

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.

10 Jan 2020
Table 1

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Trade Certificate	244 20%	134 22%	110 19%	20 16%	109 26% FG	63 17%	51 17%	56 21% LM	43 67% HJKLM	64 29% LM	55 39% HLM	23 7%	3 2%	244 31% O	-	96 18%	74 28% P	61 19%	147 19%	32 23%	50 28% S
Associate's Degree	89 7%	50 8%	39 7%	12 10%	40 10%	23 6%	15 5%	-	-	47 21% HIKLM	-	33 10% HIK	9 5% HK	89 11% O	-	39 7%	17 7%	26 8%	41 5%	16 12% S	19 11% S
College/University Degree	279 23%	174 28% C	105 18%	14 11%	114 27% D	93 25% D	59 20%	-	-	-	-	250 72% HIJKM	30 18% HIJK	279 36% O	-	163 31% QR	36 14%	63 20%	141 18%	32 23%	60 33% S
Post-baccalaureate Certificate	35 3%	26 4% C	10 2%	3 2%	21 5% G	8 2%	3 1%	-	-	-	-	31 9% HIJKM	5 3% H	35 4% O	-	19 4%	5 2%	6 2%	10 1%	4 3%	22 12% ST
Master's Degree	108 9%	71 12% C	37 6%	8 6%	40 10%	42 11%	18 6%	-	-	-	-	-	108 64% HIJKL	108 14% O	-	59 11%	16 6%	27 9%	69 9%	7 5%	16 9%
Post-master's Certificate	18 2%	12 2%	6 1%	2 2%	2 1%	9 2%	5 2%	-	-	-	-	-	18 11% HIJKL	18 2% O	-	10 2%	1 1%	5 1%	12 2%	3 2%	4 2%
Professional Degree (e.g., JD, MD, OD)	34 3%	21 3%	13 2%	3 2%	14 3%	10 3%	7 2%	-	-	-	-	-	34 20% HIJKL	34 4% O	-	23 4% R	5 2%	4 1%	25 3%	2 2%	4 2%
Doctoral Degree (PhD)	17 1%	10 2%	8 1%	4 3% F	12 3% F	1 1%	1 1%	-	-	-	-	-	17 10% HIJKL	17 2% O	-	8 2%	5 2%	4 1%	14 2%	-	2 1%
Other	103 9%	43 7%	61 10%	8 6%	27 6%	29 8%	40 13% E	22 9% M	13 20% HJLM	21 10% M	30 21% HJLM	15 4%	1 1%	103 13% O	-	41 8%	19 7%	35 11%	66 9%	18 13%	14 8%
None	420 35%	176 29%	244 41% B	71 56% EF	103 25%	115 31%	132 44% EF	186 71% IJKLM	10 15% M	103 46% ILM	63 44% ILM	54 15% M	5 3%	-	420 100% N	144 27%	112 42% P	128 40% P	309 40% U	44 32%	39 22%
At least 1 additional degree/certification	786 65%	438 71% C	348 59%	55 44%	314 75% DG	252 69% DG	164 56%	76 29%	54 85% HJK	119 54% H	78 56% H	295 85% HJK	163 97% HIJKL	786 100% O	-	383 73% QR	153 58%	192 60%	459 60%	93 68%	141 78% S
At least 2 additional degrees/certifications	94 8%	58 9%	36 6%	9 8%	47 11% F	18 5%	20 7%	2 1%	1 2%	13 6% H	7 5% H	37 11% HI	34 20% HIJKL	94 12% O	-	44 8%	15 6%	33 10%	45 6%	16 12%	26 14% S
At least 3 additional degrees/certifications	25 2%	22 4% C	3 1%	2 2%	10 2%	5 1%	9 3%	-	-	-	-	12 3% HJ	13 8% HIJK	25 3% O	-	16 3%	4 2%	4 1%	13 2%	2 1%	10 6% S
Sigma	1348 112%	716 116%	633 107%	144 114%	483 116%	391 107%	330 111%	264 101%	66 102%	235 106%	147 105%	406 116%	230 137%	928 118%	420 100%	602 114%	290 109%	357 112%	834 109%	157 115%	230 127%

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

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.

10 Jan 2020
Table 1

Base: All Qualified Respondents

	Gender		Generation				Highest Education							Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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)	
Weighted Base	1206	614	592	126*	417	367	296	263	64*	222	141	349	168	786	420	527	265	319	768	137*	181

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

Q705. Did you have a job (e.g., paid internship, work-study, full-time job, etc.) while attending school?

10 Jan 2020
Table 2

Base: Some College Or Higher

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	851	388	463	54	332	253	212	-	-	166	206	301	178	623	228	376	150	260	583	69	140
Weighted Base	879	470	409	75*	335	280	189	-.**	-.**	222	141	349	168	655	224	422	152*	245	528	96*	153*
YES (NET)	829 94%	447 95%	382 93%	73 97%	326 97% FG	256 91%	174 92%	-	-	194 87%	131 93%	338 97% J	166 99% JK	637 97% O	192 86%	409 97%	142 93%	228 93%	501 95%	94 98%	142 93%
Yes, a full-time job (35 hours or more per week)	646 74%	366 78% C	281 69%	52 69%	267 80% G	209 74% G	119 63%	-	-	142 64%	106 76%	263 75% J	136 81% J	518 79% O	129 57%	333 79% R	124 82% R	156 64%	393 74%	76 79%	111 73%
Yes, a part-time job (less than 35 hours per week)	183 21%	81 17%	101 25% B	21 28%	59 18%	47 17%	56 29% EF	-	-	52 24%	24 17%	75 22%	31 18%	119 18%	63 28% N	77 18%	18 12%	72 29% PQ	108 20%	18 19%	31 20%
No	50 6%	23 5%	27 7%	2 3%	8 3%	25 9% E	15 8% E	-	-	28 13% LM	10 7% M	11 3%	2 1%	18 3%	32 14% N	12 3%	10 7%	17 7%	28 5%	2 2%	10 7%
Sigma	879 100%	470 100%	409 100%	75 100%	335 100%	280 100%	189 100%	-	-	222 100%	141 100%	349 100%	168 100%	655 100%	224 100%	422 100%	152 100%	245 100%	528 100%	96 100%	153 100%

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

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?
Please select all that apply.

Base: Did Not Work While In School

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	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 75%	18 80%	19 70%	2 100%	6 73%	22 89%	7 48%	-	-	25 90%	5 48%	6 59%	1 77%	10 53%	28 87%	10 84%	6 59%	15 87%	22 80%	* 13%	7 67%
I didn't need the money	18 36%	9 40%	9 33%	2 100%	1 11%	9 37%	6 40%	-	-	7 24%	2 20%	9 81%	1 46%	8 47%	10 31%	7 62%	2 21%	6 33%	12 42%	-	4 41%
I didn't have time	12 24%	4 15%	9 31%	2 100%	4 47%	3 12%	3 18%	-	-	3 9%	6 58%	3 29%	1 31%	5 28%	7 21%	3 23%	2 18%	5 26%	6 21%	2 87%	* 2%
I couldn't handle extra stress	6 12%	1 6%	4 16%	2 100%	1 17%	1 2%	2 11%	-	-	1 5%	2 22%	2 21%	-	1 8%	4 14%	-	-	4 25%	2 7%	2 68%	-
I couldn't find a job	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	4 7%	* 2%	3 12%	-	-	2 6%	2 15%	-	-	3 11%	* 4%	-	* 23%	2 8%	2 7%	1 9%	* 4%	2 11%	4 13%	-	-
Sigma	77 154%	33 143%	45 163%	9 400%	13 149%	36 147%	20 132%	-	-	39 139%	15 153%	20 191%	3 177%	26 144%	51 159%	21 177%	10 102%	31 181%	46 164%	4 168%	11 110%

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

10 Jan 2020
Table 4

Q711. Who do you believe should be primarily responsible for paying for a student's college education?

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
The student	481 40%	237 39%	244 41%	33 26%	139 33%	157 43% DE	153 52% DE	109 41%	32 50% M	93 42%	66 47% M	130 37%	51 30%	304 39%	177 42%	229 44%	109 41%	115 36%	349 45% TU	33 24%	56 31%
Their parents/family members	336 28%	170 28%	166 28%	17 14%	126 30% D	102 28% D	91 31% D	73 28% K	12 18%	53 24%	20 15%	106 31% IK	72 43% HIJKL	237 30%	99 24%	157 30%	58 22%	90 28%	218 28%	44 32%	53 29%
The government	327 27%	177 29%	150 25%	68 54% EFG	134 32% FG	85 23% G	41 14%	64 24%	19 30%	59 26%	48 34%	99 28%	39 23%	210 27%	117 28%	121 23%	84 32% P	100 31% P	166 22%	58 43% S	62 34% S
Other	62 5%	30 5%	31 5%	8 6%	19 5%	23 6%	12 4%	17 7%	1 2%	17 8%	7 5%	13 4%	7 4%	34 4%	27 6%	19 4%	14 5%	14 4%	36 5%	3 2%	10 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q715. Are you currently working in the same field/profession in which you received your degree(s)/certification(s)?

10 Jan 2020
Table 5

Base: Has Associate's Degree Or Higher

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	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 70%	209 64%	39 76%	200 73% G	167 68% G	76 51%	-	41 64%	-	77 54%	239 69% K	126 75% K	418 71% O	64 49%	245 66%	79 66%	121 71%	275 64%	62 73%	90 73%
No	239 33%	119 30%	120 36%	13 24%	75 27%	78 32%	73 49% EF	-	23 36%	-	64 46% LM	109 31%	42 25%	172 29%	67 51% N	126 34%	40 34%	50 29%	155 36%	23 27%	33 27%
Sigma	721 100%	392 100%	329 100%	52 100%	275 100%	245 100%	149 100%	-	64 100%	-	141 100%	349 100%	168 100%	590 100%	131 100%	371 100%	119 100%	171 100%	429 100%	85 100%	123 100%

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

Q725. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Society makes it seem like college is the only choice when in reality it isn't preparing workers for the real world.	976 81%	486 79%	489 83%	102 81%	323 77%	308 84%	242 82%	215 82%	48 75%	192 87%	108 76%	277 79%	136 81%	634 81%	342 81%	433 82%	212 80%	251 79%	630 82%	107 78%	139 77%
A college degree (e.g., bachelor's degree) is worth the extra time it takes.	938 78%	469 76%	469 79%	96 76%	314 75%	295 81%	232 78%	202 77%	35 55%	160 72%	100 71%	297 85%	143 85%	622 79%	315 75%	441 84%	186 70%	240 75%	585 76%	110 80%	142 79%
Advanced degrees (e.g., master's degree) are worth the extra time they take.	870 72%	440 72%	430 73%	87 69%	306 73%	270 74%	207 70%	189 72%	38 59%	160 72%	94 67%	257 74%	133 79%	581 74%	290 69%	401 76%	173 65%	226 71%	530 69%	116 84%	133 73%
Getting any degree is better than no degree at all.	849 70%	442 72%	407 69%	92 73%	290 69%	267 73%	199 67%	185 70%	36 56%	139 63%	100 71%	257 74%	132 79%	564 72%	285 68%	393 75%	191 72%	208 65%	531 69%	115 84%	127 70%
Getting a degree in your area of interest is not worth it if there aren't good career options available.	836 69%	427 69%	410 69%	76 60%	293 70%	261 71%	207 70%	189 72%	45 70%	143 65%	92 65%	258 74%	110 65%	535 68%	302 72%	387 74%	182 69%	198 62%	530 69%	86 63%	130 72%
You don't need a college degree to make a good living.	834 69%	415 68%	418 71%	75 60%	281 67%	240 65%	237 80%	179 68%	41 64%	174 79%	91 65%	240 69%	107 64%	538 68%	296 70%	374 71%	167 63%	225 70%	540 70%	97 71%	120 66%
A college degree (e.g., bachelor's degree) is worth the cost.	802 66%	409 67%	392 66%	65 52%	283 68%	246 67%	208 70%	167 64%	34 52%	125 56%	92 65%	263 76%	121 72%	556 71%	246 58%	388 74%	156 59%	195 61%	484 63%	105 76%	132 73%
Advanced degrees (e.g., master's degree) are worth the cost.	781 65%	404 66%	378 64%	75 60%	279 67%	231 63%	196 66%	178 68%	32 50%	130 59%	78 56%	230 66%	133 79%	534 68%	247 59%	362 69%	171 64%	192 60%	477 62%	107 78%	125 69%
Four-year colleges are the best avenue to career success.	773 64%	428 70%	345 58%	74 59%	272 65%	247 67%	181 61%	167 64%	26 41%	136 61%	72 51%	248 71%	124 74%	545 69%	228 54%	353 67%	166 63%	195 61%	464 60%	99 73%	126 70%
A high school degree is not enough to be successful in America.	759 63%	400 65%	359 61%	76 61%	302 72%	233 64%	148 50%	149 57%	36 56%	121 55%	77 55%	257 74%	119 71%	538 69%	221 53%	366 70%	145 55%	187 59%	433 56%	105 76%	133 74%

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

Q725. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
A high school degree is not enough to be successful in America.	447 37%	214 35%	232 39%	49 39%	115 28%	133 36% E	148 50% EF	114 43% LM	28 44% LM	101 45% LM	64 45% LM	91 26%	49 29%	247 31%	199 47% N	160 30%	120 45% P	132 41% P	335 44% TU	33 24%	48 26%
Four-year colleges are the best avenue to career success.	433 36%	186 30%	247 42% B	52 41%	146 35%	120 33%	115 39%	96 36%	38 59% HJLM	86 39% M	69 49% HLM	101 29%	44 26%	241 31%	192 46% N	173 33%	99 37%	125 39%	304 40%	38 27%	54 30%
Advanced degrees (e.g., master's degree) are worth the cost.	425 35%	211 34%	214 36%	51 40%	138 33%	136 37%	100 34%	84 32% M	32 50% HLM	92 41% M	63 44% HM	119 34% M	35 21%	251 32%	173 41% N	165 31%	95 36%	127 40% P	292 38% TU	30 22%	56 31%
A college degree (e.g., bachelor's degree) is worth the cost.	404 34%	205 33%	199 34%	61 48% EFG	135 32%	121 33%	88 30%	96 36% L	31 48% LM	97 44% LM	49 35%	85 24%	47 28%	230 29%	175 42% N	139 26%	110 41% P	125 39% P	285 37% TU	33 24%	48 27%
You don't need a college degree to make a good living.	372 31%	199 32%	173 29%	50 40% G	136 33% G	127 35% G	59 20%	83 32%	23 36% J	48 21%	49 35%	109 31%	61 36% J	248 32%	124 30%	153 29%	98 37%	95 30%	228 30%	40 29%	61 34%
Getting a degree in your area of interest is not worth it if there aren't good career options available.	370 31%	188 31%	182 31%	50 40%	125 30%	105 29%	89 30%	73 28%	19 30%	79 35%	49 35%	91 26%	58 35%	251 32%	119 28%	139 26%	83 31%	121 38% P	238 31%	51 37%	50 28%
Getting any degree is better than no degree at all.	357 30%	172 28%	185 31%	33 27%	127 31%	99 27%	97 33%	78 30%	28 44% HKLM	83 37% LM	41 29%	91 26%	36 21%	221 28%	136 32%	134 25%	74 28%	111 35% P	238 31% T	22 16%	54 30% T
Advanced degrees (e.g., master's degree) are worth the extra time they take.	336 28%	174 28%	161 27%	39 31%	111 27%	97 26%	89 30%	74 28%	26 41% LM	62 28%	47 33% M	92 26%	35 21%	205 26%	131 31%	126 24%	92 35% P	93 29%	239 31% T	22 16%	48 27%
A college degree (e.g., bachelor's degree) is worth the extra time it takes.	268 22%	145 24%	123 21%	30 24%	103 25%	71 19%	64 22%	61 23%	29 45% HJKLM	62 28% LM	40 29% LM	52 15%	25 15%	163 21%	105 25%	86 16%	79 30% P	79 25% P	183 24%	27 20%	39 21%
Society makes it seem like college is the only choice when in reality it isn't preparing workers for the real world.	230 19%	128 21%	102 17%	23 19%	94 23%	59 16%	54 18%	48 18%	16 25% J	30 13%	33 24%	72 21%	32 19%	152 19%	79 19%	94 18%	53 20%	68 21%	138 18%	30 22%	42 23%

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

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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	870 72%	440 72%	430 73%	87 69%	306 73%	270 74%	207 70%	189 72%	38 59%	160 72%	94 67%	257 74% I	133 79% IK	581 74%	290 69%	401 76% Q	173 65%	226 71%	530 69%	116 84% S	133 73%
Strongly agree	348 29%	188 31%	159 27%	33 26%	136 33%	100 27%	79 27%	71 27%	12 19%	59 26%	38 27%	103 30%	64 38% HI	251 32% O	96 23%	172 33%	75 28%	79 25%	183 24%	59 43% S	61 34% S
Somewhat agree	523 43%	252 41%	271 46%	54 43%	170 41%	170 46%	129 43%	118 45%	26 40%	101 45%	56 40%	154 44%	69 41%	329 42%	193 46%	228 43%	98 37%	147 46%	347 45%	57 41%	72 40%
BOTTOM 2 BOX (NET)	336 28%	174 28%	161 27%	39 31%	111 27%	97 26%	89 30%	74 28%	26 41% LM	62 28%	47 33% M	92 26%	35 21%	205 26%	131 31%	126 24%	92 35% P	93 29%	239 31% T	22 16%	48 27%
Somewhat disagree	258 21%	130 21%	127 22%	24 19%	80 19%	75 21%	79 27%	57 22%	16 24%	42 19%	35 25%	81 23%	28 16%	155 20%	102 24%	104 20%	69 26%	65 20%	188 24% T	13 9%	39 22% T
Strongly disagree	78 6%	44 7%	34 6%	15 12% G	31 7%	22 6%	10 3%	16 6%	11 17% HLM	21 9% L	12 9% L	11 3%	7 4%	50 6%	28 7%	22 4%	23 9% P	28 9% P	51 7%	9 6%	9 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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.

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Table 9

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	781 65%	404 66%	378 64%	75 60%	279 67%	231 63%	196 66%	178 68% IK	32 50%	130 59%	78 56%	230 66% I	133 79% HIJKL	534 68% O	247 59%	362 69% R	171 64%	192 60%	477 62%	107 78% S	125 69%
Strongly agree	310 26%	175 28%	135 23%	24 19%	129 31%	89 24%	68 23%	63 24%	8 13%	54 24%	34 24%	96 28% I	55 33% I	239 30% O	71 17%	162 31% R	67 25%	63 20%	159 21%	52 38% S	68 37% S
Somewhat agree	471 39%	229 37%	243 41%	51 41%	150 36%	142 39%	128 43%	116 44% K	24 38%	76 34%	45 32%	134 38%	77 46% K	295 38%	176 42%	200 38%	104 39%	129 40%	318 41%	55 40%	57 32%
BOTTOM 2 BOX (NET)	425 35%	211 34%	214 36%	51 40%	138 33%	136 37%	100 34%	84 32% M	32 50% HLM	92 41% M	63 44% HM	119 34% M	35 21%	251 32%	173 41% N	165 31%	95 36%	127 40% P	292 38% T	30 22%	56 31%
Somewhat disagree	305 25%	152 25%	153 26%	40 32%	91 22%	98 27%	76 26%	63 24%	20 31% M	63 28% M	45 32% M	86 25%	28 17%	187 24%	118 28%	136 26%	60 23%	81 25%	215 28% U	23 17%	32 18%
Strongly disagree	119 10%	59 10%	61 10%	10 8%	47 11%	38 10%	24 8%	21 8%	12 19% HLM	29 13% M	18 13% M	33 9%	7 4%	65 8%	55 13% N	29 5%	34 13% P	47 15% P	77 10%	7 5%	24 13%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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.

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Table 10

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	938 78%	469 76%	469 79%	96 76%	314 75%	295 81%	232 78%	202 77% I	35 55%	160 72% I	100 71% I	297 85% IJK	143 85% IJK	622 79%	315 75%	441 84% QR	186 70%	240 75%	585 76%	110 80%	142 79%
Strongly agree	387 32%	215 35%	173 29%	27 22%	148 35% DG	134 37% DG	78 26%	71 27%	11 16%	58 26%	39 28%	137 39% HIJK	72 43% HIJK	293 37% O	94 22%	192 37%	79 30%	93 29%	217 28%	55 40% S	77 42% S
Somewhat agree	550 46%	254 41%	296 50% B	69 55% E	166 40%	162 44%	154 52% E	131 50%	25 39%	102 46%	61 43%	160 46%	72 43%	329 42%	221 53% N	248 47%	107 40%	147 46%	368 48% U	55 40%	65 36%
BOTTOM 2 BOX (NET)	268 22%	145 24%	123 21%	30 24%	103 25%	71 19%	64 22%	61 23% HJKLM	29 45% LM	62 28% LM	40 29% LM	52 15%	25 15%	163 21%	105 25%	86 16%	79 30% P	79 25% P	183 24%	27 20%	39 21%
Somewhat disagree	192 16%	103 17%	89 15%	19 15%	77 18%	48 13%	49 17%	42 16% HJKLM	25 39% L	42 19% LM	30 22% LM	36 10%	17 10%	112 14%	81 19%	68 13%	52 20% P	55 17% P	137 18%	21 16%	26 14%
Strongly disagree	76 6%	42 7%	34 6%	11 9%	26 6%	24 6%	15 5%	18 7%	4 6%	19 9%	10 7%	16 5%	8 5%	52 7%	24 6%	18 3%	27 10% P	24 8% P	46 6%	6 4%	13 7%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q725_4. To what extent do you agree or disagree with the following statements?

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Table 11

4. A college degree (e.g., bachelor's degree) is worth the cost.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	802 66%	409 67%	392 66%	65 52%	283 68% D	246 67% D	208 70% D	167 64%	34 52%	125 56%	92 65%	263 76% HIJ	121 72% IJ	556 71% O	246 58%	388 74% QR	156 59%	195 61%	484 63%	105 76% S	132 73% S
Strongly agree	326 27%	180 29%	146 25%	24 19%	122 29%	116 32% G	63 21%	65 25% I	8 13%	49 22%	34 24%	116 33% IJ	54 32% I	241 31% O	85 20%	167 32% Q	50 19%	80 25%	173 23%	50 37% S	63 35% S
Somewhat agree	476 39%	229 37%	247 42%	41 32%	161 38%	130 35%	145 49% DEF	102 39%	26 40%	76 34%	58 41%	148 42%	67 40%	315 40%	160 38%	221 42%	106 40%	115 36%	311 40%	54 40%	69 38%
BOTTOM 2 BOX (NET)	404 34%	205 33%	199 34%	61 48% EFG	135 32%	121 33%	88 30%	96 36% L	31 48% LM	97 44% LM	49 35%	85 24%	47 28%	230 29%	175 42% N	139 26%	110 41% P	125 39% P	285 37% TU	33 24%	48 27%
Somewhat disagree	284 24%	137 22%	147 25%	43 34% F	96 23%	79 22%	65 22%	70 27% L	23 35% LM	64 29% L	31 22%	59 17%	37 22%	163 21%	121 29% N	103 20%	69 26% P	88 28% P	200 26%	24 18%	35 19%
Strongly disagree	120 10%	68 11%	52 9%	18 14%	38 9%	41 11%	23 8%	25 10%	8 12%	33 15% LM	18 13%	26 7%	10 6%	67 8%	54 13% N	35 7%	41 15% P	37 11%	84 11%	8 6%	14 8%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

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Table 12

Q725_5. To what extent do you agree or disagree with the following statements?

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

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	836 69%	427 69%	410 69%	76 60%	293 70%	261 71%	207 70%	189 72%	45 70%	143 65%	92 65%	258 74%	110 65%	535 68%	302 72%	387 74% R	182 69%	198 62%	530 69%	86 63%	130 72%
Strongly agree	360 30%	188 31%	172 29%	23 18%	139 33% D	107 29%	91 31%	86 33%	20 31%	69 31%	34 24%	110 32%	42 25%	231 29%	129 31%	174 33%	77 29%	84 26%	231 30%	39 29%	59 33%
Somewhat agree	476 39%	239 39%	237 40%	53 42%	154 37%	154 42%	116 39%	103 39%	25 39%	75 34%	58 41%	148 42%	68 40%	304 39%	173 41%	213 40%	105 40%	114 36%	299 39%	47 34%	71 39%
BOTTOM 2 BOX (NET)	370 31%	188 31%	182 31%	50 40%	125 30%	105 29%	89 30%	73 28%	19 30%	79 35%	49 35%	91 26%	58 35%	251 32%	119 28%	139 26%	83 31%	121 38% P	238 31%	51 37%	50 28%
Somewhat disagree	267 22%	128 21%	139 23%	29 23%	80 19%	88 24%	70 24%	52 20%	13 20%	57 26%	34 24%	68 20%	43 26%	180 23%	87 21%	98 19%	60 23%	91 28% P	184 24%	27 20%	34 19%
Strongly disagree	103 9%	59 10%	43 7%	21 17% FG	45 11% F	18 5%	19 6%	21 8%	6 10%	22 10%	15 11%	23 7%	15 9%	71 9%	31 7%	41 8%	23 9%	30 10%	54 7%	24 17% S	16 9%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q725_6. To what extent do you agree or disagree with the following statements?
6. Getting any degree is better than no degree at all.

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Table 13

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	849 70%	442 72%	407 69%	92 73%	290 69%	267 73%	199 67%	185 70% I	36 56%	139 63%	100 71% I	257 74% IJ	132 79% IJ	564 72%	285 68%	393 75% R	191 72%	208 65%	531 69%	115 84% SU	127 70%
Strongly agree	378 31%	204 33%	173 29%	42 34%	130 31%	132 36% G	74 25%	82 31% I	5 9%	57 26% I	35 25%	136 39% IJK	62 37% I	269 34% O	109 26%	182 35% R	82 31%	83 26%	218 28%	67 49% SU	58 32%
Somewhat agree	471 39%	237 39%	234 40%	50 40%	160 38%	135 37%	126 42%	102 39%	30 47%	82 37%	65 46%	121 35%	70 42%	296 38%	176 42%	211 40%	109 41%	125 39%	313 41%	48 35%	68 38%
BOTTOM 2 BOX (NET)	357 30%	172 28%	185 31%	33 27%	127 31%	99 27%	97 33%	78 30%	28 44% HKLM	83 37% LM	41 29%	91 26%	36 21%	221 28%	136 32%	134 25%	74 28%	111 35% P	238 31% T	22 16%	54 30% T
Somewhat disagree	261 22%	132 22%	129 22%	27 21%	90 21%	75 20%	69 23%	60 23%	19 29% M	57 26% M	28 20%	71 20%	25 15%	159 20%	101 24%	103 20%	48 18%	78 24%	171 22% T	15 11%	44 24% T
Strongly disagree	96 8%	40 7%	56 9%	7 5%	38 9%	24 7%	27 9%	17 7%	9 15% HLM	25 11%	13 9%	20 6%	11 6%	62 8%	34 8%	31 6%	26 10%	33 10%	67 9%	8 6%	10 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q725_7. To what extent do you agree or disagree with the following statements?

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Table 14

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

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	834 69%	415 68%	418 71%	75 60%	281 67%	240 65%	237 80% DEF	179 68%	41 64%	174 79% IKM	91 65%	240 69%	107 64%	538 68%	296 70%	374 71%	167 63%	225 70%	540 70%	97 71%	120 66%
Strongly agree	353 29%	185 30%	168 28%	36 29%	123 29%	94 26%	100 34%	75 29%	22 34%	73 33%	37 26%	105 30%	42 25%	221 28%	133 32%	163 31%	70 26%	99 31%	236 31%	31 23%	48 27%
Somewhat agree	480 40%	230 38%	250 42%	39 31%	159 38%	145 40%	137 46% D	104 40%	19 30%	101 46% I	55 39%	135 39%	65 39%	317 40%	163 39%	211 40%	98 37%	126 39%	304 40%	65 48%	72 40%
BOTTOM 2 BOX (NET)	372 31%	199 32%	173 29%	50 40% G	136 33% G	127 35% G	59 20%	83 32%	23 36% J	48 21%	49 35%	109 31%	61 36% J	248 32%	124 30%	153 28%	98 37%	95 30%	228 30%	40 29%	61 34%
Somewhat disagree	239 20%	129 21%	110 19%	39 31% EG	76 18%	82 22% G	41 14%	55 21%	14 22%	29 13%	34 24% J	75 22%	32 19%	149 19%	91 22%	90 17%	68 26% P	65 20%	160 21%	16 12%	38 21%
Strongly disagree	133 11%	69 11%	63 11%	11 9%	60 14% G	45 12% G	17 6%	28 11%	9 14%	18 8%	15 11%	33 10%	29 17% JL	99 13%	33 8%	62 12%	29 11%	30 9%	69 9%	24 18% S	23 13%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q725_8. To what extent do you agree or disagree with the following statements?
8. A high school degree is not enough to be successful in America.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	759 63%	400 65%	359 61%	76 61%	302 72% FG	233 64% G	148 50%	149 57%	36 56%	121 55%	77 55%	257 74% HIJK	119 71% HIJK	538 69% O	221 53%	366 70% QR	145 55%	187 59%	433 56%	105 76% S	133 74% S
Strongly agree	364 30%	196 32%	167 28%	22 17%	151 36% D	108 29%	83 28%	65 25%	13 20%	56 25%	40 28%	130 37% HIJ	60 36% I	269 34% O	95 23%	193 37% Q	51 19%	96 30% Q	213 28%	54 39%	65 36%
Somewhat agree	396 33%	204 33%	192 32%	55 44% G	151 36% G	125 34% G	65 22%	83 32%	23 36%	65 29%	37 26%	128 37%	59 35%	269 34%	126 30%	174 33%	94 36%	91 28%	220 29%	51 37%	68 38%
BOTTOM 2 BOX (NET)	447 37%	214 35%	232 39%	49 39%	115 28%	133 36% E	148 50% EF	114 43% LM	28 44% LM	101 45% LM	64 45% LM	91 26%	49 29%	247 31%	199 47% N	160 30%	120 45% P	132 41% P	335 44% TU	33 24%	48 26%
Somewhat disagree	286 24%	137 22%	149 25%	24 19%	72 17%	97 27% E	94 32% E	67 26%	18 28%	65 29% LM	43 31% LM	65 19%	28 17%	160 20%	127 30% N	115 22%	72 27%	79 25%	227 30% TU	13 9%	24 14%
Strongly disagree	160 13%	77 12%	83 14%	26 20% EF	44 11%	36 10%	55 19% EF	47 18% L	11 16% L	35 16% L	21 15% L	26 8%	21 12%	88 11%	72 17% N	45 9%	48 18% P	53 17% P	108 14%	20 14%	23 13%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q725_9. To what extent do you agree or disagree with the following statements?

9. Society makes it seem like college is the only choice when in reality it isn't preparing workers for the real world.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	976 81%	486 79%	489 83%	102 81%	323 77%	308 84%	242 82%	215 82%	48 75%	192 87% I	108 76%	277 79%	136 81%	634 81%	342 81%	433 82%	212 80%	251 79%	630 82%	107 78%	139 77%
Strongly agree	405 34%	200 33%	205 35%	34 27%	156 37%	114 31%	101 34%	100 38% L	24 37%	93 42% LM	46 33%	94 27%	49 29%	247 32%	158 38%	182 35%	92 35%	104 33%	277 36%	39 28%	59 33%
Somewhat agree	570 47%	286 46%	285 48%	69 55% E	167 40%	194 53% E	140 47%	115 44%	25 39%	99 45%	62 44%	183 52% I	87 52%	386 49%	184 44%	251 48%	121 45%	147 46%	353 46%	69 50%	80 44%
BOTTOM 2 BOX (NET)	230 19%	128 21%	102 17%	23 19%	94 23%	59 16%	54 18%	48 18%	16 25% J	30 13%	33 24%	72 21%	32 19%	152 19%	79 19%	94 18%	53 20%	68 21%	138 18%	30 22%	42 23%
Somewhat disagree	177 15%	94 15%	83 14%	23 18%	65 15%	49 13%	41 14%	39 15%	9 14%	23 10%	28 20% J	56 16%	22 13%	112 14%	65 15%	75 14%	44 16%	51 16%	115 15%	21 15%	30 17%
Strongly disagree	53 4%	34 6%	19 3%	1 1% DF	30 7% DF	9 3%	14 5%	9 3%	7 11% HJK	7 3%	5 4%	16 5%	9 6%	39 5%	14 3%	19 4%	9 3%	17 5%	24 3%	9 6%	11 6%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q725_10. To what extent do you agree or disagree with the following statements?
10. Four-year colleges are the best avenue to career success.

10 Jan 2020
Table 17

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	773 64%	428 70% C	345 58%	74 59%	272 65%	247 67%	181 61%	167 64% IK	26 41%	136 61% I	72 51%	248 71% IK	124 74% IJK	545 69% O	228 54%	353 67%	166 63%	195 61%	464 60%	99 73%	126 70%
Strongly agree	275 23%	171 28% C	104 18%	18 14%	123 29% DG	96 26% G	39 13%	59 23% I	5 7%	35 16%	26 18%	109 31% IJK	42 25% I	225 29% O	51 12%	144 27%	51 19%	63 20%	152 20%	43 31% S	53 29% S
Somewhat agree	498 41%	258 42%	240 41%	57 45%	149 36%	151 41%	142 48% E	108 41%	22 34%	101 45%	46 33%	139 40%	82 49% IK	320 41%	178 42%	209 40%	115 44%	131 41%	313 41%	56 41%	73 41%
BOTTOM 2 BOX (NET)	433 36%	186 30%	247 42% B	52 41%	146 35%	120 33%	115 39%	96 36%	38 59% HJLM	86 39% M	69 49% HLM	101 29%	44 26%	241 31%	192 46% N	173 33%	99 37%	125 39%	304 40%	38 27%	54 30%
Somewhat disagree	341 28%	145 24%	195 33% B	48 38% F	116 28%	83 23%	94 32% F	70 26%	28 43% HLM	69 31%	52 37% LM	89 26%	34 20%	192 25%	148 35% N	148 28%	72 27%	92 29%	242 31%	29 21%	40 22%
Strongly disagree	92 8%	40 7%	51 9%	4 3%	30 7%	37 10%	21 7%	26 10% L	10 16% LM	17 8%	17 12% L	12 3%	9 6%	48 6%	44 10% N	25 5%	27 10% P	33 10% P	62 8%	9 7%	15 8%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q800. How long have you been working in your current field? Please include any jobs that you may have previously held at different companies but are in the same field. If it has been less than a year, then please enter 0.

10 Jan 2020
Table 18

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Less than 5 years	288 24%	127 21%	161 27% B	104 82% EFG	127 30% FG	35 9%	23 8%	89 34% KLM	15 23%	51 23%	24 17%	84 24%	26 16%	164 21%	125 30% N	111 21%	67 25%	85 27%	140 18%	50 37% S	50 28% S
5-9 years	267 22%	154 25%	113 19%	22 18%	165 40% DFG	49 13%	31 10%	37 14%	9 14%	52 23%	37 27% H	75 22%	56 33% HIL	213 27% O	54 13%	122 23%	61 23%	66 21%	161 21%	29 21%	49 27%
10-14 years	174 14%	102 17%	72 12%	-	88 21% DG	53 14% D	33 11% D	26 10%	8 12%	40 18%	20 15%	52 15%	27 16%	117 15%	58 14%	73 14%	41 15%	43 13%	97 13%	21 15%	37 20% S
15-19 years	135 11%	62 10%	74 13%	-	36 9% D	76 21% DEG	23 8%	23 9%	8 12%	35 16%	16 11%	37 11%	18 11%	86 11%	49 12%	63 12%	33 12%	36 11%	91 12%	11 8%	22 12%
20-24 years	108 9%	53 9%	55 9%	-	1 -	72 20% DEG	35 12% DE	25 10%	8 13% J	8 4%	10 7%	35 10%	21 13% J	71 9%	37 9%	48 9%	19 7%	27 8%	86 11%	5 4%	10 5%
25+ years	233 19%	117 19%	116 20%	-	-	82 22% DE	151 51% DEF	62 24% M	16 25% M	36 16%	33 23% M	65 19%	20 12%	135 17%	98 23%	110 21%	44 16%	62 19%	194 25% U	21 15%	14 8%
MEAN	13.5	13.6	13.3	2.4	7.0 D	16.7 DE	23.3 DEF	13.6	15.6 M	12.9	14.5	13.4	12.4	13.1	14.2	14.1	12.3	13.4	15.7 TU	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%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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.

10 Jan 2020
Table 19

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
ANY (NET)	795 66%	431 70% C	364 62%	92 73% G	315 75% G	247 67% G	142 48%	124 47%	37 57%	128 58%	94 67% H	282 81% HIJK	131 78% HIJ	609 78% O	186 44%	394 75% QR	158 59%	191 60%	434 57%	111 81% S	154 85% S
Job fairs attended by potential employers	393 33%	220 36%	173 29%	43 34% G	163 39% G	137 37% G	50 17%	59 22%	12 18%	61 27%	43 31%	146 42% HIJ	71 43% HIJ	309 39% O	84 20%	190 36%	80 30%	99 31%	190 25%	70 51% S	92 51% S
Access to a career center	360 30%	198 32%	161 27%	41 33% G	141 34% G	134 37% G	43 14%	34 13%	13 20%	52 23% H	36 25% H	158 45% HIJK	67 40% HIJK	296 38% O	64 15%	179 34%	72 27%	91 28%	192 25%	63 46% S	62 34% S
Session(s) with a career counselor	336 28%	189 31%	146 25%	35 28% G	132 32% G	111 30% G	58 19%	40 15%	15 23%	43 19%	34 24%	149 43% HIJK	55 33% HJ	277 35% O	59 14%	174 33% Q	57 22%	88 27%	181 24%	57 42% S	66 37% S
Access to job readiness programs	271 22%	157 26% C	114 19%	38 31% G	117 28% G	83 23% G	33 11%	37 14%	13 21%	42 19%	31 22%	92 27% H	56 33% HJ	221 28% O	50 12%	135 26% R	61 23%	58 18%	129 17%	48 35% S	69 38% S
A predictive test that told me what job would be good for me	262 22%	134 22%	127 21%	33 26% G	104 25% G	79 21%	46 16%	32 12%	9 14%	48 21%	23 17%	101 29% HIK	48 29% HIK	195 25% O	66 16%	135 26%	51 19%	70 22%	158 21%	40 29%	38 21%
Other	95 8%	47 8%	48 8%	11 8%	28 7%	28 8%	28 9%	20 8%	3 5%	30 13% L	11 8%	16 5%	15 9%	64 8%	31 7%	32 6%	19 7%	29 9%	47 6%	16 12%	19 11%
None	411 34%	183 30%	228 38% B	34 27%	103 25%	120 33%	154 52% DEF	138 53% KLM	28 43% LM	94 42% LM	47 33% L	66 19%	37 22%	176 22%	235 56% N	132 25%	108 41% P	129 40% P	334 43% TU	26 19%	27 15%
Sigma	2126 176%	1129 184%	997 168%	234 186%	788 189%	693 189%	411 139%	361 138%	92 143%	369 166%	225 160%	730 209%	349 208%	1537 196%	589 140%	976 185%	448 169%	563 176%	1231 160%	320 234%	373 207%

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

Q815. In general, how prepared did you feel entering the workforce? Please think about when you entered the workforce after completing your highest level of education.

10 Jan 2020
Table 20

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	877 73%	483 79% C	394 67%	83 66%	304 73%	260 71%	230 78%	183 70%	42 66%	141 63%	98 70%	272 78% IJ	141 84% HIJK	608 77% O	269 64%	411 78% QR	181 68%	212 66%	546 71%	99 72%	145 80% S
Very prepared	339 28%	202 33% C	138 23%	30 24%	126 30%	97 26%	86 29%	66 25% J	14 22%	29 13%	33 23% J	117 34% HIJKL	80 48% HIJKL	272 35% O	67 16%	160 30%	64 24%	78 24%	191 25%	60 44% S	65 36% S
Somewhat prepared	538 45%	281 46%	256 43%	53 42%	178 43%	163 44%	144 49%	117 45%	28 44%	112 50% M	65 46%	155 44%	61 36%	336 43%	202 48%	250 48%	117 44%	134 42%	355 46% T	39 28%	80 44% T
BOTTOM 2 BOX (NET)	329 27%	131 21%	198 33% B	43 34%	113 27%	107 29%	66 22%	80 30% LM	22 34% LM	81 37% LM	43 30% M	77 22%	27 16%	178 23%	151 36% N	116 22%	84 32% P	108 34% P	223 29% U	39 28%	35 20%
Not very prepared	222 18%	81 13%	141 24% B	34 27% G	78 19%	71 19%	39 13%	55 21% M	15 23% M	41 19%	34 24% M	60 17%	17 10%	121 15%	101 24% N	86 16%	51 19%	68 21%	141 18%	28 20%	26 14%
Not at all prepared	107 9%	50 8%	57 10%	8 7%	35 8%	36 10%	28 9%	25 9% L	7 11% L	40 18% HKLM	9 6%	17 5%	9 6%	56 7%	51 12% N	30 6%	33 12% P	39 12% P	82 11%	11 8%	9 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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 PREPARED (TOP BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, creating a resume, etc.)	477 40%	266 43% C	212 36%	47 37%	182 44%	134 37%	114 39%	96 36%	20 32%	80 36%	46 33%	154 44%	81 48% IK	342 44% O	135 32%	213 40%	95 36%	130 41%	274 36%	80 59% S	83 46% S
Presentation skills	474 39%	265 43% C	210 35%	53 42%	191 46% FG	131 36%	99 33%	89 34%	17 27%	65 29%	47 33%	163 47% HIJK	93 55% HIJK	367 47% O	107 25%	212 40%	100 38%	122 38%	267 35%	76 55% S	92 51% S
Email etiquette	466 39%	256 42%	210 35%	49 39%	196 47% FG	136 37%	85 29%	90 34%	20 32%	73 33%	45 32%	156 45% JK	83 49% HIJK	332 42% O	134 32%	236 45% QR	92 35%	100 31%	272 35%	59 43%	90 50% S
How to fill out a W-2 form for my job	459 38%	257 42% C	202 34%	33 26%	150 36%	135 37%	141 48% DEF	96 37% I	15 23%	64 29%	50 36%	150 43% IJ	84 50% HIJK	326 42% O	133 32%	215 41%	97 36%	105 33%	281 37%	66 48%	76 42%
Budgeting my paycheck	436 36%	265 43% C	171 29%	52 42%	161 39% F	109 30%	113 38%	95 36% J	20 31%	49 22%	49 35% J	140 40% J	82 49% HIJK	311 40% O	125 30%	207 39%	100 38%	98 31%	255 33%	74 54% S	72 40%
Networking skills (i.e., the exchange of information or services between individuals)	398 33%	238 39% C	160 27%	46 37% G	167 40% G	116 32%	69 23%	80 31% I	9 15%	58 26%	43 31% I	125 36% I	82 49% HIJKL	308 39% O	90 21%	190 36%	80 30%	89 28%	218 28%	63 46% S	76 42% S
Choosing my benefits (e.g., health insurance, 401k, etc.)	357 30%	211 34% C	146 25%	29 23%	130 31%	102 28%	96 32%	82 31% IJ	11 18%	43 19%	34 24%	118 34% IJ	70 42% IJK	267 34% O	90 21%	173 33% R	83 31%	75 24%	213 28%	58 42% S	58 32%
Negotiating a promotion/salary increase	321 27%	210 34% C	111 19%	39 31%	134 32% G	91 25%	57 19%	67 26%	14 22%	43 19%	26 18%	109 31% JK	62 37% HIJK	256 33% O	65 15%	153 29% R	84 32% R	64 20%	181 24%	54 39% S	60 33% S

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

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)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, creating a resume, etc.)	907 75%	465 76%	442 75%	98 78%	340 81% F	246 67%	224 76%	193 74%	44 68%	155 70%	97 69%	277 80% IK	140 84% HIJK	620 79% O	288 68%	399 76%	191 72%	250 78%	560 73%	108 79%	153 85% S
Presentation skills	849 70%	444 72%	404 68%	86 69%	322 77% FG	244 67%	196 66%	169 64%	34 53%	141 64%	99 70% I	269 77% HIJ	137 81% HIJ	597 76% O	252 60%	368 70%	187 71%	219 69%	511 67%	101 74%	147 82% S
Budgeting my paycheck	810 67%	451 73% C	359 61%	87 70%	298 71% F	207 56%	218 73% F	178 68%	36 57%	134 61%	98 69%	233 67%	131 78% IJL	557 71% O	253 60%	369 70%	169 64%	219 69%	504 66%	106 77%	127 70%
Email etiquette	804 67%	424 69%	380 64%	95 75% G	336 81% FG	227 62% G	146 49%	160 61%	38 59%	140 63%	87 62%	250 72% H	130 77% HIJK	552 70% O	252 60%	370 70% R	174 66%	192 60%	482 63%	101 74%	131 73% S
How to fill out a W-2 form for my job	788 65%	423 69% C	365 62%	73 58%	269 64%	233 64%	213 72%	162 62%	37 58%	136 61%	99 70%	227 65%	126 75% HIJ	529 67%	259 62%	362 69% R	173 65%	189 59%	495 64%	95 70%	135 75% S
Networking skills (i.e., the exchange of information or services between individuals)	770 64%	423 69% C	348 59%	94 75% G	291 70% G	233 64% G	152 51%	155 59%	35 55%	118 53%	93 66%	241 69% IJ	128 76% HIJ	550 70% O	221 53%	340 65%	177 67%	191 60%	454 59%	103 75% S	127 70% S
Choosing my benefits (e.g., health insurance, 401k, etc.)	666 55%	377 61% C	290 49%	69 55%	223 53%	191 52%	184 62% F	149 57%	34 52%	101 45%	70 50%	202 58% J	111 66% JK	480 61% O	186 44%	310 59% R	152 57%	156 49%	408 53%	92 67% S	109 60%
Negotiating a promotion/salary increase	607 50%	371 60% C	236 40%	65 51%	231 55%	174 47%	137 46%	139 53%	27 42%	106 48%	60 43%	170 49%	104 62% IJKL	441 56% O	166 40%	264 50%	157 59% R	144 45%	357 46%	77 56%	110 61% S

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

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?

10 Jan 2020
Table 23

SUMMARY TABLE OF NOT VERY/NOT AT ALL PREPARED (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Negotiating a promotion/salary increase	535 44%	218 35%	317 54% B	51 41%	171 41%	176 48%	136 46%	98 37%	32 49%	107 48%	69 49%	167 48%	62 37%	318 41%	217 52% N	249 47% Q	96 36%	155 49% Q	371 48% TU	47 35%	64 35%
Choosing my benefits (e.g., health insurance, 401k, etc.)	487 40%	214 35%	273 46% B	57 45%	172 41% G	164 45% G	94 32%	93 35%	27 43%	115 52% HM	63 45% M	139 40%	50 30%	280 36%	207 49% N	199 38%	100 38%	150 47% P	325 42% T	40 29%	59 33%
How to fill out a W-2 form for my job	368 30%	160 26%	207 35% B	38 30%	133 32%	122 33%	74 25%	85 33%	22 34%	78 35% M	34 24%	112 32%	36 22%	230 29%	137 33%	150 29%	85 32%	113 35%	248 32% U	32 23%	41 22%
Networking skills (i.e., the exchange of information or services between individuals)	365 30%	158 26%	207 35% B	29 23%	112 27%	117 32%	107 36% E	78 30%	22 34%	96 43% HKLM	38 27%	95 27%	37 22%	210 27%	156 37% N	162 31%	72 27%	111 35%	261 34% TU	28 21%	43 24%
Budgeting my paycheck	359 30%	148 24%	211 36% B	35 28%	109 26%	144 39% EG	71 24%	72 27%	25 40% M	81 36% M	37 26%	108 31%	36 21%	208 26%	152 36% N	139 26%	90 34%	94 30%	242 32% T	26 19%	48 26%
Presentation skills	300 25%	139 23%	161 27%	31 25%	77 18%	111 30% E	81 27% E	74 28% M	25 38% KLM	71 32% LM	31 22%	70 20%	29 17%	163 21%	137 33% N	136 26%	65 24%	86 27%	221 29% U	26 19%	25 14%
Email etiquette	289 24%	141 23%	148 25%	24 19%	60 14%	118 32% DE	88 30% E	63 24%	18 28%	65 29% M	37 26%	78 22%	28 17%	181 23%	108 26%	118 22%	68 26%	90 28%	197 26%	23 17%	39 22%
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, creating a resume, etc.)	265 22%	129 21%	137 23%	21 17%	66 16%	114 31% DEG	64 22%	61 23%	18 27% M	65 29% LM	34 24% M	65 19%	24 14%	152 19%	114 27% N	118 22%	61 23%	63 20%	186 24% U	23 17%	24 13%

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

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?

10 Jan 2020
Table 24

1. Budgeting my paycheck

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	810 67%	451 73% C	359 61%	87 70%	298 71% F	207 56%	218 73% F	178 68%	36 57%	134 61%	98 69%	233 67%	131 78% IJL	557 71% O	253 60%	369 70%	169 64%	219 69%	504 66%	106 77%	127 70%
Very prepared	436 36%	265 43% C	171 29%	52 42%	161 39% F	109 30%	113 38%	95 36% J	20 31%	49 22%	49 35% J	140 40% J	82 49% HIJK	311 40% O	125 30%	207 39%	100 38%	98 31%	255 33%	74 54% S	72 40%
Somewhat prepared	374 31%	186 30%	189 32%	35 28%	137 33%	98 27%	104 35%	82 31%	16 26%	85 38% L	48 34%	93 27%	49 29%	246 31%	128 31%	162 31%	69 26%	120 38% Q	249 32%	32 23%	55 30%
BOTTOM 2 BOX (NET)	359 30%	148 24%	211 36% B	35 28%	109 26%	144 39% EG	71 24%	72 27%	25 40% M	81 36% M	37 26%	108 31%	36 21%	208 26%	152 36% N	139 26%	90 34%	94 30%	242 32% T	26 19%	48 26%
Not very prepared	223 18%	94 15%	129 22% B	24 19%	58 14%	98 27% EG	44 15%	39 15%	15 23%	49 22%	25 18%	73 21%	22 13%	139 18%	83 20%	92 18%	52 20%	54 17%	146 19%	16 11%	32 17%
Not at all prepared	137 11%	54 9%	83 14% B	12 9%	51 12%	47 13%	27 9%	33 12%	11 17%	31 14%	13 9%	36 10%	14 8%	69 9%	68 16% N	47 9%	38 14%	40 13%	97 13%	10 8%	16 9%
Not applicable	37 3%	15 3%	21 4%	3 2%	11 3%	15 4%	8 3%	13 5%	2 4%	7 3%	6 4%	7 2%	1 1%	21 3%	15 4%	18 3%	6 2%	6 2%	22 3%	5 4%	6 3%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q820. 2. 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?
2. How to fill out a W-2 form for my job

10 Jan 2020
Table 25

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	788 65%	423 69% C	365 62%	73 58%	269 64%	233 64%	213 72%	162 62%	37 58%	136 61%	99 70%	227 65%	126 75% HIJ	529 67%	259 62%	362 69% R	173 65%	189 59%	495 64%	95 70%	135 75% S
Very prepared	459 38%	257 42% C	202 34%	33 26%	150 36%	135 37%	141 48% DEF	96 37% I	15 23%	64 29%	50 36%	150 43% IJ	84 50% HIJK	326 42% O	133 32%	215 41%	97 36%	105 33%	281 37%	66 48%	76 42%
Somewhat prepared	329 27%	167 27%	162 27%	40 32%	119 29%	98 27%	72 24%	66 25%	23 35% L	72 33% L	48 34% L	77 22%	42 25%	203 26%	126 30%	147 28%	76 29%	84 26%	214 28%	29 21%	59 33%
BOTTOM 2 BOX (NET)	368 30%	160 26%	207 35% B	38 30%	133 32%	122 33%	74 25%	85 33%	22 34%	78 35% M	34 24%	112 32%	36 22%	230 29%	137 33%	150 29%	85 32%	113 35%	248 32% U	32 23%	41 22%
Not very prepared	220 18%	97 16%	122 21%	21 17%	68 16%	81 22%	50 17%	53 20% K	12 18%	48 22% K	15 11%	70 20% K	22 13%	135 17%	85 20%	97 18%	43 16%	71 22%	149 19%	27 20%	23 13%
Not at all prepared	148 12%	63 10%	85 14%	17 14%	65 16% G	41 11%	24 8%	32 12%	11 16%	30 14%	19 14%	42 12%	15 9%	96 12%	53 13%	53 10%	42 16%	43 13%	99 13% T	4 3%	18 10%
Not applicable	50 4%	31 5%	19 3%	14 11% EFG	15 4%	11 3%	9 3%	15 6%	5 7%	8 3%	8 6%	10 3%	5 3%	26 3%	24 6%	14 3%	7 3%	17 5%	25 3%	10 7%	5 3%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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

10 Jan 2020
Table 26

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	804 67%	424 69%	380 64%	95 75% G	336 81% FG	227 62% G	146 49%	160 61%	38 59%	140 63%	87 62%	250 72% H	130 77% HIJK	552 70% O	252 60%	370 70% R	174 66%	192 60%	482 63%	101 74%	131 73% S
Very prepared	466 39%	256 42%	210 35%	49 39% G	196 47% FG	136 37%	85 29%	90 34%	20 32%	73 33%	45 32%	156 45% JK	83 49% HIJK	332 42% O	134 32%	236 45% QR	92 35%	100 31%	272 35%	59 43%	90 50% S
Somewhat prepared	339 28%	168 27%	171 29%	45 36% G	140 34% FG	92 25%	61 21%	70 27%	18 28%	67 30%	42 30%	95 27%	47 28%	221 28%	118 28%	134 26%	82 31%	92 29%	211 27%	42 31%	41 23%
BOTTOM 2 BOX (NET)	289 24%	141 23%	148 25%	24 19%	60 14%	118 32% DE	88 30% E	63 24%	18 28%	65 29% M	37 26%	78 22%	28 17%	181 23%	108 26%	118 22%	68 26%	90 28%	197 26%	23 17%	39 22%
Not very prepared	166 14%	78 13%	88 15%	14 11%	33 8%	84 23% EG	34 11%	27 10%	12 19% M	26 12%	29 20% HM	58 17% M	14 8%	118 15%	48 11%	84 16%	31 12%	42 13%	98 13%	14 11%	32 18%
Not at all prepared	123 10%	63 10%	60 10%	9 7%	26 6%	34 9%	54 18% DEF	36 14% KL	6 10%	40 18% KLM	8 6%	20 6%	14 9%	63 8%	61 14% N	34 6%	37 14% P	47 15% P	99 13% U	9 6%	7 4%
Not applicable	113 9%	49 8%	64 11%	7 6%	22 5%	21 6%	62 21% DEF	40 15% LM	8 12%	17 8%	17 12%	21 6%	10 6%	53 7%	60 14% N	39 7%	24 9%	37 12%	89 12%	13 9%	10 6%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q820_4. 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?

10 Jan 2020
Table 27

4. Presentation skills

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	849 70%	444 72%	404 68%	86 69%	322 77% FG	244 67%	196 66%	169 64%	34 53%	141 64%	99 70% I	269 77% HIJ	137 81% HIJ	597 76% O	252 60%	368 70%	187 71%	219 69%	511 67%	101 74%	147 82% S
Very prepared	474 39%	265 43% C	210 35%	53 42%	191 46% FG	131 36%	99 33%	89 34%	17 27%	65 29%	47 33%	163 47% HIJK	93 55% HIJK	367 47% O	107 25%	212 40%	100 38%	122 38%	267 35%	76 55% S	92 51% S
Somewhat prepared	374 31%	180 29%	195 33%	33 26%	131 31%	113 31%	97 33%	80 30%	17 26%	76 34%	52 37%	106 30%	44 26%	229 29%	145 35%	157 30%	87 33%	97 30%	245 32% T	25 18%	56 31%
BOTTOM 2 BOX (NET)	300 25%	139 23%	161 27%	31 25%	77 18%	111 30% E	81 27% E	74 28% M	25 38% KLM	71 32% LM	31 22%	70 20%	29 17%	163 21%	137 33% N	136 26%	65 24%	86 27%	221 29% U	26 19%	25 14%
Not very prepared	215 18%	95 15%	120 20%	26 20%	54 13%	80 22% E	55 19%	52 20%	16 25% M	44 20%	23 16%	59 17%	20 12%	119 15%	96 23% N	106 20%	40 15%	61 19%	158 21% U	20 14%	16 9%
Not at all prepared	85 7%	44 7%	41 7%	6 4%	22 5%	31 9%	26 9%	22 8% L	8 13% LM	27 12% L	8 6%	11 3%	9 5%	44 6%	41 10% N	30 6%	25 9%	25 8%	62 8%	6 5%	9 5%
Not applicable	57 5%	31 5%	26 4%	8 7%	19 4%	11 3%	19 6%	19 7% LM	5 8% LM	10 4%	11 8% LM	10 3%	3 2%	26 3%	31 7% N	22 4%	13 5%	13 4%	36 5%	10 8%	8 4%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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

10 Jan 2020
Table 28

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	607 50%	371 60% C	236 40%	65 51%	231 55%	174 47%	137 46%	139 53%	27 42%	106 48%	60 43%	170 49%	104 62% IJKL	441 56% O	166 40%	264 50%	157 59% R	144 45%	357 46%	77 56%	110 61% S
Very prepared	321 27%	210 34% C	111 19%	39 31%	134 32% G	91 25%	57 19%	67 26%	14 22%	43 19%	26 18%	109 31% JK	62 37% HIJK	256 33% O	65 15%	153 29% R	84 32% R	64 20%	181 24%	54 39% S	60 33% S
Somewhat prepared	286 24%	161 26%	126 21%	25 20%	98 23%	82 22%	81 27%	72 27% L	13 21%	63 29% L	35 25%	61 17%	42 25%	185 24%	101 24%	111 21%	73 27%	80 25%	176 23%	23 17%	51 28%
BOTTOM 2 BOX (NET)	535 44%	218 35%	317 54% B	51 41%	171 41%	176 48%	136 46%	98 37%	32 49%	107 48%	69 49%	167 48%	62 37%	318 41%	217 52% N	249 47% Q	96 36%	155 49% Q	371 48% TU	47 35%	64 35%
Not very prepared	321 27%	128 21%	193 33% B	31 25%	98 23%	114 31%	78 26%	54 21%	17 26%	62 28%	42 30%	109 31% H	36 22%	196 25%	125 30%	165 31% Q	49 19%	87 27%	224 29% U	36 26%	35 19%
Not at all prepared	214 18%	90 15%	124 21% B	20 16%	73 18%	62 17%	58 20%	44 17%	15 23%	45 20%	26 19%	58 17%	26 16%	122 16%	92 22% N	84 16%	47 18%	68 21%	147 19% T	11 8%	29 16%
Not applicable	64 5%	26 4%	38 6%	10 8%	15 4%	17 5%	22 8%	25 10% LM	5 8% M	9 4%	12 8% M	12 3%	1 1%	27 3%	37 9% N	14 3%	12 5%	20 6% P	41 5%	13 9%	6 4%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q820_6. 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?

10 Jan 2020
Table 29

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

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	907 75%	465 76%	442 75%	98 78%	340 81% F	246 67%	224 76%	193 74%	44 68%	155 70%	97 69%	277 80% IK	140 84% HIJK	620 79% O	288 68%	399 76%	191 72%	250 78%	560 73%	108 79%	153 85% S
Very prepared	477 40%	266 43% C	212 36%	47 37%	182 44%	134 37%	114 39%	96 36%	20 32%	80 36%	46 33%	154 44%	81 48% IK	342 44% O	135 32%	213 40%	95 36%	130 41%	274 36%	80 59% S	83 46% S
Somewhat prepared	430 36%	199 32%	231 39%	51 40%	158 38%	112 30%	110 37%	97 37%	23 36%	75 34%	51 36%	124 35%	60 36%	277 35%	153 36%	187 35%	96 36%	120 37%	287 37% T	28 20%	70 39% T
BOTTOM 2 BOX (NET)	265 22%	129 21%	137 23%	21 17%	66 16%	114 31% DEG	64 22%	61 23%	18 27% M	65 29% LM	34 24% M	65 19%	24 14%	152 19%	114 27% N	118 22%	61 23%	63 20%	186 24% U	23 17%	24 13%
Not very prepared	180 15%	87 14%	93 16%	12 10%	44 10%	87 24% DEG	37 12%	40 15% M	12 19% M	37 17% M	27 19% M	54 15% M	10 6%	105 13%	75 18%	83 16%	42 16%	36 11%	127 17%	13 9%	17 9%
Not at all prepared	86 7%	42 7%	44 7%	8 7%	23 5%	27 7%	27 9%	20 8%	5 8%	28 13% L	8 6%	11 3%	14 8% L	47 6%	38 9%	35 7%	19 7%	27 8%	59 8%	10 7%	7 4%
Not applicable	33 3%	21 3%	12 2%	7 6%	11 3%	7 2%	8 3%	9 3%	3 5%	2 1%	9 6% JL	7 2%	4 2%	14 2%	19 5% N	9 2%	13 5% P	6 2%	22 3%	6 5%	4 2%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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?

10 Jan 2020
Table 30

7. Choosing my benefits (e.g., health insurance, 401k, etc.)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	666 55%	377 61% C	290 49%	69 55%	223 53%	191 52%	184 62% F	149 57%	34 52%	101 45%	70 50%	202 58% J	111 66% JK	480 61% O	186 44%	310 59% R	152 57%	156 49%	408 53%	92 67% S	109 60%
Very prepared	357 30%	211 34% C	146 25%	29 23%	130 31%	102 28%	96 32%	82 31% IJ	11 18%	43 19%	34 24%	118 34% IJ	70 42% JK	267 34% O	90 21%	173 33% R	83 31%	75 24%	213 28%	58 42% S	58 32%
Somewhat prepared	309 26%	165 27%	144 24%	39 31%	93 22%	89 24%	87 30%	66 25%	22 35%	58 26%	36 26%	85 24%	41 24%	213 27%	96 23%	137 26%	68 26%	81 25%	195 25%	35 25%	51 28%
BOTTOM 2 BOX (NET)	487 40%	214 35%	273 46% B	57 45%	172 41% G	164 45% G	94 32%	93 35%	27 43%	115 52% HM	63 45% M	139 40%	50 30%	280 36%	207 49% N	199 38%	100 38%	150 47% P	325 42% T	40 29%	59 33%
Not very prepared	315 26%	150 24%	165 28%	35 28%	107 26%	116 32% G	58 20%	65 25% M	18 28% M	72 32% M	45 32% M	92 26% M	24 14%	183 23%	132 32% N	138 26%	68 26%	83 26%	208 27%	28 21%	37 20%
Not at all prepared	171 14%	63 10%	108 18% B	22 17%	65 16%	49 13%	36 12%	28 11%	9 15%	43 19%	18 13%	47 13%	27 16%	97 12%	74 18%	61 12%	32 12%	66 21% PQ	117 15%	12 9%	23 13%
Not applicable	53 4%	24 4%	29 5%	1 1%	22 5%	11 3%	19 6%	21 8% L	3 5%	6 3%	8 6%	7 2%	7 4%	25 3%	27 7% N	18 3%	13 5%	13 4%	35 5%	5 4%	12 7%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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?

10 Jan 2020
Table 31

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	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	770 64%	423 69% C	348 59%	94 75% G	291 70% G	233 64% G	152 51%	155 59%	35 55%	118 53%	93 66%	241 69% IJ	128 76% HIJ	550 70% O	221 53%	340 65%	177 67%	191 60%	454 59%	103 75% S	127 70% S
Very prepared	398 33%	238 39% C	160 27%	46 37% G	167 40% G	116 32%	69 23%	80 31%	9 15%	58 26%	43 31% I	125 36% I	82 49% HIJKL	308 39% O	90 21%	190 36%	80 30%	89 28%	218 28%	63 46% S	76 42% S
Somewhat prepared	372 31%	185 30%	188 32%	48 38%	124 30%	117 32%	83 28%	75 29%	26 40%	60 27%	49 35%	117 33%	45 27%	241 31%	131 31%	150 29%	98 37%	102 32%	236 31%	40 29%	51 28%
BOTTOM 2 BOX (NET)	365 30%	158 26%	207 35% B	29 23%	112 27%	117 32%	107 36% E	78 30%	22 34%	96 43% HKLM	38 27%	95 27%	37 22%	210 27%	156 37% N	162 31%	72 27%	111 35%	261 34% TU	28 21%	43 24%
Not very prepared	240 20%	102 17%	138 23% B	19 15%	71 17%	84 23%	67 22%	47 18%	13 21%	64 29% HM	25 18%	66 19%	25 15%	148 19%	92 22%	114 22%	41 16%	72 23%	164 21%	22 16%	32 18%
Not at all prepared	125 10%	56 9%	69 12%	10 8%	42 10%	33 9%	41 14%	30 12%	9 14%	32 15%	13 9%	29 8%	12 7%	61 8%	64 15% N	48 9%	31 12%	39 12%	97 13%	6 4%	12 7%
Not applicable	70 6%	34 5%	37 6%	3 2%	15 3%	17 5%	37 12% DEF	30 11% JLM	7 11% JLM	8 4%	10 7%	12 4%	4 2%	26 3%	44 10% N	24 5%	15 6%	18 6%	54 7%	6 4%	10 6%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q830. Which of the following, if any, do you wish your high school would've offered/taught to better prepare you for the workforce? Please select all that apply.

10 Jan 2020
Table 32

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
ANY (NET)	1097 91%	554 90%	543 92%	116 92%	396 95% G	340 93% G	244 82%	219 83%	58 91%	207 93% H	133 95% H	321 92% H	159 95% H	734 93% O	363 86%	493 94% Q	231 87%	298 93%	679 88%	130 95%	177 98% S
Money management	735 61%	347 57%	388 66% B	86 69% G	277 66% G	238 65% G	133 45%	118 45%	36 55%	153 69% H	90 64% H	225 65% H	113 68% H	497 63%	239 57%	320 61%	145 55%	215 67% Q	442 58%	91 66%	121 67%
How to handle real-life workplace situations (e.g., disagreements with colleagues, etc.)	671 56%	314 51%	357 60% B	80 63%	216 52%	230 63% EG	146 49%	119 45%	35 55%	123 55%	77 55%	224 64% H	94 56%	432 55%	239 57%	319 60% Q	125 47%	194 61% Q	416 54%	70 51%	111 61%
Networking skills (i.e., the exchange of information or services between individuals)	611 51%	307 50%	304 51%	59 47%	218 52% G	211 58% G	124 42%	102 39%	33 51%	116 52% H	72 51%	196 56% H	93 55% H	417 53%	194 46%	309 59% Q	99 37%	164 51% Q	384 50%	76 55%	88 48%
Interviewing tips/practice sessions	599 50%	271 44%	328 55% B	54 43%	190 46%	215 59% DEG	140 47%	119 45%	32 50%	108 49%	63 45%	195 56%	82 49%	390 50%	209 50%	299 57% Q	95 36%	175 55% Q	372 48%	67 49%	100 55%
Filing taxes	567 47%	260 42%	307 52% B	79 63% G	225 54% G	180 49% G	83 28%	100 38%	32 50%	112 50%	63 45%	174 50% H	86 51% H	382 49%	186 44%	245 47%	115 43%	167 52%	330 43%	61 45%	100 55% S
Other	58 5%	28 5%	30 5%	6 5%	20 5%	19 5%	13 4%	5 2%	2 3%	11 5%	8 6%	23 7% H	9 5%	42 5%	16 4%	25 5%	4 2%	25 8% Q	39 5%	2 1%	10 6%
Nothing	109 9%	61 10%	49 8%	10 8%	21 5%	26 7%	52 18% EF	44 17% JKLM	6 9%	15 7%	7 5%	28 8%	9 5%	52 7%	58 14% N	34 6%	34 13% P	22 7%	89 12% U	7 5%	3 2%
Sigma	3352 278%	1588 259%	1764 298%	374 297%	1168 280%	1119 305%	692 234%	607 231%	175 273%	639 288%	380 270%	1066 306%	485 289%	2212 281%	1140 271%	1551 294%	617 233%	961 301%	2072 270%	374 272%	533 295%

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

Q835. In your opinion, which of the following school subjects are useless in preparing most students for the workforce?
Please select all that apply.

10 Jan 2020
Table 33

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Religion	457 38%	240 39%	217 37%	44 35%	165 39%	153 42% G	95 32%	85 32%	24 37%	92 42%	51 36%	147 42%	58 35%	277 35%	180 43% N	196 37%	86 33%	144 45% Q	303 39%	44 32%	69 38%
Art	432 36%	196 32%	236 40% B	46 36%	144 35%	134 37%	108 36%	96 37% M	28 44% M	89 40% M	57 40% M	124 36% M	38 23%	254 32%	178 42% N	192 36%	90 34%	125 39%	281 37%	48 35%	59 33%
Physical education	361 30%	156 25%	205 35% B	41 32%	120 29%	120 33%	80 27%	72 27%	22 34%	75 34%	40 29%	104 30%	47 28%	223 28%	137 33%	158 30%	69 26%	111 35%	233 30%	35 26%	56 31%
English literature	295 24%	156 25%	139 23%	18 14%	96 23%	90 25%	91 31% D	54 20%	19 29%	62 28%	31 22%	96 28%	33 20%	195 25%	100 24%	132 25%	62 23%	83 26%	197 26%	26 19%	52 29%
History	276 23%	151 25%	125 21%	28 23%	100 24%	80 22%	68 23%	61 23%	17 27%	63 28%	26 19%	71 20%	37 22%	175 22%	101 24%	131 25%	72 27%	60 19%	165 22%	30 22%	54 30%
Geography	214 18%	111 18%	103 17%	28 22%	71 17%	53 15%	62 21%	38 15%	15 24%	48 22%	25 18%	61 18%	26 15%	128 16%	86 20%	83 16%	51 19%	71 22%	131 17%	18 13%	40 22%
Political science	209 17%	109 18%	100 17%	15 12%	66 16%	75 21%	54 18%	36 14%	14 22% K	45 20%	16 11%	71 20% K	26 16%	138 18%	71 17%	87 17%	49 19%	62 19%	127 17%	23 17%	34 19%
Foreign language	205 17%	114 19%	91 15%	17 14%	56 13%	75 20% E	57 19%	52 20%	11 16%	39 18%	20 14%	60 17%	24 14%	138 18%	67 16%	103 20% R	48 18%	40 13%	143 19%	32 23% U	20 11%
Math	118 10%	61 10%	57 10%	15 12%	56 13% FG	28 8%	19 6%	22 8%	7 11%	16 7%	15 11%	42 12%	16 9%	88 11%	30 7%	48 9%	29 11%	33 10%	66 9%	25 18% S	16 9%
Engineering	109 9%	63 10%	47 8%	20 16% FG	49 12% G	24 7%	16 5%	21 8%	3 4%	18 8%	14 10%	34 10%	19 11%	73 9%	36 9%	44 8%	23 9%	34 11%	69 9%	16 12%	11 6%
Business studies	99 8%	62 10%	37 6%	6 5%	51 12% G	25 7%	17 6%	17 6%	1 1%	16 7%	14 10% I	33 10% I	19 11% I	79 10% O	21 5%	50 9%	18 7%	26 8%	46 6%	24 17% S	20 11%
English (e.g., spelling, grammar)	91 8%	52 8%	39 7%	7 6%	43 10%	24 7%	17 6%	18 7%	1 2%	9 4%	9 7%	36 10% IJ	17 10%	66 8%	25 6%	38 7%	22 8%	23 7%	51 7%	17 13%	20 11%
None of these	255 21%	133 22%	122 21%	31 24%	67 16%	87 24% E	70 24% E	59 22%	14 21%	43 19%	30 21%	73 21%	36 22%	161 21%	94 22%	100 19%	55 21%	69 22%	162 21%	28 20%	31 17%
Sigma	3122 259%	1604 261%	1517 256%	316 251%	1083 259%	970 265%	753 254%	631 240%	176 274%	616 278%	347 247%	954 274%	397 237%	1996 254%	1126 268%	1362 259%	674 254%	881 276%	1972 257%	366 266%	481 267%

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

Q835. In your opinion, which of the following school subjects are useless in preparing most students for the workforce?
Please select all that apply.

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Table 33

Base: All Qualified Respondents

	Gender		Generation				Highest Education							Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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)	
Weighted Base	1206	614	592	126*	417	367	296	263	64*	222	141	349	168	786	420	527	265	319	768	137*	181

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

Q845. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education					Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity			
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Teaching basic economic skills (e.g., budgeting, managing finances) are lacking in schools today.	1055 87%	535 87%	520 88%	101 81%	363 87%	321 88%	268 91% D	221 84%	52 81%	192 86%	130 93% HI	310 89%	150 89%	679 86%	376 89%	464 88%	230 87%	281 88%	686 89%	113 82%	155 86%
An education revolution (i.e., a whole new approach to education, skills training, and learning) is needed to better prepare people for the workforce.	1052 87%	525 85%	527 89%	103 82%	358 86%	331 90%	260 88%	226 86%	52 81%	208 94% ILM	127 90%	298 85%	141 84%	684 87%	369 88%	472 90% Q	215 81%	282 88%	671 87%	129 94%	154 85%
Colleges place more emphasis on grades than on preparing you for a job.	1009 84%	513 84%	496 84%	94 75%	351 84%	325 89% DG	239 81%	196 75%	53 82%	182 82%	123 88% H	312 89% H	143 85% H	669 85%	340 81%	467 89% QR	202 76%	260 81%	635 83%	118 86%	148 82%
It takes skills typically not taught in school to get a job.	1007 84%	503 82%	504 85%	102 81%	345 83%	317 87%	243 82%	225 86%	55 86%	182 82%	120 85%	293 84%	132 78%	657 84%	351 83%	463 88% Q	210 79%	263 82%	653 85%	116 85%	144 80%
The education system has failed to evolve to meet the needs of the workforce.	966 80%	477 78%	489 83%	103 82%	340 81%	287 78%	237 80%	194 74%	50 78%	185 83%	115 82%	291 83% H	132 79%	631 80%	335 80%	432 82%	208 78%	249 78%	615 80%	110 80%	146 81%
Schools are not preparing students with the skills they need to be successful in the workplace.	961 80%	470 77%	490 83% B	106 85%	330 79%	299 82%	225 76%	204 78%	54 85%	179 81%	115 82%	286 82% M	121 72%	620 79%	340 81%	441 84% Q	199 75%	248 78%	609 79%	108 79%	142 78%
Educational institutions give students false hope about climbing the career ladder quickly after school.	905 75%	459 75%	446 75%	89 71%	306 73%	289 79%	220 74%	179 68%	50 77%	176 79% H	112 80% H	267 76%	122 73%	591 75%	314 75%	405 77%	193 73%	237 74%	583 76%	106 77%	126 70%
Schools have limited resources to prepare students for the workforce.	894 74%	449 73%	446 75%	92 73%	324 78% G	273 74%	205 69%	190 72%	43 67%	173 78%	103 73%	259 74%	127 76%	591 75%	303 72%	397 75%	197 74%	232 73%	566 74%	109 80%	127 70%
Schools are doing a good job of preparing the next generation of workers for what the needs are after school.	555 46%	329 54% C	226 38%	53 42%	217 52% G	168 46%	117 40%	136 52% IJ	23 35%	74 33%	60 43%	171 49% IJ	91 54% IJ	401 51% O	154 37%	254 48% R	144 54% R	121 38%	312 41%	87 63% S	96 53% S

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

Q845. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Schools are doing a good job of preparing the next generation of workers for what the needs are after school.	651 54%	285 46%	365 62% B	73 58%	200 48%	199 54%	179 60% E	127 48%	42 65% HLM	148 67% HLM	80 57%	177 51%	77 46%	384 49%	266 63% N	272 52%	122 46%	199 62% PQ	456 59% TU	51 37%	85 47%
Schools have limited resources to prepare students for the workforce.	312 26%	166 27%	146 25%	34 27%	94 22%	93 26%	91 31% E	72 28%	21 33%	49 22%	38 27%	90 26%	41 24%	194 25%	117 28%	130 25%	68 26%	88 27%	202 26%	28 20%	54 30%
Educational institutions give students false hope about climbing the career ladder quickly after school.	301 25%	155 25%	146 25%	36 29%	112 27%	77 21%	76 26%	84 32% JK	15 23%	46 21%	29 20%	82 24%	46 27%	194 25%	107 25%	122 23%	73 27%	82 26%	186 24%	32 23%	55 30%
Schools are not preparing students with the skills they need to be successful in the workplace.	245 20%	144 23% C	101 17%	19 15%	87 21%	67 18%	71 24%	58 22%	10 15%	43 19%	25 18%	62 18%	47 28% L	166 21%	80 19%	86 16%	66 25% P	71 22%	160 21%	29 21%	39 22%
The education system has failed to evolve to meet the needs of the workforce.	240 20%	137 22%	103 17%	23 18%	78 19%	80 22%	59 20%	69 26% L	14 22%	37 17%	26 18%	58 17%	36 21%	155 20%	85 20%	95 18%	57 22%	70 22%	153 20%	27 20%	35 19%
It takes skills typically not taught in school to get a job.	199 16%	111 18%	87 15%	24 19%	73 17%	49 13%	53 18%	37 14%	9 14%	40 18%	20 15%	56 16%	36 22%	129 16%	69 17%	64 12%	55 21% P	56 18%	116 15%	21 15%	37 20%
Colleges place more emphasis on grades than on preparing you for a job.	197 16%	101 16%	96 16%	32 25% F	67 16%	42 11%	57 19% F	67 25% KLM	11 18%	40 18%	17 12%	37 11%	25 15%	117 15%	80 19%	60 11%	63 24% P	60 19% P	133 17%	19 14%	32 18%
An education revolution (i.e., a whole new approach to education, skills training, and learning) is needed to better prepare people for the workforce.	154 13%	89 15%	65 11%	23 18%	59 14%	36 10%	36 12%	36 14%	12 19% J	14 6%	14 10%	51 15% J	27 16% J	102 13%	52 12%	55 10%	50 19% P	38 12%	97 13%	8 6%	27 15%
Teaching basic economic skills (e.g., budgeting, managing finances) are lacking in schools today.	151 13%	80 13%	72 12%	24 19% G	54 13%	45 12%	28 9%	42 16% K	12 19% K	30 14%	10 7%	39 11%	18 11%	107 14%	45 11%	63 12%	35 13%	38 12%	83 11%	25 18%	26 14%

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

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Table 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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education					Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity			
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	905 75%	459 75%	446 75%	89 71%	306 73%	289 79%	220 74%	179 68%	50 77%	176 79% H	112 80% H	267 76%	122 73%	591 75%	314 75%	405 77%	193 73%	237 74%	583 76%	106 77%	126 70%
Strongly agree	337 28%	169 28%	168 28%	38 30%	131 31% G	102 28%	66 22%	55 21%	18 28%	69 31%	41 29%	95 27%	59 35% H	227 29%	110 26%	160 30%	65 25%	93 29%	204 26%	48 35%	54 30%
Somewhat agree	568 47%	290 47%	278 47%	51 41%	174 42%	188 51% E	155 52% E	124 47%	32 49%	107 48%	71 50%	171 49% M	63 38%	364 46%	204 48%	245 46%	127 48%	145 45%	379 49%	57 42%	72 40%
BOTTOM 2 BOX (NET)	301 25%	155 25%	146 25%	36 29%	112 27%	77 21%	76 26%	84 32% JK	15 23%	46 21%	29 20%	82 24%	46 27%	194 25%	107 25%	122 23%	73 27%	82 26%	186 24%	32 23%	55 30%
Somewhat disagree	244 20%	121 20%	123 21%	28 22%	85 20%	67 18%	64 22%	67 26%	13 20%	36 16%	26 18%	66 19%	37 22%	157 20%	88 21%	105 20%	57 21%	64 20%	152 20%	22 16%	46 26%
Strongly disagree	56 5%	34 5%	23 4%	9 7%	26 6%	10 3%	11 4%	16 6%	2 3%	10 5%	3 2%	16 5%	9 5%	38 5%	19 4%	17 3%	15 6%	18 6%	34 4%	10 7%	8 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q845_2. To what extent do you agree or disagree with the following statements?

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Table 37

2. Colleges place more emphasis on grades than on preparing you for a job.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1009 84%	513 84%	496 84%	94 75%	351 84%	325 89% DG	239 81%	196 75%	53 82%	182 82%	123 88% H	312 89% H	143 85% H	669 85%	340 81%	467 89% QR	202 76%	260 81%	635 83%	118 86%	148 82%
Strongly agree	421 35%	214 35%	207 35%	47 37%	150 36%	129 35%	95 32%	80 31%	24 37%	66 30%	58 41%	131 37%	61 36%	275 35%	145 35%	190 36%	89 33%	108 34%	257 33%	59 43%	65 36%
Somewhat agree	588 49%	300 49%	289 49%	48 38%	201 48%	196 54% D	144 49%	115 44%	29 45%	116 52%	65 46%	181 52%	82 49%	393 50%	195 46%	277 53% Q	113 43%	151 47%	378 49%	59 43%	83 46%
BOTTOM 2 BOX (NET)	197 16%	101 16%	96 16%	32 25% F	67 16%	42 11%	57 19% F	67 25% KLM	11 18%	40 18%	17 12%	37 11%	25 15%	117 15%	80 19%	60 11%	63 24% P	60 19% P	133 17%	19 14%	32 18%
Somewhat disagree	171 14%	87 14%	84 14%	26 20% F	57 14%	36 10%	52 17% F	59 22% KLM	11 17% L	39 17% L	15 10%	29 8%	18 11%	99 13%	72 17%	50 9%	57 22% P	52 16% P	121 16%	14 10%	24 13%
Strongly disagree	26 2%	14 2%	12 2%	6 5%	9 2%	5 1%	5 2%	8 3%	*	1 1%	3 2%	7 2%	7 4%	18 2%	8 2%	10 2%	6 2%	7 2%	13 2%	5 4%	8 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q845_3. To what extent do you agree or disagree with the following statements?

3. Schools are not preparing students with the skills they need to be successful in the workplace.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	961 80%	470 77%	490 83% B	106 85%	330 79%	299 82%	225 76%	204 78%	54 85%	179 81%	115 82%	286 82% M	121 72%	620 79%	340 81%	441 84% Q	199 75%	248 78%	609 79%	108 79%	142 78%
Strongly agree	418 35%	198 32%	219 37%	40 32%	156 37%	131 36%	90 30%	82 31%	30 47% HLM	89 40%	51 36%	116 33%	50 30%	277 35%	141 34%	180 34%	90 34%	120 38%	259 34%	49 36%	73 40%
Somewhat agree	543 45%	272 44%	271 46%	66 53%	174 42%	168 46%	135 46%	123 47%	24 38%	90 41%	64 46%	170 49%	71 42%	344 44%	199 47%	260 49% R	109 41%	128 40%	350 46%	58 43%	69 38%
BOTTOM 2 BOX (NET)	245 20%	144 23% C	101 17%	19 15%	87 21%	67 18%	71 24%	58 22%	10 15%	43 19%	25 18%	62 18%	47 28% L	166 21%	80 19%	86 16%	66 25% P	71 22%	160 21%	29 21%	39 22%
Somewhat disagree	192 16%	103 17%	89 15%	16 13%	59 14%	54 15%	62 21%	48 18%	8 13%	28 13%	24 17%	47 14%	37 22%	129 16%	63 15%	69 13%	52 20%	57 18%	136 18%	23 17%	24 14%
Strongly disagree	53 4%	41 7% C	12 2%	3 2%	28 7%	13 4%	9 3%	10 4%	2 3%	15 7%	2 1%	15 4%	10 6%	37 5%	16 4%	17 3%	14 5%	15 5%	24 3%	7 5%	14 8% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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Table 39

Q845_4. To what extent do you agree or disagree with the following statements?

4. Teaching basic economic skills (e.g., budgeting, managing finances) are lacking in schools today.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1055 87%	535 87%	520 88%	101 81%	363 87%	321 88%	268 91% D	221 84%	52 81%	192 86%	130 93% HI	310 89%	150 89%	679 86%	376 89%	464 88%	230 87%	281 88%	686 89%	113 82%	155 86%
Strongly agree	539 45%	262 43%	277 47%	60 47%	181 43%	169 46%	130 44%	92 35%	33 51% H	93 42%	66 47%	185 53% H	71 42%	355 45%	184 44%	236 45%	107 40%	158 50%	338 44%	65 47%	76 42%
Somewhat agree	515 43%	272 44%	243 41%	42 33%	182 44%	152 42%	139 47%	129 49% IL	20 30%	99 45%	64 46%	125 36%	79 47% I	324 41%	191 46%	227 43%	123 46%	123 38%	348 45%	48 35%	78 43%
BOTTOM 2 BOX (NET)	151 13%	80 13%	72 12%	24 19% G	54 13%	45 12%	28 9%	42 16% K	12 19% K	30 14%	10 7%	39 11%	18 11%	107 14%	45 11%	63 12%	35 13%	38 12%	83 11%	25 18%	26 14%
Somewhat disagree	122 10%	62 10%	60 10%	22 18% G	42 10%	35 9%	23 8%	38 15% K	11 18% KLM	20 9%	9 6%	30 9%	13 8%	88 11%	34 8%	51 10%	32 12%	32 10%	70 9%	23 17%	17 9%
Strongly disagree	29 2%	17 3%	12 2%	2 2%	12 3%	10 3%	5 2%	3 1%	1 1%	10 4%	2 1%	9 2%	5 3%	19 2%	11 3%	12 2%	3 1%	6 2%	12 2%	2 1%	9 5% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q845_5. To what extent do you agree or disagree with the following statements?

5. Schools are doing a good job of preparing the next generation of workers for what the needs are after school.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	555 46%	329 54% C	226 38%	53 42%	217 52% G	168 46%	117 40%	136 52% IJ	23 35%	74 33%	60 43%	171 49% IJ	91 54% IJ	401 51% O	154 37%	254 48% R	144 54% R	121 38%	312 41%	87 63% S	96 53% S
Strongly agree	210 17%	138 22% C	73 12%	26 20% G	110 26% FG	48 13%	26 9%	52 20% J	7 11%	18 8%	16 11%	78 22% IJK	39 23% IJK	169 22% O	41 10%	106 20% R	55 21% R	38 12%	100 13%	42 31% S	44 24% S
Somewhat agree	345 29%	192 31%	153 26%	27 22%	107 26%	120 33%	91 31%	84 32%	16 25%	56 25%	44 31%	94 27%	52 31%	232 30%	113 27%	148 28%	89 33%	82 26%	213 28%	45 33%	51 29%
BOTTOM 2 BOX (NET)	651 54%	285 46%	365 62% B	73 58%	200 48%	199 54%	179 60% E	127 48%	42 65% HLM	148 67% HLM	80 57%	177 51%	77 46%	384 49%	266 63% N	272 52%	122 46%	199 62% PQ	456 59% TU	51 37%	85 47%
Somewhat disagree	438 36%	196 32%	243 41% B	45 36%	143 34%	128 35%	122 41%	90 34%	22 35%	89 40%	45 32%	130 37%	62 37%	272 35%	166 40%	201 38% Q	71 27%	132 41% Q	315 41% T	30 22%	58 32%
Strongly disagree	213 18%	90 15%	123 21% B	28 22%	57 14%	71 19%	57 19%	36 14%	19 30% HLM	59 27% HLM	35 25% HLM	47 14%	16 9%	113 14%	100 24% N	71 14%	51 19%	67 21% P	141 18%	21 15%	27 15%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q845_6. To what extent do you agree or disagree with the following statements?
6. Schools have limited resources to prepare students for the workforce.

10 Jan 2020
Table 41

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	894 74%	449 73%	446 75%	92 73%	324 78% G	273 74%	205 69%	190 72%	43 67%	173 78%	103 73%	259 74%	127 76%	591 75%	303 72%	397 75%	197 74%	232 73%	566 74%	109 80%	127 70%
Strongly agree	324 27%	156 25%	167 28%	34 27%	123 29%	100 27%	67 23%	62 24%	15 23%	53 24%	33 24%	109 31%	50 30%	220 28%	103 25%	152 29% Q	50 19%	93 29% Q	181 24%	45 33%	54 30%
Somewhat agree	571 47%	292 48%	278 47%	58 46%	201 48%	173 47%	138 47%	128 49%	28 43%	120 54%	69 49%	149 43%	77 46%	371 47%	200 48%	244 46%	147 56% R	138 43%	385 50%	65 47%	73 40%
BOTTOM 2 BOX (NET)	312 26%	166 27%	146 25%	34 27%	94 22%	93 26%	91 31% E	72 28%	21 33%	49 22%	38 27%	90 26%	41 24%	194 25%	117 28%	130 26%	68 26%	88 27%	202 26%	28 20%	54 30%
Somewhat disagree	230 19%	120 20%	110 19%	31 24%	69 17%	63 17%	68 23%	58 22%	15 24%	30 13%	29 21%	71 20%	28 16%	144 18%	86 20%	90 17%	52 20%	70 22%	155 20%	17 12%	43 24%
Strongly disagree	81 7%	45 7%	36 6%	3 2%	25 6%	31 8%	23 8%	14 5%	6 10%	19 9%	9 6%	20 6%	13 8%	50 6%	31 7%	40 8%	16 6%	18 6%	48 6%	11 8%	11 6%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q845_7. To what extent do you agree or disagree with the following statements?

10 Jan 2020
Table 42

7. It takes skills typically not taught in school to get a job.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1007 84%	503 82%	504 85%	102 81%	345 83%	317 87%	243 82%	225 86%	55 86%	182 82%	120 85%	293 84%	132 78%	657 84%	351 83%	463 88% Q	210 79%	263 82%	653 85%	116 85%	144 80%
Strongly agree	413 34%	212 34%	201 34%	46 37%	157 38% G	131 36%	79 27%	90 34%	25 39%	70 32%	39 28%	137 39% K	51 30%	282 36%	132 31%	180 34%	88 33%	120 38%	249 32%	52 38%	68 38%
Somewhat agree	594 49%	291 47%	303 51%	56 45%	188 45%	187 51%	164 55% E	135 51%	30 46%	112 50%	81 58% L	155 45%	81 48%	375 48%	219 52%	283 54%	123 46%	143 45%	404 53% U	64 47%	75 42%
BOTTOM 2 BOX (NET)	199 16%	111 18%	87 15%	24 19%	73 17%	49 13%	53 18%	37 14%	9 14%	40 18%	20 15%	56 16%	36 22%	129 16%	69 17%	64 12%	55 21% P	56 18%	116 15%	21 15%	37 20%
Somewhat disagree	151 13%	78 13%	73 12%	17 13%	53 13%	33 9%	49 16% F	26 10%	8 13%	27 12%	17 12%	44 13%	28 17%	100 13%	51 12%	49 9%	40 15%	46 14%	93 12%	15 11%	24 14%
Strongly disagree	48 4%	33 5% C	14 2%	7 5%	20 5%	16 4%	4 1%	11 4%	1 1%	13 6%	3 2%	12 3%	8 5%	30 4%	18 4%	15 3%	14 5%	10 3%	23 3%	6 4%	12 7% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1052 87%	525 85%	527 89%	103 82%	358 86%	331 90%	260 88%	226 86%	52 81%	208 94% ILM	127 90%	298 85%	141 84%	684 87%	369 88%	472 90% Q	215 81%	282 88%	671 87%	129 94%	154 85%
Strongly agree	478 40%	247 40%	230 39%	48 38%	185 44% G	154 42% G	92 31%	89 34%	27 42%	98 44%	55 39%	141 40%	69 41%	322 41%	156 37%	221 42% Q	81 31%	133 42% Q	273 36%	81 59% SU	71 39%
Somewhat agree	575 48%	278 45%	297 50%	55 44%	173 42%	177 48%	169 57% E	138 52%	26 40%	110 50%	72 51%	157 45%	72 43%	362 46%	212 51%	251 48%	134 51%	149 47%	398 52% T	48 35%	83 46%
BOTTOM 2 BOX (NET)	154 13%	89 15%	65 11%	23 18%	59 14%	36 10%	36 12%	36 14%	12 19% J	14 6%	14 10%	51 15% J	27 16% J	102 13%	52 12%	55 10%	50 19% P	38 12%	97 13%	8 6%	27 15%
Somewhat disagree	120 10%	70 11%	51 9%	20 16%	39 9%	29 8%	33 11%	30 11% J	7 11%	10 4%	12 9%	39 11% J	22 13% J	78 10%	42 10%	39 7%	43 16% PR	28 9%	87 11% T	4 3%	16 9%
Strongly disagree	34 3%	20 3%	14 2%	3 2%	20 5% G	7 2%	3 1%	6 2%	5 8% HJK	4 2%	1 1%	12 3%	4 3%	24 3%	9 2%	16 3%	8 3%	9 3%	10 1%	5 4%	10 6% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education					Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity			
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	966 80%	477 78%	489 83%	103 82%	340 81%	287 78%	237 80%	194 74%	50 78%	185 83%	115 82%	291 83% H	132 79%	631 80%	335 80%	432 82%	208 78%	249 78%	615 80%	110 80%	146 81%
Strongly agree	409 34%	206 34%	203 34%	44 35%	150 36%	127 35%	89 30%	76 29%	24 38%	74 33%	55 39%	118 34%	62 37%	269 34%	141 33%	204 39% R	81 30%	96 30%	251 33%	54 39%	63 35%
Somewhat agree	557 46%	271 44%	286 48%	59 47%	190 46%	160 44%	148 50%	118 45%	25 40%	110 50%	60 43%	173 50%	70 42%	362 46%	195 46%	228 43%	127 48%	153 48%	364 47%	56 41%	83 46%
BOTTOM 2 BOX (NET)	240 20%	137 22%	103 17%	23 18%	78 19%	80 22%	59 20%	69 26% L	14 22%	37 17%	26 18%	58 17%	36 21%	155 20%	85 20%	95 18%	57 22%	70 22%	153 20%	27 20%	35 19%
Somewhat disagree	193 16%	104 17%	89 15%	20 16%	52 13%	66 18%	54 18%	62 24% JL	9 15%	24 11%	22 15%	50 14%	27 16%	124 16%	69 16%	80 15%	42 16%	61 19%	127 17%	25 18%	26 14%
Strongly disagree	47 4%	33 5% C	13 2%	3 2%	25 6% G	14 4%	5 2%	7 3%	5 8% L	14 6%	4 3%	8 2%	9 5%	30 4%	16 4%	15 3%	15 6%	9 3%	26 3%	2 2%	9 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q900. Which of the following work experience programs, if any, did you participate in when you were in school?
Please select all that apply.

10 Jan 2020
Table 45

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Internships	409 34%	217 35%	192 32%	47 37% G	183 44% FG	124 34% G	55 18%	51 19%	19 30%	41 19%	39 28%	156 45% HIJK	102 61% HIJKL	327 42% O	81 19%	206 39% Q	73 28%	100 31%	219 29%	60 44% S	70 39% S
Shadowing	240 20%	128 21%	113 19%	30 24% G	125 30% FG	68 18% G	18 6%	34 13%	9 14%	27 12%	28 20%	83 24% HJ	60 36% HIJKL	201 26% O	40 9%	113 21%	47 18%	57 18%	131 17%	36 27% S	49 27% S
Apprenticeships	230 19%	133 22%	96 16%	31 24% G	88 21% G	85 23% G	26 9%	36 14%	12 18%	36 16%	23 16%	71 20%	52 31% HIJKL	193 25% O	37 9%	109 21% Q	34 13%	65 20%	105 14%	42 30% S	54 30% S
Co-op placements	174 14%	94 15%	80 13%	22 18%	73 18% G	51 14%	27 9%	28 11%	5 8%	23 10%	15 11%	65 19% HI	37 22% HIJK	141 18% O	33 8%	98 19% Q	25 9%	43 13%	86 11%	37 27% S	36 20% S
None of these	540 45%	272 44%	268 45%	44 35%	130 31%	169 46% E	196 66% DEF	162 62% KLM	34 53% LM	126 57% LM	65 47% LM	118 34% M	34 20%	265 34%	275 65% N	200 38%	146 55% P	154 48% P	410 53% TU	38 28%	55 31%
Sigma	1592 132%	844 137%	748 126%	173 138%	599 144%	498 136%	322 109%	311 119%	79 124%	254 115%	171 121%	492 141%	284 169%	1127 143%	466 111%	725 138%	325 123%	419 131%	952 124%	213 155%	263 146%

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

Q905. You mentioned that you participated in a work experience program when you were in school. Do you believe it helped to prepare you for the workforce?

10 Jan 2020
Table 46

Base: Participated In Work Experience Programs In School

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	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 87%	305 89%	277 86%	73 89%	244 85%	177 90%	88 88%	83 82%	28 92%	76 79%	66 88%	210 91% J	120 90%	459 88%	123 85%	296 91% R	101 84%	136 82%	307 86%	86 86%	111 88%
No	84 13%	37 11%	47 14%	9 11%	43 15%	20 10%	12 12%	18 18%	2 8%	20 21% L	9 12%	21 9%	14 10%	62 12%	22 15%	31 9%	19 16%	30 18% P	51 14%	13 14%	15 12%
Sigma	666 100%	343 100%	324 100%	82 100%	287 100%	197 100%	100 100%	101 100%	30 100%	96 100%	75 100%	230 100%	134 100%	521 100%	146 100%	327 100%	120 100%	166 100%	359 100%	99 100%	125 100%

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

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?

10 Jan 2020
Table 47

Base: Did Not Participate In Work Experience Programs In School

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	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 80%	211 78%	222 83%	30 68%	102 78%	151 89% G	151 77%	119 73%	29 85%	107 84%	57 87%	94 79%	28 82%	214 81%	219 80%	174 87%	113 77%	123 80%	330 81%	28 74%	49 89%
No	107 20%	61 22%	47 17%	14 32%	28 22%	19 11%	46 23% F	43 27%	5 15%	20 16%	9 13%	24 21%	6 18%	51 19%	56 20%	26 13%	33 23%	31 20%	80 19%	10 26%	6 11%
Sigma	540 100%	272 100%	268 100%	44 100%	130 100%	169 100%	196 100%	162 100%	34 100%	126 100%	65 100%	118 100%	34 100%	265 100%	275 100%	200 100%	146 100%	154 100%	410 100%	38 100%	55 100%

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

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 that apply.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
ANY (NET)	1177 98%	601 98%	576 97%	120 95%	404 97%	363 99%	290 98%	246 94%	63 98%	221 100%	138 98%	345 99%	164 98%	775 99% O	402 96%	522 99% Q	256 97%	315 99%	754 98%	131 96%	179 99%
Work ethic	829 69%	405 66%	424 72%	76 60%	267 64%	257 70%	230 78% DE	179 68%	45 71%	177 80% HLM	97 69%	230 66%	101 60%	525 67%	304 72%	369 70% Q	162 61%	243 76% Q	547 71%	89 65%	124 69%
Verbal communication	797 66%	371 60%	426 72%	75 59%	247 59%	264 72% E	212 71% E	151 57%	39 61%	162 73% HM	92 66%	252 72% HM	101 60%	504 64%	293 70%	356 68% Q	142 53%	237 74% Q	528 69%	86 62%	104 58%
Problem-solving	759 63%	368 60%	391 66%	72 57%	239 57%	244 68% E	205 69% E	143 54%	42 65%	157 71% H	100 71% H	218 62%	100 60%	480 61%	279 66%	336 64%	150 57%	219 69% Q	502 65% U	89 65%	99 55%
Teamwork	749 62%	361 59%	388 66%	76 61%	234 56%	228 62%	210 71% E	156 59%	42 65%	134 60%	92 65%	222 64%	104 62%	491 63%	258 61%	324 62%	166 62%	217 68%	487 63%	87 64%	111 62%
Critical thinking	696 58%	344 56%	352 59%	78 62%	232 56%	220 60%	166 56%	102 39%	34 54% H	145 65% H	88 63% H	230 66% H	96 57% H	471 60%	225 54%	312 59% Q	130 49%	199 62% Q	423 55%	89 65%	106 59%
Professionalism	677 56%	311 51%	366 62% B	62 49%	236 56%	201 55%	179 60%	122 46%	33 52%	129 58%	78 55%	216 62% H	99 59% H	455 58%	222 53%	313 59% Q	129 49%	182 57%	447 58%	68 49%	101 56%
Written communication	612 51%	278 45%	334 56% B	63 50%	182 44%	197 54% E	169 57% E	86 33%	26 41%	113 51% H	79 56% H	210 60% HI	98 58% HI	414 53%	198 47%	302 57% Q	95 36%	177 56% Q	386 50%	71 52%	85 47%
Adaptability	577 48%	257 42%	320 54% B	48 38%	195 47%	179 49%	154 52%	87 33%	37 57% H	126 57% H	65 46% H	179 51% H	84 50% H	385 49%	192 46%	266 51% Q	103 39%	167 52% Q	364 47%	68 49%	94 52%
Conflict resolution	571 47%	240 39%	330 56% B	58 46%	180 43%	183 50%	150 51%	86 33%	29 46%	135 61% HIL	71 51% H	169 49% H	80 48% H	382 49%	189 45%	260 49% Q	93 35%	184 58% Q	365 48%	65 47%	84 47%
Leadership	532 44%	286 47%	246 42%	58 46%	193 46%	160 44%	121 41%	103 39%	23 36%	97 44%	64 45%	179 51% HIM	66 39%	374 48% O	158 38%	232 44%	125 47%	136 42%	289 38%	81 59% S	106 59% S
Public speaking	523 43%	245 40%	278 47%	58 46%	177 42%	174 47%	114 38%	82 31%	23 35%	81 36%	56 40%	182 52% HIJK	99 59% HIJK	383 49% O	140 33%	245 47% Q	92 35%	147 46% Q	300 39%	75 55% S	80 44%
Other	27 2%	15 2%	11 2%	3 2%	8 2%	12 3%	4 1%	3 1%	1 2%	3 2%	1 *	15 4%	4 2%	24 3% O	3 1%	8 1%	6 2%	10 3%	14 2%	5 4%	7 4%

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

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 that apply.

10 Jan 2020
Table 48

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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)
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 2%	13 2%	16 3%	6 5%	13 3%	4 1%	6 2%	17 6% JL	1 2%	1 *	3 2%	4 1%	4 2%	11 1%	18 4% N	5 1%	9 3% P	5 1%	14 2%	6 4%	2 1%
Sigma	7378 612%	3496 569%	3882 656%	733 582%	2404 576%	2323 634%	1918 648%	1316 501%	377 588%	1460 658%	884 629%	2304 661%	1036 617%	4899 623%	2480 590%	3328 632%	1402 529%	2122 665%	4667 607%	877 640%	1103 611%

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

Q920. Which of the following soft skills, if any, did you learn before entering the workforce? Please select all that apply.

10 Jan 2020
Table 49

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
ANY (NET)	1075 89%	553 90%	522 88%	119 95% G	386 92% FG	318 87%	251 85%	210 80%	58 91%	186 84%	132 94% HJ	329 94% HJ	159 95% HJ	731 93% O	344 82%	479 91%	237 89%	282 88%	670 87%	128 94%	165 91%
Work ethic	500 41%	252 41%	248 42%	42 33%	180 43%	140 38%	138 47%	94 36%	23 36%	90 41%	54 39%	167 48% H	72 43%	338 43%	163 39%	233 44%	99 37%	132 41%	315 41%	59 43%	80 44%
Teamwork	492 41%	258 42%	234 39%	61 49%	182 44%	136 37%	113 38%	90 34%	26 40%	92 42%	57 40%	150 43%	78 46% H	329 42%	163 39%	207 39%	109 41%	132 41%	266 35%	66 48% S	100 55% S
Written communication	474 39%	215 35%	258 44% B	66 52% EG	156 37%	146 40%	106 36%	48 18%	23 37% H	92 42% H	70 50% H	158 45% H	81 48% H	319 41%	155 37%	229 43% Q	85 32%	131 41%	306 40%	56 41%	59 33%
Verbal communication	467 39%	225 37%	242 41%	36 29%	169 41%	137 37%	125 42%	74 28%	26 41%	84 38%	61 43% H	156 45% H	65 39%	331 42% O	136 32%	224 42% Q	84 32%	132 41%	290 38%	62 45%	73 40%
Problem-solving	461 38%	244 40%	217 37%	51 40%	151 36%	144 39%	115 39%	68 26%	20 31%	85 38% H	51 36%	162 46% HI	75 45% H	320 41%	141 34%	202 38%	90 34%	134 42%	278 36%	65 48%	77 43%
Critical thinking	417 35%	210 34%	207 35%	55 44% G	161 39% G	121 33%	79 27%	51 19%	15 23%	72 32% H	45 32% H	156 45% HIJK	79 47% HIJK	303 39% O	113 27%	184 35%	81 31%	118 37%	243 32%	60 44%	65 36%
Public speaking	396 33%	189 31%	207 35%	63 50% EFG	142 34% G	115 31%	76 26%	57 22%	14 21%	66 30%	49 35% H	134 39% HI	75 45% HIJ	286 36% O	110 26%	174 33%	70 27%	123 39% Q	226 29%	65 47% S	63 35%
Professionalism	356 30%	179 29%	176 30%	49 39% G	144 35% G	99 27%	64 22%	45 17%	20 31% H	57 26%	39 28% H	132 38% HJ	62 37% H	263 33% O	93 22%	157 30%	67 25%	101 32%	197 26%	56 41% S	62 35%
Adaptability	342 28%	189 31%	152 26%	34 27%	144 34% G	96 26%	68 23%	48 18%	13 21%	54 24%	34 24%	129 37% HIJK	63 37% HIJK	241 31%	100 24%	175 33% R	66 25%	79 25%	183 24%	45 33%	74 41% S
Leadership	303 25%	176 29% C	127 21%	46 36% FG	127 30% FG	70 19%	60 20%	53 20%	11 17%	48 21%	31 22%	111 32% HI	48 28%	212 27%	91 22%	117 22%	88 33% PR	68 21%	154 20%	43 32% S	61 34% S
Conflict resolution	234 19%	122 20%	113 19%	40 32% EG	81 19%	76 21% G	38 13%	31 12%	11 18%	39 17%	33 23% H	71 20% H	50 30% HJ	167 21%	67 16%	116 22%	40 15%	68 21%	116 15%	41 30% S	48 27% S
Other	28 2%	17 3%	11 2%	2 2%	9 2%	8 2%	9 3%	4 1%	3 5% J	1 *	2 2%	15 4% J	3 2%	24 3%	4 1%	3 1%	8 3% P	14 4% P	13 2%	5 4%	7 4%
None	131 11%	61 10%	70 12%	7 5%	31 8%	48 13% E	45 15% DE	52 20% KLM	6 9%	36 16% KLM	9 6%	19 6%	9 5%	55 7%	76 18% N	48 9%	28 11%	37 12%	98 13%	9 6%	16 9%
Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F/G - H/I/J/K/L/M - N/O - P/Q/R - S/T/U Overlap formulae used. * small base																					

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

Q920. Which of the following soft skills, if any, did you learn before entering the workforce? Please select all that apply.

10 Jan 2020
Table 49

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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)	
Weighted Base Sigma	1206	614	592	126*	417	367	296	263	64*	222	141	349	168	786	420	527	265	319	768	137*	181
	4600	2337	2263	551	1678	1335	1035	716	212	815	536	1561	759	3189	1411	2069	916	1270	2686	633	785
	381%	380%	382%	438%	402%	364%	350%	273%	330%	367%	381%	448%	452%	406%	336%	393%	345%	398%	350%	461%	435%

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

Q925. Which of the following hard skills, if any, did you learn in school? Please select all that apply.

10 Jan 2020
Table 50

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
ANY (NET)	1131 94%	580 94%	550 93%	118 94%	401 96% G	347 95%	265 90%	229 87%	58 90%	207 93%	137 97% HI	339 97% HI	161 96% H	757 96% O	374 89%	500 95%	250 94%	299 94%	719 94%	124 90%	176 97%
Math	803 67%	394 64%	409 69%	92 73%	256 61%	253 69%	202 68%	160 61%	40 62%	156 70%	104 74% H	235 67%	108 64%	505 64%	298 71%	340 65%	170 64%	230 72%	521 68%	94 68%	112 62%
Basic computer skills (e.g., typing, word processing, etc.)	726 60%	336 55%	390 66% B	85 68% G	273 65% G	236 64% G	132 45%	134 51%	28 44%	149 67% HI	92 65% HI	227 65% HI	96 57%	471 60%	255 61%	337 64% Q	139 52%	206 65% Q	452 59%	90 66%	113 63%
Foreign language	397 33%	182 30%	215 36%	46 37%	153 37% G	128 35% G	71 24%	63 24%	15 23%	67 30%	40 28%	137 39% HI	75 45% HIJK	281 36% O	117 28%	176 33% Q	65 24%	127 40% Q	214 28%	47 34%	68 38% S
Advanced computer skills (e.g., coding, programming, analytics, etc.)	318 26%	188 31% C	130 22%	43 34% G	132 32% G	104 28% G	39 13%	48 18%	7 11%	52 23%	34 24% I	120 34% HIJ	57 34% HI	245 31% O	73 17%	174 33% R	64 24%	63 20%	176 23%	56 41% S	53 29%
Manual skills (e.g., carpentry, wood-working, etc.)	292 24%	183 30% C	109 18%	38 30% G	109 26% G	96 26% G	48 16%	56 21%	21 33% M	56 25%	36 25%	90 26%	34 20%	206 26%	86 21%	105 20%	94 35% PR	76 24%	163 21%	41 30%	55 31% S
Data analytics	269 22%	163 27% C	106 18%	37 29% G	107 26% G	85 23% G	40 13%	35 13%	7 10%	21 10%	24 17%	127 37% HIJK	55 33% HIJK	218 28% O	51 12%	150 29% QR	46 17%	57 18%	126 16%	47 34% S	64 35% S
Project management	263 22%	154 25% C	109 18%	29 23% G	109 26% G	88 24% G	38 13%	48 18% J	11 18% J	19 8%	18 13%	106 30% HIJK	62 37% HIJK	222 28% O	42 10%	150 29% QR	49 18%	50 16%	138 18%	33 24% S	57 31% S
Other	50 4%	30 5%	20 3%	5 4%	10 2%	14 4%	21 7% E	3 1%	4 6% H	10 4%	4 3%	18 5%	12 7% H	36 5%	14 3%	17 3%	4 1%	17 5%	29 4%	5 4%	7 4%
None	75 6%	34 6%	41 7%	8 6%	17 4%	20 5%	31 10% E	33 13% KLM	7 10% KL	15 7%	4 3%	10 3%	7 4%	29 4%	46 11% N	27 5%	15 6%	20 6%	49 6%	13 10%	5 3%
Sigma	3193 265%	1665 271%	1528 258%	383 304%	1166 279%	1023 279%	621 210%	579 221%	140 217%	544 245%	355 253%	1071 307%	504 300%	2211 281%	982 234%	1476 280%	646 243%	845 265%	1867 243%	425 310%	533 295%

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

Q930. When did you first learn each of the following?

GRID SUMMARY TABLE

Base: All Qualified Respondents

	Before high school	In high school	In college/ trade school	On the job	Never/I still haven't learned it
	(A)	(B)	(C)	(D)	(E)
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%	309 26% AE	281 23% AE	397 33% ABCE	116 10%
Communication skills	183 15% E	351 29% AE	294 24% AE	327 27% AE	51 4%
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)	97 8%	285 24% AE	359 30% ABE	384 32% ABE	82 7%
Resume writing skills	60 5%	361 30% ADE	409 34% ADE	260 22% AE	116 10% A
Negotiating skills (e.g., for a salary increase, promotion, etc.)	51 4%	165 14% A	239 20% AB	544 45% ABCE	207 17% A
Email etiquette	84 7%	249 21% AE	305 25% AE	447 37% ABCE	121 10% A
Process for finding a job (e.g., where to look, how to apply, etc.)	77 6%	333 28% AE	381 32% AE	333 28% AE	81 7%
How to fill out a W-2 form	53 4%	246 20% AE	194 16% AE	617 51% ABCE	95 8% A
How to choose benefits (e.g., health insurance, 401k, etc.)	34 3%	136 11% A	190 16% ABE	703 58% ABCE	143 12% A
Networking skills (i.e., the exchange of information or services between individuals)	83 7%	208 17% AE	298 25% ABE	474 39% ABCE	144 12% A

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

Q930. When did you first learn each of the following?
SUMMARY TABLE OF BEFORE HIGH SCHOOL

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Communication skills	183 15%	89 15%	93 16%	34 27% EFG	62 15%	57 16%	30 10%	41 16%	7 11%	40 18%	20 14%	47 13%	28 17%	119 15%	63 15%	69 13%	46 17%	43 13%	113 15%	24 17%	24 13%
Basic personal finance skills (e.g., budgeting, planning, etc.)	103 9%	58 9%	45 8%	17 13% F	35 8%	20 5%	32 11% F	20 8%	3 5%	22 10%	7 5%	35 10%	15 9%	68 9%	35 8%	44 8%	22 8%	28 9%	63 8%	17 12%	16 9%
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)	97 8%	61 10%	36 6%	26 20% EFG	34 8%	22 6%	15 5%	25 9%	8 12%	19 8%	9 6%	21 6%	16 9%	63 8%	34 8%	37 7%	31 12%	23 7%	43 6%	18 13% S	19 11%
Email etiquette	84 7%	49 8%	35 6%	23 18% EFG	30 7% G	26 7% G	5 2%	13 5%	3 5%	16 7%	5 4%	32 9%	15 9%	59 8%	25 6%	29 6%	18 7%	31 10%	30 4%	11 8%	22 12% S
Networking skills (i.e., the exchange of information or services between individuals)	83 7%	53 9%	30 5%	21 16% FG	34 8% G	21 6%	7 2%	11 4%	6 10%	15 7%	4 3%	31 9%	14 9%	63 8%	20 5%	36 7%	18 7%	24 8%	29 4%	11 8%	23 13% S
Process for finding a job (e.g., where to look, how to apply, etc.)	77 6%	40 6%	38 6%	10 8%	32 8%	21 6%	15 5%	13 5%	3 5%	21 10%	9 6%	26 7%	6 3%	55 7%	23 5%	23 4%	26 10% P	23 7%	44 6%	13 9%	16 9%
Resume writing skills	60 5%	40 7% C	20 3%	14 11% FG	22 5%	15 4%	9 3%	12 4%	2 3%	13 6%	2 1%	19 5%	13 8% K	48 6%	12 3%	15 3%	20 8% P	19 6%	29 4%	11 8%	12 6%
How to fill out a W-2 form	53 4%	35 6%	19 3%	10 8%	17 4%	16 4%	9 3%	10 4%	2 3%	12 5%	1 1%	21 6% K	8 5%	40 5%	13 3%	21 4%	15 6%	15 5%	29 4%	10 7%	11 6%
Negotiating skills (e.g., for a salary increase, promotion, etc.)	51 4%	39 6% C	12 2%	5 4%	26 6% G	20 5% G	1 *	10 4%	7 11% HJKM	7 3%	2 1%	21 6%	5 3%	43 5% O	8 2%	20 4%	13 5%	14 4%	29 4%	8 6%	8 4%
How to choose benefits (e.g., health insurance, 401k, etc.)	34 3%	21 3%	13 2%	5 4%	13 3%	10 3%	6 2%	4 2%	*	6 3%	2 1%	17 5%	5 3%	29 4% O	4 1%	15 3%	8 3%	9 3%	15 2%	5 4%	10 6% S

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

Q930. When did you first learn each of the following?
SUMMARY TABLE OF IN HIGH SCHOOL

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Resume writing skills	361 30%	164 27%	197 33%	51 41% FG	160 38% FG	73 20%	77 26%	125 48% IJKLM	18 28%	71 32% L	42 30% L	67 19%	37 22%	212 27%	149 35% N	149 28%	91 34%	96 30%	228 30%	59 43% S	53 29%
Communication skills	351 29%	165 27%	186 31%	44 35%	115 28%	101 28%	91 31%	105 40% LM	19 29%	63 29%	44 31%	84 24%	36 21%	209 27%	142 34% N	149 28%	83 31%	104 33%	225 29%	55 40% U	41 23%
Process for finding a job (e.g., where to look, how to apply, etc.)	333 28%	146 24%	187 32% B	52 42% FG	122 29%	86 24%	73 25%	125 48% IJKLM	16 25%	56 25%	30 22%	61 18%	44 26%	191 24%	143 34% N	149 28%	72 27%	82 26%	200 26%	55 40% SU	39 22%
Basic personal finance skills (e.g., budgeting, planning, etc.)	309 26%	147 24%	162 27%	34 27%	98 24%	84 23%	93 31%	109 41% JKLM	19 30%	44 20%	25 18%	70 20%	41 25%	192 24%	117 28%	137 26%	69 26%	80 25%	199 26%	37 27%	41 23%
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)	285 24%	127 21%	158 27%	33 26%	126 30% FG	64 18%	62 21%	87 33% IKLM	12 19%	54 24%	25 18%	81 23%	24 14%	178 23%	107 25%	128 24%	59 22%	69 22%	183 24%	45 33%	39 22%
Email etiquette	249 21%	118 19%	131 22%	47 37% FG	116 28% FG	49 13%	37 12%	74 28% ILM	10 15%	52 24%	28 20%	58 17%	28 16%	152 19%	97 23%	102 19%	72 27% R	58 18%	154 20%	36 26%	51 28%
How to fill out a W-2 form	246 20%	132 21%	115 19%	29 23%	81 19%	77 21%	60 20%	70 27% J	13 21%	35 16%	27 19%	69 20%	33 19%	152 19%	94 22%	107 20%	65 24% R	51 16%	158 21%	29 21%	31 17%
Networking skills (i.e., the exchange of information or services between individuals)	208 17%	114 19%	94 16%	32 26% F	80 19%	47 13%	49 16%	81 31% JKLM	13 20%	23 11%	20 14%	46 13%	25 15%	130 17%	78 19%	88 17%	55 21%	46 14%	129 17%	35 26%	33 18%
Negotiating skills (e.g., for a salary increase, promotion, etc.)	165 14%	88 14%	78 13%	14 11%	69 17% F	34 9%	47 16% F	61 23% IJKL	6 9%	22 10%	17 12%	33 9%	27 16%	108 14%	57 14%	84 16% R	45 17% R	23 7%	101 13%	26 19%	23 13%
How to choose benefits (e.g., health insurance, 401k, etc.)	136 11%	76 12%	61 10%	17 14%	59 14%	31 8%	29 10%	63 24% IJKLM	3 5%	15 7%	9 7%	27 8%	19 11%	88 11%	49 12%	78 15% R	36 14% R	13 4%	82 11%	24 18%	22 12%

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

Q930. When did you first learn each of the following?
SUMMARY TABLE OF IN COLLEGE/TRADE SCHOOL

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Resume writing skills	409 34%	218 36%	191 32%	32 25%	137 33%	149 41% DG	92 31%	21 8%	23 35% H	62 28% H	65 46% HJ	168 48% HJ	72 43% HJ	305 39% O	104 25%	219 42% QR	62 24%	99 31%	257 33%	40 29%	62 34%
Process for finding a job (e.g., where to look, how to apply, etc.)	381 32%	209 34%	173 29%	28 22%	154 37% DG	120 33%	79 27%	25 10%	19 30% H	43 20% H	55 39% HJ	166 48% HJ	72 43% HJ	309 39% O	72 17%	197 37% Q	62 23%	97 30%	235 31%	34 25%	75 42% ST
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)	359 30%	188 31%	171 29%	36 29%	135 32%	111 30%	77 26%	23 9%	24 38% HJ	50 22% H	55 39% HJ	139 40% HJ	68 41% HJ	274 35% O	85 20%	166 31%	68 26%	99 31%	216 28%	42 31%	60 33%
Email etiquette	305 25%	162 26%	142 24%	22 17%	150 36% DFG	91 25% G	43 14%	35 13%	15 24% H	54 24% H	38 27% H	116 33% H	46 27% H	247 31% O	58 14%	149 28%	57 22%	68 21%	169 22%	35 26%	57 32% S
Networking skills (i.e., the exchange of information or services between individuals)	298 25%	160 26%	137 23%	32 26% G	136 33% G	90 25% G	39 13%	27 10%	14 22% H	44 20% H	49 35% HJ	116 33% HJ	47 28% H	239 30% O	59 14%	142 27%	58 22%	68 21%	157 20%	44 32% S	44 24%
Communication skills	294 24%	167 27%	127 21%	26 21%	131 31% G	91 25% G	45 15%	28 11%	18 28% HJ	30 13% H	36 26% HJ	126 36% HJ	56 34% HJ	240 31% O	53 13%	155 29% QR	48 18%	64 20%	177 23%	34 25%	54 30%
Basic personal finance skills (e.g., budgeting, planning, etc.)	281 23%	166 27% C	115 20%	25 20%	126 30% G	81 22%	49 17%	20 8%	15 23% H	45 20% H	42 30% H	109 31% HJ	50 30% H	221 28% O	60 14%	137 26%	64 24%	61 19%	163 21%	28 20%	53 29%
Negotiating skills (e.g., for a salary increase, promotion, etc.)	239 20%	144 23% C	95 16%	31 24% G	98 24% G	71 19%	39 13%	31 12%	11 17%	43 19%	31 22% H	90 26% H	33 20%	193 25% O	46 11%	112 21%	49 18%	61 19%	118 15%	38 28% S	49 27% S
How to fill out a W-2 form	194 16%	114 19%	80 13%	29 23%	76 18%	50 14%	39 13%	21 8%	15 24% HJ	18 8%	35 25% HJ	74 21% HJ	31 18% HJ	153 19% O	41 10%	106 20% Q	33 12%	46 14%	107 14%	37 27% S	28 15%
How to choose benefits (e.g., health insurance, 401k, etc.)	190 16%	129 21% C	61 10%	25 20%	87 21% FG	47 13%	31 11%	20 8%	15 23% H	37 17% H	25 18% H	60 17% H	33 20% H	158 20% O	33 8%	93 18%	46 17%	43 13%	97 13%	28 20%	33 18%

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

Q930. When did you first learn each of the following?
SUMMARY TABLE OF ON THE JOB

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
How to choose benefits (e.g., health insurance, 401k, etc.)	703 58%	331 54%	372 63% B	40 32%	211 51% D	243 66% DE	209 70% DE	132 50%	39 61%	130 58%	96 68% H	206 59%	101 60%	447 57%	256 61%	300 57%	140 53%	207 65% Q	484 63% T	65 47%	99 55%
How to fill out a W-2 form	617 51%	292 48%	325 55% B	42 33%	209 50% D	203 55% D	163 55% D	122 46%	29 45%	144 65% HIKL	69 49%	166 48%	87 52%	392 50%	225 53%	253 48%	129 49%	193 60% PQ	423 55% T	49 36%	92 51%
Negotiating skills (e.g., for a salary increase, promotion, etc.)	544 45%	267 43%	277 47%	40 32%	161 39%	182 50% DE	161 54% DE	104 40%	26 41%	113 51%	70 50%	146 42%	85 50%	356 45%	188 45%	239 45%	116 44%	159 50%	379 49%	55 40%	75 42%
Networking skills (i.e., the exchange of information or services between individuals)	474 39%	227 37%	247 42%	17 14%	130 31% D	167 46% DE	159 54% DE	84 32%	25 40%	108 49% H	54 39%	131 37%	72 43%	302 38%	172 41%	221 42%	97 36%	136 43%	355 46% TU	33 24%	64 35%
Email etiquette	447 37%	219 36%	228 38%	14 11%	96 23% D	166 45% DE	171 58% DEF	97 37%	27 42%	73 33%	57 41%	120 34%	74 44%	275 35%	172 41%	208 39%	81 31%	128 40%	335 44% TU	39 28%	39 22%
Basic personal finance skills (e.g., budgeting, planning, etc.)	397 33%	200 33%	197 33%	30 23%	122 29%	146 40% DE	100 34%	81 31%	20 30%	80 36%	56 40%	108 31%	52 31%	254 32%	143 34%	173 33%	82 31%	115 36%	274 36%	43 32%	52 29%
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)	384 32%	196 32%	187 32%	16 12%	106 25% D	143 39% DE	119 40% DE	95 36% L	18 28%	86 39% L	44 32%	87 25%	54 32%	240 31%	144 34%	166 31%	80 30%	112 35%	278 36% T	23 17%	50 28%
Process for finding a job (e.g., where to look, how to apply, etc.)	333 28%	183 30%	150 25%	24 19%	93 22%	113 31% E	104 35% DE	70 26%	18 28%	84 38% LM	41 29%	79 23%	42 25%	201 26%	132 31%	132 25%	81 30%	99 31%	236 31%	28 20%	45 25%
Communication skills	327 27%	172 28%	155 26%	12 10%	93 22% D	106 29% D	116 39% DEF	69 26%	19 29%	76 34% L	36 25%	82 24%	45 27%	201 26%	126 30%	134 25%	79 30%	95 30%	224 29% T	20 15%	55 30% T
Resume writing skills	260 22%	132 21%	128 22%	15 12%	69 17%	97 26% DE	79 27% DE	64 24%	15 23%	44 20%	26 18%	74 21%	37 22%	167 21%	92 22%	105 20%	63 24%	69 22%	176 23%	20 14%	36 20%

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

Q930. When did you first learn each of the following?
SUMMARY TABLE OF NEVER/ STILL HAVEN'T LEARNED IT

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Negotiating skills (e.g., for a salary increase, promotion, etc.)	207 17%	77 12%	130 22% B	36 29% EFG	63 15%	60 16%	47 16%	56 21% M	14 22% M	38 17%	21 15%	59 17%	18 11%	86 11%	120 29% N	73 14%	42 16%	63 20%	141 18% T	10 8%	25 14%
Networking skills (i.e., the exchange of information or services between individuals)	144 12%	60 10%	84 14%	23 19% E	37 9%	41 11%	43 14%	59 23% IKLM	6 9%	32 14% LM	12 9%	25 7%	10 6%	52 7%	91 22% N	39 7%	37 14% P	45 14% P	98 13%	13 10%	17 9%
How to choose benefits (e.g., health insurance, 401k, etc.)	143 12%	58 9%	85 14% B	40 31% EFG	47 11%	35 10%	21 7%	44 17% KM	7 11%	34 15% KM	9 6%	38 11%	10 6%	64 8%	79 19% N	41 8%	35 13%	48 15% P	90 12%	15 11%	17 9%
Email etiquette	121 10%	66 11%	56 9%	20 16% E	25 6%	35 10%	41 14% E	44 17% LM	9 14% LM	27 12% M	12 9%	23 7%	6 3%	53 7%	68 16% N	38 7%	37 14% P	35 11%	80 10%	16 11%	11 6%
Basic personal finance skills (e.g., budgeting, planning, etc.)	116 10%	43 7%	73 12% B	21 17% G	37 9%	36 10%	22 7%	32 12%	7 11%	31 14% M	10 7%	27 8%	9 5%	52 7%	65 15% N	36 7%	28 11%	37 11%	69 9%	12 9%	18 10%
Resume writing skills	116 10%	60 10%	57 10%	14 11%	29 7%	33 9%	40 13% E	41 16% KLM	7 10%	32 14% KLM	6 4%	21 6%	10 6%	53 7%	64 15% N	38 7%	29 11%	36 11%	77 10%	7 5%	17 10%
How to fill out a W-2 form	95 8%	41 7%	53 9%	16 12%	34 8%	20 6%	25 8%	40 15% JKLM	5 7%	13 6%	9 6%	19 5%	9 6%	48 6%	47 11% N	39 7%	24 9%	15 5%	52 7%	11 8%	18 10%
Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)	82 7%	42 7%	40 7%	15 12% E	16 4%	27 7%	23 8%	33 13% LM	2 4%	14 6%	8 5%	20 6%	5 3%	31 4%	51 12% N	30 6%	27 10%	16 5%	47 6%	9 6%	12 7%
Process for finding a job (e.g., where to look, how to apply, etc.)	81 7%	36 6%	45 8%	12 10%	16 4%	27 7%	26 9% E	30 11% KLM	7 11% LM	17 8%	6 4%	17 5%	4 3%	30 4%	51 12% N	26 5%	24 9%	18 6%	54 7%	7 5%	6 3%
Communication skills	51 4%	21 3%	30 5%	9 7%	16 4%	12 3%	14 5%	19 7%	2 3%	13 6%	4 3%	10 3%	3 2%	16 2%	35 8% N	20 4%	10 4%	13 4%	30 4%	4 3%	7 4%

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

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Table 57

Q930_1. When did you first learn each of the following?
1. Basic personal finance skills (e.g., budgeting, planning, etc.)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	412 34%	205 33%	207 35%	50 40%	133 32%	103 28%	125 42% EF	129 49% JKLM	23 35%	66 30%	33 23%	105 30%	57 34%	259 33%	153 36%	181 34%	91 34%	107 34%	263 34%	54 39%	58 32%
Before high school	103 9%	58 9%	45 8%	17 13% F	35 8%	20 5%	32 11% F	20 8%	3 5%	22 10%	7 5%	35 10%	15 9%	68 9%	35 8%	44 8%	22 8%	28 9%	63 8%	17 12%	16 9%
In high school	309 26%	147 24%	162 27%	34 27%	98 24%	84 23%	93 31%	109 41% JKLM	19 30%	44 20%	25 18%	70 20%	41 25%	192 24%	117 28%	137 26%	69 26%	80 25%	199 26%	37 27%	41 23%
In college/trade school	281 23%	166 27% C	115 20%	25 20%	126 30% G	81 22%	49 17%	20 8%	15 23% H	45 20% H	42 30% H	109 31% HJ	50 30% H	221 28% O	60 14%	137 26%	64 24%	61 19%	163 21%	28 20%	53 29%
On the job	397 33%	200 33%	197 33%	30 23%	122 29%	146 40% DE	100 34%	81 31%	20 30%	80 36%	56 40%	108 31%	52 31%	254 32%	143 34%	173 33%	82 31%	115 36%	274 36%	43 32%	52 29%
Never/I still haven't learned it	116 10%	43 7%	73 12% B	21 17% G	37 9%	36 10%	22 7%	32 12%	7 11%	31 14% M	10 7%	27 8%	9 5%	52 7%	65 15% N	36 7%	28 11%	37 11%	69 9%	12 9%	18 10%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q930. 2. When did you first learn each of the following?
2. Communication skills

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Table 58

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	534 44%	255 41%	279 47%	78 62% EFG	177 42%	158 43%	121 41%	147 56% ILM	25 40%	103 46%	64 46%	130 37%	64 38%	328 42%	206 49%	217 41%	129 49%	147 46%	338 44%	79 58% SU	66 36%
Before high school	183 15%	89 15%	93 16%	34 27% EFG	62 15%	57 16%	30 10%	41 16%	7 11%	40 18%	20 14%	47 13%	28 17%	119 15%	63 15%	69 13%	46 17%	43 13%	113 15%	24 17%	24 13%
In high school	351 29%	165 27%	186 31%	44 35%	115 28%	101 28%	91 31%	105 40% LM	19 29%	63 29%	44 31%	84 24%	36 21%	209 27%	142 34% N	149 28%	83 31%	104 33%	225 29%	55 40% U	41 23%
In college/trade school	294 24%	167 27%	127 21%	26 21%	131 31% G	91 25% G	45 15%	28 11%	18 28% HJ	30 13%	36 26% HJ	126 36% HJ	56 34% HJ	240 31% O	53 13%	155 29% QR	48 18%	64 20%	177 23%	34 25%	54 30%
On the job	327 27%	172 28%	155 26%	12 10%	93 22% D	106 29% D	116 39% DEF	69 26%	19 29%	76 34% L	36 25%	82 24%	45 27%	201 26%	126 30%	134 25%	79 30%	95 30%	224 29% T	20 15%	55 30% T
Never/I still haven't learned it	51 4%	21 3%	30 5%	9 7%	16 4%	12 3%	14 5%	19 7%	2 3%	13 6%	4 3%	10 3%	3 2%	16 2%	35 8% N	20 4%	10 4%	13 4%	30 4%	4 3%	7 4%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

10 Jan 2020
Table 59

Q930 3. When did you first learn each of the following?

3. Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	382 32%	188 31%	194 33%	59 47% FG	160 38% FG	86 23%	77 26%	112 43% KLM	20 31%	73 33%	34 24%	103 29%	40 24%	241 31%	141 33%	165 31%	90 34%	92 29%	227 29%	63 46% S	58 32%
Before high school	97 8%	61 10%	36 6%	26 20% EFG	34 8%	22 6%	15 5%	25 9%	8 12%	19 8%	9 6%	21 6%	16 9%	63 8%	34 8%	37 7%	31 12%	23 7%	43 6%	18 13% S	19 11%
In high school	285 24%	127 21%	158 27%	33 26%	126 30% FG	64 18%	62 21%	87 33% IKLM	12 19%	54 24%	25 18%	81 23%	24 14%	178 23%	107 25%	128 24%	59 22%	69 22%	183 24%	45 33%	39 22%
In college/trade school	359 30%	188 31%	171 29%	36 29%	135 32%	111 30%	77 26%	23 9%	24 38% HJ	50 22% H	55 39% HJ	139 40% HJ	68 41% HJ	274 35% O	85 20%	166 31%	68 26%	99 31%	216 28%	42 31%	60 33%
On the job	384 32%	196 32%	187 32%	16 12%	106 25% D	143 39% DE	119 40% DE	95 36% L	18 28%	86 39% L	44 32%	87 25%	54 32%	240 31%	144 34%	166 31%	80 30%	112 35%	279 36% T	23 17%	50 28%
Never/I still haven't learned it	82 7%	42 7%	40 7%	15 12% E	16 4%	27 7%	23 8%	33 13% LM	2 4%	14 6%	8 5%	20 6%	5 3%	31 4%	51 12% N	30 6%	27 10%	16 5%	47 6%	9 6%	12 7%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q930_4. When did you first learn each of the following?

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Table 60

4. Resume writing skills

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	421 35%	205 33%	217 37%	65 52% FG	182 44% FG	88 24%	86 29%	137 52% IJKLM	20 31%	84 38% L	44 31%	86 25%	50 30%	261 33%	161 38%	165 31%	111 42% P	115 36%	258 34%	70 51% S	65 36%
Before high school	60 5%	40 7% C	20 3%	14 11% FG	22 5%	15 4%	9 3%	12 4%	2 3%	13 6%	2 1%	19 5%	13 8% K	48 6%	12 3%	15 3%	20 8% P	19 6%	29 4%	11 8%	12 6%
In high school	361 30%	164 27%	197 33%	51 41% FG	160 38% FG	73 20%	77 26%	125 48% IJKLM	18 28%	71 32% L	42 30% L	67 19%	37 22%	212 27%	149 35% N	149 28%	91 34%	96 30%	228 30%	59 43% S	53 29%
In college/trade school	409 34%	218 36%	191 32%	32 25%	137 33%	149 41% DG	92 31%	21 8%	23 35% H	62 28% H	65 46% HJ	168 48% HJ	72 43% HJ	305 39% O	104 25%	219 42% QR	62 24%	99 31%	257 33%	40 29%	62 34%
On the job	260 22%	132 21%	128 22%	15 12%	69 17%	97 26% DE	79 27% DE	64 24%	15 23%	44 20%	26 18%	74 21%	37 22%	167 21%	92 22%	105 20%	63 24%	69 22%	176 23%	20 14%	36 20%
Never/I still haven't learned it	116 10%	60 10%	57 10%	14 11%	29 7%	33 9%	40 13% E	41 16% KLM	7 10%	32 14% KLM	6 4%	21 6%	10 6%	53 7%	64 15% N	38 7%	29 11%	36 11%	77 10%	7 5%	17 10%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

10 Jan 2020
Table 61

Q930 5. When did you first learn each of the following?
5. Negotiating skills (e.g., for a salary increase, promotion, etc.)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	217 18%	127 21%	90 15%	19 15%	95 23% F	54 15%	49 16%	71 27% JKL	13 20%	29 13%	19 13%	54 15%	32 19%	152 19%	65 16%	104 20% R	58 22% R	37 12%	130 17%	34 25%	31 17%
Before high school	51 4%	39 6% C	12 2%	5 4%	26 6% G	20 5% G	1 *	10 4%	7 11% HJKM	7 3%	2 1%	21 6%	5 3%	43 5% O	8 2%	20 4%	13 5%	14 4%	29 4%	8 6%	8 4%
In high school	165 14%	88 14%	78 13%	14 11%	69 17% F	34 9%	47 16% F	61 23% IJKL	6 9%	22 10%	17 12%	33 9%	27 16%	108 14%	57 14%	84 16% R	45 17% R	23 7%	101 13%	26 19%	23 13%
In college/trade school	239 20%	144 23% C	95 16%	31 24% G	98 24% G	71 19%	39 13%	31 12%	11 17%	43 19%	31 22% H	90 26% H	33 20%	193 25% O	46 11%	112 21%	49 18%	61 19%	118 15%	38 28% S	49 27% S
On the job	544 45%	267 43%	277 47%	40 32%	161 39%	182 50% DE	161 54% DE	104 40%	26 41%	113 51%	70 50%	146 42%	85 50%	356 45%	188 45%	239 45%	116 44%	159 50%	379 49%	55 40%	75 42%
Never/I still haven't learned it	207 17%	77 12%	130 22% B	36 29% EFG	63 15%	60 16%	47 16%	56 21% M	14 22% M	38 17%	21 15%	59 17%	18 11%	86 11%	120 29% N	73 14%	42 16%	63 20%	141 18% T	10 8%	25 14%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q930_6. When did you first learn each of the following?

10 Jan 2020
Table 62

6. Email etiquette

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	333 28%	167 27%	166 28%	70 56% EFG	146 35% FG	75 21%	41 14%	86 33%	13 20%	68 31%	33 23%	90 26%	43 26%	211 27%	122 29%	131 25%	90 34% P	89 28%	184 24%	48 35%	73 40% S
Before high school	84 7%	49 8%	35 6%	23 18% EFG	30 7% G	26 7%	5 2%	13 5%	3 5%	16 7%	5 4%	32 9%	15 9%	59 8%	25 6%	29 6%	18 7%	31 10%	30 4%	11 8%	22 12% S
In high school	249 21%	118 19%	131 22%	47 37% FG	116 28% FG	49 13%	37 12%	74 28% ILM	10 15%	52 24%	28 20%	58 17%	28 16%	152 19%	97 23%	102 19%	72 27% R	58 18%	154 20%	36 26%	51 28%
In college/trade school	305 25%	162 26%	142 24%	22 17%	150 36% DFG	91 25% G	43 14%	35 13%	15 24%	54 24% H	38 27% H	116 33% H	46 27% H	247 31% O	58 14%	149 28%	57 22%	68 21%	169 22%	35 26%	57 32% S
On the job	447 37%	219 36%	228 38%	14 11%	96 23% D	166 45% DE	171 58% DEF	97 37%	27 42%	73 33%	57 41%	120 34%	74 44%	275 35%	172 41%	208 39%	81 31%	128 40%	335 44% TU	39 28%	39 22%
Never/I still haven't learned it	121 10%	66 11%	56 9%	20 16% E	25 6%	35 10%	41 14% E	44 17% LM	9 14% LM	27 12% M	12 9%	23 7%	6 3%	53 7%	68 16% N	38 7%	37 14% P	35 11%	80 10%	16 11%	11 6%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

10 Jan 2020
Table 63

Q930_7. When did you first learn each of the following?
7. Process for finding a job (e.g., where to look, how to apply, etc.)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	411 34%	186 30%	224 38% B	62 49% FG	154 37%	107 29%	87 29%	138 52% IJKLM	20 31%	78 35%	39 28%	87 25%	50 29%	245 31%	165 39% N	172 33%	98 37%	105 33%	244 32%	68 50% SU	55 30%
Before high school	77 6%	40 6%	38 6%	10 8%	32 8%	21 6%	15 5%	13 5%	3 5%	21 10%	9 6%	26 7%	6 3%	55 7%	23 5%	23 4%	26 10% P	23 7%	44 6%	13 9%	16 9%
In high school	333 28%	146 24%	187 32% B	52 42% FG	122 29%	86 24%	73 25%	125 48% IJKLM	16 25%	56 25%	30 22%	61 18%	44 26%	191 24%	143 34% N	149 28%	72 27%	82 26%	200 26%	55 40% SU	39 22%
In college/trade school	381 32%	209 34%	173 29%	28 22%	154 37% DG	120 33%	79 27%	25 10%	19 30% H	43 20% H	55 33% HJ	166 48% HIJ	72 43% HJ	309 39% O	72 17%	197 37% Q	62 23%	97 30%	235 31%	34 25%	75 42% ST
On the job	333 28%	183 30%	150 25%	24 19%	93 22%	113 31% E	104 35% DE	70 26%	18 28%	84 38% LM	41 29%	79 23%	42 25%	201 26%	132 31%	132 25%	81 30%	99 31%	236 31%	28 20%	45 25%
Never/I still haven't learned it	81 7%	36 6%	45 8%	12 10%	16 4%	27 7%	26 9% E	30 11% KLM	7 11% LM	17 8%	6 4%	17 5%	4 3%	30 4%	51 12% N	26 5%	24 9%	18 6%	54 7%	7 5%	6 3%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q930. 8. When did you first learn each of the following?

10 Jan 2020
Table 64

8. How to fill out a W-2 form

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	300 25%	166 27%	134 23%	39 31%	99 24%	93 25%	69 23%	80 31% K	15 23%	47 21%	28 20%	90 26%	40 24%	193 25%	107 25%	129 24%	80 30% R	66 21%	187 24%	39 28%	43 24%
Before high school	53 4%	35 6%	19 3%	10 8%	17 4%	16 4%	9 3%	10 4%	2 3%	12 5%	1 1%	21 6% K	8 5%	40 5%	13 3%	21 4%	15 6%	15 5%	29 4%	10 7%	11 6%
In high school	246 20%	132 21%	115 19%	29 23%	81 19%	77 21%	60 20%	70 27% J	13 21%	35 16%	27 19%	69 20%	33 19%	152 19%	94 22%	107 20%	65 24% R	51 16%	158 21%	29 21%	31 17%
In college/trade school	194 16%	114 19%	80 13%	29 23%	76 18%	50 14%	39 13%	21 8%	15 24% HJ	18 8%	35 25% HJ	74 21% HJ	31 18% HJ	153 19% O	41 10%	106 20% Q	33 12%	46 14%	107 14%	37 27% S	28 15%
On the job	617 51%	292 48%	325 55% B	42 33%	209 50% D	203 55% D	163 55% D	122 46%	29 45%	144 65% HIKL	69 49%	166 48%	87 52%	392 50%	225 53%	253 48%	129 49%	193 60% PQ	423 55% T	49 36%	92 51%
Never/I still haven't learned it	95 8%	41 7%	53 9%	16 12%	34 8%	20 6%	25 8%	40 15% JKLM	5 7%	13 6%	9 6%	19 5%	9 6%	48 6%	47 11% N	39 7%	24 9%	15 5%	52 7%	11 8%	18 10%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

10 Jan 2020
Table 65

Q930_9. When did you first learn each of the following?
9. How to choose benefits (e.g., health insurance, 401k, etc.)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	170 14%	97 16%	74 12%	22 17%	72 17%	41 11%	35 12%	67 25% IJKLM	3 5%	21 9%	11 8%	45 13%	23 14%	117 15%	53 13%	93 18% R	44 17% R	22 7%	97 13%	29 21%	32 18%
Before high school	34 3%	21 3%	13 2%	5 4%	13 3%	10 3%	6 2%	4 2%	*	6 3%	2 1%	17 5%	5 3%	29 4% O	4 1%	15 3%	8 3%	9 3%	15 2%	5 4%	10 6% S
In high school	136 11%	76 12%	61 10%	17 14%	59 14%	31 8%	29 10%	63 24% IJKLM	3 5%	15 7%	9 7%	27 8%	19 11%	88 11%	49 12%	78 15% R	36 14% R	13 4%	82 11%	24 18%	22 12%
In college/trade school	190 16%	129 21% C	61 10%	25 20%	87 21% FG	47 13%	31 11%	20 8%	15 23% H	37 17% H	25 18% H	60 17% H	33 20% H	158 20% O	33 8%	93 18%	46 17%	43 13%	97 13%	28 20%	33 18%
On the job	703 58%	331 54%	372 63% B	40 32%	211 51% D	243 66% DE	209 70% DE	132 50%	39 61%	130 58%	96 68% H	206 59%	101 60%	447 57%	256 61%	300 57%	140 53%	207 65% Q	484 63% T	65 47%	99 55%
Never/I still haven't learned it	143 12%	58 9%	85 14% B	40 31% EFG	47 11%	35 10%	21 7%	44 17% KM	7 11%	34 15% KM	9 6%	38 11%	10 6%	64 8%	79 19% N	41 8%	35 13%	48 15% P	90 12%	15 11%	17 9%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q930_10. When did you first learn each of the following?
10. 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	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
BEFORE/IN HIGH SCHOOL (NET)	291 24%	167 27% C	124 21%	53 42% EFG	114 27% FG	68 19%	56 19%	92 35% JKLM	19 30% J	39 17%	25 18%	77 22%	39 23%	193 25%	98 23%	124 24%	74 28%	70 22%	158 21%	47 34% S	56 31% S
Before high school	83 7%	53 9%	30 5%	21 16% FG	34 8% G	21 6%	7 2%	11 4%	6 10%	15 7%	4 3%	31 9%	14 9%	63 8%	20 5%	36 7%	18 7%	24 8%	29 4%	11 8%	23 13% S
In high school	208 17%	114 19%	94 16%	32 26% F	80 19%	47 13%	49 16%	81 31% JKLM	13 20%	23 11%	20 14%	46 13%	25 15%	130 17%	78 19%	88 17%	55 21%	46 14%	129 17%	35 26%	33 18%
In college/trade school	298 25%	160 26%	137 23%	32 26% G	136 33% G	90 25% G	39 13%	27 10%	14 22% H	44 20% H	49 35% HJ	116 33% HJ	47 28% H	239 30% O	59 14%	142 27%	58 22%	68 21%	157 20%	44 32% S	44 24%
On the job	474 39%	227 37%	247 42%	17 14%	130 31% D	167 46% DE	159 54% DE	84 32%	25 40%	108 49% H	54 39%	131 37%	72 43%	302 38%	172 41%	221 42%	97 36%	136 43%	355 46% TU	33 24%	64 35%
Never/I still haven't learned it	144 12%	60 10%	84 14%	23 19% E	37 9%	41 11%	43 14%	59 23% IKLM	6 9%	32 14% LM	12 9%	25 7%	10 6%	52 7%	91 22% N	39 7%	37 14% P	45 14% P	98 13%	13 10%	17 9%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q935. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
There needs to be more of a balance in education to match learning to actual career options.	1113 92%	564 92%	549 93%	109 87%	381 91%	352 96% DEG	271 91%	234 89%	55 85%	210 95% I	134 95% I	320 92%	160 95% I	725 92%	388 92%	500 95% Q	229 86%	291 91%	706 92%	129 94%	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 87%	527 86%	520 88%	109 87%	375 90% G	326 89% G	237 80%	215 82%	50 77%	201 91% HI	123 88%	303 87%	155 92% HI	680 87%	367 87%	458 87%	220 83%	283 89%	649 85%	128 93%	163 90%
Getting a degree should require on the job experience, not just coursework.	1026 85%	532 87%	494 83%	106 84%	343 82%	325 89%	251 85%	228 87%	51 80%	186 84%	110 78%	306 88% K	145 86%	663 84%	363 86%	455 86%	216 81%	280 88%	665 87% U	112 82%	142 78%

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

Q935. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)

10 Jan 2020
Table 68

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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.	180 15%	82 13%	98 17%	20 16%	74 18%	41 11%	45 15%	35 13%	13 20%	36 16%	31 22% L	43 12%	23 14%	122 16%	58 14%	71 14%	49 19%	39 12%	103 13%	25 18%	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.	159 13%	87 14%	72 12%	16 13%	42 10%	40 11%	60 20% EF	48 18% JM	15 23% JM	21 9%	17 12%	46 13%	13 8%	106 13%	53 13%	69 13%	45 17%	37 11%	119 15%	10 7%	17 10%
There needs to be more of a balance in education to match learning to actual career options.	93 8%	51 8%	43 7%	17 13% F	36 9% F	15 4%	26 9% F	28 11%	9 15% JKM	12 5%	7 5%	29 8%	8 5%	61 8%	33 8%	27 5%	36 14% P	28 9%	62 8%	8 6%	16 9%

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

Q935_1. To what extent do you agree or disagree with the following statements?

1. Getting a degree should require on the job experience, not just coursework.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1026 85%	532 87%	494 83%	106 84%	343 82%	325 89%	251 85%	228 87%	51 80%	186 84%	110 78%	306 88% K	145 86%	663 84%	363 86%	455 86%	216 81%	280 88%	665 87% U	112 82%	142 78%
Strongly agree	502 42%	258 42%	243 41%	42 33%	180 43%	160 44%	119 40%	90 34%	20 30%	105 47% HI	49 35%	161 46% HI	77 46% I	335 43%	167 40%	217 41%	108 41%	137 43%	315 41%	63 46%	72 40%
Somewhat agree	524 43%	274 45%	250 42%	64 51%	163 39%	165 45%	132 45%	138 53% JLM	32 50%	81 36%	60 43%	145 42%	68 40%	328 42%	196 47%	238 45%	108 41%	143 45%	350 46%	49 36%	69 38%
BOTTOM 2 BOX (NET)	180 15%	82 13%	98 17%	20 16%	74 18%	41 11%	45 15%	35 13%	13 20%	36 16%	31 22% L	43 12%	23 14%	122 16%	58 14%	71 14%	49 19%	39 12%	103 13%	25 18%	39 22% S
Somewhat disagree	124 10%	61 10%	63 11%	10 8%	59 14% F	25 7%	30 10%	29 11%	8 13%	25 11%	19 14% L	22 6%	21 12%	82 10%	42 10%	50 10%	39 15% R	23 7%	76 10%	15 11%	24 13%
Strongly disagree	56 5%	21 3%	36 6%	9 7%	15 4%	16 5%	15 5%	6 2%	4 7% M	11 5%	12 8% HM	21 6% M	2 1%	40 5%	16 4%	21 4%	11 4%	16 5%	28 4%	11 8%	15 8% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q935_2. To what extent do you agree or disagree with the following statements?

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

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1113 92%	564 92%	549 93%	109 87%	381 91%	352 96% DEG	271 91%	234 89%	55 85%	210 95% I	134 95% I	320 92%	160 95% I	725 92%	388 92%	500 95% Q	229 86%	291 91%	706 92%	129 94%	164 91%
Strongly agree	550 46%	274 45%	277 47%	56 45%	181 43%	174 48%	139 47%	102 39%	29 45%	113 51%	58 41%	166 48%	82 49%	370 47%	181 43%	255 48%	108 41%	144 45%	322 42%	88 64% S	87 48%
Somewhat agree	562 47%	290 47%	272 46%	53 42%	200 48%	178 48%	132 44%	132 50%	26 40%	97 44%	76 54%	154 44%	78 46%	355 45%	207 49%	245 47%	121 46%	147 46%	384 50% T	42 30%	77 43%
BOTTOM 2 BOX (NET)	93 8%	51 8%	43 7%	17 13% F	36 9% F	15 4%	26 9% F	28 11%	9 15% JKM	12 5%	7 5%	29 8%	8 5%	61 8%	33 8%	27 5%	36 14% P	28 9%	62 8%	8 6%	16 9%
Somewhat disagree	67 6%	37 6%	31 5%	12 9% F	29 7% F	7 2%	19 6% F	21 8%	3 4%	12 5%	7 5%	19 6%	6 3%	45 6%	22 5%	15 3%	29 11% P	22 7% P	47 6%	6 4%	12 7%
Strongly disagree	26 2%	14 2%	12 2%	5 4%	7 2%	7 2%	7 2%	7 3%	7 11% HJKLM	-	*	9 3%	2 1%	16 2%	10 2%	12 2%	7 3%	5 2%	15 2%	2 1%	4 2%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q935_3. To what extent do you agree or disagree with the following statements?

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

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1047 87%	527 86%	520 88%	109 87%	375 90% G	326 89% G	237 80%	215 82%	50 77%	201 91% HI	123 88%	303 87%	155 92% HI	680 87%	367 87%	458 87%	220 83%	283 89%	649 85%	128 93%	163 90%
Strongly agree	514 43%	250 41%	264 45%	59 47%	181 43%	169 46% G	104 35%	98 37%	23 36%	95 43%	65 46%	162 46%	71 42%	334 43%	180 43%	227 43%	94 36%	151 47% Q	288 38%	78 57% S	85 47%
Somewhat agree	533 44%	277 45%	256 43%	50 40%	194 46%	157 43%	132 45%	117 44%	27 41%	106 48%	58 41%	141 41%	84 50%	346 44%	187 45%	230 44%	126 47%	132 41%	361 47%	50 36%	78 43%
BOTTOM 2 BOX (NET)	159 13%	87 14%	72 12%	16 13%	42 10%	40 11%	60 20% EF	48 18% JM	15 23% JM	21 9%	17 12%	46 13%	13 8%	106 13%	53 13%	69 13%	45 17%	37 11%	119 15%	10 7%	17 10%
Somewhat disagree	125 10%	67 11%	57 10%	16 13%	33 8%	29 8%	46 16% EF	40 15% JM	11 18% JLM	16 7%	14 10%	30 9%	12 7%	86 11%	39 9%	55 10%	33 13%	32 10%	97 13% U	7 5%	9 5%
Strongly disagree	34 3%	19 3%	15 2%	- -	9 2%	12 3%	13 4%	7 3%	3 5% M	4 2%	3 2%	15 4% M	* *	20 2%	14 3%	14 3%	12 4%	5 2%	22 3%	2 2%	8 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1000. How useful has the education you've received (e.g., your degree(s), certification(s), etc.) been to your career?

10 Jan 2020
Table 72

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 3 BOX (NET)	995 83%	521 85%	474 80%	108 86%	345 83%	306 84%	236 80%	196 74%	46 72%	161 73%	116 82%	318 91% HIJK	158 94% HIJK	689 88% O	306 73%	459 87% Q	192 73%	262 82% Q	613 80%	123 90%	154 86%
TOP 2 BOX (SUB-NET)	568 47%	315 51% C	253 43%	50 40%	213 51%	180 49%	124 42%	88 34%	31 48% HJ	68 31%	58 41%	196 56% HJK	126 75% HIJKL	453 58% O	115 27%	275 52% Q	109 41%	138 43%	334 43%	72 52%	103 57% S
Absolutely essential	223 18%	125 20%	98 17%	15 12%	84 20%	77 21%	47 16%	27 10%	15 23% HK	29 13%	14 10%	78 22% HJK	61 36% HIJKL	188 24% O	34 8%	115 22% Q	30 11%	56 18%	110 14%	47 34% S	42 24% S
Very useful	345 29%	190 31%	155 26%	36 28%	130 31%	103 28%	77 26%	62 23%	16 25%	40 18%	44 32% J	118 34% HJ	66 39% HIJ	265 34% O	80 19%	160 30%	79 30%	82 26%	224 29%	25 18%	60 33% T
Somewhat useful	427 35%	207 34%	221 37%	58 46% E	131 31%	127 35%	112 38%	107 41% IM	16 24%	93 42% IM	58 41% IM	122 35% M	32 19%	235 30%	192 46% N	184 35%	83 31%	124 39%	279 36%	51 37%	51 29%
BOTTOM 2 BOX (NET)	211 17%	93 15%	118 20%	18 14%	73 17%	60 16%	60 20%	67 26% LM	18 28% LM	61 27% LM	25 18% LM	30 9%	10 6%	97 12%	114 27% N	68 13%	73 27% PR	57 18%	155 20%	14 10%	26 14%
Not very useful	149 12%	63 10%	86 15%	13 10%	53 13%	38 10%	45 15%	45 17% LM	13 20% LM	39 17% LM	20 14% LM	24 7%	9 5%	72 9%	76 18% N	48 9%	47 18% P	43 13%	109 14%	11 8%	18 10%
Not at all useful	62 5%	30 5%	32 5%	5 4%	20 5%	22 6%	15 5%	22 9% LM	5 8% LM	22 10% LM	5 4%	6 2%	1 1%	24 3%	38 9% N	20 4%	26 10% PR	14 4%	46 6%	3 2%	8 4%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1005. How much of your education (e.g., your degree(s), certification(s), etc.) do you typically use in your current job?

10 Jan 2020
Table 73

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
A lot	426 35%	230 38%	196 33%	30 24%	163 39% D	142 39% D	91 31%	55 21%	27 42% HJ	41 19%	48 34% HJ	150 43% HJ	105 63% HIJKL	344 44% O	83 20%	216 41% Q	66 25%	108 34%	256 33%	68 50% S	71 40%
A little	568 47%	288 47%	279 47%	82 65% EFG	189 45%	164 45%	131 44%	134 51% M	24 37%	112 50% M	73 52% M	168 48% M	56 34%	350 45%	218 52%	238 45%	129 49%	157 49%	356 46%	55 40%	79 44%
None	212 18%	96 16%	116 20%	14 11%	65 15%	60 16%	74 25% DEF	73 28% KLM	13 20% LM	69 31% KLM	20 14% M	30 9%	6 4%	92 12%	120 29% N	72 14%	70 26% PR	54 17%	157 20%	14 10%	30 17%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1010. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Job training certifications (i.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.	1003 83%	496 81%	506 86%	104 83%	341 82%	311 85%	246 83%	227 86% L	55 86%	196 88% L	119 85%	271 78%	134 80%	639 81%	364 87%	441 84%	217 82%	264 83%	628 82%	125 91%	161 89%
I wish I had been better prepared to deal with the transition from school to the workforce.	955 79%	475 77%	480 81%	108 86% G	344 82% G	310 84% G	194 65%	198 76%	47 74%	185 83%	113 80%	277 79%	134 80%	627 80%	328 78%	424 81%	212 80%	242 76%	587 76%	116 85%	144 80%
Most of what I do day to day at my job. I never learned in school.	927 77%	472 77%	455 77%	107 85% E	295 71%	286 78%	239 81% E	226 86% IKLM	43 67%	175 79%	105 74%	256 73%	122 73%	590 75%	337 80%	410 78%	211 80%	234 73%	609 79% U	112 81%	126 70%
My education provided me with many of the skills necessary to be successful in the workforce.	840 70%	454 74% C	386 65%	84 67%	307 74%	252 69%	197 67%	171 65%	46 71%	127 57%	97 69%	262 75% HJ	137 81% HJK	605 77% O	235 56%	389 74% R	180 68%	206 65%	502 65%	110 81% S	130 72%
In ten years, advanced degrees (e.g., master's degree) will be the new minimum requirement for many jobs.	821 68%	416 68%	404 68%	80 64%	290 70%	254 69%	197 66%	173 66%	37 57%	133 60%	90 64%	255 73% IJ	134 80% HIJK	588 75% O	232 55%	384 73% R	177 67%	190 59%	487 63%	109 80% S	129 71%
I could not have gotten my job without the education that I have.	792 66%	426 69% C	365 62%	80 63%	283 68%	244 67%	185 63%	158 60%	45 70% J	116 52%	78 56%	257 74% HJK	138 82% HIJK	580 74% O	212 50%	376 71% QR	158 59%	197 62%	475 62%	98 71%	120 67%
An education isn't actually necessary to be successful in my job.	736 61%	390 63%	347 59%	84 67%	268 64%	212 58%	172 58%	196 75% IKLM	33 52%	146 66%	78 55%	192 55%	92 54%	471 60%	265 63%	317 60%	184 69% R	186 58%	465 61%	97 71%	103 57%

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

Q1010. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
An education isn't actually necessary to be successful in my job.	470 39%	225 37%	245 41%	42 33%	149 36%	155 42%	124 42%	67 25%	31 48% H	76 34%	63 45% H	157 45% H	76 46% H	315 40%	155 37%	210 40%	81 31%	134 42% Q	303 39%	40 29%	77 43%
I could not have gotten my job without the education that I have.	414 34%	188 31%	226 38% B	46 37%	135 32%	123 33%	111 37%	105 40% LM	19 30% M	106 48% ILM	62 44% LM	92 26%	30 18%	206 26%	208 50% N	151 29%	107 41% P	122 38% P	294 38%	39 29%	60 33%
In ten years, advanced degrees (e.g., master's degree) will be the new minimum requirement for many jobs.	385 32%	198 32%	187 32%	46 36%	127 30%	113 31%	99 34%	90 34% M	28 43% LM	90 40% LM	51 36% M	94 27%	33 20%	197 25%	188 45% N	143 27%	88 33%	129 41% P	282 37% T	28 20%	52 29%
My education provided me with many of the skills necessary to be successful in the workforce.	366 30%	160 26%	206 35% B	42 33%	110 26%	115 31%	99 33%	91 35% LM	19 29%	95 43% LM	43 31% M	86 25%	31 19%	181 23%	185 44% N	138 26%	85 32%	113 35% P	267 35% T	27 19%	51 28%
Most of what I do day to day at my job, I never learned in school.	279 23%	143 23%	136 23%	19 15%	122 29% DG	81 22%	57 19%	36 14%	21 33% H	47 21%	36 26% H	93 27% H	45 27% H	195 25%	84 20%	116 22%	54 20%	85 27%	160 21%	25 19%	54 30% S
I wish I had been better prepared to deal with the transition from school to the workforce.	251 21%	140 23%	111 19%	18 14%	74 18%	57 16%	103 35% DEF	64 24%	17 26%	37 17%	28 20%	71 21%	34 20%	159 20%	92 22%	102 19%	53 20%	77 24%	181 24%	21 15%	37 20%
Job training certifications (i.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.	203 17%	118 19%	85 14%	21 17%	76 18%	55 15%	50 17%	36 14%	9 14%	26 12%	21 15%	77 22% HJ	34 20%	147 19%	56 13%	86 16%	48 18%	55 17%	140 18%	12 9%	20 11%

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

Q1010_1. To what extent do you agree or disagree with the following statements?

1. I wish I had been better prepared to deal with the transition from school to the workforce.

Base: All Qualified Respondents

	Gender			Generation				Highest Education					Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity			
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	955 79%	475 77%	480 81%	108 86% G	344 82% G	310 84% G	194 65%	198 76%	47 74%	185 83%	113 80%	277 79%	134 80%	627 80%	328 78%	424 81%	212 80%	242 76%	587 76%	116 85%	144 80%
Strongly agree	423 35%	219 36%	203 34%	51 41% G	155 37% G	139 38% G	77 26%	87 33%	18 27%	88 39%	45 32%	116 33%	70 42%	274 35%	148 35%	192 36%	97 37%	109 34%	244 32%	64 46% S	67 37%
Somewhat agree	532 44%	255 42%	277 47%	56 45%	188 45%	171 47%	117 39%	111 42%	30 46%	97 44%	67 48%	162 46%	65 39%	353 45%	180 43%	233 44%	114 43%	133 42%	344 45%	53 38%	76 42%
BOTTOM 2 BOX (NET)	251 21%	140 23%	111 19%	18 14%	74 18%	57 16%	103 35% DEF	64 24%	17 26%	37 17%	28 20%	71 21%	34 20%	159 20%	92 22%	102 19%	53 20%	77 24%	181 24%	21 15%	37 20%
Somewhat disagree	204 17%	116 19%	89 15%	13 10%	60 14%	46 12%	86 29% DEF	51 19%	14 22%	29 13%	23 16%	60 17%	27 16%	129 16%	75 18%	91 17%	40 15%	61 19%	148 19%	16 12%	28 16%
Strongly disagree	47 4%	24 4%	23 4%	5 4%	14 3%	11 3%	17 6%	13 5%	3 4%	8 4%	5 3%	11 3%	7 4%	29 4%	17 4%	12 2%	13 5%	16 5%	33 4%	5 3%	8 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	840 70%	454 74% C	386 65%	84 67%	307 74%	252 69%	197 67%	171 65%	46 71%	127 57%	97 69%	262 75% HJ	137 81% HJK	605 77% O	235 56%	389 74% R	180 68%	206 65%	502 65%	110 81% S	130 72%
Strongly agree	282 23%	175 29% C	107 18%	24 19%	112 27%	80 22%	66 22%	48 18%	13 20%	26 12%	31 22% J	90 26% J	75 44% HIJKL	233 30% O	49 12%	135 26%	56 21%	68 21%	162 21%	50 36% S	46 26%
Somewhat agree	558 46%	279 45%	279 47%	60 47%	195 47%	172 47%	132 45%	123 47%	33 51%	101 46%	67 47%	172 49% M	62 37%	372 47%	186 44%	254 48%	124 47%	138 43%	340 44%	61 44%	84 46%
BOTTOM 2 BOX (NET)	366 30%	160 26%	206 35% B	42 33%	110 26%	115 31%	99 33%	91 35% LM	19 29%	95 43% LM	43 31% M	86 25%	31 19%	181 23%	185 44% N	138 26%	85 32%	113 35% P	267 35% T	27 19%	51 28%
Somewhat disagree	285 24%	128 21%	157 27%	36 28%	81 19%	89 24%	79 27%	73 28% M	14 22%	61 27%	34 24%	75 22%	28 17%	147 19%	139 33% N	124 24%	56 21%	84 26%	201 26%	25 18%	41 23%
Strongly disagree	80 7%	32 5%	49 8%	6 5%	29 7%	26 7%	19 7%	18 7%	4 7%	34 15% HKLM	9 7%	11 3%	3 2%	34 4%	46 11% N	14 3%	30 11% P	29 9% P	66 9% T	2 2%	10 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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.

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Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	927 77%	472 77%	455 77%	107 85% E	295 71%	286 78%	239 81% E	226 86% IKLM	43 67%	175 79%	105 74%	256 73%	122 73%	590 75%	337 80%	410 78%	211 80%	234 73%	609 79% U	112 81%	126 70%
Strongly agree	433 36%	227 37%	206 35%	47 37%	143 34%	135 37%	108 37%	99 38%	24 37%	88 40%	54 38%	102 29%	66 39%	259 33%	174 41% N	178 34%	103 39%	126 39%	289 38%	49 35%	62 34%
Somewhat agree	494 41%	244 40%	250 42%	60 48%	153 37%	151 41%	131 44%	128 49% IKM	19 30%	86 39%	51 36%	153 44% I	56 33%	332 42%	162 39%	232 44% R	108 41%	108 34%	320 42%	63 46%	64 36%
BOTTOM 2 BOX (NET)	279 23%	143 23%	136 23%	19 15%	122 29% DG	81 22%	57 19%	36 14%	21 33% H	47 21%	36 26% H	93 27% H	45 27% H	195 25%	84 20%	116 22%	54 20%	85 27%	160 21%	25 19%	54 30% S
Somewhat disagree	201 17%	107 17%	94 16%	11 9%	86 21% D	61 17%	43 14%	24 9%	12 19% H	36 16%	25 18% H	72 21% H	31 18% H	136 17%	64 15%	80 15%	38 14%	70 22%	119 15%	18 13%	35 19%
Strongly disagree	78 6%	36 6%	42 7%	8 6%	36 9%	20 5%	14 5%	12 5%	9 14% HJL	11 5%	11 8%	21 6%	15 9%	59 8%	19 5%	36 7%	16 6%	15 5%	41 5%	8 5%	19 11% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q1010_4. To what extent do you agree or disagree with the following statements?

4. Job training certifications (i.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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1003 83%	496 81%	506 86%	104 83%	341 82%	311 85%	246 83%	227 86% L	55 86%	196 88% L	119 85%	271 78%	134 80%	639 81%	364 87%	441 84%	217 82%	264 83%	628 82%	125 91%	161 89%
Strongly agree	379 31%	202 33%	177 30%	44 35%	141 34%	118 32%	76 26%	74 28%	28 43% H	71 32%	42 30%	114 33%	51 30%	264 34%	115 27%	175 33%	74 28%	101 32%	223 29%	58 42% S	66 37%
Somewhat agree	623 52%	295 48%	329 56% B	61 48%	200 48%	193 53%	170 58% E	153 58% IL	27 42%	125 56%	78 55%	157 45%	83 49%	374 48%	249 59% N	266 50%	143 54%	164 51%	405 53%	67 49%	95 53%
BOTTOM 2 BOX (NET)	203 17%	118 19%	85 14%	21 17%	76 18%	55 15%	50 17%	36 14%	9 14%	26 12%	21 15%	77 22% HJ	34 20%	147 19%	56 13%	86 16%	48 18%	55 17%	140 18%	12 9%	20 11%
Somewhat disagree	171 14%	98 16%	73 12%	20 16%	55 13%	52 14%	45 15%	31 12%	4 6%	24 11%	18 13%	64 18% I	30 18% I	120 15%	51 12%	71 13%	42 16%	45 14%	130 17% TU	7 5%	15 8%
Strongly disagree	32 3%	20 3%	12 2%	1 1%	22 5% F	4 1%	5 2%	5 2%	5 8% HJKM	2 1%	3 2%	13 4%	4 2%	27 3%	5 1%	15 3%	6 2%	10 3%	10 1%	6 4%	5 3%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1010_5. To what extent do you agree or disagree with the following statements?

10 Jan 2020
Table 80

5. An education isn't actually necessary to be successful in my job.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	736 61%	390 63%	347 59%	84 67%	268 64%	212 58%	172 58%	196 75% IKLM	33 52%	146 66%	78 55%	192 55%	92 54%	471 60%	265 63%	317 60%	184 69% R	186 58%	465 61%	97 71%	103 57%
Strongly agree	291 24%	162 26%	129 22%	36 28%	114 27%	75 21%	66 22%	74 28%	12 18%	48 22%	31 22%	88 25%	38 23%	191 24%	100 24%	117 22%	67 25%	81 25%	171 22%	44 32%	49 27%
Somewhat agree	445 37%	228 37%	217 37%	48 39%	154 37%	136 37%	106 36%	121 46% KLM	22 34%	98 44% L	46 33%	104 30%	53 32%	280 36%	165 39%	200 38%	117 44% R	105 33%	294 38%	53 38%	55 30%
BOTTOM 2 BOX (NET)	470 39%	225 37%	245 41%	42 33%	149 36%	155 42%	124 42%	67 25% H	31 48% H	76 34%	63 45% H	157 45% H	76 46% H	315 40%	155 37%	210 40%	81 31%	134 42% Q	303 39%	40 29%	77 43%
Somewhat disagree	286 24%	137 22%	148 25%	35 27%	84 20%	96 26%	71 24%	46 18% HM	20 32% HM	47 21%	43 30% HM	97 28% H	32 19%	171 22%	114 27%	134 26%	63 24%	68 21%	179 23%	22 16%	48 27%
Strongly disagree	184 15%	87 14%	97 16%	7 6%	65 16% D	59 16% D	53 18% D	20 8%	11 16% H	29 13%	20 14%	59 17% H	45 27% HJKL	144 18% O	41 10%	75 14% Q	19 7%	66 21% Q	124 16%	18 13%	29 16%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q1010. 6. To what extent do you agree or disagree with the following statements?

10 Jan 2020
Table 81

6. I could not have gotten my job without the education that I have.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	792 66%	426 69% C	365 62%	80 63%	283 68%	244 67%	185 63%	158 60%	45 70% J	116 52%	78 56%	257 74% HJK	138 82% HIJK	580 74% O	212 50%	376 71% QR	158 59%	197 62%	475 62%	98 71%	120 67%
Strongly agree	359 30%	192 31%	167 28%	35 28%	132 32%	119 32%	74 25%	56 21%	20 31% J	38 17%	33 24%	127 36% HJK	84 50% HIJKL	281 36% O	78 18%	175 33% Q	56 21%	96 30%	207 27%	49 36%	62 34%
Somewhat agree	433 36%	234 38%	199 34%	45 36%	151 36%	125 34%	112 38%	101 39%	25 38%	79 35%	45 32%	130 37%	53 32%	298 38%	135 32%	201 38%	102 38%	101 32%	268 35%	49 36%	58 32%
BOTTOM 2 BOX (NET)	414 34%	188 31%	226 38% B	46 37%	135 32%	123 33%	111 37%	105 40% LM	19 30% M	106 48% ILM	62 44% LM	92 26%	30 18%	206 26%	208 50% N	151 29%	107 41% P	122 38% P	294 38%	39 29%	60 33%
Somewhat disagree	220 18%	106 17%	115 19%	29 23%	80 19%	57 15%	55 18%	49 19%	7 10%	43 20%	39 28% ILM	63 18%	19 11%	126 16%	94 22% N	100 19%	53 20%	52 16%	154 20%	22 16%	35 19%
Strongly disagree	194 16%	82 13%	111 19% B	17 14%	55 13%	66 18%	56 19%	56 21% LM	13 20% LM	62 28% KLM	23 16% LM	29 8%	11 7%	80 10%	114 27% N	51 10%	54 20% P	70 22% P	140 18%	17 12%	26 14%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q1010_7. To what extent do you agree or disagree with the following statements?

7. In ten years, advanced degrees (e.g., master's degree) will be the new minimum requirement for many jobs.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	821 68%	416 68%	404 68%	80 64%	290 70%	254 69%	197 66%	173 66%	37 57%	133 60%	90 64%	255 73% IJ	134 80% HIJK	588 75% O	232 55%	384 73% R	177 67%	190 59%	487 63%	109 80% S	129 71%
Strongly agree	318 26%	157 26%	161 27%	36 29%	116 28%	98 27%	68 23%	41 15%	11 17%	53 24%	29 21%	125 36% HIJK	59 35% HIK	242 31% O	77 18%	156 30% Q	53 20%	82 26%	162 21%	57 42% S	63 35% S
Somewhat agree	503 42%	259 42%	244 41%	44 35%	175 42%	156 42%	128 43%	132 50% JL	26 40%	79 36%	60 43%	129 37%	76 45%	347 44%	156 37%	228 43% R	124 47% R	108 34%	325 42%	52 38%	66 37%
BOTTOM 2 BOX (NET)	385 32%	198 32%	187 32%	46 36%	127 30%	113 31%	99 34%	90 34% M	28 43% LM	90 40% LM	51 36% M	94 27%	33 20%	197 25%	188 45% N	143 27%	88 33%	129 41% P	282 37% T	28 20%	52 29%
Somewhat disagree	299 25%	153 25%	147 25%	38 31%	94 22%	90 24%	77 26%	71 27% M	20 31% M	69 31% LM	43 31% M	72 21%	24 14%	145 18%	154 37% N	110 21%	66 25%	103 32% P	226 29% T	23 17%	37 21%
Strongly disagree	86 7%	45 7%	41 7%	7 6%	33 8%	23 6%	22 7%	19 7%	8 12%	20 9%	8 6%	22 6%	10 6%	52 7%	34 8%	33 6%	22 8%	27 8%	56 7%	5 4%	14 8%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

Q1015. Which of the following common school subjects do you use in your daily activities at work? Please select all that apply.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity								
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific training program	Some college	Associate degree	Bachelor degree	Graduate degree	Yes		No		White Collar	Blue Collar	Pink Collar	White	African American	Hispanic				
														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						
English (e.g., spelling, grammar)	702 58%	335 55%	367 62% B	74 59%	217 52%	210 57%	201 68% EF	127 48%	35 55%	138 62% H	79 56%	224 64% H	100 60%	451 57%	252 60%	347 66% Q	114 43%	193 60% Q	464 60%	67 49%	110 61%						
Math	689 57%	346 56%	343 58%	63 50%	218 52%	230 63% E	178 60%	151 57%	38 60%	124 56%	80 57%	194 56%	101 60%	428 54%	261 62%	326 62% Q	136 51%	179 56%	438 57%	81 59%	114 63%						
Business studies	345 29%	184 30%	161 27%	26 21%	118 28%	120 33%	80 27%	30 11%	8 12%	64 29% HI	34 24% HI	138 40% HIK	71 42% HIJK	271 35% O	74 18%	207 39% QR	35 13%	88 28% Q	200 26%	38 28%	67 37% S						
Engineering	200 17%	153 25% C	46 8%	29 23% G	91 22% FG	53 14%	27 9%	19 7%	11 17% HJ	17 8%	29 21% HJ	75 21% HJ	48 29% HJ	153 19% O	47 11%	95 18%	51 19%	50 16%	108 14%	28 20%	38 21%						
English literature	153 13%	82 13%	71 12%	22 17% G	63 15% G	48 13% G	20 7%	31 12%	4 6%	22 10%	14 10%	47 14%	35 21% HIJK	118 15% O	35 8%	74 14%	32 12%	35 11%	78 10%	30 22% S	24 13%						
Foreign language	151 13%	80 13%	72 12%	21 17% G	73 18% FG	40 11%	17 6%	17 6%	6 9%	25 11%	11 8%	57 16% HK	35 21% HIJK	123 16% O	29 7%	53 10%	37 14%	49 15%	65 8%	18 13%	51 28% ST						
Physical education	148 12%	90 15% C	58 10%	25 20% FG	72 17% FG	34 9%	16 5%	25 10%	10 15%	30 14%	16 12%	43 12%	23 13%	105 13%	43 10%	39 7%	51 19% P	47 15% P	80 10%	22 16%	35 20% S						
History	127 11%	78 13%	49 8%	18 14%	46 11%	37 10%	27 9%	29 11% I	2 2%	13 6%	10 7%	33 10%	41 25% HIJKL	106 14% O	21 5%	51 10%	39 15%	29 9%	62 8%	26 19% S	25 14%						
Geography	124 10%	79 13% C	45 8%	8 7%	54 13%	39 11%	23 8%	18 7%	3 5%	21 9%	11 8%	51 14% HI	21 12%	100 13% O	24 6%	59 11%	24 9%	26 8%	58 8%	17 12%	32 18% S						
Art	114 9%	67 11%	48 8%	23 18% FG	54 13% FG	26 7%	12 4%	17 6%	4 7%	27 12%	9 7%	33 9%	24 15% H	81 10%	33 8%	33 6%	34 13% P	38 12% P	72 9%	9 6%	24 13%						
Political science	102 8%	63 10%	39 7%	12 10%	45 11% G	33 9%	12 4%	11 4%	1 1%	15 7%	6 5%	43 12% HIK	27 16% HIJK	83 11% O	19 5%	55 10%	25 9%	19 6%	59 8%	11 8%	18 10%						
Religion	71 6%	45 7%	26 4%	14 11% F	30 7%	13 4%	14 5%	15 6%	3 5%	12 6%	6 4%	17 5%	18 10% L	56 7%	15 4%	27 5%	24 9%	14 5%	42 5%	3 2%	15 8%						
None of these	120 10%	44 7%	76 13% B	18 14%	33 8%	34 9%	35 12%	44 17% LM	7 11%	21 9%	19 13% L	19 5%	11 7%	70 9%	50 12%	29 6%	41 15% P	30 9%	73 10%	19 14%	13 7%						
Sigma	3047 253%	1645 268%	1402 237%	353 281%	1115 267%	917 250%	662 224%	533 203%	132 206%	529 238%	324 230%	973 279%	556 331%	2145 273%	903 215%	1396 265%	643 243%	797 250%	1799 234%	367 267%	566 313%						

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

Q1020. Which of the following hard skills do you use in your daily activities at work? Please select all that apply.

10 Jan 2020
Table 84

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
ANY (NET)	1084 90%	555 90%	529 89%	101 80%	394 94% DG	336 92% DG	252 85%	194 74%	56 87% H	205 92% H	132 94% H	333 96% HI	164 98% HI	748 95% O	337 80%	514 98% QR	214 80%	290 91% Q	679 88%	122 89%	173 96% S
Basic computer skills (e.g., typing, word processing, etc.)	729 60%	335 54%	395 67% B	57 45%	253 61% D	236 64% D	184 62% D	115 44%	34 54%	149 67% H	87 62% H	237 68% HI	107 64% H	490 62%	240 57%	366 70% Q	106 40%	201 63% Q	463 60%	79 58%	109 61%
Math	625 52%	321 52%	304 51%	62 49%	207 50%	197 54%	159 54%	123 47%	30 46%	98 44%	80 57%	197 57% J	97 58% J	411 52%	214 51%	290 55%	121 46%	177 55%	394 51%	78 57%	105 58%
Project management	433 36%	238 39%	195 33%	38 30%	147 35%	160 44% G	87 29%	47 18%	21 33% H	70 31% H	48 34% H	166 47% HIJK	82 49% HIJK	327 42% O	106 25%	234 44% QR	61 23%	112 35% Q	252 33%	48 35%	71 39%
Data analytics	362 30%	205 33% C	157 27%	24 19%	143 34% DG	131 36% DG	64 21%	39 15%	11 17%	47 21%	37 26% H	157 45% HIJK	72 43% HIJK	284 36% O	78 19%	223 42% QR	53 20%	71 22%	206 27%	43 32%	77 43% S
Advanced computer skills (e.g., coding, programming, analytics, etc.)	324 27%	172 28%	153 26%	29 23%	121 29% G	125 34% G	50 17%	33 12%	12 19%	43 19%	42 30% H	129 37% HIJ	65 39% HIJ	260 33% O	64 15%	193 37% QR	47 18%	67 21%	180 23%	49 36% S	60 33% S
Manual skills (e.g., carpentry, wood-working, etc.)	235 19%	162 26% C	73 12%	31 24%	85 20%	73 20%	46 15%	44 17%	19 30% H	48 21%	25 18%	68 19%	32 19%	165 21%	70 17%	66 13%	100 38% PR	56 18%	138 18%	17 12%	57 32% ST
Foreign language	165 14%	101 16% C	64 11%	28 23% FG	81 19% FG	41 11% G	14 5%	20 8%	4 6%	24 11%	16 11%	57 16% HI	44 26% HIJKL	131 17% O	34 8%	69 13%	44 17%	40 13%	67 9%	18 13%	57 31% ST
Other	84 7%	41 7%	43 7%	11 9%	13 3%	23 6%	38 13% EF	9 3%	6 10% H	21 10% H	11 8%	18 5%	18 11% H	62 8%	22 5%	28 5%	9 3%	41 13% PQ	50 6%	16 12%	9 5%
None	122 10%	59 10%	62 11%	25 20% EF	23 6%	30 8%	44 15% EF	68 26% IJKLM	8 13% LM	17 8%	8 6%	15 4%	4 2%	38 5%	83 20% N	13 2%	52 20% PR	30 9% P	89 12% U	15 11%	7 4%
Sigma	3079 255%	1634 266%	1445 244%	304 241%	1074 257%	1017 277%	685 231%	498 190%	146 227%	517 233%	354 252%	1045 300%	520 310%	2168 276%	911 217%	1482 281%	595 224%	795 249%	1840 239%	363 265%	553 306%

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

Q1025. In your opinion, which of the following is more important to a worker's success in today's workplace?

10 Jan 2020
Table 85

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
HARD SKILLS (NET)	311 26%	177 29%	134 23%	34 27%	114 27%	90 25%	73 25%	68 26%	17 27%	61 28%	37 26%	86 25%	42 25%	222 28% O	89 21%	154 29%	69 26%	70 22%	169 22%	52 38% S	55 30%
Hard skills are significantly more important	187 16%	110 18%	77 13%	12 9%	65 15%	63 17%	48 16%	49 19%	13 21%	33 15%	22 16%	43 12%	27 16%	141 18% O	46 11%	91 17%	42 16%	41 13%	100 13%	44 32% SU	27 15%
Hard skills are slightly more important	124 10%	68 11%	56 9%	22 18% FG	50 12%	27 7%	25 8%	19 7%	4 6%	28 13%	15 10%	43 12%	15 9%	81 10%	43 10%	63 12%	27 10%	29 9%	70 9%	8 6%	28 16% ST
They are equally as important	679 56%	320 52%	359 61% B	62 49%	214 51%	215 59%	188 64% DE	157 60% M	37 58%	128 58%	80 57%	199 57%	79 47%	402 51%	278 66% N	268 51%	151 57%	197 62% P	471 61% T	58 42%	92 51%
SOFT SKILLS (NET)	216 18%	117 19%	99 17%	30 24% G	89 21% G	61 17%	35 12%	38 15%	9 15%	32 15%	24 17%	64 18%	47 28% HIJL	162 21% O	53 13%	105 20%	45 17%	53 16%	128 17%	27 20%	33 18%
Soft skills are slightly more important	111 9%	66 11%	45 8%	21 17% FG	49 12% G	26 7%	15 5%	21 8%	8 12%	25 11%	12 9%	26 7%	18 11%	80 10%	31 7%	52 10%	32 12% R	19 6%	66 9%	15 11%	16 9%
Soft skills are significantly more important	105 9%	51 8%	54 9%	9 7%	41 10%	35 10%	21 7%	18 7%	1 2%	7 3%	12 9%	39 11% IJ	29 17% HIJ	83 11% O	23 5%	54 10% Q	13 5%	33 10% Q	63 8%	12 9%	17 9%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1100. Have you ever returned to school after entering the workforce?

10 Jan 2020
Table 86

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Yes	396 33%	204 33%	192 32%	33 26%	143 34%	131 36%	88 30%	35 13%	21 33% H	83 37% H	46 33% H	133 38% H	78 46% HK	309 39% O	87 21%	191 36% Q	68 26%	108 34%	232 30%	48 35%	81 45% S
NO (NET)	810 67%	410 67%	400 68%	93 74%	274 66%	235 64%	208 70%	228 87% IJKLM	43 67%	139 63%	95 67% M	215 62%	90 54%	477 61%	334 79% N	336 64%	197 74% P	211 66%	536 70% U	89 65%	100 55%
No, but I've considered it	498 41%	221 36%	276 47% B	74 59% FG	201 48% FG	142 39% G	80 27%	125 48% M	26 40%	89 40%	71 50% M	136 39%	50 30%	310 39%	187 45%	213 40%	119 45%	139 43%	305 40%	73 53% SU	68 38%
No, and I've never considered it	313 26%	189 31% C	124 21%	19 15%	73 17%	93 25% E	128 43% DEF	102 39% JKLM	17 27%	50 23%	24 17%	79 23%	40 24%	166 21%	146 35% N	123 23%	78 30%	73 23%	232 30% TU	16 12%	32 18%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1105. For which of the following reasons did you choose to go back to school after entering the workforce?
Please select all that apply.

Base: Went Back To School

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	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 40%	70 37%	9 27%	54 37%	62 47%	28 32%	6 17%	6 28%	24 29%	15 32%	68 51% JK	35 45%	128 41%	25 29%	86 45% Q	17 25%	41 38%	92 40%	24 49%	24 30%
It was required to advance at my job	140 35%	82 40%	58 30%	8 24%	53 37%	55 42%	25 28%	12 34%	4 19%	14 17%	15 32%	60 45% J	36 46% J	127 41% O	13 15%	74 39%	18 26%	40 37%	75 32%	22 46%	35 43%
I wanted to refresh my existing skills	113 29%	64 32%	48 25%	10 32%	38 27%	43 33%	21 24%	13 37%	7 33%	19 23%	8 18%	44 33%	21 27%	91 29%	22 25%	55 29%	25 37%	25 23%	57 24%	24 50%	28 35%
I wanted to change careers entirely	102 26%	42 21%	60 31%	5 14%	35 24%	43 33%	20 22%	12 35%	5 23%	23 28%	15 32%	26 19%	22 28%	76 25%	26 30%	58 30%	14 20%	24 23%	69 30%	4 9%	19 24%
I felt like I was not prepared	52 13%	30 15%	22 12%	1 4%	28 20% G	16 12%	6 7%	8 24%	5 21%	15 18%	4 8%	11 9%	9 12%	42 14%	10 11%	29 15%	10 14%	13 12%	35 15%	7 14%	5 6%
I didn't have the right skills	45 11%	18 9%	27 14%	5 15%	20 14%	11 8%	9 10%	6 18%	2 10%	12 15%	5 11%	15 11%	4 5%	34 11%	11 13%	19 10%	13 19%	11 10%	31 14%	1 3%	4 5%
Other	30 8%	15 7%	15 8%	8 24%	7 5%	4 3%	11 13% F	3 8%	1 2%	8 9%	5 10%	10 7%	5 6%	18 6%	12 13%	7 4%	6 8%	11 10%	17 7%	2 5%	5 7%
Sigma	634 160%	333 163%	301 157%	46 140%	235 164%	234 178%	120 135%	59 171%	29 136%	115 139%	66 143%	234 175%	131 169%	516 167%	118 136%	327 171%	103 151%	166 154%	376 162%	84 175%	121 151%

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

Q1110. How helpful to your career was going back to school after you entered the workforce?

10 Jan 2020
Table 88

Base: Went Back To School

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	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*
TOP 3 BOX (NET)	342 86%	190 93% C	152 79%	30 91%	128 90%	108 82%	76 86%	34 97%	17 81%	62 74%	40 88%	119 89% J	70 91% J	278 90% O	65 75%	172 90%	58 85%	92 86%	196 84%	46 96%	70 87%
TOP 2 BOX (SUB-NET)	236 60%	146 71% C	91 47%	14 43%	90 63%	81 62%	51 58%	21 61%	9 45%	24 29%	25 55% J	100 75% JK	56 73% J	206 67% O	30 35%	129 68% R	41 60%	53 49%	136 58%	32 67%	51 64%
Absolutely critical	104 26%	61 30%	42 22%	2 7%	39 27%	39 30%	24 27%	12 35%	6 30%	8 9%	14 30% J	41 31% J	23 29% J	99 32% O	4 5%	64 34% Q	11 17%	23 22%	60 26%	15 31%	22 28%
Very helpful	133 34%	84 41% C	49 25%	12 36%	51 36%	42 32%	28 31%	9 26%	3 15%	16 20%	12 25%	59 44% JK	34 43% JK	107 35%	26 30%	65 34%	29 43%	30 28%	76 33%	17 35%	29 36%
Somewhat helpful	106 27%	45 22%	61 32%	16 48%	39 27%	27 20%	25 28%	12 36%	8 36%	37 45% LM	15 32% L	19 14%	14 18%	72 23%	34 39% N	43 23%	18 26%	39 36%	60 26%	14 29%	18 23%
BOTTOM 2 BOX (NET)	51 13%	13 6%	38 20% B	3 9%	13 9%	22 17%	12 14%	1 3%	4 19%	21 25% LM	6 12%	14 10%	5 6%	29 9%	22 25% N	18 10%	9 13%	15 14%	34 15%	2 4%	9 12%
Not very helpful	30 8%	9 4%	21 11%	1 3%	6 4%	15 12%	8 8%	1 3%	2 9%	11 13%	3 7%	9 6%	4 6%	16 5%	14 16% N	13 7%	3 5%	9 8%	19 8%	2 3%	7 8%
Not helpful at all	21 5%	4 2%	17 9% B	2 6%	7 5%	7 6%	5 5%	-	2 10%	10 12% M	2 5%	5 4%	1 1%	13 4%	8 9%	6 3%	6 8%	6 5%	16 7%	*	2 3%
Not sure yet	3 1%	1 1%	2 1%	-	2 1%	1 1%	*	-	-	*	-	*	2 3%	3 1%	*	-	1 1%	1 1%	1 1%	-	1 2%
Sigma	396 100%	204 100%	192 100%	33 100%	143 100%	131 100%	88 100%	35 100%	21 100%	83 100%	46 100%	133 100%	78 100%	309 100%	87 100%	191 100%	68 100%	108 100%	232 100%	48 100%	81 100%

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

Q1115. You mentioned you have not gone back to school after you began your career. Which of the following are reasons why you do not go back to school? Please select all that apply.

Base: Have Not Gone Back To School

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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	787	329	458	68	284	218	217	203	89	102	129	181	83	458	329	287	202	228	575	62	100
Weighted Base	810	410	400	93*	274	235	208	228	43*	139*	95*	215	90*	477	334	336	197	211	536	89*	100*
It is too expensive	337 42%	145 35%	192 48% B	35 38%	124 45%	104 44%	73 35%	108 47% M	20 46% M	58 41%	42 44%	85 40%	25 27%	168 35%	168 50% N	128 38%	83 42%	106 50% P	229 43%	42 47%	37 37%
I don't have the time	321 40%	153 37%	168 42%	30 32%	117 43% G	110 47% G	63 30%	88 39%	17 40%	51 37%	32 34%	101 47%	31 34%	190 40%	130 39%	142 42%	88 45%	73 34%	225 42%	26 29%	38 38%
I've already acquired the necessary degree(s)/certification(s) for my career	192 24%	110 27%	83 21%	25 27%	64 23%	46 20%	58 28%	25 11%	8 18%	26 19%	21 22% H	72 33% HIJ	40 44% HIJK	150 31% O	42 13%	93 28% Q	32 16%	53 25%	112 21%	34 38% S	20 20%
I don't think it would be useful	169 21%	93 23%	76 19%	17 19%	42 15%	46 20%	63 30% E	66 29% IKL	4 10%	30 22%	14 15%	37 17%	17 19%	77 16%	92 27% N	58 17%	55 28% P	49 23%	137 26% TU	7 8%	12 12%
My employer provides the training I need to advance my career	136 17%	78 19%	59 15%	17 18%	45 16%	30 13%	44 21%	36 16%	10 23%	27 19%	20 21%	28 13%	15 17%	92 19%	44 13%	68 20%	28 14%	32 15%	94 17%	16 17%	24 24%
Other	49 6%	26 6%	23 6%	7 7%	14 5%	16 7%	12 6%	15 7%	4 8% M	10 7%	5 5%	15 7% M	-	25 5%	23 7%	13 4%	5 2%	11 5%	19 4%	3 3%	6 6%
Sigma	1203 149%	604 147%	600 150%	131 141%	406 148%	353 150%	313 151%	338 148%	63 146%	202 145%	133 141%	339 157%	128 142%	703 147%	501 150%	501 149%	291 147%	324 154%	816 152%	127 143%	138 138%

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

Q1120. Does your employer currently offer any courses or programs to help workers expand or upgrade their skills?

10 Jan 2020
Table 90

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Yes	502 42%	273 44%	229 39%	47 38%	176 42%	172 47% G	107 36%	72 27%	30 46% H	80 36%	56 40% H	180 52% HJ	84 50% HJ	396 50% O	106 25%	265 50% QR	85 32%	120 38%	287 37%	79 58% S	95 52% S
No	586 49%	285 46%	301 51%	56 44%	205 49%	160 44%	165 56% F	153 58% LM	32 49%	131 59% LM	74 52% LM	133 38%	64 38%	321 41%	264 63% N	224 43%	143 54% P	169 53% P	410 53% TU	52 38%	64 35%
Not sure	118 10%	56 9%	62 10%	23 18% EG	37 9%	34 9%	24 8%	38 15% IJ	3 4%	11 5%	11 8%	36 10%	20 12%	68 9%	50 12%	37 7%	37 14% P	30 9%	71 9%	6 4%	22 12%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1125. Have you ever completed any courses or programs (either offered by your employer or found on your own) outside of an official college degree program to upgrade your skills for your job?

10 Jan 2020
Table 91

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
YES (NET)	684 57%	365 59%	319 54%	73 58%	237 57%	211 58%	163 55%	105 40%	37 57% H	134 60% H	74 53% H	217 62% H	117 69% HK	531 68% O	152 36% Q	317 60% Q	128 48% Q	185 58% Q	416 54% S	95 69% S	110 61% S
Yes, less than a year ago	159 13%	73 12%	86 15%	26 20% F	60 14% F	35 10% F	38 13% F	29 11% F	7 11% F	31 14% F	18 12% F	46 13% F	29 17% F	113 14% F	46 11% F	75 14% Q	20 8% Q	50 16% Q	95 12% Q	28 21% Q	23 12% Q
Yes, 1-2 years ago	191 16%	88 14%	104 17%	31 25% G	86 21% G	52 14% G	22 7% G	31 12% G	13 21% G	34 15% G	25 18% G	47 14% G	41 24% HL	154 20% O	38 9% Q	95 18% Q	41 15% Q	44 14% Q	104 14% S	35 26% S	31 17% S
Yes, 3-5 years ago	147 12%	92 15% C	55 9% C	12 9% C	57 14% C	49 13% C	30 10% C	25 10% C	6 10% C	17 8% C	13 9% C	59 17% J	27 16% J	134 17% O	13 3% Q	63 12% Q	37 14% Q	37 12% Q	96 13% S	12 9% S	28 16% S
Yes, more than 5 years ago	186 15%	112 18% C	74 13% C	4 3% C	33 8% C	74 20% DE	74 25% DE	20 8% DE	10 15% DE	52 23% HM	19 13% HM	65 19% H	20 12% H	130 17% O	56 13% Q	84 16% Q	30 11% Q	54 17% Q	120 16% S	19 14% S	29 16% S
NO (NET)	522 43%	249 41%	273 46%	53 42%	181 43%	155 42%	133 45%	157 60% IJKLM	27 43% IJKLM	88 40% IJKLM	67 47% M	131 38% M	51 31% M	254 32% N	268 64% N	209 40% N	138 52% P	135 42% P	352 46% T	42 31% T	70 39% T
No, but I've considered it	259 21%	114 19%	145 25%	28 22% G	115 28% G	82 22% G	34 12% G	47 18% G	15 23% G	46 21% G	42 30% HM	80 23% HM	29 17% HM	142 18% N	117 28% N	117 22% N	57 21% Q	70 22% Q	166 22% S	18 13% S	44 24% S
No, and I've never considered it	263 22%	135 22%	128 22%	26 20% C	66 16% C	73 20% C	99 33% EF	111 42% IJKLM	12 19% IJKLM	42 19% IJKLM	24 17% HM	52 15% HM	22 13% HM	113 14% N	151 36% N	92 18% Q	81 30% PR	65 20% PR	186 24% U	25 18% U	27 15% U
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1130. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Employees in general must refresh their hard skills to stay competitive in the current workforce.	1009 84%	509 83%	500 84%	94 75%	347 83%	321 88% D	248 84%	190 73%	57 89% H	176 79%	125 89% H	310 89% HJ	151 90% HJ	683 87% O	326 78%	472 90% QR	203 76%	261 82%	645 84%	119 87%	149 83%
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.	956 79%	487 79%	469 79%	92 73%	320 77%	295 81%	249 84%	184 70%	51 80%	161 72%	113 80%	301 86% HJ	145 86% HJ	643 82% O	313 74%	441 84% Q	193 73%	251 79%	620 81%	112 82%	135 75%
It is important for workers in my job field to continually refresh their hard skills.	942 78%	487 79%	455 77%	94 74%	327 78%	291 79%	230 78%	182 69%	48 75%	164 74%	117 83% H	281 80% H	149 89% HIJ	642 82% O	299 71%	435 83% Q	192 72%	243 76%	594 77%	114 83%	145 80%
The education system hasn't caught up with what skills are needed for today's workplace.	930 77%	458 75%	472 80%	99 79%	310 74%	280 76%	242 82%	190 72%	53 83%	170 77%	112 80%	272 78%	132 79%	609 78%	321 76%	429 81% Q	187 70%	255 80% Q	591 77%	112 82%	137 76%
My employer offers employees opportunities for skill improvement (e.g., sponsoring training certificates, paying for additional education, etc.).	750 62%	403 66% C	346 59%	91 72% FG	290 69% FG	200 55%	169 57%	148 57%	27 42%	118 53%	88 62% I	244 70% HIJ	124 74% HIJ	538 68% O	212 50%	349 66%	157 59%	188 59%	459 60%	106 77% S	115 64%

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

Q1130. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
My employer offers employees opportunities for skill improvement (e.g., sponsoring training certificates, paying for additional education, etc.).	456 38%	211 34%	245 41% B	35 28%	127 31%	166 45% DE	128 43% DE	114 43% LM	37 58% KLM	104 47% LM	53 38%	105 30%	44 26%	248 32%	209 50% N	178 34%	108 41% PR	132 41%	309 40% T	31 23%	65 36%
The education system hasn't caught up with what skills are needed for today's workplace.	276 23%	157 25%	120 20%	27 21%	108 26%	87 24%	54 18%	73 28%	11 17%	52 23%	28 20%	76 22%	36 21%	177 22%	100 24%	98 19%	79 30% PR	65 20%	178 23%	25 18%	43 24%
It is important for workers in my job field to continually refresh their hard skills.	264 22%	127 21%	137 23%	32 26%	91 22%	76 21%	66 22%	81 31% KLM	16 25% M	58 26% M	23 17%	68 20%	19 11%	144 18%	121 29% N	91 17%	73 28% P	76 24%	174 23%	23 17%	35 20%
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.	250 21%	128 21%	123 21%	34 27%	98 23%	71 19%	47 16%	78 30% LM	13 20%	61 28% LM	28 20%	47 14%	23 14%	143 18%	108 26% N	86 16%	72 27% P	68 21%	149 19%	25 18%	46 25%
Employees in general must refresh their hard skills to stay competitive in the current workforce.	197 16%	105 17%	92 16%	32 25% F	71 17%	46 12%	48 16%	72 27% IKLM	7 11%	46 21% LM	16 11%	39 11%	17 10%	102 13%	95 22% N	54 10%	63 24% P	58 18% P	123 16%	18 13%	31 17%

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

Q1130_1. To what extent do you agree or disagree with the following statements?

1. The education system hasn't caught up with what skills are needed for today's workplace.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	930 77%	458 75%	472 80%	99 79%	310 74%	280 76%	242 82%	190 72%	53 83%	170 77%	112 80%	272 78%	132 79%	609 78%	321 76%	429 81% Q	187 70%	255 80% Q	591 77%	112 82%	137 76%
Strongly agree	360 30%	176 29%	183 31%	45 36%	127 30%	104 28%	83 28%	69 26%	18 28%	71 32%	47 33%	101 29%	54 32%	244 31%	116 28%	166 32%	67 25%	104 33%	204 27%	64 47% S	58 32%
Somewhat agree	570 47%	282 46%	289 49%	54 43%	183 44%	176 48%	159 54% E	121 46%	35 55%	99 45%	65 46%	172 49%	78 47%	365 46%	205 49%	263 50%	120 45%	151 47%	387 50% T	48 35%	80 44%
BOTTOM 2 BOX (NET)	276 23%	157 25%	120 20%	27 21%	108 26%	87 24%	54 18%	73 28%	11 17%	52 23%	28 20%	76 22%	36 21%	177 22%	100 24%	98 19%	79 30% PR	65 20%	178 23%	25 18%	43 24%
Somewhat disagree	203 17%	113 18%	90 15%	22 18%	69 17%	64 18%	47 16%	53 20%	8 12%	31 14%	24 17%	60 17%	27 16%	128 16%	75 18%	74 14%	58 22% P	49 15%	143 19% T	12 8%	27 15%
Strongly disagree	73 6%	43 7%	30 5%	5 4%	39 9% G	23 6%	7 2%	20 8%	3 5%	21 9%	4 3%	16 5%	9 5%	49 6%	24 6%	23 4%	21 8%	16 5%	34 4%	14 10%	16 9%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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 training certificates, paying for additional education, etc.).

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	750 62%	403 66% C	346 59%	91 72% FG	290 69% FG	200 55%	169 57%	148 57%	27 42%	118 53%	88 62% I	244 70% HIJ	124 74% HIJ	538 68% O	212 50%	349 66%	157 59%	188 59%	459 60%	106 77% S	115 64%
Strongly agree	342 28%	194 32% C	147 25%	29 23%	126 30%	104 28%	82 28%	57 22%	14 22%	59 27%	44 31%	103 30%	64 38% HI	263 33% O	79 19%	172 33% Q	52 19%	89 28%	208 27%	62 45% SU	49 27%
Somewhat agree	408 34%	209 34%	199 34%	62 50% FG	164 39% FG	96 26%	86 29%	91 35% I	13 20%	59 27%	44 31%	141 40% IJ	60 36% I	275 35%	133 32%	177 34%	106 40%	98 31%	252 33%	44 32%	66 36%
BOTTOM 2 BOX (NET)	456 38%	211 34%	245 41% B	35 28%	127 31%	166 45% DE	128 43% DE	114 43% LM	37 58% KLM	104 47% LM	53 38%	105 30%	44 26%	248 32%	209 50% N	178 34%	108 41%	132 41%	309 40% T	31 23%	65 36%
Somewhat disagree	247 21%	127 21%	120 20%	26 21%	69 16%	91 25% E	62 21%	62 24%	20 31% JLM	39 17%	28 20%	69 20%	30 18%	157 20%	90 22%	107 20%	58 22%	66 21%	164 21% T	14 10%	39 21% T
Strongly disagree	209 17%	83 14%	125 21% B	8 7%	59 14%	76 21% D	66 22% DE	52 20% LM	17 26% LM	65 29% LM	25 18% M	36 10%	14 8%	91 12%	118 28% N	70 13%	50 19%	65 20% P	145 19%	18 13%	27 15%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1130_3. To what extent do you agree or disagree with the following statements?
3. It is important for workers in my job field to continually refresh their hard skills.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	942 78%	487 79%	455 77%	94 74%	327 78%	291 79%	230 78%	182 69%	48 75%	164 74%	117 83% H	281 80% H	149 89% HIJ	642 82% O	299 71%	435 83% Q	192 72% Q	243 76% Q	594 77%	114 83%	145 80%
Strongly agree	389 32%	203 33%	185 31%	33 27%	144 34%	109 30%	103 35%	67 25%	16 25%	66 30%	53 37% H	112 32% H	76 45% HIJL	292 37% O	96 23%	189 36% Q	69 26% Q	102 32% Q	232 30%	60 44% S	64 36%
Somewhat agree	553 46%	284 46%	269 45%	60 48%	183 44%	182 50%	127 43%	115 44%	32 50%	98 44%	65 46%	169 48%	74 44%	350 45%	203 48%	246 47%	123 46%	141 44%	362 47%	54 39%	81 45%
BOTTOM 2 BOX (NET)	264 22%	127 21%	137 23%	32 26%	91 22%	76 21%	66 22%	81 31% KLM	16 25% M	58 26% M	23 17%	68 20%	19 11%	144 18%	121 29% N	91 17%	73 28% P	76 24%	174 23%	23 17%	35 20%
Somewhat disagree	181 15%	89 14%	92 16%	20 16%	69 17%	53 15%	38 13%	52 20% M	13 20% M	34 15%	16 11%	53 15%	13 8%	107 14%	74 17%	71 13%	43 16%	57 18%	119 16%	12 9%	23 13%
Strongly disagree	84 7%	39 6%	45 8%	12 9%	21 5%	22 6%	28 9%	29 11% LM	3 4%	24 11% LM	8 6%	15 4%	5 3%	36 5%	47 11% N	21 4%	30 11% P	19 6%	55 7%	10 8%	12 7%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	1009 84%	509 83%	500 84%	94 75%	347 83%	321 88% D	248 84%	190 73%	57 89% H	176 79%	125 89% H	310 89% HJ	151 90% HJ	683 87% O	326 78%	472 90% QR	203 76%	261 82%	645 84%	119 87%	149 83%
Strongly agree	404 33%	210 34%	194 33%	30 24%	142 34%	121 33%	111 37% D	70 27%	24 37%	62 28%	51 36%	127 36%	70 42% HJ	309 39% O	94 22%	195 37%	75 28%	106 33%	236 31%	64 46% S	67 37%
Somewhat agree	606 50%	299 49%	306 52%	64 51%	204 49%	200 55%	137 46%	120 46%	33 52%	115 52%	74 53%	182 52%	80 48%	374 48%	232 55%	277 53%	127 48%	156 49%	409 53%	55 40%	82 46%
BOTTOM 2 BOX (NET)	197 16%	105 17%	92 16%	32 25% F	71 17%	46 12%	48 16%	72 27% IKLM	7 11%	46 21% LM	16 11%	39 11%	17 10%	102 13%	95 22% N	54 10%	63 24% P	58 18% P	123 16%	18 13%	31 17%
Somewhat disagree	138 11%	77 13%	61 10%	25 20% F	47 11%	34 9%	32 11%	46 18% IKLM	4 6%	33 15%	12 9%	30 9%	12 7%	73 9%	65 15% N	35 7%	40 15% P	51 16% P	86 11%	10 7%	19 11%
Strongly disagree	59 5%	28 5%	31 5%	7 5%	24 6%	12 3%	17 6%	26 10% KLM	3 5%	12 6%	4 3%	9 3%	5 3%	29 4%	30 7%	20 4%	23 9% PR	8 2%	37 5%	9 6%	12 7%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

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.

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	956 79%	487 79%	469 79%	92 73%	320 77%	295 81%	249 84%	184 70%	51 80%	161 72%	113 80%	301 86% HJ	145 86% HJ	643 82% O	313 74%	441 84% Q	193 73%	251 79%	620 81%	112 82%	135 75%
Strongly agree	406 34%	197 32%	210 35%	33 26%	139 33%	117 32%	118 40% D	60 23%	24 38% H	72 33%	52 37% H	133 38% H	64 38% H	283 36%	123 29%	192 36% Q	59 22%	118 37% Q	243 32%	59 43%	58 32%
Somewhat agree	549 46%	290 47%	259 44%	59 47%	180 43%	179 49%	131 44%	124 47%	27 42%	89 40%	60 43%	168 48%	80 48%	360 46%	189 45%	249 47%	134 50%	133 42%	376 49%	54 39%	76 42%
BOTTOM 2 BOX (NET)	250 21%	128 21%	123 21%	34 27%	98 23%	71 19%	47 16%	78 30% LM	13 20%	61 28% LM	28 20%	47 14%	23 14%	143 18%	108 26% N	86 16%	72 27% P	68 21%	149 19%	25 18%	46 25%
Somewhat disagree	163 14%	84 14%	80 13%	18 15%	59 14%	52 14%	34 11%	59 23% IKLM	6 10%	40 18% LM	16 11%	29 8%	13 8%	86 11%	77 18% N	53 10%	47 18% P	48 15%	108 14%	12 8%	25 14%
Strongly disagree	87 7%	44 7%	43 7%	16 12% G	39 9% G	19 5%	13 5%	19 7%	6 10%	21 9%	12 9%	18 5%	10 6%	57 7%	30 7%	33 6%	26 10%	19 6%	41 5%	14 10%	21 12% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1200. In general, to what extent do you feel you are prepared for the "jobs of the future" (i.e., jobs that require companies to embrace new technology and require workers to learn new hard and soft skills on the job)?

Base: All Qualified Respondents

	Gender			Generation				Highest Education					Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity			
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	882 73%	471 77% C	411 70%	94 75%	320 77% G	270 74%	197 67%	174 66%	43 67%	142 64%	96 68%	281 81% HIJK	146 87% HIJK	631 80% O	251 60%	422 80% QR	173 65%	215 67%	538 70%	119 87% S	145 80% S
Very prepared	283 23%	179 29% C	103 17%	29 23%	124 30% G	86 23% G	43 15%	41 16%	13 20%	25 11%	16 11%	121 35% HIJK	66 40% HIJK	234 30% O	49 12%	147 28% R	52 20%	56 18%	151 20%	49 36% S	60 33% S
Somewhat prepared	600 50%	292 47%	308 52%	65 52%	196 47%	184 50%	154 52%	133 51%	30 47%	117 52%	80 57%	160 46%	80 47%	397 51%	202 48%	275 52%	120 45%	159 50%	387 50%	71 51%	85 47%
BOTTOM 2 BOX (NET)	324 27%	143 23%	180 30% B	31 25%	97 23%	96 26%	99 33% E	88 34% LM	21 33% LM	80 36% LM	45 32% LM	67 19%	22 13%	155 20%	169 40% N	105 20%	92 35% P	104 33% P	230 30% TU	18 13%	36 20%
Not very prepared	257 21%	114 19%	142 24%	30 23%	77 18%	75 21%	75 25% LM	68 26% LM	19 29% LM	60 27% LM	34 24% M	58 17%	18 11%	135 17%	122 29% N	86 16%	77 29% P	77 24% P	177 23% T	17 12%	27 15%
Not at all prepared	67 6%	29 5%	38 6%	2 2%	20 5%	21 6%	24 8%	21 8% LM	2 4%	20 9% LM	10 7%	10 3%	4 2%	20 3%	47 11% N	19 4%	15 6%	27 8% P	53 7% T	1 1%	9 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205. How knowledgeable are you about each of the following?
SUMMARY TABLE OF VERY KNOWLEDGEABLE (TOP BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Digital marketing	230 19%	142 23% C	88 15%	22 18% G	111 27% G	72 20% G	25 9%	42 16% IJ	3 4%	15 7%	26 18% IJ	90 26% HIJ	56 33% HIJK	197 25% O	33 8%	146 28% QR	24 9%	47 15%	113 15%	48 35% S	44 24% S
Health sciences	229 19%	118 19%	111 19%	29 23% G	107 26% FG	65 18% G	28 10%	39 15%	7 11%	19 8%	22 16%	89 26% HIJK	54 32% HIJK	183 23% O	47 11%	115 22% Q	35 13%	55 17%	118 15%	42 31% S	46 25% S
Artificial intelligence	180 15%	130 21% C	50 8%	22 18% G	88 21% FG	51 14% G	19 6%	29 11%	5 8%	14 6%	18 13%	73 21% HIJ	41 24% HIJK	155 20% O	25 6%	113 21% QR	34 13%	27 9%	84 11%	40 29% S	41 23% S
Environmental sciences	173 14%	100 16%	74 12%	26 21% G	88 21% FG	40 11%	20 7%	39 15% I	1 2%	17 7%	17 12% I	63 18% IJ	37 22% IJK	138 18% O	36 8%	101 19% QR	27 10%	32 10%	82 11%	38 28% S	36 20% S
Blockchain	172 14%	123 20% C	49 8%	21 17% G	80 19% G	53 14% G	18 6%	23 9%	4 6%	11 5%	20 14% J	70 20% HIJ	44 26% HIJK	153 19% O	19 5%	116 22% QR	26 10%	22 7%	81 11%	28 21% S	42 23% S
3D printing	167 14%	112 18% C	55 9%	26 21% G	79 19% FG	42 11%	19 7%	33 13% IJ	1 2%	10 5%	11 8%	68 19% IJK	43 25% HIJK	139 18% O	28 7%	90 17%	28 10%	39 12%	66 9%	36 28% S	49 27% S
Robotics	158 13%	109 18% C	49 8%	19 15% G	85 20% FG	35 10%	19 6%	30 12%	4 7%	11 5%	10 7%	57 16% JK	45 27% HIJKL	135 17% O	23 6%	103 20% QR	27 10%	20 6%	76 10%	36 28% S	28 16% S
Quantum computing	151 13%	102 17% C	50 8%	27 21% FG	77 18% FG	35 10% G	13 4%	35 13%	3 5%	14 6%	13 9%	56 16% IJ	31 19% IJK	125 16% O	27 6%	94 18% QR	25 9%	25 8%	61 8%	36 28% S	40 22% S

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

Q1205. How knowledgeable are you about each of the following?
SUMMARY TABLE OF VERY/SOMEWHAT KNOWLEDGEABLE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Health sciences	628 52%	311 51%	317 54%	79 62% FG	265 63% FG	169 46%	116 39%	102 39%	33 52%	94 42%	65 46%	215 62% HJK	118 70% HIJK	470 60% O	158 38%	289 55% Q	115 43%	165 52%	347 45%	101 74% S	111 62% S
Digital marketing	601 50%	343 56% C	258 44%	73 58% G	262 63% FG	176 48% G	90 30%	104 39%	22 34%	77 35%	70 49% IJ	225 65% HIJK	103 61% HIJ	458 58% O	143 34%	307 58% QR	105 40%	149 47%	327 43%	98 71% S	108 60% S
Environmental sciences	576 48%	334 54% C	243 41%	70 55% G	244 58% FG	161 44% G	102 34%	95 36%	22 34%	87 39%	66 47%	203 58% HIJ	103 62% HIJK	423 54% O	153 36%	278 53% QR	111 42%	138 43%	325 42%	92 67% S	98 54% S
Artificial intelligence	575 48%	346 56% C	229 39%	70 55% G	242 58% FG	169 46% G	95 32%	94 36%	25 38%	81 37%	65 47%	208 60% HIJK	101 60% HIJK	443 56% O	132 31%	282 54% R	123 47%	118 37%	313 41%	93 68% S	101 56% S
3D printing	494 41%	284 46% C	210 35%	63 50% G	205 49% G	153 42% G	73 25%	100 38%	19 30%	72 32%	51 36%	169 48% IJK	84 50% HIJK	381 48% O	113 27%	245 47% R	108 41%	100 31%	258 34%	80 58% S	101 56% S
Robotics	456 38%	293 48% C	163 28%	51 40% G	204 49% FG	139 38% G	62 21%	90 34% J	20 31%	48 22%	51 36% J	160 46% HIJ	87 52% HIJK	370 47% O	86 20%	246 47% QR	92 35%	82 26%	237 31%	84 61% S	85 47% S
Blockchain	389 32%	263 43% C	126 21%	48 38% G	192 46% FG	106 29% G	43 14%	76 29% J	11 18%	38 17%	41 29% J	142 41% HIJK	79 47% HIJK	330 42% O	58 14%	217 41% QR	79 30% R	66 21%	191 25%	61 44% S	78 43% S
Quantum computing	359 30%	219 36% C	140 24%	51 41% FG	167 40% FG	98 27% G	42 14%	62 24%	10 16%	41 18%	36 26%	142 41% HIJK	68 41% HIJK	297 38% O	62 15%	196 37% QR	68 26%	68 21%	168 22%	65 48% S	82 46% S

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

Q1205. How knowledgeable are you about each of the following?
SUMMARY TABLE OF NOT VERY/NOT AT ALL KNOWLEDGEABLE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Quantum computing	847 70%	395 64%	452 76% B	74 59%	250 60%	268 73% DE	254 86% DEF	201 76% LM	54 84% LM	181 82% LM	104 74% LM	207 59%	100 59%	489 62%	358 85% N	331 63%	197 74% P	251 79% P	600 78% TU	72 52%	98 54%
Blockchain	817 68%	351 57%	466 79% B	77 62%	226 54%	260 71% E	254 86% DEF	187 71% LM	53 82% LM	184 83% HKLM	100 71% LM	206 59%	89 53%	455 58%	362 86% N	309 59%	186 70% P	253 79% PQ	577 75% TU	76 56%	103 57%
Robotics	750 62%	322 52%	428 72% B	75 60%	213 51%	228 62% E	234 79% DEF	173 66% LM	44 69% LM	174 78% HKLM	90 64% M	188 54%	81 48%	416 53%	334 80% N	280 53%	173 65% P	237 74% P	532 69% TU	53 39%	96 53%
3D printing	712 59%	330 54%	382 65% B	62 50%	213 51%	214 58%	223 75% DEF	163 62% LM	45 70% LM	150 68% LM	90 64% LM	180 52%	84 50%	405 52%	307 73% N	282 53%	157 59%	219 69% P	511 66% TU	57 42%	79 44%
Artificial intelligence	631 52%	268 44%	363 61% B	56 45%	175 42%	198 54% E	202 68% DEF	168 64% LM	40 62% LM	141 63% LM	75 53% LM	140 40%	67 40%	343 44%	288 69% N	244 46%	142 53% P	202 63% P	455 59% TU	44 32%	79 44%
Environmental sciences	630 52%	280 46%	349 59% B	56 45%	173 42%	206 56% E	195 66% DEF	168 64% LM	42 66% LM	135 61% LM	74 53% M	146 42%	65 38%	362 46%	267 64% N	248 47%	154 58% P	182 57% P	444 58% TU	46 33%	83 46%
Digital marketing	605 50%	272 44%	334 56% B	53 42%	156 37%	191 52% E	206 70% DEF	159 61% LM	42 66% KLM	145 65% KLM	71 51% L	123 35%	65 39%	328 42%	277 66% N	220 42%	160 60% P	170 53% P	441 57% TU	39 29%	73 40%
Health sciences	578 48%	303 49%	275 46%	47 38%	153 37%	198 54% DE	180 61% DE	160 61% LM	31 48% M	128 58% LM	76 54% LM	134 38%	50 30%	316 40%	262 62% N	238 45%	150 57% P	155 48%	422 55% TU	36 26%	69 38%

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

Q1205_1. How knowledgeable are you about each of the following?

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Table 103

1. Artificial intelligence

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	575 48%	346 56% C	229 39%	70 55% G	242 58% FG	169 46% G	95 32%	94 36%	25 38%	81 37%	65 47%	208 60% HIJK	101 60% HIJK	443 56% O	132 31%	282 54% R	123 47%	118 37%	313 41%	93 68% S	101 56% S
Very knowledgeable	180 15%	130 21% C	50 8%	22 18% G	88 21% FG	51 14% G	19 6%	29 11%	5 8%	14 6%	18 13%	73 21% HIJ	41 24% HIJK	155 20% O	25 6%	113 21% QR	34 13%	27 9%	84 11%	40 29% S	41 23% S
Somewhat knowledgeable	395 33%	216 35%	178 30%	47 38%	154 37% G	118 32%	75 25%	65 25%	20 30%	67 30%	48 34%	135 39% H	60 36%	288 37% O	107 25%	169 32%	89 34%	90 28%	229 30%	53 39%	60 33%
BOTTOM 2 BOX (NET)	631 52%	268 44%	363 61% B	56 45%	175 42%	198 54% E	202 68% DEF	168 64% LM	40 62% LM	141 63% LM	75 53% LM	140 40%	67 40%	343 44%	288 69% N	244 46%	142 53%	202 63% P	455 59% TU	44 32%	79 44%
Not very knowledgeable	312 26%	155 25%	157 26%	37 29%	102 24%	90 25%	83 28%	76 29%	16 25%	58 26%	39 27%	87 25%	35 21%	186 24%	126 30%	136 26%	62 24%	95 30%	220 29%	26 19%	42 23%
Not at all knowledgeable	319 26%	113 18%	206 35% B	19 15%	74 18%	108 29% DE	119 40% DEF	92 35% LM	23 36% LM	83 37% LM	37 26% L	53 15%	32 19%	157 20%	163 39% N	108 21%	79 30% P	106 33% P	235 31% TU	18 13%	38 21%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205_2. How knowledgeable are you about each of the following?

10 Jan 2020
Table 104

2. Digital marketing

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	601 50%	343 56% C	258 44%	73 58% G	262 63% FG	176 48% G	90 30%	104 39%	22 34%	77 35%	70 49% IJ	225 65% HIJK	103 61% HIJ	458 58% O	143 34%	307 58% QR	105 40%	149 47%	327 43%	98 71% S	108 60% S
Very knowledgeable	230 19%	142 23% C	88 15%	22 18% G	111 27% G	72 20% G	25 9%	42 16% IJ	3 4%	15 7%	26 18% IJ	90 26% HIJ	56 33% HIJK	197 25% O	33 8%	146 28% QR	24 9%	47 15%	113 15%	48 35% S	44 24% S
Somewhat knowledgeable	370 31%	200 33%	170 29%	50 40% G	151 36% G	104 28%	65 22%	62 24%	19 30%	62 28%	44 31%	135 39% H	48 28%	261 33%	110 26%	160 30%	81 31%	102 32%	214 28%	50 37%	64 35%
BOTTOM 2 BOX (NET)	605 50%	272 44%	334 56% B	53 42%	156 37%	191 52% E	206 70% DEF	159 61% LM	42 66% KLM	145 65% KLM	71 51% L	123 35%	65 39%	328 42%	277 66% N	220 42%	160 60% P	170 53% P	441 57% TU	39 29%	73 40%
Not very knowledgeable	248 21%	119 19%	129 22%	24 19%	81 20%	73 20%	69 23%	52 20%	13 20%	50 22%	37 26%	61 18%	36 21%	158 20%	90 22%	104 20%	70 26% R	51 16%	180 23% T	13 10%	35 19%
Not at all knowledgeable	357 30%	153 25%	204 35% B	29 23%	74 18%	117 32% E	137 46% DEF	107 41% KLM	30 46% KLM	95 43% KLM	34 24%	62 18%	29 17%	170 22%	187 44% N	116 22%	91 34% P	119 37% P	262 34% TU	26 19%	38 21%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205_3. How knowledgeable are you about each of the following?

10 Jan 2020
Table 105

3. Environmental sciences

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	576 48%	334 54% C	243 41%	70 55% G	244 58% FG	161 44% G	102 34%	95 36%	22 34%	87 39%	66 47%	203 58% HIJ	103 62% HIJK	423 54% O	153 36%	278 53% QR	111 42%	138 43%	325 42%	92 67% S	98 54% S
Very knowledgeable	173 14%	100 16%	74 12%	26 21% G	88 21% FG	40 11%	20 7%	39 15% I	1 2%	17 7%	17 12%	63 18% IJ	37 22% IJK	138 18% O	36 8%	101 19% QR	27 10%	32 10%	82 11%	38 28% S	36 20% S
Somewhat knowledgeable	403 33%	234 38% C	169 29%	44 35%	156 37% G	121 33%	82 28%	56 21%	21 33%	71 32%	50 35% H	140 40% H	66 39% H	286 36% O	118 28%	177 34%	84 32%	105 33%	243 32%	54 39%	62 34%
BOTTOM 2 BOX (NET)	630 52%	280 46%	349 59% B	56 45%	173 42%	206 56% E	195 60% DEF	168 64% LM	42 66% LM	135 61% LM	74 53% M	146 42%	65 38%	362 46%	267 64% N	248 47%	154 58% P	182 57% P	444 58% TU	46 33%	83 46%
Not very knowledgeable	308 25%	153 25%	155 26%	42 33%	96 23%	93 25%	76 26%	75 28%	18 28%	58 26%	37 27%	81 23%	39 23%	200 25%	108 26%	130 25%	73 28%	78 25%	213 28%	23 16%	42 23%
Not at all knowledgeable	322 27%	128 21%	194 33% B	14 11%	78 19%	112 31% DE	118 40% DE	93 35% LM	24 38% LM	77 34% LM	37 26% M	65 19%	26 15%	162 21%	160 38% N	118 22%	81 30%	103 32% P	230 30% T	23 17%	41 23%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205_4. How knowledgeable are you about each of the following?

4. Robotics

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	456 38%	293 48% C	163 28%	51 40% G	204 49% FG	139 38% G	62 21%	90 34% J	20 31%	48 22%	51 36% J	160 46% HIJ	87 52% HIJK	370 47% O	86 20%	246 47% QR	92 35%	82 26%	237 31%	84 61% S	85 47% S
Very knowledgeable	158 13%	109 18% C	49 8%	19 15% G	85 20% FG	35 10%	19 6%	30 12%	4 7%	11 5%	10 7%	57 16% JK	45 27% HIJKL	135 17% O	23 6%	103 20% QR	27 10%	20 6%	76 10%	36 26% S	28 16%
Somewhat knowledgeable	298 25%	184 30% C	114 19%	32 25%	119 28% G	104 28% G	44 15%	60 23%	15 24%	37 17%	40 29%	103 30% J	42 25%	235 30% O	63 15%	143 27%	65 24%	62 20%	160 21%	47 35% S	57 31% S
BOTTOM 2 BOX (NET)	750 62%	322 52%	428 72% B	75 60%	213 51%	228 62% E	234 79% DEF	173 66% LM	44 69% LM	174 78% HKLM	90 64% M	188 54%	81 48%	416 53%	334 80% N	280 53%	173 65% P	237 74% P	532 69% TU	53 39%	96 53%
Not very knowledgeable	341 28%	173 28%	168 28%	48 38% E	99 24%	98 27%	96 32% E	68 26%	15 24%	69 31%	44 31%	101 29%	44 26%	208 26%	133 32%	144 27%	83 31%	88 27%	233 30%	27 19%	46 26%
Not at all knowledgeable	409 34%	149 24%	260 44% B	27 22%	114 27%	129 35%	138 47% DEF	104 40% LM	29 45% LM	105 47% KLM	46 33%	87 25%	37 22%	208 26%	201 48% N	137 26%	90 34%	149 47% PQ	298 39% TU	27 20%	49 27%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205_5. How knowledgeable are you about each of the following?

5. Quantum computing

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	359 30%	219 36% C	140 24%	51 41% FG	167 40% FG	98 27% G	42 14%	62 24%	10 16%	41 18%	36 26%	142 41% HIJK	68 41% HIJK	297 38% O	62 15%	196 37% QR	68 26%	68 21%	168 22%	65 48% S	82 46% S
Very knowledgeable	151 13%	102 17% C	50 8%	27 21% FG	77 18% FG	35 10% G	13 4%	35 13%	3 5%	14 6%	13 9%	56 16% IJ	31 19% IJK	125 16% O	27 6%	94 18% QR	25 9%	25 8%	61 8%	36 26% S	40 22% S
Somewhat knowledgeable	208 17%	118 19%	90 15%	25 20% G	90 22% G	63 17% G	29 10%	27 10%	7 11%	27 12%	24 17%	86 25% HIJ	37 22% HJ	172 22% O	36 8%	102 19%	43 16%	43 13%	107 14%	30 22% S	42 23% S
BOTTOM 2 BOX (NET)	847 70%	395 64%	452 76% B	74 59%	250 60%	268 73% DE	254 86% DEF	201 76% LM	54 84% LM	181 82% LM	104 74% LM	207 59%	100 59%	489 62%	358 85% N	331 63%	197 74% P	251 79% P	600 78% TU	72 52%	98 54%
Not very knowledgeable	293 24%	165 27%	128 22%	37 29%	96 23%	91 25%	68 23%	64 25%	17 27%	44 20%	43 31%	78 22%	46 27%	196 25%	97 23%	126 24%	73 28%	65 20%	188 24%	36 26%	43 24%
Not at all knowledgeable	554 46%	230 38%	324 55% B	38 30%	154 37%	177 48% DE	186 63% DEF	136 52% LM	37 57% LM	137 62% KLM	61 43%	129 37%	54 32%	293 37%	262 62% N	205 39%	124 47%	186 58% PQ	412 54% TU	36 26%	55 31%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205_6. How knowledgeable are you about each of the following?

10 Jan 2020
Table 108

6. Health sciences

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	628 52%	311 51%	317 54%	79 62% FG	265 63% FG	169 46%	116 39%	102 39%	33 52%	94 42%	65 46%	215 62% HJK	118 70% HIJK	470 60% O	158 38%	289 55% Q	115 43%	165 52%	347 45%	101 74% S	111 62% S
Very knowledgeable	229 19%	118 19%	111 19%	29 23% G	107 26% FG	65 18% G	28 10%	39 15%	7 11%	19 8%	22 16%	89 26% HIJK	54 32% HIJK	183 23% O	47 11%	115 22% Q	35 13%	55 17%	118 15%	42 31% S	46 25% S
Somewhat knowledgeable	399 33%	193 31%	206 35%	49 39%	158 38% F	103 28%	88 30%	64 24%	26 41% H	76 34%	43 31%	125 36% H	64 38% H	287 37% O	112 27%	173 33%	80 30%	110 34%	228 30%	59 43% S	65 36%
BOTTOM 2 BOX (NET)	578 48%	303 49%	275 46%	47 38%	153 37%	198 54% DE	180 61% DE	160 61% LM	31 48% M	128 58% LM	76 54% LM	134 38%	50 30%	316 40%	262 62% N	238 45%	150 57% P	155 48%	422 55% TU	36 26%	69 38%
Not very knowledgeable	314 26%	186 30% C	128 22%	35 28%	97 23%	102 28%	79 27%	65 25%	11 17%	74 33% IM	47 33% IM	85 24%	32 19%	194 25%	119 28%	130 25%	78 29%	91 28%	213 28%	24 17%	47 26%
Not at all knowledgeable	264 22%	118 19%	147 25%	12 10%	55 13%	96 26% DE	101 34% DE	95 36% JKLM	20 31% LM	53 24% LM	29 21% M	49 14%	18 11%	121 15%	143 34% N	108 21%	72 27%	64 20%	209 27% TU	12 9%	22 12%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205_7. How knowledgeable are you about each of the following?
7. Blockchain

10 Jan 2020
Table 109

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	389 32%	263 43% C	126 21%	48 38% G	192 46% FG	106 29% G	43 14%	76 29% J	11 18%	38 17%	41 29% J	142 41% HIJK	79 47% HIJK	330 42% O	58 14%	217 41% QR	79 30% R	66 21%	191 25%	61 44% S	78 43% S
Very knowledgeable	172 14%	123 20% C	49 8%	21 17% G	80 19% G	53 14% G	18 6%	23 9%	4 6%	11 5%	20 14% J	70 20% HIJ	44 26% HIJK	153 19% O	19 5%	116 22% QR	26 10%	22 7%	81 11%	28 21% S	42 23% S
Somewhat knowledgeable	217 18%	140 23% C	77 13%	28 22% G	111 27% FG	54 15% G	24 8%	53 20%	8 12%	27 12%	21 15%	73 21%	35 21% O	178 23% O	39 9%	101 19%	53 20%	45 14%	110 14%	33 24% S	36 20%
BOTTOM 2 BOX (NET)	817 68%	351 57%	466 79% B	77 62%	226 54%	260 71% E	254 86% DEF	187 71% LM	53 82% LM	184 83% HKLM	100 71% LM	206 59%	89 53%	455 58%	362 86% N	309 58%	186 70% P	253 79% PQ	577 75% TU	76 56%	103 57%
Not very knowledgeable	246 20%	134 22%	112 19%	36 28%	77 18%	83 23%	51 17%	41 16%	16 25%	56 25%	32 23%	74 21%	28 16%	162 21%	85 20%	98 19%	55 21%	70 22%	160 21%	29 21%	39 22%
Not at all knowledgeable	571 47%	217 35%	354 60% B	42 33%	149 36%	177 48% DE	203 68% DEF	146 55% LM	37 57% LM	128 58% LM	67 48%	132 38%	61 36%	293 37%	277 66% N	211 40%	131 49%	183 57% P	417 54% TU	48 35%	64 35%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1205_8. How knowledgeable are you about each of the following?
8. 3D printing

10 Jan 2020
Table 110

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
TOP 2 BOX (NET)	494 41%	284 46% C	210 35%	63 50% G	205 49% G	153 42% G	73 25%	100 38%	19 30%	72 32%	51 36%	169 48% IJK	84 50% HIJK	381 48% O	113 27%	245 47% R	108 41%	100 31%	258 34%	80 58% S	101 56% S
Very knowledgeable	167 14%	112 18% C	55 9%	26 21% G	79 19% FG	42 11%	19 7%	33 13% IJ	1 2%	10 5%	11 8%	68 19% IJK	43 25% HIJK	139 18% O	28 7%	90 17%	28 10%	39 12%	66 9%	36 26% S	49 27% S
Somewhat knowledgeable	327 27%	172 28%	155 26%	37 29%	126 30% G	111 30% G	54 18%	66 25%	18 27%	61 28%	40 28%	101 29%	41 25%	242 31% O	85 20%	155 29% R	80 30% R	61 19%	192 25%	44 32%	52 29%
BOTTOM 2 BOX (NET)	712 59%	330 54%	382 65% B	62 50%	213 51%	214 58%	223 75% DEF	163 62% M	45 70% LM	150 88% LM	90 64% LM	180 52%	84 50%	405 52%	307 73% N	282 53%	157 59%	219 69% P	511 66% TU	57 42%	79 44%
Not very knowledgeable	310 26%	164 27%	146 25%	32 26%	112 27%	88 24%	79 27%	54 21%	12 19%	61 27%	49 35% HI	91 26%	43 25%	185 24%	125 30%	145 28%	52 20%	89 28%	205 27%	31 22%	37 20%
Not at all knowledgeable	402 33%	166 27%	236 40% B	30 24%	101 24%	126 34% E	144 49% DEF	109 41% KLM	33 51% KLM	90 40% LM	40 29%	89 26%	41 25%	220 28%	182 43% N	136 26%	105 40% P	130 41% P	306 40% TU	27 19%	42 23%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1300. Which ONE of the following best describes the type of work that you do?

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Work that is performed in an office, cubicle, or other administrative setting	527 44%	272 44%	255 43%	36 29%	190 45% D	186 51% DG	114 39%	85 32%	21 32%	71 32%	57 40%	198 57% HIJK	95 57% HIJK	383 49% O	144 34%	527 100% QR	-	-	332 43%	65 48%	73 40%
Work that is related to customer interaction, entertainment, sales, or other service-oriented work	319 26%	135 22%	184 31% B	44 35%	102 24%	82 22%	91 31%	57 22%	17 26%	90 41% HIKLM	35 25%	80 23%	39 23%	192 24%	128 30%	-	-	319 100% PQ	197 26%	45 33%	46 25%
Work that requires manual labor	265 22%	170 28% C	95 16%	40 32% F	92 22%	68 19%	64 22%	95 36% JLM	18 28% LM	51 23% L	38 27% LM	42 12%	21 13%	153 20%	112 27% N	-	265 100% PR	-	189 25% T	16 12%	43 24% T
Other	95 8%	37 6%	58 10%	5 4%	34 8%	30 8%	26 9%	25 10%	9 14% J	10 4%	10 7%	29 8%	12 7%	58 7%	37 9%	-	-	-	50 6%	11 8%	19 10%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1305. In what industry do you currently work?

10 Jan 2020
Table 112

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Accommodation and Food Services	49 4%	23 4%	26 4%	8 6%	15 3%	13 4%	13 5%	15 6% L	3 5% L	20 9% LM	5 3%	3 1%	3 2%	20 2%	29 7% N	9 2%	11 4%	29 9% P	37 5%	4 3%	4 2%
Administrative Support Services	31 3%	8 1%	23 4% B	5 4%	9 2%	8 2%	10 3%	5 2%	1 2%	6 3%	7 5%	7 2%	5 3%	16 2%	15 4%	22 4% Q	1 *	5 2%	12 2%	11 8% S	8 4%
Advertising/Marketing	16 1%	6 1%	10 2%	1 1%	9 2%	4 1%	2 1%	3 1%	-	3 2%	1 1%	9 3%	-	13 2%	3 1%	6 1%	2 1%	6 2%	8 1%	-	5 3%
Agriculture/Forestry/Fishin g/Hunting	4 *	2 *	3 *	-	1 *	1 *	3 1%	3 1%	*	*	-	1 *	1 *	1 *	4 1%	*	3 1%	-	4 1%	-	-
Arts, Entertainment & Recreation	31 3%	9 1%	22 4%	8 6%	10 2%	7 2%	6 2%	3 1%	6 10% HJKLM	4 2%	2 1%	13 4%	2 1%	22 3%	9 2%	7 1%	4 1%	19 6% PQ	14 2%	4 3%	2 1%
Automotive Services	14 1%	7 1%	7 1%	2 2%	3 1%	3 1%	5 2%	5 2%	2 3% M	2 1%	1 1%	4 1%	-	9 1%	5 1%	6 1%	4 2%	3 1%	13 2%	-	1 1%
Banking & Finance	57 5%	37 6%	20 3%	4 3%	26 6%	18 5%	10 3%	9 3%	2 3%	4 2%	5 4%	24 7% J	14 9% J	41 5%	17 4%	43 8% QR	7 3%	4 1%	38 5%	6 4%	8 4%
Communications	7 1%	6 1%	2 *	-	3 1%	3 1%	1 *	-	2 3% HJK	-	-	4 1%	1 1%	7 1%	1 *	3 1%	1 *	2 1%	2 *	2 2%	2 1%
Construction (heavy/special trades)	63 5%	55 9% C	8 1%	9 7%	17 4%	19 5%	18 6%	19 7% M	5 8% M	15 7% M	7 5%	15 4%	2 1%	37 5%	26 6%	16 3%	38 14% PR	8 3%	50 7%	1 1%	8 5%
Education	98 8%	43 7%	54 9%	15 12%	31 8%	33 9%	18 6%	14 5%	2 3%	6 3%	12 9% J	36 10% J	28 16% HIJ	73 9%	25 6%	35 7%	11 4%	33 10% Q	67 9%	17 12%	9 5%
Engineering Services	18 2%	9 1%	10 2%	1 1%	6 1%	11 3% G	-	3 1%	1 2%	3 1%	3 2%	5 1%	3 2%	15 2%	3 1%	14 3%	2 1%	3 1%	14 2%	-	1 *
Healthcare & Social Assistance	101 8%	19 3%	82 14% B	10 8%	35 8%	30 8%	26 9%	13 5%	14 22% HJKL	15 7%	15 11%	23 6%	21 13% H	76 10%	25 6%	34 6%	18 7%	34 11%	58 8%	23 17% S	13 7%
Insurance	29 2%	16 3%	13 2%	-	14 3%	7 2%	8 3%	4 2%	1 2%	8 4%	1 1%	13 4%	1 1%	21 3%	8 2%	19 4%	2 1%	8 3%	25 3%	4 3%	1 *
Legal Services	24 2%	8 1%	16 3%	2 2%	1 *	11 3% E	10 3% E	2 1%	*	3 1%	2 1%	5 2%	12 7% HIJKL	19 2%	6 1%	19 4% R	2 1%	2 1%	19 2%	-	*

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

Q1305. In what industry do you currently work?

10 Jan 2020
Table 112

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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)	
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 1%	7 1%	3 1%	2 2%	3 1%	2 1%	4 1%	5 2%	2 3% LM	4 2%	-	-	-	5 1%	6 1%	-	7 3% P	3 1%	5 1%	2 2%	3 2%
Manufacturing	69 6%	52 8% C	17 3%	1 1%	32 8% D	26 7%	10 3%	17 7%	2 2%	12 5%	6 4%	27 8%	5 3%	46 6%	23 5%	25 5%	24 9%	19 6%	41 5%	9 6%	11 6%
Military	3 *	2 *	2 *	1 1%	2 *	1 *	*	-	1 2% H	-	-	2 1%	-	3 *	1 *	1 *	1 *	2 1%	2 *	-	2 1%
Printing Trade	3 *	1 *	2 *	1 1%	1 *	1 *	-	3 1%	-	-	*	-	-	-	3 1%	1 *	2 1%	*	2 *	1 1%	-
Public Administration/Gov ernment	32 3%	15 2%	17 3%	1 1%	8 2%	8 2%	15 5%	5 2%	2 2%	9 4%	3 2%	7 2%	5 3%	20 3%	12 3%	25 5% QR	*	3 1%	21 3%	2 1%	6 4%
Real Estate	18 1%	7 1%	11 2%	-	8 2%	5 1%	5 2%	4 2%	-	3 2%	2 1%	5 1%	3 2%	14 2%	4 1%	11 2%	1 *	6 2%	10 1%	1 1%	3 2%
Religious/Non-Profit Organization	7 1%	5 1%	2 *	1 1%	*	1 *	5 2%	2 1%	2 3% JM	-	*	3 1%	-	5 1%	2 *	*	3 1%	2 1%	5 1%	-	2 1%
Research Services	1 *	*	*	-	*	-	*	-	-	-	*	*	-	1 *	-	-	-	-	*	-	*
Retail	94 8%	37 6%	58 10%	16 12%	23 6%	23 6%	32 11% E	32 12% LM	3 4%	29 13% LM	13 9% L	11 3%	6 4%	46 6%	49 12% N	21 4%	29 11% P	42 13% P	65 8%	8 6%	16 9%
Technology	108 9%	75 12% C	33 6%	5 4%	55 13% G	39 11% G	8 3%	11 4%	2 4%	11 5%	13 9%	47 13% HIJ	24 14% HIJ	93 12% O	15 4%	79 15% QR	14 5%	12 4%	49 6%	12 9%	29 16% S
Telecommunications	13 1%	7 1%	6 1%	-	5 1%	3 1%	4 1%	2 1%	*	4 2%	3 2%	2 1%	2 1%	10 1%	3 1%	8 2%	3 1%	2 1%	11 1%	*	1 1%
Transportation & Warehousing	39 3%	24 4%	15 3%	4 3%	7 2%	22 6% EG	5 2%	13 5%	1 1%	3 2%	6 4%	14 4%	2 1%	20 3%	18 4%	16 3%	15 6%	7 2%	24 3%	5 3%	3 2%
Travel	18 2%	7 1%	11 2%	1 1%	8 2%	5 1%	3 1%	1 1%	2 2%	4 2%	6 4% HL	2 1%	4 2%	12 2%	6 1%	3 1%	10 4% P	5 2%	12 2%	3 2%	3 1%
Utilities	19 2%	11 2%	8 1%	-	9 2%	4 1%	6 2%	5 2%	* 1%	2 1%	1 1%	10 3%	1 *	13 2%	6 2%	11 2%	2 1%	4 1%	11 1%	5 3%	3 2%
Other	228 19%	117 19%	111 19%	25 20%	77 19%	57 16%	68 23%	64 25% LM	9 14%	51 23%	25 18%	55 16%	24 15%	130 17%	98 23% N	94 18%	46 17%	53 17%	149 19%	19 14%	37 21%

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

Q1305. In what industry do you currently work?

10 Jan 2020
Table 112

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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)	
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	614	592	126	417	367	296	263	64	222	141	349	168	786	420	527	265	319	768	137	181
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

Q1310. What is your job level?

10 Jan 2020
Table 113

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Senior management (CEO, CFO, Senior VP, etc.)	148 12%	89 15%	59 10%	17 13%	63 15%	35 9%	34 11%	19 7%	3 4%	12 6%	14 10%	58 17% HIJ	42 25% HIJK	120 15% O	27 7%	77 15%	26 10%	36 11%	83 11%	19 14%	36 20% S
Vice president	31 3%	20 3%	12 2%	4 3%	14 3%	11 3%	2 1%	1 *	2 4% HJ	- -	5 3% HJ	16 5% HJ	8 5% HJ	27 3% O	4 1%	21 4%	2 1%	5 1%	17 2%	4 3%	5 3%
Director/manager/supervis or/team leader	278 23%	159 26%	118 20%	12 9%	108 26% D	96 26% D	62 21% D	39 15%	12 19%	69 31% H	28 20%	82 24% H	47 28% H	203 26% O	75 18%	141 27% Q	49 18%	78 24%	183 24%	40 29% U	29 16%
Professional/technical staff member	226 19%	100 16%	125 21%	18 14%	76 18%	88 24% G	45 15%	21 8%	14 21% HJ	20 9%	35 25% HJ	101 29% HJ	35 21% HJ	172 22% O	53 13%	131 25% Q	25 9%	58 18% Q	145 19%	14 10%	28 16%
Entry level/administrative/ clerical	155 13%	49 8%	106 18% B	44 35% EFG	45 11%	32 9%	35 12%	51 19% LM	9 14% M	34 15% M	19 13% M	34 10%	9 5%	75 9%	80 19% N	81 15%	24 9%	45 14%	105 14%	17 12%	13 7%
Sales representative	62 5%	25 4%	37 6%	7 6%	18 4%	19 5%	17 6%	17 6%	3 4%	14 6%	7 5%	15 4%	7 4%	35 4%	27 6%	23 4%	4 2%	33 10% PQ	35 5%	7 5%	17 9%
Skilled labor professional	147 12%	90 15% C	57 10%	12 9%	51 12%	38 10%	47 16%	51 19% LM	12 19% LM	35 16% LM	27 19% LM	14 4%	8 4%	82 10%	65 16%	20 4%	91 34% PR	28 9% P	99 13%	19 14%	25 14%
Other	159 13%	82 13%	78 13%	13 10%	43 10%	48 13%	55 19% E	64 24% KLM	9 14% K	37 17% KLM	7 5%	29 8%	13 8%	71 9%	88 21% N	32 6%	45 17% P	37 12% P	102 13%	17 13%	27 15%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

Q1315. What is your current salary?

10 Jan 2020
Table 114

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Less than \$15,000	46 4%	10 2%	36 6% B	15 12% EF	8 2%	7 2%	16 5% E	18 7% KL	6 10% KLM	11 5% L	2 1%	3 1%	4 3%	18 2%	27 7% N	7 1%	16 6% P	19 6% P	35 5%	2 1%	7 4%
\$15,000 to \$24,999	70 6%	24 4%	46 8% B	14 11% EF	17 4%	16 4%	23 8%	33 12% KLM	4 6%	14 6%	7 5%	10 3%	2 1%	28 4%	42 10% N	17 3%	19 7% P	28 9% P	46 6%	11 8%	9 5%
\$25,000 to \$34,999	101 8%	45 7%	56 10%	7 6%	47 11% F	19 5%	28 10%	22 8% M	9 14% LM	44 20% HKLM	9 6%	13 4%	4 2%	61 8%	39 9%	27 5% P	34 13% P	33 10% P	62 8%	17 12%	20 11%
\$35,000 to \$49,999	159 13%	72 12%	87 15%	17 13%	59 14%	41 11%	42 14%	46 17% M	15 23% LM	29 13% M	23 17% M	40 11% M	5 3%	101 13%	58 14%	65 12% P	36 13% P	44 14% P	107 14%	19 14%	16 9%
\$50,000 to \$74,999	267 22%	141 23%	126 21%	20 16%	90 22%	83 23%	74 25%	63 24% M	11 18%	76 34% ILM	41 29% LM	55 16% LM	21 13%	144 18%	123 29% N	113 21% P	62 23% P	76 24% P	181 24%	30 22%	30 17%
\$75,000 to \$99,999	146 12%	86 14%	60 10%	3 3%	52 13% D	59 16% D	31 11% D	29 11%	7 11%	13 6%	19 14% J	61 18% J	17 10%	112 14% O	34 8% P	75 14% P	25 9% P	28 9% P	92 12%	10 7%	29 16%
\$100,000 to \$124,999	141 12%	87 14% C	54 9%	19 15%	46 11%	49 13%	27 9%	26 10%	3 5%	14 6%	12 9%	59 17% IJ	27 16% IJ	108 14% O	33 8% P	70 13% P	26 10% P	32 10% P	77 10%	12 8%	25 14%
\$125,000 to \$149,999	84 7%	49 8%	35 6%	1 1%	39 9% D	20 5%	24 8% D	5 2%	2 3%	8 4%	7 5%	40 11% HIJ	22 13% HIJK	70 9% O	14 3% P	56 11% R	14 5% P	13 4% P	55 7%	6 4%	17 9%
\$150,000 to \$199,999	90 7%	53 9%	37 6%	9 7%	25 6%	42 12% EG	14 5%	4 1%	2 4%	5 2%	11 8% HJ	35 10% HJ	34 20% HIJKL	72 9% O	18 4% P	46 9% P	15 6% P	24 7% P	59 8%	15 11%	12 6%
\$200,000 to \$249,999	29 2%	20 3%	9 1%	5 4%	4 1%	13 4% E	7 2%	- -	- -	1 1%	6 4% HJ	12 4% H	9 6% HJ	24 3%	5 1% P	19 4% P	2 1% P	8 2% P	19 2%	6 5%	4 2%
\$250,000 or more	46 4%	22 4%	24 4%	12 9% FG	21 5% G	11 3%	3 1%	5 2%	4 7% HJK	4 2%	- -	13 4% H	21 12% HJKL	40 5% O	6 1% P	29 6% R	8 3% P	5 2% P	21 3%	8 6%	4 2%
Decline to answer	27 2%	5 1%	22 4% B	4 3%	11 3%	7 2%	6 2%	12 5%	* *	3 1%	3 2%	8 2%	2 1%	7 1%	21 5% N	5 1% P	8 3% P	9 3% P	14 2%	2 1%	8 5%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

GENDER: Are you...?

10 Jan 2020
Table 115

Base: All Qualified Respondents

	Gender			Generation				Highest Education					Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity			
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Male	599 50%	599 98% C	-	58 46%	206 49%	188 51%	148 50%	111 42%	28 43%	98 44%	69 49%	189 54% H	104 62% HIJK	435 55% O	165 39%	268 51% R	170 64% PR	125 39%	374 49%	61 44%	94 52%
Female	582 48%	-	582 98% B	66 52%	200 48%	176 48%	141 48%	145 55% M	36 55% M	109 49%	71 50%	159 46%	63 38%	343 44%	239 57% N	252 48% Q	93 35%	181 57% Q	374 49%	76 55%	84 47%
Other	14 1%	11 2%	3 1%	1 1%	8 2%	3 1%	3 1%	3 1%	*	10 5% L	*	-	1 1%	5 1%	10 2% N	6 1%	1	7 2%	14 2%	-	-
Prefer not to answer	10 1%	4 1%	6 1%	2 1%	4 1%	*	4 1%	4 2%	1 1%	4 2%	1 1%	-	-	3	7 2%	1	1	7 2% P	7 1%	*	3 2%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

AGE: What is your age?

10 Jan 2020
Table 116

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
18-24	126 10%	59 10%	67 11%	126 100% EFG	-	-	-	48 18% ILM	3 5%	26 12%	13 9%	24 7%	11 7%	55 7%	71 17% N	36 7%	40 15% P	44 14% P	56 7%	28 20% SU	15 8%
25-34	282 23%	146 24%	136 23%	-	282 68% DFG	-	-	44 17%	14 22%	49 22%	35 25%	93 27% H	47 28% H	205 26% O	77 18%	130 25%	55 21%	74 23%	143 19%	39 28%	58 32% S
35-44	259 21%	135 22%	124 21%	-	135 32% DG	123 34% DG	-	37 14%	14 22%	42 19%	36 25% H	80 23% H	50 30% H	203 26% O	56 13%	127 24%	59 22%	54 17%	152 20%	28 20%	58 32% S
45-54	243 20%	122 20%	121 20%	-	-	243 66% DEG	-	47 18%	14 21%	45 20%	28 20%	81 23%	28 17%	158 20%	85 20%	119 23%	47 18%	56 18%	173 22%	21 15%	26 14%
55-64	210 17%	105 17%	104 18%	-	-	-	210 71% DEF	69 26% JLM	14 21%	30 13%	24 17%	53 15%	20 12%	121 15%	88 21%	90 17%	50 19%	51 16%	168 22% U	20 14%	16 9%
65+	86 7%	46 8%	40 7%	-	-	-	86 29% DEF	18 7%	6 9%	29 13% KL	5 3%	17 5%	11 6%	43 5%	43 10% N	24 5%	14 5%	41 13% PQ	77 10% TU	2 2%	7 4%
MEAN	42.6	42.8	42.5	21.5	31.8 D	46.6 DE	62.0 DEF	43.1	45.5	43.4	41.9	42.1	41.7	42.1	43.7	42.5	41.4	43.4	45.7 TU	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	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

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

10 Jan 2020
Table 117

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
EMPLOYED (NET)	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%
Employed full time	924 77%	492 80% C	432 73%	79 62%	349 84% DG	312 85% DG	185 62%	188 72%	46 72%	151 68%	112 80% J	294 84% HIJ	132 79%	628 80% O	296 70%	451 86% QR	205 77% R	207 65%	586 76%	111 81%	146 81%
Employed part time	173 14%	72 12%	101 17% B	32 26% EF	36 9%	37 10%	68 23% EF	52 20% LM	10 16%	45 20% L	15 11%	33 10%	18 11%	92 12%	81 19% N	52 10%	36 14%	68 21% P	113 15% U	18 13%	14 8%
Self-employed full time	75 6%	40 6%	35 6%	8 7%	24 6%	15 4%	28 9% F	10 4%	5 8%	17 8%	11 8%	19 5%	13 7%	48 6%	27 6%	22 4%	17 6%	29 9% P	46 6%	5 3%	14 8%
Self-employed part time	33 3%	10 2%	23 4%	6 5% F	9 2%	3 1%	15 5% F	12 5% L	2 3%	9 4% L	2 2%	2 1%	5 3%	17 2%	16 4%	2 *	7 3% P	15 5% P	23 3%	3 2%	7 4%
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	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

EDUCATION: What is the highest level of education you have completed?

10 Jan 2020
Table 118

Base: All US Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
LESS THAN HIGH SCHOOL (NET)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Less than high school	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Completed some high school	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET)	689 57%	320 52%	369 62% B	90 72% EF	210 50%	195 53%	195 66% EF	263 100% LM	64 100% LM	222 100% LM	141 100% LM	-	-	328 42%	361 86% N	233 44%	202 76% PR	200 63% P	466 61% U	87 63% U	86 48%
High school graduate	263 22%	116 19%	146 25%	48 38% EF	64 15%	63 17%	87 30% EF	263 100% IJKLM	-	-	-	-	-	76 10%	186 44% N	85 16%	95 36% PR	57 18%	197 26% U	34 25% U	20 11%
Job-specific training program(s) after high school (e.g., career tech/vocational certification)	64 5%	28 5%	36 6%	3 3%	18 4%	23 6%	19 7%	-	64 100% HJKLM	-	-	-	-	54 7% O	10 2%	21 4%	18 7%	17 5%	43 6%	6 5%	8 4%
Some college, but no degree	222 18%	106 17%	116 20%	26 21%	79 19%	58 16%	59 20%	-	-	222 100% HIKLM	-	-	-	119 15%	103 24% N	71 14%	51 19%	90 28% PQ	142 18%	18 13%	37 21%
Associate degree	141 12%	70 11%	71 12%	13 11%	48 12%	50 14%	29 10%	-	-	-	141 100% HIJLM	-	-	78 10%	63 15%	57 11%	38 14%	35 11%	84 11%	28 20% S	20 11%
4 YEAR COLLEGE DEGREE OR MORE (NET)	517 43%	294 48% C	222 38%	36 28%	208 50% DG	172 47% DG	101 34%	-	-	-	-	349 100% HIJK	168 100% HIJK	458 58% O	59 14%	293 56% QR	63 24%	119 37% Q	303 39%	50 37%	95 52% ST
Bachelor's degree (such as B.A., B.S.)	327 27%	179 29%	147 25%	24 19%	130 31% G	110 30% G	62 21%	-	-	-	-	327 94% HIJKM	-	275 35% O	52 12%	187 36% QR	37 14%	75 23% Q	172 22%	39 28%	68 37% S
Some graduate school, but no degree	22 2%	10 2%	12 2%	-	9 2%	4 1%	9 3%	-	-	-	-	22 6% HIJKM	-	20 3% O	2	11 2%	5 2%	5 2%	17 2%	-	5 3%
Graduate degree (such as MBA, MS, M.D., Ph.D.)	168 14%	105 17% C	63 11%	11 9%	68 16%	58 16%	31 11%	-	-	-	-	-	168 100% HIJKL	163 21% O	5 1%	95 18% Q	21 8%	39 12%	114 15%	12 8%	22 12%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

US REGION: Census Region (US Net)

10 Jan 2020
Table 120

Base: All US Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Northeast	210 17%	121 20%	89 15%	24 19%	47 11%	77 21% E	63 21% E	42 16%	11 17%	31 14%	24 17%	66 19%	36 22%	139 18%	72 17%	100 19%	40 15%	49 15%	139 18%	22 16%	23 13%
Midwest	266 22%	138 22%	128 22%	20 16%	89 21%	81 22%	75 25%	70 27% M	12 18%	50 22%	32 23%	75 21%	26 16%	168 21%	98 23%	119 23%	67 25%	63 20%	203 26% TU	18 13%	25 14%
South	447 37%	211 34%	236 40%	52 41%	163 39%	124 34%	108 36%	98 37%	29 45% K	91 41%	41 29%	116 33%	71 42% K	293 37%	154 37%	179 34%	94 35%	138 43% P	265 35%	76 55% SU	71 39%
West	283 23%	144 23%	139 24%	30 24%	119 28% G	84 23%	50 17%	52 20%	13 20%	51 23%	42 30%	91 26%	34 20%	186 24%	97 23%	128 24%	64 24%	69 22%	162 21%	21 15%	61 34% ST
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

INCOME: How much total combined income did all members of your household earn before taxes last year?

Base: All US Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Less than \$15,000	25 2%	6 1%	18 3% B	9 7% EFG	8 2%	3 1%	4 1%	11 4% L	3 5% LM	6 3%	2 1%	1 *	1 1%	8 1%	17 4% N	6 1%	13 5% PR	4 1%	16 2%	3 2%	2 1%
\$15,000 to \$24,999	39 3%	13 2%	26 4%	10 8% F	12 3%	8 2%	9 3%	20 8% KLM	2 4% M	9 4% M	2 1%	5 1%	*	13 2%	26 6% N	11 2%	8 3%	15 5%	24 3%	9 6%	5 3%
\$25,000 to \$34,999	58 5%	25 4%	34 6%	7 6%	25 6%	14 4%	12 4%	19 7% LM	5 8% LM	24 11% LM	6 4% M	5 2%	-	32 4%	26 6%	14 3%	21 8% P	19 6%	39 5%	7 5%	11 6%
\$35,000 to \$49,999	105 9%	46 7%	60 10%	14 11%	35 8%	29 8%	27 9%	33 13% LM	14 21% JLM	19 8%	17 12% LM	18 5%	4 3%	70 9%	35 8%	38 7%	26 10%	30 10%	70 9%	16 12%	14 8%
\$50,000 to \$74,999	204 17%	104 17%	100 17%	14 11%	64 15%	61 17%	65 22%	62 24% LM	15 23% LM	56 25% LM	24 17% M	37 11%	9 6%	121 15%	82 20%	71 13%	55 21% P	63 20%	131 17%	28 20%	28 16%
\$75,000 to \$99,999	185 15%	103 17%	82 14%	16 13%	67 16%	53 14%	49 17%	50 19% M	9 13%	40 18%	18 13%	51 15%	17 10%	117 15%	68 16%	85 16%	35 13%	49 16%	113 15%	12 9%	35 19%
\$100,000 OR MORE (NET)	563 47%	313 51% C	250 42%	51 41%	197 47%	190 52%	125 42%	58 22%	16 25%	66 30%	69 49% HIJ	220 63% HIJK	133 79% HIJKL	416 53% O	147 35%	297 56% QR	101 38%	127 40%	363 47%	63 46%	77 43%
\$100,000 to \$124,999	203 17%	115 19%	88 15%	13 11%	76 18%	62 17%	52 18%	26 10%	5 8%	29 13%	22 16%	86 25% HIJ	34 20% HI	147 19%	56 13%	98 19%	39 15%	51 16%	130 17%	12 9%	38 21% T
\$125,000 to \$149,999	140 12%	79 13%	62 10%	13 10%	51 12%	42 12%	34 12%	16 6%	5 7%	18 8%	24 17% HJ	51 15% H	27 16% H	93 12%	47 11%	82 16% R	25 10%	28 9%	91 12%	26 19% U	15 8%
\$150,000 to \$199,999	108 9%	61 10%	47 8%	3 3%	31 8%	50 14% DE	24 8%	4 2%	1 1%	12 6%	16 11% HI	40 11% HI	35 21% HIJL	86 11% O	22 5%	52 10%	20 8%	26 8%	80 10%	12 8%	12 7%
\$200,000 to \$249,999	41 3%	24 4%	16 3%	5 4%	8 2%	17 5%	10 3%	2 1%	-	-	5 3% J	19 6% HJ	14 8% HIJ	33 4%	7 2%	25 5%	5 2%	8 3%	28 4%	7 5%	6 3%
\$250,000 or more	71 6%	33 5%	37 6%	17 13% FG	30 7% G	19 5% G	5 2%	10 4%	5 9% K	6 3%	2 1%	24 7% K	23 14% HIJKL	56 7% O	14 3%	40 8%	11 4%	14 4%	34 4%	7 5%	7 4%
Prefer not to answer	27 2%	5 1%	22 4% B	4 3%	10 2%	9 2%	4 1%	9 3%	-	2 1%	3 2%	10 3%	3 2%	9 1%	18 4% N	5 1%	6 2%	11 3% P	13 2%	-	9 5% S
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

RACE: What is your race?

10 Jan 2020
Table 122

Base: All US Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
White	768 64%	389 63%	380 64%	56 45%	218 52%	250 68% DE	244 82% DEF	197 75% KL	43 67%	142 64%	84 60%	189 54%	114 68% L	459 58%	309 74% N	332 63%	189 71%	197 62%	768 100% TU	-	-
Hispanic	181 15%	94 15%	87 15%	15 12%	96 23% FG	47 13%	23 8%	20 8%	8 13%	37 17% H	20 15%	73 21% H	22 13%	141 18% O	39 9%	73 14%	43 16%	46 14%	-	-	181 100% ST
Black or African American	137 11%	61 10%	76 13%	28 22% FG	53 13%	34 9%	22 7%	34 13%	6 10%	18 8%	28 20% JLM	39 11%	12 7%	93 12%	44 10%	65 12% Q	16 6%	45 14% Q	-	137 100% SU	-
ASIAN OR PACIFIC ISLANDER (NET)	80 7%	51 8%	29 5%	13 10% G	37 9% G	27 7% G	2 1%	10 4%	1 1%	12 5%	4 3%	40 11% HIK	15 9% IK	65 8% O	15 3%	40 8%	11 4%	21 7%	-	-	-
Chinese	19 2%	14 2%	5 1%	4 4% G	11 3% G	3 1%	*	-	*	4 2%	1 *	6 2%	7 4% H	14 2%	5 1%	8 1%	3 1%	6 2%	-	-	-
Filipino	19 2%	12 2%	8 1%	3 2%	7 2%	9 2% G	-	3 1%	*	4 2%	1 1%	10 3%	1 1%	15 2%	4 1%	10 2%	1 *	5 2%	-	-	-
Other Asian	17 1%	11 2%	6 1%	5 4% G	8 2%	4 1%	-	3 1%	-	2 1%	-	6 2%	6 4% K	17 2% O	-	10 2%	3 1%	4 1%	-	-	-
Korean	9 1%	5 1%	4 1%	-	-	8 2% E	1 *	1 1%	-	-	-	8 2%	-	9 1%	-	8 1%	1 1%	-	-	-	-
Japanese	7 1%	1 *	6 1%	1 1%	6 1%	-	*	2 1%	-	-	1 1%	4 1%	-	2 *	5 1%	3 1%	1 *	2 1%	-	-	-
South Asian	5 *	5 1%	-	-	3 1%	1 *	-	1 *	-	-	-	4 1%	-	4 *	1 *	-	1 *	3 1%	-	-	-
Pacific Islander	4 *	4 1%	-	-	2 *	2 1%	-	-	-	2 1%	1 1%	2 *	-	4 1%	-	2 *	2 1%	-	-	-	-
Mixed Race	11 1%	2 *	9 1%	5 4% F	5 1%	*	1 *	-	1 2% H	3 1%	4 3% H	2 1%	-	5 1%	6 1%	1 *	4 2% P	3 1%	-	-	-
Native American or Alaskan Native	11 1%	5 1%	6 1%	3 3% F	7 2%	-	1 *	-	5 8% HJKLM	3 2%	-	3 1%	-	11 1%	-	7 1%	-	3 1%	-	-	-
Arab/West Asian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

RACE: What is your race?

10 Jan 2020
Table 122

Base: All US Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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)	
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	9 1%	7 1%	2 *	5 4% EFG	1 *	2 *	1 *	1 *	-	1 *	-	3 1%	4 3%	8 1%	1 *	7 1%	-	2 1%	-	-	-
Prefer not to answer	9 1%	6 1%	3 1%	1 1%	2 *	6 2%	1 *	1 *	-	6 2%	1 *	1 *	1 1%	2 *	7 2% N	* *	1 *	1 *	-	-	-
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

MARITAL STATUS: What is your marital status?

10 Jan 2020
Table 127

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Millennials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
Never married	362 30%	201 33%	162 27%	91 72% EFG	158 38% FG	77 21% G	36 12%	93 35% M	17 27% M	77 35% M	45 32% M	106 30% M	25 15%	217 28%	145 35%	151 29%	86 33%	99 31%	180 23%	68 50% SU	54 30%
MARRIED / LIVING WITH PARTNER (NET)	679 56%	343 56%	336 57%	33 26%	234 56% D	242 66% DE	169 57% D	135 51%	36 57%	106 48%	75 53%	196 56%	131 78% HIJKL	456 58%	223 53%	306 58%	147 55%	169 53%	474 62% T	48 35%	107 59% T
Married or civil union	601 50%	309 50%	292 49%	19 15%	201 48% D	222 61% DE	159 54% D	116 44%	30 47%	90 41%	60 43%	183 52%	122 73% HIJKL	407 52%	194 46%	280 53%	123 46%	147 46%	418 54% T	42 31%	96 53% T
Living with partner	78 6%	34 5%	44 7%	14 11% G	34 8% G	20 5%	10 3%	19 7%	6 10% L	16 7%	15 10% L	13 4%	9 5%	49 6%	29 7%	27 5%	24 9%	22 7%	56 7%	6 5%	11 6%
DIVORCED / SEPARATED / WIDOWED (NET)	164 14%	71 12%	93 16%	2 2%	25 6%	48 13% DE	90 30% DEF	35 13%	10 16% M	39 18% M	21 15%	47 13%	12 7%	112 14%	52 12%	69 13%	32 12%	52 16%	115 15%	21 15%	19 10%
Divorced	117 10%	47 8%	70 12%	- -	15 4%	35 10% DE	67 23% DEF	21 8%	7 12%	30 13%	18 13%	30 9%	10 6%	79 10%	39 9%	54 10%	20 8%	35 11%	81 10% U	19 14% U	7 4%
Separated	20 2%	10 2%	10 2%	2 2%	8 2%	3 1%	7 2%	4 2%	2 3%	4 2%	3 2%	5 2%	1 1%	11 1%	9 2%	3 1%	8 3% P	6 2%	11 1%	1 *	9 5% S
Widow / Widower	27 2%	14 2%	13 2%	- -	1 *	10 3% E	16 5% E	10 4% M	1 1%	5 2%	- -	11 3%	* *	23 3%	4 1%	13 2%	4 1%	10 3%	23 3%	1 1%	3 2%
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	527 100%	265 100%	319 100%	768 100%	137 100%	181 100%

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

DMADULTHH. Adults in Household

10 Jan 2020
Table 128

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
1	228 19%	128 21%	100 17%	16 13%	88 21%	60 16%	64 22%	51 20%	12 19%	47 21%	22 16%	66 19%	30 18%	161 20%	67 16%	114 22%	52 20%	47 15%	136 18%	47 34% SU	24 13%
ANY OTHER THAN RESPONDENT (NET)	978 81%	486 79%	492 83%	109 87%	329 79%	307 84%	232 78%	211 80%	52 81%	175 79%	119 84%	283 81%	138 82%	625 80%	353 84%	412 78%	213 80%	272 85%	633 82% T	90 66%	156 87% T
2	654 54%	335 55%	319 54%	44 35%	226 54% D	212 58% D	172 58% D	142 54%	41 64% KL	124 56%	67 47%	175 50%	106 63% KL	426 54%	228 54%	290 55%	150 56%	170 53%	452 59% T	57 42%	88 49%
3	180 15%	79 13%	101 17%	26 21% G	52 13%	69 19% G	32 11%	38 14%	8 12%	23 10%	33 23% JM	66 19% M	13 8%	111 14%	69 16%	79 15%	29 11%	51 16%	111 14%	21 15%	27 15%
4	97 8%	46 7%	51 9%	25 20% EFG	30 7%	20 6%	22 7%	25 9%	3 4%	18 8%	12 9%	30 9%	10 6%	59 8%	38 9%	23 4%	25 10% P	39 12% P	56 7%	8 6%	22 12%
5+	47 4%	26 4%	21 4%	13 11% FG	21 5% F	6 2%	6 2%	7 3%	1 2%	9 4%	7 5%	13 4%	10 6%	28 4%	18 4%	20 4%	9 3%	12 4%	14 2%	5 4%	19 11% S
MEAN	2.3	2.2	2.3	2.9 EFG	2.3	2.2	2.1	2.2	2.1	2.3	2.4 I	2.3	2.2	2.2	2.4	2.1	2.3	2.4 P	2.2	2.0	2.7 ST
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	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

DMCHILDHH. Children in Household

10 Jan 2020
Table 129

Base: All Qualified Respondents

	Gender			Generation				Highest Education						Has Multiple Degrees/ Certifications		Type of Work			Race/Ethnicity		
	Total US	Male	Female	Gen Z (18-24)	Mille- nnials (25-38)	Gen X (39-54)	Boomers or older (55+)	HS degree	Job- specific 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
0	647 54%	348 57%	300 51%	76 60% E	153 37%	173 47% E	246 83% DEF	166 63% KLM	37 57% M	145 65% KLM	68 49%	165 47%	67 40%	349 44%	298 71% N	253 48%	156 59% P	184 58% P	471 61% TU	64 47% U	51 28%
ANY (NET)	559 46%	266 43%	292 49%	50 40% G	264 63% DFG	194 53% G	50 17%	97 37%	28 43%	77 35%	72 51% HJ	184 53% HJ	101 60% HIJ	437 56% O	122 29%	274 52% QR	109 41%	135 42%	297 39%	73 53% S	130 72% ST
1	271 23%	134 22%	137 23%	30 24% G	116 28% G	100 27% G	25 8%	47 18%	15 23%	41 19%	37 26%	91 26%	40 24%	218 28% O	53 13%	136 26%	56 21%	66 21%	147 19%	31 22%	56 31% S
2	215 18%	106 17%	109 18%	17 14%	106 25% G	74 20% G	18 6%	33 12%	9 14%	29 13%	26 18%	73 21% H	46 27% HIJ	164 21% O	52 12%	105 20%	39 15%	51 16%	108 14%	31 23%	59 32% S
3	49 4%	17 3%	32 5%	3 2%	31 7% FG	11 3%	4 1%	12 5%	4 6% J	2 1%	3 2%	18 5%	11 6% J	39 5%	10 2%	26 5%	6 2%	11 4%	31 4%	6 5%	8 5%
4	17 1%	10 2%	7 1%	- -	9 2%	7 2%	* -	2 1%	* 1%	3 1%	6 4% HL	2 1%	3 2%	15 2%	2 *	6 1%	6 2%	4 1%	6 1%	5 4% S	7 4% S
5+	6 *	- -	6 1%	- -	3 1%	1 *	2 1%	3 1%	- -	1 1%	* -	- -	* -	1 *	5 1%	1 *	3 1%	2 1%	5 1%	- -	* -
MEAN	0.8	0.7	0.9 B	0.6 G	1.1 DFG	0.9 DG	0.3	0.7	0.7	0.6	0.9 J	0.9 J	1.1 HIJ	0.9 O	0.5	0.9	0.7	0.7	0.7	1.0 S	1.2 S
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
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
MEDIAN	-	-	-	-	1	1	-	-	-	-	1	1	1	1	-	1	-	-	-	1	1
Sigma	1206 100%	614 100%	592 100%	126 100%	417 100%	367 100%	296 100%	263 100%	64 100%	222 100%	141 100%	349 100%	168 100%	786 100%	420 100%	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/I/J/K/L/M - N/O - P/Q/R - S/T/U
Overlap formulae used. * small base

1	1	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	2	Q705. Did you have a job (e.g., paid internship, work-study, full-time job, etc.) while attending school?
4	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? Please select all that apply.
5	4	Q711. Who do you believe should be primarily responsible for paying for a student's college education?
6	5	Q715. Are you currently working in the same field/profession in which you received your degree(s)/certification(s)?
7	6	Q725. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
8	7	Q725. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)
9	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.
10	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.
11	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.
12	11	Q725_4. To what extent do you agree or disagree with the following statements? 4. A college degree (e.g., bachelor's degree) is worth the cost.
13	12	Q725_5. To what extent do you agree or disagree with the following statements? 5. Getting a degree in your area of interest is not worth it if there aren't good career options available.
14	13	Q725_6. To what extent do you agree or disagree with the following statements? 6. Getting any degree is better than no degree at all.
15	14	Q725_7. To what extent do you agree or disagree with the following statements? 7. You don't need a college degree to make a good living.
16	15	Q725_8. To what extent do you agree or disagree with the following statements? 8. A high school degree is not enough to be successful in America.
17	16	Q725_9. To what extent do you agree or disagree with the following statements? 9. Society makes it seem like college is the only choice when in reality it isn't preparing workers for the real world.
18	17	Q725_10. To what extent do you agree or disagree with the following statements? 10. Four-year colleges are the best avenue to career success.
19	18	Q800. How long have you been working in your current field? Please include any jobs that you may have previously held at different companies but are in the same field. If it has been less than a year, then please enter 0.
20	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.
21	20	Q815. In general, how prepared did you feel entering the workforce? Please think about when you entered the workforce after completing your highest level of education.
22	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 following areas? SUMMARY TABLE OF VERY PREPARED (TOP BOX)
23	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)
24	23	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 NOT VERY/NOT AT ALL PREPARED (BOTTOM 2 BOX)
25	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
26	25	Q820_2. 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? 2. How to fill out a W-2 form for my job
27	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
28	27	Q820_4. 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. Presentation skills
29	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
30	29	Q820_6. 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? 6. Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, creating a resume, etc.)
31	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? 7. Choosing my benefits (e.g., health insurance, 401k, etc.)

32	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? 8. Networking skills (i.e., the exchange of information or services between individuals)
33	32	Q830. Which of the following, if any, do you wish your high school would've offered/taught to better prepare you for the workforce? Please select all that apply.
34	33	Q835. In your opinion, which of the following school subjects are useless in preparing most students for the workforce? Please select all that apply.
36	34	Q845. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
37	35	Q845. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)
38	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.
39	37	Q845_2. To what extent do you agree or disagree with the following statements? 2. Colleges place more emphasis on grades than on preparing you for a job.
40	38	Q845_3. To what extent do you agree or disagree with the following statements? 3. Schools are not preparing students with the skills they need to be successful in the workplace.
41	39	Q845_4. To what extent do you agree or disagree with the following statements? 4. Teaching basic economic skills (e.g., budgeting, managing finances) are lacking in schools today.
42	40	Q845_5. To what extent do you agree or disagree with the following statements? 5. Schools are doing a good job of preparing the next generation of workers for what the needs are after school.
43	41	Q845_6. To what extent do you agree or disagree with the following statements? 6. Schools have limited resources to prepare students for the workforce.
44	42	Q845_7. To what extent do you agree or disagree with the following statements? 7. It takes skills typically not taught in school to get a job.
45	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.
46	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.
47	45	Q900. Which of the following work experience programs, if any, did you participate in when you were in school? Please select all that apply.
48	46	Q905. You mentioned that you participated in a work experience program when you were in school. Do you believe it helped to prepare you for the workforce?
49	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?
50	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 that apply.
52	49	Q920. Which of the following soft skills, if any, did you learn before entering the workforce? Please select all that apply.
54	50	Q925. Which of the following hard skills, if any, did you learn in school? Please select all that apply.
55	51	Q930. When did you first learn each of the following? GRID SUMMARY TABLE
56	52	Q930. When did you first learn each of the following? SUMMARY TABLE OF BEFORE HIGH SCHOOL
57	53	Q930. When did you first learn each of the following? SUMMARY TABLE OF IN HIGH SCHOOL
58	54	Q930. When did you first learn each of the following? SUMMARY TABLE OF IN COLLEGE/TRADE SCHOOL
59	55	Q930. When did you first learn each of the following? SUMMARY TABLE OF ON THE JOB
60	56	Q930. When did you first learn each of the following? SUMMARY TABLE OF NEVER/I STILL HAVEN'T LEARNED IT
61	57	Q930_1. When did you first learn each of the following? 1. Basic personal finance skills (e.g., budgeting, planning, etc.)
62	58	Q930_2. When did you first learn each of the following? 2. Communication skills
63	59	Q930_3. When did you first learn each of the following? 3. Interview etiquette/skills (e.g., what to wear to an interview, writing a thank you note, etc.)
64	60	Q930_4. When did you first learn each of the following? 4. Resume writing skills
65	61	Q930_5. When did you first learn each of the following? 5. Negotiating skills (e.g., for a salary increase, promotion, etc.)
66	62	Q930_6. When did you first learn each of the following? 6. Email etiquette

67	63	Q930_7. When did you first learn each of the following? 7. Process for finding a job (e.g., where to look, how to apply, etc.)
68	64	Q930_8. When did you first learn each of the following? 8. How to fill out a W-2 form
69	65	Q930_9. When did you first learn each of the following? 9. How to choose benefits (e.g., health insurance, 401k, etc.)
70	66	Q930_10. When did you first learn each of the following? 10. Networking skills (i.e., the exchange of information or services between individuals)
71	67	Q935. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
72	68	Q935. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)
73	69	Q935_1. To what extent do you agree or disagree with the following statements? 1. 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? 2. There needs to be more of a balance in education to match learning to actual career options.
75	71	Q935_3. To what extent do you agree or disagree with the following statements? 3. I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school.
76	72	Q1000. How useful has the education you've received (e.g., your degree(s), certification(s), etc.) been to your career?
77	73	Q1005. How much of your education (e.g., your degree(s), certification(s), etc.) do you typically use in your current job?
78	74	Q1010. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
79	75	Q1010. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF SOMEWHAT/STRONGLY DISAGREE (BOTTOM 2 BOX)
80	76	Q1010_1. To what extent do you agree or disagree with the following statements? 1. I wish I had been better prepared to deal with the transition from school to the workforce.
81	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.
82	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.
83	79	Q1010_4. To what extent do you agree or disagree with the following statements? 4. Job training certifications (i.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.
84	80	Q1010_5. To what extent do you agree or disagree with the following statements? 5. An education isn't actually necessary to be successful in my job.
85	81	Q1010_6. To what extent do you agree or disagree with the following statements? 6. I could not have gotten my job without the education that I have.
86	82	Q1010_7. To what extent do you agree or disagree with the following statements? 7. In ten years, advanced degrees (e.g., master's degree) will be the new minimum requirement for many jobs.
87	83	Q1015. Which of the following common school subjects do you use in your daily activities at work? Please select all that apply.
88	84	Q1020. Which of the following hard skills do you use in your daily activities at work? Please select all that apply.
89	85	Q1025. In your opinion, which of the following is more important to a worker's success in today's workplace?
90	86	Q1100. Have you ever returned to school after entering the workforce?
91	87	Q1105. For which of the following reasons did you choose to go back to school after entering the workforce? Please select all that apply.
92	88	Q1110. How helpful to your career was going back to school after you entered the workforce?
93	89	Q1115. You mentioned you have not gone back to school after you began your career. Which of the following are reasons why you do not go back to school? Please select all that apply.
94	90	Q1120. Does your employer currently offer any courses or programs to help workers expand or upgrade their skills?
95	91	Q1125. Have you ever completed any courses or programs (either offered by your employer or found on your own) outside of an official college degree program to upgrade your skills for your job?
96	92	Q1130. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
97	93	Q1130. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
98	94	Q1130_1. To what extent do you agree or disagree with the following statements? 1. The education system hasn't caught up with what skills are needed for today's workplace.
99	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 training certificates, paying for additional education, etc.).
100	96	Q1130_3. To what extent do you agree or disagree with the following statements? 3. It is important for workers in my job field to continually refresh their hard skills.
101	97	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.

102	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	99	Q1200. In general, to what extent do you feel you are prepared for the "jobs of the future" (i.e., jobs that require companies to embrace new technology and require workers to learn new hard and soft skills on the job)?
104	100	Q1205. How knowledgeable are you about each of the following? SUMMARY TABLE OF VERY KNOWLEDGEABLE (TOP BOX)
105	101	Q1205. How knowledgeable are you about each of the following? SUMMARY TABLE OF VERY/SOMEWHAT KNOWLEDGEABLE (TOP 2 BOX)
106	102	Q1205. How knowledgeable are you about each of the following? SUMMARY TABLE OF NOT VERY/NOT AT ALL KNOWLEDGEABLE (BOTTOM 2 BOX)
107	103	Q1205_1. How knowledgeable are you about each of the following? 1. Artificial intelligence
108	104	Q1205_2. How knowledgeable are you about each of the following? 2. Digital marketing
109	105	Q1205_3. How knowledgeable are you about each of the following? 3. Environmental sciences
110	106	Q1205_4. How knowledgeable are you about each of the following? 4. Robotics
111	107	Q1205_5. How knowledgeable are you about each of the following? 5. Quantum computing
112	108	Q1205_6. How knowledgeable are you about each of the following? 6. Health sciences
113	109	Q1205_7. How knowledgeable are you about each of the following? 7. Blockchain
114	110	Q1205_8. How knowledgeable are you about each of the following? 8. 3D printing
115	111	Q1300. Which ONE of the following best describes the type of work that you do?
116	112	Q1305. In what industry do you currently work?
119	113	Q1310. What is your job level?
120	114	Q1315. What is your current salary?
121	115	GENDER: Are you...?
122	116	AGE: What is your age?
123	117	EMPLOYMENT: Which of the following best describes your employment status?
124	118	EDUCATION: What is the highest level of education you have completed?
125	120	US REGION: Census Region (US Net)
126	121	INCOME: How much total combined income did all members of your household earn before taxes last year?
127	122	RACE: What is your race?
129	127	MARITAL STATUS: What is your marital status?
130	128	DMADULTHH. Adults in Household
131	129	DMCHILDHH. Children in Household