

June 10, 2020

## Disparities in Disruption: COVID-19's Disproportionate Impact on Work and Education for People of Color

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### Key Findings

#### Work Impact from COVID-19

**Black Americans and Latinos are more likely than white Americans to have been laid off, to be worried about losing their jobs, or to have started new jobs.** These communities are experiencing greater volatility in their employment.

#### Education Disruption from COVID-19

**Black Americans and Latinos are more likely than white Americans to have changed or canceled their education plans.** These individuals are the most likely to have delayed enrolling or reduced their coursework.

#### Future Education Plans

**Black Americans and Latinos are more likely than white Americans to enroll in education and training programs in the coming months across learning providers.** Compared to white Americans, a larger share of black Americans and Latinos plan to enroll in online programs, work-based learning programs, community colleges, and four-year colleges and universities.

#### Valued Sources of Advice

**Compared to other racial and ethnic groups, black Americans rank advice about education and training from colleges and universities as less valuable than advice from other sources.** While Latinos and white Americans rank colleges and universities as the most or second-most valuable source of advice about education and training, black Americans rank them fourth, behind internet search.

June 24, 2020

## COVID19 Work and Education Survey - Reskilling and Changing Careers in the Midst of COVID-19

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### Key Findings

1. **One out of three workers say they would change their field of work if they lost their job.** Interest in changing fields is especially high for workers with a bachelor's degree or higher (39%) but also robust for workers with a high school degree or less (33%).
2. **Workers interested in changing job fields say they are most likely to transition into information technology, finance, or business fields such as human resources, consulting, and communication.** Among workers interested in changing fields, 18 percent say they are interested in a career in business; 14 percent want to work in information technology; and 9 percent want to work in finance.
3. **Workers' motivations for wanting to change fields are split evenly between those wanting to earn more money or climb a career ladder and nonfinancial motivations such as more autonomy, better fit, or more meaningful work.** Half of workers looking to change fields said earning more money (34%), having a more stable paycheck (8%), or having more opportunities to advance (9%) were their primary motivations, while 30 percent of these workers wanted a better fit or more purposeful work and 18 percent wanted more control over their work lives.
4. **While many workers who are looking to make a career transition need to reskill, less than half of Americans say they have access to the education and training they want.** Americans with a bachelor's degree are more likely to say they have access to the education and training they want (55%), compared to those with a high school education or less (38%).
5. **Americans strongly prefer nondegree programs, skills training, and online learning over the alternatives.** Sixty-two percent prefer nondegree and skills training options over degree programs. Forty-six percent prefer online learning programs, compared to 30 percent who prefer in-person programs and 23 percent who prefer employer-based programs.