Research Objectives

• Reflections on education and its impact on the lives of Emerging Adults and their transition into the workplace
• How Emerging Adults form their identities and pursue identity-based work that makes the best of their talents and interests
• Insight into the stereotypes associated with Emerging Adults
• Current status of life at work, and how Emerging Adults envision their futures
Methodology

From May 22 to May 29, 2015 the polling firm Penn Schoen Berland (PSB) conducted an online quantitative study of 1,000 Emerging Adults (ages 21-29). This audience was broken down into younger Emerging Adults (ages 21-24), older Emerging Adults (25-29), and their corresponding segments to further identify changes across demographics.

<table>
<thead>
<tr>
<th>AUDIENCE</th>
<th>SAMPLE SIZE</th>
<th>MARGIN OF ERROR</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>1000</td>
<td>±3.1%</td>
</tr>
<tr>
<td>Younger Emerging Adults (21-24)</td>
<td>505</td>
<td>±4.36%</td>
</tr>
<tr>
<td>Older Emerging Adults (25-29)</td>
<td>495</td>
<td>±4.4%</td>
</tr>
<tr>
<td>Male</td>
<td>506</td>
<td>±4.36%</td>
</tr>
<tr>
<td>Female</td>
<td>494</td>
<td>±4.41%</td>
</tr>
<tr>
<td>Attended college (Associate degree and higher)</td>
<td>575</td>
<td>±4.09%</td>
</tr>
<tr>
<td>White</td>
<td>576</td>
<td>±4.08%</td>
</tr>
<tr>
<td>Black/African-American</td>
<td>141</td>
<td>±8.25%</td>
</tr>
<tr>
<td>Asian American</td>
<td>55*</td>
<td>±13.21%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>199</td>
<td>±6.95%</td>
</tr>
</tbody>
</table>
Our sample of Emerging Adults

**Gender**
- Male: 49%
- Female: 51%

**Age**
- 21-24: 50%
- 25-29: 50%

**Region**
- Northeast: 26%
- South: 17%
- Midwest: 18%
- West: 39%

**Race**
- White: 58%
- Black/African American: 20%
- Asian American: 6%
- Hispanic/Latino: 14%
- Other: 2%

**Mother's Education**
- High school diploma or less: 37%
- Two-year degree, some college, or vocational school: 26%
- 4-year college degree or more: 37%
Our sample of Emerging Adults

**Highest Education**
- Less than a high school diploma: 30%
- High school diploma, GED, or equivalent: 34%
- Technical degree: 5%
- Apprenticeship: 1%
- Associate’s degree or similar: 21%
- Bachelor’s degree: 1%
- Master’s degree or higher: 3%
- Doctorate or higher: 1%

**Children**
- 0: 67%
- 1: 19%
- 2 or more: 14%

**Living Arrangements**
- Live with parents: 31%
- Live with husband or wife: 27%
- Live alone: 17%
- Live with boyfriend or girlfriend: 14%
- Live with friends or roommates: 10%
- Live in a college dormitory: 8%
- Other: 2%

**Region**
- Northeast: 26%
- South: 39%
- Midwest: 18%
- West: 17%

**Relationship Status**
- Not currently dating or in a relationship: 5%
- Married: 7%
- Living with partner: 13%
- Close boyfriend or girlfriend: 25%
- Occasionally dating: 14%
- In a casual relationship: 16%

**Income**
- Less than $10,000: 11%
- $10,000 to less than $20,000: 17%
- $20,000 to less than $35,000: 18%
- $35,000 to less than $50,000: 18%
- $50,000 to less than $75,000: 18%
- $75,000 to less than $100,000: 17%
- $100,000 or more: 16%
Key Findings

**Education**

1. Emerging Adults value open, accessible education; 80% say that education and/or training past high school is more important than ever.
2. Financial support plays a key role in the decision whether to attend college, with 7 in 10 of Emerging Adults who declined to go to college citing cost as a primary factor.
3. While this leads to a high incidence of student debt among those who do attend (63%), most consider their loan debt to be manageable, and say the education experience is “worth it.”

**Employment**

1. Emerging Adults are neither lazy nor entitled; 89% say that no matter what job they’re doing, they’ll try to do it as well as possible.
2. While a majority report satisfaction with their post-education employment opportunities, 3 in 5 struggle with work/life balance in their current jobs, and 7 in 10 haven’t progressed as far in their careers as they had hoped to.
3. Emerging Adults see themselves changing career paths at least once in the future, and do not see themselves in the same fields they’re currently in 10 years down the line.

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The best use of their talents + Enjoyable work centered around personal fulfilment = The ideal job for Emerging Adults - even if it means accepting lower pay
Education
Emerging Adults value education

- They believe it should accessible to everyone and are open to obtaining education online

Nearly 9 in 10 say a college education should be available to anyone regardless of his or her ability to pay

86% say it is more important than ever to get education or training past high school in order to find a good job in today’s economy

Nearly 3/4 say it is possible to gain as much value from an online education as from a traditional college/university

70% expect to go back for more education or training at some point during their 30s and 40s
Although Emerging Adults value education, nearly 3 in 5 say they haven’t been able to find the financial support to get the education they need.

59% of all emerging adults say they have not been able to find enough financial support to get the education they need.

64%* of those with a high school diploma or less say they have not been able to find enough financial support to get the education they need.

* Those with high school diploma or less N=367
More than 3/5 of those who didn’t go to college cited affordability concerns as playing a significant role.

I continued education past high school because...

- Having a better chance of finding a good job (87%)
- The possibility of making more money (86%)
- Education/training in a specific area (85%)
- Broadening my knowledge of the world (80%)
- Foundation for graduate or professional school (72%)

N = 775

I did NOT continue education past high school because...

- Nearly 7 in 10 didn’t go to college because of cost (68%)
- I did not want to go to school any more (58%)
- I did not know what I wanted to study after high school (57%)
- Family responsibilities (51%)
- I could not afford to get more education (68%)
- Half said they didn’t go because of family responsibilities

N = 213

86% of those who went to college to find a good job.
More than 3 in 5 Emerging Adults have student loan debt

What is the total amount of your current student loan debt?
*Showing % with associate degree or more (N=775)*

- No student debt: 37%
- Under $5,000: 7%
- $5,000-$9,999: 8%
- $10,000-$14,999: 10%
- $15,000-$19,999: 9%
- $20,000-$29,999: 9%
- $30,000-$49,999: 10%
- $50,000-$100,000: 7%
- Over $100,000: 2%

63% have student loan debt

Nearly 1 in 10 have more than $50,000 in debt
An overwhelming majority of respondents have found their educational experiences to be worthwhile, regardless of the financial consequences.

- Nearly 70% of respondents feel they are "able to adequately manage and pay off" student loan debt within their current job situation.
- 33% feel that they are "drowning" in student loan debt despite being employed.

- An overwhelming majority of respondents (63%) have found their educational experiences to be worthwhile, regardless of the financial consequences.
- 37% do not believe their educational experience was worthwhile.

- Among those with student loans and currently employed (N=360):
  - 72% say their educational experience was worthwhile, even though they have student loan debt now.
  - 28% say their educational experience wasn’t worth the debt they took on.

- Among those with student loans (N=408):
  - 63% say their educational experience was worthwhile, even though they have student loan debt now.
  - 37% say their educational experience wasn’t worth the debt they took on.

- Nearly 70% of respondents feel they are "able to adequately manage and pay off" student loan debt within their current job situation.
- 33% feel that they are "drowning" in student loan debt despite being employed.
Transitioning to Work
More than 1 in 4 Emerging Adults say their jobs are unrelated to the fields in which they received education or training.

How much is your current job directly related to the field in which you received your education or training?

Showing % currently employed (N=654)

Only 66% of women versus 78% of men have jobs related to their education.
The majority of Emerging Adults are satisfied with the employment opportunities their college degrees have afforded them.

Which of the following statements is closest to your view?

60%: I am satisfied with the employment opportunities my college degree has afforded me.

40%: My college degree has not provided me with the employment opportunities I anticipated.

Showing % with associates degree or more (N=575)
Emerging Adults feel that while their educational backgrounds have helped them hone soft skills, they haven’t been as well-prepared for specific career skills:

- 56% of Emerging Adults say today’s job market does not value a liberal arts educational background.

Which of the following statements is closer to your view?

- 56% of Emerging Adults say today’s job market does not value a liberal arts educational background.

**Very Well Prepared**

- Writing clearly and persuasively (43%)
- Working independently to solve a problem without help (43%)
- Reading and understanding complex information (42%)
- Locating and evaluating information from multiple sources (40%)
- Doing the work required for your current job (39%)
- Continuing on to further education (38%)
- Working effectively with others who have different skills (38%)
- Developing creative solutions to complex problems (36%)
- Overcoming challenges and obstacles to achieve a goal (36%)

**Not at all Prepared**

- Finding a job in your field (10%)
- Changing career directions (11%)
- Advancing your career (8%)
- Leading a team with confidence (8%)
- Speaking persuasively to others (6%)
- Monitoring your progress toward a goal and making changes when necessary (6%)

A liberal arts education including history, philosophy and English literature is important and valuable no matter what career you pursue.
Emerging Adults across the board feel well-prepared for understanding their relationships and responsibilities in the world, but feel less confident about the technical aspects of life – like personal finances and civic duties.

How well do you feel your education has prepared you for your life outside of work in each of the following ways? *Showing % All*

- **WELL PREPARED**
  - 79% Understanding my personal strengths and weaknesses
  - 74% Understanding others and my relationships with them
  - 73% Understanding myself and how I fit into the world
  - 73% Handling the responsibilities of daily life
  - 72% Making choices about which values to live by

- **LESS PREPARED**
  - 68% Making decisions about political and social issues
  - 66% Handling my personal finances
  - 59% Voting in elections
  - 55% Having a successful marriage/relationships
  - 66% Volunteering for causes I care about
  - 59% Organizing my time outside of work
Current Work
More than 3 in 5 Emerging Adults are unhappy with some aspect of their current job.

81% have 1 job and 19% have 2 or more.

51% have been at their current job for 2-4 years.

50% say their job with their current employer is temporary.

50% say they would like to advance within their career at their current employer.

More than 3 in 5 are currently unhappy with either their work-life balance, salary, or both.
70% have not made as much progress in their careers as they had hoped to

- Emerging Adult men are almost twice as likely as Emerging Adult women to be mid-level or senior managers or directors

To what extent do you agree or disagree with each of the following statements? Showing % All

- I have not made as much progress in my career as I had hoped I would have by now

Which of the following best describes your current job title? Showing % currently employed (N=654)

- Entry Level - Assistant Manager
- Mid-level to senior manager or director
- Vice president or higher

16% are mid-level to senior manager or director
31% are mid-level to senior manager or director

76% of men say they prefer to take initiative and be a leader over following others' instructions, compared to 68% of women
Only 35% of employed Emerging Adults believe that the most important job feature ("look forward to going each day") strongly applies to their current job.

Please rank the following job features from most important to least important **when looking for a long-term job** for yourself. *Ranked*

<table>
<thead>
<tr>
<th>IDEAL</th>
<th>V.</th>
<th>REAL</th>
</tr>
</thead>
</table>

### IDEAL

Please rank the following job features from most important to least important when looking for a long-term job for yourself. *Ranked by Mean*

<table>
<thead>
<tr>
<th><strong>Emerging Adults</strong></th>
<th><strong>Emerging Adults</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Is a job that I will look forward to going to each day</td>
<td>1</td>
</tr>
<tr>
<td>Pays me a lot of money</td>
<td>2</td>
</tr>
<tr>
<td>Makes the best use of my talents and abilities</td>
<td>3</td>
</tr>
<tr>
<td>Is low stress</td>
<td>4</td>
</tr>
<tr>
<td>Enables me the flexibility to work when and where I want to</td>
<td>5</td>
</tr>
<tr>
<td>Has reasonable hours so that I have lots of free time</td>
<td>6</td>
</tr>
<tr>
<td>Is work that does some good in the world</td>
<td>7</td>
</tr>
<tr>
<td>Offers work that challenges me</td>
<td>8</td>
</tr>
<tr>
<td>Enables me to work with co-workers who are also my friends</td>
<td>9</td>
</tr>
<tr>
<td>Puts me in a position of power and influence</td>
<td>10</td>
</tr>
</tbody>
</table>

### REAL

How strongly does each of the following job features apply to your current job? *Ranked by % strongly applies* (N=654),

<table>
<thead>
<tr>
<th><strong>Emerging Adults</strong></th>
<th><strong>Emerging Adults</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Is a job that I will look forward to going to each day</td>
<td>35</td>
</tr>
<tr>
<td>Has reasonable hours so that I have lots of free time</td>
<td>33</td>
</tr>
<tr>
<td>Makes the best use of my talents and abilities</td>
<td>32</td>
</tr>
<tr>
<td>Enables me the flexibility to work when and where I want to</td>
<td>32</td>
</tr>
<tr>
<td>Enables me to work with co-workers who are also my friends</td>
<td>30</td>
</tr>
<tr>
<td>Is work that does some good in the world</td>
<td>30</td>
</tr>
<tr>
<td>Offers work that challenges me</td>
<td>29</td>
</tr>
<tr>
<td>Is low stress</td>
<td>29</td>
</tr>
<tr>
<td>Pays me a lot of money</td>
<td>25</td>
</tr>
<tr>
<td>Puts me in a position of power and influence</td>
<td>24</td>
</tr>
</tbody>
</table>

They are more concerned with **personal fulfillment & happiness** and less concerned with **power & influence**
Although their ideal job would pay a lot of money, when push comes to shove, nearly 60% of Emerging Adults would choose a job they love, even if it comes at a lower pay grade.

Which of the following statements is closest to your view?

**59%** I would take a lower paying job if it meant doing something I love

**41%** Having a high salary or pay grade is most important to me even if it means working in a job I don’t enjoy

Female Emerging Adults are **5%** more likely to take a lower paying job to do something they love.

Emerging Adults with a graduate degree are **16%** more likely to think high salaries are most important.
Myths v. Truths about Emerging Adults
Contrary to popular belief, Emerging Adults are not impatient, lazy, entitled, or disloyal.

**MYTHS ABOUT EMERGING ADULTS**

- Impatient
- Lazy
- Entitled
- Not Loyal
- Inseparable from social media

**THE TRUTH ABOUT EMERGING ADULTS**

- 79% say if they were in a boring job they would be patient and try to move up within the company.
- 89% say no matter what job they are doing, they try to do it as well as possible.
- 59% think it’s a problem to show up to work late occasionally.
- 60% disagree with the statement ‘On a normal work day, I try to get by with doing as little work as possible.’
- 64% disagree with the statement ‘If a job is boring, I don’t see any point in doing it well.’
- 60% disagree with the statement ‘I don’t see any advantage in being loyal to the company I work for.’
- 78% say they would consider taking a job that blocked social media and personal email.
Many Emerging Adults are still receiving financial support from their parents

Nearly 4 in 5 Emerging Adults often feel that they do not make enough money

Nearly half (49%) receive some type of financial support

How much financial support do your parents provide you? Showing % All

- 51% Little or none
- 26% Occasional support when needed
- 12% Frequent support when needed
- 11% Regular support for living expenses

Younger Emerging Adults receive the most regular support (+8)

62% of people who do not receive financial support would choose a job they love over a job with higher salary
Emerging Adults expect to move around career-wise, rather than stay on a singular path

To what extent do you agree or disagree with each of the following statements? *Showing % All*

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I WANT TO CHANGE CAREER PATHS AT LEAST ONCE OR TWICE IN MY LIFETIME.</td>
<td>60</td>
<td>40</td>
</tr>
<tr>
<td>I THINK I’LL HAVE TO SWITCH CAREERS MULTIPLE TIMES DURING MY LIFETIME TO KEEP UP WITH THE CHANGING ECONOMY.</td>
<td>58</td>
<td>42</td>
</tr>
<tr>
<td>MY CURRENT JOB IS NOT IN THE FIELD I HOPE TO BE IN 10 YEARS FROM NOW. *</td>
<td>65</td>
<td>35</td>
</tr>
</tbody>
</table>

*Only asked of those who are currently employed (N=654)*
Appendix
What is the highest level of education you have completed so far? Showing % All

- Nearly 40% of 21- to 24-year-olds had completed at least high school or equivalent
- More than one-third of 25- to 29-year-olds had completed their bachelor’s degree

Bachelor’s degrees and high school diplomas/GEDs remain the most common levels of education among respondents.
The majority of respondents were not currently in school, with more than 40% of 21- to 24-year-olds and half of 25- to 29-year-olds unenrolled.

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**Which of the following best describes your current educational status?**

- **Not currently in school**
  - Older Emerging Adults: 43%
  - Younger Emerging Adults: 51%
  - Base: 59%

- **Enrolled in school full time**
  - Older Emerging Adults: 20%
  - Younger Emerging Adults: 36%
  - Base: 28%

- **Enrolled in school part-time**
  - Older Emerging Adults: 14%
  - Younger Emerging Adults: 13%
  - Base: 13%

- **Occasionally taking classes**
  - Older Emerging Adults: 8%
  - Younger Emerging Adults: 8%
  - Base: 8%

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**Younger Emerging Adults** are much more likely to be enrolled in a Public University (+9) or Community College (+7) than **Older Emerging Adults**, who prefer Private (+5) or Online Universities (+8). The majority of respondents were not currently in school, with more than 40% of 21- to 24-year-olds and half of 25- to 29-year-olds unenrolled.
While respondents currently taking courses are doing so at state-funded institutions, most Emerging Adults describe their last school of attendance as either a public or private university.

The mean ages across audiences for completion of most recent educational program were very similar, with Younger Emerging Adults averaging completion at age 20, and Older Emerging Adults at age 21.
For respondents who pursued education or training after high school, most focused in the areas of business, engineering/tech, arts/humanities and the social sciences.

If you have obtained any education or training after high school, which of the following best describes the area of your education or training?

*Showing % obtained education or training after high school (N=633)*

- Business: 19, 18, 20
- Math, engineering, computers, or technology: 16, 15, 16
- Arts and humanities: 14, 15, 13
- Psychology, sociology, or other social sciences: 13, 17, 10
- Health professions: 10, 8, 12
- Other: 8, 8, 9

- Base
- Younger Emerging Adults
- Older Emerging Adults
More than 1 in 5 Emerging Adults think they would have benefited more from their college experience if they had waited to go a year or two after high school.

I would have benefited more from my college education if I had waited a year or two after high school before entering college.

How strongly do you agree or disagree with the following statements? Showing % who have completed an associates degree or more (N= 575)

- Strongly agree: 21
- Somewhat agree: 30
- Somewhat disagree: 25
- Strongly disagree: 24
Why I pursued education after high school

Please state how much each of the following factors influenced your decision to pursue college or other education beyond high school. Showing %, Ranked by Influenced

*Note: Only asked of those with an associate degree or higher (N=775)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Influenced</th>
<th>Strongly influenced my decision</th>
<th>Somewhat influenced my decision</th>
<th>Had little to no influence</th>
<th>Had little influence on my decision</th>
<th>Didn’t influence my decision at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Having a better chance of finding a good job</td>
<td>87</td>
<td>55</td>
<td>32</td>
<td>13</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>The possibility of making more money</td>
<td>86</td>
<td>52</td>
<td>34</td>
<td>14</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>Getting education or training in a specific area</td>
<td>85</td>
<td>47</td>
<td>38</td>
<td>15</td>
<td>11</td>
<td>4</td>
</tr>
<tr>
<td>Broadening my knowledge of the world</td>
<td>80</td>
<td>42</td>
<td>38</td>
<td>19</td>
<td>13</td>
<td>6</td>
</tr>
<tr>
<td>I always expected to go</td>
<td>79</td>
<td>45</td>
<td>34</td>
<td>20</td>
<td>14</td>
<td>6</td>
</tr>
<tr>
<td>My parents</td>
<td>73</td>
<td>37</td>
<td>36</td>
<td>26</td>
<td>16</td>
<td>10</td>
</tr>
<tr>
<td>Achieving a foundation for graduate or professional school</td>
<td>72</td>
<td>37</td>
<td>35</td>
<td>28</td>
<td>17</td>
<td>11</td>
</tr>
<tr>
<td>The potential to have fun while attending more school</td>
<td>61</td>
<td>28</td>
<td>33</td>
<td>39</td>
<td>24</td>
<td>15</td>
</tr>
<tr>
<td>My friends</td>
<td>54</td>
<td>23</td>
<td>31</td>
<td>46</td>
<td>24</td>
<td>22</td>
</tr>
<tr>
<td>Avoiding adult responsibilities for a few more years</td>
<td>50</td>
<td>19</td>
<td>31</td>
<td>50</td>
<td>21</td>
<td>29</td>
</tr>
</tbody>
</table>
Why I didn’t pursue education after high school

<table>
<thead>
<tr>
<th>Reason</th>
<th>Influenced</th>
<th>Strongly influenced my decision</th>
<th>Somewhat influenced my decision</th>
<th>Had little to no influence</th>
<th>Had little influence on my decision</th>
<th>Didn’t influence my decision at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost/I could not afford to get more education</td>
<td>68</td>
<td>42</td>
<td>26</td>
<td>31</td>
<td>13</td>
<td>18</td>
</tr>
<tr>
<td>I did not want to go to school any more</td>
<td>58</td>
<td>28</td>
<td>30</td>
<td>42</td>
<td>17</td>
<td>25</td>
</tr>
<tr>
<td>I did not know what I wanted to study after high school</td>
<td>57</td>
<td>23</td>
<td>34</td>
<td>42</td>
<td>15</td>
<td>27</td>
</tr>
<tr>
<td>Family responsibilities</td>
<td>51</td>
<td>24</td>
<td>27</td>
<td>49</td>
<td>16</td>
<td>33</td>
</tr>
<tr>
<td>I didn’t have clear guidance on how to apply/enroll</td>
<td>42</td>
<td>17</td>
<td>25</td>
<td>57</td>
<td>19</td>
<td>38</td>
</tr>
<tr>
<td>I never expected to attend</td>
<td>41</td>
<td>14</td>
<td>27</td>
<td>59</td>
<td>19</td>
<td>40</td>
</tr>
<tr>
<td>I didn’t think it would be necessary for my job/career</td>
<td>39</td>
<td>13</td>
<td>26</td>
<td>61</td>
<td>17</td>
<td>44</td>
</tr>
<tr>
<td>Mental health complications</td>
<td>35</td>
<td>16</td>
<td>19</td>
<td>65</td>
<td>13</td>
<td>52</td>
</tr>
<tr>
<td>Physical health complications</td>
<td>34</td>
<td>13</td>
<td>21</td>
<td>66</td>
<td>15</td>
<td>51</td>
</tr>
</tbody>
</table>
Around 3 in 5 say they prefer to have co-workers who are friends

Which of the following statements is closer to your view?

- I prefer to have co-workers who are also my friends and a part of my social life outside of work.
- I prefer to have strictly working relationships with my co-workers, and like to keep my friends and social life separate from work.

- I prefer a lifestyle of flexibility and freedom of location
- I prefer a lifestyle of stability and consistency.

- I prefer to have a less structured job that provides more room for creativity.
- I prefer to have a 9-5 job that explicitly lays out my daily tasks and responsibilities.
Almost ¾ of Younger Emerging Adults are paid hourly

- 1 in 10 older Emerging Adults are paid per job/on a freelance basis

How are you currently paid? If more than one answer is true you may select multiple responses. Showing % currently employed (N=654)

As Emerging Adults get older, they transition from being paid hourly to being paid on salary
1 in 5 female Emerging Adults works two jobs

How many different jobs do you currently have?

*Showing % currently employed (N=654)*

- 81% have **1 job**
- 16% have **2 jobs**
- 3% have **3 or more jobs**

Almost 1 in 5 female Emerging Adults has 2 jobs
79% of Emerging adults who currently have jobs in education plan to stay in the field for at least another 10 years.

Which of the following best describes the area you work in now?
Which of the following best describes the field in which you have or plan to have your career in 10 years?

Showing % of respondents in each field currently who plan to be in that field in 10 years (N=654)

- **Education**: 79% (n=52)
- **Technology or computers**: 69% (n=77)
- **Financial industry/services**: 55% (n=50)
- **Health care**: 44% (n=64)
- **Arts**: 41% (n=54)

65% of Emerging Adults say “My current job is not in the field I hope to be in 10 years from now.”
Almost 9 in 10 Emerging Adults say no matter what job they are doing, they try to do it as well as possible

- Additionally, they are willing to be patient in a boring job IF they think it will go somewhere

**TRUE**

- ‘No matter what job I am doing, I try to do it as well as possible.’
- ‘If I were in a boring job, I would be patient and try to move up within the company.’
- ‘I would never be willing to stay in a boring job in the long run, no matter how well it paid.’

**FALSE**

- ‘If a job is boring, I don’t see any point in doing it well.’
- ‘I don’t see any advantage in being loyal to the company I work for.’
- ‘On a normal workday, I try to get by with doing as little work as possible.’
- ‘I don’t think it’s a problem to show up to work late occasionally.’

**T/F SPLIT**

- ‘I don’t see anything wrong with checking my Facebook page, tweeting, or texting with friends now and then in the course of a normal work day.’
- ‘If employers do not pay me well, they do not deserve my best work effort.’
- ‘I like the socializing at work better than doing the actual work.’

‘If employers do not pay me well, they do not deserve my best work effort’ is true of 63% of men compared to 45% of women
Three-quarters of Emerging Adults have never been laid off or fired from a job.

How many times have you been laid off or fired from a job?

- 75% Never
- 19% Once
- 5% Twice
- 1% Three or more
Nearly 4 in 5 Emerging Adults would consider taking a job that blocks social media and personal email.

Would you consider taking a job that blocks the use of social media and personal email? Showing % All

78% say YES

What percentage of your work day would you say you spend surfing the Web, checking social media or your personal email, or doing other non-work related activities?

Showing % currently employed (N=654)
Nearly 1/5 of Emerging Adults are not currently employed but are looking for work

Which of the following best describes your current employment status? Showing % All

- Employed and working full-time
- Employed and working part-time
- Not currently employed, but looking for work
- Stay-at-home parent
- Self-employed
- Not currently employed, and not looking for work
- Other

70% of Younger Emerging Adults work fewer than 40 hours per week
KEPI Scores - The Clark University Knowledge Economy Preparation Index (KEPI)™. These are the qualities that employers say they need workers to have in the new knowledge economy.

<table>
<thead>
<tr>
<th>How well has your education so far prepared you for each of the following?</th>
<th>All</th>
<th>Younger Emerging Adults</th>
<th>Older Emerging Adults</th>
<th>Male</th>
<th>Female</th>
<th>No College</th>
<th>College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading and understanding complex information</td>
<td>3.23</td>
<td>3.22</td>
<td>3.24</td>
<td>3.22</td>
<td>3.24</td>
<td>3.15</td>
<td>3.29</td>
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<tr>
<td>Developing creative solutions to complex problems</td>
<td>3.10</td>
<td>3.08</td>
<td>3.12</td>
<td>3.11</td>
<td>3.09</td>
<td>2.97</td>
<td>3.2</td>
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<tr>
<td>Locating and evaluating information from multiple sources</td>
<td>3.18</td>
<td>3.13</td>
<td>3.24</td>
<td>3.16</td>
<td>3.21</td>
<td>3.05</td>
<td>3.28</td>
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<tr>
<td>Writing clearly and persuasively</td>
<td>3.24</td>
<td>3.18</td>
<td>3.29</td>
<td>3.22</td>
<td>3.26</td>
<td>3.14</td>
<td>3.31</td>
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<tr>
<td>Speaking persuasively to others</td>
<td>3.04</td>
<td>3.05</td>
<td>3.02</td>
<td>3.07</td>
<td>3.01</td>
<td>2.94</td>
<td>3.11</td>
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<tr>
<td>Working independently to solve a problem without help</td>
<td>3.25</td>
<td>3.20</td>
<td>3.30</td>
<td>3.21</td>
<td>3.28</td>
<td>3.17</td>
<td>3.31</td>
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<tr>
<td>Working effectively with others who have different skills</td>
<td>3.18</td>
<td>3.18</td>
<td>3.17</td>
<td>3.17</td>
<td>3.18</td>
<td>3.06</td>
<td>3.26</td>
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<tr>
<td>Leading a team with confidence</td>
<td>2.99</td>
<td>2.96</td>
<td>3.02</td>
<td>3.03</td>
<td>2.95</td>
<td>2.84</td>
<td>3.1</td>
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<tr>
<td>Monitoring your progress toward a goal and making changes when necessary</td>
<td>3.09</td>
<td>3.07</td>
<td>3.10</td>
<td>3.11</td>
<td>3.06</td>
<td>2.99</td>
<td>3.16</td>
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<tr>
<td>Overcoming challenges and obstacles to achieve a goal</td>
<td>3.15</td>
<td>3.13</td>
<td>3.17</td>
<td>3.18</td>
<td>3.12</td>
<td>3.03</td>
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<tr>
<td>TOTAL</td>
<td>31.45</td>
<td>31.20</td>
<td>31.67</td>
<td>31.48</td>
<td>31.40</td>
<td>30.34</td>
<td>32.26</td>
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</table>

**Methodology:** We calculated the KEPI Score by assigning each answer choice a number on a scale from 1-4: Very well=4, Somewhat well=3, Not very well=2, Not at all=1. We then took the mean score (to two decimal places) for each of the statements and added them together to create a summary score.
THANK YOU

Contact:
Ariella Steinreich, Steinreich Communications
clarkuniversity@scompr.com

Jane Salerno, Media Relations Director
Clark University jslerno@clarku.edu

www.clarku.edu/clark-poll