DOORS
Online Conjoint Survey Instrument

RIPL RESEARCH IMPROVING PEOPLE'S LIVES

2020 Future of Work Conjoint Survey

This questionnaire format follows the convention that any skip patterns are indicated immediately to the right of the code for each response. When no question number is indicated to the right of a code, the interview just proceeds to the next-numbered question. Instructions *in italics* are shown to the respondent, while **subheads like this** and instructions ***in bold italics*** are intended for the programmer alone; like the question numbers, they do not appear on the screen. Similarly, the numeric response codes shown in this version will be replaced by an appropriate selection mechanism (e.g., checkboxes, radio buttons, drop-down lists). And except where otherwise indicated, each question appears as a separate screen.

Screener section

To be eligible for the survey, respondents must be over the age of 18, earn less than $75,000 and either be unemployed (S8=3,4,5) or employed and have filed for Unemployment Insurance in the last three years (S10=1). They must also not be students (S7=4). Dynata's panel contains information on gender, race and ethnicity, education, and income for each respondent. The sample will be stratified in the following ways:

- US region
- Age (18-24, 25-34, 35-50, 50+)
- Income (Less than $15,000, $15,000-$24,999, $25,000-$49,999, $50,000-$74,999)

Verifying qualifications

Ask all *[Qs.S1-S5 may appear consecutively on the same page]*:

S1 What is your gender? ***[Drop-down]***

    Female.
    Male.
    Other: _____

S2 In what month and year were you born? ***[Drop-down / Calendar]***

Month: _____
Year: _____

S3 In which state do you live for most of the year? ***[Drop-down]***

State: _____

S4 Are you of Hispanic, Latino, or Spanish origin? ***[Select one only]***

    No, not of Hispanic, Latino, or Spanish origin.   **1**
    Yes.   **2**

S5   What is your race? *[Select all that apply]*

White (e.g. German, Irish, English, Italian, Lebanese, Egyptian, etc.).   **1**
Black or African American (e.g. African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.).   **2**
American Indian or Alaska Native (e.g. Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.).   **3**
Asian (Chinese, Filipino, Indian, Pakistani, Cambodian, Hmong, Vietnamese, Korean, Japanese, etc.).   **4**
Pacific Islander or Native Hawaiian (e.g. Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.).   **5**

Other: ____   **6**

S6   What is the highest degree or level of school you have completed? *[Select one]*

Elementary school or less.   **1**
Middle school.   **2**
High school.   **3**
Some college.   **4**
Associate's degree.   **5**
Bachelor's degree.   **6**
Advanced degree (e.g. master's degree, professional degree, or doctorate).   **7**
Other: ____   **8**

S7   Are you currently a student? *Select one only.*

Yes, I'm enrolled in a 4-year program.   **1**
Yes, I'm enrolled in a 2-year program.   **2**
Yes, I'm enrolled in some other program *(specify)*   **3**
No.   **4**

S8   Are you currently employed? This includes self-employment. *Select one only.*

Yes (full time).   **1**
Yes (part time).   **2**
No, I've been looking for work for the past 0-3 months.   **3**
No, I've been looking for work for the past 3-6 months.   **4**
No, I've been looking for work for longer than 6 months.   **5**
No, and I am not currently looking for work.   **6**
I am retired.   **7**

S9   What is your annual household income from all sources, before taxes and other deductions from pay? Please include all wages or salaries, social security or other retirement income, child support, public assistance, business income, and all other income. *Select one only.*

$10,000 or less	**1**
Between $10,001 and $20,000	**2**
Between $20,001 and $30,000	**3**
Between $30,001 and $45,000	**4**
Between $45,001 and $60,000	**5**
Between $60,001 and $75,000	**6**
Between $75,001 and $100,000	**7**
More than $100,000	**8**
Prefer not to answer	**X**

S10 Have you applied for unemployment insurance (also known as unemployment benefits) within the past three years (i.e. from February 2017 to February 2020)? *Select one only.*

Yes.	**1**
No.	**2**
I don't know.	**3**

S11 How many children do you have that live at home with you, or who you have regular responsibility for? ***[Drop-down from 'None' to '10 or more']***

Number: ____

S11b. Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard? *Select one only.*

Never served in the military.	**1**
Only on active duty for training in the Reserves or National Guard.	**2**
Now on active duty.	**3**
On active duty in the past, but not now.	**4**

S11c. Please select all of the conditions that apply to you. Select all that apply.

I am deaf or have serious difficulty hearing.	**1**
I am blind or have serious difficulty seeing even when wearing glasses).	**2**
Because of a physical, mental, or emotional condition, I have serious difficulty concentrating, remembering, or making decisions.	**3**
I have serious difficulty walking or climbing stairs.	**4**
I have difficulty dressing or bathing.	**5**
Because of a physical, mental, or emotional condition, I have difficulty doing errands alone such as visiting a doctor's office or shopping.	**6**
None apply.	**7**
Prefer not to answer.	**8**

3

<u>**Termination for unqualified respondents**</u>

S12 *If age put for S1 is under 18, display error message* "You have indicated that your age is under 18. This survey is only eligible to adults aged 18 or older," *and do not allow them to proceed to next question unless the age is 18 or older. [Terminate, and retain all screener responses in an "not qualified – under 18" file.]*

Show to all unqualified respondents:

S13 Our survey has already interviewed enough people that are similar to you, and therefore you do not qualify to complete this particular survey. Thank you for your time. *[Terminate, and retain all screener responses in a "not qualified" file.]*

Ask all passing Q.S1-S5 checks:

S14 *(If S8=3,4,5)* What month and year were you last employed? *[Drop-down / Calendar]*
Month: ____
Year: ____ **PN: RANGE: 2017-2020**

S15 *(If answer to S14 is January 2020 or later)* Are you currently unemployed because of the coronavirus (COVID-19) crisis? *Select one only.*

Yes.	**1**
No.	**2**
I don't know.	**3**

S16 *(If S15 is 1)* How likely or unlikely do you think it is that you could return to your previous job after the coronavirus (COVID-19) crisis? *Select one only.*

Very likely.	**1**
Somewhat likely.	**2**
Neither likely nor unlikely.	**3**
Somewhat unlikely.	**4**
Very unlikely.	**5**

S17 *(If answer to S14 is January 2020 or later)* Have you applied for unemployment insurance (also known as unemployment benefits) within the past month? *Select one only.*

Yes.	**1**
No.	**2**
I don't know.	**3**

S18 *(If answer to S17 is Yes)* Were you successful in your application? *Select one only.*

Yes.	**1**
No.	**2**
My application is pending.	**3**

S19 *(If answer to S17 is Yes)* How hard or easy was it to apply for unemployment insurance? *Select one.*

Very hard.	**1**
Somewhat hard.	**2**
Neither hard nor easy.	**3**
Somewhat easy.	**4**
Very easy.	**5**

S20 *(If answer to S17 is No)* Why have you not applied for unemployment insurance? *Select all that apply.*

I'm not eligible.	**1**
I don't know my eligibility status.	**2**
I don't know how to do it.	**3**
The unemployment insurance office or agency is closed.	**3**
The system is down or overloaded.	**3**
I haven't been able to contact the office or agency.	**3**
Other: _____.	**3**

S21 *(If S8 is 1,2)* How likely or unlikely do you think it is that you will lose your job or be laid off due to the COVID-19 pandemic?

Very likely.	**1**
Somewhat likely.	**2**
Neither likely nor unlikely.	**3**
Somewhat unlikely.	**4**
Very unlikely.	**5**

S22 Has the coronavirus (COVID-19) crisis made you want to change your job or occupation in the future? *Select one only.*

Yes, I want to change both my job and occupation.	**1**
Yes, I want to change my job.	**2**
Yes, I want to change my occupation.	**3**
No, I do want to change my job or occupation.	**4**

S23 How has the coronavirus (COVID-19 crisis) changed your future career plans? *Free text.*

_____

S24 In the past month, how often did you feel anxious or stressed? Would you say never, some days, most days, or every day? *Select one.*

Never.	**1**
Some days.	**2**
Most days.	**3**
Every day.	**4**
Prefer not to answer.	**5**

S25 *(If S8=1,2)* What is your main job? (For example, 4th grade teacher, or plumber, or self-employed IT consultant). *Write in the space below. [Free text]*
    (If S8=3,4,5) Think back to your last job. What was your main job? (For example, 4th grade teacher, or plumber, or

self-employed IT consultant). *Write in the space below. [Free text]*

_____

S26 *(If S8=1,2)* Which industry do you think best describes your main job? *Select one only.*
(If S8=3,4,5) Which industry do you think best described your last job? *Select one only.*
[Randomize the presentation of codes 1-16. Show examples as hover-over to decrease text density].

Agriculture, forestry, fishing, and hunting (e.g. a grain farm, a forest nursery)	**1**
Mining (e.g. a coal mine, a shale oil extraction plant)	**2**
Construction (e.g. a residential construction company, a road building company)	**3**
Manufacturing (e.g. a paper mill, an electrical component manufacturing plant)	**4**
Utilities (e.g. a natural gas distributor, a water processing plant)	**5**
Wholesale trade (e.g. a motor vehicle part wholesaler, an apparel wholesaler)	**6**
Transportation and warehousing (e.g. a freight truck company, a warehouse and storage facility)	**7**
Information (e.g. a radio broadcaster, a cable company)	**8**
Financial activities (e.g. a bank, a real estate company)	**9**
Professional and business services (e.g. an accounting firm, a law practice)	**10**
Educational services (e.g. an elementary school, a trade school)	**11**
Health care and social assistance (e.g. a primary care clinic, a nursing home)	**12**
Leisure and hospitality (e.g. a restaurant, a hotel)	**13**
Government (e.g. the state government, the National Park Service)	**14**
Armed forces (e.g. the US Air Force, the U.S. Coast Guard)	**15**
Self-employed (e.g. a freelance graphic designer, an electrician)	**16**
Retail trade (e.g. a sporting goods store, a grocery store)	**19**
I don't know	**17**
Other: _____	**18**

S27 *(If S8=1,2)* How did you usually get to work last week? *Select one only.*
(If S8=3,4,5) How did you usually get to work at your last job? *Select one only.*
[Randomize the presentation of codes 1-11. Show examples as hover-over to decrease text density].

Car, truck, or van	**1**
Bus or trolley bus	**2**
Streetcar or trolley car	**3**
Subway or train	**4**
Railroad	**5**
Ferryboat	**6**
Taxicab or ridesharing service (e.g. Uber)	**7**
Motorcycle	**8**
Bicycle	**9**
Walked	**10**
Worked at home	**11**
Other: _____	**12**

Main section

Financial Situation Questions.

Timestamp here. Show to all qualifying for the survey:

1   From what you have told us, you qualify for our survey. The survey will take you approximately 20 to 25 minutes to complete. At some points there's a lot to read, but please read it slowly and carefully to be sure you understand all of the information. If you cannot complete the whole survey at one time, you will be able to take a break and come back to complete the survey later. To pick up where you left off, just re-click on the link inviting you to the survey.

Your answers will be kept strictly confidential, and you will not be individually identified.

The survey is about job training programs, and what things are important to people like you when you look for opportunities to gain skills for your career. First, we'll ask you for a few more details about how you think about your current or recent jobs, and then we'll ask you to think about what would be important if you were to look for a job training program in the near future.

HIDE "CONTINUE" BUTTON FOR 5 SECONDS

Continue with all qualifying for the survey:

2   *(If S8=1,2)* How much in total do you currently earn **yearly** at your job(s), including all wages or salaries, commissions, bonuses, and tips?

[PN: DROP DOWN LIST WITH $1,000 INTERVALS BETWEEN $0 AND $75,000? ($1000 or less, $2000, $3000, (...) $75,000 or more).

(If S8=3,4,5) How much in total did you earn at your job(s) **yearly** when you were last employed, including all wages or salaries, commissions, bonuses, and tips? *Write in the space below.*

[PN: DROP DOWN LIST WITH $1,000 INTERVALS BETWEEN $0 AND $75,000? ($1000 or less, $2000, $3000, (...) $75,000 or more).

$_____ **per year**

3   *(If S8=1,2)* How many hours do you typically work per week in total, across all jobs? *[Free numeric]*
(If S8=3,4,5) How many hours did you typically work per week when you were last employed, in total across all jobs?
. Please round up to the nearest hour. Do not use commas or decimals
[Free numeric]

____

4   *(If S8=1,2)* How many **weeks** do you typically work per **year** in total, across all jobs? Please include paid leave as work. *[Free numeric]*
(If S8=3,4,5) How many **weeks** did you typically work per **year** when you were last employed, in total across all jobs? Please include paid leave as work.
Please round up to the nearest week. Do not use commas or decimals
[Free numeric]

____

5   How often, if ever, do you have trouble paying your regular monthly bills and expenses? *Select one only.*

Every month	**1**
Most months	**2**
About half the time	**3**
Less than half the time	**4**
Every once in a while	**5**
Never	**6**

7

6   *(If S8=1,2)* How often, if ever, do you worry about losing your job(s)? *Select one only.*

Every month	**1**
Most months	**2**
About half the time	**3**
Less than half the time	**4**
Every once in a while	**5**
Never	**6**

7   Suppose that you have an emergency expense that costs $400. Based on your current financial situation, how would you pay for this expense? *Select all that apply.* **[Randomize codes 1-7. ANCHOR 8-9, SHOW 8 LAST AND MAKE IT EXCLUSIVE]**

With the money currently in my checking/savings account or with cash.	**1**
Put it on my credit card and pay it off in full at the next statement.	**2**
Put it on my credit card and pay it off over time.	**3**
Use money from a bank loan or line of credit.	**4**
Borrow from a friend or family member.	**5**
Use a payday loan, deposit advance, or overdraft.	**6**
Sell something I own.	**7**
I wouldn't be able to pay for the expense right now.	**8**
Other: _____	**9**

8   In the last **90 days**, have you received money from any of the following sources? If so, how many times did you receive money and what was the total amount you received? **[Provide the grid below. Randomize the order that the left-hand column options are presented in the table. Prompt for any incompletions in the grid before moving on to the next question. Select one only for each cell. Do not show G2 options if G1 was equal to 'Never']**

	G1. How many times did you do each of the following in the last 90 days? *Select one in each row only.*	**G2**. How much in total did you receive? *Select one in each row only.*
Borrowed money from a friend	a. Never b. 1 time c. 2-5 times d. More than 5 times	a. $10 – 25 b. $ 25-50 c. $50-75 d. More than $75
Borrowed money from family	a. Never b. 1 time c. 2-5 times d. More than 5 times	a. $10 – 25 b. $ 25-50 c. $50-75 d. More than $75
Sold or pawned personal possessions	a. Never b. 1 time c. 2-5 times d. More than 5 times	a. $10 – 25 b. $ 25-50 c. $50-75 d. More than $75
Went to check casher	a. Never b. 1 time c. 2-5 times d. More than 5 times	a. $10 – 25 b. $ 25-50 c. $50-75 d. More than $75

Used a payday lender/cash advance vendor (examples: Advance America, Check 'n Go)	a. Never b. 1 time c. 2-5 times d. More than 5 times	a. $10 – 25 b. $ 25-50 c. $50-75 d. More than $75
Use a credit card to receive a cash advance	a. Never b. 1 time c. 2-5 times d. More than 5 times	a. $10 - 25 b. $ 25-50 c. $50-75 d. More than $75
Received money as a gift	a. Never b. 1 time c. 2-5 times d. More than 5 times	a. Never b. 1 time c. 2-5 times d. More than 5 times

9   *[If any value in G1=B,C,D]* Which expenses did you use the money for? *Select all that apply. [Randomize codes 1-10]*

To pay rent/mortgage.	**1**
To pay for food/groceries.	**2**
To pay for utilities.	**3**
To cover a credit card bill.	**4**
To buy medications.	**5**
To cover unexpected medical costs.	**6**
To cover unexpected car costs.	**7**
To cover an emergency.	**8**
To buy something nice for myself/my family.	**9**
To pay for transportation.	**10**
Other: _____	**11**

Training Programs

Continue with all qualifying for the survey:

10   Now, we're going to ask you some questions about job training programs.

Have you ever enrolled in any training program or course to learn specific job skills? (For example, computers, car repair, truck driving, nursing, day care, welding, or any other job skills?) This does NOT include on-the-job training. *Select one only.*

Yes.	**1**
I've considered it, but never taken one.	**2**
No, I have not taken one or considered taking one.	**3**

11   *[If Q10=1]* Did you complete the program? If so, did you get a certificate or diploma for completing the program? *Select one only.*

Yes, I completed the program and received a certificate or diploma.	**1**
Yes, I completed the program, but did not receive a certificate or diploma.	**2**
No, I did not complete the program.	**3**

12   *[If Q11=1]* What certificate or diploma did you receive? Please write the certificate or diploma title in the space below.
[Free text]
[If Q11=2] What was the title of the program? Please write the program title in the space below. ***[Free text]***

_____

13   *[If Q11=3]* Why did you not complete the program? Please **rank the top 3 most important reasons from most important to least important**, with the reason that is most important to you at the TOP. *[Rank three reasons.]* ***[Randomize codes 1-11.]***

The program was too expensive to complete.	**1**
I was not able to get a scholarship or the funding needed to complete it.	**2**
I decided I didn't need it.	**3**
People around me thought I shouldn't complete it.	**4**
I had a bad experience.	**5**
I didn't have transportation to attend.	**6**
I didn't have the time to complete it.	**7**
The training program was too far from my home.	**8**
I didn't think it was worth the money and time investment.	**9**
I was not sure if it would result in a better job or career.	**10**
It wasn't teaching me the skills I wanted to learn.	**11**
Other: _____	**12**

14   *[If Q10=2, 3]* Why have you not enrolled in a training program? Please **rank the top 3 reasons from most important to least** important, with 1 being the most important, 2 being the next most important reason, and so on.
Click on the options to select them, and use the "Reset" button at the bottom of the page to reset.
[Rank three reasons.] ***[Randomize codes 1-12.]***

I've never heard of a training program.	**1**
They are too expensive.	**2**
I am not able to get a scholarship or funding.	**3**
I don't feel I need it.	**4**
People around me think I shouldn't take one.	**5**
I know someone who had a bad experience.	**6**
There are no programs I'm interested in available to me.	**7**
I don't have transportation to attend one.	**8**
I don't have the time.	**9**
The training programs are too far from my home.	**10**
I don't think it's worth the money and time investment.	**11**
I am not sure if it would result in a better job, career, or skills.	**12**
Other: _____	**13**

15   *[If Q10=1]* **What kind of program(s) have you enrolled in?** *Select up to three.*
[If Q10=2] **What kind of program(s) might you be interested in enrolling in?** Please **rank the top 3 reasons**

from most important to least important, with 1 being the most important, 2 being the next most important reason, and so on.

Click on the options to select them, and use the "Reset" button at the bottom of the page to reset.

[Rank three programs. Show examples as hover-over to decrease text density]

Agriculture and related (e.g. cattle management, harvesting).	1
Architecture and related services (e.g. architectural technology, architectural management).	2
Basic skills and developmental/remedial education (e.g. GED).	3
Biological and biomedical sciences (e.g. zoology, toxicology).	4
Business, management, marketing, and related support services (e.g. project management, accounting).	5
Construction (e.g. carpentry, masonry).	6
Communications technologies/technicians and support services (e.g. broadcasting technician).	7
Computer and information sciences and support services (e.g. computer programming, system administrator)	8
Educational services (e.g. school guidance counselor).	9
Engineering technologies and engineering-related fields (e.g. heating technician, occupational safety technician.	10
Esthetic services (e.g. barber, esthetician).	11
Environmental services (e.g. prevention of healthcare-associated infection, solar energy technician).	12
Financial activities (e.g. financial planning, banking support services)	13
Health professions, related programs, knowledge, and skills (e.g. nursing, radiology technician)	14
Homeland security, law enforcement, firefighting and related services (e.g. firefighter, police)	15
Interpersonal and social skills (e.g. mediation, conflict resolution)	16
Industrial services (e.g. crane operation, material handling)	17
Leisure and hospitality (e.g. bartending, hotel administration)	18
Manufacturing (e.g. robotics technician, machine operation)	19
Mechanic and repair technologies/technician (e.g. industrial mechanic, motor vehicle maintenance)	20
Military technologies and applied sciences (e.g. signals intelligence, military information systems)	21
Mining, quarrying, and oil and gas extraction (e.g. petroleum technology technician)	22
Personal and culinary services (e.g. pastry chef, kitchen assistant)	23
Physical sciences (e.g. meteorology, forensic chemistry)	24
Precision production (e.g. welding, woodworking)	25
Science technologies/technician (e.g. nuclear technician, lab technician)	26
Transportation and materials moving (e.g. truck driving, flight crew)	27
Wholesale and retail trade (e.g. logistics, marketing)	28
Other: _____	29

16 *[If Q10=1]* What were you hoping to get from your training program?
[If Q10=2,3] Imagine that you were to enroll in a training program to learn specific job skills. What would you hope to
[If Q10=1] What were you hoping to get from your training program?
[If Q10=2,3] Imagine that you were to enroll in a training program to learn specific job skills. What would you hope to

get out of it? Please **rank the top 3 reasons from most important to least** important, with 1 being the most important, 2 being the next most important reason, and so on.

Click on the options to select them, and use the "Reset" button at the bottom of the page to reset.

[Rank three options, Randomize codes 1-11]

A job with more security.	1
A job with better wages.	2
A job with more potential for higher earnings over time.	3
More job satisfaction.	4
A job with more flexible hours.	5
A job in a different sector.	6
A promotion at my current job.	7
A better chance at finding a job (if currently unemployed).	8
Respect from my family/friends/community.	9
Personal fulfillment or interest.	10
To provide for my family.	11
Other: _____	12

[PN: SHOW Q17-18 ON SAME PAGE]

17   *[If S4=1,2]* Please imagine that you are unemployed, and are…
[If S4=3,4,5] Please imagine that you are…
[Continue for all.] …considering taking some time in the next few months to complete a training program in **[pipe random one of selected responses from Q15.]**

18   Which of the following pieces of information would you want to see about each training program to feel confident you will be able to choose the program that is best for you? Please **rank the top 5 pieces from most important to least** important, with 1 being the most important, 2 being the next most important reason, and so on.

Click on the options to select them, and use the "Reset" button at the bottom of the page to reset.

. **[Randomize codes, rank 5. Randomize this question to appear before or after the conjoint]**

Total cost of the program including any grants or discounts you qualify for.	**1**
Length of the program: how many hours per week.	**2**
Length of the program: how many weeks the program lasts.	**3**
Location of the program and distance from your house (e.g. address and town).	**4**
Whether it fits with your schedule.	**5**
What type of people typically enroll in this program, e.g. the typical earnings of people who enroll before they begin the program.	**6**
The typical earnings of people who enroll in the program, six months after enrolling.	**7**
The typical earnings of people who enroll in the program, two years after enrolling.	**8**
How likely someone who enrolls in the program is to be employed, six months after enrolling.	**9**
How likely someone who enrolls in the program is to be employed, two years after enrolling.	**10**
How likely someone who enrolls in the program is to be employed in the specific sector you are getting trained for, six months after enrolling.	**11**
How likely someone who enrolls in the program is to be employed in the specific sector you are getting trained for, two years after enrolling.	**12**
How likely people who enroll in the program are to successfully complete and graduate from the program.	**13**
Whether the program offers a certificate or industry qualification for completing the program.	**14**

19   Are there any other pieces of information not included on the list above that you would want to see? Please explain.
[Free text]   _____

RANDOMIZE THE POSITION OF Q17-18/19 SO THAT HALF OF THE TIME SHOWN IN THEIR CURRENT POSITION AND HALF SHOWN AFTER Q59

Training Programs

Continue with all qualifying for the survey:

20   Now, we're going to ask you to make some choices between different hypothetical training programs.

21   *[If S8=1,2]* Please imagine that you are unemployed, and are…
       [If S8=3,4,5] Please imagine that you are…
       [Continue for all] …considering taking some time in the next few months to complete a training program in **[pipe response from Q15. If no response to Q15, pipe response from grid in Appendix A previously used in Q17]** to gain additional or new skills and further your career potential. You go to your local Department of Labor website to find programs that you might be interested in. Programs are offered by different training schools around you. You have to choose which training program and school to attend.

22   Suppose that after looking at possible training program choices, you've narrowed the options down to just a few specific programs. All of the program options are available to you immediately. However, the programs differ in several ways: *[Respondents should be able to view these descriptions at any time by hovering over the characteristic in the choice grids.]*

    a. **Cost:** How much the typical person must pay <u>out-of-pocket</u> in order to attend the program. A cost of $0 means that the government has a program to cover the entire cost for you.

    b. **Travel time:** How long it will take the typical person to get to the training school for each class, one way.

    c. **Completion rate for past students:** The percentage of students who start the program who complete it and successfully graduate within the allotted time.

    d. **Typical earnings for past students, <u>after</u> enrolling:** Typical earnings one year after enrolling in the program for people who enrolled in the program in the past. This includes those who didn't necessarily complete the full program.

    e. **What the typical past student would have earned, had they <u>not</u> enrolled:** Typical earnings for past students one year later, if the students had <u>**not**</u> enrolled in the program.

    f. **Typical percentage increase in earnings for past students:** How much more money the typical student earns one year after enrolling in the program, compared to what they would have earned had they <u>**not**</u> enrolled. This will be shown as a percentage increase in earnings.

    g. **Typical unemployment rate for past students:** Percentage of people who enrolled in this program who are unemployed (are not working), one year after enrolling.

23   In each of the following questions, we'll show you three training programs, and ask you to: i) rank them in order of preference, and ii) tell us whether you would rather enroll in your highest-ranked training program, or no program at all.

24   As you think carefully about the three program choices, please make the following assumptions:
    a. Suppose that you are *really* choosing a training program to enroll in, and that you have determined that the choices on the screen are the three best options available to you.
    b. The programs differ in the information shown here only, and you should consider everything you are told about them. They are identical in all other respects that matter to you (for example, training subject matter, type of teacher, and time of class).

I have read this carefully and understand this information   1

Tradeoff exercises

Timestamp here. Continue with all qualifying for the survey:

The tradeoff exercises (7 in total, with 3 questions each) form Qs.25-64.

Each choice set screen follows the format below and includes both the choice question, and the following 4 questions for each choice set. The following questions should not appear at the bottom of the screen until a response has been received to the choice/ranking questions. Timestamp at the completion of each exercise.

Respondents should be randomized to view all earnings information in either yearly, monthly, or weekly earnings. If someone is randomized into viewing yearly earnings, for example, all information on earnings should be displayed in years.

The baseline earnings (input) used to generate indicators d) (**Typical earnings for past students, after enrolling**), and indicator e) (**What the typical past student would have earned, had they not enrolled**) is calculated using the following formula:

- If randomized to show yearly earnings: **Q2/Q4*(52)**
- If randomized to show monthly earnings: **Q2/Q4*(52/12)**
- If randomized to show weekly earnings: **Q2/Q4**

The resulting number should then rounded to the nearest 100 (e.g. $1,933 would be rounded to $1,900).

For example, Conjoint #3 includes the following indicators: i) Cost, ii) Length, iii) Travel time, iv) Completion rate for past students, and v) Typical earnings for past students, after enrolling.

If someone is randomized to be shown **yearly earnings,** for Conjoint #3 they should have Attributes 1, 2, 3, 4, and 5 shown to them (that is, columns E, F, G, H, and J in the XML file "RIPL_ConjointDesign_2020-02-04"). If someone is randomized to be shown **monthly earnings,** they should have Attributes 1, 2, 3, 4, and 6 shown to them.

Clicking on any of the cell entries in a horizontal row acts as a hot link to bring up (in a new window) the explanatory screen for that same attribute (from Qs.20-24, but without the "I have read this . . ." button from the bottom of the screen).

*

 Randomize the order of options for each person in each conjoint, but hold the order same within person and conjoint across choice sets. We should randomize attribute row-order for each respondent. That assignment of row-orders is then used throughout the remainder of the survey. E.g. if "Length" gets #1, it will always be shown first for that respondent. If "Completion Rate" gets #1 and "Length" gets #2, completion rate will be shown first in the conjoint where it's meant to appear, and whatever comes next (in this case, length, since it's #2) will be shown first in conjoints that do not have "Completion Rate" in them.

Worked example:

For example, say there are 3 conjoints, with 2 choice sets each. Conjoint 1 has 3 attributes (Cost, Length, Completion Rate). Conjoint 2 has 4 attributes (Cost, Length, Completion Rate, Typical Earnings). Conjoint 4 has 5 attributes (Cost, Length, Completion Rate, Typical Earnings, Unemployment Rate). **Randomize the order of options for each person in each conjoint, but hold the order same within person and conjoint across choice sets.**

For example, Respondent 1 might may be randomized to receive the attributes in this order.

- Length
- Cost
- Unemployment Rate
- Typical Earnings
- Completion Rate

This would result in the following conjoints.

Conjoint 1, Choice Set 1:

- Length   6
- Cost   9

- Completion Rate   2

We skip Typical Earnings and Unemployment Rate, because they are not part of this conjoint.

Conjoint 1, Choice Set 2:

- Length   10
- Cost   4
- Completion Rate   3

We skip Typical Earnings and Unemployment Rate, because they are not part of this conjoint.

**

Conjoint 2, Choice Set 1:

- Length   2
- Cost   8
- Typical Earnings 5
- Completion Rate   1

Typical Earnings is above Completion Rate, because that is the original order they were randomized to follow. We skip Unemployment Rate, because it is not a part of this conjoint.

Conjoint 2, Choice Set 2:

- Length   4
- Cost   3
- Typical Earnings 9
- Completion Rate   10

Typical Earnings is above Completion Rate, because that is the original order they were randomized to follow. We skip Unemployment Rate, because it is not a part of this conjoint.

**

Conjoint 3, Choice Set 1:

- Length   2
- Cost   8
- Unemployment Rate 4
- Typical Earnings 5
- Completion Rate   1

Unemployment Rate is above Typical Earnings and Completion Rate, because that is the original order they were randomized to follow.

Conjoint 3, Choice Set 2:

- Length   4
- Cost   3
- Unemployment Rate 1
- Typical Earnings 12
- Completion Rate   0

Unemployment Rate is above Typical Earnings and Completion Rate, because that is the original order they were randomized to follow.

**

Meanwhile, Respondent 2 might be randomized to receive the attributes in this order.

- Cost
- Unemployment Rate
- Completion Rate
- Typical Earnings
- Length

Conjoint 1, Choice Set 1:

- Cost   6
- Completion Rate   2
- Length   9

We skip Typical Earnings and Unemployment Rate, because they are not part of this conjoint.

Conjoint 1, Choice Set 2:

- Cost   4
- Completion Rate   1
- Length   7

We skip Typical Earnings and Unemployment Rate, because they are not part of this conjoint.

**

Conjoint 2, Choice Set 1:

- Cost   4
- Completion Rate   1
- Typical Earnings   5
- Length   7

Typical Earnings is below Completion Rate, because that is the original order they were randomized to follow. We skip Unemployment Rate, because it is not a part of this conjoint.

Conjoint 2, Choice Set 2:

- Cost   4
- Completion Rate   1
- Typical Earnings   5
- Length   7

Typical Earnings is below Completion Rate, because that is the original order they were randomized to follow. We skip Unemployment Rate, because it is not a part of this conjoint.

**

Conjoint 3, Choice Set 1:

- Cost   1
- Unemployment Rate 6
- Completion Rate   1
- Typical Earnings   2
- Length   4

Unemployment Rate is above Typical Earnings and Completion Rate, because that is the original order they were randomized to follow.

Conjoint 3, Choice Set 2:

- Cost   6
- Unemployment Rate 11

> - Completion Rate   0
> - Typical Earnings 8
> - Length   2
>
> Unemployment Rate is above Typical Earnings and Completion Rate, because that is the original order they were randomized to follow.
>
> All text in the conjoint boxes below are for example purposes only.

25   **Choosing a *[pipe program choice category from Q15]* training program*: Part 1 [Ask 3 Questions]***

If these three new training programs below were your only options, which one would you choose? *Rank your program preferences from 1-3 in the boxes below, with the program you MOST prefer as number 1, and the program you LEAST prefer as number 3.*

Program	Training Program #1	Training Program #2	Training Program #3
Cost:	$3,000	$10,000	$9,000
Length:	6 weeks	4 weeks	10 weeks
Travel time:	20 minutes	30 minutes	30 minutes
Ranking:			

26   If you were to actually choose a training program today from the options above, and only had the information above to go on, would you be willing to enroll in and pay for the program that you ranked first, or no program at all? *Select one only.*

Yes, I would be willing to enroll in and pay for the program I ranked first **1**

No program at all   **2**

I'm not sure   **3**

27   Why, or why not? *Please write your response below. **Only ask for first conjoint question.***

_____

28   Do you believe that if you really chose the program that you ranked first, you would earn more and/or achieve a more fulfilling career after completing the program than you do now? *Please select one option.*

Yes   **1**

No   **2**

I'm not sure   **3**

29   Why, or why not? *Please write your response below. **Only ask for first conjoint question.***

_____

30   **Choosing a *[pipe program choice category from Q15]* training program: *Part 2 [Ask 3 Questions]***

If these three new training programs below were your only options, which one would you choose? *Rank your program preferences from 1-3 in the boxes below, with the program you MOST prefer as 1, and the program you would LEAST prefer as number 3.*

Program	Training Program #1	Training Program #2	Training Program #3
Cost:	$3,000	$10,000	$9,000
Length:	6 weeks	4 weeks	10 weeks
Travel time:	20 minutes	30 minutes	30 minutes
Completion rate for past students:	90%	30%	45%
Ranking:			

31 If you were to actually choose a training program today from the options above, and only had the information above to go on, would you be willing to enroll in and pay for the program that you ranked first, or no program at all? *Select one only.*

Yes	**1**
No program at all	**2**
I'm not sure	**3**

32 Why, or why not? *Please write your response below. **Only ask for first conjoint question.***

_____

33 Do you believe that if you really chose the program that you ranked first, you would earn more and/or achieve a more fulfilling career after completing the program than you do now? *Please select one option.*

Yes	**1**
No	**2**
I'm not sure	**3**

34 Why, or why not? *Please write your response below. **Only ask for first conjoint question.***

_____

35 **Choosing a *[pipe program choice category from Q15]* training program: Part 3 *[Ask 3 Questions]***

If these three new training programs below were your only options, which one would you choose? *Rank your program preferences from 1-3 in the boxes below, with the program you MOST prefer as 1, and the program you would LEAST prefer as number 3.*

Program	Training Program #1	Training Program #2	Training Program #3
Cost:	$8,000	$2,000	$14,000
Length:	12 weeks	8 weeks	4 weeks
Travel time:	60 minutes	30 minutes	10 minutes
Completion rate for past students:	25%	90%	50%
Typical earnings for past students, **after** enrolling:	$44,100 per year	$16,500 per year	$36,000 per year
Ranking:			

36 If you were to actually choose a training program today from the options above, and only had the information above to go on, would you be willing to enroll in and pay for the program that you ranked first, or no program at all? *Select one only.*

Yes	**1**
No program at all	**2**
I'm not sure	**3**

37 Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

38 Do you believe that if you really chose the program that you ranked first, you would earn more and/or achieve a more fulfilling career after completing the program than you do now? *Please select one option.*

Yes	**1**
No	**2**
I'm not sure	**3**

39 Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

40 **Choosing a *[pipe program choice category from Q15]* training program: Part 4 *[Ask 3 Questions]***

If these three new training programs below were your only options, which one would you choose? *Rank your program preferences from 1-3 in the boxes below, with the program you MOST prefer as 1, and the program you would LEAST prefer as number 3.*

Program	Training Program #1	Training Program #2	Training Program #3
Cost:	$6,000	$16,000	$1,000
Length:	4 weeks	6 weeks	10 weeks
Travel time:	40 minutes	20 minutes	50 minutes
Typical earnings for past students, **after** enrolling:	$26,900 per year	$19,700 per year	$37,700 per year
What the typical past student would have earned, had they **not** enrolled:	$25,600 per year	$23,640 per year	$35,800 per year
Ranking:			

41 If you were to actually choose a training program today from the options above, and only had the information above to go on, would you be willing to enroll in and pay for the program that you ranked first, or no program at all? *Select one only.*

Yes	**1**
No program at all	**2**
I'm not sure	**3**

42   Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

43   Do you believe that if you really chose the program that you ranked first, you would earn more and/or achieve a more fulfilling career after completing the program than you do now? *Please select one option.*

Yes	**1**
No	**2**
I'm not sure	**3**

44   Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

45   **Choosing a *[pipe program choice category from Q15]* training program: *Part 5 [Ask 3 Questions]***

If these three new training programs below were your only options, which one would you choose? *Rank your program preferences from 1-3 in the boxes below, with the program you MOST prefer as 1, and the program you would LEAST prefer as number 3.*

Program	Training Program #1	Training Program #2	Training Program #3
Cost:	$7,000	$1,000	$16,000
Length:	10 weeks	8 weeks	4 weeks
Travel time:	20 minutes	40 minutes	10 minutes
Typical percentage **increase in earnings** for past students:	10% **more** per year	5% **less** per year	0% **more** per year
Ranking:			

46   If you were to actually choose a training program today from the options above, and only had the information above to go on, would you be willing to enroll in and pay for the program that you ranked first, or no program at all? *Select one only.*

Yes	**1**
No program at all	**2**
I'm not sure	**3**

47   Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

48   Do you believe that if you really chose the program that you ranked first, you would earn more and/or achieve a more fulfilling career after completing the program than you do now? *Please select one option.*

Yes	**1**
No	**2**
I'm not sure	**3**

49   Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

50   **Choosing a *[pipe program choice category from Q15]*: Part 6 [Ask 3 Questions]**

If these three new training programs below were your only options, which one would you choose? *Rank your program preferences from 1-3 in the boxes below, with the program you MOST prefer as 1, and the program you would LEAST prefer as number 3.*

Program	Training Program #1	Training Program #2	Training Program #3
Cost:	$7,000	$1,000	$16,000
Length:	2 weeks	8 weeks	4 weeks
Travel time:	20 minutes	40 minutes	10 minutes
Typical earnings for past students, **after** enrolling:	$51,500 per year	$41,200 per year	$37,700 per year
Typical **employment** rate for past students:	75%	30%	50%
Ranking:			

51   If you were to actually choose a training program today from the options above, and only had the information above to go on, would you be willing to enroll in and pay for the program that you ranked first, or no program at all? *Select one only.*

Yes   **1**
No program at all   **2**
I'm not sure   **3**

52   Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

53   Do you believe that if you really chose the program that you ranked first, you would earn more and/or achieve a more fulfilling career after completing the program than you do now? *Please select one option.*

Yes   **1**
No   **2**
I'm not sure   **3**

54   Why, or why not? *Please write your response below.* **Only ask for first conjoint question.**

_____

55   **Choosing a *[pipe program choice category from Q15]* training program: *Part 7 [Ask 3 Questions]***

If these three new training programs below were your only options, which one would you choose? *Rank your program preferences from 1-3 in the boxes below, with the program you MOST prefer as 1, and the program you would LEAST prefer as number 3.*

Program	Training Program #1	Training Program #2	Training Program #3
Cost:	$3,000	$10,000	$9,000
Length:	6 weeks	4 weeks	10 weeks
Travel time:	20 minutes	30 minutes	30 minutes
Typical earnings for past students, **after** enrolling:	$44,200 per year	$26,900 per year	$19,700 per year
Typical **unemployment** rate for past students:	25%	15%	0%
Ranking:			

56   If you were to actually choose a training program today from the options above, and only had the information above to go on, would you be willing to enroll in and pay for the program that you ranked first, or no program at all? *Select one only.*

Yes	**1**
No program at all	**2**
I'm not sure	**3**

57   Why, or why not? *Please write your response below. **Only ask for first conjoint question.***

_____

58   Do you believe that if you really chose the program that you ranked first, you would earn more and/or achieve a more fulfilling career after completing the program than you do now? *Please select one option.*

Yes	**1**
No	**2**
I'm not sure	**3**

59   Why, or why not? *Please write your response below. **Only ask for first conjoint question.***

_____

Debriefing questions

Continue with all qualifying for the survey:

60   We're almost done now, but we just have a few more questions about what things were important to you as you made your choices about a training program. Different people go about answering questions like these in different ways. On the screens that follow, we will show a number of statements that other people have made about how and why they answered the questions in the way that they did.

When each statement appears, please select a number between **1** and **5** to indicate how well that statement describes the way that *you personally* thought about your own answers to those questions. A "**5**" answer means that the statement "describes me perfectly," and a "**1**" answer means the statement "doesn't describe me at all." ***[Present only one statement at a time, varying the colors of the statements as the respondent moves from one screen to the next. Randomize the order of presentations of statements]***

Doesn't describe me at all				Describes me perfectly	I'm not sure
1	**2**	**3**	**4**	**5**	**0**

a. "The choices I was asked to make were realistic ones for me."

b. "I didn't fully understand some of the program features I was being asked to consider."

c. "The information that I was shown in the __first__ few choice questions when choosing a training program felt relevant to what I wanted to know."

d. "The information that I was shown in the __last__ few choice questions when choosing a training program felt relevant to what I wanted to know."

e. "If I were really choosing a training program in the future, I would want the information about typical earnings and changes in typical earnings after enrolling in a program that I was shown."

f. "Please select "Doesn't describe me at all" for this question (this is just for quality control purposes)."

61 What else would you want to know when deciding whether to enroll in a training program? *Please write in the space below.* **[Free text]**

_____

62 We're constantly trying to improve how we conduct our surveys. If you have any feedback on how we could improve our surveys, please let us know. *Please write in the space below.* **[Free text]**

_____

Timestamp here. Ask all:

63 Thank you very much for your time while taking this survey. We appreciate your responses!

APPENDIX A: RANDOMLY CHOSEN TRAINING PROGRAM OPTIONS

Response to S10:	Randomize from these options:
Agriculture, forestry, fishing, and hunting (e.g. a grain farm, a forest nursery)	• Construction (e.g. Carpentry or masonry); • Industrial services (e.g. Crane operation, material handling); • Mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician)
Mining (e.g. a coal mine, a shale oil extraction plant)	• Construction (e.g. Carpentry or masonry); • Industrial services (e.g. Crane operation, material handling); • Mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician); • Engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician)
Construction (e.g. a residential construction company, a road building company)	• Construction (e.g. Carpentry or masonry); • Industrial services (e.g. Crane operation, material handling); • Mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician); • Engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician)
Manufacturing (e.g. a paper mill, an electrical component manufacturing plant)	• Construction (e.g. Carpentry or masonry); • Industrial services (e.g. Crane operation, material handling); • Mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician); engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician)
Utilities (e.g. a natural gas distributor, a water processing plant),	• Construction (e.g. Carpentry or masonry); industrial services (e.g. Crane operation, material handling); • Mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician); • Engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician); • Transportation and materials moving (e.g. Truck driving, flight crew)
Wholesale trade (e.g. motor vehicle part wholesaler, apparel wholesaler)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Leisure and hospitality (e.g. Bartending, hotel administration)
Retail trade (e.g. a sporting goods store, a grocery store)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Leisure and hospitality (e.g. Bartending, hotel administration)
Transportation and warehousing (e.g. a freight truck company, a warehouse and storage facility)	• Transportation and materials moving (e.g. Truck driving, flight crew); • Industrial services (e.g. Crane operation, material handling); • Mechanic and repair technologies/technician (e.g. Industrial mechanic, motor vehicle maintenance)
Information (e.g. a radio broadcaster, a cable company)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Leisure and hospitality (e.g. Bartending, hotel administration); • Computer and information sciences and support services (e.g. Computer programming, system administrator);

Financial activities (e.g. a bank, a real estate company)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Leisure and hospitality (e.g. Bartending, hotel administration); • Computer and information sciences and support services (e.g. Computer programming, system administrator);
Professional and business services (e.g. an accounting firm, a law practice)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Leisure and hospitality (e.g. Bartending, hotel administration); • Computer and information sciences and support services (e.g. Computer programming, system administrator);
Educational services (e.g. an elementary school, a trade school)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Leisure and hospitality (e.g. Bartending, hotel administration); • Computer and information sciences and support services (e.g. Computer programming, system administrator);
Health care and social assistance (e.g. a primary care clinic, a nursing home)	• Health professions, related programs, knowledge, and skills (e.g. Nursing, radiology technician); • Computer and information sciences and support services (e.g. Computer programming, system administrator);
Leisure and hospitality (e.g. a restaurant, a hotel)	• Leisure and hospitality (e.g. Bartending, hotel administration); • Personal and culinary services (e.g. Pastry chef, kitchen assistant); • Business, management, marketing, and related support services (e.g. Project management, accounting); • Esthetic services (e.g. Barber, esthetician)
Government (e.g. the state government, the National Park Service)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Computer and information sciences and support services (e.g. Computer programming, system administrator);
Armed forces (e.g. the US Air Force, the US Coast Guard)	• Homeland security, law enforcement, firefighting and related protective services (e.g. Firefighter, police); • Business, management, marketing, and related support services (e.g. Project management, accounting); • Engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician); • Mechanic and repair technologies/technician (e.g. Industrial mechanic, motor vehicle maintenance); mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician); transportation and materials moving (e.g. Truck driving, flight crew)

Self-employed (e.g. a freelance graphic designer, an electrician)	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Construction (e.g. Carpentry or masonry); computer and information sciences and support services (e.g. Computer programming, system administrator); • Engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician); • Esthetic services (e.g. Barber, esthetician); • Health professions, related programs, knowledge, and skills (e.g. Nursing, radiology technician); • Homeland security, law enforcement, firefighting and related protective services (e.g. Firefighter, police); • Industrial services (e.g. Crane operation, material handling); • Leisure and hospitality (e.g. Bartending, hotel administration); • Mechanic and repair technologies/technician (e.g. Industrial mechanic, motor vehicle maintenance); mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician); • Personal and culinary services (e.g. Pastry chef, kitchen assistant); • Transportation and materials moving (e.g. Truck driving, flight crew)
I don't know	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Construction (e.g. Carpentry or masonry); computer and information sciences and support services (e.g. Computer programming, system administrator); • Engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician); • Esthetic services (e.g. Barber, esthetician); • Health professions, related programs, knowledge, and skills (e.g. Nursing, radiology technician); • Homeland security, law enforcement, firefighting and related protective services (e.g. Firefighter, police); • Industrial services (e.g. Crane operation, material handling); • Leisure and hospitality (e.g. Bartending, hotel administration); • Mechanic and repair technologies/technician (e.g. Industrial mechanic, motor vehicle maintenance); mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician), ; • Personal and culinary services (e.g. Pastry chef, kitchen assistant); • Transportation and materials moving (e.g. Truck driving, flight crew)

Other: free text	• Business, management, marketing, and related support services (e.g. Project management, accounting); • Construction (e.g. Carpentry or masonry); computer and information sciences and support services (e.g. Computer programming, system administrator); • Engineering technologies and engineering-related fields (e.g. Heating/refrigeration technician, occupational safety technician); • Esthetic services (e.g. Barber, esthetician); • Health professions, related programs, knowledge, and skills (e.g. Nursing, radiology technician); • Homeland security, law enforcement, firefighting and related protective services (e.g. Firefighter, police); • Industrial services (e.g. Crane operation, material handling); • Leisure and hospitality (e.g. Bartending, hotel administration); • Mechanic and repair technologies/technician (e.g. Industrial mechanic, motor vehicle maintenance); mining, quarrying, and oil and gas extraction (e.g. Petroleum technology technician), ; • Personal and culinary services (e.g. Pastry chef, kitchen assistant); • Transportation and materials moving (e.g. Truck driving, flight crew)