

Power of Us: The Youth Fields Workforce Survey Report

Supplemental Data Tables: Part-Time Staff

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

April 2025



Contents

Section A. Career Pathways	2
Section B. Professional Learning	16
Section C. Professional Well Being	51
Section D. Compensation.....	75

Tables by Survey Item

Table A1: Other lines of work outside of the youth fields.....	2
Table A2: Total jobs in the youth fields.	3
Table A3: Primary reason for first job in the youth fields.....	5
Table A4: Role at main job in the youth fields: Organizational Leader.....	7
Table A5: Role at main job in the youth fields: Program Leader	8
Table A6: Role at main job in the youth fields: Site Leader	9
Table A7: Role at main job in the youth fields: Front-line Staff	10
Table A8: I am satisfied with my opportunities for professional growth.....	11
Table A9: I have the same opportunities for advancement as other employees at my organization.....	12
Table A10: Commitment to the youth fields.....	14
Table B1: Access to professional learning.....	16
Table B2: Participate in or use conferences or institutes	17
Table B3: Participate in or use courses	19
Table B4: Participate in or use in-person trainings and workshops	20
Table B5: Participate in or use virtual trainings and workshops	21
Table B6: Participate in or use webinars	22
Table B7: Participate in or use professional learning communities	23
Table B8: Participate in or use coaching.....	24
Table B9: Participate in or use shadowing.....	25
Table B10: Participate in or use professional networking.....	26
Table B11: Use books, tools, or other resources (e.g., quality standards, guides, tip sheets)	27
Table B12: Extent to which professional learning opportunities meet needs	28

Table B13: Improve professional learning opportunities: Offer more professional learning through my organization	29
Table B14: Improve professional learning opportunities: A broader range of topics	31
Table B15: Improve professional learning opportunities: Topics relevant to my specific role	32
Table B16: Improve professional learning opportunities: Topics on knowledge or skills I do not already have	33
Table B17: Improve professional learning opportunities: Resources (e.g., funding, materials) to participate in or use the learning	35
Table B18: Improve professional learning opportunities: Time off to participate in or use the learning	37
Table B19: Improve professional learning opportunities: Organizational support for the implementation of the learning	39
Table B20: Improve professional learning opportunities: Offer at convenient times.....	41
Table B21: Improve professional learning opportunities: Offer at convenient locations.....	42
Table B22: Improve professional learning opportunities: Offer more frequently.....	43
Table B23: Level of Education.....	44
Table B24: Program of study: Education	46
Table B25: Program of study: Health and medical sciences	47
Table B27: Program of study: Liberal arts.....	48
Table B29: Program of study: Science, technology, engineering, and/or mathematics.....	49
Table B30: Alignment of education preparation with work in the youth fields.....	50
Table C1: I feel valued at work.....	51
Table C2: I have the resources I need to do my job.	53
Table C3: I feel burned out at work.	54
Table C4: I feel like I belong at my organization.	55
Table C5: I see myself as part of a larger youth fields community.....	57
Table C6: Change about current job: Improve pay and/or benefits	58

Table C7: Change about current job: Improve work environment	59
Table C8: Change about current job: More flexibility in work hours	60
Table C9: Change about current job: More opportunities for remote work	61
Table C10: Change about current job: More opportunity for advancement.....	62
Table C11: Change about current job: More opportunities for collaboration	63
Table C12: Change about current job: More support from leadership	64
Table C13: Change about current job: More opportunities to work or interact directly with youth	65
Table C14: Change about current job: Less stress	66
Table C15: Change about current job: Receive more or better professional learning	67
Table C16: Change about current job: Shorter commute	68
Table C17: Change about current job: Make it permanent	69
Table C18: Change about current job: More job security	70
Table C19: Change about current job: More opportunity to be creative	71
Table C20: Change about current job: More autonomy	72
Table C21: Change about current job: More recognition.....	73
Table C22: Change about current job: More mission-focused	74
Table D1: Benefits: Medical insurance	77
Table D2: Benefits: Dental Insurance.....	78
Table D3: Benefits: Vision insurance.....	79
Table D4: Benefits: Paid leave (e.g., PTO, sick leave, vacation leave)	80
Table D5: Benefits: Paid family leave.....	81
Table D6: Benefits: Retirement (e.g., 401K, 403B, pension)	82
Table D7: Benefits: Retirement savings contributions (e.g., match contributions)	83
Table D8: Benefits: Tuition assistance.....	84
Table D9: Benefits: Professional development funds for individual employees	85

Table D10: Benefits: Transportation benefit (e.g., stipend for commuting, paid transit, paid parking)	86
Table D11: Benefits: None of the above	87
Table D12: Benefits: Don't know	88
Table D13: I am paid a fair amount for the work I do.	89
Table D14: How are you paid?.....	90
Table D15: Hourly wage.....	92
Table D16: Annual salary range.....	93

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.¹ 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.

¹ Tables are not included for the following items because less than 5 percent of part-time staff selected a substantive response: Social Work postsecondary program of study, Legal Studies postsecondary program of study.

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.	! (0.4%)	1,466 (87.1%)	210 (12.5%)
Agriculture, Forestry, Fishing, and Hunting	! (0.4%)	1,585 (94.2%)	91 (5.4%)
Arts/Design/Entertainment/Sports/Media	! (0.4%)	1,504 (89.4%)	172 (10.2%)
College or University	! (0.4%)	1,355 (80.5%)	321 (19.1%)
Community/Social Services	! (0.4%)	1,456 (86.5%)	220 (13.1%)
Finance	! (0.4%)	1,584 (94.1%)	92 (5.5%)
Government or Public Policy	! (0.4%)	1,584 (94.1%)	92 (5.5%)
Health Care	! (0.4%)	1,462 (86.9%)	214 (12.7%)
Hospitality-Food Service	! (0.4%)	1,305 (77.5%)	371 (22%)
K–12 Education	! (0.4%)	1,390 (82.6%)	286 (17%)
Retail	! (0.4%)	1,175 (69.8%)	501 (29.8%)
Warehouse/Logistics	! (0.4%)	1,582 (94%)	94 (5.6%)
Other (please specify)	! (0.4%)	1,587 (94.3%)	89 (5.3%)

Note: ! Reporting standard is not met because there are 10 or fewer cases.

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	! (0.1%)	467 (27.7%)	1,032 (61.3%)	153 (9.1%)	18 (1.1%)	12 (0.7%)
By select characteristics						
Age						
Missing	! (0%)	! (21.7%)	15 (65.2%)	! (13%)	! (0%)	! (0%)
18–25 [‡]	! (0.1%)	306 (40.7%)	408 (54.3%)	32 (4.3%)	! (0.4%)	! (0.1%)
26–39	! (0%)	82 (17.7%)*	317 (68.3%)*	56 (12.1%)*	! (1.3%)	! (0.6%)
40–54	! (0%)	39 (16.6%)*	150 (63.8%)	38 (16.2%)*	! (2.6%)*	! (0.9%)
55 or more	! (0%)	35 (16.7%)*	142 (67.6%)*	24 (11.4%)*	! (1.4%)	! (2.9%)*
Gender						
Missing	! (0%)	! (33.3%)	! (33.3%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	! (0%)	364 (28.3%)	794 (61.8%)	102 (7.9%)	13 (1%)	11 (0.9%)
Male	! (0.3%)	89 (28.4%)	185 (59.1%)	34 (10.9%)	! (1%)	! (0.3%)
Other	! (0%)	13 (15.7%)	52 (62.7%)	16 (19.3%)*	! (2.4%)	! (0%)
Race - Black						
Missing	! (0%)	! (25%)	! (50%)	! (25%)	! (0%)	! (0%)
Not Black [‡]	! (0.1%)	424 (29.5%)	861 (59.8%)	127 (8.8%)	16 (1.1%)	10 (0.7%)
Black	! (0%)	42 (17.5%)*	169 (70.4%)*	25 (10.4%)	! (0.8%)	! (0.8%)
Ethnicity - Latino/a						
Missing	! (0%)	! (25%)	! (50%)	! (25%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0%)	233 (21.3%)	708 (64.7%)	127 (11.6%)	16 (1.5%)	11 (1%)
Latino/a	! (0.2%)	233 (39.9%)*	322 (55.1%)*	25 (4.3%)*	! (0.3%)	! (0.2%)

Select characteristics	Missing	1 job	2–5 jobs	6–10 jobs	11–15 jobs	16 or more jobs
Race - White						
Missing	! (0%)	! (25%)	! (50%)	! (25%)	! (0%)	! (0%)
White ‡	! (0%)	165 (22.9%)	445 (61.6%)	92 (12.7%)	12 (1.7%)	! (1.1%)
Not White	! (0.1%)	301 (31.5%)*	585 (61.1%)	60 (6.3%)*	! (0.6%)	! (0.4%)
Leader status						
Missing	! (0%)	! (60%)	! (40%)	! (0%)	! (0%)	! (0%)
Not leader ‡	! (0.1%)	254 (32.2%)	475 (60.3%)	49 (6.2%)	! (0.4%)	! (0.8%)
Leader	! (0%)	210 (23.6%)*	555 (62.4%)	104 (11.7%)*	15 (1.7%)	! (0.7%)
Career tenure						
Missing	! (0%)	! (22.6%)	21 (67.7%)	! (9.7%)	! (0%)	! (0%)
Earlier career ‡	! (0.1%)	429 (33.9%)	756 (59.8%)	68 (5.4%)	! (0.7%)	! (0.2%)
Sustained career	! (0%)	31 (8%)*	255 (65.9%)	82 (21.2%)*	! (2.3%)	10 (2.6%)*
Locale						
Missing	! (0%)	14 (22.2%)	33 (52.4%)	14 (22.2%)	! (3.2%)	! (0%)
Not metro ‡	! (0%)	53 (22.2%)	147 (61.5%)	26 (10.9%)	! (2.9%)	! (2.5%)
Metro	! (0.1%)	400 (29%)	852 (61.7%)	113 (8.2%)	! (0.7%)*	! (0.4%)*

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 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
Overall	! (0.1%)	241 (14.3%)	70 (4.2%)	363 (21.6%)	161 (9.6%)	190 (11.3%)	331 (19.7%)	103 (6.1%)	92 (5.5%)	67 (4%)	46 (2.7%)	! (0.3%)	13 (0.8%)
By select characteristics													
Age													
Missing	! (0%)	! (17.4%)	! (0%)	! (21.7%)	! (13%)	! (17.4%)	! (8.7%)	! (4.3%)	! (8.7%)	! (0%)	! (4.3%)	! (0%)	! (4.3%)
18–25 [‡]	! (0.1%)	131 (17.4%)	28 (3.7%)	153 (20.4%)	97 (12.9%)	111 (14.8%)	145 (19.3%)	13 (1.7%)	31 (4.1%)	21 (2.8%)	12 (1.6%)	! (0.4%)	! (0.7%)
26–39	! (0%)	57 (12.3%)	25 (5.4%)	111 (23.9%)	43 (9.3%)	46 (9.9%)	84 (18.1%)	35 (7.5%)*	34 (7.3%)	15 (3.2%)	12 (2.6%)	! (0.2%)	! (0.2%)
40–54	! (0%)	25 (10.6%)	12 (5.1%)	52 (22.1%)	! (3.8%)*	19 (8.1%)	49 (20.9%)	20 (8.5%)*	15 (6.4%)	15 (6.4%)	14 (6%)*	! (0%)	! (2.1%)
55 or more	! (0%)	24 (11.4%)	! (2.4%)	42 (20%)	! (4.3%)*	10 (4.8%)*	51 (24.3%)	34 (16.2%)*	10 (4.8%)	16 (7.6%)*	! (3.3%)	! (0.5%)	! (0.5%)
Gender													
Missing	! (0%)	! (0%)	! (0%)	! (33.3%)	! (0%)	! (33.3%)	! (0%)	! (0%)	! (0%)	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	! (0.1%)	167 (13%)	49 (3.8%)	272 (21.2%)	119 (9.3%)	147 (11.4%)	284 (22.1%)	76 (5.9%)	61 (4.8%)	53 (4.1%)	40 (3.1%)	! (0.2%)	12 (0.9%)
Male	! (0%)	66 (21.1%)*	14 (4.5%)	66 (21.1%)	34 (10.9%)	32 (10.2%)	40 (12.8%)*	22 (7%)	24 (7.7%)	10 (3.2%)	! (1.3%)	! (0.3%)	! (0%)
Other	! (0%)	! (9.6%)	! (8.4%)	24 (28.9%)	! (9.6%)	10 (12%)	! (8.4%)*	! (6%)	! (8.4%)	! (3.6%)	! (2.4%)	! (1.2%)	! (1.2%)
Race - Black													
Missing	! (0%)	! (50%)	! (0%)	! (25%)	! (0%)	! (25%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Not Black [‡]	! (0.1%)	209 (14.5%)	51 (3.5%)	306 (21.3%)	140 (9.7%)	169 (11.7%)	289 (20.1%)	75 (5.2%)	82 (5.7%)	61 (4.2%)	42 (2.9%)	! (0.3%)	10 (0.7%)
Black	! (0%)	30 (12.5%)	19 (7.9%)*	56 (23.3%)	21 (8.8%)	20 (8.3%)	42 (17.5%)	28 (11.7%)*	10 (4.2%)	! (2.5%)	! (1.7%)	! (0.4%)	! (1.2%)
Ethnicity - Latino/a													
Missing	! (0%)	! (50%)	! (0%)	! (25%)	! (0%)	! (25%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0%)	129 (11.8%)	55 (5%)	247 (22.6%)	83 (7.6%)	108 (9.9%)	214 (19.5%)	91 (8.3%)	65 (5.9%)	55 (5%)	33 (3%)	! (0.4%)	11 (1%)
Latino/a	! (0.2%)	110 (18.8%)*	15 (2.6%)	115 (19.7%)	78 (13.4%)*	81 (13.9%)	117 (20%)	12 (2.1%)*	27 (4.6%)	12 (2.1%)*	13 (2.2%)	! (0.2%)	! (0.3%)
Race - White													
Missing	! (0%)	! (50%)	! (0%)	! (25%)	! (0%)	! (25%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)

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
White ‡	! (0%)	82 (11.4%)	25 (3.5%)	162 (22.4%)	47 (6.5%)	75 (10.4%)	151 (20.9%)	56 (7.8%)	44 (6.1%)	45 (6.2%)	24 (3.3%)	! (0.4%)	! (1.1%)
Not White	! (0.1%)	157 (16.4%)*	45 (4.7%)	200 (20.9%)	114 (11.9%)*	114 (11.9%)	180 (18.8%)	47 (4.9%)	48 (5%)	22 (2.3%)*	22 (2.3%)	! (0.2%)	! (0.5%)
Leader status													
Missing	! (0%)	! (0%)	! (20%)	! (20%)	! (20%)	! (20%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (20%)
Not leader ‡	! (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%)
Leader	! (0.1%)	133 (14.9%)	37 (4.2%)	197 (22.1%)	84 (9.4%)	99 (11.1%)	166 (18.7%)	65 (7.3%)	44 (4.9%)	34 (3.8%)	24 (2.7%)	! (0.1%)	! (0.6%)
Career tenure													
Missing	! (0%)	! (16.1%)	! (3.2%)	! (19.4%)	! (12.9%)	! (16.1%)	! (16.1%)	! (3.2%)	! (6.5%)	! (0%)	! (3.2%)	! (0%)	! (3.2%)
Earlier career ‡	! (0.1%)	200 (15.8%)	55 (4.3%)	265 (20.9%)	129 (10.2%)	154 (12.2%)	237 (18.7%)	54 (4.3%)	79 (6.2%)	47 (3.7%)	31 (2.5%)	! (0.3%)	! (0.7%)
Sustained career	! (0%)	36 (9.3%)*	14 (3.6%)	92 (23.8%)	28 (7.2%)	31 (8%)	89 (23%)	48 (12.4%)*	11 (2.8%)	20 (5.2%)	14 (3.6%)	! (0.3%)	! (0.8%)
Locale													
Missing	! (0%)	! (14.3%)	! (12.7%)*	14 (22.2%)	! (12.7%)	! (14.3%)	! (12.7%)	! (3.2%)	! (4.8%)	! (1.6%)	! (0%)	! (0%)	! (1.6%)
Not metro ‡	! (0%)	34 (14.2%)	! (2.1%)	45 (18.8%)	23 (9.6%)	12 (5%)	55 (23%)	21 (8.8%)	14 (5.9%)	19 (7.9%)	! (2.9%)	! (0.4%)	! (1.3%)
Metro	! (0.1%)	198 (14.3%)	57 (4.1%)	304 (22%)	130 (9.4%)	169 (12.2%)*	268 (19.4%)	80 (5.8%)	75 (5.4%)	47 (3.4%)*	39 (2.8%)	! (0.3%)	! (0.7%)

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 A4: Role at main job in the youth fields: Organizational Leader

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

Select characteristics	Missing	No	Yes
Overall	! (0.3%)	1,575 (93.6%)	103 (6.1%)
By select characteristics			
Age			
Missing	! (0%)	19 (82.6%)*	! (17.4%)*
18–25 [‡]	! (0.3%)	734 (97.7%)	15 (2%)
26–39	! (0.4%)	432 (93.1%)*	30 (6.5%)*
40–54	! (0.4%)	213 (90.6%)*	21 (8.9%)*
55 or more	! (0%)	177 (84.3%)*	33 (15.7%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.4%)	1,208 (94.1%)	71 (5.5%)
Male	! (0%)	283 (90.4%)	30 (9.6%)
Other	! (0%)	81 (97.6%)	! (2.4%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	! (0.3%)	1,350 (93.8%)	85 (5.9%)
Black	! (0.4%)	221 (92.1%)	18 (7.5%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	! (0.1%)	1,008 (92.1%)	86 (7.9%)
Latino/a	! (0.7%)	563 (96.4%)*	17 (2.9%)*
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	! (0%)	662 (91.7%)	60 (8.3%)
Not White	! (0.5%)	909 (95%)*	43 (4.5%)*
Leader status			
Missing	! (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	788 (100%)	! (0%)
Leader	! (0%)	787 (88.4%)*	103 (11.6%)*
Career tenure			
Missing	! (0%)	26 (83.9%)*	! (16.1%)*
Earlier career [‡]	! (0.3%)	1,212 (95.8%)	49 (3.9%)
Sustained career	! (0.3%)	337 (87.1%)*	49 (12.7%)*
Locale			
Missing	! (0%)	56 (88.9%)	! (11.1%)
Not metro	! (0%)	217 (90.8%)	22 (9.2%)
Metro	! (0.4%)	1,302 (94.3%)	74 (5.4%)

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 A5: Role at main job in the youth fields: Program Leader

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

Select characteristics	Missing	No	Yes
Overall	! (0.3%)	1,095 (65.1%)	583 (34.6%)
By select characteristics			
Age			
Missing	! (0%)	15 (65.2%)	! (34.8%)
18–25 [‡]	! (0.3%)	485 (64.6%)	264 (35.2%)
26–39	! (0.4%)	300 (64.7%)	162 (34.9%)
40–54	! (0.4%)	155 (66%)	79 (33.6%)
55 or more	! (0%)	140 (66.7%)	70 (33.3%)
Gender			
Missing	! (0%)	! (66.7%)	! (33.3%)
Female [‡]	! (0.4%)	847 (66%)	432 (33.6%)
Male	! (0%)	194 (62%)	119 (38%)
Other	! (0%)	52 (62.7%)	31 (37.3%)
Race - Black			
Missing	! (0%)	! (50%)	! (50%)
Not Black [‡]	! (0.3%)	944 (65.6%)	491 (34.1%)
Black	! (0.4%)	149 (62.1%)	90 (37.5%)
Ethnicity - Latino/a			
Missing	! (0%)	! (50%)	! (50%)
Not Latino/a [‡]	! (0.1%)	775 (70.8%)	319 (29.1%)
Latino/a	! (0.7%)	318 (54.5%)*	262 (44.9%)*
Race - White			
Missing	! (0%)	! (50%)	! (50%)
White [‡]	! (0%)	524 (72.6%)	198 (27.4%)
Not White	! (0.5%)	569 (59.5%)*	383 (40%)*
Leader status			
Missing	! (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	788 (100%) NA	! (0%)
Leader	! (0%)	307 (34.5%)*	583 (65.5%)*
Career tenure			
Missing	! (0%)	18 (58.1%)	13 (41.9%)
Earlier career [‡]	! (0.3%)	827 (65.4%)	434 (34.3%)
Sustained career	! (0.3%)	250 (64.6%)	136 (35.1%)
Locale			
Missing	! (0%)	38 (60.3%)	25 (39.7%)
Not metro [‡]	! (0%)	157 (65.7%)	82 (34.3%)
Metro	! (0.4%)	900 (65.2%)	476 (34.5%)

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 A6: Role at main job in the youth fields: Site Leader

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

Select characteristics	Missing	No	Yes
Overall	! (0.3%)	1,365 (81.1%)	313 (18.6%)
By select characteristics			
Age			
Missing	! (0%)	22 (95.7%)	! (4.3%)
18–25 [‡]	! (0.3%)	645 (85.9%)	104 (13.8%)
26–39	! (0.4%)	354 (76.3%)*	108 (23.3%)*
40–54	! (0.4%)	179 (76.2%)*	55 (23.4%)*
55 or more	! (0%)	165 (78.6%)	45 (21.4%)
Gender			
Missing	! (0%)	! (66.7%)	! (33.3%)
Female [‡]	! (0.4%)	1,037 (80.8%)	242 (18.8%)
Male	! (0%)	253 (80.8%)	60 (19.2%)
Other	! (0%)	73 (88%)	10 (12%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	! (0.3%)	1,156 (80.3%)	279 (19.4%)
Black	! (0.4%)	205 (85.4%)	34 (14.2%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	! (0.1%)	869 (79.4%)	225 (20.5%)
Latino/a	! (0.7%)	492 (84.2%)	88 (15.1%)*
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	! (0%)	548 (75.9%)	174 (24.1%)
Not White	! (0.5%)	813 (85%)*	139 (14.5%)*
Leader status			
Missing	! (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	788 (100%) NA	! (0%)
Leader	! (0%)	577 (64.8%)*	313 (35.2%)*
Career tenure			
Missing	! (0%)	27 (87.1%)	! (12.9%)
Earlier career [‡]	! (0.3%)	1,051 (83.1%)	210 (16.6%)
Sustained career	! (0.3%)	287 (74.2%)*	99 (25.6%)*
Locale			
Missing	! (0%)	55 (87.3%)	! (12.7%)
Not metro [‡]	! (0%)	184 (77%)	55 (23%)
Metro	! (0.4%)	1,126 (81.5%)	250 (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 A7: 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	! (0.3%)	791 (47%)	887 (52.7%)
By select characteristics			
Age			
Missing	! (0%)	! (34.8%)	15 (65.2%)
18–25 [‡]	! (0.3%)	321 (42.7%)	428 (57%)
26–39	! (0.4%)	231 (49.8%)	231 (49.8%)
40–54	! (0.4%)	118 (50.2%)	116 (49.4%)
55 or more	! (0%)	113 (53.8%)*	97 (46.2%)*
Gender			
Missing	! (0%)	! (100%)	! (0%)
Female [‡]	! (0.4%)	601 (46.8%)	678 (52.8%)
Male	! (0%)	159 (50.8%)	154 (49.2%)
Other	! (0%)	28 (33.7%)	55 (66.3%)
Race - Black			
Missing	! (0%)	! (50%)	! (50%)
Not Black [‡]	! (0.3%)	678 (47.1%)	757 (52.6%)
Black	! (0.4%)	111 (46.2%)	128 (53.3%)
Ethnicity - Latino/a			
Missing	! (0%)	! (50%)	! (50%)
Not Latino/a [‡]	! (0.1%)	462 (42.2%)	632 (57.7%)
Latino/a	! (0.7%)	327 (56%)*	253 (43.3%)*
Race - White			
Missing	! (0%)	! (50%)	! (50%)
White [‡]	! (0%)	297 (41.1%)	425 (58.9%)
Not White	! (0.5%)	492 (51.4%)*	460 (48.1%)*
Leader status			
Missing	! (100%)	! (0%)	! (0%)
Not leader [‡]	! (0%)	52 (6.6%)	736 (93.4%)
Leader	! (0%)	739 (83%)*	151 (17%)*
Career tenure			
Missing	! (0%)	14 (45.2%)	17 (54.8%)
Earlier career [‡]	! (0.3%)	564 (44.6%)	697 (55.1%)
Sustained career	! (0.3%)	213 (55%)*	173 (44.7%)*
Locale			
Missing	! (0%)	31 (49.2%)	32 (50.8%)
Not metro [‡]	! (0%)	108 (45.2%)	131 (54.8%)
Metro	! (0.4%)	652 (47.2%)	724 (52.4%)

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 A8: 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	10 (0.6%)	465 (27.6%)	1,003 (59.6%)	166 (9.9%)	39 (2.3%)
By select characteristics					
Age					
Missing	! (13%)*	! (26.1%)	11 (47.8%)	! (13%)	! (0%)
18–25 [‡]	! (0.1%)	248 (33%)	438 (58.3%)	54 (7.2%)	10 (1.3%)
26–39	! (0.6%)	110 (23.7%)*	270 (58.2%)	65 (14%)*	16 (3.4%)
40–54	! (0.4%)	44 (18.7%)*	158 (67.2%)	27 (11.5%)	! (2.1%)
55 or more	! (1%)	57 (27.1%)	126 (60%)	17 (8.1%)	! (3.8%)
Gender					
Missing	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	! (0.5%)	365 (28.4%)	752 (58.6%)	129 (10%)	31 (2.4%)
Male	! (0.3%)	86 (27.5%)	196 (62.6%)	27 (8.6%)	! (1%)
Other	! (0%)	14 (16.9%)	54 (65.1%)	10 (12%)	! (6%)
Race - Black					
Missing	! (25%)	! (0%)	! (75%)	! (0%)	! (0%)
Not Black [‡]	! (0.5%)	383 (26.6%)	873 (60.7%)	144 (10%)	32 (2.2%)
Black	! (0.8%)	82 (34.2%)	127 (52.9%)	22 (9.2%)	! (2.9%)
Ethnicity - Latino/a					
Missing	! (25%)	! (0%)	! (75%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.8%)	286 (26.1%)	663 (60.5%)	111 (10.1%)	26 (2.4%)
Latino/a	! (0%)	179 (30.7%)	337 (57.7%)	55 (9.4%)	13 (2.2%)
Race - White					
Missing	! (25%)	! (0%)	! (75%)	! (0%)	! (0%)
White [‡]	! (0.6%)	164 (22.7%)	464 (64.3%)	76 (10.5%)	14 (1.9%)
Not White	! (0.5%)	301 (31.5%)*	536 (56%)*	90 (9.4%)	25 (2.6%)
Leader status					
Missing	! (0%)	! (60%)	! (40%)	! (0%)	! (0%)
Not leader [‡]	! (0.8%)	198 (25.1%)	473 (60%)	92 (11.7%)	19 (2.4%)
Leader	! (0.4%)	264 (29.7%)	528 (59.3%)	74 (8.3%)	20 (2.2%)
Career tenure					
Missing	! (9.7%)*	! (29%)	16 (51.6%)	! (9.7%)	! (0%)
Earlier career [‡]	! (0.4%)	374 (29.6%)	744 (58.8%)	113 (8.9%)	29 (2.3%)
Sustained career	! (0.5%)	82 (21.2%)*	243 (62.8%)	50 (12.9%)	10 (2.6%)
Locale					
Missing	! (1.6%)	16 (25.4%)	41 (65.1%)	! (7.9%)	! (0%)
Not metro [‡]	! (0%)	66 (27.6%)	151 (63.2%)	20 (8.4%)	! (0.8%)
Metro	! (0.7%)	383 (27.7%)	811 (58.7%)	141 (10.2%)	37 (2.7%)

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 A9: 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	15 (0.9%)	516 (30.7%)	898 (53.4%)	217 (12.9%)	37 (2.2%)
By select characteristics					
Age					
Missing	! (8.7%)*	! (26.1%)	11 (47.8%)	! (17.4%)	! (0%)
18–25 [‡]	! (0.8%)	267 (35.6%)	382 (50.9%)	81 (10.8%)	15 (2%)
26–39	! (0.9%)	139 (30%)	244 (52.6%)	62 (13.4%)	15 (3.2%)
40–54	! (0.9%)	49 (20.9%)*	142 (60.4%)	41 (17.4%)*	! (0.4%)
55 or more	! (0.5%)	55 (26.2%)	119 (56.7%)	29 (13.8%)	! (2.9%)
Gender					
Missing	! (66.7%)	! (0%)	! (0%)	! (33.3%)	! (0%)
Female [‡]	10 (0.8%)	390 (30.4%)	696 (54.2%)	163 (12.7%)	25 (1.9%)
Male	! (1%)	107 (34.2%)	162 (51.8%)	32 (10.2%)	! (2.9%)
Other	! (0%)	19 (22.9%)	40 (48.2%)	21 (25.3%)*	! (3.6%)
Race - Black					
Missing	! (25%)	! (0%)	! (75%)	! (0%)	! (0%)
Not Black [‡]	11 (0.8%)	442 (30.7%)	782 (54.3%)	174 (12.1%)	30 (2.1%)
Black	! (1.2%)	74 (30.8%)	113 (47.1%)	43 (17.9%)	! (2.9%)
Ethnicity - Latino/a					
Missing	! (25%)	! (0%)	! (75%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.7%)	328 (30%)	583 (53.2%)	152 (13.9%)	24 (2.2%)
Latino/a	! (1%)	188 (32.2%)	312 (53.4%)	65 (11.1%)	13 (2.2%)
Race - White					
Missing	! (25%)	! (0%)	! (75%)	! (0%)	! (0%)
White [‡]	! (0.3%)	201 (27.8%)	403 (55.8%)	101 (14%)	15 (2.1%)
Not White	12 (1.3%)	315 (32.9%)	492 (51.4%)	116 (12.1%)	22 (2.3%)
Leader status					
Missing	! (0%)	! (60%)	! (20%)	! (20%)	! (0%)
Not leader [‡]	! (0.9%)	227 (28.8%)	445 (56.5%)	94 (11.9%)	15 (1.9%)
Leader	! (0.9%)	286 (32.1%)	452 (50.8%)	122 (13.7%)	22 (2.5%)
Career tenure					
Missing	! (6.5%)	! (25.8%)	17 (54.8%)	! (12.9%)	! (0%)
Earlier career [‡]	12 (0.9%)	420 (33.2%)	658 (52%)	148 (11.7%)	27 (2.1%)
Sustained career	! (0.3%)	88 (22.7%)*	223 (57.6%)	65 (16.8%)	10 (2.6%)
Locale					
Missing	! (1.6%)	15 (23.8%)	37 (58.7%)	10 (15.9%)	! (0%)
Not metro [‡]	! (0.4%)	74 (31%)	133 (55.6%)	28 (11.7%)	! (1.3%)
Metro	13 (0.9%)	427 (30.9%)	728 (52.7%)	179 (13%)	34 (2.5%)

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 A10: 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	! (0.3%)	1134 (67.4%)	421 (25%)	97 (5.8%)	26 (1.5%)
By select characteristics					
Age					
Missing	! (8.7%)*	15 (65.2%)	! (21.7%)	! (4.3%)	! (0%)
18–25 [‡]	! (0.1%)	471 (62.7%)	209 (27.8%)	56 (7.5%)	14 (1.9%)
26–39	! (0.2%)	299 (64.4%)	125 (26.9%)	32 (6.9%)	! (1.5%)
40–54	! (0.4%)	170 (72.3%)*	55 (23.4%)	! (2.1%)*	! (1.7%)
55 or more	! (0%)	179 (85.2%)*	27 (12.9%)*	! (1.4%)*	! (0.5%)
Gender					
Missing	! (66.7%)*	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	! (0.2%)	907 (70.6%)	298 (23.2%)	60 (4.7%)	16 (1.2%)
Male	! (0%)	185 (59.1%)*	96 (30.7%)*	26 (8.3%)	! (1.9%)
Other	! (0%)	41 (49.4%)*	27 (32.5%)	11 (13.3%)*	! (4.8%)
Race - Black					
Missing	! (25%)*	! (75%)	! (0%)	! (0%)	! (0%)
Not Black [‡]	! (0.1%)	953 (66.2%)	377 (26.2%)	85 (5.9%)	22 (1.5%)
Black	! (0.8%)	178 (74.2%)	44 (18.3%)	12 (5%)	! (1.7%)
Ethnicity - Latino/a					
Missing	! (25%)*	! (75%)	! (0%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.3%)	730 (66.7%)	280 (25.6%)	62 (5.7%)	20 (1.8%)
Latino/a	! (0.2%)	401 (68.7%)	141 (24.1%)	35 (6%)	! (1%)
Race - White					
Missing	! (25%)*	! (75%)	! (0%)	! (0%)	! (0%)
White [‡]	! (0%)	459 (63.6%)	206 (28.5%)	42 (5.8%)	15 (2.1%)
Not White	! (0.4%)	672 (70.2%)*	215 (22.5%)*	55 (5.7%)	11 (1.1%)
Leader status					
Missing	! (0%)	! (60%)	! (40%)	! (0%)	! (0%)
Not leader [‡]	! (0.3%)	498 (63.2%)	216 (27.4%)	56 (7.1%)	16 (2%)
Leader	! (0.3%)	633 (71.1%)*	203 (22.8%)	41 (4.6%)	10 (1.1%)
Career tenure					
Missing	! (6.5%)*	20 (64.5%)	! (25.8%)	! (3.2%)	! (0%)
Earlier career [‡]	! (0.1%)	812 (64.2%)	337 (26.6%)	90 (7.1%)	25 (2%)
Sustained career	! (0.5%)	302 (78%)*	76 (19.6%)*	! (1.6%)*	! (0.3%)
Locale					
Missing	! (1.6%)	37 (58.7%)	22 (34.9%)	! (4.8%)	! (0%)
Not metro [‡]	! (0%)	165 (69%)	57 (23.8%)	11 (4.6%)	! (2.5%)
Metro	! (0.3%)	932 (67.5%)	342 (24.8%)	83 (6%)	20 (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).	! (0.1%)	301 (17.9%)	1,381 (82.1%)
Yes, through other organizations (where I don't work).	! (0.1%)	1,370 (81.4%)	312 (18.5%)
Yes, through the internet.	! (0.1%)	1,205 (71.6%)	477 (28.3%)

Note: ! indicates reporting standard is not met because there are 10 or fewer cases.

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	! (0.4%)	1,149 (70.1%)	485 (29.6%)
By select characteristics			
Age			
Missing	! (4.5%)	14 (63.6%)	! (31.8%)
18–25 [‡]	! (0.3%)	622 (84.4%)	113 (15.3%)
26–39	! (0.7%)	308 (68.4%)*	139 (30.9%)*
40–54	! (0%)	112 (49.6%)*	114 (50.4%)*
55 or more	! (0%)	93 (45.4%)*	112 (54.6%)*
Gender			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Female [‡]	! (0.4%)	871 (69.6%)	375 (30%)
Male	! (0%)	224 (72.3%)	86 (27.7%)
Other	! (0%)	53 (69.7%)	23 (30.3%)
Race - Black			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Black [‡]	! (0.3%)	993 (70.8%)	406 (28.9%)
Black	! (0.4%)	156 (66.7%)	77 (32.9%)
Ethnicity - Latino/a			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Latino/a [‡]	! (0.1%)	660 (62.1%)	402 (37.8%)
Latino/a	! (0.7%)	489 (85.2%)*	81 (14.1%)*
Race - White			
Missing	! (33.3%)	! (0%)	! (66.7%)
White [‡]	! (0%)	413 (58.8%)	289 (41.2%)
Not White	! (0.5%)	736 (78.7%)*	194 (20.7%)*
Leader status			
Missing	! (20%)*	! (40%)	! (40%)
Not leader [‡]	! (0.1%)	598 (78.1%)	167 (21.8%)
Leader	! (0.5%)	549 (63.2%)*	316 (36.4%)*
Career tenure			
Missing	! (3.3%)	21 (70%)	! (26.7%)
Earlier career [‡]	! (0.4%)	951 (77.1%)	277 (22.5%)
Sustained career	! (0%)	177 (46.9%)*	200 (53.1%)*
Locale			
Missing	! (0%)	50 (79.4%)*	13 (20.6%)*
Not metro [‡]	! (0%)	115 (49.1%)	119 (50.9%)
Metro	! (0.4%)	984 (73.3%)*	353 (26.3%)*

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 B3: Participate in or use courses*What types of professional learning opportunities do you participate in or use?*

Select characteristics	Missing	No	Yes
Overall	! (0.4%)	1,055 (64.3%)	579 (35.3%)
By select characteristics			
Age			
Missing	! (4.5%)	11 (50%)	10 (45.5%)
18–25 ‡	! (0.3%)	501 (68%)	234 (31.8%)
26–39	! (0.7%)	282 (62.7%)	165 (36.7%)
40–54	! (0%)	137 (60.6%)	89 (39.4%)
55 or more	! (0%)	124 (60.5%)	81 (39.5%)
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female ‡	! (0.4%)	819 (65.5%)	427 (34.1%)
Male	! (0%)	186 (60%)	124 (40%)
Other	! (0%)	48 (63.2%)	28 (36.8%)
Race - Black			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Black ‡	! (0.3%)	911 (64.9%)	488 (34.8%)
Black	! (0.4%)	144 (61.5%)	89 (38%)
Ethnicity - Latino/a			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Latino/a ‡	! (0.1%)	646 (60.8%)	416 (39.1%)
Latino/a	! (0.7%)	409 (71.3%)*	161 (28%)*
Race - White			
Missing	! (33.3%)	! (0%)	! (66.7%)
White ‡	! (0%)	412 (58.7%)	290 (41.3%)
Not White	! (0.5%)	643 (68.8%)*	287 (30.7%)*
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader ‡	! (0.1%)	488 (63.7%)	277 (36.2%)
Leader	! (0.5%)	564 (64.9%)	301 (34.6%)
Career tenure			
Missing	! (3.3%)	16 (53.3%)	13 (43.3%)
Earlier career ‡	! (0.4%)	807 (65.5%)	421 (34.1%)
Sustained career	! (0%)	232 (61.5%)	145 (38.5%)
Locale			
Missing	! (0%)	45 (71.4%)	18 (28.6%)
Not metro ‡	! (0%)	146 (62.4%)	88 (37.6%)
Metro	! (0.4%)	864 (64.3%)	473 (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 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	! (0.4%)	494 (30.1%)	1,140 (69.5%)
By select characteristics			
Age			
Missing	! (4.5%)	! (40.9%)	12 (54.5%)
18–25 ‡	! (0.3%)	235 (31.9%)	500 (67.8%)
26–39	! (0.7%)	144 (32%)	303 (67.3%)
40–54	! (0%)	53 (23.5%)	173 (76.5%)
55 or more	! (0%)	53 (25.9%)	152 (74.1%)
Gender			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Female ‡	! (0.4%)	365 (29.2%)	881 (70.4%)
Male	! (0%)	107 (34.5%)	203 (65.5%)
Other	! (0%)	21 (27.6%)	55 (72.4%)
Race - Black			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Black ‡	! (0.3%)	433 (30.9%)	966 (68.9%)
Black	! (0.4%)	61 (26.1%)	172 (73.5%)
Ethnicity - Latino/a			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Latino/a ‡	! (0.1%)	300 (28.2%)	762 (71.7%)
Latino/a	! (0.7%)	194 (33.8%)	376 (65.5%)
Race - White			
Missing	! (33.3%)	! (0%)	! (66.7%)
White ‡	! (0%)	199 (28.3%)	503 (71.7%)
Not White	! (0.5%)	295 (31.6%)	635 (67.9%)
Leader status			
Missing	! (20%)*	! (40%)	! (40%)
Not leader ‡	! (0.1%)	228 (29.8%)	537 (70.1%)
Leader	! (0.5%)	264 (30.4%)	601 (69.2%)
Career tenure			
Missing	! (3.3%)	11 (36.7%)	18 (60%)
Earlier career ‡	! (0.4%)	380 (30.8%)	848 (68.8%)
Sustained career	! (0%)	103 (27.3%)	274 (72.7%)
Locale			
Missing	! (0%)	23 (36.5%)	40 (63.5%)
Not metro ‡	! (0%)	61 (26.1%)	173 (73.9%)
Metro	! (0.4%)	410 (30.5%)	927 (69%)

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	! (0.4%)	471 (28.7%)	1,163 (70.9%)
By select characteristics			
Age			
Missing	! (4.5%)	! (27.3%)	15 (68.2%)
18–25 ‡	! (0.3%)	235 (31.9%)	500 (67.8%)
26–39	! (0.7%)	133 (29.6%)	314 (69.8%)
40–54	! (0%)	49 (21.7%)*	177 (78.3%)*
55 or more	! (0%)	48 (23.4%)	157 (76.6%)
Gender			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Female ‡	! (0.4%)	317 (25.3%)	929 (74.3%)
Male	! (0%)	135 (43.5%)*	175 (56.5%)*
Other	! (0%)	18 (23.7%)	58 (76.3%)
Race - Black			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Black ‡	! (0.3%)	402 (28.7%)	997 (71.1%)
Black	! (0.4%)	69 (29.5%)	164 (70.1%)
Ethnicity - Latino/a			
Missing	! (33.3%)	! (0%)	! (66.7%)
Not Latino/a ‡	! (0.1%)	302 (28.4%)	760 (71.5%)
Latino/a	! (0.7%)	169 (29.4%)	401 (69.9%)
Race - White			
Missing	! (33.3%)	! (0%)	! (66.7%)
White ‡	! (0%)	185 (26.4%)	517 (73.6%)
Not White	! (0.5%)	286 (30.6%)	644 (68.9%)
Leader status			
Missing	! (20%)*	! (40%)	! (40%)
Not leader ‡	! (0.1%)	225 (29.4%)	540 (70.5%)
Leader	! (0.5%)	244 (28.1%)	621 (71.5%)
Career tenure			
Missing	! (3.3%)	! (23.3%)	22 (73.3%)
Earlier career ‡	! (0.4%)	372 (30.2%)	856 (69.4%)
Sustained career	! (0%)	92 (24.4%)	285 (75.6%)
Locale			
Missing	! (0%)	33 (52.4%)*	30 (47.6%)*
Not metro ‡	! (0%)	67 (28.6%)	167 (71.4%)
Metro	! (0.4%)	371 (27.6%)	966 (71.9%)

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 B6: Participate in or use webinars*What types of professional learning opportunities do you participate in or use?*

Select characteristics	Missing	No	Yes
Overall	! (0.4%)	1,103 (67.3%)	531 (32.4%)
By select characteristics			
Age			
Missing	! (4.5%)	16 (72.7%)	! (22.7%)
18–25 ‡	! (0.3%)	601 (81.5%)	134 (18.2%)
26–39	! (0.7%)	283 (62.9%)*	164 (36.4%)*
40–54	! (0%)	108 (47.8%)*	118 (52.2%)*
55 or more	! (0%)	95 (46.3%)*	110 (53.7%)*
Gender			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Female ‡	! (0.4%)	813 (65%)	433 (34.6%)
Male	! (0%)	234 (75.5%)*	76 (24.5%)*
Other	! (0%)	55 (72.4%)	21 (27.6%)
Race - Black			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Black ‡	! (0.3%)	954 (68%)	445 (31.7%)
Black	! (0.4%)	148 (63.2%)	85 (36.3%)
Ethnicity - Latino/a			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Latino/a ‡	! (0.1%)	649 (61.1%)	413 (38.9%)
Latino/a	! (0.7%)	453 (78.9%)*	117 (20.4%)*
Race - White			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
White ‡	! (0%)	412 (58.7%)	290 (41.3%)
Not White	! (0.5%)	690 (73.8%)*	240 (25.7%)*
Leader status			
Missing	! (20%)*	! (40%)	! (40%)
Not leader ‡	! (0.1%)	547 (71.4%)	218 (28.5%)
Leader	! (0.5%)	554 (63.8%)*	311 (35.8%)*
Career tenure			
Missing	! (3.3%)	23 (76.7%)	! (20%)
Earlier career ‡	! (0.4%)	913 (74%)	315 (25.5%)
Sustained career	! (0%)	167 (44.3%)*	210 (55.7%)*
Locale			
Missing	! (0%)	52 (82.5%)*	11 (17.5%)*
Not metro ‡	! (0%)	134 (57.3%)	100 (42.7%)
Metro	! (0.4%)	917 (68.3%)*	420 (31.3%)*

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 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	! (0.4%)	1,454 (88.7%)	180 (11%)
By select characteristics			
Age			
Missing	! (4.5%)	19 (86.4%)	! (9.1%)
18–25 ‡	! (0.3%)	698 (94.7%)	37 (5%)
26–39	! (0.7%)	384 (85.3%)*	63 (14%)*
40–54	! (0%)	180 (79.6%)*	46 (20.4%)*
55 or more	! (0%)	173 (84.4%)*	32 (15.6%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female ‡	! (0.4%)	1,120 (89.5%)	126 (10.1%)
Male	! (0%)	270 (87.1%)	40 (12.9%)
Other	! (0%)	62 (81.6%)	14 (18.4%)
Race - Black			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Not Black ‡	! (0.3%)	1,259 (89.7%)	140 (10%)
Black	! (0.4%)	193 (82.5%)*	40 (17.1%)*
Ethnicity - Latino/a			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Not Latino/a ‡	! (0.1%)	913 (85.9%)	149 (14%)
Latino/a	! (0.7%)	539 (93.9%)*	31 (5.4%)*
Race - White			
Missing	! (33.3%)*	! (66.7%)	! (0%)
White ‡	! (0%)	606 (86.3%)	96 (13.7%)
Not White	! (0.5%)	846 (90.5%)	84 (9%)*
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader ‡	! (0.1%)	710 (92.7%)	55 (7.2%)
Leader	! (0.5%)	741 (85.3%)*	124 (14.3%)*
Career tenure			
Missing	! (3.3%)	26 (86.7%)	! (10%)
Earlier career ‡	! (0.4%)	1,126 (91.3%)	102 (8.3%)
Sustained career	! (0%)	302 (80.1%)*	75 (19.9%)*
Locale			
Missing	! (0%)	55 (87.3%)	! (12.7%)
Not metro ‡	! (0%)	198 (84.6%)	36 (15.4%)
Metro	! (0.4%)	1,201 (89.4%)	136 (10.1%)

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 B8: Participate in or use coaching*What types of professional learning opportunities do you participate in or use?*

Select characteristics	Missing	No	Yes
Overall	! (0.4%)	1,364 (83.2%)	270 (16.5%)
By select characteristics			
Age			
Missing	! (4.5%)	18 (81.8%)	! (13.6%)
18–25 ‡	! (0.3%)	612 (83%)	123 (16.7%)
26–39	! (0.7%)	358 (79.6%)	89 (19.8%)
40–54	! (0%)	199 (88.1%)	27 (11.9%)
55 or more	! (0%)	177 (86.3%)	28 (13.7%)
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female ‡	! (0.4%)	1,065 (85.1%)	181 (14.5%)
Male	! (0%)	234 (75.5%)*	76 (24.5%)*
Other	! (0%)	63 (82.9%)	13 (17.1%)
Race - Black			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Black ‡	! (0.3%)	1,177 (83.9%)	222 (15.8%)
Black	! (0.4%)	186 (79.5%)	47 (20.1%)
Ethnicity - Latino/a			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Latino/a ‡	! (0.1%)	903 (84.9%)	159 (15%)
Latino/a	! (0.7%)	460 (80.1%)	110 (19.2%)
Race - White			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
White ‡	! (0%)	617 (87.9%)	85 (12.1%)
Not White	! (0.5%)	746 (79.8%)*	184 (19.7%)*
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader ‡	! (0.1%)	660 (86.2%)	105 (13.7%)
Leader	! (0.5%)	701 (80.7%)*	164 (18.9%)*
Career tenure			
Missing	! (3.3%)	23 (76.7%)	! (20%)
Earlier career ‡	! (0.4%)	1,011 (82%)	217 (17.6%)
Sustained career	! (0%)	330 (87.5%)	47 (12.5%)
Locale			
Missing	! (0%)	57 (90.5%)	! (9.5%)
Not metro ‡	! (0%)	204 (87.2%)	30 (12.8%)
Metro	! (0.4%)	1,103 (82.1%)	234 (17.4%)

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 B9: Participate in or use shadowing*What types of professional learning opportunities do you participate in or use?*

Select characteristics	Missing	No	Yes
Overall	! (0.4%)	1,411 (86%)	223 (13.6%)
By select characteristics			
Age			
Missing	! (4.5%)	20 (90.9%)	! (4.5%)
18–25 [‡]	! (0.3%)	605 (82.1%)	130 (17.6%)
26–39	! (0.7%)	380 (84.4%)	67 (14.9%)
40–54	! (0%)	210 (92.9%)*	16 (7.1%)*
55 or more	! (0%)	196 (95.6%)*	! (4.4%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,083 (86.6%)	163 (13%)
Male	! (0%)	263 (84.8%)	47 (15.2%)
Other	! (0%)	63 (82.9%)	13 (17.1%)
Race - Black			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Not Black [‡]	! (0.3%)	1,209 (86.2%)	190 (13.5%)
Black	! (0.4%)	200 (85.5%)	33 (14.1%)
Ethnicity - Latino/a			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Not Latino/a [‡]	! (0.1%)	937 (88.1%)	125 (11.8%)
Latino/a	! (0.7%)	472 (82.2%)*	98 (17.1%)*
Race - White			
Missing	! (33.3%)*	! (66.7%)	! (0%)
White [‡]	! (0%)	629 (89.6%)	73 (10.4%)
Not White	! (0.5%)	780 (83.4%)*	150 (16%)*
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.1%)	663 (86.6%)	102 (13.3%)
Leader	! (0.5%)	744 (85.6%)	121 (13.9%)
Career tenure			
Missing	! (3.3%)	26 (86.7%)	! (10%)
Earlier career [‡]	! (0.4%)	1,032 (83.7%)	196 (15.9%)
Sustained career	! (0%)	353 (93.6%)*	24 (6.4%)*
Locale			
Missing	! (0%)	58 (92.1%)	! (7.9%)
Not metro [‡]	! (0%)	214 (91.5%)	20 (8.5%)
Metro	! (0.4%)	1,139 (84.8%)*	198 (14.7%)

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 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	! (0.4%)	1,403 (85.5%)	231 (14.1%)
By select characteristics			
Age			
Missing	! (4.5%)	17 (77.3%)	! (18.2%)
18–25 [‡]	! (0.3%)	682 (92.5%)	53 (7.2%)
26–39	! (0.7%)	379 (84.2%)*	68 (15.1%)*
40–54	! (0%)	178 (78.8%)*	48 (21.2%)*
55 or more	! (0%)	147 (71.7%)*	58 (28.3%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,070 (85.5%)	176 (14.1%)
Male	! (0%)	262 (84.5%)	48 (15.5%)
Other	! (0%)	69 (90.8%)	! (9.2%)
Race - Black			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Black [‡]	! (0.3%)	1,219 (86.9%)	180 (12.8%)
Black	! (0.4%)	183 (78.2%)*	50 (21.4%)*
Ethnicity - Latino/a			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Latino/a [‡]	! (0.1%)	870 (81.8%)	192 (18.1%)
Latino/a	! (0.7%)	532 (92.7%)*	38 (6.6%)*
Race - White			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
White [‡]	! (0%)	573 (81.6%)	129 (18.4%)
Not White	! (0.5%)	829 (88.7%)*	101 (10.8%)*
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.1%)	684 (89.3%)	81 (10.6%)
Leader	! (0.5%)	715 (82.3%)*	150 (17.3%)*
Career tenure			
Missing	! (3.3%)	23 (76.7%)	! (20%)
Earlier career [‡]	! (0.4%)	1,103 (89.5%)	125 (10.1%)
Sustained career	! (0%)	277 (73.5%)*	100 (26.5%)*
Locale			
Missing	! (0%)	56 (88.9%)	! (11.1%)
Not metro [‡]	! (0%)	190 (81.2%)	44 (18.8%)
Metro	! (0.4%)	1,157 (86.2%)	180 (13.4%)

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 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	! (0.4%)	1,153 (70.3%)	481 (29.3%)
By select characteristics			
Age			
Missing	! (4.5%)	14 (63.6%)	! (31.8%)
18–25 [‡]	! (0.3%)	575 (78%)	160 (21.7%)
26–39	! (0.7%)	314 (69.8%)*	133 (29.6%)*
40–54	! (0%)	134 (59.3%)*	92 (40.7%)*
55 or more	! (0%)	116 (56.6%)*	89 (43.4%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	869 (69.5%)	377 (30.1%)
Male	! (0%)	227 (73.2%)	83 (26.8%)
Other	! (0%)	55 (72.4%)	21 (27.6%)
Race - Black			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Black [‡]	! (0.3%)	996 (71%)	403 (28.7%)
Black	! (0.4%)	156 (66.7%)	77 (32.9%)
Ethnicity - Latino/a			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Not Latino/a [‡]	! (0.1%)	687 (64.6%)	375 (35.3%)
Latino/a	! (0.7%)	465 (81%)*	105 (18.3%)*
Race - White			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
White [‡]	! (0%)	449 (64%)	253 (36%)
Not White	! (0.5%)	703 (75.2%)*	227 (24.3%)*
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader [‡]	! (0.1%)	540 (70.5%)	225 (29.4%)
Leader	! (0.5%)	610 (70.2%)	255 (29.3%)
Career tenure			
Missing	! (3.3%)	20 (66.7%)	! (30%)
Earlier career [‡]	! (0.4%)	913 (74%)	315 (25.5%)
Sustained career	! (0%)	220 (58.4%)*	157 (41.6%)*
Locale			
Missing	! (0%)	51 (81%)*	12 (19%)*
Not metro [‡]	! (0%)	144 (61.5%)	90 (38.5%)
Metro	! (0.4%)	958 (71.3%)*	379 (28.2%)*

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 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	12 (0.7%)	50 (3%)	259 (15.4%)	820 (48.7%)	542 (32.2%)
By select characteristics					
Age					
Missing	! (8.7%)	! (0%)	! (17.4%)	13 (56.5%)	! (17.4%)
18–25 [‡]	! (0.4%)	24 (3.2%)	118 (15.7%)	361 (48.1%)	245 (32.6%)
26–39	! (0.2%)	17 (3.7%)	78 (16.8%)	236 (50.9%)	132 (28.4%)
40–54	! (1.3%)	! (2.6%)	36 (15.3%)	113 (48.1%)	77 (32.8%)
55 or more	! (1.4%)	! (1.4%)	23 (11%)	97 (46.2%)	84 (40%)
Gender					
Missing	! (66.7%)	! (0%)	! (0%)	! (33.3%)	! (0%)
Female [‡]	! (0.7%)	33 (2.6%)	176 (13.7%)	618 (48.1%)	448 (34.9%)
Male	! (0.3%)	! (2.9%)	59 (18.8%)	168 (53.7%)	76 (24.3%)*
Other	! (0%)	! (9.6%)*	24 (28.9%)*	33 (39.8%)	18 (21.7%)
Race - Black					
Missing	! (25%)	! (0%)	! (25%)	! (50%)	! (0%)
Not Black [‡]	! (0.6%)	39 (2.7%)	229 (15.9%)	722 (50.2%)	441 (30.6%)
Black	! (1.2%)	11 (4.6%)	29 (12.1%)	96 (40%)*	101 (42.1%)*
Ethnicity - Latino/a					
Missing	! (25%)	! (0%)	! (25%)	! (50%)	! (0%)
Not Latino/a [‡]	! (0.5%)	35 (3.2%)	178 (16.3%)	521 (47.6%)	355 (32.4%)
Latino/a	! (0.9%)	15 (2.6%)	80 (13.7%)	297 (50.9%)	187 (32%)
Race - White					
Missing	! (25%)	! (0%)	! (25%)	! (50%)	! (0%)
White [‡]	! (0.4%)	18 (2.5%)	126 (17.5%)	365 (50.6%)	210 (29.1%)
Not White	! (0.8%)	32 (3.3%)	132 (13.8%)	453 (47.3%)	332 (34.7%)
Leader status					
Missing	! (0%)	! (20%)	! (0%)	! (20%)	! (60%)
Not leader [‡]	! (0.8%)	21 (2.7%)	129 (16.4%)	370 (47%)	262 (33.2%)
Leader	! (0.7%)	28 (3.1%)	130 (14.6%)	449 (50.4%)	277 (31.1%)
Career tenure					
Missing	! (9.7%)	! (0%)	! (16.1%)	17 (54.8%)	! (19.4%)
Earlier career [‡]	! (0.5%)	41 (3.2%)	198 (15.7%)	612 (48.4%)	408 (32.3%)
Sustained career	! (0.8%)	! (2.3%)	56 (14.5%)	191 (49.4%)	128 (33.1%)
Locale					
Missing	! (3.2%)	! (3.2%)	19 (30.2%)*	32 (50.8%)	! (12.7%)*
Not metro [‡]	! (0.8%)	! (1.3%)	32 (13.4%)	110 (46%)	92 (38.5%)
Metro	! (0.6%)	45 (3.3%)	208 (15.1%)	678 (49.1%)	442 (32%)

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	59 (3.5%)	1,028 (61.1%)	596 (35.4%)
By select characteristics			
Age			
Missing	! (8.7%)	15 (65.2%)	! (26.1%)
18–25 [‡]	26 (3.5%)	449 (59.8%)	276 (36.8%)
26–39	16 (3.4%)	271 (58.4%)	177 (38.1%)
40–54	10 (4.3%)	146 (62.1%)	79 (33.6%)
55 or more	! (2.4%)	147 (70%)*	58 (27.6%)
Gender			
Missing	! (33.3%)	! (33.3%)	! (33.3%)
Female [‡]	48 (3.7%)	788 (61.4%)	448 (34.9%)
Male	10 (3.2%)	189 (60.4%)	114 (36.4%)
Other	! (0%)	50 (60.2%)	33 (39.8%)
Race - Black			
Missing	! (25%)	! (50%)	! (25%)
Not Black [‡]	52 (3.6%)	895 (62.2%)	492 (34.2%)
Black	! (2.5%)	131 (54.6%)	103 (42.9%)
Ethnicity - Latino/a			
Missing	! (25%)	! (50%)	! (25%)
Not Latino/a [‡]	40 (3.7%)	686 (62.6%)	369 (33.7%)
Latino/a	18 (3.1%)	340 (58.2%)	226 (38.7%)
Race - White			
Missing	! (25%)	! (50%)	! (25%)
White	32 (4.4%)	475 (65.8%)	215 (29.8%)
Not White	26 (2.7%)	551 (57.6%)*	380 (39.7%)*
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	477 (60.5%)	277 (35.2%)
Leader	23 (2.6%)	548 (61.6%)	319 (35.8%)
Career tenure			
Missing	! (9.7%)	18 (58.1%)	10 (32.3%)
Earlier career [‡]	44 (3.5%)	754 (59.6%)	467 (36.9%)
Sustained career	12 (3.1%)	256 (66.1%)	119 (30.7%)
Locale			
Missing	! (0%)	37 (58.7%)	26 (41.3%)
Not metro [‡]	11 (4.6%)	164 (68.6%)	64 (26.8%)
Metro	48 (3.5%)	827 (59.9%)	506 (36.6%)*

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 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	59 (3.5%)	1,480 (87.9%)	144 (8.6%)
By select characteristics			
Age			
Missing	! (8.7%)	21 (91.3%)	! (0%)
18–25 [‡]	26 (3.5%)	666 (88.7%)	59 (7.9%)
26–39	16 (3.4%)	396 (85.3%)	52 (11.2%)
40–54	10 (4.3%)	211 (89.8%)	14 (6%)
55 or more	! (2.4%)	186 (88.6%)	19 (9%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	1,130 (88%)	106 (8.3%)
Male	10 (3.2%)	272 (86.9%)	31 (9.9%)
Other	! (0%)	76 (91.6%)	! (8.4%)
Race - Black			
Missing	! (25%)	! (75%)	! (0%)
Not Black [‡]	52 (3.6%)	1,278 (88.8%)	109 (7.6%)
Black	! (2.5%)	199 (82.9%)	35 (14.6%)*
Ethnicity - Latino/a			
Missing	! (25%)	! (75%)	! (0%)
Not Latino/a [‡]	40 (3.7%)	959 (87.6%)	96 (8.8%)
Latino/a	18 (3.1%)	518 (88.7%)	48 (8.2%)
Race - White			
Missing	! (25%)	! (75%)	! (0%)
White [‡]	32 (4.4%)	642 (88.9%)	48 (6.6%)
Not White	26 (2.7%)	835 (87.3%)	96 (10%)
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	687 (87.2%)	67 (8.5%)
Leader	23 (2.6%)	790 (88.8%)	77 (8.7%)
Career tenure			
Missing	! (9.7%)	27 (87.1%)	! (3.2%)
Earlier career [‡]	44 (3.5%)	1,115 (88.1%)	106 (8.4%)
Sustained career	12 (3.1%)	338 (87.3%)	37 (9.6%)
Locale			
Missing	! (0%)	54 (85.7%)	! (14.3%)
Not metro [‡]	11 (4.6%)	214 (89.5%)	14 (5.9%)
Metro	48 (3.5%)	1,212 (87.8%)	121 (8.8%)

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 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	59 (3.5%)	1,409 (83.7%)	215 (12.8%)
By select characteristics			
Age			
Missing	! (8.7%)	21 (91.3%)	! (0%)
18–25 [‡]	26 (3.5%)	652 (86.8%)	73 (9.7%)
26–39	16 (3.4%)	383 (82.5%)	65 (14%)
40–54	10 (4.3%)	186 (79.1%)*	39 (16.6%)*
55 or more	! (2.4%)	167 (79.5%)	38 (18.1%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	1,061 (82.6%)	175 (13.6%)
Male	10 (3.2%)	272 (86.9%)	31 (9.9%)
Other	! (0%)	74 (89.2%)	! (10.8%)
Race - Black			
Missing	! (25%)	! (75%)	! (0%)
Not Black [‡]	52 (3.6%)	1,203 (83.6%)	184 (12.8%)
Black	! (2.5%)	203 (84.6%)	31 (12.9%)
Ethnicity - Latino/a			
Missing	! (25%)	! (75%)	! (0%)
Not Latino/a [‡]	40 (3.7%)	911 (83.2%)	144 (13.2%)
Latino/a	18 (3.1%)	495 (84.8%)	71 (12.2%)
Race - White			
Missing	! (25%)	! (75%)	! (0%)
White [‡]	32 (4.4%)	594 (82.3%)	96 (13.3%)
Not White	26 (2.7%)	812 (84.8%)	119 (12.4%)
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	660 (83.8%)	94 (11.9%)
Leader	23 (2.6%)	746 (83.8%)	121 (13.6%)
Career tenure			
Missing	! (9.7%)	28 (90.3%)	! (0%)
Earlier career [‡]	44 (3.5%)	1,073 (84.8%)	148 (11.7%)
Sustained career	12 (3.1%)	308 (79.6%)	67 (17.3%)*
Locale			
Missing	! (0%)	54 (85.7%)	! (14.3%)
Not metro [‡]	11 (4.6%)	202 (84.5%)	26 (10.9%)
Metro	48 (3.5%)	1,153 (83.5%)	180 (13%)

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	59 (3.5%)	1,455 (86.5%)	169 (10%)
By select characteristics			
Age			
Missing	! (8.7%)	19 (82.6%)	! (8.7%)
18–25 [‡]	26 (3.5%)	657 (87.5%)	68 (9.1%)
26–39	16 (3.4%)	403 (86.9%)	45 (9.7%)
40–54	10 (4.3%)	193 (82.1%)	32 (13.6%)
55 or more	! (2.4%)	183 (87.1%)	22 (10.5%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	1,108 (86.3%)	128 (10%)
Male	10 (3.2%)	271 (86.6%)	32 (10.2%)
Other	! (0%)	74 (89.2%)	! (10.8%)
Race - Black			
Missing	! (25%)	! (50%)	! (25%)
Not Black [‡]	52 (3.6%)	1,255 (87.2%)	132 (9.2%)
Black	! (2.5%)	198 (82.5%)	36 (15%)*
Ethnicity - Latino/a			
Missing	! (25%)	! (50%)	! (25%)
Not Latino/a [‡]	40 (3.7%)	941 (85.9%)	114 (10.4%)
Latino/a	18 (3.1%)	512 (87.7%)	54 (9.2%)
Race - White			
Missing	! (25%)	! (50%)	! (25%)
White [‡]	32 (4.4%)	625 (86.6%)	65 (9%)
Not White	26 (2.7%)	828 (86.5%)	103 (10.8%)
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	683 (86.7%)	71 (9%)
Leader	23 (2.6%)	769 (86.4%)	98 (11%)
Career tenure			
Missing	! (9.7%)	25 (80.6%)	! (9.7%)
Earlier career [‡]	44 (3.5%)	1,096 (86.6%)	125 (9.9%)
Sustained career (15 years or more)	12 (3.1%)	334 (86.3%)	41 (10.6%)
Locale			
Missing	! (0%)	58 (92.1%)	! (7.9%)
Not metro [‡]	11 (4.6%)	203 (84.9%)	25 (10.5%)
Metro	48 (3.5%)	1,194 (86.5%)	139 (10.1%)

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 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	59 (3.5%)	1,018 (60.5%)	606 (36%)
By select characteristics			
Age			
Missing	! (8.7%)	14 (60.9%)	! (30.4%)
18–25 [‡]	26 (3.5%)	446 (59.4%)	279 (37.2%)
26–39	16 (3.4%)	292 (62.9%)	156 (33.6%)
40–54	10 (4.3%)	135 (57.4%)	90 (38.3%)
55 or more	! (2.4%)	131 (62.4%)	74 (35.2%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	769 (59.9%)	467 (36.4%)
Male	10 (3.2%)	204 (65.2%)	99 (31.6%)
Other	! (0%)	43 (51.8%)	40 (48.2%)
Race - Black			
Missing	! (25%)	! (50%)	! (25%)
Not Black [‡]	52 (3.6%)	874 (60.7%)	513 (35.6%)
Black	! (2.5%)	142 (59.2%)	92 (38.3%)
Ethnicity - Latino/a			
Missing	! (25%)	! (50%)	! (25%)
Not Latino/a [‡]	40 (3.7%)	669 (61.1%)	386 (35.3%)
Latino/a	18 (3.1%)	347 (59.4%)	219 (37.5%)
Race - White			
Missing	! (25%)	! (50%)	! (25%)
White [‡]	32 (4.4%)	448 (62%)	242 (33.5%)
Not White	26 (2.7%)	568 (59.4%)	363 (37.9%)
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	473 (60%)	281 (35.7%)
Leader	23 (2.6%)	542 (60.9%)	325 (36.5%)
Career tenure			
Missing	! (9.7%)	21 (67.7%)	! (22.6%)
Earlier career [‡]	44 (3.5%)	763 (60.3%)	458 (36.2%)
Sustained career	12 (3.1%)	234 (60.5%)	141 (36.4%)
Locale			
Missing	! (0%)	45 (71.4%)	18 (28.6%)
Not metro [‡]	11 (4.6%)	132 (55.2%)	96 (40.2%)
Metro	48 (3.5%)	841 (60.9%)	492 (35.6%)

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 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	59 (3.5%)	1,313 (78%)	311 (18.5%)
By select characteristics			
Age			
Missing	! (8.7%)	15 (65.2%)	! (26.1%)
18–25 [‡]	26 (3.5%)	597 (79.5%)	128 (17%)
26–39	16 (3.4%)	351 (75.6%)	97 (20.9%)
40–54	10 (4.3%)	175 (74.5%)	50 (21.3%)
55 or more	! (2.4%)	175 (83.3%)	30 (14.3%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	1,014 (79%)	222 (17.3%)
Male	10 (3.2%)	237 (75.7%)	66 (21.1%)
Other	! (0%)	60 (72.3%)	23 (27.7%)
Race - Black			
Missing	! (25%)	! (25%)	! (50%)
Not Black [‡]	52 (3.6%)	1,119 (77.8%)	268 (18.6%)
Black	! (2.5%)	193 (80.4%)	41 (17.1%)
Ethnicity - Latino/a			
Missing	! (25%)	! (25%)	! (50%)
Not Latino/a [‡]	40 (3.7%)	846 (77.3%)	209 (19.1%)
Latino/a	18 (3.1%)	466 (79.8%)	100 (17.1%)
Race - White			
Missing	! (25%)	! (25%)	! (50%)
White [‡]	32 (4.4%)	548 (75.9%)	142 (19.7%)
Not White	26 (2.7%)	764 (79.8%)	167 (17.5%)
Leader status			
Missing	! (40%)*	! (40%)	! (20%)
Not leader [‡]	34 (4.3%)	615 (78%)	139 (17.6%)
Leader	23 (2.6%)	696 (78.2%)	171 (19.2%)
Career tenure			
Missing	! (9.7%)	21 (67.7%)	! (22.6%)
Earlier career [‡]	44 (3.5%)	996 (78.7%)	225 (17.8%)
Sustained career	12 (3.1%)	296 (76.5%)	79 (20.4%)
Locale			
Missing	! (0%)	54 (85.7%)	! (14.3%)
Not metro [‡]	11 (4.6%)	186 (77.8%)	42 (17.6%)
Metro	48 (3.5%)	1,073 (77.7%)	260 (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 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	59 (3.5%)	1,320 (78.4%)	304 (18.1%)
By select characteristics			
Age			
Missing	! (8.7%)	18 (78.3%)	! (13%)
18–25 [‡]	26 (3.5%)	594 (79.1%)	131 (17.4%)
26–39	16 (3.4%)	350 (75.4%)	98 (21.1%)
40–54	10 (4.3%)	186 (79.1%)	39 (16.6%)
55 or more	! (2.4%)	172 (81.9%)	33 (15.7%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	1,020 (79.4%)	216 (16.8%)
Male	10 (3.2%)	239 (76.4%)	64 (20.4%)
Other	! (0%)	59 (71.1%)	24 (28.9%)*
Race - Black			
Missing	! (25%)	! (50%)	! (25%)
Not Black [‡]	52 (3.6%)	1,125 (78.2%)	262 (18.2%)
Black	! (2.5%)	193 (80.4%)	41 (17.1%)
Ethnicity - Latino/a			
Missing	! (25%)	! (50%)	! (25%)
Not Latino/a [‡]	40 (3.7%)	854 (78%)	201 (18.4%)
Latino/a	18 (3.1%)	464 (79.5%)	102 (17.5%)
Race - White			
Missing	! (25%)	! (50%)	! (25%)
White [‡]	32 (4.4%)	552 (76.5%)	138 (19.1%)
Not White	26 (2.7%)	766 (80%)	165 (17.2%)
Leader status			
Missing	! (40%)*	! (20%)*	! (40%)
Not leader [‡]	34 (4.3%)	639 (81.1%)	115 (14.6%)
Leader	23 (2.6%)	680 (76.4%)	187 (21%)*
Career tenure			
Missing	! (9.7%)	24 (77.4%)	! (12.9%)
Earlier career [‡]	44 (3.5%)	992 (78.4%)	229 (18.1%)
Sustained career	12 (3.1%)	304 (78.6%)	71 (18.3%)
Locale			
Missing	! (0%)	53 (84.1%)	10 (15.9%)
Not metro [‡]	11 (4.6%)	192 (80.3%)	36 (15.1%)
Metro	48 (3.5%)	1,075 (77.8%)	258 (18.7%)

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 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	59 (3.5%)	1,216 (72.3%)	408 (24.2%)
By select characteristics			
Age			
Missing	! (8.7%)	17 (73.9%)	! (17.4%)
18–25 [‡]	26 (3.5%)	551 (73.4%)	174 (23.2%)
26–39	16 (3.4%)	339 (73.1%)	109 (23.5%)
40–54	10 (4.3%)	156 (66.4%)	69 (29.4%)
55 or more	! (2.4%)	153 (72.9%)	52 (24.8%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	935 (72.8%)	301 (23.4%)
Male	10 (3.2%)	218 (69.6%)	85 (27.2%)
Other	! (0%)	61 (73.5%)	22 (26.5%)
Race - Black			
Missing	! (25%)	! (75%)	! (0%)
Not Black [‡]	52 (3.6%)	1,026 (71.3%)	361 (25.1%)
Black	! (2.5%)	187 (77.9%)	47 (19.6%)
Ethnicity - Latino/a			
Missing	! (25%)	! (75%)	! (0%)
Not Latino/a [‡]	40 (3.7%)	776 (70.9%)	279 (25.5%)
Latino/a	18 (3.1%)	437 (74.8%)	129 (22.1%)
Race - White			
Missing	! (25%)	! (75%)	! (0%)
White [‡]	32 (4.4%)	494 (68.4%)	196 (27.1%)
Not White	26 (2.7%)	719 (75.1%)*	212 (22.2%)
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	574 (72.8%)	180 (22.8%)
Leader	23 (2.6%)	639 (71.8%)	228 (25.6%)
Career tenure			
Missing	! (9.7%)	21 (67.7%)	! (22.6%)
Earlier career [‡]	44 (3.5%)	931 (73.6%)	290 (22.9%)
Sustained career	12 (3.1%)	264 (68.2%)	111 (28.7%)
Locale			
Missing	! (0%)	48 (76.2%)	15 (23.8%)
Not metro [‡]	11 (4.6%)	164 (68.6%)	64 (26.8%)
Metro	48 (3.5%)	1,004 (72.7%)	329 (23.8%)

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 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	59 (3.5%)	1,284 (76.3%)	340 (20.2%)
By select characteristics			
Age			
Missing	! (8.7%)	18 (78.3%)	! (13%)
18–25 [‡]	26 (3.5%)	586 (78%)	139 (18.5%)
26–39	16 (3.4%)	360 (77.6%)	88 (19%)
40–54	10 (4.3%)	172 (73.2%)	53 (22.6%)
55 or more	! (2.4%)	148 (70.5%)	57 (27.1%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	981 (76.4%)	255 (19.9%)
Male	10 (3.2%)	235 (75.1%)	68 (21.7%)
Other	! (0%)	66 (79.5%)	17 (20.5%)
Race - Black			
Missing	! (25%)	! (75%)	! (0%)
Not Black [‡]	52 (3.6%)	1,093 (76%)	294 (20.4%)
Black	! (2.5%)	188 (78.3%)	46 (19.2%)
Ethnicity - Latino/a			
Missing	! (25%)	! (75%)	! (0%)
Not Latino/a [‡]	40 (3.7%)	818 (74.7%)	237 (21.6%)
Latino/a	18 (3.1%)	463 (79.3%)	103 (17.6%)
Race - White			
Missing	! (25%)	! (75%)	! (0%)
White [‡]	32 (4.4%)	530 (73.4%)	160 (22.2%)
Not White	26 (2.7%)	751 (78.5%)	180 (18.8%)
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	611 (77.5%)	143 (18.1%)
Leader	23 (2.6%)	670 (75.3%)	197 (22.1%)
Career tenure			
Missing	! (9.7%)	23 (74.2%)	! (16.1%)
Earlier career [‡]	44 (3.5%)	989 (78.2%)	232 (18.3%)
Sustained career	12 (3.1%)	272 (70.3%)*	103 (26.6%)*
Locale			
Missing	! (0%)	53 (84.1%)	10 (15.9%)
Not metro [‡]	11 (4.6%)	163 (68.2%)	65 (27.2%)
Metro	48 (3.5%)	1,068 (77.3%)*	265 (19.2%)*

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 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	59 (3.5%)	1,320 (78.4%)	304 (18.1%)
By select characteristics			
Age			
Missing	! (8.7%)	18 (78.3%)	! (13%)
18–25 [‡]	26 (3.5%)	602 (80.2%)	123 (16.4%)
26–39	16 (3.4%)	348 (75%)	100 (21.6%)
40–54	10 (4.3%)	185 (78.7%)	40 (17%)
55 or more	! (2.4%)	167 (79.5%)	38 (18.1%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	48 (3.7%)	1,000 (77.9%)	236 (18.4%)
Male	10 (3.2%)	254 (81.2%)	49 (15.7%)
Other	! (0%)	64 (77.1%)	19 (22.9%)
Race - Black			
Missing	! (25%)	! (75%)	! (0%)
Not Black [‡]	52 (3.6%)	1,124 (78.1%)	263 (18.3%)
Black	! (2.5%)	193 (80.4%)	41 (17.1%)
Ethnicity - Latino/a			
Missing	! (25%)	! (75%)	! (0%)
Not Latino/a [‡]	40 (3.7%)	861 (78.6%)	194 (17.7%)
Latino/a	18 (3.1%)	456 (78.1%)	110 (18.8%)
Race - White			
Missing	! (25%)	! (75%)	! (0%)
White [‡]	32 (4.4%)	560 (77.6%)	130 (18%)
Not White	26 (2.7%)	757 (79.1%)	174 (18.2%)
Leader status			
Missing	! (40%)*	! (60%)	! (0%)
Not leader [‡]	34 (4.3%)	618 (78.4%)	136 (17.3%)
Leader	23 (2.6%)	699 (78.5%)	168 (18.9%)
Career tenure			
Missing	! (9.7%)	23 (74.2%)	! (16.1%)
Earlier career [‡]	44 (3.5%)	1,002 (79.2%)	219 (17.3%)
Sustained career	12 (3.1%)	295 (76.2%)	80 (20.7%)
Locale			
Missing	! (0%)	58 (92.1%)*	! (7.9%)
Not metro [‡]	11 (4.6%)	178 (74.5%)	50 (20.9%)
Metro	48 (3.5%)	1,084 (78.5%)	249 (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 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 or doctorate degree
Overall	! (0.4%)	34 (2%)	586 (34.8%)	79 (4.7%)	253 (15%)	524 (31.1%)	183 (10.9%)	18 (1.1%)
By select characteristics								
Age								
Missing	! (13%)*	! (13%)	! (30.4%)	! (4.3%)	! (8.7%)	! (21.7%)	! (8.7%)	! (0%)
18–25 [‡]	! (0.1%)	23 (3.1%)	392 (52.2%)	23 (3.1%)	132 (17.6%)	170 (22.6%)	10 (1.3%)	! (0%)
26–39	! (0.2%)	! (1.3%)	107 (23.1%)*	35 (7.5%)*	63 (13.6%)	188 (40.5%)*	61 (13.1%)*	! (0.6%)
40–54	! (0.4%)	! (0.4%)	44 (18.7%)*	13 (5.5%)	29 (12.3%)	86 (36.6%)*	58 (24.7%)*	! (1.3%)
55 or more	! (0%)	! (0.5%)	36 (17.1%)*	! (3.3%)	27 (12.9%)	75 (35.7%)*	52 (24.8%)*	12 (5.7%)*
Gender								
Missing	! (33.3%)	! (0%)	! (33.3%)	! (0%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	! (0.1%)	24 (1.9%)	448 (34.9%)	53 (4.1%)	196 (15.3%)	403 (31.4%)	146 (11.4%)	13 (1%)
Male	! (0.3%)	! (2.9%)	113 (36.1%)	24 (7.7%)	45 (14.4%)	83 (26.5%)	33 (10.5%)	! (1.6%)
Other	! (3.6%)*	! (1.2%)	24 (28.9%)	! (2.4%)	12 (14.5%)	37 (44.6%)	! (4.8%)	! (0%)
Race - Black								
Missing	! (25%)	! (0%)	! (50%)	! (0%)	! (0%)	! (25%)	! (0%)	! (0%)
Not Black [‡]	! (0.3%)	28 (1.9%)	505 (35.1%)	59 (4.1%)	230 (16%)	462 (32.1%)	140 (9.7%)	11 (0.8%)
Black	! (0.4%)	! (2.5%)	79 (32.9%)	20 (8.3%)*	23 (9.6%)	61 (25.4%)	43 (17.9%)*	! (2.9%)*
Ethnicity - Latino/a								
Missing	! (25%)	! (0%)	! (50%)	! (0%)	! (0%)	! (25%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.3%)	27 (2.5%)	308 (28.1%)	59 (5.4%)	134 (12.2%)	381 (34.8%)	166 (15.2%)	17 (1.6%)
Latino/a	! (0.3%)	! (1.2%)	276 (47.3%)*	20 (3.4%)	119 (20.4%)*	142 (24.3%)*	17 (2.9%)*	! (0.2%)
Race - White								
Missing	! (25%)	! (0%)	! (50%)	! (0%)	! (0%)	! (25%)	! (0%)	! (0%)
White [‡]	! (0%)	19 (2.6%)	186 (25.8%)	32 (4.4%)	101 (14%)	263 (36.4%)	111 (15.4%)	10 (1.4%)
Not White	! (0.5%)	15 (1.6%)	398 (41.6%)*	47 (4.9%)	152 (15.9%)	260 (27.2%)*	72 (7.5%)*	! (0.8%)
Leader status								

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 or doctorate degree
Missing	! (0%)	! (0%)	! (40%)	! (0%)	! (40%)	! (20%)	! (0%)	! (0%)
Not leader ‡	! (0.4%)	21 (2.7%)	283 (35.9%)	38 (4.8%)	109 (13.8%)	250 (31.7%)	82 (10.4%)	! (0.3%)
Leader	! (0.3%)	13 (1.5%)	301 (33.8%)	41 (4.6%)	142 (16%)	273 (30.7%)	101 (11.3%)	16 (1.8%)*
Career tenure								
Missing	! (9.7%)*	! (9.7%)	10 (32.3%)	! (6.5%)	! (12.9%)	! (22.6%)	! (6.5%)	! (0%)
Earlier career ‡	! (0.2%)	30 (2.4%)	514 (40.6%)	55 (4.3%)	196 (15.5%)	377 (29.8%)	85 (6.7%)	! (0.4%)
Sustained career	! (0%)	! (0.3%)	62 (16%)*	22 (5.7%)	53 (13.7%)	140 (36.2%)	96 (24.8%)*	13 (3.4%)*
Locale								
Missing	! (1.6%)	! (3.2%)	18 (28.6%)	! (11.1%)	11 (17.5%)	15 (23.8%)	! (14.3%)	! (0%)
Not metro ‡	! (0.4%)	! (1.3%)	58 (24.3%)	13 (5.4%)	35 (14.6%)	80 (33.5%)	44 (18.4%)	! (2.1%)
Metro	! (0.3%)	29 (2.1%)	510 (36.9%)*	59 (4.3%)	207 (15%)	429 (31.1%)	130 (9.4%)*	13 (0.9%)

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

Select characteristics	Missing	No	Yes
Overall	226 (23.1%)	543 (55.5%)	209 (21.4%)
By select characteristics			
Age			
Missing	! (33.3%)	! (55.6%)	! (11.1%)
18–25 [‡]	71 (22.8%)	181 (58%)	60 (19.2%)
26–39	70 (22.2%)	191 (60.6%)	54 (17.1%)
40–54	41 (23.3%)	91 (51.7%)	44 (25%)
55 or more	41 (24.7%)	75 (45.2%)*	50 (30.1%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	165 (21.8%)	419 (55.3%)	174 (23%)
Male	33 (19.9%)	100 (60.2%)	33 (19.9%)
Other	27 (50.9%)*	24 (45.3%)	! (3.8%)*
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	191 (22.7%)	465 (55.2%)	187 (22.2%)
Black	35 (26.1%)	77 (57.5%)	22 (16.4%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	171 (24.5%)	373 (53.4%)	154 (22.1%)
Latino/a	55 (19.7%)	169 (60.6%)	55 (19.7%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	106 (21.9%)	262 (54%)	117 (24.1%)
Not White	120 (24.4%)	280 (56.9%)	92 (18.7%)
Leader status			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not leader [‡]	111 (25.1%)	247 (55.8%)	85 (19.2%)
Leader	115 (21.6%)	294 (55.3%)	123 (23.1%)
Career tenure			
Missing	! (30.8%)	! (53.8%)	! (15.4%)
Earlier career [‡]	162 (24.4%)	383 (57.8%)	118 (17.8%)
Sustained career	60 (19.9%)	153 (50.7%)	89 (29.5%)*
Locale			
Missing	! (25.7%)	18 (51.4%)	! (22.9%)
Not metro [‡]	33 (20.1%)	88 (53.7%)	43 (26.2%)
Metro	184 (23.6%)	437 (56.1%)	158 (20.3%)

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 B25: Program of study: Health and medical sciences*What was your [associate/bachelor's/master's/professional or doctorate] degree program of study?*

Select characteristics	Missing	No	Yes
Overall	166 (17%)	678 (69.3%)	134 (13.7%)
By select characteristics			
Age			
Missing	! (33.3%)	! (55.6%)	! (11.1%)
18–25 ‡	34 (10.9%)	220 (70.5%)	58 (18.6%)
26–39	57 (18.1%)	214 (67.9%)	44 (14%)
40–54	33 (18.8%)	125 (71%)	18 (10.2%)
55 or more	39 (23.5%)*	114 (68.7%)	13 (7.8%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female ‡	125 (16.5%)	520 (68.6%)	113 (14.9%)
Male	21 (12.7%)	128 (77.1%)	17 (10.2%)
Other	19 (35.8%)*	30 (56.6%)	! (7.5%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black ‡	133 (15.8%)	598 (70.9%)	112 (13.3%)
Black	33 (24.6%)	79 (59%)*	22 (16.4%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a ‡	139 (19.9%)	462 (66.2%)	97 (13.9%)
Latino/a	27 (9.7%)*	215 (77.1%)*	37 (13.3%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White ‡	83 (17.1%)	336 (69.3%)	66 (13.6%)
Not White	83 (16.9%)	341 (69.3%)	68 (13.8%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader ‡	81 (18.3%)	304 (68.6%)	58 (13.1%)
Leader	85 (16%)	371 (69.7%)	76 (14.3%)
Career tenure			
Missing	! (23.1%)	! (69.2%)	! (7.7%)
Earlier career ‡	108 (16.3%)	457 (68.9%)	98 (14.8%)
Sustained career	55 (18.2%)	212 (70.2%)	35 (11.6%)
Locale			
Missing	! (17.1%)	21 (60%)	! (22.9%)
Not metro ‡	26 (15.9%)	114 (69.5%)	24 (14.6%)
Metro	134 (17.2%)	543 (69.7%)	102 (13.1%)

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 B27: Program of study: Liberal arts*What was your [associate/bachelor's/master's/professional or doctorate] degree program of study?*

Select characteristics	Missing	No	Yes
Overall	166 (17%)	624 (63.8%)	188 (19.2%)
By select characteristics			
Age			
Missing	! (33.3%)	! (44.4%)	! (22.2%)
18–25 [‡]	34 (10.9%)	198 (63.5%)	80 (25.6%)
26–39	57 (18.1%)	197 (62.5%)	61 (19.4%)
40–54	33 (18.8%)	119 (67.6%)	24 (13.6%)*
55 or more	39 (23.5%)*	106 (63.9%)	21 (12.7%)*
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	125 (16.5%)	496 (65.4%)	137 (18.1%)
Male	21 (12.7%)	105 (63.3%)	40 (24.1%)
Other	19 (35.8%)*	23 (43.4%)*	11 (20.8%)
Race - Black			
Missing	! (0%)	! (0%)	! (100%)
Not Black [‡]	133 (15.8%)	542 (64.3%)	168 (19.9%)
Black	33 (24.6%)	82 (61.2%)	19 (14.2%)
Ethnicity - Latino/a			
Missing	! (0%)	! (0%)	! (100%)
Not Latino/a [‡]	139 (19.9%)	433 (62%)	126 (18.1%)
Latino/a	27 (9.7%)*	191 (68.5%)	61 (21.9%)
Race - White			
Missing	! (0%)	! (0%)	! (100%)
White [‡]	83 (17.1%)	312 (64.3%)	90 (18.6%)
Not White	83 (16.9%)	312 (63.4%)	97 (19.7%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	81 (18.3%)	269 (60.7%)	93 (21%)
Leader	85 (16%)	352 (66.2%)	95 (17.9%)
Career tenure			
Missing	! (23.1%)	! (53.8%)	! (23.1%)
Earlier career [‡]	108 (16.3%)	415 (62.6%)	140 (21.1%)
Sustained career	55 (18.2%)	202 (66.9%)	45 (14.9%)
Locale			
Missing	! (17.1%)	22 (62.9%)	! (20%)
Not metro [‡]	26 (15.9%)	117 (71.3%)	21 (12.8%)
Metro	134 (17.2%)	485 (62.3%)	160 (20.5%)

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 B29: Program of study: Science, technology, engineering, and/or mathematics

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

Select characteristics	Missing	No	Yes
Overall	166 (17%)	712 (72.8%)	100 (10.2%)
By select characteristics			
Age			
Missing	! (33.3%)	! (66.7%)	! (0%)
18–25 [‡]	34 (10.9%)	239 (76.6%)	39 (12.5%)
26–39	57 (18.1%)	227 (72.1%)	31 (9.8%)
40–54	33 (18.8%)	125 (71%)	18 (10.2%)
55 or more	39 (23.5%)*	115 (69.3%)	12 (7.2%)
Gender			
Missing	! (100%)	! (0%)	! (0%)
Female [‡]	125 (16.5%)	560 (73.9%)	73 (9.6%)
Male	21 (12.7%)	125 (75.3%)	20 (12%)
Other	19 (35.8%)*	27 (50.9%)*	! (13.2%)
Race - Black			
Missing	! (0%)	! (100%)	! (0%)
Not Black [‡]	133 (15.8%)	615 (73%)	95 (11.3%)
Black	33 (24.6%)	96 (71.6%)	! (3.7%)
Ethnicity - Latino/a			
Missing	! (0%)	! (100%)	! (0%)
Not Latino/a [‡]	139 (19.9%)	487 (69.8%)	72 (10.3%)
Latino/a	27 (9.7%)*	224 (80.3%)*	28 (10%)
Race - White			
Missing	! (0%)	! (100%)	! (0%)
White [‡]	83 (17.1%)	347 (71.5%)	55 (11.3%)
Not White	83 (16.9%)	364 (74%)	45 (9.1%)
Leader status			
Missing	! (0%)	! (66.7%)	! (33.3%)
Not leader [‡]	81 (18.3%)	312 (70.4%)	50 (11.3%)
Leader	85 (16%)	398 (74.8%)	49 (9.2%)
Career tenure			
Missing	! (23.1%)	! (69.2%)	! (7.7%)
Earlier career [‡]	108 (16.3%)	482 (72.7%)	73 (11%)
Sustained career	55 (18.2%)	221 (73.2%)	26 (8.6%)
Locale			
Missing	! (17.1%)	26 (74.3%)	! (8.6%)
Not metro [‡]	26 (15.9%)	120 (73.2%)	18 (11%)
Metro	134 (17.2%)	566 (72.7%)	79 (10.1%)

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 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	13 (0.8%)	285 (16.9%)	584 (34.7%)	426 (25.3%)	375 (22.3%)
By select characteristics					
Age					
Missing	! (4.3%)	! (17.4%)	! (30.4%)	! (30.4%)	! (17.4%)
18–25 [‡]	! (0.3%)	133 (17.7%)	250 (33.3%)	219 (29.2%)	147 (19.6%)
26–39	! (1.1%)	65 (14%)	184 (39.7%)	111 (23.9%)	99 (21.3%)
40–54	! (1.3%)	44 (18.7%)	80 (34%)	48 (20.4%)	60 (25.5%)
55 or more	! (1%)	39 (18.6%)	63 (30%)	41 (19.5%)*	65 (31%)*
Gender					
Missing	! (33.3%)	! (0%)	! (66.7%)	! (0%)	! (0%)
Female [‡]	12 (0.9%)	198 (15.4%)	438 (34.1%)	330 (25.7%)	306 (23.8%)
Male	! (0%)	62 (19.8%)	116 (37.1%)	76 (24.3%)	59 (18.8%)
Other	! (0%)	25 (30.1%)*	28 (33.7%)	20 (24.1%)	10 (12%)
Race - Black					
Missing	! (25%)	! (0%)	! (50%)	! (25%)	! (0%)
Not Black [‡]	11 (0.8%)	236 (16.4%)	516 (35.9%)	368 (25.6%)	308 (21.4%)
Black	! (0.4%)	49 (20.4%)	66 (27.5%)	57 (23.8%)	67 (27.9%)
Ethnicity - Latino/a					
Missing	! (25%)	! (0%)	! (50%)	! (25%)	! (0%)
Not Latino/a [‡]	! (0.6%)	201 (18.4%)	376 (34.3%)	255 (23.3%)	256 (23.4%)
Latino/a	! (0.9%)	84 (14.4%)	206 (35.3%)	170 (29.1%)	119 (20.4%)
Race - White					
Missing	! (25%)	! (0%)	! (50%)	! (25%)	! (0%)
White [‡]	! (0.7%)	124 (17.2%)	265 (36.7%)	158 (21.9%)	170 (23.5%)
Not White	! (0.7%)	161 (16.8%)	317 (33.1%)	267 (27.9%)*	205 (21.4%)
Leader status					
Missing	! (20%)*	! (20%)	! (40%)	! (20%)	! (0%)
Not leader [‡]	! (0.4%)	153 (19.4%)	260 (33%)	205 (26%)	167 (21.2%)
Leader	! (1%)	131 (14.7%)	322 (36.2%)	220 (24.7%)	208 (23.4%)
Career tenure					
Missing	! (3.2%)	! (19.4%)	11 (35.5%)	! (25.8%)	! (16.1%)
Earlier career [‡]	! (0.6%)	227 (17.9%)	441 (34.9%)	333 (26.3%)	256 (20.2%)
Sustained career	! (1%)	52 (13.4%)	132 (34.1%)	85 (22%)	114 (29.5%)*
Locale					
Missing	! (0%)	! (12.7%)	29 (46%)	14 (22.2%)	12 (19%)
Not metro [‡]	! (1.3%)	40 (16.7%)	79 (33.1%)	60 (25.1%)	57 (23.8%)
Metro	10 (0.7%)	237 (17.2%)	476 (34.5%)	352 (25.5%)	306 (22.2%)

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.

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	14 (0.8%)	677 (40.2%)	828 (49.2%)	132 (7.8%)	32 (1.9%)
By select characteristics					
Age					
Missing	! (8.7%)*	! (26.1%)	13 (56.5%)	! (8.7%)	! (0%)
18–25 [‡]	! (0.5%)	313 (41.7%)	364 (48.5%)	51 (6.8%)	19 (2.5%)
26–39	! (1.1%)	184 (39.7%)	222 (47.8%)	44 (9.5%)	! (1.9%)
40–54	! (0.9%)	80 (34%)	130 (55.3%)	21 (8.9%)	! (0.9%)
55 or more	! (0.5%)	94 (44.8%)	99 (47.1%)	14 (6.7%)	! (1%)
Gender					
Missing	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	10 (0.8%)	519 (40.4%)	635 (49.5%)	97 (7.6%)	23 (1.8%)
Male	! (0.6%)	130 (41.5%)	147 (47%)	28 (8.9%)	! (1.9%)
Other	! (0%)	28 (33.7%)	45 (54.2%)	! (8.4%)	! (3.6%)
Race - Black					
Missing	! (25%)*	! (25%)	! (50%)	! (0%)	! (0%)
Not Black [‡]	10 (0.7%)	581 (40.4%)	712 (49.5%)	110 (7.6%)	26 (1.8%)
Black	! (1.2%)	95 (39.6%)	114 (47.5%)	22 (9.2%)	! (2.5%)
Ethnicity - Latino/a					
Missing	! (25%)*	! (25%)	! (50%)	! (0%)	! (0%)
Not Latino/a [‡]	! (0.6%)	454 (41.5%)	526 (48%)	89 (8.1%)	19 (1.7%)
Latino/a	! (1%)	222 (38%)	300 (51.4%)	43 (7.4%)	13 (2.2%)
Race - White					
Missing	! (25%)*	! (25%)	! (50%)	! (0%)	! (0%)
White [‡]	! (0.3%)	304 (42.1%)	351 (48.6%)	56 (7.8%)	! (1.2%)
Not White	11 (1.1%)	372 (38.9%)	475 (49.6%)	76 (7.9%)	23 (2.4%)
Leader status					
Missing	! (0%)	! (40%)	! (40%)	! (20%)	! (0%)
Not leader [‡]	! (1%)	307 (39%)	396 (50.3%)	63 (8%)	14 (1.8%)
Leader	! (0.7%)	368 (41.3%)	430 (48.3%)	68 (7.6%)	18 (2%)
Career tenure					
Missing	! (6.5%)	10 (32.3%)	17 (54.8%)	! (6.5%)	! (0%)
Earlier career [‡]	11 (0.9%)	514 (40.6%)	622 (49.2%)	92 (7.3%)	26 (2.1%)
Sustained career	! (0.3%)	153 (39.5%)	189 (48.8%)	38 (9.8%)	! (1.6%)
Locale					
Missing	! (1.6%)	15 (23.8%)*	39 (61.9%)	! (7.9%)	! (4.8%)

Not metro ‡	! (0.4%)	110 (46%)	109 (45.6%)	15 (6.3%)	! (1.7%)
Metro	12 (0.9%)	552 (40%)	680 (49.2%)	112 (8.1%)	25 (1.8%)

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 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	19 (1.1%)	485 (28.8%)	974 (57.9%)	175 (10.4%)	30 (1.8%)
By select characteristics					
Age					
Missing	! (8.7%)*	! (30.4%)	13 (56.5%)	! (4.3%)	! (0%)
18–25 [‡]	! (0.8%)	240 (32%)	423 (56.3%)	68 (9.1%)	14 (1.9%)
26–39	! (0.6%)	129 (27.8%)	265 (57.1%)	55 (11.9%)	12 (2.6%)
40–54	! (0.9%)	53 (22.6%)*	154 (65.5%)	25 (10.6%)	! (0.4%)
55 or more	! (2.9%)	56 (26.7%)	119 (56.7%)	26 (12.4%)	! (1.4%)
Gender					
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)
Female [‡]	10 (0.8%)	380 (29.6%)	744 (57.9%)	130 (10.1%)	20 (1.6%)
Male	! (1.9%)	92 (29.4%)	177 (56.5%)	31 (9.9%)	! (2.2%)
Other	! (0%)	13 (15.7%)*	53 (63.9%)	14 (16.9%)	! (3.6%)
Race - Black					
Missing	! (25%)	! (25%)	! (25%)	! (25%)	! (0%)
Not Black [‡]	13 (0.9%)	407 (28.3%)	854 (59.3%)	141 (9.8%)	24 (1.7%)
Black	! (2.1%)	77 (32.1%)	119 (49.6%)*	33 (13.8%)	! (2.5%)
Ethnicity - Latino/a					
Missing	! (25%)	! (25%)	! (25%)	! (25%)	! (0%)
Not Latino/a [‡]	12 (1.1%)	311 (28.4%)	627 (57.3%)	126 (11.5%)	19 (1.7%)
Latino/a	! (1%)	173 (29.6%)	346 (59.2%)	48 (8.2%)	11 (1.9%)
Race - White					
Missing	! (25%)*	! (25%)	! (25%)	! (25%)	! (0%)
White [‡]	! (0.7%)	194 (26.9%)	436 (60.4%)	77 (10.7%)	10 (1.4%)
Not White	13 (1.4%)	290 (30.3%)	537 (56.1%)	97 (10.1%)	20 (2.1%)
Leader status					
Missing	! (0%)	! (60%)	! (20%)	! (20%)	! (0%)
Not leader [‡]	! (1.1%)	222 (28.2%)	474 (60.2%)	73 (9.3%)	10 (1.3%)
Leader	10 (1.1%)	260 (29.2%)	499 (56.1%)	101 (11.3%)	20 (2.2%)
Career tenure					
Missing	! (6.5%)	! (29%)	19 (61.3%)	! (3.2%)	! (0%)
Earlier career [‡]	11 (0.9%)	388 (30.7%)	728 (57.5%)	113 (8.9%)	25 (2%)
Sustained career	! (1.6%)	88 (22.7%)*	227 (58.7%)	61 (15.8%)*	! (1.3%)
Locale					
Missing	! (1.6%)	13 (20.6%)	37 (58.7%)	12 (19%)	! (0%)
Not metro [‡]	! (0.4%)	76 (31.8%)	141 (59%)	20 (8.4%)	! (0.4%)
Metro	17 (1.2%)	396 (28.7%)	796 (57.6%)	143 (10.4%)	29 (2.1%)

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 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	20 (1.2%)	136 (8.1%)	496 (29.5%)	802 (47.7%)	229 (13.6%)
By select characteristics					
Age					
Missing	! (8.7%)	! (0%)	10 (43.5%)	! (26.1%)	! (21.7%)
18–25 [‡]	! (1.1%)	64 (8.5%)	234 (31.2%)	363 (48.3%)	82 (10.9%)
26–39	! (1.1%)	46 (9.9%)	150 (32.3%)	220 (47.4%)	43 (9.3%)
40–54	! (0.9%)	17 (7.2%)	66 (28.1%)	112 (47.7%)	38 (16.2%)
55 or more	! (1.4%)	! (4.3%)	36 (17.1%)*	101 (48.1%)	61 (29%)*
Gender					
Missing	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	12 (0.9%)	97 (7.6%)	374 (29.1%)	626 (48.8%)	175 (13.6%)
Male	! (1.9%)	27 (8.6%)	97 (31%)	139 (44.4%)	44 (14.1%)
Other	! (0%)	12 (14.5%)	24 (28.9%)	37 (44.6%)	10 (12%)
Race - Black					
Missing	! (25%)	! (0%)	! (0%)	! (75%)	! (0%)
Not Black [‡]	15 (1%)	119 (8.3%)	429 (29.8%)	695 (48.3%)	181 (12.6%)
Black	! (1.7%)	17 (7.1%)	67 (27.9%)	104 (43.3%)	48 (20%)*
Ethnicity - Latino/a					
Missing	! (25%)	! (0%)	! (0%)	! (75%)	! (0%)
Not Latino/a [‡]	14 (1.3%)	86 (7.9%)	335 (30.6%)	494 (45.1%)	166 (15.2%)
Latino/a	! (0.9%)	50 (8.6%)	161 (27.6%)	305 (52.2%)*	63 (10.8%)
Race - White					
Missing	! (25%)	! (0%)	! (0%)	! (75%)	! (0%)
White [‡]	! (0.8%)	62 (8.6%)	218 (30.2%)	338 (46.8%)	98 (13.6%)
Not White	13 (1.4%)	74 (7.7%)	278 (29%)	461 (48.2%)	131 (13.7%)
Leader status					
Missing	! (20%)	! (0%)	! (0%)	! (60%)	! (20%)
Not leader [‡]	! (0.8%)	51 (6.5%)	214 (27.2%)	407 (51.6%)	110 (14%)
Leader	13 (1.5%)	85 (9.6%)	282 (31.7%)	392 (44%)*	118 (13.3%)
Career tenure					
Missing	! (6.5%)	! (0%)	15 (48.4%)	! (25.8%)	! (19.4%)
Earlier career [‡]	13 (1%)	108 (8.5%)	382 (30.2%)	612 (48.4%)	150 (11.9%)
Sustained career	! (1.3%)	28 (7.2%)	99 (25.6%)	182 (47%)	73 (18.9%)*
Locale					
Missing	! (1.6%)	! (7.9%)	31 (49.2%)*	17 (27%)*	! (14.3%)
Not metro [‡]	! (0.8%)	18 (7.5%)	62 (25.9%)	122 (51%)	35 (14.6%)
Metro	17 (1.2%)	113 (8.2%)	403 (29.2%)	663 (48%)	185 (13.4%)

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 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	17 (1%)	618 (36.7%)	898 (53.4%)	133 (7.9%)	17 (1%)
By select characteristics					
Age					
Missing	! (8.7%)	11 (47.8%)	! (34.8%)	! (8.7%)	! (0%)
18–25 [‡]	! (0.9%)	264 (35.2%)	414 (55.1%)	58 (7.7%)	! (1.1%)
26–39	! (0.9%)	158 (34.1%)	251 (54.1%)	45 (9.7%)	! (1.3%)
40–54	! (0.9%)	83 (35.3%)	130 (55.3%)	18 (7.7%)	! (0.9%)
55 or more	! (1%)	102 (48.6%)*	95 (45.2%)	10 (4.8%)	! (0.5%)
Gender					
Missing	! (66.7%)*	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [‡]	12 (0.9%)	490 (38.2%)	673 (52.4%)	99 (7.7%)	10 (0.8%)
Male	! (0.6%)	101 (32.3%)	179 (57.2%)	27 (8.6%)	! (1.3%)
Other	! (1.2%)	26 (31.3%)	46 (55.4%)	! (8.4%)	! (3.6%)
Race - Black					
Missing	! (25%)	! (25%)	! (50%)	! (0%)	! (0%)
Not Black [‡]	12 (0.8%)	517 (35.9%)	785 (54.6%)	112 (7.8%)	13 (0.9%)
Black	! (1.7%)	100 (41.7%)	111 (46.2%)	21 (8.8%)	! (1.7%)
Ethnicity - Latino/a					
Missing	! (25%)	! (25%)	! (50%)	! (0%)	! (0%)
Not Latino/a [‡]	10 (0.9%)	423 (38.6%)	558 (51%)	94 (8.6%)	10 (0.9%)
Latino/a	! (1%)	194 (33.2%)	338 (57.9%)*	39 (6.7%)	! (1.2%)
Race - White					
Missing	! (25%)*	! (25%)	! (50%)	! (0%)	! (0%)
White [‡]	! (0.3%)	273 (37.8%)	386 (53.5%)	56 (7.8%)	! (0.7%)
Not White	14 (1.5%)	344 (35.9%)	510 (53.3%)	77 (8%)	12 (1.3%)
Leader status					
Missing	! (0%)	! (40%)	! (40%)	! (20%)	! (0%)
Not leader [‡]	! (0.9%)	283 (35.9%)	430 (54.6%)	62 (7.9%)	! (0.8%)
Leader	10 (1.1%)	333 (37.4%)	466 (52.4%)	70 (7.9%)	11 (1.2%)
Career tenure					
Missing	! (6.5%)	16 (51.6%)	11 (35.5%)	! (6.5%)	! (0%)
Earlier career [‡]	14 (1.1%)	452 (35.7%)	692 (54.7%)	94 (7.4%)	13 (1%)
Sustained career	! (0.3%)	150 (38.8%)	195 (50.4%)	37 (9.6%)	! (1%)
Locale					
Missing	! (1.6%)	18 (28.6%)	38 (60.3%)	! (7.9%)	! (1.6%)
Not metro [‡]	! (0.4%)	103 (43.1%)	114 (47.7%)	18 (7.5%)	! (1.3%)
Metro	15 (1.1%)	497 (36%)	746 (54%)	110 (8%)	13 (0.9%)

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 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	21 (1.2%)	565 (33.6%)	880 (52.3%)	189 (11.2%)	28 (1.7%)
By select characteristics					
Age					
Missing	! (8.7%)	! (30.4%)	! (39.1%)	! (17.4%)	! (4.3%)
18–25 [‡]	11 (1.5%)	265 (35.3%)	405 (53.9%)	60 (8%)	10 (1.3%)
26–39	! (0.6%)	165 (35.6%)	227 (48.9%)	59 (12.7%)*	10 (2.2%)
40–54	! (0.9%)	58 (24.7%)*	141 (60%)	31 (13.2%)	! (1.3%)
55 or more	! (1.4%)	70 (33.3%)	98 (46.7%)	35 (16.7%)*	! (1.9%)
Gender					
Missing	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	15 (1.2%)	442 (34.4%)	684 (53.3%)	123 (9.6%)	20 (1.6%)
Male	! (1%)	100 (31.9%)	160 (51.1%)	49 (15.7%)*	! (0.3%)
Other	! (1.2%)	23 (27.7%)	35 (42.2%)	17 (20.5%)*	! (8.4%)*
Race - Black					
Missing	! (25%)	! (25%)	! (25%)	! (25%)	! (0%)
Not Black [‡]	15 (1%)	465 (32.3%)	779 (54.1%)	156 (10.8%)	24 (1.7%)
Black	! (2.1%)	99 (41.2%)*	100 (41.7%)*	32 (13.3%)	! (1.7%)
Ethnicity - Latino/a					
Missing	! (25%)	! (25%)	! (25%)	! (25%)	! (0%)
Not Latino/a [‡]	15 (1.4%)	356 (32.5%)	562 (51.3%)	144 (13.2%)	18 (1.6%)
Latino/a	! (0.9%)	208 (35.6%)	317 (54.3%)	44 (7.5%)*	10 (1.7%)
Race - White					
Missing	! (25%)	! (25%)	! (25%)	! (25%)	! (0%)
White [‡]	! (1%)	210 (29.1%)	400 (55.4%)	95 (13.2%)	10 (1.4%)
Not White	13 (1.4%)	354 (37%)*	479 (50.1%)	93 (9.7%)	18 (1.9%)
Leader status					
Missing	! (0%)	! (20%)	! (60%)	! (20%)	! (0%)
Not leader [‡]	! (1.1%)	229 (29.1%)	431 (54.7%)	105 (13.3%)	14 (1.8%)
Leader	12 (1.3%)	335 (37.6%)*	446 (50.1%)	83 (9.3%)	14 (1.6%)
Career tenure					
Missing	! (6.5%)	10 (32.3%)	14 (45.2%)	! (12.9%)	! (3.2%)
Earlier career [‡]	17 (1.3%)	427 (33.8%)	677 (53.5%)	125 (9.9%)	19 (1.5%)
Sustained career	! (0.5%)	128 (33.1%)	189 (48.8%)	60 (15.5%)*	! (2.1%)
Locale					
Missing	! (3.2%)	20 (31.7%)	30 (47.6%)	! (12.7%)	! (4.8%)
Not metro [‡]	! (0.4%)	78 (32.6%)	132 (55.2%)	26 (10.9%)	! (0.8%)
Metro	18 (1.3%)	467 (33.8%)	718 (52%)	155 (11.2%)	23 (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 C6: Change about current job: Improve pay and/or benefits*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	539 (32%)	1,114 (66.2%)
By select characteristics			
Age			
Missing	! (8.7%)	11 (47.8%)	10 (43.5%)
18–25 [‡]	11 (1.5%)	247 (32.9%)	493 (65.6%)
26–39	! (1.3%)	134 (28.9%)	324 (69.8%)
40–54	! (1.7%)	71 (30.2%)	160 (68.1%)
55 or more	! (3.3%)	76 (36.2%)	127 (60.5%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	394 (30.7%)	866 (67.4%)
Male	! (1.3%)	118 (37.7%)	191 (61%)
Other	! (1.2%)	25 (30.1%)	57 (68.7%)
Race - Black			
Missing	! (50%)*	! (25%)	! (25%)
Not Black [‡]	25 (1.7%)	461 (32%)	953 (66.2%)
Black	! (1.2%)	77 (32.1%)	160 (66.7%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (25%)	! (25%)
Not Latino/a [‡]	25 (2.3%)	357 (32.6%)	713 (65.1%)
Latino/a	! (0.5%)	181 (31%)	400 (68.5%)
Race - White			
Missing	! (50%)*	! (25%)	! (25%)
White [‡]	21 (2.9%)	231 (32%)	470 (65.1%)
Not White	! (0.7%)*	307 (32.1%)	643 (67.2%)
Leader status			
Missing	! (0%)	! (60%)	! (40%)
Not leader [‡]	12 (1.5%)	224 (28.4%)	552 (70.1%)
Leader	18 (2%)	312 (35.1%)*	560 (62.9%)*
Career tenure			
Missing	! (6.5%)	14 (45.2%)	15 (48.4%)
Earlier career [‡]	17 (1.3%)	402 (31.8%)	846 (66.9%)
Sustained career	11 (2.8%)	123 (31.8%)	253 (65.4%)
Locale			
Missing	! (0%)	34 (54%)*	29 (46%)
Not metro [‡]	! (3.8%)	80 (33.5%)	150 (62.8%)
Metro	21 (1.5%)	425 (30.8%)	935 (67.7%)

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 C7: Change about current job: Improve work environment*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,317 (78.3%)	336 (20%)
By select characteristics			
Age			
Missing	! (8.7%)	15 (65.2%)	! (26.1%)
18–25 [‡]	11 (1.5%)	575 (76.6%)	165 (22%)
26–39	! (1.3%)	367 (79.1%)	91 (19.6%)
40–54	! (1.7%)	191 (81.3%)	40 (17%)
55 or more	! (3.3%)	169 (80.5%)	34 (16.2%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,013 (78.9%)	247 (19.2%)
Male	! (1.3%)	242 (77.3%)	67 (21.4%)
Other	! (1.2%)	60 (72.3%)	22 (26.5%)
Race - Black			
Missing	! (50%)*	! (25%)	! (25%)
Not Black [‡]	25 (1.7%)	1,130 (78.5%)	284 (19.7%)
Black	! (1.2%)	186 (77.5%)	51 (21.2%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (25%)	! (25%)
Not Latino/a [‡]	25 (2.3%)	849 (77.5%)	221 (20.2%)
Latino/a	! (0.5%)	467 (80%)	114 (19.5%)
Race - White			
Missing	! (50%)*	! (25%)	! (25%)
White [‡]	21 (2.9%)	573 (79.4%)	128 (17.7%)
Not White	! (0.7%)*	743 (77.6%)	207 (21.6%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	607 (77%)	169 (21.4%)
Leader	18 (2%)	705 (79.2%)	167 (18.8%)
Career tenure			
Missing	! (6.5%)	22 (71%)	! (22.6%)
Earlier career [‡]	17 (1.3%)	986 (77.9%)	262 (20.7%)
Sustained career	11 (2.8%)	309 (79.8%)	67 (17.3%)
Locale			
Missing	! (0%)	46 (73%)	17 (27%)
Not metro [‡]	! (3.8%)	187 (78.2%)	43 (18%)
Metro	21 (1.5%)	1,084 (78.5%)	276 (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 C8: Change about current job: More flexibility in work hours*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,394 (82.8%)	259 (15.4%)
By select characteristics			
Age			
Missing	! (8.7%)	20 (87%)	! (4.3%)
18–25 [‡]	11 (1.5%)	600 (79.9%)	140 (18.6%)
26–39	! (1.3%)	379 (81.7%)	79 (17%)
40–54	! (1.7%)	210 (89.4%)*	21 (8.9%)*
55 or more	! (3.3%)	185 (88.1%)*	18 (8.6%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,073 (83.6%)	187 (14.6%)
Male	! (1.3%)	250 (79.9%)	59 (18.8%)
Other	! (1.2%)	69 (83.1%)	13 (15.7%)
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,197 (83.2%)	217 (15.1%)
Black	! (1.2%)	195 (81.2%)	42 (17.5%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	930 (84.9%)	140 (12.8%)
Latino/a	! (0.5%)	462 (79.1%)*	119 (20.4%)*
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	631 (87.4%)	70 (9.7%)
Not White	! (0.7%)*	761 (79.5%)*	189 (19.7%)*
Leader status			
Missing	! (0%)	! (80%)	! (20%)
Not leader [‡]	12 (1.5%)	648 (82.2%)	128 (16.2%)
Leader	18 (2%)	742 (83.4%)	130 (14.6%)
Career tenure			
Missing	! (6.5%)	26 (83.9%)	! (9.7%)
Earlier career [‡]	17 (1.3%)	1,030 (81.4%)	218 (17.2%)
Sustained career	11 (2.8%)	338 (87.3%)*	38 (9.8%)*
Locale			
Missing	! (0%)	49 (77.8%)	14 (22.2%)*
Not metro [‡]	! (3.8%)	211 (88.3%)	19 (7.9%)
Metro	21 (1.5%)	1,134 (82.1%)	226 (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 C9: Change about current job: More opportunities for remote work

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,371 (81.5%)	282 (16.8%)
By select characteristics			
Age			
Missing	! (8.7%)	21 (91.3%)	! (0%)
18–25 [‡]	11 (1.5%)	603 (80.3%)	137 (18.2%)
26–39	! (1.3%)	361 (77.8%)	97 (20.9%)
40–54	! (1.7%)	203 (86.4%)	28 (11.9%)
55 or more	! (3.3%)	183 (87.1%)	20 (9.5%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,053 (82%)	207 (16.1%)
Male	! (1.3%)	254 (81.2%)	55 (17.6%)
Other	! (1.2%)	62 (74.7%)	20 (24.1%)
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,183 (82.2%)	231 (16.1%)
Black	! (1.2%)	186 (77.5%)	51 (21.2%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	902 (82.4%)	168 (15.3%)
Latino/a	! (0.5%)	467 (80%)	114 (19.5%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	620 (85.9%)	81 (11.2%)
Not White	! (0.7%)*	749 (78.3%)*	201 (21%)*
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	655 (83.1%)	121 (15.4%)
Leader	18 (2%)	711 (79.9%)	161 (18.1%)
Career tenure			
Missing	! (6.5%)	28 (90.3%)	! (3.2%)
Earlier career [‡]	17 (1.3%)	1,025 (81%)	223 (17.6%)
Sustained career	11 (2.8%)	318 (82.2%)	58 (15%)
Locale			
Missing	! (0%)	51 (81%)	12 (19%)
Not metro [‡]	! (3.8%)	206 (86.2%)	24 (10%)
Metro	21 (1.5%)	1,114 (80.7%)	246 (17.8%)*

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 C10: Change about current job: More opportunity for advancement

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,287 (76.5%)	366 (21.7%)
By select characteristics			
Age			
Missing	! (8.7%)	17 (73.9%)	! (17.4%)
18–25 [‡]	11 (1.5%)	584 (77.8%)	156 (20.8%)
26–39	! (1.3%)	330 (71.1%)	128 (27.6%)*
40–54	! (1.7%)	175 (74.5%)	56 (23.8%)
55 or more	! (3.3%)	181 (86.2%)*	22 (10.5%)*
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	989 (77%)	271 (21.1%)
Male	! (1.3%)	233 (74.4%)	76 (24.3%)
Other	! (1.2%)	63 (75.9%)	19 (22.9%)
Race - Black			
Missing	! (50%)*	! (25%)	! (25%)
Not Black [‡]	25 (1.7%)	1,098 (76.3%)	316 (22%)
Black	! (1.2%)	188 (78.3%)	49 (20.4%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (25%)	! (25%)
Not Latino/a [‡]	25 (2.3%)	848 (77.4%)	222 (20.3%)
Latino/a	! (0.5%)	438 (75%)	143 (24.5%)
Race - White			
Missing	! (50%)*	! (25%)	! (25%)
White [‡]	21 (2.9%)	559 (77.4%)	142 (19.7%)
Not White	! (0.7%)*	727 (76%)	223 (23.3%)
Leader status			
Missing	! (0%)	! (80%)	! (20%)
Not leader [‡]	12 (1.5%)	596 (75.6%)	180 (22.8%)
Leader	18 (2%)	687 (77.2%)	185 (20.8%)
Career tenure			
Missing	! (6.5%)	24 (77.4%)	! (16.1%)
Earlier career [‡]	17 (1.3%)	962 (76%)	286 (22.6%)
Sustained career	11 (2.8%)	301 (77.8%)	75 (19.4%)
Locale			
Missing	! (0%)	51 (81%)	12 (19%)
Not metro [‡]	! (3.8%)	196 (82%)	34 (14.2%)
Metro	21 (1.5%)	1,040 (75.3%)	320 (23.2%)*

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 C11: Change about current job: More opportunities for collaboration

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,347 (80%)	306 (18.2%)
By select characteristics			
Age			
Missing	! (8.7%)	17 (73.9%)	! (17.4%)
18–25 [‡]	11 (1.5%)	618 (82.3%)	122 (16.2%)
26–39	! (1.3%)	356 (76.7%)	102 (22%)
40–54	! (1.7%)	184 (78.3%)	47 (20%)
55 or more	! (3.3%)	172 (81.9%)	31 (14.8%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,034 (80.5%)	226 (17.6%)
Male	! (1.3%)	246 (78.6%)	63 (20.1%)
Other	! (1.2%)	65 (78.3%)	17 (20.5%)
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,150 (79.9%)	264 (18.3%)
Black	! (1.2%)	195 (81.2%)	42 (17.5%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	864 (78.9%)	206 (18.8%)
Latino/a	! (0.5%)	481 (82.4%)	100 (17.1%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	564 (78.1%)	137 (19%)
Not White	! (0.7%)*	781 (81.6%)	169 (17.7%)
Leader status			
Missing	! (0%)	! (80%)	! (20%)
Not leader [‡]	12 (1.5%)	655 (83.1%)	121 (15.4%)
Leader	18 (2%)	688 (77.3%)*	184 (20.7%)*
Career tenure			
Missing	! (6.5%)	24 (77.4%)	! (16.1%)
Earlier career [‡]	17 (1.3%)	1,025 (81%)	223 (17.6%)
Sustained career	11 (2.8%)	298 (77%)	78 (20.2%)
Locale			
Missing	! (0%)	49 (77.8%)	14 (22.2%)
Not metro [‡]	! (3.8%)	191 (79.9%)	39 (16.3%)
Metro	21 (1.5%)	1,107 (80.2%)	253 (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 C12: Change about current job: More support from leadership

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,332 (79.1%)	321 (19.1%)
By select characteristics			
Age			
Missing	! (8.7%)	17 (73.9%)	! (17.4%)
18–25 [‡]	11 (1.5%)	602 (80.2%)	138 (18.4%)
26–39	! (1.3%)	369 (79.5%)	89 (19.2%)
40–54	! (1.7%)	182 (77.4%)	49 (20.9%)
55 or more	! (3.3%)	162 (77.1%)	41 (19.5%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,022 (79.6%)	238 (18.5%)
Male	! (1.3%)	251 (80.2%)	58 (18.5%)
Other	! (1.2%)	57 (68.7%)	25 (30.1%)
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,141 (79.3%)	273 (19%)
Black	! (1.2%)	189 (78.8%)	48 (20%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	860 (78.5%)	210 (19.2%)
Latino/a	! (0.5%)	470 (80.5%)	111 (19%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	559 (77.4%)	142 (19.7%)
Not White	! (0.7%)*	771 (80.6%)	179 (18.7%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	636 (80.7%)	140 (17.8%)
Leader	18 (2%)	691 (77.6%)	181 (20.3%)
Career tenure			
Missing	! (6.5%)	23 (74.2%)	! (19.4%)
Earlier career [‡]	17 (1.3%)	1,025 (81%)	223 (17.6%)
Sustained career	11 (2.8%)	284 (73.4%)*	92 (23.8%)*
Locale			
Missing	! (0%)	56 (88.9%)	! (11.1%)
Not metro [‡]	! (3.8%)	187 (78.2%)	43 (18%)
Metro	21 (1.5%)	1,089 (78.9%)	271 (19.6%)

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 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	30 (1.8%)	1,545 (91.8%)	108 (6.4%)
By select characteristics			
Age			
Missing	! (8.7%)	20 (87%)	! (4.3%)
18–25 [‡]	11 (1.5%)	693 (92.3%)	47 (6.3%)
26–39	! (1.3%)	422 (90.9%)	36 (7.8%)
40–54	! (1.7%)	219 (93.2%)	12 (5.1%)
55 or more	! (3.3%)	191 (91%)	12 (5.7%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,184 (92.2%)	76 (5.9%)
Male	! (1.3%)	289 (92.3%)	20 (6.4%)
Other	! (1.2%)	70 (84.3%)	12 (14.5%)*
Race - Black			
Missing	! (50%)*	! (25%)*	! (25%)
Not Black [‡]	25 (1.7%)	1,323 (91.9%)	91 (6.3%)
Black	! (1.2%)	221 (92.1%)	16 (6.7%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (25%)*	! (25%)
Not Latino/a [‡]	25 (2.3%)	990 (90.4%)	80 (7.3%)
Latino/a	! (0.5%)	554 (94.9%)*	27 (4.6%)
Race - White			
Missing	! (50%)*	! (25%)*	! (25%)
White [‡]	21 (2.9%)	647 (89.6%)	54 (7.5%)
Not White	! (0.7%)*	897 (93.7%)*	53 (5.5%)
Leader status			
Missing	! (0%)	! (80%)	! (20%)
Not leader [‡]	12 (1.5%)	734 (93.1%)	42 (5.3%)
Leader	18 (2%)	807 (90.7%)	65 (7.3%)
Career tenure			
Missing	! (6.5%)	26 (83.9%)	! (9.7%)
Earlier career [‡]	17 (1.3%)	1,171 (92.6%)	77 (6.1%)
Sustained career	11 (2.8%)	348 (89.9%)	28 (7.2%)
Locale			
Missing	! (0%)	59 (93.7%)	! (6.3%)
Not metro [‡]	! (3.8%)	217 (90.8%)	13 (5.4%)
Metro	21 (1.5%)	1,269 (91.9%)	91 (6.6%)

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

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,234 (73.3%)	419 (24.9%)
By select characteristics			
Age			
Missing	! (8.7%)	17 (73.9%)	! (17.4%)
18–25 [‡]	11 (1.5%)	544 (72.4%)	196 (26.1%)
26–39	! (1.3%)	346 (74.6%)	112 (24.1%)
40–54	! (1.7%)	173 (73.6%)	58 (24.7%)
55 or more	! (3.3%)	154 (73.3%)	49 (23.3%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	940 (73.2%)	320 (24.9%)
Male	! (1.3%)	239 (76.4%)	70 (22.4%)
Other	! (1.2%)	53 (63.9%)	29 (34.9%)
Race - Black			
Missing	! (50%)	! (0%)	! (50%)
Not Black [‡]	25 (1.7%)	1,042 (72.4%)	372 (25.9%)
Black	! (1.2%)	192 (80%)	45 (18.8%)
Ethnicity - Latino/a			
Missing	! (50%)	! (0%)	! (50%)
Not Latino/a [‡]	25 (2.3%)	795 (72.6%)	275 (25.1%)
Latino/a	! (0.5%)	439 (75.2%)	142 (24.3%)
Race - White			
Missing	! (50%)	! (0%)	! (50%)
White [‡]	21 (2.9%)	499 (69.1%)	202 (28%)
Not White	! (0.7%)*	735 (76.8%)*	215 (22.5%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	588 (74.6%)	188 (23.9%)
Leader	18 (2%)	641 (72%)	231 (26%)
Career tenure			
Missing	! (6.5%)	23 (74.2%)	! (19.4%)
Earlier career [‡]	17 (1.3%)	938 (74.2%)	310 (24.5%)
Sustained career	11 (2.8%)	273 (70.5%)	103 (26.6%)
Locale			
Missing	! (0%)	48 (76.2%)	15 (23.8%)
Not metro [‡]	! (3.8%)	169 (70.7%)	61 (25.5%)
Metro	21 (1.5%)	1,017 (73.6%)	343 (24.8%)

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 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	30 (1.8%)	1,393 (82.8%)	260 (15.4%)
By select characteristics			
Age			
Missing	! (8.7%)	20 (87%)	! (4.3%)
18–25 [‡]	11 (1.5%)	642 (85.5%)	98 (13%)
26–39	! (1.3%)	372 (80.2%)	86 (18.5%)
40–54	! (1.7%)	185 (78.7%)	46 (19.6%)
55 or more	! (3.3%)	174 (82.9%)	29 (13.8%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,059 (82.5%)	201 (15.7%)
Male	! (1.3%)	270 (86.3%)	39 (12.5%)
Other	! (1.2%)	62 (74.7%)	20 (24.1%)
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,190 (82.7%)	224 (15.6%)
Black	! (1.2%)	201 (83.8%)	36 (15%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	891 (81.4%)	179 (16.3%)
Latino/a	! (0.5%)	500 (85.6%)	81 (13.9%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	584 (80.9%)	117 (16.2%)
Not White	! (0.7%)*	807 (84.3%)	143 (14.9%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	653 (82.9%)	123 (15.6%)
Leader	18 (2%)	735 (82.6%)	137 (15.4%)
Career tenure			
Missing	! (6.5%)	28 (90.3%)	! (3.2%)
Earlier career [‡]	17 (1.3%)	1,057 (83.6%)	191 (15.1%)
Sustained career	11 (2.8%)	308 (79.6%)	68 (17.6%)
Locale			
Missing	! (0%)	58 (92.1%)	! (7.9%)
Not metro [‡]	! (3.8%)	194 (81.2%)	36 (15.1%)
Metro	21 (1.5%)	1,141 (82.6%)	219 (15.9%)

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 C16: Change about current job: Shorter commute*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,506 (89.5%)	147 (8.7%)
By select characteristics			
Age			
Missing	! (8.7%)	20 (87%)	! (4.3%)
18–25 [‡]	11 (1.5%)	669 (89.1%)	71 (9.5%)
26–39	! (1.3%)	413 (89%)	45 (9.7%)
40–54	! (1.7%)	214 (91.1%)	17 (7.2%)
55 or more	! (3.3%)	190 (90.5%)	13 (6.2%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,160 (90.3%)	100 (7.8%)
Male	! (1.3%)	277 (88.5%)	32 (10.2%)
Other	! (1.2%)	67 (80.7%)*	15 (18.1%)*
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,286 (89.4%)	128 (8.9%)
Black	! (1.2%)	218 (90.8%)	19 (7.9%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	963 (87.9%)	107 (9.8%)
Latino/a	! (0.5%)	541 (92.6%)*	40 (6.8%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	631 (87.4%)	70 (9.7%)
Not White	! (0.7%)*	873 (91.2%)	77 (8%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	695 (88.2%)	81 (10.3%)
Leader	18 (2%)	806 (90.6%)	66 (7.4%)
Career tenure			
Missing	! (6.5%)	28 (90.3%)	! (3.2%)
Earlier career [‡]	17 (1.3%)	1,130 (89.3%)	118 (9.3%)
Sustained career	11 (2.8%)	348 (89.9%)	28 (7.2%)
Locale			
Missing	! (0%)	58 (92.1%)	! (7.9%)
Not metro [‡]	! (3.8%)	215 (90%)	15 (6.3%)
Metro	21 (1.5%)	1,233 (89.3%)	127 (9.2%)

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 C17: Change about current job: Make it permanent*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,448 (86%)	205 (12.2%)
By select characteristics			
Age			
Missing	! (8.7%)	19 (82.6%)	! (8.7%)
18–25 [‡]	11 (1.5%)	661 (88%)	79 (10.5%)
26–39	! (1.3%)	378 (81.5%)*	80 (17.2%)*
40–54	! (1.7%)	200 (85.1%)	31 (13.2%)
55 or more	! (3.3%)	190 (90.5%)	13 (6.2%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,110 (86.4%)	150 (11.7%)
Male	! (1.3%)	268 (85.6%)	41 (13.1%)
Other	! (1.2%)	68 (81.9%)	14 (16.9%)
Race - Black			
Missing	! (50%)*	! (25%)*	! (25%)
Not Black [‡]	25 (1.7%)	1,238 (86%)	176 (12.2%)
Black	! (1.2%)	209 (87.1%)	28 (11.7%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (25%)*	! (25%)
Not Latino/a [‡]	25 (2.3%)	948 (86.6%)	122 (11.1%)
Latino/a	! (0.5%)	499 (85.4%)	82 (14%)
Race - White			
Missing	! (50%)*	! (25%)*	! (25%)
White [‡]	21 (2.9%)	622 (86.1%)	79 (10.9%)
Not White	! (0.7%)*	825 (86.2%)	125 (13.1%)
Leader status			
Missing	! (0%)	! (80%)	! (20%)
Not leader [‡]	12 (1.5%)	689 (87.4%)	87 (11%)
Leader	18 (2%)	755 (84.8%)	117 (13.1%)
Career tenure			
Missing	! (6.5%)	25 (80.6%)	! (12.9%)
Earlier career [‡]	17 (1.3%)	1,089 (86.1%)	159 (12.6%)
Sustained career	11 (2.8%)	334 (86.3%)	42 (10.9%)
Locale			
Missing	! (0%)	53 (84.1%)	10 (15.9%)
Not metro [‡]	! (3.8%)	205 (85.8%)	25 (10.5%)
Metro	21 (1.5%)	1,190 (86.2%)	170 (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 C18: Change about current job: More job security*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,373 (81.6%)	280 (16.6%)
By select characteristics			
Age			
Missing	! (8.7%)	19 (82.6%)	! (8.7%)
18–25 [‡]	11 (1.5%)	618 (82.3%)	122 (16.2%)
26–39	! (1.3%)	368 (79.3%)	90 (19.4%)
40–54	! (1.7%)	185 (78.7%)	46 (19.6%)
55 or more	! (3.3%)	183 (87.1%)	20 (9.5%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,054 (82.1%)	206 (16%)
Male	! (1.3%)	256 (81.8%)	53 (16.9%)
Other	! (1.2%)	61 (73.5%)	21 (25.3%)
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,177 (81.8%)	237 (16.5%)
Black	! (1.2%)	194 (80.8%)	43 (17.9%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	887 (81%)	183 (16.7%)
Latino/a	! (0.5%)	484 (82.9%)	97 (16.6%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	585 (81%)	116 (16.1%)
Not White	! (0.7%)*	786 (82.1%)	164 (17.1%)
Leader status			
Missing	! (0%)	! (80%)	! (20%)
Not leader [‡]	12 (1.5%)	651 (82.6%)	125 (15.9%)
Leader	18 (2%)	718 (80.7%)	154 (17.3%)
Career tenure			
Missing	! (6.5%)	25 (80.6%)	! (12.9%)
Earlier career [‡]	17 (1.3%)	1,033 (81.7%)	215 (17%)
Sustained career	11 (2.8%)	315 (81.4%)	61 (15.8%)
Locale			
Missing	! (0%)	52 (82.5%)	11 (17.5%)
Not metro [‡]	! (3.8%)	198 (82.8%)	32 (13.4%)
Metro	21 (1.5%)	1,123 (81.3%)	237 (17.2%)

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

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,421 (84.4%)	232 (13.8%)
By select characteristics			
Age			
Missing	! (8.7%)	16 (69.6%)	! (21.7%)
18–25 [‡]	11 (1.5%)	617 (82.2%)	123 (16.4%)
26–39	! (1.3%)	400 (86.2%)	58 (12.5%)
40–54	! (1.7%)	205 (87.2%)	26 (11.1%)
55 or more	! (3.3%)	183 (87.1%)	20 (9.5%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,088 (84.7%)	172 (13.4%)
Male	! (1.3%)	271 (86.6%)	38 (12.1%)
Other	! (1.2%)	60 (72.3%)*	22 (26.5%)*
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,222 (84.9%)	192 (13.3%)
Black	! (1.2%)	197 (82.1%)	40 (16.7%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	925 (84.5%)	145 (13.2%)
Latino/a	! (0.5%)	494 (84.6%)	87 (14.9%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	613 (84.9%)	88 (12.2%)
Not White	! (0.7%)*	806 (84.2%)	144 (15%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	655 (83.1%)	121 (15.4%)
Leader	18 (2%)	761 (85.5%)	111 (12.5%)
Career tenure			
Missing	! (6.5%)	24 (77.4%)	! (16.1%)
Earlier career [‡]	17 (1.3%)	1,069 (84.5%)	179 (14.2%)
Sustained career	11 (2.8%)	328 (84.8%)	48 (12.4%)
Locale			
Missing	! (0%)	56 (88.9%)	! (11.1%)
Not metro [‡]	! (3.8%)	218 (91.2%)	12 (5%)
Metro	21 (1.5%)	1,147 (83.1%)*	213 (15.4%)*

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 C20: Change about current job: More autonomy*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,548 (92%)	105 (6.2%)
By select characteristics			
Age			
Missing	! (8.7%)	19 (82.6%)	! (8.7%)
18–25 [‡]	11 (1.5%)	701 (93.3%)	39 (5.2%)
26–39	! (1.3%)	424 (91.4%)	34 (7.3%)
40–54	! (1.7%)	213 (90.6%)	18 (7.7%)
55 or more	! (3.3%)	191 (91%)	12 (5.7%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,193 (92.9%)	67 (5.2%)
Male	! (1.3%)	285 (91.1%)	24 (7.7%)
Other	! (1.2%)	68 (81.9%)*	14 (16.9%)*
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,324 (92%)	90 (6.3%)
Black	! (1.2%)	222 (92.5%)	15 (6.2%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	985 (90%)	85 (7.8%)
Latino/a	! (0.5%)	561 (96.1%)*	20 (3.4%)*
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	642 (88.9%)	59 (8.2%)
Not White	! (0.7%)*	904 (94.5%)*	46 (4.8%)*
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	717 (91%)	59 (7.5%)
Leader	18 (2%)	826 (92.8%)	46 (5.2%)
Career tenure			
Missing	! (6.5%)	27 (87.1%)	! (6.5%)
Earlier career [‡]	17 (1.3%)	1,172 (92.6%)	76 (6%)
Sustained career	11 (2.8%)	349 (90.2%)	27 (7%)
Locale			
Missing	! (0%)	61 (96.8%)	! (3.2%)
Not metro [‡]	! (3.8%)	217 (90.8%)	13 (5.4%)
Metro	21 (1.5%)	1,270 (92%)	90 (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 C21: Change about current job: More recognition

What would you change about your current job?

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,416 (84.1%)	237 (14.1%)
By select characteristics			
Age			
Missing	! (8.7%)	20 (87%)	! (4.3%)
18–25 [‡]	11 (1.5%)	622 (82.8%)	118 (15.7%)
26–39	! (1.3%)	399 (86%)	59 (12.7%)
40–54	! (1.7%)	192 (81.7%)	39 (16.6%)
55 or more	! (3.3%)	183 (87.1%)	20 (9.5%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,071 (83.4%)	189 (14.7%)
Male	! (1.3%)	277 (88.5%)	32 (10.2%)
Other	! (1.2%)	66 (79.5%)	16 (19.3%)
Race - Black			
Missing	! (50%)*	! (50%)	! (0%)
Not Black [‡]	25 (1.7%)	1,204 (83.7%)	210 (14.6%)
Black	! (1.2%)	210 (87.5%)	27 (11.2%)
Ethnicity - Latino/a			
Missing	! (50%)*	! (50%)	! (0%)
Not Latino/a [‡]	25 (2.3%)	915 (83.6%)	155 (14.2%)
Latino/a	! (0.5%)	499 (85.4%)	82 (14%)
Race - White			
Missing	! (50%)*	! (50%)	! (0%)
White [‡]	21 (2.9%)	593 (82.1%)	108 (15%)
Not White	! (0.7%)*	821 (85.8%)	129 (13.5%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	655 (83.1%)	121 (15.4%)
Leader	18 (2%)	756 (84.9%)	116 (13%)
Career tenure			
Missing	! (6.5%)	28 (90.3%)	! (3.2%)
Earlier career [‡]	17 (1.3%)	1,070 (84.6%)	178 (14.1%)
Sustained career	11 (2.8%)	318 (82.2%)	58 (15%)
Locale			
Missing	! (0%)	59 (93.7%)	! (6.3%)
Not metro [‡]	! (3.8%)	198 (82.8%)	32 (13.4%)
Metro	21 (1.5%)	1,159 (83.9%)	201 (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 C22: Change about current job: More mission-focused*What would you change about your current job?*

Select characteristics	Missing	No	Yes
Overall	30 (1.8%)	1,558 (92.6%)	95 (5.6%)
By select characteristics			
Age			
Missing	! (8.7%)	19 (82.6%)	! (8.7%)
18–25 [‡]	11 (1.5%)	703 (93.6%)	37 (4.9%)
26–39	! (1.3%)	433 (93.3%)	25 (5.4%)
40–54	! (1.7%)	216 (91.9%)	15 (6.4%)
55 or more	! (3.3%)	187 (89%)	16 (7.6%)
Gender			
Missing	! (33.3%)	! (66.7%)	! (0%)
Female [‡]	24 (1.9%)	1,194 (93%)	66 (5.1%)
Male	! (1.3%)	289 (92.3%)	20 (6.4%)
Other	! (1.2%)	73 (88%)	! (10.8%)
Race - Black			
Missing	! (50%)*	! (25%)*	! (25%)
Not Black [‡]	25 (1.7%)	1,344 (93.4%)	70 (4.9%)
Black	! (1.2%)	213 (88.8%)	24 (10%)*
Ethnicity - Latino/a			
Missing	! (50%)*	! (25%)*	! (25%)
Not Latino/a [‡]	25 (2.3%)	1,004 (91.7%)	66 (6%)
Latino/a	! (0.5%)	553 (94.7%)	28 (4.8%)
Race - White			
Missing	! (50%)*	! (25%)*	! (25%)
White [‡]	21 (2.9%)	663 (91.8%)	38 (5.3%)
Not White	! (0.7%)*	894 (93.4%)	56 (5.9%)
Leader status			
Missing	! (0%)	! (100%)	! (0%)
Not leader [‡]	12 (1.5%)	725 (92%)	51 (6.5%)
Leader	18 (2%)	828 (93%)	44 (4.9%)
Career tenure			
Missing	! (6.5%)	27 (87.1%)	! (6.5%)
Earlier career [‡]	17 (1.3%)	1,179 (93.2%)	69 (5.5%)
Sustained career	11 (2.8%)	352 (91%)	24 (6.2%)
Locale			
Missing	! (0%)	60 (95.2%)	! (4.8%)
Not metro [‡]	! (3.8%)	210 (87.9%)	20 (8.4%)
Metro	21 (1.5%)	1,288 (93.3%)*	72 (5.2%)

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.

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	! (0.4%)	1,371 (81.5%)	306 (18.2%)
By select characteristics			
Age			
Missing	! (4.3%)	17 (73.9%)	! (21.7%)
18–25 [‡]	! (0.1%)	684 (91.1%)	66 (8.8%)
26–39	! (0.6%)	342 (73.7%)*	119 (25.6%)*
40–54	! (0%)	173 (73.6%)*	62 (26.4%)*
55 or more	! (0.5%)	155 (73.8%)*	54 (25.7%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,051 (81.9%)	228 (17.8%)
Male	! (0%)	249 (79.6%)	64 (20.4%)
Other	! (0%)	69 (83.1%)	14 (16.9%)
Race - Black			
Missing	! (25%)*	! (75%)	! (0%)
Not Black [‡]	! (0.3%)	1,178 (81.9%)	257 (17.9%)
Black	! (0.4%)	190 (79.2%)	49 (20.4%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (75%)	! (0%)
Not Latino/a [‡]	! (0.3%)	852 (77.8%)	240 (21.9%)
Latino/a	! (0.3%)	516 (88.4%)*	66 (11.3%)*
Race - White			
Missing	! (25%)*	! (75%)	! (0%)
White only [‡]	! (0%)	578 (80.1%)	144 (19.9%)
Not White	! (0.5%)	790 (82.5%)	162 (16.9%)
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.3%)	653 (82.9%)	133 (16.9%)
Leader	! (0.3%)	714 (80.2%)	173 (19.4%)
Career tenure			
Missing	! (3.2%)	23 (74.2%)	! (22.6%)
Earlier career [‡]	! (0.2%)	1,074 (84.9%)	188 (14.9%)
Sustained career	! (0.5%)	274 (70.8%)*	111 (28.7%)*
Locale			
Missing	! (0%)	50 (79.4%)	13 (20.6%)
Not metro [‡]	! (0%)	200 (83.7%)	39 (16.3%)
Metro	! (0.4%)	1,121 (81.2%)	254 (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 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	! (0.4%)	1,441 (85.6%)	236 (14%)
By select characteristics			
Age			
Missing	! (4.3%)	19 (82.6%)	! (13%)
18–25 [‡]	! (0.1%)	698 (92.9%)	52 (6.9%)
26–39	! (0.6%)	376 (81%)*	85 (18.3%)*
40–54	! (0%)	186 (79.1%)*	49 (20.9%)*
55 or more	! (0.5%)	162 (77.1%)*	47 (22.4%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,096 (85.4%)	183 (14.3%)
Male	! (0%)	268 (85.6%)	45 (14.4%)
Other	! (0%)	75 (90.4%)	! (9.6%)
Race - Black			
Missing	! (25%)*	! (75%)	! (0%)
Not Black [‡]	! (0.3%)	1,243 (86.4%)	192 (13.3%)
Black	! (0.4%)	195 (81.2%)	44 (18.3%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (75%)	! (0%)
Not Latino/a [‡]	! (0.3%)	908 (82.9%)	184 (16.8%)
Latino/a	! (0.3%)	530 (90.8%)*	52 (8.9%)*
Race - White			
Missing	! (25%)*	! (75%)	! (0%)
White only [‡]	! (0%)	612 (84.8%)	110 (15.2%)
Not White	! (0.5%)	826 (86.3%)	126 (13.2%)
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.3%)	690 (87.6%)	96 (12.2%)
Leader	! (0.3%)	747 (83.9%)	140 (15.7%)
Career tenure			
Missing	! (3.2%)	26 (83.9%)	! (12.9%)
Earlier career [‡]	! (0.2%)	1,120 (88.5%)	142 (11.2%)
Sustained career	! (0.5%)	295 (76.2%)*	90 (23.3%)*
Locale			
Missing	! (0%)	60 (95.2%)	! (4.8%)
Not metro [‡]	! (0%)	204 (85.4%)	35 (14.6%)
Metro	! (0.4%)	1,177 (85.2%)	198 (14.3%)

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 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	! (0.4%)	1,477 (87.8%)	200 (11.9%)
By select characteristics			
Age			
Missing	! (4.3%)	20 (87%)	! (8.7%)
18–25 [‡]	! (0.1%)	709 (94.4%)	41 (5.5%)
26–39	! (0.6%)	391 (84.3%)*	70 (15.1%)*
40–54	! (0%)	189 (80.4%)*	46 (19.6%)*
55 or more	! (0.5%)	168 (80%)*	41 (19.5%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,115 (86.8%)	164 (12.8%)
Male	! (0%)	283 (90.4%)	30 (9.6%)
Other	! (0%)	77 (92.8%)	! (7.2%)
Race - Black			
Missing	! (25%)*	! (75%)	! (0%)
Not Black [‡]	! (0.3%)	1,273 (88.5%)	162 (11.3%)
Black	! (0.4%)	201 (83.8%)	38 (15.8%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (75%)	! (0%)
Not Latino/a [‡]	! (0.3%)	936 (85.5%)	156 (14.2%)
Latino/a	! (0.3%)	538 (92.1%)*	44 (7.5%)*
Race - White			
Missing	! (25%)*	! (75%)	! (0%)
White only [‡]	! (0%)	623 (86.3%)	99 (13.7%)
Not White	! (0.5%)	851 (88.9%)	101 (10.6%)
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader [‡]	! (0.3%)	708 (89.8%)	78 (9.9%)
Leader	! (0.3%)	766 (86.1%)	121 (13.6%)
Career tenure			
Missing	! (3.2%)	27 (87.1%)	! (9.7%)
Earlier career [‡]	! (0.2%)	1,147 (90.7%)	115 (9.1%)
Sustained career	! (0.5%)	303 (78.3%)*	82 (21.2%)*
Locale			
Missing	! (0%)	60 (95.2%)	! (4.8%)
Not metro [‡]	! (0%)	205 (85.8%)	34 (14.2%)
Metro	! (0.4%)	1,212 (87.8%)	163 (11.8%)

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 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	! (0.4%)	1,040 (61.8%)	637 (37.8%)
By select characteristics			
Age			
Missing	! (4.3%)	15 (65.2%)	! (30.4%)
18–25 [‡]	! (0.1%)	484 (64.4%)	266 (35.4%)
26–39	! (0.6%)	277 (59.7%)	184 (39.7%)
40–54	! (0%)	135 (57.4%)	100 (42.6%)
55 or more	! (0.5%)	129 (61.4%)	80 (38.1%)
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	800 (62.3%)	479 (37.3%)
Male	! (0%)	189 (60.4%)	124 (39.6%)
Other	! (0%)	49 (59%)	34 (41%)
Race - Black			
Missing	! (25%)*	! (50%)	! (25%)
Not Black [‡]	! (0.3%)	884 (61.4%)	551 (38.3%)
Black	! (0.4%)	154 (64.2%)	85 (35.4%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (50%)	! (25%)
Not Latino/a [‡]	! (0.3%)	675 (61.6%)	417 (38.1%)
Latino/a	! (0.3%)	363 (62.2%)	219 (37.5%)
Race - White			
Missing	! (25%)*	! (50%)	! (25%)
White only [‡]	! (0%)	450 (62.3%)	272 (37.7%)
Not White	! (0.5%)	588 (61.4%)	364 (38%)
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.3%)	497 (63.1%)	289 (36.7%)
Leader	! (0.3%)	539 (60.6%)	348 (39.1%)
Career tenure			
Missing	! (3.2%)	20 (64.5%)	10 (32.3%)
Earlier career [‡]	! (0.2%)	798 (63.1%)	464 (36.7%)
Sustained career	! (0.5%)	222 (57.4%)	163 (42.1%)
Locale			
Missing	! (0%)	44 (69.8%)	19 (30.2%)
Not metro [‡]	! (0%)	168 (70.3%)	71 (29.7%)
Metro	! (0.4%)	828 (60%)*	547 (39.6%)*

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 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	! (0.4%)	1,487 (88.4%)	190 (11.3%)
By select characteristics			
Age			
Missing	! (4.3%)	19 (82.6%)	! (13%)
18–25 [‡]	! (0.1%)	701 (93.3%)	49 (6.5%)
26–39	! (0.6%)	399 (86%)*	62 (13.4%)*
40–54	! (0%)	197 (83.8%)*	38 (16.2%)*
55 or more	! (0.5%)	171 (81.4%)*	38 (18.1%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,136 (88.5%)	143 (11.1%)
Male	! (0%)	272 (86.9%)	41 (13.1%)
Other	! (0%)	77 (92.8%)	! (7.2%)
Race - Black			
Missing	! (25%)*	! (50%)	! (25%)
Not Black [‡]	! (0.3%)	1,271 (88.3%)	164 (11.4%)
Black	! (0.4%)	214 (89.2%)	25 (10.4%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (50%)	! (25%)
Not Latino/a [‡]	! (0.3%)	953 (87%)	139 (12.7%)
Latino/a	! (0.3%)	532 (91.1%)	50 (8.6%)
Race - White			
Missing	! (25%)*	! (50%)	! (25%)
White only [‡]	! (0%)	624 (86.4%)	98 (13.6%)
Not White	! (0.5%)	861 (90%)	91 (9.5%)
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader [‡]	! (0.3%)	710 (90.1%)	76 (9.6%)
Leader	! (0.3%)	774 (87%)	113 (12.7%)
Career tenure			
Missing	! (3.2%)	25 (80.6%)	! (16.1%)
Earlier career [‡]	! (0.2%)	1,159 (91.6%)	103 (8.1%)
Sustained career	! (0.5%)	303 (78.3%)*	82 (21.2%)*
Locale			
Missing	! (0%)	59 (93.7%)	! (6.3%)
Not metro [‡]	! (0%)	212 (88.7%)	27 (11.3%)
Metro	! (0.4%)	1,216 (88.1%)	159 (11.5%)

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 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	! (0.4%)	1,401 (83.2%)	276 (16.4%)
By select characteristics			
Age			
Missing	! (4.3%)	18 (78.3%)	! (17.4%)
18–25 [‡]	! (0.1%)	671 (89.3%)	79 (10.5%)
26–39	! (0.6%)	382 (82.3%)*	79 (17%)*
40–54	! (0%)	176 (74.9%)*	59 (25.1%)*
55 or more	! (0.5%)	154 (73.3%)*	55 (26.2%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,083 (84.3%)	196 (15.3%)
Male	! (0%)	250 (79.9%)	63 (20.1%)
Other	! (0%)	66 (79.5%)	17 (20.5%)
Race - Black			
Missing	! (25%)*	! (50%)	! (25%)
Not Black [‡]	! (0.3%)	1,199 (83.3%)	236 (16.4%)
Black	! (0.4%)	200 (83.3%)	39 (16.2%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (50%)	! (25%)
Not Latino/a [‡]	! (0.3%)	868 (79.3%)	224 (20.5%)
Latino/a	! (0.3%)	531 (90.9%)*	51 (8.7%)*
Race - White			
Missing	! (25%)*	! (50%)	! (25%)
White only [‡]	! (0%)	573 (79.4%)	149 (20.6%)
Not White	! (0.5%)	826 (86.3%)*	126 (13.2%)*
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.3%)	670 (85%)	116 (14.7%)
Leader	! (0.3%)	727 (81.7%)	160 (18%)
Career tenure			
Missing	! (3.2%)	24 (77.4%)	! (19.4%)
Earlier career [‡]	! (0.2%)	1,094 (86.5%)	168 (13.3%)
Sustained career	! (0.5%)	283 (73.1%)*	102 (26.4%)*
Locale			
Missing	! (0%)	53 (84.1%)	10 (15.9%)
Not metro [‡]	! (0%)	192 (80.3%)	47 (19.7%)
Metro	! (0.4%)	1,156 (83.7%)	219 (15.9%)

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 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	! (0.4%)	1,528 (90.8%)	149 (8.9%)
By select characteristics			
Age			
Missing	! (4.3%)	17 (73.9%)*	! (21.7%)*
18–25 [‡]	! (0.1%)	722 (96.1%)	28 (3.7%)
26–39	! (0.6%)	413 (89%)*	48 (10.3%)*
40–54	! (0%)	205 (87.2%)*	30 (12.8%)*
55 or more	! (0.5%)	171 (81.4%)*	38 (18.1%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,167 (90.9%)	112 (8.7%)
Male	! (0%)	286 (91.4%)	27 (8.6%)
Other	! (0%)	73 (88%)	10 (12%)
Race - Black			
Missing	! (25%)*	! (50%)	! (25%)
Not Black [‡]	! (0.3%)	1,303 (90.5%)	132 (9.2%)
Black	! (0.4%)	223 (92.9%)	16 (6.7%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (50%)	! (25%)
Not Latino/a [‡]	! (0.3%)	966 (88.2%)	126 (11.5%)
Latino/a	! (0.3%)	560 (95.9%)*	22 (3.8%)*
Race - White			
Missing	! (25%)*	! (50%)	! (25%)
White only [‡]	! (0%)	635 (88%)	87 (12%)
Not White	! (0.5%)	891 (93.1%)*	61 (6.4%)*
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.3%)	712 (90.4%)	74 (9.4%)
Leader	! (0.3%)	812 (91.2%)	75 (8.4%)
Career tenure			
Missing	! (3.2%)	25 (80.6%)	! (16.1%)
Earlier career [‡]	! (0.2%)	1,181 (93.4%)	81 (6.4%)
Sustained career	! (0.5%)	322 (83.2%)*	63 (16.3%)*
Locale			
Missing	! (0%)	60 (95.2%)	! (4.8%)
Not metro [‡]	! (0%)	211 (88.3%)	28 (11.7%)
Metro	! (0.4%)	1,257 (91%)	118 (8.5%)

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 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	! (0.4%)	1,580 (93.9%)	97 (5.8%)
By select characteristics			
Age			
Missing	! (4.3%)	19 (82.6%)*	! (13%)
18–25 [‡]	! (0.1%)	722 (96.1%)	28 (3.7%)
26–39	! (0.6%)	429 (92.5%)*	32 (6.9%)
40–54	! (0%)	214 (91.1%)*	21 (8.9%)*
55 or more	! (0.5%)	196 (93.3%)	13 (6.2%)
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,211 (94.3%)	68 (5.3%)
Male	! (0%)	288 (92%)	25 (8%)
Other	! (0%)	79 (95.2%)	! (4.8%)
Race - Black			
Missing	! (25%)*	! (50%)*	! (25%)
Not Black [‡]	! (0.3%)	1,356 (94.2%)	79 (5.5%)
Black	! (0.4%)	222 (92.5%)	17 (7.1%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (50%)	! (25%)
Not Latino/a [‡]	! (0.3%)	1,018 (93%)	74 (6.8%)
Latino/a	! (0.3%)	560 (95.9%)	22 (3.8%)
Race - White			
Missing	! (25%)*	! (50%)	! (25%)
White only [‡]	! (0%)	669 (92.7%)	53 (7.3%)
Not White	! (0.5%)	909 (95%)	43 (4.5%)
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader [‡]	! (0.3%)	735 (93.3%)	51 (6.5%)
Leader	! (0.3%)	842 (94.6%)	45 (5.1%)
Career tenure			
Missing	! (3.2%)	27 (87.1%)	! (9.7%)
Earlier career [‡]	! (0.2%)	1,197 (94.6%)	65 (5.1%)
Sustained career	! (0.5%)	356 (92%)	29 (7.5%)
Locale			
Missing	! (0%)	61 (96.8%)	! (3.2%)
Not metro [‡]	! (0%)	228 (95.4%)	11 (4.6%)
Metro	! (0.4%)	1,291 (93.5%)	84 (6.1%)

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 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	! (0.4%)	1,528 (90.8%)	149 (8.9%)
By select characteristics			
Age			
Missing	! (4.3%)	21 (91.3%)	! (4.3%)
18–25 [‡]	! (0.1%)	723 (96.3%)	27 (3.6%)
26–39	! (0.6%)	410 (88.4%)*	51 (11%)*
40–54	! (0%)	203 (86.4%)*	32 (13.6%)*
55 or more	! (0.5%)	171 (81.4%)*	38 (18.1%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,172 (91.3%)	107 (8.3%)
Male	! (0%)	279 (89.1%)	34 (10.9%)
Other	! (0%)	75 (90.4%)	! (9.6%)
Race - Black			
Missing	! (25%)*	! (75%)	! (0%)
Not Black [‡]	! (0.3%)	1,311 (91.1%)	124 (8.6%)
Black	! (0.4%)	214 (89.2%)	25 (10.4%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (75%)	! (0%)
Not Latino/a [‡]	! (0.3%)	959 (87.6%)	133 (12.1%)
Latino/a	! (0.3%)	566 (96.9%)*	16 (2.7%)*
Race - White			
Missing	! (25%)*	! (75%)	! (0%)
White only [‡]	! (0%)	619 (85.7%)	103 (14.3%)
Not White	! (0.5%)	906 (94.7%)*	46 (4.8%)*
Leader status			
Missing	! (20%)*	! (80%)	! (0%)
Not leader [‡]	! (0.3%)	743 (94.3%)	43 (5.5%)
Leader	! (0.3%)	781 (87.8%)*	106 (11.9%)*
Career tenure			
Missing	! (3.2%)	29 (93.5%)	! (3.2%)
Earlier career [‡]	! (0.2%)	1,188 (93.9%)	74 (5.8%)
Sustained career	! (0.5%)	311 (80.4%)*	74 (19.1%)*
Locale			
Missing	! (0%)	58 (92.1%)	! (7.9%)
Not metro [‡]	! (0%)	202 (84.5%)	37 (15.5%)
Metro	! (0.4%)	1,268 (91.8%)*	107 (7.7%)*

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 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	! (0.4%)	1,529 (90.8%)	148 (8.8%)
By select characteristics			
Age			
Missing	! (4.3%)	20 (87%)	! (8.7%)
18–25 [‡]	! (0.1%)	708 (94.3%)	42 (5.6%)
26–39	! (0.6%)	416 (89.7%)*	45 (9.7%)*
40–54	! (0%)	207 (88.1%)*	28 (11.9%)*
55 or more	! (0.5%)	178 (84.8%)*	31 (14.8%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,180 (91.9%)	99 (7.7%)
Male	! (0%)	272 (86.9%)*	41 (13.1%)*
Other	! (0%)	75 (90.4%)	! (9.6%)
Race - Black			
Missing	! (25%)*	! (75%)	! (0%)
Not Black [‡]	! (0.3%)	1,307 (90.8%)	128 (8.9%)
Black	! (0.4%)	219 (91.2%)	20 (8.3%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (75%)	! (0%)
Not Latino/a [‡]	! (0.3%)	969 (88.5%)	123 (11.2%)
Latino/a	! (0.3%)	557 (95.4%)*	25 (4.3%)*
Race - White			
Missing	! (25%)*	! (75%)	! (0%)
White only [‡]	! (0%)	637 (88.2%)	85 (11.8%)
Not White	! (0.5%)	889 (92.9%)*	63 (6.6%)*
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader [‡]	! (0.3%)	722 (91.6%)	64 (8.1%)
Leader	! (0.3%)	804 (90.3%)	83 (9.3%)
Career tenure			
Missing	! (3.2%)	28 (90.3%)	! (6.5%)
Earlier career [‡]	! (0.2%)	1,172 (92.6%)	90 (7.1%)
Sustained career	! (0.5%)	329 (85%)*	56 (14.5%)*
Locale			
Missing	! (0%)	55 (87.3%)	! (12.7%)
Not metro [‡]	! (0%)	213 (89.1%)	26 (10.9%)
Metro	! (0.4%)	1,261 (91.3%)	114 (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 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	! (0.4%)	1,191 (70.8%)	486 (28.9%)
By select characteristics			
Age			
Missing	! (4.3%)	19 (82.6%)	! (13%)
18–25 [‡]	! (0.1%)	530 (70.6%)	220 (29.3%)
26–39	! (0.6%)	352 (75.9%)	109 (23.5%)
40–54	! (0%)	148 (63%)	87 (37%)
55 or more	! (0.5%)	142 (67.6%)	67 (31.9%)
Gender			
Missing	! (33.3%)*	! (33.3%)	! (33.3%)
Female [‡]	! (0.4%)	877 (68.3%)	402 (31.3%)
Male	! (0%)	250 (79.9%)*	63 (20.1%)*
Other	! (0%)	63 (75.9%)	20 (24.1%)
Race - Black			
Missing	! (25%)*	! (75%)	! (0%)
Not Black [‡]	! (0.3%)	1,019 (70.8%)	416 (28.9%)
Black	! (0.4%)	169 (70.4%)	70 (29.2%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (75%)	! (0%)
Not Latino/a [‡]	! (0.3%)	754 (68.9%)	338 (30.9%)
Latino/a	! (0.3%)	434 (74.3%)	148 (25.3%)
Race - White			
Missing	! (25%)*	! (75%)	! (0%)
White only [‡]	! (0%)	480 (66.5%)	242 (33.5%)
Not White	! (0.5%)	708 (74%)*	244 (25.5%)*
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader [‡]	! (0.3%)	536 (68%)	250 (31.7%)
Leader	! (0.3%)	652 (73.3%)	235 (26.4%)
Career tenure			
Missing	! (3.2%)	26 (83.9%)	! (12.9%)
Earlier career [‡]	! (0.2%)	900 (71.1%)	362 (28.6%)
Sustained career	! (0.5%)	265 (68.5%)	120 (31%)
Locale			
Missing	! (0%)	50 (79.4%)	13 (20.6%)
Not metro [‡]	! (0%)	146 (61.1%)	93 (38.9%)
Metro	! (0.4%)	995 (72%)*	380 (27.5%)*

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 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	! (0.4%)	1,388 (82.5%)	289 (17.2%)
By select characteristics			
Age			
Missing	! (4.3%)	19 (82.6%)	! (13%)
18–25 [‡]	! (0.1%)	560 (74.6%)	190 (25.3%)
26–39	! (0.6%)	392 (84.5%)*	69 (14.9%)*
40–54	! (0%)	219 (93.2%)*	16 (6.8%)*
55 or more	! (0.5%)	198 (94.3%)*	11 (5.2%)*
Gender			
Missing	! (33.3%)*	! (66.7%)	! (0%)
Female [‡]	! (0.4%)	1,058 (82.4%)	221 (17.2%)
Male	! (0%)	257 (82.1%)	56 (17.9%)
Other	! (0%)	71 (85.5%)	12 (14.5%)
Race - Black			
Missing	! (25%)*	! (75%)	! (0%)
Not Black [‡]	! (0.3%)	1,180 (82%)	255 (17.7%)
Black	! (0.4%)	205 (85.4%)	34 (14.2%)
Ethnicity - Latino/a			
Missing	! (25%)*	! (75%)	! (0%)
Not Latino/a [‡]	! (0.3%)	961 (87.8%)	131 (12%)
Latino/a	! (0.3%)	424 (72.6%)*	158 (27.1%)*
Race - White			
Missing	! (25%)*	! (75%)	! (0%)
White only [‡]	! (0%)	639 (88.5%)	83 (11.5%)
Not White	! (0.5%)	746 (78%)*	206 (21.5%)*
Leader status			
Missing	! (20%)*	! (60%)	! (20%)
Not leader [‡]	! (0.3%)	627 (79.6%)	159 (20.2%)
Leader	! (0.3%)	758 (85.2%)*	129 (14.5%)*
Career tenure			
Missing	! (3.2%)	26 (83.9%)	! (12.9%)
Earlier career [‡]	! (0.2%)	996 (78.7%)	266 (21%)
Sustained career	! (0.5%)	366 (94.6%)*	19 (4.9%)*
Locale			
Missing	! (0%)	51 (81%)	12 (19%)
Not metro [‡]	! (0%)	212 (88.7%)	27 (11.3%)
Metro	! (0.4%)	1,125 (81.5%)*	250 (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 D13: I am paid a fair amount for the work I do.

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

Select characteristics	Missing	Strongly agree	Agree	Disagree	Strongly disagree
Overall	20 (1.2%)	354 (21%)	762 (45.3%)	419 (24.9%)	128 (7.6%)
By select characteristics					
Age					
Missing	! (13%)*	! (30.4%)	! (21.7%)	! (30.4%)	! (4.3%)
18–25 [‡]	! (1.2%)	177 (23.6%)	348 (46.3%)	158 (21%)	59 (7.9%)
26–39	! (1.1%)	91 (19.6%)	205 (44.2%)	129 (27.8%)*	34 (7.3%)
40–54	! (0.4%)	37 (15.7%)	112 (47.7%)	68 (28.9%)	17 (7.2%)
55 or more	! (1%)	42 (20%)	92 (43.8%)	57 (27.1%)	17 (8.1%)
Gender					
Missing	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)
Female [‡]	11 (0.9%)	276 (21.5%)	576 (44.9%)	330 (25.7%)	91 (7.1%)
Male	! (1.9%)	65 (20.8%)	146 (46.6%)	70 (22.4%)	26 (8.3%)
Other	! (1.2%)	13 (15.7%)	39 (47%)	19 (22.9%)	11 (13.3%)
Race - Black					
Missing	! (25%)	! (50%)	! (0%)	! (0%)	! (25%)
Not Black [‡]	14 (1%)	307 (21.3%)	666 (46.3%)	345 (24%)	107 (7.4%)
Black	! (2.1%)	45 (18.8%)	96 (40%)	74 (30.8%)	20 (8.3%)
Ethnicity - Latino/a					
Missing	! (25%)	! (50%)	! (0%)	! (0%)	! (25%)
Not Latino/a [‡]	13 (1.2%)	229 (20.9%)	468 (42.7%)	293 (26.8%)	92 (8.4%)
Latino/a	! (1%)	123 (21.1%)	294 (50.3%)*	126 (21.6%)	35 (6%)
Race - White					
Missing	! (25%)*	! (50%)	! (0%)	! (0%)	! (25%)
White only [‡]	! (0.7%)	146 (20.2%)	335 (46.4%)	182 (25.2%)	54 (7.5%)
Not White	14 (1.5%)	206 (21.5%)	427 (44.6%)	237 (24.8%)	73 (7.6%)
Leader status					
Missing	! (20%)	! (20%)	! (60%)	! (0%)	! (0%)
Not leader [‡]	11 (1.4%)	155 (19.7%)	345 (43.8%)	204 (25.9%)	73 (9.3%)
Leader	! (0.9%)	198 (22.2%)	414 (46.5%)	215 (24.2%)	55 (6.2%)
Career tenure					
Missing	! (9.7%)*	! (25.8%)	10 (32.3%)	! (29%)	! (3.2%)
Earlier career [‡]	15 (1.2%)	287 (22.7%)	583 (46.1%)	286 (22.6%)	94 (7.4%)
Sustained career	! (0.5%)	59 (15.2%)*	169 (43.7%)	124 (32%)*	33 (8.5%)
Locale					
Missing	! (6.3%)	13 (20.6%)	26 (41.3%)	17 (27%)	! (4.8%)
Not metro [‡]	! (0.8%)	55 (23%)	107 (44.8%)	60 (25.1%)	15 (6.3%)
Metro	14 (1%)	286 (20.7%)	629 (45.5%)	342 (24.8%)	110 (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 D14: How are you paid?

How are you paid?

Select characteristics	Missing	Hourly wage	Annual salary	Other (please specify)	Stipend	Per diem
Overall	! (0.4%)	1,454 (86.4%)	161 (9.6%)	27 (1.6%)	! (0.3%)	29 (1.7%)
By select characteristics						
Age						
Missing	! (8.7%)*	15 (65.2%)*	! (26.1%)*	! (0%)	! (0%)	! (0%)
18–25 [†]	! (0.3%)	714 (95.1%)	18 (2.4%)	! (1.1%)	! (0%)	! (1.2%)
26–39	! (0.4%)	379 (81.7%)*	61 (13.1%)*	! (1.1%)	! (0.6%)	14 (3%)
40–54	! (0%)	194 (82.6%)*	34 (14.5%)*	! (1.7%)	! (0.4%)	! (0.9%)
55 or more	! (0.5%)	152 (72.4%)*	42 (20%)*	10 (4.8%)*	! (0.5%)	! (1.9%)
Gender						
Missing	! (66.7%)	! (0%)	! (33.3%)	! (0%)	! (0%)	! (0%)
Female [†]	! (0.3%)	1,144 (89.1%)	100 (7.8%)	18 (1.4%)	! (0.4%)	13 (1%)
Male	! (0.3%)	240 (76.7%)*	50 (16%)*	! (2.6%)	! (0%)	14 (4.5%)*
Other	! (0%)	70 (84.3%)	10 (12%)	! (1.2%)	! (0%)	! (2.4%)
Race - Black						
Missing	! (25%)*	! (50%)	! (25%)	! (0%)	! (0%)	! (0%)
Not Black [†]	! (0.3%)	1,243 (86.4%)	138 (9.6%)	21 (1.5%)	! (0.3%)	28 (1.9%)
Black	! (0.4%)	209 (87.1%)	22 (9.2%)	! (2.5%)	! (0.4%)	! (0.4%)
Ethnicity - Latino/a						
Missing	! (25%)*	! (50%)	! (25%)	! (0%)	! (0%)	! (0%)
Not Latino/a [†]	! (0.4%)	888 (81.1%)	147 (13.4%)	23 (2.1%)	! (0.5%)	28 (2.6%)
Latino/a	! (0.3%)	564 (96.6%)*	13 (2.2%)*	! (0.7%)	! (0%)	! (0.2%)*
Race - White						
Missing	! (25%)*	! (50%)	! (25%)	! (0%)	! (0%)	! (0%)
White only [†]	! (0.4%)	574 (79.5%)	104 (14.4%)	14 (1.9%)	! (0.4%)	24 (3.3%)
Not White	! (0.3%)	878 (91.7%)*	56 (5.9%)*	13 (1.4%)	! (0.2%)	! (0.5%)*

Select characteristics	Missing	Hourly wage	Annual salary	Other (please specify)	Stipend	Per diem
Leader status						
Missing	! (0%)	! (60%)	! (20%)	! (20%)	! (0%)	! (0%)
Not leader [‡]	! (0.4%)	715 (90.7%)	30 (3.8%)	14 (1.8%)	! (0.3%)	24 (3%)
Leader	! (0.4%)	736 (82.7%)*	130 (14.6%)*	12 (1.3%)	! (0.3%)	! (0.6%)*
Career tenure						
Missing	! (6.5%)*	21 (67.7%)*	! (25.8%)*	! (0%)	! (0%)	! (0%)
Earlier career [‡]	! (0.4%)	1,149 (90.8%)	77 (6.1%)	11 (0.9%)	! (0.2%)	20 (1.6%)
Sustained career	! (0%)	284 (73.4%)*	76 (19.6%)*	16 (4.1%)*	! (0.5%)	! (2.3%)
Locale						
Missing	! (0%)	44 (69.8%)	17 (27%)	! (0%)	! (0%)	! (3.2%)
Not metro [‡]	! (0%)	188 (78.7%)	31 (13%)	! (1.7%)	! (0.4%)	15 (6.3%)
Metro	! (0.5%)	1,222 (88.5%)*	113 (8.2%)	23 (1.7%)	! (0.3%)	12 (0.9%)*

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 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	14 (1%)	16 (1.1%)	201 (13.8%)	652 (44.7%)	423 (29%)	153 (10.5%)
By select characteristics						
Age						
Missing	! (23.5%)	! (0%)	! (11.8%)	! (41.2%)	! (11.8%)	! (11.8%)
18–25 [‡]	! (0.3%)	! (1.1%)	106 (14.8%)	379 (52.9%)	205 (28.6%)	16 (2.2%)
26–39	! (1.3%)	! (1.3%)	42 (11.1%)	148 (38.9%)*	121 (31.8%)	59 (15.5%)*
40–54	! (1%)	! (0.5%)	23 (11.9%)	75 (38.7%)*	56 (28.9%)	37 (19.1%)*
55 or more	! (0.7%)	! (1.3%)	28 (18.4%)	43 (28.3%)*	39 (25.7%)	39 (25.7%)*
Gender						
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Female [‡]	! (0.6%)	10 (0.9%)	161 (14%)	511 (44.6%)	330 (28.8%)	127 (11.1%)
Male	! (1.7%)	! (2.1%)	32 (13.3%)	105 (43.6%)	75 (31.1%)	20 (8.3%)
Other	! (1.4%)	! (1.4%)	! (11.4%)	36 (51.4%)	18 (25.7%)	! (8.6%)
Race - Black						
Missing	! (33.3%)	! (0%)	! (0%)	! (66.7%)	! (0%)	! (0%)
Not Black [‡]	! (0.7%)	13 (1%)	161 (12.9%)	584 (46.9%)	368 (29.5%)	111 (8.9%)
Black	! (1.9%)	! (1.4%)	40 (19%)	66 (31.4%)*	55 (26.2%)	42 (20%)*
Ethnicity - Latino/a						
Missing	! (33.3%)	! (0%)	! (0%)	! (66.7%)	! (0%)	! (0%)
Not Latino/a [‡]	10 (1.1%)	16 (1.8%)	163 (18.3%)	388 (43.5%)	189 (21.2%)	125 (14%)
Latino/a	! (0.5%)	! (0%)	38 (6.7%)	262 (46.4%)	234 (41.4%)	28 (5%)
Race - White						
Missing	! (33.3%)	! (0%)	! (0%)	! (66.7%)	! (0%)	! (0%)
White only [‡]	! (0.9%)	11 (1.9%)	115 (20%)	248 (43.1%)	120 (20.8%)	77 (13.4%)
Not White	! (0.9%)	! (0.6%)	86 (9.8%)*	402 (45.7%)	303 (34.4%)*	76 (8.6%)*
Leader status						
Missing	! (0%)	! (0%)	! (0%)	! (33.3%)	! (66.7%)	! (0%)
Not leader [‡]	! (0.8%)	! (0.4%)	138 (19.2%)	406 (56.6%)	95 (13.2%)	69 (9.6%)
Leader	! (1.1%)	13 (1.8%)	63 (8.5%)*	245 (33.2%)*	326 (44.1%)*	84 (11.4%)
Career tenure						
Missing	! (17.4%)	! (0%)	! (8.7%)	! (34.8%)	! (30.4%)	! (8.7%)
Earlier career [‡]	! (0.7%)	14 (1.2%)	154 (13.3%)	556 (48.2%)	336 (29.1%)	86 (7.5%)
Sustained career	! (0.7%)	! (0.7%)	45 (16%)	88 (31.2%)*	80 (28.4%)	65 (23%)*
Locale						
Missing	! (2.3%)	! (4.5%)	12 (27.3%)	16 (36.4%)	12 (27.3%)	! (2.3%)
Not metro [‡]	! (1.6%)	! (1.1%)	41 (21.8%)	73 (38.8%)	34 (18.1%)	35 (18.6%)
Metro	10 (0.8%)	12 (1%)	148 (12.1%)*	563 (45.9%)	377 (30.7%)*	117 (9.5%)*

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 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	10 (6%)	22 (13.3%)	49 (29.5%)	31 (18.7%)	36 (21.7%)	11 (6.6%)	! (4.2%)
By select characteristics							
Age							
Missing	! (50%)	! (0%)	! (37.5%)	! (12.5%)	! (0%)	! (0%)	! (0%)
18–25 [‡]	! (10%)	! (15%)	! (25%)	! (30%)	! (20%)	! (0%)	! (0%)
26–39	! (4.8%)	! (9.7%)	13 (21%)	14 (22.6%)	17 (27.4%)	! (8.1%)	! (6.5%)
40–54	! (0%)	! (18.2%)	11 (33.3%)	! (21.2%)	! (15.2%)	! (6.1%)	! (6.1%)
55 or more	! (2.3%)	! (16.3%)	17 (39.5%)	! (7%)	10 (23.3%)	! (9.3%)	! (2.3%)
Gender							
Missing	! (100%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)	! (0%)
Female [‡]	! (4.9%)	19 (18.6%)	37 (36.3%)	15 (14.7%)	18 (17.6%)	! (4.9%)	! (2.9%)
Male	! (2%)	! (0%)	11 (21.6%)	14 (27.5%)	16 (31.4%)	! (9.8%)	! (7.8%)
Other	! (10%)	! (30%)	! (10%)	! (20%)	! (20%)	! (10%)	! (0%)
Race - Black							
Missing	! (50%)	! (0%)	! (0%)	! (50%)	! (0%)	! (0%)	! (0%)
Not Black [‡]	! (5.7%)	20 (14.2%)	42 (29.8%)	25 (17.7%)	31 (22%)	! (6.4%)	! (4.3%)
Black	! (4.3%)	! (8.7%)	! (30.4%)	! (21.7%)	! (21.7%)	! (8.7%)	! (4.3%)
Ethnicity - Latino/a							
Missing	! (50%)	! (0%)	! (0%)	! (50%)	! (0%)	! (0%)	! (0%)
Not Latino/a [‡]	! (4.7%)	17 (11.3%)	47 (31.3%)	28 (18.7%)	34 (22.7%)	11 (7.3%)	! (4%)
Latino/a	! (14.3%)	! (35.7%)	! (14.3%)	! (14.3%)	! (14.3%)	! (0%)	! (7.1%)
Race - White							
Missing	! (50%)	! (0%)	! (0%)	! (50%)	! (0%)	! (0%)	! (0%)
White only [‡]	! (3.8%)	13 (12.3%)	32 (30.2%)	21 (19.8%)	23 (21.7%)	! (7.5%)	! (4.7%)
Not White	! (8.6%)	! (15.5%)	17 (29.3%)	! (15.5%)	13 (22.4%)	! (5.2%)	! (3.4%)
Leader status							
Missing	! (0%)	! (0%)	! (0%)	! (0%)	! (100%)	! (0%)	! (0%)
Not leader [‡]	! (12.1%)	! (21.2%)	! (24.2%)	! (15.2%)	! (21.2%)	! (3%)	! (3%)
Leader	! (4.5%)	15 (11.4%)	41 (31.1%)	26 (19.7%)	28 (21.2%)	10 (7.6%)	! (4.5%)
Career tenure							
Missing	! (40%)*	! (10%)	! (40%)	! (10%)	! (0%)	! (0%)	! (0%)
Earlier career [‡]	! (6.2%)	12 (15%)	20 (25%)	15 (18.8%)	20 (25%)	! (5%)	! (5%)
Sustained career	! (1.3%)	! (11.8%)	25 (32.9%)	15 (19.7%)	16 (21.1%)	! (9.2%)	! (3.9%)
Locale							
Missing	! (5.9%)	! (17.6%)	! (17.6%)	! (17.6%)	! (23.5%)	! (5.9%)	! (11.8%)
Not metro [‡]	! (0%)	! (22.6%)	13 (41.9%)	! (12.9%)	! (16.1%)	! (3.2%)	! (3.2%)
Metro	! (7.6%)	12 (10.2%)	33 (28%)	24 (20.3%)	27 (22.9%)	! (7.6%)	! (3.4%)

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.

About the American Institutes for Research®

Established in 1946, the American Institutes for Research® (AIR®) is a nonpartisan, not-for-profit institution that conducts behavioral and social science research and delivers technical assistance both domestically and internationally in the areas of education, health, and the workforce. AIR's work is driven by its mission to generate and use rigorous evidence that contributes to a better, more equitable world. With headquarters in Arlington, Virginia, AIR has offices across the U.S. and abroad. For more information, visit [AIR.ORG](https://www.air.org).



AIR® Headquarters

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

Notice of Trademark: "American Institutes for Research" and "AIR" are registered trademarks. All other brand, product, or company names are trademarks or registered trademarks of their respective owners.

Copyright © 2024 American Institutes for Research®. All rights reserved. No part of this publication may be reproduced, distributed, or transmitted in any form or by any means, including photocopying, recording, website display, or other electronic or mechanical methods, without the prior written permission of the American Institutes for Research. For permission requests, please use the Contact Us form on [AIR.ORG](https://www.air.org).