

Base: All Qualified Respondents

Gender: Do you currently describe yourself as...? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Woman	1132 75%	-	1132 100% B	671 76% F	213 87% DFGH	458 72%	352 76%	106 69%	694 78% L	190 74%	124 75%	88 63%	437 72%	20 66%	456 80% P	656 73%	492 79%	639 73%
Man	356 24%	356 100% C	-	202 23% E	32 13%	169 27% DE	105 23%	47 30% E	193 22%	62 24%	39 24%	50 36% I	163 27%	10 34%	110 19%	236 26% O	123 20%	233 26% Q
Non-binary	6 *	1 *	2 *	6 1%	-	6 1%	* *	-	2 *	-	1 1%	2 1%	3 1%	-	* *	6 1%	2 *	3 *
Gender non-conforming	1 *	-	1 *	1 *	-	1 *	-	-	1 *	-	-	-	-	-	-	1 *	1 *	-
I identify as	4 *	-	1 *	* *	-	* *	3 1%	-	2 *	2 1%	-	-	2 *	-	4 1%	-	4 1%	-
Prefer not to answer	10 1%	-	-	4 *	-	4 1%	4 1%	2 1%	5 1%	3 1%	-	-	4 1%	-	4 1%	6 1%	4 1%	6 1%
Sigma	1508 100%	356 100%	1135 100%	884 100%	246 100%	639 100%	466 100%	154 100%	898 100%	257 100%	164 100%	140 100%	610 100%	30 100%	574 100%	904 100%	626 100%	882 100%

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

Base: All Qualified Respondents

AGE: What is your age?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
18-24	109 7%	17 5%	92 8%	109 12% FGH	109 44% DFGH	-	-	-	60 7%	24 9%	18 11%	5 4%	49 8%	-	72 13% P	38 4%	85 14% R	24 3%
25-34	425 28%	95 27%	327 29%	425 48% FGH	137 56% GH	289 45% GH	-	-	245 27%	69 27%	50 31%	42 30%	181 30%	1 3%	147 26%	277 31%	199 32%	227 26%
35-44	384 26%	96 27%	282 25%	347 39% EGH	-	347 55% DEGH	37 8% EH	-	197 22%	64 25%	60 36% I	46 33%	188 31% I	7 22%	118 21%	260 29% O	120 19%	264 30% Q
45-54	309 21%	72 20%	234 21%	-	-	-	309 66% DEFH	-	186 21%	60 23%	33 20%	25 18%	123 20%	7 22%	123 21%	179 20%	131 21%	178 20%
55-64	198 13%	47 13%	147 13%	-	-	-	118 25% DEF	79 52% DEFG	143 16% KM	29 11%	4 3%	18 13% K	54 9% K	7 23%	86 15%	105 12%	61 10%	137 16% Q
65+	78 5%	29 8% C	49 4%	-	-	-	-	74 48% DEFG	64 7% KM	11 4%	-	3 2%	14 2%	9 30%	26 5%	43 5%	28 4%	51 6%
MEAN	41.4	43.2 C	40.8	32.2 E	24.1	35.4 DE	50.8 DEF	64.7 DEFG	42.7 KM	41.1 K	36.8	40.2	39.5 K	54.3	41.0	41.3	39.1	43.0 Q
STD. DEV.	12.96	13.01	12.93	6.48	2.44	4.54	4.28	3.72	13.73	12.69	9.65	11.15	11.46	10.98	13.56	12.41	13.25	12.51
STD. ERR.	0.33	0.65	0.39	0.23	0.21	0.18	0.19	0.26	0.42	1.03	0.90	1.03	0.55	1.83	0.57	0.41	0.48	0.46
MEDIAN	40	41	40	33	25	35	50	64	42	42	37	38	38	55	40	40	37	42
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

	Generation																	
	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
GEN Z	246 16%	32 9%	213 19% B	246 28% FGH	246 100% DFGH	-	-	-	143 16%	39 15%	37 22%	20 14%	103 17%	-	112 20%	134 15%	147 24% R	99 11%
MILLENNIALS	636 42%	169 48%	458 40%	636 72% EGH	-	636 100% DEGH	-	-	339 38%	105 41%	90 55% I	70 50%	297 49% J	7 25%	213 37%	415 46% O	241 39%	395 45%
GEN X	464 31%	105 30%	352 31%	-	-	-	464 100% DEFH	-	286 32%	95 37%	37 22%	40 29%	179 29%	11 37%	183 32%	271 30%	181 29%	283 32%
BABY BOOMERS	154 10%	47 13%	106 9%	-	-	-	-	154 100% DEFG	123 14% KM	18 7%	1 1%	9 7%	31 5%	12 39%	64 11%	78 9%	54 9%	99 11%
SILENT GEN	4 *	2 1%	2 *	-	-	-	-	-	4 *	-	-	-	-	-	-	4 *	-	4 *
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

QS4. Which of the following describes your current job title or role?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
ALL OTHER (NET)	750 50%	165 46%	576 51%	456 52% F	158 64% DFGH	299 47%	221 48%	73 47%	433 48% L	167 65% ILM	99 60% L	38 27%	317 52% L	30 100%	413 72% P	307 34%	442 71% R	309 35%
Allied health professional (e.g., physical therapist, occupational therapist, dietitian, etc.)	201 13%	49 14%	151 13%	121 14%	41 17%	81 13%	59 13%	20 13%	121 14%	40 16%	19 12%	16 12%	80 13%	2 7%	76 13%	123 14%	79 13%	122 14%
Personal care aide	128 8%	26 7%	100 9%	68 8%	18 7%	50 8%	49 11%	11 7%	64 7%	38 15% IL	22 13% L	3 2%	63 10% L	11 36%	97 17% P	20 2%	101 16% R	27 3%
Behavioral health professional (e.g., psychologist, licensed clinical social worker, mental health counselor, etc.)	128 8%	22 6%	101 9%	75 8%	25 10%	50 8%	41 9%	12 8%	87 10%	20 8%	12 7%	8 6%	41 7%	3 10%	40 7%	84 9%	65 10%	62 7%
Other support staff	113 8%	27 8%	85 8%	81 9% F	32 13% G	49 8%	26 6%	6 4%	60 7%	25 10%	22 13% L	3 2%	53 9% L	3 8%	81 14% P	29 3%	82 13% R	31 4%
Certified Nurse Assistant (CNA)	80 5%	13 4%	64 6%	50 6% F	22 9%	28 4%	24 5%	6 4%	31 3%	35 14% ILM	12 7% L	-	49 8% IL	-	70 12% P	9 1%	57 9% R	23 3%
Pharmacist	54 4%	17 5%	37 3%	29 3%	9 4%	20 3%	15 3%	10 7%	34 4%	6 2%	5 3%	8 6%	20 3%	7 25%	11 2%	35 4%	22 4%	32 4%
Pharmacy technician	48 3%	10 3%	39 3%	33 4%	12 5%	22 3%	8 2%	7 4%	36 4%	4 1%	7 4%	-	12 2%	4 13%	38 7% P	6 1%	36 6% R	12 1%
NURSES (NET)	527 35%	71 20%	452 40% B	299 34%	75 30%	225 35%	175 38%	50 33%	347 39% JM	69 27%	54 33%	36 26%	180 30%	-	154 27%	373 41% O	167 27%	360 41% Q
Registered Nurse (RN)	411 27%	46 13%	362 32% B	235 27%	73 30%	162 25%	134 29%	40 26%	277 31% JM	44 17%	44 27%	27 20%	134 22%	-	113 20%	298 33% O	127 20%	284 32% Q
Nurse Practitioner (NP)	80 5%	22 6%	57 5%	47 5% E	1 1%	46 7% DE	30 6% E	3 2%	44 5%	21 8%	4 2%	9 6%	36 6%	-	8 1%	71 8% O	6 1%	73 8% Q
Licensed Practical Nurse (LPN)	35 2%	3 1%	32 3%	17 2%	-	17 3% D	11 2%	7 5% E	25 3%	3 1%	7 4%	-	10 2%	-	32 6% P	3	33 5% R	2
Clinical Nurse Specialist	1	-	1	-	-	-	-	1 1%	1	-	-	-	-	-	-	1	1	-
Certified Nurse Midwife	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PHYSICIANS/PAS (NET)	227 15%	120 34% C	103 9%	126 14% E	13 5%	113 18% DE	68 15% E	31 20% E	115 13%	21 8%	11 7%	66 47% IJKM	112 18% JK	-	5 1%	222 25% O	15 2%	212 24% Q

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

Base: All Qualified Respondents

QS4. Which of the following describes your current job title or role?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NE1)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Physician - Specialist (e.g., cardiology, oncology, surgery, dermatology, etc.)	94 6%	54 15% C	38 3%	54 6% E	-	54 8% DE	32 7% E	8 5% E	45 5%	3 1%	5 3%	31 22% IJKM	48 8% J	-	-	94 10% O	2 *	92 10% Q
Physician - General medicine/Primary care (e.g., family medicine, internal medicine, pediatrics, etc.)	92 6%	50 14% C	41 4%	41 5%	2 1%	38 6% D	29 6%	21 14% DEFG	49 5%	13 5%	4 2%	22 16% IJKM	44 7%	-	2 *	90 10% O	4 1%	88 10% Q
Physician Assistant (PA)	41 3%	17 5%	24 2%	32 4%	11 4%	21 3%	7 2%	2 2%	21 2%	5 2%	2 1%	12 9% IJM	20 3%	-	3 *	38 4% O	9 1%	32 4%
Case Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial Counselor	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Billing Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

QS3. How much of your professional time do you spend providing care directly to patients? Please use your best estimate.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
50%-74%	280 19%	49 14%	231 20% B	172 19%	47 19%	125 20%	86 19%	22 15%	179 20%	31 12%	34 21%	31 22%	102 17%	13 43%	102 18%	166 18%	115 18%	165 19%
75%-99%	864 57%	203 57%	652 58%	504 57%	138 56%	366 58%	258 56%	100 65%	527 59% L	162 63% L	86 52%	59 42%	338 55% L	14 47%	340 59%	510 57%	370 59%	494 56%
100%	359 24%	104 29% C	248 22%	206 23%	61 25%	145 23%	120 26%	31 20%	189 21%	64 25%	45 27%	50 36% I	170 28% I	3 9%	131 23%	226 25%	138 22%	221 25%
MEAN	83.5	85.8 C	82.7	83.1	83.3	83.1	83.7	84.7	82.5	85.4	83.1	85.6	84.9 I	75.2	82.8	84.2	83.1	83.8
STD. DEV.	14.83	14.06	15.03	14.88	14.87	14.90	15.31	13.06	14.81	13.50	15.56	16.51	14.76	14.64	14.68	14.84	14.64	14.97
STD. ERR.	0.38	0.70	0.46	0.54	1.30	0.59	0.67	0.90	0.45	1.10	1.46	1.52	0.70	2.44	0.62	0.49	0.53	0.55
MEDIAN	85	90	85	85	85	85	85	90	85	90	85	90	90	75	85	90	85	85
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q8713\_1. How many years have you been in your current role and organization? If you have been in either one for less than a year, please enter "0" below.

4 Aug 2025  
Table 6

Base: All Qualified Respondents

1. years providing care directly to patients

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
0-2	153 10%	23 6%	127 11%	136 15% FGH	98 40% DFGH	38 6%	15 3%	2 1%	81 9%	29 11%	32 19% ILM	4 3%	72 12% L	- -	79 14% P	75 8%	74 12%	79 9%
3-9	546 36%	147 41%	397 35%	469 53% FGH	148 60% GH	321 50% GH	71 15% H	6 4%	310 35%	92 36%	64 39%	58 41%	236 39%	7 23%	184 32%	355 39%	253 41% R	293 33%
10-19	401 27%	104 29%	291 26%	247 28% EH	- -	247 39% DEGH	138 30% EH	17 11% E	221 25%	68 27%	47 29%	49 35%	180 30%	6 18%	175 31%	221 24%	162 26%	239 27%
20-29	261 17%	49 14%	212 19%	30 3%	- -	30 5% DE	180 39% DEF	51 33% DEF	171 19%	48 19%	18 11%	21 15%	90 15%	8 26%	81 14%	172 19%	84 14%	176 20% Q
30+	143 9%	34 10%	105 9%	- -	- -	- -	60 13% DEF	78 51% DEFG	110 12% KM	20 8%	3 2%	8 6%	32 5%	10 33%	53 9%	79 9%	50 8%	93 11%
MEAN	13.4	13.1	13.5	7.7 E	3.1	9.4 DE	18.7 DEF	29.0 DEFG	14.6 KM	13.1 K	9.1	12.5 K	11.6 K	21.0	12.8	13.5	11.7	14.6 Q
STD. DEV.	10.48	10.22	10.55	5.14	1.89	4.91	9.15	10.72	11.27	9.97	7.16	8.66	8.90	10.19	10.72	10.24	9.70	10.85
STD. ERR.	0.27	0.51	0.32	0.19	0.17	0.19	0.40	0.74	0.35	0.81	0.67	0.80	0.42	1.70	0.45	0.34	0.35	0.40
MEDIAN	10	10	10	6	3	9	20	30	11	10	6	10	9	22	10	10	9	11
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q8713\_2. How many years have you been in your current role and organization? If you have been in either one for less than a year, please enter "0" below.

4 Aug 2025  
Table 7

Base: All Qualified Respondents

2. years at current organization

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
0-2	437 29%	75 21%	355 31% B	360 41% FGH	157 64% DFGH	202 32% GH	62 13%	15 10%	248 28%	78 30%	65 40% L	24 17%	189 31% L	- -	204 36% P	233 26%	208 33% R	229 26%
3-9	610 41%	166 47%	442 39%	414 47% EGH	88 36% H	326 51% DEGH	162 35% H	31 20%	349 39%	106 41%	70 43%	67 48%	261 43%	11 36%	193 34%	406 45% O	248 40%	362 41%
10-19	310 21%	81 23%	224 20%	103 12% E	- -	103 16% DE	156 34% DEF	51 33% DEF	185 21%	51 20%	27 17%	37 27%	125 21%	13 44%	117 21%	179 20%	117 19%	193 22%
20-29	113 8%	25 7%	86 8%	5 1%	-	5 1%	75 16% DEF	33 21% DEF	85 10% KM	15 6%	1 1%	11 8%	28 5%	5 18%	43 8%	65 7%	42 7%	71 8%
30+	34 2%	8 2%	25 2%	-	-	-	9 2% DF	24 15% DEFG	28 3%	6 2%	* -	-	7 1%	* 2%	15 3%	19 2%	9 2%	25 3%
MEAN	7.8	8.1	7.7	4.5 E	2.2	5.4 DE	10.9 DEF	17.2 DEFG	8.6 KM	7.5 K	5.2	7.7 K	6.7 K	12.6	7.6	7.8	7.1	8.4 Q
STD. DEV.	7.96	7.29	8.12	3.97	1.66	4.23	8.04	11.62	8.60	7.88	4.97	6.69	6.76	6.23	8.42	7.67	7.43	8.28
STD. ERR.	0.21	0.36	0.25	0.14	0.15	0.17	0.35	0.80	0.26	0.64	0.47	0.62	0.32	1.04	0.36	0.25	0.27	0.30
MEDIAN	5	5	5	3	2	4	10	17	5	5	4	5	5	10	5	5	5	5
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Q200. Generally speaking, how would you describe your level of satisfaction at your current job?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1240 82%	310 87%	918 81%	729 83%	200 81%	529 83%	380 82%	128 83%	755 84% J	186 72%	140 85%	118 84%	485 80% J	27 90%	467 82%	746 83%	497 80%	744 84%
Very satisfied	560 37%	123 34%	432 38%	339 38%	91 37%	248 39%	165 36%	52 34%	327 37%	102 40%	70 43%	48 34%	233 38%	14 45%	223 39%	323 36%	239 38%	321 36%
Somewhat satisfied	681 45%	187 53% C	486 43%	390 44%	109 44%	281 44%	215 46%	76 49%	428 48% J	84 33%	70 42%	70 50% J	253 41% J	14 45%	244 43%	423 47%	258 41%	423 48%
Neither satisfied nor dissatisfied	142 9%	28 8%	113 10%	93 11%	33 13%	60 9%	40 9%	9 6%	63 7% I	43 17%	16 10%	16 11%	79 13% I	1 4%	54 9%	86 10%	69 11%	73 8%
BOTTOM 2 BOX (NET)	122 8%	18 5%	100 9%	60 7%	13 5%	48 7%	45 10%	17 11%	77 9%	27 11%	8 5%	6 4%	45 7%	2 6%	51 9%	69 8%	58 9%	64 7%
Not very satisfied	93 6%	15 4%	74 7%	48 5%	8 3%	41 6%	33 7%	11 7%	61 7%	18 7%	8 5%	5 4%	32 5%	2 6%	39 7%	52 6%	44 7%	49 6%
Not at all satisfied	29 2%	3 1%	26 2%	12 1%	5 2%	7 1%	11 2%	5 4%	16 2%	9 4%	* *	1 1%	13 2%	- -	11 2%	18 2%	14 2%	15 2%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Q205. How valued do you feel by your current employer?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1104 73%	270 76%	823 73%	637 72%	180 73%	457 72%	340 73%	123 80%	671 75%	167 65%	124 75%	104 75%	433 71%	28 93%	406 71%	670 74%	448 72%	656 75%
Very valued	483 32%	110 31%	365 32%	302 34%	92 38%	210 33%	132 28%	45 29%	287 32%	76 30%	61 37%	46 33%	197 32%	16 51%	197 34%	271 30%	198 32%	285 32%
Somewhat valued	621 41%	160 45%	458 40%	335 38%	88 36%	247 39%	208 45%	78 51% D	384 43%	91 36%	63 38%	58 42%	236 39%	12 41%	209 37%	399 44%	250 40%	371 42%
Neither valued nor undervalued	148 10%	33 9%	114 10%	97 11%	25 10%	72 11%	41 9%	10 6%	81 9%	33 13%	15 9%	14 10%	66 11%	1 2%	62 11%	85 9%	63 10%	85 10%
BOTTOM 2 BOX (NET)	253 17%	53 15%	194 17%	148 17%	41 17%	107 17%	84 18%	21 14%	143 16%	57 22%	25 15%	22 16%	110 18%	2 5%	105 18%	147 16%	113 18%	140 16%
Not very valued	182 12%	39 11%	139 12%	121 14%	40 16%	81 13%	49 11%	12 8%	107 12%	28 11%	24 14%	22 15%	75 12%	2 5%	73 13%	108 12%	87 14%	96 11%
Not at all valued	70 5%	14 4%	55 5%	27 3%	1 1%	26 4% D	35 7% DE	9 6% E	36 4%	29 11% IKLM	2 1%	*	35 6% KL	-	32 6%	39 4%	26 4%	44 5%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Q210. How loyal do you feel to your current employer?

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1130 75%	257 72%	858 76%	647 73%	175 71%	472 74%	350 75%	129 84%	686 77%	175 68%	119 72%	110 78%	443 73%	27 89%	439 77%	664 74%	470 75%	660 75%
Very loyal	555 37%	123 35%	426 38%	325 37%	76 31%	250 39% D	177 38%	50 33%	319 36%	103 40%	62 38%	47 34%	236 39%	17 57%	231 40%	307 34%	229 37%	326 37%
Somewhat loyal	575 38%	134 38%	432 38%	321 36%	99 40%	222 35%	173 37%	79 51% DFG	368 41% J	73 28%	57 34%	63 45% JM	207 34%	10 32%	208 36%	358 40%	241 39%	334 38%
Neither loyal nor disloyal	186 12%	44 12%	140 12%	126 14% FH	49 20% H	77 12%	52 11%	8 5%	117 13%	32 12%	19 12%	14 10%	69 11%	1 3%	80 14%	106 12%	81 13%	106 12%
BOTTOM 2 BOX (NET)	188 12%	54 15%	134 12%	109 12%	22 9%	87 14%	62 13%	16 11%	91 10%	50 19% I	27 16%	16 12%	97 16% I	2 8%	54 9%	132 15%	73 12%	114 13%
Not very loyal	132 9%	37 10%	95 8%	88 10%	19 8%	69 11%	37 8%	7 5%	65 7%	24 9%	26 16% I	16 11%	67 11%	2 8%	45 8%	85 9%	59 9%	73 8%
Not at all loyal	55 4%	17 5%	38 3%	22 2%	3 1%	18 3%	25 5%	9 6%	25 3%	26 10% IKLM	1 *	*	30 5% KL	-	9 2%	46 5% O	14 2%	41 5%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Q215. Besides pay or salary, which of the following motivates you to stay with your current employer? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Schedule/PTO flexibility	977 65%	221 62%	752 66%	606 69% H	167 68%	439 69% H	284 61%	86 56%	571 64%	163 64%	126 76%	90 64%	406 67%	13 44%	354 62%	610 68%	394 63%	583 66%
Quality of health insurance	595 40%	161 45%	426 38%	353 40%	88 36%	266 42%	182 39%	60 39%	341 38%	120 47%	73 44%	44 32%	254 42%	20 66%	200 35%	375 42%	243 39%	351 40%
WORKFORCE TRAINING/EDUCATION (NET)	579 39%	144 40%	430 38%	402 46% FGH	150 61% DFGH	252 40% G	129 28%	48 31%	346 39%	92 36%	64 39%	53 38%	233 38%	17 58%	217 38%	345 38%	267 43% R	312 35%
Workforce learning/job training	434 29%	119 33%	311 27%	305 35% FG	106 43% GH	199 31% G	91 20%	37 24%	253 28%	81 32%	47 28%	36 25%	181 30%	15 50%	180 32%	238 26%	210 34% R	224 25%
Education/tuition benefits	327 22%	75 21%	251 22%	230 26% FG	95 39% DFGH	135 21%	71 15%	25 17%	193 22%	45 17%	37 23%	35 25%	134 22%	14 46%	115 20%	198 22%	137 22%	190 22%
Generous 401k match	515 34%	150 42% C	358 32%	298 34%	83 34%	214 34%	167 36%	50 32%	294 33%	93 36%	58 35%	48 34%	221 36%	12 39%	169 30%	334 37%	181 29%	334 38% Q
Other	205 14%	36 10%	168 15%	90 10%	16 6%	75 12% D	80 17% DE	31 20% DE	145 16% JM	18 7%	17 10%	21 15%	60 10%	1 3%	86 15%	118 13%	70 11%	135 15%
None - I don't feel motivated to stay with my current employer	88 6%	26 7%	61 5%	43 5%	14 5%	29 5%	30 6%	15 10%	50 6%	14 5%	8 5%	14 10%	38 6%	2 5%	35 6%	52 6%	47 7%	42 5%
Sigma	3140 209%	788 221%	2328 206%	1926 218%	568 231%	1358 214%	906 195%	304 198%	1846 206%	534 208%	366 222%	287 205%	1294 212%	76 253%	1139 199%	1926 214%	1283 206%	1858 211%

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

Q300. How likely are you to do each of the following in the next year?

SUMMARY TABLE OF VERY/SOMEWHAT LIKELY (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
LIKELY TO LOOK INTERNALLY OR EXTERNALLY (NET)	830 55%	205 57%	613 54%	549 62% FGH	182 74% DFGH	368 58% GH	216 46%	63 41%	440 49%	179 70% IL	115 70% IL	71 51%	390 64% IL	16 54%	328 57%	485 54%	381 61% R	449 51%
Look for job openings, interview for, or switch to new roles outside my organization	595 40%	148 42%	437 39%	393 45% GH	105 43%	289 45% GH	154 33%	45 29%	302 34%	130 50% I	88 53% I	54 39%	293 48% I	10 32%	237 41%	348 39%	273 44%	322 37%
Look for job openings, interview for, or switch to new roles inside my organization	569 38%	144 40%	417 37%	393 45% FGH	139 56% DFGH	255 40% GH	142 30%	34 22%	296 33%	128 50% IL	86 52% IL	44 32%	273 45% IL	13 43%	241 42%	315 35%	271 43% R	298 34%

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

Q300. How likely are you to do each of the following in the next year?  
SUMMARY TABLE OF NOT AT ALL/NOT VERY LIKELY (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
LIKELY TO LOOK INTERNALLY OR EXTERNALLY (NET)	887 59%	192 54%	687 61%	487 55%	119 48%	369 58% D	288 62% E	108 70% DE	581 65% JKM	123 48%	79 48%	77 55%	306 50%	17 55%	289 51%	581 64% O	331 53%	556 63% Q
Look for job openings, interview for, or switch to new roles inside my organization	659 44%	154 43%	500 44%	348 39% E	70 28%	278 44% DE	217 47% E	90 58% DEF	423 47% JM	88 34%	57 35%	67 48%	236 39%	9 30%	206 36%	443 49% O	233 37%	425 48% Q
Look for job openings, interview for, or switch to new roles outside my organization	635 42%	141 40%	491 43%	347 39%	84 34%	264 41%	205 44%	81 53% DE	430 48% JM	75 29%	60 36%	54 38%	205 34%	15 50%	206 36%	414 46% O	237 38%	398 45%

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

Q300\_1. How likely are you to do each of the following in the next year?  
1. Look for job openings, interview for, or switch to new roles inside my organization

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
VERY/SOMEWHAT LIKELY (NET)	569 38%	144 40%	417 37%	393 45% FGH	139 56% DFGH	255 40% GH	142 30%	34 22%	296 33%	128 50% IL	86 52% IL	44 32%	273 45% IL	13 43%	241 42%	315 35%	271 43% R	298 34%
Very likely	192 13%	45 13%	144 13%	148 17% GH	46 19% GH	102 16% GH	37 8%	7 4%	93 10%	59 23% ILM	23 14%	12 8%	98 16% IL	5 17%	82 14%	105 12%	85 14%	107 12%
Somewhat likely	377 25%	99 28%	273 24%	245 28% F	93 38% DFGH	153 24%	105 23%	28 18%	202 23%	69 27%	63 38% I	32 23%	175 29%	8 26%	160 28%	210 23%	186 30% R	191 22%
Neither likely nor unlikely	276 18%	58 16%	215 19%	141 16%	37 15%	103 16%	105 23% D	30 19%	176 20%	41 16%	22 13%	28 20%	100 16%	8 27%	124 22%	144 16%	119 19%	157 18%
NOT AT ALL/NOT VERY LIKELY (NET)	659 44%	154 43%	500 44%	348 39% E	70 28%	278 44% DE	217 47% E	90 58% DEF	423 47% JM	88 34%	57 35%	67 48%	236 39%	9 30%	206 36%	443 49% O	233 37%	425 48% Q
Not very likely	314 21%	85 24%	227 20%	199 23%	46 19%	153 24%	80 17%	35 23%	215 24% JKM	29 11%	20 12%	31 22%	99 16%	7 24%	95 17%	213 24% O	133 21%	181 21%
Not at all likely	344 23%	69 19%	272 24%	149 17%	24 10%	125 20% DE	137 30% DEF	54 35% DEF	208 23%	59 23%	37 22%	36 26%	136 22%	2 6%	112 20%	231 26%	100 16%	245 28% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q300\_2. How likely are you to do each of the following in the next year?  
2. Look for job openings, interview for, or switch to new roles outside my organization

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
VERY/SOMEWHAT LIKELY (NET)	595 40%	148 42%	437 39%	393 45% GH	105 43%	289 45% GH	154 33%	45 29%	302 34%	130 50% I	88 53% I	54 39%	293 48% I	10 32%	237 41%	348 39%	273 44%	322 37%
Very likely	214 14%	43 12%	167 15%	147 17%	31 13%	116 18% G	51 11%	16 10%	106 12%	73 28% IKLM	22 13%	10 7%	108 18% IL	1 2%	85 15%	129 14%	89 14%	125 14%
Somewhat likely	381 25%	106 30%	270 24%	246 28%	74 30%	172 27%	103 22%	29 19%	196 22%	56 22%	66 40% IJ	44 32%	184 30% IJ	9 30%	152 27%	220 24%	184 29% R	197 22%
Neither likely nor unlikely	274 18%	67 19%	203 18%	141 16% F	58 23% F	84 13%	105 23% DF	27 18%	162 18%	53 20%	17 10%	32 23%	112 18%	6 19%	129 23% P	139 15%	113 18%	160 18%
NOT AT ALL/NOT VERY LIKELY (NET)	635 42%	141 40%	491 43%	347 39%	84 34%	264 41%	205 44%	81 53% DE	430 48% JM	75 29%	60 36%	54 38%	205 34%	15 50%	206 36%	414 46% O	237 38%	398 45%
Not very likely	326 22%	78 22%	245 22%	197 22%	50 21%	146 23%	94 20%	32 21%	226 25% JM	30 12%	25 15%	33 23%	100 16%	8 26%	104 18%	214 24%	133 21%	193 22%
Not at all likely	310 21%	62 18%	246 22%	150 17%	33 13%	117 18%	111 24% D	49 32% DEF	204 23%	44 17%	34 21%	21 15%	105 17%	7 24%	102 18%	200 22%	104 17%	205 23% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: If Likely To Look/Switch Role

Q305. Which of the following are the reasons you are considering looking for a new role or leaving your current role? Please select all that apply.

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	811	227	572	447	93	354	266	97	541	98	76	64	270	22	320	469	447	364
Weighted Base	830	205	613	549	182*	368	216	63*	440	179*	115*	71*	390	16**	328	485	381	449
INADEQUATE COMPEN SATION/BENEFITS (NET)	407 49%	94 46%	307 50%	285 52%	94 52%	191 52%	96 45%	26 41%	218 49%	69 39%	57 49%	48 68% IJM	189 48%	6 39%	154 47%	246 51%	192 50%	215 48%
Inadequate compensation	354 43%	77 38%	275 45%	252 46%	83 46%	169 46%	83 39%	19 30%	186 42%	66 37%	45 39%	42 60% IJM	168 43%	3 17%	133 40%	219 45%	155 41%	199 44%
Inadequate benefits	146 18%	38 19%	105 17%	96 17%	27 15%	69 19%	32 15%	18 29%	89 20%	20 11%	16 14%	19 27% JM	57 15%	5 30%	58 18%	84 17%	81 21%	66 15%
LACK OF OPPORTUNITIES FOR CAREER ADVANCEME NT/PERSONAL DEV/EDUCATION (NET)	402 48%	102 50%	293 48%	267 49%	90 50%	177 48%	99 46%	35 56%	210 48%	90 50%	53 46%	35 50%	192 49%	12 71%	152 46%	238 49%	190 50%	212 47%
Lack of opportunities for career advancement	286 35%	69 33%	214 35%	187 34% F	75 41%	112 31%	76 35%	23 37%	152 34%	68 38%	28 24%	27 38%	135 35%	7 42%	101 31%	179 37%	128 34%	158 35%
Lack of opportunities for professional development	213 26%	50 24%	158 26%	138 25%	49 27%	89 24%	52 24%	23 37%	117 27%	41 23%	31 27%	19 27%	96 25%	9 58%	77 23%	126 26%	115 30%	98 22%
Limited education opportunities	100 12%	30 14%	70 11%	75 14%	22 12%	53 14%	18 8%	6 10%	52 12%	28 16%	12 10%	6 8%	48 12%	2 11%	37 11%	61 13%	51 13%	49 11%
Burnout or emotional fatigue	399 48%	76 37%	315 51% B	263 48%	81 44%	182 50%	103 48%	33 53%	237 54% JM	70 39%	44 38%	38 54%	162 41%	3 21%	137 42%	259 53% O	155 41%	245 54% Q
Feeling undervalued or unrecognized	305 37%	61 30%	242 39%	201 37%	50 28%	151 41% D	82 38%	23 36%	180 41%	56 31%	37 32%	25 35%	125 32%	7 45%	119 36%	179 37%	140 37%	165 37%
Poor management or leadership	285 34%	57 28%	223 36%	187 34%	59 33%	128 35%	78 36%	21 33%	154 35%	42 24%	48 41%	28 39%	131 34% J	2 14%	107 33%	176 36%	127 33%	159 35%
Misalignment with organization's values or culture	111 13%	27 13%	83 14%	63 12%	12 7%	51 14% D	28 13%	20 32% DEFG	62 14%	20 11%	9 8%	14 20%	49 13%	2 9%	47 14%	63 13%	59 15%	52 12%
Personal health or other voluntary reasons	110 13%	19 9%	89 15%	74 14%	31 17%	44 12%	15 7%	19 30% DFG	73 17% M	17 10%	9 8%	7 10%	37 9%	2 15%	52 16%	55 11%	51 13%	59 13%
Job insecurity	105 13%	32 15%	73 12%	63 12%	17 10%	46 13%	29 14%	13 20%	61 14%	20 11%	11 10%	10 14%	45 12%	5 33%	54 16%	46 10%	56 15%	49 11%
Retirement	43 5%	14 7%	28 5%	24 4%	8 4%	16 4%	12 6%	7 10%	20 4%	12 7%	7 6%	4 5%	23 6%	2 14%	16 5%	25 5%	20 5%	23 5%
Other	56 7%	10 5%	46 7%	32 6%	9 5%	23 6%	15 7%	9 14%	27 6%	21 12%	6 5%	1 1%	29 7%	-	34 10% P	23 5%	28 7%	29 6%

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

Base: If Likely To Look/Switch Role

Q305. Which of the following are the reasons you are considering looking for a new role or leaving your current role? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Weighted Base	830	205	613	549	182*	368	216	63*	440	179*	115*	71*	390	16**	328	485	381	449
Sigma	2515	558	1921	1657	523	1133	623	234	1411	482	301	239	1105	50	969	1496	1164	1351
	303%	273%	313%	302%	288%	308%	289%	371%	321%	270%	261%	338%	283%	307%	295%	308%	306%	301%

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

Base: All Qualified Respondents

Q310. To what extent do you feel your employer/organization is invested in your long-term career success (beyond your current role)?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	832 55%	203 57%	620 55%	497 56%	150 61%	347 55%	244 53%	87 57%	514 58% J	116 45%	100 61%	76 54%	318 52%	24 79%	326 57%	482 54%	326 52%	506 57%
Very invested	304 20%	77 22%	223 20%	189 21%	50 20%	139 22%	88 19%	26 17%	188 21%	52 20%	36 22%	24 17%	116 19%	14 47%	128 22%	162 18%	116 19%	188 21%
Somewhat invested	528 35%	126 35%	397 35%	307 35%	99 40%	208 33%	156 34%	61 40%	327 37% J	64 25%	65 39%	51 37%	202 33% J	10 32%	198 35%	321 36%	210 34%	318 36%
Neither invested nor uninvested	328 22%	84 23%	241 21%	199 23%	47 19%	151 24%	99 21%	30 19%	177 20%	64 25%	32 20%	40 28%	151 25%	5 18%	134 24%	188 21%	157 25%	171 19%
BOTTOM 2 BOX (NET)	344 23%	69 19%	271 24%	186 21%	49 20%	138 22%	121 26%	37 24%	203 23%	78 30%	32 19%	25 18%	141 23%	1 3%	112 20%	231 26%	140 22%	204 23%
Not very invested	216 14%	43 12%	171 15%	127 14%	40 16%	87 14%	64 14%	25 16%	136 15%	37 14%	21 13%	19 14%	80 13%	1 3%	63 11%	153 17% O	84 13%	133 15%
Not at all invested	128 9%	26 7%	100 9%	59 7%	9 4%	50 8%	57 12% DE	12 8%	67 8%	41 16% ILM	11 6%	6 4%	61 10%	- -	49 9%	79 9%	57 9%	71 8%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q315. You mentioned that you don't feel like your employer is invested in your long-term career success. Besides pay or salary, which of the following best describes why? Please select all that apply.

Base: If Employer Not Invested

	Gender			Generation					Ethnicity					Education				HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+	
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	337	72	261	169	30	139	124	44	233	41	26	26	104	2	119	216	175	162	
Weighted Base	344	69**	271	186*	49**	138*	121*	37**	203*	78**	32**	25**	141*	1**	112*	231*	140*	204*	
They don't provide clear paths for advancement or promotion	202 59%	35 51%	165 61%	114 61%	36 73%	78 57%	74 61%	14 39%	122 60%	40 52%	23 72%	11 44%	80 57%	1 100%	70 63%	131 57%	96 69% R	106 52%	
DON'T OFFER / POORLY COMMUNICATE EDUC ATION/UPSKILLING OPPS (NET)	188 55%	24 35%	162 60%	110 59%	32 67%	78 57%	63 52%	14 38%	96 47%	53 68%	26 82%	9 38%	92 65% I	1 100%	66 59%	122 53%	92 65% R	96 47%	
They don't offer upskilling opportunities (e.g., on-the-job training, leadership development, etc.)	131 38%	15 22%	114 42%	77 41% F	31 63%	46 33%	43 36%	11 31%	60 30%	39 51%	21 67%	8 32%	71 50% I	- -	44 40%	86 37%	62 44%	68 34%	
They don't offer education opportunities (e.g., tuition reimbursement for a degree program, professional certifications, etc.)	89 26%	12 17%	75 28%	59 32%	14 30%	44 32%	27 22%	3 8%	45 22%	19 24%	18 57%	5 20%	44 31%	* 53%	28 25%	61 26%	45 32%	44 22%	
Education or training benefits are hard to access or poorly communicated	85 25%	10 14%	73 27%	45 24%	11 22%	34 25%	37 30%	3 9%	38 19%	33 42%	8 25%	4 15%	47 34%	1 100%	29 26%	56 24%	36 26%	49 24%	
I'm not recognized or rewarded for improving my skills	176 51%	32 47%	142 52%	94 50%	25 51%	69 50%	66 55%	16 45%	109 54%	37 47%	12 37%	14 56%	68 48%	* 53%	54 48%	122 53%	66 47%	111 54%	
There are limited opportunities to take on new challenges or responsibilities	146 42%	27 39%	116 43%	83 45%	27 55%	56 41%	50 42%	12 34%	73 36%	36 47%	19 61%	12 51%	73 51%	* 47%	47 42%	98 42%	64 46%	81 40%	
There's no mentorship or coaching available	107 31%	21 31%	84 31%	63 34%	16 33%	47 34%	39 32%	5 14%	53 26%	26 33%	17 53%	8 34%	54 38%	- -	38 34%	70 30%	51 36%	56 28%	
I don't receive regular feedback or performance guidance	100 29%	18 25%	80 30%	58 31%	15 30%	44 32%	33 27%	9 26%	56 28%	20 25%	14 44%	5 19%	44 31%	- -	41 36%	60 26%	45 32%	55 27%	
Other	31 9%	10 15%	19 7%	12 7%	1 2%	11 8%	8 7%	10 28%	28 14% M	2 2%	1 4%	- -	3 2%	- -	13 11%	18 8%	9 6%	22 11%	
Sigma	1068 310%	180 262%	868 320%	605 325%	175 359%	430 312%	378 312%	85 233%	584 288%	251 324%	133 419%	67 271%	484 343%	3 353%	363 325%	702 303%	475 339%	593 291%	

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

Q320. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
It often feels like healthcare workers are taken for granted.	1264 84%	274 77%	975 86% B	748 85%	215 88%	533 84%	389 84%	125 81%	757 85%	217 84%	125 76%	123 88%	507 83%	19 63%	468 82%	777 86%	513 82%	751 85%
I have opportunities for advancement in my current organization.	772 51%	180 51%	582 51%	493 56% FG	155 63% GH	338 53%	209 45%	68 44%	466 52%	124 48%	93 56%	66 47%	306 50%	22 73%	297 52%	452 50%	315 51%	456 52%
I feel like the general public values my profession more than my employer does.	683 45%	185 52% C	492 43%	398 45%	124 50%	274 43%	211 45%	73 47%	416 46%	125 48%	67 41%	57 41%	268 44%	12 39%	278 49%	393 44%	271 44%	412 47%
Staying in my current organization is holding me back from advancing in my career.	472 31%	129 36%	337 30%	305 35% H	81 33%	224 35% H	135 29%	32 21%	220 25%	116 45% I	57 35%	60 43% I	252 41% I	9 31%	183 32%	280 31%	215 35%	257 29%

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

Q320. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Staying in my current organization is holding me back from advancing in my career.	646 43%	151 42%	493 44%	359 41%	89 36%	270 42%	205 44%	78 51%	437 49% JLM	85 33%	71 43%	41 29%	209 34%	13 44%	228 40%	405 45%	233 37%	413 47% Q
I have opportunities for advancement in my current organization.	415 28%	85 24%	326 29%	231 26%	48 19%	183 29% D	135 29%	48 31%	258 29%	67 26%	45 27%	35 25%	157 26%	4 12%	141 25%	270 30%	162 26%	253 29%
I feel like the general public values my profession more than my employer does.	403 27%	84 23%	311 28%	236 27%	57 23%	178 28%	124 27%	41 27%	255 29%	51 20%	43 26%	44 32%	148 24%	8 27%	125 22%	270 30% O	168 27%	235 27%
It often feels like healthcare workers are taken for granted.	107 7%	41 12% C	65 6%	56 6%	10 4%	46 7%	36 8%	13 8%	64 7%	15 6%	20 12%	4 3%	42 7%	7 22%	46 8%	54 6%	47 8%	59 7%

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

Q320\_1. To what extent do you agree or disagree with the following statements?

1. I feel like the general public values my profession more than my employer does.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	683 45%	185 52% C	492 43%	398 45%	124 50%	274 43%	211 45%	73 47%	416 46%	125 48%	67 41%	57 41%	268 44%	12 39%	278 49%	393 44%	271 44%	412 47%
Strongly agree	284 19%	74 21%	203 18%	185 21%	54 22%	131 21%	77 17%	22 14%	144 16%	77 30% I	34 21%	22 16%	140 23% I	7 22%	117 20%	160 18%	105 17%	179 20%
Somewhat agree	400 27%	111 31%	288 25%	213 24%	70 29%	143 22%	134 29%	51 33%	272 30% JM	48 19%	32 20%	34 25%	128 21%	5 17%	161 28%	233 26%	166 27%	233 26%
Neither agree nor disagree	418 28%	87 25%	329 29%	248 28%	64 26%	184 29%	129 28%	40 26%	224 25%	81 32%	55 34%	39 28%	194 32%	10 34%	169 30%	238 26%	184 29%	234 27%
BOTTOM 2 BOX (NET)	403 27%	84 23%	311 28%	236 27%	57 23%	178 28%	124 27%	41 27%	255 29%	51 20%	43 26%	44 32%	148 24%	8 27%	125 22%	270 30% O	168 27%	235 27%
Somewhat disagree	263 17%	57 16%	199 18%	167 19%	46 19%	120 19%	72 15%	25 16%	167 19%	26 10%	31 19%	33 24% J	96 16%	6 20%	78 14%	179 20% O	107 17%	156 18%
Strongly disagree	140 9%	27 8%	113 10%	69 8%	11 4%	58 9% D	52 11%	16 11%	88 10%	25 10%	11 7%	11 8%	52 8%	2 7%	47 8%	91 10%	62 10%	78 9%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q320. 2. To what extent do you agree or disagree with the following statements?

2. It often feels like healthcare workers are taken for granted.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1264 84%	274 77%	975 86% B	748 85%	215 88%	533 84%	389 84%	125 81%	757 85%	217 84%	125 76%	123 88%	507 83%	19 63%	468 82%	777 86%	513 82%	751 85%
Strongly agree	674 45%	126 35%	540 48% B	435 49% FGH	143 58% GH	293 46%	184 40%	55 35%	398 44%	130 50%	67 41%	55 39%	276 45%	9 30%	258 45%	407 45%	281 45%	394 45%
Somewhat agree	590 39%	148 42%	435 38%	313 35%	72 29%	240 38% D	205 44% DE	70 46% E	359 40%	87 34%	58 35%	68 49% M	231 38%	10 33%	210 37%	370 41%	233 37%	357 41%
Neither agree nor disagree	133 9%	40 11%	92 8%	78 9%	21 8%	57 9%	39 8%	16 11%	73 8%	25 10%	19 12%	13 9%	60 10%	5 15%	58 10%	71 8%	63 10%	70 8%
BOTTOM 2 BOX (NET)	107 7%	41 12% C	65 6%	56 6%	10 4%	46 7%	36 8%	13 8%	64 7%	15 6%	20 12%	4 3%	42 7%	7 22%	46 8%	54 6%	47 8%	59 7%
Somewhat disagree	69 5%	26 7% C	42 4%	36 4%	9 4%	27 4%	21 5%	10 6%	48 5%	6 2%	12 7%	2 2%	21 3%	5 15%	28 5%	36 4%	30 5%	39 4%
Strongly disagree	38 3%	15 4%	23 2%	20 2%	1 *	19 3% D	15 3%	3 2%	16 2%	9 4%	8 5%	2 1%	22 4%	2 6%	17 3%	18 2%	17 3%	20 2%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q320. 3. To what extent do you agree or disagree with the following statements?

3. I have opportunities for advancement in my current organization.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	772 51%	180 51%	582 51%	493 56% FG	155 63% GH	338 53%	209 45%	68 44%	466 52%	124 48%	93 56%	66 47%	306 50%	22 73%	297 52%	452 50%	315 51%	456 52%
Strongly agree	242 16%	59 17%	181 16%	151 17% F	53 22%	98 15%	76 16%	15 10%	144 16%	47 18%	29 18%	20 15%	98 16%	7 24%	102 18%	133 15%	102 16%	141 16%
Somewhat agree	530 35%	121 34%	402 36%	342 39% G	102 41% G	240 38% G	133 29%	53 34%	322 36%	78 30%	64 39%	46 33%	208 34%	15 49%	195 34%	320 35%	214 34%	316 36%
Neither agree nor disagree	317 21%	90 25%	223 20%	158 18%	43 17%	115 18%	121 26% DF	38 25%	170 19%	66 26%	27 17%	38 27%	147 24%	4 15%	133 23%	179 20%	146 23%	171 19%
BOTTOM 2 BOX (NET)	415 28%	85 24%	326 29%	231 26%	48 19%	183 29% D	135 29%	48 31%	258 29%	67 26%	45 27%	35 25%	157 26%	4 12%	141 25%	270 30%	162 26%	253 29%
Somewhat disagree	248 17%	57 16%	190 17%	153 17%	39 16%	115 18%	70 15%	23 15%	161 18%	36 14%	23 14%	23 16%	87 14%	2 8%	75 13%	171 19%	93 15%	155 18%
Strongly disagree	167 11%	28 8%	136 12%	77 9%	9 4%	68 11% DE	64 14% DE	25 16% DE	98 11%	31 12%	22 13%	12 9%	69 11%	1 4%	67 12%	99 11%	69 11%	98 11%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q320\_4. To what extent do you agree or disagree with the following statements?

4. Staying in my current organization is holding me back from advancing in my career.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	472 31%	129 36%	337 30%	305 35% H	81 33%	224 35% H	135 29%	32 21%	220 25%	116 45% I	57 35%	60 43% J	252 41% I	9 31%	183 32%	280 31%	215 35%	257 29%
Strongly agree	139 9%	43 12%	94 8%	94 11%	31 13%	64 10%	33 7%	11 7%	56 6%	52 20% IKM	13 8%	15 11%	83 14% I	5 16%	67 12%	67 7%	70 11%	69 8%
Somewhat agree	333 22%	86 24%	243 21%	211 24% H	51 21%	160 25% H	102 22%	20 13%	164 18%	64 25%	44 27%	45 32% J	169 28% I	5 15%	115 20%	213 24%	145 23%	188 21%
Neither agree nor disagree	386 26%	76 21%	301 27%	218 25% F	75 31%	142 22%	124 27%	44 29%	237 27%	56 22%	37 22%	39 28%	148 24%	7 24%	162 28%	217 24%	175 28%	210 24%
BOTTOM 2 BOX (NET)	646 43%	151 42%	493 44%	359 41%	89 36%	270 42%	205 44%	78 51%	437 49% JLM	85 33%	71 43%	41 29%	209 34%	13 44%	228 40%	405 45%	233 37%	413 47% Q
Somewhat disagree	310 21%	80 23%	229 20%	196 22%	50 20%	146 23%	84 18%	30 19%	199 22%	43 17%	38 23%	20 14%	111 18%	6 21%	101 18%	202 22%	122 20%	188 21%
Strongly disagree	336 22%	71 20%	265 23%	163 18%	39 16%	123 19%	122 26% D	48 31% DEF	238 27% JLM	42 16%	32 20%	21 15%	99 16%	7 23%	126 22%	203 22%	111 18%	226 26% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q400. Generally speaking, how interested are you in continuing your education (e.g., through degree programs, advanced certifications, skills-based courses etc.)?

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1162 77%	280 79%	867 77%	744 84% FGH	220 89% GH	524 82% GH	304 65%	110 72%	676 76%	195 76%	146 89% IM	106 76%	486 80%	25 82%	437 76%	700 78%	494 79%	669 76%
Very interested	553 37%	131 37%	416 37%	401 45% FGH	130 53% GH	271 43% GH	107 23%	43 28%	294 33%	106 41%	81 49% I	54 38%	258 42% I	15 49%	238 42% P	299 33%	251 40%	302 34%
Somewhat interested	610 41%	149 42%	450 40%	343 39%	90 36%	253 40%	197 42%	68 44%	382 43%	89 35%	64 39%	52 37%	227 37%	10 33%	199 35%	401 44% O	243 39%	367 42%
Neither interested nor disinterested	146 10%	31 9%	115 10%	84 10%	15 6%	70 11% D	50 11%	12 8%	85 9%	24 9%	11 7%	19 14%	61 10%	-	59 10%	88 10%	52 8%	94 11%
BOTTOM 2 BOX (NET)	195 13%	45 13%	150 13%	54 6%	11 5%	42 7%	111 24% DEF	31 20% DEF	133 15% K	38 15% K	7 4%	15 10%	62 10%	5 18%	76 13%	114 13%	77 12%	118 13%
Not very interested	110 7%	30 8%	80 7%	33 4%	7 3%	26 4%	60 13% DEF	17 11% DEF	71 8%	20 8%	3 2%	15 10% K	39 6%	5 16%	41 7%	64 7%	48 8%	61 7%
Not at all interested	86 6%	15 4%	70 6%	21 2%	5 2%	16 3%	51 11% DEF	14 9% DEF	63 7% L	17 7%	5 3%	-	23 4%	1 2%	36 6%	49 5%	29 5%	57 6%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q405. Specifically, how interested would you be in participating in an education benefits program (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.) paid for by your employer?

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Table 26

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1197 80%	282 79%	898 79%	769 87% GH	219 89% GH	549 86% GH	319 69%	105 68%	685 77%	219 85%	136 82%	111 79%	512 84% I	23 77%	439 77%	735 81%	491 79%	705 80%
Very interested	735 49%	168 47%	555 49%	502 57% GH	154 63% GH	348 55% GH	186 40%	46 30%	389 43%	154 60% I	91 55%	75 54%	347 57% I	14 46%	279 49%	443 49%	306 49%	429 49%
Somewhat interested	461 31%	114 32%	343 30%	267 30%	65 27%	202 32%	133 29%	59 38%	296 33%	65 25%	45 27%	36 26%	165 27%	9 30%	160 28%	292 32%	185 30%	277 31%
Neither interested nor disinterested	148 10%	26 7%	122 11%	59 7%	16 7%	42 7%	80 17% DEFH	10 6%	91 10%	22 9%	17 10%	16 12%	56 9%	4 12%	66 12%	78 9%	68 11%	80 9%
BOTTOM 2 BOX (NET)	160 11%	48 13%	112 10%	54 6%	10 4%	45 7%	66 14% DEF	39 26% DEFG	118 13% M	16 6%	12 7%	12 9%	41 7%	4 12%	67 12%	89 10%	65 10%	95 11%
Not very interested	94 6%	25 7%	69 6%	43 5%	8 3%	35 5%	36 8%	15 10%	66 7%	7 3%	8 5%	12 9%	28 5%	4 12%	36 6%	54 6%	30 5%	63 7%
Not at all interested	66 4%	23 6%	43 4%	12 1%	2 1%	10 2%	30 6% DEF	24 16% DEFG	52 6% M	9 4%	4 2%	-	14 2%	-	31 5%	35 4%	34 6%	32 4%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: Interested In Benefits

Q410. What type(s) of education or training are you interested in pursuing for career advancement if employer support were available? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1198	336	847	653	114	539	390	153	826	129	93	98	372	28	428	742	593	605
Weighted Base	1197	282	898	769	219*	549	319	105*	685	219*	136*	111*	512	23**	439	735	491	705
Earning a professional certification or license	702 59%	166 59%	527 59%	474 62% G	146 66% G	328 60%	164 51%	64 61%	415 61%	132 60%	69 51%	67 61%	287 56%	18 76%	274 62%	411 56%	309 63%	393 56%
EARNING DEGREE (NET)	690 58%	152 54%	527 59%	484 63% FH	176 80% DFGH	308 56% H	173 54% H	29 28%	372 54%	142 65%	90 66%	55 50%	318 62% L	9 38%	298 68% P	383 52%	332 68% R	359 51%
Completing a graduate or professional degree (e.g., MBA, MPH, etc.)	492 41%	110 39%	374 42%	348 45% FH	125 57% DFGH	222 40% H	122 38% H	21 20%	265 39%	87 40%	64 47%	52 46%	227 44%	4 15%	136 31%	353 48% O	188 38%	305 43%
Earning a college degree (e.g., associate, bachelor's, etc.)	313 26%	66 23%	244 27%	215 28% FH	76 35% H	139 25% H	86 27% H	10 9%	175 26% L	84 38% ILM	32 24%	13 12%	138 27% L	7 30%	244 56% P	62 8%	210 43% R	103 15%
Taking individual courses for skill development (non-degree)	608 51%	148 53%	453 50%	381 50% E	84 38%	297 54% DE	163 51%	62 59% E	377 55% JKM	87 40%	46 34%	75 68% JKM	231 45%	15 66%	175 40%	418 57% O	216 44%	393 56% Q
Participating in short-term workshops or seminars	490 41%	130 46%	357 40%	279 36% E	57 26%	221 40% DE	145 45% DE	63 60% DEF	318 46% JKM	71 33%	33 24%	53 48% KM	172 34%	10 43%	127 29%	353 48% O	165 34%	325 46% Q
Other	7 1%	3 1%	4 *	4 *	-	4 1%	3 1%	* *	4 1%	1 *	1 1%	-	3 1%	-	1 *	6 1%	2 *	5 1%
Sigma	2612 218%	622 221%	1958 218%	1700 221%	489 223%	1211 220%	683 214%	220 210%	1554 227%	462 211%	245 181%	261 235%	1058 207%	53 230%	957 218%	1603 218%	1089 222%	1523 216%

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

Q415. Does your current employer offer its employees education benefits (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.)?

4 Aug 2025  
Table 28

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Yes	818 54%	192 54%	619 55%	478 54% F	161 65% DF	317 50%	250 54%	87 57%	504 56%	131 51%	79 48%	75 53%	314 51%	21 69%	275 48%	522 58% O	299 48%	519 59% Q
NO/NOT SURE (NET)	686 46%	164 46%	512 45%	404 46% E	85 35%	318 50% DE	214 46%	66 43%	390 44%	126 49%	85 52%	65 47%	296 49%	9 31%	297 52% P	380 42%	324 52% R	362 41%
No	480 32%	120 34%	350 31%	287 33%	61 25%	227 36% D	137 29%	54 35%	275 31%	90 35%	52 32%	47 34%	205 34%	7 22%	195 34%	278 31%	223 36%	256 29%
Not sure	207 14%	44 12%	162 14%	116 13%	24 10%	92 14%	78 17%	13 8%	115 13%	36 14%	33 20%	18 13%	91 15%	3 8%	102 18% P	102 11%	101 16%	106 12%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: If Employer Offers Education Benefits

Q420. Which of the following education benefits does your employer offer? Please select all that apply.

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	772	220	547	399	71	328	255	117	561	73	51	57	211	30	275	467	382	390
Weighted Base	818	192	619	478	161*	317	250	87*	504	131*	79**	75**	314	21**	275	522	299	519
TUITION ASSISTANCE (NET)	527 64%	101 52%	421 68% B	306 64%	102 63%	204 64%	166 66%	53 60%	324 64%	104 79% M	47 59%	33 45%	203 65%	14 68%	181 66%	331 63%	196 65%	331 64%
Tuition assistance via reimbursement for degree programs	444 54%	85 44%	355 57% B	254 53%	77 48%	177 56%	144 58%	44 50%	283 56%	83 63%	40 50%	24 32%	161 51%	9 43%	153 56%	282 54%	160 54%	284 55%
Tuition assistance via upfront payment for degree programs	155 19%	26 14%	128 21%	97 20%	35 22%	62 20%	43 17%	15 17%	85 17%	32 25%	21 27%	11 15%	70 22%	8 39%	52 19%	95 18%	59 20%	96 18%
Reimbursement for education units (EUs) or CME credits	331 40%	81 42%	250 40%	191 40%	58 36%	133 42%	94 38%	46 52%	200 40%	43 32%	36 46%	39 52%	131 42%	5 24%	90 33%	237 45% O	104 35%	228 44%
Financial support for earning professional certifications or licenses	237 29%	56 29%	179 29%	146 30%	38 24%	108 34% D	60 24%	30 34%	138 27%	33 26%	29 36%	25 33%	99 32%	8 40%	76 28%	153 29%	88 30%	149 29%
On-site or online skill-building courses or training	220 27%	44 23%	176 28%	123 26%	39 24%	84 26%	53 21%	43 49% DEFG	152 30%	25 19%	18 23%	17 22%	68 22%	9 43%	87 32%	124 24%	91 30%	130 25%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	201 25%	46 24%	152 25%	128 27%	49 30%	80 25%	44 18%	29 33%	139 28%	20 15%	31 38%	9 12%	62 20%	8 39%	71 26%	121 23%	83 28%	118 23%
Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)	175 21%	26 14%	149 24% B	117 24% F	52 33% H	64 20%	49 20%	10 11%	115 23%	25 19%	22 27%	12 17%	61 19%	3 15%	51 19%	121 23%	68 23%	107 21%
Paid time off to attend school or training	166 20%	51 26%	115 19%	88 18%	31 20%	56 18%	51 20%	27 31%	95 19%	24 18%	21 26%	24 32%	71 23%	8 37%	51 19%	107 21%	53 18%	113 22%
Company-sponsored scholarships or grants	127 16%	35 18%	91 15%	70 15% F	36 22%	34 11%	34 14%	23 26% F	103 20% M	11 9%	9 11%	1 2%	24 8%	6 30%	62 23% P	58 11%	67 22% R	60 12%
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	119 15%	22 11%	97 16%	72 15%	31 19%	42 13%	22 9%	25 28% DFG	90 18% M	12 9%	6 8%	6 7%	29 9%	5 26%	50 18%	63 12%	49 16%	70 13%
Career counseling or education advising services	117 14%	29 15%	87 14%	81 17% FG	36 22% G	45 14%	20 8%	16 19%	72 14%	18 13%	18 23%	9 12%	46 15%	7 33%	45 16%	65 12%	64 21% R	53 10%
Credit for prior learning or on-the-job experience	109 13%	31 16%	79 13%	75 16% F	36 22% G	40 13%	24 9%	10 12%	63 13%	21 16%	15 19%	6 8%	46 15%	8 37%	50 18% P	51 10%	62 21% R	48 9%
Other	4 *	1 *	3 *	2 *	-	2 1%	2 1%	-	2 *	-	1 2%	-	1 *	-	1 *	3 1%	3 1%	1 *

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

Q420. Which of the following education benefits does your employer offer? Please select all that apply.

Base: If Employer Offers Education Benefits

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	818	192	619	478	161*	317	250	87*	504	131*	79**	75**	314	21**	275	522	299	519
Not sure	27 3%	4 2%	23 4%	10 2%	3 2%	7 2%	16 7%	1 1%	22 4%	1 1%	-	3 4%	5 2%	-	5 2%	22 4%	2 1%	24 5% Q
Sigma	2433 297%	537 280%	1884 304%	1454 304%	520 324%	934 294%	656 262%	317 363%	1560 309%	346 264%	267 336%	187 250%	873 278%	85 407%	845 307%	1503 288%	953 318%	1480 285%

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

Q425. Thinking about the education benefits your current employer offers, which of these have you ever used?

SUMMARY TABLE OF YES

Base: If Know What Employer Offers (Variable Base)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
On-site or online skill-building courses or training	175 79%	34 77%	141 80%	93 76%	26 67%	66 79%	43 81%	37 88%	122 80%	16 65%	13 71%	16 93%	53 78%	5 54%	70 80%	100 81%	67 74%	108 83%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	145 72%	27 59%	115 75%	92 72% F	41 85%	51 64%	30 67%	23 80%	97 70%	18 92%	21 68%	7 80%	47 77%	7 84%	45 63%	93 76%	58 70%	87 74%
Paid time off to attend school or training	119 72%	37 73%	82 71%	62 70%	20 63%	42 74%	39 76%	19 68%	63 67%	18 77%	14 67%	21 88%	56 79%	6 78%	34 66%	80 74%	29 55%	90 80% Q
Credit for prior learning or on-the-job experience	73 67%	20 64%	54 68%	49 65%	21 58%	28 72%	17 74%	7 64%	38 61%	19 93%	8 57%	6 100%	35 76%	4 47%	31 62%	39 75%	36 59%	37 78%
Reimbursement for education units (EUs) or CME credits	215 65%	59 72%	156 63%	119 62%	27 46%	92 69% D	62 66%	34 75%	121 60%	30 70%	26 72%	26 67%	94 72%	2 35%	37 41%	176 75% O	48 46%	167 73% Q
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	73 61%	9 42%	64 66%	44 61%	18 60%	26 61%	12 54%	17 68%	51 57%	8 71%	4 65%	5 81%	21 73%	1 16%	28 56%	44 69%	26 54%	46 66%
Financial support for earning professional certifications or licenses	121 51%	25 45%	95 53%	75 51%	17 45%	57 53%	33 55%	13 45%	63 45%	24 72%	14 48%	12 49%	58 59%	2 19%	43 57%	76 50%	45 51%	76 51%
Career counseling or education advising services	55 47%	15 52%	39 45%	37 45%	9 26%	27 60%	7 38%	11 65%	29 41%	13 73%	10 53%	3 34%	26 56%	5 71%	24 53%	26 40%	26 41%	29 55%
TUITION ASSISTANCE VIA REIMBURSEMENT/UPFRONT PAYMENT FOR DEGREE PROGRAMS (NET)	198 38%	35 35%	162 39%	129 42%	35 34%	94 46%	57 34%	13 24%	101 31%	55 53%	20 43%	14 42%	97 48% I	7 49%	50 27%	142 43% O	72 37%	126 38%
Tuition assistance via upfront payment for degree programs	60 39%	8 31%	51 40%	34 35%	9 25%	26 41%	17 40%	9 63%	29 34%	20 62%	7 31%	2 15%	31 45%	4 47%	24 47%	32 34%	27 46%	33 35%
Tuition assistance via reimbursement for degree programs	165 37%	30 35%	135 38%	115 45%	32 42%	83 47%	44 31%	6 14%	85 30%	43 52%	19 47%	13 53%	80 50% I	3 35%	37 24%	124 44% O	55 35%	110 39%
Company-sponsored scholarships or grants	42 33%	9 27%	32 35%	22 31%	11 29%	11 33%	12 35%	8 36%	33 32%	7 58%	2 27%	* 18%	9 39%	1 16%	25 39%	16 28%	20 30%	22 36%
Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)	53 30%	7 28%	45 30%	35 30%	13 25%	21 33%	13 27%	5 48%	41 36%	6 25%	1 5%	3 23%	11 19%	1 43%	18 35%	34 28%	16 23%	37 34%
Other	2 45%	-	2 57%	1 53%	-	1 53%	1 36%	-	1 48%	-	1 41%	-	1 41%	-	1 100%	1 36%	2 64%	-

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

Q425. Thinking about the education benefits your current employer offers, which of these have you ever used?

SUMMARY TABLE OF YES

Base: If Know What Employer Offers (Variable Base)

Gender			Generation					Ethnicity					Education			HH Income	
Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)

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

Q425. Thinking about the education benefits your current employer offers, which of these have you ever used?

SUMMARY TABLE OF NO, BUT PLAN TO

Base: If Know What Employer Offers (Variable Base)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)	63 36%	10 37%	54 36%	48 42%	24 45%	25 38%	14 28%	1 14%	30 26%	10 41%	17 80%	6 50%	34 56%	- -	14 27%	50 41%	25 37%	38 36%
Company-sponsored scholarships or grants	46 36%	12 33%	34 37%	32 45% F	21 59%	11 31%	9 27%	5 20%	37 36%	3 30%	4 47%	-	9 37%	4 62%	21 33%	21 36%	31 46%	15 25%
TUITION ASSISTANCE VIA REIMBURSEMENT/UPFRONT PAYMENT FOR DEGREE PROGRAMS (NET)	186 35%	33 33%	150 36%	115 38% F	50 49%	65 32%	42 26%	28 54%	127 39%	28 27%	18 39%	10 29%	59 29%	5 37%	83 46% P	97 29%	72 37%	114 35%
Tuition assistance via upfront payment for degree programs	59 38%	11 43%	48 37%	48 50%	23 67%	25 40%	8 20%	2 17%	28 33%	10 32%	12 58%	6 59%	31 44%	2 29%	19 36%	38 40%	22 38%	37 38%
Tuition assistance via reimbursement for degree programs	135 31%	24 29%	109 31%	74 29%	27 36%	46 26%	35 24%	27 61%	106 37% M	18 22%	7 17%	3 13%	30 19%	3 33%	68 44% P	65 23%	53 33%	82 29%
Financial support for earning professional certifications or licenses	76 32%	23 40%	52 29%	52 36%	14 38%	37 35%	13 22%	11 37%	50 37%	5 15%	11 38%	8 31%	25 26%	4 47%	25 33%	47 31%	24 27%	52 35%
Career counseling or education advising services	31 26%	11 38%	19 22%	18 22%	10 27%	8 18%	10 51%	3 17%	17 23%	4 22%	5 29%	5 52%	14 31%	1 15%	11 25%	18 28%	21 32%	10 19%
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	30 25%	10 47%	19 20%	23 32%	12 40%	11 26%	5 22%	2 8%	26 29%	* 4%	2 28%	-	3 11%	2 43%	14 28%	13 21%	15 31%	15 21%
Reimbursement for education units (EUs) or CME credits	69 21%	18 22%	52 21%	48 25%	13 23%	34 26%	13 14%	9 20%	55 28% M	2 5%	6 16%	7 17%	14 11%	3 55%	23 25%	44 19%	31 30%	39 17%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	39 20%	10 22%	29 19%	23 18%	3 6%	20 25% D	12 27%	5 17%	32 23%	2 8%	3 10%	1 13%	7 12%	1 10%	21 29%	18 15%	16 19%	24 20%
Credit for prior learning or on-the-job experience	18 16%	5 16%	13 16%	10 13%	4 11%	6 15%	5 21%	3 26%	12 19%	* 2%	2 13%	-	5 12%	3 35%	6 12%	9 18%	9 14%	9 19%
Paid time off to attend school or training	25 15%	9 18%	16 14%	12 14%	6 18%	7 12%	10 19%	3 12%	15 16%	4 19%	4 20%	1 5%	10 14%	1 8%	9 17%	16 15%	15 29% R	10 9%
On-site or online skill-building courses or training	31 14%	8 19%	23 13%	19 16%	8 22%	11 13%	7 14%	4 9%	17 11%	8 32%	5 29%	1 4%	14 20%	4 46%	13 15%	14 11%	19 21%	11 9%
Other	* 8%	-	* 10%	-	-	-	* 18%	-	* 12%	-	-	-	-	-	-	* 9%	-	* 28%

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

Q425. Thinking about the education benefits your current employer offers, which of these have you ever used?  
SUMMARY TABLE OF NO, BUT PLAN TO

4 Aug 2025  
Table 31

Base: If Know What Employer Offers (Variable Base)

Gender			Generation					Ethnicity					Education			HH Income	
Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)

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

Q425\_1. Thinking about the education benefits your current employer offers, which of these have you ever used?

1. Tuition assistance via reimbursement for degree programs

Base: Employer Offers Tuition Assistance Via Reimbursement For Degree Programs

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	386	94	289	208	36	172	129	48	283	45	22	24	103	11	137	238	191	195
Weighted Base	444	85*	355	254*	77**	177*	144*	44**	283	83**	40**	24**	161*	9**	153*	282	160*	284*
Yes	165 37%	30 35%	135 38%	115 45%	32 42%	83 47%	44 31%	6 14%	85 30%	43 52%	19 47%	13 53%	80 50% I	3 35%	37 24%	124 44% O	55 35%	110 39%
No, but I plan to	135 31%	24 29%	109 31%	74 29%	27 36%	46 26%	35 24%	27 61%	106 37% M	18 22%	7 17%	3 13%	30 19%	3 33%	68 44% P	65 23%	53 33%	82 29%
No, and I don't plan to	121 27%	28 33%	91 26%	50 20%	12 16%	38 21%	58 40% DF	11 25%	78 28%	18 22%	14 34%	7 29%	43 27%	3 33%	37 24%	81 29%	44 27%	77 27%
Not sure	23 5%	3 4%	20 5%	16 6%	5 6%	11 6%	7 5%	* 1%	14 5%	3 4%	1 2%	1 5%	8 5%	-	10 7%	12 4%	8 5%	15 5%
Sigma	444 100%	85 100%	355 100%	254 100%	77 100%	177 100%	144 100%	44 100%	283 100%	83 100%	40 100%	24 100%	161 100%	9 100%	153 100%	282 100%	160 100%	284 100%

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

Q425 2. Thinking about the education benefits your current employer offers, which of these have you ever used?

2. Tuition assistance via upfront payment for degree programs

Base: Employer Offers Tuition Assistance Via Upfront Payment For Degree Programs

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	148	37	110	71	15	56	48	29	104	16	14	9	44	12	58	78	82	66
Weighted Base	155*	26**	128*	97*	35**	62**	43**	15**	85*	32**	21**	11**	70**	8**	52**	95*	59*	96*
Yes	60 39%	8 31%	51 40%	34 35%	9 25%	26 41%	17 40%	9 63%	29 34%	20 62%	7 31%	2 15%	31 45%	4 47%	24 47%	32 34%	27 46%	33 35%
No, but I plan to	59 38%	11 43%	48 37%	48 50%	23 67%	25 40%	8 20%	2 17%	28 33%	10 32%	12 58%	6 59%	31 44%	2 29%	19 36%	38 40%	22 38%	37 38%
No, and I don't plan to	31 20%	7 26%	24 19%	14 15%	3 8%	11 18%	13 31%	3 20%	23 28%	2 6%	2 9%	3 26%	7 10%	2 23%	5 9%	24 25%	9 15%	22 23%
Not sure	5 3%	-	5 4%	* *	-	* 1%	4 9%	-	4 5%	-	* 2%	-	* 1%	-	4 8%	* *	* 1%	4 4%
Sigma	155 100%	26 100%	128 100%	97 100%	35 100%	62 100%	43 100%	15 100%	85 100%	32 100%	21 100%	11 100%	70 100%	8 100%	52 100%	95 100%	59 100%	96 100%

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

Q425\_3. Thinking about the education benefits your current employer offers, which of these have you ever used?

3. Company-sponsored scholarships or grants

Base: Employer Offers Company-Sponsored Scholarships Or Grants

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	135	46	88	69	20	49	38	28	107	13	8	3	28	11	67	57	94	41
Weighted Base	127*	35**	91*	70*	36**	34*	34**	23**	103*	11**	9**	1**	24**	6**	62**	58**	67*	60**
Yes	42 33%	9 27%	32 35%	22 31%	11 29%	11 33%	12 35%	8 36%	33 32%	7 58%	2 27%	* 18%	9 39%	1 16%	25 39%	16 28%	20 30%	22 36%
No, but I plan to	46 36%	12 33%	34 37%	32 45% F	21 59%	11 31%	9 27%	5 20%	37 36%	3 30%	4 47%	- -	9 37%	4 62%	21 33%	21 36%	31 46%	15 25%
No, and I don't plan to	30 23%	12 34%	18 19%	13 18%	4 12%	8 24% D	7 21%	10 44%	25 24%	1 8%	2 25%	1 64%	5 21%	1 9%	9 15%	20 34%	11 17%	18 31%
Not sure	10 8%	2 6%	8 8%	4 5%	- -	4 11% D	6 17%	- -	9 9%	* 4%	- -	* 18%	1 3%	1 13%	8 13%	1 2%	4 7%	5 8%
Sigma	127 100%	35 100%	91 100%	70 100%	36 100%	34 100%	34 100%	23 100%	103 100%	11 100%	9 100%	1 100%	24 100%	6 100%	62 100%	58 100%	67 100%	60 100%

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

Q425\_4. Thinking about the education benefits your current employer offers, which of these have you ever used?

4. Reimbursement for education units (EUs) or CME credits

Base: Employer Offers Reimbursement For Education Units (EUs) Or CME Credits

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	322	93	229	162	24	138	107	53	234	24	19	31	88	8	85	229	123	199
Weighted Base	331	81*	250*	191*	58**	133*	94*	46**	200	43**	36**	39**	131*	5**	90*	237	104*	228*
Yes	215 65%	59 72%	156 63%	119 62%	27 46%	92 69% D	62 66%	34 75%	121 60%	30 70%	26 72%	26 67%	94 72%	2 35%	37 41%	176 75% O	48 46%	167 73% Q
No, but I plan to	69 21%	18 22%	52 21%	48 25%	13 23%	34 26%	13 14%	9 20%	55 28% M	2 5%	6 16%	7 17%	14 11%	3 55%	23 25%	44 19%	31 30%	39 17%
No, and I don't plan to	30 9%	4 5%	26 10%	12 6% F	8 13%	4 3%	17 17% F	2 4%	18 9%	7 17%	4 12%	- -	13 10%	* 10%	18 20% P	12 5%	20 19% R	11 5%
Not sure	16 5%	1 1%	16 6%	13 7% F	10 18%	3 2%	3 3%	* 1%	7 3%	3 8%	- -	6 16%	10 7%	- -	12 14% P	4 2%	5 5%	11 5%
Sigma	331 100%	81 100%	250 100%	191 100%	58 100%	133 100%	94 100%	46 100%	200 100%	43 100%	36 100%	39 100%	131 100%	5 100%	90 100%	237 100%	104 100%	228 100%

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

Q425\_5. Thinking about the education benefits your current employer offers, which of these have you ever used?

5. Financial support for earning professional certifications or licenses

Base: Employer Offers Financial Support For Earning Professional Certifications Or Licenses

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	244	78	165	138	28	110	66	39	171	22	20	22	73	11	85	148	121	123
Weighted Base	237	56*	179*	146*	38**	108*	60**	30**	138*	33**	29**	25**	99*	8**	76*	153*	88*	149*
Yes	121 51%	25 45%	95 53%	75 51%	17 45%	57 53%	33 55%	13 45%	63 45%	24 72%	14 48%	12 49%	58 59%	2 19%	43 57%	76 50%	45 51%	76 51%
No, but I plan to	76 32%	23 40%	52 29%	52 36%	14 38%	37 35%	13 22%	11 37%	50 37%	5 15%	11 38%	8 31%	25 26%	4 47%	25 33%	47 31%	24 27%	52 35%
No, and I don't plan to	31 13%	6 10%	25 14%	15 11%	6 17%	9 8%	11 18%	3 11%	21 15%	2 5%	4 14%	3 11%	11 11%	3 34%	3 4%	26 17%	15 17%	16 11%
Not sure	9 4%	3 5%	7 4%	4 3%	-	4 4%	3 5%	2 8%	5 3%	2 7%	-	2 9%	5 5%	-	5 7%	4 3%	4 5%	5 3%
Sigma	237 100%	56 100%	179 100%	146 100%	38 100%	108 100%	60 100%	30 100%	138 100%	33 100%	29 100%	25 100%	99 100%	8 100%	76 100%	153 100%	88 100%	149 100%

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

Q425\_6. Thinking about the education benefits your current employer offers, which of these have you ever used?

6. On-site or online skill-building courses or training

Base: Employer Offers On-Site Or Online Skill-Building Courses Or Training

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	240	68	172	112	22	90	74	53	192	15	12	14	48	14	102	124	130	110
Weighted Base	220	44*	176*	123*	39**	84*	53*	43**	152*	25**	18**	17**	68**	9**	87*	124*	91*	130*
Yes	175 79%	34 77%	141 80%	93 76%	26 67%	66 79%	43 81%	37 88%	122 80%	16 65%	13 71%	16 93%	53 78%	5 54%	70 80%	100 81%	67 74%	108 83%
No, but I plan to	31 14%	8 19%	23 13%	19 16%	8 22%	11 13%	7 14%	4 9%	17 11%	8 32%	5 29%	1 4%	14 20%	4 46%	13 15%	14 11%	19 21%	11 9%
No, and I don't plan to	12 5%	1 2%	11 6%	9 7%	4 11%	5 6%	2 4%	1 2%	11 7%	1 3%	- -	- -	1 1%	- -	5 5%	8 6%	4 5%	8 6%
Not sure	3 1%	1 2%	2 1%	2 1%	- -	2 2%	1 2%	* *	2 1%	- -	- -	1 4%	1 1%	- -	* *	2 2%	* *	2 2%
Sigma	220 100%	44 100%	176 100%	123 100%	39 100%	84 100%	53 100%	43 100%	152 100%	25 100%	18 100%	17 100%	68 100%	9 100%	87 100%	124 100%	91 100%	130 100%

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

Q425\_7. Thinking about the education benefits your current employer offers, which of these have you ever used?

7. Paid time off to attend school or training

Base: Employer Offers Paid Time Off To Attend School Or Training

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	184	71	112	94	17	77	55	35	131	14	17	16	53	12	63	109	89	95
Weighted Base	166*	51*	115*	88*	31**	56*	51**	27**	95*	24**	21**	24**	71**	8**	51**	107*	53*	113*
Yes	119 72%	37 73%	82 71%	62 70%	20 63%	42 74%	39 76%	19 68%	63 67%	18 77%	14 67%	21 88%	56 79%	6 78%	34 66%	80 74%	29 55%	90 80% Q
No, but I plan to	25 15%	9 18%	16 14%	12 14%	6 18%	7 12%	10 19%	3 12%	15 16%	4 19%	4 20%	1 5%	10 14%	1 8%	9 17%	16 15%	15 29% R	10 9%
No, and I don't plan to	14 9%	4 8%	10 9%	11 13% F	6 19%	5 10%	1 1%	2 8%	11 11%	1 4%	2 8%	1 4%	3 5%	1 14%	4 9%	9 8%	6 10%	9 8%
Not sure	7 4%	* 1%	7 6%	2 3%	-	2 4%	2 4%	3 12%	6 6%	-	1 5%	1 2%	2 2%	-	4 9%	3 3%	3 6%	4 4%
Sigma	166 100%	51 100%	115 100%	88 100%	31 100%	56 100%	51 100%	27 100%	95 100%	24 100%	21 100%	24 100%	71 100%	8 100%	51 100%	107 100%	53 100%	113 100%

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

Q425 8. Thinking about the education benefits your current employer offers, which of these have you ever used?

8. Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)

Base: Employer Offers Partnerships With Specific Colleges Or Universities (E.G., Discounted Tuition, Etc.)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	165	48	116	97	24	73	48	20	126	13	13	10	39	5	59	101	83	82
Weighted Base	175*	26*	149*	117*	52**	64*	49**	10**	115*	25**	22**	12**	61**	3**	51**	121*	68**	107*
Yes	53 30%	7 28%	45 30%	35 30%	13 25%	21 33%	13 27%	5 48%	41 36%	6 25%	1 5%	3 23%	11 19%	1 43%	18 35%	34 28%	16 23%	37 34%
No, but I plan to	63 36%	10 37%	54 36%	48 42%	24 45%	25 38%	14 28%	1 14%	30 26%	10 41%	17 80%	6 50%	34 56%	-	14 27%	50 41%	25 37%	38 36%
No, and I don't plan to	41 23%	8 29%	33 22%	26 22%	15 29%	11 17%	12 24%	3 32%	33 29%	4 16%	2 10%	1 10%	8 13%	1 30%	10 21%	30 24%	20 29%	21 20%
Not sure	18 10%	2 6%	17 11%	8 7%	* 1%	7 11%	10 21%	1 6%	11 9%	4 17%	1 5%	2 17%	7 12%	1 26%	9 18%	8 7%	7 11%	11 10%
Sigma	175 100%	26 100%	149 100%	117 100%	52 100%	64 100%	49 100%	10 100%	115 100%	25 100%	22 100%	12 100%	61 100%	3 100%	51 100%	121 100%	68 100%	107 100%

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

Q425 9. Thinking about the education benefits your current employer offers, which of these have you ever used?

9. Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)

Base: Employer Offers Access To Learning And Development Platforms (E.G., LinkedIn Learning, Coursera, Etc.)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	210	70	138	117	24	93	48	45	162	16	19	9	48	12	81	117	113	97
Weighted Base	201*	46*	152*	128*	49**	80*	44**	29**	139*	20**	31**	9**	62**	8**	71*	121*	83*	118*
Yes	145 72%	27 59%	115 75%	92 72% F	41 85%	51 64%	30 67%	23 80%	97 70%	18 92%	21 68%	7 80%	47 77%	7 84%	45 63%	93 76%	58 70%	87 74%
No, but I plan to	39 20%	10 22%	29 19%	23 18%	3 6%	20 25% D	12 27%	5 17%	32 23%	2 8%	3 10%	1 13%	7 12%	1 10%	21 29%	18 15%	16 19%	24 20%
No, and I don't plan to	13 7%	9 19% C	5 3%	12 9%	4 9%	8 10%	* 1%	1 3%	7 5%	- -	7 22%	- -	7 11%	* 6%	5 8%	7 6%	9 10%	5 4%
Not sure	4 2%	-	4 2%	1 1%	-	1 2%	2 5%	-	3 2%	-	-	1 7%	1 1%	-	* -	4 3%	1 1%	3 3%
Sigma	201 100%	46 100%	152 100%	128 100%	49 100%	80 100%	44 100%	29 100%	139 100%	20 100%	31 100%	9 100%	62 100%	8 100%	71 100%	121 100%	83 100%	118 100%

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

Q425\_10. Thinking about the education benefits your current employer offers, which of these have you ever used?

10. Credit for prior learning or on-the-job experience

Base: Employer Offers Credit For Prior Learning Or On-The-Job Experience

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	112	42	70	61	17	44	32	19	78	13	12	5	34	12	55	45	78	34
Weighted Base	109*	31**	79*	75*	36**	40**	24**	10**	63*	21**	15**	6**	46**	8**	50**	51**	62*	48**
Yes	73 67%	20 64%	54 68%	49 65%	21 58%	28 72%	17 74%	7 64%	38 61%	19 93%	8 57%	6 100%	35 76%	4 47%	31 62%	39 75%	36 59%	37 78%
No, but I plan to	18 16%	5 16%	13 16%	10 13%	4 11%	6 15%	5 21%	3 26%	12 19%	* 2%	2 13%	-	5 12%	3 35%	6 12%	9 18%	9 14%	9 19%
No, and I don't plan to	12 11%	6 20%	5 7%	10 13%	5 14%	5 12%	1 4%	1 11%	7 11%	1 5%	4 26%	-	5 11%	1 18%	7 14%	3 6%	11 17%	1 2%
Not sure	7 6%	-	7 9%	7 9%	6 17%	* 1%	* 1%	-	6 10%	-	1 5%	-	1 2%	-	6 12%	1 1%	6 10%	1 1%
Sigma	109 100%	31 100%	79 100%	75 100%	36 100%	40 100%	24 100%	10 100%	63 100%	21 100%	15 100%	6 100%	46 100%	8 100%	50 100%	51 100%	62 100%	48 100%

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

Q425\_11. Thinking about the education benefits your current employer offers, which of these have you ever used?

11. Career counseling or education advising services

Base: Employer Offers Career Counseling Or Education Advising Services

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	129	48	80	64	15	49	33	32	101	9	12	6	28	10	66	53	87	42
Weighted Base	117*	29**	87*	81**	36**	45**	20**	16**	72*	18**	18**	9**	46**	7**	45**	65**	64**	53**
Yes	55 47%	15 52%	39 45%	37 45%	9 26%	27 60%	7 38%	11 65%	29 41%	13 73%	10 53%	3 34%	26 56%	5 71%	24 53%	26 40%	26 41%	29 55%
No, but I plan to	31 26%	11 38%	19 22%	18 22%	10 27%	8 18%	10 51%	3 17%	17 23%	4 22%	5 29%	5 52%	14 31%	1 15%	11 25%	18 28%	21 32%	10 19%
No, and I don't plan to	27 23%	3 10%	24 27%	22 27%	17 47%	5 11%	2 10%	3 18%	25 35%	- -	1 3%	1 8%	2 4%	1 14%	8 18%	18 27%	15 24%	11 21%
Not sure	5 4%	* 1%	5 5%	5 6%	- -	5 11%	* 1%	- -	1 1%	1 5%	3 14%	1 7%	4 9%	- -	2 4%	3 5%	2 3%	3 6%
Sigma	117 100%	29 100%	87 100%	81 100%	36 100%	45 100%	20 100%	16 100%	72 100%	18 100%	18 100%	9 100%	46 100%	7 100%	45 100%	65 100%	64 100%	53 100%

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

Q425\_12. Thinking about the education benefits your current employer offers, which of these have you ever used?

12. Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)

Base: Employer Offers Micro-Credentials (i.e., Short, Focused Certifications Designed To Provide Learners With Specific Skills/Competencies In A Variety Of Subject Areas)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	129	35	93	67	15	52	30	32	99	9	9	6	30	9	51	69	70	59
Weighted Base	119*	22**	97*	72*	31**	42*	22**	25**	90*	12**	6**	6**	29**	5**	50**	63*	49**	70*
Yes	73 61%	9 42%	64 66%	44 61%	18 60%	26 61%	12 54%	17 68%	51 57%	8 71%	4 65%	5 81%	21 73%	1 16%	28 56%	44 69%	26 54%	46 66%
No, but I plan to	30 25%	10 47%	19 20%	23 32%	12 40%	11 26%	5 22%	2 8%	26 29%	* 4%	2 28%	-	3 11%	2 43%	14 28%	13 21%	15 31%	15 21%
No, and I don't plan to	5 5%	2 9%	3 4%	2 2%	-	2 4%	1 5%	3 11%	5 6%	-	* 7%	-	* 2%	2 41%	1 2%	2 4%	4 7%	2 3%
Not sure	11 9%	1 2%	10 11%	4 5%	-	4 9%	4 18%	3 13%	7 8%	3 25%	-	1 19%	4 14%	-	7 14%	4 6%	4 8%	7 10%
Sigma	119 100%	22 100%	97 100%	72 100%	31 100%	42 100%	22 100%	25 100%	90 100%	12 100%	6 100%	6 100%	29 100%	5 100%	50 100%	63 100%	49 100%	70 100%

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

Q425\_96. Thinking about the education benefits your current employer offers, which of these have you ever used?

96. Other

Base: Employer Offers Other

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	6	1	5	3	-	3	3	-	4	-	2	-	2	-	1	5	4	2
Weighted Base	4*	1**	3**	2**	-.**	2**	2**	-.**	2**	-.**	1**	-.**	1**	-.**	1**	3**	3**	1**
Yes	2 45%	-	2 57%	1 53%	-	1 53%	1 36%	-	1 48%	-	1 41%	-	1 41%	-	1 100%	1 36%	2 64%	-
No, but I plan to	* 8%	-	* 10%	-	-	-	* 18%	-	* 12%	-	-	-	-	-	-	* 9%	-	* 28%
No, and I don't plan to	1 21%	1 100%	-	-	-	-	1 47%	-	-	-	1 59%	-	1 59%	-	-	1 24%	-	1 72%
Not sure	1 26%	-	1 33%	1 47%	-	1 47%	-	-	1 40%	-	-	-	-	-	-	1 30%	1 36%	-
Sigma	4 100%	1 100%	3 100%	2 100%	-	2 100%	2 100%	-	2 100%	-	1 100%	-	1 100%	-	1 100%	3 100%	3 100%	1 100%

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

Q430. How would you describe your level of satisfaction with these education benefits that you've used?

SUMMARY TABLE OF VERY/SOMEWHAT SATISFIED (TOP 2 BOX)

Base: If Used Employer Offered Education Benefits (Variable Base)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Career counseling or education advising services	52 95%	14 95%	37 95%	36 98%	9 100%	27 97%	6 87%	10 89%	26 90%	13 100%	10 100%	3 100%	26 100%	4 89%	22 94%	25 97%	24 93%	28 96%
Credit for prior learning or on-the-job experience	69 93%	16 82%	52 98%	48 97%	20 98%	28 97%	17 95%	4 59%	35 91%	19 98%	8 89%	6 100%	33 96%	3 86%	29 95%	36 93%	34 95%	34 92%
Paid time off to attend school or training	109 91%	30 82%	78 95%	60 97%	20 100%	40 96%	31 80%	18 95%	58 92%	18 100%	14 100%	16 76%	51 91%	4 70%	31 93%	73 92%	26 90%	82 92%
Financial support for earning professional certifications or licenses	109 90%	21 84%	88 92%	67 90%	17 99%	50 87%	30 91%	12 93%	57 91%	23 96%	11 80%	10 82%	52 90%	2 100%	38 88%	69 91%	39 87%	70 93%
Reimbursement for education units (EUs) or CME credits	194 90%	48 82%	145 93%	113 95%	23 84%	90 98% D	55 89%	26 75%	109 90%	30 100%	22 83%	21 79%	84 90%	1 68%	26 70%	167 94%	42 87%	152 91%
Company-sponsored scholarships or grants	37 88%	7 79%	30 94%	18 84%	10 93%	8 75%	11 89%	8 100%	31 95%	5 70%	1 47%	* 100%	6 65%	1 100%	23 92%	13 83%	15 76%	22 100%
On-site or online skill-building courses or training	150 86%	29 87%	121 85%	79 85%	16 63%	62 94% D	33 77%	36 97%	101 83%	16 100%	13 97%	12 74%	49 92%	4 89%	60 85%	86 86%	54 81%	96 89%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	124 86%	26 95%	96 83%	74 80%	26 62%	48 95%	28 94%	22 98%	86 88%	14 77%	17 80%	7 88%	38 81%	7 100%	38 85%	79 85%	51 88%	73 84%
Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)	45 85%	7 100%	37 82%	27 78%	13 98%	14 65%	13 97%	5 100%	33 80%	6 100%	1 100%	3 100%	11 100%	1 100%	11 65%	32 94%	15 95%	29 80%
TUITION ASSISTANCE VIA REIMBURSEMENT/ UPFRONT PAYMENT PROGRAMS (NET)	166 84%	31 88%	135 83%	109 85%	33 95%	76 82%	47 84%	9 69%	89 88%	42 76%	18 91%	9 61%	77 79%	4 60%	41 83%	120 85%	54 76%	111 88%
Tuition assistance via reimbursement for degree programs	141 85%	26 87%	115 85%	98 86%	30 94%	68 82%	39 88%	4 64%	77 90%	34 78%	18 95%	7 58%	64 80%	2 64%	30 80%	109 88%	46 83%	95 87%
Tuition assistance via upfront payment for degree programs	50 83%	7 89%	43 83%	31 91%	9 100%	23 88%	12 68%	7 80%	24 82%	16 78%	6 87%	2 100%	26 83%	2 56%	23 96%	25 76%	18 67%	32 95%
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	60 83%	8 91%	52 82%	38 86%	15 79%	23 90%	6 52%	17 98%	39 77%	8 100%	4 100%	4 94%	21 99%	1 100%	18 63%	42 95%	20 74%	41 88%
Other	2 100%	-	2 100%	1 100%	-	1 100%	1 100%	-	1 100%	-	1 100%	-	1 100%	-	1 100%	1 100%	2 100%	-

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

Q430. How would you describe your level of satisfaction with these education benefits that you've used?  
SUMMARY TABLE OF VERY/SOMEWHAT SATISFIED (TOP 2 BOX)

Base: If Used Employer Offered Education Benefits (Variable Base)

Gender			Generation					Ethnicity					Education			HH Income	
Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)

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

Q430. How would you describe your level of satisfaction with these education benefits that you've used?

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

Base: If Used Employer Offered Education Benefits (Variable Base)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)	6 12%	-	6 14%	6 18%	-	6 29%	-	-	6 15%	-	-	-	-	-	6 35%	-	-	6 17%
TUITION ASSISTANCE VIA REIMBURSEMENT/UPFRONT PAYMENT FOR DEGREE PROGRAMS (NET)	13 6%	1 4%	10 6%	7 5%	-	7 7%	3 6%	3 21%	5 5%	* 1%	2 9%	5 36%	7 8%	2 33%	4 8%	6 4%	7 10%	6 5%
Tuition assistance via upfront payment for degree programs	4 7%	* 2%	3 6%	2 6%	-	2 8%	* 3%	2 20%	3 10%	* 2%	1 13%	-	1 4%	2 44%	1 4%	2 5%	4 15%	* 1%
Tuition assistance via reimbursement for degree programs	8 5%	1 4%	7 5%	5 4%	-	5 6%	3 6%	1 13%	2 3%	-	1 5%	5 40%	6 8%	1 20%	3 8%	5 4%	3 5%	6 5%
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	5 6%	-	5 7%	5 11%	4 19%	1 4%	-	-	5 9%	-	-	-	-	-	5 16%	-	5 18%	-
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	8 6%	1 4%	7 6%	7 7%	4 10%	3 5%	1 5%	* 1%	3 4%	-	4 20%	1 12%	5 11%	-	* *	8 9%	* *	8 10%
Company-sponsored scholarships or grants	1 3%	-	1 2%	1 5%	-	1 10%	* 2%	-	1 2%	-	1 35%	-	1 9%	-	1 2%	1 5%	1 7%	-
Career counseling or education advising services	1 2%	1 5%	1 1%	1 2%	-	1 3%	-	1 5%	1 4%	-	-	-	-	1 11%	1 1%	1 2%	1 3%	1 2%
On-site or online skill-building courses or training	3 2%	* 1%	3 2%	1 1%	1 2%	1 1%	2 4%	-	3 2%	-	-	-	-	-	-	3 3%	1 1%	2 2%
Credit for prior learning or on-the-job experience	1 1%	1 4%	-	* 1%	2%	-	-	1 8%	1 2%	-	-	-	-	1 14%	1 1%	-	1 2%	-
Financial support for earning professional certifications or licenses	1 1%	* 1%	1 1%	* *	1%	-	1 3%	* 1%	* 1%	1 4%	-	-	1 2%	-	* *	1 2%	* 1%	1 1%
Paid time off to attend school or training	1 1%	-	1 1%	1 1%	-	1 1%	-	1 3%	1 2%	-	-	-	-	1 10%	-	1 1%	1 2%	* *
Reimbursement for education units (EUs) or CME credits	2 1%	* *	1 1%	* *	-	* *	1 2%	* 1%	2 1%	-	-	-	-	-	1 1%	1 1%	1 1%	1 1%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Q430. How would you describe your level of satisfaction with these education benefits that you've used?  
SUMMARY TABLE OF NOT AT ALL/NOT VERY SATISFIED (BOTTOM 2 BOX)

Base: If Used Employer Offered Education Benefits (Variable Base)

Gender			Generation					Ethnicity					Education			HH Income	
Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)

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

Q430\_1. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 47

Base: Uses Tuition Assistance Via Reimbursement For Degree Programs

1. Tuition assistance via reimbursement for degree programs

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	133	36	97	81	15	66	38	14	92	20	9	10	41	4	39	90	60	73
Weighted Base	165*	30**	135*	115*	32**	83**	44**	6**	85*	43**	19**	13**	80**	3**	37**	124*	55**	110*
TOP 2 BOX (NET)	141 85%	26 87%	115 85%	98 86%	30 94%	68 82%	39 88%	4 64%	77 90%	34 78%	18 95%	7 58%	64 80%	2 64%	30 80%	109 88%	46 83%	95 87%
Very satisfied	66 40%	14 47%	52 39%	54 47%	7 23%	46 56%	10 23%	2 41%	38 44%	12 28%	15 79%	1 11%	28 36%	1 44%	15 41%	49 40%	14 25%	52 48%
Somewhat satisfied	75 45%	12 40%	63 46%	45 39%	23 71%	22 26%	29 65%	1 23%	39 46%	21 50%	3 16%	6 46%	36 45%	1 20%	15 39%	60 48%	32 58%	43 39%
Neither satisfied nor dissatisfied	16 9%	3 9%	13 10%	12 10%	2 6%	10 12%	3 6%	22%	6 7%	9 22%	-	*	10 12%	1 16%	4 12%	11 9%	7 12%	9 8%
BOTTOM 2 BOX (NET)	8 5%	1 4%	7 5%	5 4%	-	5 6%	3 6%	1 13%	2 3%	-	1 5%	5 40%	6 8%	1 20%	3 8%	5 4%	3 5%	6 5%
Not very satisfied	7 4%	1 4%	6 5%	4 3%	-	4 5%	3 6%	1 13%	2 3%	-	1 5%	4 32%	5 6%	1 20%	3 8%	4 3%	3 5%	5 4%
Not at all satisfied	1 1%	-	1 1%	1 1%	-	1 1%	-	-	-	-	-	1 8%	1 1%	-	-	1 1%	-	1 1%
Sigma	165 100%	30 100%	135 100%	115 100%	32 100%	83 100%	44 100%	6 100%	85 100%	43 100%	19 100%	13 100%	80 100%	3 100%	37 100%	124 100%	55 100%	110 100%

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

Q430\_2. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 48

Base: Uses Tuition Assistance Via Upfront Payment For Degree Programs

2. Tuition assistance via upfront payment for degree programs

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	61	15	45	26	3	23	21	14	43	10	4	3	18	6	23	32	32	29
Weighted Base	60*	8**	51**	34**	9**	26**	17**	9**	29**	20**	7**	2**	31**	4**	24**	32**	27**	33**
TOP 2 BOX (NET)	50 83%	7 89%	43 83%	31 91%	9 100%	23 88%	12 68%	7 80%	24 82%	16 78%	6 87%	2 100%	26 83%	2 56%	23 96%	25 76%	18 67%	32 95%
Very satisfied	37 60%	6 71%	31 60%	23 66%	2 19%	21 82%	9 50%	5 58%	19 65%	12 57%	5 69%	1 85%	18 56%	1 31%	16 64%	20 61%	10 38%	26 79%
Somewhat satisfied	14 22%	1 18%	12 23%	8 25%	7 81%	1 6%	3 18%	2 22%	5 18%	4 21%	1 18%	* 15%	8 27%	1 25%	8 32%	5 15%	8 30%	5 16%
Neither satisfied nor dissatisfied	6 10%	1 9%	5 10%	1 3%	-	1 4%	5 29%	-	2 7%	4 19%	-	-	4 13%	-	-	6 19%	5 18%	1 4%
BOTTOM 2 BOX (NET)	4 7%	* 2%	3 6%	2 6%	-	2 8%	* 3%	2 20%	3 10%	* 2%	1 13%	-	1 4%	2 44%	1 4%	2 5%	4 15%	* 1%
Not very satisfied	4 6%	* 2%	3 5%	2 6%	-	2 8%	-	2 20%	3 10%	-	1 13%	-	1 3%	2 44%	1 4%	1 3%	4 13%	* 1%
Not at all satisfied	* 1%	-	* 1%	-	-	-	* 3%	-	-	* 2%	-	-	* 2%	-	-	* 1%	* 2%	-
Sigma	60 100%	8 100%	51 100%	34 100%	9 100%	26 100%	17 100%	9 100%	29 100%	20 100%	7 100%	2 100%	31 100%	4 100%	24 100%	32 100%	27 100%	33 100%

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

Q430\_3. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 49

Base: Uses Company-Sponsored Scholarships Or Grants

3. Company-sponsored scholarships or grants

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	45	17	27	25	8	17	12	8	33	7	4	1	12	2	25	18	32	13
Weighted Base	42*	9**	32**	22**	11**	11**	12**	8**	33**	7**	2**	***	9**	1**	25**	16**	20**	22**
TOP 2 BOX (NET)	37 88%	7 79%	30 94%	18 84%	10 93%	8 75%	11 89%	8 100%	31 95%	5 70%	1 47%	* 100%	6 65%	1 100%	23 92%	13 83%	15 76%	22 100%
Very satisfied	30 72%	6 67%	24 76%	13 57%	7 63%	6 52%	11 89%	7 87%	24 74%	5 70%	1 47%	* 100%	6 65%	1 50%	20 81%	10 60%	11 52%	20 91%
Somewhat satisfied	7 16%	1 12%	6 18%	6 27%	3 31%	3 23%	- -	1 13%	7 21%	- -	- -	- -	- -	1 50%	3 10%	4 23%	5 24%	2 9%
Neither satisfied nor dissatisfied	3 8%	2 21%	1 5%	2 11%	1 7%	2 15%	1 9%	- -	1 3%	2 30%	* 17%	- -	2 26%	- -	1 6%	2 12%	3 17%	- -
BOTTOM 2 BOX (NET)	1 3%	- -	1 2%	1 5%	- -	1 10%	* 2%	- -	1 2%	- -	1 35%	- -	1 9%	- -	1 2%	1 5%	1 7%	- -
Not very satisfied	1 3%	- -	* 1%	1 4%	- -	1 8%	* 2%	- -	1 1%	- -	1 35%	- -	1 9%	- -	* 1%	1 5%	1 6%	- -
Not at all satisfied	* 1%	- -	* 1%	* 1%	- -	* 2%	- -	- -	* 1%	- -	- -	- -	- -	- -	* 1%	- -	* 1%	- -
Sigma	42 100%	9 100%	32 100%	22 100%	11 100%	11 100%	12 100%	8 100%	33 100%	7 100%	2 100%	* 100%	9 100%	1 100%	25 100%	16 100%	20 100%	22 100%

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

Q430\_4. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 50

Base: Uses Reimbursement For Education Units (EUs) Or CME Credits

4. Reimbursement for education units (EUs) or CME credits

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	220	67	153	114	14	100	74	32	151	16	14	26	69	2	34	184	58	162
Weighted Base	215*	59*	156*	119*	27**	92*	62*	34**	121*	30**	26**	26**	94*	2**	37**	176*	48**	167*
TOP 2 BOX (NET)	194 90%	48 82%	145 93%	113 95%	23 84%	90 98% D	55 89%	26 75%	109 90%	30 100%	22 83%	21 79%	84 90%	1 68%	26 70%	167 94%	42 87%	152 91%
Very satisfied	118 55%	28 48%	90 57%	75 63% G	17 64%	58 63% G	24 40%	18 52%	67 56%	12 41%	19 72%	9 34%	50 53%	-	21 56%	97 55%	32 66%	86 51%
Somewhat satisfied	76 35%	20 34%	56 36%	37 31%	5 20%	32 34%	31 50%	8 23%	42 35%	18 59%	3 11%	12 45%	34 36%	1 68%	5 14%	70 40%	10 21%	66 39%
Neither satisfied nor dissatisfied	20 9%	11 18%	9 6%	6 5% F	4 16%	2 2%	5 9%	8 24%	10 8%	-	4 17%	5 21%	10 10%	1 32%	11 29%	9 5%	6 12%	14 8%
BOTTOM 2 BOX (NET)	2 1%	* *	1 1%	* *	-	* *	1 2%	* 1%	2 1%	-	-	-	-	-	* 1%	1 1%	* 1%	1 1%
Not very satisfied	1 1%	* *	1 1%	-	-	-	1 2%	* 1%	1 1%	-	-	-	-	-	* 1%	1 1%	* *	1 1%
Not at all satisfied	1 *	-	1 *	* *	-	* *	* *	-	1 *	-	-	-	-	-	* 1%	* *	* 1%	* *
Sigma	215 100%	59 100%	156 100%	119 100%	27 100%	92 100%	62 100%	34 100%	121 100%	30 100%	26 100%	26 100%	94 100%	2 100%	37 100%	176 100%	48 100%	167 100%

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

Q430\_5. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 51

Base: Uses Financial Support For Earning Professional Certifications Or Licenses

5. Financial support for earning professional certifications or licenses

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	135	39	96	78	16	62	37	20	91	13	13	12	44	3	47	85	59	76
Weighted Base	121*	25**	95*	75*	17**	57*	33**	13**	63*	24**	14**	12**	58**	2**	43**	76*	45**	76*
TOP 2 BOX (NET)	109 90%	21 84%	88 92%	67 90%	17 99%	50 87%	30 91%	12 93%	57 91%	23 96%	11 80%	10 82%	52 90%	2 100%	38 88%	69 91%	39 87%	70 93%
Very satisfied	60 50%	9 36%	51 53%	38 51%	10 60%	28 48%	16 50%	5 39%	33 53%	12 48%	9 65%	5 39%	26 45%	1 64%	26 60%	33 43%	24 54%	36 47%
Somewhat satisfied	49 41%	12 49%	37 39%	29 38%	7 38%	22 38%	13 41%	7 54%	24 38%	12 48%	2 15%	5 43%	26 44%	1 36%	12 28%	36 48%	15 33%	34 45%
Neither satisfied nor dissatisfied	10 8%	4 15%	6 7%	8 10%	-	8 13%	2 6%	1 5%	5 8%	-	3 20%	2 18%	5 9%	-	5 11%	5 7%	6 12%	5 6%
BOTTOM 2 BOX (NET)	1 1%	* 1%	1 1%	* *	* 1%	-	1 3%	* 1%	* 1%	1 4%	-	-	1 2%	-	* *	1 2%	* 1%	1 1%
Not very satisfied	1 1%	* 1%	1 1%	* *	* 1%	-	1 3%	* 1%	* 1%	1 4%	-	-	1 2%	-	* *	1 2%	* 1%	1 1%
Not at all satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	121 100%	25 100%	95 100%	75 100%	17 100%	57 100%	33 100%	13 100%	63 100%	24 100%	14 100%	12 100%	58 100%	2 100%	43 100%	76 100%	45 100%	76 100%

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

Q430\_6. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 52

Base: Uses On-Site Or Online Skill-Building Courses Or Training

6. On-site or online skill-building courses or training

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	177	47	130	81	17	64	56	39	141	10	7	12	36	7	71	99	90	87
Weighted Base	175*	34**	141*	93*	26**	66*	43*	37**	122*	16**	13**	16**	53**	5**	70*	100*	67*	108*
TOP 2 BOX (NET)	150 86%	29 87%	121 85%	79 85%	16 63%	62 94% D	33 77%	36 97%	101 83%	16 100%	13 97%	12 74%	49 92%	4 89%	60 85%	86 86%	54 81%	96 89%
Very satisfied	88 50%	16 47%	72 51%	50 54%	11 42%	39 59%	23 53%	15 39%	48 40%	10 63%	11 87%	11 72%	39 73%	1 17%	30 42%	57 57%	33 50%	54 50%
Somewhat satisfied	62 36%	13 40%	49 35%	29 31%	6 21%	23 35%	10 24%	21 57%	53 43%	6 37%	1 10%	* 2%	10 18%	4 72%	30 43%	29 29%	20 31%	42 39%
Neither satisfied nor dissatisfied	22 13%	4 12%	18 13%	13 14% F	9 35%	3 5%	8 19%	1 3%	18 14%	- -	* 3%	4 26%	4 8%	1 11%	10 15%	11 11%	12 19%	10 9%
BOTTOM 2 BOX (NET)	3 2%	* 1%	3 2%	1 1%	1 2%	1 1%	2 4%	- -	3 2%	- -	- -	- -	- -	- -	- -	3 3%	1 1%	2 2%
Not very satisfied	3 2%	* 1%	3 2%	1 1%	1 2%	1 1%	2 4%	- -	3 2%	- -	- -	- -	- -	- -	- -	3 3%	1 1%	2 2%
Not at all satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	175 100%	34 100%	141 100%	93 100%	26 100%	66 100%	43 100%	37 100%	122 100%	16 100%	13 100%	16 100%	53 100%	5 100%	70 100%	100 100%	67 100%	108 100%

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

Q430\_7. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 53

Base: Uses Paid Time Off To Attend School Or Training

7. Paid time off to attend school or training

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	119	46	72	59	8	51	40	20	82	10	10	12	37	9	35	75	49	70
Weighted Base	119*	37**	82**	62**	20**	42**	39**	19**	63*	18**	14**	21**	56**	6**	34**	80*	29**	90*
TOP 2 BOX (NET)	109 91%	30 82%	78 95%	60 97%	20 100%	40 96%	31 80%	18 95%	58 92%	18 100%	14 100%	16 76%	51 91%	4 70%	31 93%	73 92%	26 90%	82 92%
Very satisfied	64 53%	16 43%	47 58%	39 62%	13 65%	26 61%	18 47%	7 37%	34 54%	6 31%	11 82%	10 50%	30 53%	1 23%	19 56%	44 55%	14 46%	50 56%
Somewhat satisfied	45 38%	14 39%	31 38%	21 35%	7 35%	14 34%	13 33%	11 58%	24 38%	13 69%	2 18%	5 26%	21 38%	3 47%	13 37%	30 37%	13 44%	32 36%
Neither satisfied nor dissatisfied	9 8%	7 18%	3 3%	1 2%	-	1 3%	8 20%	* 2%	4 7%	-	-	5 24%	5 9%	1 20%	2 7%	6 8%	2 8%	7 8%
BOTTOM 2 BOX (NET)	1 1%	-	1 1%	* 1%	-	* 1%	-	1 3%	1 2%	-	-	-	-	1 10%	-	* 1%	1 2%	* *
Not very satisfied	1 1%	-	1 1%	-	-	-	-	1 3%	1 1%	-	-	-	-	1 10%	-	-	1 2%	-
Not at all satisfied	* *	-	* 1%	* 1%	-	* 1%	-	-	* 1%	-	-	-	-	-	-	* 1%	-	* *
Sigma	119 100%	37 100%	82 100%	62 100%	20 100%	42 100%	39 100%	19 100%	63 100%	18 100%	14 100%	21 100%	56 100%	6 100%	34 100%	80 100%	29 100%	90 100%

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

Q430\_8. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 54

Base: Uses Partnerships With Specific Colleges Or Universities (E.G., Discounted Tuition, Etc.)  
8. Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	46	10	35	30	7	23	8	8	36	4	2	2	10	2	15	29	23	23
Weighted Base	53*	7**	45**	35**	13**	21**	13**	5**	41**	6**	1**	3**	11**	1**	18**	34**	16**	37**
TOP 2 BOX (NET)	45 85%	7 100%	37 82%	27 78%	13 98%	14 65%	13 97%	5 100%	33 80%	6 100%	1 100%	3 100%	11 100%	1 100%	11 65%	32 94%	15 95%	29 80%
Very satisfied	21 41%	5 67%	16 36%	14 41%	7 52%	7 34%	7 51%	1 11%	17 41%	3 54%	1 100%	-	4 38%	1 61%	2 11%	19 55%	6 37%	16 42%
Somewhat satisfied	23 44%	2 33%	21 46%	13 37%	6 46%	7 31%	6 45%	4 89%	16 39%	3 46%	-	3 100%	7 62%	1 39%	9 53%	13 39%	9 59%	14 37%
Neither satisfied nor dissatisfied	2 4%	-	2 4%	1 4%	* 2%	1 5%	3 3%	-	2 5%	-	-	-	-	-	-	2 6%	1 5%	1 3%
BOTTOM 2 BOX (NET)	6 12%	-	6 14%	6 18%	-	6 29%	-	-	6 15%	-	-	-	-	-	6 35%	-	-	6 17%
Not very satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not at all satisfied	6 12%	-	6 14%	6 18%	-	6 29%	-	-	6 15%	-	-	-	-	-	6 35%	-	-	6 17%
Sigma	53 100%	7 100%	45 100%	35 100%	13 100%	21 100%	13 100%	5 100%	41 100%	6 100%	1 100%	3 100%	11 100%	1 100%	18 100%	34 100%	16 100%	37 100%

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

Q430\_9. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 55

Base: Uses Access To Learning And Development Platforms (E.G., LinkedIn Learning, Coursera, etc.)  
9. Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	147	50	95	78	19	59	32	37	110	14	14	7	37	10	53	84	78	69
Weighted Base	145*	27*	115*	92*	41**	51**	30**	23**	97*	18**	21**	7**	47**	7**	45**	93*	58**	87*
TOP 2 BOX (NET)	124 86%	26 95%	96 83%	74 80%	26 62%	48 95%	28 94%	22 98%	86 88%	14 77%	17 80%	7 88%	38 81%	7 100%	38 85%	79 85%	51 88%	73 84%
Very satisfied	74 51%	14 49%	59 51%	50 54%	23 55%	27 53%	14 49%	10 43%	55 57%	7 40%	9 42%	2 33%	19 40%	2 33%	24 54%	48 51%	34 58%	41 47%
Somewhat satisfied	50 34%	12 45%	37 32%	24 26%	3 7%	21 41%	13 46%	12 54%	31 31%	7 37%	8 38%	4 55%	19 40%	5 67%	14 31%	31 33%	18 30%	32 37%
Neither satisfied nor dissatisfied	12 8%	* 1%	12 10%	12 13%	12 28%	-	* 1%	2%	8 8%	4 23%	-	-	4 9%	-	6 14%	6 6%	7 11%	6 7%
BOTTOM 2 BOX (NET)	8 6%	1 4%	7 6%	7 7%	4 10%	3 5%	1 5%	* 1%	3 4%	-	4 20%	1 12%	5 11%	-	* *	8 9%	* *	8 10%
Not very satisfied	8 6%	1 4%	7 6%	7 7%	4 10%	3 5%	1 5%	* 1%	3 4%	-	4 20%	1 12%	5 11%	-	* *	8 9%	* *	8 10%
Not at all satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	145 100%	27 100%	115 100%	92 100%	41 100%	51 100%	30 100%	23 100%	97 100%	18 100%	21 100%	7 100%	47 100%	7 100%	45 100%	93 100%	58 100%	87 100%

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

Q430\_10. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 56

Base: Uses Credit For Prior Learning Or On-The-Job Experience

10. Credit for prior learning or on-the-job experience

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	70	27	43	41	10	31	20	9	44	11	8	5	26	6	34	30	48	22
Weighted Base	73*	20**	54**	49**	21**	28**	17**	7**	38**	19**	8**	6**	35**	4**	31**	39**	36**	37**
TOP 2 BOX (NET)	69 93%	16 82%	52 98%	48 97%	20 98%	28 97%	17 95%	4 59%	35 91%	19 98%	8 89%	6 100%	33 96%	3 86%	29 95%	36 93%	34 95%	34 92%
Very satisfied	40 54%	10 51%	30 55%	25 50%	9 42%	16 56%	12 69%	3 50%	17 44%	13 70%	6 74%	2 37%	23 66%	2 53%	19 62%	19 48%	22 60%	18 49%
Somewhat satisfied	29 39%	6 30%	23 42%	23 47%	12 57%	12 41%	5 27%	1 10%	18 47%	5 28%	1 15%	4 63%	11 30%	1 33%	10 32%	17 45%	13 35%	16 43%
Neither satisfied nor dissatisfied	4 5%	3 14%	1 2%	1 2%	-	1 3%	1 5%	2 33%	3 7%	2 2%	1 11%	-	1 4%	-	1 4%	3 7%	1 3%	3 8%
BOTTOM 2 BOX (NET)	1 1%	1 4%	-	* 1%	* 2%	-	-	1 8%	1 2%	-	-	-	-	1 14%	* 1%	-	1 2%	-
Not very satisfied	1 1%	1 4%	-	* 1%	* 2%	-	-	1 8%	1 2%	-	-	-	-	1 14%	* 1%	-	1 2%	-
Not at all satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	73 100%	20 100%	54 100%	49 100%	21 100%	28 100%	17 100%	7 100%	38 100%	19 100%	8 100%	6 100%	35 100%	4 100%	31 100%	39 100%	36 100%	37 100%

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

Q430\_11. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 57

Base: Uses Career Counseling Or Education Advising Services

11. Career counseling or education advising services

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	70	26	43	33	7	26	18	19	56	6	6	2	14	6	39	25	50	20
Weighted Base	55*	15**	39**	37**	9**	27**	7**	11**	29**	13**	10**	3**	26**	5**	24**	26**	26**	29**
TOP 2 BOX (NET)	52 95%	14 95%	37 95%	36 98%	9 100%	27 97%	6 87%	10 89%	26 90%	13 100%	10 100%	3 100%	26 100%	4 89%	22 94%	25 97%	24 93%	28 96%
Very satisfied	28 51%	4 24%	25 63%	19 52%	1 7%	19 68%	2 28%	7 65%	12 42%	5 41%	8 77%	3 100%	16 62%	2 49%	12 52%	14 52%	10 37%	19 64%
Somewhat satisfied	24 43%	11 71%	13 32%	17 46%	9 93%	8 30%	4 59%	3 24%	14 48%	8 59%	2 23%	-	10 38%	2 40%	10 42%	12 45%	15 56%	9 32%
Neither satisfied nor dissatisfied	2 3%	-	2 4%	-	-	-	1 13%	1 6%	2 6%	-	-	-	-	-	1 5%	* 1%	1 4%	1 2%
BOTTOM 2 BOX (NET)	1 2%	1 5%	1 1%	1 2%	-	1 3%	-	1 5%	1 4%	-	-	-	-	1 11%	* 1%	1 2%	1 3%	1 2%
Not very satisfied	1 2%	1 5%	1 1%	1 2%	-	1 3%	-	1 5%	1 4%	-	-	-	-	1 11%	* 1%	1 2%	1 3%	1 2%
Not at all satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	55 100%	15 100%	39 100%	37 100%	9 100%	27 100%	7 100%	11 100%	29 100%	13 100%	10 100%	3 100%	26 100%	5 100%	24 100%	26 100%	26 100%	29 100%

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

Q430\_12. How would you describe your level of satisfaction with these education benefits that you've used?

12. Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)

Base: Uses Micro-Credentials (i.e., Short, Focused Certifications Designed To Provide Learners With Specific Skills/Competencies In A Variety Of Subject Areas)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	76	17	59	41	10	31	15	20	57	6	5	4	19	1	28	47	38	38
Weighted Base	73*	9**	64**	44**	18**	26**	12**	17**	51**	8**	4**	5**	21**	1**	28**	44**	26**	46**
TOP 2 BOX (NET)	60 83%	8 91%	52 82%	38 86%	15 79%	23 90%	6 52%	17 98%	39 77%	8 100%	4 100%	4 94%	21 99%	1 100%	18 63%	42 95%	20 74%	41 88%
Very satisfied	36 50%	3 32%	33 52%	19 44%	10 53%	10 38%	3 25%	14 81%	25 50%	7 85%	* 11%	* 7%	11 49%	1 100%	10 36%	25 57%	10 39%	26 56%
Somewhat satisfied	24 34%	5 59%	19 30%	18 42%	5 26%	14 53%	3 27%	3 17%	14 27%	1 15%	4 89%	4 88%	11 49%	-	8 28%	17 38%	9 35%	15 33%
Neither satisfied nor dissatisfied	8 10%	1 9%	7 11%	2 4%	* 2%	1 5%	6 48%	* 2%	7 14%	-	-	6 6%	* 1%	-	6 20%	2 5%	2 8%	5 12%
BOTTOM 2 BOX (NET)	5 6%	-	5 7%	5 11%	4 19%	1 4%	-	-	5 9%	-	-	-	-	-	5 16%	-	5 18%	-
Not very satisfied	5 6%	-	5 7%	5 11%	4 19%	1 4%	-	-	5 9%	-	-	-	-	-	5 16%	-	5 18%	-
Not at all satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	73 100%	9 100%	64 100%	44 100%	18 100%	26 100%	12 100%	17 100%	51 100%	8 100%	4 100%	5 100%	21 100%	1 100%	28 100%	44 100%	26 100%	46 100%

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

Q430\_96. How would you describe your level of satisfaction with these education benefits that you've used?

4 Aug 2025  
Table 59

Base: Uses Other

96. Other

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	3	-	3	2	-	2	1	-	2	-	1	-	1	-	1	2	3	-
Weighted Base	2*	-.**	2**	1**	-.**	1**	1**	-.**	1**	-.**	1**	-.**	1**	-.**	1**	1**	2**	-.**
TOP 2 BOX (NET)	2 100%	-	2 100%	1 100%	-	1 100%	1 100%	-	1 100%	-	1 100%	-	1 100%	-	1 100%	1 100%	2 100%	-
Very satisfied	1 32%	-	1 32%	1 49%	-	1 49%	-	-	-	-	1 100%	-	1 100%	-	1 100%	-	1 32%	-
Somewhat satisfied	1 68%	-	1 68%	1 51%	-	1 51%	1 100%	-	1 100%	-	-	-	-	-	-	1 100%	1 68%	-
Neither satisfied nor dissatisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BOTTOM 2 BOX (NET)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not very satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not at all satisfied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	2 100%	-	2 100%	1 100%	-	1 100%	1 100%	-	1 100%	-	1 100%	-	1 100%	-	1 100%	1 100%	2 100%	-

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

Q440. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
I believe employers should be investing in employees' education.	1299 86%	302 85%	982 87%	770 87%	200 81%	570 90% DG	389 84%	136 88%	771 86%	217 84%	147 89%	118 84%	528 87%	17 57%	445 78%	837 93% O	499 80%	800 91% Q
It would be helpful to have programs that offer hands-on, real-world training experiences that allow you to apply what you've studied in school or trainings.	1276 85%	297 83%	965 85%	773 88% FG	230 94% FGH	543 85%	377 81%	122 79%	752 84%	214 83%	150 91%	122 87%	525 86%	19 64%	474 83%	783 87%	533 85%	744 84%
An employer offering tuition/education benefits makes or would make me feel valued.	1232 82%	297 83%	919 81%	745 85% G	201 82%	545 86% G	353 76%	130 84%	713 80%	207 81%	147 89%	123 88%	519 85%	22 73%	459 80%	751 83%	511 82%	721 82%
I believe education benefits should be a standard part of employee compensation packages.	1209 80%	265 75%	930 82% B	742 84% G	208 85% G	534 84% G	343 74%	123 80%	708 79%	212 82%	130 79%	118 84%	502 82%	22 71%	435 76%	753 83% O	474 76%	736 84% Q
My employer/organization benefits when I get additional education.	1161 77%	284 80%	862 76%	696 79% G	199 81%	497 78%	333 72%	128 83% G	708 79%	183 71%	127 77%	110 79%	453 74%	18 59%	424 74%	720 80%	439 70%	722 82% Q
Additional education would significantly improve my career opportunities and salary potential.	1122 75%	261 73%	846 75%	696 79% GH	200 81% H	495 78% H	330 71%	96 63%	635 71%	216 84% I	129 78%	103 73%	487 80% I	20 66%	442 77%	660 73%	487 78%	635 72%
It is difficult to progress in my career in healthcare without education (e.g., degrees, certificates, licensures, etc.).	1111 74%	253 71%	847 75%	669 76%	191 78%	478 75%	335 72%	105 68%	658 74%	190 74%	115 70%	116 83%	452 74%	16 55%	397 69%	697 77% O	442 71%	668 76%
It is important to me that my employer pays for the cost of my education (e.g., degrees, certificates, licensures, etc.).	1023 68%	240 67%	775 68%	620 70% E	141 57%	479 75% DEG	296 64%	103 67%	617 69%	157 61%	100 61%	107 77% JM	405 67%	20 66%	336 59%	667 74% O	403 65%	619 70%
I would feel better about my current job if my employer paid for education or tuition benefits (i.e., going back to school).	978 65%	233 66%	729 64%	624 71% GH	172 70% H	452 71% GH	273 59%	79 51%	533 60%	178 69%	131 80% I	100 72%	444 73% I	23 76%	369 64%	586 65%	435 70% R	542 62%
There is a clear return on investment from getting additional education in my current career path for me.	975 65%	247 69%	716 63%	608 69% G	170 69%	438 69% G	266 57%	100 65%	574 64%	169 66%	101 61%	100 71%	401 66%	20 67%	361 63%	594 66%	395 63%	580 66%

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

Q440. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
I would be more likely to stay with my current employer if they paid for my education or tuition benefits (i.e., going back to school).	944 63%	227 64%	702 62%	613 69% GH	183 74% GH	430 68% GH	244 52%	83 54%	516 58%	167 65%	125 76% I	101 72% I	428 70% I	22 74%	350 61%	571 63%	401 64%	542 62%

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

Q440. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
There is a clear return on investment from getting additional education in my current career path for me.	211 14%	41 12%	170 15%	108 12%	25 10%	83 13%	86 18% D	15 10%	139 16%	33 13%	23 14%	10 7%	72 12%	1 2%	65 11%	145 16%	82 13%	129 15%
I would be more likely to stay with my current employer if they paid for my education or tuition benefits (i.e., going back to school).	184 12%	60 17% C	124 11%	76 9%	13 5%	63 10%	84 18% DEF	23 15% E	114 13%	42 16%	14 8%	13 9%	70 11%	2 7%	48 8%	134 15% O	61 10%	123 14%
I would feel better about my current job if my employer paid for education or tuition benefits (i.e., going back to school).	154 10%	51 14% C	103 9%	68 8%	8 3%	60 9% D	63 14% DE	23 15% DE	105 12%	23 9%	10 6%	13 10%	48 8%	- -	44 8%	110 12%	47 8%	107 12% Q
It is difficult to progress in my career in healthcare without education (e.g., degrees, certificates, licensures, etc.).	144 10%	39 11%	100 9%	72 8%	12 5%	60 9%	50 11%	20 13%	96 11%	27 10%	9 6%	11 8%	48 8%	6 21%	60 11%	77 9%	65 10%	79 9%
Additional education would significantly improve my career opportunities and salary potential.	121 8%	31 9%	90 8%	51 6%	6 2%	45 7% D	52 11% DE	16 10% E	87 10%	11 4%	4 2%	15 10%	33 5%	3 11%	18 3%	100 11% O	31 5%	90 10% Q
It is important to me that my employer pays for the cost of my education (e.g., degrees, certificates, licensures, etc.).	112 7%	32 9%	79 7%	58 7%	19 8%	38 6%	43 9%	12 8%	72 8%	22 9%	15 9%	3 2%	40 7%	5 15%	46 8%	61 7%	50 8%	62 7%
My employer/organization benefits when I get additional education.	98 7%	23 6%	75 7%	44 5%	5 2%	39 6% D	46 10% DE	9 6%	60 7%	17 7%	9 5%	10 7%	39 6%	3 10%	28 5%	67 7%	39 6%	60 7%
An employer offering tuition/education benefits makes or would make me feel valued.	71 5%	23 6%	48 4%	31 4%	6 2%	25 4%	32 7%	7 5%	45 5%	23 9% LM	2 1%	1 *	26 4%	2 7%	23 4%	46 5%	23 4%	47 5%
I believe education benefits should be a standard part of employee compensation packages.	57 4%	16 4%	42 4%	31 4%	11 4%	20 3%	19 4%	6 4%	34 4%	10 4%	6 3%	7 5%	23 4%	3 8%	28 5%	27 3%	35 6% R	22 3%
I believe employers should be investing in employees' education.	46 3%	14 4%	30 3%	21 2%	8 3%	13 2%	20 4%	6 4%	32 4%	9 4%	1 *	4 3%	14 2%	5 17%	29 5% P	12 1%	31 5% R	15 2%

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

Q440. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
It would be helpful to have programs that offer hands-on, real-world training experiences that allow you to apply what you've studied in school or trainings.	40 3%	17 5%	23 2%	23 3%	* *	22 4% D	8 2%	9 6% EG	24 3%	8 3%	- -	7 5%	16 3%	2 5%	19 3%	19 2%	15 2%	25 3%

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

Q440\_1. To what extent do you agree or disagree with the following statements?

1. It is difficult to progress in my career in healthcare without education (e.g., degrees, certificates, licensures, etc.).

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1111 74%	253 71%	847 75%	669 76%	191 78%	478 75%	335 72%	105 68%	658 74%	190 74%	115 70%	116 83%	452 74%	16 55%	397 69%	697 77% O	442 71%	668 76%
Strongly agree	622 41%	131 37%	483 43%	386 44%	107 43%	279 44%	181 39%	55 36%	339 38%	136 53% I	83 51%	51 37%	282 46% I	11 36%	225 39%	385 43%	246 39%	376 43%
Somewhat agree	489 33%	122 34%	364 32%	283 32%	84 34%	199 31%	154 33%	50 32%	319 36% JKM	54 21%	32 19%	65 46% JKM	170 28%	6 19%	172 30%	311 35%	197 32%	292 33%
Neither agree nor disagree	250 17%	64 18%	184 16%	140 16%	42 17%	98 15%	80 17%	29 19%	141 16%	40 16%	40 25% L	13 9%	109 18% L	7 24%	114 20%	128 14%	116 19%	134 15%
BOTTOM 2 BOX (NET)	144 10%	39 11%	100 9%	72 8%	12 5%	60 9%	50 11%	20 13%	96 11%	27 10%	9 6%	11 8%	48 8%	6 21%	60 11%	77 9%	65 10%	79 9%
Somewhat disagree	108 7%	30 8%	76 7%	59 7%	9 4%	49 8%	34 7%	14 9%	73 8%	19 7%	8 5%	7 5%	35 6%	5 16%	47 8%	57 6%	50 8%	59 7%
Strongly disagree	35 2%	9 3%	24 2%	14 2%	3 1%	11 2%	16 3%	5 3%	22 3%	7 3%	2 1%	4 3%	13 2%	2 6%	14 2%	20 2%	15 2%	20 2%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_2. To what extent do you agree or disagree with the following statements?  
2. An employer offering tuition/education benefits makes or would make me feel valued.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1232 82%	297 83%	919 81%	745 85% G	201 82%	545 86% G	353 76%	130 84%	713 80%	207 81%	147 89%	123 88%	519 85%	22 73%	459 80%	751 83%	511 82%	721 82%
Strongly agree	608 40%	127 36%	469 41%	405 46% G	107 44%	298 47% GH	151 32%	53 34%	327 37%	128 50% I	74 45%	58 41%	281 46% I	10 33%	221 39%	377 42%	270 43%	338 38%
Somewhat agree	624 41%	170 48%	449 40%	340 39%	94 38%	247 39%	202 44%	77 50%	387 43% J	80 31%	73 44%	65 47%	237 39%	12 40%	237 41%	375 42%	241 39%	383 44%
Neither agree nor disagree	201 13%	36 10%	165 15%	105 12% F	39 16%	66 10%	79 17% F	16 11%	136 15%	26 10%	15 9%	16 12%	65 11%	6 20%	90 16%	105 12%	89 14%	112 13%
BOTTOM 2 BOX (NET)	71 5%	23 6%	48 4%	31 4%	6 2%	25 4%	32 7%	7 5%	45 5%	23 9% LM	2 1%	1 *	26 4%	2 7%	23 4%	46 5%	23 4%	47 5%
Somewhat disagree	54 4%	20 6%	34 3%	25 3%	6 2%	19 3%	23 5%	6 4%	30 3%	23 9% IKLM	1 *	1 *	24 4%	2 7%	17 3%	35 4%	14 2%	40 4%
Strongly disagree	17 1%	3 1%	14 1%	6 1%	- -	6 1%	9 2%	1 1%	15 2%	1 *	2 1%	- -	2 *	- -	6 1%	11 1%	9 1%	8 1%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440 3. To what extent do you agree or disagree with the following statements?

3. I believe employers should be investing in employees' education.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1299 86%	302 85%	982 87%	770 87%	200 81%	570 90% DG	389 84%	136 88%	771 86%	217 84%	147 89%	118 84%	528 87%	17 57%	445 78%	837 93% O	499 80%	800 91% Q
Strongly agree	787 52%	172 48%	604 53%	482 55%	116 47%	366 58% D	230 50%	73 47%	447 50%	135 53%	104 63%	72 51%	340 56%	10 34%	269 47%	508 56% O	292 47%	495 56% Q
Somewhat agree	512 34%	130 37%	378 33%	288 33%	84 34%	204 32%	159 34%	63 41%	324 36%	82 32%	43 26%	46 33%	188 31%	7 23%	176 31%	329 36%	207 33%	305 35%
Neither agree nor disagree	159 11%	40 11%	119 11%	91 10% F	38 15%	53 8%	56 12%	12 8%	91 10%	31 12%	17 10%	18 13%	68 11%	8 27%	98 17% P	53 6%	94 15% R	65 7%
BOTTOM 2 BOX (NET)	46 3%	14 4%	30 3%	21 2%	8 3%	13 2%	20 4%	6 4%	32 4%	9 4%	1 *	4 3%	14 2%	5 17%	29 5% P	12 1%	31 5% R	15 2%
Somewhat disagree	33 2%	11 3%	22 2%	16 2%	8 3%	8 1%	13 3%	3 2%	22 2%	7 3%	1 *	4 3%	11 2%	3 10%	22 4% P	8 1%	21 3%	12 1%
Strongly disagree	13 1%	4 1%	8 1%	5 1%	- -	5 1%	6 1%	2 2%	10 1%	3 1%	- -	* -	3 *	2 7%	7 1%	4 *	10 2%	3 *
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_4. To what extent do you agree or disagree with the following statements?

4. I would feel better about my current job if my employer paid for education or tuition benefits (i.e., going back to school).

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	978 65%	233 66%	729 64%	624 71% GH	172 70% H	452 71% GH	273 59%	79 51%	533 60%	178 69%	131 80% I	100 72%	444 73% I	23 76%	369 64%	586 65%	435 70% R	542 62%
Strongly agree	543 36%	128 36%	407 36%	376 43% FGH	125 51% GH	252 40% G	124 27%	43 28%	269 30%	117 46% I	83 50% I	57 41%	274 45% I	14 45%	223 39%	307 34%	255 41% R	289 33%
Somewhat agree	434 29%	105 30%	323 29%	247 28% E	47 19%	200 31% DE	150 32% E	35 23%	264 30%	61 24%	48 29%	43 31%	170 28%	9 31%	146 26%	279 31%	181 29%	253 29%
Neither agree nor disagree	373 25%	72 20%	300 26%	190 22% F	66 27%	124 20%	128 28% F	53 34% DF	256 29% KM	55 22%	23 14%	26 19%	117 19%	7 24%	160 28%	206 23%	141 23%	232 26%
BOTTOM 2 BOX (NET)	154 10%	51 14% C	103 9%	68 8%	8 3%	60 9% D	63 14% DE	23 15% DE	105 12%	23 9%	10 6%	13 10%	48 8%	-	44 8%	110 12%	47 8%	107 12% Q
Somewhat disagree	98 7%	39 11% C	59 5%	49 6%	5 2%	45 7% D	36 8%	13 8%	66 7%	17 7%	6 4%	8 6%	33 5%	-	30 5%	68 8%	28 4%	71 8%
Strongly disagree	55 4%	12 3%	44 4%	19 2%	4 2%	15 2%	27 6% DF	10 6% D	40 4%	6 3%	4 2%	5 4%	16 3%	-	13 2%	42 5%	19 3%	36 4%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_5. To what extent do you agree or disagree with the following statements?

5. I would be more likely to stay with my current employer if they paid for my education or tuition benefits (i.e., going back to school).

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	944 63%	227 64%	702 62%	613 69% GH	183 74% GH	430 68% GH	244 52%	83 54%	516 58%	167 65%	125 76% I	101 72% I	428 70% I	22 74%	350 61%	571 63%	401 64%	542 62%
Strongly agree	515 34%	117 33%	388 34%	338 38% GH	98 40% H	240 38% GH	137 30%	37 24%	249 28%	104 41% I	86 52% I	57 41% I	266 44% I	9 30%	213 37%	293 32%	237 38%	278 32%
Somewhat agree	429 28%	110 31%	314 28%	274 31% G	84 34%	190 30%	106 23%	46 30%	267 30%	63 25%	39 24%	44 31%	161 26%	13 44%	137 24%	278 31%	164 26%	265 30%
Neither agree nor disagree	377 25%	69 19%	305 27% B	193 22%	50 20%	143 22%	137 30% D	47 31%	265 30% JKM	48 19%	26 16%	26 19%	112 18%	6 19%	174 30% P	197 22%	162 26%	215 24%
BOTTOM 2 BOX (NET)	184 12%	60 17% C	124 11%	76 9%	13 5%	63 10%	84 18% DEF	23 15% E	114 13%	42 16%	14 8%	13 9%	70 11%	2 7%	48 8%	134 15% O	61 10%	123 14%
Somewhat disagree	95 6%	30 8%	65 6%	41 5%	6 3%	35 5%	43 9% DE	12 8%	63 7%	17 7%	7 4%	7 5%	33 5%	1 2%	28 5%	66 7%	29 5%	66 7%
Strongly disagree	88 6%	30 8%	58 5%	36 4%	7 3%	29 4%	41 9% DF	12 8%	51 6%	24 9%	6 4%	6 4%	37 6%	1 5%	19 3%	68 7% O	31 5%	57 6%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_6. To what extent do you agree or disagree with the following statements?

6. I believe education benefits should be a standard part of employee compensation packages.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1209 80%	265 75%	930 82% B	742 84% G	208 85% G	534 84% G	343 74%	123 80%	708 79%	212 82%	130 79%	118 84%	502 82%	22 71%	435 76%	753 83% O	474 76%	736 84% Q
Strongly agree	639 42%	125 35%	503 44% B	396 45% E	85 35%	311 49% DEG	184 40%	57 37%	356 40%	126 49%	82 50%	55 39%	282 46%	10 32%	224 39%	405 45%	241 39%	398 45%
Somewhat agree	571 38%	140 39%	427 38%	346 39% F	123 50% DFG	223 35%	159 34%	66 43%	351 39%	86 33%	48 29%	63 45%	220 36%	12 39%	211 37%	348 39%	233 37%	338 38%
Neither agree nor disagree	237 16%	75 21% C	160 14%	108 12%	26 11%	82 13%	102 22% DEF	25 16%	153 17%	35 14%	29 18%	15 11%	84 14%	6 20%	109 19%	122 14%	115 18%	123 14%
BOTTOM 2 BOX (NET)	57 4%	16 4%	42 4%	31 4%	11 4%	20 3%	19 4%	6 4%	34 4%	10 4%	6 3%	7 5%	23 4%	3 8%	28 5%	27 3%	35 6% R	22 3%
Somewhat disagree	47 3%	14 4%	33 3%	27 3%	11 4%	16 2%	16 4%	4 2%	25 3%	9 4%	5 3%	7 5%	22 4%	1 4%	25 4%	21 2%	29 5%	18 2%
Strongly disagree	10 1%	1 *	9 1%	5 1%	- -	5 1%	3 1%	3 2%	9 1%	1 *	* -	- -	1 *	1 5%	3 1%	6 1%	6 1%	4 *
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_7. To what extent do you agree or disagree with the following statements?

7. Additional education would significantly improve my career opportunities and salary potential.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1122 75%	261 73%	846 75%	696 79% GH	200 81% H	495 78% H	330 71%	96 63%	635 71%	216 84% I	129 78%	103 73%	487 80% I	20 66%	442 77%	660 73%	487 78%	635 72%
Strongly agree	598 40%	137 38%	455 40%	395 45% GH	119 48% GH	276 43% GH	162 35%	42 27%	292 33%	136 53% I	88 54% I	58 41%	306 50% I	8 25%	272 48% P	318 35%	293 47% R	305 35%
Somewhat agree	524 35%	124 35%	391 35%	301 34%	82 33%	219 34%	169 36%	55 36%	343 38% KM	80 31%	41 25%	45 32%	182 30%	12 41%	170 30%	342 38% O	194 31%	330 38%
Neither agree nor disagree	261 17%	64 18%	196 17%	135 15%	40 16%	95 15%	82 18%	42 27% DF	172 19%	29 11%	32 19%	23 16%	89 15%	7 23%	112 20%	142 16%	106 17%	155 18%
BOTTOM 2 BOX (NET)	121 8%	31 9%	90 8%	51 6%	6 2%	45 7% D	52 11% DE	16 10% E	87 10%	11 4%	4 2%	15 10%	33 5%	3 11%	18 3%	100 11% O	31 5%	90 10% Q
Somewhat disagree	82 5%	22 6%	59 5%	41 5%	5 2%	36 6%	29 6%	11 7%	60 7%	7 3%	3 2%	8 6%	21 4%	3 9%	12 2%	67 7% O	25 4%	56 6%
Strongly disagree	39 3%	9 2%	30 3%	10 1%	1 *	9 1%	23 5% DEF	5 3%	27 3%	4 2%	* *	7 5%	12 2%	1 2%	6 1%	32 4%	5 1%	34 4% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_8. To what extent do you agree or disagree with the following statements?

8. There is a clear return on investment from getting additional education in my current career path for me.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	975 65%	247 69%	716 63%	608 69% G	170 69%	438 69% G	266 57%	100 65%	574 64%	169 66%	101 61%	100 71%	401 66%	20 67%	361 63%	594 66%	395 63%	580 66%
Strongly agree	501 33%	125 35%	370 33%	317 36%	70 28%	247 39% DG	135 29%	48 32%	259 29%	106 41%	63 38%	51 37%	241 40% I	8 27%	187 33%	306 34%	189 30%	311 35%
Somewhat agree	474 32%	122 34%	346 31%	292 33% F	100 41% G	191 30%	131 28%	52 34%	315 35% M	63 25%	38 23%	48 35%	160 26%	12 39%	174 30%	289 32%	206 33%	268 30%
Neither agree nor disagree	318 21%	68 19%	246 22%	165 19%	50 21%	115 18%	112 24%	38 25%	182 20%	55 21%	41 25%	30 21%	136 22%	9 31%	146 26% P	163 18%	146 23%	172 20%
BOTTOM 2 BOX (NET)	211 14%	41 12%	170 15%	108 12%	25 10%	83 13%	86 18% D	15 10%	139 16%	33 13%	23 14%	10 7%	72 12%	1 2%	65 11%	145 16%	82 13%	129 15%
Somewhat disagree	141 9%	23 6%	118 10%	80 9%	15 6%	65 10%	50 11%	9 6%	96 11%	11 4%	19 12%	9 6%	45 7%	1 2%	44 8%	96 11%	55 9%	86 10%
Strongly disagree	70 5%	18 5%	52 5%	28 3%	10 4%	18 3%	36 8% DF	6 4%	43 5%	22 8% M	4 2%	2 1%	27 5%	-	21 4%	49 5%	27 4%	43 5%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_9. To what extent do you agree or disagree with the following statements?

9. My employer/organization benefits when I get additional education.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1161 77%	284 80%	862 76%	696 79% G	199 81%	497 78%	333 72%	128 83% G	708 79%	183 71%	127 77%	110 79%	453 74%	18 59%	424 74%	720 80%	439 70%	722 82% Q
Strongly agree	628 42%	151 42%	467 41%	383 43%	89 36%	294 46% DG	174 38%	69 45%	372 42%	101 39%	67 41%	68 49%	256 42%	9 30%	213 37%	406 45% O	227 36%	401 46% Q
Somewhat agree	533 35%	133 37%	394 35%	313 36% F	110 45% F	203 32%	159 34%	60 39%	336 38%	82 32%	60 36%	41 30%	197 32%	9 30%	211 37%	313 35%	212 34%	321 36%
Neither agree nor disagree	245 16%	49 14%	195 17%	142 16%	42 17%	100 16%	86 18%	17 11%	127 14%	56 22%	29 18%	20 15%	118 19%	9 31%	121 21% P	115 13%	146 23% R	99 11%
BOTTOM 2 BOX (NET)	98 7%	23 6%	75 7%	44 5%	5 2%	39 6% D	46 10% DE	9 6%	60 7%	17 7%	9 5%	10 7%	39 6%	3 10%	28 5%	67 7%	39 6%	60 7%
Somewhat disagree	58 4%	20 6%	38 3%	28 3%	4 2%	24 4%	24 5%	6 4%	38 4%	6 2%	7 4%	4 3%	19 3%	2 5%	15 3%	41 5%	24 4%	34 4%
Strongly disagree	40 3%	3 1%	37 3%	16 2%	1 *	15 2%	22 5% D	3 2%	21 2%	11 4%	2 1%	6 4%	19 3%	2 5%	13 2%	26 3%	14 2%	26 3%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_10. To what extent do you agree or disagree with the following statements?

10. It would be helpful to have programs that offer hands-on, real-world training experiences that allow you to apply what you've studied in school or trainings.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1276 85%	297 83%	965 85%	773 88% FG	230 94% FGH	543 85%	377 81%	122 79%	752 84%	214 83%	150 91%	122 87%	525 86%	19 64%	474 83%	783 87%	533 85%	744 84%
Strongly agree	688 46%	125 35%	551 49% B	429 49% F	142 58% FGH	287 45%	202 44%	57 37%	397 44%	130 51%	76 46%	66 47%	291 48%	13 42%	260 45%	416 46%	288 46%	400 45%
Somewhat agree	588 39%	171 48% C	415 37%	344 39%	88 36%	255 40%	175 38%	65 42%	354 40%	84 33%	74 45%	56 40%	234 38%	7 22%	214 37%	367 41%	244 39%	344 39%
Neither agree nor disagree	188 12%	42 12%	143 13%	86 10%	15 6%	71 11% D	80 17% DEF	22 14%	119 13%	35 13%	14 9%	10 7%	69 11%	9 30%	79 14%	100 11%	76 12%	112 13%
BOTTOM 2 BOX (NET)	40 3%	17 5%	23 2%	23 3%	* *	22 4% D	8 2%	9 6% EG	24 3%	8 3%	- -	7 5%	16 3%	2 5%	19 3%	19 2%	15 2%	25 3%
Somewhat disagree	30 2%	10 3%	20 2%	19 2%	* *	19 3% D	3 1%	8 5% EG	17 2%	8 3%	- -	5 4%	13 2%	1 3%	13 2%	16 2%	8 1%	23 3%
Strongly disagree	10 1%	7 2% C	3 *	4 *	- -	4 1%	5 1%	1 1%	7 1%	1 *	- -	2 1%	3 *	1 2%	6 1%	3 *	7 1%	2 *
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q440\_11. To what extent do you agree or disagree with the following statements?

11. It is important to me that my employer pays for the cost of my education (e.g., degrees, certificates, licensures, etc.).

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1023 68%	240 67%	775 68%	620 70% E	141 57%	479 75% DEG	296 64%	103 67%	617 69%	157 61%	100 61%	107 77% JM	405 67%	20 66%	336 59%	667 74% O	403 65%	619 70%
Strongly agree	481 32%	99 28%	379 34%	321 36% G	67 27%	254 40% DEGH	120 26%	40 26%	270 30%	77 30%	53 32%	58 41%	211 35%	12 39%	143 25%	326 36% O	185 30%	296 34%
Somewhat agree	542 36%	141 40%	396 35%	300 34%	74 30%	226 35%	176 38%	62 41%	348 39%	80 31%	47 29%	50 35%	194 32%	8 27%	193 34%	340 38%	218 35%	323 37%
Neither agree nor disagree	369 25%	85 24%	278 25%	204 23% F	85 35% DF	119 19%	126 27% F	39 26%	206 23%	78 30%	49 30%	29 21%	164 27%	6 19%	190 33% P	174 19%	170 27%	199 23%
BOTTOM 2 BOX (NET)	112 7%	32 9%	79 7%	58 7%	19 8%	38 6%	43 9%	12 8%	72 8%	22 9%	15 9%	3 2%	40 7%	5 15%	46 8%	61 7%	50 8%	62 7%
Somewhat disagree	82 5%	27 8%	55 5%	46 5%	16 6%	30 5%	30 6%	7 4%	53 6%	16 6%	12 7%	2 1%	29 5%	3 11%	31 5%	48 5%	35 6%	47 5%
Strongly disagree	30 2%	4 1%	24 2%	12 1%	4 2%	8 1%	13 3%	5 3%	19 2%	6 2%	3 2%	1 1%	11 2%	1 4%	16 3%	13 1%	16 3%	14 2%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q500. Which of the following, if any, describes your motivation for pursuing additional education or training? Please select all that apply.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
To increase my salary or earning potential	973 65%	221 62%	740 65%	651 74% GH	180 73% GH	471 74% GH	252 54%	68 44%	568 64%	163 63%	127 77% ILM	84 60%	405 66%	14 46%	379 66%	581 64%	425 68%	549 62%
To stay current with changes in healthcare practices	800 53%	176 50%	614 54%	452 51% E	85 35%	367 58% DE	239 52% E	105 68% DEG	480 54%	125 49%	74 45%	93 66% JKM	320 53%	14 46%	244 43%	542 60% O	260 42%	539 61% Q
To stay competitive and employable in the industry	774 51%	178 50%	587 52%	464 53%	120 49%	345 54%	229 49%	77 50%	484 54%	122 48%	70 43%	78 56%	290 48%	14 46%	247 43%	513 57% O	283 45%	491 56% Q
To feel more confident in my current role	669 44%	159 45%	501 44%	415 47%	96 39%	320 50% DG	193 42%	59 38%	411 46%	92 36%	83 50%	61 44%	257 42%	13 43%	224 39%	432 48% O	269 43%	400 45%
To meet licensure or education requirements	604 40%	156 44%	436 39%	339 38%	80 33%	259 41%	193 41%	70 46%	360 40%	114 44%	54 33%	64 46%	244 40%	11 35%	203 36%	390 43%	225 36%	380 43%
To qualify for a promotion or new role in my current organization	515 34%	113 32%	397 35%	350 40% FGH	116 47% GH	234 37% GH	131 28%	34 22%	303 34%	91 35%	75 45% LM	30 22%	211 35% L	9 31%	193 34%	312 35%	232 37%	282 32%
To transition into a new specialty or area of healthcare	512 34%	96 27%	406 36% B	326 37%	100 41%	226 36%	140 30%	46 30%	265 30%	122 48% I	67 41%	47 34%	247 41% I	9 29%	219 38%	284 32%	258 41% R	253 29%
Other	10 1%	4 1%	5 *	6 1%	2 1%	4 1%	1 *	3 2%	8 1%	- -	- -	1 1%	2 *	- -	3 *	7 1%	3 *	6 1%
None - I am not motivated to pursue additional education or training	62 4%	18 5%	44 4%	16 2%	1 *	15 2%	36 8% DEF	10 7% DE	48 5%	8 3%	4 3%	2 1%	14 2%	2 6%	31 5%	30 3%	36 6%	27 3%
Sigma	4919 327%	1121 315%	3731 330%	3019 342%	779 317%	2240 352%	1413 304%	473 308%	2928 327%	836 326%	553 336%	460 329%	1991 327%	85 282%	1742 305%	3091 343%	1991 319%	2928 333%

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

Q500. Which of the following, if any, describes your motivation for pursuing additional education or training? Please select all that apply.  
Base: Among Those Motivated To Pursue Additional Education/Training

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1436	394	1026	745	129	616	493	196	1013	144	108	115	423	35	524	877	712	724
Weighted Base	1442	338	1087	866	245*	621	428	143*	846	249*	160*	138*	595	28**	541	872	588	854
To increase my salary or earning potential	973 68%	221 65%	740 68%	651 75% GH	180 73% GH	471 76% GH	252 59%	68 48%	568 67%	163 65%	127 79% LM	84 61%	405 68%	14 49%	379 70%	581 67%	425 72% R	549 64%
To stay current with changes in healthcare practices	800 55%	176 52%	614 57%	452 52% E	85 35%	367 59% DE	239 56% E	105 73% DEFG	480 57%	125 50%	74 46%	93 67% JKM	320 54%	14 49%	244 45%	542 62% O	260 44%	539 63% Q
To stay competitive and employable in the industry	774 54%	178 53%	587 54%	464 54%	120 49%	345 56%	229 53%	77 54%	484 57% M	122 49%	70 44%	78 56%	290 49%	14 49%	247 46%	513 59% O	283 48%	491 58% Q
To feel more confident in my current role	669 46%	159 47%	501 46%	415 48%	96 39%	320 51% DE	193 45%	59 41%	411 49% J	92 37%	83 52%	61 44%	257 43%	13 45%	224 41%	432 50% O	269 46%	400 47%
To meet licensure or education requirements	604 42%	156 46%	436 40%	339 39%	80 33%	259 42% D	193 45%	70 49% E	360 43%	114 46%	54 34%	64 46%	244 41%	11 38%	203 38%	390 45%	225 38%	380 44%
To qualify for a promotion or new role in my current organization	515 36%	113 33%	397 37%	350 40% FGH	116 47% GH	234 38% H	131 31%	34 24%	303 36% L	91 36%	75 47% LM	30 22%	211 36% L	9 33%	193 36%	312 36%	232 40%	282 33%
To transition into a new specialty or area of healthcare	512 36%	96 29%	406 37% B	326 38%	100 41%	226 36%	140 33%	46 32%	265 31%	122 49% I	67 42%	47 34%	247 41% I	9 30%	219 40% P	284 33%	258 44% R	253 30%
Other	10 1%	4 1%	5 *	6 1%	2 1%	4 1%	1 *	3 2%	8 1%	-	-	1 1%	2 *	-	3 1%	7 1%	3 1%	6 1%
Sigma	4856 337%	1103 326%	3687 339%	3003 347%	778 317%	2224 358%	1377 321%	462 323%	2880 340%	828 333%	549 343%	458 332%	1977 332%	84 293%	1712 316%	3061 351%	1955 333%	2901 340%

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

Base: All Qualified Respondents

Q505. Which of the following barriers, if any, are standing in the way of you pursuing education/additional education or training? Please select all that apply.

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TIME (NET)	1033 69%	242 68%	780 69%	623 71%	165 67%	458 72%	298 64%	109 71%	613 68%	167 65%	110 67%	112 80% M	421 69%	19 63%	364 64%	650 72% O	392 63%	642 73% Q
Lack of time due to work hours and responsibilities	743 49%	166 47%	570 50%	454 52%	121 49%	334 52%	211 45%	78 50%	437 49%	118 46%	82 50%	86 61% M	306 50%	12 39%	246 43%	485 54% O	273 44%	470 53% Q
Lack of time due to personal responsibilities	597 40%	130 37%	460 41%	377 43%	96 39%	281 44% G	163 35%	55 36%	367 41%	81 32%	67 41%	64 45%	230 38%	8 28%	218 38%	371 41%	213 34%	384 44% Q
Difficulty finding time outside of work hours for additional learning	570 38%	118 33%	446 39%	356 40%	100 41%	256 40%	156 33%	54 35%	350 39% J	67 26%	60 37%	71 50% JM	219 36% J	5 16%	182 32%	383 42% O	208 33%	362 41% Q
FINANCES (NET)	807 54%	173 49%	622 55%	502 57%	133 54%	369 58% G	228 49%	73 47%	477 53%	127 49%	90 55%	82 59%	330 54%	12 40%	287 50%	508 56%	344 55%	463 53%
Having to cover the cost of tuition or program fees up front	655 44%	124 35%	520 46% B	418 47% G	119 48%	299 47%	179 39%	54 35%	388 43%	98 38%	79 48%	60 43%	267 44%	8 26%	226 40%	421 47%	282 45%	373 42%
Lack of employer financial support	377 25%	97 27%	271 24%	232 26%	56 23%	177 28%	105 23%	37 24%	242 27% K	60 23%	22 14%	40 29% K	135 22%	4 15%	124 22%	249 28%	151 24%	225 26%
Lack of flexibility scheduling or inconvenient program format	362 24%	104 29%	252 22%	225 26%	46 19%	179 28% D	96 21%	38 25%	224 25%	40 16%	47 28%	40 29%	138 23% J	10 32%	115 20%	236 26%	145 23%	217 25%
Lack of awareness about available options	280 19%	69 20%	207 18%	187 21% G	59 24%	128 20%	67 14%	27 17%	163 18%	50 19%	39 24%	21 15%	117 19%	12 39%	108 19%	161 18%	129 21%	151 17%
Unclear career benefits or return on investment of education	249 17%	63 18%	182 16%	160 18%	30 12%	130 20% D	68 15%	21 14%	148 17%	31 12%	17 11%	43 31% IJKM	101 17%	3 11%	67 12%	179 20% O	74 12%	175 20% Q
Having to vest or stay with my employer for a certain amount of time if they pay for tuition or program fees	212 14%	50 14%	159 14%	152 17% G	49 20% G	103 16% G	45 10%	15 10%	107 12%	58 23% I	23 14%	17 12%	105 17%	3 11%	82 14%	126 14%	89 14%	123 14%
Difficulty accessing or navigating assistance programs	162 11%	37 10%	122 11%	95 11%	30 12%	64 10%	53 11%	15 10%	94 11%	39 15%	16 10%	10 7%	68 11%	7 23%	72 13%	83 9%	92 15% R	71 8%
Lack of variety across course/degree options	134 9%	36 10%	96 9%	91 10% FG	42 17% DFG	49 8%	22 5%	21 14% G	66 7%	31 12%	12 7%	18 13%	68 11%	7 25%	51 9%	76 8%	70 11%	64 7%
Other	14 1%	* *	13 1%	3 *	- -	3 *	9 2%	2 1%	11 1%	1 *	1 1%	- -	2 *	- -	9 2%	5 1%	4 1%	10 1%
None - I don't have any barriers or challenging in pursuing additional education or training	131 9%	30 8%	101 9%	62 7%	24 10%	37 6%	58 12% DF	12 8%	79 9% L	31 12% L	14 9%	2 2%	52 9% L	5 17%	56 10%	70 8%	58 9%	73 8%

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

Base: All Qualified Respondents

Q505. Which of the following barriers, if any, are standing in the way of you pursuing education/additional education or training? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
N/A - I am not interested in pursuing additional education or training	68 5%	16 4%	50 4%	22 2%	1 *	21 3% D	35 8% DEF	11 7% DE	49 5%	6 2%	10 6%	3 2%	19 3%	- -	32 6%	36 4%	30 5%	38 4%
Sigma	4553 303%	1041 292%	3449 305%	2833 321%	772 314%	2061 324%	1267 273%	440 286%	2726 305%	710 276%	490 298%	474 339%	1828 300%	84 279%	1587 277%	2882 320%	1818 292%	2735 311%

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

Q505. Which of the following barriers, if any, are standing in the way of you pursuing education/additional education or training? Please select all that apply.  
Base: Among Those Interested In Pursuing Additional Education/Training

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1330	367	948	698	119	579	446	184	938	129	100	112	392	32	480	818	661	669
Weighted Base	1305	310	980	798	221*	578	371	131*	767	219*	141*	134*	538	25**	485	796	535	770
TIME (NET)	1033 79%	242 78%	780 80%	623 78%	165 75%	458 79%	298 80%	109 83%	613 80%	167 76%	110 78%	112 83%	421 78%	19 76%	364 75%	650 82%	392 73%	642 83% Q
Lack of time due to work hours and responsibilities	743 57%	166 54%	570 58%	454 57%	121 55%	334 58%	211 57%	78 59%	437 57%	118 54%	82 58%	86 64%	306 57%	12 47%	246 51%	485 61% O	273 51%	470 61% Q
Lack of time due to personal responsibilities	597 46%	130 42%	460 47%	377 47%	96 43%	281 49%	163 44%	55 42%	367 48%	81 37%	67 48%	64 47%	230 43%	8 34%	218 45%	371 47%	213 40%	384 50% Q
Difficulty finding time outside of work hours for additional learning	570 44%	118 38%	446 46%	356 45%	100 45%	256 44%	156 42%	54 41%	350 46% J	67 31%	60 43%	71 53% JM	219 41% J	5 19%	182 38%	383 48% O	208 39%	362 47% Q
FINANCES (NET)	807 62%	173 56%	622 63%	502 63%	133 60%	369 64%	228 61%	73 55%	477 62%	127 58%	90 64%	82 61%	330 61%	12 49%	287 59%	508 64%	344 64%	463 60%
Having to cover the cost of tuition or program fees up front	655 50%	124 40%	520 53% B	418 52%	119 54%	299 52%	179 48%	54 41%	388 51%	98 45%	79 56%	60 44%	267 50%	8 31%	226 47%	421 53%	282 53%	373 48%
Lack of employer financial support	377 29%	97 31%	271 28%	232 29%	56 25%	177 31%	105 28%	37 28%	242 32% K	60 27%	22 16%	40 30%	135 25%	4 18%	124 26%	249 31%	151 28%	225 29%
Lack of flexibility scheduling or inconvenient program format	362 28%	104 33% C	252 26%	225 28%	46 21%	179 31% D	96 26%	38 29%	224 29% J	40 18%	47 33%	40 30%	138 26%	10 38%	115 24%	236 30%	145 27%	217 28%
Lack of awareness about available options	280 21%	69 22%	207 21%	187 23%	59 27%	128 22%	67 18%	27 20%	163 21%	50 23%	39 28%	21 16%	117 22%	12 47%	108 22%	161 20%	129 24%	151 20%
Unclear career benefits or return on investment of education	249 19%	63 20%	182 19%	160 20%	30 14%	130 23% D	68 18%	21 16%	148 19%	31 14%	17 12%	43 32% IJKM	101 19%	3 13%	67 14%	179 23% O	74 14%	175 23% Q
Having to vest or stay with my employer for a certain amount of time if they pay for tuition or program fees	212 16%	50 16%	159 16%	152 19% G	49 22% G	103 18%	45 12%	15 11%	107 14%	58 26% I	23 17%	17 13%	105 20%	3 13%	82 17%	126 16%	89 17%	123 16%
Difficulty accessing or navigating assistance programs	162 12%	37 12%	122 12%	95 12%	30 14%	64 11%	53 14%	15 11%	94 12%	39 18%	16 11%	10 7%	68 13%	7 28%	72 15%	83 10%	92 17% R	71 9%
Lack of variety across course/degree options	134 10%	36 12%	96 10%	91 11% FG	42 19% DFG	49 8%	22 6%	21 16% G	66 9%	31 14%	12 9%	18 13%	68 13%	7 30%	51 10%	76 10%	70 13%	64 8%
Other	14 1%	* -	13 1%	3 -	- -	3 1%	9 2% D	2 1%	11 1%	1 -	1 1%	- -	2 -	- -	9 2%	5 1%	4 1%	10 1%
Sigma	4354 334%	995 321%	3297 336%	2749 344%	747 338%	2003 347%	1174 316%	417 318%	2598 339%	672 306%	467 331%	469 349%	1757 326%	79 317%	1500 310%	2775 349%	1730 323%	2625 341%

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

Base: All Qualified Respondents

Q510. Which of the following, if any, would make it easier for you to pursue education/additional education or training while working? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-year college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1500	405	1079	763	130	633	526	209	1063	149	114	118	437	35	557	908	753	747
Weighted Base	1500	355	1129	878	246*	633	464	154*	893	254*	164*	140*	607	28**	572	900	621	879
MORE / MORE FLEXIBLE TIME (NET)	1015 68%	226 64%	780 69%	619 70% G	177 72%	442 70% G	285 61%	109 71%	585 65%	171 67%	125 76%	101 72%	430 71%	19 66%	356 62%	640 71% O	418 67%	597 68%
Flexible shift/work scheduling to accommodate classes	792 53%	156 44%	629 56% B	501 57% G	148 60% G	352 56% G	202 43%	87 57% G	454 51%	139 55%	99 60%	74 53%	337 56%	15 54%	287 50%	489 54%	330 53%	462 53%
Dedicated time during the workday for education (e.g., on-the-job training, micro-learning, etc.)	613 41%	139 39%	468 41%	384 44%	93 38%	291 46% G	170 37%	58 38%	393 44% J	64 25%	76 46% J	56 40%	220 36% J	8 28%	191 33%	413 46% O	234 38%	379 43%
Financial assistance or full payment from my employer for the cost of programs or courses	816 54%	139 39%	665 59% B	508 58% G	147 60%	361 57%	230 50%	74 48%	476 53%	140 55%	94 57%	76 55%	340 56%	15 51%	313 55%	488 54%	341 55%	475 54%
Reduced workload while enrolled in a program	518 35%	132 37%	379 34%	326 37%	89 36%	237 37%	143 31%	47 31%	305 34%	66 26%	59 36%	67 48% IJM	213 35% J	9 31%	125 22%	384 43% O	196 32%	322 37%
Manager support and encouragement	505 34%	116 33%	384 34%	330 38% G	104 42% G	226 36% G	117 25%	56 36%	292 33%	89 35%	52 32%	49 35%	213 35%	11 37%	165 29%	330 37% O	209 34%	296 34%
Knowing my work experience could count toward college credit	436 29%	86 24%	346 31%	259 30% F	90 37%	169 27%	134 29%	39 25%	266 30%	74 29%	55 34%	27 20%	170 28%	8 27%	196 34% P	232 26%	205 33%	231 26%
Clear communication about how education will benefit my role in the organization	421 28%	85 24%	328 29%	278 32% FG	92 37% G	186 29%	102 22%	41 27%	252 28%	70 28%	39 24%	43 31%	168 28%	12 41%	158 28%	252 28%	188 30%	233 27%
Clear expectations from leadership that learning is a priority	363 24%	103 29%	255 23%	233 27% G	65 26%	168 27%	90 19%	40 26%	199 22%	51 20%	53 32%	44 31%	164 27%	10 37%	116 20%	237 26%	148 24%	215 24%
Other	7 0%	2 1%	7 1%	1 0%	- 0%	1 0%	5 1%	1 1%	2 0%	2 1%	2 1%	3 2% I	5 1%	- 0%	1 0%	7 1%	2 0%	7 1%
None - Nothing would make it easier for me to pursue additional education or training	57 4%	23 7% C	34 3%	18 2%	7 3%	11 2%	31 7% DF	8 5%	36 4%	14 5%	3 2%	2 2%	21 3%	3 9%	24 4%	30 3%	18 3%	39 4%
N/A - I am not interested in pursuing additional education or training	90 6%	23 6%	66 6%	31 3%	4 2%	27 4%	44 10% DEF	15 10% DEF	68 8% M	7 3%	10 6%	6 4%	22 4%	1 2%	43 8%	46 5%	39 6%	52 6%
Sigma	4617 308%	1002 282%	3561 315%	2869 327%	839 341%	2030 321%	1267 273%	467 304%	2742 307%	716 282%	541 329%	448 321%	1875 309%	90 318%	1619 283%	2908 323%	1907 307%	2710 308%

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

Q510. Which of the following, if any, would make it easier for you to pursue education/additional education or training while working? Please select all that apply.  
Base: Among Those Interested In Pursuing Additional Education/Training

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1337	364	958	712	124	588	445	178	937	133	106	108	400	32	485	820	675	662
Weighted Base	1353	309	1030	830	235*	595	389	130*	790	234*	152*	132*	564	25**	504	824	565	789
MORE / MORE FLEXIBLE TIME (NET)	1015 75%	226 73%	780 76%	619 75%	177 75%	442 74%	285 73%	109 84%	585 74%	171 73%	125 83%	101 77%	430 76%	19 75%	356 71%	640 78%	418 74%	597 76%
Flexible shift/work scheduling to accommodate classes	792 58%	156 51%	629 61% B	501 60%	148 63%	352 59%	202 52%	87 67% G	454 58%	139 60%	99 65%	74 56%	337 60%	15 61%	287 57%	489 59%	330 58%	462 59%
Dedicated time during the workday for education (e.g., on-the-job training, micro-learning, etc.)	613 45%	139 45%	468 45%	384 46%	93 40%	291 49% D	170 44%	58 45%	393 50% JM	64 27%	76 50% JM	56 43%	220 39% J	8 32%	191 38%	413 50% O	234 41%	379 48%
Financial assistance or full payment from my employer for the cost of programs or courses	816 60%	139 45%	665 65% B	508 61%	147 63%	361 61%	230 59%	74 57%	476 60%	140 60%	94 62%	76 58%	340 60%	15 58%	313 62%	488 59%	341 60%	475 60%
Reduced workload while enrolled in a program	518 38%	132 43%	379 37%	326 39%	89 38%	237 40%	143 37%	47 36%	305 39%	66 28%	59 39%	67 51% JM	213 38% J	9 35%	125 25%	384 47% O	196 35%	322 41%
Manager support and encouragement	505 37%	116 37%	384 37%	330 40% G	104 44% G	226 38%	117 30%	56 43%	292 37%	89 38%	52 34%	49 37%	213 38%	11 42%	165 33%	330 40%	209 37%	296 38%
Knowing my work experience could count toward college credit	436 32%	86 28%	346 34%	259 31% F	90 38%	169 28%	134 34%	39 30%	266 34%	74 32%	55 37%	27 21%	170 30%	8 30%	196 39% P	232 28%	205 36%	231 29%
Clear communication about how education will benefit my role in the organization	421 31%	85 27%	328 32%	278 34%	92 39% G	186 31%	102 26%	41 31%	252 32%	70 30%	39 26%	43 33%	168 30%	12 46%	158 31%	252 31%	188 33%	233 30%
Clear expectations from leadership that learning is a priority	363 27%	103 33% C	255 25%	233 28%	65 28%	168 28%	90 23%	40 31%	199 25%	51 22%	53 35%	44 33%	164 29%	10 41%	116 23%	237 29%	148 26%	215 27%
Other	7 1%	*	7 1%	1	-	1	5 1%	1 1%	2	2 1%	*	3 1%	5 1%	-	1	7 1%	*	7 1%
Sigma	4471 330%	956 309%	3462 336%	2821 340%	828 353%	1993 335%	1192 306%	443 340%	2639 334%	696 298%	528 348%	440 334%	1832 325%	87 347%	1551 308%	2833 344%	1851 328%	2620 332%

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

Base: All Qualified Respondents

Q515. Which of the following, if any, describe how you feel when you think about pursuing additional education/training or going back to school? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
POSITIVE (NET)	1021 68%	260 73%	748 66%	642 73% FG	212 86% DFGH	430 68% G	271 58%	105 68%	570 64%	187 73%	129 79% I	106 76%	451 74% I	23 77%	402 70%	595 66%	459 74% R	561 64%
Motivated	574 38%	150 42%	415 37%	374 42% G	112 45% G	263 41% G	144 31%	53 35%	302 34%	112 44%	87 53% I	58 42%	271 45% I	7 23%	230 40%	336 37%	261 42%	313 36%
Hopeful	579 38%	133 37%	437 39%	357 40% F	135 55% DFGH	222 35%	164 35%	56 36%	321 36%	128 50% IL	68 41%	45 32%	258 42%	13 42%	245 43%	322 36%	291 47% R	288 33%
Excited	556 37%	137 39%	412 36%	363 41% FG	130 53% DFGH	233 37%	137 29%	55 36%	325 36%	102 40%	70 42%	43 31%	232 38%	16 52%	241 42% P	299 33%	275 44% R	281 32%
Empowered	406 27%	95 27%	305 27%	266 30%	71 29%	195 31% G	107 23%	32 21%	209 23%	84 33%	66 40% I	36 26%	198 32% I	5 15%	133 23%	269 30%	169 27%	237 27%
Valued	318 21%	95 27% C	220 19%	198 22%	39 16%	159 25% DG	75 16%	46 30% EG	181 20%	58 22%	41 25%	29 21%	138 23%	11 35%	107 19%	201 22%	134 22%	184 21%
NEGATIVE (NET)	781 52%	160 45%	613 54% B	500 57% H	142 58% H	359 56% H	237 51% H	43 28%	476 53%	131 51%	86 52%	58 41%	304 50%	7 23%	305 53%	468 52%	336 54%	445 51%
Anxious	465 31%	69 19%	393 35% B	303 34% H	95 39% H	208 33% H	133 29%	29 19%	290 32%	71 28%	60 37%	33 24%	176 29%	1 4%	215 38% P	250 28%	216 35%	250 28%
Overwhelmed	480 32%	84 24%	393 35% B	313 35% H	89 36% H	224 35% H	136 29%	31 20%	308 34%	66 26%	56 34%	33 23%	172 28%	5 17%	196 34%	280 31%	193 31%	287 33%
Confused	50 3%	8 2%	42 4%	28 3%	10 4%	18 3%	18 4%	4 3%	44 5% M	4 1%	1 1%	1 1%	6 1%	2 6%	29 5% P	20 2%	25 4%	25 3%
Skeptical	166 11%	32 9%	130 12%	102 12%	21 9%	81 13% H	58 12%	7 5%	104 12%	20 8%	19 12%	15 10%	62 10%	1 4%	61 11%	104 12%	68 11%	99 11%
Indifferent	159 11%	48 13%	111 10%	86 10%	14 6%	72 11% D	64 14% E	9 6%	102 11%	31 12%	6 4%	15 11%	58 9%	1 5%	37 6%	121 13% O	44 7%	115 13% Q
Other	12 1%	-	12 1%	1	-	1	7 2% D	2 1%	12 1%	-	-	-	-	-	8 1%	4	1	11 1%
None - I don't have specific feelings when thinking about pursuing additional education or training or going back to school	111 7%	28 8%	81 7%	35 4%	4 2%	31 5%	58 12% DEF	18 12% DEF	76 9%	19 7%	3 2%	9 7%	35 6%	3 11%	45 8%	63 7%	42 7%	69 8%
Sigma	3878 258%	878 247%	2953 261%	2425 275%	719 293%	1706 268%	1099 237%	344 224%	2273 254%	694 270%	478 291%	318 228%	1605 263%	64 213%	1545 270%	2269 252%	1720 276%	2157 245%

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

Q515. Which of the following, if any, describe how you feel when you think about pursuing additional education/training or going back to school? Please select all that apply.

Base: Among Those With Specific Sentiment

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-year college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1382	381	986	723	126	597	471	186	972	139	110	108	410	33	506	843	696	686
Weighted Base	1393	328	1050	847	242*	605	407	135*	818	238*	161*	130*	574	27**	527	839	582	811
POSITIVE (NET)	1021 73%	260 79% C	748 71%	642 76% FG	212 88% DFG	430 71%	271 67%	105 78%	570 70%	187 78%	129 80%	106 81%	451 78% I	23 87%	402 76%	595 71%	459 79% R	561 69%
Motivated	574 41%	150 46%	415 39%	374 44% G	112 46%	263 43%	144 35%	53 39%	302 37%	112 47%	87 54% I	58 45%	271 47% I	7 26%	230 44%	336 40%	261 45%	313 39%
Hopeful	579 42%	133 41%	437 42%	357 42% F	135 56% DFG	222 37%	164 40%	56 41%	321 39%	128 54% ILM	68 42%	45 35%	258 45%	13 47%	245 46%	322 38%	291 50% R	288 35%
Excited	556 40%	137 42%	412 39%	363 43% FG	130 54% DFG	233 38%	137 34%	55 41%	325 40%	102 43%	70 43%	43 33%	232 40%	16 58%	241 46% P	299 36%	275 47% R	281 35%
Empowered	406 29%	95 29%	305 29%	266 31%	71 29%	195 32%	107 26%	32 24%	209 25%	84 35%	66 41% I	36 28%	198 34% I	5 17%	133 25%	269 32%	169 29%	237 29%
Valued	318 23%	95 29% C	220 21%	198 23%	39 16%	159 26% DG	75 18%	46 34% EG	181 22%	58 24%	41 26%	29 23%	138 24%	11 39%	107 20%	201 24%	134 23%	184 23%
NEGATIVE (NET)	781 56%	160 49%	613 58% B	500 59% H	142 59% H	359 59% H	237 58% H	43 32%	476 58% L	131 55%	86 53%	58 44%	304 53%	7 26%	305 58%	468 56%	336 58%	445 55%
Anxious	465 33%	69 21%	393 37% B	303 36% H	95 39% H	208 34% H	133 33%	29 22%	290 35%	71 30%	60 37%	33 25%	176 31%	1 4%	215 41% P	250 30%	216 37%	250 31%
Overwhelmed	480 34%	84 26%	393 37% B	313 37% H	89 37%	224 37% H	136 33%	31 23%	308 38%	66 27%	56 35%	33 25%	172 30%	5 19%	196 37%	280 33%	193 33%	287 35%
Confused	50 4%	8 2%	42 4%	28 3%	10 4%	18 3%	18 4%	4 3%	44 5% M	4 2%	1 1%	1 1%	6 1%	2 7%	29 5% P	20 2%	25 4%	25 3%
Skeptical	166 12%	32 10%	130 12%	102 12%	21 9%	81 13%	58 14% H	7 5%	104 13%	20 8%	19 12%	15 11%	62 11%	1 5%	61 12%	104 12%	68 12%	99 12%
Indifferent	159 11%	48 15%	111 11%	86 10%	14 6%	72 12% D	64 16% E	9 7%	102 12%	31 13%	6 4%	15 12%	58 10%	1 5%	37 7%	121 14% O	44 8%	115 14% Q
Other	12 1%	- -	12 1%	1 *	- -	1 *	7 2% D	2 1%	12 1%	- -	- -	- -	- -	- -	8 1%	4 1%	1 *	11 1%
Sigma	3767 270%	851 259%	2872 273%	2390 282%	715 296%	1675 277%	1041 256%	325 240%	2197 268%	676 284%	475 294%	309 237%	1570 273%	61 228%	1500 284%	2206 263%	1678 289%	2088 257%

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

Base: All Qualified Respondents

Q520. How, if at all, has the current economic climate affected your motivation or sense of priority around pursuing further education?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
MUCH/SOMEWHAT MORE IMPORTANT (NET)	543 36%	151 42% C	386 34%	341 39% G	104 42%	237 37%	141 30%	60 39%	292 33%	109 42%	64 39%	59 42%	252 41% I	19 64%	214 37%	310 34%	234 37%	310 35%
It has made my education feel much more important	305 20%	90 25%	213 19%	199 23%	53 22%	146 23%	79 17%	27 18%	167 19%	56 22%	40 24%	27 20%	138 23%	11 37%	119 21%	175 19%	128 20%	178 20%
It has made my education feel somewhat more important	238 16%	61 17%	173 15%	141 16% F	50 21%	91 14%	62 13%	33 21%	124 14%	52 20%	24 15%	32 23%	114 19%	8 27%	95 17%	135 15%	106 17%	132 15%
It hasn't changed how important my education feels	484 32%	131 37%	349 31%	233 26%	57 23%	176 28%	189 41% DEF	59 39% DE	301 34%	66 26%	50 30%	48 34%	182 30%	8 25%	174 30%	302 33%	194 31%	290 33%
MUCH/SOMEWHAT LESS IMPORTANT/DELAY PLANS (NET)	477 32%	74 21%	396 35% B	308 35% H	86 35%	223 35% H	134 29%	34 22%	302 34%	82 32%	51 31%	33 24%	175 29%	3 11%	184 32%	290 32%	196 31%	281 32%
It has made my education feel much less important	154 10%	18 5%	134 12% B	96 11%	18 7%	78 12%	50 11%	8 5%	91 10%	39 15%	12 7%	10 7%	64 10%	1 2%	56 10%	97 11%	56 9%	99 11%
It has made my education feel somewhat less important	168 11%	37 10%	131 12%	120 14% G	43 18% G	77 12% G	30 6%	18 11%	102 11%	22 8%	21 13%	17 12%	65 11%	1 5%	60 11%	106 12%	61 10%	107 12%
It has made me put off or delay plans for my education	155 10%	18 5%	132 12% B	92 10%	25 10%	67 11%	54 12%	9 6%	109 12%	21 8%	18 11%	5 4%	47 8%	1 4%	68 12%	86 10%	80 13%	76 9%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
I would be more likely to use employer-sponsored tuition benefits if I was given paid time off or time during work to attend classes or do schoolwork.	1164 77%	260 73%	890 79%	686 78% H	184 75%	503 79% H	372 80% H	102 66%	709 79%	180 70%	131 79%	110 79%	455 75%	21 71%	417 73%	726 80% O	459 74%	705 80% Q
Education shouldn't be a separate burden - it should be built into how we work.	1146 76%	266 75%	867 77%	691 78%	202 82%	490 77%	339 73%	114 74%	672 75%	196 76%	134 81%	111 79%	474 78%	22 71%	428 75%	697 77%	470 75%	677 77%
Getting credit for what I've already learned on the job (i.e., credit for prior learning) would make going back to school feel more achievable.	1095 73%	250 70%	832 74%	656 74%	183 74%	473 74%	324 70%	111 72%	653 73%	177 69%	137 83% M	99 71%	443 73%	17 56%	428 75%	651 72%	467 75%	628 71%
I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose what to study.	1081 72%	246 69%	821 73%	656 74%	193 79%	463 73%	316 68%	104 68%	628 70%	178 69%	126 76%	116 83% I	453 74%	23 76%	396 69%	661 73%	450 72%	630 72%
I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose which school to attend.	1060 70%	248 70%	797 70%	650 74%	179 73%	472 74% G	308 66%	98 63%	617 69%	195 76%	115 70%	102 73%	443 73%	21 70%	386 67%	652 72%	430 69%	630 72%
My current income does not allow me to pay up front for out-of-pocket education expenses.	988 66%	172 48%	804 71% B	615 70% FH	187 76% H	429 67% H	304 65% H	69 45%	567 63%	201 78% ILM	119 73% L	72 52%	420 69% L	14 45%	421 74% P	553 61%	467 75% R	521 59%
I believe my compensation is an appropriate reflection of the importance of my work.	941 63%	230 65%	700 62%	530 60%	142 58%	388 61%	288 62%	119 77% DEFG	576 64%	145 56%	97 59%	91 65%	365 60%	24 78%	347 61%	570 63%	395 63%	545 62%
Only employees with extra time or resources can realistically pursue education today.	908 60%	200 56%	702 62%	567 64% G	170 69% G	397 62%	257 55%	83 54%	554 62%	146 57%	89 54%	91 65%	354 58%	13 43%	330 58%	565 63%	375 60%	533 61%
I am not currently exploring/am hesitant to explore education opportunities because I do not want to take on student debt.	872 58%	163 46%	698 62% B	520 59%	140 57%	380 60%	271 58%	77 50%	521 58%	151 59%	94 57%	81 58%	351 58%	9 29%	330 58%	533 59%	378 61%	493 56%
I feel like career advancement in my industry is not financially attainable for me.	624 42%	129 36%	483 43%	388 44%	110 45%	278 44%	179 38%	56 36%	373 42%	105 41%	66 40%	62 44%	252 41%	11 38%	244 43%	369 41%	255 41%	370 42%

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

**Q530. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
I feel like career advancement in my industry is not financially attainable for me.	424 28%	120 34%	302 27%	230 26%	60 24%	170 27%	126 27%	68 44% DEFG	269 30%	58 23%	51 31%	38 27%	155 25%	14 46%	145 25%	265 29%	156 25%	268 30%
I am not currently exploring/am hesitant to explore education opportunities because I do not want to take on student debt.	314 21%	107 30% C	202 18%	171 19%	46 19%	125 20%	107 23%	35 23%	193 22%	43 17%	38 23%	32 23%	121 20%	15 49%	108 19%	191 21%	122 20%	192 22%
I believe my compensation is an appropriate reflection of the importance of my work.	297 20%	59 16%	234 21%	193 22% H	54 22%	139 22% H	87 19%	17 11%	178 20%	61 24%	19 12%	24 17%	119 19%	* 2%	98 17%	198 22%	117 19%	180 20%
My current income does not allow me to pay up front for out-of-pocket education expenses.	241 16%	115 32% C	124 11%	97 11% E	12 5%	85 13% DE	92 20% DEF	49 32% DEFG	172 19% JKM	17 7%	15 9%	33 24% JKM	69 11%	10 33%	46 8%	185 21% O	58 9%	183 21% Q
Only employees with extra time or resources can realistically pursue education today.	234 16%	73 21% C	156 14%	121 14%	23 9%	99 16% D	82 18%	31 20% E	140 16%	34 13%	30 19%	21 15%	94 15%	9 31%	89 16%	136 15%	96 15%	138 16%
I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose what to study.	105 7%	36 10% C	66 6%	53 6%	17 7%	37 6%	33 7%	19 12% DF	56 6%	25 10%	18 11%	5 4%	49 8%	2 7%	41 7%	62 7%	49 8%	56 6%
I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose which school to attend.	95 6%	23 6%	73 6%	38 4%	14 6%	23 4%	42 9% DF	15 10% DF	70 8%	10 4%	4 3%	7 5%	25 4%	3 9%	35 6%	57 6%	45 7%	51 6%
Education shouldn't be a separate burden - it should be built into how we work.	79 5%	29 8% C	48 4%	36 4%	5 2%	31 5%	31 7%	9 6%	58 7%	13 5%	3 2%	3 2%	21 3%	4 14%	38 7%	37 4%	35 6%	44 5%
I would be more likely to use employer-sponsored tuition benefits if I was given paid time off or time during work to attend classes or do schoolwork.	75 5%	31 9% C	44 4%	35 4%	8 3%	27 4%	23 5%	17 11% DEF	48 5%	12 5%	8 5%	6 5%	27 4%	3 10%	35 6%	37 4%	41 7%	34 4%
Getting credit for what I've already learned on the job (i.e., credit for prior learning) would make going back to school feel more achievable.	69 5%	24 7%	45 4%	32 4% F	15 6%	17 3%	30 6% F	8 5%	45 5%	5 2%	9 6%	8 6%	24 4%	3 8%	37 6%	30 3%	41 7% R	28 3%

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

Q530\_1. To what extent do you agree or disagree with the following statements?

1. I believe my compensation is an appropriate reflection of the importance of my work.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	941 63%	230 65%	700 62%	530 60%	142 58%	388 61%	288 62%	119 77% DEFG	576 64%	145 56%	97 59%	91 65%	365 60%	24 78%	347 61%	570 63%	395 63%	545 62%
Strongly agree	412 27%	100 28%	305 27%	251 29%	56 23%	196 31% D	117 25%	44 28%	223 25%	86 33%	53 32%	34 24%	189 31%	14 46%	149 26%	249 28%	186 30%	226 26%
Somewhat agree	529 35%	129 36%	395 35%	278 32%	86 35%	192 30%	171 37%	75 49% DF	353 39% JM	59 23%	44 27%	57 41% JM	176 29%	10 32%	199 35%	321 36%	209 34%	319 36%
Neither agree nor disagree	266 18%	67 19%	197 17%	159 18%	50 21%	109 17%	89 19%	18 11%	140 16%	51 20%	48 29% I	25 18%	126 21%	6 20%	126 22% P	134 15%	111 18%	155 18%
BOTTOM 2 BOX (NET)	297 20%	59 16%	234 21%	193 22% H	54 22%	139 22% H	87 19%	17 11%	178 20%	61 24%	19 12%	24 17%	119 19%	* 2%	98 17%	198 22%	117 19%	180 20%
Somewhat disagree	183 12%	39 11%	141 12%	124 14%	36 15%	87 14%	47 10%	12 8%	113 13%	31 12%	16 10%	19 14%	71 12%	- -	65 11%	118 13%	73 12%	111 13%
Strongly disagree	113 8%	20 6%	93 8%	69 8%	17 7%	52 8%	40 9%	5 3%	66 7%	31 12% K	3 2%	5 3%	48 8% K	* 2%	33 6%	80 9%	45 7%	69 8%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_2. To what extent do you agree or disagree with the following statements?

2. I am not currently exploring/am hesitant to explore education opportunities because I do not want to take on student debt.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	872 58%	163 46%	698 62% B	520 59%	140 57%	380 60%	271 58%	77 50%	521 58%	151 59%	94 57%	81 58%	351 58%	9 29%	330 58%	533 59%	378 61%	493 56%
Strongly agree	490 33%	73 20%	411 36% B	306 35% H	70 28%	236 37% DH	150 32% H	30 20%	281 31%	90 35%	59 36%	45 32%	209 34%	4 14%	177 31%	309 34%	197 32%	292 33%
Somewhat agree	382 25%	91 25%	287 25%	214 24%	70 29%	144 23%	121 26%	46 30%	240 27%	61 24%	35 21%	36 26%	142 23%	5 16%	153 27%	224 25%	181 29%	201 23%
Neither agree nor disagree	319 21%	85 24%	232 20%	190 22%	59 24%	131 21%	86 19%	42 27%	181 20%	63 24%	33 20%	26 19%	138 23%	6 21%	135 24%	178 20%	123 20%	195 22%
BOTTOM 2 BOX (NET)	314 21%	107 30% C	202 18%	171 19%	46 19%	125 20%	107 23%	35 23%	193 22%	43 17%	38 23%	32 23%	121 20%	15 49%	108 19%	191 21%	122 20%	192 22%
Somewhat disagree	175 12%	64 18% C	110 10%	113 13%	36 14%	77 12%	44 9%	19 12%	107 12%	20 8%	20 12%	24 17%	68 11%	7 22%	63 11%	106 12%	61 10%	114 13%
Strongly disagree	139 9%	43 12%	92 8%	59 7%	11 4%	48 8%	64 14% DEF	16 11%	86 10%	23 9%	17 11%	9 6%	53 9%	8 27%	45 8%	85 9%	61 10%	78 9%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_3. To what extent do you agree or disagree with the following statements?  
3. I feel like career advancement in my industry is not financially attainable for me.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	624 42%	129 36%	483 43%	388 44%	110 45%	278 44%	179 38%	56 36%	373 42%	105 41%	66 40%	62 44%	252 41%	11 38%	244 43%	369 41%	255 41%	370 42%
Strongly agree	238 16%	48 14%	182 16%	163 18%	55 22% GH	108 17%	58 13%	15 9%	103 11%	69 27% I	34 21% I	24 17%	135 22% I	7 22%	120 21% P	111 12%	120 19% R	118 13%
Somewhat agree	386 26%	80 23%	301 27%	225 25%	55 22%	170 27%	120 26%	41 27%	270 30% JM	36 14%	32 20%	38 27% J	116 19%	5 16%	124 22%	258 29%	135 22%	251 29% Q
Neither agree nor disagree	456 30%	107 30%	346 31%	264 30%	76 31%	188 30%	159 34% H	30 19%	253 28%	93 36%	47 29%	40 29%	202 33%	5 16%	183 32%	268 30%	213 34%	243 28%
BOTTOM 2 BOX (NET)	424 28%	120 34%	302 27%	230 26%	60 24%	170 27%	126 27%	68 44% DEFG	269 30%	58 23%	51 31%	38 27%	155 25%	14 46%	145 25%	265 29%	156 25%	268 30%
Somewhat disagree	267 18%	80 22%	186 16%	158 18%	54 22%	103 16%	65 14%	44 29% DFG	180 20%	33 13%	25 15%	25 18%	87 14%	12 41%	97 17%	158 18%	113 18%	154 18%
Strongly disagree	157 10%	41 11%	116 10%	72 8% E	6 2%	66 10% DE	61 13% DE	24 15% DE	89 10%	25 10%	26 16%	13 9%	68 11%	2 5%	48 8%	107 12%	43 7%	114 13% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_4. To what extent do you agree or disagree with the following statements?

4. My current income does not allow me to pay up front for out-of-pocket education expenses.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	988 66%	172 48%	804 71% B	615 70% FH	187 76% H	429 67% H	304 65% H	69 45%	567 63%	201 78% ILM	119 73% L	72 52%	420 69% L	14 45%	421 74% P	553 61%	467 75% R	521 59%
Strongly agree	583 39%	85 24%	489 43% B	378 43% H	107 43% H	271 43% H	173 37% H	32 21%	338 38% L	127 49% ILM	73 45% L	25 18%	245 40% L	5 18%	270 47% P	307 34%	300 48% R	283 32%
Somewhat agree	405 27%	86 24%	316 28%	238 27% F	80 33%	158 25%	130 28%	37 24%	230 26%	75 29%	46 28%	47 34%	175 29%	8 27%	151 26%	246 27%	167 27%	238 27%
Neither agree nor disagree	275 18%	70 20%	203 18%	169 19%	47 19%	122 19%	68 15%	36 23%	155 17%	39 15%	30 19%	34 25%	120 20%	7 22%	105 18%	164 18%	99 16%	176 20%
BOTTOM 2 BOX (NET)	241 16%	115 32% C	124 11%	97 11% E	12 5%	85 13% DE	92 20% DEF	49 32% DEFG	172 19% JKM	17 7%	15 9%	33 24% JKM	69 11%	10 33%	46 8%	185 21% O	58 9%	183 21% Q
Somewhat disagree	122 8%	58 16% C	64 6%	50 6%	5 2%	44 7% D	48 10% DE	24 16% DEF	95 11% JM	5 2%	6 4%	15 10% JM	28 5%	9 28%	23 4%	91 10% O	36 6%	86 10%
Strongly disagree	119 8%	57 16% C	60 5%	47 5%	7 3%	41 6%	44 9% E	25 16% DEF	77 9%	12 5%	9 5%	19 13% M	42 7%	1 5%	23 4%	94 10% O	22 4%	97 11% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_5. To what extent do you agree or disagree with the following statements?

5. Getting credit for what I've already learned on the job (i.e., credit for prior learning) would make going back to school feel more achievable.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1095 73%	250 70%	832 74%	656 74%	183 74%	473 74%	324 70%	111 72%	653 73%	177 69%	137 83% M	99 71%	443 73%	17 56%	428 75%	651 72%	467 75%	628 71%
Strongly agree	492 33%	98 27%	388 34%	295 33%	89 36%	206 32%	161 35% H	34 22%	270 30%	101 39%	78 47% ILM	34 25%	222 36% L	6 19%	204 36%	282 31%	223 36%	268 30%
Somewhat agree	604 40%	152 43%	444 39%	361 41%	94 38%	267 42%	163 35%	77 50% G	383 43% J	76 30%	59 36%	64 46% J	221 36%	11 36%	224 39%	369 41%	244 39%	360 41%
Neither agree nor disagree	339 23%	82 23%	254 22%	194 22%	48 20%	146 23%	111 24%	35 23%	197 22% K	75 29% K	18 11%	33 24%	142 23% K	11 36%	107 19%	221 25%	115 18%	224 25% Q
BOTTOM 2 BOX (NET)	69 5%	24 7%	45 4%	32 4% F	15 6%	17 3%	30 6% F	8 5%	45 5%	5 2%	9 6%	8 6%	24 4%	3 8%	37 6%	30 3%	41 7% R	28 3%
Somewhat disagree	49 3%	15 4%	34 3%	22 3% F	13 5%	9 1%	21 5% F	6 4%	31 3%	2 1%	9 6%	7 5%	18 3%	3 8%	26 4%	21 2%	31 5% R	18 2%
Strongly disagree	20 1%	9 3%	11 1%	10 1%	2 1%	8 1%	8 2%	2 1%	14 2%	3 1%	-	1 1%	6 1%	-	11 2%	9 1%	10 2%	10 1%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_6. To what extent do you agree or disagree with the following statements?

6. Only employees with extra time or resources can realistically pursue education today.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	908 60%	200 56%	702 62%	567 64% G	170 69% G	397 62%	257 55%	83 54%	554 62%	146 57%	89 54%	91 65%	354 58%	13 43%	330 58%	565 63%	375 60%	533 61%
Strongly agree	338 22%	65 18%	269 24%	241 27% GH	69 28% H	171 27% GH	82 18%	15 10%	175 20%	66 26%	49 30%	40 29%	163 27% I	7 24%	126 22%	205 23%	162 26%	176 20%
Somewhat agree	570 38%	134 38%	432 38%	326 37%	100 41%	226 35%	174 38%	67 44%	379 42% KM	80 31%	40 24%	50 36%	191 31%	6 19%	204 36%	360 40%	212 34%	357 41%
Neither agree nor disagree	362 24%	83 23%	274 24%	194 22%	54 22%	140 22%	126 27%	40 26%	201 22%	77 30%	45 28%	28 20%	162 27%	8 26%	153 27%	201 22%	153 25%	210 24%
BOTTOM 2 BOX (NET)	234 16%	73 21% C	156 14%	121 14%	23 9%	99 16% D	82 18%	31 20% E	140 16%	34 13%	30 19%	21 15%	94 15%	9 31%	89 16%	136 15%	96 15%	138 16%
Somewhat disagree	180 12%	54 15%	121 11%	96 11%	21 9%	75 12%	62 13%	21 14%	102 11%	28 11%	29 17%	18 13%	78 13%	7 22%	65 11%	108 12%	66 11%	114 13%
Strongly disagree	54 4%	19 5%	35 3%	25 3%	1 1%	23 4% D	19 4%	10 6% E	38 4%	6 2%	2 1%	3 2%	16 3%	3 9%	23 4%	28 3%	30 5%	24 3%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_7. To what extent do you agree or disagree with the following statements?  
7. Education shouldn't be a separate burden - it should be built into how we work.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1146 76%	266 75%	867 77%	691 78%	202 82%	490 77%	339 73%	114 74%	672 75%	196 76%	134 81%	111 79%	474 78%	22 71%	428 75%	697 77%	470 75%	677 77%
Strongly agree	564 37%	102 29%	454 40% B	362 41% G	98 40%	264 42% G	147 32%	55 36%	302 34%	90 35%	88 54% I	67 48% J	262 43% I	12 39%	219 38%	333 37%	232 37%	332 38%
Somewhat agree	582 39%	163 46% C	414 37%	329 37%	104 42%	225 35%	192 41%	60 39%	370 41% K	106 41%	45 28%	44 31%	213 35%	10 33%	209 36%	364 40%	238 38%	344 39%
Neither agree nor disagree	279 19%	62 17%	216 19%	154 17%	39 16%	115 18%	94 20%	30 20%	164 18%	48 19%	28 17%	26 19%	114 19%	5 15%	106 19%	168 19%	119 19%	160 18%
BOTTOM 2 BOX (NET)	79 5%	29 8% C	48 4%	36 4%	5 2%	31 5%	31 7%	9 6%	58 7%	13 5%	3 2%	3 2%	21 3%	4 14%	38 7%	37 4%	35 6%	44 5%
Somewhat disagree	56 4%	23 6% C	34 3%	27 3%	4 1%	23 4%	20 4%	7 5%	43 5%	7 3%	3 2%	3 2%	14 2%	3 9%	23 4%	31 3%	20 3%	36 4%
Strongly disagree	23 1%	6 2%	15 1%	9 1%	2 1%	8 1%	11 2%	2 1%	16 2%	6 2%	-	-	7 1%	1 5%	15 3%	6 1%	14 2%	8 1%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530. 8. To what extent do you agree or disagree with the following statements?

8. I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose what to study.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1081 72%	246 69%	821 73%	656 74%	193 79%	463 73%	316 68%	104 68%	628 70%	178 69%	126 76%	116 83% I	453 74%	23 76%	396 69%	661 73%	450 72%	630 72%
Strongly agree	546 36%	104 29%	433 38% B	348 40%	109 44% H	239 38%	153 33%	44 29%	284 32%	84 33%	86 52% IJ	75 54% IJ	262 43% IJ	11 35%	221 39%	314 35%	244 39%	301 34%
Somewhat agree	535 36%	142 40%	389 34%	308 35%	84 34%	224 35%	163 35%	60 39%	344 38% K	94 37%	40 24%	41 29%	191 31%	12 41%	176 31%	347 38% O	206 33%	329 37%
Neither agree nor disagree	318 21%	74 21%	244 22%	172 20%	36 15%	136 21% D	115 25%	31 20%	211 24%	54 21%	21 13%	19 13%	107 18%	5 17%	135 24%	178 20%	124 20%	194 22%
BOTTOM 2 BOX (NET)	105 7%	36 10% C	66 6%	53 6%	17 7%	37 6%	33 7%	19 12% DF	56 6%	25 10%	18 11%	5 4%	49 8%	2 7%	41 7%	62 7%	49 8%	56 6%
Somewhat disagree	66 4%	21 6%	41 4%	36 4%	12 5%	23 4%	21 4%	9 6%	29 3%	19 7%	12 7%	5 4%	36 6%	2 6%	21 4%	43 5%	30 5%	36 4%
Strongly disagree	40 3%	15 4%	25 2%	18 2%	5 2%	13 2%	12 3%	10 6% DF	27 3%	6 2%	6 4%	* 2%	13 2%	1 2%	20 3%	20 2%	19 3%	21 2%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_9. To what extent do you agree or disagree with the following statements?

9. I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose which school to attend.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1060 70%	248 70%	797 70%	650 74%	179 73%	472 74% G	308 66%	98 63%	617 69%	195 76%	115 70%	102 73%	443 73%	21 70%	386 67%	652 72%	430 69%	630 72%
Strongly agree	525 35%	98 27%	417 37% B	347 39% GH	106 43% H	242 38% H	143 31%	35 23%	291 33%	94 37%	72 44%	53 38%	234 38%	7 24%	205 36%	313 35%	220 35%	305 35%
Somewhat agree	534 36%	150 42% C	379 34%	303 34%	73 30%	230 36%	165 35%	63 41%	326 36%	101 39%	44 26%	49 35%	209 34%	14 46%	181 32%	339 38%	209 34%	325 37%
Neither agree nor disagree	349 23%	85 24%	262 23%	194 22%	53 22%	141 22%	114 25%	41 27%	207 23%	52 20%	45 27%	30 22%	142 23%	6 21%	150 26%	192 21%	149 24%	200 23%
BOTTOM 2 BOX (NET)	95 6%	23 6%	73 6%	38 4%	14 6%	23 4%	42 9% DF	15 10% DF	70 8%	10 4%	4 3%	7 5%	25 4%	3 9%	35 6%	57 6%	45 7%	51 6%
Somewhat disagree	58 4%	15 4%	43 4%	24 3%	8 3%	15 2%	26 6%	8 5%	44 5%	5 2%	4 3%	3 2%	14 2%	1 5%	22 4%	35 4%	24 4%	33 4%
Strongly disagree	37 2%	7 2%	30 3%	14 2%	6 3%	8 1%	16 3%	7 5% F	27 3%	6 2%	-	4 3%	11 2%	1 4%	14 2%	23 2%	20 3%	17 2%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q530\_10. To what extent do you agree or disagree with the following statements?

10. I would be more likely to use employer-sponsored tuition benefits if I was given paid time off or time during work to attend classes or do schoolwork.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	1164 77%	260 73%	890 79%	686 78% H	184 75%	503 79% H	372 80% H	102 66%	709 79%	180 70%	131 79%	110 79%	455 75%	21 71%	417 73%	726 80% O	459 74%	705 80% Q
Strongly agree	668 44%	129 36%	529 47% B	428 48% H	130 53% H	297 47% H	201 43% H	38 25%	384 43%	111 43%	92 56%	62 45%	285 47%	13 42%	237 41%	419 46%	274 44%	394 45%
Somewhat agree	496 33%	131 37%	361 32%	259 29%	54 22%	205 32% D	171 37% E	64 42% DE	326 36% KM	69 27%	38 23%	48 34%	170 28%	9 28%	180 31%	307 34%	186 30%	310 35%
Neither agree nor disagree	265 18%	65 18%	197 17%	160 18%	54 22%	106 17%	70 15%	35 23%	137 15%	65 25% I	26 16%	23 16%	128 21%	6 19%	120 21%	139 15%	123 20%	142 16%
BOTTOM 2 BOX (NET)	75 5%	31 9% C	44 4%	35 4%	8 3%	27 4%	23 5%	17 11% DEF	48 5%	12 5%	8 5%	6 5%	27 4%	3 10%	35 6%	37 4%	41 7%	34 4%
Somewhat disagree	48 3%	18 5%	30 3%	30 3%	8 3%	22 3%	10 2%	9 6%	24 3%	11 4%	7 4%	6 5%	24 4%	2 7%	24 4%	23 3%	26 4%	22 2%
Strongly disagree	27 2%	13 4% C	14 1%	6 1%	-	6 1%	13 3% D	8 5% DEF	24 3% M	1 *	1 *	-	3 *	1 3%	11 2%	14 2%	14 2%	12 1%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Q600. Which of the following clinical/technical skills do you think will be most important in 5 years in your industry? Please select up to three responses.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Artificial Intelligence (AI) integration/decision support tools	648 43%	200 56% C	440 39%	369 42% E	72 29%	297 47% DE	198 43% E	78 51% E	370 41%	110 43%	71 43%	74 53%	277 46%	13 42%	153 27%	481 53% O	204 33%	443 50% Q
Telehealth or virtual care delivery	630 42%	139 39%	486 43%	386 44%	91 37%	294 46% D	176 38%	66 43%	353 39%	104 41%	85 52%	64 46%	277 45%	6 20%	201 35%	423 47% O	225 36%	405 46% Q
Mental/behavioral health specialization	541 36%	87 24%	448 40% B	320 36%	86 35%	234 37%	176 38%	44 29%	310 35%	102 40%	80 48% IL	37 26%	231 38% L	8 27%	241 42% P	293 32%	258 41% R	283 32%
Health data analysis or interpretation	465 31%	102 29%	356 31%	293 33%	79 32%	214 34%	122 26%	50 32%	266 30%	81 31%	65 39%	41 30%	199 33%	3 10%	162 28%	300 33%	173 28%	292 33%
Leadership and team collaboration	346 23%	77 22%	269 24%	229 26% FG	104 42% DFGH	125 20%	88 19%	27 18%	217 24%	49 19%	31 19%	36 26%	129 21%	13 41%	142 25%	191 21%	174 28% R	172 20%
Personalized/precision medicine approaches	313 21%	93 26%	220 19%	171 19%	45 18%	125 20%	99 21%	44 28%	201 22%	46 18%	25 15%	32 23%	112 18%	5 18%	124 22%	184 20%	132 21%	181 21%
Remote monitoring/wearable device management	301 20%	78 22%	220 19%	198 22%	63 26%	135 21%	74 16%	29 19%	153 17%	60 23%	43 26%	38 27%	148 24% I	6 21%	108 19%	186 21%	126 20%	174 20%
Interdisciplinary care coordination	257 17%	59 17%	193 17%	154 17%	49 20%	105 17%	67 14%	34 22%	176 20% KM	39 15%	12 8%	23 16%	81 13%	7 23%	83 14%	167 19%	101 16%	156 18%
Project or workflow management	178 12%	38 11%	137 12%	107 12% F	41 17%	67 10%	51 11%	17 11%	112 12%	33 13%	13 8%	12 9%	67 11%	7 25%	108 19% P	62 7%	93 15% R	85 10%
Genomics/genetic counseling	137 9%	49 14% C	87 8%	75 9%	15 6%	60 9%	46 10%	16 11%	88 10%	21 8%	9 6%	13 9%	50 8%	3 9%	38 7%	97 11%	52 8%	85 10%
Other	9 1%	4 1%	5 *	5 1%	- -	5 1%	4 1%	- -	6 1%	* *	- -	2 2%	3 *	- -	3 1%	5 1%	4 1%	5 1%
Not sure	75 5%	9 2%	65 6%	24 3%	10 4%	14 2%	42 9% DF	9 6%	54 6% L	16 6%	6 3%	- -	21 3%	4 15%	55 10% P	16 2%	49 8% R	26 3%
Sigma	3900 259%	934 263%	2925 258%	2330 264%	656 267%	1674 263%	1144 246%	415 270%	2305 258%	661 257%	439 267%	373 267%	1595 262%	76 251%	1418 248%	2406 267%	1592 255%	2308 262%

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

Q610. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Learning how to use AI will require ongoing education beyond what my workplace currently offers.	874 58%	243 68% C	619 55%	482 55%	117 48%	365 57% D	291 63% E	98 64% E	506 57%	156 61%	89 54%	101 72% IKM	367 60%	15 51%	284 50%	574 64% O	334 54%	540 61% Q
AI skills are becoming more and more critical in the healthcare profession.	840 56%	248 70% C	584 52%	494 56%	116 47%	377 59% D	260 56%	84 55%	455 51%	168 65% J	90 55%	105 75% IKM	385 63% J	22 73%	258 45%	560 62% O	316 51%	524 59% Q
There is a gap between the AI skills I need and what I've been taught on the job.	778 52%	188 53%	582 51%	433 49%	119 48%	314 49%	243 52%	100 65% DEF	444 50%	130 51%	81 49%	99 71% IJKM	334 55%	17 55%	266 46%	496 55% O	297 48%	481 55%
AI will help me spend more time focusing on direct patient care.	684 45%	204 57% C	471 42%	417 47%	106 43%	310 49%	203 44%	64 42%	396 44%	121 47%	75 46%	77 55%	288 47%	17 57%	239 42%	427 47%	262 42%	423 48%
I worry that AI will replace some aspects of my job.	635 42%	141 40%	485 43%	396 45%	121 49%	275 43%	175 38%	64 42%	326 36%	134 52% J	86 52% J	62 44%	309 51% J	16 53%	238 42%	381 42%	285 46%	350 40%
I feel comfortable using AI-based tools in my current role.	621 41%	197 55% C	416 37%	401 45% GH	112 46% H	289 45% H	171 37%	46 30%	348 39%	113 44%	80 49%	67 48%	273 45%	17 55%	218 38%	386 43%	244 39%	377 43%
I feel pressured to learn AI/technical skills to stay competitive in my industry.	594 40%	159 45%	428 38%	367 42%	106 43%	261 41%	171 37%	54 35%	325 36%	111 43%	75 46%	68 49%	270 44% J	14 45%	202 35%	379 42%	240 38%	355 40%
I feel behind my peers in other, non-healthcare, industries when it comes to AI and emerging technologies.	543 36%	136 38%	398 35%	268 30%	71 29%	197 31%	203 44% DEF	70 45% DEF	327 37%	97 38%	60 36%	43 31%	216 35%	14 46%	191 33%	338 37%	212 34%	331 38%

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

Q610. 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					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
I worry that AI will replace some aspects of my job.	556 37%	152 43%	398 35%	295 33%	68 28%	227 36% D	188 40% E	70 45% DE	379 42% JM	67 26%	49 30%	45 32%	178 29%	9 29%	203 35%	345 38%	205 33%	351 40%
I feel pressured to learn AI/technical skills to stay competitive in my industry.	546 36%	124 35%	417 37%	306 35%	79 32%	227 36%	184 40%	56 37%	358 40% LM	90 35%	54 33%	33 23%	188 31%	9 30%	227 40%	310 34%	225 36%	321 37%
I feel comfortable using AI-based tools in my current role.	489 32%	88 25%	397 35% B	258 29%	66 27%	192 30%	181 39% DF	50 33%	305 34%	70 27%	42 26%	47 33%	183 30%	5 18%	164 29%	319 35%	194 31%	295 33%
I feel behind my peers in other, non-healthcare, industries when it comes to AI and emerging technologies.	476 32%	129 36%	343 30%	318 36% G	89 36%	229 36% G	115 25%	41 27%	302 34%	64 25%	53 32%	40 28%	174 29%	7 22%	184 32%	286 32%	195 31%	282 32%
AI will help me spend more time focusing on direct patient care.	335 22%	51 14%	279 25% B	202 23% F	72 29%	130 20%	89 19%	42 27%	224 25% JLM	35 14%	41 25%	19 13%	111 18%	3 9%	129 22%	203 23%	160 26%	174 20%
AI skills are becoming more and more critical in the healthcare profession.	270 18%	44 12%	225 20% B	179 20% FG	70 29% DFG	108 17%	60 13%	32 21%	195 22% JLM	27 11%	26 16% L	7 5%	76 12% L	3 11%	134 23% P	133 15%	133 21%	138 16%
There is a gap between the AI skills I need and what I've been taught on the job.	263 17%	72 20%	189 17%	171 19%	51 21%	120 19%	72 16%	20 13%	168 19%	45 17%	25 15%	13 9%	94 15%	3 9%	112 19%	148 16%	118 19%	145 16%
Learning how to use AI will require ongoing education beyond what my workplace currently offers.	249 17%	59 17%	188 17%	152 17%	53 21%	99 16%	72 15%	25 16%	167 19% L	34 13%	28 17%	11 8%	82 13%	7 23%	116 20% P	126 14%	111 18%	138 16%

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

Q610\_1. To what extent do you agree or disagree with the following statements?

1. I worry that AI will replace some aspects of my job.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	635 42%	141 40%	485 43%	396 45%	121 49%	275 43%	175 38%	64 42%	326 36%	134 52% 	86 52% 	62 44%	309 51% 	16 53%	238 42%	381 42%	285 46%	350 40%
Strongly agree	225 15%	51 14%	172 15%	154 17% G	47 19%	106 17% G	49 11%	22 15%	99 11%	53 21% 	37 23% 	21 15%	126 21% 	9 31%	99 17%	117 13%	118 19% R	107 12%
Somewhat agree	410 27%	90 25%	313 28%	243 28%	74 30%	169 27%	125 27%	42 27%	227 25%	81 32%	49 30%	41 29%	183 30%	7 22%	140 24%	264 29%	167 27%	242 28%
Neither agree nor disagree	313 21%	63 18%	249 22%	190 22%	57 23%	134 21%	102 22%	20 13%	190 21%	56 22%	29 18%	33 23%	123 20%	6 19%	131 23%	177 20%	133 21%	180 20%
BOTTOM 2 BOX (NET)	556 37%	152 43%	398 35%	295 33%	68 28%	227 36% D	188 40% E	70 45% DE	379 42% JM	67 26%	49 30%	45 32%	178 29%	9 29%	203 35%	345 38%	205 33%	351 40%
Somewhat disagree	320 21%	94 26%	222 20%	172 20%	30 12%	142 22% DE	102 22%	44 29% E	227 25% JKM	38 15%	20 12%	29 21%	93 15%	6 18%	101 18%	213 24%	96 15%	224 25% Q
Strongly disagree	236 16%	58 16%	176 16%	123 14%	37 15%	86 13%	86 18%	25 17%	151 17%	29 11%	29 18%	16 11%	84 14%	3 10%	102 18%	131 15%	109 17%	127 14%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q610. 2. To what extent do you agree or disagree with the following statements?

2. AI will help me spend more time focusing on direct patient care.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	684 45%	204 57% C	471 42%	417 47%	106 43%	310 49%	203 44%	64 42%	396 44%	121 47%	75 46%	77 55%	288 47%	17 57%	239 42%	427 47%	262 42%	423 48%
Strongly agree	216 14%	73 20% C	141 12%	135 15%	33 13%	102 16%	52 11%	29 19%	119 13%	46 18%	25 15%	23 17%	97 16%	11 38%	84 15%	121 13%	110 18% R	106 12%
Somewhat agree	468 31%	132 37% C	330 29%	281 32%	73 30%	208 33%	151 33%	35 23%	277 31%	75 29%	50 30%	54 39%	191 31%	6 20%	155 27%	307 34%	151 24%	317 36% Q
Neither agree nor disagree	485 32%	101 28%	382 34%	263 30%	68 27%	196 31%	172 37%	48 31%	275 31%	100 39%	48 29%	44 32%	211 35%	10 34%	204 36%	271 30%	202 32%	284 32%
BOTTOM 2 BOX (NET)	335 22%	51 14%	279 25% B	202 23% F	72 29%	130 20%	89 19%	42 27%	224 25% JLM	35 14%	41 25%	19 13%	111 18%	3 9%	129 22%	203 23%	160 26%	174 20%
Somewhat disagree	184 12%	29 8%	153 13%	107 12%	33 13%	75 12%	56 12%	18 12%	128 14% J	12 5%	24 15% J	11 8%	56 9%	3 9%	53 9%	128 14%	77 12%	106 12%
Strongly disagree	151 10%	22 6%	126 11% B	94 11% F	39 16% G	55 9%	33 7%	24 15% G	96 11%	23 9%	17 10%	8 6%	55 9%	-	76 13% P	75 8%	83 13% R	68 8%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q610\_3. To what extent do you agree or disagree with the following statements?  
3. There is a gap between the AI skills I need and what I've been taught on the job.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	778 52%	188 53%	582 51%	433 49%	119 48%	314 49%	243 52%	100 65% DEF	444 50%	130 51%	81 49%	99 71% IJKM	334 55%	17 55%	266 46%	496 55% O	297 48%	481 55%
Strongly agree	272 18%	66 18%	203 18%	146 17% F	59 24% F	87 14%	85 18%	40 26% F	151 17%	49 19%	30 18%	30 21%	121 20%	8 25%	84 15%	180 20%	107 17%	165 19%
Somewhat agree	506 34%	122 34%	380 34%	287 33%	60 24%	227 36% D	159 34%	60 39% E	293 33%	82 32%	52 31%	69 49% IJKM	212 35%	9 30%	182 32%	315 35%	190 30%	316 36%
Neither agree nor disagree	463 31%	96 27%	360 32%	278 32%	76 31%	202 32%	149 32%	34 22%	282 32%	82 32%	58 35%	28 20%	181 30%	11 36%	195 34%	258 29%	209 33%	255 29%
BOTTOM 2 BOX (NET)	263 17%	72 20%	189 17%	171 19%	51 21%	120 19%	72 16%	20 13%	168 19%	45 17%	25 15%	13 9%	94 15%	3 9%	112 19%	148 16%	118 19%	145 16%
Somewhat disagree	149 10%	45 13%	102 9%	92 10%	29 12%	63 10%	44 9%	13 9%	100 11%	31 12%	9 6%	6 4%	49 8%	2 6%	58 10%	89 10%	58 9%	91 10%
Strongly disagree	114 8%	27 8%	86 8%	79 9%	22 9%	57 9%	28 6%	6 4%	69 8%	14 5%	16 10%	7 5%	45 7%	1 3%	54 9%	59 7%	60 10%	54 6%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q610\_4. To what extent do you agree or disagree with the following statements?

4. I feel pressured to learn AI/technical skills to stay competitive in my industry.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	594 40%	159 45%	428 38%	367 42%	106 43%	261 41%	171 37%	54 35%	325 36%	111 43%	75 46%	68 49%	270 44% I	14 45%	202 35%	379 42%	240 38%	355 40%
Strongly agree	202 13%	52 14%	148 13%	142 16% G	45 18% G	97 15%	45 10%	15 10%	94 10%	51 20% I	23 14%	30 21% I	109 18% I	6 21%	92 16%	104 12%	98 16%	104 12%
Somewhat agree	392 26%	108 30%	280 25%	225 26%	61 25%	164 26%	126 27%	39 25%	231 26%	60 23%	52 32%	38 27%	161 26%	7 23%	110 19%	275 30% O	141 23%	251 28%
Neither agree nor disagree	364 24%	73 21%	286 25%	209 24%	60 25%	148 23%	110 24%	43 28%	212 24%	56 22%	36 22%	39 28%	152 25%	8 26%	143 25%	213 24%	159 26%	204 23%
BOTTOM 2 BOX (NET)	546 36%	124 35%	417 37%	306 35%	79 32%	227 36%	184 40%	56 37%	358 40% LM	90 35%	54 33%	33 23%	188 31%	9 30%	227 40%	310 34%	225 36%	321 37%
Somewhat disagree	338 22%	71 20%	264 23%	186 21%	35 14%	151 24% D	114 25%	37 24%	227 25% M	48 19%	34 20%	23 16%	111 18%	5 15%	139 24%	194 21%	121 19%	217 25%
Strongly disagree	208 14%	53 15%	154 14%	120 14% F	44 18%	75 12%	70 15%	19 12%	131 15%	42 16%	21 12%	10 7%	77 13%	4 14%	88 15%	116 13%	104 17%	105 12%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q610\_5. To what extent do you agree or disagree with the following statements?

5. I feel behind my peers in other, non-healthcare, industries when it comes to AI and emerging technologies.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	543 36%	136 38%	398 35%	268 30%	71 29%	197 31%	203 44% DEF	70 45% DEF	327 37%	97 38%	60 36%	43 31%	216 35%	14 46%	191 33%	338 37%	212 34%	331 38%
Strongly agree	162 11%	46 13%	111 10%	88 10%	18 7%	70 11%	52 11%	22 14%	73 8%	46 18% I	26 16%	11 8%	89 15% I	6 19%	61 11%	96 11%	69 11%	93 11%
Somewhat agree	381 25%	89 25%	287 25%	180 20%	53 22%	127 20%	151 32% DF	48 31% DF	254 28% M	51 20%	34 21%	32 23%	126 21%	8 27%	130 23%	242 27%	143 23%	238 27%
Neither agree nor disagree	485 32%	91 26%	390 34% B	295 33%	85 35%	210 33%	147 32%	43 28%	265 30%	96 37%	52 32%	57 41%	220 36%	10 32%	198 35%	278 31%	217 35%	268 30%
BOTTOM 2 BOX (NET)	476 32%	129 36%	343 30%	318 36% G	89 36%	229 36% G	115 25%	41 27%	302 34%	64 25%	53 32%	40 28%	174 29%	7 22%	184 32%	286 32%	195 31%	282 32%
Somewhat disagree	291 19%	81 23%	207 18%	182 21%	46 19%	136 21%	84 18%	23 15%	204 23% JM	30 12%	21 13%	30 22%	87 14%	4 14%	92 16%	195 22%	106 17%	185 21%
Strongly disagree	185 12%	48 13%	136 12%	136 15% G	44 18% G	93 15% G	31 7%	18 12%	98 11%	34 13%	32 19% L	9 7%	87 14% L	2 8%	91 16% P	91 10%	89 14%	96 11%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q610. 6. To what extent do you agree or disagree with the following statements?

6. Learning how to use AI will require ongoing education beyond what my workplace currently offers.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	874 58%	243 68% C	619 55%	482 55%	117 48%	365 57% D	291 63% E	98 64% E	506 57%	156 61%	89 54%	101 72% IKM	367 60%	15 51%	284 50%	574 64% O	334 54%	540 61% Q
Strongly agree	342 23%	107 30% C	228 20%	195 22%	40 16%	155 24% D	120 26%	25 16%	176 20%	75 29%	47 29%	36 26%	166 27% I	6 18%	135 24%	202 22%	142 23%	200 23%
Somewhat agree	532 35%	136 38%	391 35%	287 33%	77 31%	210 33%	171 37%	73 48% DEF	330 37%	81 32%	42 26%	65 46% KM	201 33%	10 33%	150 26%	372 41% O	192 31%	340 39% Q
Neither agree nor disagree	381 25%	54 15%	325 29% B	247 28%	76 31%	172 27%	101 22%	31 20%	221 25%	67 26%	47 29%	27 19%	160 26%	8 26%	172 30% P	202 22%	178 29%	203 23%
BOTTOM 2 BOX (NET)	249 17%	59 17%	188 17%	152 17%	53 21%	99 16%	72 15%	25 16%	167 19% L	34 13%	28 17%	11 8%	82 13%	7 23%	116 20% P	126 14%	111 18%	138 16%
Somewhat disagree	160 11%	43 12%	115 10%	89 10%	20 8%	70 11%	48 10%	23 15%	113 13% L	23 9%	12 8%	5 4%	47 8%	6 19%	65 11%	90 10%	63 10%	97 11%
Strongly disagree	89 6%	16 5%	73 6%	63 7% F	33 13% DFGH	30 5%	24 5%	2 1%	54 6%	11 4%	16 10%	6 4%	34 6%	1 4%	51 9% P	36 4%	49 8%	40 5%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q610. 7. To what extent do you agree or disagree with the following statements?

7. AI skills are becoming more and more critical in the healthcare profession.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	840 56%	248 70% C	584 52%	494 56%	116 47%	377 59% D	260 56%	84 55%	455 51%	168 65% I	90 55%	105 75% IKM	385 63% I	22 73%	258 45%	560 62% O	316 51%	524 59% Q
Strongly agree	280 19%	87 24% C	193 17%	169 19%	36 15%	133 21%	86 19%	25 16%	147 16%	53 21%	39 24%	34 24%	133 22%	11 36%	115 20%	154 17%	122 20%	158 18%
Somewhat agree	560 37%	160 45% C	391 35%	325 37%	80 33%	245 38%	174 37%	59 39%	308 34%	115 45%	51 31%	72 51% IK	252 41%	11 36%	143 25%	406 45% O	194 31%	366 42% Q
Neither agree nor disagree	393 26%	65 18%	323 29% B	209 24%	59 24%	150 24%	145 31% D	37 24%	245 27%	62 24%	48 29%	28 20%	149 24%	5 16%	180 31% P	208 23%	175 28%	219 25%
BOTTOM 2 BOX (NET)	270 18%	44 12%	225 20% B	179 20% FG	70 29% DFG	108 17%	60 13%	32 21%	195 22% JLM	27 11%	26 16% L	7 5%	76 12% L	3 11%	134 23% P	133 15%	133 21%	138 16%
Somewhat disagree	159 11%	20 6%	139 12% B	98 11%	35 14%	63 10%	39 8%	22 15%	115 13% LM	17 7%	15 9%	4 3%	44 7%	2 8%	68 12%	89 10%	66 11%	94 11%
Strongly disagree	111 7%	24 7%	87 8%	81 9% FG	36 15% FG	45 7%	20 4%	10 6%	79 9% L	10 4%	12 7%	2 2%	32 5%	1 3%	65 11% P	44 5%	67 11% R	44 5%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Q610\_8. To what extent do you agree or disagree with the following statements?

8. I feel comfortable using AI-based tools in my current role.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
TOP 2 BOX (NET)	621 41%	197 55% C	416 37%	401 45% GH	112 46% H	289 45% H	171 37%	46 30%	348 39%	113 44%	80 49%	67 48%	273 45%	17 55%	218 38%	386 43%	244 39%	377 43%
Strongly agree	186 12%	63 18% C	121 11%	112 13%	31 12%	81 13%	56 12%	18 12%	96 11%	47 18%	27 16%	11 8%	89 15%	8 26%	76 13%	102 11%	95 15%	91 10%
Somewhat agree	435 29%	134 38% C	295 26%	289 33% GH	82 33% H	207 33% H	116 25%	28 18%	252 28%	66 26%	53 32%	57 41% IM	183 30%	9 29%	141 25%	284 32%	149 24%	286 32% Q
Neither agree nor disagree	395 26%	71 20%	318 28% B	223 25%	67 27%	155 24%	112 24%	58 38% DFG	241 27%	74 29%	42 26%	26 18%	153 25%	8 26%	190 33% P	197 22%	186 30%	209 24%
BOTTOM 2 BOX (NET)	489 32%	88 25%	397 35% B	258 29%	66 27%	192 30%	181 39% DF	50 33%	305 34%	70 27%	42 26%	47 33%	183 30%	5 18%	164 29%	319 35%	194 31%	295 33%
Somewhat disagree	244 16%	57 16%	185 16%	111 13% E	15 6%	96 15% DE	108 23% DEF	25 16% E	149 17% K	41 16%	10 6%	33 24% KM	95 16% K	2 8%	72 13%	169 19% O	92 15%	151 17%
Strongly disagree	245 16%	31 9%	213 19% B	147 17%	51 21%	96 15%	73 16%	25 17%	156 17%	29 11%	33 20%	13 10%	89 15%	3 10%	92 16%	150 17%	102 16%	143 16%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

US REGION: Census Region (US Net)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Northeast	319 21%	90 25%	226 20%	191 22% E	33 13%	159 25% DE	101 22%	26 17%	177 20%	82 32% ILM	37 22%	21 15%	143 23%	7 22%	128 22%	184 20%	129 21%	190 22%
Midwest	323 21%	78 22%	241 21%	206 23% F	73 30% G	133 21%	87 19%	29 19%	253 28% JKLM	33 13%	9 5%	19 14%	70 12%	6 21%	126 22%	191 21%	152 24%	171 19%
South	546 36%	100 28%	438 39% B	301 34% F	113 46% DF	188 30%	176 38% F	65 42% F	302 34%	118 46% I	59 36%	48 34%	244 40%	7 22%	219 38%	320 35%	229 37%	317 36%
West	316 21%	87 25%	226 20%	183 21% E	27 11%	155 24% DE	99 21% E	34 22%	163 18% J	24 9%	60 37% IJM	52 37% IJM	153 25% IJ	10 35%	98 17%	207 23%	113 18%	203 23%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
LESS THAN HIGH SCHOOL (NET)	30 2%	10 3%	20 2%	7 1%	-	7 1%	11 2%	12 8% DEFG	24 3%	2 1%	3 2%	2 1%	6 1%	30 100%	-	-	30 5% R	-
Less than high school	7 *	2 1%	4 *	1 *	-	1 *	1 *	5 3% DFG	7 1%	-	-	-	-	7 22%	-	-	7 1% R	-
Completed some high school	23 2%	8 2%	16 1%	7 1%	-	7 1%	10 2%	7 4% DEF	17 2%	2 1%	3 2%	2 1%	6 1%	23 78%	-	-	23 4% R	-
HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET)	572 38%	110 31%	456 40% B	325 37% F	112 46% F	213 34%	183 39%	64 42%	335 37% L	135 53% ILM	75 46% L	17 12%	237 39% L	-	572 100% P	-	391 63% R	181 21%
High school graduate	104 7%	22 6%	80 7%	59 7%	19 8%	41 6%	36 8%	9 6%	57 6%	30 12% L	16 10% L	1 *	47 8% L	-	104 18% P	-	89 14% R	15 2%
Job-specific training program(s) after high school	63 4%	14 4%	47 4%	30 3%	11 4%	19 3%	21 4%	12 8% F	40 5%	11 4%	11 6%	-	23 4%	-	63 11% P	-	46 7% R	17 2%
Some college, but no degree	164 11%	38 11%	126 11%	105 12%	36 15%	68 11%	50 11%	10 6%	74 8%	57 22% ILM	24 14%	6 4%	90 15% IL	-	164 29% P	-	119 19% R	45 5%
Associate degree	240 16%	36 10%	203 18% B	131 15%	46 19%	85 13%	76 16%	33 21%	163 18% L	37 14%	25 15%	11 8%	77 13%	-	240 42% P	-	137 22% R	103 12%
4 YEAR COLLEGE DEGREE OR MORE (NET)	902 60%	236 66% C	656 58%	549 62%	134 54%	415 65% DH	271 58%	78 51%	536 60% J	120 47%	87 53%	121 86% IJKM	366 60% J	-	-	902 100% O	202 32%	700 79% Q
Bachelor's degree (such as B.A., B.S.)	389 26%	66 19%	319 28% B	255 29% FH	87 36% GH	167 26%	108 23%	24 16%	228 25%	50 19%	60 37% JM	35 25%	161 26%	-	-	389 43% O	136 22%	254 29% Q
Some graduate school, but no degree	21 1%	4 1%	17 1%	12 1%	4 2%	8 1%	8 2%	2 1%	17 2%	1 *	3 2%	*	5 1%	-	-	21 2% O	8 1%	13 1%
Graduate degree (such as MBA, MS, M.D., Ph.D.)	491 33%	165 46% C	321 28%	282 32% E	42 17%	240 38% DE	155 33% E	52 34% E	291 33% K	69 27%	24 14%	86 61% IJKM	200 33% K	-	-	491 54% O	58 9%	433 49% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Education (US Net)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Less than HS degree	30 2%	10 3%	20 2%	7 1%	-	7 1%	11 2%	12 8% DEFG	24 3%	2 1%	3 2%	2 1%	6 1%	30 100%	-	-	30 5% R	-
HS degree to less than 4 year college degree	572 38%	110 31%	456 40% B	325 37% F	112 46% F	213 34%	183 39%	64 42%	335 37% L	135 53% ILM	75 46% L	17 12%	237 39% L	-	572 100% P	-	391 63% R	181 21%
4 year college degree or more	902 60%	236 66% C	656 58%	549 62%	134 54%	415 65% DH	271 58%	78 51%	536 60% J	120 47%	87 53%	121 86% IJKM	366 60% J	-	-	902 100% O	202 32%	700 79% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
LESS THAN \$100K (NET)	624 41%	123 35%	492 44% B	388 44% F	147 60% DFGH	241 38%	181 39%	54 35%	347 39% L	143 56% ILM	91 56% IL	23 16%	276 45% L	30 100%	391 68% P	202 22%	624 100% R	-
Less than \$15,000	30 2%	5 1%	23 2%	15 2%	4 2%	11 2%	8 2%	7 5%	15 2%	8 3%	7 4%	-	15 2%	7 22%	23 4% P	1 *	30 5% R	-
\$15,000 to \$24,999	16 1%	3 1%	13 1%	9 1%	-	9 1%	3 1%	3 2%	9 1%	5 2%	1 1%	-	7 1%	3 10%	12 2% P	1 *	16 2% R	-
\$25,000 to \$34,999	63 4%	12 3%	51 4%	34 4% F	22 9% DF	13 2%	21 5%	8 5%	33 4%	13 5%	11 7%	6 4%	31 5%	9 29%	44 8% P	11 1%	63 10% R	-
\$35,000 to \$49,999	117 8%	23 6%	94 8%	69 8%	25 10%	45 7%	36 8%	11 7%	60 7%	34 13% I	14 9%	5 4%	57 9%	7 22%	98 17% P	12 1%	117 19% R	-
\$50,000 to \$74,999	195 13%	41 12%	152 13%	119 14% F	49 20% F	70 11%	62 13%	13 9%	107 12% L	51 20% L	29 18% L	3 2%	88 14% L	4 13%	134 23% P	57 6%	195 31% R	-
\$75,000 to \$99,999	203 13%	39 11%	159 14%	140 16%	47 19% H	93 15%	51 11%	11 7%	124 14%	33 13%	29 18% L	8 6%	78 13% L	1 4%	81 14%	121 13%	203 32% R	-
\$100,000 OR MORE (NET)	880 59%	233 65% C	639 56%	494 56% E	99 40%	395 62% DE	283 61% E	99 65% E	547 61% JK	114 44%	73 44%	117 84% IJKM	333 55% J	-	181 32%	700 78% O	-	880 100% Q
\$100,000 to \$124,999	202 13%	30 8%	170 15% B	112 13%	26 11%	86 13%	64 14%	27 17%	130 14%	36 14%	17 11%	10 7%	73 12%	-	81 14%	122 13%	-	202 23% Q
\$125,000 to \$149,999	142 9%	33 9%	108 10%	88 10%	27 11%	61 10%	38 8%	16 11%	96 11%	13 5%	6 4%	24 17% JKM	46 8%	-	47 8%	95 11%	-	142 16% Q
\$150,000 to \$199,999	192 13%	42 12%	149 13%	106 12%	25 10%	81 13%	60 13%	24 16%	125 14%	33 13%	18 11%	12 8%	67 11%	-	37 6%	155 17% O	-	192 22% Q
\$200,000 to \$249,999	159 11%	35 10%	124 11%	89 10%	14 6%	76 12% D	54 12%	14 9%	101 11% J	6 2%	24 14% J	28 20% JM	59 10% J	-	13 2%	146 16% O	-	159 18% Q
\$250,000 or more	184 12%	93 26% C	88 8%	99 11% E	7 3%	93 15% DE	66 14% E	19 12% E	96 11%	25 10%	7 5%	45 32% IJKM	88 15% K	-	2 *	182 20% O	-	184 21% Q
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Household Income (US Net 2)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Less than \$35,000	109 7%	20 6%	86 8%	59 7% F	26 11%	33 5%	32 7%	18 12% F	57 6%	25 10%	19 12%	6 4%	52 9%	18 61%	78 14% P	13 1%	109 17% R	- -
\$35,000-\$49,999	117 8%	23 6%	94 8%	69 8%	25 10%	45 7%	36 8%	11 7%	60 7%	34 13% I	14 9%	5 4%	57 9%	7 22%	98 17% P	12 1%	117 19% R	- -
\$50,000-\$74,999	195 13%	41 12%	152 13%	119 14% F	49 20% F	70 11%	62 13%	13 9%	107 12% L	51 20% L	29 18% L	3 2%	88 14% L	4 13%	134 23% P	57 6%	195 31% R	- -
\$75,000-\$99,999	203 13%	39 11%	159 14%	140 16%	47 19% H	93 15%	51 11%	11 7%	124 14%	33 13%	29 18% L	8 6%	78 13% L	1 4%	81 14%	121 13%	203 32% R	- -
\$100,000-\$149,999	345 23%	63 18%	278 25%	200 23%	53 22%	146 23%	102 22%	43 28%	226 25%	50 19%	23 14%	33 24%	119 20%	- -	128 22%	217 24%	- -	345 39% Q
\$150,000-\$199,999	192 13%	42 12%	149 13%	106 12%	25 10%	81 13%	60 13%	24 16%	125 14%	33 13%	18 11%	12 8%	67 11%	- -	37 6%	155 17% O	- -	192 22% Q
\$200,000 or more	344 23%	128 36% C	212 19%	189 21% E	21 8%	168 26% DE	120 26% E	33 21% E	197 22% J	31 12%	31 19%	72 52% IJKM	147 24% J	- -	16 3%	328 36% O	- -	344 39% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Hispanic Origin (US): Are you of Hispanic, Latino, or Spanish origin?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Yes	164 11%	39 11%	124 11%	127 14% GH	37 15% H	90 14% GH	37 8% H	1 1%	-	-	164 100% IJLM	-	164 27% IJL	3 9%	75 13%	87 10%	91 15% R	73 8%
No	1340 89%	316 89%	1008 89%	755 86%	209 85%	546 86%	428 92% DF	153 99% DEFG	895 100% KM	257 100% KM	-	140 100% KM	445 73% K	28 91%	497 87%	815 90%	532 85%	807 92% Q
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Race: What is your race? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
White	1029 68%	219 61%	803 71% B	583 66%	170 69%	413 65%	316 68%	125 82% DFG	895 100% JKLM	- -	106 65% JLM	- -	134 22% JL	27 88%	380 66%	622 69%	406 65%	623 71%
Black or African American	297 20%	72 20%	219 19%	181 21%	53 22%	128 20%	97 21%	18 12%	- -	257 100% IKLM	28 17% IL	- -	297 49% IKL	2 6%	156 27% P	139 15%	173 28% R	124 14%
American Indian or Alaska Native	22 1%	3 1%	19 2%	22 2% G	4 2%	18 3% G	* *	- -	- -	- -	9 5% IJ	- -	22 4% I	- -	9 2%	13 1%	5 1%	17 2%
Asian Indian	33 2%	8 2%	24 2%	23 3% F	14 6% F	9 1%	9 2%	1 1%	- -	- -	1 1%	31 22% IJKM	33 5% IJK	2 6%	6 1%	25 3%	8 1%	25 3%
Chinese	40 3%	21 6% C	19 2%	28 3%	2 1%	26 4% D	10 2%	2 2%	- -	- -	- -	40 29% IJKM	40 7% IJK	- -	2 *	38 4% O	2 *	39 4% Q
Korean	8 1%	6 2% C	2 *	2 *	- -	2 *	6 1%	- -	- -	- -	- -	8 6% IJM	8 1% I	- -	- -	8 1%	- -	8 1%
Japanese	3 *	1 *	1 *	1 *	- -	1 *	* *	1 1%	- -	- -	1 1%	2 1% I	3 *	- -	* *	3 *	2 *	1 *
Filipino	21 1%	7 2%	15 1%	14 2%	- -	14 2%	6 1%	2 1%	- -	- -	- -	20 15% IJKM	21 4% I	- -	2 *	19 2%	6 1%	15 2%
Middle Eastern or North African	21 1%	5 1%	16 1%	11 1%	6 2%	5 1%	9 2%	1 1%	- -	- -	- -	14 10% IJKM	21 3% I	- -	2 *	19 2%	8 1%	13 1%
Vietnamese	12 1%	1 *	10 1%	6 1%	- -	6 1%	3 1%	3 2%	- -	- -	- -	12 9% IJKM	12 2% I	- -	1 *	12 1%	1 *	12 1%
Other Asian	16 1%	4 1%	11 1%	15 2%	- -	15 2% DG	* *	* *	- -	- -	1 *	15 11% IJKM	16 3% I	- -	4 1%	11 1%	1 *	15 2% Q
Native Hawaiian or Other Pacific Islander	4 *	1 *	3 *	4 * F	3 1%	1 *	* *	- -	- -	- -	3 2% I	- -	4 1%	- -	1 *	3 *	4 1%	* *
Some other race	41 3%	14 4%	25 2%	29 3%	4 1%	25 4%	11 2%	1 1%	- -	- -	24 15% IJLM	- -	41 7% IJL	- -	18 3%	23 3%	28 4% R	13 2%
Sigma	1547 103%	363 102%	1167 103%	919 104%	255 104%	664 104%	468 101%	156 101%	895 100%	257 100%	173 105%	141 101%	652 107%	30 100%	582 102%	935 104%	642 103%	905 103%

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

Base: All Qualified Respondents

RACE: What is your race?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
White	895 59%	193 54%	694 61%	482 55%	143 58%	339 53%	286 62%	123 80% DEFG	895 100% JKLM	-	-	-	-	24 80%	335 59%	536 59%	347 56%	547 62%
Black or African American	257 17%	62 17%	190 17%	145 16%	39 16%	105 17%	95 20%	18 11%	-	257 100% IKLM	-	-	257 42% IKL	2 6%	135 24% P	120 13%	143 23% R	114 13%
Hispanic	164 11%	39 11%	124 11%	127 14% GH	37 15% H	90 14% GH	37 8% H	1 1%	-	-	164 100% IJLM	-	164 27% IJL	3 9%	75 13%	87 10%	91 15% R	73 8%
ASIAN (NET)	140 9%	50 14% C	88 8%	90 10%	20 8%	70 11%	40 9%	9 6%	-	-	-	140 100% IJKM	140 23% IJK	2 6%	17 3%	121 13% O	23 4%	117 13% Q
Chinese	39 3%	21 6% C	17 2%	26 3%	2 1%	24 4%	10 2%	2 2%	-	-	-	39 28% IJKM	39 6% IJK	-	2 *	36 4% O	1 *	37 4% Q
Asian Indian	31 2%	7 2%	23 2%	22 2% F	14 6% F	8 1%	8 2%	1 1%	-	-	-	31 22% IJKM	31 5% IJ	2 6%	6 1%	23 3%	8 1%	23 3%
Filipino	20 1%	6 2%	15 1%	13 2%	-	13 2%	6 1%	2 1%	-	-	-	20 15% IJKM	20 3% I	-	2 *	18 2%	5 1%	15 2%
Other Asian	15 1%	4 1%	11 1%	14 2%	-	14 2% G	* *	* *	-	-	-	15 11% IJKM	15 2% I	-	4 1%	11 1%	1 *	14 2%
Middle Eastern or North African	14 1%	3 1%	10 1%	6 1% F	4 2%	1 *	8 2%	-	-	-	-	14 10% IJKM	14 2% I	-	2 *	12 1%	7 1%	7 1%
Vietnamese	10 1%	1 *	8 1%	5 1%	-	5 1%	3 1%	3 2%	-	-	-	10 7% IJKM	10 2% I	-	-	10 1%	-	10 1%
Korean	8 1%	6 2% C	2 *	2 *	-	2 *	6 1%	-	-	-	-	8 6% IJM	8 1% I	-	-	8 1%	-	8 1%
Japanese	2 *	1 *	1 *	* *	-	* *	* *	1 1%	-	-	-	2 1% I	2 *	-	-	2 *	* *	1 *
Asian (multiple)	2 *	-	2 *	2 *	-	2 *	-	-	-	-	-	2 1% I	2 *	-	-	2 *	-	2 *
More than one race	28 2%	5 1%	23 2%	24 3%	5 2%	19 3%	3 1%	1 1%	-	-	-	-	28 5% IJ	-	7 1%	21 2%	10 2%	18 2%
Some other race	16 1%	4 1%	10 1%	11 1%	* *	11 2%	4 1%	1 1%	-	-	-	-	16 3% I	-	2 *	15 2%	8 1%	8 1%
American Indian or Alaska Native	3 *	1 *	2 *	3 *	1 1%	2 *	-	-	-	-	-	-	3 *	-	* *	2 *	* *	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  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

RACE: What is your race?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Native Hawaiian or Other Pacific Islander	1	1	*	1	-	1	*	-	-	-	-	-	1	-	1	*	1	*
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Race-Multi (US Net 2 for RPR)

	Gender			Generation				Ethnicity						Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
White Only (Not Hispanic)	895 59%	193 54%	694 61%	482 55%	143 58%	339 53%	286 62%	123 80% DEFG	895 100% JKLM	-	-	-	-	24 80%	335 59%	536 59%	347 56%	547 62%
Hispanic	164 11%	39 11%	124 11%	127 14% GH	37 15% H	90 14% GH	37 8% H	1 1%	-	-	164 100% IJLM	-	164 27% IJL	3 9%	75 13%	87 10%	91 15% R	73 8%
Black Only (Not Hispanic)	257 17%	62 17%	190 17%	145 16%	39 16%	105 17%	95 20%	18 11%	-	257 100% IKLM	-	-	257 42% IKL	2 6%	135 24% P	120 13%	143 23% R	114 13%
Asian Only (Not Hispanic)	140 9%	50 14% C	88 8%	90 10%	20 8%	70 11%	40 9%	9 6%	-	-	-	140 100% IJKM	140 23% IJK	2 6%	17 3%	121 13% O	23 4%	117 13% Q
All Other (Not Hispanic)	48 3%	11 3%	36 3%	39 4%	7 3%	32 5% G	7 2%	2 2%	-	-	-	-	48 8% IJKL	-	10 2%	38 4%	19 3%	29 3%
People of Color	609 41%	163 46%	437 39%	400 45% H	103 42% H	297 47% H	179 38% H	31 20%	-	257 100% I	164 100% I	140 100% I	609 100% I	6 20%	237 41%	366 41%	276 44%	333 38%
Sigma	2113 141%	519 146%	1569 139%	1282 145%	348 142%	933 147%	643 138%	185 120%	895 100%	514 200%	329 200%	280 200%	1219 200%	36 120%	809 141%	1268 141%	900 144%	1214 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  
Overlap formulae used. \* small base; \*\* very small base (under 30) ineligible for sig testing

Base: All Qualified Respondents

MARITAL STATUS: What is your marital status?

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Never married	451 30%	121 34%	327 29%	347 39% FGH	160 65% DFGH	187 29% GH	92 20% H	13 9%	192 21%	130 51% I	67 41% I	48 34% I	259 43% I	4 12%	200 35% P	248 27%	287 46% R	165 19%
MARRIED / LIVING WITH PARTNER (NET)	826 55%	211 59%	604 53%	454 52% E	78 32%	377 59% DE	277 60% E	93 60% E	556 62% JKM	88 34%	67 41%	84 60% JKM	270 44% J	23 77%	253 44%	550 61% O	226 36%	600 68% Q
Married or civil union	710 47%	192 54% C	508 45%	365 41% E	48 20%	317 50% DE	252 54% DE	91 59% DE	490 55% JKM	74 29%	43 26%	78 56% JKM	220 36%	21 69%	200 35%	489 54% O	164 26%	545 62% Q
Living with partner	117 8%	19 5%	96 8%	89 10% H	29 12% H	60 9% H	26 6%	2 1%	66 7%	14 5%	24 15%	6 4%	51 8%	3 9%	53 9%	61 7%	62 10%	55 6%
DIVORCED / SEPARATED / WIDOWED (NET)	226 15%	24 7%	200 18% B	81 9% E	8 3%	73 11% DE	96 21% DEF	48 31% DEF	146 16% L	39 15%	31 19% L	8 5%	80 13% L	3 11%	119 21% P	104 12%	111 18%	116 13%
Divorced	163 11%	16 5%	145 13% B	51 6% E	1 *	50 8% DE	77 17% DEF	35 22% DEF	111 12% L	25 10%	19 12%	5 3%	51 8%	3 11%	85 15% P	74 8%	77 12%	85 10%
Separated	39 3%	6 2%	33 3%	28 3%	7 3%	21 3%	7 2%	3 2%	20 2%	9 4%	10 6%	-	19 3%	-	22 4%	17 2%	18 3%	21 2%
Widow / Widower	25 2%	2 *	23 2%	2 *	-	2 *	11 2% DF	10 6% DEF	15 2%	4 2%	2 1%	3 2%	10 2%	-	11 2%	13 1%	15 2%	10 1%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

Marital Status (Net)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
Never married	451 30%	121 34%	327 29%	347 39% FGH	160 65% DFGH	187 29% GH	92 20% H	13 9%	192 21%	130 51% I	67 41% I	48 34% I	259 43% I	4 12%	200 35% P	248 27%	287 46% R	165 19%
Married/Living with partner	826 55%	211 59%	604 53%	454 52% E	78 32%	377 59% DE	277 60% E	93 60% E	556 62% JKM	88 34%	67 41%	84 60% JKM	270 44% J	23 77%	253 44%	550 61% O	226 36%	600 68% Q
Divorced/Separated/Wido wed	226 15%	24 7%	200 18% B	81 9% E	8 3%	73 11% DE	96 21% DEF	48 31% DEF	146 16% L	39 15%	31 19% L	8 5%	80 13% L	3 11%	119 21% P	104 12%	111 18%	116 13%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

ADULTS IN HH: Including yourself, how many people age 18 or older live in your household?

4 Aug 2025  
Table 116

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
1	274 18%	70 20%	201 18%	174 20%	43 18%	130 20%	69 15%	30 19%	133 15%	74 29% IK	21 13%	38 27% IK	141 23% IK	5 18%	108 19%	161 18%	152 24% R	122 14%
ANY OTHER THAN RESPONDENT (NET)	1230 82%	286 80%	931 82%	708 80%	203 82%	506 80%	396 85%	124 81%	762 85% JLM	182 71%	143 87% JLM	102 73%	468 77%	25 82%	464 81%	741 82%	471 76%	759 86% Q
2	825 55%	192 54%	623 55%	508 58%	134 55%	374 59%	234 50%	80 52%	538 60% JLM	106 41%	86 52%	62 45%	287 47%	11 35%	292 51%	522 58%	316 51%	509 58%
3	247 16%	54 15%	190 17%	124 14%	38 15%	86 14%	102 22% DF	22 14%	132 15%	53 21%	35 21%	23 16%	115 19%	5 17%	114 20%	129 14%	98 16%	150 17%
4+	158 10%	39 11%	118 10%	77 9% F	31 13%	46 7%	60 13% F	22 14%	92 10%	23 9%	23 14%	17 12%	66 11%	9 30%	58 10%	90 10%	58 9%	100 11%
MEAN	2.3	2.3	2.3	2.2 F	2.5	2.1	2.4 F	2.3	2.3	2.2	2.5	2.2	2.2	2.7	2.3	2.3	2.2	2.4
STD. DEV.	1.52	1.31	1.58	1.70	2.82	0.95	1.26	1.03	1.70	1.38	1.09	1.03	1.20	1.35	1.14	1.72	1.18	1.71
STD. ERR.	0.04	0.06	0.05	0.06	0.25	0.04	0.06	0.07	0.05	0.11	0.10	0.10	0.06	0.22	0.05	0.06	0.04	0.06
MEDIAN	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

CHILDREN IN HH: How many people under the age of 18 live in your household?

4 Aug 2025  
Table 117

Base: All Qualified Respondents

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
0	823 55%	205 58%	612 54%	428 49% F	174 71% DFG	254 40%	253 54% F	138 90% DEFG	516 58%	129 50%	73 44%	81 58%	306 50%	15 49%	305 53%	503 56%	367 59%	455 52%
ANY (NET)	681 45%	151 42%	519 46%	454 51% EH	71 29% H	382 60% DEGH	211 46% EH	16 10%	378 42%	128 50%	91 56%	59 42%	303 50%	15 51%	267 47%	399 44%	256 41%	425 48%
1	311 21%	62 17%	241 21%	189 21% H	44 18% H	145 23% H	114 25% H	8 5%	174 19%	62 24%	30 18%	33 23%	138 23%	9 30%	134 23%	168 19%	131 21%	180 20%
2	245 16%	69 19%	175 15%	175 20% EH	18 7%	156 25% DEGH	65 14% H	6 4%	134 15%	44 17%	38 23%	24 17%	111 18%	3 11%	89 16%	153 17%	83 13%	162 18%
3	106 7%	16 5%	90 8%	80 9% H	9 4%	71 11% DEGH	25 5%	1 1%	56 6%	21 8%	21 13% L	2 2%	51 8% L	2 8%	36 6%	68 8%	36 6%	70 8%
4+	18 1%	4 1%	14 1%	11 1%	-	11 2%	7 2%	1 *	15 2%	1 1%	2 1%	1 *	3 1%	1 2%	8 1%	10 1%	6 1%	13 1%
MEAN	0.8	0.7	0.8	0.9 EGH	0.4 H	1.1 DEGH	0.8 EH	0.2	0.8	0.9	1.1 IL	0.6	0.9 L	0.8	0.8	0.8	0.7	0.9 Q
STD. DEV.	1.05	1.00	1.07	1.10	0.79	1.14	1.01	0.56	1.07	1.01	1.13	0.85	1.03	1.05	1.05	1.05	1.01	1.08
STD. ERR.	0.03	0.05	0.03	0.04	0.07	0.05	0.04	0.04	0.03	0.08	0.11	0.08	0.05	0.17	0.04	0.03	0.04	0.04
MEDIAN	-	-	-	1	-	1	-	-	-	-	1	-	-	1	-	-	-	-
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

Base: All Qualified Respondents

HOUSEHOLD SIZE: Size of Household (Net)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Male	Female	Gen Z/ Millennia- ls (NET)	Gen Z (18-27)	Millennia- ls (28-43)	Gen X (44-59)	Baby Boomers (60-78)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1504	406	1082	766	130	636	527	209	1065	151	114	118	439	36	557	911	755	749
Weighted Base	1504	356	1132	882	246*	636	464	154*	895	257*	164*	140*	609	30**	572	902	624	880
1 HH member	193 13%	59 17%	133 12%	117 13%	40 16%	77 12%	46 10%	28 18%	100 11%	48 19%	12 8%	26 19%	92 15% K	4 12%	62 11%	127 14%	110 18% R	82 9%
2 HH members	478 32%	106 30%	366 32%	260 29% F	94 38% F	166 26%	137 29%	80 52% DFG	315 35% M	72 28%	40 24%	33 23%	164 27%	10 32%	181 32%	287 32%	206 33%	272 31%
3 HH members	316 21%	63 18%	250 22%	187 21%	59 24%	128 20%	108 23%	21 14%	176 20%	51 20%	40 24%	37 27%	140 23%	- -	144 25%	172 19%	126 20%	190 22%
4 HH members	287 19%	82 23%	201 18%	161 18% E	17 7%	144 23% DEH	112 24% EH	14 9%	182 20%	37 14%	29 18%	34 24%	106 17%	9 29%	92 16%	187 21%	96 15%	191 22% Q
5+ HH members	230 15%	46 13%	182 16%	157 18% H	36 15%	121 19% H	62 13%	11 7%	122 14%	48 19%	43 26% IL	10 7%	108 18% L	8 26%	93 16%	128 14%	86 14%	144 16%
Sigma	1504 100%	356 100%	1132 100%	882 100%	246 100%	636 100%	464 100%	154 100%	895 100%	257 100%	164 100%	140 100%	609 100%	30 100%	572 100%	902 100%	624 100%	880 100%

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

1	1	Gender: Do you currently describe yourself as...? Please select all that apply.
2	2	AGE: What is your age?
3	3	Generation
4	4	QS4. Which of the following describes your current job title or role?
6	5	QS3. How much of your professional time do you spend providing care directly to patients? Please use your best estimate.
7	6	Q8713_1. How many years have you been in your current role and organization? If you have been in either one for less than a year, please enter "0" below. 1. years providing care directly to patients
8	7	Q8713_2. How many years have you been in your current role and organization? If you have been in either one for less than a year, please enter "0" below. 2. years at current organization
9	8	Q200. Generally speaking, how would you describe your level of satisfaction at your current job?
10	9	Q205. How valued do you feel by your current employer?
11	10	Q210. How loyal do you feel to your current employer?
12	11	Q215. Besides pay or salary, which of the following motivates you to stay with your current employer? Please select all that apply.
13	12	Q300. How likely are you to do each of the following in the next year? SUMMARY TABLE OF VERY/SOMEWHAT LIKELY (TOP 2 BOX)
14	13	Q300. How likely are you to do each of the following in the next year? SUMMARY TABLE OF NOT AT ALL/NOT VERY LIKELY (BOTTOM 2 BOX)
15	14	Q300_1. How likely are you to do each of the following in the next year? 1. Look for job openings, interview for, or switch to new roles inside my organization
16	15	Q300_2. How likely are you to do each of the following in the next year? 2. Look for job openings, interview for, or switch to new roles outside my organization
17	16	Q305. Which of the following are the reasons you are considering looking for a new role or leaving your current role? Please select all that apply.
19	17	Q310. To what extent do you feel your employer/organization is invested in your long-term career success (beyond your current role)?
20	18	Q315. You mentioned that you don't feel like your employer is invested in your long-term career success. Besides pay or salary, which of the following best describes why? Please select all that apply.
21	19	Q320. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
22	20	Q320. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
23	21	Q320_1. To what extent do you agree or disagree with the following statements? 1. I feel like the general public values my profession more than my employer does.
24	22	Q320_2. To what extent do you agree or disagree with the following statements? 2. It often feels like healthcare workers are taken for granted.
25	23	Q320_3. To what extent do you agree or disagree with the following statements? 3. I have opportunities for advancement in my current organization.
26	24	Q320_4. To what extent do you agree or disagree with the following statements? 4. Staying in my current organization is holding me back from advancing in my career.
27	25	Q400. Generally speaking, how interested are you in continuing your education (e.g., through degree programs, advanced certifications, skills-based courses etc.)?
28	26	Q405. Specifically, how interested would you be in participating in an education benefits program (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.) paid for by your employer?
29	27	Q410. What type(s) of education or training are you interested in pursuing for career advancement if employer support were available? Please select all that apply.
30	28	Q415. Does your current employer offer its employees education benefits (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.)?
31	29	Q420. Which of the following education benefits does your employer offer? Please select all that apply.
33	30	Q425. Thinking about the education benefits your current employer offers, which of these have you ever used? SUMMARY TABLE OF YES
35	31	Q425. Thinking about the education benefits your current employer offers, which of these have you ever used? SUMMARY TABLE OF NO, BUT PLAN TO
37	32	Q425_1. Thinking about the education benefits your current employer offers, which of these have you ever used? 1. Tuition assistance via reimbursement for degree programs
38	33	Q425_2. Thinking about the education benefits your current employer offers, which of these have you ever used? 2. Tuition assistance via upfront payment for degree programs
39	34	Q425_3. Thinking about the education benefits your current employer offers, which of these have you ever used? 3. Company-sponsored scholarships or grants
40	35	Q425_4. Thinking about the education benefits your current employer offers, which of these have you ever used? 4. Reimbursement for education units (EUs) or CME credits
41	36	Q425_5. Thinking about the education benefits your current employer offers, which of these have you ever used? 5. Financial support for earning professional certifications or licenses
42	37	Q425_6. Thinking about the education benefits your current employer offers, which of these have you ever used? 6. On-site or online skill-building courses or training

43	38	Q425_7. Thinking about the education benefits your current employer offers, which of these have you ever used? 7. Paid time off to attend school or training
44	39	Q425_8. Thinking about the education benefits your current employer offers, which of these have you ever used? 8. Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)
45	40	Q425_9. Thinking about the education benefits your current employer offers, which of these have you ever used? 9. Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)
46	41	Q425_10. Thinking about the education benefits your current employer offers, which of these have you ever used? 10. Credit for prior learning or on-the-job experience
47	42	Q425_11. Thinking about the education benefits your current employer offers, which of these have you ever used? 11. Career counseling or education advising services
48	43	Q425_12. Thinking about the education benefits your current employer offers, which of these have you ever used? 12. Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)
49	44	Q425_96. Thinking about the education benefits your current employer offers, which of these have you ever used? 96. Other
50	45	Q430. How would you describe your level of satisfaction with these education benefits that you've used? SUMMARY TABLE OF VERY/SOMEWHAT SATISFIED (TOP 2 BOX)
52	46	Q430. How would you describe your level of satisfaction with these education benefits that you've used? SUMMARY TABLE OF NOT AT ALL/NOT VERY SATISFIED (BOTTOM 2 BOX)
54	47	Q430_1. How would you describe your level of satisfaction with these education benefits that you've used? 1. Tuition assistance via reimbursement for degree programs
55	48	Q430_2. How would you describe your level of satisfaction with these education benefits that you've used? 2. Tuition assistance via upfront payment for degree programs
56	49	Q430_3. How would you describe your level of satisfaction with these education benefits that you've used? 3. Company-sponsored scholarships or grants
57	50	Q430_4. How would you describe your level of satisfaction with these education benefits that you've used? 4. Reimbursement for education units (EUs) or CME credits
58	51	Q430_5. How would you describe your level of satisfaction with these education benefits that you've used? 5. Financial support for earning professional certifications or licenses
59	52	Q430_6. How would you describe your level of satisfaction with these education benefits that you've used? 6. On-site or online skill-building courses or training
60	53	Q430_7. How would you describe your level of satisfaction with these education benefits that you've used? 7. Paid time off to attend school or training
61	54	Q430_8. How would you describe your level of satisfaction with these education benefits that you've used? 8. Partnerships with specific colleges or universities (e.g., discounted tuition, etc.)
62	55	Q430_9. How would you describe your level of satisfaction with these education benefits that you've used? 9. Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)
63	56	Q430_10. How would you describe your level of satisfaction with these education benefits that you've used? 10. Credit for prior learning or on-the-job experience
64	57	Q430_11. How would you describe your level of satisfaction with these education benefits that you've used? 11. Career counseling or education advising services
65	58	Q430_12. How would you describe your level of satisfaction with these education benefits that you've used? 12. Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)
66	59	Q430_96. How would you describe your level of satisfaction with these education benefits that you've used? 96. Other
67	60	Q440. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
69	61	Q440. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
71	62	Q440_1. To what extent do you agree or disagree with the following statements? 1. It is difficult to progress in my career in healthcare without education (e.g., degrees, certificates, licensures, etc.).
72	63	Q440_2. To what extent do you agree or disagree with the following statements? 2. An employer offering tuition/education benefits makes or would make me feel valued.
73	64	Q440_3. To what extent do you agree or disagree with the following statements? 3. I believe employers should be investing in employees' education.
74	65	Q440_4. To what extent do you agree or disagree with the following statements? 4. I would feel better about my current job if my employer paid for education or tuition benefits (i.e., going back to school).
75	66	Q440_5. To what extent do you agree or disagree with the following statements? 5. I would be more likely to stay with my current employer if they paid for my education or tuition benefits (i.e., going back to school).
76	67	Q440_6. To what extent do you agree or disagree with the following statements? 6. I believe education benefits should be a standard part of employee compensation packages.
77	68	Q440_7. To what extent do you agree or disagree with the following statements? 7. Additional education would significantly improve my career opportunities and salary potential.
78	69	Q440_8. To what extent do you agree or disagree with the following statements? 8. There is a clear return on investment from getting additional education in my current career path for me.

79	70	Q440_9. To what extent do you agree or disagree with the following statements? 9. My employer/organization benefits when I get additional education.
80	71	Q440_10. To what extent do you agree or disagree with the following statements? 10. It would be helpful to have programs that offer hands-on, real-world training experiences that allow you to apply what you've studied in school or trainings.
81	72	Q440_11. To what extent do you agree or disagree with the following statements? 11. It is important to me that my employer pays for the cost of my education (e.g., degrees, certificates, licensures, etc.).
82	73	Q500. Which of the following, if any, describes your motivation for pursuing additional education or training? Please select all that apply.
83	74	Q500. Which of the following, if any, describes your motivation for pursuing additional education or training? Please select all that apply.
84	75	Q505. Which of the following barriers, if any, are standing in the way of you pursuing education/additional education or training? Please select all that apply.
86	76	Q505. Which of the following barriers, if any, are standing in the way of you pursuing education/additional education or training? Please select all that apply.
87	77	Q510. Which of the following, if any, would make it easier for you to pursue education/additional education or training while working? Please select all that apply.
88	78	Q510. Which of the following, if any, would make it easier for you to pursue education/additional education or training while working? Please select all that apply.
89	79	Q515. Which of the following, if any, describe how you feel when you think about pursuing additional education/training or going back to school? Please select all that apply.
90	80	Q515. Which of the following, if any, describe how you feel when you think about pursuing additional education/training or going back to school? Please select all that apply.
91	81	Q520. How, if at all, has the current economic climate affected your motivation or sense of priority around pursuing further education?
92	82	Q530. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
93	83	Q530. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
94	84	Q530_1. To what extent do you agree or disagree with the following statements? 1. I believe my compensation is an appropriate reflection of the importance of my work.
95	85	Q530_2. To what extent do you agree or disagree with the following statements? 2. I am not currently exploring/am hesitant to explore education opportunities because I do not want to take on student debt.
96	86	Q530_3. To what extent do you agree or disagree with the following statements? 3. I feel like career advancement in my industry is not financially attainable for me.
97	87	Q530_4. To what extent do you agree or disagree with the following statements? 4. My current income does not allow me to pay up front for out-of-pocket education expenses.
98	88	Q530_5. To what extent do you agree or disagree with the following statements? 5. Getting credit for what I've already learned on the job (i.e., credit for prior learning) would make going back to school feel more achievable.
99	89	Q530_6. To what extent do you agree or disagree with the following statements? 6. Only employees with extra time or resources can realistically pursue education today.
100	90	Q530_7. To what extent do you agree or disagree with the following statements? 7. Education shouldn't be a separate burden - it should be built into how we work.
101	91	Q530_8. To what extent do you agree or disagree with the following statements? 8. I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose what to study.
102	92	Q530_9. To what extent do you agree or disagree with the following statements? 9. I would be more likely to use employer-sponsored tuition benefits if I had the flexibility to choose which school to attend.
103	93	Q530_10. To what extent do you agree or disagree with the following statements? 10. I would be more likely to use employer-sponsored tuition benefits if I was given paid time off or time during work to attend classes or do schoolwork.
104	94	Q600. Which of the following clinical/technical skills do you think will be most important in 5 years in your industry? Please select up to three responses.
105	95	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
106	96	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
107	97	Q610_1. To what extent do you agree or disagree with the following statements? 1. I worry that AI will replace some aspects of my job.
108	98	Q610_2. To what extent do you agree or disagree with the following statements? 2. AI will help me spend more time focusing on direct patient care.
109	99	Q610_3. To what extent do you agree or disagree with the following statements? 3. There is a gap between the AI skills I need and what I've been taught on the job.
110	100	Q610_4. To what extent do you agree or disagree with the following statements? 4. I feel pressured to learn AI/technical skills to stay competitive in my industry.
111	101	Q610_5. To what extent do you agree or disagree with the following statements? 5. I feel behind my peers in other, non-healthcare, industries when it comes to AI and emerging technologies.
112	102	Q610_6. To what extent do you agree or disagree with the following statements? 6. Learning how to use AI will require ongoing education beyond what my workplace currently offers.
113	103	Q610_7. To what extent do you agree or disagree with the following statements? 7. AI skills are becoming more and more critical in the healthcare profession.
114	104	Q610_8. To what extent do you agree or disagree with the following statements? 8. I feel comfortable using AI-based tools in my current role.
115	105	US REGION: Census Region (US Net)

116	106	EDUCATION: What is the highest level of education you have completed?
117	107	Education (US Net)
118	108	INCOME: How much total combined income did all members of your household earn before taxes last year?
119	109	Household Income (US Net 2)
120	110	Hispanic Origin (US): Are you of Hispanic, Latino, or Spanish origin?
121	111	Race: What is your race? Please select all that apply.
122	112	RACE: What is your race?
124	113	Race-Multi (US Net 2 for RPR)
125	114	MARITAL STATUS: What is your marital status?
126	115	Marital Status (Net)
127	116	ADULTS IN HH: Including yourself, how many people age 18 or older live in your household?
128	117	CHILDREN IN HH: How many people under the age of 18 live in your household?
129	118	HOUSEHOLD SIZE: Size of Household (Net)