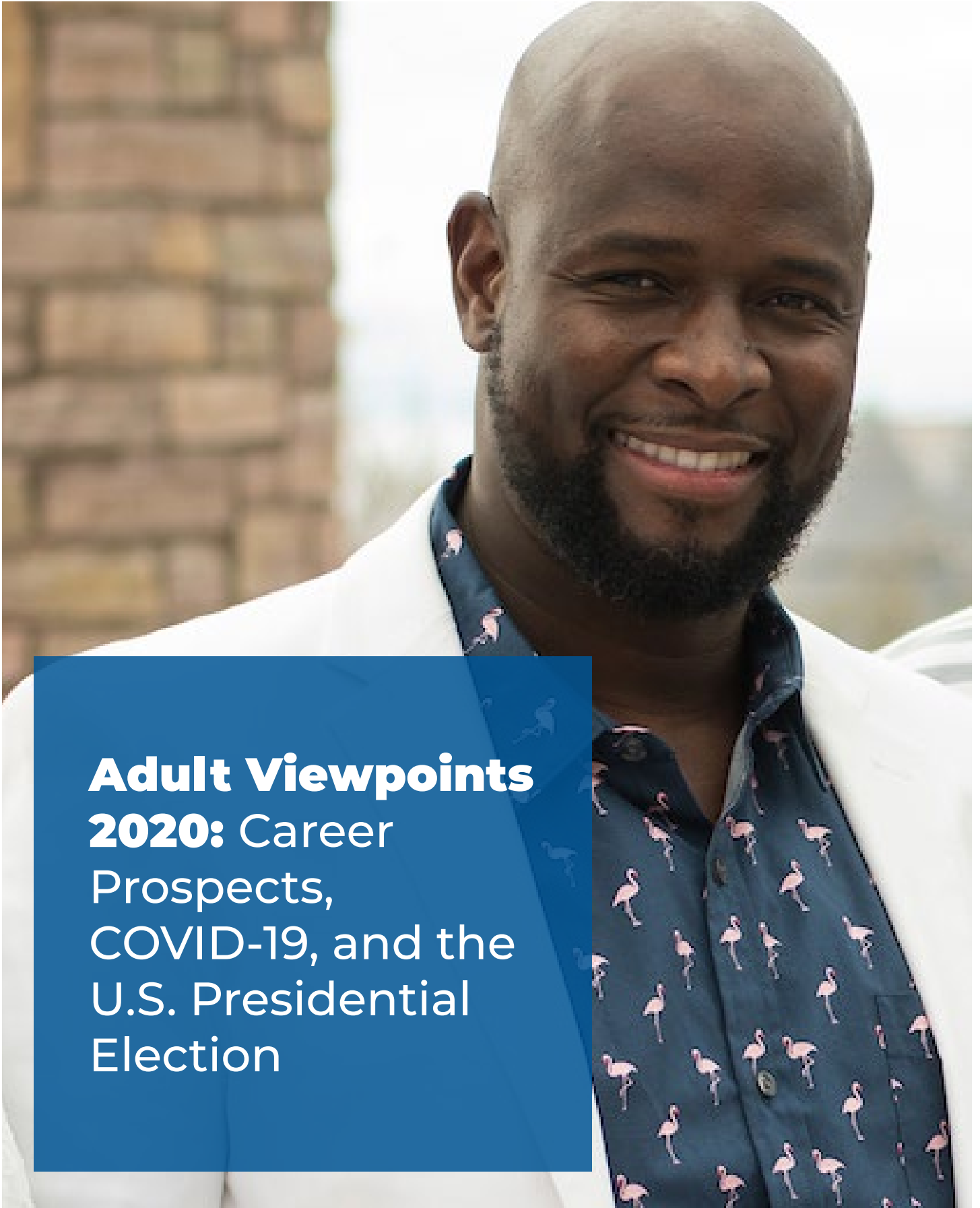


1,006

U.S. adults ages 18+ from a nationally representative sample were surveyed online in September 2020.



**Adult Viewpoints
2020:** Career
Prospects,
COVID-19, and the
U.S. Presidential
Election



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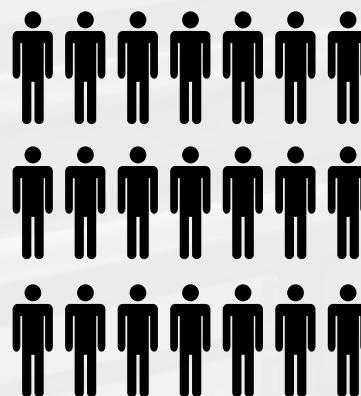
A woman with curly hair, wearing a floral patterned top, is smiling and looking towards the camera. She is sitting at a wooden desk with a laptop in front of her. The background is a blurred office setting.

CONTENTS

3	Source of Data
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5	Demographics
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12	Developing Healthy Habits
13	Conclusion
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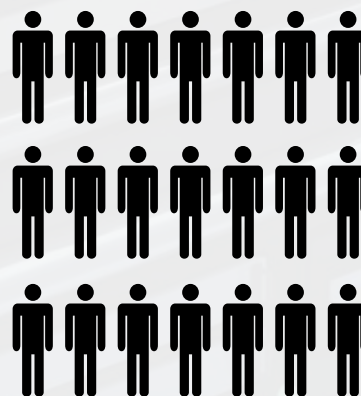
SOURCE OF DATA

Champlain College Online commissioned Engine Insights to field questions on its online CARAVAN® omnibus survey from September 16-18, 2020, with a nationally representative sample of 1,006 U.S. adults age 18+.



The results are weighted to the U.S. Census data to be nationally representative. The margin of error (for the entire sample of 1,006 respondents from all 50 U.S. states and the District of Columbia) is +/- 3%, and larger for subgroups, with a confidence level of 95%.

1,006 ADULTS





PURPOSE OF SURVEY

Americans are facing a confluence of historic events, economic uncertainty, and social change in the wake of the COVID-19 global pandemic, a social justice movement, and a divisive presidential election. This survey examines how these challenges are impacting American optimism, the timing of key professional and personal decisions, and career and life-enhancing strategies (e.g., developing new skills, going back to school, and making the decision to start a healthy habit).

This survey, commissioned by Champlain College Online, revealed surprising differences across demographic groups, significant efforts among a majority of Americans for enhancing their career prospects, and, notably, the optimistic spirit of Americans—even as so much hangs in the balance.

In this survey, we gained insight into American adults' attitudes toward—or perceptions of—a number of topics, including:

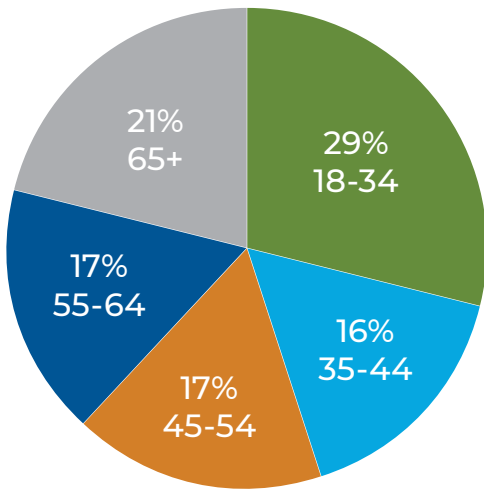
- Their current outlook toward the future (i.e., positive, negative, neutral)
- The impact of the COVID-19 pandemic, U.S. presidential election, and the racial justice movement on their lives
- The level of optimism surrounding the career future of those in the workforce or pursuing work

We also were interested in measuring key behavioral dimensions including the:

- Acceleration of or delay of decision-making due to the COVID-19 pandemic
- Actions taken relative to new job opportunities
- Pursuit of career-enhancing activities, including: going back to school, developing new skills, updating a resume, or opening or updating a LinkedIn profile

DEMOGRAPHICS

AGE



GENDER

48% Men

52% Women

RACE/ETHNICITY

White only, non-Hispanic	69%
Black only, non-Hispanic	13%
Hispanic	18%

GEOGRAPHIC REGION

Northeast	18%
South	38%
Midwest	21%
West	24%

EDUCATION LEVEL

High school graduate or less	40%
Some college, no degree	26%
College graduate	34%

EMPLOYMENT STATUS

Employed	56%
Retired	19%
All others	24%

CHILDREN IN HOUSEHOLD


Yes	33%
No	67%

TYPE OF COMMUNITY

Urban	30%
Suburban	48%
Rural	22%

All demographic percentages rounded to nearest whole number.

Complain College

A photograph of a woman and a man in conversation. The woman, on the left, is Black with short, curly hair, wearing a dark pinstriped blazer over a green turtleneck. She is smiling and looking towards the man. The man, on the right, is white with a beard and short hair, wearing a light blue checkered button-down shirt. He is gesturing with his hands as if speaking. In the center of the image is a blue rectangular box containing the text 'KEY SURVEY FINDINGS'. The background is a blurred outdoor setting with trees and a building.

**KEY
SURVEY
FINDINGS**

POSITIVE OUTLOOK

66% OF U.S. ADULTS FEEL POSITIVE WHEN THINKING ABOUT THE FUTURE.

That 66% of U.S. adults feel positive about the future is a striking finding when considering the many challenges of our time and the uncertain future of our country and world amidst the COVID-19 global pandemic.

71% OF GEN Z FEELS POSITIVE ABOUT THE FUTURE.

71% of Gen Z thinks positively about the future most days, as compared to only 63% of Baby Boomers.

72% OF U.S. ADULTS WITH CHILDREN UNDER AGE 13 FEEL POSITIVE.

Significantly more U.S. adults with children under age 13 in the household feel positive when thinking about the future compared to 64% of those without children at home.

TAKEAWAYS

It is notable that some of the groups facing the most challenging times are significantly more positive when they think about the future. Gen Z, who has faced delayed decisions around college, missed proms, and graduations, is also the most optimistic of the generations surveyed. Surprisingly, parents who are attempting to balance the household responsibilities of caregiving, and potentially homeschooling, are significantly more positive about the future than those without children living at home.



“Some of history’s most influential leaders have remarked that opportunity is found during times of crisis—that breakdowns often lead to breakthroughs. Americans are resilient and driven to leverage these challenging times, not be defeated by them. They’re optimistic about their futures and careers, and motivated to invest in them even when faced with a remarkably challenging 2020. When this positivity is paired with actions taken to persevere professionally and invest in continued learning and development, it gives us the courage to imagine better tomorrows—and propel ourselves forward.”

DR. BENJAMIN OLA. AKANDE

President, Champlain College

CAREER OUTLOOK OPTIMISM

55% vs 16%
OPTIMISTIC **PESSIMISTIC**

A majority of respondents (55%) were mostly or somewhat optimistic when thinking about their career prospects right now, while only 16% report feeling mostly or somewhat pessimistic.

Men are 9% more optimistic about their career prospects than women.

Gen Z is 15% more positive about career prospects than Baby Boomers.

Respondents who are somewhat or mostly positive	Respondents who are somewhat or mostly pessimistic	
59%	14%	Men
50%	18%	Women
58%	19%	Gen Z
62%	14%	Millennials
55%	18%	Gen X
43%	14%	Baby Boomers
54%	16%	White only, non-Hispanic
62%	11%	Black only, non-Hispanic*
53%	18%	Hispanic

Across all demographic groups, respondents are substantially more optimistic than pessimistic when asked about their careers prospects.

TAKEAWAYS

While it may be unexpected that many more Americans are optimistic than pessimistic about their career future, it should not be completely surprising. Indeed, in our country’s history, times of great social upheaval are frequently a herald for better times ahead. Furthermore at a more micro level, many respondents are taking their career future seriously by taking action to develop new skills, network, and go back to school. Studies show that even taking small steps to improve a situation can change one’s outlook, and frequently the outcome itself.

*In the Engine Insights Caravan omnibus survey, a small base of Black respondents was used, as is the case in many national general population surveys. While the findings reported are statistically significant, a more robust sample size would increase confidence in their generalizability.

TAKING CAREER STEPS

While persevering through 2020's challenges, a majority of Americans (67%) have taken some action to improve their career prospects. When asked what actions they took since the COVID-19 pandemic began to spread across the country, the following stats were notable.

38%

of all respondents **updated their resumes**

37%

of all respondents **reached out for career help**

36%

of all respondents **developed new skills through free training**

35%

of all respondents **explored a career change**

42%

of all respondents **sought a new job opportunity**

29%

of all respondents **considered enrolling in a program at a college or university**

50%

of respondents with children in the household **sought a new job opportunity**

52%

of Gen Z **reached out to someone for career advice or help**

THOSE WITH CHILDREN IN HOUSEHOLD ARE MOTIVATED TO MAKE CAREER MOVES

A particularly surprising insight was the motivation of respondents with children at home to pursue new skills and make career pivots. These respondents, who likely hold additional responsibilities for caregiving and education at this time, felt notably more optimistic about career prospects (63%) than those without children at home (51%). They also were the most likely to accelerate decisions that would positively impact their careers.

WITH CHILDREN
IN HOUSEHOLD

63%

WITHOUT CHILDREN
IN HOUSEHOLD

51%

Respondents with children in the household were notably more optimistic about their career prospects (63%) than those without children in the household (51%).

WITH CHILDREN
IN HOUSEHOLD

24%

WITHOUT CHILDREN
IN HOUSEHOLD

15%

Respondents with children in the household were more likely to accelerate the decision to gain new skills for the workplace (24%) than those without children in the household (15%).

WITH CHILDREN
IN HOUSEHOLD

50%

WITHOUT CHILDREN
IN HOUSEHOLD

37%

Half of those with children in the household (50%) sought a new job opportunity since the pandemic was declared in March compared to 37% of those without children in the household.

DEVELOPING NEW OR HEALTHY HABITS

Many respondents (39%) report the pandemic has accelerated the timing of their decision to “develop new or healthy habits,” more than double the number who reported accelerating the timing of any other decision measured.

Develop new or healthy habits	39%
Gain new skills for the workplace	18%
Pursue a new job	15%
Change careers	12%
Go back to school	8%
Buy or sell a home	7%
Have a child	4%

The percentage of people reporting accelerating the development of a new or healthy habit is even higher than 39% among some demographic groups:

Region	
Northeast	39%
Midwest	36%
South	39%
West	43%

Race*	
White	37%
Black	48%
Hispanic	42%

Children in Household	
Yes	45%
No	37%

Type of Community	
Urban	44%
Suburban	40%
Rural	33%

*In the Engine Insights Caravan omnibus survey, a small base of Black respondents was used, as is the case in many national general population surveys. While the findings reported are statistically significant, a more robust sample size would increase confidence in their generalizability.



CONCLUSION

The results of this survey paint a picture of how Americans are feeling today—and about their career future—despite the challenges 2020 has brought to bear. Noteworthy positivity about the future, career optimism, and motivation to take steps to improve career prospects and personal wellbeing exist for a majority of Americans. Interestingly, actions taken to improve their career future were most notable among one group disproportionately impacted by COVID-19: respondents with children living in their household.

As many U.S. adults grapple with COVID-related unemployment, which was at a national peak of 14.7% in April, and for September of this year was double what it was in September 2019 (7.9% vs. 3.5% respectively),* they are not simply waiting for their prospects to improve, they are doing something about them. In fact, many adults are taking steps to improve their careers even if they are not looking for a job. They are developing new skills—for free or for pay—because many recognize that upskilling is how they will stay competitive, and a mechanism needed to recession-proof their careers.

Conversations happening online or in-person, at a safe 6 feet apart, about taking care of one's self, putting personal health first, and simply finding opportunities to take a break given all that is being juggled, are driving many Americans to accelerate the start of a new healthy habit, rather than put it off to some unknown time in the future. A May 2020 survey by UnitedHealthcare** supports our findings, and reports that walking is the top exercise of choice for Americans during the pandemic, and one in five Americans report eating healthier at this time.

At a time when so much hangs in the balance, it is clear that the vast majority of respondents maintain their optimistic spirit about today's challenges and tomorrow's possibilities, a distinctively American quality noted by the French observer Alexis de Tocqueville, in the beginning of the 19th century as he traveled across the U.S. to better understand our form of democracy. Tocqueville stated, "...[Americans] all consider society as a body in a state of improvement...humanity as a changing scene, in which nothing is, or ought to be, permanent; and they admit that what appears to them today to be good, may be superseded by something better tomorrow."***

*Source: Bureau of Labor Statistics

**Source: [2020 UnitedHealthcare Wellness Checkup Survey](#)

***Tocqueville, Alexis de, 1805-1859. *Democracy In America*. New York :G. Dearborn & Co., 1838.



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Adult Viewpoints 2020: Career Prospects, COVID-19, and the U.S. Presidential Election

SURVEY APPENDIX

Following is a complete list of the findings of
the Champlain College Online survey

SUMMARY FINDINGS

Survey population: n=1,066 U.S. Adults

Fielded 9/16/2020–9/18/2020 by Engine Insights for Champlain College Online

APPENDIX

Q.1) Most days, when you think about the future, are you...?

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Positive (Net)	66%	71%	66%	66%	63%	64%	70%	64%	78% GI	59%
Mostly positive	28%	30%	28%	31%	23%	26%	31%	26%	39% G	27%
Somewhat positive	38%	41%	38%	35%	40%	38%	38%	38%	38%	32%
Neutral, neither positive nor negative	20%	13%	19%	21%	21%	21%	17%	20%	13%	24% H
Negative (Net)	14%	16%	15%	13%	16%	15%	13%	15%	10%	17%
Somewhat negative	10%	9%	10%	9%	13%	10%	10%	11%	6%	11%
Mostly negative	4%	7%	5%	4%	4%	5%	3%	4%	4%	6%

Q.2) Are you planning to vote in the U.S. Presidential election in November?

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Yes (Net)	83%	65%	80% A	82% A	91% ABC	83%	83%	84%	90%	81%
Yes, definitely	69%	47%	61% A	66% A	83% ABC	71% F	65%	73% I	73%	63%
Yes, probably	14%	18% D	19% D	16% D	8%	12%	18% E	12%	17%	18%
No (Net)	17%	35% BCD	20% D	18% D	9%	17%	17%	16%	10%	19%
No, probably not	7%	16% BCD	6%	8%	5%	7%	8%	7%	4%	3%
No, definitely not	10%	19% CD	14% D	11% D	4%	10%	9%	8%	6%	16% GH

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.3) Which of the following do you believe will have the biggest impact on your life over the NEXT 12 MONTHS?

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Any of these will have a bigger impact (Net)	81%	82%	80%	76%	84% C	82%	79%	80%	86%	81%
The outcome of the U.S. presidential election in November	38%	24%	34%	30%	49% ABC	41% F	31%	43% HI	27%	31%
The COVID-19 pandemic	37%	47% D	39%	40%	31%	35%	40%	34%	42%	37%
The racial justice movement	6%	10% D	7%	6%	4%	6%	7%	3%	16% G	13% G
None of these will have a bigger impact/they will be about the same	19%	18%	20%	24% D	16%	18%	21%	20%	14%	19%

Q.4) Has the COVID-19 pandemic had an impact on the timing of a major decision for you personally?

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	75%	89% D	83% D	79% D	65%	71%	84% E	72%	75%	86% GH
Yes (Subnet)	50%	74% BCD	62% CD	47%	39%	46%	57% E	42%	59% G	67% G
Yes - it's accelerated the timing of a major decision	17%	34% CD	25% CD	15% D	7%	13%	23% E	12%	27% G	27% G
Yes - it's delayed the timing of a major decision	33%	39%	37%	32%	32%	33%	34%	30%	32%	40% G
No - it's not had an impact whatsoever on the timing of a major decision	26%	15%	21%	33% AB	26% A	25%	27%	30% HI	16%	19%
Not applicable - I haven't had any major decisions to make since the COVID-19 pandemic started	25%	11%	17%	21%	35% ABC	29% F	16%	28% I	25% I	14%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.6) Any Impact Summary: Below are some decisions that may or may not have been impacted by the COVID-19 pandemic. After you read each one, please indicate if the COVID-19 pandemic has accelerated, delayed, or had no impact on the timing of the decision for you personally.

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Any (Net)	72%	94% BCD	84% CD	72% D	57%	66%	83% E	64%	84% G	85% G
Develop new or healthy habits	53%	67% CD	61% CD	51%	45%	50%	60% E	48%	67% G	62% G
Pursue a new job	34%	54% CD	51% CD	37% D	13%	29%	42% E	27%	44% G	50% G
Gain new skills for the workplace	31%	49% D	44% D	38% D	13%	26%	42% E	25%	42% G	39% G
Change careers	25%	35% D	38% D	31% D	7%	21%	33% E	19%	32% G	40% G
Buy or sell a home	23%	26% D	35% CD	24% D	13%	18%	33% E	18%	37% G	30% G
Go back to school	23%	57% BCD	37% CD	19% D	6%	17%	35% E	16%	35% G	38% G
Have a child	13%	23% CD	27% CD	9% D	2%	8%	22% E	8%	19% G	22% G

Q.6) Accelerated the Decision Summary: Below are some decisions that may or may not have been impacted by the COVID-19 pandemic. After you read each one, please indicate if the COVID-19 pandemic has accelerated, delayed, or had no impact on the timing of the decision for you personally.

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Any (Net)	52%	68% CD	62% D	55% D	37%	47%	63% E	47%	64% G	61% G
Develop new or healthy habits	39%	49% D	43% D	39%	33%	37%	45% E	37%	48% G	42%
Gain new skills for the workplace	18%	27% D	25% D	21% D	7%	15%	24% E	14%	25% G	24% G
Pursue a new job	15%	25% D	23% D	18% D	4%	13%	19% E	12%	21% G	22% G
Change careers	12%	13% D	19% D	16% D	2%	9%	17% E	9%	15%	18% G
Go back to school	8%	17% D	13% D	10% D	0%	5%	14% E	5%	15% G	12% G
Buy or sell a home	7%	8% D	11% D	10% D	2%	6%	11% E	5%	14% G	7%
Have a child	4%	5% D	7% D	5% D	0%	2%	8% E	2%	7% G	5% G

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.6) Delayed the Decision Summary: Below are some decisions that may or may not have been impacted by the COVID-19 pandemic. After you read each one, please indicate if the COVID-19 pandemic has accelerated, delayed, or had no impact on the timing of the decision for you personally.

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Any (Net)	46%	71% CD	61% CD	43% D	31%	40%	57% E	38%	57% G	62% G
Pursue a new job	19%	29% D	29% CD	19% D	9%	17%	23% E	15%	23% G	28% G
Buy or sell a home	16%	18%	24% CD	14%	11%	12%	22% E	12%	23% G	23% G
Go back to school	15%	40% BCD	23% CD	10%	6%	12%	21% E	11%	19% G	26% G
Gain new skills for the workplace	14%	23% D	19% D	17% D	5%	11%	18% E	11%	17%	16%
Develop new or healthy habits	14%	18%	18% C	11%	12%	13%	15%	11%	19% G	20% G
Change careers	13%	22% D	19% D	15% D	5%	12%	16%	10%	16%	22% G
Have a child	9%	18% CD	20% CD	4%	2%	6%	15% E	6%	13% G	17% G

Q.6) Below are some decisions that may or may not have been impacted by the COVID-19 pandemic. After you read each one, please indicate if the COVID-19 pandemic has accelerated, delayed, or had no impact on the timing of the decision for you personally.

A. Change of Careers

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	53%	71% D	73% D	65% D	25%	45%	69% E	48%	60% G	68% G
Any impact (Subnet)	25%	35% D	38% D	31% D	7%	21%	33% E	19%	32% G	40% G
Accelerated the decision	12%	13% D	19% D	16% D	2%	9%	17% E	9%	15%	18% G
Delayed the decision	13%	22% D	19% D	15% D	5%	12%	16%	10%	16%	22%
No impact on the decision	28%	35% D	35% D	34% D	18%	24%	37% E	29%	28%	28%
Not applicable	47%	29%	27%	35%	75% ABC	55% F	31%	52% HI	40%	32%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

B. Go back to school

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	50%	83% BCD	71% CD	55% D	22%	40%	70% E	41%	61% G	66% G
Any impact (Subnet)	23%	57% BCD	37% CD	19% D	6%	17%	35% E	16%	35% G	38% G
Accelerated the decision	8%	17% D	13% D	10% D	0%	5%	14% E	5%	15% G	12% G
Delayed the decision	15%	40% BCD	23% CD	10% D	6%	12%	21% E	11%	19% G	26% G
No impact on the decision	27%	26% D	35% D	35% D	16%	23%	35% E	25%	27% G	28% G
Not applicable	50%	17%	29% A	45% AB	78% ABC	60% F	30%	59% HI	39% G	34% G

C. Pursue a new job

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	58%	78% D	80% CD	68% D	29%	50%	75% E	53%	65% G	71% G
Any impact (Subnet)	34%	54% CD	51% CD	37% D	13%	29%	42% E	27%	44% G	50% G
Accelerated the decision	15%	25% D	23% D	18% D	4%	13%	19% E	12%	21% G	22% G
Delayed the decision	19%	29% D	29% CD	19% D	9%	17%	23% E	15%	23% G	28% G
No impact on the decision	24%	25% D	29% D	31% D	16%	20%	32% E	26%	21% G	21% G
Not applicable	42%	22%	20%	32% B	71% ABC	50% F	25%	47% HI	35% G	29% G

D. Gain new skills for the workplace

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	63%	73% D	82% D	78% D	37%	55%	80% E	57%	73% G	71% G
Any impact (Subnet)	31%	49% D	44% D	38% D	13%	26%	42% E	25%	42% G	39% G
Accelerated the decision	18%	27% D	25% D	21% D	7%	15%	24% E	14%	25% G	24% G
Delayed the decision	14%	23% D	19% D	17% D	5%	11%	18% E	11%	17% G	16% G
No impact on the decision	32%	24% D	38% AD	40% AD	24%	29%	38% E	32%	31% G	32% G
Not applicable	37%	27%	18%	22% B	63% ABC	45% F	20%	43% HI	27% G	29% G

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

E. Develop new or healthy habits

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	89%	93%	93% D	89%	85%	87%	94% E	88%	93%	89%
Any impact (Subnet)	53%	67% CD	61% CD	51%	45%	50%	60% E	48%	67% G	62% G
Accelerated the decision	39%	49% D	43% D	39%	33%	37%	45% E	37%	48% G	42%
Delayed the decision	14%	18%	18% C	11%	12%	13%	15%	11%	19% G	20% G
No impact on the decision	36%	26%	32%	38% A	41% AB	37%	34%	40% HI	27%	27%
Not applicable	11%	7%	7%	11%	15% B	13% F	6%	12%	7%	11%

F. Buy or sell a home

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	53%	60% D	66% D	61% D	35%	46%	69% E	51%	55%	61% G
Any impact (Subnet)	23%	26% D	35% CD	24% D	13%	18%	33% E	18%	37% G	30% G
Accelerated the decision	7%	8% D	11% D	10% D	2%	6%	11% E	5%	14% G	7%
Delayed the decision	16%	18%	24% CD	14%	11%	12%	22% E	12%	23% G	23% G
No impact on the decision	31%	34% D	30%	38% D	23%	28%	36% E	33% H	19%	32% H
Not applicable	47%	40%	34%	39%	65% ABC	54% F	31%	49% I	45%	39%

G. Have a child

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Applicable (Net)	34%	52% CD	62% CD	33% D	8%	25%	53% E	28%	45% G	44% G
Any impact (Subnet)	13%	23% CD	27% CD	9% D	2%	8%	22% E	8%	19% G	22% G
Accelerated the decision	4%	5% D	7% D	5% D	0%	2%	8% E	2%	7% G	5% G
Delayed the decision	9%	18% CD	20% CD	4%	2%	6%	15% E	6%	13% G	17% G
No impact on the decision	21%	29% D	36% CD	24% D	6%	17%	30% E	20%	26%	21%
Not applicable	66%	48%	38%	67% AB	92% ABC	75% F	47%	72% HI	55%	56%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.7) As a result of the COVID-19 pandemic, have any of the following happened to you?

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Any (Net)	40%	69% BCD	51% CD	38% D	25%	35%	49% E	33%	53% G	54% G
Reduction in your wages	20%	22% D	27% D	22% D	13%	18%	24% E	17%	30% G	25% G
Loss of your job	14%	21% CD	20% CD	11%	9%	12%	16%	11%	17%	18%
Changing your job	9%	22% BCD	13% D	10% D	3%	8%	13% E	7%	15% G	14% G
Going to school full-time	7%	36% BCD	7% CD	3%	1%	5%	9% E	4%	10% G	13% G
Reduction in your health benefits	5%	7% D	7% D	6% D	2%	3%	9% E	4%	8%	5%
Retirement	2%	1%	2% C	0%	5% C	3%	2%	2%	2%	4%
None of these	60%	31%	49% A	62% AB	75% ABC	65% F	51%	67% HI	47%	46%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.8) Thinking about your career prospects right now, are you...

Base = Employed full-time, part-time, self-employed, or not employed

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non- Hispanic) N=424 G	Black (non- Hispanic) N=89* H	Hispanic N=130* I
Optimistic (Net)	55%	58%	62% D	55% D	43%	51%	63% E	54%	62%	53%
Mostly optimistic	26%	20%	29% D	28%	20%	25%	28%	25%	35% I	21%
Somewhat optimistic	29%	38% D	32%	27%	24%	25%	35% E	28%	27%	32%
Neutral - neither optimistic nor pessimistic	29%	23%	24%	27%	42% ABC	33% F	23%	30%	27%	29%
Pessimistic (Net)	16%	19%	14%	18%	14%	17%	14%	16%	11%	18%
Somewhat pessimistic	10%	12%	9%	13%	8%	11%	10%	11%	7%	13%
Mostly pessimistic	6%	7%	5%	5%	6%	6%	4%	6%	4%	6%

Q.9) What impact, if at all, do you believe the outcome of the U.S. Presidential election in November will have on your career prospects?

Base = Employed full-time, part-time, self-employed, or not employed

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non- Hispanic) N=424 G	Black (non- Hispanic) N=89* H	Hispanic N=130* I
Positive (Net)	34%	36%	38% D	37% D	24%	29%	43% E	32%	44% G	43%
Mostly positive	19%	22% D	21% D	21% D	11%	15%	25% E	16%	28% G	26% G
Somewhat positive	16%	14%	18%	16%	13%	14%	19%	16%	16%	17%
Neutral - neither positive or negative	54%	42%	51%	53%	65% ABC	59% F	46%	58% HI	46%	40%
Negative (Net)	11%	23% BCD	10%	10%	11%	12%	10%	10%	10%	17% G
Somewhat negative	9%	22% BCD	7%	7%	10%	10%	8%	7%	8%	15% G
Mostly negative	2%	1%	3%	3%	1%	2%	2%	3%	2%	2%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.10) Even if you are not looking for a job, have you taken any of the following actions to improve your career prospects since the COVID-19 pandemic began to spread across the country, in approximately March of this year?

Base = Employed full-time, part-time, self-employed, or not employed

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non- Hispanic) N=424 G	Black (non- Hispanic) N=89* H	Hispanic N=130* I
Any (Net)	67%	88% CD	80% CD	66% D	40%	62%	76% E	61%	78% G	75% G
Sought a new job opportunity (Subnet)	42%	60% CD	56% CD	38% D	21%	37%	50% E	35%	46%	56% G
Sought a new job opportunity close to home	34%	44% CD	46% CD	30% D	17%	29%	41% E	29%	37%	41% G
Sought a new job opportunity that is permanently remote	26%	34% D	35% CD	22%	14%	24%	29%	22%	27%	32%
Updated your resume	38%	46% D	49% CD	35% D	21%	34%	44% E	33%	52% G	42%
Reached out to someone for career advice or help (Subnet)	37%	52% CD	48% CD	34% D	17%	32%	45% E	30%	49% G	46% G
Reached out to SOMEONE IN YOUR PERSONAL NETWORK for career advice or help	31%	45% CD	42% CD	27% D	16%	28%	37% E	26%	43% G	37% G
Reached out to SOMEONE YOU DON'T KNOW for career advice or help	18%	26% D	24% D	20% D	4%	15%	24% E	16%	23%	20%
Developed new skills through a free online course, YouTube videos, or other free training	36%	62% BCD	45% CD	33% D	16%	34%	40%	28%	52% G	46% G
Explored a career change	35%	44% D	47% CD	33% D	17%	32%	41% E	32%	43%	39%
Applied for an open position posted online	32%	53% CD	43% CD	29% D	13%	30%	36%	27%	43% G	36%
Considered enrolling in a program at a college or university	29%	55% BCD	38% CD	26% D	6%	25%	34% E	20%	39% G	41% G
Updated your LinkedIn profile, or joined LinkedIn for the first time	23%	27% D	29% D	25% D	9%	20%	27%	19%	34% G	30% G
Met with a career coach for help	13%	30% BCD	14% D	13% D	3%	10%	17% E	10%	21% G	15%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.10) Even if you are not looking for a job, have you taken any of the following actions to improve your career prospects since the COVID-19 pandemic began to spread across the country, in approximately March of this year?

Base = Employed full-time, part-time, self-employed, or not employed

A. Updated your LinkedIn profile, or joined LinkedIn for the first time

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	23%	27% D	29% D	25% D	9%	20%	27%	19%	34% G	30% G
No	77%	73%	71%	75%	91% ABC	80%	73%	81% HI	66%	70%

B. Applied for an open position posted online

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	32%	53% CD	43% CD	29% D	13%	30%	36%	27%	43% G	36%
No	68%	47%	57%	71% AB	87% ABC	70%	64%	73% H	57%	64%

C. Considered enrolling in a program at a college or university

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	29%	55% BCD	38% CD	26% D	6%	25%	34% E	20%	39% G	41% G
No	71%	45%	62% A	74% AB	94% ABC	75% F	66%	80% HI	61%	59%

D. Developed new skills through a free online course, YouTube videos, or other free training

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	36%	62% BCD	45% CD	33% D	16%	34%	40%	28%	52% G	46% G
No	64%	38%	55% A	67% AB	84% ABC	66%	60%	72% HI	48%	54%

E. Reached out to SOMEONE IN YOUR PERSONAL NETWORK for career advice or help

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	31%	45% CD	42% CD	27% D	16%	28%	37% E	26%	43% G	37% G
No	69%	55%	58%	73% AB	84% ABC	72% F	63%	74% HI	57%	63%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

F. Reached out to SOMEONE YOU DON'T KNOW for career advice or help

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	18%	26% D	24% D	20% D	4%	15%	24% E	16%	23%	20%
No	82%	74%	76%	80%	96% ABC	85% F	76%	84%	77%	80%

G. Updated your resume

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	38%	46% D	49% CD	35% D	21%	34%	44% E	33%	52% G	42%
No	62%	54%	51%	65% B	79% ABC	66% F	56%	67% H	48%	58%

H. Met with a career coach for help

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	13%	30% BCD	14% D	13% D	3%	10%	17% E	10%	21% G	15%
No	87%	70%	86% A	87% A	97% ABC	90% F	83%	90% H	79%	85%

I. Explored a career change

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	35%	44% D	47% CD	33% D	17%	32%	41% E	32%	43%	39%
No	65%	56%	53%	67% B	83% ABC	68% F	59%	68%	57%	61%

J. Sought a new job opportunity close to home

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	34%	44% CD	46% CD	30% D	17%	29%	41% E	29%	37%	41% G
No	66%	56%	54%	70% AB	83% ABC	71% F	59%	71% I	63%	59%

K. Sought a new job opportunity that is permanently remote

	Total N=705	Gen Z 18-23 N=67* A	Millennial 24-39 N=240 B	Gen X 40-55 N=241 C	Boomer 56-74 N=149 D	No Children in Household N=436 E	Yes Children in Household N=269 F	White (non-Hispanic) N=424 G	Black (non-Hispanic) N=89* H	Hispanic N=130* I
Yes	26%	34% D	35% CD	22%	14%	24%	29%	22%	27%	32%
No	74%	66%	65%	78% B	86% AB	76%	71%	78%	73%	68%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.11) Strongly agree Summary: Below are some statements about different things that may or may not impact one's career prospects. After you read each one, please indicate your level of agreement.

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Any (Net)	69%	78% C	72% C	63%	69%	67%	72%	68%	77%	72%
Staying current and developing new skills is a requirement in today's competitive job market	39%	38%	42%	38%	39%	39%	41%	39%	41%	39%
Today more than ever, it's important to find a job that is recession proof	33%	24%	40% AD	36% A	30%	33%	34%	32%	38%	32%
A college degree is a smart investment for a better career	32%	32%	28%	32%	35%	32%	33%	30%	41% G	38%
Colleges do NOT do enough to prepare students for their careers	23%	31% CD	26% C	18%	19%	23%	22%	22%	22%	23%
It's still about 'who you know' when landing a new job	21%	19%	26% D	23% D	15%	20%	22%	19%	19%	26%
The outcome of the U.S. Presidential election will have little impact on most Americans' career prospects	11%	17% D	14% D	10%	8%	8%	17% E	10%	13%	15%
When it comes right down to it, most people have limited control over their career prospects	10%	14% D	12% D	11% D	6%	9%	11%	8%	15% G	11%
The move to remote work has made it easier than ever to find a new job	8%	12% D	9%	8%	6%	6%	10% E	6%	15% G	9%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

Q.12) Strongly/Somewhat agree Summary: Below are some statements about different things that may or may not impact one's career prospects. After you read each one, please indicate your level of agreement.

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Any (Net)	94%	93%	96%	93%	94%	93%	95%	93%	96%	96%
Staying current and developing new skills is a requirement in today's competitive job market	78%	77%	76%	80%	79%	79%	77%	78%	77%	75%
Today more than ever, it's important to find a job that is recession proof	72%	64%	77% A	73%	71%	71%	75%	73%	72%	72%
A college degree is a smart investment for a better career	65%	70%	61%	64%	69%	63%	71% E	66%	68%	65%
It's still about who you know when landing a new job	58%	51%	59%	61%	57%	57%	61%	60%	57%	57%
Colleges do NOT do enough to prepare students for their careers	53%	57%	54%	51%	54%	53%	55%	55% H	45%	52%
When it comes right down to it, most people have limited control over their career prospects	42%	49%	46%	39%	40%	40%	46%	40%	49%	46%
The outcome of the U.S. Presidential election will have little impact on most Americans' career prospects	30%	38% D	36% D	32% D	22%	24%	40% E	26%	36% G	39% G
The move to remote work has made it easier than ever to find a new job	27%	26%	31% D	31% D	21%	23%	35% E	26%	32%	30%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

A. A college degree is a smart investment for a better career

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	65%	70%	61%	64%	69%	63%	71% E	66%	68%	65%
Strongly agree	32%	32%	28%	32%	35%	32%	33%	30%	41% G	38%
Somewhat agree	33%	38%	33%	32%	33%	31%	38% E	36%	28%	27%
Neither agree nor disagree	20%	16%	22%	24%	19%	22%	17%	21%	22%	18%
Disagree (Net)	14%	14%	18%	12%	12%	15%	13%	13%	9%	18%
Somewhat disagree	9%	8%	10%	8%	7%	9%	8%	9% H	2%	12% H
Strongly disagree	6%	6%	7%	4%	4%	6%	5%	5%	8%	6%

B. Staying current and developing new skills is a requirement in today's competitive job market

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	78%	77%	76%	80%	79%	79%	77%	78%	77%	75%
Strongly agree	39%	38%	42%	38%	39%	39%	41%	39%	41%	39%
Somewhat agree	39%	39%	34%	42%	41%	40%	37%	39%	35%	36%
Neither agree nor disagree	17%	18%	19%	17%	16%	17%	19%	17%	17%	19%
Disagree (Net)	5%	5%	5%	3%	5%	5%	4%	4%	6%	6%
Somewhat disagree	2%	5% D	3% D	2%	1%	2%	2%	2%	2%	3%
Strongly disagree	2%	0%	2%	1%	4% AD	3%	2%	2%	4%	3%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

C. It's still about 'who you know' when landing a new job

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	58%	51%	59%	61%	57%	57%	61%	60%	57%	57%
Strongly agree	21%	19%	26% D	23% D	15%	20%	22%	19%	19%	26%
Somewhat agree	37%	32%	33%	38%	42% B	37%	39%	40%	38%	31%
Neither agree nor disagree	27%	28%	25%	28%	28%	28%	25%	27%	22%	30%
Disagree (Net)	15%	21% C	15%	11%	15%	15%	15%	13%	21% G	13%
Somewhat disagree	10%	16% C	10%	8%	11%	11%	9%	10%	14%	7%
Strongly disagree	4%	5%	5%	3%	5%	4%	6%	4%	7%	6%

D. The move to remote work has made it easier than ever to find a new job

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	27%	26%	31% D	31% D	21%	23%	35% E	26%	32%	30%
Strongly agree	8%	12% D	9%	8%	6%	6%	10% E	6%	15% G	9%
Somewhat agree	19%	14%	22%	23% D	16%	17%	24% E	19%	17%	22%
Neither agree nor disagree	50%	47%	45%	49%	56% B	53% F	43%	52%	48%	42%
Disagree (Net)	23%	27%	24%	20%	23%	24%	22%	22%	20%	28%
Somewhat disagree	14%	17%	14%	13%	14%	15%	12%	14%	11%	19%
Strongly disagree	9%	10%	10%	7%	9%	9%	10%	8%	9%	8%

Proportions/Means: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

E. Colleges do NOT do enough to prepare students for their careers

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	53%	57%	54%	51%	54%	53%	55%	55% H	45%	52%
Strongly agree	23%	31% CD	26% C	18%	19%	23%	22%	22%	22%	23%
Somewhat agree	31%	27%	28%	32%	34%	30%	33%	34% H	22%	30%
Neither agree nor disagree	33%	28%	32%	37%	34%	35%	31%	32%	37%	34%
Disagree (Net)	13%	14%	13%	13%	13%	13%	14%	12%	18%	14%
Somewhat disagree	9%	10%	9%	8%	10%	9%	9%	9%	11%	7%
Strongly disagree	4%	4%	4%	5%	2%	4%	5%	3%	7%	7%

F. When it comes right down to it, most people have limited control over their career prospects

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	42%	49%	46%	39%	40%	40%	46%	40%	49%	46%
Strongly agree	10%	14% D	12% D	11% D	6%	9%	11%	8%	15% G	11%
Somewhat agree	32%	35%	34%	28%	34%	31%	35%	32%	34%	35%
Neither agree nor disagree	31%	38%	28%	34%	31%	34% F	27%	30%	29%	37%
Disagree (Net)	27%	14%	26% A	27% A	28% A	26%	27%	30% I	22%	17%
Somewhat disagree	20%	8%	17% A	19% A	22% A	20%	18%	23% HI	11%	12%
Strongly disagree	7%	5%	9%	8%	6%	6%	9%	7%	11%	4%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base

G. Today more than ever, it's important to find a job that is recession proof

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	72%	64%	77% A	73%	71%	71%	75%	73%	72%	72%
Strongly agree	33%	24%	40% AD	36% A	30%	33%	34%	32%	38%	32%
Somewhat agree	39%	40%	37%	37%	41%	38%	41%	40%	33%	40%
Neither agree nor disagree	23%	31% B	17%	23%	25% B	25%	20%	23%	25%	21%
Disagree (Net)	5%	5%	6%	4%	4%	5%	5%	4%	3%	7%
Somewhat disagree	3%	2%	4% D	2%	1%	2%	4%	2%	2%	6% G
Strongly disagree	2%	3%	2%	2%	3%	2%	2%	2%	1%	1%

H. The outcome of the U.S. presidential election will have little impact on most Americans' career prospects

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Agree (Net)	30%	38% D	36% D	32% D	22%	24%	40% E	26%	36% G	39% G
Strongly agree	11%	17% D	14% D	10%	8%	8%	17% E	10%	13%	15%
Somewhat agree	19%	21%	22% D	22% D	14%	17%	23% E	16%	23%	25% G
Neither agree nor disagree	27%	22%	29%	28%	25%	28%	24%	26%	27%	22%
Disagree (Net)	44%	40%	34%	40%	53% ABC	48% F	36%	47%	37%	39%
Somewhat disagree	22%	17%	19%	23%	26%	25% F	18%	25% I	19%	15%
Strongly disagree	21%	23%	15%	17%	27% CD	23%	18%	22%	18%	23%

Q.12) - Are you currently enrolled in a course or program at a college or university?

	Total N=1006	Gen Z 18-23 N=101* A	Millennial 24-39 N=272 B	Gen X 40-55 N=278 C	Boomer 56-74 N=305 D	No Children in Household N=676 E	Yes Children in Household N=330 F	White (non- Hispanic) N=639 G	Black (non- Hispanic) N=119* H	Hispanic N=164 I
Yes	10%	42% BCD	11% D	8% D	2%	9%	13% E	7%	14% G	17% G
No	90%	58%	89% A	92% A	98% ABC	91% F	87%	93% HI	86%	83%

Proportions/Mean: Columns Tested (5% risk level) - A/B/C/D - E/F - G/H/I Overlap formulae used. *small base



About Champlain College Online

Champlain College Online is at the forefront of adult education. Since 1993, we have carefully crafted online education to match the career aspirations of employees with the industry-driven needs of the organizations that employ them.

As one of the first online programs in the United States, we are proud to be part of the distinguished history of regionally accredited, not-for-profit Champlain College, founded in Burlington, Vermont in 1878.

Champlain College Online is consistently ranked by *U.S. News & World Report* as a leader in online higher education. Our nationally recognized programs address industry trends and critical skills gaps. We serve more than 3,000 students through 60 online undergraduate and graduate degrees, certificates, and stackable credentials in high-demand fields like cybersecurity, business, healthcare, and information technology.

Through our workforce development program called truED, we partner with some of the nation's leading businesses and organizations in a bold reimagining of workplace learning that enables employees to flourish and organizations to grow.



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