

## APPENDIX A

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### EMPLOYER INTERVIEWS: METHODOLOGY

Towers Perrin conducted telephone interviews with senior personnel in the human resources and training functions within a targeted set of large organizations. The target companies were either recommended by AARP or were selected by Towers Perrin due to the fact that they had received awards in the area of training and development. A total of 20 interviews were completed between December 2006 and February 2007. Most interviewees also completed a brief online survey describing their training practices.

Participating companies:\*

- ACUITY (Sheboygan, WI)
- Air Products and Chemicals, Inc. (Allentown, PA)
- Atlantic Health (Florham Park, NJ)
- Bon Secours Richmond Health System  
(Richmond, VA)
- Caterpillar (Peoria, IL )
- Hormel (Austin, MN)
- Hewlett-Packard (Palo Alto, CA)
- Johnson Controls (Milwaukee, WI)
- L.L.Bean (Freeport, ME)
- Lancaster General Hospital (Lancaster, PA)
- Massachusetts Institute of Technology  
(Cambridge, MA)
- Pitney Bowes (Stamford, CT)
- PNC Financial Services Group (Pittsburgh, PA)
- Schneider National (Green Bay, WI)
- Stanley Consultants (Muscatine, IA)
- United Technologies Corporation (UTC) (Hartford, CT)

*\*Although 20 companies were interviewed for the study, four of the companies wished to remain anonymous and are, therefore, not listed.*

## APPENDIX B

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### 50+ WORKER SURVEY: METHODOLOGY

This nationally representative survey includes responses from 1,048 workers ages 50 and older. The survey was fielded from December 21 through December 27, 2006 by Knowledge Networks of Menlo Park, California, to members of its nationally representative online panel.<sup>12</sup>

The initial sample fielded consisted of a nationally representative selection of panel members ages 50 and older who work full- or part-time. Panel members who met these criteria were then screened to ensure that they qualified for this survey. To be considered qualified for the survey, a panel member had to:

- a) Be working full or part time;
- b) Not be self-employed;
- c) Work in a company with at least 10 employees;
- d) Be at least 50 years of age.

The survey took respondents an average of 22 minutes to complete.

Of all panel members who received an invitation to take the survey, 69% responded. Of those who responded, 69% qualified for the survey.

### OVERALL COMPLETION AND INCIDENCE RATES

Total Fielded . . . . .	2,198
Total Completed . . . . .	1,514
Completion Rate . . . . .	68.9%
Total Qualified . . . . .	1,048
Qualification Rate . . . . .	69.2%

The results were weighted to be nationally representative of workers age 50 and older (excluding those who are self-employed) by:

- age (50–54, 55–59, 60–64, 65+) ,
- gender (male, female),
- race/ethnicity (white (non-Hispanic), black (non-Hispanic), other (non-Hispanic), Hispanic),
- region (northeast, midwest, south, west),
- metro status (yes, no),
- education (highest level achieved: less than high school, high school, some college, college degree or more),
- employment status (full time, part time), and
- household Internet access (yes, no).

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<sup>12</sup> KnowledgePanel<sup>SM</sup> is representative of the entire U.S. population. Panel members are randomly recruited by telephone through random digit dialing, and households are provided with access to the Internet and hardware, if needed. Unlike other Internet research that covers only individuals with Internet access who volunteer for research, Knowledge Networks surveys are based on a sampling frame which includes both listed and unlisted numbers, and is not limited to current Web users or computer owners.

# APPENDIX C

## 50+ WORKER SURVEY: ANNOTATED QUESTIONNAIRE

For each survey question, this annotated questionnaire shows the responses of all 1,048 qualified respondents. The responses are displayed as percentages and reflect the percentage of qualified respondents who gave a particular answer for each survey question. The percentages have been weighted as described in Appendix B of this report.

Unless otherwise noted, the base for each question is 1,048 workers age 50 and older who are employed by organizations with at least 10 employees. For any question for which the base is something other than 1,048 workers, the base shown reflects the actual (unweighted) number of respondents who qualified for that question.

### KEY DEMOGRAPHICS OF SURVEY RESPONDENTS

<b>Age</b>	<b>Percent</b>
50-54	42.7%
55-59	28.9%
60-64	19.6%
65+	8.8%

<b>Gender</b>	<b>Percent</b>
Male	48.4%
Female	51.6%

<b>Household income</b>	<b>Percent</b>
Less than \$25,000	12.9%
\$25,000 to \$49,999	36.1%
\$50,000 to \$74,999	23.6%
\$75,000+	27.4%

<b>Education level</b>	<b>Percent</b>
HS degree or less	36.3%
Some college/AA degree/ vocational school	26.8%
4 year college degree or postgraduate	36.4%
Refused	0.5%

<b>Race/Ethnicity</b>	<b>Percent</b>
White, Non-Hispanic	74.6%
Black/African-American, Non-Hispanic	10.4%
Other, Non-Hispanic	4.4%
Hispanic	8.5%
2+ Races, Non-Hispanic	2.0%

PLEASE ANSWER EACH QUESTION AS BEST YOU CAN AND THANK YOU IN ADVANCE FOR YOUR COOPERATION AND PARTICIPATION.

**Q2 Which of the following best describes your current employment status?**

Working <u>full-time</u> as a paid employee (NOT including self-employment) . . . . .	86.7%
Working <u>part-time</u> as a paid employee (NOT including self-employment) . . . . .	13.3%
Self-employed . . . . .	{Terminated}
Not currently employed . . . . .	{Terminated}
Refused . . . . .	0.0%

*Prompt once. Terminate if Q2 = "Self-employed" or "Not currently employed".*

**Q3 How many employees, in total, work for your current employer in all locations in the United States? (Please exclude nonpermanent workers, such as contract or temporary workers.)**

Less than 10 . . . . .	{Terminated}
10 or more . . . . .	100.0%
Refused . . . . .	0.0%

*Prompt once. Terminate if Q3 = "Less than 10".*

**Q4 About how many hours do you work during an average week?**

Fewer than 10 hours per week . . . . .	0.6%
At least 10, but fewer than 20 hours per week . . . . .	3.8%
At least 20, but fewer than 35 hours per week . . . . .	12.3%
35 hours or more . . . . .	83.0%
Refused . . . . .	0.2%

**Q5 Which of the following statements best describes your future plans with regard to your current employer?**

I have no intentions or plans to leave my current employer in the next few years . . . . .	46.3%
I am not looking, but I would consider another offer if one presented itself . . . . .	24.8%
I am actively looking for another job . . . . .	4.2%
I have already accepted a job with another employer and plan to leave my current employer soon . . . . .	0.5%
I plan to retire in the next few years . . . . .	18.8%
Don't know / Not sure . . . . .	5.4%
Refused . . . . .	0.0%

**Q6 Overall, how satisfied are you in your job?**

Very satisfied . . . . .	47.6%
Somewhat satisfied . . . . .	44.0%
Somewhat dissatisfied . . . . .	6.9%
Very dissatisfied . . . . .	1.5%
Refused . . . . .	0.0%

**Q7 Using a scale of “0” to “100,” where “0” means “Completely unmotivated in your job” and “100” is “Completely motivated to exceed expectations in your job”, please rate where you would place yourself today.**

	Percent
0-24 . . . . .	3.8%
25-50 . . . . .	7.1%
51-74 . . . . .	6.9%
75-100 (NET) . . . . .	81.8%
100 . . . . .	20.1%
Refused . . . . .	0.3%

*[Respondents were allowed to enter a number from 0-100]*

**Q8 Please select the five most important factors that influence your decision to stay with an organization. Please select the top five factors only.**

*[Randomize order of categories]*

**Benefits and Compensation** *[Rotate order of items within category]*

Pay/Salary . . . . .	48.2%
Health benefits (e.g., health insurance) . . . . .	51.1%
Retirement benefits (e.g., pension, 401(k)) . . . . .	37.9%
Eligibility for long-term financial incentives (e.g., stock options) . . . . .	2.6%
Eligibility for short-term financial incentives (e.g., employee discounts, bonuses) . . . . .	3.7%

**Your Work** *[Rotate order of items within category]*

Having the opportunity to use your best potential and skills . . . . .	24.3%
Ability to balance work and personal life . . . . .	28.2%
Reasonable workload . . . . .	17.7%
Flexibility of working hours . . . . .	17.6%
Number of working hours . . . . .	14.9%
Challenging work . . . . .	15.0%
Variety of work assignments . . . . .	14.9%
Physical demands of your daily work . . . . .	4.8%
Having control/decision-making power in your job . . . . .	18.6%

**Environment/culture** [Rotate order of items within category]

Access to education, training, and professional development opportunities . . . . .	6.4%
Opportunities for advancement/promotion . . . . .	8.2%
Non-monetary recognition received for work . . . . .	4.8%
Strong senior leadership . . . . .	3.3%
Appealing corporate culture . . . . .	1.6%
Collaborative working environment . . . . .	9.1%
Use of leading-edge technology (e.g., computers, software, email, Internet) . . . . .	6.7%
Good relationship with immediate supervisor/manager . . . . .	33.1%
Good relationship with immediate coworkers . . . . .	33.8%
Opportunity to coach/mentor/supervise others . . . . .	7.3%
Skills/competency level of people you work with . . . . .	8.0%
Organization's financial health . . . . .	7.1%
Reputation of the organization . . . . .	8.5%
Job security (knowing you can stay in your job as long as you want it) . . . . .	39.8%
Something else . . . . .	4.9%

**Q9 For each of the following statements, please tell us to what extent you agree or disagree with that statement.**

	<b>Strongly Agree</b>	<b>Somewhat Agree</b>	<b>Somewhat Disagree</b>	<b>Strongly Disagree</b>	<b>Refused</b>
Q9 My job often requires me to learn new information and skills	38.6%	44.9%	11.2%	5.1%	0.3%
Q9 My boss encourages me to take the training I need to do my job well	30.2%	37.7%	21.4%	10.1%	0.5%
Q9 My company offers all the education and training opportunities that I need to keep my skills up-to-date	25.5%	38.7%	22.9%	12.7%	0.3%
Q9 I have all the skills and knowledge necessary to do my job well	38.0%	50.2%	9.6%	2.0%	0.2%
Q9 I have difficulty keeping up with all the new technology required to do my job well	3.1%	19.5%	38.0%	38.8%	0.6%
Q9 I have difficulty keeping up with all the new skills and knowledge required to do my job well	3.4%	15.7%	36.7%	44.0%	0.3%
Q9 I enjoy learning new things	54.4%	39.0%	3.6%	2.3%	0.7%
Q9 I enjoy working at my current job	48.5%	39.5%	9.3%	2.3%	0.4%
Q9 All workers in my company, regardless of their age or position, have equal access to education and training opportunities	35.8%	36.2%	18.8%	8.9%	0.3%

NOW WE WOULD LIKE TO ASK YOU MORE QUESTIONS ABOUT TRAINING OFFERED BY YOUR EMPLOYER. IN THIS SURVEY, “TRAINING” REFERS TO ANY WORK-RELATED EDUCATION, TRAINING, OR PROFESSIONAL DEVELOPMENT OPPORTUNITIES PROVIDED BY YOUR EMPLOYER OR AT LEAST PARTIALLY PAID FOR BY YOUR EMPLOYER.

**Q10 Overall, how satisfied are you with the work-related education and training opportunities offered to you by your employer?**

Very satisfied . . . . .	34.9%
Somewhat satisfied . . . . .	43.5%
Somewhat dissatisfied . . . . .	13.6%
Very dissatisfied . . . . .	7.8%
Refused . . . . .	0.2%

**Q11 To the best of your knowledge, which of the following work-related education and training opportunities or programs does your employer currently pay for or provide to its employees?**

	Yes	No	Don't know	Refused
Q11 Computer skills training/information and communication technology training	53.8%	32.0%	13.2%	1.0%
Q11 Career development counseling (training on how to develop or manage your career)	25.4%	51.4%	22.0%	1.2%
Q11 Foreign language training	7.3%	65.2%	26.0%	1.5%
Q11 Basic skills training (e.g., basic math, or basic writing or reading skills)	17.4%	60.8%	21.0%	0.8%
Q11 Specific technical or professional skills training	60.7%	26.1%	12.4%	0.8%
Q11 Formal courses that lead to certification or degrees applicable to your job	38.6%	45.3%	15.5%	0.6%
Q11 Required professional training (e.g., continuing legal or accounting credits)	30.5%	45.6%	23.3%	0.6%
Q11 English as a Second Language (ESL) classes	9.0%	62.3%	27.4%	1.3%
Q11 Occupational safety training	64.2%	22.3%	11.9%	1.6%
Q11 New employee orientation training (that introduces new employees to personnel and workplace practices and to overall company policies)	73.6%	17.7%	8.3%	0.4%
Q11 Communication skills training (e.g., presentation or writing skills)	35.0%	42.5%	21.4%	1.1%
Q11 Awareness training on age diversity—concerning policies and practices related to age diversity in the workplace or age discrimination	36.9%	40.1%	21.9%	1.1%
Q11 Awareness training on workplace diversity (other than age)—concerning policies and practices related to workplace diversity or discrimination for reasons other than age (race/ethnicity, gender, disability, etc.)	49.3%	31.7%	18.1%	0.9%
Q11 Project management skills training	31.2%	43.0%	24.8%	1.0%
Q11 Negotiation skills training	22.3%	48.9%	27.6%	1.2%
Q11 Supervisory or management skills training	44.7%	38.4%	16.1%	0.8%
Q11 Something else	15.0%	24.7%	43.4%	16.9%

**Q12 Through which of the following methods does your employer provide work-related education or training to its employees?**

	Yes	No	Don't know	Refused
Q12 Tuition reimbursement (including partial reimbursement)	41.5%	37.7%	20.3%	0.5%
Q12 Paid time off for education or training without affecting an employee's vacation leave	31.7%	46.0%	21.4%	0.9%
Q12 Classroom training (offered at your company or another location)	59.1%	28.4%	11.9%	0.6%
Q12 Online or computer-based training	46.2%	34.9%	17.8%	1.1%
Q12 Formal job rotation program	13.3%	57.7%	27.5%	1.5%
Q12 Temporary assignments in other departments	33.0%	47.9%	17.9%	1.2%
Q12 Formal mentoring program	27.2%	46.1%	25.9%	0.8%
Q12 Hands-on training	81.8%	10.5%	7.2%	0.5%
Q12 Participation at professional conferences, seminars, or workshops	58.5%	27.5%	13.3%	0.7%

**Q13 Overall, how interested are you in participating in work-related education or training opportunities?**

Very interested . . . . .	34.5%
Somewhat interested . . . . .	42.9%
Not too interested . . . . .	16.9%
Not at all interested . . . . .	5.6%
Refused . . . . .	0.0%

**Q14 To what extent are you personally interested in the following types of work-related education and training opportunities?**

	Very interested	Somewhat interested	Not too interested	Not at all interested	Refused
Q14 Training that would allow you to keep your skills and knowledge up-to-date	58.1%	31.4%	7.8%	2.5%	0.2%
Q14 Training that would allow you to learn new skills and knowledge necessary to advance your career	51.3%	31.6%	13.8%	3.2%	0.1%
Q14 Training that would allow you to learn new skills and knowledge necessary to get an entirely different type of job	27.1%	30.2%	29.1%	13.3%	0.4%

**Q15 In which of the following areas do you feel you lack the knowledge, skills, or training necessary to do your job well?**

*[Randomize but group first 4 items together and two "awareness" items together]*

Basic skills training (e.g., basic math, or basic writing or reading skills) . . . . .	4.2%
Specific technical or professional skills training . . . . .	22.5%
Formal courses that lead to certification or degrees applicable to your job . . . . .	21.2%
Required professional training (e.g., continuing legal or accounting credits). . . . .	15.2%
Computer skills training/information and communication technology training. . . . .	32.5%

Career development counseling (training on how to develop or manage your career) . . . . .	16.4%
Foreign language training . . . . .	33.4%
English as a Second Language (ESL) classes . . . . .	9.7%
Occupational safety training . . . . .	10.0%
New employee orientation training (that introduces new employees to personnel and workplace practices and to overall company policies) . . . . .	6.8%
Communication skills training (e.g., presentation or writing skills) . . . . .	12.3%
Project management skills training . . . . .	19.7%
Negotiation skills training . . . . .	18.3%
Supervisory or management skills training . . . . .	21.9%
Awareness training on age diversity—concerning policies and practices related to age diversity in the workplace or age discrimination. . . . .	10.6%
Awareness training on workplace diversity (other than age)—concerning policies and practices related to workplace diversity or discrimination for reasons other than age (race/ethnicity, gender, disability, etc.) . . . . .	10.4%
Other . . . . .	0.6%
None of these/not applicable* . . . . .	20.8%

\* Responses marked with an asterisk were written in by some respondents but were not listed as response options.

**Q16 Assuming that your employer would offer all of these work-related education and training opportunities, please tell us the extent to which you would be interested in participating in each one.**

	Very interested	Somewhat interested	Not too interested	Not at all interested	Refused
Q16 Computer skills training/information and communication technology training	40.3%	38.3%	12.0%	8.8%	0.6%
Q16 Career development counseling (training on how to develop or manage your career)	19.8%	30.8%	26.3%	22.6%	0.6%
Q16 Foreign language training	20.0%	23.0%	25.0%	31.1%	0.9%
Q16 Basic skills training (e.g., basic math, or basic writing or reading skills)	8.9%	15.2%	32.9%	42.3%	0.6%
Q16 Specific technical or professional skills training	33.2%	38.7%	14.3%	13.1%	0.6%
Q16 Formal courses that lead to certification or degrees applicable to your job	29.4%	29.4%	20.2%	20.4%	0.6%
Q16 Required professional training (e.g., continuing legal or accounting credits)	23.0%	21.0%	31.9%	23.3%	0.8%
Q16 English as a Second Language (ESL) classes	5.3%	11.3%	25.1%	57.6%	0.6%
Q16 Occupational safety training	19.5%	33.0%	26.3%	20.5%	0.6%
Q16 New employee orientation training (that introduces new employees to personnel and workplace practices and to overall company policies)	14.9%	25.7%	28.7%	30.0%	0.7%
Q16 Communication skills training (e.g., presentation or writing skills)	20.2%	33.2%	25.6%	20.4%	0.6%
Q16 Awareness training on age diversity—concerning policies and practices related to age diversity in the workplace or age discrimination	15.6%	25.1%	30.1%	28.4%	0.7%

	Very interested	Somewhat interested	Not too interested	Not at all interested	Refused
Q16 Awareness training on workplace diversity (other than age)–concerning policies and practices related to workplace diversity or discrimination for reasons other than age (race/ethnicity, gender, disability, etc.)	15.6%	26.0%	30.1%	27.6%	0.8%
Q16 Project management skills training	22.0%	28.1%	27.8%	21.5%	0.6%
Q16 Negotiation skills training	21.1%	28.4%	26.6%	23.4%	0.6%
Q16 Supervisory or management skills training	24.5%	33.2%	23.6%	17.8%	1.0%
Q16 Other	3.4%	6.0%	18.9%	55.9%	15.9%

Prompt once. Show Q16b if “Other” in Q16 = “Very interested” or “Somewhat interested”.

**Q16b** In the previous question, you told us you would be interested in participating in another type of work-related education or training opportunity. Please describe what this education or training opportunity is in as much detail as possible.

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**Q17** Have you ever received work-related education or participated in work-related training?

Yes . . . . .	84.3%
No . . . . .	15.7%
Refused . . . . .	0.0%

Prompt once. Show Q18 and Q19 if Q17 = “Yes”.

**Q18** Which of the following best describes what you like the most about work-related education and training? (Check one.) (n=882)

It helps me to do my job well . . . . .	47.3%
It helps me to advance my career . . . . .	9.0%
I like learning new things, regardless of the topic . . . . .	22.0%
It gives me a chance to meet new people . . . . .	2.7%
It gives me a chance to interact with other workers/professionals working in my field/area . . . . .	17.7%
Other . . . . .	0.6%
Refused . . . . .	0.7%

[Randomize except “other”]

**Q19 Which of the following best describes what you *dislike the most* about work-related education and training? (Check one.) (n=882)**

It is not always relevant to me; it does not always meet my needs . . . . .	34.7%
It can be too time-consuming; I do not always have the time . . . . .	23.5%
It is not always challenging enough; it can be boring . . . . .	16.9%
It can be difficult to follow or understand . . . . .	4.0%
I do not always have a chance at work to use the skills or knowledge that I have learned. . . . .	16.6%
Other (NET) . . . . .	2.1%
None/nothing I disliked* . . . . .	0.7%
Scheduled at wrong time* . . . . .	0.6%
Other . . . . .	0.8%
Refused . . . . .	2.3%

\*Responses marked with an asterisk were written in by some respondents but were not listed as response options.

[Randomize except “other”]

**Q20 There are various ways in which workers can learn new skills and knowledge. For each of the following, please tell us the extent to which you personally feel or would feel comfortable with this way of learning new work-related skills and knowledge.**

	Very comfortable	Somewhat comfortable	Not too comfortable	Not at all comfortable	Refused
Q20 Classroom training in a small group (fewer than five participants)	61.7%	28.1%	5.4%	3.2%	1.6%
Q20 Classroom training in a larger group (five or more participants)	44.0%	36.6%	13.4%	5.1%	0.9%
Q20 Formal one-on-one training	47.6%	32.6%	14.2%	4.4%	1.2%
Q20 Being mentored or taught on the job by other employee(s)	45.3%	37.3%	11.7%	4.5%	1.1%
Q20 Self-study online or computer-based	32.0%	38.4%	20.7%	7.5%	1.3%
Q20 Self-study using written/paper materials (not computer-based)	28.3%	38.8%	24.2%	7.7%	1.0%
Q20 Live online training with an instructor	26.0%	35.7%	25.7%	11.4%	1.3%
Q20 Conferences, workshops, seminars	45.1%	34.8%	12.5%	6.0%	1.6%

**Q21 How often would you like to have the opportunity to participate in work-related education or training? (Check one.)**

Weekly or more often . . . . .	7.3%
Every other week . . . . .	4.8%
Monthly . . . . .	15.8%
Quarterly (4 times a year) . . . . .	27.3%
Less often (1-3 times a year) . . . . .	20.4%
Never . . . . .	5.5%
Not sure; it depends . . . . .	18.7%
Refused . . . . .	0.2%

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**Q22 In the past two years, have you participated in any work-related education or training opportunities?**

Yes	66.4%
No	33.5%
Refused	0.1%

*Prompt once. Show Q23 if Q22 = "Yes".*

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**Q23 Do you feel you have participated in a sufficient number of work-related education and training opportunities within the past two years to meet your job requirements and professional development needs? (n=692)**

Yes	75.3%
No	24.6%
Refused	0.2%

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**Q24 Did you participate in all the work-related education and training opportunities that you requested or desired within the past two years? Please select the option that best describes what happened. (Check one)**

Yes, you participated in <u>all</u> of the training that you requested/desired	40.3%
You participated in <u>some</u> but not all of the training that you requested/desired	24.2%
No, you did <u>not</u> participate in <u>any of the training that you requested/desired</u>	7.6%
You did not request or desire any training in the past two years	27.2%
Refused	0.6%

*Prompt once. Show Q25a if Q24 = 2, 3 or 4.*

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**Q25a What obstacles, if any, prevented you from participating in work-related education and training opportunities in the past two years? (n=624)**

Employer did <u>not</u> offer or pay for <u>any</u> education or training opportunities	30.5%
Employer did <u>not</u> offer or pay for <u>certain</u> education or training opportunities that you <u>needed/wanted</u>	14.1%
Employer/supervisor/boss did <u>not</u> allow you to participate in the training you wanted due to work demands/time constraints	18.3%
Employer/supervisor/boss did <u>not</u> allow you to participate in the training you wanted due to budgetary reasons	12.7%
Employer/supervisor/boss did <u>not</u> allow you to participate in the training because he/she did not think the training was relevant to your job	8.4%
You felt too busy at your job to take time off for training	29.5%
You did not think the training offered by your employer was useful or relevant to your job	11.6%
You did not feel the need to take any training	23.7%
Other (NET)	4.7%
Personal obligations prevented training*	1.4%
Class was cancelled or full*	1.1%
None/no obstacles*	0.7%
Other	1.4%
Refused	2.4%

\*Responses marked with an asterisk were written in by some respondents but were not listed as response options.

*Show Q25b and Q26 if Q22 = "Yes".*



**Q26 Was all or some of the training in which you participated in the past two years mandatory? (n=692)**

All training was mandatory . . . . .	38.7%
Some training was mandatory . . . . .	41.5%
No training was mandatory . . . . .	19.7%
Refused . . . . .	0.2%

**Q27 Overall, to what extent did you find the work-related education or training you received in the past two years useful for your job or career? (n=692)**

Very useful . . . . .	47.1%
Somewhat useful . . . . .	45.3%
Not too useful . . . . .	6.5%
Not at all useful . . . . .	1.1%
Refused . . . . .	0.0%

**Q28 For each of the following, please tell us the extent to which the training you took in the past two years affected that aspect of your work? (n=692)**

**The training you took in the past 2 years...**

	A great deal	Somewhat	A little	Not at all	Refused
Q28 Increased your productivity at work	19.5%	42.7%	16.0%	21.3%	0.4%
Q28 Improved your job skills	30.7%	45.2%	14.1%	9.3%	0.7%
Q28 Allowed you to take on more or new responsibilities	23.7%	30.3%	15.8%	29.3%	0.8%
Q28 Increased your satisfaction with your job	22.4%	33.2%	23.8%	19.4%	1.1%
Q28 Made you feel like a more valuable employee	26.5%	32.9%	18.7%	21.2%	0.8%
Q28 Increased your ability to help your coworkers/be a mentor to your coworkers	26.9%	36.0%	18.4%	18.1%	0.6%
Q28 Helped you to get promoted	7.4%	16.6%	11.3%	62.2%	2.5%

**Q29 Have you had to cover any expenses associated with any work-related education or training that you received in the past two years? (n=692)**

Yes . . . . .	17.8%
No . . . . .	82.2%
Refused . . . . .	0.0%

*Prompt once. Show Q29b if Q29 = "Yes".*

**Q29b** In the previous question, you told us you have had to cover expenses associated with work-related education or training received in the past two years. How much have you had to cover? (Your best guess is fine.) (n=120)

\$1-100	45.2%
101-500	33.5%
501-1000	5.1%
\$1001+	15.1%
Refused	1.1%
Median	\$135
Mean	\$791

[Respondents were allowed to enter a number from 0 to 999999]

**Q30** If your employer paid for or allowed you to participate in *more* work-related education, training, or professional development opportunities than you participate in now, would that lead you to stay with this employer longer than you would otherwise?

Yes	25.1%
No	32.5%
Maybe	29.5%
Not sure	12.6%
Refused	0.3%

AND NOW WE HAVE SOME FINAL QUESTIONS FOR CLASSIFICATION PURPOSES ONLY.

**Q31** To the best of your knowledge, which of the following benefits does your employer offer to its employees?

	Yes	No	Don't know	Refused
Q31 Health insurance	92.6%	6.2%	1.0%	0.3%
Q31 Pension or retirement savings plan	86.6%	10.5%	2.1%	0.7%
Q31 Flexible work arrangements (e.g., flextime, compressed work schedules, telecommuting)	41.7%	44.4%	12.5%	1.4%

**Q32** Which of the following best describes your current employer?

Public or private school or university	15.9%
Federal, state, or local government	13.4%
Nonprofit organization (other than government)	9.5%
For-profit company	44.3%
Small or family-run business	10.5%
Other	6.3%
Refused	0.1%

**Q33 In what industry or type of business is your current employer primarily involved? Please select one option from the following list or write your answer in the box provided below.**

Agriculture/forestry/fishing/and related	0.6%
Mining	0.4%
Construction	4.3%
Manufacturing	15.5%
Wholesale Trade	2.5%
Retail Trade	9.7%
Transportation and Utilities	7.8%
Information and Information Services	5.0%
Finance/insurance/real estate	6.2%
Professional and Business Services	5.6%
Education services	17.2%
Health services	14.0%
Leisure and Hospitality (arts, entertainment, recreation, food services, lodging)	5.3%
Other (NET)	5.0%
Government Service*	2.1%
Law/Legal Enforcement*	1.5%
Security*	0.5%
Religious Organization*	0.5%
Other	0.4%
Refused	1.0%

\*Responses marked with an asterisk were written in by some respondents but were not listed as response options.

**Q34 How many employees, in total, work for your current employer in all locations in the United States? (Please exclude nonpermanent workers, such as temporary or contract workers.) Just your best estimate is fine.**

10-19	5.3%
20-49	8.1%
50-99	8.9%
100-499	22.0%
500-999	10.5%
1,000-9,999	18.5%
10,000 or more	18.2%
Do not know	8.4%
Refused	0.0%

---

**Q35 How long have you been working for your current employer?**

Less than 6 months . . . . .	3.7%
6 months to less than 12 months . . . . .	3.3%
1 year to less than 3 years . . . . .	11.9%
3 years to less than 5 years . . . . .	9.8%
5 years to less than 10 years . . . . .	20.3%
10 years to less than 20 years . . . . .	25.9%
20 years or more . . . . .	24.6%
Refused/no answer . . . . .	0.3%

---

**Q36 How long have you been working at your current position?**

Less than 6 months . . . . .	6.1%
6 months to less than 12 months . . . . .	4.7%
1 year to less than 3 years . . . . .	17.0%
3 years to less than 5 years . . . . .	13.6%
5 years to less than 10 years . . . . .	21.1%
10 years to less than 20 years . . . . .	24.3%
20 years or more . . . . .	12.3%
Refused . . . . .	0.8%

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**Q37 What is your current position?**

Staff, non-managerial employee . . . . .	55.3%
Middle management . . . . .	24.5%
Upper/senior management/business owner . . . . .	5.1%
Something else . . . . .	15.0%
Refused . . . . .	0.1%

---

**Q38 What is your current occupation exactly?\***

Management/business and financial occupations . . . . .	12.4%
Professional and related occupations . . . . .	25.2%
Service occupation (including protective services) . . . . .	12.8%
Sales and related occupations . . . . .	7.6%
Office and administrative support occupations . . . . .	8.5%
Fishing/forestry occupations . . . . .	0.0%
Construction and extraction occupations . . . . .	2.0%
Installation/maintenance/repair occupations . . . . .	7.8%
Production occupations . . . . .	5.0%
Transportation and material moving occupations . . . . .	6.5%
Other . . . . .	6.2%
Don't know/no answer . . . . .	0.2%
Refused . . . . .	5.9%

\*This was an open-ended question. Responses written in by respondents were coded into the above categories.

---

**Q39 How many years in total have you worked since you were 18 years old?**

	Percent
0-5.....	0.2%
6-10.....	0.3%
11-15.....	1.0%
16-20.....	2.4%
21+.....	94.8%
Don't know/no answer.....	1.3%

*[Respondents were allowed to enter a number from 0 to 100]*

---

**Q40 Have you ever officially retired from a job?**

Yes.....	11.7%
No.....	88.2%
Refused.....	0.2%

---

**Q41 How many more years do you plan to work for your current employer? (Your best guess is fine.)**

Less than one year.....	5.8%
One year or longer (NET).....	54.2%
1-2 years*.....	7.3%
3-4 years*.....	6.6%
5-6 years*.....	11.2%
7-8 years*.....	7.3%
9-10 years*.....	8.4%
11+ years*.....	13.3%
Refused.....	0.2%
Not sure.....	39.9%
Refused.....	0.1%

\*Responses marked with an asterisk were written in by respondents who indicated that they plan to work one more year or longer with their current employer.

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**Q42 How many more years do you plan to work in general before you retire and stop working completely? (Your best guess is fine.)**

Less than one year.....	3.3%
One year or longer (NET).....	57.7%
1-2 years*.....	4.2%
3-4 years*.....	5.1%
5-6 years*.....	9.8%
7-8 years*.....	7.8%
9-10 years*.....	10.5%
11+ years*.....	20.1%
Refused.....	0.1%
Not sure.....	38.9%
Refused.....	0.1%

\*Responses marked with an asterisk were written in by respondents who indicated that they plan to work one more year or longer before they retire and stop working completely.

*Prompt if "One year or longer" selected and no number entered.*

---

**Q43 Which of the following, if any, do you plan to do during your retirement?**

Not work at all . . . . .	11.1%
Work part time . . . . .	27.4%
Retire from current job or career but work full time doing something else . . . . .	3.2%
Start your own business or go into business for yourself. . . . .	6.8%
Volunteer, but not work for pay. . . . .	9.1%
Something else . . . . .	5.9%
Do not know yet . . . . .	36.2%
Refused . . . . .	0.2%

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**Q44 What is your current marital status?**

Married . . . . .	58.3%
Living with a partner, but not married . . . . .	4.4%
Divorced . . . . .	18.9%
Separated . . . . .	2.8%
Widowed . . . . .	5.4%
Single, never married . . . . .	9.6%
Refused . . . . .	0.6%

---

**Q45 What is the highest level of education that you completed?**

Grades 1–8 . . . . .	0.4%
Some high school, grades 9–11 . . . . .	7.0%
High school graduate . . . . .	29.0%
Vocational or trade school . . . . .	9.2%
Associate degree, some college . . . . .	17.6%
4-year college graduate . . . . .	13.6%
Some postgraduate work, but no degree . . . . .	7.4%
Postgraduate degree . . . . .	15.4%
Refused . . . . .	0.5%

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**Q46–Q47 Not asked**

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**Q48 How would you describe your current health?**

Excellent . . . . .	17.6%
Very good . . . . .	41.2%
Good . . . . .	32.4%
Fair . . . . .	7.6%
Poor . . . . .	1.2%
Refused . . . . .	0.1%

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**Q49** Not asked

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**Q50** Which of the following categories best describes YOUR current annual income, before taxes, including wages or salary, Social Security, pensions, and interest or dividends on savings and investments?

Less than \$15,000. . . . .	5.9%
\$15,000 up to \$25,000 . . . . .	13.8%
\$25,000 up to \$50,000 . . . . .	39.1%
\$50,000 up to \$75,000 . . . . .	21.4%
\$75,000 up to \$100,000. . . . .	8.9%
\$100,000 up to \$150,000. . . . .	5.2%
\$150,000 or more . . . . .	1.3%
Refused . . . . .	4.4%

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**Q51** Are you currently a member of AARP?

Yes . . . . .	37.7%
No . . . . .	62.3%
Refused . . . . .	0.0%

# APPENDIX D

## 50+ Worker Survey: Detailed Data Tables for Selected Questions

**TABLE 1: 50+ WORKERS' INTEREST IN VARIOUS TYPES OF WORK-RELATED TRAINING**

PERCENTAGE VERY/SOMEWHAT INTERESTED												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Training that would allow you to keep your skills and knowledge up-to-date	90%	92% (D,E)	93% (D,E)	85%	76%	83%	93% (F)	94% (F)	85%	88%	89%	94% (I,J,K)
Training that would allow you to learn new skills and knowledge necessary to advance your career	83%	90% (D,E)	88% (D,E)	72% (E)	57%	75%	87% (F)	88% (F)	81%	81%	85%	85%
Training that would allow you to learn new skills and knowledge necessary to get an entirely different type of job	57%	63% (D,E)	60% (d,E)	51% (e)	38%	52%	63% (F)	59%	68% (K,L)	60%	53%	53%

**Q14.** "To what extent are you personally interested in the following types of work-related education and training opportunities?"

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 1: 50+ WORKERS' INTEREST IN VARIOUS TYPES OF WORK-RELATED TRAINING (continued)**

PERCENTAGE VERY/SOMEWHAT INTERESTED										
	Survey Total	Sector				Number of Employees				
		Schools—Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+	
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209	
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Training that would allow you to keep your skills and knowledge up to date	90%	94% (p)	93%	93%	87%	81%	92% (Q)	90% (Q)	95% (Q)	
Training that would allow you to learn new skills and knowledge necessary to advance your career	83%	87%	86%	84%	81%	77%	81%	87% (Q,r)	88% (Q)	
Training that would allow you to learn new skills and knowledge necessary to get an entirely different type of job	57%	58%	64%	56%	56%	46%	56%	61% (Q)	66% (Q,r)	

**Q14.** "To what extent are you personally interested in the following types of work-related education and training opportunities?"

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 2: RANGE OF DESIRED TRAINING TOPICS**

PERCENTAGE VERY/SOMEWHAT INTERESTED												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Computer skills training/information and communication technology training	79%	84% (D,E)	80% (E)	74% (e)	61%	70%	81% (F)	85% (F)	76%	79%	76%	81%
Specific technical or professional skills training	72%	79% (D,E)	74% (E)	66% (E)	45%	64%	76% (F)	79% (F)	68%	67%	72%	80% (I,J,K)
Formal courses that lead to certification or degrees applicable to your job	59%	68% (c,D,E)	61% (D,E)	48% (e)	34%	54%	67% (F,h)	58%	63%	58%	56%	60%
Supervisory or management skills training	58%	66% (D,E)	61% (D,E)	47% (E)	30%	48%	63% (F)	64% (F)	58%	55%	54%	64% (j,K)
Occupational safety training	53%	56% (c)	48%	55%	46%	59% (H)	56% (H)	44%	57%	58% (k,L)	48%	47%
Communication skills training (e.g., presentation or writing skills)	53%	56% (E)	57% (E)	52% (E)	32%	46%	58% (F)	58% (F)	53%	49%	55%	58% (j)
Career development counseling (training on how to develop or manage your career)	51%	59% (c,D,E)	51% (E)	42% (e)	29%	45%	56%	52%	55%	51%	47%	51%
Project management skills training	50%	57% (D,E)	52% (D,E)	40%	32%	42%	52% (F)	57% (F)	47%	48%	45%	58% (i,J,K)
Negotiation skills training	50%	53% (c,E)	48% (e)	46%	34%	43%	51% (f)	56% (F)	49%	49%	47%	53%
Required professional training (e.g., continuing legal or accounting credits)	44%	51% (D,E)	46% (D,E)	33%	30%	33%	49% (F)	51% (F)	44%	40%	40%	53% (J,K)
Foreign language training	43%	47% (E)	44% (E)	39%	30%	32%	40% (f)	56% (F,G)	43%	40%	42%	48%
Awareness training on workplace diversity (other than age) concerning policies and practices related to workplace diversity or discrimination for reasons other than age (race/ethnicity, gender, disability, etc.)	42%	44% (E)	42% (E)	42% (E)	27%	40%	43%	42%	50% (K)	44% (k)	35%	41%
New employee orientation training (that introduces new employees to personnel and workplace practices and to overall company policies)	41%	43% (e)	41%	41%	30	43%	38%	40%	44%	43%	35%	41%
Awareness training on age diversity—concerning policies and practices related to age diversity in the workplace or age discrimination	41%	41% (E)	42% (E)	45% (E)	27%	41%	41%	41%	50% (K)	41%	35%	41%
Basic skills training (e.g., basic math, or basic writing or reading skills)	24%	24%	24%	28%	17%	32% (g,H)	25% (H)	16%	34% (K,L)	27% (L)	22%	18%
English as a Second Language (ESL classes)	17%	19%	14%	16%	13%	18%	15%	17%	23% (K)	19% (K)	10%	16%
Other	9%	12% (D)	10% (D)	4%	5%	9%	10%	9%	9%	9%	9%	11%

**Q16.** “Assuming that your employer would offer all of these work-related education and training opportunities, please tell us the extent to which you would be interested in participating in each one.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees:

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 2: RANGE OF DESIRED TRAINING TOPICS** (Continued)

PERCENTAGE VERY/SOMEWHAT INTERESTED									
	Survey Total	Sector				Number of Employees			
		Schools—Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Computer skills training/information and communication technology training	79%	86% (P)	83%	85%	75%	74%	79%	83% (q)	83% (q)
Specific technical or professional skills training	72%	73%	80% (p)	80%	70%	68%	75%	72%	78% (q)
Formal courses that lead to certification or degrees applicable to your job	59%	66% (P)	64%	66%	55%	55%	58%	59%	66% (q)
Supervisory or management skills training	58%	57%	67% (P)	66%	55%	54%	60%	58%	64%
Occupational safety training	53%	50%	59% (p)	56%	50%	46%	53%	51%	57% (q)
Communication skills training (e.g., presentation or writing skills)	53%	54%	62% (P)	68% (m,P)	50%	43%	51%	59% (Q)	59% (Q)
Career development counseling (training on how to develop or manage your career)	51%	48%	55%	62% (m,p)	49%	39%	48%	54% (Q)	59% (Q,r)
Project management skills training	50%	44%	64% (M,P)	57%	49%	40%	49%	56% (Q)	56% (Q)
Negotiation skills training	50%	49%	56%	63% (m,P)	47%	39%	51% (q)	50% (Q)	58% (Q)
Required professional training (e.g., continuing legal or accounting credits)	44%	57% (P)	52% (P)	57% (P)	37%	39%	45%	50% (q,t)	40%
Foreign language training	43%	52% (P)	42%	61% (N,P)	40%	31%	44% (Q)	47% (Q)	52% (Q)
Awareness training on workplace diversity (other than age) concerning policies and practices related to workplace diversity or discrimination for reasons other than age (race/ethnicity, gender, disability, etc.)	42%	42%	47%	56% (m,P)	38%	32%	38%	48% (Q,r)	46% (Q)
New employee orientation training (that introduces new employees to personnel and workplace practices and to overall company policies)	41%	47% (p)	41%	52% (P)	37%	31%	45% (Q)	39%	44% (q)
Awareness training on age diversity— concerning policies and practices related to age diversity in the workplace or age discrimination	41%	41%	45%	51% (P)	38%	31%	38%	47% (Q,r)	45% (Q)
Basic skills training (e.g., basic math, or basic writing or reading skills)	24%	28%	22%	31%	21%	23%	22%	22%	31% (r,s)
English as a Second Language (ESL classes)	17%	30% (N,P)	13%	22% (p)	14%	12%	18%	16%	20%
Other	9%	9%	12%	14%	9%	4%	9%	10% (q)	12% (Q)

**Q16.** “Assuming that your employer would offer all of these work-related education and training opportunities, please tell us the extent to which you would be interested in participating in each one.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees:

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 3: DESIRED FREQUENCY OF TRAINING**

PERCENTAGE SELECTING EACH ITEM												
		Age				Education			Annual Household Income			
	Survey Total	50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Weekly or more often	7%	10% (d)	6%	5%	6%	10% (h)	7%	5%	9%	8%	7%	6%
Every other week	5%	5%	4%	6%	6%	7% (h)	4%	3%	9% (L)	6%	4%	2%
Monthly	16%	14%	19%	16%	14%	14%	15%	18%	14%	15%	16%	18%
Quarterly (4 times a year)	27%	31%	27%	23%	23%	20%	30% (F)	33% (F)	24%	22%	27%	36% (I,J,K)
Less Often (1–3 times a year)	20%	21% (E)	24% (E)	19% (E)	7%	15%	20%	26% (F)	11%	17%	24% (I)	26% (I,J)
Never	6%	4%	3%	6%	21% (B,C,D)	10% (G,H)	3%	3%	8% (L)	7% (L)	6% (L)	2%
Not sure/it depends	19%	16%	18%	25% (B,c)	21%	24% (H)	20% (H)	12%	24% (L)	25% (k,L)	17% (L)	10%
Refused	0%	0%	0%	0%	1%	0%	0%	0%	1%	0%	0%	1%

**Q21.** “How often would you like to have the opportunity to participate in work-related education or training?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 3: DESIRED FREQUENCY OF TRAINING** (Continued)

PERCENTAGE SELECTING EACH ITEM									
		Sector				Number of Employees			
	Survey Total	Schools—Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Weekly or more often	7%	4%	8%	7%	8%	6%	9%	8%	5%
Every other week	5%	3%	7% (o)	1%	6%	5%	4%	4%	7%
Monthly	16%	19%	14%	24% (p)	14%	10%	16%	20% (Q)	16%
Quarterly (4 times a year)	27%	32%	30%	32%	26%	25%	28%	27%	33%
Less Often (1–3 times a year)	20%	22%	23%	18%	19%	17%	20%	23%	21%
Never	6%	2%	4%	8% (m)	6% (m)	13% (R,S,T)	5% (t)	3%	2%
Not sure/it depends	19%	17%	14%	11%	21% (o)	24% (s)	17%	15%	18%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%

**Q21.** “How often would you like to have the opportunity to participate in work-related education or training?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLES 4a + 4b: OVERALL PARTICIPATION IN TRAINING**

PERCENTAGE RESPONDING YES												
		Age				Education			Annual Household Income			
	Survey Total	50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Ever received work-related education or participated in work-related training	84%	84% (E)	88% (E)	87% (E)	67%	74%	85% (F)	95% (F,G)	80%	79%	86% (j)	92% (l,J,k)
Participated in any work-related education or training in the past two years	66%	68% (E)	71% (E)	67% (E)	46%	50%	64% (F)	85% (F,G)	60%	56%	67% (J)	83% (l,J,K)

**Q17.** “Have you **ever** received work-related education or participated in work-related training?”

**Q22.** “In the **past two years**, have you participated in any work-related education or training opportunities?”

PERCENTAGE RESPONDING YES												
		Age				Education			Annual Household Income			
	Survey Total	50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=692	n=267	n=261	n=118	n=46	n=190	n=190	n=309	n=79	n=187	n=170	n=256
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Feels that participated in a sufficient number of work-related education and training opportunities within the past two years to meet job requirements and professional development needs (n= 692; those who participated in training in the past two years)	75%	76%	70%	79%	86% (c)	75%	72%	77%	76%	74%	77%	75%

**Q23.** “Do you feel you have participated in a sufficient number of work-related education and training opportunities within the past two years to meet your job requirements and professional development needs?”

**Notes:** n=Unweighted total number of respondents in a given category who have participated in work-related training within the past two years.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLES 4a + 4b: OVERALL PARTICIPATION IN TRAINING** (Continued)

PERCENTAGE RESPONDING YES									
		Sector				Number of Employees			
	Survey Total	Schools–Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Ever received work-related education or participated in work-related training	84%	92% (P)	87%	88%	82%	72%	84% (Q)	89% (Q)	93% (Q,R)
Participated in any work-related education or training in the past two years	66%	87% (N,O,P)	73% (P)	74% (P)	60%	46%	65% (Q)	73% (Q,r)	79% (Q,R)

**Q17.** “Have you **ever** received work-related education or participated in work-related training?”

**Q22.** “In the **past two years**, have you participated in any work-related education or training opportunities?”

PERCENTAGE RESPONDING YES									
		Sector				Number of Employees			
	Survey Total	Schools–Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+
	n=692	n=145	n=108	n=68	n=340	n=72	n=188	n=215	n=166
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Feels that participated in a sufficient number of work-related education and training opportunities within the past two years to meet job requirements and professional development needs (n= 692; those who participated in training in the past two years)	75%	76%	77%	80%	73%	73%	72%	79%	76%

**Q23.** “Do you feel you have participated in a sufficient number of work-related education and training opportunities within the past two years to meet your job requirements and professional development needs?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who have participated in work-related training within the past two years.

*Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.*

**TABLE 5: PARTICIPATION IN REQUESTED OR DESIRED TRAINING WITHIN THE PAST TWO YEARS**

PERCENTAGE RESPONDING YES												
		Age				Education			Annual Household Income			
	Survey Total	50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Participated in all training requested/desired	40%	42%	39%	41%	35%	36%	36%	48% (F,G)	45% (j)	34%	40%	46% (J)
Participated in some but not all requested/desired training	24%	26% (E)	28% (E)	21%	12%	16%	25% (F)	32% (F)	17%	20%	24%	33% (I,J,k)
Participated in none of requested/desired training	8%	7%	8%	10%	8%	6%	13% (F,H)	6%	4%	10% (i,L)	10% (L)	4%
Did not request or desire any training	27%	24%	25%	29%	46% (B,C,D)	42% (G,H)	24% (H)	15%	35% (L)	34% (k,L)	25% (L)	17%
Refused	1%	1%	0%	0%	0%	1%	1% (h)	0%	0%	2% (k,l)	0%	0%

**Q24.** “Did you participate in all the work-related education and training opportunities that you requested or desired within the past two years? Please select the option that best describes what happened.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees

**Notes:** n=Unweighted total number of respondents in a given category.

Upper case letters indicate significant differences at the 95% confidence level, while lower case letters indicate significant differences at the 90% confidence level.

**TABLE 5: PARTICIPATION IN REQUESTED OR DESIRED TRAINING WITHIN THE PAST TWO YEARS** (Continued)

PERCENTAGE RESPONDING YES									
	Survey Total	Sector				Number of Employees			
		Schools– Public and Private	Government	Nonprofit	For-Profit Company (including Small Family- Run Business)	10–49	50–499	500– 9,999	10,000+
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Participated in all training requested/ desired	40%	50% (P)	45%	41%	37%	34%	40%	42%	45%
Participated in some but not all requested/desired training	24%	25%	30% (p)	36% (P)	21%	13%	27% (Q)	26% (Q)	30% (Q)
Participated in none of requested/desired training	8%	9%	9%	8%	7%	13% (R)	5%	8%	10% (R)
Did not request or desire any training	27%	15%	16%	15%	34% (M,N,O)	40% (r,S,T)	29% (T)	22%	16%
Refused	1%	0%	0%	0%	1%	0%	0%	2% (R,t)	0%

**Q24.** “Did you participate in all the work-related education and training opportunities that you requested or desired within the past two years? Please select the option that best describes what happened.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 6: SATISFACTION WITH TRAINING OFFERED BY EMPLOYER**

PERCENT SELECTING EACH ITEM												
		Age				Education			Annual Household Income			
	Survey Total	50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Very Satisfied	35%	35%	31%	37%	41%	35%	29%	39% (G)	34%	35%	35%	35%
Somewhat Satisfied	44%	44%	48%	37%	41%	43%	47%	41%	46%	40%	44%	46%
Somewhat Dissatisfied	14%	11%	15%	19% (B)	14%	15%	14%	13%	14%	16% (k)	10%	14%
Very Dissatisfied	8%	10%	7%	6%	4%	7%	10%	7%	6%	8%	11% (L)	5%
Refused	0%	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%	0%

**Q10.** “Overall, how satisfied are you with the work-related education and training opportunities offered to you by your employer?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 6: SATISFACTION WITH TRAINING OFFERED BY EMPLOYER (Continued)**

PERCENT SELECTING EACH ITEM										
		Sector				Number of Employees				
	Survey Total	Schools–Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+	
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209	
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Very Satisfied	35%	46% (n,P)	33%	40%	31%	30%	29%	42% (q,R)	38% (r)	
Somewhat Satisfied	44%	37%	44%	47%	46% (m)	46% (s)	48% (S)	35%	47% (S)	
Somewhat Dissatisfied	14%	11%	15%	7%	14%	17%	15%	14%	11%	
Very Dissatisfied	8%	6%	9%	6%	9%	7%	8%	10% (t)	5%	
Refused	0%	0%	0%	1%	0%	0%	0%	0%	0%	

**Q10.** “Overall, how satisfied are you with the work-related education and training opportunities offered to you by your employer?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 7: COMPANY SUPPORT FOR TRAINING**

PERCENTAGE STRONGLY/SOMEWHAT AGREEING												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
All workers in my company, regardless of their age or position, have equal access to education and training	72%	70%	73%	75%	71%	72%	67%	76% (G)	71%	70%	70%	77%
My boss encourages me to take the training I need to do my job well	68%	68% (E)	73% (E)	67% (e)	54%	62%	67%	74% (F)	65%	61%	72% (J)	75% (J)
My company offers all the education and training opportunities that I need to keep my skills up-to-date	64%	66%	65%	62%	56%	62%	63%	68%	66%	59%	67%	68% (j)

**Q9.** “For each of the following statements, please tell us to what extent you agree or disagree with that statement.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 7: COMPANY SUPPORT FOR TRAINING (Continued)**

PERCENTAGE STRONGLY/SOMEWHAT AGREEING										
	Survey Total	Sector				Number of Employees				
		Schools—Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+	
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209	
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
All workers in my company, regardless of their age or position, have equal access to education and training	72%	84% (O,P)	75%	70%	68%	72%	67%	73%	80% (R)	
My boss encourages me to take the training I need to do my job well	68%	79% (n,P)	69%	80% (P)	63%	63%	58%	74% (Q,R)	76% (Q,R)	
My company offers all the education and training opportunities that I need to keep my skills up to date	64%	76% (n,P)	65%	72% (p)	60%	54%	57%	68% (Q,R)	77% (Q,R,s)	

**Q9.** “For each of the following statements, please tell us to what extent you agree or disagree with that statement.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 8: VARIETY OF TRAINING METHODS EMPLOYERS OFFER**

PERCENTAGE RESPONDING YES												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Hands-on-training	82%	81%	81%	84%	81%	83%	81%	81%	82%	81%	79%	85%
Participation at professional conferences, seminars, or workshops	59%	60% (E)	61% (E)	59% (E)	42%	42%	55% (F)	77% (F,G)	49%	48%	63% (I,J)	73% (I,J,K)
Classroom training (offered at company or another location)	59%	63% (d,E)	63% (d,E)	53%	45%	46%	55% (f)	76% (F,G)	53%	50%	60% (J)	72% (I,J,K)
Online or computer-based training	46%	45%	48%	49%	39%	36%	38%	62% (F,G)	31%	42% (i)	48% (I)	58% (I,J,K)
Tuition reimbursement (including partial reimbursement)	42%	44% (E)	47% (d,E)	37% (E)	22%	29%	41% (F)	53% (F,G)	31%	34%	42%	56% (I,J,K)
Temporary assignments in other departments	33%	33%	34%	31%	35%	41% (g,H)	33% (h)	25%	45% (J,K,L)	32%	30%	32%
Paid time off for education or training without affecting an employee's vacation leave	32%	33%	34% (e)	31%	23%	23%	29%	42% (F,G)	26%	30%	33%	36% (i)
Formal mentoring program	27%	31% (E)	27% (E)	26% (e)	14%	19%	20%	41% (F,G)	25%	18%	29% (J)	39% (I,J,K)
Formal job rotation program	13%	16%	13%	10%	10%	15%	11%	13%	16%	14%	12%	12%

**Q12.** "Through which of the following methods does your employer provide work-related education or training to its employees?"

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 8: VARIETY OF TRAINING METHODS EMPLOYERS OFFER** (Continued)

PERCENTAGE RESPONDING YES									
	Survey Total	Sector				Number of Employees			
		Schools– Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500– 9,999	10,000+
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Hands-on-training	82%	76%	83%	79%	83% (m)	77%	83%	81%	88% (Q,s)
Participation at professional conferences, seminars, or workshops	59%	85% (N,P)	72% (P)	76% (P)	46%	43%	59% (Q)	67% (Q,r)	66% (Q)
Classroom training (offered at company or another location)	59%	79% (O,P)	73% (P)	65% (P)	50%	34%	55% (Q)	68% (Q,R)	75% (Q,R)
Online or computer-based training	46%	60% (N,O,P)	46%	43%	44%	22%	38% (Q)	55% (Q,R)	70% (Q,R,S)
Tuition reimbursement (including partial reimbursement)	42%	51% (P)	42%	59% (N,P)	36%	18%	34% (Q)	51% (Q,R)	59% (Q,R)
Temporary assignments in other departments	33%	16%	40% (M)	30% (M)	37% (M)	27%	27%	30%	50% (Q,R,S)
Paid time off for education or training without affecting an employee's vacation leave	32%	49% (n,P)	36% (P)	49% (n,P)	23%	29%	30%	38% (r)	34%
Formal mentoring program	27%	54% (N,O,P)	26%	31% (P)	19%	10%	22% (Q)	36% (Q,R)	41% (Q,R)
Formal job rotation program	13%	12%	18%	12%	12%	7%	9%	17% (Q,R)	25% (Q,R,s)

**Q12.** “Through which of the following methods does your employer provide work-related education or training to its employees?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLES 9: REASONS FOR DISSATISFACTION WITH TRAINING**

PERCENTAGE SELECTING EACH ITEM												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=882	n=330	n=330	n=159	n=63	n=273	n=261	n=343	n=108	n=266	n=222	n=286
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
It's not always relevant to me/does not always meet my needs	35%	33%	38%	34%	37%	33%	36%	36%	32%	32%	35%	39%
It's too time-consuming	24%	20%	23%	30% (B)	30%	23%	24%	23%	23%	23%	24%	24%
It's not always challenging enough	17%	19%	19%	12%	10%	11%	21% (F)	19% (F)	21%	15%	15%	19%
I do not always have a chance at work to use what I have learned	17%	19%	15%	16%	13%	20%	17%	14%	11%	22% (I,L)	18%	12%
Difficult to understand	4%	5%	3%	4%	7%	7% (G,H)	2%	3%	8% (I)	4%	4%	3%
Other (e.g., scheduled at wrong time; instructor not knowledgeable; nothing I disliked)	2%	3% (c)	1%	3%	0%	3%	1%	3%	3%	3%	2%	1%

**Q19.** “Which of the following best describes what you dislike the most about work-related education and training?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who indicated that they have participated in work-related training.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLES 9: REASONS FOR DISSATISFACTION WITH TRAINING** (Continued)

PERCENTAGE SELECTING EACH ITEM									
	Survey Total	Sector				Number of Employees			
		Schools—Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+
	n=882	n=156	n=125	n=79	n=472	n=108	n=247	n=268	n=191
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
It's not always relevant to me/does not always meet my needs	35%	44% (O,P)	41% (o,p)	26%	32%	42%	32%	33%	36%
It's too time-consuming	24%	22%	18%	27%	24%	23%	26%	23%	21%
It's not always challenging enough	17%	13%	21%	21%	16%	19%	16%	17%	21%
I do not always have a chance at work to use what I have learned	17%	12%	13%	12%	20% (m)	9%	19% (q)	19% (q)	14%
Difficult to understand	4%	2%	4%	3%	5%	5%	5%	3%	3%
Other (e.g., scheduled at wrong time; instructor not knowledgeable; nothing I disliked)	2%	4%	3%	1%	2%	0%	1%	3%	4% (q)

**Q19.** “Which of the following best describes what you dislike the most about work-related education and training?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who indicated that they have participated in work-related training.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLES 10: OBSTACLES TO PARTICIPATING IN TRAINING**

PERCENTAGE SELECTING EACH ITEM												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=624	n=228	n=231	n=109	n=56	n=248	n=184	n=187	n=82	n=226	n=150	n=166
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Employer did not offer or pay for any education or training opportunities	31%	29%	27%	32%	45% (b,C)	40% (H)	31% (H)	19%	29% (I)	41% (k,L)	29% (I)	18%
You felt too busy at your job to take time off for training	30%	30%	32% (e)	29%	18%	28%	21%	38% (f,G)	15%	24%	25%	49% (I,J,K)
You did not feel the need to take any training	24%	20%	20%	26%	48% (B,C,D)	32% (g,H)	22%	15%	38% (j,K,L)	26% (L)	23%	15%
Employer/supervisor/boss did not allow you to participate in the training you wanted due to work demands/time constraints	18%	21%	21%	13%	11%	12%	21% (F)	25% (F)	16%	14%	18%	26% (J)
Employer did not offer or pay for certain education or training opportunities that you needed/wanted	14%	17% (d)	16%	9%	7%	11%	12%	21% (F,g)	9%	11%	15%	20% (I,J)
Employer/supervisor/boss did not allow you to participate in the training you wanted due to budgetary reasons	13%	14%	12%	15%	6%	5%	18% (F)	17% (F)	5%	11%	10%	21% (I,J,K)
You did not think the training offered by your employer was useful to your job	12%	9%	18% (B,d)	9%	9%	7%	11%	18% (F,g)	12%	7%	18% (J)	13%
Employer/supervisor/boss did not allow you to participate in the training because he/she did not think the training was relevant to your job	8%	9%	8%	7%	10%	7%	9%	10%	7%	11%	6%	7%
Other	5%	4%	6%	7% (g)	–	2%	3%	9% (F,g)	1%	6% (I)	7% (I)	2%

**Q25a.** “What obstacles, if any, prevented you from participating in work-related education and training opportunities in the past 2 years?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who did not receive all of the training that they requested or desired within the past two years or who did not request or desire any training within the past two years.

*Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.*

**TABLES 10: OBSTACLES TO PARTICIPATING IN TRAINING** (Continued)

PERCENTAGE SELECTING EACH ITEM									
	Survey Total	Sector				Number of Employees			
		Schools– Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500– 9,999	10,000+
	n=624	n=85	n=74	n=55	n=364	n=97	n=176	n=177	n=116
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Employer did not offer or pay for any education or training opportunities	31%	28%	22%	17%	34% (n,O)	47% (R,S,T)	30%	28%	21%
You felt too busy at your job to take time off for training	30%	36%	23%	28%	30%	21%	37% (Q)	28%	29%
You did not feel the need to take any training	24%	14%	17%	18%	27% (M)	34% (r,S,T)	23%	20%	15%
Employer/supervisor/boss did not allow you to participate in the training you wanted due to work demands/time constraints	18%	30% (P)	23%	16%	17%	7%	12%	22% (Q,r)	34% (Q,R,s)
Employer did not offer or pay for certain education or training opportunities that you needed/wanted	14%	30% (O,P)	18%	10%	12%	8%	13%	16%	19% (q)
Employer/supervisor/boss did not allow you to participate in the training you wanted due to budgetary reasons	13%	22% (P)	13%	22% (p)	11%	11%	9%	18% (R)	15%
You did not think the training offered by your employer was useful to your job	12%	23% (P)	18% (P)	16% (p)	8%	8%	17% (q)	10%	10%
Employer/supervisor/boss did not allow you to participate in the training because he/she did not think the training was relevant to your job	8%	7%	9%	10%	9%	4%	7%	13% (q)	8%
Other	5%	7%	4%	12% (P)	4%	5%	4%	6%	3%

**Q25a.** “What obstacles, if any, prevented you from participating in work-related education and training opportunities in the past 2 years?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who did not receive all of the training that they requested or desired within the past two years or who did not request or desire any training within the past two years.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLES 11: VALUE OF TRAINING IN LAST TWO YEARS TO JOB OR CAREER**

PERCENTAGE SELECTING EACH ITEM												
		Age				Education			Annual Household Income			
	Survey Total	50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=692	n=267	n=261	n=118	n=46	n=190	n=190	n=309	n=79	n=187	n=170	n=256
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Very useful	47%	51%	42%	44%	58% (c)	55% (H)	50%	41%	53% (L)	57% (L)	46%	38%
Somewhat useful	45%	44%	51% (e)	42%	35%	37%	42%	52% (F,g)	29%	39%	45% (I)	57% (I,J,K)
Not too useful	7%	5%	5%	14% (B,C)	4%	8%	7%	5%	15% (J,L)	4%	8%	5%
Not at all useful	1%	0%	3% (b)	0%	3% (d)	0%	1%	2%	3%	1%	1%	1%

**Q27.** “Overall, to what extent did you find the work-related education or training you received in the past 2 years useful for your job or career?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who participated in work-related training within the past 2 years.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLES 11: VALUE OF TRAINING IN LAST TWO YEARS TO JOB OR CAREER (Continued)**

PERCENTAGE SELECTING EACH ITEM									
		Sector				Number of Employees			
	Survey Total	Schools—Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+
	n=692	n=145	n=108	n=68	n=340	n=72	n=188	n=215	n=166
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Very useful	47%	42%	44%	58% (m)	47%	46%	44%	50%	48%
Somewhat useful	45%	53%	43%	40%	45%	48%	52%	42%	42%
Not too useful	7%	4%	11% (m,o)	2%	7%	7%	4%	6%	7%
Not at all useful	1%	1%	2%	0%	1%	0%	0%	1%	3% (r)

**Q27.** “Overall, to what extent did you find the work-related education or training you received in the past 2 years useful for your job or career?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who participated in work-related training within the past 2 years.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 12: IMPACT OF TRAINING IN LAST TWO YEARS ON WORKERS**

PERCENT RESPONDING A GREAT DEAL/SOMEWHAT												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=692	n=267	n=261	n=118	n=46	n=190	n=190	n=309	n=79	n=187	n=170	n=256
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Improved your job skills	76%	78%	73%	78%	73%	77%	69%	79% (G)	71%	77%	74%	79%
Increased your ability to help your coworkers/be a mentor to your coworkers	63%	65%	60%	61%	71%	69% (h)	62%	60%	61%	68% (k)	56%	64%
Increased your productivity at work	62%	62%	61%	64%	65%	67% (h)	64%	58%	57%	70% (i,k,l)	59%	60%
Made you feel like a more valuable employee	59%	61%	58%	56%	65%	64%	58%	58%	57%	65%	54%	59%
Increased your satisfaction with your job	56%	59%	53%	50%	63%	60%	56%	53%	54%	63% (l)	53%	52%
Allowed you to take on more responsibilities	54%	53%	54%	56%	58%	57%	55%	52%	53%	63% (k,l)	52%	47%
Helped you to get promoted	24%	26%	24%	18%	31%	27%	24%	22%	36% (K,L)	29% (k,l)	18%	20%

**Q28.** “For each of the following, please tell us the extent to which the training you took in the past 2 years affected that aspect of your work?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who participated in work-related training within the past 2 years.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 12: IMPACT OF TRAINING IN LAST TWO YEARS ON WORKERS** (Continued)

PERCENT RESPONDING A GREAT DEAL/SOMEWHAT									
		Sector				Number of Employees			
	Survey Total	Schools– Public and Private	Government	Nonprofit	For-Profit Company (including Small Family- Run Business)	10–49	50–499	500– 9,999	10,000+
	n=692	n=145	n=108	n=68	n=340	n=72	n=188	n=215	n=166
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Improved your job skills	76%	80%	72%	82%	75%	82%	80%	75%	73%
Increased your ability to help your coworkers/be a mentor to your coworkers	63%	58%	60%	86% (M,N,P)	61%	64%	61%	68%	59%
Increased your productivity at work	62%	64%	55%	61%	63%	72%	68%	61%	58%
Made you feel like a more valuable employee	59%	55%	52%	72% (m,N)	61%	59%	65% (T)	58%	52%
Increased your satisfaction with your job	56%	49%	52%	72% (M,N,p)	56%	56%	59%	55%	53%
Allowed you to take on more responsibilities	54%	53%	49%	67% (n)	53%	59%	59% (t)	54%	48%
Helped you to get promoted	24%	19%	25%	30%	24%	19%	26%	24%	22%

**Q28.** “For each of the following, please tell us the extent to which the training you took in the past 2 years affected that aspect of your work?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category who participated in work-related training within the past 2 years.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 13: IMPACT OF TRAINING ON RETENTION**

PERCENTAGE SELECTING EACH ITEM												
	Survey Total	Age				Education			Annual Household Income			
		50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Yes	25%	29%	24%	21%	20%	23%	26%	26%	34% (j,K)	24%	22%	25%
No	33%	28%	31%	39% (B)	47% (B,C)	32%	30%	35%	23%	31%	37% (I)	35% (i)
Maybe	30%	31% (E)	32% (E)	28%	17%	27%	33%	30%	25%	32%	28%	30%
Not sure	13%	12%	13%	12%	15%	17% (g,H)	11%	10%	17% (I)	14%	13%	9%
Refused	0%	0%	1%	0%	1% (b)	0%	0%	0%	1%	0%	0%	1%

**Q30.** “If your employer paid for or allowed you to participate in more work-related education, training, or professional development opportunities than you participate in now, would that lead you to stay with this employer longer than you would otherwise?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 13: IMPACT OF TRAINING ON RETENTION (Continued)**

PERCENTAGE SELECTING EACH ITEM										
	Survey Total	Sector				Number of Employees				
		Schools–Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500–9,999	10,000+	
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209	
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	
Yes	25%	27%	25%	26%	26%	21%	26%	23%	30%	
No	33%	34%	37%	32%	30%	33%	33%	33%	34%	
Maybe	30%	25%	25%	37%	32%	32%	29%	30%	27%	
Not sure	13%	14% (o)	12%	6%	12%	14%	12%	13%	9%	
Refused	0%	0%	1% (p)	0%	0%	0%	0%	1%	0%	

**Q30.** “If your employer paid for or allowed you to participate in more work-related education, training, or professional development opportunities than you participate in now, would that lead you to stay with this employer longer than you would otherwise?”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 14: WORKERS' COMFORT WITH VARIOUS TRAINING APPROACHES**

PERCENTAGE RESPONDING VERY/SOMEWHAT COMFORTABLE												
		Age				Education			Annual Household Income			
	Survey Total	50–54	55–59	60–64	65+	High School Degree or Less	Some College	4-Year College Degree or More	Less than \$25,000	\$25,000 to \$49,999	\$50,000 to \$74,999	\$75,000 and Above
	n=1,048	n=393	n=383	n=183	n=89	n=374	n=304	n=365	n=135	n=347	n=255	n=311
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Classroom training in a small group (fewer than five participants)	90%	91% (E)	93% (E)	90% (E)	75%	85%	91% (f)	94% (F)	88%	86%	90%	95% (I,J,k)
Being mentored or taught on the job by other employee(s)	83%	86% (D)	84%	77%	78%	82%	85%	82%	82%	82%	84%	83%
Classroom training in a larger group (five or more participants)	81%	84% (E)	84% (E)	77% (E)	60%	66%	87% (F)	90% (F)	74%	76%	84% (I,J)	88% (I,J)
Conferences, workshops, seminars	80%	85% (D,E)	83% (D,E)	72%	64%	69%	81% (F)	91% (F,G)	72%	73%	83% (I,J)	91% (I,J,K)
Formal one-on-one training	80%	80%	85% (E)	78%	71%	79%	78%	83%	77%	79%	79%	85% (i,j,k)
Self-study online or computer-based	71%	77% (D,E)	72% (D,E)	62%	52%	59%	71% (F)	82% (F,G)	60%	67%	72% (i)	79% (I,J,k)
Self-study using written/paper materials (not computer-based)	67%	73% (D,E)	69% (E)	62% (E)	46%	57%	68% (F)	77% (F,G)	66%	65%	67%	71%
Live online training with an instructor	62%	66% (d,E)	62%	56%	53%	51%	62% (F)	72% (F,G)	56%	59%	60%	70% (I,J,K)

**Q20.** “There are various ways in which workers can learn new skills and knowledge. For each of the following, please tell us the extent to which you personally feel or would feel comfortable with this way of learning new work-related skills and knowledge.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.

**TABLE 14: WORKERS' COMFORT WITH VARIOUS TRAINING APPROACHES** (Continued)

PERCENTAGE RESPONDING VERY/SOMEWHAT COMFORTABLE									
	Survey Total	Sector				Number of Employees			
		Schools— Public and Private	Government	Nonprofit	For-Profit Company (including Small Family-Run Business)	10–49	50–499	500– 9,999	10,000+
	n=1,048	n=170	n=138	n=92	n=582	n=147	n=297	n=305	n=209
	(A)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)
Classroom training in a small group (fewer than five participants)	90%	94%	91%	93%	89%	85%	90%	91%	93% (Q)
Being mentored or taught on the job by other employee(s)	83%	81%	82%	83%	84%	81%	83%	82%	85%
Classroom training in a larger group (five or more participants)	81%	87% (p)	85%	85%	79%	70%	79% (q)	86% (Q,r)	84% (Q)
Conferences, workshops, seminars	80%	90% (n,P)	82%	86%	77%	69%	78% (q)	84% (Q)	87% (Q,R)
Formal one-on-one training	80%	83%	75%	83%	82%	80%	77%	81%	84%
Self-study online or computer-based	71%	73%	73%	65%	71%	58%	70% (Q)	76% (Q)	78% (Q)
Self-study using written/paper mate- rials (not computer-based)	67%	70%	67%	61%	69%	61%	63%	70%	75% (Q,R)
Live online training with an instructor	62%	68% (o)	64%	55%	61%	51%	61%	66% (Q)	70% (Q,r)

**Q20.** “There are various ways in which workers can learn new skills and knowledge. For each of the following, please tell us the extent to which you personally feel or would feel comfortable with this way of learning new work-related skills and knowledge.”

**Source:** December 2006 AARP survey of individuals age 50+ employed in companies with 10 or more employees.

**Notes:** n=Unweighted total number of respondents in a given category.

Uppercase letters indicate significant differences at the 95% confidence level, while lowercase letters indicate significant differences at the 90% confidence level.