

INTRODUCTION

This survey asks questions about your employment history and your opinions on various professional training or education opportunities that could help you upgrade your skills or learn new skills to advance your career. Your responses will be combined with the feedback of others to develop an important report that can be used to inform the development of professional training and learning opportunities for employees across the U.S.

Your responses are **confidential**. The information you share with us will be kept **private** and your individual responses will not be shared in a way that could identify you.

NEW SCREEN

54. What is your gender? **[REQUIRED]**

- 1 Man
- 2 Woman
- 3 Non-Binary
- 4 Other
- 5 Prefer not to say

55. What is your age? **[REQUIRED]**

[NUMERIC TEXTBOX; 18-65] TERM IF UNDER 18 OR OVER 65

NEW SCREEN

56. Are you of Hispanic, Latino, or Spanish origin - such as Mexican, Puerto Rican, Cuban, or other Spanish origin? **[REQUIRED]**

- 1 Yes
- 2 No

57. What is your race? *Please select all that apply.* **[REQUIRED]**

- 1 White
- 2 Black or African American
- 3 Asian
- 4 American Indian or Alaska Native
- 5 Native Hawaiian or Pacific Islander
- 6 Other

NEW SCREEN

58. What is your zip code? **[REQUIRED]**

[NUMERIC TEXTBOX; 5-digits]

NEW SCREEN

59. What is the highest level of school you have completed or the highest degree you have received?
[REQUIRED]

- 1 Less than a high school diploma (Grades 1 through 11 or no schooling)
- 2 High school graduate (Grade 12 with diploma or GED certificate)
- 3 Some college – college, university or community college -- but no degree or certificate
- 4 Completed industry certification or certificate program
- 5 Two-year associate degree from a college, university, or community college
- 6 Four-year bachelor's degree from a college or university (e.g., BS, BA, AB)
- 7 Some postgraduate or professional schooling after graduating college, but no postgraduate degree (e.g. some graduate school)
- 8 Postgraduate or professional degree, including master's, doctorate, medical or law degree (e.g., MA, MS, PhD, MD, JD)

NEW SCREEN

1. Which of the following **best** describes your current employment status? **[REQUIRED]**

- 1 Employed full-time (i.e., work at least 35 hours a week for pay)
- 2 Employed part-time (i.e., work less than 35 hours a week for pay)
- 3 Self-employed (e.g., own you own business, gig worker, or independent contractor)
- 4 Unemployed
- 5 Disabled and unable to work **[TERMINATE]**
- 6 Retired **[TERMINATE]**
- 7 Taking care of house or family

2. Are you **currently** enrolled as a student at a college or university?

- 1 Yes, full-time undergraduate student
- 2 Yes, full-time grad student
- 3 Yes, part-time undergraduate student
- 4 Yes, part-time grad student
- 5 No, I am not a student

NEW SCREEN

[IF Q1 = 4 OR 7]

3. Are you actively looking for employment?

- 1 Yes
- 2 No

[IF Q3=1]

4. Are you actively looking for employment as a result of the Covid-19 pandemic?

- 1 Yes
- 2 No

[IF Q3 = 2]

5. Do you have any plans to return to the workforce within the next 5 years?

- 1 Yes
- 2 No

[IF Q5 = 2]

6. Which of the following **best** describes why you **do not** plan on returning to the workforce within the next five years?

- 1 I'm unable to find work so I stopped looking
- 2 I'm caring for child or family member
- 3 I have other means of financial support
- 3 Some other reason (*please specify.*) **[PROGRAM AS OPEN END]**

[PROGRAMMER: IF Q5 = 2, TERMINATE AFTER ASKING Q6]

_____ **NEW SCREEN** _____

[IF Q1 = 1 OR 2]

7. Are you paid hourly wages (i.e., paid a certain amount per hour) or an annual salary?

- 1 Hourly
- 2 Salary

_____ **NEW SCREEN** _____

[IF Q1 = 1 OR 2]

8. Which of the following best describes your **current** job search status?

- 1 I'm actively looking for or applying to new jobs
- 2 I'm open to leaving my current job, but I'm not actively looking
- 3 I'm not open to or considering leaving my current job

_____ **NEW SCREEN** _____

[IF Q1 = 1 OR 2]

9. How long have you been with your current employer?

[DROPDOWN: Less than 1 year – 20+ years]

[IF Q9 = LESS THAN 1 YEAR]

10. About how many months have you been with your current employer?

- 1 3 months or less
- 2 4-6 months
- 3 7-8 months
- 4 9 months or more

NEW SCREEN

[IF Q1 = 1 OR 2]

11. Which of the following **best** describes your **current** work situation?

- 1 Permanent remote worker/telecommuter
- 2 Remote worker/telecommuter due to the coronavirus pandemic (will return to the office/work location)
- 3 Fully in office or at work location
- 4 Flexible work arrangement – can work from office/work location or remote locations

[IF Q1 = 1 OR 2]

12. Which of the following **best** describes the work situation you anticipate in **2022**?

- 1 Permanent remote worker/telecommuter
- 2 Remote worker/telecommuter due to the coronavirus pandemic (will return to the office/work location)
- 3 Fully in office or at work location
- 4 Flexible work arrangement – can work from office/work location or remote locations

NEW SCREEN

Please imagine a ladder with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represents the best possible employment situation for you and the bottom of the ladder represents the worst possible employment situation for you.

13. On which step of the ladder would you say you personally feel your employment situation is **at this time**?

- 10 Best possible employment situation for you
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0 Worst possible employment situation for you

NEW SCREEN

[IF Q1 = 1 OR 2 OR 3]

14. Thinking about your **current** employment situation, please rate your level of agreement with the following statements.

If you have more than one job, please think about your primary job, or the one where you spend most of your time.

- 5 Strongly agree
- 4 Agree
- 3 Neither agree nor disagree
- 2 Disagree
- 1 Strongly disagree
- 8 Don't know

[DISPLAY A-D AS SEPARATE/STAND ALONE QUESTIONS, WITH RESPONSE OPTIONS APPEARING UNDER EACH ITEM]

- a. At work, I have the opportunity to do what I do best every day.
- b. There is someone at work who encourages my development.
- c. At work, my opinions seem to count.
- d. In the last year, I have had opportunities at work to learn and grow.

NEW SCREEN

[IF Q1 = 1 OR 2 OR 3]

15. Thinking about your **current** employment situation, how satisfied are you with each of the following aspects of your job?

If you have more than one job, please think about your primary job, or the one where you spend most of your time.

- 5 Very satisfied
- 4 Satisfied
- 3 Neither satisfied nor dissatisfied
- 2 Dissatisfied
- 1 Very dissatisfied
- 8 Does not apply

[DISPLAY A-M AS SEPARATE/STAND ALONE QUESTIONS, WITH RESPONSE OPTIONS APPEARING UNDER EACH ITEM; SHOW 4 ITEMS PER PAGE, REPEATING QUESTION STEM ON EACH PAGE]

- a. Level of pay
- b. How stable and predictable the pay is
- c. How stable and predictable the hours are
- d. Job security
- e. Employee benefits (e.g., health insurance, retirement)
- f. Opportunities to participate in training/education to upgrade your skills or learn new skills that could advance your career
- g. Control over your schedule (e.g., ability to work flexible hours)
- h. Control over your work location (e.g., ability to work remotely)
- i. Career advancement (e.g., opportunities for promotion)
- j. Enjoying your day-to-day work
- k. Having a sense of purpose and dignity in your work
- l. Having the power to change things about your job that you're not satisfied with

m. The health and safety of your work environment

_____**NEW SCREEN**_____

16. Have you experienced any the following changes to your employment **as the result of the coronavirus pandemic**? *Please select all that apply*

- 1 Been temporarily laid off
- 2 Been permanently let go
- 3 Had your hours reduced
- 4 Seen a loss of income
- 5 Returned to work after being temporarily laid off

_____**NEW SCREEN**_____

[IF Q1 = 1 OR 2 OR 3]

17. Would you say that you are overqualified, perfectly qualified, or underqualified for your current job?

- 1 Overqualified
- 2 Perfectly qualified
- 3 Underqualified

_____**NEW SCREEN**_____

18. How confident are you that you **currently** have the level of skills needed to advance **[IF Q1 = 1 OR 2, FILL “at your current job”; OTHERWISE FILL “in your career”]**?

- 5 Completely confident
- 4 Very confident
- 3 Moderately confident
- 2 Slightly confident
- 1 Not confident at all

19. How confident are you that you **will have** the level of skills needed for the type of job you would like to have **in the next 5 years**?

- 5 Completely confident
- 4 Very confident
- 3 Moderately confident
- 2 Slightly confident
- 1 Not confident at all

_____**NEW SCREEN**_____

[IF Q1 = 1 OR 2 OR 3]

20. How likely is it that you will leave your current job **voluntarily** within the next 12 months?

- 5 Extremely likely
- 4 Very likely

- 3 Moderately likely
- 2 Slightly likely
- 1 Not likely at all

[IF Q1 = 1 OR 2 OR 3]

21. How likely do you think it is that you will leave your job **involuntarily** (i.e., you will be laid off or let go) within the next 12 months?

- 5 Extremely likely
- 4 Very likely
- 3 Moderately likely
- 2 Slightly likely
- 1 Not likely at all

_____**NEW SCREEN**_____

[IF Q1 = 1 OR 2 OR 3]

22. Do you consider your current job to be ...?

- 1 A career
- 2 A stepping stone to a career
- 3 Just a job

_____**NEW SCREEN**_____

23. How important is it that an employer provide each of the following when you are evaluating if a **new job** is a good fit for you?

[DISPLAY A-H AS SEPARATE/STAND ALONE QUESTIONS, WITH RESPONSE OPTIONS APPEARING UNDER EACH ITEM; SHOW 4 ITEMS PER PAGE, REPEATING QUESTION STEM ON EACH PAGE; RANDOMIZE ORDER A-H IS SHOWN]

- 5 Extremely important
- 4 Very important
- 3 Moderately important
- 2 Slightly important
- 1 Not important at all

- a. Paid sick leave
- b. Paid vacation/personal leave
- c. Paid maternity or paternity leave
- d. Health insurance
- e. Opportunities to participate in training/education to upgrade your skills or learn new skills that could advance your career
- f. Life insurance
- g. Retirement benefits
- h. Disability insurance to cover you if you get hurt or are unable to work

_____**NEW SCREEN**_____

24. How important are each of the following to you when weighing the decision to **remain** at a job?

[DISPLAY A-H AS SEPARATE/STAND ALONE QUESTIONS, WITH RESPONSE OPTIONS APPEARING UNDER EACH ITEM; SHOW 4 ITEMS PER PAGE, REPEATING QUESTION STEM ON EACH PAGE; RANDOMIZE ORDER A-H IS SHOWN]

- 5 Extremely important
- 4 Very important
- 3 Moderately important
- 2 Slightly important
- 1 Not important at all

- a. Paid sick leave
- b. Paid vacation/personal leave
- c. Paid maternity or paternity leave
- d. Health insurance
- e. Opportunities to participate in training/education to upgrade your skills or learn new skills that could advance your career
- f. Life insurance
- g. Retirement benefits
- h. Disability insurance to cover you if you get hurt or are unable to work

NEW SCREEN

UPSKILLING INTEREST

The rest of the survey will ask questions about training/education opportunities that you could participate in to upgrade your skills or learn new skills that could advance your career.

This **includes** training or education that advances or upgrades your skillset, or that teaches you entirely new skills.

This **does not** include basic refreshers in areas where you are already well skilled, or routine trainings that are part of the regular requirements of a job.

25. Have you considered upgrading your skills or learning new skills due to the impact of the coronavirus pandemic?

- 1 Yes
- 2 No

NEW SCREEN

26. How interested are you in participating in training/education to upgrade your skills or learn new skills that could help you advance your career?

- 5 Extremely interested
- 4 Very interested
- 3 Moderately interested

- 2 Slightly interested
- 1 Not interested at all

NEW SCREEN

[IF Q26 >=2 AND Q1 = 1 OR 2]

27. What is the **main** reason you are interested in participating in training/education to upgrade your skills or learn new skills?

- 1 Advance in your current job in some way (e.g., get a promotion or salary increase)
- 2 Find a new job at a **different company** that is higher-level or pays more, but is **similar or the same** as the type of work at your current job
- 3 Find a new job in a **different company** that is higher-level or pays more, doing a **different type of work** than you currently do
- 4 Find a new job with greater growth potential
- 5 Find a new job that is more personally fulfilling or rewarding
- 6 Other (*please specify*): **[PROGRAM AS OPEN END]**

[IF Q26 => 2 AND (Q1 = 3 OR Q3 = 1 OR Q5 = 1)]

28. What is the **main** reason you are interested in participating in training/education to upgrade your skills or learn new skills?

- 1 Find a higher-level or higher paying job that is **similar or the same** as the type of work that you normally do
- 2 Find a higher-level or higher paying job doing a **different type of work** than you normally do
- 3 Find a job with growth potential
- 4 Find a job that is more personally fulfilling or rewarding
- 5 Other (*please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

29. How interested would you be in each of the following opportunities to upgrade your skills or learn new skills if they were provided at no cost to you by **[IF Q1 = 1 OR 2, FILL “your”; OTHERWISE FILL “an” employer?**

- 5 Extremely interested
- 4 Very interested
- 3 Moderately interested
- 2 Slightly interested
- 1 Not interested at all

[DISPLAY A-D AS SEPARATE/STAND ALONE QUESTIONS, WITH RESPONSE OPTIONS APPEARING UNDER EACH ITEM; SHOW A AND B ON ONE PAGE AND C-D ON ONE PAGE, REPEATING QUESTION STEM ON EACH PAGE; ROTATE ORDER OF A- B AND C-D]

- a. **Paid** training/education opportunities (i.e., where you are paid while attending).
- b. **Unpaid** training/education opportunities (i.e., where you are **not** paid, or time is not considered hours worked).
- c. Training/education offered **during** normal work hours.

- d. Training/education offered **outside** of normal work hours.

_____**NEW SCREEN**_____

30. How interested are you in pursuing each of the following opportunities to upgrade your skills or learn new skills **on your own**?

- 5 Extremely interested
- 4 Very interested
- 3 Moderately interested
- 2 Slightly interested
- 1 Not interested at all

[DISPLAY A-C AS SEPARATE/STAND ALONE QUESTIONS, WITH RESPONSE OPTIONS APPEARING UNDER EACH ITEM]

- a. Training/education opportunities at a college or university
- b. Training/education opportunities offered by a union or professional association
- c. Training/education opportunities offered by an independent organization

_____**NEW SCREEN**_____

31. When it comes to participating in education/training to upgrade your skills or learn new skills, which of the following **delivery formats** are most appealing to you? *Please select all that apply.*

- 1 Online learning
- 2 In-person or in-classroom learning
- 3 Hybrid (some in-person instruction and some online learning)
- 4 Other (*Please specify*): **[PROGRAM AS OPEN END]**

_____**NEW SCREEN**_____

32. The prior question asked about **delivery** formats, while this question asks about **learning** formats.

When it comes to participating in education/training to upgrade your skills or learn new skills, which of the following **learning formats** are most appealing to you? *Please select all that apply.*

- 1 One-time workshop, course, or training program completed in a day or less
- 2 Multi-session workshop, course, or training program, with sessions completed over several days or weeks
- 3 Self-paced learning that you complete on your own timeline
- 4 Degree, diploma, or certification program that you complete over the course of a semester or more at a college or university
- 5 Other (*please specify*): **[PROGRAM AS OPEN END]**

_____**NEW SCREEN**_____

33. Thinking about the current job market, what skills do you think would be the most important for you to learn if you wanted to advance in your career or get a better job? *Please select all that apply.*

[PROGRAMMER: RANDOMIZE RESPONSE OPTIONS, HOLD 12 AND 13 AT BOTTOM]

- 1 Technical/Digital skills (e.g., programming, software development, information technology)
- 2 Analytical skills (e.g., data analysis, research, problem solving, critical thinking))
- 3 Writing or presentation skills
- 4 Communication skills (e.g., active listening, methods for sharing feedback)
- 5 Marketing skills (e.g., brand promotion, social media engagement)
- 6 Leadership skills
- 7 Managerial skills
- 8 Networking skills
- 9 Project management skills
- 10 Social skills (e.g., teamwork/collaboration skills, conflict avoidance)
- 11 Specialized skills specific to my field/occupation
- 12 Other skills (*please specify*): **[PROGRAM AS OPEN END]**
- 13 None of the above **[EXCLUSIVE]**

NEW SCREEN

34. How likely is it that you would switch to a new job at a different employer if that prospective employer offered training/education opportunities to upgrade your skills or learn new skills that could advance your career?

- 5 Extremely likely
- 4 Very likely
- 3 Moderately likely
- 2 Slightly likely
- 1 Not likely at all

UPSKILLING ACCESS AND EXPERIENCE

[IF Q1 = 1 OR 2]

35. Does your current employer offer any training/education opportunities to upgrade your skills or learn new skills that you could participate in if you wanted to?

- 1 Yes
- 2 No
- 3 Don't know

NEW SCREEN

36. **In the past 12 months**, have you participated in **any** training/education to upgrade your skills or learn new skills? *Please select all that apply*

This could include training/education provided by an employer, or that you pursued on your own through a college or university, professional association, or other training/education provider.

DO NOT include basic refreshers on topics where you are already well skilled, or routine trainings that are part of the regular requirements of a job.

- 1 Yes – I participated in training/education to upgrade or learn new skills **provided by [IF Q1 = 1 | 2, FILL “my”, OTHERWISE FILL, “an”] employer**
- 2 Yes – I participated in training/education to upgrade or learn new skills that I **pursued on my own**
- 3 No – I have not participate in any training/education to upgrade or learn new skills **[EXCLUSIVE]**

NEW SCREEN

[IF Q36 = 3]

37. What are the reasons why you have **not** participated in any training/education opportunities to upgrade your skills or learn new skills? *Please select all that apply.*

[PROGRAMMER: RANDOMIZE, HOLD 9 AND 10 AT BOTTOM]

- 1 Lack of time
- 2 Lack of money
- 3 Lack of transportation
- 4 Lack of childcare
- 5 Do not have access to any training/education opportunities
- 6 There are no opportunities available where I live
- 7 The training/education opportunities I had access to were not relevant to me
- 8 I don't feel I need to upgrade my skills or learn new skills at this time
- 9 I am not interested
- 10 Other (*Please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

These next questions are about the training/education **provided by [IF Q1 = 1 | 2, FILL “your”, OTHERWISE FILL, “an”] employer** that you participated in within **the past 12 months**.

If you participated in more than one training/education opportunity, please think about the one you participated in **most recently**.

[IF Q36 = 1]

38. Which of the following **best** describes the of training/education you participated in that was **provided by [IF Q1 = 1 | 2, FILL “your”, OTHERWISE FILL, “an”] employer**?

- 1 **Paid** training/education (i.e., you were paid while attending)
- 2 **Unpaid** training/education (i.e., you were **not** paid, or time was not considered hours worked, while attending)

[IF Q36 = 1]

39. When was this training/education that you participated in held?

- 1 During my normal work hours
- 2 Outside of my normal work hours
- 3 Both during and outside of my normal work hours

NEW SCREEN

[IF Q36 = 1]

40. Which of the following **best** describes the delivery format of the training/education you participated in that was **provided by [IF Q1 = 1 | 2, FILL “your”, OTHERWISE FILL, “an”] employer?**

- 1 Online learning
- 2 In-person or in-classroom learning
- 3 Hybrid (some in-person instruction and some online learning)
- 4 Other (*Please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

[IF Q36 = 1]

41. Which of the following **best** describes the learning format of the training/education you participated in that was **provided by [IF Q1 = 1 | 2, FILL “your”, OTHERWISE FILL, “an”] employer?**

- 1 One-time workshop, course, or training program completed in a day or less
- 2 Multi-session workshop or training program, completed over several days or weeks
- 3 Self-paced learning that you completed on your own timeline
- 4 Degree, diploma, or certification program completed over the course of a semester or more through a college or university
- 5 Other (*please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

[IF Q36 = 1]

42. Which of the following skills were taught in the training/education that was **provided by [IF Q1 = 1 OR 2, FILL “your”, OTHERWISE FILL, “an”] employer?** *Please select all that apply.*

[PROGRAMMER: RANDOMIZE RESPONSE OPTIONS, HOLD 12 AT BOTTOM]

- 1 Technical/Digital skills (e.g., programing, software development, information technology)
- 2 Analytical skills (e.g., data analysis, research, problem solving, critical thinking)
- 3 Writing or presentation skills
- 4 Communication skills (e.g., active listening, methods for sharing feedback)
- 5 Marketing skills (e.g., brand promotion, social media engagement)
- 6 Leadership skills
- 7 Managerial skills
- 8 Networking skills
- 9 Project management skills
- 10 Social skills (e.g., teamwork/collaboration methods, conflict avoidance)
- 11 Specialized skills specific to my field/occupation
- 12 Other skills (*please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

[IF Q36 = 1]

43. What was your overall level of satisfaction with the training/education that was **provided by [IF Q1 = 1 OR 2, FILL “your”, OTHERWISE FILL, “an”] employer?**

- 5 Very satisfied
- 4 Satisfied
- 3 Neither satisfied nor dissatisfied

- 2 Dissatisfied
- 1 Very dissatisfied

NEW SCREEN

These next questions are about the training/education **you pursued on your own** within the **past 12 months**.

If you participated in more than one training/education opportunity, please think about the one you participated in **most recently**.

[IF Q36 = 2]

44. Which of the following **best** describes the training/education that you **pursued on your own**?

- 1 Training/education opportunities at a college or university
- 2 Training/education opportunities offered by a union or professional association
- 3 Training/education opportunities offered by an independent organization
- 4 Other (*please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

[IF Q36 = 2]

45. Which of the following **best** describes the delivery format of the training/education you participated in that you **pursued on your own**?

- 1 Online learning
- 2 In-person or in-classroom learning
- 3 Hybrid (some in-person instruction and some online learning)
- 4 Other (*Please specify*): **[PROGRAM AS OPEN END]**

[IF Q36 = 2]

46. Which of the following **best** describes the learning format of the training/education that you **pursued on your own**?

- 1 One-time workshop, course, or training program completed in a day or less
- 2 Multi-session workshop or training program, with sessions completed over several days or weeks
- 3 Self-paced learning that you completed on your own timeline
- 4 Degree, diploma, or certification program completed over the course of a semester or more at a college or university
- 5 Other (*please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

[IF Q36 = 2]

47. Which of the following skills were taught in the training/education that you **pursued on your own**?
Please select all that apply.

[PROGRAMMER: RANDOMIZE RESPONSE OPTIONS, HOLD 12 AT BOTTOM]

- 1 Technical/Digital skills (e.g., programming, software development, information technology)
- 2 Analytical skills (e.g., data analysis, research, problem solving, critical thinking)
- 3 Writing or presentation skills
- 4 Communication skills (e.g., active listening, methods for sharing feedback)
- 5 Marketing skills (e.g., brand promotion, social media engagement)
- 6 Leadership skills
- 7 Managerial skills
- 8 Networking skills
- 9 Project management skills
- 10 Social skills (e.g., teamwork/collaboration methods, conflict avoidance)
- 11 Specialized skills specific to my field/occupation
- 12 Other skills (*please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

[IF Q36 = 2]

48. What was your overall level of satisfaction with the training/education that you **pursued on your own**?

- 5 Very satisfied
- 4 Satisfied
- 3 Neither satisfied nor dissatisfied
- 2 Dissatisfied
- 1 Very dissatisfied

NEW SCREEN

These next questions are about the impact that the training/education you participated in has had on your career and life.

[IF Q36 = 1 OR 2]

49. Based on the training/education you participated in to upgrade your skills or learn new skills, how prepared do you feel you are to meet your future career goals?

- 5 Extremely prepared
- 4 Very prepared
- 3 Moderately prepared
- 2 Slightly prepared
- 1 Not prepared at all

[IF Q36 = 1 OR 2]

50. Have you experienced any of the following since participating in training/education to upgrade your skills or learn new skills? *Please select all that apply.*

- 1 Career advancement at my current employer (promotion to a higher-level job or pay increase)
- 2 Started a job that is higher-skilled or better paying
- 3 Changed industries or occupations
- 4 Started a job that is more fulfilling or rewarding to me personally
- 5 Other (*please specify*): **[PROGRAM AS OPEN END]**
- 6 None – there has been **no change** in my employment situation **[EXCLUSIVE]**

NEW SCREEN

[IF Q36 = 1 OR 2]

51. Thinking about the impact that the training/education you participated in has had on your life, please rate your level of agreement with the following items.

[DISPLAY AS SEPARATE/STAND ALONE QUESTIONS, WITH RESPONSE OPTIONS APPEARING UNDER EACH ITEM]

- 5 Strongly agree
- 4 Agree
- 3 Neither agree nor disagree
- 2 Disagree
- 1 Strongly disagree

- a. My overall satisfaction with my job/career has increased
- b. My standard of living has increased
- c. My overall quality of life has improved

DEMOGRAPHICS

52. What **industry category** best describes the company/organization where you are currently (or were most recently) employed?

- 1 Agriculture, Forestry, Fishing and Hunting (e.g., farming)
- 2 Mining, Quarrying, and Oil and Gas Extraction
- 3 Utilities (e.g., electric or water company)
- 4 Construction
- 5 Manufacturing (e.g., production)
- 6 Wholesale Trade
- 7 Retail Trade (e.g., grocery store, clothing store, hardware store, etc.)
- 8 Transportation and Warehousing (e.g., trucking)
- 9 Information (e.g., software, news, internet services, telecommunications)
- 10 Finance and Insurance (e.g., banking)
- 11 Real Estate and Rental and Leasing
- 12 Professional, Scientific, and Technical Services (e.g., legal, engineering, research, IT or management consulting)
- 13 Management of Companies and Enterprises
- 14 Administrative and Support and Waste Management and Remediation Services
- 15 Educational Services (e.g., elementary, secondary, or university)
- 16 Health Care and Social Assistance (e.g., hospital, physician's office, social services)
- 17 Arts, Entertainment, and Recreation (e.g., media, sports, music)
- 18 Accommodation and Food Services (e.g., hotels, restaurants, bars)
- 19 Repair and maintenance services, including equipment, laundry, and personal care (e.g., beauty salon, HVAC or auto-repair)
- 20 Non-profit organization or private household (e.g., religious organization, charity, or nanny-services for parents)
- 21 Public Administration (e.g., federal, state, or local government agency)
- 22 Other (*please specify*): **[PROGRAM AS OPEN END]**

NEW SCREEN

53. Which **occupation category** best describes your role at the job where you are currently (or were most recently) employed?

[PROGRAMMER: TWO LEVEL DROPDOWN LIST; LEVEL 1 = MAJOR CATEGORIES, LEVEL 2 = MINOR CATEGORIES FROM ACCOMPANYING SPREADSHEET]

_____ **NEW SCREEN** _____

60. Using your best estimate, what is your **personal annual income**, earned from work you do for an employer or for yourself?

Please include all wages, salary, commissions, bonuses or tips from all jobs.

[\$[NUMERIC TEXTBOX; MAX 9.999,999] per year

_____ **NEW SCREEN** _____

61. Have **you** ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?

- 1 Yes
- 2 No

62. Has **your spouse** ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?

- 1 Yes
- 2 No
- 3 Not applicable – Not married or in domestic partnership

_____ **NEW SCREEN** _____

The survey is now complete. Thank you for your participation!

Copyright Standards

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

The Gallup Q12 items are Gallup proprietary information and are protected by law. You may not administer a survey with the Q12 items or reproduce them without written consent from Gallup.

Gallup® and Q12® are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are property of their respective owners.