



National Survey Results

- Q1** At your current workplace, does your employer offer training opportunities for personal or professional growth--for example, educational sessions on personal health and wellness, financial and legal matters, parenting, aging, people management, etc.?
- Yes..... 50%
- No..... 43%
- Not sure..... 7%
- Q2** (Asked only of those who said "No" to Q1) If your employer does not offer training opportunities for personal and professional development, would you find this to be a valuable offering?
- Yes, very valuable..... 55%
- Yes, somewhat valuable..... 22%
- No, not valuable..... 18%
- Not sure..... 6%
- Q3** When you have training sessions at your current workplace, what is the typical method of delivery: a moderator or trainer physically in a room with a group of people, a teleconference or over-the-phone discussion, webinars or technology-based communication, or something else?
- Moderator physically in a room..... 48%
- Teleconference..... 7%
- Webinars..... 14%
- Something else..... 31%
- Q4** Does your employer offer training on how to communicate with management or supervisors?
- Yes..... 34%
- No..... 56%
- Not sure..... 10%
- Q5** (Asked only of those who said "No" to Q4) Would you feel more comfortable communicating with your managers or supervisors about work-related topics if your current employer offered training on how to approach these conversations?
- Yes, very beneficial..... 41%
- Yes, somewhat beneficial..... 29%
- No, not beneficial..... 25%
- Not sure..... 5%
- Q6** Do you feel that trainings for personal development, such as educational sessions on personal health and wellness or financial and legal matters, are valuable to you as an employee?
- Yes..... 68%
- No..... 22%
- Not sure..... 10%
- Q7** If you were looking for a new job or career opportunity, would benefits like access to personal and professional training opportunities make a prospective employer more attractive?
- Yes..... 60%
- No..... 29%
- Not sure..... 11%
- Q8** In general, how long are typical training sessions at your workplace: all day or a half day, two to four hours, one to two hours, or less than an hour?
- All day or half a day..... 29%
- 2-4 hours..... 19%
- 1-2 hours..... 23%
- Less than an hour..... 20%
- Not sure..... 9%





Q9 Would training sessions be more valuable to you if they were shorter and less time consuming?

Yes..... 39%
No..... 42%
Not sure..... 19%

Q10 Would you find personal or professional training sessions more valuable if you could access them remotely and on-demand through a mobile device like a smart phone or tablet?

Yes..... 39%
No..... 49%
Not sure..... 12%

Q11 Are you either a parent or primary or secondary caregiver for a child?

Yes..... 50%
No..... 50%

Q12 Given your current balance between professional and personal responsibilities, how much time per day, during the work week, do you spend with your children, family or loved ones: six hours or more, three to six hours, one to three hours, some but less than an hour, or none at all?

6 hours or more 62%
3-6 hours..... 29%
1-3 hours..... 6%
Some but less than an hour..... 3%
None at all..... 0%

Q13 Do you feel that your employer is understanding and accommodating of your responsibilities and obligations to your family, children and loved ones?

Yes..... 66%
No..... 24%
Not sure..... 9%

Q14 Do the demands of your job take away from your ability to interact with or support your children or family?

Yes..... 44%
No..... 52%
Not sure..... 3%

Q15 At your current workplace, have you had to take time off work to meet the needs of a child, family member or loved one?

Yes, frequently..... 47%
Yes, occasionally..... 29%
Yes, once or twice..... 14%
No, this has not been an issue with current employer..... 10%

Q16 At your current workplace, have you experienced or perceived any negativity or problems associated with conflicts between your caregiving needs and professional responsibilities?

Yes, frequently..... 24%
Yes, occasionally..... 34%
Yes, once or twice..... 11%
No, this has not been an issue with current employer..... 31%

Q17 Do you feel that your employer could provide more tools or flexibility to help you manage your personal and professional responsibilities?

Yes..... 50%
No..... 39%
Not sure..... 10%

Q18 Would you find it easier to manage your caregiving responsibilities if your employer offered benefits for parents, such as help finding back-up care?

Yes..... 49%
No..... 40%
Not sure..... 10%





Q19 Are you the primary caregiver in your household?

Yes..... 81%
No..... 19%

Q20 If you are a woman, press 1. If a man, press 2.

Woman..... 55%
Man..... 45%

Q21 If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.

Hispanic..... 13%
White..... 70%
African-American..... 11%
Other..... 6%

Q22 If you are 18 to 29 years old, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If you are older than 65, press 4.

18 to 29..... 20%
30 to 45..... 34%
46 to 65..... 30%
Older than 65..... 16%

Q23 What kind of industry do you work in?

Service industry..... 28%
Retail or wholesale trade..... 10%
Finance, insurance, or real estate..... 6%
Construction or minerals industry..... 8%
Manufacturing business..... 11%
Transportation, communication, or utilities..... 3%
Education..... 15%
Health care..... 13%
Government employee..... 7%

Q24 If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.

Less than \$25,000..... 36%
\$25,000 to \$50,000..... 30%
\$50,000 to \$75,000..... 16%
\$75,000 to \$100,000..... 8%
More than \$100,000..... 10%





Crosstabs

| | Base | Primary Caregiver in Household? | |
|--|------|---------------------------------|-----|
| | | Yes | No |
| Does Employer Offer Training for Personal/Pro Growth? | | | |
| Yes | 52% | 51% | 57% |
| No | 42% | 43% | 41% |
| Not sure | 5% | 6% | 2% |

| | Base | Primary Caregiver in Household? | |
|--|------|---------------------------------|-----|
| | | Yes | No |
| Would Training for Personal/Pro Growth Be Valuable? | | | |
| Yes, very valuable | 59% | 56% | 72% |
| Yes, somewhat valuable | 25% | 25% | 24% |
| No, not valuable | 10% | 11% | 5% |
| Not sure | 6% | 7% | - |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Typical Training Delivery Method | | | |
| Moderator physically in a room | 52% | 51% | 57% |
| Teleconference | 10% | 11% | 4% |
| Webinars | 10% | 10% | 12% |
| Something else | 28% | 28% | 27% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Employer Offer Training on Communication w/ Supervisors? | | | |
| Yes | 40% | 38% | 45% |
| No | 56% | 56% | 53% |
| Not sure | 5% | 5% | 2% |





Crosstabs

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Would Training for Communication w/ Supervisors Be Beneficial? | | | |
| Yes, very beneficial | 47% | 50% | 34% |
| Yes, somewhat beneficial | 29% | 24% | 51% |
| No, not beneficial | 21% | 23% | 11% |
| Not sure | 3% | 3% | 4% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Trainings for Personal Development Valuable? | | | |
| Yes | 75% | 77% | 67% |
| No | 18% | 16% | 25% |
| Not sure | 7% | 7% | 8% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Would Access to Personal/Pro Training Make Prospective Employer More Attractive? | | | |
| Yes | 67% | 69% | 61% |
| No | 22% | 22% | 24% |
| Not sure | 10% | 9% | 14% |

| | Base | Primary Caregiver in Household? | |
|-----------------------------------|------|---------------------------------|-----|
| | | Yes | No |
| Length of Typical Training | | | |
| All day or half a day | 33% | 35% | 25% |
| 2-4 hours | 18% | 15% | 29% |
| 1-2 hours | 21% | 21% | 22% |
| Less than an hour | 19% | 19% | 18% |
| Not sure | 9% | 10% | 6% |





Crosstabs

| | Base | Primary Caregiver in Household? | |
|--|------|---------------------------------|-----|
| | | Yes | No |
| Would Training Be More Valuable If Shorter? | | | |
| Yes | 46% | 49% | 37% |
| No | 34% | 34% | 37% |
| Not sure | 19% | 18% | 27% |

| | Base | Primary Caregiver in Household? | |
|--|------|---------------------------------|-----|
| | | Yes | No |
| Would Training Be More Valuable If Accessible Remotely? | | | |
| Yes | 47% | 52% | 25% |
| No | 42% | 38% | 62% |
| Not sure | 11% | 10% | 12% |

| | Base | Primary Caregiver in Household? | |
|-----------------------------|------|---------------------------------|------|
| | | Yes | No |
| Parent or Caregiver? | | | |
| Yes | 100% | 100% | 100% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Time Per Day During Work Wk. Spent w/ Kids | | | |
| 6 hours or more | 62% | 70% | 32% |
| 3-6 hours | 29% | 23% | 54% |
| 1-3 hours | 6% | 5% | 10% |
| Some but less than an hour | 3% | 3% | 4% |





Crosstabs

| | Base | Primary Caregiver in Household? | |
|--|------|---------------------------------|-----|
| | | Yes | No |
| Employer Understanding of Responsibilities to Family? | | | |
| Yes | 66% | 67% | 62% |
| No | 24% | 24% | 26% |
| Not sure | 9% | 9% | 12% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Job Demands Take Away from Family Interaction? | | | |
| Yes | 45% | 47% | 33% |
| No | 53% | 50% | 65% |
| Not sure | 3% | 3% | 2% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Had to Take Time Off to Meet Needs of Loved One? | | | |
| Yes, frequently | 47% | 46% | 49% |
| Yes, occasionally | 29% | 28% | 33% |
| Yes, once or twice | 14% | 16% | 6% |
| No, this has not been an issue with current employer | 10% | 10% | 12% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Experienced Conflicts Between Caregiving and Job Responsibilities? | | | |
| Yes, frequently | 24% | 27% | 12% |
| Yes, occasionally | 34% | 30% | 49% |
| Yes, once or twice | 11% | 14% | 2% |
| No, this has not been an issue with current employer | 31% | 30% | 36% |





Crosstabs

| | Base | Primary Caregiver in Household? | |
|--|------|---------------------------------|-----|
| | | Yes | No |
| Could Employer Provide More Tools/Flexibility to Help Manage Personal and Pro Responsibilities? | | | |
| Yes | 50% | 54% | 35% |
| No | 39% | 35% | 57% |
| Not sure | 10% | 11% | 8% |

| | Base | Primary Caregiver in Household? | |
|---|------|---------------------------------|-----|
| | | Yes | No |
| Easier to Manage Caregiving Responsibilities if Employer Offered Benefits for Parents? | | | |
| Yes | 49% | 56% | 20% |
| No | 40% | 35% | 60% |
| Not sure | 10% | 8% | 20% |

| | Base | Gender | |
|--|------|--------|-----|
| | | Woman | Man |
| Does Employer Offer Training for Personal/Pro Growth? | | | |
| Yes | 50% | 47% | 54% |
| No | 43% | 47% | 38% |
| Not sure | 7% | 6% | 8% |

| | Base | Gender | |
|--|------|--------|-----|
| | | Woman | Man |
| Would Training for Personal/Pro Growth Be Valuable? | | | |
| Yes, very valuable | 55% | 58% | 51% |
| Yes, somewhat valuable | 22% | 24% | 18% |
| No, not valuable | 18% | 13% | 25% |
| Not sure | 6% | 5% | 6% |





Crosstabs

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Typical Training Delivery Method | | | |
| Moderator physically in a room | 48% | 48% | 47% |
| Teleconference | 7% | 4% | 11% |
| Webinars | 14% | 15% | 14% |
| Something else | 31% | 33% | 28% |

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Employer Offer Training on Communication w/ Supervisors? | | | |
| Yes | 34% | 31% | 37% |
| No | 56% | 59% | 51% |
| Not sure | 10% | 9% | 12% |

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Would Training for Communication w/ Supervisors Be Beneficial? | | | |
| Yes, very beneficial | 41% | 50% | 29% |
| Yes, somewhat beneficial | 29% | 23% | 38% |
| No, not beneficial | 25% | 21% | 30% |
| Not sure | 5% | 6% | 3% |

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Trainings for Personal Development Valuable? | | | |
| Yes | 68% | 72% | 64% |
| No | 22% | 18% | 26% |
| Not sure | 10% | 10% | 10% |





Crosstabs

| | Base | Gender | |
|---|------------|--------|-----|
| | | Woman | Man |
| Would Access to Personal/Pro Training Make Prospective Employer More Attractive? | | | |
| Yes | 60% | 62% | 57% |
| No | 29% | 25% | 34% |
| Not sure | 11% | 13% | 8% |

| | Base | Gender | |
|-----------------------------------|------------|--------|-----|
| | | Woman | Man |
| Length of Typical Training | | | |
| All day or half a day | 29% | 27% | 32% |
| 2-4 hours | 19% | 21% | 16% |
| 1-2 hours | 23% | 23% | 24% |
| Less than an hour | 20% | 17% | 24% |
| Not sure | 9% | 13% | 4% |

| | Base | Gender | |
|--|------------|--------|-----|
| | | Woman | Man |
| Would Training Be More Valuable If Shorter? | | | |
| Yes | 39% | 40% | 37% |
| No | 42% | 39% | 45% |
| Not sure | 19% | 21% | 17% |

| | Base | Gender | |
|--|------------|--------|-----|
| | | Woman | Man |
| Would Training Be More Valuable If Accessible Remotely? | | | |
| Yes | 39% | 40% | 39% |
| No | 49% | 47% | 51% |
| Not sure | 12% | 13% | 10% |





Crosstabs

| | Base | Gender | |
|-----------------------------|------|--------|-----|
| | | Woman | Man |
| Parent or Caregiver? | | | |
| Yes | 50% | 54% | 45% |
| No | 50% | 46% | 55% |

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Time Per Day During Work Wk. Spent w/ Kids | | | |
| 6 hours or more | 62% | 69% | 52% |
| 3-6 hours | 29% | 26% | 32% |
| 1-3 hours | 6% | 2% | 11% |
| Some but less than an hour | 3% | 3% | 4% |
| None at all | 0% | 1% | - |

| | Base | Gender | |
|--|------|--------|-----|
| | | Woman | Man |
| Employer Understanding of Responsibilities to Family? | | | |
| Yes | 66% | 64% | 70% |
| No | 24% | 25% | 23% |
| Not sure | 9% | 11% | 7% |

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Job Demands Take Away from Family Interaction? | | | |
| Yes | 44% | 48% | 39% |
| No | 52% | 48% | 59% |
| Not sure | 3% | 4% | 2% |





Crosstabs

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Had to Take Time Off to Meet Needs of Loved One? | | | |
| Yes, frequently | 47% | 40% | 56% |
| Yes, occasionally | 29% | 34% | 20% |
| Yes, once or twice | 14% | 16% | 11% |
| No, this has not been an issue with current employer | 10% | 9% | 13% |

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Experienced Conflicts Between Caregiving and Job Responsibilities? | | | |
| Yes, frequently | 24% | 28% | 17% |
| Yes, occasionally | 34% | 30% | 40% |
| Yes, once or twice | 11% | 11% | 11% |
| No, this has not been an issue with current employer | 31% | 31% | 32% |

| | Base | Gender | |
|--|------|--------|-----|
| | | Woman | Man |
| Could Employer Provide More Tools/Flexibility to Help Manage Personal and Pro Responsibilities? | | | |
| Yes | 50% | 55% | 43% |
| No | 39% | 33% | 48% |
| Not sure | 10% | 11% | 9% |

| | Base | Gender | |
|---|------|--------|-----|
| | | Woman | Man |
| Easier to Manage Caregiving Responsibilities if Employer Offered Benefits for Parents? | | | |
| Yes | 49% | 58% | 37% |
| No | 40% | 34% | 50% |
| Not sure | 10% | 9% | 13% |





Crosstabs

| | Base | Race | | | |
|--|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Does Employer Offer Training for Personal/Pro Growth? | | | | | |
| Yes | 50% | 43% | 50% | 66% | 38% |
| No | 43% | 45% | 44% | 28% | 55% |
| Not sure | 7% | 12% | 6% | 7% | 7% |

| | Base | Race | | | |
|--|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Would Training for Personal/Pro Growth Be Valuable? | | | | | |
| Yes, very valuable | 55% | 43% | 57% | 56% | 62% |
| Yes, somewhat valuable | 22% | 47% | 19% | 18% | - |
| No, not valuable | 18% | 10% | 18% | 26% | 26% |
| Not sure | 6% | - | 7% | - | 12% |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Typical Training Delivery Method | | | | | |
| Moderator physically in a room | 48% | 48% | 50% | 35% | 42% |
| Teleconference | 7% | 1% | 5% | 26% | 11% |
| Webinars | 14% | 18% | 15% | 10% | 14% |
| Something else | 31% | 33% | 31% | 29% | 34% |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Employer Offer Training on Communication w/ Supervisors? | | | | | |
| Yes | 34% | 47% | 27% | 61% | 32% |
| No | 56% | 51% | 60% | 32% | 58% |
| Not sure | 10% | 2% | 13% | 7% | 10% |





Crosstabs

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Would Training for Communication w/ Supervisors Be Beneficial? | | | | | |
| Yes, very beneficial | 41% | 44% | 42% | 47% | 24% |
| Yes, somewhat beneficial | 29% | 34% | 29% | 25% | 24% |
| No, not beneficial | 25% | 21% | 25% | 10% | 47% |
| Not sure | 5% | - | 4% | 17% | 6% |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Trainings for Personal Development Valuable? | | | | | |
| Yes | 68% | 70% | 68% | 68% | 66% |
| No | 22% | 21% | 21% | 22% | 27% |
| Not sure | 10% | 9% | 10% | 10% | 7% |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Would Access to Personal/Pro Training Make Prospective Employer More Attractive? | | | | | |
| Yes | 60% | 65% | 62% | 43% | 55% |
| No | 29% | 27% | 28% | 41% | 31% |
| Not sure | 11% | 9% | 10% | 16% | 13% |

| | Base | Race | | | |
|-----------------------------------|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Length of Typical Training | | | | | |
| All day or half a day | 29% | 48% | 26% | 32% | 11% |
| 2-4 hours | 19% | 16% | 18% | 30% | 17% |
| 1-2 hours | 23% | 15% | 25% | 21% | 28% |
| Less than an hour | 20% | 17% | 22% | 3% | 41% |
| Not sure | 9% | 5% | 9% | 14% | 3% |





Crosstabs

| | Base | Race | | | |
|--|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Would Training Be More Valuable If Shorter? | | | | | |
| Yes | 39% | 65% | 33% | 41% | 45% |
| No | 42% | 21% | 46% | 49% | 24% |
| Not sure | 19% | 15% | 21% | 10% | 31% |

| | Base | Race | | | |
|--|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Would Training Be More Valuable If Accessible Remotely? | | | | | |
| Yes | 39% | 43% | 40% | 34% | 38% |
| No | 49% | 42% | 50% | 49% | 48% |
| Not sure | 12% | 15% | 10% | 17% | 13% |

| | Base | Race | | | |
|-----------------------------|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Parent or Caregiver? | | | | | |
| Yes | 50% | 75% | 45% | 62% | 38% |
| No | 50% | 25% | 55% | 38% | 62% |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Time Per Day During Work Wk. Spent w/ Kids | | | | | |
| 6 hours or more | 62% | 81% | 58% | 54% | 56% |
| 3-6 hours | 29% | 13% | 32% | 40% | 8% |
| 1-3 hours | 6% | - | 8% | 3% | 8% |
| Some but less than an hour | 3% | 6% | 1% | - | 28% |
| None at all | 0% | - | - | 3% | - |





Crosstabs

| | Base | Race | | | |
|--|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Employer Understanding of Responsibilities to Family? | | | | | |
| Yes | 66% | 60% | 69% | 67% | 64% |
| No | 24% | 20% | 25% | 22% | 36% |
| Not sure | 9% | 20% | 6% | 11% | - |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Job Demands Take Away from Family Interaction? | | | | | |
| Yes | 44% | 73% | 37% | 31% | 64% |
| No | 52% | 21% | 61% | 63% | 36% |
| Not sure | 3% | 6% | 2% | 6% | - |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Had to Take Time Off to Meet Needs of Loved One? | | | | | |
| Yes, frequently | 47% | 45% | 53% | 27% | 28% |
| Yes, occasionally | 29% | 48% | 22% | 29% | 28% |
| Yes, once or twice | 14% | 7% | 13% | 20% | 44% |
| No, this has not been an issue with current employer | 10% | - | 11% | 25% | - |

| | Base | Race | | | |
|---|------------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Experienced Conflicts Between Caregiving and Job Responsibilities? | | | | | |
| Yes, frequently | 24% | 39% | 23% | - | 36% |
| Yes, occasionally | 34% | 28% | 30% | 61% | 28% |
| Yes, once or twice | 11% | 6% | 12% | 12% | 28% |
| No, this has not been an issue with current employer | 31% | 28% | 35% | 28% | 8% |





Crosstabs

| | Base | Race | | | |
|--|------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Could Employer Provide More Tools/Flexibility to Help Manage Personal and Pro Responsibilities? | | | | | |
| Yes | 50% | 61% | 44% | 53% | 92% |
| No | 39% | 24% | 46% | 41% | 8% |
| Not sure | 10% | 16% | 10% | 6% | - |

| | Base | Race | | | |
|---|------|----------|-------|------------------|-------|
| | | Hispanic | White | African-American | Other |
| Easier to Manage Caregiving Responsibilities if Employer Offered Benefits for Parents? | | | | | |
| Yes | 49% | 68% | 40% | 53% | 92% |
| No | 40% | 18% | 51% | 33% | 8% |
| Not sure | 10% | 14% | 9% | 14% | - |

| | Base | Age | | | |
|--|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Does Employer Offer Training for Personal/Pro Growth? | | | | | |
| Yes | 50% | 44% | 54% | 56% | 39% |
| No | 43% | 47% | 45% | 39% | 41% |
| Not sure | 7% | 9% | 2% | 5% | 20% |

| | Base | Age | | | |
|--|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Would Training for Personal/Pro Growth Be Valuable? | | | | | |
| Yes, very valuable | 55% | 73% | 52% | 58% | 32% |
| Yes, somewhat valuable | 22% | 27% | 16% | 22% | 26% |
| No, not valuable | 18% | - | 24% | 19% | 26% |
| Not sure | 6% | - | 8% | 2% | 15% |





Crosstabs

| | Base | Age | | | |
|---|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Typical Training Delivery Method | | | | | |
| Moderator physically in a room | 48% | 56% | 48% | 50% | 32% |
| Teleconference | 7% | 9% | 7% | 6% | 5% |
| Webinars | 14% | 16% | 15% | 16% | 10% |
| Something else | 31% | 19% | 30% | 28% | 54% |

| | Base | Age | | | |
|---|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Employer Offer Training on Communication w/ Supervisors? | | | | | |
| Yes | 34% | 26% | 38% | 36% | 32% |
| No | 56% | 68% | 54% | 54% | 48% |
| Not sure | 10% | 6% | 9% | 9% | 21% |

| | Base | Age | | | |
|---|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Would Training for Communication w/ Supervisors Be Beneficial? | | | | | |
| Yes, very beneficial | 41% | 57% | 37% | 39% | 31% |
| Yes, somewhat beneficial | 29% | 38% | 30% | 27% | 15% |
| No, not beneficial | 25% | 5% | 27% | 31% | 44% |
| Not sure | 5% | - | 7% | 3% | 10% |

| | Base | Age | | | |
|---|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Trainings for Personal Development Valuable? | | | | | |
| Yes | 68% | 72% | 70% | 74% | 50% |
| No | 22% | 25% | 23% | 17% | 23% |
| Not sure | 10% | 3% | 7% | 9% | 27% |





Crosstabs

| | Base | Age | | | |
|---|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Would Access to Personal/Pro Training Make Prospective Employer More Attractive? | | | | | |
| Yes | 60% | 69% | 61% | 62% | 43% |
| No | 29% | 31% | 29% | 26% | 35% |
| Not sure | 11% | - | 11% | 12% | 22% |

| | Base | Age | | | |
|-----------------------------------|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Length of Typical Training | | | | | |
| All day or half a day | 29% | 44% | 22% | 28% | 27% |
| 2-4 hours | 19% | 16% | 18% | 22% | 17% |
| 1-2 hours | 23% | 25% | 25% | 22% | 20% |
| Less than an hour | 20% | 9% | 24% | 23% | 20% |
| Not sure | 9% | 6% | 11% | 4% | 17% |

| | Base | Age | | | |
|--|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Would Training Be More Valuable If Shorter? | | | | | |
| Yes | 39% | 63% | 36% | 35% | 22% |
| No | 42% | 28% | 42% | 50% | 43% |
| Not sure | 19% | 9% | 22% | 15% | 35% |

| | Base | Age | | | |
|--|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Would Training Be More Valuable If Accessible Remotely? | | | | | |
| Yes | 39% | 75% | 40% | 26% | 20% |
| No | 49% | 22% | 53% | 61% | 51% |
| Not sure | 12% | 3% | 7% | 13% | 29% |





Crosstabs

| | Base | Age | | | |
|-----------------------------|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Parent or Caregiver? | | | | | |
| Yes | 50% | 53% | 71% | 43% | 18% |
| No | 50% | 47% | 29% | 57% | 82% |

| | Base | Age | | | |
|---|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Time Per Day During Work Wk. Spent w/ Kids | | | | | |
| 6 hours or more | 62% | 76% | 62% | 49% | 73% |
| 3-6 hours | 29% | 24% | 28% | 37% | 13% |
| 1-3 hours | 6% | - | 5% | 13% | - |
| Some but less than an hour | 3% | - | 5% | 1% | 7% |
| None at all | 0% | - | - | - | 7% |

| | Base | Age | | | |
|--|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Employer Understanding of Responsibilities to Family? | | | | | |
| Yes | 66% | 53% | 69% | 68% | 86% |
| No | 24% | 47% | 21% | 17% | - |
| Not sure | 9% | - | 10% | 14% | 14% |

| | Base | Age | | | |
|---|------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Job Demands Take Away from Family Interaction? | | | | | |
| Yes | 44% | 76% | 36% | 39% | 20% |
| No | 52% | 24% | 62% | 56% | 67% |
| Not sure | 3% | - | 3% | 4% | 13% |





Crosstabs

| | Base | Age | | | |
|---|------------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Had to Take Time Off to Meet Needs of Loved One? | | | | | |
| Yes, frequently | 47% | 65% | 51% | 31% | 13% |
| Yes, occasionally | 29% | 29% | 26% | 31% | 40% |
| Yes, once or twice | 14% | 6% | 13% | 25% | 7% |
| No, this has not been an issue with current employer | 10% | - | 10% | 13% | 40% |

| | Base | Age | | | |
|---|------------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Experienced Conflicts Between Caregiving and Job Responsibilities? | | | | | |
| Yes, frequently | 24% | 59% | 15% | 14% | 7% |
| Yes, occasionally | 34% | 35% | 33% | 37% | 20% |
| Yes, once or twice | 11% | 6% | 13% | 13% | 13% |
| No, this has not been an issue with current employer | 31% | - | 38% | 37% | 60% |

| | Base | Age | | | |
|--|------------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Could Employer Provide More Tools/Flexibility to Help Manage Personal and Pro Responsibilities? | | | | | |
| Yes | 50% | 76% | 51% | 34% | 21% |
| No | 39% | 18% | 38% | 55% | 57% |
| Not sure | 10% | 6% | 10% | 11% | 21% |

| | Base | Age | | | |
|---|------------|----------|----------|----------|---------------|
| | | 18 to 29 | 30 to 45 | 46 to 65 | Older than 65 |
| Easier to Manage Caregiving Responsibilities if Employer Offered Benefits for Parents? | | | | | |
| Yes | 49% | 82% | 41% | 39% | 43% |
| No | 40% | 12% | 51% | 44% | 36% |
| Not sure | 10% | 6% | 8% | 17% | 21% |



Crosstabs

| | Base | Sector | | | | | | | | | |
|--|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|--|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Does Employer Offer Training for Personal/Pro Growth? | | | | | | | | | | | |
| Yes | 50% | 45% | 44% | 57% | 53% | 58% | 52% | 56% | 44% | 40% | |
| No | 43% | 49% | 51% | 37% | 36% | 36% | 18% | 35% | 49% | 46% | |
| Not sure | 7% | 6% | 6% | 6% | 10% | 7% | - | 8% | 8% | 15% | |

| | Base | Sector | | | | | | | | | |
|--|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|-----|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Would Training for Personal/Pro Growth Be Valuable? | | | | | | | | | | | |
| Yes, very valuable | 55% | 54% | 49% | 17% | 40% | 71% | | 33% | 60% | 58% | 82% |
| Yes, somewhat valuable | 22% | 28% | 23% | 17% | 13% | 5% | | 33% | 29% | 23% | 6% |
| No, not valuable | 18% | 13% | 24% | 66% | 41% | 9% | | 35% | 7% | 15% | 6% |
| Not sure | 6% | 6% | 4% | - | 7% | 15% | | - | 4% | 3% | 6% |

| | Base | Sector | | | | | | | | | |
|---|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|--|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Typical Training Delivery Method | | | | | | | | | | | |
| Moderator physically in a room | 48% | 54% | 34% | 47% | 42% | 43% | 37% | 61% | 36% | 53% | |
| Teleconference | 7% | 5% | 7% | 3% | 15% | 16% | - | 1% | 11% | - | |
| Webinars | 14% | 5% | 8% | 30% | 24% | 12% | 51% | 22% | 17% | 3% | |
| Something else | 31% | 36% | 52% | 20% | 19% | 29% | 12% | 15% | 36% | 44% | |

| | Base | Sector | | | | | | | | | |
|---|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|-----|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Employer Offer Training on Communication w/ Supervisors? | | | | | | | | | | | |
| Yes | 34% | 33% | 34% | 27% | 35% | 53% | | 64% | 34% | 27% | 11% |
| No | 56% | 64% | 47% | 63% | 53% | 42% | | 18% | 57% | 56% | 69% |
| Not sure | 10% | 4% | 19% | 10% | 13% | 5% | | 18% | 9% | 17% | 20% |

Crosstabs

| | Sector | | | | | | | | | |
|--|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Would Training for Communication w/ Supervisors Be Beneficial? | | | | | | | | | | |
| Yes, very beneficial | 41% | 47% | 48% | 10% | 29% | 39% | - | 22% | 65% | 58% |
| Yes, somewhat beneficial | 29% | 32% | 12% | 42% | 53% | 32% | 32% | 32% | 14% | 18% |
| No, not beneficial | 29% | 18% | 22% | 43% | 14% | 24% | 68% | 46% | 16% | 20% |
| Not sure | 9% | 4% | 18% | 5% | 4% | 4% | - | - | 5% | 4% |

| | Sector | | | | | | | | | |
|--|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Trainings for Personal Development Valuable? | | | | | | | | | | |
| Yes | 68% | 71% | 57% | 67% | 80% | 67% | | 57% | 66% | 72% |
| No | 22% | 27% | 23% | 29% | 15% | 21% | | 25% | 16% | 17% |
| Not sure | 10% | 1% | 20% | 3% | 5% | 12% | | 18% | 19% | 11% |

| | Sector | | | | | | | | | |
|--|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Would Access to Personal/Pro Training Make Prospective Employer More Attractive? | | | | | | | | | | |
| Yes | 60% | 67% | 53% | 57% | 58% | 61% | 57% | 56% | 58% | 60% |
| No | 29% | 30% | 41% | 40% | 28% | 26% | 37% | 24% | 25% | 26% |
| Not sure | 11% | 3% | 6% | 3% | 15% | 13% | 6% | 21% | 17% | 14% |

| | Sector | | | | | | | | | |
|----------------------------|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Length of Typical Training | | | | | | | | | | |
| All day or half a day | 29% | 25% | 9% | 22% | 48% | 38% | | 43% | 42% | 14% |
| 2-4 hours | 19% | 25% | 15% | 16% | 15% | 15% | | 19% | 23% | 11% |
| 1-2 hours | 23% | 16% | 40% | 24% | 25% | 20% | | 26% | 21% | 33% |
| Less than an hour | 20% | 24% | 14% | 14% | 5% | 23% | | 12% | 4% | 34% |
| Not sure | 9% | 9% | 22% | 3% | 7% | 3% | | - | 10% | 8% |

Crosstabs

| | Sector | | | | | | | | | |
|---|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Would Training Be More Valuable if Shorter? | | | | | | | | | | |
| Yes | 39% | 43% | 22% | 44% | 36% | 34% | 38% | 46% | 43% | 30% |
| No | 42% | 39% | 61% | 49% | 57% | 39% | 51% | 28% | 38% | 41% |
| Not sure | 19% | 18% | 17% | 6% | 7% | 27% | 12% | 26% | 19% | 29% |

| | Sector | | | | | | | | | |
|---|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Would Training Be More Valuable if Accessible Remotely? | | | | | | | | | | |
| Yes | 39% | 46% | 30% | 34% | 49% | 38% | 19% | 29% | 48% | 39% |
| No | 49% | 50% | 53% | 57% | 49% | 44% | 62% | 58% | 33% | 41% |
| Not sure | 12% | 4% | 17% | 10% | 2% | 18% | 18% | 13% | 19% | 20% |

| | Sector | | | | | | | | | |
|----------------------|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Parent or Caregiver? | | | | | | | | | | |
| Yes | 50% | 56% | 23% | 33% | 58% | 72% | 70% | 38% | 51% | 54% |
| No | 50% | 44% | 77% | 67% | 42% | 28% | 30% | 62% | 49% | 46% |

| | Sector | | | | | | | | | |
|--|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Time Per Day During Work Wk. Spent w/ Kids | | | | | | | | | | |
| 6 hours or more | 62% | 76% | 45% | 81% | 57% | 50% | 64% | 53% | 53% | 68% |
| 3-6 hours | 29% | 21% | 55% | 9% | 35% | 21% | 36% | 38% | 35% | 32% |
| 1-3 hours | 6% | 2% | - | 9% | 8% | 19% | - | 3% | 3% | - |
| Some but less than an hour | 3% | - | - | - | - | 10% | - | 3% | 10% | - |
| None at all | 0% | - | - | - | - | - | - | 3% | - | - |

Crosstabs

| | Base | Sector | | | | | | | | | |
|--|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|--|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Employer Understanding of Responsibilities to Family? | | | | | | | | | | | |
| Yes | 66% | 78% | 54% | 50% | 52% | 69% | 52% | 67% | 36% | 33% | |
| No | 24% | 18% | 38% | 50% | 8% | 17% | - | - | 58% | 57% | |
| Not sure | 9% | 4% | 9% | - | - | 14% | 8% | 33% | 6% | 10% | |

| | Base | Sector | | | | | | | | | |
|---|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|--|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Job Demands Take Away from Family Interaction? | | | | | | | | | | | |
| Yes | 44% | 47% | 48% | 72% | 26% | 39% | 36% | 45% | 41% | 68% | |
| No | 52% | 53% | 45% | 28% | 74% | 59% | 56% | 51% | 50% | 27% | |
| Not sure | 3% | - | 9% | - | - | 2% | 8% | 3% | 10% | 5% | |

| | Base | Sector | | | | | | | | | |
|---|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|--|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Had to Take Time Off to Meet Needs of Loved One? | | | | | | | | | | | |
| Yes, frequently | 47% | 54% | 38% | 60% | 44% | 41% | 56% | 25% | 51% | 50% | |
| Yes, occasionally | 29% | 25% | 37% | 40% | 16% | 34% | 36% | 27% | 25% | 40% | |
| Yes, once or twice | 14% | 18% | 17% | - | 8% | 14% | - | 20% | 18% | 5% | |
| No, this has not been an issue with current employer | 10% | 2% | 9% | - | 31% | 12% | 8% | 28% | 6% | 5% | |

| | Base | Sector | | | | | | | | | |
|---|------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|--|
| | | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee | |
| Experienced Conflicts Between Caring and Job Responsibilities? | | | | | | | | | | | |
| Yes, frequently | 24% | 34% | 38% | 32% | 21% | - | - | 14% | 29% | 45% | |
| Yes, occasionally | 34% | 27% | 34% | 68% | 17% | 51% | 52% | 13% | 25% | 40% | |
| Yes, once or twice | 11% | 9% | - | - | 31% | 10% | 8% | 17% | 16% | - | |
| No, this has not been an issue with current employer | 31% | 30% | 28% | - | 30% | 40% | - | 56% | 30% | 15% | |



Crosstabs

| | Sector | | | | | | | | | |
|--|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Could Employer Provide More Tools/Flexibility to Help Manage Personal and Pro Responsibilities? | | | | | | | | | | |
| Yes | 59% | 62% | 48% | 81% | 17% | 48% | 28% | 23% | 57% | 73% |
| No | 39% | 31% | 54% | 19% | 83% | 45% | 72% | 46% | 28% | 22% |
| Not sure | 10% | 6% | - | - | 18% | 9% | - | 28% | 15% | 5% |

| | Sector | | | | | | | | | |
|---|--------|------------------|---------------------------|------------------------------------|-----------------------------------|------------------------|---|-----------|-------------|---------------------|
| | Base | Service industry | Retail or wholesale trade | Finance, insurance, or real estate | Construction or minerals industry | Manufacturing business | Transportation, communication, or utilities | Education | Health care | Government employee |
| Easier to Manage Caring Responsibilities if Employer Offered Benefits for Parents? | | | | | | | | | | |
| Yes | 49% | 57% | 55% | 63% | 17% | 34% | 38% | 39% | 72% | 68% |
| No | 48% | 34% | 28% | 28% | 52% | 55% | 55% | 50% | 28% | 27% |
| Not sure | 10% | 9% | 17% | 9% | 30% | 11% | 8% | 11% | - | 5% |

| | Base | Income | | | | |
|--|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Does Employer Offer Training for Personal/Pro Growth? | | | | | | |
| Yes | 50% | 25% | 56% | 63% | 87% | 72% |
| No | 43% | 61% | 41% | 34% | 6% | 28% |
| Not sure | 7% | 14% | 3% | 4% | 7% | - |

| | Base | Income | | | | |
|--|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Would Training for Personal/Pro Growth Be Valuable? | | | | | | |
| Yes, very valuable | 55% | 55% | 60% | 56% | 33% | 36% |
| Yes, somewhat valuable | 22% | 27% | 13% | 22% | - | 21% |
| No, not valuable | 18% | 12% | 21% | 22% | 67% | 29% |
| Not sure | 6% | 5% | 6% | - | - | 14% |





Crosstabs

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Typical Training Delivery Method | | | | | | |
| Moderator physically in a room | 48% | 32% | 60% | 59% | 46% | 49% |
| Teleconference | 7% | 7% | 8% | 6% | 7% | 2% |
| Webinars | 14% | 12% | 10% | 19% | 24% | 25% |
| Something else | 31% | 49% | 22% | 16% | 23% | 24% |

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Employer Offer Training on Communication w/ Supervisors? | | | | | | |
| Yes | 34% | 19% | 33% | 51% | 57% | 47% |
| No | 56% | 66% | 59% | 43% | 34% | 45% |
| Not sure | 10% | 15% | 8% | 6% | 9% | 8% |

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Would Training for Communication w/ Supervisors Be Beneficial? | | | | | | |
| Yes, very beneficial | 41% | 48% | 33% | 47% | 40% | 32% |
| Yes, somewhat beneficial | 29% | 17% | 44% | 27% | 26% | 42% |
| No, not beneficial | 25% | 31% | 17% | 26% | 28% | 22% |
| Not sure | 5% | 4% | 7% | - | 6% | 4% |

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Trainings for Personal Development Valuable? | | | | | | |
| Yes | 68% | 64% | 74% | 81% | 62% | 55% |
| No | 22% | 21% | 18% | 17% | 32% | 35% |
| Not sure | 10% | 15% | 8% | 2% | 7% | 10% |





Crosstabs

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Would Access to Personal/Pro Training Make Prospective Employer More Attractive? | | | | | | |
| Yes | 60% | 61% | 67% | 59% | 52% | 41% |
| No | 29% | 28% | 21% | 32% | 34% | 51% |
| Not sure | 11% | 10% | 12% | 10% | 13% | 8% |

| | Base | Income | | | | |
|-----------------------------------|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Length of Typical Training | | | | | | |
| All day or half a day | 29% | 25% | 30% | 33% | 36% | 26% |
| 2-4 hours | 19% | 11% | 25% | 26% | 18% | 15% |
| 1-2 hours | 23% | 18% | 24% | 23% | 30% | 37% |
| Less than an hour | 20% | 32% | 12% | 15% | 4% | 22% |
| Not sure | 9% | 14% | 8% | 4% | 12% | - |

| | Base | Income | | | | |
|--|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Would Training Be More Valuable If Shorter? | | | | | | |
| Yes | 39% | 43% | 42% | 37% | 32% | 25% |
| No | 42% | 34% | 37% | 51% | 52% | 60% |
| Not sure | 19% | 23% | 21% | 12% | 16% | 14% |

| | Base | Income | | | | |
|--|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Would Training Be More Valuable If Accessible Remotely? | | | | | | |
| Yes | 39% | 42% | 36% | 47% | 23% | 43% |
| No | 49% | 43% | 53% | 45% | 63% | 49% |
| Not sure | 12% | 15% | 11% | 8% | 14% | 8% |





Crosstabs

| | Base | Income | | | | |
|-----------------------------|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Parent or Caregiver? | | | | | | |
| Yes | 50% | 49% | 58% | 42% | 48% | 48% |
| No | 50% | 51% | 42% | 58% | 52% | 52% |

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Time Per Day During Work Wk. Spent w/ Kids | | | | | | |
| 6 hours or more | 62% | 80% | 46% | 47% | 82% | 60% |
| 3-6 hours | 29% | 12% | 39% | 47% | 13% | 40% |
| 1-3 hours | 6% | 1% | 12% | 6% | 4% | - |
| Some but less than an hour | 3% | 6% | 4% | - | - | - |
| None at all | 0% | 1% | - | - | - | - |

| | Base | Income | | | | |
|--|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Employer Understanding of Responsibilities to Family? | | | | | | |
| Yes | 66% | 66% | 59% | 68% | 96% | 69% |
| No | 24% | 26% | 26% | 26% | - | 31% |
| Not sure | 9% | 8% | 16% | 6% | 4% | - |

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Job Demands Take Away from Family Interaction? | | | | | | |
| Yes | 44% | 56% | 39% | 46% | 43% | 21% |
| No | 52% | 38% | 59% | 54% | 57% | 79% |
| Not sure | 3% | 7% | 2% | - | - | - |





Crosstabs

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Had to Take Time Off to Meet Needs of Loved One? | | | | | | |
| Yes, frequently | 47% | 45% | 50% | 60% | 28% | 38% |
| Yes, occasionally | 29% | 29% | 26% | 18% | 39% | 44% |
| Yes, once or twice | 14% | 16% | 13% | 14% | 24% | 4% |
| No, this has not been an issue with current employer | 10% | 10% | 11% | 8% | 9% | 13% |

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Experienced Conflicts Between Caregiving and Job Responsibilities? | | | | | | |
| Yes, frequently | 24% | 38% | 17% | 30% | - | 4% |
| Yes, occasionally | 34% | 28% | 32% | 39% | 43% | 48% |
| Yes, once or twice | 11% | 3% | 22% | 8% | 19% | - |
| No, this has not been an issue with current employer | 31% | 30% | 29% | 23% | 37% | 48% |

| | Base | Income | | | | |
|--|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Could Employer Provide More Tools/Flexibility to Help Manage Personal and Pro Responsibilities? | | | | | | |
| Yes | 50% | 53% | 51% | 66% | 34% | 34% |
| No | 39% | 33% | 42% | 29% | 61% | 52% |
| Not sure | 10% | 15% | 8% | 6% | 4% | 13% |

| | Base | Income | | | | |
|---|------|--------------------|----------------------|----------------------|-----------------------|---------------------|
| | | Less than \$25,000 | \$25,000 to \$50,000 | \$50,000 to \$75,000 | \$75,000 to \$100,000 | More than \$100,000 |
| Easier to Manage Caregiving Responsibilities if Employer Offered Benefits for Parents? | | | | | | |
| Yes | 49% | 66% | 45% | 41% | 43% | 21% |
| No | 40% | 21% | 43% | 48% | 52% | 79% |
| Not sure | 10% | 13% | 12% | 11% | 4% | - |

