

1,004

U.S. adults ages 21 to 72, including representative samples of Millennials (21-37), Gen X (38-53) and Baby Boomers (54-72), were surveyed about their financial security and career outlook.



ADULT VIEWPOINTS 2019:
**ECONOMIC SECURITY
AND ADVANCEMENT
IN THE WORKFORCE**



CHAMPLAIN
COLLEGE
ONLINE /

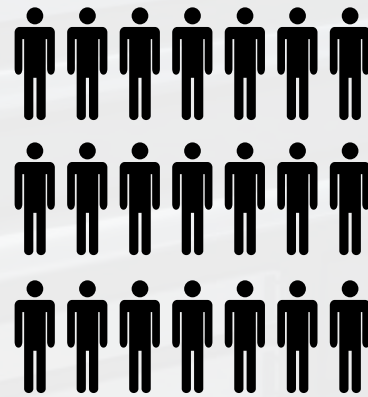
A smiling woman with curly hair is sitting at a desk with a laptop. The background is blurred, showing other people in a professional setting. A blue semi-transparent box is overlaid on the image, containing the table of contents.

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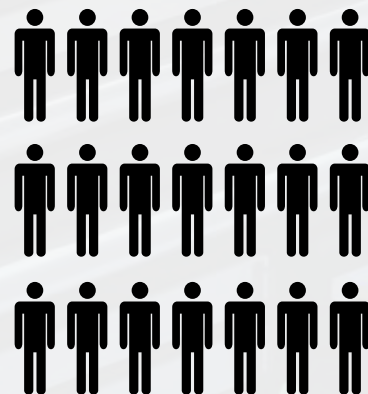
SOURCE OF DATA

Champlain College Online fielded a survey with Full Circle Research from July 15, 2019 to July 21, 2019, with a nationally representative sample of 1,004 U.S. adults in the workforce between the ages of 21 and 72 representing three generations.



The adults surveyed were a representative segment of Millennials (21-37), Gen X (38-53) and Baby Boomers (54-72). The margin of error for the entire survey is +/- 3.1%, and larger for sub-groups, with a confidence level of 95%.

**1,004
ADULTS**





PURPOSE OF SURVEY

The U.S. workforce is facing unprecedented changes and the causes are numerous. Some of the oft-cited drivers of change include technological advances, demographic shifts in the U.S. population, globalization of industry, and a continued movement toward a domestic knowledge economy. As the landscape changes, it's the employees of U.S. organizations who will be hit the hardest: jobs will be outsourced, many career fields will become obsolete, and in-demand skills will radically change.

Champlain College Online commissioned this survey in order to assess working* American adults' perspectives on these shifts, and to better understand how the multigenerational workforce is responding to the challenges posed by a changing economy.

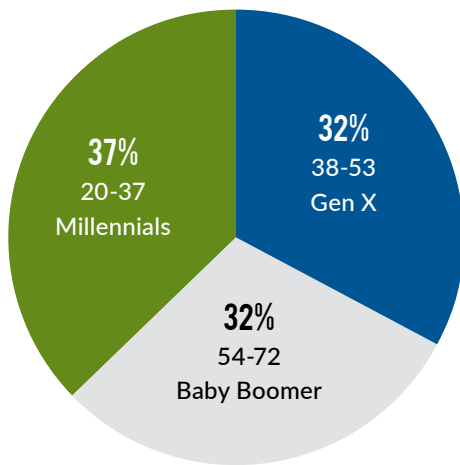
In this survey, we gained insight into the perceptions of three generations (Millennials, Gen Z, and Baby Boomers) of American adults in the workforce on a variety of topics, including:

- Personal financial security compared to their parents
- Career outlook
- Advancement prospects in the workplace
- Willingness to pursue new job opportunities
- Various career advancement activities, including going back to school

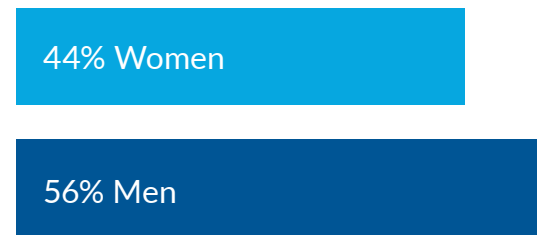
**For the purposes of this survey we also included adults actively seeking work.*

DEMOGRAPHICS

AGE



GENDER



RACE/ETHNICITY

Asian or Pacific Islander	3%
Black, non-Hispanic	14%
Native American or Alaska Native	2%
Caucasian, non-Hispanic	50%
Caucasian, Hispanic	29%
Multi-Ethnic	2%
Other	1%

GEOGRAPHIC REGION

Northeast	20%
South	37%
Midwest	19%
West	24%

EDUCATION LEVEL

High school degree, GED, or less	17%
Some college, but no degree	26%
Associate degree	14%
Bachelor's degree	28%
Master's degree or higher	11%

EMPLOYMENT STATUS

Full-time	68%
Part-time	20%
Not working, but seeking employment	12%

Complain College

A woman with short dark curly hair, wearing a dark pinstriped blazer over a green turtleneck, is smiling and looking towards a man. The man has a beard and is wearing a light blue checkered button-down shirt. He is gesturing with his hands as if speaking. They are standing outdoors in front of a building with large windows. A blue rectangular box is overlaid in the center of the image, containing the text 'KEY SURVEY FINDINGS' in white, bold, sans-serif font.

**KEY
SURVEY
FINDINGS**

FINANCIAL SECURITY

48% **FEEL VERY OR SOMEWHAT INSECURE**

When asked how secure they feel financially at this point in their lives, 48% of respondents said they feel “somewhat” or “very” insecure. Only 8% of respondents said that they feel “very secure.” There were no significant differences among age groups.

RESPONDENTS WITH MASTER’S DEGREE FEEL VERY OR SOMEWHAT SECURE

51%

Sense of financial security increased with education level; 51% of those with a master’s degree or higher said they were “somewhat” or “very” secure, as compared to only 23% of those with a high school diploma or less.

40% **FEEL LESS SECURE THAN PARENTS**

Respondents across all age groups were split on whether or not they feel more or less financially secure than their parents at the same time in their lives; 41% said they felt “much more” or “somewhat more” secure, and 40% said they felt “much less” or “somewhat less” secure.

TAKEAWAYS

It is notable that nearly half of all respondents—across age groups—said that, all things considered, they felt financially insecure. This points to wider trends around income and employment, and suggests that full-time employment does not necessarily correlate with financial security. In fact, based on the data collected in this survey, employment status is not an indicator of financial stability, suggesting that many Americans are struggling to make ends meet or are concerned about their financial futures, regardless of the fact that they hold steady jobs.

Additionally, our data challenged the commonly held belief that successive generations see themselves as better off than those that came before them. While many respondents (41%) did say that they felt more secure than their parents at the same point in their lives, 40% said they felt less secure than their parents. The fact that responses were consistent across age groups points to a widespread sense that it is more difficult to make a living and get by than it has been in previous generations, and this is affecting not just those early on in their careers, but their parents and grandparents as well.

However, the fact that sense of financial security increased with education level, with over half (51%) of those with a master’s degree or higher saying that they felt financially secure as opposed to just under a quarter (23%) of those with a high school diploma or less, indicates that higher education may be one way to improve financial security and create opportunity for individuals to build better lives.

SECURITY IN FIELD OF WORK

52%

of respondents said they were “somewhat” or “very” secure in their chosen fields of work.

30%

of respondents said they felt “somewhat” or “very” insecure in their fields of work.

41%

of respondents felt “somewhat more” or “much more” secure in their current fields of work than their parents at the same point in their lives.

21%

of Millennials considered themselves to be “somewhat insecure” in their career fields, significantly more than other age groups.



Security in one’s field of work increased with educational level; the majority of those with a bachelor’s degree (57%) and/or a master’s degree (66%) said they felt secure, while the same was true for only 43% of those with a high school diploma.

SECURITY IN CURRENT JOB

57%

of respondents view themselves as “very” or “somewhat” secure in their current jobs.

27%

of respondents view themselves as insecure in their jobs.

73%

of those with a master’s degree or higher felt secure in their current jobs, while only 49% of those with a high school diploma felt the same way.

CAREER AND JOB SECURITY

TAKEAWAYS

While just over half of respondents indicated that they feel secure in their chosen field of work, it's important to recognize that nearly a third of respondents (30%) stated that they feel "somewhat" or "very" insecure. This is warranted given the many industries that are facing dramatic shifts in how they operate and who they employ; significant numbers of organizations are automating jobs, outsourcing positions overseas, or simply closing areas of business that are no longer in line with the long-term organizational strategy. [A recent CNBC article*](#) states that the retail sector alone—"a sector where automation has been particularly present"—has lost more than 140,000 jobs since January 2017, according to Labor Department data. These corporate-level changes are having an impact on the workforce; whether or not they are actually in danger of losing their jobs as a result of these shifts, many individuals are clearly worried about the possibility.

When it comes to sense of security in one's current job, responses were in line with those on career field security: while the majority (57%) feel secure in their current jobs, over a quarter of them do not. In looking at the numbers more closely, it's also important to note that only 23% of respondents feel "very" secure. Whether this lack of security is perceived or real, it's a concern that many Americans share, and employers may be interested to learn that so few of their employees feel truly confident in their continued employment.

As with financial security, responses were split on the question of career field security in comparison to one's parents, with 41% responding that they felt more secure than their parents at the same point in their lives, 24% stating that they were neither more nor less secure, and 30% believing they were less secure. While the number of respondents who feel secure is not insignificant, the 54% of individuals who indicated that they were at the same security level or lower than their parents is also noteworthy, and paints a much more nuanced picture of the state of the current American workforce's perception of job security.

This is especially interesting to consider when looking at Millennial respondents, who, overall, consider themselves to be less secure in their fields of work than Gen X or Baby Boomer respondents. This group of people, many having graduated from college during or in the aftermath of the Great Recession, may have different perceptions of job longevity, employer loyalty, and career security than older generations as a result of the high unemployment rates and economic collapse they were exposed to during young adulthood.

Finally, it's also important to note the fact that higher career and job security were both correlated with education level; the more education respondents had, the more likely they were to feel secure. Given the fact that bachelor's degrees are now a minimum requirement for many jobs, and higher education tends to translate into greater career prospects and earning potential, it stands to reason that those with more education would be more confident in their career futures than those with only a high school diploma, whose options are believed to be much more limited.

*Franck, T. (2019, April 8). *Booming jobs market is leaving the retail industry behind*. Retrieved from <https://www.cnbc.com/2019/04/05/booming-jobs-market-is-leaving-the-retail-industry-behind.html>

FUTURE IN CURRENT FIELD OF WORK

When asked to think about their current field over the next 5-10 years,

62% of respondents said they “definitely” or “probably” see a future.

39% of respondents are unsure or do not see a future in their current field.

Reasons Why Career Field May Have No Future

54%

The pay for jobs in my current field is not increasing enough, and/or keeping pace with inflation.

27%

I would have to go back to school to gain the skills needed to keep current in my field, and I don't have the MONEY to do so.

27%

I would have to go back to school to gain the skills needed to keep current in my field, and I don't have the TIME to do so.

25%

My job is at risk of going extinct in the future.

23%

Things are changing so rapidly; I don't think I will have the skills needed for my current field.

19%

Jobs in my field are likely to be outsourced or move overseas.

63% of Millennials and 67% of Gen X respondents said they see a future in their field.

Nearly a quarter (24%) of Baby Boomers said they did not see a future in their current field.

FUTURE IN CURRENT FIELD OF WORK

25% of respondents believe their jobs are at risk of going extinct at some point in the future.

56% of those who said they feel “somewhat” or “very” financially insecure fear their job will go extinct.

63% of those who said they’re likely to change jobs or field of work to feel more secure also fear their job going extinct.

Of those who said they felt that pay in their field was not increasing enough, 78% feared their job going extinct.

Younger generations were also more likely to believe their jobs were in jeopardy of being outsourced or moved overseas, at 23% of Millennials and 20% of Gen X.

Millennials were significantly more likely than Gen X or Baby Boomers to feel that they would need to go back to school, but lacked money to do so (33%).

TAKEAWAYS

While it is encouraging to see that the majority of individuals feel confident in the future of their career field, it is also perhaps out of line with workforce trends. According to estimates from the [World Economic Forum*](#) in 2016, 7.1 million jobs worldwide could be lost over the next five years due to factors such as automation. This suggests that many individuals may be overly optimistic about their career prospects in the near future, and are either unaware or unwilling to acknowledge that their fields are likely to go extinct.

The 39% of respondents who are unsure or do not see a future in their current field represent the many American workers who know that widespread technological and geographic changes may impact their careers in yet-to-be-determined ways. More than anything, these responses indicate a sense of uncertainty: many people know that significant shifts are coming, but simply don’t know how their careers will be impacted.

In fact, the reasons given for one’s career field not having a future paint a somewhat grim picture of the current job market: over half of respondents believe pay in their field is not increasing enough, and/or keeping pace with inflation; 23% don’t believe they’ll have the skills to keep up with changes in their fields; and 19% think that their jobs will be outsourced. While these responses were consistent across age groups, the 31% and 33%, respectively, of Millennials who believe that they’ll need to go back to school in order to have a future in their field but lack the time or money to do so indicates that this generation faces challenges that their older counterparts do not—or perhaps Millennials have a keener understanding of what they will need to do in order to stay competitive in a changing job market.

The fact that Baby Boomers were significantly less optimistic about their career futures is somewhat unsurprising, given that many in this generation are close to retirement age. However, given longer lifespans (which often results in people delaying retirement or simply choosing to work longer) it is concerning that nearly a quarter of those in this age group do not see a future in their fields. This may suggest the existence of generational concerns of being phased out of the workforce due to age and changing employer needs.

*World Economic Forum (2016, January). *The Future of Jobs Employment, Skills and Workforce Strategy for the Fourth Industrial Revolution*. Retrieved from http://www3.weforum.org/docs/WEF_Future_of_Jobs.pdf

CAREER CHANGE AND ADVANCEMENT

ADVANCEMENT OPPORTUNITY IN CURRENT JOB

- Fewer than half of respondents (46%) see an opportunity to advance or be promoted in their current workplace.
- Millennials and Gen Xers were significantly more likely to be optimistic about their advancement opportunities; 61% and 48% of those cohorts, respectively, said they “definitely” or “probably” saw advancement opportunities in their current workplaces, as opposed to only 26% of Baby Boomers.
- 46% of Baby Boomers said they believed there were “definitely” or “probably” no advancement opportunities available to them—significantly higher than younger cohorts.

LIKELIHOOD OF CHANGING JOB TO FEEL MORE SECURE

- 44% of respondents are “somewhat” or “very” likely to change jobs to feel more secure.
- Millennials and Gen Xers were significantly more likely than Baby Boomers to change jobs or field of work to feel more secure; 57% of Millennials and 42% of Gen Xers said they were “somewhat” or “very” likely to do so, while only 31% of Baby Boomers said they would.
- Baby Boomers were significantly more likely to see job change as “very unlikely,” at 34% of respondents in this cohort.

TAKEAWAYS

The data here reveals that American workers are, largely, in tenuous employment situations. The fact that only 44% of respondents see opportunities to advance or be promoted is concerning both for employees—who lack pathways to future success, increased earnings, and better work—and for employers, who face losing employees to external opportunities.

This is compounded by the fact that 57% of Millennials and 42% of Gen X respondents said they would be likely to change jobs in order to feel more secure—meaning that a significant portion of the workforce would be ready to leave their current employer if it meant alleviating the concerns outlined in earlier findings.

However, when looking at generational differences around advancement opportunities, it is interesting to note that Millennials were significantly more likely to be optimistic about their prospects than the Gen X or the Baby Boomer cohort. While 61% of Millennials said they “definitely” or “probably” saw an opportunity to advance or be promoted in their workplaces, only 48% of Gen X and 26% of Baby Boomers said the same. The response from Baby Boomers is to be expected, given that these individuals are, for the most part, much further along in their careers; some may have reached the top of the organizational hierarchy, and others might simply be too close to retirement to see further advancement as an option.

However, the lack of optimism on the part of Gen X reflects an interesting workforce trend, detailed by the [Harvard Business Review](#)* in 2019: as Baby Boomers are staying in the workplace longer and delaying retirement, fewer advancement opportunities are being created for Gen X workers, who are at the peak age for career workplace advancement. Additionally, given the increased media focus and employer attention on Millennials in the workforce in recent years, Gen X workers have been overlooked, with a promotion rate that has consistently been 20-30% slower than Millennials’ over time. This represents a challenge for employers, who must focus on retaining their Gen X employees until advancement opportunities arise—perhaps increasing investment in training and development to help employees see their value to the organization over the long term.

*Neal, S. (2019, July 26). *Are Companies About to Have a Gen X Retention Problem?*
Retrieved from <https://hbr.org/2019/07/are-companies-about-to-have-a-gen-x-retention-problem>

TRANSITIONING TO A NEW JOB/CAREER



Respondents have taken this action	Respondents likely to pursue this action in the future	Respondents perceived effectiveness of action	
51%	57%	69%	Network with others, and/or seeks out networking opportunities
32%	48%	63%	Seek a professional or industry certification
25%	40%	48%	Talk to a career coach/counselor
23%	37%	58%	Complete a certificate at a college or university online
22%	32%	53%	Attend a trade school/seek vocational training
18%	33%	44%	Attend a bootcamp or a short course
13%	25%	43%	Pursue an undergraduate degree online
12%	27%	48%	Pursue a master's degree online

The career transition actions perceived to be most effective by respondents are “grow your professional network,” “seek a professional or industry certification,” and “complete a certificate at a college or university online.”

Networking was significantly more common among Millennials (62%) and Gen Xers (52%) than Baby Boomers (36%).

Millennials and Gen Xers were significantly more likely to have pursued online education than Baby Boomers; among the online options listed, completing an online certificate was most popular among Millennials and Gen Xers, at 30% and 23% respectively.

Millennials and Gen Xers are more likely to take actions designed to transition to a new career, responding that they were “very” or “somewhat” likely to pursue career transition actions significantly more often than Baby Boomers.

Millennials and Gen Xers were more likely to see each action as more effective than the Baby Boomer cohort.

Millennials were significantly more likely to view online education positively than other generations; 55% viewed pursuing an undergraduate degree as “very” or “somewhat” effective, 59% saw a master’s degree as effective, and 71% saw a certificate as effective.

Millennials were significantly more likely to pursue online learning; 36% said they were “very” or “somewhat” likely to pursue an undergraduate degree, 40% a master’s degree, and 51% a certificate.

ACTIONS TO TAKE TO TRANSITION TO A NEW JOB/CAREER

TAKEAWAYS

When it comes to taking action in order to transition to a new job or career, the data revealed some interesting findings. When asked which actions they had already taken, over half of respondents (51%) indicated that they had networked with others, with Millennials and Gen X significantly more likely to have done so than Baby Boomers. After networking, actions most frequently taken were those that were lower cost, such as seeking a professional or industry certification, talking to a career coach or counselor, and completing a certificate online.

These responses were consistent with those given when individuals were asked which actions they were most likely to take in order to transition to a new job or career; networking was, once again, the most popular option, followed by seeking a certification and talking to a career coach. This makes sense, given that when asked to rate the effectiveness of these actions, networking came out on top, with 69% of respondents viewing it as effective; professional certifications were in the second position, with 63% of respondents viewing them as effective.

Millennials and Gen X were more likely than Baby Boomers to both pursue each of these actions and to view each of them as effective; again, given that many members of the Baby Boomers are nearing retirement or have significant experience in their fields, career transitions are perhaps less pressing.

Finally, it's interesting to note that while obtaining a bachelor's or master's degree online was viewed as effective, these options were lowest on the list of actions taken or likely to be taken. This may be because of the investment degrees represent in terms of cost and time; it's also a much bigger commitment to a specific field or career path than a lower-stakes option such as networking or a professional certification. However, Millennials and Gen X were both more likely to pursue an online degree than Baby Boomers, and Millennials viewed online degrees as significantly more effective than the other two age groups. This indicates a familiarity with online learning and its outcomes, which makes sense given the increased prevalence of online higher education over their lifetimes.

EMPLOYER SUPPORT IN CAREER TRANSITIONS

LIKELIHOOD EMPLOYER WOULD SUPPORT CAREER ADVANCEMENT ACTIONS



47%: Growing your professional network, and/or seek more networking opportunities



45%: Seeking a professional or industry certification



41%: Completing a certificate at a college or university online



40%: Attending a bootcamp or a short course



35%: Pursuit of a master's degree online



34%: Pursuit of an undergraduate degree online



33%: Providing you with a career coach/counselor

Millennials and Gen X were more likely to believe their employer would support actions to help them transition to a new role than Baby Boomers.

CURRENT CAREER PATHWAYS

- 52% of respondents believe a career pathway exists in their current organization for their current job; just under a third (32%) said they do not see a pathway.
- Nearly two-thirds of Millennials (65%) and over half of Gen X (53%) believe career pathways exist in their current role and organization. This is significantly higher than the 35% of Baby Boomers who believe these career pathways exist.

EMPLOYER'S HELP IN CAREER DEVELOPMENT

- Nearly half of respondents (49%) believe their employer does an "excellent" or "very good" job in aligning training, learning and development, and available higher education opportunities to career pathways within the organization.
- Nearly a quarter rate (22%) their employer's help as "fair" or "poor."

EMPLOYER SUPPORT IN CAREER TRANSITIONS

TAKEAWAYS

Given the mixed responses on job security found elsewhere in this survey, it's somewhat surprising that respondents felt their employers were willing to support them in their transitions to new roles, whether it be through making resources available in the workplace, paid time off to aid in employee pursuits, financial subsidization, or some combination thereof. However, given that our question framed the concept of employer support fairly broadly, and didn't focus specifically on financial support, it stands to reason that respondents may have interpreted this question in a variety of ways—for example, they might not necessarily see their employer funding their career advancement pursuits, but could see their employer actively encouraging these activities.

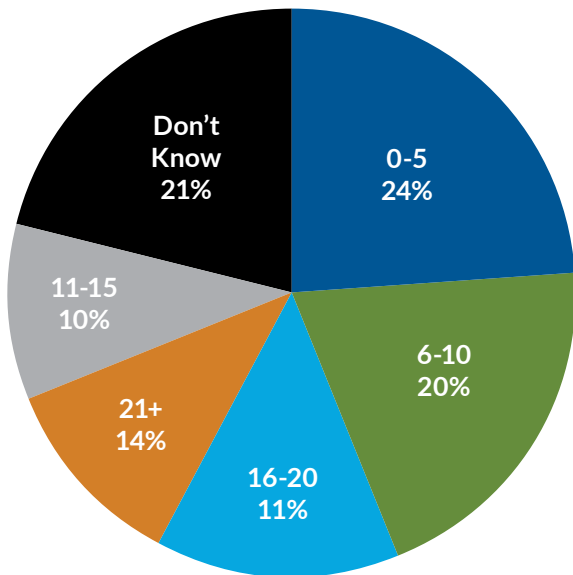
While the most common action respondents felt employers would support was growing a professional network—which aligns with the popularity of networking in earlier responses—respondents also indicated that employers would support them in the pursuit of higher-cost (and higher-impact) actions such as seeking professional or industry certifications, attending bootcamps and short courses, and completing a certificate at an online college or university. Combined with the 49% of respondents who rate their employer's help in career development as “excellent” or “good,” this indicates a high level of investment on the part of employers, who seem to be working to try and help their employees create futures for themselves within their organizations.

When it comes to actual career pathways, though, the responses are mixed. While over half of respondents see pathways within their organization for their current job, nearly a third don't believe those pathways exist, and 17% don't know—meaning employers need to do a better job of both creating those pathways and communicating them more clearly if they already exist.

Additionally, there is once again a significant discrepancy between Baby Boomer respondents and the two other cohorts. While the majority of Millennials and Gen X saw career pathways within their organization, Baby Boomers had a much less positive outlook, with 48% of these respondents saying those career pathways did not exist. As with earlier findings, these responses make sense when considering where Baby Boomers are in their careers as opposed to younger professionals who are still working their way up the career ladder.

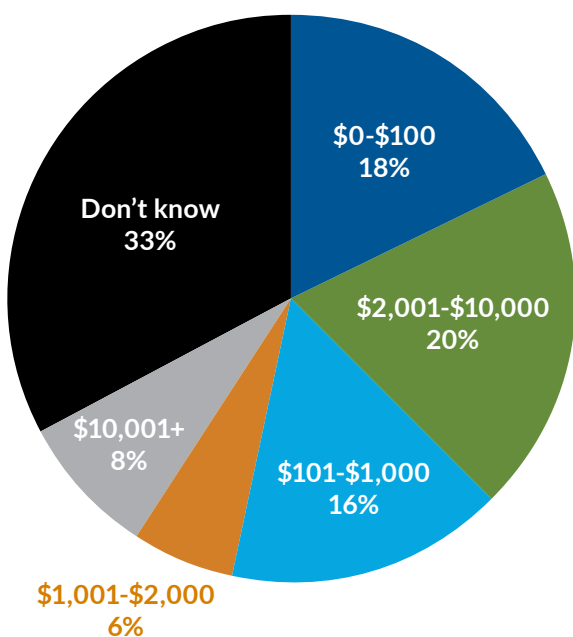
INVESTMENT IN TRAINING

HOURS RESPONDENTS ARE WILLING TO SPEND ON TRAINING/EDUCATION TOWARDS CAREER ADVANCEMENT



- On average, people said they would spend 15 hours on education or training each week.
- Millennials said they would dedicate the most time, at 20 hours per week; Gen Xers would spend 14 hours, and Baby Boomers would spend 11.

AMOUNT OF MONEY RESPONDENTS ARE WILLING TO SPEND ON TRAINING/EDUCATION TOWARDS CAREER ADVANCEMENT



- Overall, respondents said they would spend an average of \$8,152 on education or training to transition to a new job.
- The younger the cohort, the more they were willing to spend; Millennials said they would invest an average of \$13,622 in training and Gen Xers said they would invest an average of \$5,247, as compared to only \$2,738 for Baby Boomers.

INVESTMENT IN TRAINING

TAKEAWAYS

Given the perceived effectiveness of higher education and professional training, as well as the likelihood that employers would support the idea of employees pursuing these development opportunities, it's interesting to consider the amount of time and money respondents are willing to spend on education and training.

On average, respondents were willing to spend a relatively large amount of time on their professional development each week. With 15 hours a week, respondents could easily pursue one or more of the actions indicated as effective for transitioning to a new career, including taking a college or graduate-level class.

Financially, with an average of just over \$8,152 to spend on education or training, respondents could also pursue a high-impact credential to support a career transition or advancement, including a professional certification or training, or a certificate at an online institution. If, as indicated earlier, employers were willing to offer support to employees choosing to pursue professional training or higher education (in the form of tuition reimbursement, for example), respondents may even be able to obtain a full degree.

Unsurprisingly, the younger the respondent, the more time and money they were willing to spend; again, given that Baby Boomers are likely to be far more advanced in their careers, it makes sense that they'd be less willing to invest in professional development. However, earlier in this survey, Millennials said they lack the time and money to go back to school, as indicated; based on the responses given here, the prospect of pursuing a credential is not far-fetched. This could be an opportunity for both online colleges and employers to showcase the benefits of going back to school, and the many pathways available to prospective students to make it a more affordable and manageable process.



CONCLUSION

The results of this survey paint a complex picture of the state of the American workforce, especially as it concerns economic security and career outlook. More than anything, our findings indicate a high level of uncertainty: people simply don't know what the future will look like in this era of rapid change. Of particular note is the fact that, in many cases, this sense of uncertainty and insecurity was shared across generations—Millennials, Gen X, and Baby Boomers all feel the weight of this unpredictable job landscape.

However, our findings also reveal that there is ample opportunity to help American workers feel more secure in their careers and in their financial situations, specifically through job training or education and career support. Respondents indicated a significant willingness to pursue necessary actions towards creating better career futures for themselves; they would consider obtaining degrees, setting aside the necessary time each week to work towards their goals, and investing financially in these activities. The next step is helping these individuals realize that these actions are tangible, both by making those initial steps towards their career objectives clearer, and identifying systems to guide and support them along the way.

By creating more pathways for workers at all levels, in all industries, to pursue actions that will help them stay competitive and access opportunities for advancement, we can create a stronger, more secure workforce. This is a chance for those programs and institutions that provide these services to look at their offerings and explore new ways to make them more accessible to those who need them most; it's also an opportunity for employers to invest in their employees by giving them the support they need to grow. Corporate partnerships with higher education institutions are one way for organizations to create an internal professional development program; these partnerships often give employees access to discounted tuition to help them obtain degrees and certificates, while also providing a low-cost way for employers to upskill their workforces.

Although there are significant changes ahead for the American workforce—regardless of age, profession, and career length—through retraining, education, and skill development, it is possible to help many find the financial stability and lasting careers that they're seeking.



APPENDIX

Following is a complete list of the findings of the
Champlain College Online Adult Viewpoints 2019
Survey

COMPLETE FINDINGS

APPENDIX

Q.1) All things considered, how secure do you feel financially at this point in your life?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	35	35	34	37
(5) Very secure	8	10B	6	7
(4) Somewhat secure	27	25	28	30
(3) Neither	17	16	20	15
(2) Somewhat insecure	29	30	28	29
(1) Very insecure	19	19	18	19

Q.2) Compared to your parents' financial security at this same time in their life, are you...?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	41	44	42	37
(5) Much more secure	16	15	17	17
(4) Somewhat more secure	25	29C	25	20
(3) Neutral	16	13	15	19A
(2) Somewhat less secure	21	20	20	22
(1) Much less secure	19	18	21	19

Q.3) Thinking broadly, how secure do you feel in your chosen field of work at this point in your life?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	52	50	52	55
(5) Very secure	21	18	20	23 A
(4) Somewhat secure	32	32	32	32
(3) Neither	18	17	17	21
(2) Somewhat insecure	17	21C	16	13
(1) Very insecure	13	12	16	11

Q.4) Compared to your parents' security in their chosen field of work at this same time in their life, are you...?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	41	42	39	41
(5) Much more secure	21	22	20	21
(4) Somewhat more secure	20	21	18	20
(3) Neutral	24	22	24	25
(2) Somewhat less secure	18	20	17	17
(1) Much less secure	12	11	15	12

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Q.5) How secure do you feel in your current job at this point in your life?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	57	54	56	61A
(5) Very secure	23	23	22	23
(4) Somewhat secure	34	31	34	38
(3) Neither	16	18	16	15
(2) Somewhat insecure	15	18	13	13
(1) Very insecure	13	12	15	11

Q.6) Do you see an opportunity to advance or be promoted at your workplace in the future?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	46	61BC	48C	26
(5) Yes, definitely	25	33C	28C	13
(4) Yes, probably	20	28BC	20C	12
(3) Unsure	26	22	28	29A
(2) No, probably not	15	9	14	24AB
(1) No, definitely not	14	9	10	22AB

Q.7) Do you see a future in your current field of work in the next 5-10 years?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	62	63C	67C	55
(5) Yes, definitely	38	38	42C	33
(4) Yes, probably	24	25	24	22
(3) Unsure	19	19	18	21
(2) No, probably not	7	6	5	11AB
(1) No, definitely not	12	13	10	13

Q.8) How likely are you to change jobs or your field of work in order to feel more secure?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Top 2 Box (4-5)	44	57BC	42C	31
(5) Very likely	18	24BC	18C	12
(4) Somewhat likely	26	33BC	24	19
(3) Neither	17	14	22AC	16
(2) Somewhat unlikely	14	13	13	17
(1) Very unlikely	22	14	19A	34AB

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Q.9) Here are some reasons people give for why they believe there might not be a future for them in their current field of work. After you read the following, please rate your level of agreement.

Cell Entry is Percent Top 2 Box (strongly or somewhat agree)	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Things are changing so rapidly, I don't think I will have the skills needed for my current field.	23	27BC	20	20
Jobs in my field are likely to be outsourced or move overseas.	19	23C	20C	13
The pay for jobs in my current field is not increasing enough, and/or keeping pace with inflation.	54	55	54	52
I would have to go back to school to gain the skills needed to keep current in my field, and I don't have the money to do so.	27	33BC	25	22
I would have to go back to school to gain the skills needed to keep current in my field, and I don't have the time to do so.	27	31C	28	22
My job is at risk of going extinct at some point in the future.	25	26	26	23

Q.10) Have you done any of the following in order to transition to a new job or career?

Cell Entry is Yes	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Pursued an undergraduate degree online.	13	20BC	14C	5
Pursued a master's degree online.	12	15C	13C	6
Completed a certificate at a college or university online.	23	30BC	23C	13
Attended a trade school/seek vocational training.	23	27C	24C	15
Attended a bootcamp or a short course.	18	22C	18	16
Sought a professional or industry certification.	32	37C	31	27

Q.11) How likely are you to do the following in order to transition to a new job or career?

Cell Entry is Percent Top 2 Box (very or somewhat likely)	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Pursue an undergraduate degree online.	25	36BC	27C	9
Pursue a master's degree online.	27	40BC	28C	10
Complete a certificate at a college or university online.	37	51 BC	37C	21
Attend a trade school/seek vocational training.	32	46BC	31C	16
Attend a bootcamp or a short course.	33	42BC	34C	21
Seek a professional or industry certification.	48	60BC	49C	32
Grow your professional network, and/or seek more networking opportunities.	57	67BC	60C	44
Talk to a career coach/counselor.	40	51BC	40C	27

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Q.12) How effective do you believe each of the following to be in helping you to transition to a new job or career?

Cell Entry is Percent Top 2 Box (very or somewhat effective)	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Pursue an undergraduate degree online.	43	55BC	40C	32
Pursue a master's degree online.	48	59BC	47C	37
Complete a certificate at a college or university online.	58	71BC	54C	46
Attend a trade school/seek vocational training.	53	62BC	53C	43
Attend a bootcamp or a short course.	44	50C	43	37
Seek a professional or industry certification.	63	71C	65C	52
Grow your professional network, and/or seek more networking opportunities.	69	78BC	67C	60
Talk to a career coach/counselor.	48	58BC	45	40

Q.13) Thinking about a typical week, how many hours would you be willing to spend on education or training that would help you to transition to a new job or career?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Average	15.4	19.8BC	13.9C	11.1
0-5	24	17	24A	31AB
10-Jun	20	22C	21	17
15-Nov	10	11	12C	7
16-20	11	13C	13C	8
21+	14	21BC	11	8
Don't know	21	16	19	30AB

Q.14) How much money would you be willing to invest in higher education or training that would help you to transition to a new job or career?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Average	\$8,152	\$13,622BC	\$5,247C	\$2,738
\$0-\$100	18	13	20A	23A
\$101-\$1,000	16	18	16	13
\$1,001-\$2,000	6	6	5	6
\$2,001-\$10,000	20	27C	21C	10
\$10,001+	8	14BC	7C	2
Don't know	33	23	31A	46AB

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Q.15) Would your employer support you in any of the following to help you transition to a new role in your organization—whether it's in making the resources available at the workplace, providing you with paid time off to aid in your pursuits, helping to subsidize them financially, or some combination thereof?

Cell Entry is Percent Top 2 Box (yes definitely or yes possibly)	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Pursuit of an undergraduate degree online.	34	43BC	32	26
Pursuit of a master's degree online.	35	42C	36C	26
Completion of a certificate at a college or university online.	41	50BC	42C	29
Attending a bootcamp or a short course.	40	49BC	40c	31
Seeking a professional or industry certification.	45	51C	48C	36
Growing your professional network, and/or seeking more networking opportunities.	47	57BC	49C	33
Providing you with a career coach/counselor.	33	45BC	31C	23

Q.16) First, to the best of your knowledge, do career pathways exist in your organization for your current job?

Cell Entry is Percent Top 2 Box (yes definitely or yes possibly) Base is currently employed	Total 20-72 N=894	Millennial 20-37 N=329 A	Gen X 38-53 N=282 B	Boomer 54-72 N=283 C
Yes	52	65BC	53C	35
No	32	22	26	48AB
Don't know	17	13	21A	18
Providing you with a career coach/counselor.	33	45BC	31C	23

Q.17) How good a job, in your estimation, does your employer do in aligning training, learning and development, and any available higher education opportunities to those career pathways at your organization?

Base is currently employed	Total 20-72 N=451	Millennial 20-37 N=203 A	Gen X 38-53 N=150 B	Boomer 54-72 N=98 C
Top 2 Box (4-5)	49	58BC	43	40
(5) Excellent	20	23	17	19
(4) Very good	29	35C	26	20
(3) Good	26	25	24	29
(2) Fair	15	11	19A	16
(1) Poor	7	4	11A	8

Q.53) In which geographic region of the United States do you live?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Northeast	20	15	24A	23A
South	37	46BC	27	35B
Midwest	19	19	18	22
West	24	21	31AC	20

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Q.D1) What is your race/ethnicity?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Asian or Pacific Islander	3	3	3	2
Black, non-Hispanic	14	21BC	11	9
Native American or Alaska Native	2	2	2	1
Caucasian, non-Hispanic	50	41	48	63AB
Caucasian, Hispanic	29	31C	33C	23
Multi-Ethnic	2	2	3	1
Other	1	0	2	2

Q.D2) What is your highest level of education attainment?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Less than high school degree or GED	2	2	1	2
High school degree or GED	16	18	15	13
Some college, but no degree	26	26	23	27
Associate degree	14	11	16	15
Bachelor's degree	28	27	29	28
Graduate certificate	1	1	1	1
Master's degree	11	10	11	13
Professional degree (e.g., JD, MD, etc.)	2	2	2	1
Doctoral degree	2	2	1	1

Q.D3) What is your gender?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Male	56	56	56A	56A
Female	44	44	44	44
Other	0.4	0.8	0	0.3

Q.D4) What is your marital status? Are you currently...

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
Married	43	32	46A	52A
Divorced	11	3	10A	21AB
Separated	2	2	4C	0
Widowed	2	1	2	4A
Have never been married	31	48BC	25C	17
Living with partner	10	13C	13C	4
Prefer not to answer	2	2	1	2

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Q.D5) How many children under the age of 18 live with you?

	Total 20-72 N=1004	Millennial 20-37 N=372 A	Gen X 38-53 N=316 B	Boomer 54-72 N=316 C
0	63	55	51	85AB
1	18	23C	22C	9
2	12	13C	19AC	5
3	4	7C	4C	1
4	2	2C	2C	0
5	1	1	1	0
Prefer not to answer	2	2	1	2



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