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**Job Skills Training and  
Opportunities:  
Opinions and Perceptions of  
Alabama Workers Age 40+**

October 2009



# **Job Skills Training and Opportunities: Opinions and Perceptions among Alabama Workers Age 40+**

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AARP is a nonprofit, nonpartisan membership organization that helps people 50+ have independence, choice and control in ways that are beneficial and affordable to them and society as a whole. AARP does not endorse candidates for public office or make contributions to either political campaigns or candidates. We produce AARP The Magazine, the definitive voice for 50+ Americans and the world's largest-circulation magazine with over **34.5** million readers; AARP Bulletin, the go-to news source for AARP's **40** million members and Americans 50+; AARP Segunda Juventud, the only bilingual U.S. publication dedicated exclusively to the 50+ Hispanic community; and our website, AARP.org. AARP Foundation is an affiliated charity that provides security, protection, and empowerment to older persons in need with support from thousands of volunteers, donors, and sponsors. We have staffed offices in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands.

State Research brings the right knowledge at the right time to our state and national partners in support of their efforts to improve the lives of people age 50 and older. State research consultants provide strategic insights and actionable research to attain measurable state and national outcomes.

The views expressed herein are for information, debate, and discussion, and do not necessarily represent official policies of AARP.

## **Acknowledgements**

AARP staff from the Alabama State Office, Office of Social Impact, and Knowledge Management contributed to the design and implementation of this study. Special thanks go to AARP staff including Joan Carter and Anna Pritchett, AARP Alabama; Dr. Sam Addy, Center for Business and Economic Research in Alabama; Rachelle Cummins, Darlene Matthews, Cheryl Barnes, Erica Dinger, Ed Evans, John Fries, Kathi Brown, and Laura O'Conner of Knowledge Management; Deborah Russell and Craig Langford of Social Impact; Michael Schuster and Jami Wyatt of Office of General Counsel. Opinion Access Corporation fielded the survey and tabulated the data on behalf of AARP. Jennifer Sauer and Cassandra Burton, AARP Knowledge Management, designed the survey and wrote the report. For more information, please contact Jennifer Sauer or Cassandra Burton at [jsauer@aarp.org](mailto:jsauer@aarp.org) or [ccantave@aarp.org](mailto:ccantave@aarp.org).

**In Brief** Two apparent recommendations can be made based on data from this survey. The first is that awareness of state and community job training programs and related financial assistance needs to be increased among Alabama workers age 40 and older. The second is that Alabama employers may want to assess or re-assess employer skills and professional development programs and gauge these programs alignment with industry needs, technological advances, and global economic forecasts as well as employee skill sets and motivation to learn and adapt. American businesses are likely to face two major challenges in the years ahead – the progressive retirement of millions of Baby Boomers from the workforce with fewer successive workers to replace them and a disconcerting skills gap. Both the American Society for Training and Development (ASTD) and the National Commission on Adult Literacy (NCAL) report that education and training has not kept with the demand for a greater skilled and knowledgeable worker that businesses believe will keep them competitive, innovative, and efficient. In Alabama, over half the jobs held by workers are middle-skilled jobs requiring more than a high-school diploma but less than a four-year degree. Yet, NCAL reports that many Alabamians lack the skills and training to meet the needs of the state’s industries and employers – almost 500,000 workers between the ages of 18 and 64 lack either a high school degree or GED. Combined with an aging workforce where some plan to continue working beyond traditional retirement age, a worker skills gap could negatively impact Alabama and American business’ structure, competitive strategy, and position in the global economy if not properly addressed. This survey of 900 workers and people actively looking for work in Alabama gauges their experiences with and perceptions of employer and community job training opportunities. An over-sample of 200 African Americans was obtained. The margin of error for the total sample of completed and tabulated surveys is  $\pm 3.27$  percent.

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## **Key Findings**

- ❖ Most (70%) Alabama workers age 40 and older are extremely or very satisfied with their job, half (53%) of all workers have no plans to leave their current employer, and one in five (21%) are not looking for another job but would consider an offer presented to them.
- ❖ Over the past five years, six in ten (59%) Alabama workers age 40 and older have participated in job-related skills training or education programs offered to them by an employer and most (86%) of them indicate they personally have not had to pay for that training. Additionally, most (86%) are satisfied with the work-related training opportunities offered through their employers, with sixty percent saying they are extremely or very satisfied, and another quarter (26%) indicating they are somewhat satisfied.
- ❖ While half (51%) of all workers say they are extremely or very likely to engage in any job training through their employer over the next five years, almost a third (31%) say they are *not* likely to do so. What is more, half (52%) of all workers do *not* think that additional job training will help them advance in their job or help get a better job.
- ❖ Most (80%) Alabama workers and those looking for work age 40 and older say they have not taken any job related training outside of work or through a community organization in the past five years.
- ❖ Among all Alabama workers and those looking for work, four in ten (40%) plan to continue working at their current job either full or part-time when they reach retirement age. Among those planning to continue working beyond traditional retirement, needing or wanting additional income (86%), enjoying work (85%), building up a personal savings (79%), and maintaining health coverage for themselves or their families (73%) are major/minor factors in their decision.

**For more information about this survey or the data, please contact Jennifer H. Sauer at AARP at [jsauer@aarp.org](mailto:jsauer@aarp.org). Also, please visit the AARP research and policy site for a copy of the full report and survey as well as other information on this topic and more at [www.aarp.org/research/policy](http://www.aarp.org/research/policy).**

## Labor Force Shifts and the Older Worker

Since the first Baby Boomer collected her Social Security check in 2007, about 3 million more Baby Boomers (those born between 1946 and 1964) have since done the same.<sup>1,2</sup> The U.S. Bureau of Labor Statistics' (BLS) projected shift in workforce demographics is upon us and is expected to present unique challenges for government programs like Social Security and Medicare, as well as American businesses. This shift – the increasing number of older workers and ensuing cohort of fewer younger workers – is expected to impact U.S. employers and the economy with a labor force gap that could undermine corporate growth, strategies, and success if not addressed.<sup>3</sup> Between 1998 and 2008, the proportion of workers age 40 and older actually increased by about seven percent while the proportion of younger workers ages 25 to 44 actually decreased by about seven percent. Baby Boomers are estimated to represent nearly 19 percent of the total employed population, and the growth rate of those ages 55 and older is projected to be four times that of the overall labor force. Moreover, McKinsey Global Institute argues that the size of this workforce cohort has significantly influenced the US GDP.<sup>4</sup> They point to the four decades between 1965 and 2006 when the labor force participation rate of Baby Boomers contributed to a favorable 3.2 average annual real GDP growth rate. These authors further argue that the projected mass retirement of Boomers could have a negative impact on that GDP growth rate.

## Labor Force Shifts and Skills Gaps

The departure of Baby Boomers from the labor force has many worried about whether or not the next generation of workers will be skilled enough to fill the void they leave behind as well as contribute to the success of American business and industry. Rapid technological advances, an increasingly competitive global economy, and substantial growth of the knowledge and information industry have altered the landscape of the job market over the past few decades. Many of today's jobs require a more educated, trained, and specialized skilled worker. Yet many experts agree that the skills of the American worker have not kept pace with the skill requirements in jobs required to keep American businesses competitive, innovative, and efficient.

In the U.S. Department of Labor's 2001 *Report on the American Workforce* former Secretary of Labor Elaine Chao noted a "disconnect" between the jobs being created in this high-skilled information-based job market and the current skills of American workers.<sup>5</sup> Employers sense this disconnect too – numerous studies out of AARP both nationally and at the state level show the increasing difficulty to find qualified applicants for a number of different jobs.<sup>6</sup> In addition, the American Society for Training and Development (ASTD) and the National Commission on Adult Literacy (NCAL) both report that today's workers or employees do not have the right skills to meet the changing nature of business or the global economy.<sup>7,8</sup> The NCAL report notes that America is losing its place as a world leader in education – the US ranks 11<sup>th</sup> in the percentage of adults with a high school diploma and is the only country where younger adults are less educated than the generation before them. They further cite research indicating about 30 million American adults lack education beyond basic literacy tasks; 18 million have limited English skills; and more than 50 million English speaking adults with a high

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<sup>1</sup> Social Security Online, Beneficiary Data: Benefits Awarded in 12-Month Period Ending December 2008, [www.ssa.gov/cgi-bin/awards.cgi](http://www.ssa.gov/cgi-bin/awards.cgi)

<sup>2</sup> See also Wolf, R. *Social Security Hits First Wave of Boomers*, USA Today, Posted 10/8/2007, [http://www.usatoday.com/news/washington/2007-10-08-boomers\\_N.htm](http://www.usatoday.com/news/washington/2007-10-08-boomers_N.htm).

<sup>3</sup> Toossi, M., *Labor Force Projections to 2014: Retiring Boomers*, Monthly Labor Review, November 2005.

<sup>4</sup> Bein Hocker, E.D., Farrell, D., Greenberg, E. Why Baby Boomers Will Need to Work Longer, McKinsey Quarterly, November, 2008.

<sup>5</sup> U.S. Department of Labor, Report on the American Workforce, 2001, <http://www.bls.gov/opub/rtaw/pdf/rtaw2001.pdf>

<sup>6</sup> Please go to the AARP website: <http://www.aarp.org/research/work/issues/>

<sup>7</sup> National Commission on Adult Literacy, Reach Higher, America: Overcoming Crisis in the U.S. Workforce, Report of the National Commission on Adult Literacy, June 2008, <http://www.nationalcommissiononadulthoodliteracy.org/ReachHigherAmerica/ReachHigher.pdf>

<sup>8</sup> American Society for Training and Development, Bridging the Skills Gap: How the Skills Shortage Threatens Growth and Competitiveness and What to do About It, ASTD Public Policy Council, Fall 2006, <http://www.astd.org/ASTD/aboutus/publicPolicy/PublicPolicyWhitepapers>

school diploma do not have a college degree. As American businesses seek to gain and remain competitive, they will demand more knowledgeable and skilled workers. In fact, the Bureau of Labor Statistics projects that between 2006 and 2016, half of the fastest growing occupations will require at least a bachelor's degree.<sup>9</sup> Moreover, during these 10 years, the proportion of all jobs typically requiring a postsecondary vocational award or higher is projected to go from 29.9 percent of all jobs to 31.2 percent.<sup>10</sup> NCAL's report mentions a number of the reasons for these unsettling figures including declining enrollment or participation by workers in state job training and adult education programs as well as inadequate state and federal funding of workforce programs.

## **The Skills Gap and Alabama Workers**

Over the past two decades, Alabama has experienced major economic strides with respect to generating large-scale employment opportunities. The most notable is the growth of its manufacturing industry which currently represents about 18 percent of the state's GDP.<sup>11</sup> The state's tax incentives and company recruitment efforts have indeed brought large national and international companies to the state that have in turn created thousands of well-paying, largely middle-skilled, jobs. In fact, over half (55%) of the jobs held by workers in Alabama are middle-skill jobs – those requiring more than a high-school degree but less than a four year degree.<sup>12</sup> Yet according to the NCAL's report, many Alabama workers do not have the skills and training or education to meet the demands and needs of the state's industries and employers – in fact, nearly half a million workers ages 16 to 64 do not have a high school degree. Moreover, fewer adults or workers living in Alabama are actually enrolled in postsecondary education – only 32 percent of adults in Alabama ages 18 to 24, and just 5.8 percent ages 25 to 54.<sup>13</sup>

Worker skills gaps have long been noticed as an increasingly disconcerting issue in Alabama among government, community leaders, and business leaders. Over the past few decades, many state agencies have formed in an attempt to develop and maintain a more qualified workforce in the state. In 2003, Governor Bob Riley created the Office of Workforce Development, now part of Alabama's Department of Postsecondary Education (ADPE). The emphasis and structure of this office and its programs are aimed at skill training, basic adult education, post secondary education, and hence, the development of a stronger qualified workforce in the state.<sup>14</sup> Governor Riley also created the State Workforce Planning Council, a collaborative partnership with ADPE and the Alabama Department of Industrial Relations that has generated a state workforce development system of agencies, services, and programs well represented by elected officials, economic developers, and regional and business leaders.

## **Older Workers in Alabama**

Nearly one in four residents in Alabama are ages 55 or older, half of those between the ages of 55 and 64 are employed, and 20.1 percent hold a bachelor's degree or higher.<sup>15</sup> While racial disparities continue in Alabama, African American worker unemployment actually fell by nearly a percentage

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<sup>9</sup> U.S. Bureau of Labor Statistics, *Fastest growing occupations, 2006-16*, in "Occupational employment projections to 2016," Table 2, published in the *November 2007 Monthly Labor Review*, <http://data.bls.gov/cgi-bin/print.pl/emp/emptab21.htm>

<sup>10</sup> Dohm, A. and L. Shniper, Employment outlook: 2006–16, *Occupational Employment Projections to 2016*, Monthly Labor Review November 2007 <http://www.bls.gov/opub/mlr/2007/11/art5full.pdf>

<sup>11</sup> Wong, M., T. McNamara, S. Shulkin, C. Lettieri, V. Careiro, *Alabama Indicators: Aging & Work*, State Profile Series, February 2008, <http://agingandwork.bc.edu/documents/states/Alabama.pdf> . (This report extracted data from Bureau of Economic Analysis, U.S. Department of Commerce, American Community Survey, U.S. Census Bureau, and the Current Population Survey).

<sup>12</sup> Workforce Alliance, Growing Alabama's Economy by Investing in the Forgotten Middle, [www.workforcealliance.org](http://www.workforcealliance.org).

<sup>13</sup> ARISE Citizens' Policy Project, Bridging the Gap: Alabama's Working Families and the Broken Promise of Economic Opportunity, January 2008, <http://www.alarise.org/PDF/Bridging%20the%20Gap%20report%20on%20workforce%20development.pdf>

<sup>14</sup> Ibid. ARISE, January 2008.

<sup>15</sup> Wong, M., T. McNamara, S. Shulkin, C. Lettieri, V. Careiro, *Alabama Indicators: Aging & Work*, State Profile Series, February 2008, <http://agingandwork.bc.edu/documents/states/Alabama.pdf> . (This report extracted data from Bureau of Economic Analysis, U.S. Department of Commerce, American Community Survey, U.S. Census Bureau, and the Current Population Survey).

point to 17.8 percent between 2006 and 2007. Moreover, the states racial gaps in both labor force participation and wages are reported to have noticeably narrowed.<sup>16</sup> Still, African American workers continue to outnumber Caucasian workers in underemployment and unemployment rates in Alabama and the wage disparity between the two races in 2007 was greater than either national or regional averages.

## **Purpose of the Survey**

AARP in Alabama commissioned this survey to gain a deeper understanding of the perspective, skills, and needs of older workers in the state to better provide them with focused, targeted information and resources. Additionally, AARP Alabama hopes the survey results will service as a valuable resource to related community and state organizations as they create, implement, or work to maintain services and programs for older workers. An over-sample of African American workers age 40 and older were included for added insight into worker differences between them and workers that are not African American Workers age 40 and older were sampled for this study because this age group includes three generations of workers, Gen X, Baby Boomers, and the Silent Generation. Current job training opportunities offered by their employer or in their community, desired job training opportunities, satisfaction with such opportunities, and access to those opportunities were explored. AARP Alabama commissioned this survey to gain a better understanding of the worker's perspective around job skills training and education offered by their employers and through community organizations or programs

## **Methodology**

This AARP survey was completed by 700 full and part-time workers and those looking for work in Alabama age 40 and older. An additional 200 surveys were also completed only by African Americans age 40 and older who are working full or part-time or looking for work. Scientific Telephone Samples provided both samples for this study. The sample for the general population interviews was an RDD sample based on telephone exchanges and working bank information in order to yield a representative sample of all Alabama households with telephone service. Households were then screened for both age and current employment status. The listed sample of African Americans age 40+ was compiled primarily from telephone directories and enhanced by different data sources such as Census data, voter registration information, direct mail lists, retail information or surveys, as well as internet-based surveys and online purchase information or memberships. In order to increase the likelihood of reaching African American households, Census block groups in Alabama with 70% or more of their population being African American were targeted.

The questionnaire was developed by AARP staff and pre-tested with a small number of respondents. AARP regularly monitored the interviews to ensure quality. The interviews were conducted from November 19, 2008 to December 10, 2008. The margin of sampling error for the general population set of data is  $\pm 3.27$  percent. The margin of sampling error for the African American over-sample set of data is  $\pm 6.93$  percent. The response rate for the general population sample is 36 percent and the response rate for the African American Augment sample is 27 percent.<sup>17</sup> The sample was weighted by gender, race, and employment status.

This report discusses the differences in respondent opinion and experience by race primarily where statistically significant differences exist at the .05 level. Percents may not add up to 100% due to weighting or rounding.

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<sup>16</sup> ARISE Citizens' Policy Project, Bridging the Gap: THE STATE OF WORKING ALABAMA 2008, <http://www.alarise.org/PDF/State%20of%20Working%20Alabama%202008%20--%20Final.pdf>

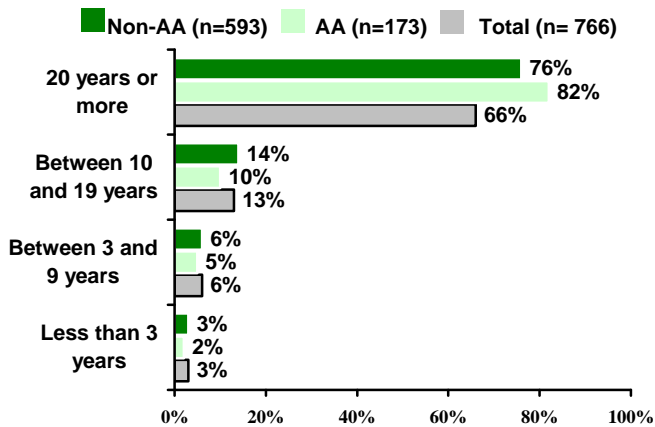
<sup>17</sup> Calculated using AAPOR's Outcome Rate Calculator Version 2.1, May 2003

## Key Findings

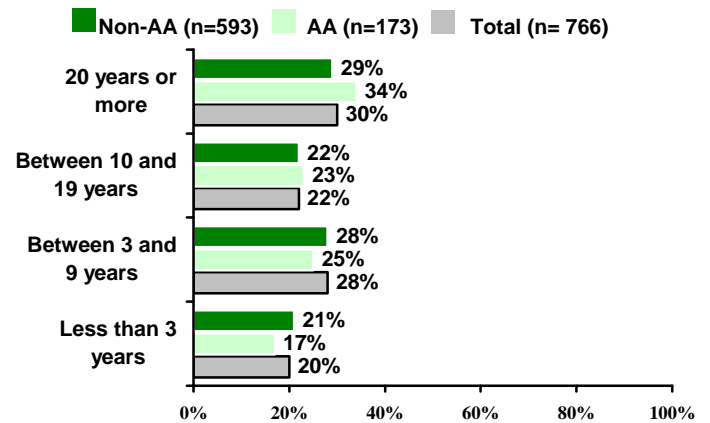
### *The Alabama Worker age 40 and older: Work History and Job Satisfaction*

Alabama workers age 40 and older are full-time workers (83%) and seem to be grounded in their state as a place to live and work. Most say they have worked in the state for twenty years or more while over a quarter have worked for their current employer for at least 20 years. Still, about half have worked for their current employer for at least ten years. African American workers do not differ significantly from their fellow workers who are not African American with respect to either how long they have worked in the state of Alabama or how long they have they have worked for their current employer.

**Years Worked in Alabama Among Workers Age 40+**

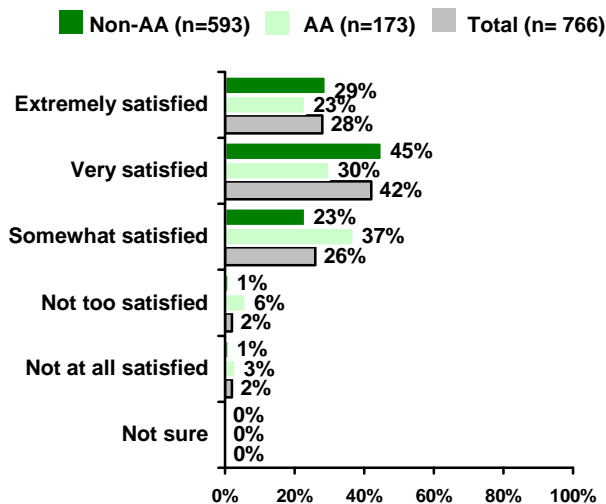


**Years Worked for Current Employer Among Workers Age 40+**



Like workers nationwide, most Alabama workers are satisfied with their job and have no plans to leave their current employer.<sup>18</sup> Also similar to national data, African American workers are significantly *less* likely than non-African American workers to say they are highly satisfied (Extremely/Very satisfied: Non-AA: **74%** vs. AA: **53%**).<sup>19</sup> Moreover, they are significantly *less* likely than their counterparts to say they have no plans to leave their current employer.

**Level of Satisfaction with Current Job Among Alabama Workers Age 40+**



**Future Plans Regarding Current Employer Among Alabama Workers age 40+**

Possible Future Plans	Total (n=766)	Non-AA Worker (n=593)	AA Worker (n=173)
No plans to leave current employer	53%	58%	37%
Not looking - would consider job offer	21%	20%	24%
Plan to retire in next few years	19%	17%	25%
Actively looking for another job	5%	4%	7%
Have accepted job offer - plan to leave	0%	0%	1%
Other plan	2%	1%	6%

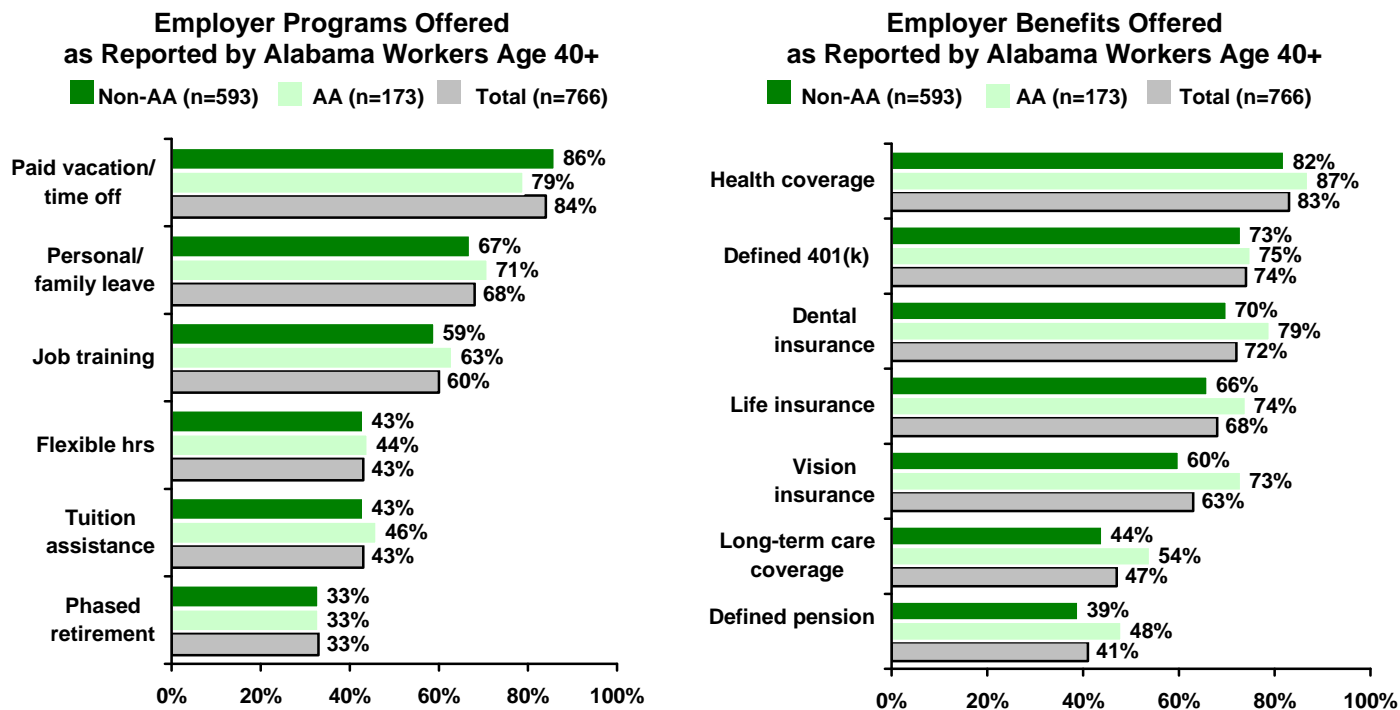
<sup>18</sup> Nelson, D. (2007) *AARP Bulletin Poll on Workers 50+*

<sup>19</sup> Smith, T. (2007) *Job Satisfaction in America: Trends and Socio-Demographic Correlates* available at: [www.news.uchicago.edu/releases/07/pdf/070827.jobs.pdf](http://www.news.uchicago.edu/releases/07/pdf/070827.jobs.pdf)



## Alabama Employer Programs and Benefits

There are many reasons for Alabama workers to be satisfied with their job. Workers in Alabama indicate that their employers have a lot to offer in terms of benefits and programs: most say their employer offers paid vacation and sick time and personal and family leave; over half say their employer offers job training and professional development; and more than forty percent are offered flexible work schedules or tuition assistance. A third of workers say their employer actually offers a phased retirement program where workers can gradually reduce their work hours and responsibilities up to the time of retirement. Given 2004 Treasury Department regulations, businesses offering defined pension benefit programs can now offer a formal phased retirement program.<sup>20</sup> Hopefully, more Alabama employers will consider this option. Regarding employer benefits, most workers have access to health coverage, a defined contribution retirement plan like a 401k, dental insurance, and life insurance. Interestingly, over four in ten workers report their employer offers long-term care coverage and a defined benefit pension program.<sup>21</sup> Given the shifting demographics, it is not surprising that employer-offered long-term care coverage has increased from just 3 percent of full-time employees being offered this insurance in 1989 to 13 percent of workers being offered this coverage in 2008.<sup>22,23</sup> Conversely, private industry worker participation in defined benefit pension plans have decreased from 32 percent in 1992/1993 to 22 percent in 2005.<sup>24</sup> African American workers in Alabama do not differ from non-African American workers in their report of most employer programs and benefits. However, African American workers are significantly more likely than non-African American workers to say that their employers offer vision insurance, long-term care coverage, and a defined pension.



<sup>20</sup> Department of the Treasury, Internal Revenue Service, Distributions from a Pension Plan under a Phased Retirement Program, 26 CFR Part 1 [http://www.treas.gov/press/releases/reports/js2094\\_111004phasedretirementreg.pdf](http://www.treas.gov/press/releases/reports/js2094_111004phasedretirementreg.pdf). See also U.S. Department of the Treasury, Press Room, Office of Public Affairs, *Treasury and IRS Issue Proposed Regulations on Phased Retirement*, November 10, 2004, JS-2094 <http://www.treas.gov/press/releases/js2094.htm>

<sup>21</sup> As worker-reported information, this data may not accurately reflect the actual proportion of employers in Alabama that offer this coverage.

<sup>22</sup> Pfuntner, J. and Dietz, E., U.S. Bureau of Labor Statistics, Compensation and Working Conditions Online, *Long-term Care Insurance Gains Prominence*, Posted January 28, 2004. <http://www.bls.gov/opub/cwc/cm20040123ar01p1.htm>

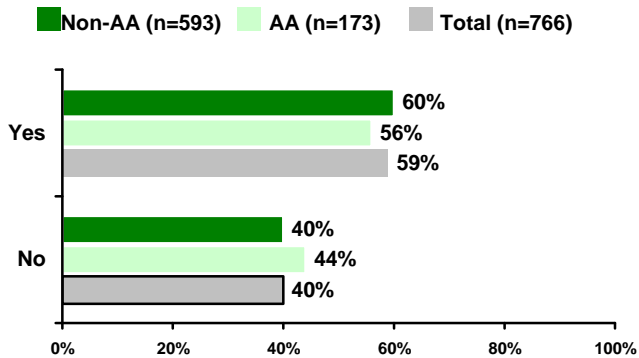
<sup>23</sup> U.S. Department of Labor and U.S. Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry in the United States, September 2008* <http://www.bls.gov/ncs/ebs/benefits/2008/benefits.htm>

<sup>24</sup> Costo, S. U.S. Bureau of Labor Statistics, Office of Compensation and Working Conditions, *Trends in Retirement Plan Coverage over the Last Decade*, Monthly Labor Review, February 2006.

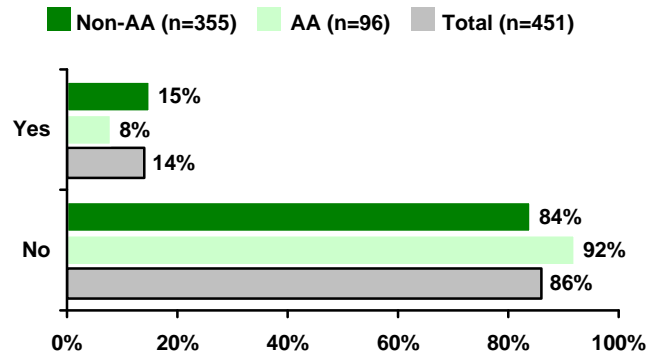
## Professional Development and Skill Needs of Alabama Workers Age 40+ Met by Employers

Over the past five years, just fifty-nine percent of Alabama workers age 40 and older have participated in job-related skills training or education programs offered to them by an employer and most indicate they personally have not had to pay for that training. Still, about four in ten workers say they have not participated in any job training through their employer over the past five years. African American workers and non-African American workers do not differ significantly with respect to participating in employer training opportunities or personally paying for that job training.

**Participation in Employer Job Training by Alabama Workers 40+ in Past Five Years**



**Personally Paying for Employer Job Training by Alabama Workers 40+ in Past Five Years**



Given that most workers indicate their employer pays for their job training, it is not surprising to see that many have participated in skills or professional development training—respondents report a variety of opportunities available through their employer. Most workers say their employer offers occupational safety training and roughly half say their employer provides diversity training, computer or technological training, and management skills training. Many workers say their employer offers training in other professional skills or machine/tool handling, and slightly fewer say their employer provides opportunities to

develop customer service or consulting skills. Additionally, some employers are reported to offer training in giving presentations, industry skills, and foreign languages. About a quarter of Alabama workers say their employer offers job training in other areas not tested in this survey question such as CPR or first aid training, how to handle harassment problems, or behavior/anger management training.<sup>25</sup> Half (48%) of all workers indicate that their employer offers five or more of the job training opportunities listed in this question. Workers age 40 and older in Alabama do not differ significantly by race with respect to any of the types of job training offered by their employers listed in this survey question.

Current Job Training Opportunities with Employer	Total (n=766)	Non-AA (n=593)	AA (n=173)
Occupational training	71	71	72
Diversity training	57	56	63
Computer/ Technological	54	52	59
Supervisory/ management skills	49	47	56
Professional skills	42	41	47
Machine or tool handling	42	42	41
Customer service/ consulting	38	36	43
Presentation skills	29	28	35
Industry skill training	29	29	28
Foreign language	15	13	20
Other type of training	25	24	26

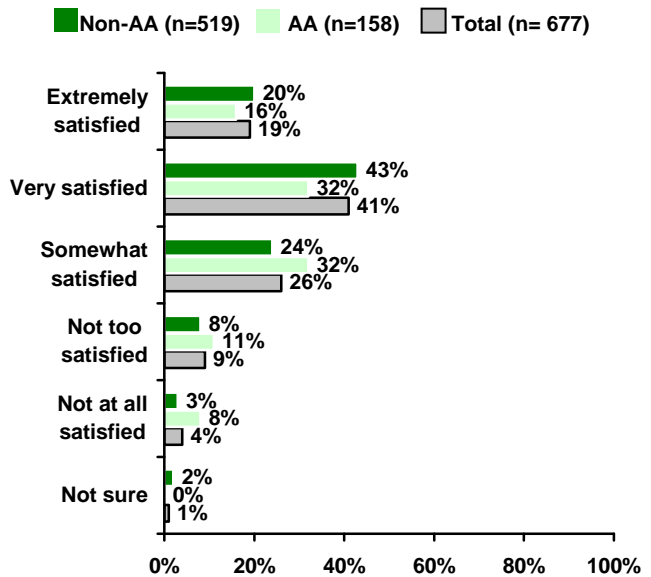
<sup>25</sup> Most of the responses provided in the 'other' category in this question are unique and therefore difficult to code into meaningful categories. Please contact author of the report for more information on this survey question.

Among workers who have participated in skills or professional development training through their employer, most say their current employer provided this training in a classroom setting at their company or other location. More than three in five received hands-on training with other colleagues or managers such as through a mentoring program or through attendance at professional conferences or seminars. Half indicate receiving their training through on-line computer based programs and over one-third say they received job or skills training through temporary assignments in other departments. African American workers in Alabama do not differ from their counterparts on any of the five possible ways in which employers are reported to offer job training.

How Alabama Employers Offer Job Training	Total (n= 677)	Non-AA (n=519)	AA (n=158)
Classroom training	78%	77%	84%
Professional conferences	70%	70%	68%
Hands on training	64%	65%	60%
Online	50%	50%	48%
Temporary assignments	38%	36%	41%

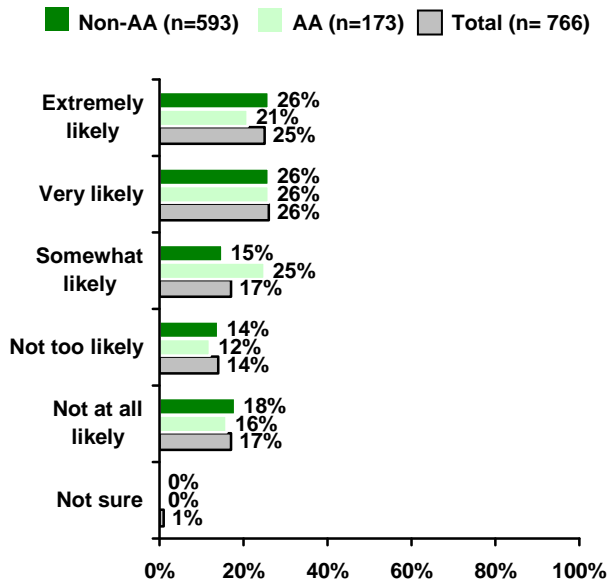
Given the survey findings up to this point, it is not surprising to see that most Alabama workers who have participated in employer trainings are satisfied with the opportunities offered through their employers – sixty percent say they are extremely or very satisfied, and then another quarter indicating they are somewhat satisfied. African American workers are less likely than their counterparts to say they are highly (extremely or very combined) satisfied with the training opportunities provided by their employers (African American workers: extremely/very satisfied: 48%; non-African American worker: extremely/very satisfied: 63%).

**Level of Satisfaction Among Alabama Workers 40+: Employer Offered Training Opportunities**

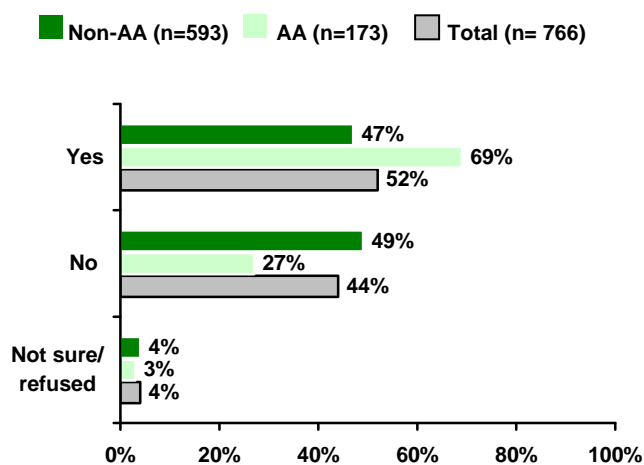


However, while Alabama workers age 40 and older are satisfied with their employers' training opportunities, they are somewhat less likely to participate in such training over the next five years – just half of all workers say they are highly likely to engage in any job training through their employer and almost a third say they are *not* likely to do so. Perhaps this is because almost half of all workers responding to this survey do *not* think that additional job training will help them advance in their job or help them get a better job. African American workers in this survey do not differ from their counterparts with respect to their likelihood of participating in future job training through their employers, but they are significantly more likely than non-African Americans to feel that additional job training *will* help advance in their job or help obtain a better job.

**Level of Likelihood Among Alabama Workers 40+: Participate in Employer Job Training in Next Five Years**



**Do Alabama Workers 40+ Think Additional Job Training Will Help Get Advance or Get Better Job?**



When asked what work-related education or training programs they would be interested in participating in over the next five years, Alabama workers indicated interest in a variety of areas including computer or other technological training, supervisory or management training, or some other type of training not tested in the survey question. One in five were not sure what work related education or training programs they would be interested in participating over the next five years and another one in five provided some other areas of job and skill training not tested in the survey.<sup>26</sup>

Job Training Desired Over Next 5 Years	Total (n= 522)	Non-AA (n=394)	AA (n=128)
Computer/technology	36%	34%	39%
Supervisory/management	6%	5%	7%
Foreign language	5%	5%	5%
Project/employee management	5%	5%	4%
Presentation/reporting	2%	1%	3%
Machine/tools handling	2%	2%	4%
Occupational safety	1%	2%	0%
Basic skills	1%	1%	3%
Diversity	1%	1%	1%
Customer service/consulting	1%	1%	1%
Other	20%	19%	23%
Not sure	20%	22%	11%

<sup>26</sup> Most of the responses to this question are unique and therefore difficult to code into meaningful categories and list in the annotated survey. Please contact author of the report for more information on this survey question.

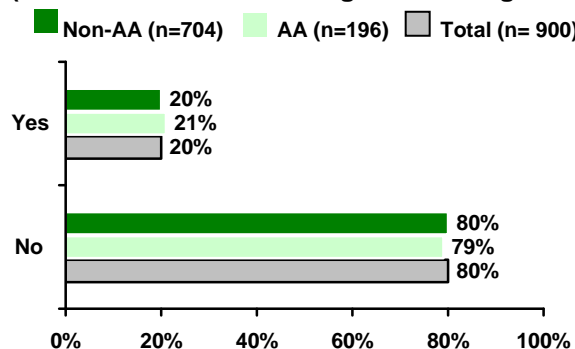
Still, among the roughly forty percent of older Alabama workers who say they have not engaged in any job training over the past five years, about a third of them say it is because the employer did not offer financial assistance and another third provided reasons other than those provided in the survey question..<sup>27,28</sup> African American workers age 40 and older in Alabama do not differ from their fellow non-African American with respect to any of the reasons for not taking job-related skills training tested in this survey question.

Reasons Older Alabama Workers Did <i>Not</i> Enroll in Employer Training in Past Five Years	Total (n=310)	Non-AA (n=76)	AA (n=234)
Employer didn't offer/pay for training	33%	34%	31%
Employer didn't allow due work demands	2%	1%	4%
Employer didn't allow due to financial reasons	0%	0%	0%
Employer felt training not relevant/useful to job	12%	14%	7%
Personally too busy – couldn't take time off	6%	6%	5%
Didn't feel need for any training	17%	16%	17%
Personally couldn't afford	2%	1%	4%
Lost my job	0%	1%	0%
Other reasons	33%	31%	36%

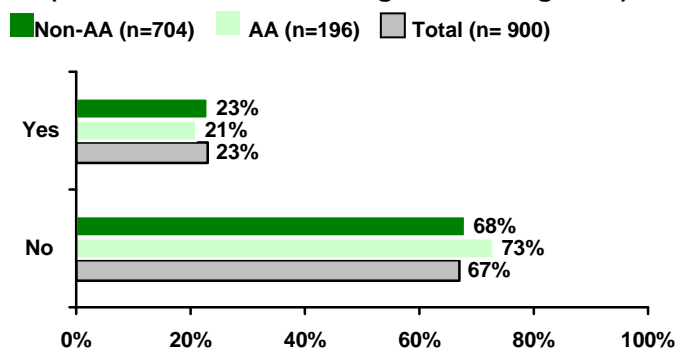
### *Type and Access to Community Job Training Resources*

Knowing that many workers in Alabama are able to participate in job training through their employer, it is not surprising to learn that eighty percent of all respondents say they have not taken job related training outside of work through a community organization in the past five years. It is somewhat disconcerting when considering Alabamian's who are *not* employed and looking for work. Among the few who have participated in job-related training outside of work in the past five years, four in ten (42%) say they have personally had to pay for the expenses associated with that training (see Annotated Survey, Question 22). Correspondingly, most Alabama workers age 40 and older say they are not aware of any state financial assistance programs for workers in the state who might need help paying for job skills training and development. African American workers and non-African American workers do not differ significantly with respect to having taken job-related skills training in their community over the past five years or awareness of financial assistance for that training.

**Have Taken Job-Related Skills Training at an Institution**  
(Alabama Workers/Looking for Work Age 40+)



**Aware of Financial Assistance Programs for Workers in the State**  
(Alabama Workers/Looking for Work Age 40+)



<sup>27</sup> See Annotated survey, Question 13.

<sup>28</sup> Many of the responses to this question were in fact variations of the categories provided and so were subtracted from the 'other' categories. The remaining verbatim responses are unique. Please contact author of the report for more information on this survey question.

There are many reasons why people are unable to enroll in job training or education programs offered in their communities or by the state. Very few respondents felt the reasons tested in the survey question corresponded to their own reasons for not being able to enroll in job training in their community. In fact, nearly six in ten responded to the opportunity to give what they felt was a reason other than any of those listed in the question. A broad observation of the many responses to the ‘other’ category yielded reasons such as “I have a job/am working/am employed/have a career” by about 14 percent of all respondents. About another 10 percent each gave “not interested” or “retiring soon/too old” reasons. Perhaps further research could explore this area in more depth. African American workers do not differ significantly from their counterparts on any of the reasons tested in this survey question (see Annotated Survey, Question 24).

Naturally, proximity to a facility is an important consideration for most people when thinking about access to further job training or education. For many workers or those looking for work in Alabama, institutions that may offer job skills training such as community colleges or technical or vocational centers, are no more than 10 miles from their home. However, at least half live more than 10 miles from the nearest possibility for job training or further education including any state employment office or four year college or university. Interestingly, significantly more African American respondents than non-African Americans say they live within 6 miles from each of the facilities listed in the survey question while significantly fewer of them say they live more than 10 miles from each facility.

Distance from Home to Nearest Job Training Facility (n=900 Alabama Workers and Those Looking for Work Age 40+)									
Nearest:	Less than 6 miles			6 to 10 miles			More than 10 miles		
	Total (n=900)	Not AA (n=704)	AA (n=196)	Total (n=900)	Not AA (n=704)	AA (n=196)	Total (n=900)	Not AA (n=704)	AA (n=196)
<b>Community College</b>	32%	27%	46%	23%	24%	26%	43%	48%	24%
<b>Private four-year college/university</b>	19%	15%	31%	16%	12%	28%	61%	68%	38%
<b>Technical/vocational Center</b>	24%	19%	45%	19%	18%	21%	48%	54%	28%
<b>State Employment Office*</b>	28%	25%	39%	17%	16%	21%	40%	42%	29%
<b>Private Job Counseling Center*</b>	21%	18%	32%	10%	8%	15%	25%	27%	19%
<b>High School</b>	71%	68%	81%	20%	23%	10%	7%	7%	6%

\* Roughly one in ten respondents in each group are ‘not sure’ of distance from home to a state employment office and over one third of all respondents are not sure of distance from home to private job counseling center, 41 percent of non-African Americans being unsure. African American respondents were significantly less likely to say they were not sure of how far a private job counseling center was from their home.

### Where Do Workers Turn To Find Job Training in Alabama?

Most workers and those looking for work in Alabama say they would turn to the internet (43%), a community college (16%), or state or local employment office (11%) if they needed to find job training or educational institutions in the state or their community. African American respondents do not differ from non-African American respondents with respect to any of the options tested in this survey question (see Annotated Survey, Question 25).

## Alabama Workers 40+ Plans at Retirement Age

Similar to national data, many Alabama workers 40 years old or older plan to continue working at retirement age.<sup>29,30, 31</sup> In fact, four in ten plan to continue working at their current job either full or part-time when they reach retirement age. Another one in ten plan to start their own business or work as a consultant. Very few indicate they plan to work full or part-time at a different company or organization, change careers, or go back to school. Nearly one in three Alabama workers age 40 or older plan on retiring completely and never working again. African American workers do not differ from workers who are not African American with respect to any of the plans for retirement tested in the survey. However, while not statistically significant, more African American workers than other workers indicate they will start their own business or go back to school.

Alabama Workers 40+ Plans When Reach Traditional Retirement Age	Total (n= 900)	Non-AA (n=704)	AA (n=196)
Retire completely	30%	31%	23%
Continue working at current job full-time	29%	30%	23%
Continue working at current job part-time	12%	12%	10%
Start own business	9%	7%	17%
Work as consultant	7%	7%	4%*
Change career	6%	6%	8%*
Go back to school	2%	1%*	7%*
Work full-time at another company/organization	3%	2%*	5%*
Work part-time at another company/organization	3%	4%*	3%*

\* number of respondents in cell is < 20.

The factors most affecting older Alabama workers' decisions to work beyond traditional retirement include needing the additional income, enjoying work, and building up a personal savings. Maintaining health coverage for themselves or their families is a factor in deciding to work beyond retirement for seven in ten workers, and for two-thirds the need to build up their retirement investments is a factor. African American workers age 40 and older in Alabama are more likely than workers who are not African American to say the need to pay for prescription drugs, work toward qualifying for Social Security, and fulfilling their pension requirements is a major or minor factor for them in considering working beyond traditional retirement age.

Factors in Deciding to Work Beyond Retirement	Major/ Minor Factor			Not a Factor		
	Total (n=633)	Not AA (n=483)	AA (n=150)	Total (n=633)	Non-AA (n=483)	AA (n=150)
Need/want additional income	86%	86%	87%	14%	14%	13%
Enjoy working	85%	86%	83%	14%	14%	15%
Need to build up personal savings	79%	78%	85%	20%	21%	15%
Need to maintain health coverage	73%	72%	78%	26%	28%	20%
Need to build up retirement investment account	69%	67%	74%	30%	32%	24%
Need to pay for prescription drugs	63%	62%	72%	36%	38%	28%
Need to work toward qualifying for Social Security	63%	60%	71%	37%	40%	29%
Need to fulfill employer requirements for pension benefits	51%	46%	68%	49%	54%	32%

<sup>29</sup> AARP, *Staying Ahead of the Curve: The AARP Working in Retirement Study*, 2003.

<sup>30</sup> Thayer, C. *Retirement Security or Insecurity? The Experience of Workers ages 45 and older*, AARP 2008.

<sup>31</sup> Nelson, D. *AARP Bulletin Poll on Workers 50+*, 2007.

## Age Discrimination

Like workers nationwide, few Alabama workers age 40 and older say they, a family member, or a friend report experiencing any of the possible actions tested in the survey that could be perceived as age discrimination since turning 40.<sup>32</sup> Still about one in ten say they or someone they know has. African American workers are more likely than non-African American workers to say that since turning age 40, they, a family member, or a friend has felt denied access to training or the opportunity to acquire new skills because of age.

Age Discrimination Experiences: (self, family member, friend)	Total (n= 900)	Non-AA (n=704)	AA (n=196)
Passed up for a job or not hired	13%	12%	19%
Passed up for promotion/chance to get ahead	12%	11%	14%
Negative/unwelcome comments about age	11%	10%	15%
Encouraged to retire before ready	9%	9%	11%
Denied access to training*	7%	6%	14%
Laid off, fired, forced out of job	8%	7%	10%
Passed up for a raise	7%	6%	10%

\*Caution should be used when generalizing these differences as the n's for each group in the 'yes' categories is small.

## Summary and Recommendations Based on Survey Findings

Alabama workers age 40 and older are clearly satisfied with their jobs. Most have worked in Alabama for twenty years or more, and roughly half have worked for their current employer for at least ten years, and few have plans to leave their current employer or are not even looking for another job. Perhaps one of the major reasons for such high levels of job satisfaction and longevity are the valued benefits and programs offered by Alabama employers – health coverage, defined retirement savings plan, and paid vacation and leave. Yet considerably fewer are reported to offer other programs and benefits such as flexible schedules, long-term care coverage, or phased retirement plans – each of which may help increase interest and access to job skills training and education, particularly for the 40+ worker who is likely to have greater family and financial obligations than the younger worker.

While workers indicate that employers offer many training and development opportunities, about four in ten have not participated in any employer training and nearly a third are not likely to participate in the next five years. Moreover, half of all workers responding say they do not think additional job training will advance them or get them a better job. So the data suggest that although employers are offering training and development opportunities, they may not be the right opportunities. Employees may feel that current training opportunities are not providing the skills they need to advance in their career or get a better or different job. Evaluating and improving job training programs may help employers better align more strategically with the competition, consumer demand, and the global market. In addition, the data suggest there are opportunities for AARP and other organizations concerned with the skills development and training of Alabama workers to increase awareness among businesses and employers to the importance of ensuring access to training and education outside of the workplace – just under half of the workers in this study say that their employer does *not* offer tuition assistance. Correspondingly, the BLS reports that half (50%) of private industry workers in the U.S. had access to work-related education assistance.<sup>33</sup>

<sup>32</sup> Nelson, D. AARP Bulletin Poll on Workers 50+ (2007), [http://www.aarp.org/research/work/employment/workers\\_poll.html](http://www.aarp.org/research/work/employment/workers_poll.html). Also see <http://www.aarp.org/research/work/agediscrim/>.

<sup>33</sup> U.S. Bureau of Labor Statistics, National Compensation Survey: Employee Benefits in Private Industry in the United States, march 2008, Table 26.



Perhaps because many Alabama workers participate in skills training opportunities paid for by their employers, so few have taken any job related skills training through an organization or agency in their community. Moreover, most are unaware of any state financial assistance available for job skills training. The location and travel distance to a job training facility can determine the likelihood of participating. For workers in this study, at least half say they live more than 10 miles from the nearest community college, university, technical or vocational center, or state employment office. These data clearly point to opportunities for increasing awareness among workers and those looking for work of state job training opportunities and financial assistance for job training. The state and other organizations should also consider whether lack of transportation is a barrier to accessing job training.

Successful businesses take shifts in workforce demographics and projections into account when considering employee job training and skills development initiatives. By taking into account a potential skills gap in labor force, an aging workforce, and the need for skilled workers, an employer can be better prepared to offer the right training and incentives to recruit and retain particular workers. Data from this survey show that more employers in Alabama need to recognize and plan for a shortage of skilled workers, but also for workers who may not retire at the traditional retirement age as expected. Other recent AARP research has noted that many Alabama employers do not view addressing the needs of an aging workforce as highly (extremely or very) important and only 11 percent reported that their organization was prepared for a potential labor shortage Baby Boomers retiring.<sup>34</sup> Another survey of Alabama employers found that nearly one in five employers anticipated a significant problem due to a retiring workforce, and over half anticipated a minor problem.<sup>35</sup> Although these companies said the impact of retirement on their company would be a major problem, half report not having a plan in place to deal with this issue.

While the BLS projects large numbers of Baby Boomers retiring over the next few decades, there is research indicating that many plan to work beyond traditional retirement age or re-enter the workforce, particularly during economic downturns.<sup>36,37,38,39,40</sup> Over a third of workers in this survey plan to continue working at their current job full or part time and about one in five plan to continuing working in another capacity or for another company. Moreover, many experts agree that knowledge seeking behavior does not decrease with age and research has shown that older workers are interested in and will attend employer training programs that will hone their skills and enable them to learn new things.<sup>41</sup>

If Alabama is to achieve and maintain global competitiveness, the states' workers of all ages, but perhaps those ages 40 and older in particular, need to continue or get back into the education and training system and attain degrees and credentials. Funding needs to be maintained and planning and implementation of programs and services need to be addressed and regularly measured for employer and worker awareness, participation, access, and effectiveness.

While the African American worker sample provides broad insight into their experiences versus workers who are not African American, it is small when considering the large number of these workers in Alabama. It would be worthwhile to consider a similar survey of African American workers only or with a larger sample of these workers to see if similar results occur or other differences appear.

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<sup>34</sup> Ritter, A. AARP, *Alabama Survey of Employers' practices for Managing An Aging Workforce*, 2006, please go to [www.aarp.org/research/work](http://www.aarp.org/research/work)

<sup>35</sup> Business Leaders Confidence Index, *2<sup>nd</sup> Quarter 2006 Topical Question Series: Alabama's Aging Workforce Brings Concerns and Opportunities*, please go to <https://www.bhci.com/alabama/results/topical/2006q2.jsp>.

<sup>36</sup> Thayer, C. *Retirement Security or Insecurity? The Experience of Workers aged 45 and older*, AARP, 2008;

<sup>37</sup> Helman, R., and Copeland, C., Vanderhei, *The 2009 Retirement Confidence Survey: Economy Drives Confidence to Record Lows; Many Looking to Work Longer*, EBRI Issue Brief, No. 328, April 2009.

<sup>38</sup> Brown, S.K., *Staying Ahead of the Curve: The AARP Working in Retirement Study*, 2003.

<sup>39</sup> For more AARP research on older workers plans for staying in workforce, go to <http://www.aarp.org/research/work/retirement/>

<sup>40</sup> Beinhocker, E.D., Farrell, D., Greenberg, E. *Why Baby Boomer Will Need to Work Longer*, McKinsey Quarterly, November, 2008.

<sup>41</sup> AARP/Towers-Perrin, *Investing in Training 50+ Workers: A Talent Management Strategy*, April 2008.

## RESPONDENT SAMPLE INFORMATION<sup>42</sup>

<b>Employment Status</b>	<b>Total (n=900)</b>	<b>Non-AA (n=704)</b>	<b>AA (n=196)</b>
Employed Full-time	73%	72%	75%
Employed Part-time	10%	11%	10%
Self-employed	14%	15%	9%
Unemployed but looking	1%	<1%	1%
Previously retired AND currently working	2%	2%	4%
Previously retired but looking	<1%	<1%	1%

<b>Top Alabama Industries Where Workers are Employed</b>	<b>Total (n=900)</b>	<b>Non-AA (n=704)</b>	<b>AA (n=196)</b>
Education	21%	21%	23%
Profession/business services (legal services, bookkeeping, marketing, etc)	21%	20%	23%
Manufacturing	14%	15%	10%
Health care	13%	11%	18%

\*See Annotated Survey, Question 3. Industry was not a target parameter for this survey.

<b>Age</b>	<b>Total (n=900)</b>	<b>Non-AA (n=704)</b>	<b>AA (n=196)</b>
40 to 49	43%	42%	44%
50 to 64	48%	48%	48%
65+	9%	10%	8%

<b>Gender</b>	<b>Total (n=900)</b>	<b>Non-AA (n=704)</b>	<b>AA (n=196)</b>
Men	53%	55%	46%
Women	47%	45%	54%

<b>Marital status</b>	<b>Total (n=900)</b>	<b>Non-AA (n=704)</b>	<b>AA (n=196)</b>
Currently married	74%	80%	49%
Divorced/separated	14%	9%	31%
Never married	6%	5%	12%
Living w/partner	1%	1%	1%
Widowed	5%	4%	6%

<sup>42</sup> Percents may not add up to 100% due to rounding, weighting, and the exclusion of 'not sure', 'other', or refused categories. Also, respondents may have provided a response that could not be coded or grouped. Please see annotated survey.

Approximate annual household income	Total (n= 900)	Non-AA (n=704)	AA (n=196)
Less than \$25K	10%	7%	18%
\$25,000 to <\$35,000	7%	5%	13%
\$35,000 to <\$50,000	13%	12%	14%
\$50,000 or more	51%	55%	37%
Not sure	10%	7%	9%
Refused	13%	14%	9%

Education	Total (n=900)	Non-AA (n=704)	AA (n=196)
Less than high school	4 %	5 %	4 %
High school graduate or equivalent	28 %	29 %	26 %
Some college or technical training	30 %	28 %	36 %
College graduate	20 %	20 %	20 %
Post-graduate degree	17 %	18 %	14 %

### Counties Where Respondents Are Employed

Autauga	Colbert	Franklin	Marengo	Tallapoosa
Baldwin	Conecuh	Geneva	Marion	Tuscaloosa
Barbour	Coosa	Hale	Marshall	Walker
Bibb	Covington	Henry	Mobile	Washington
Blount	Crenshaw	Houston	Monroe	Wilcox
Bullock	Cullman	Jackson	Montgomery	Winston
Butler	Dale	Jefferson	Morgan	
Calhoun	Dallas	Lamar	Perry	
Chambers	DeKalb	Lauderdale	Pickens	
Cherokee	Elmore	Lawrence	Pike	
Chilton	Escambia	Lee	Randolph	
Choctaw	Elmore	Limestone	Russell	
Clarke	Escambia	Lowndes	Shelby	
Clay	Etowah	Macon	St. Clair	
Coffee	Fayette	Madison	Talledega	



## Alabama Worker Skills Needs Telephone Survey

Hello, this is \_\_\_\_\_ calling from \_\_\_\_\_ Research, a national opinion research firm. We are not telemarketers and are not trying to sell you anything. We would like to find out your opinions on various topics of interest. Your views are important and we would greatly appreciate your participation. All your responses will be kept entirely confidential. The survey should take about 15 minutes of your time.

### Screening Questions [DO NOT READ RESPONSE ITEMS – RECORD RESPONSE]

**S1) In order to save time and ensure I only ask you questions relevant to someone in your age group, could you tell me whether you are age 18 to 24, 25 to 39, 40 to 64, or are you 65 or older?**

**Total  
(N=900)**

- 18 – 24 → [TERMINATE]
- 25 – 39 → [TERMINATE]
- 91% 40 – 64
- 9% 65+
- DON'T KNOW / NOT SURE → [TERMINATE]
- REFUSED → [TERMINATE]

**S2) Have you ever been employed for pay in the state of Alabama?**

**Total  
(N=900)**

- 100% Yes
- No [TERMINATE CALL]
- Not sure [TERMINATE CALL]
- Refused [TERMINATE CALL]

**S3. Which of the following best describes your current employment status? Are you currently...**

**S3.1) Unable to work because you are disabled or for a similar reason**

**Total  
(N=766)**

- Yes [TERMINATE]
- 100% No
- Not sure [TERMINATE]
- Refused [TERMINATE]

**S3.2) Retired completely and not looking for work at all**

**Total  
(N=900)**

- Yes [TERMINATE CALL]
- 100% No
- Not sure [TERMINATE CALL]
- Refused [TERMINATE CALL]

**S3.3) previously retired and currently working**

**Total  
(N=900)**  
2% Yes → GO TO S3.10  
98% No  
- Not sure [TERMINATE CALL]  
- Refused [TERMINATE CALL]

**S3.4) Previously retired and now looking for work**

**Total  
(N=900)**  
<.05% Yes → GO TO S3.11  
100% No  
- Not sure [TERMINATE CALL]  
- Refused [TERMINATE CALL]

**S3.5) Employed full-time by a company or organization – not self-employed or running own business for income**

**Total  
(N=874)**  
75% Yes → GO TO S3.10  
25% No  
- Not sure [TERMINATE CALL]  
- Refused [TERMINATE CALL]

**S3.6) Employed part-time by a company or organization – not self-employed or running own business**

**Total  
(N=222)**  
42% Yes → GO TO S3.10  
58% No  
- Not sure [TERMINATE CALL]  
- Refused [TERMINATE CALL]

**S3.7) Self-employed or running your own business either full or part-time and earning an income**

**Total  
(N=129)**  
95% Yes → GO TO S3.10  
5% No  
- Not sure [TERMINATE CALL]  
- Refused [TERMINATE CALL]

**S3.8) Unemployed and able to work AND CURRENTLY looking for work**

**Total  
(N=6)**  
100% Yes → GO TO S3.11  
- No  
- Not sure [TERMINATE CALL]  
- Refused [TERMINATE CALL]

**S3.9) Not employed and not looking for work**

**Total**

- Yes [TERMINATE CALL]
- No [TERMINATE CALL]
- Not sure [TERMINATE CALL]
- Refused [TERMINATE CALL]

**S3. 10) Are you currently working more than one job for pay?**

**Total  
(N=890)**

- Yes [TERMINATE CALL]
- 99% No
- Not sure [TERMINATE CALL]
- Refused [TERMINATE CALL]

**S3.11) To be sure we interview people from a wide variety of racial and ethnic groups are you of Spanish, Latino, or Hispanic descent?**

**Total  
(N=900)**

- 1% Yes [SKIP TO S3.13]
- 99% No
- 1% Not sure
- Refused

**S3.12) What is your race/ ethnicity?**

**Total  
(N=900)**

- 75% White / Caucasian
- 22% Black/African American **CHECK QUOTA/OVERSAMPLE**
- 2% Native America
- <.05% Asian American
- 1% Other [Please Specify: \_\_\_\_\_]
- <.05% Don't Know
- <.05% Refused

**S3.13 In what Alabama County do you work or are you primarily looking for work? [ACCEPT ONLY ONE RESPONSE]**

Autauga	Cleburne	Fayette	Limestone	Pike
Baldwin	Coffee	Franklin	Lowndes	Randolph
Barbour	Colbert	Geneva	Macon	Russell
Bibb	Conecuh	Greene	Madison	Shelby
Blount	Coosa	Hale	Marengo	St. Clair
Bullock	Covington	Henry	Marion	Sumter
Butler	Crenshaw	Houston	Marshall	Talladega
Calhoun	Cullman	Jackson	Mobile	Tallapoosa
Chambers	Dale	Jefferson	Monroe	Tuscaloosa
Cherokee	Dallas	Lamar	Montgomery	Walker
Chilton	DeKalb	Lauderdale	Morgan	Washington
Choctaw	Elmore	Lawrence	Perry	Wilcox
Clarke	Escambia	Lee	Pickens	Winston
Clay	Etowah			

**I do NOT work in Alabama [VOLUNTEERED] [TERMINATE]**

**I am looking for work outside of Alabama and will continue to live in Alabama [VOLUNTEERED] GO TO D1 AND RECORD ALL DEMOGRAPHICS**

**[IF RETIRED AND LOOKING (S3.4), SELF EMPLOYED (S3.7) OR UNEMPLOYED AND LOOKING (S3.8)/ GO TO Q 20.]**

## MAIN QUESTIONS

### Job/Work Information

*Now, I'd like to ask you a few questions about your work life and job.....*

1. For about how many years have you worked in the state of Alabama? [DO NOT READ RESPONSES]

Total (N=766)	African American (n=173)	Other (n=593)	
1 %	1 %	1 %	Less than one year
2 %	1 %	2 %	1 year to less than 3 years
2 %	2 %	3 %	3 years to less than 7 years
3 %	3 %	3 %	7 years to less than 10 years
4 %	6 %	5 %	10 years to less than 15 years
7 %	3 %	8 %	15 to less than 20 years
66 %	82 %	76 %	20 years or more
0 %	0 %	1 %	Not sure
0 %	1 %	0 %	Refused

3. In what industry or type of business is your organization or company primarily involved...for example, is your organization's industry education, health care, financial or banking, construction,....? [DO NOT READ RESPONSES]

Total (N=766)	African American (n=173)	Other (n=593)	
21 %	23 %	21 %	Education
4 %	4 %	4 %	Finance/insurance/real estate
13 %	18 %	11 %	Health care
1 %	0 %	1 %	Pharmaceutical
2 %	2 %	2 %	Medical equipment/technology/research
14 %	10 %	15 %	Manufacturing
21 %	23 %	20 %	Professional and business services (professional and technical services for others, such as legal services, marketing, advertising, consulting, bookkeeping, engineering, etc.) .....
5 %	6 %	5 %	Retail trade
4 %	3 %	4 %	Agriculture/forestry/fishing
7 %	6 %	8 %	Construction
0 %	0 %	0 %	Information and Information Services (publishing, software and Internet publishing, motion picture and sound recording, broadcasting, Internet Service providers)
0 %	3 %	0 %	Leisure and Hospitality (arts, entertainment, recreation, food services, lodging)
1 %	0 %	1 %	Mining
1 %	1 %	1 %	Government, Military or Defense
1 %	1 %	0 %	Telecommunications
1 %	1 %	1 %	Transportation
1 %	0 %	0 %	Utilities
0 %	0 %	1 %	Wholesale trade
5 %	5 %	6 %	Other or services other than those named above – specify: _____
0 %	0 %	0 %	Not sure
0 %	0 %	0 %	Refused



4. What is your current occupation exactly – for example, are you a manager, teacher, welder, secretary, CEO of a company..? \_\_\_\_\_

5. About how many hours do you work during an average work week? [DO NOT READ RESPONSES]

Total (N=766)	African American (n=173)	Other (n=593)	
1 %	0 %	1 %	Fewer than 10 hours per week
3 %	4 %	3 %	At least 10 but fewer than 20 hours per week
11 %	14 %	10 %	At least 20 but fewer than 35 hours per week
84 %	80 %	86 %	At least 35 hours or more per week
1 %	2 %	1 %	Not sure
0 %	0 %	0 %	Refused

6. Overall, how satisfied are you in your job? Would you say you are extremely satisfied, very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?

Total (N=766)	African American (n=173)	Other (n=593)	
28 %	23 %	29 %	Extremely satisfied
42 %	30 %	45 %	Very satisfied
26 %	37 %	23 %	Somewhat satisfied
2 %	6 %	1 %	Not too satisfied
2 %	3 %	1 %	Not at all satisfied
0 %	0 %	0 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

7. For about how many years have you worked for your current employer? [DO NOT READ RESPONSES]

Total (N=766)	African American (n=173)	Other (n=593)	
8 %	3 %	7 %	Less than one year
14 %	15 %	14 %	1 year to less than 3 years
15 %	12 %	15 %	3 years to less than 7 years
13 %	13 %	13 %	7 years to less than 10 years
13 %	12 %	13 %	10 years to less than 15 years
9 %	11 %	8 %	15 to less than 20 years
30 %	34 %	29 %	20 years or more
0%	0 %	0 %	Not sure
0 %	0 %	0 %	Refused

8. Which of the following statements best describes your future plans regarding your current employer? [READ EACH RESPONSE – ONLY ONE RESPONSE ALLOWED]

Total (N=766)	African American (n=173)	Other (n=593)	
53 %	37 %	58 %	I have no plans to leave my current employer in the next few years
21 %	24 %	20 %	I am not looking but would consider another job offer if presented with one
5 %	7 %	4 %	I am actively looking for another job
0 %	1 %	0 %	I have already accepted a job with another employer and plan to leave current employer soon
19 %	25 %	17 %	I plan to retire in next few years
2 %	6 %	1 %	Something else: _____

9. Are any of the following programs available to you by your current employer? [READ EACH RESPONSE]

Total (N=766)	African American (n=173)	Other (n=593)	
<b>a. Flexible hours or Flex-time schedule</b>			
43 %	44 %	43 %	Yes
55 %	53 %	56 %	No
2 %	3 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>b. Job training or professional development courses</b>			
60 %	63 %	59 %	Yes
38 %	36 %	39 %	No
1 %	1 %	2 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>c. Tuition or educational assistance or reimbursement</b>			
43 %	46 %	43 %	Yes
53 %	53 %	53 %	No
4 %	1 %	4 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>d. Personal or family leave other than vacation or sick time</b>			
68 %	71 %	67 %	Yes
30 %	28 %	31 %	No
2 %	1 %	3 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>e Paid vacation or sick time off</b>			
84 %	79 %	86 %	Yes
15 %	20 %	14 %	No
0 %	0 %	0 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>f. Phased retirement – where employees can work a reduced schedule for a period of time until full retirement</b>			
33 %	31 %	33 %	Yes
55 %	56 %	55 %	No
12 %	13 %	12 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

10. In terms of employee benefits, does your employer offer you...? [READ EACH RESPONSE]

Total (N=766)	African America (n=173)	Other (n=593)	
<b>a. Health coverage</b>			
83 %	87 %	82%	Yes
17 %	13 %	18 %	No
0 %	0 %	0 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>b. Long-term care coverage</b>			
47 %	54 %	44 %	Yes
47 %	42 %	49 %	No
6 %	4 %	6 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>c. Dental insurance</b>			
72 %	79 %	70 %	Yes
27 %	20 %	29 %	No
1 %	1 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>d. Vision insurance</b>			
63 %	73 %	60 %	Yes
35 %	25 %	37 %	No
3 %	2 %	3 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>e Life insurance</b>			
68 %	74 %	66 %	Yes
31 %	24 %	33 %	No
2 %	2 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>f. A defined contribution retirement plan, such as 401(k) retirement plan</b>			
74 %	75 %	73 %	Yes
25 %	23 %	25 %	No
2 %	2 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>g. A defined benefit pension program – [IF RESPONDENT NEEDS A DEFINITION READ-- A plan entirely funded by an employer. The plan guarantees an amount to be paid after retirement.]</b>			
41 %	48 %	39 %	Yes
52 %	44 %	55 %	No
7 %	8 %	7 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]



**Professional Development/Skill Needs met by Employer**

Now, I would like to ask you about your professional development through your employer...

11. In the past 5 years, including right now, have you participated in any job-related skills training or education programs offered to you by an employer?

Total (N=766)	African American (n=173)	Other (n=593)	
59 %	56 %	60 %	Yes
40 %	44 %	40 %	No → GO TO Q13
0 %	0 %	0 %	Not sure
0 %	0 %	0 %	Refused

12. Have you had to cover any of the expenses associated with the training that you have participated in the past 5 years?

Total (N=457)	African American (n=98)	Other (n=359)	
14 %	8 %	15 %	Yes → GO TO Q14
86 %	92 %	84 %	No → GO TO Q14
1 %	0 %	1 %	Not sure → GO TO Q14
0 %	0 %	0 %	Refused → GO TO Q14

13. There are many reasons why people are unable to enroll in job training or education programs at work. Why have you chosen not to do so over the past 5 years? [DO NOT READ RESPONSES]

Total (N=310)	African American (n=76)	Other (n=234)	
28%	28%	28%	Employer didn't offer or pay for any education/training opportunities
5%	3%	6%	Employer didn't offer or pay for training course or program I needed or wanted
2%	4%	1%	Employer/supervisor didn't allow me to participate in training me wanted because of other demands
0%	0%	0%	Employer/supervisor didn't allow me to participate in the training because of financial reasons
2%	0%	2%	Employer/supervisor didn't allow me to because employer felt training wasn't relevant to job
6%	5%	6%	I was too busy at work – couldn't take time off
6%	2%	8%	I didn't think training offered by employer was useful to my job
17%	17%	16%	I didn't feel the need for any training
2%	4%	1%	I couldn't afford it
0%	0%	1%	Lost my job
33%	36%	31%	Other (specify): _____

14. To the best of your knowledge, does your employer currently provide any of the following work-related education and training opportunities or programs to workers? *Does your employer provide?* [RANDOMIZE ITEMS]

Total (N=766)	African American (n=173)	Other (n=593)	
<b>a. Computer or other technological training</b>			
54 %	59 %	52 %	Yes
45 %	40 %	47 %	No
1 %	1 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>b. Foreign language training</b>			
15 %	20 %	13 %	Yes
82 %	77 %	83 %	No
3 %	3 %	3 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>c. Specific professional skills like project or employee management training</b>			
42 %	47 %	41 %	Yes
53 %	48 %	54 %	No
5 %	6 %	5 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>d. Machine or operation or tools handling education or training</b>			
42 %	41 %	42 %	Yes
54 %	57 %	53 %	No
4 %	2 %	4 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>e. Occupational safety training</b>			
71 %	72 %	71 %	Yes
28 %	27 %	28 %	No
1 %	1 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>f. Presentation or speech or reporting skills training</b>			
29 %	35 %	28 %	Yes
66 %	61 %	67 %	No
5 %	5 %	5 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>g. Diversity training – awareness of policies related to workplace diversity or discrimination</b>			
57 %	63 %	56 %	Yes
39 %	34 %	40 %	No
4 %	3 %	4 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

14. Con't.

Total (N=766)	African American (n=173)	Other (n=593)	
<b>h. Supervisory or management skills training</b>			
49 %	56 %	47 %	Yes
49 %	42 %	51 %	No
2 %	2 %	2 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>i. Business or industry skills training or development like accounting, finance, or sales</b>			
29 %	28 %	29 %	Yes
67 %	68 %	66 %	No
5 %	3 %	6 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>j. Customer service or consulting skills training</b>			
38 %	43 %	36 %	Yes
57 %	52 %	58 %	No
6 %	6 %	5 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>k. Some other type of training (specify )</b>			
25 %	26 %	24 %	Yes
67 %	68 %	67 %	No
8 %	6 %	8 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

[IF NO TO ALL ITEMS IN QUESTION 14 → GO TO Q17]

15. And does your current employer providing this training to employees through:

Total (N=677)	African American (n=158)	Other (n=519)	
<b>a. Classroom training at the company or another location</b>			
78 %	84 %	77 %	Yes
20 %	13 %	21 %	No
2 %	3 %	2 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>b. On-line or computer based training</b>			
50 %	48 %	50 %	Yes
46 %	50 %	45 %	No
4 %	2 %	5 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>c. Temporary assignments in other departments</b>			
38 %	41 %	36 %	Yes
56 %	54 %	57 %	No
6 %	5 %	7 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

15. Con't.

Total (N=677)	African American (n=158)	Other (n=519)	
<b>d. Hands on-hand training with other colleagues or managers like a mentoring program</b>			
64 %	60 %	65 %	Yes
31 %	34 %	31 %	No
5 %	6 %	4 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>e. Holding or allowing employees to attend professional conferences, seminars, or workshops</b>			
70 %	68 %	70 %	Yes
26 %	28 %	25 %	No
4 %	4 %	5 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

16. Overall, how satisfied are you with the work related education and training opportunities offered to you by your current employer? *Would you say you are extremely satisfied, very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?*

Total (N=677)	African American (n=158)	Other (n=519)	
19 %	16 %	20 %	Extremely satisfied
41 %	32 %	43 %	Very satisfied
26 %	32 %	24 %	Somewhat satisfied
9 %	11 %	8 %	Not too satisfied
4 %	8 %	3 %	Not at all satisfied
1 %	0 %	2 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

17. Would additional job training enable you to advance in your job or help you to get a better job?

Total (N=766)	African American (n=173)	Other (n=593)	
52 %	69 %	47 %	Yes
44 %	27 %	49 %	No
4 %	3 %	4 %	Not sure [DO NOT READ]
0 %	1 %	0 %	Refused [DO NOT READ]

18. How likely are you to participate in any type of job related training or education programs through your employer over the next 5 years? *Would you say you are extremely likely, Very likely, somewhat likely, not too likely, not at all likely?*

Total (N=766)	African American (n=173)	Other (n=593)	
25 %	21 %	26 %	Extremely likely
26 %	26 %	26 %	Very likely
17 %	25 %	15 %	Somewhat likely
14 %	12 %	14 %	Not too likely → GO TO Q20
17 %	16 %	18 %	Not at all likely → GO TO Q20
1 %	0 %	1%	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

19. What two work-related education or training programs would you be interested in participating in over the next 5 years even if it is not offered by your current employer? [INTERVIEWER: ACCEPT UP TO 2 ONLY - DO NOT READ RESPONSES]

Total (N=523)	African American (n=125)	Other (n=398)	
36%	39%	34%	Computer or other technological training
5%	5%	5%	Foreign language training
1%	3%	1%	Basic skills like reading, math, writing courses
5%	4%	5%	Specific professional skills like project or employee management training
2%	4%	2%	Machine or operation or tools handling education or training
1%	0%	2%	Occupational safety training
2%	3%	1%	Presentation or speech or reporting skills training
1%	1%	1%	Diversity training – awareness of policies related to workplace diversity or discrimination
6%	7%	5%	Supervisory or management skills training
1%	1%	1%	Customer service or consulting skills training
20%	23%	19%	Other – specify: _____
20%	11%	22%	Not sure
1%	0%	1%	Refused

#### TYPE OF AND ACCESS TO COMMUNITY JOB TRAINING RESOURCES

Now thinking about job training resources in your community...

20. Thinking in terms of miles, about how far would you say is the nearest [insert item] from your home? [INTERVIEWER RECORD VERBATIM APPROX MILAGE FOR EACH. If respondent uses 'feet' or 'blocks' to describe less than 1 mile, verify is less than 1 mile and record as 'less than 1 mile']

Total (N=900) (Average miles)	African American (n=196) (Average miles)	Other (n=704) (Average miles)	
14	10	15	Community college
28	20	30	State or private 4 year university or college
18	12	19	A Technical or vocational training institute or center
15	10	16	A state employment office and/or career center
17	11	18	A private career center or counseling agency
5	4	5	A high school

21. Thinking of training you have taken outside of work, in the past 5 years, have you participated in any job-related training or education programs at any of these institutions or agencies?

Total (N=900)	African American (n=196)	Other (n=704)	
20 %	21 %	20 %	Yes
80 %	79 %	80 %	No → GO TO Q24
0 %	0 %	0 %	Not sure [DO NOT READ] → GO TO Q24
0 %	0 %	0 %	Refused [DO NOT READ] → GO TO Q24



22. Have you personally had to pay for any of the expenses associated with that training at any of these institutions or agencies?

Total (N=181)	African American (n=42)	Other (n=139)	
42 %	38 %	43 %	Yes
58 %	63 %	57 %	No
0 %	0 %	0 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

23. Are you currently participating in any job-related skills training or education programs at any of these institutions or agencies?

Total (N=181)	African American (n=42)	Other (n=139)	
17 %	9 %	19 %	Yes → GO TO Q25
82 %	91 %	80 %	No
1 %	0 %	1 %	Not sure [DO NOT READ] → GO TO Q25
0 %	0 %	0 %	Refused [DO NOT READ] → GO TO Q25

24. There are many reasons why people are unable to enroll in job training or education programs offered in their community. Why have you chosen not to participate in any job training or education programs in your community? [DO NOT READ RESPONSES, MULTIPLE RESPONSES ALLOWED]

Total (N=868)	African American (n=192)	Other (n=676)	
2%	1%	2%	Lack of transportation
3%	3%	2%	No one to care for children or other family members
9%	7%	10%	Can't afford right now
3%	2%	3%	Don't feel qualified
4%	4%	4%	Don't know much about the programs out there
3%	3%	4%	Caregiving responsibilities
2%	2%	2%	Not sure where to get information on programs available
6%	4%	7%	Not sure
63	69%	61%	Other

25. If you needed to find education or job training in the state of Alabama or your community, where would you look for that information? [DO NOT READ RESPONSES, MULTIPLE RESPONSES ALLOWED]

Total (N=900)	African American (n=196)	Other (n=704)	
41 %	40 %	44 %	Internet
14 %	10 %	16 %	Community College – career center, counselors, computer/internet use
10 %	16 %	8 %	State or local employment office, Alabama state employment office/career center
4 %	6 %	3 %	Newspaper
6 %	4 %	7 %	College or University – career center, counselors, computer/internet use
5 %	3 %	5 %	Phonebook
1 %	3 %	0 %	Temporary service agency/head hunter
1 %	3 %	1 %	Local library – computers, career section
1 %	2 %	1 %	Through friends or family
1 %	0 %	1 %	Current/previous colleagues at work
1 %	2 %	1 %	Local high school – career center, counselors, computer/internet use
1 %	0 %	1 %	Your employer
7 %	7 %	8 %	Other – specify: _____
9 %	6 %	10 %	Not sure
0 %	1 %	0 %	Refused

26. As far as you know, are you aware of any state financial assistance programs for workers in Alabama who might need help paying for job training and education programs?

Total (N=900)	African American (n=196)	Other (n=704)	
23 %	21 %	23 %	Yes
68 %	73 %	67 %	No
9 %	6 %	10 %	Not sure [DO NOT READ]
0%	0%	0%	Refused [DO NOT READ]

### Retirement Plans / Work in Retirement Years

Now, thinking about your employment status and about retirement...

28. And what do you think you will be doing when you reach an age considered to be traditional retirement age... Will you....?

Total (N=900)	African American (n=196)	Other (n=704)	
29 %	23 %	30 %	Work full time at current employer in same job
12 %	10 %	12 %	Work part time at current employer in same job
3 %	5 %	2 %	Work full time doing same job w/ different employer
3 %	3 %	4 %	Work part time doing same job w/ different employer
6 %	8 %	6 %	Change careers
7 %	4 %	7 %	Consult
2 %	7 %	1 %	Go back to school
9 %	17 %	7 %	Start own business
30 %	23 %	31 %	Retire completely and never work again [SKIP TO QUESTION 31]

29. After I read each of the following, please tell me whether it is a major factor, minor factor, or not a factor at all in your decision to work beyond traditional retirement age....[RANDOMIZE] [READ EACH ITEM THEN ASK: *Is this a major factor, a minor factor, or not a factor at all in your decision to continue working after retirement?*"]

	A major factor	A minor factor	Not a factor at all	Not Sure	Refused
<b>a. Need to maintain health coverage for yourself and/or your family</b>					
Total (n=633)	57%	18%	26%	1%	0%
African American (n=150)	62 %	17 %	20 %	1 %	0 %
Not African American (n=483)	54 %	18 %	28 %	0%	0%
<b>b. Need to pay for prescription drugs</b>					
Total (n=633)	40%	24%	36%	1%	0%
African American (n=150)	53 %	20 %	28 %	0%	0%
Not African American (n=483)	35 %	25 %	38 %	1 %	0%
<b>c. Enjoy working</b>					
Total (n=633)	62 %	23 %	14 %	1 %	0%
African American (n=150)	55 %	28 %	15 %	2 %	0 %
Not African American (n=483)	64 %	22%	14 %	0%	0%
<b>d. Need or want the additional income</b>					
Total (n=633)	57 %	29 %	14 %	0%	0%
African American (n=150)	57 %	30 %	13 %	0%	1 %
Not African American (n=483)	58 %	29%	14 %	1%	0%
<b>e. Need to fulfill employer requirements for pension benefits</b>					
Total (n=633)	27 %	24 %	49 %	0%	0%
African American (n=150)	44 %	24 %	32 %	0%	0 %
Not African American (n=483)	22 %	24 %	54 %	1%	0%
<b>f. Need to work toward qualifying for Social Security</b>					
Total (n=633)	39 %	24 %	37 %	0%	0%
African American (n=150)	54 %	17 %	29 %	0%	0 %
Not African American (n=483)	34 %	26 %	40 %	0%	0%
<b>g. Need to build up a personal savings</b>					
Total (n=633)	52 %	28 %	20%	0%	0%
African American (n=150)	63 %	21%	15 %	0%	0 %
Not African American (n=483)	48 %	30%	21 %	1 %	0%
<b>h. Need to build up a retirement investment account such as a 401 (k) or IRA</b>					
Total (n=633)	41 %	28 %	30 %	1 %	0%
African American (n=150)	50 %	24 %	24 %	1 %	0 %
Not African American (n=483)	38 %	29%	32 %	1 %	0%

\*31. At what age do you expect to fully retire and not work for pay or income any longer? \_\_\_\_\_

Total (N=900) Average age	African American (n=196) Average age	Other (n=704) Average age
67 yrs	65 yrs	67 yrs

\* Question 30 is not missing or cut from the survey – the skip from Question 29 to Question 31 is a typographical error.

## Age Discrimination

32. Since turning 40, have you, a family member, or a friend ever felt [Insert Statement] because of age?  
[RANDOMIZE AND RECORD RESPONSE FOR EACH]

Total (N=900)	African American (n=196)	Other (n=704)	
<b>a. Passed up for a job or not hired</b>			
13 %	19 %	12 %	Yes
86 %	79 %	87 %	No
1 %	1 %	1 %	Not sure [DO NOT READ]
0 %	0 %		Refused [DO NOT READ]
<b>b. Passed up for a raise</b>			
7 %	10 %	6 %	Yes
92 %	88 %	94 %	No
1 %	1 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>c. Passed up for a promotion or a chance to get ahead?</b>			
12 %	14 %	11 %	Yes
87 %	83 %	88 %	No
1 %	3 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>d. Denied access to training or the opportunity to acquire new skills</b>			
7 %	14 %	6 %	Yes
92 %	85 %	94 %	No
1 %	1 %	0 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>e Laid off, fired, or forced out of a job</b>			
8 %	10 %	7 %	Yes
92 %	90 %	93 %	No
0 %	0 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>f. Encouraged to retire before you or they were ready</b>			
9 %	11 %	9 %	Yes
90 %	89 %	90 %	No
1 %	1 %	1 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]
<b>g. Negative or unwelcome comments about age in the workplace</b>			
11 %	15 %	10 %	Yes
89 %	85 %	90 %	No
0 %	0 %	0 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

## Demographics

The following questions are for classification purposes only and will be kept entirely confidential.

### D1. RECORD RESPONDENT'S GENDER

Total (N=900)	African American (n=196)	Other (n=704)	
53 %	46 %	55 %	Male
47 %	54 %	45 %	Female

### D2. What is your age as of your last birthday? (RECORD YEARS) \_\_\_\_\_

Total (N=900)	African American (n=196)	Other (n=704)	
43 %	44 %	42 %	40-49
48 %	48 %	48 %	50-64
9 %	8 %	10 %	65+
53 yrs	52 yrs	53 yrs	Average Age

### D3. What is your current marital status? (READ LIST)

Total (N=900)	African American (n=196)	Other (n=704)	
74 %	50 %	80 %	Currently Married
1 %	1 %	1 %	Currently living with partner/significant other
5 %	7 %	4 %	Widowed
12 %	23 %	9 %	Divorced
2 %	6 %	0 %	Separated
6 %	12 %	5 %	Never Married
0 %	0 %	0 %	DON'T KNOW/NOT SURE [DO NOT READ]
1 %	2 %	1 %	REFUSED [DO NOT READ]

### D4. Are you currently covered by an employer health plan, either through your (IF D4 = Married—or your spouse's) current or previous employer?

Total (N=900)	African American (n=196)	Other (n=704)	
83 %	78 %	84 %	Yes
17 %	21 %	16 %	No
0 %	0 %	0 %	Not sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

**D5. Are you currently covered by any other health insurance or health plan, including any government programs such as Medicare, Medicaid, or the Veteran's Administration?**

Total (N=900)	African American (n=196)	Other (n=704)	
16%	18%	16%	Yes
83%	82%	83%	No
1%	0%	1%	Not sure [DO NOT READ]
0%	0%	0%	Refused [DO NOT READ]

**D6. [ONLY If D4 = 1 (age 50 or older) Ask: "Are you or your spouse currently a member of A-A-R-P?"] [IF D4 = 2 (age less than 50) ASK: "Are you or your partner currently a member of A-A-R-P?"] OTHERWISE ASK: "Are you currently a member of A-A-R-P?"**

Total (N=516)	African American (n=109)	Other (n=407)	
43 %	48 %	41 %	Yes
56 %	52 %	51 %	No
1 %	1 %	1 %	Don't Know/Not Sure [DO NOT READ]
0 %	0 %	0 %	Refused [DO NOT READ]

**D7. What is the highest level of education that you completed? (READ LIST)**

Total (N=900)	African American (n=196)	Other (n=704)	
4 %	4 %	5 %	Less than high school
28 %	26 %	29 %	High school graduate or equivalent
30 %	36 %	28 %	Some college or technical training beyond high school
20 %	20 %	20 %	College graduate (4 years)
17 %	14 %	18 %	Post graduate or professional degree
0 %	0 %	0 %	DON'T KNOW/NOT SURE [DO NOT READ]
1 %	1 %	1 %	Refused [DO NOT READ]

**D8. What was your annual household income before taxes in 2007?**

Total (N=900)	African American (n=196)	Other (n=704)	
4 %	10 %	3 %	Less than \$15,000 (\$14,999)
5 %	8 %	4 %	\$15,000 to less than \$25,000 (\$24,999)
7 %	13 %	5 %	\$25,000 to less than \$35,000 (\$34,999)
13 %	14 %	12 %	\$35,000 to less than \$50,000 (\$49,999)
21 %	21 %	21 %	\$50,000 to less than \$75,000 (\$74,999)
30 %	16 %	34 %	\$75,000 or more
8 %	10 %	7 %	DON'T KNOW/NOT SURE [DO NOT READ]
13 %	9 %	14 %	REFUSED [DO NOT READ]

**D9. Do you own your home outright, are you paying off a mortgage or are you renting?**  
**[DO NOT READ]**

<b>Total (N=900)</b>	<b>African American (n=196)</b>	<b>Other (n=704)</b>	
38 %	38 %	38 %	Own home outright
54 %	46 %	55 %	Paying off mortgage
6 %	10 %	5 %	Renting
2 %	4 %	1 %	Other [Please Specify: _____]
0 %	0 %	0 %	Don't Know [DO NOT READ]
1 %	2 %	1 %	Refused [DO NOT READ]

**D10.** In general, how often do you go online to access the Internet or World Wide Web or to send and receive email? Would you say several times a day, about once a day, 3-5 days a week, 1-2 days a week, once every few weeks, less often than every few weeks, or do you never go online to use the Internet or check email?

<b>Total (N=900)</b>	<b>African American (n=196)</b>	<b>Other (n=704)</b>	
40 %	29 %	43%	Several times a day
19 %	16 %	19 %	About once a day
8 %	10 %	8 %	3-5 days a week
7 %	8 %	7 %	1-2 days a week
2 %	2 %	2 %	Once every few weeks
3 %	5 %	2 %	Once a Month or Less,
21 %	31 %	18 %	Never go online
1 %	2 %	1 %	DON'T KNOW
0	0	0	Refused

***That's all the questions we have for you today. Thank you very much for your time.***



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