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Survey Highlights Worker Perspectives on Barriers to Retirement Saving

Insights from those at small to midsize businesses could inform efforts to encourage more saving

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Cover photo: Alistair Berg/Getty Images
Female worker using a handheld scanner to check stock in a large food distribution warehouse.

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Overview

Many Americans are not saving enough for retirement, and potential overreliance on federal programs—such as Social Security and Medicare—to ease income insecurity among aging populations is likely to strain government budgets. Half of retired Americans receive $1,366 or less in monthly Social Security retirement benefits, which means that real retirement security typically requires additional sources of income, most commonly employer-sponsored retirement plans and personal savings.[1]

But workers face numerous barriers to participating in employer-sponsored plans. Many do not have access to these plans at all. Others lack familiarity with their savings options or struggle to find enough money to contribute as they balance competing financial priorities, such as paying down consumer debt, financing their children's education, or saving for a down payment on a house. Still others thwart the growth of their retirement savings by taking early withdrawals. Against this backdrop, policymakers in states across the country are considering how best to boost worker access to employer-sponsored plans. Among the options are individual retirement accounts (IRAs) that automatically enroll workers, from which workers can opt out.

To help provide guidance on what encourages or prevents people from saving for retirement, The Pew Charitable Trusts conducted a nationally representative survey of private sector workers at small to midsize businesses with five to 500 employees. These businesses often find cost and resources to be barriers to offering retirement benefits to their employees.

Among the key findings of the survey:

- Overall, two-thirds of those working for small to midsize employers said they have access to a plan at their jobs, and 68 percent of that group participates.
- Whether workers have access to employer-sponsored retirement plans differs by type of work and worker characteristics.
  - Part-time workers, those with lower wages, and those who had experienced unemployment for an extended period are less likely than other employees to have access to a workplace plan.
  - Hispanic full-time workers have less access to plans than white full-time workers.
  - Full-time workers at businesses with fewer than 100 employees are less likely than those at businesses with more than 250 employees to have access to an employer-sponsored plan.
  - Workers in wholesale and retail trade businesses are less likely to have a workplace plan than those in other industries.
- Employers can help workers build retirement savings: When businesses contribute to retirement plans, full-time employees are more than twice as likely as those whose employers do not contribute to participate.
- Only 28 percent of full-time workers without access to employer-sponsored plans report having any other retirement savings through alternative approaches, such as an IRA or a 401(k) from a previous employer.
  - White workers are more likely than Hispanic workers to have retirement savings; older workers are more likely than younger workers; and workers with at least a bachelor's degree are more likely than workers without that level of education to have some sort of savings.
  - Men and women are equally likely to have access to, and participate in, an employer-sponsored retirement plan, but among those without a plan at their jobs, men are less likely than women to have any savings.

- Though many workers today must manage their own retirement savings, less than a third had tried to figure out in the past two years how much income they would need in retirement.
    - Those with access to an employer-sponsored plan are 32 percent more likely than those without such access to use an online tool or calculator to assess their retirement needs; those without access to an employer-sponsored plan are 33 percent more likely than those who do have access to "guesstimate" those needs.
    - Among those least likely to plan are those with less education, those who have never married or are living with a partner, those who have children, those who have been unemployed for at least four weeks in the past two years, and those ages 18 to 34.
- Survey respondents showed only limited familiarity with retirement plan options. Respondents were most often familiar with 401(k) plans but generally unfamiliar with annuities or *my*RA.
- About a third of those who had ever had a retirement plan said at some point they had taken a loan or withdrawn money—what is known as a distribution—typically to pay everyday bills.

Who has access to and who participates in employer-sponsored retirement plans

Workplace retirement plans play a critical role in ensuring that private sector workers save for their later years. Two-thirds of those surveyed said they have access to an employer-sponsored retirement plan. Of those with access, 68 percent said they participate—that is, they contribute to their plans. In total, 45 percent of all workers at small to midsize businesses participate in employer-sponsored plans.

The numbers are slightly higher when looking only at full-time employees: Seventy-two percent have access while 51 percent participate in an employer-sponsored plan. (See Tables A.1.1, A.1.2, and A.2 for full logistic regression models examining the impact of various factors.[2]) Because retirement plan rules—such as a minimum number of hours worked for eligibility—may affect workers in different ways, this analysis examines access to and participation in plans separately for full- and part-time workers.

Generally, higher-income households have greater access and participation levels than those with lower incomes. For example, full-time workers with a household income of at least $75,000 are significantly more likely to report they have access to a plan than those with household income of less than $30,000. In addition, those with household income of at least $100,000 are significantly more likely to participate when a plan is available. More affluent households are better able to make contributions to their plans and are more likely to benefit from the tax advantages of saving.

Figure 1

Access to and Participation in Employer-Sponsored Retirement Plans

Nearly half participate, while about a third lack access to a plan

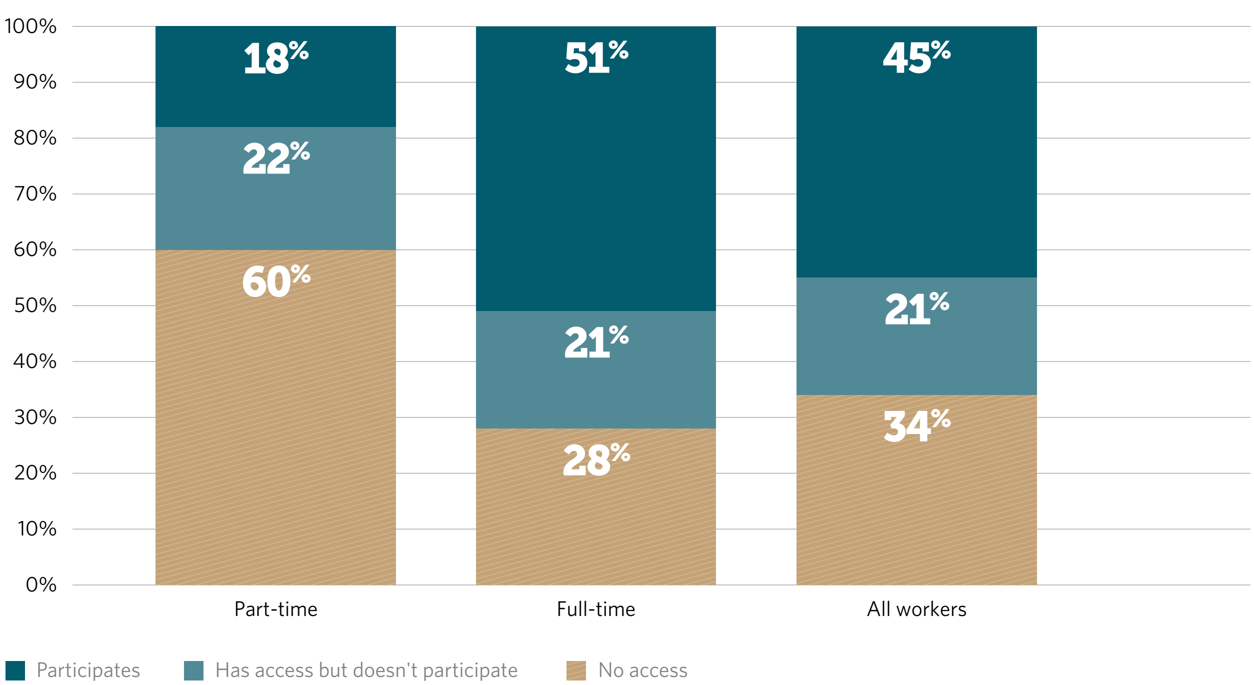
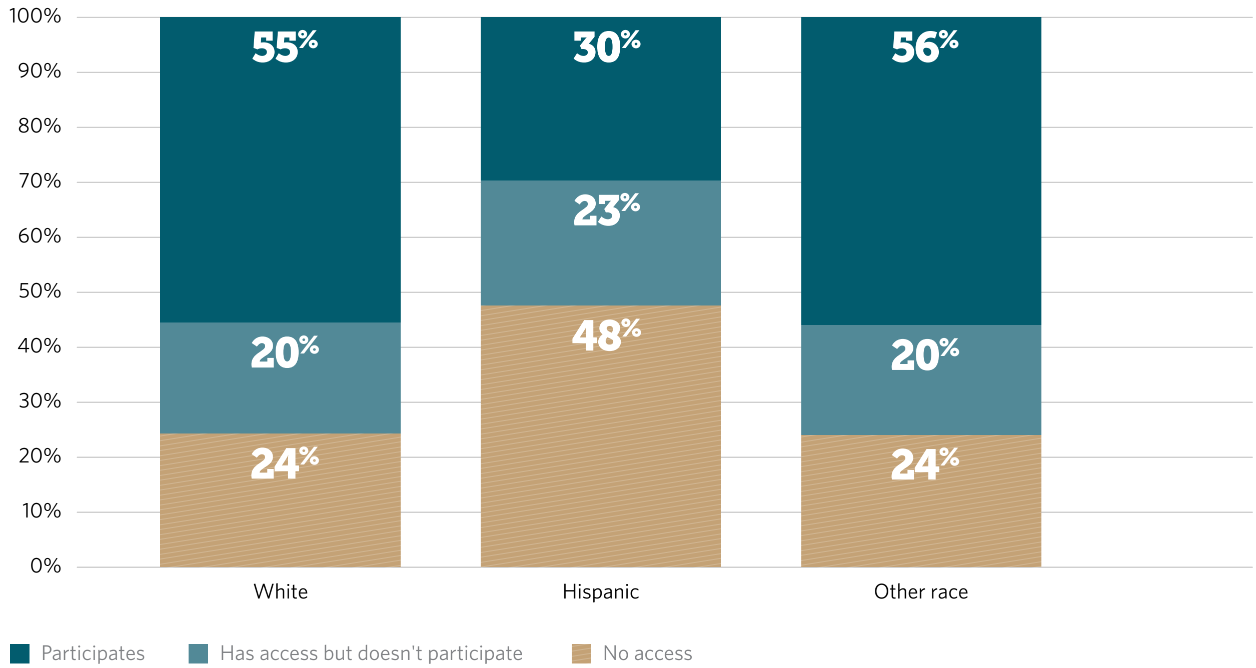


Figure 2

Racial/Ethnic Differences in Access to and Participation in Employer-Sponsored Plans

Nearly half of Hispanics working full time do not have access to a plan



Note: Numbers may not add to 100 percent because of rounding.

Factors such as ethnicity and age also appear to play a role in access and participation. For example, Hispanic full-time workers are considerably less likely than white full-time workers to have access to a plan, even when accounting for industry and household income. If both groups have access, Hispanic full-time workers are less likely to participate. That means net participation—which combines access and participation—is significantly lower for Hispanic workers (30 percent) than for white workers (55 percent).

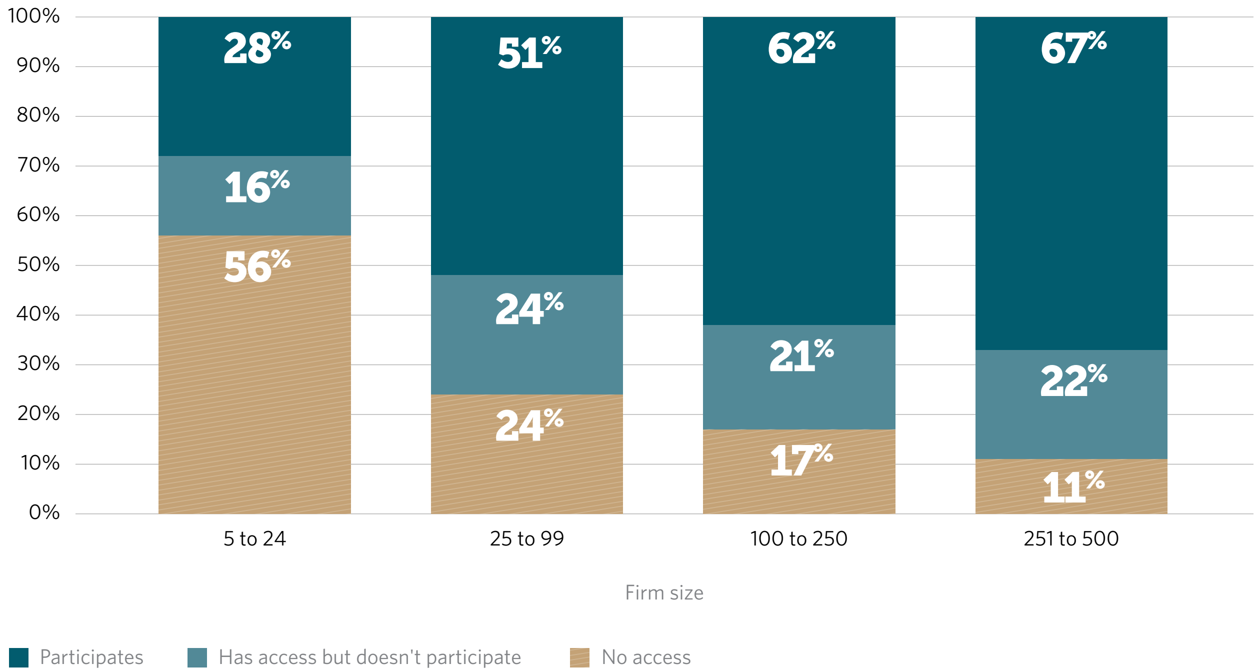
When examining age groups, those 52 to 64 are significantly more likely to participate in available plans than are those ages 18 to 34 (75 percent compared with 70 percent), but they are no more likely to have access to such plans.

Not surprisingly, full-time workers who have experienced unemployment (they had been out of work for at least four weeks in the past year) are less likely to have access to an employer-sponsored plan—and less likely to participate if they do—than those who have been consistently employed over the past two years. One explanation may be that the percentage of respondents who have been unemployed includes some who needed to take any job, even if the benefits were limited. Such jobs also may be more likely to have high employee turnover, which can discourage those businesses from offering retirement plans. In addition, workers who have been consistently employed may be more likely to meet plan eligibility requirements, such as a minimum number of hours on the job. Further, those more consistently employed may feel more financially secure and able to divert some income to saving for the future.

Figure 3

Access and Participation by Firm Size

Workers are more likely to have access and participate at larger businesses



Note: Numbers may not add to 100 percent because of rounding.

Finally, business characteristics are linked to access and participation in retirement savings plans. For example, larger employers are more likely to offer plans. Those working at firms with five to 24 employees are 91 percent less likely to have access than full-time workers at businesses with 100 to 500 employees. In the sample, 30 percent of respondents work at businesses with between five and 24 employees, highlighting the importance of policies that target these smaller businesses.

Recent research by Pew titled **"Employer Barriers to and Motivations for Offering Retirement Benefits"** shows that the costs of setting up a retirement plan and a lack of administrative resources are among the top reasons that small employers cite for not offering these benefits.

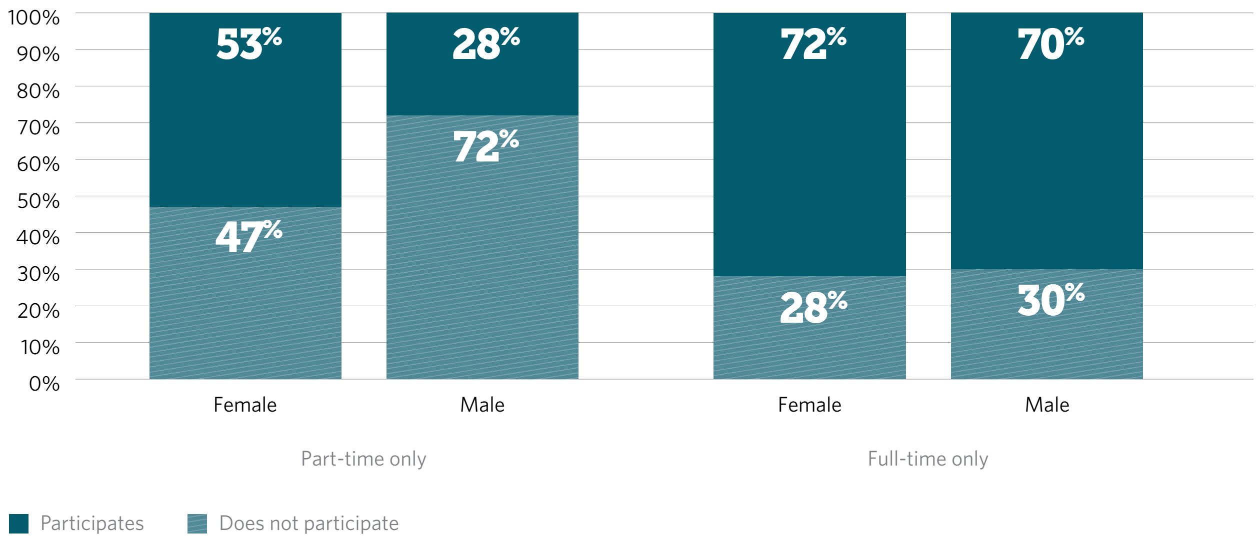
One way to spur worker participation in these plans—and thus their effectiveness—is employer contributions toward retirement savings. The survey shows that when businesses contribute to a retirement plan, their full-time workers are 2½ times more likely to participate than are those working for employers who do not contribute.

Meanwhile, the industry is a factor in access as well. People working full-time in production, transportation, and material moving, and in management, professional, and related industries, are twice as likely to have access to a plan as those in wholesale and retail trade. Industry differences can be attributed at least in part to pay and benefit practices, unionization, and perceptions about what is likely to attract and retain workers in a particular industry.

Figure 4

Gender Differences in Retirement Plan Participation

Part-time females are much more likely to participate, but no difference is seen among full-time workers



Among part-time workers with access to a retirement plan, differences in participation rates among various groups are small. One exception is gender: Women working part time are much more likely than men to take part in a plan if one is available. No comparable gender differences exist among full-time workers.

How many have any retirement savings?

Some of those who said they are not currently covered by employer-sponsored retirement plans may instead have other retirement savings, often through an IRA or a plan from a previous employer. Nearly 3 in 10 (28 percent) of those without access to an employer-sponsored plan said they have some other retirement savings.

Certain worker characteristics, such as level of education and age, are also factors in whether workers have any retirement savings. (See Table A.3 for logistic regression results.)

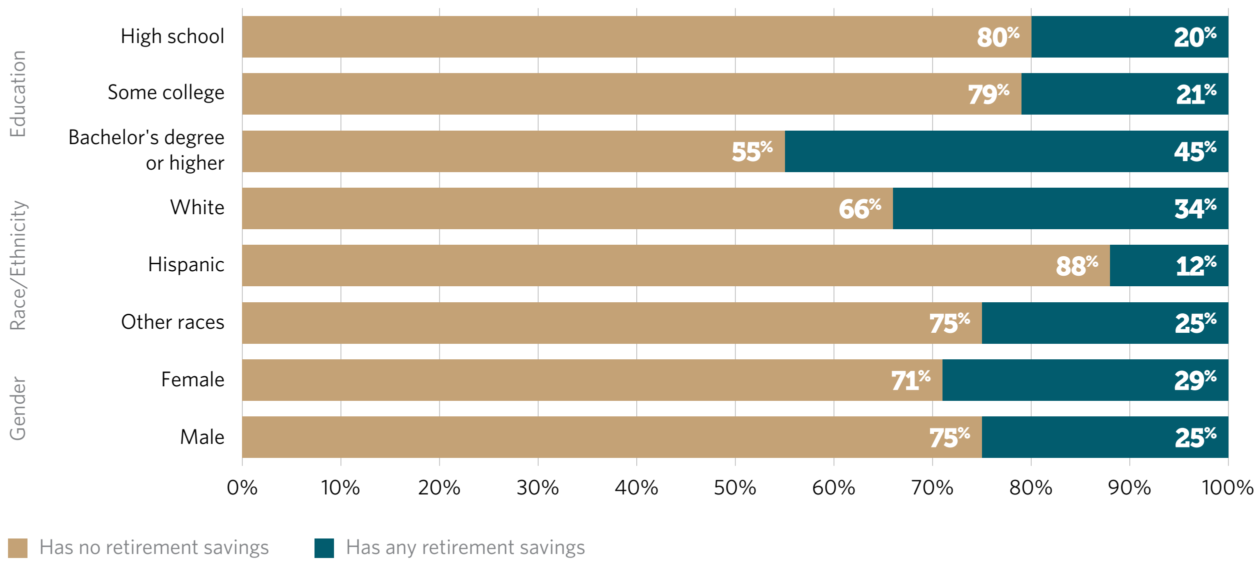
Full-time workers with at least a bachelor's degree are more than twice as likely as those with less education to have any retirement plan. Looking at age, 44 percent of those 52 to 64 years old have any plan, compared with 25 percent of those 36 to 51 years old and 16 percent of those 18 to 35 years old. Across racial groups, white full-time workers are three times as likely as Hispanics to have any plan (even when controlling for industry in regression models). And women are more likely than men to have any retirement savings.

Employment history also plays a role. Because "any savings" is likely to include plans rolled over from previous employers, the differences in access to and participation in employer-sponsored retirement plans from previous jobs by demographic groups probably explain a portion of current differences in whether workers have any savings.

Figure 5

Demographics Play a Role in Having Any Retirement Savings Among Full-Time Workers Without Access to a Workplace Plan

Differences based on gender, ethnicity, and education level



Having any type of retirement savings plan does not mean that these respondents contribute. When asked, 32 percent said they had not contributed in the past two years; an additional 5 percent said they were not allowed to contribute. While these savings are better than nothing, dormant plans can offer little in terms of growth. In contrast, just 8 percent of workers currently participating in an employer plan did not contribute at all or chose to decrease their contributions.

Table 1

Examining Contributions to Retirement Plans Over the Past 2 Years

Those who lack access to employer plans but have other retirement savings often do not contribute

	Among those without access but with other retirement savings	Among those currently participating in an employer-sponsored plan
I am not allowed to contribute to my plan	5%	1%
I have not contributed	32%	2%
I have decreased my contributions	11%	5%
I have maintained my contributions	34%	64%
I have increased my contributions	17%	28%

Who engages in retirement planning?

Planning for retirement is important because the amount of retirement income needed informs how much workers must save and when they can retire. Not surprisingly, then, workers who actively plan generally retire with more wealth than those who do not.[3] However, one study found that almost 20 percent of workers are overconfident about how much retirement income they will receive.[4] Planning may mitigate such overconfidence and boost motivations to save.

According to the survey, 38 percent said they had ever tried to figure out how much money they would need to retire, while just 30 percent had done so in the past two years. Logistic regression can help identify which characteristics are associated with whether workers have planned for retirement in recent years. (See Table A.4.) As education level, household income, and age increase, so does the likelihood that a person has planned for retirement. Meanwhile, at least four weeks without a job was associated with lower likelihoods of planning.

Family characteristics also are associated with whether people plan. For example, those who said they had never been married or are living with a partner are less likely than those who are married to try to estimate their retirement savings needs, even when accounting for household income and age. And those with at least one child in the home are less likely to say they have engaged in retirement planning compared with those without children. Parents and single people may put a higher priority on saving for other needs, such as children's education or weddings.

Figure 6

Percentage Planning for Retirement in the Past 2 Years, by Family Characteristics

Those who have never married or are living with a partner and those with children are less likely to plan

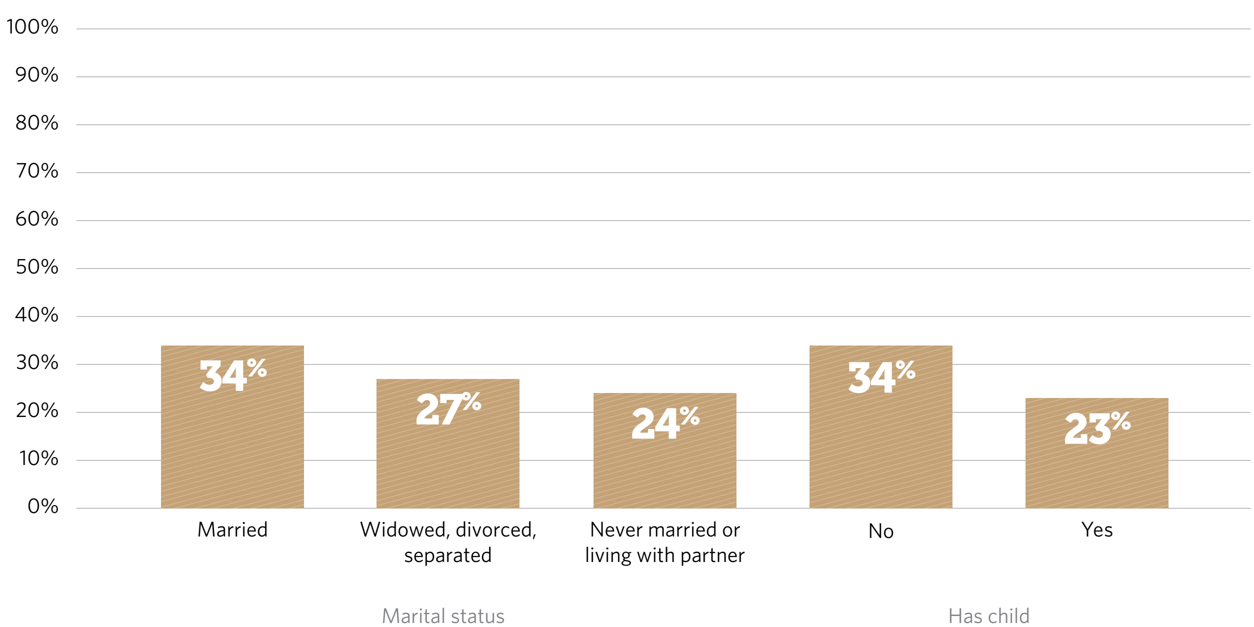
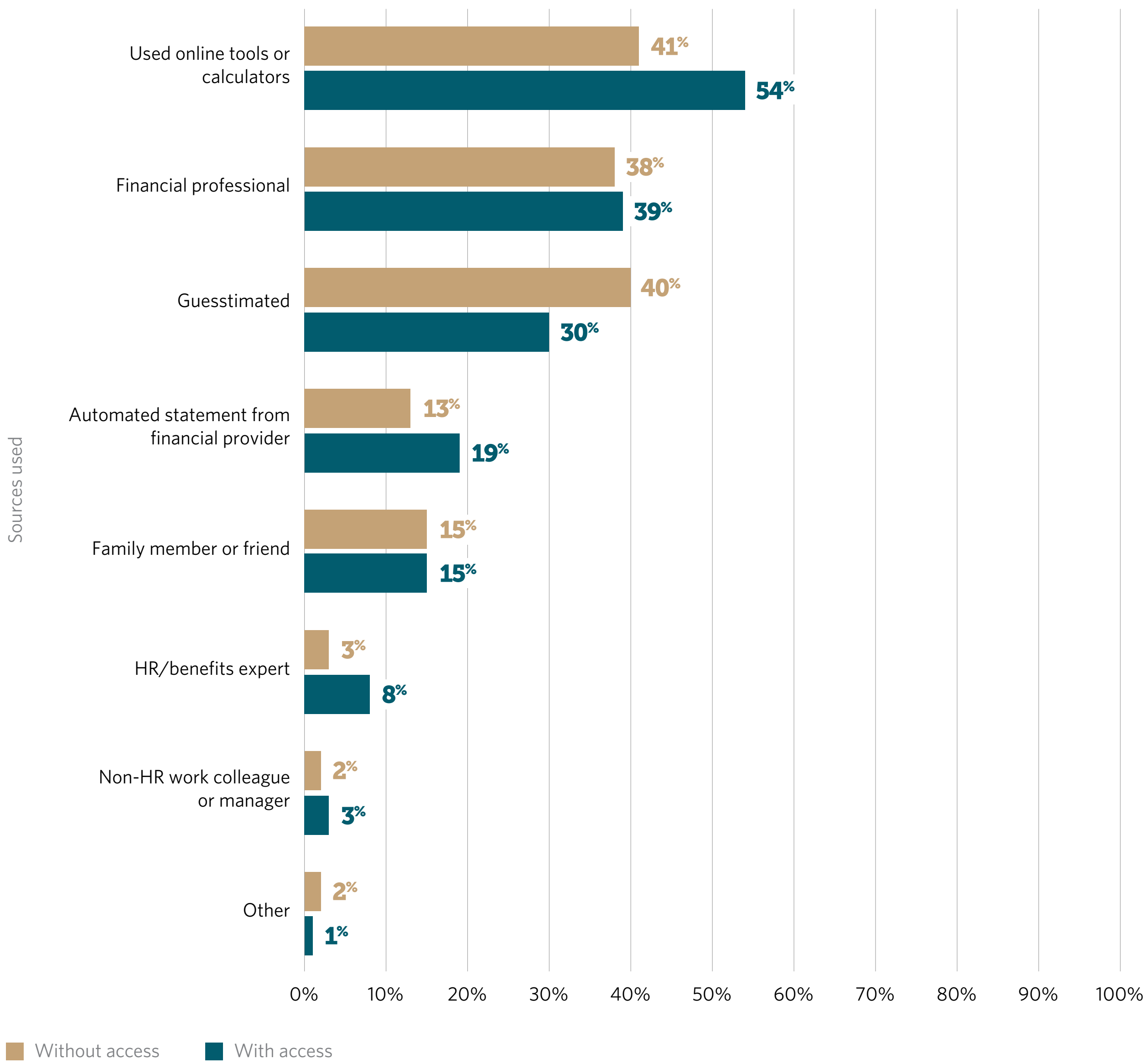


Figure 7

Sources Used to Estimate Necessary Retirement Savings

Online tools and calculators most commonly used, especially among those with access to a plan



In total, more than half of those who said they had estimated needed savings in the past two years used online tools and calculators; just over one-third spoke with a financial professional. However, having access to an employer-sponsored retirement plan shapes the sources used: Those with access are 32 percent more likely to use an online tool or calculator, while those who do not have access are 33 percent more likely to guesstimate. Moreover, 18 percent of those without access only guesstimated, compared with 10 percent of those with access. Access to an employer-sponsored retirement plan increases the resources available to plan for retirement.

How many are familiar with retirement plans?

In order to know whether and how much to save for retirement—in addition to how to invest those savings, individuals benefit from familiarity with how retirement plans work. But many different types of plans are available—from IRAs to 401(k)s to annuities—and respondents proved generally unfamiliar with several of the options.

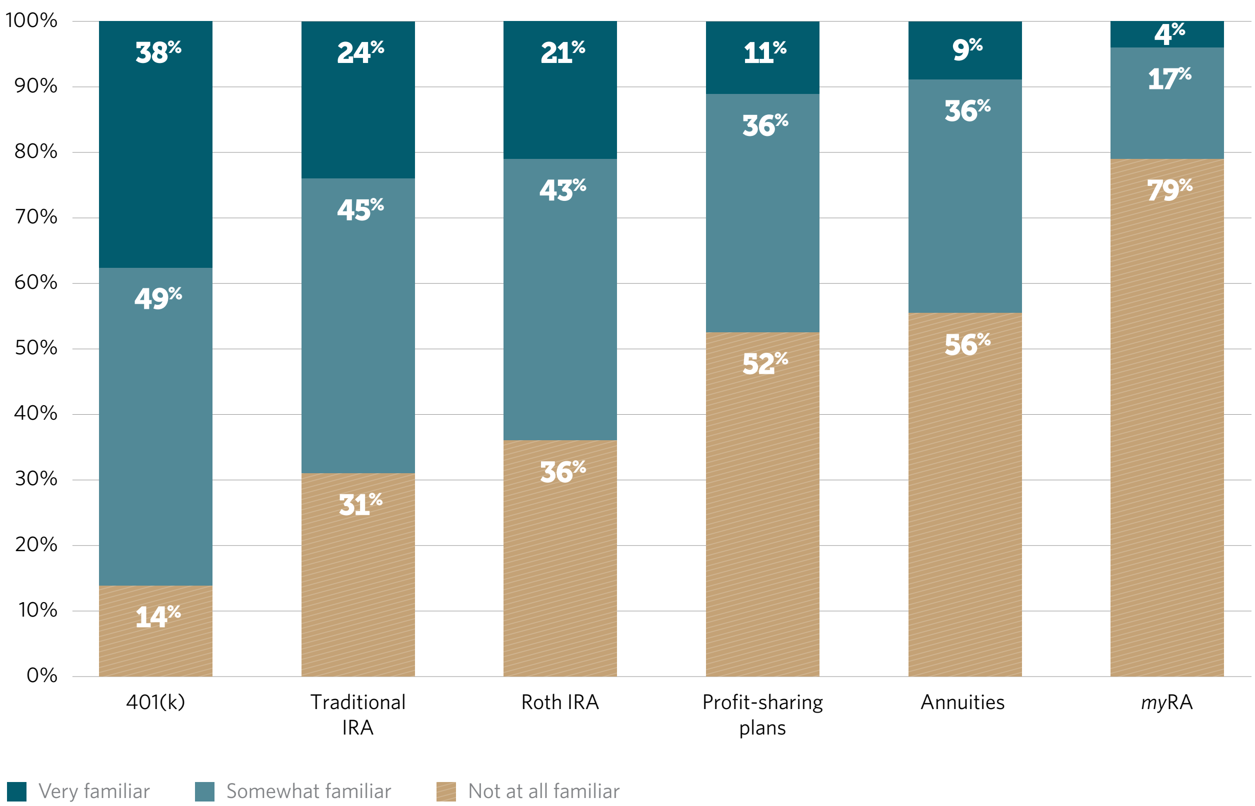
The most well-known plan is a 401(k), a common retirement plan option for businesses. Workers are equally familiar with traditional and Roth IRAs, though slightly more said they are "not at all familiar" with Roth IRAs (36 percent compared with 31 percent).

More than half are "not at all familiar" with profit-sharing plans or annuities. Only 1 in 5 said they are "somewhat familiar" or "very familiar" with *my*RA, which may be because the federal program is relatively new. President Barack Obama proposed the *my*RA plan in his 2014 State of the Union address. Aimed at people who do not have access to a workplace plan, the program formally began in late 2015, though it now has been targeted for elimination by President Donald Trump.[5] Still, there were no significant differences in familiarity with the concept among those with and without access to an employer-sponsored retirement plan.

Figure 8

Familiarity of Different Retirement Plan Options

Respondents were most familiar with 401(k)s, least familiar with *my*RA



Note: Numbers may not add to 100 percent because of rounding.

For every other plan type, those with access are more likely to say they are familiar with the plan than are those without. Part of the reason for that could be attributable to the general higher level of education and household income among those with access to plans. (See Table A.5 for more information on familiarity with plan options.)

Overall, only 13 percent said they were "somewhat" or "very" familiar with all six plans. One in 10 said they were "not at all familiar" with all six. Men are more likely to report being familiar with more plans than are women. Compared with whites, Hispanics report being familiar with fewer plans, while others—including blacks, people of mixed race, Asians, and other races—report being familiar with more plans. Older respondents were more familiar with the various plans, which is not surprising because they have had more time to learn about or participate in such plans.

A Range of Employee Retirement Planning Approaches

- 401(k)s. Employers can establish a 401(k), in which employees may contribute pretax money (up to $18,000 a year with an exception for those at least 50 years old, who can contribute up to $24,000). Employers may make additional contributions.
- Individual retirement accounts (IRAs)
    - Traditional IRAs. Those with taxable income can contribute up to $5,500 in pretax dollars a year (or $6,500 for those over 50) until the age of 70½. Contributions grow tax-deferred; withdrawals after age 59½ are treated as current income and taxed.
    - Roth IRAs. Those with taxable income under certain maximums linked to marital status can contribute post-tax dollars. Contribution limits depend on income, age, and filing status (e.g., a 49-year-old person filing as head of household who makes under $117,000 can contribute $5,500). Withdrawals after age 59½ are not taxed; withdrawals before that age may be taxed if they are not qualified distributions such as a first-time home purchase.
- Profit-sharing plans. Businesses of any size can offer a profit-sharing plan, in which a formula determines how company contributions are divided among employees. Employers can have additional retirement plans and do not need to make contributions every year. They do not have to make a profit to contribute.
- Annuities. Buyers pay a one-time fee and receive a guaranteed income for a period of time from a third party, typically an insurance company.
- *My*RA accounts. A federal program for employees without retirement savings plans at their jobs. Employees can set up automatic contributions of any amount through payroll deduction. They can withdraw from their contributions without paying a tax or penalty because the accounts follow rules for Roth IRAs. These plans can move from job to job. President Trump has announced plans to end the program.

Leakage

Beyond access and participation, other actions can shape retirement saving. For example, participants at times take loans or distributions from their plans before retirement, what is known as leakage. These withdrawals can hamper savings growth by both taking away contributions and limiting the growth that comes from compound interest.

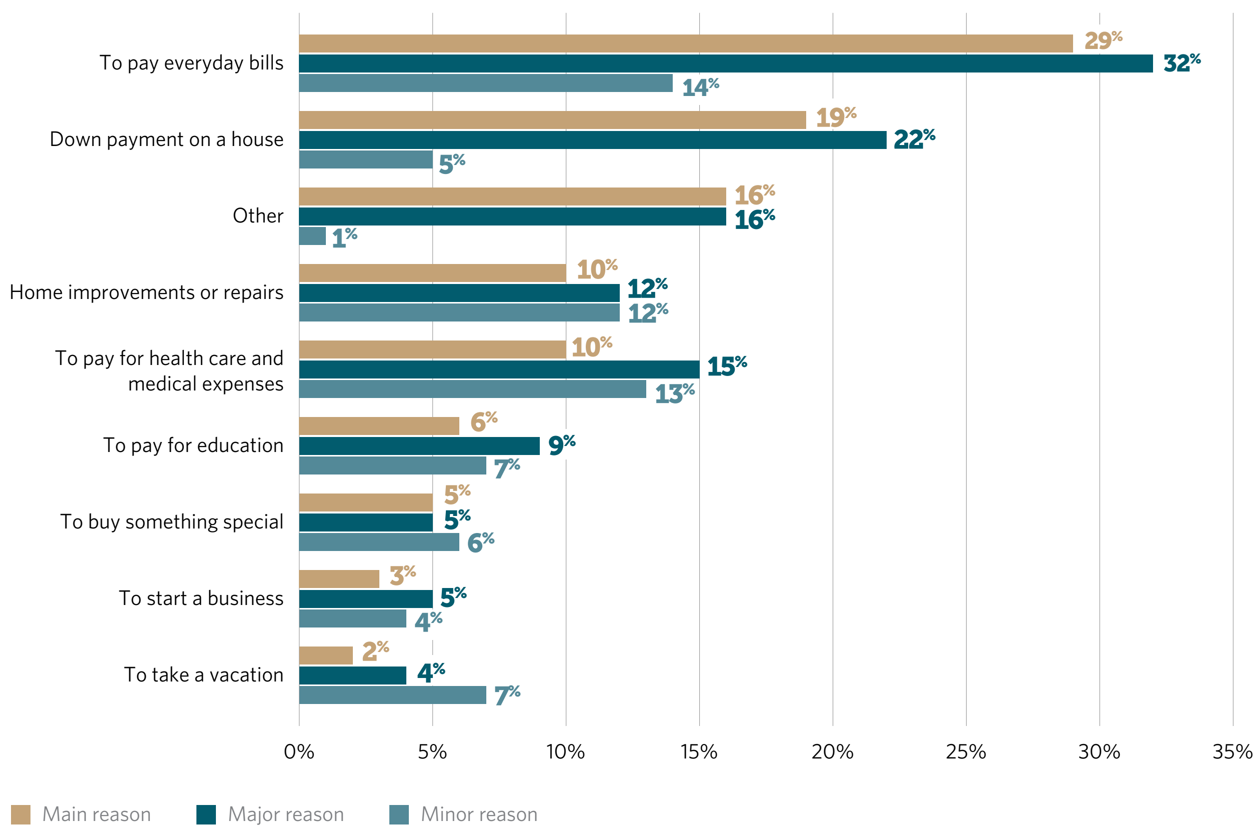
Nearly a third of the sample said they have taken a loan or distribution from their accounts, but the rate differs across groups. Those at least 59½ can take distributions without penalties. But even among those 58 and younger—who are subject to possible penalties—relatively high percentages said they have taken distributions (30 percent).

Those with at least a college degree are less likely to take a loan than are those with less education.[6] More education is generally associated with higher pay and greater short-term savings, which would mitigate the need to take loans or distributions when faced with a financial hardship. Those with more education also may have more financial literacy, with an awareness that leakage harms long-term growth.

Figure 9

Reasons for Taking a Loan or Distribution

Using a loan to pay everyday bills is the most common reason



Experience with joblessness also seems to be a factor. Being unemployed for at least four weeks in the past two years is associated with an increased likelihood of taking a loan or distribution.[7] A stint without work can force people to take a hardship distribution to pay everyday bills. Finally, those with greater household wealth are less likely to ever take a loan, perhaps because they can better absorb financial shocks.[8] In addition, those who do not take loans or distributions tend to have greater household wealth, in part because there has been less leakage.

When asked why they took a loan, the most popular reason was to pay everyday bills: Thirty-two percent said this was a major reason, while 14 percent said it was a minor reason. Twenty percent cited other large expenses, such as home repairs or medical bills. Relatively few said they used these funds to build equity, such as for a down payment on a house (19 percent) or to start a business (3 percent). These findings suggest that many turn to their retirement accounts for emergency savings and that effective retirement policies must address the need for short-term savings as well.

Conclusion

Identifying barriers to and motivations for individual savings can help inform policy solutions that put more Americans on a path to a secure retirement. The survey results show that employer-sponsored retirement plans improve the likelihood that workers will save for their later years. At the same time, many factors can make saving a struggle.

Just over one-third of workers at small and midsize businesses lack access to an employer-sponsored plan, and only 28 percent of those without access have any other retirement savings. Even fewer actively contribute to such an account. Many workers were unfamiliar with typical retirement plan options other than a 401(k)—further evidence that those without access through their employer are unlikely to save on their own.

The survey also found that certain groups of workers, including those who are younger, women, Hispanics, the less educated, or those who work at the smallest businesses, are less likely than their counterparts to have access to and participate in employer-sponsored plans. They are also less likely to have any retirement savings or to be familiar with retirement plan options, and many may have competing financial interests or lack financial literacy or trust in financial institutions.

The survey shows that many workers have little knowledge about savings opportunities, such as *my*RA accounts or annuities. These options place the onus on the employee to do research and to enroll. Policies that mitigate financial or time burdens would help motivate a larger number of workers to take part, a result that would lead to greater retirement security for more Americans.

Workers also need to understand the impact of withdrawing money from retirement accounts and would benefit from policies that help them deal with unexpected short-term expenses before retirement. Effective implementation of government approaches that help educate workers about their retirement income needs could significantly boost participation in savings programs.

Appendix A

Methodology

The Pew Charitable Trusts surveyed 2,918 Americans ages 18 to 64 who are employed and not working for the government using GfK's probability-based internet panel called KnowledgePanel. The survey was released to a random sample of 15,872 panel members. The survey was fielded from Aug. 2 to 23, 2016, in English and Spanish. Data are weighted to be nationally representative using several benchmarks (i.e., gender, race/ethnicity, education, census region, household income, language proficiency, and employment status).

Technical appendix

We use logistic regression to examine five dependent variables: first, whether the respondent has access to an employer-sponsored retirement plan (Table A.1.1 for part-time workers and Table A.1.2 for full-time workers); second, when a respondent was a full-time worker and had access to an employer-sponsored plan, whether the respondent participates in the employer-sponsored retirement plan (Table A.2); third, when a respondent did not have access to an employer-sponsored plan, whether a respondent reported any retirement savings (Table A.3); fourth, whether the respondent has planned for retirement in the past two years (Table A.4). Finally, we use a Poisson regression to examine a count of the number of retirement plans that a respondent is familiar with: 401(k), traditional IRA, Roth IRA, profit-sharing, annuities, and *my*RA (Table A.5).

The models aimed to include only variables that were theoretically related to the dependent variable; generally, models included educational attainment, household income, race/ethnicity (in which black, Asian, multiracial, and other race are collapsed into one category due to low cell sizes), gender, marital status, has any children in the home, has been unemployed for at least four weeks in the past two years, age cohort (meant to parallel generational cohorts), a five-category industry variable, firm size, and expectation to work full-time past 65 years old. Other independent variables include whether the employer contributes to a retirement plan, access to an employer-sponsored retirement plan, full-time/part-time work status, and ever planned for retirement.

We use listwise deletion to handle missing data for univariate and bivariate analyses. For regression data, we use multiple imputation in Stata (10 imputations) for predictor variables only; dependent variables include missing data. Though regression analyses use age cohort, multiple imputation uses age as a continuous variable. Statistical significance is indicated by $*p < 0.05$ $**p < 0.01$ $***p < 0.001$.

Table A.1.1

Access to Employer-Sponsored Retirement Plans (Part-Time Workers Only)

There are few differences across groups within part-time workers in regard to access

	Coefficient	Standard error	Statistical significance
Education			
High school or less	(reference)		
Some college	0.46	0.35	
Bachelor's degree or higher	0.30	0.37	
Household income			
Less than $30,000	(reference)		
$30,000 to $49,999	-0.17	0.56	
$50,000 to $74,999	0.71	0.46	
$75,000 to $99,999	-0.13	0.47	
$100,000 or more	1.02	0.47	*
Race/ethnicity			
White	(reference)		
Hispanic	0.28	0.43	
Other	-0.37	0.48	
Gender			
Female	(reference)		
Male	-0.25	0.35	
Marital status			
Married	(reference)		
Widowed, divorced, or separated	-0.45	0.41	
Never married or living with partner	-0.22	0.44	
Has at least 1 child in the home	-0.12	0.37	
Has been unemployed for 4 weeks or longer in past 2 years	-0.01	0.34	
Age cohort			
18 to 34 years old	(reference)		
35 to 51 years old	-0.43	0.45	
52 to 64 years old	-0.38	0.45	
Industry			
Wholesale and retail trade	(reference)		
Natural resources, construction, and maintenance	-1.28	0.73	

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	Coefficient	Standard error	Statistical significance
Production, transportation, and material moving	-0.66	0.67	
Management, professional, and related	0.04	0.48	
Other services	-1.15	0.48	*
Firm size			
5 to 24	-2.76	0.41	***
25 to 99	-0.78	0.44	
100 to 250	-0.40	0.49	
251 to 500	(reference)		
Ever planned for retirement			
No	(reference)		
Yes	0.39	0.34	
Don't know	0.69	0.57	
Constant	1.23	0.79	
n =	477		

Table A.1.2

Access to Employer-Sponsored Retirement Plans (Full-Time Workers Only)

Workers at larger firms are more likely to report access

	Coefficient	Standard error	Statistical significance
Education			
High school or less	(reference)		
Some college	-0.05	0.19	
Bachelor's degree or higher	0.37	0.20	
Household income			
Less than $30,000	(reference)		
$30,000 to $49,999	-0.09	0.24	
$50,000 to $74,999	0.55	0.24	*
$75,000 to $99,999	0.71	0.26	**
$100,000 or more	0.98	0.27	***

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	Coefficient	Standard error	Statistical significance
Race/ethnicity			
White	(reference)		
Hispanic	-0.72	0.19	***
Other	0.00	0.25	
Gender			
Female	(reference)		
Male	0.02	0.15	
Marital status			
Married	(reference)		
Widowed, divorced, or separated	0.18	0.20	
Never married or living with partner	-0.02	0.20	
Has at least 1 child in the home	-0.02	0.17	
Has been unemployed for 4 weeks or longer in past 2 years	-0.44	0.23	
Age cohort			
18 to 34 years old	(reference)		
35 to 51 years old	-0.03	0.19	
52 to 64 years old	0.09	0.21	
Industry			
Wholesale and retail trade	(reference)		
Natural resources, construction, and maintenance	0.12	0.31	
Production, transportation, and material moving	0.63	0.29	*
Management, professional, and related	0.59	0.25	*
Other services	-0.18	0.25	
Firm size			
5 to 24	-2.31	0.24	***
25 to 99	-0.83	0.25	**
100 to 250	-0.46	0.26	
251 to 500	(reference)		
Ever planned for retirement			
No	(reference)		
Yes	0.25	0.16	
Don't know	0.06	0.33	
Constant	1.31	0.42	**
***n* =**	**2,441**		

Table A.2

Factors of Participating in Available Employer-Sponsored Retirement Plans (Full-Time Workers Only)

Employer contributions, household income, and age matter in who participates

	Coefficient	Standard error	Statistical significance
Education			
High school or less	(reference)		
Some college	-0.04	0.22	
Bachelor's degree or higher	0.18	0.23	
Household income			
Less than $30,000	(reference)		
$30,000 to $49,999	-0.08	0.30	
$50,000 to $74,999	0.53	0.29	
$75,000 to $99,999	0.24	0.34	
$100,000 or more	0.80	0.34	*
Race/ethnicity			
White	(reference)		
Hispanic	-0.30	0.26	
Other	0.01	0.29	
Gender			
Female	(reference)		
Male	-0.10	0.17	
Marital status			
Married	(reference)		
Widowed, divorced, or separated	0.07	0.22	
Never married or living with partner	-0.09	0.24	
Has at least 1 child in the home	-0.14	0.19	
Has been unemployed for 4 weeks or longer in past 2 years	-0.66	0.25	**
Age cohort			
18 to 34 years old	(reference)		
35 to 51 years old	0.22	0.22	
52 to 64 years old	0.46	0.23	*
Industry			
Wholesale and retail trade	(reference)		
Natural resources, construction, and maintenance	0.32	0.41	

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	Coefficient	Standard error	Statistical significance
Production, transportation, and material moving	0.61	0.33	
Management, professional, and related	0.37	0.31	
Other services	0.41	0.32	
Firm size			
5 to 24	-0.65	0.23	**
25 to 99	-0.35	0.23	
100 to 250	-0.07	0.22	
251 to 500	(reference)		
Ever planned for retirement			
No			
Yes	0.47	0.17	**
Don't know	0.84	0.43	
Employer contributes to plan			
No	(reference)		
Yes	0.92	0.18	**
Don't know	-0.37	0.26	
Constant	-0.29	0.50	
***n* =**	**1,756**		

Table A.3

Factors of Having Any Retirement Savings Among Full-Time Workers Without Access

Age, education, and planning for retirement are associated with a greater likelihood of participating in any plan

	Coefficient	Standard error	Statistical significance
Education			
High school or less	(reference)		
Some college	-0.25	0.33	
Bachelor's degree or higher	1.14	0.32	***
Household income			
Less than $30,000	(reference)		
$30,000 to $49,999	-1.06	0.44	*
$50,000 to $74,999	-0.06	0.45	
$75,000 to $99,999	-0.89	0.49	
$100,000 or more	-0.13	0.45	
Race/ethnicity			
White	(reference)		
Hispanic	-0.89	0.36	*
Other	-0.49	0.47	
Gender			
Female	(reference)		
Male	-0.58	0.28	*
Marital status			
Married	(reference)		
Widowed, divorced, or separated	-0.59	0.39	
Never married or living with partner	-0.73	0.32	*
Has at least 1 child in the home	-0.08	0.30	
Has been unemployed for 4 weeks or longer in past 2 years	-0.30	0.41	
Age cohort			
18 to 34 years old			
35 to 51 years old	1.00	0.38	**
52 to 64 years old	1.53	0.35	***
Industry			
Wholesale and retail trade	(reference)		

Continued on the next page

	Coefficient	Standard error	Statistical significance
Natural resources, construction, and maintenance	-0.07	0.55	
Production, transportation, and material moving	0.39	0.44	
Management, professional, and related	0.35	0.41	
Other services	0.09	0.42	
Firm size			
5 to 24	0.00	0.49	
25 to 99	-1.04	0.54	
100 to 250	-0.58	0.56	
251 to 500	(reference)		
Ever planned for retirement			
No	(reference)		
Yes	1.07	0.27	***
Don't know	-0.96	0.67	
Constant	-0.98	0.69	**
***n* =**	**603**		

Table A.4

Factors Associated With Planning for Retirement in Past 2 Years

Those who are married and those without children are more likely to plan

	Coefficient	Standard error	Statistical significance
Education			
High school or less	(reference)		
Some college	0.68	0.18	***
Bachelor's degree or higher	1.09	0.18	***
Household wealth			
$1,999 or less	(reference)		
$2,000 to $9,999	0.10	0.28	
$10,000 to $24,999	0.65	0.26	*
$25,000 to $49,999	0.67	0.26	*
$50,000 to $99,999	0.79	0.25	**
$100,000 or more	1.74	0.23	***
Don't know	0.20	0.32	
Race/ethnicity			
White	(reference)		
Hispanic	-0.23	0.19	
Other	0.09	0.21	
Gender			
Female	(reference)		
Male	0.09	0.12	
Marital status			
Married	(reference)		
Widowed, divorced, or separated	-0.30	0.16	
Never married or living with partner	-0.35	0.16	*
Has at least 1 child in the home	-0.36	0.15	*
Has been unemployed for 4 weeks or longer in past 2 years	-0.46	0.19	*
Age cohort			
18 to 34 years old	(reference)		
35 to 51 years old	-0.19	0.17	
52 to 64 years old	0.38	0.18	*

Continued on the next page

	Coefficient	Standard error	Statistical significance
Full-time	0.14	0.18	
Industry			
Wholesale and retail trade	(reference)		
Natural resources, construction, and maintenance	-0.29	0.28	
Production, transportation, and material moving	-0.08	0.24	
Management, professional, and related	-0.13	0.22	
Other services	-0.12	0.22	
Firm size			
5 to 24	-0.14	0.17	
25 to 99	-0.22	0.18	
100 to 250	-0.14	0.18	
251 to 500	(reference)		
Constant	-1.96	0.41	***
n =	**2,736**		

Table A.5

Factors Associated With Number of Retirement Plans That Respondent Is Familiar With

Education, age, and household income are tied with more familiarity; Hispanics are less familiar with savings options

	Coefficient	Standard error	Statistical significance
Education			
High school or less	(reference)		
Some college	0.11	0.04	**
Bachelor's degree or higher	0.21	0.04	***
Household income			
Less than $30,000	(reference)		
$30,000 to $49,999	0.06	0.06	
$50,000 to $74,999	0.12	0.06	*
$75,000 to $99,999	0.19	0.06	**
$100,000 or more	0.27	0.06	***
Race/ethnicity			
White	(reference)		
Hispanic	-0.27	0.06	***
Other	0.08	0.04	*
Gender			
Female	(reference)		
Male	0.07	0.03	*
Marital status			
Married	(reference)		
Widowed, divorced, or separated	0.02	0.04	
Never married or living with partner	0.01	0.04	
Has at least 1 child in the home	-0.04	0.03	
Has been unemployed for 4 weeks or longer in past 2 years	0.01	0.05	
Age cohort			
18 to 34 years old	(reference)		
35 to 51 years old	0.17	0.04	***
52 to 64 years old	0.32	0.04	***
Full-time	0.01	0.05	

Continued on the next page

	Coefficient	Standard error	Statistical significance
Industry			
Wholesale and retail trade	(reference)		
Natural resources, construction, and maintenance	-0.04	0.06	
Production, transportation, and material moving	-0.06	0.06	
Management, professional, and related	-0.04	0.05	
Other services	-0.08	0.05	
Firm size			
5 to 24	-0.01	0.04	
25 to 99	0.00	0.04	
100 to 250	-0.07	0.04	*
251 to 500	(reference)		
Access to employer-sponsored retirement benefit	0.05	0.04	
Constant	0.78	0.09	***
n =	2,880		

Endnotes

1 Social Security Administration, “Table 2: Social Security Benefits, April 2017,” accessed May 30, 2017, https://www.ssa.gov/policy/docs/quickfacts/stat_snapshot/.

2 Survey respondents self-defined full-time and part-time work status.

3 Annamaria Lusardi and Olivia S. Mitchell, “Baby Boomer Retirement Security: The Roles of Planning, Financial Literacy, and Housing Wealth,” *Journal of Monetary Economics* 54, no. 1 (2007): 205–24, doi:10.3386/w12585.

4 Alicia H. Munnell, Geoffrey Sanzenbacher, and Anthony Webb, “What Causes Workers to Retire Before They Plan?” working paper CRR WP 2015-22, Center for Retirement Research (September 2015), http://crr.bc.edu/wp-content/uploads/2015/09/wp_2015-22.pdf.

5 David Hudson, “*My*RA: Helping Millions of Americans Save for Retirement,” last modified Feb. 11, 2014, https://obamawhitehouse.archives.gov/blog/2014/02/11/myra-helping-millions-americans-save-retirement; “Government-Backed myRA Accounts Are Ready for Use,” *The Columbus Dispatch*, last modified Nov. 8, 2015, http://www.dispatch.com/content/stories/business/2015/11/08/1-government-backed-myra-accounts-are-ready-for-use.html. The Treasury Department announced on July 28, 2017, that it was closing the *my*RA program due to low demand and use. See U.S. Department of the Treasury, “Treasury Announces Steps to Wind Down *my*RA Program,” Press Center (July 28, 2017), https://www.treasury.gov/press-center/press-releases/Pages/sm0135.aspx.

6 Bivariate and regression analyses available upon request.

7 Bivariate and regression analyses available upon request.

8 Bivariate and regression analyses available upon request.

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