Conducted by Ipsos using KnowledgePanel
A survey of employed private sector respondents without access to an employer-sponsored retirement savings plan

White, non-Hispanic n=430
Black, non-Hispanic n=204
Hispanic n=498

Field period: April 9 to May 13, 2024

Margin of error for each sample is as follows:
White, non-Hispanic +/-5.3 percentage points at the 95% confidence level
Black, non-Hispanic +/-10.0 percentage points at the 95% confidence level
Hispanic +/-6.8 percentage points at the 95% confidence level

NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.

*NOTE: * = less than 0.5%, - = no respondents*

Annotated Questionnaire:

S1.   How many jobs do you **currently** have? Please include both full and part-time jobs.

Enter number: _____

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Mean	1.27	1.32	1.40

S2.   Which of the following best describes [if S1=1] your employer / [if S1>1] any of your employers?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Government	*	3%	1%
Private-for-profit company	76%	58%	73%
Non-profit organization including tax-exempt and charitable organizations	15%	19%	9%
Self-employed	9%	8%	5%
Other	11%	25%	21%

S3.   ***Whether you participate or not***, does your employer ([If Number of jobs >1] that you consider as your main or primary job) **offer a retirement plan**, such as a 401k or a pension?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes, my employer offers a retirement plan	*	*	*
No, my employer does not offer a retirement plan	100%	100%	100%
I'm not sure	*	*	*

S4.   Are you **currently** enrolled in [NAME OF STATE PROGRAM HERE] to save for your retirement? This is a retirement program run by the state you live in.

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	*	*	*
No	96%	100%	91%
I'm not sure	4%	*	9%

S5.   Does your employer offer…

S5_A.   Health insurance?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	28%	39%	30%
No	69%	56%	67%
Don't know	3%	4%	2%
Skipped	*	*	1%

S5_B.   Paid holidays, vacation, sick leave, or other paid time off?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	52%	53%	51%
No	46%	44%	46%
Don't know	3%	3%	2%
Skipped	*	*	1%

S5_C. Tuition assistance and/or tuition reimbursement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	6%	5%	4%
No	89%	82%	90%
Don't know	5%	13%	5%
Skipped	*	*	1%

S5_D. Dental or vision insurance?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	20%	30%	21%
No	74%	67%	75%
Don't know	6%	3%	2%
Skipped	*	*	2%

S5_E. Other benefit(s)?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	6%	4%	3%
No	72%	63%	74%
Don't know	12%	15%	10%
Skipped	10%	17%	14%

W1. Some people set financial goals for themselves, such as planning to buy a car, becoming debt-free, paying for a vacation or preparing for college expenses. Do you have a current financial goal?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	65%	72%	71%
No	35%	28%	29%
Skipped	*	*	*

W2.   Which of the following are your financial goals to focus on in the next 12 months?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Paying down or paying off debt	44%	69%	58%
Budgeting my money more efficiently	38%	55%	38%
Saving in an emergency fund	29%	43%	37%
Saving toward a major expense or purchase (e.g., a house, car, vacation, education, planned medical expense)	57%	54%	55%
Saving for retirement	43%	27%	40%
Investing in the stock market	14%	13%	12%
Starting a business	4%	10%	18%
Making up for recent financial losses	6%	13%	8%
Other	4%	1%	4%
Skipped	-	-	-

W3. Overall, how wealthy do you feel today?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very wealthy	2%	4%	3%
Somewhat wealthy	15%	12%	13%
A little wealthy	32%	20%	23%
Not at all wealthy	51%	64%	61%
Skipped	-	*	1%
Total wealthy (net)	17%	16%	16%
Total not wealthy (net)	83%	83%	83%

W4. How would you describe the financial situation in your household these days? Would you say it's …

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Excellent	12%	2%	5%
Good	37%	34%	35%
Fair	38%	54%	43%
Poor	13%	9%	18%
Skipped	-	*	-
Excellent/Good (net)	49%	36%	40%
Fair/Poor (net)	51%	63%	60%

W5. During the past 12 months, has your financial situation improved, stayed the same, or become worse?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Improved	25%	34%	21%
Stayed the same	49%	46%	54%
Become worse	26%	18%	25%
Skipped	-	2%	-

W6. What are a few words or phrases that come to mind when you think about what wealth means to you?

Enter response: _____

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Number of text responses received	376	188	446

W7. What dollar amount would you need to have—free and clear—to consider yourself wealthy? When we say "wealth," we'd like you to think specifically of the amount of money you have after you've paid off all of your debts, like a mortgage, credit cards, student loans, and anything or anyone else you owe money to.

	White, non-Hispanic	Black, non-Hispanic	Hispanic
$0 to $499,999	29%	31%	27%
$500,000 to $999,999	20%	14%	17%
$1,000,000 to $1,999,999	24%	16%	19%
$2,000,000 to $2,999,999	8%	4%	8%
$3,000,000 to $3,999,999	3%	3%	2%
$4,000,000 to $4,999,999	2%	1%	5%
$5,000,000 to $6,999,999	8%	8%	7%
$7,000,000 to $9,999,999	1%	4%	1%
$10,000,000 to $14,999,999	1%	2%	3%
More than $15,000,000	3%	16%	10%
Skipped	2%	1%	1%

W9. How important is it to you to build wealth?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very important	29%	45%	41%
Somewhat important	54%	42%	46%
Not important	14%	9%	11%
Not sure	3%	3%	2%
Skipped	-	1%	1%

W9a. What is the most important reason to build wealth?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
I want to afford an enjoyable lifestyle without financial worries.	57%	51%	50%
I want to leave money to the next generation, whether my children or younger members of my family.	14%	28%	18%
I want to retire or stop working and be secure in my old age.	28%	20%	30%
Other reason (please specify):	1%	1%	2%

W9b. What statement best describes the reason why building wealth is not important to you right now?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
It seems impossible for me to achieve.	34%	33%	27%
I have other priorities.	52%	56%	62%
Other reason (please specify):	11%	6%	11%
Skipped	3%	6%	-

W10.   Which of the following do you or someone in your household currently have?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Checking, savings account, or certificates of deposit (CDs) at a bank or credit union	97%	87%	86%
Life insurance	56%	55%	31%
Retirement account (such as an IRA or 401(k))	58%	41%	31%
Pension	21%	23%	10%
Nonretirement investments (such as stocks, bonds, or mutual funds)	31%	16%	15%
Education savings account (such as a 529 plan)	11%	6%	3%
Real estate investments (not the home you live in)	12%	9%	7%
Other (please specify):	2%	3%	5%
Skipped	2%	5%	4%

W11.   In the past 12 months, did you (and/or your spouse or partner) receive any income from the following sources: Supplemental Security Income (SSI), Temporary Assistance for Needy Families (TANF), or cash assistance from a welfare program?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	6%	12%	5%
No	94%	85%	92%
Not sure	1%	2%	3%
Skipped	-	2%	-

W12.   Did you file an income tax return in either tax year 2022 or 2023?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	95%	80%	82%
No	4%	15%	16%
Not sure	1%	5%	3%
Skipped	-	-	-

W13.   Do you have any of the following debts?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Home mortgage (for the house that you live in)	41%	23%	30%
Other real estate mortgage	6%	3%	5%
Car loan	35%	35%	37%
Credit card debt	40%	58%	49%
Medical debt	15%	22%	10%
School loan	17%	33%	9%
Life insurance policy loan	3%	9%	2%
Loan from a relative or friend	5%	6%	9%
Payday loan	2%	9%	3%
Legal debt	1%	2%	2%
Outstanding utility bill	6%	10%	6%
Other (please specify):	2%	2%	3%
Skipped	-	2%	*

W14.   As of today, which of the following statements describes how manageable your household debt is?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
I can manage my debt with ease.	42%	16%	32%
I can usually manage my debt but with some minor struggles.	38%	56%	40%
I struggle to manage my debt.	15%	26%	24%
I cannot manage my debt.	5%	1%	5%
Skipped	-	-	-
Total debt managed (net)	*80%*	*72%*	*72%*
Total debt not managed (net)	*20%*	*27%*	*29%*

W15. How well do the following statements describe you or your situation?

Because of my money situation, I feel like I will never have the things I want in life	White, non-Hispanic	Black, non-Hispanic	Hispanic
Completely	7%	13%	11%
Very well	12%	10%	13%
Somewhat	34%	36%	30%
Very little	27%	13%	26%
Not at all	21%	28%	20%
Skipped	-	-	*
Completely/Very well (net)	*19%*	*23%*	*24%*
Very little/Not at all (net)	*48%*	*41%*	*46%*

I am just getting by financially	White, non-Hispanic	Black, non-Hispanic	Hispanic
Completely	14%	13%	17%
Very well	11%	17%	12%
Somewhat	39%	40%	37%
Very little	15%	17%	18%
Not at all	20%	13%	16%
Skipped	1%	1%	1%
Completely/Very well (net)	*25%*	*30%*	*29%*
Very little/Not at all (net)	*35%*	*30%*	*34%*

I am concerned that the money I have or will save won't last	White, non-Hispanic	Black, non-Hispanic	Hispanic
Completely	23%	23%	30%
Very well	18%	21%	14%
Somewhat	34%	27%	30%
Very little	13%	11%	15%
Not at all	12%	17%	12%
Skipped	*	2%	*
Completely/Very well (net)	*41%*	*44%*	*44%*
Very little/Not at all (net)	*25%*	*28%*	*27%*

W16. How often does this statement apply to you?

I have money left over at the end of the month	White, non-Hispanic	Black, non-Hispanic	Hispanic
Always	25%	15%	14%
Often	16%	15%	16%
Sometimes	27%	42%	27%
Rarely	20%	14%	24%
Never	11%	16%	18%
Skipped	1%	-	*
Always/Often (net)	*41%*	*30%*	*30%*
Rarely/Never (net)	*31%*	*30%*	*42%*

My finances control my life	White, non-Hispanic	Black, non-Hispanic	Hispanic
Always	9%	14%	13%
Often	21%	16%	20%
Sometimes	32%	36%	36%
Rarely	28%	14%	20%
Never	10%	18%	11%
Skipped	1%	2%	*
Always/Often (net)	*29%*	*30%*	*23%*
Rarely/Never (net)	*28%*	*32%*	*31%*

W17.   Please tell us whether each of the following has happened to you or someone in your household in the past 12 months because you did not have enough money:

Did not pay the full amount due on the rent or mortgage on time	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	10%	20%	17%
No	73%	55%	64%
Not applicable	17%	25%	19%
Skipped	*	-	1%

Skipped paying a bill other than the rent or mortgage	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	15%	29%	25%
No	77%	60%	66%
Not applicable	8%	12%	8%
Skipped	1%	-	1%

W17. Please tell us whether each of the following has happened to you or someone in your household in the past 12 months because you did not have enough money: *(Continued)*

Needed to see a doctor or go to the hospital but did not go	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	21%	19%	22%
No	72%	68%	67%
Not applicable	7%	13%	9%
Skipped	1%	-	1%

Could not fill or postponed filling a prescription for drugs when they were needed	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	12%	16%	13%
No	79%	71%	71%
Not applicable	9%	12%	15%
Skipped	*	1%	1%

Overdrew a checking account or wrote a check for more than what was in the account	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	13%	26%	16%
No	83%	69%	73%
Not applicable	4%	5%	9%
Skipped	*	-	2%

A credit, debit, or prepaid card was declined for being over the limit or for insufficient funds	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	13%	21%	22%
No	82%	74%	72%
Not applicable	4%	5%	6%
Skipped	*	-	*

Took a loan (e.g., payday loan, auto-title loan, personal loan, student loan)	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	12%	23%	12%
No	83%	72%	79%
Not applicable	4%	5%	8%
Skipped	*	1%	1%

Took money out of a retirement account (e.g., distribution or loan)	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	9%	15%	5%
No	80%	70%	81%
Not applicable	11%	15%	14%
Skipped	-	-	-

B1. To what extent are the following things preventing you from achieving your financial goals or building wealth?

Not making enough money at my current job(s)	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	42%	43%	43%
A little bit	38%	34%	42%
Not at all	19%	19%	14%
Unsure	1%	3%	1%
Skipped	1%	1%	1%

Not having enough savings to start investing	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	31%	37%	44%
A little bit	36%	38%	32%
Not at all	29%	17%	21%
Unsure	3%	6%	2%
Skipped	1%	2%	1%

Poor credit	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	8%	20%	13%
A little bit	15%	19%	15%
Not at all	73%	57%	62%
Unsure	3%	3%	5%
Skipped	1%	2%	4%

Not having enough money to start a business	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	14%	24%	35%
A little bit	14%	22%	19%
Not at all	21%	17%	16%
Unsure	5%	4%	8%
Not applicable	47%	33%	20%
Skipped	*	-	2%

Too much debt	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	21%	34%	19%
A little bit	28%	27%	33%
Not at all	50%	32%	43%
Unsure	*	2%	2%
Skipped	1%	6%	4%

B1. To what extent are the following things preventing you from achieving your financial goals or building wealth? *(Continued)*

Not knowing how to budget or how to go about achieving my goals	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	8%	12%	16%
A little bit	33%	42%	40%
Not at all	56%	41%	39%
Unsure	3%	5%	4%
Skipped	*	1%	1%

Not being offered benefits by my employer	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	15%	21%	31%
A little bit	31%	25%	29%
Not at all	51%	47%	35%
Unsure	3%	6%	4%
Skipped	1%	2%	1%

Disability or chronic illness (myself or a member of my household)	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	8%	8%	8%
A little bit	19%	22%	23%
Not at all	70%	61%	61%
Unsure	2%	9%	4%
Skipped	*	1%	3%

Discrimination and unfair practices	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	2%	8%	6%
A little bit	7%	16%	20%
Not at all	87%	67%	67%
Unsure	3%	9%	6%
Skipped	*	-	1%

Poor economic conditions (e.g., high inflation, interest rates)	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very much	42%	43%	44%
A little bit	36%	33%	35%
Not at all	21%	19%	17%
Unsure	1%	5%	3%
Skipped	*	-	*

B2. At any time in the last 12 months, has anyone in your household provided unpaid care to a relative or friend 18 years or older to help them take care of themselves? This may include helping with personal needs or household chores, managing a person's finances, or arranging for outside services. This adult does not need to live with you.

	White, non-Hispanic	Black, non-Hispanic	Hispanic
I personally provided care to an adult in the last year.	16%	13%	15%
Someone else in my household has provided care to an adult in the last year.	10%	7%	9%
No.	74%	79%	76%
Skipped	*	1%	1%

B3. Were any of the adults that [IF B2=1): you/IF B2=2): someone in your household] cared for age 50 or older?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	72%	76%	73%
No	28%	24%	27%

B4. Did providing this care involve expenses that made it more difficult for you to achieve your financial goals?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	30%	50%	41%
No	63%	48%	43%
Not sure	7%	2%	16%
Skipped	-	-	-

B5. Please indicate the extent to which you agree or disagree with each of the following statements:

The stock market offers a fair opportunity for all to profit over time	White, non-Hispanic	Black, non-Hispanic	Hispanic
Strongly agree	10%	7%	5%
Somewhat agree	35%	26%	31%
Somewhat disagree	14%	19%	17%
Strongly disagree	16%	12%	19%
No opinion	25%	35%	28%
Skipped	*	2%	1%
Strongly agree/Somewhat agree (net)	*45%*	*33%*	*36%*
Somewhat disagree/Strongly disagree (net)	*30%*	*31%*	*36%*

Financial services institutions treat people like you with respect	White, non-Hispanic	Black, non-Hispanic	Hispanic
Strongly agree	10%	5%	8%
Somewhat agree	38%	30%	41%
Somewhat disagree	18%	24%	16%
Strongly disagree	11%	13%	11%
No opinion	23%	27%	24%
Skipped	1%	2%	1%
Strongly agree/Somewhat agree (net)	*48%*	*35%*	*49%*
Somewhat disagree/Strongly disagree (net)	*29%*	*37%*	*27%*

R1. At what age do you expect to retire?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Enter age: (percentage of responses)	50%	57%	47%
Enter age: (mean)	64	62	99
I do not plan to retire because I want to keep working	13%	18%	18%
I do not think I will have the resources to be able to retire	34%	19%	35%
Skipped	3%	6%	1%

RKS1. How often have you thought about the age you expect to retire?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Never	31%	31%	31%
One time	11%	13%	23%
Two to three times	27%	34%	26%
Four or more times	31%	20%	19%
Skipped	1%	2%	1%

RKS2. How often have you thought about how much money you need to save for retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Never	29%	25%	29%
One time	7%	13%	13%
Two to three times	21%	33%	25%
Four or more times	42%	27%	32%
Skipped	1%	2%	1%

RKS3. How often have you read in a brochure, magazine, or book about how to plan for retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Never	59%	49%	60%
One time	11%	17%	18%
Two to three times	14%	22%	13%
Four or more times	15%	10%	9%
Skipped	1%	2%	*

RKS4. How often have you read on the Web/internet about how to plan for retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Never	58%	52%	59%
One time	8%	13%	19%
Two to three times	17%	20%	13%
Four or more times	16%	13%	9%
Skipped	1%	2%	1%

RKS5. How often have you talked to a family member or a close friend about how to plan for retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Never	54%	55%	52%
One time	11%	16%	19%
Two to three times	17%	18%	18%
Four or more times	17%	10%	10%
Skipped	1%	1%	*

RKS6. How often have you talked to a finance professional about how to plan for retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Never	64%	72%	74%
One time	13%	12%	11%
Two to three times	12%	8%	11%
Four or more times	10%	4%	4%
Skipped	2%	3%	-

RKS7. How often have you attended a workshop or class about financial planning for retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Never	84%	71%	84%
One time	9%	14%	10%
Two to three times	5%	10%	3%
Four or more times	1%	3%	3%
Skipped	1%	2%	*

RKS8. How much do you know about how retirement savings accounts work?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Nothing at all	31%	35%	52%
A little	40%	35%	32%
Somewhat	21%	19%	13%
A great deal	8%	11%	3%
Skipped	1%	-	-
Nothing at all/A little (net)	71%	70%	84%
Somewhat/A great deal (net)	29%	30%	16%

RKS9. How much do you know about different types of retirement savings plans?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Nothing at all	35%	30%	54%
A little	39%	44%	33%
Somewhat	20%	20%	7%
A great deal	7%	6%	5%
Skipped	1%	-	1%
Nothing at all/A little (net)	74%	74%	87%
Somewhat/A great deal (net)	27%	26%	12%

RKS10. How well prepared financially are you for retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Not prepared at all	49%	54%	62%
A little prepared	27%	26%	26%
Somewhat prepared	15%	13%	8%
Very prepared	9%	2%	3%
Skipped	*	4%	1%
Not prepared at all/A little prepared (net)	76%	80%	88%
Very prepared/Somewhat prepared (net)	24%	15%	11%

R2. Which of the following best describes how much you anticipate being able to spend on your lifestyle in retirement?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
I will be able to increase my spending.	6%	4%	9%
I will be able to maintain my level of spending.	31%	17%	20%
I will need to decrease my spending by a little.	32%	36%	34%
I will need to decrease my spending by a lot.	13%	16%	16%
Don't know.	18%	25%	22%
Skipped	-	2%	-
Increase or maintain spending (net)	*37%*	*21%*	*29%*
Decrease spending (net)	*45%*	*52%*	*50%*

R3. Think about ways you might increase your wealth. What do you think are the three best ways you could build wealth? [Select up to three options]

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Put money into savings and investments.	68%	64%	58%
Increase income.	55%	60%	49%
Build emergency savings to handle unexpected expenses.	25%	26%	20%
Minimize debt.	52%	43%	44%
Buy a house or other property.	11%	12%	18%
Entrepreneurship (e.g., start a business, side hustle).	13%	12%	21%
Increase my education or professional skills.	6%	14%	11%
Living within my means.	39%	32%	24%
Other (please specify):	2%	1%	3%
Skipped	1%	3%	2%

R4. Thinking **only about savings and investments**, which of the following do you think is the best way to build wealth?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Property or real estate	25%	21%	34%
Retirement account (such as a 401(k) or an IRA)	29%	19%	17%
The stock market (such as mutual funds or individual stocks not in a retirement account)	14%	14%	11%
Cash savings	8%	11%	15%
Life insurance	2%	1%	3%
Bonds (such as bond mutual funds or individual bonds)	2%	4%	1%
Cryptocurrency (e.g., Bitcoin)	1%	4%	1%
Don't know	20%	26%	18%
Skipped	*	1%	1%

P1. Have you ever participated in a workplace retirement savings plan like a 401(k) through a past employer?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Yes	43%	43%	28%
No	53%	51%	70%
Don't know	4%	4%	2%
Skipped	*	2%	-

P2. If your current employer were to start offering a retirement savings plan like a 401(k), how likely is it that you would sign up?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Definitely would	45%	42%	45%
Probably would	27%	30%	30%
Probably would not	10%	9%	8%
Definitely would not	7%	6%	9%
Don't know	11%	12%	8%
Skipped	-	1%	*
Would (net)	*72%*	*72%*	*75%*
Would not (net)	*17%*	*15%*	*17%*

P3. Imagine you are offered an opportunity to participate in an automated retirement savings program sponsored by your state. In this program, your employer automatically takes out part of each paycheck and deposits that money into a retirement account in your name. Your investment is managed by a private company, with your state providing oversight. The account is yours to control and stays with you if you change jobs.

Please **carefully read** these important details about the program:
- By default, 5% of your pay (e.g., $5 for each $100 of your take home pay, after taxes) will be deducted and deposited into your account, but you can change how much money you put away and can leave (and rejoin) the program whenever you want. Your employer would not make any contributions.
- The money is invested in a fund with a mix of assets (e.g., stocks and bonds) appropriate for someone your age. These "target date" retirement funds account for the amount of time until you retire and become more conservative as you approach retirement to lower investment risk and protect against loss. There are additional funds that you can choose from as well.
- Because you have already paid taxes on the money deducted from your paycheck, the money in the program grows tax-free and will not be taxed when withdrawn.
- At any time, you can take out the money that you have put in without paying a penalty.

P3. How likely would you be to participate in this program?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very likely	41%	41%	46%
Somewhat likely	38%	45%	40%
Not likely	19%	13%	14%
Skipped	2%	1%	-

P4. How much money do you feel like you could save each month in a program like this before it would be difficult on your monthly finances?

Enter amount: _____

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Mean	$611	$547	$472

P5. Now imagine that there is an additional feature to this program that allows you to receive an **additional matching contribution** in the form of a tax credit paid into your account that equals 50% of your own contribution (e.g., for each $100 you contribute to your account, you receive an additional $50 deposited into the same account). Would you be more likely to participate?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Much more likely	56%	47%	52%
Somewhat more likely	27%	39%	36%
No more likely	15%	12%	11%
Skipped	2%	3%	*
More likely (net)	*83%*	*86%*	*88%*

P6. With the matching contribution, would you consider contributing more each month to your account?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
I would contribute a lot more	25%	31%	30%
I would contribute a little more	49%	39%	53%
I would contribute the same amount	23%	26%	15%
Skipped	3%	3%	2%
Contribute more (net)	*74%*	*70%*	*83%*

P7. As a reminder: You can withdraw your contributions at any time without penalty. How likely would you be to withdraw money from your account before retirement to use for emergency expenses or other purposes?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Very likely	8%	19%	14%
Somewhat likely	33%	33%	38%
Not at all likely	38%	25%	25%
Unsure	21%	22%	23%
Skipped	1%	2%	-

P8. What might you use these savings for? [Select all that apply]

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Medical emergencies.	63%	47%	57%
A family emergency that requires money immediately.	56%	48%	52%
The loss of a job.	43%	48%	43%
To fund children's education.	22%	20%	12%
A vacation.	10%	21%	15%
To buy a home or pay for a home improvement project.	27%	34%	31%
To buy a new car.	19%	24%	15%
Repairs to my car or my house that can't wait.	57%	46%	33%
Other (please specify):	5%	4%	8%
Skipped	1%	-	-

P9. Does being able to withdraw money from the retirement account make you more likely to want to participate?

	White, non-Hispanic	Black, non-Hispanic	Hispanic
Much more likely	31%	31%	41%
Somewhat more likely	40%	39%	35%
No more likely	27%	28%	24%
Skipped	2%	2%	1%

This poll was sponsored by The Pew Charitable Trusts and conducted April 9-May 13, 2024, by Ipsos using its KnowledgePanel (KP). The study focused on employed Hispanic, Black non-Hispanic, and White non-Hispanic individuals in the private sector who lack access to employer-sponsored retirement savings plans.

KP is the largest and most well-established online probability-based panel that is representative of the adult U.S. population. The recruitment process employs a scientifically developed, address-based sampling methodology using the latest delivery sequence file of the U.S. Postal Service—a database with full coverage of all delivery points in the United States. Households invited to join the panel are randomly selected from all available households in the United States. Persons in the sampled households are invited to join and participate in the panel. Those selected who do not already have internet access are provided a tablet and internet connection at no cost to the panel member. Those who join the panel and who are selected to participate in a survey are sent a unique password-protected login used to complete surveys online. As a result of the recruitment and sampling methodologies, samples from KP cover all households regardless of their phone or internet status, and findings can be reported with a margin of sampling error and projected to the general population. KP members receive a per-survey incentive, usually the equivalent of $1-$2 in points, that can be redeemed for cash or prizes. For this survey, larger incentives were given to some Black non-Hispanic respondents to maximize the survey completion rate because of a low incidence rate of KP members without access to a workplace retirement plan.

The margin of sampling error for White non-Hispanic workers was plus or minus 5.3 percentage points at the 95% confidence level for results based on the entire subsample. The margin of sampling error takes into account the design effect, which was 1.27. For Black non-Hispanic workers, the margin of sampling error was plus or minus 10.0 percentage points, and the design effect was 2.12. For Hispanic workers, the margin of sampling error was plus or minus 6.8 percentage points, and the design effect was 2.4. Sampling error is only one potential source of error. There may be other unmeasured nonsampling error in this or any poll. In our reporting of the findings, percentage points are rounded off to the nearest whole number. As a result, percentages in a given table column may total slightly higher or lower than 100%. In questions that permit multiple responses, columns may total substantially more than 100%, depending on the number of different responses offered by each respondent.

The study was conducted in English and Spanish. For this study, Ipsos weighted each racial/ethnic group separately, and the weighting process included multiple steps. In the first step, design weights for KP assignees were computed to reflect their selection probabilities. In the second step, the above design weights for KP screener respondents were raked to the age 18-and-over U.S. employee population. The needed benchmarks were obtained from the 2023 March Supplement of the U.S. Census Bureau's Current Population Survey. Additionally, language dominance benchmarks were obtained from the Census Bureau's 2022 American Community Survey. The weighting categories were as follows:

a. Age (18-29, 30-44, 45-59, 60+) by gender (male, female).
b. Education (less than high school, high school, some college, bachelor's, and higher).
c. Census region (Northeast, Midwest, South, West) by metropolitan area (Yes, No)——weight region and metropolitan area separately for Black and Hispanic.
d. Household income (under $25K, $25K-$49,999, $50K-$74,999, $75K-$99,999, $100K and over).
e. Language dominance within Hispanic (English-dominant Hispanic, bilingual, Spanish-dominant Hispanic)—only for Hispanic.
f. Hispanic origin within Hispanic (Mexican, Puerto Rican, Cuban, Cuban American, other)—only for Hispanic.

Ipsos took steps to ensure data quality. Respondents were unable to complete the survey more than once; after completing the survey one time, respondents no longer had access to the survey. Logic and data quality checks were built into the programmed survey, including the following:

- S1. Number of jobs. This number box was limited to 0-99.

- R3. Ways in which respondents might increase their wealth. Respondents were limited to selecting up to three ways.
- P4. Amount of money that respondents felt they could save each month in such a program. Responses were limited to numeric entries.

Seven (7) respondents were removed from the final data for refusing to respond to more than one-third of the survey items they were shown. Ipsos did not code any open-ended responses. Data were imputed for demographics used in weighting if the respondent declined to answer. Ipsos did not conduct any additional data imputation for this study.

All forms of public opinion research are subject to unmeasured error that cannot be eliminated. When a probability-based panel like KnowledgePanel is used, Ipsos employs the total survey error approach to identify and minimize error resulting from coverage error, sampling error, nonresponse error, measurement error, and data processing and editing error. Coverage error is addressed in our KnowledgePanel recruitment strategies. Sampling error is addressed in recruitment and at the time of sample selection for each study. Nonresponse error is reduced in recruitment, study sampling, panel management strategies (including communication, incentive, and retention protocols), and weighting of the final data. These strategies support the computation of sampling error to estimate the extent to which the results from the sample might differ from population values. To reduce measurement error, Ipsos research staff members evaluate questionnaires in terms of item flow, wording, and response formats to provide respondent-friendly surveys and elicit high-quality data. Additionally, Ipsos conducts a quality control review of data processing steps and any data cleaning to minimize errors.