

Election Series

Omnibus

June, August, and October 2020



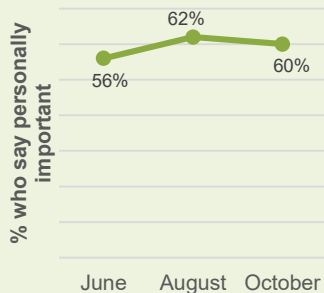
As we approach the Presidential elections, which of the following workplace issues are most important to you personally?

Select all that apply.

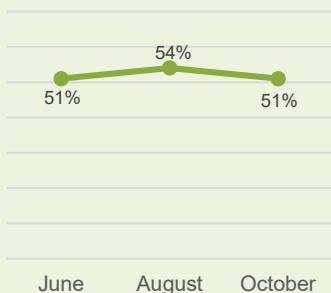
Results for working Americans who are registered to vote

**Note: The term "Working Americans" refers to those currently working as paid employees*

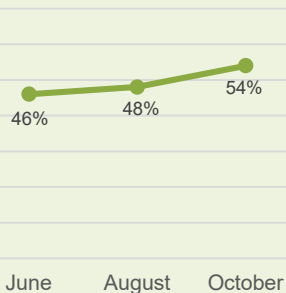
Workplace Healthcare



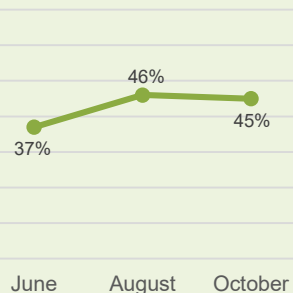
Workplace Flexibility & Leave



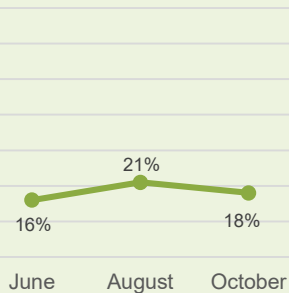
Workplace Equity



Workforce Development



Workplace Immigration



Across all three months, the workplace issue most personally important to working Americans registered to vote was **workplace healthcare**.

After **workplace healthcare**, the next issue selected as most personally important to working Americans registered to vote was **workplace flexibility & leave** in June (**51%**) and August (**54%**). However, the number of respondents finding **workplace flexibility & leave** personally important decreased to **51%** in October, while **workplace equity** continued its upward trend, pushing it to second place (**54%**).

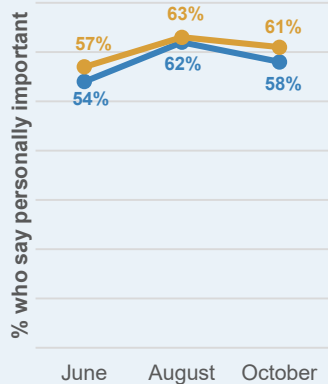
Workplace Issue Importance by Gender

As we approach the Presidential elections, which of the following workplace issues are most important to you personally? *Select all that apply.*

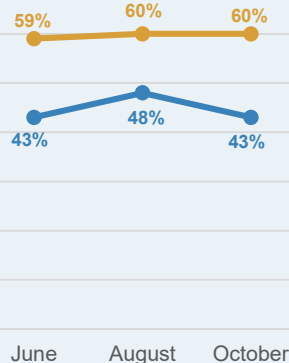
**Results for working Americans who are registered to vote*

Men Women

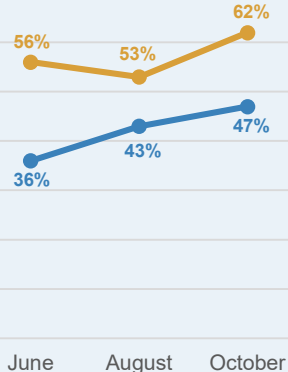
Workplace Healthcare



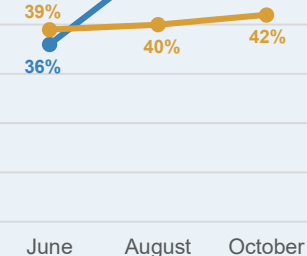
Workplace Flexibility & Leave



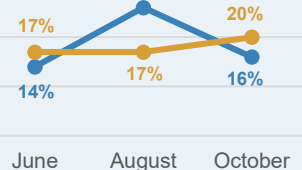
Workplace Equity



Workforce Development



Workplace Immigration



Across all three months, female working Americans who are registered to vote were more likely to say that **workplace flexibility & leave** and **workplace equity** are most important to them personally than male respondents.

Although there were increases in the number of men who said **workforce development** (June: 36%; Aug.: 53%) and **workplace immigration** (June: 14%; Aug.: 26%) were personally important to them from June to August, the number of men selecting these two issues as personally important decreased in October to 47% and 16%, respectively.

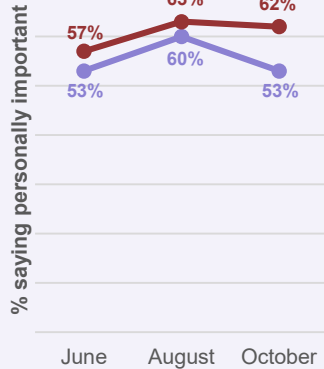
Workplace Issue Importance by Race/Ethnicity

As we approach the Presidential elections, which of the following workplace issues are most important to you personally? *Select all that apply.*

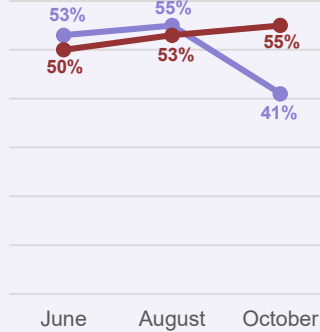
**Results for working Americans who are registered to vote*

— Non-white — White

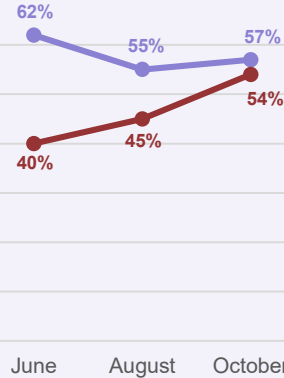
Workplace Healthcare



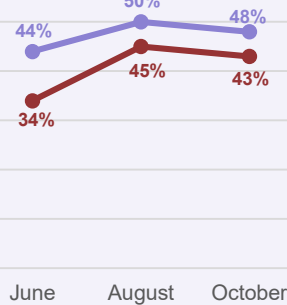
Workplace Flexibility & Leave



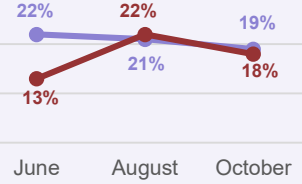
Workplace Equity



Workforce Development



Workplace Immigration



Although there was a large gap between the percentage of non-white and white respondents who said **workplace equity** was personally important to them in June (**62%** vs **40%**, respectively), this gap decreased in August (**55%** vs **45%**, respectively) and again in October (**57%** vs **54%**, respectively).

Whereas the percentage of white respondents who said **workplace healthcare** and **workplace flexibility & leave** were personally important to them remained relatively steady across all three months, there was a decrease in the number of non-white respondents who found **workplace healthcare** (Aug.: **60%**; Oct.: **53%**) and **workplace flexibility & leave** (Aug.: **55%**; Oct.: **41%**) personally important from August to October.

Of the following workplace issues, which do you believe is the most important for the incoming Presidential administration to address first?

**Results for working Americans who are registered to vote*



Across June, August, and October, working Americans who are registered to vote consistently said that **workplace healthcare** is the most important workplace issue (June: 33%; Aug.: 40%; Oct.: 37%) for the incoming Presidential administration to address first.

Although **workplace equity** came in second across all three months, the percentage of respondents saying it should be addressed first fluctuated up and down, decreasing from 32% in June to 21% in August, and then increasing back up to 27% in October.

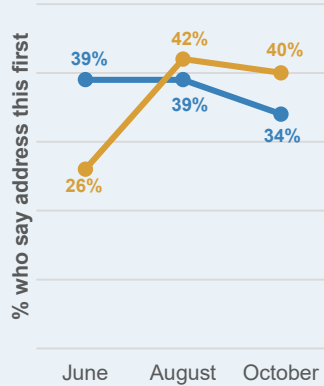
Workplace Issue to Address First by Gender

Of the following workplace issues, which do you believe is the most important for the incoming Presidential administration to address first?

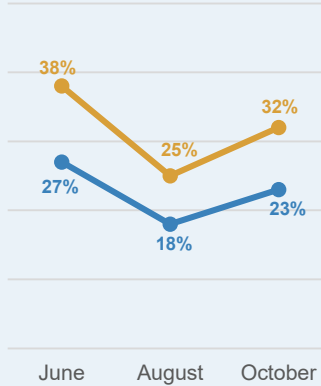
**Results for working Americans who are registered to vote*

Men Women

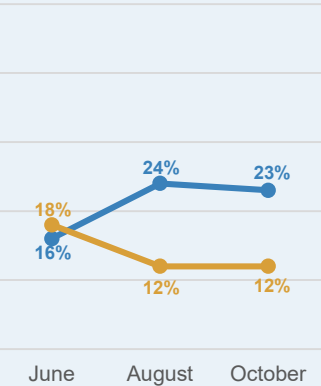
Workplace Healthcare



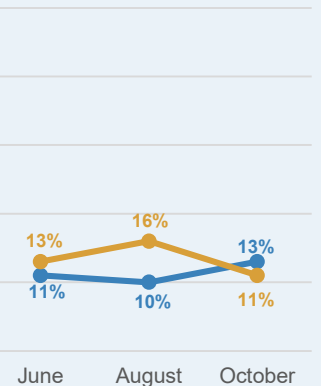
Workplace Equity



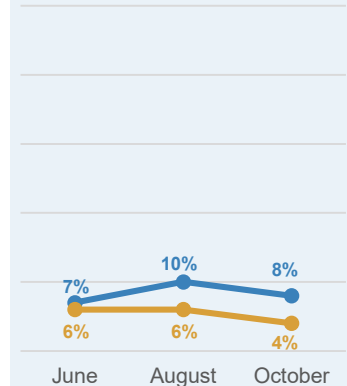
Workforce Development



Workplace Flexibility & Leave



Workplace Immigration



Across all three months, working American men who are registered to vote were most likely to say that **workplace healthcare** was the most important workplace issue for the incoming Presidential administration to address first (June: 39%; Aug.: 39%; Oct.: 34%). Although women were more likely to say that **workplace equity** was the most important issue in June (38%), **workplace healthcare** became the top issue for women in August (42%) and October (40%).

The percentage of men and women saying **workplace equity** was the most important issue to be addressed first noticeably decreased from June to August but increased again in October. This dip suggests a possible influence of current events on what is top of mind for people in any given month.

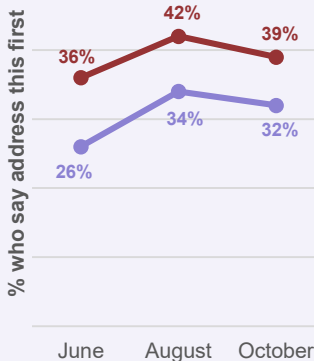
Workplace Issue to Address First by Race/Ethnicity

Of the following workplace issues, which do you believe is the most important for the incoming Presidential administration to address first?

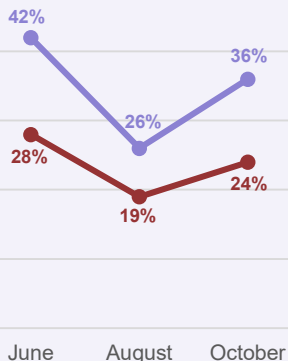
**Results for working Americans who are registered to vote*

— Non-white — White

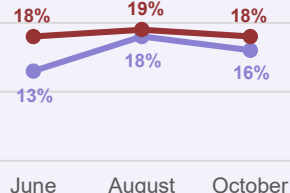
Workplace Healthcare



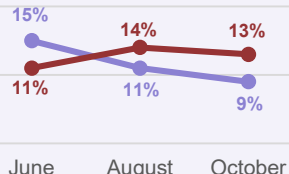
Workplace Equity



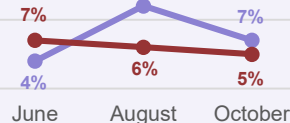
Workforce Development



Workplace Flexibility & Leave



Workplace Immigration



In June and October, non-white respondents said that **workplace equity** was the most important issue for the incoming Presidential administration to address first (**42% & 36%**, respectively). However, **workplace healthcare** briefly rose to the number one position for this group in August (**34%**) when the number selecting **workplace equity** briefly dipped down to **26%**.

In contrast, white respondents said that **workplace healthcare** was the most important issue to be addressed first across all three months (**June: 36%; Aug: 42%; Oct.: 39%**).

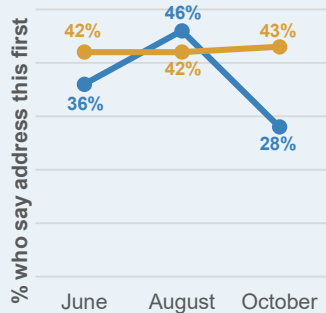
Workforce Development Issue to Address First by Gender

Given the current state of the economy, which of the following workforce development issues are you hoping the incoming Presidential administration will prioritize first?

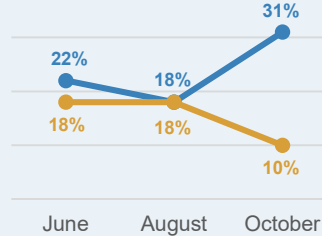
**Results for working Americans who are registered to vote*



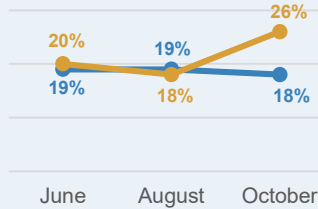
Helping Americans access more employment opportunities based on skills and competencies



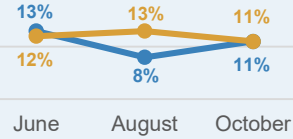
Job training and reskilling



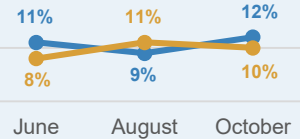
Education assistance



Building initiatives to encourage organizations to hire from untapped talent pools



None of the above



In June and August, **helping Americans access more employment opportunities based on skills and competencies** was the top workforce development priority for working American men and women who are registered to vote. While this issue continued to remain the top issue for women in October (**43%**), there was an **18% decrease** in the percentage of men saying this issue should be addressed first from August (**46%**) to October (**28%**).

Instead, **job training and reskilling** rose to the top for men in October as the issue to be prioritized first (**31%**, up 13% from August). There was also an **8% increase** in the percentage of women saying **education assistance** should be prioritized first from August (**18%**) to October (**26%**).

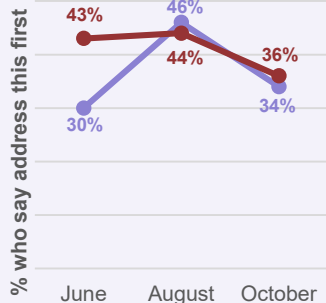
Workforce Development Issue to Address First by Race/Ethnicity

Given the current state of the economy, which of the following workforce development issues are you hoping the incoming Presidential administration will prioritize first?

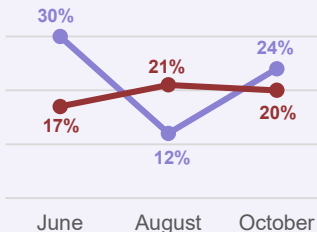
**Results for working Americans who are registered to vote*

— Non-white — White

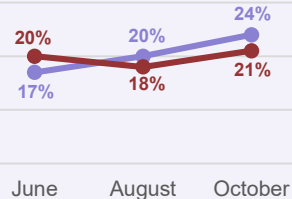
Helping Americans access more employment opportunities based on skills and competencies



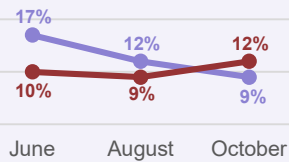
Job training and reskilling



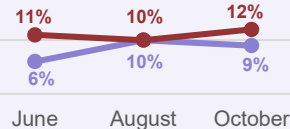
Education assistance



Building initiatives to encourage organizations to hire from untapped talent pools



None of the above



Across all three months, white working Americans who are registered to vote were most likely to say that **helping Americans access more employment opportunities based on skills and competencies** was the workforce development issue that the incoming Presidential administration should prioritize first (June: 43%; Aug.: 44%; Oct.: 36%).

For non-white respondents, **helping Americans access more employment opportunities based on skills and competencies** also consistently remained at the top. However, the number selecting it as the issue to prioritize first notably fluctuated, increasing 16% from June to August (30% vs 46%, respectively) and then decreasing 12% from August to October (46% vs 34%, respectively). The number of non-white respondents who selected **job training and reskilling** also noticeably fluctuated, albeit in the opposite direction.

Appendix

Working Voters by All Voters Comparison



As we approach the Presidential elections, which of the following workplace issues are most important to you personally? *Select all that apply.*

Topic	Working Americans who are registered voters (n _{Jun.} =456; n _{August} =370; n _{Oct.} =467)	Working Americans who are registered voters PLUS registered voters on temporary layoff, furlough, or permanent layoff (n _{Jun.} =568; n _{August} =423; n _{Oct.} =520)	All registered voters (n _{Jun.} =893; n _{August} =915; n _{Oct.} =978)
	Oct. %	Oct. %	Oct. %
Workplace Healthcare	60%	59%	64%
Workplace Flexibility & Leave	51%	51%	51%
Workplace Equity	54%	53%	59%
Workforce Development	45%	46%	53%
Workplace Immigration	18%	18%	26%

Generally, all registered voters regardless of working status are very consistent in which workplace issues they feel are the most important to them personally.

However, the group that included all registered voters was **8%** more likely to say that both **workplace development** and **workplace immigration** were personally important to them in October than the group that only included working Americans. These gaps were slightly smaller in previous months (between 1-6%).

Of the following workplace issues, which do you believe is the most important for the incoming Presidential administration to address first?

Topic	Working Americans who are registered voters (n _{Jun.} =454; n _{August} =370; n _{Jun.} =460)	Working Americans who are registered voters PLUS registered voters on temporary layoff, furlough, or permanent layoff (n _{Jun.} =565; n _{August} =415; n _{Oct.} =513)	All registered voters (n _{Jun.} =881; n _{August} =888; n _{Oct.} =955)
	Oct. %	Oct. %	Oct. %
Workplace Healthcare	37%	39%	38%
Workplace Equity	27%	26%	27%
Workforce Development	18%	18%	22%
Workplace Flexibility & Leave	12%	12%	9%
Workplace Immigration	6%	5%	5%

**May not sum to 100% due to rounding*

Registered voters are consistent in what they view to be the most important workplace issue for the incoming Presidential administration to address first, regardless of employment status.

Given the current state of the economy, which of the following workforce development issues are you hoping the incoming Presidential administration will prioritize first?

Topic	Working Americans who are registered voters (n _{Jun.} =454; n _{August} =370; n _{Jun.} =464)	Working Americans who are registered voters PLUS registered voters on temporary layoff, furlough, or permanent layoff (n _{Jun.} =566; n _{August} =419; n _{Oct.} =517)	All registered voters (n _{Jun.} =885; n _{August} =898; n _{Oct.} =967)
	Oct. %	Oct. %	Oct. %
Helping Americans access more employment opportunities based on skills and competencies	35%	37%	36%
Job training and reskilling	21%	20%	22%
Education assistance such as tuition reimbursement and student loan assistance	22%	21%	17%
Building initiatives to encourage organizations to hire from untapped talent pools	11%	13%	14%
None of the above	11%	10%	10%

**May not sum to 100% due to rounding*

Registered voters are also consistent in their hopes for which workforce development issue the incoming Presidential administration will prioritize first, regardless of their employment status.



Methodology and Citation

METHODOLOGY

A sample of registered voters was surveyed in June (n=893), August (n=915), and October 2020 (n=978) using the Amerispeak Omnibus survey, NORC at the University of Chicago's probability-based panel designed to be representative of the U.S. household population. Of the registered voters surveyed in June, August, and October, 456, 370, and 467, respectively, were also working as paid employees for an organization. The surveys were administered June 25th to 29th, 2020, August 17th to 19th, 2020, and October 9th to 11th, 2020.

CITATION

SHRM June 2020 Omnibus

SHRM August 2020 Omnibus

SHRM October 2020 Omnibus