



## Job Reskilling and Upskilling Among the 50+: Annotated Questionnaire

**STUDY POPULATION:** Adults ages 50 and older

**FIELD DATES:** Wave 1: January 20-24, 2022; February 24-March 1, 2022  
Wave 2: September 15-19, 2022; October 14-18, 2022  
Wave 3: June 15-19, 2023; July 20-24, 2023

**DATA COLLECTION VENDOR:** NORC – Foresight 50+ Omnibus

**TOTAL SAMPLE SIZE:** Wave 1: n= 2,163; Wave 2: n=1,174; Wave 3: n=2,249

**MARGIN OF ERROR:** Wave 1: January 2022 ( $\pm 4.33$ ); February/March 2022 ( $\pm 4.05$ )  
Wave 2: September 2022 ( $\pm 4.09$ ); October 2022 ( $\pm 3.90$ )  
Wave 3: June 2023 ( $\pm 3.17$ ); July 2023 ( $\pm 4.30$ )

**NOTES:**

- Data are weighted by gender, age, education, race/ethnicity, region, and AARP membership to reflect the U.S. population of adults ages 50 and over
- Percentages may not add up to 100% due to rounding
- Default base is n=2,163 for Wave 1, n=1,174 for Wave 2, and n=2,249 for Wave 3 unless otherwise stated
- Cell values of “-” mean 0%

**RESEARCH STUDY PAGE:** <https://www.aarp.org/research/topics/economics/info-2022/reskilling-workforce-trends-older-adults.html>

## Main

**(Note: Lowercase letters indicate significant differences between Wave1, Wave2, and Wave3 at 95% CI.)**

SKILL1. How interested would you be in receiving additional job or skill training of any kind if it were available to you for free?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	2163	1174	2249
Very interested	16	18 <sup>a</sup>	18
Somewhat interested	26	25	28
Not too interested	21	22	22
Not at all interested	37 <sup>bc</sup>	34	33

SKILL2. How willing would you be to learn new skills if requested by your current employer or a potential employer?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	2163	1174	2249
Very willing	28	31	31
Somewhat willing	29	31	29
Not too willing	9	10	11
Not at all willing	31 <sup>bc</sup>	26	26

**SKILL3.** In the past two years, have you participated in any of the following job-related skills training or education programs? This training could be offered through your job, a school, or some other type of training that you took on your own.

	<b>Wave 1 (%) (a)</b>	<b>Wave 2 (%) (b)</b>	<b>Wave 3 (%) (c)</b>
<i>Unweighted n</i>	2163	1174	2249
Computer or other technology training	12	11	14 <sup>b</sup>
Foreign language	2	2	3
License or certification continuing education (CEUs)	10	10	10
Basic skills related to math, reading, or writing	1	2	1
Specific professional skills like project management, leadership or management skills	7	6	7
Machine operation or tools handling	3	3 <sup>c</sup>	2
Occupational safety training	8	11 <sup>a</sup>	9
Written or spoken communication skills, such as presentation or speech or reporting training	3	5	4
Customer service skills training	5	6	6
Industry-specific skills or certifications (such as becoming a realtor, insurance-industry, payroll management, truck driving, or Certified Nurse Aid (CAN)) training	4	4	5 <sup>b</sup>
Other: specify	4	3	3
Did not participate in any job-related training or education in the past 2 years	66	65	64

[SHOW IF ANY OF SKILL3\_1 TO SKILL3\_11 = 1]

**SKILL4.** For each training that you have taken in the past two years, please indicate if the training was offered by:

a. Computer or other technology training

	<b>Wave 1 (%) (a)</b>	<b>Wave 2 (%) (b)</b>	<b>Wave 3 (%) (c)</b>
<i>Unweighted n</i>	280	137	350
Staff from your employer	34	49 <sup>a</sup>	42 <sup>a</sup>
An outside company through your employer	17	16	18
A community college	3	1	4 <sup>b</sup>
A 4-year college or university	2	2	2
A trade school	1	-	-
An online training platform (like LinkedIn Learning, Coursera, or similar site)	25	18	22
Some other organization or industry group, not through your employer	18 <sup>bc</sup>	9	10

b. Foreign language

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
Staff from your employer			
An outside company through your employer			
A community college			
A 4-year college or university			
A trade school			
An online training platform (like LinkedIn Learning, Coursera, or similar site)			
Some other organization or industry group, not through your employer			

c. License or certification continuing education (CEUs)

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	249	111	248
Staff from your employer	14	20	22 <sup>a</sup>
An outside company through your employer	16	11	18
A community college	2	1	1
A 4-year college or university	6	-	2
A trade school	2	1	1
An online training platform (like LinkedIn Learning, Coursera, or similar site)	27 <sup>b</sup>	18	26
Some other organization or industry group, not through your employer	32	49 <sup>ac</sup>	30

d. Basic skills related to math, reading, or writing

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
Staff from your employer			
An outside company through your employer			
A community college			
A 4-year college or university			
A trade school			
An online training platform (like LinkedIn Learning, Coursera, or similar site)			
Some other organization or industry group, not through your employer			

e. Specific professional skills like project management, leadership or management skills

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	142	<i>Insufficient base</i>	163
Staff from your employer	29		38
An outside company through your employer	34 <sup>b</sup>		25
A community college	1		4
A 4-year college or university	4		4
A trade school	-		2
An online training platform (like LinkedIn Learning, Coursera, or similar site)	16		16
Some other organization or industry group, not through your employer	15		11

f. Machine operation or tools handling

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
Staff from your employer			
An outside company through your employer			
A community college			
A 4-year college or university			
A trade school			
An online training platform (like LinkedIn Learning, Coursera, or similar site)			
Some other organization or industry group, not through your employer			

g. Occupational safety training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	195	124	200
Staff from your employer	54 <sup>b</sup>	41	58 <sup>b</sup>
An outside company through your employer	22	28 <sup>c</sup>	15
A community college	1	1	3
A 4-year college or university	-	-	2
A trade school	-	2	1
An online training platform (like LinkedIn Learning, Coursera, or similar site)	15	20	12
Some other organization or industry group, not through your employer	6	4	6

h. Written or spoken communication skills, such as presentation or speech or reporting training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
Staff from your employer			
An outside company through your employer			
A community college			
A 4-year college or university			
A trade school			
An online training platform (like LinkedIn Learning, Coursera, or similar site)			
Some other organization or industry group, not through your employer			

i. Customer service skills training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	120	<i>Insufficient base</i>	133
Staff from your employer	55		61
An outside company through your employer	17		12
A community college	2		4
A 4-year college or university	4		2
A trade school	1		*
An online training platform (like LinkedIn Learning, Coursera, or similar site)	18 <sup>b</sup>		10
Some other organization or industry group, not through your employer	2		5

j. Industry-specific skills or certifications (such as becoming a Realtor, insurance-industry, payroll management, truck driving, or Certified Nurse Aid (CNA)) training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	123
Staff from your employer			29
An outside company through your employer			22
A community college			4
A 4-year college or university			1
A trade school			2
An online training platform (like LinkedIn Learning, Coursera, or similar site)			18
Some other organization or industry group, not through your employer			22

k. Other

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
Staff from your employer			
An outside company through your employer			
A community college			
A 4-year college or university			
A trade school			
An online training platform (like LinkedIn Learning, Coursera, or similar site)			
Some other organization or industry group, not through your employer			

[SHOW IF ANY OF SKILL3\_1 TO SKILL3\_11 = 1]

SKILL5. For each training that you have taken in the past two years, please indicate how each training was offered.

a. Computer or other technology training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	280	137	350
In-person	22	23	23
Online/virtual	58	62	60
Mix of both in-person and online	18	12	16

b. Foreign language

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
In-person			
Online/virtual			
Mix of both in-person and online			

c. License or certification continuing education (CEUs)

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	249	111	248
In-person	12	18	21 <sup>a</sup>
Online/virtual	69 <sup>c</sup>	64	57
Mix of both in-person and online	19	18	21

d. Basic skills related to math, reading, or writing

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
In-person			
Online/virtual			
Mix of both in-person and online			

e. Specific professional skills like project management, leadership or management skills

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	142	<i>Insufficient base</i>	163
In-person	16		27 <sup>a</sup>
Online/virtual	59		55
Mix of both in-person and online	24		16

f. Machine operation or tools handling

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
In-person			
Online/virtual			
Mix of both in-person and online			

g. Occupational safety training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	195	124	200
In-person	33	41	43 <sup>a</sup>
Online/virtual	48	43	49
Mix of both in-person and online	19 <sup>c</sup>	13 <sup>c</sup>	5

h. Written or spoken communication skills, such as presentation or speech or reporting training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
In-person			
Online/virtual			
Mix of both in-person and online			



i. Customer service skills training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	120	<i>Insufficient base</i>	133
In-person	24		34
Online/virtual	51		50
Mix of both in-person and online	23		14

j. Industry-specific skills or certifications (such as becoming a Realtor, insurance-industry, payroll management, truck driving, or Certified Nurse Aid (CNA)) training

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	123
In-person			28 <sup>a</sup>
Online/virtual			55
Mix of both in-person and online			15 <sup>b</sup>

k. Other

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	<i>Insufficient base</i>	<i>Insufficient base</i>	<i>Insufficient base</i>
In-person			
Online/virtual			
Mix of both in-person and online			

[SHOW IF ANY OF SKILL5A-SKILL5K=2,3]

SKILL6. You indicated that you've taken at least one job-related skills training or education at least partially online. Would you have preferred that the class be fully in-person?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	582	298	603
Yes	32 <sup>c</sup>	30 <sup>c</sup>	23
No	68	70	77 <sup>ab</sup>

SKILL7. How interested are you in participating in any of the following types of training within the next year?

Percentage Saying Very/Somewhat Interested	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	2163	1174	2249
Computer or other technology training	47	48	48
Foreign language	32	36 <sup>a</sup>	34
Specific professional skills like project management, leadership or management skills	24	28 <sup>a</sup>	25
License or certification continuing education (CEUs)	24	25	26
Written or spoken communication skills, such as presentation or speech or reporting training	19	22 <sup>a</sup>	21
Industry-specific skills or certifications (such as becoming a Realtor, insurance-industry, payroll management, truck driving, or Certified Nurse Aid (CNA)) training	18	21 <sup>a</sup>	20
Customer service skills training	18	21 <sup>a</sup>	21 <sup>a</sup>
Occupational safety training	17	21 <sup>a</sup>	21 <sup>a</sup>
Basic skills related to math, reading, or writing	16	17	15
Machine operation or tools handling	15	15	15
Other	7 <sup>bc</sup>	3	4

[SHOW IF ((SKILL1 = 1 OR 2) OR (SKILL2=1 OR 2) OR (ANY OF SKILL3\_1 TO SKILL3\_11 = 1) OR (ANY OF SKILL7A TO SKILL7K = 1 OR 2))]

SKILL8. What would you say is your primary reason for taking trainings?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	1666	931	1806
Required by employer	11	11	11
Required for my certifications or licenses	10	10	8
Needed skills/training for a NEW job	3	4	4 <sup>a</sup>
Needed skills/training for my CURRENT job	6	6	8
Interest in learning a new skill	34	36	34
To increase my pay	8	11 <sup>a</sup>	9
Degree related/Furthering education	2	2	3
To remain competitive in the workforce	12	12	11
Other: specify	10 <sup>b</sup>	7	9 <sup>b</sup>