



**JOHN J. HELDRICH
CENTER FOR
WORKFORCE
DEVELOPMENT**

WORKTRENDS

AMERICANS' ATTITUDES ABOUT WORK, EMPLOYERS, AND GOVERNMENT

Turning Points: Americans' Growing Confidence in the Job Market, Perspectives on the Presidential Election, and Assessments of Foreign and Immigrant Workers

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BACKGROUND

The John J. Heldrich Center for Workforce Development at the Edward J. Bloustein School of Planning and Public Policy at Rutgers University is a research and policy organization devoted to strengthening New Jersey's and the nation's workforce during a time of global economic change. The Heldrich Center researches and puts to work strategies that increase workers' skills and employability, strengthen the ability of companies to compete, create jobs where they are needed, and improve the quality and performance of the workforce development system. Since 1997, the Heldrich Center has experienced rapid growth, working with federal and state government partners, Fortune 100 companies, and major foundations. The Center embodies its slogan "Solutions at Work" by teaming with partners and clients to translate cutting-edge research and analysis into practices and programs that companies, unions, schools, community-based organizations, and government officials can leverage to strengthen the nation's workforce. The Center's projects are grounded in a core set of research priorities:

- > Disability Employment
- > Education and Training
- > U.S. Labor Market and Industry
- > Unemployment and Reemployment
- > Work Trends
- > Workforce Policy and Practice

Since its inception, the Heldrich Center has sought to inform employers, union leaders, policymakers, community members, the media, and academic communities about critical workforce and education issues that relate to the emerging global economy. To better understand the public's attitudes about work, employers, and the government, and improve workplace practices and policy, the Heldrich Center produces the *Work Trends* surveys on a regular basis (the complete set of reports is available at www.heldrich.rutgers.edu). The surveys poll the general public on critical workforce issues facing Americans and American businesses. The survey findings are promoted widely to the media and national constituencies. The series is co-directed by Carl E. Van Horn, Ph.D., Director of the Heldrich Center, and Cliff Zukin, Ph.D., Senior Scholar at the Center.

Turning Points: Americans' Growing Confidence in the Job Market, Perspectives on the Presidential Election, and Assessments of Foreign and Immigrant Workers continues to advance the goals of the *Work Trends* series to give American workers a voice in the national economic policy debates, and thereby provides policymakers and employers with reliable insights into how workers across the nation are judging and acting upon the realities of work and the workplace.

Research assistance on this report was provided by Stephanie Holcomb, Research Associate at the Heldrich Center. Robb C. Sewell, Senior Writer/Editor at the Heldrich Center, edited and formatted the report.

INTRODUCTION

Public confidence in the job market and economy typically recover slowly after a recession. For several years as reported in Heldrich Center *Work Trends* surveys, Americans have held dismal views about the economy in the aftermath of the Great Recession. With the unemployment rate finally back under 5% (at 4.9% in July 2016), have Americans' views changed in a positive direction? Or have the bleak descriptions about the American economy during the presidential campaigns soured their mood?

The John J. Heldrich Center for Workforce Development's August 2016 *Work Trends* release, *Turning Points: Americans' Growing Confidence in the Job Market, Perspectives on the Presidential Election, and Assessments of Foreign and Immigrant Workers*, explores the opinions and experiences of Americans more than seven years after the official end of the recession in June 2009. Examining a sample of over 800 respondents in a general population survey, this report provides a look into how Americans feel about the economy today. Comparing the results to previous studies conducted during and after the recession, this survey finds that Americans are regaining confidence in the U.S. economy, their economic futures, and their ability to regain control of their work lives. While many are still concerned about the prospects for the next generation, most Americans are significantly less concerned about the economy and jobs than they were just two years ago.

Additionally, this report highlights views on the stakes of the presidential election, and perceptions of the candidates' abilities to navigate the domestic issues facing the nation in the near future. It also explores the perceptions of American workers compared to both work-

ers in other countries, and native-born workers compared to foreign-born workers in the United States. Finally, the report examines how much Americans know about the nature and composition of the American workforce and the immigrant population.

AMERICAN WORKERS' CONFIDENCE IN THE ECONOMY AND PROSPECTS FOR THE FUTURE IMPROVE

THE NATIONAL ECONOMY AND JOB MARKET

Where do Americans' attitudes about work and the economy stand more than seven years after the official end of the recession?

For nearly a decade, the Heldrich Center's surveys of nationally representative samples of Americans during and after the end of the Great Recession documented how the recession and its aftermath deeply affected not just the jobless, but also the vast majority of Americans. Two years ago, in August 2014, the Heldrich Center's national survey of Americans found that despite years of positive job growth and declining rates of unemployment, Americans were still worried and pessimistic.¹

The Great Recession and a slow recovery cast a long, dark shadow on the opinions and experiences of Americans. A majority of respondents in 2014 reported that the recession had brought about permanent changes to the economy, a view that most Americans also expressed in surveys conducted in 2010.

TURNING POINTS

The Heldrich Center's most recent survey, conducted in August 2016, finds that American workers are gaining confidence and becoming more optimistic about the future of the economy and their jobs. To be sure, Americans have not returned to the unbridled optimism of the late 1990s, but on several measures of their attitudes about the economy, respondents have a more positive assessment than they did during the recession and even two years ago.

As shown in Figure 1, Americans are significantly less concerned about the unemployment rate, the job market for those looking for work, and job security for those currently working than they were in 2009 and notably less concerned than they were on these indica-

tors than they were only a few years ago. At its peak in 2009, more than two in three said they were very concerned about the unemployment rate and the job market for those seeking work, compared to less than one in four in the August 2016 survey. Those very concerned about job security for those in the workforce **declined from nearly 50% in 2009 to only 19% in 2016.**

Another indicator of growing optimism is found in Americans' assessment of the job market (Figure 2). In 2010, almost 8 in 10 Americans said it was a bad time to find a quality job. Even as many as half the public held that view only two years ago. In August 2016, only one in three believe that to be so.²

FIGURE 1. Economic Concern (those indicating they are "very concerned")³

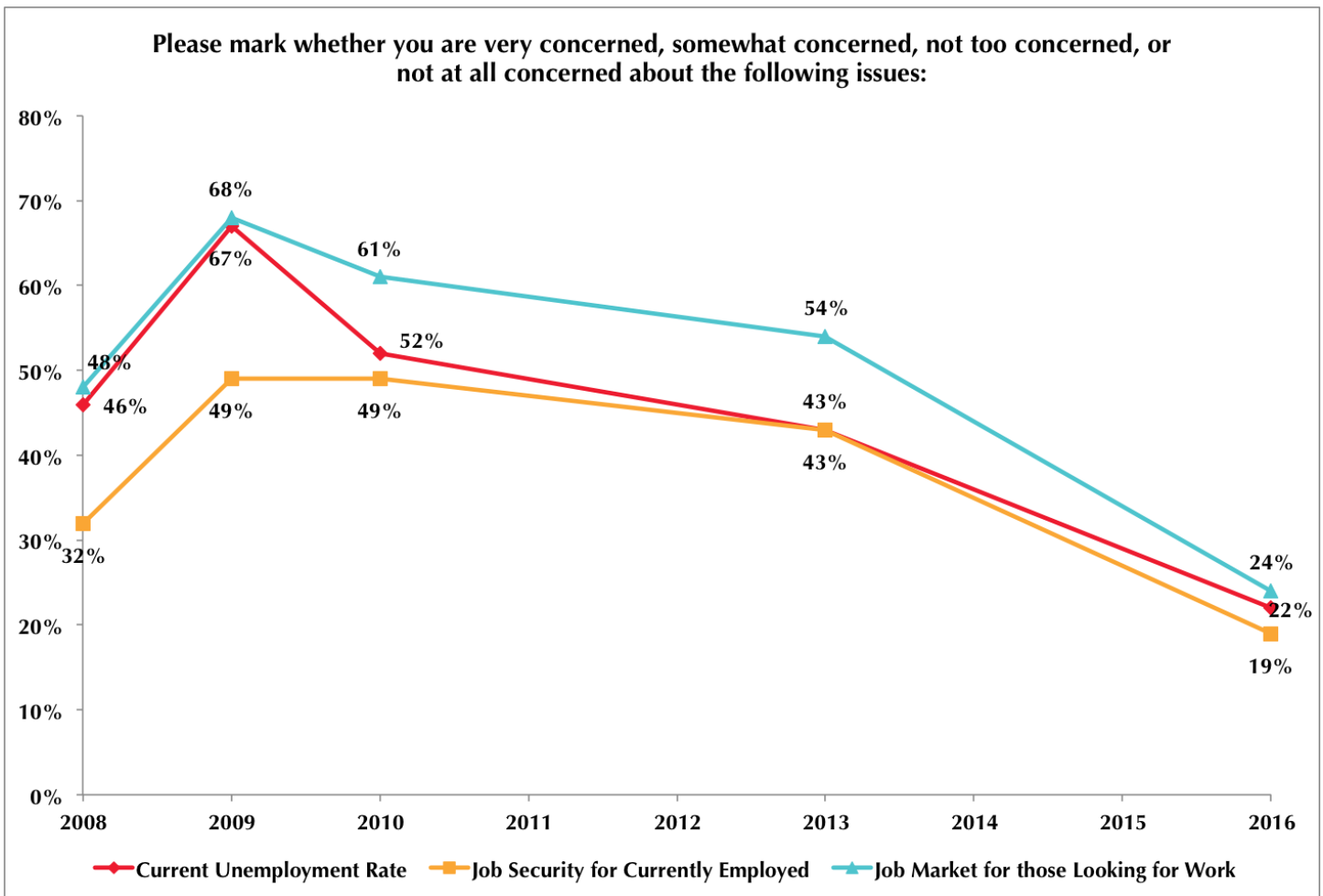
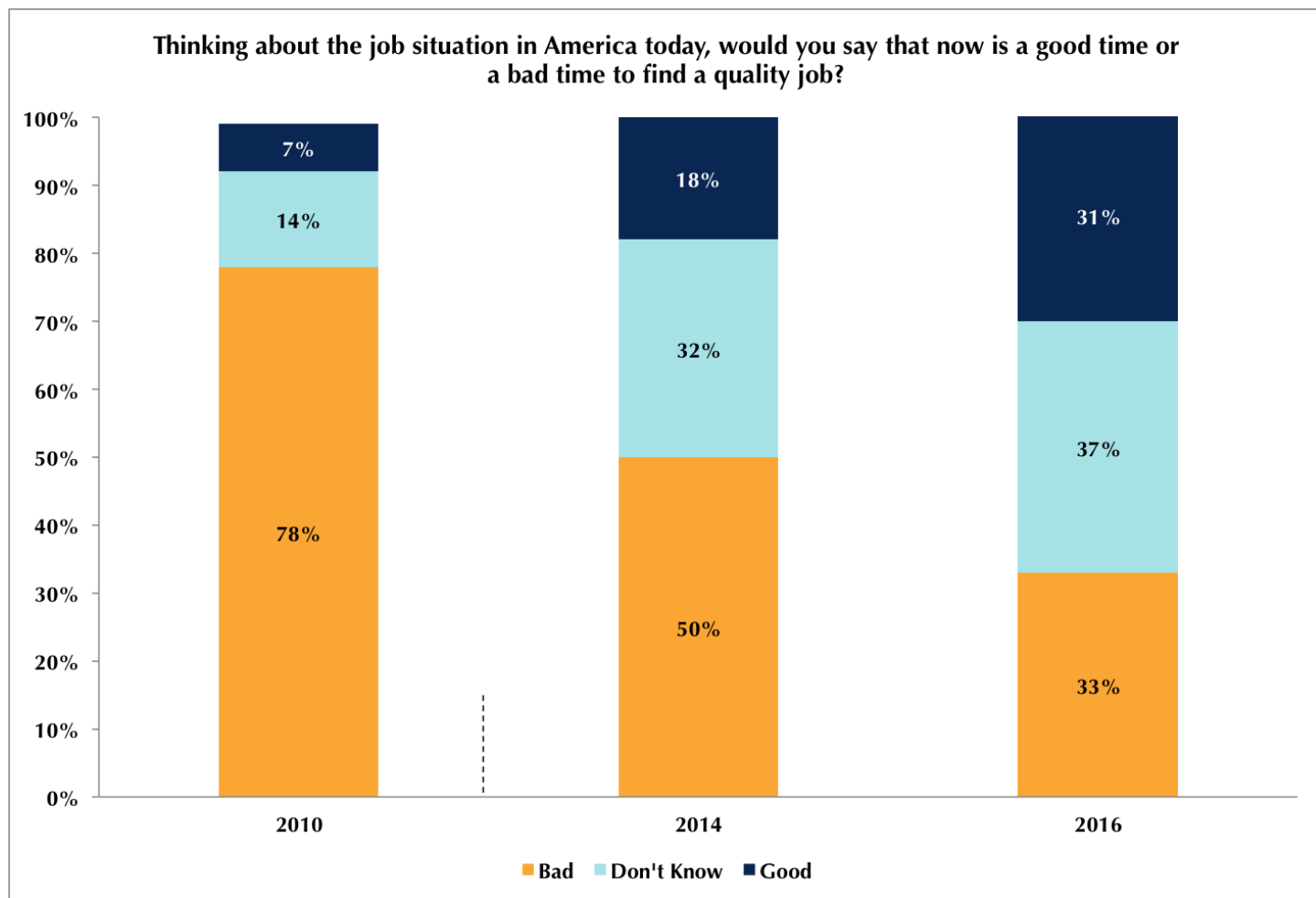


FIGURE 2. U.S. Job Situation⁴



For nearly a decade, the Heldrich Center has periodically asked American workers how confident they are about finding another good job if they lose or want to leave their current job (see Figure 3). Again, the *Work Trends* time series reveals signs of growing confidence. In the August 2016 survey, 31% are either extremely or very confident that they could find another good job and another 38% are somewhat confident. In August 2014, 20% were extremely or very confident and another 33% were somewhat confident about replacing their current job with an equivalent position. Combining these three categories yields a 16% increase in confidence about the ability to find good jobs should they be laid off or decide to quit their current position.

More modest, but still noteworthy improvements in Americans' attitudes about the job market and economy were also revealed by their responses to questions that the Heldrich Center has monitored for several years. Sixty-eight percent of the respondents in August 2016 agree that "most people who want to get ahead can make it if they are willing to work hard" compared with 58% who agreed with that statement in August 2014. When asked to compare the economy today with where it stood a year ago, more than a third say it has improved. Overall, only 29% say it has gotten worse, and only one in five expect that the economy will be in worse shape a year from now. This comparison is shown in Figures 4 and 5.

FIGURE 3. Job Replacement Confidence⁵

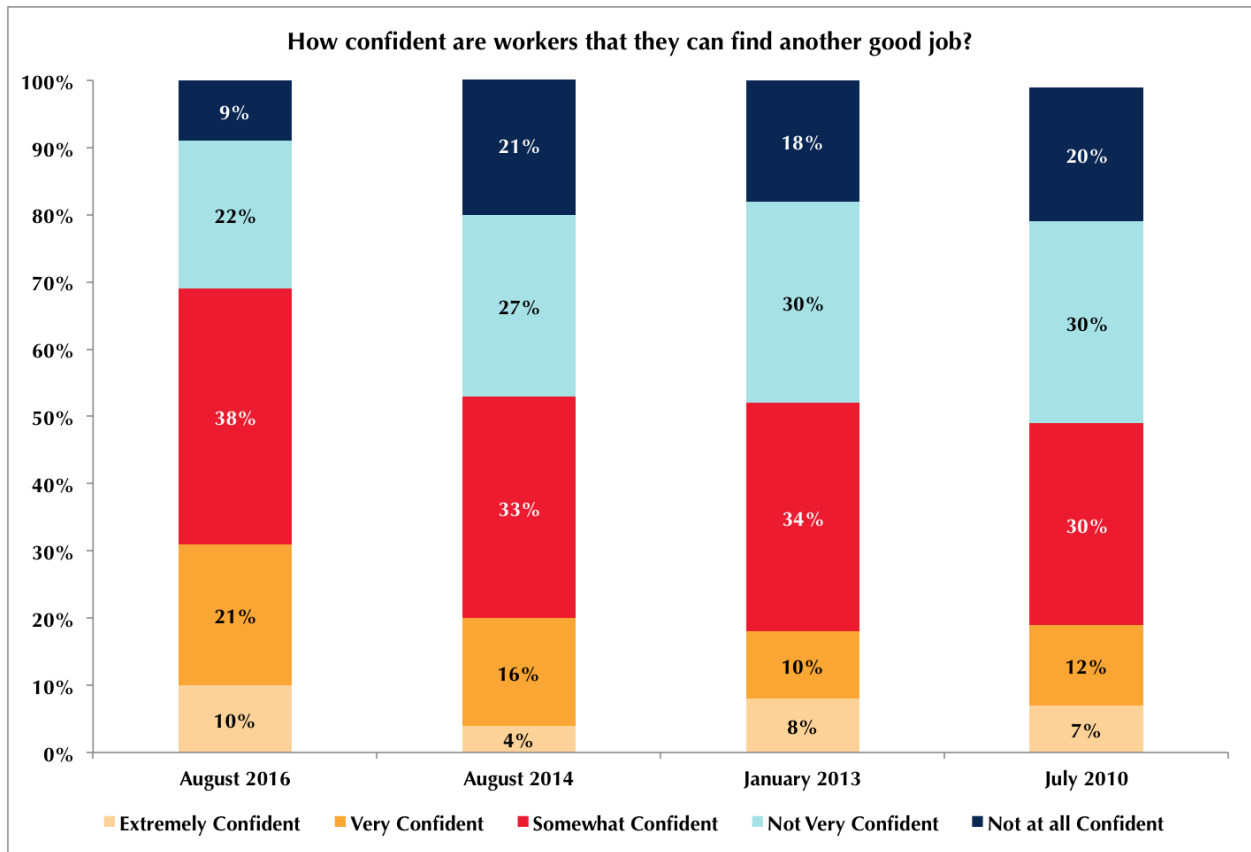


FIGURE 4. U.S. Economy Compared to Last Year

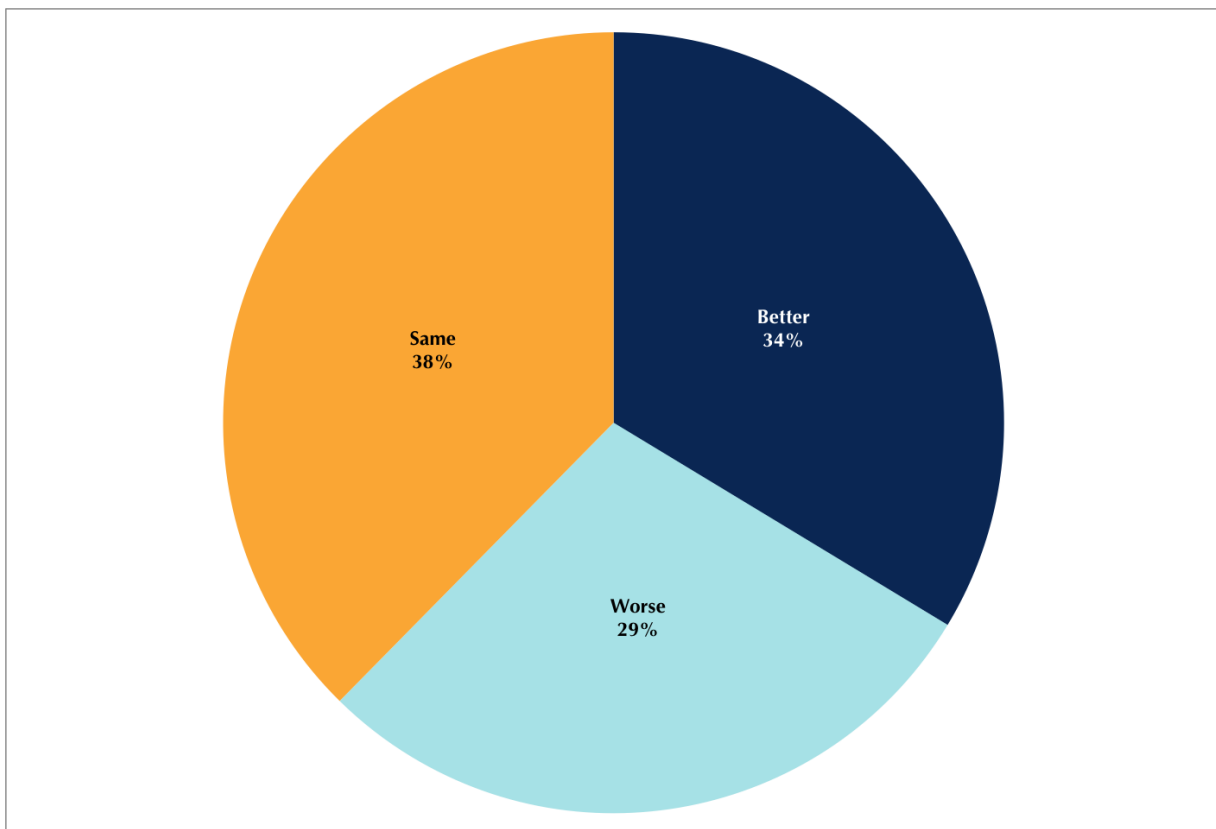
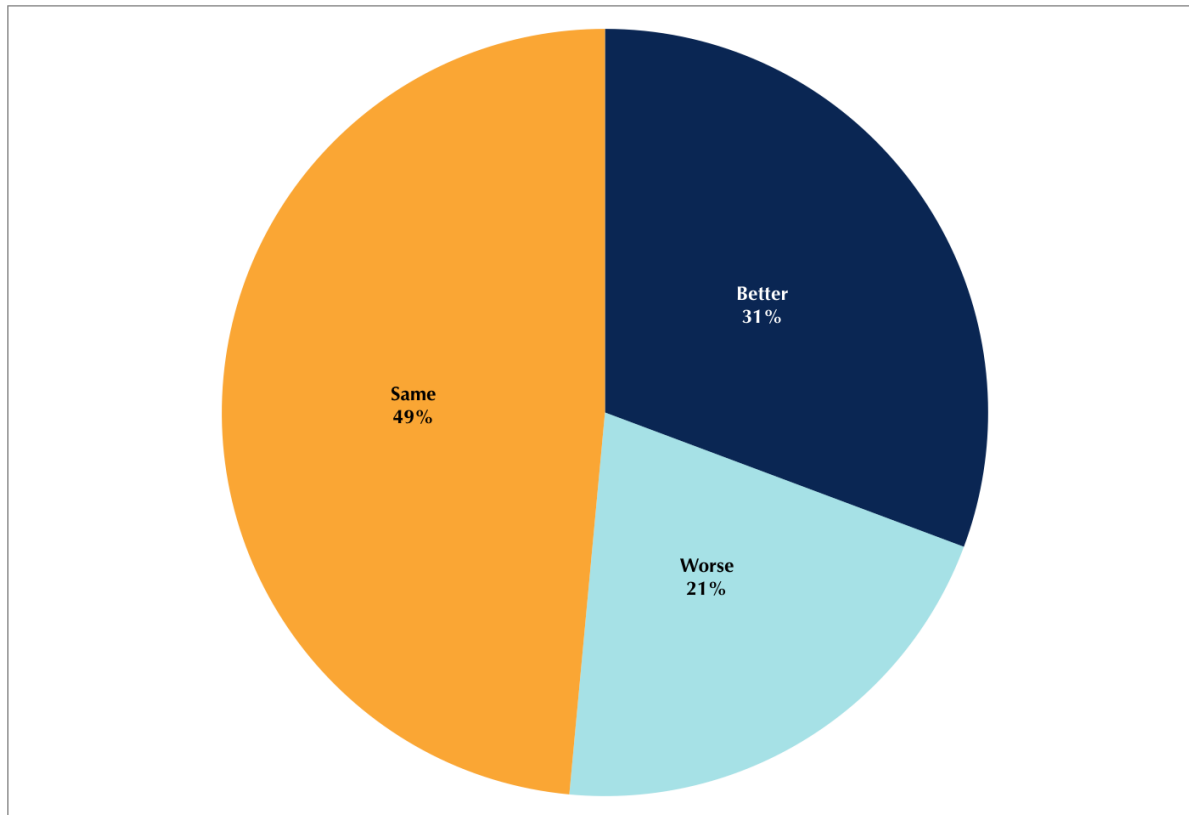


FIGURE 5. U.S. Economy Over Next Year


Despite these general trends, not every indicator suggests that Americans have sunny views about the American economy. For example, when asked to think about their personal concerns about the national economy, over 6 in 10 say they are concerned and another 27% say they are either worried (20%) or scared (7%). While the percentage of American expressing concerns has dropped since 2009, these responses reflect the lingering uneasiness about the current state of the American economy.

More than 8 in 10 Americans say that security in their job is extremely or very important to them. Asked to assess their personal job security compared to a year ago, only 2 in 10 say they are more satisfied now — an assessment that has not changed much in the *Work Trends* time series since 2009. When asked to assess

the satisfaction with the security of their current job, about one in three say they are very satisfied, an increase over the one in four who made that assessment in 2013.

Another lingering worry is revealed in the respondents' assessments about whether the next generation will experience better job, career, and employment opportunities than their generation (see Table 1). In 2009, 4 in 10 Americans agreed with that sentiment.⁶ In 2014, only one in six agreed with that prediction. Today, it has climbed back to 23% and fewer people completely disagree with that assessment. So while the trend is in the positive direction, many Americans remain concerned about the job and employment prospects for the next generation.

TURNING POINTS

TABLE 1. Opportunities for the Next Generation⁷

Do you agree or disagree with the following statement: Overall, job, career, and employment opportunities will be better for the next generation than for my generation.

	August 2016	August 2014	January 2013	Nov. 2009
Agree	23%	16%	19%	40%
Disagree	34%	45%	44%	45%
Neither agree nor disagree	43%	39%	38%	11%

AMERICANS' SATISFACTION WITH THEIR JOBS

Overall, working Americans are satisfied with their jobs (see Table 2). Nearly three in four workers are either very or somewhat satisfied with their current positions — an assessment that has not varied much in six years of surveys conducted by the Heldrich Center's *Work Trends* series. Nearly three in four would recommend their place of work to a friend.

TABLE 2. Current Job Satisfaction

	Percent
Very satisfied	26%
Somewhat satisfied	47%
Neither satisfied nor dissatisfied	14%
Somewhat dissatisfied	8%
Very dissatisfied	3%

Figure 6 shows that balancing work and family and job security are either extremely or very important to the vast majority of American workers — slightly more important than the amount of money earned on the job. Of

less importance when assessing job qualities are the flexibility of hours and days worked, the amount of stress at work, and the opportunity to learn new skills. That said, as shown in Figure 7, Americans are least satisfied with the stresses they experience on the job and the compensation they receive.

PERSONAL FINANCES

Just as Americans are feeling more confident about the overall U.S. economy, they are rating their current personal financial situation better now than in August 2014. As illustrated in Figure 8, more than half (52%) report their finances are in good (43%) or excellent (9%) shape. Comparatively, only 41% reported their financial shape as good (34%) or excellent (7%) in August 2014. At that time, more than half reported their personal financial situation was in only fair (40%) or poor (19%) shape. In today's improved economic climate, less than half report that their finances are in only fair (34%) or poor (14%) shape.

Optimism about the current economy extends into Americans' future expectations as well. When asked about the near future of their family's finances, roughly 4 in 10 say they expect it to get a little (33%) or a lot (9%) better in the next year. A similar number (44%) expect their situation to stay the same. The remaining respondents anticipate their financial situation becoming a little (10%) or a lot (4%) worse over the next year.

Americans' opinions on personal impact of the stock market varied. Though the stock market may have obvious effects on the overall economy, only 15% say that what happens on Wall Street affects them a lot. An additional 45% report little impact, and 27% say it does not affect them at all.

FIGURE 6. Importance of Job Qualities

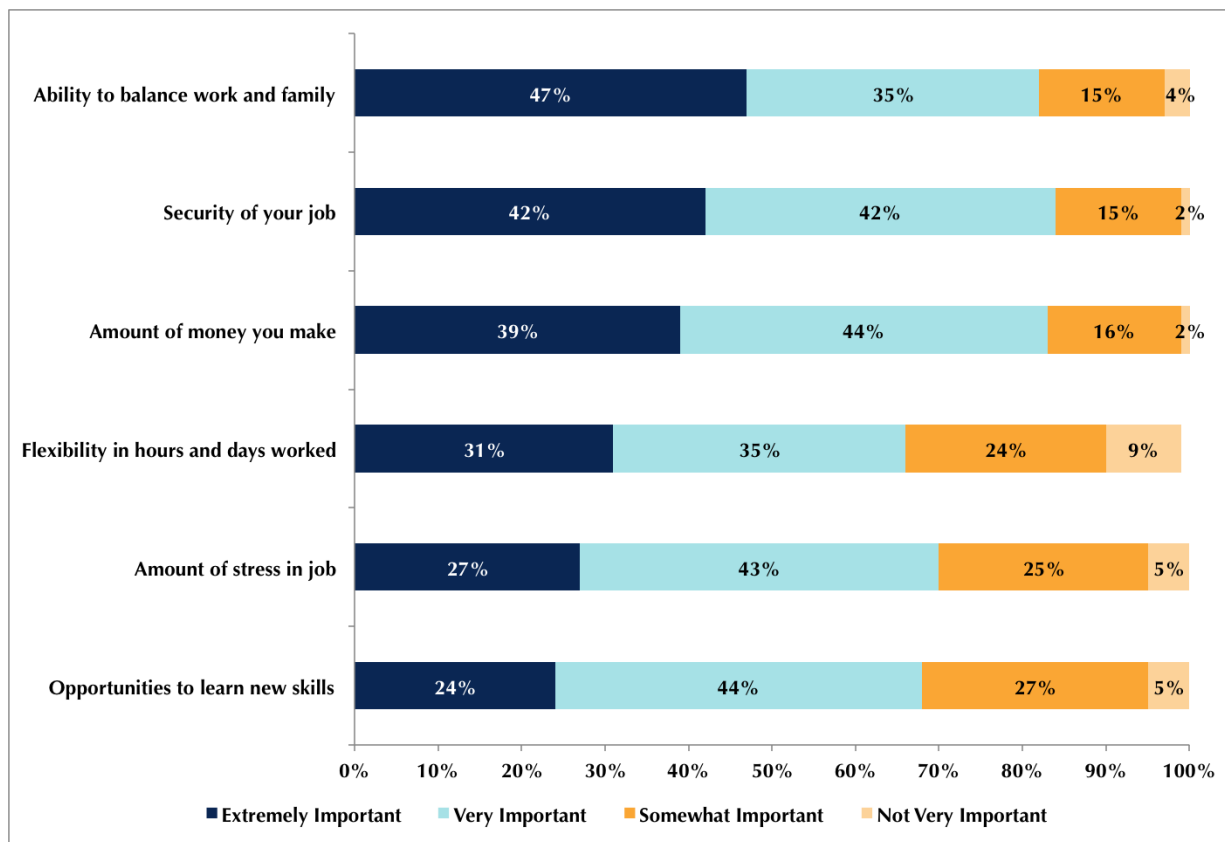


FIGURE 7. Satisfaction with Job Qualities

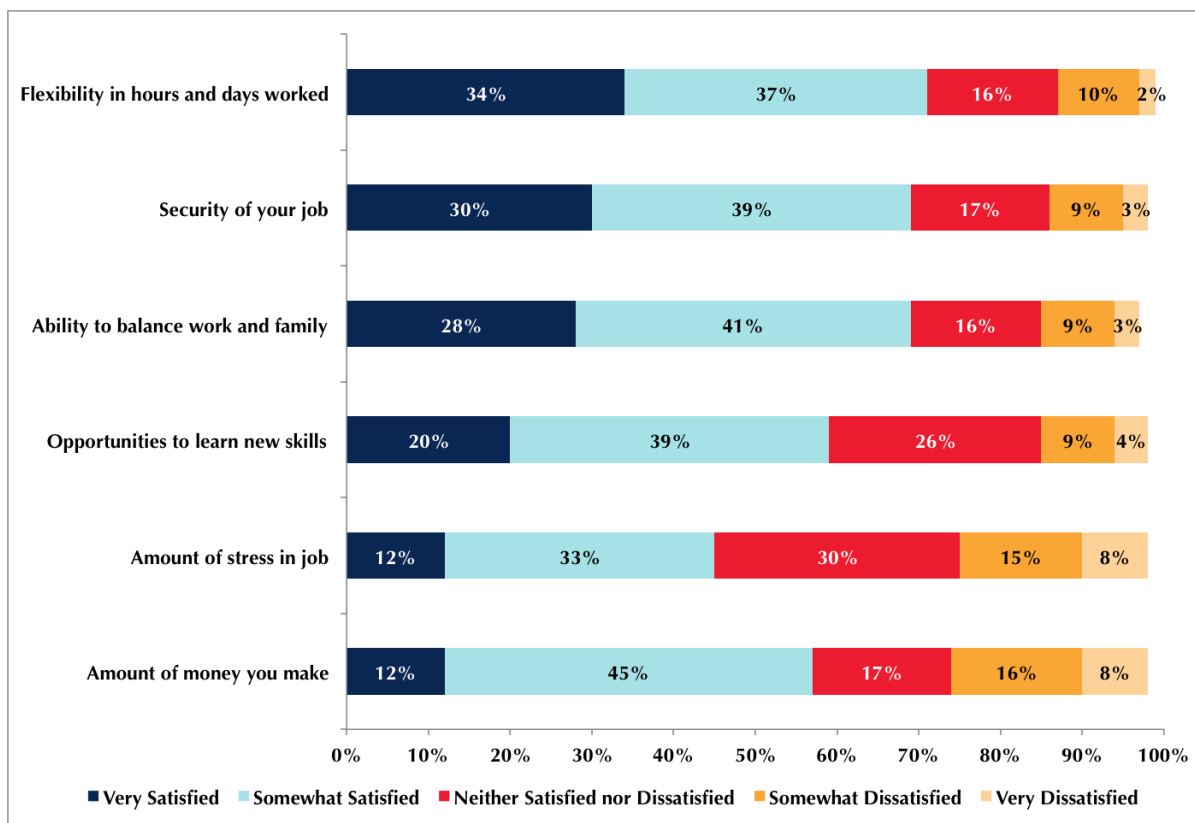
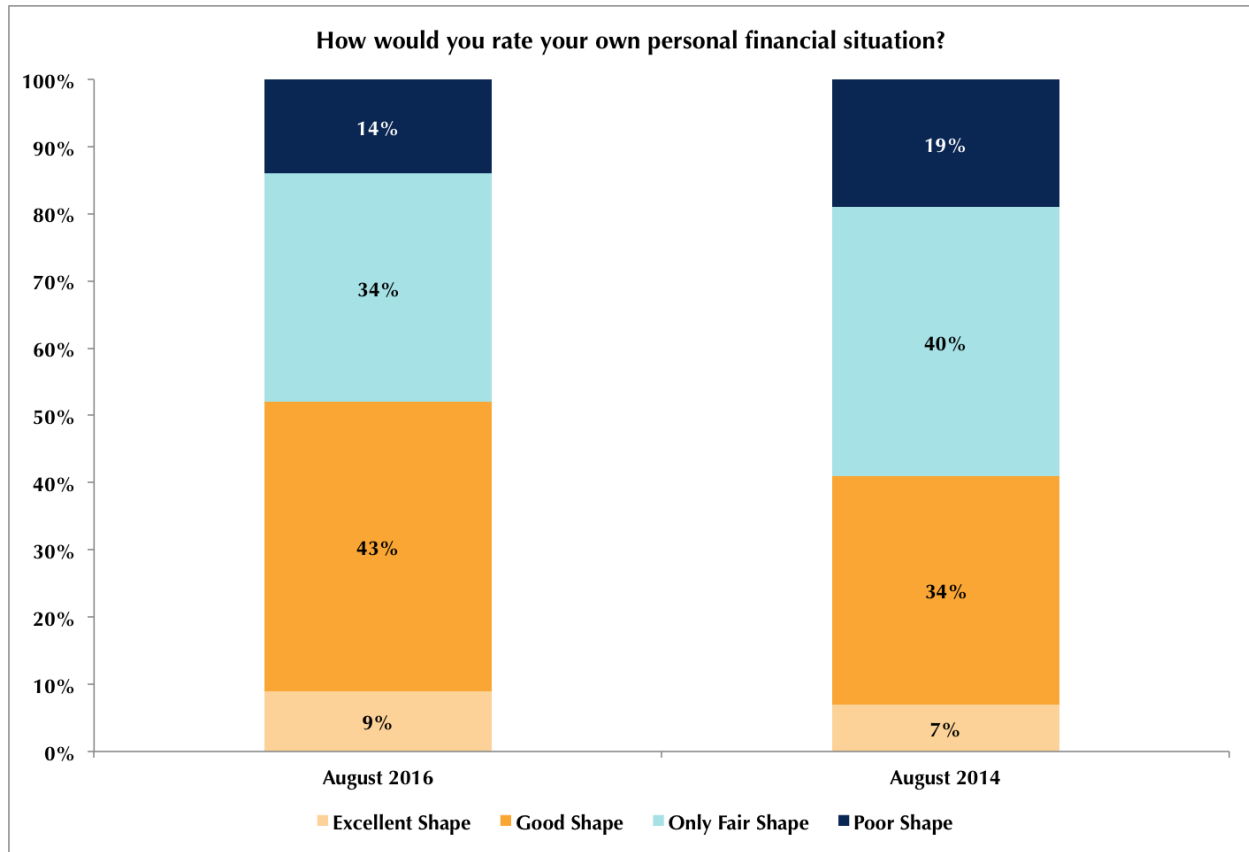


FIGURE 8. Current Personal Financial Shape⁸



Stakes of the Election

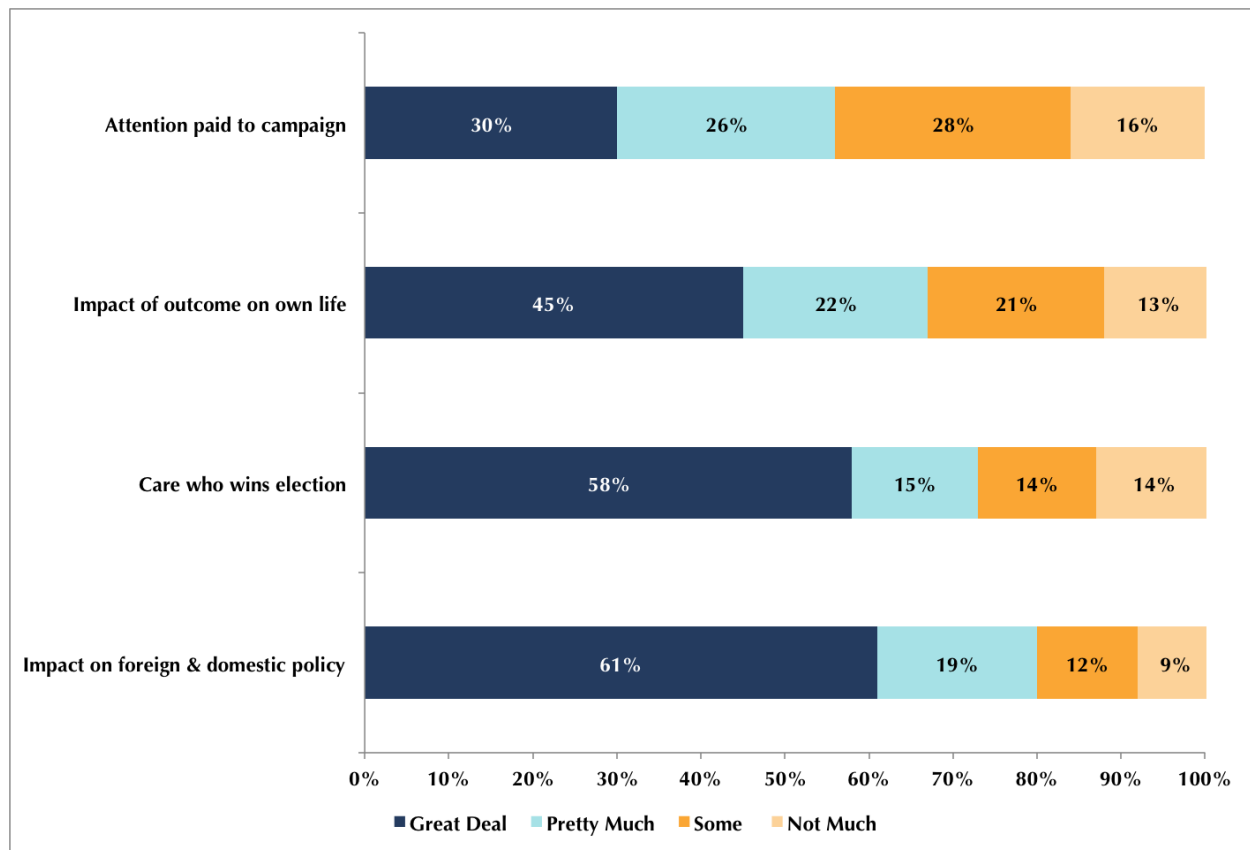
VIEWES OF THE ELECTION

The vast majority of Americans think the stakes are high in the 2016 election between Republican Donald Trump and Democrat Hillary Clinton. More than three-fifths of the public (see Figure 9) say the election outcome will make “a great deal of difference” in domestic and foreign policy, with another fifth saying it matters “pretty much.” Far more think there will be a significant difference in U.S. policy than feel their own lives will be affected by the outcome. Still, almost half (45%) believe the outcome of the election will have a great deal of impact on their own lives. And 58% of the public report caring a great deal who wins the election.

In looking at Americans’ engagement with the 2016 election, the survey finds:

- > 80% feel that it matters either a “great deal” or “pretty much” who wins in terms of the direction public policy takes in the nation. Clinton supporters are more likely to say it matters a “great deal” than Trump supporters by a margin of 78% to 62%.
- > Two-thirds of the public believe the outcome of the election will have at least “pretty much” of an impact on their lives, with little difference between Trump (74%) and Clinton (78%).
- > While a similar number of Trump (38%) and Clinton (35%) voters have been paying a great deal of attention to the election,

FIGURE 9. Stakes of the Election



more Clinton than Trump voters say they care who wins by a margin of 76% to 68%.

seem to be following the tradition of leaving politics out of the workplace.

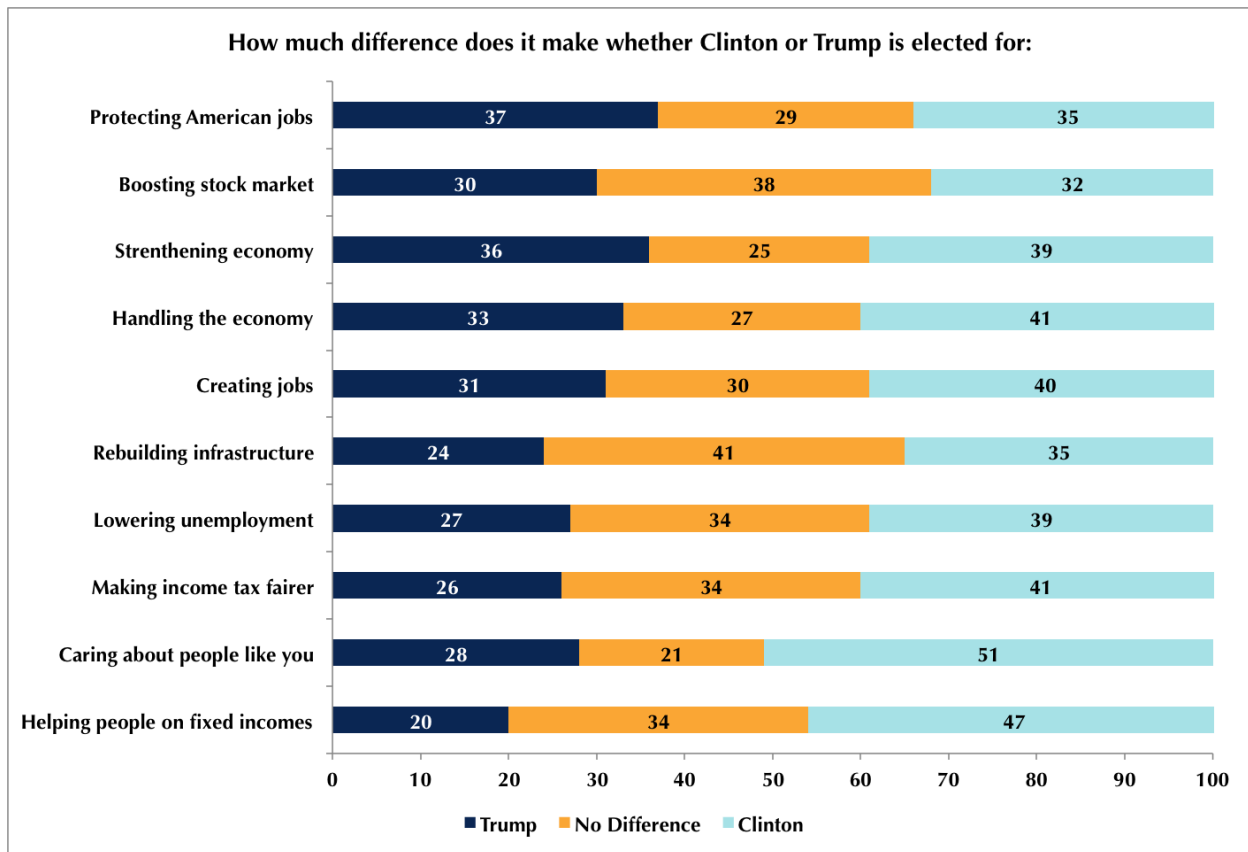
During the 2016 election cycle, there has been widespread reporting in the media and by political scientists about the polarization of American politics and the deep divides between supporters of presidential candidates Donald Trump and Hillary Clinton.⁹ The *Work Trends* survey results clearly indicate that the acrimony over the campaigns has not, in large measure, spilled into the American workplace. Only 11% say that they frequently discuss the presidential campaign with co-workers. Of those who say they have engaged in conversations about the presidential campaigns, only 6% say these discussions caused tensions or conflicts on the job. Americans, by and large,

CANDIDATE PREFERENCES ON DOMESTIC ISSUES

Americans have a decided preference for Clinton over Trump across a wide variety of domestic issues. The survey asked respondents — regardless of how they intend to vote — who they think will do a better job handling 10 economic and workforce issues (see Figure 10). Clinton has a clear advantage on seven, and the candidates are roughly tied on the other three.

Clinton has a significant advantage over Trump in empathy: she holds a 51 to 28 percentage advantage over Trump in “caring about people

FIGURE 10. Candidate Strengths



like you” with the remainder saying there is no difference, and an even larger 27 percentage point difference in “helping people on fixed incomes.”

Trump does best on one of his signature issues of “protecting American jobs,” but even here he only enjoys a 37% to 35% advantage over Clinton, well within the poll’s margin of sampling error. He runs evenly with his Democratic counterpart on boosting the stock market and strengthening the economy.

Nationwide, among voters and non-voters, Clinton enjoys a 9 to 15 percentage point advantage over Trump as the candidate who will:

- > Make the income tax fairer,
- > Lower unemployment,

- > Rebuild the nation’s infrastructure, and
- > Create jobs.

KNOWLEDGE AND PERCEPTION OF THE AMERICAN WORKER

PERCEPTIONS OF THE AMERICAN WORKER

In August 2014, the Heldrich Center reported that only 31% of a random sample of U.S. residents checked off a box on the survey that American workers “are better than workers

in other countries.”¹⁰ The August 2016 survey included two modules of questions to explore this finding. First, respondents were asked to indicate whether American or foreign workers were better on nine different work attributes. Second, they were asked to choose whether the nine traits better described those workers who were born in America or immigrants who were born outside the United States.

Before reporting those findings, it is important to note that asking a different variant of the question in 2016 revealed a different distribution of public opinion. Instead of asking respondents to simply check off whether American workers were better, the current survey specified three different answer categories: that American workers are better, worse, or the same as workers in other countries. With this expanded set of answer choices, the survey found a higher percentage extolling the com-

parative advantage of American workers, but still short of a majority of the American public (see Figure 11). Some 46% think American workers are better than those in other countries.

COMPARISON OF U.S. AND FOREIGN WORKERS

Disaggregating views, it is clear that overall views mask a number of currents and crosscurrents. Relatively speaking, American workers compared to foreign workers are seen as well paid but highly stressed, highly skilled but lazy (see Figure 12). They are seen as no more or less productive than foreign workers, but viewed as less happy at work. Interestingly, there was no difference in the responses of the general public and the 58% of the sample actually employed.

FIGURE 11. Perception of American Workers Compared to Those in Other Countries

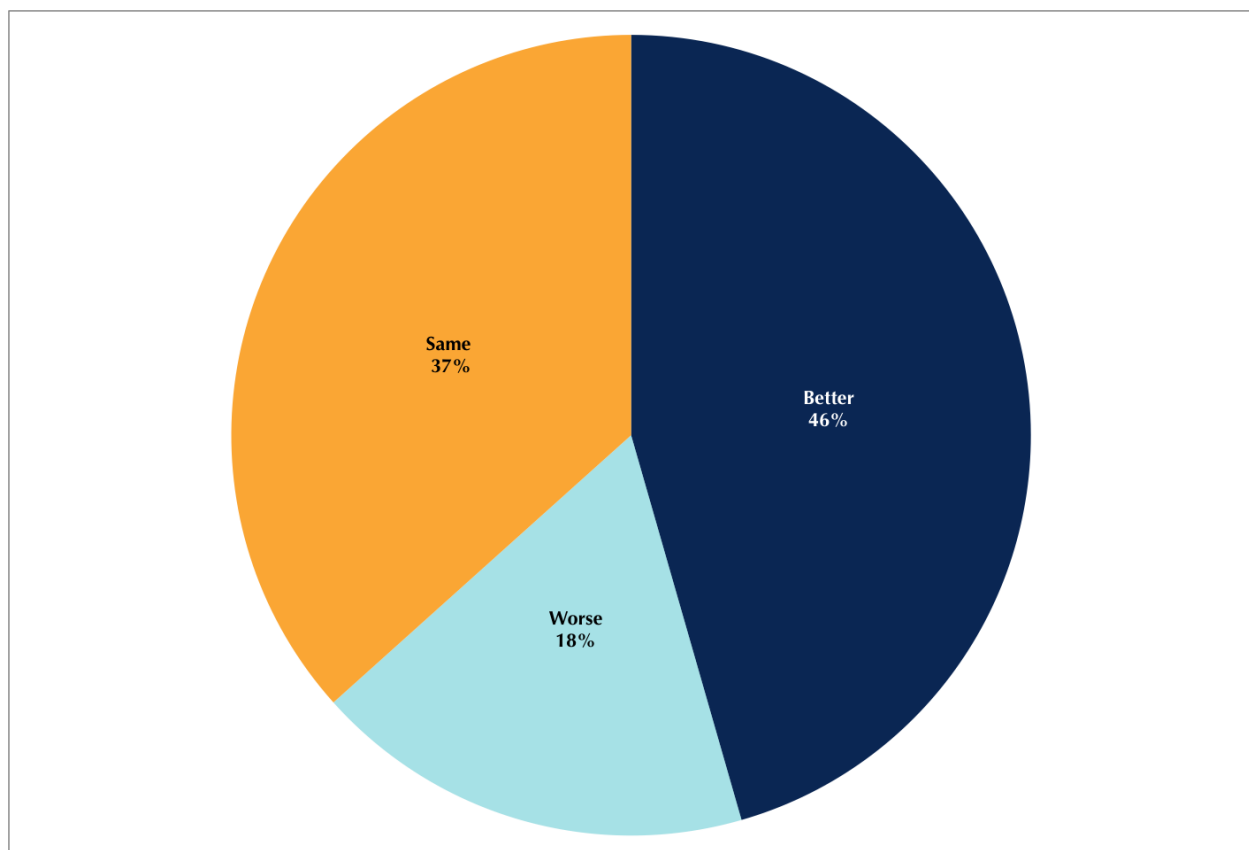
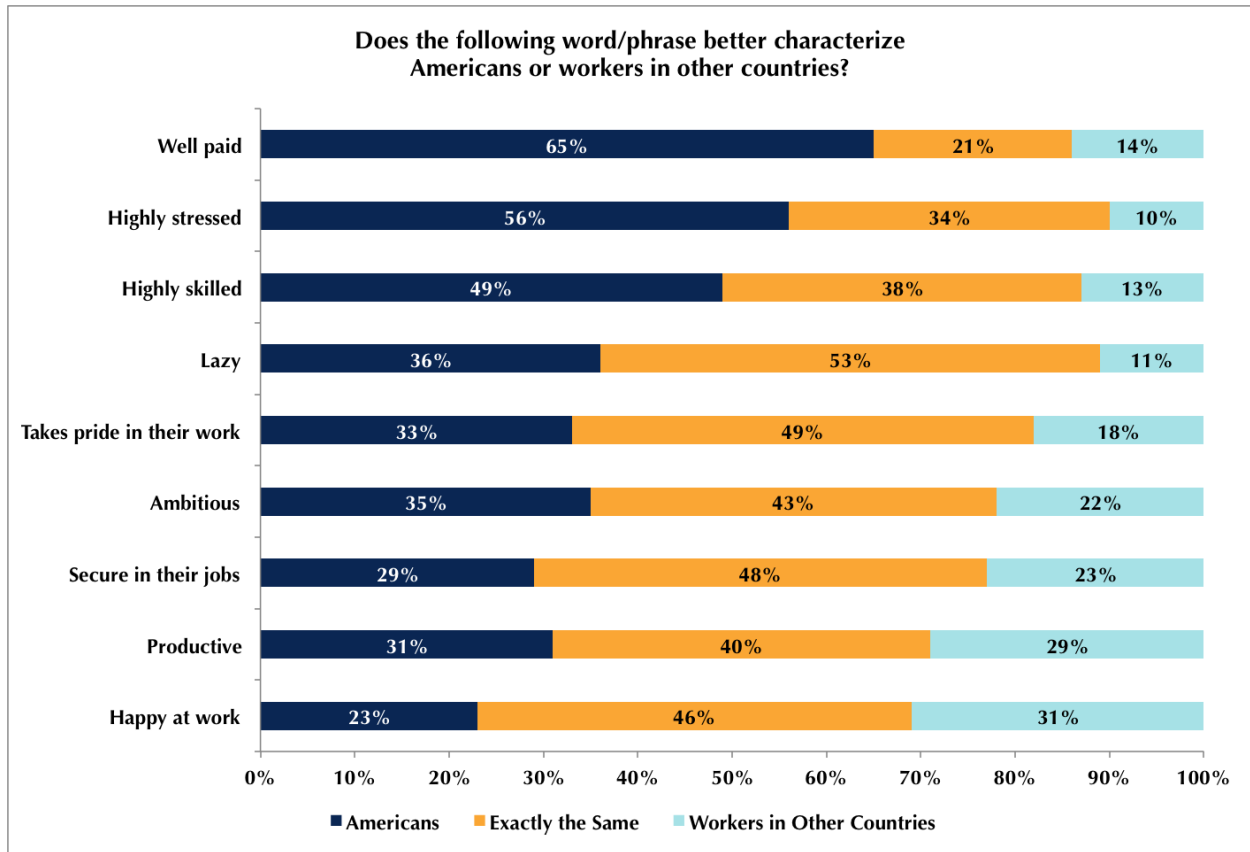


FIGURE 12. Attributes of American Workers Compared to Other Countries



The biggest difference — 51 percentage points — is that the public perceives the American worker as better paid. But it comes with a price. By a margin of 56% to 10%, far more also view the American worker as “highly stressed” than are workers in other countries. And while there is a great belief in the talent of the American workforce, with half calling them “highly skilled” compared to their international counterparts, 36% describe American workers as lazy compared to foreign workers; just 11% feel the reverse is true. American workers rate a slight advantage in taking pride in their work and being ambitious.

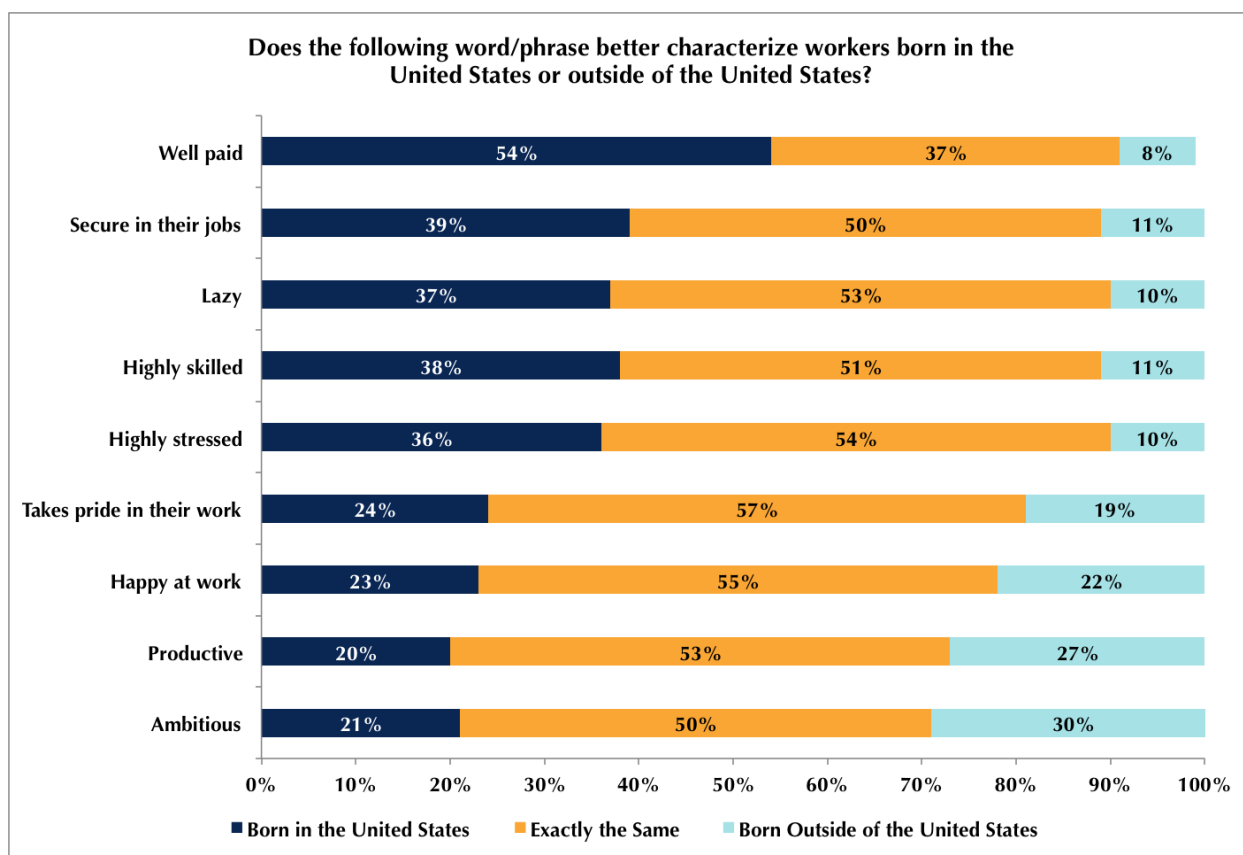
The only net advantage given to foreign workers is not inconsequential — being happy at work. Here, 31% believe workers outside the United States are happier at work, compared to just 23% of those who feel American workers

are happier. And, there is really no advantage to either foreign or American workers on two important work aspects: being productive and secure in their jobs.

COMPARISON OF NATIVE- AND FOREIGN-BORN U.S. WORKERS

The comparison between native and immigrant workers in the United States on these same nine qualities is far less flattering to those born in America (shown in Figure 13). Immigrant workers, relatively speaking, are seen as more ambitious and productive. Differences in who is happy in their work and who takes pride in their jobs largely disappear when the focus shifts to native-born versus immigrant instead of U.S. versus foreign workers.

FIGURE 13. Comparing Attributes of Workers both within and Outside the United States



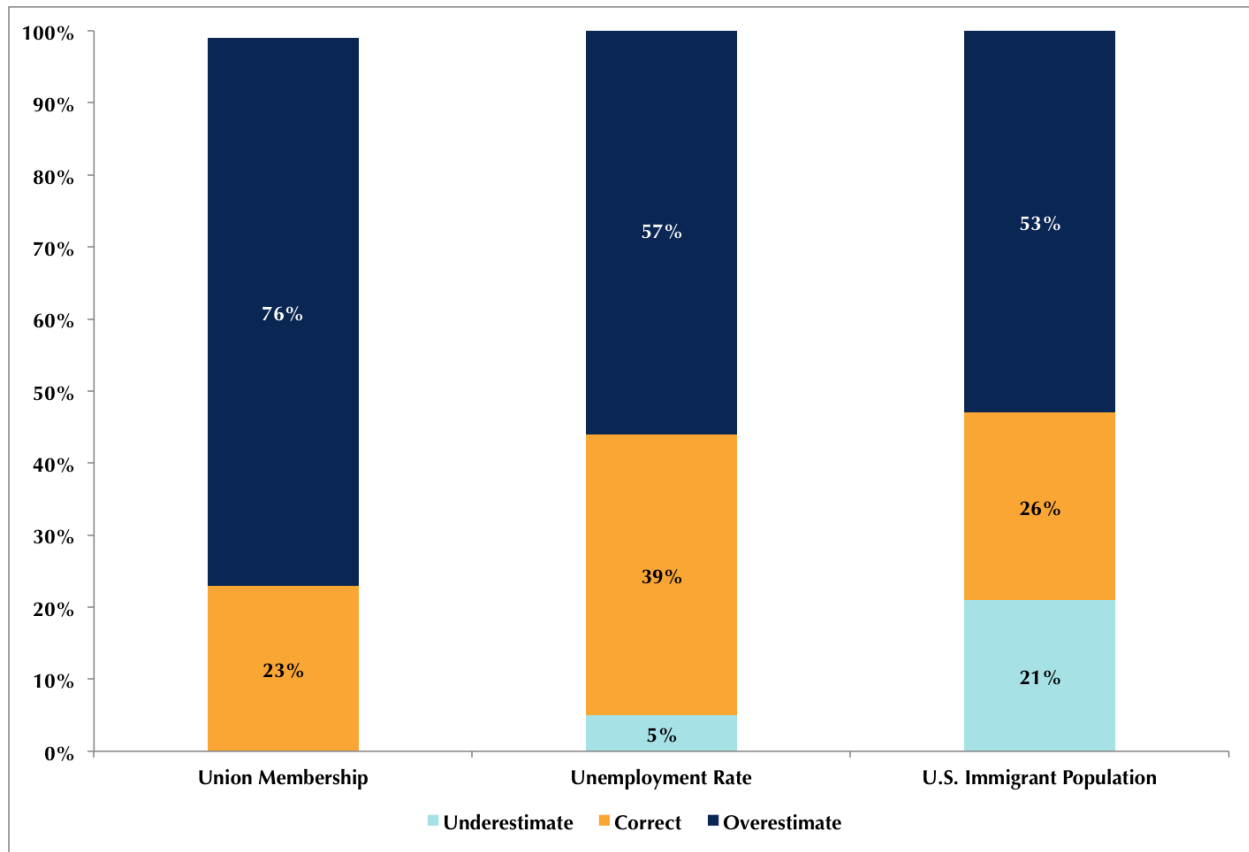
Those born in the United States remain far more likely to be “well paid,” but the difference in “highly stressed” is definitely muted in this comparison to immigrants working in America, as is the difference in the percentage describing workers as “highly skilled.” Another difference is that native-born workers are viewed as far more secure in their jobs when compared to immigrant workers (39% to 11%) than is the case when American workers are compared to those working in foreign countries (29% to 23%). And again, there is a strong perception that the American worker is lazy. Both the comparisons of U.S. to foreign and native to immigrant workers run about three to one in more applying this adjective to (native) American workers.

KNOWLEDGE OF AMERICAN WORKFORCE

The general public has extremely little factual knowledge of the contours of the American labor market or the relative presence of immigrants in the United States. They vastly overestimate the size of union membership in the nation, the current unemployment rate, and the number of foreign-born individuals that make up the U.S. population (see Figure 14).

- > The U.S. Bureau of Labor Statistics estimated union membership to be approximately 11% in early 2015.¹¹ Yet less than a quarter of those (23%) surveyed chose this approximate value when presented with choices of 10%, 20%, 30%, and 40%. In fact, 40% of

FIGURE 14. Variance in Knowledge of American Workforce and Immigration Statistics



U.S. residents believe at least 30% of the nation is composed of union members.

- > At the time of the survey, the official U.S. Bureau of Labor Statistics estimate of the unemployment rate was 4.9%.¹² This value was chosen by 39% of respondents to the August 2016 survey, and a lower figure of 3% or less was chosen by 5% of survey respondents. However, that leaves well over half the United States currently overestimating the unemployment rate in America. In fact, almost 30% believe unemployment to be over 9% in the nation. It is worth noting that the monthly unemployment rate is reported on the first Friday every month and is widely reported in the media.
- > Recent estimates of the U.S. Census Bureau¹³ put the number of the foreign-born U.S. population at about 13% in 2014. The Heldrich Center finds that only about one-quarter of Americans hit that number on the head in their guesses (see Table 3). Some 22% believe there are fewer immigrants in the nation — guessing either 3% (6% of survey respondents) or 8% (16% of survey respondents). However, that leaves over half the public who believe there are more immigrants in the nation than is actually the case according to the U.S. Census Bureau estimate. Roughly a quarter (28%) believe the nation comprises 23% of immigrants, and another 25% guessed 18% of immigrants in their estimate.

TABLE 3. What Percentage of the U.S. Population are Immigrants — Born Elsewhere?

	August 2016
About 3%	6%
About 8%	16%
About 13%	26%
About 18%	25%
About 23%	28%

The survey also finds that by one measure, most of the public appreciates the contributions of immigrants to life in the United States. By a margin of 59% to 41%, more agree with the statement, “Immigrants today strengthen our country because of their hard work and talents” than believe “Immigrants today are a burden on our country because they take our jobs, housing, and health care.” The question on immigrants reveals one of the main fault lines of the 2016 presidential election: 82% of Clinton voters say that immigrants strengthen the nation, while 77% of Trump supporters say they are a burden on the United States.

ENDNOTES

1. A. Kopicki, C. Van Horn, and C. Zukin. (2014). *Left behind: The long-term unemployed struggle in an improving economy*. New Brunswick, NJ: John J. Heldrich Center for Workforce Development, Rutgers University.

2. Along with this decrease in pessimism has come an increase in the portion of the public without an opinion of the job situation in America. During the teeth of the recession in 2010, only 14% were unable to offer an opinion. This increased to about one-third in both 2014 and 2016.

3. K. Jenkins, A. Kopicki, C. Van Horn, and C. Zukin. (2008). *The anxious American worker*. New Brunswick, NJ: John J. Heldrich Center for Workforce Development, Rutgers University. J. Godofsky, C. Van Horn, and C. Zukin. (2010). *American workers assess an economic disaster*. New Brunswick, NJ: John J. Heldrich Center for Workforce Development, Rutgers University. M. Szeltner, C. Van Horn, and C. Zukin. (2013). *Diminished lives and futures: A portrait of America in the great-recession era*. New Brunswick, NJ: John J. Heldrich Center for Workforce Development, Rutgers University. The 2009 data are from a *Work Trends* survey that was conducted March 19-29, 2009 with a scientifically selected random sample of 700 U.S. residents who were in the labor force or unemployed and looking for work.

4. J. Godofsky, C. Van Horn, and C. Zukin. (2010). *American workers assess an economic disaster*. A. Kopicki, C. Van Horn, and C. Zukin. (2014). *Left behind*.

5. K. Jenkins, A. Kopicki, C. Van Horn, and C. Zukin. (2008). *The anxious American worker*. M. Szeltner, C. Van Horn, and C. Zukin. (2013). *Diminished lives and futures*. A. Kopicki, C. Van Horn, and C. Zukin. (2014). *Left behind*.

6. The 2009 data are from a *Work Trends* telephone survey that was conducted November 5-19, 2009 with a random sample of 652 U.S. residents who were in the labor force.

7. M. Szeltner, C. Van Horn, and C. Zukin. (2013). *Diminished lives and futures*. A. Kopicki, C. Van Horn, and C. Zukin. (2014). *Left behind*.

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APPENDIX A. STUDY METHODOLOGY

Turning Points: Americans' Growing Confidence in the Job Market, Perspectives on the Presidential Election, and Assessments of Foreign and Immigrant Workers was fielded August 3 to 11, 2016 online with a national probability sample of 822 U.S. residents age 18 or older. The study has been weighted on various

demographic categories such as age, gender, race/ethnicity, census region, education, primary language, and household income.

All surveys are subject to sampling error, which is the expected probable difference between interviewing everyone in a population versus a scientific sampling drawn from that population. The sampling error for 822 respondents is +/- 3.4 percentage points, at a 95% confidence interval. Sampling error increases as the sample size decreases, so statements based on various population subgroups, such as separate figures reported for potential voters, are subject to more error than are statements based on the total sample. Sampling error does not take into account other sources of variation inherent in public opinion studies, such as non-response, question wording, or contextual effects.

The survey was calculated using GfK's web-enabled KnowledgePanel®, a probability-based panel designed to be representative of the U.S. population. Initially, participants are chosen scientifically by a random selection of residential addresses. Persons in selected households are then invited by telephone or by mail to participate in the web-enabled KnowledgePanel®. For those who agree to participate but do not already have Internet access, GfK provides at no cost a laptop and ISP connection. People who already have computers and Internet service are permitted to participate using their own equipment. Panelists then receive unique login information for accessing surveys online, and then are sent e-mails throughout each month inviting them to participate in research.

APPENDIX B. TOPLINE SURVEY RESULTS

Knowledge Networks/GFK/online	August 2014 = Total August 2014 sample (N = 1,153)
Field dates: August 3 to 11, 2016	
N = 822 total sample	January 2013 = Total January 2013 sample (N = 1,090)
N = 468 currently employed	March 2012 = Total March 2012 sample (N = 571)
Percentage totals may not equal 100% due to rounding	July 2011 = Total July 2011 sample (N = 1,098)
* = less than 1% reporting	July 2010 = Total July 2010 sample (N = 818)
Intended Trump voters = August 2016 sample; N = 246	March 2009 = Total March 2009 sample (N = 700)
Intended Clinton voters = August 2016 sample; N = 325	May 2008 = Total May 2008 sample (N = 1,000)

GENERAL POPULATION SEQUENCE (GENPOP)

QEMPSTATSUM. Which of the following best describes you?

N = 822

	August 2016
Employed	58%
Unemployed and looking for work	9%
Unemployed and not looking for work	33%
Total	100%

TURNING POINTS

E1. How much attention have you been paying to the 2016 election for president between Donald Trump and Hillary Clinton?

N = 820

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	30%	38%	35%
Pretty much	26%	29%	29%
Some	28%	25%	27%
Not much/not at all	16%	8%	9%
Total	100%	100%	100%

E2. How much do you care who wins the election between Clinton and Trump?

N = 818

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	58%	68%	76%
Pretty much	15%	16%	13%
Some	14%	9%	7%
Not much/not at all	14%	7%	3%
Total	101%	100%	99%

E3. Thinking personally, how much do you think who wins the election will affect YOUR life?

N = 818

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	45%	51%	53%
Pretty much	22%	23%	25%
Some	21%	21%	16%
Not much/not at all	13%	6%	6%
Total	101%	101%	100%

E4. How much difference do you think it makes in terms of domestic and foreign policy whether Clinton or Trump wins the election for president?

N = 812

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	61%	62%	78%
Pretty much	19%	19%	15%
Some	12%	14%	5%
Not much/not at all	9%	4%	2%
Total	101%	99%	100%

Items in E5 series randomized when asked.

These next questions are on how much of a difference it makes who is elected, leaving aside your party or who you plan to vote for.

E5a. How much difference does it make in growing the economy whether Clinton or Trump is elected?

N = 809

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	46%	59%	52%
Pretty much	22%	24%	24%
Some	18%	10%	16%
Not much/not at all	14%	8%	8%
Total	100%	101%	100%

TURNING POINTS

E5b. How much difference does it make in the quality of life for retirees whether Clinton or Trump is elected?

N = 805

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	37%	41%	49%
Pretty much	22%	25%	23%
Some	23%	22%	20%
Not much/not at all	17%	12%	8%
Total	99%	100%	100%

E5c. How much difference does it make in the performance of the stock market whether Clinton or Trump is elected?

N = 810

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	33%	38%	40%
Pretty much	27%	30%	28%
Some	26%	24%	23%
Not much/not at all	14%	8%	9%
Total	100%	100%	100%

E5d. How much difference does it make in improving wages for hourly workers whether Clinton or Trump is elected?

N = 812

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	39%	34%	56%
Pretty much	22%	29%	18%
Some	22%	22%	17%
Not much/not at all	17%	14%	9%
Total	100%	99%	100%

E5e. How much difference does it make in improving salaries for the middle class whether Clinton or Trump is elected?

N = 812

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	39%	41%	52%
Pretty much	24%	27%	24%
Some	20%	21%	15%
Not much/not at all	17%	11%	9%
Total	100%	100%	100%

E5f. How much difference does it make in reducing unemployment whether Clinton or Trump is elected?

N = 812

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
A great deal	38%	47%	46%
Pretty much	26%	27%	27%
Some	20%	18%	20%
Not much/not at all	16%	8%	8%
Total	100%	100%	101%

Regardless of your party or who you plan to vote for, please mark which candidate you think would do a better job of each of the following.

R4. Who do you trust to do a better job handling the economy if elected?

N = 815

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	33%	88%	5%
Hillary Clinton	41%	1%	86%
Neither/Both	27%	11%	9%
Total	101%	100%	100%

TURNING POINTS

Items in E6 series randomized when asked.

E6a. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of lowering the unemployment rate in the next year?

N = 811

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	27%	78%	3%
Hillary Clinton	39%	3%	79%
No difference	34%	18%	18%
Total	100%	99%	100%

E6b. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of protecting American jobs from going overseas?

N = 807

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	37%	86%	10%
Hillary Clinton	35%	1%	69%
No difference	29%	13%	21%
Total	101%	100%	100%

E6c. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of building a stronger economy?

N = 807

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	36%	91%	7%
Hillary Clinton	39%	0%	81%
No difference	25%	9%	12%
Total	100%	100%	100%

E6d. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of creating more jobs?

N = 810

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	31%	85%	3%
Hillary Clinton	40%	3%	78%
No difference	30%	13%	19%
Total	101%	101%	100%

E6e. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of boosting the stock market?

N = 808

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	30%	71%	7%
Hillary Clinton	32%	3%	65%
No difference	38%	26%	28%
Total	100%	100%	100%

E6f. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of making the income tax fairer?

N = 809

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	26%	72%	1%
Hillary Clinton	41%	3%	80%
No difference	34%	24%	19%
Total	101%	99%	100%

TURNING POINTS

E6g. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of rebuilding America's roads, bridges, and highways?

N = 810

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	24%	70%	3%
Hillary Clinton	35%	3%	69%
No difference	41%	27%	28%
Total	100%	100%	100%

E6h. Regardless of who you might vote for or your party, would Trump or Clinton do a better job of helping people living on pensions/fixed incomes?

N = 810

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	20%	63%	0%
Hillary Clinton	47%	8%	85%
No difference	34%	30%	15%
Total	101%	101%	100%

E7. And who cares more about people like you?

N = 793

	August 2016 Total	Intended Vote Trump	Intended Vote Clinton
Donald Trump	28%	79%	1%
Hillary Clinton	51%	6%	92%
No difference	21%	15%	7%
Total	100%	100%	100%

E8. While it is some time away, how do you think you will vote in the election for president in November?

N = 806

	August 2016 Total	Democrat	Republican	Independent
Donald Trump	28%	5%	67%	29%
Hillary Clinton	41%	75%	8%	26%
No Vote/Other*	31%	20%	25%	45%
Total	100%	100%	100%	100%

** Includes all other respondents not choosing a candidate, not registered, who cannot vote, do not plan to vote, or plan to vote for another candidate.*

NEW1. Compared to a year ago, do you think the economy has:

N = 816

	August 2016
Gotten better	34%
Gotten worse	29%
Stayed the same	38%
Total	101%

R5. A year from now, do you expect economic conditions in the country as a whole will be:

N = 808

	August 2016
Better	31%
Worse	21%
Same as now	49%
Total	101%

TURNING POINTS

FS1 [CQ9]. How would you rate your own personal financial situation?

N = 815

	August 2016	August 2014
Excellent shape	9%	7%
Good shape	43%	34%
Only fair shape	34%	40%
Poor shape	14%	19%
Total	100%	100%

FS3 [NE9]. Over the next year, do you think your family's finances will:

N = 813

	August 2016
Get a lot better	9%
Get a little better	33%
Stay the same	44%
Get a little worse	10%
Get a lot worse	4%
Total	100%

PS10. Thinking about you and your family and the national economy, would you describe yourself as:

N = 813

	August 2016	August 2014
Unconcerned*	12%	NA
Concerned	62%	53%
Worried	20%	25%
Scared	7%	9%
Don't know/Other	NA	13%
Total	101%	100%

* This option was not included in March 2009 during the recession, but was added in August 2016 to capture those who are no longer concerned about the economy.

R1. Thinking about the job situation in America today, would you say that now is a good time or bad time to find a quality job?

N = 813

	August 2016	August 2014	January 2013	July 2010	March 2009	May 2008
Good	31%	18%	27%	7%	15%	23%
Bad	33%	50%	73%	78%	79%	65%
Don't know	37%	32%	NA	14%	7%	11%
Total	101%	100%	100%	99%	101%	99%

EMP8a. Please mark whether you are very concerned, somewhat concerned, not too concerned, or not at all concerned about the current unemployment rate.

N = 819

	August 2016	January 2013	July 2010	March 2009	May 2008
Very concerned	22%	43%	52%	67%	46%
Somewhat concerned	43%	45%	39%	24%	34%
Not too concerned	29%	10%	6%	6%	9%
Not concerned at all	6%	1%	2%	3%	10%
Depends/Don't know	NA	NA	NA	0%	1%
Total	100%	99%	99%	100%	100%

TURNING POINTS

EMP8b. Please mark whether you are very concerned, somewhat concerned, not too concerned, or not at all concerned about job security for those currently working.

N = 820

	August 2016	January 2013	July 2010	March 2009	May 2008
Very concerned	19%	43%	49%	49%	32%
Somewhat concerned	51%	42%	37%	39%	43%
Not too concerned	26%	12%	11%	7%	11%
Not concerned at all	5%	2%	2%	3%	10%
Depends/Don't know	NA	NA	2%	1%	4%
Total	101%	99%	101%	99%	100%

EMP8c. Please mark whether you are very concerned, somewhat concerned, not too concerned, or not at all concerned about the job market for those looking for work.

N = 820

	August 2016	January 2013	July 2010	March 2009	May 2008
Very concerned	24%	54%	61%	68%	48%
Somewhat concerned	52%	36%	30%	25%	35%
Not too concerned	19%	8%	7%	4%	8%
Not concerned at all	5%	1%	2%	2%	8%
Depends/Don't know	NA	NA	1%	1%	1%
Total	100%	99%	101%	100%	100%

[IF EMPSTAT = 1]

EMP8d. Please mark whether you are very concerned, somewhat concerned, not too concerned, or not at all concerned about your own job security.

N = 468

	August 2016	March 2009	May 2008
Very concerned	11%	19%	13%
Somewhat concerned	30%	24%	22%
Not too concerned	40%	24%	26%
Not concerned at all	19%	33%	38%
Depends/Don't know	NA	0%	1%
Total	100%	100%	100%

[ASK ALL] (GENPOP)

SM1. How much are you and your family's financial situation personally affected by what happens on Wall Street and in the stock market?

N = 818

	August 2016
A lot	15%
A little	45%
Not at all	27%
Don't know	13%
Total	100%

TURNING POINTS

GP4. In general, do you think American workers are:

N = 805

	August 2016
Better than workers in other countries	46%
Worse than workers in other countries	18%
The same as workers in other countries	37%
Total	101%

Items in GP5 series randomized when asked.

GP5a. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Highly Skilled

N = 805

	August 2016
Americans	49%
Workers in other countries	13%
Exactly the same	38%
Total	100%

GP5b. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Lazy

N = 801

	August 2016
Americans	36%
Workers in other countries	11%
Exactly the same	53%
Total	100%

GP5c. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Takes pride in their work

N = 804

	August 2016
Americans	33%
Workers in other countries	18%
Exactly the same	49%
Total	100%

GP5d. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Secure in their jobs

N = 804

	August 2016
Americans	29%
Workers in other countries	23%
Exactly the same	48%
Total	100%

GP5e. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Ambitious

N = 804

	August 2016
Americans	35%
Workers in other countries	22%
Exactly the same	43%
Total	100%

TURNING POINTS

GP5f. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Happy at work

N = 799

	August 2016
Americans	23%
Workers in other countries	31%
Exactly the same	46%
Total	100%

GP5g. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Highly stressed

N = 800

	August 2016
Americans	56%
Workers in other countries	10%
Exactly the same	34%
Total	100%

GP5h. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Productive

N = 803

	August 2016
Americans	31%
Workers in other countries	29%
Exactly the same	40%
Total	100%

GP5i. Please check off if the following word/phrase better characterizes Americans or workers in other countries or if they are exactly the same: Well paid

N = 801

	August 2016
Americans	65%
Workers in other countries	14%
Exactly the same	21%
Total	100%

GP6a. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Items in GP6 series randomized when asked. Highly skilled

N = 798

	August 2016
Born in the United States	38%
Born outside the United States	11%
Exactly the same	51%
Total	100%

GP6b. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Lazy

N = 799

	August 2016
Born in the United States	37%
Born outside the United States	10%
Exactly the same	53%
Total	100%

TURNING POINTS

GP6c. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Takes pride in their work

N = 799

	August 2016
Born in the United States	24%
Born outside the United States	19%
Exactly the same	57%
Total	100%

GP6d. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Secure in their jobs

N = 795

	August 2016
Born in the United States	39%
Born outside the United States	11%
Exactly the same	50%
Total	100%

GP6e. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Ambitious

N = 804

	August 2016
Born in the United States	21%
Born outside the United States	30%
Exactly the same	50%
Total	101%

GP6f. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Happy at work

N = 797

	August 2016
Born in the United States	23%
Born outside the United States	22%
Exactly the same	55%
Total	100%

GP6g. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Highly stressed

N = 800

	August 2016
Born in the United States	36%
Born outside the United States	10%
Exactly the same	54%
Total	100%

GP6h. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Productive

N = 802

	August 2016
Born in the United States	20%
Born outside the United States	27%
Exactly the same	53%
Total	100%

TURNING POINTS

GP6i. Now, thinking only about all those working in this country, but comparing between those who were born in the United States and immigrant workers born in other countries, does the following adjective better fit those in the American workforce born in the United States, those born elsewhere, or are they exactly the same? Well paid

N = 802

	August 2016
Born in the United States	54%
Born outside the United States	8%
Exactly the same	37%
Total	99%

IF EMPSTAT = 1]

CE1. Thinking about your current job are you:

N = 463

	August 2016	August 2014	January 2013	March 2012	July 2011	July 2010
Very satisfied	26%	24%	29%	32%	22%	25%
Somewhat satisfied	47%	39%	37%	44%	37%	40%
Neither satisfied nor dissatisfied	14%	16%	15%	7%	15%	14%
Somewhat dissatisfied	8%	14%	11%	12%	14%	12%
Very dissatisfied	3%	6%	7%	5%	10%	7%
Don't know/Refused	2%	2%	1%	NA	3%	3%
Total	100%	101%	100%	100%	101%	101%

[IF EMPSTAT = 1]

RI12. How confident are you that if you lost or wanted to leave your current job, you could find another job as good or better?

N = 463

	August 2016	August 2014	January 2013	July 2010
Extremely confident	10%	4%	8%	7%
Very confident	21%	16%	10%	12%
Somewhat confident	38%	33%	34%	30%
Not very confident	22%	27%	30%	30%
Not at all confident	9%	21%	18%	20%
Total	100%	101%	100%	99%

[IF EMPSTAT = 1]

JS2. Compared to one year ago, would you say you are more satisfied in your job situation, about as satisfied as you were, or less satisfied now than a year ago?

N = 463

	August 2016	July 2010	March 2009	May 2008
More satisfied now	27%	19%	23%	30%
About as satisfied	51%	53%	41%	44%
Less satisfied now	19%	26%	33%	25%
Depends/other	4%	2%	2%	1%
Total	101%	100%	99%	100%

TURNING POINTS

[IF EMPSTAT = 1]

JS3. Compared to one year ago, would you say you are more satisfied with your job security, about as satisfied as you were, or less satisfied now than a year ago?

N = 459

	August 2016	July 2010	March 2009	May 2008
More satisfied now	21%	18%	23%	30%
About as satisfied	59%	52%	41%	44%
Less satisfied now	15%	28%	33%	25%
Depends/other	5%	2%	2%	1%
Total	100%	100%	99%	100%

[IF EMPSTAT = 1]

JA1a. How important is the security of your job to you? Is it extremely important, very important, somewhat important, or not very important? Items in JA1 series randomized when asked.

N = 462

	August 2016
Extremely important	42%
Very important	42%
Somewhat important	15%
Not very important	2%
Total	101%

[IF EMPSTAT = 1]

JA1b. How important is the amount of money you make to you? Is it extremely important, very important, somewhat important, or not very important?

N = 458

	August 2016
Extremely important	39%
Very important	44%
Somewhat important	16%
Not very important	2%
Total	101%

[IF EMPSTAT = 1]

JA1c. How important is flexibility in the hours or days when you work to you? Is it extremely important, very important, somewhat important, or not very important?

N = 464

	August 2016
Extremely important	31%
Very important	35%
Somewhat important	24%
Not very important	9%
Total	99%

TURNING POINTS

[IF EMPSTAT = 1]

JA1d. How important is the amount of stress in your job to you? Is it extremely important, very important, somewhat important, or not very important?

N = 462

	August 2016
Extremely important	27%
Very important	43%
Somewhat important	25%
Not very important	5%
Total	100%

[IF EMPSTAT = 1]

JA1e. How important is the ability to balance work and family to you? Is it extremely important, very important, somewhat important, or not very important?

N = 459

	August 2016
Extremely important	47%
Very important	35%
Somewhat important	15%
Not very important	4%
Total	101%

[IF EMPSTAT = 1]

JA1f. How important is opportunities to learn new job skills to you? Is it extremely important, very important, somewhat important, or not very important?

N = 461

	August 2016
Extremely important	24%
Very important	44%
Somewhat important	27%
Not very important	5%
Total	100%

IF EMPSTAT = 1]

Items in JA2 series randomized when asked.

JA2a. How satisfied are you with the security of your job? Are you...

N = 464

	August 2016
Very satisfied	30%
Somewhat satisfied	39%
Neither satisfied nor dissatisfied	17%
Somewhat dissatisfied	9%
Very dissatisfied	3%
Don't know	2%
Total	100%

TURNING POINTS

[IF EMPSTAT = 1]

JA2b. How satisfied are you with the amount of money you make? Are you...

N = 461

	August 2016
Very satisfied	12%
Somewhat satisfied	45%
Neither satisfied nor dissatisfied	17%
Somewhat dissatisfied	16%
Very dissatisfied	8%
Don't know	2%
Total	100%

[IF EMPSTAT = 1]

JA2c. How satisfied are you with flexibility in the hours or days when you work? Are you...

N=463

	August 2016
Very satisfied	34%
Somewhat satisfied	37%
Neither satisfied nor dissatisfied	16%
Somewhat dissatisfied	10%
Very dissatisfied	2%
Don't know	2%
Total	101%

[IF EMPSTAT = 1]

JA2d. How satisfied are you with the amount of stress in your job? Are you...

N = 463

	August 2016
Very satisfied	12%
Somewhat satisfied	33%
Neither satisfied nor dissatisfied	30%
Somewhat dissatisfied	15%
Very dissatisfied	8%
Don't know	2%
Total	100%

[IF EMPSTAT = 1]

JA2e. How satisfied are you with the ability to balance work and family? Are you...

N = 463

	August 2016
Very satisfied	28%
Somewhat satisfied	41%
Neither satisfied nor dissatisfied	16%
Somewhat dissatisfied	9%
Very dissatisfied	3%
Don't know	2%
Total	99%

TURNING POINTS

[IF EMPSTAT = 1]

JA2f. How satisfied are you with opportunities to learn new job skills? Are you...

N = 464

	August 2016
Very satisfied	20%
Somewhat satisfied	39%
Neither satisfied nor dissatisfied	26%
Somewhat dissatisfied	9%
Very dissatisfied	4%
Don't know	2%
Total	100%

[IF EMPSTAT = 1]

Recommend. All things considered, do you think you:

N = 462

	August 2016
Would recommend your job to a friend as a place to work	73%
Would not recommend your job to a friend as a place to work	27%
Total	100%

[IF EMPSTAT = 1]

NQ1. How often do you discuss politics and the presidential campaign with co-workers?

N=465

	August 2016
Frequently	11%
Sometimes	35%
Rarely or never	54%
Total	100%

[IF EMPSTAT = 1]

NQ2. Has the presidential campaign caused any conflicts or tensions among people where you work?

N = 465

	August 2016
Yes, a lot	3%
Yes, some	6%
Yes, a little	10%
No	27%
No conversation	54%
Total	100%

[IF EMPSTAT = 1]

TIMESERIES2. How are you paid?

N = 464

	August 2016
Salary	40%
By the hour	50%
Self-employed/commission/stipend	10%
Total	100%

TURNING POINTS

[ASK ALL] (GENPOP)

OT2. Please indicate which of the following statements comes closer to your own views, even if neither is exactly right:

N = 812

	August 2016	August 2014	March 2012
Most people who want to get ahead can make it if they're willing to work hard	68%	58%	65%
Hard work and determination are no guarantee of success for most people	33%	42%	32%
Don't know	NA	NA	3%
Total	101%	100%	100%

Im1. Please indicate which of the following statements comes closer to your own views, even if neither is exactly right:

N = 800

	August 2016
Immigrants today strengthen our country because of their hard work and talents	59%
Immigrants today are a burden on our country because they take our jobs, housing, and health care	41%
Total	100%

TIMESERIES3. Do you agree or disagree with the following statement: Overall, job, career, and employment opportunities will be better for the next generation than for my generation.

N = 812

	August 2016	August 2014	January 2013
Agree	23%	16%	19%
Disagree	34%	45%	44%
Neither agree nor disagree	43%	39%	38%
Don't know	NA	NA	NA
Total	100%	100%	101%

K1. What percent of American workers belong to unions? Correct answer in bold.

N = 800

	August 2016 Total
About 10%	23%
About 20%	37%
About 30%	28%
About 40%	13%
Total	101%

K2. Which figure is closest to the official government unemployment rate? Correct answer in bold.

N = 802

	August 2016 Total
3% or less	5%
5%	39%
7%	28%
9%	14%
11% or more	15%
Total	101%

TURNING POINTS

K3. What percentage of the U.S. population are immigrants — born elsewhere? Correct answer in bold.

N = 792

	August 2016 Total
About 3%	6%
About 8%	16%
About 13%	26%
About 18%	25%
About 23%	28%
Total	101%

P1. All things considered, do you think of yourself as a Democrat or Republican or Independent?

N = 804

	August 2016	August 2014
Democrat	38%	34%
Republican	22%	26%
Independent/Something else	39%	39%
Leans Democrat	22%	26%
Leans Republican	26%	26%
Pure Independent	52%	48%
Total	99%	99%

[ASK ALL] (GENPOP)

P2. Do you think of yourself as a:

N = 796

	August 2016	August 2014
Liberal	25%	18%
Moderate	47%	47%
Conservative	28%	36%
Total	100%	101%



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