

Base: All Qualified Respondents

AGE: What is your age?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
18-24	112 7%	19 6%	93 8%	112 11% FGH	112 36% DFGH	- -	- -	- -	32 4%	39 13% IL	31 16% IL	4 2%	80 12% IL	5 18%	57 10% P	51 6%	78 13% R	34 4%
25-34	424 28%	82 24%	336 29%	424 43% FGH	198 64% DFGH	226 34% GH	- -	- -	198 24%	84 29%	69 37% I	52 34% I	226 33% I	6 23%	142 24%	276 31% O	186 31%	238 26%
35-44	404 27%	99 29%	300 26%	404 41% EGH	- -	404 61% DEGH	- -	- -	224 27%	70 24%	40 21%	51 33%	179 26%	9 33%	131 22%	264 29% O	123 21%	281 31% Q
45-54	311 21%	70 21%	236 20%	38 4% E	- -	38 6% DEH	273 64% DEFH	- -	183 22%	60 21%	31 17%	22 15%	127 18%	6 23%	145 24% P	160 18%	122 20%	189 21%
55-64	202 13%	43 13%	158 14%	- -	- -	- -	153 36% DEF	49 45% DEF	135 16% KM	32 11%	14 8%	18 12%	67 10%	1 3%	103 17% P	99 11%	72 12%	130 14%
65+	62 4%	23 7% C	38 3%	- -	- -	- -	- -	60 55% DEFG	50 6% JKM	4 2%	2 1%	5 3%	12 2%	- -	16 3%	45 5%	13 2%	48 5% Q
MEAN	41.3	42.7	40.8	33.5 E	25.1	37.4 DE	52.6 DEF	66.1 DEFG	43.5 JKM	38.8	36.5	40.8 KM	38.5	35.7	41.9	41.0	39.1	42.7 Q
STD. DEV.	12.66	13.19	12.50	7.11	2.90	4.67	4.57	3.83	12.90	12.57	11.56	10.93	11.81	9.80	13.07	12.42	12.66	12.47
STD. ERR.	0.33	0.76	0.36	0.24	0.21	0.17	0.20	0.35	0.44	0.78	0.95	0.83	0.46	2.83	0.53	0.42	0.46	0.45
MEDIAN	41	41	40	34	25	37	52	65	42	39	33	38	37	37	42	40	37	42
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

10 Jul 2026
Table 2

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Woman	1162 77%	- -	1162 100% B	756 77%	252 81% H	505 76%	331 78%	75 69%	660 80% LM	224 78% L	141 76% L	91 60%	502 73% L	24 92%	495 83% P	643 72%	496 83% R	666 72%
Man	337 22%	337 100% C	- -	211 22%	54 17%	157 24% D	90 21%	34 31% E	158 19%	64 22%	41 22%	59 39% IJKM	179 26% I	2 8%	93 16%	242 27% O	97 16%	240 26% Q
Non-binary	6 *	1 *	- -	6 1% F	4 1%	2 *	* *	- -	2 *	- -	4 2% I	* *	5 1%	- -	1 *	5 1%	1 *	5 1%
Gender non-conforming	1 *	* *	1 *	1 *	* *	1 *	- -	- -	* *	* *	- -	- -	1 *	- -	* *	1 *	* *	1 *
I identify as	4 *	- -	2 *	* *	* *	- -	3 1% D	- -	4 *	- -	- -	- -	- -	- -	2 *	1 *	2 *	1 *
Prefer not to answer	9 1%	- -	- -	5 *	* *	5 1%	4 1%	- -	3 *	1 *	1 1%	2 1%	6 1%	- -	5 1%	4 *	1 *	8 1%
Sigma	1519 100%	338 100%	1165 100%	980 100%	311 100%	669 100%	428 101%	109 100%	826 100%	290 100%	187 100%	152 100%	693 100%	26 100%	596 100%	896 100%	597 100%	921 100%

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

Base: All Qualified Respondents

NETGENERATION. Generation (Net)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Silent/Greatest	2 *	2 *	-	-	-	-	-	-	2 *	-	-	-	-	-	-	2 *	-	2 *
Baby Boomer	109 7%	34 10%	75 6%	-	-	-	-	109 100% DEFG	85 10% JKM	9 3%	4 2%	11 7% M	24 3%	-	43 7%	65 7%	30 5%	79 9% Q
Gen X	426 28%	90 27%	331 28%	-	-	-	426 100% DEFH	-	255 31%	84 29%	42 22%	33 22%	172 25%	3 10%	208 35% P	216 24%	164 28%	262 29%
Millennial	667 44%	157 47%	505 43%	667 68% EGH	-	667 100% DEGH	-	-	345 42%	115 40%	82 44%	89 58% IJM	322 47% J	13 49%	216 36%	439 49% O	237 40%	430 47% Q
Gen Z	310 20%	54 16%	252 22%	310 32% FGH	310 100% DFGH	-	-	-	136 17%	81 28% IL	60 32% IL	19 13%	174 25% IL	11 41%	127 21%	173 19%	163 27% R	147 16%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

US REGION: Census Region (US Net)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Northeast	308 20%	64 19%	242 21%	179 18%	53 17%	126 19%	100 23%	30 27%	179 22%	48 16%	34 18%	36 24%	129 19%	7 28%	108 18%	194 22%	112 19%	196 21%
Midwest	322 21%	54 16%	265 23%	212 22%	75 24%	137 21%	92 21%	18 17%	213 26% JKLM	51 18%	24 13%	22 15%	109 16%	5 19%	154 26% P	162 18%	144 24%	177 19%
South	583 38%	130 39%	447 38%	400 41% H	139 45% H	262 39% H	153 36%	28 26%	288 35%	160 55% IKLM	67 36%	38 25%	294 43% IL	9 35%	246 41%	327 37%	243 41%	339 37%
West	301 20%	89 26% C	208 18%	186 19%	43 14%	143 21% D	82 19%	33 30% DEG	142 17%	31 11%	62 33% IJM	55 36% IJM	159 23% IJ	5 18%	85 14%	211 24% O	95 16%	206 22% Q
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

Proportions/Mean: Columns Tested (5% risk level) - B/C - D/E/F/G/H - I/J/K/L/M - N/O/P - Q/R
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Base: All Qualified Respondents

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

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-year college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
ALL OTHER (NET)	774 51%	173 51%	598 51%	516 53% F	204 66% DFG	312 47%	201 47%	57 52%	381 46% L	186 64% ILM	121 65% IL	46 31%	392 57% IL	23 90%	435 73% P	315 35%	418 70% R	356 39%
Allied Health Professional (e.g., physical therapist, occupational therapist, dietitian, etc.)	186 12%	42 12%	144 12%	128 13% F	53 17%	75 11%	45 11%	13 12%	105 13%	34 12%	20 10%	22 14%	81 12%	- -	61 10%	126 14%	64 11%	122 13%
Personal Care Aide	146 10%	26 8%	120 10%	85 9%	33 11%	52 8%	48 11%	13 12%	67 8%	47 16% ILM	20 11% L	4 2%	78 11% L	15 59%	122 21% P	8 1%	111 19% R	34 4%
Behavioral Health Professional (e.g., psychologist, licensed clinical social worker, mental health counselor, etc.)	118 8%	31 9%	86 7%	80 8%	15 5%	66 10% D	26 6%	12 11%	69 8% L	25 9% L	14 8%	2 1%	48 7% L	2 6%	31 5%	85 9% O	56 9%	62 7%
Certified Nurse Assistant (CNA)	113 7%	12 4%	100 9% B	82 8% F	48 15% DFGH	34 5%	29 7%	2 2%	42 5% L	35 12% IL	24 13% IL	- -	71 10% IL	6 25%	89 15% P	18 2%	85 14% R	28 3%
Pharmacy Technician	47 3%	17 5%	30 3%	36 4% F	17 6%	19 3%	9 2%	2 2%	23 3%	13 4%	8 4%	2 1%	24 3%	- -	35 6% P	11 1%	22 4%	25 3%
Pharmacist	44 3%	22 6% C	23 2%	34 3%	11 4%	22 3%	6 1%	5 4%	15 2%	13 5%	5 3%	11 7% I	30 4% I	- -	5 1%	39 4% O	4 1%	41 4% Q
Other support staff	120 8%	24 7%	95 8%	71 7%	27 9%	44 7%	37 9%	11 10%	60 7%	19 7%	29 16% IJLM	6 4%	60 9%	- -	91 15% P	28 3%	76 13% R	44 5%
NURSES (NET)	526 35%	64 19%	456 39% B	332 34% H	85 27%	247 37% DH	171 40% EH	23 21%	356 43% JKLM	87 30%	42 23%	34 23%	170 25%	3 10%	155 26%	368 41% O	164 28%	361 39% Q
Registered Nurse (RN)	405 27%	44 13%	355 31% B	243 25%	69 22%	174 26%	142 33% DEFH	20 18%	280 34% JKLM	62 22%	35 19%	23 15%	125 18%	3 10%	118 20%	284 32% O	134 23%	271 29% Q
Nurse Practitioner (NP)	74 5%	10 3%	64 5%	60 6% H	11 3%	49 7% DGH	14 3%	* *	50 6%	12 4%	4 2%	7 5%	24 3%	- -	3 1%	71 8% O	6 1%	68 7% Q
Licensed Practical Nurse (LPN)	38 3%	7 2%	31 3%	20 2%	2 1%	18 3%	15 3%	3 3%	23 3%	11 4%	3 2%	2 1%	16 2%	- -	30 5% P	8 1%	21 4%	17 2%
Clinical Nurse Specialist	6 *	2 1%	4 *	6 1%	3 1%	3 1%	- -	- -	1 *	2 1%	- -	2 2% I	5 1%	- -	4 1%	2 *	3 *	3 *
Certified Nurse Midwife	2 *	- -	2 *	2 *	- -	2 *	- -	- -	2 *	- -	- -	- -	- -	- -	- -	2 *	- -	2 *

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Base: All Qualified Respondents

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
PHYSICIANS/PAS (NET)	215 14%	100 30% C	108 9%	130 13% E	21 7%	109 16% DE	55 13%	29 26% DEFG	85 10%	17 6%	24 13%	71 47% IJKM	130 19% IJ	-	4 1%	211 24% O	12 2%	202 22% Q
Physician - General Medicine/Primary Care (e.g., family medicine, internal medicine, pediatrics, etc.)	94 6%	59 18% C	34 3%	46 5%	8 2%	38 6% D	29 7%	18 17% DEFG	34 4%	9 3%	11 6%	38 25% IJKM	61 9% IJ	-	-	94 11% O	5 1%	89 10% Q
Physician - Specialist (e.g., cardiology, oncology, surgery, dermatology, etc.)	81 5%	30 9% C	46 4%	53 5% E	2 *	52 8% DE	19 4% E	9 8% E	35 4%	6 2%	7 4%	22 14% IJKM	46 7% J	-	1 *	80 9% O	3 *	79 9% Q
Physician Assistant (PA)	39 3%	11 3%	28 2%	31 3%	12 4%	19 3%	7 2%	1 1%	16 2%	2 1%	5 3%	11 7% IJM	23 3% J	-	3 *	37 4% O	4 1%	35 4% Q
Case Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Financial Counselor	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Billing Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office Manager	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
50%-74%	309 20%	72 21%	236 20%	203 21%	71 23%	132 20%	90 21%	16 15%	182 22% L	61 21%	39 21%	19 12%	127 18%	2 8%	135 23%	172 19%	114 19%	195 21%
75%-99%	831 55%	177 53%	644 55%	538 55%	171 55%	366 55%	229 54%	64 59%	446 54%	166 57%	104 55%	76 50%	385 56%	18 70%	311 52%	502 56%	332 56%	500 54%
100%	374 25%	88 26%	282 24%	237 24%	68 22%	169 25%	108 25%	29 27%	194 24%	62 21%	44 24%	57 38% IJKM	180 26%	6 22%	147 25%	221 25%	149 25%	225 24%
MEAN	83.7	84.0	83.4	83.5	82.4	84.0	83.5	85.7	83.2	82.2	83.0	88.1 IJKM	84.1	87.7	82.5	84.3	83.3	83.9
STD. DEV.	15.65	16.35	15.48	15.69	15.73	15.66	15.67	15.27	15.66	15.88	15.83	15.15	15.65	12.89	16.19	15.32	15.66	15.65
STD. ERR.	0.40	0.94	0.45	0.52	1.16	0.59	0.70	1.41	0.53	0.98	1.30	1.15	0.61	3.72	0.65	0.51	0.57	0.57
MEDIAN	90	90	85	88	85	90	90	90	85	85	85	95	90	92	85	90	85	90
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q8713_1. How many years have you been in your current role and organization? If you have been in either for less than a year, please enter "0" below.

10 Jul 2026
Table 7

Base: All Qualified Respondents

1. years in current role

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
0-2	209 14%	40 12%	168 14%	190 19% FGH	118 38% DFGH	71 11% GH	19 5%	- -	81 10%	58 20% IL	42 23% IL	13 9%	128 18% IL	7 27%	100 17% P	102 11%	127 21% R	82 9%
3-9	634 42%	142 42%	484 42%	543 56% FGH	188 60% GH	355 53% GH	76 18%	15 14%	330 40%	119 41%	78 42%	74 49%	304 44%	15 58%	220 37%	399 45% O	244 41%	390 42%
10-19	357 24%	95 28%	259 22%	203 21% E	4 1%	199 30% DE	131 31% DE	23 21% E	207 25%	63 22%	38 20%	41 27%	150 22%	- -	132 22%	225 25%	123 21%	234 25%
20-29	196 13%	35 10%	161 14%	42 4% E	-	42 6% DE	139 32% DEFH	15 14% DEF	119 14%	37 13%	19 10%	16 11%	77 11%	4 15%	93 16%	99 11%	70 12%	125 14%
30+	118 8%	26 8%	89 8%	- -	-	-	61 14% DEF	55 51% DEFG	85 10% JM	11 4%	10 5%	8 5%	32 5%	-	49 8%	68 8%	30 5%	87 9% Q
MEAN	11.3	11.1	11.3	6.7 E	3.1	8.3 DE	17.9 DEF	26.1 DEFG	12.7 JKLM	9.6	9.4	10.2	9.6	7.8	11.7	11.1	9.6	12.3 Q
STD. DEV.	9.96	9.51	10.10	5.20	2.02	5.39	9.61	13.42	10.66	9.06	9.01	8.13	8.78	8.54	10.37	9.71	9.21	10.29
STD. ERR.	0.26	0.55	0.29	0.17	0.15	0.20	0.43	1.24	0.36	0.56	0.74	0.62	0.34	2.47	0.42	0.33	0.34	0.37
MEDIAN	8	8	7	5	3	7	18	30	10	6	6	8	6	5	8	8	6	9
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q8713_2. How many years have you been in your current role and organization? If you have been in either for less than a year, please enter "0" below.

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Table 8

Base: All Qualified Respondents

2. years in current organization

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
0-2	429 28%	90 27%	334 29%	352 36% FGH	172 56% DFGH	180 27% GH	69 16%	9 8%	214 26%	97 33%	61 32%	37 24%	215 31%	14 55%	188 32%	227 25%	222 37% R	208 23%
3-9	661 44%	154 46%	499 43%	487 50% GH	135 44% G	352 53% DGH	132 31%	39 36%	353 43%	138 48%	72 39%	67 44%	308 45%	10 37%	254 43%	397 44%	251 42%	409 45%
10-19	276 18%	62 19%	211 18%	118 12% E	2 1%	116 17% DE	133 31% DEF	25 23% DE	173 21% JM	31 11%	32 17%	33 21% JM	102 15%	2 8%	93 16%	181 20%	86 14%	190 21% Q
20-29	110 7%	19 6%	91 8%	20 2%	-	20 3% DE	76 18% DEF	14 13% DEF	56 7%	19 7%	19 10%	14 9%	55 8%	-	46 8%	65 7%	26 4%	84 9% Q
30+	38 3%	12 3%	26 2%	-	-	-	16 4% DEF	22 20% DEFG	26 3%	4 1%	3 1%	3 2%	12 2%	-	13 2%	25 3%	10 2%	28 3%
MEAN	7.4	7.3	7.5	4.8 E	2.4	5.9 DE	11.5 DEF	15.3 DEFG	8.0 JM	6.2	7.1	7.8	6.8	3.5	7.1	7.7	6.0	8.4 Q
STD. DEV.	7.70	7.59	7.76	4.43	1.76	4.85	8.72	12.72	8.12	6.94	7.19	7.19	7.11	2.88	7.77	7.72	6.65	8.17
STD. ERR.	0.20	0.44	0.22	0.15	0.13	0.18	0.39	1.18	0.28	0.43	0.59	0.55	0.28	0.83	0.31	0.26	0.24	0.30
MEDIAN	5	4	5	3	2	5	10	10	5	4	4	6	4	2	4	5	4	5
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	1168 77%	277 82%	880 76%	771 79% G	244 79%	527 79% G	306 72%	90 82%	629 76%	236 81%	137 73%	124 81%	539 78%	18 71%	449 76%	701 78%	464 78%	705 77%
Very valued	539 36%	132 39%	400 34%	335 34%	110 35%	226 34%	162 38%	42 39%	265 32%	130 45% I	65 35%	60 39%	274 40% I	10 40%	221 37%	308 34%	231 39%	308 33%
Somewhat valued	629 42%	145 43%	480 41%	436 45% G	135 43%	301 45% G	145 34%	47 43%	364 44%	105 36%	72 38%	64 42%	265 38%	8 31%	228 38%	393 44%	232 39%	397 43%
Neither valued nor undervalued	141 9%	34 10%	106 9%	79 8%	28 9%	51 8%	53 12% DF	9 8%	80 10%	19 7%	26 14%	10 6%	61 9%	2 7%	56 9%	83 9%	50 8%	91 10%
BOTTOM 2 BOX (NET)	205 14%	25 8%	176 15% B	128 13%	38 12%	90 13%	67 16%	11 10%	113 14%	34 12%	25 13%	19 12%	92 13%	6 22%	89 15%	111 12%	81 14%	124 13%
Not very valued	155 10%	21 6%	130 11%	95 10%	37 12%	58 9%	53 13%	6 6%	77 9%	31 11%	18 10%	17 11%	78 11%	2 8%	69 12%	84 9%	61 10%	94 10%
Not at all valued	51 3%	4 1%	46 4%	33 3% E	1 *	32 5% DE	14 3%	4 4% E	37 4%	3 1%	6 3%	2 1%	14 2%	4 15%	20 3%	27 3%	20 3%	31 3%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

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

10 Jul 2026
Table 10

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	1238 82%	264 79%	963 83%	797 82% F	272 88% DF	525 79%	348 82%	91 83%	676 82% L	248 86% L	161 86% L	112 73%	562 81% L	22 85%	492 83%	724 81%	502 84%	736 80%
Very loyal	624 41%	155 46%	467 40%	398 41%	137 44%	261 39%	178 42%	47 43%	338 41%	133 46%	81 43%	56 36%	286 41%	10 39%	264 45%	350 39%	271 46% R	353 38%
Somewhat loyal	614 41%	110 33%	496 43% B	399 41%	135 44%	264 39%	171 40%	44 41%	338 41%	115 40%	80 43%	56 37%	276 40%	12 47%	227 38%	374 42%	231 39%	383 42%
Neither loyal nor disloyal	177 12%	50 15%	122 10%	116 12%	26 9%	90 13% D	48 11%	12 11%	95 12%	26 9%	16 9%	26 17%	82 12%	4 15%	65 11%	108 12%	58 10%	119 13%
BOTTOM 2 BOX (NET)	99 7%	22 7%	77 7%	64 7%	11 4%	53 8% D	29 7%	6 5%	51 6%	16 5%	10 5%	15 10%	48 7%	- -	37 6%	62 7%	34 6%	65 7%
Not very loyal	75 5%	21 6%	54 5%	49 5%	11 4%	37 6%	24 6%	3 3%	37 5%	14 5%	6 3%	12 8%	38 5%	- -	28 5%	47 5%	29 5%	46 5%
Not at all loyal	24 2%	1 *	23 2%	15 2%	- -	15 2% D	6 1%	3 3% E	13 2%	2 1%	4 2%	3 2%	11 2%	- -	9 2%	15 2%	6 1%	18 2%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q225. How, if at all, do you think education and/or learning new skills affects your opportunities for advancement in your career in healthcare? Please select all that apply. Education and/or learning new skills will...

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
ANY IMPACT (NET)	1440 95%	317 94%	1107 95%	950 97% FGH	309 100% GH	642 96% GH	395 93%	95 87%	772 94%	276 96%	181 97%	151 99%	667 96%	22 86%	556 94%	861 96%	560 94%	879 96%
HELP MOVE UP IN CAREER/TAKE ON NEW RESPONSIBILITIES OR ROLES (SUB-NET)	1087 72%	231 69%	846 73%	775 79% FGH	267 86% DFGH	508 76% GH	269 63% H	43 40%	557 68%	234 81% I	140 75%	109 72%	530 77% I	20 76%	436 73%	631 71%	442 74%	645 70%
Help me move up in my career	813 54%	178 53%	627 54%	597 61% FGH	218 70% DFGH	379 57% GH	190 45% H	26 24%	398 48%	189 65% I	106 57%	83 55%	415 60% I	17 67%	336 57%	460 51%	362 61% R	451 49%
Help me take on new responsibilities or roles within my current department	788 52%	167 50%	612 53%	562 58% GH	192 62% GH	370 55% GH	194 45% H	32 30%	413 50%	151 52%	102 55%	89 59%	375 54%	11 43%	300 51%	477 53%	307 52%	481 52%
Help me adapt to changes in healthcare technology or practices	915 60%	208 62%	696 60%	605 62%	198 64%	407 61%	247 58%	62 57%	478 58%	171 59%	116 62%	115 76% IJM	436 63%	10 40%	318 54%	586 66% O	318 53%	597 65% Q
Increase my confidence when working with patients or colleagues	892 59%	207 62%	674 58%	606 62% G	189 61%	417 62% G	226 53%	59 55%	488 59%	162 56%	105 56%	105 69% M	404 58%	9 34%	324 55%	560 63% O	324 55%	568 62% Q
Make me eligible for specialized certifications or credentials	790 52%	180 53%	604 52%	568 58% GH	178 57% GH	390 58% GH	187 44%	36 33%	419 51%	168 58%	90 48%	86 57%	371 54%	9 34%	302 51%	480 54%	295 50%	495 54%
Help me stay at my organization long-term	512 34%	121 36%	385 33%	362 37% GH	127 41% GH	235 35%	123 29%	27 25%	273 33%	78 27%	81 43% J	62 41% J	239 35% J	9 34%	220 37%	283 32%	225 38% R	287 31%
Other	7 *	3 1%	3 *	2 *	1 *	* *	3 1%	2 2% DF	3 *	- -	3 1%	1 *	3 *	- -	3 *	4 *	2 *	5 1%
None - I do not think education and/or learning new skills has much of an impact on my opportunities for advancement in my career	74 5%	20 6%	54 5%	27 3%	2 *	26 4% D	31 7% DEF	14 13% DEF	50 6%	13 4%	6 3%	2 1%	24 4%	4 14%	37 6%	33 4%	34 6%	40 4%
Sigma	4791 316%	1084 322%	3656 315%	3330 341%	1104 356%	2226 334%	1201 282%	258 238%	2523 307%	932 323%	608 325%	544 357%	2268 328%	69 265%	1840 310%	2882 322%	1867 314%	2924 318%

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

Q230. How important are each of the following to you in your job today?
SUMMARY TABLE OF VERY/SOMEWHAT IMPORTANT (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Job stability/long-term security	1453 96%	322 96%	1116 96%	950 97% H	295 95%	655 98% DGH	407 95% H	97 89%	787 96%	274 95%	181 97%	151 99%	667 96%	22 83%	571 96%	861 96%	562 94%	891 97%
Feeling that my work has purpose or meaning	1435 95%	305 91%	1114 96% B	925 95%	282 91%	642 96% DE	407 95%	102 94%	783 95%	265 92%	178 95%	150 98% J	652 94%	23 89%	561 94%	852 95%	563 95%	873 95%
Flexibility in when and how I work	1388 92%	312 93%	1060 91%	904 92% E	266 86%	638 96% DEGH	389 91%	95 88%	744 90%	263 91%	183 97% I	144 95%	645 93%	24 93%	539 91%	824 92%	529 89%	859 93% Q
Clear connection between effort and reward	1335 88%	299 89%	1021 88%	875 89% E	246 79%	628 94% DEGH	369 87%	90 83%	728 88%	244 85%	165 88%	147 97% IJKM	608 88%	21 79%	517 87%	798 89%	516 87%	819 89%
Clear opportunities for advancement	1208 80%	283 84%	911 78%	840 86% GH	276 89% GH	564 84% GH	307 72% H	61 56%	598 73%	266 92% I	159 85% I	130 85% I	610 88% I	22 85%	487 82%	699 78%	513 86% R	695 76%
Speed of career progression	1027 68%	236 70%	780 67%	718 73% GH	219 71% H	499 75% GH	261 61% H	48 44%	488 59%	246 85% IKM	133 71% I	118 78% I	539 78% I	22 85%	409 69%	596 67%	438 74% R	589 64%

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

Q230. How important are each of the following to you in your job today?
SUMMARY TABLE OF NOT AT ALL/NOT VERY IMPORTANT (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Speed of career progression	136 9%	29 9%	108 9%	58 6%	22 7%	36 5%	54 13% DF	23 21% DEF	85 10% J	7 2%	23 12% J	12 8%	52 8% J	- -	50 8%	86 10%	39 7%	98 11% Q
Clear opportunities for advancement	92 6%	17 5%	74 6%	29 3%	6 2%	22 3%	38 9% DEF	25 23% DEFG	63 8% M	11 4%	7 4%	8 5%	28 4%	- -	32 5%	60 7%	28 5%	64 7%
Flexibility in when and how I work	40 3%	6 2%	34 3%	25 3% F	18 6% DF	7 1%	10 2%	5 5% F	30 4% M	8 3%	1 *	1 1%	10 1%	- -	13 2%	28 3%	19 3%	22 2%
Clear connection between effort and reward	32 2%	12 4%	20 2%	21 2% F	16 5% DF	5 1%	9 2%	2 1%	13 2%	17 6% ILM	2 1%	* *	19 3%	- -	13 2%	20 2%	17 3%	15 2%
Feeling that my work has purpose or meaning	21 1%	6 2%	15 1%	16 2% F	11 4% F	4 1%	4 1%	1 1%	8 1%	7 2%	5 2%	1 1%	12 2%	1 4%	7 1%	13 1%	11 2%	10 1%
Job stability/long-term security	20 1%	4 1%	16 1%	11 1% F	7 2%	4 1%	6 1%	2 2%	11 1%	7 3%	1 1%	* *	9 1%	3 10%	8 1%	10 1%	14 2% R	6 1%

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

Q230_1. How important are each of the following to you in your job today?

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Table 14

Base: All Qualified Respondents

1. Flexibility in when and how I work

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT IMPORTANT (NET)	1388 92%	312 93%	1060 91%	904 92% E	266 86%	638 96% DEGH	389 91%	95 88%	744 90%	263 91%	183 97% I	144 95%	645 93%	24 93%	539 91%	824 92%	529 89%	859 93% Q
Very important	888 59%	181 54%	695 60%	595 61%	187 60%	408 61%	239 56%	54 50%	421 51%	190 66% J	128 68% I	108 71% I	467 68% I	15 56%	329 55%	544 61%	348 58%	540 59%
Somewhat important	500 33%	131 39%	366 31%	309 32%	79 25%	230 34% D	151 35%	41 38%	323 39% JLM	73 25%	55 29%	36 24%	178 26%	9 37%	210 35%	281 31%	181 30%	320 35%
Neither important or unimportant	86 6%	18 5%	67 6%	49 5% F	26 8% F	22 3%	27 6%	8 7%	48 6%	18 6%	4 2%	7 5%	37 5%	2 7%	41 7%	42 5%	47 8% R	38 4%
NOT AT ALL/NOT VERY IMPORTANT (NET)	40 3%	6 2%	34 3%	25 3% F	18 6% DF	7 1%	10 2%	5 5% F	30 4% M	8 3%	1 *	1 1%	10 1%	-	13 2%	28 3%	19 3%	22 2%
Not very important	34 2%	5 2%	29 2%	21 2% F	16 5% DF	6 1%	8 2%	4 4% F	26 3%	6 2%	1 *	1 1%	8 1%	-	10 2%	24 3%	13 2%	21 2%
Not at all important	6 *	1 *	5 *	4 *	2 1%	2 *	1 *	1 1%	4 1%	2 1%	-	-	2 *	-	2 *	4 *	5 1%	1 *
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q230_2. How important are each of the following to you in your job today?

10 Jul 2026
Table 15

Base: All Qualified Respondents

2. Clear opportunities for advancement

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT IMPORTANT (NET)	1208 80%	283 84%	911 78%	840 86% GH	276 89% GH	564 84% GH	307 72% H	61 56%	598 73%	266 92% I	159 85% I	130 85% I	610 88% I	22 85%	487 82%	699 78%	513 86% R	695 76%
Very important	660 44%	159 47%	496 43%	479 49% GH	161 52% GH	318 48% GH	159 37% H	22 20%	267 33%	179 62% I	105 56% I	76 50% I	393 57% I	20 78%	286 48% P	354 40%	327 55% R	333 36%
Somewhat important	547 36%	125 37%	414 36%	361 37%	115 37%	246 37%	148 35%	39 36%	330 40% JKM	87 30%	54 29%	54 35%	217 31%	2 7%	201 34%	345 39%	186 31%	362 39% Q
Neither important or unimportant	215 14%	37 11%	176 15%	109 11%	27 9%	82 12%	82 19% DEF	23 21% DEF	161 20% JLM	13 4%	21 11% J	14 9%	54 8% J	4 15%	75 13%	136 15%	54 9%	161 17% Q
NOT AT ALL/NOT VERY IMPORTANT (NET)	92 6%	17 5%	74 6%	29 3%	6 2%	22 3%	38 9% DEF	25 23% DEFG	63 8% M	11 4%	7 4%	8 5%	28 4%	-	32 5%	60 7%	28 5%	64 7%
Not very important	69 5%	11 3%	58 5%	26 3%	6 2%	19 3%	28 6% DF	15 14% DEFG	44 5%	9 3%	7 4%	6 4%	25 4%	-	21 4%	48 5%	19 3%	49 5%
Not at all important	23 1%	6 2%	17 1%	3 *	-	3 *	10 2% DF	10 9% DEFG	19 2% M	2 1%	* *	1 1%	3 *	-	10 2%	12 1%	8 1%	14 2%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q230_3. How important are each of the following to you in your job today?

10 Jul 2026
Table 16

Base: All Qualified Respondents

3. Speed of career progression

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT IMPORTANT (NET)	1027 68%	236 70%	780 67%	718 73% GH	219 71% H	499 75% GH	261 61% H	48 44%	488 59%	246 85% IKM	133 71% I	118 78% I	539 78% I	22 85%	409 69%	596 67%	438 74% R	589 64%
Very important	419 28%	120 36% C	295 25%	306 31% GH	90 29%	216 32% GH	95 22%	18 16%	164 20%	135 47% IKM	49 26%	52 34% I	255 37% IK	10 40%	174 29%	235 26%	193 32% R	226 25%
Somewhat important	608 40%	117 35%	485 42%	412 42% H	129 42%	283 42% H	166 39%	30 28%	324 39%	111 38%	84 45%	66 44%	284 41%	12 45%	235 40%	361 40%	245 41%	363 39%
Neither important or unimportant	351 23%	72 21%	274 24%	202 21%	70 22%	132 20%	111 26%	38 35% DF	250 30% JKLM	37 13%	31 17%	22 15%	100 15%	4 15%	134 23%	212 24%	118 20%	233 25%
NOT AT ALL/NOT VERY IMPORTANT (NET)	136 9%	29 9%	108 9%	58 6%	22 7%	36 5%	54 13% DF	23 21% DEF	85 10% J	7 2%	23 12% J	12 8%	52 8% J	-	50 8%	86 10%	39 7%	98 11% Q
Not very important	101 7%	20 6%	80 7%	48 5%	19 6%	29 4%	40 9% DF	11 10% F	58 7% J	5 2%	20 11% J	9 6%	43 6% J	-	36 6%	65 7%	25 4%	76 8% Q
Not at all important	36 2%	9 3%	27 2%	10 1%	2 1%	8 1%	14 3% D	12 11% DEFG	27 3%	2 1%	3 2%	3 2%	9 1%	-	15 2%	21 2%	14 2%	22 2%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q230_4. How important are each of the following to you in your job today?

10 Jul 2026
Table 17

Base: All Qualified Respondents

4. Clear connection between effort and reward

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT IMPORTANT (NET)	1335 88%	299 89%	1021 88%	875 89% E	246 79%	628 94% DEGH	369 87%	90 83%	728 88%	244 85%	165 88%	147 97% IJKM	608 88%	21 79%	517 87%	798 89%	516 87%	819 89%
Very important	791 52%	190 56%	590 51%	518 53%	145 47%	373 56% D	221 52%	50 46%	384 47%	159 55%	114 61%	92 60% I	407 59% I	17 67%	303 51%	471 53%	323 54%	468 51%
Somewhat important	544 36%	110 33%	431 37%	357 36%	101 33%	256 38%	148 35%	40 37%	344 42% JKM	86 30%	50 27%	55 36%	200 29%	3 13%	214 36%	327 37%	194 33%	351 38%
Neither important or unimportant	146 10%	25 7%	120 10%	81 8% F	48 15% DF	34 5%	48 11% F	17 16% DF	82 10% L	28 10%	20 11%	5 3%	65 9% L	5 21%	64 11%	77 9%	61 10%	85 9%
NOT AT ALL/NOT VERY IMPORTANT (NET)	32 2%	12 4%	20 2%	21 2% F	16 5% DF	5 1%	9 2%	2 1%	13 2%	17 6% ILM	2 1%	* *	19 3%	-	13 2%	20 2%	17 3%	15 2%
Not very important	25 2%	11 3%	14 1%	16 2% F	12 4% F	4 1%	7 2%	2 1%	11 1%	11 4%	2 1%	* *	14 2%	-	11 2%	14 2%	13 2%	12 1%
Not at all important	7 *	2 *	6 *	5 1% F	4 1%	1 *	2 *	-	2 *	5 2% I	-	-	5 1%	-	2 *	5 1%	4 1%	3 *
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q230_5. How important are each of the following to you in your job today?

10 Jul 2026
Table 18

Base: All Qualified Respondents

5. Job stability/long-term security

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT IMPORTANT (NET)	1453 96%	322 96%	1116 96%	950 97% H	295 95%	655 98% DGH	407 95% H	97 89%	787 96%	274 95%	181 97%	151 99%	667 96%	22 83%	571 96%	861 96%	562 94%	891 97%
Very important	1137 75%	247 73%	877 76%	749 77%	218 70%	531 80% DE	312 73%	76 70%	599 73%	224 77%	142 76%	125 82%	539 78%	18 70%	457 77%	662 74%	449 76%	688 75%
Somewhat important	316 21%	75 22%	239 21%	201 21% F	77 25%	124 19%	94 22%	21 19%	188 23%	50 17%	39 21%	26 17%	128 19%	4 14%	114 19%	198 22%	113 19%	203 22%
Neither important or unimportant	41 3%	11 3%	30 3%	17 2%	8 3%	8 1%	14 3%	10 9% DEFG	24 3%	8 3%	5 3%	*	16 2%	2 7%	15 2%	24 3%	19 3%	22 2%
NOT AT ALL/NOT VERY IMPORTANT (NET)	20 1%	4 1%	16 1%	11 1% F	7 2%	4 1%	6 1%	2 2%	11 1%	7 3%	1 1%	*	9 1%	3 10%	8 1%	10 1%	14 2% R	6 1%
Not very important	11 1%	3 1%	8 1%	7 1%	2 1%	4 1%	2 *	1 1%	8 1%	2 1%	1 1%	*	4 1%	3 10%	5 1%	4 *	9 1% R	2 *
Not at all important	9 1%	1 *	8 1%	4 *	4 1%	- -	4 1%	1 1%	4 *	5 2%	- -	- -	5 1%	- -	3 *	6 1%	5 1%	4 *
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q230_6. How important are each of the following to you in your job today?

10 Jul 2026
Table 19

Base: All Qualified Respondents

6. Feeling that my work has purpose or meaning

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT IMPORTANT (NET)	1435 95%	305 91%	1114 96% B	925 95%	282 91%	642 96% DE	407 95%	102 94%	783 95%	265 92%	178 95%	150 98% J	652 94%	23 89%	561 94%	852 95%	563 95%	873 95%
Very important	1080 71%	233 69%	833 72%	697 71%	208 67%	490 73% D	291 68%	91 83% DEG	573 70%	206 71%	138 74%	110 72%	508 73%	19 74%	432 73%	629 70%	437 73%	643 70%
Somewhat important	355 23%	72 21%	281 24%	227 23% H	75 24% H	153 23% H	116 27% H	12 11%	211 26%	59 20%	39 21%	40 26%	144 21%	4 15%	128 22%	223 25%	126 21%	230 25%
Neither important or unimportant	58 4%	25 8% C	32 3%	37 4%	17 5%	21 3%	15 4%	5 5%	31 4%	17 6%	5 3%	2 1%	27 4%	2 7%	26 4%	30 3%	22 4%	36 4%
NOT AT ALL/NOT VERY IMPORTANT (NET)	21 1%	6 2%	15 1%	16 2% F	11 4% F	4 1%	4 1%	1 1%	8 1%	7 2%	5 2%	1 1%	12 2%	1 4%	7 1%	13 1%	11 2%	10 1%
Not very important	14 1%	4 1%	10 1%	11 1% F	8 3% F	3 *	2 1%	1 1%	4 *	5 2%	5 2%	1 *	11 2%	1 4%	6 1%	7 1%	9 1%	5 1%
Not at all important	7 *	2 *	5 *	4 *	3 1%	2 *	2 *	-	5 1%	2 1%	-	*	2 *	-	1 *	6 1%	2 *	5 1%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q235. Which of the following best describes your approach to your career? Please select one.

10 Jul 2026
Table 20

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
I expect to stay with one employer long-term (i.e., more than 5 years)	1084 72%	235 70%	842 72%	677 69%	202 65%	475 71%	325 76% DE	81 75%	625 76% JM	188 65%	133 71%	103 68%	459 66%	21 81%	434 73%	629 70%	431 72%	653 71%
I expect to change roles or employers	215 14%	64 19% C	152 13%	172 18% G	61 20% G	111 17% G	30 7%	13 12%	91 11%	52 18% I	29 16%	26 17%	124 18% I	2 8%	65 11%	148 17% O	72 12%	144 16%
I am unsure/taking it as it comes	214 14%	38 11%	168 14%	129 13%	47 15%	82 12%	71 17%	14 13%	106 13%	49 17%	26 14%	23 15%	108 16%	3 11%	94 16%	117 13%	92 15%	123 13%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q240. Which of the following is closer to your mentality around your career? Please select one.

10 Jul 2026
Table 21

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
I prioritize practical benefits like pay, flexibility, or stability, even if the work feels less meaningful	938 62%	198 59%	731 63%	643 66% GH	211 68% H	432 65% H	249 58% H	46 43%	478 58%	188 65%	127 68%	103 67%	460 67% I	22 86%	373 63%	543 61%	378 64%	560 61%
I am willing to make tradeoffs (e.g., lower pay or less flexibility) to do work that feels meaningful and purpose-driven	478 32%	124 37%	351 30%	299 31%	88 28%	211 32%	127 30%	50 46% DEFG	295 36% KM	79 27%	42 23%	45 30%	183 26%	4 14%	155 26%	320 36% O	167 28%	312 34%
Not sure	98 6%	15 4%	79 7%	35 4%	11 3%	24 4%	51 12% DEF	12 11% DEF	49 6%	22 8%	18 10%	4 3%	49 7%	-	66 11% P	32 4%	50 8%	47 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

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

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
LIKELY TO LOOK INTERNALLY OR EXTERNALLY (NET)	887 59%	203 60%	676 58%	643 66% GH	216 70% GH	426 64% GH	210 49% H	34 31%	434 53%	192 67% 	122 65% 	96 63%	453 65% 	17 64%	350 59%	520 58%	362 61%	524 57%
Look for job openings, interview for, or switch to new roles inside my organization	698 46%	178 53% C	515 44%	532 54% GH	175 57% GH	356 53% GH	144 34% H	22 21%	340 41%	161 56% 	97 52%	71 47%	358 52% 	13 49%	275 46%	410 46%	297 50%	400 44%
Look for job openings, interview for, or switch to new roles outside my organization	628 42%	140 42%	481 41%	454 46% GH	150 48% GH	304 46% GH	146 34%	28 26%	289 35%	143 49% 	90 48% 	75 49% 	339 49% 	15 57%	240 40%	374 42%	249 42%	379 41%

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

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

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
UNLIKELY TO LOOK INTERNALLY OR EXTERNALLY (NET)	767 51%	157 46%	602 52%	435 44%	120 39%	315 47% D	256 60% DEF	74 68% DEF	473 57% JKM	116 40%	78 42%	71 47%	294 42%	8 29%	285 48%	474 53%	276 46%	490 53% Q
Look for job openings, interview for, or switch to new roles outside my organization	614 41%	130 39%	477 41%	350 36%	102 33%	249 37%	202 47% DEF	61 57% DEF	386 47% JKM	94 32%	55 29%	58 38%	227 33%	6 24%	237 40%	371 41%	233 39%	381 41%
Look for job openings, interview for, or switch to new roles inside my organization	533 35%	107 32%	419 36%	286 29%	70 23%	215 32% D	185 43% DEF	61 56% DEF	333 41% JKM	82 28%	46 24%	53 35%	200 29%	7 26%	179 30%	348 39% Q	184 31%	349 38% Q

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

Q300_1. How likely are you to do each of the following in the next year?
1. Look for job openings, interview for, or switch to new roles inside my organization

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT LIKELY (NET)	698 46%	178 53% C	515 44%	532 54% GH	175 57% GH	356 53% GH	144 34% H	22 21%	340 41%	161 56% I	97 52%	71 47%	358 52% I	13 49%	275 46%	410 46%	297 50%	400 44%
Very likely	223 15%	57 17%	164 14%	178 18% FGH	69 22% GH	109 16% GH	39 9%	5 5%	98 12%	62 21% IL	34 18%	16 10%	125 18% IL	9 35%	92 16%	121 14%	113 19% R	110 12%
Somewhat likely	475 31%	121 36%	351 30%	353 36% GH	106 34% H	247 37% GH	105 25%	17 15%	242 29%	100 34%	63 33%	55 36%	233 34%	4 14%	183 31%	289 32%	185 31%	290 32%
Neither likely nor unlikely	283 19%	52 15%	227 20%	160 16% F	64 21%	96 14%	97 23% DF	25 23% F	150 18%	46 16%	44 24%	28 18%	133 19%	6 25%	140 24% P	136 15%	113 19%	170 18%
NOT AT ALL/NOT VERY LIKELY (NET)	533 35%	107 32%	419 36%	286 29%	70 23%	215 32% D	185 43% DEF	61 56% DEF	333 41% JKM	82 28%	46 24%	53 35%	200 29%	7 26%	179 30%	348 39% O	184 31%	349 38% Q
Not very likely	277 18%	56 17%	216 19%	169 17%	44 14%	126 19%	89 21%	18 16%	170 21%	42 15%	23 12%	31 21%	106 15%	1 3%	93 16%	183 20%	88 15%	189 21% Q
Not at all likely	257 17%	50 15%	203 18%	117 12%	27 9%	90 13% D	96 22% DEF	43 40% DEFG	163 20% M	40 14%	22 12%	22 14%	94 14%	6 23%	86 14%	165 18%	97 16%	160 17%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q300_2. How likely are you to do each of the following in the next year?
2. Look for job openings, interview for, or switch to new roles outside my organization

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
VERY/SOMEWHAT LIKELY (NET)	628 42%	140 42%	481 41%	454 46% GH	150 48% GH	304 46% GH	146 34%	28 26%	289 35%	143 49% 	90 48% 	75 49% 	339 49% 	15 57%	240 40%	374 42%	249 42%	379 41%
Very likely	198 13%	39 12%	159 14%	160 16% GH	36 12% DGH	124 19% DGH	32 7%	7 6%	84 10%	58 20% 	26 14%	17 11%	114 16% 	6 24%	72 12%	120 13%	76 13%	122 13%
Somewhat likely	430 28%	101 30%	321 28%	294 30% F	114 37% FH	180 27%	115 27%	21 20%	205 25%	85 29%	63 34%	58 38% 	225 33% 	9 33%	168 28%	254 28%	173 29%	257 28%
Neither likely nor unlikely	272 18%	67 20%	204 18%	173 18%	58 19%	115 17%	78 18%	19 18%	147 18%	52 18%	43 23%	20 13%	125 18%	5 19%	117 20%	150 17%	112 19%	160 17%
NOT AT ALL/NOT VERY LIKELY (NET)	614 41%	130 39%	477 41%	350 36%	102 33%	249 37%	202 47% DEF	61 57% DEF	386 47% JKM	94 32%	55 29%	58 38%	227 33%	6 24%	237 40%	371 41%	233 39%	381 41%
Not very likely	320 21%	57 17%	262 23%	201 21%	60 19%	142 21%	106 25% H	13 12%	201 24% JM	39 14%	34 18%	34 22%	118 17%	6 21%	117 20%	197 22%	121 20%	199 22%
Not at all likely	294 19%	73 22%	215 19%	149 15%	42 14%	107 16%	96 23% DEF	49 45% DEFG	185 22% KM	55 19%	21 11%	24 16%	109 16%	1 3%	120 20%	173 19%	112 19%	182 20%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q325. Thinking about your career in healthcare overall, would you say your view of the field has become more positive or more negative over time?

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Table 26

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	684 45%	194 58% C	486 42%	470 48% FH	192 62% DFGH	278 42%	178 42%	36 33%	297 36%	179 62% IL	114 61% IL	64 42%	386 56% IL	9 35%	307 52% P	367 41%	317 53% R	366 40%
Much more positive	282 19%	94 28% C	188 16%	197 20% F	74 24%	123 18%	72 17%	14 13%	107 13%	82 28% I	48 25% I	31 20%	175 25% I	7 26%	115 19%	161 18%	132 22% R	150 16%
Somewhat more positive	401 27%	101 30%	298 26%	273 28% F	118 38% DFGH	155 23%	106 25%	22 20%	190 23%	97 34% I	66 35% I	33 22%	211 31% IL	3 10%	192 32% P	207 23%	185 31% R	216 24%
No change	288 19%	52 15%	234 20%	157 16%	44 14%	113 17%	98 23% D	32 30% DEF	163 20%	63 22%	30 16%	25 17%	126 18%	5 19%	137 23% P	146 16%	129 22%	160 17%
BOTTOM 2 BOX (NET)	542 36%	91 27%	442 38% B	350 36% E	74 24%	276 41% DE	150 35% E	40 37% E	362 44% JKM	47 16%	43 23%	63 41% JKM	180 26% J	12 46%	149 25%	381 43% O	149 25%	393 43% Q
Somewhat more negative	407 27%	68 20%	332 29% B	270 28%	70 22%	201 30% D	104 24%	31 29%	273 33% JKM	31 11%	33 18%	52 34% JKM	134 19% J	8 31%	105 18%	294 33% O	114 19%	293 32% Q
Much more negative	135 9%	23 7%	109 9%	80 8% E	4 1%	76 11% DE	47 11% E	9 8% E	90 11% JM	15 5%	10 5%	12 8%	46 7%	4 14%	45 8%	87 10%	34 6%	101 11% Q
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q330. To what extent do you agree or disagree with the following statements about working in healthcare today?

SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
I'm proud to be a healthcare worker.	1376 91%	301 89%	1062 91%	894 91% F	299 96% DFG	595 89%	383 90%	98 91%	755 92%	269 93%	174 93%	130 85%	621 90%	24 93%	547 92%	805 90%	555 93% R	821 89%
Healthcare is a respected and trusted profession.	1158 77%	288 85% C	858 74%	748 77%	249 80%	499 75%	323 76%	86 80%	612 74%	241 83% I	144 77%	126 83%	547 79%	19 73%	447 75%	692 77%	468 79%	690 75%
The reality of working in healthcare is not accurately portrayed in media or public discourse.	1144 76%	256 76%	879 76%	760 78%	228 74%	532 80% DGH	308 72%	74 69%	630 77%	202 70%	143 77%	119 78%	514 74%	16 62%	414 70%	714 80% O	426 72%	719 78% Q
I would recommend a healthcare career to others.	1059 70%	247 73%	800 69%	668 68% F	240 77% DFH	428 64%	322 76% DFH	68 62%	556 68%	232 80% ILM	132 71%	102 67%	503 73%	21 79%	455 77% P	583 65%	465 78% R	594 65%
Healthcare jobs are increasingly getting a bad rap.	861 57%	176 52%	671 58%	582 60% EH	158 51%	424 63% DEGH	234 55% H	45 42%	453 55%	173 60%	95 51%	96 63%	408 59%	9 34%	331 56%	521 58%	310 52%	551 60% Q

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

Q330. To what extent do you agree or disagree with the following statements about working in healthcare today?

SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Healthcare jobs are increasingly getting a bad rap.	282 19%	91 27% C	189 16%	189 19%	71 23%	118 18%	72 17%	20 18%	150 18%	54 19%	37 20%	30 20%	132 19%	8 31%	84 14%	190 21% O	129 22%	153 17%
I would recommend a healthcare career to others.	223 15%	46 14%	174 15%	157 16% E	25 8%	132 20% DEG	53 13%	13 12%	127 15% J	24 8%	27 14%	29 19% J	96 14% J	3 10%	67 11%	154 17% O	55 9%	168 18% Q
Healthcare is a respected and trusted profession.	171 11%	29 9%	139 12%	113 12%	24 8%	89 13% D	52 12%	6 5%	90 11% J	14 5%	26 14% J	20 13% J	81 12% J	2 6%	63 11%	106 12%	57 10%	114 12%
The reality of working in healthcare is not accurately portrayed in media or public discourse.	106 7%	29 9%	76 7%	72 7%	29 9%	42 6%	29 7%	6 5%	44 5%	38 13% IM	13 7%	9 6%	62 9% I	7 26%	48 8%	51 6%	61 10% R	46 5%
I'm proud to be a healthcare worker.	45 3%	7 2%	36 3%	26 3%	5 2%	21 3%	16 4%	3 3%	21 3%	4 1%	4 2%	9 6% J	24 3%	-	14 2%	32 4%	11 2%	34 4%

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

Q330_1. To what extent do you agree or disagree with the following statements about working in healthcare today?

1. Healthcare is a respected and trusted profession.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
STRONGLY/SOMEWHAT AGREE (NET)	1158 77%	288 85% C	858 74%	748 77%	249 80%	499 75%	323 76%	86 80%	612 74%	241 83% I	144 77%	126 83%	547 79%	19 73%	447 75%	692 77%	468 79%	690 75%
Strongly agree	573 38%	159 47% C	407 35%	366 37%	123 40%	243 36%	165 39%	40 37%	270 33%	143 49% I	80 43%	58 38%	302 44% I	15 60%	247 42% P	310 35%	257 43% R	316 34%
Somewhat agree	586 39%	128 38%	452 39%	382 39%	127 41%	255 38%	158 37%	46 42%	341 42%	98 34%	63 34%	68 45% M	244 35%	4 14%	200 34%	382 43% O	211 35%	375 41%
Neither agree nor disagree	185 12%	20 6%	164 14% B	116 12%	37 12%	80 12%	52 12%	16 15%	121 15% LM	35 12% L	17 9%	6 4%	64 9% L	5 21%	83 14%	96 11%	70 12%	115 13%
STRONGLY/SOMEWHA T DISAGREE (NET)	171 11%	29 9%	139 12%	113 12%	24 8%	89 13% D	52 12%	6 5%	90 11% J	14 5%	26 14% J	20 13% J	81 12% J	2 6%	63 11%	106 12%	57 10%	114 12%
Somewhat disagree	133 9%	25 7%	105 9%	91 9%	23 7%	68 10%	37 9%	5 5%	67 8% J	8 3%	23 12% J	17 11% J	66 10% J	-	50 8%	83 9%	38 6%	95 10% Q
Strongly disagree	38 3%	4 1%	34 3%	23 2%	1 *	22 3% D	15 3%	* *	23 3%	5 2%	3 2%	3 2%	15 2%	2 6%	13 2%	23 3%	19 3%	19 2%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q330_2. To what extent do you agree or disagree with the following statements about working in healthcare today?

2. I'm proud to be a healthcare worker.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
STRONGLY/SOMEWHAT AGREE (NET)	1376 91%	301 89%	1062 91%	894 91% F	299 96% DFG	595 89%	383 90%	98 91%	755 92%	269 93%	174 93%	130 85%	621 90%	24 93%	547 92%	805 90%	555 93% R	821 89%
Strongly agree	922 61%	202 60%	709 61%	577 59%	191 61%	386 58%	276 65%	68 62%	477 58%	200 69% IL	125 67%	84 55%	445 64% L	14 55%	395 67% P	513 57%	399 67% R	523 57%
Somewhat agree	455 30%	99 29%	354 30%	317 32% G	109 35%	208 31%	107 25%	31 28%	278 34% JM	69 24%	49 26%	47 31%	176 25%	10 38%	152 26%	293 33% O	156 26%	299 32% Q
Neither agree nor disagree	92 6%	29 9%	63 5%	58 6% E	6 2%	51 8% DE	27 6%	7 7%	46 6%	16 6%	8 5%	13 9%	46 7%	2 7%	33 6%	57 6%	29 5%	64 7%
STRONGLY/SOMEWHA T DISAGREE (NET)	45 3%	7 2%	36 3%	26 3%	5 2%	21 3%	16 4%	3 3%	21 3%	4 1%	4 2%	9 6% J	24 3%	- -	14 2%	32 4%	11 2%	34 4%
Somewhat disagree	33 2%	4 1%	27 2%	21 2%	4 1%	17 3%	9 2%	2 2%	16 2%	2 1%	4 2%	6 4%	17 2% J	- -	8 1%	25 3%	7 1%	25 3%
Strongly disagree	13 1%	3 1%	9 1%	5 *	1 *	4 1%	7 2%	* *	5 1%	2 1%	* *	3 2%	7 1%	- -	6 1%	6 1%	4 1%	9 1%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q330_3. To what extent do you agree or disagree with the following statements about working in healthcare today?

10 Jul 2026
Table 31

Base: All Qualified Respondents

3. Healthcare jobs are increasingly getting a bad rap.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
STRONGLY/SOMEWHAT AGREE (NET)	861 57%	176 52%	671 58%	582 60% EH	158 51%	424 63% DEGH	234 55% H	45 42%	453 55%	173 60%	95 51%	96 63%	408 59%	9 34%	331 56%	521 58%	310 52%	551 60% Q
Strongly agree	268 18%	51 15%	214 18%	183 19%	46 15%	137 20% D	74 17%	12 11%	116 14%	59 20%	46 25% I	28 19%	152 22% I	8 31%	107 18%	154 17%	116 19%	153 17%
Somewhat agree	592 39%	125 37%	457 39%	399 41%	112 36%	287 43% H	160 38%	33 31%	337 41% K	114 40% K	49 26%	68 45% K	256 37% K	1 3%	224 38%	368 41%	194 33%	398 43% Q
Neither agree nor disagree	371 25%	70 21%	301 26%	207 21% F	81 26%	126 19%	121 28% DF	44 40% DEFG	219 27% L	62 21%	55 29%	26 17%	152 22%	9 35%	179 30% P	183 20%	155 26%	216 23%
STRONGLY/SOMEWHA T DISAGREE (NET)	282 19%	91 27% C	189 16%	189 19%	71 23%	118 18%	72 17%	20 18%	150 18%	54 19%	37 20%	30 20%	132 19%	8 31%	84 14%	190 21% O	129 22%	153 17%
Somewhat disagree	184 12%	59 18% C	125 11%	123 13%	45 14%	78 12%	42 10%	17 16%	113 14%	27 9%	21 11%	14 9%	70 10%	6 23%	45 8%	133 15% O	76 13%	108 12%
Strongly disagree	98 6%	32 9%	65 6%	67 7%	27 9%	40 6%	29 7%	2 2%	37 4%	27 9% I	16 9%	16 11% I	62 9% I	2 8%	39 7%	57 6%	54 9% R	45 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q330_4. To what extent do you agree or disagree with the following statements about working in healthcare today?

4. The reality of working in healthcare is not accurately portrayed in media or public discourse.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
STRONGLY/SOMEWHAT AGREE (NET)	1144 76%	256 76%	879 76%	760 78%	228 74%	532 80% DGH	308 72%	74 69%	630 77%	202 70%	143 77%	119 78%	514 74%	16 62%	414 70%	714 80% O	426 72%	719 78% Q
Strongly agree	578 38%	97 29%	472 41% B	394 40%	122 39%	272 41%	152 36%	32 30%	276 34%	123 43%	87 46% I	61 40%	303 44% I	12 45%	242 41%	325 36%	222 37%	357 39%
Somewhat agree	566 37%	158 47% C	407 35%	366 37%	106 34%	260 39%	156 37%	42 39%	355 43% JKM	78 27%	57 30%	58 38%	211 31%	4 17%	172 29%	390 44% O	204 34%	362 39%
Neither agree nor disagree	264 17%	52 16%	206 18%	146 15%	52 17%	93 14%	89 21% DF	29 26% DF	148 18%	49 17%	31 16%	24 16%	116 17%	3 12%	132 22% P	129 14%	109 18%	155 17%
STRONGLY/SOMEWHA T DISAGREE (NET)	106 7%	29 9%	76 7%	72 7%	29 9%	42 6%	29 7%	6 5%	44 5%	38 13% IM	13 7%	9 6%	62 9% I	7 26%	48 8%	51 6%	61 10% R	46 5%
Somewhat disagree	81 5%	24 7%	56 5%	56 6% F	25 8%	31 5%	22 5%	3 3%	36 4%	30 10% IM	7 4%	7 4%	44 6%	7 26%	34 6%	41 5%	41 7%	40 4%
Strongly disagree	25 2%	5 1%	21 2%	16 2%	4 1%	11 2%	7 2%	3 2%	8 1%	8 3%	6 3%	2 1%	17 3%	-	15 2%	11 1%	19 3% R	6 1%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q330_5. To what extent do you agree or disagree with the following statements about working in healthcare today?

5. I would recommend a healthcare career to others.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
STRONGLY/SOMEWHAT AGREE (NET)	1059 70%	247 73%	800 69%	668 68% F	240 77% DFH	428 64%	322 76% DFH	68 62%	556 68%	232 80% ILM	132 71%	102 67%	503 73%	21 79%	455 77% P	583 65%	465 78% R	594 65%
Strongly agree	545 36%	144 43% C	394 34%	342 35%	118 38%	224 33%	164 39%	39 36%	232 28%	161 56% ILM	83 44% I	47 31%	313 45% IL	10 39%	265 45% P	270 30%	265 44% R	281 31%
Somewhat agree	514 34%	103 31%	406 35%	326 33% F	122 39%	204 31%	158 37%	28 26%	324 39% JKM	71 25%	49 26%	55 36% M	189 27%	11 41%	190 32%	313 35%	201 34%	313 34%
Neither agree nor disagree	232 15%	44 13%	188 16%	152 16%	45 14%	107 16%	51 12%	28 26% DEFG	139 17%	33 11%	28 15%	21 14%	93 13%	3 11%	72 12% O	157 18% O	74 12%	158 17%
STRONGLY/SOMEWHA T DISAGREE (NET)	223 15%	46 14%	174 15%	157 16% E	25 8%	132 20% DEG	53 13%	13 12%	127 15% J	24 8%	27 14%	29 19% J	96 14% J	3 10%	67 11% O	154 17% O	55 9%	168 18% Q
Somewhat disagree	168 11%	36 11%	130 11%	120 12% E	22 7%	98 15% DEG	37 9%	12 11%	99 12%	20 7%	20 11%	20 13%	69 10%	3 10%	51 9%	115 13%	43 7%	126 14% Q
Strongly disagree	55 4%	10 3%	44 4%	37 4%	4 1%	34 5% D	17 4%	1 1%	27 3%	5 2%	7 4%	10 6%	28 4% J	-	15 3%	40 4%	13 2%	42 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

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Table 34

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	1138 75%	273 81% C	856 74%	806 82% FGH	283 91% DFGH	523 78% GH	274 64% H	56 51%	564 69%	238 82% I	168 90% I	123 81% I	574 83% I	16 62%	441 74%	681 76%	465 78%	673 73%
Very interested	540 36%	141 42%	393 34%	402 41% FGH	158 51% DFGH	244 37% GH	117 27%	19 18%	231 28%	142 49% IL	94 50% IL	51 34%	309 45% IL	4 17%	205 34%	331 37%	252 42% R	287 31%
Somewhat interested	598 40%	132 39%	463 40%	404 41%	125 40%	279 42%	158 37%	36 33%	333 40%	96 33%	74 40%	72 47% JM	265 38%	12 45%	236 40%	350 39%	213 36%	386 42%
Neither interested nor disinterested	159 10%	22 7%	133 11%	84 9%	19 6%	64 10%	56 13% DE	19 18% DEF	100 12%	25 9%	10 6%	16 10%	59 9%	7 29%	63 11%	89 10%	62 10%	97 11%
BOTTOM 2 BOX (NET)	217 14%	42 12%	173 15%	88 9% E	8 2%	80 12% DE	96 22% DEF	34 31% DEF	158 19% JKLM	26 9%	9 5%	14 9%	59 8%	3 10%	90 15%	124 14%	68 11%	149 16% Q
Not very interested	120 8%	21 6%	97 8%	60 6% E	3 1%	57 9% DE	50 12% DE	10 9% E	89 11% JKM	12 4%	4 2%	10 7%	31 4%	3 10%	39 7%	79 9%	32 5%	89 10% Q
Not at all interested	97 6%	20 6%	76 7%	28 3%	5 2%	23 3%	45 11% DEF	24 22% DEFG	69 8% LM	14 5%	5 3%	3 2%	28 4%	-	51 9% P	45 5%	36 6%	61 7%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

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Table 35

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	1232 81%	282 84%	940 81%	879 90% GH	288 93% GH	591 89% GH	299 70% H	53 49%	624 76%	258 89% I	171 91% I	130 86% I	609 88% I	20 77%	469 79%	744 83%	489 82%	743 81%
Very interested	738 49%	182 54%	550 47%	545 56% FGH	196 63% FGH	350 52% GH	164 38% H	28 26%	352 43%	174 60% I	107 57% I	72 47%	386 56% I	10 38%	276 47%	452 51%	301 51%	438 48%
Somewhat interested	494 33%	100 30%	390 34%	334 34%	92 30%	242 36% DH	135 32%	25 23%	272 33%	85 29%	64 34%	58 38%	222 32%	10 38%	192 32%	292 33%	188 32%	306 33%
Neither interested nor disinterested	152 10%	24 7%	123 11%	64 7%	21 7%	43 7%	68 16% DEF	19 17% DEF	104 13% JM	18 6%	12 6%	9 6%	48 7%	4 17%	70 12%	77 9%	59 10%	93 10%
BOTTOM 2 BOX (NET)	130 9%	31 9%	99 9%	34 3% E	2 1%	33 5% DE	59 14% DEF	37 34% DEFG	95 12% JKM	13 4%	4 2%	13 8%	35 5%	2 6%	55 9%	74 8%	47 8%	83 9%
Not very interested	50 3%	11 3%	38 3%	17 2%	* *	17 3% D	22 5% DE	10 10% DEF	35 4% J	2 1%	2 1%	8 6% JM	14 2%	- -	18 3%	32 4%	14 2%	36 4%
Not at all interested	80 5%	19 6%	61 5%	17 2%	1 *	16 2%	37 9% DEF	26 24% DEFG	59 7% KM	10 4%	2 1%	4 3%	21 3%	2 6%	37 6%	42 5%	33 6%	47 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

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Table 36

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Yes	885 58%	205 61%	671 58%	592 61% H	198 64% H	394 59% H	248 58% H	45 41%	473 57%	181 63%	114 61%	91 60%	412 60%	7 27%	309 52%	569 64% O	304 51%	581 63% Q
NO/NOT SURE (NET)	629 42%	131 39%	490 42%	385 39%	112 36%	273 41%	179 42%	64 59% DEFG	350 43%	108 37%	73 39%	62 40%	280 40%	19 73%	285 48% P	326 36%	291 49% R	339 37%
No	415 27%	81 24%	330 28%	248 25%	67 22%	182 27%	123 29%	42 39% DEF	241 29%	61 21%	48 26%	39 25%	174 25%	9 33%	183 31%	223 25%	185 31% R	230 25%
Not sure	214 14%	51 15%	160 14%	137 14%	46 15%	91 14%	56 13%	21 20%	109 13%	47 16%	25 13%	23 15%	105 15%	10 40%	102 17% P	102 11%	106 18% R	108 12%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

Base: If Employer Offers Education Benefits

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	769	171	593	488	108	380	237	44	433	141	79	90	336	3	286	480	354	415
Weighted Base	885	205*	671	592	198*	394	248	45**	473	181*	114*	91*	412	7**	309	569	304	581
TUITION ASSISTANCE (NET)	628 71%	143 70%	477 71%	411 69% E	116 59%	295 75% DE	191 77% E	27 59%	328 69%	151 84% IKM	72 63%	64 70%	300 73%	3 36%	220 71%	406 71%	199 65%	429 74%
Tuition assistance via reimbursement for degree programs	548 62%	118 57%	425 63%	357 60% E	98 49%	260 66% DE	170 69% E	21 46%	285 60%	135 74% IKM	58 51%	58 64%	263 64% K	-	193 62%	355 62%	173 57%	375 65%
Tuition assistance via upfront payment for degree programs	196 22%	62 30% C	130 19%	124 21%	39 20%	85 22%	64 26%	7 16%	88 19%	55 30% I	21 18%	26 28%	108 26%	3 36%	75 24%	118 21%	62 21%	134 23%
Reimbursement for education units (CEUs) or CME credits	373 42%	79 39%	286 43%	249 42%	74 37%	175 44%	107 43%	17 37%	187 40%	59 33%	56 49%	58 64% IJM	186 45% J	3 36%	115 37%	256 45%	107 35%	266 46% Q
Financial support for earning professional certifications or licenses	305 34%	70 34%	227 34%	213 36%	63 32%	150 38%	78 32%	14 30%	164 35%	72 40%	36 32%	26 29%	141 34%	-	94 30%	211 37%	103 34%	202 35%
On-site or online skill-building courses or training	296 34%	66 32%	226 34%	218 37% G	73 37% G	145 37% G	58 23%	20 44%	149 31%	68 37%	39 35%	32 36%	148 36%	-	100 32%	197 35%	111 36%	186 32%
Partnerships with specific colleges or universities (e.g., discounted tuition)	212 24%	46 22%	163 24%	140 24%	47 24%	93 24%	63 25%	9 20%	100 21%	53 29%	30 26%	24 27%	112 27%	-	67 22%	145 26%	69 23%	143 25%
Paid time off to attend school or training	194 22%	56 27%	138 21%	151 25% G	57 29% G	94 24% G	36 14%	7 16%	90 19%	50 28%	37 32% IL	12 13%	104 25% L	3 36%	56 18%	136 24%	72 24%	122 21%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	191 22%	36 17%	155 23%	122 21%	41 21%	82 21%	63 25%	6 14%	93 20%	36 20%	32 28%	23 26%	98 24%	-	61 20%	130 23%	59 19%	132 23%
Company-sponsored scholarships or grants	167 19%	31 15%	133 20%	113 19%	36 18%	77 19%	49 20%	5 11%	95 20%	28 15%	26 23%	11 12%	72 18%	-	60 19%	107 19%	54 18%	113 19%
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	150 17%	46 22%	101 15%	110 19%	40 20%	70 18%	34 14%	6 14%	58 12%	35 19%	40 35% IM	15 17%	92 22% I	-	41 13%	110 19%	46 15%	104 18%
Credit for prior learning or on-the-job experience	149 17%	36 18%	108 16%	104 18%	40 20%	64 16%	39 16%	6 13%	58 12%	47 26% IL	33 29% IL	9 10%	91 22% IL	-	57 18%	92 16%	76 25% R	73 13%
Career counseling or education advising services	127 14%	37 18%	90 13%	86 15%	29 15%	57 14%	32 13%	8 19%	65 14%	32 18%	15 13%	11 12%	61 15%	3 36%	45 15%	79 14%	56 19%	70 12%
Other	1 *	1 *	1 *	1 *	* *	1 *	- -	* 1%	1 *	- -	- -	- -	1 *	- -	1 *	1 *	1 *	* *

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

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

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Table 37

Base: If Employer Offers Education Benefits

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	885	205*	671	592	198*	394	248	45**	473	181*	114*	91*	412	7**	309	569	304	581
I'm not sure what benefits are available	45 5%	1 1%	44 7% B	24 4%	13 7%	11 3%	14 6%	7 15%	34 7% M	2 1%	3 3%	*	11 3%	4 64%	17 6%	23 4%	13 4%	32 6%
Sigma	2954 334%	684 333%	2228 332%	2014 340%	650 329%	1364 346%	807 326%	133 296%	1468 310%	672 372%	425 374%	306 337%	1487 361%	15 209%	979 317%	1960 345%	1002 330%	1952 336%

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

Q425. Have you ever used these education benefits?

SUMMARY TABLE OF YES

Base: If Know What Employer Offers (Variable Base)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
On-site or online skill-building courses or training	227 77%	46 69%	178 79%	160 73%	43 59%	116 80% D	50 86%	17 86%	117 78%	49 73%	31 77%	25 79%	110 75%	- -	76 76%	151 77%	85 76%	142 77%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	136 71%	32 90%	103 67%	83 68%	26 63%	57 70%	48 77%	5 76%	64 68%	26 70%	25 77%	18 78%	72 74%	- -	42 69%	94 72%	37 63%	99 75%
Reimbursement for education units (CEUs) or CME credits	256 69%	51 64%	202 71%	158 63%	43 57%	115 66%	84 79% D	14 82%	131 70%	38 65%	32 57%	45 78%	124 67%	3 100%	49 42%	204 80% O	59 55%	197 74% Q
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	93 62%	26 58%	64 63%	68 62%	22 56%	46 65%	20 59%	6 90%	37 63%	25 72%	27 68%	4 28%	57 61%	- -	30 75%	63 58%	31 68%	62 60%
Paid time off to attend school or training	116 60%	30 55%	86 62%	88 59%	37 65%	52 55%	23 65%	5 62%	56 62%	24 48%	23 64%	8 65%	61 58%	- -	31 56%	85 63%	43 60%	73 60%
Credit for prior learning or on-the-job experience	87 59%	19 53%	64 59%	59 56%	17 44%	41 64%	25 65%	3 52%	31 54%	31 65%	19 59%	5 58%	56 62%	- -	33 59%	54 58%	47 62%	40 54%
Financial support for earning professional certifications or licenses	163 54%	36 51%	125 55%	120 56%	35 56%	84 56%	40 51%	4 29%	88 53%	42 58%	17 48%	13 51%	76 54%	- -	49 53%	114 54%	53 51%	111 55%
Career counseling or education advising services	56 45%	18 50%	38 42%	37 43%	6 20%	31 54% D	18 55%	2 22%	25 38%	13 41%	9 62%	6 55%	32 51%	- -	25 56%	31 39%	23 41%	33 47%
TUITION ASSISTANCE VIA REIMBURSEMENT/UPFRONT PAYMENT FOR DEGREE PROGRAMS (NET)	235 37%	55 38%	180 38%	156 38%	41 35%	114 39%	72 38%	8 30%	122 37%	58 39%	31 43%	16 26%	113 38%	- -	74 34%	162 40%	81 41%	154 36%
Tuition assistance via upfront payment for degree programs	75 38%	16 26%	59 45%	47 38% F	23 58%	25 29%	23 36%	4 58%	36 41%	28 51%	4 20%	4 17%	39 36%	- -	28 38%	46 39%	25 40%	50 37%
Tuition assistance via reimbursement for degree programs	207 38%	50 43%	156 37%	136 38%	31 31%	106 41%	66 39%	5 22%	104 36%	53 39%	28 48%	16 28%	103 39%	- -	66 34%	141 40%	70 40%	137 36%
Partnerships with specific colleges or universities (e.g., discounted tuition)	75 35%	17 38%	57 35%	48 34%	20 42%	28 30%	24 38%	2 24%	36 36%	15 28%	16 55%	7 29%	39 35%	- -	19 28%	56 39%	25 35%	50 35%
Company-sponsored scholarships or grants	57 34%	9 29%	49 37%	41 37%	16 44%	25 33%	14 29%	2 37%	22 23%	18 65%	13 51%	1 14%	35 49% I	- -	24 40%	34 31%	17 31%	41 36%
Other	1 67%	1 100%	* 37%	1 100%	* 100%	1 100%	- -	- -	* 37%	- -	- -	- -	1 100%	- -	1 100%	* 37%	1 100%	- -

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

Q425. Have you ever used these education benefits?

SUMMARY TABLE OF NO, BUT PLAN TO

Base: If Know What Employer Offers (Variable Base)

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
TUITION ASSISTANCE VIA REIMBURSEMENT/U PFRONT PAYMENT FOR DEGREE PROGRAMS (NET)	225 36%	56 39%	162 34%	168 41%	58 50% G	110 37%	55 29%	2 6%	92 28%	69 46% I	32 44%	27 43%	133 44% I	- -	92 42%	132 33%	80 40%	145 34%
Tuition assistance via upfront payment for degree programs	70 36%	28 45%	40 31%	46 37%	11 27%	36 42%	24 37%	- -	26 30%	18 32%	10 47%	14 54%	44 41%	- -	34 45%	37 31%	24 38%	46 35%
Tuition assistance via reimbursement for degree programs	187 34%	39 33%	144 34%	147 41% FG	52 53% G	95 37% G	38 22%	2 8%	74 26%	57 43% I	26 45%	24 42%	112 43% I	- -	71 37%	116 33%	71 41%	116 31%
Partnerships with specific colleges or universities (e.g., discounted tuition)	75 35%	13 27%	59 36%	53 38%	14 30%	39 42%	21 34%	* 4%	24 24%	29 56%	10 35%	7 29%	50 45% I	- -	29 44%	45 31%	26 38%	48 34%
Career counseling or education advising services	44 35%	7 20%	37 41%	38 44% F	20 69%	17 30%	6 18%	* 5%	23 36%	13 42%	4 27%	3 26%	20 33%	3 100%	10 23%	31 39%	27 48% R	17 24%
Company-sponsored scholarships or grants	54 32%	11 35%	40 30%	36 32%	12 32%	25 32%	17 35%	- -	33 35%	4 15%	8 32%	4 36%	20 28%	- -	25 42%	28 26%	22 41%	31 28%
Credit for prior learning or on-the-job experience	45 30%	11 31%	33 31%	35 34%	15 39%	20 31%	9 22%	* 8%	21 37%	10 21%	9 29%	3 32%	23 25%	- -	21 37%	24 25%	25 33%	20 27%
Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)	39 26%	14 30%	25 25%	33 30%	11 29%	21 30%	6 18%	- -	11 20%	10 28%	9 23%	7 44%	28 30%	- -	6 15%	33 30%	11 24%	28 27%
Paid time off to attend school or training	49 25%	20 37%	29 21%	41 27%	14 25%	27 29%	8 22%	- -	19 22%	18 36%	10 27%	2 14%	30 29%	3 100%	14 26%	32 24%	23 33%	26 21%
Financial support for earning professional certifications or licenses	74 24%	18 25%	51 23%	62 29%	21 34%	41 27%	11 14%	1 6%	27 17%	20 28%	17 47%	7 25%	46 33% I	- -	20 21%	54 26%	39 38% R	35 17%
Reimbursement for education units (CEUs) or CME credits	72 19%	20 25%	49 17%	67 27% G	23 31%	43 25% G	5 5%	- -	21 11%	20 34%	17 31%	8 15%	50 27% IL	- -	45 39% P	27 11%	34 32% R	38 14%
Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)	32 17%	2 6%	30 19%	29 24% G	14 35%	15 18%	2 3%	1 24%	11 12%	9 25%	6 20%	5 22%	21 22%	- -	15 25%	17 13%	16 26%	17 13%
On-site or online skill-building courses or training	38 13%	9 14%	29 13%	35 16% F	20 28%	15 10%	3 5%	- -	21 14%	9 14%	4 10%	2 7%	18 12%	- -	11 11%	27 14%	17 16%	21 11%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Q425_1. Have you ever used these education benefits?

1. Tuition assistance via reimbursement for degree programs

Base: Employer Offers Tuition Assistance Via Reimbursement For Degree Programs

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	451	91	357	288	56	232	140	23	256	90	41	50	195	-	166	285	202	249
Weighted Base	548	118*	425	357	98*	260	170*	21**	285	135*	58**	58**	263	-**	193*	355	173	375
Yes	207 38%	50 43%	156 37%	136 38%	31 31%	106 41%	66 39%	5 22%	104 36%	53 39%	28 48%	16 28%	103 39%	- -	66 34%	141 40%	70 40%	137 36%
No, but I plan to	187 34%	39 33%	144 34%	147 41% FG	52 53% G	95 37% G	38 22%	2 8%	74 26%	57 43% I	26 45%	24 42%	112 43% I	- -	71 37%	116 33%	71 41%	116 31%
No, and I don't plan to	136 25%	28 23%	107 25%	67 19%	11 11%	57 22%	54 32% DE	15 70%	92 32% JM	22 16%	4 7%	17 29%	44 17%	- -	49 25%	87 25%	28 16%	107 29% Q
I'm not sure	19 3%	* *	18 4%	7 2%	4 4%	2 1%	12 7% DF	- -	16 6%	2 2%	- -	* 1%	3 1%	- -	8 4%	11 3%	4 2%	15 4%
Sigma	548 100%	118 100%	425 100%	357 100%	98 100%	260 100%	170 100%	21 100%	285 100%	135 100%	58 100%	58 100%	263 100%	- -	193 100%	355 100%	173 100%	375 100%

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

Q425_2. Have you ever used these education benefits?

2. Tuition assistance via upfront payment for degree programs

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	167	44	121	104	23	81	56	7	85	43	16	16	82	1	69	97	78	89
Weighted Base	196*	62**	130*	124*	39**	85*	64**	7**	88*	55**	21**	26**	108*	3**	75*	118*	62*	134*
Yes	75 38%	16 26%	59 45%	47 38% F	23 58%	25 29%	23 36%	4 58%	36 41%	28 51%	4 20%	4 17%	39 36%	- -	28 38%	46 39%	25 40%	50 37%
No, but I plan to	70 36%	28 45%	40 31%	46 37%	11 27%	36 42%	24 37%	-	26 30%	18 32%	10 47%	14 54%	44 41%	-	34 45%	37 31%	24 38%	46 35%
No, and I don't plan to	44 22%	14 23%	28 22%	26 21%	5 13%	21 24%	15 23%	3 42%	24 27%	9 17%	5 25%	4 16%	20 18%	3 100%	11 15%	30 25%	13 20%	31 23%
I'm not sure	7 4%	4 7%	3 2%	5 4%	1 2%	4 5%	2 4%	-	2 2%	-	2 8%	4 14%	6 5%	-	2 3%	5 4%	1 1%	6 5%
Sigma	196 100%	62 100%	130 100%	124 100%	39 100%	85 100%	64 100%	7 100%	88 100%	55 100%	21 100%	26 100%	108 100%	3 100%	75 100%	118 100%	62 100%	134 100%

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

Q425_3. Have you ever used these education benefits?

3. Company-sponsored scholarships or grants

Base: Employer Offers Company-Sponsored Scholarships Or Grants

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-year college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	134	28	104	86	15	71	42	6	76	21	18	11	58	-	51	83	66	68
Weighted Base	167*	31**	133*	113*	36**	77*	49**	5**	95*	28**	26**	11**	72*	-**	60**	107*	54*	113*
Yes	57 34%	9 29%	49 37%	41 37%	16 44%	25 33%	14 29%	2 37%	22 23%	18 65%	13 51%	1 14%	35 49%	- -	24 40%	34 31%	17 31%	41 36%
No, but I plan to	54 32%	11 35%	40 30%	36 32%	12 32%	25 32%	17 35%	- -	33 35%	4 15%	8 32%	4 36%	20 28%	- -	25 42%	28 26%	22 41%	31 28%
No, and I don't plan to	42 25%	11 34%	31 24%	26 23%	3 9%	23 30%	14 28%	3 53%	29 31%	5 20%	3 13%	5 42%	13 18%	- -	9 16%	33 31%	13 25%	29 26%
I'm not sure	14 8%	1 2%	13 10%	9 8%	5 15%	4 5%	4 8%	* 9%	10 11%	- -	1 4%	1 8%	3 5%	- -	1 2%	12 12%	2 3%	12 11%
Sigma	167 100%	31 100%	133 100%	113 100%	36 100%	77 100%	49 100%	5 100%	95 100%	28 100%	26 100%	11 100%	72 100%	- -	60 100%	107 100%	54 100%	113 100%

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

Q425_4. Have you ever used these education benefits?
4. Reimbursement for education units (CEUs) or CME credits

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	346	71	270	224	42	182	103	19	186	44	37	66	160	1	94	251	116	230
Weighted Base	373	79*	286	249	74**	175*	107*	17**	187	59**	56**	58*	186*	3**	115*	256	107*	266
Yes	256 69%	51 64%	202 71%	158 63%	43 57%	115 66%	84 79% D	14 82%	131 70%	38 65%	32 57%	45 78%	124 67%	3 100%	49 42%	204 80% O	59 55%	197 74% Q
No, but I plan to	72 19%	20 25%	49 17%	67 27% G	23 31%	43 25% G	5 5%	-	21 11%	20 34%	17 31%	8 15%	50 27% IL	-	45 39% P	27 11%	34 32% R	38 14%
No, and I don't plan to	35 9%	5 6%	30 10%	18 7%	6 8%	12 7%	15 14%	2 14%	32 17% LM	* 1%	2 4%	1 1%	3 2%	-	16 14%	19 8%	10 9%	25 9%
I'm not sure	10 3%	4 5%	6 2%	7 3%	2 3%	5 3%	2 2%	1 5%	2 1%	1 1%	4 8%	4 6%	8 4%	-	5 4%	5 2%	4 4%	6 2%
Sigma	373 100%	79 100%	286 100%	249 100%	74 100%	175 100%	107 100%	17 100%	187 100%	59 100%	56 100%	58 100%	186 100%	3 100%	115 100%	256 100%	107 100%	266 100%

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

Q425_5. Have you ever used these education benefits?
5. Financial support for earning professional certifications or licenses

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	253	58	191	175	41	134	65	13	137	54	27	27	116	-	79	174	108	145
Weighted Base	305	70*	227	213*	63**	150*	78*	14**	164*	72**	36**	26**	141*	-**	94*	211*	103*	202*
Yes	163 54%	36 51%	125 55%	120 56%	35 56%	84 56%	40 51%	4 29%	88 53%	42 58%	17 48%	13 51%	76 54%	- -	49 53%	114 54%	53 51%	111 55%
No, but I plan to	74 24%	18 25%	51 23%	62 29%	21 34%	41 27%	11 14%	1 6%	27 17%	20 28%	17 47%	7 25%	46 33% I	- -	20 21%	54 26%	39 38% R	35 17%
No, and I don't plan to	50 16%	10 14%	41 18%	23 11%	3 5%	20 13%	19 25% D	8 59%	39 24% M	7 9%	1 2%	4 15%	12 8%	- -	15 16%	35 17%	7 6%	44 22% Q
I'm not sure	18 6%	7 10%	10 5%	9 4%	3 5%	5 4%	8 10%	1 7%	10 6%	4 6%	1 3%	2 8%	7 5%	- -	10 10%	8 4%	5 5%	13 6%
Sigma	305 100%	70 100%	227 100%	213 100%	63 100%	150 100%	78 100%	14 100%	164 100%	72 100%	36 100%	26 100%	141 100%	- -	94 100%	211 100%	103 100%	202 100%

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

Q425_6. Have you ever used these education benefits?

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

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	255	52	201	176	45	131	61	18	138	45	31	31	117	-	96	159	129	126
Weighted Base	296	66**	226	218*	73**	145*	58*	20**	149*	68**	39**	32**	148*	-**	100*	197*	111*	186*
Yes	227 77%	46 69%	178 79%	160 73%	43 59%	116 80% D	50 86%	17 86%	117 78%	49 73%	31 77%	25 79%	110 75%	- -	76 76%	151 77%	85 76%	142 77%
No, but I plan to	38 13%	9 14%	29 13%	35 16% F	20 28%	15 10%	3 5%	-	21 14%	9 14%	4 10%	2 7%	18 12%	- -	11 11%	27 14%	17 16%	21 11%
No, and I don't plan to	16 5%	7 11%	7 3%	9 4%	2 3%	7 5%	4 7%	2 12%	8 5%	3 4%	- -	4 11%	8 5%	- -	4 4%	12 6%	2 2%	13 7%
I'm not sure	15 5%	4 6%	11 5%	14 6%	7 10%	7 5%	1 1%	* 2%	4 2%	6 9%	5 12%	1 3%	12 8%	- -	9 9%	6 3%	6 6%	9 5%
Sigma	296 100%	66 100%	226 100%	218 100%	73 100%	145 100%	58 100%	20 100%	149 100%	68 100%	39 100%	32 100%	148 100%	- -	100 100%	197 100%	111 100%	186 100%

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

Q425_7. Have you ever used these education benefits?

7. Paid time off to attend school or training

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	175	44	131	123	33	90	44	8	85	38	26	18	90	1	49	125	78	97
Weighted Base	194*	56**	138*	151*	57**	94*	36**	7**	90*	50**	37**	12**	104*	3**	56**	136*	72*	122*
Yes	116 60%	30 55%	86 62%	88 59%	37 65%	52 55%	23 65%	5 62%	56 62%	24 48%	23 64%	8 65%	61 58%	- -	31 56%	85 63%	43 60%	73 60%
No, but I plan to	49 25%	20 37%	29 21%	41 27%	14 25%	27 29%	8 22%	-	19 22%	18 36%	10 27%	2 14%	30 29%	3 100%	14 26%	32 24%	23 33%	26 21%
No, and I don't plan to	27 14%	5 9%	22 16%	21 14%	6 10%	15 16%	4 10%	2 32%	14 16%	7 14%	3 9%	2 16%	12 12%	- -	10 18%	17 12%	5 7%	22 18%
I'm not sure	2 1%	-	2 1%	1 *	-	1 1%	1 2%	* 6%	* *	1 2%	-	1 5%	2 1%	- -	- -	2 1%	1 1%	1 1%
Sigma	194 100%	56 100%	138 100%	151 100%	57 100%	94 100%	36 100%	7 100%	90 100%	50 100%	37 100%	12 100%	104 100%	3 100%	56 100%	136 100%	72 100%	122 100%

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

Q425_8. Have you ever used these education benefits?

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

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	183	41	140	123	27	96	51	9	91	39	22	26	92	-	55	128	78	105
Weighted Base	212	46**	163*	140*	47**	93*	63**	9**	100*	53**	30**	24**	112*	-**	67*	145*	69*	143*
Yes	75 35%	17 38%	57 35%	48 34%	20 42%	28 30%	24 38%	2 24%	36 36%	15 28%	16 55%	7 29%	39 35%	- -	19 28%	56 39%	25 35%	50 35%
No, but I plan to	75 35%	13 27%	59 36%	53 38%	14 30%	39 42%	21 34%	* 4%	24 24%	29 56%	10 35%	7 29%	50 45% 1	- -	29 44%	45 31%	26 38%	48 34%
No, and I don't plan to	51 24%	16 34%	35 21%	30 21%	9 19%	21 23%	15 23%	6 72%	34 34% M	4 8%	3 9%	10 40%	17 15%	- -	16 24%	35 24%	15 22%	36 25%
I'm not sure	12 6%	- -	12 7%	9 6%	4 9%	5 5%	3 5%	- -	7 7%	5 9%	- -	* 2%	5 5%	- -	2 3%	10 7%	3 5%	9 6%
Sigma	212 100%	46 100%	163 100%	140 100%	47 100%	93 100%	63 100%	9 100%	100 100%	53 100%	30 100%	24 100%	112 100%	- -	67 100%	145 100%	69 100%	143 100%

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

Q425_9. Have you ever used these education benefits?

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

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	158	31	126	99	23	76	51	8	84	26	21	20	74	-	51	107	66	92
Weighted Base	191*	36**	155*	122*	41**	82*	63*	6**	93*	36**	32**	23**	98*	-.**	61**	130*	59*	132*
Yes	136 71%	32 90%	103 67%	83 68%	26 63%	57 70%	48 77%	5 76%	64 68%	26 70%	25 77%	18 78%	72 74%	- -	42 69%	94 72%	37 63%	99 75%
No, but I plan to	32 17%	2 6%	30 19%	29 24% G	14 35%	15 18%	2 3%	1 24%	11 12%	9 25%	6 20%	5 22%	21 22%	- -	15 25%	17 13%	16 26%	17 13%
No, and I don't plan to	13 7%	1 4%	12 8%	4 3%	1 2%	3 4%	9 15% D	- -	10 11%	2 4%	1 2%	- -	3 3%	- -	3 5%	10 8%	4 6%	10 7%
I'm not sure	10 5%	- -	10 6%	7 5%	- -	7 8%	3 5%	- -	9 9%	* 1%	- -	- -	1 1%	- -	1 1%	9 7%	3 5%	7 5%
Sigma	191 100%	36 100%	155 100%	122 100%	41 100%	82 100%	63 100%	6 100%	93 100%	36 100%	32 100%	23 100%	98 100%	- -	61 100%	130 100%	59 100%	132 100%

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

Q425_10. Have you ever used these education benefits?

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

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

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	127	35	89	89	23	66	32	6	57	35	22	10	70	-	57	70	78	49
Weighted Base	149*	36**	108*	104*	40**	64*	39**	6**	58*	47**	33**	9**	91*	-**	57*	92*	76*	73**
Yes	87 59%	19 53%	64 59%	59 56%	17 44%	41 64%	25 65%	3 52%	31 54%	31 65%	19 59%	5 58%	56 62%	- -	33 59%	54 58%	47 62%	40 54%
No, but I plan to	45 30%	11 31%	33 31%	35 34%	15 39%	20 31%	9 22%	* 8%	21 37%	10 21%	9 29%	3 32%	23 25%	- -	21 37%	24 25%	25 33%	20 27%
No, and I don't plan to	17 11%	6 16%	11 10%	9 9% F	7 17%	3 4%	5 13%	2 40%	5 9%	6 13%	4 12%	1 10%	11 12%	- -	2 3%	15 16%	3 4%	14 19%
I'm not sure	* *	- -	* *	* *	- -	* 1%	- -	- -	- -	* 1%	- -	- -	* *	- -	* 1%	- -	* *	- -
Sigma	149 100%	36 100%	108 100%	104 100%	40 100%	64 100%	39 100%	6 100%	58 100%	47 100%	33 100%	9 100%	91 100%	- -	57 100%	92 100%	76 100%	73 100%

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

Q425_11. Have you ever used these education benefits?

11. Career counseling or education advising services

Base: Employer Offers Career Counseling Or Education Advising Services

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	116	35	81	80	19	61	27	9	59	23	18	13	57	1	46	69	59	57
Weighted Base	127*	37**	90*	86*	29**	57*	32**	8**	65*	32**	15**	11**	61*	3**	45**	79*	56*	70*
Yes	56 45%	18 50%	38 42%	37 43%	6 20%	31 54% D	18 55%	2 22%	25 38%	13 41%	9 62%	6 55%	32 51%	- -	25 56%	31 39%	23 41%	33 47%
No, but I plan to	44 35%	7 20%	37 41%	38 44% F	20 69%	17 30%	6 18%	* 5%	23 36%	13 42%	4 27%	3 26%	20 33%	3 100%	10 23%	31 39%	27 48% R	17 24%
No, and I don't plan to	23 18%	11 30%	12 13%	12 14%	3 11%	9 15%	6 18%	5 62%	17 26%	4 12%	1 4%	1 12%	6 10%	- -	9 19%	14 18%	5 8%	18 26%
I'm not sure	4 3%	-	4 4%	-	-	-	3 8%	1 11%	-	2 5%	1 7%	1 8%	4 6%	-	1 2%	3 4%	2 3%	2 3%
Sigma	127 100%	37 100%	90 100%	86 100%	29 100%	57 100%	32 100%	8 100%	65 100%	32 100%	15 100%	11 100%	61 100%	3 100%	45 100%	79 100%	56 100%	70 100%

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

Q425_12. Have you ever used these education benefits?

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

Base: Employer Offers Micro-Credentials

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	114	37	75	77	24	53	32	5	53	24	20	15	61	-	34	80	46	68
Weighted Base	150*	46**	101*	110*	40**	70**	34**	6**	58**	35**	40**	15**	92*	-**	41**	110*	46*	104*
Yes	93 62%	26 58%	64 63%	68 62%	22 56%	46 65%	20 59%	6 90%	37 63%	25 72%	27 68%	4 28%	57 61%	- -	30 75%	63 58%	31 68%	62 60%
No, but I plan to	39 26%	14 30%	25 25%	33 30%	11 29%	21 30%	6 18%	- -	11 20%	10 28%	9 23%	7 44%	28 30%	- -	6 15%	33 30%	11 24%	28 27%
No, and I don't plan to	13 9%	3 7%	10 10%	7 6%	6 16%	1 1%	5 16%	1 10%	7 13%	- -	4 10%	2 12%	6 6%	- -	4 9%	10 9%	3 7%	10 9%
I'm not sure	5 3%	2 5%	2 2%	2 2%	- -	2 3%	2 7%	- -	2 4%	- -	- -	2 16%	2 3%	- -	1 2%	4 4%	1 2%	4 4%
Sigma	150 100%	46 100%	101 100%	110 100%	40 100%	70 100%	34 100%	6 100%	58 100%	35 100%	40 100%	15 100%	92 100%	- -	41 100%	110 100%	46 100%	104 100%

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

Q425_96. Have you ever used these education benefits?

96. Other

Base: Employer Offers Other

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	3	1	2	2	1	1	-	1	2	-	-	-	1	-	1	2	2	1
Weighted Base	1*	1**	1**	1**	***	1**	..**	***	1**	..**	..**	..**	1**	..**	1**	1**	1**	***
Yes	1 67%	1 100%	* 37%	1 100%	* 100%	1 100%	- -	- -	* 37%	- -	- -	- -	1 100%	- -	1 100%	* 37%	1 100%	- -
No, but I plan to	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No, and I don't plan to	* 33%	-	* 63%	-	-	-	-	* 100%	* 63%	-	-	-	-	-	-	* 63%	-	* 100%
I'm not sure	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sigma	1 100%	1 100%	1 100%	1 100%	* 100%	1 100%	-	* 100%	1 100%	-	-	-	1 100%	-	1 100%	1 100%	1 100%	* 100%

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

Q445. Thinking about the education benefits offered by your employer, if you had to choose, which of the following best describes how you see their purpose?

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Table 53

Base: If Employer Offers Education Benefits

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	769	171	593	488	108	380	237	44	433	141	79	90	336	3	286	480	354	415
Weighted Base	885	205*	671	592	198*	394	248	45**	473	181*	114*	91*	412	7**	309	569	304	581
Primarily to benefit employees' personal and professional growth	588 66%	150 73%	430 64%	397 67%	115 58%	282 72% DE	165 67%	26 58%	286 61%	129 71%	92 81% I	67 73%	302 73% I	7 100%	192 62%	389 68%	220 72% R	368 63%
Primarily to meet business or workforce needs	297 34%	55 27%	241 36%	195 33% F	83 42% F	112 28%	82 33%	19 42%	186 39% KM	52 29%	22 19%	24 27%	110 27%	- -	117 38%	179 32%	84 28%	212 37% Q
Sigma	885 100%	205 100%	671 100%	592 100%	198 100%	394 100%	248 100%	45 100%	473 100%	181 100%	114 100%	91 100%	412 100%	7 100%	309 100%	569 100%	304 100%	581 100%

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

Q450. When it comes to career development and additional education, if you had to choose, where do you feel the responsibility primarily lies?

10 Jul 2026
Table 54

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
WITH ME AS THE EMPLOYEE (NET)	1198 79%	254 75%	933 80%	759 78%	245 79%	514 77%	345 81%	92 84%	677 82% M	218 76%	140 75%	121 79%	521 75%	13 50%	466 78%	719 80%	458 77%	739 80%
More with me as the employee	651 43%	142 42%	504 43%	412 42%	139 45%	273 41%	197 46%	41 38%	392 48% JKM	93 32%	60 32%	79 52% JKM	259 37%	6 24%	267 45%	377 42%	252 42%	399 43%
Mostly with me as the employee	546 36%	112 33%	429 37%	347 36%	106 34%	241 36%	148 35%	51 47%	284 35% L	125 43% L	80 43% L	42 28%	262 38% L	7 26%	198 33%	342 38%	206 35%	340 37%
WITH MY EMPLOYER (NET)	316 21%	83 25%	228 20%	218 22%	66 21%	153 23%	81 19%	17 16%	146 18%	71 24%	48 25%	32 21%	171 25% I	13 50%	128 22%	175 20%	136 23%	180 20%
More with my employer	233 15%	58 17%	171 15%	165 17%	50 16%	116 17%	56 13%	11 11%	116 14%	45 15%	34 18%	22 14%	117 17%	8 29%	91 15%	134 15%	96 16%	136 15%
Mostly with my employer	84 6%	25 8%	57 5%	53 5%	16 5%	37 6%	25 6%	6 5%	30 4%	26 9% I	13 7%	10 6%	54 8% I	5 21%	37 6%	41 5%	40 7%	44 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q220. To what extent do you trust your employer to do each of the following?

SUMMARY TABLE OF TRUST A GREAT DEAL/SOMEWHAT (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Provide education opportunities that are worth my time	976 64%	230 68%	738 64%	644 66% FH	222 72% H	421 63%	277 65% H	56 51%	509 62%	210 73% I	128 68%	96 63%	467 68%	11 43%	371 62%	594 66%	391 66%	585 64%
Support my long-term career growth	940 62%	241 72% C	691 60%	630 64% F	226 73% DFGH	404 61%	251 59%	59 54%	485 59%	196 68%	123 66%	95 62%	455 66% I	7 25%	386 65%	548 61%	385 65%	555 60%
Clearly communicate available education benefits	922 61%	233 69% C	680 59%	620 63% H	197 63% H	424 63% H	247 58%	53 49%	479 58%	189 66%	118 63%	104 69%	443 64%	6 24%	364 61%	552 62%	354 60%	568 62%
Be a partner in helping me advance my career	892 59%	233 69% C	648 56%	611 62% FGH	216 70% FGH	395 59%	229 54%	53 48%	469 57%	175 61%	126 67%	86 56%	423 61%	9 35%	346 58%	537 60%	361 61%	531 58%
Act in the best interests of employees	880 58%	229 68% C	645 55%	591 60%	201 65%	389 58%	233 55%	56 52%	450 55%	185 64%	120 64%	94 61%	430 62% I	13 50%	346 58%	521 58%	389 65% R	492 53%
Implement new technologies like AI responsibly	790 52%	201 60% C	582 50%	515 53%	146 47%	369 55% D	221 52%	53 49%	428 52%	164 57% K	79 42%	94 62% KM	362 52% K	7 25%	270 46%	513 57% O	273 46%	517 56% Q

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

Q220. To what extent do you trust your employer to do each of the following?
SUMMARY TABLE OF DO NOT TRUST AT ALL/VERY LITTLE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Implement new technologies like AI responsibly	316 21%	57 17%	254 22%	211 22%	79 25%	133 20%	85 20%	19 18%	154 19%	56 19%	53 28% I	30 20%	162 23%	7 29%	130 22%	178 20%	134 23%	181 20%
Act in the best interests of employees	310 20%	47 14%	256 22% B	192 20%	47 15%	144 22% D	102 24%	15 14%	180 22%	53 18%	36 19%	26 17%	130 19%	2 6%	133 22%	175 20%	99 17%	210 23% Q
Be a partner in helping me advance my career	292 19%	47 14%	243 21% B	180 18% E	35 11%	145 22% DE	89 21% E	23 21%	167 20%	63 22%	24 13%	26 17%	125 18%	8 32%	105 18%	178 20%	108 18%	184 20%
Support my long-term career growth	277 18%	50 15%	226 19%	174 18% E	33 11%	141 21% DE	82 19% E	21 19%	151 18%	59 20%	30 16%	24 16%	126 18%	8 32%	100 17%	169 19%	95 16%	182 20%
Clearly communicate available education benefits	265 18%	52 15%	210 18%	176 18%	51 16%	125 19%	67 16%	22 21%	152 19%	39 13%	35 19%	21 14%	113 16%	9 35%	98 17%	158 18%	115 19%	150 16%
Provide education opportunities that are worth my time	222 15%	47 14%	172 15%	145 15%	32 10%	113 17% D	53 12%	23 21% E	131 16%	34 12%	24 13%	18 12%	91 13%	8 32%	83 14%	131 15%	88 15%	134 15%

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

Q220_1. To what extent do you trust your employer to do each of the following?

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Table 57

Base: All Qualified Respondents

1. Support my long-term career growth

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TRUST A GREAT DEAL/SOMEWHAT (NET)	940 62%	241 72% C	691 60%	630 64% F	226 73% DFGH	404 61%	251 59%	59 54%	485 59%	196 68%	123 66%	95 62%	455 66% I	7 25%	386 65%	548 61%	385 65%	555 60%
Trust a great deal	400 26%	99 29%	297 26%	292 30% G	104 33% G	188 28% G	83 19%	25 23%	183 22%	92 32% I	64 34% I	48 32%	217 31% I	-	174 29%	226 25%	187 32% R	212 23%
Trust somewhat	541 36%	142 42% C	395 34%	338 35% F	122 39%	216 32%	168 39%	34 31%	302 37%	104 36%	60 32%	46 30%	238 34%	7 25%	212 36%	322 36%	198 33%	343 37%
Neither trust or distrust	296 20%	46 14%	244 21% B	174 18%	51 17%	123 18%	93 22%	28 26%	186 23% JM	34 12%	34 18%	33 22% J	110 16%	11 43%	108 18%	178 20%	115 19%	182 20%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	277 18%	50 15%	226 19%	174 18% E	33 11%	141 21% DE	82 19% E	21 19%	151 18%	59 20%	30 16%	24 16%	126 18%	8 32%	100 17%	169 19%	95 16%	182 20%
Trust very little	196 13%	35 10%	161 14%	126 13%	26 8%	100 15% D	55 13%	15 14%	109 13%	45 16%	17 9%	18 12%	87 13%	5 18%	68 12%	123 14%	62 10%	134 15%
Do not trust at all	81 5%	15 4%	65 6%	48 5%	7 2%	40 6% D	27 6%	6 6%	42 5%	14 5%	13 7%	6 4%	39 6%	4 14%	32 5%	46 5%	33 6%	48 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q220_2. To what extent do you trust your employer to do each of the following?

10 Jul 2026
Table 58

Base: All Qualified Respondents

2. Provide education opportunities that are worth my time

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TRUST A GREAT DEAL/SOMEWHAT (NET)	976 64%	230 68%	738 64%	644 66% FH	222 72% H	421 63%	277 65% H	56 51%	509 62%	210 73% I	128 68%	96 63%	467 68%	11 43%	371 62%	594 66%	391 66%	585 64%
Trust a great deal	348 23%	88 26%	257 22%	249 25% G	82 26%	167 25%	79 19%	20 18%	149 18%	102 35% IM	50 26%	35 23%	199 29% I	2 9%	153 26%	192 21%	166 28% R	182 20%
Trust somewhat	629 42%	143 42%	481 41%	395 40% F	140 45%	254 38%	198 46% FH	36 33%	361 44%	108 38%	78 42%	61 40%	268 39%	9 34%	218 37%	402 45% O	226 38%	403 44%
Neither trust or distrust	316 21%	60 18%	251 22%	189 19%	56 18%	133 20%	97 23%	30 28%	182 22%	45 15%	36 19%	38 25%	134 19%	6 24%	140 24%	169 19%	116 19%	200 22%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	222 15%	47 14%	172 15%	145 15%	32 10%	113 17% D	53 12%	23 21% E	131 16%	34 12%	24 13%	18 12%	91 13%	8 32%	83 14%	131 15%	88 15%	134 15%
Trust very little	157 10%	34 10%	120 10%	99 10%	21 7%	78 12% D	39 9%	18 16% E	92 11%	22 8%	18 9%	16 10%	64 9%	2 6%	56 9%	99 11%	53 9%	103 11%
Do not trust at all	65 4%	13 4%	52 5%	46 5%	11 3%	36 5%	14 3%	5 4%	39 5%	12 4%	7 3%	2 2%	26 4%	7 26%	27 5%	31 3%	34 6%	31 3%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q220_3. To what extent do you trust your employer to do each of the following?

3. Clearly communicate available education benefits

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TRUST A GREAT DEAL/SOMEWHAT (NET)	922 61%	233 69% C	680 59%	620 63% H	197 63% H	424 63% H	247 58%	53 49%	479 58%	189 66%	118 63%	104 69%	443 64%	6 24%	364 61%	552 62%	354 60%	568 62%
Trust a great deal	373 25%	92 27%	274 24%	258 26%	71 23%	187 28% G	88 21%	27 24%	169 21%	96 33% I	48 26%	47 31% I	205 30% I	1 5%	171 29% P	201 23%	177 30% R	196 21%
Trust somewhat	549 36%	141 42%	406 35%	362 37% H	126 41% H	237 35%	159 37% H	27 25%	310 38%	94 32%	70 37%	57 37%	239 35%	5 18%	194 33%	351 39%	177 30%	372 40% Q
Neither trust or distrust	326 22%	51 15%	271 23% B	181 19%	63 20%	118 18%	112 26% DF	33 30% DF	191 23%	61 21%	34 18%	26 17%	135 20%	11 41%	131 22%	184 21%	125 21%	201 22%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	265 18%	52 15%	210 18%	176 18%	51 16%	125 19%	67 16%	22 21%	152 19%	39 13%	35 19%	21 14%	113 16%	9 35%	98 17%	158 18%	115 19%	150 16%
Trust very little	182 12%	34 10%	145 12%	117 12%	40 13%	77 11%	48 11%	17 15%	106 13% J	20 7%	30 16% J	16 11%	76 11% J	2 6%	63 11%	117 13%	76 13%	106 12%
Do not trust at all	83 6%	18 5%	65 6%	59 6%	11 3%	49 7% D	19 4%	6 5%	47 6%	19 7%	6 3%	5 3%	37 5%	8 29%	35 6%	41 5%	40 7%	44 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q220_4. To what extent do you trust your employer to do each of the following?

4. Act in the best interests of employees

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TRUST A GREAT DEAL/SOMEWHAT (NET)	880 58%	229 68% C	645 55%	591 60%	201 65%	389 58%	233 55%	56 52%	450 55%	185 64%	120 64%	94 61%	430 62% I	13 50%	346 58%	521 58%	389 65% R	492 53%
Trust a great deal	363 24%	89 26%	271 23%	249 25%	85 27%	164 25%	83 19%	31 29%	168 20%	84 29% I	54 29%	41 27%	195 28% I	4 17%	163 27%	196 22%	166 28% R	197 21%
Trust somewhat	517 34%	140 42% C	374 32%	342 35% H	116 38% H	225 34%	150 35% H	25 23%	282 34%	101 35%	65 35%	52 34%	235 34%	9 33%	183 31%	325 36%	222 37%	295 32%
Neither trust or distrust	324 21%	61 18%	261 22%	195 20%	61 20%	134 20%	91 21%	38 35% DEFG	193 23%	50 17%	32 17%	33 21%	131 19%	11 43%	115 19%	198 22%	107 18%	217 24% Q
DO NOT TRUST AT ALL/VERY LITTLE (NET)	310 20%	47 14%	256 22% B	192 20%	47 15%	144 22% D	102 24%	15 14%	180 22%	53 18%	36 19%	26 17%	130 19%	2 6%	133 22%	175 20%	99 17%	210 23% Q
Trust very little	204 13%	30 9%	169 15%	125 13%	41 13%	85 13%	67 16%	10 10%	123 15%	30 10%	27 15%	13 9%	81 12%	-	96 16%	108 12%	64 11%	140 15%
Do not trust at all	106 7%	17 5%	87 7%	66 7% E	7 2%	59 9% DE	35 8% E	5 4%	57 7%	23 8%	8 4%	13 8%	49 7%	2 6%	37 6%	67 7%	35 6%	70 8%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q220_5. To what extent do you trust your employer to do each of the following?

10 Jul 2026
Table 61

Base: All Qualified Respondents

5. Implement new technologies like AI responsibly

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TRUST A GREAT DEAL/SOMEWHAT (NET)	790 52%	201 60% C	582 50%	515 53%	146 47%	369 55% D	221 52%	53 49%	428 52%	164 57% K	79 42%	94 62% KM	362 52% K	7 25%	270 46%	513 57% O	273 46%	517 56% Q
Trust a great deal	266 18%	74 22%	189 16%	183 19%	50 16%	133 20%	67 16%	17 16%	137 17%	71 24% IM	27 14%	23 15%	129 19%	- -	94 16%	173 19%	102 17%	165 18%
Trust somewhat	524 35%	127 38%	393 34%	332 34%	96 31%	236 35%	154 36%	36 33%	291 35%	94 32%	52 28%	71 47% IJKM	233 34%	7 25%	177 30%	340 38% O	172 29%	352 38% Q
Neither trust or distrust	408 27%	78 23%	326 28%	251 26%	86 28%	166 25%	121 28%	36 34%	241 29% L	69 24%	56 30%	28 19%	167 24%	12 46%	193 33% P	203 23%	187 31% R	221 24%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	316 21%	57 17%	254 22%	211 22%	79 25%	133 20%	85 20%	19 18%	154 19%	56 19%	53 28% I	30 20%	162 23%	7 29%	130 22%	178 20%	134 23%	181 20%
Trust very little	189 13%	37 11%	149 13%	142 14% FG	58 19% G	83 12%	33 8%	15 14%	98 12%	27 9%	32 17%	20 13%	91 13%	- -	72 12%	118 13%	74 12%	115 13%
Do not trust at all	126 8%	20 6%	105 9%	70 7%	20 6%	50 7%	52 12% DFH	4 4%	55 7%	30 10%	21 11%	10 7%	71 10%	7 29%	59 10%	60 7%	60 10%	66 7%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q220_6. To what extent do you trust your employer to do each of the following?

10 Jul 2026
Table 62

Base: All Qualified Respondents

6. Be a partner in helping me advance my career

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TRUST A GREAT DEAL/SOMEWHAT (NET)	892 59%	233 69% C	648 56%	611 62% FGH	216 70% FGH	395 59%	229 54%	53 48%	469 57%	175 61%	126 67%	86 56%	423 61%	9 35%	346 58%	537 60%	361 61%	531 58%
Trust a great deal	343 23%	90 27%	251 22%	243 25% G	77 25%	165 25% G	76 18%	25 23%	162 20%	83 29% I	42 23%	44 29%	181 26% I	1 3%	157 26%	186 21%	171 29% R	173 19%
Trust somewhat	549 36%	143 42% C	397 34%	368 38% FH	139 45% FH	229 34%	152 36%	28 26%	307 37%	92 32%	84 45% LM	42 27%	242 35%	8 32%	189 32%	351 39% O	190 32%	358 39% Q
Neither trust or distrust	330 22%	57 17%	270 23%	187 19%	59 19%	128 19%	108 25% D	34 31% DF	186 23%	51 18%	37 20%	40 26%	143 21%	8 33%	142 24%	179 20%	126 21%	204 22%
DO NOT TRUST AT ALL/VERY LITTLE (NET)	292 19%	47 14%	243 21% B	180 18% E	35 11%	145 22% DE	89 21% E	23 21%	167 20%	63 22%	24 13%	26 17%	125 18%	8 32%	105 18%	178 20%	108 18%	184 20%
Trust very little	189 12%	30 9%	158 14%	119 12%	28 9%	92 14% D	52 12%	18 17%	110 13%	37 13%	16 9%	21 14%	79 11%	- -	73 12%	116 13%	66 11%	123 13%
Do not trust at all	103 7%	17 5%	86 7%	61 6% E	7 2%	54 8% DE	38 9% E	4 4%	56 7%	26 9%	8 4%	6 4%	46 7%	8 32%	33 5%	62 7%	42 7%	61 7%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

Q455. When thinking about pursuing additional education, which of the following is a bigger barrier for you personally?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Financial cost	323 21%	70 21%	252 22%	240 25% FG	91 29% GH	149 22% G	66 16%	18 16%	161 20%	71 25%	50 27%	24 16%	162 23% L	3 12%	145 24%	175 20%	150 25% R	173 19%
Time required	316 21%	88 26% C	223 19%	185 19%	62 20%	123 18%	97 23%	34 32% DF	186 23% J	38 13%	44 24% J	38 25% J	131 19% J	3 10%	80 13%	234 26% O	70 12%	246 27% Q
Both equally	875 58%	178 53%	687 59%	553 57%	157 51%	396 59% D	263 62% E	57 52%	476 58%	180 62%	93 50%	90 59%	399 58%	20 78%	369 62% P	485 54%	374 63% R	500 54%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

Q460. How much time would you be willing to commit to additional education if it led to meaningful career advancement?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Less than 5 hours/week	275 18%	62 18%	207 18%	162 17%	34 11%	128 19% DE	89 21% E	22 20%	172 21% JKM	26 9%	20 11%	41 27% JKM	103 15% J	- -	82 14%	193 22% O	71 12%	204 22% Q
5-9 hours/week	519 34%	126 38%	387 33%	344 35%	109 35%	235 35%	137 32%	38 35%	278 34%	86 30%	71 38%	66 44% JM	241 35%	13 49%	191 32%	316 35%	197 33%	322 35%
10+ HOURS/WEEK (NET)	589 39%	121 36%	467 40%	435 45% FGH	162 52% FGH	274 41% GH	131 31%	22 21%	288 35% L	152 53% ILM	86 46% L	37 24%	301 43% IL	7 26%	263 44% P	319 36%	273 46% R	316 34%
10-15 hours/week	386 26%	87 26%	299 26%	274 28% H	89 29% H	184 28% H	97 23%	15 14%	209 25%	92 32% M	43 23%	31 21%	178 26%	1 5%	168 28%	217 24%	164 28%	222 24%
15+ hours/week	203 13%	33 10%	168 14%	162 17% FGH	72 23% DFGH	89 13% G	34 8%	7 6%	79 10%	61 21% IL	43 23% IL	6 4%	123 18% IL	5 21%	95 16%	102 11%	109 18% R	93 10%
Not sure	131 9%	27 8%	100 9%	36 4%	6 2%	30 5%	68 16% DEF	26 24% DEF	84 10%	25 9%	11 6%	8 5%	46 7%	7 25%	58 10%	66 7%	54 9%	77 8%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

Q465. When it comes to paying for additional education, which of the following are you willing to contribute out-of-pocket? Please select all that apply.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
I would only pursue education if there were no out-of-pocket cost	399 26%	67 20%	330 28% B	221 23%	52 17%	168 25% D	131 31% DE	48 44% DEFG	239 29%	67 23%	40 22%	37 24%	161 23%	18 71%	195 33% P	186 21%	184 31% R	216 23%
WILLING TO PAY SOME AMOUNT OUT-OF-POCKET (NET)	1115 74%	270 80% C	832 72%	757 77% FGH	258 83% GH	499 75% H	296 69% H	60 56%	584 71%	222 77%	147 78%	115 76%	531 77%	8 29%	399 67%	708 79% O	411 69%	704 77% Q
I am willing to pay a small amount out-of-pocket (e.g., under \$500 per year)	747 49%	158 47%	580 50%	503 51% H	157 51%	345 52% H	203 48%	40 37%	389 47%	145 50%	98 52%	83 55%	358 52%	8 29%	302 51%	438 49%	294 49%	453 49%
WILLING TO PAY MODERATE/LARGER AMOUNT OUT-OF-POCKET (SUB-NET)	463 31%	137 41% C	319 27%	333 34% FGH	133 43% DFGH	200 30%	110 26%	20 19%	225 27%	105 36% I	67 36%	45 29%	238 34% I	1 5%	130 22%	332 37% O	148 25%	315 34% Q
I am willing to pay a moderate amount out-of-pocket (e.g., up to \$2,500 per year)	381 25%	109 32% C	265 23%	287 29% FGH	108 35% GH	178 27% GH	83 20%	11 10%	172 21%	88 30% I	59 32% I	39 26%	209 30% I	1 5%	119 20%	260 29% O	135 23%	245 27%
I am willing to pay a larger amount out-of-pocket (e.g., \$2,500+ per year)	110 7%	32 10%	75 6%	71 7%	29 9%	41 6%	30 7%	10 9%	62 8%	21 7%	13 7%	13 9%	48 7%	-	16 3%	94 10% O	22 4%	88 10% Q
Sigma	1638 108%	366 109%	1250 108%	1081 111%	347 112%	734 110%	447 105%	109 100%	862 105%	321 111%	210 112%	173 114%	776 112%	27 105%	632 106%	978 109%	635 107%	1003 109%

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

Q470. Thinking about continuing your education, which of the following best describes your thoughts regarding the benefits gained and the effort required?

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Table 66

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
The benefits outweigh the effort required	480 32%	140 42% C	338 29%	345 35% G	118 38% G	227 34% G	104 24%	29 27%	234 29%	100 35%	67 36%	56 36%	245 35% I	9 35%	169 28%	302 34%	177 30%	303 33%
The effort required outweighs the benefits	344 23%	72 21%	267 23%	196 20%	48 16%	148 22% D	122 29% DE	25 23%	205 25%	52 18%	33 18%	34 22%	139 20%	1 3%	135 23%	208 23%	106 18%	238 26% Q
They feel about equal	690 46%	125 37%	557 48% B	436 45%	144 46%	292 44%	200 47%	54 50%	383 47%	137 47%	86 46%	63 41%	307 44%	16 62%	289 49%	385 43%	312 53% R	378 41%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q535. Which of the following, if any, are you most likely to use when learning about additional education opportunities offered by your employer? Please select all that apply.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
ANY (NET)	1448 96%	326 97%	1106 95%	946 97% FH	306 99% H	640 96% H	403 95%	97 89%	774 94%	285 99% I	180 96%	150 99%	674 97% I	22 83%	558 94%	868 97% O	561 94%	887 96%
INTERPERSONAL CHANNELS (SUB-NET)	1037 69%	232 69%	792 68%	698 71% H	223 72% H	475 71% H	276 65%	63 58%	552 67%	194 67%	131 70%	116 76%	485 70%	15 59%	399 67%	623 70%	402 68%	635 69%
Coworker/peer recommendation	652 43%	147 44%	493 42%	448 46% H	135 43%	313 47% H	170 40%	35 32%	344 42%	114 39%	81 43%	82 54% IJ	309 45%	11 43%	220 37%	421 47% O	233 39%	419 46%
Manager conversation	550 36%	120 36%	424 36%	371 38%	121 39%	251 38%	140 33%	38 35%	304 37% K	111 38%	48 26%	64 42% K	246 36% K	4 16%	222 37%	323 36%	228 38%	322 35%
Team/company-wide meetings or information sessions	516 34%	111 33%	398 34%	360 37% G	95 31%	264 40% DG	126 30%	30 28%	267 32%	98 34%	67 36%	61 40%	249 36%	8 31%	194 33%	314 35%	207 35%	309 34%
DIGITAL COMMUNICATION CHANNELS (SUB-NET)	907 60%	220 65%	680 59%	635 65% GH	209 67% GH	426 64% GH	222 52%	49 45%	446 54%	198 68% I	125 67% I	99 65%	462 67% I	14 53%	341 57%	552 62%	341 57%	566 62%
Email	819 54%	190 56%	623 54%	570 58% GH	182 59% GH	388 58% GH	202 47%	46 42%	401 49%	180 62% I	113 61% I	91 60%	419 61% I	9 36%	299 50%	511 57%	298 50%	521 57%
Text/message	385 25%	101 30%	280 24%	299 31% FGH	136 44% DFGH	162 24% G	69 16%	17 15%	185 23%	95 33% I	51 27%	32 21%	199 29% I	14 53%	169 28%	202 23%	189 32% R	195 21%
DIGITAL PORTAL CHANNELS (SUB-NET)	747 49%	157 47%	584 50%	466 48%	135 43%	331 50%	234 55% EH	45 42%	409 50% K	175 60% IKM	68 37%	74 49%	337 49% K	8 30%	289 49%	450 50%	261 44%	486 53% Q
Internal benefits portal	534 35%	122 36%	406 35%	341 35%	95 31%	246 37%	158 37%	35 32%	280 34%	130 45% IKM	51 27%	58 38%	254 37% K	4 16%	213 36%	317 35%	187 31%	347 38%
Intranet	422 28%	70 21%	348 30% B	255 26%	64 21%	190 29% D	147 34% DEH	19 18%	234 28%	93 32%	40 21%	43 28%	188 27%	4 14%	162 27%	256 29%	134 22%	289 31% Q
Flyers/handouts	253 17%	62 18%	189 16%	182 19% H	45 15%	137 20% DH	62 15%	7 7%	102 12%	68 24% I	37 20%	30 19%	150 22% I	4 14%	91 15%	158 18%	106 18%	146 16%
Other	10 1%	-	10 1%	3 *	1 *	2 *	7 2% D	1 1%	4 *	5 2%	1 1%	-	7 1%	-	3 1%	7 1%	1 *	9 1%
None	66 4%	10 3%	56 5%	31 3%	5 1%	27 4% D	23 5%	12 11% DEF	48 6% JM	4 1%	7 4%	2 1%	18 3%	4 17%	35 6% P	27 3%	34 6%	32 4%
Sigma	4207 278%	934 277%	3228 278%	2860 293%	879 284%	1981 297%	1103 259%	239 220%	2169 264%	898 311%	497 266%	462 304%	2038 295%	62 239%	1610 271%	2535 283%	1617 272%	2589 282%

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

Base: All Qualified Respondents

Q540. Who would you trust most to guide you in making decisions about additional education opportunities? Please select up to two.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
ANY (NET)	1430 94%	327 97%	1088 94%	946 97% FGH	308 99% DFGH	638 96% GH	390 92%	92 85%	771 94%	276 96%	180 96%	147 97%	659 95%	24 93%	552 93%	854 96%	563 95%	868 94%
INTERNAL WORKPLACE GUIDANCE (SUB-NET)	1085 72%	246 73%	827 71%	744 76% GH	226 73% H	518 78% GH	282 66%	60 55%	605 74% J	184 64%	139 74%	118 77% J	480 69%	12 48%	412 69%	661 74%	419 70%	667 73%
Coworkers/peers	575 38%	128 38%	441 38%	393 40% E	98 32%	294 44% DEGH	150 35%	33 31%	324 39% J	76 26%	77 41% J	78 51% IJM	251 36% J	3 12%	177 30%	395 44% O	177 30%	398 43% Q
Employer/HR	463 31%	124 37%	339 29%	332 34% FGH	126 41% GH	206 31%	107 25%	23 21%	233 28%	109 38% I	58 31%	45 30%	229 33%	8 31%	204 34%	251 28%	222 37% R	240 26%
Direct manager	330 22%	68 20%	256 22%	221 23%	59 19%	162 24%	92 22%	16 15%	214 26% JKM	43 15%	27 15%	31 20%	116 17%	2 9%	127 21%	200 22%	137 23%	192 21%
PERSONAL NETWORK (SUB-NET)	677 45%	139 41%	526 45%	457 47% FH	170 55% DFGH	287 43%	185 43%	35 32%	334 41%	148 51% I	100 54% I	71 47%	343 50% I	15 58%	271 46%	391 44%	260 44%	417 45%
Family/friends	457 30%	89 26%	357 31%	288 30% FH	118 38% DFH	171 26% H	153 36% FH	16 14%	221 27%	102 35%	68 36%	48 32%	235 34% I	14 54%	199 33%	244 27%	183 31%	274 30%
Alumni of educational programs	261 17%	57 17%	201 17%	203 21% G	69 22% G	133 20% G	39 9%	20 18% G	123 15%	66 23% I	36 19%	26 17%	138 20%	4 14%	93 16%	164 18%	94 16%	168 18%
EXTERNAL EXPERT SOURCES (SUB-NET)	304 20%	72 21%	229 20%	184 19% F	70 23%	114 17%	72 17%	45 42% DEFG	161 20%	59 20%	41 22%	28 18%	143 21%	8 29%	106 18%	190 21%	119 20%	184 20%
External institutions	169 11%	34 10%	133 11%	89 9%	31 10%	58 9%	47 11%	31 29% DEFG	93 11%	27 9%	25 13%	19 12%	76 11%	7 26%	57 10%	106 12%	69 12%	100 11%
Industry organizations	164 11%	50 15%	113 10%	104 11% F	43 14%	61 9%	43 10%	16 14%	83 10%	37 13%	21 11%	11 7%	81 12%	1 3%	56 9%	107 12%	64 11%	100 11%
Other	5 *	2 *	3 *	1 *	-	1 *	4 1%	-	2 *	2 1%	* *	-	3 *	-	3 *	2 *	3 1%	2 *
None	84 6%	10 3%	74 6%	31 3% E	2 1%	29 4% DE	36 8% DEF	16 15% DEF	51 6%	13 4%	7 4%	5 3%	32 5%	2 7%	42 7%	40 4%	32 5%	51 6%
Sigma	2507 166%	562 167%	1917 165%	1663 170%	547 176%	1116 167%	670 157%	170 157%	1346 164%	475 164%	320 171%	264 173%	1161 168%	41 157%	957 161%	1510 169%	982 165%	1525 166%

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

Q545. Which type of information, if any, would be most helpful in encouraging you to take the next step towards pursuing additional education? Please select all that apply.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
ANY INFORMATION (NET)	1443 95%	321 95%	1107 95%	958 98% GH	307 99% GH	651 98% GH	391 92%	93 85%	767 93%	279 97%	184 98%	151 99% I	676 98% I	24 93%	559 94%	860 96%	569 96%	874 95%
CLEAR LIST OF OPTIONS (SUB-NET)	954 63%	215 64%	726 63%	652 67% GH	210 68%	442 66% GH	242 57%	58 54%	500 61%	189 65%	121 64%	108 71%	453 66%	16 63%	353 60%	584 65%	363 61%	591 64%
A clear list of available program options (e.g., certifications, degrees, training)	781 52%	164 49%	606 52%	541 55% G	161 52%	381 57% G	189 44%	50 46%	418 51%	150 52%	86 46%	95 62% IKM	363 52%	16 63%	285 48%	480 54%	295 50%	486 53%
A clear list of available education partner options (e.g., universities, institutions)	620 41%	145 43%	466 40%	426 44% H	142 46% H	283 42% H	164 38%	29 27%	327 40%	126 43%	74 40%	68 44%	294 42%	13 50%	213 36%	395 44% O	220 37%	400 44%
UNDERSTANDING OF COMMITMENTS (SUB-NET)	895 59%	191 57%	690 59%	589 60%	178 57%	411 62%	245 57%	61 56%	482 59%	165 57%	94 50%	117 77% IJKM	412 60% K	13 50%	327 55%	555 62% O	324 55%	570 62% Q
Clear explanation of cost vs. outcomes	704 47%	144 43%	550 47%	465 48%	128 41%	337 51% D	195 46%	44 40%	380 46%	136 47%	67 36%	89 59% IKM	324 47% K	12 46%	259 44%	433 48%	262 44%	442 48%
Transparent information on time commitment	539 36%	119 35%	410 35%	343 35%	96 31%	246 37%	153 36%	43 40%	305 37%	90 31%	55 29%	68 45% JKM	234 34%	3 10%	187 32%	349 39% O	167 28%	372 40% Q
Clear communication from my employer about available options	613 40%	123 36%	486 42%	412 42%	126 41%	287 43%	165 39%	36 33%	357 43% J	96 33%	69 37%	65 43%	256 37%	10 38%	215 36%	389 43% O	222 37%	391 43%
Step-by-step guidance on how to get started	611 40%	135 40%	467 40%	428 44% FG	160 52% FGH	267 40%	144 34%	39 36%	319 39%	115 40%	89 47%	65 43%	291 42%	16 61%	259 44%	336 38%	281 47% R	330 36%
A clear roadmap showing how education can lead to specific roles/career paths	555 37%	109 32%	436 38%	379 39%	118 38%	261 39%	143 34%	32 30%	285 35%	114 39%	76 41%	50 33%	270 39%	11 42%	199 34%	345 39%	197 33%	357 39%
Personalized recommendations based on my role or goals	536 35%	125 37%	409 35%	367 38%	103 33%	264 40% G	131 31%	38 35%	299 36% J	66 23%	69 37% J	68 44% JM	236 34% J	9 33%	196 33%	331 37%	196 33%	339 37%
A dedicated advisor or point person	467 31%	81 24%	381 33% B	313 32%	112 36%	201 30%	127 30%	26 24%	252 31%	76 26%	66 35%	49 32%	215 31%	6 24%	207 35%	254 28%	183 31%	284 31%
Real-world success stories or testimonials	306 20%	58 17%	242 21%	213 22% H	77 25% H	136 20% H	82 19%	11 10%	129 16%	76 26% I	51 27%	34 22%	177 26% I	2 6%	120 20%	184 21%	130 22%	176 19%
Other	3 *	- -	3 *	2 *	- -	2 *	1 *	* *	2 *	- -	* *	1 1%	1 *	- -	* *	3 *	* *	3 *
None	71 5%	16 5%	54 5%	20 2%	3 1%	16 2%	35 8% DEF	16 15% DEF	56 7% LM	10 3%	3 2%	2 1%	16 2%	2 7%	35 6%	34 4%	26 4%	45 5%

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

Q545. Which type of information, if any, would be most helpful in encouraging you to take the next step towards pursuing additional education? Please select all that apply.

10 Jul 2026
Table 69

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Sigma	5806	1218	4511	3909	1227	2682	1528	366	3129	1052	706	653	2677	99	2176	3531	2180	3626
	383%	362%	388%	400%	396%	402%	359%	336%	380%	364%	377%	429%	387%	380%	366%	395%	366%	394%

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

Base: All Qualified Respondents

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

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Telehealth or virtual care delivery	573 38%	104 31%	465 40% B	348 36%	95 31%	253 38% D	181 42% E	43 40%	313 38%	114 40%	66 35%	59 39%	260 38%	13 49%	202 34%	359 40%	208 35%	366 40%
AI integration/decision support tools	509 34%	120 36%	382 33%	326 33% E	71 23%	255 38% DE	149 35% E	34 31%	295 36% J	71 24%	49 26%	78 51% IJKM	214 31% J	2 8%	137 23%	370 41% O	132 22%	377 41% Q
Mental/behavioral health specialization	494 33%	98 29%	394 34%	345 35% FH	124 40% H	221 33% H	131 31% H	19 17%	262 32%	105 36%	68 36%	39 26%	232 34%	10 38%	221 37% P	264 30%	243 41% R	251 27%
Health data analysis or interpretation	480 32%	113 34%	361 31%	330 34% G	113 37%	217 33%	113 26%	37 34%	237 29%	108 37%	70 38%	51 33%	243 35%	3 13%	189 32%	288 32%	196 33%	284 31%
Personalized/precision medicine approaches	394 26%	87 26%	302 26%	267 27% F	102 33%	165 25%	102 24%	25 23%	202 25%	70 24%	64 34%	41 27%	191 28%	4 15%	154 26%	236 26%	135 23%	259 28%
Leadership and team collaboration	390 26%	90 27%	293 25%	287 29% G	101 33% G	187 28% G	77 18%	24 22%	211 26%	69 24%	56 30%	37 24%	179 26%	5 20%	158 27%	226 25%	169 28%	220 24%
Remote monitoring/wearable device management	274 18%	67 20%	206 18%	172 18%	64 21%	108 16%	86 20%	16 14%	134 16%	75 26% IKM	25 14%	24 16%	139 20%	5 18%	108 18%	161 18%	116 19%	158 17%
Interdisciplinary care coordination	251 17%	49 14%	196 17%	173 18%	59 19%	115 17%	61 14%	16 14%	134 16%	44 15%	27 15%	36 24%	118 17%	- -	86 15%	165 18%	101 17%	151 16%
Project or workflow management	197 13%	50 15%	146 13%	138 14%	40 13%	98 15%	46 11%	13 12%	114 14%	26 9%	26 14%	19 13%	82 12%	5 18%	92 15%	101 11%	83 14%	114 12%
Genomics/genetic counseling	146 10%	40 12%	103 9%	103 11% F	43 14%	60 9%	35 8%	8 7%	67 8%	27 9%	25 14%	17 11%	79 11%	1 5%	53 9%	92 10%	45 8%	101 11%
Other	12 1%	1 *	11 1%	3 *	-	3 1%	9 2% D	-	9 1%	* *	2 1%	-	4 1%	-	8 1%	4 *	6 1%	6 1%
Not sure	83 5%	19 6%	64 6%	41 4% E	3 1%	38 6% DE	34 8% DE	8 8% E	59 7% M	10 4%	6 3%	7 5%	24 4%	5 19%	41 7%	37 4%	36 6%	48 5%
Sigma	3803 251%	837 249%	2923 252%	2534 259%	816 263%	1719 258%	1023 240%	241 222%	2039 248%	720 249%	485 259%	407 267%	1765 255%	53 203%	1448 244%	2303 258%	1470 247%	2333 254%

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

Base: All Qualified Respondents

Q606. Which of the following best describes how AI is impacting how you think about your career? Please select one.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
It motivates me to learn new skills	638 42%	167 50% C	469 40%	460 47% GH	133 43% H	328 49% GH	147 34%	31 28%	299 36%	131 45%	88 47%	94 62% IJM	340 49% I	3 13%	197 33%	438 49% O	247 42%	391 43%
It makes me uncertain about my long-term career path	300 20%	69 20%	228 20%	186 19%	63 20%	123 18%	98 23%	16 15%	160 19%	52 18%	39 21%	29 19%	141 20%	5 18%	125 21%	171 19%	107 18%	193 21%
It has not meaningfully changed how I think about my career	575 38%	100 30%	465 40% B	331 34%	114 37%	217 32%	181 43% DF	62 57% DEFG	364 44% KLM	106 37% LM	60 32%	29 19%	211 31% L	18 70%	272 46% P	285 32%	241 40%	335 36%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q615. In what ways, if any, is AI affecting your day-to-day responsibilities? Please select all that apply.

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Table 72

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
ANY EFFECTS (NET)	927 61%	220 65%	699 60%	667 68% GH	221 71% GH	445 67% GH	214 50%	46 42%	457 56%	184 64%	125 67%	120 79% IJM	470 68% I	15 56%	309 52%	604 67% O	362 61%	565 61%
POSITIVE EFFECTS (SUB-NET)	779 51%	188 56%	585 50%	568 58% GH	181 59% GH	387 58% GH	172 40%	39 36%	379 46%	160 55%	111 59% I	101 67% I	400 58% I	10 40%	242 41%	526 59% O	296 50%	483 53%
Helping me complete tasks more efficiently	424 28%	88 26%	335 29%	294 30%	85 28%	209 31%	106 25%	24 22%	205 25%	80 28%	64 34%	61 40% I	220 32% I	1 5%	124 21%	299 33% O	145 24%	279 30%
Reducing time spent on administrative work	344 23%	75 22%	268 23%	247 25% H	75 24% H	172 26% H	84 20%	13 12%	162 20%	69 24%	51 27%	51 34% I	182 26% I	2 7%	104 18%	238 27% O	133 22%	212 23%
Improving decision-making or clinical judgment	283 19%	79 23%	201 17%	205 21%	58 19%	146 22% G	65 15%	14 13%	123 15%	51 18%	38 20%	60 39% IJKM	160 23% IJ	1 3%	70 12%	212 24% O	76 13%	207 22% Q
Improving the quality of care I deliver	263 17%	69 20%	192 17%	196 20% G	53 17%	143 21% G	51 12%	16 14%	115 14%	63 22% I	44 23% I	30 20%	148 21% I	8 31%	75 13%	180 20% O	111 19%	152 17%
Increasing the amount of face-to-face time I have for patient care	240 16%	64 19%	176 15%	178 18% G	66 21% GH	112 17%	51 12%	10 9%	112 14%	55 19%	43 23% I	19 12%	127 18%	3 13%	81 14%	155 17%	98 17%	141 15%
NEGATIVE EFFECTS (SUB-NET)	353 23%	95 28%	253 22%	255 26% FGH	97 31% GH	158 24%	82 19%	16 15%	149 18%	76 26% I	53 28% I	56 37% I	204 29% I	6 25%	136 23%	210 24%	145 24%	208 23%
Reducing the amount of face-to-face time I have with patient care	208 14%	49 15%	157 13%	158 16% FGH	67 22% FGH	91 14%	43 10%	7 6%	103 13%	41 14%	32 17%	27 18%	105 15%	6 21%	87 15%	115 13%	83 14%	125 14%
Adding complexity or new responsibilities	204 13%	57 17%	143 12%	140 14%	44 14%	96 14%	52 12%	12 11%	78 9%	46 16% I	29 16%	32 21% I	126 18% I	2 9%	81 14%	120 13%	81 14%	123 13%
Changing the types of tasks I spend time on	300 20%	79 23%	219 19%	226 23% GH	66 21%	161 24% GH	62 14%	12 11%	141 17%	66 23%	41 22%	38 25%	159 23% I	3 10%	104 18%	193 22%	103 17%	197 21%
None - not having a noticeable impact yet	587 39%	117 35%	462 40%	311 32%	89 29%	222 33%	212 50% DEF	63 58% DEF	365 44% LM	105 36% L	62 33%	32 21%	221 32% L	11 44%	285 48% P	291 33%	233 39%	354 39%
Sigma	2853 188%	676 201%	2152 185%	1956 200%	604 195%	1352 203%	727 171%	169 155%	1404 171%	575 199%	405 216%	351 231%	1449 209%	37 144%	1012 170%	1804 202%	1063 179%	1790 195%

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

Q620. Which of the following concerns, if any, do you have about AI in your role? Please select all that apply.

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Table 73

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
ANY CONCERNS (NET)	1312 87%	293 87%	1008 87%	869 89% FG	290 93% GH	579 87%	353 83%	89 81%	710 86%	230 80%	166 88%	148 97% IJKM	602 87% J	23 89%	469 79%	819 92% O	483 81%	829 90% Q
Over-reliance on AI	645 43%	150 45%	486 42%	446 46% G	133 43%	313 47% G	159 37%	38 35%	366 45%	106 37%	66 35%	79 52% JKM	279 40%	8 29%	181 31%	456 51% O	178 30%	466 51% Q
Loss of human interaction	607 40%	140 42%	463 40%	392 40%	120 39%	272 41%	172 40%	43 40%	352 43% J	90 31%	65 35%	78 51% JKM	255 37%	13 51%	232 39%	362 40%	225 38%	382 42%
Accuracy or reliability of AI tools	566 37%	120 36%	437 38%	377 39%	119 38%	258 39%	148 35%	40 37%	305 37%	94 32%	62 33%	84 55% IJKM	261 38%	11 44%	150 25%	404 45% O	173 29%	393 43% Q
Data privacy or security concerns	522 34%	117 35%	400 34%	343 35%	110 35%	233 35%	142 33%	35 32%	275 33%	105 36%	57 30%	56 37%	246 36%	17 67%	168 28%	336 38% O	180 30%	341 37% Q
Impact on quality of patient care	482 32%	88 26%	390 34%	320 33%	111 36%	209 31%	126 30%	34 31%	264 32% J	62 21%	78 42% JM	53 35% J	218 31% J	16 62%	180 30%	286 32%	195 33%	287 31%
Learning how to use AI for my role	311 21%	83 25%	220 19%	189 19%	55 18%	134 20%	91 21%	30 28%	152 18%	54 19%	48 26%	35 23%	159 23%	- -	107 18%	204 23%	105 18%	206 22%
The elimination of my job	286 19%	68 20%	216 19%	186 19%	63 20%	123 18%	87 20%	13 12%	142 17%	56 19%	34 18%	38 25%	144 21%	5 18%	127 21%	155 17%	128 21%	158 17%
Increased workload or complexity	237 16%	37 11%	196 17%	165 17%	52 17%	113 17%	61 14%	10 9%	125 15%	34 12%	36 19%	26 17%	111 16%	2 8%	94 16%	140 16%	89 15%	147 16%
Reduced opportunities to move up in my organization	175 12%	47 14%	126 11%	136 14% GH	49 16% H	87 13% H	38 9% H	1 1%	82 10%	42 15%	31 16%	13 9%	93 13%	9 36%	75 13%	91 10%	88 15% R	87 9%
Not using AI enough based on leadership's expectations	130 9%	39 12%	91 8%	98 10% G	38 12% G	60 9%	23 5%	10 9%	59 7%	32 11%	19 10%	16 10%	72 10%	- -	57 10%	73 8%	52 9%	79 9%
None of these	202 13%	44 13%	154 13%	109 11%	20 7%	88 13% D	73 17% DE	20 19% E	113 14% L	59 20% LM	22 12% L	5 3%	89 13% L	3 11%	124 21% P	75 8%	112 19% R	91 10%
Sigma	4162 275%	933 277%	3178 274%	2760 282%	869 280%	1891 283%	1121 263%	274 252%	2235 272%	732 253%	517 276%	483 317%	1927 279%	84 326%	1496 252%	2582 289%	1525 256%	2637 287%

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

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

SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.	1096 72%	269 80% C	819 70%	705 72% E	194 62%	512 77% DE	315 74% E	74 68%	587 71%	201 70%	131 70%	133 87% IJKM	509 74%	7 27%	382 64%	707 79% O	365 61%	731 79% Q
Compared to workers in other industries, I feel less at risk of AI replacing my job entirely.	1002 66%	239 71%	752 65%	652 67% E	181 58%	472 71% DE	282 66%	66 61%	544 66%	182 63%	121 65%	116 76% JM	458 66%	14 56%	351 59%	636 71% O	349 59%	652 71% Q
Learning how to use AI will require ongoing education beyond what my workplace currently offers.	799 53%	210 62% C	581 50%	537 55%	171 55%	366 55%	207 48%	54 50%	407 49%	138 48%	102 54%	114 75% IJKM	392 57% IJ	16 63%	271 46%	512 57% O	286 48%	514 56% Q
AI skills are becoming more and more critical in the healthcare profession.	754 50%	217 64% C	529 46%	513 53%	159 51%	355 53%	195 46%	45 41%	375 46%	152 53%	93 50%	97 64% IM	378 55% I	6 22%	262 44%	486 54% O	254 43%	499 54% Q
I feel comfortable using AI-based tools in my current role.	732 48%	200 59% C	528 45%	516 53% GH	153 49% H	364 55% GH	179 42%	35 33%	367 45%	157 54%	89 48%	96 63% IKM	365 53% I	4 16%	223 38%	505 56% O	260 44%	472 51% Q
There is a gap between the AI skills I need and what I've been taught on the job.	687 45%	178 53% C	502 43%	447 46%	139 45%	309 46%	194 46%	44 41%	360 44%	124 43%	89 48%	80 52%	327 47%	13 50%	248 42%	426 48%	239 40%	448 49% Q
I trust that AI will provide meaningful benefits to patients.	687 45%	215 64% C	467 40%	478 49% G	152 49%	326 49% G	167 39%	41 37%	325 39%	158 55% I	83 44%	99 65% IKM	362 52% I	3 13%	220 37%	464 52% O	239 40%	448 49% Q
Overall, I believe the growing use of AI is moving the healthcare field in the right direction.	659 44%	194 58% C	461 40%	467 48% GH	154 50% GH	313 47% GH	161 38%	31 28%	300 36%	163 56% I	93 50% I	83 55% I	360 52% I	4 15%	226 38%	429 48% O	251 42%	408 44%
I worry that AI will replace some aspects of my job.	656 43%	163 48%	488 42%	443 45% H	139 45% H	304 46% H	185 43% H	28 25%	331 40%	127 44%	88 47%	76 50%	324 47%	8 30%	263 44%	385 43%	263 44%	393 43%
I have a clear understanding of how AI will impact my role in the future.	577 38%	156 46% C	416 36%	421 43% FGH	149 48% GH	273 41% G	121 28%	33 30%	256 31%	146 50% I	78 42%	76 50% I	321 46% I	7 29%	215 36%	355 40%	241 41%	336 37%
I feel pressure to learn AI/technical skills to stay competitive in my industry.	577 38%	159 47% C	412 35%	408 42% GH	126 41% H	282 42% GH	143 34%	25 23%	257 31%	132 46% I	85 45% I	84 55% I	319 46% I	4 15%	186 31%	387 43% O	223 38%	353 38%

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

Q610. To what extent do you agree or disagree with the following statements?
SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
I worry that AI will replace some aspects of my job.	547 36%	122 36%	417 36%	358 37%	119 38%	239 36%	140 33%	48 44%	308 37%	100 34%	72 39%	51 34%	240 35%	7 27%	214 36%	326 36%	197 33%	351 38%
I have a clear understanding of how AI will impact my role in the future.	526 35%	110 33%	408 35%	317 32%	82 26%	236 35% D	168 39% E	41 38%	326 40% JM	60 21%	64 34% J	48 31%	200 29% J	10 37%	194 33%	323 36%	174 29%	352 38% Q
I feel pressure to learn AI/technical skills to stay competitive in my industry.	466 31%	84 25%	377 32%	308 32%	101 33%	207 31%	123 29%	33 30%	280 34% LM	82 28% L	54 29% L	25 16%	186 27% L	5 21%	192 32%	268 30%	189 32%	277 30%
I trust that AI will provide meaningful benefits to patients.	398 26%	59 18%	335 29% B	240 25%	82 27%	158 24%	131 31% F	27 25%	257 31% JLM	52 18%	54 29% LM	18 12%	142 20% L	14 53%	165 28%	219 25%	176 30%	223 24%
I feel comfortable using AI-based tools in my current role.	388 26%	70 21%	311 27%	228 23%	75 24%	153 23%	121 28%	40 36% DF	256 31% JKLM	46 16%	37 20%	26 17%	132 19%	10 37%	175 29% P	204 23%	146 25%	242 26%
Overall, I believe the growing use of AI is moving the healthcare field in the right direction.	364 24%	57 17%	298 26% B	221 23%	72 23%	149 22%	118 28%	22 21%	227 28% JLM	45 15%	46 25%	24 16%	137 20%	11 41%	149 25%	204 23%	132 22%	231 25%
There is a gap between the AI skills I need and what I've been taught on the job.	301 20%	65 19%	232 20%	208 21%	65 21%	142 21%	70 16%	23 21%	159 19%	57 20%	48 25%	27 18%	142 20%	1 3%	121 20%	179 20%	114 19%	187 20%
AI skills are becoming more and more critical in the healthcare profession.	282 19%	25 7%	251 22% B	174 18%	64 21%	110 17%	90 21%	18 17%	159 19% L	48 17%	50 27% LM	14 9%	124 18% L	11 43%	116 20%	155 17%	129 22%	154 17%
Learning how to use AI will require ongoing education beyond what my workplace currently offers.	267 18%	47 14%	218 19%	175 18%	54 17%	122 18%	72 17%	20 18%	165 20% L	40 14%	43 23% LM	12 8%	103 15% L	1 3%	117 20%	150 17%	112 19%	155 17%
Compared to workers in other industries, I feel less at risk of AI replacing my job entirely.	236 16%	42 13%	189 16%	160 16% F	70 23% DFG	89 13%	56 13%	20 19%	137 17% L	44 15%	25 14%	12 8%	99 14% L	4 16%	122 21% P	110 12%	112 19% R	123 13%
AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.	162 11%	24 7%	133 11%	112 11% F	50 16% F	61 9%	40 9%	10 9%	105 13% LM	22 8%	25 13% L	5 3%	57 8% L	10 39%	71 12%	81 9%	88 15% R	74 8%

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

Q610_1. To what extent do you agree or disagree with the following statements?

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

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	656 43%	163 48%	488 42%	443 45% H	139 45% H	304 46% H	185 43% H	28 25%	331 40%	127 44%	88 47%	76 50%	324 47%	8 30%	263 44%	385 43%	263 44%	393 43%
Strongly agree	177 12%	51 15%	124 11%	123 13%	34 11%	89 13%	45 11%	8 8%	84 10%	36 12%	32 17%	13 9%	93 13%	4 16%	78 13%	94 11%	86 14% R	91 10%
Somewhat agree	479 32%	112 33%	364 31%	320 33% H	105 34% H	215 32% H	140 33% H	19 18%	247 30%	91 32%	57 30%	63 41% I	231 33%	4 14%	184 31%	291 32%	176 30%	302 33%
Neither agree nor disagree	311 21%	52 15%	257 22%	176 18%	52 17%	124 19%	101 24%	33 31% DEF	184 22%	63 22%	26 14%	25 16%	127 18%	11 44%	116 20%	183 20%	135 23%	176 19%
BOTTOM 2 BOX (NET)	547 36%	122 36%	417 36%	358 37%	119 38%	239 36%	140 33%	48 44%	308 37%	100 34%	72 39%	51 34%	240 35%	7 27%	214 36%	326 36%	197 33%	351 38%
Somewhat disagree	289 19%	60 18%	228 20%	206 21% FG	78 25% G	127 19%	60 14%	24 22%	164 20%	47 16%	36 19%	37 24%	125 18%	1 5%	93 16%	195 22% O	85 14%	205 22% Q
Strongly disagree	258 17%	62 18%	190 16%	152 16%	40 13%	112 17%	81 19%	24 22%	143 17%	53 18%	36 19%	14 9%	115 17% L	6 21%	121 20% P	131 15%	112 19%	146 16%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610_3. To what extent do you agree or disagree with the following statements?
3. There is a gap between the AI skills I need and what I've been taught on the job.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	687 45%	178 53% C	502 43%	447 46%	139 45%	309 46%	194 46%	44 41%	360 44%	124 43%	89 48%	80 52%	327 47%	13 50%	248 42%	426 48%	239 40%	448 49% Q
Strongly agree	224 15%	55 16%	166 14%	166 17% G	60 19% G	106 16%	45 11%	13 12%	97 12%	43 15%	44 24% I	24 16%	127 18% I	10 40%	89 15%	124 14%	94 16%	129 14%
Somewhat agree	464 31%	123 37%	336 29%	281 29%	79 25%	203 30%	149 35%	32 29%	263 32%	81 28%	45 24%	55 36%	200 29%	2 9%	159 27%	302 34% O	145 24%	319 35% Q
Neither agree nor disagree	526 35%	93 28%	428 37% B	323 33%	106 34%	217 32%	162 38%	41 38%	303 37%	108 37%	50 27%	46 30%	223 32%	12 48%	224 38%	290 32%	241 41% R	285 31%
BOTTOM 2 BOX (NET)	301 20%	65 19%	232 20%	208 21%	65 21%	142 21%	70 16%	23 21%	159 19%	57 20%	48 25%	27 18%	142 20%	1 3%	121 20%	179 20%	114 19%	187 20%
Somewhat disagree	172 11%	32 9%	141 12%	123 13%	45 15%	77 12%	34 8%	15 14%	87 11%	31 11%	28 15%	19 13%	86 12%	-	68 11%	104 12%	66 11%	107 12%
Strongly disagree	128 8%	34 10%	91 8%	85 9%	20 6%	65 10%	36 8%	8 7%	72 9%	25 9%	19 10%	8 5%	56 8%	1 3%	53 9%	75 8%	48 8%	80 9%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610_4. To what extent do you agree or disagree with the following statements?

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

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	577 38%	159 47% C	412 35%	408 42% GH	126 41% H	282 42% GH	143 34%	25 23%	257 31%	132 46% I	85 45% I	84 55% I	319 46% I	4 15%	186 31%	387 43% O	223 38%	353 38%
Strongly agree	172 11%	57 17% C	112 10%	127 13% G	33 10%	95 14% G	35 8%	10 9%	68 8%	41 14% I	29 16% I	27 18% I	104 15% I	2 8%	54 9%	116 13%	69 12%	104 11%
Somewhat agree	404 27%	102 30%	300 26%	281 29% H	93 30% H	187 28% H	108 25% H	16 14%	190 23%	91 31% I	55 30% I	57 37% I	215 31% I	2 7%	132 22%	270 30% O	155 26%	250 27%
Neither agree nor disagree	472 31%	94 28%	372 32%	261 27%	83 27%	178 27%	160 37% DEF	51 47% DEF	285 35% M	75 26% I	48 26% I	44 29% I	187 27% I	17 64%	216 36% P	240 27%	183 31%	289 31%
BOTTOM 2 BOX (NET)	466 31%	84 25%	377 32%	308 32%	101 33%	207 31%	123 29%	33 30%	280 34% LM	82 28% L	54 29% L	25 16% L	186 27% L	5 21%	192 32%	268 30%	189 32%	277 30%
Somewhat disagree	256 17%	49 15%	207 18%	169 17%	62 20%	107 16%	67 16%	19 17%	149 18%	46 16% I	31 17% I	17 11% I	108 16% I	5 18%	105 18%	147 16%	96 16%	160 17%
Strongly disagree	209 14%	35 10%	170 15%	139 14%	39 13%	100 15%	57 13%	14 12%	131 16% L	36 12% I	24 13% I	8 5% I	78 11% L	1 3%	87 15%	122 14%	93 16%	117 13%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

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

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	799 53%	210 62% C	581 50%	537 55%	171 55%	366 55%	207 48%	54 50%	407 49%	138 48%	102 54%	114 75% IJKM	392 57% IJ	16 63%	271 46%	512 57% O	286 48%	514 56% Q
Strongly agree	260 17%	87 26% C	172 15%	184 19%	52 17%	132 20% G	59 14%	15 14%	98 12%	62 21% I	48 25% I	39 26% I	162 23% I	11 44%	82 14%	166 19%	113 19%	147 16%
Somewhat agree	539 36%	122 36%	409 35%	353 36%	119 38%	234 35%	148 35%	39 36%	309 38% J	76 26%	54 29%	74 49% IJKM	230 33% J	5 18%	188 32%	346 39% O	173 29%	366 40% Q
Neither agree nor disagree	447 30%	80 24%	362 31%	265 27%	85 28%	180 27%	148 35% DF	34 32%	251 30% L	111 38% KLM	42 22%	27 18%	197 28% L	9 35%	206 35% P	232 26%	197 33%	251 27%
BOTTOM 2 BOX (NET)	267 18%	47 14%	218 19%	175 18%	54 17%	122 18%	72 17%	20 18%	165 20% L	40 14%	43 23% LM	12 8%	103 15% L	1 3%	117 20%	150 17%	112 19%	155 17%
Somewhat disagree	180 12%	37 11%	143 12%	127 13%	35 11%	91 14%	42 10%	12 11%	115 14% M	27 9%	27 14%	10 6%	65 9%	-	68 12%	112 13%	62 11%	118 13%
Strongly disagree	87 6%	10 3%	75 6%	49 5%	19 6%	30 5%	30 7%	8 8%	49 6%	13 4%	16 9% L	2 1%	38 5% L	1 3%	48 8% P	38 4%	50 8% R	37 4%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

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

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	754 50%	217 64% C	529 46%	513 53%	159 51%	355 53%	195 46%	45 41%	375 46%	152 53%	93 50%	97 64% IM	378 55% I	6 22%	262 44%	486 54% O	254 43%	499 54% Q
Strongly agree	196 13%	50 15%	146 13%	140 14%	32 10%	107 16% DG	43 10%	14 13%	74 9%	53 18% I	31 17% I	30 19% I	123 18% I	2 9%	64 11%	130 15%	80 13%	116 13%
Somewhat agree	557 37%	167 50% C	383 33%	374 38%	126 41%	247 37%	152 36%	31 29%	302 37%	100 34%	62 33%	68 44%	256 37%	3 13%	198 33%	356 40%	174 29%	383 42% Q
Neither agree nor disagree	478 32%	95 28%	382 33%	290 30%	88 28%	202 30%	141 33%	45 42% D	288 35% KM	88 31%	44 24%	41 27%	190 27%	9 35%	216 36% P	253 28%	212 36% R	266 29%
BOTTOM 2 BOX (NET)	282 19%	25 7%	251 22% B	174 18%	64 21%	110 17%	90 21%	18 17%	159 19% L	48 17%	50 27% LM	14 9%	124 18% L	11 43%	116 20%	155 17%	129 22%	154 17%
Somewhat disagree	179 12%	14 4%	159 14% B	109 11%	43 14%	66 10%	58 14%	12 11%	101 12%	36 12%	30 16% L	8 5%	77 11% L	-	64 11%	115 13%	72 12%	107 12%
Strongly disagree	104 7%	10 3%	92 8% B	65 7%	21 7%	45 7%	32 7%	7 6%	57 7%	13 4%	20 11%	6 4%	46 7%	11 43%	52 9% P	41 5%	57 10% R	47 5%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610. 8. To what extent do you agree or disagree with the following statements?

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

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	732 48%	200 59% C	528 45%	516 53% GH	153 49% H	364 55% GH	179 42%	35 33%	367 45%	157 54%	89 48%	96 63% IKM	365 53% I	4 16%	223 38%	505 56% O	260 44%	472 51% Q
Strongly agree	225 15%	70 21% C	154 13%	168 17% G	46 15%	122 18% G	43 10%	13 12%	105 13%	57 20% I	38 20%	17 11%	119 17%	3 10%	68 11%	154 17% O	86 14%	138 15%
Somewhat agree	507 34%	130 39%	374 32%	349 36% H	107 34% H	242 36% H	135 32%	22 20%	262 32%	100 35%	51 27%	79 52% IJKM	246 36%	2 6%	154 26%	351 39% O	173 29%	334 36% Q
Neither agree nor disagree	394 26%	67 20%	322 28% B	233 24%	82 27%	151 23%	127 30% F	34 31%	199 24%	87 30%	61 32%	30 19%	195 28% L	12 47%	196 33% P	185 21%	189 32% R	205 22%
BOTTOM 2 BOX (NET)	388 26%	70 21%	311 27%	228 23%	75 24%	153 23%	121 28%	40 36% DF	256 31% JKLM	46 16%	37 20%	26 17%	132 19%	10 37%	175 29% P	204 23%	146 25%	242 26%
Somewhat disagree	200 13%	40 12%	159 14%	120 12%	39 12%	82 12%	55 13%	24 22% DFG	131 16% M	28 10%	16 9%	12 8%	68 10%	5 18%	80 13%	115 13%	58 10%	142 15% Q
Strongly disagree	189 12%	30 9%	153 13%	108 11%	36 12%	72 11%	65 15%	16 14%	125 15% JM	18 6%	21 11%	14 9%	64 9%	5 19%	95 16% P	89 10%	89 15%	100 11%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610. 9. To what extent do you agree or disagree with the following statements?
9. Compared to workers in other industries, I feel less at risk of AI replacing my job entirely.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	1002 66%	239 71%	752 65%	652 67% E	181 58%	472 71% DE	282 66%	66 61%	544 66%	182 63%	121 65%	116 76% JM	458 66%	14 56%	351 59%	636 71% O	349 59%	652 71% Q
Strongly agree	438 29%	105 31%	327 28%	298 30%	99 32%	199 30%	111 26%	28 26%	213 26%	100 34%	63 34%	43 28%	225 33% I	8 30%	172 29%	259 29%	163 27%	275 30%
Somewhat agree	564 37%	135 40%	425 37%	354 36% E	81 26%	273 41% DE	171 40% E	38 35%	331 40% J	82 29%	58 31%	73 48% JKM	233 34%	7 26%	179 30%	377 42% O	186 31%	377 41% Q
Neither agree nor disagree	277 18%	55 16%	220 19%	166 17%	59 19%	107 16%	89 21%	22 20%	141 17%	63 22%	41 22%	25 16%	135 20%	7 28%	121 20%	148 17%	133 22% R	144 16%
BOTTOM 2 BOX (NET)	236 16%	42 13%	189 16%	160 16% F	70 23% DFG	89 13%	56 13%	20 19%	137 17% L	44 15%	25 14%	12 8%	99 14% L	4 16%	122 21% P	110 12%	112 19% R	123 13%
Somewhat disagree	148 10%	21 6%	125 11%	110 11% F	55 18% DFG	55 8%	30 7%	8 7%	87 11%	27 9%	19 10%	9 6%	61 9%	-	74 12%	74 8%	63 11%	84 9%
Strongly disagree	88 6%	22 6%	64 6%	49 5%	16 5%	34 5%	26 6%	12 11% DF	50 6%	17 6%	7 4%	3 2%	38 5%	4 16%	48 8% P	35 4%	49 8% R	39 4%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610_10. To what extent do you agree or disagree with the following statements?

10. Overall, I believe the growing use of AI is moving the healthcare field in the right direction.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	659 44%	194 58% C	461 40%	467 48% GH	154 50% GH	313 47% GH	161 38%	31 28%	300 36%	163 56% I	93 50% I	83 55% I	360 52% I	4 15%	226 38%	429 48% O	251 42%	408 44%
Strongly agree	198 13%	69 20% C	128 11%	149 15% G	43 14%	106 16% G	41 10%	9 8%	84 10%	58 20% I	33 17%	16 10%	114 16% I	1 5%	75 13%	122 14%	87 15%	111 12%
Somewhat agree	461 30%	126 37% C	333 29%	318 33% H	111 36% H	207 31%	120 28%	22 20%	215 26%	105 36% I	60 32%	67 44% I	246 36% I	3 10%	151 25%	307 34% O	164 28%	296 32%
Neither agree nor disagree	491 32%	85 25%	402 35% B	289 30%	84 27%	205 31%	147 34%	55 51% DEFG	296 36% M	81 28%	48 26%	45 30%	195 28%	11 44%	218 37% P	262 29%	211 36%	280 30%
BOTTOM 2 BOX (NET)	364 24%	57 17%	298 26% B	221 23%	72 23%	149 22%	118 28%	22 21%	227 28% JLM	45 15%	46 25%	24 16%	137 20%	11 41%	149 25%	204 23%	132 22%	231 25%
Somewhat disagree	203 13%	36 11%	164 14%	117 12%	41 13%	75 11%	70 17%	15 13%	127 15%	31 11%	19 10%	15 10%	76 11%	-	74 12%	129 14%	52 9%	151 16% Q
Strongly disagree	160 11%	22 6%	134 12% B	104 11%	31 10%	74 11%	48 11%	8 7%	100 12% J	13 5%	27 14% JM	9 6%	61 9% J	11 41%	75 13% P	74 8%	80 13% R	80 9%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610_11. To what extent do you agree or disagree with the following statements?

11. I have a clear understanding of how AI will impact my role in the future.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	577 38%	156 46% C	416 36%	421 43% FGH	149 48% GH	273 41% G	121 28%	33 30%	256 31%	146 50% I	78 42%	76 50% I	321 46% I	7 29%	215 36%	355 40%	241 41%	336 37%
Strongly agree	172 11%	42 12%	131 11%	128 13% H	48 15% H	80 12% H	40 9%	4 4%	59 7%	59 20% I	28 15% I	21 14% I	114 16% I	- -	68 12%	104 12%	88 15% R	84 9%
Somewhat agree	405 27%	114 34% C	285 25%	294 30% G	101 32% G	193 29% G	81 19%	28 26%	198 24%	87 30%	50 27%	55 36% I	207 30%	7 29%	147 25%	251 28%	154 26%	251 27%
Neither agree nor disagree	411 27%	72 21%	338 29% B	239 24%	80 26%	159 24%	137 32% DF	35 32%	240 29% L	83 29%	45 24%	29 19%	171 25%	9 35%	185 31% P	217 24%	179 30%	232 25%
BOTTOM 2 BOX (NET)	526 35%	110 33%	408 35%	317 32%	82 26%	236 35% D	168 39% E	41 38%	326 40% JM	60 21%	64 34% J	48 31%	200 29% J	10 37%	194 33%	323 36%	174 29%	352 38% Q
Somewhat disagree	305 20%	67 20%	230 20%	188 19%	52 17%	135 20%	95 22%	22 20%	180 22% J	37 13%	46 24% J	31 20%	125 18% J	5 18%	94 16%	206 23% O	92 15%	213 23% Q
Strongly disagree	221 15%	42 13%	178 15%	130 13%	30 10%	100 15% D	73 17%	19 17%	146 18% JM	24 8%	18 10%	17 11%	75 11%	5 19%	100 17%	117 13%	82 14%	139 15%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610_12. To what extent do you agree or disagree with the following statements?

12. I trust that AI will provide meaningful benefits to patients.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	687 45%	215 64% C	467 40%	478 49% G	152 49%	326 49% G	167 39%	41 37%	325 39%	158 55% I	83 44%	99 65% IKM	362 52% I	3 13%	220 37%	464 52% O	239 40%	448 49% Q
Strongly agree	186 12%	58 17% C	127 11%	138 14% E	26 8%	112 17% DEGH	40 9%	8 7%	72 9%	61 21% I	24 13%	23 15%	114 17% I	2 9%	60 10%	124 14%	81 14%	105 11%
Somewhat agree	501 33%	158 47% C	340 29%	340 35% F	127 41% G	213 32%	127 30%	33 30%	253 31%	97 33%	59 31%	76 50% IJKM	248 36%	1 3%	160 27%	340 38% O	159 27%	342 37% Q
Neither agree nor disagree	429 28%	62 19%	360 31% B	260 27%	75 24%	184 28%	128 30%	41 38% DE	241 29%	79 27%	50 27%	35 23%	187 27%	9 35%	208 35% P	211 24%	180 30%	249 27%
BOTTOM 2 BOX (NET)	398 26%	59 18%	335 29% B	240 25%	82 27%	158 24%	131 31% F	27 25%	257 31% JLM	52 18%	54 29% LM	18 12%	142 20% L	14 53%	165 28%	219 25%	176 30%	223 24%
Somewhat disagree	221 15%	27 8%	194 17% B	132 13%	50 16%	82 12%	72 17%	17 16%	144 17% JLM	30 10%	33 18% LM	10 7%	78 11%	5 18%	85 14%	131 15%	80 14%	141 15%
Strongly disagree	177 12%	32 9%	141 12%	108 11%	32 10%	76 11%	59 14%	10 9%	113 14% L	22 8%	21 11%	8 5%	64 9%	9 35%	80 14%	88 10%	95 16% R	82 9%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Q610_13. To what extent do you agree or disagree with the following statements?

13. AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
TOP 2 BOX (NET)	1096 72%	269 80% C	819 70%	705 72% E	194 62%	512 77% DE	315 74% E	74 68%	587 71%	201 70%	131 70%	133 87% IJKM	509 74%	7 27%	382 64%	707 79% O	365 61%	731 79% Q
Strongly agree	717 47%	173 51%	538 46%	477 49% E	120 39%	357 54% DEG	192 45%	47 43%	378 46%	141 49%	90 48%	77 50%	340 49%	5 18%	225 38%	488 55% O	217 36%	501 54% Q
Somewhat agree	379 25%	96 28%	281 24%	228 23%	74 24%	154 23%	123 29%	27 25%	209 25%	60 21%	41 22%	56 37% IJKM	170 25%	2 9%	158 27%	218 24%	148 25%	230 25%
Neither agree nor disagree	256 17%	44 13%	209 18%	160 16% F	66 21%	94 14%	71 17%	24 22%	131 16%	66 23% L	32 17%	14 9%	125 18% L	9 35%	140 24% P	107 12%	141 24% R	115 12%
BOTTOM 2 BOX (NET)	162 11%	24 7%	133 11%	112 11% F	50 16% F	61 9%	40 9%	10 9%	105 13% LM	22 8%	25 13% L	5 3%	57 8% L	10 39%	71 12%	81 9%	88 15% R	74 8%
Somewhat disagree	92 6%	15 4%	74 6%	63 6% F	31 10% F	32 5%	23 5%	6 6%	60 7%	16 6%	11 6%	5 3%	32 5%	5 18%	36 6%	51 6%	44 7%	48 5%
Strongly disagree	70 5%	10 3%	59 5%	49 5%	19 6%	30 4%	17 4%	4 4%	45 5% L	6 2%	14 7% JL	1 *	25 4% L	5 21%	35 6%	29 3%	44 7% R	26 3%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

QRA. How, if at all, has the development of AI and emerging technology impacted your plans to pursue education? Please be as descriptive as possible.

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
POSITIVE IMPACT OF AI/TECHNOLOGY (NET)	526 35%	134 40%	390 34%	385 39% FGH	143 46% GH	242 36% GH	115 27%	26 24%	238 29%	114 39% I	80 43% I	73 48% I	288 42% I	16 60%	156 26%	354 40% O	194 33%	332 36%
EDUCATION/LEARNIN G (SUB-NET)	311 21%	63 19%	247 21%	232 24% FGH	87 28% GH	145 22% H	69 16%	10 9%	134 16%	54 19%	64 34% IJM	47 31% IJ	177 26% IJ	5 18%	89 15%	217 24% O	102 17%	209 23% Q
Motivates to pursue education/learn more	117 8%	29 9%	87 8%	81 8%	26 9%	55 8%	33 8%	3 2%	43 5%	18 6%	31 17% IJ	20 13% I	74 11% IJ	- -	30 5%	88 10% O	40 7%	77 8%
Facilitates self-learning/No need of teacher	62 4%	7 2%	55 5%	48 5% F	22 7% H	26 4%	14 3%	- -	38 5%	9 3%	6 3%	6 4%	24 3%	- -	17 3%	45 5%	25 4%	37 4%
Offers learning help/guidance/assistance	53 3%	8 2%	45 4%	33 3%	10 3%	23 3%	16 4%	3 3%	19 2%	8 3%	20 10% IJM	5 3%	33 5%	- -	19 3%	34 4%	19 3%	34 4%
Helps advance education/learning/get certification	43 3%	9 3%	34 3%	39 4% FG	18 6% G	21 3%	4 1%	* -	18 2%	16 6% I	5 3%	2 1%	25 4%	- -	16 3%	27 3%	11 2%	32 3%
Interested in learning more about/understanding AI and how to apply in career/healthcare space	33 2%	8 2%	25 2%	28 3%	10 3%	18 3%	3 1%	2 1%	19 2%	1 *	3 2%	9 6% JM	14 2% J	5 18%	11 2%	17 2%	13 2%	20 2%
Other positive education/learning mentions	27 2%	8 2%	20 2%	22 2%	7 2%	15 2%	2 *	3 3%	10 1%	2 1%	6 3%	6 4%	17 2%	- -	4 1%	23 3%	3 *	25 3% Q
CAREER/GROWTH IMPACT (SUB-NET)	136 9%	34 10%	100 9%	92 9%	34 11%	58 9%	36 8%	7 7%	61 7%	33 11%	15 8%	20 13%	75 11%	1 5%	41 7%	94 10%	50 8%	86 9%
Helps to stay updated with new/changed technology	50 3%	11 3%	40 3%	32 3%	7 2%	25 4%	15 4%	3 3%	28 3%	6 2%	5 2%	9 6%	23 3%	- -	9 2%	41 5% O	9 2%	41 4% Q
Change/opens career opportunities/growth	30 2%	5 1%	25 2%	21 2%	9 3%	12 2%	5 1%	3 3%	10 1%	8 3%	8 4%	3 2%	19 3%	- -	16 3%	13 1%	17 3%	13 1%
Enhances skills/Helps improve medical/healthcare service	29 2%	12 3%	17 1%	16 2%	1 *	15 2%	13 3%	* -	8 1%	12 4% I	3 2%	3 2%	21 3% I	1 5%	6 1%	22 2%	8 1%	22 2%
Helps to stay competitive	22 1%	6 2%	16 1%	14 1% F	12 4% DF	2 *	8 2% F	- -	13 2%	2 1%	1 1%	5 3%	9 1%	- -	7 1%	15 2%	3 1%	19 2%
Other positive career/growth impact mentions	25 2%	3 1%	22 2%	18 2% F	10 3%	8 1%	6 1%	* -	12 1%	10 3%	- -	3 2%	13 2%	- -	14 2%	11 1%	16 3% R	8 1%
EASE/CONVENIENCE (SUB-NET)	35 2%	12 3%	23 2%	24 2%	11 3%	13 2%	5 1%	5 5% G	23 3%	6 2%	2 1%	2 1%	11 2%	- -	9 1%	26 3%	12 2%	23 3%

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

Base: All Qualified Respondents

QRA. How, if at all, has the development of AI and emerging technology impacted your plans to pursue education? Please be as descriptive as possible.

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Helps with work/Makes work easier	12 1%	5 1%	8 1%	7 1%	4 1%	3 *	3 1%	2 2%	10 1%	2 1%	-	*	2 *	-	4 1%	8 1%	5 1%	7 1%
Helps with time management/Frees up time/Can get more time for other task	9 1%	4 1%	6 *	7 1% F	5 2%	2 *	-	2 2% G	4 *	3 1%	1 *	1 1%	5 1%	-	1 *	8 1%	2 *	8 1%
Simplifies charting/Reduces charting time	9 1%	*	9 1%	5 1%	2 1%	4 1%	2 *	2 2%	7 1%	*	-	*	2 *	-	2 *	7 1%	4 1%	5 1%
Other ease/convenience mentions	7 *	3 1%	5 *	6 1%	*	6 1%	1 *	1 1%	5 1%	1 *	2 1%	-	2 *	-	1 *	6 1%	1 *	6 1%
Good/positive impact	23 2%	14 4% C	9 1%	23 2% G	8 3% G	15 2% G	-	-	9 1%	11 4% I	2 1%	2 1%	15 2%	-	9 2%	14 2%	4 1%	19 2%
Makes me excited/curious to know about AI	23 2%	11 3% C	12 1%	14 1%	2 1%	12 2%	7 2%	2 2%	14 2%	-	1 1%	7 5% JM	9 1%	-	9 2%	14 2%	11 2%	12 1%
Useful/Helpful	19 1%	3 1%	16 1%	13 1% F	8 3%	4 1%	3 1%	3 3%	14 2%	1 *	-	-	4 1%	3 10%	6 1%	10 1%	9 1%	10 1%
Provides more tools/resources	17 1%	6 2%	11 1%	14 1%	5 1%	10 1%	2 1%	1 1%	2 *	7 2% I	6 3% I	1 1%	15 2% I	-	3 *	14 2%	3 *	14 2%
Other positive impact of AI/technology mentions	71 5%	19 6%	52 4%	53 5%	17 5%	36 5%	13 3%	5 5%	29 4%	24 8% I	5 3%	12 8%	42 6%	7 27%	13 2%	51 6% O	31 5%	40 4%
NEGATIVE IMPACT OF AI/TECHNOLOGY (NET)	315 21%	54 16%	256 22%	177 18%	59 19%	118 18%	102 24% F	36 33% DEF	189 23%	51 18%	36 19%	26 17%	126 18%	6 23%	135 23%	174 19%	127 21%	188 20%
LACK OF NEED/USAGE (SUB-NET)	116 8%	25 7%	90 8%	52 5%	13 4%	39 6%	43 10% DF	20 19% DEFG	84 10% JKM	14 5%	5 3%	9 6%	32 5%	-	46 8%	70 8%	35 6%	81 9%
Not interested/reduced interest to pursue education	63 4%	16 5%	47 4%	32 3%	8 3%	24 4%	26 6%	5 5%	42 5%	9 3%	4 2%	5 3%	20 3%	-	23 4%	39 4%	22 4%	41 4%
Planning to retire soon	20 1%	5 1%	15 1%	-	-	-	10 2% DF	10 9% DEFG	17 2% M	-	1 1%	2 1%	3 *	-	7 1%	13 1%	2 *	17 2% Q
Do not use AI at work	8 1%	1 *	7 1%	5 *	*	4 1%	3 1%	-	4 *	2 1%	-	2 1%	4 1%	-	5 1%	3 *	3 1%	5 1%
Have already completed education	7 *	1 *	6 1%	7 1%	3 1%	3 *	*	-	6 1%	-	-	-	*	-	*	7 1%	1 *	5 1%
Other lack of need/usage mentions	25 2%	5 2%	20 2%	10 1%	2 1%	7 1%	10 2%	6 5% DEF	21 3% M	3 1%	1 *	1 *	4 1%	-	13 2%	13 1%	7 1%	18 2%

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

Base: All Qualified Respondents

QRA. How, if at all, has the development of AI and emerging technology impacted your plans to pursue education? Please be as descriptive as possible.

	Gender			Generation				Ethnicity					Education				HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
CAREER/GROWTH IMPACT (SUB-NET)	61 4%	14 4%	43 4%	48 5% F	22 7% G	27 4%	10 2%	3 3%	26 3%	12 4%	19 10% ILM	2 1%	35 5% L	2 8%	18 3%	41 5%	31 5%	30 3%
AI replacing jobs/Fear of losing jobs	58 4%	14 4%	40 3%	48 5% FG	22 7% G	26 4%	8 2%	2 2%	25 3%	10 4%	18 10% ILM	2 1%	33 5% L	2 8%	17 3%	39 4%	30 5%	28 3%
Other negative career/growth impact mentions	5 *	2 1%	3 *	3 *	-	3 *	1 *	1 1%	1 *	3 1%	* *	-	4 1%	2 8%	1 *	2 *	3 1%	2 *
EDUCATION/LEARNIN G (SUB-NET)	49 3%	4 1%	45 4%	36 4%	16 5%	19 3%	11 3%	3 3%	21 3%	10 4%	8 4%	5 4%	28 4%	-	20 3%	30 3%	20 3%	29 3%
Affects critical thinking/People lose thinking capacity	27 2%	-	27 2% B	17 2% F	9 3%	8 1%	10 2%	-	15 2%	9 3%	1 1%	-	12 2%	-	14 2%	13 1%	10 2%	17 2%
Other negative education/learning mentions	22 1%	4 1%	18 2%	18 2%	7 2%	11 2%	1 *	3 3% G	6 1%	2 1%	6 3% I	5 4% I	16 2% J	-	5 1%	17 2%	10 2%	12 1%
Dislike AI/Does not trust AI	44 3%	6 2%	38 3%	21 2%	3 1%	17 3%	20 5% D	3 3%	37 4% JM	2 1%	1 1%	1 1%	8 1%	4 15%	19 3%	21 2%	18 3%	26 3%
Lack of human interaction/Prefer humans	28 2%	5 1%	20 2%	17 2%	9 3%	8 1%	11 2%	-	20 2%	3 1%	3 2%	1 1%	8 1%	2 8%	15 2%	11 1%	9 1%	19 2%
Concerned about AI taking over	18 1%	4 1%	14 1%	10 1%	1 *	9 1%	8 2%	-	6 1%	6 2%	4 2%	1 1%	12 2%	-	13 2% P	5 1%	12 2%	6 1%
Other negative impact of AI/technology mentions	63 4%	13 4%	50 4%	33 3%	9 3%	25 4%	22 5%	8 7%	39 5%	9 3%	3 2%	10 7%	24 3%	-	36 6% P	27 3%	21 4%	42 5%
NEUTRAL (NET)	97 6%	22 6%	74 6%	60 6%	19 6%	41 6%	31 7%	6 5%	53 6%	23 8%	6 3%	13 9%	44 6%	2 6%	31 5%	64 7%	47 8%	50 5%
Not relevant/AI does not affect job/career	24 2%	4 1%	20 2%	17 2%	5 1%	12 2%	5 1%	1 1%	13 2%	8 3%	-	3 2%	11 2%	-	11 2%	12 1%	16 3% R	8 1%
Not familiar/Need more information/to learn about AI/technology	21 1%	4 1%	16 1%	12 1%	6 2%	6 1%	8 2%	1 *	11 1%	4 1%	1 1%	5 3%	10 1%	-	5 1%	16 2%	5 1%	16 2%
Need more information about the effect of AI on job/healthcare	16 1%	7 2%	8 1%	7 1%	2 1%	6 1%	5 1%	4 3% D	10 1%	1 *	2 1%	3 2%	5 1%	-	4 1%	12 1%	6 1%	9 1%
Other neutral mentions	37 2%	7 2%	31 3%	24 2%	6 2%	18 3%	13 3%	* *	20 2%	10 4%	3 1%	3 2%	18 3%	2 6%	11 2%	24 3%	20 3%	17 2%
None/Nothing/No impact	554 37%	122 36%	425 37%	344 35%	86 28%	259 39% DE	178 42% EH	30 28%	336 41% LM	99 34%	62 33%	35 23%	218 32% L	4 17%	251 42% P	299 33%	217 36%	338 37%
Don't know	21 1%	2 1%	17 1%	9 1%	5 2%	4 1%	5 1%	6 6% DFG	9 1%	3 1%	2 1%	2 1%	12 2%	-	13 2%	8 1%	7 1%	14 2%

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

QRA. How, if at all, has the development of AI and emerging technology impacted your plans to pursue education? Please be as descriptive as possible.

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Table 87

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-yr college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Decline to answer	36 2%	4 1%	32 3%	19 2%	1 *	18 3% D	9 2%	7 7% DEG	15 2%	8 3%	7 3%	5 4%	21 3%	-	18 3%	18 2%	16 3%	19 2%
Sigma	1779 117%	395 117%	1364 117%	1149 118%	369 119%	780 117%	504 118%	124 114%	968 118%	333 115%	222 119%	179 117%	811 117%	32 122%	680 115%	1066 119%	670 113%	1109 121%

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

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

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Table 88

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
LESS THAN HIGH SCHOOL (NET)	26 2%	2 1%	24 2%	23 2%	11 3%	13 2%	3 1%	-	16 2%	9 3%	-	-	10 1%	26 100%	-	-	23 4% R	3 *
Less than high school	8 1%	-	8 1%	6 1% F	5 1%	2 *	2 *	-	3 *	5 2%	-	-	5 1%	8 31%	-	-	8 1% R	-
Completed some high school	18 1%	2 1%	16 1%	17 2%	6 2%	11 2%	1 *	-	13 2%	4 2%	-	-	5 1%	18 69%	-	-	15 3% R	3 *
HIGH SCHOOL TO LESS THAN 4 YEAR COLLEGE DEGREE (NET)	594 39%	93 28%	495 43% B	342 35% F	127 41%	216 32%	208 49% DF	43 40%	315 38% L	162 56% IKLM	78 42% L	9 6%	279 40% L	-	594 100% P	-	377 63% R	217 24%
High school graduate	136 9%	22 7%	113 10%	89 9% F	48 15% DFH	42 6%	43 10%	3 3%	60 7% L	43 15% IL	22 12% L	1 *	76 11% L	-	136 23% P	-	94 16% R	42 5%
Job-specific training program(s) after high school	65 4%	4 1%	60 5% B	36 4%	16 5%	21 3%	26 6%	3 3%	31 4%	14 5% L	15 8% L	-	34 5% L	-	65 11% P	-	45 8% R	20 2%
Some college, but no degree	152 10%	33 10%	119 10%	95 10%	32 10%	63 9%	46 11%	11 10%	73 9%	44 15% IL	22 12%	6 4%	79 11% L	-	152 26% P	-	105 18% R	47 5%
Associate degree	240 16%	34 10%	203 17% B	121 12%	31 10%	90 14%	93 22% DEF	26 24% DEF	150 18% LM	59 21% KLM	19 10% L	2 1%	90 13% L	-	240 40% P	-	133 22% R	108 12%
4 YEAR COLLEGE DEGREE OR MORE (NET)	894 59%	242 72% C	643 55%	612 63% G	173 56%	439 66% DG	216 51%	65 60%	491 60% J	119 41%	109 58% J	143 94% IJKM	403 58% J	-	-	894 100% O	195 33%	700 76% Q
Bachelor's degree (such as B.A., B.S.)	363 24%	79 23%	281 24%	266 27% GH	87 28% H	179 27% GH	84 20%	13 12%	230 28% M	58 20%	40 22%	30 20%	134 19%	-	-	363 41% O	134 23%	229 25%
Some graduate school, but no degree	32 2%	14 4% C	18 2%	19 2%	8 2%	12 2%	11 3%	2 2%	19 2%	2 1%	7 4%	3 2%	14 2%	-	-	32 4% O	11 2%	22 2%
Graduate degree (such as MBA, MS, M.D., Ph.D.)	498 33%	149 44% C	343 30%	327 33% E	78 25%	248 37% DEG	121 28%	50 46% DEG	243 30% J	59 20%	61 33% J	110 72% IJKM	255 37% IJ	-	-	498 56% O	50 8%	449 49% Q
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

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

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z/ (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
LESS THAN \$100K (NET)	595 39%	97 29%	496 43% B	400 41% FH	163 53% DFGH	237 36%	164 39%	30 28%	288 35% L	168 58% ILM	84 45% L	27 18%	307 44% IL	23 90%	377 63% P	195 22%	595 100% R	-
Less than \$15,000	14 1%	* *	14 1%	12 1% F	8 3%	4 1%	2 *	* *	1 *	7 2% I	3 1%	* *	13 2% I	7 26%	6 1%	2 *	14 2% R	-
\$15,000 to \$24,999	23 2%	- -	23 2%	20 2% F	12 4% G	8 1%	2 *	1 1%	8 1%	6 2%	8 4% I	- -	15 2%	2 6%	15 2%	7 1%	23 4% R	-
\$25,000 to \$34,999	54 4%	4 1%	49 4%	37 4% F	19 6%	18 3%	16 4%	1 1%	24 3%	18 6% L	3 2%	- -	30 4% L	5 21%	41 7% P	7 1%	54 9% R	-
\$35,000 to \$49,999	102 7%	16 5%	85 7%	76 8%	31 10%	45 7%	22 5%	5 4%	46 6%	34 12% ILM	16 9% L	2 1%	56 8% L	5 19%	80 13% P	17 2%	102 17% R	-
\$50,000 to \$74,999	211 14%	37 11%	174 15%	120 12%	40 13%	80 12%	79 19% DF	12 11%	94 11%	70 24% ILM	29 16%	11 7%	117 17% IL	5 18%	157 26% P	49 6%	211 35% R	-
\$75,000 to \$99,999	191 13%	40 12%	150 13%	136 14% F	53 17%	83 12%	45 10%	10 9%	114 14%	33 11%	24 13%	13 9%	77 11%	- -	78 13%	113 13%	191 32% R	-
\$100,000 OR MORE (NET)	919 61%	240 71% C	666 57%	577 59% E	147 47%	430 64% DE	262 61% E	79 72% DE	535 65% JM	121 42%	103 55%	126 82% IJKM	385 56% J	3 10%	217 37%	700 78% O	-	919 100% Q
\$100,000 to \$124,999	213 14%	33 10%	173 15%	148 15%	40 13%	108 16%	55 13%	10 9%	139 17% JM	27 9%	24 13%	18 12%	74 11%	- -	84 14%	129 14%	-	213 23% Q
\$125,000 to \$149,999	141 9%	40 12%	100 9%	87 9%	26 9%	60 9%	39 9%	16 15%	89 11%	20 7%	15 8%	13 8%	53 8%	3 10%	51 9%	88 10%	-	141 15% Q
\$150,000 to \$199,999	200 13%	51 15%	149 13%	115 12%	38 12%	77 12%	60 14%	25 23% DEF	125 15% L	35 12%	23 12%	11 7%	76 11%	- -	44 7%	156 17% O	-	200 22% Q
\$200,000 to \$249,999	140 9%	33 10%	107 9%	84 9% E	13 4%	71 11% DE	43 10%	11 10%	86 10%	16 6%	16 8%	18 12%	54 8%	- -	25 4%	115 13% O	-	140 15% Q
\$250,000 or more	225 15%	83 25% C	136 12%	143 15%	29 9%	114 17% DE	65 15%	17 16%	96 12%	23 8%	25 13%	66 43% IJKM	129 19% IJ	- -	12 2%	213 24% O	-	225 24% Q
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

RACE: What is your race?

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
White	822 54%	158 47%	660 57% B	482 49%	136 44%	345 52% D	255 60% DEF	85 78% DEFG	822 100% JKLM	-	-	-	-	16 62%	315 53%	491 55%	288 48%	535 58% Q
PEOPLE OF COLOR (NET)	692 46%	179 53% C	502 43%	496 51% FGH	174 56% GH	322 48% GH	172 40% H	24 22%	-	289 100% I	187 100% I	152 100% I	692 100% I	10 38%	279 47%	403 45%	307 52% R	385 42%
Black or African American	289 19%	64 19%	224 19%	197 20% FH	81 26% FH	115 17% H	84 20% H	9 8%	-	289 100% IKLM	-	-	289 42% IKL	9 35%	162 27% P	119 13%	168 28% R	121 13%
Hispanic	187 12%	41 12%	141 12%	141 14% FH	60 19% GH	82 12% H	42 10% H	4 4%	-	-	187 100% IJLM	-	187 27% IJL	-	78 13%	109 12%	84 14%	103 11%
ASIAN (NET)	152 10%	59 17% C	91 8%	108 11%	19 6%	89 13% DEG	33 8%	11 10%	-	-	-	152 100% IJKM	152 22% IJK	-	9 2%	143 16% O	27 4%	126 14% Q
Asian Indian	39 3%	16 5% C	23 2%	25 3%	4 1%	21 3%	10 2%	3 3%	-	-	-	39 26% IJKM	39 6% IJK	-	4 1%	35 4% O	4 1%	35 4% Q
Chinese	27 2%	14 4% C	12 1%	18 2%	4 1%	14 2%	8 2%	1 1%	-	-	-	27 18% IJKM	27 4% IJ	-	-	27 3% O	7 1%	20 2%
Filipino	19 1%	5 2%	14 1%	12 1%	2 1%	10 1%	4 1%	3 3%	-	-	-	19 12% IJKM	19 3% IJ	-	-	19 2% O	6 1%	13 1%
Korean	19 1%	9 3% C	9 1%	15 1%	7 2%	7 1%	4 1%	-	-	-	-	19 12% IJKM	19 3% IJ	-	1 *	18 2% O	4 1%	15 2%
Vietnamese	15 1%	3 1%	11 1%	14 1%	* *	13 2% D	1 *	-	-	-	-	15 10% IJKM	15 2% I	-	-	15 2% O	2 *	13 1%
Japanese	8 1%	4 1%	4 *	5 1%	-	5 1%	* *	2 2% G	-	-	-	8 5% IJKM	8 1% I	-	-	8 1%	-	8 1%
Middle Eastern or North African	7 *	3 1%	4 *	6 1%	1 *	6 1%	1 *	-	-	-	-	7 5% IJKM	7 1% I	-	2 *	5 1%	3 *	4 *
Asian (multiple)	6 *	-	6 1%	6 1%	* *	6 1%	-	-	-	-	-	6 4% IJKM	6 1% I	-	1 *	6 1%	1 *	6 1%
Other Asian	12 1%	4 1%	8 1%	7 1%	* *	7 1%	5 1%	1 1%	-	-	-	12 8% IJKM	12 2% I	-	1 *	11 1%	* *	12 1% Q
American Indian or Alaska Native	7 *	2 *	6 *	7 1%	-	7 1%	* *	-	-	-	-	-	7 1% I	-	3 1%	4 *	1 *	6 1%
Some other race	6 *	1 *	5 *	4 *	-	4 1%	1 *	1 1%	-	-	-	-	6 1%	-	2 *	4 *	1 *	5 1%

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

Base: All Qualified Respondents

RACE: What is your race?

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
More than one race	49 3%	13 4%	34 3%	38 4%	14 4%	24 4%	11 3%	-	-	-	-	-	49 7%	1 3%	25 4%	23 3%	25 4%	24 3%
Native Hawaiian or Other Pacific Islander	1 *	-	1 *	1 *	-	1 *	-	-	-	-	-	-	1 *	-	-	1 *	* *	* *
Sigma	2206 146%	516 153%	1664 143%	1473 151%	484 156%	989 148%	598 140%	133 122%	822 100%	578 200%	374 200%	305 200%	1383 200%	36 138%	872 147%	1297 145%	902 152%	1304 142%

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

Base: All Qualified Respondents

MARITAL STATUS: What is your current marital status?

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
Never married	479 32%	97 29%	376 32%	405 41% FGH	176 57% DFGH	229 34% GH	68 16% H	7 6%	187 23%	154 53% IKLM	62 33% I	52 34% I	292 42% I	15 57%	222 37% P	243 27%	293 49% R	187 20%
MARRIED / LIVING WITH PARTNER (NET)	820 54%	201 60%	610 52%	514 53% E	128 41%	386 58% DE	251 59% E	53 49%	499 61% JM	100 34%	106 57% JM	87 57% JM	321 46% J	7 25%	264 44%	549 61% O	181 30%	638 69% Q
Married or civil union	660 44%	170 50% C	482 42%	381 39% E	62 20%	319 48% DE	227 53% DE	51 47% E	405 49% JM	65 23%	89 47% JM	79 52% JM	255 37% J	5 20%	180 30%	475 53% O	118 20%	542 59% Q
Living with partner	160 11%	31 9%	127 11%	133 14% FGH	66 21% DFGH	68 10% GH	24 6%	2 2%	94 11%	34 12%	17 9%	8 5%	65 9%	1 5%	84 14% P	74 8%	63 11%	97 11%
DIVORCED / SEPARATED / WIDOWED (NET)	215 14%	39 12%	176 15%	59 6% E	6 2%	53 8% DE	108 25% DEF	49 45% DEFG	136 17% M	35 12%	19 10%	13 9%	79 11%	5 18%	108 18% P	102 11%	121 20% R	94 10%
Divorced	148 10%	24 7%	124 11%	45 5% E	4 1%	41 6% DE	71 17% DEF	32 29% DEFG	94 11%	21 7%	17 9%	9 6%	54 8%	3 12%	76 13% P	69 8%	77 13% R	71 8%
Separated	23 2%	3 1%	21 2%	11 1%	2 1%	10 1%	11 3%	1 1%	15 2%	6 2%	1 *	2 2%	9 1%	2 6%	15 3% P	6 1%	17 3% R	6 1%
Widowed	44 3%	12 4%	31 3%	2 *	-	2 *	26 6% DEF	16 14% DEFG	27 3%	8 3%	1 1%	2 2%	16 2%	-	17 3%	26 3%	26 4% R	17 2%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

10 Jul 2026
Table 92

Base: All Qualified Respondents

	Gender			Generation					Ethnicity					Education			HH Income	
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
1	362 24%	70 21%	287 25%	246 25%	81 26%	165 25%	81 19%	35 32% G	175 21%	96 33% IM	41 22%	34 22%	186 27%	11 42%	149 25%	202 23%	227 38% R	135 15%
ANY OTHER THAN RESPONDENT (NET)	1152 76%	267 79%	874 75%	732 75%	229 74%	502 75%	345 81% H	73 68%	647 79% J	193 67%	146 78%	119 78%	505 73% J	15 58%	445 75%	692 77%	368 62%	785 85% Q
2	792 52%	208 62% C	580 50%	530 54%	143 46%	387 58% DEG	206 48%	55 50%	460 56% JM	131 45%	93 50%	80 52%	332 48%	4 15%	274 46%	514 58% O	227 38%	565 61% Q
3	199 13%	23 7%	173 15% B	110 11%	34 11%	76 11%	74 17% DF	16 14%	114 14%	31 11%	24 13%	22 14%	85 12%	9 36%	97 16% P	93 10%	86 14%	113 12%
4+	161 11%	36 11%	121 10%	92 9% F	52 17% DFH	40 6%	66 15% DFH	3 3%	72 9%	31 11%	29 16%	17 11%	88 13%	2 6%	74 12%	85 9%	55 9%	106 12%
MEAN	2.2	2.1	2.2	2.1 F	2.3 DFH	2.0	2.4 DFH	1.9	2.1	2.0	2.3 J	2.2	2.2 J	2.3	2.2	2.1	2.0	2.3 Q
STD. DEV.	1.04	0.95	1.06	1.03	1.34	0.84	1.08	0.76	0.99	0.98	1.22	1.03	1.09	1.54	1.14	0.94	1.05	1.02
STD. ERR.	0.03	0.05	0.03	0.03	0.10	0.03	0.05	0.07	0.03	0.06	0.10	0.08	0.04	0.45	0.05	0.03	0.04	0.04
MEDIAN	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

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

Base: All Qualified Respondents

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
0	779 51%	194 58%	577 50%	429 44% F	181 58% DF	248 37%	249 58% DF	100 92% DEFG	452 55% JKM	127 44%	75 40%	92 60% JKM	327 47%	9 35%	323 54%	446 50%	309 52%	469 51%
ANY (NET)	735 49%	143 42%	585 50%	549 56% EGH	129 42% H	419 63% DEGH	178 42% H	9 8%	371 45%	162 56% IL	113 60% IL	61 40%	365 53% IL	17 65%	270 46%	448 50%	285 48%	450 49%
1	336 22%	72 21%	260 22%	236 24% H	68 22% H	167 25% H	92 21% H	8 8%	164 20%	87 30% IL	53 29% L	18 12%	171 25% L	11 43%	125 21%	199 22%	146 25%	190 21%
2	260 17%	51 15%	207 18%	194 20% EH	38 12% H	156 23% DEGH	65 15% H	-	132 16%	51 18%	31 16%	35 23%	128 18%	4 15%	95 16%	161 18%	93 16%	166 18%
3	97 6%	15 4%	82 7%	80 8% GH	20 7% H	60 9% GH	17 4%	-	54 7%	17 6%	20 11% L	4 3%	43 6%	-	30 5%	67 8%	28 5%	69 7%
4+	43 3%	6 2%	35 3%	38 4% EG	2 1%	36 5% DEG	4 1%	1 1%	21 2%	8 3%	8 4%	3 2%	22 3%	2 6%	20 3%	21 2%	18 3%	25 3%
MEAN	0.9	0.7	0.9 B	1.1 EGH	0.7 H	1.3 DEGH	0.7 H	0.1	0.8	0.9	1.2 ILM	0.7	1.0 L	1.0	0.8	0.9	0.8	0.9
STD. DEV.	1.20	1.05	1.24	1.29	0.97	1.37	1.01	0.40	1.15	1.12	1.54	1.05	1.26	1.05	1.17	1.22	1.15	1.24
STD. ERR.	0.03	0.06	0.04	0.04	0.07	0.05	0.05	0.04	0.04	0.07	0.13	0.08	0.05	0.30	0.05	0.04	0.04	0.04
MEDIAN	-	-	1	1	-	1	-	-	-	1	1	-	1	1	-	1	-	-
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

Base: All Qualified Respondents

HOUSEHOLD SIZE: Size of Household (Net)

	Gender			Generation				Ethnicity					Education			HH Income		
	Total	Man	Woman	Gen Z/ Millennia- ls (NET)	Gen Z (18-29)	Millennia- ls (30-45)	Gen X (46-61)	Baby Boomers (62-80)	White	Black	Hispanic	Asian	People of color	Less than HS degree	HS degree to less than 4-ye- ar college degree	4 year college degree or more	Less than \$100K	\$100K+
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)
Unweighted Base	1514	302	1198	898	183	715	498	117	858	262	149	172	656	12	612	890	749	765
Weighted Base	1514	337	1162	977	310	667	426	109*	822	289	187*	152*	692	26**	594	894	595	919
1 HH member	203 13%	51 15%	148 13%	123 13% F	51 17%	72 11%	47 11%	33 30% DEFG	106 13%	43 15%	16 9%	28 18%	97 14%	2 7%	73 12%	128 14%	116 20% R	87 9%
2 HH members	470 31%	124 37%	344 30%	270 28%	94 30%	177 26%	144 34% F	54 50% DEFG	278 34%	84 29%	49 26%	42 27%	192 28%	9 35%	188 32%	273 31%	177 30%	293 32%
3 HH members	307 20%	59 18%	244 21%	203 21%	50 16%	154 23% D	88 21%	16 14%	160 19%	68 23%	41 22%	27 18%	147 21%	7 28%	119 20%	181 20%	115 19%	192 21%
4 HH members	312 21%	61 18%	249 21%	222 23% H	76 25% H	146 22% H	84 20% H	6 5%	169 21%	50 17%	44 24%	41 27%	143 21%	6 23%	123 21%	183 20%	116 20%	196 21%
5+ HH members	222 15%	41 12%	177 15%	158 16% H	39 13% H	119 18% H	63 15% H	1 1%	109 13%	45 16%	36 19%	15 10%	113 16%	2 6%	92 15%	129 14%	70 12%	152 17%
Sigma	1514 100%	337 100%	1162 100%	977 100%	310 100%	667 100%	426 100%	109 100%	822 100%	289 100%	187 100%	152 100%	692 100%	26 100%	594 100%	894 100%	595 100%	919 100%

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

1	1	AGE: What is your age?
2	2	GENDER: Do you currently describe yourself as...? Please select all that apply.
3	3	NETGENERATION. Generation (Net)
4	4	US REGION: Census Region (US Net)
5	5	QS4. Which of the following describes your current job title or role?
7	6	QS3. How much of your professional time do you spend providing care directly to patients? Please use your best estimate.
8	7	Q8713 1. How many years have you been in your current role and organization? If you have been in either for less than a year, please enter "0" below. 1. years in current role
9	8	Q8713 2. How many years have you been in your current role and organization? If you have been in either for less than a year, please enter "0" below. 2. years in current organization
10	9	Q205. How valued do you feel by your current employer?
11	10	Q210. How loyal do you feel to your current employer?
12	11	Q225. How, if at all, do you think education and/or learning new skills affects your opportunities for advancement in your career in healthcare? Please select all that apply. Education and/or learning new skills will...
13	12	Q230. How important are each of the following to you in your job today? SUMMARY TABLE OF VERY/SOMEWHAT IMPORTANT (TOP 2 BOX)
14	13	Q230. How important are each of the following to you in your job today? SUMMARY TABLE OF NOT AT ALL/NOT VERY IMPORTANT (BOTTOM 2 BOX)
15	14	Q230 1. How important are each of the following to you in your job today? 1. Flexibility in when and how I work
16	15	Q230 2. How important are each of the following to you in your job today? 2. Clear opportunities for advancement
17	16	Q230 3. How important are each of the following to you in your job today? 3. Speed of career progression
18	17	Q230 4. How important are each of the following to you in your job today? 4. Clear connection between effort and reward
19	18	Q230 5. How important are each of the following to you in your job today? 5. Job stability/long-term security
20	19	Q230 6. How important are each of the following to you in your job today? 6. Feeling that my work has purpose or meaning
21	20	Q235. Which of the following best describes your approach to your career? Please select one.
22	21	Q240. Which of the following is closer to your mentality around your career? Please select one.
23	22	Q300. How likely are you to do each of the following in the next year? SUMMARY TABLE OF VERY/SOMEWHAT LIKELY (TOP 2 BOX)
24	23	Q300. How likely are you to do each of the following in the next year? SUMMARY TABLE OF NOT AT ALL/NOT VERY LIKELY (BOTTOM 2 BOX)
25	24	Q300 1. How likely are you to do each of the following in the next year? 1. Look for job openings, interview for, or switch to new roles inside my organization
26	25	Q300 2. How likely are you to do each of the following in the next year? 2. Look for job openings, interview for, or switch to new roles outside my organization
27	26	Q325. Thinking about your career in healthcare overall, would you say your view of the field has become more positive or more negative over time?
28	27	Q330. To what extent do you agree or disagree with the following statements about working in healthcare today? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
29	28	Q330. To what extent do you agree or disagree with the following statements about working in healthcare today? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
30	29	Q330 1. To what extent do you agree or disagree with the following statements about working in healthcare today? 1. Healthcare is a respected and trusted profession.
31	30	Q330 2. To what extent do you agree or disagree with the following statements about working in healthcare today? 2. I'm proud to be a healthcare worker.
32	31	Q330 3. To what extent do you agree or disagree with the following statements about working in healthcare today? 3. Healthcare jobs are increasingly getting a bad rap.
33	32	Q330 4. To what extent do you agree or disagree with the following statements about working in healthcare today? 4. The reality of working in healthcare is not accurately portrayed in media or public discourse.
34	33	Q330 5. To what extent do you agree or disagree with the following statements about working in healthcare today? 5. I would recommend a healthcare career to others.
35	34	Q400. Generally speaking, how interested are you in continuing your education (e.g., through degree programs, advanced certifications, skills-based courses etc.)?
36	35	Q405. Specifically, how interested would you be in participating in an education benefits program (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.) paid for by your employer?
37	36	Q415. Does your current employer offer its employees education benefits (e.g., tuition reimbursement, tuition assistance, company scholarships, etc.)?

38	37	Q420. Which of the following education benefits does your employer offer? Please select all that apply.
40	38	Q425. Have you ever used these education benefits? SUMMARY TABLE OF YES
41	39	Q425. Have you ever used these education benefits? SUMMARY TABLE OF NO, BUT PLAN TO
42	40	Q425_1. Have you ever used these education benefits? 1. Tuition assistance via reimbursement for degree programs
43	41	Q425_2. Have you ever used these education benefits? 2. Tuition assistance via upfront payment for degree programs
44	42	Q425_3. Have you ever used these education benefits? 3. Company-sponsored scholarships or grants
45	43	Q425_4. Have you ever used these education benefits? 4. Reimbursement for education units (CEUs) or CME credits
46	44	Q425_5. Have you ever used these education benefits? 5. Financial support for earning professional certifications or licenses
47	45	Q425_6. Have you ever used these education benefits? 6. On-Site or online skill-building courses or training
48	46	Q425_7. Have you ever used these education benefits? 7. Paid time off to attend school or training
49	47	Q425_8. Have you ever used these education benefits? 8. Partnerships with specific colleges or universities (e.g., discounted tuition)
50	48	Q425_9. Have you ever used these education benefits? 9. Access to learning and development platforms (e.g., LinkedIn Learning, Coursera, etc.)
51	49	Q425_10. Have you ever used these education benefits? 10. Credit for prior learning or on-the-job experience
52	50	Q425_11. Have you ever used these education benefits? 11. Career counseling or education advising services
53	51	Q425_12. Have you ever used these education benefits? 12. Micro-credentials (i.e., short, focused certifications designed to provide learners with specific skills/competencies in a variety of subject areas)
54	52	Q425_96. Have you ever used these education benefits? 96. Other
55	53	Q445. Thinking about the education benefits offered by your employer, if you had to choose, which of the following best describes how you see their purpose?
56	54	Q450. When it comes to career development and additional education, if you had to choose, where do you feel the responsibility primarily lies?
57	55	Q220. To what extent do you trust your employer to do each of the following? SUMMARY TABLE OF TRUST A GREAT DEAL/SOMEWHAT (TOP 2 BOX)
58	56	Q220. To what extent do you trust your employer to do each of the following? SUMMARY TABLE OF DO NOT TRUST AT ALL/VERY LITTLE (BOTTOM 2 BOX)
59	57	Q220_1. To what extent do you trust your employer to do each of the following? 1. Support my long-term career growth
60	58	Q220_2. To what extent do you trust your employer to do each of the following? 2. Provide education opportunities that are worth my time
61	59	Q220_3. To what extent do you trust your employer to do each of the following? 3. Clearly communicate available education benefits
62	60	Q220_4. To what extent do you trust your employer to do each of the following? 4. Act in the best interests of employees
63	61	Q220_5. To what extent do you trust your employer to do each of the following? 5. Implement new technologies like AI responsibly
64	62	Q220_6. To what extent do you trust your employer to do each of the following? 6. Be a partner in helping me advance my career
65	63	Q455. When thinking about pursuing additional education, which of the following is a bigger barrier for you personally?
66	64	Q460. How much time would you be willing to commit to additional education if it led to meaningful career advancement?
67	65	Q465. When it comes to paying for additional education, which of the following are you willing to contribute out-of-pocket? Please select all that apply.
68	66	Q470. Thinking about continuing your education, which of the following best describes your thoughts regarding the benefits gained and the effort required?
69	67	Q535. Which of the following, if any, are you most likely to use when learning about additional education opportunities offered by your employer? Please select all that apply.
70	68	Q540. Who would you trust most to guide you in making decisions about additional education opportunities? Please select up to two.
71	69	Q545. Which type of information, if any, would be most helpful in encouraging you to take the next step towards pursuing additional education? Please select all that apply.
73	70	Q600. Which of the following clinical/technical skills do you think will be most important in 5 years in your field? Please select up to three responses.

74	71	Q606. Which of the following best describes how AI is impacting how you think about your career? Please select one.
75	72	Q615. In what ways, if any, is AI affecting your day-to-day responsibilities? Please select all that apply.
76	73	Q620. Which of the following concerns, if any, do you have about AI in your role? Please select all that apply.
77	74	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT AGREE (TOP 2 BOX)
78	75	Q610. To what extent do you agree or disagree with the following statements? SUMMARY TABLE OF STRONGLY/SOMEWHAT DISAGREE (BOTTOM 2 BOX)
79	76	Q610_1. To what extent do you agree or disagree with the following statements? 1. I worry that AI will replace some aspects of my job.
80	77	Q610_3. To what extent do you agree or disagree with the following statements? 3. There is a gap between the AI skills I need and what I've been taught on the job.
81	78	Q610_4. To what extent do you agree or disagree with the following statements? 4. I feel pressure to learn AI/technical skills to stay competitive in my industry.
82	79	Q610_6. To what extent do you agree or disagree with the following statements? 6. Learning how to use AI will require ongoing education beyond what my workplace currently offers.
83	80	Q610_7. To what extent do you agree or disagree with the following statements? 7. AI skills are becoming more and more critical in the healthcare profession.
84	81	Q610_8. To what extent do you agree or disagree with the following statements? 8. I feel comfortable using AI-based tools in my current role.
85	82	Q610_9. To what extent do you agree or disagree with the following statements? 9. Compared to workers in other industries, I feel less at risk of AI replacing my job entirely.
86	83	Q610_10. To what extent do you agree or disagree with the following statements? 10. Overall, I believe the growing use of AI is moving the healthcare field in the right direction.
87	84	Q610_11. To what extent do you agree or disagree with the following statements? 11. I have a clear understanding of how AI will impact my role in the future.
88	85	Q610_12. To what extent do you agree or disagree with the following statements? 12. I trust that AI will provide meaningful benefits to patients.
89	86	Q610_13. To what extent do you agree or disagree with the following statements? 13. AI is becoming increasingly important in healthcare, but human oversight will remain essential due to the nature of patient care.
90	87	QRA. How, if at all, has the development of AI and emerging technology impacted your plans to pursue education? Please be as descriptive as possible.
94	88	EDUCATION: What is the highest level of education you have completed?
95	89	INCOME: How much total combined income did all members of your household earn before taxes last year?
96	90	RACE: What is your race?
98	91	MARITAL STATUS: What is your current marital status?
99	92	ADULTS IN HH: Including yourself, how many people age 18 or older live in your household?
100	93	CHILDREN IN HH: How many people under the age of 18 live in your household?
101	94	HOUSEHOLD SIZE: Size of Household (Net)