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Baby Boomers generally dissatisfied with the current job search process

Just over half of employed Americans say they have good pay

Washington, DC, November 18, 2021 – A recent Ipsos poll finds that Baby Boomers are generally dissatisfied with the current job search process. Most Americans report that they are not currently looking for a new job. There have been no significant changes in people’s employment situations since May. Dissatisfaction with the number of interviews offered to people searching for new jobs is high. On another subject, about a third of Americans feel comfortable talking about mental health at work. A similar number of employees feel their companys’ leaders prioritize mental health issues. There are less people afraid of taking vacation time for fear of losing their job than in May.

Detailed Findings

1. Half (49%) of current job seekers report the number of interviews being offered to them are poor. Job seekers report an increase in the amount of flexibility offered by new job opportunities from May (24%) to November (30%). Fewer job seekers report the amount of time to find a new job as “good” in November (15%) compared to May 2021 (26%).
2. Baby Boomers are generally dissatisfied with the current job search process.
 - Baby Boomers consistently rank aspects of the process as “very poor” at higher rates than other generations. Baby Boomers find salary and benefits to be very poor at new jobs (both 26%). Two in five (40%) Baby Boomers find the type of job opportunities available and time it is taking to find a new job to be very poor. The length of time spent looking for a new job and amount of job opportunities available are seen as very poor by about one third (36%) of Baby Boomers.
3. Just over half of employed Americans (54%) currently say they have good pay.
 - This is similar to the 55% of Americans in May reporting good pay. Looking at generations, 31% of Gen X reports very good pay compared to 13% of Gen Z.
 - Two in five (40%) Millennials feel good about their ability to be promoted at work compared to one in four (25%) Baby Boomers.
4. About a third of Americans (35%) feel comfortable talking about mental health at work.
 - Half of employed respondents (52%) say that they know what mental health resources are available at their company. Three in five report that their coworkers (62%) or supervisors (61%) will support them. Over half of Millennials (52%) feel comfortable expressing their feelings at work compared to a quarter (27%) of Gen Z.
 - Currently 75% of people say they are not afraid to take vacation time for fear of losing their job or fearing things falling apart at work compared to 69% of people in May.

These are the findings of an Ipsos poll conducted between November 12-15, 2021. For this study, a sample of 1,015 adults age 18+ from the continental U.S., Alaska, and Hawaii was interviewed online in English. The poll has a margin of error of plus or minus 3.4 percentage points for all respondents.





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Ipsos Poll

Conducted by Ipsos using KnowledgePanel®
A survey of the American general population (ages 18+)
 Interview dates: November 12 – November 15, 2021
 Number of interviews: 1,015
 Number of Gen Z (18-25) interviews: 83
 Number of Millennial (26-39) interviews: 219
 Number of Gen X (40-55) interviews: 277
 Number of Baby Boomer (55+) interviews: 436

Margin of error: +/- 3.4 percentage points at the 95% confidence level

NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.

NOTE: * = less than 0.5%, - = no respondents

Annotated Questionnaire:

- Please indicate your work status.

	Total November 2021 (N=1015)
Employed full-time (by someone else)	41%
Retired	22%
Homemaker	9%
Employed part-time (by someone else)	7%
Full-time student	6%
Self-employed	5%
Currently laid off	2%
On furlough	*
Other	7%
Refused	1%

- Which of the following most closely describes your employment situation?

	Total November 2021 (N=1015)	Total May 2021 (N=1031)	Gen Z (N=83)	Millennial (N=219)	Gen X (N=277)	Baby Boomer (N=436)
I am not looking for a new job right now	68%	70%	41%	54%	67%	87%
I am open to a new job, but not actively looking	25%	22%	46%	35%	27%	9%
I am actively looking for a new job	7%	8%	12%	10%	6%	3%
Skipped	1%	1%	1%	1%	*	2%



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3. [ASKED IF Q2=I am actively looking for a new job] How would you rate your job search for the following?

Total Good Summary

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
The amount of new jobs opportunities available to you	32%	25%	24%	43%	35%	20%
The amount of flexibility offered by new job opportunities (such as work from home or work flexible hours)	30%	24%	28%	20%	42%	33%
The types of new jobs opportunities available to you	29%	29%	32%	30%	32%	20%
The benefits offered by new job opportunities	28%	29%	29%	28%	25%	29%
The salary or pay offered at new job opportunities	28%	28%	38%	36%	14%	20%
The amount of time it is taking to find a new job	15%	26%	-	25%	12%	20%
The number of interviews offered to you	9%	N/A	6%	11%	8%	12%
The length of time spent looking for a new job	23%	N/A	-	39%	33%	12%

a. The benefits offered by new job opportunities

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	9%	15%	10%	11%	5%	8%
Good	19%	14%	19%	17%	21%	21%
Acceptable	27%	30%	37%	34%	25%	6%
Poor	14%	17%	-	14%	30%	13%
Very poor	11%	12%	20%	-	8%	26%
Don't know	14%	10%	14%	21%	13%	-
Not important to me	5%	2%	-	4%	-	20%
Skipped	1%	-	-	-	-	7%
Good (Net)	28%	29%	29%	28%	25%	29%
Poor (Net)	25%	29%	20%	14%	37%	39%

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b. The salary or pay offered at new job opportunities

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	4%	16%	-	8%	-	8%
Good	24%	12%	38%	28%	14%	12%
Acceptable	26%	31%	-	39%	50%	6%
Poor	16%	16%	29%	4%	11%	28%
Very poor	12%	10%	8%	5%	14%	26%
Don't know	15%	14%	24%	16%	11%	4%
Not important to me	2%	1%	-	-	-	9%
Skipped	1%	-	-	-	-	7%
Good (Net)	28%	28%	38%	36%	14%	20%
Poor (Net)	28%	26%	38%	9%	26%	54%

c. The amount of flexibility offered by new job opportunities (such as work from home or work flexible hours)

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	10%	13%	8%	6%	11%	19%
Good	20%	11%	20%	15%	31%	15%
Acceptable	27%	37%	14%	41%	24%	21%
Poor	14%	22%	19%	9%	19%	12%
Very poor	12%	7%	14%	14%	11%	7%
Don't know	12%	11%	25%	13%	5%	-
Not important to me	5%	-	-	3%	-	20%
Skipped	1%	-	-	-	-	7%
Good (Net)	30%	24%	28%	20%	42%	33%
Poor (Net)	26%	28%	33%	23%	29%	19%

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d. The types of new jobs opportunities available to you

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	12%	18%	10%	11%	18%	8%
Good	17%	11%	22%	19%	13%	12%
Acceptable	23%	36%	34%	30%	14%	6%
Poor	14%	23%	-	14%	23%	18%
Very poor	20%	8%	20%	9%	20%	40%
Don't know	12%	6%	14%	18%	11%	-
Not important to me	2%	-	-	-	-	9%
Skipped	1%	-	-	-	-	7%
Good (Net)	29%	29%	32%	30%	32%	20%
Poor (Net)	33%	30%	20%	23%	43%	58%

e. The amount of time it is taking to find a new job

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	2%	15%	-	3%	-	8%
Good	13%	11%	-	23%	12%	12%
Acceptable	25%	27%	24%	29%	38%	-
Poor	24%	16%	25%	21%	30%	23%
Very poor	20%	17%	26%	8%	17%	40%
Don't know	12%	10%	25%	17%	-	-
Not important to me	3%	3%	-	-	3%	9%
Skipped	1%	2%	-	-	-	7%
Good (Net)	15%	26%	-	25%	12%	20%
Poor (Net)	44%	32%	50%	28%	47%	64%

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f. The amount of new jobs opportunities available to you

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	12%	15%	10%	21%	-	14%
Good	20%	10%	13%	23%	35%	6%
Acceptable	24%	35%	43%	27%	19%	-
Poor	21%	24%	11%	18%	34%	23%
Very poor	12%	11%	8%	5%	9%	36%
Don't know	7%	5%	14%	7%	3%	4%
Not important to me	2%	-	-	-	-	9%
Skipped	1%	-	-	-	-	7%
Good (Net)	32%	25%	24%	43%	35%	20%
Poor (Net)	33%	36%	20%	23%	43%	60%

g. The length of time spent looking for a new job

	Total November 2021 (N=65)	Total May 2021 (N=59)	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	4%	N/A	-	12%	-	-
Good	19%	N/A	-	27%	33%	12%
Acceptable	30%	N/A	33%	38%	35%	6%
Poor	8%	N/A	-	4%	12%	22%
Very poor	19%	N/A	31%	3%	17%	36%
Don't know	13%	N/A	25%	17%	3%	-
Not important to me	6%	N/A	10%	-	-	17%
Skipped	1%	N/A	-	-	-	7%
Good (Net)	23%	N/A	-	39%	33%	12%
Poor (Net)	27%	N/A	31%	7%	29%	58%



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h. The number of interviews offered to you

	Total November 2021 (N=65)	<i>Total May 2021 (N=59)</i>	Gen Z (N=10)	Millennial (N=22)	Gen X (N=19)	Baby Boomer (N=14)
Very good	-	<i>N/A</i>	-	-	-	-
Good	9%	<i>N/A</i>	6%	11%	8%	12%
Acceptable	15%	<i>N/A</i>	15%	19%	21%	-
Poor	32%	<i>N/A</i>	38%	29%	35%	27%
Very poor	17%	<i>N/A</i>	18%	8%	15%	37%
Don't know	13%	<i>N/A</i>	14%	13%	22%	-
Not important to me	9%	<i>N/A</i>	9%	10%	-	17%
Skipped	5%	<i>N/A</i>	-	10%	-	7%
Good (Net)	9%	<i>N/A</i>	6%	11%	8%	12%
Poor (Net)	49%	<i>N/A</i>	56%	37%	50%	64%

4. **[Asked if Q1=Employed full-time or part-time]** How would you rate your current job for the following?

Total Good Summary

	Total (N=570)	<i>Total May 2021 (N=585)</i>	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
The benefits offered by your current job	58%	<i>61%</i>	49%	63%	57%	56%
The salary or pay offered by your current job	54%	<i>55%</i>	50%	53%	53%	58%
The amount of flexibility offered by new job opportunities (such as work from home or work flexible hours)	48%	<i>51%</i>	46%	53%	46%	44%
The types of new jobs opportunities that were available to you	39%	<i>37%</i>	38%	46%	37%	34%
The ability to be promoted to a higher position at your current job	32%	<i>31%</i>	29%	40%	30%	25%





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a. The benefits offered by your current job

	Total (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Very good	34%	32%	26%	36%	35%	32%
Good	24%	29%	23%	27%	22%	24%
Acceptable	21%	20%	22%	21%	21%	18%
Poor	7%	6%	15%	7%	7%	5%
Very poor	9%	5%	11%	5%	10%	10%
Don't know	1%	2%	2%	2%	1%	1%
Not important to me	5%	6%	2%	2%	5%	9%
Skipped	*	-	-	-	-	1%
Good (Net)	58%	61%	49%	63%	57%	56%
Poor (Net)	16%	11%	26%	12%	17%	14%

b. The salary or pay offered by your current job

	Total (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Very good	27%	25%	13%	25%	31%	27%
Good	28%	30%	37%	28%	22%	31%
Acceptable	27%	31%	39%	28%	26%	22%
Poor	13%	9%	6%	15%	14%	12%
Very poor	4%	3%	4%	4%	4%	2%
Don't know	1%	*	-	*	1%	1%
Not important to me	2%	3%	2%	-	2%	5%
Skipped	*	-	-	-	-	1%
Good (Net)	54%	55%	50%	53%	53%	58%
Poor (Net)	16%	12%	10%	19%	18%	14%

c. The amount of flexibility offered by new job opportunities (such as work from home or work flexible hours)

	Total (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Very good	29%	32%	19%	31%	32%	28%
Good	18%	19%	26%	22%	14%	16%
Acceptable	19%	19%	20%	20%	18%	18%
Poor	10%	11%	18%	10%	9%	8%
Very poor	8%	8%	9%	9%	10%	6%
Don't know	6%	4%	6%	4%	7%	5%
Not important to me	9%	7%	2%	5%	10%	18%
Skipped	*	-	-	-	*	1%
Good (Net)	48%	51%	46%	53%	46%	44%
Poor (Net)	18%	19%	26%	19%	19%	14%

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d. The ability to be promoted to a higher position at your current job

	Total (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Very good	14%	14%	19%	17%	13%	10%
Good	18%	18%	10%	23%	17%	15%
Acceptable	21%	27%	30%	19%	22%	18%
Poor	19%	16%	19%	19%	21%	16%
Very poor	12%	10%	7%	15%	10%	15%
Don't know	4%	4%	8%	3%	6%	1%
Not important to me	11%	11%	7%	4%	11%	24%
Skipped	*	*	-	-	-	1%
Good (Net)	32%	31%	29%	40%	30%	25%
Poor (Net)	32%	26%	27%	34%	32%	31%

e. The types of new jobs opportunities that were available to you

	Total (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Very good	18%	15%	8%	16%	21%	20%
Good	22%	23%	30%	31%	16%	14%
Acceptable	28%	26%	25%	28%	29%	25%
Poor	14%	15%	27%	12%	13%	9%
Very poor	4%	6%	2%	5%	4%	5%
Don't know	6%	7%	4%	7%	6%	5%
Not important to me	10%	10%	5%	2%	10%	22%
Skipped	*	-	-	-	-	1%
Good (Net)	39%	37%	38%	46%	37%	34%
Poor (Net)	18%	20%	29%	17%	18%	14%



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5. To what extent do you agree or disagree with the following statements?

Total Agree Summary

	Total November 2021 (N=570)	<i>Total May 2021 (N=585)</i>	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
I trust my team or coworkers to support my work activities	62%	65%	61%	65%	60%	62%
If things get hard, my supervisor will support me	61%	56%	68%	62%	58%	59%
I know what resources are available for mental health at my company	52%	54%	37%	56%	50%	56%
I get emotional support from at least one person in my office	44%	50%	33%	48%	43%	46%
I feel comfortable expressing my emotions while at work	42%	43%	27%	52%	39%	41%
I feel comfortable talking about mental health at my company	35%	38%	24%	40%	34%	35%
My company's leadership prioritizes mental health at work	34%	35%	26%	36%	36%	33%
The stress from my job affects my relationships with my friends or family	25%	22%	24%	30%	27%	15%
I'm afraid to go on vacation because I might lose my job or things will fall apart	10%	13%	11%	13%	10%	6%
The frustration or stress from my job causes me to cry regularly	8%	6%	6%	11%	9%	3%



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a. I'm afraid to go on vacation because I might lose my job or things will fall apart

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	3%	4%	5%	3%	4%	2%
Somewhat agree	7%	9%	6%	10%	6%	5%
Neither agree nor disagree	14%	18%	14%	15%	17%	10%
Somewhat disagree	31%	30%	39%	34%	29%	24%
Strongly disagree	45%	39%	37%	38%	43%	59%
Skipped	1%	*	-	-	1%	1%
<i>Agree (net)</i>	10%	13%	11%	13%	10%	6%
<i>Disagree (net)</i>	75%	69%	75%	72%	73%	83%

b. The stress from my job affects my relationships with my friends or family

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	7%	4%	8%	6%	8%	4%
Somewhat agree	18%	18%	16%	24%	19%	11%
Neither agree nor disagree	24%	23%	17%	28%	24%	22%
Somewhat disagree	30%	29%	37%	31%	27%	31%
Strongly disagree	21%	26%	22%	11%	22%	31%
Skipped	*	1%	-	-	-	1%
<i>Agree (net)</i>	25%	22%	24%	30%	27%	15%
<i>Disagree (net)</i>	51%	55%	59%	42%	49%	63%

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c. The frustration or stress from my job causes me to cry regularly

	Total November 2021 (N=570)	<i>Total May 2021 (N=585)</i>	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	1%	2%	-	2%	2%	1%
Somewhat agree	6%	4%	6%	9%	7%	2%
Neither agree nor disagree	14%	16%	22%	20%	12%	7%
Somewhat disagree	27%	28%	31%	27%	26%	26%
Strongly disagree	51%	49%	42%	42%	54%	63%
Skipped	*	*	-	-	-	1%
<i>Agree (net)</i>	8%	6%	6%	11%	9%	3%
<i>Disagree (net)</i>	78%	77%	72%	69%	79%	89%

d. I get emotional support from at least one person in my office

	Total November 2021 (N=570)	<i>Total May 2021 (N=585)</i>	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	11%	14%	6%	11%	11%	13%
Somewhat agree	34%	37%	28%	38%	32%	33%
Neither agree nor disagree	32%	28%	34%	31%	33%	28%
Somewhat disagree	14%	12%	25%	13%	13%	10%
Strongly disagree	10%	10%	8%	8%	11%	14%
Skipped	1%	1%	-	-	*	2%
<i>Agree (net)</i>	44%	50%	33%	48%	43%	46%
<i>Disagree (net)</i>	24%	22%	33%	21%	24%	24%

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e. I trust my team or coworkers to support my work activities

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	18%	17%	16%	21%	15%	21%
Somewhat agree	44%	47%	45%	44%	45%	41%
Neither agree nor disagree	27%	24%	24%	24%	31%	26%
Somewhat disagree	8%	6%	14%	8%	6%	8%
Strongly disagree	3%	5%	1%	3%	2%	3%
Skipped	1%	1%	-	-	*	2%
<i>Agree (net)</i>	62%	65%	61%	65%	60%	62%
<i>Disagree (net)</i>	11%	11%	15%	11%	9%	11%

f. If things get hard, my supervisor will support me

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	20%	18%	9%	25%	19%	21%
Somewhat agree	41%	38%	60%	38%	39%	39%
Neither agree nor disagree	27%	31%	29%	25%	28%	27%
Somewhat disagree	7%	6%	1%	9%	7%	8%
Strongly disagree	5%	6%	1%	4%	6%	4%
Skipped	1%	1%	-	-	1%	2%
<i>Agree (net)</i>	61%	56%	68%	62%	58%	59%
<i>Disagree (net)</i>	12%	12%	3%	13%	13%	12%

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g. My company's leadership prioritizes mental health at work

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	10%	9%	4%	11%	8%	13%
Somewhat agree	24%	26%	22%	25%	27%	20%
Neither agree nor disagree	39%	40%	46%	34%	35%	48%
Somewhat disagree	17%	15%	16%	20%	18%	10%
Strongly disagree	10%	10%	12%	10%	10%	8%
Skipped	1%	*	-	-	1%	1%
<i>Agree (net)</i>	34%	35%	26%	36%	36%	33%
<i>Disagree (net)</i>	26%	25%	28%	30%	28%	18%

h. I feel comfortable talking about mental health at my company

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	10%	11%	5%	11%	10%	12%
Somewhat agree	25%	27%	19%	29%	24%	23%
Neither agree nor disagree	37%	37%	37%	34%	39%	38%
Somewhat disagree	15%	16%	22%	12%	17%	14%
Strongly disagree	12%	8%	18%	14%	10%	11%
Skipped	1%	1%	-	-	-	2%
<i>Agree (net)</i>	35%	38%	24%	40%	34%	35%
<i>Disagree (net)</i>	28%	24%	40%	26%	27%	25%

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i. I know what resources are available for mental health at my company

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	16%	14%	5%	14%	17%	21%
Somewhat agree	36%	41%	32%	41%	33%	35%
Neither agree nor disagree	26%	25%	11%	24%	32%	28%
Somewhat disagree	14%	14%	36%	13%	12%	7%
Strongly disagree	8%	7%	17%	8%	5%	8%
Skipped	1%	*	-	-	1%	1%
<i>Agree (net)</i>	52%	54%	37%	56%	50%	56%
<i>Disagree (net)</i>	22%	21%	53%	21%	17%	14%

j. I feel comfortable expressing my emotions while at work

	Total November 2021 (N=570)	Total May 2021 (N=585)	Gen Z (N=40)	Millennial (N=167)	Gen X (N=208)	Baby Boomer (N=155)
Strongly agree	12%	11%	9%	14%	10%	13%
Somewhat agree	30%	32%	18%	38%	29%	28%
Neither agree nor disagree	31%	31%	32%	28%	33%	33%
Somewhat disagree	18%	19%	36%	16%	15%	18%
Strongly disagree	8%	7%	4%	5%	13%	6%
Skipped	1%	1%	-	-	0%	2%
<i>Agree (net)</i>	42%	43%	27%	52%	39%	41%
<i>Disagree (net)</i>	26%	26%	40%	20%	28%	24%

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6. What comes closest to your personal situation?

	Total (N=1015)	Gen Z (N=129)	Millennial (N=233)	Gen X (N=262)	Baby Boomer (N=375)
I have received at least one dose of the coronavirus (COVID-19) vaccine	73%	71%	62%	71%	81%
I do not want the coronavirus (COVID-19) vaccine	15%	7%	25%	15%	11%
I haven't received the coronavirus (COVID-19) vaccine yet, but may consider it once some more time has passed	6%	10%	5%	7%	4%
I haven't received the coronavirus (COVID-19) vaccine yet, but will do so as soon as possible	2%	4%	1%	3%	1%
Don't know	4%	6%	6%	4%	2%
Skipped	1%	1%	2%	1%	2%



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About the Study

This Ipsos poll was conducted November 12 – 15, 2021, by Ipsos using the probability-based KnowledgePanel®. This poll is based on a nationally representative probability sample of 1,015 general population adults age 18 or older. The sample included 83 respondents aged 18-25 (Gen Z), 219 respondents aged 26-39 (Millennial), 277 respondents aged 40-55 (Gen X), and 436 respondents aged 55+ (Baby Boomer).

The margin of sampling error is plus or minus 3.4 percentage points at the 95% confidence level, for results based on the entire sample of adults. The margin of sampling error takes into account the design effect, which was 1.22. The margin of sampling error is higher and varies for results based on other sub-samples. In our reporting of the findings, percentage points are rounded off to the nearest whole number. As a result, percentages in a given table column may total slightly higher or lower than 100%. In questions that permit multiple responses, columns may total substantially more than 100%, depending on the number of different responses offered by each respondent.

The survey was conducted using KnowledgePanel, the largest and most well-established online probability-based panel that is representative of the adult US population. Our recruitment process employs a scientifically developed addressed-based sampling methodology using the latest Delivery Sequence File of the USPS – a database with full coverage of all delivery points in the US. Households invited to join the panel are randomly selected from all available households in the U.S. Persons in the sampled households are invited to join and participate in the panel. Those selected who do not already have internet access are provided a tablet and internet connection at no cost to the panel member. Those who join the panel and who are selected to participate in a survey are sent a unique password-protected log-in used to complete surveys online. As a result of our recruitment and sampling methodologies, samples from KnowledgePanel cover all households regardless of their phone or internet status and findings can be reported with a margin of sampling error and projected to the general population.

The data were weighted to adjust for gender by age, race/ethnicity, education, Census region, metropolitan status, household income, race/ethnicity by gender, race/ethnicity by age, and race/ethnicity by education. The demographic benchmarks came from the 2019 American Community Survey (ACS) except for the metropolitan status, which is not available from the 1-year ACS data, were obtained from the 2020 March Supplement of the Current Population Survey (CPS).

- Gender (Male, Female) by Age (18–25, 26–39, 40-54 and 55+)
- Race/Hispanic Ethnicity (White Non-Hispanic, Black Non-Hispanic, Latinx, Asian, Other)
- Education (Less than High School, High School, Some College, Bachelor or higher)
- Census Region (Northeast, Midwest, South, West) by Metropolitan status (Metro, non-Metro)
- Household Income (Under \$25,000, \$25,000-\$49,999, \$50,000-\$74,999, \$75,000-\$99,999, \$100,000-\$149,999, \$150,000+)
- Race/ethnicity (White/Other Non-Hispanic, Black Non-Hispanic, Latinx, Asian) by Gender (Male, Female)
- Race/ethnicity (White/Other Non-Hispanic, Black Non-Hispanic, Latinx, Asian) by Age (18-44, 45+)
- Race/ethnicity (White/Other Non-Hispanic, Black Non-Hispanic, Latinx, Asian) by Education (Some College or less, Bachelor and beyond)





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About Ipsos

Ipsos is the world's third largest Insights and Analytics company, present in 90 markets and employing more than 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

Founded in France in 1975, Ipsos is listed on the Euronext Paris since July 1st, 1999. The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

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