Wednesday, June 5th, 2024
10:30 – 11:30 a.m.

The event will start momentarily. The Q&A portion will follow the report presentation.
Household Wealth and Retirement Savings in the United States
Household Retirement Plan Coverage from Current Job of Respondent or Spouse/Partner

Includes households with heads age 40-64.
Source: SCF 1989-2022 supplemented with DB plan assets • Created with Datawrapper
Household Retirement Plan Coverage from Current Job of Respondent or Spouse/Partner

Includes households with heads age 40-64.

Source: SCF 1989-2022 supplemented with DB plan assets • Created with Datawrapper
Asset Composition of Private Wealth in 2022 (All Households)

- Financial (Transaction) (5.1)
- Nonfinancial (Housing/Real Estate) (30.2)
- Nonfinancial (Business) (17.5)
- Financial (Market) (15.3)
- DC Plans (13.5)
- DB Plans (11.6)
- Other assets (6.8)

Source: SCF 2022 supplemented with DB plan assets • Created with Datawrapper
Private Asset Composition by Age Group

Source: SCF 2022 supplemented with DB plan assets • Created with Datawrapper
Asset Composition by Private Wealth Group

Restricted to households with respondents age 45-65. Private wealth percentiles based on 5-year age bins.
Source: SCF 2022 supplemented with DB plan assets • Created with Datawrapper
Private Asset Composition by Race

Restricted to households with respondents ages 40-64.
Source: SCF 2022 supplemented with DB plan assets • Created with Datawrapper
White/Non-White Average Wealth Ratios over Time by the Inclusion of DB Plan Assets

*Private wealth includes defined benefit plan assets; net worth does not.*

Source: SCF 1989-2022 supplemented with DB plan assets • Created with Datawrapper
DC Plan Wealth and Coverage by Race and Private Wealth Quintile (%)

DC Plan Coverage

- Quintile 1
- Quintile 3
- Quintile 5

Average DC Plan Wealth

- Quintile 1
- Quintile 3
- Quintile 5

Includes households with heads age 40-64

Source: SCF 2019, 2022 supplemented with DB plan assets • Created with Datawrapper
DB Plan Wealth and Coverage by Race and Private Wealth Quintile (%)

**DB Plan Coverage**
- White
- Black
- Hispanic

**Average DB Plan Wealth**
- White
- Black
- Hispanic

*Includes households with heads age 40-64*

Source: SCF 2019, 2022 supplemented with DB plan assets • Created with Datawrapper
Retirement Security and Racial Disparities in Massachusetts
Racial composition of segments of the Massachusetts labor force most likely to offer strong retirement benefits.


"Public sector employees" includes all workers whose first or second job was categorized as belonging to local, state, or federal government.

Retirement Plan Access and Participation by Sector

- All Civilian Access
- All Civilian Participation
- Private Industry Access
- Private Industry Participation
- State and Local Government Access
- State and Local Government Participation

Source: National Compensation Survey, BLS, 2023 • Created with Datawrapper
### Share of Massachusetts Workers with Access to Retirement Plan through Job

<table>
<thead>
<tr>
<th>Category</th>
<th>Access Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>57%</td>
</tr>
<tr>
<td>Age 18-34</td>
<td>46.3%</td>
</tr>
<tr>
<td>Age 35-44</td>
<td>62.5%</td>
</tr>
<tr>
<td>Age 45-54</td>
<td>66.1%</td>
</tr>
<tr>
<td>Age 55-64</td>
<td>64.7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>44.1%</td>
</tr>
<tr>
<td>Asian (NH)</td>
<td>58%</td>
</tr>
<tr>
<td>Black (NH)</td>
<td>52.1%</td>
</tr>
<tr>
<td>White (NH)</td>
<td>59.6%</td>
</tr>
<tr>
<td>Less than High School</td>
<td>28.1%</td>
</tr>
<tr>
<td>High School</td>
<td>44.9%</td>
</tr>
<tr>
<td>Some College</td>
<td>46.4%</td>
</tr>
<tr>
<td>Bachelor’s or Higher</td>
<td>69.8%</td>
</tr>
<tr>
<td>Earnings $18,000 or less</td>
<td>19.6%</td>
</tr>
<tr>
<td>Earnings $18,001 to $31,000</td>
<td>40%</td>
</tr>
<tr>
<td>Earnings $31,001 to $50,000</td>
<td>57.5%</td>
</tr>
<tr>
<td>Earnings $50,001 to $78,000</td>
<td>69.8%</td>
</tr>
<tr>
<td>Earnings Over $78,000</td>
<td>80.6%</td>
</tr>
</tbody>
</table>

Source: AARP Public Policy Institute, 2022 • Get the data • Created with Datawrapper
Retirement participation by plan type and race.

Rate of participation in retirement plans among employed MA residents ages 25 or older. SIPP 2018-22

Includes employed MA residents ages 25 or older.
Source: U.S. Census Survey of Income and Program Participation 2018-22 • Created with Datawrapper
Value of 401K assets are lowest for Black populations.

Average value of 401K accounts by race. SIPP 2018-22

<table>
<thead>
<tr>
<th>Race</th>
<th>401K Value (Mean)</th>
<th>401K Value (Median)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>150K</td>
<td>50K</td>
</tr>
<tr>
<td>Black</td>
<td>100K</td>
<td>40K</td>
</tr>
<tr>
<td>Hispanic</td>
<td>80K</td>
<td>30K</td>
</tr>
<tr>
<td>Other</td>
<td>60K</td>
<td>20K</td>
</tr>
<tr>
<td>White</td>
<td>40K</td>
<td>10K</td>
</tr>
</tbody>
</table>

Includes MA residents age 25 or older.

Source: U.S. Census Survey of Income and Program Participation 2018-22 • Created with Datawrapper
Average Value of Defined Benefit Pension Wealth Among Massachusetts Pensioners Age 55+, 2013-21

<table>
<thead>
<tr>
<th>Category</th>
<th>Value (2013-21)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Pensioners Age 55+</td>
<td>317,000</td>
</tr>
<tr>
<td>White</td>
<td>324,000</td>
</tr>
<tr>
<td>Nonwhite</td>
<td>246,000</td>
</tr>
<tr>
<td>Men</td>
<td>341,000</td>
</tr>
<tr>
<td>Women</td>
<td>295,000</td>
</tr>
<tr>
<td>4-Year College Degree</td>
<td>456,000</td>
</tr>
<tr>
<td>No 4-Year College Degree</td>
<td>206,000</td>
</tr>
</tbody>
</table>

Reproduced version of graph found in MA Fact Sheet for 2023 "Closing the Gap" report, National Institute on Retirement Security.

Source: CPS/ASEC data tabulated by National Institute on Retirement Security for 2023 Closing the Gap Report • Get the data • Created with Datawrapper
Policy Options
Policy Options

1. Increasing Coverage
   • Extend plan offerings to workplaces without coverage
   • Increase portability

2. Boosting Plan Balances
   • Automate enrollment and default contributions
   • Tax credits & side-car family emergency funds
   • Workforce development – wages and career stability

3. Ensuring the Fiscal Viability of Funds
   • Signs of progress – GAO upgrading status of both PBGC SE & ME programs
   • States taking bolder steps – use of lottery and Covid-19 funds
   • Further steps needed