

Power of Us: The Youth Fields Workforce Survey Report

Supplemental Data Tables: Frontline Staff

Rachel Carroll, Megan E.M. Brown, Anne E. Diffenderffer, and Deborah A. Moroney

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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.	40 (1.9%)	1,781 (86.6%)	236 (11.5%)
Agriculture, Forestry, Fishing, and Hunting	40 (1.9%)	1,885 (91.6%)	132 (6.4%)
Arts/Design/Entertainment/Sports/Media	40 (1.9%)	1,839 (89.4%)	178 (8.7%)
College or University	40 (1.9%)	1,621 (78.8%)	396 (19.3%)
Community/Social Services	40 (1.9%)	1,693 (82.3%)	324 (15.8%)
Government or Public Policy	40 (1.9%)	1,882 (91.5%)	135 (6.6%)
Health Care	40 (1.9%)	1,731 (84.2%)	286 (13.9%)
Hospitality-Food Service	40 (1.9%)	1,479 (71.9%)	538 (26.2%)
K–12 Education	40 (1.9%)	1,644 (79.9%)	373 (18.1%)
Retail	40 (1.9%)	1,451 (70.5%)	566 (27.5%)
Warehouse/Logistics	40 (1.9%)	1,904 (92.6%)	113 (5.5%)
Other (please specify)	40 (1.9%)	1,910 (92.9%)	107 (5.2%)

Overall and by Select Characteristics

Table A2: 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	! (0.2%)	508 (24.7%)	1,313 (63.8%)	197 (9.6%)	17 (0.8%)	18 (0.9%)
By select characteristics						
Age						
Missing	! (2.3%)	13 (30.2%)	23 (53.5%)	! (14%)*	! (0%)	! (0%)
18–25 [†]	! (0.3%)	248 (37.2%)	390 (58.5%)	26 (3.9%)	! (0%)	! (0.1%)
26–39	! (0%)	109 (16.1%)*	479 (70.5%)*	84 (12.4%)*	! (0.7%)	! (0.3%)
40–54	! (0.2%)	76 (18.1%)*	280 (66.5%)*	54 (12.8%)*	! (1.4%)*	! (1%)
55 or more	! (0%)	62 (25.1%)*	141 (57.1%)	27 (10.9%)*	! (2.4%)*	11 (4.5%)*
Gender						
Missing	! (33.3%)*	! (33.3%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [†]	! (0.1%)	368 (24.1%)	999 (65.3%)	134 (8.8%)	14 (0.9%)	14 (0.9%)
Male	! (0.5%)	111 (27.3%)	246 (60.6%)	41 (10.1%)	! (0.5%)	! (1%)
Other	! (0%)	28 (23.7%)	68 (57.6%)	21 (17.8%)*	! (0.8%)	! (0%)
Race - Black						
Missing	! (0%)	! (44.4%)	! (44.4%)	! (11.1%)	! (0%)	! (0%)
Not Black [†]	! (0.2%)	443 (25.8%)	1,071 (62.4%)	169 (9.8%)	15 (0.9%)	15 (0.9%)

Select characteristics	Missing	1 job	2–5 jobs	6–10 jobs	11–15 jobs	16 or more jobs
Black	! (0%)	61 (18.4%)*	238 (71.9%)*	27 (8.2%)	! (0.6%)	! (0.9%)
Ethnicity - Latino/a						
Missing	! (0%)	! (44.4%)	! (44.4%)	! (11.1%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.2%)	350 (21.8%)	1,041 (64.9%)	176 (11%)	17 (1.1%)	17 (1.1%)
Latino/a	! (0.2%)	154 (34.7%)*	268 (60.4%)	20 (4.5%)*	! (0%)	! (0.2%)
Race - WHITE						
Missing	! (0%)	! (44.4%)	! (44.4%)	! (11.1%)	! (0%)	! (0%)
White [‡]	! (0.2%)	239 (22.2%)	681 (63.2%)	130 (12.1%)	13 (1.2%)	12 (1.1%)
NOT WHITE	! (0.2%)	265 (27.3%)*	628 (64.7%)	66 (6.8%)*	! (0.4%)	! (0.6%)
Full vs. part time						
Missing	! (0%)	! (17.1%)	24 (68.6%)	! (14.3%)	! (0%)	! (0%)
Full time [‡]	! (0.2%)	225 (19.7%)	763 (66.6%)	132 (11.5%)	13 (1.1%)	10 (0.9%)
Part time	! (0.1%)	254 (32.2%)*	475 (60.3%)*	49 (6.2%)*	! (0.4%)	! (0.8%)
Other	! (1.1%)	23 (25.8%)	51 (57.3%)	11 (12.4%)	! (1.1%)	! (2.2%)
Career tenure						
Missing	! (2%)	14 (28.6%)	26 (53.1%)	! (14.3%)	! (0%)	! (2%)
Earlier career [‡]	! (0.1%)	427 (30.6%)	888 (63.6%)	73 (5.2%)	! (0.2%)	! (0.2%)
Sustained career	! (0.2%)	67 (10.9%)*	399 (65.2%)	117 (19.1%)*	14 (2.3%)*	14 (2.3%)*
Locale						
Missing	! (1.5%)	23 (33.8%)	37 (54.4%)	! (10.3%)	! (0%)	! (0%)
Not metro [‡]	! (0.5%)	89 (24.4%)	222 (60.8%)	38 (10.4%)	! (1.6%)	! (2.2%)
Metro	! (0.1%)	396 (24.4%)	1,054 (64.9%)	152 (9.4%)	11 (0.7%)	10 (0.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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 A3: 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%)	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%)
By select characteristics													
Age													
Missing	! (0%)	14 (32.6%)*	! (0%)	! (14%)	! (4.7%)	! (11.6%)	! (16.3%)	! (4.7%)	! (2.3%)	! (7%)	! (2.3%)	! (2.3%)	! (2.3%)
18–25 [‡]	! (0.1%)	99 (14.8%)	20 (3%)	143 (21.4%)	89 (13.3%)	97 (14.5%)	121 (18.1%)	26 (3.9%)	31 (4.6%)	22 (3.3%)	! (1%)	! (0.7%)	! (0.9%)
26–39	! (0%)	67 (9.9%)*	31 (4.6%)	189 (27.8%)*	69 (10.2%)	67 (9.9%)	115 (16.9%)	59 (8.7%)*	40 (5.9%)	24 (3.5%)	15 (2.2%)	! (0%)	! (0.4%)
40–54	! (0.2%)	42 (10%)	21 (5%)	80 (19%)	18 (4.3%)*	53 (12.6%)	88 (20.9%)	32 (7.6%)	36 (8.6%)	23 (5.5%)	12 (2.9%)	! (1%)	11 (2.6%)
55 or more	! (0%)	19 (7.7%)*	11 (4.5%)	40 (16.2%)	11 (4.5%)*	12 (4.9%)*	73 (29.6%)*	27 (10.9%)*	25 (10.1%)*	14 (5.7%)	! (3.6%)	! (1.2%)	! (1.2%)
Gender													
Missing	! (0%)	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Female [‡]	! (0.1%)	168 (11%)	55 (3.6%)	337 (22%)	133 (8.7%)	181 (11.8%)	328 (21.4%)	112 (7.3%)	91 (5.9%)	60 (3.9%)	32 (2.1%)	! (0.5%)	23 (1.5%)
Male	! (0%)	60 (14.8%)	20 (4.9%)	83 (20.4%)	44 (10.8%)	42 (10.3%)	61 (15%)*	26 (6.4%)	35 (8.6%)	22 (5.4%)	! (2.2%)	! (1%)	! (0%)
Other	! (0%)	11 (9.3%)	! (6.8%)	37 (31.4%)	12 (10.2%)	11 (9.3%)	15 (12.7%)	! (6.8%)	! (5.9%)	! (3.4%)	! (2.5%)	! (0.8%)	! (0.8%)
Race - Black													
Missing	! (0%)	! (22.2%)	! (0%)	! (11.1%)	! (0%)	! (11.1%)	! (11.1%)	! (0%)	! (11.1%)	! (22.2%)	! (11.1%)	! (0%)	! (0%)
Not Black [‡]	! (0.1%)	204 (11.9%)	64 (3.7%)	401 (23.4%)	158 (9.2%)	196 (11.4%)	326 (19%)	113 (6.6%)	113 (6.6%)	78 (4.5%)	35 (2%)	10 (0.6%)	18 (1%)
Black	! (0.3%)	35 (10.6%)	19 (5.7%)	56 (16.9%)	31 (9.4%)	37 (11.2%)	77 (23.3%)	33 (10%)	19 (5.7%)	! (1.8%)	! (2.4%)	! (0.9%)	! (1.8%)
Ethnicity - Latino/a													
Missing	! (0%)	! (22.2%)	! (0%)	! (11.1%)	! (0%)	! (11.1%)	! (11.1%)	! (0%)	! (11.1%)	! (22.2%)	! (11.1%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.1%)	170 (10.6%)	70 (4.4%)	375 (23.4%)	132 (8.2%)	179 (11.2%)	317 (19.8%)	122 (7.6%)	102 (6.4%)	69 (4.3%)	34 (2.1%)	10 (0.6%)	23 (1.4%)
Latino/a	! (0.2%)	69 (15.5%)*	13 (2.9%)	82 (18.5%)	57 (12.8%)*	54 (12.2%)	86 (19.4%)	24 (5.4%)	30 (6.8%)	15 (3.4%)	! (2%)	! (0.7%)	! (0.2%)
Race - White													
Missing	! (0%)	! (22.2%)	! (0%)	! (11.1%)	! (0%)	! (11.1%)	! (11.1%)	! (0%)	! (11.1%)	! (22.2%)	! (11.1%)	! (0%)	! (0%)
White [‡]	! (0%)	109 (10.1%)	42 (3.9%)	269 (25%)	85 (7.9%)	127 (11.8%)	207 (19.2%)	76 (7.1%)	66 (6.1%)	54 (5%)	21 (1.9%)	! (0.5%)	16 (1.5%)
Not White	! (0.2%)	130 (13.4%)	41 (4.2%)	188 (19.4%)*	104 (10.7%)	106 (10.9%)	196 (20.2%)	70 (7.2%)	66 (6.8%)	30 (3.1%)	22 (2.3%)	! (0.8%)	! (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)
Full vs. part time													
Missing	! (0%)	! (8.6%)	! (2.9%)	! (25.7%)	! (14.3%)	! (17.1%)	! (8.6%)	! (2.9%)	! (11.4%)	! (8.6%)	! (0%)	! (0%)	! (0%)
Full time [‡]	! (0.2%)	120 (10.5%)	46 (4%)	266 (23.2%)	94 (8.2%)	134 (11.7%)	225 (19.7%)	100 (8.7%)	71 (6.2%)	43 (3.8%)	21 (1.8%)	! (0.8%)	14 (1.2%)
Part time	! (0%)	108 (13.7%)	32 (4.1%)	165 (20.9%)	76 (9.6%)	90 (11.4%)	165 (20.9%)	38 (4.8%)*	48 (6.1%)	33 (4.2%)	22 (2.8%)	! (0.5%)	! (0.9%)
Other	! (0%)	10 (11.2%)	! (4.5%)	18 (20.2%)	14 (15.7%)	! (4.5%)	11 (12.4%)	! (7.9%)	10 (11.2%)	! (7.9%)	! (1.1%)	! (0%)	! (3.4%)
Career tenure													
Missing	! (0%)	14 (28.6%)*	! (0%)	! (16.3%)	! (4.1%)	! (10.2%)	10 (20.4%)	! (6.1%)	! (2%)	! (6.1%)	! (2%)	! (2%)	! (2%)
Earlier career [‡]	! (0.1%)	185 (13.3%)	54 (3.9%)	317 (22.7%)	139 (10%)	167 (12%)	246 (17.6%)	88 (6.3%)	91 (6.5%)	54 (3.9%)	31 (2.2%)	! (0.5%)	16 (1.1%)
Sustained career	! (0.2%)	42 (6.9%)*	29 (4.7%)	133 (21.7%)	48 (7.8%)	62 (10.1%)	148 (24.2%)*	55 (9%)	41 (6.7%)	29 (4.7%)	12 (2%)	! (0.8%)	! (1.1%)
Locale													
Missing	! (0%)	10 (14.7%)	! (8.8%)*	12 (17.6%)	! (8.8%)	10 (14.7%)	13 (19.1%)	! (4.4%)	! (5.9%)	! (2.9%)	! (1.5%)	! (0%)	! (1.5%)
Not metro [‡]	! (0%)	42 (11.5%)	! (1.9%)	86 (23.6%)	39 (10.7%)	32 (8.8%)	74 (20.3%)	22 (6%)	25 (6.8%)	21 (5.8%)	! (2.2%)	! (0.8%)	! (1.6%)
Metro	! (0.1%)	189 (11.6%)	70 (4.3%)	360 (22.2%)	144 (8.9%)	192 (11.8%)	317 (19.5%)	121 (7.5%)	104 (6.4%)	63 (3.9%)	35 (2.2%)	10 (0.6%)	17 (1%)

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

Table A4: 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	! (0%)	197 (9.6%)	1,860 (90.4%)
By select characteristics			
Age			
Missing	! (0%)	11 (25.6%)*	32 (74.4%)*
18–25 [‡]	! (0%)	34 (5.1%)	633 (94.9%)
26–39	! (0%)	64 (9.4%)*	615 (90.6%)*
40–54	! (0%)	45 (10.7%)*	376 (89.3%)*
55 or more	! (0%)	43 (17.4%)*	204 (82.6%)*
Gender			
Missing	! (0%)	! (66.7%)	! (33.3%)
Female [‡]	! (0%)	158 (10.3%)	1,372 (89.7%)
Male	! (0%)	28 (6.9%)	378 (93.1%)
Other	! (0%)	! (7.6%)	109 (92.4%)
Race - Black			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Black [‡]	! (0%)	162 (9.4%)	1,555 (90.6%)
Black	! (0%)	33 (10%)	298 (90%)
Ethnicity - Latino/a			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Latino/a [‡]	! (0%)	148 (9.2%)	1,456 (90.8%)
Latino/a	! (0%)	47 (10.6%)	397 (89.4%)
Race - White			
Missing	! (0%)	! (22.2%)	! (77.8%)
White [‡]	! (0%)	92 (8.5%)	985 (91.5%)
Not White	! (0%)	103 (10.6%)	868 (89.4%)
Full vs. part time			
Missing	! (0%)	! (8.6%)	32 (91.4%)
Full time [‡]	! (0%)	129 (11.3%)	1,016 (88.7%)
Part time	! (0%)	52 (6.6%)*	736 (93.4%)*
Other	! (0%)	13 (14.6%)	76 (85.4%)
Career tenure			
Missing	! (0%)	11 (22.4%)*	38 (77.6%)*
Earlier career [‡]	! (0%)	109 (7.8%)	1,287 (92.2%)
Sustained career	! (0%)	77 (12.6%)*	535 (87.4%)*
Locale			
Missing	! (0%)	11 (16.2%)	57 (83.8%)
Not metro [‡]	! (0%)	23 (6.3%)	342 (93.7%)
Metro	! (0%)	163 (10%)	1,461 (90%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: 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	12 (0.6%)	527 (25.6%)	1,204 (58.5%)	259 (12.6%)	55 (2.7%)
By select characteristics					
Age					
Missing	! (7%)*	! (14%)	23 (53.5%)	! (20.9%)	! (4.7%)
18–25 [‡]	! (0.1%)	199 (29.8%)	386 (57.9%)	73 (10.9%)	! (1.2%)
26–39	! (0.6%)	167 (24.6%)	388 (57.1%)	95 (14%)	25 (3.7%)*
40–54	! (0.5%)	89 (21.1%)*	260 (61.8%)	56 (13.3%)	14 (3.3%)
55 or more	! (0.8%)	66 (26.7%)	147 (59.5%)	26 (10.5%)	! (2.4%)
Gender					
Missing	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	! (0.5%)	401 (26.2%)	891 (58.2%)	195 (12.7%)	36 (2.4%)
Male	! (0.2%)	106 (26.1%)	246 (60.6%)	41 (10.1%)	12 (3%)
Other	! (1.7%)	20 (16.9%)	66 (55.9%)	23 (19.5%)	! (5.9%)
Race - Black					
Missing	! (0%)	! (0%)	! (44.4%)	! (55.6%)	! (0%)
Not Black [‡]	! (0.5%)	429 (25%)	1,023 (59.6%)	211 (12.3%)	45 (2.6%)
Black	! (0.9%)	98 (29.6%)	177 (53.5%)	43 (13%)	10 (3%)
Ethnicity - Latino/a					
Missing	! (0%)	! (0%)	! (44.4%)	! (55.6%)	! (0%)
Not Latino/a [‡]	11 (0.7%)	391 (24.4%)	952 (59.4%)	205 (12.8%)	45 (2.8%)
Latino/a	! (0.2%)	136 (30.6%)*	248 (55.9%)	49 (11%)	10 (2.3%)
Race - White					
Missing	! (0%)	! (0%)	! (44.4%)	! (55.6%)	! (0%)
White [‡]	! (0.4%)	243 (22.6%)	666 (61.8%)	138 (12.8%)	26 (2.4%)
Not White	! (0.8%)	284 (29.2%)*	534 (55%)*	116 (11.9%)	29 (3%)
Full vs. part time					
Missing	! (0%)	! (22.9%)	22 (62.9%)	! (5.7%)	! (8.6%)
Full time [‡]	! (0.3%)	294 (25.7%)	662 (57.8%)	154 (13.4%)	31 (2.7%)
Part time	! (0.8%)	198 (25.1%)	473 (60%)	92 (11.7%)	19 (2.4%)
Other	! (2.2%)	27 (30.3%)	47 (52.8%)	11 (12.4%)	! (2.2%)
Career tenure					
Missing	! (6.1%)*	! (16.3%)	26 (53.1%)	10 (20.4%)	! (4.1%)
Earlier career [‡]	! (0.4%)	389 (27.9%)	810 (58%)	159 (11.4%)	32 (2.3%)
Sustained career	! (0.5%)	130 (21.2%)*	368 (60.1%)	90 (14.7%)	21 (3.4%)
Locale					
Missing	! (4.4%)*	13 (19.1%)	46 (67.6%)	! (5.9%)	! (2.9%)
Not metro [‡]	! (0.3%)	90 (24.7%)	216 (59.2%)	52 (14.2%)	! (1.6%)
Metro	! (0.5%)	424 (26.1%)	942 (58%)	203 (12.5%)	47 (2.9%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: 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	20 (1%)	568 (27.6%)	1,084 (52.7%)	318 (15.5%)	67 (3.3%)
By select characteristics					
Age					
Missing	! (7%)*	! (11.6%)*	22 (51.2%)	11 (25.6%)*	! (4.7%)
18–25 [‡]	! (0.4%)	219 (32.8%)	361 (54.1%)	72 (10.8%)	12 (1.8%)
26–39	! (0.9%)	192 (28.3%)	342 (50.4%)	116 (17.1%)*	23 (3.4%)
40–54	! (1.2%)	89 (21.1%)*	232 (55.1%)	72 (17.1%)*	23 (5.5%)*
55 or more	! (1.2%)	63 (25.5%)	127 (51.4%)	47 (19%)*	! (2.8%)
Gender					
Missing	! (66.7%)	! (0%)	! (0%)	! (33.3%)	! (0%)
Female [‡]	11 (0.7%)	417 (27.3%)	829 (54.2%)	227 (14.8%)	46 (3%)
Male	! (1.2%)	125 (30.8%)	198 (48.8%)	65 (16%)	13 (3.2%)
Other	! (1.7%)	26 (22%)	57 (48.3%)	25 (21.2%)	! (6.8%)
Race - Black					
Missing	! (0%)	! (0%)	! (66.7%)	! (22.2%)	! (11.1%)
Not Black [‡]	14 (0.8%)	480 (28%)	917 (53.4%)	255 (14.9%)	51 (3%)
Black	! (1.8%)	88 (26.6%)	161 (48.6%)	61 (18.4%)	15 (4.5%)
Ethnicity - Latino/a					
Missing	! (0%)	! (0%)	! (66.7%)	! (22.2%)	! (11.1%)
Not Latino/a [‡]	15 (0.9%)	434 (27.1%)	848 (52.9%)	253 (15.8%)	54 (3.4%)
Latino/a	! (1.1%)	134 (30.2%)	230 (51.8%)	63 (14.2%)	12 (2.7%)
Race - White					
Missing	! (0%)	! (0%)	! (66.7%)	! (22.2%)	! (11.1%)
White [‡]	! (0.2%)	282 (26.2%)	587 (54.5%)	171 (15.9%)	35 (3.2%)
Not White	18 (1.9%)*	286 (29.5%)	491 (50.6%)	145 (14.9%)	31 (3.2%)
Full vs. part time					
Missing	! (0%)	! (17.1%)	17 (48.6%)	! (25.7%)	! (8.6%)
Full time [‡]	10 (0.9%)	309 (27%)	577 (50.4%)	204 (17.8%)	45 (3.9%)
Part time	! (0.9%)	227 (28.8%)	445 (56.5%)*	94 (11.9%)*	15 (1.9%)
Other	! (3.4%)	26 (29.2%)	45 (50.6%)	11 (12.4%)	! (4.5%)
Career tenure					
Missing	! (6.1%)*	! (14.3%)	25 (51%)	11 (22.4%)	! (6.1%)
Earlier career [‡]	10 (0.7%)	431 (30.9%)	743 (53.2%)	181 (13%)	31 (2.2%)
Sustained career	! (1.1%)	130 (21.2%)*	316 (51.6%)	126 (20.6%)*	33 (5.4%)*
Locale					
Missing	! (5.9%)*	18 (26.5%)	32 (47.1%)	11 (16.2%)	! (4.4%)
Not metro [‡]	! (0.3%)	96 (26.3%)	206 (56.4%)	59 (16.2%)	! (0.8%)
Metro	15 (0.9%)	454 (28%)	846 (52.1%)	248 (15.3%)	61 (3.8%)*

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: 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	! (0.2%)	1,423 (69.2%)	486 (23.6%)	108 (5.3%)	35 (1.7%)
By select characteristics					
Age					
Missing	! (4.7%)*	28 (65.1%)	13 (30.2%)	! (0%)	! (0%)
18–25 [‡]	! (0.3%)	395 (59.2%)	201 (30.1%)	54 (8.1%)	15 (2.2%)
26–39	! (0.1%)	454 (66.9%)*	169 (24.9%)	43 (6.3%)	12 (1.8%)
40–54	! (0%)	340 (80.8%)*	68 (16.2%)*	! (1.9%)*	! (1.2%)
55 or more	! (0%)	206 (83.4%)*	35 (14.2%)*	! (1.2%)*	! (1.2%)
Gender					
Missing	! (66.7%)	! (0%)	! (0%)	! (33.3%)	! (0%)
Female [‡]	! (0.2%)	1,107 (72.4%)	331 (21.6%)	65 (4.2%)	24 (1.6%)
Male	! (0%)	247 (60.8%)*	115 (28.3%)*	33 (8.1%)*	11 (2.7%)
Other	! (0%)	69 (58.5%)*	40 (33.9%)*	! (7.6%)	! (0%)
Race - Black					
Missing	! (0%)	! (55.6%)	! (44.4%)	! (0%)	! (0%)
Not Black [‡]	! (0.2%)	1,167 (68%)	415 (24.2%)	100 (5.8%)	31 (1.8%)
Black	! (0.3%)	251 (75.8%)*	67 (20.2%)	! (2.4%)	! (1.2%)
Ethnicity - Latino/a					
Missing	! (0%)	! (55.6%)	! (44.4%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.2%)	1,107 (69%)	381 (23.8%)	82 (5.1%)	30 (1.9%)
Latino/a	! (0.2%)	311 (70%)	101 (22.7%)	26 (5.9%)	! (1.1%)
Race - White					
Missing	! (0%)	! (55.6%)	! (44.4%)	! (0%)	! (0%)
White [‡]	! (0.1%)	720 (66.9%)	272 (25.3%)	60 (5.6%)	24 (2.2%)
Not White	! (0.4%)	698 (71.9%)	210 (21.6%)	48 (4.9%)	11 (1.1%)
Full vs. part time					
Missing	! (0%)	27 (77.1%)	! (20%)	! (2.9%)	! (0%)
Full time [‡]	! (0.2%)	858 (74.9%)	231 (20.2%)	43 (3.8%)	11 (1%)
Part time	! (0.3%)	498 (63.2%)*	216 (27.4%)*	56 (7.1%)*	16 (2%)
Other	! (1.1%)	40 (44.9%)*	32 (36%)*	! (9%)	! (9%)*
Career tenure					
Missing	! (4.1%)*	34 (69.4%)	13 (26.5%)	! (0%)	! (0%)
Earlier career [‡]	! (0.1%)	896 (64.2%)	370 (26.5%)	97 (6.9%)	31 (2.2%)
Sustained career	! (0.2%)	493 (80.6%)*	103 (16.8%)*	11 (1.8%)*	! (0.7%)
Locale					
Missing	! (2.9%)	51 (75%)	11 (16.2%)	! (4.4%)	! (1.5%)
Not metro [‡]	! (0%)	248 (67.9%)	86 (23.6%)	20 (5.5%)	11 (3%)
Metro	! (0.2%)	1,124 (69.2%)	389 (24%)	85 (5.2%)	23 (1.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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).	32 (1.6%)	252 (12.3%)	1,773 (86.2%)
Yes, through other organizations (where I don't work).	32 (1.6%)	1,575 (76.6%)	450 (21.9%)
Yes, through the internet.	32 (1.6%)	1,402 (68.2%)	623 (30.3%)

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	! (0.2%)	1,273 (63%)	743 (36.8%)
By select characteristics			
Age			
Missing	! (2.3%)	22 (51.2%)*	20 (46.5%)*
18–25 [†]	! (0%)	525 (80%)	131 (20%)
26–39	! (0.3%)	404 (60.4%)*	263 (39.3%)*
40–54	! (0%)	190 (46.3%)*	220 (53.7%)*
55 or more	! (0.4%)	132 (54.5%)*	109 (45%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [†]	! (0.3%)	940 (62.5%)	560 (37.2%)
Male	! (0%)	257 (64.4%)	142 (35.6%)
Other	! (0%)	73 (64%)	41 (36%)
Race - Black			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
Not Black [†]	! (0.1%)	1,040 (61.8%)	640 (38%)
Black	! (0.3%)	230 (69.9%)*	98 (29.8%)*
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
Not Latino/a [†]	! (0.2%)	940 (59.6%)	633 (40.2%)
Latino/a	! (0%)	330 (75.9%)*	105 (24.1%)*
Race - White			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
White [†]	! (0.2%)	587 (55.6%)	467 (44.2%)
Not White	! (0.1%)	683 (71.5%)*	271 (28.4%)*
Full vs. part time			

Missing	! (5.7%)*	21 (60%)	12 (34.3%)
Full time [‡]	! (0.1%)	586 (51.6%)	548 (48.3%)
Part time	! (0.1%)	598 (78.1%)*	167 (21.8%)*
Other	! (0%)	68 (81%)*	16 (19%)*
Career tenure			
Missing	! (2%)	26 (53.1%)*	22 (44.9%)
Earlier career [‡]	! (0.2%)	976 (71.3%)	390 (28.5%)
Sustained career	! (0%)	271 (45%)*	331 (55%)*
Locale			
Missing	! (1.5%)	46 (68.7%)	20 (29.9%)
Not metro [‡]	! (0.3%)	204 (57%)	153 (42.7%)
Metro	! (0.1%)	1,023 (64.1%)	570 (35.7%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	1,168 (57.8%)	848 (42%)
By select characteristics			
Age			
Missing	! (2.3%)	23 (53.5%)	19 (44.2%)
18–25 [‡]	! (0%)	407 (62%)	249 (38%)
26–39	! (0.3%)	371 (55.5%)	296 (44.2%)
40–54	! (0%)	220 (53.7%)*	190 (46.3%)*
55 or more	! (0.4%)	147 (60.7%)	94 (38.8%)
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.3%)	882 (58.6%)	618 (41.1%)
Male	! (0%)	217 (54.4%)	182 (45.6%)
Other	! (0%)	66 (57.9%)	48 (42.1%)
Race - Black			
Missing	! (11.1%)*	! (44.4%)	! (44.4%)
Not Black [‡]	! (0.1%)	981 (58.3%)	699 (41.6%)
Black	! (0.3%)	183 (55.6%)	145 (44.1%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (44.4%)	! (44.4%)
Not Latino/a [‡]	! (0.2%)	879 (55.8%)	694 (44%)
Latino/a	! (0%)	285 (65.5%)*	150 (34.5%)*
Race - White			
Missing	! (11.1%)*	! (44.4%)	! (44.4%)
White [‡]	! (0.2%)	586 (55.5%)	468 (44.3%)
Not White	! (0.1%)	578 (60.5%)	376 (39.4%)
Full vs. part time			
Missing	! (5.7%)*	18 (51.4%)	15 (42.9%)
Full time [‡]	! (0.1%)	598 (52.7%)	536 (47.2%)

Part time	! (0.1%)	488 (63.7%)*	277 (36.2%)*
Other	! (0%)	64 (76.2%)*	20 (23.8%)*
Career tenure			
Missing	! (2%)	26 (53.1%)	22 (44.9%)
Earlier career [‡]	! (0.2%)	808 (59%)	558 (40.8%)
Sustained career	! (0%)	334 (55.5%)	268 (44.5%)
Locale			
Missing	! (1.5%)	41 (61.2%)	25 (37.3%)
Not metro [‡]	! (0.3%)	214 (59.8%)	143 (39.9%)
Metro	! (0.1%)	913 (57.2%)	680 (42.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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 trainings and workshops

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

Select characteristics	Missing	No	Yes
Overall	! (0.2%)	493 (24.4%)	1,523 (75.4%)
By select characteristics			
Age			
Missing	! (2.3%)	13 (30.2%)	29 (67.4%)
18–25 [‡]	! (0%)	203 (30.9%)	453 (69.1%)
26–39	! (0.3%)	148 (22.1%)*	519 (77.6%)*
40–54	! (0%)	80 (19.5%)*	330 (80.5%)*
55 or more	! (0.4%)	49 (20.2%)*	192 (79.3%)*
Gender			
Missing	! (0%)	! (66.7%)	! (33.3%)
Female [‡]	! (0.3%)	368 (24.5%)	1,132 (75.3%)
Male	! (0%)	91 (22.8%)	308 (77.2%)
Other	! (0%)	32 (28.1%)	82 (71.9%)
Race - Black			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
Not Black [‡]	! (0.1%)	413 (24.6%)	1,267 (75.3%)
Black	! (0.3%)	77 (23.4%)	251 (76.3%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
Not Latino/a [‡]	! (0.2%)	353 (22.4%)	1,220 (77.4%)
Latino/a	! (0%)	137 (31.5%)*	298 (68.5%)*
Race - White			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
White [‡]	! (0.2%)	217 (20.5%)	837 (79.3%)
Not White	! (0.1%)	273 (28.6%)*	681 (71.3%)*
Full vs. part time			
Missing	! (5.7%)*	! (11.4%)	29 (82.9%)
Full time [‡]	! (0.1%)	238 (21%)	896 (78.9%)
Part time	! (0.1%)	228 (29.8%)*	537 (70.1%)*
Other	! (0%)	23 (27.4%)	61 (72.6%)

Career tenure			
Missing	! (2%)	15 (30.6%)	33 (67.3%)
Earlier career [‡]	! (0.2%)	362 (26.4%)	1,004 (73.3%)
Sustained career	! (0%)	116 (19.3%)*	486 (80.7%)*
Locale			
Missing	! (1.5%)	18 (26.9%)	48 (71.6%)
Not metro [‡]	! (0.3%)	70 (19.6%)	287 (80.2%)
Metro	! (0.1%)	405 (25.4%)	1,188 (74.5%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	508 (25.1%)	1,508 (74.7%)
By select characteristics			
Age			
Missing	! (2.3%)	! (20.9%)	33 (76.7%)
18–25 [‡]	! (0%)	208 (31.7%)	448 (68.3%)
26–39	! (0.3%)	165 (24.7%)*	502 (75%)*
40–54	! (0%)	77 (18.8%)*	333 (81.2%)*
55 or more	! (0.4%)	49 (20.2%)*	192 (79.3%)*
Gender			
Missing	! (0%)	! (66.7%)	! (33.3%)
Female [‡]	! (0.3%)	361 (24%)	1,139 (75.7%)
Male	! (0%)	118 (29.6%)	281 (70.4%)
Other	! (0%)	27 (23.7%)	87 (76.3%)
Race - Black			
Missing	! (11.1%)*	! (11.1%)	! (77.8%)
Not Black [‡]	! (0.1%)	420 (25%)	1,260 (74.9%)
Black	! (0.3%)	87 (26.4%)	241 (73.3%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (11.1%)	! (77.8%)
Not Latino/a [‡]	! (0.2%)	393 (24.9%)	1,180 (74.9%)
Latino/a	! (0%)	114 (26.2%)	321 (73.8%)
Race - Not White			
Missing	! (11.1%)*	! (11.1%)	! (77.8%)
White [‡]	! (0.2%)	237 (22.4%)	817 (77.4%)
Not White	! (0.1%)	270 (28.3%)*	684 (71.6%)*
Full vs. part time			
Missing	! (5.7%)*	! (5.7%)	31 (88.6%)
Full time [‡]	! (0.1%)	243 (21.4%)	891 (78.5%)
Part time	! (0.1%)	225 (29.4%)*	540 (70.5%)*
Other	! (0%)	38 (45.2%)*	46 (54.8%)*
Career tenure			
Missing	! (2%)	10 (20.4%)	38 (77.6%)

Earlier career [‡]	! (0.2%)	388 (28.3%)	978 (71.4%)
Sustained career	! (0%)	110 (18.3%)*	492 (81.7%)*
Locale			
Missing	! (1.5%)	32 (47.8%)*	34 (50.7%)*
Not metro [‡]	! (0.3%)	105 (29.3%)	252 (70.4%)
Metro	! (0.1%)	371 (23.3%)	1,222 (76.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	1,138 (56.3%)	878 (43.5%)
By select characteristics			
Age			
Missing	! (2.3%)	23 (53.5%)*	19 (44.2%)
18–25 [‡]	! (0%)	482 (73.5%)	174 (26.5%)
26–39	! (0.3%)	345 (51.6%)*	322 (48.1%)*
40–54	! (0%)	176 (42.9%)*	234 (57.1%)*
55 or more	! (0.4%)	112 (46.3%)*	129 (53.3%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.3%)	829 (55.1%)	671 (44.6%)
Male	! (0%)	235 (58.9%)	164 (41.1%)
Other	! (0%)	71 (62.3%)	43 (37.7%)
Race - Black			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
Not Black [‡]	! (0.1%)	953 (56.7%)	727 (43.2%)
Black	! (0.3%)	182 (55.3%)	146 (44.4%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
Not Latino/a [‡]	! (0.2%)	845 (53.6%)	728 (46.2%)
Latino/a	! (0%)	290 (66.7%)*	145 (33.3%)*
Race - White			
Missing	! (11.1%)*	! (33.3%)	! (55.6%)
White [‡]	! (0.2%)	549 (52%)	505 (47.8%)
Not White	! (0.1%)	586 (61.4%)*	368 (38.5%)*
Full vs. part time			
Missing	! (5.7%)*	13 (37.1%)	20 (57.1%)
Full time [‡]	! (0.1%)	517 (45.6%)	617 (54.4%)
Part time	! (0.1%)	547 (71.4%)*	218 (28.5%)*
Other	! (0%)	61 (72.6%)*	23 (27.4%)*
Career tenure			
Missing	! (2%)	27 (55.1%)	21 (42.9%)
Earlier career [‡]	! (0.2%)	859 (62.7%)	507 (37%)
Sustained career	! (0%)	252 (41.9%)*	350 (58.1%)*

Locale			
Missing	! (1.5%)	39 (58.2%)	27 (40.3%)
Not metro [‡]	! (0.3%)	193 (53.9%)	164 (45.8%)
Metro	! (0.1%)	906 (56.8%)	687 (43.1%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	1,727 (85.5%)	289 (14.3%)
By select characteristics			
Age			
Missing	! (2.3%)	38 (88.4%)	! (9.3%)
18–25 [‡]	! (0%)	599 (91.3%)	57 (8.7%)
26–39	! (0.3%)	568 (84.9%)*	99 (14.8%)*
40–54	! (0%)	321 (78.3%)*	89 (21.7%)*
55 or more	! (0.4%)	201 (83.1%)*	40 (16.5%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.3%)	1,291 (85.8%)	209 (13.9%)
Male	! (0%)	338 (84.7%)	61 (15.3%)
Other	! (0%)	95 (83.3%)	19 (16.7%)
Race - Black			
Missing	! (11.1%)*	! (88.9%)	! (0%)
Not Black [‡]	! (0.1%)	1,437 (85.4%)	243 (14.4%)
Black	! (0.3%)	282 (85.7%)	46 (14%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (88.9%)	! (0%)
Not Latino/a [‡]	! (0.2%)	1,328 (84.3%)	245 (15.5%)
Latino/a	! (0%)	391 (89.9%)*	44 (10.1%)*
Race - White			
Missing	! (11.1%)*	! (88.9%)	! (0%)
White [‡]	! (0.2%)	888 (84.1%)	166 (15.7%)
Not White	! (0.1%)	831 (87%)	123 (12.9%)
Full vs. part time			
Missing	! (5.7%)*	25 (71.4%)	! (22.9%)
Full time [‡]	! (0.1%)	925 (81.5%)	209 (18.4%)
Part time	! (0.1%)	710 (92.7%)*	55 (7.2%)*
Other	! (0%)	67 (79.8%)	17 (20.2%)
Career tenure			
Missing	! (2%)	44 (89.8%)	! (8.2%)
Earlier career [‡]	! (0.2%)	1,219 (89%)	147 (10.7%)
Sustained career	! (0%)	464 (77.1%)*	138 (22.9%)*
Locale			
Missing	! (1.5%)	57 (85.1%)	! (13.4%)

Not metro [‡]	! (0.3%)	303 (84.6%)	54 (15.1%)
Metro	! (0.1%)	1,367 (85.7%)	226 (14.2%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	1,662 (82.3%)	354 (17.5%)
By select characteristics			
Age			
Missing	! (2.3%)	39 (90.7%)	! (7%)
18–25 [‡]	! (0%)	536 (81.7%)	120 (18.3%)
26–39	! (0.3%)	528 (78.9%)	139 (20.8%)
40–54	! (0%)	349 (85.1%)	61 (14.9%)
55 or more	! (0.4%)	210 (86.8%)	31 (12.8%)
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.3%)	1,268 (84.3%)	232 (15.4%)
Male	! (0%)	302 (75.7%)*	97 (24.3%)*
Other	! (0%)	89 (78.1%)	25 (21.9%)
Race - Black			
Missing	! (11.1%)*	! (77.8%)	! (11.1%)
Not Black [‡]	! (0.1%)	1,375 (81.7%)	305 (18.1%)
Black	! (0.3%)	280 (85.1%)	48 (14.6%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (77.8%)	! (11.1%)
Not Latino/a [‡]	! (0.2%)	1,309 (83.1%)	264 (16.8%)
Latino/a	! (0%)	346 (79.5%)	89 (20.5%)
Race - White			
Missing	! (11.1%)*	! (77.8%)	! (11.1%)
White [‡]	! (0.2%)	877 (83%)	177 (16.8%)
Not White	! (0.1%)	778 (81.5%)	176 (18.4%)
Full vs. part time			
Missing	! (5.7%)*	23 (65.7%)	10 (28.6%)
Full time [‡]	! (0.1%)	912 (80.4%)	222 (19.6%)
Part time	! (0.1%)	660 (86.2%)*	105 (13.7%)*
Other	! (0%)	67 (79.8%)	17 (20.2%)
Career tenure			
Missing	! (2%)	44 (89.8%)	! (8.2%)
Earlier career [‡]	! (0.2%)	1,113 (81.3%)	253 (18.5%)
Sustained career	! (0%)	505 (83.9%)	97 (16.1%)
Locale			
Missing	! (1.5%)	56 (83.6%)	10 (14.9%)
Not metro [‡]	! (0.3%)	310 (86.6%)	47 (13.1%)

Metro	! (0.1%)	1,296 (81.3%)	297 (18.6%)
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Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	1,735 (85.9%)	281 (13.9%)
By select characteristics			
Age			
Missing	! (2.3%)	41 (95.3%)	! (2.3%)
18–25‡	! (0%)	532 (81.1%)	124 (18.9%)
26–39	! (0.3%)	566 (84.6%)	101 (15.1%)
40–54	! (0%)	371 (90.5%)*	39 (9.5%)*
55 or more	! (0.4%)	225 (93%)*	16 (6.6%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female‡	! (0.3%)	1,299 (86.4%)	201 (13.4%)
Male	! (0%)	340 (85.2%)	59 (14.8%)
Other	! (0%)	93 (81.6%)	21 (18.4%)
Race - Black			
Missing	! (11.1%)*	! (88.9%)	! (0%)
Not Black‡	! (0.1%)	1,439 (85.6%)	241 (14.3%)
Black	! (0.3%)	288 (87.5%)	40 (12.2%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (88.9%)	! (0%)
Not Latino/a‡	! (0.2%)	1,362 (86.4%)	211 (13.4%)
Latino/a	! (0%)	365 (83.9%)	70 (16.1%)
Race - White			
Missing	! (11.1%)*	! (88.9%)	! (0%)
White‡	! (0.2%)	918 (86.9%)	136 (12.9%)
Not White	! (0.1%)	809 (84.7%)	145 (15.2%)
Full vs. part time			
Missing	! (5.7%)*	24 (68.6%)*	! (25.7%)
Full time‡	! (0.1%)	974 (85.8%)	160 (14.1%)
Part time	! (0.1%)	663 (86.6%)	102 (13.3%)
Other	! (0%)	74 (88.1%)	10 (11.9%)
Career tenure			
Missing	! (2%)	46 (93.9%)	! (4.1%)
Earlier career‡	! (0.2%)	1,144 (83.6%)	222 (16.2%)
Sustained career	! (0%)	545 (90.5%)*	57 (9.5%)*
Locale			
Missing	! (1.5%)	65 (97%)	! (1.5%)
Not metro‡	! (0.3%)	318 (88.8%)	39 (10.9%)
Metro	! (0.1%)	1,352 (84.8%)	241 (15.1%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	1,608 (79.6%)	408 (20.2%)
By select characteristics			
Age			
Missing	! (2.3%)	37 (86%)	! (11.6%)
18–25‡	! (0%)	574 (87.5%)	82 (12.5%)
26–39	! (0.3%)	499 (74.6%)*	168 (25.1%)*
40–54	! (0%)	316 (77.1%)*	94 (22.9%)*
55 or more	! (0.4%)	182 (75.2%)*	59 (24.4%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female‡	! (0.3%)	1,199 (79.7%)	301 (20%)
Male	! (0%)	311 (77.9%)	88 (22.1%)
Other	! (0%)	95 (83.3%)	19 (16.7%)
Race - Black			
Missing	! (11.1%)*	! (77.8%)	! (11.1%)
Not Black‡	! (0.1%)	1,343 (79.8%)	337 (20%)
Black	! (0.3%)	258 (78.4%)	70 (21.3%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (77.8%)	! (11.1%)
Not Latino/a‡	! (0.2%)	1,228 (77.9%)	345 (21.9%)
Latino/a	! (0%)	373 (85.7%)*	62 (14.3%)*
Race - White			
Missing	! (11.1%)*	! (77.8%)	! (11.1%)
White‡	! (0.2%)	820 (77.7%)	234 (22.2%)
Not White	! (0.1%)	781 (81.8%)	173 (18.1%)
Full vs. part time			
Missing	! (5.7%)*	22 (62.9%)	11 (31.4%)
Full time‡	! (0.1%)	831 (73.2%)	303 (26.7%)
Part time	! (0.1%)	684 (89.3%)*	81 (10.6%)*
Other	! (0%)	71 (84.5%)	13 (15.5%)
Career tenure			
Missing	! (2%)	43 (87.8%)	! (10.2%)
Earlier career‡	! (0.2%)	1,141 (83.3%)	225 (16.4%)
Sustained career	! (0%)	424 (70.4%)*	178 (29.6%)*
Locale			
Missing	! (1.5%)	55 (82.1%)	11 (16.4%)
Not metro‡	! (0.3%)	288 (80.4%)	69 (19.3%)
Metro	! (0.1%)	1,265 (79.3%)	328 (20.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	1,261 (62.4%)	755 (37.4%)
By select characteristics			
Age			
Missing	! (2.3%)	29 (67.4%)	13 (30.2%)
18–25 [‡]	! (0%)	452 (68.9%)	204 (31.1%)
26–39	! (0.3%)	391 (58.4%)*	276 (41.3%)*
40–54	! (0%)	244 (59.5%)*	166 (40.5%)*
55 or more	! (0.4%)	145 (59.9%)	96 (39.7%)
Gender			
Missing	! (0%)	! (66.7%)	! (33.3%)
Female [‡]	! (0.3%)	937 (62.3%)	563 (37.4%)
Male	! (0%)	254 (63.7%)	145 (36.3%)
Other	! (0%)	68 (59.6%)	46 (40.4%)
Race - Black			
Missing	! (11.1%)*	! (44.4%)	! (44.4%)
Not Black [‡]	! (0.1%)	1,043 (62%)	637 (37.9%)
Black	! (0.3%)	214 (65%)	114 (34.7%)
Ethnicity - Latino/a			
Missing	! (11.1%)*	! (44.4%)	! (44.4%)
Not Latino/a [‡]	! (0.2%)	939 (59.6%)	634 (40.2%)
Latino/a	! (0%)	318 (73.1%)*	117 (26.9%)*
Race - White			
Missing	! (11.1%)*	! (44.4%)	! (44.4%)
White [‡]	! (0.2%)	602 (57%)	452 (42.8%)
Not White	! (0.1%)	655 (68.6%)*	299 (31.3%)*
Full vs. part time			
Missing	! (5.7%)*	16 (45.7%)	17 (48.6%)
Full time [‡]	! (0.1%)	652 (57.4%)	482 (42.5%)
Part time	! (0.1%)	540 (70.5%)*	225 (29.4%)*
Other	! (0%)	53 (63.1%)	31 (36.9%)
Career tenure			
Missing	! (2%)	31 (63.3%)	17 (34.7%)
Earlier career [‡]	! (0.2%)	884 (64.6%)	482 (35.2%)
Sustained career	! (0%)	346 (57.5%)*	256 (42.5%)*
Locale			
Missing	! (1.5%)	49 (73.1%)	17 (25.4%)
Not metro [‡]	! (0.3%)	214 (59.8%)	143 (39.9%)
Metro	! (0.1%)	998 (62.6%)	595 (37.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	11 (0.5%)	40 (1.9%)	326 (15.8%)	999 (48.6%)	681 (33.1%)
By select characteristics					
Age					
Missing	! (4.7%)	! (0%)	! (18.6%)	21 (48.8%)	12 (27.9%)
18–25 [‡]	! (0.3%)	13 (1.9%)	107 (16%)	337 (50.5%)	208 (31.2%)
26–39	! (0.4%)	14 (2.1%)	129 (19%)	345 (50.8%)	188 (27.7%)
40–54	! (0.7%)	! (1.4%)	61 (14.5%)	191 (45.4%)	160 (38%)
55 or more	! (0.4%)	! (2.8%)	21 (8.5%)*	105 (42.5%)	113 (45.7%)*
Gender					
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)
Female [‡]	! (0.5%)	27 (1.8%)	224 (14.6%)	735 (48%)	536 (35%)
Male	! (0%)	! (2%)	70 (17.2%)	205 (50.5%)	123 (30.3%)
Other	! (0%)	! (4.2%)	32 (27.1%)*	59 (50%)	22 (18.6%)*
Race - Black					
Missing	! (0%)	! (0%)	! (33.3%)	! (66.7%)	! (0%)
Not Black [‡]	! (0.5%)	32 (1.9%)	291 (16.9%)	852 (49.6%)	534 (31.1%)
Black	! (0.9%)	! (2.4%)	32 (9.7%)*	141 (42.6%)	147 (44.4%)*
Ethnicity - Latino/a					
Missing	! (0%)	! (0%)	! (33.3%)	! (66.7%)	! (0%)
Not Latino/a [‡]	! (0.4%)	32 (2%)	251 (15.6%)	781 (48.7%)	534 (33.3%)
Latino/a	! (1.1%)	! (1.8%)	72 (16.2%)	212 (47.7%)	147 (33.1%)
Race - White					
Missing	! (0%)	! (0%)	! (33.3%)	! (66.7%)	! (0%)
White [‡]	! (0.2%)	20 (1.9%)	183 (17%)	541 (50.2%)	331 (30.7%)
Not White	! (0.9%)	20 (2.1%)	140 (14.4%)	452 (46.5%)	350 (36%)
Full vs. part time					
Missing	! (2.9%)	! (2.9%)	! (14.3%)	19 (54.3%)	! (25.7%)
Full time [‡]	! (0.3%)	16 (1.4%)	172 (15%)	569 (49.7%)	385 (33.6%)
Part time	! (0.8%)	21 (2.7%)	129 (16.4%)	370 (47%)	262 (33.2%)
Other	! (1.1%)	! (2.2%)	20 (22.5%)	41 (46.1%)	25 (28.1%)
Career tenure					
Missing	! (4.1%)	! (0%)	! (18.4%)	22 (44.9%)	16 (32.7%)
Earlier career [‡]	! (0.5%)	28 (2%)	234 (16.8%)	693 (49.6%)	434 (31.1%)
Sustained career	! (0.3%)	12 (2%)	83 (13.6%)	284 (46.4%)	231 (37.7%)*
Locale					
Missing	! (5.9%)*	! (2.9%)	13 (19.1%)	30 (44.1%)	19 (27.9%)
Not metro [‡]	! (0%)	! (1.9%)	64 (17.5%)	172 (47.1%)	122 (33.4%)
Metro	! (0.4%)	31 (1.9%)	249 (15.3%)	797 (49.1%)	540 (33.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,256 (61.1%)	712 (34.6%)
By select characteristics			
Age			
Missing	! (11.6%)	27 (62.8%)	11 (25.6%)
18–25 [‡]	23 (3.4%)	406 (60.9%)	238 (35.7%)
26–39	26 (3.8%)	390 (57.4%)	263 (38.7%)
40–54	23 (5.5%)	270 (64.1%)	128 (30.4%)
55 or more	12 (4.9%)	163 (66%)	72 (29.1%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	948 (62%)	515 (33.7%)
Male	18 (4.4%)	234 (57.6%)	154 (37.9%)
Other	! (2.5%)	72 (61%)	43 (36.4%)
Race - Black			
Missing	! (11.1%)	! (55.6%)	! (33.3%)
Not Black [‡]	79 (4.6%)	1,049 (61.1%)	589 (34.3%)
Black	! (2.7%)	202 (61%)	120 (36.3%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (55.6%)	! (33.3%)
Not Latino/a [‡]	72 (4.5%)	992 (61.8%)	540 (33.7%)
Latino/a	16 (3.6%)	259 (58.3%)	169 (38.1%)
Race - White			
Missing	! (11.1%)	! (55.6%)	! (33.3%)
White [‡]	59 (5.5%)	682 (63.3%)	336 (31.2%)
Not White	29 (3%)*	569 (58.6%)	373 (38.4%)*
Full vs. part time			
Missing	! (8.6%)	21 (60%)	11 (31.4%)
Full time [‡]	47 (4.1%)	704 (61.5%)	394 (34.4%)
Part time	34 (4.3%)	477 (60.5%)	277 (35.2%)
Other	! (5.6%)	54 (60.7%)	30 (33.7%)
Career tenure			
Missing	! (10.2%)	30 (61.2%)	14 (28.6%)
Earlier career [‡]	57 (4.1%)	843 (60.4%)	496 (35.5%)
Sustained career	27 (4.4%)	383 (62.6%)	202 (33%)
Locale			
Missing	! (5.9%)	40 (58.8%)	24 (35.3%)
Not metro [‡]	19 (5.2%)	230 (63%)	116 (31.8%)
Metro	66 (4.1%)	986 (60.7%)	572 (35.2%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,792 (87.1%)	176 (8.6%)
By select characteristics			
Age			
Missing	! (11.6%)	33 (76.7%)	! (11.6%)
18–25 [‡]	23 (3.4%)	601 (90.1%)	43 (6.4%)
26–39	26 (3.8%)	584 (86%)	69 (10.2%)
40–54	23 (5.5%)	364 (86.5%)	34 (8.1%)
55 or more	12 (4.9%)	210 (85%)	25 (10.1%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1,341 (87.6%)	122 (8%)
Male	18 (4.4%)	348 (85.7%)	40 (9.9%)
Other	! (2.5%)	101 (85.6%)	14 (11.9%)
Race - Black			
Missing	! (11.1%)	! (88.9%)	! (0%)
Not Black [‡]	79 (4.6%)	1,497 (87.2%)	141 (8.2%)
Black	! (2.7%)	287 (86.7%)	35 (10.6%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (88.9%)	! (0%)
Not Latino/a [‡]	72 (4.5%)	1,399 (87.2%)	133 (8.3%)
Latino/a	16 (3.6%)	385 (86.7%)	43 (9.7%)
Race - White			
Missing	! (11.1%)	! (88.9%)	! (0%)
White [‡]	59 (5.5%)	939 (87.2%)	79 (7.3%)
Not White	29 (3%)*	845 (87%)	97 (10%)
Full vs. part time			
Missing	! (8.6%)	29 (82.9%)	! (8.6%)
Full time [‡]	47 (4.1%)	999 (87.2%)	99 (8.6%)
Part time	34 (4.3%)	687 (87.2%)	67 (8.5%)
Other	! (5.6%)	77 (86.5%)	! (7.9%)
Career tenure			
Missing	! (10.2%)	38 (77.6%)	! (12.2%)
Earlier career [‡]	57 (4.1%)	1,227 (87.9%)	112 (8%)
Sustained career	27 (4.4%)	527 (86.1%)	58 (9.5%)
Locale			
Missing	! (5.9%)	54 (79.4%)	10 (14.7%)
Not metro [‡]	19 (5.2%)	315 (86.3%)	31 (8.5%)
Metro	66 (4.1%)	1,423 (87.6%)	135 (8.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,655 (80.5%)	313 (15.2%)
By select characteristics			
Age			
Missing	! (11.6%)	32 (74.4%)	! (14%)
18–25 [‡]	23 (3.4%)	573 (85.9%)	71 (10.6%)
26–39	26 (3.8%)	545 (80.3%)*	108 (15.9%)*
40–54	23 (5.5%)	325 (77.2%)*	73 (17.3%)*
55 or more	12 (4.9%)	180 (72.9%)*	55 (22.3%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1,221 (79.8%)	242 (15.8%)
Male	18 (4.4%)	328 (80.8%)	60 (14.8%)
Other	! (2.5%)	104 (88.1%)	11 (9.3%)
Race - Black			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
Not Black [‡]	79 (4.6%)	1,381 (80.4%)	257 (15%)
Black	! (2.7%)	268 (81%)	54 (16.3%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
Not Latino/a [‡]	72 (4.5%)	1,284 (80%)	248 (15.5%)
Latino/a	16 (3.6%)	365 (82.2%)	63 (14.2%)
Race - White			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
White [‡]	59 (5.5%)	852 (79.1%)	166 (15.4%)
Not White	29 (3%)*	797 (82.1%)	145 (14.9%)
Full vs. part time			
Missing	! (8.6%)	27 (77.1%)	! (14.3%)
Full time [‡]	47 (4.1%)	894 (78.1%)	204 (17.8%)
Part time	34 (4.3%)	660 (83.8%)*	94 (11.9%)*
Other	! (5.6%)	74 (83.1%)	10 (11.2%)
Career tenure			
Missing	! (10.2%)	36 (73.5%)	! (16.3%)
Earlier career [‡]	57 (4.1%)	1,152 (82.5%)	187 (13.4%)
Sustained career	27 (4.4%)	467 (76.3%)*	118 (19.3%)*
Locale			
Missing	! (5.9%)	52 (76.5%)	12 (17.6%)
Not metro [‡]	19 (5.2%)	287 (78.6%)	59 (16.2%)
Metro	66 (4.1%)	1,316 (81%)	242 (14.9%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,751 (85.1%)	217 (10.5%)
By select characteristics			
Age			
Missing	! (11.6%)	37 (86%)	! (2.3%)
18–25 [‡]	23 (3.4%)	581 (87.1%)	63 (9.4%)
26–39	26 (3.8%)	570 (83.9%)	83 (12.2%)
40–54	23 (5.5%)	354 (84.1%)	44 (10.5%)
55 or more	12 (4.9%)	209 (84.6%)	26 (10.5%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1,301 (85%)	162 (10.6%)
Male	18 (4.4%)	348 (85.7%)	40 (9.9%)
Other	! (2.5%)	100 (84.7%)	15 (12.7%)
Race - Black			
Missing	! (11.1%)	! (88.9%)	! (0%)
Not Black [‡]	79 (4.6%)	1,470 (85.6%)	168 (9.8%)
Black	! (2.7%)	273 (82.5%)	49 (14.8%)*
Ethnicity - Latino/a			
Missing	! (11.1%)	! (88.9%)	! (0%)
Not Latino/a [‡]	72 (4.5%)	1,366 (85.2%)	166 (10.3%)
Latino/a	16 (3.6%)	377 (84.9%)	51 (11.5%)
Race - White			
Missing	! (11.1%)	! (88.9%)	! (0%)
White [‡]	59 (5.5%)	917 (85.1%)	101 (9.4%)
Not White	29 (3%)*	826 (85.1%)	116 (11.9%)
Full vs. part time			
Missing	! (8.6%)	28 (80%)	! (11.4%)
Full time [‡]	47 (4.1%)	962 (84%)	136 (11.9%)
Part time	34 (4.3%)	683 (86.7%)	71 (9%)
Other	! (5.6%)	78 (87.6%)	! (6.7%)
Career tenure			
Missing	! (10.2%)	41 (83.7%)	! (6.1%)
Earlier career [‡]	57 (4.1%)	1,189 (85.2%)	150 (10.7%)
Sustained career	27 (4.4%)	521 (85.1%)	64 (10.5%)
Locale			
Missing	! (5.9%)	61 (89.7%)	! (4.4%)
Not metro [‡]	19 (5.2%)	301 (82.5%)	45 (12.3%)
Metro	66 (4.1%)	1,389 (85.5%)	169 (10.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,207 (58.7%)	761 (37%)
By select characteristics			
Age			
Missing	! (11.6%)	32 (74.4%)	! (14%)*
18–25 [‡]	23 (3.4%)	398 (59.7%)	246 (36.9%)
26–39	26 (3.8%)	368 (54.2%)	285 (42%)
40–54	23 (5.5%)	248 (58.9%)	150 (35.6%)
55 or more	12 (4.9%)	161 (65.2%)	74 (30%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	907 (59.3%)	556 (36.3%)
Male	18 (4.4%)	237 (58.4%)	151 (37.2%)
Other	! (2.5%)	61 (51.7%)	54 (45.8%)
Race - Black			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
Not Black [‡]	79 (4.6%)	1,000 (58.2%)	638 (37.2%)
Black	! (2.7%)	201 (60.7%)	121 (36.6%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
Not Latino/a [‡]	72 (4.5%)	959 (59.8%)	573 (35.7%)
Latino/a	16 (3.6%)	242 (54.5%)	186 (41.9%)
Race - White			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
White [‡]	59 (5.5%)	652 (60.5%)	366 (34%)
Not White	29 (3%)*	549 (56.5%)	393 (40.5%)*
Full vs. part time			
Missing	! (8.6%)	18 (51.4%)	14 (40%)
Full time [‡]	47 (4.1%)	658 (57.5%)	440 (38.4%)
Part time	34 (4.3%)	473 (60%)	281 (35.7%)
Other	! (5.6%)	58 (65.2%)	26 (29.2%)
Career tenure			
Missing	! (10.2%)	36 (73.5%)	! (16.3%)*
Earlier career [‡]	57 (4.1%)	808 (57.9%)	531 (38%)
Sustained career	27 (4.4%)	363 (59.3%)	222 (36.3%)
Locale			
Missing	! (5.9%)	47 (69.1%)	17 (25%)
Not metro [‡]	19 (5.2%)	205 (56.2%)	141 (38.6%)
Metro	66 (4.1%)	955 (58.8%)	603 (37.1%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,492 (72.5%)	476 (23.1%)
By select characteristics			
Age			
Missing	! (11.6%)	30 (69.8%)	! (18.6%)
18–25 [‡]	23 (3.4%)	492 (73.8%)	152 (22.8%)
26–39	26 (3.8%)	461 (67.9%)	192 (28.3%)
40–54	23 (5.5%)	302 (71.7%)	96 (22.8%)
55 or more	12 (4.9%)	207 (83.8%)*	28 (11.3%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1,133 (74.1%)	330 (21.6%)
Male	18 (4.4%)	284 (70%)	104 (25.6%)
Other	! (2.5%)	73 (61.9%)*	42 (35.6%)*
Race - Black			
Missing	! (11.1%)	! (44.4%)	! (44.4%)
Not Black [‡]	79 (4.6%)	1,233 (71.8%)	405 (23.6%)
Black	! (2.7%)	255 (77%)	67 (20.2%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (44.4%)	! (44.4%)
Not Latino/a [‡]	72 (4.5%)	1,152 (71.8%)	380 (23.7%)
Latino/a	16 (3.6%)	336 (75.7%)	92 (20.7%)
Race - White			
Missing	! (11.1%)	! (44.4%)	! (44.4%)
White [‡]	59 (5.5%)	753 (69.9%)	265 (24.6%)
Not White	29 (3%)*	735 (75.7%)*	207 (21.3%)
Full vs. part time			
Missing	! (8.6%)	21 (60%)	11 (31.4%)
Full time [‡]	47 (4.1%)	787 (68.7%)	311 (27.2%)
Part time	34 (4.3%)	615 (78%)*	139 (17.6%)*
Other	! (5.6%)	69 (77.5%)	15 (16.9%)
Career tenure			
Missing	! (10.2%)	35 (71.4%)	! (18.4%)
Earlier career [‡]	57 (4.1%)	1,016 (72.8%)	323 (23.1%)
Sustained career	27 (4.4%)	441 (72.1%)	144 (23.5%)
Locale			
Missing	! (5.9%)	56 (82.4%)	! (11.8%)
Not metro [‡]	19 (5.2%)	266 (72.9%)	80 (21.9%)
Metro	66 (4.1%)	1,170 (72%)	388 (23.9%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,606 (78.1%)	362 (17.6%)
By select characteristics			
Age			
Missing	! (11.6%)	32 (74.4%)	! (14%)
18–25 [‡]	23 (3.4%)	531 (79.6%)	113 (16.9%)
26–39	26 (3.8%)	506 (74.5%)	147 (21.6%)
40–54	23 (5.5%)	337 (80%)	61 (14.5%)
55 or more	12 (4.9%)	200 (81%)	35 (14.2%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1207 (78.9%)	256 (16.7%)
Male	18 (4.4%)	310 (76.4%)	78 (19.2%)
Other	! (2.5%)	87 (73.7%)	28 (23.7%)
Race - Black			
Missing	! (11.1%)	! (55.6%)	! (33.3%)
Not Black [‡]	79 (4.6%)	1,327 (77.3%)	311 (18.1%)
Black	! (2.7%)	274 (82.8%)	48 (14.5%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (55.6%)	! (33.3%)
Not Latino/a [‡]	72 (4.5%)	1,252 (78.1%)	280 (17.5%)
Latino/a	16 (3.6%)	349 (78.6%)	79 (17.8%)
Race - White			
Missing	! (11.1%)	! (55.6%)	! (33.3%)
White [‡]	59 (5.5%)	832 (77.3%)	186 (17.3%)
Not White	29 (3%)*	769 (79.2%)	173 (17.8%)
Full vs. part time			
Missing	! (8.6%)	25 (71.4%)	! (20%)
Full time [‡]	47 (4.1%)	870 (76%)	228 (19.9%)
Part time	34 (4.3%)	639 (81.1%)*	115 (14.6%)*
Other	! (5.6%)	72 (80.9%)	12 (13.5%)
Career tenure			
Missing	! (10.2%)	38 (77.6%)	! (12.2%)
Earlier career [‡]	57 (4.1%)	1,083 (77.6%)	256 (18.3%)
Sustained career	27 (4.4%)	485 (79.2%)	100 (16.3%)
Locale			
Missing	! (5.9%)	54 (79.4%)	10 (14.7%)
Not metro [‡]	19 (5.2%)	295 (80.8%)	51 (14%)
Metro	66 (4.1%)	1,257 (77.4%)	301 (18.5%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,449 (70.4%)	519 (25.2%)
By select characteristics			
Age			
Missing	! (11.6%)	30 (69.8%)	! (18.6%)
18–25 [‡]	23 (3.4%)	479 (71.8%)	165 (24.7%)
26–39	26 (3.8%)	480 (70.7%)	173 (25.5%)
40–54	23 (5.5%)	287 (68.2%)	111 (26.4%)
55 or more	12 (4.9%)	173 (70%)	62 (25.1%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1,099 (71.8%)	364 (23.8%)
Male	18 (4.4%)	260 (64%)*	128 (31.5%)*
Other	! (2.5%)	88 (74.6%)	27 (22.9%)
Race - Black			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
Not Black [‡]	79 (4.6%)	1,189 (69.2%)	449 (26.2%)
Black	! (2.7%)	254 (76.7%)*	68 (20.5%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
Not Latino/a [‡]	72 (4.5%)	1,114 (69.5%)	418 (26.1%)
Latino/a	16 (3.6%)	329 (74.1%)	99 (22.3%)
Race - White			
Missing	! (11.1%)	! (66.7%)	! (22.2%)
White [‡]	59 (5.5%)	731 (67.9%)	287 (26.6%)
Not White	29 (3%)*	712 (73.3%)*	230 (23.7%)
Full vs. part time			
Missing	! (8.6%)	25 (71.4%)	! (20%)
Full time [‡]	47 (4.1%)	791 (69.1%)	307 (26.8%)
Part time	34 (4.3%)	574 (72.8%)	180 (22.8%)
Other	! (5.6%)	59 (66.3%)	25 (28.1%)
Career tenure			
Missing	! (10.2%)	36 (73.5%)	! (16.3%)
Earlier career [‡]	57 (4.1%)	1,007 (72.1%)	332 (23.8%)
Sustained career	27 (4.4%)	406 (66.3%)	179 (29.2%)
Locale			
Missing	! (5.9%)	48 (70.6%)	16 (23.5%)
Not metro [‡]	19 (5.2%)	254 (69.6%)	92 (25.2%)
Metro	66 (4.1%)	1,147 (70.6%)	411 (25.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,548 (75.3%)	420 (20.4%)
By select characteristics			
Age			
Missing	! (11.6%)	33 (76.7%)	! (11.6%)
18–25 [‡]	23 (3.4%)	514 (77.1%)	130 (19.5%)
26–39	26 (3.8%)	501 (73.8%)	152 (22.4%)
40–54	23 (5.5%)	311 (73.9%)	87 (20.7%)
55 or more	12 (4.9%)	189 (76.5%)	46 (18.6%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1,166 (76.2%)	297 (19.4%)
Male	18 (4.4%)	289 (71.2%)	99 (24.4%)
Other	! (2.5%)	91 (77.1%)	24 (20.3%)
Race - Black			
Missing	! (11.1%)	! (77.8%)	! (11.1%)
Not Black [‡]	79 (4.6%)	1,267 (73.8%)	371 (21.6%)
Black	! (2.7%)	274 (82.8%)*	48 (14.5%)*
Ethnicity - Latino/a			
Missing	! (11.1%)	! (77.8%)	! (11.1%)
Not Latino/a [‡]	72 (4.5%)	1,199 (74.8%)	333 (20.8%)
Latino/a	16 (3.6%)	342 (77%)	86 (19.4%)
Race - White			
Missing	! (11.1%)	! (77.8%)	! (11.1%)
White [‡]	59 (5.5%)	787 (73.1%)	231 (21.4%)
Not White	29 (3%)*	754 (77.7%)	188 (19.4%)
Full vs. part time			
Missing	! (8.6%)	28 (80%)	! (11.4%)
Full time [‡]	47 (4.1%)	841 (73.4%)	257 (22.4%)
Part time	34 (4.3%)	611 (77.5%)	143 (18.1%)
Other	! (5.6%)	68 (76.4%)	16 (18%)
Career tenure			
Missing	! (10.2%)	39 (79.6%)	! (10.2%)
Earlier career [‡]	57 (4.1%)	1,064 (76.2%)	275 (19.7%)
Sustained career	27 (4.4%)	445 (72.7%)	140 (22.9%)
Locale			
Missing	! (5.9%)	53 (77.9%)	11 (16.2%)
Not metro [‡]	19 (5.2%)	262 (71.8%)	84 (23%)
Metro	66 (4.1%)	1,233 (75.9%)	325 (20%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	89 (4.3%)	1,538 (74.8%)	430 (20.9%)
By select characteristics			
Age			
Missing	! (11.6%)	31 (72.1%)	! (16.3%)
18–25 [‡]	23 (3.4%)	514 (77.1%)	130 (19.5%)
26–39	26 (3.8%)	487 (71.7%)	166 (24.4%)
40–54	23 (5.5%)	318 (75.5%)	80 (19%)
55 or more	12 (4.9%)	188 (76.1%)	47 (19%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	67 (4.4%)	1,130 (73.9%)	333 (21.8%)
Male	18 (4.4%)	309 (76.1%)	79 (19.5%)
Other	! (2.5%)	97 (82.2%)	18 (15.3%)
Race - Black			
Missing	! (11.1%)	! (77.8%)	! (11.1%)
Not Black [‡]	79 (4.6%)	1,273 (74.1%)	365 (21.3%)
Black	! (2.7%)	258 (77.9%)	64 (19.3%)
Ethnicity - Latino/a			
Missing	! (11.1%)	! (77.8%)	! (11.1%)
Not Latino/a [‡]	72 (4.5%)	1,190 (74.2%)	342 (21.3%)
Latino/a	16 (3.6%)	341 (76.8%)	87 (19.6%)
Race - White			
Missing	! (11.1%)	! (77.8%)	! (11.1%)
White [‡]	59 (5.5%)	797 (74%)	221 (20.5%)
Not White	29 (3%)*	734 (75.6%)	208 (21.4%)
Full vs. part time			
Missing	! (8.6%)	21 (60%)	11 (31.4%)
Full time [‡]	47 (4.1%)	835 (72.9%)	263 (23%)
Part time	34 (4.3%)	618 (78.4%)*	136 (17.3%)*
Other	! (5.6%)	64 (71.9%)	20 (22.5%)
Career tenure			
Missing	! (10.2%)	35 (71.4%)	! (18.4%)
Earlier career [‡]	57 (4.1%)	1,052 (75.4%)	287 (20.6%)
Sustained career	27 (4.4%)	451 (73.7%)	134 (21.9%)
Locale			
Missing	! (5.9%)	52 (76.5%)	12 (17.6%)
Not metro [‡]	19 (5.2%)	267 (73.2%)	79 (21.6%)
Metro	66 (4.1%)	1,219 (75.1%)	339 (20.9%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.2%)	28 (1.4%)	470 (22.8%)	78 (3.8%)	233 (11.3%)	833 (40.5%)	383 (18.6%)	27 (1.3%)
By select characteristics								
Age								
Missing	! (4.7%)*	! (7%)	! (9.3%)*	! (0%)	! (9.3%)	15 (34.9%)	13 (30.2%)*	! (4.7%)*
18–25 [‡]	! (0.1%)	18 (2.7%)	277 (41.5%)	17 (2.5%)	83 (12.4%)	256 (38.4%)	15 (2.2%)	! (0%)
26–39	! (0%)	! (0.3%)*	97 (14.3%)*	32 (4.7%)	71 (10.5%)	331 (48.7%)*	140 (20.6%)*	! (0.9%)
40–54	! (0.5%)	! (0.5%)	56 (13.3%)*	16 (3.8%)	39 (9.3%)	149 (35.4%)	145 (34.4%)*	12 (2.9%)*
55 or more	! (0%)	! (1.2%)	36 (14.6%)*	13 (5.3%)	36 (14.6%)	82 (33.2%)	70 (28.3%)*	! (2.8%)*
Gender								
Missing	! (66.7%)	! (0%)	! (0%)	! (0%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	! (0.1%)	20 (1.3%)	355 (23.2%)	56 (3.7%)	183 (12%)	595 (38.9%)	304 (19.9%)	16 (1%)
Male	! (0.2%)	! (1.7%)	91 (22.4%)	16 (3.9%)	42 (10.3%)	178 (43.8%)	63 (15.5%)	! (2%)
Other	! (0.8%)	! (0.8%)	24 (20.3%)	! (5.1%)	! (6.8%)	59 (50%)	16 (13.6%)	! (2.5%)
Race - Black								
Missing	! (0%)	! (0%)	! (22.2%)	! (0%)	! (0%)	! (33.3%)	! (44.4%)	! (0%)
Not Black [‡]	! (0.2%)	21 (1.2%)	393 (22.9%)	57 (3.3%)	195 (11.4%)	724 (42.2%)	301 (17.5%)	22 (1.3%)
Black	! (0.3%)	! (2.1%)	75 (22.7%)	21 (6.3%)	38 (11.5%)	106 (32%)*	78 (23.6%)	! (1.5%)
Ethnicity - Latino/a								
Missing	! (0%)	! (0%)	! (22.2%)	! (0%)	! (0%)	! (33.3%)	! (44.4%)	! (0%)
Not Latino/a [‡]	! (0.2%)	23 (1.4%)	303 (18.9%)	68 (4.2%)	166 (10.3%)	678 (42.3%)	339 (21.1%)	23 (1.4%)
Latino/a	! (0.2%)	! (1.1%)	165 (37.2%)*	10 (2.3%)	67 (15.1%)*	152 (34.2%)*	40 (9%)*	! (0.9%)
Race - White								
Missing	! (0%)	! (0%)	! (22.2%)	! (0%)	! (0%)	! (33.3%)	! (44.4%)	! (0%)
White [‡]	! (0.1%)	12 (1.1%)	184 (17.1%)	40 (3.7%)	115 (10.7%)	480 (44.6%)	231 (21.4%)	14 (1.3%)
Not White	! (0.4%)	16 (1.6%)	284 (29.2%)*	38 (3.9%)	118 (12.2%)	350 (36%)*	148 (15.2%)*	13 (1.3%)

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%)	! (0%)	! (17.1%)	! (0%)	! (20%)	14 (40%)	! (22.9%)	! (0%)
Full time [‡]	! (0.1%)	! (0.4%)	160 (14%)	35 (3.1%)	108 (9.4%)	541 (47.2%)	271 (23.7%)	24 (2.1%)
Part time	! (0.4%)	21 (2.7%)*	283 (35.9%)*	38 (4.8%)	109 (13.8%)*	250 (31.7%)*	82 (10.4%)*	! (0.3%)*
Other	! (1.1%)	! (2.2%)	21 (23.6%)	! (5.6%)	! (10.1%)	28 (31.5%)*	22 (24.7%)	! (1.1%)
Career tenure								
Missing	! (4.1%)*	! (6.1%)	! (8.2%)*	! (0%)	! (8.2%)	18 (36.7%)	16 (32.7%)*	! (4.1%)
Earlier career [‡]	! (0.1%)	22 (1.6%)	399 (28.6%)	51 (3.7%)	157 (11.2%)	587 (42%)	169 (12.1%)	! (0.6%)
Sustained career	! (0.2%)	! (0.5%)	67 (10.9%)*	27 (4.4%)	72 (11.8%)	228 (37.3%)	198 (32.4%)*	16 (2.6%)*
Locale								
Missing	! (2.9%)	! (1.5%)	19 (27.9%)	! (2.9%)	12 (17.6%)	22 (32.4%)	10 (14.7%)	! (0%)
Not metro [‡]	! (0.5%)	! (1.1%)	76 (20.8%)	18 (4.9%)	39 (10.7%)	129 (35.3%)	91 (24.9%)	! (1.6%)
Metro	! (0.1%)	23 (1.4%)	375 (23.1%)	58 (3.6%)	182 (11.2%)	682 (42%)	282 (17.4%)*	21 (1.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: Education

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

Select characteristics	Missing	No	Yes
Overall	300 (20.3%)	893 (60.5%)	283 (19.2%)
By select characteristics			
Age			
Missing	! (8.8%)	26 (76.5%)	! (14.7%)
18–25 [‡]	84 (23.7%)	217 (61.3%)	53 (15%)
26–39	121 (22.1%)	341 (62.2%)	86 (15.7%)
40–54	57 (16.5%)	199 (57.7%)	89 (25.8%)*
55 or more	35 (17.9%)	110 (56.4%)	50 (25.6%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	222 (20.2%)	649 (59.1%)	227 (20.7%)
Male	49 (16.8%)	192 (66%)	50 (17.2%)
Other	28 (32.6%)	52 (60.5%)	! (7%)*
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	268 (21.6%)	732 (58.9%)	242 (19.5%)
Black	32 (14.1%)	154 (67.8%)	41 (18.1%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	246 (20.4%)	731 (60.6%)	229 (19%)
Latino/a	54 (20.5%)	155 (58.9%)	54 (20.5%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	156 (18.6%)	518 (61.7%)	166 (19.8%)
Not White	144 (22.9%)	368 (58.5%)	117 (18.6%)
Full vs. part time			
Missing	! (3.4%)	23 (79.3%)	! (17.2%)
Full time [‡]	174 (18.4%)	594 (62.9%)	176 (18.6%)
Part time	111 (25.1%)*	247 (55.8%)	85 (19.2%)
Other	14 (23.3%)	29 (48.3%)	17 (28.3%)
Career tenure			
Missing	! (7.5%)	28 (70%)	! (22.5%)
Earlier career [‡]	210 (22.8%)	581 (63%)	131 (14.2%)
Sustained career	87 (16.9%)	284 (55.3%)*	143 (27.8%)*
Locale			
Missing	! (20.5%)	28 (63.6%)	! (15.9%)
Not metro [‡]	48 (18.1%)	156 (58.9%)	61 (23%)
Metro	243 (20.8%)	709 (60.8%)	215 (18.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: 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	253 (17.1%)	1,022 (69.2%)	201 (13.6%)
By select characteristics			
Age			
Missing	! (8.8%)	23 (67.6%)	! (23.5%)
18–25 [‡]	61 (17.2%)	233 (65.8%)	60 (16.9%)
26–39	108 (19.7%)	374 (68.2%)	66 (12%)
40–54	50 (14.5%)	244 (70.7%)	51 (14.8%)
55 or more	31 (15.9%)	148 (75.9%)	16 (8.2%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	187 (17%)	742 (67.6%)	169 (15.4%)
Male	40 (13.7%)	229 (78.7%)*	22 (7.6%)*
Other	25 (29.1%)*	51 (59.3%)	10 (11.6%)
Race - Black			
Missing	! (0%)	! (71.4%)	! (28.6%)
Not Black [‡]	226 (18.2%)	856 (68.9%)	160 (12.9%)
Black	27 (11.9%)	161 (70.9%)	39 (17.2%)
Ethnicity - Latino/a			
Missing	! (0%)	! (71.4%)	! (28.6%)
Not Latino/a [‡]	217 (18%)	820 (68%)	169 (14%)
Latino/a	36 (13.7%)	197 (74.9%)	30 (11.4%)
Race - White			
Missing	! (0%)	! (71.4%)	! (28.6%)
White [‡]	142 (16.9%)	584 (69.5%)	114 (13.6%)
Not White	111 (17.6%)	433 (68.8%)	85 (13.5%)
Full vs. part time			
Missing	! (3.4%)	25 (86.2%)	! (10.3%)
Full time [‡]	161 (17.1%)	647 (68.5%)	136 (14.4%)
Part time	81 (18.3%)	304 (68.6%)	58 (13.1%)
Other	10 (16.7%)	46 (76.7%)	! (6.7%)
Career tenure			
Missing	! (7.5%)	29 (72.5%)	! (20%)
Earlier career [‡]	171 (18.5%)	616 (66.8%)	135 (14.6%)
Sustained career	79 (15.4%)	377 (73.3%)	58 (11.3%)
Locale			
Missing	! (13.6%)	34 (77.3%)	! (9.1%)
Not metro [‡]	42 (15.8%)	180 (67.9%)	43 (16.2%)
Metro	205 (17.6%)	808 (69.2%)	154 (13.2%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: Legal studies

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

Select characteristics	Missing	No	Yes
Overall	253 (17.1%)	1,080 (73.2%)	143 (9.7%)
By select characteristics			
Age			
Missing	! (8.8%)	27 (79.4%)	! (11.8%)
18–25 [‡]	61 (17.2%)	267 (75.4%)	26 (7.3%)
26–39	108 (19.7%)	387 (70.6%)	53 (9.7%)
40–54	50 (14.5%)	254 (73.6%)	41 (11.9%)
55 or more	31 (15.9%)	145 (74.4%)	19 (9.7%)
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	187 (17%)	813 (74%)	98 (8.9%)
Male	40 (13.7%)	214 (73.5%)	37 (12.7%)
Other	25 (29.1%)*	53 (61.6%)	! (9.3%)
Race - Black			
Missing	! (0%)	! (71.4%)	! (28.6%)
Not Black [‡]	226 (18.2%)	903 (72.7%)	113 (9.1%)
Black	27 (11.9%)	172 (75.8%)	28 (12.3%)
Ethnicity - Latino/a			
Missing	! (0%)	! (71.4%)	! (28.6%)
Not Latino/a [‡]	217 (18%)	876 (72.6%)	113 (9.4%)
Latino/a	36 (13.7%)	199 (75.7%)	28 (10.6%)
Race - White			
Missing	! (0%)	! (71.4%)	! (28.6%)
White [‡]	142 (16.9%)	623 (74.2%)	75 (8.9%)
Not White	111 (17.6%)	452 (71.9%)	66 (10.5%)
Full vs. part time			
Missing	! (3.4%)	27 (93.1%)	! (3.4%)
Full time [‡]	161 (17.1%)	670 (71%)	113 (12%)
Part time	81 (18.3%)	337 (76.1%)	25 (5.6%)*
Other	10 (16.7%)	46 (76.7%)	! (6.7%)
Career tenure			
Missing	! (7.5%)	33 (82.5%)	! (10%)
Earlier career [‡]	171 (18.5%)	669 (72.6%)	82 (8.9%)
Sustained career	79 (15.4%)	378 (73.5%)	57 (11.1%)
Locale			
Missing	! (13.6%)	34 (77.3%)	! (9.1%)
Not metro [‡]	42 (15.8%)	205 (77.4%)	18 (6.8%)
Metro	205 (17.6%)	841 (72.1%)	121 (10.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: Liberal arts

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

Select characteristics	Missing	No	Yes
Overall	253 (17.1%)	949 (64.3%)	274 (18.6%)
By select characteristics			
Age			
Missing	! (8.8%)	25 (73.5%)	! (17.6%)
18–25 [‡]	61 (17.2%)	203 (57.3%)	90 (25.4%)
26–39	108 (19.7%)	334 (60.9%)	106 (19.3%)
40–54	50 (14.5%)	252 (73%)*	43 (12.5%)*
55 or more	31 (15.9%)	135 (69.2%)*	29 (14.9%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	187 (17%)	727 (66.2%)	184 (16.8%)
Male	40 (13.7%)	181 (62.2%)	70 (24.1%)*
Other	25 (29.1%)*	41 (47.7%)*	20 (23.3%)
Race - Black			
Missing	! (0%)	! (71.4%)	! (28.6%)
Not Black [‡]	226 (18.2%)	780 (62.8%)	236 (19%)
Black	27 (11.9%)	164 (72.2%)*	36 (15.9%)
Ethnicity - Latino/a			
Missing	! (0%)	! (71.4%)	! (28.6%)
Not Latino/a [‡]	217 (18%)	772 (64%)	217 (18%)
Latino/a	36 (13.7%)	172 (65.4%)	55 (20.9%)
Race - White			
Missing	! (0%)	! (71.4%)	! (28.6%)
White [‡]	142 (16.9%)	533 (63.5%)	165 (19.6%)
Not White	111 (17.6%)	411 (65.3%)	107 (17%)
Full vs. part time			
Missing	! (3.4%)	19 (65.5%)	! (31%)
Full time [‡]	161 (17.1%)	623 (66%)	160 (16.9%)
Part time	81 (18.3%)	269 (60.7%)	93 (21%)
Other	10 (16.7%)	38 (63.3%)	12 (20%)
Career tenure			
Missing	! (7.5%)	29 (72.5%)	! (20%)
Earlier career [‡]	171 (18.5%)	553 (60%)	198 (21.5%)
Sustained career	79 (15.4%)	367 (71.4%)*	68 (13.2%)*
Locale			
Missing	! (13.6%)	33 (75%)	! (11.4%)
Not metro [‡]	42 (15.8%)	190 (71.7%)	33 (12.5%)
Metro	205 (17.6%)	726 (62.2%)*	236 (20.2%)*

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: Social work*What was your [associate/bachelor's/master's/professional or doctorate] degree program of study?*

Select characteristics	Missing	No	Yes
Overall	253 (17.1%)	1,069 (72.4%)	154 (10.4%)
By select characteristics			
Age			
Missing	! (8.8%)	29 (85.3%)	! (5.9%)
18–25 [‡]	61 (17.2%)	263 (74.3%)	30 (8.5%)
26–39	108 (19.7%)	381 (69.5%)	59 (10.8%)
40–54	50 (14.5%)	253 (73.3%)	42 (12.2%)
55 or more	31 (15.9%)	143 (73.3%)	21 (10.8%)
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	187 (17%)	797 (72.6%)	114 (10.4%)
Male	40 (13.7%)	217 (74.6%)	34 (11.7%)
Other	25 (29.1%)*	55 (64%)	! (7%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	226 (18.2%)	888 (71.5%)	128 (10.3%)
Black	27 (11.9%)	174 (76.7%)	26 (11.5%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	217 (18%)	860 (71.3%)	129 (10.7%)
Latino/a	36 (13.7%)	202 (76.8%)	25 (9.5%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	142 (16.9%)	603 (71.8%)	95 (11.3%)
Not White	111 (17.6%)	459 (73%)	59 (9.4%)
Full vs. part time			
Missing	! (3.4%)	25 (86.2%)	! (10.3%)
Full time [‡]	161 (17.1%)	674 (71.4%)	109 (11.5%)
Part time	81 (18.3%)	326 (73.6%)	36 (8.1%)
Other	10 (16.7%)	44 (73.3%)	! (10%)
Career tenure			
Missing	! (7.5%)	34 (85%)	! (7.5%)
Earlier career [‡]	171 (18.5%)	659 (71.5%)	92 (10%)
Sustained career	79 (15.4%)	376 (73.2%)	59 (11.5%)
Locale			
Missing	! (13.6%)	28 (63.6%)	10 (22.7%)
Not metro [‡]	42 (15.8%)	196 (74%)	27 (10.2%)
Metro	205 (17.6%)	845 (72.4%)	117 (10%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: 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	253 (17.1%)	1,072 (72.6%)	151 (10.2%)
By select characteristics			
Age			
Missing	! (8.8%)	30 (88.2%)	! (2.9%)
18–25 [‡]	61 (17.2%)	246 (69.5%)	47 (13.3%)
26–39	108 (19.7%)	377 (68.8%)	63 (11.5%)
40–54	50 (14.5%)	270 (78.3%)	25 (7.2%)
55 or more	31 (15.9%)	149 (76.4%)	15 (7.7%)
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	187 (17%)	807 (73.5%)	104 (9.5%)
Male	40 (13.7%)	212 (72.9%)	39 (13.4%)
Other	25 (29.1%)*	53 (61.6%)	! (9.3%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	226 (18.2%)	884 (71.2%)	132 (10.6%)
Black	27 (11.9%)	181 (79.7%)	19 (8.4%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	217 (18%)	860 (71.3%)	129 (10.7%)
Latino/a	36 (13.7%)	205 (77.9%)	22 (8.4%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	142 (16.9%)	610 (72.6%)	88 (10.5%)
Not White	111 (17.6%)	455 (72.3%)	63 (10%)
Full vs. part time			
Missing	! (3.4%)	24 (82.8%)	! (13.8%)
Full time [‡]	161 (17.1%)	698 (73.9%)	85 (9%)
Part time	81 (18.3%)	312 (70.4%)	50 (11.3%)
Other	10 (16.7%)	38 (63.3%)	12 (20%)
Career tenure			
Missing	! (7.5%)	36 (90%)	! (2.5%)
Earlier career [‡]	171 (18.5%)	643 (69.7%)	108 (11.7%)
Sustained career	79 (15.4%)	393 (76.5%)*	42 (8.2%)
Locale			
Missing	! (13.6%)	34 (77.3%)	! (9.1%)
Not metro [‡]	42 (15.8%)	184 (69.4%)	39 (14.7%)
Metro	205 (17.6%)	854 (73.2%)	108 (9.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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: 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	11 (0.5%)	318 (15.5%)	676 (32.9%)	522 (25.4%)	530 (25.8%)
By select characteristics					
Age					
Missing	! (7%)*	! (16.3%)	! (18.6%)	10 (23.3%)	15 (34.9%)
18–25 [‡]	! (0.3%)	110 (16.5%)	226 (33.9%)	181 (27.1%)	148 (22.2%)
26–39	! (0.3%)	100 (14.7%)	247 (36.4%)	172 (25.3%)	158 (23.3%)
40–54	! (0.5%)	59 (14%)	120 (28.5%)	96 (22.8%)	144 (34.2%)*
55 or more	! (0.8%)	42 (17%)	75 (30.4%)	63 (25.5%)	65 (26.3%)
Gender					
Missing	! (33.3%)	! (0%)	! (33.3%)	! (0%)	! (33.3%)
Female [‡]	! (0.5%)	209 (13.7%)	503 (32.9%)	388 (25.4%)	422 (27.6%)
Male	! (0%)	80 (19.7%)*	139 (34.2%)	108 (26.6%)	79 (19.5%)*
Other	! (1.7%)	29 (24.6%)*	33 (28%)	26 (22%)	28 (23.7%)
Race - Black					
Missing	! (11.1%)	! (11.1%)	! (22.2%)	! (33.3%)	! (22.2%)
Not Black [‡]	! (0.5%)	261 (15.2%)	579 (33.7%)	441 (25.7%)	428 (24.9%)
Black	! (0.6%)	56 (16.9%)	95 (28.7%)	78 (23.6%)	100 (30.2%)
Ethnicity - Latino/a					
Missing	! (11.1%)	! (11.1%)	! (22.2%)	! (33.3%)	! (22.2%)
Not Latino/a [‡]	! (0.4%)	246 (15.3%)	536 (33.4%)	394 (24.6%)	421 (26.2%)
Latino/a	! (0.7%)	71 (16%)	138 (31.1%)	125 (28.2%)	107 (24.1%)
Race - White					
Missing	! (11.1%)*	! (11.1%)	! (22.2%)	! (33.3%)	! (22.2%)
White [‡]	! (0.2%)	156 (14.5%)	376 (34.9%)	258 (24%)	285 (26.5%)
Not White	! (0.8%)	161 (16.6%)	298 (30.7%)	261 (26.9%)	243 (25%)
Full vs. part time					
Missing	! (2.9%)	! (8.6%)	15 (42.9%)	! (22.9%)	! (22.9%)
Full time [‡]	! (0.5%)	143 (12.5%)	369 (32.2%)	290 (25.3%)	337 (29.4%)
Part time	! (0.4%)	153 (19.4%)*	260 (33%)	205 (26%)	167 (21.2%)*
Other	! (1.1%)	19 (21.3%)	32 (36%)	19 (21.3%)	18 (20.2%)
Career tenure					
Missing	! (6.1%)*	! (14.3%)	10 (20.4%)	11 (22.4%)	18 (36.7%)
Earlier career [‡]	! (0.3%)	230 (16.5%)	478 (34.2%)	362 (25.9%)	322 (23.1%)
Sustained career [‡]	! (0.7%)	81 (13.2%)	188 (30.7%)	149 (24.3%)	190 (31%)*
Locale					
Missing	! (4.4%)	! (10.3%)	21 (30.9%)	16 (23.5%)	21 (30.9%)
Not metro [‡]	! (0.5%)	56 (15.3%)	121 (33.2%)	93 (25.5%)	93 (25.5%)
Metro	! (0.4%)	255 (15.7%)	534 (32.9%)	413 (25.4%)	416 (25.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	19 (0.9%)	739 (35.9%)	1,031 (50.1%)	208 (10.1%)	60 (2.9%)
By select characteristics					
Age					
Missing	! (9.3%)*	! (14%)*	23 (53.5%)	! (16.3%)	! (7%)
18–25 [‡]	! (0.4%)	276 (41.4%)	326 (48.9%)	50 (7.5%)	12 (1.8%)
26–39	! (1%)	243 (35.8%)	331 (48.7%)	78 (11.5%)	20 (2.9%)
40–54	! (0.5%)	118 (28%)*	229 (54.4%)	51 (12.1%)	21 (5%)*
55 or more	! (1.2%)	96 (38.9%)	122 (49.4%)	22 (8.9%)	! (1.6%)
Gender					
Missing	! (66.7%)*	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	11 (0.7%)	543 (35.5%)	783 (51.2%)	153 (10%)	40 (2.6%)
Male	! (1%)	158 (38.9%)	188 (46.3%)	41 (10.1%)	15 (3.7%)
Other	! (1.7%)	37 (31.4%)	60 (50.8%)	14 (11.9%)	! (4.2%)
Race - Black					
Missing	! (0%)	! (0%)	! (55.6%)	! (33.3%)	! (11.1%)
Not Black [‡]	12 (0.7%)	629 (36.6%)	861 (50.1%)	167 (9.7%)	48 (2.8%)
Black	! (2.1%)	110 (33.2%)	165 (49.8%)	38 (11.5%)	11 (3.3%)
Ethnicity - Latino/a					
Missing	! (0%)	! (0%)	! (55.6%)	! (33.3%)	! (11.1%)
Not Latino/a [‡]	13 (0.8%)	567 (35.3%)	807 (50.3%)	166 (10.3%)	51 (3.2%)
Latino/a	! (1.4%)	172 (38.7%)	219 (49.3%)	39 (8.8%)	! (1.8%)
Race - White					
Missing	! (0%)	! (0%)	! (55.6%)	! (33.3%)	! (11.1%)
White [‡]	! (0.2%)	381 (35.4%)	552 (51.3%)	110 (10.2%)	32 (3%)
Not White	17 (1.8%)*	358 (36.9%)	474 (48.8%)	95 (9.8%)	27 (2.8%)
Full vs. part time					
Missing	! (0%)	15 (42.9%)	16 (45.7%)	! (8.6%)	! (2.9%)
Full time [‡]	! (0.7%)	381 (33.3%)	580 (50.7%)	134 (11.7%)	42 (3.7%)
Part time	! (1%)	307 (39%)	396 (50.3%)	63 (8%)	14 (1.8%)
Other	! (3.4%)	36 (40.4%)	39 (43.8%)	! (9%)	! (3.4%)
Career tenure					
Missing	! (8.2%)*	! (16.3%)*	26 (53.1%)	! (14.3%)	! (8.2%)
Earlier career [‡]	11 (0.8%)	541 (38.8%)	688 (49.3%)	125 (9%)	31 (2.2%)
Sustained career	! (0.7%)	190 (31%)*	317 (51.8%)	76 (12.4%)	25 (4.1%)
Locale					
Missing	! (7.4%)*	17 (25%)	39 (57.4%)	! (5.9%)	! (4.4%)
Not metro [‡]	! (0.8%)	131 (35.9%)	186 (51%)	35 (9.6%)	10 (2.7%)

Metro 11 (0.7%) 591 (36.4%) 806 (49.6%) 169 (10.4%) 47 (2.9%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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 I need 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	21 (1%)	553 (26.9%)	1,208 (58.7%)	243 (11.8%)	32 (1.6%)
By select characteristics					
Age					
Missing	! (9.3%)*	! (18.6%)	24 (55.8%)	! (16.3%)	! (0%)
18–25‡	! (0.4%)	201 (30.1%)	392 (58.8%)	63 (9.4%)	! (1.2%)
26–39	! (0.9%)	175 (25.8%)	399 (58.8%)	91 (13.4%)	! (1.2%)
40–54	! (1%)	92 (21.9%)*	256 (60.8%)	58 (13.8%)	11 (2.6%)
55 or more	! (1.6%)	77 (31.2%)	137 (55.5%)	24 (9.7%)	! (2%)
Gender					
Missing	! (66.7%)*	! (33.3%)	! (0%)	! (0%)	! (0%)
Female‡	11 (0.7%)	416 (27.2%)	908 (59.3%)	175 (11.4%)	20 (1.3%)
Male	! (1.2%)	117 (28.8%)	223 (54.9%)	51 (12.6%)	10 (2.5%)
Other	! (2.5%)	19 (16.1%)	77 (65.3%)	17 (14.4%)	! (1.7%)
Race - Black					
Missing	! (0%)	! (0%)	! (55.6%)	! (44.4%)	! (0%)
Not Black‡	15 (0.9%)	455 (26.5%)	1,019 (59.3%)	201 (11.7%)	27 (1.6%)
Black	! (1.8%)	98 (29.6%)	184 (55.6%)	38 (11.5%)	! (1.5%)
Ethnicity - Latino/a					
Missing	! (0%)	! (0%)	! (55.6%)	! (44.4%)	! (0%)
Not Latino/a‡	17 (1.1%)	420 (26.2%)	950 (59.2%)	189 (11.8%)	28 (1.7%)
Latino/a	! (0.9%)	133 (30%)	253 (57%)	50 (11.3%)	! (0.9%)
Race - White					
Missing	! (0%)	! (0%)	! (55.6%)	! (44.4%)	! (0%)
White‡	! (0.5%)	272 (25.3%)	656 (60.9%)	126 (11.7%)	18 (1.7%)
Not White	16 (1.6%)	281 (28.9%)	547 (56.3%)	113 (11.6%)	14 (1.4%)
Full vs. part time					
Missing	! (0%)	12 (34.3%)	19 (54.3%)	! (11.4%)	! (0%)
Full time‡	! (0.8%)	291 (25.4%)	673 (58.8%)	154 (13.4%)	18 (1.6%)
Part time	! (1.1%)	222 (28.2%)	474 (60.2%)	73 (9.3%)*	10 (1.3%)
Other	! (3.4%)	28 (31.5%)	42 (47.2%)	12 (13.5%)	! (4.5%)
Career tenure					
Missing	! (8.2%)*	11 (22.4%)	27 (55.1%)	! (14.3%)	! (0%)
Earlier career‡	10 (0.7%)	397 (28.4%)	824 (59%)	146 (10.5%)	19 (1.4%)
Sustained career	! (1.1%)	145 (23.7%)	357 (58.3%)	90 (14.7%)*	13 (2.1%)
Locale					
Missing	! (5.9%)*	20 (29.4%)	36 (52.9%)	! (10.3%)	! (1.5%)
Not metro‡	! (0.5%)	92 (25.2%)	224 (61.4%)	43 (11.8%)	! (1.1%)
Metro	15 (0.9%)	441 (27.2%)	948 (58.4%)	193 (11.9%)	27 (1.7%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	29 (1.4%)	205 (10%)	631 (30.7%)	945 (45.9%)	247 (12%)
By select characteristics					
Age					
Missing	! (14%)*	! (7%)	12 (27.9%)	17 (39.5%)	! (11.6%)
18–25‡	! (0.7%)	69 (10.3%)	203 (30.4%)	328 (49.2%)	62 (9.3%)
26–39	! (1%)	78 (11.5%)	223 (32.8%)	306 (45.1%)	65 (9.6%)
40–54	! (1.2%)	42 (10%)	141 (33.5%)	177 (42%)	56 (13.3%)
55 or more	! (2.4%)	13 (5.3%)	52 (21.1%)*	117 (47.4%)	59 (23.9%)*
Gender					
Missing	! (66.7%)	! (0%)	! (0%)	! (33.3%)	! (0%)
Female‡	20 (1.3%)	144 (9.4%)	469 (30.7%)	723 (47.3%)	174 (11.4%)
Male	! (0.7%)	44 (10.8%)	117 (28.8%)	180 (44.3%)	62 (15.3%)
Other	! (3.4%)	17 (14.4%)	45 (38.1%)	41 (34.7%)	11 (9.3%)
Race - Black					
Missing	! (11.1%)	! (22.2%)	! (11.1%)	! (44.4%)	! (11.1%)
Not Black‡	20 (1.2%)	166 (9.7%)	546 (31.8%)	803 (46.8%)	182 (10.6%)
Black	! (2.4%)	37 (11.2%)	84 (25.4%)	138 (41.7%)	64 (19.3%)*
Ethnicity - Latino/a					
Missing	! (11.1%)	! (22.2%)	! (11.1%)	! (44.4%)	! (11.1%)
Not Latino/a‡	24 (1.5%)	168 (10.5%)	506 (31.5%)	712 (44.4%)	194 (12.1%)
Latino/a	! (0.9%)	35 (7.9%)	124 (27.9%)	229 (51.6%)*	52 (11.7%)
Race - White					
Missing	! (11.1%)	! (22.2%)	! (11.1%)	! (44.4%)	! (11.1%)
White‡	10 (0.9%)	115 (10.7%)	349 (32.4%)	497 (46.1%)	106 (9.8%)
Not White	18 (1.9%)	88 (9.1%)	281 (28.9%)	444 (45.7%)	140 (14.4%)*
Full vs. part time					
Missing	! (0%)	! (14.3%)	! (25.7%)	16 (45.7%)	! (14.3%)
Full time‡	18 (1.6%)	137 (12%)	385 (33.6%)	485 (42.4%)	120 (10.5%)
Part time	! (0.8%)	51 (6.5%)*	214 (27.2%)*	407 (51.6%)*	110 (14%)
Other	! (5.6%)	12 (13.5%)	23 (25.8%)	37 (41.6%)	12 (13.5%)
Career tenure					
Missing	! (12.2%)*	! (6.1%)	14 (28.6%)	19 (38.8%)	! (14.3%)
Earlier career‡	13 (0.9%)	141 (10.1%)	433 (31%)	660 (47.3%)	149 (10.7%)
Sustained career	10 (1.6%)	61 (10%)	184 (30.1%)	266 (43.5%)	91 (14.9%)*
Locale					
Missing	! (10.3%)*	! (13.2%)	19 (27.9%)	23 (33.8%)	10 (14.7%)
Not metro‡	! (1.9%)	42 (11.5%)	115 (31.5%)	158 (43.3%)	43 (11.8%)
Metro	15 (0.9%)	154 (9.5%)	497 (30.6%)	764 (47%)	194 (11.9%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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.

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	22 (1.1%)	701 (34.1%)	1,107 (53.8%)	191 (9.3%)	36 (1.8%)
By select characteristics					
Age					
Missing	! (9.3%)*	! (18.6%)	24 (55.8%)	! (11.6%)	! (4.7%)
18–25 [‡]	! (0.6%)	245 (36.7%)	366 (54.9%)	49 (7.3%)	! (0.4%)
26–39	! (1.2%)	239 (35.2%)	341 (50.2%)	77 (11.3%)	14 (2.1%)
40–54	! (1%)	112 (26.6%)*	251 (59.6%)	43 (10.2%)	11 (2.6%)*
55 or more	! (0.8%)	97 (39.3%)	125 (50.6%)	17 (6.9%)	! (2.4%)
Gender					
Missing	! (66.7%)*	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	14 (0.9%)	538 (35.2%)	825 (53.9%)	134 (8.8%)	19 (1.2%)
Male	! (1%)	129 (31.8%)	219 (53.9%)	41 (10.1%)	13 (3.2%)
Other	! (1.7%)	33 (28%)	63 (53.4%)	16 (13.6%)	! (3.4%)
Race - Black					
Missing	! (0%)	! (0%)	! (77.8%)	! (11.1%)	! (11.1%)
Not Black [‡]	17 (1%)	594 (34.6%)	926 (53.9%)	154 (9%)	26 (1.5%)
Black	! (1.5%)	107 (32.3%)	174 (52.6%)	36 (10.9%)	! (2.7%)
Ethnicity - Latino/a					
Missing	! (0%)	! (0%)	! (77.8%)	! (11.1%)	! (11.1%)
Not Latino/a [‡]	16 (1%)	544 (33.9%)	859 (53.6%)	157 (9.8%)	28 (1.7%)
Latino/a	! (1.4%)	157 (35.4%)	241 (54.3%)	33 (7.4%)	! (1.6%)
Race - White					
Missing	! (0%)	! (0%)	! (77.8%)	! (11.1%)	! (11.1%)
White [‡]	! (0.5%)	370 (34.4%)	591 (54.9%)	96 (8.9%)	15 (1.4%)
Not White	17 (1.8%)*	331 (34.1%)	509 (52.4%)	94 (9.7%)	20 (2.1%)
Full vs. part time					
Missing	! (0%)	15 (42.9%)	15 (42.9%)	! (14.3%)	! (0%)
Full time [‡]	10 (0.9%)	369 (32.2%)	625 (54.6%)	115 (10%)	26 (2.3%)
Part time	! (0.9%)	283 (35.9%)	430 (54.6%)	62 (7.9%)	! (0.8%)
Other	! (5.6%)*	34 (38.2%)	37 (41.6%)	! (10.1%)	! (4.5%)
Career tenure					
Missing	! (8.2%)*	11 (22.4%)	25 (51%)	! (12.2%)	! (6.1%)
Earlier career [‡]	15 (1.1%)	492 (35.2%)	753 (53.9%)	119 (8.5%)	17 (1.2%)
Sustained career	! (0.5%)	198 (32.4%)	329 (53.8%)	66 (10.8%)	16 (2.6%)
Locale					
Missing	! (5.9%)	22 (32.4%)	37 (54.4%)	! (4.4%)	! (2.9%)
Not metro [‡]	! (1.1%)	124 (34%)	193 (52.9%)	37 (10.1%)	! (1.9%)
Metro	14 (0.9%)	555 (34.2%)	877 (54%)	151 (9.3%)	27 (1.7%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	25 (1.2%)	634 (30.8%)	1,086 (52.8%)	283 (13.8%)	29 (1.4%)
By select characteristics					
Age					
Missing	! (11.6%)*	! (14%)	20 (46.5%)	11 (25.6%)*	! (2.3%)
18–25 [‡]	! (0.9%)	228 (34.2%)	359 (53.8%)	68 (10.2%)	! (0.9%)
26–39	! (1.2%)	217 (32%)	348 (51.3%)	94 (13.8%)	12 (1.8%)
40–54	! (0.7%)	109 (25.9%)*	237 (56.3%)	66 (15.7%)*	! (1.4%)
55 or more	! (1.2%)	74 (30%)	122 (49.4%)	44 (17.8%)*	! (1.6%)
Gender					
Missing	! (66.7%)*	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	18 (1.2%)	484 (31.6%)	825 (53.9%)	189 (12.4%)	14 (0.9%)
Male	! (0.5%)	119 (29.3%)	210 (51.7%)	67 (16.5%)	! (2%)
Other	! (2.5%)	30 (25.4%)	51 (43.2%)	27 (22.9%)*	! (5.9%)*
Race - Black					
Missing	! (11.1%)	! (0%)	! (22.2%)	! (66.7%)	! (0%)
Not Black [‡]	17 (1%)	522 (30.4%)	919 (53.5%)	237 (13.8%)	22 (1.3%)
Black	! (2.1%)	112 (33.8%)	165 (49.8%)	40 (12.1%)	! (2.1%)
Ethnicity - Latino/a					
Missing	! (11.1%)	! (0%)	! (22.2%)	! (66.7%)	! (0%)
Not Latino/a [‡]	20 (1.2%)	467 (29.1%)	855 (53.3%)	238 (14.8%)	24 (1.5%)
Latino/a	! (0.9%)	167 (37.6%)*	229 (51.6%)	39 (8.8%)*	! (1.1%)
Race - White					
Missing	! (11.1%)	! (0%)	! (22.2%)	! (66.7%)	! (0%)
White [‡]	! (0.6%)	295 (27.4%)	597 (55.4%)	167 (15.5%)	12 (1.1%)
Not White	18 (1.9%)	339 (34.9%)*	487 (50.2%)	110 (11.3%)*	17 (1.8%)
Full vs. part time					
Missing	! (0%)	13 (37.1%)	18 (51.4%)	! (11.4%)	! (0%)
Full time [‡]	13 (1.1%)	365 (31.9%)	593 (51.8%)	161 (14.1%)	13 (1.1%)
Part time	! (1.1%)	229 (29.1%)	431 (54.7%)	105 (13.3%)	14 (1.8%)
Other	! (3.4%)	27 (30.3%)	44 (49.4%)	13 (14.6%)	! (2.2%)
Career tenure					
Missing	! (10.2%)*	! (14.3%)	23 (46.9%)	12 (24.5%)	! (4.1%)
Earlier career [‡]	14 (1%)	450 (32.2%)	738 (52.9%)	175 (12.5%)	19 (1.4%)
Sustained career	! (1%)	177 (28.9%)	325 (53.1%)	96 (15.7%)	! (1.3%)
Locale					
Missing	! (5.9%)	23 (33.8%)	31 (45.6%)	! (13.2%)	! (1.5%)
Not metro [‡]	! (0.8%)	99 (27.1%)	201 (55.1%)	60 (16.4%)	! (0.5%)
Metro	18 (1.1%)	512 (31.5%)	854 (52.6%)	214 (13.2%)	26 (1.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	516 (25.1%)	1,499 (72.9%)
By select characteristics			
Age			
Missing	! (2.3%)	16 (37.2%)	26 (60.5%)
18–25 [‡]	12 (1.8%)	153 (22.9%)	502 (75.3%)
26–39	16 (2.4%)	157 (23.1%)	506 (74.5%)
40–54	! (1.9%)	103 (24.5%)	310 (73.6%)
55 or more	! (2%)	87 (35.2%)*	155 (62.8%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	392 (25.6%)	1,104 (72.2%)
Male	! (1.7%)	95 (23.4%)	304 (74.9%)
Other	! (0%)	27 (22.9%)	91 (77.1%)
Race - Black			
Missing	! (0%)	! (33.3%)	! (66.7%)
Not Black [‡]	37 (2.2%)	432 (25.2%)	1,248 (72.7%)
Black	! (1.5%)	81 (24.5%)	245 (74%)
Ethnicity - Latino/a			
Missing	! (0%)	! (33.3%)	! (66.7%)
Not Latino/a [‡]	33 (2.1%)	394 (24.6%)	1,177 (73.4%)
Latino/a	! (2%)	119 (26.8%)	316 (71.2%)
Race - White			
Missing	! (0%)	! (33.3%)	! (66.7%)
White only [‡]	26 (2.4%)	257 (23.9%)	794 (73.7%)
Not White	16 (1.6%)	256 (26.4%)	699 (72%)
Full vs. part time			
Missing	! (8.6%)	! (20%)	25 (71.4%)
Full time [‡]	26 (2.3%)	251 (21.9%)	868 (75.8%)
Part time	12 (1.5%)	224 (28.4%)*	552 (70.1%)*
Other	! (1.1%)	34 (38.2%)*	54 (60.7%)*
Career tenure			
Missing	! (2%)	17 (34.7%)	31 (63.3%)
Earlier career [‡]	30 (2.1%)	342 (24.5%)	1,024 (73.4%)
Sustained career	11 (1.8%)	157 (25.7%)	444 (72.5%)
Locale			
Missing	! (5.9%)	25 (36.8%)	39 (57.4%)*
Not metro [‡]	11 (3%)	83 (22.7%)	271 (74.2%)
Metro	27 (1.7%)	408 (25.1%)	1,189 (73.2%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,553 (75.5%)	462 (22.5%)
By select characteristics			
Age			
Missing	! (2.3%)	31 (72.1%)	11 (25.6%)
18–25 [‡]	12 (1.8%)	514 (77.1%)	141 (21.1%)
26–39	16 (2.4%)	503 (74.1%)	160 (23.6%)
40–54	! (1.9%)	312 (74.1%)	101 (24%)
55 or more	! (2%)	193 (78.1%)	49 (19.8%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,154 (75.4%)	342 (22.4%)
Male	! (1.7%)	311 (76.6%)	88 (21.7%)
Other	! (0%)	86 (72.9%)	32 (27.1%)
Race - Black			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not Black [‡]	37 (2.2%)	1,314 (76.5%)	366 (21.3%)
Black	! (1.5%)	233 (70.4%)	93 (28.1%)*
Ethnicity - Latino/a			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not Latino/a [‡]	33 (2.1%)	1,211 (75.5%)	360 (22.4%)
Latino/a	! (2%)	336 (75.7%)	99 (22.3%)
Race - White			
Missing	! (0%)	! (66.7%)	! (33.3%)
White only [‡]	26 (2.4%)	836 (77.6%)	215 (20%)
Not White	16 (1.6%)	711 (73.2%)	244 (25.1%)*
Full vs. part time			
Missing	! (8.6%)	29 (82.9%)	! (8.6%)
Full time [‡]	26 (2.3%)	840 (73.4%)	279 (24.4%)
Part time	12 (1.5%)	607 (77%)	169 (21.4%)
Other	! (1.1%)	77 (86.5%)*	11 (12.4%)
Career tenure			
Missing	! (2%)	36 (73.5%)	12 (24.5%)
Earlier career [‡]	30 (2.1%)	1,064 (76.2%)	302 (21.6%)
Sustained career	11 (1.8%)	453 (74%)	148 (24.2%)
Locale			
Missing	! (5.9%)	51 (75%)	13 (19.1%)
Not metro [‡]	11 (3%)	276 (75.6%)	78 (21.4%)
Metro	27 (1.7%)	1,226 (75.5%)	371 (22.8%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,651 (80.3%)	364 (17.7%)
By select characteristics			
Age			
Missing	! (2.3%)	32 (74.4%)	10 (23.3%)
18–25 [‡]	12 (1.8%)	539 (80.8%)	116 (17.4%)
26–39	16 (2.4%)	524 (77.2%)	139 (20.5%)
40–54	! (1.9%)	344 (81.7%)	69 (16.4%)
55 or more	! (2%)	212 (85.8%)	30 (12.1%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,237 (80.8%)	259 (16.9%)
Male	! (1.7%)	326 (80.3%)	73 (18%)
Other	! (0%)	86 (72.9%)	32 (27.1%)*
Race - Black			
Missing	! (0%)	! (55.6%)	! (44.4%)
Not Black [‡]	37 (2.2%)	1,387 (80.8%)	293 (17.1%)
Black	! (1.5%)	259 (78.2%)	67 (20.2%)
Ethnicity - Latino/a			
Missing	! (0%)	! (55.6%)	! (44.4%)
Not Latino/a [‡]	33 (2.1%)	1,301 (81.1%)	270 (16.8%)
Latino/a	! (2%)	345 (77.7%)	90 (20.3%)
Race - White			
Missing	! (0%)	! (55.6%)	! (44.4%)
White only [‡]	26 (2.4%)	888 (82.5%)	163 (15.1%)
Not White	16 (1.6%)	758 (78.1%)	197 (20.3%)*
Full vs. part time			
Missing	! (8.6%)	27 (77.1%)	! (14.3%)
Full time [‡]	26 (2.3%)	903 (78.9%)	216 (18.9%)
Part time	12 (1.5%)	648 (82.2%)	128 (16.2%)
Other	! (1.1%)	73 (82%)	15 (16.9%)
Career tenure			
Missing	! (2%)	38 (77.6%)	10 (20.4%)
Earlier career [‡]	30 (2.1%)	1,119 (80.2%)	247 (17.7%)
Sustained career	11 (1.8%)	494 (80.7%)	107 (17.5%)
Locale			
Missing	! (5.9%)	53 (77.9%)	11 (16.2%)
Not metro [‡]	11 (3%)	294 (80.5%)	60 (16.4%)
Metro	27 (1.7%)	1,304 (80.3%)	293 (18%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,616 (78.6%)	399 (19.4%)
By select characteristics			
Age			
Missing	! (2.3%)	32 (74.4%)	10 (23.3%)
18–25 [‡]	12 (1.8%)	543 (81.4%)	112 (16.8%)
26–39	16 (2.4%)	505 (74.4%)*	158 (23.3%)*
40–54	! (1.9%)	325 (77.2%)	88 (20.9%)
55 or more	! (2%)	211 (85.4%)	31 (12.6%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,210 (79.1%)	286 (18.7%)
Male	! (1.7%)	316 (77.8%)	83 (20.4%)
Other	! (0%)	88 (74.6%)	30 (25.4%)
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	37 (2.2%)	1,368 (79.7%)	312 (18.2%)
Black	! (1.5%)	240 (72.5%)*	86 (26%)*
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	33 (2.1%)	1,260 (78.6%)	311 (19.4%)
Latino/a	! (2%)	348 (78.4%)	87 (19.6%)
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White only [‡]	26 (2.4%)	871 (80.9%)	180 (16.7%)
Not White	16 (1.6%)	737 (75.9%)*	218 (22.5%)*
Full vs. part time			
Missing	! (8.6%)	25 (71.4%)	! (20%)
Full time [‡]	26 (2.3%)	864 (75.5%)	255 (22.3%)
Part time	12 (1.5%)	655 (83.1%)*	121 (15.4%)*
Other	! (1.1%)	72 (80.9%)	16 (18%)
Career tenure			
Missing	! (2%)	38 (77.6%)	10 (20.4%)
Earlier career [‡]	30 (2.1%)	1,098 (78.7%)	268 (19.2%)
Sustained career	11 (1.8%)	480 (78.4%)	121 (19.8%)
Locale			
Missing	! (5.9%)	52 (76.5%)	12 (17.6%)
Not metro [‡]	11 (3%)	284 (77.8%)	70 (19.2%)
Metro	27 (1.7%)	1,280 (78.8%)	317 (19.5%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,430 (69.5%)	585 (28.4%)
By select characteristics			
Age			
Missing	! (2.3%)	28 (65.1%)	14 (32.6%)
18–25 [‡]	12 (1.8%)	481 (72.1%)	174 (26.1%)
26–39	16 (2.4%)	439 (64.7%)*	224 (33%)*
40–54	! (1.9%)	287 (68.2%)	126 (29.9%)
55 or more	! (2%)	195 (78.9%)	47 (19%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,084 (70.8%)	412 (26.9%)
Male	! (1.7%)	263 (64.8%)	136 (33.5%)
Other	! (0%)	81 (68.6%)	37 (31.4%)
Race - Black			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not Black [‡]	37 (2.2%)	1,183 (68.9%)	497 (28.9%)
Black	! (1.5%)	241 (72.8%)	85 (25.7%)
Ethnicity - Latino/a			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not Latino/a [‡]	33 (2.1%)	1,133 (70.6%)	438 (27.3%)
Latino/a	! (2%)	291 (65.5%)	144 (32.4%)
Race - White			
Missing	! (0%)	! (66.7%)	! (33.3%)
White only [‡]	26 (2.4%)	747 (69.4%)	304 (28.2%)
Not White	16 (1.6%)	677 (69.7%)	278 (28.6%)
Full vs. part time			
Missing	! (8.6%)	19 (54.3%)	13 (37.1%)
Full time [‡]	26 (2.3%)	749 (65.4%)	370 (32.3%)
Part time	12 (1.5%)	596 (75.6%)*	180 (22.8%)*
Other	! (1.1%)	66 (74.2%)	22 (24.7%)
Career tenure			
Missing	! (2%)	32 (65.3%)	16 (32.7%)
Earlier career [‡]	30 (2.1%)	974 (69.8%)	392 (28.1%)
Sustained career	11 (1.8%)	424 (69.3%)	177 (28.9%)
Locale			
Missing	! (5.9%)	45 (66.2%)	19 (27.9%)
Not metro [‡]	11 (3%)	266 (72.9%)	88 (24.1%)
Metro	27 (1.7%)	1,119 (68.9%)	478 (29.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,649 (80.2%)	366 (17.8%)
By select characteristics			
Age			
Missing	! (2.3%)	35 (81.4%)	! (16.3%)
18–25 [‡]	12 (1.8%)	556 (83.4%)	99 (14.8%)
26–39	16 (2.4%)	518 (76.3%)*	145 (21.4%)*
40–54	! (1.9%)	339 (80.5%)	74 (17.6%)
55 or more	! (2%)	201 (81.4%)	41 (16.6%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,231 (80.5%)	265 (17.3%)
Male	! (1.7%)	324 (79.8%)	75 (18.5%)
Other	! (0%)	92 (78%)	26 (22%)
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	37 (2.2%)	1,372 (79.9%)	308 (17.9%)
Black	! (1.5%)	269 (81.3%)	57 (17.2%)
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	33 (2.1%)	1,279 (79.7%)	292 (18.2%)
Latino/a	! (2%)	362 (81.5%)	73 (16.4%)
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White only [‡]	26 (2.4%)	856 (79.5%)	195 (18.1%)
Not White	16 (1.6%)	785 (80.8%)	170 (17.5%)
Full vs. part time			
Missing	! (8.6%)	26 (74.3%)	! (17.1%)
Full time [‡]	26 (2.3%)	895 (78.2%)	224 (19.6%)
Part time	12 (1.5%)	655 (83.1%)*	121 (15.4%)
Other	! (1.1%)	73 (82%)	15 (16.9%)
Career tenure			
Missing	! (2%)	40 (81.6%)	! (16.3%)
Earlier career [‡]	30 (2.1%)	1,132 (81.1%)	234 (16.8%)
Sustained career	11 (1.8%)	477 (77.9%)	124 (20.3%)
Locale			
Missing	! (5.9%)	54 (79.4%)	10 (14.7%)
Not metro [‡]	11 (3%)	304 (83.3%)	50 (13.7%)
Metro	27 (1.7%)	1,291 (79.5%)	306 (18.8%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,519 (73.8%)	496 (24.1%)
By select characteristics			
Age			
Missing	! (2.3%)	31 (72.1%)	11 (25.6%)
18–25 [‡]	12 (1.8%)	510 (76.5%)	145 (21.7%)
26–39	16 (2.4%)	499 (73.5%)	164 (24.2%)
40–54	! (1.9%)	293 (69.6%)	120 (28.5%)
55 or more	! (2%)	186 (75.3%)	56 (22.7%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,136 (74.2%)	360 (23.5%)
Male	! (1.7%)	301 (74.1%)	98 (24.1%)
Other	! (0%)	80 (67.8%)	38 (32.2%)
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	37 (2.2%)	1,273 (74.1%)	407 (23.7%)
Black	! (1.5%)	238 (71.9%)	88 (26.6%)
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	33 (2.1%)	1,170 (72.9%)	401 (25%)
Latino/a	! (2%)	341 (76.8%)	94 (21.2%)
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White only [‡]	26 (2.4%)	775 (72%)	276 (25.6%)
Not White	16 (1.6%)	736 (75.8%)	219 (22.6%)
Full vs. part time			
Missing	! (8.6%)	18 (51.4%)	14 (40%)
Full time [‡]	26 (2.3%)	797 (69.6%)	322 (28.1%)
Part time	12 (1.5%)	636 (80.7%)*	140 (17.8%)*
Other	! (1.1%)	68 (76.4%)	20 (22.5%)
Career tenure			
Missing	! (2%)	35 (71.4%)	13 (26.5%)
Earlier career [‡]	30 (2.1%)	1,061 (76%)	305 (21.8%)
Sustained career	11 (1.8%)	423 (69.1%)*	178 (29.1%)*
Locale			
Missing	! (5.9%)	53 (77.9%)	11 (16.2%)
Not metro [‡]	11 (3%)	274 (75.1%)	80 (21.9%)
Metro	27 (1.7%)	1,192 (73.4%)	405 (24.9%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,888 (91.8%)	127 (6.2%)
By select characteristics			
Age			
Missing	! (2.3%)	40 (93%)	! (4.7%)
18–25 [‡]	12 (1.8%)	617 (92.5%)	38 (5.7%)
26–39	16 (2.4%)	607 (89.4%)	56 (8.2%)
40–54	! (1.9%)	394 (93.6%)	19 (4.5%)
55 or more	! (2%)	230 (93.1%)	12 (4.9%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,411 (92.2%)	85 (5.6%)
Male	! (1.7%)	371 (91.4%)	28 (6.9%)
Other	! (0%)	104 (88.1%)	14 (11.9%)*
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	37 (2.2%)	1,571 (91.5%)	109 (6.3%)
Black	! (1.5%)	309 (93.4%)	17 (5.1%)
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	33 (2.1%)	1,470 (91.6%)	101 (6.3%)
Latino/a	! (2%)	410 (92.3%)	25 (5.6%)
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White only [‡]	26 (2.4%)	983 (91.3%)	68 (6.3%)
Not White	16 (1.6%)	897 (92.4%)	58 (6%)
Full vs. part time			
Missing	! (8.6%)	31 (88.6%)	! (2.9%)
Full time [‡]	26 (2.3%)	1,040 (90.8%)	79 (6.9%)
Part time	12 (1.5%)	734 (93.1%)	42 (5.3%)
Other	! (1.1%)	83 (93.3%)	! (5.6%)
Career tenure			
Missing	! (2%)	46 (93.9%)	! (4.1%)
Earlier career [‡]	30 (2.1%)	1,281 (91.8%)	85 (6.1%)
Sustained career	11 (1.8%)	561 (91.7%)	40 (6.5%)
Locale			
Missing	! (5.9%)	60 (88.2%)	! (5.9%)
Not metro [‡]	11 (3%)	336 (92.1%)	18 (4.9%)
Metro	27 (1.7%)	1,492 (91.9%)	105 (6.5%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,378 (67%)	637 (31%)
By select characteristics			
Age			
Missing	! (2.3%)	32 (74.4%)	10 (23.3%)
18–25 [‡]	12 (1.8%)	442 (66.3%)	213 (31.9%)
26–39	16 (2.4%)	447 (65.8%)	216 (31.8%)
40–54	! (1.9%)	270 (64.1%)	143 (34%)
55 or more	! (2%)	187 (75.7%)*	55 (22.3%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,014 (66.3%)	482 (31.5%)
Male	! (1.7%)	288 (70.9%)	111 (27.3%)
Other	! (0%)	74 (62.7%)	44 (37.3%)
Race - Black			
Missing	! (0%)	! (55.6%)	! (44.4%)
Not Black [‡]	37 (2.2%)	1,129 (65.8%)	551 (32.1%)
Black	! (1.5%)	244 (73.7%)*	82 (24.8%)
Ethnicity - Latino/a			
Missing	! (0%)	! (55.6%)	! (44.4%)
Not Latino/a [‡]	33 (2.1%)	1,064 (66.3%)	507 (31.6%)
Latino/a	! (2%)	309 (69.6%)	126 (28.4%)
Race - White			
Missing	! (0%)	! (55.6%)	! (44.4%)
White only [‡]	26 (2.4%)	676 (62.8%)	375 (34.8%)
Not White	16 (1.6%)	697 (71.8%)*	258 (26.6%)*
Full vs. part time			
Missing	! (8.6%)	23 (65.7%)	! (25.7%)
Full time [‡]	26 (2.3%)	702 (61.3%)	417 (36.4%)
Part time	12 (1.5%)	588 (74.6%)*	188 (23.9%)*
Other	! (1.1%)	65 (73%)	23 (25.8%)
Career tenure			
Missing	! (2%)	37 (75.5%)	11 (22.4%)
Earlier career [‡]	30 (2.1%)	945 (67.7%)	421 (30.2%)
Sustained career	11 (1.8%)	396 (64.7%)	205 (33.5%)
Locale			
Missing	! (5.9%)	50 (73.5%)	14 (20.6%)
Not metro [‡]	11 (3%)	234 (64.1%)	120 (32.9%)
Metro	27 (1.7%)	1,094 (67.4%)	503 (31%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,660 (80.7%)	355 (17.3%)
By select characteristics			
Age			
Missing	! (2.3%)	39 (90.7%)	! (7%)
18–25 [‡]	12 (1.8%)	548 (82.2%)	107 (16%)
26–39	16 (2.4%)	524 (77.2%)	139 (20.5%)
40–54	! (1.9%)	345 (81.9%)	68 (16.2%)
55 or more	! (2%)	204 (82.6%)	38 (15.4%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,242 (81.2%)	254 (16.6%)
Male	! (1.7%)	334 (82.3%)	65 (16%)
Other	! (0%)	82 (69.5%)*	36 (30.5%)*
Race - Black			
Missing	! (0%)	! (77.8%)	! (22.2%)
Not Black [‡]	37 (2.2%)	1,382 (80.5%)	298 (17.4%)
Black	! (1.5%)	271 (81.9%)	55 (16.6%)
Ethnicity - Latino/a			
Missing	! (0%)	! (77.8%)	! (22.2%)
Not Latino/a [‡]	33 (2.1%)	1,295 (80.7%)	276 (17.2%)
Latino/a	! (2%)	358 (80.6%)	77 (17.3%)
Race - White			
Missing	! (0%)	! (77.8%)	! (22.2%)
White only [‡]	26 (2.4%)	871 (80.9%)	180 (16.7%)
Not White	16 (1.6%)	782 (80.5%)	173 (17.8%)
Full vs. part time			
Missing	! (8.6%)	27 (77.1%)	! (14.3%)
Full time [‡]	26 (2.3%)	907 (79.2%)	212 (18.5%)
Part time	12 (1.5%)	653 (82.9%)	123 (15.6%)
Other	! (1.1%)	73 (82%)	15 (16.9%)
Career tenure			
Missing	! (2%)	42 (85.7%)	! (12.2%)
Earlier career [‡]	30 (2.1%)	1,123 (80.4%)	243 (17.4%)
Sustained career	11 (1.8%)	495 (80.9%)	106 (17.3%)
Locale			
Missing	! (5.9%)	54 (79.4%)	10 (14.7%)
Not metro [‡]	11 (3%)	290 (79.5%)	64 (17.5%)
Metro	27 (1.7%)	1,316 (81%)	281 (17.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,815 (88.2%)	200 (9.7%)
By select characteristics			
Age			
Missing	! (2.3%)	37 (86%)	! (11.6%)
18–25 [‡]	12 (1.8%)	571 (85.6%)	84 (12.6%)
26–39	16 (2.4%)	591 (87%)	72 (10.6%)
40–54	! (1.9%)	388 (92.2%)*	25 (5.9%)*
55 or more	! (2%)	228 (92.3%)*	14 (5.7%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,354 (88.5%)	142 (9.3%)
Male	! (1.7%)	356 (87.7%)	43 (10.6%)
Other	! (0%)	103 (87.3%)	15 (12.7%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	37 (2.2%)	1,502 (87.5%)	178 (10.4%)
Black	! (1.5%)	304 (91.8%)	22 (6.6%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	33 (2.1%)	1,408 (87.8%)	163 (10.2%)
Latino/a	! (2%)	398 (89.6%)	37 (8.3%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White only [‡]	26 (2.4%)	929 (86.3%)	122 (11.3%)
Not White	16 (1.6%)	877 (90.3%)*	78 (8%)
Full vs. part time			
Missing	! (8.6%)	31 (88.6%)	! (2.9%)
Full time [‡]	26 (2.3%)	1,011 (88.3%)	108 (9.4%)
Part time	12 (1.5%)	695 (88.2%)	81 (10.3%)
Other	! (1.1%)	78 (87.6%)	10 (11.2%)
Career tenure			
Missing	! (2%)	43 (87.8%)	! (10.2%)
Earlier career [‡]	30 (2.1%)	1,209 (86.6%)	157 (11.2%)
Sustained career	11 (1.8%)	563 (92%)*	38 (6.2%)*
Locale			
Missing	! (5.9%)	58 (85.3%)	! (8.8%)
Not metro [‡]	11 (3%)	330 (90.4%)	24 (6.6%)
Metro	27 (1.7%)	1,427 (87.9%)	170 (10.5%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,875 (91.2%)	140 (6.8%)
By select characteristics			
Age			
Missing	! (2.3%)	41 (95.3%)	! (2.3%)
18–25 [‡]	12 (1.8%)	604 (90.6%)	51 (7.6%)
26–39	16 (2.4%)	606 (89.2%)	57 (8.4%)
40–54	! (1.9%)	390 (92.6%)	23 (5.5%)
55 or more	! (2%)	234 (94.7%)	! (3.2%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,398 (91.4%)	98 (6.4%)
Male	! (1.7%)	369 (90.9%)	30 (7.4%)
Other	! (0%)	106 (89.8%)	12 (10.2%)
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	37 (2.2%)	1,557 (90.7%)	123 (7.2%)
Black	! (1.5%)	310 (93.7%)	16 (4.8%)
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	33 (2.1%)	1,470 (91.6%)	101 (6.3%)
Latino/a	! (2%)	397 (89.4%)	38 (8.6%)
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White only [‡]	26 (2.4%)	979 (90.9%)	72 (6.7%)
Not White	16 (1.6%)	888 (91.5%)	67 (6.9%)
Full vs. part time			
Missing	! (8.6%)	30 (85.7%)	! (5.7%)
Full time [‡]	26 (2.3%)	1,082 (94.5%)	37 (3.2%)
Part time	12 (1.5%)	689 (87.4%)*	87 (11%)*
Other	! (1.1%)	74 (83.1%)*	14 (15.7%)*
Career tenure			
Missing	! (2%)	47 (95.9%)	! (2%)
Earlier career [‡]	30 (2.1%)	1,254 (89.8%)	112 (8%)
Sustained career	11 (1.8%)	574 (93.8%)*	27 (4.4%)*
Locale			
Missing	! (5.9%)	57 (83.8%)	! (10.3%)
Not metro [‡]	11 (3%)	325 (89%)	29 (7.9%)
Metro	27 (1.7%)	1,493 (91.9%)	104 (6.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,755 (85.3%)	260 (12.6%)
By select characteristics			
Age			
Missing	! (2.3%)	40 (93%)	! (4.7%)
18–25 [‡]	12 (1.8%)	569 (85.3%)	86 (12.9%)
26–39	16 (2.4%)	562 (82.8%)	101 (14.9%)
40–54	! (1.9%)	358 (85%)	55 (13.1%)
55 or more	! (2%)	226 (91.5%)	16 (6.5%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,313 (85.8%)	183 (12%)
Male	! (1.7%)	342 (84.2%)	57 (14%)
Other	! (0%)	98 (83.1%)	20 (16.9%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	37 (2.2%)	1,450 (84.4%)	230 (13.4%)
Black	! (1.5%)	296 (89.4%)	30 (9.1%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	33 (2.1%)	1,372 (85.5%)	199 (12.4%)
Latino/a	! (2%)	374 (84.2%)	61 (13.7%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White only [‡]	26 (2.4%)	912 (84.7%)	139 (12.9%)
Not White	16 (1.6%)	834 (85.9%)	121 (12.5%)
Full vs. part time			
Missing	! (8.6%)	25 (71.4%)	! (20%)
Full time [‡]	26 (2.3%)	1,002 (87.5%)	117 (10.2%)
Part time	12 (1.5%)	651 (82.6%)*	125 (15.9%)*
Other	! (1.1%)	77 (86.5%)	11 (12.4%)
Career tenure			
Missing	! (2%)	45 (91.8%)	! (6.1%)
Earlier career [‡]	30 (2.1%)	1,181 (84.6%)	185 (13.3%)
Sustained career	11 (1.8%)	529 (86.4%)	72 (11.8%)
Locale			
Missing	! (5.9%)	57 (83.8%)	! (10.3%)
Not metro [‡]	11 (3%)	300 (82.2%)	54 (14.8%)
Metro	27 (1.7%)	1,398 (86.1%)	199 (12.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,709 (83.1%)	306 (14.9%)
By select characteristics			
Age			
Missing	! (2.3%)	34 (79.1%)	! (18.6%)
18–25 [‡]	12 (1.8%)	546 (81.9%)	109 (16.3%)
26–39	16 (2.4%)	559 (82.3%)	104 (15.3%)
40–54	! (1.9%)	359 (85.3%)	54 (12.8%)
55 or more	! (2%)	211 (85.4%)	31 (12.6%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,282 (83.8%)	214 (14%)
Male	! (1.7%)	335 (82.5%)	64 (15.8%)
Other	! (0%)	90 (76.3%)	28 (23.7%)*
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	37 (2.2%)	1,418 (82.6%)	262 (15.3%)
Black	! (1.5%)	283 (85.5%)	43 (13%)
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	33 (2.1%)	1,342 (83.7%)	229 (14.3%)
Latino/a	! (2%)	359 (80.9%)	76 (17.1%)
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White only [‡]	26 (2.4%)	903 (83.8%)	148 (13.7%)
Not White	16 (1.6%)	798 (82.2%)	157 (16.2%)
Full vs. part time			
Missing	! (8.6%)	25 (71.4%)	! (20%)
Full time [‡]	26 (2.3%)	950 (83%)	169 (14.8%)
Part time	12 (1.5%)	655 (83.1%)	121 (15.4%)
Other	! (1.1%)	79 (88.8%)	! (10.1%)
Career tenure			
Missing	! (2%)	38 (77.6%)	10 (20.4%)
Earlier career [‡]	30 (2.1%)	1,165 (83.5%)	201 (14.4%)
Sustained career	11 (1.8%)	506 (82.7%)	95 (15.5%)
Locale			
Missing	! (5.9%)	58 (85.3%)	! (8.8%)
Not metro [‡]	11 (3%)	318 (87.1%)	36 (9.9%)
Metro	27 (1.7%)	1,333 (82.1%)	264 (16.3%)*

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,849 (89.9%)	166 (8.1%)
By select characteristics			
Age			
Missing	! (2.3%)	37 (86%)	! (11.6%)
18–25 [‡]	12 (1.8%)	610 (91.5%)	45 (6.7%)
26–39	16 (2.4%)	592 (87.2%)	71 (10.5%)
40–54	! (1.9%)	381 (90.5%)	32 (7.6%)
55 or more	! (2%)	229 (92.7%)	13 (5.3%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,394 (91.1%)	102 (6.7%)
Male	! (1.7%)	355 (87.4%)	44 (10.8%)*
Other	! (0%)	98 (83.1%)*	20 (16.9%)*
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	37 (2.2%)	1,537 (89.5%)	143 (8.3%)
Black	! (1.5%)	304 (91.8%)	22 (6.6%)
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	33 (2.1%)	1,430 (89.2%)	141 (8.8%)
Latino/a	! (2%)	411 (92.6%)	24 (5.4%)
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White only [‡]	26 (2.4%)	956 (88.8%)	95 (8.8%)
Not White	16 (1.6%)	885 (91.1%)	70 (7.2%)
Full vs. part time			
Missing	! (8.6%)	29 (82.9%)	! (8.6%)
Full time [‡]	26 (2.3%)	1,024 (89.4%)	95 (8.3%)
Part time	12 (1.5%)	717 (91%)	59 (7.5%)
Other	! (1.1%)	79 (88.8%)	! (10.1%)
Career tenure			
Missing	! (2%)	43 (87.8%)	! (10.2%)
Earlier career [‡]	30 (2.1%)	1,254 (89.8%)	112 (8%)
Sustained career	11 (1.8%)	552 (90.2%)	49 (8%)
Locale			
Missing	! (5.9%)	63 (92.6%)	! (1.5%)
Not metro [‡]	11 (3%)	329 (90.1%)	25 (6.8%)
Metro	27 (1.7%)	1,457 (89.7%)	140 (8.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,656 (80.5%)	359 (17.5%)
By select characteristics			
Age			
Missing	! (2.3%)	37 (86%)	! (11.6%)
18–25 [‡]	12 (1.8%)	528 (79.2%)	127 (19%)
26–39	16 (2.4%)	537 (79.1%)	126 (18.6%)
40–54	! (1.9%)	334 (79.3%)	79 (18.8%)
55 or more	! (2%)	220 (89.1%)*	22 (8.9%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,230 (80.4%)	266 (17.4%)
Male	! (1.7%)	325 (80%)	74 (18.2%)
Other	! (0%)	99 (83.9%)	19 (16.1%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	37 (2.2%)	1,363 (79.4%)	317 (18.5%)
Black	! (1.5%)	284 (85.8%)*	42 (12.7%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	33 (2.1%)	1,304 (81.3%)	267 (16.6%)
Latino/a	! (2%)	343 (77.3%)	92 (20.7%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	26 (2.4%)	858 (79.7%)	193 (17.9%)
Not White	16 (1.6%)	789 (81.3%)	166 (17.1%)
Full vs. part time			
Missing	! (8.6%)	24 (68.6%)	! (22.9%)
Full time [‡]	26 (2.3%)	900 (78.6%)	219 (19.1%)
Part time	12 (1.5%)	655 (83.1%)	121 (15.4%)
Other	! (1.1%)	77 (86.5%)	11 (12.4%)
Career tenure			
Missing	! (2%)	43 (87.8%)	! (10.2%)
Earlier career [‡]	30 (2.1%)	1,129 (80.9%)	237 (17%)
Sustained career	11 (1.8%)	484 (79.1%)	117 (19.1%)
Locale			
Missing	! (5.9%)	56 (82.4%)	! (11.8%)
Not metro [‡]	11 (3%)	300 (82.2%)	54 (14.8%)
Metro	27 (1.7%)	1,300 (80%)	297 (18.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	42 (2%)	1,887 (91.7%)	128 (6.2%)
By select characteristics			
Age			
Missing	! (2.3%)	40 (93%)	! (4.7%)
18–25 [‡]	12 (1.8%)	616 (92.4%)	39 (5.8%)
26–39	16 (2.4%)	612 (90.1%)	51 (7.5%)
40–54	! (1.9%)	391 (92.9%)	22 (5.2%)
55 or more	! (2%)	228 (92.3%)	14 (5.7%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	34 (2.2%)	1,416 (92.5%)	80 (5.2%)
Male	! (1.7%)	367 (90.4%)	32 (7.9%)
Other	! (0%)	102 (86.4%)	16 (13.6%)*
Race - Black			
Missing	! (0%)	! (77.8%)	! (22.2%)
Not Black [‡]	37 (2.2%)	1,583 (92.2%)	97 (5.6%)
Black	! (1.5%)	297 (89.7%)	29 (8.8%)
Ethnicity - Latino/a			
Missing	! (0%)	! (77.8%)	! (22.2%)
Not Latino/a [‡]	33 (2.1%)	1,475 (92%)	96 (6%)
Latino/a	! (2%)	405 (91.2%)	30 (6.8%)
Race - White			
Missing	! (0%)	! (77.8%)	! (22.2%)
White [‡]	26 (2.4%)	989 (91.8%)	62 (5.8%)
Not White	16 (1.6%)	891 (91.8%)	64 (6.6%)
Full vs. part time			
Missing	! (8.6%)	30 (85.7%)	! (5.7%)
Full time [‡]	26 (2.3%)	1,047 (91.4%)	72 (6.3%)
Part time	12 (1.5%)	725 (92%)	51 (6.5%)
Other	! (1.1%)	85 (95.5%)	! (3.4%)
Career tenure			
Missing	! (2%)	46 (93.9%)	! (4.1%)
Earlier career [‡]	30 (2.1%)	1,275 (91.3%)	91 (6.5%)
Sustained career	11 (1.8%)	566 (92.5%)	35 (5.7%)
Locale			
Missing	! (5.9%)	60 (88.2%)	! (5.9%)
Not metro [‡]	11 (3%)	336 (92.1%)	18 (4.9%)
Metro	27 (1.7%)	1,491 (91.8%)	106 (6.5%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	926 (45%)	1,128 (54.8%)
By select characteristics			
Age			
Missing	! (2.3%)	14 (32.6%)*	28 (65.1%)*
18–25 [‡]	! (0.1%)	462 (69.3%)	204 (30.6%)
26–39	! (0.1%)	232 (34.2%)*	446 (65.7%)*
40–54	! (0%)	124 (29.5%)*	297 (70.5%)*
55 or more	! (0%)	94 (38.1%)*	153 (61.9%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	709 (46.3%)	818 (53.5%)
Male	! (0%)	168 (41.4%)	238 (58.6%)
Other	! (0%)	46 (39%)	72 (61%)
Race - Black			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Black [‡]	! (0.2%)	793 (46.2%)	921 (53.6%)
Black	! (0%)	131 (39.6%)	200 (60.4%)
Ethnicity - Latino/a			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Latino/a [‡]	! (0.1%)	652 (40.6%)	950 (59.2%)
Latino/a	! (0.2%)	272 (61.3%)*	171 (38.5%)*
Race - White			
Missing	! (0%)	! (22.2%)	! (77.8%)
White [‡]	! (0.1%)	445 (41.3%)	631 (58.6%)
Not White	! (0.2%)	479 (49.3%)*	490 (50.5%)*
Full vs. part time			
Missing	! (2.9%)*	16 (45.7%)*	18 (51.4%)*
Full time [‡]	! (0%)	192 (16.8%)	953 (83.2%)
Part time	! (0.3%)	653 (82.9%)*	133 (16.9%)*
Other	! (0%)	65 (73%)*	24 (27%)*
Career tenure			
Missing	! (2%)	17 (34.7%)	31 (63.3%)
Earlier career [‡]	! (0.1%)	726 (52%)	669 (47.9%)
Sustained career	! (0.2%)	183 (29.9%)*	428 (69.9%)*
Locale			

Missing	! (1.5%)	34 (50%)	33 (48.5%)
Not metro [‡]	! (0%)	166 (45.5%)	199 (54.5%)
Metro	! (0.1%)	726 (44.7%)	896 (55.2%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,044 (50.8%)	1,010 (49.1%)
By select characteristics			
Age			
Missing	! (2.3%)	17 (39.5%)*	25 (58.1%)*
18–25 [‡]	! (0.1%)	502 (75.3%)	164 (24.6%)
26–39	! (0.1%)	276 (40.6%)*	402 (59.2%)*
40–54	! (0%)	143 (34%)*	278 (66%)*
55 or more	! (0%)	106 (42.9%)*	141 (57.1%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	776 (50.7%)	751 (49.1%)
Male	! (0%)	213 (52.5%)	193 (47.5%)
Other	! (0%)	52 (44.1%)	66 (55.9%)
Race - Black			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Black [‡]	! (0.2%)	902 (52.5%)	812 (47.3%)
Black	! (0%)	140 (42.3%)*	191 (57.7%)*
Ethnicity - Latino/a			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Latino/a [‡]	! (0.1%)	751 (46.8%)	851 (53.1%)
Latino/a	! (0.2%)	291 (65.5%)*	152 (34.2%)*
Race - White			
Missing	! (0%)	! (22.2%)	! (77.8%)
White [‡]	! (0.1%)	505 (46.9%)	571 (53%)
Not White	! (0.2%)	537 (55.3%)*	432 (44.5%)*
Full vs. part time			
Missing	! (2.9%)*	21 (60%)*	13 (37.1%)*
Full time [‡]	! (0%)	265 (23.1%)	880 (76.9%)
Part time	! (0.3%)	690 (87.6%)*	96 (12.2%)*
Other	! (0%)	68 (76.4%)*	21 (23.6%)*
Career tenure			
Missing	! (2%)	20 (40.8%)	28 (57.1%)
Earlier career [‡]	! (0.1%)	813 (58.2%)	582 (41.7%)
Sustained career	! (0.2%)	211 (34.5%)*	400 (65.4%)*
Locale			

Missing	! (1.5%)	43 (63.2%)	24 (35.3%)
Not metro [‡]	! (0%)	185 (50.7%)	180 (49.3%)
Metro	! (0.1%)	816 (50.2%)	806 (49.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,146 (55.7%)	908 (44.1%)
By select characteristics			
Age			
Missing	! (2.3%)	19 (44.2%)*	23 (53.5%)*
18–25 [‡]	! (0.1%)	524 (78.6%)	142 (21.3%)
26–39	! (0.1%)	323 (47.6%)*	355 (52.3%)*
40–54	! (0%)	161 (38.2%)*	260 (61.8%)*
55 or more	! (0%)	119 (48.2%)*	128 (51.8%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	851 (55.6%)	676 (44.2%)
Male	! (0%)	233 (57.4%)	173 (42.6%)
Other	! (0%)	59 (50%)	59 (50%)
Race - Black			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Black [‡]	! (0.2%)	993 (57.8%)	721 (42%)
Black	! (0%)	151 (45.6%)*	180 (54.4%)*
Ethnicity - Latino/a			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Latino/a [‡]	! (0.1%)	844 (52.6%)	758 (47.3%)
Latino/a	! (0.2%)	300 (67.6%)*	143 (32.2%)*
Race - White			
Missing	! (0%)	! (22.2%)	! (77.8%)
White [‡]	! (0.1%)	564 (52.4%)	512 (47.5%)
Not White	! (0.2%)	580 (59.7%)*	389 (40.1%)*
Full vs. part time			
Missing	! (2.9%)*	20 (57.1%)*	14 (40%)*
Full time [‡]	! (0%)	349 (30.5%)	796 (69.5%)
Part time	! (0.3%)	708 (89.8%)*	78 (9.9%)*
Other	! (0%)	69 (77.5%)*	20 (22.5%)*
Career tenure			
Missing	! (2%)	23 (46.9%)	25 (51%)
Earlier career [‡]	! (0.1%)	875 (62.7%)	520 (37.2%)
Sustained career	! (0.2%)	248 (40.5%)*	363 (59.3%)*
Locale			

Missing	! (1.5%)	44 (64.7%)	23 (33.8%)
Not metro [‡]	! (0%)	200 (54.8%)	165 (45.2%)
Metro	! (0.1%)	902 (55.5%)	720 (44.3%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	764 (37.1%)	1,290 (62.7%)
By select characteristics			
Age			
Missing	! (2.3%)	13 (30.2%)*	29 (67.4%)*
18–25 [‡]	! (0.1%)	374 (56.1%)	292 (43.8%)
26–39	! (0.1%)	197 (29%)*	481 (70.8%)*
40–54	! (0%)	104 (24.7%)*	317 (75.3%)*
55 or more	! (0%)	76 (30.8%)*	171 (69.2%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	588 (38.4%)	939 (61.4%)
Male	! (0%)	142 (35%)	264 (65%)
Other	! (0%)	31 (26.3%)	87 (73.7%)
Race - Black			
Missing	! (0%)	! (11.1%)	! (88.9%)
Not Black [‡]	! (0.2%)	645 (37.6%)	1,069 (62.3%)
Black	! (0%)	118 (35.6%)	213 (64.4%)
Ethnicity - Latino/a			
Missing	! (0%)	! (11.1%)	! (88.9%)
Not Latino/a [‡]	! (0.1%)	567 (35.3%)	1,035 (64.5%)
Latino/a	! (0.2%)	196 (44.1%)*	247 (55.6%)*
Race - White			
Missing	! (0%)	! (11.1%)	! (88.9%)
White [‡]	! (0.1%)	381 (35.4%)	695 (64.5%)
Not White	! (0.2%)	382 (39.3%)	587 (60.5%)
Full vs. part time			
Missing	! (2.9%)*	13 (37.1%)*	21 (60%)*
Full time [‡]	! (0%)	189 (16.5%)	956 (83.5%)
Part time	! (0.3%)	497 (63.1%)*	289 (36.7%)*
Other	! (0%)	65 (73%)*	24 (27%)*
Career tenure			
Missing	! (2%)	15 (30.6%)	33 (67.3%)
Earlier career [‡]	! (0.1%)	601 (43.1%)	794 (56.9%)
Sustained career	! (0.2%)	148 (24.2%)*	463 (75.7%)*
Locale			

Missing	! (1.5%)	31 (45.6%)	36 (52.9%)
Not metro [‡]	! (0%)	147 (40.3%)	218 (59.7%)
Metro	! (0.1%)	586 (36.1%)	1,036 (63.8%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,383 (67.2%)	671 (32.6%)
By select characteristics			
Age			
Missing	! (2.3%)	23 (53.5%)*	19 (44.2%)*
18–25 [‡]	! (0.1%)	559 (83.8%)	107 (16%)
26–39	! (0.1%)	414 (61%)*	264 (38.9%)*
40–54	! (0%)	241 (57.2%)*	180 (42.8%)*
55 or more	! (0%)	146 (59.1%)*	101 (40.9%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	1,036 (67.7%)	491 (32.1%)
Male	! (0%)	270 (66.5%)	136 (33.5%)
Other	! (0%)	74 (62.7%)	44 (37.3%)
Race - Black			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not Black [‡]	! (0.2%)	1,181 (68.8%)	533 (31%)
Black	! (0%)	196 (59.2%)*	135 (40.8%)*
Ethnicity - Latino/a			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not Latino/a [‡]	! (0.1%)	1,040 (64.8%)	562 (35%)
Latino/a	! (0.2%)	337 (75.9%)*	106 (23.9%)*
Race - White			
Missing	! (0%)	! (66.7%)	! (33.3%)
White [‡]	! (0.1%)	707 (65.6%)	369 (34.3%)
Not White	! (0.2%)	670 (69%)	299 (30.8%)
Full vs. part time			
Missing	! (2.9%)*	24 (68.6%)	10 (28.6%)
Full time [‡]	! (0%)	570 (49.8%)	575 (50.2%)
Part time	! (0.3%)	710 (90.1%)*	76 (9.6%)*
Other	! (0%)	79 (88.8%)*	10 (11.2%)*
Career tenure			
Missing	! (2%)	28 (57.1%)	20 (40.8%)
Earlier career [‡]	! (0.1%)	1,027 (73.6%)	368 (26.4%)
Sustained career	! (0.2%)	328 (53.6%)*	283 (46.2%)*
Locale			

Missing	! (1.5%)	53 (77.9%)	14 (20.6%)
Not metro [‡]	! (0%)	240 (65.8%)	125 (34.2%)
Metro	! (0.1%)	1,090 (67.1%)	532 (32.8%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,142 (55.5%)	912 (44.3%)
By select characteristics			
Age			
Missing	! (2.3%)	17 (39.5%)*	25 (58.1%)*
18–25 [‡]	! (0.1%)	523 (78.4%)	143 (21.4%)
26–39	! (0.1%)	327 (48.2%)*	351 (51.7%)*
40–54	! (0%)	165 (39.2%)*	256 (60.8%)*
55 or more	! (0%)	110 (44.5%)*	137 (55.5%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	870 (56.9%)	657 (42.9%)
Male	! (0%)	214 (52.7%)	192 (47.3%)
Other	! (0%)	55 (46.6%)	63 (53.4%)
Race - Black			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Black [‡]	! (0.2%)	975 (56.8%)	739 (43%)
Black	! (0%)	165 (49.8%)	166 (50.2%)
Ethnicity - Latino/a			
Missing	! (0%)	! (22.2%)	! (77.8%)
Not Latino/a [‡]	! (0.1%)	820 (51.1%)	782 (48.8%)
Latino/a	! (0.2%)	320 (72.1%)*	123 (27.7%)*
Race - White			
Missing	! (0%)	! (22.2%)	! (77.8%)
White [‡]	! (0.1%)	539 (50%)	537 (49.9%)
Not White	! (0.2%)	601 (61.9%)*	368 (37.9%)*
Full vs. part time			
Missing	! (2.9%)*	16 (45.7%)	18 (51.4%)
Full time [‡]	! (0%)	391 (34.1%)	754 (65.9%)
Part time	! (0.3%)	670 (85%)*	116 (14.7%)*
Other	! (0%)	65 (73%)*	24 (27%)*
Career tenure			
Missing	! (2%)	20 (40.8%)*	28 (57.1%)*
Earlier career [‡]	! (0.1%)	871 (62.4%)	524 (37.5%)
Sustained career	! (0.2%)	251 (41%)*	360 (58.8%)*
Locale			

Missing	! (1.5%)	50 (73.5%)*	17 (25%)*
Not metro [‡]	! (0%)	182 (49.9%)	183 (50.1%)
Metro	! (0.1%)	910 (56%)	712 (43.8%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is not met because there are 10 or fewer cases. * indicates statistically significant difference with the 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	! (0.1%)	1,442 (70.1%)	612 (29.8%)
By select characteristics			
Age			
Missing	! (2.3%)	29 (67.4%)*	13 (30.2%)*
18–25 [‡]	! (0.1%)	584 (87.6%)	82 (12.3%)
26–39	! (0.1%)	437 (64.4%)*	241 (35.5%)*
40–54	! (0%)	245 (58.2%)*	176 (41.8%)*
55 or more	! (0%)	147 (59.5%)*	100 (40.5%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	1,073 (70.1%)	454 (29.7%)
Male	! (0%)	285 (70.2%)	121 (29.8%)
Other	! (0%)	81 (68.6%)	37 (31.4%)
Race - Black			
Missing	! (0%)	! (77.8%)	! (22.2%)
Not Black [‡]	! (0.2%)	1,209 (70.4%)	505 (29.4%)
Black	! (0%)	226 (68.3%)	105 (31.7%)
Ethnicity - Latino/a			
Missing	! (0%)	! (77.8%)	! (22.2%)
Not Latino/a [‡]	! (0.1%)	1,070 (66.7%)	532 (33.2%)
Latino/a	! (0.2%)	365 (82.2%)*	78 (17.6%)*
Race - White			
Missing	! (0%)	! (77.8%)	! (22.2%)
White [‡]	! (0.1%)	702 (65.2%)	374 (34.7%)
Not White	! (0.2%)	733 (75.5%)*	236 (24.3%)*
Full vs. part time			
Missing	! (2.9%)*	24 (68.6%)	10 (28.6%)
Full time [‡]	! (0%)	630 (55%)	515 (45%)
Part time	! (0.3%)	712 (90.4%)*	74 (9.4%)*
Other	! (0%)	76 (85.4%)*	13 (14.6%)*
Career tenure			
Missing	! (2%)	33 (67.3%)	15 (30.6%)
Earlier career [‡]	! (0.1%)	1,053 (75.4%)	342 (24.5%)
Sustained career	! (0.2%)	356 (58.2%)*	255 (41.7%)*
Locale			

Missing	! (1.5%)	56 (82.4%)	11 (16.2%)*
Not metro [‡]	! (0%)	242 (66.3%)	123 (33.7%)
Metro	! (0.1%)	1,144 (70.4%)	478 (29.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is not met because there are 10 or fewer cases. * indicates statistically significant difference with the 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	! (0.1%)	1,736 (84.4%)	318 (15.5%)
By select characteristics			
Age			
Missing	! (2.3%)	32 (74.4%)*	10 (23.3%)*
18–25 [‡]	! (0.1%)	610 (91.5%)	56 (8.4%)
26–39	! (0.1%)	575 (84.7%)*	103 (15.2%)*
40–54	! (0%)	316 (75.1%)*	105 (24.9%)*
55 or more	! (0%)	203 (82.2%)*	44 (17.8%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	1,293 (84.5%)	234 (15.3%)
Male	! (0%)	343 (84.5%)	63 (15.5%)
Other	! (0%)	97 (82.2%)	21 (17.8%)
Race - Black			
Missing	! (0%)	! (55.6%)	! (44.4%)
Not Black [‡]	! (0.2%)	1,452 (84.6%)	262 (15.3%)
Black	! (0%)	279 (84.3%)	52 (15.7%)
Ethnicity - Latino/a			
Missing	! (0%)	! (55.6%)	! (44.4%)
Not Latino/a [‡]	! (0.1%)	1,336 (83.3%)	266 (16.6%)
Latino/a	! (0.2%)	395 (89%)*	48 (10.8%)*
Race - White			
Missing	! (0%)	! (55.6%)	! (44.4%)
White [‡]	! (0.1%)	874 (81.2%)	202 (18.8%)
Not White	! (0.2%)	857 (88.3%)*	112 (11.5%)*
Full vs. part time			
Missing	! (2.9%)*	32 (91.4%)	! (5.7%)
Full time [‡]	! (0%)	895 (78.2%)	250 (21.8%)
Part time	! (0.3%)	735 (93.3%)*	51 (6.5%)*
Other	! (0%)	74 (83.1%)	15 (16.9%)
Career tenure			
Missing	! (2%)	37 (75.5%)	11 (22.4%)
Earlier career [‡]	! (0.1%)	1,226 (87.8%)	169 (12.1%)
Sustained career	! (0.2%)	473 (77.3%)*	138 (22.5%)*
Locale			

Missing	! (1.5%)	58 (85.3%)	! (13.2%)
Not metro [‡]	! (0%)	297 (81.4%)	68 (18.6%)
Metro	! (0.1%)	1,381 (85%)	241 (14.8%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,724 (83.8%)	330 (16%)
By select characteristics			
Age			
Missing	! (2.3%)	38 (88.4%)	! (9.3%)
18–25 [‡]	! (0.1%)	618 (92.7%)	48 (7.2%)
26–39	! (0.1%)	533 (78.5%)*	145 (21.4%)*
40–54	! (0%)	342 (81.2%)*	79 (18.8%)*
55 or more	! (0%)	193 (78.1%)*	54 (21.9%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	1,290 (84.3%)	237 (15.5%)
Male	! (0%)	341 (84%)	65 (16%)
Other	! (0%)	90 (76.3%)	28 (23.7%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	! (0.2%)	1,432 (83.4%)	282 (16.4%)
Black	! (0%)	283 (85.5%)	48 (14.5%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	! (0.1%)	1,309 (81.6%)	293 (18.3%)
Latino/a	! (0.2%)	406 (91.4%)*	37 (8.3%)*
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	! (0.1%)	869 (80.7%)	207 (19.2%)
Not White	! (0.2%)	846 (87.1%)*	123 (12.7%)*
Full vs. part time			
Missing	! (2.9%)*	27 (77.1%)	! (20%)
Full time [‡]	! (0%)	884 (77.2%)	261 (22.8%)
Part time	! (0.3%)	743 (94.3%)*	43 (5.5%)*
Other	! (0%)	70 (78.7%)	19 (21.3%)
Career tenure			
Missing	! (2%)	42 (85.7%)	! (12.2%)
Earlier career [‡]	! (0.1%)	1,215 (87%)	180 (12.9%)
Sustained career	! (0.2%)	467 (76.3%)*	144 (23.5%)*
Locale			

Missing	! (1.5%)	59 (86.8%)	! (11.8%)
Not metro [‡]	! (0%)	280 (76.7%)	85 (23.3%)
Metro	! (0.1%)	1,385 (85.3%)*	237 (14.6%)*

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,674 (81.4%)	380 (18.5%)
By select characteristics			
Age			
Missing	! (2.3%)	36 (83.7%)	! (14%)
18–25 [‡]	! (0.1%)	582 (87.3%)	84 (12.6%)
26–39	! (0.1%)	526 (77.5%)*	152 (22.4%)*
40–54	! (0%)	334 (79.3%)*	87 (20.7%)*
55 or more	! (0%)	196 (79.4%)*	51 (20.6%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	1,258 (82.2%)	269 (17.6%)
Male	! (0%)	321 (79.1%)	85 (20.9%)
Other	! (0%)	92 (78%)	26 (22%)
Race - Black			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Black [‡]	! (0.2%)	1,388 (80.8%)	326 (19%)
Black	! (0%)	278 (84%)	53 (16%)
Ethnicity - Latino/a			
Missing	! (0%)	! (88.9%)	! (11.1%)
Not Latino/a [‡]	! (0.1%)	1,268 (79.1%)	334 (20.8%)
Latino/a	! (0.2%)	398 (89.6%)*	45 (10.1%)*
Race - White			
Missing	! (0%)	! (88.9%)	! (11.1%)
White [‡]	! (0.1%)	833 (77.3%)	243 (22.6%)
Not White	! (0.2%)	833 (85.8%)*	136 (14%)*
Full vs. part time			
Missing	! (2.9%)*	24 (68.6%)	10 (28.6%)
Full time [‡]	! (0%)	856 (74.8%)	289 (25.2%)
Part time	! (0.3%)	722 (91.6%)*	64 (8.1%)*
Other	! (0%)	72 (80.9%)	17 (19.1%)
Career tenure			
Missing	! (2%)	40 (81.6%)	! (16.3%)
Earlier career [‡]	! (0.1%)	1,173 (84%)	222 (15.9%)
Sustained career	! (0.2%)	461 (75.3%)*	150 (24.5%)*

Locale			
Missing	! (1.5%)	52 (76.5%)	15 (22.1%)
Not metro [‡]	! (0%)	294 (80.5%)	71 (19.5%)
Metro	! (0.1%)	1,328 (81.8%)	294 (18.1%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,725 (83.9%)	329 (16%)
By select characteristics			
Age			
Missing	! (2.3%)	38 (88.4%)	! (9.3%)
18–25 [‡]	! (0.1%)	510 (76.5%)	156 (23.4%)
26–39	! (0.1%)	605 (89.1%)*	73 (10.8%)*
40–54	! (0%)	363 (86.2%)*	58 (13.8%)*
55 or more	! (0%)	209 (84.6%)*	38 (15.4%)
Gender			
Missing	! (0%)	! (66.7%)	! (33.3%)
Female [‡]	! (0.2%)	1,259 (82.3%)	268 (17.5%)
Male	! (0%)	354 (87.2%)	52 (12.8%)
Other	! (0%)	110 (93.2%)*	! (6.8%)*
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	! (0.2%)	1,442 (84%)	272 (15.8%)
Black	! (0%)	274 (82.8%)	57 (17.2%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	! (0.1%)	1,351 (84.2%)	251 (15.6%)
Latino/a	! (0.2%)	365 (82.2%)	78 (17.6%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	! (0.1%)	901 (83.7%)	175 (16.2%)
Not White	! (0.2%)	815 (83.9%)	154 (15.9%)
Full vs. part time			
Missing	! (2.9%)*	27 (77.1%)*	! (20%)*
Full time [‡]	! (0%)	1,096 (95.7%)	49 (4.3%)
Part time	! (0.3%)	536 (68%)*	250 (31.7%)*
Other	! (0%)	66 (74.2%)*	23 (25.8%)*
Career tenure			
Missing	! (2%)	44 (89.8%)	! (8.2%)
Earlier career [‡]	! (0.1%)	1,145 (82%)	250 (17.9%)
Sustained career	! (0.2%)	536 (87.6%)*	75 (12.3%)*

Locale			
Missing	! (1.5%)	56 (82.4%)	11 (16.2%)
Not metro [‡]	! (0%)	300 (82.2%)	65 (17.8%)
Metro	! (0.1%)	1,369 (84.3%)	253 (15.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	! (0.1%)	1,835 (89.2%)	219 (10.6%)
By select characteristics			
Age			
Missing	! (2.3%)	38 (88.4%)	! (9.3%)
18–25 [‡]	! (0.1%)	532 (79.8%)	134 (20.1%)
26–39	! (0.1%)	628 (92.5%)*	50 (7.4%)*
40–54	! (0%)	402 (95.5%)*	19 (4.5%)*
55 or more	! (0%)	235 (95.1%)*	12 (4.9%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.2%)	1,358 (88.8%)	169 (11%)
Male	! (0%)	366 (90.1%)	40 (9.9%)
Other	! (0%)	108 (91.5%)	10 (8.5%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	! (0.2%)	1,526 (88.9%)	188 (10.9%)
Black	! (0%)	300 (90.6%)	31 (9.4%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	! (0.1%)	1,467 (91.5%)	135 (8.4%)
Latino/a	! (0.2%)	359 (80.9%)*	84 (18.9%)*
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	! (0.1%)	984 (91.4%)	92 (8.5%)
Not White	! (0.2%)	842 (86.7%)*	127 (13.1%)*
Full vs. part time			
Missing	! (2.9%)*	33 (94.3%)	! (2.9%)
Full time [‡]	! (0%)	1,095 (95.6%)	50 (4.4%)
Part time	! (0.3%)	627 (79.6%)*	159 (20.2%)*
Other	! (0%)	80 (89.9%)	! (10.1%)
Career tenure			
Missing	! (2%)	43 (87.8%)	! (10.2%)
Earlier career [‡]	! (0.1%)	1,205 (86.3%)	190 (13.6%)
Sustained career	! (0.2%)	587 (95.9%)*	24 (3.9%)*

Locale			
Missing	! (1.5%)	59 (86.8%)	! (11.8%)
Not metro [‡]	! (0%)	334 (91.5%)	31 (8.5%)
Metro	! (0.1%)	1,442 (88.8%)	180 (11.1%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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 feel 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	26 (1.3%)	342 (16.6%)	842 (40.9%)	614 (29.8%)	233 (11.3%)
By select characteristics					
Age					
Missing	! (11.6%)*	! (16.3%)	13 (30.2%)	16 (37.2%)	! (4.7%)
18–25 [‡]	! (1%)	126 (18.9%)	277 (41.5%)	179 (26.8%)	78 (11.7%)
26–39	! (1.2%)	104 (15.3%)	279 (41.1%)	216 (31.8%)	72 (10.6%)
40–54	! (0.7%)	61 (14.5%)	165 (39.2%)	133 (31.6%)	59 (14%)
55 or more	! (1.2%)	44 (17.8%)	108 (43.7%)	70 (28.3%)	22 (8.9%)
Gender					
Missing	! (66.7%)*	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	15 (1%)	267 (17.5%)	621 (40.6%)	467 (30.5%)	160 (10.5%)
Male	! (1.5%)	60 (14.8%)	177 (43.6%)	113 (27.8%)	50 (12.3%)
Other	! (2.5%)	14 (11.9%)	44 (37.3%)	34 (28.8%)	23 (19.5%)*
Race - Black					
Missing	! (11.1%)	! (22.2%)	! (11.1%)	! (44.4%)	! (11.1%)
Not Black [‡]	16 (0.9%)	280 (16.3%)	711 (41.4%)	516 (30.1%)	194 (11.3%)
Black	! (2.7%)	60 (18.1%)	130 (39.3%)	94 (28.4%)	38 (11.5%)
Ethnicity - Latino/a					
Missing	! (11.1%)	! (22.2%)	! (11.1%)	! (44.4%)	! (11.1%)
Not Latino/a [‡]	19 (1.2%)	255 (15.9%)	648 (40.4%)	486 (30.3%)	196 (12.2%)
Latino/a	! (1.4%)	85 (19.1%)	193 (43.5%)	124 (27.9%)	36 (8.1%)
Race - White					
Missing	! (11.1%)	! (22.2%)	! (11.1%)	! (44.4%)	! (11.1%)
White [‡]	! (0.6%)	161 (14.9%)	440 (40.9%)	341 (31.7%)	129 (12%)
Not White	19 (2%)*	179 (18.4%)	401 (41.3%)	269 (27.7%)	103 (10.6%)
Full vs. part time					
Missing	! (0%)	! (11.4%)	15 (42.9%)	13 (37.1%)	! (8.6%)
Full time [‡]	12 (1%)	170 (14.8%)	445 (38.9%)	370 (32.3%)	148 (12.9%)
Part time	11 (1.4%)	155 (19.7%)*	345 (43.8%)	204 (25.9%)*	73 (9.3%)
Other	! (3.4%)	13 (14.6%)	37 (41.6%)	27 (30.3%)	! (10.1%)
Career tenure					
Missing	! (10.2%)*	! (18.4%)	15 (30.6%)	17 (34.7%)	! (6.1%)
Earlier career [‡]	15 (1.1%)	247 (17.7%)	582 (41.7%)	402 (28.8%)	150 (10.7%)
Sustained career	! (1%)	86 (14.1%)	245 (40%)	195 (31.9%)	80 (13.1%)
Locale					

Missing	! (10.3%)*	13 (19.1%)	26 (38.2%)	18 (26.5%)	! (5.9%)
Not metro [‡]	! (1.4%)	48 (13.2%)	155 (42.5%)	117 (32.1%)	40 (11%)
Metro	14 (0.9%)	281 (17.3%)	661 (40.7%)	479 (29.5%)	189 (11.6%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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 (please specify)	Stipend	Per diem
Overall	15 (0.7%)	1,391 (67.6%)	533 (25.9%)	53 (2.6%)	! (0.4%)	57 (2.8%)
By select characteristics						
Age						
Missing	! (4.7%)*	28 (65.1%)	11 (25.6%)	! (4.7%)	! (0%)	! (0%)
18–25 [‡]	! (0.3%)	542 (81.3%)	75 (11.2%)	18 (2.7%)	! (0.4%)	27 (4%)
26–39	! (0.7%)	433 (63.8%)*	206 (30.3%)*	11 (1.6%)	! (0.4%)	21 (3.1%)
40–54	! (1%)	239 (56.8%)*	165 (39.2%)*	! (1.9%)	! (0.5%)	! (0.7%)*
55 or more	! (0.8%)	149 (60.3%)*	76 (30.8%)*	14 (5.7%)	! (0%)	! (2.4%)
Gender						
Missing	! (33.3%)*	! (33.3%)	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	! (0.6%)	1,054 (68.9%)	390 (25.5%)	38 (2.5%)	! (0.5%)	32 (2.1%)
Male	! (0.5%)	258 (63.5%)	112 (27.6%)	11 (2.7%)	! (0%)	23 (5.7%)*
Other	! (2.5%)	78 (66.1%)	30 (25.4%)	! (3.4%)	! (0.8%)	! (1.7%)
Race - Black						
Missing	! (0%)	! (88.9%)	! (11.1%)	! (0%)	! (0%)	! (0%)
Not Black [‡]	14 (0.8%)	1,173 (68.3%)	428 (24.9%)	40 (2.3%)	! (0.4%)	55 (3.2%)
Black	! (0.3%)	210 (63.4%)	104 (31.4%)	13 (3.9%)	! (0.3%)	! (0.6%)
Ethnicity - Latino/a						
Missing	! (0%)	! (88.9%)	! (11.1%)	! (0%)	! (0%)	! (0%)
Not Latino/a [‡]	13 (0.8%)	1,019 (63.5%)	460 (28.7%)	51 (3.2%)	! (0.4%)	54 (3.4%)
Latino/a	! (0.5%)	364 (82%)*	72 (16.2%)*	! (0.5%)*	! (0.2%)	! (0.7%)*
Race - White						
Missing	! (0%)	! (88.9%)	! (11.1%)	! (0%)	! (0%)	! (0%)
White [‡]	11 (1%)	663 (61.6%)	318 (29.5%)	33 (3.1%)	! (0.4%)	48 (4.5%)
Not White	! (0.4%)	720 (74.2%)*	214 (22%)*	20 (2.1%)	! (0.4%)	! (0.9%)*
Full vs. part time						
Missing	! (0%)	27 (77.1%)*	! (22.9%)	! (0%)	! (0%)	! (0%)
Full time [‡]	! (0.8%)	614 (53.6%)	473 (41.3%)	25 (2.2%)	! (0.5%)	18 (1.6%)
Part time	! (0.4%)	715 (90.7%)*	30 (3.8%)*	14 (1.8%)	! (0.3%)	24 (3%)
Other	! (3.4%)	35 (39.3%)	22 (24.7%)*	14 (15.7%)*	! (0%)	15 (16.9%)*
Career tenure						
Missing	! (4.1%)*	33 (67.3%)	12 (24.5%)	! (4.1%)	! (0%)	! (0%)
Earlier career [‡]	! (0.4%)	1,018 (72.9%)	290 (20.8%)	28 (2%)	! (0.6%)	47 (3.4%)
Sustained career	! (1.3%)	340 (55.6%)*	231 (37.7%)*	23 (3.8%)	! (0%)	10 (1.6%)
Locale						
Missing	! (1.5%)	40 (58.8%)	25 (36.8%)	! (1.5%)	! (0%)	! (1.5%)

Not metro [‡]	! (1.1%)	216 (59.2%)	93 (25.5%)	20 (5.5%)	! (0.5%)	30 (8.2%)
Metro	10 (0.6%)	1,135 (69.9%)*	415 (25.6%)	32 (2%)*	! (0.4%)	26 (1.6%)*

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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 per hour	\$10.00– \$14.99	\$15.00– \$19.99	\$20.00– \$24.99	\$25.00 or more
Overall	24 (1.7%)	14 (1%)	198 (14.1%)	657 (46.9%)	274 (19.6%)	234 (16.7%)
By select characteristics						
Age						
Missing	! (13.3%)*	! (3.3%)	! (6.7%)	! (26.7%)*	! (16.7%)	10 (33.3%)*
18–25 [‡]	! (0.4%)	! (1.7%)	107 (19.7%)	326 (60%)	79 (14.5%)	20 (3.7%)
26–39	! (1.8%)	! (0.5%)	44 (10.1%)*	183 (41.9%)*	110 (25.2%)*	90 (20.6%)*
40–54	! (2.5%)	! (0.4%)	19 (7.9%)*	83 (34.3%)*	50 (20.7%)	83 (34.3%)*
55 or more	! (2.7%)	! (0.7%)	26 (17.4%)	57 (38.3%)*	30 (20.1%)	31 (20.8%)*
Gender						
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Female [‡]	14 (1.3%)	! (0.8%)	156 (14.7%)	509 (48.1%)	199 (18.8%)	173 (16.3%)
Male	! (1.2%)	! (1.9%)	35 (13.5%)	113 (43.6%)	58 (22.4%)	45 (17.4%)
Other	! (6.2%)*	! (1.2%)	! (8.6%)	35 (43.2%)	17 (21%)	16 (19.8%)
Race - Black						
Missing	! (12.5%)	! (0%)	! (0%)	! (25%)	! (25%)	! (37.5%)
Not Black [‡]	16 (1.4%)	13 (1.1%)	161 (13.6%)	579 (49%)	236 (20%)	177 (15%)
Black	! (3.3%)	! (0.5%)	37 (17.5%)	76 (36%)*	36 (17.1%)	54 (25.6%)*
Ethnicity - Latino/a						
Missing	! (12.5%)	! (0%)	! (0%)	! (25%)	! (25%)	! (37.5%)
Not Latino/a [‡]	20 (1.9%)	14 (1.4%)	166 (16.2%)	447 (43.5%)	189 (18.4%)	191 (18.6%)
Latino/a	! (0.8%)	! (0%)	32 (8.7%)	208 (56.8%)	83 (22.7%)	40 (10.9%)
Race - White						
Missing	! (12.5%)	! (0%)	! (0%)	! (25%)	! (25%)	! (37.5%)
White [‡]	11 (1.6%)	10 (1.5%)	112 (16.7%)	285 (42.6%)	133 (19.9%)	118 (17.6%)
Not White	12 (1.7%)	! (0.6%)	86 (11.9%)	370 (51.1%)*	139 (19.2%)	113 (15.6%)
Full vs. part time						
Missing	! (3.7%)	! (14.8%)*	! (11.1%)	10 (37%)	! (11.1%)	! (22.2%)
Full time [‡]	13 (2.1%)	! (0.8%)	49 (7.9%)	226 (36.5%)	173 (27.9%)	154 (24.8%)
Part time	! (0.8%)	! (0.4%)	138 (19.2%)*	406 (56.6%)*	95 (13.2%)*	69 (9.6%)*
Other	! (10.8%)*	! (5.4%)	! (21.6%)*	15 (40.5%)	! (8.1%)	! (13.5%)
Career tenure						
Missing	! (11.4%)*	! (2.9%)	! (5.7%)	10 (28.6%)	! (20%)	11 (31.4%)*
Earlier career [‡]	! (0.8%)	11 (1.1%)	164 (16.1%)	525 (51.5%)	193 (18.9%)	119 (11.7%)
Sustained career	12 (3.5%)*	! (0.6%)	32 (9.2%)*	122 (35.3%)*	74 (21.4%)	104 (30.1%)*
Locale						
Missing	! (9.8%)	! (4.9%)	! (22%)	16 (39%)	! (14.6%)	! (9.8%)
Not metro [‡]	! (2.3%)	! (1.8%)	41 (18.9%)	90 (41.5%)	34 (15.7%)	43 (19.8%)

Metro 15 (1.3%) ! (0.7%) 148 (12.9%) 551 (48.2%) 234 (20.5%) 187 (16.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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	23 (4.3%)	19 (3.5%)	119 (22.2%)	244 (45.4%)	92 (17.1%)	28 (5.2%)	12 (2.2%)
By select characteristics							
Age							
Missing	! (46.2%)	! (0%)	! (7.7%)	! (30.8%)	! (15.4%)	! (0%)	! (0%)
18–25 [‡]	! (2.6%)	! (3.9%)	29 (38.2%)	35 (46.1%)	! (9.2%)	! (0%)	! (0%)
26–39	! (2.9%)	! (2.9%)	47 (22.7%)	104 (50.2%)	28 (13.5%)	12 (5.8%)	! (1.9%)
40–54	! (3.6%)	! (4.8%)	31 (18.8%)*	66 (40%)	37 (22.4%)	12 (7.3%)	! (3%)
55 or more	! (3.9%)	! (2.6%)	11 (14.5%)*	35 (46.1%)	18 (23.7%)	! (5.3%)	! (3.9%)
Gender							
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Female [‡]	13 (3.3%)	10 (2.6%)	90 (23%)	188 (48.1%)	62 (15.9%)	22 (5.6%)	! (1.5%)
Male	! (2.7%)	! (4.5%)	19 (17.1%)	47 (42.3%)	26 (23.4%)	! (4.5%)	! (5.4%)
Other	! (15.2%)*	! (12.1%)	10 (30.3%)	! (27.3%)	! (12.1%)	! (3%)	! (0%)
Race - Black							
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Not Black [‡]	20 (4.6%)	17 (3.9%)	90 (20.7%)	198 (45.5%)	76 (17.5%)	25 (5.7%)	! (2.1%)
Black	! (2%)	! (2%)	29 (28.7%)	46 (45.5%)	16 (15.8%)	! (3%)	! (3%)
Ethnicity - Latino/a							
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Not Latino/a [‡]	20 (4.3%)	15 (3.2%)	109 (23.5%)	212 (45.8%)	76 (16.4%)	22 (4.8%)	! (1.9%)
Latino/a	! (2.7%)	! (5.5%)	10 (13.7%)	32 (43.8%)	16 (21.9%)	! (8.2%)	! (4.1%)
Race - White							
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
White [‡]	15 (4.6%)	11 (3.4%)	75 (23.2%)	149 (46.1%)	52 (16.1%)	16 (5%)	! (1.5%)
Not White	! (3.3%)	! (3.8%)	44 (20.7%)	95 (44.6%)	40 (18.8%)	12 (5.6%)	! (3.3%)
Full vs. part time							
Missing	! (0%)	! (0%)	! (37.5%)	! (50%)	! (12.5%)	! (0%)	! (0%)
Full time [‡]	16 (3.4%)	! (1.9%)	107 (22.6%)	229 (48.4%)	76 (16.1%)	26 (5.5%)	10 (2.1%)
Part time	! (12.1%)	! (21.2%)*	! (24.2%)	! (15.2%)*	! (21.2%)	! (3%)	! (3%)
Other	! (13%)	! (13%)*	! (4.3%)	! (26.1%)	! (34.8%)	! (4.3%)	! (4.3%)
Career tenure							
Missing	! (42.9%)	! (0%)	! (7.1%)	! (35.7%)	! (14.3%)	! (0%)	! (0%)
Earlier career [‡]	! (2.8%)	11 (3.8%)	81 (28.1%)	139 (48.3%)	35 (12.2%)	11 (3.8%)	! (1%)
Sustained career	! (3.8%)	! (3.4%)	37 (15.7%)*	100 (42.6%)	55 (23.4%)*	17 (7.2%)	! (3.8%)
Locale							
Missing	! (7.7%)	! (7.7%)	! (7.7%)	14 (53.8%)	! (11.5%)	! (3.8%)	! (7.7%)
Not metro [‡]	! (7.4%)	! (4.3%)	17 (18.1%)	50 (53.2%)	10 (10.6%)	! (6.4%)	! (0%)
Metro	14 (3.4%)	13 (3.1%)	100 (24%)	180 (43.2%)	79 (18.9%)	21 (5%)	10 (2.4%)

Note: ‡ identifies the comparison group for statistical testing. ! indicates reporting standard is 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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AIR® Headquarters

1400 Crystal Drive, 10th Floor
Arlington, VA 22202-3289
+1.202.403.5000 | [AIR.ORG](https://www.air.org)

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