Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen } Z}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{G}$ | Boomers (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some | Associate degree | Bachelor degree | Graduate | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\underset{\text { Pink }}{\text { Collar }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Trade Certificate | 244 20 | 134 ${ }^{13}$ | ${ }^{110} 9$ | 20\% | $\begin{aligned} & 109 \\ & 26 \% \\ & \mathrm{FG} \end{aligned}$ | 17\% | 51\% | $\begin{aligned} & 56 \\ & \begin{array}{l} 521 \% \\ \text { LM } \end{array} \end{aligned}$ | ${ }^{\quad 43}{ }^{67 \%} \%$ | $\begin{aligned} & \text { }{ }^{64} 29 \\ & \text { LM } \end{aligned}$ | $\begin{gathered} 55 \\ 39 \% \\ \text { HLM } \end{gathered}$ | 23 7 \% | ${ }^{3}$ | $\begin{gathered} 244 \\ 31 \% \\ 0 \end{gathered}$ | : | ${ }_{18}^{96}$ | $\begin{gathered} 74 \\ 28 \% \\ \text { 28\% } \end{gathered}$ | 61 $19 \%$ | $\stackrel{147}{19 \%}$ | 32\% | 200\% |
| Associate's Degree | $89 \%$ | 50\% | 39\% | $12 \%$ | 40\% | ${ }^{23} 6$ | 15\% | - | - | $\begin{gathered} { }^{47}{ }^{21} \% \\ \text { HIKLM } \end{gathered}$ | - | $\begin{gathered} 33 \\ 310 \% \\ \text { HIK } \end{gathered}$ | $\underset{H K_{5}^{9}}{9}$ | $\begin{aligned} & 89 \\ & 81 \% \\ & 1 \% \end{aligned}$ | : | 39\% | 17\% | ${ }_{8}^{26}$ | 41 5 | $\begin{aligned} & 16 \\ & 12 \% \\ & { }_{S} \% \end{aligned}$ | $\xrightarrow{19} 19$ |
| College/University Degree | ${ }_{23}^{279}$ | $\begin{gathered} 174 \\ \underset{C}{28 \%} \end{gathered}$ | $\begin{gathered} 105 \\ 18 \% \end{gathered}$ | 14\% | $\begin{gathered} 114 \\ 27 \% \\ D \end{gathered}$ | $\begin{aligned} & 93 \\ & 25 \% \\ & \hline \end{aligned}$ | 59\% | - | : | - | : | $\begin{gathered} 250 \\ \text { HIJKM }^{2} \% \end{gathered}$ | $\begin{gathered} 30 \\ \text { H1J8\% } \end{gathered}$ | $\begin{gathered} 279 \\ 36 \% \\ \hline 6 \end{gathered}$ | : | $\begin{aligned} & 163 \\ & 31 \% \\ & \text { QR } \end{aligned}$ | 36 $14 \%$ | 23\% | 141 $18 \%$ | 32\% | 600 S3 |
| Post-baccalaureate Certificate | ${ }_{35}^{35}$ | $\begin{aligned} & 26 \\ & { }_{\mathrm{C}} \mathrm{C} \end{aligned}$ | ${ }^{10} 2 \%$ | $\stackrel{3}{2 \%}$ | $\begin{aligned} & 21 \\ & 5 \% \\ & \mathrm{G} \% \end{aligned}$ | ${ }_{2 \%}^{8}$ | $\stackrel{3}{1 \%}$ | - | - | - | - | $\begin{gathered} 31 \\ \text { HIJKM }^{9} \% \end{gathered}$ | $\begin{aligned} & 5 \\ & 3 \% \\ & \mathrm{H}^{2} \end{aligned}$ | $\begin{aligned} & 35 \\ & { }^{45} \end{aligned}$ | : | 19 4 \% | ${ }_{2 \%}^{5}$ | ${ }_{2 \%}^{6}$ | 10 1 \% | ${ }_{3}^{4}$ | 22 $12 \%$ ST |
| Master's Degree | ${ }^{108} 9$ | $\begin{aligned} & \begin{array}{l} 11 \\ 12 \% \\ \mathrm{C} \end{array} \end{aligned}$ | ${ }^{37} \%$ | ${ }_{6}^{8}$ | $\begin{aligned} & 40 \\ & 10 \% \end{aligned}$ | ${ }_{11}^{42}$ | ${ }^{18} 6$ | - | - | - | - | - | $\begin{gathered} 108 \\ 64 \% \\ \text { HIJKL } \end{gathered}$ | $\begin{gathered} 108 \\ 14 \% \\ 0 \end{gathered}$ | : | 59\% | ${ }_{6 \%}^{16}$ | ${ }^{27} 9$ | ${ }_{9}^{9} \%$ | $\stackrel{7}{5 \%}$ | ${ }^{16} 9$ |
| Post-master's Certificate | ${ }^{18} 2 \%$ | 12\% | ${ }_{1}^{6} \%$ | ${ }_{2 \%}$ | ${ }_{1 \%}^{2}$ | 2\% | 2\% | - | - | - | : | - | $\begin{gathered} { }^{18} 8 \% \\ \text { HIJKL } \end{gathered}$ | $\begin{aligned} & \text { 182 } \\ & { }_{2}^{2} \end{aligned}$ | : | ${ }^{10} 2 \%$ | 1 | ${ }^{5} \%$ | 12\% | ${ }_{2}^{3}$ | ${ }_{2}^{4}$ |
| Professional Degree (e.g., JD, MD, OD) | ${ }_{34}{ }^{3}$ | ${ }^{21} 3 \%$ | ${ }^{13} 2 \%$ | ${ }_{2}^{3}$ | 14\% | ${ }^{10} 3$ | ${ }_{2 \%}^{7}$ | - | : | - | : | : | $\begin{aligned} & 34 \\ & { }^{34} \% \\ & \text { HIJKL } \end{aligned}$ | $\begin{aligned} & 34 \% \\ & 4 \% \end{aligned}$ | : | $\begin{aligned} & 23 \\ & { }_{\mathrm{R}}^{2} \% \end{aligned}$ | ${ }_{2}{ }^{\text {\% }}$ | ${ }_{1}^{4} \%$ | 25 3 \% | ${ }_{2 \%}$ | ${ }_{2 \%}$ |
| Doctoral Degree (PhD) | $\stackrel{17}{1 \%}^{(1)}$ | ${ }^{10} 2 \%$ | ${ }_{1 \%}^{8}$ | ${ }_{5}^{4}{ }^{4}$ | $\begin{gathered} 12 \\ \frac{3}{F} \% \end{gathered}$ | $\stackrel{1}{*}$ | ${ }_{*}$ | - | : | : | - | - | $\begin{gathered} 17 \\ \text { HIJKL } \\ \text { HJ } \end{gathered}$ | $\begin{aligned} & 17 \\ & 2 \% \\ & 0 \end{aligned}$ | - | $\stackrel{8}{2 \%}$ | ${ }_{2}^{5}$ | ${ }_{1 \%}^{4}$ | ${ }^{14}$ | - | ${ }_{1}^{2} \%$ |
| Other | ${ }^{103}{ }_{9} \%$ | $4_{7 \%}$ | $\begin{aligned} & 61 \\ & 10 \% \end{aligned}$ | ${ }_{6}^{8}$ | ${ }^{27}$ | ${ }^{29}$ | $\begin{aligned} & 40 \\ & { }_{13}^{43} \% \end{aligned}$ | $\begin{aligned} & 22 \\ & { }_{9} \% \end{aligned}$ | $\begin{gathered} { }^{13} \\ \text { HJLM } \end{gathered}$ | $\begin{aligned} & 21 \\ & 10 \% \\ & \mathrm{M}^{2} \end{aligned}$ | $\begin{gathered} 30 \\ \text { HJLM } \end{gathered}$ | ${ }^{15} 4$ | ${ }_{1 \%}^{1}$ | $\begin{gathered} 103 \\ 13 \% \\ 13 \% \end{gathered}$ | - | 41\% | 19\% | 35 $11 \%$ | ${ }_{96}^{6 \%}$ | ${ }_{13}^{18}$ | 14\% |
| None | $420$ | ${ }_{29 \%}^{176}$ | $\begin{gathered} 244 \\ 41 \% \\ B \end{gathered}$ | $\begin{aligned} & 71 \\ & 56 \% \\ & E F \end{aligned}$ | ${ }_{25 \%}^{103}$ | ${ }_{31}^{115}$ | $\begin{aligned} & 132 \\ & 44 \% \\ & E F \end{aligned}$ | ${ }^{186}{ }_{\text {IJKLM }}^{71 \%}$ | $\begin{aligned} & 10 \\ & \begin{array}{l} 15 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 103 \\ & { }^{46 \%} \\ & \text { LLM } \end{aligned}$ | $\begin{gathered} 63 \\ \text { ILM }^{44 \%} \end{gathered}$ | $\begin{aligned} & 54 \\ & \begin{array}{l} 15 \% \\ M \end{array} \\ & \hline \end{aligned}$ | ${ }_{3}{ }^{\text {\% }}$ | - | $\begin{aligned} & 420 \\ & 100 \% \\ & \mathrm{~N} \end{aligned}$ | 144\% | $\underset{\mathrm{P}}{112}$ | $\begin{gathered} 128 \\ \stackrel{40}{4} \% \end{gathered}$ | $\begin{gathered} 309 \\ 40 \% \\ \hline \end{gathered}$ | 442\% | 32\% |
| At least 1 additional degree/certification | ${ }^{786}$ | $\begin{gathered} 438 \\ { }_{C}^{71 \%} \end{gathered}$ | ${ }^{348} 5$ | 54\% | $\begin{aligned} & 314 \\ & 35 \% \\ & \text { DG } \end{aligned}$ | $\begin{aligned} & 252 \\ & 69 \% \\ & \text { DG } \end{aligned}$ | 164\% | ${ }_{29}^{76}$ | $\begin{gathered} 54 \\ \text { 85\% } \\ \text { HJK } \end{gathered}$ | $\begin{gathered} 119 \\ 54 \% \\ \mathrm{H} \end{gathered}$ | $\begin{aligned} & 78 \\ & 56 \% \\ & H \end{aligned}$ | $\begin{aligned} & 295 \\ & \text { HJK } \end{aligned}$ | $\begin{gathered} 163 \\ { }^{1697 \%} \\ \text { HIJKL } \end{gathered}$ | $\begin{aligned} & 786 \\ & 100 \% \\ & 0 \end{aligned}$ | : | $\begin{gathered} 383 \\ \text { QR } \end{gathered}$ | ${ }^{153} 5$ | 192\% | 4599\% | 93\% | $\begin{gathered} 141 \\ \stackrel{18}{\mathrm{~S}} \mathrm{C} \end{gathered}$ |
| At least 2 additional degrees/certifications | $94 \%$ | ${ }^{58}{ }_{9}$ | ${ }_{66}^{66}$ | 8\% | $\stackrel{47}{11 \%}$ | ${ }^{18}{ }^{5}$ | 20\% | ${ }_{1 \%}^{2}$ | ${ }_{2}^{1}$ | $\begin{aligned} & 13 \\ & { }^{6} \% \end{aligned}$ | $\begin{aligned} & 7 \\ & { }_{5}^{5} \% \end{aligned}$ | $\begin{aligned} & 37 \\ & 11 \% \\ & \mathrm{H}^{2} \end{aligned}$ | $\begin{gathered} 34 \\ \text { 3IJKL } \\ \text { HIK } \end{gathered}$ | $\begin{aligned} & 94 \\ & 12 \% \\ & 0 \end{aligned}$ | : | 44\% | 15\% | 33 $10 \%$ | 45 | ${ }_{16}^{12 \%}$ | 26 14\% S |
| At least 3 additional degrees/certifications | 25 2 \% | $\begin{aligned} & 22 \\ & { }_{C}^{2} \end{aligned}$ | ${ }_{1}^{3}$ | ${ }_{2 \%}$ | ${ }^{10} 2 \%$ | 5\% | ${ }_{3 \%}$ | $:$ | - | - | - | $\begin{aligned} & 12 \\ & \begin{array}{l} 3 \% \\ \mathrm{HJ} \end{array} \end{aligned}$ | $\begin{gathered} 13 \\ \text { HIJK }^{8 \%} \end{gathered}$ | $\begin{gathered} 25 \\ 3 \% \\ 0 \end{gathered}$ | - | ${ }_{3}^{16}$ | $\stackrel{4}{2 \%}$ | ${ }_{1 \%}$ | ${ }^{13} 2{ }_{2}$ | ${ }_{1}^{2}$ | $\begin{aligned} & 10 \\ & { }^{10} \% \end{aligned}$ |
| Sigma | $\begin{aligned} & 1348 \\ & 112 \% \end{aligned}$ | $\begin{aligned} & 716 \\ & 116 \% \end{aligned}$ | 633 $107 \%$ | 144 $114 \%$ | $\begin{aligned} & 483 \\ & 116 \% \end{aligned}$ | $\begin{aligned} & 391 \\ & 107 \% \end{aligned}$ | $\begin{aligned} & 330 \\ & 111 \% \end{aligned}$ | 264 $101 \%$ | ${ }^{66}$ 102\% | $\begin{aligned} & 235 \\ & 106 \% \end{aligned}$ | $\begin{aligned} & 147 \\ & 105 \% \end{aligned}$ | ${ }_{116 \%}^{406}$ | $\begin{aligned} & 230 \\ & 137 \% \end{aligned}$ | $\begin{aligned} & 928 \\ & 118 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 602 \\ & 114 \% \end{aligned}$ | $\begin{aligned} & 290 \\ & 109 \% \end{aligned}$ | $\begin{aligned} & 357 \\ & 112 \% \end{aligned}$ | $\begin{aligned} & 834 \% \\ & 109 \% \end{aligned}$ | $\begin{aligned} & 157 \\ & 115 \% \end{aligned}$ | $\begin{aligned} & 230 \\ & 127 \% \end{aligned}$ |

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\operatorname{Gen} Z}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{G}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific $\underset{\text { program }}{\text { training }}$ $\xrightarrow[\text { (I) }]{ }$ | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\underset{\text { Pollar }}{\text { Pink }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (0) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |

Base: Some College Or Higher

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multicolumn{3}{|r|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/
Certifcations} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& Total US \& Male \& Female \& ${ }_{(18-24)}^{\text {Gen Z }}$ \& $$
\begin{aligned}
& \text { Mille } \\
& \text { Mille } \\
& \text { ni5i.318) }
\end{aligned}
$$ \& (39-54) \& $$
\begin{gathered}
\text { Boomers } \\
\text { oroctor } \\
(50+5)
\end{gathered}
$$ \& $$
\underset{\text { degree }}{\mathrm{HS}}
$$ \& $$
\begin{gathered}
\text { Jobi.i.ic } \\
\text { spacifict } \\
\text { proging }
\end{gathered}
$$ \& ${ }_{\text {Sollege }}^{\substack{\text { Some } \\ \text { cold }}}$ \& Associate
degree \& Bachelor
degree \& $$
\begin{gathered}
\text { Graduate } \\
\text { degree }
\end{gathered}
$$ \& Yes \& No \& ${ }_{\text {White }}^{\text {Colar }}$ \& ${ }_{\text {Blue }}^{\text {Blar }}$ \& ${ }_{\text {Pink }}^{\text {Pilar }}$ \& White \& African
American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 851 \& 388 \& 463 \& 54 \& 332 \& 253 \& 212 \& - \& - \& 166 \& 206 \& 301 \& 178 \& 623 \& 228 \& 376 \& 150 \& 260 \& 583 \& 69 \& 140 \\
\hline Weighted Base \& 879 \& 470 \& 409 \& 75* \& 335 \& 280 \& 189 \& ** \& ** \& 222 \& 141 \& 349 \& 168 \& 655 \& 224 \& 422 \& 152* \& 245 \& 528 \& $96^{*}$ \& 153* \\
\hline YES (NET) \& ${ }_{929}{ }^{\text {\% }}$ \& ${ }_{9}^{447}$ \& ${ }_{93}^{382}$ \& ${ }_{97}{ }^{7} \%$ \& $$
\begin{aligned}
& 326 \% \\
& 97 \%
\end{aligned}
$$ \& ${ }^{251 \%}$ \& ${ }_{92 \%}^{174}$ \& \& - \& ${ }^{194} 8$ \& ${ }_{93}^{131}$ \& $$
\begin{aligned}
& 338 \% \\
& 9,9 \%
\end{aligned}
$$ \& $$
\begin{gathered}
166 \\
9 \mathrm{9k} \%
\end{gathered}
$$ \& $$
{ }_{9}^{637 \%}
$$ \& ${ }^{192} 8$ \& ${ }^{409 \%}$ \& ${ }_{93}^{142}$ \& ${ }_{93 \%}^{228}$ \& ${ }^{501}$ \& 94\% \& ${ }_{93 \%}^{142}$ \\
\hline Yes, a full-time job ( 35
hours or more per week) \& ${ }_{74 \%}^{646}$ \& $$
\begin{gathered}
366 \% \\
78 . \\
\hline
\end{gathered}
$$ \& $$
{ }^{281} 69 \%
$$ \& ${ }_{69}{ }^{2}$ \& $$
\begin{gathered}
267 \\
{ }_{6}^{260}
\end{gathered}
$$ \& $\underset{\substack{209 \\ 4}}{ }$ \& 119\% \& \& \& ${ }_{642}^{142}$ \& ${ }^{106}$ \& $$
\begin{aligned}
& 263 \\
& \\
& \hline 55 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 136 \\
& 8, \\
& \hline 1 \%
\end{aligned}
$$ \& $$
{ }^{518}{ }_{6}^{618}
$$ \& 129\% \& ${ }_{\text {333 }}^{\text {739\% }}$ \& 124
88
$R_{2}$ \& ${ }^{156 \%}$ \& ${ }^{393} 74$ \& $76 \%$ \& ${ }^{111}$ \% \\
\hline Yes, a part-time job (less \& ${ }_{21 \%}^{183}$ \& $$
\begin{aligned}
& 81 \% \\
& 17 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 101 \\
& { }_{25}^{25}
\end{aligned}
$$ \& 28\% \& 18\% \& 47\% \&  \& \& \& ${ }^{52} 4$ \& 24\% \& 22\% \& 318\% \& ${ }_{119}^{18}$ \& $\stackrel{63}{28} \mathrm{~N}$ \& 77\% \& ${ }_{12 \%}$ \& 72

PO,
P9, \& ${ }^{108}$ \& ${ }^{19} \%$ \& 20\% \\

\hline No \& 50\% \& ${ }^{23} \%$ \& ${ }^{27} \%$ \& $3 \%$ \& ${ }_{3}^{8} \%$ \& \[
$$
\begin{aligned}
& \text { 25 } \\
& { }_{\mathrm{E}}^{2}
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 15 \\
& { }^{15} \% \\
& E_{1}
\end{aligned}
$$
\] \& \& - \& (28\% \& ${ }_{\text {M }}{ }^{10}$ \& ${ }_{3 \%}^{11}$ \& 2\% \& ${ }_{3}^{18}$ \& - ${ }^{32} \times$ \& \% \& ${ }^{10} \%$ \& 17\% \& ${ }^{28} \%$ \& 2\% \& \%\% \\

\hline Sigma \& 879\% \& 470\% \& ${ }^{409} 10$ \& 75\% \& ${ }^{335} 100$ \& 280\% \& 189\% \& \& - \& 222\% \& ${ }^{141} \times 10 \%$ \& 349
$100 \%$ \& 160\% \& ${ }_{100 \%}^{655}$ \& 224\% \& ${ }_{102}^{420}$ \& ${ }^{152}$ \% \& 245 \& ${ }^{528}$ \& 190\% \& 1530\% \\
\hline
\end{tabular}



Base: Did Not Work While In School

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen } Z}$ | $\begin{aligned} & \text { Mille- } \begin{array}{l} \text { ninils } \\ \text { (25-38) } \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{gathered} \text { Pink } \\ \text { Collar } \end{gathered}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 46 | 16 | 30 | 1 | 12 | 16 | 17 | - | - | 13 | 18 | 12 | 3 | 19 | 27 | 12 | 10 | 16 | 27 | 4 | 11 |
| Weighted Base | 50* | $23^{* *}$ | $27^{* *}$ | $2^{* *}$ | $8^{* *}$ | $25^{* *}$ | $15^{* *}$ | -** | -** | $28 * *$ | $10^{* *}$ | $11^{* *}$ | $2^{* *}$ | $18^{* *}$ | $32^{* *}$ | $12^{* *}$ | $10^{* *}$ | $17^{* *}$ | $28^{* *}$ | $2^{* *}$ | 10** |
| I wanted to focus on my studies | 38\% | 180\% | 19\% | 100\% | ${ }_{73}^{6} \%$ | 229\% | 7 48 | - | : | 250\% | 48\% | 59\% | 77\% | 10\% | 28\% | 10 84 | 59\%\% | 15\% | 220\% | 13\% | 67\% |
| I didn't need the money | ${ }_{36}^{18}$ | $\stackrel{9}{40 \%}$ | 33\% | 100\% | 11\% | ${ }^{9} 7 \%$ | ${ }^{6} 0 \%$ | - | - | 7 24 | ${ }_{20}^{2} \%$ | 81\% | 1 ${ }_{\text {4 }}$ | 47\% | 10 $31 \%$ | 62\% | ${ }_{21}^{2} \%$ | ${ }_{33}^{6} \%$ | 12\% | - | $4{ }^{4} \%$ |
| I didn't have time | 124\% | 15\% | 31\% | 100\% | 47\% | - ${ }^{3} \mathrm{2} \%$ | 3 $18 \%$ | - | - | ${ }^{3} 9$ | 58\% | 29\% | $31 \%$ | 28\% | ${ }^{7} 1 \%$ | 23\% | 18\% | ${ }^{5} 6$ | ${ }^{6} \%$ | 87\% | $\stackrel{*}{2 \%}$ |
| I couldn't handle extra stress | ${ }_{12}^{6} \%$ | ${ }_{6}^{1}$ | $\underset{16 \%}{4}$ | $\stackrel{2}{2} \%$ | 17\% | $\stackrel{1}{2 \%}$ | ${ }_{11 \%}^{2}$ | - | : | ${ }_{5}^{1}$ | ${ }_{22}^{2} \%$ | ${ }_{2}^{2} \%$ | - | $\stackrel{1}{8 \%}$ | 44\% | - | : | 25\% | 2\% | 68\% | - |
| I couldn't find a job | : | : | : | - | : | : | : | : | : | : | - | : |  | - | - | - | - | - | - | - | - |
| Other | ${ }_{7 \%}$ | $\stackrel{*}{2 \%}$ | 12\% | : | : | ${ }_{6}^{2} \%$ | 15\% | : | : | 11\% | $\stackrel{*}{4 \%}$ | - | $\stackrel{*}{*}$ | ${ }_{8 \%}$ | ${ }_{7 \%}^{2}$ | ${ }^{1} \%$ | $\stackrel{*}{4 \%}$ | ${ }^{2} 1 \%$ | 13\% | - | - |
| Sigma | 77 $154 \%$ | 33 $143 \%$ | - $163 \%$ | 400\% | 139\% | 147\% | 132\% | - | - | 139 $139 \%$ | -155\% | 191\% | 177\% | 144\% | 551\% | - ${ }^{2177 \%}$ | 102\% | 181\% | 46 $164 \%$ | 168\% | 111\% |

[^0]Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multicolumn{3}{|c|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{\begin{tabular}{|c} 
Has Multiple Degress/ \\
Certifications
\end{tabular}} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& Total US \& Male \& Female \& Gen
\((18-24)\) \& \[
\begin{aligned}
\& \text { Milie- } \\
\& \text { Min. } \\
\& \text { (25.-38) }
\end{aligned}
\] \& (Gen \({ }_{\text {(39-54) }}\) \& Boomers \(\underset{(55+)}{\text { or odder }}\) \& \[
\underset{\text { degree }}{\mathrm{HS}}
\] \& \[
\begin{gathered}
\text { Job.i.ic } \\
\text { spacifict } \\
\text { proagram } \\
\text { progra }
\end{gathered}
\] \& Some
college \& Associate
degree \& \[
\begin{gathered}
\text { Bachelor } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{gathered}
\text { Graduate } \\
\text { degree }
\end{gathered}
\] \& Yes \& No \& \({ }_{\text {White }}^{\text {Whiter }}\) \& Blue
Collar \& \({ }_{\text {Prenk }}^{\text {Pink }}\) Collar \& White \& \({ }_{\text {Amprican }}^{\text {Afican }}\) \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& \(126{ }^{*}\) \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 \\
\hline The student \& 481\% \& \({ }_{39}^{237}\) \& \({ }^{244} 4\) \& 33
\(26 \%\) \& \({ }^{139}\) 33 \& \[
\begin{aligned}
\& \text { 157 } \\
\& \begin{array}{l}
43 \\
\text { E }
\end{array}
\end{aligned}
\] \& \[
\begin{aligned}
\& 153 \\
\& \begin{array}{l}
\text { 52\% } \\
\text { DE }
\end{array} .
\end{aligned}
\] \& 109\% \& \[
\begin{aligned}
\& 32 \\
\& \left.\begin{array}{l}
35 \% \\
M
\end{array}\right)
\end{aligned}
\] \& \({ }_{42 \%}\) \& \(\xrightarrow{\substack{476 \\ M}}\) \& 130\% \& 51\% \& \({ }_{39}^{304}\) \& 177 \({ }_{42 \%}\) \& 229\% \& 109\% \& 115 \({ }^{16 \%}\) \& 349
45
U \& \begin{tabular}{l}
33 \\
\(24 \%\) \\
\hline
\end{tabular} \& \({ }_{31}^{56}\) \\
\hline Their parents/family
members members \& \({ }^{336}\) 28\% \& 170\% \& \({ }^{166 \%}\) \& 17\% \& \[
\begin{gathered}
\text { } \\
\substack{26 \%}
\end{gathered}
\] \& \[
\begin{aligned}
\& 102 \\
\& \\
\& \hline 8 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 91 \\
\& \text { 31\% } \\
\& \hline
\end{aligned}
\] \& 73

K \& 12\% \& 53\% \& ${ }_{15}^{20}$ \& \[
$$
\begin{gathered}
\text { 106 } \\
\begin{array}{c}
31 \%
\end{array} \\
{ }_{2}^{2}
\end{gathered}
$$

\] \& \[

\overbrace{\substack{72 \% \\ HIJKL}}
\] \& ${ }^{237} 30$ \& 99\% \& 157 ${ }^{15}$ \& 52\% \& 28\% \& 218\% \& ${ }_{32 \%}^{44}$ \& 53\% \\

\hline The government \& 327\% \& $$
{ }_{277}^{177}
$$ \& 150\% \& \[

$$
\begin{gathered}
\left.\begin{array}{c}
68 \\
\text { EFG }
\end{array}\right)
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& \begin{array}{l}
134 \% \\
\mathrm{FG} 92
\end{array}
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 85 \\
& 23 \% \\
& \hline
\end{aligned}
$$

\] \& ${ }_{14}^{41}$ \& ${ }_{24}^{64}$ \& 19\% \& 26\% \& 48\% \& 28\% \& 39\% \& 210\% \& 1178\% \& 121 ${ }^{23 \%}$ \& 84\% ${ }_{\text {3 }}$ \& - ${ }_{\text {100 }}^{31 \%}$ \& ${ }^{166 \%}$ \& ${ }^{58}{ }^{5} \%$ \& ¢ | $62 \%$ |
| :--- |
| 34 | \\

\hline Other \& ${ }^{62} \%$ \& ${ }^{30} 5$ \& ${ }^{31}$ \& ${ }_{6}^{8} \%$ \& ${ }^{19} 5$ \& ${ }^{23} 6$ \& ${ }^{12} 4$ \& ${ }^{17} \%$ \& 2\% \& 17\% \& ${ }_{5 \%}^{7}$ \& ${ }^{13} 4$ \& 4\% \& ${ }^{34} \%$ \& 27\% \& ${ }^{19} \%$ \& 14\% \& ${ }^{14} 4$ \& ${ }^{36}$ \& ${ }_{2 \%}^{3}$ \& ${ }^{10} 5$ \\
\hline Sigma \& $1206 \%$
$100 \%$ \& ${ }^{614} 100$ \& ${ }^{592}$ \& ${ }_{126}^{10 \%}$ \& ${ }_{100 \%}^{417}$ \& 367
$100 \%$ \& ${ }^{2966}$ \& ${ }^{263}$ \& 64\% \& $\xrightarrow{222} \times$ \& ${ }_{141}^{100 \%}$ \& ${ }^{349} 9$ \& 168\% \& 786\% \& 1200\% \& 527\% \& ${ }^{265}$ \& ${ }^{319} 9$ \& 760\% \& 137\% \& 180\% \\
\hline
\end{tabular}

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJJ/K/LM - N/O-P/Q/R-ST/U
Overlap formulae used. ${ }^{*}$ small base

Base: Has Associate's Degree Or Higher

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\underline{\text { Total US }}$ | Male | Female | ( ${ }_{\text {Gen Z }}^{(18-24)}$ | $\begin{aligned} & \text { Miliele } \\ & \text { Mine } \\ & \text { (25-38) } \end{aligned}$ | (39n-54) | $\begin{gathered} \text { Boomers } \\ \text { ors. } \\ \text { onder } \\ (5++) \end{gathered}$ | $\underset{\text { degree }}{\mathrm{HS}}$ | $\begin{gathered} \text { sob.ific } \\ \substack{\text { spaifing } \\ \text { program }} \end{gathered}$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Graduate } \\ \text { degree } \end{gathered}$ | Yes | No | White Collar | ${ }_{\text {Blue }}^{\substack{\text { Blue } \\ \text { Collar }}}$ | ${ }_{\text {Pink }}^{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (1) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 811 | 368 | 443 | 41 | 308 | 254 | 208 |  | 126 |  | 206 | 301 | 178 | 639 | 172 | 352 | 149 | 230 | 563 | 64 | 131 |
| Weighted Base | 721 | 392 | 329 | $52^{* *}$ | 275 | 245 | 149 | ** | $64^{*}$ | -* | 141 | 349 | 168 | 590 | 131* | 371 | 119* | 171 | 429 | 85* | $123^{*}$ |
| Yes | ${ }^{482} 67$ | 273\% | ${ }_{64 \%}^{209}$ | 76\% | $\underset{\mathrm{G}, 2}{200}$ | $\begin{gathered} 167 \\ \underset{G}{68} \end{gathered}$ | 76\% |  | 41\% |  | $77 \%$ $54 \%$ | $\begin{gathered} 239 \\ { }_{6}^{29} \% \end{gathered}$ | $\begin{gathered} 126 \\ \\ \\ \hline 5 \% \% \end{gathered}$ | ${ }_{718}^{418}$ | ${ }_{49 \%}^{64}$ | 245\% | 79\% | 121\% | ${ }^{275} 64 \%$ | ${ }_{73}^{62}$ | 73\% |
| No | 239\% | 119\% | 120\% | 13\% | 75\% | 78\% |  |  | 23\% |  | 64\% | ${ }_{31}^{109}$ | ${ }_{25}^{42}$ | 1729\% | $\stackrel{67}{51 \%}$ | ${ }^{126} 34$ | 40 34 | 20\% | ${ }_{365}^{155}$ | ${ }_{2}^{23} \%$ | 23\% |
| Sigma | ${ }^{721} 9$ | ${ }^{392}$ | - ${ }^{329} 100$ | - 520 | 275\% | 245\% | 1409\% |  | -64\% |  | 140\% | -349\% | 168\% | 100\% | 131\% | 100\% | 1190\% | 1710\% | 429\% | 105\% | ${ }^{123}$ |



Base: All Qualified Respondents


Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/K/L/M-N/O-P/Q/R-ST/TU
Overlap formulae used. ${ }^{\text {s }}$ small base

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \& \multicolumn{3}{|r|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& \(\underline{\text { Total US }}\) \& Male \& Female \& \begin{tabular}{|c} 
Gen Z \\
\((18-24)\) \\
\hline
\end{tabular} \& \[
\begin{gathered}
\text { Milile- } \\
\text { Mine } \\
\text { (25.-38) }
\end{gathered}
\] \&  \& \[
\begin{gathered}
\text { Bomers } \\
\text { orsors } \\
\text { onder } \\
(55+)
\end{gathered}
\] \& \[
\underset{\text { degree }}{\mathrm{HS}}
\] \&  \& \[
\begin{gathered}
\text { Some } \\
\text { college }
\end{gathered}
\] \& \[
\begin{aligned}
\& \text { Associate } \\
\& \text { degree }
\end{aligned}
\] \& \[
\begin{gathered}
\text { Bachelor } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{gathered}
\text { Graduate } \\
\text { degree }
\end{gathered}
\] \& Yes \& No \& White \& Blue
Collar \& \({ }_{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}^{\text {a }}\) \& White \& \[
\begin{aligned}
\& \text { African } \\
\& \text { American }
\end{aligned}
\] \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 \\
\hline A high school degree is not enough to be
successfiul in America. \& 447\% \& \({ }_{3}^{214}\) \& \({ }_{3}^{232}\) \% \& 49\% \& 115\% \& \[
{ }_{363}^{133}
\] \& \[
\begin{aligned}
\& 1480 \% \\
\& 5 \mathrm{EF}
\end{aligned}
\] \& \[
\begin{aligned}
\& 1443 \% \\
\& \text { LM }
\end{aligned}
\] \& \[
\begin{aligned}
\& 28 \\
\& 44_{4}^{4} \\
\& \text { LM }
\end{aligned}
\] \& \[
\begin{aligned}
\& \begin{array}{l}
101 \\
\text { LM }
\end{array}
\end{aligned}
\] \& \[
\begin{aligned}
\& 64 \\
\& \text { 45\% } \\
\& \text { LM }
\end{aligned}
\] \& 21\% \& 29\% \& 247\% \& \[
\frac{199}{199 \%}
\] \& \({ }^{160} 30\) \& \({ }^{120} 4\) \& \({ }^{132} 4{ }^{41}\) \& \[
\begin{aligned}
\& 335 \\
\& \hline 44 \% \\
\& \hline 40
\end{aligned}
\] \& 24\% \& 26\% \\
\hline Four-year colleges are the best avenue to career success. \& \({ }^{433}\) 36\% \& \({ }^{186}\) 30\% \& \[
\underset{B}{247} \underset{\substack{2 \% \%}}{ }
\] \& 52\% \& \({ }^{146}\) 35\% \& \({ }^{120} 38\) \& 1159\% \& \({ }_{36}^{96}\) \& \[
\begin{aligned}
\& 388 \\
\& \text { HJLM }
\end{aligned}
\] \& \[
\begin{aligned}
\& 86 \\
\& 39 \% \\
\& M
\end{aligned}
\] \& \[
\begin{array}{r}
69 \\
\text { HLM } \\
\text { HL9 }
\end{array}
\] \& 1019\% \& \({ }_{24}{ }^{46}\) \& \({ }_{31}^{241}\) \& \[
\stackrel{\left.\begin{array}{c}
192 \\
46 \% \\
\hline
\end{array}\right)}{ }
\] \& \({ }_{33}^{173}\) \& 99\% \& \({ }^{125} 39\) \& 304\% \& \({ }^{37} \%\) \& 340\% \\
\hline Advanced degrees (e.g.t.
master's degree) are worth the cost. \& 425\% \& 211\% \& 214 \& 51\% \& \({ }_{33}^{138}\) \& \({ }^{136}\) \% \& 100\% \& \[
\begin{aligned}
\& 842 \% \\
\& 329
\end{aligned}
\] \& \[
\begin{gathered}
32 \% \\
\text { HLM }
\end{gathered}
\] \& \[
\begin{aligned}
\& 924 \% \\
\& 4{ }^{92}
\end{aligned}
\] \& \[
\begin{gathered}
63 \\
\text { HM } \\
\text { HM }
\end{gathered}
\] \& \(\underset{\substack{119 \\ M \\ M}}{ }\) \& \({ }^{35}\) \& \({ }^{251}\) 32\% \&  \& \({ }_{31}^{165}\) \& 95\% \& 127 \({ }^{127}\) \& \({ }^{292}\) 38\% \& 22\% \& \({ }_{31}^{56}\) \\
\hline A college degree (eg.
bachelor's degree
is. the cost. \& \({ }^{404} 34\) \& \({ }_{3}^{205}\) \& 1999\% \& \[
\begin{gathered}
\begin{array}{c}
61 \\
48 \% \\
E F G
\end{array}
\end{gathered}
\] \& \({ }^{135}\) \& \({ }^{121} 30\) \& \({ }_{30}^{88}\) \& 366\% \& \[
\begin{aligned}
\& 31 \\
\& 38 \% \\
\& \text { LM }^{8 \%}
\end{aligned}
\] \& -97\% \({ }_{\text {LM }}\) \& 49\%\% \& 85\% \& 47\% \& 230\% \& \({ }^{175}\) \& 139\% \& \({ }^{110} 4{ }^{41 \%}\) \& \({ }^{125}\) \& 285 \& 34\% \& \(\stackrel{48}{27 \%}\) \\
\hline You don't need a college
liverce. to make a good
living. \& \({ }_{31}^{372}\) \& \({ }^{199} 3\) \& \({ }^{173} 29\) \& \[
\begin{aligned}
\& 50 \% \\
\& 40 \% \\
\& \hline
\end{aligned}
\] \& \[
\begin{aligned}
\& \text { 136 } \\
\& { }_{6}^{2} / 2
\end{aligned}
\] \& \[
\begin{aligned}
\& 127 \\
\& \hline 5 \% \\
\& \hline
\end{aligned}
\] \& 20\% \& 83\% \& 23\% \& \({ }_{21}^{48}\) \& 49\%\% \& 109\% \& 36\%

56 \& ${ }_{3}^{248}$ \& ${ }^{124} 30 \%$ \& ${ }^{153} 29 \%$ \& ${ }^{98} \%$ \& 95\% \& 228\% \& ${ }^{40}$ \% \& ${ }_{34 \%}^{61}$ \\
\hline Getting a degree in your area of interest is not worth
it if there aren't good career options available. \& 370 $31 \%$ \& ${ }_{31 \%}^{188}$ \& ${ }_{31}^{182}$ \& 50\% \& ${ }^{125} 30$ \& ${ }^{105}$ \& ${ }_{30}^{89}$ \& 73\% \& 19\% \& 79\% \& 49\% \& 91\% \& 58\% \& ${ }_{351}{ }^{25}$ \& 119\% \& 139\% \& 83\% \& ${ }^{121} 38$ \& ${ }_{31 \%}^{238}$ \& 51\% \& 28\% \\
\hline Getting any degree is better than no degree at all. \& 357\% \& 172\% \& ${ }^{185}$ \& 23\% \& ${ }^{127} 31 \%$ \& 27\% \& 97\% \& 78

$30 \%$ \& $$
\begin{gathered}
{ }^{28} \\
\text { HKLM }
\end{gathered}
$$ \& - ${ }_{\text {83\% }}^{3}$ \& 49\% \& 91\% \& ${ }^{36} \%$ \& 221\% \& ${ }^{136}$ 32\% \& ${ }^{134} 25$ \& 74\% \& ${ }^{111}{ }^{11} \%$ \& ${ }_{3}^{238}{ }_{\text {¢1\% }}$ \& ${ }_{16}^{22}$ \& ${ }^{54} \times$ \\

\hline Advanced degrees (e.g., master's degree) are wor \& 336\% \& 174\% \& ${ }^{161} 27 \%$ \& 39\% \& ${ }^{111} 27 \%$ \& 97\% \& 89\% \& 74\% \&  \& 28\% \& 47\%
$33 \%$
$M$ \& 92\% \& ${ }^{35}$ \& ${ }_{26}^{205}$ \& ${ }_{31}^{131}$ \& ${ }^{126} \times$ \& ${ }^{92} \times$ \& 29\% \& ${ }_{\text {239 }}^{1}$ \& 22 16 \& ${ }_{27}^{48}$ \\
\hline A college degree (e.g.

bachelor's degree) is worth the extra time it takes. \& ${ }^{268 \%}$ \& ${ }^{145}$ \& ${ }^{123}$ \& 34\% \& 103\% \& 719\% \& ${ }_{22 \%}^{64}$ \& ${ }_{23}^{63}$ \& \[
$$
\begin{gathered}
{ }^{29}{ }^{29} \%
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
62 \% \\
\text { LiM } \\
\text { Lim }
\end{gathered}
$$
\] \&  \& ${ }_{15}^{52}$ \& 25\% \& $\xrightarrow{163}$ \& 105\% \& ${ }^{86}$ 16\% \& l9\% ${ }^{70}$ \& 25\% \& ${ }^{183}$ \& 27\% \& 39

$21 \%$ \\

\hline | Society makes itseem like |
| :--- |
|  | \& ${ }^{230} 19$ \& ${ }^{128}$ \& ${ }_{1}^{102}$ \& ${ }_{19 \%}^{23}$ \& 23\% \& 59\% \& 54

$18 \%$ \& ${ }_{18}^{48}$ \& ${ }^{16}$ 25\% \& - ${ }^{30}$ \& 34\% \& ${ }_{22}{ }^{2} \%$ \& ${ }^{32}$ \& ${ }_{19}^{15 \%}$ \& ${ }_{19 \%}$ \& 94\% \& 23\% \& ${ }_{28}^{68}$ \& ${ }^{138} 8$ \& 22\% \& ${ }_{23}^{42}$ \\
\hline
\end{tabular} preparing world.

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/ITJ/K/LIM - N/O-P/Q/R - STT/U
Overlap formulae used. ${ }^{\text {small base }}$.

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{gathered} \text { Mille- } \\ \text { ninials } \\ (25-38) \end{gathered}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | Bachelor degree | Graduate degree | Yes | No | White Collar | $\underset{\text { Blue }}{\text { Collar }}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | 870 $72 \%$ | 440 $72 \%$ | $430 \%$ | $\begin{gathered} 87 \\ 69 \% \end{gathered}$ | 306 $73 \%$ | 270 $74 \%$ | ${ }_{70 \%}^{207}$ | $\begin{gathered} 189 \\ 72 \% \end{gathered}$ | $\begin{aligned} & \text { 388 } \\ & 59 \end{aligned}$ | $\begin{aligned} & 160 \\ & 72 \% \end{aligned}$ | $\begin{aligned} & 94 \\ & 67 \% \end{aligned}$ | $\begin{gathered} 257 \\ 74 \% \end{gathered}$ | $\begin{gathered} 133 \\ \substack{79 \% \\ 1 \mathrm{~K}} \end{gathered}$ | 581\% | $\begin{gathered} 290 \\ 69 \% \end{gathered}$ | $\begin{gathered} 401 \\ \underset{Q}{66 \%} \end{gathered}$ | ${ }^{173} 65$ | ${ }^{226}$ | ${ }^{530} 69 \%$ | $\begin{gathered} 116 \\ 84 \% \\ S \end{gathered}$ | ${ }^{133} 73 \%$ |
| Strongly agree | ${ }^{348} 8$ | ${ }_{31}^{188}$ | 159 27 | 33 ${ }^{36 \%}$ | 136 33 | 100 | 79 | 717\% | 12\% | 59\% | ${ }^{38} 8$ | ${ }^{103} 30$ | $\begin{aligned} & { }_{38}^{68 \%} \\ & \mathrm{H}^{2} \end{aligned}$ | $\underset{\substack{251 \\ 0}}{251}$ | 96\% | ${ }_{3}^{172}$ | 75\% | 79\% | $\stackrel{183}{24 \%}$ | 59 <br> 43 | 61 $34 \%$ |
| Somewhat agree | 523 43\% | ${ }^{252}$ 2 ${ }^{\text {\% }}$ | 271 46 | 54\% | 170 $41 \%$ | ${ }^{170} 46$ | ${ }^{129} 43 \%$ | ${ }^{118} 45$ | 26 $40 \%$ | 1014 | 56\% | 154\% | ${ }_{41 \%}^{69}$ | 329\% | 193\% | 228 $43 \%$ | 98\% | 147 46 | 347 45 | 57\% | $72 \%$ |
| BOTTOM 2 BOX (NET) | ${ }^{336}$ 28\% | 174 ${ }^{28} \mathbf{4}$ | 1611\% | 39 $31 \%$ | 1117\% | 97\% | 89\% | 74\% | $\begin{aligned} & 26 \\ & 41 \% \\ & \text { LM }^{4} \end{aligned}$ | 62\% | $\begin{aligned} & 47 \\ & 33 \% \\ & M \end{aligned}$ | 92\% | 35\% | 205 ${ }_{26}$ | ${ }^{131} \times$ | ${ }^{126} \times 1{ }^{24}$ | 92 ${ }_{P}$ | ${ }^{93} 9$ | $\begin{gathered} 239 \\ \\ \hline 1 \% \\ T \end{gathered}$ | 22 16 | ${ }^{48} \%$ |
| Somewhat disagree | 258 ${ }^{11 \%}$ | 130 ${ }^{21 \%}$ | 127 ${ }^{22 \%}$ | 24\% | 80\% | 75\% | 79\% | 27\% | 16\% | ${ }_{19}{ }^{2} \%$ | 35\% | 813\% | ${ }^{28}{ }^{16}$ | ${ }^{155} 20$ | 102 ${ }_{2}$ | 104 | ${ }^{69} \%$ | 25\% | $\begin{gathered} 188 \\ 24 \end{gathered}$ | ${ }^{13} 9$ | 239\% |
| Strongly disagree | ${ }^{78}$ | 44\% | 34 6 | $\begin{aligned} & 15 \\ & 12 \% \\ & { }_{\mathrm{G}} \% \end{aligned}$ | ${ }^{31} \%$ | ${ }^{22} 6$ | ${ }^{10} 3 \%$ | ${ }^{16} 6$ | $\begin{gathered} 117 \\ \text { HLM }^{17 \%} \end{gathered}$ | $\begin{aligned} & \text { 21 } \\ & \stackrel{\text { L }}{2} \end{aligned}$ | $\begin{aligned} & 12 \\ & { }_{\mathrm{L}} \% \end{aligned}$ | 11 3 \% | 7 | ${ }^{50} 6$ | ${ }^{28} \%$ | 22 4 \% | $\begin{aligned} & \text { 23 } \\ & \stackrel{9}{9} \% \end{aligned}$ | $\begin{aligned} & \text { 28\% } \\ & \stackrel{9}{\mathrm{p}} \end{aligned}$ | ${ }^{51} \%$ | 6\% | $\stackrel{9}{5 \%}$ |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 417 $100 \%$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296\% | 263 $100 \%$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | 222\% | 1410\% | 349 $100 \%$ | ${ }^{168} 0$ | 786 $100 \%$ | 100\% | 520\% | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

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

Base: All Qualified Respondents
2. Advanced degrees (e.g., master's degree) are worth the cost.

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inals } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older $(55+)$ (55+) | $\underset{\text { degree }}{\text { HSS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | Pink Collar | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | 781 $65 \%$ | ${ }^{404} 6$ | ${ }^{378} 64 \%$ | 75 6 | 279\% | 231 $63 \%$ | ${ }^{196}$ 66\% | $\begin{gathered} 178 \\ \begin{array}{c} 178 \\ 1 K \end{array} \end{gathered}$ | 32 50 | 130 $59 \%$ | 78\% | $\stackrel{230}{66 \%}$ | $\begin{gathered} 133 \\ { }^{139} \% \\ \text { HIJKL }^{2} \% \end{gathered}$ | $\begin{gathered} 534 \\ 68 \% \\ \hline 8 \end{gathered}$ | $\stackrel{247}{59 \%}$ | $\begin{gathered} 362 \\ \underset{R}{69 \%} \end{gathered}$ | 171 $64 \%$ | ${ }^{192} 60 \%$ | 477 $62 \%$ | $\begin{gathered} 107 \\ \underset{S}{88 \%} \end{gathered}$ | 125 $69 \%$ |
| Strongly agree | 310 ${ }^{26 \%}$ | ${ }^{175}$ | ${ }^{135}$ | 24\% | ${ }^{129} 31 \%$ | 89\% | ${ }_{23}^{68}$ | 63 $24 \%$ | $\stackrel{8}{13 \%}$ | 54\% | 34\% | $\begin{aligned} & 96 \\ & 28 \% \\ & \hline \end{aligned}$ | ${ }_{3}^{535}$ | $\begin{gathered} 239 \\ 30 \% \end{gathered}$ | 71 $17 \%$ | $\begin{gathered} 162 \\ \begin{array}{c} 31 \% \\ \mathrm{R} \end{array} \\ \hline \end{gathered}$ | $\stackrel{67}{25 \%}$ | 20\% | $\xrightarrow{159}$ | $\begin{aligned} & 52 \\ & 38 \% \\ & \hline \end{aligned}$ | ${ }_{38}^{67 \%}$ |
| Somewhat agree | 4719\% | 229\% | ${ }^{243} 41 \%$ | ${ }^{51} 1 \%$ | 150 ${ }^{36 \%}$ | ${ }^{142} 39$ | 1288\% | $\begin{gathered} 116 \\ 44 \% \\ K \end{gathered}$ | 24\% | 76 $34 \%$ | 45\% | 134 $38 \%$ | $\begin{aligned} & 77 \\ & 46 \% \\ & 46 \end{aligned}$ | ${ }^{295} 38$ | ${ }^{176}$ | 200 38 | 104\% | 129 $40 \%$ | 318 $41 \%$ | 55\% | 57 ${ }^{5}$ |
| BOTTOM 2 BOX (NET) | 425 ${ }_{35}$ | 211 $34 \%$ | 214 36 | 51 40 | ${ }^{138} 3$ | 136\% | 100 $34 \%$ | $\begin{aligned} & 84 \\ & 32 \% \\ & M \end{aligned}$ | $\begin{gathered} 32 \\ \text { HLM } \end{gathered}$ | $\begin{aligned} & \begin{array}{l} 92 \\ 41 \% \\ M \end{array} \end{aligned}$ | $\begin{gathered} 63 \\ 4{ }^{44 \%} \\ \hline \end{gathered}$ | $\begin{gathered} 119 \\ 34 \% \\ M \end{gathered}$ | 21\% | 251 $32 \%$ | $\begin{gathered} 173 \\ \stackrel{41}{41 \%} \end{gathered}$ | ${ }^{165}$ | ${ }_{36}{ }^{\text {\% }}$ | $\begin{gathered} 127 \\ 40 \% \\ \hline \mathrm{P} \end{gathered}$ | 2928 | 30\% | ${ }_{31}^{56}$ |
| Somewhat disagree | 305 25 | ${ }^{152} 25$ | ${ }^{153} 26$ | 40\% | 91\% | 98\% | ${ }^{76}$ 26\% | ${ }_{23}^{63}$ | $\begin{aligned} & 20 \\ & 31 \% \\ & M \end{aligned}$ | $\begin{aligned} & 6_{28}^{28 \%} \\ & M \end{aligned}$ | $\begin{aligned} & 45 \\ & 32 \% \\ & M \end{aligned}$ | 86\% | ${ }^{28} 7$ | 187\% | ${ }^{118} 8$ | ${ }^{136}$ | ${ }^{60}$ 23\% | 815 | $\begin{gathered} 215 \\ \underset{U 8}{28 \%} \end{gathered}$ | 23\% | 32\% |
| Strongly disagree | 119 $10 \%$ | $\begin{aligned} & 59 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 61 \% \\ & 10 \% \end{aligned}$ | 10\% | ${ }_{11}^{47}$ | $\begin{aligned} & 38 \\ & 10 \% \end{aligned}$ | 24 8 \% | 21 81 | $\begin{gathered} 12 \\ \text { HL9\% } \\ \text { HLM } \end{gathered}$ | $\begin{aligned} & 29 \\ & \begin{array}{l} 13 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 18 \\ & 13 \% \\ & { }^{2} \% \end{aligned}$ | ${ }^{33} 9$ | 7 | ${ }_{85}{ }^{\text {\% }}$ | $\begin{aligned} & { }^{5} 5 \\ & 13 \\ & { }^{3} \% \end{aligned}$ | 29\% | 34 <br> 13 | 47 $15 \%$ | 77 $10 \%$ | ${ }_{5}^{7}$ | ${ }_{13}^{24}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296\% | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | 222 $100 \%$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | ${ }^{1680}$ 10\% | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/KILIM - N/O - P/Q/R - S/T/U
Overlap formulae used.

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { niall } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HSS }}$ | Job- specific taing training program | Some | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }^{938} \%$ | ${ }_{769}$ | $\stackrel{469}{79 \%}$ | $\begin{aligned} & 96 \\ & 76 \% \end{aligned}$ | $\begin{aligned} & 314 \\ & 75 \% \end{aligned}$ | ${ }_{81 \%}^{295}$ | ${ }^{232}$ | $\stackrel{202}{77 \%}$ | $\begin{aligned} & 35 \\ & 55 \% \end{aligned}$ | $\begin{gathered} 160 \\ 7 \\ 72 \% \end{gathered}$ | $\begin{gathered} 100 \\ 71 \% \end{gathered}$ | $\begin{aligned} & 297 \\ & \text { ISK } \end{aligned}$ | $\begin{aligned} & 143 \\ & 85 \% \\ & 15 K \end{aligned}$ | ${ }_{79 \%}^{622}$ | $\begin{aligned} & 315 \\ & 75 \% \end{aligned}$ | $\begin{aligned} & 441 \\ & 84 \% \\ & \text { QR } \end{aligned}$ | ${ }^{186} \%$ | ${ }^{240} 75$ | $\frac{585}{76 \%}$ | $\begin{gathered} 110 \\ 80 \% \end{gathered}$ | ${ }^{142}$ |
| Strongly agree | ${ }_{32 \%}^{387}$ | $\begin{gathered} 215 \\ 35 \% \end{gathered}$ | ${ }_{29 \%}^{173}$ | $\begin{aligned} & 27 \\ & 22 \% \end{aligned}$ | $\begin{aligned} & 148 \\ & 35 \% \\ & \text { DG } \end{aligned}$ | $\begin{aligned} & 134 \\ & 37 \% \\ & \mathrm{DG} \end{aligned}$ | $\begin{aligned} & 78 \\ & 26 \% \end{aligned}$ | $\begin{aligned} & 71 \\ & 27 \% \end{aligned}$ | $\begin{aligned} & 11 \\ & 16 \% \end{aligned}$ | 26\% | 39\% | $\begin{gathered} 137 \\ \text { 139\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 72 \\ \text { H3 } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 293 \\ 37 \% \\ \hline \end{gathered}$ | $\begin{aligned} & 924 \\ & 22 \% \end{aligned}$ | ${ }_{37 \%}^{192}$ | $\begin{aligned} & 70 \% \\ & 30 \end{aligned}$ | 293\% | $\underset{28 \%}{217}$ | $\begin{aligned} & 55 \\ & 40 \% \\ & \hline \mathrm{~S} \end{aligned}$ | [72\% |
| Somewhat agree | ${ }^{550} 46$ | 254 $41 \%$ | $\begin{gathered} 296 \\ 50 \% \\ B \end{gathered}$ | $\begin{aligned} & \text { 699} \\ & \text { 55\%\% } \\ & \hline \end{aligned}$ | ${ }^{166 \%}$ | 162 $44 \%$ | $\begin{gathered} 154 \\ \substack{52 \% \\ E} \end{gathered}$ | 131 $50 \%$ | 259\% | 102 $46 \%$ | 61 $43 \%$ | 160\% | $72 \%$ | 329 $42 \%$ | $\begin{gathered} 221 \\ \stackrel{53 \%}{\mathrm{~N}} \end{gathered}$ | 248\% | 107 40 | 147 $46 \%$ | $\begin{gathered} 368 \\ 48 \% \\ U 8 \end{gathered}$ | 55\% | ${ }_{36 \%}^{65}$ |
| BOTTOM 2 BOX (NET) | ${ }^{268} 2{ }_{2}$ | ${ }^{145}$ | ${ }^{123} 21 \%$ | 30\% | 103\% | 719\% | 62\% | 61 $23 \%$ | ${ }^{29}{ }^{29} \%$ | $\begin{aligned} & 62 \\ & \text { 68\% } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 40 \\ \text { LM } \end{array} \end{aligned}$ | 52 $15 \%$ | 25\% | ${ }^{163}$ | ${ }^{105}$ | ${ }^{86}$ 16\% | $\begin{aligned} & 79 \\ & 30 \% \\ & \mathrm{P} \end{aligned}$ | 79 ${ }^{75}$ | 183\% | 27\% | 31\% |
| Somewhat disagree | ${ }^{192} 16$ | 103 $17 \%$ | 89\% | 19\% | 77\% | ${ }_{13}^{48}$ | 49\% | 42\% | ${ }_{\text {HJKLM }}{ }^{25} 39 \%$ | $\begin{aligned} & 42 \\ & 19 \% \\ & \hline \mathrm{~L} \end{aligned}$ | $\begin{gathered} 30 \\ \text { 32\% } \\ \text { LM } \end{gathered}$ | ${ }^{36}$ 10\% | 17\% | ${ }^{112} 14 \%$ | 81 $19 \%$ | ${ }^{68} 13$ | 52\% | 17\% | 137 $18 \%$ | 21 16 | ${ }_{14 \%}$ |
| Strongly disagree | ${ }^{76}$ 6\% | ${ }^{42} \%$ | $34 \%$ | ${ }^{11} 9$ | $\stackrel{26}{6 \%}$ | 24\% | 15\% | ${ }^{18} \%$ | ${ }_{6 \%}^{4}$ | ${ }^{19} 9$ | 10\% | $\stackrel{16}{5 \%}$ | 5\% | ${ }^{52} \%$ | 24\% | 18\% | $\begin{aligned} & 27 \\ & 10 \% \\ & \text { P } \end{aligned}$ | $\begin{gathered} 24 \\ \stackrel{8}{8} \% \end{gathered}$ | ${ }_{46}^{6 \%}$ | 6\% | 13\% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inals } \\ & (\mathbf{2 5}-38) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{gathered} \text { African } \\ \text { American } \end{gathered}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 802 \\ 66 \% \end{gathered}$ | ${ }^{409} 67 \%$ | $\begin{gathered} 392 \\ 66 \% \end{gathered}$ | ${ }^{65}$ | $\begin{gathered} 283 \\ \substack{68 \% \\ D} \end{gathered}$ | $\begin{gathered} 246 \\ \underset{D}{6} \% \end{gathered}$ | $\begin{gathered} 208 \\ \underset{D}{00} \% \end{gathered}$ | $\begin{aligned} & 167 \\ & 64 \% \end{aligned}$ | 34 $52 \%$ | 125 $56 \%$ | 92\% | $\begin{aligned} & 263 \\ & 76 \% \\ & \mathrm{HIJ} \end{aligned}$ | $\begin{gathered} 121 \\ \substack{72 \% \\ 1.5} \end{gathered}$ | $\begin{gathered} 556 \\ 71 \% \\ \hline \end{gathered}$ | $\begin{gathered} 246 \\ 58 \% \end{gathered}$ | $\begin{aligned} & 388 \\ & \mathbf{Q R}^{4} \% \end{aligned}$ | 156 $59 \%$ | $\begin{gathered} 195 \\ 61 \% \end{gathered}$ | $\begin{gathered} 484 \\ 63 \% \end{gathered}$ | $\begin{gathered} 105 \\ \substack{66 \% \\ \mathrm{~S}} \end{gathered}$ | $\begin{gathered} 132 \\ \underset{S}{73 \%} \end{gathered}$ |
| Strongly agree | ${ }_{27}^{326}$ | ${ }_{29 \%}^{180}$ | $\stackrel{146}{25 \%}$ | $\begin{aligned} & \text { 194 } \end{aligned}$ | $\stackrel{122}{29 \%}$ | $\begin{gathered} 116 \\ 32 \% \\ G \end{gathered}$ | $\begin{aligned} & 63 \\ & 21 \% \end{aligned}$ | $\begin{aligned} & 65 \\ & 25 \% \\ & \hline 1 \end{aligned}$ | ${ }_{13 \%}^{8}$ | $\begin{aligned} & 49 \\ & 22 \% \end{aligned}$ | $\begin{aligned} & 34 \% \\ & 24 \% \end{aligned}$ | $\begin{gathered} 116 \\ 33 \% \\ 15 \end{gathered}$ | $\begin{aligned} & 54 \\ & 32 \% \\ & \hline \end{aligned}$ | $\begin{gathered} 241 \\ 31 \% \\ 0 \end{gathered}$ | ${ }_{20}^{85}$ | $\begin{gathered} 167 \\ 32 \% \\ \text { Q } \end{gathered}$ | $\begin{aligned} & 50 \\ & 19 \% \end{aligned}$ | ${ }^{80}$ | $\begin{gathered} 173 \\ 23 \% \end{gathered}$ | $\begin{aligned} & 50 \\ & 37 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 63 \\ & 35 \% \\ & 35 \% \end{aligned}$ |
| Somewhat agree | ${ }_{396}^{476}$ | ${ }^{229} 97$ | ${ }_{42 \%}^{247}$ | ${ }_{32}^{41}$ | 161 ${ }^{18 \%}$ | $\begin{aligned} & 130 \\ & 35 \% \end{aligned}$ | $\begin{aligned} & 145 \\ & 49 \% \\ & \text { DEF } \end{aligned}$ | 102 | 26\% | 76 $34 \%$ | ${ }^{58} \times$ | 148\% | 670\% | ${ }^{315} 40$ | 160\% | 221 $42 \%$ | 106 $40 \%$ | ${ }^{115}{ }_{36}$ | 311 $40 \%$ | 54\% | 39\% |
| BOTTOM 2 BOX (NET) | 404\% | ${ }^{205} 3$ | 1999 | $\begin{gathered} 61 \\ 48 \% \\ \text { EFG } \end{gathered}$ | 135 ${ }^{13}$ | 121 ${ }^{13 \%}$ | ${ }_{30}^{88} \%$ | $\begin{aligned} & 96 \\ & 36 \% \\ & \hline \text { 36 } \end{aligned}$ | $\begin{aligned} & 31 \\ & \text { 48\% } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 97 \\ & { }^{944 \%} \\ & \hline \end{aligned}$ | 49\% | ${ }^{85}$ | 47\% | 230\% | $\begin{gathered} 175 \\ \stackrel{42}{N} \end{gathered}$ | ${ }^{139}$ 26\% | $\begin{gathered} 110 \\ 410 \\ \hline \mathrm{P} \end{gathered}$ | $\begin{gathered} 125 \\ \underset{P}{39} \% \end{gathered}$ | $\begin{aligned} & 285 \\ & \begin{array}{l} 37 \% \end{array} \end{aligned}$ | 33 $24 \%$ | 48\% |
| Somewhat disagree | 284\% | ${ }^{137} 2{ }^{2}$ | ${ }^{147}$ 25\% | $\begin{aligned} & 43 \\ & 34 \% \\ & \hline \end{aligned}$ | ${ }^{96}{ }^{6} \%$ | 79 | ${ }^{65} 2$ | 270 | $\begin{aligned} & 23 \\ & \text { LM } \\ & \text { LM } \end{aligned}$ | 24\% | 31 22 | 179\% | 32\% | ${ }^{163}$ | $\begin{gathered} 121 \\ \stackrel{29}{29} \% \end{gathered}$ | 103 | 26\% | ${ }^{88} 8$ | 200 ${ }_{26}$ | 24\% | 35 ${ }^{3} 9$ |
| Strongly disagree | 120 $10 \%$ | ${ }^{68} 11 \%$ | ${ }^{52} 9$ | 18 | ${ }^{38} 9$ | ${ }_{11 \%}$ | 23\% | 10\% | ${ }_{12}{ }^{\text {\% }}$ | $\begin{aligned} & 33 \\ & { }^{35} \% \\ & \text { LM } \end{aligned}$ | ${ }_{18}^{18}$ | ${ }^{26} 7$ | 10\% | ${ }_{8}^{67}$ | 54\% | 35\% | 41 15 | ${ }^{37}$ 11\% | 11\% | ${ }_{6}^{8}$ | 14\% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M-N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents
5. Getting a degree in your area of interest is not worth it if there aren't good career options available.

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older ${ }^{\text {or }} \mathbf{5 5 +}$ ) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific taing $\underset{\text { program }}{\text { training }}$ $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | $\underset{\text { Blue }}{\text { Collar }}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 836 \\ 69 \% \end{gathered}$ | ${ }_{69 \%}^{427}$ | ${ }_{69 \%}^{410}$ | $\begin{aligned} & 76 \\ & 60 \% \end{aligned}$ | 293 $70 \%$ | ${ }^{261} 71 \%$ | 207 $70 \%$ | $\begin{gathered} 189 \\ 72 \% \end{gathered}$ | 45\% | $\begin{aligned} & 143 \\ & 65 \% \end{aligned}$ | $\begin{aligned} & 92 \\ & 65 \% \end{aligned}$ | 2588\% | $\begin{aligned} & 110 \\ & 65 \% \end{aligned}$ | $\begin{gathered} 535 \\ 68 \% \end{gathered}$ | $\begin{gathered} 302 \\ 72 \% \end{gathered}$ | $\begin{gathered} 387 \\ \underset{R}{74 \%} \end{gathered}$ | $\stackrel{182}{69 \%}$ | ${ }^{198}{ }_{6}{ }^{2}$ | ${ }^{530} 69$ | 86\% | 130 $72 \%$ |
| Strongly agree | 360 $30 \%$ | ${ }^{188}$ | ${ }^{172}$ 29\% | 23 $18 \%$ | $\begin{gathered} 139 \\ 33 \% \\ \text { D } \end{gathered}$ | ${ }^{107}$ 29\% | ${ }_{31} 91 \%$ | 86\% | 20 $31 \%$ | ${ }_{31}^{69}$ | 34\% | 110 $32 \%$ | 42\% | 231 $29 \%$ | 129 ${ }^{1} 1 \%$ | ${ }_{3}^{174}$ | 77\% | 84 | 231 30 | 39\% | 59\% |
| Somewhat agree | 476\% | ${ }^{239} 39$ | 237 40 | 53\% | 154\% | 154 42 | ${ }^{116} 3$ | ${ }^{103} 3$ | 25\% | 75\% | 58\% | ${ }^{148} 4{ }^{2}$ | 68\% | $304 \%$ | ${ }^{173} 41 \%$ | 213\% | 105\% | 114\% | 2999\% | 47 34 | 719\% |
| BOTTOM 2 BOX (NET) | 370 $31 \%$ | ${ }^{188}{ }_{3}$ | ${ }^{182}$ 31\% | 50\% | ${ }^{125} 5$ | ${ }^{105}$ | 89\% | 738\% | 19\% | 79\% | 49\% | 91 26 | 58\% | 251 $32 \%$ | 119\% | ${ }^{139}$ 26\% | ${ }_{31}^{83}$ | $\begin{gathered} 121 \\ \underset{\mathrm{P}}{38 \%} \end{gathered}$ | 238\% | 51\% | 50\% |
| Somewhat disagree | ${ }^{267} 22 \%$ | ${ }^{128} 21 \%$ | ${ }^{139} 23 \%$ | 29 23 | 80\% | ${ }^{88}{ }^{4} \%$ | 70\% | 52\% | 130\% | 57 | 34\% | ${ }^{68}{ }^{2} \%$ | 43\% | ${ }^{180}{ }^{23 \%}$ | $\stackrel{87}{21 \%}$ | ${ }^{98} 9$ | 60\% | $\begin{aligned} & 91 \\ & 28 \% \\ & \hline \text { 21 } \end{aligned}$ | 184\% | 27\% | 34 $19 \%$ |
| Strongly disagree | ${ }^{103} 9$ | $\begin{aligned} & 59 \\ & 10 \% \end{aligned}$ | ${ }^{43} \%$ | $\begin{gathered} 21 \\ 17 \% \\ \text { FG } \end{gathered}$ |  | $\stackrel{18}{5 \%}$ | ${ }^{19} 6$ | 21 8 \% | ${ }_{10}^{6}$ | 22 $10 \%$ | 15 $11 \%$ | ${ }^{23} 7$ | ${ }^{15} 9$ | 71 $9 \%$ | ${ }^{31} \%$ | 41\% | ${ }^{23} 9$ | 30\% | $54 \%$ | 24 $17 \%$ $S$ | ${ }^{16} 9$ |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{296}{ }^{100 \%}$ | 263 $100 \%$ | 64 $100 \%$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | 420\% | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | 319 $100 \%$ | ${ }_{100 \%}^{768}$ | 137 $100 \%$ | 181 $100 \%$ |

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

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{G}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { ninils } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific $\underset{\text { program }}{\text { training }}$ $\xrightarrow[\text { (I) }]{ }$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | Collar | $\underset{\text { Blue }}{\text { Collar }}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $849 \%$ | 442 $72 \%$ | $\stackrel{407}{69 \%}$ | 92\% | ${ }^{290}$ 69\% | ${ }^{267} 7$ | 199\% | $\begin{aligned} & 185 \\ & \quad 70 \% \\ & 1 \end{aligned}$ | 36\% | 139 $63 \%$ | $\begin{gathered} 100 \\ 71 \% \\ 1 \end{gathered}$ | $\begin{gathered} 257 \\ { }_{1.5} 4 \end{gathered}$ | $\underset{\substack{139 \\ 1.5}}{\substack{10}}$ | 564 $72 \%$ | ${ }^{285} 8$ | $\stackrel{393}{\substack{59}}$ | 191 $72 \%$ | 2088 | 531 69 | 115 $84 \%$ 84 | $\stackrel{127}{70 \%}$ |
| Strongly agree | $\begin{gathered} 378 \\ 31 \% \end{gathered}$ | $\begin{gathered} 204 \\ 33 \% \end{gathered}$ | $\begin{gathered} 173 \\ 29 \% \end{gathered}$ | $\begin{aligned} & 42 \\ & 34 \% \end{aligned}$ | $\begin{gathered} 130 \\ 31 \% \end{gathered}$ | $\begin{gathered} 132 \\ 36 \% \\ G \end{gathered}$ | $\begin{aligned} & 74 \\ & 25 \% \end{aligned}$ | $\begin{aligned} & 82 \\ & 31 \% \\ & \hline 1 \% \end{aligned}$ | $\begin{aligned} & 5 \\ & 9 \% \end{aligned}$ | $\begin{aligned} & 57 \\ & 26 \% \\ & \hline 1 \end{aligned}$ | $\begin{aligned} & 35 \\ & 25 \% \\ & \hline 1 \end{aligned}$ | $\begin{aligned} & 136 \\ & \text { 39\% } \\ & \text { IJK } \end{aligned}$ | $\begin{aligned} & 62 \\ & 37 \% \end{aligned}$ | $\begin{gathered} 269 \\ 34 \% \\ 0 \end{gathered}$ | $\begin{gathered} 109 \\ 26 \% \end{gathered}$ | $\begin{gathered} 182 \\ \underset{R}{35 \%} \end{gathered}$ | ${ }_{31}^{82}$ | ${ }^{863}$ | ${ }_{28 \%}^{218}$ | $\begin{aligned} & 67 \\ & 499 \% \\ & \text { SU } \end{aligned}$ | $\begin{aligned} & 58 \\ & 32 \% \end{aligned}$ |
| Somewhat agree | ${ }^{471} 39 \%$ | $\begin{array}{r} 237 \\ 39 \% \end{array}$ | $\begin{gathered} 234 \\ 40 \% \end{gathered}$ | $50$ | 160 ${ }^{168}$ | ${ }^{135} \%$ | ${ }^{126}$ | $\begin{aligned} & 102 \\ & 39 \% \end{aligned}$ | 30\% | ${ }_{32}{ }^{2} \%$ | 65 ${ }_{\text {4 }}$ \% | 121 ${ }^{15}$ | $70 \%$ | 296\% | 176 $42 \%$ | 211 40 | 109 $41 \%$ | ${ }^{125}{ }^{39}$ | 313 $41 \%$ | 485\% | 38\% |
| BOTTOM 2 BOX (NET) | ${ }^{357} 30 \%$ | ${ }^{172} 28$ | ${ }^{185}$ | 33\% | ${ }^{127} 31 \%$ | 29\% | 97\% | 780\% | $\begin{gathered} { }^{28}{ }^{28 \%} \% \\ \text { HKLM } \end{gathered}$ | $\begin{aligned} & 83 \\ & 37 \% \\ & \text { LM } \end{aligned}$ | 419\% | 91 26 | 21\% | 221 280 | ${ }^{136}$ | 134 ${ }^{15}$ | 74\% | $\begin{gathered} 111 \\ 35 \% \\ \mathrm{P} \end{gathered}$ | $\begin{gathered} 238 \\ \\ \hline 11 \% \end{gathered}$ | 22 $16 \%$ | 54 $30 \%$ |
| Somewhat disagree | 261 $22 \%$ | ${ }^{132} 2{ }_{2}$ | 129 $22 \%$ | ${ }_{21}^{27}$ | 21\% | 75 ${ }^{7}$ | ${ }^{69} 23$ | 60\% | $\begin{aligned} & 19 \\ & 29 \% \\ & M \end{aligned}$ | $\begin{aligned} & 57 \\ & \hline 26 \% \\ & M \end{aligned}$ | 28\% | 710\% | 25 ${ }^{2}$ | ${ }^{159} 20$ | 101 | 103 | 48\% | 78\% | $\stackrel{171}{22 \%}$ | 15\% | ${ }^{44}{ }^{4} \%$ |
| Strongly disagree | ${ }^{96}$ | 40\% | $\stackrel{56}{9 \%}$ | 7\% | ${ }^{38} 9$ | ${ }^{24} 7$ | 27\% | ${ }^{17} \%$ | $\text { HLM }{ }^{159}$ | ${ }_{11 \%}^{25}$ | ${ }^{13} 9$ | ${ }^{20} 6$ | 11 $6 \%$ | 62\% | 34\% | 31 6 \% | ${ }^{26} 10 \%$ | 33\% | ${ }_{9}^{67}$ | ${ }_{6 \%}$ | ${ }^{10} 5$ |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | ${ }^{417} 100$ | 367 $100 \%$ | ${ }^{296}$ | 263\% | 64 $100 \%$ | 222 | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | 1200\% | 527 $100 \%$ | 265 $100 \%$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | 181 $100 \%$ |

Proportions/Means: Columns Tested
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\begin{gathered} \text { G9-54 } X \end{gathered}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ | Job- $\begin{gathered}\text { specific } \\ \text { training }\end{gathered}$ training program $\frac{\text { (I) }}{\text { ( }}$ | Some college | Associate | Bachelor degree | Graduate degree | Yes | No | White | $\underset{\text { Blue }}{\text { Collar }}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | 834 $69 \%$ | 415 68 | ${ }^{418} 71 \%$ | 750\% | 281\% | 240 65 | $\begin{gathered} 237 \\ \text { 8EF } \end{gathered}$ | 179 $68 \%$ | 41\% | $\begin{aligned} & 174 \\ & 79 \% \\ & \text { 7KM } \end{aligned}$ | 91 6 | 240\% | 107 $64 \%$ | 5388\% | 2966 | 374 $71 \%$ | 167\% | 225 $70 \%$ | $540 \%$ | 97\% | 120 $66 \%$ |
| Strongly agree | ${ }^{353} 29$ | ${ }^{185} 30$ | ${ }^{168} 28$ | 36 $29 \%$ | ${ }^{123} 29 \%$ | 94\% | 100 34 | 75\% | 22\% | 73\% | 37 $26 \%$ | ${ }^{105} 30$ | 42\% | 221 28 | ${ }^{133} 3$ | ${ }^{163} 1{ }_{31}$ | 70\% | 99\% | ${ }^{236} 31 \%$ | 31\% | 48\% |
| Somewhat agree | 480\% | 230\% | 250 ${ }^{42 \%}$ | $3{ }^{39}$ | 159\% | 145\% | $\begin{gathered} 137 \\ 46 \% \\ D \end{gathered}$ | 104 $40 \%$ | 19\% | $\begin{gathered} 101 \\ 46 \% \\ 1 \end{gathered}$ | 359\% | 135 ${ }^{13}$ | 35\% | $317 \%$ | ${ }^{163} 3$ | 211 40 | ${ }_{38} 9$ | ${ }^{126} 39 \%$ | 304 40 | 65\% | $72 \%$ |
| BOTTOM 2 BOX (NET) | ${ }_{31 \%}^{372}$ | $\begin{gathered} 199 \\ 32 \% \end{gathered}$ | $\begin{gathered} 173 \\ 29 \% \end{gathered}$ | $\begin{aligned} & 50 \\ & 40 \% \\ & 40 \% \end{aligned}$ | $\begin{gathered} 136 \\ \begin{array}{c} 33 \% \\ G \end{array} \end{gathered}$ | $\begin{gathered} 127 \\ 35 \% \\ \mathbf{G} \end{gathered}$ | 59\% | 832\% | 33 ${ }^{23}$ | ${ }^{48} 1$ | 49\% | 109 $31 \%$ | 61 $36 \%$ | 2488\% | 124\% | 153 ${ }^{15}$ | ${ }_{3} 9 \%$ | 95\% | 228 ${ }_{30}$ | 40\% | 61 $34 \%$ |
| Somewhat disagree | 239 20 | 129 ${ }^{19}$ | ${ }^{110} 19$ | $\begin{aligned} & 39 \\ & 31 \% \\ & \text { EG } \end{aligned}$ | ${ }^{76} 18$ | $\begin{aligned} & 82 \\ & 2{ }_{\mathrm{G}}^{2} \% \end{aligned}$ | ${ }_{14} 14$ | 25\% | 142\% | ${ }^{29} 13 \%$ | 34 24 | 75\% | 32\% | $\stackrel{149}{19 \%}$ | 91\% | 90\% | ${ }_{\text {2 }}{ }^{68}$ | 20\% | 160 | 16 | 31\% |
| Strongly disagree | ${ }_{1}^{133} 11 \%$ | $\begin{aligned} & 69 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 63 \\ & 11 \% \end{aligned}$ | ${ }^{11} 9$ | $\begin{aligned} & 60 \\ & \begin{array}{l} 14 \% \\ G \end{array} \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 42 \\ 12 \% \\ G \end{array} \end{aligned}$ | 17 ${ }^{17}$ | ${ }_{11 \%}$ | $\underset{14 \%}{9}$ | ${ }^{18} 8$ | 15 $11 \%$ | 33 $10 \%$ | $\begin{aligned} & 29 \\ & 17 \% \% \\ & \text { JL } \end{aligned}$ | ${ }_{1}^{99}$ | 33 80 | ${ }_{12}^{62}$ | ${ }_{11}^{29}$ | ${ }^{30} 9$ | ${ }_{9}^{9} \%$ | 24 $18 \%$ S | 23 ${ }_{13 \%}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{2906}$ | 263 $100 \%$ | 64 $100 \%$ | ${ }^{222} 10 \%$ | 141 $100 \%$ | 349 $100 \%$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | 786 $100 \%$ | 100\% | 520\% | 100\% | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Millee- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | ${ }^{759} 6$ | 400 65 | ${ }^{359} 61 \%$ | 76 $61 \%$ | $\begin{aligned} & 302 \\ & \begin{array}{l} 72 \% \\ F G \end{array} \end{aligned}$ | $\begin{gathered} 233 \\ 64 \% \\ G \end{gathered}$ | $\stackrel{148}{50 \%}$ | 149 $57 \%$ | 56\% | 121 $55 \%$ | 77 $55 \%$ | $\begin{gathered} 257 \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 119 \\ \text { HIT\% } \\ \text { HIJK } \end{gathered}$ | ${ }^{538}{ }_{69 \%}$ | 221 $53 \%$ | $\begin{aligned} & 366 \\ & \text { QR } \\ & \hline \text { R } \end{aligned}$ | $\xrightarrow{145} 5$ | 187 $59 \%$ | 433\% | $\begin{gathered} 105 \\ 76 \% \\ \mathrm{~S} \end{gathered}$ | 133 <br>  <br> 14 <br> S |
| Strongly agree | 364 $30 \%$ | 196 ${ }^{3}$ | ${ }^{167} 28$ | 22 $17 \%$ | $\begin{gathered} 151 \\ 36 \% \\ \text { D } \end{gathered}$ | ${ }_{29 \%}^{108}$ | 83\% | 65\% | 130\% | 25\% | 40\% | $\begin{aligned} & 130 \\ & 37 \% \\ & \text { HIJ } \end{aligned}$ | $\begin{aligned} & 60 \\ & 36 \% \\ & \hline \end{aligned}$ | $\begin{gathered} 269 \\ 34 \% \\ 0 \end{gathered}$ | 95\% | $\begin{gathered} 193 \\ 37 \% \\ \hline \mathrm{Q} \end{gathered}$ | 51 $19 \%$ | $\begin{aligned} & 96 \\ & 30 \% \\ & \text { Q } \end{aligned}$ | 213 $28 \%$ | 34\% | ${ }_{36}^{65}$ |
| Somewhat agree | ${ }_{3}^{396}$ | 204 33 | ${ }^{192}{ }_{3}{ }^{2}$ | $\begin{aligned} & 55 \\ & { }^{54 \%} \\ & G \end{aligned}$ | $\begin{gathered} 151 \\ 36 \% \\ G \end{gathered}$ | $\begin{gathered} 125 \\ 34 \% \\ G \end{gathered}$ | ${ }^{65}{ }^{2} \%$ | ${ }^{83}$ 32\% | 23 36 | 29\% | 37\% | ${ }^{128} 87$ | 59\% | 269\% | 126 ${ }^{126}$ | 174 ${ }_{3}$ | 94\% | 918\% | 220\% | 51\% | ${ }_{38}^{68}$ |
| BOTTOM 2 BOX (NET) | ${ }_{347}$ | 214 ${ }_{3}$ | $\begin{gathered} 232 \\ 39 \% \end{gathered}$ | ${ }_{39}^{49}$ | ${ }^{115}$ | $\begin{gathered} 133 \\ 36 \% \\ E \end{gathered}$ | $\begin{aligned} & 148 \\ & 50 \% \\ & \text { EF } \end{aligned}$ | $\begin{gathered} 114 \\ 43 \% \\ \text { LM } \end{gathered}$ | $\begin{aligned} & 28 \\ & { }^{24} \% \\ & \hline \text { LM } \end{aligned}$ | $\begin{aligned} & 101 \\ & { }^{45 \%} \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 64 \\ & 45 \% \\ & \text { LM } \end{aligned}$ | 91 26 | 49\% | ${ }^{247} 31 \%$ | $\begin{gathered} 199 \\ 47 \% \\ N \end{gathered}$ | 160\% | $\begin{gathered} 120 \\ 45 \% \\ \mathrm{P} \end{gathered}$ | $\begin{gathered} 132 \\ \stackrel{41}{\mathrm{P}} \mathrm{P} \end{gathered}$ | $\begin{gathered} 335 \\ \begin{array}{c} 44 \% \end{array} \\ \hline T U \end{gathered}$ | 33 $24 \%$ | 48\% |
| Somewhat disagree | ${ }^{286}$ | 137 | 149\% | 24\% | 72\% | $\begin{gathered} 97 \\ 27 \% \\ \hline \end{gathered}$ | $\begin{aligned} & 94 \\ & 342 \% \\ & \text { 30 } \end{aligned}$ | 67\% | 18\% | $\begin{gathered} { }^{65}{ }_{29}{ }^{29} \% \\ \hline \end{gathered}$ | 43 ${ }_{\text {LM }}$ LM | ${ }^{65} 9$ | ${ }^{28} 7$ | 160\% | $\begin{gathered} 127 \\ \begin{array}{c} 30 \% \\ N \end{array} \end{gathered}$ | 115 | 727\% | 79\% | $\begin{gathered} 227 \\ \underset{30}{30} \% \end{gathered}$ | ${ }^{13} 9$ | 24\% |
| Strongly disagree | 160 $13 \%$ | 77 $12 \%$ | $\begin{aligned} & 83 \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 26 \\ & \begin{array}{l} 20 \\ \text { EF } \end{array} \end{aligned}$ | 14\% | 10\% | $\begin{aligned} & 55 \\ & \begin{array}{l} 599 \\ \text { EF } \end{array} \end{aligned}$ | $\begin{aligned} & 47 \\ & \text { 18\% } \\ & \text { L } \end{aligned}$ | $\begin{aligned} & 11 \\ & 16 \% \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 35 \\ & 16 \% \\ & \text { 16\% } \end{aligned}$ | 21 $15 \%$ | ${ }^{26} 8$ | 21 $12 \%$ | ${ }^{88} 11 \%$ | $\begin{aligned} & \begin{array}{l} 72 \\ 177 \% \\ N \end{array} \end{aligned}$ | ${ }^{45} 9$ | $\begin{aligned} & 48 \\ & 18 \% \\ & \hline \text { P } \end{aligned}$ | 53 <br> 17 | 108 $14 \%$ | 20 $14 \%$ | ${ }^{23} 13 \%$ |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126\% | 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{296}{ }^{100 \%}$ | 263 $100 \%$ | -64 | 222 100 | 141 $100 \%$ | 349 $100 \%$ | ${ }^{168}{ }^{100 \%}$ | 786 $100 \%$ | 420 $100 \%$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M-N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (25-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 976 \\ 81 \% \end{gathered}$ | $\stackrel{486}{ }{ }_{79 \%}$ | $\begin{gathered} 489 \\ 83 \% \end{gathered}$ | $\begin{gathered} 102 \\ 81 \% \end{gathered}$ | $\begin{gathered} 323 \\ 77 \% \end{gathered}$ | $\begin{gathered} 308 \\ 84 \% \end{gathered}$ | ${ }_{82 \%}^{242}$ | $\stackrel{215}{82 \%}$ | $48$ | $\begin{gathered} 192 \\ 87 \% \\ 1 \end{gathered}$ | $\begin{aligned} & 108 \\ & 76 \% \end{aligned}$ | ${ }_{79 \%}^{277}$ | $\begin{gathered} 136 \\ 81 \% \end{gathered}$ | $\begin{gathered} 634 \\ 81 \% \end{gathered}$ | $\begin{gathered} 342 \\ 81 \% \end{gathered}$ | 433 ${ }^{82}$ | $\begin{gathered} 212 \\ 80 \% \end{gathered}$ | 251 $79 \%$ | 630 82 | ${ }_{78 \%}^{107}$ | $139 \%$ |
| Strongly agree | 405 | 200 33 | ${ }_{35}^{205}$ | $\begin{aligned} & 34 \\ & 27 \% \end{aligned}$ | 156\% | $\stackrel{114}{31 \%}$ | 101 $34 \%$ | $\begin{gathered} 100 \\ 38 \% \\ L \end{gathered}$ | $\begin{aligned} & 24 \\ & 37 \% \end{aligned}$ | $\begin{aligned} & 93 \\ & 42 \% \\ & \text { LM } \end{aligned}$ | ${ }_{36}^{46}$ | $\begin{aligned} & 94 \% \\ & 27 \end{aligned}$ | ${ }_{29}^{49}$ | ${ }_{32}^{247}$ | ${ }_{38}^{158}$ | 182 ${ }^{18}$ | 922 | $\stackrel{104}{33 \%}$ | 277 ${ }_{36}$ | 39\% | 539\% |
| Somewhat agree | ${ }^{570} 47 \%$ | 2868 | 285\% | $\begin{aligned} & \text { 699} \\ & 555 \% \\ & \text { E } \end{aligned}$ | ${ }^{167}$ 40\% | $\begin{gathered} 194 \\ \stackrel{193}{53} \\ E \end{gathered}$ | 140\% | 115 $44 \%$ | 25\% | 99\% | 62 44 | $\begin{gathered} 183 \\ 52 \% \\ 1 \end{gathered}$ | 87\% | ${ }^{386}$ 49\% | 184\% | 2518\% | 121 ${ }^{121}$ | 146\% | ${ }^{353} 46$ | ${ }_{5}^{69 \%}$ | 800 |
| BOTTOM 2 BOX (NET) | 230 19 | ${ }^{128}$ | 102 $17 \%$ | 23 $19 \%$ | 94\% | 59\% | 54 $18 \%$ | ${ }^{48} 8$ | 25\% | 30 $13 \%$ | 33 ${ }^{34 \%}$ | 72 $21 \%$ | 32 $19 \%$ | 152\% | 79 $19 \%$ | 94\% | 53\% | ${ }_{28}^{68}$ | 138\% | 30\% | 423\% |
| Somewhat disagree | $\stackrel{177}{15 \%}$ | 94\% | 83 $14 \%$ | 23\% | 65\% | ${ }_{13}^{49}$ | ${ }_{14}^{41}$ | 39\% | 14\% | 23 $10 \%$ | ${ }_{2}^{28}{ }^{2} \%$ | 56\% | 22 $13 \%$ | ${ }^{112} 14 \%$ | ${ }^{65}$ | 75 $14 \%$ | 44\% | 51 $16 \%$ | ${ }^{115} 15$ | 21 15 | 30\% |
| Strongly disagree | ${ }^{53} 4$ | 34 6 | ${ }^{19} 3$ | $1 \%$ | $\begin{gathered} 30 \\ { }^{7 \%} \% \end{gathered}$ | $\stackrel{9}{3 \%}$ | 14 5 | ${ }_{3 \%}$ | $\begin{gathered} 7 \\ \text { HJK } \\ \text { HJK } \end{gathered}$ | ${ }_{3}^{7}$ | 5 | ${ }_{5}^{16}$ | 6\% | 39\% | 14 3 \% | 19\% | 3\% | 17\% | 24 3\% | $9{ }_{6}$ | 11 6 |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\left(\begin{array}{c} \text { Gn } \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{ }$ | Boomers or older $(55+)$ (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\underset{\text { college }}{\text { Some }}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | 773 $64 \%$ | $\begin{gathered} 428 \\ \underset{C}{70} \% \end{gathered}$ | ${ }^{345} 5$ | 74 $59 \%$ | 272 65 | 247\% | ${ }^{181}$ 61\% | $\begin{aligned} & 167 \\ & \begin{array}{c} 64 \% \\ 1 \mathbb{K} \end{array} \end{aligned}$ | 26 $41 \%$ | 136 $61 \%$ 1 | 72 $51 \%$ | $\begin{aligned} & 248 \\ & { }_{71 \%} 1 \mathrm{~K} \end{aligned}$ | $\begin{aligned} & 124 \\ & 74 \% \\ & 1 \mathrm{IJK} \end{aligned}$ | $\begin{gathered} 545 \\ 69 \% \\ \hline \end{gathered}$ | 228 $54 \%$ | ${ }^{353}$ 67\% | 166 $63 \%$ | ${ }^{195}$ | 464 $60 \%$ | 99\% | 126 $70 \%$ |
| Strongly agree | 275 ${ }_{23}$ | $\begin{gathered} 171 \\ \underset{C}{28 \%} \end{gathered}$ | $\begin{aligned} & 104 \\ & 18 \% \end{aligned}$ | ${ }_{14}^{18}$ | $\begin{aligned} & 123 \\ & { }_{29} \% \\ & \text { DG } \end{aligned}$ | $\begin{aligned} & 96 \\ & { }_{26} \% \end{aligned}$ | $\begin{aligned} & 39 \\ & 13 \% \end{aligned}$ | $\begin{aligned} & 59 \\ & 23 \% \\ & \hline \end{aligned}$ | 5\% | 35 ${ }^{16 \%}$ | $\begin{aligned} & 26 \\ & 18 \% \\ & 1 \end{aligned}$ | $\begin{aligned} & 109 \\ & 31 \% \\ & 1 \mathrm{JKK} \end{aligned}$ | 25\% | $\begin{gathered} 225 \\ 29 \% \\ \hline \mathrm{O} \end{gathered}$ | 51 $12 \%$ | $\stackrel{144}{27 \%}$ | 51 $19 \%$ | 20\% | ${ }^{152} 20$ | ${ }_{\text {31 }}^{43}$ \% | 53 29\% \% |
| Somewhat agree | $498{ }^{41 \%}$ | 2588\% | 240 $41 \%$ | 57 $45 \%$ | 149 ${ }^{16}$ | 151 $41 \%$ | $\begin{gathered} 142 \\ \stackrel{48}{E} \% \end{gathered}$ | ${ }^{108} 41 \%$ | 22 34 | 101 $45 \%$ | 46\% | 139\% | $\begin{aligned} & 82 \\ & 49 \% \\ & 1 K \end{aligned}$ | 320 $41 \%$ | ${ }^{178} 42 \%$ | 209 ${ }^{40 \%}$ | ${ }^{115} 44 \%$ | ${ }^{131} 41 \%$ | 313 $41 \%$ | 56\% | 73 $41 \%$ |
| BOTTOM 2 BOX (NET) | $\begin{aligned} & 433 \\ & 36 \% \end{aligned}$ | ${ }_{30 \%}^{186}$ | $\underset{{ }_{3}^{247}}{247}$ | $\begin{aligned} & 52 \\ & 41 \% \end{aligned}$ | 1469 | 120 ${ }^{3} \mathbf{1}$ | ${ }_{39}^{115}$ | 96\% | $\begin{gathered} \quad 38 \\ \text { HJLM }^{599} \% \end{gathered}$ | $\begin{aligned} & 86 \\ & 39 \% \\ & M \end{aligned}$ | $\begin{gathered} 69 \\ \mathrm{HLM}^{49 \%} \end{gathered}$ | 101 $29 \%$ | 44\% | ${ }_{31}{ }_{31}$ | $\begin{gathered} 192 \\ \stackrel{46 \%}{N} \end{gathered}$ | ${ }^{173} 3$ | 99\% | 125 ${ }^{39}$ | 304\% | 38\% | 54\% |
| Somewhat disagree | 341 28 | ${ }^{145}$ | $\begin{gathered} 195 \\ { }_{B}^{3} \% \end{gathered}$ | ${ }^{48} 8$ | ${ }^{116}$ 28\% | 83\% | $\begin{aligned} & 94 \\ & 32 \% \\ & \hline \end{aligned}$ | $70 \%$ | $\begin{gathered} 28 \\ \text { HLM } \end{gathered}$ | ${ }_{31}^{69}$ | $\begin{aligned} & 52 \\ & { }_{5}^{37 \%} \\ & L^{2} \% \end{aligned}$ | 89\% | 34\% | 192\% | $\begin{gathered} 148 \\ { }_{3}^{35} \% \\ \hline \end{gathered}$ | ${ }^{148} 28$ | 727\% | 929\% | ${ }^{242} 31 \%$ | 29\% | 40\% |
| Strongly disagree | ${ }^{92}$ | 40\% | ${ }_{51}^{9 \%}$ | ${ }_{3}^{4}$ | 30 $7 \%$ | $\begin{aligned} & 37 \\ & 10 \% \end{aligned}$ | 21\% | $$ | $\begin{gathered} 10 \\ { }^{16 \% \%} \\ \text { LM } \end{gathered}$ | 17\% | $\begin{aligned} & 17 \\ & 12 \% \\ & \text { 12\% } \end{aligned}$ | ${ }^{12} 3$ | $9{ }_{6}$ | 48\% | $\begin{aligned} & \frac{44}{10 \%} \\ & { }^{2} \% \end{aligned}$ | 25\% | 27 $10 \%$ $p$ | 33 $10 \%$ | ${ }_{82}{ }_{8}$ | $9 \%$ | ${ }^{15} 8$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 417 $100 \%$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296 $100 \%$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | -64 | 222 $100 \%$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 420 $100 \%$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | 100\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\operatorname{Gen} Z}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific program | Some college | Associate degree | Bachelor degree | Graduate | Yes | No | White Collar | Blue Collar <br> Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Less than 5 years | ${ }^{288} 8{ }_{2}$ | ${ }^{127} 21 \%$ | $\begin{gathered} 161 \\ 27 \% \\ \mathrm{~B} \end{gathered}$ | $\begin{gathered} 104 \\ \text { EFG } \end{gathered}$ | $\begin{aligned} & 127 \\ & \text { 30\% } \\ & \text { FG } \end{aligned}$ | 359\% | 23 80 | $\begin{gathered} 89 \\ \text { KLM } \end{gathered}$ | 15 ${ }^{15}$ | 51 23 | 24\% | 84\% | 26\% | ${ }^{164}$ | $\begin{gathered} 125 \\ 30 \% \\ N \end{gathered}$ | 111\% | ${ }^{67}$ 25\% | 85\% | 140 ${ }^{18}$ | 50 $37 \%$ $S$ | 50 28\% S |
| 5-9 years | 267 ${ }_{2}$ | 154 | ${ }_{19}^{113}$ | 22\% | $\begin{gathered} 165 \\ \text { 40\% } \\ \text { DFG } \end{gathered}$ | 49\% | 31 $10 \%$ | 37 $14 \%$ | 14\% | 52\% | 37 $27 \%$ $H$ | 75\% | $\begin{gathered} 56 \\ 33 \% \\ \text { HIL } \end{gathered}$ | $\begin{gathered} 213 \\ 27 \% \\ 0 \end{gathered}$ | 13\% | 122 ${ }^{123}$ | 61 $23 \%$ | ${ }^{66}$ 21\% | 161\% | 21\% | 29\% |
| 10-14 years | $\xrightarrow{174} 14$ | 102 | 72\% | - | $\begin{gathered} \begin{array}{c} 81 \\ \text { DG } \end{array} \mathrm{c} \end{gathered}$ | $\begin{aligned} & 53 \\ & 14 \% \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 33 \\ & 11 \% \\ & \text { 11\% } \end{aligned}$ | 26\% | ${ }_{12 \%}$ | 40\% | 20\% | 52 $15 \%$ | 27 16 | 117 ${ }_{15}$ | 58 $14 \%$ | 73 $14 \%$ | 415\% | ${ }_{13}^{43}$ | 97\% | 21 | 37 20\% |
| 15-19 years | ${ }_{11}^{135}$ | $\begin{aligned} & 62 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 74 \\ & 13 \% \end{aligned}$ | - | $\begin{aligned} & 36 \\ & 96 \\ & \hline \end{aligned}$ | $\begin{gathered} \left.\quad \begin{array}{c} 76 \\ \text { DEG } \end{array}\right) . \end{gathered}$ | $\begin{aligned} & 23 \\ & { }^{8} \% \end{aligned}$ | ${ }^{23} 9$ | $\stackrel{8}{12 \%}$ | $\begin{aligned} & 35 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 16 \\ & 11 \% \end{aligned}$ | 11\% | ${ }_{11}^{18}$ | $\begin{aligned} & 86 \\ & 11 \% \end{aligned}$ | ${ }_{12}{ }^{2}$ | ${ }_{12}^{63}$ | 33 $12 \%$ | ${ }^{36} 11 \%$ | ${ }^{91} 12 \%$ | 11 8 \% | 22 $12 \%$ |
| 20-24 years | ${ }_{108}^{9 \%}$ | ${ }^{53} 9$ | ${ }^{55} 9$ | - | 1 | $\begin{gathered} 72 \\ \text { DEO } \end{gathered}$ | $\begin{aligned} & 35 \\ & 12 \% \\ & \text { DE } \end{aligned}$ | 25 $10 \%$ | ${ }^{13}{ }^{8} \%$ | $8 \%$ | 10\% | 35 $10 \%$ | 21 <br> 13 | ${ }^{71} 9$ | ${ }_{9}^{37}$ | ${ }^{48}{ }_{9}$ | 19\% | 27 ${ }^{2}$ | ${ }^{86} 1 \%$ | 5\% | 10 5 |
| $25+$ years | $\stackrel{233}{19 \%}$ | ${ }_{19}^{117}$ | ${ }^{116}$ 20\% | - | - | $\begin{aligned} & 82 \\ & \begin{array}{c} 82 \\ \text { DE } \end{array} \\ & \hline \end{aligned}$ | $\begin{aligned} & 151 \\ & { }^{51 \%} \\ & \text { DEF } \end{aligned}$ | $\begin{aligned} & 62 \\ & { }_{2}^{24 \%} \\ & M \end{aligned}$ | $\begin{aligned} & { }^{15}{ }_{2}^{25 \%} \\ & \hline \end{aligned}$ | 16\% | $\begin{aligned} & 33 \\ & 23 \% \\ & M \end{aligned}$ | 65 $19 \%$ | 20\% | 135\% | ${ }^{98}{ }^{23}$ | 110 210 | 44\% | 19\% | ${ }^{194} 2{ }_{0}$ | 21 $15 \%$ | 14\% |
| MEAN | 13.5 | 13.6 | 13.3 | 2.4 | 7.0 | ${ }^{16.7}{ }^{\text {DE }}$ | 23.3 | 13.6 | ${ }^{15.6}$ | 12.9 | 14.5 | 13.4 | 12.4 | 13.1 | 14.2 | 14.1 | 12.3 | 13.4 | 15.7 | 10.5 | 9.8 |
| STD. DEV. | 11.27 | 11.43 | 11.10 | 1.72 | 4.38 | 8.71 | 13.30 | 12.50 | 12.47 | 11.04 | 11.38 | 10.87 | 9.62 | 10.67 | 12.29 | 11.25 | 10.68 | 11.74 | 12.05 | 9.56 | 7.88 |
| STD. ERR. | 0.32 | 0.50 | 0.42 | 0.17 | 0.21 | 0.47 | 0.73 | 0.83 | 1.11 | 0.86 | 0.79 | 0.63 | 0.72 | 0.38 | 0.60 | 0.52 | 0.66 | 0.62 | 0.41 | 0.98 | 0.60 |
| MEDIAN | 10 | 10 | 10 | 2 | 6 | 17 | 25 | 10 | 15 | 10 | 10 | 10 | 10 | 10 | 12 | 10 | 10 | 10 | 13 | 7 | 7 |
| Sigma | ${ }^{1206} 100$ | 614 $100 \%$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126\% | 100\% | ${ }^{367}{ }_{10}$ | ${ }^{2966}$ | 263 | 64 $100 \%$ | 2220\% | 1410\% | 3490\% | $168{ }^{100 \%}$ | 786\% | 120\% | 527 | 100\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 180\% |

Proporions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HI/J/K/KLIM - N/O-P/Q/R-STT/U

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifcations |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | ${ }_{\substack{\text { (18-24) } \\(18)}}$ | $\begin{aligned} & \text { Mille. } \\ & \text { nine } \\ & \text { (25.-38) } \end{aligned}$ | ${ }_{\substack{\text { Gen } \\(39-54)}}$ |  | $\underset{\substack{\text { degree }}}{\text { HS }}$ | $\begin{gathered}\text { Jobebic } \\ \text { speitic } \\ \text { praging }\end{gathered}$ pram | $\underset{\substack{\text { Some } \\ \text { college }}}{ }$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Graduate } \\ \text { degree } \end{gathered}$ | Yes | No | White | Blue <br> Collar | ${ }_{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}$ | White | $\xrightarrow{\text { African }}$ American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (0) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 06 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| ANY (NET) | ${ }_{66 \%}$ | $\begin{aligned} & 431 \\ & 70 \% \end{aligned}$ | ${ }_{62 \%}^{364}$ | $\frac{92}{73 \%}$ | $\begin{gathered} 315 \\ \hline 5 \% \% \end{gathered}$ | $\begin{aligned} & 247 \\ & \hline 67 \% \\ & G \end{aligned}$ | ${ }^{142}$ \% | ${ }^{124} 47$ | 37\% | ${ }^{128} 5$ | $\stackrel{9}{94}{ }_{\text {¢ }}^{4}$ | $\begin{aligned} & 282 \\ & \text { HIN } \\ & \hline \mathrm{HJK} \end{aligned}$ | $\begin{aligned} & 13131 \\ & \text { Hill } \end{aligned}$ | ${ }^{609} 8{ }_{8}^{8} \%$ | ${ }^{186}$ 44\% |  | ${ }^{159 \%}$ | 191\% | 434\% | ${ }^{111 \%}$ | ${ }^{154} 8$ |
| Job fairs attended by potential employers potential employers | ${ }_{33}{ }^{393}$ | ${ }_{36 \%}^{220}$ | ${ }_{29 \%}^{173}$ | $\begin{gathered} 43 \\ 34 \% \\ 34 \end{gathered}$ |  | $\begin{gathered} \begin{array}{c} 137 \\ \hline 37 \% \end{array} \\ \hline \end{gathered}$ | 50\% | 22\% | $18 \%$ | ${ }_{27}^{67}$ | ${ }_{31}^{43}$ | $\begin{aligned} & \begin{array}{l} 146 \\ \text { H29\% } \\ \text { HIJ } \end{array} \end{aligned}$ |  | $\begin{aligned} & 309 \\ & 309 \% \end{aligned}$ | 82\% | ${ }^{190} 36$ | ${ }^{80}$ | 99\% | 190\% | (70 ${ }_{\text {51\% }}$ | ${ }_{\text {S1 }}^{52}$ |
| Access to a career center | 360\% | ${ }^{198}$ | ${ }^{161}$ | $\begin{aligned} & 41 \\ & 34 \% \\ & 3 \times 9 \end{aligned}$ | $\underset{\substack{141 \\ 34 \% \\ G}}{\substack{4 \\ \hline}}$ | $\begin{gathered} 134 \\ \frac{137}{G 7 \%} \end{gathered}$ | $\stackrel{43}{14 \%}$ | ${ }_{13}^{34}$ | 20\% | $\begin{aligned} & 52 \\ & \hline 23 \% \\ & { }^{23} \end{aligned}$ | $\begin{aligned} & 36 \\ & \begin{array}{l} 35 \% \\ H \end{array} \end{aligned}$ | $\begin{gathered} 158 \\ \begin{array}{c} 158 \\ H 0 k \end{array} \end{gathered}$ | $\begin{gathered} 67 \\ \\ \\ \hline H 0 \% \end{gathered}$ | $\begin{gathered} 296 \\ 38 \% \end{gathered}$ | 64\% | ${ }_{34}^{179}$ | ${ }_{22} 27$ | 28\% | 192\% |  | ${ }_{\text {34 }}^{34}$ \% |
| ${ }_{\substack{\text { Sessions(s) } \\ \text { counselor } \\ \text { with a career }}}$ | ${ }^{336}$ \% | ${ }^{189} 9$ | ${ }^{146}$ | 38\% | $\begin{gathered} 132 \\ \substack{42 \% \\ G} \end{gathered}$ | $\begin{gathered} 111 \\ 310 \% \\ G \end{gathered}$ | ${ }^{58} \%$ | ${ }_{15 \%}$ | 23\% | ${ }_{19 \%}$ | 34 $24 \%$ | $\begin{aligned} & 149 \\ & H 14 \% \end{aligned}$ | $\begin{aligned} & 55 \\ & 33 \% \\ & 305 \end{aligned}$ | $\underset{\substack{277 \\ \hline \\ \hline 10}}{ }$ | 59 $14 \%$ | $\underset{Q}{174}$ | 22\% | ${ }^{88} \%$ | 181\% | ${ }_{\text {S }}^{42} \mathrm{~S}$ |  |
| Access to job readiness programs | 271 $22 \%$ | $\begin{gathered} 157 \\ { }_{C}^{26 \%} \end{gathered}$ | ${ }^{114} 9$ | 31\% ${ }_{\text {31 }}^{3}$ | $\begin{gathered} 117 \\ \underset{G}{88 \%} \end{gathered}$ | $\begin{aligned} & 83 \\ & { }_{2}^{23 \%} \% \end{aligned}$ | 11\% | 37 $14 \%$ | ${ }^{13}$ | ${ }_{19 \%}$ | 22\% | $\begin{aligned} & 92 \\ & \frac{92}{H} \% \end{aligned}$ | $\begin{aligned} & 56 \\ & 33 \% \\ & \mathrm{HJ} \end{aligned}$ | 221\% | 50\% | $\stackrel{135}{126}$ | ${ }_{23 \%}^{61}$ | 58\% | 129\% | ${ }_{3}^{48}$ | ${ }^{68 \%}$ |
| A predictive test that told me what $j$ ob would be me what job good for me | ${ }_{262}^{262}$ | ${ }^{134}$ | 127\% | 26\% | $\begin{aligned} & 104 \\ & { }_{5}^{55 \%} \\ & \hline \end{aligned}$ | 79 | ${ }_{16}^{46}$ | ${ }_{12 \%}$ | ${ }_{14}^{9} \%$ | ${ }_{21}^{48}$ | ${ }_{17 \%}^{23}$ | $\begin{aligned} & 10101 \\ & \text { Hik\% } \end{aligned}$ | $\begin{aligned} & \begin{array}{c} 48 \\ \text { H2 } \end{array} \end{aligned}$ | $\begin{aligned} & 195 \\ & \\ & \hline 5 \% \% \end{aligned}$ | ${ }_{16 \%}$ | 135\% | 519\% | 20\% | ${ }^{158}$ | 40\% | ${ }_{21 \%}^{38}$ |
| Other | ${ }^{95}$ | 47\% | 48\% | ${ }^{11} 8$ | ${ }^{28} \%$ | ${ }^{28}$ | ${ }^{28} \%$ | ${ }^{20} \%$ | ${ }_{5 \%}^{3}$ | $\begin{aligned} & 30 \\ & 13 \% \\ & \hline 18 \end{aligned}$ | 11\% | ${ }^{16} \%$ | ${ }^{15} 9$ | ${ }_{84}^{64}$ | ${ }^{31} \%$ | 32\% | ${ }^{19} \%$ | 29\% | ${ }^{47} \%$ | ${ }_{12}^{16}$ | 11\% |
| None | 411\% | $\begin{aligned} & 183 \\ & 30 \% \end{aligned}$ | $\begin{gathered} 228 \\ 38 \% \\ \hline \end{gathered}$ | 34\% | ${ }^{103}$ | ${ }^{120} 38$ | $\begin{aligned} & 154 \\ & \text { 152\% } \\ & \text { DEF } \end{aligned}$ |  | ${ }_{\text {LM }}^{28}{ }_{\text {LM }}$ | - ${ }^{94} \times$ | 43\% | $\stackrel{66}{19 \%}$ | 22\% | 176\% | $\stackrel{235}{\stackrel{235 \%}{N}}$ | 132\% | $\begin{aligned} & 108 \\ & { }_{4}^{14 \%} \\ & \hline \end{aligned}$ | $\begin{aligned} & 129 \\ & \hline 129 \% \end{aligned}$ | $\begin{aligned} & 334 \\ & 434 \% \\ & 4 U \end{aligned}$ | ${ }^{26} 9$ | 27\% |
| Sigma | ${ }^{2176 \%}$ | 1129 $184 \%$ | ${ }^{997}$ | ${ }_{\text {234 }}^{238 \%}$ | 788\% | ${ }_{1893}^{693}$ | ${ }_{1311}^{419}$ | - ${ }_{\text {361 }}^{138 \%}$ | 143\% | ${ }^{366 \%}$ | - 225 | 730\% | 349\% | ${ }_{196 \%}^{1537}$ | ${ }^{589} 140$ | 976\% | ${ }_{169 \%}$ | 563\% | $\xrightarrow{1231} 1$ | 320\% | ${ }^{373}$ 207\% |

Proportions/Means: Columns Tested
Overrap formulae used. $x$ small base

## Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen } Z}$ | $\begin{aligned} & \text { Mille- } \\ & \text { nilis } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\operatorname{Gen}^{\mathbf{x}}}$ | $\begin{aligned} & \text { Boomers } \\ & \text { or older } \\ & (55+) \end{aligned}$ | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| TOP 2 BOX (NET) | 8777 | $\stackrel{483}{79 \%}$ | 394\% | 83\% | 304 $73 \%$ | 2600 | 230 780 | 183\% | 42\% | 141 $63 \%$ | 98\% | $\begin{gathered} 272 \\ \hline 1.5 \\ \hline \end{gathered}$ | $\begin{gathered} 141 \\ \text { HIJ\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 608 \\ 07 \% \\ \hline \end{gathered}$ | 269\% | $\begin{aligned} & 411 \\ & \text { QR } \end{aligned}$ | 181 $88 \%$ | 212 66 | 546 | 99\% | 145 80 S |
| Very prepared | ${ }^{339} 28$ | $\underset{{ }_{3}^{203}}{202}$ | $\begin{gathered} 138 \\ 23 \% \end{gathered}$ | 30 $24 \%$ | 126 ${ }^{126}$ | 97\% | ${ }^{86}{ }^{29}$ | 66 $25 \%$ | 142\% | 29 ${ }^{13}$ | 23\% | $\begin{gathered} 117 \\ 34 \% \\ j \end{gathered}$ | $\begin{aligned} & 80 \\ & \text { BIJKL } \end{aligned}$ | $\begin{gathered} 272 \\ 35 \% \\ 0 \end{gathered}$ | 67 $16 \%$ | 160\% | 24\% | 78\% | 1919 | 60 <br> 44 | ${ }_{\text {36 }}^{3} \mathrm{~S}$ |
| Somewhat prepared | ${ }^{538} 8$ | 281 $46 \%$ | ${ }^{2566}$ | 533 | ${ }_{178}{ }^{43 \%}$ | ${ }^{163} 4$ | 144\% | 117 $45 \%$ | 284\% | $\begin{gathered} 112 \\ 50 \% \\ M \end{gathered}$ | 65 ${ }^{6}$ | 155 $44 \%$ | 61 ${ }_{36 \%}$ | ${ }^{336}$ 43\% | 202 48 | 250\% | 117 $44 \%$ | 134 | $\begin{aligned} & 355 \\ & 46 \% \\ & \hline \end{aligned}$ | 38\% | 80 ${ }^{4} \%$ |
| BOTTOM 2 BOX (NET) | $\begin{gathered} 329 \\ 27 \% \end{gathered}$ | $\begin{gathered} 131 \\ 21 \% \end{gathered}$ | $\begin{gathered} 198 \\ 33 \% \\ B \end{gathered}$ | $\begin{aligned} & 43 \\ & 34 \% \end{aligned}$ | ${ }_{27 \%}^{113}$ | $\begin{gathered} 107 \\ 29 \% \end{gathered}$ | $\begin{aligned} & 66 \\ & 22 \% \end{aligned}$ | $\begin{aligned} & 80 \\ & 30 \% \\ & M \end{aligned}$ | $\begin{aligned} & 22 \\ & 34 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 81 \\ & 37 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 43 \\ & 30 \% \\ & M \end{aligned}$ | 77 $22 \%$ | $\begin{aligned} & 27 \\ & 16 \% \end{aligned}$ | ${ }_{23 \%}^{178}$ | $\begin{gathered} 151 \\ \substack{36 \% \\ N} \end{gathered}$ | ${ }_{22 \%}^{116}$ | $\begin{aligned} & 84 \\ & 32 \% \\ & \hline \end{aligned}$ | $\begin{gathered} 108 \\ 34 \% \\ \mathrm{P} \end{gathered}$ | $\underset{\mathrm{U}}{223}$ | 38\% | 20\% |
| Not very prepared | $\begin{gathered} 222 \\ 18 \% \end{gathered}$ | 81 $13 \%$ | $\begin{gathered} 141 \\ 24 \% \\ B \end{gathered}$ | $\begin{aligned} & 34 \\ & 27 \% \\ & \begin{array}{l} \text { a } \end{array} \end{aligned}$ | $\begin{aligned} & 78 \\ & 19 \% \end{aligned}$ | $\begin{aligned} & 71 \\ & 19 \% \end{aligned}$ | ${ }^{39} 13$ | $\begin{aligned} & 55 \\ & \begin{array}{l} 51 \\ 21 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & { }^{23}{ }^{23} \% \\ & \end{aligned}$ | 419\% | $\begin{aligned} & 34 \\ & 24 \% \\ & { }^{4} \% \end{aligned}$ | 17\% | 17\% | 121 $15 \%$ | $\begin{gathered} 101 \\ \stackrel{24 \%}{\mathrm{~N}} \end{gathered}$ | 86\% | 51 $19 \%$ | ${ }^{68} \%$ | 1418\% | ${ }^{28}{ }^{20}$ | ${ }_{14 \%}$ |
| Not at all prepared | ${ }^{107} 9$ | 50\% | 57 $10 \%$ | 8\% | 35\% | 10\% | ${ }^{28}{ }_{9}{ }^{\text {a }}$ | 259\% | ${ }_{\text {11 }}^{\text {L }}$ L | $\begin{gathered} { }^{40}{ }^{18 \%} \% \\ \text { HKLM } \end{gathered}$ | $9 \%$ | 17\% | $9{ }_{6}$ | 56\% | $\begin{aligned} & 51 \\ & { }_{5}^{12 \%} \\ & { }^{2} \end{aligned}$ | 30\% | $\begin{aligned} & \begin{array}{l} 33 \\ 12 \% \\ p \end{array} \end{aligned}$ | ${ }^{39}{ }^{12} \mathrm{P}$ | 11\% | 11 8 \% | 5\% |
| Sigma | ${ }^{1206} 100 \%$ | 614 $100 \%$ | 100\% | 126 $100 \%$ | 4170\% | 367 $100 \%$ | 296\% | 263 | -64\% | 222 | 141 $100 \%$ | 349 $100 \%$ | ${ }^{168 \%}$ | 786\% | 4200\% | 527 | 100\% | 319 $100 \%$ | 760\%\% | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (
Overlap formulae used. $*$ small base

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-2 \mathrm{Cn})}{(2)}$ | $\begin{aligned} & \text { Mille- } \\ & \text { nilis. } \\ & (25-38) \end{aligned}$ | $\underset{(39-54)}{\text { Gen }}$ | $\begin{gathered} \text { Boomers } \\ \text { or older } \end{gathered}$ $\begin{gathered} \text { or } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ | Job- <br> $\begin{array}{c}\text { specific } \\ \text { traing } \\ \text { program }\end{array}$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, creating a resume, etc.) | $477 \%$ | $\begin{gathered} 266 \\ { }_{4} 3 \% \end{gathered}$ | 212 36 | 47\% | $\stackrel{182}{44 \%}$ | 134\% | 114 39 | 96\% | 20\% | 80 36 | ${ }_{3}^{46}$ | 154 $44 \%$ | $\begin{aligned} & 81 \\ & 88 \% \\ & \text { IK } \end{aligned}$ | $\begin{gathered} 342 \\ 44 \% \\ \hline \end{gathered}$ | 135 ${ }^{13}$ | 213 $40 \%$ | ${ }_{36}{ }^{\text {\% }}$ | 130 $41 \%$ | 274 ${ }_{36}$ | 80 S | 83\% |
| Presentation skills | ${ }_{3}^{474}{ }_{3}$ | $\begin{gathered} 265 \\ 43 \\ \hline \mathrm{C} \end{gathered}$ | 210 35 | 53 42 | $\begin{gathered} 191 \\ 46 \% \\ \mathrm{FG} \end{gathered}$ | 131 $36 \%$ | ${ }_{39}^{99}$ | 899\% | 17\% | 29\% | 47 3 \% | $\begin{gathered} 163 \\ 47 \% \\ H 1 J K \end{gathered}$ | $\begin{gathered} 93 \\ 55 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 367 \\ 47 \% \\ \hline 0 \end{gathered}$ | ${ }^{107}$ 25\% | 212 $40 \%$ | ${ }^{100} 38$ | 122 ${ }^{18}$ | 267 35 | $\begin{aligned} & 76 \\ & 55 \% \\ & 5 \end{aligned}$ |  |
| Email etiquette | ${ }_{39 \%}^{466}$ | $\begin{gathered} 256 \\ 42 \% \end{gathered}$ | $\begin{gathered} 210 \\ 35 \% \end{gathered}$ | 499\% | $\begin{aligned} & 196 \\ & 47 \% \\ & \mathrm{FG} \end{aligned}$ | ${ }^{136}$ 37\% | 859\% | 900 | 20 $32 \%$ | 73 $33 \%$ | ${ }_{32}{ }^{2}$ | $\begin{aligned} & 156 \\ & 45 \% \\ & 4 K \end{aligned}$ | $\begin{gathered} 83 \\ \text { H9\% } \\ \text { HIJKK } \end{gathered}$ | $\begin{gathered} 332 \\ 42 \% \\ \hline \end{gathered}$ | $\begin{gathered} 134 \\ 32 \% \end{gathered}$ | $\begin{aligned} & 236 \\ & { }^{45} \% \end{aligned}$ | 92 35 | $\begin{gathered} 100 \\ 31 \% \end{gathered}$ | $\stackrel{272}{275 \%}$ | $59$ | 90 ${ }^{90}$ |
| How to fill out a W-2 form for my job | 459 | $\begin{gathered} 257 \\ 42 \% \\ \mathrm{C} \end{gathered}$ | 202 34 | 33\% | ${ }^{150} 36$ | ${ }^{135}$ | $\begin{gathered} 141 \\ 4_{48} \% \\ \text { DEF } \end{gathered}$ | $\begin{gathered} 96 \\ 37 \% \end{gathered}$ | ${ }^{15} 3$ | 64\% | 50\% | $\begin{aligned} & 150 \\ & \begin{array}{c} 43 \% \\ 15 \end{array} \end{aligned}$ | $\begin{gathered} 84 \\ \text { H50 } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 326 \\ \substack{42 \% \\ 0} \end{gathered}$ | 133 ${ }_{3}$ | 215 | 976\% | ${ }_{33}^{105}$ | 281\% | 66\% | $76 \%$ |
| Budgeting my paycheck | ${ }^{436}$ | $\begin{gathered} 265 \\ 433 \% \\ C \end{gathered}$ | 171 ${ }^{29 \%}$ | 52\% | $\begin{gathered} 161 \\ 39 \% \\ \hline \end{gathered}$ | ${ }^{109} 30 \%$ | ${ }_{38}^{113}$ | 959\% | 20 $31 \%$ | 42\% | $\begin{aligned} & 49 \\ & 35 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 140 \\ & 40 \% \\ & j \end{aligned}$ | $\begin{gathered} 82 \\ \text { H49\% } \end{gathered}$ | $\begin{gathered} 311 \\ 40 \% \\ 0 \end{gathered}$ | ${ }^{125} 5$ | ${ }_{3}^{207}$ | ${ }^{100} 38$ | ${ }^{98} \%$ | 255 ${ }_{3}$ | 74 54 S | $72 \%$ |
| Networking skills (i.e., the exchange of information or services between individuals) | ${ }_{33}{ }_{3}{ }^{3} \%$ | ${ }_{3 \text { Big }}^{238}$ | 160\% | $\begin{aligned} & 46 \\ & 37 \% \\ & G \end{aligned}$ | $\begin{gathered} 167 \\ 40 \% \\ G \end{gathered}$ | ${ }_{32 \%}^{116}$ | ${ }_{23}^{69}$ | 80 $31 \%$ | 15\% | 58\% | 319\% | 125 ${ }^{125}$ | $\begin{gathered} 82 \\ \text { HIJKL }^{82} \% \end{gathered}$ | $\begin{gathered} 308 \\ 39 \% \end{gathered}$ | 90 ${ }^{21 \%}$ | 190 ${ }_{36}$ | 80\% | 89\% | ${ }_{28}^{28 \%}$ | 63 $46 \%$ | 76 $42 \%$ $S$ |
| Choosing my benefits (e.g., health insurance, 40 Fi , etc.) | 357 | $\begin{gathered} 211 \\ 34 \% \\ C \end{gathered}$ | 146 | 23\% | ${ }^{130} 31 \%$ | 102 28 | ${ }_{36}^{96}$ | $\begin{aligned} & 82 \\ & 31 \% \\ & 11 \% \end{aligned}$ | 118\% | ${ }_{19}^{43}$ | 34\% | $\begin{gathered} 118 \\ 34 \% \\ 15 \end{gathered}$ | $\begin{aligned} & 70 \\ & \text { 42\% } \\ & \text { IJK } \end{aligned}$ | $\begin{gathered} 267 \\ 34 \% \\ 0 \end{gathered}$ | 90 ${ }^{21 \%}$ | $\begin{gathered} 173 \\ \underset{R}{33 \%} \end{gathered}$ | ${ }^{83} \%$ | 754\% | 213 28 | $\begin{aligned} & 58 \\ & 42 \% \\ & \hline \end{aligned}$ | 582\% |
| Negotiating a promotion/salary increase | 321\% | $\begin{gathered} 210 \\ 34 \% \\ \mathrm{C} \end{gathered}$ | $\stackrel{111}{19 \%}$ | $3{ }^{39}$ | $\begin{gathered} 134 \\ 32 \% \\ G \end{gathered}$ | 915\% | 57 $19 \%$ | 67\% | 14 22 | 43 $19 \%$ | 26\% | $\begin{gathered} 109 \\ 31 \% \\ \text { JK } \end{gathered}$ | $\begin{gathered} 62 \\ 67 \% \\ \text { HIJK } \end{gathered}$ | $\underset{3}{256}$ | ${ }^{65}$ | $\begin{gathered} 153 \\ 29 \% \\ \mathrm{R} \end{gathered}$ | $\begin{gathered} 84 \\ 32 \% \\ R \end{gathered}$ | 64\% | 181 $24 \%$ | 34. ${ }_{\text {39, }}$ | 60 33 S |

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

Base: All Qualified Respondents

## SUMMARY TABLE OF VERY/SOMEWHAT PREPARED (TOP 2 BOX)

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | Gen Z <br> (18-24) | $\begin{aligned} & \text { Milie. } \\ & \text { Mnils } \\ & \text { (25-38) } \end{aligned}$ | ( ${ }_{\text {Gen } \mathrm{X}}(\mathbf{3 9 - 5 4 )}$ | $\begin{gathered} \text { Boomers } \\ \text { oroctors } \\ (55+5) \end{gathered}$ | ${ }_{\text {degree }}^{\text {HS }}$ | $\begin{gathered} \substack{\text { Job-i.ic } \\ \text { speaife } \\ \text { progingam }} \end{gathered}$ | Some college | Associate degree | Bachelor degree | $\underset{\substack{\text { Graduate } \\ \text { degree }}}{ }$ | Yes | No | $\xrightarrow{\text { White }}$ Collar | Blue <br> Collar | ${ }_{\text {Premk }}^{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Interview etiquette/skills e.e.g., what to wear to an interview, writing a thank ver you note, creating resume, etc.) | ${ }^{9075 \%}$ | 465\% | ${ }^{442}$ \% | 98\% | $\stackrel{340}{88 \%}$ | ${ }^{246}$ \% | $\stackrel{224}{76 \%}$ | 193\% | 44\% | 155\% | 69\% | $\begin{gathered} 277 \\ \hline 1 K \% \\ 1 K \end{gathered}$ | $\begin{gathered} { }^{140} \\ \text { HIJK } \end{gathered}$ | ${ }^{620} 9$ | 288\% | 399\% | ${ }^{191}{ }^{19}$ | 250\% | ${ }^{560}$ | ${ }^{108}{ }^{79}$ | ${ }_{\text {853\% }}^{15}$ |
| Presentation skills | 849\% | ${ }^{444} 2$ | ${ }^{404} 4$ | ${ }^{86} \%$ | $\begin{aligned} & 322 \\ & 77 \% \\ & F G \end{aligned}$ | ${ }^{244} 6$ | ${ }^{196}$ 6\% | ${ }^{169 \%}$ | 53\% | ${ }_{64 \%}^{141}$ | $\frac{99}{70 \%}$ | $\begin{aligned} & 269 \\ & \mathrm{H}_{71 \%} \end{aligned}$ | $\begin{gathered} 137 \\ \substack{811 \%} \end{gathered}$ | $\underset{6}{597}$ | 252\% | ${ }^{368} 70$ | 187\% | ${ }^{219} 6$ | 511\% | 1014\% | ${ }^{147} 8$ |
| Budgeting my paycheck | 810\% | ${ }^{451} 5$ | ${ }^{359} 9$ | 87\% | ${ }^{298} 71 \%$ | 207 56 | ${ }^{218}{ }_{7}^{73 \%}$ | 1788\% | 56\% | ${ }_{61 \%}^{134}$ | 99\% | ${ }^{233} 67$ | $\begin{aligned} & \begin{array}{l} 131 \\ 178 \% \\ 104 \end{array} \end{aligned}$ | ${ }^{557} 70$ | 253\% | 369\% | ${ }^{169 \%}$ | 219\% | 504\% | ${ }^{106 \%}$ | 127 |
| Email etiquette | ${ }^{804} 6$ | 424\% | ${ }^{380} 6$ | $\frac{95}{75}$ |  | $\begin{gathered} 227 \\ \substack{2 \% \\ G} \end{gathered}$ | ${ }^{146} 49$ | 160\% | 59\% | ${ }_{63}^{140}$ | 87\% | ${ }^{250}{ }^{25 \%}$ | $\begin{gathered} { }^{130}{ }^{130} \\ \text { HIJK } \end{gathered}$ | ${ }^{552} 0 \%$ | 252\% | ${ }^{370} 70$ | ${ }^{174} 66$ | ${ }^{192} 6$ | ${ }_{63}^{48}$ | ${ }^{101} 74$ | ${ }^{131}$ |
| How to fill out a W-2 form for my job | ${ }^{785 \%}$ | $\underset{\mathrm{C}}{423}{ }^{423}$ | 365\% | 73\% | ${ }^{269} 6$ | ${ }_{64 \%}^{233}$ | ${ }^{213} 72 \%$ | ${ }^{162}$ 62\% | 58\% | ${ }^{136} 6$ | 79\% | 227\% | $\begin{aligned} & \begin{array}{l} 126 \\ \text { HII5\% } \end{array} \end{aligned}$ | ${ }^{529} \%$ | 259\% | $\begin{aligned} & 362 \\ & \hline 69 \% \\ & \hline \end{aligned}$ | 1735\% | 189\% | 4954\% | 70\% | 135\% |
| Networking skills (i.e., the exchange of information or servicice between individuals) | 770\% | $\begin{gathered} 423 \\ { }_{6}^{69 \%} \% \end{gathered}$ | 348\% | 75\% | $\stackrel{291}{27 \%}$ | $\underset{G}{233} \underset{G}{64 \%}$ | ${ }^{152}$ \% | 159\% | 55\% | ${ }^{118} 5$ | 93\% | $\underset{\substack{241 \\ i .5 \%}}{2}$ |  | $550$ | ${ }^{221} 53$ | 340\% | 177\% | 190\% | ${ }_{59}^{454}$ | 103\% | ${ }_{\text {178 }}^{127}$ |
| Choosing my benefits 40 ik, etc.) | ${ }_{565}{ }^{6}$ | $\begin{gathered} 377 \\ 67 \% \\ 6 \end{gathered}$ | 290\% | ${ }_{55}^{69}$ | ${ }_{53}^{223}$ | 191\% | $\stackrel{184}{68 \%}$ | 149\% | 52\% | ${ }^{101} 45$ | 70\% | 202\% | $\begin{gathered} 111 \\ \hline 6 \% \% \\ \text { Kk } \end{gathered}$ | $\begin{aligned} & 480 \\ & 66 \% \\ & 0 \end{aligned}$ | ${ }^{186}$ \% | - ${ }_{\text {310\% }}^{\text {510\% }}$ | 152\% | 156\% | 408\% | ${ }_{s}^{92}$ | ${ }^{109} 9$ |
|  | ${ }_{50 \%}^{607}$ | $\begin{aligned} & 371 \\ & 67 \% \\ & 60 \end{aligned}$ | ${ }^{236}$ 40\% | ${ }_{51 \%}^{65}$ | ${ }^{231} 5$ | ${ }^{174} 47$ | 137\% | ${ }^{139} 5$ | 27\% | 106\% | ${ }_{43 \%}^{60}$ | 170\% | $\begin{aligned} & 104 \\ & \text { 104\% } \end{aligned}$ | ${ }_{561}^{44 \%}$ | 166\% | ${ }^{264} 5$ | $\xrightarrow{157}$ | ${ }^{144} \%$ | ${ }^{357}$ | 77\% | $\underset{\text { 110 }}{\substack{110}}$ |



Base: All Qualified Respondents
SUMMARY TABLE OF NOT VERY/NOT AT ALL PREPARED (BOTTOM 2 BOX)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-2 \mathrm{Cn})}{(2)}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & (25-38) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older ( $55+$ ) (55+ | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate | Bachelor degree | Graduate degree | Yes | No | White Collar | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Negotiating a <br> promotion/salary increase | 535\% | 2188\% | $\begin{gathered} 317 \\ 54 \% \\ 5 \end{gathered}$ | 51\% | ${ }^{171} 41 \%$ | ${ }^{176}$ 48\% | ${ }^{136}$ 46\% | ${ }_{3} 9 \%$ | 32\% | 107 ${ }^{48 \%}$ | 69\% | 167 $48 \%$ | 62\% | ${ }^{318} 41 \%$ | $\begin{gathered} 217 \\ \stackrel{52 \%}{\mathrm{~N}} \end{gathered}$ | $\begin{gathered} 249 \\ 47 \% \\ Q \end{gathered}$ | 96\% | $\begin{gathered} 155 \\ \text { 499\% } \\ \hline \end{gathered}$ | $\begin{gathered} 371 \\ \stackrel{88}{\text { TU }} \end{gathered}$ | 47 ${ }^{4} \%$ | 64 $35 \%$ |
| Choosing my benefits (e.g., health insurance 40 Fk , etc.) | 487\% | 214 35 | $\begin{gathered} 273 \\ 46 \% \\ \hline 8 \end{gathered}$ | 57\% | $\begin{gathered} 172 \\ 41 \% \\ \mathrm{G} \end{gathered}$ | $\begin{gathered} 164 \\ 45 \% \\ \hline \end{gathered}$ | 94\% | 93\% | 27 $43 \%$ | $\begin{aligned} & 115 \\ & 52 \% \\ & \text { HM } \end{aligned}$ | $\begin{aligned} & 63 \\ & 45 \% \\ & 45 \end{aligned}$ | 139\% | 50\% | 280 36 | $\begin{gathered} 207 \\ \stackrel{49}{49} \% \end{gathered}$ | 199\% | 100 $38 \%$ | $\begin{gathered} 150 \\ \stackrel{47}{\mathrm{P}} \% \end{gathered}$ | $\begin{gathered} 325 \\ 42 \% \\ \hline \end{gathered}$ | 40\% | 59\% |
| How to fill out a W-2 form for my job | $3{ }^{368} 3$ | 160 $26 \%$ | $\begin{gathered} 207 \\ 35 \% \\ B \end{gathered}$ | 38 | ${ }^{133} 3$ | 122 ${ }_{3}$ | 74\% | 85\% | 22 34 | $\begin{aligned} & 78 \\ & 35 \% \\ & M \end{aligned}$ | 34 $24 \%$ | ${ }_{32 \%}^{112}$ | 36\% | 230 $29 \%$ | 137 ${ }_{3}$ | 150 $29 \%$ | 85\% | ${ }^{113} 35$ | $\underset{32 \%}{248}$ | 32\% | 21 21 |
| Networking skills (i.e., the exchange of information or services between individuals) | $\begin{gathered} 365 \\ 30 \% \end{gathered}$ | ${ }_{26 \%}^{158}$ | $\begin{gathered} 207 \\ 35 \% \\ B \end{gathered}$ | 299\% | 112 ${ }^{27 \%}$ | ${ }_{32 \%}^{117}$ | $\begin{gathered} 107 \\ 36 \% \\ \text { E } \end{gathered}$ | 78 $30 \%$ | 22\% | $\begin{gathered} 96 \\ \text { HKLM } \end{gathered}$ | 38\% | 95\% | 37 $22 \%$ | 210 270 | $\begin{gathered} 156 \\ 37 \% \\ N \end{gathered}$ | 162 ${ }^{1}$ | 72 27 | 111 31 | $\begin{aligned} & 261 \\ & 34 \% \\ & \text { TU }^{24} \end{aligned}$ | ${ }_{21}^{28}$ | 43\% |
| Budgeting my paycheck | ${ }_{30 \%}^{359}$ | $\begin{gathered} 148 \\ 24 \% \end{gathered}$ | $\begin{gathered} 211 \\ 36 \% \\ B \end{gathered}$ | $\begin{aligned} & 385 \\ & 28 \% \end{aligned}$ | ${ }_{26 \%}^{109}$ | $\begin{aligned} & \text { 144 } \\ & \text { EG } \end{aligned}$ | $\begin{array}{ll} 71 \% \\ 24 \% \end{array}$ | $\begin{aligned} & 72 \\ & 27 \% \end{aligned}$ | $\begin{aligned} & 25 \\ & 40 \% \\ & 40 \% \end{aligned}$ | $\begin{aligned} & 81 \\ & 36 \% \\ & M \end{aligned}$ | $\begin{aligned} & 36 \% \\ & \end{aligned}$ | ${ }_{3108}^{108}$ | $\begin{aligned} & 36 \\ & 21 \% \end{aligned}$ | ${ }_{268}^{208}$ | $\begin{gathered} 152 \\ \begin{array}{c} 36 \% \\ N \end{array} \end{gathered}$ | $\begin{aligned} & 139 \\ & 26 \% \end{aligned}$ | 90 $34 \%$ | 94 30 | $\begin{gathered} 242 \\ 32 \% \\ T \end{gathered}$ | ${ }^{26} 19 \%$ | 48\% |
| Presentation skills | $\begin{gathered} 300 \\ 25 \% \end{gathered}$ | $\begin{gathered} 139 \\ 23 \% \end{gathered}$ | $\begin{gathered} 161 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 31 \\ & 25 \% \end{aligned}$ | $\begin{aligned} & 77 \\ & 18 \% \end{aligned}$ | $\begin{gathered} 111 \\ 30 \% \\ \mathrm{E} \end{gathered}$ | $\begin{gathered} 81 \\ 27 \% \\ 27 \% \end{gathered}$ | $\begin{aligned} & { }^{74} \\ & 28 \% \\ & M \end{aligned}$ | $\begin{array}{r} 25 \\ \text { KLM } \end{array}$ | $\begin{aligned} & 71 \\ & 32 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 321 \\ & 22 \% \end{aligned}$ | $\begin{aligned} & 70 \\ & 20 \% \end{aligned}$ | $\begin{aligned} & \text { 17\% } \end{aligned}$ | $\begin{gathered} 163 \\ 21 \% \end{gathered}$ | $\begin{gathered} 137 \\ 33 \% \\ \mathrm{~N} \end{gathered}$ | $\begin{gathered} 136 \\ 26 \% \end{gathered}$ | $\begin{aligned} & 65 \\ & 24 \% \end{aligned}$ | 86\% | $\underset{\mathrm{U}}{221}$ | ${ }^{26} 9$ | ${ }^{25} 14 \%$ |
| Email etiquette | 289\% | 141 | ${ }^{148} 2{ }_{2}$ | 24\% | ${ }^{60} 14 \%$ | $\begin{aligned} & 118 \\ & { }_{32 \%} \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 88 \\ & 30 \% \\ & \text { 30 } \end{aligned}$ | ${ }^{63} 24$ | 18\% | $\begin{aligned} & 65 \\ & 29 \% \\ & M \end{aligned}$ | 37 $26 \%$ | ${ }^{78}{ }^{2} \%$ | 28\% | ${ }^{181} 23$ | 108\% | ${ }^{118} 28$ | ${ }^{68}{ }^{6} \%$ | 90\% | 197 ${ }^{66 \%}$ | 23\% | 22\% |
| Interview etiquette/skills (e.g., what to wear to an interview, writing a thank | ${ }^{265}$ | ${ }^{129} 21 \%$ | 137 $23 \%$ | 21\% | ${ }^{66}$ 16\% | $\begin{gathered} 114 \\ \text { 319 } \\ \text { DEG } \end{gathered}$ | ${ }^{62}$ 2\% | ${ }^{61} 23$ | $\begin{aligned} & \frac{18}{27 \%} \\ & M \end{aligned}$ | $\begin{gathered} \text { 259\% } \\ \text { LM } \end{gathered}$ | $\begin{aligned} & 34 \\ & 24 \% \\ & { }^{4} \% \end{aligned}$ | ${ }^{65} 9$ | 24\% | 152\% | $\begin{gathered} 114 \\ \stackrel{127}{27} \\ N \end{gathered}$ | ${ }^{118} 28$ | 61 $23 \%$ | 20\% | $\begin{gathered} 186 \\ \underset{4}{24} \\ \hdashline \end{gathered}$ | 23 $17 \%$ | ${ }^{24} 13$ |

wha, writing a thank you note, creating a

## Q820. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you

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

Base: All Qualified Respondents

1. Budgeting my paycheck

|  | Sender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  |  | Has Multiple Degress |  |  | Type of Work |  |  | Race/Ethicicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\underline{\text { Total US }}$ | Male | Female | ${ }_{\text {cen }}^{\text {(en) }}$ |  |  | $\begin{gathered} \text { Boomers } \\ \text { oncta } \\ \hline(5 a+) \\ \hline(5) \end{gathered}$ | ${ }_{\text {degree }}^{\text {did }}$ | $\begin{gathered} \text { spobicic } \\ \text { spaifig } \\ \text { programam } \end{gathered}$ | ${ }_{\substack{\text { Some } \\ \text { college }}}^{\text {a }}$ |  | dsociate | ${ }_{\text {Bacher }}^{\substack{\text { Bacher } \\ \text { degre }}}$ | Craduate | Yes |  | No | White | ${ }_{\text {Blue }}^{\substack{\text { Bular }}}$ | ${ }_{\text {Pink }}^{\text {Colar }}$ | White | ${ }_{\text {a }}^{\text {Amican }}$ | Hispanic |
|  | (A) | ${ }^{(B)}$ | (C) | (D) | (E) | (F) | (G) | (H) | (1) | ${ }^{\text {(J) }}$ |  | (K) | (L) | (M) |  | (N) | ${ }^{(0)}$ | ${ }^{(P)}$ | (6) | (R) | (s) | (T) | (0) |
| Unveighted Base | ${ }_{1}^{1206}$ | 513 | ${ }_{593}^{693}$ | ${ }^{97}$ | ${ }_{4}^{432}$ | 344 | ${ }^{333}$ | ${ }_{229} 26$ | ${ }_{64}{ }^{126}$ | ${ }^{162}$ |  | 206 | 301 | ${ }^{178}$ |  | ${ }_{786} 78$ | 420 | ${ }^{474} 5$ | 265 | 358 | 862 | ${ }^{96}$ | 175 |
| Weighed Base | 1206 | 614 | 592 | ${ }^{126}{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 22 |  | 141 | 349 | 168 |  | 786 | 420 | 527 | 265 | 319 | 768 | ${ }^{37}$ | 181 |
| Top 2 box ( NET ) | ${ }^{810}$ | ${ }^{451}{ }^{51 \%}$ | ${ }^{359 \%}$ | 87\% | $\underset{\substack{\text { 298\% } \\ F}}{29}$ | ${ }^{207 \%}$ | $\stackrel{218}{\substack{31 \%}}$ | 178\% | ${ }_{57}^{36}$ |  |  | ${ }^{99 \%}$ | ${ }_{67 \%}^{233}$ | $\substack { 131 \\ \begin{subarray}{c}{13 \%{ 1 3 1 \\ \begin{subarray} { c } { 1 3 \% } } \\{1 L^{\prime}} \end{subarray}$ |  | ${ }^{557}{ }^{7} \%$ | $253 \%$ | 369\% | ${ }_{169 \%}$ |  | ${ }_{66 \%}^{504}$ | ${ }^{106 \%}$ | 127\% |
| Very prepared | ${ }^{436 \%}$ | ${ }_{\text {265 }}^{\substack{46 \%}}$ |  | ${ }^{52} 2$ | $\xrightarrow{169}$ | ${ }^{109}$ | ${ }^{113} 81$ | ${ }^{95} \mathrm{~g}_{6}$ | 30\% |  |  | ${ }_{39}^{49 \%}$ | ${ }^{140 \%}$ |  |  | $\xrightarrow{311} \times$ | ${ }^{125} 5$ | ${ }^{207}$ | ${ }^{100}$ | ${ }^{93} \%$ | 253\% | ${ }_{5}^{74}{ }_{5}^{74 \%}$ | 72\% |
| Somewhat prepared | ${ }_{3}^{374 \%}$ | ${ }^{186 \%}$ |  | ${ }^{358}$ | ${ }^{137}$ 33/ | ${ }^{27} \%$ | ${ }_{3}^{104 \%}$ | ${ }_{32}^{81 \%}$ | ${ }_{26 \%}^{16}$ |  |  | ${ }_{34 \%}^{48}$ | ${ }_{29}^{93}$ | ${ }_{29}^{49}$ |  | ${ }_{316}^{246}$ | ${ }_{31 \%}^{128}$ | ${ }_{3162}^{16}$ | ${ }_{26}^{69}$ |  | 249\% | ${ }^{32}$ 3\% | 55\% |
| вотtom 2 Box ( ${ }^{\text {(NeT }}$ ) | ${ }^{359}$ | ${ }^{148 \%}$ |  | ${ }^{38}$ | ${ }^{109}$ |  | 24\% | 27\% | $\stackrel{25}{\substack{\text { a } \\ M}}$ |  |  | 26\% | ${ }^{108}$ | ${ }^{36} \%$ |  | ${ }^{208}$ |  | ${ }^{139}$ | ${ }^{90} 9$ |  | ${ }_{3}^{242}$ | ${ }_{19 \%}$ | ${ }_{26 \%}^{48}$ |
| Not very prepared | ${ }_{\text {223\% }}^{22}$ | 945\% |  | ${ }_{198}^{24}$ | ${ }_{56}^{58}$ |  | 15\% | 139\% | ${ }^{15} 8$ |  |  | ${ }^{25} \%$ | ${ }^{73}$ | ${ }_{13}^{22}$ |  | ${ }^{139} \%$ | 20\% | $92 \%$ | ${ }^{52}$ 20\% | ${ }^{54} 7$ | ${ }_{196}^{146}$ | 11\% | ${ }_{17}^{32}$ |
| Not a all prepared | ${ }^{137} 17$ | ${ }_{9}^{54}$ |  | ${ }^{2} 9$ | ${ }^{51}$ |  | ${ }^{27} \%$ | -33\% | 17\% |  |  | ${ }^{13} \%$ | 10\% | ${ }_{8}^{14} \%$ |  | ${ }^{69} \%$ |  | 47\% | ${ }_{\text {38 }}^{38}$ | ${ }_{13}^{40}$ | ${ }_{13}^{97}$ | 8\% | ${ }^{16} \%$ |
| Not applicable | ${ }_{3 \%}^{37}$ |  |  |  |  |  | \% | ${ }^{13} \%$ | 2\% |  |  | ${ }_{4 \%}^{6}$ | 2\% | 1\% |  | ${ }^{21} \%$ | ${ }_{4}^{15}$ | \% | ${ }_{2 \%}^{6}$ |  | 2\% ${ }^{2}$ | ${ }_{4}^{5}$ | ${ }_{3 \%}^{6}$ |
| Sigma | ${ }^{1206 \%}$ | ${ }_{\text {l }}^{614}$ | ${ }^{592 \%}$ |  |  | ${ }_{\text {367 }}^{360 \%}$ | ${ }^{296 \%}$ | ${ }_{\text {263\% }}^{260 \%}$ | ${ }_{\substack{64 \\ 100 \%}}$ |  |  |  | ${ }^{340} 1$ |  |  |  |  |  |  |  |  | 130\% | ${ }_{180}^{180}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O - P/Q/R - S/T/U
Proportions/Means: Columns Tested
Overlap formulae used. ${ }^{\star}$ small base

## Base: All Qualified Respondents

2. How to fill out a W-2 form for my job

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2ilials } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | $\begin{gathered} \text { Boomers } \\ \text { or older } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126 *$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }^{788}{ }_{65}$ | $\begin{gathered} 423 \\ { }_{\mathrm{C}}^{\mathrm{C}} \mathrm{C} \end{gathered}$ | $\begin{gathered} 365 \\ 62 \% \end{gathered}$ | $\begin{aligned} & 73 \\ & 58 \% \end{aligned}$ | $\begin{gathered} 269 \\ 64 \% \end{gathered}$ | $\begin{gathered} 233 \\ 64 \% \end{gathered}$ | ${ }^{213}$ | $\begin{aligned} & 162 \\ & 62 \% \end{aligned}$ | 57\% | $\begin{aligned} & 136 \\ & 61 \% \end{aligned}$ | $799$ | ${ }_{6}^{227} \%$ | $\begin{aligned} & 126 \\ & { }^{75 \%} \\ & \text { HIJ } \end{aligned}$ | $529 \%$ | $\begin{gathered} 259 \\ 62 \% \end{gathered}$ | $\begin{gathered} 362 \\ 69 \% \\ \mathrm{R} \end{gathered}$ | 173 $65 \%$ | 189\% | 4954\% | 95\% | $\begin{gathered} 135 \\ \underset{S}{75 \%} \end{gathered}$ |
| Very prepared | 459 | $\begin{gathered} 257 \\ { }_{42} \% \end{gathered}$ | ${ }_{34 \%}^{202}$ | 33\% | ${ }^{150} 36$ | ${ }^{135}$ | $\begin{gathered} 141 \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 96 \\ & 97 \% \end{aligned}$ | ${ }^{15} 2$ | 64\% | 50\% | $\begin{aligned} & 150 \\ & 43 \% \\ & 15 \end{aligned}$ | $\begin{gathered} 84 \\ \text { H0\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 326 \\ 42 \% \\ \hline 0 \end{gathered}$ | 133\% | ${ }_{215}^{41 \%}$ | ${ }_{36 \%}$ | ${ }^{105} 3$ | 281\% | 66\% | 76 |
| Somewhat prepared | ${ }^{329} 29$ | $\begin{gathered} 167 \\ 27 \% \end{gathered}$ | $\begin{gathered} 162 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 40 \% \\ & 32 \% \end{aligned}$ | ${ }_{29}^{119}$ | 98\% | $\begin{aligned} & 72 \\ & 24 \% \end{aligned}$ | ${ }_{26}^{66 \%}$ | $\begin{aligned} & 23 \\ & 35 \% \\ & \text { 35\% } \end{aligned}$ | $\begin{aligned} & 72 \\ & 33 \% \end{aligned}$ | $\begin{aligned} & 44 \% \\ & \text { 34\% } \end{aligned}$ | ${ }_{22}^{77}$ | 42\% | 203 ${ }_{26}$ | ${ }^{126} 30 \%$ | $\begin{gathered} 147 \\ 28 \% \end{gathered}$ | $\begin{aligned} & 76 \\ & 29 \% \end{aligned}$ | ${ }_{26}^{84}$ | 214 | ${ }_{21}^{29}$ | 539\% |
| BOTTOM 2 BOX (NET) | ${ }_{30 \%}^{368}$ | $\begin{gathered} 160 \\ 26 \% \end{gathered}$ | $\begin{gathered} 207 \\ 35 \% \\ B \end{gathered}$ | $\begin{aligned} & 38 \\ & 30 \% \end{aligned}$ | ${ }^{133} 3$ | ${ }^{122} 3$ | $\begin{aligned} & 74 \\ & 25 \% \end{aligned}$ | ${ }_{3}^{85}$ | 22 34 | $\begin{aligned} & 78 \\ & 35 \% \\ & M \end{aligned}$ | $34 \%$ | 112 ${ }^{12}$ | 22\% | 230 ${ }^{29 \%}$ | 137 ${ }^{137}$ | 150 $29 \%$ | 85\% | 113 $35 \%$ | $\underset{32}{248}$ | 32\% | 21 21 |
| Not very prepared | 220 180 | 97 $16 \%$ | ${ }^{122}$ 21\% | 21 $17 \%$ | ${ }_{16 \%}{ }^{6}$ | 81\% | 50\% | $\begin{aligned} & 53 \\ & { }_{2}^{20 \%} \\ & \hline \end{aligned}$ | $12 \%$ | $\begin{aligned} & 48 \\ & { }_{2}^{22 \%} \\ & \hline \end{aligned}$ | 15 $11 \%$ | $\begin{aligned} & 70 \\ & \text { 20\% } \\ & K \end{aligned}$ | 22\% | ${ }^{135} 17 \%$ | 85\% | 97\% | ${ }_{16}^{43}$ | 712\% | 1499\% | 27\% | 23 $13 \%$ |
| Not at all prepared | ${ }_{148}^{148}$ | 63 $10 \%$ | 85\% | 17\% | $\begin{aligned} & \begin{array}{l} \text { } \\ 165 \\ \text { 16\% } \end{array} \end{aligned}$ | ${ }_{11} 11 \%$ | 24\% | ${ }_{12}^{32}$ | 11 $16 \%$ | 30 $14 \%$ | 19 | ${ }_{12}{ }^{2}$ | ${ }^{15} 9$ | ${ }_{12 \%}^{96}$ | 53 $13 \%$ | 53 $10 \%$ | 42\% | ${ }_{13}^{43}$ | 139\% | ${ }_{3}^{4} \%$ | 18\% |
| Not applicable | ${ }^{50} 4 \%$ | 31 5 \% | 19 ${ }_{3}$ | $\begin{gathered} 14 \\ 14 \% \\ \text { EFG } \end{gathered}$ | 15\% | 11 3 \% | 3\% | 15\% | 5\% | ${ }^{8} \%$ | $8 \%$ | ${ }^{10} 3$ | ${ }^{5} \%$ | ${ }_{36}{ }^{6}$ | 24\% | 14 ${ }_{3}$ | ${ }_{3 \%}^{7}$ | 17 5 | ${ }^{25} 3$ | 10\% | ${ }_{3}{ }^{\text {\% }}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G - HIIJ/K/LIM - N/O - P/Q/R-STT/U
Overlap formulae used. ${ }^{\text {s }}$ small base

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-2)}{(18)}$ | $\begin{aligned} & \text { Mille- } \\ & \text { nilils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{ }$ | Boomers ${ }_{(55+)}^{\text {or olde }}$ | $\underset{\text { degree }}{\text { HS }}$ | JobSpecific training program progra | Some | Associate degree | Bachelor degree | Graduate | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }^{804} 67$ | 424 $69 \%$ | ${ }^{380} 6$ | $\begin{aligned} & 95 \\ & 75 \% \\ & G \end{aligned}$ | $\begin{gathered} 336 \\ \stackrel{81 \%}{ }{ }^{8 G} \end{gathered}$ | $\begin{gathered} 227 \\ \underset{G}{22 \%} \end{gathered}$ | ${ }^{146}$ 49\% | 160 $61 \%$ | ${ }^{38} 9$ | 140 $63 \%$ | 872\% | $\underset{\mathrm{H}}{250} \underset{\mathrm{H}}{25 \%}$ | $\begin{gathered} 130 \\ \text { HIJK } \\ \text { HIJ } \end{gathered}$ | $\frac{552}{0} 0$ | ${ }^{252} 6$ | $\begin{gathered} 370 \\ \underset{R}{70 \%} \end{gathered}$ | ${ }^{174} 66$ | 1920 | ${ }^{483}$ 63\% | 101 74 | $\begin{gathered} 131 \\ \underset{S}{73} \% \end{gathered}$ |
| Very prepared | ${ }_{39 \%}^{466}$ | $\begin{gathered} 256 \\ 42 \% \end{gathered}$ | 210 35 | 499\% | $\begin{aligned} & 196 \\ & 47 \% \\ & \mathrm{FG} \end{aligned}$ | ${ }_{3}^{136} \%$ | ${ }^{85}{ }^{29 \%}$ | 900 | 20\% | 73 $33 \%$ | ${ }_{32}{ }^{4}$ | $\begin{gathered} 156 \\ { }^{45 \%} \\ \hline K K \end{gathered}$ | $\begin{gathered} 83 \\ \text { H99\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 332 \\ 42 \% \\ 0 \end{gathered}$ | 134 ${ }^{13}$ | $\begin{aligned} & 236 \\ & { }^{45} \% \end{aligned}$ | 92 35 | ${ }^{100} 31 \%$ | 272 35 | 59\% | 900\% |
| Somewhat prepared | $\begin{gathered} 339 \\ 28 \% \end{gathered}$ | $\begin{gathered} 168 \\ 27 \% \end{gathered}$ | $\begin{gathered} 171 \\ 29 \% \end{gathered}$ | $\begin{aligned} & { }_{36}^{46} \\ & { }_{\mathrm{G}}^{2} \end{aligned}$ | $\begin{aligned} & 140 \\ & 34 \% \\ & \text { FG } \end{aligned}$ | 22\% | ${ }^{61}$ 1\% | 70 | 188\% | $\begin{aligned} & 67 \\ & 30 \% \end{aligned}$ | $\begin{aligned} & 42 \% \\ & 30 \% \end{aligned}$ | ${ }_{25}{ }^{27}$ | ${ }_{28}{ }^{27}$ | 221 28 | ${ }_{28 \%}^{118}$ | 134 | ${ }^{82}$ \% | 929\% | 211 27 | $\begin{aligned} & 42 \\ & 31 \% \end{aligned}$ | $\begin{aligned} & 41 \\ & 23 \% \end{aligned}$ |
| BOTTOM 2 BOX (NET) | ${ }_{24 \%}^{289}$ | ${ }_{23 \%}^{141}$ | ${ }^{148}$ | $\begin{aligned} & 24 \\ & 19 \% \end{aligned}$ | $\begin{aligned} & 60 \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 118 \\ & 32 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 88 \\ & 30 \% \\ & E \end{aligned}$ | $\begin{aligned} & 63 \\ & 24 \% \end{aligned}$ | ${ }_{28}^{18}$ | $\begin{aligned} & \frac{65}{299} \\ & M \end{aligned}$ | $\begin{aligned} & 37 \\ & 26 \% \end{aligned}$ | $\begin{aligned} & 78 \\ & 22 \% \end{aligned}$ | $\begin{aligned} & 28 \\ & 17 \% \end{aligned}$ | ${ }_{23 \%}^{181}$ | $\begin{gathered} 108 \\ 26 \% \end{gathered}$ | $\begin{gathered} 118 \\ 22 \% \end{gathered}$ | ${ }_{26 \%}^{68}$ | $\begin{aligned} & 90 \% \\ & 28 \% \end{aligned}$ | $\begin{gathered} 197 \\ 26 \% \end{gathered}$ | $\begin{aligned} & 23 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 329 \\ & 22 \% \end{aligned}$ |
| Not very prepared | 166\% | $\begin{aligned} & 78 \\ & \\ & \hline 13 \% \end{aligned}$ | 88\% | $14 \%$ | $33 \%$ | $\begin{aligned} & 84 \\ & \text { 23\% } \\ & \text { EG } \end{aligned}$ | 34\% | 27 $10 \%$ | $\begin{aligned} & 12 \\ & 19 \% \\ & M \end{aligned}$ | 26\% | $\begin{gathered} 29 \\ \text { 20\% } \\ \text { HM } \end{gathered}$ | $\begin{aligned} & 58 \\ & \begin{array}{c} 57 \\ 17 \% \\ \hline \end{array} \end{aligned}$ | 14\% | ${ }_{118}^{15}$ | ${ }_{11 \%}$ | 84\% | 31 $12 \%$ | 42\% | 98\% | $14 \%$ | 32\% |
| Not at all prepared | 123 $10 \%$ | 10\% | 60\% | 9\% | ${ }^{26} 6$ | ${ }_{9}^{34}$ | $\begin{gathered} 54 \\ \text { 18\% } \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 36 \\ & \begin{array}{l} 34 \% \\ \text { KL } \end{array} \end{aligned}$ | ${ }_{10}^{6} \%$ |  | $8{ }_{6}^{6}$ | 20\% | ${ }^{14} 9$ | ${ }^{63}$ | $\begin{aligned} & \begin{array}{l} 61 \\ 14 \% \\ \mathrm{~N} \end{array} \end{aligned}$ | 34\% | 37 <br> 14 | 47 $15 \%$ | 13\% | $9{ }_{6}$ | $7 \%$ $4 \%$ |
| Not applicable | ${ }^{113} 9$ | 49\% | ${ }_{11 \%}^{64}$ | 6\% | 22\% | 21 6\% | $\begin{gathered} \begin{array}{c} 62 \\ \text { DEF } \end{array} \text { ( }{ }^{21 \%} \end{gathered}$ | $\begin{aligned} & 40 \\ & \text { 45\% } \\ & \text { LM } \end{aligned}$ | ${ }_{12 \%}$ | 17\% | 17\% | 21 6 \% | ${ }^{10} 6$ | $53 \%$ | $\begin{aligned} & \text { 60 } \\ & { }^{14} \% \\ & \mathrm{~N} \end{aligned}$ | 39\% | 24\% | 37 $12 \%$ | 89\% | ${ }^{13} 9$ | ${ }^{10} 6$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O - P/Q/R - S/T/U
Proportions/Means: Columns Tested
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-2 \mathrm{Cn})}{(2)}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen }}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific program | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $849 \%$ | 444\% | $\begin{aligned} & 404 \\ & 68 \% \end{aligned}$ | 89\% | $\begin{gathered} 322 \\ 77 \% \\ \mathrm{FG} \end{gathered}$ | $\stackrel{244}{67 \%}$ | ${ }^{196} 6$ | 169 $64 \%$ | 34\% | 141 $64 \%$ | $\begin{aligned} & 99 \\ & 70 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 269 \\ & 77 \% \\ & \mathrm{HIJ} \end{aligned}$ | $\begin{aligned} & 137 \\ & 81 \% \\ & \text { HIJ } \end{aligned}$ | $\begin{gathered} 597 \\ 0.6 \% \\ 0 \end{gathered}$ | 252\% | 368\% | ${ }^{187}$ | 219\% | 511 67 | 101 | $\begin{gathered} 147 \\ 82 \% \\ S \end{gathered}$ |
| Very prepared | $\begin{gathered} 474 \\ 39 \% \end{gathered}$ | $\begin{gathered} 265 \\ 4{ }_{C}^{3} \% \end{gathered}$ | ${ }_{35 \%}^{210}$ | $\begin{aligned} & 53 \\ & 42 \% \end{aligned}$ | $\begin{aligned} & 191 \\ & \quad 46 \% \\ & \mathrm{FG} \end{aligned}$ | 131 ${ }^{136}$ | $\begin{aligned} & 99 \\ & 33 \% \end{aligned}$ | ${ }_{34}^{89}$ | 17\% | 29\% | $\begin{aligned} & 47 \\ & 33 \% \end{aligned}$ | $\begin{gathered} 163 \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 93 \\ \text { H5\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 367 \\ 47 \% \\ \hline \end{gathered}$ | ${ }^{107}$ 25\% | 212\% | ${ }^{100} 38$ | 122 ${ }^{128}$ | ${ }_{35 \%}^{267}$ | $\begin{aligned} & 76 \\ & 55 \% \\ & 5 \end{aligned}$ | ${ }_{\text {51 }}{ }^{92}$ |
| Somewhat prepared | $\begin{gathered} 374 \\ 31 \% \end{gathered}$ | $\begin{gathered} 180 \\ 29 \% \end{gathered}$ | ${ }_{33}^{195}$ | ${ }_{23}^{36}$ | ${ }_{31 \%}^{131}$ | ${ }_{31 \%}^{113}$ | $\begin{aligned} & 97 \\ & 33 \% \end{aligned}$ | ${ }_{30}^{80}$ | $\begin{aligned} & 17 \\ & 26 \% \end{aligned}$ | $\begin{aligned} & 76 \\ & 34 \% \end{aligned}$ | 52 37 | $\begin{gathered} 106 \\ 30 \% \end{gathered}$ | ${ }_{26}^{46}$ | 2299\% | ${ }_{35 \%}^{145}$ | $\begin{gathered} 157 \\ 30 \% \end{gathered}$ | ${ }_{33}^{87}$ | 97 $30 \%$ | ${ }_{3}^{245}{ }_{\mathrm{T}}^{2} \mathrm{~F}$ | $\begin{aligned} & 25 \\ & 18 \% \end{aligned}$ | $\begin{aligned} & 56 \\ & 31 \% \end{aligned}$ |
| BOTTOM 2 BOX (NET) | ${ }_{200}^{300}$ | $\begin{aligned} & 139 \\ & 23 \% \end{aligned}$ | ${ }_{27 \%}^{161}$ | $\begin{aligned} & 31 \\ & 25 \% \end{aligned}$ | $\begin{aligned} & 77 \\ & 18 \% \end{aligned}$ | $\begin{gathered} 111 \\ 30 \% \\ E \end{gathered}$ | $\begin{gathered} 81 \\ 27 \% \\ 27 \% \end{gathered}$ | $\begin{aligned} & 74 \\ & 28 \% \\ & { }^{28 \%} \end{aligned}$ | $\begin{gathered} 25 \\ \text { KLM } \end{gathered}$ | $\begin{aligned} & 71 \\ & 32 \% \\ & \text { LM } \end{aligned}$ | 31\% | 70\% | 29\% | ${ }_{21 \%}^{163}$ | $\begin{gathered} 137 \\ 33 \% \\ N \end{gathered}$ | 136 ${ }^{16 \%}$ | ${ }_{24}^{65}$ | 86 27 | $\underset{\mathrm{U}}{221}$ | ${ }^{26} 9$ | ${ }_{14}^{25}$ |
| Not very prepared | ${ }^{215} 18$ | ${ }^{95}{ }^{15}$ | 120\% | 20\% | 54\% | $\begin{aligned} & 80 \\ & { }_{22}^{22 \%} \\ & \hline \end{aligned}$ | 55\% | 20\% | $\begin{aligned} & \frac{1}{25} \\ & { }_{M} \end{aligned}$ | 20\% | ${ }^{23} 16 \%$ | 17\% | 20\% | ${ }^{119} 15$ | $\stackrel{96}{236}{ }_{N}^{96}$ | 106 20 | 40\% | 19\% | $\xrightarrow{158}$ | 20 $14 \%$ | ${ }^{16} 9$ |
| Not at all prepared | ${ }^{85}$ | 44\% | 41\% | ${ }_{4 \%}^{6}$ | 22\% | ${ }^{31} 9$ | ${ }_{9}^{26} 9$ | $\begin{gathered} 28 \% \\ L_{\mathrm{L}}^{2} \end{gathered}$ | ${ }^{13^{8}} \%$ | 27 $12 \%$ L | 8\% | 11 3 \% | 5\% | 44\% | $\begin{aligned} & 41 \\ & \begin{array}{l} 10 \% \\ \mathrm{~N} \end{array} \end{aligned}$ | 30 6 | ${ }^{25} 9$ | 25\% | 62\% | ${ }_{5}^{6}$ | 5\% |
| Not applicable | 57 | 31 5 \% | ${ }^{26} 4 \%$ | ${ }^{8} \%$ | 19 4 \% | ${ }^{11} 3$ | ${ }^{19} 6$ | $\begin{gathered} 19 \\ \text { LM }^{7} \% \end{gathered}$ | $\stackrel{5}{\mathrm{LM}^{8}}$ | 10 4 \% | $\begin{aligned} & { }^{11}{ }^{8} \% \\ & \text { LM } \end{aligned}$ | 10 ${ }_{3}$ | $\stackrel{3}{2 \%}$ | ${ }_{36}{ }^{6}$ | $\begin{aligned} & 31 \\ & 7^{7} \% \end{aligned}$ | 22 4 \% | 13 5 | 13 ${ }^{1 \%}$ | ${ }^{36} 5$ | ${ }^{10} 8$ | $8 \%$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G - HI/J/K/LIM - N/O - P/Q/R - STT/U
Proporitions/Means: Columns Tested
Overlap formulae used. $*$ small base

Base: All Qualified Respondents
5. Negotiating a promotion/salary increase

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\begin{gathered} \text { Gen } \mathbf{~} \mathbf{3 9}-54) \end{gathered}$ | $\underset{\substack{\text { Boomers } \\ \text { orolder } \\(55+)}}{ }$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | 607 50 | $\begin{gathered} 371 \\ 60 \% \\ C \end{gathered}$ | 236 40 | 55\% | 231 $55 \%$ | 174\% | 137 $46 \%$ | 139 | 27 $42 \%$ | ${ }^{106} 48 \%$ | 60\% | 170 $49 \%$ | $\begin{gathered} 104 \\ 62 \% \\ \text { IJKL } \end{gathered}$ | $\begin{gathered} 441 \\ 56 \% \\ \hline \end{gathered}$ | 166 $40 \%$ | 264 $50 \%$ | $\underset{R}{\substack{157 \\ \mathrm{R}}}$ | ${ }^{144} 4{ }^{4} \%$ | ${ }^{357} 46$ | 77\% | $\begin{gathered} 110 \\ 61 \% \\ \mathrm{~S} \end{gathered}$ |
| Very prepared | 321\% | $\begin{gathered} 210 \\ 34 \% \\ C \end{gathered}$ | $\begin{gathered} 111 \\ 19 \% \end{gathered}$ | $3{ }^{39}$ \% | $\begin{gathered} 134 \\ \begin{array}{c} 32 \% \\ G \end{array} \end{gathered}$ | 91 25 | $\begin{aligned} & 57 \\ & 19 \% \end{aligned}$ | 67\% | 142\% | ${ }_{19}^{43}$ | 26\% | $\begin{aligned} & 109 \\ & 39 \% \\ & 3 K \end{aligned}$ | $\begin{gathered} 62 \\ \text { 37\% } \\ \text { HIJK } \end{gathered}$ | $\underset{3}{256}$ | 65\% | $\begin{gathered} 153 \\ 29 \% \\ R \end{gathered}$ | $\begin{gathered} 84 \\ 32 \% \\ R \end{gathered}$ | 24\% | 1819 | $\begin{aligned} & 54 \\ & 39 \% \\ & \hline \end{aligned}$ | 60 33 S |
| Somewhat prepared | ${ }_{286}^{28 \%}$ | $\begin{gathered} 161 \\ 26 \% \end{gathered}$ | $\begin{gathered} 126 \\ 21 \% \end{gathered}$ | 25\% | ${ }_{23}^{93}$ | ${ }_{22}^{82}$ | ${ }_{21}^{81 \%}$ | $\begin{gathered} 727 \\ 27 \\ \hline 1 \end{gathered}$ | ${ }_{21}^{13}$ | $\begin{aligned} & \text { 293\% } \\ & \hline \text { 293 } \end{aligned}$ | 35\% | $\begin{aligned} & 61 \% \\ & 17 \% \end{aligned}$ | 42\% | ${ }^{185}$ | 101 $24 \%$ | $\begin{gathered} 111 \\ 21 \% \end{gathered}$ | $\begin{aligned} & 73 \\ & 27 \% \end{aligned}$ | ${ }^{80}$ | ${ }^{176}$ 23\% | 23\% | 51\% |
| BOTTOM 2 BOX (NET) | 535 | 2188\% | $\begin{gathered} 317 \\ 54 \% \\ \hline \mathrm{~B} \end{gathered}$ | 51 | 171\% | ${ }^{176}$ 48\% | $\begin{gathered} 136 \\ 46 \% \end{gathered}$ | 98\% | 32\% | $\begin{gathered} 107 \\ 48 \% \end{gathered}$ | 69\% | $\begin{aligned} & 167 \\ & 48 \% \end{aligned}$ | $\begin{aligned} & 62 \\ & 37 \% \end{aligned}$ | ${ }^{318} 41 \%$ | $\begin{aligned} & 217 \\ & 52 \% \\ & N \end{aligned}$ | $\begin{gathered} 249 \\ 47 \% \end{gathered}$ | $\begin{aligned} & 96 \\ & 36 \% \end{aligned}$ | $\begin{gathered} 155 \\ 449 \% \end{gathered}$ | $\begin{aligned} & 371 \\ & 48 \% \\ & \text { TU } \end{aligned}$ | 47 35 | 64\% |
| Not very prepared | 321\% | ${ }^{128}{ }_{21}$ | $\begin{gathered} 193 \\ 33_{B} \% \end{gathered}$ | 31 | ${ }^{98}{ }^{2} \%$ | ${ }^{114} 3$ | 78\% | 24\% | 176\% | 62\% | 42\% | 109 $31 \%$ $H$ | ${ }^{36}$ 2\% | 196\% | 125 30 | $\begin{gathered} 165 \\ \left.\begin{array}{c} 31 \% \\ Q \end{array}\right) \end{gathered}$ | 49\% | 87\% | $\underset{\mathrm{U}}{\stackrel{22}{224}}$ | 36\% | 35\% |
| Not at all prepared | 214 18 | 90\% | $\begin{gathered} 124 \\ 21 \% \\ B \end{gathered}$ | 20\% | 73 $18 \%$ | 62\% | 58\% | ${ }_{17}{ }^{4} \%$ | 15 ${ }^{15}$ | 45\% | ${ }^{26} 9$ | 17\% | 26\% | 122 16 | $\stackrel{92}{22 \%}$ | 84\% | 47\% | ${ }^{68}{ }^{1} \%$ | $\stackrel{147}{19 \%}$ | 118\% | 29 ${ }^{16 \%}$ |
| Not applicable | ${ }^{64} 5$ | 26\% | 38\% | 10\% | 15 4 \% | ${ }^{17} 5$ | 22\% | $\begin{aligned} & 25 \\ & 10 \% \\ & \text { LM } \end{aligned}$ | $\frac{5}{8 \%}$ | 9\% | $\begin{aligned} & 12 \\ & { }^{8} \% \end{aligned}$ | 12\% | ${ }_{1}^{1 \%}$ | 27\% | $\begin{aligned} & 37 \\ & { }_{\mathrm{N}}^{\mathrm{N}} \end{aligned}$ | 14 ${ }_{3}$ | 12\% | 20 $\mathrm{C}^{2} \%$ | 41 5 | ${ }^{13} 9$ | ${ }_{6}^{6}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

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

Base: All Qualified Respondents
6. Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, creating a resume, etc.)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\left(\begin{array}{c} \text { Gen } \\ \hline 184) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2ilils } \\ & (25-38) \end{aligned}$ | $\begin{gathered} \text { Gen } \mathrm{X} \\ (39-54) \end{gathered}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | 907 75 | 465 76 | 442 ${ }^{2}$ | 98\% | $\begin{gathered} 340 \\ 81 \% \\ F \end{gathered}$ | 246\% | 224 76 | ${ }^{193}$ | 44 $68 \%$ | ${ }^{155}$ | $97$ | $\begin{gathered} 277 \\ 80 \% \\ 1 \mathrm{~K} \end{gathered}$ | $\begin{gathered} 140 \\ \text { HIJK } \\ \text { HIJK } \end{gathered}$ | $\underset{\mathrm{O} 9 \%}{620}$ | 2888\% | 3999\% | 191 $72 \%$ | 250\% | 560 $73 \%$ | ${ }^{108} 8$ | $\begin{gathered} 153 \\ \stackrel{85 \%}{5} \end{gathered}$ |
| Very prepared | 477 | $\begin{gathered} 266 \\ { }_{43} \% \end{gathered}$ | 212 ${ }_{36 \%}$ | 47\% | ${ }^{182}$ 44\% | 134\% | ${ }_{39}^{114}$ | ${ }_{36}^{96}$ | 20\% | 80\% | ${ }_{3}^{46}$ \% | 154\% | $\begin{aligned} & 81 \\ & 48 \% \\ & 1{ }^{2} \% \end{aligned}$ | $\begin{gathered} 342 \\ 44 \% \\ \hline \end{gathered}$ | 135 32 | 213 $40 \%$ | ${ }_{36} 9$ | 1300 | 274 ${ }_{36}$ | 509\% | 83 ${ }^{46 \%}$ |
| Somewhat prepared | 430 ${ }^{36 \%}$ | 199 ${ }_{3}$ | 231 39 | 51 $40 \%$ | ${ }^{158} 8$ | 112\% | ${ }^{110} 37 \%$ | 97\% | ${ }_{36}^{23}$ | 75 ${ }^{74}$ | 51 36 | ${ }^{124} 3$ | ${ }_{36}^{60}$ | 277 ${ }_{35}$ | ${ }^{153}{ }_{36}$ | 187 ${ }^{185}$ | ${ }_{36 \%}^{96}$ | 120 37 | $\stackrel{287}{37 \%}$ | 20\% | 70 $39 \%$ |
| BOTTOM 2 BOX (NET) | ${ }_{2}^{265}$ | 129 ${ }^{12}$ | 137 $23 \%$ | 21\% | ${ }^{66}$ | $\begin{gathered} 114 \\ 314 \\ \text { DEG } \end{gathered}$ | 24\% | 61 $23 \%$ | $\begin{aligned} & 18 \\ & { }_{2} 7 \% \\ & M \end{aligned}$ | $\begin{aligned} & 65 \\ & { }^{69} \% \\ & \text { LM } \end{aligned}$ | 34 24 $M$ | ${ }^{65} 9$ | 24 $14 \%$ | ${ }^{152} 19 \%$ | $\begin{gathered} 114 \\ 27 \% \\ N \end{gathered}$ | ${ }_{118}^{18}$ | 61 ${ }^{63 \%}$ | 23\% | $\begin{gathered} 186 \\ 24 \% \\ u^{4} \end{gathered}$ | 23 $17 \%$ | 24\% |
| Not very prepared | 180 | 14\% | ${ }^{93} 16 \%$ | $12 \%$ | 44\% | $\begin{gathered} 87 \\ \text { DEG } \\ \hline 24 \% \end{gathered}$ | 37 $12 \%$ | $\begin{aligned} & 40 \\ & \begin{array}{l} 45 \% \\ 15 \% \end{array} \end{aligned}$ | $\begin{aligned} & 12 \\ & \begin{array}{l} 19 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 37 \\ 17 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 27 \\ & \begin{array}{l} 19 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 54 \\ & { }^{15 \%} \% \\ & M^{2} \end{aligned}$ | 10 6 \% | 105 $13 \%$ | 75\% | 83\% | ${ }_{16}^{42}$ | ${ }^{36}$ 11\% | 127\% | ${ }^{13} 9$ | ${ }^{17} \%$ |
| Not at all prepared | ${ }^{86}$ | 42\% | 44\% | ${ }_{7 \%}$ | ${ }^{23} 5$ | ${ }^{27} \%$ | ${ }_{9}^{27}$ | 20\% | 5\% | 28\% ${ }_{\text {13 }}^{\text {L }}$ | 8\% | 11 3 \% | $\begin{gathered} 14 \\ { }^{18 \%} \\ \hline \end{gathered}$ | 47\% | ${ }^{38} \%$ | ${ }^{35} \%$ | 19\% | 27 ${ }_{8}$ | 59\% | 10\% | 7 |
| Not applicable | ${ }_{3}^{33}$ | 21 3\% | 12\% | 7\% | ${ }^{11} 3 \%$ | ${ }_{2 \%}{ }^{\text {\% }}$ | ${ }^{8} \%$ | 9\% | ${ }_{5}^{3}$ | ${ }_{1}^{2}$ | $\underset{J_{\text {bi }}^{6}}{6}$ | ${ }^{7} \%$ | ${ }_{2}^{4}$ | 14\% | $\begin{aligned} & 19 \\ & { }_{5}^{5} \% \end{aligned}$ | 2\% | $\stackrel{13}{5} \%$ | ${ }_{2 \%}^{6}$ | 22 3\% | ${ }_{5}^{6}$ | ${ }_{2}^{4}$ |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | 367\% | 296 $100 \%$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | 222 | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | 349 $100 \%$ | ${ }^{168} \times 10 \%$ | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O - P/Q/R - S/T/U
Proportions/Means: Columns Tested
Overlap formulae used. ${ }^{\star}$ small base

Base: All Qualified Respondents
7. Choosing my benefits (e.g., health insurance, 401k, etc.)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\left(\begin{array}{c} \text { Gen } Z \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training $\underset{\text { tragram }}{\text { training }}$ | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $\begin{aligned} & 666 \\ & 55 \% \end{aligned}$ | $\begin{gathered} 377 \\ \underset{C}{61 \%} \end{gathered}$ | $\begin{gathered} 290 \\ 49 \% \end{gathered}$ | 59\% | $\begin{gathered} 223 \\ 53 \% \end{gathered}$ | 1915 | $\begin{gathered} 184 \\ \underset{F}{62 \%} \end{gathered}$ | $\begin{aligned} & 149 \\ & 57 \% \end{aligned}$ | 34 $52 \%$ | $\begin{gathered} 101 \\ 45 \% \end{gathered}$ | $\begin{aligned} & 70 \% \\ & 50 \% \end{aligned}$ | $\stackrel{202}{58 \%}$ | $\begin{gathered} 111 \\ \begin{array}{c} 66 \% \\ \mathrm{JK} \end{array} \end{gathered}$ | $\begin{gathered} 480 \\ 61 \% \\ 6 \end{gathered}$ | ${ }^{186}$ 44\% | $\begin{gathered} 310 \\ 59 \% \\ \mathrm{R} \end{gathered}$ | $\stackrel{152}{5} \%$ | 156\% | $\begin{gathered} 408 \\ 53 \% \end{gathered}$ | $\begin{aligned} & 92 \\ & 67 \% \\ & \hline \end{aligned}$ | ${ }^{109} 90$ |
| Very prepared | $\begin{aligned} & 357 \\ & 30 \% \end{aligned}$ | $\begin{gathered} 211 \\ 34 \% \\ \mathrm{C} \end{gathered}$ | ${ }^{146} \%$ | 29\% | ${ }^{130} 31 \%$ | ${ }^{102}$ | ${ }_{32}{ }^{6}$ | $\begin{aligned} & 82 \\ & 31 \% \\ & 15 \end{aligned}$ | 118\% | 43 $19 \%$ | 34\% | $\begin{gathered} 118 \\ 34 \% \\ 1.5 \end{gathered}$ | $\begin{aligned} & 70 \\ & { }^{2 \%} \% \end{aligned}$ | $\begin{gathered} 267 \\ 34 \% \\ 0 \end{gathered}$ | 90 $21 \%$ | $\begin{gathered} 173 \\ \underset{R}{33 \%} \end{gathered}$ | ${ }_{3}^{83} \%$ | 75\% | 213\% | 582\% | 582\% |
| Somewhat prepared | ${ }^{309} 26$ | $\begin{gathered} 165 \\ 27 \% \end{gathered}$ | $\begin{gathered} 144 \\ 24 \% \end{gathered}$ | $\begin{aligned} & 39 \\ & 31 \% \end{aligned}$ | $\begin{aligned} & 93 \\ & 22 \% \end{aligned}$ | ${ }_{29}^{89}$ | ${ }_{30}^{87}$ | ${ }_{256}^{66}$ | 22 35 | ${ }_{26}^{56 \%}$ | ${ }_{26}^{36}$ | ${ }_{24}^{85}$ | $\begin{aligned} & 41 \\ & 24 \% \end{aligned}$ | $\begin{gathered} 213 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 96 \\ & 23 \% \end{aligned}$ | $\begin{gathered} 137 \\ \\ \hline 6 \% \end{gathered}$ | ${ }_{26}^{68}$ | $\begin{aligned} & 81 \\ & 25 \% \end{aligned}$ | $\begin{aligned} & 195 \\ & 25 \% \end{aligned}$ | 35\% | 51\% |
| BOTTOM 2 BOX (NET) | 487 40 | $\begin{gathered} 214 \\ 35 \% \end{gathered}$ | $\begin{gathered} 273 \\ 46 \% \\ B \end{gathered}$ | $\begin{aligned} & 57 \\ & 45 \% \end{aligned}$ | $\begin{gathered} 172 \\ 41 \% \\ G \end{gathered}$ | $\begin{gathered} 164 \\ 45 \% \\ G \end{gathered}$ | $\begin{aligned} & 94 \\ & 32 \% \end{aligned}$ | ${ }_{3}^{93} \%$ | $\begin{aligned} & 27 \\ & 43 \% \end{aligned}$ | $\begin{aligned} & 115 \\ & 52 \% \\ & \text { HM } \end{aligned}$ | $\begin{aligned} & 63 \\ & 45 \% \\ & M \end{aligned}$ | 139 $40 \%$ | 50\% | 280 36 | $\begin{gathered} 207 \\ \stackrel{49}{\mathrm{~N}} \mathrm{~N} \end{gathered}$ | $\begin{gathered} 199 \\ 38 \% \end{gathered}$ | $\begin{gathered} 100 \\ 38 \% \end{gathered}$ | $\begin{gathered} 150 \\ 47 \% \\ \mathrm{P} \end{gathered}$ | $\begin{aligned} & 325 \\ & 425 \\ & \hline \end{aligned}$ | 40\% | 59\% |
| Not very prepared | ${ }^{315} 26$ | 150 ${ }^{15 \%}$ | ${ }^{165}$ | 35\% | 107 ${ }^{26 \%}$ | $\begin{gathered} 116 \\ 32 \% \\ G \end{gathered}$ | ${ }^{58}{ }^{2} \%$ | $\begin{aligned} & 65 \\ & { }_{25}^{55} \% \end{aligned}$ | $\begin{aligned} & 188 \\ & { }^{18} \% \end{aligned}$ | $\begin{aligned} & 72 \\ & 32 \% \\ & M \end{aligned}$ | $\begin{aligned} & 45 \\ & 32 \% \\ & M \end{aligned}$ | $\begin{aligned} & \frac{92}{26 \%} \\ & M \end{aligned}$ | 24\% | ${ }^{183}{ }_{23}$ | $\underset{{ }_{3}^{132}}{\substack{132}}$ | ${ }^{138} 26$ | 68\% | 83\% | 208\% | ${ }_{21}^{28}$ | 37 ${ }^{3}$ |
| Not at all prepared | 1714 | 63 $10 \%$ | $\begin{gathered} 108 \\ 18 \% \\ B \end{gathered}$ | 22\% | 65 $16 \%$ | 49\% | 36 $12 \%$ | 28\% | 15\% | 43 $19 \%$ | ${ }^{18} 18$ | ${ }_{13}^{47}$ | 27 16 | ${ }^{97}$ 12\% | 74 $18 \%$ | 61 $12 \%$ | ${ }_{12}^{32}$ | $\begin{gathered} \begin{array}{c} 66 \\ { }_{21}^{1 \%} \end{array} \end{gathered}$ | $\stackrel{117}{15 \%}$ | ${ }^{12} 9$ | 23 $13 \%$ |
| Not applicable | 53 | ${ }^{24} 4$ | 29\% | ${ }^{1} \%$ | 22 5 | 11 3 \% | 19\% | $\begin{gathered} 21 \\ { }_{\mathrm{L}}^{2} \% \end{gathered}$ | $\stackrel{3}{5 \%}$ | ${ }_{3 \%}^{6}$ | ${ }_{6}^{8}$ | ${ }_{2 \%}^{7}$ | 7 | ${ }^{25} 3$ | ${ }^{27}{ }^{7} \%$ | ${ }^{18} \%$ | 13\% | 13\% | 35\% | 5\% | ${ }^{12} \%$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HI/J/K/L/M - N/O - P/Q/R - S/T/U
Proportions/Means: Columns Tested
Overlap formulae used. ${ }^{*}$ small base
8. Networking skills (i.e., the exchange of information or services between individuals)

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (nilils } \\ & (25-38) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\underset{\text { Blue }}{\text { Collar }}$ | Pink Collar | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 770 \\ 64 \% \end{gathered}$ | $\begin{gathered} 423 \\ \underset{C}{49} \% \end{gathered}$ | $\begin{gathered} 348 \\ 59 \% \end{gathered}$ | $\begin{aligned} & 94 \\ & 75 \% \\ & G \end{aligned}$ | $\begin{gathered} 291 \\ \mathbf{G}, 0 \end{gathered}$ | $\begin{gathered} 233 \\ 64 \% \\ G \end{gathered}$ | $\begin{aligned} & 152 \\ & 51 \% \end{aligned}$ | $\begin{aligned} & 155 \\ & 599 \% \end{aligned}$ | $\begin{aligned} & 35 \% \\ & 55 \% \end{aligned}$ | $\begin{gathered} 118 \\ 53 \% \end{gathered}$ | ${ }^{93}{ }_{6}^{6}$ | $\begin{gathered} \text { 241 } \\ \text { 1J } \end{gathered}$ | $\begin{aligned} & 128 \\ & { }^{7} \% \\ & \mathrm{HIJ}^{2} \end{aligned}$ | $\begin{gathered} 550 \\ 70 \% \\ 0 \end{gathered}$ | 221 $53 \%$ | $\begin{gathered} 340 \\ 65 \% \end{gathered}$ | $\begin{gathered} 177 \\ 67 \% \end{gathered}$ | 191 $60 \%$ | 4594\% | $\begin{gathered} 103 \\ \substack{75 \% \\ S} \end{gathered}$ | $\begin{gathered} 127 \\ \substack{70 \% \\ S} \end{gathered}$ |
| Very prepared | ${ }_{3}^{398}$ | $\underset{{ }_{3}^{23}}{238}$ | $\begin{gathered} 160 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 46 \\ & 37 \% \\ & G \end{aligned}$ | $\begin{gathered} 167 \\ 40 \% \\ G \end{gathered}$ | ${ }_{32 \%}^{116}$ | ${ }_{23}^{69}$ | 80 ${ }^{81 \%}$ | 15\% | 58\% | 33 ${ }_{3}^{41}$ | $\stackrel{125}{36 \%}$ | $\begin{gathered} 82 \\ \text { HIJKL }^{42} \end{gathered}$ | $\stackrel{308}{39 \%}$ | 90\% | ${ }^{190} 36$ | 80\% | 89\% | ${ }_{28}^{28 \%}$ | 63 $46 \%$ 5 | 76 $42 \%$ S |
| Somewhat prepared | ${ }_{31}^{372}$ | ${ }^{185}$ 30\% | ${ }_{32 \%}^{188}$ | 488 | $\begin{gathered} 124 \\ 30 \% \end{gathered}$ | $\begin{gathered} 117 \\ 32 \% \end{gathered}$ | ${ }_{28}^{83}$ | 759\% | 26 $40 \%$ | 60\% | $49 \%$ | ${ }_{33 \%}^{117}$ | 27\% | ${ }_{31}^{241}$ | ${ }^{131} 31 \%$ | ${ }^{150} 29 \%$ | 98\% | ${ }^{102} 32$ | ${ }_{31}^{236}$ | 40\% | 518\% |
| BOTTOM 2 BOX (NET) | ${ }_{30}^{365}$ | ${ }^{158} \times$ | $\begin{gathered} 207 \\ 35 \% \\ B \end{gathered}$ | 23\% | 112 27 | ${ }_{32 \%}^{117}$ | $\begin{gathered} 107 \\ 36 \% \\ E \end{gathered}$ | 78 $30 \%$ | ${ }_{34}^{22}$ | $\begin{gathered} 96 \\ \text { HKLM } \end{gathered}$ | 38\% | 95\% | 37\% | 210 $27 \%$ | $\begin{gathered} 156 \\ \left.\begin{array}{c} 37 \% \\ N \end{array}\right) \end{gathered}$ | ${ }^{162}$ 31\% | 727\% | 111 $35 \%$ | $\begin{gathered} 261 \\ 3_{34} \% \end{gathered}$ | ${ }_{21}^{28}$ | 43 $24 \%$ |
| Not very prepared | 240 $20 \%$ | 102\% | $\begin{gathered} 138 \\ 23 \% \\ B \end{gathered}$ | $19 \%$ | 717\% | 83\% | ${ }^{67} 2$ | 47\% | 13 $21 \%$ | $\begin{gathered} 64 \\ \text { 29\% } \\ \text { HM } \end{gathered}$ | 25 $18 \%$ | ${ }^{66}$ 19\% | 25\% | ${ }^{148}{ }_{19}$ | 922\% | 114 | 41 $16 \%$ | 723\% | 164 | 22 $16 \%$ | 32\% |
| Not at all prepared | 125 | ${ }^{56} 9$ | ${ }_{1}^{69}$ 12\% | 10\% | 42\% | ${ }^{33} 9$ | 41 $14 \%$ | 30 $12 \%$ | 14\% | 32\% | ${ }^{13} 9$ | 29\% | ${ }^{12} \%$ | ${ }^{61} 8$ | $\begin{aligned} & \frac{64}{154} \\ & { }^{15 \%} \end{aligned}$ | ${ }^{48} \%$ | 31 $12 \%$ | 39\% | ${ }_{13}^{97}$ | ${ }_{6}^{6} \%$ | 12\% |
| Not applicable | ${ }^{70} 6$ | 34\% | ${ }^{37} \%$ | ${ }_{2}^{3}$ | ${ }^{15} 3$ | ${ }^{17} 5$ |  | $\begin{gathered} 30 \\ { }^{3011 \%} \end{gathered}$ | $\mathrm{JLM}^{1 \mathrm{~T}^{7} \%}$ | 8\% | ${ }^{10} \%$ | 12\% | ${ }_{2}^{4}$ | ${ }_{36}{ }_{3}$ | $\begin{aligned} & 44 \\ & { }^{40 \%} \% \\ & { }_{2} \end{aligned}$ | 24\% | ${ }^{15} 6$ | 18\% | $54 \%$ | ${ }_{6}^{6} \%$ | ${ }^{10} 6$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

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

Base: All Qualified Respondents


Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\operatorname{Gan} X}$ | Boomers or older (55 (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific program (I) | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | Blue Collar | $\begin{gathered} \text { Pink } \\ \text { Collar } \end{gathered}$ | White | $\begin{gathered} \text { African } \\ \text { American } \end{gathered}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Religion | 457\% | ${ }^{240} 39$ | 217 | 44\% | ${ }^{165} 39$ | $\begin{gathered} 153 \\ 42 \% \\ G \end{gathered}$ | 95\% | 85\% | 24\% | 92\% | 51 36 | ${ }^{147}{ }_{42}$ | 58\% | 277 35 | $\begin{gathered} 180 \\ \stackrel{43}{\mathrm{~N}} \end{gathered}$ | ${ }^{196}$ 37\% | 86\% | $\begin{gathered} 144 \\ 45 \% \\ Q \end{gathered}$ | ${ }^{303} 3$ | 44\% | ${ }_{38}^{69}$ |
| Art | ${ }^{432}$ | ${ }^{196}{ }_{32}$ | $\begin{gathered} 236 \\ 40 \% \\ \mathrm{~B} \end{gathered}$ | ${ }_{36}^{46}$ | ${ }^{144} 35$ | 134\% | ${ }^{108} 3$ | $\begin{aligned} & 96 \\ & 37 \% \\ & M \end{aligned}$ | $\begin{aligned} & 28 \\ & 44 \% \\ & M \end{aligned}$ | $\begin{aligned} & 89 \\ & 40 \% \\ & 40 \% \end{aligned}$ | $\begin{aligned} & 57 \\ & 40 \% \\ & M 0 \% \end{aligned}$ | $\begin{gathered} 124 \\ 36 \% \\ M \end{gathered}$ | ${ }^{38}{ }^{23}$ | 254 $32 \%$ | $\begin{gathered} 178 \\ \stackrel{7}{4} \% \\ \hline \end{gathered}$ | ${ }^{192}$ | ${ }_{34 \%}$ | ${ }^{125} 39$ | 281\% | ${ }_{38}{ }^{8} \%$ | 59\% |
| Physical education | 361 30 | ${ }^{156} 2{ }^{25 \%}$ | ${ }_{35}^{205}$ | 41\% | 120 ${ }^{29 \%}$ | 120 ${ }^{3} \mathbf{1}$ | 80\% | 72\% | 22\% | 75 $34 \%$ | 40\% | ${ }^{104} 30 \%$ | 47\% | 223 28 | 137 | ${ }^{158}{ }^{3} \%$ | 69\% | 111 35 | 233 ${ }^{3} \mathrm{O}$ | 35\% | ${ }_{31}^{56}$ |
| English literature | ${ }^{295}$ | ${ }^{156} 25$ | ${ }_{23}^{139}$ | $\begin{aligned} & 18 \\ & 14 \% \end{aligned}$ | ${ }_{23}^{96}$ | $\text { 90 } 9$ | $\begin{gathered} 91 \\ 31 \% \\ \text { Di\% } \end{gathered}$ | 54\% | 19\% | 62\% | 31 $22 \%$ | $\begin{aligned} & 966 \\ & 28 \% \end{aligned}$ | 33 $20 \%$ | ${ }^{195}$ | 100 $24 \%$ | ${ }^{132} 25$ | ${ }^{62} 26$ | ${ }_{26}^{83}$ | $\begin{gathered} 197 \\ 26 \% \end{gathered}$ | 26 $19 \%$ | 29\% |
| History | ${ }^{276}$ 23\% | ${ }^{151} 25$ | ${ }_{21 \%}^{125}$ | $28 \%$ | $\begin{gathered} 100 \\ 24 \% \end{gathered}$ | ${ }_{20}^{82 \%}$ | ${ }_{23}^{68}$ | 61 $23 \%$ | ${ }_{27}^{17}$ | $\begin{aligned} & 63 \% \\ & 28 \end{aligned}$ | $\begin{aligned} & 26 \\ & 19 \% \end{aligned}$ | $\begin{aligned} & 71 \\ & 20 \% \end{aligned}$ | $\begin{aligned} & 37 \% \\ & 27 \end{aligned}$ | ${ }^{175}$ | 101 ${ }_{24}$ | 131 ${ }^{25 \%}$ | $\begin{aligned} & 72 \\ & 27 \% \end{aligned}$ | $\begin{aligned} & 60 \\ & 19 \% \end{aligned}$ | ${ }^{165}$ | 30\% | 54\% |
| Geography | 214 18 | 11119 | 103\% | ${ }^{28} 2{ }^{2}$ | 717\% | 53 $15 \%$ | ${ }_{62}^{62}$ | ${ }^{38} 15$ | 154\% | ${ }^{48} 2$ | 25\% | 618\% | ${ }^{26}$ 15\% | ${ }^{128} 16$ | $8{ }^{86}$ | 83\% | 51 $19 \%$ | 71 | 131 $17 \%$ | ${ }_{13}^{18}$ | $4{ }^{42}$ |
| Political science | 209\% | 109\% | 100\% | 15\% | ${ }^{66}$ 16\% | 75\% | 54\% | 36\% | ${ }_{2}^{14}{ }_{2}^{12}$ | 20\% | 11\% | $\begin{aligned} & 71 \\ & 20 \% \\ & \mathrm{~K} \end{aligned}$ | ${ }^{26}$ 16\% | ${ }^{138} 18$ | 71\% | 87\% | 49\% | 62\% | 127 $17 \%$ | 23\% | 19\% |
| Foreign language | $\stackrel{205}{17 \%}$ | ${ }_{19 \%}^{114}$ | ${ }^{91} 15$ | 17 $14 \%$ | 136 | $\begin{aligned} & \begin{array}{l} \text { 20\% } \\ \text { 20\% } \end{array} \end{aligned}$ | 57 $19 \%$ | 52\% | 11 $16 \%$ | 189\% | 20 $14 \%$ | 17\% | 24 $14 \%$ | ${ }^{138} 18$ | 67 $16 \%$ | $\begin{gathered} 103 \\ 20 \% \\ \mathrm{R} \end{gathered}$ | ${ }_{18}{ }^{18}$ | 40 $13 \%$ | $\stackrel{143}{19 \%}$ | ${ }_{3}^{32}$ 23\% | 20 $11 \%$ |
| Math | $\begin{aligned} & 118 \\ & 10 \% \end{aligned}$ | ${ }^{61} 10 \%$ | 57 $10 \%$ | ${ }_{15}^{15}$ | $\begin{aligned} & 56 \\ & 136 \% \\ & \text { FG } \end{aligned}$ | ${ }^{28} 8$ | 19\% | 22\% | ${ }_{11}{ }^{7} \%$ | ${ }^{16} \%$ | ${ }_{11}^{15}$ | ${ }_{12}{ }^{2}$ | $\stackrel{16}{9 \%}$ | ${ }^{88} \%$ | 30\% | $\stackrel{48}{9 \%}$ | 11\% | 33 $10 \%$ | ${ }_{96}^{96}$ | 25 ${ }_{\text {18\% }}$ | ${ }_{9 \%}^{16}$ |
| Engineering | ${ }^{109} 9$ | 63 $10 \%$ | 47\% | $\begin{gathered} 20 \\ 16 \% \\ \mathrm{FG}^{2} \end{gathered}$ | $\begin{aligned} & 49 \\ & { }_{12}^{2} \% \\ & G \end{aligned}$ | 24\% | 16\% | 21\% | ${ }_{4 \%}^{3}$ | ${ }^{18} 8$ | 14\% | 34\% | 19\% | $73 \%$ | $\stackrel{36}{9 \%}$ | 44\% | ${ }^{23} 9$ | 11\% | ${ }_{99}^{9}$ | ${ }_{16}^{16}$ | ${ }^{11}$ 6\% |
| Business studies | ${ }^{99}{ }_{8}$ | ${ }_{10}^{62}$ | 37\% | ${ }_{5}^{6} \%$ | $\begin{aligned} & 51 \\ & \begin{array}{l} 12 \% \\ \mathrm{G} \end{array} \end{aligned}$ | 25\% | 17\% | 17\% | ${ }^{1} \%$ | ${ }^{16} \%$ | $\begin{aligned} & 14 \\ & 10 \% \\ & { }_{1} \end{aligned}$ | $\begin{aligned} & 33 \\ & 10 \% \\ & 1 \end{aligned}$ | 19 $11 \%$ | $\begin{aligned} & 79 \\ & 10 \% \\ & 0 \end{aligned}$ | 21 5 \% | ${ }^{50} 9$ | ${ }^{18} \%$ | ${ }_{86}{ }_{8}$ | ${ }_{46}^{6}$ | ${ }_{\text {17 }}^{24} \mathrm{~S}$ | 20 $11 \%$ |
| $\underset{\text { English (e.g., spelling, }}{ }$ grammar) | 91\% | 52\% | 39\% | ${ }_{6}^{7} \%$ | ${ }_{10}^{43}$ | 24\% | 17 $6 \%$ | 18\% | ${ }_{2 \%}^{1 \%}$ | $9 \%$ | 9\% | $\begin{aligned} & 36 \\ & 10 \% \\ & \text { 10 } \end{aligned}$ | 17\% | 66\% | 25\% | 38\% | 22\% | ${ }^{23} \%$ | 51\% | 17\% | 11\% |
| None of these | ${ }^{255}$ | ${ }^{133} 22 \%$ | ${ }^{122} 21 \%$ | 31 $24 \%$ | 67 $16 \%$ | $\begin{aligned} & 87 \\ & { }_{24}^{84} \\ & \hline \end{aligned}$ | 70 24 E | 59\% | 14 $21 \%$ | ${ }_{19}{ }^{4} \%$ | 30 $21 \%$ | 73 $21 \%$ | 36\% | 161\% | 92\% | 100\% | 55\% | 62\% | ${ }^{162} 21 \%$ | 28\% | 31\% |
| Sigma | $\begin{aligned} & 3122 \\ & 259 \% \end{aligned}$ | ${ }^{1604}{ }_{261 \%}$ | 1517 $256 \%$ | 316 $251 \%$ | 1083\% | $\begin{aligned} & 970 \\ & 265 \% \end{aligned}$ | 753\% | 631 $240 \%$ | ${ }_{274 \%}^{176}$ | 616 $278 \%$ | 347\% | 954 | 397\% | ${ }^{1996}$ | $\begin{gathered} 1126 \\ 268 \% \end{gathered}$ | $\begin{aligned} & 1362 \\ & 259 \% \end{aligned}$ | $\begin{aligned} & 674 \\ & 254 \% \end{aligned}$ | $\begin{aligned} & 881 \\ & 276 \% \end{aligned}$ | $\begin{aligned} & 1972 \\ & 257 \% \end{aligned}$ | $\begin{aligned} & 366 \\ & 266 \% \end{aligned}$ | ${ }_{281}{ }^{181}$ |

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has $\underset{\text { Certifications }}{\text { Multes/ }}$ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninals } \\ & (25-38) \end{aligned}$ | $\underset{(39-54)}{\text { Gen }} \mathbf{X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific training program $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\underset{\text { Pink }}{\text { Pollar }}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\underline{\text { Total US }}$ | Male | Female | $\begin{array}{r}\text { Gen Z } \\ (18.24) \\ \hline\end{array}$ | $\begin{aligned} & \text { Miliele } \\ & \text { Mine } \\ & \text { (25.38) } \end{aligned}$ |  | $\begin{gathered} \text { Boomers } \\ \text { orsdor } \\ \text { onter } \end{gathered}$ | $\underset{\text { degree }}{\mathrm{HS}}$ | $\begin{gathered} \text { Job- } \\ \substack{\text { Jpecific } \\ \text { training } \\ \text { program }} \end{gathered}$ | Some college | $\begin{aligned} & \text { Associate } \\ & \text { degree } \end{aligned}$ | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | Graduate degree | Yes | No | White Collar | (Bue <br> Collar <br> - | ${ }_{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
|  | 1055\% | ${ }_{87}^{535}$ | 520 88 | ${ }^{101}$ | ${ }^{363} 8$ | 3218\% | $\begin{gathered} 268 \\ 980 \\ \hline 1 \% \end{gathered}$ | 221\% | 52\% | $\stackrel{192}{86 \%}$ | $\begin{aligned} & \text { 130 } \\ & 93 \% \end{aligned}$ | 810\% | 150\% | ${ }_{86 \%}^{679}$ | ${ }^{376} 89$ | 464\% | 230\% | 2818\% | ${ }^{689}$ \% | ${ }^{113} 8$ | ${ }^{155} \times$ |
| An education revolution approach to education, skills training, and better prepare people for the workforce. | ${ }^{1052} 8$ | ${ }^{525} 5$ | ${ }^{527} 9$ | ${ }^{103} 8$ | ${ }^{358 \%}$ | ${ }^{331} 9$ | 260\% | ${ }^{226}$ 86\% | 52\% | $\begin{aligned} & 208 \\ & 14{ }^{49} \end{aligned}$ | 127\% | $\stackrel{298}{85}$ | ${ }^{141} 84$ | 884\% | 368\% | ${ }_{90}^{472}$ | ${ }^{215}$ | ${ }^{282}$ 8\% | ${ }^{671} \%$ | 129\% | ${ }^{155}$ |
| Colleges place more emphasis on grades than | 1009 $84 \%$ | ${ }^{513} 8$ | ${ }^{496 \%}$ | 94\% | ${ }^{354 \%}$ | $\begin{aligned} & 325 \\ & 8.9 \% \\ & \text { DG } \end{aligned}$ | ${ }^{239} 8$ | 196\% | 83\% | ${ }_{8}^{182}$ | $\begin{gathered} 123 \\ { }_{H}^{8 \%} \% \end{gathered}$ | $\begin{aligned} & 312 \\ & 88 \% \\ & { }_{4}^{2 \%} \end{aligned}$ | $\begin{aligned} & 143 \\ & { }_{8}^{58 \%} \end{aligned}$ | ${ }^{669} \%$ | ${ }^{340} 81 \%$ | ${ }^{467} 8{ }^{88}{ }^{\text {R }}$ | 202\% | ${ }^{260} 8$ | ${ }^{635}$ | ${ }_{886}^{118}$ | ${ }^{148} 8$ |
| It takes skills typically not taught in school to get a job. | ${ }^{1007} 8$ | ${ }^{503}$ | 504\% | ${ }_{8102}^{102}$ | ${ }^{345} 8$ | 317\% | ${ }^{243} 8$ | 225\% | 85\% | ${ }_{8}^{182 \%}$ | 120\% | ${ }_{84}^{293}$ | 132\% | ${ }_{857}^{657}$ | ${ }^{351}$ | ${ }^{463} 8$ | 210\% | ${ }_{82}^{263}$ | ${ }^{655} \%$ | 116\% | 144\% |
| The education system has failed to evolve to meet the needs of the workforce. | ${ }^{966 \%}$ | ${ }^{477}{ }^{7}$ | ${ }^{489} 9$ | ${ }^{103} 8$ | 340 $81 \%$ | 287\% | 237 80 | 194\% | 50\% | ${ }^{185}$ | 115\% | - ${ }_{\text {839\% }}^{\text {83 }}$ | 132\% | 631\% | ${ }^{335}$ | ${ }_{8}^{432}$ | ${ }^{208} 8$ | ${ }^{248} 9$ | ${ }^{615} 8$ | 110\% | $\stackrel{146}{81 \%}$ |
| Schools are not preparing sthey need to be successful in the workplace. | ${ }^{961} 8$ | 470\% | ${ }^{498}{ }_{8}$ | ${ }^{106}$ | ${ }^{330} 79$ | ${ }^{292} 8$ | ${ }^{225} 76$ | 204\% | 84\% | 179 ${ }^{17}$ | ${ }^{115} 8$ | $\begin{gathered} 286 \\ \begin{array}{c} 82 \% \\ M \end{array} \end{gathered}$ | ${ }^{121}$ | ${ }_{79}^{620}$ | 340 $81 \%$ | ${ }^{441}{ }_{8}^{44}$ | 199\% | ${ }^{248} 8$ | ${ }_{79}^{609}$ | ${ }^{108} 7$ | 142\% |
| Educational institutions give students false hope give students false hope about climbing the career ladder quickly after school | ${ }^{905}$ | 459\% | 446\% | 89\% | 306\% | 289\% | ${ }^{2} 200$ | 179\% | 50\% | ${ }_{\text {179\% }}^{17}$ | $\stackrel{112}{80 \%}$ | ${ }^{2676 \%}$ | ${ }^{122} 73 \%$ | 591 ${ }^{\text {\% }}$ | 314\% | 405\% | 193\% | ${ }^{237} 74$ | ${ }^{583} \%$ | 106\% | 126\% |
| Schools have limited resources to prepare students for the workforce | 8944 | ${ }^{443}$ \% | ${ }^{446} 5$ | ${ }^{92}$ \% | $\begin{gathered} 324 \\ \begin{array}{c} 88 \% \end{array} \end{gathered}$ | 273\% | 205\% | 190\% | 43\% | $\stackrel{173}{78 \%}$ | 103\% | 259\% | 127\% | 591\% | ${ }^{303} 72 \%$ | 397\% | 1974\% | ${ }^{232}$ 73\% | 566\% | 109\% | 1270\% |
| Schools are doing a aood generation of ororers for what the needs are after | 555\% | $\begin{gathered} 329 \\ 54 \\ \hline \end{gathered}$ | ${ }^{226}$ \% | 53\% | $\underset{\substack{217 \\ 52}}{2}$ | 168\% | 117 $40 \%$ | $\begin{aligned} & \left.\begin{array}{l} 1362 \\ 13 \\ 15 \end{array}\right) \end{aligned}$ | ${ }_{35 \%}$ | ${ }_{33}^{74}$ | ${ }_{43 \%}^{60}$ | ${ }_{15}^{171}$ | $\underset{15}{94 \%}$ | ${ }_{5}^{401 \%}$ | ${ }_{3}^{154} \%$ | $\underset{R}{254}$ | $\underset{R}{144 \%}$ | 1218\% | 312 $41 \%$ | ${ }_{\text {S }}^{67}$ | ${ }_{5}^{96}$ |

[^1]Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& \& Male \& Female \& \({ }_{\substack{\text { Gen Z } \\(18-24)}}\) \& \begin{tabular}{c} 
Mille- \\
(2in-38) \\
(25) \\
\hline
\end{tabular} \& \({ }_{(39-54)}^{\text {Gen }}\) \& \begin{tabular}{l}
Boomers
or ordder \\
(55+)
\end{tabular} \& \[
\underset{\text { degree }}{\mathrm{HS}}
\] \&  \& \({ }_{\text {Sollege }}^{\substack{\text { Some } \\ \text { cold }}}\) \& \[
\begin{gathered}
\text { Associate } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{gathered}
\text { Bachelor } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{gathered}
\text { Graduate } \\
\text { degree }
\end{gathered}
\] \& Yes \& No \& \({ }_{\text {White }}^{\text {Whilar }}\) \& Blue
Collar \& \({ }_{\text {Pink }}^{\text {Pink }}\) \& White \& \({ }_{\text {A }}^{\text {Arrican }}\) American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (0) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 \\
\hline Schools are doing a yood
iob of preparing the next job of preparing the nexl shaat the needs are atter \& \({ }^{651}\) \& \({ }^{285}\) \& \[
\begin{aligned}
\& 365 \\
\& { }_{6 B}^{6 \%}
\end{aligned}
\] \& 738 \& 200 \(48 \%\) \& 199\% \& \(\stackrel{179}{60 \%}\) \& \(\stackrel{127}{48 \%}\) \& \[
\begin{gathered}
42 \\
\text { HL5\% } \\
\text { HLM }
\end{gathered}
\] \& \[
\begin{aligned}
\& { }^{148}{ }^{146} \% \\
\& \text { HLM }
\end{aligned}
\] \& \({ }^{80} \%\) \& \(\stackrel{177}{51 \%}\) \& 77\% \& \({ }^{384} 49 \%\) \&  \& \({ }_{52 \%}^{272}\) \& \({ }^{122} 46 \%\) \& \[
\begin{aligned}
\& 1992 \% \\
\& \mathrm{P} \mathrm{BQ}^{2}
\end{aligned}
\] \& \(456 \%\)
5U \& 51\% \& 85\% \\
\hline Schools have limited resources to prepare
students for the workforce \& \({ }^{312} 26\) \& \({ }^{166}\) \& 146\% \& 34\% \& \({ }_{22}^{92}\) \& 96\% \& \(\underset{\text { 31\% }}{\text { 91\% }}\) \& 728\% \& \({ }_{31}^{21}\) \& \(\stackrel{49}{22 \%}\) \& 38\% \& 26\% \& 41
\(24 \%\) \& 194\% \& 117\% \& \({ }^{135}\) \& \({ }^{68} \%\) \& \({ }^{87} \%\) \& \({ }^{202}\) 26\% \& 28\% \& 54\% \\
\hline Educational institutions give students false hope ladder quickly after school. \& \({ }^{301}\) 25\% \& 155\% \& 146\% \& 36\% \& \({ }^{112} 27\) \& 71\% \& 76\% \&  \& 23\% \& \({ }_{26}^{46}\) \& 29\% \& 82\% \& \(\stackrel{46}{27}\) \& 194\% \& 107\% \& \({ }^{123}\) \& 73\% \& 82\% \& \({ }^{186}\) \& 32\% \& 55\% \\
\hline Schools are not preparing
students with the skils they need to be successful
in the workplace in the workplace. \& \({ }^{245}\) \& \({ }_{\text {23 }}^{14}\) \& -101 17 \& 19\% \& 87\% \& - \({ }_{18}^{67}\) \& 71\% \& 52\% \& 10\% \& \({ }_{19}^{43}\) \& 25\% \& -62\% \& 289\% \& \({ }^{166}\) \& \({ }^{80} 19 \%\) \& 86\% \& \({ }^{66}\) \& \({ }_{21}{ }^{72}\) \& 160 \({ }_{21}\) \& 29\% \& 22\% \\
\hline The education system has
failed toevolvesto meet the faled to evolve tomeet
needs of the workforce. \& \({ }^{240} 20 \%\) \& \({ }^{137}\) \& \(\stackrel{103}{17 \%}\) \& \({ }_{18}^{23}\) \& \(78 \%\)
\(19 \%\) \& 82\% \& 20\% \& 269\% \& \({ }_{22}^{14}\) \& 37\% \& \({ }^{26}\) 18\% \& 17\% \& \({ }^{36} \%\) \& \({ }^{155}\) \& 85\% \& 95\% \& 22\% \& 22\% \& 153\% \& 20\% \& 35\% \\
\hline It takes skills typically not
taught in schoop to get a job. \& 199\% \& 111\% \& 87\% \& 24\% \& \({ }_{17}^{7} \%\) \& 43\% \& 53\% \& 37
\(14 \%\) \& 14\% \& \({ }_{18}^{40}\) \& \({ }^{20} \%\) \& \({ }^{56}\) \% \& \({ }^{36}\) 2\% \& 129\% \& \({ }_{17}^{69}\) \& \({ }_{12 \%}^{64}\) \& \({ }_{\text {P }}^{25}\) \& 18\% \& \({ }^{11} 16 \%\) \& 21 15 \& 37\% \\
\hline Colleges place more emphasis on grades than
on preparing you for a job \& 1979\% \& 101
\(16 \%\) \& \({ }_{16} 9\) \& \({ }^{32}\) \& 67
\(16 \%\) \& \({ }_{11}^{42}\) \& 57

$19 \%$ \& - $\begin{gathered}67 \\ \text { LL% }\end{gathered}$ \& 18\% \& ${ }_{18 \%}$ \& 12\% \& 37\% \& 25\% \& 117\% \& ${ }_{19 \%}$ \& -11\% \& - ${ }_{\text {24 }}^{14}$ \& | 60\% |
| :--- |
| 19 | \& ${ }^{133} 17 \%$ \& 14\% \& 82\% <br>

\hline An education revolution approach to education,
skills training, and
Iearn tearning, is needed to
better preare people for
the worktorce. \& $\underset{1}{154}$ \& 89\% \& 11\% \& ${ }_{18}^{23}$ \& 59\% \& 36
$10 \%$ \& - ${ }^{36}$ 12\% \& - ${ }_{14 \%}$ \& 120 \& ${ }^{14} \%$ \& 14. \& 515\% \& 27\% \& ${ }_{13}^{102}$ \& 52\% \& 55\% \& - $10 \%$ \& 38\% \& ${ }_{13}^{97}$ \& ${ }_{6}^{8}$ \& 27\% <br>

\hline | Teaching basic economic |
| :--- |
|  lacking in schools today | \& $\stackrel{151}{13 \%}$ \& 80 ${ }^{80}$ \& 72\% \&  \& ${ }_{13}^{54}$ \& ${ }_{12}^{45}$ \& ${ }_{9}^{28}$ \& 42

4
$16 \%$ \& ${ }_{\text {129\% }}^{12}$ \& 30\% \& 10\% \& - ${ }^{39}$ \% \& 18\% \& $\stackrel{107}{14 \%}$ \& ${ }_{11}^{45}$ \& ${ }_{12 \%}^{63}$ \& ${ }_{13}^{35}$ \& ${ }^{38}$ \& ${ }_{11 \%}^{83}$ \& ${ }_{18}^{25}$ \& 26
$14 \%$ <br>
\hline
\end{tabular}

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

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HSS }}$ | Job- <br> $\begin{array}{c}\text { specific } \\ \text { training } \\ \text { program }\end{array}$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| TOP 2 BOX (NET) | ${ }^{905}$ | 459\% | 446\% | 89 | ${ }^{306} 73 \%$ | 289\% | 220 $74 \%$ | 179 68 | 50\% | $\underset{\mathrm{H}}{176}$ | $\begin{gathered} 112 \\ 80 \% \\ \mathrm{H} \end{gathered}$ | 267\% | ${ }^{122} 73 \%$ | 591\% | 314 75 | 405 | 193\% | 237 $74 \%$ | ${ }^{583} 76$ | 106\% | 126 $70 \%$ |
| Strongly agree | 337 ${ }^{28 \%}$ | ${ }^{169}$ 28\% | ${ }^{168}$ | $38{ }_{30}$ | $\begin{gathered} 131 \\ \left.\begin{array}{c} 31 \% \\ G \end{array}\right) \end{gathered}$ | ${ }^{102}$ | 26\% | 55 | 188\% | ${ }_{31}^{69}$ | 419\% | 95\% | 59 <br> $35 \%$ | ${ }^{227}$ 29\% | 110 $26 \%$ | 160 $30 \%$ | 65\% | 93 ${ }^{99 \%}$ | ${ }_{26}^{204}$ | ${ }_{35}{ }^{38}$ | 54\% |
| Somewhat agree | ${ }^{5688}{ }_{4}$ | 2900 | 278\% | 51 $41 \%$ | ${ }^{174} 4$ | $\begin{gathered} \text { 188 } \\ \substack{19 \\ E} \end{gathered}$ | $\begin{gathered} 155 \\ \stackrel{c}{52 \%} \\ E \end{gathered}$ | 124\% | 32\% | 107 $48 \%$ | 71 $50 \%$ | $\begin{gathered} 171 \\ 49 \% \\ M \end{gathered}$ |  | 364 46 | 204 48 | 245 ${ }_{46}$ | 127 48 | 145\% | ${ }^{379} 49$ | 57 | $72 \%$ |
| BOTTOM 2 BOX (NET) | 301 25 | ${ }^{155}{ }^{25 \%}$ | ${ }^{146}$ | ${ }^{36}$ 29\% | 112 ${ }^{17}$ | 77 $21 \%$ | $\begin{aligned} & 76 \\ & 26 \% \end{aligned}$ | $\begin{aligned} & 84 \\ & 32 \% \\ & \mathrm{JK} \end{aligned}$ | 15\% | ${ }^{46}$ 2 $\%$ | 29\% | 824\% | ${ }_{26}^{46}$ | 194\% | 107 25 | ${ }^{122} 23$ | 73\% | 826\% | ${ }^{186}$ | 32\% | 35\% |
| Somewhat disagree | 244 20 | 121 ${ }^{12}$ | ${ }_{123}^{123}$ | 22\% | 85\% | 67\% | ${ }^{62}$ 2\% | 67\% | 130\% | ${ }^{36}$ 16\% | 26\% | ${ }^{66}$ 19\% | 37\% | 157 $20 \%$ | 88\% | ${ }^{105} 20$ | $\stackrel{57}{21 \%}$ | 64\% | 152\% | 22 $16 \%$ | ${ }^{46}$ \% |
| Strongly disagree | ${ }_{56}^{56}$ | 34 5 | 23\% | 7\% | ${ }_{26}^{66}$ | ${ }^{10} 3 \%$ | 11 4 \% | ${ }^{16} 6$ | $\frac{2}{3 \%}$ | 10 5 \% | ${ }_{2}^{3}$ | $\stackrel{16}{5 \%}$ | ${ }_{5 \%}$ | ${ }^{38}$ | 19\% | ${ }^{17} 3$ | ${ }^{15} 6$ | ${ }^{18} 6$ | ${ }^{34} 4$ | ${ }^{10} \%$ | ${ }_{5}^{8}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | ${ }^{417} 0$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{2966}$ | 263 $100 \%$ | -64\% | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 100\% | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | 265 100 | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 1810\% |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HSS }}$ | Job- specific taing training program | Some | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | ${ }_{\text {Pink }}^{\text {Por }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | ${ }_{84 \%}^{1009}$ | $\begin{gathered} 513 \\ 84 \% \end{gathered}$ | $496$ | $\frac{94}{75 \%}$ | $\begin{gathered} 351 \\ 84 \% \end{gathered}$ | $\begin{gathered} 325 \\ 89 \% \\ \text { DG } \end{gathered}$ | $\begin{gathered} 239 \\ 81 \% \end{gathered}$ | ${ }^{196}$ | $\begin{aligned} & 53 \\ & 82 \% \end{aligned}$ | $\begin{gathered} 182 \\ 82 \% \end{gathered}$ | $\begin{gathered} 123 \\ 88 \% \\ H \end{gathered}$ | $\stackrel{312}{89 \%}$ | $\begin{gathered} 143 \\ 85 \% \\ H \end{gathered}$ | ${ }_{85 \%}^{669}$ | $\begin{gathered} 340 \\ 81 \% \end{gathered}$ | $\begin{aligned} & 467 \\ & 89 \% \\ & \text { QR } \end{aligned}$ | ${ }_{76 \%}$ | ${ }_{81 \%}^{260}$ | ${ }_{83}^{635}$ | ${ }_{86 \%}^{118}$ | $\begin{gathered} 148 \\ 82 \% \end{gathered}$ |
| Strongly agree | 421 ${ }^{35 \%}$ | 214 35 | ${ }_{35 \%}^{207}$ | $\begin{aligned} & 47 \% \end{aligned}$ | $\begin{gathered} 150 \\ 36 \% \end{gathered}$ | $\begin{gathered} 129 \\ 35 \% \end{gathered}$ | ${ }_{32}^{95}$ | ${ }_{30}^{81 \%}$ | $\begin{aligned} & 24 \\ & 37 \% \end{aligned}$ | ${ }_{30}^{66}$ | $\begin{aligned} & 58 \\ & 41 \% \end{aligned}$ | $\begin{gathered} 131 \\ 37 \% \end{gathered}$ | $\begin{aligned} & 61 \\ & 36 \% \end{aligned}$ | ${ }^{275}$ | ${ }_{35 \%}^{145}$ | ${ }_{36 \%}^{190}$ | ${ }_{33}^{89}$ | ${ }_{34 \%}^{108}$ | ${ }_{33}^{257}$ | $\begin{aligned} & 59 \\ & 43 \% \end{aligned}$ | ${ }_{36}^{65}$ |
| Somewhat agree | 588\% | 300 $49 \%$ | $\stackrel{289}{49 \%}$ | $\begin{aligned} & 48 \\ & 38 \% \end{aligned}$ | 201 48 | $\begin{gathered} 196 \\ \substack{54 \% \\ D} \end{gathered}$ | 1449 | 115 $44 \%$ | 29\% | ${ }^{116} 52 \%$ | 65\% | 1815 | 82\% | 393\% | ${ }^{195} 46$ | $\underset{\mathrm{Q}}{277}$ | 113 $43 \%$ | 151 $47 \%$ | 3789\% | 53\% | 83\% |
| BOTTOM 2 BOX (NET) | $\stackrel{197}{16 \%}$ | $\begin{gathered} 101 \\ 16 \% \end{gathered}$ | ${ }_{16 \%}^{96}$ | $\begin{aligned} & 32 \\ & 35 \% \\ & 25 \% \end{aligned}$ | ${ }^{67} 16$ | $\begin{aligned} & 42 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 57 \\ & { }^{19 \%} \% \\ & { }^{2} \end{aligned}$ | $\begin{gathered} \quad \begin{array}{c} 67 \\ \text { KLM } \end{array} \text { ( }{ }^{25 \%} \end{gathered}$ | 118\% | ${ }^{40} 18$ | 17\% | 11\% | 25\% | ${ }^{117} 15$ | 80\% | 11\% | $\begin{aligned} & { }^{24} \\ & 24 \% \\ & \hline \end{aligned}$ | 60 <br> 19 | 133 | 19 | 32\% |
| Somewhat disagree | $\stackrel{171}{14 \%}$ | 14\% | 84\% | $\stackrel{26}{20} \%$ | 57 $14 \%$ | 36 $10 \%$ | $\stackrel{52}{17 \%}$ | $\begin{gathered} 59 \\ \text { KLM } \end{gathered}$ | 117\% | 179\% | 15\% | 29\% | $18 \%$ | ${ }^{99}$ 13\% | 72 | ${ }^{50} 9$ | 57 ${ }_{\text {22\% }}$ | 52 $16 \%$ | 121 16 | $14 \%$ | ${ }_{13}^{24}$ |
| Strongly disagree | ${ }_{26}^{26}$ | 14\% | 12\% | ${ }_{5}^{6} \%$ | ${ }_{2 \%}{ }^{\text {\% }}$ | 1\% | ${ }_{2}^{5} \%$ | ${ }_{3 \%}^{8}$ | * | $1 \%$ | 2\% | ${ }_{2 \%}^{7}$ | $7 \%$ $4 \%$ | ${ }^{18} 8$ | ${ }_{2 \%}^{8}$ | 10 ${ }_{2}$ | ${ }_{2 \%}^{6}$ | ${ }^{7} \%$ | ${ }^{13} 2$ | 5\% | $\stackrel{8}{5 \%}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{G}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (25-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{(3)}$ | $\begin{aligned} & \text { Boomers } \\ & \text { or older } \\ & (55+) \end{aligned}$ | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | Blue Collar | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 961 \\ 80 \% \end{gathered}$ | $470 \%$ | $\begin{gathered} 490 \\ 83 \% \\ B \end{gathered}$ | $\begin{aligned} & 106 \\ & 85 \% \end{aligned}$ | $\begin{gathered} 330 \\ 79 \% \end{gathered}$ | ${ }_{82 \%}^{299}$ | ${ }^{225} 76$ | $\begin{gathered} 204 \\ 78 \% \end{gathered}$ | $\begin{aligned} & 544 \\ & 85 \% \end{aligned}$ | $\begin{gathered} 179 \\ 81 \% \end{gathered}$ | $\begin{gathered} 115 \\ 82 \% \end{gathered}$ | $\begin{gathered} 286 \\ \underset{M}{28 \%} \end{gathered}$ | 121 $72 \%$ | 620 $79 \%$ | $\begin{gathered} 340 \\ 81 \% \end{gathered}$ | $\begin{gathered} 441 \\ 84 \% \\ \hline \end{gathered}$ | 199\% | 2488\% | $\stackrel{609}{79 \%}$ | ${ }^{108} 79$ | 142\% |
| Strongly agree | ${ }_{35 \%}^{418}$ | ${ }_{32 \%}^{198}$ | $\begin{array}{r} 219 \\ 37 \% \end{array}$ | $\begin{aligned} & 40 \\ & 32 \% \end{aligned}$ | ${ }^{156}$ 37\% | 131 $36 \%$ | 90\% | ${ }_{31}^{82}$ | $\begin{gathered} 30 \\ \text { HLT\% } \\ \text { HLM } \end{gathered}$ | 89\% | 51 ${ }^{56 \%}$ | ${ }_{33}^{116}$ | 50\% | 277 ${ }_{35}$ | 141 $34 \%$ | 180 34 | 90\% | 120 38 | 259 ${ }^{34}$ | 49\% | 73 $40 \%$ |
| Somewhat agree | $543 \%$ | ${ }^{272} 44 \%$ | 271 46 | ${ }_{53}^{66}$ | ${ }^{174} 42 \%$ | ${ }^{168}{ }^{46 \%}$ | 135 $46 \%$ | 123 ${ }^{17 \%}$ | 24\% | 90 $41 \%$ | 64\% | ${ }^{170} 49 \%$ | 71 | ${ }^{344} 4{ }^{4}$ | 199\% | $\begin{gathered} 260 \\ 49 \% \\ \mathrm{R} \end{gathered}$ | 109 ${ }^{41 \%}$ | 128\% | 350 $46 \%$ | 58\% | ${ }_{38}^{69}$ |
| BOTTOM 2 BOX (NET) | 245 $20 \%$ | $\underset{\substack{144 \\ 23 \%}}{ }$ | 101\% | 19\% | 87\% | 67 $18 \%$ | 71 $24 \%$ | 28\% | 10 $15 \%$ | ${ }_{19}^{43}$ | 25 ${ }^{2} \%$ | 18\% | 28\% | ${ }^{166}$ | ${ }^{80} 19 \%$ | ${ }^{86}$ | $\stackrel{66}{25 \%}$ | 712\% | 160 | 29 ${ }^{21}$ | 22\% |
| Somewhat disagree | 192\% | ${ }^{103} 17$ | 89\% | ${ }_{16}^{16}$ | 59\% | 54\% | ${ }_{22}^{62}$ | 48\% | ${ }_{13}{ }^{8}$ | ${ }^{28} 13 \%$ | 24\% | ${ }_{14}{ }^{4} \%$ | 37\% | ${ }^{129} 16 \%$ | 63 $15 \%$ | 69 $13 \%$ | 52\% | 57\% | ${ }^{136} 18 \%$ | 23\% | 24\% |
| Strongly disagree | ${ }_{53}^{4 \%}$ | $\begin{gathered} 41 \\ \mathrm{C}^{4} \% \end{gathered}$ | 12\% | ${ }^{3} \%$ | ${ }^{28} 7$ | ${ }^{13} 4 \%$ | ${ }^{9} \%$ | 10 $4 \%$ | 2\% | ${ }^{15} 7$ | ${ }_{1}^{2}$ | 15 4 \% | ${ }^{10} 6$ | 37 5 | 16\% | 17 $3 \%$ | 14 5 \% | 15\% | 24 3 \% | 7\% | 14 8 8 |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } \mathrm{Z} \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\underset{\text { college }}{\text { Some }}$ | Associate | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | 1055 8 \% | ${ }^{535}$ | $520$ | 101 $81 \%$ | ${ }^{363}$ | 321 88 | $\begin{gathered} 268 \\ 91 \% \\ \mathrm{D} \end{gathered}$ | 221 84 | 52 $81 \%$ | ${ }^{192} 8$ | $\begin{aligned} & 130 \\ & 93 \% \\ & \mathrm{HI} \end{aligned}$ | 310 $89 \%$ | 150 89 | ${ }_{86} 79$ | ${ }^{376} 88$ | 464 88 | 230 ${ }^{87 \%}$ | 2818 | ${ }^{686}{ }_{8}{ }^{\text {a }}$ | 113 $82 \%$ | ${ }^{155} 8$ |
| Strongly agree | 539 45 | 262 43 | 277\% | 60\% | 181 $43 \%$ | ${ }^{169} 46$ | 130 | 92\% | 33 $51 \%$ $H$ | 93 | 66\% | $\begin{gathered} 185 \\ { }_{5}^{5} \% \\ H \end{gathered}$ | 71 $42 \%$ | ${ }^{355} 45$ | 184\% | 236 45 | ${ }^{107} 40 \%$ | 158 $50 \%$ | ${ }^{338} 44 \%$ | 65 ${ }^{6}$ \% | 76 |
| Somewhat agree | ${ }^{515} 43$ | 272 $44 \%$ | ${ }^{243} 41 \%$ | 423\% | 182\% | 152\% | 139\% | $\begin{gathered} 129 \\ 4 . \\ \text { IL } \end{gathered}$ | 20\% | 99\% | $\begin{aligned} & 64 \\ & 46 \% \\ & 4 \end{aligned}$ | ${ }^{125} 36$ | 79\% | ${ }^{324} 41 \%$ | 1914 | 227 $43 \%$ | 123 | 123 | 348 $45 \%$ | ${ }^{48}{ }^{2} \%$ | 78\% |
| BOTTOM 2 BOX (NET) | 151 $13 \%$ | 80 $13 \%$ | 72\% | $\begin{aligned} & 24 \\ & 19 \% \\ & \text { 19\% } \end{aligned}$ | 54\% | ${ }_{12}^{45}$ | ${ }_{98}^{98}$ | $\begin{aligned} & 42 \\ & \begin{array}{l} 16 \% \\ K \end{array} \\ & \hline \end{aligned}$ | $\begin{aligned} & 12 \\ & 19 \% \\ & \text { K } \end{aligned}$ | 30 $14 \%$ | ${ }^{10} \%$ | 39 $11 \%$ | 18\% | $\stackrel{107}{14 \%}$ | 45 $11 \%$ | 12\% | 35 $13 \%$ | 38 | 83 $11 \%$ | 25 ${ }^{18}$ | ${ }_{14 \%}$ |
| Somewhat disagree | 122\% | ${ }_{10}^{62}$ | $\begin{aligned} & 60 \% \\ & 10 \% \end{aligned}$ | $$ | 42\% | 359\% | 23 80 | $\begin{aligned} & 38 \\ & \hline 15 \% \\ & \text { K } \end{aligned}$ | $\begin{gathered} 11 \\ \text { KLM } \end{gathered}$ | $\stackrel{20}{9 \%}$ | 6\% | ${ }^{30} 9$ | 13\% | 11\% | $34 \%$ | 510\% | 32\% | 32 10 | ${ }^{70} 9$ | 23\% | ${ }^{17} 9$ |
| Strongly disagree | 29\% | ${ }^{17}$ 3\% | 12\% | ${ }_{2 \%}$ | 12\% | ${ }^{10} 3 \%$ | 2\% | 1\% | ${ }_{1 \%}^{1 \%}$ | 10 ${ }^{4 \%}$ | ${ }_{1}^{2}$ | 2\% | ${ }_{3}^{5}$ | 19\% | ${ }^{11} 3 \%$ | 12\% | $\stackrel{3}{1 \%}$ | ${ }_{2 \%}^{6}$ | 12\% | $\stackrel{2}{1 \%}$ | 5 ${ }_{\text {S }}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 4170\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{2966}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{168} \times$ | 786 $100 \%$ | 100\% | 527 | 265 ${ }^{260 \%}$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/KILIM - N/O - P/Q/R - S/T/U
Overlap formulae used.

Base: All Qualified Respondents
5. Schools are doing a good job of preparing the next generation of workers for what the needs are after school.

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\left(\begin{array}{c} \text { Gen } Z \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree degree | Graduate degree | Yes | No | White Collar | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{gathered} \text { African } \\ \text { American } \end{gathered}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| TOP 2 BOX (NET) | ${ }^{555} 46$ | $\begin{gathered} 329 \\ 54 \% \\ C \end{gathered}$ | 226 ${ }_{38}$ | 53 $42 \%$ | $\begin{gathered} 217 \\ 52 \% \\ \mathrm{G} \end{gathered}$ | 168 $46 \%$ | ${ }^{117} 40 \%$ | $\begin{gathered} 136 \\ 52 \% \\ 1.5 \end{gathered}$ | 23 35 | 74 $33 \%$ | 60 $43 \%$ | $\begin{gathered} 171 \\ 49 \% \\ 15 \end{gathered}$ | $\begin{aligned} & 91 \\ & 54 \% \\ & 15 \% \end{aligned}$ | $\begin{gathered} 401 \\ 51 \% \\ \hline 1 \% \end{gathered}$ | 154 ${ }^{15}$ | $\begin{gathered} 254 \\ 48 \% \\ R \end{gathered}$ | $\begin{gathered} 144 \\ 54 \% \\ R \end{gathered}$ | 121 38 | 312 $41 \%$ | 87 63 | 936 ${ }_{\text {S }}$ |
| Strongly agree | 210\% | $\begin{gathered} 138 \\ \underset{C}{22 \%} \end{gathered}$ | $\begin{aligned} & 73 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 26 \\ & 20 \% \\ & { }_{\mathrm{G}}^{2} \end{aligned}$ | $\begin{aligned} & 110 \\ & 26 \% \\ & \mathrm{FG} \end{aligned}$ | ${ }_{13}^{48}$ | $\stackrel{26}{9 \%}$ | $\begin{aligned} & 52 \\ & 20 \% \end{aligned}$ | ${ }_{1}{ }^{7} \%$ | ${ }^{18} 8$ | $1{ }^{16}$ | $\begin{aligned} & 78 \\ & \text { 122\% } \\ & \text { IJK } \end{aligned}$ | $\begin{aligned} & 39 \\ & \text { IJK } \\ & \text { IJK } \end{aligned}$ | $\begin{gathered} 169 \\ 22 \% \\ 0 \end{gathered}$ | 410\% | $\begin{gathered} 106 \\ 20 \% \\ \mathrm{R} \end{gathered}$ | $\begin{aligned} & { }^{21}{ }^{51 \%} \\ & \hline \end{aligned}$ | ${ }^{38} 12$ | 100 $13 \%$ | $\stackrel{42}{31 \%}$ | ${ }_{\text {24 }}^{\text {S }}$ \% |
| Somewhat agree | ${ }^{345} 29$ | ${ }^{192} 31 \%$ | ${ }^{153} 26$ | 22\% | 107 26 | 120 31 | 91\% | 84\% | 16\% | 56\% | 44\% | 94\% | 52\% | 232 30 | 113 ${ }^{17 \%}$ | ${ }^{148} 28$ | ${ }_{3}^{89} \%$ | 826\% | ${ }^{213} 28 \%$ | 45\% | 519\% |
| BOTTOM 2 BOX (NET) | ${ }^{651} 5$ | $\begin{gathered} 285 \\ 46 \% \end{gathered}$ | $\begin{gathered} 365 \\ 62 \% \\ B \end{gathered}$ | 738\% | 200\% | 199 $54 \%$ | $\begin{gathered} 179 \\ 60 \% \\ E \end{gathered}$ | 127 $48 \%$ | $\begin{gathered} 42 \\ \text { HL5\% } \\ \text { HLM } \end{gathered}$ | $\begin{aligned} & 148 \\ & { }^{667 \%} \\ & \text { HLM } \end{aligned}$ | 80\% | $\stackrel{177}{51 \%}$ | 77 | 3849\% | $\begin{gathered} 2666 \\ \underset{\sim}{63} \% \\ \hline \end{gathered}$ | 272 $52 \%$ | 122 $46 \%$ | $\begin{aligned} & 199 \\ & 62 \% \\ & \text { PQ } \end{aligned}$ | $\begin{aligned} & 456 \\ & 59 \% \\ & \text { TU } \end{aligned}$ | 51\% | 85\% |
| Somewhat disagree | ${ }^{438} 8$ | 196 ${ }_{3}$ | $\begin{gathered} 243 \\ 41 \% \\ 4 \end{gathered}$ | ${ }_{36}{ }^{5}$ | 143\% | ${ }^{128} 8$ | ${ }^{122} 41 \%$ | 900 | 22 35 | $89 \%$ | 45\% | 130 | ${ }^{62}$ 3\% | 272 ${ }_{35 \%}$ | ${ }^{166}$ 40\% | $\begin{gathered} 201 \\ 38 \% \\ \hline \end{gathered}$ | 71 ${ }^{7} \%$ | 132 $41 \%$ | ${ }^{315} 4{ }^{4} \%$ | 32\% | 582\% |
| Strongly disagree | ${ }^{213} 18$ | $\begin{aligned} & 90 \\ & 15 \% \end{aligned}$ | $\begin{gathered} 123 \\ { }_{B}^{21} \% \end{gathered}$ | 22\% | 57 $14 \%$ | 71 $19 \%$ | 57 $19 \%$ | 14\% | $\begin{gathered} 19 \\ \text { HLO } \end{gathered}$ | $\begin{gathered} \quad 59 \\ \text { HLM }^{27 \%} \end{gathered}$ | $\begin{gathered} \quad 35 \\ \text { HLM } \end{gathered}$ | 47 $14 \%$ | ${ }^{16} 9$ | $\xrightarrow{113} 14 \%$ | $\begin{gathered} 100 \\ \stackrel{24}{2} \% \end{gathered}$ | 71 $14 \%$ | 51 $19 \%$ | ${ }_{\text {21 }}^{21} \times$ | 141 $18 \%$ | 21 | 27 $15 \%$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 417 $100 \%$ | 367 $100 \%$ | 296 $100 \%$ | 263 $100 \%$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 100\% | 527 $100 \%$ | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M-N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (25-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $894 \%$ | $449 \%$ | ${ }^{446} \%$ | $72 \%$ | $\begin{gathered} 324 \\ \underset{\mathrm{G}}{32} \% \end{gathered}$ | 273\% | ${ }_{69 \%}^{205}$ | ${ }^{190}$ | $\begin{aligned} & 43 \\ & 67 \% \end{aligned}$ | 173\% | $\begin{gathered} 103 \\ 73 \% \end{gathered}$ | 259 74 | 127 $76 \%$ | 591 $75 \%$ | 303 $72 \%$ | 397 75 | 1974 | ${ }^{232} 73 \%$ | ${ }^{566}$ | $\begin{gathered} 109 \\ 80 \% \end{gathered}$ | 127 70 |
| Strongly agree | $\stackrel{324}{27 \%}$ | ${ }_{25 \%}^{156}$ | $\begin{gathered} 167 \\ 28 \% \end{gathered}$ | $\begin{aligned} & 34 \\ & 27 \% \end{aligned}$ | $\begin{gathered} 123 \\ 29 \% \end{gathered}$ | $\begin{gathered} 100 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 67 \\ & 23 \% \end{aligned}$ | $\begin{aligned} & 62 \\ & 24 \% \end{aligned}$ | ${ }_{23}^{15}$ | $\begin{aligned} & 53 \\ & 24 \% \end{aligned}$ | $\begin{aligned} & 33 \\ & 24 \% \end{aligned}$ | $\stackrel{109}{31 \%}$ | $\begin{aligned} & 50 \\ & 30 \% \end{aligned}$ | 220\% | ${ }^{103} 25$ | $\begin{gathered} 152 \\ \text { 29\% } \end{gathered}$ | $\begin{aligned} & 50 \\ & \\ & \hline 19 \% \end{aligned}$ | $\begin{aligned} & 93 \\ & 29 \% \\ & { }^{29 \%} \end{aligned}$ | 181 $24 \%$ | ${ }_{3}^{45} \%$ | 54 $30 \%$ |
| Somewhat agree | ${ }^{571}{ }^{47 \%}$ | 292\% | 278\% | ${ }^{58}{ }^{4} \%$ | 201 48 | 173\% | ${ }^{138} 8{ }^{\text {\% }}$ | ${ }^{128} 89$ | ${ }_{4}^{28} \%$ | 120\% | 699\% | 1499 | $77 \%$ | ${ }^{371} 47 \%$ | 200 $48 \%$ | 244\% | $\begin{gathered} 147 \\ 56 \% \\ \mathrm{R} \end{gathered}$ | 138 $43 \%$ | 385\% | 65\% | 730 |
| BOTTOM 2 BOX (NET) | ${ }^{312} 26$ | ${ }^{166}$ 27\% | $\stackrel{146}{25 \%}$ | 34\% | 92\% | ${ }_{23}^{96}$ | $\stackrel{91}{31 \%}$ | 728\% | 21\% | 29\% | 38\% | 90\% | 41\% | 194\% | 117 $28 \%$ | 130 | ${ }^{68}$ \% | 88\% | 202 26 | 28\% | 54\% |
| Somewhat disagree | ${ }^{230} 19 \%$ | 120\% | ${ }^{110} 19$ | 31\% | 69\% | 63\% | ${ }^{68}$ 23\% | 58\% | 154\% | 30 $13 \%$ | ${ }_{21}^{29}$ | 71 | 28\% | ${ }^{144} 18 \%$ | 86\% | 90\% | $52 \%$ | 70 $22 \%$ | ${ }^{155} 20$ | 17 l | 43\% |
| Strongly disagree | ${ }^{81} 7$ | ${ }^{45} \%$ | ${ }^{36} 6 \%$ | $\stackrel{3}{2 \%}$ | ${ }^{25} 6$ | 31 8 \% | 23 8 \% | 14\% | ${ }_{10}^{6} \%$ | 19\% | $9{ }_{6}$ | 20\% | 13 8 \% | ${ }^{50} 6$ | $31 \%$ | 40 $8 \%$ | ${ }^{16} 6$ | ${ }^{18} 6$ | 48\% | 118\% | 11 6 |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{\begin{tabular}{l}
Has Multiple Degrees/ \\
Certifications
\end{tabular}} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& \& Male \& Female \& \[
\begin{gathered}
\text { Gen } \mathrm{Z} \\
(18-24)
\end{gathered}
\] \& \[
\begin{aligned}
\& \text { Mille- } \\
\& \text { Minils } \\
\& \text { (25-38) }
\end{aligned}
\] \& \[
\begin{gathered}
\text { Gen } \mathbf{X} \\
\hline 19-54)
\end{gathered}
\] \& Boomers
or older
\((55+)\) (55+) \& \[
\underset{\text { degree }}{\text { HS }}
\] \&  \& \(\underset{\text { college }}{\text { Some }}\) \& Associate
degree \& Bachelor degree \& Graduate
degree \& Yes \& No \& White \& \[
\begin{aligned}
\& \text { Blue } \\
\& \text { Collar }
\end{aligned}
\] \& \[
\begin{aligned}
\& \text { Pink } \\
\& \text { Collar }
\end{aligned}
\] \& White \& African
American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 \\
\hline TOP 2 BOX (NET) \& 1007
\(84 \%\) \& 503 \(82 \%\) \& \({ }^{504} 8\) \& \({ }^{102} 81 \%\) \& 345 83 \& 317
\(87 \%\) \& 243 \(82 \%\) \& 225
\(86 \%\) \& 55\% \& \({ }^{182} 8\) \& 120 \({ }^{85 \%}\) \& 293 \({ }_{84}\) \& 132\% \& \({ }^{657}\) \& 351
\(83 \%\) \& \[
\begin{gathered}
463 \\
88 \% \\
\hline 8
\end{gathered}
\] \& 210 \(79 \%\) \& \({ }^{263} 8\) \& 653 8 \% \& \({ }^{116} 88\) \& 144
\(80 \%\) \\
\hline Strongly agree \& 413
\(34 \%\) \& 212 34 \& 201
\(34 \%\) \& \({ }^{46} 7\) \& \[
\begin{gathered}
157 \\
\underset{G}{88 \%}
\end{gathered}
\] \& 131
\(36 \%\) \& 79\% \& 90 \({ }^{\text {34\% }}\) \& 259\% \& 70 \(32 \%\) \& 38\% \& \[
\begin{gathered}
\text { 137 } \\
\text { 39\% } \\
K
\end{gathered}
\] \& 51
\(30 \%\) \& 282 36 \& \({ }^{132}\) 31\% \& 180
\(34 \%\) \& 83\% \& 120\% \& 249 32 \& 52\% \& 38\% \\
\hline Somewhat agree \& \(5{ }^{594}{ }^{\text {\% }}\) \& 291\% \& 303
\(51 \%\) \& 56\% \& \({ }^{188}{ }^{45} \%\) \& \({ }^{187}\) \& \[
\begin{gathered}
164 \\
55 \% \\
E
\end{gathered}
\] \& 135
\(51 \%\) \& 30\% \& 112 50 \& 818\% \& \({ }^{155} 45\) \& 818\% \& \({ }^{375} 48\) \& 219 \(52 \%\) \& 283
\(54 \%\) \& 123
\(46 \%\) \& 143\% \& \[
\begin{gathered}
404 \\
{ }_{53 \%}
\end{gathered}
\] \& 64\% \& 75\% \\
\hline BOTTOM 2 BOX (NET) \& 1999 \& 111
\(18 \%\) \& 87
\(15 \%\) \& 24\% \& 73\% \& \({ }_{13}{ }^{4} \%\) \& 53
\(18 \%\) \& 37
\(14 \%\) \& 14\% \& 40\% \& 20\% \& 56\% \& 22\% \& 129 \({ }_{16 \%}\) \& \({ }_{17}^{69}\) \& 12\% \& \(\underset{\text { 2 }}{\text { 2 }}\) ( \& 56\% \& \({ }_{1}^{116}{ }_{15}\) \& 21
\(15 \%\) \& 37\% \\
\hline Somewhat disagree \& 151 \(13 \%\) \& 78\% \& 73\% \& 17 \& 13\% \& \({ }^{33} 9\) \& \({ }_{19}^{49}\) \& 26\% \& \({ }^{8} 3 \%\) \& 27
\(12 \%\) \& 17 \& 14\% \& 28\% \& 100 \(13 \%\) \& 51 \(12 \%\) \& 49\% \& 15\% \& \({ }_{14}^{46}\) \& 12\% \& 11\% \& 24\% \\
\hline Strongly disagree \& 48\% \& \[
\begin{aligned}
\& 33 \\
\& { }^{5} \%
\end{aligned}
\] \& 14 \(2 \%\) \& \(7 \%\)
5 \& 20 5 \& \({ }^{16} 4 \%\) \& \({ }_{1}^{4} \%\) \& 11
\(4 \%\) \& \({ }_{1}^{1 \%}\) \& \({ }^{13} 6\) \& \(3{ }^{3}\) \& 12 \({ }_{3}\) \& \(\stackrel{8}{5 \%}\) \& \({ }^{30} 4 \%\) \& \({ }^{18}{ }_{4}\) \& \({ }^{15} 3\) \& 14\% \& \({ }^{10} 3 \%\) \& \({ }^{23} 3\) \& \({ }_{6}^{6}\) \& 12

F $\mathrm{\%}$ <br>

\hline Sigma \& $$
\begin{aligned}
& 1206 \\
& 100 \%
\end{aligned}
$$ \& \[

$$
\begin{aligned}
& 614 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 592 \\
& 100 \%
\end{aligned}
$$
\] \& 126

$100 \%$ \& 417
$100 \%$ \& 367
$100 \%$ \& 296\% \& 263 $100 \%$ \& 64
$100 \%$ \& 222 \& 1410\% \& 349
$100 \%$ \& ${ }_{100 \%}^{168}$ \& 786
$100 \%$ \& 100\% \& 520\% \& 265 $100 \%$ \& 319
$100 \%$ \& 768
$100 \%$ \& 137
$100 \%$ \& 1810\% <br>
\hline
\end{tabular}

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/KIL/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {* small base }}$

Base: All Qualified Respondents 8. An education revolution (i.e., a whole new approach to education, skills training, and learning) is needed to better prepare people for the workforce.

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Millee- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | 1052 87 | 525 85 | ${ }^{527} 8$ | 103 $82 \%$ | ${ }^{358} 88$ | 331 90 | 260 88 | 226 $86 \%$ | 52 81 | $\begin{aligned} & 208 \\ & 14_{4} \% \end{aligned}$ | 127 $90 \%$ | 2988\% | 141 $84 \%$ | 684\% | ${ }^{369} 88$ | $\begin{gathered} 472 \\ 90 \% \end{gathered}$ | ${ }^{215} 81 \%$ | 282 88 | 671 $87 \%$ | $\stackrel{129}{94 \%}$ | 154 $85 \%$ |
| Strongly agree | $478{ }^{40 \%}$ | 247 $40 \%$ | 230 39 | 488\% | $\begin{gathered} 185 \\ 44 \% \\ G \end{gathered}$ | $\begin{gathered} 154 \\ 42 \% \\ \hline \mathrm{G} \end{gathered}$ | $\begin{aligned} & 92 \\ & 31 \% \end{aligned}$ | 899\% | 27 $42 \%$ | $\begin{aligned} & 98 \\ & 44 \% \end{aligned}$ | ${ }^{55} 9$ | 141 $40 \%$ | ${ }_{41}^{69}$ | ${ }^{322} 41 \%$ | ${ }^{156}{ }_{3}^{7} \%$ | $\begin{gathered} 221 \\ { }_{42 \%}^{Q} \end{gathered}$ | 81\% | $\begin{gathered} 133 \\ 42 \% \\ { }_{\mathrm{Q}} \mathrm{C} \end{gathered}$ | 273 36 | 81 $59 \%$ SU | 719\% |
| Somewhat agree | ${ }^{575} 48$ | ${ }^{278}{ }^{45 \%}$ | 297\% | ${ }^{54} 4$ | 173 $42 \%$ | 177 $48 \%$ | $\begin{gathered} 169 \\ 57 \% \\ E \end{gathered}$ | ${ }^{138} 5$ | 26\% | 110 50 | 72 $51 \%$ | 157 $45 \%$ | $72 \%$ | ${ }^{362} 46$ | 212 $51 \%$ | 251 48 | 134 $51 \%$ | 149\% | $\begin{gathered} 398 \\ 52 \\ \hline \end{gathered}$ | 48\% | 83\% |
| BOTTOM 2 BOX (NET) | $\xrightarrow{154} 13$ | 89\% | 65 $11 \%$ | 23\% | 59 $14 \%$ | 36 $10 \%$ | 36\% | 36 $14 \%$ | ${ }_{12}^{19}$ | 14\% | 14\% | $\begin{aligned} & 51 \\ & 15 \% \\ & j \end{aligned}$ | $\begin{aligned} & 27 \\ & 16 \% \\ & j \end{aligned}$ | ${ }_{102}^{102}$ | 52\% | 55\% | $\begin{aligned} & 50 \\ & \begin{array}{l} 19 \% \\ \text { P } \end{array} \end{aligned}$ | 38 ${ }^{12 \%}$ | 97\% | 8\% | 27 $15 \%$ |
| Somewhat disagree | 120 $10 \%$ | 70 $11 \%$ | ${ }^{51} 9$ | 20\% | 399\% | ${ }^{29} 8$ | 33 $11 \%$ | 30 11 $J$ | ${ }_{1}{ }^{7} \%$ | 10 4 \% | ${ }^{12} \%$ | 39 11 J | 22 ${ }^{13} \mathrm{~J}$ | ${ }^{78} 10 \%$ | 12\% | 39\% | 13 <br> $1_{\text {PR }}$ | ${ }^{28}{ }_{9}$ | 87 $11 \%$ | ${ }_{3}^{4}$ | ${ }^{16} 9$ |
| Strongly disagree | $3{ }_{3}^{34}$ | ${ }^{20} 3$ | ${ }^{14} 2$ | ${ }_{2}^{3}$ | $\begin{gathered} 20 \\ \frac{5}{G} \end{gathered}$ | ${ }_{2 \%}^{7}$ | ${ }_{1 \%}^{3}$ | ${ }_{2 \%}^{6}$ | $\begin{gathered} 5 \\ \mathrm{HJK}^{8 \%} \end{gathered}$ | ${ }_{2 \%}$ | $1 \%$ | 12\% | $3{ }_{3}^{4}$ | 24 3 \% | 2\% | ${ }_{3}^{16}$ | ${ }_{3}^{8}$ | 9\% | 10 1 \% | 5\% | 10 6 5 |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | ${ }_{1}^{126}$ | 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296\% | 263 $100 \%$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | ${ }^{222} 10 \%$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | 100\% | 100\% | 100\% | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | 137 $100 \%$ | 1810\% |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/KIL/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$.

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{G}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minials } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen }} \mathbf{x}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobe- specific training $\underset{\substack{\text { training } \\ \text { program }}}{ }$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | ${ }_{806}^{966}$ | ${ }_{787}$ | $\begin{gathered} 489 \\ 83 \% \end{gathered}$ | $\begin{gathered} 103 \\ 82 \% \end{gathered}$ | $\begin{gathered} 340 \\ 81 \% \end{gathered}$ | ${ }_{78 \%}^{287}$ | $\begin{gathered} 237 \\ 80 \% \end{gathered}$ | ${ }_{7}^{194}$ | 780 | ${ }_{83}^{185}$ | $\begin{gathered} 115 \\ 82 \% \end{gathered}$ | $\begin{gathered} 291 \\ 83 \% \\ H \end{gathered}$ | ${ }^{132}$ | $\begin{gathered} 631 \\ 80 \% \end{gathered}$ | ${ }^{335}$ | ${ }_{82 \%}^{432}$ | ${ }_{78 \%}^{208}$ | $249 \%$ | $\begin{gathered} 615 \\ 80 \% \end{gathered}$ | $\begin{gathered} 110 \\ 80 \% \end{gathered}$ | $\begin{gathered} 146 \\ 81 \% \end{gathered}$ |
| Strongly agree | ${ }_{309}{ }^{4} \%$ | 20680 | ${ }_{34}^{203}$ | $\begin{aligned} & 44 \\ & 35 \% \end{aligned}$ | $\begin{aligned} & 150 \\ & 36 \% \end{aligned}$ | ${ }^{127}$ 35\% | ${ }_{30}^{89}$ | ${ }_{29}^{76}$ | $\begin{aligned} & 24 \\ & 38 \% \end{aligned}$ | $\begin{aligned} & 734 \\ & 33 \end{aligned}$ | ${ }_{39}^{59}$ | $\begin{gathered} 118 \\ 34 \% \end{gathered}$ | $\begin{gathered} 62 \\ 37 \% \end{gathered}$ | 2699\% | ${ }_{33}^{141}$ | $\underset{R}{204} \underset{{ }_{R}^{29 \%}}{ }$ | $\begin{aligned} & 81 \\ & 30 \% \end{aligned}$ | ${ }^{96}{ }^{6}$ | 251 ${ }^{3} \mathbf{4}$ | 549\% | $\begin{aligned} & 63 \\ & 35 \% \end{aligned}$ |
| Somewhat agree | 557 $46 \%$ | 2714\% | 286\% | $59 \%$ | 190\% | 160 ${ }^{44 \%}$ | ${ }^{148} 5$ | 118\% | 25 40 | 110 $50 \%$ | 60\% | 173 $50 \%$ | 70 | ${ }^{362} 46$ | ${ }^{195}$ | ${ }^{228} 43 \%$ | 127 ${ }^{48 \%}$ | ${ }^{153} 48$ | ${ }^{364} 47 \%$ | 56\% | $83 \%$ |
| BOTTOM 2 BOX (NET) | 240\% | 137 ${ }^{132}$ | ${ }^{103} 17 \%$ | 23 $18 \%$ | ${ }^{78}{ }^{19}$ | 80\% | 59\% | $\underset{\text { 26\% }}{69}$ | 142\% | 37\% | 26\% | 58\% | 36 $21 \%$ | 155 ${ }^{20 \%}$ | 85\% | ${ }^{95}$ | 57\% | 70\% | ${ }^{153}$ 20\% | 27\% | 19\% |
| Somewhat disagree | 193 | 104\% | ${ }^{89}$ 15\% | 20\% | 52\% | ${ }^{66}$ 18\% | 54\% | $\begin{aligned} & \frac{62}{24 \%} \\ & { }_{2}^{4 L} \end{aligned}$ | 15\% | 24\% | 22\% | 50 $14 \%$ | 27 16 | 124\% | ${ }^{69} 16$ | 80 $15 \%$ | 42\% | 61 $19 \%$ | 127 $17 \%$ | 25\% | ${ }^{26} 14 \%$ |
| Strongly disagree | $47 \%$ | $\begin{gathered} 33 \\ 5 \\ { }^{3} \% \end{gathered}$ | ${ }^{13} 2 \%$ | $\stackrel{3}{2 \%}$ | $\begin{aligned} & 25 \\ & 6 \% \\ & G \end{aligned}$ | 14\% | ${ }_{2}^{5}$ | ${ }_{3}^{7}$ | 5\% | 14\% | ${ }_{3}^{4}$ | ${ }_{2 \%}^{8}$ | 5\% | 30 4 \% | 16\% | ${ }^{15} 3$ | ${ }^{15} 6$ | 3\% | ${ }_{3}^{26}$ | ${ }_{2}^{2}$ | $\stackrel{9}{5 \%}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/KIL/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$.

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{G}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { nnilis } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen }}$ | $\begin{aligned} & \text { Boomers } \\ & \text { or order } \\ & \text { ont } \end{aligned}$ | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific program $\qquad$ | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| Internships | 409 ${ }^{4} \%$ | 217 35 | ${ }_{32}^{192}$ | $\begin{gathered} 47 \\ 37 \% \\ G \end{gathered}$ | $\begin{aligned} & 183 \\ & { }^{44 \%} \end{aligned}$ | $\begin{gathered} 124 \\ 34 \% \\ G \end{gathered}$ | 55 ${ }^{18}$ | 51 $19 \%$ | 19\% | ${ }_{19}^{41}$ | 39\% | $\begin{gathered} 156 \\ 45 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 102 \\ 61 \% \\ \text { HIJKL } \end{gathered}$ | $\begin{gathered} 327 \\ 42 \% \\ 0 \end{gathered}$ | 81 $19 \%$ | $\stackrel{206}{{ }_{39}}$ | 738\% | 100 | 219 $29 \%$ | 60 44 S | 70 $39 \%$ S |
| Shadowing | 240 $20 \%$ | ${ }^{128} 21 \%$ | ${ }^{113} 19 \%$ | $\begin{aligned} & 30 \\ & { }_{24}{ }^{2} \% \end{aligned}$ | $\begin{aligned} & 125 \\ & \text { 30\% } \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & \text { }{ }_{18}^{18 \%} \\ & \text { G } \end{aligned}$ | ${ }^{18} 6$ | 34 $13 \%$ | 14\% | 27 ${ }_{12 \%}$ | 28\% | $\begin{aligned} & 83 \\ & \begin{array}{l} 84 \% \\ \text { HJ } \end{array} \end{aligned}$ | $\begin{gathered} \quad{ }^{60} 36 \\ \text { HIJKL } \end{gathered}$ | $\begin{gathered} 201 \\ \underset{0}{66 \%} \end{gathered}$ | ${ }_{90} 9$ | 113 $21 \%$ | 47\% | 57\% | 131 $17 \%$ | 36\% | 27\% ${ }_{\text {S }}$ |
| Apprenticeships | 230 ${ }_{19}$ | ${ }^{133}$ | ${ }^{96}$ | $\begin{aligned} & 31 \\ & 24 \% \\ & \mathrm{G} \end{aligned}$ | ${ }_{21}^{81}$ | $\begin{aligned} & 85 \\ & { }^{232} \% \\ & \hline \end{aligned}$ | ${ }^{26} 9$ | 36 $14 \%$ | ${ }_{12}^{18}$ | 36\% | 23 $16 \%$ | 710\% | $\begin{aligned} & 52 \\ & \text { 531\% } \\ & \text { HJKL } \end{aligned}$ | $\begin{gathered} 193 \\ \underset{0}{25 \%} \end{gathered}$ | ${ }^{37} \%$ | 109 210 Q | 34 $13 \%$ | 25\% | $\xrightarrow{105}$ | 420\% | S4 ${ }_{\text {30\% }}$ |
| Co-op placements | $\xrightarrow{174} 14$ | 94\% | 80 $13 \%$ | 22 18 | $$ | 51 $14 \%$ | ${ }^{27} 9$ | ${ }_{11 \%}$ | 5\% | 23 $10 \%$ | 15 $11 \%$ | $\begin{aligned} & 65 \\ & 19.9 \\ & \text { HI } \end{aligned}$ | $\begin{gathered} 37 \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 141 \\ 18 \% \\ \hline 0 \end{gathered}$ | 33 8 | $\begin{aligned} & \text { 989 } \\ & { }^{98} \end{aligned}$ | $\stackrel{25}{9 \%}$ | $\stackrel{43}{13 \%}$ | ${ }_{11 \%} 6$ | 37 $27 \%$ S | 36 20\% S |
| None of these | ${ }^{540} 45$ | ${ }^{272} 44 \%$ | 2688\% | 44 ${ }^{4} \%$ | 130 $31 \%$ | $\begin{gathered} 169 \\ 46 \% \end{gathered}$ | $\begin{gathered} 196 \\ \text { } \begin{array}{c} 66 \% \end{array} \end{gathered}$ | $\begin{gathered} 162 \\ \text { KLM } \end{gathered}$ | $\begin{aligned} & 34 \\ & 53 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 126 \\ & 57 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 65 \\ & 47 \% \\ & 4^{4 M} \end{aligned}$ | $\begin{gathered} 118 \\ \begin{array}{c} 34 \% \\ M \end{array} \end{gathered}$ | 34\% | 265 34 | $\begin{aligned} & 275 \\ & \begin{array}{c} 65 \% \\ N \end{array} \end{aligned}$ | 200 38 | +146 ${ }_{\text {¢ }}^{\text {P }}$ | 154 ${ }^{15}$ | $\begin{aligned} & 410 \\ & 53 \% \\ & \text { TU } \end{aligned}$ | 38\% | ${ }_{31}^{55}$ |
| Sigma | 1592 $132 \%$ | 844 $137 \%$ | 126\% | 173 $138 \%$ | 599 $144 \%$ | ${ }_{136 \%}^{498}$ | 322 | 311 $119 \%$ | 794\% | 254 | ${ }^{171}$ 121\% | ${ }_{141}{ }^{2} 2$ | 284\% | 1127 $143 \%$ | ${ }_{111 \%}^{466}$ | 725 ${ }^{738}$ | ${ }^{325}$ | 419 $131 \%$ | ${ }_{1242}^{952}$ | 213 $155 \%$ | 263 $146 \%$ |

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

Base: Participated In Work Experience Programs In Schoo

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen } Z}$ | $\begin{aligned} & \text { Mille- } \begin{array}{l} \text { ninils } \\ \text { (25-38) } \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen }^{2}}$ | Boomers (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\underset{\text { Pink }}{\text { Collar }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 650 | 282 | 368 | 62 | 284 | 195 | 109 | 87 | 55 | 71 | 106 | 195 | 136 | 507 | 143 | 284 | 127 | 184 | 411 | 67 | 122 |
| Weighted Base | 666 | 343 | 324 | 82* | 287 | 197 | $100^{*}$ | 101* | $30^{* *}$ | 96* | 75* | 230 | $134 *$ | 521 | $146{ }^{*}$ | 327 | 120 * | 166 | 359 | 99* | 125* |
| Yes | 582\% | ${ }^{305} 8$ | 277 86 | 73 $89 \%$ | 244\% | ${ }^{177} 90 \%$ | $88{ }^{88}$ | 83 | ${ }_{92 \%}{ }^{28}$ | 76 | ${ }^{66} 8$ | 210 ${ }_{\text {91\% }}$ | 120 ${ }^{90 \%}$ | $459 \%$ | ${ }^{123} 8$ | $\underset{\mathrm{R}}{296}$ | 101 | ${ }^{136} 8$ | ${ }^{307} 88$ | $8{ }^{86}$ | 111 $88 \%$ |
| No | ${ }^{84} 13$ | ${ }^{37} 11 \%$ | ${ }_{14}^{47}$ | $\stackrel{9}{11 \%}$ | 43 $15 \%$ | 20\% | ${ }_{12}^{12}$ | $18 \%$ | ${ }_{8 \%}$ | 200 ${ }_{\text {21 }}^{\text {L }}$ | 12\% | ${ }^{21} 9$ | 14 | ${ }_{12 \%}^{62}$ | 22 $15 \%$ | ${ }^{31} 9$ | ${ }_{19}^{19 \%}$ | 30 $18 \%$ P | 51 $14 \%$ | 13 $14 \%$ | ${ }^{15}$ |
| Sigma | $\begin{aligned} & 666 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 343 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 324 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 82 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 287 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 197 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 100 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 101 \\ & 100 \% \end{aligned}$ | 100\% | $\begin{gathered} 96 \\ 100 \% \end{gathered}$ | $\begin{array}{r} 75 \\ 100 \% \end{array}$ | $\begin{aligned} & 230 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 134 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 521 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 146 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 327 \\ & 100 \% \end{aligned}$ | 120\% | $\begin{aligned} & 166 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 359 \\ & 100 \% \end{aligned}$ | 109\% | 125 |

Proportions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G - HNIIJJ/KLIM - N/O - P/Q/R-S/T/
Overlap formulae used. ${ }^{*}$ small base; ** very small base (under 30) ineligible for sig testing
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minials } \\ & \text { (25-38) } \end{aligned}$ | $\operatorname{cen}_{(39-54)}^{\text {Gen }}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific training program $\frac{\text { (I) }}{}$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 556 | 231 | 325 | 35 | 148 | 149 | 224 | 142 | 71 | 95 | 100 | 106 | 42 | 279 | 277 | 190 | 138 | 174 | 451 | 29 | 53 |
| Weighted Base | 540 | 272 | 268 | $44^{* *}$ | $130 *$ | 169* | 196 | $162^{*}$ | $34^{*}$ | 126* | $65^{*}$ | $118{ }^{*}$ | $34^{*}$ | 265 | 275 | 200 | $146{ }^{*}$ | 154* | 410 | $38 * *$ | 55* |
| Yes | 433 | 211 $78 \%$ | 222 83 | 30\% | ${ }^{102}$ | $\begin{gathered} 151 \\ \stackrel{89}{\mathrm{G}} \end{gathered}$ | 1517\% | 119\% | 29 ${ }^{\text {8 }}$ \% | 107 $84 \%$ | 57\% | 949\% | 282\% | 214 $81 \%$ | 219\% | 174\% | ${ }^{113} 77 \%$ | ${ }^{123} 80$ | 330 $81 \%$ | - $\quad 28$ | 499\% |
| No | 107 $20 \%$ | 61 $22 \%$ | 47\% | 14 32 | ${ }_{22}{ }^{2} \%$ | 19 | $\begin{aligned} & { }^{43} \\ & 23 \% \end{aligned}$ | ${ }_{23}^{43}$ | 15\% | 20 $16 \%$ | 13\% | 24\% | ${ }_{18}^{6} \%$ | 51 $19 \%$ | 20\% | 26 $13 \%$ | 33 ${ }^{33}$ | 31 $20 \%$ | 80\% | - $\quad 10$ | ${ }_{11 \%}^{6}$ |
| Sigma | $\begin{aligned} & 540 \\ & 100 \% \end{aligned}$ | 272\% | ${ }^{2680}{ }^{100 \%}$ | 444\% | $\begin{aligned} & 130 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 169 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 196 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 162 \\ & 100 \% \end{aligned}$ | 344\% | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 65 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 118 \\ & 100 \% \end{aligned}$ | $\begin{array}{r} 34 \\ 100 \% \end{array}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 275 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 200 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 146 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 154 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 410 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 38 \\ 100 \% \end{gathered}$ | 105\% |

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} <br>
\hline \& \& Male \& Female \& $$
\begin{gathered}
\text { G7 Z } \\
(18-24)
\end{gathered}
$$ \& $$
\begin{aligned}
& \text { Mille- } \\
& \text { ninils } \\
& \text { (25-38) }
\end{aligned}
$$ \& $$
\underset{(39-54)}{\text { Gen } X}
$$ \& $$
\begin{gathered}
\text { Boomers } \\
\text { or older } \\
(55+)
\end{gathered}
$$ \& $$
\underset{\text { degree }}{\text { HS }}
$$ \& Jobspecific training
program \& $\underset{\text { college }}{\text { Some }}$ \& Associate
degree \& Bachelor degree \& Graduate
degree \& Yes \& No \& White \& $$
\begin{aligned}
& \text { Blue } \\
& \text { Collar }
\end{aligned}
$$ \& $$
\begin{gathered}
\text { Pink } \\
\text { Collar }
\end{gathered}
$$ \& White \& African
American \& Hispanic <br>
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) <br>
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 <br>
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& $64^{*}$ \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 <br>
\hline ANY (NET) \& ${ }^{1177} 98$ \& ${ }^{601} 9$ \& ${ }_{9}^{576} \%$ \& 120 ${ }^{\text {95\% }}$ \& 404\% \& ${ }^{363} 9$ \& 2980 \& ${ }_{946}^{246}$ \& ${ }_{98}^{63}$ \& $$
\begin{aligned}
& 221 \\
& 100 \% \\
& \mathrm{H}
\end{aligned}
$$ \& ${ }^{138} 9$ \& $$
\stackrel{345}{99 \%}{ }_{\mathrm{H}}
$$ \& 1649\% \& $$
\begin{gathered}
775 \\
99 \%
\end{gathered}
$$ \& 402 ${ }^{\text {96\% }}$ \& $$
\underset{\mathrm{Q}}{52}
$$ \& 2569\% \& ${ }^{315} 9$ \& ${ }^{754} 9$ \& 1319 \& 1799\% <br>
\hline Work ethic \& 829 \& ${ }^{405} 5$ \& ${ }^{424} 72 \%$ \& 76\% \& 267\% \& 257 $70 \%$ \& $$
\begin{gathered}
230 \\
\begin{array}{c}
78 \% \\
\text { DE }
\end{array}
\end{gathered}
$$ \& 179
$68 \%$ \& 45\% \& $$
\begin{gathered}
177 \\
\text { HLM }
\end{gathered}
$$ \& 97\% \& 230 66 \& 101
$60 \%$ \& 525 \& 304 $72 \%$ \& $$
\begin{gathered}
369 \\
\hline \mathrm{Q} \%
\end{gathered}
$$ \& ${ }^{162}$ \& $$
\begin{gathered}
243 \\
{ }_{Q} 6
\end{gathered}
$$ \& ${ }^{547} 71 \%$ \& $89 \%$ \& ${ }^{124} 69$ <br>
\hline Verbal communication \& ${ }^{797}{ }_{66 \%}$ \& $$
\begin{gathered}
371 \\
60 \%
\end{gathered}
$$ \& $$
\underset{B}{426}
$$ \& 759\% \& 247 59 \& $$
\stackrel{264}{\substack{72 \\ E}}
$$ \& $$
\underset{\mathrm{E}}{212}
$$ \& 151
$57 \%$ \& 39\% \& $$
\begin{aligned}
& 162 \\
& 7_{3} \% \\
& \text { HM }
\end{aligned}
$$ \& 92\% \& $$
\begin{aligned}
& 252 \\
& 7{ }^{2} \%
\end{aligned}
$$ \& 101
$60 \%$ \& 504\% \& 293\% \& $$
\begin{gathered}
356 \\
68 \% \\
Q_{0}
\end{gathered}
$$ \& 142\% \& $$
\begin{gathered}
237 \\
\underset{Q}{23 \%}
\end{gathered}
$$ \& $$
\underset{\mathrm{U}}{528}
$$ \& ${ }^{86}$ \% \& 104 58 <br>
\hline Problem-solving \& $$
\begin{gathered}
759 \\
63 \%
\end{gathered}
$$ \& $$
\begin{gathered}
368 \\
60 \%
\end{gathered}
$$ \& $$
\begin{gathered}
391 \\
66 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 72 \\
& 57 \%
\end{aligned}
$$ \& $$
{ }_{57 \%}^{239}
$$ \& $$
\begin{gathered}
244 \\
66 \% \\
E
\end{gathered}
$$ \& $$
\begin{gathered}
205 \\
69 \% \\
\hline
\end{gathered}
$$ \& 143
$54 \%$ \& 42 65 \& $$
\begin{gathered}
157 \\
\underset{H}{71 \%}
\end{gathered}
$$ \& $$
\begin{gathered}
100 \\
\substack{71 \% \\
H}
\end{gathered}
$$ \& $$
\begin{gathered}
218 \\
62 \%
\end{gathered}
$$ \& $$
\begin{gathered}
100 \\
60 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 480 \\
& 61 \%
\end{aligned}
$$ \& $$
\begin{gathered}
279 \\
66 \%
\end{gathered}
$$ \& $$
\begin{gathered}
336 \\
64 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 150 \\
& 57 \%
\end{aligned}
$$ \& $$
\begin{gathered}
219 \\
{ }_{69 \%}
\end{gathered}
$$ \& $$
\begin{gathered}
502 \\
65 \% \\
\hline
\end{gathered}
$$ \& 89 \& 99\% <br>
\hline Teamwork \& $$
\begin{gathered}
749 \\
62 \%
\end{gathered}
$$ \& $$
\begin{gathered}
361 \\
59 \%
\end{gathered}
$$ \& $$
{ }_{66 \%}^{388}
$$ \& $$
\begin{aligned}
& 76 \\
& 61 \%
\end{aligned}
$$ \& $$
\begin{gathered}
234 \\
56 \%
\end{gathered}
$$ \& $$
\begin{gathered}
228 \\
62 \%
\end{gathered}
$$ \& $$
\stackrel{210}{\substack{71 \% \\ E}}
$$ \& $$
\begin{gathered}
156 \\
59 \%
\end{gathered}
$$ \& 42 65 \& 134

$60 \%$ \& 92 \& 222 $64 \%$ \& 104 \& 491\% \& \[
$$
\begin{gathered}
258 \\
61 \%
\end{gathered}
$$

\] \& 324 \& ${ }^{166}$ 62\% \& \[

$$
\begin{gathered}
217 \\
68 \%
\end{gathered}
$$
\] \& 487 ${ }_{63}$ \& 87

$64 \%$ \& 111
$62 \%$ <br>

\hline Critical thinking \& ${ }^{696}$ 58\% \& ${ }^{344} 56$ \& ${ }^{352} 5$ \& 782\% \& 232 56 \& 220 $60 \%$ \& ${ }^{166}$ 56\% \& 102 ${ }^{19}$ \& \[
$$
\begin{aligned}
& 34 \\
& 54 \% \\
& { }^{34 \%}
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
145 \\
\stackrel{145}{\mathrm{H}} \mathrm{H}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 88 \\
& \mathbf{6 B H}_{4} \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
230 \\
\begin{array}{c}
66 \% \\
H
\end{array}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 96 \\
& 5_{4} \% \\
& \hline
\end{aligned}
$$

\] \& 471 $60 \%$ \& ${ }_{2}^{25} 5$ \& \[

$$
\begin{gathered}
312 \\
59 \% \\
\hline
\end{gathered}
$$

\] \& 130\% \& \[

$$
\begin{gathered}
199 \\
62 \% \\
\mathrm{Q}
\end{gathered}
$$
\] \& 423 \& 89\% \& +106 <br>

\hline Professionalism \& ${ }^{677} 56$ \& ${ }^{311} 51 \%$ \& $$
\begin{gathered}
366 \\
62 \% \\
B
\end{gathered}
$$ \& 62\% \& ${ }^{236} 5$ \& 201 55 \& 179

$60 \%$ \& 122

$46 \%$ \& 33\% \& 129 58 \& 78\% \& \[
$$
\begin{gathered}
216 \\
62 \% \\
H
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 99 \\
& 599 \% \\
& \hline
\end{aligned}
$$

\] \& 455\% \& ${ }_{2}^{222} 5$ \& \[

$$
\begin{gathered}
313 \\
59 \% \\
59
\end{gathered}
$$
\] \& 1299\% \& 182\% \& 447\% \& ${ }^{68} 9$ \& 101

$56 \%$ <br>
\hline Written communication \& 612

$51 \%$ \& ${ }^{278} 45$ \& \[
$$
\begin{gathered}
334 \\
56 \% \\
5
\end{gathered}
$$

\] \& 53\% \& 182\% \& \[

$$
\begin{gathered}
197 \\
54 \% \\
E
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
169 \\
57 \% \\
E
\end{gathered}
$$

\] \& 836 \& ${ }^{26} 11 \%$ \& \[

$$
\begin{gathered}
113 \\
51 \% \\
H
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 79 \\
& 56 \% \\
& H
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
210 \\
60 \% \\
\mathrm{HI}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 98 \\
& 58 \% \\
& \mathrm{H}^{2}
\end{aligned}
$$

\] \& ${ }^{414} 5$ \& 198\% \& \[

$$
\begin{gathered}
302 \\
57 \% \\
Q
\end{gathered}
$$

\] \& ${ }_{36 \%}$ \& \[

$$
\begin{gathered}
177 \\
56 \% \\
Q
\end{gathered}
$$
\] \& ${ }^{386} 50$ \& 71

$52 \%$ \& 85\% <br>

\hline Adaptability \& ${ }_{577}{ }_{48}$ \& 257 \& \[
$$
\begin{gathered}
320 \\
54 \% \\
\hline
\end{gathered}
$$

\] \& 48\% \& ${ }^{195}$ \& ${ }^{179} 49 \%$ \& 154 5 \& 87\% \& \[

$$
\begin{aligned}
& 37 \\
& 57 \% \\
& \mathrm{H}^{2}
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
126 \\
57 \% \\
H
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 65 \\
& 46 \% \\
& 4
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
179 \\
51 \% \\
H
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 84 \\
& 50 \% \\
& \mathrm{H}^{\prime}
\end{aligned}
$$

\] \& ${ }^{385}{ }^{49 \%}$ \& 192 ${ }^{19}$ \& \[

$$
\begin{gathered}
266 \\
51 \% \\
\mathrm{Q}
\end{gathered}
$$

\] \& 1039 \& \[

$$
\begin{gathered}
167 \\
52 \% \\
52
\end{gathered}
$$
\] \& 3644\% \& ${ }^{68} 9$ \& 94\% <br>

\hline Conflict resolution \& ${ }_{571}{ }^{47 \%}$ \& 240 $39 \%$ \& \[
$$
\begin{gathered}
330 \\
56 \% \\
B
\end{gathered}
$$

\] \& 58\% \& 180 ${ }^{43 \%}$ \& ${ }^{183}$ \& 150 \& ${ }^{86}$ \% \& 29 46 \& \[

$$
\begin{aligned}
& \text { 135 } \\
& \text { 6IL } \\
& \text { HIL }
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 71 \\
& 51 \% \\
& H
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
169 \\
{ }_{H}^{49 \%}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 80 \\
& 48 \% \\
& H
\end{aligned}
$$
\] \& 382\% \& 189

$45 \%$ \& \[
$$
\begin{gathered}
260 \\
49 \%
\end{gathered}
$$

\] \& 93 ${ }^{35 \%}$ \& \[

$$
\begin{gathered}
184 \\
{ }^{58 \%}
\end{gathered}
$$
\] \& 365 ${ }^{48 \%}$ \& 657\% \& 84\% <br>

\hline Leadership \& 532 44 \& 286\% \& ${ }^{246}$ 42\% \& 58\% \& ${ }^{193}{ }^{46 \%}$ \& 1600 \& ${ }^{121} 41 \%$ \& \[
{ }_{39}^{103}

\] \& ${ }_{36 \%}$ \& 97\% \& 64\% \& \[

$$
\begin{gathered}
179 \\
51 \% \\
\text { HIM }
\end{gathered}
$$

\] \& 36\% \& \[

$$
\begin{gathered}
374 \\
48 \% \\
0
\end{gathered}
$$

\] \& 1588\% \& 232 ${ }^{44 \%}$ \& 125 ${ }^{47 \%}$ \& ${ }^{136} 42 \%$ \& 2898\% \& \[

$$
\begin{aligned}
& 81 \\
& 599 \% \\
& \hline
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 106 \\
& \substack{59 \% \\
S}
\end{aligned}
$$
\] <br>

\hline Public speaking \& $5{ }^{523} 4$ \& 245 ${ }^{40 \%}$ \& $\stackrel{278}{47 \%}$ \& 58\% \& ${ }^{177} 42 \%$ \& 174\% \& ${ }_{38}^{114}$ \& ${ }^{82} 1 \%$ \& 23 35 \& 81 36 \& 56\% \& \[
$$
\begin{gathered}
182 \\
\text { 152\% } \\
\text { HIJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
99 \\
\text { HIJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
383 \\
49 \%
\end{gathered}
$$

\] \& 140 33 \& \[

$$
\begin{gathered}
245 \\
47 \% \\
Q
\end{gathered}
$$

\] \& 92\% \& \[

$$
\begin{gathered}
147 \\
46 \% \\
\mathrm{Q}
\end{gathered}
$$
\] \& 3300 \& 75 ${ }^{7}$ \& 80\% <br>

\hline Other \& ${ }_{2}^{27} 2$ \& ${ }^{15} 2$ \& 11 ${ }_{2}$ \& ${ }_{2 \%}$ \& $\stackrel{8}{2 \%}$ \& ${ }^{12} 3$ \& ${ }_{1 \%}$ \& ${ }_{1}^{3}$ \& $\stackrel{1}{2 \%}$ \& ${ }^{3} \mathrm{\%}$ \& * \& 15 4 \% \& ${ }_{2 \%}$ \& $$
\begin{gathered}
24 \\
34 \% \\
0
\end{gathered}
$$ \& $3{ }^{3}$ \& 1\% \& ${ }_{2 \%}^{6}$ \& ${ }^{10} 3 \%$ \& ${ }^{14} 2$ \& 5 \& 7

4 <br>
\hline
\end{tabular}

Proportions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G - HIIJ/K/LIM-N/O-P/Q/R-STT/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents
Q915. Which of the following, if any, do you believe are the mostimportant soft skills to learn before entering the

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\operatorname{Gen} Z}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen }^{2}}$ | Boomers (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific training program | Some | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{gathered} \text { Pink } \\ \text { Collar } \end{gathered}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| None | 29\% | ${ }^{13} 2 \%$ | 16 ${ }_{3}$ | ${ }_{5}^{6} \%$ | 13 ${ }_{3}$ | ${ }_{1 \%}$ | $\stackrel{6}{2 \%}$ | $\begin{aligned} & 17 \\ & \text { 6L } \end{aligned}$ | $\stackrel{1}{2 \%}$ | 1 | $\stackrel{3}{2 \%}$ | ${ }_{1 \%}$ | ${ }_{2 \%}^{4}$ | ${ }^{11} \%$ | $\begin{aligned} & 18 \\ & { }^{18} \% \end{aligned}$ | 1\% | ${ }^{9}{ }^{3} \%$ | 1\% | ${ }^{14} 2$ | ${ }_{4 \%}^{6}$ | ${ }_{1}^{2}$ |
| Sigma | $\begin{gathered} 7378 \\ 612 \% \end{gathered}$ | $\begin{gathered} 3496 \\ 569 \% \end{gathered}$ | $\begin{aligned} & 3882 \\ & 656 \% \end{aligned}$ | 733 $582 \%$ | $\begin{gathered} 2404 \\ 576 \% \end{gathered}$ | $\begin{gathered} 2323 \\ 634 \% \end{gathered}$ | $\begin{aligned} & 1918 \\ & 648 \% \end{aligned}$ | $\begin{aligned} & 1316 \\ & 501 \% \end{aligned}$ | $\begin{aligned} & 377 \\ & 588 \% \end{aligned}$ | $\begin{gathered} 1460 \\ 658 \% \end{gathered}$ | $\begin{aligned} & 884 \% \\ & 629 \% \end{aligned}$ | $\begin{aligned} & 2304 \\ & 661 \% \end{aligned}$ | $\begin{aligned} & 1036 \\ & 617 \% \end{aligned}$ | ${ }^{48999} 623 \%$ | $\begin{gathered} 2480 \\ 590 \% \end{gathered}$ | $\begin{aligned} & 3328 \\ & 632 \% \end{aligned}$ | $\begin{aligned} & 1402 \\ & 529 \% \end{aligned}$ | $\begin{aligned} & 2122 \\ & 665 \% \end{aligned}$ | $\begin{aligned} & 4667 \\ & 607 \% \end{aligned}$ | $\begin{aligned} & 877 \\ & 640 \% \end{aligned}$ | $\begin{aligned} & 1103 \\ & 611 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJJ/K/LM - N/O-P/Q/R-S/T/U
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen }}$ | Boomers or older ( $55+$ ) (55+ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | Associate | Bachelor degree | Graduate degree | Yes | No | White Collar | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| ANY (NET) | ${ }_{89 \%}^{1075}$ | ${ }_{90}^{553}$ | ${ }_{882}^{52 \%}$ | $\begin{gathered} 119 \\ 95 \% \\ 9 \end{gathered}$ | $\begin{aligned} & 386 \\ & 92 \% \\ & \text { FG } \end{aligned}$ | ${ }^{318} 8$ | 251 | 210\% | ${ }^{58} \%$ | 186\% | $\begin{aligned} & 132 \\ & 94 \% \\ & \mathrm{HJ}^{2} \end{aligned}$ | $\begin{gathered} 329 \\ 94 \% \\ \mathrm{HJ}^{2} \end{gathered}$ | $\begin{aligned} & 159 \\ & 95 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{gathered} 731 \\ 93 \% \end{gathered}$ | ${ }_{8}^{344} 8$ | 479 ${ }^{91 \%}$ | 237 ${ }_{89}$ | 282 88 | $\stackrel{670}{87 \%}$ | ${ }^{128} 9$ | ${ }^{165} 91 \%$ |
| Work ethic | ${ }^{500} 41 \%$ | ${ }^{252} 41 \%$ | ${ }^{248} 4{ }_{4}$ | 42\% | ${ }^{180}{ }^{43 \%}$ | ${ }^{140} 38$ | 138\% | 94\% | 23 36 | 90 | 54\% | $\begin{gathered} 167 \\ 48 \% \\ H \end{gathered}$ | $72 \%$ | ${ }^{338} 43 \%$ | ${ }^{163} 39$ | 233 44 | 99\% | ${ }^{132} 41 \%$ | ${ }_{315}^{41 \%}$ | 59\% | 80 |
| Teamwork | 492 | ${ }^{258} 42 \%$ | 234 39 | 619\% | ${ }^{182} 44$ | ${ }^{136}$ | ${ }_{113}^{13}$ | 900 | 26 $40 \%$ | 92 \% | 57 | 150 $43 \%$ | $\begin{aligned} & 78 \\ & 46 \% \\ & 4 \end{aligned}$ | ${ }^{329} 42 \%$ | ${ }^{163} 3$ | 207 39 | 109 $41 \%$ | 132 $41 \%$ | 266\% | 46\% | $\begin{aligned} & 100 \\ & 55 \% \\ & 5 \end{aligned}$ |
| Written communication | ${ }_{3}^{474}{ }_{3}$ | ${ }^{215} 35$ | $\begin{gathered} 258 \\ 44 \% \\ B \end{gathered}$ | $\begin{gathered} 66 \\ 52 \% \\ E G \end{gathered}$ | ${ }^{156}$ 37\% | 146\% | ${ }^{106} 36$ | 48\% | $\begin{aligned} & 23 \\ & 37 \% \\ & H \end{aligned}$ | $\begin{aligned} & 92 \\ & 42 \% \\ & H \end{aligned}$ | $\begin{aligned} & 70 \\ & 50 \% \\ & H \end{aligned}$ | $\begin{gathered} 158 \\ \underset{45}{4} \% \\ \hline \end{gathered}$ | $\begin{gathered} 81 \\ 48 \% \\ H \end{gathered}$ | ${ }^{319} 41 \%$ | ${ }^{155}$ | $\begin{gathered} 229 \\ 43 \% \end{gathered}$ | ${ }_{3}^{85}$ | 131 $41 \%$ | 306 $40 \%$ | 56 $41 \%$ | 39\% |
| Verbal communication | ${ }^{467}$ 39\% | 225 37 | ${ }^{242}$ 41\% | ${ }_{26}^{36}$ | ${ }^{169}$ 41\% | 137\% | ${ }^{125} 42 \%$ | 74 $28 \%$ | ${ }^{26} \%$ | 84\% | $\begin{aligned} & 61 \\ & 43 \% \\ & { }^{6} \% \end{aligned}$ | $\begin{gathered} 156 \\ \stackrel{55 \%}{\mathrm{H}} \end{gathered}$ | 659\% | $\begin{gathered} 331 \\ \substack{42 \% \\ 0} \end{gathered}$ | ${ }^{136}{ }_{32}$ | $\underset{Q}{224}$ | 842\% | 132 $41 \%$ | 290\% | 62\% | 730 |
| Problem-solving | 461 38 | 244 40 | 217 37 | $\begin{aligned} & 51 \\ & 40 \% \end{aligned}$ | 151 $36 \%$ | $\begin{gathered} 144 \\ 39 \% \end{gathered}$ | $\begin{gathered} 115 \\ 39 \% \end{gathered}$ | ${ }^{66 \%}$ | 20 $31 \%$ | $\begin{aligned} & 85 \\ & 38 \% \\ & H \end{aligned}$ | 51 36 | $\begin{gathered} 162 \\ 46 \% \\ \mathrm{HI} \end{gathered}$ | $\begin{aligned} & 75 \\ & 45 \% \\ & H^{2} \end{aligned}$ | 320 $41 \%$ | 141 $34 \%$ | 202 38 | 90\% | 134 $42 \%$ | ${ }^{278}{ }_{36 \%}$ | 65\% | 77 |
| Critical thinking | 417 | 210 $34 \%$ | 207 35 | $\begin{gathered} 55 \\ 44 \% \\ \hline \mathrm{G} \end{gathered}$ | $\begin{gathered} 161 \\ 39 \% \\ \mathrm{G} \end{gathered}$ | 121 ${ }_{3}$ | ${ }_{27}^{79}$ | 519\% | ${ }_{2}^{15}$ | $\begin{aligned} & 72 \\ & 32 \% \\ & H \end{aligned}$ | $\begin{aligned} & 45 \\ & 32 \% \\ & H \end{aligned}$ | $\begin{gathered} 156 \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 79 \\ \text { HIJ\% } \end{gathered}$ | $\begin{gathered} 303 \\ 39 \% \end{gathered}$ | 113 | 184\% | ${ }^{81} 1 \%$ | 1188\% | 243 32 | 60\% | ${ }_{36}^{65}$ |
| Public speaking | ${ }_{3}^{396}$ | ${ }^{189} 9$ | 207 35 | $\begin{gathered} 63 \\ \text { EFG } \end{gathered}$ | $\begin{gathered} 142 \\ 34 \% \\ G \end{gathered}$ | $\stackrel{115}{31 \%}$ | ${ }^{76}$ 26\% | 27\% | 14\% | 36\% | $\begin{aligned} & 49 \\ & 35 \% \\ & H^{2} \end{aligned}$ | $\begin{gathered} 134 \\ 39 \% \\ \mathrm{HI} \end{gathered}$ | $\begin{aligned} & 75 \\ & 45 \% \\ & \text { HIJ } \end{aligned}$ | $\begin{gathered} 286 \\ 36 \% \\ 0 \end{gathered}$ | 110\% | 174 ${ }^{3} \mathbf{4}$ | 70\% | $\begin{gathered} 123 \\ { }_{Q}{ }^{1} \% \end{gathered}$ | ${ }^{226} 29 \%$ | 65 $47 \%$ S | 63 $35 \%$ |
| Professionalism | ${ }^{356} 30 \%$ | ${ }^{179}$ 29\% | ${ }^{176}$ 30\% | $\begin{aligned} & 49 \\ & 39 \% \end{aligned}$ | $\begin{gathered} 144 \\ 35 \% \\ G \end{gathered}$ | 99\% | ${ }_{24}^{62}$ | 45\% | 20 $31 \%$ $H$ | 57\% | $\begin{aligned} & 39 \\ & 28 \% \\ & H \end{aligned}$ | $\begin{gathered} 132 \\ 38 \% \\ \mathrm{HJ} \end{gathered}$ | $\begin{gathered} 62 \\ 37 \% \\ H \end{gathered}$ | $\underset{\substack{263 \\ \hline}}{2}$ | ${ }^{93}{ }^{2} \%$ | 157 30 | ${ }^{67}$ 25\% | 101 32 | 197 ${ }^{26 \%}$ | 56 <br> $41 \%$ | - $62 \%$ |
| Adaptability | 3420 | ${ }^{189}{ }_{31}$ | $\stackrel{152}{16 \%}$ | 34\% | $\begin{gathered} 144 \\ 34 \% \\ G \end{gathered}$ | ${ }^{96}{ }^{6} \%$ | ${ }^{68}{ }^{23} \%$ | 48\% | 13 $21 \%$ | 54\% | 34\% | $\begin{gathered} 129 \\ \text { 137\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 63 \\ 37 \% \\ \text { HIJK } \end{gathered}$ | ${ }^{241}$ 31\% | 100 ${ }^{24 \%}$ | $\begin{gathered} 175 \\ 33 \% \\ \mathrm{R} \end{gathered}$ | ${ }^{66}$ \% | $79 \%$ | $\stackrel{183}{24 \%}$ | 45\% | 74 $41 \%$ S |
| Leadership | ${ }^{303} 25$ | $\stackrel{176}{{ }_{29} \%}$ | ${ }_{21 \%}^{127}$ | $\begin{aligned} & 46 \\ & 36 \% \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & 127 \\ & 30 \% \\ & \mathrm{FG} \end{aligned}$ | $\begin{aligned} & 70 \\ & 19 \% \end{aligned}$ | $\begin{aligned} & 60 \\ & 20 \% \end{aligned}$ | ${ }_{23}^{50 \%}$ | 117\% | $\begin{aligned} & 48 \\ & 21 \% \end{aligned}$ | $\begin{aligned} & 321 \\ & 22 \% \end{aligned}$ | $\begin{gathered} 111 \\ 32 \% \\ \mathrm{HI} \end{gathered}$ | 48\% | 212 $27 \%$ | 91 $22 \%$ | $\begin{gathered} 117 \\ 22 \% \end{gathered}$ | $\begin{aligned} & 88 \\ & 33 \% \\ & \text { PR } \end{aligned}$ | 21\% | ${ }^{154}$ | $\begin{aligned} & 43 \\ & 32 \% \\ & \hline \end{aligned}$ | 61 $34 \%$ S |
| Conflict resolution | 234 $19 \%$ | 122 ${ }^{20 \%}$ | $\begin{gathered} 113 \\ 19 \% \end{gathered}$ | $\begin{aligned} & 40 \\ & 32 \% \\ & \mathrm{EG} \end{aligned}$ | $\begin{aligned} & 81 \\ & 19 \% \end{aligned}$ | $\begin{aligned} & 76 \\ & \begin{array}{l} 21 \% \\ G \end{array} \end{aligned}$ | ${ }_{13}^{38}$ | $\begin{aligned} & 31 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 111 \% \\ & 18 \% \end{aligned}$ | $\begin{aligned} & 39 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 33 \\ & { }^{33} \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 71 \\ & 20 \% \\ & H \end{aligned}$ | $\begin{aligned} & 50 \\ & 30 \% \\ & \mathrm{HJJ} \end{aligned}$ | ${ }^{167}$ | ${ }^{67} 16$ | ${ }^{116}$ 22\% | 40\% | ${ }_{21}^{68}$ | 116\% | $\begin{aligned} & 41 \\ & 30 \% \\ & \mathrm{~S} \end{aligned}$ | ${ }_{\text {27 }}^{\text {S }}$ \% |
| Other | ${ }^{28} 2$ | 17\% | 11 $2 \%$ | ${ }_{2 \%}$ | $\stackrel{9}{2 \%}$ | $\stackrel{8}{2 \%}$ | ${ }_{3 \%}$ | ${ }_{1}^{4}$ | 3\% | 1 | ${ }_{2 \%}$ | $\begin{gathered} 15 \\ 4 \% \\ j \end{gathered}$ | $\stackrel{3}{2 \%}$ | 24\% | ${ }_{1}^{4} \%$ | 1\% | ${ }^{8}{ }^{8}$ | $\begin{aligned} & 14 \\ & \stackrel{14}{\mathrm{P}} \end{aligned}$ | 13\% | 5 | 4\% |
| None | ${ }^{131} 11 \%$ | 61 $10 \%$ | 70 $12 \%$ | $7 \%$ 5 | 31 81 | $\begin{aligned} & { }^{48}{ }_{13} \\ & \\ & \hline \end{aligned}$ | $\begin{aligned} & 45 \\ & { }^{45 \%} \\ & \text { DE } \end{aligned}$ | $\begin{gathered} 52 \\ \text { KLM } \end{gathered}$ | ${ }_{9}^{6} \%$ | $\begin{gathered} \left.\begin{array}{c} 36 \\ \text { KLM } \end{array}\right) \end{gathered}$ | 6\% | 19\% | 5\% | $55 \%$ | $\begin{aligned} & \begin{array}{l} 76 \\ 18 \% \\ N \end{array} \end{aligned}$ | ${ }^{48} \%$ | 11\% | 37 ${ }_{12 \%}$ | ${ }^{98} 13 \%$ | 9\% | ${ }_{9 \%}^{16}$ |

[^2]Base: All Qualified Respondents
Q920. Which of the following soft skills, if any, did you learn before entering the workforce? Please select all that apply.

|  | Gen |  |  | Gener | ation |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\begin{gathered} \text { G7 } \mathbf{~} \mathbf{3 9 - 5 4 )} \end{gathered}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree degree | Bachelor degree | Graduate egree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Colar | White | African American | Hispanic |
| (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| 4600 $381 \%$ | 2337 $380 \%$ | 2263 $382 \%$ | 551\% | 1678 $402 \%$ | 1335 $364 \%$ | 1035 $350 \%$ | 716 ${ }^{773}$ | 212 312 | 815 $367 \%$ | 536 $381 \%$ | 1561 $448 \%$ | 759 $452 \%$ | 3189 406 | 1411 336 | 2069 $393 \%$ | 916 345 | 1270 $398 \%$ | 2686\% | 633 ${ }^{6}$ | 785 $435 \%$ |



Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/Certifcations |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | (18-24) | $\begin{aligned} & \text { Mille- } \\ & \text { Mine } \\ & \text { (255-38) } \end{aligned}$ | (39-54) | Boomers or older $\underset{(55+)}{\text { or older }}$ | $\underset{\text { degree }}{\mathrm{HS}}$ | $\begin{gathered} \text { Job.i.icic } \\ \text { spacifict } \\ \text { program } \end{gathered}$ | ${ }_{\text {Some }}^{\substack{\text { Somege }}}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | Graduate degree | Yes | No | ${ }_{\text {White }}^{\text {Whitar }}$ | ${ }_{\text {Blue }}^{\text {Collar }}$ | Pink Collar | White | ${ }_{\text {American }}^{\text {Afrin }}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| ANY (NET) | ${ }_{94 \%}^{1131}$ | ${ }_{989}^{58 \%}$ | ${ }_{950}^{59 \%}$ | ${ }_{94 \%}^{118}$ | $\begin{gathered} 401 \\ 90 \% \\ 9 \end{gathered}$ | ${ }_{95 \%}^{347}$ | ${ }^{265} 9$ | ${ }^{229} 9$ | ${ }_{90} 9$ | ${ }^{207} 9$ | $\begin{aligned} & \begin{array}{l} 137 \\ \text { Hi\% } \end{array} \end{aligned}$ | $\begin{aligned} & 339 \\ & { }_{3}^{97 \%} \end{aligned}$ | $\begin{aligned} & 161 \\ & 969 \% \\ & \hline 9.0 \end{aligned}$ |  | ${ }_{89}^{374}$ | ${ }^{500} \%$ | ${ }^{254} 9$ | ${ }_{949}^{299}$ | ${ }_{949}^{719}$ | ${ }_{9}^{124} 9$ | ${ }_{976}^{176}$ |
| Math | ${ }^{803} \%$ | ${ }^{394} 64$ | 409\% | 73\% | ${ }_{61 \%}^{256}$ | ${ }^{259 \%}$ | 202\% | ${ }^{160} 61 \%$ | 40\% | 156\% | ${ }^{104}$ | ${ }^{235}$ 67 | ${ }^{108} 64$ | ${ }^{505} 5$ | ${ }^{298} 71 \%$ | ${ }^{340} 65$ | ${ }^{170} 64 \%$ | ${ }^{230}$ \% | 521 68 | 94\% | ${ }^{112} 6$ |
| Basic computer skills (es. typing word (e..g., typing, word processing, etc.) | ${ }^{726} 6$ | ${ }^{335} 5$ | $\begin{aligned} & 390{ }_{8}^{39 \%} \\ & \end{aligned}$ | $\frac{85}{68 \%}$ | $\begin{gathered} 273 \\ \underset{G}{2} \% \end{gathered}$ | $\begin{gathered} 236 \\ 64 \% \\ G \end{gathered}$ | 132\% | $\stackrel{134}{51 \%}$ | ${ }^{28} \%$ |  | $\begin{aligned} & 92 \\ & \frac{92}{65 \%} \\ & H 1 \end{aligned}$ | $\begin{aligned} & 227 \\ & \begin{array}{l} 26 \% \\ \mathrm{Hf} \end{array} \end{aligned}$ | 56\% | 471\% | ${ }^{255}$ | $\begin{gathered} 337 \\ 64 \% \\ 64 \end{gathered}$ | 132\% | ${ }_{6}^{206 \%}$ | ${ }^{459}$ \% | 96\% | ${ }_{1}^{113}$ |
| Foreign language | 397\% | ${ }_{30}^{182}$ | 215 ${ }_{36}$ | ${ }_{36}^{46}$ | $\begin{gathered} 153 \\ \substack{17 \%} \end{gathered}$ | $\begin{gathered} 128 \\ { }_{5}^{38} \% \end{gathered}$ | 71\% | ${ }_{24 \%}^{63}$ | 23\% | ${ }_{30}^{67}$ | 40\% | $\begin{aligned} & \begin{array}{l} 137 \\ 37 \% \\ H 19 \end{array} \end{aligned}$ | $\begin{gathered} 75 \\ \text { HUK } \\ \hline \text { HJK } \end{gathered}$ | $\underset{{ }_{30}^{281}}{201}$ | 117\% | $\begin{gathered} 176 \\ 33 \% \\ \hline \end{gathered}$ | ${ }^{65} \%$ | 127 ${ }^{120}$ | ${ }_{214}^{214}$ | 47\% | ${ }_{\text {388\% }}^{68}$ |
| Advanced computer skills (e.g., coding, programming, analytics, etc.) | ${ }^{318} 26$ | $\underset{\text { c }}{\substack{188 \\ \text { c }}}$ | ${ }^{130} 22 \%$ | ${ }_{\substack{34 \% \\ G}}^{4}$ | $\begin{gathered} \text { 132 } \\ \begin{array}{c} 32 \% \\ G \end{array} \end{gathered}$ | $\begin{aligned} & \text { 104 } \\ & \underset{G}{88 \%} \end{aligned}$ | ${ }_{1}^{39}$ 13\% | ${ }_{18}^{48}$ | 11\% | ${ }_{23}{ }^{5} \%$ | 34\% | $\begin{aligned} & \text { 120 } \\ & \text { 314\% } \end{aligned}$ | $\begin{gathered} 574 \\ 34 \% \\ H 4 \% \end{gathered}$ | ${ }^{245} 3$ | ${ }_{17}^{7} \%$ | $\underset{\substack{174 \\ 3 \\ R}}{ }$ | ${ }_{24 \%}^{64}$ | ${ }_{20}^{63}$ | ${ }^{176}$ 23\% |  | ${ }^{53}$ |
| Manual skills (e.g.g. carpe etc.) | ${ }_{292}^{29}$ | $\underset{\substack{183 \\ 30 \%}}{ }$ | 109\% |  | ${ }^{209 \%}$ | ${ }^{26} \times$ | ${ }_{16 \%}$ |  | ( ${ }_{\text {21 }}^{33 \%}$ | 56\% | 36\% | 90\% | 34\% | ${ }_{26}^{206}$ | ${ }^{86} \%$ | 105\% | ( ${ }_{\text {34 }}^{3} \times$ | 76 $24 \%$ | ${ }^{163}$ | ${ }_{31}^{41} \%$ | S5 ${ }_{\text {31\% }}$ |
| Data analytics | ${ }^{269} 29$ | $\underset{C}{163}{ }_{C}^{16 \%}$ | 106\% | $\begin{aligned} & 37 \% \\ & { }^{39 \%} \end{aligned}$ | $\begin{gathered} 107 \\ \begin{array}{c} 26 \% \\ G \end{array} \end{gathered}$ | $\begin{aligned} & 85 \\ & { }_{23}^{83} \end{aligned}$ | ${ }_{13}^{40}$ | -35\% | 10\% | 21\% | ${ }_{17}^{24}$ | $\begin{aligned} & 127 \% \\ & \text { HJK } \\ & \text { HJK } \end{aligned}$ | $\begin{gathered} 55 \\ \text { H3 } 3 \text { 3 } \end{gathered}$ | $\begin{gathered} 2188_{8}^{2} \\ \hline \end{gathered}$ | 512\% | $\begin{aligned} & 150 \\ & \begin{array}{l} 150 \% \\ R R \end{array} \end{aligned}$ | ${ }_{17 \%}^{6}$ | 18\% | ${ }^{126}$ | ¢ $\begin{aligned} & 47 \\ & 34 \\ & 5\end{aligned}$ | ${ }^{64}{ }^{64}$ |
| Project management | ${ }_{263}^{263}$ | ${ }^{154} \times$ | ${ }^{109}$ | ${ }_{23}^{29}$ | $\begin{aligned} & 109 \\ & { }_{6}^{26 \%} \end{aligned}$ |  | 38\% | ${ }^{48} \times$ | 11\% | 19\% | 13\% | $\begin{array}{r} 106 \\ \text { H0 } \\ \text { HJK } \end{array}$ | $\begin{gathered} 62 \% \\ \text { HIKK } \end{gathered}$ | $\begin{gathered} 222 \\ 88 \% \end{gathered}$ | ${ }_{10}^{42}$ | - ${ }_{\text {150\% }}^{\text {QR }}$ | 49\% | 16\% | ${ }^{138}{ }^{18}$ | ${ }_{24}^{33}$ | 57\% |
| Other | ${ }^{50} \%$ | ${ }^{50}$ | ${ }^{20}$ | 5\% | ${ }^{10} 20$ | ${ }^{14} \%$ | $\underset{\text { 21 }}{\substack{7 \\ E}}$ | 1\% | $\stackrel{4}{6}_{6}$ | ${ }^{10} 4 \%$ | ${ }_{3}^{4} \%$ | ${ }^{18} \%$ | $\begin{gathered} 12 \\ { }_{1}^{7} \% \\ H^{2} \end{gathered}$ | ${ }^{56} \%$ | ${ }_{3}^{14}$ | ${ }^{17}{ }_{3}$ | ${ }_{1}^{4} \%$ | 17\% | 29\% | 5\% | $7 \%$ |
| None | ${ }^{75} \%$ | 34\% | ${ }^{41} \%$ | 6\% | ${ }^{17} 4$ | ${ }^{2} \%$ | $\begin{aligned} & 31 \\ & 10 \% \\ & \text { B } \end{aligned}$ | $\begin{gathered} 33 \\ \text { KLM } \\ \text { KLM } \end{gathered}$ | ${ }_{\mathrm{kLL}}^{70 \%}$ | ${ }^{15} \%$ | ${ }_{3}^{4} \%$ | 10\% | $7 \%$ | ${ }_{4}^{29} \%$ | ${ }_{\text {46 }}^{1 / 2} \mathrm{~N}$ | ${ }^{27} 5$ | ${ }^{15} \%$ | ${ }^{20} 6$ | $4{ }_{6 \%}$ | $13 \%$ | ${ }_{3}{ }^{\text {\% }}$ |
| Sigma | ${ }^{3193}$ 26\% | ${ }^{1665}$ | ${ }^{15288 \%}$ | ${ }^{383}$ | ${ }^{1166}$ 279\% | ${ }^{1023}$ 279\% | 2210\% | 529\% | 140\% | 544\% | ${ }^{355} 5$ | ${ }^{1071}{ }^{307}$ | 504\% | ${ }^{2211} \times$ | ${ }_{234 \%}^{982}$ | ${ }^{1476}$ 280\% | ${ }_{243 \%}^{646}$ | 845\% | ${ }_{2436}^{186}$ | ${ }_{325}{ }^{2} \%$ | ${ }_{235}^{535}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/EFFG - HIIJ/KLLM - N/O - P/Q/R - S/TIU
Overlap formulae used.
Overlap formulae used. ${ }^{2}$ small base

Base: All Qualified Respondents

| Unweighted Base | 1206 | 1206 | 1206 | 1206 | 1206 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Weighted Base | 1206 | 1206 | 1206 | 1206 | 1206 |
| Basic personal finance skills (e.g., budgeting, planning, etc. | ${ }^{103}{ }_{9}{ }^{2}$ | $\begin{gathered} 309 \\ 26 \% \\ A E \end{gathered}$ | $\begin{gathered} 281 \\ 23 \% \\ A E \end{gathered}$ | $\begin{array}{r} 397 \\ \text { ABCE } \end{array}$ | 116 $10 \%$ |
| Communication skills | $\begin{gathered} 183 \\ \stackrel{5}{E} \% \end{gathered}$ | $\begin{gathered} 351 \\ 29 \% \\ \text { AE } \end{gathered}$ | $\begin{gathered} 294 \\ 24 \% \\ A E \end{gathered}$ | $\begin{gathered} 327 \\ 27 \% \\ A E \end{gathered}$ | ${ }^{51} \%$ |
| Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.) | 97\% | $\begin{gathered} 285 \\ 24 \% \\ A E \end{gathered}$ | $\begin{gathered} 359 \\ \text { ABE } \end{gathered}$ | $\begin{gathered} 384 \\ { }_{3}^{32} \% \\ \text { ABE } \end{gathered}$ | ${ }^{82} \%$ |
| Resume writing skills | ${ }^{60}$ | $\begin{gathered} 361 \\ 30 \% \\ \text { ADE } \end{gathered}$ | $\begin{gathered} 409 \\ 444 \% \\ \text { ADE } \end{gathered}$ | $\begin{gathered} 260 \\ \begin{array}{c} 22 \% \\ A E \end{array} \end{gathered}$ | $\begin{gathered} 116 \\ { }_{A}^{10 \%} \end{gathered}$ |
| Negotiating skills (e.g., for a sâary increase, promotion, etc.) | 51\% | $\begin{gathered} 165 \\ \substack{14 \% \\ A} \end{gathered}$ | $\begin{gathered} 239 \\ 20 \% \\ A B \end{gathered}$ | $\begin{gathered} 544 \\ \text { ABCE } \end{gathered}$ | $\begin{gathered} 207 \\ 17 \% \\ A \end{gathered}$ |
| Email etiquette | 84\% | $\begin{gathered} 249 \\ { }_{21}{ }^{2} \% \end{gathered}$ | $\begin{gathered} 305 \\ { }^{25 \%} \\ \text { AE } \end{gathered}$ | $\begin{gathered} 447 \\ \text { ABCE }_{3}^{37} \end{gathered}$ | $\begin{gathered} 121 \\ \substack{10 \% \\ A} \end{gathered}$ |
| Process for finding a job (e.g., where to look, how to apply, etc.) | ${ }^{77}$ | $\begin{gathered} 333 \\ 28 \% \\ \text { AE } \end{gathered}$ | $\begin{gathered} 381 \\ 32 \% \\ \text { AE } \end{gathered}$ | $\begin{gathered} 333 \\ 28 \% \\ \text { AE } \end{gathered}$ | $81 \%$ |
| How to fill out a W-2 form | 53 4 \% | $\begin{gathered} 246 \\ 20 \% \\ A E \end{gathered}$ | $\begin{gathered} 194 \\ 196 \\ \text { AE } \end{gathered}$ | $\begin{array}{r} 617 \\ \text { ABCE } \end{array}$ | $\stackrel{95}{8 \%}$ |
| How to choose benefits (e.g., health insurance, 401k, etc.) | ${ }_{34}^{3}$ | $\begin{gathered} { }^{136} \\ { }_{A}^{11 \%} \end{gathered}$ | $\begin{gathered} 190 \\ 916 \% \\ \text { ABE } \end{gathered}$ | $\begin{gathered} 703 \\ A B C E \% \end{gathered}$ | $\begin{gathered} 143 \\ { }_{A}^{12 \%} \end{gathered}$ |
| Networking skills (i.e., the exchange of information or services between | $83 \%$ | $\begin{gathered} 208 \\ { }_{17}^{17} \% \end{gathered}$ | $\begin{gathered} 298 \\ \text { ABE } \\ \text { ABE } \end{gathered}$ | $\begin{array}{r} 474 \\ \text { ABCE } \end{array}$ | $\underset{A}{144} \underset{A}{142 \%}$ |

services between
individuals)
Proportions/Means: All Columns Tested (5\% risk level)
Overlap formulae used.
Overlap formulae used

## Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \& \multicolumn{3}{|r|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& Total US \& Male \& Female \& \begin{tabular}{|c} 
Gen Z \\
\((18-24)\) \\
\hline
\end{tabular} \& \[
\begin{gathered}
\text { Mille- } \\
\text { (2inials } \\
\text { (25.38) }
\end{gathered}
\] \&  \& \[
\underset{\substack{\text { Boomers } \\ \text { or older } \\(55+)}}{\text { Bren }}
\] \& \[
\underset{\text { degree }}{\mathrm{HS}}
\] \& soobific
spaifing
program \& Some
college \& \[
\begin{gathered}
\text { Associate } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{gathered}
\text { Bachelor } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{gathered}
\text { Graduate } \\
\text { degree }
\end{gathered}
\] \& Yes \& No \& \({ }_{\text {White }}^{\text {Colar }}\) \& - \(\begin{gathered}\text { Bue } \\ \text { Collar }\end{gathered}\) \& \({ }_{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}^{\text {a }}\) \& White \& \(\xrightarrow{\text { African }}\) American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& \(137^{*}\) \& 181 \\
\hline Communication skills \& \(\xrightarrow{183} 15\) \& 89\% \& \({ }^{93}\) \& \[
\begin{gathered}
34 \\
37 \% \\
\mathrm{EFG}
\end{gathered}
\] \& \({ }_{15}^{62}\) \& 57\% \& 30\% \& \({ }_{16}^{4} \%\) \& 11\% \& 40 180 \& \({ }_{14 \%}^{20}\) \& 47\% \& \({ }^{28} \%\) \& \({ }^{115} 15\) \& -63\% \& - \(13 \%\) \& \({ }^{46}\) \% \& \({ }_{13}^{43}\) \& \({ }^{113} 15\) \& \({ }_{17}^{24}\) \& \({ }_{13}^{24}\) \\
\hline Basic personal finance
skills (e.g., budgeting planning, etc.) \& \({ }^{103} 9\) \& \({ }_{9 \%}{ }^{5}\) \& 45\% \& \[
\begin{aligned}
\& 17 \\
\& { }_{13}^{2} \%
\end{aligned}
\] \& \({ }_{8}^{35}\) \& \({ }_{5}^{20}\) \& \(\underset{\substack{32 \\ 1 \\ 5}}{\text { \% }}\) \& \({ }_{8 \%}^{20}\) \& 5\% \& \({ }^{22} 10 \%\) \& \({ }_{5 \%}^{7}\) \& 10\% \& \({ }^{15} \%\) \& \({ }_{98}^{68}\) \& 35\% \& 44\% \& \({ }^{22} 8\) \& \({ }^{28} \%\) \& \({ }_{8 \%}\) \& 17\% \& \({ }^{16} 9\) \\
\hline Interview etiquette/skills (e.g., what to wear to an
interview, writing a thank you note, etc.) \& \({ }_{8 \%} 9\) \& \({ }_{10 \%}^{61}\) \& \({ }_{6}^{66}\) \& \[
\begin{gathered}
26 \\
\text { 260 } \\
\text { EFG }
\end{gathered}
\] \& 34\% \& 22\% \& 15\% \& \({ }^{25} \%\) \& \({ }_{12 \%}\) \& \({ }^{19} \%\) \& 6\% \& 21\% \& \({ }_{9}^{16}\) \& \({ }^{63} \%\) \& 34\% \& \(37 \%\) \& 31 \({ }_{12 \%}\) \& 23\% \& \({ }^{43}\) \% \& \({ }_{18}^{18} \%\) \& 119\% \\
\hline Email etiquette \& \({ }^{84} \%\) \& 49\% \& \({ }^{35}\) \& \[
\begin{gathered}
23 \\
\text { EFG\% } \\
\text { EFG }
\end{gathered}
\] \& \({ }_{30}^{30}\) \& \({ }_{\text {26 }}^{\substack{7}}\) \& 2\% \& \(\stackrel{13}{5 \%}\) \& \(\stackrel{3}{5} \%\) \& \({ }^{16} \%\) \& 5\% \& \({ }^{32} 9\) \& \({ }^{15} 9\) \& 59\% \& \({ }^{25}\) 6\% \& \({ }_{6}^{29}\) \& \({ }^{18} \%\) \& 31 \(10 \%\) \& \({ }^{30} 4\) \& 11\% \& \({ }_{\text {12 }}^{22}\) \\
\hline \begin{tabular}{l}
Networking skills (i.e., the
exchange of information or services between
individuals) \\
individuals)
\end{tabular} \& \({ }^{83} \%\) \& \({ }_{9}^{5 \%}\) \& \({ }_{5 \%}\) \&  \&  \& 21\% \& 2\% \& 11\% \& 10\% \& \({ }^{15} \%\) \& \({ }_{3}^{4} \%\) \& \({ }_{9}^{31}\) \& \({ }_{9}^{14}\) \& \({ }^{63} \%\) \& \({ }^{20} \%\) \& \({ }_{7} \%\) \& \({ }^{18} \%\) \& 24\% \& 29\% \& \({ }^{11} 8\) \& - \({ }_{\text {13\% }}^{13}\) \\
\hline Process for finding a job (e.g., where to
to apply, etc.) \& \({ }_{6}^{77}\) \& 40\% \& \({ }^{38} \%\) \& 10\% \& 32\% \& 21\% \& \({ }^{15}\) \& \({ }^{13} 5\) \& \(\stackrel{3}{5} \%\) \& 21 \(10 \%\) \& 6\% \& \({ }^{26} \%\) \& \({ }_{3 \%}^{6}\) \& \({ }^{55} \%\) \& \({ }^{23} 5\) \& \({ }^{23} 4 \%\) \& \({ }_{\text {10\% }}^{26}\) \& \({ }^{23} \%\) \& \({ }_{6}^{44}\) \& \({ }^{13} 9\) \& \({ }_{9 \%}^{16}\) \\
\hline Resume writing skills \& \({ }_{5 \%}^{60}\) \& \({ }^{40}{ }^{7} \%\) \& \({ }_{3 \%}{ }^{2}\) \& \[
\begin{aligned}
\& 14 \% \\
\& F G \\
\& F G
\end{aligned}
\] \& 22\% \& \({ }^{15} \%\) \& 3\% \& 12\% \& 3\% \& \({ }^{13} \%\) \& \({ }_{1}^{2} \%\) \& 19\% \& 13

K
K \& ${ }^{48} \%$ \& ${ }^{12} \%$ \& ${ }^{15} \%$ \& ${ }^{20} 8$ \& 19\% \& 29\% \& ${ }^{11} 8$ \& ${ }^{12} \%$ <br>
\hline How to fill out a W-2 form \& 53\% \& ${ }^{35} \%$ \& ${ }_{3}^{19}$ \& 10\% \& 17\% \& 16\% \& 3\% \& 10\% \& 3\% \& ${ }^{12}$ \% \& ${ }_{1} \%$ \& ${ }_{\text {21 }}^{21} \times$ \& ${ }_{5}^{8}$ \& $4{ }_{5}{ }^{\text {\% }}$ \& ${ }^{13} \%$ \& ${ }^{21} \%$ \& ${ }^{15} \%$ \& ${ }^{15} \%$ \& 29\% \& ${ }^{10} \%$ \& ${ }^{11} 6$ <br>
\hline Negotiating skills (e.g., for a salary increase,
promotion, etc.) \& ${ }^{51} 4$ \& 39\% \& ${ }^{12}$ \% \& 5\% \& ${ }_{\text {26 }}^{6}$ \& 20
5
5 \& $!$ \& 10\% \& HJKM ${ }_{\text {c }}^{\substack{7 \\ \text { Hem }}}$ \& ${ }_{3 \%}$ \& $\stackrel{2}{1 \%}$ \& 21\% \& 5\% \& 43\% \& ${ }_{2 \%}^{8}$ \& ${ }^{20} 4 \%$ \& ${ }^{13} \%$ \& 14\% \& 29\% \& 8\% \& ${ }_{4 \%}^{8}$ <br>

\hline | How to choose benefits |
| :--- |
|  | \& ${ }_{3 \%}$ \& ${ }^{21} 3$ \& ${ }^{13}$ \& 5\% \& 13\% \& 10\% \& ${ }_{2 \%}^{6}$ \& $\stackrel{4}{2 \%}$ \& * \& ${ }_{3 \%}^{6}$ \& ${ }_{1}^{2} \%$ \& ${ }^{17} 5$ \& 5\% \& $\stackrel{29}{4 \%}$ \& ${ }_{1}^{4} \%$ \& ${ }^{15} \%$ \& ${ }_{3 \%}^{8}$ \& 3\% \& ${ }^{15}$ \& 5\% \& $\stackrel{10}{16}$ <br>

\hline
\end{tabular}



Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inals } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- <br> $\begin{array}{c}\text { Specific } \\ \text { traing } \\ \text { program }\end{array}$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| Resume writing skills | $\begin{gathered} 361 \\ 30 \% \end{gathered}$ | $\xrightarrow{164} 27 \%$ | $\begin{gathered} 197 \\ 33 \% \end{gathered}$ | $\begin{aligned} & 51 \\ & 41 \% \\ & { }^{4 G} \end{aligned}$ | $\begin{aligned} & 160 \\ & 38 \% \\ & \text { FG } \end{aligned}$ | 73 ${ }^{7}$ | 77 $26 \%$ | $\begin{gathered} \quad 125 \\ \text { IJKLM } \end{gathered}$ | 188\% | $\begin{aligned} & 71 \\ & 32 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 42 \\ & 30 \% \\ & \hline \end{aligned}$ | 67 $19 \%$ | 37 22 | 212 270 | $\begin{gathered} 149 \\ 35 \% \\ N \end{gathered}$ | $\stackrel{149}{28 \%}$ | 91 $34 \%$ | ${ }_{30}^{96}$ | 2288 | 59 $43 \%$ | 539\% |
| Communication skills | $\begin{gathered} 351 \\ 29 \% \end{gathered}$ | $\begin{gathered} 165 \\ 27 \% \end{gathered}$ | ${ }_{31 \%}^{186}$ | $\begin{aligned} & 44 \\ & 35 \% \end{aligned}$ | ${ }^{115} 28$ | $\begin{gathered} 101 \\ 28 \% \end{gathered}$ | $\begin{aligned} & 91 \% \end{aligned}$ | $\begin{aligned} & 105 \\ & 40 \% \\ & \text { LM } \end{aligned}$ | 199\% | $\begin{aligned} & 63 \\ & 29 \% \end{aligned}$ | 44\% | ${ }^{84} 24$ | 36 $21 \%$ | 209\% | $\begin{gathered} 142 \\ 34 \% \\ \mathrm{~N} \end{gathered}$ | $\begin{gathered} 149 \\ 28 \% \end{gathered}$ | ${ }^{83}$ 31\% | ${ }^{104} 3$ | ${ }^{225}$ | 55 $40 \%$ | 41 ${ }^{43}$ |
| Process for finding a job (e.g., where to look, how to apply, etc.) | $\begin{gathered} 333 \\ 28 \% \end{gathered}$ | ${ }_{246}^{146}$ | $\begin{gathered} 187 \\ 32 \% \\ B \end{gathered}$ | $\begin{aligned} & 52 \\ & { }_{52}^{42} \% \\ & \mathrm{FG}^{2} \end{aligned}$ | ${ }_{292}^{122}$ | ${ }_{26}^{86}$ | 73 ${ }^{25 \%}$ | $\begin{gathered} \begin{array}{c} 125 \\ \text { IJKLM } \end{array} \text { 48\% } \end{gathered}$ | 16\% | 56\% | 22\% | 61 $18 \%$ | 44\% | 191 24 | $\begin{gathered} 143 \\ \begin{array}{c} 34 \% \\ \mathrm{~N} \end{array} \end{gathered}$ | $\stackrel{149}{28 \%}$ | 72 27 | 82\% | ${ }^{200} 26$ | 55 $40 \%$ SU | 22\% |
| Basic personal finance planning, etc.) | ${ }^{309} 26$ | ${ }_{147}^{24 \%}$ | 162\% | 34\% | 98\% | 83\% | 93\% | $\begin{gathered} 109 \\ \text { JKLM }^{41 \%} \end{gathered}$ | 19\% | 24\% | 25 ${ }^{2}$ | 70\% | 415\% | 192\% | 117\% | 137 | 26\% | 80\% | 1999\% | 37\% | 413\% |
| Interview etiquette/skills (e.g., what to wear to an you note, etc.) | 285 24 | ${ }^{127} 21 \%$ | ${ }^{158} 27$ | 33\% | $\begin{aligned} & 126 \\ & 30 \% \\ & \text { FG } \end{aligned}$ | 184\% | ${ }_{22}^{62}$ | $\begin{gathered} 87 \\ \text { IKLM }^{83} \% \end{gathered}$ | $12 \%$ | 54\% | 25 $18 \%$ | 813\% | 24\% | ${ }^{178}{ }^{23} \%$ | ${ }^{107}$ 25\% | ${ }^{128} 8$ | 22\% | 22\% | $\stackrel{183}{24 \%}$ | 45\% | 22\% |
| Email etiquette | ${ }^{249} 21 \%$ | ${ }^{118} 19$ | 131 | $\begin{aligned} & 47 \\ & 37 \% \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & 116 \\ & \text { 28\% } \\ & \text { FG } \end{aligned}$ | ${ }_{13}^{49}$ | 37 $12 \%$ | $\begin{gathered} 74 \\ { }^{28 \%} \\ \text { ILM } \end{gathered}$ | 10\% | 52 24 | 20\% | 58\% | ${ }^{28}{ }^{16 \%}$ | 152 $19 \%$ | 97\% | $\stackrel{102}{19 \%}$ | $\begin{gathered} 727 \% \\ { }_{27}^{7} \% \end{gathered}$ | 58\% | ${ }^{154} 20$ | 36\% | 51\% |
| How to fill out a W-2 form | 246\% | ${ }^{132} 21 \%$ | ${ }^{115}{ }_{19}$ | 239\% | 819\% | 77 $21 \%$ | 60\% | $\begin{aligned} & 70 \\ & 27 \% \\ & \hline \end{aligned}$ | 13 $21 \%$ | 35 $16 \%$ | 27\% | 69\% | 33 $19 \%$ | 152 $19 \%$ | 92\% | ${ }^{107}$ 20\% | 65 24\% R | 51 16 | ${ }^{158} 21 \%$ | 21\% | 31 $17 \%$ |
| Networking skills (i.e., the exchange of information or individuals) individuals) | $\begin{gathered} 208 \\ 17 \% \end{gathered}$ | $\begin{gathered} 114 \\ 19 \% \end{gathered}$ | 94 $16 \%$ | 32\% ${ }^{36}$ | $\begin{aligned} & 80 \\ & 19 \% \end{aligned}$ | ${ }_{13}{ }^{4} \%$ | 49\% | $\begin{gathered} \begin{array}{c} 81 \\ \text { JKLM }^{31 \%} \end{array} \end{gathered}$ | 13 $20 \%$ | 23 $11 \%$ | 20 14 | ${ }_{13}^{46}$ | 25\% | 130 $17 \%$ | 78\% | ${ }^{88}$ | 25\% | 46\% | 129 $17 \%$ | 35\% | 33 $18 \%$ |
| Negotiating skills (e.g., for a salary increase, promotion, etc.) | 165 | 88 $14 \%$ | ${ }^{78} 13 \%$ | 14 | $\begin{aligned} & \text { 699} \\ & 17 \\ & \hline \end{aligned}$ | ${ }^{34} 9$ | $\begin{aligned} & 47 \\ & 16 \% \\ & \hline \end{aligned}$ | $\begin{gathered} \begin{array}{c} 61 \\ \text { IJKL } \end{array} \text { ( } 4 \% \end{gathered}$ | ${ }_{9}^{6} \%$ | 22 $10 \%$ | 17 $12 \%$ | ${ }^{33} 9$ | 27 $16 \%$ | 108 | 57\% | $\begin{aligned} & 84 \\ & 84 \% \\ & \text { 16\% } \end{aligned}$ | $\begin{gathered} 45 \\ { }^{17 \%} \% \\ { }^{2} \end{gathered}$ | ${ }^{23} \%$ | 101 $13 \%$ | ${ }^{26} 9$ | 23 $13 \%$ |
| How to choose benefits $40 .{ }^{2}$, , health insurance, 40ik, etc.) | $\stackrel{136}{11 \%}$ | $\begin{aligned} & 76 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 61 \% \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 17 \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 59 \\ & 14 \% \end{aligned}$ | 31 8 \% | ${ }^{29} 10 \%$ | $\begin{gathered} { }^{63}{ }^{634} \% \\ \text { IJKLM }^{24 \%} \end{gathered}$ | $\stackrel{3}{5 \%}$ | 15\% | 7\% | 27\% | $\begin{aligned} & 19 \\ & 11 \% \end{aligned}$ | ${ }_{11 \%}^{88}$ | $\begin{aligned} & 49 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 78 \\ & 15 \% \\ & \text { R } \end{aligned}$ | $\begin{aligned} & 36 \\ & { }^{34} \% \\ & { }_{\mathrm{R}} \end{aligned}$ | 13\% | $\begin{aligned} & 82 \\ & 11 \% \end{aligned}$ | 24 18 | ${ }_{12}^{22}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/KILIM - N/O - P/Q/R - S/T/U
Overlap formulae used. $\begin{aligned} & \text { small base }\end{aligned}$

## Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | Gen Z <br> $(18-24)$ | $\begin{gathered} \text { Mille- } \\ \text { Minel } \\ \text { (25.-38) } \end{gathered}$ | ${ }_{\substack{\text { Gen } \\(39-54) \\ \hline}}$ | $\begin{gathered} \text { Boomers } \\ \text { ors. } \\ \text { onder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ | $\begin{gathered} \text { Job.i.ic } \\ \text { spaic } \\ \text { praing } \\ \hline \end{gathered}$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | $\begin{aligned} & \text { Associate } \\ & \text { degree } \end{aligned}$ | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Graduate } \\ \text { degree } \end{gathered}$ | Yes | No | White | Bue <br> Collar <br> - | ${ }_{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}$ | White | $\xrightarrow{\substack{\text { African } \\ \text { American } \\ \hline}}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Resume writing skills | 409\% | ${ }_{36 \%}^{218}$ | ${ }^{191}$ | 32\% | ${ }_{3}^{137}$ \% | $\begin{aligned} & 149 \\ & { }^{49} \% \end{aligned}$ | ${ }_{31}{ }^{2} \%$ | 21\% | ${ }^{23}{ }^{25 \%}$ | $\begin{aligned} & \text { C2\% } \\ & { }_{2}^{68 \%} \end{aligned}$ | $\begin{aligned} & { }^{65 \%} \\ & 405 \end{aligned}$ | $\begin{aligned} & 1688 \% \\ & 4380 \end{aligned}$ | 72 $43 \%$ 4. | $\begin{gathered} 305 \\ 30 \% \end{gathered}$ | 104\% |  | ${ }_{24}^{62}$ | ${ }_{31}^{9} \%$ | ${ }_{33}^{257}$ | ${ }_{29}^{49}$ | ${ }_{34 \%}^{62}$ |
| Process for finding a job (e.g., where to | 381 ${ }_{32}$ | ${ }_{34}^{209}$ | ${ }^{173}{ }^{29 \%}$ | ${ }^{28}$ | $\begin{aligned} & 1549 \% \\ & \mathrm{DG} \end{aligned}$ | 120\% | 79\% | 25\% | $\begin{gathered} 19 \\ 30 \% \\ H \end{gathered}$ | $\begin{aligned} & { }^{20} 5 \\ & { }_{2}^{2} \end{aligned}$ | $\begin{aligned} & 55 \% \\ & 39 \\ & H 0 \end{aligned}$ | $\begin{aligned} & 1668 \% \\ & \text { Hilf } \end{aligned}$ | $\begin{aligned} & 72 \\ & \begin{array}{l} 73 \\ 33 \% \end{array} \\ & \hline 30 \end{aligned}$ | $\begin{gathered} 309 \\ 309 \% \end{gathered}$ | ${ }_{17} 7$ | - ${ }_{\text {197\% }}^{\text {Q }}$ | ${ }_{23}^{62}$ | 97\% | ${ }_{31}^{235}$ | 35\% | 75 <br>  <br> 15 <br> ST |
| Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.) | ${ }^{359} 9$ | ${ }^{188}$ | 1719\% | ${ }^{36}$ 29\% | ${ }^{135} 5$ | 111 $30 \%$ | 77\% | ${ }^{23} 9$ | $\begin{aligned} & 24 \\ & 38 \% \\ & H J^{2} \end{aligned}$ | - ${ }_{\text {22 }}^{22}$ | $\begin{aligned} & 55 \\ & 35 \% \\ & H J \end{aligned}$ | $\begin{aligned} & { }^{139} \\ & \text { HJ\% } \end{aligned}$ |  | 2745\% | 85\% | ${ }^{166}$ | 68\% | 99\% | ${ }^{216}$ 28\% | ${ }_{31}^{42}$ | 30\% |
| Email etiquette | 305\% | ${ }^{162}$ 26\% | 142 $24 \%$ | ${ }_{17}^{22}$ | $\begin{gathered} \left.\begin{array}{c} 150 \\ \text { DFG } \end{array}\right) \end{gathered}$ | $\begin{aligned} & 91 \\ & 25 \% \\ & \hline \mathrm{C} \end{aligned}$ | ${ }_{14}^{43}$ | ${ }_{13}^{35}$ | 15\% | $\stackrel{54}{24 \%}$ | $\begin{aligned} & 38 \\ & \begin{array}{c} 38 \\ H \end{array} \\ & \hline \end{aligned}$ | $\underset{H}{116 \%} \underset{\substack{16 \%}}{ }$ | $\stackrel{4}{4}$ | $\underset{3}{247 \%}$ | 58\% | 149\% | 52\% | ${ }^{68}$ | ${ }^{169}$ | ${ }^{36}$ \% | 57\% |
| Networking skills (i.e., the exchange of information or services between individuals) | 298\% | 160\% | ${ }^{137}$ 23\% | 32\% ${ }_{\text {36 }}$ | $\begin{gathered} { }_{33}^{36} \% \\ \hline \end{gathered}$ | $\begin{aligned} & 90 \\ & \\ & 25 \% \\ & \hline \end{aligned}$ | 39\% | 27\% | $\underset{\substack{14 \\ \mathrm{H}}}{1}$ | $\begin{aligned} & \text { 44} \\ & { }_{20}^{20 \%} \end{aligned}$ | $\begin{aligned} & \text { 49} \\ & 35 \% \\ & H J \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 116 \\ 33 \% \\ H 0 \end{array} \end{aligned}$ | $\begin{gathered} { }^{28 \%} \\ { }^{48} \end{gathered}$ | ${ }_{30}^{239}$ | 59\% | ${ }^{142} 27$ | 52\% | ${ }_{21 \%}^{68}$ | 157 |  | ${ }_{24}^{44}$ |
| Communication skills | $294 \%$ | ${ }_{27}^{167}$ | $\stackrel{127}{21 \%}$ | ${ }_{21}^{26}$ | $\underset{\substack{31 \% \\ G}}{\substack{1 \%}}$ | 91 ${ }_{\text {25\% }}$ | ${ }_{15 \%}$ | ${ }_{11}^{28}$ | $\begin{aligned} & 18 \\ & 28 \% \\ & 43 \% \end{aligned}$ | 30 $13 \%$ | $\begin{aligned} & 36 \\ & \begin{array}{l} 36 \% \\ 35 \end{array} \end{aligned}$ | $\begin{gathered} 126 \\ 3.36 \% \\ H J \end{gathered}$ | $\begin{aligned} & 56 \\ & { }_{34 \%}^{434} \\ & H 4 \end{aligned}$ | $\begin{gathered} 240 \\ 30 \% \\ \hline \end{gathered}$ | ${ }_{13}^{53}$ | ${ }^{155}{ }_{\text {QR9\% }}^{4}$ | ${ }_{18}^{48}$ | 24\% | ${ }^{177}{ }_{23}$ | 34\% | ${ }_{30}^{54}$ |
| Basic personal finance skills se.s., budgeting, planning, etc.) | 281\% | ${ }^{166}$ | 115\% | 25\% | $\underset{\substack{126 \\ 30 \% \\ G}}{ }$ | 82\% | ${ }_{17}^{49}$ | ${ }^{20} 8$ | $\begin{aligned} & \text { 235\% } \\ & \hline 15 \end{aligned}$ | $\begin{aligned} & 45 \\ & \text { 20\% } \\ & H \end{aligned}$ | $\begin{aligned} & 420 \% \\ & 30 \\ & H \end{aligned}$ | $\begin{aligned} & \text { } \left.\begin{array}{c} 109 \\ 3.9 \% \\ H \end{array}\right) \end{aligned}$ | $\begin{aligned} & \frac{50}{30} \\ & \hline 1 \end{aligned}$ | $\begin{aligned} & 221 \\ & 28 \% \\ & \hline 8 \end{aligned}$ | - $14 \%$ | 137\% | ${ }_{24 \%}^{64}$ | ${ }_{19 \%}^{61}$ | ${ }^{163}$ | ${ }^{28} 8$ | 53\% |
| Negotiating skills (e.g., for a saary increase, promotion, etc.) | ${ }^{239} 20$ | $\begin{gathered} 142 \\ { }_{2}^{23} \% \end{gathered}$ | 95\% | 24\% | 24\% ${ }_{\text {2 }}$ | ${ }^{71} 19 \%$ | - ${ }_{13 \%}$ | 31 $12 \%$ | 17\% | ${ }_{19}^{49}$ | $\begin{aligned} & 31 \\ & 22 \% \\ & 22 \% \end{aligned}$ | $\begin{aligned} & 960 \\ & \hline 26 \% \\ & \hline \end{aligned}$ | 20\% | ${ }^{1953}{ }^{25 \%}$ | ${ }_{11 \%}^{46}$ | ${ }^{112}$ | 49\% | 619\% | ${ }^{115}$ | $\stackrel{38}{28 \%}$ | ${ }_{2}^{49} \mathrm{~S}$ |
| How to fill out a W-2 form | ${ }^{194} 16$ | ${ }^{119} 9$ | 800 | ${ }_{23}^{29}$ | 76\% | 50\% | 39\% | 21\% | $\begin{aligned} & 15 \\ & .4 .4 \% \\ & H 3 \end{aligned}$ | 18\% | $\begin{aligned} & 35 \\ & \hline 25 \% \\ & \hline 50 \end{aligned}$ | $\begin{aligned} & 74 \\ & \begin{array}{c} 71 \% \\ \text { HJ } \end{array} . \end{aligned}$ | $\begin{aligned} & 31 \\ & \begin{array}{l} 38 \% \\ \text { HJO } \end{array} \end{aligned}$ | $\begin{aligned} & 153 \\ & \\ & \\ & \hline 19 \% \% \end{aligned}$ | ${ }_{10 \%}$ | $\begin{aligned} & { }^{106} \\ & 20 \% \end{aligned}$ | 33\% | ${ }_{14 \%}$ | 107 $14 \%$ | 37\% | ${ }^{28}$ 15\% |
| How to choose benefits <br>  | ${ }^{190} 16$ | $\underset{\substack{129 \\ C 1}}{ }$ | ${ }^{61} 10$ | 20\% | $\begin{gathered} 87 \\ \substack{87 \% \\ \mathrm{FG}} \end{gathered}$ | ${ }_{13}^{47}$ | 31\% | 20\% | $\begin{aligned} & 15 \\ & { }^{23 \%} \% \end{aligned}$ | $\begin{gathered} 37 \\ \begin{array}{l} 17 \% \\ H \end{array} \end{gathered}$ | $\begin{aligned} & 25 \\ & \begin{array}{l} 25 \% \\ 18 \% \end{array} \end{aligned}$ | $\begin{aligned} & 60 \\ & \begin{array}{l} 60 \\ H_{1} \end{array} \end{aligned}$ | $\begin{aligned} & 33 \\ & 30 \% \\ & { }^{2} \% \end{aligned}$ | $\begin{aligned} & 158 \\ & { }_{2}^{2} \% \end{aligned}$ | ${ }^{33}$ | 93\% | $\stackrel{46}{17 \%}$ | ${ }_{13}^{43}$ | 97\% | 28\% | 18\% |

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

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | Gen Z <br> $(18-24)$ | $\begin{gathered} \text { Mille- } \\ \text { (2inticl } \\ \text { (2b-38) } \end{gathered}$ | (GenX | $\underset{\substack{\text { Boomers } \\ \text { or older } \\(55+)}}{\text { Bren }}$ | $\underset{\text { degree }}{\text { HS }}$ | soobific spaifing program | Some college | Associate degree | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Graduate } \\ \text { degree } \end{gathered}$ | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Stue |  | White | $\xrightarrow{\substack{\text { African } \\ \text { American } \\ \hline}}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| How to choose benefits <br> (e. . F , health insurance, k, etc. | 703\% | ${ }^{331} 5$ | $\begin{gathered} 372 \\ { }_{6 B}^{3} \% \end{gathered}$ | ${ }_{32}^{40}$ | $\begin{aligned} & \text { 211 } \\ & 51 \% \\ & 0 \end{aligned}$ | $\begin{aligned} & 243 \\ & 66 \% \\ & \text { 6E } \end{aligned}$ | $\begin{aligned} & 209{ }^{209} \\ & 0 \times 8 \end{aligned}$ | $\stackrel{132}{50 \%}$ | ${ }^{39} \%$ | 130\% | 96\% | $\stackrel{206}{59 \%}$ | ${ }^{101} 60 \%$ | 447\% | ${ }^{256} 6$ | ${ }^{300}{ }_{5}$ | 140\% | $\begin{aligned} & 207 \\ & 65 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 484 \\ & { }_{685}^{T} \% \end{aligned}$ | 65\% | 59\% |
| How to fill out a W-2 form | ${ }^{617} 5$ | 292\% | $\begin{aligned} & 325 \\ & { }_{5}^{3} \% \end{aligned}$ | 42\% | 209\% | $\begin{aligned} & 203 \\ & { }_{5}^{5 \%} \end{aligned}$ | $\begin{aligned} & 163 \\ & { }_{5}^{5} \% \\ & D_{2} \end{aligned}$ | 122 46 | 29\% | $\begin{aligned} & { }^{144} \% \\ & H .65 L_{1} \end{aligned}$ | 69\% | 166\% | ${ }_{52 \%}$ | ${ }^{392} 5$ | ${ }^{225} 5$ | ${ }^{253} 48$ | 129\% | $\begin{aligned} & 193 \\ & \begin{array}{l} 19 \% \\ \text { PQ } \end{array} \end{aligned}$ | $\begin{aligned} & 423 \\ & { }_{55 \%}^{1} \% \end{aligned}$ | 49\% | ${ }_{51}{ }^{2}$ |
| Negotiating skills (e.g., for a salary increase, promotion, etc.) | $544 \%$ | ${ }^{267}{ }_{4}{ }^{2}$ | 277\% | 40\% | ${ }^{161} 39 \%$ | $\begin{aligned} & 182 \\ & \begin{array}{l} \text { 50\% } \\ \text { DE } \end{array} \end{aligned}$ | $\begin{aligned} & \text { 161 } \\ & \text { DE } \end{aligned}$ | 104\% | ${ }_{41 \%}$ | $\stackrel{113}{13}$ | 70\% | ${ }^{146}$ 42\% | 55\% | ${ }^{356 \%}$ | 188\% | ${ }^{239}$ 45\% | ${ }^{116} 44$ | 150\% | 379\% | 55\% | ${ }_{42}{ }^{\text {\% }}$ |
| Networking skills (i.e., the exchange of information or serviciage between individuals) | ${ }^{474} 39 \%$ | ${ }^{227} 3$ | ${ }^{247}$ 42\% | 14\% |  | $\begin{aligned} & 167 \\ & \text { CE } \end{aligned}$ | $\begin{aligned} & 159 \\ & { }^{549} \\ & \text { DE } \end{aligned}$ | 84\% | 25\% | $\stackrel{108}{49 \%}$ | 54\% | 131\% | 72\% | 302\% | ${ }_{417}^{172}$ | 221 $42 \%$ | 97\% | ${ }^{136}$ 43\% | 355 464 TU | 34\% | 64\% |
| Email etiquette | 447\% | 219\% | ${ }^{228} 38$ | ${ }_{11}^{14}$ | $\underset{\mathrm{D}}{26}$ | $\begin{aligned} & 166 \\ & \begin{array}{l} \text { 455 } \\ \text { EE } \end{array} \end{aligned}$ | $\begin{aligned} & 171 \\ & \text { 175\% } \\ & \text { DEF } \end{aligned}$ | 97\% | 27\% | 73\% | ${ }_{4}^{57} \%$ | ${ }^{120} 34$ | $74 \%$ | 275\% | ${ }^{172} 41 \%$ | ${ }^{208} 39$ | ${ }_{31}^{81}$ | ${ }^{128} 40 \%$ | $\begin{gathered} 335 \\ { }_{4}^{44} \\ \hline U \end{gathered}$ | 38\% | ${ }^{32}$ 2\% |
| Basic personal finance skills (e.g., budgeting, planning, etc.) | ${ }_{33}^{397}$ | ${ }^{200} 3$ | ${ }^{197} 3$ | 33\% | ${ }^{122} 29$ | $\begin{aligned} & \begin{array}{l} 146 \\ \text { DE } \end{array} \end{aligned}$ | 100\% | ${ }^{81}$ 1\% | 20\% | 80\% | 56\% | ${ }_{31}^{108}$ | 52\% | ${ }_{354}{ }^{2} 4$ | ${ }_{34 \%}^{143}$ | ${ }_{33}^{173}$ | ${ }_{31}^{82}$ | ${ }^{115}$ | ${ }^{274} 3$ | ${ }_{32}{ }^{3}$ | 29\% |
| Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.) | ${ }^{384}$ \% | 196\% | ${ }^{187}{ }^{82}$ | ${ }_{12}^{16}$ | -106\% | $\begin{aligned} & 1439 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 149 \% \\ & \text { DE } \end{aligned}$ | 95 ${ }_{\text {c }}$ | 28\% | ${ }^{86}$ \% | ${ }_{32}^{44}$ | 87\% | 54\% | 240 $31 \%$ | ${ }^{144} 3$ | 166\% | 80\% | ${ }^{112} 85$ |  | ${ }_{17 \%}^{23}$ | 28\% |
| Process for finding a oob (e...,.where to look, how (e.g., where to to apply, etc.) | ${ }^{333} 28$ | ${ }^{183} 3$ | 150\% | ${ }_{19}^{24}$ | ${ }_{23}^{92}$ | $\underset{{ }_{3}^{113} 1 \%}{\substack{3 \\ E}}$ | $\begin{aligned} & \text { 104 } \\ & \text { S55 } \end{aligned}$ | 70\% | 18\% | 84 $38 \%$ LM | ${ }_{21}^{49 \%}$ | 73\% | 42\% | 201\% | ${ }_{31}^{132}$ | -132\% | 81\% | 99\% | ${ }_{31 \%}^{236}$ | 20\% | ${ }_{25}^{45}$ |
| Communication skills | 327\% | ${ }^{172} 28$ | ${ }^{155 \%}$ | ${ }_{10}^{12}$ | $\begin{aligned} & 923 \% \\ & 230 \end{aligned}$ | $\begin{aligned} & \text { 10696 } \\ & \hline 0 \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 169 \\ \text { DEF } \end{array} \text { 限 } \end{aligned}$ | ${ }_{26}^{69}$ | 29\% |  | ${ }^{36} \%$ | ${ }^{82}$ 2\% | 25\% | 201 $26 \%$ | ${ }^{126} 30$ | -134\% | 79\% | 95\% | ${ }^{224}{ }^{29} \%$ | 20\% | 35\% |
| Resume writing skills | ${ }_{22 \%}^{260}$ | ${ }_{21 \%}^{132}$ | ${ }^{128} 2{ }_{2}$ | 15\% | ${ }_{17}^{69}$ | $\begin{aligned} & 97 \\ & \stackrel{92}{26 \%} \\ & \text { DE } \end{aligned}$ | $\begin{gathered} 79 \\ \begin{array}{c} 27 \\ \text { 27 } \end{array} . \end{gathered}$ | ${ }_{24}^{64}$ | 15\% | ${ }_{20}^{4} \%$ | ${ }_{18 \%}^{26}$ | ${ }_{24}^{71 \%}$ | 32\% | ${ }^{167}$ | ${ }_{22} 2$ | 105\% | 24\% | ${ }_{22 \%}^{69}$ | ${ }^{176}$ | 20\% | ${ }^{36}$ 20\% |

[^3]Base: All Qualified Respondents

## SUMMARY TABLE OF NEVER/I STILL HAVEN'T LEARNED IT

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\begin{gathered} \text { Gen } \mathbf{~} \mathbf{3 9}-54) \end{gathered}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Negotiating skills (e.g., for a salary increase, promotion, etc.) | $\stackrel{207}{17 \%}$ | $\begin{aligned} & 77 \\ & 12 \% \end{aligned}$ | $\begin{gathered} 130 \\ 22 \% \\ B \end{gathered}$ | $\begin{gathered} 36 \\ \text { EFG } \end{gathered}$ | $\begin{aligned} & 63 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 60 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 47 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 56 \\ & 21 \% \\ & M \end{aligned}$ | $\begin{aligned} & 14 \\ & 22 \% \\ & M \end{aligned}$ | $\begin{aligned} & 38 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 21 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 59 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 18 \\ & 18 \end{aligned}$ | $\begin{aligned} & 86 \\ & 11 \% \end{aligned}$ | $\begin{gathered} 120 \\ 29 \% \\ \mathrm{~N} \end{gathered}$ | $\begin{aligned} & 73 \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 42 \\ & 16 \% \end{aligned}$ | ${ }_{20}^{63}$ | $\begin{gathered} 141 \\ \text { 18\% } \\ \hline \end{gathered}$ | ${ }^{10} 8$ | ${ }^{25} 14 \%$ |
| Networking skills (i.e., the exchange of information or services between individuals | 144 | $\begin{aligned} & 60 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 84 \% \\ & 14 \% \end{aligned}$ | $\stackrel{23}{19} \times$ | ${ }_{9}^{37}$ | $\begin{aligned} & 41 \% \\ & 11 \end{aligned}$ | $\begin{aligned} & 43 \\ & 14 \% \end{aligned}$ | $\text { IKLM }^{59}$ | ${ }_{9}^{6}$ | $\begin{aligned} & 32 \\ & \text { LM }^{4} \% \end{aligned}$ | ${ }^{12} 9$ | ${ }^{25} 7$ | ${ }^{10} 6$ | $52 \%$ | $\begin{aligned} & 91 \\ & { }_{2}^{22 \%} \\ & \mathrm{~N} \end{aligned}$ | ${ }^{39} \%$ | $\underset{\substack{37 \\ P \\ P}}{ }$ | 45 $14 \%$ $P$ | $\begin{aligned} & 98 \\ & 13 \% \end{aligned}$ | 13 $10 \%$ | ${ }^{17} 9$ |
| How to choose benefits (e.g., health insurance, 40ik, etc.) | $\begin{gathered} 143 \\ 12 \% \end{gathered}$ | ${ }^{58}{ }_{9}{ }^{\text {a }}$ | $\begin{aligned} & 85 \\ & { }^{84} \% \\ & \text { B } \end{aligned}$ | $\begin{gathered} 40 \\ 31 \% \\ \text { EFG } \end{gathered}$ | ${ }_{11}{ }^{1} \%$ | $\begin{aligned} & 35 \\ & 10 \% \end{aligned}$ | 21\% | $\begin{gathered} 44 \\ 47 \% \\ \text { KM } \end{gathered}$ | ${ }_{11 \%}^{7}$ | $\begin{gathered} 34 \\ \text { K5 } \\ \text { KM } \end{gathered}$ | 6\% | $\begin{aligned} & 38 \\ & 11 \% \end{aligned}$ | 10 $6 \%$ | 84\% | $\begin{aligned} & 79 \\ & { }_{19}^{9} \% \\ & \mathrm{~N} \end{aligned}$ | 41 81 | 35 $13 \%$ | ${ }^{48}{ }^{15}$ | 90 $12 \%$ | 15 $11 \%$ | ${ }^{17} 9$ |
| Email etiquette | 121 $10 \%$ | ${ }_{11 \%}^{66}$ | ${ }_{96}^{96}$ | $\begin{aligned} & 20 \\ & 16 \% \\ & \text { 16\% } \end{aligned}$ | 25 6 | 35 $10 \%$ | $\begin{aligned} & 41 \\ & { }^{14 \%} \\ & \hline \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 44 \\ 17 \% \\ \text { LM }^{2} \end{array} \end{aligned}$ | $L^{14 M^{9} \%}$ | $\begin{aligned} & 27 \\ & 12 \% \\ & M^{2} \end{aligned}$ | ${ }^{12} 9$ | 23\% | ${ }_{3 \%}^{6}$ | $53 \%$ | $\begin{aligned} & \text { 68 } \\ & { }_{16}^{6} \% \\ & \hline \end{aligned}$ | ${ }^{38} \%$ | 37 <br> $14 \%$ | 35 $11 \%$ | 80\% | ${ }^{16} 11 \%$ | 11 6 |
| Basic personal finance skills (e.g., budgeting, planning, etc.) | ${ }^{116} 10$ | $43 \%$ | $\begin{aligned} & 73 \\ & { }_{12}^{2} \% \\ & \text { B } \end{aligned}$ | $\begin{aligned} & 21 \\ & \begin{array}{c} 17 \% \\ \mathrm{G} \end{array} \end{aligned}$ | ${ }^{37} 9$ | 36 $10 \%$ | 22 $7 \%$ | 32\% | ${ }_{1}{ }^{7} \%$ | $\begin{aligned} & 31 \\ & 14 \% \\ & M^{1 \%} \end{aligned}$ | ${ }^{10} \%$ | 27\% | 5\% | $52 \%$ | $\begin{aligned} & \text { 65 } \\ & { }^{65} \% \\ & \mathrm{~N} \end{aligned}$ | ${ }^{36} \%$ | 28\% | 11\% | ${ }^{69} 9$ | ${ }^{12} 9$ | 18 |
| Resume writing skills | ${ }_{10 \%}^{116}$ | 60 $10 \%$ | $\begin{aligned} & 57 \\ & 10 \% \end{aligned}$ | $14 \%$ | 29\% | 33\% | $\begin{aligned} & { }^{40} \\ & \text { 13\% } \\ & \text { E } \end{aligned}$ | $\begin{gathered} 41_{16 \%} \\ \text { KLM } \end{gathered}$ | 10\% |  | ${ }_{4 \%}^{6}$ | 21 6 \% | 10\% | $53 \%$ | $\begin{aligned} & \begin{array}{l} 64 \\ 15 \% \\ \mathrm{~N} \end{array} \end{aligned}$ | ${ }^{38} \%$ | 29 $11 \%$ | 36 $11 \%$ | 77\% | 5\% | 17 $10 \%$ |
| How to fill out a W-2 form | ${ }^{95}$ | 41\% | ${ }^{53} 9$ | ${ }_{12 \%}^{16}$ | 34\% | 20\% | 25\% | $\begin{gathered} { }^{400} \% \\ \text { JKLM } \end{gathered}$ | 5\% | ${ }^{13} 6$ | 9\% | 19 5 \% | 6\% | ${ }^{48} \%$ | $\begin{aligned} & 4_{11}^{11 \%} \\ & N^{2} \end{aligned}$ | $39 \%$ | 24\% | 15\% | ${ }^{52} \%$ | 118\% | 18\% |
| Interview etiquette/skills (e.g., what to wear to an you note, etc.) | ${ }^{8} \%$ | ${ }^{42} \%$ | 40\% | $\begin{aligned} & \begin{array}{l} 15 \\ 12 \% \\ \text { 12\% } \end{array} \end{aligned}$ | ${ }^{16} 4$ | 27\% | 23\% | $\begin{aligned} & 33 \\ & { }_{3}^{33} \% \end{aligned}$ | $\stackrel{2}{4 \%}$ | 14 6 | $\stackrel{8}{5 \%}$ | 20\% | $5_{3 \%}$ | 31\% | $\begin{aligned} & 51 \\ & \begin{array}{l} 12 \% \\ \mathrm{~N} \end{array} \end{aligned}$ | 30 6 | $\begin{aligned} & 27 \\ & 10 \% \end{aligned}$ | $\stackrel{16}{5 \%}$ | 47 | $9{ }_{6}$ | ${ }^{12} \%$ |
| Process for finding a job (e.g., where to look, how to apply, etc.) | ${ }^{81} \%$ | ${ }^{36}$ \% | 45 81 | 12\% | 16 ${ }_{4 \%}$ | 27\% | $\begin{aligned} & \text { 26\% } \\ & \text { E } \end{aligned}$ |  | $\begin{aligned} & { }^{7}{ }^{71 \%} \% \\ & L^{1 M} \end{aligned}$ | 17\% | ${ }_{4}^{6}$ | 17 | $\stackrel{4}{3 \%}$ | 30 4 \% | $\begin{aligned} & 51 \\ & 12 \% \\ & \mathrm{~N} \end{aligned}$ | ${ }^{26} 5$ | $\stackrel{24}{9 \%}$ | ${ }^{18} 6$ | $54 \%$ | 5\% | ${ }_{3}^{6} \%$ |
| Communication skills | 51\% | 21 3 \% | ${ }^{30} 5$ | 9\% | ${ }^{16} 4$ | 12 ${ }_{3}$ | 14 5 | 19\% | ${ }_{3 \%}$ | ${ }^{13} 6$ | $\stackrel{4}{3 \%}$ | ${ }^{10} 3$ | 3\% | $\stackrel{16}{2 \%}$ | $\begin{aligned} & 35 \\ & { }^{8} \% \end{aligned}$ | 20 4 \% | 10 4 \% | 13\% | ${ }^{30} 4 \%$ | ${ }_{3}^{4}$ | 7 |

Proportions/Means:Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJIKILIM - N/O - P/Q/R - S/T/U
Overlap formulae used. $\begin{aligned} & \text { small base }\end{aligned}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inals } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older $(55+)$ (55+) | $\underset{\text { degree }}{\text { HSS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| BEFORE/IN HIGH <br> SCHOOL (NET) | 412 \% | ${ }_{33}^{205}$ | 207 35 | 50\% | 133 ${ }^{132}$ | 103 280 | $\begin{aligned} & 125 \\ & { }^{42 \%} \\ & \text { EF } \end{aligned}$ | $\begin{gathered} 129 \\ \text { JKLM }^{49 \%} \end{gathered}$ | ${ }^{23} 5$ | 36\% | 33 $23 \%$ | ${ }^{105}$ | 57 $34 \%$ | ${ }^{259} 3$ | ${ }^{153} 3$ | 181 $34 \%$ | 914\% | 107 $34 \%$ | ${ }_{34}^{263}$ | ${ }^{54} 9$ | 52\% |
| Before high school | ${ }^{103} 9$ | ${ }^{58} 9$ | 45\% | $\begin{aligned} & \begin{array}{l} 17 \\ 13 \% \\ { }^{2} \% \end{array} \end{aligned}$ | 35 8 \% | 20 5 | $\stackrel{32}{11 \%}$ | 20\% | $\stackrel{3}{5 \%}$ | 22\% | 7 5 | 35 10 | ${ }^{15} 9$ | ${ }_{98}^{9 \%}$ | 35\% | 44\% | ${ }^{22} 8$ | ${ }^{28} 9$ | ${ }^{63}$ | 17 $12 \%$ | ${ }^{16} 9$ |
| In high school | ${ }^{309} 26$ | ${ }^{147}$ 24\% | 162\% | 34\% | 98\% | 83\% | ${ }^{93} \%$ | $\begin{gathered} 109 \\ 41 \% \\ \text { JKLM } \end{gathered}$ | 19\% | 24\% | 25 ${ }^{2} \%$ | 70\% | 41 25 | ${ }^{192}$ | 117 $28 \%$ | ${ }^{137}$ 26\% | ${ }^{69} 9$ | 80\% | 1999 | 37\% | 41\% |
| In college/trade school | 281 $23 \%$ | $\begin{gathered} 166 \\ { }_{C}^{27 \%} \\ \hline \end{gathered}$ | ${ }^{115}$ | 25\% | $\begin{gathered} 126 \\ { }_{3}^{30} \% \\ \hline \end{gathered}$ | 812\% | 49\% | $\stackrel{20}{8 \%}$ | ${ }^{15}{ }^{23} \%$ | $\begin{aligned} & { }^{40} 5 \\ & { }^{20} \% \end{aligned}$ | $\begin{aligned} & 42 \\ & 30 \% \\ & H \end{aligned}$ | $\begin{aligned} & 109 \\ & 31 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 50 \\ & 30 \% \\ & H \end{aligned}$ | $\begin{gathered} 221 \\ 28 \% \\ \hline \end{gathered}$ | 60 $14 \%$ | 137 ${ }^{136}$ | ${ }^{64} 4$ | 61 $19 \%$ | ${ }^{163}$ | 28\% | 23\% |
| On the job | ${ }^{397}{ }_{3}{ }^{3}$ | 200 33 | ${ }^{197}{ }_{3}{ }^{2}$ | 330 | ${ }^{122} 29 \%$ | $\begin{gathered} 146 \\ { }^{40} \% \\ \mathrm{DE} \end{gathered}$ | 100 $34 \%$ | 81\% | 20\% | 80\% | 56\% | ${ }^{108}$ | ${ }_{32}{ }^{2} \%$ | 254 $32 \%$ | $\stackrel{143}{34 \%}$ | ${ }_{3}^{173}$ | ${ }^{82}$ \% | ${ }^{115} 36$ | 274 ${ }_{36}$ | 43\% | 29\% |
| Never/I still haven't learned it | $\stackrel{116}{10 \%}$ | ${ }^{43} \%$ | $\begin{aligned} & 73 \\ & 12 \% \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 21 \\ & 17 \% \\ & \mathrm{G} \% \end{aligned}$ | ${ }^{37} 9$ | 10\% | ${ }^{22} \%$ | ${ }_{12 \%}$ | $\stackrel{7}{7} \%$ | $\begin{aligned} & \begin{array}{l} 31 \\ 14 \% \\ M \end{array} \end{aligned}$ | ${ }^{10} 7$ | 27\% | 5\% | $52 \%$ | $\begin{aligned} & \begin{array}{l} 65 \\ 15 \% \\ { }^{2} \% \end{array} \end{aligned}$ | ${ }^{36} \%$ | ${ }^{28} 11 \%$ | 37 $11 \%$ | ${ }_{9}^{69}$ | ${ }^{12} 9$ | 18\% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | ${ }_{100 \%}^{417}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296\% | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | 222 | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | 265 100 | 319 $100 \%$ | ${ }^{7608}$ | 137 $100 \%$ | 181 $100 \%$ |

Proportionss/Means: Columns Tested
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\left(\begin{array}{c} \text { Gen } \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { ninils } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific $\underset{\text { program }}{\text { training }}$ $\xrightarrow[\text { (I) }]{ }$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\underset{\text { Blue }}{\text { Collar }}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | ${ }^{534} 44$ | 255 $41 \%$ | 279\% | $\begin{gathered} 78 \\ \text { EFG\% } \\ \text { EFG } \end{gathered}$ | ${ }^{177} 42 \%$ | ${ }^{158} 43$ | ${ }^{121} 41 \%$ | $\begin{aligned} & 147 \\ & \text { LLM } \\ & \text { LLM } \end{aligned}$ | 25 $40 \%$ | ${ }^{103} 46$ | 64\% | 130 ${ }^{13} \%$ | 64 $38 \%$ | ${ }^{328}{ }_{42}{ }^{\text {a }}$ | 2069\% | 217 $41 \%$ | 1299 | 147\% | ${ }^{338} 44$ | 79 580 SU | 36\% |
| Before high school | ${ }^{183} 15$ | 89\% | ${ }_{16}^{93}$ | $\begin{gathered} 34 \\ \text { EFG } \\ \text { EFG } \end{gathered}$ | ${ }^{62}$ 15\% | 57 16 | 30\% | 41 $16 \%$ | ${ }_{11 \%}^{7}$ | 40\% | 20\% | ${ }_{17}^{47}$ | ${ }^{28} 7$ | $119 \%$ | - $15 \%$ | ${ }_{13}^{69}$ | 46\% | ${ }_{13}^{43}$ | $\stackrel{113}{15 \%}$ | 24\% | ${ }^{24} 13$ |
| In high school | 351 $29 \%$ | 165 ${ }^{27 \%}$ | ${ }^{186}$ 31\% | 44\% | ${ }^{115}$ | 101 28 | 91\% | $\begin{aligned} & 105 \\ & { }^{40 \%} \\ & \text { MM }^{2} \end{aligned}$ | 199\% | ${ }^{63} 9$ | ${ }_{34}^{44}$ | 84\% | ${ }^{36}$ 21\% | 209 27 | $\stackrel{142}{34 \%} \underset{N}{34}$ | ${ }^{149}$ 28\% | ${ }_{3}^{83} \%$ | ${ }^{104} 3$ | 225 ${ }_{29}$ | 55 ${ }^{40 \%}$ | 41 23 |
| In college/trade school | 294\% | 167\% | ${ }^{127}{ }_{21}$ | ${ }^{26} \%$ | $\begin{gathered} 131 \\ 31 \% \\ G \end{gathered}$ | $\begin{aligned} & 91 \\ & 25 \% \\ & \hline \mathrm{G} \end{aligned}$ | 45\% | 28\% | $\begin{aligned} & 18 \\ & 28 \% \\ & \mathrm{HJ} \end{aligned}$ | 30 $13 \%$ | $\begin{aligned} & 36 \\ & 3{ }_{2}^{26 \%} \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 126 \\ & 36 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 56 \\ & 34 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{gathered} 240 \\ 34 \% \\ 0 \end{gathered}$ | 53 $13 \%$ | $\begin{aligned} & 155 \\ & \text { QR } \\ & \text { QP } \end{aligned}$ | ${ }_{18}^{48}$ | 64\% | ${ }^{177}$ 23\% | 34\% | 54\% |
| On the job | 327\% | 172 28 | ${ }^{155}$ | $12 \%$ | $\begin{aligned} & 93 \\ & 92 \% \\ & \hline \end{aligned}$ | $\begin{gathered} 106 \\ { }_{\mathrm{D}}^{29 \%} \end{gathered}$ | $\begin{gathered} 116 \\ \text { DEF } \end{gathered}$ | ${ }^{69} 9$ | 19\% | 76 $34 \%$ | 36\% | 824 | 45\% | 201 26 | ${ }^{126} 30$ | 135\% | 79\% | 95\% | 2294 | 20 $15 \%$ | 35 ${ }^{50}$ |
| Never/I still haven't learned it | 51 4 \% | ${ }^{21} 3$ | 30 5 | $9 \%$ | 16\% | 12\% | 14 5 | 19\% | ${ }_{3}^{2}$ | ${ }^{13} 6$ | $\stackrel{4}{3 \%}$ | 10 $3 \%$ | ${ }_{2}^{3}$ | ${ }^{16} 2$ | $\begin{aligned} & 35 \\ & { }^{8} \% \end{aligned}$ | 20 4 \% | 10 4 \% | 13\% | 30 ${ }^{4}$ | $\stackrel{4}{3 \%}$ | 7 |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | 367\% | 296\% | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | 222\% | 141 $100 \%$ | 349 $100 \%$ | ${ }^{168} 100$ | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | 265 100 | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested
Overlap formulae used. $\approx$ small base

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inals } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55+ | $\underset{\text { degree }}{\text { HSS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | 382 $32 \%$ | ${ }^{188}{ }_{31}$ | ${ }_{33}^{194}$ | $\begin{aligned} & 59 \\ & 47 \% \\ & \mathrm{FG}^{2} \end{aligned}$ | $\begin{aligned} & 160 \\ & 38 \% \\ & \text { FG } \end{aligned}$ | ${ }^{86}$ 23\% | 77 $26 \%$ | $\begin{gathered} 112 \\ \text { KLM } 43 \end{gathered}$ | 20 $31 \%$ | 73 $33 \%$ | 34 24 | $\stackrel{103}{29 \%}$ | 40 24 | ${ }_{31}^{241}$ | ${ }^{141} 3$ | ${ }_{31 \%}^{165}$ | 90\% | 929\% | ${ }^{227} 29 \%$ | 43 ${ }_{\text {4 }} \mathrm{S}$ | 58\% |
| Before high school | 97 | 610\% | $\stackrel{36}{6 \%}$ | $\begin{gathered} 26 \\ \text { EFG } \\ \text { EFG } \end{gathered}$ | 34\% | ${ }^{22} 6$ | $\stackrel{15}{5 \%}$ | $\stackrel{25}{9 \%}$ | $\stackrel{8}{12 \%}$ | ${ }^{19} 8$ | 6\% | 21 6 \% | ${ }^{16} 9$ | ${ }_{83} 8$ | 34\% | 37\% | 31 $12 \%$ | ${ }^{23} 7$ | $43 \%$ | ${ }_{\text {18 }}^{18} \mathrm{~S}$ | 19 $11 \%$ |
| In high school | ${ }^{285}$ | ${ }^{127}{ }_{21}$ | 158\% | 36\% | $\begin{aligned} & 126 \\ & 30 \% \\ & \text { FG } \end{aligned}$ | 18\% | ${ }_{22}^{62}$ | $\begin{gathered} 87 \\ \text { IKLM } \end{gathered}$ | 12\% | 54\% | 25 18 | 813\% | 24\% | ${ }^{178}{ }_{23}$ | 107\% | ${ }^{128} 24$ | 59\% | 22\% | ${ }^{183}$ | ${ }_{33}^{45}$ | 22\% |
| In college/trade school | ${ }^{359} 30 \%$ | ${ }^{188}$ | 171 $29 \%$ | 29\% | 135 ${ }^{13}$ | 111 30 | 77 $26 \%$ | ${ }^{23} 9$ | $\begin{aligned} & 24 \\ & 38 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 50 \\ & 22 \% \\ & H \end{aligned}$ | $\begin{aligned} & 55 \\ & 39 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{gathered} 139 \\ 40 \% \\ \mathrm{HJ} \end{gathered}$ | $\begin{aligned} & 68 \\ & 41 \% \\ & \text { HJ } \end{aligned}$ | $\begin{gathered} 274 \\ 35 \% \\ 0 \end{gathered}$ | 85\% | ${ }_{31 \%}^{166}$ | ${ }^{68}{ }^{6} \%$ | 99\% | ${ }^{216}$ 28\% | ${ }_{32}{ }^{1} \%$ | 600 |
| On the job | ${ }^{384}{ }_{3}{ }^{3}$ | ${ }^{196}$ | ${ }^{187}$ 32\% | 12\% | $\begin{gathered} 106 \\ \\ \\ 25 \% \\ \hline \end{gathered}$ | $\begin{aligned} & 143 \\ & { }^{399 \%} \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 119 \\ & 40 \% \\ & \mathrm{DE} \end{aligned}$ | $\begin{gathered} 95 \\ 36 \% \\ \hline \end{gathered}$ | 18\% | 368\% | 442\% | 87\% | 34\% | 240 $31 \%$ | 144\% | ${ }^{166}$ 31\% | 80\% | 112 | $\begin{gathered} 278 \\ 36 \\ \hline \end{gathered}$ | 23\% | 50\% |
| Never/I still haven't learned it | ${ }^{82} \%$ | ${ }^{42} \%$ | 40\% | $\begin{aligned} & 15 \\ & 12 \% \\ & 12 \% \end{aligned}$ | 16 $4 \%$ | ${ }^{27} 7$ | 23\% |  | ${ }_{4 \%}$ | 14 6 | ${ }_{5}^{8}$ | 20 60 | ${ }^{5} \%$ | $31 \%$ | $\begin{aligned} & \begin{array}{l} 51 \\ 12 \% \\ { }^{2} \% \end{array} \end{aligned}$ | ${ }^{30} 6$ | 27 $10 \%$ | ${ }^{16} 5$ | 47\% | 9\% | 12\% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | ${ }_{100 \%}^{417}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296\% | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | 222 | 141 $100 \%$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | ${ }^{1608}$ | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Prorortions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G - HIIJIK/L/IM - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minials } \\ & \text { (25-38) } \end{aligned}$ | $\operatorname{cen}_{(39-54)}^{\text {Gen }}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific taining $\underset{\text { program }}{\text { training }}$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | 421 ${ }^{35 \%}$ | ${ }_{33}^{205}$ | ${ }_{37 \%}^{217}$ | $\begin{aligned} & 65 \\ & 52 \% \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & 182 \\ & 44 \% \\ & \mathrm{FG} \end{aligned}$ | ${ }_{28}^{88}$ | ${ }_{29}^{86}$ | $\begin{gathered} \left.\quad \begin{array}{l} 137 \\ \text { IJKLM } \end{array}\right) \end{gathered}$ | $\begin{gathered} 20 \\ 31 \% \end{gathered}$ | $\begin{aligned} & 84 \\ & 38 \% \\ & \hline \end{aligned}$ | 44\% | ${ }^{86}$ 25\% | 50\% | 261 33 | 161 38 | ${ }^{165}$ | $\begin{gathered} 111 \\ 42 \% \\ \hline \mathrm{P} \end{gathered}$ | ${ }^{115} 36$ | ${ }^{258} 8$ | 70 $51 \%$ S | ${ }_{36}^{65}$ |
| Before high school | ${ }^{60} 5$ | $\begin{aligned} & 40 \\ & \mathrm{C}^{2} \% \end{aligned}$ | ${ }_{3}^{20} 3$ | $\begin{aligned} & 14 \\ & 11 \% \\ & \text { FG } \end{aligned}$ | 22 5 | 15 ${ }^{4}$ | 3\% | 12 4 | ${ }_{3 \%}$ | 13 $6 \%$ | $\stackrel{2}{1 \%}$ | 19 ${ }^{5}$ | $\begin{aligned} & 13 \\ & { }_{8} \% \end{aligned}$ | ${ }^{48}{ }_{6}$ | 12\% | ${ }^{15} 3$ | ${ }^{20} 8$ | 19\% | ${ }_{29}^{49}$ | 11 8 \% | 12\% |
| In high school | 361 $30 \%$ | ${ }^{164} 27 \%$ | $\begin{gathered} 197 \\ 33 \% \end{gathered}$ | $\begin{aligned} & 51 \\ & 41 \% \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & 160 \\ & 38 \% \\ & \text { FG } \end{aligned}$ | 73 $20 \%$ | 77 $26 \%$ | $\begin{gathered} 125 \\ \text { IJKLM } \end{gathered}$ | 18\% | $\begin{aligned} & 71 \\ & 32 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 42 \\ & 30 \% \\ & \hline \end{aligned}$ | 67 $19 \%$ | 37\% | 212 27 | $\begin{gathered} 149 \\ \begin{array}{c} 35 \% \\ N \end{array} \end{gathered}$ | $\stackrel{149}{28 \%}$ | 91\% | ${ }_{36}^{96}$ | ${ }^{228} 30$ | 593\% | 23\% |
| In college/trade school | 409 ${ }_{34}$ | ${ }^{218} 36$ | ${ }^{191}$ | 32\% | ${ }^{137} 3$ | $\begin{aligned} & 149 \\ & 41 \% \\ & \mathrm{DG} \end{aligned}$ | ${ }_{31}{ }^{2} \%$ | 21 81 | $\begin{aligned} & 23 \\ & 35 \% \\ & 3 \end{aligned}$ | $\begin{gathered} 62 \\ 28 \% \\ \hline \end{gathered}$ | $\begin{aligned} & 65 \\ & \hline 46 \% \\ & 4 J \end{aligned}$ | $\begin{gathered} 168 \\ \begin{array}{l} 48 \% \\ \mathrm{HJ} \end{array} \end{gathered}$ | $\begin{aligned} & 72 \\ & 43 \% \\ & \text { HJ } \end{aligned}$ | $\begin{gathered} 305 \\ 39 \% \\ 0 \end{gathered}$ | 104\% | $\begin{gathered} 219 \\ 42 \% \\ \text { QR } \end{gathered}$ | ${ }_{24}^{62}$ | 99\% | ${ }^{257} 3$ | 40\% | ${ }_{34}^{62}$ |
| On the job | 260 $22 \%$ | ${ }^{132} 21 \%$ | ${ }^{128} 2{ }^{2}$ | 15\% | ${ }_{17}^{69}$ | $\begin{aligned} & 97 \\ & 26 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 79 \\ & 27 \% \\ & \text { DE } \end{aligned}$ | 24\% | 15\% | 44\% | 26\% | ${ }^{74} 21 \%$ | 27\% | ${ }^{167}$ | 22\% | ${ }^{105}$ | ${ }^{63}$ | 22\% | ${ }^{176}$ | 20 | 20\% |
| Never/I still haven't learned it | ${ }_{116}^{110}$ | $\begin{aligned} & 60 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 57 \\ & 10 \% \end{aligned}$ | $14 \%$ | 29\% | ${ }^{33} 9$ | $\begin{aligned} & 40 \\ & { }^{43 \%} \% \\ & { }_{2} \end{aligned}$ | $\begin{gathered} \left.\quad \begin{array}{c} 41 \\ \text { KLM } \end{array}\right) \end{gathered}$ | -70\% | $\begin{gathered} 32 \\ \text { KLM }^{14 \%} \end{gathered}$ | ${ }_{4}^{6}$ | 21 6 \% | ${ }^{10} 6$ | ${ }^{53} \%$ | $\begin{aligned} & \begin{array}{l} 64 \\ 15 \% \\ { }^{2} \% \end{array} \end{aligned}$ | ${ }^{38} \%$ | 29 $11 \%$ | ${ }_{11 \%}^{36}$ | 77 $10 \%$ | $7 \%$ | 17 $10 \%$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | 367 $100 \%$ | 290\% | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | -64\% | 220\% | 1410\% | 349 $100 \%$ | ${ }^{1608} \%$ | 786\% | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | 527 $100 \%$ | 265\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

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

Base: All Qualified Respondents
5. Negotiating skills (e.g., for a salary increase, promotion, etc.)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Millee- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | ${ }^{217}$ | 127\% | 90 $15 \%$ | 19\% | $\begin{aligned} & 95 \\ & 23 \% \\ & 23 \end{aligned}$ | 15\% | 49\% | $\begin{gathered} 71 \\ \text { 2KL } \\ \text { JKL } \end{gathered}$ | 13 $20 \%$ | 29 ${ }^{29}$ | 19 $13 \%$ | 54 | 32 $19 \%$ | ${ }^{152} 19 \%$ | 65 ${ }^{6}$ | $\begin{gathered} 104 \\ 20 \% \\ \mathrm{R} \end{gathered}$ | ${ }_{\text {22 }}^{\text {2 }}$ \% | 37 $12 \%$ | 130 $17 \%$ | 34\% | 31 $17 \%$ |
| Before high school | 51\% | $\begin{aligned} & 39 \\ & { }_{6}^{3} \% \end{aligned}$ | 12\% | 5\% | $\begin{gathered} 26 \\ \underset{\mathrm{G}}{26} \end{gathered}$ | $\begin{gathered} 20 \\ { }_{\mathrm{G}}^{2} \% \end{gathered}$ | ${ }_{*}$ | 10 ${ }^{4}$ \% | ${ }_{\text {HJKM }}{ }^{7}$ | 7\% | ${ }_{1}^{2}$ | 21 6 \% | ${ }_{3}^{5}$ | $\begin{aligned} & 43 \\ & 5 \\ & \hline \end{aligned}$ | $\stackrel{8}{2 \%}$ | 20 ${ }^{4}$ | 13 5 | 14 | ${ }^{29}$ \% | ${ }_{6 \%}$ | $8 \%$ |
| In high school | 165 $14 \%$ | ${ }^{88}{ }^{14 \%}$ | ${ }^{78} 13 \%$ | $14 \%$ | $\begin{gathered} 69 \\ \frac{617 \%}{F} \end{gathered}$ | ${ }^{34} 9$ | $\begin{aligned} & 47 \\ & \stackrel{46 \%}{F} \\ & \hline \end{aligned}$ | $\begin{gathered} 61 \\ \text { IJKL } \\ \text { IJK } \end{gathered}$ | ${ }_{9}^{6} \%$ | 22 10 | 17 $12 \%$ | ${ }^{33} 9$ | 27 $16 \%$ | ${ }^{108} 14 \%$ | 57 $14 \%$ | $\begin{aligned} & 84 \\ & \begin{array}{l} 16 \% \\ R \end{array} \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 45 \\ 17 \% \\ \mathrm{R} \end{array} \end{aligned}$ | ${ }^{23} 7$ | 101 $13 \%$ | ${ }^{26} 9$ | 23 |
| In college/trade school | 239\% | $\underset{\substack{143 \\ C}}{144}$ | $\begin{aligned} & 95 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 31 \\ & 24 \% \\ & \begin{array}{l} \text { a } \end{array} \end{aligned}$ | $\begin{aligned} & 98 \\ & \begin{array}{c} 94 \% \\ G \end{array} \end{aligned}$ | $\begin{aligned} & 71 \\ & \\ & \hline 19 \% \end{aligned}$ | $\begin{aligned} & 39 \\ & 13 \% \end{aligned}$ | 31 $12 \%$ | 17\% | 43\% | $\begin{aligned} & 31 \\ & \begin{array}{l} 32 \% \\ H \end{array} \end{aligned}$ | $\begin{aligned} & 90 \\ & \text { 26\% } \\ & \mathbf{H}^{2} \end{aligned}$ | 33\% | $\begin{gathered} 193 \\ \underset{0}{25 \%} \end{gathered}$ | ${ }_{11 \%}^{46}$ | ${ }^{112} 21 \%$ | 49\% | 61 $19 \%$ | ${ }_{118}^{15}$ | $\begin{aligned} & 38 \\ & \text { 28\% } \\ & \hline \end{aligned}$ | $\stackrel{49}{27}{ }_{5}$ |
| On the job | 544\% | 267 $43 \%$ | 277\% | 40\% | 161 ${ }^{161}$ | $\begin{aligned} & 182 \\ & 50 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 161 \\ & 54 \% \\ & 5 E \end{aligned}$ | 104 $40 \%$ | 26 $41 \%$ | 113 $51 \%$ | 70\% | 146 $42 \%$ | 85\% | ${ }^{356} 45$ | 1888\% | 239 ${ }^{45 \%}$ | 1164\% | 159 50 | 379 $49 \%$ | 55 40 | 75 |
| Never/I still haven't learned it | 207 $17 \%$ | 77 $12 \%$ | $\begin{gathered} 130 \\ \underset{B}{22 \%} \end{gathered}$ | $\begin{gathered} 36 \\ \text { EFG } \end{gathered}$ | 63 $15 \%$ | ${ }^{60}$ 16\% | 47\% | $\begin{aligned} & 56 \\ & \begin{array}{l} 21 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 14 \\ & 22 \% \\ & M^{2} \end{aligned}$ | 17\% | 21 15 | 17\% | ${ }_{11}^{18}$ | ${ }^{86} 11 \%$ | $\stackrel{120}{\stackrel{129}{29}}$ | 73 $14 \%$ | 42 $16 \%$ | 20\% | 141 $18 \%$ | 10 $8 \%$ | ${ }_{14 \%}$ |
| Sigma | ${ }^{1206} 100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296\% | 263 100 | 64 $100 \%$ | 2220\% | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786\% | 100\% | ${ }^{520} 10 \%$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportionss/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minials } \\ & \text { (25-38) } \end{aligned}$ | $\operatorname{cen}_{(39-54)}^{\text {Gen }}$ | $\begin{aligned} & \text { Boomers } \\ & \text { or order } \end{aligned}$ | $\underset{\text { degree }}{\text { HS }}$ | Job- specific taining $\underset{\text { program }}{\text { training }}$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | ${ }^{333} 280$ | 167\% | ${ }^{166}$ 28\% | $\begin{gathered} 70 \\ \text { EFG } \end{gathered}$ | $\begin{aligned} & \text { 146 } \\ & \text { FG } \end{aligned}$ | 75 ${ }^{71 \%}$ | 414\% | 836 | 13 $20 \%$ | ${ }_{31}^{68}$ | 33 ${ }^{33}$ | 90\% | 43\% | 211 $27 \%$ | ${ }^{122} 29 \%$ | 131 $25 \%$ | 909 ${ }_{\text {3 }}$ | 89\% | 184 $24 \%$ | 488\% | 73 $40 \%$ S |
| Before high school | $84 \%$ | 49\% | ${ }^{35} 6$ | $\begin{gathered} 23 \\ 18 \% \\ \text { EFG } \end{gathered}$ | $\begin{aligned} & 30 \\ & 7_{G} \% \end{aligned}$ | $\begin{aligned} & 26 \\ & \frac{7}{7} \% \end{aligned}$ | ${ }_{2 \%}$ | 13 | $\stackrel{3}{5 \%}$ | ${ }^{16}$ | 5 | ${ }^{32} 9$ | ${ }^{15} 9$ | 59 ${ }_{8}$ | ${ }^{25} 6$ | ${ }^{29} 6$ | ${ }^{18} \%$ | 31 $10 \%$ | ${ }^{30} 4 \%$ | 118\% | 22 $12 \%$ S |
| In high school | $\stackrel{249}{21 \%}$ | ${ }^{118} 19 \%$ | 131 | $\begin{aligned} & 47 \\ & 37 \% \\ & \mathrm{FG} \end{aligned}$ | $\begin{aligned} & 116 \\ & 28 \% \\ & \mathrm{FG} \end{aligned}$ | 49\% | 37 $12 \%$ | $\begin{gathered} 74 \\ \text { 28\% } \\ \text { LLM } \end{gathered}$ | 10\% | 52 24 | 28\% | 58\% | 28\% | 152\% | 97\% | $\stackrel{102}{19 \%}$ | $\begin{aligned} & 72 \\ & 27 \% \\ & \mathrm{R} \end{aligned}$ | 58\% | 154 20 | 36\% | 51\% |
| In college/trade school | ${ }^{305}$ | ${ }_{262}^{162}$ | ${ }_{24}^{142}$ | 22\% | $\begin{gathered} 150 \\ \text { } \begin{array}{c} 36 \% \end{array} \end{gathered}$ | $\begin{aligned} & 91 \\ & 25 \% \\ & \hline \mathrm{G} \end{aligned}$ | ${ }_{14}^{43}$ | 35 $13 \%$ | 154\% | $\begin{aligned} & 54 \\ & { }_{2}^{24 \%} \\ & \mathrm{H}^{2} \end{aligned}$ | $\begin{aligned} & 38 \\ & 27 \% \\ & H \end{aligned}$ | $\underset{{ }_{3}^{16}}{\substack{33 \%}}$ | $\begin{aligned} & 46 \\ & { }_{2} 7 \% \\ & H \end{aligned}$ | $\begin{gathered} 247 \\ 31 \% \\ 0 \end{gathered}$ | 58 $14 \%$ | $\stackrel{149}{28 \%}$ | 57 | ${ }_{28}^{68}$ | ${ }^{169} 2$ | 35\% | 57 $32 \%$ S |
| On the job | 447\% | 219 ${ }_{36 \%}$ | 2288\% | $14 \%$ | $\begin{aligned} & 96 \\ & { }_{23}{ }^{2} \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 166 \\ & { }^{45 \%} \\ & \text { DE } \end{aligned}$ | $\begin{gathered} 171 \\ \text { DEF } \end{gathered}$ | 97\% | 27 $42 \%$ | 73 3 \% | $57 \%$ | 120 34 | 74\% | ${ }^{275} 3$ | 172 $41 \%$ | ${ }^{208} 38$ | 81\% | 12880 | 335 $44 \%$ 40 | 38\% | 22\% |
| Never/I still haven't learned it | 121 $10 \%$ | ${ }^{66} 11 \%$ | ${ }_{96}{ }_{9}$ | $\begin{aligned} & 20 \\ & 16 \% \\ & \text { 16\% } \end{aligned}$ | 25 ${ }_{6}$ | $\begin{aligned} & 35 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 41 \\ & \text { 14\% } \\ & \text { E } \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 44 \\ 17 \% \\ \text { LM } \end{array} \end{aligned}$ | $\begin{gathered} { }^{149} \% \\ L^{9}{ }^{2} \% \end{gathered}$ | $\begin{aligned} & 27 \\ & 12 \% \\ & M \end{aligned}$ | ${ }^{12} 9$ | ${ }^{23} 7$ | ${ }_{3 \%}^{6}$ | ${ }^{53} \%$ | $\begin{aligned} & \text { 68 } \\ & { }_{16}^{6} \% \\ & \mathrm{~N} \end{aligned}$ | ${ }^{38} \%$ | $\begin{aligned} & 37 \\ & 14 \% \\ & \hline \text { P } \end{aligned}$ | 35 $11 \%$ | 80 $10 \%$ | ${ }_{11 \%}^{16}$ | 11 6 |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | 367\% | 296 $100 \%$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | -64 | 222 | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents
7. Process for finding a job (e.g., where to look, how to apply, etc.)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | (18-24) | $\begin{aligned} & \text { Mille- } \\ & \text { nilis } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55t) (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific training program | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | Bachelor degree | Graduate degree | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | 411 34 | $\begin{gathered} 186 \\ 30 \% \end{gathered}$ | $\begin{gathered} 224 \\ 38 \% \end{gathered}$ | $\begin{aligned} & 62 \\ & 49 \% \\ & \mathrm{FG} \end{aligned}$ | ${ }^{154} 3$ | $\stackrel{107}{29 \%}$ | 879\% | $\begin{gathered} \left.\quad \begin{array}{c} 138 \\ \text { IJKLM } \end{array}\right) \end{gathered}$ | 20 $31 \%$ | 785\% | 39\% | 87\% | 50\% | ${ }^{245} 31 \%$ | $\begin{gathered} 165 \\ { }_{39} \% \end{gathered}$ | 172 33 | 98\% | 105 ${ }^{3} \mathbf{4}$ | 244 $32 \%$ | $\begin{aligned} & 68 \\ & 50 \% \\ & \text { SU } \end{aligned}$ | 55\% |
| Before high school | 77 | 40\% | ${ }^{38} \%$ | 10\% | 32\% | 21 6 \% | 15 5 | 13\% | ${ }_{5}^{3}$ | 210\% | 6\% | ${ }^{26} 7$ | ${ }_{3}^{6} \%$ | 55\% | 23\% | ${ }^{23} 4 \%$ | 26 10 P | ${ }^{23} 7$ | 44\% | ${ }^{13} 9$ | ${ }^{16} 9$ |
| In high school | $\begin{gathered} 333 \\ 28 \% \end{gathered}$ | 1464 | $\underset{B}{187} \underset{\substack{32 \%}}{ }$ | $\begin{aligned} & 52 \\ & 52 \% \\ & F G \end{aligned}$ | ${ }^{122} 29$ | ${ }^{86}{ }^{6} \%$ | 73 ${ }^{25}$ | $\begin{gathered} 125 \\ \text { IJKLM } \end{gathered}$ | 165\% | 56\% | 32\% | 61 $18 \%$ | 44\% | ${ }^{191} 24 \%$ | $\begin{gathered} 143 \\ 34 \% \\ N \end{gathered}$ | 1498 | 72 27 | 82\% | ${ }^{200}$ | $\begin{aligned} & 55 \\ & 40 \% \\ & S U \end{aligned}$ | 22\% |
| In college/trade school | 381 $32 \%$ | $\begin{gathered} 209 \\ 34 \% \end{gathered}$ | $\begin{gathered} 173 \\ \\ 29 \% \end{gathered}$ | 22\% | $\begin{aligned} & 154 \\ & 37 \% \\ & \text { DG } \end{aligned}$ | ${ }^{120} 31$ | 79\% | 25 $10 \%$ | $\begin{aligned} & 19 \\ & 30 \% \\ & H \end{aligned}$ | $\begin{aligned} & 4_{20}^{20 \%} \\ & \mathrm{H}^{2} \end{aligned}$ | $\begin{aligned} & 55 \\ & 399 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 166 \\ & \text { 48\% } \\ & \text { HIJ } \end{aligned}$ | $\begin{aligned} & 72 \\ & 43 \% \\ & \mathrm{HJ} \% \end{aligned}$ | $\begin{gathered} 309 \\ 39 \% \end{gathered}$ | 72 $17 \%$ | $\begin{gathered} 197 \\ Q_{Q} \end{gathered}$ | ${ }^{62}$ 23\% | 970\% | 235 ${ }^{31 \%}$ | 34\% | 75 $42 \%$ ST |
| On the job | ${ }^{333} 28$ | 183 ${ }^{18}$ | 150 ${ }^{25 \%}$ | 24 $19 \%$ | 93\% | $\begin{gathered} 113 \\ \text { 31\% } \\ E \end{gathered}$ | $\begin{aligned} & 104 \\ & 35 \% \\ & \text { DE } \end{aligned}$ | 70\% | 188\% | $\begin{aligned} & 84 \\ & 38 \% \\ & \mathrm{LM}^{2} \% \end{aligned}$ | 419\% | 793\% | 42\% | 201 26 | ${ }^{132} 31 \%$ | 132 | 81 30 | ${ }_{31}^{99}$ | 236 ${ }^{31 \%}$ | ${ }^{28} 80$ | 45\% |
| Never/I still haven't learned it | 81\% | ${ }^{36}$ \% | 45\% | $12 \%$ | 16\% | 27\% | $\begin{aligned} & \text { 29 } \\ & \text { 9\% } \end{aligned}$ | $\begin{gathered} \begin{array}{c} 30 \\ \text { KLM }^{11 \%} \end{array} \end{gathered}$ | $\stackrel{7}{{ }^{111} \%} \mathrm{LM}^{2}$ | 17\% | ${ }_{4}^{6}$ | 17 | $\stackrel{4}{3 \%}$ | 30 4 \% | $\begin{aligned} & 51 \\ & \begin{array}{l} 12 \% \\ { }^{2} \% \end{array} \end{aligned}$ | ${ }^{26} 5$ | ${ }^{24} 9$ | ${ }^{18}{ }_{6}$ | 54\% | $\stackrel{7}{5 \%}$ | ${ }_{3 \%}^{6}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | 367\% | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1680}{ }^{100 \%}$ | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | 100\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\left(\begin{array}{c} \text { Gen } Z \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree degree | Graduate degree | Yes | No | White Collar | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{gathered} \text { African } \\ \text { American } \end{gathered}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | 300 25 | ${ }^{166} 27 \%$ | ${ }^{134} 23 \%$ | 39 $31 \%$ | 99\% | 93\% | 23\% | 80 $31 \%$ $K$ | 15 ${ }^{15}$ | 47\% | 20\% | 90\% | 400 | ${ }^{193}$ | $\xrightarrow{107}$ | $\xrightarrow{129}$ | 80 30\% R | ${ }^{66}$ 21\% | 187 | 39\% | ${ }_{24}^{43}$ |
| Before high school | 53 ${ }_{4}$ | 35 6 | 19\% | ${ }^{10} 8$ | ${ }^{17} 4 \%$ | 16 ${ }_{4}$ | ${ }_{3 \%}$ | 10 4 \% | ${ }_{3}^{2}$ | 12\% | ${ }_{1}^{1 \%}$ | $\begin{aligned} & \text { 21 } \\ & { }_{\mathrm{K}}^{2 \%} \end{aligned}$ | $\stackrel{8}{5 \%}$ | 40 5 | ${ }^{13} 3$ | 21 4 \% | ${ }^{15} 6$ | 15 ${ }^{5}$ | ${ }_{29}^{4 \%}$ | 10\% | 11 6 |
| In high school | 246\% | ${ }^{132} 21 \%$ | ${ }^{115} 19$ | 239 | 81 $19 \%$ | 77 $21 \%$ | 60\% | 70 $27 \%$ | 13 $21 \%$ | 35 ${ }^{3} \mathrm{\%}$ | 27 $19 \%$ | 20\% | 33 $19 \%$ | 152\% | 24\% | 107 | $\begin{gathered} 65 \\ { }_{24}^{64 \%} \\ \hline \end{gathered}$ | 51 $16 \%$ | ${ }^{158} 81 \%$ | 21\% | 31 $17 \%$ |
| In college/trade school | 194\% | $\stackrel{114}{19 \%}$ | $\begin{aligned} & 80 \\ & 13 \% \end{aligned}$ | 23\% | 76\% | $\begin{aligned} & 50 \\ & 14 \% \end{aligned}$ | ${ }^{39} 13 \%$ | 21\% | $\begin{aligned} & 15 \\ & { }_{2}^{15} \% \\ & \text { HJ } \end{aligned}$ | ${ }^{18} 8$ | $\begin{aligned} & 35 \\ & { }_{25}^{25 \%} \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 74 \\ & 21 \% \\ & \text { HJ } \end{aligned}$ | $\begin{aligned} & 31 \\ & 18 \% \\ & \text { HJ } \end{aligned}$ | $\begin{gathered} 153 \\ \substack{19 \% \\ 0} \end{gathered}$ | 41 $10 \%$ | $\begin{gathered} 106 \\ 20 \% \end{gathered}$ | 33 $12 \%$ | ${ }_{14}^{46}$ | $\xrightarrow{107} \times$ | 37 27\% S | 28\% |
| On the job | $\stackrel{617}{51 \%}$ | 292\% | $\begin{gathered} 325 \\ 55 \% \\ B \end{gathered}$ | 42\% | $\begin{gathered} 209 \\ 50 \% \\ \mathrm{D} \end{gathered}$ | $\begin{gathered} 203 \\ 55 \% \\ \mathrm{D} \end{gathered}$ | $\begin{gathered} 163 \\ { }_{5}^{5} \% \end{gathered}$ | 122 $46 \%$ | 29\% | $\begin{aligned} & 144 \\ & \text { 145\% } \\ & \text { HIKL } \end{aligned}$ | 49\% | 166 48 | 57\% | $392 \%$ | 225 53 | 253 $48 \%$ | 129 49 | $\begin{aligned} & 193 \\ & 60 \% \\ & \text { PQ } \end{aligned}$ | $\begin{aligned} & 423 \\ & 5 \\ & \hline 5 \end{aligned}$ | $49 \%$ | 52\% |
| Never/I still haven't learned it | ${ }^{95}$ | 41\% | ${ }^{53} 9$ | ${ }_{16}^{12}$ | $34 \%$ | 20 6\% | 25\% | $\begin{gathered} 40 \\ \text { JKLM } \end{gathered}$ | 5\% | ${ }^{13} 6$ | 6\% | 19\% | $9 \%$ | 48\% | $\begin{aligned} & 47 \\ & \begin{array}{l} 41 \% \\ { }^{1} \% \end{array} \end{aligned}$ | 39\% | ${ }^{24} 9$ | 15\% | 52 \% | 11 81 | ${ }_{18}^{18}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 417 $100 \%$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{2906}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | -64 | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 100\% | 527 | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | $\underset{\text { Some }}{\text { Sollege }}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | 170 $14 \%$ | 97 ${ }^{9}$ | 74 $12 \%$ | 22 $17 \%$ | $72 \%$ | ${ }^{41}$ \% | ${ }^{35} 12 \%$ | $\begin{gathered} { }^{67}{ }^{675 \%} \\ \text { IJKLM } \end{gathered}$ | $\stackrel{3}{5 \%}$ | $\stackrel{21}{9 \%}$ | ${ }^{11} 8$ | ${ }_{13}^{45}$ | 23 $14 \%$ | $\xrightarrow{117} 15$ | 13\% | 93 18\% R | $\underset{\mathrm{i}}{17} \mathrm{R}$ | 22 $7 \%$ | $\xrightarrow{97} 13 \%$ | 21\% | 32\% |
| Before high school | $3{ }_{3 \%}$ | 21 3 \% | ${ }^{13} 2 \%$ | 5\% | ${ }^{13} 3$ | ${ }^{10} 3$ | ${ }_{2}^{6} \%$ | ${ }_{2 \%}^{4}$ | * | ${ }_{3 \%}^{6}$ | ${ }_{1}^{2}$ | 17 | ${ }_{3}^{5}$ | $\begin{aligned} & 29 \\ & { }_{4}^{2} \% \end{aligned}$ | ${ }_{1 \%}^{4}$ | ${ }^{15}$ | ${ }_{3}^{8} \%$ | ${ }_{3}^{9}$ | ${ }^{15}$ | 5\% | 10 S |
| In high school | ${ }^{136} 11 \%$ | 76\% | 61 $10 \%$ | 17 14 | 59\% | 31 8 \% | 29\% | $\begin{gathered} 63_{24 \%}^{{ }^{24 \%}} \\ \text { IJKM } \end{gathered}$ | $\stackrel{3}{5 \%}$ | 15\% | 7\% | 27\% | 19 | ${ }^{88}{ }^{11 \%}$ | ${ }_{12}{ }^{2} \%$ | $\begin{aligned} & 78 \\ & { }^{15 \%} \\ & \text { R } \end{aligned}$ | $\begin{gathered} 36 \\ { }^{34} \% \\ \mathrm{R} \end{gathered}$ | 13 $4 \%$ | ${ }^{82}$ | 24\% | 22\% |
| In college/trade school | $\begin{aligned} & 190 \\ & 16 \% \end{aligned}$ | $\begin{gathered} 129 \\ 21 \% \\ C \end{gathered}$ | 61 $10 \%$ | 25\% | $\begin{aligned} & { }^{87}\left(\begin{array}{c} 21 \\ \mathrm{FG} \end{array}\right. \end{aligned}$ | ${ }_{13}^{47}$ | 31 $11 \%$ | 20\% | $\begin{gathered} 15 \\ { }_{23}^{13} \\ \hline \end{gathered}$ | $\begin{aligned} & \begin{array}{l} 37 \\ 17 \% \\ H^{3} \end{array} \end{aligned}$ | $\begin{aligned} & 25 \\ & \begin{array}{l} 18 \% \\ H^{2} \end{array} \end{aligned}$ | $\begin{aligned} & \text { 600 } \\ & { }^{17 \% \%} \end{aligned}$ | $\begin{aligned} & 33 \\ & 20 \% \\ & \mathrm{H}^{2} \end{aligned}$ | $\begin{gathered} 158 \\ \stackrel{20}{0} \% \end{gathered}$ | ${ }^{33} \%$ | 93\% | ${ }_{17}{ }^{6} \%$ | ${ }_{13}^{43}$ | 97\% | 20\% | 33 $18 \%$ |
| On the job | 703 $58 \%$ | 331 $54 \%$ | $\begin{gathered} 372 \\ 663 \% \\ B \end{gathered}$ | 40\% | $\begin{gathered} 211 \\ 51 \% \\ \mathrm{D} \end{gathered}$ | $\begin{gathered} 243 \\ 66 \% \\ \text { DE } \end{gathered}$ | $\begin{gathered} 209 \\ { }^{700} \\ \text { DE } \end{gathered}$ | 132 50 | 61\% | 130 | $\begin{aligned} & 96 \\ & \hline 68 \% \\ & \hline \end{aligned}$ | 206\% | 101 $60 \%$ | 447 | 256\% | 300 57 | 140 | $\begin{gathered} 207 \\ 65 \% \\ \text { Q } \end{gathered}$ | $\begin{gathered} 484 \\ \quad 63 \% \\ \hline \end{gathered}$ | 65\% | 59\% |
| Never/I still haven't learned it | 143 | ${ }^{58} \%$ | $\begin{gathered} 85 \\ { }^{84} \% \\ \text { B } \end{gathered}$ | $\begin{gathered} 40 \\ 31 \% \\ \text { EFG } \end{gathered}$ | 17\% | 35 $10 \%$ | 21\% | $\begin{gathered} 44 \\ { }_{4 M} \% \\ \text { KM } \end{gathered}$ | ${ }_{1}^{7} \%$ | $\begin{gathered} 34 \\ 15 \% \\ \text { KM } \end{gathered}$ | 6\% | ${ }^{38} 11 \%$ | ${ }^{10} 6$ | ${ }_{84} 8$ | $\begin{aligned} & \begin{array}{l} 79 \\ 199 \% \\ \mathrm{~N} \end{array} \end{aligned}$ | 41\% | ${ }^{35} 13$ | ${ }^{48}{ }^{15} \%$ | 90 $12 \%$ | $\stackrel{15}{11 \%}$ | ${ }^{17} 9$ |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 417 $100 \%$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296 $100 \%$ | 263 $100 \%$ | 64 $100 \%$ | $\stackrel{222}{100 \%}$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | 420) | 527 $100 \%$ | 265 | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\left(\begin{array}{c} \text { Gen } Z \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree degree | Graduate degree | Yes | No | White Collar | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| BEFORE/IN HIGH SCHOOL (NET) | ${ }_{291}^{291}$ | $\begin{gathered} 167 \\ \underset{C}{27 \%} \end{gathered}$ | ${ }^{124} 21 \%$ | $\begin{gathered} 53 \\ \text { 42 } \% \end{gathered}$ | $\begin{aligned} & 114 \\ & 27 \% \\ & \mathrm{FG} \end{aligned}$ | ${ }_{198}{ }^{6}$ | 19\% | $\begin{gathered} 92 \\ \text { JKLM } \end{gathered}$ | 30\% | 17\% | 25 ${ }^{18}$ | 77 | 339 | ${ }_{19}^{193}$ | ${ }_{23}^{98}$ | 124 ${ }^{24 \%}$ | 74 $28 \%$ | 70 $22 \%$ | 158\% | 47 $34 \%$ 5 | 36 ${ }_{\text {31\% }}^{\text {S }}$ |
| Before high school | ${ }^{83}$ | ${ }^{53} 9$ | 30 5 \% | $\begin{aligned} & 21 \\ & 16 \% \\ & 16 G \end{aligned}$ | $\begin{gathered} 34 \% \\ \frac{8}{\mathrm{G}} \% \end{gathered}$ | 21 6 | ${ }_{2 \%}^{7}$ | 11 4 \% | ${ }_{10}^{6}$ | 15\% | ${ }_{3}^{4}$ | ${ }^{31} 9$ | ${ }^{14} 9$ | ${ }_{83}^{63}$ | 20 ${ }^{5}$ | ${ }^{36} \%$ | 18\% | 24 8 | 29 ${ }^{2}$ | 11 8 | 23 13\% S |
| In high school | 208\% | ${ }_{19 \%}^{114}$ | 94\% | $\begin{gathered} 32 \\ 36 \% \\ \hline \end{gathered}$ | 80\% | 47\% | 49\% | $\begin{gathered} 811 \\ \text { JKLM } \end{gathered}$ | 13 | 23 $11 \%$ | 20 $14 \%$ | ${ }_{13}^{46}$ | 25\% | 130 | ${ }^{78} 19$ | 17\% | ${ }^{51}$ | ${ }_{14 \%}$ | 129 ${ }^{17 \%}$ | 36\% | 33 $18 \%$ |
| In college/trade school | 2988\% | $\begin{gathered} 160 \\ 26 \% \end{gathered}$ | ${ }_{23 \%}^{137}$ | $\begin{aligned} & 32 \\ & 26 \% \\ & { }_{\mathbf{G}} \end{aligned}$ | $\begin{gathered} 136 \\ \underset{G}{33} \times \end{gathered}$ | $\begin{aligned} & 90 \\ & 25 \% \\ & \hline \mathbf{9} \end{aligned}$ | 39 $13 \%$ | $\begin{aligned} & 27 \% \\ & 10 \% \end{aligned}$ | ${ }_{2}^{12}{ }_{2}^{12} \%$ | $\begin{aligned} & { }^{40} \\ & { }^{20} \% \end{aligned}$ | $\begin{aligned} & 49 \\ & 35 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{gathered} 116 \\ 33 \% \\ \mathrm{HJ}^{2} \end{gathered}$ | $\begin{aligned} & 47 \\ & 28 \% \\ & H \end{aligned}$ | $\begin{gathered} 239 \\ 30 \% \\ 0 \end{gathered}$ | 59 $14 \%$ | 142 ${ }^{17}$ \% | 22\% | ${ }^{68}{ }^{1} \%$ | 157 $20 \%$ | ${ }_{34}^{42}{ }_{5}$ | ${ }_{24}^{44}$ |
| On the job | 474\% | 227\% | 247 ${ }_{42 \%}$ | 17 $14 \%$ | $\begin{gathered} 130 \\ 31 \% \\ \mathrm{D} \end{gathered}$ | $\begin{gathered} 167 \\ 46 \% \\ \text { DE } \end{gathered}$ | $\begin{aligned} & 159 \\ & 54 \% \\ & \text { DE } \end{aligned}$ | 842\% | 25 ${ }^{2}$ | $\begin{gathered} 108 \\ 49 \% \\ H \end{gathered}$ | 54\% | 131 31 | $72 \%$ | $3{ }_{38}{ }^{3}$ | 172 $41 \%$ | 221 $42 \%$ | 976\% | 136 ${ }^{136}$ | 355 $46 \%$ TU | 33 $24 \%$ | 64\% |
| Never/I still haven't learned it | 144 $12 \%$ | $\begin{aligned} & 60 \\ & 10 \% \end{aligned}$ | 84 $14 \%$ | $\begin{aligned} & 23 \\ & { }^{19 \%} \\ & \end{aligned}$ | ${ }^{37} 9$ | 41\% | 14\% | $\text { IKLM }_{\substack{539 \\ \hline}}$ | ${ }_{9}^{6}$ | $\begin{aligned} & 32 \\ & 14 \% \\ & L^{14 \%} \end{aligned}$ | ${ }^{12} 9$ | ${ }^{25} 7$ | 10 6 | ${ }^{52} \%$ | $\begin{aligned} & 91 \\ & { }_{22}^{2} \% \end{aligned}$ | 39\% | 37 $14 \%$ P | $\begin{aligned} & 45 \\ & 14 \% \\ & \hline \mathrm{P} \end{aligned}$ | ${ }_{13 \%}$ | 13 $10 \%$ | ${ }^{17} 9$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 417 $100 \%$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }_{100 \%}^{296}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | -64 | ${ }^{222} 10 \%$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 100\% | 520\% | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { GenX }}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific training program | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| There needs to be more of a balance in education to match learning to actual career options. | $\begin{gathered} 1113 \\ 92 \% \end{gathered}$ | $\stackrel{564}{ }{ }_{92 \%}$ | ${ }_{93 \%}^{549}$ | 109 87 | ${ }^{381}$ \% | $\begin{gathered} 352 \\ \text { DEG\% } \end{gathered}$ | 271 ${ }_{91 \%}$ | $\begin{gathered} 234 \\ 89 \% \end{gathered}$ | 55\% | 210 95 1 | 134 ${ }^{135}$ | 320 ${ }_{92 \%}$ | $\begin{gathered} 160 \\ 95 \% \end{gathered}$ | ${ }^{725} 9$ | ${ }^{388}{ }^{2} \%$ | $\begin{gathered} 500 \\ 95 \% \end{gathered}$ | 229 86 | ${ }^{291 \%}$ | 706 $92 \%$ | $\xrightarrow{129} 9$ | 164 $91 \%$ |
| I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school. | ${ }^{1047}$ | 527 86 | 520 88 | ${ }^{109} 8$ | $\begin{gathered} 375 \\ 90 \% \end{gathered}$ | $\underset{G}{326}$ | 237 80 | 215 $82 \%$ | 50\% | $\begin{gathered} 201 \\ 91 \% \\ \mathrm{HI} \end{gathered}$ | ${ }^{123} 88$ | 303 $87 \%$ | $\begin{aligned} & \text { 155 } \\ & \text { 92\% } \\ & \hline \end{aligned}$ | 6880 | 367\% | 458\% | 220 83 | 283\% | ${ }^{649} 9$ | ${ }^{128} 9$ | 163 90 |
| Getting a degree should require on the job experience, not just | $\begin{gathered} 1026 \\ 85 \% \end{gathered}$ | ${ }_{832}$ | $\begin{gathered} 494 \\ 83 \% \end{gathered}$ | $\begin{gathered} 106 \\ 84 \% \end{gathered}$ | $\begin{gathered} 343 \\ 82 \% \end{gathered}$ | $\begin{gathered} 325 \\ 89 \% \end{gathered}$ | ${ }_{85 \%}^{251}$ | $\begin{gathered} 228 \\ 87 \% \end{gathered}$ | $\begin{aligned} & 51 \\ & 80 \% \end{aligned}$ | $\begin{gathered} 186 \\ 84 \% \end{gathered}$ | 110 780 | $\begin{gathered} 306 \\ 88 \% \\ K \end{gathered}$ | $\begin{gathered} 145 \\ 86 \% \end{gathered}$ | $\begin{gathered} 663 \\ 84 \% \end{gathered}$ | ${ }^{363} 8$ | 455 ${ }_{8}$ | 216 ${ }_{81}$ | 2800 | $\begin{gathered} 665 \\ \mathrm{~B}_{\mathrm{on}} \end{gathered}$ | 112 82 | 142\% |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/KLLIM - N/O-P/Q/R-S/T/U
Overlap formulae used *small base

P143129-Express Employment Professionals Education Revolution Survey
The Harris Poll The Harris Poll
Field Period December 05 - December 30, 2019
Banner \#1-United States

Q935. To what extent do you agree or disagree with the following statements?

Base: All Qualified Respondents SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\operatorname{Gen} Z}$ | $\begin{aligned} & \text { Mille- } \\ & \text { nnials } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\operatorname{Gen} X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific training program | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | Blue Collar | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| Getting a degree should require on the job experience, not just coursework. | $\begin{gathered} 180 \\ 15 \% \end{gathered}$ | $\begin{aligned} & 82 \\ & 13 \% \end{aligned}$ | $\begin{aligned} & 98 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 20 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 74 \\ & 18 \% \end{aligned}$ | $\begin{aligned} & 41 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 45 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 35 \\ & 13 \% \end{aligned}$ | $\begin{aligned} & 13 \\ & 20 \% \end{aligned}$ | $\begin{aligned} & 36 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 31 \\ & \text { 22\% } \end{aligned}$ | 43 $12 \%$ | 23 $14 \%$ | 122 | 58\% | 71 $14 \%$ | 49\% | 39 $12 \%$ | 103 $13 \%$ | 25 | 39 22 S |
| I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school. | $\begin{gathered} 159 \\ 13 \% \end{gathered}$ | $\begin{aligned} & 87 \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 72 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 16 \\ & 13 \% \end{aligned}$ | $\begin{aligned} & 42 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 40 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 60 \\ & 20 \% \\ & E F \end{aligned}$ | $\begin{aligned} & 48 \\ & 18 \% \\ & \text { JM } \end{aligned}$ | $\begin{aligned} & 15 \\ & 23 \% \\ & \text { JM } \end{aligned}$ | $\stackrel{21}{9 \%}$ | $\begin{aligned} & 17 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 46 \\ & 13 \% \end{aligned}$ | ${ }^{13} 8$ | 106 ${ }_{13}$ | 53 $13 \%$ | 69 $13 \%$ | 45\% | 11\% | 119\% | 10\% | $\begin{aligned} & 17 \\ & 10 \% \end{aligned}$ |
| There needs to be more of a balance in education to match learning to actual career options. | $\begin{aligned} & 93 \\ & 8 \% \end{aligned}$ | $\begin{gathered} 51 \\ 8 \% \end{gathered}$ | $43$ | $\begin{aligned} & 17 \\ & 13 \% \\ & F \end{aligned}$ | $\begin{gathered} 36 \\ 9 \% \\ F \end{gathered}$ | $\begin{gathered} 15 \\ 4 \% \end{gathered}$ | $\begin{gathered} 26 \\ 9 \% \\ F \end{gathered}$ | $\begin{aligned} & 28 \\ & 11 \% \end{aligned}$ | $\begin{gathered} 9 \\ \text { JKM } \end{gathered}$ | $\begin{aligned} & 12 \\ & 5 \% \end{aligned}$ | $\begin{aligned} & 7 \\ & 5 \% \end{aligned}$ | $\begin{gathered} 29 \\ 8 \% \end{gathered}$ | $\begin{aligned} & 8 \\ & 5 \% \end{aligned}$ | $\begin{gathered} 61 \\ 8 \% \end{gathered}$ | ${ }^{33}{ }_{8 \%}$ | $\stackrel{27}{5 \%}$ | $\begin{aligned} & 36 \\ & 14 \% \\ & \mathrm{P} \end{aligned}$ | ${ }_{9 \%}^{28}$ | 62 | $\begin{aligned} & 8 \\ & 6 \% \end{aligned}$ | $\stackrel{16}{9 \%}$ |

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen }}$ | Boomers or older (55+ | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | Some college | Associate | Bachelor | Graduate degree | Yes | No | White Collar | $\underset{\text { Blue }}{\text { Collar }}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | 1026 85 | 532 ${ }_{8}$ | 4934 | $\stackrel{106}{84 \%}$ | 343 $82 \%$ | ${ }^{325} 89$ | 251 ${ }_{85}$ | 2288\% | 51 $80 \%$ | 186 84 | 110\% | $\begin{gathered} 306 \\ 88 \% \\ K \end{gathered}$ | ${ }^{145} 8$ | ${ }^{663} 8$ | ${ }^{363} 8$ | 455 86 | 216 $81 \%$ | 280 88 | $\begin{gathered} 665 \\ 87 \% \\ U \end{gathered}$ | ${ }^{112} 82$ | 142\% |
| Strongly agree | ${ }_{502}{ }_{42 \%}$ | ${ }^{258} 42 \%$ | ${ }^{243} 41 \%$ | 423\% | 180 $43 \%$ | 160 $44 \%$ | 119 $40 \%$ | 90 ${ }^{9} 4$ | 20\% | $\begin{aligned} & 105 \\ & \begin{array}{c} 47 \% \\ \mathrm{HI} \end{array} \end{aligned}$ | 49\% | $\begin{aligned} & 161 \\ & 46 \% \\ & \mathrm{HI} \end{aligned}$ | 77 46 1 | ${ }^{335} 43 \%$ | 167 $40 \%$ | ${ }^{217}$ 41\% | ${ }^{108} 41 \%$ | 137 $43 \%$ | 315 $41 \%$ | 63 46 | $72 \%$ |
| Somewhat agree | 524 | 274 45 | 250 $42 \%$ | $54 \%$ | 163 ${ }_{39 \%}$ | 165 $45 \%$ | 132 ${ }^{135}$ | $\begin{aligned} & 138 \\ & 53 \% \\ & \text { JLM } \end{aligned}$ | 52\% | 81 36 | 60\% | 145 $42 \%$ | 40\% | ${ }^{328} 4$ | 196\% | 2388\% | 108 $41 \%$ | 143 $45 \%$ | 350 ${ }^{46 \%}$ | 49\% | ${ }_{38}^{69}$ |
| BOTTOM 2 BOX (NET) | $\begin{gathered} 180 \\ 15 \% \end{gathered}$ | 82\% | ${ }^{98}{ }^{17}$ | 20\% | $\begin{aligned} & 74 \% \\ & 18 \% \end{aligned}$ | ${ }_{11}{ }^{1}$ | 45\% | 35\% | 130\% | 36\% | $\begin{aligned} & 31 \\ & 22 \% \\ & 21 \end{aligned}$ | ${ }_{12}{ }^{4} \%$ | 23 ${ }^{2} 4$ | 122 $16 \%$ | ${ }^{58} 14 \%$ | 71 $14 \%$ | ${ }_{19} 9$ | 39 | $\xrightarrow{103}$ | 25\% | 229\% |
| Somewhat disagree | 124 $10 \%$ | 61 $10 \%$ | 11\% | ${ }^{10} 8$ | $\begin{aligned} & 59 \\ & \text { 14\% } \\ & { }^{2} \% \end{aligned}$ | 25\% | 30\% | 29 $11 \%$ | ${ }_{13}^{8}$ | ${ }^{25} 11 \%$ | 19 $14 \%$ ¢ | 22\% | 21 $12 \%$ | 82\% | 12\% | 50\% | 39 15 R | 23\% | 76 $10 \%$ | 15\% | 24\% |
| Strongly disagree | ${ }_{56}^{56}$ | 21 3 \% | 36 $6 \%$ | 7\% | 15 ${ }^{4}$ \% | ${ }^{16} 5$ | 15 5 | ${ }_{2 \%}^{6}$ | $\begin{aligned} & \frac{4}{7} \% \\ & M \end{aligned}$ | 11 ${ }^{1} \%$ | $\begin{gathered} 12 \\ { }^{12} \% \end{gathered}$ | $\begin{aligned} & 21 \\ & \mathrm{M}^{2} \% \end{aligned}$ | ${ }_{1}^{2}$ | 40 5 | ${ }^{16} 4$ | 21 4 \% | ${ }^{11} 4 \%$ | ${ }^{16} 5$ | ${ }^{28}$ | 11 81 | 15 $S_{\text {S }} /$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 100\% | 367 $100 \%$ | 2906\% | 263 $100 \%$ | 64 $100 \%$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1680}{ }^{100 \%}$ | 786 $100 \%$ | 100\% | 527 | 265 $100 \%$ | 319 $100 \%$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | ${ }_{181}^{100 \%}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M-N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents 2. There needs to be more of a balance in education to match learning to actual career options.

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Millee- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\begin{gathered} \text { Gen } \mathbf{X} \\ \hline 19-54) \end{gathered}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 1113 \\ 92 \% \end{gathered}$ | $\begin{gathered} 564 \\ 92 \% \end{gathered}$ | ${ }_{93 \%}^{549}$ | $\begin{aligned} & 109 \\ & 87 \% \end{aligned}$ | ${ }^{381}$ 91\% | $\begin{gathered} 352 \\ \text { DEG\% } \end{gathered}$ | 271\% | 234 89 | 55 \% | 210 95 | 134 $95 \%$ 1 | 320 ${ }_{92 \%}$ | ${ }^{160} 9$ | ${ }^{725} 9$ | ${ }^{388}{ }_{92}$ | 5000 ${ }_{\text {Q }}^{\text {\% }}$ | 229 ${ }^{86 \%}$ | 291\% | 706 $92 \%$ | 129 ${ }^{94 \%}$ | ${ }^{164} 91 \%$ |
| Strongly agree | ${ }^{550} 46$ | 274 45 | 277 $47 \%$ | 56\% | 181 ${ }^{43 \%}$ | ${ }^{174} 48$ | 139\% | ${ }^{102} 39$ | 29 ${ }^{29}$ | 113 $51 \%$ | 51\% | 166 $48 \%$ | $82 \%$ | 370 $47 \%$ | 181 ${ }^{43 \%}$ | ${ }^{255} 48$ | ${ }^{108} 41 \%$ | 144 45 | $322{ }^{42 \%}$ | ${ }^{88}{ }^{68} \%$ | 87\% |
| Somewhat agree | 562 ${ }_{47}$ | 290\% | 272 ${ }^{46 \%}$ | 53 $42 \%$ | 200 480 | ${ }_{178}^{48 \%}$ | ${ }^{132} 44 \%$ | 132\% | 26 $40 \%$ | 974 | 76 $54 \%$ | 154 $44 \%$ | 788 | ${ }^{355} 45$ | 207 $49 \%$ | 245\% | 121 46 | $147 \%$ | 384 50 T | 42\% | $7{ }^{73}$ \% |
| BOTTOM 2 BOX (NET) | ${ }^{93} 8$ | 51\% | 43\% | $\begin{aligned} & 17 \\ & { }_{1}^{13 \%} \\ & { }_{5} \end{aligned}$ | $\begin{aligned} & \text { 36\% } \\ & \stackrel{9}{\mathrm{~F}} \end{aligned}$ | 15 ${ }^{4}$ | $\begin{aligned} & \text { 26\% } \\ & \stackrel{9}{\mathrm{~F}} \end{aligned}$ | 28\% | $\begin{gathered} \frac{9}{15 \%} \\ \text { JKM } \end{gathered}$ | 12\% | $\stackrel{7}{5 \%}$ | ${ }^{29} 8$ | $\stackrel{8}{5 \%}$ | 61\% | ${ }^{33} 8$ | 27 ${ }^{7}$ | 36 <br>  | ${ }^{28} \%$ | ${ }^{62}$ | ${ }_{6}^{8}$ | ${ }^{16} 9$ |
| Somewhat disagree | ${ }_{67}^{6 \%}$ | ${ }^{37}$ 6\% | 31 $5 \%$ | $\begin{aligned} & 12 \\ & { }_{\mathrm{F}}^{\mathrm{F}} \end{aligned}$ | $\underset{F}{29} \%$ | ${ }_{2 \%}^{7}$ | 19 ${ }^{6} \%$ | 21\% | $\stackrel{3}{4 \%}$ | 12\% | $\stackrel{7}{5 \%}$ | ${ }^{19} 6$ | ${ }_{3}^{6}$ | 45\% | 22 5 | 15 3 \% | $\underset{\mathrm{P}}{11} \mathrm{P}$ | 22 P | 47 | ${ }_{6}^{6}$ | ${ }^{12} \%$ |
| Strongly disagree | ${ }_{26}^{26}$ | 14 $2 \%$ | 12\% | 5 | ${ }^{7} \%$ | ${ }^{7} \%$ | ${ }_{2}^{7}$ | $7{ }^{7} \%$ | $\text { HJKLM }^{{ }^{111^{7} \%}}$ | - | * | ${ }_{3}^{9}$ | ${ }_{1}^{2}$ | ${ }^{16}$ | 10 ${ }_{2 \%}$ | 12\% | 7\% | ${ }^{5} \%$ | ${ }^{15}$ | ${ }_{1 \%}^{2}$ | ${ }_{2}^{4}$ |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | 263\% | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | 2220 | 141 $100 \%$ | 349 $100 \%$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/KILIM - N/O - P/Q/R - S/T/U
Overlap formulae used.

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{G}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | 1047\% | $\stackrel{527}{86 \%}$ | $\begin{aligned} & 520 \\ & 88 \% \end{aligned}$ | 109 ${ }_{8}$ | $\begin{gathered} 375 \\ 90 \% \\ \mathbf{G} \end{gathered}$ | $\begin{gathered} 326 \\ { }_{\mathrm{G}}^{3} \mathrm{~F} \end{gathered}$ | 237 $80 \%$ | 215 $82 \%$ | 50\% | $\begin{aligned} & 201 \\ & 91 \% \\ & \mathrm{HI} \end{aligned}$ | ${ }^{123} 8$ | 303 87 | $\begin{aligned} & 155 \\ & 92 \% \\ & \mathrm{HI}^{2} \end{aligned}$ | ${ }^{680} 8$ | 367\% | 4588\% | 220 ${ }^{83 \%}$ | 2839\% | ${ }_{849}{ }_{8}$ | ${ }^{128} 9$ | $\begin{aligned} & 163 \\ & 90 \% \end{aligned}$ |
| Strongly agree | 514 $43 \%$ | 250 $41 \%$ | 264 45 | 59\% | 1814\% | $\begin{gathered} 169 \\ 46 \% \\ G \end{gathered}$ | ${ }_{35}^{104}$ | 98\% | 23 36 | 95\% | 65 46 | ${ }^{162} 46$ | 71 | ${ }^{334} 43 \%$ | 180 $43 \%$ | ${ }^{227} 43 \%$ | 94\% | $\begin{gathered} 151 \\ 47 \% \\ Q \end{gathered}$ | ${ }^{288} 8{ }^{8}$ | $\stackrel{78}{57}{ }_{S}$ | 85\% |
| Somewhat agree | 533 44 | ${ }^{277} 45 \%$ | ${ }^{256}$ 43\% | 50\% | 194\% | 157 ${ }_{43}$ | 132 ${ }^{45 \%}$ | ${ }^{117} 44 \%$ | 27\% | 106 48 | 58\% | ${ }^{141}$ 41\% | 80\% | ${ }^{346}$ 44\% | 187\% | 230 ${ }^{44 \%}$ | 126\% | 132\% | 361\% | 50\% | 78\% |
| BOTTOM 2 BOX (NET) | 159 $13 \%$ | 14\% | ${ }_{12}^{72}$ | ${ }_{13}^{16}$ | ${ }_{10}^{42}$ | 40\% | $\begin{aligned} & 60 \\ & 20 \% \\ & E F \end{aligned}$ | $\begin{aligned} & 48 \\ & \text { JM\% } \end{aligned}$ | $\begin{aligned} & 15 \\ & { }_{2}^{233} \\ & \text { JM } \end{aligned}$ | ${ }^{21} 9$ | 17 | ${ }_{13}^{46}$ | ${ }^{13} 8$ | $\stackrel{106}{13 \%}$ | 53 $13 \%$ | ${ }_{13}^{69}$ | ${ }^{45} 7$ | 37 $11 \%$ | 119 15 | 10\% | 17 $10 \%$ |
| Somewhat disagree | 125 | 11\% | 57 | ${ }_{13}^{16}$ | ${ }^{33} 8$ | 29\% | $\begin{aligned} & 46 \\ & \begin{array}{l} 46 \% \\ \text { EF } \end{array} \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 40 \\ 15 \% \\ \text { JM } \end{array} \end{aligned}$ | $\begin{gathered} { }^{118 \%} \\ \text { JLM } \end{gathered}$ | ${ }^{16} \%$ | 14\% | ${ }^{30} 9$ | ${ }^{12} \%$ | ${ }^{86}$ 11\% | ${ }^{39} \%$ | 55\% | 33 $13 \%$ | 32 $10 \%$ | 97 13 13\% | ${ }_{5}^{7}$ | 5\% |
| Strongly disagree | $3{ }_{3}^{34}$ | ${ }^{19}$ 3\% | 15\% | - | $\stackrel{9}{2 \%}$ | 12\% | 13 ${ }_{4}$ | 7\% | $\begin{gathered} \frac{3}{5} \% \\ M^{\%} \end{gathered}$ | $\stackrel{4}{2 \%}$ | $\stackrel{3}{2 \%}$ | $\begin{aligned} & { }^{15} \\ & M^{4} \% \end{aligned}$ | * | 20 $2 \%$ | 14\% | 14 ${ }^{1}$ | 12 4 \% | ${ }_{2}^{5}$ | 22 3\% | $2{ }_{2 \%}$ | ${ }_{5}^{8}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{296}{ }^{100 \%}$ | 263 $100 \%$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | 222 $100 \%$ | 141 $100 \%$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{gathered} \text { Mille- } \\ \text { (25ials } \\ (\mathbf{2 5}-38) \end{gathered}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+ | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program progran | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126 * | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 3 BOX (NET) | ${ }_{83}^{995}$ | ${ }_{85 \%}^{521}$ | $\begin{gathered} 474 \\ 80 \% \end{gathered}$ | $\begin{gathered} 108 \\ 86 \% \end{gathered}$ | $\begin{gathered} 345 \\ 83 \% \end{gathered}$ | $\begin{aligned} & 306 \\ & 84 \% \end{aligned}$ | $\begin{gathered} 236 \\ 80 \% \end{gathered}$ | ${ }^{196}$ | ${ }_{76}^{46}$ | $\begin{aligned} & 161 \\ & 73 \% \end{aligned}$ | $\begin{gathered} 116 \\ 82 \% \end{gathered}$ | $\begin{gathered} 318 \\ 91 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 158 \\ 94 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 689 \\ 88 \% \end{gathered}$ | $\begin{gathered} 306 \\ 73 \% \end{gathered}$ | $\begin{gathered} 459 \\ 8 \% \end{gathered}$ | ${ }_{73}^{192}$ | $\underset{8}{262}$ | $\begin{gathered} 613 \\ 80 \% \end{gathered}$ | $\begin{gathered} 123 \\ 90 \% \end{gathered}$ | $\begin{aligned} & 154 \\ & 86 \% \end{aligned}$ |
| TOP 2 BOX (SUB-NET) | $\begin{gathered} 568 \\ 47 \% \end{gathered}$ | $\begin{gathered} 315 \\ 51 \% \\ C^{2} \% \end{gathered}$ | $\begin{gathered} 253 \\ 43 \% \end{gathered}$ | $\begin{aligned} & 50 \\ & 40 \% \end{aligned}$ | $\begin{gathered} 213 \\ 51 \% \end{gathered}$ | $\begin{gathered} 180 \\ 49 \% \end{gathered}$ | $\begin{gathered} 124 \\ 42 \% \end{gathered}$ | ${ }_{34}^{88}$ | $\begin{aligned} & 31 \\ & 48 \% \\ & \text { HJ } \end{aligned}$ | $\begin{aligned} & 68 \\ & 31 \end{aligned}$ | $\begin{aligned} & 58 \\ & 41 \% \end{aligned}$ | $\begin{aligned} & 196 \\ & \text { H. } 56 \end{aligned}$ | $\begin{gathered} 126 \\ \text { HIJKL } \end{gathered}$ | $\begin{aligned} & 453 \\ & 58 \% \end{aligned}$ | ${ }^{115} 27 \%$ | $\begin{gathered} 275 \\ 52 \% \\ { }_{Q} \% \end{gathered}$ | $\begin{gathered} 109 \\ 41 \% \end{gathered}$ | $\begin{gathered} 138 \\ 43 \% \end{gathered}$ | $\begin{gathered} 334 \\ 43 \% \end{gathered}$ | 72\% | $\begin{aligned} & 103 \\ & 57 \% \\ & \substack{5} \end{aligned}$ |
| Absolutely essential | $\begin{gathered} 223 \\ 18 \% \end{gathered}$ | ${ }_{20 \%}^{125}$ | 98\% | ${ }^{15}$ | ${ }_{20}^{80 \%}$ | $\begin{aligned} & 77 \\ & 21 \% \end{aligned}$ | $\begin{aligned} & 47 \\ & { }^{46 \%} \end{aligned}$ | $\begin{aligned} & 27 \\ & 10 \% \end{aligned}$ | $\begin{gathered} 15 \\ { }_{23}^{23} \% \\ \mathrm{HK} \end{gathered}$ | 29\% | 14\% | $\begin{gathered} 78 \\ { }_{2}^{22 \%} \\ \text { HJK } \end{gathered}$ | $\begin{gathered} 61 \\ 36 \% \\ \text { HJKL } \end{gathered}$ | $\begin{gathered} 188 \\ 24 \% \\ 0 \end{gathered}$ | $34 \%$ | $\begin{gathered} 115 \\ \underset{Q}{22 \%} \end{gathered}$ | 30 $11 \%$ | 56\% | $\stackrel{110}{14 \%}$ | 47 $34 \%$ | $\stackrel{42}{24} \mathrm{~S}$ |
| Very useful | ${ }^{345} 29$ | ${ }^{190} 31 \%$ | ${ }^{155}{ }^{26 \%}$ | 28\% | ${ }^{130} 31 \%$ | ${ }^{103} 28 \%$ | 77 $26 \%$ | ${ }_{23}^{62}$ | 165\% | 40\% | $\begin{aligned} & 42 \\ & 32 \% \end{aligned}$ | $\begin{aligned} & 118 \\ & 34 \% \\ & \mathrm{HJ}^{2} \end{aligned}$ | $\begin{gathered} 66 \\ 39 \% \\ \text { HIJ } \end{gathered}$ | $\begin{gathered} 265 \\ 34 \% \\ 0 \end{gathered}$ | 80\% | 160\% | 79\% | 82\% | 224\% | 25 ${ }^{2} \%$ | 60 3 |
| Somewhat useful | 427 ${ }_{35 \%}$ | 207 $34 \%$ | 221 37 | 588\% | ${ }^{131}$ | 127 ${ }^{125}$ | ${ }_{38}^{112}$ | $\begin{gathered} 107 \\ 41 \% \\ \text { IM }^{2} \end{gathered}$ | 164\% | $\begin{aligned} & 93 \\ & 42 \% \\ & \text { IM }^{2} \end{aligned}$ | $\begin{aligned} & 58 \\ & { }^{51 \%} \\ & \text { IM } \end{aligned}$ | $\begin{gathered} 122 \\ 35 \% \\ M \end{gathered}$ | 32\% | 235 ${ }^{3} \%$ | $\begin{gathered} 192 \\ \stackrel{46 \%}{N} \end{gathered}$ | 184\% | ${ }^{83}$ 3\% | 124\% | 279 ${ }_{36}$ | 51 3 \% | 519\% |
| BOTTOM 2 BOX (NET) | 2117\% | 93 $15 \%$ | ${ }^{118} 20$ | ${ }_{14}^{18}$ | 73 $17 \%$ | ${ }^{60} 16$ | ${ }^{60}$ 20\% | $\begin{aligned} & 67 \\ & { }^{66 \%} \\ & \text { LM } \end{aligned}$ | $\begin{gathered} 18 \\ { }_{28}^{18} \% \end{gathered}$ | $\begin{aligned} & \begin{array}{c} 61 \\ L^{27 \%} \end{array} \end{aligned}$ | $\begin{gathered} 25 \\ { }^{28} \% \end{gathered}$ | ${ }^{30} 9$ | 10 6 | 97\% | $\begin{gathered} 114 \\ 27 \% \\ \mathrm{~N} \end{gathered}$ | ${ }^{68} 13 \%$ | 73 ${ }_{27} 78$ PR | 57 $18 \%$ | 155 | 14 $10 \%$ | ${ }^{26} 14 \%$ |
| Not very useful | ${ }_{149}^{149}$ | $\begin{aligned} & 63 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 86 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 13 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 53 \\ & 13 \% \end{aligned}$ | $\begin{aligned} & 38 \\ & 10 \% \end{aligned}$ | ${ }^{45}$ 15\% | $\begin{aligned} & 45 \\ & { }^{17 \%} \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 13 \\ & { }_{200}^{20 \%} \end{aligned}$ | $\begin{aligned} & 39 \\ & \text { LM }^{17 \%} \end{aligned}$ | $\begin{aligned} & 20 \\ & 14 \% \\ & \text { LM }^{2} \end{aligned}$ | 24\% | $\stackrel{9}{5 \%}$ | $72 \%$ | $\begin{aligned} & 76 \\ & { }_{18}^{8 \%} \\ & \mathrm{~N} \end{aligned}$ | ${ }_{98}^{98}$ | $\begin{aligned} & 47 \\ & 18 \% \\ & \hline \text { P } \end{aligned}$ | 43\% | $\xrightarrow{109} 14 \%$ | 1180 | ${ }^{18} 10 \%$ |
| Not at all useful | ${ }_{52}^{5}$ \% | $\stackrel{30}{5 \%}$ | ${ }^{32}$ \% | 5\% | 20 ${ }^{2}$ | 22\% | 15\% | $\begin{aligned} & 22 \\ & { }^{22} \% \end{aligned}$ | $\text { LM }^{5} \%$ | $\begin{aligned} & 22 \\ & \text { LO\% } \\ & \text { LM } \end{aligned}$ | 5\% | ${ }_{2 \%}^{6}$ | ${ }_{1}^{1 \%}$ | ${ }^{24} 3$ | $\begin{aligned} & 38 \\ & { }^{3} \% \end{aligned}$ | 20 ${ }^{4}$ \% | $\begin{aligned} & 26 \\ & { }^{10} \% \\ & \text { PR } \end{aligned}$ | 14\% | $4_{6 \%}$ | ${ }_{2 \%}$ | 8 |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | 592\% | 126\% | 417\% | 367 $100 \%$ | 296\% | 263 $100 \%$ | 64 $100 \%$ | 222\% | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1680}$ 100\% | 786\% | 4200\% | 527 | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means:Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJTKILIM - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {* small base }}$.

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \& \multicolumn{3}{|c|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& Total US \& Male \& Female \& (6enZ \& \[
\begin{gathered}
\text { Mille- } \\
\text { (2inticl } \\
\text { nis-38) }
\end{gathered}
\] \& (3enX \({ }_{\text {(39-54) }}\) \& \[
\begin{gathered}
\text { Boomers } \\
\text { or }(5+1+0) \\
(5+7)
\end{gathered}
\] \& \[
\underset{\text { degree }}{\mathrm{HS}}
\] \& \[
\begin{gathered}
\text { Job.i. } \\
\text { speific } \\
\text { proingram } \\
\text { program }
\end{gathered}
\] \& Some
college \& \[
\begin{gathered}
\text { Associate } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{gathered}
\text { Bachelor } \\
\text { degree }
\end{gathered}
\] \& \[
\begin{aligned}
\& \text { Graduate } \\
\& \text { degree }
\end{aligned}
\] \& Yes \& No \& White \& Blue
Collar \& \({ }_{\text {Pink }}^{\text {Polar }}\) \& White \& \(\xrightarrow{\text { African }}\) \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& \(126{ }^{*}\) \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& \(137^{*}\) \& 181 \\
\hline A lot \& \({ }^{426}\) \% \& \({ }^{238}\) \& \({ }^{196}\) \& \begin{tabular}{l}
\(34 \%\) \\
\hline 20
\end{tabular} \&  \& \[
\begin{gathered}
142 \\
{ }_{5}^{49 \%}
\end{gathered}
\] \& \({ }_{31} 1 \%\) \& 55\% \& \({ }_{\text {22 }}^{22} \mathrm{HJ}\) \& \({ }_{19}{ }^{19}\) \& \({ }_{\substack{48 \\ 34 \%}}^{\text {H3 }}\) \& \[
\begin{aligned}
\& \text { 150 } \\
\& \text { H3 } 30
\end{aligned}
\] \& \[
\begin{gathered}
\text { 105 } \\
\text { HIJKL }
\end{gathered}
\] \& \[
\begin{aligned}
\& \frac{344}{44 \%} \\
\& \hline
\end{aligned}
\] \& \[
{ }^{83} 20 \%
\] \& \({ }_{24}^{216}\) \& 65\% \& \({ }_{34 \%}^{108}\) \& \({ }_{3}^{256}\) \& \({ }_{\text {508 }}^{68}\) \& 710\% \\
\hline A little \& 568\% \& \({ }^{288 \%}\) \& 279\% \& \[
\begin{gathered}
82 \\
\text { EFG } \\
\text { EFG }
\end{gathered}
\] \& 189\% \& 164\% \& 131 44 \&  \& 24\% \& 112
\(\substack{\text { 50\% } \\ M}\) \& 73
5
\(M\) \& \[
\begin{gathered}
168 \\
\begin{array}{c}
48 \% \\
M
\end{array}
\end{gathered}
\] \& \({ }_{34 \%}^{56}\) \& \({ }^{350} 45\) \& \({ }^{218} 5\) \& \({ }^{238} 4\) \& \({ }^{129} 49 \%\) \& 157 \({ }^{19}\) \& \({ }^{356 \%}\) \& 55\% \& 74\% \\
\hline None \& \({ }^{218} 18\) \& \({ }_{16}^{96}\) \& \({ }^{116} 20\) \& \(14 \%\) \& \({ }^{65}\) \& \({ }^{60} 16\) \& \[
\begin{gathered}
74 \\
\text { 725 } \\
\text { DEF }
\end{gathered}
\] \& \[
\begin{gathered}
73 \\
{ }^{73} \mathrm{LLM}
\end{gathered}
\] \& \({ }_{\substack{13 \\ 20 \%}}^{\text {LM }}\) \& \[
\begin{gathered}
\left.\begin{array}{c}
69 \\
\text { KLM } \\
\text { KLM }
\end{array}\right)
\end{gathered}
\] \& (14\% \({ }_{\text {M }}\) \& \({ }^{3} 9\) \& \({ }_{4}^{6}\) \& \({ }_{12} 9\) \& \[
\begin{aligned}
\& \text { 12090 } \\
\& \mathrm{NaN}
\end{aligned}
\] \& 72\% \& \(76 \%\)

PR \& 54\% \& 157\% \& ${ }_{10}^{10}$ \& 17\% <br>
\hline Sigma \& ${ }^{1206 \%}$ \& ${ }^{614} 100$ \& ${ }^{5902 \%}$ \& 126\% \& 4170\% \& ${ }^{367} 100 \%$ \& ${ }^{296}$ 100\% \& $\stackrel{263}{100 \%}$ \& 64
$100 \%$ \& ${ }^{222} \times$ \& 1441 \& ${ }^{349} 10 \%$ \& 168\% \& 786\% \& ${ }^{420} 00$ \& ${ }^{527} 100$ \& ${ }^{265}$ \& 319
$100 \%$ \& 768\% \& 137\% \& 1810\% <br>
\hline
\end{tabular}

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/K/LIM - N/O-P/Q/R-S/T/U
Overlap formulae used. ${ }^{\text {s }}$ small base

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | $\xrightarrow{\text { Has Multiple Degrees/ Certifations }}$ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | Gen Z <br> (18-24) | $\begin{aligned} & \text { Milie. } \\ & \text { Mins } \\ & \text { (25.38) } \end{aligned}$ | ( $\begin{gathered}\text { Gen } \mathrm{X} \\ \text { (39-54) }\end{gathered}$ | $\begin{gathered} \text { Bomers } \\ \text { oroglder } \\ (55+) \\ \hline \text { and } \end{gathered}$ | $\underset{\text { degree }}{\mathrm{HS}}$ | $\begin{gathered} \text { Soobific } \\ \text { spaifing } \\ \text { program } \end{gathered}$ | $\begin{array}{c}\text { Some } \\ \text { college }\end{array}$ | Associate degree | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | $\underset{\substack{\text { Graduate } \\ \text { degree }}}{ }$ | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\xrightarrow{\text { Pink }}$ ( | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (0) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| Job training certifications in a speciailized field thăt supplements formal education do a bette of preparing people for the workforce than does. | ${ }^{1003}{ }_{83}$ | 496\% | ${ }_{86 \%}$ | 104\% | ${ }_{841}{ }^{34}$ | ${ }^{311} 8$ | ${ }_{83}^{246}$ | $\stackrel{287}{\substack{86 \%}}$ | $85 \%$ | 1968\% | ${ }^{119} 8$ | ${ }^{271}{ }_{78}$ | $\xrightarrow{134} 8$ | ${ }^{639} \%$ | 8684\% | ${ }_{84 \%}^{441}$ | ${ }^{217} 8$ | ${ }_{864}^{264}$ | ${ }_{828}{ }^{62}$ | ${ }_{91 \%}^{125}$ | ${ }^{161} 89$ |
| I wish I had been better prepared to deal with the the workforce. | ${ }^{955} 9$ | ${ }^{475} \%$ | ${ }^{480}$ | $\begin{gathered} 108 \\ { }_{6}^{26} \end{gathered}$ | $\begin{gathered} 344 \\ \underset{G}{82 \%} \end{gathered}$ | $\begin{gathered} 310 \\ 844 \% \\ \hline \end{gathered}$ | 194\% | 198\% | 74\% | ${ }^{185}$ | 113 $80 \%$ | ${ }^{277} 79 \%$ | 134 $80 \%$ | ${ }^{627} 80$ | ${ }^{328} 88$ | 424 81 | ${ }^{212} 80$ | ${ }^{242}$ \% ${ }^{\text {\% }}$ | ${ }^{587} 7$ | 116\% | $\stackrel{144}{80 \%}$ |
| Most of what Ido day to day at my job, In neve | ${ }^{927} 7$ | 472\% | ${ }^{455} \%$ | $\begin{aligned} & 107 \\ & { }_{5}^{85 \%} \end{aligned}$ | ${ }^{295}$ | ${ }^{286}$ \% | $\stackrel{239}{239}{ }_{E}^{29}$ | $\begin{gathered} 226 \% \\ \text { IKLM } \end{gathered}$ | 43\% | ${ }^{179} 9$ | ${ }^{105} 74$ | ${ }^{256}$ 73\% | ${ }^{122} 73 \%$ | 599\% | ${ }^{337} 8$ | 410\% | ${ }^{211} 80$ | ${ }^{234} \%$ | ${ }_{\text {709\% }}^{609}$ | $\stackrel{112}{18}$ | ${ }^{126} 70$ |
| My education provided me with many of the skills necessary to be successful in the workforce in the workforce. | 840\% | ${ }^{454}{ }^{74 \%}$ | ${ }^{386 \%}$ | 84\% | 307 74 | ${ }^{259 \%}$ | ${ }^{197}$ | -171 65 | 76\% | 127\% | 69\% | $\begin{aligned} & \begin{array}{l} 262 \\ 75 \% \\ \mathrm{HJ} \end{array} \end{aligned}$ | $\begin{gathered} { }^{137} \\ \text { HJK } \end{gathered}$ | ${ }^{605} 7$ | ${ }^{235} 5$ | $\begin{gathered} 389 \\ { }_{R}^{44 \%} \end{gathered}$ | 188\% | ${ }^{206 \%}$ | ${ }_{602}$ | ${ }^{110} 8$ | ${ }^{130} 72 \%$ |
| In ten years, advanced degrees (e. (e.'master's many jobs. | ${ }^{821} 68$ | ${ }^{4168 \%}$ | ${ }_{68 \%}^{404}$ | 80\% | 290\% | ${ }^{259}$ \% | 197\% | $\stackrel{173}{66 \%}$ | 37\% | ${ }_{\text {133 }}^{13} \mathrm{\%}$ | ${ }_{64 \%}$ | $\begin{gathered} 255 \\ \hline 73 \% \\ 10 \end{gathered}$ | $\begin{gathered} \begin{array}{c} 134 \\ \text { HIJK } \end{array} \end{gathered}$ | ${ }^{588}{ }_{5}^{5} \%$ | ${ }^{232} 5$ | $\underset{\text { 384 }}{3}$ | 177\% | 199\% | ${ }_{63}^{487}$ | $\stackrel{109}{80 \%}$ | ${ }^{129} 9$ |
| I could not have gotten my job without that I have. | 792\% | ${ }_{6}^{426}{ }_{6}^{46 \%}$ | ${ }^{365} 6$ | 80\% | ${ }^{283} 8$ | ${ }^{244} 6$ | 185\% | ${ }^{158}$ 6\% | 750\% | 116 ${ }^{16}$ | 78\% |  | $\begin{gathered} 138 \\ \text { HIJK } \\ \text { HIJ } \end{gathered}$ | $\stackrel{580}{574}$ | ${ }^{212} 5$ | $\begin{gathered} 376 \\ \begin{array}{c} 71 \% \\ \mathrm{R}^{2} \end{array} \end{gathered}$ | ${ }^{158} 9$ | ${ }_{6}^{197}$ | 475 6 | ${ }^{98} 1 \%$ | ${ }_{120} 67$ |
| An education isn't actually necessary to be successfur necessary | ${ }^{736}$ | ${ }^{390} \%$ | 347\% | $8{ }^{84}$ | ${ }^{264 \%}$ | 212\% | 172\% | $\begin{gathered} { }_{\text {IKL96 }}^{196} \end{gathered}$ | 52\% | ${ }^{146 \%}$ | 75\% | 192\% | 54\% | 471\% | ${ }^{265} 6$ | ${ }^{317} 6$ | $\begin{aligned} & 184 \\ & \hline 69 \% \\ & R \end{aligned}$ | ${ }^{186 \%}$ | 465\% | 71\% | 103\% |

Proportions/Means: Columns Tested
Overlap formulae used. $\approx$ small base

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | Pink | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| An education isn't actually necessary to be successful in my job. | ${ }^{470} 39 \%$ | ${ }_{37}^{225}$ | $\stackrel{245}{41 \%}$ | ${ }_{3}^{42}$ \% | ${ }^{149} 36$ | $\begin{gathered} 155 \\ 42 \% \end{gathered}$ | $\begin{gathered} 124 \\ 42 \% \end{gathered}$ | $\begin{aligned} & 67 \\ & 25 \% \end{aligned}$ | $\begin{aligned} & 31 \\ & 48 \% \\ & 48 \end{aligned}$ | 76 $34 \%$ | $\begin{aligned} & 63 \\ & 45 \% \\ & 45 \% \end{aligned}$ | $\begin{gathered} 157 \\ 45 \% \\ H \end{gathered}$ | $\begin{aligned} & 76 \\ & 46 \% \\ & H \end{aligned}$ | ${ }^{315} 40 \%$ | 155 ${ }^{3} \%$ | 210\% | 81\% | $\begin{gathered} 134 \\ 42 \% \\ Q \end{gathered}$ | $\begin{gathered} 303 \\ 39 \% \end{gathered}$ | $\begin{aligned} & 40 \\ & 29 \% \end{aligned}$ | 77 ${ }^{7} \%$ |
| I could not have gotten my ob without the education that I have. | 414\% | ${ }_{31 \%}^{188}$ | $\begin{gathered} 226 \\ 38 \% \\ B \end{gathered}$ | ${ }_{36}{ }^{6}$ | 135 ${ }^{13}$ | ${ }^{123} 3$ | $\begin{gathered} 111 \\ 37 \% \end{gathered}$ | $\begin{gathered} 105 \\ 40 \% \\ \text { LM } \end{gathered}$ | $\begin{aligned} & 19 \\ & 30 \% \\ & M \end{aligned}$ | $\begin{aligned} & 106 \\ & 188 \% \\ & 1 \text { LM } \end{aligned}$ | $\begin{aligned} & 62 \\ & 4_{4}^{44 \%} \end{aligned}$ | $\begin{aligned} & 96 \% \end{aligned}$ | $\begin{aligned} & 30 \\ & 18 \% \end{aligned}$ | 206\% | $\begin{aligned} & 208 \\ & 50 \% \\ & N \end{aligned}$ | ${ }^{151} 29 \%$ | $\begin{gathered} 107 \\ 41 \% \\ 41 \end{gathered}$ | $\begin{gathered} 122 \\ 38 \% \\ \hline \end{gathered}$ | 294 ${ }_{38}$ | - $\quad 39 \%$ | 60\% |
| In ten years, advanced degrees (e.g., master's degree) will be the new minimum requirement for | ${ }^{385}{ }_{3}{ }^{3}$ | ${ }^{198}{ }_{3}{ }^{1}$ | 187\% | ${ }_{36}{ }^{6}$ | 127 ${ }^{3} \mathbf{7}$ | 113 $31 \%$ | 99\% | $\begin{aligned} & 90 \\ & 34 \% \\ & M \end{aligned}$ | $\begin{aligned} & 28 \\ & { }^{433} \% \end{aligned}$ | $\begin{aligned} & 90 \\ & \text { 40\% } \\ & \hline \end{aligned}$ | $\begin{aligned} & 51 \\ & \begin{array}{l} 36 \% \\ M \end{array} \end{aligned}$ | 94\% | 33 ${ }^{30 \%}$ | 197\% | $\begin{gathered} 188 \\ \stackrel{45}{\mathrm{~N}} \end{gathered}$ | 143\% | ${ }^{83}{ }^{3} \%$ | $\stackrel{129}{129} \times$ | $\underset{T}{282}$ | - $\quad 28$ | 529\% |
| My education provided me with many of the skills necessary to be successful in the workforce. | ${ }_{30}^{366}$ | ${ }^{160}{ }_{26}$ | $\stackrel{206}{\substack{35 \% \\ B}}$ | 423\% | ${ }^{110}$ 26\% | $\stackrel{115}{31 \%}$ | 99\% | $\begin{gathered} 91 \\ \text { LM } \\ \text { LM } \end{gathered}$ | 19\% | 95 4. LM | 43 M M | ${ }^{86}{ }^{2} \%$ | 31 $19 \%$ | 181 $23 \%$ | $\stackrel{185}{\stackrel{4}{N} \%}$ | 138\% | ${ }_{32}^{85}$ | $\begin{gathered} 113 \\ \stackrel{3}{5} \% \end{gathered}$ | ${ }^{267} \times$ | - $\quad 27$ | 51\% |
| Most of what I do day to day at my job, I never learned in school. | ${ }_{2}^{279}$ 23\% | ${ }^{143}{ }^{23 \%}$ | ${ }^{136}{ }_{23}$ | 19\% | $\begin{aligned} & { }^{122} 29 \\ & { }_{29} \% \end{aligned}$ | 812\% | 57 $19 \%$ | 36 $14 \%$ | $\begin{aligned} & 21 \\ & { }_{3}^{23 \%} \\ & \mathbf{H}^{2} \end{aligned}$ | $\stackrel{47}{21 \%}$ | $\begin{aligned} & 36 \\ & { }^{266 \%} \\ & { }^{2} \end{aligned}$ | $\begin{gathered} 93 \\ { }_{2}^{97 \%} \\ \hline \end{gathered}$ | $\begin{aligned} & \stackrel{4}{27 \%}_{4}^{45} \\ & \hline \end{aligned}$ | ${ }^{195}$ | 840\% | ${ }^{116}{ }_{2}$ | 54\% | 85\% | 160 ${ }^{16}$ | - $\quad 15$ | 54 $30 \%$ S |
| I wish I had been better prepared to deal with the ransition from school to the workforce. | ${ }^{251 \%}$ | ${ }^{140}$ 23\% | 1119\% | ${ }_{14 \%}^{18}$ | $\begin{aligned} & 74 \\ & 18 \% \\ & \hline \end{aligned}$ | 57 $16 \%$ | $\begin{gathered} 103 \\ \text { DEF } \end{gathered}$ | 64\% | 17\% | 37\% | 28\% | 71\% | 34\% | 159\% | 22\% | 102\% | 53\% | 77\% | 181\% | - $\quad 15$ | 37\% |
| Job training certifications (1.e., a course or training in a specialized field that supplements formal education) do a better job of preparing people for the workforce than college does. | $\stackrel{203}{17 \%}$ | ${ }_{19}^{118}$ | $\begin{aligned} & 85 \\ & \\ & \hline 14 \% \end{aligned}$ | 21 $17 \%$ | $\begin{aligned} & 766 \\ & \\ & \hline 18 \% \end{aligned}$ | $\begin{aligned} & 55 \\ & \\ & \\ & \hline \end{aligned}$ | $\begin{aligned} & 50 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 36 \\ & 14 \% \end{aligned}$ | 14\% | 26 $12 \%$ | 21 15 | $\begin{aligned} & { }_{22}^{72} \% \\ & \mathrm{HJ} \end{aligned}$ | 34\% | $\stackrel{147}{19 \%}$ | 56 $13 \%$ | ${ }_{16 \%}$ | 48\% | 55\% | $\begin{aligned} & 140 \\ & \hline 18 \% \end{aligned}$ | - ${ }^{12} 9$ | 20 $11 \%$ |

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (25-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $955$ | $475$ | $\begin{gathered} 480 \\ 81 \% \end{gathered}$ | $\begin{gathered} 108 \\ 86 \% \\ G \end{gathered}$ | $\begin{gathered} 344 \\ 82 \% \\ \mathrm{G} \end{gathered}$ | $\begin{gathered} 310 \\ 84 \% \\ G \end{gathered}$ | $\begin{gathered} 194 \\ 65 \% \end{gathered}$ | ${ }^{198}$ | $\frac{47}{74 \%}$ | $\begin{gathered} 185 \\ 83 \% \end{gathered}$ | $\begin{gathered} 113 \\ 80 \% \end{gathered}$ | ${ }_{79 \%}^{277}$ | $\begin{gathered} 134 \\ 80 \% \end{gathered}$ | $\begin{gathered} 627 \\ 80 \% \end{gathered}$ | $\begin{gathered} 328 \\ 78 \% \end{gathered}$ | $\begin{gathered} 424 \\ 81 \% \end{gathered}$ | 212 80 | $\stackrel{242}{76 \%}$ | $\stackrel{587}{ }{ }_{76 \%}$ | $\begin{gathered} 116 \\ 85 \% \end{gathered}$ | $\begin{gathered} 144 \\ 80 \% \end{gathered}$ |
| Strongly agree | ${ }_{35 \%}^{423}$ | ${ }_{36 \%}^{219}$ | $\begin{gathered} 203 \\ 34 \% \end{gathered}$ | $\begin{aligned} & 51 \\ & 41 \% \\ & 41 \% \end{aligned}$ | $\begin{gathered} 155 \\ 37 \% \\ G \end{gathered}$ | $\begin{gathered} 139 \\ 38 \% \\ G \end{gathered}$ | ${ }_{26 \%}^{77}$ | ${ }_{37}^{87}$ | ${ }_{27}^{18}$ | ${ }_{39}^{88}$ | $\begin{aligned} & 45 \\ & 32 \% \end{aligned}$ | $\begin{aligned} & 116 \\ & 33 \% \end{aligned}$ | $\begin{aligned} & 70 \\ & 42 \% \end{aligned}$ | 274 ${ }_{35}$ | $\begin{gathered} 148 \\ 35 \% \end{gathered}$ | $\begin{gathered} 192 \\ 36 \% \end{gathered}$ | $\begin{aligned} & 97 \\ & 37 \% \end{aligned}$ | $\begin{gathered} 109 \\ 34 \% \end{gathered}$ | 244 32 | 64 $46 \%$ S | 67 $37 \%$ |
| Somewhat agree | ${ }^{532} 44 \%$ | ${ }^{255} 42$ | 277 $47 \%$ | 56\% | ${ }^{188}{ }^{8} \%$ | 1714\% | ${ }^{117} 39 \%$ | ${ }^{111} 42 \%$ | 30\% | 974 | 67\% | ${ }^{162} 46$ | 65\% | 353\% | 180 ${ }^{13}$ | ${ }^{233} 44$ | 114 $43 \%$ | ${ }^{133} 42 \%$ | 344\% | 53\% | 76 |
| BOTTOM 2 BOX (NET) | ${ }^{251}$ 21\% | 140 ${ }^{13}$ | 111 <br> $19 \%$ | ${ }_{14 \%}^{18}$ | 74 18 | 57 16 | $\begin{gathered} 103 \\ \text { BEF } \end{gathered}$ | 64\% | 17\% | 37\% | 28\% | 71\% | 34\% | 159\% | 92\% | ${ }^{102}$ | 53\% | 77\% | 181 $24 \%$ | 21\% | 30\% |
| Somewhat disagree | $\stackrel{204}{17 \%}$ | ${ }_{19}^{116}$ | 89\% | 13 $10 \%$ | 60 $14 \%$ | ${ }_{12 \%}$ | $\begin{gathered} 86 \\ \text { DEF } \end{gathered}$ | 51 $19 \%$ | 14\% | 29 $13 \%$ | ${ }^{23} 16$ | -17\% | 27 16 | 129\% | 75 $18 \%$ | 91\% | 40\% | - 61 | $\stackrel{148}{19 \%}$ | ${ }_{16}^{16}$ | 28\% |
| Strongly disagree | $47 \%$ | 24\% | ${ }^{23} 4 \%$ | 5 | 14 3 \% | 11 3 \% | ${ }^{17}$ | 13 5 | 3 | 8 | $5{ }_{3}$ | 11 ${ }_{3}$ | ${ }_{4 \%}^{7}$ | ${ }^{29} \%$ | 17\% | 12\% | 13 5 | $\stackrel{16}{5 \%}$ | $33 \%$ | $5{ }_{3 \%}$ | ${ }_{5}^{8}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

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

Base: All Qualified Respondents
Ball

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $840 \%$ | $\begin{gathered} 454 \\ 74 \% \\ C \end{gathered}$ | $\stackrel{386}{65 \%}$ | $\begin{aligned} & 84 \% \\ & 67 \% \end{aligned}$ | 307 $74 \%$ | 252 69 | $\begin{gathered} 197 \\ 67 \% \end{gathered}$ | 171 $65 \%$ | 46 $71 \%$ | 127 $57 \%$ | $979$ | $\begin{gathered} 262 \\ 75 \% \\ \mathrm{HJ} \end{gathered}$ | $\begin{aligned} & 137 \\ & 81 \% \\ & \text { HJK } \end{aligned}$ | $\begin{gathered} 605 \\ 7 \% \\ \hline 1 \% \end{gathered}$ | $\begin{gathered} 235 \\ 56 \% \end{gathered}$ | $\underset{R}{389} \underset{R}{74 \%}$ | $\begin{gathered} 180 \\ 68 \% \end{gathered}$ | ${ }^{206} 65$ | 502 65 | $\begin{gathered} 110 \\ 81 \% \\ 8 \end{gathered}$ | $\begin{aligned} & 130 \\ & 72 \% \end{aligned}$ |
| Strongly agree | ${ }_{23}^{282}$ | ${ }_{29}^{175}$ | $\begin{gathered} 107 \\ 18 \% \end{gathered}$ | $\begin{aligned} & \text { 194 } \end{aligned}$ | ${ }_{27 \%}^{112}$ | ${ }^{820}$ | ${ }_{226}^{66}$ | $\begin{aligned} & 48 \% \\ & 18 \% \end{aligned}$ | 130\% | $\begin{aligned} & 26 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 31 \\ & 22 \% \\ & 21 \end{aligned}$ | $\begin{aligned} & 96 \% \\ & 26 \% \end{aligned}$ | $\begin{gathered} 75 \\ { }^{754} \\ \text { HIJKL } \end{gathered}$ | $\begin{gathered} 233 \\ 30 \% \end{gathered}$ | $\begin{aligned} & 49 \\ & 12 \% \end{aligned}$ | $\begin{gathered} 135 \\ 26 \% \end{gathered}$ | $\begin{aligned} & 56 \\ & 21 \% \end{aligned}$ | ${ }_{21}^{68}$ | ${ }_{21 \%}^{162}$ | $\begin{aligned} & 50 \\ & 36 \% \\ & \hline \end{aligned}$ | ${ }_{26 \%}^{46}$ |
| Somewhat agree | ${ }^{5588}{ }_{46}$ | 279 ${ }^{45 \%}$ | 279\% | 60\% | 195\% | 172 47 | 132 ${ }^{15}$ | 123\% | 33 $51 \%$ | 101 $46 \%$ | 67\% | $\begin{gathered} 172 \\ 49 \% \end{gathered}$ | ${ }^{62} \%$ | 372\% | 186 $44 \%$ | 2548\% | 124\% | ${ }^{138} 4{ }^{43}$ | 340 | 614\% | 84\% |
| BOTTOM 2 BOX (NET) | ${ }^{366}$ \% | $\begin{gathered} 160 \\ 26 \% \end{gathered}$ | $\begin{gathered} 206 \\ 35 \% \\ \hline \end{gathered}$ | ${ }_{3}^{42}$ \% | 110 ${ }^{26 \%}$ | ${ }_{31}^{115}$ | 99\% | $\begin{aligned} & 91 \\ & 35 \% \\ & \text { LM } \end{aligned}$ | 19\% | $\begin{aligned} & 95 \\ & \text { 43\% } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 43 \\ & 31 \% \\ & M \end{aligned}$ | ${ }^{86}{ }^{6}$ | 31 $19 \%$ | 181 ${ }^{23 \%}$ | $\begin{aligned} & \frac{185}{44 \%} \\ & N \end{aligned}$ | ${ }^{138} 2{ }^{26 \%}$ | ${ }_{3}^{85}$ | $\begin{gathered} 113 \\ 35 \% \\ { }_{P} \% \end{gathered}$ | $\begin{gathered} 267 \\ \begin{array}{c} 35 \% \\ T \end{array} \end{gathered}$ | 27 ${ }^{27}$ | 51\% |
| Somewhat disagree | ${ }^{285}$ | ${ }^{128}{ }_{21}{ }^{3}$ | 157\% | 36\% | 819\% | $89 \%$ | 79\% | $\begin{aligned} & 73 \\ & { }_{2}^{28 \%} \\ & \hline \end{aligned}$ | 14\% | ${ }^{61}$ 27\% | 34\% | 75\% | 28\% | 1479\% | $\begin{gathered} 139 \\ \left.\begin{array}{c} 33 \\ \mathrm{~N} \end{array}\right) \end{gathered}$ | ${ }^{124} 24$ | 56\% | 84\% | 201 26 | 25\% | 43\% |
| Strongly disagree | ${ }^{80} 7$ | 32\% | 49\% | ${ }_{5}^{6}$ | 29\% | ${ }^{26} 7 \%$ | 19\% | 18\% | $\stackrel{4}{7 \%}$ | $\begin{gathered} 34 \\ \text { HKLM } \end{gathered}$ | 9\% | 11 ${ }_{3}$ | $\stackrel{3}{2 \%}$ | 34\% | $\begin{aligned} & 46 \\ & { }_{11}^{11 \%} \\ & N \end{aligned}$ | 14\% | 30 $11 \%$ | $\begin{aligned} & \text { 29 } \\ & \hline \mathrm{P} \end{aligned}$ | $\begin{aligned} & 66 \\ & \frac{9}{T} \% \end{aligned}$ | ${ }_{2 \%}$ | 10 ${ }^{5}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2nials } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers $\underset{(55+)}{\text { or 0lder }}$ | $\underset{\text { degree }}{\text { HS }}$ | Job-cific specining training $\underset{\substack{\text { training } \\ \text { program }}}{ }$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{gathered} \text { Pink } \\ \text { Collar } \end{gathered}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $927 \%$ | $472$ | $455 \%$ | $\begin{gathered} 107 \\ \begin{array}{c} 85 \% \\ E \end{array} \end{gathered}$ | ${ }^{295}$ | ${ }^{286}$ | $\begin{gathered} 239 \\ \underset{E}{231} \% \end{gathered}$ | $\begin{gathered} 226 \\ \text { IKLM }^{86 \%} \end{gathered}$ | $\begin{aligned} & 43 \\ & 67 \% \end{aligned}$ | $\begin{aligned} & 175 \\ & 79 \% \end{aligned}$ | 105 $74 \%$ | ${ }^{256}$ 73\% | ${ }^{122} 73 \%$ | 590 $75 \%$ | $\begin{gathered} 337 \\ 80 \% \end{gathered}$ | 410 78 | 211 $80 \%$ | $\begin{gathered} 234 \\ 73 \% \end{gathered}$ | $\underset{\substack{609 \\ \hline 99 \%}}{ }$ | $\begin{gathered} 112 \\ 81 \% \end{gathered}$ | $\stackrel{126}{70 \%}$ |
| Strongly agree | 433 ${ }_{36 \%}$ | ${ }^{227} 37 \%$ | 206 ${ }_{35 \%}$ | $\begin{aligned} & 47 \% \end{aligned}$ | $\begin{gathered} 143 \\ 34 \% \end{gathered}$ | ${ }^{135} 37 \%$ | ${ }^{108} 3$ | 999\% | 24\% | $\begin{aligned} & 88 \\ & 40 \% \end{aligned}$ | 54\% | 102 ${ }^{29 \%}$ | ${ }^{66} 9$ | 2593\% | $\begin{aligned} & 174 \\ & 4_{1} \% \end{aligned}$ | $\stackrel{178}{34 \%}$ | $\stackrel{103}{39 \%}$ | $\begin{gathered} 126 \\ 39 \% \end{gathered}$ | 289\% | 49\% | 62 34 |
| Somewhat agree | $494 \%$ | 244\% | 250 ${ }^{2} 2 \%$ | 60\% | 153\% | 151 $41 \%$ | 131 $44 \%$ | $\begin{aligned} & { }^{128} \\ & \text { IKM } \end{aligned}$ | 19 $30 \%$ | ${ }^{86}$ \% | 51 $36 \%$ | 153 <br> 4 | ${ }_{3}^{56}$ \% | 332\% | ${ }^{162} 3$ | $\begin{gathered} 232 \\ \stackrel{44}{\mathrm{R}} \mathrm{C} \end{gathered}$ | 108 ${ }^{41 \%}$ | $\stackrel{108}{34 \%}$ | 320 $42 \%$ | $63 \%$ | 64\% |
| BOTTOM 2 BOX (NET) | 279 ${ }^{23 \%}$ | ${ }^{143}$ 23\% | ${ }^{136}$ | 19\% | $\begin{aligned} & 122 \\ & { }_{29}^{29} \\ & \mathrm{DG} \end{aligned}$ | 812\% | 57 ${ }^{19}$ | $\begin{aligned} & 36 \\ & 14 \% \end{aligned}$ | $\begin{gathered} 21 \\ 33 \% \\ H \end{gathered}$ | $\stackrel{47}{21 \%}$ | $\begin{aligned} & 36 \\ & { }^{266 \%} \\ & H \end{aligned}$ | $\begin{aligned} & 93 \\ & 27 \% \\ & \mathrm{H}^{2} \end{aligned}$ | $\begin{aligned} & 45 \\ & 27 \% \\ & H \end{aligned}$ | 195\% | 84\% | ${ }^{116} 2{ }^{2} \%$ | 54\% | 85\% | 160 ${ }^{21 \%}$ | 25\% | 54 $30 \%$ S |
| Somewhat disagree | 201 $17 \%$ | 107 | 94\% | ${ }^{11} 9$ | $\begin{aligned} & 86 \\ & 218 \\ & 21 \% \\ & \text { D } \end{aligned}$ | 61\% | 43\% | $\stackrel{24}{9 \%}$ | $\begin{aligned} & 12 \\ & \begin{array}{l} 19 \% \\ \mathbf{H}^{2} \end{array} \end{aligned}$ | 36 $16 \%$ | $\begin{aligned} & 25 \\ & 18 \% \\ & H \end{aligned}$ | ${ }_{\text {21 }}^{\text {21 }}$ H | 31 <br> 18\% | 136\% | 64\% | 80 $15 \%$ | 38\% | 70\% | 119 15 | 18\% | 19\% |
| Strongly disagree | ${ }^{78}{ }_{6 \%}$ | ${ }^{36}$ 6\% | ${ }^{42} \%$ | ${ }_{6 \%}$ | ${ }_{96}{ }^{\text {\% }}$ | $\stackrel{20}{5 \%}$ | 14 5 | 12\% | $\begin{gathered} 9 \\ { }_{H}^{144 \%} \end{gathered}$ | 11 5 \% | 118\% | 21 6 | 159\% | 59\% | 19 5 \% | ${ }_{7 \%}$ | ${ }^{16} 6$ | 15\% | ${ }^{41}$ | ${ }_{5 \%}$ | ${ }_{\text {11 }}^{19}$ \% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\left(\begin{array}{c} \text { Gen } \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninals } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older $(55+)$ (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific anding training program | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }_{83}^{1003}$ | ${ }_{81 \%}^{496}$ | $\begin{gathered} 506 \\ 86 \% \end{gathered}$ | $\begin{gathered} 104 \\ 83 \% \end{gathered}$ | $\begin{gathered} 341 \\ 82 \% \end{gathered}$ | $\begin{gathered} 311 \\ 85 \% \end{gathered}$ | $\begin{gathered} 246 \\ 83 \% \end{gathered}$ | $\underset{\text { 86\% }}{227}$ | ${ }^{565}$ | $\stackrel{196}{88 \%}$ | $\begin{gathered} 119 \\ 85 \% \end{gathered}$ | $\begin{gathered} 271 \\ 78 \% \end{gathered}$ | $\begin{gathered} 134 \\ 80 \% \end{gathered}$ | ${ }_{81 \%}^{639}$ | $\begin{gathered} 364 \\ 87 \% \end{gathered}$ | $\begin{gathered} 441 \\ 84 \% \end{gathered}$ | $\begin{gathered} 217 \\ 82 \% \end{gathered}$ | $\begin{gathered} 264 \\ 83 \% \end{gathered}$ | ${ }_{82 \%}^{62 \%}$ | $\begin{aligned} & 125 \\ & 91 \% \end{aligned}$ | $\begin{gathered} 161 \\ 89 \% \end{gathered}$ |
| Strongly agree | $\begin{gathered} 379 \\ 31 \% \end{gathered}$ | ${ }_{33}^{202}$ | ${ }_{30 \%}^{177}$ | $\begin{aligned} & 44 \\ & 35 \% \end{aligned}$ | $\begin{gathered} 141 \\ 34 \% \end{gathered}$ | ${ }_{32 \%}^{118}$ | $\begin{aligned} & 76 \\ & 26 \% \end{aligned}$ | $\begin{aligned} & 74 \\ & 28 \% \end{aligned}$ | $\begin{aligned} & 28 \\ & 43 \% \\ & 4 \\ & \hline \end{aligned}$ | $\begin{aligned} & 71 \\ & 32 \% \end{aligned}$ | ${ }_{30}^{42}$ | ${ }_{33}^{114}$ | $\begin{aligned} & 51 \\ & 30 \% \end{aligned}$ | $\begin{gathered} 264 \\ 34 \% \end{gathered}$ | ${ }_{27 \%}^{115}$ | ${ }_{33}^{175}$ | $\begin{aligned} & 74 \% \\ & 28 \% \end{aligned}$ | $\begin{gathered} 101 \\ 32 \% \end{gathered}$ | $\begin{gathered} 223 \\ 29 \% \end{gathered}$ | $\begin{aligned} & 58 \\ & 42 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 66 \\ & 37 \% \end{aligned}$ |
| Somewhat agree | ${ }^{623} 5$ | ${ }^{295}$ | $\begin{gathered} 329 \\ 56 \% \\ B \end{gathered}$ | $\begin{aligned} & 61 \% \\ & 48 \% \end{aligned}$ | $\begin{gathered} 200 \\ 48 \% \end{gathered}$ | ${ }^{193} 5$ | $\begin{gathered} 170 \\ 58 \% \\ E \end{gathered}$ | $\begin{gathered} 153 \\ \stackrel{58}{51} \% \\ \text { LL } \end{gathered}$ | 27 $42 \%$ | 125 56 | 78\% | 157 $45 \%$ | 83\% | 374 48 | $\begin{gathered} 249 \\ \stackrel{59 \%}{N} \end{gathered}$ | 266\% 50 | 143 $54 \%$ | ${ }^{164} 51 \%$ | ${ }^{405} 5$ | 679\% | 95\% |
| BOTTOM 2 BOX (NET) | 203 | ${ }_{19}^{118}$ | 85 $14 \%$ | 21 17 | ${ }^{76}$ | 55\% | 50 $17 \%$ | 36 $14 \%$ | 14\% | 26 ${ }_{12 \%}$ | 21 15 | $\begin{aligned} & 77 \\ & { }_{22}^{22 \%} \\ & \text { HJ } \end{aligned}$ | 34\% | $\stackrel{147}{19 \%}$ | ${ }_{13}^{56}$ | ${ }_{16 \%}$ | ${ }_{18}^{48}$ | 55\% | $\stackrel{140}{18 \%}$ | ${ }^{12} 9$ | 20 $11 \%$ |
| Somewhat disagree | $\stackrel{171}{14 \%}$ | ${ }^{98}{ }^{16 \%}$ | 73 $12 \%$ | 20\% | 55 ${ }^{13}$ | 52 $14 \%$ | 45\% | 31 $12 \%$ | 4\% | 24\% | 18\% | 64 $18 \%$ 1 | 30 18 | 120 15 | 51 $12 \%$ | 71 $13 \%$ | 42\% | 45\% | $\begin{aligned} & 130 \\ & 13 \% \\ & \text { TU } \end{aligned}$ | 7 7 | 15 8 \% |
| Strongly disagree | 32 3\% | ${ }_{3}^{20} 3$ | ${ }^{12} 2$ | ${ }_{1}^{1 \%}$ | $\begin{aligned} & 22 \\ & \frac{5}{F} \% \end{aligned}$ | $\stackrel{4}{1 \%}$ | 2\% | 5\% | $\begin{gathered} 5 \\ \text { HJKM }^{8 \%} \end{gathered}$ | $\stackrel{2}{1 \%}$ | $\stackrel{3}{2 \%}$ | 13 $4 \%$ | $\stackrel{4}{2 \%}$ | 27\% | 5\% | 15\% | ${ }_{2}^{6}$ | ${ }^{10} 3 \%$ | ${ }^{10} \%$ | ${ }_{4}^{6}$ | ${ }_{3 \%}^{5}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 2222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | $\begin{aligned} & \text { Boomers } \\ & \text { or older } \\ & (55+) \end{aligned}$ $(55+)$ | $\underset{\text { degree }}{\text { HS }}$ | $\begin{gathered} \text { Job- } \\ \begin{array}{c} \text { Specific } \\ \text { training } \\ \text { program } \end{array} \end{gathered}$ | Some college | Associate degree | Bachelor degree | Graduate | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 736 \\ 61 \% \end{gathered}$ | ${ }_{63 \%}^{390}$ | $\begin{gathered} 347 \\ 59 \% \end{gathered}$ | $\begin{aligned} & 84 \% \\ & 67 \% \end{aligned}$ | $\begin{gathered} 268 \\ 64 \% \end{gathered}$ | $\begin{gathered} 212 \\ 58 \% \end{gathered}$ | $\begin{gathered} 172 \\ 58 \% \end{gathered}$ | $\begin{gathered} 196 \\ \text { IKLM } \end{gathered}$ | $\begin{aligned} & 33 \\ & 52 \% \end{aligned}$ | $\begin{aligned} & 146 \\ & 66 \% \end{aligned}$ | $\begin{aligned} & 78 \\ & 55 \% \end{aligned}$ | $\stackrel{192}{55 \%}$ | $\begin{aligned} & 92 \\ & 54 \% \end{aligned}$ | $\begin{gathered} 471 \\ 60 \% \end{gathered}$ | $\begin{gathered} 265 \\ 63 \% \end{gathered}$ | $\begin{gathered} 317 \\ 60 \% \end{gathered}$ | $\begin{gathered} 184 \\ \quad 69 \% \\ \mathrm{R} \end{gathered}$ | $\begin{gathered} 186 \\ \\ 58 \% \end{gathered}$ | $\begin{aligned} & 465 \\ & \quad 61 \% \end{aligned}$ | 97\% | $\begin{aligned} & 103 \\ & 57 \% \end{aligned}$ |
| Strongly agree | 291\% | ${ }_{262}^{162}$ | ${ }_{22}^{129}$ | ${ }_{28}^{36}$ | $\begin{gathered} 114 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 75 \\ & 21 \% \end{aligned}$ | ${ }_{22}^{66}$ | $749$ | $\begin{aligned} & 12 \\ & 18 \% \\ & \hline \end{aligned}$ | ${ }_{22}^{48}$ | $\begin{aligned} & 31 \% \\ & 22 \% \end{aligned}$ | ${ }_{28}^{85 \%}$ | ${ }_{23}{ }_{23}^{28}$ | $\begin{gathered} 191 \\ 24 \% \end{gathered}$ | $\begin{gathered} 100 \\ 24 \% \end{gathered}$ | ${ }_{22 \%}^{117}$ | $\begin{aligned} & 67 \\ & 25 \% \end{aligned}$ | $\begin{aligned} & 81 \\ & 25 \% \end{aligned}$ | ${ }_{221}^{171}$ | ${ }_{32}^{42 \%}$ | $\begin{aligned} & 49 \\ & 27 \end{aligned}$ |
| Somewhat agree | 445 ${ }_{3}$ | 228 ${ }_{3}$ | 217 37 | 489\% | ${ }^{154} 3$ | ${ }^{136}$ 37\% | ${ }^{106}$ | $\begin{aligned} & 121 \\ & \text { KLM } \end{aligned}$ | 22 34 | $\begin{aligned} & 98 \\ & \text { 44\% } \end{aligned}$ | 46\% | ${ }^{104} 3$ | ${ }_{3}^{53}$ | 280 36 | ${ }^{165} 3$ | 200\% | $\begin{gathered} 117 \\ 44 \% \\ \mathrm{R} \end{gathered}$ | 105 ${ }^{10}$ | 294\% | 53\% | 55\% |
| BOTTOM 2 BOX (NET) | ${ }^{470} 39$ | 225 ${ }^{37}$ | ${ }^{245} 4$ | 42\% | ${ }^{149} 36$ | ${ }^{155} 42 \%$ | 124 ${ }^{42 \%}$ | 67\% | $\begin{aligned} & 31 \\ & 48 \% \\ & 4 \end{aligned}$ | 76 $34 \%$ | $\begin{aligned} & 63 \\ & { }^{65 \%} \\ & H^{2} \end{aligned}$ | $\begin{gathered} 157 \\ 45 \% \\ H \end{gathered}$ | $\begin{aligned} & 76 \\ & 46 \% \\ & 4 \end{aligned}$ | ${ }^{315} 40$ | 155 ${ }^{3} \%$ | 210\% | ${ }^{81} 1 \%$ | $\begin{gathered} 134 \\ 42 \% \\ \mathrm{Q} \end{gathered}$ | ${ }^{303} 3$ | 40\% | 77 |
| Somewhat disagree | 286\% | ${ }^{137} 22 \%$ | 148\% | 35\% | 840\% | ${ }^{96}$ \% | 71 $24 \%$ | 46\% | $\begin{gathered} 20 \\ 32 \% \\ \text { HM } \end{gathered}$ | ${ }_{27}{ }^{4} \%$ | $\begin{gathered} 43 \\ 30 \% \\ \text { HM } \end{gathered}$ | $\begin{aligned} & 98 \\ & 28 \% \\ & \hline \end{aligned}$ | 32\% | 171 $22 \%$ | 114\% | 134 $26 \%$ | ${ }_{63}^{63}$ | ${ }^{61}$ 21\% | 179 $23 \%$ | 22 $16 \%$ | 48\% |
| Strongly disagree | $\begin{gathered} 184 \\ 15 \% \end{gathered}$ | 87\% | $\begin{aligned} & 97 \\ & 16 \% \end{aligned}$ | 7\% | $\begin{aligned} & 65 \\ & \begin{array}{l} 16 \\ 16 \% \\ \hline \end{array} \end{aligned}$ | $\begin{aligned} & 59 \\ & 59 \\ & 16 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 53 \\ & 18 \% \\ & 18 \% \end{aligned}$ | 20\% | $\begin{aligned} & \begin{array}{l} 11 \\ 16 \% \\ H \end{array} \end{aligned}$ | ${ }^{29} 13 \%$ | 20 14 | $\begin{aligned} & 59 \\ & { }^{177 \%} \\ & H \end{aligned}$ | $\begin{gathered} 45 \\ \text { HJKL } \end{gathered}$ | $\begin{gathered} 144 \\ 18 \% \\ 18 \% \end{gathered}$ | 410\% | $\begin{aligned} & { }^{75} \\ & { }^{5} \% \end{aligned}$ | 19\% | $\begin{aligned} & { }_{21}^{61 \%} \\ & \hline \end{aligned}$ | 124 $16 \%$ | ${ }_{13}^{18}$ | ${ }^{29} 16$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M-N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 792 \\ 66 \% \end{gathered}$ | $\begin{gathered} 426 \\ { }_{\mathrm{C}}^{\mathrm{C}} \mathrm{C} \end{gathered}$ | $\begin{gathered} 365 \\ 62 \% \end{gathered}$ | $\begin{gathered} 80 \\ 63 \% \end{gathered}$ | ${ }_{68 \%}^{283}$ | ${ }_{67 \%}^{244}$ | $\begin{gathered} 185 \\ 63 \% \end{gathered}$ | $\begin{aligned} & 158 \\ & 60 \% \end{aligned}$ | $\begin{aligned} & 45 \\ & 70 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 116 \\ & 52 \% \end{aligned}$ | $\begin{aligned} & 78 \\ & 56 \% \end{aligned}$ | $\begin{aligned} & 257 \\ & { }_{74 K} \end{aligned}$ | $\begin{gathered} 138 \\ \text { 132\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 580 \\ 74 \% \\ \hline 0 \end{gathered}$ | $\begin{gathered} 212 \\ 50 \% \end{gathered}$ | $\begin{aligned} & 376 \\ & { }^{71 \%} \end{aligned}$ | $\begin{gathered} 158 \\ 59 \% \end{gathered}$ | $\begin{gathered} 197 \\ 62 \% \end{gathered}$ | $475$ | 981\% | ${ }_{6}^{120} 6$ |
| Strongly agree | ${ }_{30 \%}^{359}$ | ${ }_{3192}^{192}$ | $\begin{gathered} 167 \\ 28 \% \end{gathered}$ | $\begin{aligned} & 385 \\ & 28 \% \end{aligned}$ | ${ }_{32}^{132}$ | ${ }_{32 \%}^{119}$ | $\begin{aligned} & 74 \\ & 25 \% \end{aligned}$ | $\begin{aligned} & 56 \\ & 21 \% \end{aligned}$ | $\begin{aligned} & 20 \\ & 31 \% \\ & j \end{aligned}$ | $\begin{aligned} & 38 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 33 \\ & 24 \% \end{aligned}$ | $\begin{aligned} & 127 \\ & 36 \% \\ & \text { HJK } \end{aligned}$ | $\begin{gathered} 84 \\ { }^{84} 0 \% \\ \text { HIJKL } \end{gathered}$ | $\begin{gathered} 281 \\ 36 \% \\ 0 \end{gathered}$ | $\begin{aligned} & 78 \\ & 18 \% \end{aligned}$ |  | $\begin{aligned} & 56 \\ & 21 \% \end{aligned}$ | ${ }_{30}^{96}$ | $\stackrel{207}{27 \%}$ | $\begin{aligned} & 46 \% \end{aligned}$ | $\begin{aligned} & 62 \\ & 34 \% \end{aligned}$ |
| Somewhat agree | ${ }^{433} 36$ | $\begin{array}{r} 234 \\ 38 \% \end{array}$ | ${ }^{199} 9$ | ${ }_{36}^{45}$ | 151 ${ }^{15}$ | ${ }^{125} 5$ | $\begin{gathered} 112 \\ 38 \% \end{gathered}$ | 101 39 | 25\% | 79\% | ${ }_{3}^{45}$ | 130\% | ${ }_{3}^{53}$ | 2988\% | 135 ${ }^{13}$ | 20138 | ${ }^{102} 38$ | 101 ${ }_{3}$ | 268\% | 49\% | 382\% |
| BOTTOM 2 BOX (NET) | ${ }_{34}^{414}$ | ${ }^{188}{ }_{3}$ | $\begin{gathered} 226 \\ \underset{B}{38 \%} \end{gathered}$ | ${ }_{36}^{46}$ | 135 ${ }^{13}$ | ${ }^{123} 3$ | 1119\% | $\begin{aligned} & 105 \\ & 40 \% \\ & L^{40} \end{aligned}$ | $\begin{aligned} & 19 \\ & 30 \% \\ & M \end{aligned}$ | $\begin{aligned} & 106 \\ & { }^{48 \%} \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 62 \\ & { }^{44 \%} \% \\ & L^{2 M} \end{aligned}$ | 92\% | 30 $18 \%$ | ${ }^{206} 26$ | $\begin{gathered} 208 \\ \stackrel{50 \%}{N} \end{gathered}$ | 151 ${ }^{15 \%}$ | $\begin{gathered} 107 \\ 41 \% \\ \mathrm{P} \end{gathered}$ | $\begin{gathered} 122 \\ \underset{P}{38 \%} \end{gathered}$ | 294\% | 29\% | 60 33 |
| Somewhat disagree | 220 $18 \%$ | 106\% | ${ }^{115} 19 \%$ | 29\% | 80\% | 57 ${ }^{5}$ | 55\% | 49\% | ${ }^{7} \%$ | 23\% | $\begin{gathered} 39 \\ \text { 28M } \\ \hline 1 \text { M } \end{gathered}$ | 18\% | $19 \%$ | ${ }^{126} 16$ | $\begin{aligned} & \frac{94}{222} \\ & { }_{\mathrm{N}}^{2} \end{aligned}$ | 100\% | 53\% | 52\% | 154\% | ${ }^{22} 16 \%$ | 19\% |
| Strongly disagree | ${ }_{194}^{19 \%}$ | $\begin{aligned} & 82 \\ & 13 \% \end{aligned}$ | $\begin{gathered} 111 \\ 19 \% \\ \text { B } \end{gathered}$ | ${ }_{17}^{17}$ | 55 ${ }^{5}$ | 186\% | 56\% | $\begin{gathered} 56 \\ { }^{51} \% \\ { }^{2}{ }^{2} \% \end{gathered}$ | $\begin{aligned} & 13 \\ & { }_{200}^{20} \end{aligned}$ | $\begin{gathered} { }_{\text {KLM }}{ }^{28 \%} \% \end{gathered}$ | $\begin{aligned} & 23 \\ & L_{6}^{66 \%} \\ & L^{2} \end{aligned}$ | 29\% | 11\% | 80\% | $\begin{gathered} 114 \\ \stackrel{27 \%}{N} \end{gathered}$ | 51 $10 \%$ | $\begin{aligned} & 54 \\ & 20 \% \\ & \hline \end{aligned}$ | 70 $22 \%$ | 140 188 | 17 $12 \%$ | ${ }_{14 \%}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

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

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } \mathrm{Z} \end{gathered}$ | $\begin{gathered} \text { Mille- } \\ \text { ninials } \\ (25-38) \end{gathered}$ | $\begin{gathered} \text { Gen } \mathbf{x 9}-54) \end{gathered}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\underset{\text { college }}{\text { Some }}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | Blue Collar | Pink Colar | White | $\begin{gathered} \text { African } \\ \text { American } \end{gathered}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 821 \\ 68 \% \end{gathered}$ | $\begin{gathered} 416 \\ 68 \% \end{gathered}$ | $\begin{aligned} & 404 \\ & 68 \% \end{aligned}$ | $\begin{aligned} & 80 \\ & 64 \% \end{aligned}$ | 2900 | ${ }^{254}$ 69\% | ${ }^{197}$ 66\% | 173 $66 \%$ | 37 $57 \%$ | 133 $60 \%$ | 90\% | $\begin{gathered} 255 \\ \\ \hline 15 \end{gathered}$ | $\begin{gathered} 134 \\ \text { 130\% } \\ \text { HIJK } \end{gathered}$ | ${ }^{588}{ }^{58 \%}$ | $\begin{gathered} 232 \\ 55 \% \end{gathered}$ | $\begin{gathered} 384 \\ \underset{R}{3} \% \end{gathered}$ | $\begin{gathered} 177 \\ 67 \% \end{gathered}$ | 190\% | ${ }^{487}$ 63\% | $\begin{gathered} 109 \\ 80 \% \\ \mathrm{~S} \end{gathered}$ | ${ }^{129} 71 \%$ |
| Strongly agree | $\begin{gathered} 318 \\ 26 \% \end{gathered}$ | ${ }_{26 \%}^{157}$ | $\begin{gathered} 161 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 36 \\ & 29 \% \end{aligned}$ | ${ }_{28 \%}^{116}$ | ${ }_{28}^{98}$ | ${ }_{23}^{63}$ | $\begin{aligned} & 41 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 111 \% \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 53 \\ & 24 \% \end{aligned}$ | $\begin{gathered} 29 \\ 21 \% \end{gathered}$ | $\begin{gathered} 125 \\ 36 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 59 \\ 35 \% \\ \text { HIK } \end{gathered}$ | $\begin{gathered} 242 \\ 31 \% \\ 0 \end{gathered}$ | $\begin{aligned} & 77 \\ & 18 \% \end{aligned}$ | $\begin{gathered} 156 \\ 30 \% \\ Q \end{gathered}$ | 20\% | ${ }_{26 \%}^{82}$ | $\begin{gathered} 162 \\ 21 \% \end{gathered}$ | $\begin{aligned} & 57 \\ & 42 \% \\ & 42 \% \end{aligned}$ | 33\% |
| Somewhat agree | ${ }_{503}{ }_{42 \%}$ | $\stackrel{259}{42 \%}$ | $\stackrel{244}{41 \%}$ | ${ }_{34}^{45}$ | $\begin{gathered} 175 \\ 42 \% \end{gathered}$ | ${ }^{156} \%$ | ${ }^{128} 4{ }^{2} \%$ | $\begin{aligned} & 132 \\ & 50 \% \\ & \mathrm{JL} \end{aligned}$ | 26\% | 79\% | 60\% | $\begin{array}{r} 129 \\ 37 \% \end{array}$ | 76\% | ${ }^{347}$ 4\% | ${ }^{156}$ 37\% | $\begin{gathered} 228 \\ \underset{R}{43 \%} \end{gathered}$ | $\begin{gathered} 124 \\ \underset{R}{47 \%} \end{gathered}$ | $\stackrel{108}{34}$ | ${ }^{325} 42 \%$ | 52\% | 36\% |
| BOTTOM 2 BOX (NET) | 385 ${ }_{3}$ | ${ }^{198}{ }_{3}{ }^{2}$ | ${ }^{187}{ }_{3}{ }^{1}$ | 46\% | 127 ${ }^{127}$ | ${ }_{31}^{113}$ | 99\% | $\begin{aligned} & 90 \\ & 34 \% \\ & M \end{aligned}$ | $\begin{aligned} & 28 \\ & 43 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 90 \\ & 40 \% \\ & \text { LM }^{2} \end{aligned}$ | $\begin{aligned} & 51 \\ & 36 \% \\ & M \end{aligned}$ | 94\% | 33\% | 197\% | $\stackrel{188}{45_{N} \%}$ | $\begin{gathered} 143 \\ 27 \% \end{gathered}$ | ${ }_{33} 8$ | $\begin{gathered} 129 \\ 41 \% \\ \hline \end{gathered}$ | $\begin{gathered} 282 \\ 37 \% \\ T \end{gathered}$ | 28\% | 529\% |
| Somewhat disagree | 2999 | ${ }^{153} 2{ }^{25}$ | ${ }^{147}$ 25\% | $381 \%$ | 92\% | 900 | 77 $26 \%$ | $\begin{aligned} & 71 \\ & 27 \% \\ & \mathrm{M}^{2} \% \end{aligned}$ | 20 $31 \%$ $M$ | $\begin{aligned} & 69 \\ & \begin{array}{l} 31 \% \\ \mathrm{LM}^{2} \end{array} \end{aligned}$ | 43 $31 \%$ | 72 $21 \%$ | 24 $14 \%$ | $\stackrel{145}{18 \%}$ | $\begin{gathered} 154 \\ 37 \% \\ N \end{gathered}$ | 110 | ${ }^{66} 9$ | $\begin{gathered} 103 \\ \underset{\mathrm{P}}{2} \% \\ \hline \end{gathered}$ | ${ }^{2296}$ | 23 $17 \%$ | 37\% |
| Strongly disagree | ${ }^{86}$ | 45\% | 41\% | 7\% | 33\% | 23\% | 22\% | 19\% | 12\% | ${ }^{20} 9$ | ${ }_{6}^{8} \%$ | 22\% | ${ }^{10} 6$ | 52\% | 34\% | 33\% | 22 $8 \%$ | 27\% | ${ }^{56} \%$ | $5_{4}^{5}$ | 14\% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 5922 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents


Proportions/Means:Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/KILM - N/O- P/Q/R - S/T/U
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multicolumn{3}{|c|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/
Certifcations} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{RaceEthnicity} <br>
\hline \& Total US \& Male \& Female \& ${ }_{(18-24)}^{\text {Gen }}$ \& $$
\begin{aligned}
& \text { Mille } \\
& \text { Mille } \\
& \text { ni5i.318) }
\end{aligned}
$$ \& (39-54) \& $$
\begin{gathered}
\text { Boomers } \\
\text { oroctor } \\
(50+5)
\end{gathered}
$$ \& $$
\underset{\text { degree }}{\text { HS }}
$$ \& $$
\begin{gathered}
\text { Job.i. } \\
\substack{\text { spacifc } \\
\text { praining } \\
\text { program }}
\end{gathered}
$$ \& ${ }_{\text {Sollege }}^{\substack{\text { Some } \\ \text { col }}}$ \& Associate
degree \& Bachelor
degree \& $$
\begin{gathered}
\text { Graduate } \\
\text { degree }
\end{gathered}
$$ \& Yes \& No \& ${ }_{\text {White }}^{\text {Colar }}$ \& $\stackrel{\text { Blue }}{\text { Collar }}$ \& ${ }_{\text {Pink }}^{\text {Pollar }}$ \& White \& ${ }_{\text {American }}^{\text {African }}$ \& Hispanic <br>
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) <br>
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 <br>
\hline Weighted Base \& 1206 \& 614 \& 592 \& $126^{*}$ \& 417 \& 367 \& 296 \& 263 \& $64^{*}$ \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 <br>
\hline ANY (NET) \& ${ }^{1084} 9$ \& 555\% \& ${ }^{529} 8$ \& 101 80 \& $$
\begin{aligned}
& 394 \\
& \mathrm{DG} / 4
\end{aligned}
$$ \& $$
\begin{aligned}
& 336 \\
& \mathrm{DG} \% \\
& \text { DG }
\end{aligned}
$$ \& ${ }^{255 \%}$ \& 194\% \& $$
\begin{gathered}
56 \\
87 \% \\
H
\end{gathered}
$$ \& $$
\begin{aligned}
& \text { 205 } \\
& 929
\end{aligned}
$$ \& $$
\begin{aligned}
& 132 \\
& 94 \% \\
& \hline 1 \%
\end{aligned}
$$ \& $$
\begin{gathered}
333 \\
\hline 96 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 164 \\
& \\
& \hline 80 \%
\end{aligned}
$$ \& $$
{ }^{748} 95
$$ \& ${ }^{337} 80$ \& $$
\begin{aligned}
& 514 \% \\
& 9_{98} \%
\end{aligned}
$$ \& 214 80 \& ${ }^{290}{ }_{9}{ }^{\text {\% }}$ \& ${ }_{889}^{679}$ \& ${ }^{122} 8$ \& ${ }_{9}^{173}{ }_{\text {S }}$ <br>
\hline Basic computer skills (e.g., typing, word
processing, etc.) \& 729\% \& $$
\begin{aligned}
& 335 \\
& 54 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 395 \\
& 69 \%
\end{aligned}
$$ \& 57\% \& $$
\begin{aligned}
& \text { 253 } \\
& { }_{6}^{61 \%} \\
& \hline
\end{aligned}
$$ \& $$
\begin{gathered}
236 \\
{ }_{5}^{234}
\end{gathered}
$$ \& $$
\begin{aligned}
& 184 \\
& 6 .{ }_{5}^{2 \%}
\end{aligned}
$$ \& 115
$44 \%$ \& 54\% \& $$
\underset{H}{149} \underset{H}{149}
$$ \& $$
\begin{aligned}
& 87 \\
& 68 \% \\
& { }_{4}^{2 \%}
\end{aligned}
$$ \& $$
\begin{gathered}
237 \\
{ }_{2} 87 \%
\end{gathered}
$$ \& $$
\begin{gathered}
107 \\
\begin{array}{c}
104 \\
H
\end{array}
\end{gathered}
$$ \& 490\% \& 240\% \& $$
\begin{gathered}
366 \\
\hline 8 \% \%
\end{gathered}
$$ \& 106\% \& ${ }^{201} 68$ \& ${ }^{463} 6$ \& 79\% \& 109\% <br>
\hline Math \& ${ }^{625} 5$ \& ${ }_{52 \%}$ \& ${ }_{51 \%}^{304}$ \& ${ }_{49}^{62}$ \& 207\% \& 197\% \& 159\% \& ${ }^{123} 47$ \& 36\% \& 98\% \& ${ }^{87} \%$ \& 197\% \& 97\% \& 411\% \& ${ }^{214} 5$ \& 290\% \& 121 46 \& 177\% \& ${ }_{51 \%}$ \& 78\% \& ${ }^{105}$ <br>
\hline Project management \& 433\% \& ${ }_{39}^{238}$ \& ${ }_{3}^{195}$ \& $38 \%$ \& 147\% \& $$
\begin{gathered}
160 \\
494 \\
G
\end{gathered}
$$ \& ${ }^{87}$ \& ${ }_{18 \%}$ \& - ${ }_{\text {23\% }}^{31}$ \& $\underset{\substack{31 \% \\ H}}{\text { 70 }}$ \& $\underset{\substack{34 \% \\ H}}{4}$ \& $$
\begin{aligned}
& 166 \\
& \left.\begin{array}{l}
166 \\
H
\end{array}\right]
\end{aligned}
$$ \& $$
\begin{gathered}
82 \\
\\
\\
\text { HIJK }
\end{gathered}
$$ \& $$
\begin{aligned}
& 327 \\
& 4270 \\
& \hline 2 \%
\end{aligned}
$$ \& ${ }^{106}$ 25\% \& 234
QR
R \& ${ }^{61}$ \& ${ }^{112}{ }_{6}$ \& ${ }^{253}$ \% \& ${ }_{35 \%}^{48}$ \& 719\% <br>
\hline Data analytics \& ${ }_{362}{ }^{3}$ \& $$
{ }_{3 \mathrm{C}}^{205}
$$ \& 157 ${ }^{27}$ \& 24
$19 \%$ \& $$
\begin{aligned}
& 143 \% \\
& \text { BG4 }
\end{aligned}
$$ \& $$
\begin{aligned}
& 13131 \\
& \text { BG }
\end{aligned}
$$ \& ${ }_{21}^{64}$ \& 15\% \& 17\% \& ${ }_{27}^{4} \%$ \&  \& $$
\begin{aligned}
& 157 \\
& \begin{array}{l}
157 \\
H
\end{array} 45 \%
\end{aligned}
$$ \& $$
\begin{array}{r}
72 \\
\text { H } 43 \%
\end{array}
$$ \& $$
\begin{gathered}
284 \\
{ }_{36}^{24 \%}
\end{gathered}
$$ \& ${ }_{19 \%}$ \& 223
$\substack{42 \% \\ R 2}$ \& 25\% \& ${ }_{21}{ }^{2} \%$ \& ${ }^{206 \%}$ \& ${ }_{32 \%}^{43}$ \& 737\% <br>
\hline Advanced computer skills (e.g., coding,
programming, analytics,
etc.) \& 324\% \& ${ }^{172} \times$ \& ${ }^{153}$ \& 23\% \& $$
\begin{aligned}
& 121 \\
& \begin{array}{c}
129 \\
\hline \mathrm{G} \%
\end{array}
\end{aligned}
$$ \& $$
\underset{\substack{125 \\ \hline 34 \% \\ G}}{ }
$$ \& 50\% \& - ${ }_{12 \%}$ \& 19\% \& ${ }_{19 \%}$ \& $$
\begin{gathered}
42 \\
30 \% \\
H
\end{gathered}
$$ \& $$
\begin{aligned}
& 129 \\
& \begin{array}{l}
39 \% \\
H 10
\end{array}
\end{aligned}
$$ \& $$
\begin{aligned}
& 65 \\
& \begin{array}{l}
69 \% \\
\\
\hline 1015
\end{array}
\end{aligned}
$$ \& $$
\underset{30}{260} \underset{\substack{230}}{ }
$$ \& ${ }_{15 \%}^{64}$ \& $$
\begin{aligned}
& 193 \\
& { }_{3}^{37 \%}
\end{aligned}
$$ \& 178\% \& ${ }^{67}$ \& ${ }^{180}$ \& ${ }^{46}$ S \& ${ }_{\text {330 }}^{3} \mathrm{~S}$ <br>
\hline Manual skills (e.g. carpening, cat.) \& ${ }_{19}^{235}$ \& 162

C
c \& ${ }_{12}^{7} \%$ \& 31

$24 \%$ \& 85\% \& 23\% \& ${ }_{15}^{46}$ \& ${ }_{17}^{44}$ \& 30\% \& ${ }_{28}^{48}$ \& 25\% \& ${ }_{19 \%}^{68}$ \& ${ }_{19 \%}$ \& 165\% \& 70\% \& ${ }_{13}^{66}$ \& | 100 |
| :--- |
| PR |
|  | \& 18\% \& ${ }_{188}^{138}$ \& 12\% \& 57

$\substack{52 \% \\ \text { ST }}$ <br>

\hline Foreign language \& 165 \& $$
\begin{gathered}
101 \\
\begin{array}{c}
101 \\
16 \%
\end{array}
\end{gathered}
$$ \& ${ }^{64} 11 \%$ \&  \& 81\% \& ${ }_{\text {M1 }}^{41 \%}$ \& ${ }^{14} 5$ \& 20\% \& 6\% \& ${ }_{11 \%}^{24}$ \& ${ }_{11}^{16}$ \& 57

$16 \%$
$11^{1}$

10 \& $$
\begin{gathered}
{ }^{44}{ }_{2 \%}^{6} \\
\text { HHKL }
\end{gathered}
$$ \& \[

\underset{\substack{131 <br> 17 \%}}{ }
\] \& 34\% \& ${ }_{13}^{69}$ \& ${ }_{17}^{44}$ \& ${ }_{13}^{40}$ \& ${ }_{9 \%}^{67}$ \& ${ }_{13}^{18}$ \& 57

ST
ST <br>
\hline Other \& ${ }^{84} \%$ \& \& \& ${ }^{11} 9$ \& ${ }^{13} \%$ \& ${ }^{23} 6$ \&  \& ${ }^{9} \%$ \& ${ }^{10}{ }^{10} \%$ \& 21 ${ }_{\text {10\% }}^{1}$ \& 11\% \& ${ }^{18} 5$ \& $\stackrel{18}{11 \%}$ \& ${ }_{8 \%}^{62}$ \& ${ }^{22}$ \% \& ${ }^{28} \%$ \& 3\% \&  \& ${ }^{50} 6$ \& ${ }_{12}^{16}$ \& 5\% <br>

\hline None \& ${ }^{122} 10 \%$ \& 59\% \& ${ }^{62}$ \& \[
$$
\begin{aligned}
& 25 \\
& \begin{array}{l}
20 \\
\text { EFF }
\end{array}
\end{aligned}
$$

\] \& ${ }^{23} 6$ \& ${ }^{30} \%$ \& \[

$$
\begin{aligned}
& \begin{array}{c}
44 \\
\hline 15 \% \\
E F F
\end{array}
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
{ }^{68} \% \\
\text { IJLL }
\end{gathered}
$$

\] \& \[

{ }_{LM}^{13^{8} \%}

\] \& 17\% \& ${ }_{6}^{8} \%$ \& ${ }^{15} 4$ \& $\stackrel{4}{2 \%}$ \& 38\% \& \[

{ }^{83}{ }^{820}

\] \& \[

{ }^{13} \%

\] \& \[

$$
\begin{aligned}
& 520 \% \\
& { }^{2} 20 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 30 \% \\
& \hline 9 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& \text { 89\% } \\
& \text { 82\% } \\
& 0
\end{aligned}
$$
\] \& 11\% \& $7 \%$ <br>

\hline Sigma \& 3079\% \& ${ }^{1636}$ 26\% \& ${ }^{1445}$ \& 304\% \& 1074\% \& ${ }^{1017}{ }_{2}$ \& ${ }^{685}$ \& 498\% \& ${ }_{2}^{146}$ \& ${ }^{517}$ 23\% \& ${ }^{355} 4$ \& ${ }^{1045} 30$ \& 520\% \& ${ }^{2168}$ \& 217\% \& ${ }^{1482}$ 28\% \& 295\% \& 795\% \& ${ }^{1840}$ 239\% \& ${ }^{365 \%}$ \& ${ }_{353}{ }^{\text {3 }}$ <br>
\hline
\end{tabular}



Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multicolumn{3}{|r|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/
Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& Total US \& Male \& Female \& \begin{tabular}{|c} 
Gen \\
(18-24)
\end{tabular} \& \[
\begin{aligned}
\& \text { Mille- } \\
\& \text { Mine } \\
\& \text { (25-35) }
\end{aligned}
\] \& \({ }_{\text {cen }}^{\substack{\text { (39-54) }}}\) \& \[
\begin{gathered}
\text { Bomers } \\
\text { orsors } \\
\text { onder } \\
(50+)
\end{gathered}
\] \& \[
\underset{\text { degree }}{\mathrm{HS}}
\] \& \[
\begin{gathered}
\text { sobi.icic } \\
\text { spaifing } \\
\text { program }
\end{gathered}
\] \& \({ }_{\text {Some }}^{\substack{\text { Somege } \\ \text { colle }}}\) \& Associate
degree \& \[
\begin{gathered}
\text { Bachelor } \\
\text { degree }
\end{gathered}
\] \& \[
\underset{\substack{\text { Graduate } \\ \text { degree }}}{ }
\] \& Yes \& No \& White
Colar \& Blue
Collar \& \({ }_{\text {Premk }}^{\text {Pink }}\) Colar \& White \& African
American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 58 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& \(126 *\) \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& \(137^{*}\) \& 181 \\
\hline HARD SKILLS (NET) \& 311 26 \& 1779\% \& \({ }^{134} 23\) \& 34\% \& 114\% \& 25\% \& 73\% \& \({ }_{26 \%}\) \& 17\% \& 28\% \& 37\% \& \({ }^{86 \%}\) \& 42\% \& \[
\begin{gathered}
222 \\
28 \% \\
\hline 8
\end{gathered}
\] \& \({ }_{21}^{89}\) \& \({ }^{154} \times\) \& 26\% \& 22\% \& \({ }^{169}\) \& \({ }^{52} 8\) \& \({ }^{55} 5\) \\
\hline Hard skills are important \& 187
\(16 \%\) \& \({ }^{118}\) \& 77\% \& \({ }^{12} 9\) \& \({ }_{15}^{65}\) \& - \(17 \%\) \& \({ }_{16 \%}\) \& \({ }_{19 \%}\) \& 21\% \& 33\% \& \({ }_{16 \%}\) \& \({ }_{12}^{43}\) \& 27 \({ }_{16 \%}\) \& \[
\begin{gathered}
141 \\
18 \% \\
\hline 18
\end{gathered}
\] \& \({ }_{11}^{46}\) \& 917\% \& \({ }_{16}^{42}\) \& \({ }_{13}^{41}\) \& 100 \({ }_{13}\) \&  \& 27
\(15 \%\) \\
\hline Hard skills are slightly
morre imporant more imporant \& 124 \& -68\% \& \({ }_{96}{ }_{9}\) \& \[
\begin{gathered}
22 \\
{ }_{5 G} 8 \%
\end{gathered}
\] \& 50\% \& 27\% \& 25\% \& 19\% \& 4\% \& \({ }_{13}^{28}\) \& 15\% \& \({ }_{12 \%}^{43}\) \& \({ }^{15} \%\) \& 810\% \& \({ }_{10}^{43}\) \& \({ }_{12 \%}^{63}\) \& \({ }^{27} 10 \%\) \& \({ }^{29} 9\) \& 70\% \& \({ }_{6}^{8}\) \& 28

160 <br>

\hline ${ }_{\text {They }}^{\text {Timpore arant }}$ equally as \& 679\% \& ${ }^{320} 5$ \&  \& ${ }_{49}^{62}$ \& 214\% \& 215\% \& \[
$$
\begin{aligned}
& 188 \\
& { }_{64}^{64} \\
& \text { DE }
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
157 \\
\hline 6 \% \\
M
\end{gathered}
$$

\] \& 58\% \& ${ }^{128} 8$ \& 80\% \& 199\% \& 79\% \& $402 \%$ \& \[

$$
\begin{gathered}
278{ }^{27 \%} \\
N
\end{gathered}
$$
\] \& ${ }_{51 \%}^{268}$ \& ${ }^{151} \%$ \& 197\% \& ${ }_{\text {471\% }}^{4} \mathrm{~T}$ \& ${ }_{42 \%}$ \& ${ }_{51}{ }^{2}$ <br>

\hline SOFT SKILLS (NET) \& ${ }^{218} \times$ \& ${ }^{117} 9$ \& 99\% \& | 30 |
| :--- |
|  |
|  |
| 6 | \& $\stackrel{89}{21 \%}$ \& ${ }_{17 \%}^{61}$ \& ${ }_{12}^{35}$ \& 38\% \& 15\% \& 32\% \& ${ }_{17}^{24} \%$ \& ${ }_{18}^{64}$ \& \[

$$
\begin{array}{r}
47 \\
\text { HISL } \\
\text { HIIL }
\end{array}
$$

\] \& \[

\underset{\substack{162 <br> \hline 2 \% <br> \hline}}{\substack{1 \%}}
\] \& ${ }_{13}^{53}$ \& ${ }^{105}$ \& ${ }_{17}^{45}$ \& 16\% \& ${ }_{1}^{128}$ \& 20\% \& 33\% <br>

\hline ${ }_{\text {Soft skills are s slightly }}^{\text {more important }}$ \& ${ }^{111} 9$ \& 11\% \& 45\% \& $\xrightarrow[\substack{21 \\ \text { FG\% } \\ \text { F\% }}]{ }$ \& ${ }^{49}$ \& ${ }^{26} \%$ \& 15\% \& 21\% \& ${ }_{12 \%}$ \& ${ }_{11 \%}^{25}$ \& ${ }^{12} 9$ \& ${ }^{26} \%$ \& 11\% \& ${ }^{80} 10$ \& ${ }^{31} \%$ \& ${ }_{10 \%}$ \& - ${ }_{\text {32 }}^{12 \%}$ \& ${ }^{19} 6$ \& ${ }^{66} \%$ \& 15\% \& ${ }^{16} 9$ <br>
\hline Soft skills are Soft skills are
simpiticantly more
important \& 105\% \& \& ${ }^{54} 9$ \& 9\% \& ${ }_{10}^{41}$ \& 35
$10 \%$ \& ${ }^{21} \%$ \& ${ }^{18} \%$ \& ${ }^{1} \%$ \& ${ }_{3 \%}^{7}$ \& ${ }^{12} 9$ \& $\underset{\substack{39 \\ 11 \%}}{110}$ \& $\underset{\substack{29 \% \\ \text { H1J }}}{\text { 2\% }}$ \&  \& ${ }^{23} 5$ \&  \& ${ }^{13} 5$ \& 33
$10 \%$
10 \& ${ }^{63}$ \& ${ }^{12} \%$ \& 179\% <br>
\hline Sigma \& ${ }^{1206} 100$ \& 614
$100 \%$ \& ${ }^{592}$ \& ${ }_{1}^{126 \%}$ \& ${ }_{100 \%}^{417}$ \& ${ }^{367} 100$ \& 296\% \& ${ }^{263}$ \& 64
$100 \%$ \& 222
$100 \%$ \& ${ }^{141} \times 1$ \& 349
$100 \%$ \& 160\% \& 786\% \& - $120 \%$ \& - $120 \%$ \& 265\% \& 319\%
$100 \%$ \& ${ }^{768}$ \& 137\% \& 181\% <br>
\hline
\end{tabular}

Proporions/Means: Columns Tested (5\% risk level) - B/C - D/EF/G - HIIJ/KLLM - N/O-P/Q/R-STTU
erlap formulae used. * small base

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { (18-24) } \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & (\mathbf{2 5}-38) \end{aligned}$ | $\begin{gathered} \text { G7 } \mathbf{~} \mathbf{3 9 - 5 4 )} \end{gathered}$ | $\begin{gathered} \text { Boomers } \\ \text { or older } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | Bachelor degree | Graduate degree | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{gathered} \text { Pink } \\ \text { Collar } \end{gathered}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| Yes | ${ }_{33}^{396}$ | ${ }_{33}^{204}$ | ${ }_{32 \%}^{192}$ | $\begin{aligned} & 363 \\ & \\ & \hline \end{aligned}$ | 143 34 | 131 $36 \%$ | ${ }_{30}^{88}$ | $\begin{aligned} & 35 \\ & 13 \% \end{aligned}$ | $\begin{gathered} 21 \\ { }_{3}^{23 \%} \\ \hline \end{gathered}$ | $\begin{aligned} & 83 \\ & \begin{array}{l} 37 \% \\ H \end{array} \end{aligned}$ | $\begin{aligned} & 46 \\ & { }_{43}^{43 \%} \\ & H \end{aligned}$ | $\begin{gathered} 133 \\ 38 \% \\ H \end{gathered}$ | $\begin{aligned} & 78 \\ & 46 \% \\ & \text { HK } \end{aligned}$ | $\begin{gathered} 309 \\ 39 \% \end{gathered}$ | ${ }^{87}$ \% | $\begin{gathered} 191 \\ 36 \% \\ \hline \end{gathered}$ | ${ }_{26 \%}^{68}$ | 108 34 | 232\% | 48\% | 81 45\% S |
| NO (NET) | 810 67 | 410\% | ${ }^{400} 68$ | 93\% | 274 66 | ${ }^{235} 64$ | ${ }^{208} 70 \%$ | $\begin{gathered} \begin{array}{c} 228 \\ \text { IJKLM } \end{array} \text { 8 } \end{gathered}$ | 43 | 139 $63 \%$ | $\begin{aligned} & 95 \\ & \begin{array}{l} 67 \% \\ M \end{array} \end{aligned}$ | 215 $62 \%$ | 54\% | ${ }^{477}$ 61\% | $\stackrel{334}{\underset{N}{99 \%}}$ | 336 $64 \%$ | $\begin{gathered} 197 \\ \underset{P}{74 \%} \end{gathered}$ | 211 66 | $\stackrel{536}{\substack{70 \%}}$ | 859 | 100 $55 \%$ |
| No, but I've considered it | 4988 | 221 36 | $\begin{gathered} 276 \\ 47 \% \\ B \end{gathered}$ | $\begin{aligned} & 74 \\ & 59 \% \\ & \text { FG } \end{aligned}$ | $\begin{gathered} 201 \\ { }_{4 G} \% \end{gathered}$ | $\underset{\mathrm{G}}{142}$ | 80\% | $\begin{gathered} 125 \\ 48 \% \\ M \end{gathered}$ | 26\% | $89 \%$ | $\begin{aligned} & 71 \\ & 50 \% \\ & M \end{aligned}$ | ${ }^{136}$ 39\% | 50\% | 310 $39 \%$ | 187\% | 213 $40 \%$ | 119 $45 \%$ | 139 43 | 305 $40 \%$ | 73 53 54 | 38\% |
| No, and I've never considered it | 313 | $\begin{gathered} 189 \\ 31 \% \\ C \end{gathered}$ | ${ }^{124} 21 \%$ | $19 \%$ | 73 $17 \%$ | $\begin{aligned} & 93 \\ & 95 \\ & \hline 25 \% \end{aligned}$ | $\begin{gathered} 128 \\ 43 \% \\ \text { DEF } \end{gathered}$ | $\begin{gathered} 102 \\ 39 \% \\ \text { JKLM } \end{gathered}$ | 17\% | 50\% | 24\% | 793\% | 40\% | ${ }^{166}$ | $\begin{gathered} 146 \\ 35 \% \\ \mathrm{~N} \end{gathered}$ | 123 | 780\% | 73 $23 \%$ | $\begin{aligned} & 232 \\ & \begin{array}{l} 30 \% \end{array} \end{aligned}$ | ${ }_{12}^{16}$ | 32 18 |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | 592 | 126 $100 \%$ | ${ }^{417}$ 100\% | 367 $100 \%$ | ${ }^{296}{ }^{100 \%}$ | 263 | 64 $100 \%$ | 222 | 141 $100 \%$ | 349 $100 \%$ | $168{ }^{100 \%}$ | 786 $100 \%$ | 1200\% | 527 $100 \%$ | 265 100 | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means:Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJJ/KIL/M - N/O - P/Q/R - STT/U
Overlap formulae used. ${ }^{*}$ small base

Base: Went Back To School

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen } Z}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen }^{2}}$ | Boomers (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some | Associate degree | Bachelor degree | Graduate | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\underset{\text { Pink }}{\text { Collar }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 419 | 184 | 235 | 29 | 148 | 126 | 116 | 26 | 37 | 64 | 77 | 120 | 95 | 328 | 91 | 187 | 63 | 130 | 287 | 34 | 75 |
| Weighted Base | 396 | 204 | 192 | $33^{* *}$ | $143{ }^{*}$ | 131* | 88* | $35^{* *}$ | $21^{* *}$ | 83* | $46^{*}$ | $133 *$ | 78* | 309 | $87^{*}$ | 191 | $68^{*}$ | $108 *$ | 232 | $48^{* *}$ | 81* |
| I thought it would increase my salary | ${ }^{153} 39$ | 82\% | 70 37 | 27\% | 54\% | 62\% | ${ }^{28}{ }^{2} \%$ | ${ }_{17}^{6}$ | 28\% | 24\% | 15\% | $\begin{aligned} & 68 \\ & 51 \% \\ & 5 K \end{aligned}$ | 35\% | ${ }^{128} 41 \%$ | 25\% | 86\% ${ }^{86}$ | 17 $25 \%$ | 41\% | 92\% | 24 $49 \%$ | 24 30 |
| It was required to advance at my job | 140 ${ }_{3}$ | $\begin{aligned} & 82 \\ & 40 \% \end{aligned}$ | 58\% | 24\% | 53\% | 55 | 25\% | 12 $34 \%$ | 19\% | $14 \%$ | 15 ${ }^{15}$ | 60 ${ }^{\text {J \% }}$ | 36\% | $\begin{gathered} 127 \\ 41 \% \\ 0 \end{gathered}$ | 13 $15 \%$ | 74 $39 \%$ | ${ }^{18} 8{ }^{2} \%$ | 40\% | 752\% | 22 46 | 35\% |
| I wanted to refresh my existing skills | $\begin{gathered} 113 \\ 29 \% \end{gathered}$ | 34\% | 48\% | 10 32 | ${ }^{38} \%$ | 43\% | 21\% | 13 $37 \%$ | 33\% | 19\% | 18\% | 44\% | 21\% | 919\% | 22\% | 25\% | 25 ${ }^{2} \%$ | 25\% | 57 $24 \%$ | 24 50 | 28\% |
| I wanted to change careers entirely | ${ }_{26 \%}^{102}$ | $\begin{aligned} & 42 \\ & 21 \% \end{aligned}$ | $\begin{aligned} & 60 \\ & 31 \% \end{aligned}$ | $\begin{gathered} 5 \\ 14 \% \end{gathered}$ | $\begin{aligned} & 35 \\ & 24 \% \end{aligned}$ | ${ }_{33}^{43}$ | 200 | 12 $35 \%$ | 23\% | $\begin{aligned} & 23 \\ & 28 \% \end{aligned}$ | 15 ${ }^{15}$ | $\begin{aligned} & 26 \\ & 19 \% \end{aligned}$ | 22\% | ${ }^{76}$ 25\% | 26 30 | ${ }_{30}{ }^{2} \%$ | 14 20 | 23\% | ${ }^{69}$ \% | $\stackrel{4}{9 \%}$ | 19 ${ }^{14}$ |
| I felt like I was not prepared | $\begin{aligned} & 52 \\ & 13 \% \end{aligned}$ | $\begin{aligned} & 30 \\ & 15 \% \end{aligned}$ | 22 $12 \%$ | 1\% | $\begin{aligned} & 28 \\ & 20 \mathrm{G} \% \\ & \hline \end{aligned}$ | ${ }_{12}^{16}$ | ${ }_{6}^{6}$ | 84\% | 21\% | 15 | $\stackrel{4}{8 \%}$ | ${ }^{11} 9$ | 12\% | $\stackrel{42}{14 \%}$ | 10 $11 \%$ | 29 ${ }^{29}$ | 10 $14 \%$ | 13 $12 \%$ | 35 $15 \%$ | $\underset{14 \%}{7}$ | 5 |
| I didn't have the right skills | ${ }_{11}^{45}$ | ${ }^{18} 9$ | 27\% | 15\% | 20\% | 11\% | 10\% | ${ }_{18}^{6}$ | 10\% | $12 \%$ | ${ }^{5} 1{ }^{\text {\% }}$ | 15 | $\stackrel{4}{5 \%}$ | ${ }^{34} 11 \%$ | 11 13 | $19 \%$ | 13 $19 \%$ | 110\% | 31 $14 \%$ | 1\% | ${ }_{5}^{4}$ |
| Other | 30\% | ${ }^{15} 7$ | 15\% | 84\% | ${ }_{5}^{7}$ | ${ }_{3}{ }^{\text {\% }}$ | $\underset{\substack{11 \\ 13 \\ F}}{ }$ | $3{ }^{3}$ | ${ }_{2 \%}$ | ${ }^{8} \%$ | 10\% | 10\% | 5\% | ${ }^{18} \%$ | 12\% | $7 \%$ | ${ }_{6}^{6}$ | 11 $10 \%$ | 17\% | ${ }_{5}^{2}$ | 5\% |
| Sigma | $\begin{aligned} & 634 \\ & 160 \% \end{aligned}$ | $\begin{aligned} & 333 \\ & 163 \% \end{aligned}$ | $\begin{aligned} & 301 \\ & 157 \% \end{aligned}$ | $\stackrel{46}{140 \%}$ | 235 $164 \%$ | 234 $178 \%$ | 120 $135 \%$ | 59 $171 \%$ | 139\% | 115 $139 \%$ | -66 | 234 $175 \%$ | 131 $169 \%$ | $\begin{aligned} & 516 \\ & 167 \% \end{aligned}$ | 118 $136 \%$ | $\begin{aligned} & 327 \\ & 171 \% \end{aligned}$ | $\begin{aligned} & 103 \\ & 151 \% \end{aligned}$ | $\begin{aligned} & 166 \\ & 154 \% \end{aligned}$ | 376 $162 \%$ | 175\% | 121 $151 \%$ |

Proporitions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G - HITIJIK/LIM - N/O-P/Q/R-STT/U
Overlap form
Overlap formulae used. *small base; ** very small base (under 30) ineligible for sig testing

Base: Went Back To School

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/Certifcations |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | ${ }_{(18.24)}^{\mathrm{Gen} \mathrm{Z}}$ | $\begin{aligned} & \text { Milile } \\ & \text { (2nial } \\ & \text { (25.38) } \end{aligned}$ | (390-54) | $\underset{\substack{\text { Boomers } \\ \text { orolder } \\(55+)}}{\text { cosen }}$ | $\underset{\text { degree }}{\mathrm{HS}}$ | $\begin{gathered} \text { Job.ific } \\ \text { spaif } \\ \text { proging } \end{gathered}$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | $\begin{gathered} \text { Bachelor } \\ \text { degree } \end{gathered}$ | Graduate degree | Yes | No | ${ }_{\text {White }}^{\text {Collar }}$ | Blue Collar | ${ }_{\text {Pink }}^{\text {Pink }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 419 | 184 | 235 | 29 | 148 | 126 | 116 | 26 | 37 | 64 | 77 | 120 | 95 | 328 | 91 | 187 | 63 | 130 | 287 | 34 | 75 |
| Weighted Base | 396 | 204 | 192 | $33^{* *}$ | $143^{*}$ | $131 *$ | $88^{*}$ | $35^{* *}$ | $21^{* *}$ | $83^{*}$ | $46^{*}$ | $133^{*}$ | ${ }^{78}{ }^{*}$ | 309 | $8^{* *}$ | 191 | $68^{*}$ | $108 *$ | 232 | $48^{* *}$ | $81^{*}$ |
| TOP 3 BOX (NET) | ${ }^{342} 86$ | $\begin{aligned} & 190 \\ & 9 \mathrm{C}^{18 \%} \end{aligned}$ | 152\% | ${ }^{30} \%$ | ${ }^{128} 9$ | ${ }^{108} 8$ | 76\% | 34\% | 81\% | 62\% | 88\% | $\begin{aligned} & \text { 119\% } \\ & \hline 89 \% \end{aligned}$ | $\begin{aligned} & 70 \\ & 99 \% \end{aligned}$ | ${ }_{90 \%}^{278}$ | 65\% | ${ }^{172} 9$ | 85\% | 92\% | 196\% | $46 \%$ $96 \%$ | 80\% |
| TOP 2 BOX (SUB-NET) | ${ }^{236} 6$ | $\underset{{ }_{711 \%}^{146}}{\substack{14}}$ | $91 \%$ | 14\% | ${ }^{90} \%$ | ${ }_{61} 81$ | 51 | ${ }_{61 \%}^{21}$ | ${ }_{45}^{9} \%$ | 29\% | $\frac{25}{55 \%}$ | $\begin{aligned} & 100 \\ & \left.\right) \end{aligned}$ | $\frac{56}{73 \%}$ | $\begin{gathered} 206 \\ { }_{0}^{6 \% \%} \end{gathered}$ | $30 \%$ | ${ }_{\substack{129 \\ R 8}}$ | 41\% | 59\% | ${ }^{136}$ \% | 32 67 | 54\% |
| Absolutely critical | 104\% | ${ }^{61} 9$ | ${ }_{22}{ }_{2}$ | 2\% | 27\% | 39\% | $24 \%$ | 12\% | 30\% | ${ }_{9}^{8}$ | 14\% ${ }^{14}$ | ${ }_{31}^{41 \%}$ | 23\% | $\begin{aligned} & 99 \\ & 3{ }_{0}^{2} \% \end{aligned}$ | 5\% | ${ }_{\text {34 }}^{34} \times$ | $11 \%$ | ${ }_{22}^{23}$ | ${ }_{26}^{60}$ | 31\% | 22\% |
| Very helpful | 133\% | ${ }_{84}^{84}{ }^{4}$ | 49\% | 12\% | 51\% | ${ }_{32}{ }^{2}$ | ${ }^{28} \%$ | 26\% | 15\% | 16\% | 12\% | ${ }_{9}^{59}{ }^{54}{ }^{2} \%$ |  | -107\% | 26\% | ${ }^{65} \%$ | 29\% | 38\% | ${ }_{33}^{76}$ | 35\% | 29\% |
| Somewhat helpful | 106\% | ${ }_{22}{ }^{45}$ | ${ }_{32}^{62}$ | 48\% | 39\% | 27\% | 28\% | 12\% | 36\% | 37 $45 \%$ 4.9 | 32\% | 14\% | $14 \%$ | 723\% |  | 43\% | 18\% | 39\% | ${ }_{26 \%}^{60}$ | ${ }^{14} 9$ | 23\% |
| BOTTOM 2 BOX (NET) | 13\% | ${ }^{13}$ | ${ }^{38}{ }^{20 \%}$ | ${ }_{9}^{3}$ | ${ }^{13} 9$ | 22\% | $12 \%$ | ${ }_{3 \%}^{1}$ | ${ }_{19}{ }^{4}$ | - ${ }_{\text {LM }}{ }^{25 \%}$ | ${ }_{12}{ }^{6}$ | 14 | 6\% | ${ }^{29} 9$ | ${ }_{\text {22 }}^{25} \mathrm{~N}$ | 18\% | 13\% | ${ }_{14}^{15}$ | 34\% | ${ }_{4 \%}$ | ${ }_{12} 9$ |
| Not very helpful | ${ }^{30} \%$ | 9 | 21\% | ${ }^{1} \%$ | ${ }_{4 \%}^{6}$ | ${ }_{12}^{15}$ | ${ }_{8}^{8 \%}$ | ${ }_{3 \%}^{1}$ | ${ }_{9 \%}^{2}$ | ${ }_{13 \%}^{11}$ | 7\% | $9 \%$ | ${ }_{6}^{4}$ | ${ }_{5}^{16}$ | ${ }^{14}{ }^{14} \mathrm{~N}$ | ${ }^{13} \%$ | ${ }_{5}^{3} \%$ | 8\% | ${ }^{19} 8$ | ${ }_{3}^{2}$ | ${ }_{8 \%}$ |
| Not helpful at all | ${ }^{21} \%$ |  | ${ }^{17}{ }_{8}{ }^{\text {\% }}$ | ${ }_{6}^{2} \%$ | 5\% | ${ }_{6 \%}$ | 5\% |  | ${ }^{2} 0 \%$ | $10 \%$ $M$ | $\stackrel{2}{5 \%}$ | 5\% | $1 \%$ | ${ }^{13} \%$ | ${ }_{9}^{8} \%$ | ${ }_{3}^{6} \%$ | ${ }_{8}^{6} \%$ | ${ }_{5}^{6} \%$ | ${ }^{16} \%$ | * | $3 \%$ |
| Not sure yet | ${ }_{1 \%}^{3}$ | $1 \%$ | ${ }_{1}^{2} \%$ | : | ${ }_{1 \%}^{2}$ | $1 \%$ | * | : | : | * | : | * | ${ }_{3}^{2} \%$ | ${ }_{1 \%}^{3}$ | * |  | $1 \%$ | $1 \%$ | $1 \%$ | : | 2\% |
| Sigma | ${ }^{390}$ 100\% | ${ }^{204}$ | +192\% | 33 $100 \%$ | ${ }_{100 \%}^{143}$ | ${ }_{131}^{100 \%}$ | 100\% | 100\% | 100\% | - ${ }^{83} \%$ | +16\% | 133\% | 100\% | ${ }^{300}$ 100\% | 877 | 190\% | 100\% | $\stackrel{108}{100 \%}$ | 232 $100 \%$ | 180\% | 8100\% |

Base: Have Not Gone Back To School

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/
Certifcations} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} <br>
\hline \& \& Male \& Female \& $\xrightarrow[(18-24)]{\text { Gen }}$ \& $$
\begin{gathered}
\text { Miliel } \\
\text { Mine } \\
\text { (25-38) }
\end{gathered}
$$ \& $\underset{(39-54)}{\text { Gen }}$ \& $$
\begin{gathered}
\text { Boomers } \\
\text { ors. } \\
\text { orser } \\
(55+)
\end{gathered}
$$ \& $$
\underset{\text { degree }}{\mathrm{HS}}
$$ \& Job-ic.
spaificing
program \& $$
\begin{gathered}
\text { Some } \\
\text { college }
\end{gathered}
$$ \& $$
\begin{gathered}
\text { Associate } \\
\text { degree }
\end{gathered}
$$ \& Bachelor
degree \& $$
\begin{gathered}
\text { Graduate } \\
\text { degree }
\end{gathered}
$$ \& Yes \& No \& White \& $$
\begin{gathered}
\text { Blue } \\
\text { Collar }
\end{gathered}
$$ \& ${ }_{\text {Prenk }}^{\text {Pink }}$ \& White \& African
American \& Hispanic <br>
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) <br>
\hline Unweighted Base \& 787 \& 329 \& 458 \& 68 \& 284 \& 218 \& 217 \& 203 \& 89 \& 102 \& 129 \& 181 \& 83 \& 458 \& 329 \& 287 \& 202 \& 228 \& 575 \& 62 \& 100 <br>
\hline Weighted Base \& 810 \& 410 \& 400 \& ${ }^{93}{ }^{*}$ \& 274 \& 235 \& 208 \& 228 \& $43^{*}$ \& $139 *$ \& $95^{*}$ \& 215 \& $90^{*}$ \& 477 \& 334 \& 336 \& 197 \& 211 \& 536 \& 89* \& $100 *$ <br>
\hline It is too expensive \& 337\% \& ${ }^{145} 5$ \& ${ }_{\text {192\% }}^{192}$ \& 38\% \& 124\% \& 1044\% \& 735\% \& $$
\begin{aligned}
& 108 \\
& 47 \% \\
& M
\end{aligned}
$$ \& $$
\begin{aligned}
& \text { 20\% } \\
& 46 \% \\
& M
\end{aligned}
$$ \& ${ }_{48}{ }^{1} \%$ \& $42 \%$ \& 85\% \& 25\% \& ${ }^{165 \%}$ \& $$
\begin{aligned}
& \text { 1680 } \\
& \text { 500\% }
\end{aligned}
$$ \& ${ }^{128} 8$ \& ${ }_{42 \%}$ \& $$
\begin{aligned}
& \text { 1060 } \\
& 50_{P}^{\prime}
\end{aligned}
$$ \& 229\% \& ${ }_{47}{ }^{2} \%$ \& 37
37 <br>
\hline I don't have the time \& 321 40 \& ${ }^{153} \%$ \& ${ }^{168}$ \& 30\% \& $\begin{array}{r}117 \\ 43 \\ \hline\end{array}$ \& 110
$47 \%$
4 \& ${ }_{30}^{63}$ \& 88\% \& 40\% \& 57\% \& $32 \%$ \& 1014\% \& 34\% \& 190\% \& ${ }^{130} 39$ \& ${ }^{142}{ }^{42}$ \& 85\% \& ${ }_{34}^{73}$ \& ${ }^{225} 4$ \& ${ }_{26}^{29}$ \& 38\% <br>
\hline I've already acquired the necersary/certification(s) for my career \& ${ }^{192} 24$ \& 110\% \& ${ }_{2}^{83}$ \& 25\% \& ${ }_{23}^{64}$ \& 46\% \& 58\% \& 11\% \& 18\% \& 26\% \& $$
\begin{aligned}
& 212 \% \\
& 22 \% \\
& \hline 18
\end{aligned}
$$ \& $$
\begin{gathered}
72 \\
33 \% \\
H 313
\end{gathered}
$$ \& $$
\begin{gathered}
40 \\
\text { 44\% } \\
\hline H 0 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& \text { 150 } \\
& 30 \% \\
& 0
\end{aligned}
$$ \& ${ }_{13}^{4} \%$ \& 28\% ${ }_{\text {28\% }}$ \& - $16 \%$ \& 25\% \& ${ }^{112}$ 21\% \& 38\% \& 20\% <br>
\hline I don't think it would be
useful \& 169\% \& ${ }_{23}^{93}$ \& 76\% \& 19\% \& 42\% \& 46\% \& $$
\begin{aligned}
& { }^{63} \\
& 30 \% \\
& E
\end{aligned}
$$ \& $$
\begin{gathered}
\text { } \\
\text { IKK9\% }
\end{gathered}
$$ \& $\stackrel{4}{10 \%}$ \& 32\% \& $14 \%$ \& 37\% \& 19\% \& 77\% \& ${ }_{\substack{27 \\ N}}$ \& 17\% \& 25\% ${ }^{58}$ \& 49\% \& ${ }_{\substack{137 \\ \text { TU } \\ \text { 26\% }}}$ \& 8\% \& ${ }_{12}^{12}$ <br>
\hline My employer provides the my career \& ${ }^{136} 17 \%$ \& ${ }_{19}^{78}$ \& 59\% \& 17\% \& 45\% \& 13\% \& ${ }_{24}^{44}$ \& 36

$16 \%$ \& ${ }_{23}^{10}$ \& 27\% \& ${ }_{21 \%}^{20}$ \& 28\% \& 15\% \& ${ }^{92} 9$ \& ${ }_{13}^{4} \%$ \& 20\% \& 28
$14 \%$ \& 32\% \& 94\% \& 17\% \& ${ }_{24}^{24}$ <br>
\hline Other \& $49 \%$ \& ${ }^{26}$ \& ${ }^{23}$ \& $7 \%$ \& ${ }^{14} 5$ \& ${ }^{16} \%$ \& ${ }^{12}$ \% \& ${ }^{15} \%$ \& $\stackrel{4}{8 \%}$ \& 10\% \& 5 5 \& ${ }^{15}{ }^{7} \%$ \& : \& 25\% \& ${ }^{23} \%$ \& \& 2\% \& ${ }^{11} 5$ \& ${ }^{19} \%$ \& $3 \%$ \& ${ }_{6}^{6} \%$ <br>
\hline Sigma \& ${ }_{1}^{1203} 149$ \& ${ }^{604} 14 \%$ \& 600
$150 \%$ \& $131 \%$
$141 \%$ \& ${ }_{1486}{ }_{14}$ \& ${ }^{353}$ 150\% \& 313
$151 \%$ \& 338
$148 \%$ \& -143\% \& ${ }_{1}^{202}$ \& ${ }_{1141 \%}^{133}$ \& 339
$157 \%$ \& ${ }^{122} \times$ \& ${ }^{703}$ \& ${ }^{501}$ \& ${ }^{501}$ \& ${ }^{291} 1$ \& 324
$154 \%$ \& ${ }^{816}$ \& 127 ${ }_{143 \%}$ \& 138
$138 \%$ <br>
\hline
\end{tabular}

Proportions/Means: Columns Testes ( $5 \%$ risk level) - B/C - D/E/F/G - HIIIJ/K/L/M-N/O-P/Q/R-STT/U
Overlap formulae used. ${ }^{\text {s small base }}$

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inals } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | $\begin{aligned} & \text { Boomers } \\ & \text { or older } \end{aligned}$ $(55+)$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126 * | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| Yes | $5_{42 \%}$ | 273 44 | 229 $39 \%$ | $\begin{aligned} & 47 \\ & 38 \% \end{aligned}$ | ${ }^{176}$ 42\% | $\begin{gathered} 172 \\ 47 \% \\ \mathrm{G} \end{gathered}$ | $\begin{gathered} 107 \\ 36 \% \end{gathered}$ | $\begin{gathered} 72 \\ 27 \% \end{gathered}$ | $\begin{aligned} & 30 \\ & 46 \% \\ & 4 \\ & \hline \end{aligned}$ | ${ }_{36}^{80}$ | $\begin{aligned} & 56 \\ & 40 \% \\ & { }^{50} \% \end{aligned}$ | $\begin{aligned} & 180 \\ & 52 \% \\ & \text { HJ } \end{aligned}$ | $\begin{aligned} & 84 \\ & 50 \% \\ & \mathrm{HJ} \% \end{aligned}$ | $\begin{gathered} 396 \\ 50 \% \\ 50 \end{gathered}$ | ${ }^{106}$ 25\% | $\begin{aligned} & 265 \\ & 50 \% \\ & \text { QR } \end{aligned}$ | 852\% | 120 38 | ${ }_{37 \%}^{287}$ | 79 58 S | 95 52 S |
| No | ${ }^{586}{ }_{49}$ | 285 ${ }^{46 \%}$ | ${ }^{301} 51 \%$ | ${ }_{44}{ }^{6}$ | 205 ${ }^{49 \%}$ | $\begin{gathered} 160 \\ 44 \% \end{gathered}$ | $\begin{gathered} 165 \\ 5 \mathrm{~F} \% \end{gathered}$ | $\begin{aligned} & 153 \\ & 58 \% \\ & \text { LM } \end{aligned}$ | $32 \%$ | $\begin{aligned} & 131 \\ & 59 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 74 \\ & 55 \% \\ & \text { LM } \end{aligned}$ | $\begin{gathered} 133 \\ 38 \% \end{gathered}$ | 34 38 | $\stackrel{321}{41 \%}$ | $\begin{gathered} 264 \\ \begin{array}{c} 63 \% \\ N \end{array} \end{gathered}$ | 224 $43 \%$ | $\begin{gathered} 143 \\ 54 \% \\ P \end{gathered}$ | $\begin{gathered} 169 \\ 53 \% \\ \hline \mathrm{P} \end{gathered}$ | $\begin{aligned} & 410 \\ & 53 \% \\ & \text { TU } \end{aligned}$ | 52\% | 64 35 |
| Not sure | ${ }^{118} 10$ | ${ }_{96}^{96}$ | ${ }_{10}^{62}$ | $\begin{aligned} & 23 \\ & 18 \% \\ & E G \end{aligned}$ | ${ }^{37} 9$ | ${ }_{9}^{34}$ | 24\% | $\begin{aligned} & 38 \\ & 15 \% \\ & 15 \end{aligned}$ | ${ }_{4 \%}^{3}$ | 11 5 | 118\% | 36 $10 \%$ | 20 $12 \%$ | ${ }_{98}^{9 \%}$ | 50 $12 \%$ | 37\% | 37 <br> $14 \%$ | ${ }^{30} 9$ | 719\% | ${ }_{4 \%}^{6}$ | ${ }^{22}$ 12\% |
| Sigma | $1206 \%$ $100 \%$ | 614 $100 \%$ | 100\% | 126\% | 1417\% | 367 $100 \%$ | 296 $100 \%$ | 263 $100 \%$ | 64 $100 \%$ | 222 $100 \%$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 420\% | 527 | 265\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJJ/K/LIM - N/O-P/Q/R - S/T/U
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\operatorname{Gen} Z}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | $\begin{gathered} \text { Boomers } \\ \text { or older } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\underset{\text { Collar }}{\text { Pink }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| YES (NET) | ${ }^{684} 5$ | ${ }^{365} 5$ | ${ }^{319} 5$ | 73 58 | 237\% | 211 58 | 163 55 | 105 40 | $\begin{aligned} & 37 \\ & 57 \% \\ & H^{2} \end{aligned}$ | $\begin{gathered} 134 \\ 60 \% \\ \mathrm{H} \end{gathered}$ | $\begin{aligned} & 74 \\ & 533 \% \\ & H \end{aligned}$ | $\begin{gathered} 217 \\ \underset{H}{2 \% \%} \end{gathered}$ | $\begin{gathered} 117 \\ 69 \% \end{gathered}$ $\begin{aligned} & 69 \% \\ & \mathrm{HK} \end{aligned}$ | $\begin{gathered} 531 \\ 68 \% \\ 08 \end{gathered}$ | ${ }^{152}$ 36\% | $\begin{gathered} 317 \\ 60 \% \\ \mathrm{Q} \end{gathered}$ | ${ }^{128} 88$ | 1855 | 416 ${ }_{54}$ | $\begin{aligned} & 95 \\ & 69 \% \\ & \hline \end{aligned}$ | 110 $61 \%$ |
| Yes, less than a year ago | $\stackrel{159}{13 \%}$ | 73 $12 \%$ | 86\% | $\stackrel{26}{20}{ }_{\text {2 }}$ | 60 $14 \%$ | 35\% | 38 $13 \%$ | 29\% | $\underset{11 \%}{7}$ | 31 $14 \%$ | 18\% | ${ }_{13}^{46}$ | 29\% | $\stackrel{113}{14 \%}$ | ${ }_{11 \%}^{46}$ | $\begin{aligned} & 75 \\ & { }^{74 \%} \\ & { }^{2} \end{aligned}$ | ${ }^{20} 8$ | $\begin{aligned} & 50 \\ & 16 \% \\ & 16 \% \end{aligned}$ | ${ }^{95}{ }^{12}$ | ${ }_{21}^{28}$ | 23 |
| Yes, 1-2 years ago | 191 ${ }_{16 \%}$ | $\begin{aligned} & 88 \\ & 14 \% \end{aligned}$ | $\stackrel{104}{17 \%}$ | $\begin{aligned} & 31 \\ & 25 \% \\ & \begin{array}{l} \text { G } \end{array} \end{aligned}$ | $\begin{aligned} & 818 \\ & { }^{81} \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 52 \\ & 14 \% \\ & \text { 14\% } \end{aligned}$ | ${ }^{22} \%$ | 31 $12 \%$ | ${ }_{2}^{13}$ | 34 $15 \%$ | 25 $18 \%$ | 47 $14 \%$ | $\begin{aligned} & \begin{array}{l} 41 \\ { }_{2}^{24 \%} \end{array} \end{aligned}$ | $\begin{gathered} 154 \\ 20 \% \\ 0 \end{gathered}$ | ${ }^{38} \%$ | 95\% | 415\% | ${ }_{14}^{44}$ | 104\% | 35 ${ }^{36}$ \% | 31 $17 \%$ |
| Yes, 3-5 years ago | $\underset{12 \%}{147}$ | $\begin{aligned} & 92 \\ & { }^{9} 5 \% \end{aligned}$ | 55 | ${ }^{12} 9$ | 57 $14 \%$ | ${ }_{13}^{49}$ | $\begin{aligned} & 30 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 25 \\ & 10 \% \end{aligned}$ | ${ }_{10}^{6} \%$ | 17 8 | ${ }^{13} 9$ | 59\% | 27 | $\begin{gathered} 134 \\ 17 \% \\ 0 \end{gathered}$ | ${ }^{13} 3 \%$ | -63\% | 37 $14 \%$ | 37 $12 \%$ | 13\% | ${ }^{12} 9$ | 28\% |
| Yes, more than 5 years ago | ${ }^{186} 15$ | $\begin{gathered} 112 \\ \\ \\ 18 \% \end{gathered}$ | $\begin{aligned} & 74 \\ & 13 \% \end{aligned}$ | ${ }_{3}^{4}$ | 33 81 | $\begin{aligned} & 74 \\ & 20 \% \\ & \mathrm{DE} \end{aligned}$ | $\begin{aligned} & 74 \\ & 25 \% \\ & \text { DE } \end{aligned}$ | 20\% | 10\% | $\begin{gathered} 52 \\ { }_{23}^{23} \% \\ \text { HM } \end{gathered}$ | 19\% | $\begin{aligned} & \text { 65 } \\ & { }^{19 \%} \mathrm{H} \end{aligned}$ | 20\% | 130 $17 \%$ | 56 $13 \%$ | 84\% | 30 $11 \%$ | 17\% | 120 $16 \%$ | 19 $14 \%$ | 29\% |
| NO (NET) | ${ }^{522} 43 \%$ | ${ }^{249} 41 \%$ | 273 46 | 53\% | 181 $43 \%$ | ${ }^{155} 42 \%$ | ${ }^{133} 45$ |  | 27 $43 \%$ | 80\% | $\begin{aligned} & 67 \\ & \begin{array}{c} 47 \% \\ M \end{array} \end{aligned}$ | 131 $38 \%$ | 51\% | 254 $32 \%$ | $\begin{gathered} 268 \\ \underset{N}{64 \%} \\ N \end{gathered}$ | 209 ${ }^{20} \%$ | ${ }_{\text {1 }}^{138} \mathrm{P}$ | 135 $42 \%$ | $\begin{aligned} & 352 \\ & 46 \% \\ & \hline \end{aligned}$ | ${ }_{31}{ }^{2} \%$ | 709\% |
| No, but I've considered it | ${ }^{259} 21 \%$ | ${ }_{19}^{114}$ | ${ }^{145}$ | ${ }_{22}^{28}$ | $\begin{gathered} 115 \\ \underset{G}{28} \% \end{gathered}$ | $\underset{\mathrm{G}}{82}$ | 34\% | 47\% | ${ }^{15} 2$ | 21\% | $\begin{gathered} 42 \\ 30 \% \\ H M \end{gathered}$ | 80\% | 29\% | ${ }_{142}^{142}$ | $\begin{gathered} 117 \\ \underset{N}{28 \%} \end{gathered}$ | ${ }^{117}$ | ${ }^{57}$ | 70\% | ${ }^{166}$ | $18 \%$ | 24\% |
| No, and I've never considered it | ${ }_{22 \%}^{263}$ | $\begin{gathered} 135 \\ 22 \% \end{gathered}$ | $\underset{22 \%}{128}$ | ${ }_{20}^{26}$ | $\begin{aligned} & 66 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 73 \\ & 20 \% \end{aligned}$ | $\begin{aligned} & 99 \\ & 33 \% \\ & \text { EF } \end{aligned}$ | $\begin{gathered} \quad{ }^{111} 42 \% \\ \text { IJKLM } \end{gathered}$ | $\begin{aligned} & 12 \\ & 19 \% \end{aligned}$ | $\begin{aligned} & 42 \\ & 19 \% \end{aligned}$ | $\begin{aligned} & 24 \% \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 52 \\ & 15 \% \end{aligned}$ | ${ }^{22} 13 \%$ | $\stackrel{113}{14 \%}$ | $\begin{gathered} 151 \\ \begin{array}{c} 36 \% \\ \mathrm{~N} \end{array} \end{gathered}$ | $\begin{aligned} & 92 \\ & 18 \% \end{aligned}$ | $\begin{aligned} & 81 \\ & 30 \% \\ & \text { PR } \end{aligned}$ | 20\% | $\begin{gathered} 186 \\ 24 \% \\ u^{4} \end{gathered}$ | 25 $18 \%$ | 27 $15 \%$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJ/K/LLM - N/O-P/Q/R-S/T/U
Overlap formulae used

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \& \multicolumn{3}{|c|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/ Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} <br>
\hline \& Total US \& Male \& Female \& $$
\underset{(18-24)}{\text { Gen }}
$$ \& $$
\begin{aligned}
& \text { Mille- } \\
& \text { ninils } \\
& \text { (25-38) }
\end{aligned}
$$ \& $$
\underset{(39-54)}{(3)}
$$ \& $$
\begin{gathered}
\text { Boomers } \\
\text { orolder } \\
(55+)
\end{gathered}
$$ \& $$
\underset{\text { degree }}{\text { HS }}
$$ \&  \& $$
\begin{aligned}
& \text { Some } \\
& \text { college }
\end{aligned}
$$ \& Associate degree \& Bachelor degree \& Graduate degree \& Yes \& No \& $$
\begin{aligned}
& \text { White } \\
& \text { Collar }
\end{aligned}
$$ \& Blue
Collar \& Poink \& White \& African \& Hispanic <br>
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) <br>
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 <br>
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& $64^{*}$ \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 <br>
\hline Employees in general must refresh their hard skills to stay competitive in the current workforce. \& $$
{ }_{84 \%}^{1009}
$$ \& $$
{ }^{509} 93 \%
$$ \& $$
\begin{gathered}
500 \\
84 \%
\end{gathered}
$$ \& $$
\frac{94}{75 \%}
$$ \& $$
\begin{gathered}
347 \\
83 \%
\end{gathered}
$$ \& $$
\begin{gathered}
321 \\
88 \% \\
\text { D }
\end{gathered}
$$ \& $$
{ }_{84 \%}^{248}
$$ \& $$
\begin{aligned}
& 190 \\
& 73 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 57 \\
& { }^{89 \%} \%
\end{aligned}
$$ \& $$
\stackrel{176}{79 \%}
$$ \& $$
\begin{gathered}
125 \\
89 \% \\
H
\end{gathered}
$$ \& $$
\begin{aligned}
& 310 \\
& 89 \% \\
& \mathrm{HJ}
\end{aligned}
$$ \& $$
\begin{aligned}
& 151 \\
& \text { 90\% } \\
& \mathrm{HJ}
\end{aligned}
$$ \& $$
\begin{gathered}
683 \\
87 \% \\
0
\end{gathered}
$$ \& $$
\begin{gathered}
326 \\
78 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 472 \\
& 90 \% \\
& \text { QR }
\end{aligned}
$$ \& 203 76 \& 261
$82 \%$ \& 645
$84 \%$ \& $$
\begin{gathered}
119 \\
87 \%
\end{gathered}
$$ \& 149
$83 \%$ <br>
\hline Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, advancements, etc workforce. \& 956\% \& 487\% \& 469\% \& 92\% \& 320\% \& ${ }^{295}$ \& ${ }^{249} 89$ \& 184\% \& 51\% \& 161\% \& 113
$80 \%$ \& $$
\begin{aligned}
& 301 \\
& 86 \% \\
& \mathrm{HJ}
\end{aligned}
$$ \& $$
\begin{aligned}
& 145 \\
& { }_{8}^{86 \%} \\
& \text { HJ }
\end{aligned}
$$ \& $$
\begin{gathered}
643 \\
82 \% \\
0
\end{gathered}
$$ \& 313
$74 \%$ \& $$
\stackrel{441}{{ }_{Q}^{44 \%}}
$$ \& 193\% \& 251 79 \& ${ }^{620} 81 \%$ \& ${ }^{112} 8$ \& 135 75 <br>
\hline It is important for workers in my job field to continually refresh their
hard skills. \& ${ }^{978} 78$ \& 487\% \& 455 77 \& 94\% \& 327
$78 \%$ \& 2919 \& 230 780 \& 182\% \& 48\% \& 164
$74 \%$ \& $$
\begin{gathered}
117 \\
83 \% \\
H
\end{gathered}
$$ \& $$
\begin{gathered}
281 \\
80 \% \\
\mathrm{H}
\end{gathered}
$$ \& $$
\begin{aligned}
& 149 \\
& 89 \% \\
& \text { HIJ }
\end{aligned}
$$ \& $$
\begin{gathered}
642 \\
82 \% \\
0
\end{gathered}
$$ \& 2999 \& $$
\begin{gathered}
435 \\
83 \\
\hline
\end{gathered}
$$ \& 192\% \& 243 76 \& $594 \%$ \& 114
$83 \%$ \& 145 80 <br>
\hline The education system hasn't caught up with what skills are needed for today's workplace. \& 930 $77 \%$ \& 458\% \& 472 80 \& 79\% \& 310 $74 \%$ \& 280 $76 \%$ \& 242 82 \& 190 $72 \%$ \& 53 83 \& 170\% \& $\stackrel{112}{80 \%}$ \& 272 78 \& 132 ${ }^{79 \%}$ \& $\stackrel{609}{78 \%}$ \& 321 76 \& $$
\begin{gathered}
429 \\
81 \% \\
Q
\end{gathered}
$$ \& 187\% \& $$
\begin{gathered}
255 \\
80 \%
\end{gathered}
$$ \& 5917 \& ${ }^{112} 8$ \& 137 76 <br>
\hline My employer offers employees opportunities for skill improvement (e.g., sponsoring training \& 750
$62 \%$ \& $$
\begin{gathered}
403 \\
66 \% \\
C
\end{gathered}
$$ \& ${ }^{346} 5$ \& $$
\begin{aligned}
& 91 \\
& { }^{722} \% \\
& \mathrm{FG}
\end{aligned}
$$ \& $$
\begin{aligned}
& 290 \\
& 69 \% \\
& \text { FG }
\end{aligned}
$$ \& 200 50 \& 169\% \& 148\% \& 27 $42 \%$ \& ${ }^{118} 5$ \& 882\% \& $$
\begin{aligned}
& 244 \\
& \text { HIJ }
\end{aligned}
$$ \& $$
\begin{aligned}
& 124 \\
& 74 \% \\
& \text { HIJ }
\end{aligned}
$$ \& $$
\begin{gathered}
538 \\
68 \%
\end{gathered}
$$ \& 212\% \& 349\% \& 157\% \& 188

$59 \%$ \& 4599 \& $$
\begin{gathered}
106 \\
\substack{77 \% \\
S}
\end{gathered}
$$ \& 115

$64 \%$ <br>
\hline
\end{tabular}

sponsoring training
certificates, paying for
additional education, etc.
Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIITJ/K/LM - N/O-P/Q/R-STT/U
Overlap formulae used. small base

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{gathered} \text { Mille- } \\ \text { ninials } \\ (25-38) \end{gathered}$ | $\begin{gathered} \text { Gen } \mathrm{X} \\ (39-54) \end{gathered}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\underset{\text { college }}{\text { Some }}$ | Associate | Bachelor degree | Graduate degree | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| My employer offers employees opportunities for skill improvement (e.g., ${ }_{\text {spensoring trining }}^{\text {ching }}$ additional education, etc.), | $\begin{gathered} 456 \\ 38 \% \end{gathered}$ | $\begin{gathered} 211 \\ 34 \% \end{gathered}$ | $\begin{gathered} 245 \\ 41 \% \end{gathered}$ | $\begin{aligned} & 385 \\ & 28 \end{aligned}$ | ${ }_{31 \%}^{127}$ | $\begin{gathered} 166 \\ { }^{45 \%} \\ \text { DE } \end{gathered}$ | $\begin{aligned} & 128 \\ & 43 \% \\ & \text { 4E } \end{aligned}$ | $\begin{aligned} & 114 \\ & 43 \% \\ & \text { LM } \end{aligned}$ | $\begin{gathered} 37 \\ \text { KLM } \end{gathered}$ | $\begin{aligned} & 104 \\ & 47 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 53 \\ & 38 \% \end{aligned}$ | $\begin{aligned} & 105 \\ & 30 \% \end{aligned}$ | ${ }_{26 \%}^{46}$ | ${ }_{32 \%}^{248}$ | $\begin{gathered} 209 \\ \stackrel{50 \%}{N} \end{gathered}$ | $\begin{gathered} 178 \\ 34 \% \end{gathered}$ | $\begin{aligned} & 108 \\ & 41 \% \end{aligned}$ | $\begin{gathered} 132 \\ 41 \% \end{gathered}$ | $\begin{gathered} 309 \\ 40 \% \\ \hline 10 \% \end{gathered}$ | $\begin{aligned} & 31 \\ & 23 \% \end{aligned}$ | $\begin{aligned} & 65 \\ & 36 \% \end{aligned}$ |
| The education system hasn't caught up with what skills are needed for today's workplace. | 276 $23 \%$ | $\begin{aligned} & 157 \\ & 25 \% \end{aligned}$ | $\begin{gathered} 120 \\ 20 \% \end{gathered}$ | $\stackrel{27}{21 \%}$ | $\begin{gathered} 108 \\ 26 \% \end{gathered}$ | $\begin{aligned} & 87 \\ & 24 \% \end{aligned}$ | $\begin{aligned} & 54 \\ & 18 \% \end{aligned}$ | 73\% | $\begin{aligned} & 117 \% \\ & 17 \end{aligned}$ | $\begin{aligned} & 52 \\ & 23 \% \end{aligned}$ | 20\% | 76 $22 \%$ | $\begin{aligned} & 36 \\ & 21 \% \end{aligned}$ | $\stackrel{177}{22 \%}$ | 100 $24 \%$ | $\begin{aligned} & 98 \\ & \\ & \hline 19 \% \end{aligned}$ | 79 30\% PR | ${ }_{20}^{65}$ | $\stackrel{178}{23 \%}$ | 25 $18 \%$ | $\begin{aligned} & 43 \\ & 24 \% \end{aligned}$ |
| It is important for workers in my job field to continually refresh their hard skills. | 264 $22 \%$ | ${ }^{127} 21 \%$ | 137 $23 \%$ | $\begin{aligned} & 322 \% \end{aligned}$ | $\begin{aligned} & 91 \\ & 22 \% \end{aligned}$ | $\begin{aligned} & 76 \\ & 21 \% \end{aligned}$ | ${ }_{22}^{66}$ | $\begin{gathered} \begin{array}{c} 81 \\ \text { KLM }^{31 \%} \end{array} \end{gathered}$ | $\begin{aligned} & \frac{1}{25} \\ & { }_{M} \end{aligned}$ | $\begin{aligned} & 58 \\ & 26 \% \\ & M \end{aligned}$ | 23 $17 \%$ | 680\% | 19 $11 \%$ | 144\% | $\begin{gathered} 121 \\ \stackrel{29}{\mathrm{~N}} \end{gathered}$ | 91\% | 73 P P | 76 $24 \%$ | ${ }^{174}$ 23\% | 23\% | 35\% |
| Anyone who doesn't continue to learn in their career (e.g., staying up to date on new techniques, left behind in the workforce. | 250 ${ }^{21 \%}$ | ${ }^{128} 21 \%$ | $\stackrel{123}{21 \%}$ | 34\% | ${ }^{98} \%$ | 71 $19 \%$ | $\stackrel{47}{16 \%}$ | $\begin{aligned} & 78 \\ & 30 \% \\ & \text { LM } \end{aligned}$ | 130\% | $\begin{gathered} { }^{61} \\ \text { LM }^{28 \%} \end{gathered}$ | 28\% | $\stackrel{47}{14 \%}$ | 23 $14 \%$ | $\stackrel{143}{18 \%}$ | $\begin{gathered} 108 \\ { }_{266} \% \\ N \end{gathered}$ | 86\% | $\begin{gathered} 72 \\ 27 \% \\ P \end{gathered}$ | ${ }^{68}{ }^{1} \%$ | $\stackrel{149}{19 \%}$ | 25\% | 46\% |
| Employees in general must refresh their hard skills to stay competitive in the current workforce. | $\stackrel{197}{16 \%}$ | ${ }^{105}$ | 92 $16 \%$ | 32 25\% | 717\% | ${ }_{12 \%}{ }^{26}$ | ${ }^{48}{ }^{6}$ | $\begin{gathered} 72 \\ \text { IKLM }^{27 \%} \% \end{gathered}$ | ${ }_{11 \%}^{7}$ | $\begin{gathered} 46 \\ \begin{array}{c} 41 \% \\ L^{2} \end{array} \end{gathered}$ | 16 $11 \%$ | 39 $11 \%$ | 17 $10 \%$ | 102 $13 \%$ | $\begin{aligned} & 95 \\ & 22 \% \\ & { }^{2} \% \end{aligned}$ | 10\% | $\stackrel{63}{24} \times$ | 58 18 P | $\stackrel{123}{16 \%}$ | 18 $13 \%$ | 31 ${ }^{17 \%}$ |

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\left(\begin{array}{c} \text { Gen } \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { ninils } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific $\underset{\text { program }}{\text { training }}$ $\xrightarrow[\text { (I) }]{ }$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | Collar | $\underset{\text { Blue }}{\text { Collar }}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | 930\% | 4588\% | 472 80 | 99\% | 310 $74 \%$ | 280 76 | 242 $82 \%$ | 190\% | 53 ${ }^{83}$ | 170\% | ${ }^{112} 80$ | 272\% | ${ }^{132} 9$ | ${ }^{609}$ | 321 $76 \%$ | $\begin{gathered} 429 \\ 81 \% \\ Q \end{gathered}$ | 187 70 | $\begin{gathered} 255 \\ 80 \% \\ Q \end{gathered}$ | 5917\% | ${ }_{8}^{112}$ | ${ }^{137} 76$ |
| Strongly agree | $\begin{gathered} 360 \\ 30 \% \end{gathered}$ | ${ }_{29 \%}^{176}$ | ${ }_{31 \%}^{183}$ | $\begin{aligned} & 45 \\ & 36 \% \end{aligned}$ | ${ }_{30 \%}^{127}$ | $\begin{gathered} 104 \\ 28 \% \end{gathered}$ | ${ }^{83}{ }^{83}$ | ${ }_{26}^{66 \%}$ | 188\% | 71 $32 \%$ | ${ }_{33}^{47}$ | $\begin{gathered} 101 \\ 29 \% \end{gathered}$ | ${ }_{32}^{52 \%}$ | $\stackrel{244}{31 \%}$ | $\begin{gathered} 116 \\ 28 \% \end{gathered}$ | $\begin{gathered} 166 \\ 32 \% \end{gathered}$ | $\begin{aligned} & 67 \\ & 25 \% \end{aligned}$ | $\begin{gathered} 104 \\ 33 \% \end{gathered}$ | ${ }_{27 \%}^{204}$ | $\begin{aligned} & 64 \\ & 47 \% \\ & \hline \mathrm{~S} \end{aligned}$ | $\begin{aligned} & 58 \\ & 32 \% \end{aligned}$ |
| Somewhat agree | 570\% | 282\% | 2899\% | 54\% | 183 $44 \%$ | ${ }^{176}$ 48\% | $\begin{gathered} 159 \\ \stackrel{54}{E} \% \end{gathered}$ | 121 | 35\% | 99\% | 65\% | 172\% | $78 \%$ | ${ }^{365} 46$ | 205 $49 \%$ | 263 50 | 120 45 | 151 47 | $\begin{aligned} & 387 \\ & 50 \% \\ & \hline \mathrm{~T} \end{aligned}$ | 485\% | 80\% |
| BOTTOM 2 BOX (NET) | ${ }^{276}$ | ${ }^{157}$ 25\% | 120\% | $\stackrel{27}{21 \%}$ | ${ }^{108}{ }_{26}$ | 87\% | 54\% | 738\% | 11\% | 523\% | 20\% | 762\% | 21\% | 177 ${ }^{22 \%}$ | 100 | ${ }^{98} 9$ | $\begin{aligned} & \begin{array}{l} 79 \\ 30 \% \\ P R \end{array} \end{aligned}$ | 65\% | ${ }^{178}{ }_{23}$ | 25 ${ }^{2}$ \% | 43\% |
| Somewhat disagree | 203 | 113 $18 \%$ | 90\% | 22 18 | ${ }_{17}^{69}$ | 64\% | ${ }_{16}^{47}$ | 53 | ${ }_{12 \%}$ | 31 $14 \%$ | 24\% | 60\% | 27 16 | ${ }^{128} 16$ | 75\% | 74 $14 \%$ | 28\% | 49\% | ${ }_{1}^{143} 1$ | 12 81 | 27 $15 \%$ |
| Strongly disagree | ${ }^{73} \mathrm{6} \mathrm{\%}$ | $43 \%$ | 30 5 \% | 5 | $\begin{aligned} & 39 \\ & 9 \\ & \hline \end{aligned}$ | 23 6 | ${ }_{2 \%}^{7}$ | 20 8 \% | $\stackrel{3}{5 \%}$ | $\stackrel{21}{9 \%}$ | $\stackrel{4}{3 \%}$ | $\stackrel{16}{5 \%}$ | 5\% | 49\% | 24\% | 23 ${ }_{4}$ | 21\% | $\stackrel{16}{5 \%}$ | $34 \%$ | 14 $10 \%$ | ${ }^{16} 9$ |
| Sigma | 1206 $100 \%$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | ${ }^{417} 100$ | 367\% | ${ }^{296}$ | 263\% | 64 $100 \%$ | 222\% | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | 100\% | 527 $100 \%$ | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

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

Base: All Qualified Respondents
2. My employer offers employees opportunities for skill improvement (e.g., sponsoring training certificates, paying for additional education, etc.).

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{\begin{tabular}{l}
Has Multiple Degrees/ \\
Certifications
\end{tabular}} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& \& Male \& Female \& \[
\begin{gathered}
\text { Gen Z } \\
(18-24)
\end{gathered}
\] \& \[
\begin{aligned}
\& \begin{array}{l}
\text { Millee- } \\
\text { ninials } \\
(\mathbf{2 5}-38)
\end{array}
\end{aligned}
\] \& \[
\begin{gathered}
\text { G9-54 } X
\end{gathered}
\] \& \[
\begin{gathered}
\text { Boomers } \\
\text { orolder } \\
(55+)
\end{gathered}
\] \& \[
\underset{\text { degree }}{\text { HS }}
\] \& Job-
\(\begin{gathered}\text { specific } \\ \text { training }\end{gathered}\) training
program \(\frac{\text { (I) }}{\text { ( }}\) \& \[
\underset{\text { Some }}{\text { Sollege }}
\] \& Associate \& Bachelor
degree \& Graduate
degree \& Yes \& No \& White \& \[
\begin{gathered}
\text { Blue } \\
\text { Collar }
\end{gathered}
\] \& \[
\begin{aligned}
\& \text { Pink } \\
\& \text { Collar }
\end{aligned}
\] \& White \& African
American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 \\
\hline TOP 2 BOX (NET) \& 750
\(62 \%\) \& \[
\begin{gathered}
403 \\
66 \% \\
C
\end{gathered}
\] \& 346
\(59 \%\) \& \[
\begin{aligned}
\& 91 \\
\& 72 \% \\
\& F G
\end{aligned}
\] \& \[
\begin{gathered}
290 \\
69 \% \\
\text { FG }
\end{gathered}
\] \& 200 50 \& \({ }^{169} 5\) \& 148
\(57 \%\) \& 27 \({ }^{2}\) \% \& 118 53 \& 882\% \& \[
\begin{aligned}
\& 244 \\
\& 7 \mathrm{FIJ} \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 124 \\
\& 74 \% \\
\& \mathrm{HIJ}^{4}
\end{aligned}
\] \& \[
\begin{gathered}
538 \\
68 \%
\end{gathered}
\] \& 212 50 \& 349 66 \& \(\stackrel{157}{59 \%}\) \& \({ }^{188}\) \& 459 \(60 \%\) \& \(\stackrel{106}{77 \%}\) \& 115
\(64 \%\) \\
\hline Strongly agree \& \[
\begin{gathered}
342 \\
28 \%
\end{gathered}
\] \& \[
\begin{gathered}
194 \\
32 \% \\
C
\end{gathered}
\] \& \({ }^{147}\) 25\% \& 23\% \& \({ }^{126}\) 30\% \& \({ }^{104} 28\) \& 82\% \& 27\% \& 142\% \& 27\% \& \({ }_{31}^{44}\) \& 103
\(30 \%\) \& \[
\begin{aligned}
\& 64 \\
\& 38 \% \\
\& \mathrm{H}^{2} \%
\end{aligned}
\] \& \[
\underset{3}{263}
\] \& 79
\(19 \%\) \& \[
\begin{gathered}
172 \\
\underset{Q}{3} \%
\end{gathered}
\] \& 52\% \& 89 \& 208\% \& 62
\(45 \%\)
SU \& 27\% \\
\hline Somewhat agree \& 408 \({ }_{34}\) \& \[
\begin{gathered}
209 \\
34 \%
\end{gathered}
\] \& \[
{ }_{34 \%}^{199}
\] \& \[
\begin{aligned}
\& 62 \\
\& 500 \\
\& \mathrm{FG}^{2}
\end{aligned}
\] \& \[
\begin{aligned}
\& 164 \\
\& 39 \% \\
\& \text { FG }
\end{aligned}
\] \& \({ }^{96} \%\) \& \({ }^{86}\) 29\% \& 31 \({ }^{9}\) \& 13 \& 27\% \& \({ }_{31}{ }^{4} \%\) \& \[
\begin{gathered}
141 \\
40 \% \\
1.5
\end{gathered}
\] \& 60\%

1 \& ${ }^{275}$ \& ${ }^{133}{ }_{3}{ }^{1}$ \& 177
$34 \%$ \& 106 40 \& ${ }^{98} \%$ \& 252 33 \& 42\% \& ${ }^{66}$ 36\% <br>

\hline BOTTOM 2 BOX (NET) \& ${ }^{456}$ 38\% \& 211\% \& \[
$$
\begin{gathered}
245 \\
\underset{B}{41 \%}
\end{gathered}
$$

\] \& 35\% \& \[

{ }_{31}^{127}

\] \& \[

$$
\begin{aligned}
& 166 \\
& 45 \% \\
& \text { DE }
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
128 \\
{ }_{43}{ }^{2} \%
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 114 \\
& 43 \% \\
& \text { LM }
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
\quad 37 \\
\text { KLM }
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 104 \\
& 47 \% \\
& \text { LM }
\end{aligned}
$$

\] \& 53\% \& ${ }^{105}$ \& 44\% \& ${ }_{32}^{248}$ \& \[

$$
\begin{gathered}
209 \\
50 \% \\
N
\end{gathered}
$$

\] \& 1788\% \& ${ }^{108} 41 \%$ \& ${ }^{132} 41 \%$ \& \[

$$
\begin{gathered}
309 \\
40 \% \\
\hline \mathrm{~T}
\end{gathered}
$$
\] \& 31

$23 \%$ \& ${ }_{36 \%}^{65}$ <br>
\hline Somewhat disagree \& ${ }^{247}$ 21\% \& ${ }^{127}$ 21\% \& 120\% \& ${ }_{21}^{26}$ \& 69

$16 \%$ \& \[
$$
\begin{aligned}
& 91 \\
& \text { 25\% } \\
&
\end{aligned}
$$

\] \& ${ }^{62}$ 21\% \& ${ }_{24}^{62}$ \& \[

$$
\begin{gathered}
20 \\
\text { JLM }^{31 \%}
\end{gathered}
$$
\] \& 17\% \& ${ }^{28} 20$ \& 69\% \& 30 $18 \%$ \& ${ }^{157} 20$ \& 90\% \& 107 \& 28\% \& ${ }^{66} \%$ \& $\underset{\text { 1 }{ }_{\text {21 }}^{164}}{ }$ \& 14\% \& 39

$21 \%$ <br>

\hline Strongly disagree \& 209 $17 \%$ \& \[
$$
\begin{aligned}
& 83 \\
& 14 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
125 \\
{ }_{B}^{21} \%
\end{gathered}
$$

\] \& 8\% \& \[

$$
\begin{aligned}
& 59 \\
& 14 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 76 \\
& 21 \% \\
& 21 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
66 \\
{ }^{62} \% \\
\text { DE }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
52 \\
\text { 20 } \\
\text { LM }
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 17 \\
& \begin{array}{l}
176 \% \\
\text { LM }
\end{array}
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
65 \\
{ }^{699} \% \\
\hline
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& \begin{array}{l}
25 \\
18 \% \\
M
\end{array}
\end{aligned}
$$
\] \& 36

$10 \%$ \& 14 8 \& ${ }_{12}^{91}$ \& $$
\begin{gathered}
118 \\
\stackrel{88 \%}{N}
\end{gathered}
$$ \& 70

$13 \%$ \& 50
$19 \%$ \& 25
P \& $\stackrel{145}{19 \%}$ \& ${ }_{13}^{18}$ \& 27
$15 \%$ <br>

\hline Sigma \& $$
\begin{aligned}
& 1206 \\
& 100 \%
\end{aligned}
$$ \& \[

$$
\begin{aligned}
& 614 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 592 \\
& 100 \%
\end{aligned}
$$
\] \& 126

$100 \%$ \& 100\% \& \[
$$
\begin{aligned}
& 367 \\
& 100 \%
\end{aligned}
$$

\] \& ${ }^{2906}$ \& \[

$$
\begin{aligned}
& 263 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
64 \\
100 \%
\end{gathered}
$$
\] \& 100\% \& 141

$100 \%$ \& 349

$100 \%$ \& $$
\begin{aligned}
& 168 \\
& 100 \%
\end{aligned}
$$ \& 786

$100 \%$ \& 100\% \& \[
$$
\begin{aligned}
& 527 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 265 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 319 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 768 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 137 \\
& 100 \%
\end{aligned}
$$
\] \& 181

$100 \%$ <br>
\hline
\end{tabular}

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

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/ Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} <br>
\hline \& \& Male \& Female \& $$
\underset{(18-24)}{\text { Gen }}
$$ \& $$
\begin{aligned}
& \text { Mille- } \\
& \text { (2inals } \\
& (\mathbf{2 5}-38)
\end{aligned}
$$ \& $$
\underset{(39-54)}{\text { Gen } \mathrm{X}}
$$ \& Boomers
or older
$(55+)$ (55+) \& $$
\underset{\text { degree }}{\text { HS }}
$$ \&  \& $$
\begin{aligned}
& \text { Some } \\
& \text { college }
\end{aligned}
$$ \& Associate
degree \& Bachelor \& Graduate
degree \& Yes \& No \& White \& $$
\begin{aligned}
& \text { Blue } \\
& \text { Collar }
\end{aligned}
$$ \& $$
\begin{aligned}
& \text { Pink } \\
& \text { Collar }
\end{aligned}
$$ \& White \& African
American \& Hispanic <br>
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) <br>
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 <br>
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& $64^{*}$ \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& $137 *$ \& 181 <br>
\hline TOP 2 BOX (NET) \& $$
942
$$ \& $$
{ }_{79 \%}
$$ \& $$
{ }_{7}^{455}
$$ \& 944\% \& 327
$78 \%$ \& 2919\% \& 230 $78 \%$ \& ${ }^{182}$ 69\% \& 48\% \& 164\% \& $$
\begin{gathered}
117 \\
83 \% \\
H
\end{gathered}
$$ \& $$
\begin{gathered}
281 \\
80 \% \\
H
\end{gathered}
$$ \& $$
\begin{aligned}
& 149 \\
& { }_{819 \%} \\
& \mathrm{HIJ}^{2}
\end{aligned}
$$ \& $$
\begin{gathered}
642 \\
\underset{8}{6} \%
\end{gathered}
$$ \& 299\% \& $$
\begin{gathered}
435 \\
83 \% \\
\hline
\end{gathered}
$$ \& 192\% \& 243 76 \& $594 \%$ \& 114 ${ }_{83 \%}$ \& $$
{ }_{80 \%}^{145}
$$ <br>
\hline Strongly agree \& $$
\begin{gathered}
389 \\
32 \%
\end{gathered}
$$ \& $$
{ }_{33}^{203}
$$ \& $$
{ }_{31 \%}^{185}
$$ \& $$
\begin{aligned}
& 33 \\
& 27 \%
\end{aligned}
$$ \& $$
\begin{gathered}
144 \\
34 \%
\end{gathered}
$$ \& $$
{ }_{30 \%}^{109}
$$ \& $$
\begin{gathered}
103 \\
35 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 67 \\
& 25 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 16 \\
& 25 \%
\end{aligned}
$$ \& $$
{ }_{30}^{66}
$$ \& $$
\begin{aligned}
& 53 \\
& 37 \% \\
& H
\end{aligned}
$$ \& $$
{ }_{32 \%}^{112}
$$ \& $$
\begin{gathered}
76 \\
\text { HIJL }
\end{gathered}
$$ \& $$
\begin{gathered}
292 \\
37 \% \\
0
\end{gathered}
$$ \& $$
{ }_{23}^{96}
$$ \& $$
\begin{gathered}
189 \\
36 \% \\
\text { Q }
\end{gathered}
$$ \& $$
{ }_{26}^{69}
$$ \& $$
{ }_{32 \%}^{102}
$$ \& $$
{ }_{30}^{232}
$$ \& $$
\begin{aligned}
& 60 \\
& { }^{44 \%} \mathrm{~S}
\end{aligned}
$$ \& $$
\begin{aligned}
& 64 \\
& 36 \%
\end{aligned}
$$ <br>
\hline Somewhat agree \& ${ }^{553} 46$ \& 284 46 \& 269\% \& 60\% \& 183\% \& 182 50 \& 127
$43 \%$ \& ${ }^{115} 44 \%$ \& 52\% \& 98\% \& 65\% \& ${ }^{169} 9$ \& 74
44 \& 350 $45 \%$ \& ${ }^{203} 48 \%$ \& 246\% \& 123
$46 \%$ \& 144\% \& 362 $47 \%$ \& 54\% \& 815\% <br>
\hline BOTTOM 2 BOX (NET) \& 264 \& ${ }^{127} 21 \%$ \& 137 \& 32\% \& 91 $22 \%$ \& ${ }^{76}$ 21\% \& ${ }^{66}{ }^{2} \%$ \& $$
\begin{gathered}
8_{31}^{31 \%} \\
\text { KLM }
\end{gathered}
$$ \& $$
\begin{aligned}
& 16 \\
& { }^{25} \% \\
& M^{2}
\end{aligned}
$$ \& $$
\begin{aligned}
& 58 \\
& { }_{2}^{26 \%} \% \\
& { }^{2}
\end{aligned}
$$ \& 23\% \& ${ }^{68} \%$ \& $19 \%$ \& $\stackrel{144}{18 \%}$ \& $$
\begin{gathered}
121 \\
\stackrel{29}{N} \%
\end{gathered}
$$ \& 917\% \& 73

28
$P$ \& 76
$24 \%$ \& ${ }^{174} 23 \%$ \& 23
$17 \%$ \& 20\% <br>
\hline Somewhat disagree \& ${ }^{181} 15$ \& 89
$14 \%$ \& 92\% \& 20\% \& ${ }_{17}^{69}$ \& 53

$15 \%$ \& ${ }^{38} 13 \%$ \& \[
$$
\begin{aligned}
& 52 \\
& 20 \% \\
& M
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 13 \\
& 20 \% \\
& M
\end{aligned}
$$
\] \& 34\% \& 16\% \& 53

$15 \%$ \& ${ }^{13} 8$ \& 107\% \& $74 \%$ \& 71
$13 \%$ \& 43\% \& 57\% \& ${ }^{119} 16$ \& ${ }^{12} 9$ \& 23
$13 \%$ <br>

\hline Strongly disagree \& ${ }^{84} \%$ \& ${ }^{39} \%$ \& 45 81 \& ${ }^{12} 9$ \& 21 5 \& 22\% \& ${ }^{28} 9$ \& \[
$$
\begin{aligned}
& 29 \\
& { }^{211 \%} \\
& \text { LM }^{2}
\end{aligned}
$$

\] \& $3{ }_{4}^{3}$ \& \[

$$
\begin{aligned}
& 24 \\
& { }_{111 \%} \\
& \text { LM }
\end{aligned}
$$

\] \& ${ }_{6}^{8}$ \& 15 4 \% \& ${ }_{3}^{5}$ \& 36 5 \& \[

$$
\begin{aligned}
& 47 \\
& { }_{1}^{11 \%} \\
& N
\end{aligned}
$$
\] \& 21 4 \% \& 30

$11 \%$
$P$ \& 19\% \& 55\% \& 10
$8 \%$ \& ${ }^{12} 7$ <br>

\hline Sigma \& $$
\begin{aligned}
& 1206 \\
& 100 \%
\end{aligned}
$$ \& \[

$$
\begin{aligned}
& 614 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 592 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 126 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 417 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 367 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 296 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 263 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
64 \\
100 \%
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 222 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 141 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 349 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 168 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 786 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 420 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 527 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 265 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 319 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 768 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 137 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 181 \\
& 100 \%
\end{aligned}
$$
\] <br>

\hline
\end{tabular}

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

Base: All Qualified Respondents

Q1130_4. To what extent do you agree or disagree with the following statements?
4. Employees in general must refresh their hard skills to stay competitive in the current workforce.

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{gathered} \text { Mille- } \\ \text { ninials } \\ (25-38) \end{gathered}$ | $\begin{gathered} \text { Gen } \mathbf{x} \\ \hline \text { P-54) } \end{gathered}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\underset{\text { Some }}{\text { Sollege }}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{gathered} \text { Pink } \\ \text { Collar } \end{gathered}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| TOP 2 BOX (NET) | $\begin{gathered} 1009 \\ 84 \% \end{gathered}$ | 509 83 | $\begin{gathered} 500 \\ 84 \% \end{gathered}$ | 94\% | 347 ${ }_{8}$ | $\begin{gathered} 321 \\ 88 \% \\ \hline 8 \end{gathered}$ | $\begin{gathered} 248 \\ 84 \% \end{gathered}$ | 190 $73 \%$ | $\begin{aligned} & 57 \\ & 89 \% \\ & \hline \end{aligned}$ | 176 $79 \%$ | $\begin{gathered} 125 \\ { }_{H}{ }_{H} \% \end{gathered}$ | $\begin{gathered} 310 \\ 89 \% \\ \mathrm{HJ} \end{gathered}$ | $\begin{aligned} & 151 \\ & 90 \% \\ & \text { HJ } \end{aligned}$ | $\begin{gathered} 683 \\ 87 \% \\ \hline \end{gathered}$ | $\begin{gathered} 326 \\ 78 \% \end{gathered}$ | $\begin{aligned} & 472 \\ & 90 \% \\ & \text { QR } \end{aligned}$ | 203 76 | 261 $82 \%$ | ${ }^{645} 8$ | ${ }_{1}^{119} 8$ | 149 ${ }^{83}$ |
| Strongly agree | ${ }_{33 \%}^{404}$ | $\begin{gathered} 210 \\ 34 \% \end{gathered}$ | $\begin{gathered} 194 \\ 33 \% \end{gathered}$ | $\begin{aligned} & 30 \\ & 24 \% \end{aligned}$ | $\begin{gathered} 142 \\ 34 \% \end{gathered}$ | $\begin{aligned} & 121 \\ & 33 \% \end{aligned}$ | $\begin{gathered} 111 \\ 37 \% \\ \text { D } \end{gathered}$ | $\begin{aligned} & 70 \\ & 27 \% \end{aligned}$ | $\begin{aligned} & 24 \\ & 37 \% \end{aligned}$ | $\begin{aligned} & 62 \% \\ & 28 \% \end{aligned}$ | $\begin{aligned} & 51 \\ & 36 \% \end{aligned}$ | $\begin{gathered} 127 \\ 36 \% \end{gathered}$ | $\begin{aligned} & 70 \\ & 42 \% \\ & 4 J \end{aligned}$ | $\begin{gathered} 309 \\ 39 \% \end{gathered}$ | $\begin{aligned} & 924 \\ & 22 \% \end{aligned}$ | $\begin{gathered} 195 \\ 37 \% \end{gathered}$ | ${ }_{28}^{78 \%}$ | $\begin{gathered} 106 \\ 33 \% \end{gathered}$ | ${ }_{31 \%}^{236}$ | $\begin{aligned} & 64 \\ & 46 \% \\ & 46 \end{aligned}$ | ${ }_{37}^{67}$ |
| Somewhat agree | ${ }^{606} 50$ | $\begin{gathered} 299 \\ 49 \% \end{gathered}$ | $\begin{aligned} & 306 \\ & 52 \% \end{aligned}$ | $\begin{aligned} & 644 \\ & 51 \% \end{aligned}$ | $\begin{gathered} 204 \\ 49 \% \end{gathered}$ | 200 5 | $\begin{aligned} & 137 \\ & \quad 46 \% \end{aligned}$ | $\begin{aligned} & 120 \\ & 46 \% \end{aligned}$ | $\begin{aligned} & 33 \\ & 52 \% \end{aligned}$ | 115 $52 \%$ | $\begin{aligned} & 74 \% \\ & 53 \% \end{aligned}$ | 182 $52 \%$ | 80\% | ${ }^{374} 48$ | 232 5 | 277 ${ }_{53}$ | ${ }^{127} 48$ | ${ }^{156} 49$ | 409\% | 55\% | 82\% |
| BOTTOM 2 BOX (NET) | 197 ${ }_{16}$ | 105 | $92 \%$ | $\begin{aligned} & 32 \\ & \text { 25\% } \\ & \hline \end{aligned}$ | 717\% | $\begin{aligned} & 46 \\ & { }_{12} \% \end{aligned}$ | ${ }_{16}{ }^{2}$ | $\begin{gathered} 72 \\ \text { IKLM }^{27 \%} \% \end{gathered}$ | ${ }_{1}{ }^{7} \%$ | $\begin{aligned} & \begin{array}{l} 46 \\ 261 \% \\ \text { LM } \end{array} \end{aligned}$ |  | 39\% | 17 $10 \%$ | $\begin{gathered} 102 \\ 13 \% \end{gathered}$ | $\begin{gathered} 95 \\ { }_{2}^{22} \% \\ \hline \end{gathered}$ | 54 $10 \%$ | ${ }_{\text {23 }}^{24} \times$ | 58\% | ${ }_{1}^{123} 16$ | ${ }_{13}^{18}$ | 31\% |
| Somewhat disagree | ${ }^{138} 11 \%$ | 77 $13 \%$ | 61 $10 \%$ | $\stackrel{25}{20}{ }_{\text {2 }}$ | ${ }_{11}{ }^{1} \%$ | ${ }^{34} \%$ | 32 $11 \%$ | $\begin{gathered} { }^{46} \\ \text { IKLM } \end{gathered}$ | 4\% | 33 $15 \%$ | 129 | ${ }^{30} 9$ | 12\% | ${ }^{73} 9$ | 65 ${ }^{15} \%$ | $35 \%$ | ${ }^{40} 15 \%$ | 51 $16 \%$ $P$ | ${ }_{11 \%}{ }^{6}$ | 10\% | $19 \%$ |
| Strongly disagree | 59 | ${ }^{28} 5$ | 31 | 5\% | 24 6 | 12\% | 17\% | $\begin{gathered} 26 \\ \text { KLM } \end{gathered}$ | $\stackrel{3}{5 \%}$ | 12\% | ${ }_{3}^{4}$ | 3\% | 3\% | ${ }^{29} 4$ | 30\% | 20 4 \% | $\begin{aligned} & 23 \\ & { }^{23} \% \end{aligned}$ | $\stackrel{8}{2 \%}$ | 37 | $9{ }_{6}$ | 12 7 \% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IIJ/K/L/M-N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {small base }}$

Base: All Qualified Respondents
5. 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 |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { (25ials } \\ (25-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }^{956}$ | $487$ | ${ }_{799}$ | $72 \%$ | $320$ | ${ }_{81 \%}^{295}$ | $\begin{gathered} 249 \\ 84 \% \end{gathered}$ | ${ }^{184}$ | $\begin{aligned} & 51 \\ & 80 \% \end{aligned}$ | $\begin{gathered} 161 \\ 72 \% \end{gathered}$ | $\begin{gathered} 113 \\ 80 \% \end{gathered}$ | $\begin{gathered} 301 \\ 86 \% \\ \mathrm{HJ}^{2} \end{gathered}$ | $\begin{aligned} & 145 \\ & \quad 86 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{gathered} 643 \\ 82 \% \\ 0 \end{gathered}$ | 313 $74 \%$ | $\begin{gathered} 441 \\ 84 \% \end{gathered}$ | $\begin{aligned} & 193 \\ & \hline 73 \% \end{aligned}$ | 251 $79 \%$ | $\begin{gathered} 620 \\ 81 \% \end{gathered}$ | $\begin{gathered} 112 \\ 82 \% \end{gathered}$ | 135 $75 \%$ |
| Strongly agree | ${ }_{34}^{406}$ | ${ }_{32 \%}^{197}$ | $\begin{gathered} 210 \\ 35 \% \end{gathered}$ | ${ }_{23}^{36}$ | ${ }^{139} 3$ | ${ }_{32 \%}^{117}$ | $\begin{gathered} 118 \\ 40 \% \\ \mathrm{D} \end{gathered}$ | ${ }_{23}^{60}$ | $\begin{aligned} & 24 \\ & 38 \% \\ & { }_{4}^{2} \% \end{aligned}$ | $\begin{aligned} & 73 \\ & 33 \% \end{aligned}$ | ${ }_{3}^{57 \%}{ }_{4}^{52}$ | $\begin{gathered} 133 \\ 38 \% \\ H \end{gathered}$ | $\begin{aligned} & \text { 384 } \\ & \hline 8 \\ & \hline \end{aligned}$ | $\begin{gathered} 283 \\ 36 \% \end{gathered}$ | $\begin{gathered} 123 \\ 29 \% \end{gathered}$ | $\begin{gathered} 192 \\ \underset{Q}{66 \%} \end{gathered}$ | ${ }_{22}^{52 \%}$ | $\begin{gathered} 118 \\ { }_{Q}^{37 \%} \end{gathered}$ | ${ }_{3}^{243}$ | ${ }_{49}^{59}$ | 38\% |
| Somewhat agree | $549 \%$ | 290\% | 259\% | 59\% | ${ }^{180} 43 \%$ | 179\% | 1314 | 124\% | 27 $42 \%$ | 89\% | 60\% | ${ }^{168} 8{ }^{2} \%$ | $80 \%$ | ${ }^{360} 46$ | 189\% | 249\% | 134 $50 \%$ | ${ }^{133} 42 \%$ | 376 $49 \%$ | 54\% | 76 |
| BOTTOM 2 BOX (NET) | 250 ${ }^{21 \%}$ | ${ }^{128} 81 \%$ | ${ }_{21}^{123}$ | 34\% | 98\% | 71 $19 \%$ | 47 ${ }_{16}$ | $\begin{aligned} & 78 \\ & 30 \% \\ & \text { LM } \end{aligned}$ | 130\% | $\begin{aligned} & 61 \\ & \text { 68\% } \\ & \text { LM } \end{aligned}$ | 28\% | 47\% | 23 $14 \%$ | $\stackrel{143}{18 \%}$ | $\begin{gathered} 108 \\ \stackrel{26}{N} \% \end{gathered}$ | ${ }_{16 \%}$ | $\underset{\mathrm{P}}{27} \mathrm{C}$ | ${ }^{68} \%$ | 149\% | 25\% | 46\% |
| Somewhat disagree | 163 $14 \%$ | 14\% | 80\% | 18\% | 59\% | 52 $14 \%$ | ${ }^{34} 11 \%$ | $\begin{gathered} 59 \\ \text { IKLM }^{23 \%} \end{gathered}$ | ${ }_{10}^{6} \%$ | 40 $18 \%$ LM | 16\% | 29\% | 13\% | 11\% | 77 N N | 53\% | 178\% | 48\% | 108\% | 12\% | ${ }^{25} 14 \%$ |
| Strongly disagree | ${ }^{87} \%$ | 44\% | ${ }^{43} \%$ | $\begin{aligned} & 16 \\ & 12 \% \\ & { }_{\mathrm{G}} \% \end{aligned}$ | $\begin{aligned} & 39 \\ & \underset{\mathrm{G}}{3} \% \end{aligned}$ | 19\% | 13 5 | 19\% | ${ }_{10}^{6} \%$ | ${ }^{21} 9$ | ${ }^{12} 9$ | ${ }^{18} 5$ | 10 $6 \%$ | $57 \%$ | 30\% | 33\% | 26\% | ${ }^{19} \%$ | 41 5 | 14 $10 \%$ | - ${ }_{\text {12 }} 12$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

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

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\operatorname{Gen} Z}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | $\begin{gathered} \text { Boomers } \\ \text { or older } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink <br> Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126 *$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| TOP 2 BOX (NET) | ${ }^{882} \%$ | $\underset{\mathrm{C}}{471}$ | $\stackrel{411}{70 \%}$ | $\frac{94}{75 \%}$ | $\underset{\mathrm{G}}{320}$ | $\quad 270 \%$ | $\begin{aligned} & 197 \\ & 67 \% \end{aligned}$ | $\begin{gathered} 174 \\ 66 \% \end{gathered}$ | $\begin{aligned} & 43 \\ & 67 \% \end{aligned}$ | $\begin{gathered} 142 \\ 64 \% \end{gathered}$ | 96\% | $\begin{gathered} 281 \\ \text { 281\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 146 \\ \text { HIJK } \\ \text { HIJ } \end{gathered}$ | $\begin{gathered} 631 \\ 80 \% \\ 0 \% \end{gathered}$ | ${ }_{60 \%}^{251}$ | $\begin{aligned} & 422 \\ & 80 \% \\ & \text { QR } \end{aligned}$ | $\begin{aligned} & 173 \\ & 65 \% \end{aligned}$ | $\begin{gathered} 215 \\ 67 \% \end{gathered}$ | $538$ | $\begin{gathered} 119 \\ 87 \% \\ \mathrm{~S} \end{gathered}$ | $\begin{gathered} 145 \\ 80 \% \\ \mathrm{~S} \end{gathered}$ |
| Very prepared | ${ }^{283}$ | $\begin{gathered} 179 \\ { }_{C}^{29 \%} \end{gathered}$ | $\begin{gathered} 103 \\ \\ \hline 17 \% \end{gathered}$ | 23\% | $\begin{gathered} 124 \\ 30 \% \\ \mathrm{G} \end{gathered}$ | $\begin{aligned} & 86 \\ & { }_{23}^{8} \% \end{aligned}$ | 43 $15 \%$ | $\begin{aligned} & 41 \\ & 16 \% \end{aligned}$ | 13 $20 \%$ | 25 $11 \%$ | $1{ }_{1}^{16}$ | $\begin{gathered} 121 \\ 35 \% \\ \text { HJK } \end{gathered}$ | $\begin{gathered} 66 \\ \text { H0\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 234 \\ 30 \% \\ 0 \end{gathered}$ | ${ }_{12}{ }^{2}$ | $\begin{gathered} 147 \\ \underset{R}{28 \%} \end{gathered}$ | 52\% | 56\% | 151 | $\begin{aligned} & 49 \\ & 36 \% \\ & 9 \end{aligned}$ | $\begin{aligned} & 60 \\ & 33 \% \\ & 3 \end{aligned}$ |
| Somewhat prepared | 600\% | 292\% | 308\% | 55\% | 196\% | 184\% | 154\% | ${ }^{133} 5$ | 30\% | 117 $52 \%$ | 80\% | 160\% | 80\% | 397\% | 202\% | 275\% | 120\% | 159\% | 387 50 | 71\% | 85\% |
| BOTTOM 2 BOX (NET) | 324\% | $\stackrel{143}{23 \%}$ | $\begin{gathered} 180 \\ 30 \% \\ B \end{gathered}$ | $\begin{aligned} & 31 \\ & 25 \% \end{aligned}$ | 977 | 96\% | $\begin{gathered} 99 \\ \hline 33 \% \\ \hline \end{gathered}$ | $\begin{aligned} & 88 \\ & 34 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 21 \\ & 33 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 80 \\ & 36 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 45 \\ & { }^{42} \% \\ & \text { LM }^{2} \end{aligned}$ | 67 $19 \%$ | ${ }^{22} 13 \%$ | ${ }^{155} 20$ | $\begin{gathered} 169 \\ \stackrel{40 \%}{N} \end{gathered}$ | 105 ${ }^{20 \%}$ | 92 ${ }_{\text {3 }}$ | $\begin{gathered} 104 \\ 33 \% \\ \hline \mathrm{P} \end{gathered}$ | $\begin{aligned} & 230 \\ & 30 \% \\ & \text { TU } \end{aligned}$ | ${ }_{13}^{18}$ | 20\% |
| Not very prepared | ${ }^{257} 21 \%$ | ${ }_{114}^{19}$ | ${ }^{142} \times 14$ | 330 | 77 $18 \%$ | 75 ${ }^{71 \%}$ | 75\% | $\begin{aligned} & 68 \\ & { }_{26}^{66 \%} \\ & \hline \end{aligned}$ | $\begin{aligned} & 19 \\ & \text { LM } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 60 \\ & { }^{67 \%} \% \\ & L^{2 M} \end{aligned}$ | $\begin{aligned} & 34 \\ & 24 \% \\ & { }^{24 \%} \end{aligned}$ | 17\% | ${ }_{11}^{18}$ | ${ }^{135} 17 \%$ | $\begin{gathered} 122 \\ 29 \% \\ N \end{gathered}$ | ${ }^{86}$ | 29\% ${ }^{77}$ | 77 24 $P$ | 177 ${ }_{\text {23\% }}$ | ${ }_{17}^{12 \%}$ | 27 $15 \%$ |
| Not at all prepared | ${ }_{6}^{67}$ | 29\% | ${ }^{38}{ }_{6}$ | ${ }_{2 \%}$ | 20 ${ }^{\text {\% }}$ | 21 6 \% | 24\% | $\begin{aligned} & 21 \\ & \text { LM }^{8 \%} \end{aligned}$ | $\stackrel{2}{4 \%}$ | 20 LM | 10\% | 10 ${ }_{3}$ | ${ }_{2 \%}$ | 20 3 \% | $\begin{aligned} & 47 \\ & \begin{array}{l} 11 \% \\ N \end{array} \end{aligned}$ | $19 \%$ | ${ }^{15} 6$ | $\begin{gathered} 27 \\ { }_{\mathrm{P}}^{2} \% \end{gathered}$ | $\begin{gathered} 53 \\ 7 \\ \hline \end{gathered}$ | $1 \%$ | 5\% |
| Sigma | 1206\% | 614 $100 \%$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 417 $100 \%$ | 367 $100 \%$ | 296\% | 263\% | 64 $100 \%$ | 222\% | 141 $100 \%$ | 349 $100 \%$ | $168{ }^{100 \%}$ | 786\% | 420\% | 527 | 265\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJJ/K/LIM - N/O-P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {* } \text { small base }}$

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/ Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& \& Male \& Female \& \[
\underset{(18-24)}{G}
\] \& \[
\begin{aligned}
\& \text { Mille- } \\
\& \text { (2inals } \\
\& (\mathbf{2 5 - 3 8})
\end{aligned}
\] \& \[
\underset{(39-54)}{\text { Gen } X}
\] \& Boomers
or older (55+) \& \[
\underset{\text { degree }}{\text { HS }}
\] \& \begin{tabular}{c} 
Job- \\
\(\begin{array}{c}\text { Specific } \\
\text { traing } \\
\text { program }\end{array}\) \\
\hline
\end{tabular} \& \[
\begin{aligned}
\& \text { Some } \\
\& \text { college }
\end{aligned}
\] \& Associate
degree \& Bachelor
degree \& Graduate degree \& Yes \& No \& White
Collar \& Blue
Collar \& \[
\begin{aligned}
\& \text { Pink } \\
\& \text { Collar }
\end{aligned}
\] \& White \& African \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 \\
\hline Digital marketing \& \[
\begin{gathered}
230 \\
19 \%
\end{gathered}
\] \& \[
\stackrel{142}{\stackrel{1}{C} \%}
\] \& \[
\begin{aligned}
\& 88 \\
\& 15 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 22 \\
\& 18 \% \\
\& 18 \%
\end{aligned}
\] \& \[
\begin{gathered}
111 \\
\underset{\mathrm{G}}{17 \%}
\end{gathered}
\] \& \[
\begin{aligned}
\& 72 \\
\& 20 \% \\
\& \hline
\end{aligned}
\] \& \({ }^{25} 9\) \& \[
\begin{aligned}
\& 42 \\
\& 16 \% \\
\& 15 \%
\end{aligned}
\] \& 3
\(4 \%\) \& \({ }^{15}\) \& \[
\begin{aligned}
\& 26 \\
\& 18 \% \\
\& 18 \%
\end{aligned}
\] \& \[
\begin{gathered}
90 \\
26 \% \\
\text { HIJ }
\end{gathered}
\] \& \[
\begin{gathered}
56 \\
\text { H3J } \\
\text { HIJK }
\end{gathered}
\] \& \[
\begin{gathered}
197 \\
25 \% \\
0 \%
\end{gathered}
\] \& \({ }^{33} 8\) \& \[
\begin{aligned}
\& 146 \\
\& { }^{28 \%}
\end{aligned}
\] \& \({ }^{24} 9\) \& 47\% \& \(\xrightarrow{113} 15\) \& \({ }^{48}{ }_{S}{ }^{\text {\% }}\) \& \({ }_{\text {24 }}^{\text {S }}\) \% \\
\hline Health sciences \& \[
\stackrel{229}{19 \%}
\] \& \[
\stackrel{118}{19 \%}
\] \& \[
\begin{gathered}
111 \\
19 \%
\end{gathered}
\] \& \[
\begin{aligned}
\& 29 \\
\& 23 \% \\
\& \hline \mathrm{~K}
\end{aligned}
\] \& \[
\begin{aligned}
\& 107 \\
\& 26 \% \\
\& \text { FG }
\end{aligned}
\] \& \[
\begin{aligned}
\& 65 \\
\& 18 \% \\
\& 18 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 28 \\
\& 10 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 39 \\
\& 15 \%
\end{aligned}
\] \& \({ }_{1}^{7} \%\) \& \({ }^{19} 8\) \& \[
\begin{aligned}
\& 22 \\
\& 16 \%
\end{aligned}
\] \& \[
\begin{gathered}
89 \\
\text { HIJK }
\end{gathered}
\] \& \[
\begin{gathered}
54 \\
32 \% \\
\text { HIJK }
\end{gathered}
\] \& \[
\begin{gathered}
183 \\
23 \% \\
0
\end{gathered}
\] \& \[
\begin{aligned}
\& 47 \\
\& 11 \%
\end{aligned}
\] \& \[
\begin{gathered}
115 \\
{ }_{2}^{12} \%
\end{gathered}
\] \& 35 \({ }^{3} \mathrm{\%}\) \& 55\% \& \[
\begin{gathered}
118 \\
15 \%
\end{gathered}
\] \& \({ }_{\text {31 }}^{\text {S }}\) \% \& \[
\begin{aligned}
\& 46 \\
\& 25 \% \\
\& \hline
\end{aligned}
\] \\
\hline Artificial intelligence \& \[
\begin{aligned}
\& 180 \\
\& 15 \%
\end{aligned}
\] \& \[
\begin{gathered}
130 \\
{ }_{2}^{21 \%}
\end{gathered}
\] \& \[
{ }^{50} \%
\] \& \[
\begin{aligned}
\& 22 \\
\& 18 \% \\
\& 18 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& { }^{88}{ }_{2}^{28} \% \\
\& \mathrm{FG}
\end{aligned}
\] \& \[
\begin{aligned}
\& 51 \\
\& \begin{array}{l}
54 \% \\
G
\end{array}
\end{aligned}
\] \& 19\% \& 29 \(11 \%\) \& \(5{ }_{8}\) \& 14\% \& \[
\begin{aligned}
\& 18 \% \\
\& 13 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 73 \\
\& { }_{2}^{21 \%} \\
\& \text { HIJ }
\end{aligned}
\] \& \[
\begin{gathered}
\begin{array}{c}
24 \\
\text { HIJK }
\end{array} \\
\hline
\end{gathered}
\] \& \[
\begin{gathered}
155 \\
20 \% \\
0
\end{gathered}
\] \& 25\% \& \[
\begin{aligned}
\& 113 \\
\& 21 \% \\
\& \text { QR }
\end{aligned}
\] \& 34
\(13 \%\) \& \({ }^{27} 9\) \& \({ }^{84} 11 \%\) \& 40
29\% \& 41
23\% \\
\hline Environmental sciences \& \[
\begin{gathered}
173 \\
14 \%
\end{gathered}
\] \& \[
\begin{gathered}
100 \\
16 \%
\end{gathered}
\] \& 74
\(12 \%\) \& \[
\begin{gathered}
26 \\
\begin{array}{c}
21 \% \\
G
\end{array}
\end{gathered}
\] \& \[
\begin{aligned}
\& 88 \\
\& { }_{21 \%} \% \\
\& \mathrm{FG}
\end{aligned}
\] \& 40\% \& \({ }^{20} 7\) \& \[
\begin{aligned}
\& 39 \\
\& 15 \% \\
\& 1
\end{aligned}
\] \& \({ }_{2}^{1 \%}\) \& \({ }^{17} 7\) \& \[
\begin{aligned}
\& 17 \\
\& 12 \% \\
\& 12 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 63 \\
\& 18 \% \\
\& 18 \%
\end{aligned}
\] \& \[
\begin{gathered}
37 \\
{ }_{2}^{37} \% \\
\text { IJK }
\end{gathered}
\] \& \[
\begin{gathered}
138 \\
188 \\
0
\end{gathered}
\] \& 36\% \& \[
\begin{gathered}
101 \\
19 \% \\
\text { QR }
\end{gathered}
\] \& 27 \& 32\% \& 82
\(11 \%\) \& 38\% \& \[
\begin{aligned}
\& 36 \\
\& \text { 20\% } \\
\& \text { S }
\end{aligned}
\] \\
\hline Blockchain \& \(\xrightarrow{172} 14 \%\) \& \[
\underset{C}{123}{ }_{C}^{20} \%
\] \& 49\% \& \[
\begin{aligned}
\& 21 \\
\& 17 \% \\
\& \begin{array}{l}
\text { a }
\end{array}
\end{aligned}
\] \& \[
\begin{aligned}
\& 80 \\
\& 19 \% \\
\& 19 \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 53 \\
\& { }^{54} \% \\
\& G
\end{aligned}
\] \& \({ }^{18} 6\) \& \({ }^{23} 9\) \& 4\% \& 11 5 \& 20
\(14 \%\) \& \[
\begin{gathered}
70 \\
\text { 20\% } \\
\text { HIJ }
\end{gathered}
\] \& \[
\begin{gathered}
\quad 44 \\
\text { HIJK }
\end{gathered}
\] \& \[
\begin{gathered}
153 \\
19 \% \\
19 \%
\end{gathered}
\] \& 19\% \& \[
\begin{aligned}
\& 116 \\
\& { }^{22 \%}
\end{aligned}
\] \& 26\% \& 22\% \& 81\% \& \({ }_{21}^{28}{ }^{\text {S }}\) \& 23 \({ }^{42}\) \% \\
\hline 3D printing \& \[
\begin{gathered}
167 \\
14 \%
\end{gathered}
\] \& \[
\begin{gathered}
112 \\
\\
\\
\hline \mathrm{C}
\end{gathered}
\] \& 55\% \& \[
\begin{aligned}
\& 26 \\
\& { }_{21}^{21 \%}
\end{aligned}
\] \& \[
\begin{aligned}
\& 79 \\
\& 19 \% \\
\& \text { FG }
\end{aligned}
\] \& 11\% \& 19\% \& \[
\begin{aligned}
\& 33 \\
\& 13 \% \\
\& \text { 15\% }
\end{aligned}
\] \& \({ }_{2 \%}^{1}\) \& 10\% \& 11\% \& \[
\begin{gathered}
68 \\
19 \% \\
1 . K K
\end{gathered}
\] \& \[
\begin{gathered}
\stackrel{43}{25} \\
\text { HIJK }
\end{gathered}
\] \& \[
\begin{gathered}
139 \\
18 \% \\
0
\end{gathered}
\] \& \({ }^{28} \%\) \& \[
\begin{aligned}
\& 90 \\
\& 17 \%
\end{aligned}
\] \& 10\% \& 12\% \& \({ }_{96}^{96}\) \& 36
26\%
S \& 49
27\% \\
\hline Robotics \& \({ }^{158} 13\) \& \[
\begin{gathered}
109 \\
\\
\\
\hline 8 \%
\end{gathered}
\] \& 49\% \& \[
\begin{aligned}
\& 19 \\
\& 15 \% \\
\& { }_{\mathrm{G}} \mathrm{~F}
\end{aligned}
\] \& \[
\begin{aligned}
\& 85 \\
\& 20 \% \\
\& F G
\end{aligned}
\] \& 35 \({ }^{3} \mathrm{\%}\) \& 19 6 \& 30
\(12 \%\) \& \(\stackrel{4}{7 \%}\) \& 11 \({ }^{5}\) \& \({ }^{10} 7\) \& \[
\begin{aligned}
\& 57 \\
\& \hline 16 \% \\
\& \hline 16 \%
\end{aligned}
\] \& \[
\begin{gathered}
45 \\
\text { HIJKL }^{45} \%
\end{gathered}
\] \& \[
\begin{gathered}
135 \\
17 \% \\
\hline 1 \%
\end{gathered}
\] \& \({ }^{23} 6\) \& \[
\begin{aligned}
\& 103 \\
\& \text { 20\% } \\
\& \text { QR }
\end{aligned}
\] \& 27 \(10 \%\) \& 20\% \& \({ }^{76} 10 \%\) \& 36

26\% \& ${ }^{28}{ }^{16 \%}$ <br>

\hline Quantum computing \& $$
\begin{gathered}
151 \\
13 \%
\end{gathered}
$$ \& \[

$$
\begin{gathered}
102 \\
17 \% \\
C
\end{gathered}
$$

\] \& 50\% \& \[

$$
\begin{gathered}
27 \\
{ }_{21 \%}^{27} \% \\
\mathrm{FG}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 77 \\
& 18 \% \\
& { }^{18 G} \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 35 \\
& 10 \% \\
& \text { 10\% }
\end{aligned}
$$
\] \& 13\% \& 35

$13 \%$ \& $\stackrel{3}{5 \%}$ \& 14\% \& ${ }^{13} 9$ \& \[
$$
\begin{aligned}
& 56 \\
& \hline 16 \% \\
& 115
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 31 \\
& 19 \%
\end{aligned}
$$
\]

IJK \& $$
\begin{gathered}
125 \\
\stackrel{16 \%}{0}
\end{gathered}
$$ \& 27\% \& \[

$$
\begin{aligned}
& 94 \\
& 18 \% \\
& \text { QR }
\end{aligned}
$$
\] \& ${ }^{25} 9$ \& 25\% \& 618\% \& 36

$26 \%$ \& 40
22\% <br>
\hline
\end{tabular}

[^4]Base: All Qualified Respondents SUMMARY TABLE OF VERY/SOMEWHAT KNOWLEDGEABLE (TOP 2 BOX)

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \& \multicolumn{3}{|c|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/ Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} <br>
\hline \& Total US \& Male \& Female \& $$
\underset{(18-24)}{G}
$$ \& $$
\begin{aligned}
& \text { Mille- } \\
& \text { (2inals } \\
& (\mathbf{2 5}-38)
\end{aligned}
$$ \& $$
\underset{(39-54)}{\text { Gen }} \mathbf{x}
$$ \& Boomers
or older
(55 (55+) \& $$
\underset{\text { degree }}{\text { HS }}
$$ \&  \& $$
\begin{aligned}
& \text { Some } \\
& \text { college }
\end{aligned}
$$ \& Associate degree \& Bachelor degree \& Graduate degree \& Yes \& No \& $$
\begin{aligned}
& \text { White } \\
& \text { Collar }
\end{aligned}
$$ \& Blue
Collar \& Pink
Collar \& White \& African \& Hispanic <br>
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) <br>
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 <br>
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& $64^{*}$ \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& $137^{*}$ \& 181 <br>
\hline Health sciences \& $$
\begin{aligned}
& 628 \\
& 52 \%
\end{aligned}
$$ \& $$
\begin{gathered}
311 \\
51 \%
\end{gathered}
$$ \& $$
\begin{gathered}
317 \\
54 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 79 \\
& 62 \% \\
& \text { FG }
\end{aligned}
$$ \& $$
\begin{gathered}
265 \\
63 \% \\
\mathrm{FG}
\end{gathered}
$$ \& $$
\begin{gathered}
169 \\
46 \%
\end{gathered}
$$ \& $$
\begin{gathered}
116 \\
39 \%
\end{gathered}
$$ \& $$
\begin{gathered}
102 \\
39 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 33 \\
& 52 \% \\
& \hline
\end{aligned}
$$ \& $$
\begin{aligned}
& 94 \\
& 42 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 65 \\
& 46 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 215 \\
& 62 \% \\
& \text { HJK }
\end{aligned}
$$ \& $$
\begin{gathered}
118 \\
\text { 170\% } \\
\text { HIJK }
\end{gathered}
$$ \& $$
\begin{aligned}
& 470 \\
& 60 \% \\
& 0 \%
\end{aligned}
$$ \& ${ }^{158}{ }^{38}$ \& $$
\begin{gathered}
289 \\
5 \\
5 \%
\end{gathered}
$$ \& ${ }^{115} 43 \%$ \& $\stackrel{165}{52 \%}$ \& 347
$45 \%$ \& $$
\begin{gathered}
101 \\
\substack{74 \% \\
\mathrm{~S}}
\end{gathered}
$$ \& $$
\begin{gathered}
111 \\
62 \% \\
\hline
\end{gathered}
$$ <br>
\hline Digital marketing \& 601
$50 \%$ \& $$
\begin{gathered}
343 \\
56 \% \\
C
\end{gathered}
$$ \& $$
{ }_{44 \%}^{258}
$$ \& $$
\begin{aligned}
& 73 \\
& 58 \% \\
& G
\end{aligned}
$$ \& $$
\begin{gathered}
262 \\
6.3 \% \\
\mathrm{FG}
\end{gathered}
$$ \& $$
\begin{gathered}
176 \\
48 \% \\
G
\end{gathered}
$$ \& 90\% \& $$
\begin{gathered}
104 \\
39 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 22 \\
& 34 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 77 \\
& 35 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 70 \\
& 49 \% \\
& 1 J .
\end{aligned}
$$ \& $$
\begin{gathered}
225 \\
\text { H55\% } \\
\text { HIJK }
\end{gathered}
$$ \& $$
\begin{aligned}
& 103 \\
& 61 \% \\
& \text { Hil }
\end{aligned}
$$ \& $$
\begin{aligned}
& 458 \\
& { }_{58} 8_{0}
\end{aligned}
$$ \& 143
$34 \%$ \& $$
\begin{gathered}
307 \\
58 \% \\
\text { QR }
\end{gathered}
$$ \& 105 ${ }^{40 \%}$ \& 149\% \& 327
$43 \%$ \& ${ }_{\text {¢ }}^{71} \mathrm{~S}$ \& $$
\begin{gathered}
108 \\
\substack{60 \% \\
S}
\end{gathered}
$$ <br>
\hline Environmental sciences \& 576 48 \& $$
\begin{gathered}
334 \\
54 \% \\
C
\end{gathered}
$$ \& ${ }^{243} 41 \%$ \& $$
\begin{aligned}
& 70 \\
& 55 \% \\
& G
\end{aligned}
$$ \& $$
\begin{gathered}
244 \\
58 \% \\
\text { FG }
\end{gathered}
$$ \& $$
\begin{gathered}
161 \\
44 \% \\
G
\end{gathered}
$$ \& ${ }^{102}$ \& ${ }_{36}^{95}$ \& 22\% \& 879\% \& 66\% \& $$
\begin{aligned}
& 203 \\
& 58 \% \\
& \text { HIJ }
\end{aligned}
$$ \& $$
\begin{gathered}
103 \\
\text { 102\% } \\
\text { HIJK }
\end{gathered}
$$ \& $$
\begin{gathered}
423 \\
54 \% \\
\hline
\end{gathered}
$$ \& 153 ${ }_{36}$ \& $$
\begin{gathered}
278 \\
53 \% \\
\text { QR }
\end{gathered}
$$ \& 111 $42 \%$ \& ${ }^{138} \times 13$ \& 325
$42 \%$ \& $\stackrel{92}{67 \%}$ \& $\stackrel{98}{54}$ <br>
\hline Artificial intelligence \& 575 \& $$
\begin{gathered}
346 \\
{ }_{56} \% \\
\hline
\end{gathered}
$$ \& 2299\% \& $$
\begin{aligned}
& 70 \\
& 55 \% \\
& \hline
\end{aligned}
$$ \& $$
\begin{gathered}
242 \\
58 \% \\
\text { FG }
\end{gathered}
$$ \& $$
\begin{gathered}
169 \\
\stackrel{46 \%}{G}
\end{gathered}
$$ \& 95\% \& 94\% \& 25\% \& 81\% \& 65\% \& $$
\begin{gathered}
208 \\
\text { 208\% } \\
\text { HIJK }
\end{gathered}
$$ \& $$
\begin{aligned}
& 101 \\
& \text { H0\% } \\
& \text { HIJK }
\end{aligned}
$$ \& $$
\begin{aligned}
& 443 \\
& 56 \% \\
& 0
\end{aligned}
$$ \& ${ }^{132} 31 \%$ \& $$
\begin{gathered}
282 \\
\underset{R}{54 \%}
\end{gathered}
$$ \& 123 ${ }^{47 \%}$ \& 118\% \& 313
$41 \%$ \& 93\% \& 101

56 <br>

\hline 3D printing \& ${ }^{494} 4$ \& \[
$$
\begin{gathered}
284 \\
\stackrel{46}{C} \%
\end{gathered}
$$

\] \& \[

{ }_{35 \%}^{210}

\] \& \[

$$
\begin{aligned}
& 63 \\
& 50 \% \\
& { }^{2} \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
205 \\
\stackrel{49}{\mathrm{G}}
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
153 \\
4{ }_{\mathrm{G}} \mathrm{G}
\end{gathered}
$$

\] \& 73 ${ }^{75 \%}$ \& 100 38 \& 19\% \& 72\% \& 51 36 \& \[

$$
\begin{aligned}
& 169 \\
& 48 \% \\
& \text { IJK }
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
84 \\
\text { H0\% } \\
\text { HIJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
381 \\
48 \%
\end{gathered}
$$

\] \& 113 $27 \%$ \& \[

$$
\begin{gathered}
245 \\
47 \%
\end{gathered}
$$
\] \& ${ }^{108} 41 \%$ \& 100

$31 \%$ \& ${ }^{258}{ }_{34}$ \& S0 ${ }_{\text {S }}$ \& 101

$56 \%$ <br>

\hline Robotics \& $$
{ }_{38 \%}
$$ \& \[

$$
\begin{gathered}
293 \\
48 \%
\end{gathered}
$$

\] \& \[

{ }_{28 \%}^{163}

\] \& \[

$$
\begin{aligned}
& 51 \\
& 40 \% \\
& \mathrm{G} \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
204 \\
{ }_{49}{ }^{49} \%
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
139 \\
\underset{G}{88 \%}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 62 \\
& 21 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 90 \\
& 34 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
20 \\
31 \%
\end{gathered}
$$

\] \& \[

{ }_{22}^{48}

\] \& \[

$$
\begin{aligned}
& 51 \\
& 36 \% \\
& j
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 160 \\
& 46 \% \\
& \text { HIJ }
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
87 \\
\text { H2\% } \\
\text { HJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
370 \\
47 \% \\
\hline
\end{gathered}
$$

\] \& \[

{ }_{20}^{86}

\] \& \[

$$
\begin{gathered}
246 \\
47 \%
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 92 \\
& 35 \%
\end{aligned}
$$

\] \& 826\% \& \[

{ }_{31 \%}^{237}

\] \& \[

$$
\begin{aligned}
& 84 \\
& 61 \% \\
& 6
\end{aligned}
$$
\] \& 85 ${ }_{\text {S }} \mathrm{F}$ <br>

\hline Blockchain \& $$
{ }_{32 \%}{ }^{32}
$$ \& \[

$$
\begin{gathered}
263 \\
433 \\
\hline
\end{gathered}
$$

\] \& \[

{ }_{21 \%}^{126}

\] \& \[

$$
\begin{aligned}
& 48 \% \\
& 38 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 192 \\
& \text { } 46 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
106 \\
\underset{\mathrm{a}}{\mathrm{G}} \mathrm{~F}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 43 \\
& 14 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 76 \\
& 29 \% \\
&
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 111 \\
& 18 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 38 \\
& 17 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 41 \\
& 29 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
142 \\
\text { 141\% } \\
\text { HIJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
79 \\
\text { HIJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
330 \\
42 \% \\
\hline
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 58 \\
& 14 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
217 \\
41 \% \\
\text { QR }
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 79 \\
& 30 \% \\
& \mathrm{R}
\end{aligned}
$$

\] \& ${ }^{66} \%$ \& 191 $25 \%$ \& \[

$$
\begin{aligned}
& 61 \\
& 44 \% \\
& \mathrm{~S}
\end{aligned}
$$
\] \& 789\% <br>

\hline Quantum computing \& 359 30 \& $$
\begin{gathered}
219 \\
{ }_{6}^{36} \%
\end{gathered}
$$ \& 140 \& \[

$$
\begin{aligned}
& 51 \\
& 4{ }^{4} \% \\
& \mathrm{FG}
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 167 \\
& { }^{40 \%}
\end{aligned}
$$

\] \& \[

\underset{\mathrm{G}}{98}
\] \& ${ }_{14}{ }^{14 \%}$ \& ${ }_{24}^{62}$ \& $10 \%$ \& 41

$18 \%$ \& 26\% \& \[
$$
\begin{gathered}
142 \\
\text { H1JK } \\
\text { HIJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
68 \\
\text { 41\% } \\
\text { HIJK }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
297 \\
38 \% \\
\hline
\end{gathered}
$$

\] \& 62 $15 \%$ \& \[

$$
\begin{aligned}
& 196 \\
& \text { QR } \\
& \text { QR }
\end{aligned}
$$
\] \& ${ }^{68} \%$ \& ${ }^{68} \%$ \& 162\% \& 65 ${ }_{\text {48\% }}$ \& 82\% <br>

\hline
\end{tabular}

[^5]Base: All Qualified Respondents
SUMMARY TABLE OF NOT VERY/NOT AT ALL KNOWLEDGEABLE (BOTTOM 2 BOX)

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older ${ }^{\text {or }} \mathbf{5 5 +}$ ) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific taing $\underset{\text { program }}{\text { training }}$ $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White Collar | $\underset{\text { Blue }}{\text { Collar }}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| Quantum computing | $847$ | $\begin{gathered} 395 \\ 64 \% \end{gathered}$ | $\underset{B}{452}$ | $\begin{aligned} & 749 \\ & 59 \end{aligned}$ | ${ }_{60 \%}^{250}$ | $\begin{gathered} 268 \\ \begin{array}{c} 73 \% \\ \text { DE } \end{array} \end{gathered}$ | $\begin{gathered} 254 \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 201 \\ & \substack{76 \% \\ \text { LM }} \end{aligned}$ | $\begin{aligned} & 54 \\ & 84 \% \\ & { }^{84} \% \end{aligned}$ | $\begin{aligned} & 181 \\ & { }_{8}^{82 \%} \end{aligned}$ | $\begin{aligned} & 104 \\ & { }^{74 \%} \\ & \text { LM }^{2} \end{aligned}$ | $\stackrel{207}{59 \%}$ | 100 $59 \%$ | ${ }^{489} 9$ | $\begin{gathered} 358 \\ { }_{85}{ }_{N} \end{gathered}$ | 331 $63 \%$ | $\begin{gathered} 197 \\ \underset{\mathrm{P}}{19 \%} \end{gathered}$ | $\underset{\mathrm{P}}{251}$ | $\begin{aligned} & 600 \\ & 78 \% \\ & \mathrm{TU}^{2} \end{aligned}$ | 72 | 98\% |
| Blockchain | 8817 | 351 $57 \%$ | $\underset{\mathrm{B}}{466}$ | 77 $62 \%$ | 226\% | $\stackrel{260}{\substack{71 \% \\ E}}$ | $\begin{gathered} 254 \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 187 \\ & { }^{711 \%} \\ & \text { LM }^{2} \end{aligned}$ | $\begin{aligned} & 53 \\ & { }^{82 \%} \% \\ & \text { LM } \end{aligned}$ | $\begin{gathered} 184 \\ \text { HKLM } \end{gathered}$ | $\begin{aligned} & 100 \\ & { }^{711 \%} \\ & \text { LM }^{2} \end{aligned}$ | $\stackrel{206}{59 \%}$ | 839 | ${ }^{455}$ | $\begin{aligned} & 362 \\ & \stackrel{86 \%}{N} \end{aligned}$ | $\stackrel{309}{59 \%}$ | $\begin{gathered} 186 \\ \substack{70 \%} \end{gathered}$ | $\begin{aligned} & 253 \\ & { }^{79} \% \end{aligned}$ | $\begin{aligned} & 577 \\ & { }_{75 \%} \end{aligned}$ | 76\% | 103 $57 \%$ |
| Robotics | 750 ${ }^{6} \mathbf{6}$ | 322 $52 \%$ | $\underset{\substack{428 \\{ }_{B}^{2}}}{ }$ | 75\% | 213 | $\underset{E}{2282 \%}$ | $\begin{gathered} 234 \\ 79 \% \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 173 \\ & .66 \% \\ & \text { LM } \end{aligned}$ | ${ }_{69 \%}^{44}$ LM | $\begin{gathered} 174 \\ 78 \% \\ \text { HKLM } \end{gathered}$ | $\begin{aligned} & 90 \\ & 64 \% \\ & M \end{aligned}$ | ${ }^{188} 5$ | 818\% | 416 $53 \%$ | $\begin{gathered} 334 \\ \stackrel{80 \%}{N} \end{gathered}$ | 280 53 | $\begin{gathered} 173 \\ \text { 65\% } \\ \hline \mathrm{P} \end{gathered}$ | $\begin{gathered} 237 \\ \underset{P}{237} \end{gathered}$ | $\begin{aligned} & 532 \\ & { }^{699} \% \end{aligned}$ | 539\% | 56\% |
| 3D printing | 712 $59 \%$ | $\begin{gathered} 330 \\ 54 \% \end{gathered}$ | $\begin{gathered} 382 \\ \left.\begin{array}{c} 35 \% \\ B \end{array}\right) \end{gathered}$ | ${ }_{50}^{62}$ | 213\% | 214 58 | $\begin{aligned} & 223 \\ & \text { DEF } \end{aligned}$ | $\begin{gathered} 163 \\ 62 \% \\ M \end{gathered}$ | $\begin{aligned} & 45 \\ & \text { 40\% } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 150 \\ & 68 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 90 \\ & { }^{64} \% \\ & \text { LM }^{2} \end{aligned}$ | 180 $52 \%$ | 80\% | 405 ${ }_{5}$ | $\begin{gathered} 307 \\ \underset{N}{73 \%} \end{gathered}$ | ${ }^{282} 5$ | 157\% | $\begin{gathered} 219 \\ \underset{\mathrm{P}}{29 \%} \end{gathered}$ | $\begin{aligned} & 511 \\ & { }_{\text {TU }} \end{aligned}$ | 57 | 79 |
| Artificial intelligence | 631 $52 \%$ | 2688\% | $\begin{gathered} 363 \\ 61 \% \\ 8 \end{gathered}$ | 56\% | ${ }^{175} 42 \%$ | $\begin{gathered} 198 \\ \stackrel{54 \%}{E} \end{gathered}$ | $\begin{aligned} & 202 \\ & \text { DEF } \end{aligned}$ | $\begin{aligned} & 168 \\ & 64 \% \\ & \text { LM }^{2} \end{aligned}$ | $\begin{aligned} & 40 \\ & { }^{462 \%} \\ & \text { LM } \end{aligned}$ | 141\% LM | $\begin{aligned} & 75 \\ & \\ & \text { LM } \end{aligned}$ | 140\% | 670\% | 343\% | $\stackrel{288}{\stackrel{289}{\mathrm{~N}} \mathrm{~N}}$ | 244 ${ }_{46}$ | 142\% | $\underset{\mathrm{P}}{202 \%}$ | $\begin{gathered} 455 \\ \stackrel{59}{T O} \end{gathered}$ | 442\% | 79 |
| Environmental sciences | 630 $52 \%$ | $\begin{gathered} 280 \\ 46 \% \end{gathered}$ | $\begin{gathered} 349 \\ 5.9 \% \end{gathered}$ | 56\% | ${ }^{173} 42 \%$ | $\begin{gathered} 206 \\ 56 \% \\ E \end{gathered}$ | $\begin{gathered} 195 \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 168 \\ & 64 \% \\ & \text { LM }^{64 \%} \end{aligned}$ | $\begin{aligned} & 42 \\ & 66 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 135 \\ & 61 \% \\ & \text { LM }^{2} \end{aligned}$ | $\begin{aligned} & 74 \\ & 533 \% \\ & M \end{aligned}$ | ${ }^{146}$ | 35\% | $\begin{gathered} 362 \\ 46 \% \end{gathered}$ | $\begin{gathered} 267 \\ \underset{N}{64 \%} \end{gathered}$ | 248\% | $\begin{aligned} & 154 \\ & 58 \% \\ & 58 \end{aligned}$ | $\begin{gathered} 182 \\ 57 \% \\ \hline \end{gathered}$ | $\begin{gathered} 444 \\ 58 \% \\ \text { TU } \end{gathered}$ | 46\% | $83 \%$ |
| Digital marketing | ${ }^{605} 5$ | ${ }^{272} 44 \%$ | $\begin{gathered} 334 \\ 56 \% \\ B \end{gathered}$ | 53 $42 \%$ | ${ }^{156}$ 37\% | $\begin{aligned} & 191 \\ & 52 \% \\ & E \end{aligned}$ | $\begin{gathered} 206 \\ \text { DEF } \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 159 \\ & 61 \% \\ & \text { LM }^{61 \%} \end{aligned}$ | $\begin{gathered} 42_{66 \%} \\ \text { KLM } \end{gathered}$ | $\begin{gathered} 145 \\ \text { KLM } \end{gathered}$ | 71 $51 \%$ | ${ }^{123} 35$ | 659\% | ${ }^{328} 42 \%$ | $\begin{gathered} 277 \\ \underset{N}{66 \%} \end{gathered}$ | 220 $42 \%$ | $\begin{gathered} 160 \\ 60 \% \\ \mathrm{P} \end{gathered}$ | $\begin{aligned} & 170 \\ & 53 \% \\ & 5 \mathrm{P} \end{aligned}$ | $\begin{gathered} 441 \\ 57 \% \\ \text { TU } \end{gathered}$ | 39\% | 73 |
| Health sciences | ${ }^{578} 88$ | 303 $49 \%$ | ${ }^{275} 46$ | 47\% | ${ }^{153} 3$ | $\begin{aligned} & 198 \\ & 54 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 180 \\ & \begin{array}{l} 61 \% \\ \mathrm{DE} \end{array} \end{aligned}$ | $\begin{aligned} & 160 \\ & 61 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 31 \\ 48 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 128 \\ & 58 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 76 \\ & 54 \% \\ & \text { LM }^{2} \end{aligned}$ | 134 $38 \%$ | 50\% | 316\% | $\begin{gathered} 262 \\ \underset{N}{62 \%} \\ \hline \end{gathered}$ | ${ }^{238} \times$ | $\stackrel{150}{57} \times$ | ${ }^{155} 48$ | $\begin{aligned} & 422 \\ & 55 \% \\ & \text { TU } \end{aligned}$ | 36\% | ${ }_{38}^{69}$ |

Proportions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G-HIIJ/K/LIM-N/O-P/Q/R-STT/U
Overlap formulae used. * small base

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/ Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} <br>
\hline \& \& Male \& Female \& $$
\begin{gathered}
\text { Gen } \\
(18-24)
\end{gathered}
$$ \& $$
\begin{aligned}
& \text { Mille- } \\
& \text { Minils } \\
& \text { (25-38) }
\end{aligned}
$$ \& $$
\underset{(39-54)}{\text { Gen } \mathrm{X}}
$$ \& Boomers
or older (55+) \& $$
\underset{\text { degree }}{\text { HS }}
$$ \& Job-
specific training
program
$\qquad$ \& $$
\begin{aligned}
& \text { Some } \\
& \text { college }
\end{aligned}
$$ \& Associate
degree \& Bachelor degree \& Graduate
degree \& Yes \& No \& $$
\begin{aligned}
& \text { White } \\
& \text { Collar }
\end{aligned}
$$ \& $$
\begin{gathered}
\text { Blue } \\
\text { Collar }
\end{gathered}
$$ \& Pink
Collar \& White \& African
American \& Hispanic <br>
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) <br>
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 <br>
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& $64^{*}$ \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& $137^{*}$ \& 181 <br>
\hline TOP 2 BOX (NET) \& $$
\begin{gathered}
575 \\
48 \%
\end{gathered}
$$ \& $$
\begin{gathered}
346 \\
56 \% \\
C_{C} \%
\end{gathered}
$$ \& $$
{ }_{39}^{229}
$$ \& $$
\begin{aligned}
& 70 \\
& 55 \% \\
& \hline
\end{aligned}
$$ \& $$
\begin{aligned}
& 242 \\
& 58 \% \\
& \text { FG }
\end{aligned}
$$ \& $$
\begin{gathered}
169 \\
46 \% \\
\hline \mathrm{G}
\end{gathered}
$$ \& $$
\begin{aligned}
& 95 \\
& 32 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 94 \\
& 36 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 25 \\
& 38 \%
\end{aligned}
$$ \& $$
{ }_{31}^{81 \%}
$$ \& $$
\begin{gathered}
65 \\
47 \%
\end{gathered}
$$ \& $$
\begin{gathered}
208 \\
\text { 60\% } \\
\text { HIJK }
\end{gathered}
$$ \& $$
\begin{gathered}
101 \\
\text { GO\% } \\
\text { HIJK }
\end{gathered}
$$ \& $$
\begin{gathered}
443 \\
56 \% \\
\hline
\end{gathered}
$$ \& $$
{ }_{31}^{132}
$$ \& $$
\begin{gathered}
282 \\
54 \% \\
R
\end{gathered}
$$ \& $$
\begin{aligned}
& 123 \\
& 47 \%
\end{aligned}
$$ \& $$
{ }_{37 \%}^{118}
$$ \& $$
\begin{gathered}
313 \\
41 \%
\end{gathered}
$$ \& $$
\begin{aligned}
& 93 \\
& 68 \% \\
& \hline
\end{aligned}
$$ \& $$
\begin{gathered}
101 \\
56 \% \\
5
\end{gathered}
$$ <br>
\hline Very knowledgeable \& $$
\begin{aligned}
& 180 \\
& 15 \%
\end{aligned}
$$ \& $$
\begin{gathered}
130 \\
{ }_{C}^{21 \%}
\end{gathered}
$$ \& $$
{ }^{50}
$$ \& $$
\begin{aligned}
& 22 \\
& 18 \% \\
& 18 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 88 \\
& { }_{21}^{21} \% \\
& \mathrm{FG}
\end{aligned}
$$ \& $$
\begin{aligned}
& 51 \\
& 14 \% \\
& \text { G }
\end{aligned}
$$ \& $$
{ }^{19} 6 \%
$$ \& $$
\begin{aligned}
& 29 \\
& 11 \%
\end{aligned}
$$ \& $$
{ }_{8 \%}^{5}
$$ \& $$
{ }^{14}
$$ \& $$
\begin{aligned}
& 18 \% \\
& 13 \%
\end{aligned}
$$ \& $$
\begin{gathered}
73 \\
21 \% \\
\text { HIJ }
\end{gathered}
$$ \& $$
\begin{gathered}
41 \\
\text { HIJK } \\
\hline
\end{gathered}
$$ \& $$
\begin{gathered}
155 \\
20 \% \\
0
\end{gathered}
$$ \& $$
{ }^{25}
$$ \& $$
\begin{aligned}
& 113 \\
& 21 \% \\
& \text { QR }
\end{aligned}
$$ \& $$
\begin{aligned}
& 34 \% \\
& 134
\end{aligned}
$$ \& $$
{ }^{27} 9
$$ \& $$
\begin{aligned}
& 84 \% \\
& 11 \%
\end{aligned}
$$ \& $$
\begin{aligned}
& 40 \\
& 29 \% \\
& \hline
\end{aligned}
$$ \& $$
\begin{aligned}
& 41 \\
& 23 \% \\
& 23 \%
\end{aligned}
$$ <br>
\hline Somewhat knowledgeable \& $$
395 \%
$$ \& $$
{ }_{35 \%}^{216}
$$ \& $$
\begin{gathered}
178 \\
30 \%
\end{gathered}
$$ \& $$
47 \%
$$ \& $$
\begin{gathered}
154 \\
37 \\
G
\end{gathered}
$$ \& $$
{ }_{32 \%}^{118}
$$ \& 75 ${ }^{\text {25 }}$ \& 65\% \& 20\% \& $$
\begin{aligned}
& 67 \\
& 30 \%
\end{aligned}
$$ \& 48
34 \& $$
\begin{gathered}
135 \\
39 \% \\
H
\end{gathered}
$$ \& $$
\begin{aligned}
& 60 \\
& 36 \%
\end{aligned}
$$ \& $$
\begin{gathered}
288 \\
37 \% \\
0
\end{gathered}
$$ \& ${ }^{107}$ \& ${ }^{169} 9$ \& 89\% \& 90\% \& 2299\% \& ${ }^{53} 9$ \& 30\% <br>
\hline BOTTOM 2 BOX (NET) \& 631
$52 \%$ \& ${ }^{2688} \times$ \& $$
\begin{gathered}
363 \\
61 \% \\
B
\end{gathered}
$$ \& 56\% \& ${ }^{175} 42 \%$ \& $$
\begin{gathered}
198 \\
54 \% \\
E
\end{gathered}
$$ \& $$
\begin{gathered}
202 \\
\text { DEF }
\end{gathered}
$$ \& $$
\begin{aligned}
& 168 \\
& 64 \% \\
& \text { LM }
\end{aligned}
$$ \& $$
\begin{aligned}
& 40 \\
& \text { 42\% } \\
& \text { LM }
\end{aligned}
$$ \& $$
\begin{aligned}
& 141 \\
& 63 \% \\
& \text { LM }
\end{aligned}
$$ \& $$
\begin{aligned}
& 75 \\
& { }_{53}^{53} \%
\end{aligned}
$$ \& 140\% \& 67\% \& ${ }^{343} \times$ \& $$
\begin{gathered}
288 \\
{ }_{N}^{68 \%}
\end{gathered}
$$ \& 244 ${ }_{46}$ \& ${ }^{142} 5$ \& $$
\stackrel{202}{63 \%}
$$ \& $$
\begin{aligned}
& 455 \\
& \text { TU } \\
& \text { TU }
\end{aligned}
$$ \& 442\% \& 79 <br>
\hline Not very knowledgeable \& 312\% \& ${ }^{155} 25$ \& ${ }^{157} 26$ \& 37\% \& 102\% \& 90\% \& 83\% \& 76
$29 \%$ \& 16\% \& 26\% \& 37\% \& 87\% \& 35
$21 \%$ \& 186\% \& ${ }^{126} 30$ \& ${ }^{136}$ \& 62 ${ }^{62}$ \& 950\% \& 220\% \& 26\% \& 23\% <br>
\hline Not at all knowledgeable \& 319 \& $$
\begin{gathered}
113 \\
18 \%
\end{gathered}
$$ \& $$
\begin{gathered}
206 \\
35 \% \\
\text { B }
\end{gathered}
$$ \& 19 \& 74
$18 \%$ \& $$
\begin{aligned}
& 108 \\
& 29 \% \\
& \text { DE }
\end{aligned}
$$ \& $$
\begin{gathered}
119 \\
40 \% \\
\text { DEF }
\end{gathered}
$$ \& $$
\begin{gathered}
92 \\
35 \% \\
\hline \text { LM }
\end{gathered}
$$ \& $$
\begin{gathered}
23 \\
\begin{array}{c}
36 \% \\
\text { LM }
\end{array}
\end{gathered}
$$ \& $$
\begin{aligned}
& 83 \\
& { }^{837 \%} \\
& \mathrm{LM}^{2}
\end{aligned}
$$ \& 37
26\%
L \& 53
$15 \%$ \& 32\% \& ${ }^{157}$ 20\% \& $$
\begin{gathered}
163 \\
39 \% \\
\mathrm{~N}
\end{gathered}
$$ \& ${ }^{108} 21 \%$ \& 79

P \& $$
\begin{gathered}
106 \\
3{ }_{P}^{3} \%
\end{gathered}
$$ \& \[

$$
\begin{aligned}
& 235 \\
& 31 \% \\
& \text { TU }
\end{aligned}
$$
\] \& ${ }_{13}^{18}$ \& 31\% <br>

\hline Sigma \& $$
\begin{aligned}
& 1206 \\
& 100 \%
\end{aligned}
$$ \& \[

$$
\begin{aligned}
& 614 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 592 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 126 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 417 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 367 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 296 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 263 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
64 \\
100 \%
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 222 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 141 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 349 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 168 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 786 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 420 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 527 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 265 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 319 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 768 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 137 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 181 \\
& 100 \%
\end{aligned}
$$
\] <br>

\hline
\end{tabular}

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{G}$ | $\begin{aligned} & \begin{array}{l} \text { Mille- } \\ \text { ninils } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific $\underset{\text { program }}{\text { training }}$ $\xrightarrow[\text { (I) }]{ }$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | Collar | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | 601 $50 \%$ | $\begin{gathered} 343 \\ 56 \% \\ { }_{C} \% \end{gathered}$ | ${ }^{258} 4{ }^{\text {a }}$ | $\begin{aligned} & 73 \\ & 58 \% \\ & \hline \text { m } \end{aligned}$ | $\begin{gathered} 262 \\ 63 \% \\ \mathrm{FG} \end{gathered}$ | $\begin{gathered} 176 \\ 48 \% \\ G \end{gathered}$ | 90\% | ${ }^{104} 39$ | 22 34 | 77 | $\begin{aligned} & 70 \\ & 49 \% \\ & \hline 15 \end{aligned}$ | $\begin{gathered} 225 \\ \text { H5\% } \\ \text { HIJK } \end{gathered}$ | $\begin{aligned} & 103 \\ & \text { 61\% } \\ & \text { HIJ } \end{aligned}$ | $\begin{gathered} 458 \\ 58 \% \end{gathered}$ | ${ }_{34}^{143}$ | $\begin{aligned} & 307 \\ & 58 \% \\ & \text { QR } \end{aligned}$ | 105 $40 \%$ | 149 $47 \%$ | 327 $43 \%$ |  | $\begin{gathered} 108 \\ 60 \% \\ \mathrm{~S} \end{gathered}$ |
| Very knowledgeable | $\begin{gathered} 230 \\ 19 \% \end{gathered}$ | $\underset{{ }_{2}^{23}}{\substack{142 \\ \hline}}$ | $\begin{aligned} & 88 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 22 \\ & 18 \% \\ & \frac{G}{6} \end{aligned}$ | $\begin{gathered} 111 \\ \underset{G}{27 \%} \end{gathered}$ | $\begin{aligned} & 72 \\ & 20 \% \\ & G \end{aligned}$ | ${ }^{25}{ }_{9 \%}$ | $\begin{aligned} & 42 \\ & \begin{array}{l} 16 \% \\ 15 \end{array} \end{aligned}$ | 3 $4 \%$ | 15 | $\begin{aligned} & 26 \\ & 18 \% \\ & { }_{2} 15 \end{aligned}$ | $\begin{gathered} 90 \\ { }_{26 \%} \\ \text { HIJ } \end{gathered}$ | $\begin{gathered} 56 \\ 33 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 197 \\ \\ \\ \hline 5 \% \end{gathered}$ | 33 80 | $\begin{gathered} 146 \\ { }^{28} \% \\ \hline R \end{gathered}$ | ${ }^{24} 9$ | $\begin{aligned} & 47 \\ & 15 \% \end{aligned}$ | $\begin{gathered} 113 \\ 15 \% \end{gathered}$ | $\begin{aligned} & 48 \\ & 35 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 44 \\ & 24 \% \\ & \mathrm{~S} \end{aligned}$ |
| Somewhat knowledgeable | ${ }^{370} 31 \%$ | 200 33 | ${ }_{290}^{170}$ | $\begin{aligned} & 50 \\ & 40 \% \\ & 40 \end{aligned}$ | $\begin{gathered} 151 \\ \begin{array}{c} 36 \% \\ G \end{array} \end{gathered}$ | 104 28 | ${ }^{65} 2{ }^{2}$ | $\stackrel{62}{24}$ | 19\% | 62\% | ${ }_{31}{ }^{4} \%$ | $\begin{gathered} 135 \\ { }_{39}{ }_{\mathrm{H}} \end{gathered}$ | 48\% | 261 $33 \%$ | 110 26 | 160\% | 81\% | 102 ${ }^{10}$ | 214 28 | 50\% | 64\% |
| BOTTOM 2 BOX (NET) | ${ }^{605} 5$ | 272 $44 \%$ | $\begin{gathered} 334 \\ 56 \% \\ B \end{gathered}$ | 53 ${ }^{\text {42\% }}$ | ${ }^{156} 3$ | $\begin{gathered} 191 \\ \substack{52 \% \\ E} \end{gathered}$ | $\begin{gathered} 206 \\ \text { DEF } \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 159 \\ & 61 \% \\ & \text { LM }^{6} \end{aligned}$ | $\begin{gathered} \text { KLM }^{66 \%} \end{gathered}$ | $\begin{aligned} & { }^{145} 45 \\ & \text { KLM } \end{aligned}$ | 71 $51 \%$ L | ${ }^{123} 3$ | 659\% | ${ }^{328} 42 \%$ | $\begin{gathered} 277 \\ \begin{array}{c} 66 \% \\ N \end{array} \end{gathered}$ | 220 ${ }^{42 \%}$ | $\begin{gathered} 160 \\ 60 \% \\ \mathrm{P} \end{gathered}$ | $\begin{gathered} 170 \\ 530 \\ 5 \end{gathered}$ | $\begin{aligned} & 441 \\ & 55 \% \\ & \text { TU } \end{aligned}$ | 39\% | 73 $40 \%$ |
| Not very knowledgeable | ${ }^{248} 21 \%$ | $\xrightarrow{119} 19 \%$ | ${ }^{129} 22 \%$ | 24\% | 810\% | 73 $20 \%$ | ${ }^{69} 23$ | 52\% | 13 $20 \%$ | 50\% | 37\% | 61 $18 \%$ | 21\% | ${ }^{158} 20$ | 90\% | 104\% | 70 26\% R | 51 $16 \%$ | $\begin{gathered} 180 \\ \begin{array}{c} 23 \% \\ T \end{array} \end{gathered}$ | 13 $10 \%$ | 35\% |
| Not at all knowledgeable |  | $\begin{gathered} 153 \\ 25 \% \end{gathered}$ | $\begin{gathered} 204 \\ 35 \% \\ B \end{gathered}$ | 29 ${ }^{23}$ | 74 $18 \%$ | $\begin{gathered} 117 \\ \text { 32\% } \\ E \end{gathered}$ | $\begin{gathered} 137 \\ \text { 46\% } \end{gathered}$ | $\begin{gathered} 107 \\ { }^{4.41 \%} \end{gathered}$ | $\begin{gathered} 30 \\ \text { KLM } \end{gathered}$ | $\begin{gathered} 95 \\ \text { KLM } \end{gathered}$ | 34 $24 \%$ | ${ }_{18}^{62}$ | 29\% | 170 $22 \%$ | $\begin{gathered} 187 \\ \stackrel{44 \%}{N} \end{gathered}$ | ${ }^{116} 2{ }^{2}$ | 91 34\% | $\begin{gathered} 119 \\ 37 \% \\ \hline \end{gathered}$ | $\begin{aligned} & 262 \\ & 34 \% \\ & \mathrm{TU}^{24} \end{aligned}$ | ${ }^{26} 9$ | ${ }^{31} 8$ |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 100\% | ${ }^{367} 100 \%$ | 296\% | 263 | 64 $100 \%$ | ${ }^{222} 100$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | 100\% | 100\% | 265 $100 \%$ | 319 $100 \%$ | ${ }_{100 \%}$ | 137 $100 \%$ | 1810 |



Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\left(\begin{array}{c} \text { Gen } Z \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{(3)}$ | Boomers or older ( $55+$ ) (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree degree | Graduate degree | Yes | No | White Collar | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{gathered} \text { African } \\ \text { American } \end{gathered}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| TOP 2 BOX (NET) | ${ }^{576}$ 48\% | $\begin{gathered} 334 \\ 54 \% \\ C \end{gathered}$ | 243 $41 \%$ | $\begin{aligned} & 70 \\ & 55 \% \\ & \hline \end{aligned}$ | $\begin{gathered} 244 \\ 58 \% \\ \text { FG } \end{gathered}$ | $\begin{gathered} 161 \\ 44 \% \\ \mathrm{G} \end{gathered}$ | $\xrightarrow{102}$ | 95 ${ }^{\text {36 }}$ | 22 34 | 87 $39 \%$ | 66\% | $\begin{aligned} & 203 \\ & 58 \% \\ & \text { HIJ. } \end{aligned}$ | $\begin{gathered} 103 \\ 62 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 423 \\ 54 \% \\ 0 \end{gathered}$ | ${ }^{153} 3$ | $\begin{gathered} 278 \\ 53 \% \\ \text { QR } \end{gathered}$ | 111 $42 \%$ | ${ }^{138} 43$ | 325 $42 \%$ | $\begin{aligned} & 92 \\ & 67 \% \\ & \hline \end{aligned}$ | 98 54\% \% |
| Very knowledgeable | $\begin{gathered} 173 \\ 14 \% \end{gathered}$ | $\begin{gathered} 100 \\ 16 \% \end{gathered}$ | $\begin{aligned} & 74 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 26 \\ & { }_{21}^{21 \%} \end{aligned}$ | $\begin{aligned} & { }^{81} 8 \\ & { }_{2 G} \% \end{aligned}$ | 11\% | 20\% | $\begin{aligned} & 39 \\ & 15 \% \end{aligned}$ | $\stackrel{1}{2 \%}$ | ${ }^{17} 7$ | $\begin{aligned} & 17 \\ & 12 \% \\ & 1 \end{aligned}$ | $\begin{aligned} & 63 \\ & 18 \% \\ & 18 \% \end{aligned}$ | $\begin{gathered} 37 \\ \text { I } 2 \% \\ \text { IJK } \end{gathered}$ | $\begin{gathered} 138 \\ 18 \% \\ \hline 8 \end{gathered}$ | ${ }^{36} 8$ | $\begin{gathered} 101 \\ 19 \% \\ \text { QR } \end{gathered}$ | 27 | 32 $10 \%$ | ${ }^{82} 11 \%$ | $\begin{aligned} & 38 \% \\ & 28 \% \\ & \hline \end{aligned}$ | 36 20\% S |
| Somewhat knowledgeable | ${ }_{303}^{403}$ | $\underset{C}{234} \underset{C}{238}$ | ${ }^{169} 29$ | 44\% | $\begin{gathered} 156 \\ \underset{G}{37 \%} \end{gathered}$ | 121 33 | 82\% | 21\% | 21 3 \% | 71 $32 \%$ | $\begin{aligned} & 50 \\ & 35 \% \\ & 35 \% \end{aligned}$ | $\begin{gathered} 140 \\ 40 \% \\ H \end{gathered}$ | $\begin{aligned} & \text { 696\% } \\ & 39 \% \\ & \hline \end{aligned}$ | $\begin{gathered} 286 \\ 36 \% \\ 0 \end{gathered}$ | ${ }^{118} 8$ | 177 $34 \%$ | 34\% | ${ }_{33 \%}^{105}$ | 243 | 54\% | - $62 \%$ |
| BOTTOM 2 BOX (NET) | ${ }^{630} 5$ | $\begin{gathered} 280 \\ 46 \% \end{gathered}$ | $\begin{gathered} 349 \\ 599 \\ \hline \end{gathered}$ | 56\% | 173 $42 \%$ | $\begin{gathered} 206 \\ 56 \% \\ E \end{gathered}$ | $\begin{gathered} 195 \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 168 \\ & { }^{64 \%} \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 42 \\ & \text { 66\% } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 135 \\ & 61 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 74 \\ & 533 \% \\ & M \end{aligned}$ | ${ }^{146}$ 42\% | ${ }_{38}^{65}$ | ${ }^{362} 46 \%$ | $\begin{gathered} 267 \\ \underset{N}{64 \%} \end{gathered}$ | 248\% | $\begin{gathered} 154 \\ 58 \\ \hline \mathrm{P} \end{gathered}$ | $\begin{gathered} 182 \\ \stackrel{57 \%}{P} \end{gathered}$ | $\begin{aligned} & 444 \\ & 58 \% \\ & \text { TU } \end{aligned}$ | 46\% | $83 \%$ |
| Not very knowledgeable | 308\% | ${ }^{153} 25$ | ${ }^{155} 26$ | 42\% | ${ }_{23}^{96}$ | 93\% | $\begin{aligned} & 76 \\ & 26 \% \end{aligned}$ | 75\% | 18\% | 28\% | 37\% | 81\% | 33\% | 200 25 | ${ }^{108} 26$ | 130 | $73 \%$ | 78\% | 213 28 | ${ }^{23} 16 \%$ | 423\% |
| Not at all knowledgeable | 322 27 | $\begin{gathered} 128 \\ 21 \% \end{gathered}$ | $\begin{gathered} 194 \\ 33 \% \\ \hline \end{gathered}$ | 14\% | 78 $19 \%$ | $\begin{gathered} 112 \\ 31 \% \\ \text { 3E } \end{gathered}$ | $\begin{gathered} 118 \\ 40 \% \\ \mathrm{DE} \end{gathered}$ | $\begin{gathered} 93 \\ { }_{3}^{35 \%} \end{gathered}$ | $\begin{gathered} 24 \\ 38 \% \\ \text { LM }^{24} \end{gathered}$ | $\begin{aligned} & 77 \\ & { }_{34}{ }^{34} \end{aligned}$ | $\begin{aligned} & 37 \\ & 26 \% \\ & M \end{aligned}$ | 65 19 | ${ }_{15 \%}^{26}$ | ${ }_{21}^{162}$ | $\begin{gathered} 160 \\ 38 \% \\ N \end{gathered}$ | 118 $22 \%$ | 81 $30 \%$ | $\begin{gathered} 103 \\ \underset{P}{32 \%} \end{gathered}$ | 230 ${ }^{230}$ | 23 | 413\% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 417 $100 \%$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | 263 $100 \%$ | -64 | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | ${ }_{100 \%}^{168}$ | 786\% | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | 527 $100 \%$ | 265 $100 \%$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Millee- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\xrightarrow[\text { (I) }]{ }$ | $\underset{\text { Some }}{\text { Sollege }}$ | Associate | Bachelor degree | Graduate | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }^{456}$ 38\% | $\begin{gathered} 293 \\ 48 \% \\ C \end{gathered}$ | $\begin{gathered} 163 \\ 28 \% \end{gathered}$ | $\begin{gathered} 51 \\ 40 \% \\ 40 \% \end{gathered}$ | $\begin{gathered} 204 \\ 49 \% \\ \mathrm{FG} \end{gathered}$ | $\begin{gathered} 139 \\ 38 \% \\ \hline \mathrm{G} \end{gathered}$ | $\begin{aligned} & 622 \\ & 21 \% \end{aligned}$ | $\begin{aligned} & 90 \\ & 34 \% \end{aligned}$ | 20 $31 \%$ | ${ }^{48}{ }^{2} \%$ | $\begin{aligned} & 51 \\ & 36 \% \\ & j \end{aligned}$ | $\begin{aligned} & 160 \\ & 46 \% \\ & \text { HIJ } \end{aligned}$ | $\begin{gathered} 87 \\ 52 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 370 \\ 47 \% \\ \hline \end{gathered}$ | 86\% | $\begin{gathered} 246 \\ 47 \% \\ \text { RR } \end{gathered}$ | 92\% | 82\% | 237\% | 84 61\% S | 85 ${ }^{47}$ \% |
| Very knowledgeable | ${ }_{158}^{158}$ | $\begin{gathered} 109 \\ 18 \% \\ C_{C} \% \end{gathered}$ | 499\% | $\begin{aligned} & 19 \\ & 15 \% \\ & \text { G } \end{aligned}$ | $\begin{aligned} & 85 \\ & { }^{20} \% \\ & F G \end{aligned}$ | 35 $10 \%$ | 19\% | 30 $12 \%$ | $\stackrel{4}{7 \%}$ | 11 5 | 10\% | $\begin{aligned} & 57 \\ & \hline 16 \% \\ & \hline 16 \% \end{aligned}$ | $\begin{gathered} 45 \\ \text { HIJKL }^{45} \% \end{gathered}$ | $\begin{gathered} 135 \\ 17 \% \\ 0 \end{gathered}$ | ${ }^{23} 6$ | $\begin{aligned} & 103 \\ & 20 \% \\ & \text { QR } \end{aligned}$ | 27 $10 \%$ | 20 6\% | 76 $10 \%$ | 36 S S | ${ }_{16 \%}{ }^{2}$ |
| Somewhat knowledgeable | ${ }^{298} 25$ | $\begin{gathered} 184 \\ 30 \% \\ C \end{gathered}$ | ${ }_{114}^{19 \%}$ | 32\% | $\begin{gathered} 119 \\ \underset{G}{88 \%} \end{gathered}$ | $\begin{gathered} 104 \\ 28 \% \\ G \end{gathered}$ | 44\% | 23\% | 154\% | 37\% | $\begin{aligned} & 49 \\ & 29 \% \end{aligned}$ | $\begin{gathered} 103 \\ 30 \% \end{gathered}$ | 42\% | $\begin{gathered} 235 \\ 30 \% \end{gathered}$ | 63 $15 \%$ | 143\% | ${ }^{65}$ | 20\% | 160 ${ }^{21 \%}$ | 47 $35 \%$ | $\stackrel{57}{31 \%}$ |
| BOTTOM 2 BOX (NET) | $\begin{gathered} 750 \\ 62 \% \end{gathered}$ | $\begin{gathered} 322 \\ 52 \% \end{gathered}$ | $\underset{\mathrm{B}}{428}$ | ${ }^{75} \%$ | 213\% | $\begin{gathered} 228 \\ \underset{E}{262 \%} \end{gathered}$ | $\begin{gathered} 234 \\ { }^{79} \% \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 173 \\ & .66 \% \\ & \text { LM } \end{aligned}$ | ${ }_{69 \%}^{44}$ LM | $\begin{gathered} 174 \\ 78 \% \\ \text { HKLM } \end{gathered}$ | $\begin{aligned} & 90 \\ & 64 \% \\ & M \end{aligned}$ | ${ }^{188}{ }^{54} \%$ | 818\% | ${ }^{416} 5$ | $\begin{gathered} 334 \\ \stackrel{80 \%}{N} \end{gathered}$ | 280 | $\begin{gathered} 173 \\ \quad 65 \% \\ \mathrm{P} \end{gathered}$ | $\begin{gathered} 237 \\ \underset{P}{234} \end{gathered}$ | $\begin{aligned} & 532 \\ & \begin{array}{l} 69 \% \\ \text { TU } \end{array} \end{aligned}$ | 539\% | 56\% |
| Not very knowledgeable | ${ }^{341} 28$ | $\stackrel{173}{28 \%}$ | $\begin{gathered} 168 \\ 28 \% \end{gathered}$ | $\begin{aligned} & 48 \\ & 38 \% \\ & \hline \end{aligned}$ | 99\% | 98\% | $\begin{aligned} & 96 \\ & 32 \% \\ & \hline \end{aligned}$ | ${ }^{68}$ 26\% | 154\% | ${ }^{69} 1 \%$ | ${ }_{34}{ }^{4} \%$ | ${ }^{101} 29 \%$ | 44\% | 208\% | ${ }^{133}{ }_{3}$ | 144\% | ${ }^{83}$ 31\% | 88\% | 233 30 | 27 $19 \%$ | 46\% |
| Not at all knowledgeable | 409 | ${ }_{24 \%}^{149}$ | $\begin{gathered} 260 \\ 44 \% \\ B \end{gathered}$ | 27\% | 114\% | $\begin{gathered} 129 \\ 35 \% \end{gathered}$ | $\begin{gathered} 138 \\ { }^{477} \% \end{gathered}$ | $\begin{aligned} & 104 \\ & \text { LM } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 29 \\ & 45 \% \\ & \text { LM }^{2} \end{aligned}$ | $\begin{gathered} 105 \\ \text { KLM }^{47 \%} \end{gathered}$ | ${ }_{3}^{46}$ \% | 87\% | 37\% | 208\% | $\begin{gathered} 201 \\ \underset{N}{N} \% \end{gathered}$ | 137 $26 \%$ | 90\% | $\begin{aligned} & 149 \\ & 47 \% \\ & P Q Q^{2} \end{aligned}$ | $\begin{aligned} & 298 \\ & \begin{array}{l} 39 \% \end{array} \end{aligned}$ | 27\% | 49\% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | 367 $100 \%$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | 222 | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1680}{ }^{100}$ | 786\% | 100\% | 520\% | 265 $100 \%$ | 319 $100 \%$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | 181 $100 \%$ |

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{l} \text { Millee- } \\ \text { ninials } \\ (\mathbf{2 5}-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training training program $\xrightarrow[\text { (I) }]{ }$ | $\underset{\text { Some }}{\text { Sollege }}$ | Associate | Bachelor degree | Graduate | Yes | No | White | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }_{30 \%}^{359}$ | $\begin{gathered} 219 \\ 36 \% \\ \text { Co } \end{gathered}$ | $\begin{gathered} 140 \\ 24 \% \end{gathered}$ | $\begin{aligned} & 51 \\ & 44 \% \\ & \mathrm{FG}^{2} \end{aligned}$ | $\begin{gathered} 167 \\ 40 \% \\ \mathrm{FG} \end{gathered}$ | $\begin{gathered} 98 \\ 27 \% \end{gathered}$ | 42\% | $\begin{aligned} & 622 \\ & 24 \% \end{aligned}$ | $\begin{aligned} & 10 \\ & 16 \% \end{aligned}$ | 418\% | ${ }_{26}^{36}$ | $\begin{gathered} 142 \\ 41 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 68 \\ \text { H1\% } \\ \text { HIJK } \end{gathered}$ | $\underset{88}{297}$ | 62 $15 \%$ | $\begin{aligned} & 196 \\ & 37 \% \\ & \text { QR } \end{aligned}$ | ${ }^{68}$ | ${ }^{68} \%$ | ${ }^{168}{ }_{2}$ | 65 48 S | 82 46 |
| Very knowledgeable | $\begin{gathered} 151 \\ 13 \% \end{gathered}$ | $\begin{gathered} 102 \\ 17 \% \\ C \end{gathered}$ | ${ }^{50}{ }_{8 \%}$ | $\begin{aligned} & 27 \\ & { }_{21}^{27} \% \\ & \mathrm{FG} \end{aligned}$ | $\begin{aligned} & 77 \\ & 18 \% \\ & \mathrm{FG}^{2} \end{aligned}$ | $\begin{aligned} & 35 \\ & 10 \% \\ & \text { G } \end{aligned}$ | 13 | 35 $13 \%$ | $\stackrel{3}{5 \%}$ | 14 6 | ${ }^{13} 9$ | $\begin{aligned} & 56 \\ & \begin{array}{l} 16 \% \\ 15 \end{array} \end{aligned}$ | $\begin{aligned} & 31 \\ & 19 \% \\ & \text { IJK } \end{aligned}$ | $\begin{gathered} 125 \\ \stackrel{16 \%}{0} \end{gathered}$ | 27 6 \% | $\begin{gathered} 94 \\ 18 \% \\ \text { QR } \end{gathered}$ | ${ }^{25} 9$ | ${ }^{25}$ | 61\% | 36 26\% S | 40 $22 \%$ |
| Somewhat knowledgeable | ${ }^{208} 17 \%$ | ${ }_{118}^{19}$ | 90\% | $\begin{aligned} & 25 \\ & 20 \% \\ & \text { G } \end{aligned}$ | $\begin{aligned} & 90 \\ & 22 \% \\ & \hline \mathrm{G} \end{aligned}$ | $\begin{aligned} & 63 \\ & \begin{array}{c} 17 \% \\ G \end{array} \end{aligned}$ | 29\% | 27 $10 \%$ | ${ }^{7} 1 \%$ | 27 $12 \%$ | 24\% | $\begin{aligned} & 86 \\ & { }^{85} \% \\ & \text { HIJ } \end{aligned}$ | $\begin{aligned} & 37 \\ & 22 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{gathered} 172 \\ 22 \% \\ 0 \end{gathered}$ | 36 8 \% | 102 ${ }_{19}$ | ${ }_{16}^{43}$ | ${ }_{13}^{43}$ | 107 $14 \%$ | 32\% | - ${ }_{\text {23 }} \mathrm{S}$ \% |
| BOTTOM 2 BOX (NET) | ${ }^{847} 70 \%$ | ${ }^{395} 5$ | $\underset{B}{452}$ | $\begin{aligned} & 74 \% \\ & 59 \% \end{aligned}$ | 250\% | $\begin{gathered} 268 \\ 73 \% \\ \text { DE } \end{gathered}$ | $\begin{aligned} & 254 \\ & \text { DEF } \end{aligned}$ | $\begin{gathered} 201 \\ { }^{76 \%} \\ \text { LM } \end{gathered}$ | $\begin{aligned} & 54 \\ & .54 \% \\ & \text { LM }^{84 \%} \end{aligned}$ | $\begin{aligned} & 181 \\ & { }_{82}^{82 \%} \end{aligned}$ | $\begin{aligned} & 104 \\ & { }^{74 \%} \\ & \text { LM } \end{aligned}$ | 2079 | 100 59 | ${ }_{6}^{489}$ | $\begin{gathered} 358 \\ { }_{85} \mathrm{~N} \end{gathered}$ | 331 ${ }^{63 \%}$ | $\begin{gathered} 197 \\ \substack{74 \%} \end{gathered}$ | $\underset{\mathrm{P}}{251}$ | $\begin{aligned} & 600 \\ & { }_{7 U}^{78 \%} \end{aligned}$ | 72\% | 98\% |
| Not very knowledgeable | 293\% | ${ }^{165} 27 \%$ | ${ }^{128} 2{ }^{2}$ | 37\% | ${ }_{26}^{96}$ | 915\% | ${ }^{68} 2$ | 64\% | 17\% | 44\% | 431\% | 78\% | 46\% | 196\% | 97\% | 124\% | 73\% | 20\% | ${ }^{188}{ }_{24}$ | 36\% | 43\% |
| Not at all knowledgeable | $\begin{gathered} 554 \\ 46 \% \end{gathered}$ | $\begin{gathered} 230 \\ 38 \% \end{gathered}$ | $\begin{gathered} 324 \\ 55 \% \\ { }_{8} \end{gathered}$ | 38\% | ${ }_{37 \%}^{154}$ | $\begin{gathered} 177 \\ 48 \% \\ \text { DE } \end{gathered}$ | $\begin{gathered} { }^{186} \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 136 \\ & { }_{52}^{2} \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 37 \\ & \text { S7\% } \\ & \text { LM } \end{aligned}$ | $\begin{gathered} 137 \\ \text { KLM } \end{gathered}$ | 61 $43 \%$ | 129 ${ }^{12} 9$ | 34 ${ }^{4}$ \% | 293 ${ }_{3}$ | $\begin{gathered} 262 \\ 62 \% \\ \mathrm{~N}^{2} \% \end{gathered}$ | 205 ${ }_{39}$ | 124 47 | $\begin{aligned} & 186 \\ & \begin{array}{l} 88 \% \\ \text { PQ } \end{array} \end{aligned}$ | $\begin{aligned} & 412 \\ & 54 \% \\ & T_{U} \% \end{aligned}$ | 36\% | ${ }^{55}$ |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 4170\% | ${ }^{367} 10 \%$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 $100 \%$ | 222 | 141 $100 \%$ | 3490\% | ${ }^{1608}$ | 786\% | 420\% | ${ }^{520} 10 \%$ | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ <br> Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\left(\begin{array}{c} \text { Gn } \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{ }$ | Boomers or older $(55+)$ (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\underset{\text { college }}{\text { Some }}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }^{628} 52 \%$ | 311 $51 \%$ | 317 $54 \%$ | $\begin{aligned} & 79 \\ & 62 \% \\ & \text { FG } \end{aligned}$ | $\begin{gathered} 265 \\ 63 \% \\ \mathrm{FG} \end{gathered}$ | 169 $46 \%$ | ${ }^{116}{ }_{39}$ | 102 ${ }^{10}$ | 33 $52 \%$ | 94\% | 65 ${ }^{6}$ \% | $\begin{aligned} & 215 \\ & 62 \% \\ & \text { HJK } \end{aligned}$ | $\begin{gathered} 118 \\ \text { 180\% } \\ \text { HIJK } \end{gathered}$ | $\begin{aligned} & 470 \\ & 60 \% \\ & 0 \end{aligned}$ | ${ }^{158}{ }_{38}$ | $\begin{gathered} 289 \\ 5 \\ 5 \% \end{gathered}$ | 115 $43 \%$ | ${ }^{165}$ | ${ }^{347} 45$ | 101 <br>  <br> $14 \%$ | $\stackrel{111}{62 \%}$ |
| Very knowledgeable | $\stackrel{229}{19 \%}$ | $\stackrel{118}{19 \%}$ | $\begin{gathered} 111 \\ 19 \% \end{gathered}$ | $\begin{aligned} & 23 \\ & 23 \% \\ & { }_{\mathrm{G}}^{2} \end{aligned}$ | $\begin{aligned} & 107 \\ & 26 \% \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & 65 \\ & 18 \% \\ & 18 \end{aligned}$ | ${ }^{28} 10 \%$ | 39 ${ }^{3}$ | ${ }^{7} 1{ }^{7}$ | 19\% | 22 16 | $\begin{gathered} 89 \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 54 \\ 32 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 183 \\ \underset{O}{23} \% \end{gathered}$ | 47\% | $\begin{gathered} 115 \\ { }_{\mathrm{Q}}^{2} \% \end{gathered}$ | ${ }^{35} 13 \%$ | 55\% | ${ }_{118}^{15 \%}$ | $\stackrel{42}{31 \%}$ | $\stackrel{46}{25 \%}$ |
| Somewhat knowledgeable | $3{ }_{3}{ }_{39}$ | ${ }^{193}$ | 206 35 | 499\% | $\begin{gathered} 158 \\ \\ \hline F \end{gathered}$ | ${ }^{103}$ | ${ }^{88}{ }^{8} \%$ | 24\% | $\begin{aligned} & 26 \\ & \begin{array}{l} 21 \% \\ 4 \\ H \end{array} \end{aligned}$ | 76 $34 \%$ | 43 $31 \%$ | $\begin{gathered} 125 \\ 36 \% \\ H \end{gathered}$ | $\begin{aligned} & 64 \\ & 38 \% \\ & H \end{aligned}$ | $\begin{gathered} 287 \\ 37 \% \\ 0 \end{gathered}$ | 112 $27 \%$ | ${ }_{3}^{173}$ | 80\% | 110 34 | 228 ${ }^{30}$ | 59 ${ }^{43} \mathrm{~S}$ | 65\% |
| BOTTOM 2 BOX (NET) | ${ }_{578}{ }^{48 \%}$ | $\begin{aligned} & 303 \\ & 49 \% \end{aligned}$ | ${ }_{46 \%}^{275}$ | $\begin{aligned} & 47 \% \\ & 38 \% \end{aligned}$ | $\begin{gathered} 153 \\ 37 \% \end{gathered}$ | $\begin{aligned} & 198 \\ & 54 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 180 \\ & 61 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 160 \\ & 61 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 31 \\ & 48 \% \\ & M \end{aligned}$ | $\begin{aligned} & 128 \\ & 58 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 76 \\ & 54 \% \\ & \text { LM }^{2} \end{aligned}$ | ${ }^{134} 38$ | 50\% | ${ }^{316}{ }^{40} \%$ | $\begin{gathered} 262 \\ \underset{N}{62 \%} \end{gathered}$ | 238 ${ }^{45}$ \% | $\begin{aligned} & 150 \\ & 57 \% \\ & \hline \end{aligned}$ | ${ }^{155} 48$ | $\begin{aligned} & 422 \\ & \text { TU } \\ & \text { TU } \end{aligned}$ | 36\% | 69\% |
| Not very knowledgeable | ${ }^{314} 26$ | $\begin{gathered} 186 \\ { }_{3}^{30} \% \\ C \end{gathered}$ | ${ }^{128} 2{ }^{2} \%$ | 35\% | 97\% | 102 28 | 79\% | 65\% | 11\% | $\begin{aligned} & \begin{array}{l} 74 \\ 33 \% \end{array} \\ & \text { IM } \end{aligned}$ | $\begin{aligned} & 47 \\ & { }_{3}^{43 \%} \\ & \text { IM }^{2} \end{aligned}$ | 854\% | 19\% | 194\% | ${ }^{119} 28$ | 130 | 789\% | 918\% | 213 28 | 24\% | 47\% |
| Not at all knowledgeable | 264 | ${ }_{19 \%}^{118}$ | ${ }_{25 \%}^{147}$ | $\begin{aligned} & 12 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 55 \\ & 13 \% \end{aligned}$ | $\begin{aligned} & 96 \\ & 26 \% \\ & \text { DE } \end{aligned}$ | $\begin{aligned} & 101 \\ & 34 \% \\ & \text { BE } \end{aligned}$ | ${ }_{\text {JKLM }}^{95}$ | $\begin{gathered} 20 \\ 31 \% \\ \text { LM } \end{gathered}$ | $\begin{gathered} 53 \\ { }^{54} \% \\ L^{24} \end{gathered}$ | $\begin{aligned} & 29 \\ & 29 \\ & { }_{2} \% \end{aligned}$ | 49\% | ${ }_{11 \%}^{18}$ | $\xrightarrow{121} 15$ | $\begin{gathered} 143 \\ 34 \% \\ N \end{gathered}$ | ${ }^{108}$ | 72 | 24\% | $\begin{aligned} & 209 \\ & 20 \% \\ & \mathrm{TU}^{2} \% \end{aligned}$ | ${ }^{12} 9$ | ${ }_{12}{ }^{2}$ \% |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126 $100 \%$ | 417 $100 \%$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{290}{ }^{100 \%}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | -64 | $\begin{aligned} & 222 \\ & 100 \% \end{aligned}$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 1200\% | ${ }^{520} 10 \%$ | 265 $100 \%$ | 319 $100 \%$ | ${ }^{768} \times$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIJJ/KILIM - N/O - P/Q/R - S/T/U
Overlap formulae used.

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multirow[b]{2}{*}{Total US} \& \multicolumn{2}{|l|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/ Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& \& Male \& Female \& \[
\underset{(18-24)}{G}
\] \& \[
\begin{gathered}
\text { Mille- } \\
\text { ninials } \\
(25-38)
\end{gathered}
\] \& \[
\underset{(39-54)}{\text { Gen } \mathrm{X}}
\] \& Boomers
or older (55+) \& \[
\underset{\text { degree }}{\text { HS }}
\] \&  \& \[
\begin{aligned}
\& \text { Some } \\
\& \text { college }
\end{aligned}
\] \& Associate
degree \& Bachelor
degree \& Graduate
degree \& Yes \& No \& White \& \[
\begin{aligned}
\& \text { Blue } \\
\& \text { Collar }
\end{aligned}
\] \& \[
\begin{aligned}
\& \text { Pink } \\
\& \text { Collar }
\end{aligned}
\] \& White \& African
American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& 126* \& 417 \& 367 \& 296 \& 263 \& 64* \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& \(137 *\) \& 181 \\
\hline TOP 2 BOX (NET) \& 3899 \& \[
\begin{gathered}
263 \\
433 \\
\hline
\end{gathered}
\] \& \({ }^{126} 21 \%\) \& \[
\] \& \[
\begin{gathered}
192 \\
46 \% \\
\mathrm{FG}
\end{gathered}
\] \& \[
\begin{gathered}
106 \\
\underset{G}{10 \%}
\end{gathered}
\] \& \({ }_{14}^{43}\) \& \[
\begin{aligned}
\& 76 \\
\& 29 \%
\end{aligned}
\] \& 11
\(18 \%\) \& 38\% \& \[
\begin{aligned}
\& 41 \\
\& 29 \%
\end{aligned}
\] \& \[
\begin{gathered}
142 \\
\text { H1\% } \\
\text { HIJK }
\end{gathered}
\] \& \[
\begin{gathered}
79 \\
\text { HIJ7\% }
\end{gathered}
\] \& \[
\begin{gathered}
330 \\
40 \% \\
\hline 0
\end{gathered}
\] \& 58
\(14 \%\) \& \[
\begin{gathered}
217 \\
41 \% \\
0 \mathrm{R}
\end{gathered}
\] \& 79
\(30 \%\)
R \& \({ }^{66}\) 21\% \& \({ }^{191}\) \& \begin{tabular}{l}
61 \\
\(44 \%\) \\
\hline
\end{tabular} \& 78
43
S \\
\hline Very knowledgeable \& \[
\begin{gathered}
172 \\
14 \%
\end{gathered}
\] \& \[
\begin{gathered}
123 \\
{ }_{C}^{20 \%}
\end{gathered}
\] \& \[
49
\] \& \[
\begin{aligned}
\& 21 \\
\& 17 \% \\
\& \mathrm{G} \%
\end{aligned}
\] \& \[
\begin{aligned}
\& 80 \\
\& { }^{89} \% \\
\& \hline
\end{aligned}
\] \& \[
\begin{aligned}
\& 53 \\
\& { }^{24 \%} \\
\& G
\end{aligned}
\] \& \[
{ }^{18}{ }_{6 \%}
\] \& \[
{ }^{23}{ }_{9 \%}
\] \& \[
{ }_{6 \%}^{4}
\] \& 11 5 \& \[
\begin{aligned}
\& 20 \\
\& 14 \% \\
\& \hline
\end{aligned}
\] \& \[
\begin{gathered}
70 \\
\text { 20\% } \\
\text { HIJ }
\end{gathered}
\] \& \[
\begin{gathered}
\stackrel{44}{26} \\
\text { HIJK }
\end{gathered}
\] \& \[
\begin{gathered}
153 \\
19 \% \\
19 \%
\end{gathered}
\] \& 19\% \& \[
\begin{aligned}
\& 116 \\
\& { }_{22 \%}
\end{aligned}
\] \& \[
\begin{aligned}
\& 26 \\
\& 10 \%
\end{aligned}
\] \& 22\% \& \[
\begin{aligned}
\& 811 \\
\& 11 \%
\end{aligned}
\] \& \({ }_{21}^{28}\) \& 23\% \\
\hline Somewhat knowledgeable \& \[
{ }_{18 \%}^{217}
\] \& \[
\begin{gathered}
140 \\
{ }_{C}^{23} \%
\end{gathered}
\] \& \[
\begin{aligned}
\& 77 \\
\& 13 \%
\end{aligned}
\] \& \[
{ }_{22}^{28} \%
\] \& \[
\begin{aligned}
\& 111 \\
\& 27 \% \\
\& \mathrm{FG}
\end{aligned}
\] \& \[
\begin{aligned}
\& 54 \\
\& \begin{array}{l}
54 \\
15 \% \\
\hline
\end{array}
\end{aligned}
\] \& 24\% \& 53 \& \({ }_{12 \%}^{8}\) \& 27
\(12 \%\) \& 21 15 \& 73
\(21 \%\) \& \({ }^{31 \%}\) \& \[
\begin{gathered}
178 \\
{ }_{23}^{3} \%
\end{gathered}
\] \& \({ }^{39} 9\) \& 1019\% \& 53\% \& 45
\(14 \%\) \& 110 \(14 \%\) \& 33

24\%
S \& 20\% <br>

\hline BOTTOM 2 BOX (NET) \& 8817 \& $$
\begin{aligned}
& 351 \\
& 57 \%
\end{aligned}
$$ \& \[

$$
\begin{gathered}
466 \\
79 \\
\hline
\end{gathered}
$$

\] \& 77\% \& 226\% \& \[

\underset{E}{260}

\] \& \[

$$
\begin{aligned}
& 254 \\
& \text { DEF }
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 187 \\
& { }^{71 \%} \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 53 \\
& { }_{8}^{52 \%} \% \\
& \text { LM }
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
184 \\
\text { HKLM }
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 100 \\
& { }^{71 \%} \\
& L_{1}
\end{aligned}
$$

\] \& 206 $59 \%$ \& 83\% \& 455\% \&  \& 309\% \& \[

$$
\begin{gathered}
186 \\
\substack{70 \%}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 253 \\
& { }_{9 Q} \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 577 \\
& 75 \% \\
& \text { TU }
\end{aligned}
$$
\] \& $76 \%$ \& 103 5 <br>

\hline Not very knowledgeable \& 246\% \& 134 \& ${ }^{112} 19$ \& 36\% \& 77\% \& 83\% \& 51\% \& 416\% \& 16\% \& 56\% \& 32\% \& 74\% \& ${ }^{28}{ }^{8} \%$ \& ${ }^{162} 21 \%$ \& 85\% \& ${ }^{98} 9$ \& ${ }^{51}$ 21\% \& 70\% \& 160 \& ${ }_{21}^{29}$ \& 32\% <br>
\hline Not at all knowledgeable \& 571 ${ }^{47 \%}$ \& 217

$35 \%$ \& \[
$$
\begin{gathered}
354 \\
60 \% \\
B
\end{gathered}
$$

\] \& 423\% \& 149 36 \& \[

$$
\begin{gathered}
177 \\
48 \% \\
\mathrm{DE}
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
203 \\
\text { CEF }
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 146 \\
& 55 \% \\
& \text { LM }
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 37 \\
& { }^{357 \%} \\
& \text { LM }^{2}
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 128 \\
& 58 \% \\
& \text { LM }
\end{aligned}
$$

\] \& 67\% \& ${ }^{132}$ 38\% \& 61 36 \& 293 37 \& \[

$$
\begin{gathered}
277 \\
\stackrel{66 \%}{N}
\end{gathered}
$$
\] \& 211

$40 \%$ \& 131

$49 \%$ \& \[
$$
\begin{gathered}
183 \\
\stackrel{5}{\mathrm{P}} \%
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& 417 \\
& 54 \% \\
& T U 4
\end{aligned}
$$
\] \& ${ }^{48}{ }^{1} \%$ \& 64\% <br>

\hline Sigma \& 1206
$100 \%$ \& 614
$100 \%$ \& 100\% \& 126
$100 \%$ \& 417
$100 \%$ \& 367\% \& 296\% \& 263\% \& -64\% \& 2220 \& 141
$100 \%$ \& 3490\% \& ${ }_{100}^{160 \%}$ \& 786

$100 \%$ \& 100\% \& 527\% \& 265 100 \& $$
\begin{aligned}
& 319 \\
& 100 \%
\end{aligned}
$$ \& 768

$100 \%$ \& 137
$100 \%$ \& 1810\% <br>
\hline
\end{tabular}

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HSS }}$ | Job- specific $\underset{\text { program }}{\text { training }}$ $\xrightarrow[\text { (I) }]{ }$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{gathered} \text { Blue } \\ \text { Collar } \end{gathered}$ | Pink | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| TOP 2 BOX (NET) | ${ }^{494} 4$ | $\begin{gathered} 284 \\ \stackrel{46}{C} \% \end{gathered}$ | 210 35 | $\begin{aligned} & \text { 63 } \\ & 50 \% \\ & G \end{aligned}$ | $\stackrel{205}{\stackrel{49}{G}}$ | $\begin{gathered} 153 \\ 42 \% \\ G \end{gathered}$ | 73 ${ }^{75}$ | 100 380 | 19 $30 \%$ | 72 $32 \%$ | 51 36 | $\begin{aligned} & 169 \\ & \text { 48k } \\ & \text { IJK } \end{aligned}$ | $\begin{array}{r} 84 \\ 50 \% \\ \text { HIJK } \end{array}$ | $\begin{gathered} 381 \\ 48 \% \end{gathered}$ | $\xrightarrow{113}$ 27\% | $\begin{gathered} 245 \\ 47 \% \\ \mathrm{R} \end{gathered}$ | $\stackrel{108}{41 \%}$ | 100 $31 \%$ | 258\% | 80 58 S | $\begin{aligned} & 101 \\ & 56 \% \\ & 5 \end{aligned}$ |
| Very knowledgeable | $\begin{gathered} 167 \\ 14 \% \end{gathered}$ | $\begin{gathered} 112 \\ \\ \\ 18 \% \end{gathered}$ | ${ }^{55}{ }_{9 \%}$ | $\begin{gathered} 21 \\ 21 \\ \hline \end{gathered}$ | $\begin{aligned} & 79 \\ & 199 \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & 42 \\ & 11 \% \end{aligned}$ | ${ }^{19} 7 \%$ | $\begin{aligned} & \begin{array}{l} 33 \\ 13 \% \\ \text { IJ } \end{array} \end{aligned}$ | ${ }_{2 \%}$ | ${ }^{10} 5 \%$ | $\begin{gathered} 11 \\ 8 \% \end{gathered}$ | $\begin{gathered} 68 \\ \text { ITK } \\ \text { IJK } \end{gathered}$ | $\begin{gathered} 43 \\ \text { HIJK } \\ \hline \end{gathered}$ | $\begin{gathered} 139 \\ 18 \% \end{gathered}$ | ${ }^{28}{ }_{7 \%}$ | $\begin{aligned} & 90 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 28 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 39 \\ & 12 \% \end{aligned}$ | ${ }^{66} 9$ | $\begin{aligned} & 36 \\ & 26 \% \\ & { }_{5} \end{aligned}$ | ${ }_{\text {27 }}{ }_{\text {S }}{ }^{\text {\% }}$ |
| Somewhat knowledgeable | $\begin{gathered} 327 \\ 27 \% \end{gathered}$ | ${ }^{172} 28$ | ${ }^{155}$ | 37\% | $\begin{gathered} 126 \\ { }_{30}{ }_{\mathrm{G}} \end{gathered}$ | $\begin{gathered} 111 \\ 30 \% \\ \mathrm{G} \end{gathered}$ | 54\% | 25\% | 18\% | 618\% | 40\% | 101 $29 \%$ | 415\% | $\begin{gathered} 242 \\ 31 \% \\ 0 \end{gathered}$ | 85\% | $\stackrel{155}{\stackrel{1}{29} \%}$ | $\begin{aligned} & 80 \\ & 30 \% \\ & \mathrm{R} \end{aligned}$ | 61 $19 \%$ | 192\% | 442\% | 529\% |
| BOTTOM 2 BOX (NET) | 712 $59 \%$ | 330 $54 \%$ | $\begin{gathered} 382 \\ 65 \% \\ B \end{gathered}$ | ${ }_{50}^{62}$ | 213\% | 214 58 | $\begin{gathered} 223 \\ \text { DEF } \end{gathered}$ | $\begin{gathered} 163 \\ 62 \% \\ M \end{gathered}$ | $\begin{aligned} & 45 \\ & \text { 40 } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 150 \\ & { }^{68 \%} \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 90 \\ & { }^{64} \% \\ & \text { LM }^{2} \end{aligned}$ | 180 $52 \%$ | 84\% | 405 | $\begin{gathered} 307 \\ \underset{N}{73} \% \end{gathered}$ | ${ }^{282}$ 5\% | 157 ${ }^{59}$ | $\begin{gathered} 219 \\ \underset{\mathrm{P}}{219} \mathrm{~F} \end{gathered}$ | $\begin{aligned} & 511 \\ & \begin{array}{l} 66 \% \end{array} \end{aligned}$ | 572\% | 79\% |
| Not very knowledgeable | ${ }^{310} 26 \%$ | ${ }^{164} 27 \%$ | ${ }^{146}$ | 32\% | 112\% | 84\% | 79\% | 21\% | 12\% | 617\% | $\begin{aligned} & 49 \\ & 35 \% \\ & H 1 \end{aligned}$ | 91\% | 43\% | ${ }^{185}$ | ${ }^{125} 30$ | ${ }^{145}$ | 52\% | 89\% | 205\% | 31 22 | 37\% |
| Not at all knowledgeable | 402 ${ }_{3}$ | ${ }^{166} 27 \%$ | $\begin{gathered} 236 \\ 40 \% \\ \hline \mathrm{~B} \end{gathered}$ | 30 $24 \%$ | 101 | $\begin{gathered} 126 \\ 34 \% \\ E \end{gathered}$ | $\begin{gathered} 144 \\ \text { DEF } \end{gathered}$ | $\begin{gathered} 109 \\ \text { KLM } \end{gathered}$ | $\begin{gathered} 33 \\ \text { KLM } \\ \text { KLM } \end{gathered}$ | $\begin{aligned} & 90 \\ & 40 \% \\ & \mathrm{LM}^{2} \end{aligned}$ | 29\% | 89\% | 415\% | 220 28 | $\begin{gathered} 182 \\ \stackrel{43}{\mathrm{~N}} \mathrm{~N} \end{gathered}$ | ${ }^{136}$ 26\% | $\begin{aligned} & 105 \\ & 40 \% \\ & 4 \mathrm{P} \end{aligned}$ | 130 <br> 41 | $\begin{aligned} & 306 \\ & \\ & 40 \% \end{aligned}$ | 27 $19 \%$ | 42\% |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | ${ }_{100 \%}$ | 126 $100 \%$ | ${ }_{100 \%}$ | ${ }^{367}$ 10\% | 296\% | 263 | 64 $100 \%$ | ${ }_{102}^{222}$ | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786 $100 \%$ | 100\% | 100\% | 265 100 | 319 $100 \%$ | 768\% | 137 $100 \%$ | 181 $100 \%$ |

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

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\left(\begin{array}{c} \text { Gen } \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { Minils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ | Job-cific specining training $\underset{\substack{\text { rainaing } \\ \text { program }}}{ }$ | Some college | Associate degree degree | Bachelor degree | Graduate degree | Yes | No | White Collar | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126 *$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Work that is performed in an office, cubicle, or other administrative setting | $\begin{gathered} 527 \\ 44 \% \end{gathered}$ | $\begin{gathered} 272 \\ 44 \% \end{gathered}$ | $\begin{gathered} 255 \\ 43 \% \end{gathered}$ | ${ }_{26}^{36 \%}$ | $\begin{aligned} & 190 \\ & 45 \% \\ & \text { D } \end{aligned}$ | $\begin{aligned} & 186 \\ & 51 \% \\ & { }_{5 G} \end{aligned}$ | $\underset{39 \%}{114}$ | ${ }_{32}^{85}$ | 21 $32 \%$ | $\begin{aligned} & 71 \\ & 32 \% \end{aligned}$ | $\begin{aligned} & 57 \\ & 40 \% \end{aligned}$ | $\begin{gathered} 198 \\ 57 \% \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 95 \\ \text { H57\% } \end{gathered}$ | $\begin{gathered} 383 \\ 49 \% \end{gathered}$ | $\begin{gathered} 144 \\ 34 \% \end{gathered}$ | $\begin{aligned} & 527 \\ & \text { } 100 \% \end{aligned}$ | - | - | $\begin{gathered} 332 \\ 43 \% \end{gathered}$ | $\begin{aligned} & 65 \\ & 48 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 73 \\ & 40 \% \end{aligned}$ |
| Work that is related to customer interaction, entertainment, sales, or work | 319 | ${ }^{135} 22 \%$ | $\begin{gathered} 184 \\ \underset{B}{18 \%} \end{gathered}$ | $\begin{aligned} & 44 \\ & 35 \% \end{aligned}$ | $\begin{gathered} 102 \\ 24 \% \end{gathered}$ | ${ }_{22}^{82}$ | $\begin{aligned} & 91 \% \end{aligned}$ | ${ }_{22}^{52 \%}$ | 17\% | $\begin{gathered} { }^{90} 41 \% \\ \text { HIKLM } \end{gathered}$ | 35\% | 80\% | 39\% | $\stackrel{192}{24 \%}$ | ${ }^{128} 30$ | - | - | $\begin{aligned} & 319 \\ & 100 \% \\ & \text { PQ } \end{aligned}$ | $\begin{gathered} 197 \\ 26 \% \end{gathered}$ | ${ }_{33}^{45}$ | 46\% |
| Work that requires manual labor | 265 $22 \%$ | $\begin{gathered} 170 \\ \\ \\ \hline \mathrm{C} \end{gathered}$ | 95 ${ }^{16 \%}$ | $\begin{gathered} 40 \\ 32 \% \\ \hline \end{gathered}$ | 922\% | ${ }_{19}^{68}$ | 24\% | $\begin{gathered} 95 \\ \text { JLM }^{36 \%} \end{gathered}$ | $\begin{aligned} & 18 \\ & { }^{28} \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 51 \\ & \text { 23\% } \\ & \\ & \hline \end{aligned}$ | $\begin{aligned} & 38 \\ & { }^{37 \%} \\ & \mathrm{LM}^{2} \end{aligned}$ | 42\% | 21 $13 \%$ | 153\% | $\begin{gathered} 112 \\ 27 \% \\ \mathrm{~N} \end{gathered}$ | - | $\begin{aligned} & 265 \\ & 100 \% \\ & \text { PR } \end{aligned}$ | : | $\begin{gathered} 189 \\ \stackrel{25}{T} \% \end{gathered}$ | ${ }_{12 \%}^{16}$ | 43 <br> $24 \%$ |
| Other | ${ }^{95}$ | 37 | 58\% | 5\% | 34\% | 30 8 \% | ${ }^{26} 9$ | 25\% | ${ }^{14}{ }^{9}$ | 10 4 \% | 10\% | 29 ${ }_{8}{ }^{1}$ | 12\% | 58\% | ${ }^{37} 9$ | - | - | - | ${ }^{50} 6$ | 118\% | $19 \%$ |
| Sigma | ${ }^{1206} 100$ | 614 $100 \%$ | 100\% | 126 $100 \%$ | 417\% | ${ }^{360}{ }^{100 \%}$ | ${ }^{2906}$ | 263\% | 644\% | 222\% | 141 $100 \%$ | 349 $100 \%$ | ${ }^{168} \times$ | 786\% | 100\% | 520\% | 265\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 180\% |

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

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $(18-24)$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\operatorname{Gen} \mathrm{X}}$ | Boomers or older $(55+)$ (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate egree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue | ${ }_{\text {Ponk }}^{\text {Ponk }}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Accommodation and Food Services | ${ }_{49}^{49}$ | ${ }^{23} 4 \%$ | ${ }^{26} 4 \%$ | $\begin{aligned} & 8 \\ & 6 \% \end{aligned}$ | ${ }^{15} 3$ | ${ }^{13}$ | 13 5 | $\begin{gathered} 15 \\ { }^{16 \%} \\ \text { L } \end{gathered}$ | $\begin{aligned} & 3 \\ & 5 \% \\ & L^{\prime} \end{aligned}$ | $\begin{aligned} & 20 \\ & \text { LM }^{20} \% \end{aligned}$ | 5\% | $3{ }^{3}$ | ${ }^{3}$ \% | $\stackrel{20}{2 \%}$ | $\begin{aligned} & 29 \\ & \mathrm{~N}^{2} \% \end{aligned}$ | ${ }_{2 \%}$ | 11 4 \% | $\begin{aligned} & \text { 29\% } \\ & \stackrel{9}{\mathrm{p}} \end{aligned}$ | ${ }^{37} 5$ | 4\% | 2\% |
| Administrative Support Services | ${ }_{31}^{3 \%}$ | 8\% | $\begin{gathered} 23 \\ 4 \% \\ 4^{2} \end{gathered}$ | 5 | 2\% | ${ }_{2 \%}$ | ${ }^{10} 3 \%$ | ${ }_{2 \%}^{5}$ | ${ }_{2}^{1}$ | ${ }_{3 \%}^{6}$ | ${ }_{5 \%}^{7}$ | ${ }_{2}^{7}$ | ${ }^{5} \%$ | ${ }_{16}^{16}$ | 15 $4 \%$ | 22 4 | $\stackrel{1}{*}$ | ${ }_{2}^{5}$ | 12\% | 11 S | $8 \%$ |
| Advertising/Marketing | 16 ${ }_{1 \%}$ | ${ }_{1 \%}^{6}$ | ${ }^{10} 2 \%$ | $1 \%$ | ${ }_{2 \%}$ | ${ }_{1 \%}^{4}$ | ${ }_{1 \%}^{2}$ | 1\% | - | ${ }_{2}^{3}$ | $1 \%$ | ${ }_{3 \%}$ | - | ${ }^{13} 2$ | $3{ }_{1}^{3}$ | ${ }_{1 \%}^{6}$ | ${ }_{1 \%}^{2}$ | ${ }_{2 \%}^{6}$ | ${ }_{1 \%}^{8}$ | - | 5\% |
| Agriculture/Forestry/Fishin g/Hunting | 4 | ${ }_{*}$ | 3 | - | $\stackrel{1}{*}$ | ${ }_{*}^{*}$ | ${ }_{1}{ }^{1 \%}$ | 1\% | * | * | - | 1 | 1 | 1 | ${ }_{1}^{4}$ | * | 1\% | - | ${ }_{1}^{4} \%$ | - |  |
| Arts, Entertainment \& Recreation | ${ }_{31}{ }^{3}$ | 9\% | 22 4 \% | ${ }^{8} \%$ | ${ }^{10} 2 \%$ | ${ }_{2 \%}^{7}$ | ${ }_{2 \%}^{6}$ | $3{ }_{1}$ | $\text { HJKLM }^{10^{6} \%}$ | ${ }_{2}^{4} \%$ | ${ }_{1}^{2}$ | ${ }^{13} 4{ }^{4}$ | 2\% | ${ }^{22} 3$ | 2\% | $7{ }_{1}$ | ${ }_{1}^{4}$ | $\begin{aligned} & { }^{19}{ }^{6} \% \\ & \hline{ }^{2} \end{aligned}$ | 14\% | 3\% | ${ }_{1}^{2} \%$ |
| Automotive Services | ${ }^{14}{ }_{1}$ | 1\% | $\begin{aligned} & 7 \\ & 1 \% \end{aligned}$ | ${ }_{2}^{2 \%}$ | ${ }_{1 \%}^{3}$ | ${ }_{1}^{3}$ | ${ }^{5} \%$ | ${ }_{5}^{5}$ | $\begin{gathered} \frac{2}{3} \% \\ M^{2} \end{gathered}$ | ${ }_{1}^{2}$ | ${ }_{1}^{1 \%}$ | ${ }_{1}^{4}$ | - | ${ }_{1 \%}$ | ${ }_{1}^{5}$ | ${ }_{1 \%}^{6}$ | ${ }_{2}^{4}$ | 1\% | ${ }^{13} 2{ }_{2}$ | - | $1 \%$ |
| Banking \& Finance | 57 | 37 6 | ${ }_{3}^{20}$ | ${ }_{3 \%}^{4}$ | 26 6 | $\stackrel{18}{5 \%}$ | ${ }^{10} 3$ | $\stackrel{9}{3 \%}$ | ${ }_{3}^{2}$ | $\stackrel{4}{2 \%}$ | 5 | $\stackrel{24}{7} \%$ | 14 9 | 41 5 | 17\% | $\begin{gathered} 43 \\ \text { QR } \end{gathered}$ | ${ }_{3}^{7}$ | ${ }_{1 \%}$ | ${ }^{38}{ }^{\text {\% }}$ | ${ }_{6}^{6}$ | $8 \%$ |
| Communications | ${ }_{1 \%}^{7}$ | ${ }_{1 \%}^{6}$ | 2 | : | ${ }_{1 \%}^{3}$ | ${ }_{1}^{3} \%$ | 1 | : | $\mathrm{HJK}^{\frac{2}{3 \%}}$ | - | - | ${ }_{1 \%}$ | $1 \%$ | ${ }_{1}^{7}$ | $\stackrel{1}{*}$ | ${ }_{1}^{3}$ | ${ }_{*}$ | ${ }_{1 \%}^{2}$ | 2 | ${ }_{2 \%}$ | 2\% |
| Construction <br> (heavy/special trades) | ${ }^{63}$ \% | $\stackrel{5}{9} 9_{\mathrm{C}}^{\mathrm{C}}$ | ${ }_{1 \%}$ | $9 \%$ | ${ }^{17} 4 \%$ | 19\% | ${ }^{18}{ }_{6}$ | $\begin{aligned} & 19 \\ & \mathrm{M}^{2} \end{aligned}$ | $\stackrel{5}{8} \%$ | 15 $M$ $M$ | $\stackrel{7}{5 \%}$ | 15 ${ }^{4}$ \% | 2\% | 37 | 26\% | ${ }_{3}^{16}$ | $\begin{aligned} & 38 \\ & 14 \% \\ & \text { PR } \end{aligned}$ | ${ }_{3 \%}$ | ${ }^{50} \%$ | $1 \%$ | ${ }_{5}^{8}$ |
| Education | ${ }^{98}{ }_{8}$ | $43 \%$ | ${ }^{54} 9$ | ${ }_{15}^{15}$ | 318 | 33\% | ${ }^{18}{ }_{6}{ }^{\text {a }}$ | 14\% | ${ }_{3}{ }^{2}$ | ${ }_{3}^{6} \%$ | ${ }^{12} 9$ | 36 10 | 28\% HiJ H | $73 \%$ | 25\% | 35\% | 11\% | $\begin{aligned} & 33 \\ & 10 \% \\ & 10 \% \end{aligned}$ | ${ }_{9}^{67}$ | 17 $12 \%$ | 5\% |
| Engineering Services | ${ }^{18}{ }_{2 \%}$ | ${ }_{1 \%}^{9}$ | ${ }^{10} 2 \%$ | $1 \%$ | ${ }_{1}^{6}$ | $\begin{aligned} & 11 \\ & \begin{array}{l} 3 \% \\ \mathrm{G} \end{array} \end{aligned}$ | - | 1\% | $\stackrel{1}{2 \%}$ | 1\% | $\stackrel{3}{2 \%}$ | 1\% | 2\% | ${ }^{15} 2$ | 1\% | 14\% | ${ }_{1 \%}^{2}$ | $3{ }_{1 \%}^{3}$ | 14 $2 \%$ | - | $\stackrel{1}{*}$ |
| Healthcare \& Social Assistance | ${ }_{8 \%}^{101}$ | ${ }^{19} 3$ | $\begin{aligned} & 82 \\ & \begin{array}{l} 14 \% \\ B \end{array} \end{aligned}$ | ${ }^{10} 8$ | ${ }^{35}$ | ${ }^{30} 8 \%$ | ${ }^{26} 9$ | 13 5 | $\begin{gathered} 14 \\ \text { HJKL } \end{gathered}$ | ${ }^{15} 7$ | $\begin{aligned} & 15 \\ & 11 \% \end{aligned}$ | ${ }_{23}^{23}$ | 21 <br> ${ }_{\text {13\% }}{ }_{\text {H }}$ | $\begin{aligned} & 76 \\ & 10 \% \end{aligned}$ | 25 ${ }_{6}$ | ${ }^{34}{ }_{6 \%}$ | ${ }^{18} \%$ | 34 $11 \%$ | ${ }^{58}{ }_{8}{ }^{\text {\% }}$ | 23 <br> $17 \%$ <br> $S$ | 13\% |
| Insurance | ${ }^{29} 2$ | ${ }^{16} \%$ | 13\% | : | 14\% | ${ }_{2 \%}$ | ${ }_{3}^{8} \%$ | ${ }_{2 \%}^{4}$ | ${ }^{1} \%$ | 8 | $1 \%$ | 13\% | $1 \%$ | 21 31 | ${ }_{2 \%}$ | 19\% | ${ }_{1 \%}^{2}$ | ${ }_{3}^{8} \%$ | 25\% | $3{ }_{3}^{4}$ | 1 |
| Legal Services | 24\% | 1\% | ${ }^{16}$ 3\% | 2\% | $\stackrel{1}{*}$ | $\begin{aligned} & 11 \\ & 3 \% \\ & \text { E } \end{aligned}$ | $\begin{aligned} & 10 \\ & 3 \% \\ & \text { E } \end{aligned}$ | ${ }_{1}^{2} \%$ | * | ${ }_{1}^{3}$ | ${ }_{1 \%}^{2}$ | ${ }_{2} \%$ | $\begin{gathered} { }^{12} \% \\ \text { HIJKL }^{2} \% \end{gathered}$ | 19\% | ${ }_{1 \%}^{6}$ | $\begin{gathered} 19 \\ 4 \% \\ \mathrm{R} \end{gathered}$ | ${ }_{1 \%}^{2}$ | ${ }_{1 \%}^{2}$ | 19\% | - | * |

[^6]Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degres/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | (Gen Z <br> $(18-24)$ | $\begin{gathered} \text { Mille- } \\ \text { Mine } \\ \text { (25-38) } \end{gathered}$ | (39n-54) | $\begin{gathered} \text { Bomers } \\ \text { orsors } \\ \text { onder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\mathrm{HS}}$ |  | $\begin{array}{c}\text { Some } \\ \text { college }\end{array}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | $\begin{array}{c}\text { Bachelor } \\ \text { degree }\end{array}$ | Graduate degree | Yes | No | White Colar | ${ }_{\text {Blue }}^{\text {Bular }}$ | ${ }_{\substack{\text { Pink } \\ \text { Collar } \\ \hline}}$ | White | $\xrightarrow{\text { African }}$ American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (1) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Weighted Base | 1206 | 614 | 592 | $126 *$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| Maintenance | ${ }^{11} \%$ | 7\% | ${ }_{1}^{3} \%$ | ${ }_{2} \%$ | 1\% | 1\% | ${ }_{1}^{4} \%$ | $\frac{5}{2 \%}$ | $L^{3}{ }^{3 \%}$ | ${ }_{2}^{4}$ | : | : | : | 1\% | ${ }_{1}^{6} \%$ |  | $\underset{\substack{7 \\ \mathrm{P}^{7} \%}}{ }$ | 1\% | ${ }_{1}{ }^{\text {\% }}$ | ${ }_{2 \%}$ | 2\% |
| Manufacturing | ${ }_{69}{ }^{9}$ | ${ }_{5}^{52}$ | . ${ }_{3}^{17}$ | $1 \%$ | $32 \%$ D | ${ }^{26} \%$ | ${ }^{10}$ | 17\% | 2\% | 12\% | ${ }_{4 \%}$ | 27\% | 3\% | ${ }_{6}^{46}$ | ${ }^{23} 5$ | 25\% | ${ }^{24} 9$ | ${ }^{19} 6$ | ${ }^{41}$ \% | 6\% | ${ }^{11} \%$ |
| Military | $\stackrel{3}{*}$ | 2 | 2 | $1 \%$ | 2 | 1 | * | : | ${ }_{\text {2\% }}^{1}$ | : | : | ${ }_{1}^{2} \%$ | : | 3 | 1 | 1 | 1 | ${ }_{1}^{2} \%$ | 2 | - | ${ }_{1}^{2} \%$ |
| Printing Trade | $\stackrel{3}{*}$ | 1 | 2 | $1 \%$ | 1 | 1 | - | ${ }_{1}^{3} \%$ | : | : | * | - | - | : | ${ }_{1}^{3} \%$ | 1 | ${ }_{1}^{2} \%$ | * | $\stackrel{ }{*}$ | $1 \%$ |  |
| Public Administration/Gov ernment | ${ }^{32}$ \% | ${ }^{15}$ | ${ }^{17}$ 3\% | 1\% | ${ }^{8} \%$ | ${ }^{8} \%$ | ${ }^{15}$ | 2\% | 2\% | 9\% | 2\% | 2\% | 5\% | ${ }_{3}^{20}$ | ${ }^{12}$ | ${ }^{25}{ }^{5 \%}$ | * | ${ }_{1}^{3}$ | ${ }^{21} 3$ | ${ }_{1}^{2} \%$ | ${ }_{4 \%}^{6}$ |
| Real Estate | ${ }^{18} \%$ | $7{ }_{1}$ | ${ }^{11}$ |  | ${ }^{8} \%$ | 1\% | 2\% | ${ }_{2 \%}^{4}$ | : | 2\% | ${ }_{1}^{2} \%$ | ${ }_{1}{ }^{2}$ | 2\% | 14\% | ${ }_{1}^{4}$ | ${ }^{11}$ | $!$ | ${ }^{6} \%$ | ${ }^{10} 10$ | $1 \%$ | 2\% |
| Religious/Non-Profit Organization | ${ }_{1 \%}$ | 1\% | 2 | 1\% | * | 1 | 2\% | 1\% | $\mathrm{JM}^{3} \mathrm{3}$ \% | : | * | ${ }_{1}^{3} \%$ | : | ${ }_{1}{ }^{\text {\% }}$ | 2 | * | ${ }_{1}^{3} \%$ | 1\% | 1\% |  | 1\% |
| Research Services | 1 | * | * |  | * |  | * |  | J | - | * | : |  | 1 |  |  |  |  | * |  | * |
| Retail | 94\% | 37 6 | 10\% | ${ }_{12}^{16}$ | ${ }^{23} 6$ | ${ }^{23} 6$ | $\underset{\text { in }}{\substack{32 \\ \text { \% }}}$ |  | ${ }_{4 \%}^{3}$ | ${ }_{\text {LM }}^{\substack{29 \\ \text { L3\% }}}$ | ${ }^{13}$ | ${ }^{11}$ | ${ }_{4 \%}^{6}$ | $46 \%$ | ${ }_{\text {429\% }}^{4} \mathrm{~N}$ | ${ }^{21} 4 \%$ | ${ }_{\text {219 }}{ }^{29}$ | $\underset{\substack{42 \\ 13 \\ \hline}}{ }$ | ${ }^{65}$ | ${ }_{6}^{8} \%$ | ${ }^{16} 9$ |
| Technology | ${ }^{108} 9$ | 75 <br>  <br>  <br> 12 <br>  <br> 1 | ${ }^{33} \%$ | 4\% | 55\% |  | ${ }_{3}^{8} \%$ | ${ }^{11}$ \% | $\stackrel{2}{4}$ | ${ }^{11} 5$ | ${ }^{13} \%$ |  | 24\% | ${ }_{\substack{93 \\ 12 \%}}^{1}$ | 15\% |  | ${ }^{14} 5$ | $12 \%$ | $49 \%$ | ${ }^{12} \%$ | ${ }_{\text {29 }}^{16 \%}$ |
| Telecommunications | ${ }_{1}^{13} 10$ | $7{ }^{7}$ | ${ }_{1 \%}^{6}$ | : | 1\% | ${ }_{1}^{3}$ | ${ }_{1 \%}$ | ${ }_{1 \%}$ | * | ${ }_{2 \%}^{4}$ | ${ }^{3} \%$ | 2\% | ${ }_{1 \%}$ | 10 $1 \%$ | ${ }_{1 \%}$ | ${ }_{2}^{8}$ | ${ }_{1 \%}$ | ${ }_{1 \%}$ | ${ }^{11} \%$ | * | $1 \%$ |
| ${ }_{\substack{\text { Transportation \& } \\ \text { Warehousing }}}$ | 39\% | ${ }^{24} 4$ | ${ }^{15}$ | ${ }_{3}^{4}$ | 2\% | $\begin{gathered} 22 \\ { }^{6 \%} 0 \end{gathered}$ | 2\% | ${ }^{13} 5$ | 1\% | 2\% | 4\% | ${ }^{14} 4$ | ${ }_{1}^{2} \%$ | ${ }_{3}^{20}$ | ${ }^{18} 4$ | ${ }^{16} \%$ | ${ }^{15} 6$ | 2\% | ${ }^{24} 3$ | 3\% | 2\% |
| Travel | ${ }^{18} \%$ | $7 \%$ | ${ }^{11} 2 \%$ | $1 \%$ | ${ }^{8} \%$ | 1\% | ${ }_{1}^{3} \%$ | $1 \%$ | ${ }_{2}^{2 \%}$ | ${ }_{2}^{4} \%$ | ${ }_{4 L}^{6}$ | 2\% | ${ }_{2}^{4} \%$ | ${ }^{12} 20$ | ${ }_{1}^{6} \%$ | ${ }^{3} \%$ | 10 | 2\% | ${ }^{12}$ \% | ${ }^{3} \%$ | ${ }_{1 \%}{ }^{3}$ |
| Utilities | 19\% | ${ }^{11} 2 \%$ | ${ }_{1 \%}^{1 \%}$ | : | 2\% | ${ }_{1 \%}^{1 \%}$ | ${ }_{2 \%}^{6}$ | 2\% | 1\% | ${ }_{1}^{2} \%$ | $1 \%$ | ${ }^{10} 3$ | ! | ${ }^{13} 2 \%$ | ${ }_{2 \%}^{6}$ | ${ }^{11} 2 \%$ | 1\% | ${ }_{1}^{4}$ | ${ }^{11} 1 \%$ | 3\% | 2\% |
| Other | ${ }_{19}^{228}$ | ${ }^{117} 19$ | ${ }^{111} 19$ | ${ }_{20}^{25}$ | 779\% | 57 $16 \%$ | ${ }_{23}^{68}$ | $\begin{gathered} 64 \\ { }_{2}^{245 \%} \\ \mathrm{LM}^{25} \end{gathered}$ | 14\% | 23\% | 25\% | 55\% | 24\% | ${ }^{130} 17 \%$ | $\xrightarrow{98}$ | 9480 | ${ }_{176}^{46}$ | 53 $17 \%$ | ${ }_{19 \%}^{199}$ | 14\% | 37\% |

Proportions/Means: Columns Tested
Overlap formulae used. $\leqslant$ small base

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (nilals } \\ & \text { (25-38) } \end{aligned}$ | $\operatorname{cin}_{(39-54)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job-ific training program | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 100\% | 263 $100 \%$ | 64 $100 \%$ | 222 | 141 $100 \%$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | 786 $100 \%$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |



Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninials } \\ & (25-38) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | $\begin{gathered} \text { Boomers } \\ \text { orolder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ |  | $\underset{\text { Some }}{\text { college }}$ | Associate | Bachelor | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\underset{\text { Blue }}{\text { Collar }}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| Senior management <br> (CEO, CFO, Senior VP, <br> etc.) | ${ }_{14}^{148}$ | ${ }^{89}$ 15\% | 59 $10 \%$ | 17 $13 \%$ | 63 $15 \%$ | ${ }^{35} 9$ | 34 $11 \%$ | 19\% | 3 $4 \%$ | 12\% | $\begin{aligned} & 144 \\ & 10 \% \end{aligned}$ | $\begin{gathered} 58 \\ 17 \% \\ \text { HIJ } \end{gathered}$ | $\begin{gathered} \stackrel{42}{25 \%} \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 120 \\ 15 \% \\ \hline \end{gathered}$ | ${ }^{27} 7$ | 77 | 26\% | 36 $11 \%$ | 83 $11 \%$ | 19 | 36 20\% S |
| Vice president | $\begin{gathered} 31 \\ 3 \% \end{gathered}$ | ${ }^{20} 3$ | 12\% | ${ }_{3}^{4}$ | ${ }_{3 \%}^{14}$ | ${ }^{11} 3 \%$ | ${ }_{1}^{2}$ | ${ }_{*}$ | ${ }_{\text {HJ }}{ }^{4} \%$ | : | $\stackrel{5}{3 \%}{ }_{\mathrm{HJ}}$ | $\begin{aligned} & 16 \\ & { }^{5} \% \end{aligned}$ | $\begin{gathered} 8 \\ { }_{5 J}^{8} \% \end{gathered}$ | $\begin{aligned} & 27 \\ & 3 \% \end{aligned}$ | ${ }_{1}^{4}$ | 21 4 \% | ${ }_{1}^{2}$ | 5\% | ${ }_{17}^{17}$ | ${ }_{3}^{4}$ | ${ }_{3}^{5}$ |
| Director/manager/supervis or/team leader | ${ }_{23}^{278}$ | ${ }^{159} 26$ | ${ }_{218}^{118}$ | ${ }^{12} 9$ | $\begin{gathered} 108 \\ 26 \% \\ \mathrm{D} \end{gathered}$ | $\begin{aligned} & 96 \\ & 26 \% \\ & \text { 26\% } \end{aligned}$ | $$ | 39 $15 \%$ | $\begin{aligned} & 12 \\ & 19 \% \end{aligned}$ | $\begin{gathered} \text { 691\% } \\ \text { 31\% } \end{gathered}$ | 28\% | $\begin{aligned} & \frac{82}{24 \%} \\ & \mathrm{H}^{2} \end{aligned}$ | $\begin{aligned} & 47 \\ & 28 \% \\ & H \end{aligned}$ | $\begin{gathered} 203 \\ 26 \% \\ 06 \end{gathered}$ | 75\% | $\underset{Q}{141} \underset{Q_{0}}{17 \%}$ | 49\% | 789\% | ${ }^{183}$ | $\begin{aligned} & 40 \\ & 29 \% \\ & \cup \end{aligned}$ | 29\% |
| Professional/technical staff member | ${ }^{226} 19 \%$ | $\begin{gathered} 100 \\ 16 \% \end{gathered}$ | ${ }_{21}^{125}$ | 18 | $\begin{aligned} & 76 \\ & \hline 18 \% \end{aligned}$ | $\begin{aligned} & \frac{84}{84} \\ & G \end{aligned}$ | ${ }_{15}^{45}$ | 21 8 \% | $\begin{aligned} & \begin{array}{l} 14 \\ 21 \% \\ \text { HJ } \end{array} \end{aligned}$ | ${ }^{20} 9$ | $\begin{aligned} & 35 \\ & { }_{25}^{25 \%} \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 101 \\ & 29 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 35 \\ & \begin{array}{l} 21 \% \\ \text { HJ } \end{array} \end{aligned}$ | $\begin{gathered} 172 \\ \underset{22 \%}{ } \end{gathered}$ | 53 $13 \%$ | $\begin{gathered} 131 \\ 25 \% \\ Q \end{gathered}$ | ${ }^{25} 9$ | $\begin{aligned} & 58 \\ & { }^{18 \%} \\ & { }_{Q}^{2} \end{aligned}$ | $\stackrel{145}{19 \%}$ | 14\% | ${ }^{28}{ }^{16 \%}$ |
| Entry level/administrative/ clerical | $\stackrel{155}{13 \%}$ | 49\% | $\begin{gathered} 106 \\ \begin{array}{c} 18 \% \\ B \end{array} \end{gathered}$ | $\begin{gathered} 44 \\ \text { EFG } \end{gathered}$ | ${ }_{11 \%}$ | $32 \%$ | 35\% | $\begin{aligned} & 51 \\ & 19 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 9 \\ & 14 \% \\ & M \end{aligned}$ | $\begin{aligned} & 34 \\ & 34 \% \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 19 \\ & 13 \% \\ & M \end{aligned}$ | 34 $10 \%$ | 5\% | 75\% | $\begin{aligned} & 80 \\ & { }^{89 \%} \\ & { }^{2} \end{aligned}$ | 81 ${ }^{15}$ | ${ }_{9}^{24}$ | ${ }^{45} 4$ | $\underset{14}{105}$ | 17 $12 \%$ | ${ }^{13} 7 \%$ |
| Sales representative | ${ }_{52}{ }^{\text {\% }}$ | ${ }^{25} 4$ | ${ }^{37}$ 6\% | $\begin{aligned} & 7 \\ & 6 \% \end{aligned}$ | 189\% | 19 5 | 17 6 | ${ }^{17}$ 6\% | 3 3\% | 14 6 | $\stackrel{7}{5 \%}$ | ${ }^{15} 4$ | $7 \%$ | ${ }^{35} 4$ | 27 6 | ${ }^{23} 4 \%$ | ${ }_{2 \%}^{4}$ | $\begin{aligned} & 33 \\ & 10 \% \\ & P^{10} \% \end{aligned}$ | 35 | 7 5 | ${ }^{17} 9$ |
| Skilled labor professional | $\stackrel{147}{12 \%}$ | $\begin{aligned} & 90 \\ & 15 \% \\ & { }_{C}^{2} \end{aligned}$ | 57 $10 \%$ | ${ }^{12} 9$ | 51 $12 \%$ | 38\% | 47 ${ }_{16}$ | $\begin{aligned} & 51 \\ & { }^{19 \%} \\ & \text { LM }^{2} \end{aligned}$ | $\begin{aligned} & 12 \\ & \text { LM } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & 35 \\ & { }^{36} \% \\ & \text { LM }^{1} \% \end{aligned}$ | $\begin{aligned} & 27 \\ & \text { LM\% } \\ & \text { LM } \end{aligned}$ | 14\% | $8 \%$ | 82\% | 65 ${ }^{6}$ \% | 20 4 \% | $\begin{aligned} & 91 \\ & 34 \% \\ & \text { PR } \end{aligned}$ | $\begin{aligned} & 28 \\ & 9 \\ & \hline \mathrm{P} \% \end{aligned}$ | 99\% | 19 $14 \%$ | ${ }^{25} 4$ |
| Other | 159 | ${ }^{82}$ 13\% | 78 13 | 13 $10 \%$ | 43\% | ${ }^{48}{ }^{13}$ | $\begin{aligned} & \text { 55} \\ & \text { 199\% } \\ & { }^{2} \end{aligned}$ | ${ }_{\text {KLM }}^{\mathrm{KL}^{24}}$ | $\begin{gathered} 9 \\ 14 \% \\ { }_{\mathrm{K}} / \mathrm{c} \end{gathered}$ | $\begin{gathered} 37 \\ \text { KLM }^{37} \% \end{gathered}$ | ${ }_{5 \%}^{7}$ | 29\% | 13\% | ${ }^{71} 9$ | $\stackrel{88}{21 \%} \underset{N}{88}$ | 32\% | $\begin{gathered} 45 \\ 17 \% \% \\ P \end{gathered}$ | $\begin{gathered} 37 \\ 12 \% \\ \text { P2\% } \end{gathered}$ | 102 | 17\% | 27 $15 \%$ |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 1266\% | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | ${ }^{296}{ }^{100 \%}$ | 263 $100 \%$ | -64 | 222\% | 141 $100 \%$ | 349 $100 \%$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | 786 $100 \%$ | 100\% | 527 | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | 768 $100 \%$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

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

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{(3)}$ | $\begin{gathered} \text { Boomers } \\ \text { or ofder } \\ (55+) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific training program | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink Collar | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Less than \$15,000 | ${ }_{46}{ }^{6}$ | ${ }^{10} 2 \%$ | $\begin{gathered} 36 \\ 6 \% \\ \text { B } \end{gathered}$ | $\begin{aligned} & 15 \\ & { }_{12}^{2} \% \\ & E^{2} \% \end{aligned}$ | ${ }_{2 \%}^{8}$ | ${ }_{2}^{7}$ | $\begin{aligned} & 16 \\ & 5 \% \\ & \text { E } \end{aligned}$ | $\begin{aligned} & 18 \\ & \mathrm{KL}^{7} \% \end{aligned}$ | ${ }_{\text {KLM }}{ }^{6}$ | $\begin{gathered} \begin{array}{c} 1 \\ 5 \% \\ \mathrm{~L} \end{array} \end{gathered}$ | 2\% | 1\% | 3\% | ${ }_{18}^{18}$ | $\begin{aligned} & 27 \\ & 7^{2} \% \end{aligned}$ | ${ }_{1}^{7}$ | $\begin{aligned} & 16 \\ & { }^{6} \% \end{aligned}$ | $\begin{aligned} & 19 \\ & \text { 6\% } \end{aligned}$ | 35 ${ }^{5}$ | 2\% | $7 \%$ |
| \$15,000 to \$24,999 | 70 6 | ${ }^{24} 4$ | $\begin{aligned} & 46 \\ & { }^{8} \% \end{aligned}$ | $\begin{aligned} & 14 \\ & \begin{array}{l} 11 \% \\ \text { EF } \end{array} \end{aligned}$ | 17 4 \% | ${ }^{16} 4$ | 23\% | $\begin{gathered} \begin{array}{c} 33 \\ \text { KLM } \\ \text { KLM } \end{array} \end{gathered}$ | 4\% | 14\% | 7 5 | ${ }^{10} 3$ | ${ }_{1 \%}^{2}$ | ${ }^{28} 4$ | $\begin{aligned} & 42 \\ & \frac{40}{10 \%} \\ & \hline \end{aligned}$ | ${ }^{17} 3 \%$ | 19\% | $\begin{aligned} & \text { 28\% } \\ & \stackrel{9}{\mathrm{P}} \end{aligned}$ | ${ }_{6}^{66}$ | 1180 | $\stackrel{9}{5 \%}$ |
| \$25,000 to \$34,999 | ${ }_{8 \%}^{101}$ | 45\% | $\begin{aligned} & 56 \\ & 10 \% \\ & \end{aligned}$ | $\frac{7}{6 \%}$ | $\begin{gathered} 47 \\ 11 \% \\ { }^{4} \% \end{gathered}$ | 19\% | 28 $10 \%$ | $\begin{aligned} & 28 \% \\ & { }^{8} \% \end{aligned}$ | $L_{\text {LM }}{ }^{\text {9 }}$ \% | $\begin{gathered} { }^{44} 20 \% \\ \text { HKLM }{ }^{2} \end{gathered}$ | 6\% | ${ }^{13} 4 \%$ | $\stackrel{4}{2 \%}$ | ${ }_{81}^{61}$ | ${ }^{39} 9$ | ${ }^{27}$ 5\% | 34 <br> $13 \%$ | 33 $10 \%$ P | ${ }_{82}{ }_{8}$ | 172\% | 20 $11 \%$ |
| \$35,000 to \$49,999 | 159 13 | 72\% | 87\% | 17\% | 59\% | ${ }_{11}^{41}$ | $\stackrel{42}{14 \%}$ | $\begin{aligned} & 46 \\ & \begin{array}{l} 17 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 15 \\ & 23 \% \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 29 \\ 13 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 23 \\ & 177 \% \\ & M \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 40 \\ 11 \% \\ M \end{array} \end{aligned}$ | 5\% | $\stackrel{101}{13 \%}$ | 58 $14 \%$ | 65 $12 \%$ | ${ }_{13}^{36}$ | $\stackrel{44}{14 \%}$ | $\stackrel{107}{14 \%}$ | 19 $14 \%$ | ${ }^{16} 9$ |
| \$50,000 to \$74,999 | ${ }_{267}^{26 \%}$ | ${ }^{141} 23$ | ${ }^{126}$ | 20\% | 90\% | ${ }^{83}{ }^{3} \%$ | 74 $25 \%$ | $\begin{aligned} & \begin{array}{l} 63 \\ 24 \% \\ M \end{array} \end{aligned}$ | 118\% | $\begin{gathered} 76 \\ 34 \% \\ \text { ILM } \end{gathered}$ | $\begin{aligned} & \text { 41 } \\ & \text { LM } \end{aligned}$ | 55 ${ }^{5}$ | 21 $13 \%$ | $\stackrel{144}{18 \%}$ | $\begin{gathered} 123 \\ \underset{N}{29 \%} \end{gathered}$ | 113\% | ${ }_{23}^{62}$ | 76\% | 1814\% | 32\% | 30\% |
| \$75,000 to \$99,999 | ${ }_{1}^{146}$ | ${ }^{86}$ 14\% | 10\% | $3{ }_{3}^{3}$ | $\begin{aligned} & 52 \\ & { }^{13 \%} \\ & \text { D } \end{aligned}$ | $\begin{aligned} & 59 \\ & 59 \\ & 16 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 31 \\ & 11 \% \\ & 11 \% \end{aligned}$ | 29 $11 \%$ | ${ }_{1}{ }^{7} \%$ | 13 6 | 19 $14 \%$ | 61 $18 \%$ | 17\% | $\begin{gathered} 112 \\ 14 \% \\ 0 \end{gathered}$ | 34\% | 75 $14 \%$ | ${ }^{25} 9$ | ${ }_{9}^{28}{ }^{\text {\% }}$ | ${ }_{12}{ }^{2}$ | ${ }^{10} 7$ | 29 ${ }^{16 \%}$ |
| \$100,000 to \$124,999 | ${ }_{141}^{12 \%}$ | $\begin{aligned} & 87 \\ & \begin{array}{l} 14 \% \\ C \end{array} \end{aligned}$ | ${ }_{9}^{94}$ | 19 $15 \%$ | ${ }^{46}$ 11\% | 49\% | 27\% | 26 $10 \%$ | $\stackrel{3}{5 \%}$ | 14 6 | ${ }^{12} 9$ | $\begin{aligned} & 59 \\ & 19 \% \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 27 \\ & \begin{array}{l} 16 \% \\ 115 \end{array} \end{aligned}$ | $\begin{gathered} 108 \\ 14 \% \\ 0 \end{gathered}$ | ${ }^{33} 8$ | 70 $13 \%$ | ${ }^{26} 10 \%$ | 32\% | 77\% | 12\% | ${ }^{25} 14 \%$ |
| \$125,000 to \$149,999 | $84 \%$ | 49\% | ${ }^{35}$ \% | $1 \%$ | $\begin{gathered} 39 \\ 9 \\ \hline \end{gathered}$ | 20 5 | $\begin{gathered} 24 \\ 8 . \\ { }^{2} \% \end{gathered}$ | 2\% | 3\% | $8 \%$ | 5\% | $\begin{gathered} 40 \\ 11 \% \\ \text { HIJ } \end{gathered}$ | $\begin{gathered} 22 \\ \text { HIJ\% } \\ \text { HIJK } \end{gathered}$ | $\begin{aligned} & 70 \\ & 9 \% \end{aligned}$ | 14 3 \% | 56 $11 \%$ $R$ | 14 5 | 13\% | 55\% | ${ }_{4}^{6}$ | ${ }^{17} 9$ |
| \$150,000 to \$199,999 | $90 \%$ | ${ }^{53} 9$ | 37 6 | 9\% | 25\% | $\begin{gathered} 42 \\ { }_{12}^{2} \% \\ \mathrm{EG} \end{gathered}$ | 14\% | ${ }_{1}^{4} \%$ | $\stackrel{2}{4 \%}$ | ${ }_{2 \%}$ | $\begin{aligned} & 11 \\ & \text { HJ } \end{aligned}$ | $\begin{aligned} & 35 \\ & \begin{array}{l} 10 \% \\ \mathrm{HJ} \end{array} \end{aligned}$ | $\begin{gathered} 34 \\ \text { 240\% } \\ \text { HIJKL } \end{gathered}$ | $\begin{aligned} & 72 \\ & 9 \% \\ & \hline 0 \end{aligned}$ | ${ }^{18} 4$ | ${ }^{46}{ }_{9}$ | ${ }^{15} 6$ | 24\% | 59 | 15 | 12\% |
| \$200,000 to \$249,999 | ${ }_{29}^{29}$ | 20 3 \% | 1\% | 5\% | ${ }_{1}^{4} \%$ | $\begin{gathered} { }^{13} \\ { }^{4} \% \end{gathered}$ | ${ }_{2}^{7}$ | : | $\vdots$ | $1 \%$ | $\begin{gathered} 6 \\ \mathrm{HJ}^{6} \% \end{gathered}$ | $\begin{aligned} & 12 \\ & { }_{4}^{1} \% \end{aligned}$ | ${ }_{(6 \%}^{6 J^{9}}$ | 24\% | 1\% | 19 4 \% | ${ }_{1}^{2} \%$ | ${ }_{2 \%}^{8}$ | 19\% | ${ }_{5}^{6}$ | ${ }_{2 \%}$ |
| \$250,000 or more | 46\% | 22 4 \% | ${ }_{24}^{4}$ | $\begin{gathered} 12 \\ { }^{12} \% \\ \text { FG } \end{gathered}$ | $\begin{aligned} & 21 \\ & 5 \% \\ & \frac{1}{6} \end{aligned}$ | ${ }^{11} 3$ | $3_{1 \%}^{1 \%}$ | ${ }_{2}^{5}$ | ${ }_{H J K}^{\frac{4}{7}}$ | ${ }_{2}^{4}$ | - | 13 $4 \%$ | $\begin{gathered} 21 \\ \text { 112\% } \\ \text { HJKL } \end{gathered}$ | $\begin{aligned} & 40 \\ & 5 \% \\ & 0 \end{aligned}$ | ${ }_{1}^{6}$ | $\begin{aligned} & 29 \\ & { }_{6}^{2} \% \end{aligned}$ | ${ }_{3 \%}^{8}$ | ${ }_{2}^{5}$ | ${ }_{31}{ }_{3}$ | ${ }_{6 \%}$ | ${ }_{2 \%}^{4}$ |
| Decline to answer | 27 $2 \%$ | ${ }_{1}^{5}$ | $\begin{gathered} 22 \\ { }_{\mathrm{B}} \% \end{gathered}$ | ${ }_{3}^{4}$ | 11 3 \% | ${ }_{2 \%}^{7}$ | ${ }_{2 \%}^{6}$ | 12\% | * | 1\% | 2\% | ${ }_{2 \%}$ | ${ }_{1 \%}^{2}$ | ${ }_{1 \%}^{7}$ | $\begin{aligned} & \text { 21 } \\ & { }^{5} \% \end{aligned}$ | ${ }_{1 \%}^{5}$ | ${ }_{3 \%}^{8}$ | ${ }_{3 \%}$ | 14 $2 \%$ | ${ }_{1 \%}^{2}$ | ${ }^{8} \%$ |
| Sigma | 1206\% | 614 $100 \%$ | 5920 | 12680 | 1417\% | 367 $100 \%$ | 296\% | 263 $100 \%$ | 64\% | 222 | 141 $100 \%$ | 349 $100 \%$ | 168\% | 786 $100 \%$ | 4200\% | 527 | 265 | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { (18-24) } \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | Some college | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | White | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Male | $599 \%$ | ${ }_{9}^{599}$ | - | $\begin{aligned} & 58 \\ & 46 \% \end{aligned}$ | 206 $49 \%$ | ${ }^{188}$ | $\begin{aligned} & 148 \\ & 50 \% \end{aligned}$ | $\begin{gathered} 111 \\ 42 \% \end{gathered}$ | 28 ${ }^{28}$ | 98\% | ${ }_{49}^{69}$ | $\begin{gathered} 189 \\ \stackrel{54}{\mathrm{H}} \end{gathered}$ | $\begin{gathered} 104 \\ 162 \% \\ \text { HIJK } \end{gathered}$ | $\begin{aligned} & 435 \\ & 55 \% \\ & \hline \end{aligned}$ | ${ }^{165} 3$ | $\begin{gathered} 268 \\ \stackrel{51 \%}{\mathrm{R}} \end{gathered}$ | $\begin{aligned} & 170 \\ & 64 \% \\ & \text { PR } \end{aligned}$ | 125 $39 \%$ | ${ }^{374} 49$ | 614 | 542\% |
| Female | 582\% | - | $\underset{B}{582}$ | ${ }_{52}^{66}$ | 200 $48 \%$ | ${ }^{176} 88$ | $\stackrel{141}{48 \%}$ | $\begin{gathered} 145 \\ 55 \% \\ M \end{gathered}$ | $\begin{aligned} & 36 \\ & 55 \% \\ & M \end{aligned}$ | ${ }^{109} 49 \%$ | 71 50 | 159 46 | 63\% | 343\% | $\begin{gathered} 239 \\ \stackrel{57 \%}{N} \end{gathered}$ | $\begin{gathered} 252 \\ 48 \% \end{gathered}$ | 93\% | $\begin{gathered} 181 \\ 57 \% \\ Q \end{gathered}$ | 374 49 | 76\% | 84\% |
| Other | ${ }^{14} 1 \%$ | 11 ${ }^{1}$ | ${ }_{1}^{3}$ | $1 \%$ | ${ }^{8} \%$ | ${ }_{1}^{3}$ | ${ }_{1 \%}^{3}$ | 1\% | * | 10 L \% | * | - | ${ }_{1}^{1 \%}$ | 5\% | $\begin{aligned} & 10 \\ & { }_{2}^{2} \% \end{aligned}$ | ${ }_{1 \%}^{6}$ | $\stackrel{1}{*}$ | 2\% | 14 2 \% |  | - |
| Prefer not to answer | ${ }^{10} \%$ | ${ }_{1 \%}^{4}$ | ${ }_{1}^{6} \%$ | ${ }_{1}^{2}$ | ${ }_{1 \%}$ | * | ${ }_{1}^{4} \%$ | ${ }_{2 \%}$ | ${ }_{1}^{1 \%}$ | ${ }_{2 \%}^{4}$ | $1 \%$ | : | - | 3 | ${ }_{2 \%}^{7}$ | 1 | 1 | ${ }^{7}{ }^{7} \%$ | ${ }_{1 \%}^{7}$ | * | $\stackrel{3}{2 \%}$ |
| Sigma | 1206\% | 614 $100 \%$ | 592\% | 126\% | 417 $100 \%$ | 367 $100 \%$ | ${ }^{296}$ | 263\% | 64 $100 \%$ | 222 | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786\% | 420\% | 527 $100 \%$ | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |



Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gn } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree degree | Bachelor degree | Graduate degree degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | Blue Collar | $\begin{gathered} \text { Pink } \\ \text { Collar } \end{gathered}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| 18-24 | $\begin{gathered} 126 \\ 10 \% \end{gathered}$ | $\begin{aligned} & 59 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 67 \\ & 11 \% \end{aligned}$ | $\begin{gathered} 126 \\ 100 \% \\ E F G \end{gathered}$ | - | $:$ | : | $\begin{gathered} 48 \\ { }_{18}^{18} \% \end{gathered}$ | $\begin{aligned} & 3 \\ & 5 \% \end{aligned}$ | $\begin{aligned} & 26 \\ & 12 \% \end{aligned}$ | ${ }^{13}$ | ${ }^{24} \%$ | ${ }^{11} \%$ | ${ }^{55}$ | $\begin{aligned} & \begin{array}{l} 71 \\ 17 \% \\ \mathrm{~N} \end{array} \end{aligned}$ | 36 | $\begin{aligned} & 40 \\ & \begin{array}{l} 45 \% \\ 15 \% \end{array} \end{aligned}$ | $\begin{aligned} & 44 \\ & { }^{14} \% \end{aligned}$ | ${ }^{56}$ | $\begin{aligned} & 28 \\ & { }_{20}^{20} \% \\ & \mathrm{SU}^{2} \end{aligned}$ | 15 $8 \%$ |
| 25-34 | $\underset{23 \%}{282}$ | ${ }_{24 \%}^{146}$ | $\begin{gathered} 136 \\ 23 \% \end{gathered}$ | - | $\begin{gathered} 282 \\ 68 \% \\ \text { DFG } \end{gathered}$ | - | : | $\begin{aligned} & 47 \\ & 17 \% \end{aligned}$ | ${ }_{22}^{14} \%$ | ${ }_{22}^{49}$ | ${ }_{25}^{35}$ | $\begin{aligned} & 93 \\ & { }_{27} 7 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 48 \\ & { }_{28}^{48 \%} \end{aligned}$ | $\begin{gathered} 205 \\ 26 \% \end{gathered}$ | $\begin{aligned} & 77 \\ & 18 \% \end{aligned}$ | $\begin{aligned} & 130 \\ & 25 \% \end{aligned}$ | ${ }^{51} 5$ | $\begin{aligned} & 74 \\ & 23 \% \end{aligned}$ | $\begin{gathered} 143 \\ 19 \% \end{gathered}$ | 39\% | ${ }_{3}^{58}{ }_{5}$ |
| 35-44 | 259 $21 \%$ | ${ }^{135}$ | ${ }^{124} 21 \%$ | : | $\begin{aligned} & 135 \\ & 32 \% \\ & \mathrm{DG} \end{aligned}$ | $\begin{aligned} & 123 \\ & 34 \% \\ & D G \end{aligned}$ | : | 37 $14 \%$ | 142\% | 42\% | $\begin{aligned} & 36 \\ & 25 \% \\ & { }^{35} \end{aligned}$ | $\begin{aligned} & 80 \\ & { }_{23}^{83 \%} \\ & \hline \end{aligned}$ | $\begin{aligned} & 50 \\ & 30 \% \\ & H \end{aligned}$ | $\begin{gathered} 203 \\ 26 \% \\ 0 \end{gathered}$ | 56 $13 \%$ | ${ }^{127} 24$ | 52\% | 54\% | 152\% | 20\% | ${ }_{3}^{58}{ }_{5}$ |
| 45-54 | 243 $20 \%$ | 122\% | 121 20 | : | - | $\begin{gathered} 243 \\ 66 \% \\ \text { DEG } \end{gathered}$ | - | 47\% | 14\% | 45\% | 20\% | 819\% | ${ }^{28} 7$ | ${ }^{158}{ }^{20 \%}$ | 85\% | ${ }^{119} 23$ | 47\% | 56\% | 173 ${ }^{22 \%}$ | 21 | 26\% |
| 55-64 | 210\% | 105\% | 104 | - | $\div$ | - | $\begin{aligned} & 210 \\ & 71 \% \\ & \text { DEF } \end{aligned}$ | $\begin{gathered} { }^{69} 26 \% \\ \text { JLM } \end{gathered}$ | 14\% | 30 $13 \%$ | 24\% | 53 $15 \%$ | 20\% | 121 15 | ${ }^{81} \%$ | 90\% | 50 $19 \%$ | 51 $16 \%$ | ${ }_{\text {168 }}^{16}$ | 20 $14 \%$ | $\stackrel{16}{9 \%}$ |
| $65+$ | ${ }^{86}$ | 468\% | 40\% | - | - | - | $\begin{gathered} 86 \\ \text { DEF } \\ \hline \end{gathered}$ | 18\% | ${ }_{9}^{6}$ | 29 $13 \%$ KL | ${ }_{3}^{5}$ | ${ }^{17} 5$ | 11 6 | 43 5 | ${ }_{\substack{43 \\ N \\ N}}$ | 24 5 \% | 14 5 | $\begin{aligned} & 41 \\ & { }^{43 \%} \\ & P_{2} \end{aligned}$ | $\begin{aligned} & 77 \\ & 10 \% \\ & \text { TU } \end{aligned}$ | ${ }_{2 \%}$ | ${ }_{4}^{7}$ |
| MEAN | 42.6 | 42.8 | 42.5 | 21.5 | 31.8 | $\stackrel{46.6}{\text { D. }}$ | 62.0 | 43.1 | 45.5 | 43.4 | 41.9 | 42.1 | 41.7 | 42.1 | 43.7 | 42.5 | 41.4 | 43.4 | 45.7 | 37.8 | 38.6 |
| STD. DEV. | 14.30 | 14.37 | 14.24 | 1.87 | 3.98 | 4.58 | 5.73 | 15.89 | 13.79 | 15.62 | 13.50 | 13.14 | 12.96 | 13.32 | 15.94 | 12.87 | 14.82 | 16.04 | 14.35 | 13.62 | 12.05 |
| STD. ERR. | 0.41 | 0.63 | 0.54 | 0.19 | 0.19 | 0.25 | 0.31 | 1.05 | 1.23 | 1.21 | 0.94 | 0.76 | 0.97 | 0.48 | 0.78 | 0.59 | 0.91 | 0.85 | 0.49 | 1.39 | 0.91 |
| MEDIAN | 41 | 41 | 41 | 22 | 32 | 47 | 61 | 45 | 45 | 39 | 41 | 40 | 40 | 40 | 46 | 41 | 38 | 42 | 46 | 35 | 36 |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | 614 $100 \%$ | 592\% | 126\% | 417 $100 \%$ | 367 $100 \%$ | ${ }^{296}$ | 263 | 100\% | 222 $100 \%$ | 141 $100 \%$ | 349 $100 \%$ | 1688\% | 786 $100 \%$ | 420\% | 527 $100 \%$ | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181\% |



Base: All Qualified Respondents

|  |  | Gend | der |  | Gener | ation |  |  |  | Highest E | Education |  |  | Has Multiple Certificat | $\begin{aligned} & \text { egrees/ } \\ & \text { ns } \end{aligned}$ |  | pe of Wor |  |  | ace/Ethnicit |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { (18-24) } \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { ninils } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } X}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program $\qquad$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree | Yes | No | White | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126 * | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| EMPLOYED (NET) | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 2222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | 137 $100 \%$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |
| Employed full time | $924{ }^{7} \%$ | ${ }_{80}^{492}$ | ${ }^{432} 73 \%$ | 79 | $\begin{aligned} & 349 \\ & 84 \% \\ & \mathrm{DG} \end{aligned}$ | $\begin{aligned} & 312 \\ & 85 \% \\ & \mathrm{DG} \end{aligned}$ | ${ }^{185}$ | ${ }^{188}$ | 46\% | 151 68 | $\begin{gathered} 112 \\ 80 \% \end{gathered}$ | $\begin{aligned} & 294 \\ & { }_{84}{ }^{2 l J} \end{aligned}$ | 132 | $\begin{aligned} & 628 \\ & 80 \% \\ & 0 \% \end{aligned}$ | 296\% | $\begin{aligned} & 451 \\ & 86 \% \end{aligned}$ | $\underset{\mathrm{R}}{205}$ | 207 $65 \%$ | ${ }^{586}$ \% | 111 $81 \%$ | 146 $81 \%$ |
| Employed part time | $\begin{gathered} 173 \\ 14 \% \end{gathered}$ | $\begin{aligned} & 72 \\ & 12 \% \end{aligned}$ | $\begin{gathered} 101 \\ 17 \% \\ B \end{gathered}$ | $\begin{aligned} & 32 \\ & 26 \% \\ & E F F \end{aligned}$ | ${ }^{36} 9$ | $\begin{aligned} & 37 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 68 \\ & 238 \\ & E F \end{aligned}$ | $\begin{aligned} & 520 \% \end{aligned}$ <br> LM | 10\% | $\begin{gathered} 45 \\ 20 \% \\ \hline \end{gathered}$ | 15 | 33 $10 \%$ | ${ }^{18} 11 \%$ | ${ }_{12}{ }^{12}$ | $\begin{aligned} & 81 \\ & \begin{array}{l} 19 \% \\ \mathrm{~N} \end{array} \end{aligned}$ | 52\% | 36 $14 \%$ | - ${ }_{\text {218 }}^{\text {2 }}$ | $\begin{gathered} 113 \\ \underset{y}{15} \% \end{gathered}$ | ${ }_{13}^{18}$ | 14\% |
| Self-employed full time | ${ }^{75}{ }_{6}$ | 40\% | ${ }^{35}{ }_{6 \%}$ | ${ }^{8} \%$ | 24\% | 15 ${ }^{4}$ \% | $\begin{aligned} & \text { 28 } \\ & \stackrel{9}{F} \% \end{aligned}$ | 10\% | 5\% | 17\% | 1180 | 19\% | ${ }^{13} 7$ | ${ }_{6}^{6 \%}$ | ${ }^{27} 6$ | 22 4 \% | ${ }^{17} 6$ | $\underset{\mathrm{p}}{29}$ | 46\% | ${ }^{5} \%$ | ${ }^{14} 8$ |
| Self-employed part time | ${ }_{33}{ }_{3}$ | ${ }^{10} 2 \%$ | ${ }^{23} 4$ | $\begin{aligned} & \frac{6}{5} \% \end{aligned}$ | 2\% | $3 \%$ | $\begin{aligned} & 15 \\ & \stackrel{5}{F} \% \end{aligned}$ | $\begin{gathered} 12 \\ 5 \\ \hline \end{gathered}$ | ${ }_{3}^{2}$ | ${ }_{4}^{9}{ }_{L}$ | ${ }_{2 \%}$ | ${ }_{1}^{2} \%$ | 5\% | 17\% | 16\% | 2 | 7 $3^{3} \%$ | $\begin{aligned} & 15 \\ & { }^{5} \% \end{aligned}$ | ${ }^{23} 3$ | ${ }_{2 \%}$ | 7 |
| NOT EMPLOYED (NET) | - | : | - | - | : | - | - | - | : | - | : | : | : | : | - |  |  | - | - |  | : |
| Not employed, but looking for work | : | : | - | : | - | - | : | - | - | : | - | : | - | : | : | : | - | - | : |  | : |
| Not employed and not looking for work | : | : | - | : | - | : | : | - | - | : | : | - | - | : | - | : | : | - | - |  | : |
| Not employed, unable to work due to a disability or illness | - | : | : | : | - | : | : | : | - | : | : | : | : | : | : | - | - | - | - | : | - |
| Retired | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Student | : | : | : | : | - | : | : | - | : | : | : | - | : | : | - | : | : | - | - | - | - |
| Stay-at-home spouse or partner | - | : | - | - | - | : | : | - | : | : | - | - | : | : | : | : | - | - | - | - | - |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | 64 ${ }^{64}$ | $\begin{aligned} & 2222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | 137 $100 \%$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |
| Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJ/K/L/M - N/O-P/Q/R-S/T/UOverlap formulae used. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

Base: All US Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\left(\begin{array}{c} \text { Gen } \\ (18-24) \end{array}\right.$ | $\begin{aligned} & \text { Mille- } \\ & \text { nilis } \\ & \text { (25-38) } \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers ${ }_{(55+)}$ | $\underset{\text { degree }}{\text { HS }}$ | Jobspecific program $\frac{(I)}{}$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | Collar | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |

## LESS THAN HIGH SCHOOL (NET)

Less than high school
Completed some high
school

| HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET) | ${ }^{689}{ }^{5} \%$ | 320 | $\begin{gathered} 369 \\ \underset{B}{62 \%} \end{gathered}$ | $\begin{aligned} & 90 \\ & 72 \% \\ & \hline F F \end{aligned}$ | 210\% | ${ }^{195} 5$ | $\begin{aligned} & 195 \\ & \text { 6F\% } \\ & \text { EF } \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \\ & \text { LM } \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \\ \text { LM } \end{gathered}$ | $\begin{aligned} & 222 \\ & 100 \% \\ & L M^{2} \end{aligned}$ | $\begin{aligned} & 141 \\ & \begin{array}{l} 100 \% \\ \text { LM } \end{array} \end{aligned}$ | : | - | 3428 | $\begin{gathered} 361 \\ { }_{86 \%} \\ \hline \end{gathered}$ | 233 $44 \%$ | $\begin{aligned} & 202 \\ & \text { PR } \end{aligned}$ | $\begin{gathered} 200 \\ 63 \% \\ \mathrm{P} \end{gathered}$ | $\begin{gathered} 466 \\ \vdots 1 \% \end{gathered}$ | $\begin{aligned} & 87 \\ & 63 \% \\ & u^{2} \end{aligned}$ | 86\% |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| High school graduate | $\begin{gathered} 263 \\ 22 \% \end{gathered}$ | $\underset{19 \%}{116}$ | $\stackrel{146}{25 \%}$ | $\begin{aligned} & 48 \\ & 38 \% \\ & E F \end{aligned}$ | $\begin{aligned} & 64 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 63 \\ & 17 \% \end{aligned}$ | $\begin{aligned} & 87 \\ & 30 \% \\ & \mathrm{EF} \end{aligned}$ | $\begin{gathered} 263 \\ 100 \% \\ \text { IJKLM } \end{gathered}$ | - | : | - | - | - | $\begin{aligned} & 76 \\ & 10 \% \end{aligned}$ | $\begin{gathered} 186 \\ \stackrel{4}{N} \% \end{gathered}$ | $\begin{aligned} & 85 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & 95 \\ & 36 \% \\ & \text { PR } \end{aligned}$ | $\begin{aligned} & 57 \\ & 18 \% \end{aligned}$ | $\begin{gathered} 197 \\ 26 \% \\ U \end{gathered}$ | $\begin{aligned} & 34 \\ & 25 \% \\ & \text { U } \end{aligned}$ | 20 $11 \%$ |
| Job-specific training program (s) a., career school (e.g tech/vocational certification) | ${ }^{64} 5$ | ${ }^{28} \%$ | ${ }^{36}$ \% | $\stackrel{3}{3 \%}$ | ${ }^{18}{ }^{4} \%$ | ${ }^{23} 6$ | 19\% | - | $\begin{gathered} 104 \\ \text { 100\% } \\ \text { HJKLM } \end{gathered}$ | - | : | : | - | $\begin{aligned} & 54 \% \\ & 0 \\ & \hline \end{aligned}$ | 10 $2 \%$ | 21 4 \% | ${ }^{18} \%$ | ${ }^{17} 5$ | 43\% | ${ }_{5}^{6}$ | 8 |
| Some college, but no degree | 222 $18 \%$ | $\begin{gathered} 106 \\ \\ 17 \% \end{gathered}$ | ${ }_{20 \%}^{116}$ | ${ }^{26} \%$ | 79 $19 \%$ | 58\% | 29\% | : | : | $\begin{gathered} 222 \\ \text { HOOO } \\ \text { HIKLM } \end{gathered}$ | - | - | : | 119\% | $\begin{gathered} 103 \\ \stackrel{4}{2} \% \\ N \end{gathered}$ | 71 $14 \%$ | 51 $19 \%$ | $\begin{gathered} 90 \\ \text { 28\% } \\ \hline \text { PQ } \end{gathered}$ | 142\% | ${ }_{18}^{18}$ | 37\% |
| Associate degree | $\underset{12 \%}{141}$ | $\begin{aligned} & 70 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 71 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 13 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 48 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 50 \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 29 \\ & 10 \% \end{aligned}$ | : | : | - | $\begin{array}{r} 141 \\ \text { HIJLM } \end{array}$ | : | - | $\begin{aligned} & 78 \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 63 \\ & 15 \% \end{aligned}$ | $\begin{aligned} & 57 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 38 \\ & 14 \% \end{aligned}$ | $\begin{aligned} & 35 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 84 \\ & 11 \% \end{aligned}$ | $\begin{aligned} & 28 \\ & 20 \% \\ & \mathrm{~S} \end{aligned}$ | 20 $11 \%$ |
| 4 YEAR COLLEGE DEGREE OR MORE (NET) | ${ }_{517}{ }_{43 \%}$ | $\begin{gathered} 294 \\ 48 \% \\ C \end{gathered}$ | 222 38 | 38\% | $\begin{aligned} & 208 \\ & 50 \% \\ & \text { DG } \end{aligned}$ | $\begin{aligned} & 172 \\ & 47 \% \\ & \mathrm{DG} \end{aligned}$ | 101 $34 \%$ | : | : | - | - | $\begin{gathered} 349 \\ \text { HIOO\% } \\ \text { HIJK } \end{gathered}$ | $\begin{gathered} 168 \\ 100 \% \\ \text { HIJK } \end{gathered}$ | ${ }_{5}^{458}$ | 59 $14 \%$ | $\begin{gathered} 293 \\ 56 \% \end{gathered}$ | 63 24 | $\begin{gathered} 119 \\ 37 \% \\ \hline \end{gathered}$ | 303 $39 \%$ | 50\% | $\begin{aligned} & 95 \\ & 52 \% \\ & 5{ }^{2} \% \end{aligned}$ |
| Bachelor's degree (such as B.A., B.S.) | 327\% | 179\% | $\stackrel{147}{25 \%}$ | 24\% | $\begin{gathered} 130 \\ \begin{array}{c} 31 \% \\ G \end{array} \end{gathered}$ | $\begin{gathered} 110 \\ 30 \% \\ G \end{gathered}$ | ${ }_{22}^{62}$ | : | - | : | : | $\begin{gathered} 327 \\ 94 \% \\ \text { HIJKM } \end{gathered}$ | - | $\begin{gathered} 275 \\ 35 \% \\ 0 \end{gathered}$ | 52\% | $\begin{aligned} & 187 \\ & 36 \% \\ & \text { QR } \end{aligned}$ | 37 $14 \%$ | $\begin{aligned} & 75 \\ & 23 \% \\ & { }^{7} \% \end{aligned}$ | ${ }^{172} 2{ }_{2}$ | 38\% | 68 3 S |
| Some graduate school, but no degree | 22\% | ${ }^{10} 2 \%$ | 12\% | - | $\stackrel{9}{2 \%}$ | ${ }_{1 \%}^{4}$ | ${ }_{3 \%}$ | - | : | - | : | ${ }^{22}{ }^{6 \%}$ | . | $\begin{aligned} & 20 \\ & 3 \% \\ & 0 \end{aligned}$ | 2 | 11\% | ${ }_{2}{ }^{2}$ | ${ }_{2}^{5}$ | 17 ${ }_{2}$ | - | ${ }_{3}^{5}$ |
| Graduate degree (such as MBA, MS, M.D., Ph.D.) | ${ }_{14 \%}^{168}$ | $\begin{gathered} 105 \\ 17 \% \\ C \end{gathered}$ | ${ }^{63} 11 \%$ | ${ }^{11} 9$ | ${ }^{68}{ }^{16 \%}$ | ${ }_{16 \%}$ | 31\% | - | - | : | - | - | $\begin{gathered} 168 \\ 100 \% \\ \text { HIJKL } \end{gathered}$ | $\begin{gathered} 163 \\ 21 \% \\ 0 \end{gathered}$ | ${ }^{5} \%$ | $\begin{aligned} & 95 \\ & 18 \% \\ & \hline \text { \% } \end{aligned}$ | 21 81 | 39 $12 \%$ | 114 $15 \%$ | 12 81 | ${ }_{12}^{22}$ |
| Sigma | $\begin{gathered} 1206 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 126 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 417 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 296 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 263 \\ & 100 \% \end{aligned}$ | $\begin{gathered} 64 \\ 100 \% \end{gathered}$ | $\begin{aligned} & 2222 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 141 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 349 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 168 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 786 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 420 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 527 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 265 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 319 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 768 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJJ/K/L/M - N/O-P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {s small base }}$

Base: All US Respondents

|  |  | Gen |  |  | Gener | ation |  |  |  | Highest E | ducation |  |  | Has Multiple Certificat | $\begin{aligned} & \text { egrees/ } \\ & \text { nins } \end{aligned}$ |  | pe of Wort |  |  | ace/Ethnicit |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | ${ }_{(18-24)}^{\text {Gen }}$ | $\begin{aligned} & \text { Mille } \\ & \text { Mille } \\ & \text { ni5i.318) } \end{aligned}$ | (39-54) | $\begin{gathered} \text { Boomers } \\ \text { oroctor } \\ (50+5) \end{gathered}$ | $\underset{\text { degree }}{\text { HS }}$ | $\begin{gathered} \text { Job.i. } \\ \substack{\text { spacifict } \\ \text { praining } \\ \text { program }} \\ \hline \end{gathered}$ | ${ }_{\text {Sollege }}^{\substack{\text { Some } \\ \text { cold }}}$ | $\begin{gathered} \text { Associate } \\ \text { degree } \end{gathered}$ | Bachelor degree | $\begin{gathered} \text { Graduate } \\ \text { degree } \end{gathered}$ | Yes | No | ${ }_{\text {White }}^{\text {Whitar }}$ | $\stackrel{\text { Blue }}{\text { Collar }}$ | Pink Collar | White | ${ }_{\text {American }}^{\text {African }}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | 137* | 181 |
| Northeast | 210\% | 121 20 | ${ }^{89}$ \% | 24\% | ${ }^{47}$ \% | ${ }_{\text {21 }}^{27}$ | ${ }_{21}^{63}$ | 42\% | 11\% | 14\% | 24\% | 19\% | ${ }^{36}$ 26 | 139\% | $72 \%$ | 100\% | 40\% | 49\% | ${ }^{139}$ \% | ${ }_{16}^{22}$ | 13\% |
| Midwest | ${ }_{266}^{26 \%}$ | ${ }^{138}$ | ${ }^{128} 2{ }^{2}$ | 20\% | 81\% | ${ }^{81}{ }^{2} \%$ | 75\% | 70 ${ }^{27 \%}$ $M$ | $12 \%$ | 52\% | ${ }^{32}$ 23\% | 75\% | 26\% | ${ }^{168}$ | 23\% | ${ }^{119} 23$ | 67\% | 20\% | 203 $\substack{20 \% \\ \text { 2U }}$ | ${ }_{13}^{18}$ | 25\% |
| South | ${ }^{447} 37$ | ${ }_{34}^{211}$ | ${ }^{236}$ 40\% | ${ }^{52}$ \% | ${ }_{39 \%}^{163}$ | 124\% | ${ }^{108} 8$ | 98\% | 29\% | 91\% | ${ }_{29 \%}$ | ${ }^{116} 36$ | 71 ${ }^{72}$ | 293\% | 154\% | 179\% | 94\% | $\stackrel{138}{ }{ }_{\text {43\% }}$ | 265\% | 76 SU | 719\% |
| West | ${ }_{28}^{283}$ | ${ }^{143}$ | ${ }^{139} 24$ | 30\% | 119\% | 83\% | 17\% | 20\% | 13\% | 53\% | ${ }_{32}{ }^{2}$ | 26\% | 34\% | 186 <br> 24 | 93\% | ${ }^{128} 24$ | ${ }_{24}^{64}$ | ${ }_{62}^{62}$ | ${ }^{162}$ | 21 | ${ }_{\text {c }}^{61}$ S\% |
| Sigma | ${ }^{1206 \%}$ | 614 $100 \%$ | 592\% | ${ }^{126} 100$ | ${ }_{417}^{400 \%}$ | 367 $100 \%$ | 296\% | 263\% | 64 $100 \%$ | 222\% | 1414 | 100\% | 160\% | 786\% | 420\% | 527\% | $\xrightarrow{265}$ | 319 $100 \%$ | $768 \%$ $100 \%$ | 137\% | 180\% |



Base: All US Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\underset{(18-24)}{\text { Gen }}$ | $\begin{aligned} & \text { Mille- } \begin{array}{l} \text { Milis } \\ \text { (25-38) } \end{array} \end{aligned}$ | $\underset{(39-54)}{(G)}$ | Boomers or older (55t) | $\underset{\text { degree }}{\text { HS }}$ |  | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | 126 * | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Less than $\$ 15,000$ | ${ }_{25}^{25}$ | $\begin{aligned} & 6 \\ & 1 \% \end{aligned}$ | $\begin{aligned} & 18 \\ & 3 \% \\ & B \end{aligned}$ | $\underset{\operatorname{EFG}^{7} \%}{9}$ | ${ }_{2 \%}^{8}$ | $\begin{aligned} & 3 \\ & 1 \% \end{aligned}$ | ${ }_{1}^{4} \%$ | $\begin{gathered} 11 \\ { }^{1} \% \end{gathered}$ | $\text { LM }^{\frac{3}{5} \%}$ | ${ }_{3 \%}^{6}$ | ${ }_{1}^{2}$ | 1 | $1 \%$ | $\begin{aligned} & 8 \\ & 1 \% \end{aligned}$ | $\begin{aligned} & 17 \\ & { }_{4} \mathrm{~N} \end{aligned}$ | $\begin{aligned} & 6 \\ & 1 \% \end{aligned}$ | $\begin{aligned} & 13 \\ & { }^{5} \% \end{aligned}$ | ${ }_{1}^{4}$ | ${ }^{16}$ | ${ }^{3} 2$ | 2 ${ }^{2}$ |
| \$15,000 to \$24,999 | ${ }_{3}^{39}$ | ${ }^{13} 2$ | ${ }_{26}{ }^{6}$ | $\begin{gathered} 10 \\ { }^{8} \% \end{gathered}$ | 12 3 \% | ${ }_{2 \%}$ | 9\% | $\text { KLM }^{20} 8$ | ${ }^{2}{ }_{4}^{4} \%$ | ${ }_{\text {M }}^{4} \mathrm{\%}$ | ${ }_{1}^{2}$ | 5\% | * | ${ }^{13} 2{ }_{2}$ | $\begin{aligned} & \text { 26 } \\ & { }^{6} \% \end{aligned}$ | ${ }_{11}^{1 \%}$ | ${ }_{3}^{8}$ | ${ }^{15} 5$ | 24 3 \% | 6\% | ${ }^{5} \%$ |
| \$25,000 to \$34,999 | ${ }_{58}^{5} \%$ | 25 ${ }^{4}$ \% | $34 \%$ | 7\% | 25 ${ }_{6}$ | 14\% | 12 4 \% | $\begin{aligned} & 19 \\ & \text { LM }^{7} \% \end{aligned}$ | ${ }_{\text {LM }}{ }^{8} \%$ | $\begin{aligned} & 24 \\ & { }^{241 \%} \\ & \text { LM }^{2} \end{aligned}$ | ${ }^{6}{ }^{4} \%$ | 5\% | - | 32. | ${ }_{6}^{26}$ \% | 14\% | $\begin{gathered} 21 \\ { }^{8} \% \end{gathered}$ | ${ }^{19}$ \% | 39\% | $7 \%$ 5 | ${ }^{11} 6$ |
| \$35,000 to \$49,999 | ${ }^{105} 9$ | 46\% | 60\% | 14 | 35 ${ }_{8}$ | ${ }^{29} 8$ | ${ }^{27} 9$ | $\begin{aligned} & 33 \\ & \text { LM } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & { }^{14} \begin{array}{l} 21 \% \\ J_{\text {LMM }} \end{array} \end{aligned}$ | 19\% | $\begin{aligned} & 17 \\ & { }_{12}^{12 \%} \\ & \text { LM } \end{aligned}$ | ${ }^{18} 5$ | ${ }_{3}^{4}$ | ${ }^{70} 9$ | 35 ${ }_{8}$ | ${ }^{38} \%$ | ${ }^{26} 10$ | 30 $10 \%$ | ${ }^{70} 9$ | ${ }_{12}^{12}$ | 14\% |
| \$50,000 to \$74,999 | 204\% | 104\% | 100\% | 14 | ${ }^{64}$ 15\% | ${ }^{61} 17 \%$ | 25\% | $\begin{aligned} & { }^{62} \\ & \text { LM }^{24} \% \end{aligned}$ | $\begin{aligned} & { }^{153} \% \\ & \text { LM }^{23} \end{aligned}$ | $\begin{aligned} & 56 \\ & \text { 25\% } \\ & \text { LM } \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 24 \\ 177 \% \\ M \end{array} \end{aligned}$ | 11\% | 6\% | 121 15 | 820\% | 71 $13 \%$ | $\stackrel{55}{21}$ | 20\% | 131 $17 \%$ | 20\% | ${ }^{28} 16$ |
| \$75,000 to \$99,999 | 185 | 103 $17 \%$ | 82\% | 16\% | ${ }^{67}$ 16\% | 53 $14 \%$ | 49\% | $\begin{aligned} & 50 \\ & { }^{19 \%} \\ & M^{2} \end{aligned}$ | $\stackrel{9}{13}$ | 40\% | ${ }_{13}^{18}$ | 51 15 | 17 $10 \%$ | $\stackrel{117}{15 \%}$ | ${ }^{68}{ }^{16 \%}$ | 85\% | ${ }^{35} 13 \%$ | 19\% | $\stackrel{113}{15 \%}$ | ${ }^{12} 9$ | 35 $19 \%$ |
| $\$ 100,000$ OR MORE (NET) | ${ }_{47 \%}^{563}$ | $\begin{gathered} 313 \\ 51 \% \\ C \end{gathered}$ | $\begin{gathered} 250 \\ 42 \% \end{gathered}$ | $\begin{aligned} & 51 \% \\ & 41 \% \end{aligned}$ | ${ }_{4}^{197}$ | $\begin{gathered} 190 \\ 52 \% \end{gathered}$ | $\begin{gathered} 125 \\ 42 \% \end{gathered}$ | 58\% | $\begin{aligned} & \text { 16 } \\ & 25 \% \end{aligned}$ | ${ }_{30}^{66}$ | $\begin{gathered} 69 \\ 49 \% \\ \text { HIJ } \end{gathered}$ | $\begin{gathered} 220 \\ \text { H } 63 \% \end{gathered}$ | $\begin{gathered} 133 \\ { }_{799 \%} \\ \text { HIJKL } \end{gathered}$ | $\begin{aligned} & 416 \\ & 53 \% \\ & 0 \end{aligned}$ | ${ }_{35 \%}^{147}$ | $\begin{aligned} & 297 \\ & 56 \% \\ & \text { QR } \end{aligned}$ | 101 $38 \%$ | 127 $40 \%$ | 363 ${ }^{47 \%}$ | 63 46 | 77 |
| \$100,000 to \$124,999 | 203 | ${ }_{19 \%}^{115}$ | ${ }^{88} \%$ | $\xrightarrow{13} 11 \%$ | ${ }^{76}$ 18\% | 62 $17 \%$ | 52\% | 26\% | 5\% | ${ }^{29} 13 \%$ | 22\% | $\begin{gathered} 86 \\ \begin{array}{c} 85 \% \\ \text { HIJ } \end{array} \end{gathered}$ | $\begin{aligned} & 34 \\ & 20 \% \\ & \mathrm{HI} \end{aligned}$ | $\stackrel{147}{19 \%}$ | ${ }^{56} 13 \%$ | ${ }^{98} 9$ | 159 | 51 16 | 130 | ${ }^{12} 9$ | 38 21 |
| \$125,000 to \$149,999 | ${ }^{140} 12 \%$ | 79 $13 \%$ | 62\% | $\begin{aligned} & 13 \\ & 10 \% \end{aligned}$ | 51 $12 \%$ | ${ }_{12}{ }^{2} \%$ | 34 $12 \%$ | ${ }^{16} 6$ | 5\% | ${ }^{18} 8$ | $\begin{aligned} & 24 \\ & 17 \% \\ & \mathrm{HJ} \end{aligned}$ | $\begin{aligned} & 51 \\ & \begin{array}{l} 15 \% \\ \mathbf{H}^{2} \end{array} \end{aligned}$ | $\begin{aligned} & 27 \\ & 16 \% \\ & H^{27} \end{aligned}$ | 93 $12 \%$ | ${ }_{17} 17$ | $\begin{aligned} & 82 \\ & 86 \% \\ & 16 \% \end{aligned}$ | 25\% | ${ }^{28} 9$ | ${ }_{12} 12$ | ${ }^{26} \mathrm{U}$ \% | 15\% |
| \$150,000 to \$199,999 | ${ }^{108}{ }_{9 \%}$ | 61 $10 \%$ | 47\% | $3{ }_{3}$ | 318\% | $\begin{aligned} & 50 \\ & 14 \% \\ & 14 E \end{aligned}$ | 24\% | ${ }_{2}^{4}$ | ${ }_{1}^{1 \%}$ | 12\% | $\begin{aligned} & \begin{array}{l} 16 \\ 11 \% \\ \text { HI } \end{array} \end{aligned}$ | 40 10 HI | $\begin{gathered} 35 \\ \text { HIJL } \\ \text { HIN } \end{gathered}$ | 86 $11 \%$ | 22 5 | 52 10 | 20\% | ${ }^{26} 8$ | 80\% | 12\% | ${ }^{12} \%$ |
| \$200,000 to \$249,999 | 41 31 | 24\% | ${ }^{16} 3$ | 5 | $\stackrel{8}{2 \%}$ | ${ }^{17} 5$ | ${ }^{10} 3 \%$ | ${ }_{1 \%}^{2}$ | - | - | $\begin{aligned} & 5 \\ & 3 \\ & 3 \end{aligned}$ | $\begin{aligned} & 19 \\ & { }^{6} \mathrm{JJ} \end{aligned}$ | $\begin{gathered} 14 \\ \text { HIJ } \\ \text { HIJ } \end{gathered}$ | $33 \%$ | ${ }_{2 \%}^{7}$ | ${ }^{25} 5$ | ${ }_{2}^{5}$ | ${ }_{3 \%}$ | ${ }^{28} 4{ }^{\text {\% }}$ | 7 5 | ${ }_{3 \%}^{6}$ |
| \$250,000 or more | ${ }^{71} 6$ | ${ }^{33} 5$ | ${ }^{37} 6 \%$ | $\begin{gathered} 17 \\ 13 \% \\ \mathrm{FG} \% \end{gathered}$ | $\begin{gathered} 30 \\ 7 \% \\ \hline \end{gathered}$ | $\begin{aligned} & 19 \\ & 5 \\ & \frac{1}{\mathrm{G}} \end{aligned}$ | ${ }_{2}^{5}$ | 10 4 \% | $\begin{aligned} & 5 \\ & 9 \% \\ & \mathrm{~K} \end{aligned}$ | ${ }_{3}^{6}$ | ${ }_{1}^{2}$ | $\begin{aligned} & \text { 24\% } \\ & \text { K } \% \end{aligned}$ | $\begin{aligned} & 23 \\ & { }^{23} \% \\ & \text { HJKL } \end{aligned}$ | $\begin{gathered} 56 \\ \mathrm{C}^{2} \end{gathered}$ | ${ }_{3}^{14}$ | 40 8 | ${ }^{11} 4 \%$ | 14 | $34 \%$ | 5\% | 7 |
| Prefer not to answer | 27 $2 \%$ | 1\% | $\begin{gathered} 22 \\ 4 \% \\ \hline \end{gathered}$ | ${ }_{3}^{4} \%$ | ${ }^{10} 2 \%$ | $\stackrel{9}{2 \%}$ | ${ }_{1 \%}$ | ${ }^{9} \%$ | - | 2\% | $\stackrel{3}{2 \%}$ | ${ }^{10} 3 \%$ | $\stackrel{3}{2 \%}$ | 9 | 18 $\mathrm{~N}_{\mathrm{N}} \mathrm{\%}$ | 5\% | ${ }_{2 \%}^{6}$ | 11 3 | ${ }^{13} 2 \%$ | - | 5 ${ }^{\text {\% }}$ |
| Sigma | 1206 $100 \%$ | 614 $100 \%$ | 592 $100 \%$ | 126 $100 \%$ | 417 $100 \%$ | 367 $100 \%$ | 296 $100 \%$ | 263 $100 \%$ | -64 | 222 $100 \%$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | ${ }^{420} 00$ | 527 $100 \%$ | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181 $100 \%$ |

Proportions/Means:Columns Tested (5\% risk level) - B/C - D/E/F/G - HIIIJ/KILM - N/O- P/Q/R - S/T/U
Overlap formulae used. ${ }^{*}$ small base

Base: All US Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gen } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific taing $\underset{\text { program }}{\text { training }}$ $\qquad$ | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | $\underset{\text { degree }}{\text { Associate }}$ | Bachelor degree | Graduate degree degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Colla } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| White | $\begin{gathered} 768 \\ 64 \% \end{gathered}$ | $\begin{gathered} 389 \\ 63 \% \end{gathered}$ | $\begin{gathered} 380 \\ 64 \% \end{gathered}$ | $\begin{aligned} & 56 \\ & 45 \% \end{aligned}$ | $\begin{gathered} 218 \\ 52 \% \end{gathered}$ | $\begin{aligned} & 250 \\ & 68 \% \\ & \text { DE } \end{aligned}$ | $\begin{gathered} 244 \\ \text { DEF } \end{gathered}$ | $\begin{aligned} & 197 \\ & \begin{array}{l} 75 \% \\ \text { KL } \end{array} \end{aligned}$ | $\begin{aligned} & 43 \\ & 67 \% \end{aligned}$ | $\begin{gathered} 142 \\ 64 \% \end{gathered}$ | 84 60 | 189 $54 \%$ | $\begin{gathered} 114 \\ 68 \% \\ \mathrm{~L} \end{gathered}$ | 459\% | $\stackrel{309}{{ }_{7}^{74 \%}}$ | ${ }^{332}$ 63\% | 189\% | 197 $62 \%$ | $\begin{aligned} & 768 \\ & 100 \% \\ & \text { TUU } \end{aligned}$ | - | - |
| Hispanic | 181 $15 \%$ | 94 15 | 87\% | 15 $12 \%$ | $\begin{gathered} 96 \\ { }^{23} \% \\ \mathrm{FG} \end{gathered}$ | ${ }_{13}{ }^{4} \%$ | 23 8 \% | 20 $8 \%$ | ${ }_{13}{ }^{8}$ | $\begin{aligned} & 37 \\ & { }^{177 \%} \\ & \mathrm{H}^{2} \end{aligned}$ | 20 | ${ }_{\text {che }}^{\substack{21 \% \\ H}}$ | ${ }^{22} 13 \%$ | $\begin{gathered} 141 \\ \\ \hline 8 \% \end{gathered}$ | ${ }^{39} 9$ | 73 $14 \%$ | 43\% | ${ }_{14}^{46}$ | - | - | $\begin{aligned} & 181 \\ & 100 \% \\ & \text { ST } \end{aligned}$ |
| Black or African American | ${ }_{11 \%}^{137}$ | 61 $10 \%$ | ${ }^{76} 13 \%$ | $\begin{gathered} 28 \\ { }_{22}^{2} \% \\ \mathrm{FG} \end{gathered}$ | $\begin{aligned} & 53 \\ & 13 \% \end{aligned}$ | ${ }^{34} 9$ | 22\% | 34\% | ${ }_{10}^{6} \%$ | ${ }^{18} 8$ | $\begin{gathered} { }_{28}^{28}{ }_{\text {JLM }} \end{gathered}$ | 11\% | 12 \% | ${ }^{93} 12 \%$ | 10\% | $\begin{aligned} & 65 \\ & 12 \% \\ & { }_{Q}^{6} \% \end{aligned}$ | ${ }^{16} 6$ | $\begin{aligned} & 45 \\ & 14 \% \\ & Q \end{aligned}$ | - | $\begin{aligned} & 137 \\ & 100 \% \\ & \text { SU } \end{aligned}$ | - |
| ASIAN OR PACIFIC | ${ }^{80} 7$ | 51\% | 29\% | $\begin{aligned} & 3 \\ & 10 \% \\ & 10 \% \end{aligned}$ | $\begin{aligned} & 37 \\ & 9 \\ & 9 \end{aligned}$ | $\begin{gathered} 27 \% \\ { }_{\mathrm{G}}^{2} \end{gathered}$ | ${ }_{1}^{2}$ | 10 4 \% | $1 \%$ | ${ }^{12} 5$ | ${ }_{3}^{4}$ | $\begin{gathered} 40 \\ 11 \% \\ \text { HIK } \end{gathered}$ | $\begin{aligned} & 15 \\ & { }_{1 K} \% \end{aligned}$ | $\begin{aligned} & 65 \\ & { }_{8}^{2} \% \end{aligned}$ | ${ }^{15} 3$ | 40\% | ${ }^{11} 4$ | ${ }^{21} \%$ | - | - | - |
| Chinese | 19\% | ${ }^{14} 2$ | 5\% | $\begin{aligned} & \frac{4}{4 \%} \\ & G \end{aligned}$ | $\begin{gathered} 11 \\ 3 \% \\ \mathrm{G} \end{gathered}$ | ${ }_{1}^{3}$ | * | $\div$ | $\stackrel{*}{1 \%}$ | ${ }_{2}^{4}$ | ${ }_{*}^{1}$ | ${ }_{2 \%}^{6}$ | $\begin{aligned} & 7 \\ & 4^{4} \% \end{aligned}$ | 14 ${ }_{2}$ | 5\% | ${ }_{1 \%}$ | $3 \%$ | ${ }_{2 \%}^{6}$ | - | : | - |
| Filipino | 19\% | 12\% | ${ }_{1 \%}$ | $\stackrel{3}{2 \%}$ | $\begin{aligned} & 7 \\ & 2 \% \end{aligned}$ | $\begin{aligned} & 9 \\ & \frac{2}{\mathrm{G}} \% \end{aligned}$ | - | 1\% | * | ${ }_{2 \%}^{4}$ | $1 \%$ | ${ }^{10} 3$ | $1 \%$ | ${ }^{15}$ | ${ }_{1 \%}^{4}$ | 10 ${ }_{2 \%}$ | $\stackrel{1}{*}$ | 2\% | $\div$ | - | : |
| Other Asian | ${ }_{1}^{17}$ | 11 ${ }_{2 \%}$ | ${ }_{1 \%}^{6}$ | $\begin{aligned} & 5 \\ & 4 \% \\ & G \end{aligned}$ | $\stackrel{8}{2 \%}$ | ${ }_{1 \%}^{4}$ | - | 1\% | - | ${ }_{1}^{2}$ | - | ${ }_{2 \%}^{6}$ | $\begin{aligned} & 6 \\ & { }^{6} \% \end{aligned}$ | $\begin{aligned} & 17 \\ & { }_{2}^{2} \% \end{aligned}$ | - | ${ }^{10} 2 \%$ | 3 $1 \%$ | ${ }_{1}^{4}$ | - | - | - |
| Korean | 9 | 1\% | ${ }_{1}^{4} \%$ | - | - | $\begin{aligned} & { }_{2}^{8} \% \\ & { }_{E} \% \end{aligned}$ | 1 | $1 \%$ | - | - | - | ${ }^{8} \%$ | - | 9 | : | ${ }_{1 \%}$ | $1 \%$ | - | - | - | - |
| Japanese | ${ }_{1 \%}^{7}$ | 1 | ${ }_{1 \%}^{6}$ | ${ }_{1}^{1 \%}$ | ${ }_{1 \%}^{6}$ | : | * | ${ }_{1 \%}^{2}$ | - | : | $1 \%$ | ${ }_{1}^{4} \%$ | - | ${ }_{*}$ | 1\% | 1\% | ${ }_{*}$ | 1\% | - | : | : |
| South Asian | 5 | 1\% | - | : | $3{ }_{1 \%}$ | 1 | : | 1 | - | : | : | ${ }_{1}^{4} \%$ | - | 4 | $\stackrel{1}{*}$ | : | 1 | $3{ }^{3}$ | - | : | : |
| Pacific Islander | 4 | ${ }_{1 \%}^{4}$ | - | : | ${ }_{*}$ | $\stackrel{2}{1 \%}$ | - | : | - | ${ }_{1}^{2}$ | $1 \%$ | 2 | : | ${ }_{1}^{4} \%$ | : | ${ }_{*}$ | 2\% | - | - | : | : |
| Mixed Race | ${ }^{11} \%$ | ${ }_{*}$ | 9 | $\begin{aligned} & 5 \\ & { }^{5} \% \end{aligned}$ | 5\% | * | $\stackrel{1}{*}$ | : | ${ }_{\mathrm{H}^{2} \%}$ | $3 \%$ | ${ }_{3}^{4}{ }^{3}$ | ${ }_{1}^{2}$ | - | 5\% | ${ }_{1 \%}^{6}$ | ${ }_{*}$ | ${ }_{2}^{4}{ }^{2} \%$ | 3\% | - | - | - |
| Native American or Alaskan Native | ${ }^{11} \%$ | 1\% | ${ }_{1 \%}^{6}$ | $\begin{aligned} & 3 \\ & \frac{3}{5} \% \end{aligned}$ | 2\% | - | $\stackrel{1}{*}$ | - | $\text { HJKLM }^{\frac{5}{8} \%}$ | $\stackrel{3}{2 \%}$ | - | 1\% | - | ${ }^{11} \%$ | : | ${ }_{1 \%}^{7}$ | - | 1\% | - | - | : |
| Arab/West Asian | - | : | - | - | - | : | - | - | - | : | - | : | : | $:$ | : | : | - | - | - | - | : |

[^7]Base: All US Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gen Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \begin{array}{c} \text { Mille- } \\ \text { (2nials } \\ (25-38) \end{array} \end{aligned}$ | $\underset{(39-54)}{\left(\mathrm{Gen}^{2}\right)}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific training program | Some college | Associate degree | Bachelor degree | Graduate degree | Yes | No | White | Blue Collar | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Weighted Base | 1206 | 614 | 592 | 126* | 417 | 367 | 296 | 263 | 64* | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| Some other race | $\underset{1 \%}{9}$ | ${ }_{1 \%}^{7}$ | 2 | $\mathrm{EFF}^{4}{ }^{5}$ | $\stackrel{1}{*}$ | ${ }_{*}$ | $\stackrel{1}{*}$ | $\stackrel{1}{*}$ | - | $\stackrel{1}{*}$ | - | 1\% | $\stackrel{4}{3 \%}$ | ${ }_{1 \%}^{8}$ | 1 | ${ }_{1 \%}^{7}$ | - | ${ }_{1 \%}^{2}$ |  | : |  |
| Prefer not to answer | ${ }_{1 \%}^{9}$ | ${ }_{1 \%}^{6}$ | ${ }_{1}^{3}$ | $1 \%$ | 2 | ${ }_{2 \%}^{6}$ | 1 | 1 | - | ${ }_{2 \%}^{6}$ | 1 | 1 | $1 \%$ | ${ }_{*}$ | $\begin{aligned} & 7_{2}^{2 \%} \\ & N^{2} \end{aligned}$ | * | 1 | 1 | - | - | - |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 614 \% \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 592 \\ & 100 \% \end{aligned}$ | 126\% | ${ }^{417}$ 100\% | $\begin{aligned} & 367 \\ & 100 \% \end{aligned}$ | 296\% | 263\% | -64 | 222 $100 \%$ | 141 $100 \%$ | 349 $100 \%$ | 168 $100 \%$ | 786 $100 \%$ | 4200\% | 527 $100 \%$ | 265\% | 319 $100 \%$ | 768 $100 \%$ | $\begin{aligned} & 137 \\ & 100 \% \end{aligned}$ | $\begin{aligned} & 181 \\ & 100 \% \end{aligned}$ |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HI/JJ/K/L/M - N/O - P/Q/R - STT/U
Overlap formulae used. $\begin{aligned} & \text { small base }\end{aligned}$

Base: All Qualified Respondents

|  | Total US | Gender |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ Certifications |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Female | $\begin{gathered} \text { Gn Z } \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (nilals } \\ & (25-38) \end{aligned}$ | $\underset{(39-54)}{\operatorname{Gen} \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ | Job- specific taining $\underset{\text { program }}{\text { training }}$ | $\begin{gathered} \text { Some } \\ \text { college } \end{gathered}$ | Associate degree | Bachelor degree | Graduate degree | Yes | No | Collar | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | Pink | White | $\begin{aligned} & \text { African } \\ & \text { American } \end{aligned}$ | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137^{*}$ | 181 |
| Never married | ${ }_{30 \%}^{362}$ | $\begin{gathered} 201 \\ 33 \% \end{gathered}$ | ${ }_{2762}^{162}$ | $\begin{gathered} 91 \\ 72 \% \\ \text { EFG } \end{gathered}$ | $\begin{aligned} & 158 \\ & 38 \% \\ & \text { FG } \end{aligned}$ | $\begin{aligned} & 77 \\ & 21 \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 36 \\ & 12 \% \end{aligned}$ | $\begin{aligned} & 93 \\ & 35 \% \\ & M \end{aligned}$ | $\begin{aligned} & \frac{1}{27} \\ & { }_{\mathrm{M}}^{2} \end{aligned}$ | $\begin{aligned} & 77 \\ & 35 \% \\ & M \end{aligned}$ | $\begin{aligned} & { }^{45} \% \\ & 32 \% \end{aligned}$ | $\begin{gathered} 106 \\ 30 \% \\ M \end{gathered}$ | 25\% | 217 $28 \%$ | ${ }^{145} 35$ | 151 $29 \%$ | ${ }_{3}^{86}$ | 99 $31 \%$ | 180 $23 \%$ | 680 SU | 54\% |
| MARRIED / LIVING WITH PARTNER (NET) | 679 56 | 343 $56 \%$ | 336 57 | 33 ${ }^{36 \%}$ | $\begin{gathered} 234 \\ 56 \% \\ 50 \% \end{gathered}$ | $\begin{aligned} & 242 \\ & 66 \% \\ & \text { DE } \end{aligned}$ | $\begin{gathered} 169 \\ 57 \% \\ \mathrm{D} \end{gathered}$ | 135 $51 \%$ | 56\% | 106 $48 \%$ | 75 ${ }^{7}$ | ${ }^{196} 5$ | $\begin{gathered} 131 \\ \text { HIJKL } 8 \% \end{gathered}$ | ${ }^{456}$ \% | 223 $53 \%$ | 306 $58 \%$ | 147 $55 \%$ | 169 $53 \%$ | 474 $62 \%$ | 48\% | 107 59 |
| Married or civil union | 601 $50 \%$ | 309 $50 \%$ | 292 $49 \%$ | 19\% | $\begin{gathered} 201 \\ 48 \% \\ \text { D } \end{gathered}$ | $\begin{aligned} & 222 \\ & 61 \% \\ & \mathrm{CE} \end{aligned}$ | $\begin{gathered} 159 \\ 54 \% \\ \mathrm{D} \end{gathered}$ | 116 $44 \%$ | 30\% | 90 $41 \%$ | 60\% | 183 $52 \%$ | $\begin{gathered} 122 \\ { }^{123} \% \\ \text { HIJKL } \end{gathered}$ | 407 | 194\% | 280 53 | 123 ${ }_{46 \%}$ | 147 | $\begin{gathered} 418 \\ \\ 54 \% \end{gathered}$ | ${ }_{31}{ }^{2} \%$ | 519\% |
| Living with partner | ${ }^{78}{ }_{6}$ | 34\% | 44\% | $\begin{aligned} & l 4 \\ & 11 \% \\ & 11 \% \end{aligned}$ | $\begin{gathered} 34 \% \\ \mathrm{~B} \% \end{gathered}$ | 20\% | ${ }^{10} 3 \%$ | 19\% | ${ }_{1}^{10}{ }^{6}$ | ${ }^{16} \%$ | 150\% | 13 4 \% | 5\% | 49\% | ${ }^{29} 7$ | ${ }^{27} 5$ | ${ }_{9}^{24}$ | 22 $7 \%$ | 56 | ${ }_{5}^{6}$ | 11 6 |
| DIVORCED / <br> SEPARATED <br> WIDOWED (NET) | $\xrightarrow{164} 14$ | 71 ${ }^{7}$ | ${ }^{93} 16$ | 2\% | 25 ${ }_{6}$ | $\begin{aligned} & 48 \\ & { }_{1}^{313} \% \\ & \text { DE } \end{aligned}$ | $\begin{gathered} 90 \\ \text { } 30 \% \end{gathered}$ | 35\% | $\begin{aligned} & \begin{array}{l} 10 \\ 16 \% \\ M \end{array} \end{aligned}$ | $\begin{aligned} & 39 \\ & 18 \% \\ & \text { M } \end{aligned}$ | 21 15 | ${ }_{13}^{47}$ | 12\% | ${ }_{1}^{112} 14$ | 52\% | ${ }_{13}^{69}$ | ${ }^{32}$ 12\% | 52 $16 \%$ | ${ }^{115} 5$ | 21 $15 \%$ | $19 \%$ |
| Divorced | 117 $10 \%$ | 47\% | 70 $12 \%$ | - | 15 $4 \%$ | $\begin{aligned} & 35 \\ & 10 \% \\ & \text { DE } \end{aligned}$ | $\begin{gathered} 67 \\ \text { DEF }^{233} \end{gathered}$ | 21 8 | $\stackrel{7}{12 \%}$ | 30 $13 \%$ | ${ }_{13}^{18}$ | $\stackrel{30}{9 \%}$ | ${ }^{10} 6$ | 79 $10 \%$ | ${ }^{39} 9$ | 54 $10 \%$ | ${ }_{20}^{8 \%}$ | ${ }^{35} 11 \%$ | 81 $10 \%$ $u^{1}$ | $1_{14}^{19} \%$ | 7 |
| Separated | 20\% | ${ }^{10} 2$ | 10\% | ${ }_{2 \%}$ | $\stackrel{8}{2 \%}$ | ${ }_{1 \%}^{3}$ | ${ }_{2 \%}^{7}$ | $\stackrel{4}{2 \%}$ | ${ }_{3 \%}$ | ${ }_{2 \%}^{4}$ | 2\% | 2\% | $1 \%$ | ${ }^{11} \%$ | 2\% | ${ }_{1 \%}^{3}$ | ${ }^{8}{ }^{3}$ | ${ }_{2 \%}^{6}$ | ${ }^{11} \%$ | $\stackrel{1}{*}$ | 5 ${ }^{5}$ |
| Widow / Widower | 27 $2 \%$ | ${ }^{14} 2$ | ${ }^{13} 2 \%$ | - | 1 | $\begin{aligned} & 10 \\ & \begin{array}{l} 3 \% \\ E \end{array} \end{aligned}$ | $\begin{aligned} & 16 \\ & \text { 15\% } \\ & \text { E } \end{aligned}$ | $\begin{aligned} & 10 \\ & { }^{4} \% \end{aligned}$ | ${ }^{1} \%$ | ${ }_{2}^{5}$ | - | 11 ${ }^{1 \%}$ | * | ${ }_{3}^{23}$ | ${ }_{1 \%}$ | 13\% | ${ }_{1}^{4} \%$ | ${ }^{10} 3$ | ${ }^{23} 3$ | $1 \%$ | ${ }_{2}^{3}$ |
| Sigma | ${ }^{1206} 100$ | 614 $100 \%$ | 100\% | 126\% | 100\% | 100\% | ${ }^{2906}$ | 263 | 64 $100 \%$ | 222\% | 141 $100 \%$ | 349 $100 \%$ | ${ }^{1608}$ | 786\% | 420\% | 527\% | 265\% | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 1810\% |

Proportions/Means:Columns Tested (5\% risk level) - B/C - D/E/F/G - H/IJTKILIM - N/O - P/Q/R - S/T/U
Overlap formulae used. ${ }^{\text {* small base }}$.

Base: All Qualified Respondents

|  | Gender |  |  | Generation |  |  |  | Highest Education |  |  |  |  |  | Has Multiple Degrees/ |  | Type of Work |  |  | Race/Ethnicity |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Total US | Male | Female | $\begin{gathered} \text { Gn } Z \\ (18-24) \end{gathered}$ | $\begin{aligned} & \text { Mille- } \\ & \text { (2inils } \\ & (\mathbf{2 5 - 3 8}) \end{aligned}$ | $\underset{(39-54)}{\text { Gen } \mathrm{X}}$ | Boomers or older (55+) | $\underset{\text { degree }}{\text { HS }}$ |  | $\begin{aligned} & \text { Some } \\ & \text { college } \end{aligned}$ | Associate degree degree | Bachelor degree | Graduate degree degree | Yes | No | $\begin{aligned} & \text { White } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Blue } \\ & \text { Collar } \end{aligned}$ | $\begin{aligned} & \text { Pink } \\ & \text { Collar } \end{aligned}$ | White | African American | Hispanic |
|  | (A) | (B) | (C) | (D) | (E) | (F) | (G) | (H) | (I) | (J) | (K) | (L) | (M) | (N) | (O) | (P) | (Q) | (R) | (S) | (T) | (U) |
| Unweighted Base | 1206 | 513 | 693 | 97 | 432 | 344 | 333 | 229 | 126 | 166 | 206 | 301 | 178 | 786 | 420 | 474 | 265 | 358 | 862 | 96 | 175 |
| Weighted Base | 1206 | 614 | 592 | $126{ }^{*}$ | 417 | 367 | 296 | 263 | $64^{*}$ | 222 | 141 | 349 | 168 | 786 | 420 | 527 | 265 | 319 | 768 | $137 *$ | 181 |
| 1 | $\stackrel{228}{19 \%}$ | ${ }_{21 \%}^{128}$ | $\begin{gathered} 100 \\ 17 \% \end{gathered}$ | $\begin{aligned} & \text { 136 } \\ & 13 \% \end{aligned}$ | ${ }^{81} 8$ | $\begin{aligned} & 60 \\ & 16 \% \end{aligned}$ | ${ }_{22}^{64}$ | $\begin{aligned} & 51 \\ & 20 \% \end{aligned}$ | $\begin{aligned} & 12 \\ & 19 \% \end{aligned}$ | ${ }_{21 \%}^{47}$ | $\begin{aligned} & 22 \\ & 16 \% \end{aligned}$ | $\begin{aligned} & \text { }{ }^{66} \\ & \hline \end{aligned}$ | $\begin{aligned} & 30 \\ & 18 \% \end{aligned}$ | $\begin{gathered} 161 \\ 20 \% \end{gathered}$ | $\begin{aligned} & 67 \\ & 16 \% \end{aligned}$ | ${ }_{22 \%}^{114}$ | 52\% | $\begin{aligned} & 47 \\ & { }^{45 \%} \end{aligned}$ | $\begin{gathered} 136 \\ 18 \% \end{gathered}$ | $\begin{aligned} & 47 \\ & 34 \% \\ & \text { SU }^{2} \end{aligned}$ | 13\% |
| ANY OTHER THAN RESPONDENT (NET) | ${ }_{81 \%}^{978}$ | ${ }_{79 \%}^{486}$ | ${ }_{83}^{492}$ | $\begin{gathered} 109 \\ 87 \% \end{gathered}$ | $\begin{gathered} 329 \\ 79 \% \end{gathered}$ | ${ }_{84 \%}^{307}$ | ${ }^{232}$ | 211 80 | $52$ | $\quad{ }_{79}^{175}$ | $\begin{gathered} 119 \\ 84 \% \end{gathered}$ | ${ }_{81 \%}^{283}$ | $\begin{gathered} 138 \\ 82 \% \end{gathered}$ | $\begin{gathered} 625 \\ 80 \% \end{gathered}$ | ${ }_{84 \%}^{353}$ | $412 \%$ | $\begin{gathered} 213 \\ 80 \% \end{gathered}$ | $\begin{gathered} 272 \\ 85 \% \end{gathered}$ | $\begin{gathered} 633 \\ 8{ }_{T}^{2} \% \end{gathered}$ | 90\% | 156 <br> 8 <br> $7 \%$ |
| 2 | ${ }^{654} 54$ | ${ }^{335} 5$ | 319 $54 \%$ | 44\% | $\begin{gathered} 226 \\ 54 \% \\ \mathrm{D} \end{gathered}$ | $\begin{gathered} 212 \\ 58 \% \\ D \end{gathered}$ | $\begin{gathered} 172 \\ 58 \% \\ D \end{gathered}$ | 142 $54 \%$ | $\begin{aligned} & 41 \\ & 64 \% \\ & \text { KL } \end{aligned}$ | 124 $56 \%$ | 67\% | $\begin{aligned} & 175 \\ & 50 \% \end{aligned}$ | $\begin{gathered} 106 \\ 63 \% \\ K L \end{gathered}$ | ${ }^{426} 5$ | 228 $54 \%$ | 290\% | 150 $56 \%$ | 170 | $452$ | 57 ${ }^{42}$ | ${ }^{88}{ }^{\circ}$ |
| 3 | 180 ${ }^{15 \%}$ | 79 $13 \%$ | 101\% | $\begin{gathered} 26 \\ { }_{\mathrm{G}}^{21 \%} \end{gathered}$ | 52 $13 \%$ | $\begin{aligned} & 69 \\ & \frac{19}{19} \% \\ & \hline \end{aligned}$ | ${ }^{32} 11 \%$ | ${ }^{38}{ }^{14} \%$ | ${ }_{12 \%}^{8}$ | 23 $10 \%$ | $\begin{aligned} & 33 \\ & \begin{array}{l} 23 \% \\ \text { JM } \end{array} \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 66 \\ 199 \% \\ M \end{array} \end{aligned}$ | 13\% | 1114\% | 69 $16 \%$ | 79\% | 29 $11 \%$ | 51 $16 \%$ | 111 $14 \%$ | 21 15 | 27 ${ }^{27}$ |
| 4 | 978 | 46\% | ${ }^{51} 9$ | $\begin{gathered} \left.\begin{array}{c} 25 \\ \text { EFG } \end{array}\right) \end{gathered}$ | 30\% | ${ }^{20} 6$ | 22\% | 259\% | $3{ }^{3}$ | 18\% | ${ }^{12} 9$ | ${ }^{30} 9$ | ${ }^{10} 6$ | 59 | ${ }^{38} \%$ | ${ }^{23} 4$ | 25 10\% P | 129 P | ${ }^{56} \%$ | $8{ }_{6}$ | ${ }_{12 \%}$ |
| $5+$ | ${ }_{4}^{47}$ | ${ }_{26}^{4 \%}$ | ${ }^{21} 4 \%$ | $\begin{gathered} 13 \\ 11 \% \\ \text { FG } \end{gathered}$ | $\begin{gathered} 21 \\ 5 \% \\ \text { F } \end{gathered}$ | ${ }_{2 \%}^{6}$ | ${ }_{2 \%}^{6}$ | 7\% | ${ }_{2 \%}$ | 9\% | $7 \%$ 5 | ${ }^{13} 4$ | ${ }^{10} 6$ | ${ }^{28} 4$ | 18\% | 20 4 \% | 9\% | 12 ${ }^{1}$ | 14 2 | 5 | 19 119 S |
| MEAN | 2.3 | 2.2 | 2.3 | EFFG | 2.3 | 2.2 | 2.1 | 2.2 | 2.1 | 2.3 | 2.4 | 2.3 | 2.2 | 2.2 | 2.4 | 2.1 | 2.3 | 2.4 | 2.2 | 2.0 | 2.7 |
| STD. DEV. | 1.14 | 1.17 | 1.11 | 1.57 | 1.28 | 0.83 | 0.95 | 0.98 | 0.80 | 1.36 | 1.34 | 1.09 | 1.08 | 1.11 | 1.18 | 0.96 | 1.42 | 1.14 | 0.98 | 1.02 | 1.50 |
| STD. ERR. | 0.03 | 0.05 | 0.04 | 0.16 | 0.06 | 0.04 | 0.05 | 0.06 | 0.07 | 0.11 | 0.09 | 0.06 | 0.08 | 0.04 | 0.06 | 0.04 | 0.09 | 0.06 | 0.03 | 0.10 | 0.11 |
| MEDIAN | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Sigma | $\begin{aligned} & 1206 \\ & 100 \% \end{aligned}$ | 614 $100 \%$ | 592\% | 126 $100 \%$ | 417 $100 \%$ | 367 $100 \%$ | ${ }^{296}$ | 263 | 100\% | 222 $100 \%$ | 141 $100 \%$ | 349 $100 \%$ | 1688\% | 786 $100 \%$ | 420\% | 527 $100 \%$ | 265 $100 \%$ | 319 $100 \%$ | 768 $100 \%$ | 137 $100 \%$ | 181\% |

Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HITIJ/K/LIM - N/O-P/Q/R-S/T/U
Overlap formulae used. ${ }^{*}$ small base

Base: All Qualified Respondents

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{3}{*}{} \& \multicolumn{3}{|c|}{Gender} \& \multicolumn{4}{|c|}{Generation} \& \multicolumn{6}{|c|}{Highest Education} \& \multicolumn{2}{|l|}{Has Multiple Degrees/ Certifications} \& \multicolumn{3}{|c|}{Type of Work} \& \multicolumn{3}{|c|}{Race/Ethnicity} \\
\hline \& Total US \& Male \& Female \& \[
\begin{gathered}
\text { (18-24) }
\end{gathered}
\] \& \[
\begin{aligned}
\& \text { Mille- } \\
\& \text { Minils } \\
\& (\mathbf{2 5}-38)
\end{aligned}
\] \& \[
\begin{gathered}
\text { G7 } \mathbf{~} \mathbf{3 9 - 5 4 )}
\end{gathered}
\] \& \[
\begin{gathered}
\text { Boomers } \\
\text { or older } \\
(55+)
\end{gathered}
\] \& \[
\underset{\text { degree }}{\text { HS }}
\] \&  \& Some
college \& \[
\begin{gathered}
\text { Associate } \\
\text { degree }
\end{gathered}
\] \& Bachelor degree \& Graduate degree \& Yes \& No \& White \& \[
\begin{aligned}
\& \text { Blue } \\
\& \text { Collar }
\end{aligned}
\] \& \[
\begin{gathered}
\text { Pink } \\
\text { Collar }
\end{gathered}
\] \& White \& African
American \& Hispanic \\
\hline \& (A) \& (B) \& (C) \& (D) \& (E) \& (F) \& (G) \& (H) \& (I) \& (J) \& (K) \& (L) \& (M) \& (N) \& (O) \& (P) \& (Q) \& (R) \& (S) \& (T) \& (U) \\
\hline Unweighted Base \& 1206 \& 513 \& 693 \& 97 \& 432 \& 344 \& 333 \& 229 \& 126 \& 166 \& 206 \& 301 \& 178 \& 786 \& 420 \& 474 \& 265 \& 358 \& 862 \& 96 \& 175 \\
\hline Weighted Base \& 1206 \& 614 \& 592 \& \(126{ }^{*}\) \& 417 \& 367 \& 296 \& 263 \& \(64^{*}\) \& 222 \& 141 \& 349 \& 168 \& 786 \& 420 \& 527 \& 265 \& 319 \& 768 \& 137* \& 181 \\
\hline 0 \& \[
\begin{gathered}
647 \\
54 \%
\end{gathered}
\] \& \[
\begin{gathered}
348 \\
57 \%
\end{gathered}
\] \& \[
\begin{gathered}
300 \\
51 \%
\end{gathered}
\] \& \[
\begin{aligned}
\& 76 \\
\& 60 \% \\
\& E
\end{aligned}
\] \& \[
\begin{gathered}
153 \\
37 \%
\end{gathered}
\] \& \[
\begin{gathered}
173 \\
47 \% \\
E
\end{gathered}
\] \& \[
\begin{gathered}
246 \\
\text { DEF }
\end{gathered}
\] \& \[
\begin{gathered}
166 \\
\text { KLM }
\end{gathered}
\] \& \[
\begin{aligned}
\& 37 \\
\& 57 \% \\
\& M
\end{aligned}
\] \& \[
\begin{gathered}
145 \\
\text { KLM } 65
\end{gathered}
\] \& 689\% \& 165
\(47 \%\) \& 670\% \& 349
\(44 \%\) \& \[
\stackrel{298}{{ }_{N 1} \mathrm{~N}^{2}}
\] \& 253
\(48 \%\) \& \[
\begin{gathered}
156 \\
\stackrel{59}{5} \%
\end{gathered}
\] \& \[
\begin{gathered}
184 \\
58 \% \\
\hline \mathrm{P}
\end{gathered}
\] \& \[
\begin{aligned}
\& 471 \\
\& 67 \% \\
\& \text { TU }
\end{aligned}
\] \& \begin{tabular}{l}
64 \\
\(47 \%\) \\
\hline
\end{tabular} \& 51 28 \\
\hline ANY (NET) \& 559 \& \({ }^{2666}\) \& \({ }^{292} 49 \%\) \& \[
\begin{aligned}
\& 50 \\
\& 40 \% \\
\& 40 \%
\end{aligned}
\] \& \[
\begin{gathered}
264 \\
63 \% \\
\text { DFG }
\end{gathered}
\] \& \[
\begin{gathered}
194 \\
53 \% \\
\mathrm{G}
\end{gathered}
\] \& 50\% \& 97\% \& 28\% \& 77
35 \& 72
\(51 \%\)
HJ \& \[
\begin{gathered}
184 \\
53 \% \\
\mathrm{HJ}
\end{gathered}
\] \& \[
\begin{aligned}
\& 101 \\
\& \text { 60\% } \\
\& \text { HIJ }
\end{aligned}
\] \& \[
\begin{aligned}
\& 437 \\
\& 56 \% \\
\& 0
\end{aligned}
\] \& \({ }^{122} 29\) \& \[
\begin{gathered}
274 \\
52 \% \\
\text { QR }
\end{gathered}
\] \& 109
\(41 \%\) \& 135
\(42 \%\) \& \({ }^{297}\) 39\% \& 73 \({ }^{73}\) \% \& 130

7
ST <br>

\hline 1 \& 271 ${ }^{23 \%}$ \& ${ }^{134} 22 \%$ \& ${ }^{137}$ \& \[
$$
\begin{aligned}
& 30 \\
& 24 \% \\
& G
\end{aligned}
$$

\] \& \[

$$
\begin{gathered}
116 \\
\underset{G}{88 \%}
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
100 \\
27 \% \\
G
\end{gathered}
$$

\] \& 25\% \& 47\% \& 15\% \& 419\% \& 36\% \& 916\% \& 40\% \& \[

$$
\begin{gathered}
218 \\
28 \% \\
\hline 8
\end{gathered}
$$
\] \& 53

$13 \%$ \& ${ }^{136}$ \& ${ }_{21}^{56}$ \& ${ }_{21 \%}^{66}$ \& ${ }_{147}^{19 \%}$ \& 31\% \& - ${ }_{\text {56 }}^{\text {31\% }}$ S <br>
\hline 2 \& ${ }^{215}$ \& 106\% \& 109
$18 \%$ \& 17

$14 \%$ \& \[
$$
\begin{gathered}
106 \\
{ }_{\mathrm{G}}^{55}
\end{gathered}
$$

\] \& \[

$$
\begin{aligned}
& { }^{20}{ }^{20} \% \\
& \hline
\end{aligned}
$$
\] \& ${ }^{18}{ }_{6}{ }^{\text {a }}$ \& 33

$12 \%$ \& ${ }_{14 \%}$ \& 29 ${ }^{2}$ \% \& 26\% \& 73
${ }_{\text {21 }}$

$H$ \& \[
$$
\begin{gathered}
46 \\
{ }_{2}^{2} \% \\
\text { HIJ }
\end{gathered}
$$

\] \& \[

$$
\begin{gathered}
164 \\
21 \% \\
0
\end{gathered}
$$
\] \& 52\% \& 105 \& 15\% \& 51 16 \& $\stackrel{108}{14 \%}$ \& 31 23 \& 59\% <br>

\hline 3 \& $49 \%$ \& ${ }^{17} 3$ \& 32\% \& $\stackrel{3}{2 \%}$ \& $$
\begin{gathered}
31 \\
{ }^{7} \%
\end{gathered}
$$ \& 11\% \& ${ }_{1}^{4}$ \& 12\% \& 4

6 \& 2\% \& ${ }_{2}^{3}$ \& ${ }^{18}$ \& $$
\begin{aligned}
& 11 \\
& 6 \% \\
& j
\end{aligned}
$$ \& 39\% \& ${ }^{10} 2 \%$ \& ${ }^{26} 5$ \& ${ }_{2 \%}^{6}$ \& ${ }^{11} 4 \%$ \& ${ }^{31} 4 \%$ \& ${ }_{5}^{6}$ \& 5\% <br>

\hline 4 \& ${ }_{1}^{17} \%$ \& ${ }^{10} 2 \%$ \& 7
$1 \%$ \& - \& ${ }_{2 \%}$ \& ${ }_{2 \%}^{7}$ \& * \& ${ }_{1}^{2}$ \& $\stackrel{*}{1 \%}$ \& $3{ }^{3}$ \& HL ${ }_{\text {4 }}{ }^{\text {\% }}$ \& ${ }_{1}^{2}$ \& ${ }^{3} 2$ \& ${ }^{15} 2$ \& 2 \& ${ }_{6}^{6}$ \& ${ }_{2 \%}^{6}$ \& ${ }_{1}{ }^{4}$ \& ${ }_{6}^{6}$ \& 5
4
5 \& 7
4
5 <br>
\hline 5+ \& $\underset{*}{6}$ \& - \& ${ }_{1 \%}^{6}$ \& : \& $3{ }_{1}^{3}$ \& $\stackrel{1}{*}$ \& ${ }_{1 \%}^{2}$ \& 1\% \& - \& ${ }_{1}^{1 \%}$ \& * \& : \& * \& $\stackrel{1}{*}$ \& 1\% \& 1 \& 1\% \& ${ }_{1}^{2}$ \& ${ }_{1}^{5}$ \& - \& $\stackrel{*}{*}$ <br>
\hline MEAN \& 0.8 \& 0.7 \& 0.9 \& ${ }^{0.6}$ \& - $\begin{array}{r}1.1 \\ \text { DFG }\end{array}$ \& DG 0.9 \& 0.3 \& 0.7 \& 0.7 \& 0.6 \& 0.9 \& 0.9 \& 1.1
HiJ \& 0.9 \& 0.5 \& 0.9 \& 0.7 \& 0.7 \& 0.7 \& 1.0 \& 1.2 <br>
\hline STD. DEV. \& 1.04 \& 0.95 \& 1.12 \& 0.80 \& 1.11 \& 1.05 \& 0.77 \& 1.13 \& 0.95 \& 0.93 \& 1.10 \& 0.96 \& 1.08 \& 1.03 \& 1.01 \& 1.03 \& 1.05 \& 1.02 \& 1.02 \& 1.10 \& 1.04 <br>
\hline STD. ERR. \& 0.03 \& 0.04 \& 0.04 \& 0.08 \& 0.05 \& 0.06 \& 0.04 \& 0.07 \& 0.08 \& 0.07 \& 0.08 \& 0.06 \& 0.08 \& 0.04 \& 0.05 \& 0.05 \& 0.06 \& 0.05 \& 0.03 \& 0.11 \& 0.08 <br>
\hline MEDIAN \& - \& - \& - \& - \& 1 \& 1 \& - \& - \& - \& - \& 1 \& , \& 1 \& 1 \& - \& 1 \& - \& - \& - \& 1 \& 1 <br>
\hline Sigma \& 1206

$100 \%$ \& \[
$$
\begin{aligned}
& 614 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 592 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 126 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 417 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 367 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 296 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 263 \\
& 100 \%
\end{aligned}
$$

\] \& 100\% \& \[

$$
\begin{aligned}
& 222 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 141 \\
& 100 \%
\end{aligned}
$$

\] \& 3490\% \& ${ }_{100}^{168}$ \& 786\% \& \[

$$
\begin{aligned}
& 420 \\
& 100 \%
\end{aligned}
$$

\] \& 100\% \& \[

$$
\begin{aligned}
& 265 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 319 \\
& 100 \%
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 768 \\
& 100 \%
\end{aligned}
$$
\] \& 137

$100 \%$ \& 181
$100 \%$ <br>
\hline
\end{tabular}

Proportions/Means: Columns Tested
Overlap formulae used. $*$ small base

```
10 January 2020
P143129-Express Employment Professionals Education Revolution Survey
The Harris Poll 
```

    Pagner \#1- United States
    Table Title
11 Q700. You mentioned that your highest level of education is [INSERT RESPONSE FROM dmEdu]. In addition to that degree/certification, what
additional degrees/certifications have you received? Please select all that apply.
3 Q705. Did you have a job (e.g., paid internship, work-study, full-time job, etc.) while attending school?
3
Q
$6 \quad 5$ Q715. Are you currently working in the same field/profession in which you received your degree(s)/certification(s)?

$8 \quad 7$ OT25. TT what extent do you aree or disaree with th followin satements

1 Q700. You mentioned that your highest level of education is [INSERT RESPONSE FROM dmEdu]. In addition to that degree/certification, what adational degrees/certifications have you received? Please select all that apply.

3 Q710. You mentioned you did not work while attending school. Which of the following are reasons why you did not work while you were going to school?
4 Q711. Who do you believe should be primarily responsible for paying for a student's college education?
5 Q715. Are you currently working in the same field/profession in which you received your degree(s)/certification(s)?
6 Q725. To what extent do you agree or disagree with the following statement
7 Q725. TO what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHATSTRONGLY DISAGREE (BOTTOM 2 BOX)
8 Q725-1. To what extent do you agree or disagree with the following statements?

1. Advanced degrees (e.g., master's degree) are worth the extra time they take.
9 Q725 2. To what extent do you agree or disagree with the following statements?
2. Advanced degrees (e.g., master's degree) are worth the cost.
10 .
10 Q725_3. To what extent do you agree or disagree with the following statements?
3. A college degree (e.g., bachelor's degree) is worth the extra time it takes.
11 Q725 4. To what extent do you agree or disagree with the following statements?
. A college degree (e.g., bachelor's degree) is worth the cost.
12 Q725 5. To what extent do you agree or disagree with the following statements?
4. Getting a degree in your area of interest is not worth it if there aren't good career options available.
13 Q725 6. To what extent do you agree or disagree with the following statements?
5. Getting any degree is betfer than no degree at all.
14 Q725 7 . To what extent do you agree or disagree with the following statements?
15 - 725 .
6. A high school degree is not enough to be successful in America.

16 Q725 9. To what extent do you agree or disagree with the following statements?
都
17 Q725 10. To what extent do you agree or disagree with the following statements?
18 Q800. How long have you been working in your current field? Please include any jobs that you may have previously held at
19 Q810. Which of the following, if any, did your high school or college offer to help you find your career path? Please select all that apply
20 Q815. In general, how prepared did you feel entering the workforce? Please think about when you entered the workforce after
21 Q820. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you feel to handle each of the tollowing areas? (TOP BOX)
22 Q820. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you feel to handle each of the following areas?
SUMMARY TABLE OF VERY/SOMEWHAT PREPARED (TOP 2 BOX)
23 Q820. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you SUMMARY TABLE OF NOT VERY/NOT AT ALL PREPARED (BOTTOM 2 BOX)
24 Q820 1. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you feel to handle each of the following areas?

1. Budgeting my paycheck
25 Q820 2. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you 2. How to fill out a W-2 form for my job

26 Q820 3. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you
feel to handle each of the following areas? 3. Email etiquette

27 Q820-4. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you 4. Presentation skills

28 Q820 5. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you feel to handle each of the following areas?
5. Negotiating a promotion/salary increase
29 Q820 6. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you 6. Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, creating a resume, etc.)

30 Q820_7. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you
feel to handle each of the following areas? feel to handle each of the following areas?
7 . Choosing my benefits (e.g., health insurance, 401k, etc.)
$3634 \begin{aligned} & \text { Q845. To what extent do you agree or disagree with the following statements? } \\ & \text { SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX) }\end{aligned}$
3735 Q845. To what extent do you agree or disagree with the following statements?
35 Q845. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTOM 2 BOX)
$\begin{array}{lll}38 & 36 & \text { Q845.1. To what extent do you agree or disagree with the following statements? } \\ & & \text { 1. Educcational institutions give students false hope about climbing the career ladd }\end{array}$
36 Q845-1. To what extent do you agree or disagree with the following statements?

1. Educational institutions give students false hope about climbing the career ladder quickly after school.
2. Coleges place more emphasis on grades than on preparing you for a job.
$40 \quad 38 \quad$ Q845 3. To what extent do you agree or disagree with the following statements?
$4139 \quad 845$
39 Q845 4. To what extent do you agree or disagree with the following statements?
3. Teaching basic economic skills (e.g., budgeting, managing finances) are lacking in schools today.
$42 \quad 40 \quad$ Q845 5. To what extent do you agree or disagree with the following statements?
4341 Q845 6. To what extent do you agree or disagree with the following statements?
31 Q820 8. Still thinking about when you entered the workforce after completing your highest level of education, how prepared did you feel to handle each of the following areas?
4. Networking skills (i.e., the exchange of information or services between individuals)
32 Q830. Which of the following, if any, do you wish your high school would've offered/taught to better prepare you for the
32 Q830. Which of the following, if any, do
33 Q835. In your opinion, which of the following school subjects are useless in preparing most students for the workforce?

42 Q845 7. To what extent do you agree or disagree with the following statements?
43 Q845 8. To what extent do you agree or disagree with the following statements?
8. An education revolution (i.e., a whole new approach to education, skills training, and learning) is needed to better prepare people for the workforce

44 Q845-9. To what extent do you agree or disagree with the following statements?
9. The education system has failed to evolve to meet the needs of the workforce.
45 Q900. Which of the following work experience programs, if any, did you participate in when you were in school?
Pease select all that apply.
46 Q905. You mentioned that you participated in a work experience program when you were in school. Do you believe it helped to
47 Q910. You mentioned that you did not participate in a work experience program when you were in school. Do you believe participating in a work experience program when you were in school would have been helpful in preparing you for
the workforce? the workforce?
48 Q915. Which of the following, if any, do you believe are the most important soft skills to learn before entering the
workforce? Please select all hat apply.
49 Q920. Which of the following soft skills, if any, did you learn before entering the workforce? Please select all that apply
50 Q925. Which of the following hard skills, if any, did you learn in school? Please select all that apply.
51 Q930. When did you first learn each of the following?
GRID SUMMARY TABLE
52 Q930. When did you first learn each of the following?
SUMMARY TABLE OF BEFORE HIGH SCHOOL
53 Q930. When did you first learn each of the following?
SUMMARY TABLE OF IN HIGH SCHOOL
54 Q930. When did you first learn each of the following?
55 Q930. When did you first learn each of the following?
SUMMARY TABLE OF ON THE JOB
56 Q930. When did you first learn each of the following?
SUMMARY TABLE OF NEVER/I STILL HAVEN'T LEARNED IT
57 Q930 1. When did you first learn each of the following?

1. Basic personal finance skills (e.g., budgeting, planning, etc.)

58 Q930 2. When did you first learn each of the following?
59
59 Q930-3. When did you first learn each of the following?
60 Q930 4. When did you first learn each of the following?
61 Q930 5. When did you first learn each of the following?
62 .
62 Q930 6. When did you first learn each of the following?
6. Email etiquette

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    Page
    Table Title
67 63 Q930 7. When did you first learn each of the following?
68 64 Q930 8. When did you first learn each of the following?
69 65 Q9309. When did you first learn each of the following?,
70 66 O930 10. When did you first learn each of the following?
Q935.To what extent do you agre or disagree with the following statements?
7268 Q935.To what extent do you agree or disagree with the following statements?
73 69 Q935 1. To what extent yo you agree or disagree with the following statements?
.Getting a degree should require on the job experience, not just coursework.
74 70 Q935 2. To what extent do you agree or disagree with the following statements? 
75 71 0935.3. To what extent do you agree or disagree with the following statements?
77 73 Q1000. How useful has the education you've received (e.g., your degree(s), certification(s), etc.) been to your career?
73 Q1005. How much of your education (e.g., your degree(s), certification(s), etc.) do you typically use in your current job?

\section*{mber 05 －December 30， 2019}
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Table Title
63 Q930＿7．When did you first learn each of the following？
64 Q930 8．When did you first learn each of the following？
8．How to fill out a W－2 form
$\begin{array}{ll}65 & \text { Q930 9．When did you first learn each of the following？} \\ 9 . \text { How to choose benefits（e．g．，health insurance，40 }\end{array}$
66 Q930 10．When did you first learn each of the following？
SUMMARY TABLE OF STRONGLY／SOMEWHAT AGREE（TOP 2 BOX）
68 Q935．To what extent do you agree or disagree with the following statements？
69 Q935 1．To what extent do you agree or disagree with the following statements？
70 Q935 2．To what extent do you agree or disagree with the following statements？
71 Q935．3．To what extent do you agree or disagree with the following statements？
72 Q1000．How useful has the education you＇ve received（e．g．，your degree（s），certification（s），etc．）been to your career？
73 Q1005．How much of your education（e．g．，your degree（s），certification（s），etc．）do you typically use in your current job？
74 Q1010．To what extent do you agree or disagree with the following statements？
75 Q1010．To what extent do you agree or disagree with the following statements？
SUMMARY TABLE OF SOMEWHAT／STRONGLY DISAGRE（BOTTOM 2 BOX）
76 Q1010 1 ．To what extent do you agree or disagree with the following statements？
77 Q1010＿2．To what extent do you agree or disagree with the following statements？
2．My education provided me with many of the skills necessary to be successful in the workforce
78 Q1010 3．To what extent do you agree or disagree with the following statements？
3．Most of what I do day to day at my job，I never learned in school．
79 Q1010 4．To what extent do you agree or disagree with the following statements？
80 （I．e．，a course or training in a specialzed that supplements formal education）do a better job of preparing people for the workforce than college does．
5．An education isn＇t actually nou agree or disagree with the following statements？
81 Q1010 6．To what extent do you agree or disagree with the following statements？
號
82 Q1010 7．To what extent do you agree or disagree with the following statements？
7．In teñ years，advanced degrees（e．g．，master＇s degree）will be the new minimum requirement for many jobs
83 Q1015．Which of the following common school subjects do you use in your daily activities at work？Please select all that apply．
84 Q1020．Which of the following hard skills do you use in your daily activities at work？Please select all that apply．
85 Q1025．In your opinion，which of the following is more important to a worker＇s success in today＇s workplace？
86 Q1100．Have you ever returned to school after entering the workforce？
87 Q1105．For which of the following reasons did you choose to go back to school after entering the workforce？
88 Q1110．How helpula
89 Q1115．You mentioned you have not gone back to school after you began your career．Which of the following are reasons why you that apply．
90 Q1120．Does your employer currently offer any courses or programs to help workers expand or upgrade their skills？
91 Q1125．Have you ever completed any courses or programs（either offered by your employer or found on your own）outside of an
竍
93 Q130．To what extent do vou aree or disare with the following statements？
94 Q1130－1．To what extent do you agree or disagree with the following statements？
有
95 Q1130 2．To what extent do you agree or disagree with the following statements？
2．My employer offers employees opportunities for skill improvement（e．g．，sponsoring
96
3．It is important for workers in my job field to continually refresh their hard skills．
97 Q1130 4．To what extent do you agree or disagree with the following statements？

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98 Q1130 5. To what extent do you agree or disagree with the following statements?
5. 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.

103
Q1200. In general, to what extent do you feel you are prepared for the "jobs of the future" (i.e., jobs that require companies
120
\begin{tabular}{ll}
121 & 11 \\
122 & 11
\end{tabular}
115 GENDER: Are you ?
116 AGE. What is your age?
117 EMPLOYMENT: Which of the following best describes your employment status?
118 EDUCATION: What is the highest level of education you have completed
120 US REGION: Census Region (US Net)121 INCOME: How much total
122 RACE: What is your race?
12 MARITAL STATUS: What is your m
128 DMADULTHH. Adults in Household
129 DMCHILDHH Children in Household```


[^0]:    

[^1]:    Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G-HIIJ/K/LIM-N/O-P/Q/R-S/T/U
    Overlap formulae used. ${ }^{*}$ small base

[^2]:    Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HITJ/K/L/M - N/O-P/Q/R - S/T/U
    Overlap formulae used. $\begin{aligned} & \text { small base }\end{aligned}$

[^3]:    Proportions/Means: Columns Tested ( $5 \%$ risk level) - B/C - D/E/F/G - HIIJ/K/LIM - N/O-P/Q/R-S/T/U
    Overlap formulae used. ${ }^{\text {small base }}$

[^4]:    Proportions/Means: Columns Tested (5\% risk level) - B/C - D/E/F/G - HI/JJ/K/L/M - N/O - P/Q/R - S/T/C
    Overlap formulae used. * small base

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

[^6]:    Proportions/Means: Columns Tested (5\% risk level)-B/C - D/E/F/G-HIIJ/K/L/M - N/O-P/Q/R-S/T/U
    Overlap formulae used. ${ }^{*}$ small base

[^7]:    
    Overlap formulae used. ${ }^{*}$ small base

