Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

10-AUGUST-21

                                                                                                                                                                      10-AUGUST-21

Page   Table   Title
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  18   14   Q2 : Do you think school closures (i.e., K-12 closures, university delays, remote schooling) during the COVID-19 pandemic
                   pose long-term or short-term challenges to each of the following for younger Canadians? 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)

  19   15   Q2 : Do you think school closures (i.e., K-12 closures, university delays, remote schooling) during the COVID-19 pandemic
                   pose long-term or short-term challenges to each of the following for younger Canadians? Please select all that apply.
                   Performance at school or in the workplace

  20   16   Q2 : Do you think school closures (i.e., K-12 closures, university delays, remote schooling) during the COVID-19 pandemic
                   pose long-term or short-term challenges to each of the following for younger Canadians? Please select all that apply.
                   Ability to socialize and get along with others

  21   17   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.

  22   18   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?

  23   19   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?

  24   20   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.

  26   21   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 Canada?

  27   22   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.

  28   23   Q8 : To what extent do you agree or disagree with each of the following statements?
                   [TOP 2 BOX SUMMARY TABLE]

  29   24   Q8 : To what extent do you agree or disagree with each of the following statements?
                   [BOTTOM 2 BOX SUMMARY TABLE]

  30   25   Q8 : 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.]

  31   26   Q8 : 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.]

  32   27   Q8 : 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.]

  33   28   Q8 : 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.]

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Q1 : Do you know anyone that has done any of the following during the COVID-19 pandemic?
[Summary Table of YES]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska-tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74,999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Signed up for continuing education, beyond degree programs (e.g., certification courses, job training seminars, etc.)	246 24%	128 26%	118 23%	102 39%EF	62 37%EF	39 24%F	43 10%	10 16%	49 21%	110 29%	11 16%	29 25%	36 27%	122 33%N	124 20%	32 25%	83 20%	98 27%
Gone back to school (i.e., enrolled in a university, trade, or graduate degree program after working for a period of time or previously dropping out)	242 24%	113 23%	129 25%	103 39%EF	56 33%F	38 24%F	45 11%	17 25%	56 24%J	96 25%J	7 9%	32 27%J	35 26%J	125 34%N	117 18%	30 23%	97 24%	78 21%
Left the workforce entirely	241 24%	110 22%	132 25%	74 28%	41 24%	37 23%	89 21%	24 36%HK	36 15%	102 27%H	15 21%	19 17%	45 34%HK	92 25%	149 24%	43 33%	94 23%	88 24%
Delayed school (i.e., took a break from school but plan to return within a year or two)	223 22%	105 21%	117 23%	102 39%DEF	35 21%F	37 23%F	49 12%	15 23%	43 18%	95 25%	14 21%	27 23%	29 21%	110 29%N	113 18%	28 21%	87 21%	74 20%
Dropped out of higher education (i.e., college/ university, trade school, graduate school)	135 13%	78 16%	58 11%	74 28%DEF	24 14%F	17 11%F	21 5%	11 17%	33 14%	56 15%K	5 7%	6 5%	24 18%K	61 16%	74 12%	29 22%Q	51 13%	44 12%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

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Q1 : Do you know anyone that has done any of the following during the COVID-19 pandemic?
[Summary Table of YES]

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
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Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Dropped out of primary/ secondary school (i.e., grades K-12)	92 9%	51 10%	41 8%	45 17%F	19 12%F	17 11%F	11 3%	9 14%J	18 8%	40 10%	1 2%	6 5%	18 13%J	46 12%	46 7%	18 14%	35 9%	26 7%

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Q1 : 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)]

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
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Yes	92	51	41	45	19	17	11	9	18	40	1	6	18	46	46	18	35	26
	9%	10%	8%	17%F	12%F	11%F	3%	14%J	8%	10%	2%	5%	13%J	12%	7%	14%	9%	7%
No	916	440	476	218	148	142	408	58	218	342	68	111	117	329	587	114	372	342
	91%	90%	92%	83%	88%	89%	97%CDE	86%	92%	90%	98%GL	95%	87%	88%	93%	86%	91%	93%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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* small base

Q1 : 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)]

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
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Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Yes	135	78	58	74	24	17	21	11	33	56	5	6	24	61	74	29	51	44
	13%	16%	11%	28%DEF	14%F	11%F	5%	17%	14%	15%K	7%	5%	18%K	16%	12%	22%Q	13%	12%
No	873	413	460	188	144	142	398	56	202	326	64	111	110	313	559	103	356	324
	87%	84%	89%	72%	86%C	89%C	95%CDE	83%	86%	85%	93%	95%IL	82%	84%	88%	78%	87%	88%O
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Q1 : 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 university, trade, or graduate degree program after working for a period of time or previously dropping out)]

| | | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Yes	242	113	129	103	56	38	45	17	56	96	7	32	35	125	117	30	97	78
	24%	23%	25%	39%EF	33%F	24%F	11%	25%	24%J	25%J	9%	27%J	26%J	34%N	18%	23%	24%	21%
No	766	378	388	159	112	121	374	50	179	286	63	86	99	249	517	102	310	291
	76%	77%	75%	61%	67%	76%C	89%CDE	75%	76%	75%	91%HIKL	73%	74%	66%	82%M	77%	76%	79%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Q1 : 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.)]

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Yes	246	128	118	102	62	39	43	10	49	110	11	29	36	122	124	32	83	98
	24%	26%	23%	39%EF	37%EF	24%F	10%	16%	21%	29%	16%	25%	27%	33%N	20%	25%	20%	27%
No	762	363	399	161	105	120	376	57	186	272	58	88	98	252	510	99	324	270
	76%	74%	77%	61%	63%	76%CD	90%CDE	84%	79%	71%	84%	75%	73%	67%	80%M	75%	80%	73%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Q1 : Do you know anyone that has done any of the following during the COVID-19 pandemic?
[Left the workforce entirely]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Yes	241	110	132	74	41	37	89	24	36	102	15	19	45	92	149	43	94	88
	24%	22%	25%	28%	24%	23%	21%	36%HK	15%	27%H	21%	17%	34%HK	25%	24%	33%	23%	24%
No	767	381	385	188	127	122	330	43	200	279	55	98	89	282	484	89	313	281
	76%	78%	75%	72%	76%	77%	79%	64%	85%GIL	73%	79%	83%GL	66%	75%	76%	67%	77%	76%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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Q1 : 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)]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska-tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
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Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Yes	223	105	117	102	35	37	49	15	43	95	14	27	29	110	113	28	87	74
	22%	21%	23%	39%DEF	21%F	23%F	12%	23%	18%	25%	21%	23%	21%	29%N	18%	21%	21%	20%
No	785	385	400	161	132	122	370	52	192	287	55	91	106	264	521	104	321	294
	78%	79%	77%	61%	79%C	77%C	88%CDE	77%	82%	75%	79%	77%	79%	71%	82%M	79%	79%	80%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
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Mental health	821	383	439	215	128	131	347	58	184	321	58	101	96	307	514	105	333	303
	81%	78%	85%A	82%	77%	82%	83%	87%	78%	84%L	83%	86%L	72%	82%	81%	80%	82%	82%
Ability to socialize and get along with others	798	382	416	213	125	127	333	57	172	311	56	96	102	290	507	105	324	286
	79%	78%	80%	81%	75%	80%	79%	85%	73%	82%	81%	82%	76%	77%	80%	79%	80%	78%
Performance at school or in the workplace	788	366	422	205	108	129	346	60	183	296	52	97	96	283	504	99	330	288
	78%	75%	82%A	78%D	65%	81%D	82%D	89%L	78%	78%	76%	82%	71%	76%	80%	75%	81%	78%
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)	776	365	412	198	126	124	328	56	171	297	56	99	95	293	484	98	317	285
	77%	74%	80%	75%	75%	78%	78%	83%	73%	78%	80%	84%	70%	78%	76%	75%	78%	77%
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 work ethic)	770	368	402	189	127	125	329	55	163	297	55	101	96	288	482	99	315	284
	76%	75%	78%	72%	76%	79%	78%	83%	69%	78%	79%	86%HL	71%	77%	76%	75%	77%	77%

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Short-term/Long-term challenge Summary

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	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
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Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Physical health	716 71%	352 72%	364 70%	198 75%	116 69%	119 75%	284 68%	45 67%	153 65%	295 77%HL	46 67%	91 77%L	82 61%	275 74%	440 70%	93 71%	284 70%	262 71%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

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

		Gender			Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Ability to socialize and get along with others	497 49%	241 49%	256 49%	109 41%	66 39%	85 53%D	238 57%CD	30 44%	105 45%	197 52%	33 48%	54 46%	76 56%	160 43%	337 53%M	55 42%	206 51%	192 52%
Performance at school or in the workplace	489 49%	236 48%	253 49%	107 41%	58 35%	82 51%D	243 58%CD	36 53%	103 44%	183 48%	30 44%	66 57%	67 50%	163 44%	326 51%	45 34%	210 52%O	185 50%O
Physical health	470 47%	234 48%	236 46%	124 47%	64 38%	75 47%	207 49%	25 37%	104 44%	194 51%	26 38%	61 52%	57 43%	171 46%	300 47%	47 36%	193 47%	179 49%
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)	467 46%	206 42%	261 51%A	98 37%	65 39%	84 53%CD	220 52%CD	26 39%	105 45%	179 47%	26 38%	67 57%J	64 47%	157 42%	311 49%	49 37%	188 46%	183 50%
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 work ethic)	454 45%	221 45%	233 45%	93 35%	67 40%	87 55%CD	206 49%C	32 48%	91 39%	169 44%	34 49%	57 49%	68 50%	156 42%	298 47%	53 40%	182 45%	180 49%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

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

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Mental health	429	208	220	84	61	66	217	25	99	178	34	40	50	142	287	36	178	177
	43%	42%	43%	32%	37%	42%	52%CD	38%	42%	47%	49%	34%	38%	38%	45%	27%	44%O	48%O

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Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

10-AUGUST-21
Table 10

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

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Mental health	480	217	263	160	86	79	154	36	105	191	25	67	56	198	282	79	184	164
	48%	44%	51%	61%F	52%F	50%F	37%	54%	44%	50%	36%	57%J	42%	53%	44%	60%PQ	45%	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)	381	199	182	124	76	57	124	32	78	156	29	40	42	165	216	61	149	132
	38%	40%	35%	47%F	45%F	36%	30%	48%	33%	41%	42%	34%	32%	44%N	34%	46%	37%	36%
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 work ethic)	380	181	198	112	74	55	138	24	83	164	21	49	38	157	223	54	154	134
	38%	37%	38%	43%	45%F	34%	33%	36%	35%	43%L	31%	42%	29%	42%	35%	41%	38%	36%
Ability to socialize and get along with others	363	171	192	120	71	60	112	28	74	148	24	50	38	153	210	57	141	121
	36%	35%	37%	46%F	43%F	38%F	27%	42%	32%	39%	35%	42%	29%	41%	33%	43%	35%	33%
Performance at school or in the workplace	360	161	199	116	63	61	120	29	95	138	22	37	38	145	215	57	139	130
	36%	33%	38%	44%F	38%	38%	29%	44%	40%	36%	32%	31%	29%	39%	34%	44%	34%	35%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

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

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Physical health	300 30%	147 30%	153 30%	87 33%F	64 38%F	57 36%F	91 22%	21 31%	56 24%	132 35%H	20 29%	35 30%	35 26%	121 32%	179 28%	51 39%P	103 25%	111 30%

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Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

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

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Pose Challenge [Net]	821	383	439	215	128	131	347	58	184	321	58	101	96	307	514	105	333	303
	81%	78%	85%A	82%	77%	82%	83%	87%	78%	84%L	83%	86%L	72%	82%	81%	80%	82%	82%
Short-term challenge	429	208	220	84	61	66	217	25	99	178	34	40	50	142	287	36	178	177
	43%	42%	43%	32%	37%	42%	52%CD	38%	42%	47%	49%	34%	38%	38%	45%	27%	44%O	48%O
Long-term challenge	480	217	263	160	86	79	154	36	105	191	25	67	56	198	282	79	184	164
	48%	44%	51%	61%F	52%F	50%F	37%	54%	44%	50%	36%	57%J	42%	53%	44%	60%PQ	45%	44%
No	187	108	78	48	39	28	72	9	52	60	11	16	38	68	119	27	75	65
	19%	22%B	15%	18%	23%	18%	17%	13%	22%	16%	17%	14%	28%IK	18%	19%	20%	18%	18%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

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

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Pose Challenge [Net]	716	352	364	198	116	119	284	45	153	295	46	91	82	275	440	93	284	262
	71%	72%	70%	75%	69%	75%	68%	67%	65%	77%HL	67%	77%L	61%	74%	70%	71%	70%	71%
Short-term challenge	470	234	236	124	64	75	207	25	104	194	26	61	57	171	300	47	193	179
	47%	48%	46%	47%	38%	47%	49%	37%	44%	51%	38%	52%	43%	46%	47%	36%	47%	49%
Long-term challenge	300	147	153	87	64	57	91	21	56	132	20	35	35	121	179	51	103	111
	30%	30%	30%	33%F	38%F	36%F	22%	31%	24%	35%H	29%	30%	26%	32%	28%	39%P	25%	30%
No	292	139	154	65	52	40	135	22	82	87	23	27	52	99	193	39	123	106
	29%	28%	30%	25%	31%	25%	32%	33%	35%I	23%	33%	23%	39%IK	26%	30%	29%	30%	29%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q2 : Do you think school closures (i.e., K-12 closures, university delays, remote schooling) during the COVID-19 pandemic
pose long-term or short-term challenges to each of the following for younger Canadians? 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 work ethic)

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Pose Challenge [Net]	770	368	402	189	127	125	329	55	163	297	55	101	96	288	482	99	315	284
	76%	75%	78%	72%	76%	79%	78%	83%	69%	78%	79%	86%HL	71%	77%	76%	75%	77%	77%
Short-term challenge	454	221	233	93	67	87	206	32	91	169	34	57	68	156	298	53	182	180
	45%	45%	45%	35%	40%	55%CD	49%C	48%	39%	44%	49%	49%	50%	42%	47%	40%	45%	49%
Long-term challenge	380	181	198	112	74	55	138	24	83	164	21	49	38	157	223	54	154	134
	38%	37%	38%	43%	45%F	34%	33%	36%	35%	43%L	31%	42%	29%	42%	35%	41%	38%	36%
No	238	123	115	74	40	34	90	12	72	84	14	17	38	87	151	33	92	85
	24%	25%	22%	28%	24%	21%	22%	17%	31%K	22%	21%	14%	29%K	23%	24%	25%	23%	23%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q2 : Do you think school closures (i.e., K-12 closures, university delays, remote schooling) during the COVID-19 pandemic
pose long-term or short-term challenges to each of the following for younger Canadians? 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)

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Pose Challenge [Net]	776	365	412	198	126	124	328	56	171	297	56	99	95	293	484	98	317	285
	77%	74%	80%	75%	75%	78%	78%	83%	73%	78%	80%	84%	70%	78%	76%	75%	78%	77%
Short-term challenge	467	206	261	98	65	84	220	26	105	179	26	67	64	157	311	49	188	183
	46%	42%	51%A	37%	39%	53%CD	52%CD	39%	45%	47%	38%	57%J	47%	42%	49%	37%	46%	50%
Long-term challenge	381	199	182	124	76	57	124	32	78	156	29	40	42	165	216	61	149	132
	38%	40%	35%	47%F	45%F	36%	30%	48%	33%	41%	42%	34%	32%	44%N	34%	46%	37%	36%
No	232	126	106	65	41	35	91	12	64	85	14	18	40	82	150	33	90	84
	23%	26%	20%	25%	25%	22%	22%	17%	27%	22%	20%	16%	30%	22%	24%	25%	22%	23%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

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

| | | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Pose Challenge [Net]	788	366	422	205	108	129	346	60	183	296	52	97	96	283	504	99	330	288
	78%	75%	82%A	78%D	65%	81%D	82%D	89%L	78%	78%	76%	82%	71%	76%	80%	75%	81%	78%
Short-term challenge	489	236	253	107	58	82	243	36	103	183	30	66	67	163	326	45	210	185
	49%	48%	49%	41%	35%	51%D	58%CD	53%	44%	48%	44%	57%	50%	44%	51%	34%	52%O	50%O
Long-term challenge	360	161	199	116	63	61	120	29	95	138	22	37	38	145	215	57	139	130
	36%	33%	38%	44%F	38%	38%	29%	44%	40%	36%	32%	31%	29%	39%	34%	44%	34%	35%
No	220	125	95	58	59	30	73	7	52	85	17	21	39	91	129	33	77	80
	22%	25%B	18%	22%	35%CEF	19%	18%	11%	22%	22%	24%	18%	29%G	24%	20%	25%	19%	22%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q2 : Do you think school closures (i.e., K-12 closures, university delays, remote schooling) during the COVID-19 pandemic
pose long-term or short-term challenges to each of the following for younger Canadians? Please select all that apply.
Ability to socialize and get along with others

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Pose Challenge [Net]	798	382	416	213	125	127	333	57	172	311	56	96	102	290	507	105	324	286
	79%	78%	80%	81%	75%	80%	79%	85%	73%	82%	81%	82%	76%	77%	80%	79%	80%	78%
Short-term challenge	497	241	256	109	66	85	238	30	105	197	33	54	76	160	337	55	206	192
	49%	49%	49%	41%	39%	53%D	57%CD	44%	45%	52%	48%	46%	56%	43%	53%M	42%	51%	52%
Long-term challenge	363	171	192	120	71	60	112	28	74	148	24	50	38	153	210	57	141	121
	36%	35%	37%	46%F	43%F	38%F	27%	42%	32%	39%	35%	42%	29%	41%	33%	43%	35%	33%
No	210	109	101	49	42	32	86	10	63	71	13	21	32	84	126	27	83	82
	21%	22%	20%	19%	25%	20%	21%	15%	27%	18%	19%	18%	24%	23%	20%	21%	20%	22%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
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Field Dates: AUG 4-9,2021

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.

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Very prepared/Somewhat prepared [Net]	520	268	252	130	93	73	224	34	111	201	35	57	81	195	324	63	204	205
	52%	55%	49%	49%	55%	46%	54%	51%	47%	53%	51%	48%	61%	52%	51%	48%	50%	56%
Very prepared	67	40	27	28	11	11	16	4	16	33	2	1	11	37	30	19	19	24
	7%	8%	5%	11%F	7%	7%	4%	6%	7%	9%K	2%	1%	8%K	10%N	5%	15%PQ	5%	7%
Somewhat prepared	453	228	225	102	82	61	208	30	95	168	33	56	70	158	294	44	186	181
	45%	46%	43%	39%	49%	39%	50%CE	45%	40%	44%	48%	48%	52%	42%	46%	33%	46%	49%O
Not very prepared/Not at all prepared [Net]	488	223	266	133	74	86	195	33	125	180	34	61	53	179	309	69	203	163
	48%	45%	51%	51%	45%	54%	46%	49%	53%	47%	49%	52%	39%	48%	49%	52%	50%	44%
Not very prepared	387	172	214	98	62	65	162	29	108	130	30	47	40	140	247	51	162	131
	38%	35%	41%	37%	37%	41%	39%	44%	46%IL	34%	43%	40%	30%	37%	39%	39%	40%	36%
Not at all prepared	102	50	51	35	12	21	33	3	17	50	4	14	13	39	62	17	41	31
	10%	10%	10%	13%	7%	13%	8%	5%	7%	13%	6%	12%	9%	11%	10%	13%	10%	9%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
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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?

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Less of the skills necessary to be successful	404 40%	176 36%	228 44%A	86 33%	68 41%	73 46%C	177 42%	31 47%	92 39%	157 41%L	32 46%L	55 47%L	38 28%	145 39%	259 41%	45 34%	160 39%	158 43%
About the same amount	494 49%	261 53%B	233 45%	132 50%	83 50%	72 46%	207 49%	32 47%	116 49%	175 46%	34 48%	55 46%	80 60%I	176 47%	318 50%	61 46%	197 48%	179 49%
More of the skills necessary to be successful	110 11%	53 11%	56 11%	45 17%EF	16 10%	13 8%	35 8%	4 6%	28 12%	50 13%	4 5%	8 7%	16 12%	53 14%	57 9%	26 20%Q	50 12%	31 8%
Sigma	1008 100%	491 100%	517 100%	263 100%	167 100%	159 100%	419 100%	67 100%	235 100%	382 100%	69 100%	117 100%	134 100%	375 100%	633 100%	132 100%	407 100%	368 100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
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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?

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska-tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Respondents Have Defferent Skills																		
Unweighted Base	500	204	296	98	81	109	212	32	129	210	32	49	48	125	375	73	212	174
Weighted Base	514	229	284	131*	84*	87*	212	36**	119*	206	36**	63*	54*	198*	316	71*	210	189
Yes, they should be paid less	164	89	76	35	26	37	66	7	41	64	10	29	14	64	100	14	63	69
	32%	39%B	27%	27%	31%	43%	31%	20%	34%	31%	28%	46%	25%	32%	32%	20%	30%	36%
Yes, they should be paid more	100	50	50	33	21	18	28	8	17	50	5	2	19	51	49	15	40	43
	20%	22%	18%	25%F	25%F	21%	13%	23%	14%	24%K	14%	3%	34%HK	26%N	16%	22%	19%	23%
No, they should be paid the same amount	249	91	159	63	37	31	119	20	62	92	21	32	22	83	167	41	107	77
	48%	39%	56%A	48%	43%	36%	56%E	57%	52%	45%	58%	51%	40%	42%	53%	58%	51%	41%
Sigma	514	229	284	131	84	87	212	36	119	206	36	63	54	198	316	71	210	189
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

Express Employment Professionals Lost Generation HOD
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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.

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Employers will need to change [Net]	927 92%	441 90%	486 94%	253 96%DE	148 88%	138 87%	388 93%	65 97%	212 90%	354 93%	63 91%	104 89%	125 93%	348 93%	578 91%	121 92%	369 91%	341 93%
Offer more job-specific training	595 59%	265 54%	329 64%A	150 57%	80 48%	84 53%	280 67%DE	41 62%	125 53%	227 59%	45 65%	69 59%	85 63%	204 54%	391 62%	67 51%	242 59%	221 60%
Provide flexibility in work hours	491 49%	231 47%	261 50%	128 49%	75 45%	73 46%	215 51%	26 39%	124 53%	191 50%	35 50%	45 39%	69 52%	164 44%	327 52%	68 52%	180 44%	193 52%
Allow employees to work from home	480 48%	209 43%	271 52%A	126 48%	75 45%	69 43%	210 50%	35 52%	108 46%	197 52%	35 51%	45 38%	60 45%	159 42%	321 51%	74 56%	184 45%	171 47%
Pay employees who have advanced skills higher salaries	444 44%	209 43%	235 45%	110 42%	59 35%	63 39%	212 51%DE	39 58%IK	120 51%IK	147 39%	29 42%	41 35%	67 50%	164 44%	280 44%	57 43%	184 45%	162 44%
Require employees to refresh their skills often (e.g., by returning to school, attending training events, etc.)	386 38%	173 35%	213 41%	85 32%	55 33%	65 41%	181 43%C	29 43%	79 34%	153 40%	32 46%	36 31%	56 42%	140 37%	246 39%	52 39%	155 38%	145 39%
Make advanced degrees the minimum requirement for more jobs	176 17%	92 19%	84 16%	66 25%DF	23 14%	23 15%	64 15%	7 11%	75 32%GIJKL	59 15%	7 11%	12 10%	16 12%	84 22%N	92 15%	31 24%	65 16%	59 16%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

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.

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Outsource more business functions (i.e., have another supplier or employees from a foreign country do the tasks)	87 9%	50 10%	37 7%	32 12%	14 9%	15 9%	26 6%	5 8%	25 11%	40 10%	3 5%	6 5%	7 6%	35 9%	52 8%	14 11%	28 7%	35 10%
Other	30 3%	18 4%	12 2%	9 3%	4 2%	9 6%F	8 2%	- -	11 4%	10 3%	1 2%	4 3%	5 3%	14 4%	16 3%	3 2%	7 2%	12 3%
Employers will not need to change anything in order to accommodate the emerging generation of workers	81 8%	50 10%	31 6%	10 4%	19 12%C	21 13%C	31 7%	2 3%	23 10%	28 7%	6 9%	13 11%	9 7%	26 7%	55 9%	11 8%	38 9%	28 7%
Sigma	2771 275%	1298 264%	1473 285%	714 272%	405 242%	423 266%	1229 293%	185 276%	691 294%	1052 276%	193 280%	272 232%	374 279%	990 264%	1781 281%	377 286%	1082 266%	1026 278%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
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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 Canada?

		Gender			Age				Region					Presence Of Children In Household			Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Problem [Net]	830	402	429	217	136	127	350	56	185	321	61	98	107	301	529	107	343	290
	82%	82%	83%	83%	81%	80%	84%	84%	79%	84%	88%	83%	79%	80%	84%	81%	84%	79%
Large problem	258	127	131	80	47	45	86	19	67	105	13	25	29	102	156	48	107	79
	26%	26%	25%	30%F	28%	28%	21%	29%	28%	27%	19%	21%	22%	27%	25%	36%Q	26%	22%
Slight problem	572	275	297	137	89	82	264	37	118	216	47	73	77	199	373	60	235	211
	57%	56%	57%	52%	53%	52%	63%CE	55%	50%	57%	68%H	62%	58%	53%	59%	45%	58%	57%
Not a problem at all	178	89	89	46	31	32	69	11	50	61	8	20	28	74	104	25	65	78
	18%	18%	17%	17%	19%	20%	16%	16%	21%	16%	12%	17%	21%	20%	16%	19%	16%	21%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
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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.

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
The individuals themselves	543	252	291	103	89	80	271	31	124	206	39	62	80	185	358	40	236	214
	54%	51%	56%	39%	53%C	50%	65%CDE	46%	53%	54%	57%	53%	60%	49%	57%	30%	58%O	58%O
Ministry of Education	496	230	266	142	79	81	194	25	127	210	23	53	57	211	286	72	193	177
	49%	47%	52%	54%	47%	51%	46%	38%	54%J	55%GJ	34%	45%	42%	56%N	45%	55%	47%	48%
Educators (e.g., teachers, school administrators, etc.)	396	172	224	88	78	69	160	31	74	152	33	52	51	159	237	39	151	158
	39%	35%	43%A	34%	47%	44%	38%	46%	31%	40%	48%H	44%	38%	42%	37%	29%	37%	43%O
Parents of the individuals	334	163	172	73	66	53	142	23	62	140	21	38	50	144	191	35	140	123
	33%	33%	33%	28%	40%	33%	34%	34%	26%	37%H	30%	33%	37%	38%N	30%	26%	34%	33%
Employers	334	161	173	82	58	47	147	22	76	137	19	37	44	137	197	39	127	135
	33%	33%	33%	31%	35%	30%	35%	33%	32%	36%	27%	31%	33%	36%	31%	29%	31%	37%
Other	59	26	33	19	13	8	18	4	23	20	6	2	5	19	40	10	21	13
	6%	5%	6%	7%	8%	5%	4%	5%	10%K	5%	8%	1%	4%	5%	6%	8%	5%	4%
N/A - this does not need to be fixed	91	43	48	25	13	14	38	9	28	22	11	12	8	31	60	19	40	27
	9%	9%	9%	10%	8%	9%	9%	13%	12%I	6%	16%I	10%	6%	8%	9%	14%	10%	7%
Sigma	2252	1045	1207	532	396	353	971	145	513	888	152	256	295	884	1368	253	908	848
	223%	213%	233%	203%	237%	222%	232%	216%	218%	233%	221%	218%	220%	236%	216%	192%	223%	230%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
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Q8 : To what extent do you agree or disagree with each of the following statements?
[TOP 2 BOX SUMMARY TABLE]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
There needs to be more of a balance in education to match learning to actual career options.	895 89%	420 86%	475 92%A	221 84%	149 89%	141 89%	384 92%C	62 93%	201 85%	345 90%	61 88%	109 92%	118 88%	340 91%	555 88%	117 89%	370 91%	326 89%
The education system hasn't caught up with what skills are needed for today's workplace.	753 75%	349 71%	405 78%A	192 73%	118 71%	117 74%	326 78%	53 79%H	140 60%	309 81%H	53 77%H	90 76%H	109 81%H	275 73%	478 76%	111 84%Q	316 78%	261 71%
The education system has failed to evolve to meet the needs of the workforce.	739 73%	345 70%	394 76%	206 78%D	102 61%	120 76%D	311 74%D	55 83%	161 69%	282 74%	45 65%	90 76%	105 78%	271 72%	468 74%	111 85%Q	306 75%Q	248 67%
Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.	680 67%	319 65%	361 70%	200 76%DF	101 60%	104 65%	276 66%	47 71%	159 68%	277 73%	42 61%	72 62%	82 61%	255 68%	425 67%	94 71%	282 69%	227 62%
Canada is taking the right steps to help students recover from school closures during the COVID-19 pandemic.	578 57%	286 58%	292 56%	145 55%	103 62%	85 53%	244 58%	39 57%	117 50%	236 62%H	49 71%HK	61 52%	77 57%	214 57%	364 57%	68 52%	230 57%	228 62%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q8 : To what extent do you agree or disagree with each of the following statements?
[BOTTOM 2 BOX SUMMARY TABLE]

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Canada is taking the right steps to help students recover from school closures during the COVID-19 pandemic.	430 43%	205 42%	225 44%	117 45%	64 38%	74 47%	175 42%	29 43%	118 50%IJ	146 38%	20 29%	57 48%J	58 43%	161 43%	270 43%	64 48%	177 43%	141 38%
Society as a whole will suffer from the lost generation due to the COVID-19 pandemic.	328 33%	172 35%	156 30%	63 24%	66 40%C	55 35%	144 34%C	20 29%	76 32%	105 27%	27 39%	45 38%	52 39%	119 32%	209 33%	38 29%	125 31%	141 38%
The education system has failed to evolve to meet the needs of the workforce.	269 27%	146 30%	123 24%	57 22%	65 39%CEF	39 24%	108 26%	12 17%	74 31%	99 26%	24 35%	28 24%	29 22%	104 28%	165 26%	20 15%	101 25%	121 33%OP
The education system hasn't caught up with what skills are needed for today's workplace.	255 25%	142 29%B	113 22%	70 27%	49 29%	42 26%	93 22%	14 21%	95 40%GIJKL	73 19%	16 23%	28 24%	26 19%	100 27%	155 24%	21 16%	91 22%	107 29%O
There needs to be more of a balance in education to match learning to actual career options.	113 11%	70 14%B	42 8%	42 16%F	19 11%	18 11%	35 8%	5 7%	34 15%	37 10%	8 12%	9 8%	16 12%	34 9%	78 12%	15 11%	37 9%	42 11%

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Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q8 : 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.]

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	739 73%	345 70%	394 76%	206 78%D	102 61%	120 76%D	311 74%D	55 83%	161 69%	282 74%	45 65%	90 76%	105 78%	271 72%	468 74%	111 85%Q	306 75%Q	248 67%
Strongly agree	234 23%	103 21%	131 25%	72 28%	34 21%	41 26%	86 21%	22 32%H	40 17%	91 24%	16 23%	31 26%	34 25%	91 24%	143 22%	44 33%	88 22%	84 23%
Somewhat agree	505 50%	242 49%	264 51%	134 51%	68 40%	80 50%	224 54%D	34 50%	122 52%	191 50%	29 42%	59 50%	71 53%	180 48%	326 51%	68 52%	218 54%Q	164 45%
Somewhat disagree/Strongly disagree [Net]	269 27%	146 30%	123 24%	57 22%	65 39%CEF	39 24%	108 26%	12 17%	74 31%	99 26%	24 35%	28 24%	29 22%	104 28%	165 26%	20 15%	101 25%	121 33%OP
Somewhat disagree	218 22%	116 24%	102 20%	39 15%	57 34%CEF	32 20%	90 21%	9 13%	57 24%	80 21%	22 32%G	23 19%	27 20%	79 21%	139 22%	11 8%	81 20%O	105 28%OP
Strongly disagree	51 5%	30 6%	21 4%	18 7%	8 5%	7 4%	19 4%	3 4%	17 7%	19 5%	2 3%	5 4%	2 2%	25 7%	26 4%	9 7%	19 5%	16 4%
Sigma	1008 100%	491 100%	517 100%	263 100%	167 100%	159 100%	419 100%	67 100%	235 100%	382 100%	69 100%	117 100%	134 100%	375 100%	633 100%	132 100%	407 100%	368 100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q8 : 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.]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska-tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	895	420	475	221	149	141	384	62	201	345	61	109	118	340	555	117	370	326
	89%	86%	92%A	84%	89%	89%	92%C	93%	85%	90%	88%	92%	88%	91%	88%	89%	91%	89%
Strongly agree	376	156	220	125	52	65	134	30	69	148	19	56	54	164	212	59	147	133
	37%	32%	43%A	48%DF	31%	41%	32%	44%	29%	39%	28%	48%HJ	40%	44%N	34%	45%	36%	36%
Somewhat agree	519	264	255	96	97	76	251	32	132	197	42	52	64	177	343	58	223	193
	52%	54%	49%	37%	58%C	48%	60%CE	48%	56%	52%	60%	44%	48%	47%	54%	44%	55%	53%
Somewhat disagree/Strongly disagree [Net]	113	70	42	42	19	18	35	5	34	37	8	9	16	34	78	15	37	42
	11%	14%B	8%	16%F	11%	11%	8%	7%	15%	10%	12%	8%	12%	9%	12%	11%	9%	11%
Somewhat disagree	93	61	33	35	16	17	26	3	31	28	6	8	14	29	64	9	34	37
	9%	12%B	6%	13%F	10%	11%	6%	5%	13%	7%	9%	7%	10%	8%	10%	7%	8%	10%
Strongly disagree	20	10	10	7	3	1	9	2	3	9	2	1	3	5	14	5	3	5
	2%	2%	2%	3%	2%	1%	2%	2%	1%	2%	3%	*	2%	1%	2%	4%P	1%	1%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q8 : 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.]

	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
		Gender			Age					Region				Presence Of Children In Household			Income	
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	753	349	405	192	118	117	326	53	140	309	53	90	109	275	478	111	316	261
	75%	71%	78%A	73%	71%	74%	78%	79%H	60%	81%H	77%H	76%H	81%H	73%	76%	84%Q	78%	71%
Strongly agree	273	125	148	79	38	48	108	28	37	104	20	35	48	114	159	49	106	92
	27%	25%	29%	30%	23%	30%	26%	42%H	16%	27%H	30%H	30%H	36%H	31%	25%	37%Q	26%	25%
Somewhat agree	480	224	256	114	80	68	218	24	104	204	33	55	60	160	320	61	210	169
	48%	46%	50%	43%	48%	43%	52%	36%	44%	54%G	47%	47%	45%	43%	50%	47%	52%	46%
Somewhat disagree/Strongly disagree [Net]	255	142	113	70	49	42	93	14	95	73	16	28	26	100	155	21	91	107
	25%	29%B	22%	27%	29%	26%	22%	21%	40%GIJKL	19%	23%	24%	19%	27%	24%	16%	22%	29%O
Somewhat disagree	213	124	89	60	38	34	81	8	82	61	15	21	23	85	128	17	69	97
	21%	25%B	17%	23%	23%	21%	19%	13%	35%GIKL	16%	22%	17%	17%	23%	20%	13%	17%	26%OP
Strongly disagree	42	18	24	10	11	8	13	6	13	12	1	7	2	15	27	4	22	10
	4%	4%	5%	4%	6%	5%	3%	9%	6%	3%	2%	6%	2%	4%	4%	3%	5%	3%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q8 : 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.]

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	680	319	361	200	101	104	276	47	159	277	42	72	82	255	425	94	282	227
	67%	65%	70%	76%DF	60%	65%	66%	71%	68%	73%	61%	62%	61%	68%	67%	71%	69%	62%
Strongly agree	199	106	93	79	26	38	56	17	50	78	10	25	17	95	104	40	69	64
	20%	22%	18%	30%DF	15%	24%F	13%	26%	21%	20%	15%	21%	13%	25%N	16%	30%PQ	17%	17%
Somewhat agree	481	213	268	121	75	66	219	30	109	199	32	47	65	160	321	54	213	163
	48%	43%	52%A	46%	45%	42%	52%E	45%	46%	52%	46%	40%	48%	43%	51%	41%	52%	44%
Somewhat disagree/Strongly disagree [Net]	328	172	156	63	66	55	144	20	76	105	27	45	52	119	209	38	125	141
	33%	35%	30%	24%	40%C	35%	34%C	29%	32%	27%	39%	38%	39%	32%	33%	29%	31%	38%
Somewhat disagree	261	140	121	45	52	46	117	17	55	86	18	39	43	92	168	31	104	106
	26%	29%	23%	17%	31%C	29%C	28%C	25%	23%	23%	26%	33%	32%	25%	27%	23%	26%	29%
Strongly disagree	67	32	35	17	14	9	27	3	21	19	9	6	9	27	40	7	21	35
	7%	6%	7%	7%	8%	6%	6%	4%	9%	5%	13%I	5%	7%	7%	6%	5%	5%	9%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q8 : To what extent do you agree or disagree with each of the following statements?
[Canada is taking the right steps to help students recover from school closures during the COVID-19 pandemic.]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	578	286	292	145	103	85	244	39	117	236	49	61	77	214	364	68	230	228
	57%	58%	56%	55%	62%	53%	58%	57%	50%	62%H	71%HK	52%	57%	57%	57%	52%	57%	62%
Strongly agree	119	65	54	51	18	17	33	16	27	42	5	14	16	56	63	23	48	40
	12%	13%	10%	19%F	11%	11%	8%	24%HIJ	11%	11%	7%	12%	12%	15%	10%	17%	12%	11%
Somewhat agree	459	221	238	94	86	67	211	23	90	194	44	47	61	158	301	45	182	187
	46%	45%	46%	36%	51%C	42%	50%C	34%	38%	51%GH	64%GHKL	40%	45%	42%	47%	34%	45%	51%O
Somewhat disagree/Strongly disagree [Net]	430	205	225	117	64	74	175	29	118	146	20	57	58	161	270	64	177	141
	43%	42%	44%	45%	38%	47%	42%	43%	50%IJ	38%	29%	48%J	43%	43%	43%	48%	43%	38%
Somewhat disagree	314	143	171	77	50	53	133	24	73	108	15	38	52	110	204	40	144	98
	31%	29%	33%	29%	30%	33%	32%	35%	31%	28%	22%	33%	38%	29%	32%	31%	35%Q	26%
Strongly disagree	117	62	55	40	14	21	42	5	45	37	5	19	6	51	65	23	33	43
	12%	13%	11%	15%	8%	13%	10%	7%	19%IJL	10%	7%	16%L	5%	14%	10%	18%P	8%	12%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q9 : Generally, do you think employees or employers are responsible for each of the following?
[Employees SUMMARY TABLE]

	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Finding training programs to refresh one's skills	535 53%	270 55%	264 51%	118 45%	89 53%	81 51%	247 59%C	36 54%	113 48%	204 53%	42 61%	65 55%	71 53%	197 53%	337 53%	53 40%	220 54%O	219 59%O
Identifying the skills necessary to advance in a career	502 50%	253 52%	250 48%	138 52%	73 44%	85 53%	207 49%	41 61%J	110 47%	193 51%	26 37%	52 44%	78 58%J	199 53%	303 48%	55 42%	209 51%	188 51%
Deciding what a fair salary is	291 29%	162 33%B	128 25%	114 43%EF	55 33%F	47 29%F	74 18%	20 29%	68 29%	119 31%K	15 21%	16 14%	50 37%K	118 32%	172 27%	47 36%	113 28%	99 27%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q9 : Generally, do you think employees or employers are responsible for each of the following?
[Employers SUMMARY TABLE]

| | | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Deciding what a fair salary is	717	329	389	149	112	112	345	48	168	262	55	101	84	256	461	85	294	269
	71%	67%	75%A	57%	67%	71%C	82%CDE	71%	71%	69%	79%	86%HIL	63%	68%	73%	64%	72%	73%
Identifying the skills necessary to advance in a career	506	238	268	125	94	74	212	26	125	189	43	66	57	175	330	77	198	180
	50%	48%	52%	48%	56%	47%	51%	39%	53%	49%	63%GL	56%	42%	47%	52%	58%	49%	49%
Finding training programs to refresh one's skills	473	220	253	145	78	78	172	31	123	178	27	52	63	177	296	79	187	149
	47%	45%	49%	55%F	47%	49%	41%	46%	52%	47%	39%	45%	47%	47%	47%	60%PQ	46%	41%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q9 : Generally, do you think employees or employers are responsible for each of the following?
[Finding training programs to refresh one's skills]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Employees	535	270	264	118	89	81	247	36	113	204	42	65	71	197	337	53	220	219
	53%	55%	51%	45%	53%	51%	59%C	54%	48%	53%	61%	55%	53%	53%	53%	40%	54%O	59%O
Employers	473	220	253	145	78	78	172	31	123	178	27	52	63	177	296	79	187	149
	47%	45%	49%	55%F	47%	49%	41%	46%	52%	47%	39%	45%	47%	47%	47%	60%PQ	46%	41%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q9 : Generally, do you think employees or employers are responsible for each of the following?
[Identifying the skills necessary to advance in a career]

		Gender		Age				Region						Presence Of Children In Household		Income		
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Employees	502	253	250	138	73	85	207	41	110	193	26	52	78	199	303	55	209	188
	50%	52%	48%	52%	44%	53%	49%	61%J	47%	51%	37%	44%	58%J	53%	48%	42%	51%	51%
Employers	506	238	268	125	94	74	212	26	125	189	43	66	57	175	330	77	198	180
	50%	48%	52%	48%	56%	47%	51%	39%	53%	49%	63%GL	56%	42%	47%	52%	58%	49%	49%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q9 : Generally, do you think employees or employers are responsible for each of the following?
[Deciding what a fair salary is]

	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Employees	291	162	128	114	55	47	74	20	68	119	15	16	50	118	172	47	113	99
	29%	33%B	25%	43%EF	33%F	29%F	18%	29%	29%K	31%K	21%	14%	37%K	32%	27%	36%	28%	27%
Employers	717	329	389	149	112	112	345	48	168	262	55	101	84	256	461	85	294	269
	71%	67%	75%A	57%	67%	71%C	82%CDE	71%	71%	69%	79%	86%HIL	63%	68%	73%	64%	72%	73%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

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

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Performance on the job	386	178	208	106	45	59	176	30	61	148	27	66	54	144	242	52	162	134
	38%	36%	40%	40%D	27%	37%	42%D	45%H	26%	39%H	39%	56%HI	40%H	38%	38%	40%	40%	36%
Skills they bring to the job	262	127	135	71	41	38	112	12	82	88	11	35	34	97	165	27	111	92
	26%	26%	26%	27%	24%	24%	27%	18%	35%GIJ	23%	16%	30%	25%	26%	26%	20%	27%	25%
Job responsibilities	196	92	104	46	29	32	89	13	58	75	17	13	20	70	126	24	74	82
	19%	19%	20%	17%	17%	20%	21%	19%	25%K	20%	24%	11%	15%	19%	20%	18%	18%	22%
What the market deems as competitive	78	44	34	10	24	14	30	9	14	29	10	2	14	33	45	6	36	30
	8%	9%	7%	4%	15%CF	9%	7%	13%K	6%	8%	14%K	2%	11%K	9%	7%	4%	9%	8%
What the employee thinks is fair	33	25	8	8	16	4	5	-	7	12	2	-	8	11	22	10	11	12
	3%	5%B	1%	3%	10%CEF	3%	1%	-	3%	3%	4%	-	6%K	3%	4%	7%	3%	3%
Job title	27	14	14	11	8	6	2	2	5	17	2	1	1	16	12	5	8	13
	3%	3%	3%	4%F	5%F	4%F	1%	3%	2%	4%	3%	1%	1%	4%	2%	4%	2%	3%
Other	26	11	15	11	4	5	5	1	7	13	*	1	4	5	21	8	5	6
	3%	2%	3%	4%	3%	3%	1%	2%	3%	3%	1%	*	3%	1%	3%	6%PQ	1%	2%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q11 : To what extent do you agree or disagree with each of the following statements?
[TOP 2 BOX SUMMARY TABLE]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Employees in general must "refresh" their hard skills to stay competitive in the current workforce.	883 88%	426 87%	456 88%	207 79%	139 83%	144 91%C	393 94%CD	61 90%	203 86%	327 86%	65 95%	108 92%	116 87%	321 86%	562 89%	112 85%	364 89%	331 90%
Employees who continually refresh their skills should make more money than those who do not.	846 84%	409 83%	438 85%	200 76%	135 81%	136 85%	375 90%CD	57 85%	186 79%	326 85%	61 88%	101 86%	116 86%	313 84%	534 84%	106 80%	339 83%	317 86%
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.	826 82%	396 81%	430 83%	189 72%	134 80%	128 80%	375 90%CDE	61 91%H	172 73%	316 83%H	62 90%H	99 84%	113 84%	295 79%	531 84%	107 82%	330 81%	318 86%
You don't need a college degree to make a good living.	709 70%	335 68%	374 72%	181 69%	118 70%	108 68%	302 72%	55 82%H	154 66%	268 70%	54 79%	86 73%	91 68%	263 70%	446 70%	99 76%	292 72%	258 70%
Between people retiring earlier and the lost generation of students, the workforce is in trouble.	670 66%	326 66%	345 67%	181 69%	105 63%	108 68%	276 66%	46 69%	163 69%	255 67%	39 56%	82 69%	85 63%	260 69%	410 65%	99 75%Q	277 68%	226 61%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q11 : To what extent do you agree or disagree with each of the following statements?
[BOTTOM 2 BOX SUMMARY TABLE]

	Total	Gender Male	Female	Age 18-34	35-44	45-54	55+	Region Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Presence Of Children In Household Yes	No	Income Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Between people retiring earlier and the lost generation of students, the workforce is in trouble.	338 34%	165 34%	173 33%	82 31%	62 37%	51 32%	143 34%	21 31%	72 31%	127 33%	30 44%	36 31%	49 37%	114 31%	224 35%	33 25%	130 32%	143 39%O
You don't need a college degree to make a good living.	299 30%	155 32%	144 28%	81 31%	50 30%	51 32%	117 28%	12 18%	81 34%G	114 30%	15 21%	31 27%	43 32%	112 30%	187 30%	32 24%	115 28%	110 30%
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.	182 18%	94 19%	88 17%	74 28%F	33 20%F	31 20%F	44 10%	6 9%	64 27%GIJ	65 17%	7 10%	19 16%	21 16%	80 21%	103 16%	24 18%	77 19%	50 14%
Employees who continually refresh their skills should make more money than those who do not.	162 16%	82 17%	80 15%	63 24%F	32 19%F	23 15%	44 10%	10 15%	49 21%	56 15%	8 12%	16 14%	19 14%	62 16%	100 16%	26 20%	68 17%	51 14%
Employees in general must "refresh" their hard skills to stay competitive in the current workforce.	125 12%	64 13%	61 12%	56 21%EF	29 17%F	15 9%	26 6%	6 10%	32 14%	55 14%	4 5%	10 8%	18 13%	54 14%	71 11%	20 15%	43 11%	38 10%

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Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q11 : 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.]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	709 70%	335 68%	374 72%	181 69%	118 70%	108 68%	302 72%	55 82%H	154 66%	268 70%	54 79%	86 73%	91 68%	263 70%	446 70%	99 76%	292 72%	258 70%
Strongly agree	276 27%	125 25%	151 29%	80 30%	37 22%	47 29%	113 27%	37 56%HIJKL	64 27%	91 24%	22 32%	34 29%	27 20%	114 30%	162 26%	29 22%	120 29%	101 27%
Somewhat agree	433 43%	211 43%	223 43%	102 39%	81 48%	62 39%	189 45%	18 26%	90 38%	177 46%G	33 47%G	52 45%	64 48%G	149 40%	284 45%	70 53%	172 42%	157 43%
Somewhat disagree/Strongly disagree [Net]	299 30%	155 32%	144 28%	81 31%	50 30%	51 32%	117 28%	12 18%	81 34%G	114 30%	15 21%	31 27%	43 32%	112 30%	187 30%	32 24%	115 28%	110 30%
Somewhat disagree	233 23%	123 25%	110 21%	60 23%	42 25%	36 23%	94 22%	9 14%	62 26%	94 25%	12 17%	24 20%	29 22%	88 23%	145 23%	23 17%	91 22%	91 25%
Strongly disagree	66 7%	33 7%	34 6%	21 8%	8 5%	14 9%	23 6%	3 4%	19 8%	20 5%	3 4%	7 6%	14 11%	24 7%	42 7%	9 7%	24 6%	19 5%
Sigma	1008 100%	491 100%	517 100%	263 100%	167 100%	159 100%	419 100%	67 100%	235 100%	382 100%	69 100%	117 100%	134 100%	375 100%	633 100%	132 100%	407 100%	368 100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q11 : 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.]

| | | Gender | | | Age | | | | Region | | | | | Presence Of Children In Household | | Income | | |
	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	826	396	430	189	134	128	375	61	172	316	62	99	113	295	531	107	330	318
	82%	81%	83%	72%	80%	80%	90%CDE	91%H	73%	83%H	90%H	84%	84%	79%	84%	82%	81%	86%
Strongly agree	291	144	146	70	30	48	143	23	40	119	23	50	33	110	181	35	124	106
	29%	29%	28%	27%	18%	30%D	34%D	34%H	17%	31%H	34%H	42%HL	25%	29%	29%	27%	31%	29%
Somewhat agree	535	252	283	119	104	80	232	38	132	197	39	49	80	185	350	72	205	212
	53%	51%	55%	45%	62%C	50%	55%	57%	56%	52%	56%	42%	60%K	49%	55%	55%	50%	58%
Somewhat disagree/Strongly disagree [Net]	182	94	88	74	33	31	44	6	64	65	7	19	21	80	103	24	77	50
	18%	19%	17%	28%F	20%F	20%F	10%	9%	27%GIJ	17%	10%	16%	16%	21%	16%	18%	19%	14%
Somewhat disagree	128	60	68	46	27	20	35	6	40	44	7	15	16	53	76	14	61	38
	13%	12%	13%	18%F	16%F	13%	8%	9%	17%	12%	10%	13%	12%	14%	12%	10%	15%	10%
Strongly disagree	54	34	19	28	7	11	8	-	23	21	-	4	5	27	27	10	16	12
	5%	7%	4%	11%F	4%	7%F	2%	-	10%GJ	6%	-	3%	4%	7%	4%	8%	4%	3%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q11 : 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.]

| | Total | Gender | | Age | | | | Region | | | | | | Presence Of Children In Household | | Income | | |
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska-tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	883	426	456	207	139	144	393	61	203	327	65	108	116	321	562	112	364	331
	88%	87%	88%	79%	83%	91%C	94%CD	90%	86%	86%	95%	92%	87%	86%	89%	85%	89%	90%
Strongly agree	348	177	171	70	47	60	171	27	77	131	22	48	41	121	227	40	142	133
	35%	36%	33%	27%	28%	38%	41%CD	41%	33%	34%	31%	41%	31%	32%	36%	30%	35%	36%
Somewhat agree	534	249	285	137	92	84	221	33	126	196	44	60	75	199	335	72	222	198
	53%	51%	55%	52%	55%	53%	53%	50%	54%	51%	63%	51%	56%	53%	53%	55%	55%	54%
Somewhat disagree/Strongly disagree [Net]	125	64	61	56	29	15	26	6	32	55	4	10	18	54	71	20	43	38
	12%	13%	12%	21%EF	17%F	9%	6%	10%	14%	14%	5%	8%	13%	14%	11%	15%	11%	10%
Somewhat disagree	100	54	47	40	23	12	25	5	26	46	3	5	16	43	57	14	32	34
	10%	11%	9%	15%F	14%F	8%	6%	7%	11%	12%	4%	4%	12%	11%	9%	11%	8%	9%
Strongly disagree	25	10	14	15	5	3	2	2	6	9	1	5	2	11	14	6	10	3
	2%	2%	3%	6%F	3%F	2%	*	3%	3%	2%	1%	4%	1%	3%	2%	4%	3%	1%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q11 : 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.]

	Total	Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
		Gender			Age					Region				Presence Of Children In Household			Income	
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	846	409	438	200	135	136	375	57	186	326	61	101	116	313	534	106	339	317
	84%	83%	85%	76%	81%	85%	90%CD	85%	79%	85%	88%	86%	86%	84%	84%	80%	83%	86%
Strongly agree	299	148	151	77	38	45	139	22	83	115	15	36	26	124	175	44	114	111
	30%	30%	29%	29%	23%	28%	33%	33%	35%L	30%	22%	31%	20%	33%	28%	33%	28%	30%
Somewhat agree	548	261	287	123	97	91	236	35	103	210	46	65	89	189	359	62	224	206
	54%	53%	55%	47%	58%	57%	56%	52%	44%	55%H	66%H	55%	66%H	51%	57%	47%	55%	56%
Somewhat disagree/Strongly disagree [Net]	162	82	80	63	32	23	44	10	49	56	8	16	19	62	100	26	68	51
	16%	17%	15%	24%F	19%F	15%	10%	15%	21%	15%	12%	14%	14%	16%	16%	20%	17%	14%
Somewhat disagree	128	63	65	46	27	18	37	7	40	42	7	16	15	46	82	18	58	43
	13%	13%	13%	17%F	16%	11%	9%	11%	17%	11%	10%	14%	11%	12%	13%	13%	14%	12%
Strongly disagree	34	19	15	17	5	6	6	3	9	14	1	-	4	16	18	8	11	8
	3%	4%	3%	6%F	3%	4%	1%	4%	4%	4%	2%	-	3%	4%	3%	6%	3%	2%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base

Express Employment Professionals Lost Generation HOD
Global Omnibus - CA Standard Omnibus
Field Dates: AUG 4-9,2021

Q11 : 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.]

	Total	Gender		Age				Region						Presence Of Children In Household		Income		
		Male	Female	18-34	35-44	45-54	55+	Atlantic	Quebec	Ontario	Manitoba/ Saska- tchewan	Alberta	British Columbia	Yes	No	Less than $25,000 (CAN)	$25,000 to $74, 999 (CAN)	$75,000 or more (CAN)
	(z)	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)
Base: Total Respondents																		
Unweighted Base	1008	439	569	200	158	209	441	59	264	398	62	100	124	230	778	147	428	347
Weighted Base	1008	491	517	263	167*	159	419	67*	235	382	69*	117*	134*	375	633	132*	407	368
Strongly agree/Somewhat agree [Net]	670	326	345	181	105	108	276	46	163	255	39	82	85	260	410	99	277	226
	66%	66%	67%	69%	63%	68%	66%	69%	69%	67%	56%	69%	63%	69%	65%	75%Q	68%	61%
Strongly agree	204	105	98	62	23	41	78	19	48	77	11	29	19	91	112	43	73	68
	20%	21%	19%	24%	14%	26%D	19%	29%	20%	20%	16%	24%	14%	24%	18%	33%PQ	18%	18%
Somewhat agree	466	220	246	119	82	67	198	27	115	177	28	53	66	169	297	56	204	158
	46%	45%	48%	45%	49%	42%	47%	40%	49%	46%	40%	45%	49%	45%	47%	42%	50%	43%
Somewhat disagree/Strongly disagree [Net]	338	165	173	82	62	51	143	21	72	127	30	36	49	114	224	33	130	143
	34%	34%	33%	31%	37%	32%	34%	31%	31%	33%	44%	31%	37%	31%	35%	25%	32%	39%O
Somewhat disagree	283	141	143	67	53	38	126	19	64	113	21	31	33	92	191	28	114	115
	28%	29%	28%	25%	32%	24%	30%	28%	27%	30%	31%	26%	25%	25%	30%	21%	28%	31%
Strongly disagree	55	24	30	15	10	13	17	2	8	14	9	5	16	22	33	5	15	27
	5%	5%	6%	6%	6%	8%	4%	3%	3%	4%	13%HI	5%	12%HI	6%	5%	4%	4%	7%
Sigma	1008	491	517	263	167	159	419	67	235	382	69	117	134	375	633	132	407	368
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F - G/H/I/J/K/L - M/N - O/P/Q
* small base