WORKTRENDS

AMERICANS' ATTITUDES ABOUT WORK, EMPLOYERS, AND GOVERNMENT

Twin Crises

The Economic Impact of COVID-19 and Americans' Outlook for the Future

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HELDRICH CENTER
FOR WORKFORCE DEVELOPMENT

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Contents

Key Findings from *Twin Crises*

As Joe Biden begins his presidency and confronts the twin crises of the COVID-19 pandemic and the economic recession it caused, a national survey of Americans finds:

- **9 in 10 Americans (91%) say they are concerned, worried, or scared when thinking about themselves, their families, and the national economy. Just 1 in 10 of supporters of both political parties are unconcerned (9% of Democrats and 10% of Republicans).**

- **1 in 2 Americans are worried about their ability to financially support their families (53%).**

- **More than half of Americans say they are very or somewhat concerned about the amount of stress in their lives (63%).**

- While Americans are profoundly concerned about the pandemic's impact on the economy, they are **less concerned about the job market and job security than they were in January 2013 and as the economy struggled to recover from the Great Recession.**

- **A slim majority of Americans surveyed at the end of 2020 are optimistic that overall economic conditions will improve in 2021 (46%). A third (30%) are concerned that conditions will deteriorate and the rest expect no change (24%).**

- Most Americans say that the U.S. economy is undergoing **fundamental and lasting changes, rather than a temporary downturn, which are similar to opinions gathered in a Work Trends survey of Americans 10 years ago.**

- **8 in 10 Americans say the political parties working together to repair and strengthen the economy is important. Large majorities – ranging from 80% to 95% – support government spending on infrastructure projects, aid to small businesses, temporary community service jobs, paid family leave, and aid to state and local governments to avert layoffs of essential workers (see *Healing the Wounded Economy*).**

This report compares findings from a post-election survey conducted between December 4 and 14, 2020 with a pre-election survey conducted between October 21 and November 1, 2020 and with previous Heldrich Center surveys conducted during and after the Great Recession. See Appendices A, B, C, and D for methodology and sample information.

Detailed Results

1. The Impact of the Pandemic and the Recession on Americans

Americans report a wide range of impacts of the pandemic on them and their families.

These impacts are experienced by people across all income levels and age groups. As shown in Table 1, nearly a third report that they worked remotely during 2020 (31%).

Table 1: Pandemic Impacts, December 2020, National Sample

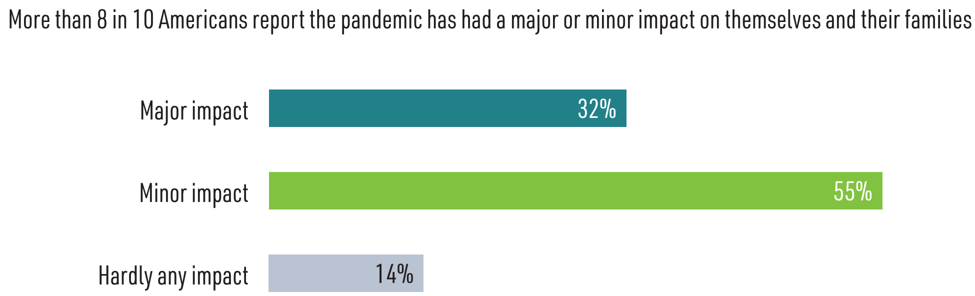
Not Mutually Exclusive, Percent of Total Sample	Myself	Another Member of Immediate Household
Worked remotely or telecommuted	31%	24%
Supervised children enrolled in virtual or hybrid schooling	16%	15%
Collected unemployment benefits	12%	15%
Had layoffs occur in firm or workplace	11%*	14%
Took a pay cut	10%	9%
Temporarily laid off from a full- or part-time job	9%	10%
Required to take furlough days	8%	9%
Permanently laid off from a full- or part-time job	7%	6%
Lost a job, but since found a new job	5%	6%
Had to stop working to care for a family member	4%	5%

N=814
* Asked of currently employed or retired but working for pay

Please check off if you yourself have experienced the following, or if it describes someone you know, since the beginning of the COVID-19 pandemic in March 2020.

As illustrated in Figure 1, in general, more than 8 in 10 Americans say the pandemic has had an impact on themselves or their families (87%), including one in three who describe the impact as major (32%).

Figure 1: Impact of the Pandemic on Americans, December 2020, National Sample

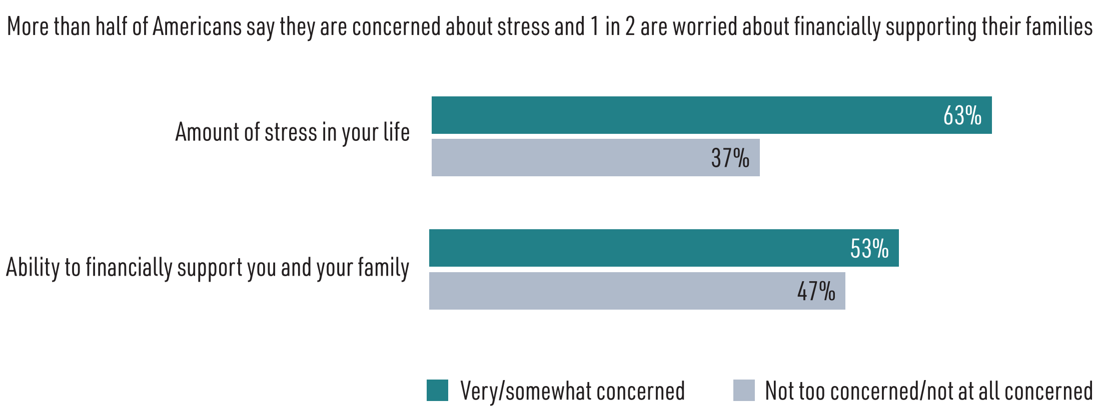


N=814

In general, how much of an impact has the COVID-19 pandemic had on you and your family?

Americans' negative opinions about the economy and experiences during the COVID-19 pandemic engendered widespread stress and anxiety, according to the survey. More than half of Americans say they are very or somewhat concerned about the amount of stress in their lives (63%) and one in two are worried about the ability to financially support their families (53%) (see Figure 2). One quarter of Americans (26%) say they agree with the statement, "I often don't have enough money to make ends meet."

Figure 2: Americans' Concerns During the Pandemic, December 2020, National Sample



N=811 (financially supporting families)
N=814 (amount of stress in life)

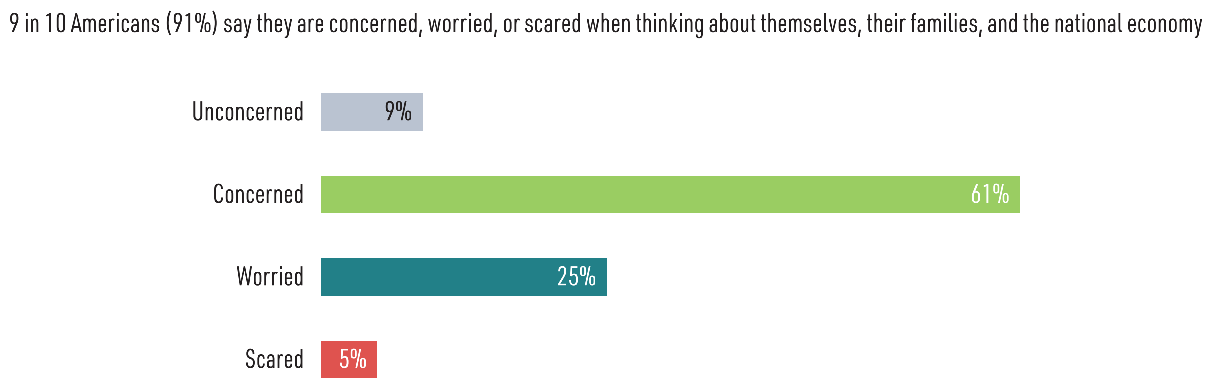
How concerned are you about the...

- **More than 8 in 10 Americans who say the pandemic has had a major impact on their lives say they are very or somewhat concerned about the amount of stress they have (86%).** Six in 10 Americans who experienced a minor impact (58%) and 3 in 10 who report hardly any impact (32%) say they are very or somewhat concerned about stress.
- **8 in 10 Americans who report that the pandemic has had a major impact are very or somewhat concerned about their family's finances (78%)**, compared to 4 in 10 who report a minor impact (45%) and fewer than 3 in 10 who report hardly any impact (26%).
- When asked whether they agree or disagree with the statement, "I often don't have enough money to make ends meet," over 4 in 10 Americans who report that the pandemic has affected them in major ways say they agree it describes them (46%), compared to fewer than 2 in 10 who felt a minor impact (17%) or hardly any impact (12%).

While most Americans say they are concerned, worried, or scared about their families and the national economy, a majority also say their personal financial situation is currently excellent or good. Americans in lower-income brackets are substantially more likely to say they are concerned about financially supporting their families, compared to Americans in higher-income brackets.

As seen in Figure 3, 9 in 10 Americans (91%) say they are concerned, worried, or scared when thinking about themselves, their families, and the national economy. Democrats and Republicans share this uneasiness about the economy and their families. Just 1 in 10 of supporters of both political parties are unconcerned (9% of Democrats and 10% of Republicans).

Figure 3: Americans' Concerns about Themselves, their Families, and the National Economy, December 2020, National Sample



N=811

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

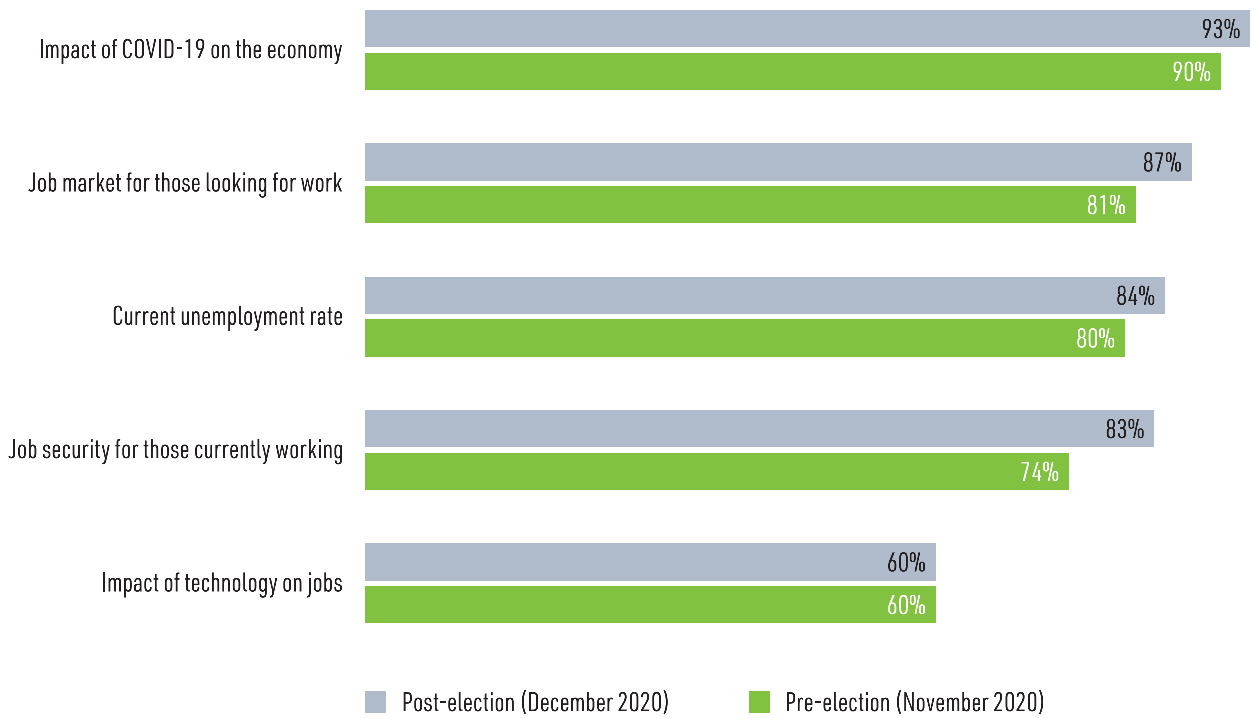
At the time of the survey, 6 in 10 Americans reported that their personal financial situation was currently excellent or good (61%), and fewer than 2 in 10 said they thought their financial situation will deteriorate in the next year (15%).

Despite this general optimism, 7 in 10 Americans living in households making less than $60,000 per year say they are very or somewhat concerned about their ability to financially support their families (69%), compared to 5 in 10 making between $60,000 and $125,000 (52%) per year and 3 in 10 earning over $125,000 per year (34%). Four in 10 Americans with household incomes of less than $60,000 per year say they agree with the statement, "I often don't have enough money to make ends meet" (45%), compared to 2 in 10 households earning $60,000 to $125,000 per year (21%) and fewer than 1 in 10 households earning $125,000 or more per year (7%).

Americans express profound concern about the COVID-19 pandemic's impact on the economy, the labor market for job seekers, unemployment, and job security. Americans responding to the survey in December 2020 are less concerned about the job market and job security than they were in January 2013 and as the economy emerged from the Great Recession in mid-2010.

The impact of the pandemic on the economy and workers is the biggest concern of Americans. Nine in 10 Americans say they are very or somewhat concerned about the effects of COVID-19 on economic conditions (93%), with a majority indicating they are very concerned (59%). This is followed by concern about the job market (87% are concerned), the unemployment rate (84% are concerned), and job security for workers (83% are concerned). Fewer, though a majority, say they are concerned about the impact of technology on jobs (60%). As illustrated in Figure 4, there is no meaningful change between the pre- and post-election periods. (See Appendix D for the breakdown of very concerned responses).

Figure 4: Americans are Very or Somewhat Concerned about Various Economic Issues, COVID-19, and Jobs in Particular, Post-election and Pre-election



Post-election: N=813 (impact of COVID-19 and impact of technology); N=810 (job security and job market); N=809 (unemployment rate)
Pre-election: N=810 (impact of COVID-19); N=809 (job security and impact of technology); N=807 (unemployment rate and job market)

Thinking about various economic issues...how concerned are you about...

Democrats and Republicans differ on how concerned they are about these issues, but nonetheless concern is shared by all.

- 7 in 10 Republicans (73%) and 9 in 10 Democrats (93%) say they are very or somewhat concerned about the unemployment rate, the job market (79% Republicans, 93% Democrats), and job security (76% Republicans, 89% Democrats).
- While 9 in 10 Americans of both political parties say the pandemic's impact on the economy is a concern (96% of Democrats and 89% of Republicans), **7 in 10 Democrats (70%) but fewer than 5 in 10 Republicans (48%) are very concerned.**

The scars of the Great Recession on workers and families were very much apparent midway through Joe Biden's first term as Vice President in August 2010, and as he entered his second term as Vice President in January 2013. In August 2010 and January 2013, 9 in 10 Americans were very or somewhat concerned about the job market and the unemployment rate (91% for both measures in 2010; 90% and 88%, respectively in 2013); and 8 in 10 said they were concerned about job security for workers (86% in 2010, 85% in 2013). These numbers are markedly similar to levels of concern about these issues measured in December 2020, but considerably higher than mid-2018.

Fewer Americans say they are very concerned about the unemployment rate, job market, and job security for workers in December 2020 than in August 2010 (see Table 2).

Table 2: Percent Very Concerned about Economic Indicators, Trend Data, National Sample

	December 2020	August 2018	August 2016	January 2013	August 2010
Job Market for those Looking for Work	43%	15%	24%	54%	62%
Current Unemployment Rate	41%	7%	22%	43%	52%
Job Security for those Currently Working	29%	12%	19%	43%	49%
N	809/810	827	819/820	1,077	818

Thinking about various economic issues...how concerned are you about...

In January 2013, just one quarter of Americans (27%) thought the labor market situation for job seekers was good, a stark contrast from August 2018, but parallel to the sentiment of Americans in December 2020 (see Table 3).

Table 3: Good or Bad Time to Find a Quality Job, Trend Data, National Sample

	December 2020 (Post-election)	November 2020 (Pre-election)	August 2018	January 2013	August 2010
Good Time	27%	28%	64%	27%	7%
Bad Time	73%	72%	36%	73%	78%
Don't Know/Other/Refused	NA	NA	NA	NA	15%
Total	100%	100%	100%	100%	100%
N	811	805	827	1,082	818

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

2. Threats to American Workers and the Economy

In addition to the pandemic-driven recession, Americans are also concerned about other threats to the country's workers, and jobs, in the economy. Similar views were expressed in 2018 when unemployment was at historic lows, which suggests the underlying anxiety Americans have about the economic future of the United States.

Nearly 5 in 10 Americans report they are stressed (48%) and 4 in 10 are anxious (41%) when thinking about the most important problems facing the country.

Three quarters of respondents (76%) in December 2020 say that the impact of the pandemic is a major threat to American workers. More than 1 in 2 Americans say jobs moving overseas, competition from other countries, and the government in Washington, D.C. are major threats to the country's workers (see Table 4).

Table 4: Major Threats to American Workers, December 2020, National Sample (ranking by major threat)

	December 2020 % Major Threat	N
The impact of the COVID-19 pandemic	76%	813
Corporate decision making moving jobs to other countries	66%	814
Competition and cheap labor from other countries	60%	814
The government in Washington, D.C.	55%	811
Technology, such as automation of jobs	35%	814
Illegal immigrants taking jobs from Americans	28%	812

Please indicate whether you think each of the following things are a major threat, a minor threat, or not a threat to American workers.

These opinions are nearly unchanged from opinions measured in 2018 (see Table 5). There is no statistically significant difference between Democrats and Republicans when asking about the government's threat to American workers in 2020.

Table 5: Threats to American Workers, Comparing 2020 and 2018, Trend Data, National Sample

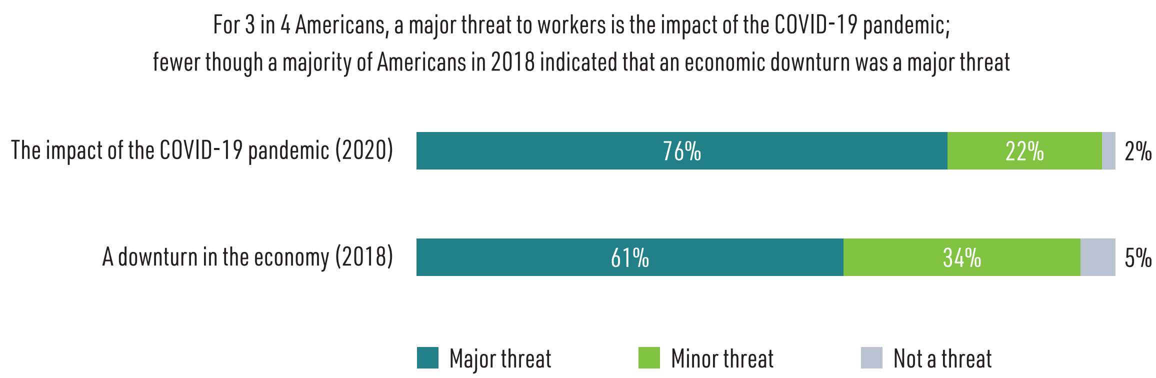
	December 2020	August 2018
Corporate decision making moving jobs to other countries		
Major threat	66%	64%
Minor threat	30%	30%
Not a threat	5%	6%
Total	101%	100%
Competition and cheap labor from other countries		
Major threat	60%	56%
Minor threat	34%	38%
Not a threat	6%	6%
Total	100%	100%
The government in Washington, D.C.		
Major threat	55%	50%
Minor threat	34%	35%
Not a threat	10%	15%
Total	99%	100%
Technology, such as automation of jobs		
Major threat	35%	43%
Minor threat	53%	46%
Not a threat	12%	11%
Total	100%	100%
Illegal immigrants taking jobs from Americans		
Major threat	28%	31%
Minor threat	37%	38%
Not a threat	35%	32%
Total	100%	101%

December 2020: N=See Table 4
August 2018: N=827

Please indicate whether you think each of the following things are a major threat, a minor threat, or not a threat to American workers.

In 2018, Americans were less likely to say they think a downturn in the economy is a major threat, compared to their opinions of the impact of the pandemic on workers in 2020 (see Figure 5).

Figure 5: Comparing Americans' Views of Major Threats to Workers, Trend Data, 2018 and 2020



December 2020: N=813
August 2018: N=827

Please indicate whether you think each of the following things are a major threat, a minor threat, or not a threat to American workers.

3. Opinions about the Future of the U.S. Economy

A slim majority of Americans surveyed at the end of 2020 are optimistic that overall economic conditions will improve in 2021 (46%), but about a third (30%) are concerned that conditions will deteriorate and the rest expect no change (24%).

As detailed in *Healing the Wounded Economy*, 8 in 10 Americans said the political parties working together in government to repair and strengthen the economy is important. **While most Democrats say they believe the economy will improve (73%), just one quarter of Republicans agree (24%) with half saying they think things will get worse (53%).**

When comparing the pre-election responses to the post-election responses, there is a meaningful increase apparent in Americans who say conditions will deteriorate, shown in Table 6, and more optimism that the future will be better, compared to years since 2010.

Table 6: Economic Conditions a Year from Now, Trend Data, National Sample

	December 2020 (Post-election)	November 2020 (Pre-election)	August 2018	August 2016	January 2013	August 2010
Better	46%	50%	29%	31%	32%	32%
Worse	30%	17%	35%	21%	32%	27%
Same as Now	24%	33%	36%	49%	36%	41%
Total	100%	100%	100%	101%	100%	100%*
N	813	805	827	808	1,078	818

* Includes 1% refused

A year from now, do you expect economic conditions in the country as a whole will be better, worse, or the same as now?

Most Americans after the election say that the U.S. economy is undergoing fundamental and lasting changes due to the pandemic, rather than a temporary downturn, parallel to opinions about the future in August 2010 (see Table 7). Six in 10 Democrats (63%) and 5 in 10 Republicans (49%) think the economy will undergo a profound transformation in the future) (see Table 8).

Table 7: U.S. Economy: Temporary Downturn or Fundamental/Lasting Changes?, Trend Data, National Sample

	December 2020 (Post-election)	November 2020 (Pre-election)	August 2010
A Temporary Downturn	43%	51%	43%
Fundamental/Lasting Changes	57%	49%	56%
Total	100%	100%	99%*
N	808	805	818

*1% refused the question

December 2020/November 2020: Just your best guess...is the COVID-19 pandemic causing the U.S. economy to experience a temporary downturn or fundamental and lasting changes?

August 2010: Do you think the recent problems in the economy indicate the U.S. economy is experiencing a temporary downturn or is it experiencing fundamental and lasting changes?

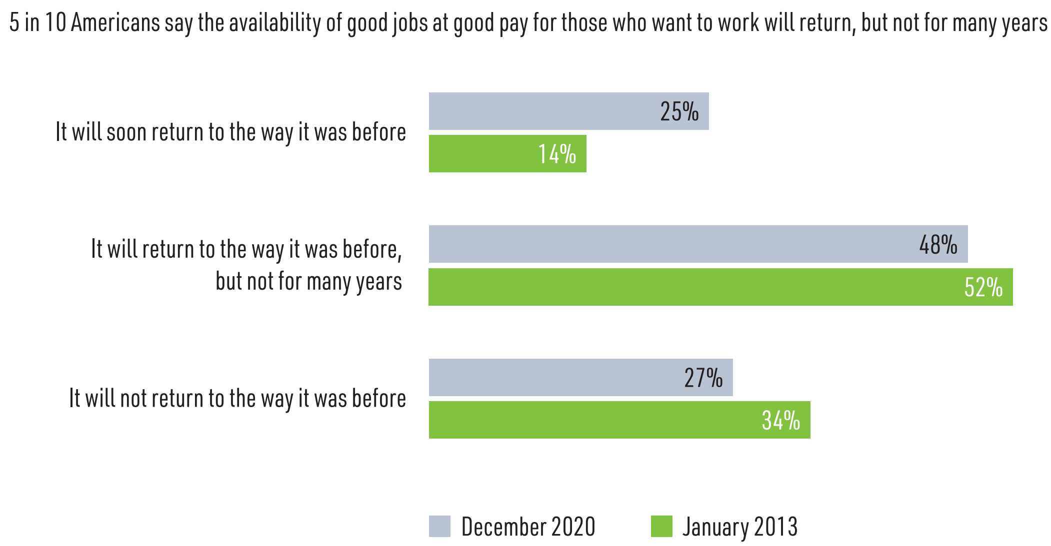
Table 8: U.S. Economy: Temporary Downturn or Fundamental/Lasting Changes?, December 2020, by Political Party

	Democrats	Republicans
A Temporary Downturn	37%	51%
Fundamental/Lasting Changes	63%	49%
Total	100%	100%
N	341	378

Just your best guess...is the COVID-19 pandemic causing the U.S. economy to experience a temporary downturn or fundamental and lasting changes?

When asked about the issues that Americans are concerned about — the unemployment rate, the job market, and job security — most are not optimistic that conditions will improve anytime soon. Five in 10 Americans say recovery will happen, but will likely take years, as Americans thought in January 2013. Two in 10 say better times will return sooner, rather than later on all measures (see Figures 6, 7, and 8).

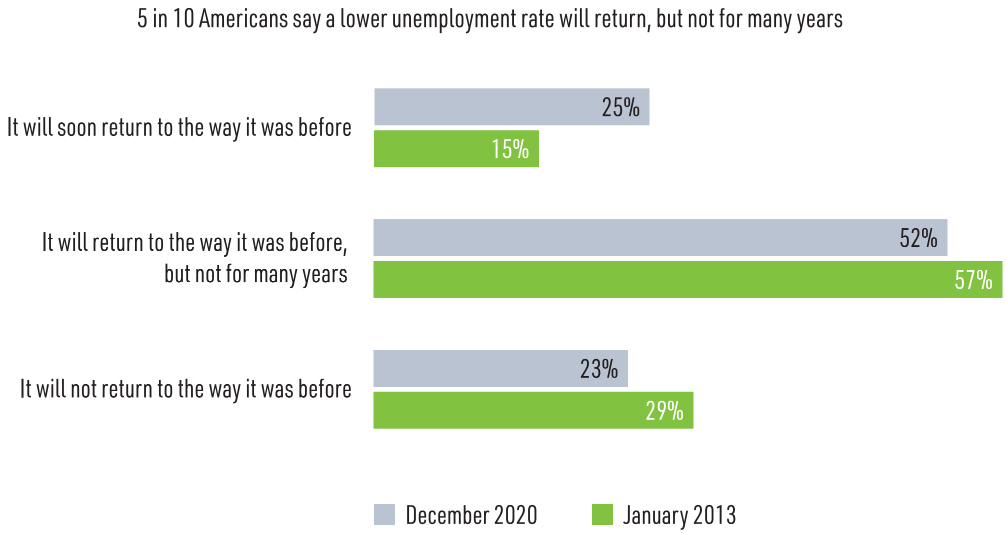
Figure 6: Availability of Good Jobs at Good Pay in the Future, Trend Data, National Sample



December 2020: N=812
January 2013: N=1,064

Will it soon return to the way it was before the pandemic; will it return to the way it was before the pandemic, but not for many years; OR will it not return to the way it was before the pandemic? (January 2013 did not specify "before the pandemic.")

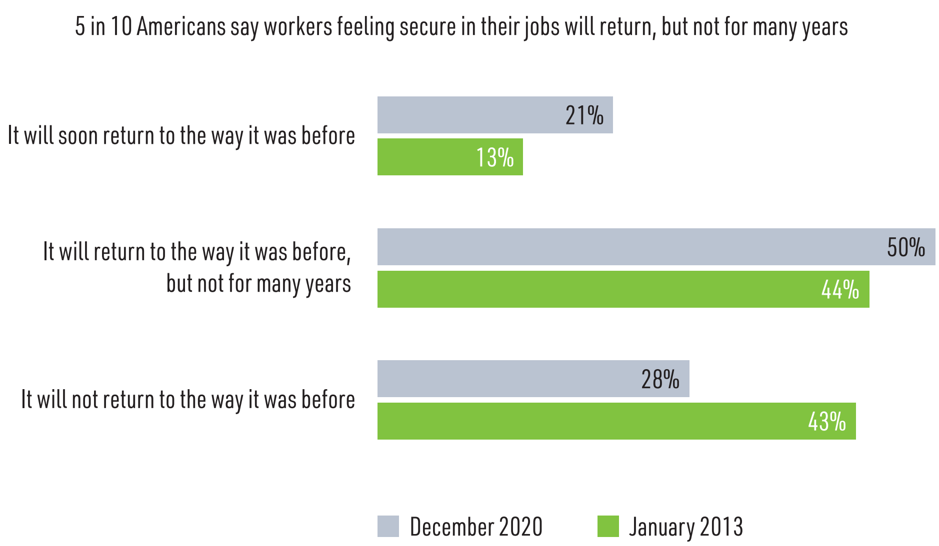
Figure 7: Lower Unemployment Rate in the Future, Trend Data, National Sample



December 2020: N=810
January 2013: N=1,064

Will it soon return to the way it was before the pandemic; will it return to the way it was before the pandemic, but not for many years; OR will it not return to the way it was before the pandemic? (January 2013 did not specify "before the pandemic.")

Figure 8: Workers Feeling Secure in their Jobs in the Future, Trend Data, National Sample



December 2020: N=812
January 2013: N=1,064

Will it soon return to the way it was before the pandemic; will it return to the way it was before the pandemic, but not for many years; OR will it not return to the way it was before the pandemic? (January 2013 did not specify "before the pandemic.")

Overall, Americans are split when asked if labor market opportunities will improve in the coming years, and these opinions are stable since last asked in 2018. As indicated in Table 9, less than half of Americans think jobs, careers, and employment will be better for the next generation compared to their own generation in both 2020 (39%) and 2018 (46%).

Table 9: Labor Market Opportunities will be Better for the Next Generation, Trend Data, National Sample

	December 2020	August 2018
Agree	39%	46%
Disagree	61%	52%
Neither	N/A	2%*
Total	100%	100%
N	810	827

*Answer category removed after first night of interviewing.

Overall, job, career, and employment opportunities will be better for the next generation than for my generation.

Appendix A: Methodological Statement

Twin Crises includes results from two surveys using fresh samples conducted before (pre-) and after (post-) the November 3, 2020 presidential election. The pre-election survey was fielded October 21 to November 1, 2020 online with a national probability sample of 810 U.S. residents age 18 or older. The post-election survey was fielded December 4 to 14, 2020 online with a national probability sample of 814 U.S. residents age 18 or older. Both studies have been weighted separately using sample weights and post-stratification weights on various demographic categories such as age, gender, race/ethnicity, census region, education, metropolitan status, and household income.

All surveys are subject to sampling error, which is the expected probable difference between interviewing everyone in a population versus a scientific sampling drawn from that population. The sampling error for the pre-election sample of 810 respondents is ±3.80 percentage points, at a 95% confidence interval (design effect is 1.2198). The sampling error for the post-election sample of 814 respondents is ±3.77 percentage points, at a 95% confidence interval (the design effect is 1.2029). Sampling error increases as the sample size decreases, so statements based on various population subgroups, such as separate figures reported by party identification, are subject to more error than are statements based on the total sample. Sampling error does not take into account other sources of variation inherent in public opinion studies, such as non-response, question wording, or contextual effects.

The survey was conducted in English using the Ipsos Public Affairs' web-enabled KnowledgePanel®, a probability-based panel designed to be representative of the U.S. population (all non-institutionalized adults age 18 or older who live in the United States). Initially, participants are chosen scientifically by a random selection of residential addresses. Persons in selected households are then invited by telephone or by mail to participate in the web-enabled KnowledgePanel®. For those who agree to participate but do not already have Internet access, Ipsos provides at no cost a laptop and Internet Service Provider connection. People who already have computers and Internet service are permitted to participate using their own equipment. Panelists then receive unique login information for accessing surveys online, and are sent e-mails inviting them to participate in research.

Appendix B: Sample Composition and Notes

In this report, percentages may not total to 100% due to rounding. Refusals are excluded as missing data. Reported sample sizes are unweighted to reflect the sample composition of each survey. Reported percentages are weighted. A sample composition table is presented below for both the post-election and pre-election surveys.

Post-Election

Field Dates: December 4 to 14, 2020	Unweighted Sample Size	Approximate Margin of Error
Total Sample	814	±3.77%
Democrats (including Leaners)	343	±5.80%
Republicans (including Leaners)	380	±5.51%

Sample Composition	Unweighted Sample Size	Unweighted Percent
Gender		
Male	404	50%
Female	410	50%
Total	814	100%
Age		
18 to 34	170	21%
35 to 44	116	14%
45 to 64	288	35%
65+	240	30%
Total	814	100%
Education		
Less than high school	46	6%
High school degree	207	25%
Some college	235	29%
Bachelor's degree or higher	326	40%
Total	814	100%
Race/Ethnicity		
White, non-Hispanic	575	71%
Black, non-Hispanic	70	9%
Other, non-Hispanic	42	5%
Two+ Races, non-Hispanic	27	3%
Hispanic	100	12%
Total	814	100%
Income		
Under $30,000	103	13%
$30,000 to $59,999	156	19%
$60,000 to $74,999	74	9%
$75,000 to $99,999	133	16%
$100,000 to $124,999	110	14%
$125,000+	238	29%
Total	814	100%
Party Identification		
Democrat, including Leaners	343	42%
Republican, including Leaners	380	47%
Independent	91	11%
Total	814	100%
Region		
Northeast	143	18%
Midwest	173	21%
South	282	35%
West	216	27%
Total	814	101%

Pre-Election

Field Dates: October 21 to November 1, 2020	Unweighted Sample Size	Approximate Margin of Error
Total sample	810	±3.80%
Democrats (including Leaners)	330	±5.96%
Republicans (including Leaners)	380	±5.56%

Sample Composition	Unweighted Sample Size	Unweighted Percent
Gender		
Male	405	50%
Female	405	50%
Total	810	100%
Age		
18 to 34	146	18%
35 to 44	119	15%
45 to 64	319	39%
65+	226	28%
Total	810	100%
Education		
Less than high school	54	7%
High school degree	216	27%
Some college	222	27%
Bachelor's degree or higher	318	39%
Total	810	100%
Race/Ethnicity		
White, non-Hispanic	585	72%
Black, non-Hispanic	63	8%
Other, non-Hispanic	34	4%
Two+ Races, non-Hispanic	28	4%
Hispanic	100	12%
Total	810	100%
Income		
Under $30,000	112	14%
$30,000 to $59,999	163	20%
$60,000 to $74,999	68	8%
$75,000 to $99,999	98	12%
$100,000 to $124,999	110	14%
$125,000+	259	32%
Total	810	100%
Party Identification		
Democrat, including Leaners	330	41%
Republican, including Leaners	380	47%
Independent	99	12%
Total	809*	100%
Region		
Northeast	137	17%
Midwest	183	23%
South	305	38%
West	185	23%
Total	810	101%

* One respondent refused to answer the party identification question set

Appendix C: Work Trends Trend Data Information

August 2018 – *A Glass Half Full or Half Empty? Americans Agree the Economy is Strong, but Worry about the Future*
Conducted online by GfK
August 8 to 19, 2018
Sample: U.S. national adults, including an oversample of the unemployed and looking for work
N=827

August 2016 – *Turning Points: Americans' Growing Confidence in the Job Market, Perspectives on the Presidential Election, and Assessments of Foreign and Immigrant Workers*
Conducted online by GfK
August 3 to 11, 2016
Sample: U.S. national adults, including an oversample of the unemployed and looking for work
N=822

January 2013 – *Diminished Lives and Futures: A Portrait of America in the Great-Recession Era*
Conducted online by GfK
January 9 to 16, 2013
Sample: U.S. national adults, including an oversample of the employed and unemployed and looking for work
N=1,090

August 2010 – *American Workers Assess an Economic Disaster*
Conducted online by Knowledge Networks
July 20 to August 5, 2010
Sample: U.S. national adults, including an oversample of the unemployed and looking for work
N=818

Appendix D: Additional Survey Data

Table D-1: Survey Respondents who Indicated they are Very Concerned about Various Economic Issues, Post-election and Pre-election

Economic Issue	December 2020 (Post-election) % that Answered Very Concerned	November 2020 (Pre-election) % that Answered Very Concerned
Impact of COVID-19 on the economy	59%	54%
Job market for those looking	43%	37%
Current unemployment rate	41%	38%
Job security for those currently working	29%	26%
Impact of technology on jobs	20%	20%

Thinking about various economic issues...how concerned are you about...

Background

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

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

Twin Crises continues to advance the goals of the Work Trends series to give American workers a voice in the national economic policy debates, and thereby provides policymakers and employers with reliable insights into how workers across the nation are judging and acting upon the realities of work and the workplace.

The authors of this report were Carl Van Horn, Ph.D. and Jessica Starace, MPP. Sean Simone, Ph.D. was instrumental in developing the survey design and analyzing the survey data. Kristine Joy Bacani, Brittney Donovan, and Nathan Satish assisted with the data analysis. InBum Chung was the graphic designer. Robb C. Sewell edited the report.