

Power of Us: The Youth Fields Workforce Survey Report

Supplemental Data Tables: All Current Staff

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How to Use These Tables

This document contains tables detailing survey responses for most variables from the Power of Us Workforce Survey. Tables were included if five percent or more of respondents submitted a substantive response. Each table includes a title, the full question text, and the survey response options presented to respondents. Most tables include responses by respondent characteristics, though a few present overall distributions only. In looking at responses by respondent characteristic, we ran statistical tests to determine whether different groups responded differently in a significant way. We use the symbol ‡ to identify the comparison group for the statistical test. An exclamation point (!) is used to note when reporting standards were not met because there were 10 or fewer responses in that category. An asterisk (*) indicates when statistical significance (at the $p < 0.01$ level) between respondent groups was identified in statistical testing.

Section A. Career Pathways

Overall Distributions Only

Table A1: Other lines of work outside of the youth fields.

Now think about all of the jobs you have had outside of the youth fields. What other lines of work have you been in?

Level	Missing	No	Yes
I have not had any jobs outside of the youth fields.	247 (3.2%)	6,579 (85.1%)	907 (11.7%)
Agriculture, Forestry, Fishing, and Hunting	247 (3.2%)	7,072 (91.5%)	414 (5.4%)
Arts/Design/Entertainment/Sports/Media	247 (3.2%)	6,702 (86.7%)	784 (10.1%)
College or University	247 (3.2%)	6,070 (78.5%)	1,416 (18.3%)
Community/Social Services	247 (3.2%)	6,227 (80.5%)	1,259 (16.3%)
Finance	247 (3.2%)	7,053 (91.2%)	433 (5.6%)
Government or Public Policy	247 (3.2%)	6,943 (89.8%)	543 (7%)
Health Care	247 (3.2%)	6,620 (85.6%)	866 (11.2%)
Hospitality-Food Service	247 (3.2%)	5,820 (75.3%)	1,666 (21.5%)
K–12 Education	247 (3.2%)	5,947 (76.9%)	1,539 (19.9%)
Professional Services	247 (3.2%)	7,086 (91.6%)	400 (5.2%)
Retail	247 (3.2%)	5,591 (72.3%)	1,895 (24.5%)
Other (please specify)	247 (3.2%)	7,089 (91.7%)	397 (5.1%)

Overall and by Leadership Status

Table A2: Works directly with youth

In your job or volunteer position in the youth fields, do you work directly with youth?

Select characteristics	Missing	Yes	No	None/IDK
Overall	! (0%)	6,646 (85.9%)	1,067 (13.8%)	20 (0.3%)
By leadership status				
Leader status				
Missing	! (0%)	12 (92.3%)	! (7.7%)	! (0%)
Not leader [‡]	! (0%)	1,974 (96%)	82 (4%)	! (0%)
Leader	! (0%)	4,660 (82.3%)*	984 (17.4%)*	19 (0.3%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Overall and by Select Characteristics

Table A3: Total jobs in the youth fields.

Including your current job or jobs in the youth fields, how many total jobs in the youth fields have you had? Please select one response.

Select characteristics	Missing	1 job	2–5 jobs	6–10 jobs	11–15 jobs	16 or more jobs
Overall	12 (0.2%)	1,393 (18%)	5,024 (65%)	1,086 (14%)	148 (1.9%)	70 (0.9%)
By select characteristics						
Age						
Missing	! (1.4%)	27 (19.1%)*	89 (63.1%)	20 (14.2%)*	! (1.4%)	! (0.7%)
18–25 [†]	! (0.3%)	488 (33.6%)	871 (60%)	82 (5.6%)	! (0.3%)	! (0.1%)
26–39	! (0%)	401 (13.9%)*	1,981 (68.5%)*	445 (15.4%)*	50 (1.7%)*	15 (0.5%)
40–54	! (0.1%)	298 (13.9%)*	1,392 (64.7%)*	381 (17.7%)*	53 (2.5%)*	24 (1.1%)*
55 or more	! (0.2%)	179 (16.3%)*	691 (63%)	158 (14.4%)*	38 (3.5%)*	28 (2.6%)*
Gender						
Missing	! (11.1%)*	! (11.1%)	! (44.4%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	! (0.1%)	1,010 (17.6%)	3,815 (66.5%)	754 (13.1%)	101 (1.8%)	55 (1%)
Male	! (0.3%)	324 (19.7%)	1,008 (61.4%)*	260 (15.8%)*	34 (2.1%)	10 (0.6%)
Other	! (0%)	57 (17.1%)	193 (57.8%)*	66 (19.8%)*	13 (3.9%)*	! (1.5%)
Race - Black						
Missing	! (3.3%)	! (26.7%)	16 (53.3%)	! (16.7%)	! (0%)	! (0%)
Not Black [‡]	10 (0.2%)	1,216 (18.7%)	4,179 (64.4%)	903 (13.9%)	122 (1.9%)	60 (0.9%)
Black	! (0.1%)	169 (13.9%)*	829 (68.3%)*	178 (14.7%)	26 (2.1%)	10 (0.8%)
Ethnicity - Latino/a						
Missing	! (3.3%)	! (26.7%)	16 (53.3%)	! (16.7%)	! (0%)	! (0%)
Not Latino/a [†]	! (0.1%)	971 (15.9%)	3,974 (65%)	959 (15.7%)	139 (2.3%)	63 (1%)
Latino/a	! (0.2%)	414 (26.1%)*	1,034 (65.1%)	122 (7.7%)*	! (0.6%)*	! (0.4%)
Race - White						
Missing	! (3.3%)	! (26.7%)	16 (53.3%)	! (16.7%)	! (0%)	! (0%)
White [‡]	! (0.1%)	692 (15.9%)	2,792 (64.3%)	712 (16.4%)	97 (2.2%)	47 (1.1%)
Not White	! (0.2%)	693 (20.6%)*	2,216 (66%)	369 (11%)*	51 (1.5%)	23 (0.7%)
Full vs. part time						
Missing	! (0.9%)	27 (12.3%)	136 (61.8%)	47 (21.4%)	! (2.3%)	! (1.4%)
Full time [‡]	! (0.1%)	833 (15.1%)	3,671 (66.6%)	839 (15.2%)	116 (2.1%)	48 (0.9%)
Part time	! (0.1%)	467 (27.7%)*	1,032 (61.3%)*	153 (9.1%)*	18 (1.1%)*	12 (0.7%)
Other	! (1.3%)*	66 (20.8%)*	185 (58.2%)*	47 (14.8%)	! (2.8%)	! (2.2%)
Leader status						
Missing	! (15.4%)*	! (38.5%)	! (46.2%)	! (0%)	! (0%)	! (0%)
Not leader [‡]	! (0.2%)	508 (24.7%)	1,313 (63.8%)	197 (9.6%)	17 (0.8%)	18 (0.9%)
Leader	! (0.1%)	880 (15.5%)*	3,705 (65.4%)	889 (15.7%)*	131 (2.3%)*	52 (0.9%)
Career tenure						
Missing	! (2.8%)*	32 (17.7%)	115 (63.5%)	23 (12.7%)*	! (1.1%)	! (2.2%)*
Earlier career [‡]	! (0.1%)	1,071 (26.3%)	2,665 (65.6%)	287 (7.1%)	31 (0.8%)	! (0.2%)
Sustained career	! (0.1%)	290 (8.3%)*	2,244 (64.4%)	776 (22.3%)*	115 (3.3%)*	58 (1.7%)*

Select characteristics	Missing	1 job	2–5 jobs	6–10 jobs	11–15 jobs	16 or more jobs
Locale						
Missing	! (1.2%)	53 (20.9%)	151 (59.4%)	39 (15.4%)	! (1.6%)	! (1.6%)
Not metro [‡]	! (0.2%)	223 (17.5%)	828 (65.1%)	177 (13.9%)	28 (2.2%)	13 (1%)
Metro	! (0.1%)	1,117 (18%)	4,045 (65.2%)	870 (14%)	116 (1.9%)	53 (0.9%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A4: Primary reason for first job in the youth fields.

Think about when you first started working in the youth fields. What was the primary reason you chose your first job in the youth fields?

Select characteristics	Missing	Friend/relative recommend	Mentor suggestion	Passion or interest	Participated in program or similar program	Plan to start career in youth fields	To work with young people	Mission or calling	Available job	Job met needs	Schedule	Location	Other (please specify)
Overall	! (0.1%)	822 (10.6%)	356 (4.6%)	1,760 (22.8%)	740 (9.6%)	806 (10.4%)	1,434 (18.5%)	812 (10.5%)	469 (6.1%)	267 (3.5%)	131 (1.7%)	27 (0.3%)	102 (1.3%)
By select characteristics													
Age													
Missing	! (0%)	21 (14.9%)	! (3.5%)	30 (21.3%)	! (4.3%)*	24 (17%)	17 (12.1%)	17 (12.1%)*	! (5%)	! (4.3%)	! (2.8%)	! (0.7%)	! (2.1%)
18–25 [‡]	! (0.2%)	223 (15.4%)	70 (4.8%)	326 (22.5%)	200 (13.8%)	182 (12.5%)	248 (17.1%)	57 (3.9%)	65 (4.5%)	38 (2.6%)	21 (1.4%)	! (0.6%)	11 (0.8%)
26–39	! (0.1%)	285 (9.9%)*	145 (5%)	725 (25.1%)	318 (11%)*	291 (10.1%)	482 (16.7%)	289 (10%)*	189 (6.5%)*	90 (3.1%)	46 (1.6%)	! (0.2%)	24 (0.8%)
40–54	! (0.1%)	203 (9.4%)*	104 (4.8%)	466 (21.7%)	150 (7%)*	225 (10.5%)	451 (21%)*	253 (11.8%)*	132 (6.1%)	76 (3.5%)	37 (1.7%)	! (0.4%)	44 (2%)*
55 or more	! (0%)	90 (8.2%)*	32 (2.9%)	213 (19.4%)	66 (6%)*	84 (7.7%)*	236 (21.5%)*	196 (17.9%)*	76 (6.9%)*	57 (5.2%)*	23 (2.1%)	! (0.3%)	20 (1.8%)
Gender													
Missing	! (0%)	! (11.1%)	! (5.6%)	! (22.2%)	! (11.1%)	! (16.7%)	! (16.7%)	! (0%)	! (5.6%)	! (5.6%)	! (0%)	! (5.6%)	! (0%)
Female [‡]	! (0.1%)	561 (9.8%)	230 (4%)	1,289 (22.5%)	518 (9%)	633 (11%)	1,192 (20.8%)	597 (10.4%)	307 (5.3%)	199 (3.5%)	104 (1.8%)	18 (0.3%)	87 (1.5%)
Male	! (0.1%)	229 (14%)*	105 (6.4%)*	376 (22.9%)	182 (11.1%)	143 (8.7%)*	196 (11.9%)*	182 (11.1%)	128 (7.8%)*	58 (3.5%)	20 (1.2%)	! (0.4%)	13 (0.8%)
Other	! (0%)	30 (9%)	20 (6%)	91 (27.2%)	38 (11.4%)	27 (8.1%)	43 (12.9%)*	33 (9.9%)	33 (9.9%)*	! (2.7%)	! (2.1%)	! (0.3%)	! (0.6%)
Race - Black													
Missing	! (3.3%)*	! (10%)	! (6.7%)	! (20%)	! (3.3%)	! (16.7%)	! (10%)	! (3.3%)	! (3.3%)	! (16.7%)*	! (6.7%)	! (0%)	! (0%)
Not Black [‡]	! (0.1%)	705 (10.9%)	283 (4.4%)	1,512 (23.3%)	619 (9.5%)	693 (10.7%)	1,189 (18.3%)	633 (9.8%)	393 (6.1%)	241 (3.7%)	115 (1.8%)	22 (0.3%)	81 (1.2%)
Black	! (0.2%)	114 (9.4%)	71 (5.9%)	242 (20%)	120 (9.9%)	108 (8.9%)	242 (20%)	178 (14.7%)*	75 (6.2%)	21 (1.7%)*	14 (1.2%)	! (0.4%)	21 (1.7%)
Ethnicity - Latino/a													
Missing	! (3.3%)*	! (10%)	! (6.7%)	! (20%)	! (3.3%)	! (16.7%)	! (10%)	! (3.3%)	! (3.3%)	! (16.7%)*	! (6.7%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0%)	577 (9.4%)	279 (4.6%)	1,429 (23.4%)	555 (9.1%)	627 (10.3%)	1,133 (18.5%)	711 (11.6%)	369 (6%)	220 (3.6%)	101 (1.7%)	23 (0.4%)	87 (1.4%)
Latino/a	! (0.2%)	242 (15.2%)*	75 (4.7%)	325 (20.5%)	184 (11.6%)*	174 (11%)	298 (18.8%)	100 (6.3%)*	99 (6.2%)	42 (2.6%)	28 (1.8%)	! (0.3%)	15 (0.9%)
Race - White													
Missing	! (3.3%)*	! (10%)	! (6.7%)	! (20%)	! (3.3%)	! (16.7%)	! (10%)	! (3.3%)	! (3.3%)	! (16.7%)*	! (6.7%)	! (0%)	! (0%)
White [‡]	! (0%)	384 (8.8%)	174 (4%)	1,057 (24.3%)	387 (8.9%)	468 (10.8%)	802 (18.5%)	482 (11.1%)	254 (5.8%)	178 (4.1%)	78 (1.8%)	15 (0.3%)	65 (1.5%)
Not White	! (0.1%)	435 (13%)*	180 (5.4%)*	697 (20.8%)*	352 (10.5%)	333 (9.9%)	629 (18.7%)	329 (9.8%)	214 (6.4%)	84 (2.5%)*	51 (1.5%)	12 (0.4%)	37 (1.1%)
Full vs. part time													
Missing	! (0.9%)*	22 (10%)	10 (4.5%)	42 (19.1%)	24 (10.9%)	28 (12.7%)	38 (17.3%)	21 (9.5%)	17 (7.7%)	! (4.1%)	! (0.5%)	! (0%)	! (2.7%)
Full time [‡]	! (0.1%)	519 (9.4%)	260 (4.7%)	1,289 (23.4%)	519 (9.4%)	559 (10.1%)	1,029 (18.7%)	652 (11.8%)	335 (6.1%)	176 (3.2%)	80 (1.5%)	22 (0.4%)	68 (1.2%)
Part time	! (0.1%)	241 (14.3%)*	70 (4.2%)	363 (21.6%)	161 (9.6%)	190 (11.3%)	331 (19.7%)	103 (6.1%)*	92 (5.5%)	67 (4%)	46 (2.7%)*	! (0.3%)	13 (0.8%)

Select characteristics	Missing	Friend/relative recommend	Mentor suggestion	Passion or interest	Participated in program or similar program	Plan to start career in youth fields	To work with young people	Mission or calling	Available job	Job met needs	Schedule	Location	Other (please specify)
Other	! (0%)	40 (12.6%)	16 (5%)	66 (20.8%)	36 (11.3%)	29 (9.1%)	36 (11.3%)*	36 (11.3%)	25 (7.9%)	15 (4.7%)	! (1.3%)	! (0%)	15 (4.7%)*
Leader status													
Missing	! (23.1%)	! (0%)	! (7.7%)	! (15.4%)	! (7.7%)	! (23.1%)	! (0%)	! (7.7%)	! (0%)	! (7.7%)	! (0%)	! (0%)	! (7.7%)
Not leader [‡]	! (0.1%)	241 (11.7%)	83 (4%)	458 (22.3%)	189 (9.2%)	234 (11.4%)	404 (19.6%)	146 (7.1%)	133 (6.5%)	86 (4.2%)	44 (2.1%)	13 (0.6%)	24 (1.2%)
Leader	! (0%)	581 (10.3%)	272 (4.8%)	1,300 (23%)	550 (9.7%)	569 (10%)	1030 (18.2%)	665 (11.7%)*	336 (5.9%)	180 (3.2%)	87 (1.5%)	14 (0.2%)	77 (1.4%)
Career tenure													
Missing	! (1.1%)*	24 (13.3%)	! (5%)	40 (22.1%)	! (4.4%)	26 (14.4%)	30 (16.6%)	20 (11%)	! (3.9%)	! (3.3%)	! (2.2%)	! (0.6%)	! (2.2%)
Earlier career [‡]	! (0.1%)	529 (13%)	212 (5.2%)	925 (22.8%)	391 (9.6%)	427 (10.5%)	645 (15.9%)	353 (8.7%)	280 (6.9%)	149 (3.7%)	82 (2%)	20 (0.5%)	49 (1.2%)
Sustained career	! (0.1%)	269 (7.7%)*	135 (3.9%)*	795 (22.8%)	341 (9.8%)	353 (10.1%)	759 (21.8%)*	439 (12.6%)*	182 (5.2%)*	112 (3.2%)	45 (1.3%)	! (0.2%)	49 (1.4%)
Locale													
Missing	! (0.8%)	34 (13.4%)	26 (10.2%)*	54 (21.3%)	25 (9.8%)	29 (11.4%)	31 (12.2%)*	17 (6.7%)	19 (7.5%)	11 (4.3%)	! (1.6%)	! (0%)	! (0.8%)
Not metro [‡]	! (0%)	115 (9%)	42 (3.3%)	263 (20.7%)	143 (11.3%)	103 (8.1%)	259 (20.4%)	139 (10.9%)	98 (7.7%)	60 (4.7%)	24 (1.9%)	! (0.6%)	18 (1.4%)
Metro	! (0.1%)	673 (10.8%)	288 (4.6%)	1,443 (23.2%)	572 (9.2%)	674 (10.9%)*	1,144 (18.4%)	656 (10.6%)	352 (5.7%)*	196 (3.2%)*	103 (1.7%)	20 (0.3%)	82 (1.3%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the p < 0.01 level.

Table A5: Role at main job in the youth fields: Organizational Leader

Think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours). What is your role?

Select characteristics	Missing	No	Yes
Overall	13 (0.2%)	6123 (79.2%)	1,597 (20.7%)
By select characteristics			
Age			
Missing	! (0%)	106 (75.2%)*	35 (24.8%)*
18–25 [‡]	! (0.3%)	1,386 (95.5%)	62 (4.3%)
26–39	! (0.2%)	2,461 (85.1%)*	427 (14.8%)*
40–54	! (0.1%)	1,478 (68.7%)*	671 (31.2%)*
55 or more	! (0.2%)	692 (63.1%)*	402 (36.7%)*
Gender			
Missing	! (0%)	16 (88.9%)	! (11.1%)
Female [‡]	11 (0.2%)	4,574 (79.7%)	1,155 (20.1%)
Male	! (0.1%)	1,230 (75%)*	409 (24.9%)*
Other	! (0%)	303 (90.7%)*	31 (9.3%)*
Race - Black			
Missing	! (6.7%)*	22 (73.3%)	! (20%)
Not Black [‡]	! (0.1%)	5,131 (79.1%)	1,351 (20.8%)
Black	! (0.2%)	970 (80%)	240 (19.8%)
Ethnicity - Latino/a			
Missing	! (6.7%)*	22 (73.3%)	! (20%)
Not Latino/a [‡]	! (0.1%)	4,689 (76.7%)	1,418 (23.2%)
Latino/a	! (0.3%)	1,412 (88.9%)*	173 (10.9%)*
Race – White			
Missing	! (6.7%)*	22 (73.3%)	! (20%)
White [‡]	! (0.1%)	3,278 (75.4%)	1,063 (24.5%)
Not White	! (0.2%)	2,823 (84.1%)*	528 (15.7%)*
Full vs. part time			
Missing	! (1.4%)*	159 (72.3%)	58 (26.4%)
Full time [‡]	! (0.1%)	4,150 (75.3%)	1,358 (24.6%)
Part time	! (0.3%)	1,575 (93.6%)*	103 (6.1%)*
Other	! (0.3%)	239 (75.2%)	78 (24.5%)
Leader status			
Missing	13 (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	2,057 (100%)NA	! (0%)
Leader	! (0%)	4,066 (71.8%)*	1,597 (28.2%)*
Career tenure			
Missing	! (1.1%)	133 (73.5%)*	46 (25.4%)*

Select characteristics	Missing	No	Yes
Earlier career [‡]	! (0.1%)	3,633 (89.4%)	427 (10.5%)
Sustained career	! (0.2%)	2,357 (67.6%)*	1,124 (32.2%)*
Locale			
Missing	! (0.8%)	203 (79.9%)	49 (19.3%)
Not metro [‡]	! (0.2%)	979 (77%)	289 (22.7%)
Metro	! (0.1%)	4,941 (79.6%)	1,259 (20.3%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A6: Role at main job in the youth fields: Program Leader

Think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours). What is your role?

Select characteristics	Missing	No	Yes
Overall	13 (0.2%)	4,493 (58.1%)	3,227 (41.7%)
By select characteristics			
Age			
Missing	! (0%)	88 (62.4%)	53 (37.6%)
18–25 [‡]	! (0.3%)	943 (64.9%)	505 (34.8%)
26–39	! (0.2%)	1,491 (51.5%)*	1,397 (48.3%)*
40–54	! (0.1%)	1,249 (58.1%)*	900 (41.8%)*
55 or more	! (0.2%)	722 (65.9%)	372 (33.9%)
Gender			
Missing	! (0%)	10 (55.6%)	! (44.4%)
Female [‡]	11 (0.2%)	3,323 (57.9%)	2,406 (41.9%)
Male	! (0.1%)	976 (59.5%)	663 (40.4%)
Other	! (0%)	184 (55.1%)	150 (44.9%)
Race - Black			
Missing	! (6.7%)*	16 (53.3%)	12 (40%)
Not Black [‡]	! (0.1%)	3,815 (58.8%)	2,667 (41.1%)
Black	! (0.2%)	662 (54.6%)*	548 (45.2%)*
Ethnicity - Latino/a			
Missing	! (6.7%)*	16 (53.3%)	12 (40%)
Not Latino/a [‡]	! (0.1%)	3,584 (58.6%)	2,523 (41.3%)
Latino/a	! (0.3%)	893 (56.2%)	692 (43.5%)
Race - White			
Missing	! (6.7%)*	16 (53.3%)	12 (40%)
White [‡]	! (0.1%)	2,553 (58.8%)	1,788 (41.2%)
Not White	! (0.2%)	1,924 (57.3%)	1,427 (42.5%)

Select characteristics	Missing	No	Yes
Full vs. part time			
Missing	! (1.4%)*	101 (45.9%)*	116 (52.7%)
Full time [‡]	! (0.1%)	3,081 (55.9%)	2,427 (44%)
Part time	! (0.3%)	1,095 (65.1%)*	583 (34.6%)*
Other	! (0.3%)	216 (67.9%)*	101 (31.8%)*
Leader status			
Missing	13 (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	2,057 (100%)NA	! (0%)
Leader	! (0%)	2,436 (43%)*	3,227 (57%)*
Career tenure			
Missing	! (1.1%)	113 (62.4%)	66 (36.5%)
Earlier career [‡]	! (0.1%)	2,405 (59.2%)	1,655 (40.7%)
Sustained career	! (0.2%)	1,975 (56.6%)	1,506 (43.2%)
Locale			
Missing	! (0.8%)	142 (55.9%)	110 (43.3%)
Not metro [‡]	! (0.2%)	762 (60%)	506 (39.8%)
Metro	! (0.1%)	3,589 (57.8%)	2,611 (42.1%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A7: Role at main job in the youth fields: Site Leader

Think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours). What is your role?

Select characteristics	Missing	No	Yes
Overall	13 (0.2%)	6,163 (79.7%)	1,557 (20.1%)
By select characteristics			
Age			
Missing	! (0%)	118 (83.7%)	23 (16.3%)
18–25 [‡]	! (0.3%)	1,155 (79.5%)	293 (20.2%)
26–39	! (0.2%)	2,192 (75.8%)*	696 (24.1%)*
40–54	! (0.1%)	1,773 (82.4%)	376 (17.5%)
55 or more	! (0.2%)	925 (84.4%)*	169 (15.4%)*
Gender			
Missing	! (0%)	11 (61.1%)	! (38.9%)
Female [‡]	11 (0.2%)	4,581 (79.8%)	1,148 (20%)
Male	! (0.1%)	1,298 (79.1%)	341 (20.8%)
Other	! (0%)	273 (81.7%)	61 (18.3%)

Select characteristics	Missing	No	Yes
Race - Black			
Missing	! (6.7%)*	23 (76.7%)	! (16.7%)
Not Black [‡]	! (0.1%)	5,160 (79.5%)	1,322 (20.4%)
Black	! (0.2%)	980 (80.8%)	230 (19%)
Ethnicity - Latino/a			
Missing	! (6.7%)*	23 (76.7%)	! (16.7%)
Not Latino/a [‡]	! (0.1%)	4,948 (80.9%)	1,159 (19%)
Latino/a	! (0.3%)	1,192 (75%)*	393 (24.7%)*
Race - White			
Missing	! (6.7%)*	23 (76.7%)	! (16.7%)
White [‡]	! (0.1%)	3,520 (81%)	821 (18.9%)
Not White	! (0.2%)	2,620 (78%)*	731 (21.8%)*
Full vs. part time			
Missing	! (1.4%)*	173 (78.6%)	44 (20%)
Full time [‡]	! (0.1%)	4,388 (79.6%)	1,120 (20.3%)
Part time	! (0.3%)	1,365 (81.1%)	313 (18.6%)
Other	! (0.3%)	237 (74.5%)	80 (25.2%)
Leader status			
Missing	13 (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	2,057 (100%)NA	! (0%)
Leader	! (0%)	4,106 (72.5%)*	1,557 (27.5%)*
Career tenure			
Missing	! (1.1%)	144 (79.6%)	35 (19.3%)
Earlier career [‡]	! (0.1%)	3,154 (77.6%)	906 (22.3%)
Sustained career	! (0.2%)	2,865 (82.2%)*	616 (17.7%)*
Locale			
Missing	! (0.8%)	206 (81.1%)	46 (18.1%)
Not metro [‡]	! (0.2%)	1,007 (79.2%)	261 (20.5%)
Metro	! (0.1%)	4,950 (79.7%)	1,250 (20.1%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A8: Role at main job in the youth fields: Front-line Staff

Think about your MAIN job in the youth fields (the job in the youth fields for which you work the most hours). What is your role?

Select characteristics	Missing	No	Yes
Overall	13 (0.2%)	5,137 (66.4%)	2,583 (33.4%)

Select characteristics	Missing	No	Yes
By select characteristics			
Age			
Missing	! (0%)	95 (67.4%)*	46 (32.6%)*
18–25 [‡]	! (0.3%)	684 (47.1%)	764 (52.6%)
26–39	! (0.2%)	1,934 (66.9%)*	954 (33%)*
40–54	! (0.1%)	1,610 (74.8%)*	539 (25.1%)*
55 or more	! (0.2%)	814 (74.3%)*	280 (25.5%)*
Gender			
Missing	! (0%)	15 (83.3%)	! (16.7%)
Female [‡]	11 (0.2%)	3,815 (66.5%)	1,914 (33.3%)
Male	! (0.1%)	1,122 (68.4%)	517 (31.5%)
Other	! (0%)	185 (55.4%)*	149 (44.6%)*
Race - Black			
Missing	! (6.7%)*	18 (60%)	10 (33.3%)
Not Black [‡]	! (0.1%)	4,330 (66.7%)	2,152 (33.2%)
Black	! (0.2%)	789 (65%)	421 (34.7%)
Ethnicity - Latino/a			
Missing	! (6.7%)*	18 (60%)	10 (33.3%)
Not Latino/a [‡]	! (0.1%)	4,044 (66.1%)	2,063 (33.7%)
Latino/a	! (0.3%)	1,075 (67.7%)	510 (32.1%)
Race - White			
Missing	! (6.7%)*	18 (60%)	10 (33.3%)
White [‡]	! (0.1%)	2,914 (67.1%)	1,427 (32.8%)
Not White	! (0.2%)	2,205 (65.7%)	1,146 (34.1%)
Full vs. part time			
Missing	! (1.4%)*	158 (71.8%)	59 (26.8%)
Full time [‡]	! (0.1%)	3,978 (72.2%)	1,530 (27.8%)
Part time	! (0.3%)	791 (47%)*	887 (52.7%)*
Other	! (0.3%)	210 (66%)	107 (33.6%)
Leader status			
Missing	13 (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	197 (9.6%)	1,860 (90.4%)
Leader	! (0%)	4,940 (87.2%)*	723 (12.8%)*
Career tenure			
Missing	! (1.1%)	124 (68.5%)*	55 (30.4%)*
Earlier career [‡]	! (0.1%)	2,358 (58%)	1,702 (41.9%)
Sustained career	! (0.2%)	2,655 (76.1%)*	826 (23.7%)*
Locale			
Missing	! (0.8%)	169 (66.5%)	83 (32.7%)

Select characteristics	Missing	No	Yes
Not metro [‡]	! (0.2%)	763 (60%)	505 (39.7%)
Metro	! (0.1%)	4,205 (67.7%)*	1,995 (32.1%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A9: I am satisfied with my opportunities for professional growth.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	36 (0.5%)	2,190 (28.3%)	4,476 (57.9%)	886 (11.5%)	145 (1.9%)
By select characteristics					
Age					
Missing	! (5%)*	28 (19.9%)*	77 (54.6%)	24 (17%)*	! (3.5%)
18–25 [‡]	! (0.4%)	466 (32.1%)	833 (57.4%)	132 (9.1%)	15 (1%)
26–39	11 (0.4%)	758 (26.2%)*	1,672 (57.8%)	387 (13.4%)*	65 (2.2%)*
40–54	! (0.3%)	575 (26.7%)*	1,277 (59.4%)	253 (11.8%)	39 (1.8%)
55 or more	! (0.5%)	363 (33.1%)	617 (56.3%)	90 (8.2%)	21 (1.9%)
Gender					
Missing	! (27.8%)*	! (22.2%)	! (44.4%)	! (5.6%)	! (0%)
Female [‡]	21 (0.4%)	1,641 (28.6%)	3,330 (58%)	647 (11.3%)	101 (1.8%)
Male	! (0.4%)	482 (29.4%)	948 (57.8%)	177 (10.8%)	27 (1.6%)
Other	! (0.9%)	63 (18.9%)*	190 (56.9%)	61 (18.3%)*	17 (5.1%)*
Race - Black					
Missing	! (16.7%)*	! (10%)	12 (40%)	10 (33.3%)*	! (0%)
Not Black [‡]	25 (0.4%)	1,798 (27.7%)	3,816 (58.8%)	733 (11.3%)	118 (1.8%)
Black	! (0.5%)	389 (32.1%)*	648 (53.4%)*	143 (11.8%)	27 (2.2%)
Ethnicity - Latino/a					
Missing	! (16.7%)*	! (10%)	12 (40%)	10 (33.3%)*	! (0%)
Not Latino/a [‡]	27 (0.4%)	1,705 (27.9%)	3,583 (58.6%)	686 (11.2%)	113 (1.8%)
Latino/a	! (0.3%)	482 (30.3%)	881 (55.4%)	190 (12%)	32 (2%)
Race - White					
Missing	! (16.7%)*	! (10%)	12 (40%)	10 (33.3%)*	! (0%)
White [‡]	16 (0.4%)	1,174 (27%)	2,603 (59.9%)	480 (11%)	72 (1.7%)
Not White	15 (0.4%)	1,013 (30.2%)*	1,861 (55.4%)*	396 (11.8%)	73 (2.2%)
Full vs. part time					
Missing	! (1.4%)	73 (33.2%)	114 (51.8%)	23 (10.5%)	! (3.2%)
Full time [‡]	21 (0.4%)	1,568 (28.4%)	3,174 (57.6%)	655 (11.9%)	94 (1.7%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Part time	10 (0.6%)	465 (27.6%)	1,003 (59.6%)	166 (9.9%)	39 (2.3%)
Other	! (0.6%)	84 (26.4%)	185 (58.2%)	42 (13.2%)	! (1.6%)
Leader status					
Missing	! (15.4%)*	! (30.8%)	! (46.2%)	! (7.7%)	! (0%)
Not leader [‡]	12 (0.6%)	527 (25.6%)	1,204 (58.5%)	259 (12.6%)	55 (2.7%)
Leader	22 (0.4%)	1,659 (29.3%)*	3,266 (57.7%)	626 (11.1%)	90 (1.6%)*
Career tenure					
Missing	10 (5.5%)*	46 (25.4%)	94 (51.9%)	26 (14.4%)	! (2.8%)
Earlier career [‡]	17 (0.4%)	1,185 (29.2%)	2,347 (57.7%)	442 (10.9%)	74 (1.8%)
Sustained career	! (0.3%)	959 (27.5%)	2,035 (58.4%)	418 (12%)	66 (1.9%)
Locale					
Missing	! (2.8%)*	73 (28.7%)	152 (59.8%)	17 (6.7%)	! (2%)
Not metro [‡]	! (0.2%)	351 (27.6%)	750 (59%)	150 (11.8%)	18 (1.4%)
Metro	27 (0.4%)	1,766 (28.4%)	3,574 (57.6%)	719 (11.6%)	122 (2%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A10: I have the same opportunities for advancement as other employees at my organization.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	79 (1%)	2,312 (29.9%)	3,854 (49.8%)	1,232 (15.9%)	256 (3.3%)
By select characteristics					
Age					
Missing	10 (7.1%)*	24 (17%)*	70 (49.6%)	29 (20.6%)	! (5.7%)
18–25 [‡]	17 (1.2%)	490 (33.7%)	732 (50.4%)	182 (12.5%)	31 (2.1%)
26–39	24 (0.8%)	846 (29.2%)*	1,453 (50.2%)	480 (16.6%)*	90 (3.1%)
40–54	17 (0.8%)	593 (27.6%)*	1,069 (49.7%)	380 (17.7%)*	92 (4.3%)*
55 or more	11 (1%)	359 (32.8%)	530 (48.4%)	161 (14.7%)	35 (3.2%)
Gender					
Missing	! (27.8%)*	! (22.2%)	! (22.2%)	! (27.8%)	! (0%)
Female [‡]	52 (0.9%)	1,722 (30%)	2,886 (50.3%)	887 (15.5%)	193 (3.4%)
Male	19 (1.2%)	521 (31.7%)	796 (48.5%)	261 (15.9%)	44 (2.7%)
Other	! (0.9%)	65 (19.5%)*	168 (50.3%)	79 (23.7%)*	19 (5.7%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Race - Black					
Missing	! (13.3%)*	! (6.7%)*	14 (46.7%)	! (30%)	! (3.3%)
Not Black [‡]	58 (0.9%)	1,941 (29.9%)	3,282 (50.6%)	1,004 (15.5%)	205 (3.2%)
Black	17 (1.4%)	369 (30.4%)	558 (46%)*	219 (18.1%)	50 (4.1%)
Ethnicity - Latino/a					
Missing	! (13.3%)*	! (6.7%)*	14 (46.7%)	! (30%)	! (3.3%)
Not Latino/a [‡]	55 (0.9%)	1,848 (30.2%)	3,020 (49.4%)	990 (16.2%)	201 (3.3%)
Latino/a	20 (1.3%)	462 (29.1%)	820 (51.6%)	233 (14.7%)	54 (3.4%)
Race - White					
Missing	! (13.3%)*	! (6.7%)*	14 (46.7%)	! (30%)	! (3.3%)
White [‡]	27 (0.6%)	1,314 (30.2%)	2,175 (50.1%)	694 (16%)	135 (3.1%)
Not White	48 (1.4%)*	996 (29.7%)	1,665 (49.6%)	529 (15.8%)	120 (3.6%)
Full vs. part time					
Missing	! (3.2%)*	69 (31.4%)	96 (43.6%)	39 (17.7%)	! (4.1%)
Full time [‡]	51 (0.9%)	1,648 (29.9%)	2,693 (48.9%)	925 (16.8%)	195 (3.5%)
Part time	15 (0.9%)	516 (30.7%)	898 (53.4%)*	217 (12.9%)*	37 (2.2%)*
Other	! (1.9%)	79 (24.8%)	167 (52.5%)	51 (16%)	15 (4.7%)
Leader status					
Missing	! (15.4%)*	! (38.5%)	! (30.8%)	! (15.4%)	! (0%)
Not leader [‡]	20 (1%)	568 (27.6%)	1,084 (52.7%)	318 (15.5%)	67 (3.3%)
Leader	57 (1%)	1,739 (30.7%)*	2,766 (48.8%)*	912 (16.1%)	189 (3.3%)
Career tenure					
Missing	15 (8.3%)*	38 (21%)*	87 (48.1%)	31 (17.1%)	10 (5.5%)
Earlier career [‡]	37 (0.9%)	1,287 (31.7%)	2,064 (50.8%)	585 (14.4%)	92 (2.3%)
Sustained career	27 (0.8%)	987 (28.3%)*	1,703 (48.8%)	616 (17.7%)*	154 (4.4%)*
Locale					
Missing	10 (3.9%)*	74 (29.1%)	122 (48%)	40 (15.7%)	! (3.1%)
Not metro [‡]	! (0.5%)	396 (31.2%)	642 (50.5%)	194 (15.3%)	33 (2.6%)
Metro	63 (1%)	1,842 (29.7%)	3,090 (49.8%)	998 (16.1%)	215 (3.5%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A11: Commitment to the youth fields*How committed are you to the youth fields as your career path?*

Select characteristics	Missing	Very committed	Somewhat committed	A little committed	Not at all committed
Overall	20 (0.3%)	5,928 (76.7%)	1,443 (18.7%)	272 (3.5%)	70 (0.9%)
By select characteristics					
Age					
Missing	! (5%)*	104 (73.8%)	28 (19.9%)	! (1.4%)	! (0%)
18–25 [‡]	! (0.2%)	913 (62.9%)	407 (28%)	108 (7.4%)	21 (1.4%)
26–39	! (0.1%)	2,143 (74.1%)*	595 (20.6%)*	122 (4.2%)*	31 (1.1%)
40–54	! (0.3%)	1,795 (83.4%)*	310 (14.4%)*	28 (1.3%)*	12 (0.6%)
55 or more	! (0.2%)	973 (88.8%)*	103 (9.4%)*	12 (1.1%)*	! (0.5%)
Gender					
Missing	! (38.9%)*	10 (55.6%)	! (0%)	! (5.6%)	! (0%)
Female [‡]	12 (0.2%)	4,536 (79%)	983 (17.1%)	168 (2.9%)	41 (0.7%)
Male	! (0.1%)	1,175 (71.6%)*	366 (22.3%)*	75 (4.6%)*	24 (1.5%)*
Other	! (0%)	207 (62%)*	94 (28.1%)*	28 (8.4%)*	! (1.5%)
Race - Black					
Missing	! (13.3%)*	18 (60%)	! (23.3%)	! (3.3%)	! (0%)
Not Black [‡]	11 (0.2%)	4,901 (75.5%)	1,276 (19.7%)	242 (3.7%)	60 (0.9%)
Black	! (0.4%)	1,009 (83.2%)*	160 (13.2%)*	29 (2.4%)	10 (0.8%)
Ethnicity - Latino/a					
Missing	! (13.3%)*	18 (60%)	! (23.3%)	! (3.3%)	! (0%)
Not Latino/a [‡]	13 (0.2%)	4,677 (76.5%)	1,154 (18.9%)	211 (3.5%)	59 (1%)
Latino/a	! (0.2%)	1,233 (77.6%)	282 (17.7%)	60 (3.8%)	11 (0.7%)
Race - White					
Missing	! (13.3%)*	18 (60%)	! (23.3%)	! (3.3%)	! (0%)
White [‡]	! (0.1%)	3,279 (75.5%)	856 (19.7%)	161 (3.7%)	45 (1%)
Not White	12 (0.4%)	2,631 (78.4%)*	580 (17.3%)*	110 (3.3%)	25 (0.7%)
Full vs. part time					
Missing	! (1.4%)*	182 (82.7%)	30 (13.6%)	! (2.3%)	! (0%)
Full time [‡]	! (0.2%)	4,445 (80.6%)	892 (16.2%)	130 (2.4%)	36 (0.7%)
Part time	! (0.3%)	1,134 (67.4%)*	421 (25%)*	97 (5.8%)*	26 (1.5%)*
Other	! (0.9%)	167 (52.5%)*	100 (31.4%)*	40 (12.6%)*	! (2.5%)*
Leader status					
Missing	! (15.4%)*	! (61.5%)	! (23.1%)	! (0%)	! (0%)
Not leader [‡]	! (0.2%)	1,423 (69.2%)	486 (23.6%)	108 (5.3%)	35 (1.7%)
Leader	13 (0.2%)	4,497 (79.4%)*	954 (16.8%)*	164 (2.9%)*	35 (0.6%)*
Career tenure					
Missing	10 (5.5%)*	135 (74.6%)	32 (17.7%)	! (2.2%)	! (0%)

Select characteristics	Missing	Very committed	Somewhat committed	A little committed	Not at all committed
Earlier career †	! (0%)	2,817 (69.3%)	964 (23.7%)	223 (5.5%)	59 (1.5%)
Sustained career	! (0.2%)	2,976 (85.3%)*	447 (12.8%)*	45 (1.3%)*	11 (0.3%)*
Locale					
Missing	! (2%)*	164 (64.6%)*	65 (25.6%)	17 (6.7%)	! (1.2%)
Not metro†	! (0%)	976 (76.8%)	238 (18.7%)	41 (3.2%)	16 (1.3%)
Metro	15 (0.2%)	4,788 (77.1%)	1,140 (18.4%)	214 (3.4%)	51 (0.8%)

Note. † identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A12: Career trajectory in the youth fields

Which of the following best describes your career trajectory in the youth fields?

Select characteristics	Missing	All same organization	All in youth fields	Started elsewhere	Left and returned 1+ times	Other (please specify)
Overall	11 (0.1%)	1,375 (17.8%)	3,222 (41.7%)	1,591 (20.6%)	1,307 (16.9%)	227 (2.9%)
By select characteristics						
Age						
Missing	! (1.4%)	27 (19.1%)	49 (34.8%)	35 (24.8%)	25 (17.7%)	! (2.1%)
18–25†	! (0.3%)	364 (25.1%)	521 (35.9%)	298 (20.5%)	196 (13.5%)	68 (4.7%)
26–39	! (0.1%)	457 (15.8%)*	1,341 (46.4%)*	492 (17%)*	532 (18.4%)*	68 (2.4%)*
40–54	! (0%)	352 (16.4%)*	927 (43.1%)*	455 (21.2%)	366 (17%)*	50 (2.3%)*
55 or more	! (0%)	175 (16%)*	384 (35%)	311 (28.4%)*	188 (17.2%)	38 (3.5%)
Gender						
Missing	! (16.7%)	! (0%)	! (33.3%)	! (27.8%)	! (22.2%)	! (0%)
Female†	! (0.1%)	988 (17.2%)	2,452 (42.7%)	1,154 (20.1%)	971 (16.9%)	169 (2.9%)
Male	! (0.1%)	342 (20.8%)*	632 (38.5%)*	360 (21.9%)	260 (15.8%)	46 (2.8%)
Other	! (0.3%)	45 (13.5%)	132 (39.5%)	72 (21.6%)	72 (21.6%)	12 (3.6%)
Race - Black						
Missing	! (3.3%)	! (16.7%)	12 (40%)	! (23.3%)	! (13.3%)	! (3.3%)
Not Black†	! (0.1%)	1,212 (18.7%)	2,684 (41.4%)	1,295 (20%)	1,110 (17.1%)	180 (2.8%)
Black	! (0.1%)	158 (13%)*	526 (43.4%)	289 (23.8%)*	193 (15.9%)	46 (3.8%)
Ethnicity - Latino/a						
Missing	! (3.3%)	! (16.7%)	12 (40%)	! (23.3%)	! (13.3%)	! (3.3%)
Not Latino/a†	! (0.1%)	1,049 (17.2%)	2,557 (41.8%)	1,231 (20.1%)	1,096 (17.9%)	175 (2.9%)
Latino/a	! (0.3%)	321 (20.2%)*	653 (41.1%)	353 (22.2%)	207 (13%)*	51 (3.2%)

Select characteristics	Missing	All same organization	All in youth fields	Started elsewhere	Left and returned 1+ times	Other (please specify)
Race - White						
Missing	! (3.3%)*	! (16.7%)	12 (40%)	! (23.3%)	! (13.3%)	! (3.3%)
White [‡]	! (0.1%)	783 (18%)	1,816 (41.8%)	821 (18.9%)	808 (18.6%)	114 (2.6%)
Not White	! (0.2%)	587 (17.5%)	1,394 (41.5%)	763 (22.7%)*	495 (14.7%)*	112 (3.3%)
Full vs. part time						
Missing	! (1.8%)*	32 (14.5%)	101 (45.9%)	35 (15.9%)	38 (17.3%)	10 (4.5%)
Full time [‡]	! (0.1%)	977 (17.7%)	2,389 (43.3%)	1,102 (20%)	930 (16.9%)	111 (2%)
Part time	! (0.1%)	312 (18.5%)	630 (37.4%)*	387 (23%)*	266 (15.8%)	86 (5.1%)*
Other	! (0.6%)	54 (17%)	102 (32.1%)*	67 (21.1%)	73 (23%)*	20 (6.3%)*
Leader status						
Missing	! (30.8%)*	! (23.1%)	! (23.1%)	! (7.7%)	! (7.7%)	! (7.7%)
Not leader [‡]	! (0.1%)	368 (17.9%)	768 (37.3%)	461 (22.4%)	370 (18%)	88 (4.3%)
Leader	! (0.1%)	1,004 (17.7%)	2,451 (43.3%)*	1,129 (19.9%)	936 (16.5%)	138 (2.4%)*
Career tenure						
Missing	! (2.2%)*	34 (18.8%)	65 (35.9%)	43 (23.8%)	31 (17.1%)	! (2.2%)
Earlier career [‡]	! (0.2%)	846 (20.8%)	1,488 (36.6%)	1,003 (24.7%)	568 (14%)	153 (3.8%)
Sustained career	! (0%)	495 (14.2%)*	1,669 (47.9%)*	545 (15.6%)*	708 (20.3%)*	70 (2%)*
Locale						
Missing	! (1.6%)*	50 (19.7%)	100 (39.4%)	53 (20.9%)	39 (15.4%)	! (3.1%)
Not metro [‡]	! (0.1%)	238 (18.7%)	480 (37.8%)	286 (22.5%)	215 (16.9%)	51 (4%)
Metro	! (0.1%)	1,087 (17.5%)	2,642 (42.6%)*	1,252 (20.2%)	1,053 (17%)	168 (2.7%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table A13: Age when started working in the youth fields

Approximately how old were you when you started working in the youth fields?

Select characteristics	Missing	18 or less	19–25	26–39	40–54	55 or more
Overall	! (0%)	2,787 (36%)	3,140 (40.6%)	1,407 (18.2%)	325 (4.2%)	74 (1%)

Select characteristics	Missing	18 or less	19–25	26–39	40–54	55 or more
By select characteristics						
Age						
Missing	! (0%)	51 (36.2%)*	40 (28.4%)*	41 (29.1%)*	! (3.5%)*	! (2.8%)*
18–25 [‡]	! (0%)	736 (50.7%)	712 (49%)	! (0.3%)	! (0%)	! (0%)
26–39	! (0%)	1,134 (39.2%)*	1,265 (43.7%)*	493 (17%)*	! (0%)	! (0%)
40–54	! (0%)	606 (28.2%)*	818 (38%)*	565 (26.3%)*	162 (7.5%)*	! (0%)
55 or more	! (0%)	260 (23.7%)*	305 (27.8%)*	304 (27.7%)*	157 (14.3%)*	70 (6.4%)*
Gender						
Missing	! (0%)	13 (72.2%)*	! (22.2%)	! (0%)	! (5.6%)	! (0%)
Female [‡]	! (0%)	2,075 (36.1%)	2,269 (39.5%)	1,079 (18.8%)	260 (4.5%)	57 (1%)
Male	! (0%)	566 (34.5%)	736 (44.9%)*	265 (16.1%)	58 (3.5%)	16 (1%)
Other	! (0%)	133 (39.8%)	131 (39.2%)	63 (18.9%)	! (1.8%)	! (0.3%)
Race - Black						
Missing	! (0%)	! (20%)	13 (43.3%)	! (30%)	! (6.7%)	! (0%)
Not Black [‡]	! (0%)	2,306 (35.5%)	2,707 (41.7%)	1,146 (17.7%)	274 (4.2%)	57 (0.9%)
Black	! (0%)	475 (39.2%)	420 (34.6%)*	252 (20.8%)	49 (4%)	17 (1.4%)
Ethnicity - Latino/a						
Missing	! (0%)	! (20%)	13 (43.3%)	! (30%)	! (6.7%)	! (0%)
Not Latino/a [‡]	! (0%)	2,207 (36.1%)	2,377 (38.9%)	1,172 (19.2%)	286 (4.7%)	72 (1.2%)
Latino/a	! (0%)	574 (36.1%)	750 (47.2%)*	226 (14.2%)*	37 (2.3%)*	! (0.1%)*
Race - White						
Missing	! (0%)	! (20%)	13 (43.3%)	! (30%)	! (6.7%)	! (0%)
White [‡]	! (0%)	1,536 (35.4%)	1,715 (39.5%)	829 (19.1%)	218 (5%)	47 (1.1%)
Not White	! (0%)	1,245 (37.1%)	1,412 (42%)	569 (16.9%)	105 (3.1%)*	27 (0.8%)
Full vs. part time						
Missing	! (0%)	77 (35%)	98 (44.5%)	35 (15.9%)	! (3.2%)	! (1.4%)
Full time [‡]	! (0%)	1,956 (35.5%)	2,265 (41.1%)	1,035 (18.8%)	223 (4%)	33 (0.6%)
Part time	! (0%)	639 (38%)	664 (39.5%)	268 (15.9%)*	75 (4.5%)	37 (2.2%)*
Other	! (0%)	115 (36.2%)	113 (35.5%)	69 (21.7%)	20 (6.3%)	! (0.3%)
Leader status						
Missing	! (0%)	! (46.2%)	! (30.8%)	! (23.1%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	658 (32%)	863 (42%)	390 (19%)	115 (5.6%)	31 (1.5%)
Leader	! (0%)	2,123 (37.5%)*	2,273 (40.1%)	1,014 (17.9%)	210 (3.7%)*	43 (0.8%)*
Career tenure						
Missing	! (0%)	91 (50.3%)*	40 (22.1%)*	41 (22.7%)	! (2.8%)	! (2.2%)
Earlier career [‡]	! (0%)	1,202 (29.6%)	1,750 (43.1%)	795 (19.6%)	253 (6.2%)	65 (1.6%)
Sustained career	! (0%)	1,494 (42.8%)*	1,350 (38.7%)*	571 (16.4%)*	67 (1.9%)*	! (0.1%)*

Select characteristics	Missing	18 or less	19–25	26–39	40–54	55 or more
Locale						
Missing	! (0%)	85 (33.5%)	103 (40.6%)	57 (22.4%)	! (2.4%)*	! (1.2%)
Not metro [‡]	! (0%)	386 (30.4%)	456 (35.9%)	314 (24.7%)	94 (7.4%)	21 (1.7%)
Metro	! (0%)	2,316 (37.3%)*	2,581 (41.6%)*	1,036 (16.7%)*	225 (3.6%)*	50 (0.8%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Section B. Professional Learning

Overall Distributions Only

Table B1: Access to professional learning

Do you have access to professional learning (e.g., trainings, courses, tools)?

Level	Missing	No	Yes
Yes, through my organization (where I work).	216 (2.8%)	1,013 (13.1%)	6,504 (84.1%)
Yes, through other organizations (where I don't work).	216 (2.8%)	4,919 (63.6%)	2,598 (33.6%)
Yes, through the internet.	216 (2.8%)	4,688 (60.6%)	2,829 (36.6%)

Overall and by Select Characteristics

Table B2: Participate in or use conferences or institutes

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	3,244 (42.5%)	4,372 (57.2%)
By select characteristics			
Age			
Missing	! (2.2%)*	51 (36.7%)*	85 (61.2%)*
18–25 [‡]	! (0.2%)	1,048 (73.2%)	381 (26.6%)
26–39	11 (0.4%)	1,255 (43.9%)*	1,595 (55.7%)*
40–54	! (0.2%)	561 (26.4%)*	1,558 (73.4%)*
55 or more	! (0.4%)	329 (30.3%)*	753 (69.3%)*
Gender			
Missing	! (11.1%)*	! (33.3%)	10 (55.6%)
Female [‡]	20 (0.4%)	2,325 (41%)	3,326 (58.6%)
Male	! (0.1%)	739 (45.4%)*	885 (54.4%)*
Other	! (0.3%)	174 (53.4%)*	151 (46.3%)*
Race - Black			
Missing	! (13.8%)*	10 (34.5%)	15 (51.7%)
Not Black [‡]	19 (0.3%)	2,666 (41.6%)	3,723 (58.1%)
Black	! (0.2%)	568 (47.2%)*	634 (52.7%)*
Ethnicity - Latino/a			
Missing	! (13.8%)*	10 (34.5%)	15 (51.7%)
Not Latino/a [‡]	15 (0.2%)	2,251 (37.2%)	3,783 (62.5%)
Latino/a	! (0.4%)	983 (62.9%)*	574 (36.7%)*

Select characteristics	Missing	No	Yes
Race - White			
Missing	! (13.8%)*	10 (34.5%)	15 (51.7%)
White [‡]	13 (0.3%)	1,432 (33.3%)	2,851 (66.4%)
Not White	! (0.2%)	1,802 (54.3%)*	1,506 (45.4%)*
Full vs. part time			
Missing	17 (7.7%)*	81 (36.8%)	122 (55.5%)*
Full time [‡]	! (0%)	1,825 (33.4%)	3,643 (66.6%)
Part time	! (0.4%)*	1,149 (70.1%)*	485 (29.6%)*
Other	! (0%)	189 (60.8%)*	122 (39.2%)*
Leader status			
Missing	! (15.4%)*	! (53.8%)	! (30.8%)
Not leader [‡]	! (0.2%)	1,273 (63%)	743 (36.8%)
Leader	19 (0.3%)	1,964 (35%)*	3,625 (64.6%)*
Career tenure			
Missing	! (2.2%)*	71 (39.7%)*	104 (58.1%)*
Earlier career [‡]	13 (0.3%)	2,238 (55.8%)	1,758 (43.9%)
Sustained career	! (0.2%)	935 (27.1%)*	2,510 (72.7%)*
Locale			
Missing	! (1.2%)	143 (56.7%)*	106 (42.1%)*
Not metro [‡]	! (0.4%)	405 (32.3%)	845 (67.3%)
Metro	17 (0.3%)	2,696 (44%)*	3,421 (55.8%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B3: Participate in or use courses

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	4,125 (54%)	3,491 (45.7%)
By select characteristics			
Age			
Missing	! (2.2%)*	76 (54.7%)	60 (43.2%)
18–25 [‡]	! (0.2%)	894 (62.4%)	535 (37.4%)
26–39	11 (0.4%)	1,516 (53%)*	1,334 (46.6%)*
40–54	! (0.2%)	1,060 (49.9%)*	1,059 (49.9%)*
55 or more	! (0.4%)	579 (53.3%)*	503 (46.3%)*
Gender			
Missing	! (11.1%)*	14 (77.8%)	! (11.1%)*

Select characteristics	Missing	No	Yes
Female [‡]	20 (0.4%)	3,090 (54.5%)	2,561 (45.2%)
Male	! (0.1%)	849 (52.2%)	775 (47.7%)
Other	! (0.3%)	172 (52.8%)	153 (46.9%)
Race - Black			
Missing	! (13.8%)*	17 (58.6%)	! (27.6%)
Not Black [‡]	19 (0.3%)	3,474 (54.2%)	2,915 (45.5%)
Black	! (0.2%)	634 (52.7%)	568 (47.2%)
Ethnicity - Latino/a			
Missing	! (13.8%)*	17 (58.6%)	! (27.6%)
Not Latino/a [‡]	15 (0.2%)	3,130 (51.7%)	2,904 (48%)
Latino/a	! (0.4%)	978 (62.6%)*	579 (37%)*
Race - White			
Missing	! (13.8%)*	17 (58.6%)	! (27.6%)
White [‡]	13 (0.3%)	2,179 (50.7%)	2,104 (49%)
Not White	! (0.2%)	1,929 (58.2%)*	1,379 (41.6%)*
Full vs. part time			
Missing	17 (7.7%)*	98 (44.5%)	105 (47.7%)
Full time [‡]	! (0%)	2,755 (50.4%)	2,713 (49.6%)
Part time	! (0.4%)*	1,055 (64.3%)*	579 (35.3%)*
Other	! (0%)	217 (69.8%)*	94 (30.2%)*
Leader status			
Missing	! (15.4%)*	! (61.5%)	! (23.1%)
Not leader [‡]	! (0.2%)	1,168 (57.8%)	848 (42%)
Leader	19 (0.3%)	2,949 (52.6%)*	2,640 (47.1%)*
Career tenure			
Missing	! (2.2%)*	96 (53.6%)	79 (44.1%)
Earlier career [‡]	13 (0.3%)	2,289 (57.1%)	1,707 (42.6%)
Sustained career	! (0.2%)	1,740 (50.4%)*	1,705 (49.4%)*
Locale			
Missing	! (1.2%)	146 (57.9%)	103 (40.9%)
Not metro [‡]	! (0.4%)	649 (51.7%)	601 (47.9%)
Metro	17 (0.3%)	3,330 (54.3%)	2,787 (45.4%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B4: Participate in or use in-person workshops trainings and workshops*What types of professional learning opportunities do you participate in or use?*

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	1,654 (21.6%)	5,962 (78%)
By select characteristics			
Age			
Missing	! (2.2%)*	39 (28.1%)	97 (69.8%)
18–25 [‡]	! (0.2%)	432 (30.2%)	997 (69.6%)
26–39	11 (0.4%)	642 (22.4%)*	2,208 (77.2%)*
40–54	! (0.2%)	329 (15.5%)*	1,790 (84.3%)*
55 or more	! (0.4%)	212 (19.5%)*	870 (80.1%)*
Gender			
Missing	! (11.1%)*	! (33.3%)	10 (55.6%)
Female [‡]	20 (0.4%)	1,161 (20.5%)	4,490 (79.2%)
Male	! (0.1%)	395 (24.3%)*	1,229 (75.6%)*
Other	! (0.3%)	92 (28.2%)*	233 (71.5%)*
Race - Black			
Missing	! (13.8%)*	! (27.6%)	17 (58.6%)
Not Black [‡]	19 (0.3%)	1,392 (21.7%)	4,997 (78%)
Black	! (0.2%)	254 (21.1%)	948 (78.7%)
Ethnicity - Latino/a			
Missing	! (13.8%)*	! (27.6%)	17 (58.6%)
Not Latino/a [‡]	15 (0.2%)	1,250 (20.7%)	4,784 (79.1%)
Latino/a	! (0.4%)	396 (25.3%)*	1,161 (74.3%)*
Race - White			
Missing	! (13.8%)*	! (27.6%)	17 (58.6%)*
White [‡]	13 (0.3%)	842 (19.6%)	3,441 (80.1%)
Not White	! (0.2%)	804 (24.2%)*	2,504 (75.5%)*
Full vs. part time			
Missing	17 (7.7%)*	26 (11.8%)	177 (80.5%)
Full time [‡]	! (0%)	998 (18.2%)	4,470 (81.7%)
Part time	! (0.4%)*	494 (30.1%)*	1,140 (69.5%)*
Other	! (0%)	136 (43.7%)*	175 (56.3%)*
Leader status			
Missing	! (15.4%)*	! (38.5%)	! (46.2%)
Not leader [‡]	! (0.2%)	493 (24.4%)	1,523 (75.4%)
Leader	19 (0.3%)	1,156 (20.6%)*	4,433 (79%)*
Career tenure			
Missing	! (2.2%)*	50 (27.9%)	125 (69.8%)
Earlier career [‡]	13 (0.3%)	1,007 (25.1%)	2,989 (74.6%)

Select characteristics	Missing	No	Yes
Sustained career	! (0.2%)	597 (17.3%)*	2,848 (82.5%)*
Locale			
Missing	! (1.2%)	90 (35.7%)*	159 (63.1%)*
Not metro [‡]	! (0.4%)	242 (19.3%)	1,008 (80.3%)
Metro	17 (0.3%)	1,322 (21.6%)	4,795 (78.2%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B5: Participate in or use virtual trainings and workshops*What types of professional learning opportunities do you participate in or use?*

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	1,429 (18.7%)	6,187 (81%)
By select characteristics			
Age			
Missing	! (2.2%)*	33 (23.7%)	103 (74.1%)
18–25 [‡]	! (0.2%)	448 (31.3%)	981 (68.5%)
26–39	11 (0.4%)	541 (18.9%)*	2,309 (80.7%)*
40–54	! (0.2%)	255 (12%)*	1,864 (87.8%)*
55 or more	! (0.4%)	152 (14%)*	930 (85.6%)*
Gender			
Missing	! (11.1%)*	! (27.8%)	11 (61.1%)
Female [‡]	20 (0.4%)	911 (16.1%)	4,740 (83.6%)
Male	! (0.1%)	455 (28%)*	1,169 (71.9%)*
Other	! (0.3%)	58 (17.8%)	267 (81.9%)
Race - Black			
Missing	! (13.8%)*	! (24.1%)	18 (62.1%)
Not Black [‡]	19 (0.3%)	1,167 (18.2%)	5,222 (81.5%)
Black	! (0.2%)	255 (21.2%)	947 (78.7%)
Ethnicity - Latino/a			
Missing	! (13.8%)*	! (24.1%)	18 (62.1%)
Not Latino/a [‡]	15 (0.2%)	1,077 (17.8%)	4,957 (81.9%)
Latino/a	! (0.4%)	345 (22.1%)*	1,212 (77.5%)*
Race - White			
Missing	! (13.8%)*	! (24.1%)	18 (62.1%)*
White [‡]	13 (0.3%)	672 (15.6%)	3,611 (84.1%)
Not White	! (0.2%)	750 (22.6%)*	2,558 (77.1%)*
Full vs. part time			
Missing	17 (7.7%)*	13 (5.9%)*	190 (86.4%)
Full time [‡]	! (0%)	824 (15.1%)	4,644 (84.9%)
Part time	! (0.4%)*	471 (28.7%)*	1,163 (70.9%)*
Other	! (0%)	121 (38.9%)*	190 (61.1%)*
Leader status			
Missing	! (15.4%)*	! (38.5%)	! (46.2%)
Not leader [‡]	! (0.2%)	508 (25.1%)	1,508 (74.7%)
Leader	19 (0.3%)	916 (16.3%)*	4,673 (83.3%)*
Career tenure			
Missing	! (2.2%)*	44 (24.6%)	131 (73.2%)
Earlier career [‡]	13 (0.3%)	947 (23.6%)	3,049 (76.1%)

Select characteristics	Missing	No	Yes
Sustained career	! (0.2%)	438 (12.7%)*	3,007 (87.1%)*
Locale			
Missing	! (1.2%)	102 (40.5%)*	147 (58.3%)*
Not metro [‡]	! (0.4%)	217 (17.3%)	1,033 (82.3%)
Metro	17 (0.3%)	1,110 (18.1%)	5,007 (81.6%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B6: Participate in or use webinars

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	3,117 (40.8%)	4,499 (58.9%)
By select characteristics			
Age			
Missing	! (2.2%)*	49 (35.3%)*	87 (62.6%)*
18–25 [‡]	! (0.2%)	1,020 (71.2%)	409 (28.6%)
26–39	11 (0.4%)	1,139 (39.8%)*	1,711 (59.8%)*
40–54	! (0.2%)	589 (27.7%)*	1,530 (72.1%)*
55 or more	! (0.4%)	320 (29.5%)*	762 (70.2%)*
Gender			
Missing	! (11.1%)*	10 (55.6%)	! (33.3%)
Female [‡]	20 (0.4%)	2,183 (38.5%)	3,468 (61.2%)
Male	! (0.1%)	768 (47.2%)*	856 (52.6%)*
Other	! (0.3%)	156 (47.9%)*	169 (51.8%)*
Race - Black			
Missing	! (13.8%)*	10 (34.5%)	15 (51.7%)
Not Black [‡]	19 (0.3%)	2,596 (40.5%)	3,793 (59.2%)
Black	! (0.2%)	511 (42.4%)	691 (57.4%)
Ethnicity - Latino/a			
Missing	! (13.8%)*	10 (34.5%)	15 (51.7%)
Not Latino/a [‡]	15 (0.2%)	2,209 (36.5%)	3,825 (63.2%)
Latino/a	! (0.4%)	898 (57.5%)*	659 (42.2%)*
Race - White			
Missing	! (13.8%)*	10 (34.5%)	15 (51.7%)
White [‡]	13 (0.3%)	1,449 (33.7%)	2,834 (66%)
Not White	! (0.2%)	1,658 (50%)*	1,650 (49.8%)*

Select characteristics	Missing	No	Yes
Full vs. part time			
Missing	17 (7.7%)*	61 (27.7%)	142 (64.5%)
Full time [‡]	! (0%)	1,779 (32.5%)	3,689 (67.4%)
Part time	! (0.4%)*	1,103 (67.3%)*	531 (32.4%)*
Other	! (0%)	174 (55.9%)*	137 (44.1%)*
Leader status			
Missing	! (15.4%)*	! (38.5%)	! (46.2%)
Not leader [‡]	! (0.2%)	1,138 (56.3%)	878 (43.5%)
Leader	19 (0.3%)	1,974 (35.2%)*	3,615 (64.5%)*
Career tenure			
Missing	! (2.2%)*	75 (41.9%)*	100 (55.9%)
Earlier career [‡]	13 (0.3%)	2,087 (52.1%)	1,909 (47.6%)
Sustained career	! (0.2%)	955 (27.7%)*	2,490 (72.1%)*
Locale			
Missing	! (1.2%)	134 (53.2%)*	115 (45.6%)*
Not metro [‡]	! (0.4%)	453 (36.1%)	797 (63.5%)
Metro	17 (0.3%)	2,530 (41.2%)*	3,587 (58.5%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B7: Participate in or use professional learning communities

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	5,674 (74.3%)	1,942 (25.4%)
By select characteristics			
Age			
Missing	! (2.2%)*	97 (69.8%)*	39 (28.1%)*
18–25 [‡]	! (0.2%)	1,279 (89.3%)	150 (10.5%)
26–39	11 (0.4%)	2,140 (74.8%)*	710 (24.8%)*
40–54	! (0.2%)	1,396 (65.8%)*	723 (34.1%)*
55 or more	! (0.4%)	762 (70.2%)*	320 (29.5%)*
Gender			
Missing	! (11.1%)*	12 (66.7%)	! (22.2%)
Female [‡]	20 (0.4%)	4,208 (74.2%)	1,443 (25.4%)
Male	! (0.1%)	1,203 (74%)	421 (25.9%)
Other	! (0.3%)	251 (77%)	74 (22.7%)

Select characteristics	Missing	No	Yes
Race - Black			
Missing	! (13.8%)*	19 (65.5%)	! (20.7%)
Not Black [‡]	19 (0.3%)	4,802 (74.9%)	1,587 (24.8%)
Black	! (0.2%)	853 (70.8%)*	349 (29%)*
Ethnicity - Latino/a			
Missing	! (13.8%)*	19 (65.5%)	! (20.7%)
Not Latino/a [‡]	15 (0.2%)	4,371 (72.3%)	1,663 (27.5%)
Latino/a	! (0.4%)	1,284 (82.1%)*	273 (17.5%)*
Race - White			
Missing	! (13.8%)*	19 (65.5%)	! (20.7%)
White [‡]	13 (0.3%)	3,096 (72.1%)	1,187 (27.6%)
Not White	! (0.2%)	2,559 (77.2%)*	749 (22.6%)*
Full vs. part time			
Missing	17 (7.7%)*	134 (60.9%)*	69 (31.4%)
Full time [‡]	! (0%)	3,837 (70.1%)	1,631 (29.8%)
Part time	! (0.4%)*	1,454 (88.7%)*	180 (11%)*
Other	! (0%)	249 (80.1%)*	62 (19.9%)*
Leader status			
Missing	! (15.4%)*	! (53.8%)*	! (30.8%)
Not leader [‡]	! (0.2%)	1,727 (85.5%)	289 (14.3%)
Leader	19 (0.3%)	3,940 (70.3%)*	1,649 (29.4%)*
Career tenure			
Missing	! (2.2%)*	127 (70.9%)*	48 (26.8%)*
Earlier career [‡]	13 (0.3%)	3,270 (81.6%)	726 (18.1%)
Sustained career	! (0.2%)	2,277 (65.9%)*	1,168 (33.8%)*
Locale			
Missing	! (1.2%)	191 (75.8%)	58 (23%)
Not metro [‡]	! (0.4%)	934 (74.4%)	316 (25.2%)
Metro	17 (0.3%)	4,549 (74.2%)	1,568 (25.6%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B8: Participate in or use coaching

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	5,948 (77.8%)	1,668 (21.8%)

Select characteristics	Missing	No	Yes
By select characteristics			
Age			
Missing	! (2.2%)*	107 (77%)	29 (20.9%)
18–25 [‡]	! (0.2%)	1,143 (79.8%)	286 (20%)
26–39	11 (0.4%)	2,126 (74.3%)*	724 (25.3%)*
40–54	! (0.2%)	1,678 (79%)	441 (20.8%)
55 or more	! (0.4%)	894 (82.3%)	188 (17.3%)
Gender			
Missing	! (11.1%)*	14 (77.8%)	! (11.1%)
Female [‡]	20 (0.4%)	4,505 (79.4%)	1,146 (20.2%)
Male	! (0.1%)	1,181 (72.6%)*	443 (27.2%)*
Other	! (0.3%)	248 (76.1%)	77 (23.6%)
Race - Black			
Missing	! (13.8%)*	22 (75.9%)	! (10.3%)
Not Black [‡]	19 (0.3%)	5,028 (78.5%)	1,361 (21.2%)
Black	! (0.2%)	898 (74.6%)*	304 (25.2%)*
Ethnicity - Latino/a			
Missing	! (13.8%)*	22 (75.9%)	! (10.3%)
Not Latino/a [‡]	15 (0.2%)	4,768 (78.8%)	1,266 (20.9%)
Latino/a	! (0.4%)	1,158 (74.1%)*	399 (25.5%)*
Race - White			
Missing	! (13.8%)*	22 (75.9%)	! (10.3%)
White [‡]	13 (0.3%)	3,466 (80.7%)	817 (19%)
Not White	! (0.2%)	2,460 (74.2%)*	848 (25.6%)*
Full vs. part time			
Missing	17 (7.7%)*	123 (55.9%)*	80 (36.4%)*
Full time [‡]	! (0%)	4,204 (76.9%)	1,264 (23.1%)
Part time	! (0.4%)*	1,364 (83.2%)*	270 (16.5%)*
Other	! (0%)	257 (82.6%)	54 (17.4%)
Leader status			
Missing	! (15.4%)*	! (61.5%)	! (23.1%)
Not leader [‡]	! (0.2%)	1,662 (82.3%)	354 (17.5%)
Leader	19 (0.3%)	4,278 (76.3%)*	1,311 (23.4%)*
Career tenure			
Missing	! (2.2%)*	134 (74.9%)	41 (22.9%)
Earlier career [‡]	13 (0.3%)	3,129 (78%)	867 (21.6%)
Sustained career	! (0.2%)	2,685 (77.8%)	760 (22%)
Locale			
Missing	! (1.2%)	206 (81.7%)	43 (17.1%)
Not metro [‡]	! (0.4%)	1,068 (85.1%)	182 (14.5%)
Metro	17 (0.3%)	4,674 (76.2%)*	1,443 (23.5%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B9: Participate in or use shadowing

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	6,730 (88.1%)	886 (11.6%)
By select characteristics			
Age			
Missing	! (2.2%)*	126 (90.6%)	10 (7.2%)*
18–25‡	! (0.2%)	1,173 (81.9%)	256 (17.9%)
26–39	11 (0.4%)	2,475 (86.5%)*	375 (13.1%)*
40–54	! (0.2%)	1,927 (90.8%)*	192 (9%)*
55 or more	! (0.4%)	1,029 (94.8%)*	53 (4.9%)*
Gender			
Missing	! (11.1%)*	16 (88.9%)	! (0%)
Female‡	20 (0.4%)	5,029 (88.7%)	622 (11%)
Male	! (0.1%)	1,412 (86.8%)	212 (13%)
Other	! (0.3%)	273 (83.7%)*	52 (16%)*
Race - Black			
Missing	! (13.8%)*	24 (82.8%)	! (3.4%)
Not Black‡	19 (0.3%)	5,655 (88.2%)	734 (11.5%)
Black	! (0.2%)	1,051 (87.3%)	151 (12.5%)
Ethnicity - Latino/a			
Missing	! (13.8%)*	24 (82.8%)	! (3.4%)
Not Latino/a‡	15 (0.2%)	5,407 (89.4%)	627 (10.4%)
Latino/a	! (0.4%)	1,299 (83.1%)*	258 (16.5%)*
Race - White			
Missing	! (13.8%)*	24 (82.8%)	! (3.4%)
White‡	13 (0.3%)	3,883 (90.4%)	400 (9.3%)
Not White	! (0.2%)	2,823 (85.1%)*	485 (14.6%)*
Full vs. part time			
Missing	17 (7.7%)*	159 (72.3%)*	44 (20%)*
Full time‡	! (0%)	4,877 (89.2%)	591 (10.8%)
Part time	! (0.4%)*	1,411 (86%)*	223 (13.6%)*
Other	! (0%)	283 (91%)	28 (9%)
Leader status			
Missing	! (15.4%)*	10 (76.9%)	! (7.7%)

Select characteristics	Missing	No	Yes
Not leader [‡]	! (0.2%)	1,735 (85.9%)	281 (13.9%)
Leader	19 (0.3%)	4,985 (88.9%)*	604 (10.8%)*
Career tenure			
Missing	! (2.2%)*	161 (89.9%)	14 (7.8%)
Earlier career [‡]	13 (0.3%)	3,428 (85.5%)	568 (14.2%)
Sustained career	! (0.2%)	3,141 (91%)*	304 (8.8%)*
Locale			
Missing	! (1.2%)	230 (91.3%)	19 (7.5%)
Not metro [‡]	! (0.4%)	1,145 (91.2%)	105 (8.4%)
Metro	17 (0.3%)	5,355 (87.3%)*	762 (12.4%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B10: Participate in or use professional networking

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	4,892 (64%)	2,724 (35.6%)
By select characteristics			
Age			
Missing	! (2.2%)*	89 (64%)*	47 (33.8%)*
18–25 [‡]	! (0.2%)	1,213 (84.7%)	216 (15.1%)
26–39	11 (0.4%)	1,853 (64.8%)*	997 (34.8%)*
40–54	! (0.2%)	1,139 (53.7%)*	980 (46.2%)*
55 or more	! (0.4%)	598 (55.1%)*	484 (44.6%)*
Gender			
Missing	! (11.1%)*	12 (66.7%)	! (22.2%)
Female [‡]	20 (0.4%)	3,640 (64.2%)	2,011 (35.5%)
Male	! (0.1%)	1,008 (62%)	616 (37.9%)
Other	! (0.3%)	232 (71.2%)	93 (28.5%)
Race - Black			
Missing	! (13.8%)*	18 (62.1%)	! (24.1%)
Not Black [‡]	19 (0.3%)	4,104 (64%)	2,285 (35.7%)
Black	! (0.2%)	770 (64%)	432 (35.9%)
Ethnicity - Latino/a			
Missing	! (13.8%)*	18 (62.1%)	! (24.1%)
Not Latino/a [‡]	15 (0.2%)	3,673 (60.7%)	2,361 (39%)
Latino/a	! (0.4%)	1,201 (76.8%)*	356 (22.8%)*

Select characteristics	Missing	No	Yes
Race - White			
Missing	! (13.8%)*	18 (62.1%)	! (24.1%)
White [‡]	13 (0.3%)	2,541 (59.1%)	1,742 (40.5%)
Not White	! (0.2%)	2,333 (70.4%)*	975 (29.4%)*
Full vs. part time			
Missing	17 (7.7%)*	111 (50.5%)	92 (41.8%)
Full time [‡]	! (0%)	3,153 (57.6%)	2,315 (42.3%)
Part time	! (0.4%)*	1,403 (85.5%)*	231 (14.1%)*
Other	! (0%)	225 (72.3%)*	86 (27.7%)*
Leader status			
Missing	! (15.4%)*	! (61.5%)	! (23.1%)
Not leader [‡]	! (0.2%)	1,608 (79.6%)	408 (20.2%)
Leader	19 (0.3%)	3,276 (58.4%)*	2,313 (41.2%)*
Career tenure			
Missing	! (2.2%)*	116 (64.8%)	59 (33%)
Earlier career [‡]	13 (0.3%)	2,929 (73.1%)	1,067 (26.6%)
Sustained career	! (0.2%)	1,847 (53.5%)*	1,598 (46.3%)*
Locale			
Missing	! (1.2%)	182 (72.2%)*	67 (26.6%)*
Not metro [‡]	! (0.4%)	773 (61.6%)	477 (38%)
Metro	17 (0.3%)	3,937 (64.2%)	2,180 (35.5%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B11: Use books, tools, or other resources (e.g., quality standards, guides, tip sheets)

What types of professional learning opportunities do you participate in or use?

Select characteristics	Missing	No	Yes
Overall	25 (0.3%)	4,277 (56%)	3,339 (43.7%)
By select characteristics			
Age			
Missing	! (2.2%)*	75 (54%)*	61 (43.9%)*
18–25 [‡]	! (0.2%)	1,034 (72.2%)	395 (27.6%)
26–39	11 (0.4%)	1,601 (56%)*	1,249 (43.7%)*
40–54	! (0.2%)	1,029 (48.5%)*	1,090 (51.3%)*
55 or more	! (0.4%)	538 (49.5%)*	544 (50.1%)*
Gender			
Missing	! (11.1%)*	! (50%)	! (38.9%)

Select characteristics	Missing	No	Yes
Female [‡]	20 (0.4%)	3,067 (54.1%)	2,584 (45.6%)
Male	! (0.1%)	1,033 (63.5%)*	591 (36.3%)*
Other	! (0.3%)	168 (51.5%)	157 (48.2%)
Race - Black			
Missing	! (13.8%)*	12 (41.4%)	13 (44.8%)
Not Black [‡]	19 (0.3%)	3,555 (55.5%)	2,834 (44.2%)
Black	! (0.2%)	710 (59%)	492 (40.9%)
Ethnicity - Latino/a			
Missing	! (13.8%)*	12 (41.4%)	13 (44.8%)
Not Latino/a [‡]	15 (0.2%)	3,186 (52.7%)	2,848 (47.1%)
Latino/a	! (0.4%)	1,079 (69%)*	478 (30.6%)*
Race - White			
Missing	! (13.8%)*	12 (41.4%)	13 (44.8%)
White [‡]	13 (0.3%)	2,149 (50%)	2,134 (49.7%)
Not White	! (0.2%)	2,116 (63.8%)*	1,192 (35.9%)*
Full vs. part time			
Missing	17 (7.7%)*	85 (38.6%)*	118 (53.6%)
Full time [‡]	! (0%)	2,832 (51.8%)	2,636 (48.2%)
Part time	! (0.4%)*	1,153 (70.3%)*	481 (29.3%)*
Other	! (0%)	207 (66.6%)*	104 (33.4%)*
Leader status			
Missing	! (15.4%)*	! (61.5%)	! (23.1%)
Not leader [‡]	! (0.2%)	1,261 (62.4%)	755 (37.4%)
Leader	19 (0.3%)	3,008 (53.6%)*	2,581 (46%)*
Career tenure			
Missing	! (2.2%)*	99 (55.3%)	76 (42.5%)
Earlier career [‡]	13 (0.3%)	2,513 (62.7%)	1,483 (37%)
Sustained career	! (0.2%)	1,665 (48.2%)*	1,780 (51.5%)*
Locale			
Missing	! (1.2%)	172 (68.3%)*	77 (30.6%)*
Not metro [‡]	! (0.4%)	643 (51.2%)	607 (48.4%)
Metro	17 (0.3%)	3,462 (56.4%)*	2,655 (43.3%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B12: Extent to which professional learning opportunities meet needs*To what extent do the professional learning opportunities available to you meet your needs?*

Select characteristics	Missing	Not at all	A little	A fair amount	A great deal
Overall	26 (0.3%)	136 (1.8%)	1,194 (15.4%)	3,853 (49.8%)	2,524 (32.6%)
By select characteristics					
Age					
Missing	! (2.8%)*	! (1.4%)	27 (19.1%)	69 (48.9%)	39 (27.7%)
18–25 [‡]	! (0.5%)	42 (2.9%)	241 (16.6%)	747 (51.4%)	415 (28.6%)
26–39	! (0.2%)	43 (1.5%)*	541 (18.7%)	1,542 (53.3%)	760 (26.3%)
40–54	! (0.2%)	35 (1.6%)	283 (13.2%)*	1,035 (48.1%)	794 (36.9%)*
55 or more	! (0.4%)	14 (1.3%)*	102 (9.3%)*	460 (42%)*	516 (47.1%)*
Gender					
Missing	! (27.8%)*	! (5.6%)	! (16.7%)	! (38.9%)	! (11.1%)
Female [‡]	16 (0.3%)	84 (1.5%)	808 (14.1%)	2,851 (49.7%)	1,981 (34.5%)
Male	! (0.3%)	36 (2.2%)	300 (18.3%)*	830 (50.6%)	470 (28.6%)*
Other	! (0%)	15 (4.5%)*	83 (24.9%)*	165 (49.4%)	71 (21.3%)*
Race - Black					
Missing	! (10%)*	! (3.3%)	! (26.7%)	14 (46.7%)	! (13.3%)
Not Black [‡]	18 (0.3%)	112 (1.7%)	1,024 (15.8%)	3,322 (51.2%)	2,014 (31%)
Black	! (0.4%)	23 (1.9%)	162 (13.4%)	517 (42.6%)*	506 (41.7%)*
Ethnicity - Latino/a					
Missing	! (10%)*	! (3.3%)	! (26.7%)	14 (46.7%)	! (13.3%)
Not Latino/a [‡]	16 (0.3%)	99 (1.6%)	934 (15.3%)	3,068 (50.2%)	1,997 (32.7%)
Latino/a	! (0.4%)	36 (2.3%)	252 (15.9%)	771 (48.5%)	523 (32.9%)
Race - White					
Missing	! (10%)*	! (3.3%)	! (26.7%)	14 (46.7%)	! (13.3%)
White [‡]	! (0.2%)	56 (1.3%)	668 (15.4%)	2,265 (52.1%)	1,347 (31%)
Not White	14 (0.4%)	79 (2.4%)*	518 (15.4%)	1,574 (46.9%)*	1,173 (34.9%)*
Full vs. part time					
Missing	! (1.4%)*	! (2.3%)	29 (13.2%)	93 (42.3%)	90 (40.9%)
Full time [‡]	! (0.1%)	68 (1.2%)	828 (15%)	2,804 (50.9%)	1,804 (32.7%)
Part time	12 (0.7%)*	50 (3%)*	259 (15.4%)	820 (48.7%)	542 (32.2%)
Other	! (0.9%)	13 (4.1%)*	78 (24.5%)*	136 (42.8%)*	88 (27.7%)
Leader status					
Missing	! (7.7%)	! (7.7%)	! (15.4%)	! (15.4%)	! (53.8%)
Not leader [‡]	11 (0.5%)	40 (1.9%)	326 (15.8%)	999 (48.6%)	681 (33.1%)
Leader	14 (0.2%)	95 (1.7%)	866 (15.3%)	2,852 (50.4%)	1,836 (32.4%)
Career tenure					
Missing	! (3.3%)*	! (1.7%)	31 (17.1%)	83 (45.9%)	58 (32%)
Earlier career [‡]	14 (0.3%)	86 (2.1%)	678 (16.7%)	2,100 (51.7%)	1,187 (29.2%)

Select characteristics	Missing	Not at all	A little	A fair amount	A great deal
Sustained career	! (0.2%)	47 (1.3%)	485 (13.9%)*	1,670 (47.9%)*	1,279 (36.7%)*
Locale					
Missing	! (3.5%)*	! (3.5%)	54 (21.3%)*	125 (49.2%)	57 (22.4%)*
Not metro [‡]	! (0.2%)	15 (1.2%)	167 (13.1%)	631 (49.6%)	455 (35.8%)
Metro	14 (0.2%)	112 (1.8%)	973 (15.7%)	3,097 (49.9%)	2,012 (32.4%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B13: Improve professional learning opportunities: Offer more professional learning through my organization

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	4,857 (62.8%)	2,608 (33.7%)
By select characteristics			
Age			
Missing	11 (7.8%)*	89 (63.1%)	41 (29.1%)
18–25 [‡]	44 (3%)	842 (58%)	566 (39%)
26–39	92 (3.2%)	1,706 (59%)	1,095 (37.8%)
40–54	81 (3.8%)	1,443 (67.1%)*	627 (29.1%)*
55 or more	40 (3.6%)	777 (70.9%)*	279 (25.5%)*
Gender			
Missing	! (16.7%)	12 (66.7%)	! (16.7%)
Female [‡]	207 (3.6%)	3,707 (64.6%)	1,826 (31.8%)
Male	46 (2.8%)	939 (57.2%)*	656 (40%)*
Other	12 (3.6%)	199 (59.6%)	123 (36.8%)
Race - Black			
Missing	! (20%)*	15 (50%)	! (30%)
Not Black [‡]	232 (3.6%)	4,127 (63.6%)	2,131 (32.8%)
Black	30 (2.5%)	715 (58.9%)*	468 (38.6%)*
Ethnicity - Latino/a			
Missing	! (20%)*	15 (50%)	! (30%)
Not Latino/a [‡]	221 (3.6%)	3,944 (64.5%)	1,949 (31.9%)
Latino/a	41 (2.6%)	898 (56.5%)*	650 (40.9%)*
Race - White			
Missing	! (20%)*	15 (50%)	! (30%)
White [‡]	181 (4.2%)	2,910 (67%)	1,254 (28.9%)

Select characteristics	Missing	No	Yes
Not White	81 (2.4%)*	1,932 (57.5%)*	1,345 (40.1%)*
Full vs. part time			
Missing	17 (7.7%)*	143 (65%)	60 (27.3%)
Full time [‡]	182 (3.3%)	3,489 (63.3%)	1,841 (33.4%)
Part time	59 (3.5%)	1,028 (61.1%)	596 (35.4%)
Other	10 (3.1%)	197 (61.9%)	111 (34.9%)
Leader status			
Missing	! (53.8%)*	! (38.5%)	! (7.7%)
Not leader [‡]	89 (4.3%)	1,256 (61.1%)	712 (34.6%)
Leader	172 (3%)*	3,596 (63.5%)	1,895 (33.5%)
Career tenure			
Missing	16 (8.8%)*	110 (60.8%)	55 (30.4%)
Earlier career [‡]	135 (3.3%)	2,425 (59.7%)	1,505 (37%)
Sustained career	117 (3.4%)	2,322 (66.6%)*	1,048 (30.1%)*
Locale			
Missing	10 (3.9%)	142 (55.9%)*	102 (40.2%)*
Not metro [‡]	50 (3.9%)	869 (68.4%)	352 (27.7%)
Metro	208 (3.4%)	3,846 (62%)*	2,154 (34.7%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B14: Improve professional learning opportunities: A broader range of topics

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	6,706 (86.7%)	759 (9.8%)
By select characteristics			
Age			
Missing	11 (7.8%)*	114 (80.9%)*	16 (11.3%)
18–25 [‡]	44 (3%)	1,301 (89.6%)	107 (7.4%)
26–39	92 (3.2%)	2,514 (86.9%)	287 (9.9%)*
40–54	81 (3.8%)	1,836 (85.4%)*	234 (10.9%)*
55 or more	40 (3.6%)	941 (85.9%)*	115 (10.5%)*
Gender			
Missing	! (16.7%)	14 (77.8%)	! (5.6%)
Female [‡]	207 (3.6%)	4,982 (86.8%)	551 (9.6%)
Male	46 (2.8%)	1,422 (86.7%)	173 (10.5%)

Select characteristics	Missing	No	Yes
Other	12 (3.6%)	288 (86.2%)	34 (10.2%)
Race - Black			
Missing	! (20%)*	21 (70%)	! (10%)
Not Black [‡]	232 (3.6%)	5,661 (87.2%)	597 (9.2%)
Black	30 (2.5%)	1,024 (84.4%)*	159 (13.1%)*
Ethnicity - Latino/a			
Missing	! (20%)*	21 (70%)	! (10%)
Not Latino/a [‡]	221 (3.6%)	5,305 (86.8%)	588 (9.6%)
Latino/a	41 (2.6%)	1,380 (86.8%)	168 (10.6%)
Race - White			
Missing	! (20%)*	21 (70%)	! (10%)
White [‡]	181 (4.2%)	3,780 (87%)	384 (8.8%)
Not White	81 (2.4%)*	2,905 (86.5%)	372 (11.1%)*
Full vs. part time			
Missing	17 (7.7%)*	180 (81.8%)	23 (10.5%)
Full time [‡]	182 (3.3%)	4,764 (86.4%)	566 (10.3%)
Part time	59 (3.5%)	1,480 (87.9%)	144 (8.6%)
Other	10 (3.1%)	282 (88.7%)	26 (8.2%)
Leader status			
Missing	! (53.8%)*	! (46.2%)*	! (0%)
Not leader [‡]	89 (4.3%)	1,792 (87.1%)	176 (8.6%)
Leader	172 (3%)*	4,908 (86.7%)	583 (10.3%)
Career tenure			
Missing	16 (8.8%)*	145 (80.1%)*	20 (11%)
Earlier career [‡]	135 (3.3%)	3,568 (87.8%)	362 (8.9%)
Sustained career	117 (3.4%)	2,993 (85.8%)	377 (10.8%)*
Locale			
Missing	10 (3.9%)	214 (84.3%)	30 (11.8%)
Not metro [‡]	50 (3.9%)	1,111 (87.4%)	110 (8.7%)
Metro	208 (3.4%)	5,381 (86.7%)	619 (10%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B15: Improve professional learning opportunities: Topics relevant to my specific role

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	6,069 (78.5%)	1,396 (18.1%)
By select characteristics			
Age			
Missing	11 (7.8%)*	101 (71.6%)*	29 (20.6%)*
18–25 [‡]	44 (3%)	1,240 (85.4%)	168 (11.6%)
26–39	92 (3.2%)	2,250 (77.8%)*	551 (19%)*
40–54	81 (3.8%)	1,633 (75.9%)*	437 (20.3%)*
55 or more	40 (3.6%)	845 (77.1%)*	211 (19.3%)*
Gender			
Missing	! (16.7%)	11 (61.1%)	! (22.2%)
Female [‡]	207 (3.6%)	4,447 (77.5%)	1,086 (18.9%)
Male	46 (2.8%)	1,345 (82%)*	250 (15.2%)*
Other	12 (3.6%)	266 (79.6%)	56 (16.8%)
Race - Black			
Missing	! (20%)*	18 (60%)	! (20%)
Not Black [‡]	232 (3.6%)	5,100 (78.6%)	1,158 (17.8%)
Black	30 (2.5%)	951 (78.4%)	232 (19.1%)
Ethnicity - Latino/a			
Missing	! (20%)*	18 (60%)	! (20%)
Not Latino/a [‡]	221 (3.6%)	4,790 (78.3%)	1,103 (18%)
Latino/a	41 (2.6%)	1,261 (79.4%)	287 (18.1%)
Race - White			
Missing	! (20%)*	18 (60%)	! (20%)
White [‡]	181 (4.2%)	3,390 (78%)	774 (17.8%)
Not White	81 (2.4%)*	2,661 (79.2%)	616 (18.3%)
Full vs. part time			
Missing	17 (7.7%)*	154 (70%)	49 (22.3%)
Full time [‡]	182 (3.3%)	4,242 (77%)	1,088 (19.7%)
Part time	59 (3.5%)	1,409 (83.7%)*	215 (12.8%)*
Other	10 (3.1%)	264 (83%)	44 (13.8%)
Leader status			
Missing	! (53.8%)*	! (46.2%)*	! (0%)
Not leader [‡]	89 (4.3%)	1,655 (80.5%)	313 (15.2%)
Leader	172 (3%)*	4,408 (77.8%)	1,083 (19.1%)*
Career tenure			
Missing	16 (8.8%)*	131 (72.4%)*	34 (18.8%)

Select characteristics	Missing	No	Yes
Earlier career [‡]	135 (3.3%)	3,275 (80.6%)	655 (16.1%)
Sustained career	117 (3.4%)	2,663 (76.4%)*	707 (20.3%)*
Locale			
Missing	10 (3.9%)	195 (76.8%)	49 (19.3%)
Not metro [‡]	50 (3.9%)	993 (78.1%)	228 (17.9%)
Metro	208 (3.4%)	4,881 (78.6%)	1,119 (18%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B16: Improve professional learning opportunities: Topics on knowledge or skills I do not already have

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	6,588 (85.2%)	877 (11.3%)
By select characteristics			
Age			
Missing	11 (7.8%)*	114 (80.9%)	16 (11.3%)
18–25 [‡]	44 (3%)	1,251 (86.2%)	157 (10.8%)
26–39	92 (3.2%)	2,462 (85.1%)	339 (11.7%)
40–54	81 (3.8%)	1,834 (85.3%)	236 (11%)
55 or more	40 (3.6%)	927 (84.6%)	129 (11.8%)
Gender			
Missing	! (16.7%)	13 (72.2%)	! (11.1%)
Female [‡]	207 (3.6%)	4,874 (84.9%)	659 (11.5%)
Male	46 (2.8%)	1,427 (87%)	168 (10.2%)
Other	12 (3.6%)	274 (82%)	48 (14.4%)
Race - Black			
Missing	! (20%)*	21 (70%)	! (10%)
Not Black [‡]	232 (3.6%)	5,579 (86%)	679 (10.5%)
Black	30 (2.5%)	988 (81.5%)*	195 (16.1%)*
Ethnicity - Latino/a			
Missing	! (20%)*	21 (70%)	! (10%)
Not Latino/a [‡]	221 (3.6%)	5,203 (85.1%)	690 (11.3%)
Latino/a	41 (2.6%)	1,364 (85.8%)	184 (11.6%)
Race - White			
Missing	! (20%)*	21 (70%)	! (10%)

Select characteristics	Missing	No	Yes
White [‡]	181 (4.2%)	3,724 (85.7%)	440 (10.1%)
Not White	81 (2.4%)*	2,843 (84.7%)	434 (12.9%)*
Full vs. part time			
Missing	17 (7.7%)*	172 (78.2%)*	31 (14.1%)
Full time [‡]	182 (3.3%)	4,682 (84.9%)	648 (11.8%)
Part time	59 (3.5%)	1,455 (86.5%)	169 (10%)
Other	10 (3.1%)	279 (87.7%)	29 (9.1%)
Leader status			
Missing	! (53.8%)*	! (46.2%)*	! (0%)
Not leader [‡]	89 (4.3%)	1,751 (85.1%)	217 (10.5%)
Leader	172 (3%)*	4,831 (85.3%)	660 (11.7%)
Career tenure			
Missing	16 (8.8%)*	143 (79%)	22 (12.2%)
Earlier career [‡]	135 (3.3%)	3,468 (85.3%)	462 (11.4%)
Sustained career	117 (3.4%)	2,977 (85.4%)	393 (11.3%)
Locale			
Missing	10 (3.9%)	219 (86.2%)	25 (9.8%)
Not metro [‡]	50 (3.9%)	1,085 (85.4%)	136 (10.7%)
Metro	208 (3.4%)	5,284 (85.1%)	716 (11.5%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B17: Improve professional learning opportunities: Resources (e.g., funding, materials) to participate in or use the learning

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	4,388 (56.7%)	3,077 (39.8%)
By select characteristics			
Age			
Missing	11 (7.8%)*	85 (60.3%)	45 (31.9%)
18–25 [‡]	44 (3%)	861 (59.3%)	547 (37.7%)
26–39	92 (3.2%)	1,599 (55.3%)	1,202 (41.5%)
40–54	81 (3.8%)	1,199 (55.7%)	871 (40.5%)
55 or more	40 (3.6%)	644 (58.8%)	412 (37.6%)
Gender			
Missing	! (16.7%)	14 (77.8%)	! (5.6%)*

Select characteristics	Missing	No	Yes
Female [‡]	207 (3.6%)	3,222 (56.1%)	2,311 (40.3%)
Male	46 (2.8%)	976 (59.5%)	619 (37.7%)
Other	12 (3.6%)	176 (52.7%)	146 (43.7%)
Race - Black			
Missing	! (20%)*	15 (50%)	! (30%)
Not Black [‡]	232 (3.6%)	3,693 (56.9%)	2,565 (39.5%)
Black	30 (2.5%)	680 (56.1%)	503 (41.5%)
Ethnicity - Latino/a			
Missing	! (20%)*	15 (50%)	! (30%)
Not Latino/a [‡]	221 (3.6%)	3,440 (56.3%)	2,453 (40.1%)
Latino/a	41 (2.6%)	933 (58.7%)	615 (38.7%)
Race - White			
Missing	! (20%)*	15 (50%)	! (30%)
White [‡]	181 (4.2%)	2,457 (56.5%)	1,707 (39.3%)
Not White	81 (2.4%)*	1,916 (57.1%)	1,361 (40.5%)
Full vs. part time			
Missing	17 (7.7%)*	120 (54.5%)	83 (37.7%)
Full time [‡]	182 (3.3%)	3,039 (55.1%)	2,291 (41.6%)
Part time	59 (3.5%)	1,018 (60.5%)*	606 (36%)*
Other	10 (3.1%)	211 (66.4%)*	97 (30.5%)*
Leader status			
Missing	! (53.8%)*	! (46.2%)	! (0%)
Not leader [‡]	89 (4.3%)	1,207 (58.7%)	761 (37%)
Leader	172 (3%)*	3,175 (56.1%)	2,316 (40.9%)*
Career tenure			
Missing	16 (8.8%)*	111 (61.3%)	54 (29.8%)
Earlier career [‡]	135 (3.3%)	2,345 (57.7%)	1,585 (39%)
Sustained career	117 (3.4%)	1,932 (55.4%)	1,438 (41.2%)
Locale			
Missing	10 (3.9%)	176 (69.3%)*	68 (26.8%)*
Not metro [‡]	50 (3.9%)	700 (55.1%)	521 (41%)
Metro	208 (3.4%)	3,512 (56.6%)	2,488 (40.1%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B18: Improve professional learning opportunities: Time off to participate in or use the learning

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	5,423 (70.1%)	2,042 (26.4%)
By select characteristics			
Age			
Missing	11 (7.8%)*	91 (64.5%)	39 (27.7%)
18–25 [‡]	44 (3%)	1,074 (74%)	334 (23%)
26–39	92 (3.2%)	1,871 (64.7%)*	930 (32.1%)*
40–54	81 (3.8%)	1,537 (71.5%)	533 (24.8%)
55 or more	40 (3.6%)	850 (77.6%)	206 (18.8%)
Gender			
Missing	! (16.7%)	11 (61.1%)	! (22.2%)
Female [‡]	207 (3.6%)	4,067 (70.9%)	1,466 (25.5%)
Male	46 (2.8%)	1,137 (69.3%)	458 (27.9%)
Other	12 (3.6%)	208 (62.3%)*	114 (34.1%)*
Race - Black			
Missing	! (20%)*	15 (50%)	! (30%)
Not Black [‡]	232 (3.6%)	4,503 (69.4%)	1,755 (27%)
Black	30 (2.5%)	905 (74.6%)*	278 (22.9%)*
Ethnicity - Latino/a			
Missing	! (20%)*	15 (50%)	! (30%)
Not Latino/a [‡]	221 (3.6%)	4,235 (69.3%)	1,658 (27.1%)
Latino/a	41 (2.6%)	1,173 (73.8%)*	375 (23.6%)*
Race - White			
Missing	! (20%)*	15 (50%)	! (30%)
White [‡]	181 (4.2%)	2,957 (68.1%)	1,207 (27.8%)
Not White	81 (2.4%)*	2,451 (73%)*	826 (24.6%)*
Full vs. part time			
Missing	17 (7.7%)*	140 (63.6%)	63 (28.6%)
Full time [‡]	182 (3.3%)	3,742 (67.9%)	1,588 (28.8%)
Part time	59 (3.5%)	1,313 (78%)*	311 (18.5%)*
Other	10 (3.1%)	228 (71.7%)	80 (25.2%)
Leader status			
Missing	! (53.8%)*	! (38.5%)	! (7.7%)
Not leader [‡]	89 (4.3%)	1,492 (72.5%)	476 (23.1%)
Leader	172 (3%)*	3,926 (69.3%)*	1,565 (27.6%)*

Select characteristics	Missing	No	Yes
Career tenure			
Missing	16 (8.8%)*	120 (66.3%)	45 (24.9%)
Earlier career [‡]	135 (3.3%)	2,858 (70.3%)	1,072 (26.4%)
Sustained career	117 (3.4%)	2,445 (70.1%)	925 (26.5%)
Locale			
Missing	10 (3.9%)	188 (74%)	56 (22%)
Not metro [‡]	50 (3.9%)	906 (71.3%)	315 (24.8%)
Metro	208 (3.4%)	4,329 (69.7%)	1,671 (26.9%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B19: Improve professional learning opportunities: Organizational support for the implementation of the learning

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	5,799 (75%)	1,666 (21.5%)
By select characteristics			
Age			
Missing	11 (7.8%)*	101 (71.6%)	29 (20.6%)
18–25 [‡]	44 (3%)	1,113 (76.7%)	295 (20.3%)
26–39	92 (3.2%)	2,064 (71.3%)*	737 (25.5%)*
40–54	81 (3.8%)	1,644 (76.4%)	426 (19.8%)
55 or more	40 (3.6%)	877 (80%)	179 (16.3%)
Gender			
Missing	! (16.7%)	13 (72.2%)	! (11.1%)
Female [‡]	207 (3.6%)	4,341 (75.6%)	1,192 (20.8%)
Male	46 (2.8%)	1,228 (74.8%)	367 (22.4%)
Other	12 (3.6%)	217 (65%)*	105 (31.4%)*
Race - Black			
Missing	! (20%)*	16 (53.3%)	! (26.7%)
Not Black [‡]	232 (3.6%)	4,866 (75%)	1,392 (21.4%)
Black	30 (2.5%)	917 (75.6%)	266 (21.9%)
Ethnicity - Latino/a			
Missing	! (20%)*	16 (53.3%)	! (26.7%)
Not Latino/a [‡]	221 (3.6%)	4,601 (75.3%)	1,292 (21.1%)
Latino/a	41 (2.6%)	1,182 (74.4%)	366 (23%)

Select characteristics	Missing	No	Yes
Race - White			
Missing	! (20%)*	16 (53.3%)*	! (26.7%)
White [‡]	181 (4.2%)	3,285 (75.6%)	879 (20.2%)
Not White	81 (2.4%)*	2,498 (74.4%)	779 (23.2%)*
Full vs. part time			
Missing	17 (7.7%)*	147 (66.8%)	56 (25.5%)
Full time [‡]	182 (3.3%)	4,076 (73.9%)	1,254 (22.8%)
Part time	59 (3.5%)	1,320 (78.4%)*	304 (18.1%)*
Other	10 (3.1%)	256 (80.5%)	52 (16.4%)*
Leader status			
Missing	! (53.8%)*	! (23.1%)*	! (23.1%)
Not leader [‡]	89 (4.3%)	1,606 (78.1%)	362 (17.6%)
Leader	172 (3%)*	4,190 (74%)*	1,301 (23%)*
Career tenure			
Missing	16 (8.8%)*	133 (73.5%)	32 (17.7%)
Earlier career [‡]	135 (3.3%)	3,023 (74.4%)	907 (22.3%)
Sustained career	117 (3.4%)	2,643 (75.8%)	727 (20.8%)
Locale			
Missing	10 (3.9%)	193 (76%)	51 (20.1%)
Not metro [‡]	50 (3.9%)	1,011 (79.5%)	210 (16.5%)
Metro	208 (3.4%)	4,595 (74%)*	1,405 (22.6%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B20: Improve professional learning opportunities: Offer at convenient times

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	5,241 (67.8%)	2,224 (28.8%)
By select characteristics			
Age			
Missing	11 (7.8%)*	88 (62.4%)	42 (29.8%)
18–25 [‡]	44 (3%)	1,048 (72.2%)	360 (24.8%)
26–39	92 (3.2%)	1,938 (67%)*	863 (29.8%)*
40–54	81 (3.8%)	1,412 (65.6%)*	658 (30.6%)*
55 or more	40 (3.6%)	755 (68.9%)	301 (27.5%)

Select characteristics	Missing	No	Yes
Gender			
Missing	! (16.7%)	10 (55.6%)	! (27.8%)
Female [‡]	207 (3.6%)	3,902 (68%)	1,631 (28.4%)
Male	46 (2.8%)	1,098 (66.9%)	497 (30.3%)
Other	12 (3.6%)	231 (69.2%)	91 (27.2%)
Race - Black			
Missing	! (20%)*	12 (40%)*	12 (40%)
Not Black [‡]	232 (3.6%)	4,344 (66.9%)	1,914 (29.5%)
Black	30 (2.5%)	885 (73%)*	298 (24.6%)*
Ethnicity - Latino/a			
Missing	! (20%)*	12 (40%)*	12 (40%)
Not Latino/a [‡]	221 (3.6%)	4,077 (66.7%)	1,816 (29.7%)
Latino/a	41 (2.6%)	1,152 (72.5%)*	396 (24.9%)*
Race - White			
Missing	! (20%)*	12 (40%)*	12 (40%)
White [‡]	181 (4.2%)	2,839 (65.3%)	1,325 (30.5%)
Not White	81 (2.4%)*	2,390 (71.2%)*	887 (26.4%)*
Full vs. part time			
Missing	17 (7.7%)*	145 (65.9%)	58 (26.4%)
Full time [‡]	182 (3.3%)	3,649 (66.2%)	1,681 (30.5%)
Part time	59 (3.5%)	1,216 (72.3%)*	408 (24.2%)*
Other	10 (3.1%)	231 (72.6%)	77 (24.2%)
Leader status			
Missing	! (53.8%)*	! (38.5%)	! (7.7%)
Not leader [‡]	89 (4.3%)	1,449 (70.4%)	519 (25.2%)
Leader	172 (3%)*	3,787 (66.9%)*	1,704 (30.1%)*
Career tenure			
Missing	16 (8.8%)*	114 (63%)	51 (28.2%)
Earlier career [‡]	135 (3.3%)	2,847 (70%)	1,083 (26.6%)
Sustained career	117 (3.4%)	2,280 (65.4%)*	1,090 (31.3%)*
Locale			
Missing	10 (3.9%)	185 (72.8%)	59 (23.2%)
Not metro [‡]	50 (3.9%)	841 (66.2%)	380 (29.9%)
Metro	208 (3.4%)	4,215 (67.9%)	1,785 (28.8%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B21: Improve professional learning opportunities: Offer at convenient locations

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	5,640 (72.9%)	1,825 (23.6%)
By select characteristics			
Age			
Missing	11 (7.8%)*	101 (71.6%)	29 (20.6%)
18–25 [‡]	44 (3%)	1,118 (77%)	290 (20%)
26–39	92 (3.2%)	2,127 (73.5%)	674 (23.3%)
40–54	81 (3.8%)	1,504 (69.9%)*	566 (26.3%)*
55 or more	40 (3.6%)	790 (72.1%)*	266 (24.3%)
Gender			
Missing	! (16.7%)	13 (72.2%)	! (11.1%)
Female [‡]	207 (3.6%)	4,197 (73.1%)	1,336 (23.3%)
Male	46 (2.8%)	1,180 (71.9%)	415 (25.3%)
Other	12 (3.6%)	250 (74.9%)	72 (21.6%)
Race - Black			
Missing	! (20%)*	16 (53.3%)	! (26.7%)
Not Black [‡]	232 (3.6%)	4,664 (71.9%)	1,594 (24.6%)
Black	30 (2.5%)	960 (79.1%)*	223 (18.4%)*
Ethnicity - Latino/a			
Missing	! (20%)*	16 (53.3%)	! (26.7%)
Not Latino/a [‡]	221 (3.6%)	4,411 (72.1%)	1,482 (24.2%)
Latino/a	41 (2.6%)	1,213 (76.3%)*	335 (21.1%)*
Race - White			
Missing	! (20%)*	16 (53.3%)	! (26.7%)
White [‡]	181 (4.2%)	3,058 (70.4%)	1,106 (25.5%)
Not White	81 (2.4%)*	2,566 (76.4%)*	711 (21.2%)*
Full vs. part time			
Missing	17 (7.7%)*	158 (71.8%)	45 (20.5%)
Full time [‡]	182 (3.3%)	3,952 (71.7%)	1,378 (25%)
Part time	59 (3.5%)	1,284 (76.3%)*	340 (20.2%)*
Other	10 (3.1%)	246 (77.4%)	62 (19.5%)
Leader status			
Missing	! (53.8%)*	! (46.2%)	! (0%)
Not leader [‡]	89 (4.3%)	1,548 (75.3%)	420 (20.4%)
Leader	172 (3%)*	4,086 (72.2%)*	1,405 (24.8%)*
Career tenure			
Missing	16 (8.8%)*	131 (72.4%)	34 (18.8%)

Select characteristics	Missing	No	Yes
Earlier career [‡]	135 (3.3%)	3,064 (75.4%)	866 (21.3%)
Sustained career	117 (3.4%)	2,445 (70.1%)*	925 (26.5%)*
Locale			
Missing	10 (3.9%)	206 (81.1%)*	38 (15%)*
Not metro [‡]	50 (3.9%)	861 (67.7%)	360 (28.3%)
Metro	208 (3.4%)	4,573 (73.7%)*	1,427 (23%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B22: Improve professional learning opportunities: Offer more frequently

Think about the youth fields organization (or program or agency) for which you currently work in your MAIN job in the youth fields. What would improve the professional learning opportunities available?

Select characteristics	Missing	No	Yes
Overall	268 (3.5%)	5,772 (74.6%)	1,693 (21.9%)
By select characteristics			
Age			
Missing	11 (7.8%)*	103 (73%)	27 (19.1%)
18–25 [‡]	44 (3%)	1,117 (76.9%)	291 (20%)
26–39	92 (3.2%)	2,083 (72%)*	718 (24.8%)*
40–54	81 (3.8%)	1,590 (73.9%)	480 (22.3%)
55 or more	40 (3.6%)	879 (80.2%)	177 (16.1%)
Gender			
Missing	! (16.7%)	15 (83.3%)	! (0%)
Female [‡]	207 (3.6%)	4,253 (74.1%)	1,280 (22.3%)
Male	46 (2.8%)	1,258 (76.7%)	337 (20.5%)
Other	12 (3.6%)	246 (73.7%)	76 (22.8%)
Race - Black			
Missing	! (20%)*	18 (60%)	! (20%)
Not Black [‡]	232 (3.6%)	4,836 (74.5%)	1,422 (21.9%)
Black	30 (2.5%)	918 (75.7%)	265 (21.8%)
Ethnicity - Latino/a			
Missing	! (20%)*	18 (60%)	! (20%)
Not Latino/a [‡]	221 (3.6%)	4,579 (74.9%)	1,314 (21.5%)
Latino/a	41 (2.6%)	1,175 (73.9%)	373 (23.5%)
Race - White			
Missing	! (20%)*	18 (60%)	! (20%)
White [‡]	181 (4.2%)	3,259 (75%)	905 (20.8%)

Select characteristics	Missing	No	Yes
Not White	81 (2.4%)*	2,495 (74.3%)	782 (23.3%)
Full vs. part time			
Missing	17 (7.7%)*	139 (63.2%)*	64 (29.1%)
Full time [‡]	182 (3.3%)	4,066 (73.8%)	1,264 (22.9%)
Part time	59 (3.5%)	1,320 (78.4%)*	304 (18.1%)*
Other	10 (3.1%)	247 (77.7%)	61 (19.2%)
Leader status			
Missing	! (53.8%)*	! (38.5%)*	! (7.7%)
Not leader [‡]	89 (4.3%)	1,538 (74.8%)	430 (20.9%)
Leader	172 (3%)*	4,229 (74.7%)	1,262 (22.3%)
Career tenure			
Missing	16 (8.8%)*	131 (72.4%)	34 (18.8%)
Earlier career [‡]	135 (3.3%)	3,034 (74.6%)	896 (22%)
Sustained career	117 (3.4%)	2,607 (74.8%)	763 (21.9%)
Locale			
Missing	10 (3.9%)	202 (79.5%)	42 (16.5%)
Not metro [‡]	50 (3.9%)	950 (74.7%)	271 (21.3%)
Metro	208 (3.4%)	4,620 (74.4%)	1,380 (22.2%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B23: Level of Education*What is the highest degree or level of education you have completed?*

Select characteristics	Missing	Some high school	High school diploma or GED	Technical or trade school	Associate's degree	Bachelor's degree	Master's degree	Professional degree (e.g., MD, JD) or doctorate degree
Overall	19 (0.2%)	63 (0.8%)	1,279 (16.5%)	236 (3.1%)	867 (11.2%)	3,118 (40.3%)	1,934 (25%)	217 (2.8%)
By select characteristics								
Age								
Missing	10 (7.1%)*	! (2.1%)	21 (14.9%)*	! (2.1%)	14 (9.9%)	37 (26.2%)	45 (31.9%)*	! (5.7%)*
18–25 [‡]	! (0.1%)	39 (2.7%)	579 (39.9%)	48 (3.3%)	212 (14.6%)	523 (36%)	48 (3.3%)	! (0.1%)
26–39	! (0.1%)	14 (0.5%)*	370 (12.8%)*	93 (3.2%)	306 (10.6%)*	1,353 (46.8%)*	716 (24.7%)*	37 (1.3%)*
40–54	! (0.1%)	! (0.1%)*	185 (8.6%)*	55 (2.6%)	214 (9.9%)*	819 (38.1%)	772 (35.9%)*	100 (4.6%)*
55 or more	! (0%)	! (0.4%)*	124 (11.3%)*	37 (3.4%)	121 (11%)*	386 (35.2%)	353 (32.2%)*	71 (6.5%)*
Gender								
Missing	! (38.9%)	! (0%)	! (11.1%)	! (5.6%)	! (5.6%)	! (16.7%)	! (16.7%)	! (5.6%)
Female [‡]	! (0.1%)	39 (0.7%)	937 (16.3%)	153 (2.7%)	667 (11.6%)	2,278 (39.7%)	1,502 (26.2%)	158 (2.8%)
Male	! (0.2%)	21 (1.3%)	282 (17.2%)	70 (4.3%)*	167 (10.2%)	670 (40.8%)	376 (22.9%)*	52 (3.2%)
Other	! (0.9%)*	! (0.9%)	58 (17.4%)	12 (3.6%)	32 (9.6%)	167 (50%)*	53 (15.9%)*	! (1.8%)
Race - Black								
Missing	! (13.3%)	! (0%)	! (13.3%)	! (3.3%)	! (3.3%)	! (30%)	10 (33.3%)	! (3.3%)
Not Black [‡]	14 (0.2%)	49 (0.8%)	1,061 (16.3%)	185 (2.9%)	727 (11.2%)	2,703 (41.6%)	1,587 (24.5%)	164 (2.5%)
Black	! (0.1%)	14 (1.2%)	214 (17.6%)	50 (4.1%)	139 (11.5%)	406 (33.5%)*	337 (27.8%)	52 (4.3%)*
Ethnicity - Latino/a								
Missing	! (13.3%)	! (0%)	! (13.3%)	! (3.3%)	! (3.3%)	! (30%)	10 (33.3%)	! (3.3%)
Not Latino/a [‡]	10 (0.2%)	52 (0.9%)	789 (12.9%)	194 (3.2%)	625 (10.2%)	2,533 (41.4%)	1,713 (28%)	198 (3.2%)
Latino/a	! (0.3%)	11 (0.7%)	486 (30.6%)*	41 (2.6%)	241 (15.2%)*	576 (36.2%)*	211 (13.3%)*	18 (1.1%)*
Race - White								
Missing	! (13.3%)	! (0%)	! (13.3%)	! (3.3%)	! (3.3%)	! (30%)	10 (33.3%)	! (3.3%)
White [‡]	! (0.1%)	26 (0.6%)	492 (11.3%)	115 (2.6%)	433 (10%)	1,887 (43.4%)	1,262 (29%)	126 (2.9%)
Not White	11 (0.3%)	37 (1.1%)	783 (23.3%)*	120 (3.6%)	433 (12.9%)*	1,222 (36.4%)*	662 (19.7%)*	90 (2.7%)

Select characteristics	Missing	Some high school	High school diploma or GED	Technical or trade school	Associate's degree	Bachelor's degree	Master's degree	Professional degree (e.g., MD, JD) or doctorate degree
Full vs. part time								
Missing	! (0.5%)	! (0.5%)	21 (9.5%)	! (1.4%)	22 (10%)	90 (40.9%)	73 (33.2%)	! (4.1%)
Full time [‡]	10 (0.2%)	19 (0.3%)	617 (11.2%)	128 (2.3%)	547 (9.9%)	2,414 (43.8%)	1,597 (29%)	180 (3.3%)
Part time	! (0.4%)	34 (2%)*	586 (34.8%)*	79 (4.7%)*	253 (15%)*	524 (31.1%)*	183 (10.9%)*	18 (1.1%)*
Other	! (0.6%)	! (2.8%)*	55 (17.3%)*	26 (8.2%)*	45 (14.2%)	90 (28.3%)*	81 (25.5%)	10 (3.1%)
Leader status								
Missing	! (0%)	! (7.7%)	! (23.1%)	! (7.7%)	! (15.4%)	! (38.5%)	! (0%)	! (7.7%)
Not leader [‡]	! (0.2%)	28 (1.4%)	470 (22.8%)	78 (3.8%)	233 (11.3%)	833 (40.5%)	383 (18.6%)	27 (1.3%)
Leader	14 (0.2%)	34 (0.6%)*	806 (14.2%)*	157 (2.8%)	632 (11.2%)	2,280 (40.3%)	1,551 (27.4%)*	189 (3.3%)*
Career tenure								
Missing	10 (5.5%)*	! (2.8%)	28 (15.5%)	! (2.2%)	20 (11%)	49 (27.1%)*	56 (30.9%)*	! (5%)*
Earlier career [‡]	! (0.1%)	53 (1.3%)	944 (23.2%)	141 (3.5%)	521 (12.8%)	1,719 (42.3%)	630 (15.5%)	51 (1.3%)
Sustained career	! (0.1%)	! (0.1%)*	307 (8.8%)*	91 (2.6%)	326 (9.3%)*	1,350 (38.7%)*	1,248 (35.8%)*	157 (4.5%)*
Locale								
Missing	! (2%)*	! (2.8%)*	43 (16.9%)	19 (7.5%)	35 (13.8%)	88 (34.6%)	47 (18.5%)*	10 (3.9%)
Not metro [‡]	! (0.2%)	! (0.4%)	186 (14.6%)	54 (4.2%)	155 (12.2%)	482 (37.9%)	350 (27.5%)	37 (2.9%)
Metro	12 (0.2%)	51 (0.8%)	1,050 (16.9%)	163 (2.6%)*	677 (10.9%)	2,548 (41%)	1,537 (24.8%)	170 (2.7%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the p < 0.01 level.

Table B24: Program of study: Business*What was your [associate's, bachelor's, master's, professional, or doctorate] degree program of study?*

Select characteristics	Missing	No	Yes
Overall	1,346 (21.9%)	4,214 (68.7%)	576 (9.4%)
By select characteristics			
Age			
Missing	20 (19.2%)	70 (67.3%)	14 (13.5%)*
18–25 [‡]	187 (23.9%)	553 (70.5%)	44 (5.6%)
26–39	560 (23.2%)	1,645 (68.2%)	207 (8.6%)*
40–54	398 (20.9%)	1,310 (68.8%)	197 (10.3%)*
55 or more	181 (19.4%)	636 (68.3%)	114 (12.2%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	985 (21.4%)	3,187 (69.2%)	433 (9.4%)
Male	278 (22%)	848 (67%)	139 (11%)
Other	75 (29.1%)*	179 (69.4%)	! (1.6%)*
Race - Black			
Missing	! (4.8%)	19 (90.5%)	! (4.8%)
Not Black [‡]	1,108 (21.4%)	3,614 (69.8%)	459 (8.9%)
Black	237 (25.4%)*	581 (62.2%)*	116 (12.4%)*
Ethnicity - Latino/a			
Missing	! (4.8%)	19 (90.5%)	! (4.8%)
Not Latino/a [‡]	1,145 (22.6%)	3,445 (68%)	479 (9.4%)
Latino/a	200 (19.1%)	750 (71.7%)	96 (9.2%)
Race - White			
Missing	! (4.8%)	19 (90.5%)	! (4.8%)
White [‡]	760 (20.5%)	2,619 (70.6%)	329 (8.9%)
Not White	585 (24.3%)*	1,576 (65.5%)*	246 (10.2%)
Full vs. part time			
Missing	! (1%)*	163 (84%)*	29 (14.9%)
Full time [‡]	1,042 (22%)	3,233 (68.2%)	463 (9.8%)
Part time	226 (23.1%)	688 (70.3%)	64 (6.5%)*
Other	76 (33.6%)*	130 (57.5%)*	20 (8.8%)
Leader status			
Missing	! (12.5%)	! (75%)	! (12.5%)
Not leader [‡]	300 (20.3%)	1,088 (73.7%)	88 (6%)
Leader	1,045 (22.5%)	3,120 (67.1%)*	487 (10.5%)*
Career tenure			
Missing	25 (18.7%)	92 (68.7%)	17 (12.7%)
Earlier career [‡]	677 (23.2%)	1,979 (67.8%)	265 (9.1%)

Select characteristics	Missing	No	Yes
Sustained career	644 (20.9%)	2,143 (69.6%)	294 (9.5%)
Locale			
Missing	49 (27.2%)	119 (66.1%)	12 (6.7%)
Not metro [‡]	211 (20.6%)	731 (71.4%)	82 (8%)
Metro	1,086 (22%)	3,364 (68.2%)	482 (9.8%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B25: Program of study: Education

What was your [associate's, bachelor's, master's, professional, or doctorate] degree program of study?

Select characteristics	Missing	No	Yes
Overall	1,346 (21.9%)	3,364 (54.8%)	1,426 (23.2%)
By select characteristics			
Age			
Missing	20 (19.2%)	55 (52.9%)	29 (27.9%)*
18–25 [‡]	187 (23.9%)	472 (60.2%)	125 (15.9%)
26–39	560 (23.2%)	1,382 (57.3%)	470 (19.5%)
40–54	398 (20.9%)	987 (51.8%)*	520 (27.3%)*
55 or more	181 (19.4%)	468 (50.3%)*	282 (30.3%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	985 (21.4%)	2,480 (53.9%)	1,140 (24.8%)
Male	278 (22%)	732 (57.9%)	255 (20.2%)*
Other	75 (29.1%)*	152 (58.9%)	31 (12%)*
Race - Black			
Missing	! (4.8%)	14 (66.7%)	! (28.6%)
Not Black [‡]	1,108 (21.4%)	2,829 (54.6%)	1,244 (24%)
Black	237 (25.4%)*	521 (55.8%)	176 (18.8%)*
Ethnicity - Latino/a			
Missing	! (4.8%)	14 (66.7%)	! (28.6%)
Not Latino/a [‡]	1,145 (22.6%)	2,726 (53.8%)	1,198 (23.6%)
Latino/a	200 (19.1%)	624 (59.7%)*	222 (21.2%)
Race - White			
Missing	! (4.8%)	14 (66.7%)	! (28.6%)
White [‡]	760 (20.5%)	2,001 (54%)	947 (25.5%)
Not White	585 (24.3%)*	1,349 (56%)	473 (19.7%)*

Select characteristics	Missing	No	Yes
Full vs. part time			
Missing	! (1%)*	123 (63.4%)	69 (35.6%)*
Full time [‡]	1,042 (22%)	2,594 (54.7%)	1,102 (23.3%)
Part time	226 (23.1%)	543 (55.5%)	209 (21.4%)
Other	76 (33.6%)*	104 (46%)	46 (20.4%)
Leader status			
Missing	! (12.5%)	! (50%)	! (37.5%)
Not leader [‡]	300 (20.3%)	893 (60.5%)	283 (19.2%)
Leader	1,045 (22.5%)	2,467 (53%)*	1,140 (24.5%)*
Career tenure			
Missing	25 (18.7%)	71 (53%)	38 (28.4%)*
Earlier career [‡]	677 (23.2%)	1,758 (60.2%)	486 (16.6%)
Sustained career	644 (20.9%)	1,535 (49.8%)*	902 (29.3%)*
Locale			
Missing	49 (27.2%)	101 (56.1%)	30 (16.7%)*
Not metro [‡]	211 (20.6%)	528 (51.6%)	285 (27.8%)
Metro	1,086 (22%)	2,735 (55.5%)	1,111 (22.5%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B26: Program of study: Health and medical sciences

What was your [associate's, bachelor's, master's, professional, or doctorate] degree program of study?

Select characteristics	Missing	No	Yes
Overall	1,152 (18.8%)	4,340 (70.7%)	644 (10.5%)
By select characteristics			
Age			
Missing	19 (18.3%)	72 (69.2%)	13 (12.5%)
18–25 [‡]	124 (15.8%)	543 (69.3%)	117 (14.9%)
26–39	480 (19.9%)	1,669 (69.2%)	263 (10.9%)*
40–54	368 (19.3%)	1,364 (71.6%)	173 (9.1%)*
55 or more	161 (17.3%)	692 (74.3%)	78 (8.4%)*
Gender			
Missing	! (87.5%)*	! (12.5%)*	! (0%)
Female [‡]	854 (18.5%)	3,223 (70%)	528 (11.5%)
Male	229 (18.1%)	944 (74.6%)*	92 (7.3%)*
Other	62 (24%)	172 (66.7%)	24 (9.3%)

Select characteristics	Missing	No	Yes
Race - Black			
Missing	! (4.8%)	18 (85.7%)	! (9.5%)
Not Black [‡]	946 (18.3%)	3,700 (71.4%)	535 (10.3%)
Black	205 (21.9%)*	622 (66.6%)*	107 (11.5%)
Ethnicity - Latino/a			
Missing	! (4.8%)	18 (85.7%)	! (9.5%)
Not Latino/a [‡]	999 (19.7%)	3,547 (70%)	523 (10.3%)
Latino/a	152 (14.5%)*	775 (74.1%)*	119 (11.4%)
Race - White			
Missing	! (4.8%)	18 (85.7%)	! (9.5%)
White [‡]	676 (18.2%)	2,666 (71.9%)	366 (9.9%)
Not White	475 (19.7%)	1,656 (68.8%)	276 (11.5%)
Full vs. part time			
Missing	! (1%)*	169 (87.1%)*	23 (11.9%)
Full time [‡]	929 (19.6%)	3,338 (70.5%)	471 (9.9%)
Part time	166 (17%)	678 (69.3%)	134 (13.7%)*
Other	55 (24.3%)	155 (68.6%)	16 (7.1%)
Leader status			
Missing	! (12.5%)	! (75%)	! (12.5%)
Not leader [‡]	253 (17.1%)	1,022 (69.2%)	201 (13.6%)
Leader	898 (19.3%)	3,312 (71.2%)	442 (9.5%)*
Career tenure			
Missing	22 (16.4%)	97 (72.4%)	15 (11.2%)
Earlier career [‡]	538 (18.4%)	2,035 (69.7%)	348 (11.9%)
Sustained career	592 (19.2%)	2,208 (71.7%)	281 (9.1%)*
Locale			
Missing	38 (21.1%)	121 (67.2%)	21 (11.7%)
Not metro [‡]	183 (17.9%)	720 (70.3%)	121 (11.8%)
Metro	931 (18.9%)	3,499 (70.9%)	502 (10.2%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B27: Program of study: Legal studies

What was your [associate's, bachelor's, master's, professional, or doctorate] degree program of study?

Select characteristics	Missing	No	Yes
Overall	1,152 (18.8%)	4,568 (74.4%)	416 (6.8%)

Select characteristics	Missing	No	Yes
By select characteristics			
Age			
Missing	19 (18.3%)	78 (75%)	! (6.7%)
18–25 [‡]	124 (15.8%)	597 (76.1%)	63 (8%)
26–39	480 (19.9%)	1,787 (74.1%)	145 (6%)
40–54	368 (19.3%)	1,390 (73%)	147 (7.7%)
55 or more	161 (17.3%)	716 (76.9%)	54 (5.8%)
Gender			
Missing	! (87.5%)*	! (12.5%)*	! (0%)
Female [‡]	854 (18.5%)	3,463 (75.2%)	288 (6.3%)
Male	229 (18.1%)	924 (73%)	112 (8.9%)*
Other	62 (24%)	180 (69.8%)	16 (6.2%)
Race - Black			
Missing	! (4.8%)	16 (76.2%)	! (19%)
Not Black [‡]	946 (18.3%)	3,892 (75.1%)	343 (6.6%)
Black	205 (21.9%)*	660 (70.7%)*	69 (7.4%)
Ethnicity - Latino/a			
Missing	! (4.8%)	16 (76.2%)	! (19%)
Not Latino/a [‡]	999 (19.7%)	3,751 (74%)	319 (6.3%)
Latino/a	152 (14.5%)*	801 (76.6%)	93 (8.9%)*
Race - White			
Missing	! (4.8%)	16 (76.2%)	! (19%)
White [‡]	676 (18.2%)	2,808 (75.7%)	224 (6%)
Not White	475 (19.7%)	1,744 (72.5%)*	188 (7.8%)*
Full vs. part time			
Missing	! (1%)*	183 (94.3%)*	! (4.6%)
Full time [‡]	929 (19.6%)	3,476 (73.4%)	333 (7%)
Part time	166 (17%)	754 (77.1%)	58 (5.9%)
Other	55 (24.3%)	155 (68.6%)	16 (7.1%)
Leader status			
Missing	! (12.5%)	! (75%)	! (12.5%)
Not leader [‡]	253 (17.1%)	1,080 (73.2%)	143 (9.7%)
Leader	898 (19.3%)	3,482 (74.8%)	272 (5.8%)*
Career tenure			
Missing	22 (16.4%)	104 (77.6%)	! (6%)
Earlier career [‡]	538 (18.4%)	2,166 (74.2%)	217 (7.4%)
Sustained career	592 (19.2%)	2,298 (74.6%)	191 (6.2%)
Locale			
Missing	38 (21.1%)	130 (72.2%)	12 (6.7%)
Not metro [‡]	183 (17.9%)	783 (76.5%)	58 (5.7%)

Select characteristics	Missing	No	Yes
Metro	931 (18.9%)	3,655 (74.1%)	346 (7%)

Note. ‡ identifies the comparison group for statistical testing. † indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B28: Program of study: Liberal arts

What was your [associate's, bachelor's, master's, professional, or doctorate] degree program of study?

Select characteristics	Missing	No	Yes
Overall	1,152 (18.8%)	3,827 (62.4%)	1,157 (18.9%)
By select characteristics			
Age			
Missing	19 (18.3%)	68 (65.4%)	17 (16.3%)
18–25 [‡]	124 (15.8%)	474 (60.5%)	186 (23.7%)
26–39	480 (19.9%)	1,430 (59.3%)	502 (20.8%)
40–54	368 (19.3%)	1,244 (65.3%)	293 (15.4%)*
55 or more	161 (17.3%)	611 (65.6%)	159 (17.1%)*
Gender			
Missing	! (87.5%)*	! (12.5%)*	! (0%)
Female [‡]	854 (18.5%)	2,924 (63.5%)	827 (18%)
Male	229 (18.1%)	772 (61%)	264 (20.9%)
Other	62 (24%)	130 (50.4%)*	66 (25.6%)*
Race - Black			
Missing	! (4.8%)	14 (66.7%)	! (28.6%)
Not Black [‡]	946 (18.3%)	3,236 (62.5%)	999 (19.3%)
Black	205 (21.9%)*	577 (61.8%)	152 (16.3%)
Ethnicity - Latino/a			
Missing	! (4.8%)	14 (66.7%)	! (28.6%)
Not Latino/a [‡]	999 (19.7%)	3,138 (61.9%)	932 (18.4%)
Latino/a	152 (14.5%)*	675 (64.5%)	219 (20.9%)
Race - White			
Missing	! (4.8%)	14 (66.7%)	! (28.6%)
White [‡]	676 (18.2%)	2,321 (62.6%)	711 (19.2%)
Not White	475 (19.7%)	1,492 (62%)	440 (18.3%)
Full vs. part time			
Missing	! (1%)*	138 (71.1%)	54 (27.8%)*
Full time [‡]	929 (19.6%)	2,935 (61.9%)	874 (18.4%)
Part time	166 (17%)	624 (63.8%)	188 (19.2%)
Other	55 (24.3%)	130 (57.5%)	41 (18.1%)

Select characteristics	Missing	No	Yes
Leader status			
Missing	! (12.5%)	! (87.5%)	! (0%)
Not leader [‡]	253 (17.1%)	949 (64.3%)	274 (18.6%)
Leader	898 (19.3%)	2,871 (61.7%)	883 (19%)
Career tenure			
Missing	22 (16.4%)	90 (67.2%)	22 (16.4%)
Earlier career [‡]	538 (18.4%)	1,755 (60.1%)	628 (21.5%)
Sustained career	592 (19.2%)	1,982 (64.3%)*	507 (16.5%)*
Locale			
Missing	38 (21.1%)	112 (62.2%)	30 (16.7%)
Not metro [‡]	183 (17.9%)	680 (66.4%)	161 (15.7%)
Metro	931 (18.9%)	3,035 (61.5%)*	966 (19.6%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B29: Program of study: Social work

What was your [associate's, bachelor's, master's, professional, or doctorate] degree program of study?

Select characteristics	Missing	No	Yes
Overall	1,152 (18.8%)	4,453 (72.6%)	531 (8.7%)
By select characteristics			
Age			
Missing	19 (18.3%)	80 (76.9%)	! (4.8%)
18–25 [‡]	124 (15.8%)	577 (73.6%)	83 (10.6%)
26–39	480 (19.9%)	1,718 (71.2%)	214 (8.9%)
40–54	368 (19.3%)	1,378 (72.3%)	159 (8.3%)
55 or more	161 (17.3%)	700 (75.2%)	70 (7.5%)
Gender			
Missing	! (87.5%)*	! (12.5%)*	! (0%)
Female [‡]	854 (18.5%)	3,345 (72.6%)	406 (8.8%)
Male	229 (18.1%)	934 (73.8%)	102 (8.1%)
Other	62 (24%)	173 (67.1%)	23 (8.9%)
Race - Black			
Missing	! (4.8%)	18 (85.7%)	! (9.5%)
Not Black [‡]	946 (18.3%)	3,796 (73.3%)	439 (8.5%)
Black	205 (21.9%)*	639 (68.4%)*	90 (9.6%)
Ethnicity - Latino/a			
Missing	! (4.8%)	18 (85.7%)	! (9.5%)

Select characteristics	Missing	No	Yes
Not Latino/a [‡]	999 (19.7%)	3,629 (71.6%)	441 (8.7%)
Latino/a	152 (14.5%)*	806 (77.1%)*	88 (8.4%)
Race - White			
Missing	! (4.8%)	18 (85.7%)	! (9.5%)
White [‡]	676 (18.2%)	2,706 (73%)	326 (8.8%)
Not White	475 (19.7%)	1,729 (71.8%)	203 (8.4%)
Full vs. part time			
Missing	! (1%)*	181 (93.3%)*	11 (5.7%)
Full time [‡]	929 (19.6%)	3,397 (71.7%)	412 (8.7%)
Part time	166 (17%)	729 (74.5%)	83 (8.5%)
Other	55 (24.3%)	146 (64.6%)	25 (11.1%)
Leader status			
Missing	! (12.5%)	! (87.5%)	! (0%)
Not leader [‡]	253 (17.1%)	1,069 (72.4%)	154 (10.4%)
Leader	898 (19.3%)	3,377 (72.6%)	377 (8.1%)*
Career tenure			
Missing	22 (16.4%)	101 (75.4%)	11 (8.2%)
Earlier career [‡]	538 (18.4%)	2,122 (72.6%)	261 (8.9%)
Sustained career	592 (19.2%)	2,230 (72.4%)	259 (8.4%)
Locale			
Missing	38 (21.1%)	118 (65.6%)	24 (13.3%)
Not metro [‡]	183 (17.9%)	766 (74.8%)	75 (7.3%)
Metro	931 (18.9%)	3,569 (72.4%)	432 (8.8%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B30: Program of study: Science, technology, engineering, and/or mathematics

What was your [associate's, bachelor's, master's, professional, or doctorate] degree program of study?

Select characteristics	Missing	No	Yes
Overall	1,152 (18.8%)	4,479 (73%)	505 (8.2%)
By select characteristics			
Age			
Missing	19 (18.3%)	82 (78.8%)	! (2.9%)
18–25 [‡]	124 (15.8%)	570 (72.7%)	90 (11.5%)
26–39	480 (19.9%)	1,700 (70.5%)	232 (9.6%)
40–54	368 (19.3%)	1,418 (74.4%)	119 (6.2%)*
55 or more	161 (17.3%)	709 (76.2%)	61 (6.6%)*

Select characteristics	Missing	No	Yes
Gender			
Missing	! (87.5%)*	! (12.5%)*	! (0%)
Female [‡]	854 (18.5%)	3,402 (73.9%)	349 (7.6%)
Male	229 (18.1%)	905 (71.5%)	131 (10.4%)*
Other	62 (24%)	171 (66.3%)*	25 (9.7%)
Race - Black			
Missing	! (4.8%)	20 (95.2%)	! (0%)
Not Black [‡]	946 (18.3%)	3,794 (73.2%)	441 (8.5%)
Black	205 (21.9%)*	665 (71.2%)	64 (6.9%)
Ethnicity - Latino/a			
Missing	! (4.8%)	20 (95.2%)	! (0%)
Not Latino/a [‡]	999 (19.7%)	3,645 (71.9%)	425 (8.4%)
Latino/a	152 (14.5%)*	814 (77.8%)*	80 (7.6%)
Race - White			
Missing	! (4.8%)	20 (95.2%)	! (0%)
White [‡]	676 (18.2%)	2,727 (73.5%)	305 (8.2%)
Not White	475 (19.7%)	1,732 (72%)	200 (8.3%)
Full vs. part time			
Missing	! (1%)*	175 (90.2%)*	17 (8.8%)
Full time [‡]	929 (19.6%)	3,441 (72.6%)	368 (7.8%)
Part time	166 (17%)	712 (72.8%)	100 (10.2%)
Other	55 (24.3%)	151 (66.8%)	20 (8.8%)
Leader status			
Missing	! (12.5%)	! (62.5%)	! (25%)
Not leader [‡]	253 (17.1%)	1,072 (72.6%)	151 (10.2%)
Leader	898 (19.3%)	3,402 (73.1%)	352 (7.6%)*
Career tenure			
Missing	22 (16.4%)	108 (80.6%)	! (3%)*
Earlier career [‡]	538 (18.4%)	2,080 (71.2%)	303 (10.4%)
Sustained career	592 (19.2%)	2,291 (74.4%)*	198 (6.4%)*
Locale			
Missing	38 (21.1%)	126 (70%)	16 (8.9%)
Not metro [‡]	183 (17.9%)	733 (71.6%)	108 (10.5%)
Metro	931 (18.9%)	3,620 (73.4%)	381 (7.7%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table B31: Alignment of education preparation with work in the youth fields*How aligned is your work in the youth fields with your degree program of study/education preparation?*

Select characteristics	Missing	Not at all aligned	Somewhat aligned	Fairly aligned	Very aligned
Overall	59 (0.8%)	989 (12.8%)	2,593 (33.5%)	2,003 (25.9%)	2,089 (27%)
By select characteristics					
Age					
Missing	! (6.4%)*	18 (12.8%)	31 (22%)*	39 (27.7%)	44 (31.2%)*
18–25 [‡]	! (0.3%)	209 (14.4%)	511 (35.2%)	427 (29.4%)	300 (20.7%)
26–39	23 (0.8%)	367 (12.7%)	1,072 (37.1%)	741 (25.6%)*	690 (23.9%)
40–54	16 (0.7%)	262 (12.2%)	653 (30.4%)*	531 (24.7%)*	689 (32%)*
55 or more	! (0.5%)	133 (12.1%)	326 (29.7%)*	265 (24.2%)*	366 (33.4%)*
Gender					
Missing	! (44.4%)	! (0%)	! (16.7%)	! (16.7%)	! (22.2%)
Female [‡]	38 (0.7%)	676 (11.8%)	1,904 (33.2%)	1,473 (25.7%)	1,649 (28.7%)
Male	! (0.5%)	250 (15.2%)*	575 (35%)	440 (26.8%)	367 (22.4%)*
Other	! (1.2%)	63 (18.9%)*	111 (33.2%)	87 (26%)	69 (20.7%)*
Race - Black					
Missing	! (16.7%)*	! (6.7%)	10 (33.3%)	! (16.7%)	! (26.7%)
Not Black [‡]	43 (0.7%)	836 (12.9%)	2,214 (34.1%)	1,708 (26.3%)	1,689 (26%)
Black	11 (0.9%)	151 (12.4%)	369 (30.4%)	290 (23.9%)	392 (32.3%)*
Ethnicity - Latino/a					
Missing	! (16.7%)*	! (6.7%)	10 (33.3%)	! (16.7%)	! (26.7%)
Not Latino/a [‡]	44 (0.7%)	782 (12.8%)	2,016 (33%)	1,555 (25.4%)	1,717 (28.1%)
Latino/a	10 (0.6%)	205 (12.9%)	567 (35.7%)	443 (27.9%)	364 (22.9%)*
Race - White					
Missing	! (16.7%)*	! (6.7%)	10 (33.3%)	! (16.7%)	! (26.7%)
White [‡]	26 (0.6%)	544 (12.5%)	1,467 (33.8%)	1,104 (25.4%)	1,204 (27.7%)
Not White	28 (0.8%)	443 (13.2%)	1,116 (33.2%)	894 (26.6%)	877 (26.1%)
Full vs. part time					
Missing	! (2.7%)*	27 (12.3%)	71 (32.3%)	52 (23.6%)	64 (29.1%)
Full time [‡]	35 (0.6%)	637 (11.6%)	1,811 (32.9%)	1,439 (26.1%)	1,590 (28.8%)
Part time	13 (0.8%)	285 (16.9%)*	584 (34.7%)	426 (25.3%)	375 (22.3%)*
Other	! (1.6%)	40 (12.6%)	127 (39.9%)	86 (27%)	60 (18.9%)*
Leader status					
Missing	! (23.1%)*	! (15.4%)	! (38.5%)	! (7.7%)	! (15.4%)
Not leader [‡]	11 (0.5%)	318 (15.5%)	676 (32.9%)	522 (25.4%)	530 (25.8%)
Leader	45 (0.8%)	669 (11.8%)*	1,912 (33.8%)	1,480 (26.1%)	1,557 (27.5%)
Career tenure					
Missing	12 (6.6%)*	25 (13.8%)	42 (23.2%)*	46 (25.4%)	56 (30.9%)*

Select characteristics	Missing	Not at all aligned	Somewhat aligned	Fairly aligned	Very aligned
Earlier career [‡]	24 (0.6%)	619 (15.2%)	1,490 (36.7%)	1,046 (25.7%)	886 (21.8%)
Sustained career	23 (0.7%)	345 (9.9%)*	1,061 (30.4%)*	911 (26.1%)	1,147 (32.9%)*
Locale					
Missing	! (2.4%)	29 (11.4%)	92 (36.2%)	65 (25.6%)	62 (24.4%)
Not metro [‡]	10 (0.8%)	178 (14%)	419 (33%)	309 (24.3%)	355 (27.9%)
Metro	43 (0.7%)	782 (12.6%)	2,082 (33.5%)	1,629 (26.2%)	1,672 (26.9%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Section C. Professional Well-Being

Overall and by Select Characteristics

Table C1: I feel valued at work.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	57 (0.7%)	2,968 (38.4%)	3,773 (48.8%)	768 (9.9%)	167 (2.2%)
By select characteristics					
Age					
Missing	10 (7.1%)*	31 (22%)*	68 (48.2%)	26 (18.4%)*	! (4.3%)
18–25 [‡]	11 (0.8%)	564 (38.8%)	722 (49.7%)	127 (8.7%)	28 (1.9%)
26–39	17 (0.6%)	1,072 (37.1%)	1,432 (49.5%)	306 (10.6%)	66 (2.3%)
40–54	10 (0.5%)	803 (37.3%)	1,073 (49.9%)	213 (9.9%)	52 (2.4%)
55 or more	! (0.8%)	498 (45.4%)*	478 (43.6%)*	96 (8.8%)	15 (1.4%)
Gender					
Missing	! (33.3%)*	! (27.8%)	! (38.9%)	! (0%)	! (0%)
Female [‡]	31 (0.5%)	2,219 (38.7%)	2,832 (49.3%)	543 (9.5%)	115 (2%)
Male	16 (1%)	640 (39%)	770 (46.9%)	178 (10.8%)	37 (2.3%)
Other	! (1.2%)	104 (31.1%)*	164 (49.1%)	47 (14.1%)*	15 (4.5%)*
Race - Black					
Missing	! (16.7%)*	! (16.7%)	14 (46.7%)	! (13.3%)	! (6.7%)
Not Black [‡]	37 (0.6%)	2,521 (38.8%)	3,188 (49.1%)	613 (9.4%)	131 (2%)
Black	15 (1.2%)	442 (36.4%)	571 (47.1%)	151 (12.4%)*	34 (2.8%)
Ethnicity - Latino/a					
Missing	! (16.7%)*	! (16.7%)	14 (46.7%)	! (13.3%)	! (6.7%)
Not Latino/a [‡]	39 (0.6%)	2,384 (39%)	2,962 (48.4%)	600 (9.8%)	129 (2.1%)
Latino/a	13 (0.8%)	579 (36.4%)	797 (50.2%)	164 (10.3%)	36 (2.3%)
Race - White					
Missing	! (16.7%)*	! (16.7%)	14 (46.7%)	! (13.3%)	! (6.7%)
White [‡]	17 (0.4%)	1,736 (40%)	2,124 (48.9%)	389 (9%)	79 (1.8%)
Not White	35 (1%)*	1,227 (36.5%)*	1,635 (48.7%)	375 (11.2%)*	86 (2.6%)
Full vs. part time					
Missing	! (2.3%)*	95 (43.2%)	90 (40.9%)	27 (12.3%)	! (1.4%)
Full time [‡]	31 (0.6%)	2,088 (37.9%)	2,706 (49.1%)	562 (10.2%)	125 (2.3%)
Part time	14 (0.8%)	677 (40.2%)	828 (49.2%)	132 (7.8%)*	32 (1.9%)
Other	! (2.2%)*	108 (34%)	149 (46.9%)	47 (14.8%)	! (2.2%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Leader status					
Missing	! (23.1%)*	! (30.8%)	! (38.5%)	! (7.7%)	! (0%)
Not leader [‡]	19 (0.9%)	739 (35.9%)	1,031 (50.1%)	208 (10.1%)	60 (2.9%)
Leader	35 (0.6%)	2,225 (39.3%)*	2,737 (48.3%)	559 (9.9%)	107 (1.9%)*
Career tenure					
Missing	13 (7.2%)*	49 (27.1%)*	84 (46.4%)	27 (14.9%)	! (4.4%)
Earlier career [‡]	27 (0.7%)	1,568 (38.6%)	2,003 (49.3%)	383 (9.4%)	84 (2.1%)
Sustained career	17 (0.5%)	1,351 (38.7%)	1,686 (48.4%)	358 (10.3%)	75 (2.2%)
Locale					
Missing	12 (4.7%)*	71 (28%)*	136 (53.5%)	24 (9.4%)	11 (4.3%)
Not metro [‡]	! (0.6%)	526 (41.4%)	599 (47.1%)	116 (9.1%)	23 (1.8%)
Metro	38 (0.6%)	2,371 (38.2%)	3,038 (48.9%)	628 (10.1%)	133 (2.1%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C2: I have the resources needed to do my job.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	76 (1%)	2,111 (27.3%)	4,402 (56.9%)	1,013 (13.1%)	131 (1.7%)
By select characteristics					
Age					
Missing	12 (8.5%)*	24 (17%)*	76 (53.9%)	26 (18.4%)*	! (2.1%)
18–25 [‡]	11 (0.8%)	439 (30.2%)	826 (56.9%)	154 (10.6%)	22 (1.5%)
26–39	23 (0.8%)	727 (25.1%)*	1,660 (57.4%)	436 (15.1%)*	47 (1.6%)
40–54	16 (0.7%)	568 (26.4%)	1,251 (58.2%)	279 (13%)	37 (1.7%)
55 or more	14 (1.3%)	353 (32.2%)	589 (53.7%)	118 (10.8%)	22 (2%)
Gender					
Missing	! (44.4%)*	! (16.7%)	! (22.2%)*	! (11.1%)	! (5.6%)
Female [‡]	42 (0.7%)	1,573 (27.4%)	3,294 (57.4%)	742 (12.9%)	89 (1.6%)
Male	21 (1.3%)	478 (29.1%)	908 (55.3%)	202 (12.3%)	32 (2%)
Other	! (1.5%)	57 (17.1%)*	196 (58.7%)	67 (20.1%)*	! (2.7%)
Race - Black					
Missing	! (20%)*	! (16.7%)	13 (43.3%)	! (20%)	! (0%)
Not Black [‡]	51 (0.8%)	1,762 (27.1%)	3,736 (57.6%)	832 (12.8%)	109 (1.7%)
Black	19 (1.6%)	344 (28.4%)	653 (53.8%)	175 (14.4%)	22 (1.8%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Ethnicity - Latino/a					
Missing	! (20%)*	! (16.7%)	13 (43.3%)	! (20%)	! (0%)
Not Latino/a [‡]	57 (0.9%)	1,660 (27.2%)	3,480 (56.9%)	814 (13.3%)	103 (1.7%)
Latino/a	13 (0.8%)	446 (28.1%)	909 (57.2%)	193 (12.1%)	28 (1.8%)
Race - White					
Missing	! (20%)*	! (16.7%)	13 (43.3%)	! (20%)	! (0%)
White [‡]	27 (0.6%)	1,179 (27.1%)	2,514 (57.9%)	557 (12.8%)	68 (1.6%)
Not White	43 (1.3%)*	927 (27.6%)	1,875 (55.8%)	450 (13.4%)	63 (1.9%)
Full vs. part time					
Missing	! (2.3%)	68 (30.9%)	116 (52.7%)	30 (13.6%)	! (0.5%)
Full time [‡]	45 (0.8%)	1,483 (26.9%)	3,144 (57%)	753 (13.7%)	87 (1.6%)
Part time	19 (1.1%)	485 (28.8%)	974 (57.9%)	175 (10.4%)*	30 (1.8%)
Other	! (2.2%)	75 (23.6%)	168 (52.8%)	55 (17.3%)	13 (4.1%)*
Leader status					
Missing	! (23.1%)*	! (38.5%)	! (30.8%)	! (7.7%)	! (0%)
Not leader [‡]	21 (1%)	553 (26.9%)	1,208 (58.7%)	243 (11.8%)	32 (1.6%)
Leader	52 (0.9%)	1,553 (27.4%)	3,190 (56.3%)	769 (13.6%)	99 (1.7%)
Career tenure					
Missing	16 (8.8%)*	35 (19.3%)	99 (54.7%)	28 (15.5%)	! (1.7%)
Earlier career [‡]	29 (0.7%)	1,150 (28.3%)	2,304 (56.7%)	514 (12.6%)	68 (1.7%)
Sustained career	31 (0.9%)	926 (26.6%)	1,999 (57.3%)	471 (13.5%)	60 (1.7%)
Locale					
Missing	13 (5.1%)*	59 (23.2%)	135 (53.1%)	41 (16.1%)	! (2.4%)
Not metro [‡]	! (0.4%)	347 (27.3%)	740 (58.2%)	159 (12.5%)	20 (1.6%)
Metro	58 (0.9%)	1,705 (27.5%)	3,527 (56.8%)	813 (13.1%)	105 (1.7%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C3: I feel burned out at work.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	93 (1.2%)	1,013 (13.1%)	2,613 (33.8%)	3,237 (41.9%)	777 (10%)
By select characteristics					
Age					
Missing	15 (10.6%)*	14 (9.9%)	50 (35.5%)	50 (35.5%)	12 (8.5%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
18–25 [‡]	17 (1.2%)	175 (12.1%)	479 (33%)	647 (44.6%)	134 (9.2%)
26–39	25 (0.9%)	452 (15.6%)*	1,062 (36.7%)	1,138 (39.3%)*	216 (7.5%)
40–54	16 (0.7%)	284 (13.2%)	744 (34.6%)	891 (41.4%)	216 (10%)
55 or more	20 (1.8%)	88 (8%)*	278 (25.4%)*	511 (46.6%)	199 (18.2%)*
Gender					
Missing	! (33.3%)*	! (5.6%)	! (44.4%)	! (16.7%)	! (0%)
Female [‡]	61 (1.1%)	735 (12.8%)	1,930 (33.6%)	2,453 (42.7%)	561 (9.8%)
Male	20 (1.2%)	213 (13%)	545 (33.2%)	670 (40.8%)	193 (11.8%)
Other	! (1.8%)	64 (19.2%)*	130 (38.9%)	111 (33.2%)*	23 (6.9%)
Race - Black					
Missing	! (23.3%)*	! (10%)	! (30%)	10 (33.3%)	! (3.3%)
Not Black [‡]	65 (1%)	861 (13.3%)	2,231 (34.4%)	2,717 (41.9%)	616 (9.5%)
Black	21 (1.7%)	149 (12.3%)	373 (30.8%)	510 (42%)	160 (13.2%)*
Ethnicity - Latino/a					
Missing	! (23.3%)*	! (10%)	! (30%)	10 (33.3%)	! (3.3%)
Not Latino/a [‡]	71 (1.2%)	817 (13.4%)	2,092 (34.2%)	2,514 (41.1%)	620 (10.1%)
Latino/a	15 (0.9%)	193 (12.1%)	512 (32.2%)	713 (44.9%)*	156 (9.8%)
Race - White					
Missing	! (23.3%)*	! (10%)	! (30%)	10 (33.3%)	! (3.3%)
White [‡]	39 (0.9%)	596 (13.7%)	1,509 (34.7%)	1,794 (41.3%)	407 (9.4%)
Not White	47 (1.4%)	414 (12.3%)	1,095 (32.6%)	1,433 (42.7%)	369 (11%)
Full vs. Part time					
Missing	! (1.8%)	34 (15.5%)	50 (22.7%)*	98 (44.5%)	34 (15.5%)*
Full time [‡]	59 (1.1%)	805 (14.6%)	1,972 (35.8%)	2,197 (39.9%)	479 (8.7%)
Part time	20 (1.2%)	136 (8.1%)*	496 (29.5%)*	802 (47.7%)*	229 (13.6%)*
Other	10 (3.1%)*	38 (11.9%)	95 (29.9%)	140 (44%)	35 (11%)
Leader status					
Missing	! (30.8%)	! (0%)	! (15.4%)	! (46.2%)	! (7.7%)
Not leader [‡]	29 (1.4%)	205 (10%)	631 (30.7%)	945 (45.9%)	247 (12%)
Leader	60 (1.1%)	808 (14.3%)*	1,980 (35%)*	2,286 (40.4%)*	529 (9.3%)*
Career tenure					
Missing	20 (11%)*	19 (10.5%)	63 (34.8%)	64 (35.4%)	15 (8.3%)
Earlier career [‡]	40 (1%)	550 (13.5%)	1,378 (33.9%)	1,712 (42.1%)	385 (9.5%)
Sustained career	33 (0.9%)	444 (12.7%)	1,172 (33.6%)	1,461 (41.9%)	377 (10.8%)
Locale					
Missing	14 (5.5%)*	39 (15.4%)	90 (35.4%)	89 (35%)	22 (8.7%)
Not metro [‡]	14 (1.1%)	174 (13.7%)	425 (33.4%)	526 (41.4%)	132 (10.4%)
Metro	65 (1%)	800 (12.9%)	2,098 (33.8%)	2,622 (42.2%)	623 (10%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C4: I feel like I belong at my organization.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	70 (0.9%)	2,978 (38.5%)	3,913 (50.6%)	658 (8.5%)	114 (1.5%)
By select characteristics					
Age					
Missing	13 (9.2%)*	33 (23.4%)*	74 (52.5%)	18 (12.8%)	! (2.1%)
18–25‡	13 (0.9%)	514 (35.4%)	788 (54.3%)	123 (8.5%)	14 (1%)
26–39	22 (0.8%)	1,055 (36.5%)	1,503 (52%)	272 (9.4%)	41 (1.4%)
40–54	10 (0.5%)	849 (39.5%)	1,078 (50.1%)	174 (8.1%)	40 (1.9%)
55 or more	12 (1.1%)	527 (48.1%)*	470 (42.9%)*	71 (6.5%)	16 (1.5%)
Gender					
Missing	! (33.3%)*	! (27.8%)	! (33.3%)	! (5.6%)	! (0%)
Female‡	43 (0.7%)	2,268 (39.5%)	2,891 (50.4%)	465 (8.1%)	73 (1.3%)
Male	17 (1%)	619 (37.7%)	830 (50.6%)	145 (8.8%)	30 (1.8%)
Other	! (1.2%)	86 (25.7%)*	186 (55.7%)	47 (14.1%)*	11 (3.3%)*
Race - Black					
Missing	! (16.7%)*	! (23.3%)	13 (43.3%)	! (6.7%)	! (10%)*
Not Black‡	47 (0.7%)	2,501 (38.5%)	3,321 (51.2%)	533 (8.2%)	88 (1.4%)
Black	18 (1.5%)	470 (38.7%)	579 (47.7%)	123 (10.1%)	23 (1.9%)
Ethnicity - Latino/a					
Missing	! (16.7%)*	! (23.3%)	13 (43.3%)	! (6.7%)	! (10%)*
Not Latino/a‡	51 (0.8%)	2,440 (39.9%)	3,021 (49.4%)	523 (8.6%)	79 (1.3%)
Latino/a	14 (0.9%)	531 (33.4%)*	879 (55.3%)*	133 (8.4%)	32 (2%)
Race - White					
Missing	! (16.7%)*	! (23.3%)	13 (43.3%)	! (6.7%)	! (10%)*
White‡	24 (0.6%)	1,772 (40.8%)	2,176 (50.1%)	329 (7.6%)	44 (1%)
Not White	41 (1.2%)*	1,199 (35.7%)*	1,724 (51.3%)	327 (9.7%)*	67 (2%)*
Full vs. Part time					
Missing	! (1.8%)	95 (43.2%)	95 (43.2%)	23 (10.5%)	! (1.4%)
Full time‡	41 (0.7%)	2,157 (39.1%)	2,770 (50.3%)	458 (8.3%)	86 (1.6%)
Part time	17 (1%)	618 (36.7%)	898 (53.4%)	133 (7.9%)	17 (1%)
Other	! (2.5%)*	108 (34%)	150 (47.2%)	44 (13.8%)*	! (2.5%)
Leader status					
Missing	! (23.1%)*	! (23.1%)	! (46.2%)	! (7.7%)	! (0%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Not leader [‡]	22 (1.1%)	701 (34.1%)	1,107 (53.8%)	191 (9.3%)	36 (1.8%)
Leader	45 (0.8%)	2,274 (40.2%)*	2,800 (49.4%)*	466 (8.2%)	78 (1.4%)
Career tenure					
Missing	16 (8.8%)*	51 (28.2%)	89 (49.2%)	21 (11.6%)	! (2.2%)
Earlier career [‡]	35 (0.9%)	1,475 (36.3%)	2,154 (53%)	348 (8.6%)	53 (1.3%)
Sustained career	19 (0.5%)	1,452 (41.6%)*	1,670 (47.9%)*	289 (8.3%)	57 (1.6%)
Locale					
Missing	11 (4.3%)*	64 (25.2%)*	141 (55.5%)	31 (12.2%)	! (2.8%)
Not metro [‡]	! (0.5%)	526 (41.4%)	626 (49.3%)	97 (7.6%)	16 (1.3%)
Metro	53 (0.9%)	2,388 (38.5%)	3,146 (50.7%)	530 (8.5%)	91 (1.5%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C5: I see myself as part of a larger youth fields community.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	78 (1%)	2,914 (37.7%)	3,831 (49.5%)	814 (10.5%)	96 (1.2%)
By select characteristics					
Age					
Missing	12 (8.5%)*	38 (27%)	69 (48.9%)	19 (13.5%)	! (2.1%)
18–25 [‡]	19 (1.3%)	523 (36%)	756 (52.1%)	139 (9.6%)	15 (1%)
26–39	25 (0.9%)	1,064 (36.8%)	1,432 (49.5%)	333 (11.5%)	39 (1.3%)
40–54	12 (0.6%)	825 (38.4%)	1,089 (50.6%)	199 (9.3%)	26 (1.2%)
55 or more	10 (0.9%)	464 (42.3%)*	485 (44.3%)*	124 (11.3%)	13 (1.2%)
Gender					
Missing	! (33.3%)*	! (22.2%)	! (33.3%)	! (11.1%)	! (0%)
Female [‡]	52 (0.9%)	2,190 (38.2%)	2,880 (50.2%)	560 (9.8%)	58 (1%)
Male	16 (1%)	620 (37.8%)	786 (47.9%)	196 (11.9%)	23 (1.4%)
Other	! (1.2%)	100 (29.9%)*	159 (47.6%)	56 (16.8%)*	15 (4.5%)*
Race - Black					
Missing	! (20%)*	! (23.3%)	10 (33.3%)	! (23.3%)	! (0%)
Not Black [‡]	50 (0.8%)	2,397 (36.9%)	3,262 (50.3%)	700 (10.8%)	81 (1.2%)
Black	22 (1.8%)*	510 (42%)*	559 (46.1%)*	107 (8.8%)	15 (1.2%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Ethnicity - Latino/a					
Missing	! (20%)*	! (23.3%)	10 (33.3%)	! (23.3%)	! (0%)
Not Latino/a [‡]	57 (0.9%)	2,298 (37.6%)	2,997 (49%)	687 (11.2%)	75 (1.2%)
Latino/a	15 (0.9%)	609 (38.3%)	824 (51.9%)	120 (7.6%)*	21 (1.3%)
Race - White					
Missing	! (20%)*	! (23.3%)	10 (33.3%)	! (23.3%)	! (0%)
White [‡]	26 (0.6%)	1,592 (36.6%)	2,175 (50.1%)	507 (11.7%)	45 (1%)
Not White	46 (1.4%)*	1,315 (39.2%)	1,646 (49%)	300 (8.9%)*	51 (1.5%)
Full vs. Part time					
Missing	! (2.7%)*	97 (44.1%)	99 (45%)	14 (6.4%)	! (1.8%)
Full time [‡]	44 (0.8%)	2,165 (39.3%)	2,698 (48.9%)	551 (10%)	54 (1%)
Part time	21 (1.2%)	565 (33.6%)*	880 (52.3%)	189 (11.2%)	28 (1.7%)
Other	! (2.2%)	87 (27.4%)*	154 (48.4%)	60 (18.9%)*	10 (3.1%)*
Leader status					
Missing	! (23.1%)*	! (7.7%)	! (61.5%)	! (7.7%)	! (0%)
Not leader [‡]	25 (1.2%)	634 (30.8%)	1,086 (52.8%)	283 (13.8%)	29 (1.4%)
Leader	50 (0.9%)	2,279 (40.2%)*	2,737 (48.3%)*	530 (9.4%)*	67 (1.2%)
Career tenure					
Missing	18 (9.9%)*	51 (28.2%)	85 (47%)	23 (12.7%)	! (2.2%)
Earlier career [‡]	41 (1%)	1,463 (36%)	2,058 (50.6%)	447 (11%)	56 (1.4%)
Sustained career	19 (0.5%)	1,400 (40.1%)*	1,688 (48.4%)	344 (9.9%)	36 (1%)
Locale					
Missing	12 (4.7%)*	79 (31.1%)	122 (48%)	33 (13%)	! (3.1%)*
Not metro [‡]	! (0.5%)	460 (36.2%)	649 (51.1%)	146 (11.5%)	10 (0.8%)
Metro	60 (1%)	2,375 (38.3%)	3,060 (49.3%)	635 (10.2%)	78 (1.3%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the p < 0.01 level.

Table C6: Change about current job: Improve pay and/or benefits

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	2,278 (29.5%)	5,295 (68.5%)
By select characteristics			
Age			
Missing	! (5%)	51 (36.2%)	83 (58.9%)

Select characteristics	Missing	No	Yes
18–25 [‡]	28 (1.9%)	413 (28.4%)	1,011 (69.6%)
26–39	49 (1.7%)	707 (24.4%)*	2,137 (73.9%)*
40–54	46 (2.1%)	689 (32%)	1,416 (65.8%)
55 or more	30 (2.7%)	418 (38.1%)*	648 (59.1%)*
Gender			
Missing	! (27.8%)*	! (33.3%)	! (38.9%)
Female [‡]	119 (2.1%)	1,652 (28.8%)	3,969 (69.1%)
Male	29 (1.8%)	541 (33%)*	1,071 (65.3%)*
Other	! (2.1%)	79 (23.7%)	248 (74.3%)
Race - Black			
Missing	! (20%)*	! (30%)	15 (50%)
Not Black [‡]	130 (2%)	1,931 (29.8%)	4,429 (68.2%)
Black	24 (2%)	338 (27.9%)	851 (70.2%)
Ethnicity - Latino/a			
Missing	! (20%)*	! (30%)	15 (50%)
Not Latino/a [‡]	122 (2%)	1,814 (29.7%)	4,178 (68.3%)
Latino/a	32 (2%)	455 (28.6%)	1,102 (69.4%)
Race - White			
Missing	! (20%)*	! (30%)	15 (50%)
White [‡]	95 (2.2%)	1,291 (29.7%)	2,959 (68.1%)
Not White	59 (1.8%)	978 (29.1%)	2,321 (69.1%)
Full vs. part time			
Missing	16 (7.3%)*	65 (29.5%)	139 (63.2%)
Full time [‡]	109 (2%)	1,523 (27.6%)	3,880 (70.4%)
Part time	30 (1.8%)	539 (32%)*	1,114 (66.2%)*
Other	! (1.6%)	151 (47.5%)*	162 (50.9%)*
Leader status			
Missing	! (23.1%)*	! (30.8%)	! (46.2%)
Not leader [‡]	42 (2%)	516 (25.1%)	1,499 (72.9%)
Leader	115 (2%)	1,758 (31%)*	3,790 (66.9%)*
Career tenure			
Missing	10 (5.5%)*	61 (33.7%)	110 (60.8%)*
Earlier career [‡]	75 (1.8%)	1,092 (26.9%)	2,898 (71.3%)
Sustained career	75 (2.2%)	1,125 (32.3%)*	2,287 (65.6%)*
Locale			
Missing	11 (4.3%)	99 (39%)*	144 (56.7%)*
Not metro [‡]	29 (2.3%)	373 (29.3%)	869 (68.4%)
Metro	120 (1.9%)	1,806 (29.1%)	4,282 (69%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C7: Change about current job: Improve work environment

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	5,890 (76.2%)	1,683 (21.8%)
By select characteristics			
Age			
Missing	! (5%)	96 (68.1%)	38 (27%)
18–25‡	28 (1.9%)	1,092 (75.2%)	332 (22.9%)
26–39	49 (1.7%)	2,171 (75%)	673 (23.3%)
40–54	46 (2.1%)	1,664 (77.4%)	441 (20.5%)
55 or more	30 (2.7%)	867 (79.1%)	199 (18.2%)*
Gender			
Missing	! (27.8%)*	12 (66.7%)	! (5.6%)
Female‡	119 (2.1%)	4,402 (76.7%)	1,219 (21.2%)
Male	29 (1.8%)	1,244 (75.8%)	368 (22.4%)
Other	! (2.1%)	232 (69.5%)*	95 (28.4%)*
Race - Black			
Missing	! (20%)*	17 (56.7%)	! (23.3%)
Not Black‡	130 (2%)	4,986 (76.8%)	1,374 (21.2%)
Black	24 (2%)	887 (73.1%)*	302 (24.9%)*
Ethnicity - Latino/a			
Missing	! (20%)*	17 (56.7%)	! (23.3%)
Not Latino/a‡	122 (2%)	4,689 (76.7%)	1,303 (21.3%)
Latino/a	32 (2%)	1,184 (74.5%)	373 (23.5%)
Race - White			
Missing	! (20%)*	17 (56.7%)*	! (23.3%)
White‡	95 (2.2%)	3,401 (78.3%)	849 (19.5%)
Not White	59 (1.8%)	2,472 (73.6%)*	827 (24.6%)*
Full vs. part time			
Missing	16 (7.3%)*	166 (75.5%)	38 (17.3%)
Full time‡	109 (2%)	4,147 (75.2%)	1,256 (22.8%)
Part time	30 (1.8%)	1,317 (78.3%)	336 (20%)
Other	! (1.6%)	260 (81.8%)	53 (16.7%)
Leader status			
Missing	! (23.1%)*	! (61.5%)	! (15.4%)
Not leader‡	42 (2%)	1,553 (75.5%)	462 (22.5%)
Leader	115 (2%)	4,329 (76.4%)	1,219 (21.5%)

Select characteristics	Missing	No	Yes
Career tenure			
Missing	10 (5.5%)*	125 (69.1%)	46 (25.4%)
Earlier career [‡]	75 (1.8%)	3,094 (76.1%)	896 (22%)
Sustained career	75 (2.2%)	2,671 (76.6%)	741 (21.3%)
Locale			
Missing	11 (4.3%)	180 (70.9%)*	63 (24.8%)
Not metro [‡]	29 (2.3%)	999 (78.6%)	243 (19.1%)
Metro	120 (1.9%)	4,711 (75.9%)	1,377 (22.2%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C8: Change about current job: More flexibility in work hours

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,323 (81.8%)	1,250 (16.2%)
By select characteristics			
Age			
Missing	! (5%)	114 (80.9%)	20 (14.2%)
18–25 [‡]	28 (1.9%)	1,165 (80.2%)	259 (17.8%)
26–39	49 (1.7%)	2,317 (80.1%)	527 (18.2%)
40–54	46 (2.1%)	1,797 (83.5%)	308 (14.3%)*
55 or more	30 (2.7%)	930 (84.9%)*	136 (12.4%)*
Gender			
Missing	! (27.8%)*	13 (72.2%)	! (0%)
Female [‡]	119 (2.1%)	4,725 (82.3%)	896 (15.6%)
Male	29 (1.8%)	1,324 (80.7%)	288 (17.6%)
Other	! (2.1%)	261 (78.1%)	66 (19.8%)
Race - Black			
Missing	! (20%)*	17 (56.7%)*	! (23.3%)
Not Black [‡]	130 (2%)	5,327 (82.1%)	1,033 (15.9%)
Black	24 (2%)	979 (80.7%)	210 (17.3%)
Ethnicity - Latino/a			
Missing	! (20%)*	17 (56.7%)*	! (23.3%)
Not Latino/a [‡]	122 (2%)	5,034 (82.3%)	958 (15.7%)
Latino/a	32 (2%)	1,272 (80.1%)	285 (17.9%)
Race - White			
Missing	! (20%)*	17 (56.7%)*	! (23.3%)
White [‡]	95 (2.2%)	3,625 (83.4%)	625 (14.4%)

Select characteristics	Missing	No	Yes
Not White	59 (1.8%)	2,681 (79.8%)*	618 (18.4%)*
Full vs. part time			
Missing	16 (7.3%)*	177 (80.5%)	27 (12.3%)
Full time [‡]	109 (2%)	4,493 (81.5%)	910 (16.5%)
Part time	30 (1.8%)	1,394 (82.8%)	259 (15.4%)
Other	! (1.6%)	259 (81.4%)	54 (17%)
Leader status			
Missing	! (23.1%)*	! (61.5%)	! (15.4%)
Not leader [‡]	42 (2%)	1,651 (80.3%)	364 (17.7%)
Leader	115 (2%)	4,664 (82.4%)	884 (15.6%)
Career tenure			
Missing	10 (5.5%)*	144 (79.6%)	27 (14.9%)
Earlier career [‡]	75 (1.8%)	3,284 (80.8%)	706 (17.4%)
Sustained career	75 (2.2%)	2,895 (83%)	517 (14.8%)*
Locale			
Missing	11 (4.3%)	199 (78.3%)	44 (17.3%)
Not metro [‡]	29 (2.3%)	1,074 (84.5%)	168 (13.2%)
Metro	120 (1.9%)	5,050 (81.3%)*	1,038 (16.7%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C9: Change about current job: More opportunities for remote work

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	5,935 (76.7%)	1,638 (21.2%)
By select characteristics			
Age			
Missing	! (5%)	112 (79.4%)	22 (15.6%)
18–25 [‡]	28 (1.9%)	1,112 (76.6%)	312 (21.5%)
26–39	49 (1.7%)	2,156 (74.5%)	688 (23.8%)
40–54	46 (2.1%)	1,651 (76.8%)	454 (21.1%)
55 or more	30 (2.7%)	904 (82.5%)*	162 (14.8%)*
Gender			
Missing	! (27.8%)*	13 (72.2%)	! (0%)
Female [‡]	119 (2.1%)	4,386 (76.4%)	1,235 (21.5%)
Male	29 (1.8%)	1,295 (78.9%)	317 (19.3%)
Other	! (2.1%)	241 (72.2%)	86 (25.7%)

Select characteristics	Missing	No	Yes
Race - Black			
Missing	! (20%)*	20 (66.7%)	! (13.3%)
Not Black [‡]	130 (2%)	5,048 (77.8%)	1,312 (20.2%)
Black	24 (2%)	867 (71.5%)*	322 (26.5%)*
Ethnicity - Latino/a			
Missing	! (20%)*	20 (66.7%)	! (13.3%)
Not Latino/a [‡]	122 (2%)	4,726 (77.3%)	1,266 (20.7%)
Latino/a	32 (2%)	1,189 (74.8%)	368 (23.2%)
Race - White			
Missing	! (20%)*	20 (66.7%)	! (13.3%)
White [‡]	95 (2.2%)	3,437 (79.1%)	813 (18.7%)
Not White	59 (1.8%)	2,478 (73.8%)*	821 (24.4%)*
Full vs. part time			
Missing	16 (7.3%)*	171 (77.7%)	33 (15%)*
Full time [‡]	109 (2%)	4,148 (75.3%)	1,255 (22.8%)
Part time	30 (1.8%)	1,371 (81.5%)*	282 (16.8%)*
Other	! (1.6%)	245 (77%)	68 (21.4%)
Leader status			
Missing	! (23.1%)*	10 (76.9%)	! (0%)
Not leader [‡]	42 (2%)	1,616 (78.6%)	399 (19.4%)
Leader	115 (2%)	4,309 (76.1%)	1,239 (21.9%)
Career tenure			
Missing	10 (5.5%)*	142 (78.5%)	29 (16%)
Earlier career [‡]	75 (1.8%)	3,077 (75.7%)	913 (22.5%)
Sustained career	75 (2.2%)	2,716 (77.9%)	696 (20%)*
Locale			
Missing	11 (4.3%)	190 (74.8%)	53 (20.9%)
Not metro [‡]	29 (2.3%)	1,004 (79%)	238 (18.7%)
Metro	120 (1.9%)	4,741 (76.4%)	1,347 (21.7%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C10: Change about current job: More opportunity for advancement

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	5,537 (71.6%)	2,036 (26.3%)

Select characteristics	Missing	No	Yes
By select characteristics			
Age			
Missing	! (5%)	99 (70.2%)	35 (24.8%)
18–25 [‡]	28 (1.9%)	1,053 (72.5%)	371 (25.6%)
26–39	49 (1.7%)	1,954 (67.5%)*	890 (30.8%)*
40–54	46 (2.1%)	1,539 (71.5%)	566 (26.3%)
55 or more	30 (2.7%)	892 (81.4%)*	174 (15.9%)*
Gender			
Missing	! (27.8%)*	12 (66.7%)	! (5.6%)
Female [‡]	119 (2.1%)	4,158 (72.4%)	1,463 (25.5%)
Male	29 (1.8%)	1,147 (69.9%)	465 (28.3%)
Other	! (2.1%)	220 (65.9%)	107 (32%)*
Race - Black			
Missing	! (20%)*	18 (60%)	! (20%)
Not Black [‡]	130 (2%)	4,673 (72%)	1,687 (26%)
Black	24 (2%)	846 (69.7%)	343 (28.3%)
Ethnicity - Latino/a			
Missing	! (20%)*	18 (60%)	! (20%)
Not Latino/a [‡]	122 (2%)	4,424 (72.4%)	1,568 (25.6%)
Latino/a	32 (2%)	1,095 (68.9%)*	462 (29.1%)*
Race - White			
Missing	! (20%)*	18 (60%)	! (20%)
White [‡]	95 (2.2%)	3,176 (73.1%)	1,074 (24.7%)
Not White	59 (1.8%)	2,343 (69.8%)*	956 (28.5%)*
Full vs. part time			
Missing	16 (7.3%)*	149 (67.7%)	55 (25%)
Full time [‡]	109 (2%)	3,866 (70.1%)	1,537 (27.9%)
Part time	30 (1.8%)	1,287 (76.5%)*	366 (21.7%)*
Other	! (1.6%)	235 (73.9%)	78 (24.5%)
Leader status			
Missing	! (23.1%)*	! (69.2%)	! (7.7%)
Not leader [‡]	42 (2%)	1,430 (69.5%)	585 (28.4%)
Leader	115 (2%)	4,098 (72.4%)	1,450 (25.6%)
Career tenure			
Missing	10 (5.5%)*	129 (71.3%)	42 (23.2%)
Earlier career [‡]	75 (1.8%)	2,879 (70.8%)	1,111 (27.3%)
Sustained career	75 (2.2%)	2,529 (72.5%)	883 (25.3%)
Locale			
Missing	11 (4.3%)	170 (66.9%)*	73 (28.7%)

Select characteristics	Missing	No	Yes
Not metro [‡]	29 (2.3%)	973 (76.6%)	269 (21.2%)
Metro	120 (1.9%)	4,394 (70.8%)*	1,694 (27.3%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C11: Change about current job: More opportunities for collaboration

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	5,864 (75.8%)	1,709 (22.1%)
By select characteristics			
Age			
Missing	! (5%)	96 (68.1%)*	38 (27%)
18–25 [‡]	28 (1.9%)	1,160 (79.9%)	264 (18.2%)
26–39	49 (1.7%)	2,162 (74.7%)*	682 (23.6%)*
40–54	46 (2.1%)	1,609 (74.8%)*	496 (23.1%)*
55 or more	30 (2.7%)	837 (76.4%)	229 (20.9%)
Gender			
Missing	! (27.8%)*	12 (66.7%)	! (5.6%)
Female [‡]	119 (2.1%)	4,368 (76.1%)	1,253 (21.8%)
Male	29 (1.8%)	1,239 (75.5%)	373 (22.7%)
Other	! (2.1%)	245 (73.4%)	82 (24.6%)
Race - Black			
Missing	! (20%)*	19 (63.3%)	! (16.7%)
Not Black [‡]	130 (2%)	4,926 (75.9%)	1,434 (22.1%)
Black	24 (2%)	919 (75.8%)	270 (22.3%)
Ethnicity - Latino/a			
Missing	! (20%)*	19 (63.3%)	! (16.7%)
Not Latino/a [‡]	122 (2%)	4,627 (75.7%)	1,365 (22.3%)
Latino/a	32 (2%)	1,218 (76.7%)	339 (21.3%)
Race - White			
Missing	! (20%)*	19 (63.3%)	! (16.7%)
White [‡]	95 (2.2%)	3,297 (75.9%)	953 (21.9%)
Not White	59 (1.8%)	2,548 (75.9%)	751 (22.4%)
Full vs. part time			
Missing	16 (7.3%)*	161 (73.2%)	43 (19.5%)
Full time [‡]	109 (2%)	4,113 (74.6%)	1,290 (23.4%)
Part time	30 (1.8%)	1,347 (80%)*	306 (18.2%)*
Other	! (1.6%)	243 (76.4%)	70 (22%)

Select characteristics	Missing	No	Yes
Leader status			
Missing	! (23.1%)*	! (69.2%)	! (7.7%)
Not leader [‡]	42 (2%)	1,649 (80.2%)	366 (17.8%)
Leader	115 (2%)	4,206 (74.3%)*	1,342 (23.7%)*
Career tenure			
Missing	10 (5.5%)*	126 (69.6%)	45 (24.9%)
Earlier career [‡]	75 (1.8%)	3,139 (77.2%)	851 (20.9%)
Sustained career	75 (2.2%)	2,599 (74.5%)*	813 (23.3%)
Locale			
Missing	11 (4.3%)	190 (74.8%)	53 (20.9%)
Not metro [‡]	29 (2.3%)	984 (77.4%)	258 (20.3%)
Metro	120 (1.9%)	4,690 (75.5%)	1,398 (22.5%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C12: Change about current job: More support from leadership

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	5,579 (72.1%)	1,994 (25.8%)
By select characteristics			
Age			
Missing	! (5%)	92 (65.2%)	42 (29.8%)
18–25 [‡]	28 (1.9%)	1,085 (74.7%)	339 (23.3%)
26–39	49 (1.7%)	2,082 (72%)	762 (26.3%)
40–54	46 (2.1%)	1,533 (71.3%)	572 (26.6%)
55 or more	30 (2.7%)	787 (71.8%)	279 (25.5%)
Gender			
Missing	! (27.8%)*	12 (66.7%)	! (5.6%)
Female [‡]	119 (2.1%)	4,139 (72.1%)	1,482 (25.8%)
Male	29 (1.8%)	1,213 (73.9%)	399 (24.3%)
Other	! (2.1%)	215 (64.4%)*	112 (33.5%)*
Race - Black			
Missing	! (20%)*	17 (56.7%)	! (23.3%)
Not Black [‡]	130 (2%)	4,693 (72.3%)	1,667 (25.7%)
Black	24 (2%)	869 (71.6%)	320 (26.4%)
Ethnicity - Latino/a			
Missing	! (20%)*	17 (56.7%)	! (23.3%)
Not Latino/a [‡]	122 (2%)	4,392 (71.8%)	1,600 (26.2%)

Select characteristics	Missing	No	Yes
Latino/a	32 (2%)	1,170 (73.6%)	387 (24.4%)
Race - White			
Missing	! (20%)*	17 (56.7%)	! (23.3%)
White [‡]	95 (2.2%)	3,092 (71.2%)	1,158 (26.7%)
Not White	59 (1.8%)	2,470 (73.6%)	829 (24.7%)
Full vs. part time			
Missing	16 (7.3%)*	144 (65.5%)	60 (27.3%)
Full time [‡]	109 (2%)	3,866 (70.1%)	1,537 (27.9%)
Part time	30 (1.8%)	1,332 (79.1%)*	321 (19.1%)*
Other	! (1.6%)	237 (74.5%)	76 (23.9%)
Leader status			
Missing	! (23.1%)*	! (69.2%)	! (7.7%)
Not leader [‡]	42 (2%)	1,519 (73.8%)	496 (24.1%)
Leader	115 (2%)	4,051 (71.5%)	1,497 (26.4%)
Career tenure			
Missing	10 (5.5%)*	120 (66.3%)	51 (28.2%)
Earlier career [‡]	75 (1.8%)	3,012 (74.1%)	978 (24.1%)
Sustained career	75 (2.2%)	2,447 (70.2%)*	965 (27.7%)*
Locale			
Missing	11 (4.3%)	186 (73.2%)	57 (22.4%)
Not metro [‡]	29 (2.3%)	946 (74.4%)	296 (23.3%)
Metro	120 (1.9%)	4,447 (71.6%)	1,641 (26.4%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C13: Change about current job: More opportunities to work or interact directly with youth

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,929 (89.6%)	644 (8.3%)
By select characteristics			
Age			
Missing	! (5%)	123 (87.2%)	11 (7.8%)
18–25 [‡]	28 (1.9%)	1,327 (91.4%)	97 (6.7%)
26–39	49 (1.7%)	2,559 (88.5%)*	285 (9.9%)*
40–54	46 (2.1%)	1,945 (90.4%)	160 (7.4%)
55 or more	30 (2.7%)	975 (89%)	91 (8.3%)

Select characteristics	Missing	No	Yes
Gender			
Missing	! (27.8%)*	11 (61.1%)*	! (11.1%)
Female [‡]	119 (2.1%)	5,182 (90.3%)	439 (7.6%)
Male	29 (1.8%)	1,444 (88%)*	168 (10.2%)*
Other	! (2.1%)	292 (87.4%)	35 (10.5%)
Race - Black			
Missing	! (20%)*	19 (63.3%)*	! (16.7%)
Not Black [‡]	130 (2%)	5,822 (89.7%)	538 (8.3%)
Black	24 (2%)	1,088 (89.7%)	101 (8.3%)
Ethnicity - Latino/a			
Missing	! (20%)*	19 (63.3%)*	! (16.7%)
Not Latino/a [‡]	122 (2%)	5,459 (89.3%)	533 (8.7%)
Latino/a	32 (2%)	1,451 (91.3%)	106 (6.7%)*
Race - White			
Missing	! (20%)*	19 (63.3%)*	! (16.7%)
White [‡]	95 (2.2%)	3,873 (89.1%)	377 (8.7%)
Not White	59 (1.8%)	3,037 (90.4%)	262 (7.8%)
Full vs. part time			
Missing	16 (7.3%)*	186 (84.5%)	18 (8.2%)
Full time [‡]	109 (2%)	4,920 (89.3%)	483 (8.8%)
Part time	30 (1.8%)	1,545 (91.8%)*	108 (6.4%)*
Other	! (1.6%)	278 (87.4%)	35 (11%)
Leader status			
Missing	! (23.1%)*	! (61.5%)*	! (15.4%)
Not leader [‡]	42 (2%)	1,888 (91.8%)	127 (6.2%)
Leader	115 (2%)	5,033 (88.9%)*	515 (9.1%)*
Career tenure			
Missing	10 (5.5%)*	155 (85.6%)	16 (8.8%)
Earlier career [‡]	75 (1.8%)	3,666 (90.2%)	324 (8%)
Sustained career	75 (2.2%)	3,108 (89.1%)	304 (8.7%)
Locale			
Missing	11 (4.3%)	214 (84.3%)*	29 (11.4%)*
Not metro [‡]	29 (2.3%)	1,160 (91.3%)	82 (6.5%)
Metro	120 (1.9%)	5,555 (89.5%)	533 (8.6%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C14: Change about current job: Less stress*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	4,613 (59.7%)	2,960 (38.3%)
By select characteristics			
Age			
Missing	! (5%)	87 (61.7%)	47 (33.3%)
18–25 [‡]	28 (1.9%)	986 (67.9%)	438 (30.2%)
26–39	49 (1.7%)	1,691 (58.5%)*	1,153 (39.9%)*
40–54	46 (2.1%)	1,184 (55%)*	921 (42.8%)*
55 or more	30 (2.7%)	665 (60.7%)*	401 (36.6%)*
Gender			
Missing	! (27.8%)*	12 (66.7%)	! (5.6%)*
Female [‡]	119 (2.1%)	3,373 (58.8%)	2,248 (39.2%)
Male	29 (1.8%)	1,032 (62.9%)*	580 (35.3%)*
Other	! (2.1%)	196 (58.7%)	131 (39.2%)
Race - Black			
Missing	! (20%)*	14 (46.7%)	10 (33.3%)
Not Black [‡]	130 (2%)	3,779 (58.2%)	2,581 (39.8%)
Black	24 (2%)	820 (67.6%)*	369 (30.4%)*
Ethnicity - Latino/a			
Missing	! (20%)*	14 (46.7%)	10 (33.3%)
Not Latino/a [‡]	122 (2%)	3,553 (58.1%)	2,439 (39.9%)
Latino/a	32 (2%)	1,046 (65.8%)*	511 (32.2%)*
Race - White			
Missing	! (20%)*	14 (46.7%)	10 (33.3%)
White [‡]	95 (2.2%)	2,378 (54.7%)	1,872 (43.1%)
Not White	59 (1.8%)	2,221 (66.1%)*	1,078 (32.1%)*
Full vs. part time			
Missing	16 (7.3%)*	121 (55%)	83 (37.7%)
Full time [‡]	109 (2%)	3,041 (55.2%)	2,362 (42.9%)
Part time	30 (1.8%)	1,234 (73.3%)*	419 (24.9%)*
Other	! (1.6%)	217 (68.2%)*	96 (30.2%)*
Leader status			
Missing	! (23.1%)*	! (69.2%)	! (7.7%)
Not leader [‡]	42 (2%)	1,378 (67%)	637 (31%)
Leader	115 (2%)	3,226 (57%)*	2,322 (41%)*
Career tenure			
Missing	10 (5.5%)*	113 (62.4%)	58 (32%)
Earlier career [‡]	75 (1.8%)	2,596 (63.9%)	1,394 (34.3%)

Select characteristics	Missing	No	Yes
Sustained career	75 (2.2%)	1,904 (54.6%)*	1,508 (43.2%)*
Locale			
Missing	11 (4.3%)	171 (67.3%)*	72 (28.3%)*
Not metro [‡]	29 (2.3%)	718 (56.5%)	524 (41.2%)
Metro	120 (1.9%)	3,724 (60%)	2,364 (38.1%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C15: Change about current job: Receive more or better professional learning

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,216 (80.4%)	1,357 (17.5%)
By select characteristics			
Age			
Missing	! (5%)	115 (81.6%)	19 (13.5%)
18–25 [‡]	28 (1.9%)	1,201 (82.7%)	223 (15.4%)
26–39	49 (1.7%)	2,229 (77%)*	615 (21.3%)*
40–54	46 (2.1%)	1,748 (81.3%)	357 (16.6%)
55 or more	30 (2.7%)	923 (84.2%)	143 (13%)
Gender			
Missing	! (27.8%)*	11 (61.1%)	! (11.1%)
Female [‡]	119 (2.1%)	4,617 (80.4%)	1,004 (17.5%)
Male	29 (1.8%)	1,354 (82.5%)	258 (15.7%)
Other	! (2.1%)	234 (70.1%)*	93 (27.8%)*
Race - Black			
Missing	! (20%)*	15 (50%)*	! (30%)
Not Black [‡]	130 (2%)	5,232 (80.6%)	1,128 (17.4%)
Black	24 (2%)	969 (79.9%)	220 (18.1%)
Ethnicity - Latino/a			
Missing	! (20%)*	15 (50%)*	! (30%)
Not Latino/a [‡]	122 (2%)	4,947 (80.9%)	1,045 (17.1%)
Latino/a	32 (2%)	1,254 (78.9%)	303 (19.1%)
Race - White			
Missing	! (20%)*	15 (50%)*	! (30%)
White [‡]	95 (2.2%)	3,539 (81.4%)	711 (16.4%)
Not White	59 (1.8%)	2,662 (79.3%)	637 (19%)*
Full vs. part time			
Missing	16 (7.3%)*	168 (76.4%)	36 (16.4%)

Select characteristics	Missing	No	Yes
Full time [‡]	109 (2%)	4,397 (79.8%)	1,006 (18.3%)
Part time	30 (1.8%)	1,393 (82.8%)*	260 (15.4%)*
Other	! (1.6%)	258 (81.1%)	55 (17.3%)
Leader status			
Missing	! (23.1%)*	! (69.2%)	! (7.7%)
Not leader [‡]	42 (2%)	1,660 (80.7%)	355 (17.3%)
Leader	115 (2%)	4,547 (80.3%)	1,001 (17.7%)
Career tenure			
Missing	10 (5.5%)*	148 (81.8%)	23 (12.7%)
Earlier career [‡]	75 (1.8%)	3,247 (79.9%)	743 (18.3%)
Sustained career	75 (2.2%)	2,821 (80.9%)	591 (16.9%)
Locale			
Missing	11 (4.3%)	203 (79.9%)	40 (15.7%)
Not metro [‡]	29 (2.3%)	1,040 (81.8%)	202 (15.9%)
Metro	120 (1.9%)	4,973 (80.1%)	1,115 (18%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C16: Change about current job: Shorter commute

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,792 (87.8%)	781 (10.1%)
By select characteristics			
Age			
Missing	! (5%)	119 (84.4%)	15 (10.6%)
18–25 [‡]	28 (1.9%)	1,262 (86.9%)	162 (11.2%)
26–39	49 (1.7%)	2,511 (86.8%)	333 (11.5%)
40–54	46 (2.1%)	1,908 (88.7%)	197 (9.2%)
55 or more	30 (2.7%)	992 (90.5%)*	74 (6.8%)*
Gender			
Missing	! (27.8%)*	10 (55.6%)*	! (16.7%)
Female [‡]	119 (2.1%)	5,076 (88.4%)	545 (9.5%)
Male	29 (1.8%)	1,424 (86.8%)	188 (11.5%)
Other	! (2.1%)	282 (84.4%)	45 (13.5%)
Race - Black			
Missing	! (20%)*	22 (73.3%)	! (6.7%)
Not Black [‡]	130 (2%)	5,679 (87.5%)	681 (10.5%)
Black	24 (2%)	1,091 (89.9%)	98 (8.1%)

Select characteristics	Missing	No	Yes
Ethnicity - Latino/a			
Missing	! (20%)*	22 (73.3%)	! (6.7%)
Not Latino/a [‡]	122 (2%)	5,364 (87.7%)	628 (10.3%)
Latino/a	32 (2%)	1,406 (88.5%)	151 (9.5%)
Race - White			
Missing	! (20%)*	22 (73.3%)	! (6.7%)
White [‡]	95 (2.2%)	3,781 (87%)	469 (10.8%)
Not White	59 (1.8%)	2,989 (89%)*	310 (9.2%)
Full vs. part time			
Missing	16 (7.3%)*	182 (82.7%)	22 (10%)
Full time [‡]	109 (2%)	4,818 (87.4%)	585 (10.6%)
Part time	30 (1.8%)	1,506 (89.5%)	147 (8.7%)
Other	! (1.6%)	286 (89.9%)	27 (8.5%)
Leader status			
Missing	! (23.1%)*	10 (76.9%)	! (0%)
Not leader [‡]	42 (2%)	1,815 (88.2%)	200 (9.7%)
Leader	115 (2%)	4,967 (87.7%)	581 (10.3%)
Career tenure			
Missing	10 (5.5%)*	155 (85.6%)	16 (8.8%)
Earlier career [‡]	75 (1.8%)	3,536 (87%)	454 (11.2%)
Sustained career	75 (2.2%)	3,101 (88.9%)	311 (8.9%)*
Locale			
Missing	11 (4.3%)	220 (86.6%)	23 (9.1%)
Not metro [‡]	29 (2.3%)	1,158 (91.1%)	84 (6.6%)
Metro	120 (1.9%)	5,414 (87.2%)*	674 (10.9%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C17: Change about current job: Make it permanent

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	7,146 (92.4%)	427 (5.5%)
By select characteristics			
Age			
Missing	! (5%)	129 (91.5%)	! (3.5%)
18–25 [‡]	28 (1.9%)	1,300 (89.5%)	124 (8.5%)
26–39	49 (1.7%)	2,679 (92.6%)*	165 (5.7%)*
40–54	46 (2.1%)	2,009 (93.4%)*	96 (4.5%)*

Select characteristics	Missing	No	Yes
55 or more	30 (2.7%)	1,029 (93.9%)*	37 (3.4%)*
Gender			
Missing	! (27.8%)*	13 (72.2%)*	! (0%)
Female [‡]	119 (2.1%)	5,313 (92.6%)	308 (5.4%)
Male	29 (1.8%)	1,517 (92.4%)	95 (5.8%)
Other	! (2.1%)	303 (90.7%)	24 (7.2%)
Race - Black			
Missing	! (20%)*	21 (70%)*	! (10%)
Not Black [‡]	130 (2%)	5,993 (92.3%)	367 (5.7%)
Black	24 (2%)	1,132 (93.3%)	57 (4.7%)
Ethnicity - Latino/a			
Missing	! (20%)*	21 (70%)*	! (10%)
Not Latino/a [‡]	122 (2%)	5,699 (93.2%)	293 (4.8%)
Latino/a	32 (2%)	1,426 (89.7%)*	131 (8.2%)*
Race - White			
Missing	! (20%)*	21 (70%)*	! (10%)
White [‡]	95 (2.2%)	4,054 (93.3%)	196 (4.5%)
Not White	59 (1.8%)	3,071 (91.5%)*	228 (6.8%)*
Full vs. part time			
Missing	16 (7.3%)*	196 (89.1%)*	! (3.6%)
Full time [‡]	109 (2%)	5,221 (94.7%)	182 (3.3%)
Part time	30 (1.8%)	1,448 (86%)*	205 (12.2%)*
Other	! (1.6%)	281 (88.4%)*	32 (10.1%)*
Leader status			
Missing	! (23.1%)*	! (69.2%)	! (7.7%)
Not leader [‡]	42 (2%)	1,875 (91.2%)	140 (6.8%)
Leader	115 (2%)	5,262 (92.9%)	286 (5.1%)*
Career tenure			
Missing	10 (5.5%)*	162 (89.5%)	! (5%)
Earlier career [‡]	75 (1.8%)	3,708 (91.2%)	282 (6.9%)
Sustained career	75 (2.2%)	3,276 (93.9%)*	136 (3.9%)*
Locale			
Missing	11 (4.3%)	224 (88.2%)	19 (7.5%)
Not metro [‡]	29 (2.3%)	1,167 (91.8%)	75 (5.9%)
Metro	120 (1.9%)	5,755 (92.7%)	333 (5.4%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C18: Change about current job: More job security*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,752 (87.3%)	821 (10.6%)
By select characteristics			
Age			
Missing	! (5%)	116 (82.3%)	18 (12.8%)
18–25 [†]	28 (1.9%)	1,233 (84.9%)	191 (13.2%)
26–39	49 (1.7%)	2,503 (86.5%)	341 (11.8%)
40–54	46 (2.1%)	1,904 (88.5%)*	201 (9.3%)*
55 or more	30 (2.7%)	996 (90.9%)*	70 (6.4%)*
Gender			
Missing	! (27.8%)*	13 (72.2%)	! (0%)
Female	119 (2.1%)	5,025 (87.5%)	596 (10.4%)
Male [†]	29 (1.8%)	1,429 (87.1%)	183 (11.2%)
Other	! (2.1%)	285 (85.3%)	42 (12.6%)
Race - Black			
Missing	! (20%)*	22 (73.3%)	! (6.7%)
Not Black [†]	130 (2%)	5,668 (87.3%)	692 (10.7%)
Black	24 (2%)	1,062 (87.6%)	127 (10.5%)
Ethnicity - Latino/a			
Missing	! (20%)*	22 (73.3%)	! (6.7%)
Not Latino/a [†]	122 (2%)	5,398 (88.3%)	594 (9.7%)
Latino/a	32 (2%)	1,332 (83.8%)*	225 (14.2%)*
Race - White			
Missing	! (20%)*	22 (73.3%)	! (6.7%)
White [†]	95 (2.2%)	3,864 (88.9%)	386 (8.9%)
Not White	59 (1.8%)	2,866 (85.3%)*	433 (12.9%)*
Full vs. part time			
Missing	16 (7.3%)*	187 (85%)	17 (7.7%)
Full time [†]	109 (2%)	4,909 (89.1%)	494 (9%)
Part time	30 (1.8%)	1,373 (81.6%)*	280 (16.6%)*
Other	! (1.6%)	283 (89%)	30 (9.4%)
Leader status			
Missing	! (23.1%)*	! (61.5%)	! (15.4%)
Not leader [†]	42 (2%)	1,755 (85.3%)	260 (12.6%)
Leader	115 (2%)	4,989 (88.1%)*	559 (9.9%)*
Career tenure			
Missing	10 (5.5%)*	148 (81.8%)	23 (12.7%)
Earlier career [†]	75 (1.8%)	3,484 (85.7%)	506 (12.4%)

Select characteristics	Missing	No	Yes
Sustained career	75 (2.2%)	3,120 (89.5%)*	292 (8.4%)*
Locale			
Missing	11 (4.3%)	213 (83.9%)	30 (11.8%)
Not metro [‡]	29 (2.3%)	1,114 (87.6%)	128 (10.1%)
Metro	120 (1.9%)	5,425 (87.4%)	663 (10.7%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C19: Change about current job: More opportunity to be creative

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,533 (84.5%)	1040 (13.4%)
By select characteristics			
Age			
Missing	! (5%)	113 (80.1%)	21 (14.9%)
18–25 [‡]	28 (1.9%)	1,203 (82.9%)	221 (15.2%)
26–39	49 (1.7%)	2,460 (85%)	384 (13.3%)
40–54	46 (2.1%)	1,820 (84.6%)	285 (13.2%)
55 or more	30 (2.7%)	937 (85.5%)	129 (11.8%)
Gender			
Missing	! (27.8%)*	11 (61.1%)	! (11.1%)
Female [‡]	119 (2.1%)	4,883 (85.1%)	738 (12.9%)
Male	29 (1.8%)	1,377 (83.9%)	235 (14.3%)
Other	! (2.1%)	262 (78.4%)*	65 (19.5%)*
Race - Black			
Missing	! (20%)*	21 (70%)	! (10%)
Not Black [‡]	130 (2%)	5,492 (84.6%)	868 (13.4%)
Black	24 (2%)	1,020 (84.1%)	169 (13.9%)
Ethnicity - Latino/a			
Missing	! (20%)*	21 (70%)	! (10%)
Not Latino/a [‡]	122 (2%)	5,194 (85%)	798 (13.1%)
Latino/a	32 (2%)	1,318 (82.9%)	239 (15%)
Race - White			
Missing	! (20%)*	21 (70%)	! (10%)
White [‡]	95 (2.2%)	3,710 (85.4%)	540 (12.4%)
Not White	59 (1.8%)	2,802 (83.4%)	497 (14.8%)*
Full vs. part time			
Missing	16 (7.3%)*	170 (77.3%)*	34 (15.5%)

Select characteristics	Missing	No	Yes
Full time [‡]	109 (2%)	4,663 (84.6%)	740 (13.4%)
Part time	30 (1.8%)	1,421 (84.4%)	232 (13.8%)
Other	! (1.6%)	279 (87.7%)	34 (10.7%)
Leader status			
Missing	! (23.1%)*	! (69.2%)	! (7.7%)
Not leader [‡]	42 (2%)	1,709 (83.1%)	306 (14.9%)
Leader	115 (2%)	4,815 (85%)	733 (12.9%)
Career tenure			
Missing	10 (5.5%)*	145 (80.1%)	26 (14.4%)
Earlier career [‡]	75 (1.8%)	3,434 (84.5%)	556 (13.7%)
Sustained career	75 (2.2%)	2,954 (84.7%)	458 (13.1%)
Locale			
Missing	11 (4.3%)	219 (86.2%)	24 (9.4%)
Not metro [‡]	29 (2.3%)	1,117 (87.9%)	125 (9.8%)
Metro	120 (1.9%)	5,197 (83.7%)*	891 (14.4%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C20: Change about current job: More autonomy

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,987 (90.4%)	586 (7.6%)
By select characteristics			
Age			
Missing	! (5%)	121 (85.8%)	13 (9.2%)
18–25 [‡]	28 (1.9%)	1,323 (91.1%)	101 (7%)
26–39	49 (1.7%)	2,593 (89.6%)	251 (8.7%)
40–54	46 (2.1%)	1,945 (90.4%)	160 (7.4%)
55 or more	30 (2.7%)	1,005 (91.7%)	61 (5.6%)
Gender			
Missing	! (27.8%)*	11 (61.1%)*	! (11.1%)
Female [‡]	119 (2.1%)	5,246 (91.4%)	375 (6.5%)
Male	29 (1.8%)	1,451 (88.4%)*	161 (9.8%)*
Other	! (2.1%)	279 (83.5%)*	48 (14.4%)*
Race - Black			
Missing	! (20%)*	22 (73.3%)*	! (6.7%)
Not Black [‡]	130 (2%)	5,862 (90.3%)	498 (7.7%)

Select characteristics	Missing	No	Yes
Black	24 (2%)	1,103 (90.9%)	86 (7.1%)
Ethnicity - Latino/a			
Missing	! (20%)*	22 (73.3%)*	! (6.7%)
Not Latino/a [‡]	122 (2%)	5,512 (90.2%)	480 (7.9%)
Latino/a	32 (2%)	1,453 (91.4%)	104 (6.5%)
Race - White			
Missing	! (20%)*	22 (73.3%)*	! (6.7%)
White [‡]	95 (2.2%)	3,907 (89.9%)	343 (7.9%)
Not White	59 (1.8%)	3,058 (91.1%)	241 (7.2%)
Full vs. part time			
Missing	16 (7.3%)*	192 (87.3%)	12 (5.5%)
Full time [‡]	109 (2%)	4,958 (89.9%)	445 (8.1%)
Part time	30 (1.8%)	1,548 (92%)	105 (6.2%)
Other	! (1.6%)	289 (90.9%)	24 (7.5%)
Leader status			
Missing	! (23.1%)*	10 (76.9%)	! (0%)
Not leader [‡]	42 (2%)	1,849 (89.9%)	166 (8.1%)
Leader	115 (2%)	5,128 (90.6%)	420 (7.4%)
Career tenure			
Missing	10 (5.5%)*	158 (87.3%)	13 (7.2%)
Earlier career [‡]	75 (1.8%)	3,684 (90.6%)	306 (7.5%)
Sustained career	75 (2.2%)	3,145 (90.2%)	267 (7.7%)
Locale			
Missing	11 (4.3%)	225 (88.6%)	18 (7.1%)
Not metro [‡]	29 (2.3%)	1,176 (92.5%)	66 (5.2%)
Metro	120 (1.9%)	5,586 (90%)*	502 (8.1%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C21: Change about current job: More recognition

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	6,236 (80.6%)	1,337 (17.3%)
By select characteristics			
Age			
Missing	! (5%)	115 (81.6%)	19 (13.5%)
18–25 [‡]	28 (1.9%)	1,163 (80.1%)	261 (18%)
26–39	49 (1.7%)	2,273 (78.6%)	571 (19.7%)

Select characteristics	Missing	No	Yes
40–54	46 (2.1%)	1,755 (81.6%)	350 (16.3%)
55 or more	30 (2.7%)	930 (84.9%)*	136 (12.4%)*
Gender			
Missing	! (27.8%)*	12 (66.7%)	! (5.6%)
Female [‡]	119 (2.1%)	4,608 (80.3%)	1,013 (17.6%)
Male	29 (1.8%)	1,357 (82.7%)	255 (15.5%)
Other	! (2.1%)	259 (77.5%)	68 (20.4%)
Race - Black			
Missing	! (20%)*	21 (70%)	! (10%)
Not Black [‡]	130 (2%)	5,202 (80.2%)	1,158 (17.8%)
Black	24 (2%)	1,013 (83.5%)*	176 (14.5%)*
Ethnicity - Latino/a			
Missing	! (20%)*	21 (70%)	! (10%)
Not Latino/a [‡]	122 (2%)	4,952 (81%)	1,040 (17%)
Latino/a	32 (2%)	1,263 (79.5%)	294 (18.5%)
Race - White			
Missing	! (20%)*	21 (70%)	! (10%)
White [‡]	95 (2.2%)	3,482 (80.1%)	768 (17.7%)
Not White	59 (1.8%)	2,733 (81.4%)	566 (16.9%)
Full vs. part time			
Missing	16 (7.3%)*	164 (74.5%)	40 (18.2%)
Full time [‡]	109 (2%)	4,386 (79.6%)	1,017 (18.5%)
Part time	30 (1.8%)	1,416 (84.1%)*	237 (14.1%)*
Other	! (1.6%)	270 (84.9%)	43 (13.5%)
Leader status			
Missing	! (23.1%)*	10 (76.9%)	! (0%)
Not leader [‡]	42 (2%)	1,656 (80.5%)	359 (17.5%)
Leader	115 (2%)	4,570 (80.7%)	978 (17.3%)
Career tenure			
Missing	10 (5.5%)*	150 (82.9%)	21 (11.6%)
Earlier career [‡]	75 (1.8%)	3,273 (80.5%)	717 (17.6%)
Sustained career	75 (2.2%)	2,813 (80.7%)	599 (17.2%)
Locale			
Missing	11 (4.3%)	212 (83.5%)	31 (12.2%)
Not metro [‡]	29 (2.3%)	1,055 (83%)	187 (14.7%)
Metro	120 (1.9%)	4,969 (80%)	1,119 (18%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table C22: Change about current job: More mission-focused*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	160 (2.1%)	7,060 (91.3%)	513 (6.6%)
By select characteristics			
Age			
Missing	! (5%)	121 (85.8%)	13 (9.2%)
18–25 [‡]	28 (1.9%)	1,337 (92.1%)	87 (6%)
26–39	49 (1.7%)	2,634 (91%)	210 (7.3%)
40–54	46 (2.1%)	1,963 (91.3%)	142 (6.6%)
55 or more	30 (2.7%)	1,005 (91.7%)	61 (5.6%)
Gender			
Missing	! (27.8%)*	13 (72.2%)	! (0%)
Female [‡]	119 (2.1%)	5,256 (91.6%)	365 (6.4%)
Male	29 (1.8%)	1,501 (91.5%)	111 (6.8%)
Other	! (2.1%)	290 (86.8%)*	37 (11.1%)*
Race - Black			
Missing	! (20%)*	20 (66.7%)*	! (13.3%)
Not Black [‡]	130 (2%)	5,961 (91.8%)	399 (6.1%)
Black	24 (2%)	1,079 (89%)*	110 (9.1%)*
Ethnicity - Latino/a			
Missing	! (20%)*	20 (66.7%)*	! (13.3%)
Not Latino/a [‡]	122 (2%)	5,592 (91.5%)	400 (6.5%)
Latino/a	32 (2%)	1,448 (91.1%)	109 (6.9%)
Race - White			
Missing	! (20%)*	20 (66.7%)*	! (13.3%)
White [‡]	95 (2.2%)	3,991 (91.9%)	259 (6%)
Not White	59 (1.8%)	3,049 (90.8%)	250 (7.4%)
Full vs. part time			
Missing	16 (7.3%)*	189 (85.9%)	15 (6.8%)
Full time [‡]	109 (2%)	5,013 (90.9%)	390 (7.1%)
Part time	30 (1.8%)	1,558 (92.6%)	95 (5.6%)
Other	! (1.6%)	300 (94.3%)	13 (4.1%)
Leader status			
Missing	! (23.1%)*	10 (76.9%)	! (0%)
Not leader [‡]	42 (2%)	1,887 (91.7%)	128 (6.2%)
Leader	115 (2%)	5,163 (91.2%)	385 (6.8%)
Career tenure			
Missing	10 (5.5%)*	158 (87.3%)	13 (7.2%)
Earlier career [‡]	75 (1.8%)	3,716 (91.4%)	274 (6.7%)

Select characteristics	Missing	No	Yes
Sustained career	75 (2.2%)	3,186 (91.4%)	226 (6.5%)
Locale			
Missing	11 (4.3%)	233 (91.7%)	10 (3.9%)
Not metro [‡]	29 (2.3%)	1,167 (91.8%)	75 (5.9%)
Metro	120 (1.9%)	5,660 (91.2%)	428 (6.9%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Section D. Compensation

Overall and by Select Characteristics

Table D1: Benefits: Medical insurance

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	2,446 (31.6%)	5,268 (68.1%)
By select characteristics			
Age			
Missing	! (2.1%)	40 (28.4%)*	98 (69.5%)*
18–25 [†]	! (0.3%)	925 (63.7%)	523 (36%)
26–39	! (0.2%)	708 (24.5%)*	2,180 (75.4%)*
40–54	! (0.2%)	451 (21%)*	1,696 (78.8%)*
55 or more	! (0.3%)	322 (29.4%)*	771 (70.3%)*
Gender			
Missing	! (11.1%)*	! (50%)	! (38.9%)
Female [†]	14 (0.2%)	1,828 (31.8%)	3,898 (67.9%)
Male	! (0.1%)	489 (29.8%)	1,150 (70.1%)
Other	! (0.3%)	120 (35.9%)	213 (63.8%)
Race - Black			
Missing	! (13.3%)*	! (13.3%)	22 (73.3%)
Not Black [†]	12 (0.2%)	2,051 (31.6%)	4,427 (68.2%)
Black	! (0.2%)	391 (32.2%)	819 (67.5%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	! (13.3%)	22 (73.3%)
Not Latino/a [†]	12 (0.2%)	1,762 (28.8%)	4,340 (71%)
Latino/a	! (0.2%)	680 (42.8%)*	906 (57%)*
Race - White			
Missing	! (13.3%)*	! (13.3%)	22 (73.3%)
White [†]	! (0.1%)	1,218 (28%)	3,121 (71.8%)
Not White	! (0.3%)	1,224 (36.5%)*	2,125 (63.3%)*
Full vs. part time			
Missing	! (1.8%)*	55 (25%)*	161 (73.2%)*
Full time [†]	! (0.1%)	825 (15%)	4,679 (84.9%)
Part time	! (0.4%)	1,371 (81.5%)*	306 (18.2%)*
Other	! (0.3%)	195 (61.3%)*	122 (38.4%)*
Leader status			
Missing	! (30.8%)*	! (46.2%)	! (23.1%)

Select characteristics	Missing	No	Yes
Not leader [‡]	! (0.1%)	926 (45%)	1,128 (54.8%)
Leader	12 (0.2%)	1,514 (26.7%)*	4,137 (73.1%)*
Career tenure			
Missing	! (2.8%)*	57 (31.5%)	119 (65.7%)
Earlier career [‡]	! (0.2%)	1,637 (40.3%)	2,420 (59.5%)
Sustained career	! (0.2%)	752 (21.6%)*	2,729 (78.3%)*
Locale			
Missing	! (1.6%)	109 (42.9%)	141 (55.5%)
Not metro [‡]	! (0.2%)	451 (35.5%)	817 (64.3%)
Metro	12 (0.2%)	1,886 (30.4%)*	4,310 (69.4%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D2: Benefits: Dental insurance

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	2,905 (37.6%)	4,809 (62.2%)
By select characteristics			
Age			
Missing	! (2.1%)	46 (32.6%)*	92 (65.2%)*
18–25 [‡]	! (0.3%)	1,028 (70.8%)	420 (28.9%)
26–39	! (0.2%)	889 (30.7%)*	1,999 (69.1%)*
40–54	! (0.2%)	566 (26.3%)*	1,581 (73.5%)*
55 or more	! (0.3%)	376 (34.3%)*	717 (65.4%)*
Gender			
Missing	! (11.1%)*	10 (55.6%)	! (33.3%)
Female [‡]	14 (0.2%)	2,126 (37%)	3,600 (62.7%)
Male	! (0.1%)	628 (38.3%)	1,011 (61.6%)
Other	! (0.3%)	141 (42.2%)	192 (57.5%)
Race - Black			
Missing	! (13.3%)*	! (16.7%)	21 (70%)
Not Black [‡]	12 (0.2%)	2,468 (38%)	4,010 (61.8%)
Black	! (0.2%)	432 (35.6%)	778 (64.1%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	! (16.7%)	21 (70%)
Not Latino/a [‡]	12 (0.2%)	2,157 (35.3%)	3,945 (64.5%)
Latino/a	! (0.2%)	743 (46.8%)*	843 (53.1%)*

Select characteristics	Missing	No	Yes
Race - White			
Missing	! (13.3%)*	! (16.7%)	21 (70%)
White [‡]	! (0.1%)	1,498 (34.5%)	2,841 (65.4%)
Not White	! (0.3%)	1,402 (41.8%)*	1,947 (58%)*
Full vs. part time			
Missing	! (1.8%)*	75 (34.1%)*	141 (64.1%)*
Full time [‡]	! (0.1%)	1,176 (21.3%)	4,328 (78.5%)
Part time	! (0.4%)	1,441 (85.6%)*	236 (14%)*
Other	! (0.3%)	213 (67%)*	104 (32.7%)*
Leader status			
Missing	! (30.8%)*	! (46.2%)	! (23.1%)
Not leader- [‡]	! (0.1%)	1,044 (50.8%)	1,010 (49.1%)
Leader	12 (0.2%)	1,855 (32.8%)*	3,796 (67%)*
Career tenure			
Missing	! (2.8%)*	67 (37%)	109 (60.2%)
Earlier career [‡]	! (0.2%)	1,912 (47%)	2,145 (52.8%)
Sustained career	! (0.2%)	926 (26.6%)*	2,555 (73.3%)*
Locale			
Missing	! (1.6%)	146 (57.5%)*	104 (40.9%)*
Not metro [‡]	! (0.2%)	540 (42.5%)	728 (57.3%)
Metro	12 (0.2%)	2,219 (35.7%)*	3,977 (64.1%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D3: Benefits: Vision insurance

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	3,314 (42.9%)	4,400 (56.9%)
By select characteristics			
Age			
Missing	! (2.1%)	51 (36.2%)*	87 (61.7%)*
18–25 [‡]	! (0.3%)	1,075 (74%)	373 (25.7%)
26–39	! (0.2%)	1,082 (37.4%)*	1,806 (62.4%)*
40–54	! (0.2%)	666 (31%)*	1,481 (68.9%)*
55 or more	! (0.3%)	440 (40.1%)*	653 (59.6%)*
Gender			
Missing	! (11.1%)*	11 (61.1%)	! (27.8%)
Female [‡]	14 (0.2%)	2,428 (42.3%)	3,298 (57.5%)

Select characteristics	Missing	No	Yes
Male	! (0.1%)	713 (43.4%)	926 (56.4%)
Other	! (0.3%)	162 (48.5%)	171 (51.2%)
Race - Black			
Missing	! (13.3%)*	! (23.3%)	19 (63.3%)
Not Black [‡]	12 (0.2%)	2,834 (43.7%)	3,644 (56.1%)
Black	! (0.2%)	473 (39%)*	737 (60.8%)*
Ethnicity - Latino/a			
Missing	! (13.3%)*	! (23.3%)	19 (63.3%)
Not Latino/a [‡]	12 (0.2%)	2,515 (41.1%)	3,587 (58.7%)
Latino/a	! (0.2%)	792 (49.8%)*	794 (50%)*
Race - White			
Missing	! (13.3%)*	! (23.3%)	19 (63.3%)
White [‡]	! (0.1%)	1,774 (40.8%)	2,565 (59%)
Not White	! (0.3%)	1,533 (45.7%)*	1,816 (54.1%)*
Full vs. part time			
Missing	! (1.8%)*	87 (39.5%)*	129 (58.6%)*
Full time [‡]	! (0.1%)	1,533 (27.8%)	3,971 (72%)
Part time	! (0.4%)	1,477 (87.8%)*	200 (11.9%)*
Other	! (0.3%)	217 (68.2%)*	100 (31.4%)*
Leader status			
Missing	! (30.8%)*	! (38.5%)	! (30.8%)
Not leader [‡]	! (0.1%)	1,146 (55.7%)	908 (44.1%)
Leader	12 (0.2%)	2,163 (38.2%)*	3,488 (61.6%)*
Career tenure			
Missing	! (2.8%)*	74 (40.9%)*	102 (56.4%)
Earlier career [‡]	! (0.2%)	2,117 (52.1%)	1,940 (47.7%)
Sustained career	! (0.2%)	1,123 (32.2%)*	2,358 (67.6%)*
Locale			
Missing	! (1.6%)	153 (60.2%)*	97 (38.2%)*
Not metro [‡]	! (0.2%)	597 (47%)	671 (52.8%)
Metro	12 (0.2%)	2,564 (41.3%)*	3,632 (58.5%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D4: Benefits: Paid leave (e.g., PTO, sick leave, vacation leave)

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	1,916 (24.8%)	5,798 (75%)

Select characteristics	Missing	No	Yes
By select characteristics			
Age			
Missing	! (2.1%)	32 (22.7%)*	106 (75.2%)*
18–25 [‡]	! (0.3%)	737 (50.8%)	711 (49%)
26–39	! (0.2%)	546 (18.9%)*	2,342 (81%)*
40–54	! (0.2%)	346 (16.1%)*	1,801 (83.7%)*
55 or more	! (0.3%)	255 (23.3%)*	838 (76.5%)*
Gender			
Missing	! (11.1%)*	! (44.4%)	! (44.4%)*
Female [‡]	14 (0.2%)	1,397 (24.3%)	4,329 (75.4%)
Male	! (0.1%)	422 (25.7%)	1,217 (74.2%)
Other	! (0.3%)	89 (26.6%)	244 (73.1%)
Race - Black			
Missing	! (13.3%)*	! (23.3%)	19 (63.3%)
Not Black [‡]	12 (0.2%)	1,588 (24.5%)	4,890 (75.3%)
Black	! (0.2%)	321 (26.5%)	889 (73.3%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	! (23.3%)	19 (63.3%)
Not Latino/a [‡]	12 (0.2%)	1,381 (22.6%)	4,721 (77.2%)
Latino/a	! (0.2%)	528 (33.2%)*	1,058 (66.6%)*
Race - White			
Missing	! (13.3%)*	! (23.3%)	19 (63.3%)
White [‡]	! (0.1%)	907 (20.9%)	3,432 (79%)
Not White	! (0.3%)	1,002 (29.8%)*	2,347 (69.9%)*
Full vs. part time			
Missing	! (1.8%)*	34 (15.5%)	182 (82.7%)
Full time [‡]	! (0.1%)	669 (12.1%)	4,835 (87.7%)
Part time	! (0.4%)	1,040 (61.8%)*	637 (37.8%)*
Other	! (0.3%)	173 (54.4%)*	144 (45.3%)*
Leader status			
Missing	! (30.8%)*	! (46.2%)	! (23.1%)*
Not leader [‡]	! (0.1%)	764 (37.1%)	1,290 (62.7%)
Leader	12 (0.2%)	1,146 (20.2%)*	4,505 (79.6%)*
Career tenure			
Missing	! (2.8%)*	45 (24.9%)	131 (72.4%)
Earlier career [‡]	! (0.2%)	1,321 (32.5%)	2,736 (67.3%)
Sustained career	! (0.2%)	550 (15.8%)*	2,931 (84.1%)*
Locale			
Missing	! (1.6%)	99 (39%)*	151 (59.4%)*

Select characteristics	Missing	No	Yes
Not metro [‡]	! (0.2%)	342 (26.9%)	926 (72.9%)
Metro	12 (0.2%)	1,475 (23.8%)	4,721 (76%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D5: Benefits: Paid family leave

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	4,402 (56.9%)	3,312 (42.8%)
By select characteristics			
Age			
Missing	! (2.1%)	71 (50.4%)*	67 (47.5%)*
18–25 [‡]	! (0.3%)	1,166 (80.3%)	282 (19.4%)
26–39	! (0.2%)	1,527 (52.8%)*	1,361 (47%)*
40–54	! (0.2%)	1,047 (48.7%)*	1,100 (51.1%)*
55 or more	! (0.3%)	591 (53.9%)*	502 (45.8%)*
Gender			
Missing	! (11.1%)*	11 (61.1%)	! (27.8%)
Female [‡]	14 (0.2%)	3,267 (56.9%)	2,459 (42.8%)
Male	! (0.1%)	918 (55.9%)	721 (43.9%)
Other	! (0.3%)	206 (61.7%)	127 (38%)
Race - Black			
Missing	! (13.3%)*	14 (46.7%)	12 (40%)
Not Black [‡]	12 (0.2%)	3,716 (57.3%)	2,762 (42.6%)
Black	! (0.2%)	672 (55.4%)	538 (44.4%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	14 (46.7%)	12 (40%)
Not Latino/a [‡]	12 (0.2%)	3,374 (55.2%)	2,728 (44.6%)
Latino/a	! (0.2%)	1,014 (63.8%)*	572 (36%)*
Race - White			
Missing	! (13.3%)*	14 (46.7%)	12 (40%)
White [‡]	! (0.1%)	2,366 (54.5%)	1,973 (45.4%)
Not White	! (0.3%)	2,022 (60.2%)*	1,327 (39.5%)*
Full vs. part time			
Missing	! (1.8%)*	115 (52.3%)	101 (45.9%)
Full time [‡]	! (0.1%)	2,560 (46.4%)	2,944 (53.4%)
Part time	! (0.4%)	1,487 (88.4%)*	190 (11.3%)*
Other	! (0.3%)	240 (75.5%)*	77 (24.2%)*

Select characteristics	Missing	No	Yes
Leader status			
Missing	! (30.8%)*	! (53.8%)	! (15.4%)
Not leader [‡]	! (0.1%)	1,383 (67.2%)	671 (32.6%)
Leader	12 (0.2%)	3,012 (53.2%)*	2,639 (46.6%)*
Career tenure			
Missing	! (2.8%)*	96 (53%)*	80 (44.2%)
Earlier career [‡]	! (0.2%)	2,647 (65.1%)	1,410 (34.7%)
Sustained career	! (0.2%)	1,659 (47.6%)*	1,822 (52.3%)*
Locale			
Missing	! (1.6%)	165 (65%)	85 (33.5%)
Not metro [‡]	! (0.2%)	787 (61.9%)	481 (37.8%)
Metro	12 (0.2%)	3,450 (55.6%)*	2,746 (44.2%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D6: Benefits: Retirement (e.g., 401K, 403B, pension)

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	3,348 (43.3%)	4,366 (56.5%)
By select characteristics			
Age			
Missing	! (2.1%)	52 (36.9%)*	86 (61%)*
18–25 [‡]	! (0.3%)	1,065 (73.3%)	383 (26.4%)
26–39	! (0.2%)	1,145 (39.6%)*	1,743 (60.2%)*
40–54	! (0.2%)	675 (31.4%)*	1,472 (68.4%)*
55 or more	! (0.3%)	411 (37.5%)*	682 (62.2%)*
Gender			
Missing	! (11.1%)*	11 (61.1%)	! (27.8%)
Female [‡]	14 (0.2%)	2,483 (43.3%)	3,243 (56.5%)
Male	! (0.1%)	703 (42.8%)	936 (57%)
Other	! (0.3%)	151 (45.2%)	182 (54.5%)
Race - Black			
Missing	! (13.3%)*	! (30%)	17 (56.7%)
Not Black [‡]	12 (0.2%)	2,793 (43%)	3,685 (56.8%)
Black	! (0.2%)	546 (45%)	664 (54.7%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	! (30%)	17 (56.7%)
Not Latino/a [‡]	12 (0.2%)	2,419 (39.6%)	3,683 (60.2%)

Select characteristics	Missing	No	Yes
Latino/a	! (0.2%)	920 (57.9%)*	666 (41.9%)*
Race - White			
Missing	! (13.3%)*	! (30%)	17 (56.7%)
White [‡]	! (0.1%)	1,616 (37.2%)	2,723 (62.7%)
Not White	! (0.3%)	1,723 (51.3%)*	1,626 (48.4%)*
Full vs. part time			
Missing	! (1.8%)*	78 (35.5%)	138 (62.7%)
Full time [‡]	! (0.1%)	1,668 (30.3%)	3,836 (69.6%)
Part time	! (0.4%)	1,401 (83.2%)*	276 (16.4%)*
Other	! (0.3%)	201 (63.2%)*	116 (36.5%)*
Leader status			
Missing	! (30.8%)*	! (46.2%)	! (23.1%)
Not leader [‡]	! (0.1%)	1,142 (55.5%)	912 (44.3%)
Leader	12 (0.2%)	2,200 (38.8%)*	3,451 (60.9%)*
Career tenure			
Missing	! (2.8%)*	74 (40.9%)*	102 (56.4%)
Earlier career [‡]	! (0.2%)	2,173 (53.5%)	1,884 (46.3%)
Sustained career	! (0.2%)	1,101 (31.6%)*	2,380 (68.3%)*
Locale			
Missing	! (1.6%)	156 (61.4%)*	94 (37%)*
Not metro [‡]	! (0.2%)	543 (42.7%)	725 (57%)
Metro	12 (0.2%)	2,649 (42.7%)	3,547 (57.1%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D7: Benefits: Retirement savings contributions (e.g., match contributions)

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	4,702 (60.8%)	3,012 (38.9%)
By select characteristics			
Age			
Missing	! (2.1%)	79 (56%)*	59 (41.8%)*
18–25 [‡]	! (0.3%)	1,229 (84.6%)	219 (15.1%)
26–39	! (0.2%)	1,685 (58.2%)*	1,203 (41.6%)*
40–54	! (0.2%)	1,101 (51.2%)*	1,046 (48.6%)*
55 or more	! (0.3%)	608 (55.5%)*	485 (44.3%)*
Gender			
Missing	! (11.1%)*	12 (66.7%)	! (22.2%)

Select characteristics	Missing	No	Yes
Female [‡]	14 (0.2%)	3,482 (60.7%)	2,244 (39.1%)
Male	! (0.1%)	996 (60.7%)	643 (39.2%)
Other	! (0.3%)	212 (63.5%)	121 (36.2%)
Race - Black			
Missing	! (13.3%)*	17 (56.7%)	! (30%)
Not Black [‡]	12 (0.2%)	3,907 (60.2%)	2,571 (39.6%)
Black	! (0.2%)	778 (64.1%)	432 (35.6%)*
Ethnicity - Latino/a			
Missing	! (13.3%)*	17 (56.7%)	! (30%)
Not Latino/a [‡]	12 (0.2%)	3,488 (57%)	2,614 (42.8%)
Latino/a	! (0.2%)	1,197 (75.3%)*	389 (24.5%)*
Race - White			
Missing	! (13.3%)*	17 (56.7%)	! (30%)
White [‡]	! (0.1%)	2,353 (54.2%)	1,986 (45.7%)
Not White	! (0.3%)	2,332 (69.4%)*	1,017 (30.3%)*
Full vs. part time			
Missing	! (1.8%)*	106 (48.2%)	110 (50%)
Full time [‡]	! (0.1%)	2,836 (51.5%)	2,668 (48.4%)
Part time	! (0.4%)	1,528 (90.8%)*	149 (8.9%)*
Other	! (0.3%)	232 (73%)*	85 (26.7%)*
Leader status			
Missing	! (30.8%)*	! (53.8%)	! (15.4%)
Not leader [‡]	! (0.1%)	1,442 (70.1%)	612 (29.8%)
Leader	12 (0.2%)	3,253 (57.4%)*	2,398 (42.3%)*
Career tenure			
Missing	! (2.8%)*	110 (60.8%)	66 (36.5%)
Earlier career [‡]	! (0.2%)	2,806 (69%)	1,251 (30.8%)
Sustained career	! (0.2%)	1,786 (51.2%)*	1,695 (48.6%)*
Locale			
Missing	! (1.6%)	180 (70.9%)*	70 (27.6%)*
Not metro [‡]	! (0.2%)	757 (59.6%)	511 (40.2%)
Metro	12 (0.2%)	3,765 (60.6%)	2,431 (39.2%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D8: Benefits: Tuition assistance

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	6,309 (81.6%)	1,405 (18.2%)
By select characteristics			
Age			
Missing	! (2.1%)	106 (75.2%)*	32 (22.7%)*
18–25 [‡]	! (0.3%)	1,325 (91.3%)	123 (8.5%)
26–39	! (0.2%)	2,399 (82.9%)*	489 (16.9%)*
40–54	! (0.2%)	1,617 (75.2%)*	530 (24.6%)*
55 or more	! (0.3%)	862 (78.6%)*	231 (21.1%)*
Gender			
Missing	! (11.1%)*	15 (83.3%)	! (5.6%)
Female [‡]	14 (0.2%)	4,693 (81.8%)	1,033 (18%)
Male	! (0.1%)	1,325 (80.7%)	314 (19.1%)
Other	! (0.3%)	276 (82.6%)	57 (17.1%)
Race - Black			
Missing	! (13.3%)*	19 (63.3%)	! (23.3%)
Not Black [‡]	12 (0.2%)	5,290 (81.5%)	1,188 (18.3%)
Black	! (0.2%)	1,000 (82.4%)	210 (17.3%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	19 (63.3%)	! (23.3%)
Not Latino/a [‡]	12 (0.2%)	4,878 (79.8%)	1,224 (20%)
Latino/a	! (0.2%)	1,412 (88.9%)*	174 (11%)*
Race - White			
Missing	! (13.3%)*	19 (63.3%)	! (23.3%)
White [‡]	! (0.1%)	3,397 (78.2%)	942 (21.7%)
Not White	! (0.3%)	2,893 (86.2%)*	456 (13.6%)*
Full vs. part time			
Missing	! (1.8%)*	172 (78.2%)	44 (20%)
Full time [‡]	! (0.1%)	4,304 (78.1%)	1,200 (21.8%)
Part time	! (0.4%)	1,580 (93.9%)*	97 (5.8%)*
Other	! (0.3%)	253 (79.6%)	64 (20.1%)
Leader status			
Missing	! (30.8%)*	! (53.8%)*	! (15.4%)
Not leader [‡]	! (0.1%)	1,736 (84.4%)	318 (15.5%)
Leader	12 (0.2%)	4,566 (80.6%)*	1,085 (19.2%)*
Career tenure			
Missing	! (2.8%)*	138 (76.2%)*	38 (21%)*
Earlier career [‡]	! (0.2%)	3,521 (86.6%)	536 (13.2%)

Select characteristics	Missing	No	Yes
Sustained career	! (0.2%)	2,650 (76%)*	831 (23.8%)*
Locale			
Missing	! (1.6%)	204 (80.3%)	46 (18.1%)
Not metro [‡]	! (0.2%)	1,043 (82.1%)	225 (17.7%)
Metro	12 (0.2%)	5,062 (81.5%)	1,134 (18.3%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D9: Benefits: Professional development funds for individual employees

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	5,714 (73.9%)	2,000 (25.9%)
By select characteristics			
Age			
Missing	! (2.1%)	106 (75.2%)*	32 (22.7%)*
18–25 [‡]	! (0.3%)	1,308 (90.1%)	140 (9.6%)
26–39	! (0.2%)	2,108 (72.9%)*	780 (27%)*
40–54	! (0.2%)	1,439 (66.9%)*	708 (32.9%)*
55 or more	! (0.3%)	753 (68.7%)*	340 (31%)*
Gender			
Missing	! (11.1%)*	13 (72.2%)	! (16.7%)
Female [‡]	14 (0.2%)	4,240 (73.9%)	1,486 (25.9%)
Male	! (0.1%)	1,214 (74%)	425 (25.9%)
Other	! (0.3%)	247 (74%)	86 (25.7%)
Race - Black			
Missing	! (13.3%)*	20 (66.7%)	! (20%)
Not Black [‡]	12 (0.2%)	4,757 (73.3%)	1,721 (26.5%)
Black	! (0.2%)	937 (77.2%)*	273 (22.5%)*
Ethnicity - Latino/a			
Missing	! (13.3%)*	20 (66.7%)	! (20%)
Not Latino/a [‡]	12 (0.2%)	4,316 (70.6%)	1,786 (29.2%)
Latino/a	! (0.2%)	1,378 (86.7%)*	208 (13.1%)*
Race - White			
Missing	! (13.3%)*	20 (66.7%)	! (20%)
White [‡]	! (0.1%)	2,962 (68.2%)	1,377 (31.7%)
Not White	! (0.3%)	2,732 (81.4%)*	617 (18.4%)*
Full vs. part time			
Missing	! (1.8%)*	135 (61.4%)	81 (36.8%)

Select characteristics	Missing	No	Yes
Full time [‡]	! (0.1%)	3,803 (69%)	1,701 (30.9%)
Part time	! (0.4%)	1,528 (90.8%)*	149 (8.9%)*
Other	! (0.3%)	248 (78%)*	69 (21.7%)*
Leader status			
Missing	! (30.8%)*	! (61.5%)	! (7.7%)
Not leader [‡]	! (0.1%)	1,724 (83.8%)	330 (16%)
Leader	12 (0.2%)	3,982 (70.3%)*	1,669 (29.5%)*
Career tenure			
Missing	! (2.8%)*	136 (75.1%)	40 (22.1%)
Earlier career [‡]	! (0.2%)	3,277 (80.6%)	780 (19.2%)
Sustained career	! (0.2%)	2,301 (66%)*	1,180 (33.8%)*
Locale			
Missing	! (1.6%)	190 (74.8%)	60 (23.6%)
Not metro [‡]	! (0.2%)	883 (69.5%)	385 (30.3%)
Metro	12 (0.2%)	4,641 (74.8%)*	1,555 (25%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D10: Benefits: Transportation benefit (e.g., stipend for commuting, paid transit, paid parking)

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	5,960 (77.1%)	1,754 (22.7%)
By select characteristics			
Age			
Missing	! (2.1%)	110 (78%)*	28 (19.9%)
18–25 [‡]	! (0.3%)	1,258 (86.6%)	190 (13.1%)
26–39	! (0.2%)	2,146 (74.2%)*	742 (25.6%)*
40–54	! (0.2%)	1,600 (74.4%)*	547 (25.4%)*
55 or more	! (0.3%)	846 (77.2%)*	247 (22.5%)*
Gender			
Missing	! (11.1%)*	16 (88.9%)	! (0%)
Female [‡]	14 (0.2%)	4,450 (77.5%)	1,276 (22.2%)
Male	! (0.1%)	1,237 (75.4%)	402 (24.5%)
Other	! (0.3%)	257 (76.9%)	76 (22.8%)
Race - Black			
Missing	! (13.3%)*	22 (73.3%)	! (13.3%)
Not Black [‡]	12 (0.2%)	4,990 (76.9%)	1,488 (22.9%)

Select characteristics	Missing	No	Yes
Black	! (0.2%)	948 (78.2%)	262 (21.6%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	22 (73.3%)	! (13.3%)
Not Latino/a [‡]	12 (0.2%)	4,614 (75.5%)	1,488 (24.3%)
Latino/a	! (0.2%)	1,324 (83.3%)*	262 (16.5%)*
Race - White			
Missing	! (13.3%)*	22 (73.3%)	! (13.3%)
White [‡]	! (0.1%)	3,252 (74.8%)	1,087 (25%)
Not White	! (0.3%)	2,686 (80%)*	663 (19.7%)*
Full vs. part time			
Missing	! (1.8%)*	166 (75.5%)	50 (22.7%)
Full time [‡]	! (0.1%)	4,006 (72.7%)	1,498 (27.2%)
Part time	! (0.4%)	1,529 (90.8%)*	148 (8.8%)*
Other	! (0.3%)	259 (81.4%)*	58 (18.2%)*
Leader status			
Missing	! (30.8%)*	! (61.5%)	! (7.7%)
Not leader [‡]	! (0.1%)	1,674 (81.4%)	380 (18.5%)
Leader	12 (0.2%)	4,278 (75.5%)*	1,373 (24.2%)*
Career tenure			
Missing	! (2.8%)*	141 (77.9%)	35 (19.3%)
Earlier career [‡]	! (0.2%)	3,234 (79.6%)	823 (20.2%)
Sustained career	! (0.2%)	2,585 (74.1%)*	896 (25.7%)*
Locale			
Missing	! (1.6%)	195 (76.8%)	55 (21.7%)
Not metro [‡]	! (0.2%)	997 (78.4%)	271 (21.3%)
Metro	12 (0.2%)	4,768 (76.8%)	1,428 (23%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D11: Benefits: None of the above

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	6,962 (90%)	752 (9.7%)
By select characteristics			
Age			
Missing	! (2.1%)	131 (92.9%)*	! (5%)*
18–25 [‡]	! (0.3%)	1,175 (80.9%)	273 (18.8%)
26–39	! (0.2%)	2,713 (93.8%)*	175 (6%)*

Select characteristics	Missing	No	Yes
40–54	! (0.2%)	1,974 (91.8%)*	173 (8%)*
55 or more	! (0.3%)	969 (88.4%)*	124 (11.3%)*
Gender			
Missing	! (11.1%)*	14 (77.8%)	! (11.1%)
Female [‡]	14 (0.2%)	5,112 (89.1%)	614 (10.7%)
Male	! (0.1%)	1,528 (93.1%)*	111 (6.8%)*
Other	! (0.3%)	308 (92.2%)	25 (7.5%)
Race - Black			
Missing	! (13.3%)*	26 (86.7%)	! (0%)
Not Black [‡]	12 (0.2%)	5,869 (90.4%)	609 (9.4%)
Black	! (0.2%)	1,067 (88%)*	143 (11.8%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	26 (86.7%)	! (0%)
Not Latino/a [‡]	12 (0.2%)	5,540 (90.6%)	562 (9.2%)
Latino/a	! (0.2%)	1,396 (87.9%)*	190 (12%)*
Race - White			
Missing	! (13.3%)*	26 (86.7%)	! (0%)
White [‡]	! (0.1%)	3,958 (91.1%)	381 (8.8%)
Not White	! (0.3%)	2,978 (88.7%)*	371 (11%)*
Full vs. part time			
Missing	! (1.8%)*	199 (90.5%)*	17 (7.7%)*
Full time [‡]	! (0.1%)	5,304 (96.2%)	200 (3.6%)
Part time	! (0.4%)	1,191 (70.8%)*	486 (28.9%)*
Other	! (0.3%)	268 (84.3%)*	49 (15.4%)*
Leader status			
Missing	! (30.8%)*	! (61.5%)	! (7.7%)
Not leader [‡]	! (0.1%)	1,725 (83.9%)	329 (16%)
Leader	12 (0.2%)	5,229 (92.3%)*	422 (7.5%)*
Career tenure			
Missing	! (2.8%)*	168 (92.8%)	! (4.4%)*
Earlier career [‡]	! (0.2%)	3,571 (87.8%)	486 (12%)
Sustained career	! (0.2%)	3,223 (92.4%)*	258 (7.4%)*
Locale			
Missing	! (1.6%)	231 (90.9%)	19 (7.5%)
Not metro [‡]	! (0.2%)	1,106 (87%)	162 (12.7%)
Metro	12 (0.2%)	5,625 (90.6%)*	571 (9.2%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D12: Benefits: Don't know

Which of the following benefits are available to you through the organization where you currently work?

Select characteristics	Missing	No	Yes
Overall	19 (0.2%)	7,291 (94.3%)	423 (5.5%)
By select characteristics			
Age			
Missing	! (2.1%)	132 (93.6%)*	! (4.3%)*
18–25 [‡]	! (0.3%)	1,191 (82%)	257 (17.7%)
26–39	! (0.2%)	2,787 (96.3%)*	101 (3.5%)*
40–54	! (0.2%)	2,106 (97.9%)*	41 (1.9%)*
55 or more	! (0.3%)	1,075 (98.1%)*	18 (1.6%)*
Gender			
Missing	! (11.1%)*	15 (83.3%)	! (5.6%)
Female [‡]	14 (0.2%)	5,409 (94.2%)	317 (5.5%)
Male	! (0.1%)	1,553 (94.6%)	86 (5.2%)
Other	! (0.3%)	314 (94%)	19 (5.7%)
Race - Black			
Missing	! (13.3%)*	26 (86.7%)	! (0%)
Not Black [‡]	12 (0.2%)	6,111 (94.2%)	367 (5.7%)
Black	! (0.2%)	1,154 (95.1%)	56 (4.6%)
Ethnicity - Latino/a			
Missing	! (13.3%)*	26 (86.7%)	! (0%)
Not Latino/a [‡]	12 (0.2%)	5,885 (96.3%)	217 (3.5%)
Latino/a	! (0.2%)	1,380 (86.8%)*	206 (13%)*
Race - White			
Missing	! (13.3%)*	26 (86.7%)	! (0%)
White [‡]	! (0.1%)	4,198 (96.6%)	141 (3.2%)
Not White	! (0.3%)	3,067 (91.3%)*	282 (8.4%)*
Full vs. part time			
Missing	! (1.8%)*	211 (95.9%)	! (2.3%)
Full time [‡]	! (0.1%)	5,390 (97.8%)	114 (2.1%)
Part time	! (0.4%)	1,388 (82.5%)*	289 (17.2%)*
Other	! (0.3%)	302 (95%)*	15 (4.7%)*
Leader status			
Missing	! (30.8%)*	! (46.2%)*	! (23.1%)
Not leader [‡]	! (0.1%)	1,835 (89.2%)	219 (10.6%)
Leader	12 (0.2%)	5,450 (96.2%)*	201 (3.5%)*
Career tenure			
Missing	! (2.8%)*	167 (92.3%)	! (5%)
Earlier career [‡]	! (0.2%)	3,694 (90.9%)	363 (8.9%)

Select characteristics	Missing	No	Yes
Sustained career	! (0.2%)	3,430 (98.4%)*	51 (1.5%)*
Locale			
Missing	! (1.6%)	233 (91.7%)*	17 (6.7%)
Not metro [‡]	! (0.2%)	1,218 (95.8%)	50 (3.9%)
Metro	12 (0.2%)	5,840 (94.1%)	356 (5.7%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D13: I am paid a fair amount for the work I do.

Please rate your level of agreement or disagreement with the following statements about your main job in the youth fields. Please select one response per row.

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	75 (1%)	1,421 (18.4%)	3,344 (43.2%)	2,189 (28.3%)	704 (9.1%)
By select characteristics					
Age					
Missing	13 (9.2%)*	24 (17%)	44 (31.2%)*	48 (34%)	12 (8.5%)
18–25 [‡]	16 (1.1%)	286 (19.7%)	636 (43.8%)	370 (25.5%)	144 (9.9%)
26–39	23 (0.8%)	458 (15.8%)*	1,242 (42.9%)	889 (30.7%)*	281 (9.7%)
40–54	12 (0.6%)	405 (18.8%)	930 (43.2%)	608 (28.3%)	196 (9.1%)
55 or more	11 (1%)	248 (22.6%)	492 (44.9%)	274 (25%)	71 (6.5%)*
Gender					
Missing	! (33.3%)*	! (16.7%)	! (22.2%)	! (27.8%)	! (0%)
Female [‡]	44 (0.8%)	1,058 (18.4%)	2,467 (43%)	1,655 (28.8%)	516 (9%)
Male	21 (1.3%)	321 (19.6%)	747 (45.5%)	418 (25.5%)*	134 (8.2%)
Other	! (1.2%)	39 (11.7%)*	126 (37.7%)	111 (33.2%)	54 (16.2%)*
Race - Black					
Missing	! (23.3%)*	! (13.3%)	! (30%)	! (20%)	! (13.3%)
Not Black [‡]	44 (0.7%)	1,209 (18.6%)	2,854 (44%)	1,823 (28.1%)	560 (8.6%)
Black	24 (2%)*	208 (17.1%)	481 (39.7%)*	360 (29.7%)	140 (11.5%)*
Ethnicity - Latino/a					
Missing	! (23.3%)*	! (13.3%)	! (30%)	! (20%)	! (13.3%)
Not Latino/a [‡]	56 (0.9%)	1,127 (18.4%)	2,595 (42.4%)	1,765 (28.9%)	571 (9.3%)
Latino/a	12 (0.8%)	290 (18.3%)	740 (46.6%)*	418 (26.3%)	129 (8.1%)
Race - White					
Missing	! (23.3%)*	! (13.3%)	! (30%)	! (20%)	! (13.3%)
White [‡]	24 (0.6%)	818 (18.8%)	1,883 (43.3%)	1,245 (28.7%)	375 (8.6%)
Not White	44 (1.3%)*	599 (17.8%)	1,452 (43.2%)	938 (27.9%)	325 (9.7%)

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Full vs. part time					
Missing	! (2.7%)*	35 (15.9%)	105 (47.7%)	55 (25%)	19 (8.6%)
Full time [‡]	43 (0.8%)	973 (17.7%)	2,356 (42.7%)	1,620 (29.4%)	520 (9.4%)
Part time	20 (1.2%)	354 (21%)*	762 (45.3%)	419 (24.9%)*	128 (7.6%)
Other	! (1.9%)	59 (18.6%)	121 (38.1%)	95 (29.9%)	37 (11.6%)
Leader status					
Missing	! (38.5%)*	! (7.7%)	! (46.2%)	! (7.7%)	! (0%)
Not leader [‡]	26 (1.3%)	342 (16.6%)	842 (40.9%)	614 (29.8%)	233 (11.3%)
Leader	44 (0.8%)	1,078 (19%)	2,496 (44.1%)	1,574 (27.8%)	471 (8.3%)*
Career tenure					
Missing	16 (8.8%)*	31 (17.1%)	63 (34.8%)	56 (30.9%)	15 (8.3%)
Earlier career [‡]	37 (0.9%)	731 (18%)	1,775 (43.7%)	1,141 (28.1%)	381 (9.4%)
Sustained career	22 (0.6%)	659 (18.9%)	1,506 (43.2%)	992 (28.4%)	308 (8.8%)
Locale					
Missing	17 (6.7%)*	48 (18.9%)	107 (42.1%)	65 (25.6%)	17 (6.7%)
Not metro [‡]	10 (0.8%)	239 (18.8%)	539 (42.4%)	368 (29%)	115 (9%)
Metro	48 (0.8%)	1,134 (18.3%)	2,698 (43.5%)	1,756 (28.3%)	572 (9.2%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D14: How are you paid?

How are you paid?

Select characteristics	Missing	Hourly wage	Annual salary	Other	Stipend	Per diem
Overall	45 (0.6%)	3,406 (44%)	4,059 (52.5%)	126 (1.6%)	17 (0.2%)	80 (1%)
By select characteristics						
Age						
Missing	! (6.4%)*	58 (41.1%)*	72 (51.1%)*	! (1.4%)	! (0%)	! (0%)
18–25 [‡]	! (0.5%)	1,121 (77.2%)	261 (18%)	25 (1.7%)	! (0.5%)	31 (2.1%)
26–39	! (0.3%)	1,207 (41.7%)*	1,616 (55.9%)*	23 (0.8%)*	! (0.2%)	32 (1.1%)
40–54	11 (0.5%)	664 (30.9%)*	1,432 (66.6%)*	33 (1.5%)	! (0.1%)	! (0.4%)*
55 or more	! (0.8%)	356 (32.5%)*	678 (61.9%)*	43 (3.9%)*	! (0.2%)	! (0.7%)*
Gender						
Missing	! (38.9%)*	! (16.7%)	! (44.4%)	! (0%)	! (0%)	! (0%)
Female [‡]	27 (0.5%)	2,584 (45%)	2,979 (51.9%)	89 (1.6%)	15 (0.3%)	46 (0.8%)
Male	! (0.4%)	641 (39.1%)*	935 (57%)*	29 (1.8%)	! (0%)	29 (1.8%)*
Other	! (1.2%)	178 (53.3%)*	137 (41%)*	! (2.4%)	! (0.6%)	! (1.5%)

Select characteristics	Missing	Hourly wage	Annual salary	Other	Stipend	Per diem
Race - Black						
Missing	! (13.3%)*	14 (46.7%)	11 (36.7%)	! (3.3%)	! (0%)	! (0%)
Not Black [‡]	34 (0.5%)	2,894 (44.6%)	3,374 (52%)	96 (1.5%)	15 (0.2%)	77 (1.2%)
Black	! (0.6%)	498 (41.1%)	674 (55.6%)	29 (2.4%)	! (0.2%)	! (0.2%)*
Ethnicity - Latino/a						
Missing	! (13.3%)*	14 (46.7%)	11 (36.7%)	! (3.3%)	! (0%)	! (0%)
Not Latino/a [‡]	35 (0.6%)	2,368 (38.7%)	3,510 (57.4%)	109 (1.8%)	16 (0.3%)	76 (1.2%)
Latino/a	! (0.4%)	1,024 (64.4%)*	538 (33.9%)*	16 (1%)	! (0.1%)	! (0.3%)*
Race - White						
Missing	! (13.3%)*	14 (46.7%)	11 (36.7%)	! (3.3%)	! (0%)	! (0%)
White [‡]	22 (0.5%)	1,589 (36.6%)	2,585 (59.5%)	71 (1.6%)	12 (0.3%)	66 (1.5%)
Not White	19 (0.6%)	1,803 (53.7%)*	1,463 (43.6%)*	54 (1.6%)	! (0.1%)	14 (0.4%)*
Full vs. part time						
Missing	! (1.8%)	86 (39.1%)	129 (58.6%)	! (0.5%)	! (0%)	! (0%)
Full time [‡]	29 (0.5%)	1,744 (31.6%)	3,625 (65.8%)	71 (1.3%)	12 (0.2%)	31 (0.6%)
Part time	! (0.4%)	1,454 (86.4%)*	161 (9.6%)*	27 (1.6%)	! (0.3%)	29 (1.7%)*
Other	! (1.6%)	122 (38.4%)	144 (45.3%)*	27 (8.5%)*	! (0%)	20 (6.3%)*
Leader status						
Missing	! (15.4%)*	! (38.5%)	! (30.8%)	! (15.4%)	! (0%)	! (0%)
Not leader [‡]	15 (0.7%)	1,391 (67.6%)	533 (25.9%)	53 (2.6%)	! (0.4%)	57 (2.8%)
Leader	28 (0.5%)	2,010 (35.5%)*	3,522 (62.2%)*	71 (1.3%)*	! (0.2%)	23 (0.4%)*
Career tenure						
Missing	10 (5.5%)*	78 (43.1%)*	91 (50.3%)*	! (1.1%)	! (0%)	! (0%)
Earlier career [‡]	14 (0.3%)	2,343 (57.6%)	1,581 (38.9%)	52 (1.3%)	14 (0.3%)	61 (1.5%)
Sustained career	21 (0.6%)	985 (28.2%)*	2,387 (68.5%)*	72 (2.1%)*	! (0.1%)	19 (0.5%)*
Locale						
Missing	! (1.2%)	112 (44.1%)	134 (52.8%)	! (0.4%)	! (0%)	! (1.6%)
Not metro [‡]	! (0.7%)	542 (42.6%)	644 (50.7%)	35 (2.8%)	! (0.2%)	38 (3%)
Metro	33 (0.5%)	2,752 (44.3%)	3,281 (52.9%)	90 (1.4%)*	14 (0.2%)	38 (0.6%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

Table D15: Hourly wage

What is your hourly wage?

Select characteristics	Missing	\$8.00– \$9.99	\$10.00– \$14.99	\$15.00–\$19.99	\$20.00– \$24.99	\$25.00 or more
Overall	63 (1.8%)	43 (1.2%)	325 (9.4%)	1,207 (35.1%)	1,119 (32.5%)	685 (19.9%)

Select characteristics	Missing	\$8.00– \$9.99	\$10.00– \$14.99	\$15.00–\$19.99	\$20.00– \$24.99	\$25.00 or more
By select characteristics						
Age						
Missing	13 (19.4%)*	! (6%)	! (6%)	13 (19.4%)*	16 (23.9%)	17 (25.4%)*
18–25 [‡]	! (0.7%)	20 (1.8%)	154 (13.7%)	545 (48.4%)	349 (31%)	51 (4.5%)
26–39	15 (1.2%)	13 (1.1%)	83 (6.8%)*	370 (30.5%)*	455 (37.5%)*	277 (22.8%)*
40–54	14 (2.1%)	! (0.4%)	41 (6.1%)*	173 (25.7%)*	205 (30.5%)	237 (35.2%)*
55 or more	13 (3.6%)*	! (0.8%)	43 (11.9%)	106 (29.3%)*	94 (26%)	103 (28.5%)*
Gender						
Missing	! (80%)	! (0%)	! (0%)	! (10%)	! (0%)	! (10%)
Female [‡]	37 (1.4%)	22 (0.8%)	256 (9.8%)	920 (35.3%)	847 (32.5%)	522 (20%)
Male	11 (1.7%)	20 (3.1%)*	56 (8.7%)	215 (33.3%)	214 (33.1%)	130 (20.1%)
Other	! (3.8%)	! (0.5%)	13 (7.1%)	71 (39%)	58 (31.9%)	32 (17.6%)
Race - Black						
Missing	! (27.8%)	! (0%)	! (0%)	! (22.2%)	! (22.2%)	! (27.8%)
Not Black [‡]	44 (1.5%)	34 (1.2%)	268 (9.2%)	1,039 (35.6%)	977 (33.5%)	557 (19.1%)
Black	14 (2.8%)	! (1.8%)	57 (11.3%)	164 (32.5%)	138 (27.3%)*	123 (24.4%)*
Ethnicity - Latino/a						
Missing	! (27.8%)	! (0%)	! (0%)	! (22.2%)	! (22.2%)	! (27.8%)
Not Latino/a [‡]	49 (2%)	43 (1.8%)	276 (11.5%)	834 (34.8%)	658 (27.5%)	535 (22.3%)
Latino/a	! (0.9%)	! (0%)	49 (4.8%)	369 (35.9%)	457 (44.4%)	145 (14.1%)
Race - White						
Missing	! (27.8%)	! (0%)	! (0%)	! (22.2%)	! (22.2%)	! (27.8%)
White [‡]	27 (1.7%)	23 (1.4%)	191 (11.9%)	544 (33.9%)	460 (28.7%)	358 (22.3%)
Not White	31 (1.7%)	20 (1.1%)	134 (7.4%)*	659 (36.2%)	655 (36%)*	322 (17.7%)*
Full vs. part time						
Missing	! (5.6%)	! (5.6%)*	! (7.9%)	30 (33.7%)	21 (23.6%)	21 (23.6%)
Full time [‡]	38 (2.1%)	16 (0.9%)	97 (5.5%)	479 (27.1%)	642 (36.3%)	496 (28.1%)
Part time	14 (1%)	16 (1.1%)	201 (13.8%)*	652 (44.7%)*	423 (29%)*	153 (10.5%)*
Other	! (4.8%)	! (4.8%)*	20 (15.9%)*	46 (36.5%)	33 (26.2%)	15 (11.9%)*
Leader status						
Missing	! (28.6%)	! (0%)	! (0%)	! (28.6%)	! (42.9%)	! (0%)
Not leader [‡]	24 (1.7%)	14 (1%)	198 (14.1%)	657 (46.9%)	274 (19.6%)	234 (16.7%)
Leader	37 (1.8%)	29 (1.4%)	127 (6.2%)*	548 (26.9%)*	842 (41.4%)*	451 (22.2%)*
Career tenure						
Missing	14 (15.9%)*	! (4.5%)	! (5.7%)	18 (20.5%)*	26 (29.5%)	21 (23.9%)
Earlier career [‡]	20 (0.8%)	34 (1.4%)	246 (10.5%)	932 (39.6%)	798 (33.9%)	324 (13.8%)
Sustained career	29 (2.9%)*	! (0.5%)	74 (7.4%)*	257 (25.7%)*	295 (29.5%)	340 (34%)*

Select characteristics	Missing	\$8.00– \$9.99	\$10.00– \$14.99	\$15.00–\$19.99	\$20.00– \$24.99	\$25.00 or more
Locale						
Missing	! (6.1%)	! (7.9%)*	21 (18.4%)	33 (28.9%)	34 (29.8%)	10 (8.8%)*
Not metro [‡]	13 (2.4%)	! (1.3%)	76 (13.9%)	188 (34.4%)	132 (24.2%)	130 (23.8%)
Metro	43 (1.5%)	27 (1%)	228 (8.2%)*	986 (35.4%)	953 (34.3%)*	545 (19.6%)

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the p < 0.01 level.

Table D16: Annual salary range

What is your current annual salary range?

Select characteristics	Missing	Under \$20,000	\$20,000– \$39,999	\$40,000– \$59,999	\$60,000– \$79,999	\$80,000– \$99,999	\$100,000 or more
Overall	94 (2.3%)	48 (1.2%)	461 (11.3%)	1,517 (37.3%)	1,088 (26.8%)	474 (11.7%)	383 (9.4%)
By select characteristics							
Age							
Missing	24 (29.6%)	! (0%)	! (9.9%)	15 (18.5%)	13 (16%)	10 (12.3%)	11 (13.6%)
18–25 [‡]	! (2.6%)	! (2.2%)	84 (31.5%)	136 (50.9%)	31 (11.6%)	! (0.7%)	! (0.4%)
26–39	18 (1.1%)	13 (0.8%)	195 (12.1%)*	756 (46.9%)	444 (27.5%)*	131 (8.1%)*	55 (3.4%)
40–54	29 (2%)	17 (1.2%)	110 (7.7%)*	422 (29.5%)*	435 (30.4%)*	221 (15.5%)*	195 (13.6%)*
55 or more	16 (2.4%)	12 (1.8%)	64 (9.5%)*	188 (27.8%)*	165 (24.4%)*	110 (16.3%)*	121 (17.9%)*
Gender							
Missing	! (53.3%)	! (0%)	! (6.7%)	! (20%)	! (20%)	! (0%)	! (0%)
Female [‡]	58 (1.9%)	34 (1.1%)	353 (11.8%)	1,150 (38.6%)	789 (26.5%)	334 (11.2%)	264 (8.9%)
Male	18 (1.9%)	! (0.9%)	84 (9%)	305 (32.8%)*	268 (28.8%)	132 (14.2%)	116 (12.5%)*
Other	10 (7.3%)*	! (4.4%)*	23 (16.8%)	59 (43.1%)	28 (20.4%)	! (5.8%)	! (2.2%)
Race - Black							
Missing	! (46.7%)	! (0%)	! (6.7%)	! (6.7%)	! (26.7%)	! (6.7%)	! (6.7%)
Not Black [‡]	66 (2%)	39 (1.2%)	379 (11.2%)	1,242 (36.8%)	908 (26.9%)	410 (12.1%)	335 (9.9%)
Black	21 (3.1%)	! (1.3%)	81 (12.1%)	274 (40.8%)	176 (26.2%)	63 (9.4%)	47 (7%)
Ethnicity - Latino/a							
Missing	! (46.7%)	! (0%)	! (6.7%)	! (6.7%)	! (26.7%)	! (6.7%)	! (6.7%)
Not Latino/a [‡]	79 (2.2%)	41 (1.2%)	419 (11.9%)	1,301 (37%)	928 (26.4%)	408 (11.6%)	336 (9.6%)
Latino/a	! (1.5%)	! (1.3%)	41 (7.6%)*	215 (40%)	156 (29%)	65 (12.1%)	46 (8.6%)
Race - White							
Missing	! (46.7%)	! (0%)	! (6.7%)	! (6.7%)	! (26.7%)	! (6.7%)	! (6.7%)
White [‡]	46 (1.8%)	25 (1%)	312 (12.1%)	960 (37.1%)	673 (26%)	310 (12%)	260 (10.1%)
Not White	41 (2.8%)	23 (1.6%)	148 (10.1%)	556 (38%)	411 (28.1%)	163 (11.1%)	122 (8.3%)
Full vs. part time							
Missing	! (3.8%)	! (0%)	17 (12.8%)	53 (39.8%)	33 (24.8%)	16 (12%)	! (6.8%)

Select characteristics	Missing	Under \$20,000	\$20,000–\$39,999	\$40,000–\$59,999	\$60,000–\$79,999	\$80,000–\$99,999	\$100,000 or more
Full time [‡]	72 (2%)	20 (0.6%)	379 (10.5%)	1,382 (38.2%)	980 (27.1%)	431 (11.9%)	357 (9.9%)
Part time	10 (6%)*	22 (13.3%)*	49 (29.5%)*	31 (18.7%)*	36 (21.7%)	11 (6.6%)	! (4.2%)
Other	! (4.8%)	! (4.1%)*	16 (11%)	51 (35.2%)	39 (26.9%)	16 (11%)	10 (6.9%)
Leader status							
Missing	! (50%)	! (0%)	! (0%)	! (33.3%)	! (16.7%)	! (0%)	! (0%)
Not leader [‡]	23 (4.3%)	19 (3.5%)	119 (22.2%)	244 (45.4%)	92 (17.1%)	28 (5.2%)	12 (2.2%)
Leader	68 (1.9%)*	29 (0.8%)*	342 (9.7%)*	1,271 (36.1%)*	995 (28.3%)*	446 (12.7%)*	371 (10.5%)*
Career tenure							
Missing	27 (26.7%)*	! (1%)	! (8.9%)	25 (24.8%)*	17 (16.8%)	11 (10.9%)	11 (10.9%)*
Earlier career [‡]	27 (1.7%)	24 (1.5%)	268 (17%)	748 (47.4%)	352 (22.3%)	100 (6.3%)	60 (3.8%)
Sustained career	40 (1.7%)	23 (1%)	184 (7.7%)*	744 (31.2%)*	719 (30.1%)*	363 (15.2%)*	312 (13.1%)*
Locale							
Missing	! (5.9%)	! (3.7%)	14 (10.3%)	43 (31.6%)*	32 (23.5%)	25 (18.4%)*	! (6.6%)
Not metro [‡]	16 (2.5%)	14 (2.2%)	115 (17.8%)	289 (44.8%)	138 (21.4%)	57 (8.8%)	16 (2.5%)
Metro	70 (2.1%)	29 (0.9%)*	332 (10.1%)*	1,185 (36.1%)*	918 (28%)*	392 (11.9%)	358 (10.9%)*

Note. ‡ identifies the comparison group for statistical testing. ! indicates reporting standard not met because there are 10 or fewer cases. * indicates statistically significant difference in response compared to comparison group at the $p < 0.01$ level.

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