AI AND LABOR SURVEY:

AI Impact on Workers in Washington's Largest Employment Sectors

2026

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EXECUTIVE SUMMARY

Artificial intelligence (AI) in the workplace is a transformative force with the potential to enhance worker productivity. However, workers in Washington state report that AI is negatively impacting them and not living up to the promise of increased efficiency and reduced workloads. Workers have concerns about job displacement, limited time for AI skills training, and disproportionate impacts across worker populations. They are concerned about the lack of AI governance and are asking government to regulate AI in the workplace. This report shares findings from a survey deployed in January of 2026 of 582 adult workers in Washington.

Scope of Work and Purpose

While AI is rapidly proliferating, there is a gap in data describing how workers in Washington use AI, their sentiment towards the technology, training opportunities available to workers, and the impact of AI on their work. This research aims to fill this gap for the current moment in time, with the understanding that AI's impact on labor will continue to evolve.

The goal of this survey, conducted by Halibut Flats Research and Development in partnership with the Washington State Attorney General's Office, is to understand worker perspectives and sentiment on AI in the workplace and provide data-driven insights to inform policy recommendations. Employer sentiment and views about AI in the workplace were not collected. Future research is recommended to address this data gap.

Methodology

An online survey was distributed to Washington state workers between December 2025 and January 2026 via targeted marketing through social media and email to achieve representative sampling across key areas and industries.

The survey sorted respondents into those currently employed, those seeking jobs, and students. Respondents were asked to identify their industry with preselected choices representing Washington's top employment segments (Technology/Software, Healthcare, Natural Resources and Mining, Manufacturing, Financial Activities, Education, Leisure and Hospitality, Construction, Professional and Business Services, Government, Trade, Transportation, and Utilities Information). The survey contained approximately 45 questions, question count varied by participant type (employed, unemployed, and student). Five hundred eighty-two adult Washington workers completed the survey.

Where representation was not achieved, responses were weighted, adjusting how much each person's response counts so the sample better reflects the real population. Students were 4% of all survey responses, which were not significant enough to draw conclusions for the student subgroup, but can provide marginal directional trends.

KEY FINDINGS

General Landscape of AI Use in the Workplace

- **Washington state workers are pessimistic about AI use in their jobs.** Eighty percent of Washington participants had negative feelings towards AI. Sixty-eight percent believed AI was negatively impacting their industry.

- **Workers are being encouraged to use AI.** Fifty-six percent of workers were "very" or "somewhat" encouraged to use AI at work.

Job Security, Career Shifts, and Job Displacement

- **Workers familiar with AI are the most insecure in their jobs.** Sixty-five percent of workers who described themselves as "very familiar" with AI felt the most insecure in their industry.

- **Workers report job displacement.** Fifty-five percent of job seekers said that AI was a factor in their job loss and 13 percent reported that AI was the primary cause. Seventy-five percent of all workers reported workplace changes due to AI. Most of the job losses were in the technology sector (67%), but other sectors, including finance and professional services, report being impacted.

AI-Related Skills Training

- **Most workers who wanted to learn AI were upskilling independently and with employer support.** Survey data revealed that 83 percent were self-teaching AI skills on their own time and 69 percent of workers received employer support, most commonly through access to tools and guidance.

- **Workers are encountering barriers to learning AI skills.** Fifty-two percent of workers said that they lacked time to train. Twenty-one percent said that they did not know where to start learning. Others said that AI was too complex, too expensive, or that there was no clear benefit to learning AI for their role.

Requests for AI Governance in the Workplace

- **Workers, regardless of employment status, were deeply concerned about the lack of regulation of AI in the workplace.** In open-ended responses, almost 40 percent of workers called for governance around AI in the workplace, making it the most common unsolicited theme in the survey. Workers were more concerned about the lack of AI governance rather than AI itself.

- **Washington workers are asking Washington state for more rules around AI in the workplace.** Workers called for governance around these specific areas of policy: transparency of AI use on the job, intellectual property (IP) protection, training support, accountability for AI in hiring decisions, opt-in consent to use AI, and worker safety and protection.

Impact Across Worker Populations

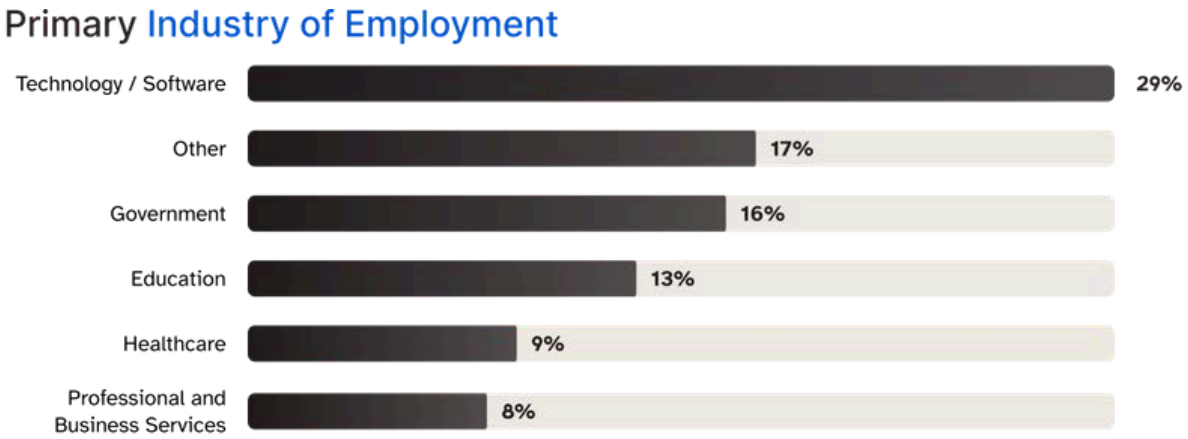
- **Different genders report adopting AI differently.** Men reported being very familiar with AI at nearly twice the rate of women (60% versus 37%). Thirty-two percent of women, compared to 18 percent of men, did not know where to start learning about AI.

- **Early career roles and the career pipeline are being impacted by AI.** Sixty-two percent of employed workers expressed concern about disappearing early-career roles, citing AI as the rationale. Almost 10 percent of all respondents across all job types expressed concerns about the impact of AI on early career roles. Early career workers expressed job insecurity.

- **Lower-income workers have the most risk of job displacement, with the least support.** Ninety-one percent of workers earning under $50,000 annually expressed negative sentiment towards AI, the highest of any income group. Fifteen percent of survey respondents earned under $50,000. Lower wage workers impacted by AI were in the creative industry, hospitality, writers, and performers. These workers were more likely to be self-employed, work multiple jobs, and had no employer support for upskilling.

SURVEY RESPONDENT CHARACTERISTICS

To frame the survey insights, Figure 1 describes which labor industries responded to the survey, largely Technology, Government, Education, Healthcare, and Professional Services, and Other sectors. Respondents who selected "Other" most commonly reported working in Arts, Media and Entertainment, Nonprofit/Social Services, and Retail.



Note: Only 1-2% of respondents reported working in the following industries, which are among Washington's top employers: Natural Resources and Mining, Manufacturing, Financial Activities, Leisure and Hospitality, Construction, Trade, Transportation, and Utilities. These sectors are not included in the chart above because of the low response rate.

Figure 1. Responses by sectors (defined by the Employment Security Department).

Figure 2 illustrates survey respondents' type of employment (full-time, part-time, unemployed, and student). Most respondents work full-time.

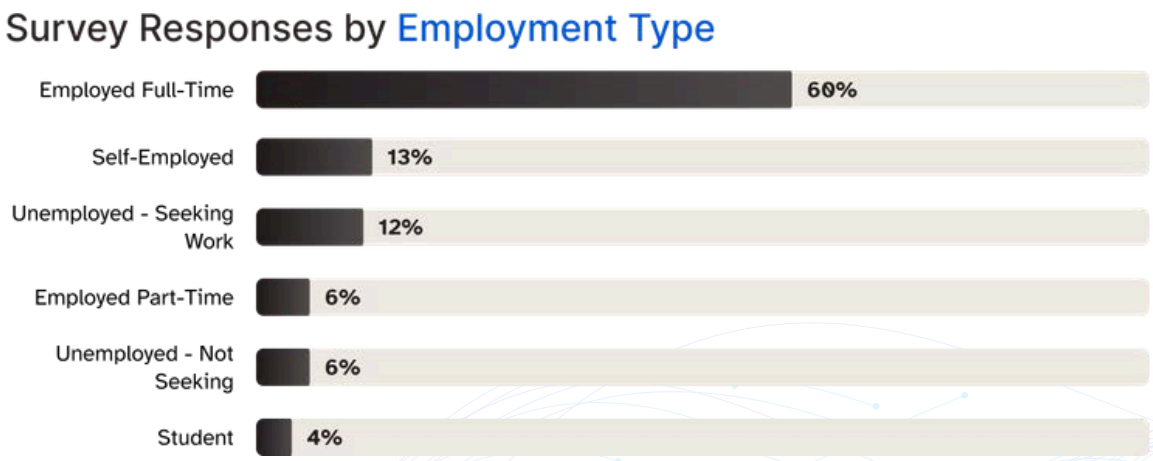


Figure 2. Breakdown of respondents by employment type.

SURVEY DEMOGRAPHICS

Location, Gender, Age, and Household Income are illustrated below in Figure 3a and Figure 3b. Respondents were primarily from the Puget Sound area, with more females than males responding to the survey. Most were between 35-54 years old, and 58% earned $99,000 or more.

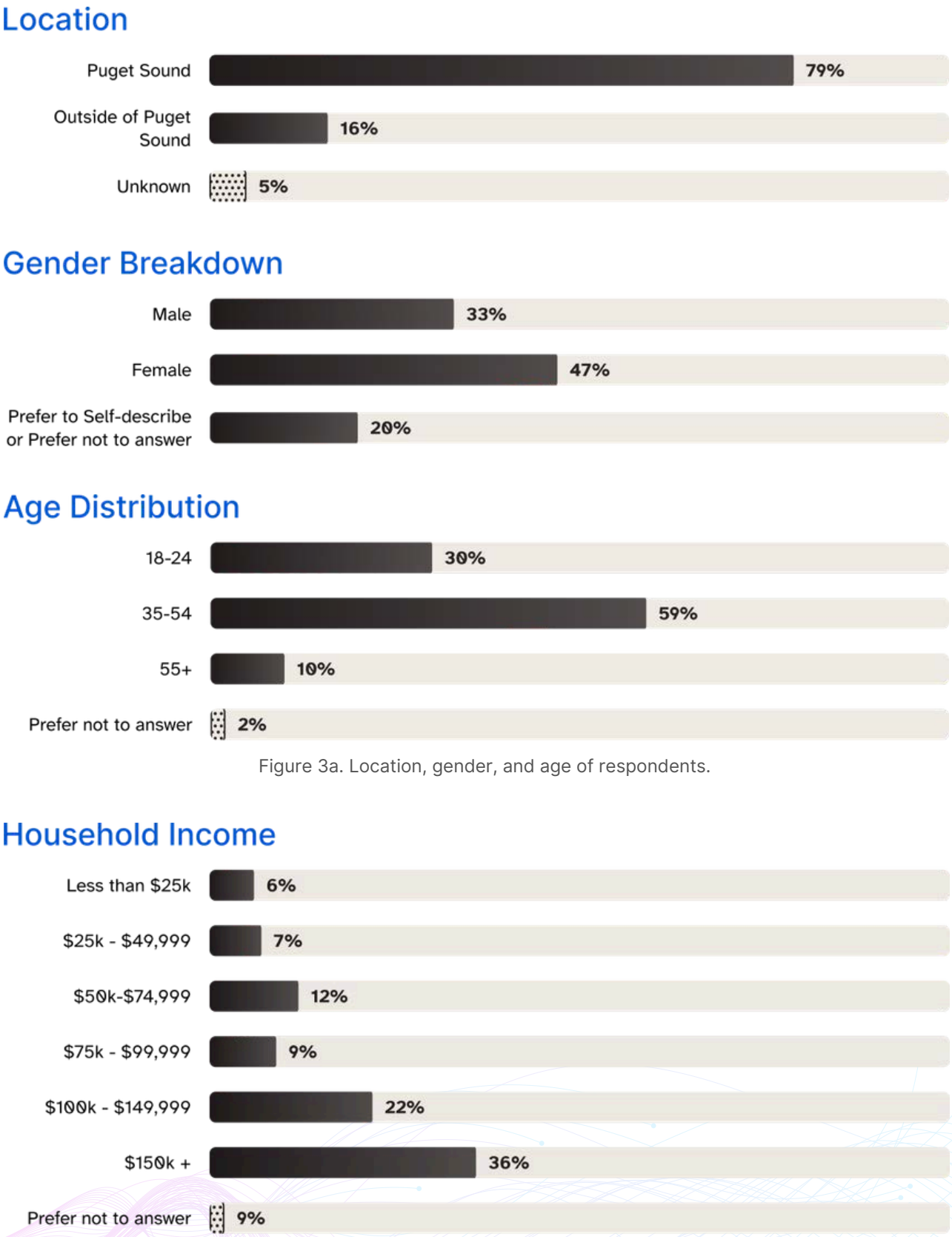


Figure 3a. Location, gender, and age of respondents.

Figure 3b. Income of respondents.

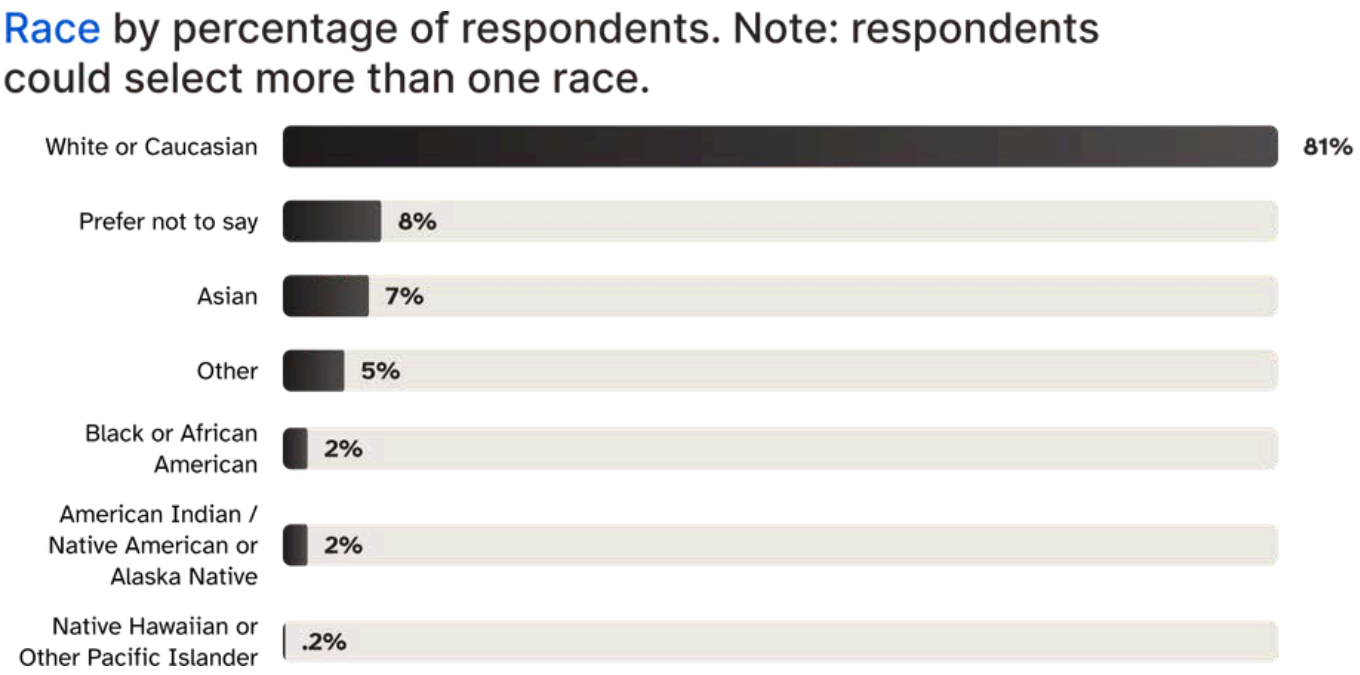
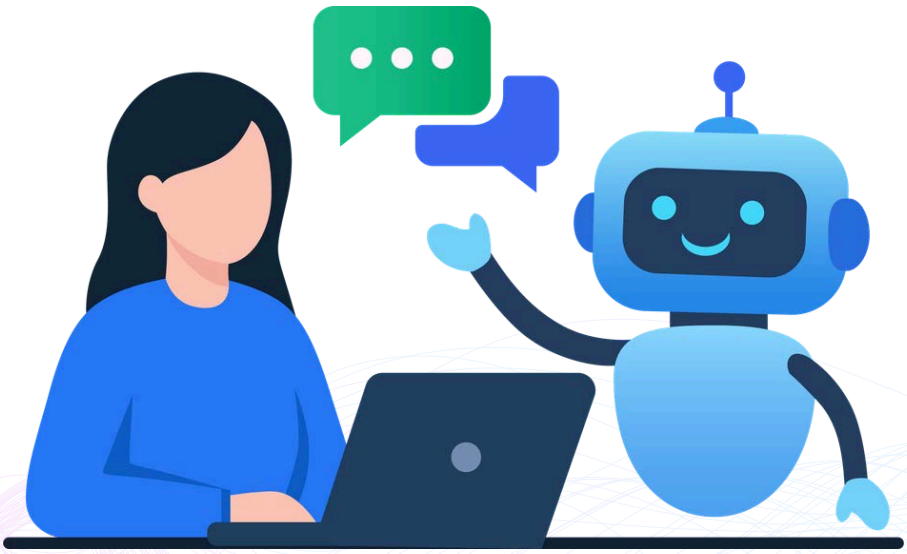


Figure 4. Race as reported by respondents.

Survey note and limitation - Responses to the survey were racially homogeneous. Eighty-one percent were White/Caucasian. The survey underrepresents communities of color, who are more likely to be employed in sectors with high AI exposure, such as Office and Administrative Support occupations, Healthcare, and Social Assistance.[1] The underrepresentation likely reflects recruitment method, time constraints, and mode of access.

The survey was fielded by social media push, email distribution, newsletter publication, and geographical targeting. Phone, paper, or in-person options were not offered. The reliance on digital access and social media outreach, combined with the absence of offline options, likely limited participation by workers with less flexible schedules or limited access. This matters because racial distribution varies across Washington and survey modality. The way the survey was conducted and accessed is likely one of the largest drivers of the underrepresentation of communities of color shown in Figure 4.

Future research could include a more hands-on outreach strategy to workers of color by supplementing survey findings with qualitative interviews or focus groups. This mixed-mode approach could challenge or inform new insights into the current survey response.



[1]Kneebone, E., & Holmes, N. (2025, November). *On-the-job exposure to AI among lower-income workers*. Federal Reserve Bank of San Francisco Community Development Research Brief 2025-03. https://doi.org/10.24148/cdrb2025-03

GENERAL SURVEY FINDINGS

Section 1: Landscape of Current AI Use in the Workplace

A key goal of the survey was to understand workers' awareness of AI, if AI was being used in their role, and users' sentiment about the use of AI.

1.1. AI use by sector - The figure below (Figure 5a) shows Washington state workers' familiarity with AI by sector. Only sectors with greater than 15 responses are shown in Figure 5b.

- 89% of workers across sectors report being *very familiar* or *somewhat familiar* with AI technologies.
- Workers employed in the technology sector reported the greatest familiarity (75% of workers were *very familiar*).
- Approximately half of the respondents in the Healthcare and Education sectors reported being *somewhat familiar* with AI technologies.

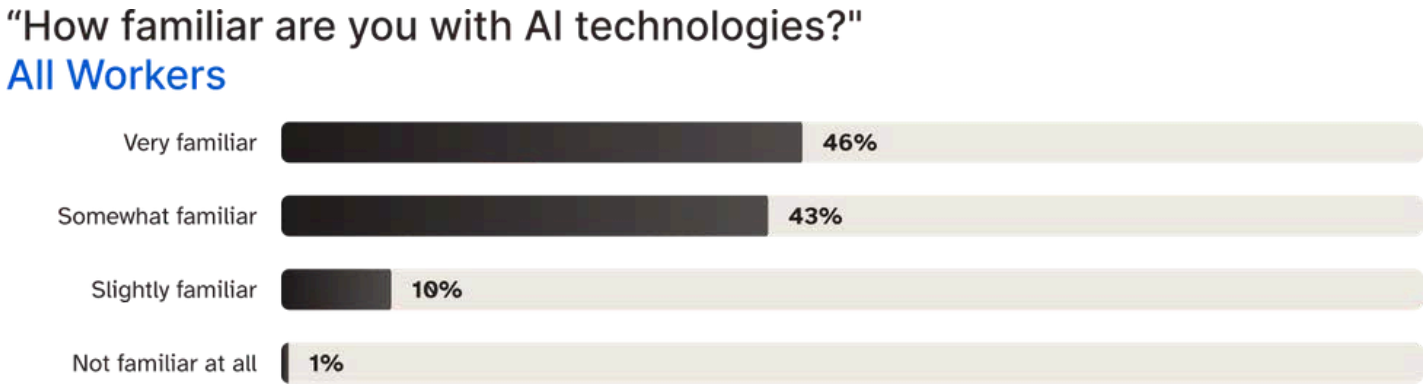


Figure 5a. Worker familiarity with AI.

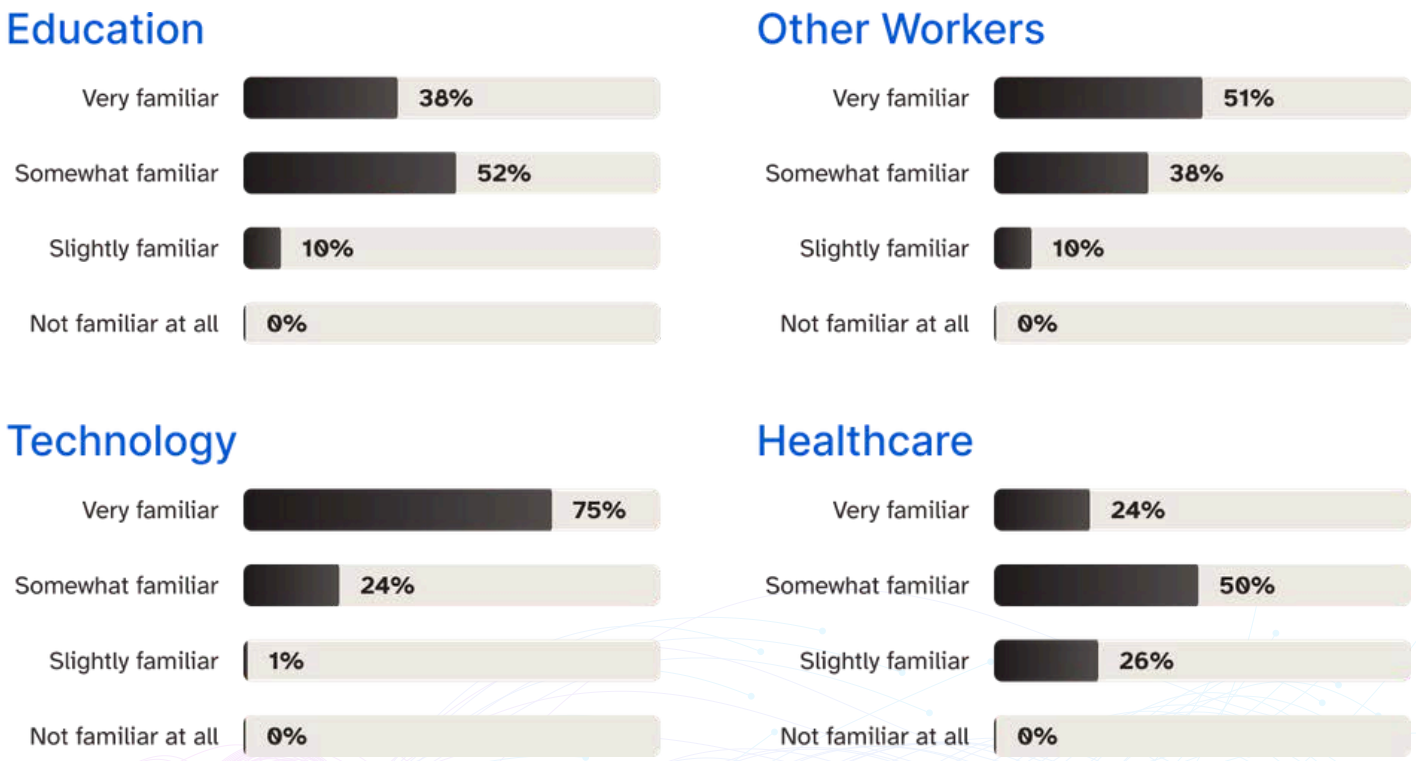


Figure 5b. Familiarity with AI by labor sector.

1.2. Mixed use of AI in workplace and role - Survey respondents were mixed in terms of AI use. More than half reported limited or no use of AI in their work. In contrast, 13% of workers reported using AI extensively in their job (Figure 6). A small percentage (8%) of workers were unsure if AI was present in backend systems without their awareness.

Figure 6. Frequency of AI use in the workplace and role.

National data collected by Gallup in December 2025 is similar to Washington state with about 10% of American workers using AI extensively or daily. This data also shows an increase of about 10% in overall AI use in the workplace from the first half of 2025 to the third quarter.[2]

Our survey did not distinguish what specific activities workers were doing in their daily jobs with AI (coding, information retrieval, drafting communications, etc.), nor did the survey ask more details about frequency of use (daily, weekly, monthly). To paint a more accurate picture of how workers are actively using AI (or not), this data should be included in future research.

1.3. Workers are encouraged to use AI at work - In the survey, workers were asked if AI was being encouraged or discouraged within the workplace. More than half of respondents (56%) were encouraged to use AI in the workplace. In open-ended responses, about 5% of all respondents mentioned that they felt coerced or forced to use AI.

> "Reduction in workforce, less intern hiring, less entry level positions, drives [us] to adopt AI's usage under threat of employment and promotions." - **Technology, employed**

In the largest represented sector, technology, 64% of respondents were very encouraged to use AI. Sixty percent of financial workers were also very encouraged. In contrast, 29% of government workers were discouraged from using AI.

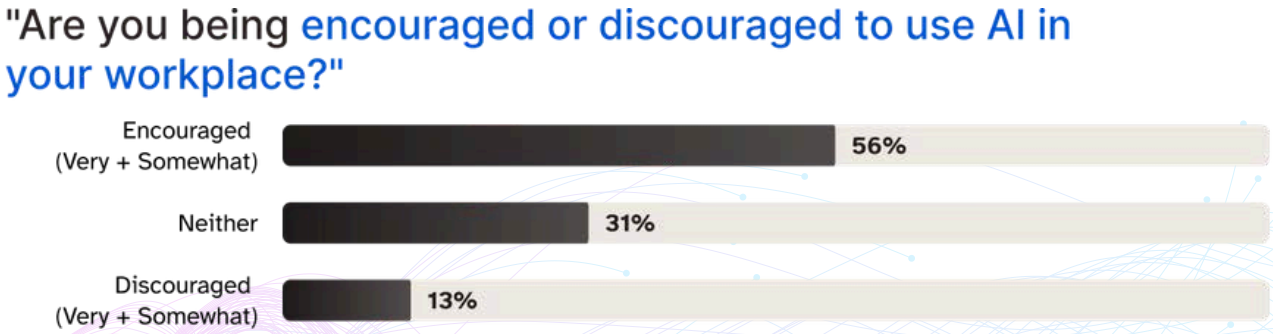
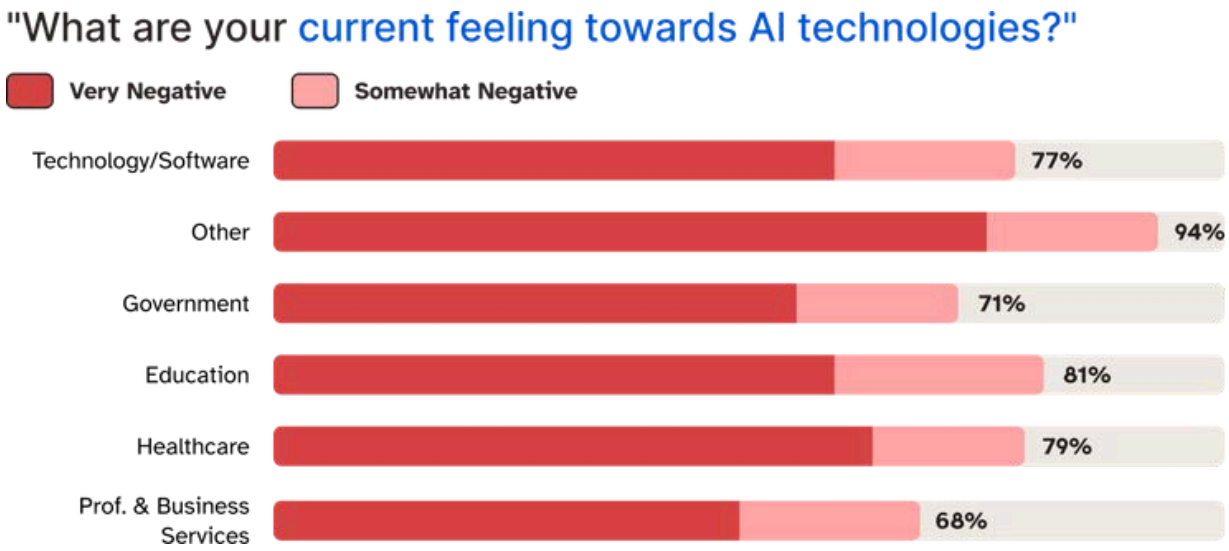


Figure 7. Worker sentiment as to whether they are encouraged to use AI or not in their role.

1.4. Eighty percent of all survey respondents had negative sentiment about AI use in their jobs - Figure 8 illustrates worker negative sentiment by sector. Fourteen percent of respondents said they were required to use company-provided tools for meeting recordings and summaries which depersonalized experiences. In open-ended responses, some respondents shared that they felt that AI was being forced upon them, they felt pressured to use AI, and believed that they were being surveilled by employers to ensure compliance with AI tool usage.

> "Our IT department has been largely replaced with AI agents that are incapable of providing more than the most basic support of referencing internal documents. My department director encourages everyone to use [*AI tool]* or [*AI tool]* to write code, ***which has lowered our productivity as AI code requires extremely thorough review due to its inaccuracies.*** Our annual review process now suggests using [*AI tool]* to assist in writing self and peer evaluations. This garbage is saturating my industry in unhelpful ways, and the continued lack of regulation creates constant risk of IP theft." **- Technology, employed**



Note: The answer responses available for this question also included neither positive nor negative, very positive, somewhat positive. The chart above highlights the responses of very negative and somewhat negative.

Figure 8. Worker negative AI sentiment by sector (high responses).

Many survey respondents expressed frustration that they had to spend extra time fixing inaccuracies created by AI tools. Forty-two percent of all workers (246 out of 582) mentioned that they were fixing AI hallucinations and errors, cleaning up miscommunications, or verifying output of AI.

> "The accuracy of output from LLMs is atrocious. I have a mandated number of hours I have to use them each week and easily spend twice that each week cleaning up mistakes in the output." **- Technology, employed**

1.5. Positive responses about AI use were concentrated among workers directly building AI systems - Eleven percent of workers felt that AI was essential or very important in performing their jobs effectively. Seventeen percent of respondents across sectors said that AI was somewhat positively or very positively impacting their work by providing efficiency gains for routine or repetitive tasks. These respondents said that AI was useful for low-level research and coding, with workers saying that they could code much faster and easier and did not have to write all the code by themselves. Workers directly involved in building or training AI models said they felt their skills were valuable and that they had higher job security.

> "We're using AI to speed up manual work and eliminate some of the labor required to get a project up and running. That means we get to spend more time doing work that is connected to our core business and less administrative work." **- Technology, employed**

[2]Gallup. (2025, December 14). *AI use at work rises.* https://www.gallup.com/workplace/699689/ai-use-at-work-rises.aspx.

Section 2: Job Security, Career Shifts, and Job Displacement

The survey explored workers' feelings of job security and job displacement due to AI in the workplace. The definition of job security is subjective and is generally regarded as an employee's feeling about the stability, benefits, and options offered in a job.

2.1. Job security by sector

- Workers in Technology and Other industries were the *least secure* in their jobs.
- A majority of respondents in the Education and Government sectors reported being *very* or *somewhat secure* with their roles given AI developments.

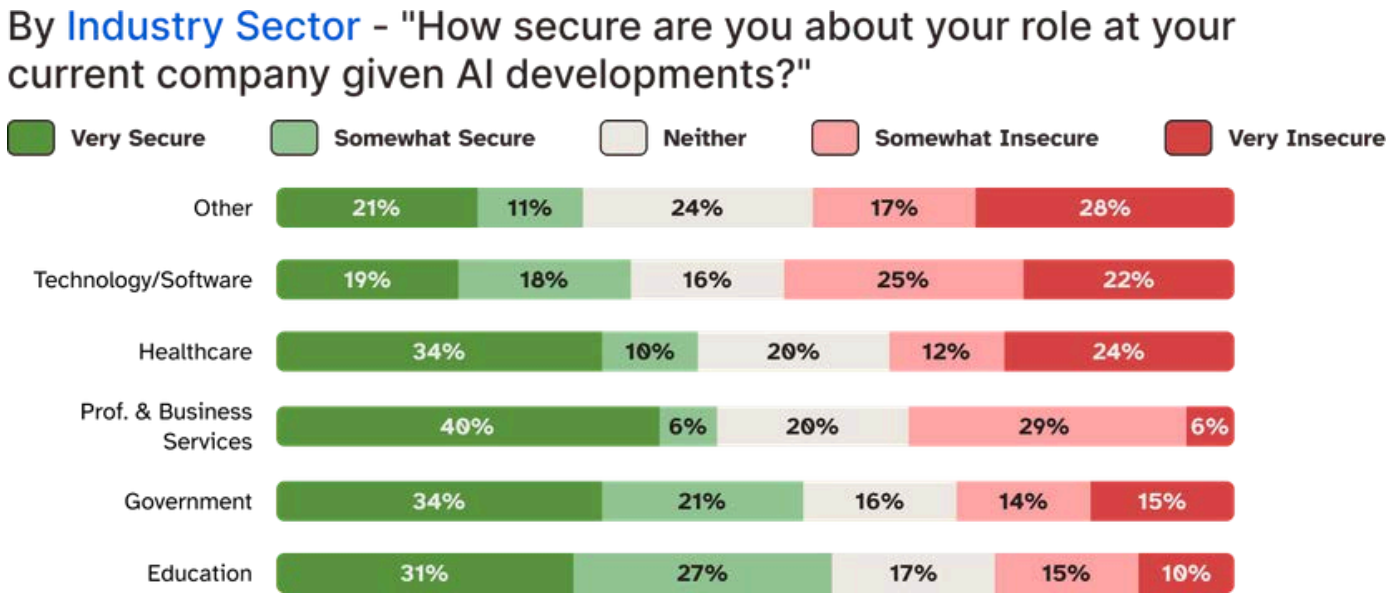


Figure 9. Worker feelings of job security by industry.

2.2. Job security by employment type - Workers' feelings of job security varied by their employment status as seen in Figure 10. Feelings of insecurity by those who are seeking work is expected. However, 43 percent of workers employed full-time reported feeling somewhat or very insecure.

> "We were asked to train an AI to do our job. There is a different AI in another department that is able to do their job, and the US section of that department was eliminated entirely. It also caused significant mental distress as we felt we were training our replacements." **- Professional Services, unemployed**

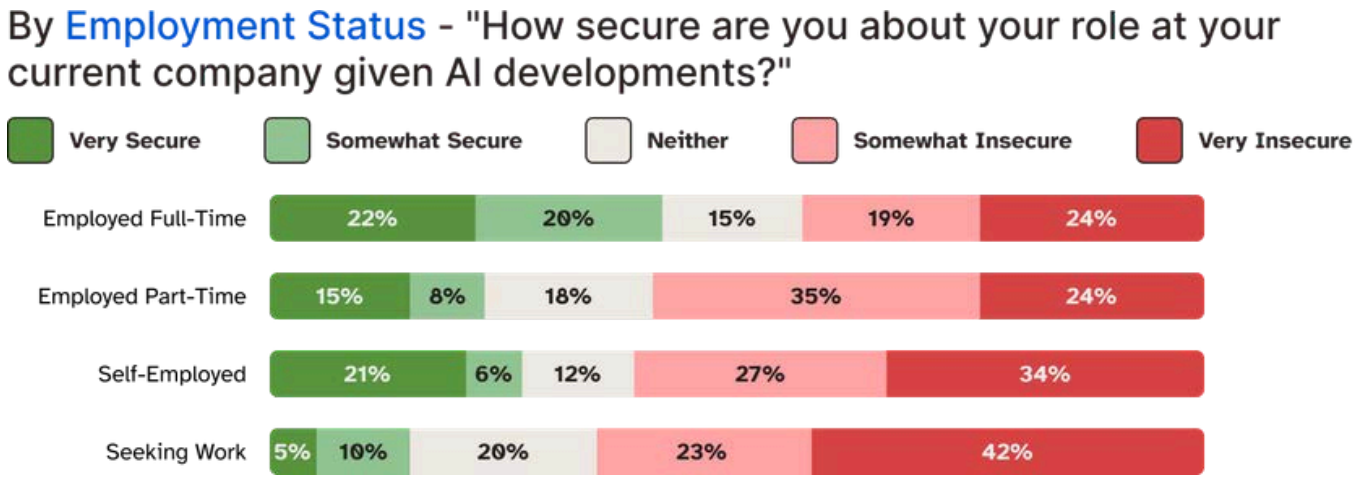


Figure 10. Worker feelings of job security by employment status.

2.3. Washington workers are experiencing job displacement due to AI – Twelve percent of survey respondents reported that they had lost their job in the last 12 months. Of those that were displaced, over half (55%) said that AI was either a primary or contributing factor to their job loss. Of those who said AI was a factor in job loss, 33 of the 39 had six or more years in their role. These workers were non-managerial and became unemployed in the past 12 months.

Of those who attributed job loss to AI, the majority were in the tech sector (67%). This finding aligns with secondary research that the tech sector is contracting. Overall tech sector employment has reduced by 6 percent since late 2022 in Washington due to efficiency measures to account for over hiring and large investments in AI.[3]

> "All of my coworkers in my field were laid off 3 months ago. AI has been devastating for me."- **Healthcare, Employed**

2.4. Workers felt that AI was intended to replace them instead of making them more efficient -
Open-ended responses illustrate that workers believed that AI adoption was pushed on them as a deliberate cost-cutting mechanism to justify eliminating human labor. Workers felt they were being asked to participate in their own displacement. Several respondents described the following management behaviors which reinforced this belief:

- Being asked to train AI systems to replicate their own jobs.
- Watching department work transfer to offshore labor.
- Automating after workflows were documented.
- Observing executives treat AI as a mechanism to reduce payroll rather than augment capacity.

> "We're partners with [company] and are working with businesses across Washington whose owners are actively cloning their entire workforce, like sales and fundraising, so that once the AI learns all the pain points and pitches they can take over, and the company can automate those departments and lay off human workers."
> - **Professional & Business Services, employed**

2.5. AI in the workplace is motivating career shifts - Due to job insecurity, many respondents said they were planning to shift their careers to adapt to AI, or to go into fields that were focused on uniquely human skills, such as a trade skill or other skills that would not be automated (see Figure 11). A career shift is a change within the same professional domain, such as a specialization within an area of expertise. A career change is a substantively different occupation that requires new credentials or training. Survey data show that:

- 10% were planning a change and 25% were considering a career change.
- Tech had the fewest who were thinking of staying in their careers (48%).
- Significant portions of workers in Government (86%), Healthcare (76%), and Education (75%) planned to stay in their careers.

Although student data is limited and not statistically significant, 41% of students said they were avoiding fields likely to be automated, 18% were adding AI skills to their existing plans, and 18% were choosing an AI-related skill because of future opportunities. Valid conclusions cannot be drawn from this limited data set. Further study is needed to determine how students are approaching career entry in an AI job market.

> "As someone with a Bachelor's and Master's of Public Administration, I have decided to shift my investment strategy from the stock market to trade skills. I am currently in barber school, am now a licensed personal trainer, and plan to invest in more skills that are unlikely to be automated by AI such as plumbing, or automotive collision repair."
> **- Government, Employed**

[3]Talton, J. (2025, July 4). *Microsoft layoffs a reminder — WA's job market can melt down.* The Seattle Times. https://www.seattletimes.com/business/microsoft-layoffs-a-reminder-was-job-market-can-melt-down/

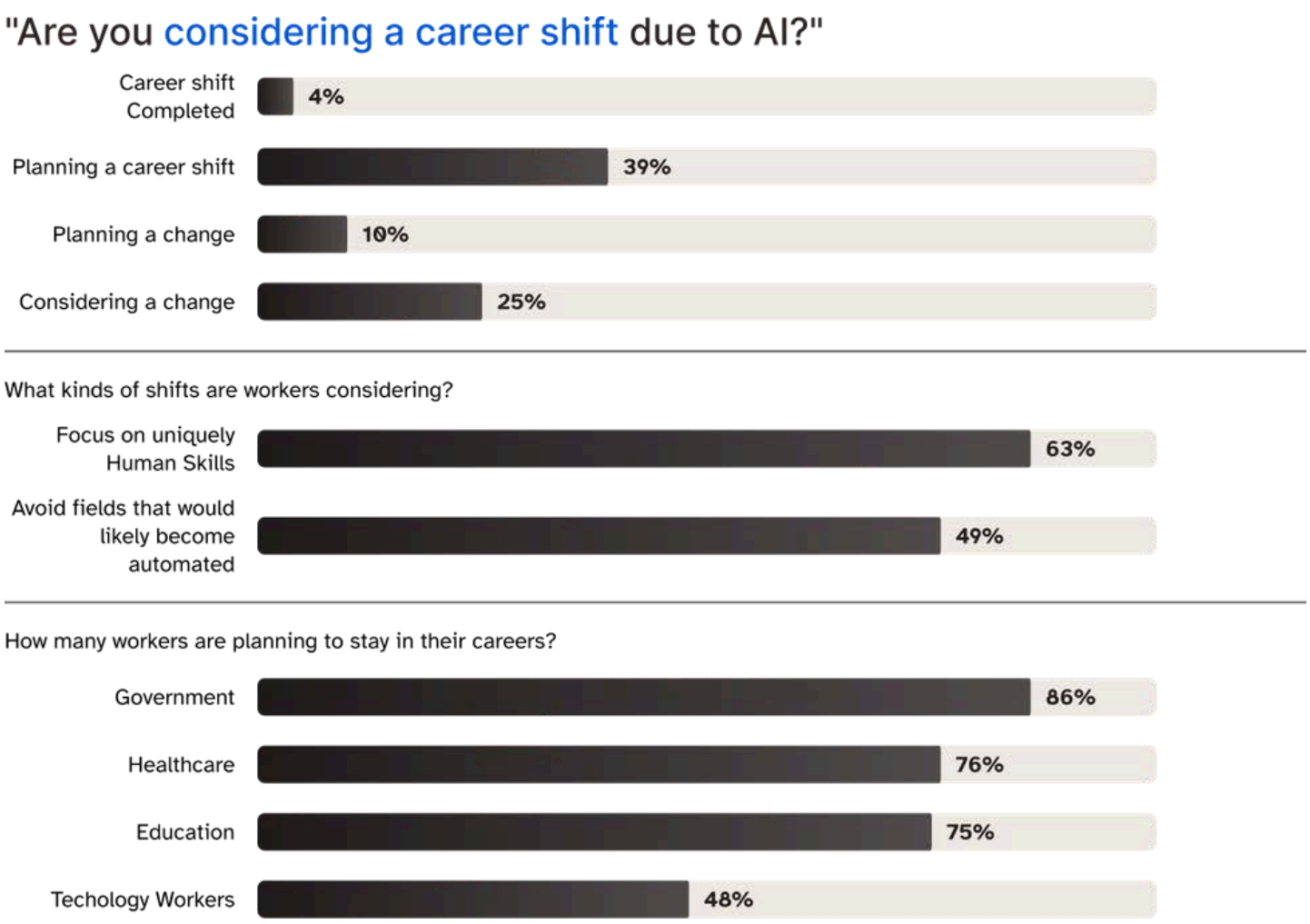


Figure 11. Overview of types of current or anticipated career changes due to AI in the workplace.

2.6. Displaced workers feel that AI hiring tools are impacting their job searches - Fifteen percent of job seekers believed they were impacted by algorithmic hiring barriers, which included automated screening interviews that mishandled candidates and generated errors. In open-ended responses, workers shared that they believed that AI-powered applicant tracking systems were screening resumes by keyword-matching rather than role competency. Workers also said that they were rejected from jobs without human review, and in some cases having personal information collected through AI-assisted processes without follow-up.

> "In HR and hiring software, it's screening out plenty of people capable of doing the work and bringing in new perspectives, because the wording on their resumes and cover letters don't perfectly match the job description (also edited by the same biased AI platform)" **- Professional and Business Services, employed**

Secondary research has also found negative impacts of AI hiring tools. In 2024, University of Washington researchers found that AI resume screening tools favored white-associated names in 85% of cases, and that Black male candidates were disadvantaged in up to 100% of cases.[4] Another significant study found that an AI hiring platform was programmed to automatically reject women over 55 years of age, and men over 60.[5]

[4]Wilson, K., & Caliskan, A. (2024). Gender, race, and intersectional bias in resume screening via language model retrieval. *Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society*, 7(1), 1578–1590. https://doi.org/10.1609/aies.v7i1.31748

[5]*Equal Employment Opportunity Commission v. iTutorGroup, Inc.*, Consent Decree (E.D.N.Y. 2023). Discussed in: American Bar Association. (2024, April). Navigating the AI employment bias maze. Business Law Today. https://www.americanbar.org/groups/business_law/resources/business-law-today/2024-april/navigating-ai-employment-bias-maze/

Section 3: AI-Related Skills Training

3.1. Workers are independently upskilling and receiving employer support.

- 83% of workers were self-teaching AI skills on their own time.
- 71% were spending no money on training.
- 69% were receiving employer support.
- 66% of respondents received instruction through online learning and formal training (i.e. structured or facilitated learning).

More workers are self-teaching AI skills on their own time, but a significant portion (69%) report receiving employer support as well. The most common form of employer support is access to tools and guidance.

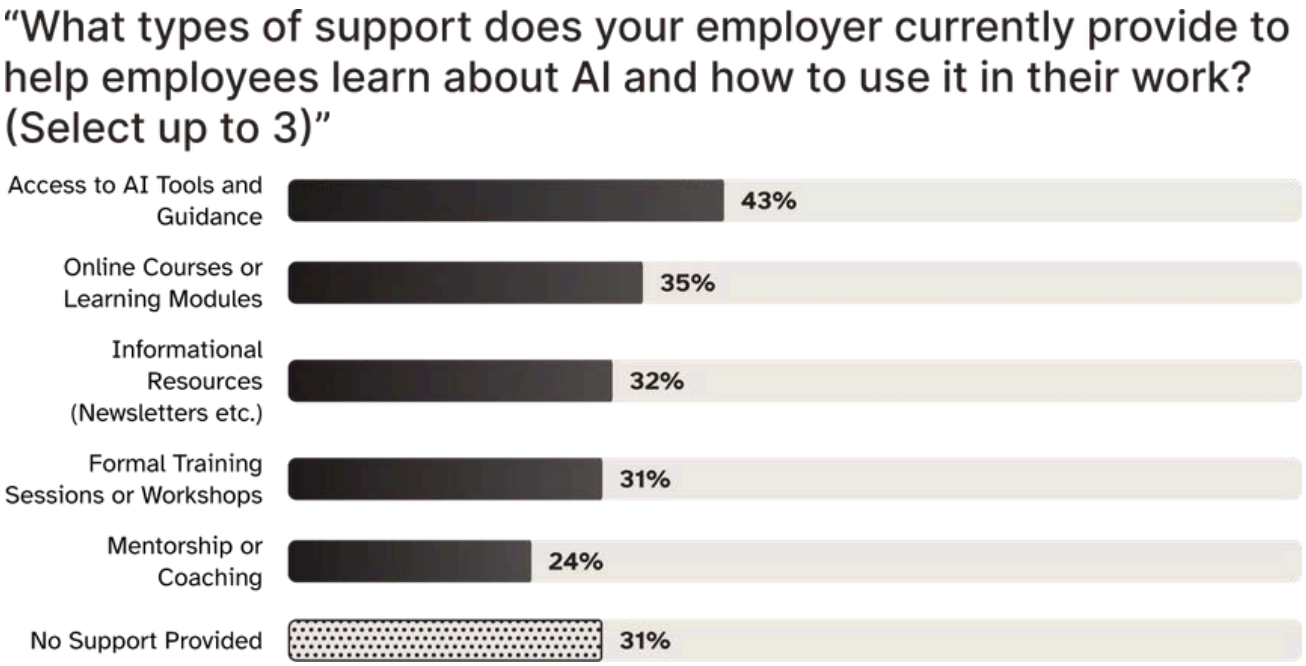


Figure 12. Types of employer AI-training support received by workers.

3.2. Specific AI skills that workers want to learn - Figure 13 illustrates AI-specific skills Washington state workers were learning or wanted to learn. These skills are important as they are some of the most common use cases for AI, automating repetitive and routine tasks, and enabling increased efficiency.

Figure 13. AI-related skills that workers would like to learn or are currently learning. A hundred-ninety respondents selected at least one skill.

3.3. Workers who want to learn AI for their jobs are encountering barriers, mostly lack of time.
Notably, 25% of respondents, primarily from the technology sector, said that they were not experiencing barriers to learning AI-related skills.

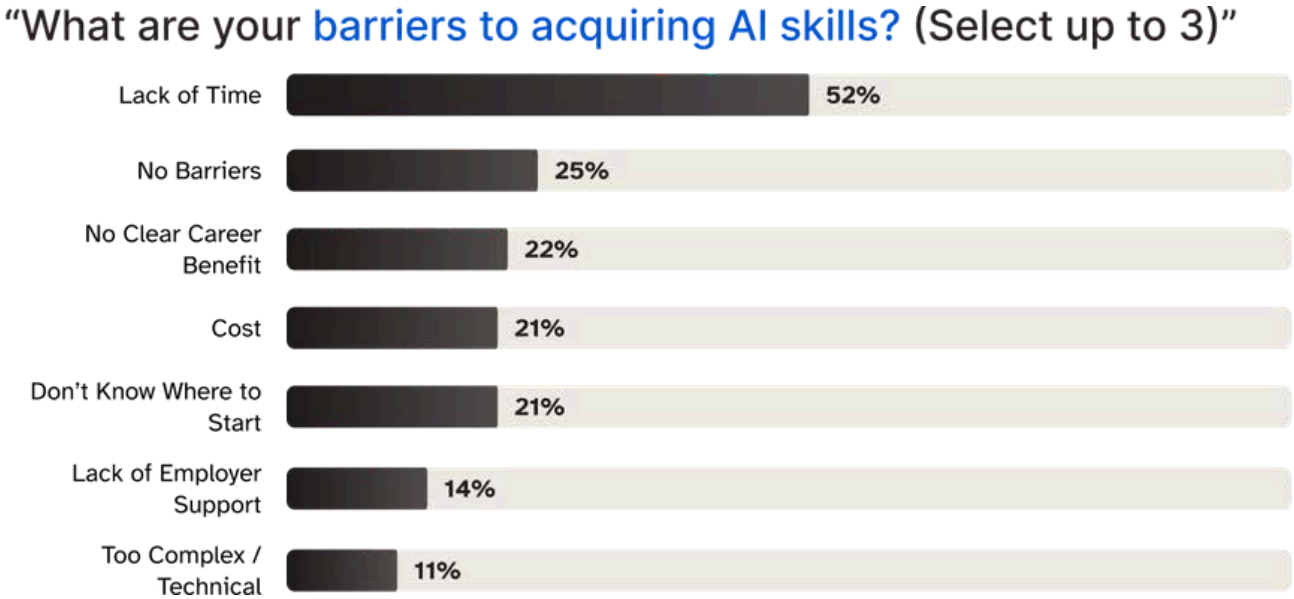


Figure 14. Worker-reported barriers to acquiring AI skills.

Section 4: Impact Across Worker Populations

There are overarching concerns that AI adoption may disproportionately impact women, lower-wage workers, and young jobseekers.

4.1. Gender differences in AI use were pervasive across sectors - Survey results suggest a gender gap in AI readiness and familiarity. Men reported adopting and learning AI tools at a faster rate than women (see Figure 16).

- 37% of women reported being *very familiar* with AI compared to 60% of men.
- 43% of non-binary respondents reported being *very familiar* and 46% selected being *somewhat familiar*.
- Women were nearly twice as likely to state they "don't know where to start" regarding AI education (32% women versus 18% of men).

Secondary research shows AI adoption in the workplace has been observed to harm women. A notable study showed that women incur a "competency penalty" when using AI to produce work that is identical to their male counterparts.[6]

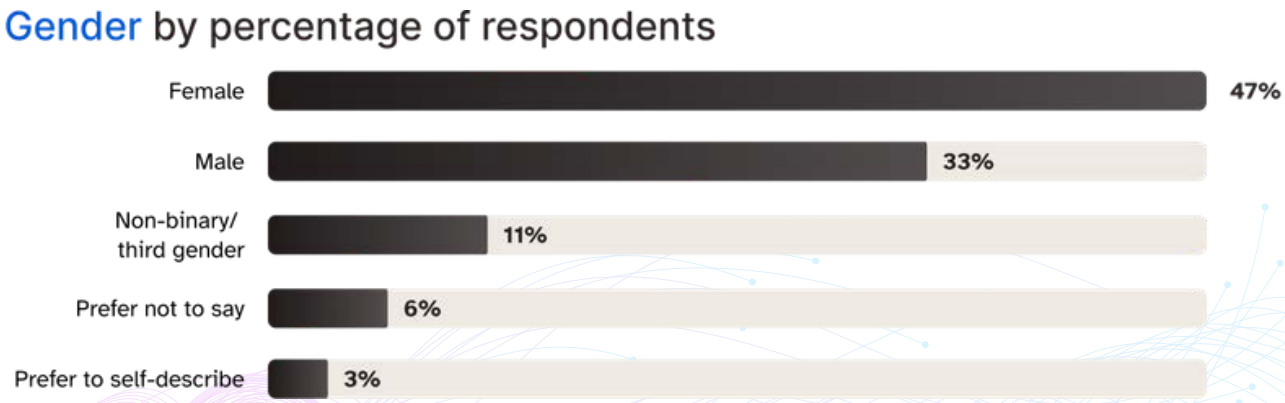


Figure 15: Gender as reported by respondents.

[6]Acar, O. A., Gai, P. J., Tu, Y., & Hou, J. (2025, August 1). *Research: The hidden penalty of using AI at work*. Harvard Business Review. https://hbr.org/2025/08/research-the-hidden-penalty-of-using-ai-at-work.

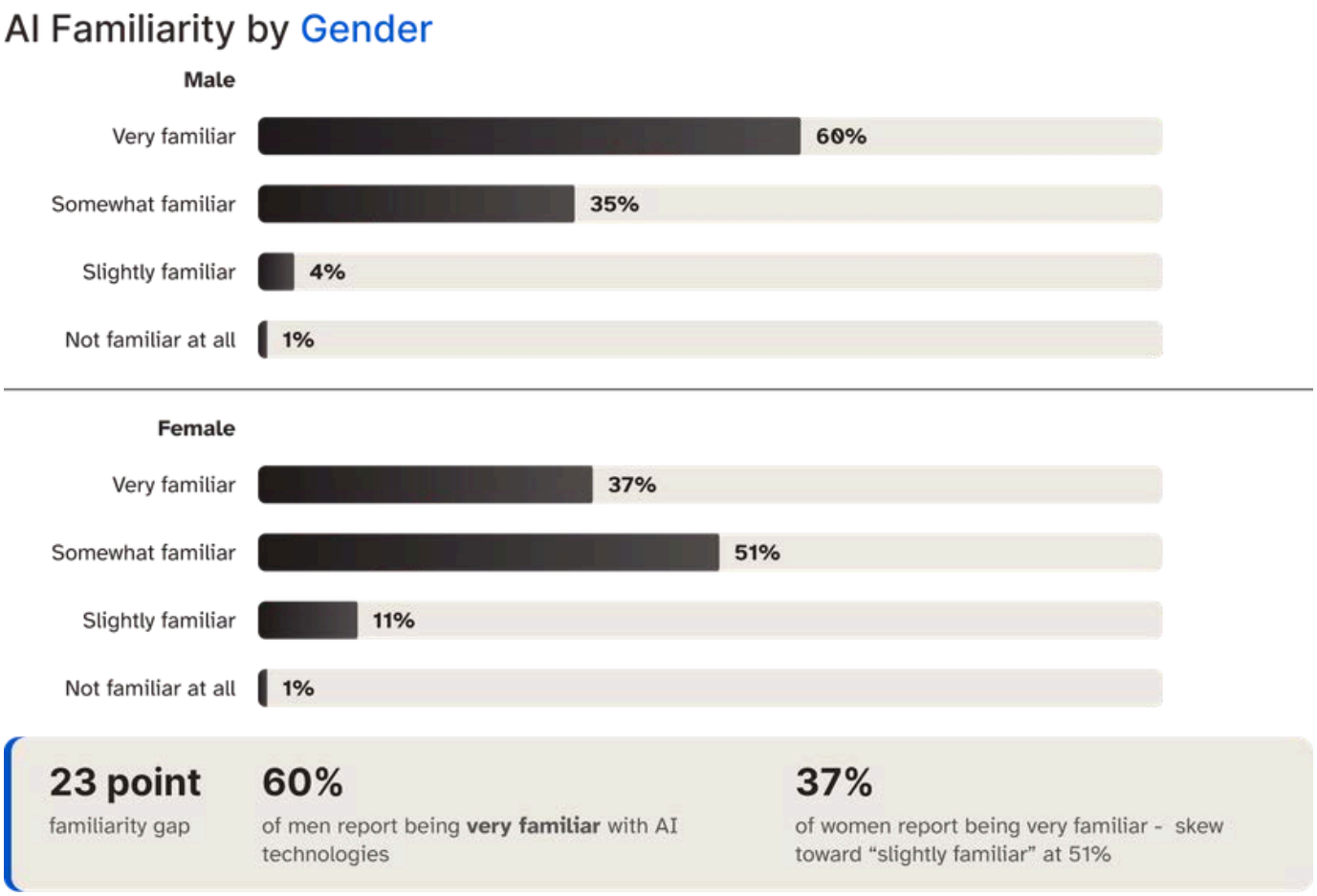


Figure 16. AI familiarity by gender.

4.2. Concern over the future employment pipeline and the reduction of early-career roles –
Workers indicated that the career pipeline was limited in their workplace due to AI.

- 62 percent of employed mid-career workers (6-15 years of experience) reported reduced intern hiring, elimination of junior roles, and lower entry-level wages.
- Of recently displaced early career workers (1-5 years in role), 63% believed that AI contributed to their job loss.

Overall, in open-ended responses, almost 10% of all survey respondents mentioned concerns about the reduction of entry-level roles and the career pipeline.

Separately, secondary research supports this finding. Fewer early career jobs are available for graduates with computer science degrees. Junior engineering skills have been replaced by advancing AI capabilities.[7] Furthermore, in technology and professional services, entry level employment has declined where AI can automate work. Impacted jobs include basic coding, drafting, data processing, legal and editorial assistance, and customer support, often performed by entry-level workers.[8]

> "As a software engineer, AI is taking the role of junior engineers. Young people can't break into the industry because they're no longer necessary. College students don't want to study computer science because they believe they won't find a job once they graduate, which is likely true." **- Technology, employed**

[7]Iravani, S. (2025, August 19). *Amazon cloud chief says replacing junior employees with AI is 'one of the dumbest things I've ever heard.'* Business Insider. https://www.businessinsider.com/amazon-cloud-chief-replacing-junior-staff-ai-matt-garman-2025-8.

[8]Brynjolfsson, E., Chandar, B., & Chen, R. (2025, November 13). *Canaries in the coal mine? Six facts about the recent employment effects of artificial intelligence.* Stanford Digital Economy Lab. https://digitaleconomy.stanford.edu/publications/canaries-in-the-coal-mine/

4.3. Low-wage workers' impressions and impact of AI on the gig economy - Unlike tech workers who have opportunities to retrain, many low-wage workers felt that their jobs would soon be unavailable, and they did not have alternative pathways to recover from displacement due to AI.

- 79% of workers with a household income of under $50,000 had very negative feelings toward AI.
- 64% of low-wage workers felt insecure about their job, which was significantly higher than the survey-wide average of 43%.
- Only 30% of low-wage workers were employed full-time. The other 70% had non-stable employment (self-employed, seeking work, or part-time work).
- Low-wage workers in the "Other" industry category were primarily artists, freelancers, writers, and performers.

> "I work in the film industry, and generative AI content has taken work away from union-represented workers with 20+ years of experience. I have far fewer [jobs], and I am having to change careers to make ends meet."
> **- "Other" sector, unemployed**

Section 5: Requests For Governance on AI Use in the Workplace

5.1. Requests for governance on AI use in the workplace – Across all open-ended responses, almost 40 percent of all survey respondents called for governance around AI in the workplace without being prompted. This was the most common unsolicited theme from the question "*Anything else you would like to include about your feelings towards AI that wasn't addressed in the survey?*", and other open-ended questions. Across sectors, workers described the regulatory environment around AI as the "wild west," where the absence of guardrails has resulted in employers mandating tools workers do not trust, eliminating roles without accountability, and using AI in hiring and performance evaluation without disclosure. The most specific governance requests included:

- Intellectual property and copyright protection.
- Opt-in consent before AI deployment.
- Accountability in AI hiring and evaluation.
- Implementation of a social safety net or Universal Basic Income (UBI).

The following table outlines specific governance requests from respondents across all sectors in the open-ended responses.

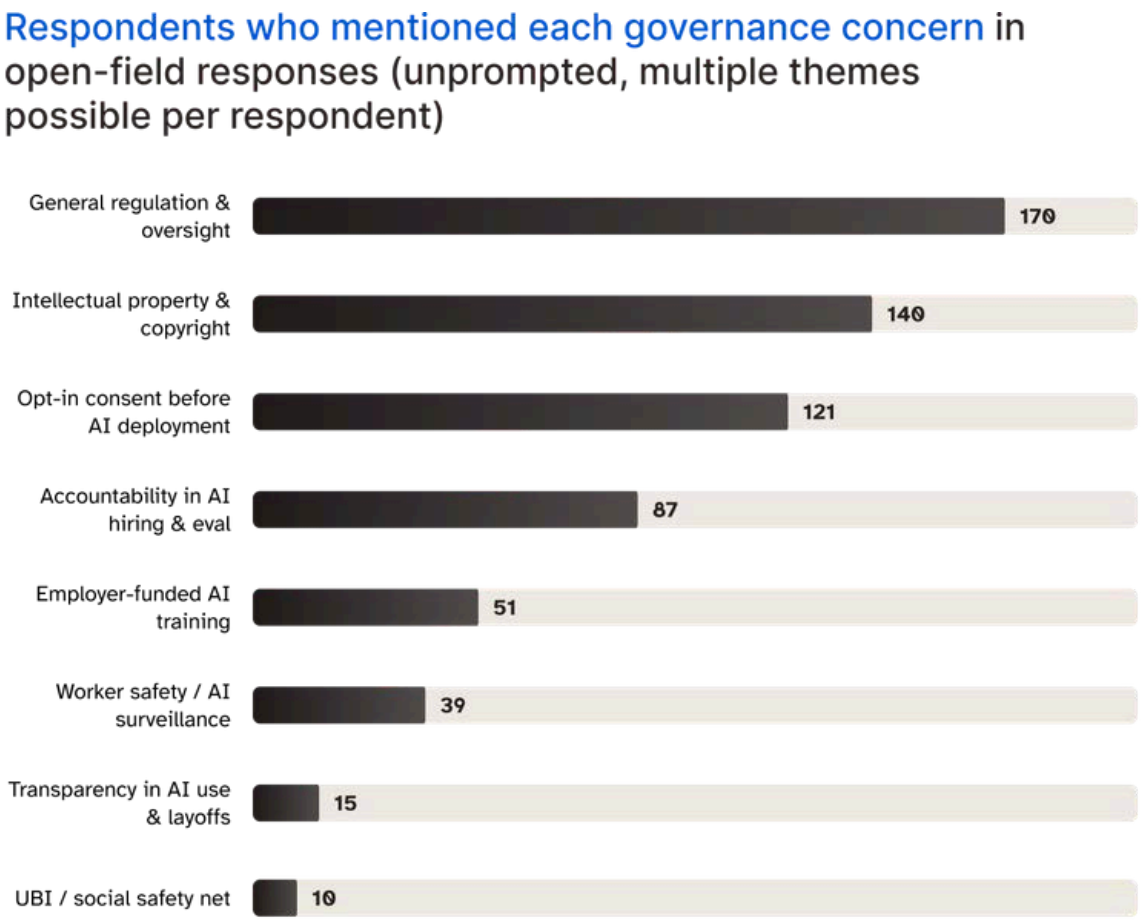


Figure 17. Requests for governance from survey respondents.

> "I'm concerned that AI is advancing faster than our ability to regulate it responsibly. Beyond its workplace impacts, I worry about its broader societal consequences, including erosion of human skills, lack of transparency, and the ways it can reinforce inequality or serve narrow interests. I'm also uneasy about the environmental costs of AI infrastructure, mass surveillance, and potential militarization. While AI can be a useful tool, these risks make me cautious and reinforce the need for strong oversight, ethical standards, and public education about how to interact with AI safely." **- Natural Resources and Mining, employed**

5.2. State and federal inaction is a concern for a small minority of respondents - In the qualitative feedback, 11 percent of all respondents specifically named state or federal inaction as a core problem of AI in the workplace. Types of concerns included:

- Prioritizing workforce transition support.
- Adjustment of work expectations for AI in the workplace.
- Deep concern for worker well-being which included regulation for the safety and security of workers, AI-generated deepfakes, and potentially AI-generated harmful content.

> "Governments have an obligation to their constituents to set up the necessary guardrails that will enable AI adoption to be a net positive for all of society, not just the few wealthy AI owners." **- Technology, employed**

Despite strong negative sentiment about AI use in the workplace, open-ended responses suggest that negativity is directed at the absence of regulation and guardrails, not necessarily the technology itself.

APPENDIX

Statistical Significance Testing

Statistical significance testing was conducted using column comparison (pairwise testing), in which each column in a crosstab was compared against every other column to identify meaningful differences between subgroups applying z-tests for proportions and t-tests for means. We flagged results at the 95% confidence level or higher ($p<0.05$) meaning there is less than a 5% probability that the observed difference occurred by chance.

Figures