Workers in the United States accumulate the vast majority of their retirement savings through employer-based plans, but large gaps in coverage exist. The data show significant differences in access and participation across the states. In Iowa, more than 200,000 full-time, full-year, private-sector wage and salary workers lack access to a retirement savings plan or a pension through their employer.

68% of workers have access to a workplace retirement plan (3rd out of 50 states) 59% of workers are participating in a workplace retirement plan (3rd out of 50 states) 86% of workers with access to a workplace plan are participating (take-up rate)

Retirement Plan Access and Participation

Total
All full-time, full-year, private-sector wage and salary workers ages 18-64 (self-employed excluded)

Firm size
- < 10 employees: 29% Access, 37% Participation
- 10-49 employees: 40% Access, 48% Participation
- 50-99 employees: 52% Access, 62% Participation
- 100-499 employees: 66% Access, 76% Participation
- 500+ employees: 70% Access, 79% Participation

Age
- Ages 18-29: 44% Access, 60% Participation
- Ages 30-44: 58% Access, 68% Participation
- Ages 45-64: 66% Access, 72% Participation

Wage and salary income
- Less than $25,000: 31% Access, 47% Participation
- $25,000 to $49,999: 47% Access, 57% Participation
- $50,000 to $99,999: 57% Access, 68% Participation
- $100,000+: 76% Access, 80% Participation

Note: Estimates are based on a pooled 2010-14 IPUMS-CPS file, with the exception of the “firm size” analysis, which includes only 2011-14 data because of changes in the categories over time. The estimated size of the population lacking access to a retirement plan is rounded down and refers only to full-time, full-year, private-sector wage and salary workers ages 18-64.


© 2016 The Pew Charitable Trusts
Financial Capability

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>37%</td>
<td>Are certain they could come up with $2,000 if an unexpected need arose in the next month*</td>
</tr>
<tr>
<td>35%</td>
<td>Have ever tried to figure out how much they need to save for retirement†</td>
</tr>
<tr>
<td>25%</td>
<td>Are satisfied with their current personal financial condition when thinking of assets, debts, and savings*</td>
</tr>
</tbody>
</table>

* All respondents in the state.
† All non-retired respondents in the state.

© 2016 The Pew Charitable Trusts

Employment by Size of Firm

- 10% < 10
- 16% 10-49
- 7% 50-99
- 16% 100-499
- 51% 500+

Note: Figures may not add to 100% because of rounding.
© 2016 The Pew Charitable Trusts

For further information, please visit:
pewtrusts.org/retirementsavings pewtrusts.org/retirementaccess

Contact: Ken Willis, officer, communications
Email: kwillis@pewtrusts.org
Phone: 202-540-6933
Project website: pewtrusts.org/retirementsavings

Contact: Steven Abbott, officer, government relations
Email: sabbott@pewtrusts.org
Phone: 202-540-6647
Project website: pewtrusts.org/retirementsavings

The Pew Charitable Trusts is driven by the power of knowledge to solve today’s most challenging problems. Pew applies a rigorous, analytical approach to improve public policy, inform the public, and invigorate civic life.