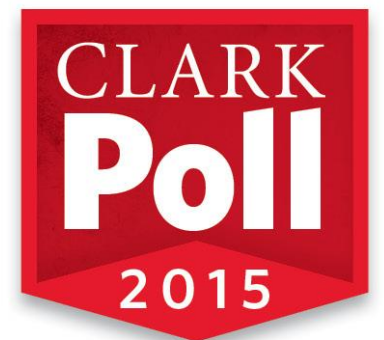


CLARK UNIVERSITY POLL OF EMERGING ADULTS

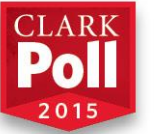
Work, Education and Identity



CLARK
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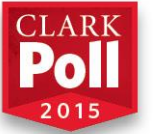


Research Objectives



- 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

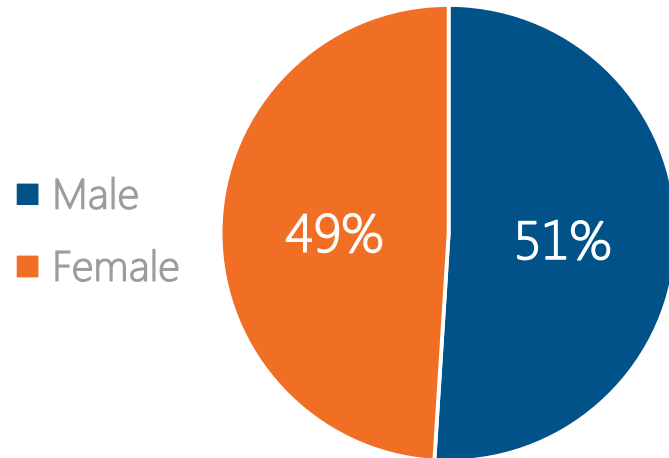


From May 22 to May 29, 2015 the polling firm Penn Schoen Berland (PSB) conducted an online quantitative study of 1,000 Emerging Adults (ages 21-29). This audience was broken down into younger Emerging Adults (ages 21-24), older Emerging Adults (25-29), and their corresponding segments to further identify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

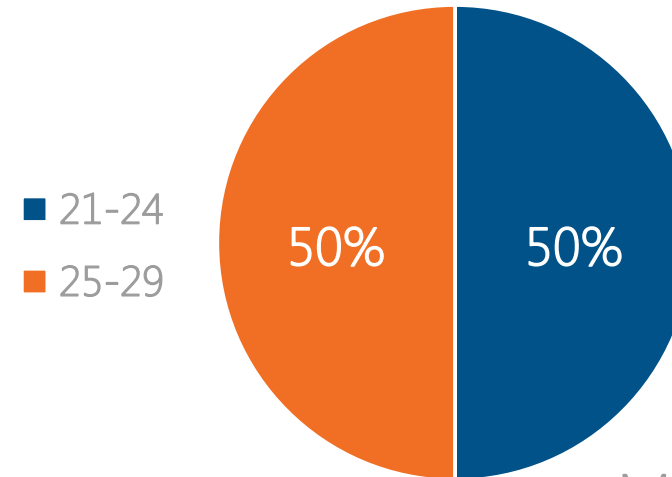
AUDIENCE	SAMPLE SIZE	MARGIN OF ERROR
All	1000	±3.1%
Younger Emerging Adults (21-24)	505	±4.36%
Older Emerging Adults (25-29)	495	±4.4%
Male	506	±4.36%
Female	494	±4.41%
Attended college (Associate degree and higher)	575	±4.09%
White	576	±4.08%
Black/African-American	141	±8.25%
Asian American	55*	±13.21%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

Our sample of Emerging Adults

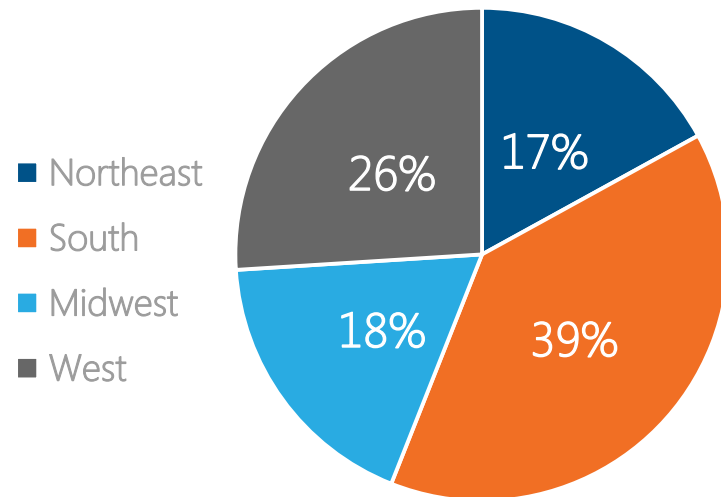
Gender



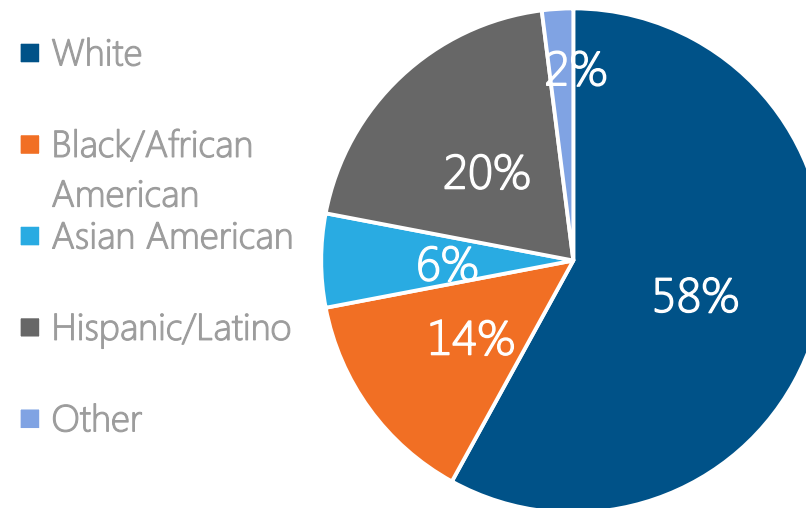
Age



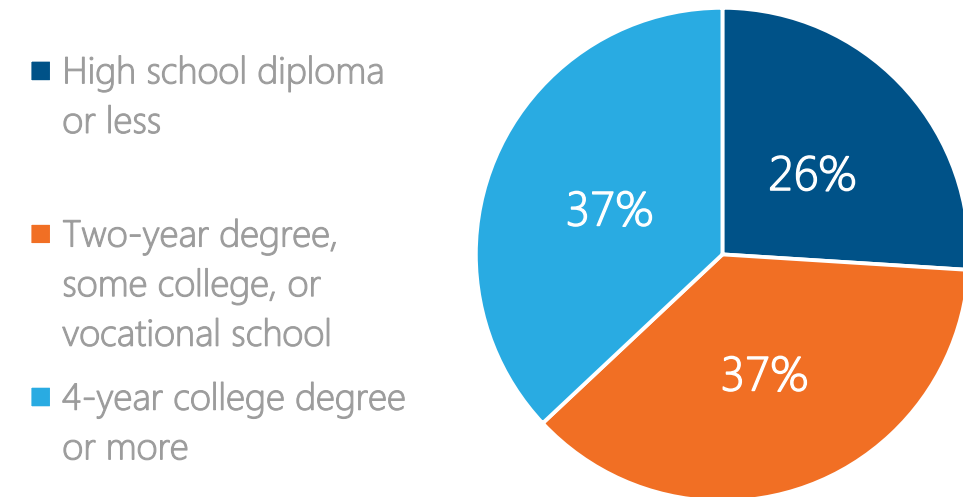
Region



Race

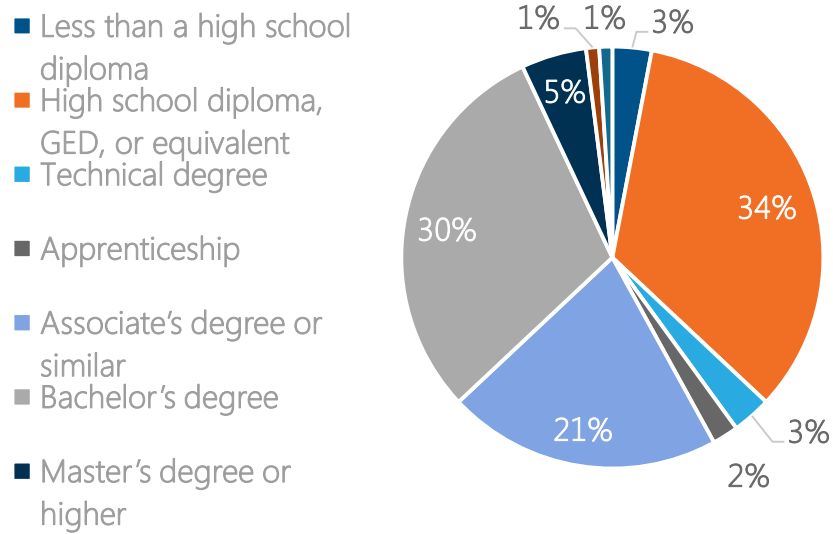


Mother's Education

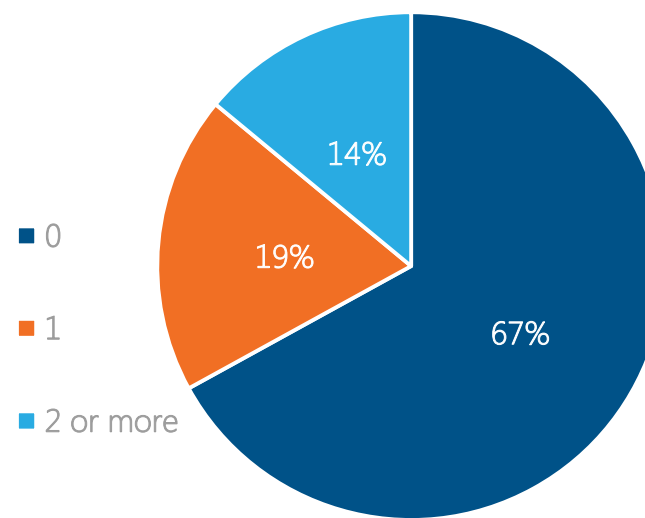


Our sample of Emerging Adults

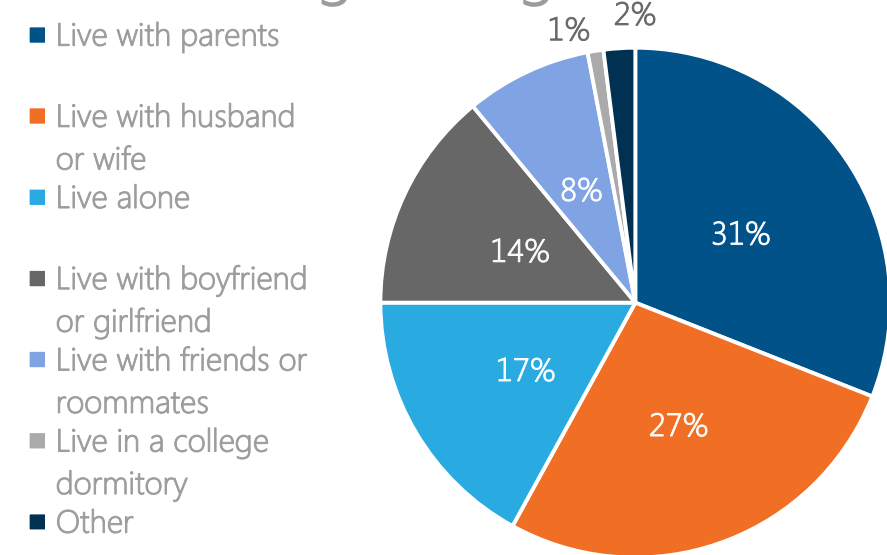
Highest Education



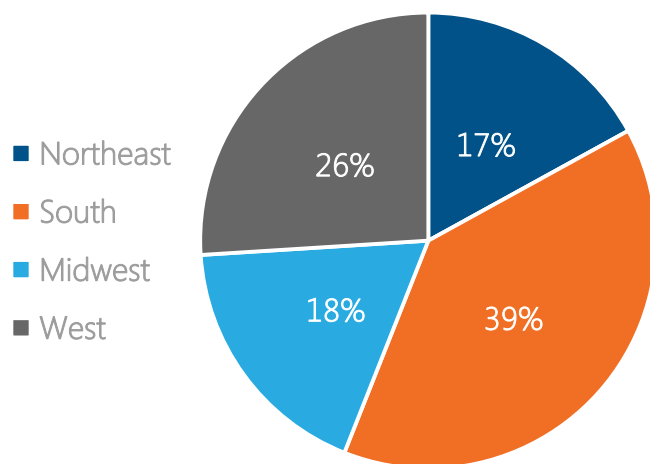
Children



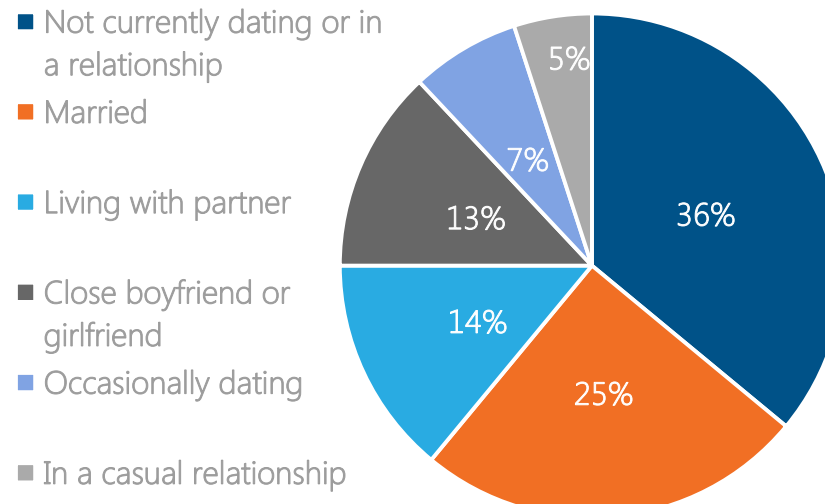
Living Arrangements



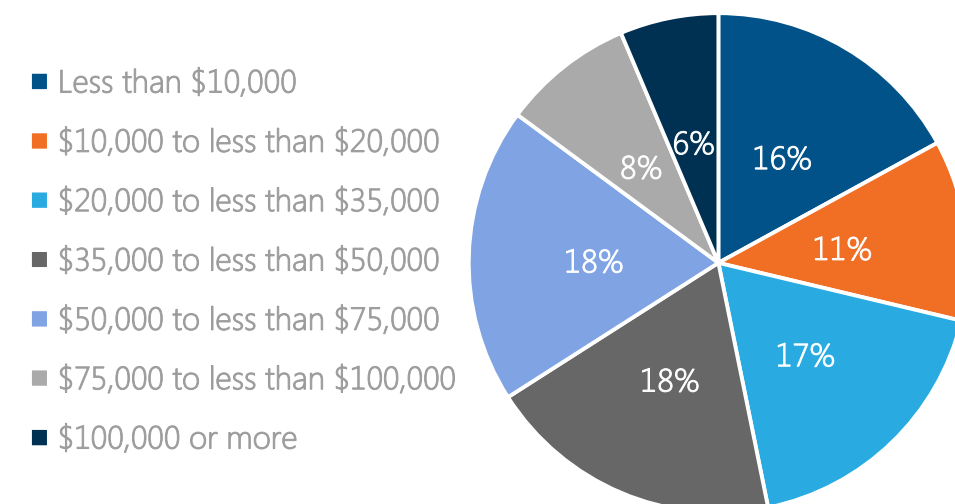
Region



Relationship Status



Income



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.





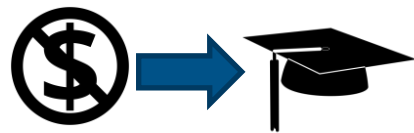
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Poll of Emerging Adults**

*Work, Education
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Education

Emerging Adults value education

- They believe it should be 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



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



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



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...

N=775

87%

Having a better chance of finding a good job



More than **4 in 5** went to college to find a good job

85%

Education/training in a specific area



86%

The possibility of making more money



72%

Foundation for graduate or professional school



80%

Broadening my knowledge of the world



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

N=213

68%

I could not afford to get more education



Nearly **7 in 10** didn't go to college because of cost

58%

I did not want to go to school any more



Half said they didn't go because of family responsibilities

51%

Family responsibilities



57%

I did not know what I wanted to study after high school



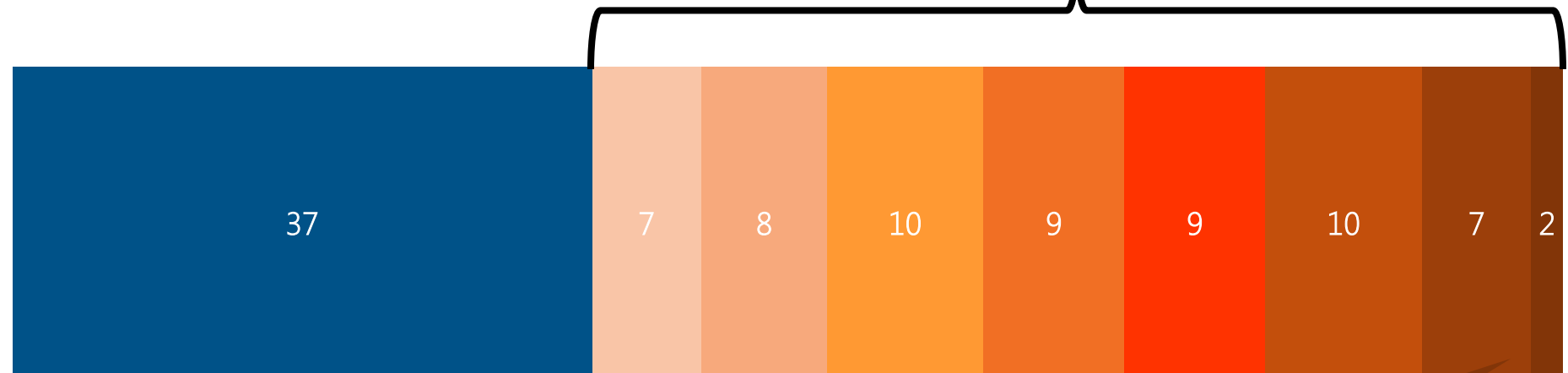
More than 3 in 5 Emerging Adults have student loan debt

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



63% have student loan debt

- No student debt
- Under \$5,000
- \$5,000-\$9,999
- \$10,000-14,999
- \$15,000-\$19,999
- \$20,000- \$29,999
- \$30,000-\$49,999
- \$50,000-\$100,000
- Over \$100,000



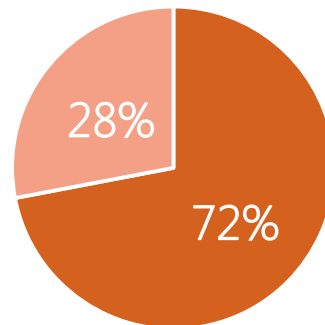
Nearly 1 in 10 have more than \$50,000 in debt

An overwhelming majority of respondents have found their educational experiences to be worthwhile, regardless of the financial consequences

What is the total amount of your current student loan debt?
Showing % with associate degree or more



Which of the following statements is closer to your view? *Showing % who have student loans*
N=408



- My educational experience was worthwhile, even though I have student loan debt now.
- My educational experience wasn't worth the debt I took on.

Which of the following statements is closer to your view? *Showing % who have student loans and are currently employed*
N=360



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.



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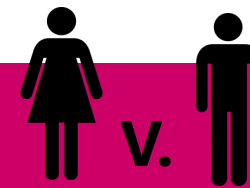
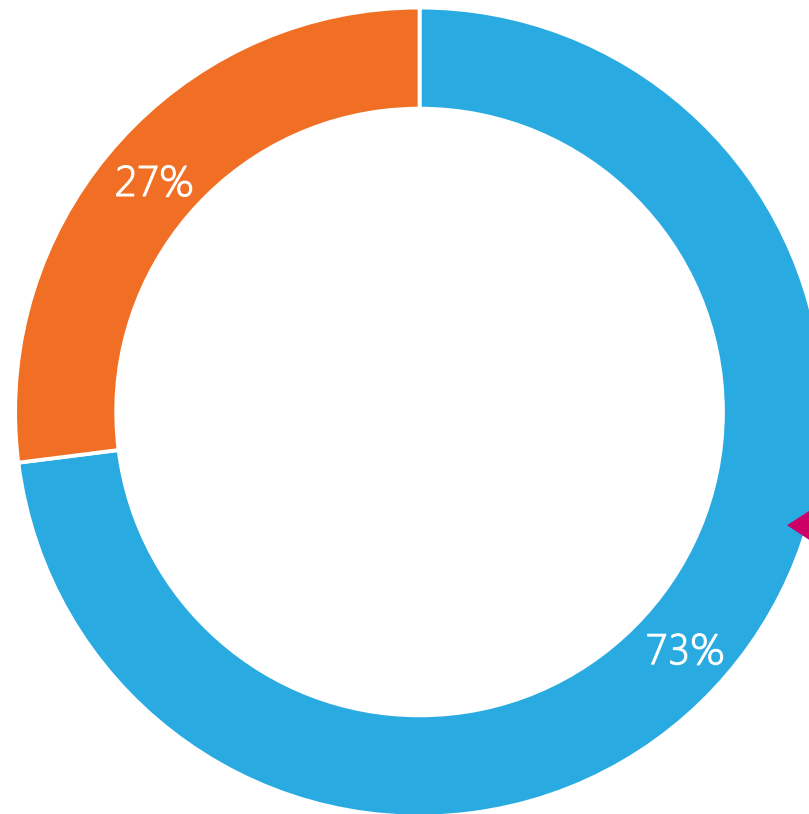
*Work, Education
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Transitioning to Work

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)



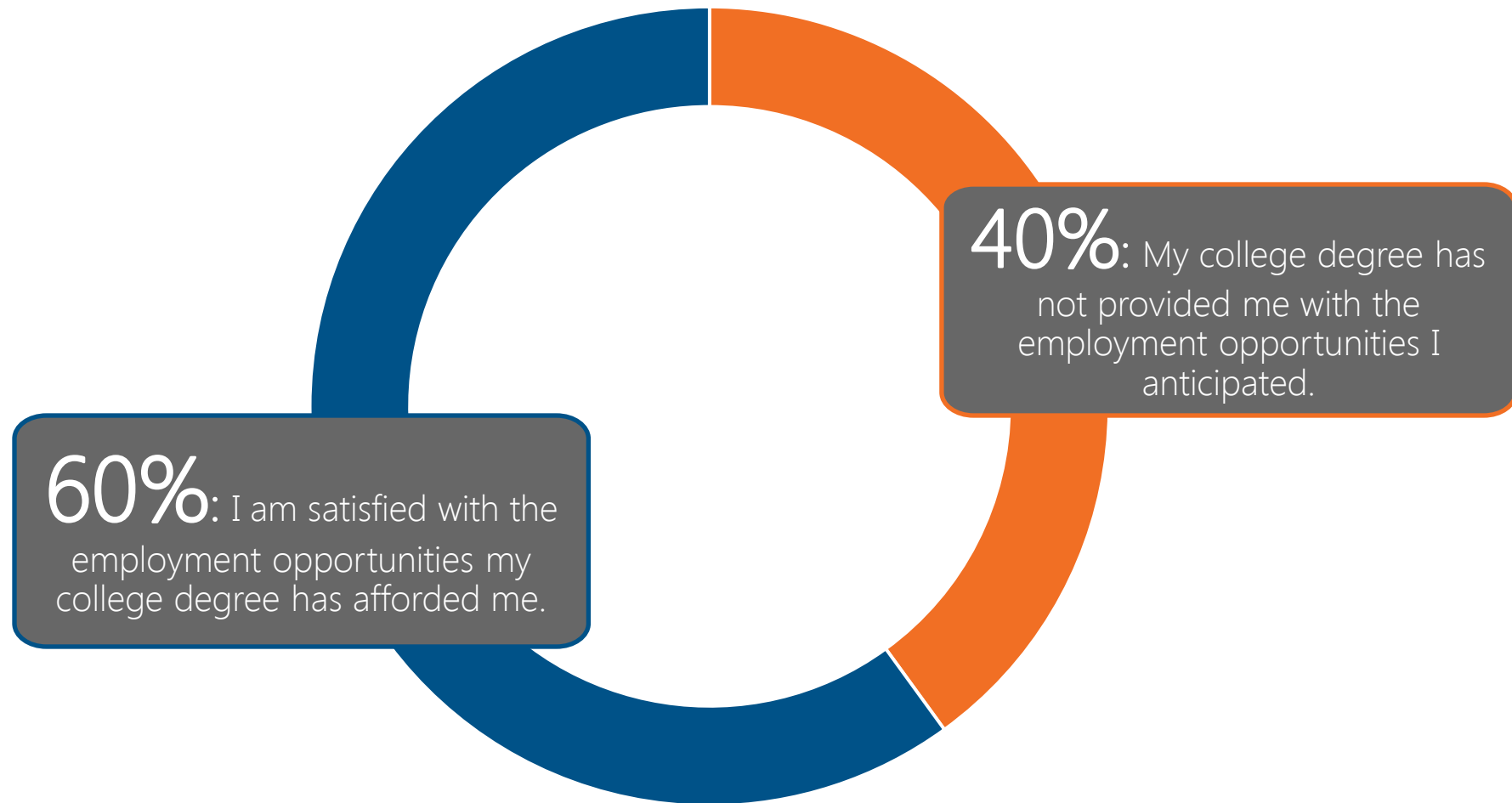
Only 66% of women versus 78% of men have jobs related to their education

■ Related to education ■ Unrelated to 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?

Showing % with associates degree or more (N=575)



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.

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

How has your education so far prepared you for each of these? *Showing % All, Ranked by Very Well-Prepared*

Which of the following statements is closer to your view? *Showing % All*

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%)

Changing career directions (11%) and finding jobs in their fields (10%) are the areas where respondents felt the **least well prepared by their education**

56%

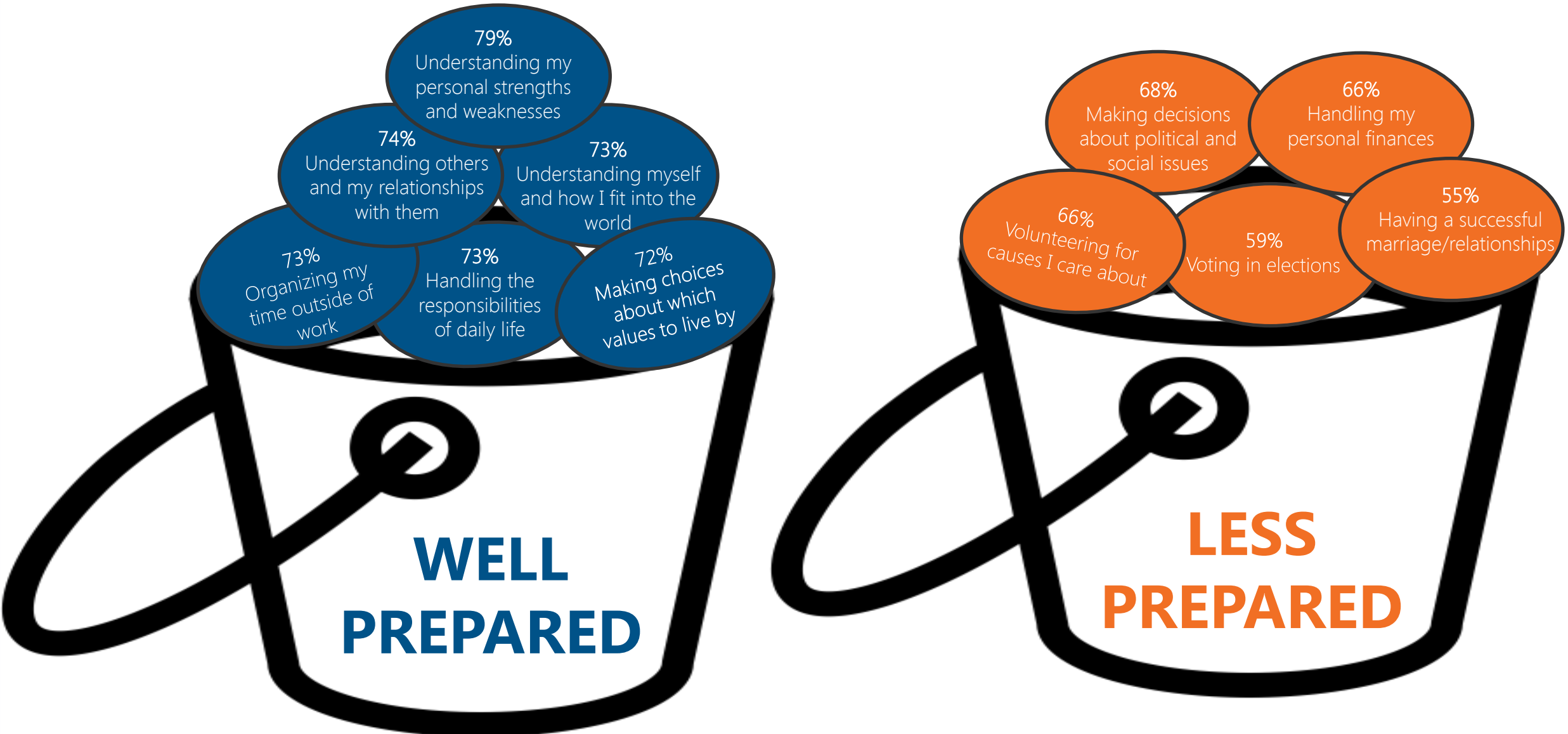
Today's job market does not value a liberal arts educational background.

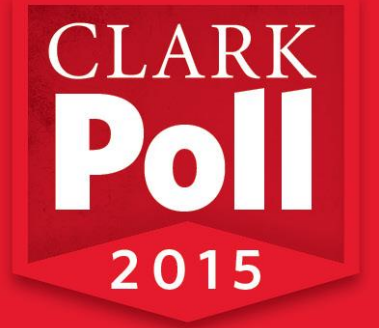
A liberal arts education including history, philosophy and English literature is important and valuable no matter what career you pursue.

44%

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*





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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

50%

say their job with their current employer is temporary

50%

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

Current Job

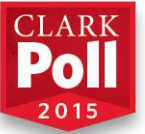


51% have been at their current job for 2-4 years



More than 3 in 5 are currently unhappy with either their work-life balance, salary, or both

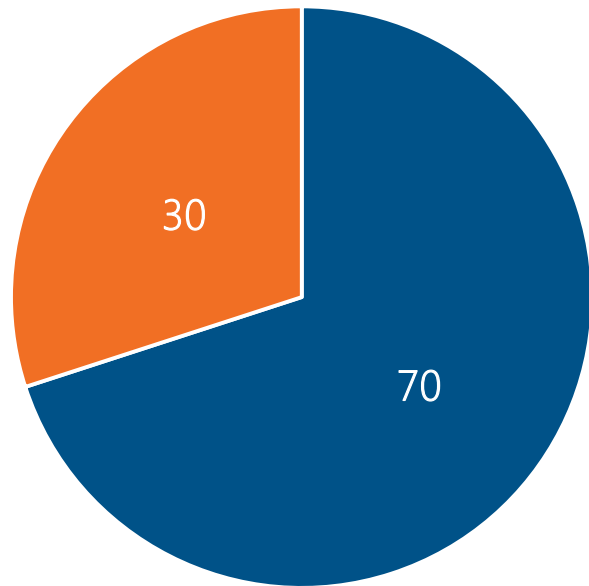
70% have not made as much progress in their careers as they had hoped to



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

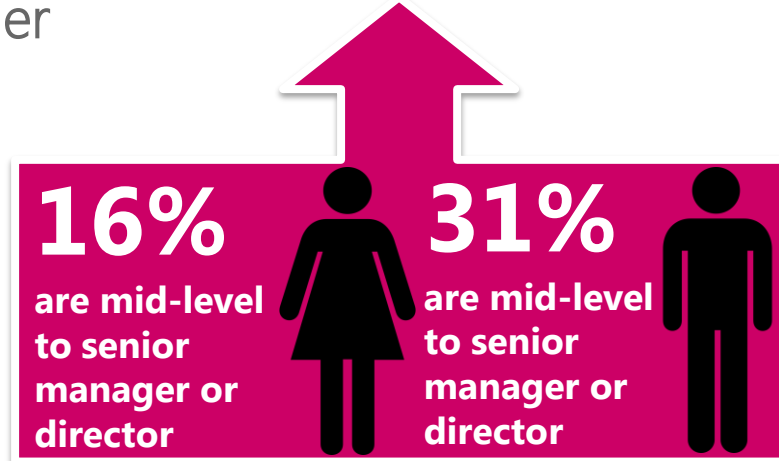
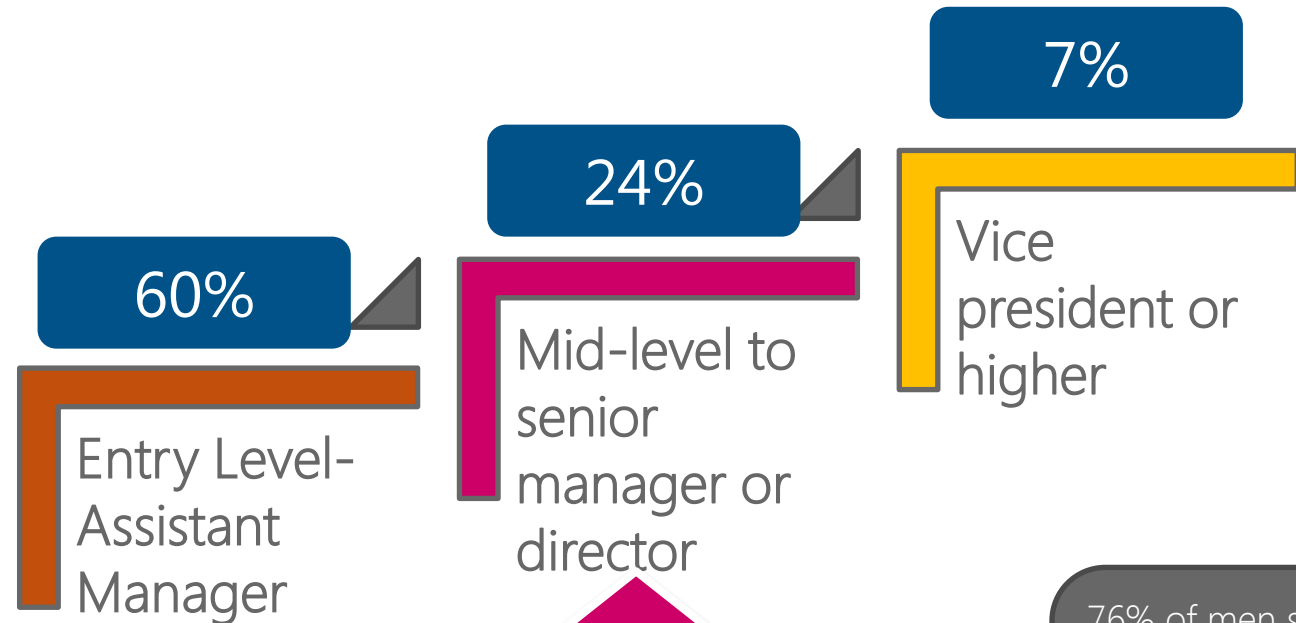
To what extent do you agree or disagree with each of the following statements? *Showing % All*

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



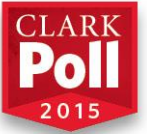
■ Agree ■ Disagree

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



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*

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

IDEAL



v.

REAL



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

Emerging Adults

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

How strongly does each of the following job features apply to your current job? *Ranked by % strongly applies*

Emerging Adults

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

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?

Showing % All

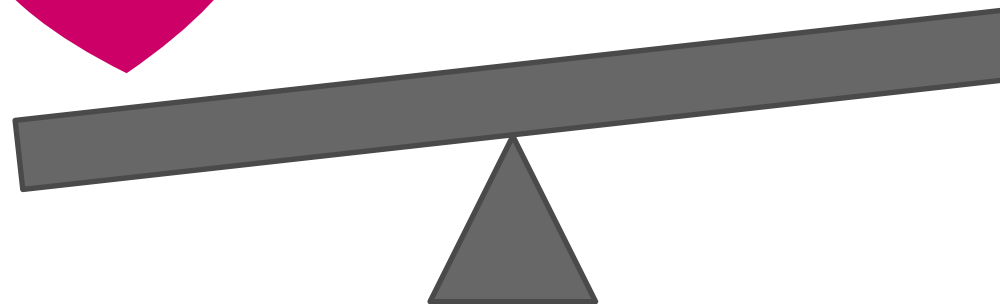
59% I would take a lower paying job if it meant doing something I love

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





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Poll of Emerging Adults**

*Work, Education
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Myths v. Truths about Emerging Adults

Contrary to popular belief, Emerging Adults are not impatient, lazy, entitled, or disloyal

MYTHS ABOUT
EMERGING ADULTS

Impatient

Myth **BUSTED**

Lazy

Myth **BUSTED**

Entitled

Myth **BUSTED**

Not Loyal

Myth **BUSTED**

Inseparable from
social media

Myth **BUSTED**

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

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

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



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

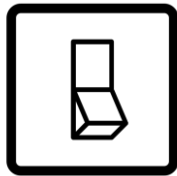
Younger Emerging Adults **receive the most regular support (+8)**

62% of people who do not receive financial support would choose a job they love over a job with higher salary

- Little or none
- Occasional support when needed
- Frequent support when needed
- Regular support for living expenses

Emerging Adults expect to move around career-wise, rather than stay on a singular path

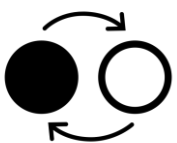
To what extent do you agree or disagree with each of the following statements? *Showing % All*



I WANT TO CHANGE CAREER PATHS AT LEAST ONCE OR TWICE IN MY LIFETIME.



I THINK I'LL HAVE TO SWITCH CAREERS MULTIPLE TIMES DURING MY LIFETIME TO KEEP UP WITH THE CHANGING ECONOMY.



MY CURRENT JOB IS NOT IN THE FIELD I HOPE TO BE IN 10 YEARS FROM NOW. *



■ Agree ■ Disagree

* Only asked of those who are currently employed (N=654)



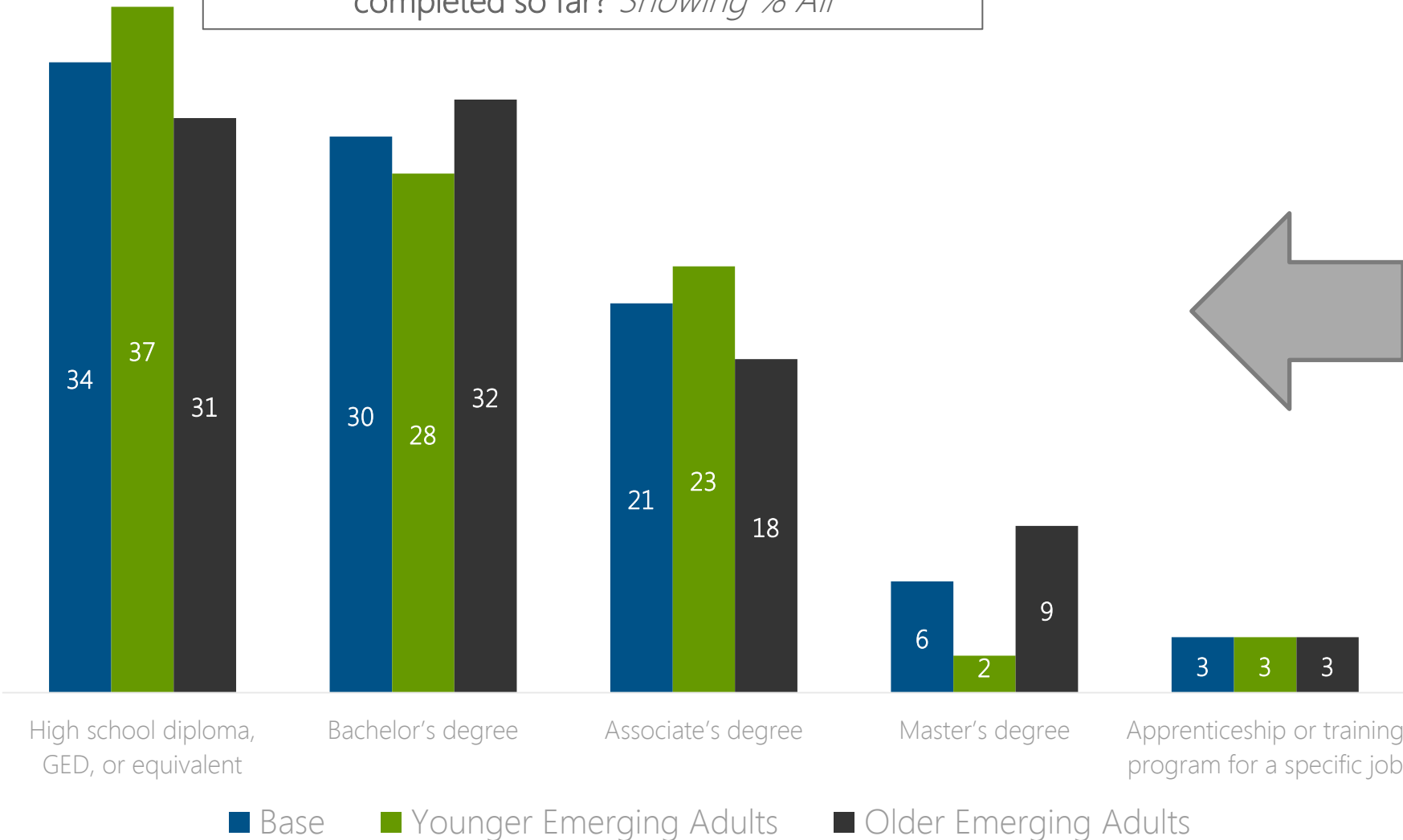
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Poll of Emerging Adults**

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Appendix

Bachelor's degrees and high school diplomas/GEDs remain the most common levels of education among respondents

What is the highest level of education you have completed so far? *Showing % All*

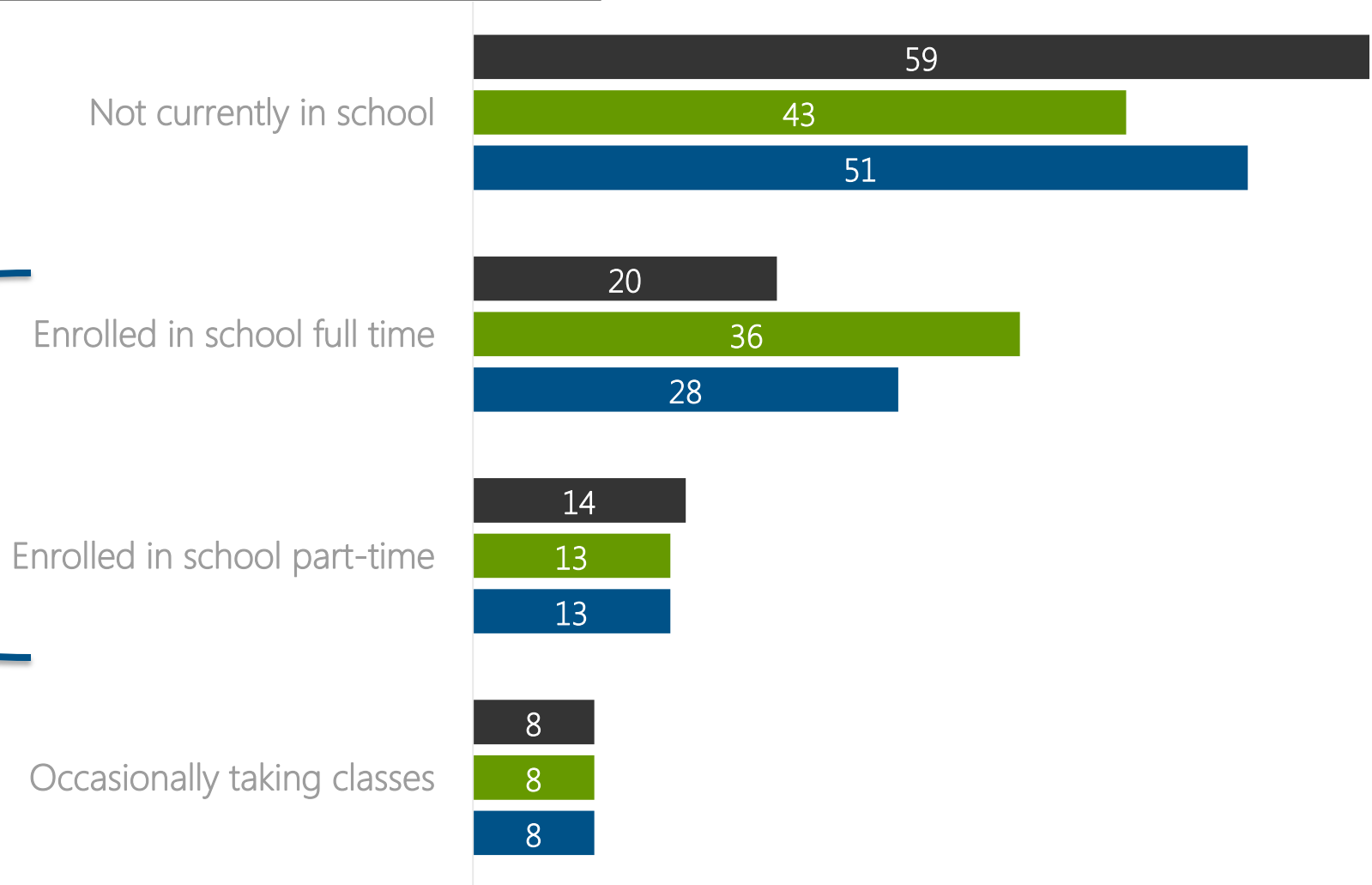


- Nearly 40% of 21- to 24-year-olds had completed at least *high school or equivalent*
- More than one-third of 25- to 29-year-olds had completed their *bachelor's degree*

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

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

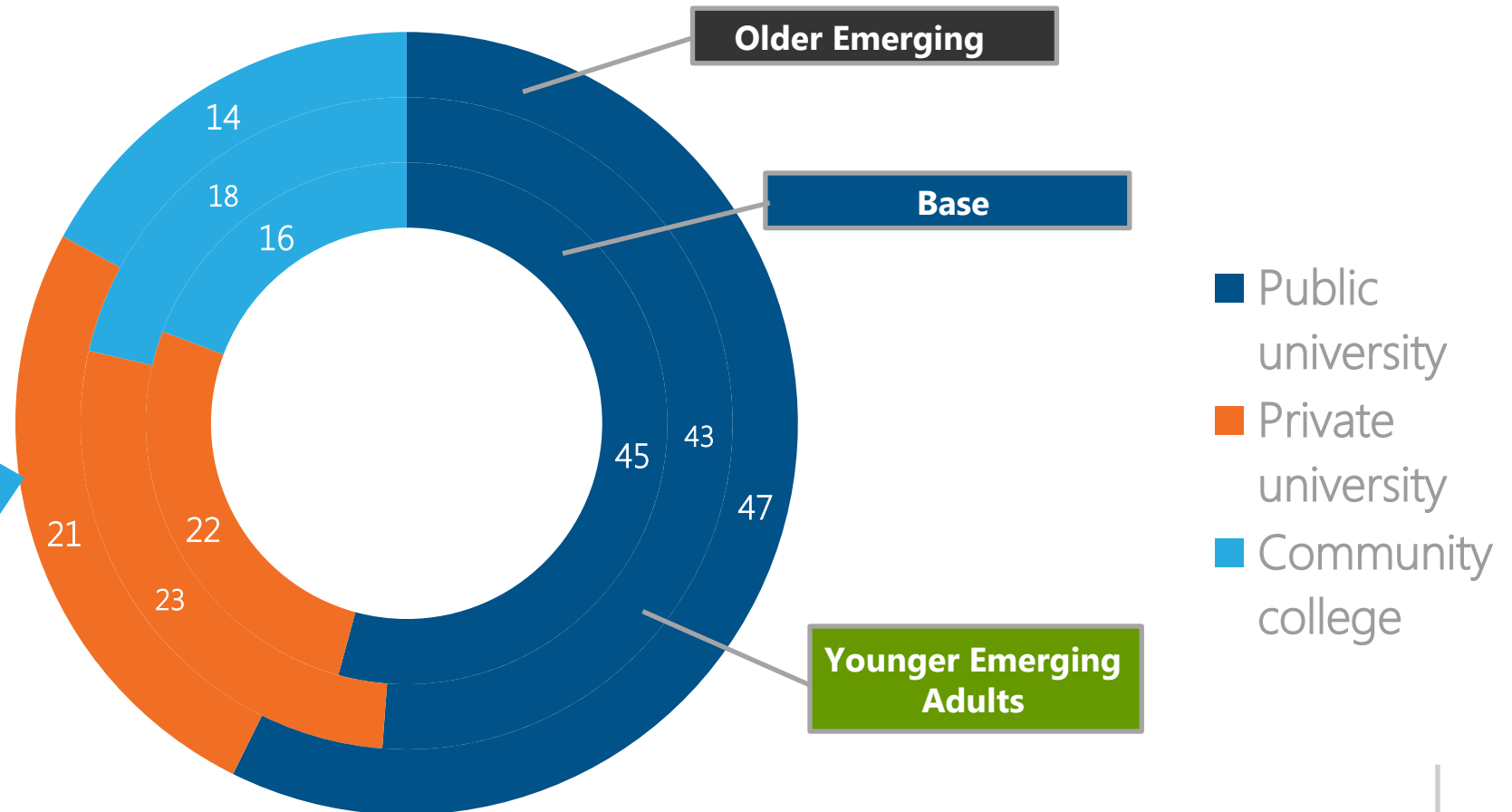
Younger Emerging Adults are much more likely to be enrolled in a Public University (+9) or Community College (+7) than Older Emerging Adults, who prefer Private (+5) or Online Universities (+8)



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

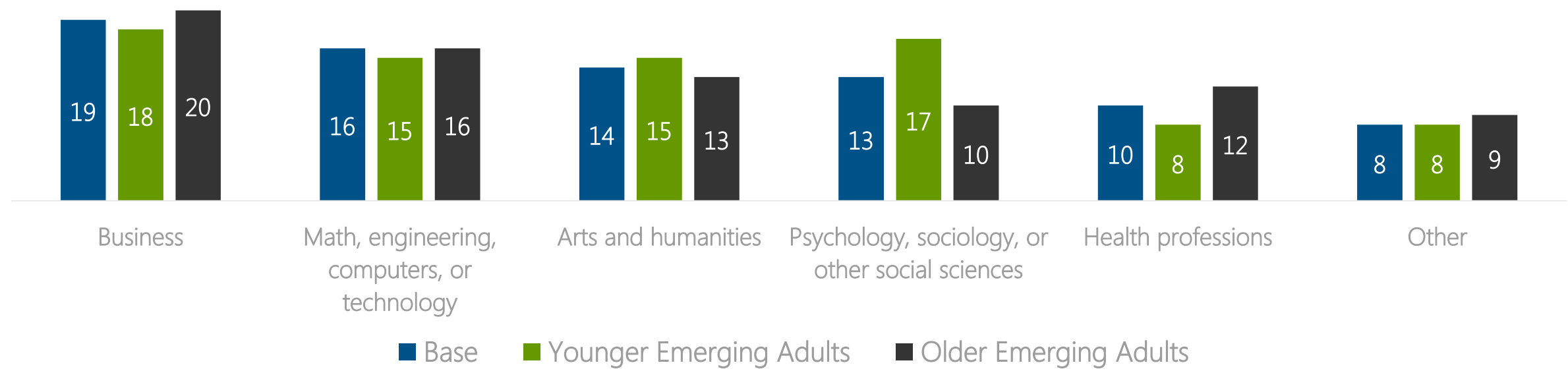
Which of the following best describes the kind of school you last attended? *Showing % who are not currently in school (N=294)*

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)



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

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

■ Strongly agree
 ■ Somewhat agree
 ■ Somewhat disagree
 ■ Strongly disagree

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



Why I pursued education after high school

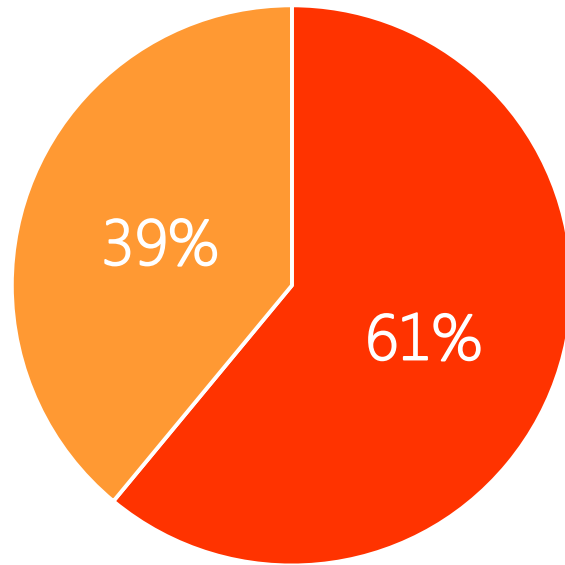
Please state how much each of the following factors influenced your decision to pursue college or other education beyond high school. <i>Showing %, Ranked by Influenced</i> <i>*Note: Only asked of those with an associate degree or higher (N=775)</i>	Influenced	Strongly influenced my decision	Somewhat influenced my decision	Had little to no influence	Had little influence on my decision	Didn't influence my decision at all
Having a better chance of finding a good job	87	55	32	13	9	4
The possibility of making more money	86	52	34	14	9	5
Getting education or training in a specific area	85	47	38	15	11	4
Broadening my knowledge of the world	80	42	38	19	13	6
I always expected to go	79	45	34	20	14	6
My parents	73	37	36	26	16	10
Achieving a foundation for graduate or professional school	72	37	35	28	17	11
The potential to have fun while attending more school	61	28	33	39	24	15
My friends	54	23	31	46	24	22
Avoiding adult responsibilities for a few more years	50	19	31	50	21	29

Why I didn't pursue education after high school

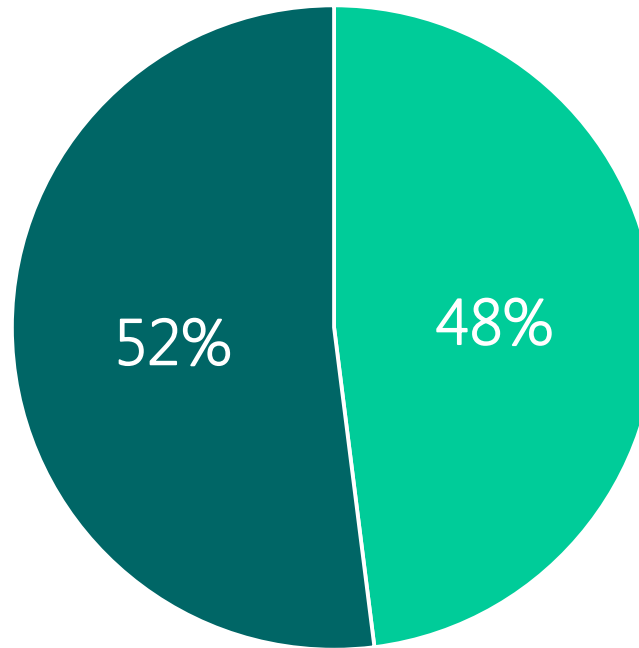
Q56-64: Please state how much each of the following factors influenced your decision not to pursue college or other education beyond high school. <i>Showing %, Ranked by Influenced</i> <i>*Note: Only asked of those who did not obtain and are not in the process of obtaining an associate degree or higher (N=213)</i>	Influenced	Strongly influenced my decision	Somewhat influenced my decision	Had little to no influence	Had little influence on my decision	Didn't influence my decision at all
Cost/I could not afford to get more education	68	42	26	31	13	18
I did not want to go to school any more	58	28	30	42	17	25
I did not know what I wanted to study after high school	57	23	34	42	15	27
Family responsibilities	51	24	27	49	16	33
I didn't have clear guidance on how to apply/enroll	42	17	25	57	19	38
I never expected to attend	41	14	27	59	19	40
I didn't think it would be necessary for my job/career	39	13	26	61	17	44
Mental health complications	35	16	19	65	13	52
Physical health complications	34	13	21	66	15	51

Around 3 in 5 say they prefer to have co-workers who are friends

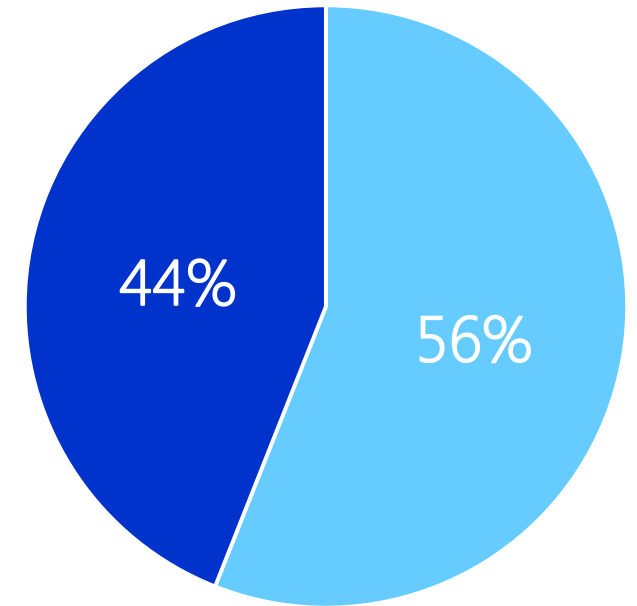
Which of the following statements is closer to your view?
Showing % All



- 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.

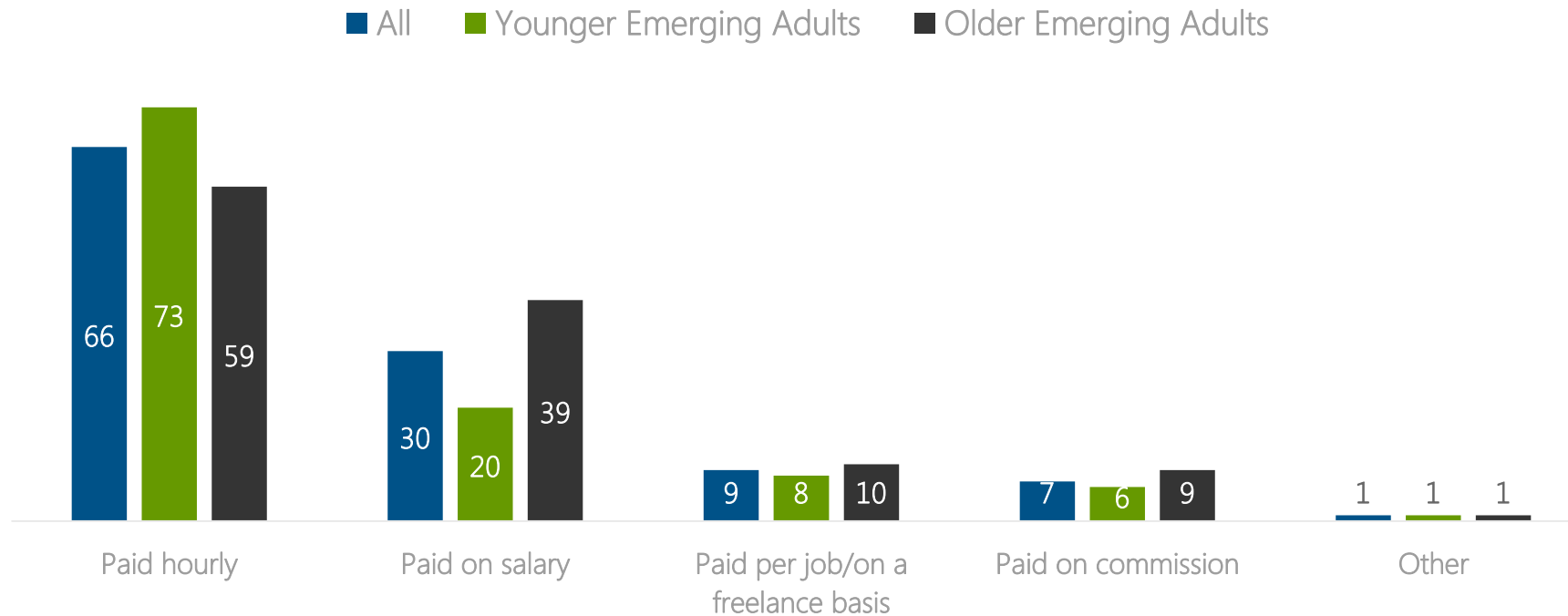


- I prefer to have a less structured job that provides more room for creativity.
- I prefer to have a 9-5 job that explicitly lays out my daily tasks and responsibilities.

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)*

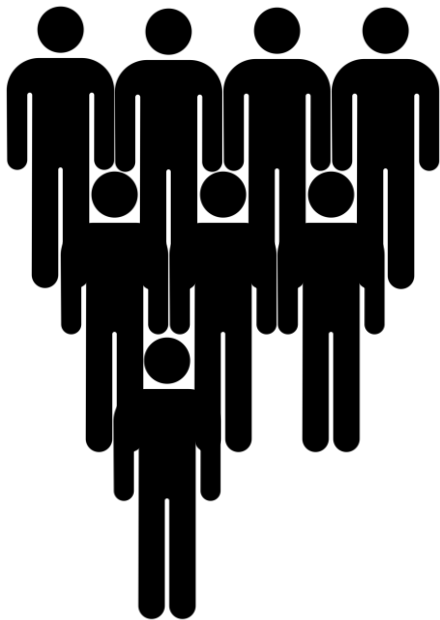


As Emerging Adults get older, they transition from being paid hourly to being paid on salary

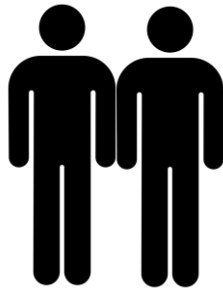
1 in 5 female Emerging Adults works two jobs

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)

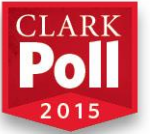
Financial industry/services: 55% (n=50)

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

FALSE

T/F SPLIT

Most Agree with Statement

Most Disagree with Statement

About ½ Agree or Disagree

'No matter what job I am doing, I try to do it as well as possible.'

'If a job is boring, I don't see any point in doing it well.'

'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 I were in a boring job, I would be patient and try to move up within the company.'

I don't see any advantage in being loyal to the company I work for.

If employers do not pay me well, they do not deserve my best work effort.'

'I would never be willing to stay in a boring job in the long run, no matter how well it paid.'

'On a normal workday, I try to get by with doing as little work as possible.'

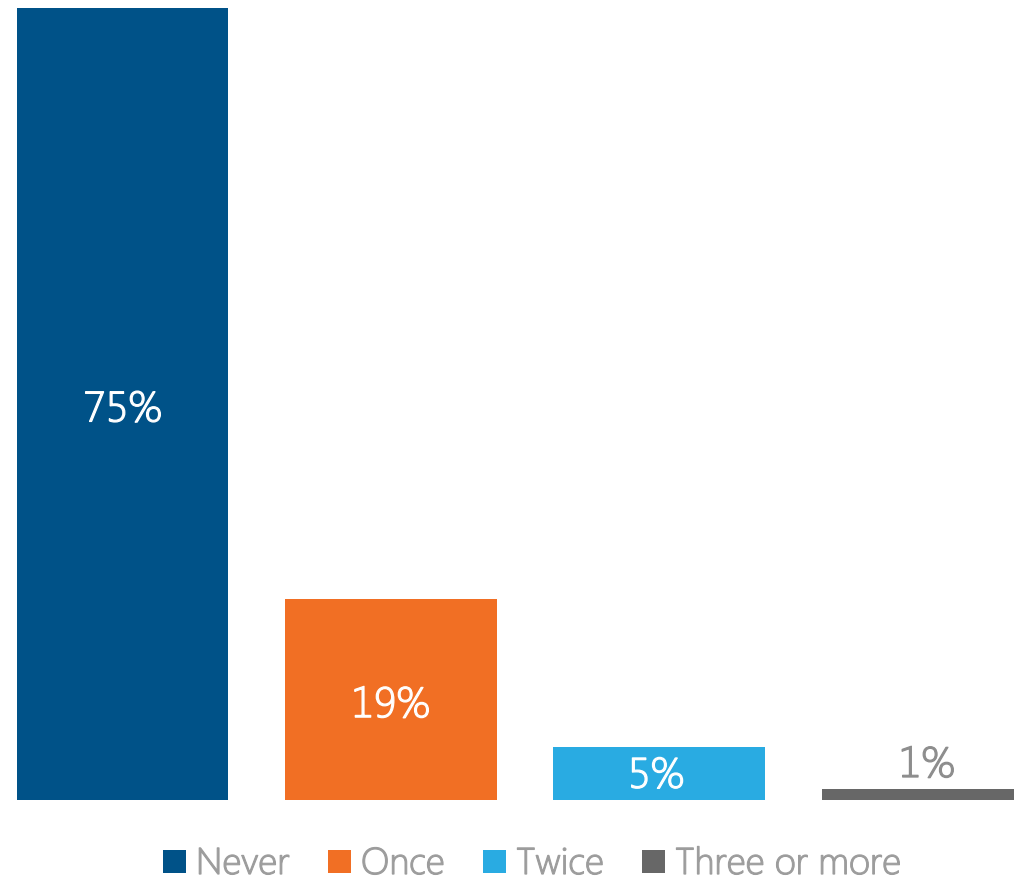
'I like the socializing at work better than doing the actual work.'

'I don't think it's a problem to show up to work late occasionally.'

'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

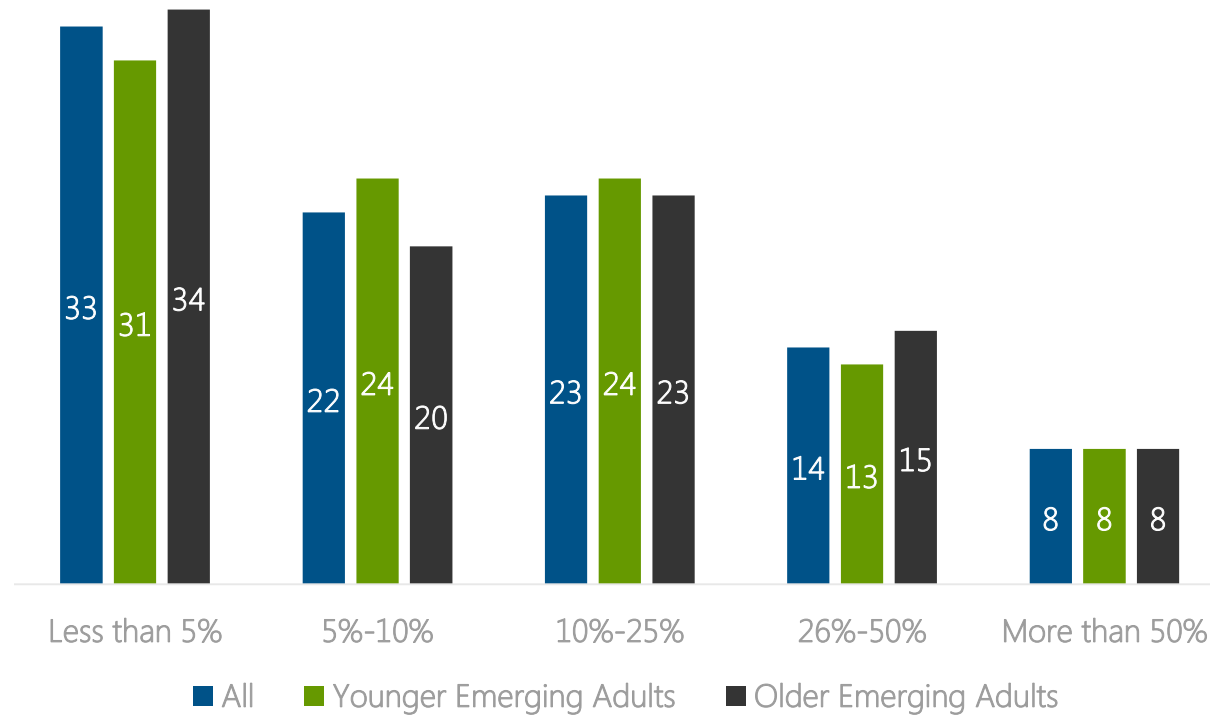
How many times have you been laid off or fired from a job?
Showing % All



Nearly 4 in 5 Emerging Adults would consider taking a job that blocks social media and personal email

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)



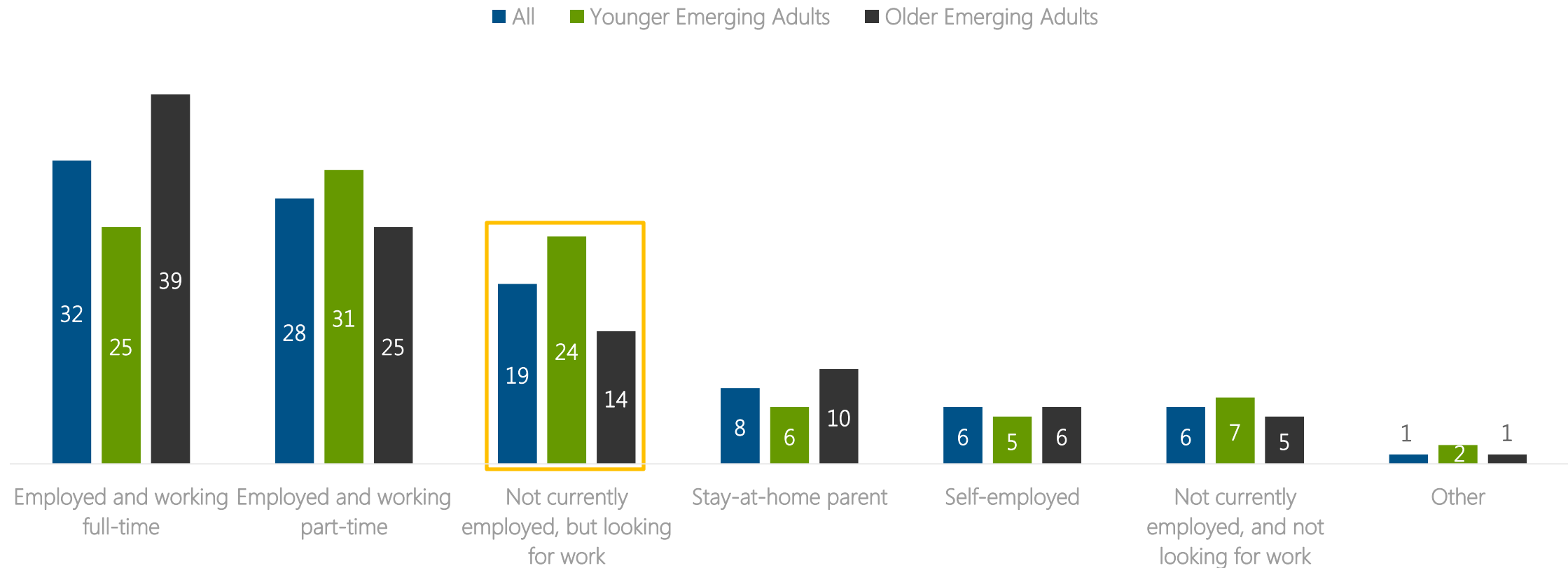
Would you consider taking a job that blocks the use of social media and personal email? *Showing % All*



✓ 78% say YES

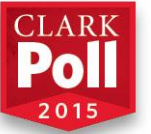
Nearly 1/5 of Emerging Adults are not currently employed but are looking for work

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



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.



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

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



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