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Table 1

Q705. Do you believe you are better or worse off now than you were five years ago?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
MUCH / SOMEWHAT BETTER OFF (NET)	98 47%	574 55%
Much better off	42 20%	238 23%
Somewhat better off	56 27%	336 32%
About the same	58 28%	268 26%
MUCH / SOMEWHAT WORSE OFF (NET)	53 25%	207 20%
Somewhat worse off	38 18%	143 14%
Much worse off	15 7%	64 6%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 2

Q710. How optimistic are you about your future?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
VERY / SOMEWHAT OPTIMISTIC (NET)	153 73%	841 80%
Very optimistic	62 30%	354 34%
Somewhat optimistic	91 43%	487 46%
NOT AT ALL / NOT VERY OPTIMISTIC (NET)	56 27%	208 20%
Not very optimistic	36 17%	163 16%
Not at all optimistic	20 10% B	45 4%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q830. How much do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
I can make ends meet.	175 84%	883 84%
I am confident I will be able to reach my lifestyle goals (e.g., car, home, amount of money I have, etc.).	156 75%	815 78%
I am satisfied with the lifestyle that I have (e.g., car, home, amount of money I have, etc.).	132 63%	705 67%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q830. How much do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY / SOMEWHAT DISAGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
I am satisfied with the lifestyle that I have (e.g., car, home, amount of money I have, etc.).	77 37%	344 33%
I am confident I will be able to reach my lifestyle goals (e.g., car, home, amount of money I have, etc.).	53 25%	234 22%
I can make ends meet.	34 16%	166 16%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q830_1. How much do you agree or disagree with the following statements?

1. I am satisfied with the lifestyle that I have (e.g., car, home, amount of money I have, etc.).

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	132 63%	705 67%
Strongly agree	51 24%	233 22%
Somewhat agree	81 39%	472 45%
STRONGLY / SOMEWHAT DISAGREE (NET)	77 37%	344 33%
Somewhat disagree	45 21%	233 22%
Strongly disagree	32 15%	110 11%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 6

Q830_2. How much do you agree or disagree with the following statements?

2. I can make ends meet.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	175 84%	883 84%
Strongly agree	73 35%	413 39%
Somewhat agree	102 49%	470 45%
STRONGLY / SOMEWHAT DISAGREE (NET)	34 16%	166 16%
Somewhat disagree	18 9%	128 12%
Strongly disagree	16 8%	38 4%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q830_3. How much do you agree or disagree with the following statements?

3. I am confident I will be able to reach my lifestyle goals (e.g., car, home, amount of money I have, etc.).

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	156 75%	815 78%
Strongly agree	60 28%	340 32%
Somewhat agree	97 46%	475 45%
STRONGLY / SOMEWHAT DISAGREE (NET)	53 25%	234 22%
Somewhat disagree	34 16%	172 16%
Strongly disagree	19 9%	63 6%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q900. How long have you been working in general? If it has been less than a year, then please enter 0.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Less than a year	* *	18 2%
1-4	17 8%	66 6%
5-9	21 10%	119 11%
10-14	18 9%	161 15%
15-19	25 12%	140 13%
20-24	27 13%	109 10%
25-29	12 6%	100 10%
30-34	26 12%	104 10%
35+	63 30%	232 22%
MEAN	24.7	22.0
STD. DEV.	14.63	13.54
STD. ERR.	1.01	0.42
MEDIAN	23	20
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 9

Q905. And, approximately how long have you worked in your current job? If it has been less than a year, then please enter 0.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Less than a year	11 5%	82 8%
1-4	69 33%	262 25%
5-9	44 21%	269 26%
10-14	19 9%	175 17%
15-19	24 12%	88 8%
20-24	21 10%	66 6%
25-29	9 4%	56 5%
30-34	5 3%	20 2%
35+	6 3%	30 3%
MEAN	10.2	9.9
STD. DEV.	9.57	9.34
STD. ERR.	0.66	0.29
MEDIAN	7	7
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q910. On average, how many hours do you work each week?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Less than 30	20 10%	84 8%
30-39	21 10%	137 13%
40-49	125 60%	626 60%
50+	43 20%	202 19%
MEAN	40.8	41.4
STD. DEV.	12.27	10.49
STD. ERR.	0.85	0.32
MEDIAN	40	40
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 11

Q930. Which of the following best describes how you are paid?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Hourly (only paid for hours worked based on an hourly amount)	175 84%	840 80%
Salaried (paid each pay period based on an annual amount)	28 13%	160 15%
Other	6 3%	49 5%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 12

Q1050_1. When is the last time you received the following in your current job?

1. Pay increase

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
WITHIN THE PAST YEAR (NET)	133 64%	715 68%
Within the past month	31 15%	143 14%
1-6 months ago	51 24%	267 25%
7 months-1 year ago	50 24%	304 29%
MORE THAN A YEAR AGO (NET)	50 24%	231 22%
2-3 years ago	42 20%	149 14%
4-5 years ago	2 1%	35 3%
More than 5 years ago	5 2%	48 5%
Never	27 13%	103 10%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 13

Q1050_2. When is the last time you received the following in your current job?

2. Promotion

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
WITHIN THE PAST YEAR (NET)	65 31%	370 35%
Within the past month	19 9%	74 7%
1-6 months ago	28 13%	103 10%
7 months-1 year ago	18 9%	193 18% A
MORE THAN A YEAR AGO (NET)	59 28%	295 28%
2-3 years ago	33 16%	137 13%
4-5 years ago	8 4%	53 5%
More than 5 years ago	18 9%	105 10%
Never	85 41%	384 37%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 14

Q1050_3. When is the last time you received the following in your current job?

3. Increased responsibilities (e.g., supervising employees, etc.)

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
WITHIN THE PAST YEAR (NET)	92 44%	472 45%
Within the past month	18 9%	162 15%
1-6 months ago	42 20%	147 14%
7 months-1 year ago	32 15%	163 16%
MORE THAN A YEAR AGO (NET)	43 21%	287 27%
2-3 years ago	20 9%	160 15%
4-5 years ago	6 3%	49 5%
More than 5 years ago	17 8%	78 7%
Never	74 35%	290 28%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 15

Q1055. You mentioned that you've received a pay increase. By approximately how much did your pay increase?

Base: Ever Received Pay Increase

	2021	2018
	(A)	(B)
Unweighted Base	172	890
Weighted Base	182*	946
1%	9 5%	86 9%
2%-5%	95 52%	466 49%
MORE THAN 5% (NET)	75 41%	365 39%
6%-9%	19 10%	123 13%
10%-15%	34 19%	165 17%
16%-20%	6 3%	51 5%
More than 20%	16 9% B	27 3%
Don't recall	3 2%	28 3%
Sigma	182 100%	946 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. * small base

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Table 16

Q1060. When is the next time you believe you will receive a pay increase?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
WITHIN A YEAR (NET)	121 58%	577 55%
This year	40 19%	233 22%
Next year	81 39%	344 33%
In 2-3 years	39 19%	158 15%
In 4-5 years	7 3%	57 5%
More than 5 years from now	2 1%	20 2%
Never	5 2%	41 4%
Not sure	35 17%	196 19%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 17

Q1000. Which of the following best describes you? Please select all that apply.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
I like my job.	130 62%	623 59%
My company treats me fairly.	101 48%	493 47%
I am currently putting aside money for my retirement.	94 45%	445 42%
I have a great boss.	63 30%	340 32%
I am working in the job field I expected to have.	63 30%	295 28%
I am a member of a labor union.	39 19%	141 13%
My job offers a pension.	36 17% B	- -
Using technology (e.g., communications equipment, software, computer services, etc.) is a significant part of my job.	29 14%	191 18%
I worry that I may lose my job in the near future.	14 7%	140 13%
My job is in the technology (e.g., communications equipment, software, computer services, etc.) sector.	- -	77 7% A
My parent(s) had an influence on the type of work I currently do.	- -	170 16% A
None of these	9 4%	56 5%
Sigma	579 277%	2971 283%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1005. How satisfied are you with your job?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
VERY/ SOMEWHAT SATISFIED (NET)	174 83%	907 86%
Very satisfied	90 43%	347 33%
Somewhat satisfied	84 40%	559 53% A
NOT AT ALL/ NOT VERY SATISFIED (NET)	35 17%	142 14%
Not very satisfied	22 11%	90 9%
Not at all satisfied	13 6%	52 5%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 19

Q1010. What do you like about your job field/occupation? Please select all that apply.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
LIKES SOMETHING (NET)	197 94%	983 94%
Making a good living wage	110 53%	560 53%
Being challenged by the type of work I do	77 37%	420 40%
Being able to help others / Having a sense of purpose	70 33%	332 32%
Flexible work hours	64 31%	364 35%
There is a high level of job security in my field/occupation (i.e., it would be easy to find another job in my field if I lost my current job)	61 29%	272 26%
Low likelihood of being replaced by automation (e.g., machines, robots, etc.)	56 27%	305 29%
A lot of advancement opportunities	35 17%	228 22%
It is not dangerous	28 13%	205 20%
Other	2 1%	15 1%
Nothing	12 6%	66 6%
Sigma	515 246%	2766 264%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1020. When thinking about your current workplace, which of the following, if any, are concerns for you? Please select all that apply.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
HAS CONCERNS (NET)	160 77%	859 82%
Personal safety/danger of the job	58 28%	298 28%
Long hours	42 20%	326 31% A
High performance demands	41 20%	236 22%
Good pay/being paid well	40 19%	276 26%
Having a bad boss	30 14%	180 17%
Supervisors not understanding how difficult the job is	30 14%	180 17%
Poor work conditions	28 13%	190 18%
No advancement opportunities	27 13%	251 24% A
Low job security	23 11%	108 10%
Missing work for a family emergency	18 9%	172 16% A
Lack of mental stimulation	18 8%	143 14%
Being replaced by automation (e.g., machines, robots, etc.)	16 8%	134 13%
Lack of training	15 7%	135 13%
Other	1 *	19 2%
None	49 23%	190 18%
Sigma	435 208%	2838 271%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1020. When thinking about your current workplace, which of the following, if any, are concerns for you? Please select all that apply.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Weighted Base	209	1049

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1025. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
I am proud of the work I do.	189 91%	959 91%
There is a good career path in my line of work.	154 74%	775 74%
More young adults should pursue careers in my field.	153 73%	- -
My employer does not offer all of the benefits that I want.	91 44%	- -

_____
Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

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Table 22

Q1025. How much do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
My employer does not offer all of the benefits that I want.	118 56%	- -
More young adults should pursue careers in my field.	56 27%	- -
There is a good career path in my line of work.	55 26%	274 26%
I am proud of the work I do.	20 9%	90 9%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q1025_1. How much do you agree or disagree with the following statements?

1. I am proud of the work I do.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	189 91%	959 91%
Strongly agree	107 51%	581 55%
Somewhat agree	82 39%	378 36%
STRONGLY / SOMEWHAT DISAGREE (NET)	20 9%	90 9%
Somewhat disagree	10 5%	57 5%
Strongly disagree	10 5%	33 3%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Q1025_2. How much do you agree or disagree with the following statements?

2. There is a good career path in my line of work.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	154 74%	775 74%
Strongly agree	81 39% B	296 28%
Somewhat agree	73 35%	479 46%
STRONGLY / SOMEWHAT DISAGREE (NET)	55 26%	274 26%
Somewhat disagree	28 14%	167 16%
Strongly disagree	26 13%	108 10%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1025_3. How much do you agree or disagree with the following statements?

3. My employer does not offer all of the benefits that I want.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	91 44%	- -
Strongly agree	32 15%	- -
Somewhat agree	59 28%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	118 56%	- -
Somewhat disagree	62 29%	- -
Strongly disagree	56 27%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q1025_4. How much do you agree or disagree with the following statements?

4. More young adults should pursue careers in my field.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	153 73%	- -
Strongly agree	60 29%	- -
Somewhat agree	93 44%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	56 27%	- -
Somewhat disagree	27 13%	- -
Strongly disagree	29 14%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

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Table 27

Q400. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: Variable Base

	2021	2018
	(A)	(B)
My employer does a good job of offering trainings for me to update my skills.	148 71%	- -
I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school.	140 67%	- -
The skills I need to do my job are constantly changing.	129 62%	- -
I would've had more opportunities available to me if I had gone to college/university.	49 59%	344 72%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

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Table 28

Q400. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE

Base: Variable Base

	2021	2018
	(A)	(B)
I would've had more opportunities available to me if I had gone to college/university.	34 41%	135 28%
The skills I need to do my job are constantly changing.	80 38%	- -
I wish I had more exposure (e.g., through career talks, mentoring, etc.) to the world of work when I was in school.	69 33%	- -
My employer does a good job of offering trainings for me to update my skills.	61 29%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Q400_1. How much do you agree or disagree with the following statements?

1. I would've had more opportunities available to me if I had gone to college/university.

Base: HS graduate or less

	2021	2018
	(A)	(B)
Unweighted Base	84	485
Weighted Base	84*	479
STRONGLY / SOMEWHAT AGREE (NET)	49 59%	344 72%
Strongly agree	22 26%	178 37%
Somewhat agree	27 33%	166 35%
STRONGLY / SOMEWHAT DISAGREE (NET)	34 41%	135 28%
Somewhat disagree	17 20%	79 16%
Strongly disagree	17 21%	57 12%
Sigma	84 100%	479 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. * small base

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Table 30

Q400_2. How much do you agree or disagree with the following statements?

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

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	140 67%	- -
Strongly agree	52 25%	- -
Somewhat agree	88 42%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	69 33%	- -
Somewhat disagree	51 24%	- -
Strongly disagree	19 9%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

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Table 31

Q400_3. How much do you agree or disagree with the following statements?

3. The skills I need to do my job are constantly changing.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	129 62%	- -
Strongly agree	37 18%	- -
Somewhat agree	92 44%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	80 38%	- -
Somewhat disagree	44 21%	- -
Strongly disagree	36 17%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q400_4. How much do you agree or disagree with the following statements?

4. My employer does a good job of offering trainings for me to update my skills.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	148 71%	- -
Strongly agree	57 27%	- -
Somewhat agree	91 43%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	61 29%	- -
Somewhat disagree	40 19%	- -
Strongly disagree	22 10%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

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Table 33

Q1115. How easy or difficult is it to find a job in your field?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
VERY / SOMEWHAT EASY (NET)	139 67%	689 66%
Very easy	49 23%	201 19%
Somewhat easy	91 43%	488 47%
VERY / SOMEWHAT DIFFICULT (NET)	70 33%	360 34%
Somewhat difficult	52 25%	301 29%
Very difficult	18 9%	59 6%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Q1120. Do you believe there will be more or fewer jobs available in your field in the next 10 years?   **Table 34**

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
MUCH / SOMEWHAT MORE (NET)	88 42%	368 35%
Much more jobs	31 15%	141 13%
Somewhat more jobs	58 28%	226 22%
About the same number of jobs as there is now	67 32%	453 43% A
MUCH / SOMEWHAT FEWER (NET)	54 26%	228 22%
Somewhat fewer jobs	28 13%	158 15%
Much fewer jobs	26 12% B	70 7%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1110. How much do you agree or disagree with the following statements?
When we say blue collar job, we mean work that requires manual labor.
SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
The COVID-19 pandemic changed how people view blue collar jobs.	141	-
	67%	-
Society generally looks down on ''blue collar workers.''	130	610
	62%	58%
Having a blue collar job is respected more now than it was 10 years ago.	126	607
	60%	58%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q1110. How much do you agree or disagree with the following statements?
When we say blue collar job, we mean work that requires manual labor.
SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Having a blue collar job is respected more now than it was 10 years ago.	83 40%	442 42%
Society generally looks down on ''blue collar workers.''	79 38%	439 42%
The COVID-19 pandemic changed how people view blue collar jobs.	68 33%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

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Table 37

Q1110_1. How much do you agree or disagree with the following statements?
When we say blue collar job, we mean work that requires manual labor.
1. Society generally looks down on ''blue collar workers.''

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	130 62%	610 58%
Strongly agree	39 19%	153 15%
Somewhat agree	91 43%	457 44%
STRONGLY / SOMEWHAT DISAGREE (NET)	79 38%	439 42%
Somewhat disagree	39 19%	293 28%
Strongly disagree	40 19%	147 14%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 38

Q1110_3. How much do you agree or disagree with the following statements?
When we say blue collar job, we mean work that requires manual labor.
3. Having a blue collar job is respected more now than it was 10 years ago.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	126 60%	607 58%
Strongly agree	46 22%	159 15%
Somewhat agree	80 38%	447 43%
STRONGLY / SOMEWHAT DISAGREE (NET)	83 40%	442 42%
Somewhat disagree	64 30%	318 30%
Strongly disagree	19 9%	125 12%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q1110_4. How much do you agree or disagree with the following statements?
When we say blue collar job, we mean work that requires manual labor.
4. The COVID-19 pandemic changed how people view blue collar jobs.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	141 67%	- -
Strongly agree	39 19%	- -
Somewhat agree	102 49%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	68 33%	- -
Somewhat disagree	38 18%	- -
Strongly disagree	30 15%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q620. How much do you agree or disagree with the following statements?

SUMMARY TABLE OF STRONGLY / SOMEWHAT AGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
It is a big loss when older employees retire without passing along their years of knowledge to younger employees.	168 80%	- -
I am worried about saving enough for my retirement.	138 66%	764 73%
My employer is taking the right steps to make sure we don't experience a ''brain drain'' (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).	132 63%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

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Table 41

Q620. How much do you agree or disagree with the following statements?
SUMMARY TABLE OF SOMEWHAT / STRONGLY DISAGREE

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
My employer is taking the right steps to make sure we don't experience a ''brain drain'' (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).	78 37%	- -
I am worried about saving enough for my retirement.	71 34%	285 27%
It is a big loss when older employees retire without passing along their years of knowledge to younger employees.	41 20%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q620_1. How much do you agree or disagree with the following statements?

1. I am worried about saving enough for my retirement.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
STRONGLY / SOMEWHAT AGREE (NET)	138 66%	764 73%
Strongly agree	69 33%	343 33%
Somewhat agree	69 33%	421 40%
STRONGLY / SOMEWHAT DISAGREE (NET)	71 34%	285 27%
Somewhat disagree	44 21%	165 16%
Strongly disagree	27 13%	120 11%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 43

Q620_2. How much do you agree or disagree with the following statements?

2. It is a big loss when older employees retire without passing along their years of knowledge to younger employees.

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	168 80%	- -
Strongly agree	77 37%	- -
Somewhat agree	91 43%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	41 20%	- -
Somewhat disagree	30 14%	- -
Strongly disagree	11 5%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

Q620_3. How much do you agree or disagree with the following statements?

3. My employer is taking the right steps to make sure we don't experience a ''brain drain'' (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	-
Weighted Base	209	-**
STRONGLY / SOMEWHAT AGREE (NET)	132 63%	- -
Strongly agree	37 18%	- -
Somewhat agree	95 45%	- -
STRONGLY / SOMEWHAT DISAGREE (NET)	78 37%	- -
Somewhat disagree	51 25%	- -
Strongly disagree	26 13%	- -
Sigma	209 100%	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used. ** very small base (under 30) ineligible for sig testing

GENDER: Are you...?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Male	180 86% B	764 73%
Female	29 14%	285 27% A
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 46

AGE: What is your age?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
18 - 24	19 9%	97 9%
25 - 34	38 18%	270 26%
35 - 44	51 24%	252 24%
45 - 54	43 20%	233 22%
55 - 64	43 21%	151 14%
65+	16 7%	47 4%
MEAN	44.6 B	41.5
STD. DEV.	14.25	12.95
STD. ERR.	0.99	0.40
MEDIAN	43	39
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
EMPLOYED (NET)	209 100%	1049 100%
Employed full-time	177 85%	848 81%
Employed part-time	14 7%	102 10%
Self-employed full-time	17 8%	99 9%
Self-employed part-time	1 1%	- -
NOT EMPLOYED (NET)	- -	- -
Not employed, but looking for work	- -	- -
Not employed and not looking for work	- -	- -
Not employed, unable to work due to a disability or illness	- -	- -
Retired	- -	- -
Student	- -	- -
Stay-at-home spouse or partner	- -	- -
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 48

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

Base: All US Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
LESS THAN HIGH SCHOOL (NET)	18 9%	84 8%
Less than high school	6 3%	18 2%
Completed some high school	12 6%	66 6%
HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET)	170 81%	840 80%
High school graduate	66 32%	307 29%
Job-specific training program(s) after high school	11 5%	88 8%
Some college, but no degree	66 32%	248 24%
Associate degree	27 13%	197 19%
4 YEAR COLLEGE DEGREE OR MORE (NET)	21 10%	125 12%
Bachelor's degree (such as B.A., B.S.)	14 7%	99 9%
Some graduate school, but no degree	* *	12 1%
Graduate degree (such as MBA, MS, M.D., Ph.D.)	7 3%	14 1%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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                                                                                                                                                                Table 50

Q605. Now, we want to ask you more specifically about your industry of employment. In what industry do you currently work?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Construction (heavy/special trades)	96 46%	397 38%
Manufacturing	41 20%	332 32% A
Transportation & Warehousing	37 18%	162 15%
Maintenance	11 5%	50 5%
Agriculture / Forestry / Fishing / Hunting	10 5%	24 2%
Automotive Services	9 4%	67 6%
Utilities	6 3%	17 2%
Communications	- -	- -
Advertising/Marketing	- -	- -
Education	- -	- -
Engineering Services	- -	- -
Healthcare & Social Assistance	- -	- -
Insurance	- -	- -
Legal Services	- -	- -
Accommodation & Food Services	- -	- -
Arts, Entertainment & Recreation	- -	- -

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 50

Q605. Now, we want to ask you more specifically about your industry of employment. In what industry do you currently work?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Weighted Base	209	1049
Military	-	-
	-	-
Printing Trade	-	-
	-	-
Public Administration / Government	-	-
	-	-
Real Estate	-	-
	-	-
Religious/Non-Profit Organization	-	-
	-	-
Research Services	-	-
	-	-
Retail	-	-
	-	-
Technology	-	-
	-	-
Telecommunications	-	-
	-	-
Administrative Support Services	-	-
	-	-
Travel	-	-
	-	-
Banking & Finance	-	-
	-	-
Other	-	-
	-	-
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q606. Which ONE of the following best describes the type of work that you do?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Work that requires manual labor	209 100%	1049 100%
Work that is performed in an office, cubicle, or other administrative setting	- -	- -
Work that is related to customer interaction, entertainment, sales, or other service-oriented work	- -	- -
Work that is a blend of a desk job and manual labor	- -	- -
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 52

Q1401. Which of the following best describes the location where you live?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
In an urban area or city area	62 30%	369 35%
In a suburban area next to a city	99 48% B	383 37%
In a small town or rural area	48 23%	297 28%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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US REGION: Census Region (US Net)

Base: All US Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Northeast	30 14%	179 17%
Midwest	49 23%	372 35% A
South	87 41% B	317 30%
West	44 21%	182 17%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 54

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

Base: All US Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Less than $15,000	5 2%	24 2%
$15,000 to $24,999	8 4%	60 6%
$25,000 to $34,999	14 7%	105 10%
$35,000 to $49,999	24 11%	178 17%
$50,000 to $74,999	45 21%	229 22%
$75,000 to $99,999	37 18%	209 20%
$100,000 OR MORE (NET)	76 37% B	225 21%
$100,000 to $124,999	36 17% B	91 9%
$125,000 to $149,999	21 10%	93 9%
$150,000 to $199,999	20 9% B	34 3%
$200,000 to $249,999	- -	1 *
$250,000 or more	- -	6 1%
Prefer not to answer	- -	18 2%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 55

RACE: What is your race?

Base: All US Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
White (only)	121 58%	629 60%
Hispanic	55 27%	230 22%
Black or African American (only)	23 11%	127 12%
ASIAN (NET)	6 3%	37 4%
Korean (only)	1 *	2 *
Japanese (only)	1 *	5 *
South Asian (only)	- -	10 1%
Chinese (only)	- -	7 1%
Filipino (only)	- -	11 1%
Arab/West Asian (only)	- -	- -
Vietnamese (only)	- -	- -
Asian (multiple)	- -	- -
Other Asian (only)	5 2% B	3 *
Native American or Alaskan Native (only)	2 1%	5 *
Native Hawaiian or Pacific Islander (only)	1 *	1 *
Some other race (only)	1 *	* *

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 55

RACE: What is your race?

Base: All US Respondents

	2021	2018
	(A)	(B)
Weighted Base	209	1049
More than one race	-	10
	-	1%
Prefer not to answer	-	9
	-	1%
Sigma	209	1049
	100%	100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 59

MARITAL STATUS: What is your current marital status?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Never married	57 27%	328 31%
MARRIED / LIVING WITH PARTNER (NET)	122 59%	588 56%
Living with partner	24 11%	115 11%
Married or civil union	99 47%	473 45%
DIVORCED / SEPARATED / WIDOWED (NET)	29 14%	133 13%
Divorced	22 10%	85 8%
Separated	4 2%	28 3%
Widowed	4 2%	20 2%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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Table 60

HOUSEHOLD SIZE: Size of Household (Net)

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
1 HH member	30 15%	143 14%
2 HH members	65 31%	279 27%
3 HH members	37 18%	246 23%
4 HH members	42 20%	176 17%
5+ HH members	35 17%	204 19%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

Q615B. Are you the parent or legal guardian of at least one child?

Base: All Qualified Respondents

	2021	2018
	(A)	(B)
Unweighted Base	209	1049
Weighted Base	209	1049
Yes	104 50%	627 60%
No	105 50%	422 40%
Sigma	209 100%	1049 100%

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.

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	2021	2018
	(A)	(B)
2021	209	-
	100%	-
	B	
2018	-	1049
	-	100%
		A

Proportions/Means: Columns Tested (5% risk level) - A/B
Overlap formulae used.