% H	492 72% H	478 64%	700 59%	775 84% I	434 55%	1041 80% K	392 56%	1083 78% M	1091 70%	335 69%	708 71%	767 70%	173 52%	156 62%	1006 76% ST
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_5 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Left the workforce entirely

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Yes	733 35%	380 38% C	336 32%	244 40% H	132 39% H	106 32%	113 32%	138 30%	135 45% M	75 44% M	58 37%	54 34%	58 27%	105 35%	53 33%	45 26%	53 29%	80 32%	135 37%	282 35%	141 32%	176 35%
No	1366 65%	617 62%	729 68% B	370 60%	210 61%	226 68%	236 68%	324 70% DE	163 55%	97 56%	99 63%	104 66%	154 73% IJ	196 65%	109 67%	126 74%	129 71%	168 68%	234 63%	515 65%	293 68%	324 65%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_5 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Left the workforce entirely

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Yes	733 35%	198 34%	88 27%	104 39% C	301 38% C	235 35%	228 34%	269 36%	436 37%	297 32%	333 42% L	400 31%	305 43% N	428 31%	535 35%	177 37%	343 34%	390 35%	141 43% U	92 37%	435 33%
No	1366 65%	386 66%	239 73% DE	162 61%	488 62%	439 65%	451 66%	477 64%	743 63%	623 68%	461 58%	905 69% K	401 57%	965 69% M	1015 65%	306 63%	653 66%	713 65%	190 57%	157 63%	887 67% S
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q1_6 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Delayed school (i.e., took a break from school but plan to return within a year or two)

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Yes	616 29%	300 30%	295 28%	286 47% EFGH	109 32% GH	87 26% H	66 19%	68 15%	146 49% KLM	63 37% LM	37 23%	27 17%	27 13%	132 44% OPQR	42 26%	48 28% R	34 18%	40 16%	122 33% U	231 29%	107 25%	157 31%
No	1483 71%	696 70%	770 72%	328 53%	234 68% D	244 74% D	283 81% DE	394 85% DEF	152 51%	108 63% I	120 77% IJ	131 83% IJ	185 87% IJ	170 56%	121 74% N	123 72% N	149 82% N	208 84% NP	247 67%	566 71%	327 75% S	343 69%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q1_6 Do you know anyone that has done any of the following during the COVID-19 pandemic?

Delayed school (i.e., took a break from school but plan to return within a year or two)

Base: All Respondents

		Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
	Total	Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Yes	616 29%	149 25%	70 21%	68 26%	302 38% BCD	193 29%	182 27%	241 32%	450 38% J	166 18%	349 44% L	267 20%	317 45% N	299 21%	459 30%	142 29%	283 28%	333 30%	145 44% U	89 36% U	338 26%
No	1483 71%	436 75% E	257 79% E	197 74% E	486 62%	481 71%	497 73%	505 68%	730 62%	753 82% I	445 56%	1038 80% K	389 55%	1094 79% M	1091 70%	342 71%	712 72%	770 70%	187 56%	160 64%	985 74% ST
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Summary Of Short Or Long-Term Challenges

Base: All Qualified Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Performance at school or in the workplace	1691 81%	801 80%	867 81%	491 80%	273 80%	246 74%	270 77%	411 89% DEFG	237 80%	139 81%	116 74%	119 75%	190 90% IJKL	243 80%	129 79%	127 74%	150 82%	219 88% NOP	302 82%	626 79%	356 82%	408 82%
Ability to socialize and get along with others	1687 80%	807 81%	859 81%	486 79% F	280 82% F	236 71%	277 79%	408 88% DEFG	238 80%	143 83%	113 72%	127 80%	187 88% K	239 79%	129 79%	123 72%	149 82%	220 89% NOP	305 83%	632 79%	346 80%	403 81%
Mental health	1664 79%	786 79%	853 80%	475 77%	275 80%	241 73%	274 79%	399 86% DEFG	220 74%	143 83%	112 71%	126 80%	184 87% IK	243 81%	123 76%	126 74%	147 80%	214 86% OP	306 83% T	606 76%	349 80%	402 80%
Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette, communication, and ability to get along with others work ethic)	1642 78%	793 80%	831 78%	470 77%	275 80%	245 74%	261 75%	391 85% DFG	230 77%	140 82%	120 76%	118 75%	185 87% IKL	234 77%	128 79%	122 72%	143 78%	204 82% P	297 80%	616 77%	335 77%	394 79%
Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)	1622 77%	772 77%	830 78%	462 75%	269 78%	240 72%	255 73%	395 86% DEFG	224 75%	134 78%	114 72%	115 73%	185 87% IJKL	230 76%	128 79%	123 72%	140 77%	208 84% P	286 78%	603 76%	329 76%	404 81%
Physical health	1534 73%	742 74%	768 72%	446 73%	258 75%	233 70%	233 67%	364 79% FG	215 72%	130 76%	115 73%	120 76% Q	161 76%	220 73% Q	119 73%	115 68%	112 62%	201 81% PQ	276 75%	580 73%	299 69%	379 76%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19 pandemic pose long-term or short-term challenges to each of the following for younger Americans? Please select all that apply.

Summary Of Short Or Long-Term Challenges

Base: All Qualified Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Performance at school or in the workplace	1691 81%	434 74%	271 83% B	220 83% B	674 85% B	506 75%	547 81%	638 86% F	965 82%	726 79%	634 80%	1057 81%	582 82%	1109 80%	1291 83% P	367 76%	836 84% R	856 78%	270 81%	186 74%	1092 83% T
Ability to socialize and get along with others	1687 80%	443 76%	266 81%	220 83%	668 85% B	511 76%	530 78%	645 86% FG	952 81%	734 80%	654 82%	1033 79%	587 83%	1100 79%	1278 82%	375 78%	837 84% R	850 77%	259 78%	191 77%	1092 83%
Mental health	1664 79%	439 75%	263 81%	224 85% B	644 82% B	494 73%	541 80% F	629 84% F	935 79%	729 79%	620 78%	1043 80%	568 80%	1096 79%	1269 82% R	360 74%	828 83% R	836 76%	265 80%	187 75%	1076 81%
Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette, communication, and ability to get along with others work ethic)	1642 78%	420 72%	263 81% B	221 83% B	652 83% B	488 72%	526 78%	628 84% FG	947 80% J	695 76%	630 79%	1013 78%	581 82% N	1061 76%	1246 80%	364 75%	823 83% R	820 74%	263 79%	181 73%	1063 80% T
Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)	1622 77%	413 71%	260 79% B	219 83% B	646 82% B	473 70%	532 78% F	616 83% F	932 79%	689 75%	620 78%	1002 77%	569 81% P	1053 76%	1240 80% P	357 74%	814 82% R	807 73%	259 78%	183 73%	1046 79%
Physical health	1534 73%	418 72%	242 74%	215 81% BE	570 72%	471 70%	496 73%	567 76% F	885 75%	649 71%	594 75%	940 72%	545 77% N	989 71%	1163 75% R	341 71%	758 76% R	776 70%	250 75%	181 73%	977 74%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Summary Of Short-Term Challenge

Base: All Qualified Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Performance at school or in the workplace	950 45%	471 47%	467 44%	258 42%	154 45%	142 43%	175 50%	221 48%	133 45%	82 48%	61 39%	82 52%	114 54% K	117 39%	70 43%	81 48%	92 50%	107 43%	177 48%	345 43%	209 48%	219 44%
Ability to socialize and get along with others	909 43%	429 43%	467 44%	223 36%	165 48% D	130 39%	165 47% D	227 49% DF	98 33%	86 50% I	58 37%	80 51% I	107 50% I	118 39%	74 45%	72 42%	84 46%	120 48%	162 44%	349 44%	182 42%	216 43%
Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette, communication, and ability to get along with others work ethic)	901 43%	433 43%	457 43%	235 38%	154 45%	142 43%	156 45%	215 47% D	107 36%	78 46%	69 44%	70 44%	109 51% I	124 41%	72 44%	70 41%	86 47%	105 43%	168 46%	349 44%	177 41%	207 41%
Physical health	863 41%	406 41%	443 42%	215 35%	157 46% D	129 39%	140 40%	222 48% D	93 31%	76 44%	64 41%	70 44%	104 49% I	114 38%	76 47%	62 37%	71 39%	119 48%	139 38%	331 41%	173 40%	221 44%
Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)	861 41%	395 40%	460 43%	238 39%	150 44%	125 38%	140 40%	207 45%	112 38%	70 41%	54 35%	63 40%	96 45%	123 41%	79 48%	70 41%	78 43%	111 45%	142 38%	341 43%	172 40%	206 41%
Mental health	779 37%	365 37%	401 38%	188 31%	144 42% D	115 35%	150 43% D	183 40% D	71 24%	76 44% I	53 34%	69 44% I	96 45% I	112 37%	64 39%	59 35%	80 44%	87 35%	130 35%	280 35%	183 42%	186 37%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19 pandemic pose long-term or short-term challenges to each of the following for younger Americans? Please select all that apply.

Summary Of Short-Term Challenge

Base: All Qualified Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Performance at school or in the workplace	950 45%	218 37%	150 46% B	100 38%	437 55% BCD	253 38%	307 45% F	390 52% FG	548 46%	402 44%	350 44%	600 46%	342 48%	608 44%	754 49% P	177 37%	497 50% R	453 41%	139 42%	115 46%	631 48%
Ability to socialize and get along with others	909 43%	226 39%	141 43%	103 39%	393 50% BD	255 38%	275 41%	379 51% FG	520 44%	389 42%	358 45%	551 42%	326 46%	583 42%	712 46% P	182 38%	483 49% R	426 39%	119 36%	107 43%	617 47% S
Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette, communication, and ability to get along with others work ethic)	901 43%	234 40%	143 44%	104 39%	372 47% B	261 39%	278 41%	362 49% FG	520 44%	381 41%	339 43%	563 43%	327 46%	574 41%	705 46% P	178 37%	481 48% R	420 38%	158 48%	98 39%	580 44%
Physical health	863 41%	224 38%	145 45%	114 43%	328 42%	243 36%	294 43% F	327 44% F	496 42%	367 40%	326 41%	537 41%	293 41%	571 41%	674 43% P	179 37%	437 44%	426 39%	128 39%	91 36%	588 44%
Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)	861 41%	212 36%	131 40%	116 44%	360 46% B	225 33%	285 42% F	352 47% F	506 43%	355 39%	330 42%	531 41%	299 42%	562 40%	683 44% P	167 35%	444 45% R	417 38%	155 47%	89 36%	558 42%
Mental health	779 37%	177 30%	134 41% B	102 39% B	326 41% B	201 30%	263 39% F	315 42% F	452 38%	327 36%	282 35%	497 38%	266 38%	513 37%	624 40% P	136 28%	434 44% R	345 31%	117 35%	74 29%	531 40% T

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

4 Aug 2021
Table 19

Q2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Summary Of Long-Term Challenge

Base: All Qualified Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Mental health	1015 48%	476 48%	523 49%	316 51%	170 50%	148 45%	149 43%	233 50%	155 52%	86 50%	69 44%	69 43%	97 46%	153 51%	78 48%	78 46%	80 44%	134 54%	201 55% TU	372 47%	192 44%	249 50%
Ability to socialize and get along with others	926 44%	447 45%	470 44%	305 50% G	155 45%	134 41%	136 39%	196 43%	151 51%	77 45%	70 45%	59 37%	90 42%	150 50%	73 45%	64 38%	77 42%	105 42%	176 48%	341 43%	197 45%	213 43%
Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette, communication, and ability to get along with others work ethic)	893 43%	431 43%	454 43%	268 44%	162 47%	135 41%	134 38%	194 42%	134 45%	82 48%	69 44%	60 38%	86 40%	130 43%	77 47%	67 39%	74 40%	106 43%	160 43%	325 41%	194 45%	214 43%
Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)	888 42%	444 45%	431 40%	251 41%	155 45%	141 43%	140 40%	202 44%	120 40%	85 50%	75 48%	65 41%	98 46%	127 42%	64 40%	63 37%	75 41%	102 41%	170 46%	320 40%	178 41%	221 44%
Performance at school or in the workplace	870 41%	395 40%	463 43%	258 42%	151 44% G	134 40%	121 35%	207 45% G	110 37%	74 43%	73 46%	52 33%	86 41%	144 48% P	73 45%	58 34%	69 38%	119 48% P	150 41%	333 42%	173 40%	214 43%
Physical health	795 38%	398 40%	386 36%	262 43% H	135 39%	121 36%	119 34%	159 34%	130 44% M	76 44% M	61 39%	63 40%	68 32%	127 42% Q	54 33%	59 35%	56 31%	89 36%	160 43% U	301 38%	149 34%	185 37%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19 pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Summary Of Long-Term Challenge

Base: All Qualified Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Mental health	1015 48%	289 49%	152 47%	135 51%	383 49%	318 47%	319 47%	377 51%	570 48%	445 48%	398 50%	617 47%	359 51%	656 47%	744 48%	251 52%	474 48%	540 49%	181 55%	121 48%	629 48%
Ability to socialize and get along with others	926 44%	243 42%	150 46%	128 48%	357 45%	288 43%	300 44%	339 45%	537 46%	390 42%	366 46%	560 43%	322 46%	605 43%	681 44%	221 46%	444 45%	482 44%	163 49%	105 42%	574 43%
Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette, communication, and ability to get along with others work ethic)	893 43%	213 36%	144 44% B	127 48% B	368 47% B	256 38%	295 43%	341 46% F	533 45% J	359 39%	360 45%	533 41%	317 45%	576 41%	658 42%	215 44%	435 44%	458 42%	131 40%	94 38%	589 45%
Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)	888 42%	222 38%	149 46% B	115 44%	359 46% B	269 40%	289 43%	330 44%	518 44%	370 40%	349 44%	539 41%	329 47% N	559 40%	658 42%	215 44%	453 45% R	435 39%	128 39%	104 42%	577 44%
Performance at school or in the workplace	870 41%	237 41%	144 44%	133 50% BE	307 39%	279 41%	275 40%	317 42%	507 43%	363 40%	339 43%	531 41%	291 41%	579 42%	634 41%	213 44%	424 43%	446 40%	153 46% T	84 34%	546 41%
Physical health	795 38%	219 37%	116 35%	114 43%	305 39%	260 39%	239 35%	296 40%	477 40% J	318 35%	323 41%	472 36%	305 43% N	490 35%	578 37%	194 40%	387 39%	408 37%	151 46% U	99 40%	470 36%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2_1 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Mental health

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Pose Challenge (Net)	1664 79%	786 79%	853 80%	475 77%	275 80%	241 73%	274 79%	399 86% DEFG	220 74%	143 83%	112 71%	126 80%	184 87% IK	243 81%	123 76%	126 74%	147 80%	214 86% OP	306 83% T	606 76%	349 80%	402 80%
Short-term challenge	779 37%	365 37%	401 38%	188 31%	144 42% D	115 35%	150 43% D	183 40% D	71 24%	76 44% I	53 34%	69 44% I	96 45% I	112 37%	64 39%	59 35%	80 44%	87 35%	130 35%	280 35%	183 42%	186 37%
Long-term challenge	1015 48%	476 48%	523 49%	316 51%	170 50%	148 45%	149 43%	233 50%	155 52%	86 50%	69 44%	69 43%	97 46%	153 51%	78 48%	78 46%	80 44%	134 54%	201 55% TU	372 47%	192 44%	249 50%
No	435 21%	211 21%	212 20%	140 23% H	68 20% H	90 27% H	75 21% H	63 14%	77 26% M	29 17%	45 29% M	32 20%	28 13%	58 19%	40 24% R	44 26% R	36 20%	34 14%	62 17%	191 24% S	85 20%	98 20%
Sigma	2229 106%	1052 106%	1137 107%	643 105%	381 111%	353 106%	374 107%	479 104%	303 102%	190 111%	167 106%	170 107%	221 104%	323 107%	181 111%	182 107%	196 107%	256 103%	394 107%	843 106%	460 106%	532 107%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2_1 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Mental health

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Pose Challenge (Net)	1664 79%	439 75%	263 81%	224 85% B	644 82% B	494 73%	541 80% F	629 84% F	935 79%	729 79%	620 78%	1043 80%	568 80%	1096 79%	1269 82% P	360 74%	828 83% R	836 76%	265 80%	187 75%	1076 81%
Short-term challenge	779 37%	177 30%	134 41% B	102 39% B	326 41% B	201 30%	263 39% F	315 42% F	452 38%	327 36%	282 35%	497 38%	266 38%	513 37%	624 40% P	136 28%	434 44% R	345 31%	117 35%	74 29%	531 40% T
Long-term challenge	1015 48%	289 49%	152 47%	135 51%	383 49%	318 47%	319 47%	377 51%	570 48%	445 48%	398 50%	617 47%	359 51%	656 47%	744 48%	251 52%	474 48%	540 49%	181 55%	121 48%	629 48%
No	435 21%	145 25% DE	63 19%	41 15%	144 18%	180 27% GH	138 20%	117 16%	245 21%	190 21%	174 22%	261 20%	139 20%	297 21%	281 18%	124 26% O	168 17%	267 24% Q	66 20%	63 25%	247 19%
Sigma	2229 106%	611 105%	350 107%	278 105%	853 108%	700 104%	720 106%	809 108%	1267 107%	963 105%	854 108%	1375 105%	763 108%	1466 105%	1649 106%	511 106%	1076 108%	1153 105%	365 110%	258 103%	1407 106%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Page 23

4 Aug 2021
Table 23

Q2_2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Physical health

Base: All Respondents

	Total	Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Pose Challenge (Net)	1534 73%	742 74%	768 72%	446 73%	258 75%	233 70%	233 67%	364 79% FG	215 72%	130 76%	115 73%	120 76% Q	161 76%	220 73% Q	119 73%	115 68%	112 62%	201 81% PQ	276 75%	580 73%	299 69%	379 76%
Short-term challenge	863 41%	406 41%	443 42%	215 35%	157 46% D	129 39%	140 40%	222 48% D	93 31%	76 44% I	64 41%	70 44%	104 49% I	114 38%	76 47%	62 37%	71 39%	119 48%	139 38%	331 41%	173 40%	221 44%
Long-term challenge	795 38%	398 40%	386 36%	262 43% H	135 39%	121 36%	119 34%	159 34%	130 44% M	76 44% M	61 39%	63 40%	68 32%	127 42% Q	54 33%	59 35%	56 31%	89 36%	160 43% U	301 38%	149 34%	185 37%
No	565 27%	255 26%	297 28%	168 27%	85 25%	98 30% H	116 33% H	98 21%	82 28%	41 24%	42 27%	38 24%	51 24%	81 27%	44 27%	55 32% R	70 38% NRL	46 19%	93 25%	217 27%	135 31%	121 24%
Sigma	2224 106%	1060 106%	1126 106%	644 105%	377 110%	348 105%	376 108%	479 104%	306 103%	193 113%	167 106%	171 108%	222 105%	323 107%	175 107%	177 104%	197 108%	254 103%	391 106%	849 106%	457 105%	527 106%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2_2 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Physical health

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Pose Challenge (Net)	1534 73%	418 72%	242 74%	215 81% BE	570 72%	471 70%	496 73%	567 76% F	885 75%	649 71%	594 75%	940 72%	545 77% N	989 71%	1163 75% R	341 71%	758 76%	776 70%	250 75%	181 73%	977 74%
Short-term challenge	863 41%	224 38%	145 45%	114 43%	328 42%	243 36%	294 43% F	327 44% F	496 42%	367 40%	326 41%	537 41%	293 41%	571 41%	674 43% P	179 37%	437 44%	426 39%	128 39%	91 36%	588 44%
Long-term challenge	795 38%	219 37%	116 35%	114 43%	305 39%	260 39%	239 35%	296 40%	477 40%	318 35%	323 41%	472 36%	305 43% N	490 35%	578 37%	194 40%	387 39%	408 37%	151 46% U	99 40%	470 36%
No	565 27%	166 28% D	85 26%	50 19%	219 28% D	202 30% H	183 27%	179 24%	295 25%	270 29%	201 25%	364 28%	162 23%	404 29% M	387 25%	143 29%	238 24%	328 30% Q	82 25%	68 27%	345 26%
Sigma	2224 106%	610 104%	346 106%	278 105%	852 108%	705 105%	716 105%	802 108%	1268 108%	955 104%	849 107%	1374 105%	760 108%	1464 105%	1640 106%	516 107%	1062 107%	1162 105%	361 109%	258 103%	1403 106%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q2_3 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette,
communication, and ability to get along with others work ethic)

Base: All Respondents

		Gender			Age					Male Age					Female Age				Region			
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Pose Challenge (Net)	1642 78%	793 80%	831 78%	470 77%	275 80%	245 74%	261 75%	391 85% DFG	230 77%	140 82%	120 76%	118 75%	185 87% IKL	234 77%	128 79%	122 72%	143 78%	204 82% P	297 80%	616 77%	335 77%	394 79%
Short-term challenge	901 43%	433 43%	457 43%	235 38%	154 45%	142 43%	156 45%	215 47% D	107 36%	78 46%	69 44%	70 44%	109 51% I	124 41%	72 44%	70 41%	86 47%	105 43%	168 46%	349 44%	177 41%	207 41%
Long-term challenge	893 43%	431 43%	454 43%	268 44%	162 47%	135 41%	134 38%	194 42%	134 45%	82 48%	69 44%	60 38%	86 40%	130 43%	77 47%	67 39%	74 40%	106 43%	160 43%	325 41%	194 45%	214 43%
No	457 22%	204 20%	234 22%	144 23% H	68 20%	86 26% H	88 25% H	71 15%	68 23% M	31 18%	37 24% M	40 25% M	27 13%	68 23%	34 21%	48 28% R	40 22%	44 18%	72 20%	181 23%	99 23%	105 21%
Sigma	2250 107%	1068 107%	1145 108%	647 105%	384 112%	363 109%	377 108%	479 104%	309 104%	192 112%	175 111%	170 107%	221 104%	322 107%	183 113%	185 108%	199 109%	256 103%	401 109%	855 107%	469 108%	526 105%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2_3 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19 pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Development of soft skills (i.e., less tangible skills associated with one's personality that do not depend on acquired knowledge like etiquette, communication, and ability to get along with others work ethic)

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Pose Challenge (Net)	1642 78%	420 72%	263 81% B	221 83% B	652 83% B	488 72%	526 78%	628 84% FG	947 80% J	695 76%	630 79%	1013 78%	581 82% N	1061 76%	1246 80% R	364 75%	823 83% R	820 74%	263 79%	181 73%	1063 80% T
Short-term challenge	901 43%	234 40%	143 44%	104 39%	372 47% B	261 39%	278 41%	362 49% FG	520 44%	381 41%	339 43%	563 43%	327 46%	574 41%	705 46% P	178 37%	481 48% R	420 38%	158 48%	98 39%	580 44%
Long-term challenge	893 43%	213 36%	144 44% B	127 48% B	368 47% B	256 38%	295 43%	341 46% F	533 45%	359 39%	360 45%	533 41%	317 45%	576 41%	658 42%	215 44%	435 44%	458 42%	131 40%	94 38%	589 45%
No	457 22%	165 28% CDE	63 19%	44 17%	136 17%	186 28% H	153 22% H	118 16%	232 20%	224 24% I	165 21%	292 22%	125 18%	332 24% M	304 20%	120 25%	173 17%	283 26% Q	68 21%	69 27% U	259 20%
Sigma	2250 107%	612 105%	350 107%	276 104%	877 111%	703 104%	725 107%	822 110%	1286 109%	965 105%	863 109%	1387 106%	769 109%	1482 106%	1667 108%	513 106%	1089 109%	1161 105%	358 108%	261 104%	1429 108%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q2_4 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19 pandemic pose long-term or short-term challenges to each of the following for younger Americans? Please select all that apply.

Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Pose Challenge (Net)	1622 77%	772 77%	830 78%	462 75%	269 78%	240 72%	255 73%	395 86% DEFG	224 75%	134 78%	114 72%	115 73%	185 87% IJKL	230 76%	128 79%	123 72%	140 77%	208 84% P	286 78%	603 76%	329 76%	404 81%
Short-term challenge	861 41%	395 40%	460 43%	238 39%	150 44%	125 38%	140 40%	207 45%	112 38%	70 41%	54 35%	63 40%	96 45%	123 41%	79 48%	70 41%	78 43%	111 45%	142 38%	341 43%	172 40%	206 41%
Long-term challenge	888 42%	444 45%	431 40%	251 41%	155 45%	141 43%	140 40%	202 44%	120 40%	85 50%	75 48%	65 41%	98 46%	127 42%	64 40%	63 37%	75 41%	102 41%	170 46%	320 40%	178 41%	221 44%
No	477 23%	224 23%	235 22%	152 25% H	74 22% H	91 28% H	94 27% H	67 14%	74 25% M	37 22% M	43 28% M	43 27% M	27 13%	71 24%	35 21%	47 28% R	42 23%	40 16%	83 22%	194 24%	105 24%	96 19%
Sigma	2227 106%	1063 107%	1126 106%	641 104%	379 111%	357 108%	374 107%	476 103%	306 103%	192 112%	173 110%	171 108%	221 104%	320 106%	178 109%	181 106%	195 107%	252 102%	394 107%	855 107%	455 105%	522 105%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2_4 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19 pandemic pose long-term or short-term challenges to each of the following for younger Americans? Please select all that apply.

Development of hard skills (i.e., specific knowledge and abilities required for a particular job function that can be measured like typing, computer programming, welding)

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Pose Challenge (Net)	1622 77%	413 71%	260 79% B	219 83% B	646 82% B	473 70%	532 78% F	616 83% F	932 79%	689 75%	620 78%	1002 77%	569 81% P	1053 76%	1240 80% P	357 74%	814 82% R	807 73%	259 78%	183 73%	1046 79%
Short-term challenge	861 41%	212 36%	131 40%	116 44%	360 46% B	225 33%	285 42% F	352 47% F	506 43%	355 39%	330 42%	531 41%	299 42%	562 40%	683 44% P	167 35%	444 45% R	417 38%	155 47%	89 36%	558 42%
Long-term challenge	888 42%	222 38%	149 46% B	115 44%	359 46% B	269 40%	289 43%	330 44%	518 44%	370 40%	349 44%	539 41%	329 47% N	559 40%	658 42%	215 44%	453 45% R	435 39%	128 39%	104 42%	577 44%
No	477 23%	171 29% CDE	67 21%	46 17%	143 18%	200 30% GH	147 22%	130 17%	247 21%	230 25%	175 22%	303 23%	137 19%	340 24%	311 20%	127 26% O	181 18%	296 27% Q	73 22%	67 27%	276 21%
Sigma	2227 106%	605 103%	348 106%	278 105%	862 109%	694 103%	721 106%	811 109%	1271 108%	956 104%	854 108%	1372 105%	766 108%	1461 105%	1651 107%	509 105%	1079 108%	1148 104%	355 107%	261 104%	1411 107%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q2_5 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Performance at school or in the workplace

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Pose Challenge (Net)	1691 81%	801 80%	867 81%	491 80%	273 80%	246 74%	270 77%	411 89% DEFG	237 80%	139 81%	116 74%	119 75%	190 90% IJKL	243 80%	129 79%	127 74%	150 82%	219 88% NOP	302 82%	626 79%	356 82%	408 82%
Short-term challenge	950 45%	471 47%	467 44%	258 42%	154 45%	142 43%	175 50%	221 48%	133 45%	82 48%	61 39%	82 52%	114 54% K	117 39%	70 43%	81 48%	92 50%	107 43%	177 48%	345 43%	209 48%	219 44%
Long-term challenge	870 41%	395 40%	463 43%	258 42%	151 44% G	134 40%	121 35%	207 45% G	110 37%	74 43%	73 46%	52 33%	86 41%	144 48% P	73 45%	58 34%	69 38%	119 48% P	150 41%	333 42%	173 40%	214 43%
No	408 19%	195 20%	198 19%	123 20% H	69 20% H	86 26% H	79 23% H	50 11%	61 20% M	33 19% M	41 26% M	39 25% M	22 10%	59 20% R	34 21% R	44 26% R	33 18%	29 12%	67 18%	171 21%	78 18%	91 18%
Sigma	2228 106%	1062 107%	1128 106%	638 104%	375 109%	361 109%	374 107%	479 104%	304 102%	189 111%	174 111%	173 109%	222 105%	320 106%	177 109%	183 108%	194 106%	255 103%	394 107%	850 107%	459 106%	525 105%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Q2_5 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Performance at school or in the workplace

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Pose Challenge (Net)	1691 81%	434 74%	271 83% B	220 83% B	674 85% B	506 75%	547 81%	638 86% F	965 82%	726 79%	634 80%	1057 81%	582 82% P	1109 80%	1291 83% R	367 76%	836 84% R	856 78%	270 81%	186 74%	1092 83% T
Short-term challenge	950 45%	218 37%	150 46% B	100 38%	437 55% BCD	253 38%	307 45% F	390 52% FG	548 46%	402 44%	350 44%	600 46%	342 48% P	608 44%	754 49% P	177 37%	497 50% R	453 41%	139 42%	115 46%	631 48%
Long-term challenge	870 41%	237 41%	144 44%	133 50% BE	307 39%	279 41%	275 40%	317 42%	507 43%	363 40%	339 43%	531 41%	291 41%	579 42%	634 41%	213 44%	424 43%	446 40%	153 46% T	84 34%	546 41%
No	408 19%	151 26% CDE	56 17%	45 17%	115 15%	168 25% H	132 19%	108 14%	214 18%	193 21%	161 20%	247 19%	124 18%	284 20%	259 17%	117 24% O	160 16%	248 22% Q	62 19%	64 26% U	230 17%
Sigma	2228 106%	605 104%	350 107%	278 105%	859 109%	700 104%	714 105%	814 109%	1269 108%	959 104%	850 107%	1377 106%	757 107%	1471 106%	1648 106%	507 105%	1081 109%	1146 104%	354 107%	263 105%	1407 106%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2_6 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Ability to socialize and get along with others

Base: All Respondents

		Gender		Age					Male Age					Female Age					Region			
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Pose Challenge (Net)	1687 80%	807 81%	859 81%	486 79% F	280 82% F	236 71%	277 79%	408 88% DEFG	238 80%	143 83%	113 72%	127 80%	187 88% K	239 79%	129 79%	123 72%	149 82%	220 89% NOP	305 83%	632 79%	346 80%	403 81%
Short-term challenge	909 43%	429 43%	467 44%	223 36%	165 48% D	130 39%	165 47% D	227 49% DF	98 33%	86 50% I	58 37%	80 51% I	107 50% I	118 39%	74 45%	72 42%	84 46%	120 48%	162 44%	349 44%	182 42%	216 43%
Long-term challenge	926 44%	447 45%	470 44%	305 50% G	155 45%	134 41%	136 39%	196 43%	151 51%	77 45%	70 45%	59 37%	90 42%	150 50%	73 45%	64 38%	77 42%	105 42%	176 48%	341 43%	197 45%	213 43%
No	412 20%	189 19%	206 19%	128 21% H	63 18% H	96 29% DEH	72 21% H	54 12%	60 20%	29 17%	44 28% M	31 20%	25 12%	63 21% R	34 21% R	48 28% R	33 18%	28 11%	63 17%	166 21%	88 20%	96 19%
Sigma	2248 107%	1065 107%	1143 107%	655 107%	382 112%	360 109%	374 107%	477 103%	309 104%	191 112%	173 110%	171 108%	222 105%	331 110%	181 111%	183 108%	195 107%	253 102%	401 109%	855 107%	467 108%	524 105%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q2_6 Do you think school closures (i.e., K-12 closures, college delays, remote schooling) during the COVID-19
pandemic pose long-term or short-term challenges to each of the following for younger Americans?
Please select all that apply.

Ability to socialize and get along with others

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Pose Challenge (Net)	1687 80%	443 76%	266 81%	220 83%	668 85% B	511 76%	530 78%	645 86% FG	952 81%	734 80%	654 82%	1033 79%	587 83%	1100 79%	1278 82% R	375 78%	837 84% R	850 77%	259 78%	191 77%	1092 83%
Short-term challenge	909 43%	226 39%	141 43%	103 39%	393 50% BD	255 38%	275 41%	379 51% FG	520 44%	389 42%	358 45%	551 42%	326 46%	583 42%	712 46% P	182 38%	483 49% R	426 39%	119 36%	107 43%	617 47% S
Long-term challenge	926 44%	243 42%	150 46%	128 48%	357 45%	288 43%	300 44%	339 45%	537 46%	390 42%	366 46%	560 43%	322 46%	605 43%	681 44%	221 46%	444 45%	482 44%	163 49%	105 42%	574 43%
No	412 20%	142 24% E	61 19%	46 17%	121 15%	163 24% H	149 22% H	101 14%	227 19%	185 20%	141 18%	272 21%	119 17%	293 21%	272 18%	109 22%	159 16%	253 23% Q	73 22%	58 23%	230 17%
Sigma	2248 107%	611 104%	353 108%	277 104%	870 110%	706 105%	724 107%	818 110%	1284 109%	964 105%	866 109%	1382 106%	767 109%	1481 106%	1665 107%	511 106%	1086 109%	1162 105%	354 107%	270 108%	1421 107%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q815 In general, how prepared do you think current students will be to enter the workforce? Please think about when they enter the workforce after completing their highest level of education.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Very/Somewhat Prepared (Net)	1146 55%	565 57%	561 53%	394 64% FGH	210 61% FGH	170 51% G	139 40%	232 50% G	203 68% KLM	127 74% KLMO	77 49%	59 37%	100 47%	181 60% OQ	77 47%	92 54%	80 44%	131 53%	218 59%	434 54%	219 50%	275 55%
Very prepared	256 12%	151 15% C	101 10%	105 17% FGH	75 22% FGH	33 10% H	20 6%	23 5%	62 21% LM	51 30% KLMO	18 11% M	14 9%	6 3%	41 14% QR	23 14% QR	15 9%	6 3%	16 7%	49 13%	74 9%	59 14%	73 15% T
Somewhat prepared	890 42%	414 42%	459 43%	289 47% G	135 39%	138 42%	119 34%	209 45% G	141 47% L	76 44% L	59 38%	45 28%	94 44%	140 46% O	53 33%	77 45%	74 40%	115 46% O	169 46% U	360 45%	160 37%	202 40%
Not At All/Not Very Prepared (Net)	953 45%	431 43%	504 47%	220 36%	133 39%	161 49% DE	209 60% DEFH	230 50% DE	95 32%	45 26%	80 51% IJ	100 63% IJ	112 53% IJ	121 40%	86 53% NJ	78 46%	103 56% N	117 47% O	151 41%	363 46%	215 50%	225 45%
Not very prepared	743 35%	324 32%	406 38% B	178 29%	114 33%	116 35%	156 45% DE	179 39% D	73 24%	37 21%	57 36% IJ	70 44% IJ	87 41% IJ	103 34%	75 46% NPJ	56 33%	80 44%	91 37%	113 31%	269 34%	174 40% S	187 37%
Not at all prepared	210 10%	108 11%	98 9%	42 7%	19 6%	45 13% DE	54 15% DE	51 11% E	22 8%	8 5%	23 14% J	30 19% IJ	25 12% J	17 6%	11 7%	22 13% N	22 12%	25 10%	38 10%	94 12%	41 9%	38 8%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q815 In general, how prepared do you think current students will be to enter the workforce? Please think about when they enter the workforce after completing their highest level of education.

Base: All Respondents

		Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
	Total	Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Very/Somewhat Prepared (Net)	1146 55%	315 54%	172 53%	126 48%	461 58% D	362 54%	335 49%	449 60% G	654 55%	492 54%	470 59% L	676 52%	434 61% N	712 51%	862 56%	245 51%	559 56%	587 53%	175 53%	166 66% SU	692 52%
Very prepared	256 12%	60 10% D	35 11% D	12 5%	135 17% BCD	69 10%	51 7%	135 18% FG	185 16% J	71 8%	149 19% L	106 8%	143 20% N	113 8%	212 14% P	31 6%	151 15% R	104 9%	50 15%	36 14%	146 11%
Somewhat prepared	890 42%	256 44%	137 42%	114 43%	326 41%	293 43%	284 42%	313 42%	469 40%	421 46% I	321 40%	570 44%	291 41%	600 43%	650 42%	214 44%	408 41%	483 44%	125 38%	130 52% SU	546 41%
Not At All/Not Very Prepared (Net)	953 45%	269 46%	155 47%	139 52% E	327 42%	312 46%	344 51% H	297 40%	526 45%	427 46%	325 41%	629 48% K	273 39%	681 49% M	688 44%	239 49%	437 44%	516 47%	156 47% T	84 34%	630 48% T
Not very prepared	743 35%	211 36%	120 37%	105 40%	262 33%	244 36%	261 38% H	238 32%	413 35%	330 36%	251 32%	492 38% K	217 31%	526 38% M	541 35%	181 37%	346 35%	396 36%	126 38%	66 26%	493 37% T
Not at all prepared	210 10%	58 10%	35 11%	34 13%	66 8%	68 10%	83 12% H	59 8%	112 10%	98 11%	74 9%	136 10%	56 8%	155 11%	147 9%	58 12%	90 9%	120 11%	30 9%	18 7%	137 10%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q3 Compared with current entry-level workers, do you think current students will enter the workforce with more or less of
the skills necessary to be successful in today's workplace?

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Less of the skills necessary to be successful	704 34%	314 31%	387 36%	126 21%	90 26%	104 32% D	160 46% DEF	223 48% DEF	40 14%	41 24% I	47 30% I	80 50% IJK	106 50% IJK	84 28%	49 30%	57 34%	81 44% NO	116 47% NOP	124 34%	269 34%	148 34%	162 32%
About the same amount	1033 49%	479 48%	525 49%	355 58% EGH	162 47%	172 52% H	151 43%	194 42%	172 58% JLM	73 42%	82 52%	63 40%	89 42%	173 57% QR	81 50%	86 50%	81 44%	104 42%	171 46%	387 48%	224 52%	252 51%
More of the skills necessary to be successful	362 17%	203 20% C	153 14%	133 22% GH	91 27% FGH	55 17% H	37 11%	45 10%	85 29% LMN	58 34% KLMO	28 18% M	16 10%	17 8%	45 15%	32 20%	27 16%	21 11%	28 11%	74 20%	141 18%	61 14%	85 17%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q3 Compared with current entry-level workers, do you think current students will enter the workforce with more or less of the skills necessary to be successful in today's workplace?

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Less of the skills necessary to be successful	704 34%	177 30%	135 41% BE	103 39% BE	233 30%	215 32%	237 35%	252 34%	347 29%	357 39% I	211 27%	493 38% K	178 25%	526 38% M	547 35%	147 30%	383 38% R	321 29%	77 23%	52 21%	511 39% ST
About the same amount	1033 49%	305 52%	153 47%	132 50%	381 48%	363 54% H	334 49%	337 45%	591 50%	442 48%	388 49%	645 49%	346 49%	688 49%	733 47%	259 54%	430 43%	603 55% Q	192 58% U	149 60% U	606 46%
More of the skills necessary to be successful	362 17%	103 18% C	39 12%	31 12%	175 22% CD	97 14%	108 16%	157 21% F	242 21% J	120 13%	196 25% L	166 13%	182 26% N	180 13%	270 17%	78 16%	183 18%	179 16%	63 19%	49 20%	204 15%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q4 You mentioned that you think current students will enter the workforce with different skills than current entry-level workers. Do you think their pay should be different based on the skills they have when they enter the workforce?

Base: Think Emerging Workers Will Have Different Skills

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	1114	487	615	278	192	144	173	327	101	106	43	70	167	170	85	101	102	157	221	472	202	219
Weighted Base	1066	517	540	259	181	159*	198	268	126*	99*	75**	96*	122	129*	81*	84*	101*	144*	198	410	210	247
Yes, they should be paid more	339 32%	179 35%	157 29%	101 39% GH	87 48% GH	55 35% H	44 22%	52 19%	48 38% M	54 54% LM	31 42%	23 24%	23 19%	52 40% QR	32 40% QR	24 28%	20 20%	29 20%	89 45% TUV	125 31%	49 23%	76 31%
Yes, they should be paid less	322 30%	171 33%	149 28%	79 30%	40 22%	48 30%	64 32%	91 34% E	45 36%	23 23%	24 32%	31 32%	49 40% J	32 25%	17 21%	24 29%	33 33%	42 29%	42 21%	125 30%	68 32% S	87 35% S
No, they should be paid the same amount	405 38%	167 32%	235 43% B	79 31%	54 30%	56 35%	90 46% DE	125 47% DE	33 26%	22 23%	20 27%	42 44% J	50 41% IJ	45 35%	32 39% J	36 43%	48 48%	74 51% N	67 34%	160 39%	93 44%	84 34%
Sigma	1066 100%	517 100%	540 100%	259 100%	181 100%	159 100%	198 100%	268 100%	126 100%	99 100%	75 100%	96 100%	122 100%	129 100%	81 100%	84 100%	101 100%	144 100%	198 100%	410 100%	210 100%	247 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q4 You mentioned that you think current students will enter the workforce with different skills than current entry-level
workers. Do you think their pay should be different based on the skills they have when they enter the workforce?

Base: Think Emerging Workers Will Have Different Skills

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	1114	478	189	128	255	306	327	481	551	563	373	741	342	772	794	293	582	532	87	87	855
Weighted Base	1066	280	174	133*	408	311	345	409	588	477	406	659	360	705	817	225	565	500	139*	101*	716
Yes, they should be paid more	339 32%	88 31%	46 27%	30 23%	163 40% CD	94 30%	89 26%	156 38% G	220 37% J	119 25%	172 42% L	167 25%	160 44% N	179 25%	264 32%	69 30%	175 31%	164 33%	45 32%	52 51% SU	194 27%
Yes, they should be paid less	322 30%	77 27%	59 34%	57 43% BE	115 28%	79 25%	127 37% FH	115 28%	179 30%	142 30%	119 29%	202 31%	102 28%	220 31%	260 32%	58 26%	170 30%	151 30%	36 26%	25 25%	232 32%
No, they should be paid the same amount	405 38%	115 41% E	69 39%	47 35%	129 32%	138 44% H	129 37%	137 34%	189 32%	216 45% I	115 28%	290 44% K	99 27%	306 43% M	293 36%	98 44%	220 39%	185 37%	59 42% T	24 24%	291 41% T
Sigma	1066 100%	280 100%	174 100%	133 100%	408 100%	311 100%	345 100%	409 100%	588 100%	477 100%	406 100%	659 100%	360 100%	705 100%	817 100%	225 100%	565 100%	500 100%	139 100%	101 100%	716 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.   * small base

Q5 What, if anything, do you think employers will need to change in order to accommodate the emerging generation of workers? Please select all that apply.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Employers Will Need To Change (Net)	1896 90%	917 92%	947 89%	553 90%	317 93%	296 89%	311 89%	420 91%	267 90%	161 94%	148 94%	143 91%	197 93%	272 90%	150 92%	145 85%	159 87%	221 89%	342 93%	708 89%	387 89%	460 92%
Offer more job-specific training	1069 51%	497 50%	563 53%	211 34%	157 46% D	161 49% D	209 60% DEF	330 72% DEFG	99 33%	71 42%	78 50% I	97 61% IJ	151 71% IJK	107 35%	84 52% N	80 47%	111 61% NP	180 72% NOPQ	193 52%	408 51%	227 52%	240 48%
Provide flexibility in work hours	949 45%	437 44%	503 47%	237 39%	148 43%	140 42%	181 52% D	243 53% DEF	105 35%	78 46%	62 39%	84 53% I	107 51% I	126 42%	69 42%	77 45%	97 53%	134 54% I	188 51%	355 45%	185 43%	221 44%
Pay employees who have advanced skills higher salaries	932 44%	435 44%	488 46%	196 32%	162 47% D	137 41% D	179 51% D	256 56% DF	87 29%	74 43% I	60 38%	82 52% I	132 63% IJKR	104 35%	87 54% N	77 45%	96 52% N	124 50% N	170 46%	349 44%	193 45%	219 44%
Allow employees to work from home	813 39%	373 37%	428 40%	194 32%	141 41% D	136 41% D	139 40%	204 44% D	80 27%	77 45% I	66 42% I	63 40%	87 41% I	106 35%	60 37%	69 41%	76 41%	117 47% N	178 48% TUV	282 35%	161 37%	192 38%
Require employees to refresh their skills often (e.g., by returning to school, attending training events, etc.)	765 36%	403 40% C	359 34%	175 29%	131 38% D	122 37%	135 39% D	201 44% D	89 30%	72 42% I	71 45% IP	66 42%	105 50% IR	85 28%	59 36%	50 29%	69 38%	95 38%	152 41%	283 36%	141 33%	188 38%
Make advanced degrees the minimum requirement for more jobs	326 16%	204 21% C	119 11%	132 22% GH	77 23% FGH	47 14% G	27 8%	42 9%	72 24% LM	48 28% LM	41 26% LMP	17 11%	27 13% R	58 19% PQR	29 18% PQR	7 4%	10 5%	15 6%	74 20% U	116 15%	53 12%	84 17%
Outsource more business functions (i.e., have another supplier or employees from a foreign country do the tasks)	279 13%	165 17% C	107 10%	139 23% FGH	69 20% FGH	38 12% GH	16 5%	18 4%	74 25% LM	40 23% LM	32 20% LMP	7 4%	12 6%	65 21% PQR	28 17% PQR	5 3%	3 2%	6 2%	64 17% TU	92 12%	46 11%	77 15%
Other	97 5%	41 4%	53 5%	40 7% H	19 5%	13 4%	12 3%	13 3%	15 5%	13 7% M	4 3%	5 3%	4 2%	22 7%	6 4%	9 5%	7 4%	9 4%	23 6%	32 4%	19 4%	24 5%
Employers will not need to change anything in order to accommodate the emerging generation of workers	203 10%	80 8%	118 11%	61 10%	25 7%	36 11%	38 11%	42 9%	30 10%	10 6%	10 6%	15 9%	15 7%	29 10%	13 8%	26 15%	23 13%	27 11%	27 7%	89 11%	47 11%	39 8%
Sigma	5433 259%	2635 264%	2737 257%	1386 226%	930 271%	830 250%	937 269%	1350 292%	652 219%	482 282%	424 269%	435 275%	641 303%	703 233%	435 268%	400 235%	492 270%	706 285%	1069 290%	2007 252%	1072 247%	1285 257%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q5 What, if anything, do you think employers will need to change in order to accommodate the emerging generation of workers? Please select all that apply.

Base: All Respondents

		Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
	Total	Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Employers Will Need To Change (Net)	1896 90%	517 89%	301 92%	246 93%	724 92%	587 87%	615 91%	695 93% F	1081 92%	815 89%	730 92%	1166 89%	661 94% N	1236 89%	1426 92% P	424 88%	935 94% R	962 87%	304 92%	209 84%	1211 92% T
Offer more job-specific training	1069 51%	278 48%	198 60% BE	138 52%	393 50%	304 45%	365 54% F	399 53% F	533 45%	536 58% I	312 39%	757 58% K	304 43%	765 55% M	809 52%	242 50%	583 59% R	486 44%	117 35%	94 38%	778 59% ST
Provide flexibility in work hours	949 45%	241 41%	155 48%	127 48%	374 47%	261 39%	302 45%	386 52% FG	504 43%	446 48%	334 42%	615 47%	308 44%	641 46%	705 46%	229 47%	500 50% R	450 41%	123 37%	105 42%	637 48% S
Pay employees who have advanced skills higher salaries	932 44%	243 42%	152 47%	130 49%	358 45%	254 38%	310 46% F	367 49% F	497 42%	435 47%	316 40%	615 47% K	283 40%	649 47% M	708 46%	212 44%	509 51% R	423 38%	93 28%	99 40%	658 50% ST
Allow employees to work from home	813 39%	211 36%	141 43%	116 44%	311 39%	242 36%	259 38%	312 42%	433 37%	380 41%	293 37%	520 40%	253 36%	560 40%	602 39%	201 42%	415 42% R	399 36%	108 33%	81 32%	552 42%
Require employees to refresh their skills often (e.g., by returning to school, attending training events, etc.)	765 36%	209 36%	120 37%	100 38%	292 37%	184 27%	255 38% F	326 44% F	424 36%	341 37%	284 36%	480 37%	260 37%	505 36%	581 37%	172 36%	418 42% R	347 31%	94 28%	75 30%	525 40% ST
Make advanced degrees the minimum requirement for more jobs	326 16%	75 13%	41 13%	37 14%	159 20% BC	83 12%	81 12%	162 22% FG	236 20% J	90 10%	183 23% L	143 11%	172 24% N	154 11%	254 16%	67 14%	178 18% R	148 13%	65 20%	43 17%	188 14%
Outsource more business functions (i.e., have another supplier or employees from a foreign country do the tasks)	279 13%	54 9%	31 10%	32 12%	157 20% BCD	71 11%	74 11%	135 18% FG	218 18% J	62 7%	183 23% L	97 7%	173 25% N	106 8%	223 14%	53 11%	133 13%	146 13%	75 23% U	40 16%	135 10%
Other	97 5%	37 6% C	5 2%	8 3%	30 4%	48 7% GH	22 3%	27 4%	43 4%	55 6%	34 4%	64 5%	16 2%	82 6% M	59 4%	21 4%	32 3%	65 6% Q	22 7%	11 4%	58 4%
Employers will not need to change anything in order to accommodate the emerging generation of workers	203 10%	67 11%	25 8%	19 7%	64 8%	87 13% H	64 9%	51 7%	98 8%	104 11%	64 8%	138 11%	45 6%	157 11% M	125 8%	60 12% O	61 6%	141 13% Q	27 8%	41 16% SU	111 8%
Sigma	5433 259%	1415 242%	869 266%	706 266%	2139 271%	1535 228%	1733 255%	2165 290%	2985 253%	2448 266%	2005 252%	3428 263%	1814 257%	3619 260%	4066 262%	1258 260%	2828 284%	2605 236%	725 219%	589 236%	3641 275%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q6 To what extent do you think a "lost generation of students" (i.e., a generation that does not have all of the skills necessary to be successful in today's workforce due to closures during the COVID-19 pandemic) will be a problem for employers in the U.S.?

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Problem (Net)	1771 84%	850 85%	895 84%	490 80%	290 84%	281 85%	288 83%	423 92% DEFG	229 77%	158 92% IO	135 86%	133 84%	196 92% IL	250 83%	128 79%	143 84%	149 82%	226 91% NOQ	311 84%	657 82%	368 85%	435 87%
Large problem	703 34%	358 36%	336 32%	172 28%	122 36%	105 32%	133 38% D	171 37% D	98 33%	68 40%	44 28%	68 43%	81 38%	71 23%	53 33%	62 36% N	60 33%	90 36% N	124 34%	245 31%	162 37%	171 34%
Slight problem	1068 51%	493 49%	559 53%	318 52%	168 49%	175 53%	155 44%	252 54% G	131 44%	90 52%	91 58% L	65 41%	115 54% L	179 59% OI	75 46%	81 48%	89 49%	136 55%	187 51%	412 52%	206 48%	263 53%
Not a problem at all	328 16%	146 15%	170 16%	124 20% H	53 16% H	51 15% H	60 17% H	39 8%	69 23% JM	14 8%	22 14%	25 16% M	16 8%	52 17% R	35 21% RJ	28 16%	33 18% R	22 9%	57 16%	140 18%	66 15%	65 13%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q6 To what extent do you think a "lost generation of students" (i.e., a generation that does not have all of the skills necessary to be successful in today's workforce due to closures during the COVID-19 pandemic) will be a problem for employers in the U.S.?

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Problem (Net)	1771 84%	493 84%	283 87%	226 85%	656 83%	565 84%	574 84%	633 85%	1012 86%	760 83%	656 83%	1115 85%	594 84%	1177 85%	1310 84%	414 86%	870 87% R	901 82%	281 85%	194 78%	1138 86% T
Large problem	703 34%	167 29%	106 32%	80 30%	296 38% B	205 30%	212 31%	285 38% FG	394 33%	309 34%	262 33%	441 34%	245 35%	459 33%	537 35%	152 31%	362 36% R	342 31%	103 31%	80 32%	455 34%
Slight problem	1068 51%	326 56% E	177 54% E	145 55%	360 46%	359 53% H	362 53%	348 47%	618 52%	451 49%	394 50%	674 52%	350 50%	719 52%	773 50%	263 54%	509 51%	560 51%	178 54%	114 46%	683 52%
Not a problem at all	328 16%	91 16%	44 13%	39 15%	133 17%	109 16%	105 16%	113 15%	168 14%	160 17%	138 17%	189 15%	112 16%	216 15%	241 16%	69 14%	126 13%	202 18% Q	50 15%	55 22% U	185 14%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q7 Who do you think is responsible for fixing the "lost generation of students" (i.e., a generation that does not have all of the skills necessary to be successful in today's workforce due to the COVID-19 pandemic)?
Please select all that apply.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
The individuals themselves	1096 52%	509 51%	584 55%	231 38%	159 46% D	177 53% D	210 60% DE	319 69% DEFG	104 35%	73 43%	83 53% I	92 58% IJ	156 74% IJKL	125 41%	86 53%	93 55% N	118 65% N	161 65% NO	205 55% V	420 53% V	248 57% V	224 45%
Parents of the individuals	945 45%	471 47%	466 44%	236 38%	165 48% D	145 44%	179 51% D	221 48% D	125 42%	83 48%	78 50%	75 47%	109 52%	109 36%	76 47%	66 39%	103 57% NP	110 45%	177 48%	336 42%	205 47%	227 46%
Educators (e.g., teachers, school administrators, etc.)	903 43%	453 45%	441 41%	201 33%	168 49% DF	124 37%	160 46% D	251 54% DF	100 34%	92 54% I	69 44%	69 43%	123 58% IKL	98 32%	72 44% N	55 32%	91 50% NP	126 51% NP	180 49%	336 42%	185 43%	202 40%
U.S. Department of Education	819 39%	413 41%	396 37%	243 40%	161 47% FH	120 36%	134 38%	162 35%	119 40%	83 49%	60 38%	72 45%	80 38%	118 39%	76 47% QR	60 35%	60 33%	81 33%	165 45% T	287 36%	159 37%	208 42%
Employers	660 31%	345 35% C	300 28%	171 28%	115 34%	106 32%	113 32%	155 34%	94 31%	57 33%	64 41% P	54 34%	77 36%	73 24%	57 35% N	39 23%	53 29%	78 31%	137 37% T	226 28%	150 35%	146 29%
Other	105 5%	44 4%	58 5%	43 7%	19 5%	15 5%	11 3%	18 4%	17 6%	8 4%	7 5%	5 3%	8 4%	24 8%	11 7%	7 4%	6 3%	10 4%	10 3%	45 6%	16 4%	33 7% S
N/A - this does not need to be fixed	192 9%	52 5%	133 12% B	55 9%	28 8%	40 12%	37 11%	33 7%	14 5%	11 6%	10 7%	9 6%	8 4%	39 13% I	15 9%	29 17% K	26 14%	24 10% M	26 7%	91 11%	38 9%	38 8%
Sigma	4721 225%	2288 230%	2377 223%	1180 192%	814 238%	726 219%	842 242%	1158 251%	573 192%	408 238%	372 236%	375 237%	561 265%	585 194%	392 241%	351 206%	458 251%	591 238%	899 244%	1741 218%	1001 231%	1079 216%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q7 Who do you think is responsible for fixing the "lost generation of students" (i.e., a generation that does not have all
of the skills necessary to be successful in today's workforce due to the COVID-19 pandemic)?
Please select all that apply.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
The individuals themselves	1096 52%	269 46%	196 60% B	147 56% B	424 54% B	299 44%	348 51%	449 60% FG	588 50%	508 55%	372 47%	724 56% K	328 46%	768 55% M	848 55% P	231 48%	601 60% R	495 45%	118 36%	101 40%	787 60% ST
Parents of the individuals	945 45%	223 38%	153 47% B	139 52% B	392 50% B	267 40%	295 43%	383 51% FG	541 46%	404 44%	386 49%	559 43%	349 49% N	597 43%	719 46%	205 42%	511 51% R	434 39%	133 40%	108 43%	638 48%
Educators (e.g., teachers, school administrators, etc.)	903 43%	215 37%	146 45% B	119 45%	375 48% B	226 33%	292 43% F	386 52% FG	482 41%	422 46%	347 44%	557 43%	302 43%	602 43%	707 46% P	180 37%	507 51% R	396 36%	101 30%	94 38%	646 49% ST
U.S. Department of Education	819 39%	223 38%	117 36%	112 42%	322 41%	232 34%	286 42% F	301 40%	481 41%	338 37%	338 43%	481 37%	301 43%	519 37%	621 40%	187 39%	403 40%	416 38%	134 41%	89 36%	521 39%
Employers	660 31%	145 25%	112 34% B	98 37% B	272 35% B	172 26%	201 30%	287 38% FG	407 35% J	252 27%	253 32%	406 31%	236 33%	424 30%	488 33%	163 34%	341 34% R	318 29%	85 26%	64 25%	455 34% S
Other	105 5%	34 6%	13 4%	7 3%	35 4%	42 6%	34 5%	29 4%	56 5%	49 5%	33 4%	72 6%	29 4%	76 5%	66 4%	33 7%	45 5%	60 5%	24 7%	10 4%	62 5%
N/A - this does not need to be fixed	192 9%	80 14% CDE	27 8% D	8 3%	56 7%	77 11%	59 9%	56 8%	66 6%	126 14% I	49 6%	143 11% K	32 4%	161 12% M	109 7%	56 12% O	60 6%	132 12% Q	31 9%	38 15% U	100 8%
Sigma	4721 225%	1189 203%	764 234%	631 238%	1876 238%	1314 195%	1515 223%	1891 254%	2621 222%	2100 228%	1778 224%	2943 226%	1575 223%	3146 226%	3557 229%	1056 218%	2469 248%	2251 204%	626 189%	503 202%	3208 243%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8 To what extent do you agree or disagree with each of the following statements?
Summary Of Strongly/Somewhat Agree

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
There needs to be more of a balance in education to match learning to actual career options.	1792 85%	861 86%	905 85%	472 77%	293 86% D	298 90% D	306 88% D	423 92% DE	234 79%	147 86%	142 90% I	141 89% I	196 93% I	228 75%	141 87% N	155 91% N	157 86% N	224 90% N	316 86%	682 86%	379 87%	416 83%
The education system hasn't caught up with what skills are needed for today's workplace.	1596 76%	766 77%	810 76%	438 71%	252 74%	241 73%	287 82% DEF	378 82% DEF	218 73%	117 68%	116 74%	135 85% IJ	179 85% IJ	209 69%	132 81% NJ	123 72%	150 82% N	197 79% N	290 79%	606 76%	344 79% V	356 71%
The education system has failed to evolve to meet the needs of the workforce.	1554 74%	761 76%	772 72%	436 71%	251 73%	250 76%	277 79% D	340 74%	221 74%	119 70%	120 76%	135 85% J	165 78%	209 69%	125 77%	129 76%	136 75%	173 70%	264 72%	608 76%	321 74%	360 72%
Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.	1549 74%	745 75%	776 73%	451 73%	239 70%	255 77%	253 72%	351 76%	221 74%	122 71%	123 78%	117 74%	163 77%	221 73%	110 68%	128 75%	129 71%	187 75%	272 74%	597 75%	311 72%	369 74%
The U.S. is taking the right steps to help students recover from school closures during the COVID-19 pandemic.	1181 56%	582 58%	580 54%	355 58%	233 68% DFGH	184 56%	174 50%	235 51%	191 64% LMN	124 72% LM	100 63% LMP	74 46%	94 44%	157 52%	103 64% P	81 47%	98 54%	141 57% M	212 57%	460 58%	238 55%	271 54%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q8 To what extent do you agree or disagree with each of the following statements?

Summary Of Strongly/Somewhat Agree

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
There needs to be more of a balance in education to match learning to actual career options.	1792 85%	502 86%	290 89%	229 86%	657 83%	553 82%	584 86%	655 88% F	989 84%	803 87%	665 84%	1127 86%	593 84%	1200 86%	1344 87%	413 85%	903 91% R	890 81%	241 73%	212 85% S	1186 90% S
The education system hasn't caught up with what skills are needed for today's workplace.	1596 76%	442 76%	254 78%	213 80%	581 74%	483 72%	522 77%	591 79% F	873 74%	723 79%	554 70%	1042 80% K	484 69%	1112 80% M	1184 76%	372 77%	790 79% R	806 73%	220 66%	182 73%	1046 79% S
The education system has failed to evolve to meet the needs of the workforce.	1554 74%	426 73%	252 77%	197 74%	591 75%	454 67%	516 76% F	584 78% F	876 74%	678 74%	572 72%	982 75%	514 73%	1040 75%	1161 75%	358 74%	764 77% R	790 72%	239 72%	178 71%	995 75%
Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.	1549 74%	401 69%	244 75%	204 77% B	598 76% B	465 69%	523 77% F	561 75% F	895 76%	654 71%	601 76%	948 73%	540 76%	1009 72%	1163 75%	353 73%	773 78% R	776 70%	239 72%	183 73%	1005 76%
The U.S. is taking the right steps to help students recover from school closures during the COVID-19 pandemic.	1181 56%	324 56% D	176 54%	119 45%	486 62% D	374 56%	354 52%	453 61% G	702 60% J	479 52%	509 64% L	672 52%	449 64% N	732 53%	874 56%	274 57%	590 59% R	591 54%	168 51%	162 65% SU	733 55%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8 To what extent do you agree or disagree with each of the following statements?

Summary Of Strongly/Somewhat Disagree

Base: All Respondents

		Gender		Age					Male Age					Female Age					Region			
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
The U.S. is taking the right steps to help students recover from school closures during the COVID-19 pandemic.	918 44%	414 42%	485 46%	259 42% E	110 32%	147 44% E	175 50% E	227 49% E	106 36%	48 28%	58 37%	85 54% IJK	118 56% IJKR	145 48% I	59 36%	90 53% OK	85 46%	107 43%	157 43%	337 42%	196 45%	228 46%
Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.	550 26%	252 25%	289 27%	163 27%	104 30%	77 23%	96 28%	110 24%	77 26%	49 29%	35 22%	42 26%	49 23%	81 27%	52 32%	42 25%	53 29%	61 25%	97 26%	200 25%	123 28%	130 26%
The education system has failed to evolve to meet the needs of the workforce.	545 26%	236 24%	293 28%	178 29% G	92 27%	81 24%	72 21%	122 26%	77 26%	52 30% L	37 24%	23 15%	47 22%	93 31%	37 23%	41 24%	47 25%	75 30%	104 28%	189 24%	113 26%	140 28%
The education system hasn't caught up with what skills are needed for today's workplace.	503 24%	231 23%	255 24%	176 29% GH	91 26% GH	90 27% GH	62 18%	84 18%	80 27% LM	54 32% LMO	41 26%	23 15%	33 15%	93 31% OQR	31 19%	48 28%	32 18%	51 21%	79 21%	191 24%	90 21%	143 29% U
There needs to be more of a balance in education to match learning to actual career options.	307 15%	135 14%	160 15%	142 23% EFGH	49 14% H	34 10%	43 12%	39 8%	63 21% KLM	24 14%	15 10%	17 11%	15 7%	74 25% OPQR	21 13%	16 9%	25 14%	24 10%	53 14%	115 14%	55 13%	83 17%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

4 Aug 2021
Table 48

Q8 To what extent do you agree or disagree with each of the following statements?

Summary Of Strongly/Somewhat Disagree

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not Hispanic)	White (Not Hispanic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
The U.S. is taking the right steps to help students recover from school closures during the COVID-19 pandemic.	918 44%	260 44%	151 46%	146 55% BE	303 38%	300 44%	325 48% H	293 39%	478 40%	440 48% I	286 36%	632 48% K	257 36%	661 47% M	676 44%	210 43%	406 41%	512 46% Q	163 49% T	87 35%	589 45% T
Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.	550 26%	183 31% DE	83 25%	61 23%	190 24%	208 31% GH	156 23%	185 25%	285 24%	265 29%	194 24%	356 27%	167 24%	383 28%	387 25%	131 27%	223 22%	327 30% Q	92 28%	66 27%	318 24%
The education system has failed to evolve to meet the needs of the workforce.	545 26%	159 27%	75 23%	68 26%	198 25%	220 33% GH	163 24%	162 22%	304 26%	241 26%	222 28%	323 25%	192 27%	353 25%	389 25%	126 26%	232 23%	313 28% Q	93 28%	72 29%	327 25%
The education system hasn't caught up with what skills are needed for today's workplace.	503 24%	142 24%	73 22%	52 20%	207 26%	191 28% H	157 23%	154 21%	306 26%	197 21%	241 30% L	262 20%	222 31% N	281 20%	366 24%	112 23%	205 21%	297 27% Q	112 34% U	68 27%	277 21%
There needs to be more of a balance in education to match learning to actual career options.	307 15%	82 14%	37 11%	36 14%	132 17%	121 18% H	96 14%	90 12%	190 16%	117 13%	130 16%	177 14%	114 16%	193 14%	207 13%	71 15%	93 9%	214 19% Q	90 27% TU	37 15%	137 10%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q8_1 To what extent do you agree or disagree with each of the following statements?

The education system has failed to evolve to meet the needs of the workforce.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1554 74%	761 76%	772 72%	436 71%	251 73%	250 76%	277 79% D	340 74%	221 74%	119 70%	120 76%	135 85% J	165 78%	209 69%	125 77%	129 76%	136 75%	173 70%	264 72%	608 76%	321 74%	360 72%
Strongly agree	585 28%	301 30%	282 26%	168 27%	98 29%	80 24%	106 30%	134 29%	93 31%	56 32%	37 24%	45 28%	70 33%	75 25%	42 26%	42 25%	60 33%	63 26%	102 28%	205 26%	141 33%	137 27%
Somewhat agree	969 46%	460 46%	490 46%	269 44%	153 45%	171 52%	171 49%	206 45%	128 43%	64 37%	83 53% J	90 57% IJQ	95 45%	134 44%	84 51% J	87 51%	76 41%	109 44%	162 44%	403 51% U	180 42%	223 45%
Strongly/Somewhat Disagree (Net)	545 26%	236 24%	293 28%	178 29% G	92 27%	81 24%	72 21%	122 26%	77 26%	52 30% L	37 24%	23 15%	47 22%	93 31%	37 23%	41 24%	47 25%	75 30%	104 28%	189 24%	113 26%	140 28%
Somewhat disagree	415 20%	186 19%	223 21%	136 22%	71 21%	54 16%	59 17%	94 20%	55 18%	44 26% L	29 18%	20 13%	38 18%	76 25% P	27 17%	26 15%	38 21%	56 23%	77 21%	145 18%	81 19%	112 22%
Strongly disagree	130 6%	50 5%	70 7%	41 7%	21 6%	27 8%	13 4%	28 6%	22 7%	8 5%	8 5%	3 2%	9 4%	16 5%	10 6%	15 9%	8 5%	19 8%	27 7%	43 5%	32 7%	27 5%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8_1 To what extent do you agree or disagree with each of the following statements?
The education system has failed to evolve to meet the needs of the workforce.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1554 74%	426 73%	252 77%	197 74%	591 75%	454 67%	516 76% F	584 78% F	876 74%	678 74%	572 72%	982 75%	514 73%	1040 75%	1161 75%	358 74%	764 77% R	790 72%	239 72%	178 71%	995 75%
Strongly agree	585 28%	153 26%	102 31%	83 31%	213 27%	162 24%	202 30%	221 30%	314 27%	271 29%	213 27%	372 29%	195 28%	390 28%	456 29%	121 25%	302 30%	283 26%	78 24%	53 21%	409 31% T
Somewhat agree	969 46%	272 47%	150 46%	114 43%	377 48%	292 43%	314 46%	363 49%	562 48%	407 44%	359 45%	609 47%	319 45%	650 47%	705 45%	237 49%	462 46%	507 46%	160 48%	125 50%	586 44%
Strongly/Somewhat Disagree (Net)	545 26%	159 27%	75 23%	68 26%	198 25%	220 33% GH	163 24%	162 22%	304 26%	241 26%	222 28%	323 25%	192 27%	353 25%	389 25%	126 26%	232 23%	313 28% Q	93 28%	72 29%	327 25%
Somewhat disagree	415 20%	122 21%	54 17%	44 17%	158 20%	158 23% H	129 19%	128 17%	231 20%	183 20%	177 22%	238 18%	142 20%	273 20%	303 20%	91 19%	188 19%	227 21%	74 22%	50 20%	254 19%
Strongly disagree	130 6%	36 6%	20 6%	24 9%	40 5%	62 9% GH	34 5%	34 5%	72 6%	58 6%	46 6%	84 6%	50 7%	80 6%	87 6%	36 7%	44 4%	86 8% Q	18 6%	22 9%	74 6%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8_2 To what extent do you agree or disagree with each of the following statements?

There needs to be more of a balance in education to match learning to actual career options.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1792 85%	861 86%	905 85%	472 77%	293 86% D	298 90% D	306 88% D	423 92% DE	234 79%	147 86%	142 90% I	141 89% I	196 93% I	228 75%	141 87% N	155 91% N	157 86% N	224 90% N	316 86%	682 86%	379 87%	416 83%
Strongly agree	775 37%	391 39%	376 35%	197 32%	153 45% DG	127 38%	118 34%	180 39%	100 33%	87 51% IL	64 40%	56 36%	84 40%	93 31%	64 39%	63 37%	62 34%	95 38%	154 42%	294 37%	149 34%	179 36%
Somewhat agree	1017 48%	470 47%	529 50%	275 45%	141 41%	170 51% E	188 54% DE	243 53% DE	135 45%	60 35%	78 50%	85 54% J	113 53% J	135 45%	77 47%	92 54%	95 52%	129 52%	162 44%	388 49%	230 53% S	237 47%
Strongly/Somewhat Disagree (Net)	307 15%	135 14%	160 15%	142 23% EFGH	49 14% H	34 10%	43 12%	39 8%	63 21% KLM	24 14%	15 10%	17 11%	15 7%	74 25% OPQR	21 13%	16 9%	25 14%	24 10%	53 14%	115 14%	55 13%	83 17%
Somewhat disagree	216 10%	99 10%	108 10%	104 17% EFGH	30 9%	27 8%	32 9%	23 5%	48 16% JM	12 7%	13 8%	13 8%	12 6%	54 18% OPR	14 9%	11 6%	19 11%	11 4%	44 12%	80 10%	36 8%	56 11%
Strongly disagree	91 4%	37 4%	52 5%	38 6% F	20 6%	7 2%	11 3%	16 3%	15 5%	12 7% M	2 1%	5 3%	3 1%	20 7%	8 5%	5 3%	6 3%	13 5%	8 2%	36 4%	20 5%	27 6%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8_2 To what extent do you agree or disagree with each of the following statements?
There needs to be more of a balance in education to match learning to actual career options.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1792 85%	502 86%	290 89%	229 86%	657 83%	553 82%	584 86%	655 88% F	989 84%	803 87%	665 84%	1127 86%	593 84%	1200 86%	1344 87%	413 85%	903 91% R	890 81%	241 73%	212 85% S	1186 90% S
Strongly agree	775 37%	200 34%	137 42% B	110 42%	284 36%	239 35%	231 34%	306 41% G	438 37%	337 37%	310 39%	465 36%	279 39%	496 36%	598 39%	167 35%	412 41% R	363 33%	109 33%	99 39%	505 38%
Somewhat agree	1017 48%	302 52%	153 47%	119 45%	373 47%	315 47%	353 52%	350 47%	551 47%	466 51%	354 45%	663 51% K	314 44%	703 50%	745 48%	246 51%	491 49%	526 48%	133 40%	114 46%	680 51% S
Strongly/Somewhat Disagree (Net)	307 15%	82 14%	37 11%	36 14%	132 17%	121 18% H	96 14%	90 12%	190 16%	117 13%	130 16%	177 14%	114 16%	193 14%	207 13%	71 15%	93 9%	214 19% Q	90 27% TU	37 15%	137 10%
Somewhat disagree	216 10%	58 10%	28 9%	26 10%	91 12%	86 13% H	67 10%	64 9%	137 12%	79 9%	93 12%	122 9%	78 11%	138 10%	146 9%	47 10%	70 7%	146 13% Q	60 18% TU	21 8%	102 8%
Strongly disagree	91 4%	25 4%	9 3%	9 4%	41 5%	35 5%	29 4%	27 4%	53 5%	38 4%	36 5%	55 4%	36 5%	55 4%	60 4%	25 5%	23 2%	68 6% Q	30 9% U	17 7% U	34 3%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q8_3 To what extent do you agree or disagree with each of the following statements?
The education system hasn't caught up with what skills are needed for today's workplace.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1596 76%	766 77%	810 76%	438 71%	252 74%	241 73%	287 82% DEF	378 82% DEF	218 73%	117 68%	116 74%	135 85% IJ	179 85% IJ	209 69%	132 81% NJ	123 72%	150 82% N	197 79% N	290 79%	606 76%	344 79% V	356 71%
Strongly agree	602 29%	310 31%	286 27%	167 27%	105 31%	85 26%	112 32%	132 29%	87 29%	60 35%	42 27%	52 33%	69 32%	77 25%	43 26%	42 25%	61 33%	64 26%	120 33%	230 29%	123 28%	128 26%
Somewhat agree	994 47%	456 46%	524 49%	271 44%	147 43%	157 47%	174 50%	245 53% DE	131 44%	57 33%	74 47%	84 53% J	111 52% J	132 44%	89 55% J	80 47%	90 49%	133 54%	169 46%	376 47%	221 51%	228 46%
Strongly/Somewhat Disagree (Net)	503 24%	231 23%	255 24%	176 29% GH	91 26% GH	90 27% GH	62 18%	84 18%	80 27% LM	54 32% LMO	41 26%	23 15%	33 15%	93 31% OQR	31 19%	48 28%	32 18%	51 21%	79 21%	191 24%	90 21%	143 29% U
Somewhat disagree	378 18%	172 17%	189 18%	122 20% H	67 20%	68 21%	56 16%	63 14%	49 16%	43 25% LMO	34 22%	21 13%	25 12%	70 23% O	19 12%	33 20%	29 16%	38 15%	64 17%	151 19%	61 14%	102 20%
Strongly disagree	125 6%	59 6%	66 6%	54 9% GH	23 7% G	22 7% G	6 2%	21 4%	31 10% LM	11 6%	7 5%	3 2%	8 4%	23 8% Q	12 7% Q	14 8% Q	3 2%	13 5%	16 4%	40 5%	29 7%	41 8%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8_3 To what extent do you agree or disagree with each of the following statements?
The education system hasn't caught up with what skills are needed for today's workplace.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1596 76%	442 76%	254 78%	213 80%	581 74%	483 72%	522 77%	591 79% F	873 74%	723 79%	554 70%	1042 80% K	484 69%	1112 80% M	1184 76%	372 77%	790 79% R	806 73%	220 66%	182 73%	1046 79% S
Strongly agree	602 29%	167 29%	96 29%	74 28%	227 29%	169 25%	195 29%	237 32% F	331 28%	271 29%	210 26%	391 30%	191 27%	411 30%	462 30%	127 26%	313 31% R	289 26%	75 23%	61 24%	422 32% S
Somewhat agree	994 47%	275 48%	158 48%	139 52%	354 45%	314 47%	326 48%	354 48%	543 46%	452 49%	344 43%	651 50% K	293 42%	701 50% M	722 47%	246 51%	477 48%	517 47%	145 44%	122 49%	623 47%
Strongly/Somewhat Disagree (Net)	503 24%	142 24%	73 22%	52 20%	207 26%	191 28% H	157 23%	154 21%	306 26%	197 21%	241 30% L	262 20%	222 31% N	281 20%	366 24%	112 23%	205 21%	297 27% Q	112 34% U	68 27%	277 21%
Somewhat disagree	378 18%	109 19% D	56 17%	32 12%	159 20% D	137 20%	124 18%	117 16%	222 19%	156 17%	175 22% L	203 16%	168 24% N	209 15%	282 18%	80 17%	176 18%	202 18%	87 26% U	42 17%	220 17%
Strongly disagree	125 6%	33 6%	17 5%	20 8%	48 6%	54 8%	33 5%	38 5%	84 7%	41 4%	65 8% L	60 5%	54 8%	71 5%	84 5%	32 7%	84 5%	96 9% Q	29 3%	26 10% U	57 4%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8_4 To what extent do you agree or disagree with each of the following statements?

Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1549 74%	745 75%	776 73%	451 73%	239 70%	255 77%	253 72%	351 76%	221 74%	122 71%	123 78%	117 74%	163 77%	221 73%	110 68%	128 75%	129 71%	187 75%	272 74%	597 75%	311 72%	369 74%
Strongly agree	530 25%	280 28% C	246 23%	161 26%	105 31% G	78 24%	74 21%	112 24%	90 30%	61 36% LM	48 30%	33 21%	47 22%	69 23%	43 27%	30 17%	38 21%	65 26%	101 27%	189 24%	110 25%	130 26%
Somewhat agree	1019 49%	465 47%	530 50%	291 47%	134 39%	177 53% E	179 51% E	239 52% E	130 44%	61 35%	75 48%	83 52% J	116 55% J	152 50%	67 41%	99 58% O	91 50%	122 49%	171 46%	408 51%	202 46%	239 48%
Strongly/Somewhat Disagree (Net)	550 26%	252 25%	289 27%	163 27%	104 30%	77 23%	96 28%	110 24%	77 26%	49 29%	35 22%	42 26%	49 23%	81 27%	52 32%	42 25%	53 29%	61 25%	97 26%	200 25%	123 28%	130 26%
Somewhat disagree	414 20%	192 19%	216 20%	126 20%	77 22%	54 16%	74 21%	84 18%	60 20%	36 21%	25 16%	31 20%	39 19%	60 20%	41 25%	29 17%	42 23%	44 18%	77 21%	146 18%	94 22%	96 19%
Strongly disagree	136 6%	60 6%	74 7%	37 6%	27 8%	23 7%	23 6%	27 6%	17 6%	13 8%	10 6%	11 7%	10 5%	21 7%	12 7%	13 8%	12 6%	17 7%	19 5%	54 7%	29 7%	34 7%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q8_4 To what extent do you agree or disagree with each of the following statements?
Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1549 74%	401 69%	244 75%	204 77% B	598 76% B	465 69%	523 77% F	561 75% F	895 76%	654 71%	601 76%	948 73%	540 76%	1009 72%	1163 75%	353 73%	773 78% R	776 70%	239 72%	183 73%	1005 76%
Strongly agree	530 25%	142 24%	74 23%	66 25%	214 27%	148 22%	166 24%	215 29% F	315 27%	214 23%	225 28%	305 23%	204 29% N	326 23%	400 26%	123 25%	281 28% R	249 23%	73 22%	68 27%	338 26%
Somewhat agree	1019 49%	260 44%	170 52% B	138 52%	384 49%	317 47%	357 53%	345 46%	579 49%	440 48%	376 47%	643 49%	336 48%	684 49%	764 49%	230 48%	493 49%	527 48%	167 50%	116 46%	667 50%
Strongly/Somewhat Disagree (Net)	550 26%	183 31% DE	83 25%	61 23%	190 24%	208 31% GH	156 23%	185 25%	285 24%	265 29%	194 24%	356 27%	167 24%	383 28%	387 25%	131 27%	223 22%	327 30% Q	92 28%	66 27%	318 24%
Somewhat disagree	414 20%	137 23% E	65 20%	50 19%	139 18%	152 23%	126 19%	136 18%	218 18%	196 21%	150 19%	263 20%	123 17%	291 21%	290 19%	101 21%	173 17%	240 22%	71 21%	44 18%	235 18%
Strongly disagree	136 6%	46 8%	18 5%	11 4%	51 7%	56 8% G	31 4%	49 7%	67 6%	69 8%	43 5%	93 7%	44 6%	93 7%	97 6%	30 6%	49 5%	87 8% Q	21 6%	22 9%	83 6%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

4 Aug 2021
Table 57

Q8_5 To what extent do you agree or disagree with each of the following statements?

The U.S. is taking the right steps to help students recover from school closures during the COVID-19 pandemic.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1181 56%	582 58%	580 54%	355 58%	233 68% DFGH	184 56%	174 50%	235 51%	191 64% LMN	124 72% LM	100 63% LMP	74 46%	94 44%	157 52%	103 64% P	81 47%	98 54%	141 57% M	212 57%	460 58%	238 55%	271 54%
Strongly agree	317 15%	193 19% C	120 11%	124 20% FGH	100 29% DFGH	39 12% H	28 8%	26 6%	82 28% LMN	64 37% KLMO	26 16% M	14 9%	8 4%	40 13%	35 22% PQR	13 7%	14 8%	19 7%	57 15%	130 16%	54 12%	76 15%
Somewhat agree	863 41%	390 39%	459 43%	230 37%	133 39%	145 44%	146 42%	209 45% D	109 37%	60 35%	74 47%	60 38%	86 41%	117 39%	68 42%	68 40%	83 46%	122 49%	155 42%	330 41%	184 42%	195 39%
Strongly/Somewhat Disagree (Net)	918 44%	414 42%	485 46%	259 42% E	110 32%	147 44% E	175 50% E	227 49% E	106 36%	48 28%	58 37%	85 54% IJK	118 56% IJKR	145 48% I	59 36%	90 53% OK	85 46%	107 43%	157 43%	337 42%	196 45%	228 46%
Somewhat disagree	618 29%	253 25%	350 33% B	180 29%	77 22%	93 28%	112 32% E	156 34% E	59 20%	29 17%	36 23%	45 29%	83 39% IJKR	115 38% I	45 27%	58 34%	62 34%	71 29%	107 29%	238 30%	118 27%	155 31%
Strongly disagree	300 14%	161 16%	135 13%	80 13%	33 10%	54 16%	63 18% E	71 15% E	48 16%	18 11%	22 14%	39 25% JQ	34 16%	30 10%	15 9%	32 19% NO	23 13%	36 15%	51 14%	99 12%	78 18% T	73 15%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q8_5 To what extent do you agree or disagree with each of the following statements?

The U.S. is taking the right steps to help students recover from school closures during the COVID-19 pandemic.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1181 56%	324 56% D	176 54%	119 45%	486 62% D	374 56%	354 52%	453 61% G	702 60% J	479 52%	509 64% L	672 52%	449 64% N	732 53%	874 56%	274 57%	590 59% R	591 54%	168 51%	162 65% SU	733 55%
Strongly agree	317 15%	89 15%	41 13%	32 12%	140 18%	99 15%	76 11%	142 19% G	214 18% J	103 11%	190 24% L	128 10%	183 26% N	135 10%	237 15%	74 15%	156 16%	161 15%	47 14%	63 25% SU	171 13%
Somewhat agree	863 41%	235 40%	134 41%	86 33%	346 44% D	275 41%	278 41%	310 42%	488 41%	376 41%	319 40%	545 42%	267 38%	597 43%	638 41%	199 41%	433 43%	430 39%	121 37%	99 40%	562 43%
Strongly/Somewhat Disagree (Net)	918 44%	260 44%	151 46%	146 55% BE	303 38%	300 44%	325 48% H	293 39%	478 40%	440 48% I	286 36%	632 48% K	257 36%	661 47% M	676 44%	210 43%	406 41%	512 46% Q	163 49% T	87 35%	589 45% T
Somewhat disagree	618 29%	183 31% E	99 30%	100 38% E	199 25%	199 29%	229 34% H	190 25%	311 26%	307 33% I	193 24%	425 33% K	162 23%	456 33% M	446 29%	151 31%	276 28%	342 31%	117 35% T	53 21%	404 31% T
Strongly disagree	300 14%	77 13%	53 16%	46 17%	104 13%	101 15%	96 14%	103 14%	167 14%	133 14%	93 12%	207 16% K	95 13%	206 15%	230 15%	60 12%	130 13%	170 15%	46 14%	34 14%	185 14%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q9 Generally, do you think employees or employers are responsible for each of the following?

Summary Of Employees

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Identifying the skills necessary to advance in a career	1066 51%	520 52%	525 49%	322 52% G	178 52%	188 57% G	151 43%	228 49%	161 54%	90 53%	91 58%	73 46%	105 49%	154 51%	80 49%	93 54%	77 42%	122 49%	206 56%	392 49%	228 52%	241 48%
Finding training programs to refresh one's skills	1062 51%	516 52%	529 50%	321 52%	164 48%	169 51%	168 48%	240 52%	164 55%	95 55% O	76 48%	73 46%	108 51%	149 50%	65 40%	92 54% O	94 51%	130 52% O	198 54%	401 50%	214 49%	248 50%
Deciding what a fair salary is	753 36%	372 37%	365 34%	288 47% GH	145 42% GH	130 39% GH	98 28% H	92 20%	148 50% LM	79 46% LM	57 36% M	40 25%	49 23%	132 44% QR	64 39% R	70 41% R	56 31% R	43 17%	135 37%	264 33%	192 44% TV	162 32%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q9 Generally, do you think employees or employers are responsible for each of the following?

Summary Of Employees

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Identifying the skills necessary to advance in a career	1066 51%	287 49%	169 52%	140 53%	407 52%	351 52%	339 50%	376 50%	614 52%	452 49%	436 55% L	631 48%	399 56% N	668 48%	806 52%	228 47%	520 52%	546 50%	202 61% U	122 49%	650 49%
Finding training programs to refresh one's skills	1062 51%	278 48%	163 50%	141 53%	418 53%	342 51%	323 48%	398 53%	604 51%	458 50%	397 50%	665 51%	364 52%	698 50%	791 51%	233 48%	536 54% R	526 48%	162 49%	112 45%	698 53%
Deciding what a fair salary is	753 36%	205 35%	110 34%	86 32%	314 40%	254 38%	233 34%	267 36%	499 42% J	255 28%	363 46% L	390 30%	311 44% N	442 32%	554 36%	163 34%	306 31%	447 41% Q	151 45% U	112 45% U	418 32%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

4 Aug 2021
Table 61

Q9 Generally, do you think employees or employers are responsible for each of the following?

Summary Of Employers

Base: All Respondents

		Gender		Age					Male Age					Female Age					Region			
	Total	Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Deciding what a fair salary is	1346 64%	625 63%	700 66%	326 53%	198 58%	201 61%	251 72% DEF	370 80% DEFG	149 50%	93 54%	101 64%	119 75% IJ	163 77% IJK	170 56%	99 61%	100 59%	126 69% N	205 83% NOPQ	234 63%	533 67% U	242 56%	337 68% U
Finding training programs to refresh one's skills	1037 49%	480 48%	536 50%	293 48%	179 52%	163 49%	181 52%	222 48%	133 45%	76 45%	81 52%	86 54%	104 49%	152 50%	98 60% PRJ	79 46%	89 49%	118 48%	170 46%	396 50%	220 51%	251 50%
Identifying the skills necessary to advance in a career	1033 49%	476 48%	540 51%	292 48%	165 48%	144 43%	198 57% DF	234 51%	137 46%	81 47%	66 42%	85 54%	107 51%	148 49%	82 51%	78 46%	105 58%	126 51%	163 44%	405 51%	206 48%	259 52%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q9 Generally, do you think employees or employers are responsible for each of the following?

Summary Of Employers

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Deciding what a fair salary is	1346 64%	379 65%	217 66%	179 68%	474 60%	420 62%	446 66%	479 64%	681 58%	665 72% I	432 54%	914 70% K	395 56%	951 68% M	996 64%	320 66%	690 69% R	656 59%	181 55%	138 55%	904 68% ST
Finding training programs to refresh one's skills	1037 49%	306 52%	164 50%	124 47%	371 47%	332 49%	356 52%	348 47%	576 49%	461 50%	398 50%	639 49%	342 48%	695 50%	759 49%	250 52%	460 46%	577 52% Q	170 51%	138 55%	624 47%
Identifying the skills necessary to advance in a career	1033 49%	298 51%	158 48%	125 47%	381 48%	323 48%	340 50%	370 50%	565 48%	467 51%	359 45%	674 52% K	307 44%	725 52% M	744 48%	256 53%	476 48%	557 50%	129 39%	127 51%	673 51% S

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q9_1 Generally, do you think employees or employers are responsible for each of the following?

Finding training programs to refresh one's skills

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Employees	1062 51%	516 52%	529 50%	321 52%	164 48%	169 51%	168 48%	240 52%	164 55%	95 55% O	76 48%	73 46%	108 51%	149 50%	65 40%	92 54% O	94 51%	130 52% O	198 54%	401 50%	214 49%	248 50%
Employers	1037 49%	480 48%	536 50%	293 48%	179 52%	163 49%	181 52%	222 48%	133 45%	76 45%	81 52%	86 54%	104 49%	152 50%	98 60% PRJ	79 46%	89 49%	118 48%	170 46%	396 50%	220 51%	251 50%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q9_1 Generally, do you think employees or employers are responsible for each of the following?

Finding training programs to refresh one's skills

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Employees	1062 51%	278 48%	163 50%	141 53%	418 53%	342 51%	323 48%	398 53%	604 51%	458 50%	397 50%	665 51%	364 52%	698 50%	791 51%	233 48%	536 54% R	526 48%	162 49%	112 45%	698 53%
Employers	1037 49%	306 52%	164 50%	124 47%	371 47%	332 49%	356 52%	348 47%	576 49%	461 50%	398 50%	639 49%	342 48%	695 50%	759 49%	250 52%	460 46%	577 52% Q	170 51%	138 55%	624 47%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q9_2 Generally, do you think employees or employers are responsible for each of the following?

Identifying the skills necessary to advance in a career

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Employees	1066 51%	520 52%	525 49%	322 52% G	178 52%	188 57% G	151 43%	228 49%	161 54%	90 53%	91 58%	73 46%	105 49%	154 51%	80 49%	93 54%	77 42%	122 49%	206 56%	392 49%	228 52%	241 48%
Employers	1033 49%	476 48%	540 51%	292 48%	165 48%	144 43%	198 57% DF	234 51%	137 46%	81 47%	66 42%	85 54%	107 51%	148 49%	82 51%	78 46%	105 58%	126 51%	163 44%	405 51%	206 48%	259 52%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q9_2 Generally, do you think employees or employers are responsible for each of the following?

Identifying the skills necessary to advance in a career

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Employees	1066 51%	287 49%	169 52%	140 53%	407 52%	351 52%	339 50%	376 50%	614 52%	452 49%	436 55% L	631 48%	399 56% N	668 48%	806 52%	228 47%	520 52%	546 50%	202 61% U	122 49%	650 49%
Employers	1033 49%	298 51%	158 48%	125 47%	381 48%	323 48%	340 50%	370 50%	565 48%	467 51%	359 45%	674 52% K	307 44%	725 52% M	744 48%	256 53%	476 48%	557 50%	129 39%	127 51%	673 51% S
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q9_3 Generally, do you think employees or employers are responsible for each of the following?

Deciding what a fair salary is

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Employees	753 36%	372 37%	365 34%	288 47% GH	145 42% GH	130 39% GH	98 28% H	92 20%	148 50% LM	79 46% LM	57 36% M	40 25%	49 23%	132 44% QR	64 39% R	70 41% R	56 31% R	43 17%	135 37%	264 33%	192 44% TV	162 32%
Employers	1346 64%	625 63%	700 66%	326 53%	198 58%	201 61%	251 72% DEF	370 80% DEFG	149 50%	93 54%	101 64%	119 75% IJ	163 77% IJK	170 56%	99 61%	100 59%	126 69% N	205 83% NOPQ	234 63%	533 67% U	242 56%	337 68% U
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q9_3 Generally, do you think employees or employers are responsible for each of the following?

Deciding what a fair salary is

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Employees	753 36%	205 35%	110 34%	86 32%	314 40%	254 38%	233 34%	267 36%	499 42% J	255 28%	363 46% L	390 30%	311 44% N	442 32%	554 36%	163 34%	306 31%	447 41% Q	151 45% U	112 45% U	418 32%
Employers	1346 64%	379 65%	217 66%	179 68%	474 60%	420 62%	446 66%	479 64%	681 58%	665 72% I	432 54%	914 70% K	395 56%	951 68% M	996 64%	320 66%	690 69% R	656 59%	181 55%	138 55%	904 68% ST
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q10 In your opinion, what is the most important attribute that an employee's salary should be based on?

Base: All Respondents

	Total	Gender Male	Gender Female	Age 18-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	Male Age 18-34	Male Age 35-44	Male Age 45-54	Male Age 55-64	Male Age 65+	Female Age 18-34	Female Age 35-44	Female Age 45-54	Female Age 55-64	Female Age 65+	Region North-east	Region South	Region Mid-west	Region West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Performance on the job	833 40%	399 40%	416 39%	192 31%	118 35%	114 34%	166 47% DEF	243 53% DEF	100 34%	49 28%	51 33%	76 48% IJ	123 58% IJK	88 29%	67 41% NJ	60 35%	82 45% N	119 48% NP	141 38%	319 40%	203 47% V	170 34%
Skills they bring to the job	489 23%	232 23%	250 23%	115 19%	87 25%	86 26%	83 24%	118 26% D	59 20%	39 23%	44 28%	41 26%	49 23%	53 18%	45 28% N	42 25%	42 23%	68 27% N	81 22%	193 24%	91 21%	124 25%
Job responsibilities	300 14%	127 13%	169 16%	109 18% GH	53 15%	51 15%	38 11%	50 11%	46 15% L	26 15% L	25 16%	9 6%	21 10%	63 21% R	24 15%	26 15%	28 15% L	29 12%	52 14%	106 13%	58 13%	84 17%
What the market deems as competitive	163 8%	90 9%	71 7%	39 6%	22 7%	33 10%	38 11%	31 7%	20 7%	17 10%	20 13%	22 14% M	11 5%	17 6%	6 4%	13 8%	15 8%	20 8%	25 7%	61 8%	36 8%	41 8%
Job title	135 6%	71 7%	61 6%	65 11% FGH	37 11% FGH	16 5% H	10 3%	6 1%	33 11% M	26 15% KLMO	5 3%	6 4%	2 1%	30 10% QR	10 6% R	12 7% R	4 2%	4 2%	28 8%	46 6%	22 5%	39 8%
What the employee thinks is fair	95 5%	54 5%	41 4%	59 10% EFGH	13 4% H	14 4% H	6 2%	3 1%	28 9% M	9 5%	11 7% M	4 2%	3 1%	31 10% OPQR	4 3%	3 2%	2 1%	1 *	26 7% U	39 5%	11 2%	19 4%
Other	84 4%	24 2%	56 5% B	35 6% H	13 4%	16 5%	9 3%	11 2%	12 4%	6 4%	3 2%	-	3 1%	19 6%	6 4%	14 8%	9 5% L	8 3%	15 4%	33 4%	13 3%	23 5%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used. * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q10 In your opinion, what is the most important attribute that an employee's salary should be based on?

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Performance on the job	833 40%	217 37%	140 43%	106 40%	316 40%	261 39%	262 39%	310 42%	441 37%	392 43%	268 34%	565 43% K	243 34%	589 42% M	653 42% P	171 35%	416 42%	416 38%	106 32%	62 25%	599 45% ST
Skills they bring to the job	489 23%	146 25%	75 23%	58 22%	182 23%	139 21%	178 26%	172 23%	260 22%	229 25%	178 22%	311 24%	153 22%	336 24%	358 23%	121 25%	231 23%	258 23%	71 21%	65 26%	310 23%
Job responsibilities	300 14%	76 13%	56 17%	38 14%	110 14%	96 14%	88 13%	117 16%	178 15%	123 13%	142 18% L	158 12%	123 17% N	177 13%	219 14%	72 15%	156 16%	145 13%	50 15%	40 16%	178 13%
What the market deems as competitive	163 8%	31 5%	27 8%	26 10% B	74 9% B	31 5%	66 10% F	66 9% F	106 9%	57 6%	71 9%	92 7%	63 9%	100 7%	129 8%	28 6%	83 8%	80 7%	23 7%	21 8%	99 7%
Job title	135 6%	46 8% C	12 4%	22 8% C	49 6%	58 9%	38 6%	40 5%	93 8% J	42 5%	72 9% L	63 5%	63 9% N	71 5%	93 6%	34 7%	49 5%	86 8% Q	40 12% U	23 9% U	56 4%
What the employee thinks is fair	95 5%	31 5%	12 4%	10 4%	41 5%	40 6%	25 4%	29 4%	69 6% J	26 3%	49 6% L	46 4%	47 7% N	48 3%	67 4%	26 5%	40 4%	55 5%	24 7%	15 6%	48 4%
Other	84 4%	38 6% CDE	5 1%	4 2%	17 2%	50 7% GH	21 3%	13 2%	32 3%	52 6% I	15 2%	69 5% K	13 2%	71 5% M	32 2%	31 6% O	22 2%	62 6% Q	17 5%	24 10% U	33 3%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11 To what extent do you agree or disagree with each of the following statements?

Summary Of Strongly/Somewhat Agree

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Employees in general must "refresh" their hard skills to stay competitive in the current workforce.	1764 84%	853 86%	892 84%	443 72%	288 84% D	284 86% D	315 90% D	434 94% DEF	235 79% N	149 87%	129 82%	134 85%	206 97% IJKLR	202 67%	135 83% N	154 91% N	175 96% NOL	226 91% NO	316 86%	652 82%	372 86%	424 85%
Employees who continually refresh their skills should make more money than those who do not.	1743 83%	841 84%	875 82%	440 72%	283 83% D	282 85% D	313 90% DE	425 92% DEF	219 74%	143 83%	137 87% I	144 91% I	198 94% IJ	210 70%	132 81% N	144 85% N	163 89% N	225 91% NO	292 79%	660 83%	366 84%	425 85%
Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, advancements, etc.) will be left behind in the workforce.	1628 78%	771 77%	842 79%	377 61%	273 80% D	270 81% D	293 84% D	415 90% DEF	187 63%	133 78% I	122 78% I	131 83% I	197 93% IJKL	184 61%	135 83% N	147 86% N	161 88% N	216 87% N	287 78%	609 76%	351 81%	381 76%
You don't need a college degree to make a good living.	1614 77%	765 77%	829 78%	458 75%	268 78%	247 75%	271 78%	369 80%	216 73%	142 83%	119 76%	121 77%	167 79%	232 77%	121 74%	127 75%	149 82%	200 81%	288 78%	619 78%	340 78%	367 74%
Between people retiring earlier and the lost generation of students, the workforce is in trouble.	1501 71%	719 72%	761 71%	419 68%	241 70%	244 74%	252 72%	346 75%	211 71%	129 75%	109 69%	112 71%	158 75%	198 65%	110 68%	131 77% N	136 75%	186 75%	266 72%	570 71%	320 74%	345 69%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q11 To what extent do you agree or disagree with each of the following statements?

Summary Of Strongly/Somewhat Agree

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Employees in general must "refresh" their hard skills to stay competitive in the current workforce.	1764 84%	491 84%	292 89% BE	223 84%	646 82%	542 80%	560 82%	662 89% FG	950 81%	814 89% I	633 80%	1131 87% K	558 79%	1206 87% M	1315 85%	398 82%	902 91% R	862 78%	238 72%	200 80%	1165 88% ST
Employees who continually refresh their skills should make more money than those who do not.	1743 83%	459 79%	284 87% BD	209 79%	675 86% B	512 76%	581 86% F	650 87% F	956 81%	787 86% I	620 78%	1123 86% K	557 79%	1186 85% M	1317 85% P	384 79%	880 88% R	863 78%	237 72%	196 78%	1155 87% ST
Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, advancements, etc.) will be left behind in the workforce.	1628 78%	441 76%	278 85% BDE	201 76%	607 77%	472 70%	525 77% F	630 84% FG	875 74%	753 82% I	555 70%	1073 82% K	504 71%	1124 81% M	1215 78%	368 76%	834 84% R	794 72%	222 67%	183 73%	1079 82% ST
You don't need a college degree to make a good living.	1614 77%	437 75%	278 85% BDE	189 71%	604 77%	526 78%	539 79%	549 74%	895 76%	718 78%	601 76%	1013 78%	515 73%	1099 79% M	1191 77%	373 77%	791 79% R	823 75%	235 71%	190 76%	1038 79%
Between people retiring earlier and the lost generation of students, the workforce is in trouble.	1501 71%	405 69%	236 72%	190 72%	565 72%	483 72%	475 70%	543 73%	851 72%	650 71%	567 71%	934 72%	507 72%	994 71%	1111 72%	347 72%	763 77% R	738 67%	195 59%	157 63%	1011 76% ST

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11 To what extent do you agree or disagree with each of the following statements?
Summary Of Strongly/Somewhat Disagree

Base: All Respondents

	Total	Gender Male	Gender Female	Age 18-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	Male Age 18-34	Male Age 35-44	Male Age 45-54	Male Age 55-64	Male Age 65+	Female Age 18-34	Female Age 35-44	Female Age 45-54	Female Age 55-64	Female Age 65+	Region North-east	Region South	Region Mid-west	Region West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Between people retiring earlier and the lost generation of students, the workforce is in trouble.	598 29%	277 28%	304 29%	195 32%	102 30%	87 26%	97 28%	116 25%	87 29%	42 25%	48 31%	46 29%	54 25%	104 35% P	52 32%	39 23%	46 25%	62 25%	103 28%	227 29%	114 26%	154 31%
You don't need a college degree to make a good living.	485 23%	231 23%	236 22%	156 25%	74 22%	84 25%	77 22%	93 20%	82 27%	30 17%	38 24%	37 23%	45 21%	70 23%	42 26%	43 25%	33 18%	48 19%	80 22%	178 22%	94 22%	132 26%
Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, advancements, etc.) will be left behind in the workforce.	471 22%	226 23%	224 21%	237 39% EFGH	70 20% H	62 19% H	56 16%	47 10%	111 37% JKLM	38 22% M	35 22% M	27 17% M	15 7%	118 39% OPQR	28 17%	24 14%	22 12%	32 13%	82 22%	188 24%	83 19%	119 24%
Employees who continually refresh their skills should make more money than those who do not.	356 17%	155 16%	190 18%	174 28% EFGH	59 17% GH	49 15% H	36 10%	36 8%	78 26% KLM	29 17% M	20 13%	14 9%	14 6%	91 30% OPQR	31 19% R	26 15%	19 11%	23 9%	76 21%	137 17%	68 16%	74 15%
Employees in general must "refresh" their hard skills to stay competitive in the current workforce.	335 16%	144 14%	174 16%	171 28% EFGH	55 16% H	47 14% H	34 10%	28 6%	63 21% M	23 13% M	28 18% M	24 15% MQ	6 3%	100 33% OPQRI	28 17% QR	16 9%	8 4%	22 9% M	53 14%	145 18%	62 14%	75 15%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11 To what extent do you agree or disagree with each of the following statements?
Summary Of Strongly/Somewhat Disagree

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Between people retiring earlier and the lost generation of students, the workforce is in trouble.	598 29%	179 31%	91 28%	75 28%	223 28%	191 28%	204 30%	203 27%	329 28%	270 29%	228 29%	370 28%	199 28%	399 29%	439 28%	137 28%	233 23%	365 33% Q	136 41% U	93 37% U	311 24%
You don't need a college degree to make a good living.	485 23%	147 25% C	48 15%	76 29% C	185 23%	148 22%	140 21%	197 26%	284 24%	201 22%	194 24%	291 22%	191 27% N	294 21%	359 23%	111 23%	205 21%	280 25% Q	96 29%	59 24%	284 21%
Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, advancements, etc.) will be left behind in the workforce.	471 22%	143 24% C	49 15%	64 24% C	182 23% C	202 30% GH	154 23% H	116 16%	304 26% J	167 18%	240 30% L	231 18%	202 29% N	269 19%	335 22%	116 24%	162 16%	309 28% Q	109 33% U	67 27% U	243 18%
Employees who continually refresh their skills should make more money than those who do not.	356 17%	126 21% CE	43 13%	57 21% C	114 14%	162 24% GH	98 14%	95 13%	223 19% J	133 14%	174 22% L	181 14%	149 21% N	207 15%	233 15%	100 21% O	116 12%	240 22% Q	94 28% U	54 22% U	168 13%
Employees in general must "refresh" their hard skills to stay competitive in the current workforce.	335 16%	93 16% C	35 11%	42 16%	142 18% C	132 20% H	119 18% H	84 11%	230 19% J	105 11%	162 20% L	174 13%	148 21% N	187 13%	235 15%	86 18%	94 9%	241 22% Q	94 28% U	50 20% U	158 12%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Q11_1 To what extent do you agree or disagree with each of the following statements?

You don't need a college degree to make a good living.

Base: All Respondents

	Total	Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
		Gender			Age					Male Age					Female Age					Region		
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1614 77%	765 77%	829 78%	458 75%	268 78%	247 75%	271 78%	369 80%	216 73%	142 83%	119 76%	121 77%	167 79%	232 77%	121 74%	127 75%	149 82%	200 81%	288 78%	619 78%	340 78%	367 74%
Strongly agree	757 36%	392 39% C	357 34%	207 34%	135 39%	107 32%	121 35%	187 41%	115 39%	79 46% O	56 36%	54 34%	88 42%	89 29%	53 32%	50 30%	66 36%	99 40% N	128 35%	287 36%	165 38%	177 36%
Somewhat agree	857 41%	373 37%	472 44% B	251 41%	133 39%	140 42%	151 43%	182 39%	101 34%	63 37%	63 40%	68 43%	79 37%	143 47% I	68 42%	77 45%	83 45%	101 41%	161 44%	332 42%	175 40%	190 38%
Strongly/Somewhat Disagree (Net)	485 23%	231 23%	236 22%	156 25%	74 22%	84 25%	77 22%	93 20%	82 27%	30 17%	38 24%	37 23%	45 21%	70 23%	42 26%	43 25%	33 18%	48 19%	80 22%	178 22%	94 22%	132 26%
Somewhat disagree	330 16%	165 17%	155 15%	94 15%	53 15%	62 19%	54 15%	67 15%	46 15%	22 13%	33 21%	29 18%	35 16%	44 15%	28 17%	26 15%	25 14%	32 13%	54 15%	118 15%	63 14%	95 19%
Strongly disagree	155 7%	66 7%	81 8%	62 10% H	22 6%	22 7%	23 7%	25 6%	36 12% JKM	8 4%	5 3%	8 5%	10 5%	26 9%	14 9%	17 10%	8 4%	16 6%	26 7%	60 8%	32 7%	37 7%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Q11_1 To what extent do you agree or disagree with each of the following statements?

You don't need a college degree to make a good living.

Base: All Respondents

	Total	Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
			Household Income				Education		Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1614 77%	437 75%	278 85% BDE	189 71%	604 77%	526 78%	539 79%	549 74%	895 76%	718 78%	601 76%	1013 78%	515 73%	1099 79% M	1191 77%	373 77%	791 79% R	823 75%	235 71%	190 76%	1038 79%
Strongly agree	757 36%	194 33%	138 42% B	98 37%	281 36%	240 36%	246 36%	270 36%	423 36%	334 36%	281 35%	476 36%	238 34%	518 37%	576 37%	164 34%	381 38%	376 34%	85 26%	93 37%	501 38% S
Somewhat agree	857 41%	243 43%	140 43%	92 35%	323 41%	285 42%	293 43%	279 37%	473 40%	385 42%	320 40%	537 41%	277 39%	580 42%	615 40%	209 43%	410 41%	448 41%	149 45%	98 39%	537 41%
Strongly/Somewhat Disagree (Net)	485 23%	147 25% C	48 15%	76 29% C	185 23%	148 22%	140 21%	197 26%	284 24%	201 22%	194 24%	291 22%	191 27% N	294 21%	359 23%	111 23%	205 21%	280 25% Q	96 29%	59 24%	284 21%
Somewhat disagree	330 16%	105 18% C	33 10%	55 21% C	114 14%	87 13%	101 15%	142 19% F	178 15%	153 17%	111 14%	219 17%	108 15%	222 16%	248 16%	69 14%	143 14%	187 17%	58 18%	35 14%	212 16%
Strongly disagree	155 7%	43 7%	15 5%	21 8%	71 9%	61 9%	39 6%	55 7%	107 9% J	48 5%	83 10% L	72 6%	83 12% N	72 5%	111 7%	41 9%	62 6%	93 8%	38 12% U	24 10%	73 5%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

4 Aug 2021
Table 77

Q11_2 To what extent do you agree or disagree with each of the following statements?

Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, advancements, etc.) will be left behind in the workforce.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1628 78%	771 77%	842 79%	377 61%	273 80% D	270 81% D	293 84% D	415 90% DEF	187 63%	133 78% I	122 78% I	131 83% I	197 93% IJKL	184 61%	135 83% N	147 86% N	161 88% N	216 87% N	287 78%	609 76%	351 81%	381 76%
Strongly agree	639 30%	324 33%	313 29%	126 21%	102 30% D	108 33% D	119 34% D	184 40% DE	69 23%	64 37% IO	50 32%	54 34%	86 41% I	56 18%	37 23%	57 34% N	66 36% NO	98 39% NO	119 32%	253 32%	114 26%	153 31%
Somewhat agree	989 47%	447 45%	528 50%	251 41%	171 50% D	162 49%	174 50% D	231 50% D	117 39%	69 40%	72 46%	77 49%	111 52% IJ	128 43%	98 60% NRJ	89 52%	95 52%	118 47%	168 45%	356 45%	237 55% STV	228 46%
Strongly/Somewhat Disagree (Net)	471 22%	226 23%	224 21%	237 39% EFGH	70 20% H	62 19% H	56 16%	47 10%	111 37% JKLM	38 22% M	35 22% M	27 17% M	15 7%	118 39% OPQR	28 17%	24 14%	22 12%	32 13%	82 22%	188 24%	83 19%	119 24%
Somewhat disagree	330 16%	143 14%	166 16%	158 26% EFGH	49 14% H	43 13% H	48 14% H	32 7%	61 21% M	26 15% M	24 15% M	21 13% M	11 5%	89 29% OPQR	19 12%	17 10%	20 11%	21 8%	54 15%	131 16%	63 14%	83 17%
Strongly disagree	141 7%	83 8% C	57 5%	79 13% EFGH	21 6% G	18 5%	8 2%	15 3%	50 17% JLM	12 7% M	11 7%	6 4%	4 2%	29 10% Q	8 5% Q	7 4%	1 1%	12 5%	28 7%	57 7%	20 5%	36 7%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11_2 To what extent do you agree or disagree with each of the following statements?

Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, advancements, etc.) will be left behind in the workforce.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1628 78%	441 76%	278 85% BDE	201 76%	607 77%	472 70%	525 77% F	630 84% FG	875 74%	753 82% I	555 70%	1073 82% K	504 71%	1124 81% M	1215 78%	368 76%	834 84% R	794 72%	222 67%	183 73%	1079 82% ST
Strongly agree	639 30%	153 26%	98 30%	87 33%	264 33% B	165 24%	191 28%	283 38% FG	324 27%	315 34% I	224 28%	415 32%	200 28%	439 32%	502 32% P	122 25%	350 35% R	289 26%	53 16%	79 32% S	448 34% S
Somewhat agree	989 47%	288 49%	180 55% DE	115 43%	343 43%	308 46%	334 49%	347 47%	551 47%	437 48%	331 42%	658 50% K	304 43%	685 49% M	713 46%	246 51%	483 49%	505 46%	169 51%	103 41%	631 48%
Strongly/Somewhat Disagree (Net)	471 22%	143 24% C	49 15%	64 24% C	182 23% C	202 30% GH	154 23% H	116 16%	304 26% J	167 18%	240 30% L	231 18%	202 29% N	269 19%	335 22%	116 24%	162 16%	309 28% Q	109 33% U	67 27% U	243 18%
Somewhat disagree	330 16%	101 17% C	34 10%	35 13%	132 17% C	137 20% H	103 15%	90 12%	203 17%	127 14%	160 20% L	171 13%	127 18%	203 15%	237 15%	82 17%	106 11%	225 20% Q	67 20% U	48 19%	177 13%
Strongly disagree	141 7%	42 7%	15 4%	28 11% C	50 6%	65 10% H	50 7% H	26 3%	101 9% J	40 4%	80 10% L	61 5%	75 11% N	66 5%	98 6%	34 7%	57 6%	84 8%	42 13% U	19 8%	66 5%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11_3 To what extent do you agree or disagree with each of the following statements?

Employees in general must "refresh" their hard skills to stay competitive in the current workforce.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1764 84%	853 86%	892 84%	443 72%	288 84% D	284 86% D	315 90% D	434 94% DEF	235 79% N	149 87%	129 82%	134 85%	206 97% IJKLR	202 67%	135 83% N	154 91% N	175 96% NOL	226 91% NO	316 86%	652 82%	372 86%	424 85%
Strongly agree	671 32%	327 33%	333 31%	140 23%	133 39% D	121 37% D	112 32% D	165 36% D	70 23%	78 45% IL	59 37% I	47 30%	74 35% I	68 22%	53 33%	62 37% N	60 33%	90 36% N	123 33%	261 33%	131 30%	155 31%
Somewhat agree	1093 52%	525 53%	559 52%	303 49%	155 45%	163 49%	203 58% E	269 58% DE	165 55% J	71 41%	70 45%	87 55%	132 62% JK	134 44%	82 50%	92 54%	115 63% N	136 55%	192 52%	390 49%	241 55%	269 54%
Strongly/Somewhat Disagree (Net)	335 16%	144 14%	174 16%	171 28% EFGH	55 16% H	47 14% H	34 10%	28 6%	63 21% M	23 13% M	28 18% M	24 15% MQ	6 3%	100 33% OPQRI	28 17% QR	16 9%	8 4%	22 9% M	53 14%	145 18%	62 14%	75 15%
Somewhat disagree	228 11%	93 9%	120 11%	124 20% EFGH	36 11% H	29 9% H	21 6%	17 4%	46 15% M	13 7% M	16 10% M	16 10% MQ	4 2%	72 24% OPQR	19 12% Q	11 6%	5 3%	13 5%	38 10%	91 11%	44 10%	55 11%
Strongly disagree	107 5%	51 5%	53 5%	47 8% H	19 5%	18 5%	13 4%	11 2%	18 6% M	10 6% M	13 8% M	8 5% M	2 1%	28 9% PQR	9 5%	5 3%	3 1%	9 3%	15 4%	54 7%	18 4%	20 4%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11_3 To what extent do you agree or disagree with each of the following statements?
Employees in general must "refresh" their hard skills to stay competitive in the current workforce.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His- panic)	White (Not His- panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1764 84%	491 84%	292 89% BE	223 84%	646 82%	542 80%	560 82%	662 89% FG	950 81%	814 89% I	633 80%	1131 87% K	558 79%	1206 87% M	1315 85%	398 82%	902 91% R	862 78%	238 72%	200 80%	1165 88% ST
Strongly agree	671 32%	170 29%	112 34%	74 28%	272 34%	180 27%	192 28%	299 40% FG	368 31%	303 33%	278 35%	393 30%	251 36%	420 30%	501 32%	155 32%	343 34%	328 30%	89 27%	82 33%	441 33%
Somewhat agree	1093 52%	321 55% E	181 55%	149 56%	374 47%	362 54%	367 54%	364 49%	582 49%	511 56% I	355 45%	738 57% K	307 43%	786 56% M	815 53%	243 50%	558 56% R	534 48%	149 45%	118 47%	723 55% S
Strongly/Somewhat Disagree (Net)	335 16%	93 16% C	35 11%	42 16%	142 18%	132 20% H	119 18% H	84 11%	230 19% J	105 11%	162 20% L	174 13%	148 21% N	187 13%	235 15%	86 18%	94 9%	241 22% Q	94 28% U	50 20% U	158 12%
Somewhat disagree	228 11%	64 11%	26 8%	26 10%	95 12%	88 13% H	78 11%	62 8%	148 13% J	80 9%	112 14% L	116 9%	104 15% N	124 9%	164 11%	52 11%	62 6%	166 15% Q	59 18% U	24 10%	116 9%
Strongly disagree	107 5%	29 5%	9 3%	16 6%	47 6%	44 7% H	42 6% H	22 3%	82 7%	26 3%	50 6%	58 4%	44 6%	63 5%	71 5%	35 7%	32 3%	76 7% Q	34 10% U	26 10% U	41 3%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11_4 To what extent do you agree or disagree with each of the following statements?
Employees who continually refresh their skills should make more money than those who do not.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1743 83%	841 84%	875 82%	440 72%	283 83% D	282 85% D	313 90% DE	425 92% DEF	219 74%	143 83%	137 87% I	144 91% I	198 94% IJ	210 70%	132 81% N	144 85% N	163 89% N	225 91% NO	292 79%	660 83%	366 84%	425 85%
Strongly agree	644 31%	346 35% C	295 28%	153 25%	131 38% DG	123 37% DG	93 27%	145 31%	91 31% N	76 45% IL	62 39%	42 27%	74 35%	61 20%	54 33% N	60 35% N	51 28%	70 28%	119 32%	227 28%	122 28%	176 35%
Somewhat agree	1099 52%	495 50%	580 54%	286 47%	153 45%	159 48%	220 63% DEF	281 61% DEF	128 43%	66 39%	75 48%	102 64% IJK	124 59% IJ	150 50%	78 48%	85 50%	112 62% NO	155 63% NOP	173 47%	433 54%	244 56% S	249 50%
Strongly/Somewhat Disagree (Net)	356 17%	155 16%	190 18%	174 28% EFGH	59 17% GH	49 15% H	36 10%	36 8%	78 26% KLM	29 17% M	20 13%	14 9%	14 6%	91 30% OPQR	31 19% R	26 15%	19 11%	23 9%	76 21%	137 17%	68 16%	74 15%
Somewhat disagree	255 12%	113 11%	135 13%	124 20% EFGH	45 13% H	37 11% H	26 8%	23 5%	56 19% KM	21 12% M	12 8%	14 9%	9 4%	64 21% QR	23 14% R	22 13% R	12 7%	14 6%	57 16%	95 12%	49 11%	55 11%
Strongly disagree	100 5%	42 4%	55 5%	50 8% GH	15 4%	12 4%	10 3%	13 3%	22 7% LM	7 4% L	8 5% L	-	4 2%	27 9% PR	7 5%	4 2%	7 4%	9 4%	19 5%	42 5%	20 5%	19 4%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

Q11_4 To what extent do you agree or disagree with each of the following statements?
Employees who continually refresh their skills should make more money than those who do not.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1743 83%	459 79%	284 87% BD	209 79%	675 86% B	512 76%	581 86% F	650 87% F	956 81%	787 86% I	620 78%	1123 86% K	557 79%	1186 85% M	1317 85% P	384 79%	880 88% R	863 78%	237 72%	196 78%	1155 87% ST
Strongly agree	644 31%	155 27%	105 32%	75 28%	261 33% B	165 24%	183 27%	296 40% FG	356 30%	288 31%	263 33%	381 29%	246 35% N	398 29%	506 33% P	123 26%	344 35% R	300 27%	81 25%	64 25%	435 33%
Somewhat agree	1099 52%	304 52%	179 55%	133 50%	413 52%	347 52%	398 59% H	354 47%	600 51%	498 54%	357 45%	742 57% K	311 44%	788 57% M	811 52%	261 54%	536 54%	563 51%	156 47%	132 53%	720 54%
Strongly/Somewhat Disagree (Net)	356 17%	126 21% CE	43 13%	57 21% C	114 14%	162 24% GH	98 14%	95 13%	223 19% J	133 14%	174 22% L	181 14%	149 21% N	207 15%	233 15%	100 21% O	116 12%	240 22% Q	94 28% U	54 22% U	168 13%
Somewhat disagree	255 12%	89 15% E	36 11%	41 16%	79 10%	109 16% H	76 11%	70 9%	156 13%	99 11%	121 15% L	135 10%	93 13%	163 12%	162 10%	72 15% O	92 9%	164 15% Q	59 18% U	38 15%	136 10%
Strongly disagree	100 5%	36 6% C	7 2%	15 6%	34 4%	53 8% GH	22 3%	25 3%	67 6% L	34 4%	54 7% L	46 4%	56 8% N	44 3%	71 5%	27 6%	24 2%	76 7% Q	35 11% U	16 7% U	32 2%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

4 Aug 2021
Table 83

Q11_5 To what extent do you agree or disagree with each of the following statements?

Between people retiring earlier and the lost generation of students, the workforce is in trouble.

Base: All Respondents

	Total	Gender		Age					Male Age					Female Age					Region			
		Male	Female	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	18-34	35-44	45-54	55-64	65+	North-east	South	Mid-west	West
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Unweighted Base	2099	882	1183	577	359	286	317	560	206	176	90	126	284	353	177	194	187	272	393	885	414	407
Weighted Base	2099	997	1065	614	343	331	349	462	298	171	157*	158*	212	302	163	170	182	248	369	797	434	499
Strongly/Somewhat Agree (Net)	1501 71%	719 72%	761 71%	419 68%	241 70%	244 74%	252 72%	346 75%	211 71%	129 75%	109 69%	112 71%	158 75%	198 65%	110 68%	131 77% N	136 75%	186 75%	266 72%	570 71%	320 74%	345 69%
Strongly agree	480 23%	251 25%	225 21%	124 20%	91 27%	86 26%	77 22%	102 22%	71 24%	59 34% LMO	45 28%	33 21%	43 21%	50 17%	32 20%	40 24%	44 24%	58 24%	87 23%	172 22%	109 25%	114 23%
Somewhat agree	1020 49%	469 47%	536 50%	294 48%	150 44%	158 48%	174 50%	244 53% E	140 47%	70 41%	65 41%	79 50%	115 54% J	147 49%	78 48%	91 53%	93 51%	128 51%	179 49%	398 50%	211 49%	231 46%
Strongly/Somewhat Disagree (Net)	598 29%	277 28%	304 29%	195 32%	102 30%	87 26%	97 28%	116 25%	87 29%	42 25%	48 31%	46 29%	54 25%	104 35% P	52 32%	39 23%	46 25%	62 25%	103 28%	227 29%	114 26%	154 31%
Somewhat disagree	449 21%	216 22%	221 21%	152 25%	74 21%	57 17%	72 21%	93 20%	67 22%	35 21%	32 21%	35 22%	46 22%	83 27% P	35 21%	25 15%	32 18%	47 19%	77 21%	170 21%	89 20%	113 23%
Strongly disagree	149 7%	61 6%	82 8%	43 7%	29 8%	30 9%	25 7%	23 5%	20 7%	7 4%	16 10%	11 7%	7 3%	21 7%	17 11%	14 8%	14 8%	15 6%	26 7%	57 7%	25 6%	41 8%
Sigma	2099 100%	997 100%	1065 100%	614 100%	343 100%	331 100%	349 100%	462 100%	298 100%	171 100%	157 100%	158 100%	212 100%	302 100%	163 100%	170 100%	182 100%	248 100%	369 100%	797 100%	434 100%	499 100%

Proportions/Means: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P/Q/R - I/N - J/O - K/P - L/Q - M/R - S/T/U/V
Overlap formulae used.   * small base

Fielding Period: July 29 - August 2, 2021
Express Employment Professionals
Weighted To The U.S. General Adult Population - Propensity

4 Aug 2021
Table 84

Q11_5 To what extent do you agree or disagree with each of the following statements?

Between people retiring earlier and the lost generation of students, the workforce is in trouble.

Base: All Respondents

	Total	Household Income				Education			Employed		Children in HH		Parent of Child Under 18		Home Ownership		Marital Status		Race/Ethnicity		
		Less Than $50K	$50K - $74.9K	$75K - $99.9K	$100K+	HS or less	Some College	College Grad+	Yes	No	Yes	No	Yes	No	Homeowner	Renter	Married	Not married	Hispanic	Black (Not His-panic)	White (Not His-panic)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)
Unweighted Base	2099	951	337	241	437	650	597	852	1058	1041	694	1405	626	1473	1455	577	1014	1085	192	193	1565
Weighted Base	2099	585	327	265	789	674	679	746	1179	920	795	1304	706	1393	1550	484	996	1103	331	250	1322
Strongly/Somewhat Agree (Net)	1501 71%	405 69%	236 72%	190 72%	565 72%	483 72%	475 70%	543 73%	851 72%	650 71%	567 71%	934 72%	507 72%	994 71%	1111 72%	347 72%	763 77% R	738 67%	195 59%	157 63%	1011 76% ST
Strongly agree	480 23%	116 20%	80 24%	58 22%	202 26%	145 22%	142 21%	193 26%	270 23%	211 23%	202 25%	278 21%	185 26%	295 21%	377 24%	93 19%	251 25%	229 21%	62 19%	51 21%	326 25%
Somewhat agree	1020 49%	289 49%	156 48%	132 50%	363 46%	338 50%	333 49%	350 47%	581 49%	439 48%	364 46%	656 50%	322 46%	698 50%	734 47%	254 52%	511 51%	509 46%	134 40%	106 42%	685 52% S
Strongly/Somewhat Disagree (Net)	598 29%	179 31%	91 28%	75 28%	223 28%	191 28%	204 30%	203 27%	329 28%	270 29%	228 29%	370 28%	199 28%	399 29%	439 28%	137 28%	233 23%	365 33% Q	136 41% U	93 37% U	311 24%
Somewhat disagree	449 21%	134 23%	77 24%	51 19%	166 21%	153 23%	146 21%	150 20%	243 21%	206 22%	168 21%	281 22%	131 19%	318 23%	326 21%	106 22%	174 17%	275 25% Q	103 31% U	66 26% U	241 18%
Strongly disagree	149 7%	45 8%	14 4%	24 9% C	57 7%	38 6%	58 9%	53 7%	86 7%	63 7%	60 8%	89 7%	68 10% N	81 6%	113 7%	31 6%	59 6%	90 8%	33 10%	27 11% U	70 5%
Sigma	2099 100%	585 100%	327 100%	265 100%	789 100%	674 100%	679 100%	746 100%	1179 100%	920 100%	795 100%	1304 100%	706 100%	1393 100%	1550 100%	484 100%	996 100%	1103 100%	331 100%	250 100%	1322 100%

Proportions/Means: Columns Tested (5% risk level) - B/C/D/E - F/G/H - I/J - K/L - M/N - O/P - Q/R - S/T/U
Overlap formulae used.

4 August 2021

4 August 2021