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.

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

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

58. What is your zip code? [REQUIRED]

   [NUMERIC TEXTBOX; 5-digits]
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
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

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

[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.

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 of 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

NEW SCREEN

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
[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?

```plaintext
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 ...?

```plaintext
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]**

```plaintext
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
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]

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]

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**?

<table>
<thead>
<tr>
<th>Response</th>
<th>Interest Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Extremely interested</td>
</tr>
<tr>
<td>4</td>
<td>Very interested</td>
</tr>
<tr>
<td>3</td>
<td>Moderately interested</td>
</tr>
<tr>
<td>2</td>
<td>Slightly interested</td>
</tr>
<tr>
<td>1</td>
<td>Not interested at all</td>
</tr>
</tbody>
</table>

[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.*

<table>
<thead>
<tr>
<th>Response</th>
<th>Delivery Format</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Online learning</td>
</tr>
<tr>
<td>2</td>
<td>In-person or in-classroom learning</td>
</tr>
<tr>
<td>3</td>
<td>Hybrid (some in-person instruction and some online learning)</td>
</tr>
<tr>
<td>4</td>
<td>Other (<em>Please specify</em>): [PROGRAM AS OPEN END]</td>
</tr>
</tbody>
</table>

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.*

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

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.*
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

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.
Yes – I participated in training/education to upgrade or learn new skills provided by employer
Yes – I participated in training/education to upgrade or learn new skills that I pursued on my own
No – I have not participate in any training/education to upgrade or learn new skills

[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 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 training/education you participated in that was provided by 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]
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]

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]

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.

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]

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
Most dissatisfied
Very dissatisfied

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]

[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]

[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]
[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]
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]

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

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

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