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# **What Older Workers Want: A Survey of AARP Members in New Mexico**

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February 2007



# **What Older Workers Want: A Survey of AARP Members in New Mexico**

**Report Prepared by Cassandra Burton and Joanne Binette**

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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. We produce *AARP The Magazine*, published bimonthly; *AARP Bulletin*, our monthly newspaper; *AARP Segunda Juventud*, our bimonthly magazine in Spanish and English; *NRTA Live & Learn*, our quarterly newsletter for 50+ educators; and our website, [www.aarp.org](http://www.aarp.org). AARP Foundation is our 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.

### **Acknowledgements**

AARP staff from the New Mexico State Office, State Affairs, Public Policy Institute, and Knowledge Management contributed to the design and implementation of this study. Special thanks go to AARP staff including Beth Velasquez, New Mexico State Office; Clare Hushbeck, State Affairs; Sara Rix, Public Policy Institute; Darlene Matthews, Erica Dinger, Brittne Nelson, Kate Bridges, Rachelle Cummins, and Jennifer Leslie, Knowledge Management. Thanks also go to Michael Schuster, Office of the General Counsel, for his review of the report. John Woelfel of Woelfel Research, Inc. insured a timely and high quality survey. Joanne Binette, Knowledge Management managed the project and Cassandra Burton, Knowledge Management wrote the report. For more information, contact Joanne Binette at (202) 434-6303.

## Background

When approaching retirement age, some people choose to retire and never work again, whereas others choose to remain in the workforce. There are many factors contributing to the increasing number of older workers remaining in the labor force, including the prohibition of mandatory retirement, changes to Social Security, low retirement savings rates, and the erosion of pension plans and retiree health benefits.<sup>1</sup>

The Census Bureau and Bureau of Labor Statistics have predicted for years now that there would be a substantial aging of the workforce and an ensuing cohort of fewer younger workers. New Mexico, like so many other states, is faced with both a graying population and an aging workforce. In 2002, persons aged 65 and older made up 11.7 percent of the total population in New Mexico. It is expected that by the year 2020 this number will grow to 14.7 percent, or an estimated 2.7 million people age 65 and older.<sup>2</sup>

AARP commissioned a survey of 800 AARP members in New Mexico age 50 to 70 years old to gauge their attitudes and opinions about older workers issues. The survey specifically explored members' current employment status, plans on what to do at retirement age, reasons for continuing to work or to look for work, and their experiences with potentially discriminatory acts. This telephone survey was conducted in October 2006. The full annotated questionnaire is contained in the appendix to this report. Throughout the report, statistics representing member responses are reported in percentages.<sup>3</sup> In some instances, percentages are small and may not seem to represent a significant proportion of members, yet when projected to the total New Mexico membership the actual number of people may be substantial. As of December 31, 2006, the number of AARP members in New Mexico was 253,328.

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<sup>1</sup> Rix, Sara (2004) *Aging and Work – A View from the United States*. AARP, Washington, DC.

<sup>2</sup> AARP, Public Policy Institute (2004). *Across the States: Profiles of Long-Term Care*. AARP, Washington, DC.

<sup>3</sup> Percentages may not sum to 100% due to rounding.

## Highlights

- While forty-one percent of New Mexico members report that they are working or looking for work, another one in six (15%) report that they are retirees who are working again or looking for work. More than a third (36%) of New Mexico members report that they are fully retired.
- Half of New Mexico members who are still working or who are looking for work say they are extremely or very likely to put off full retirement; another one in five says they are somewhat likely to work as long as possible.
- One in five members who are working or looking for work think they will retire at age 62 or younger, while half believe they will retire between the ages of 63 and 70.
- Among members who are not retired, the most important factors in their decision to continue working are:
  - A challenging job (69%)
  - Health insurance coverage (65%)
  - Earning money (62%)
  - Wanting to stay involved and connected to others (60%)
- More than three-quarters of New Mexico members report it would be helpful to them to have informational resources about making sure there is enough money in their retirement fund and having adequate health insurance.
- Some New Mexico members report that they or someone they know has experienced some form of age discrimination. About one in seven or more has been passed over for a raise, promotion or chance to get ahead, has been laid off, fired or forced out of a job, or has been encouraged to retire.

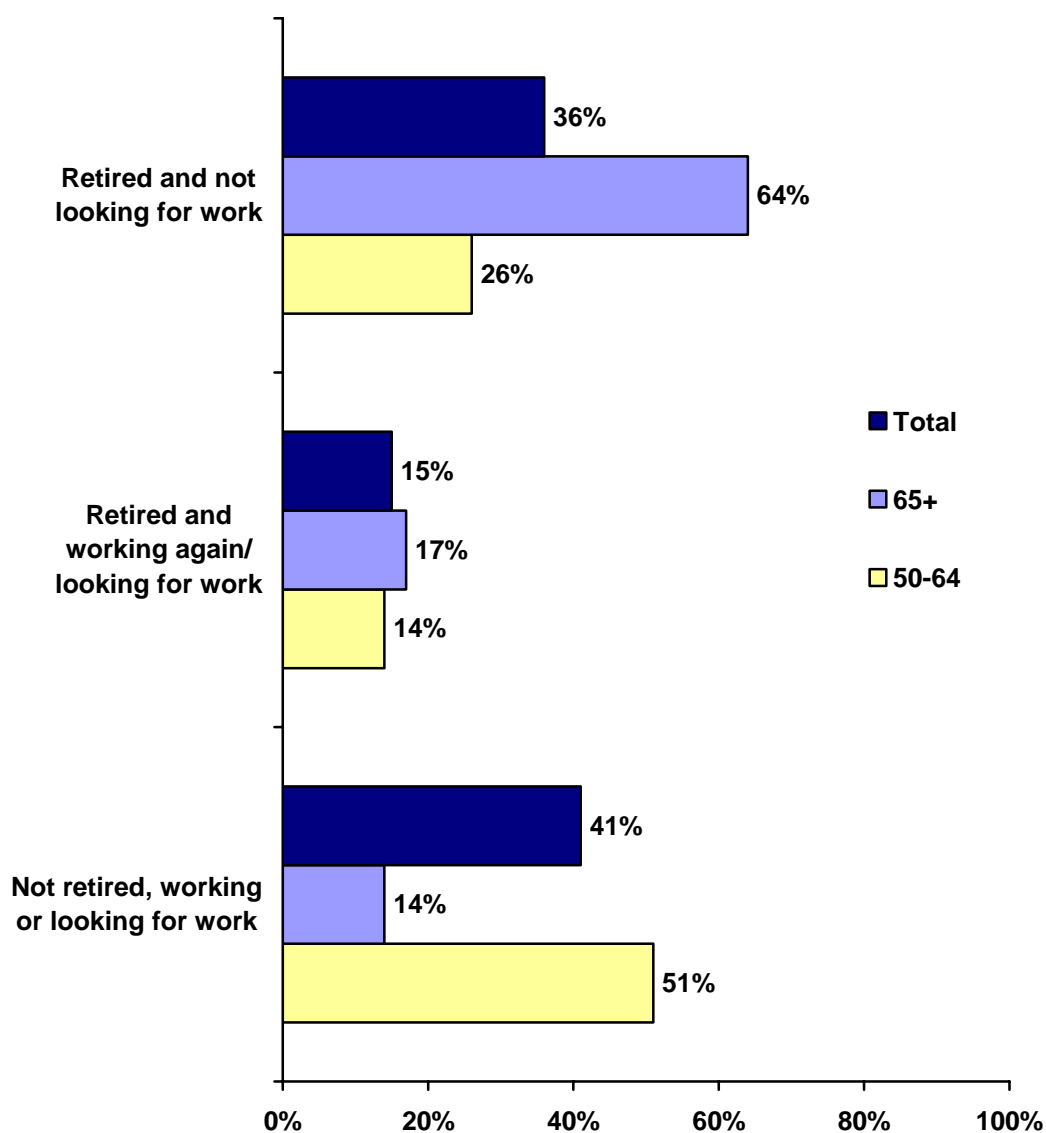
# Findings

## Work and Retirement

### **Over half of New Mexico members are working or looking for work.**

Forty-one percent of New Mexico members report they are working or looking for work, while another one in six members reports they are retirees who are working again or looking for work. More than a third of New Mexico members report they are fully retired. Nearly two-thirds of New Mexico members age 50-64 continue to work or look for work, while for 65+ members the figure is three in ten.

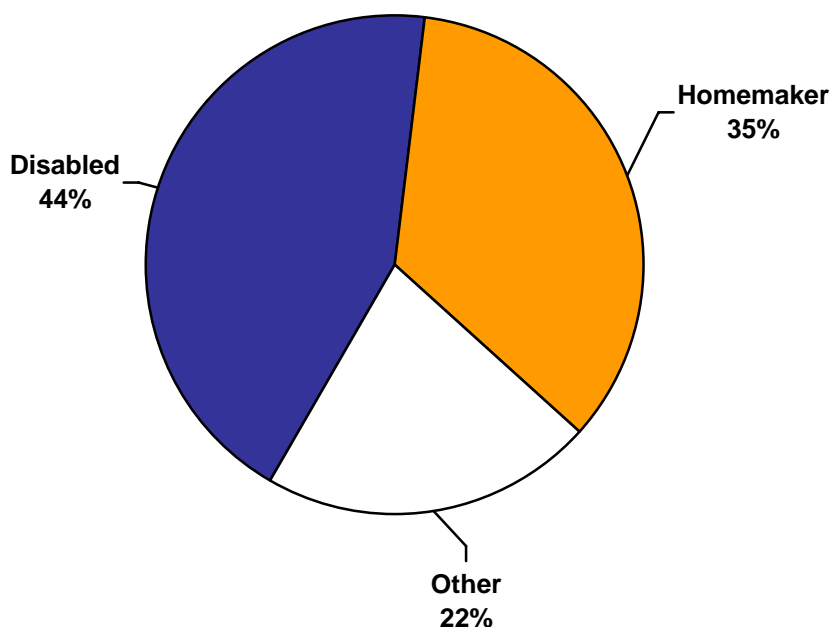
**Current Employment Status Among New Mexico Members  
(N=800)**



**Most New Mexico members who are not working and not looking for work or who have never worked report it is because they are disabled.**

More than four in ten members who are not working and not looking for work or who have never worked (n=67)<sup>4</sup> report they are not working because they have a disability. More than a third are homemakers, and one in five are not working for some other reason.

**Reason New Mexico Members Are Not Working and Not Looking For Work or Have Never Worked**  
(n=67 New Mexico members who are not working or not looking for work)



New Mexico members age 50-64 are more likely than members age 65+ to say they are not working and not looking for work or have never worked because of a disability (50-64: **51%**; 65+: **14%**).

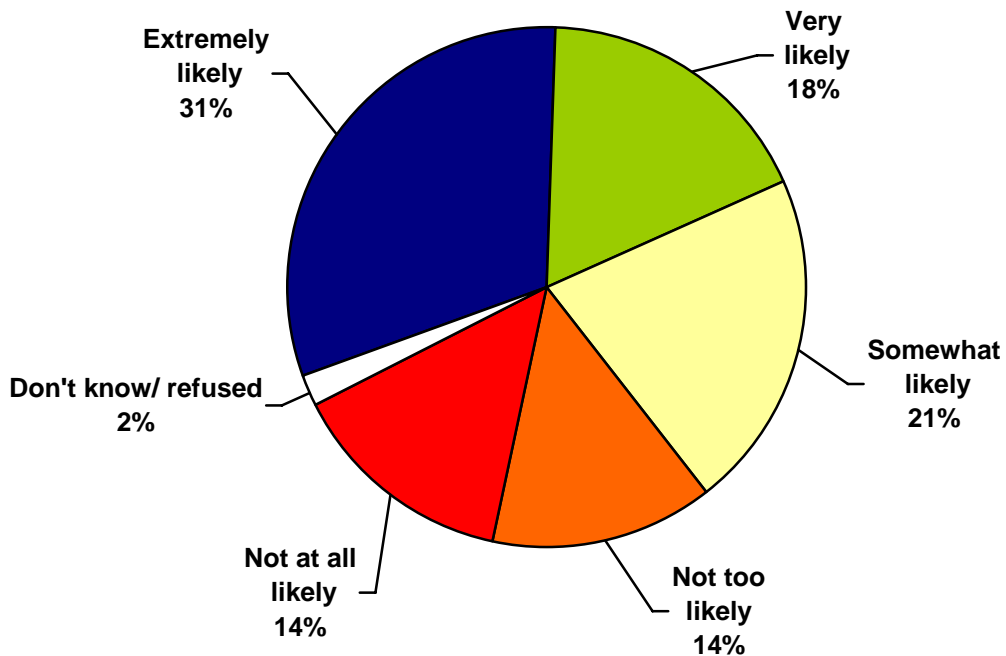
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<sup>4</sup> AARP members who are fully retired are excluded from this group.

**Seven in ten New Mexico members who continue to work or who are looking for work are likely to put off full retirement and work for as long as possible.**

Half of New Mexico members who are still working or who are looking for work report that they are extremely or very likely to put off full retirement, while another one in five reports that they are somewhat likely to work as long as possible. More than one-quarter are unlikely to put off retirement.

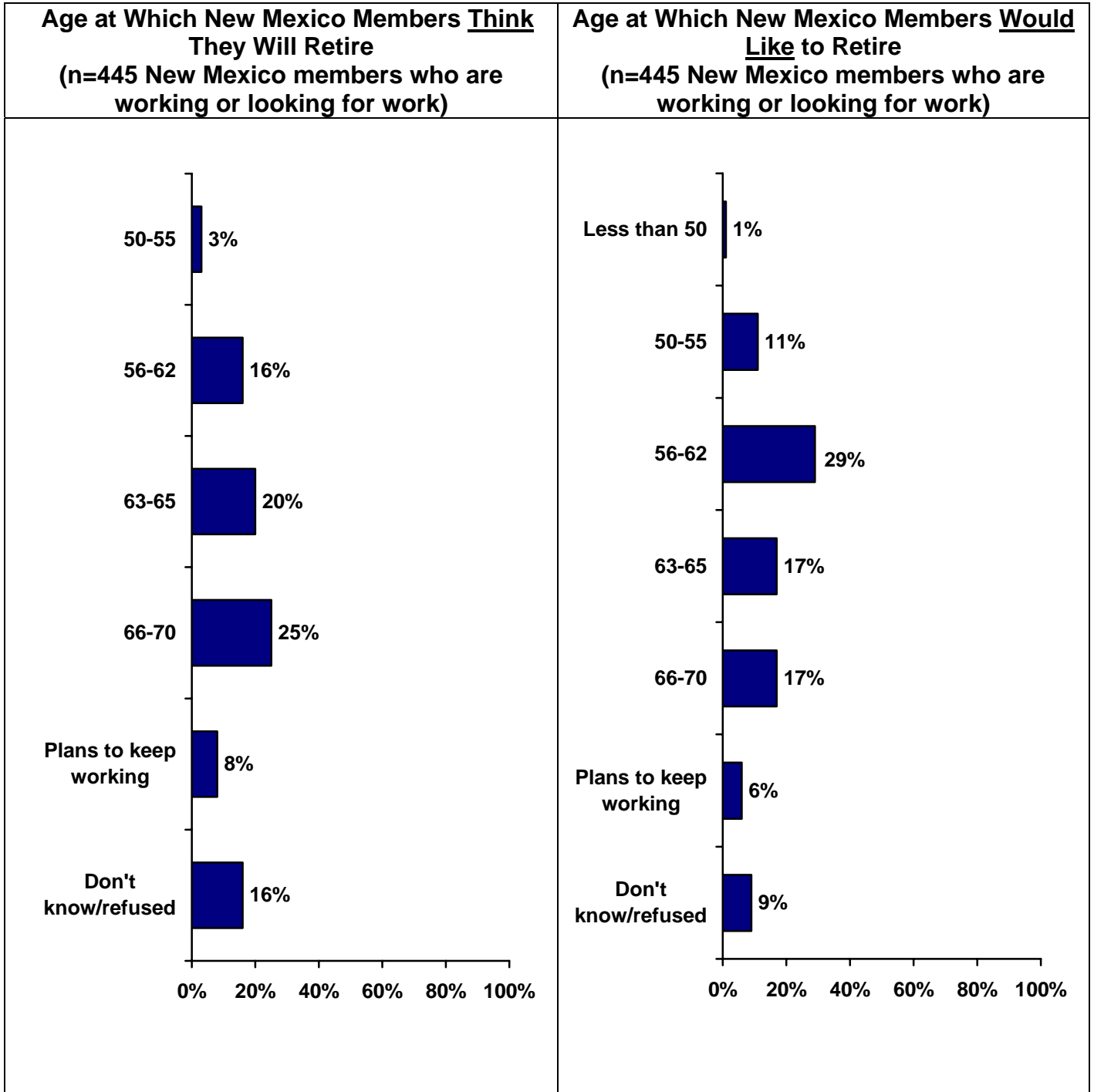
**Likelihood of New Mexico Members Putting Off Full Retirement**  
(n=445 New Mexico members who are working or looking for work)





**Four in ten New Mexico members think they will fully retire by age 65 or earlier.**

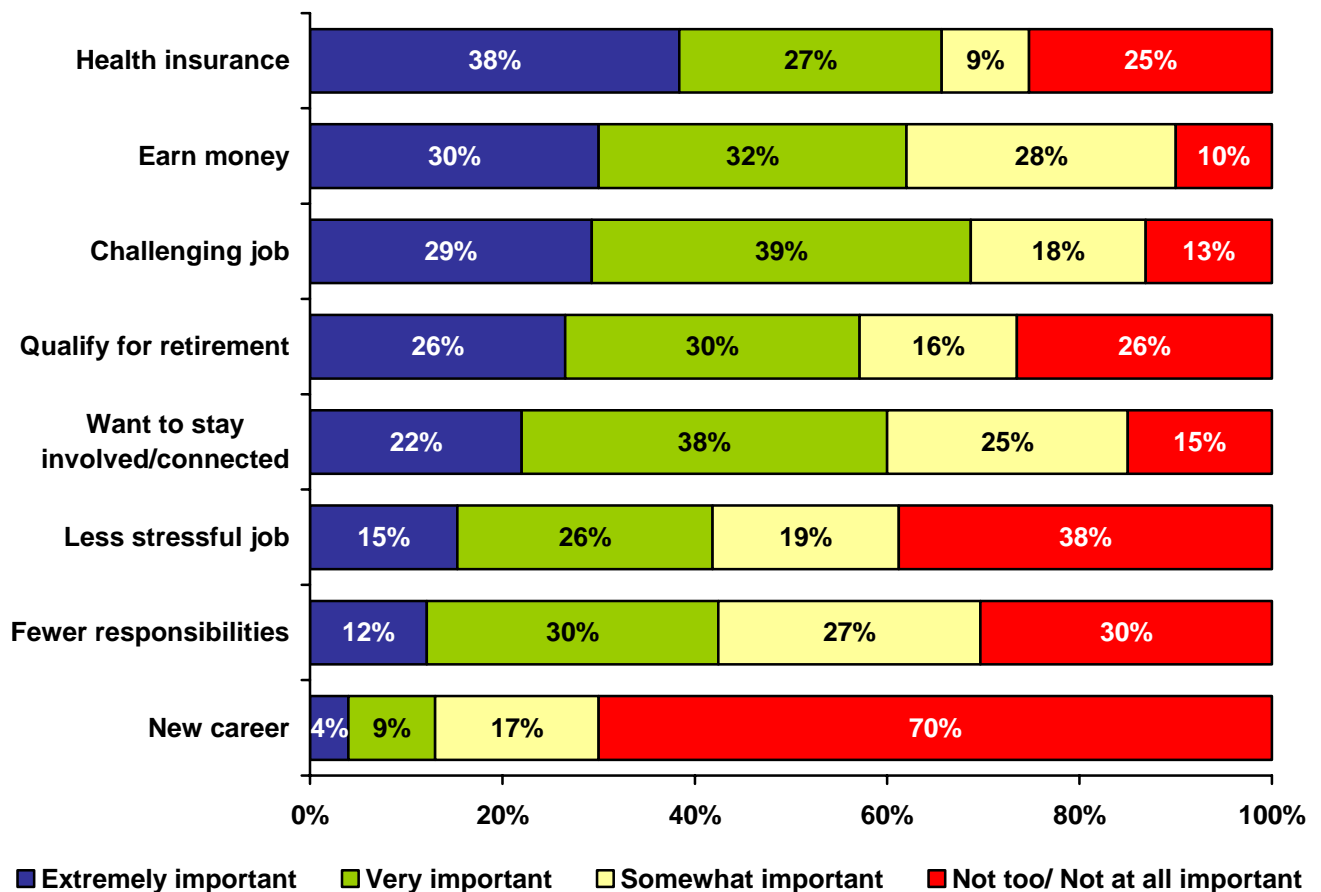
When asked at what age members **think** they will retire, one in five members who are working or looking for work say they believe they will retire at age 62 or younger. Nearly half think they will retire between the ages of 63 and 70. When asked at what age they **would like** to retire, four in ten of these members say they would like to stop working at age 62 or younger. More than a third say they would like to retire between the ages of 63 and 70. Less than ten percent have no plans to retire.



**About two-thirds of New Mexico members who are still in the labor force say a challenging job and health insurance coverage are important factors in the decision to continue working.**

Members were given a list of factors and asked to rate how important each one is to them in their decision to continue working. While two-thirds of members report a challenging job (69%) or health insurance coverage (65%) is an extremely or very important factor in their decision to continue working, about six in ten say earning money (62%) and wanting to stay involved and connected to others (60%) are important. For more than half, the important factor is being able to qualify for retirement benefits (56%), and for about four in ten it is having a job with lessened responsibilities (42%) or a job that is less stressful than a previous or current position (41%). Only about one in seven (12%) report that exploring a new career is an important factor in their continuing to work.

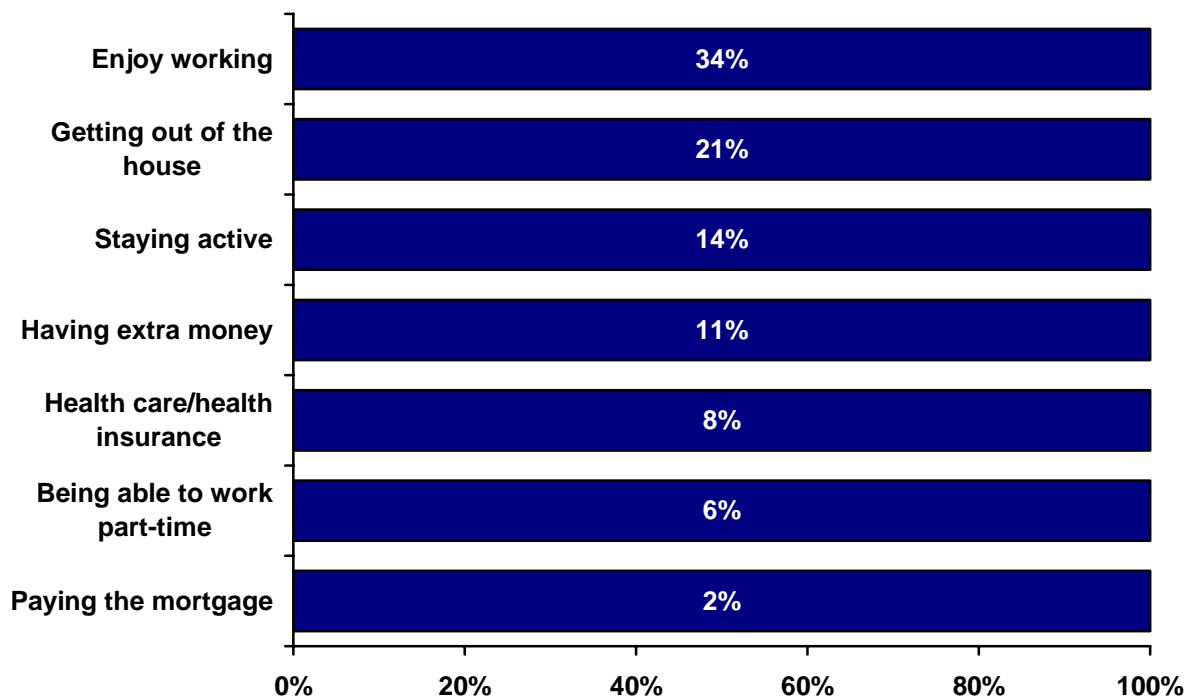
**Important Factors in the Decision to Continue to Work**  
(n=445 New Mexico members who are working or looking for work)



Members age 50-64 are more likely than members age 65+ to say an extremely important factor in the decision to continue working is health insurance (50-64: **41%**; 65+: **22%**), while members 65+ are more likely than younger members to say qualifying for retirement is not at all important (50-64: **15%**; 65+: **38%**).

When asked to think of other factors that would affect their decision to continue to work, nearly four in ten New Mexico members say they like or enjoy working. About one in five say it gets them out of the house, and one in six say it allows them to stay active. One in seven New Mexico members say the extra money is an important factor, while less than one in ten say health care and being able to work part-time are the important factors. Two percent say the driving factor is being able to pay the mortgage.

**Other Important Factors in the Decision to Continue to Work**  
(n=445 New Mexico members who are working or looking for work)

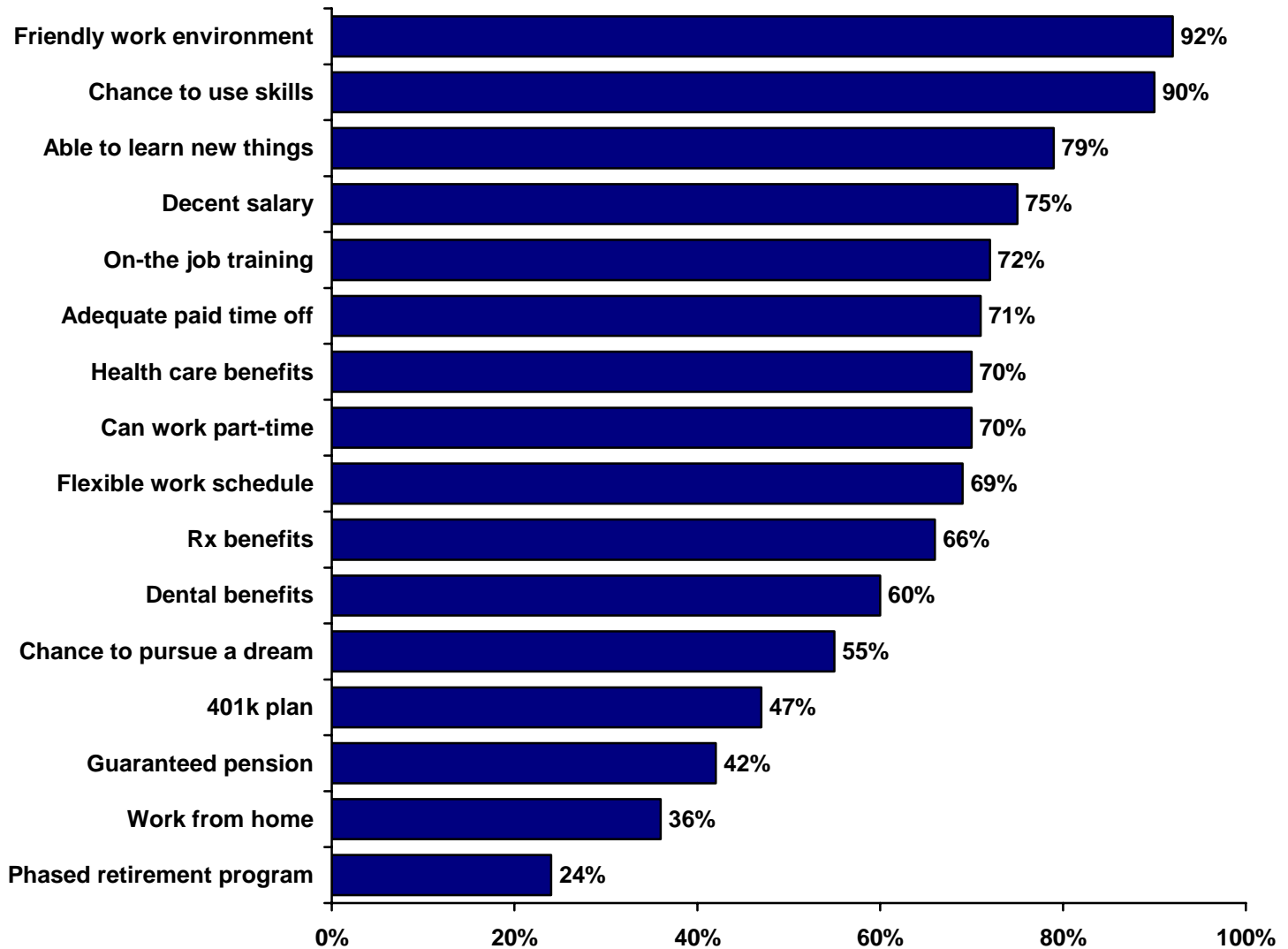


Members age 65+ (20%) are more likely than members age 50-64 (8%) to say something else is an important factor in their decision to continue working. That something else for older workers is the enjoyment of working (50-64: 28%; 65+: 60%).

**Almost all New Mexico members who are currently working report that their current employers offer a friendly working environment or the opportunity to use their skills and talents.**

Aside from offering a friendly working environment or the chance to use their skills and talents, nearly eight in ten members report their employer provides an opportunity to learn new things. Seven in ten or more members say their current employers offer a salary they can live on, on-the-job training, adequate paid time off, the opportunity to work part-time, health care benefits or insurance, and a flexible work schedule. Other perks and benefits provided by about half or more of members’ employers also include prescription drug benefits, dental benefits/insurance, and the opportunity to pursue something they have always wanted to do. A 401(k) plan, guaranteed pension, the ability to work from home, and partial and phased retirement plans rounds out the list of surveyed benefits offered by New Mexico employers.

**Benefits and Perks Offered by Current Employer**  
(n=408 New Mexico members who are currently working)

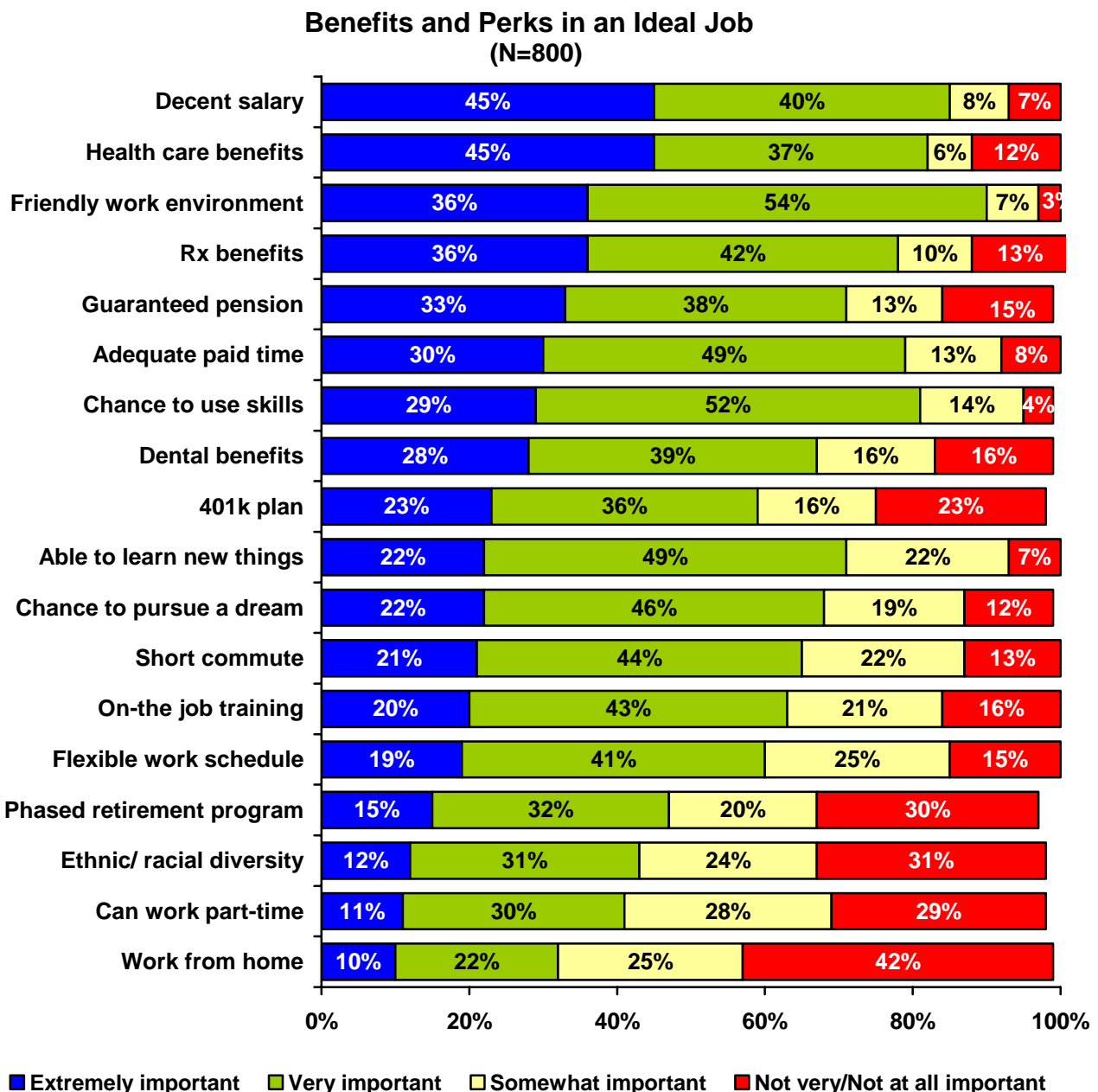


Younger members are more likely than older members to say their employers offer most of the above perks and benefits.

	<u>Age</u>	<u>Age</u>
	<b>50-64</b>	<b>65+</b>
Opportunity to learn new things	81%	64%
A salary they can live on	79%	55%
On-the-job training	74%	59%
Adequate paid time off	74%	50%
Health care benefits/insurance	74%	46%
Prescription drug benefits	71%	36%
Dental benefits	64%	33%
401k plan	52%	18%
Guaranteed pension	45%	24%

## When thinking about an ideal job, the most important thing to New Mexico members is a friendly work environment.

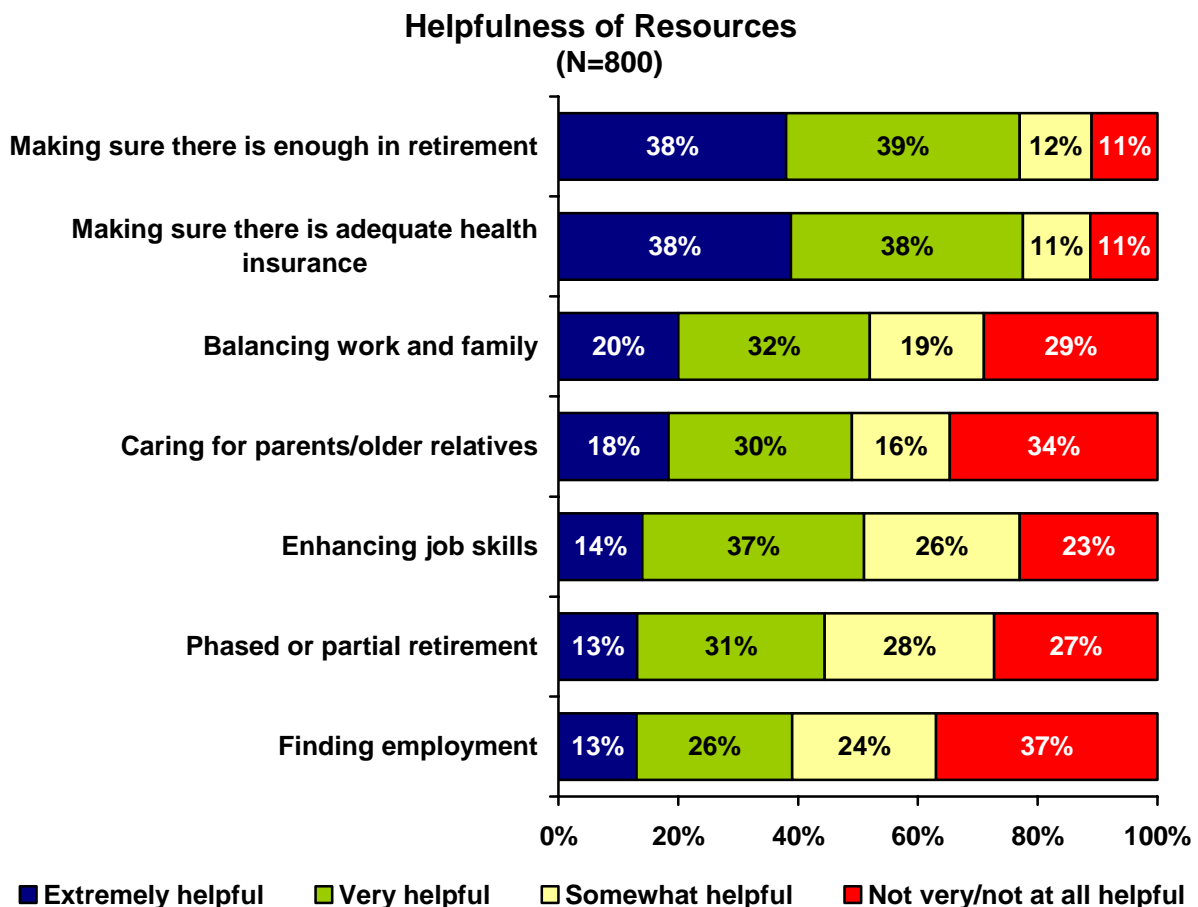
Nine in ten members cite a friendly environment as an extremely or very important factor in an ideal job. More than three-quarters respond that a salary they can live on (85%), health care benefits/insurance (82%), the chance to use their skills and talents (81%), adequate paid time off (79%), and prescription drug benefits/insurance (77%) are extremely or very important to them in an ideal job. The opportunity to learn new things (71%), a guaranteed pension plan (71%), the chance to pursue something they have always wanted, (68%), dental benefits (67%), a short commute (65%), on-the-job training (63%), a flexible work schedule (60%), and a 401(k) plan (59%) were also among the top-rated factors respondents felt were important in an ideal job.



Members age 50-64 are more likely to say that in an ideal job being able to work from home would be extremely important (50-64: **12%**; 65+: **6%**). Younger members also are more likely to say that on-the-job training (50-64: **23%**; 65+: **15%**), ethnic and racial diversity (50-64: **26%**; 65+: **18%**), prescription drug benefits (50-64: **11%**; 65+: **6%**), and the opportunity to learn new things (50-64: **24%**; 65+: **16%**) are somewhat important to them. Older members are more likely to say a 401k plan (50-64: **10%**; 65+: **16%**) is not an important factor.

**More than three-quarters of New Mexico members report that receiving information about making sure there is enough money in their retirement accounts and having adequate health insurance would be helpful the them.**

When asked to rate the importance of certain resources, more than three-quarters of members say information about making sure they have adequate health insurance (77%) and enough money in retirement (76%) would be extremely or very helpful to them. About half of members say resources to help balance work and family (51%), enhance their job skills (51%), and care for parents or older relatives (47%) would also be helpful. About four in ten say having information on phased or partial retirement (44%) and finding employment (38%) is important.



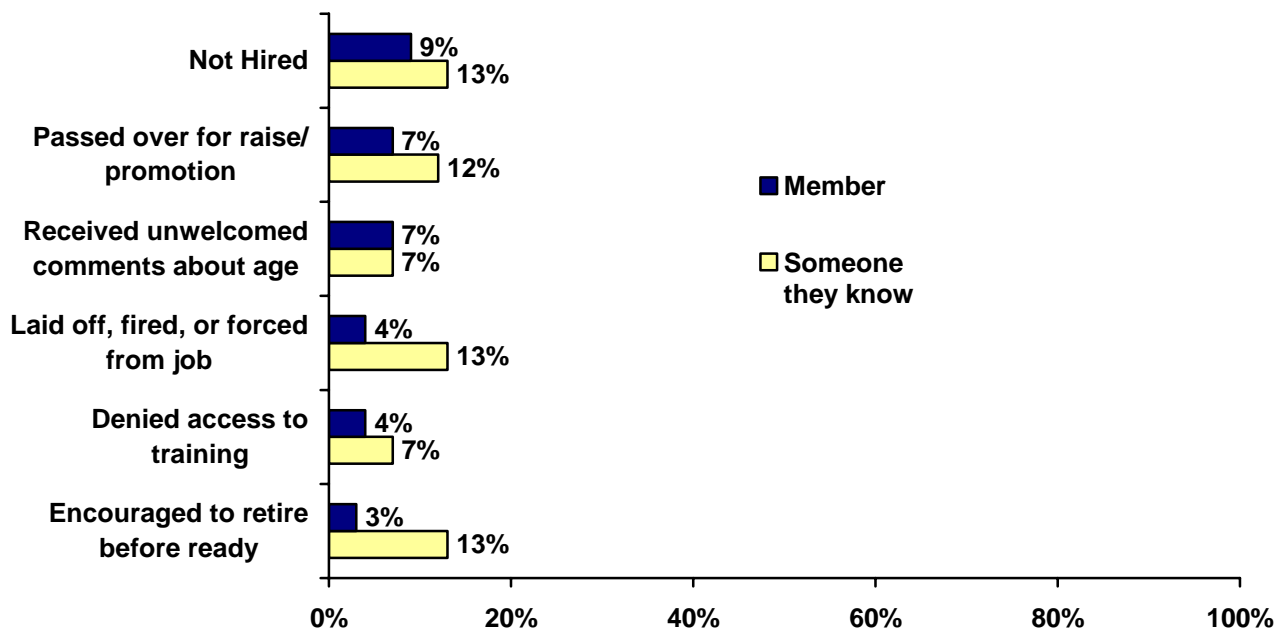
Younger members are more likely to say that having resources about caring for parents or older relatives (50-64: **18%**; 65+: **10%**), making sure there is enough money in their retirement fund (50-64: **14%**; 65+: **7%**), and making sure they have adequate health insurance (50-64: **13%**; 65+: **7%**) would be somewhat helpful to them. Older members are more likely to say having resources or information on enhancing their job skills would be very helpful (50-64: **14%**; 65+: **44%**), but information on phased or partial retirement would **not** be helpful at all (50-64: **13%**; 65+: **20%**).

## Age Discrimination

### **New Mexico members have experienced or know of someone who has experienced possible acts of age discrimination in the workplace.**

Since turning 40, more than a third of members have experienced one of the possible acts of age discrimination in the workplace asked about in this survey, and about two-thirds know of someone who has had such an experience. About one in five members believe they or someone they know has not been hired for a job because of their age or has been passed over for a raise, promotion, or chance to get ahead. About one in six report they have been laid off or have been encouraged to retire before they are ready. One in seven has received unwanted workplace comments about age or has been denied access to training or opportunities to acquire new skills.

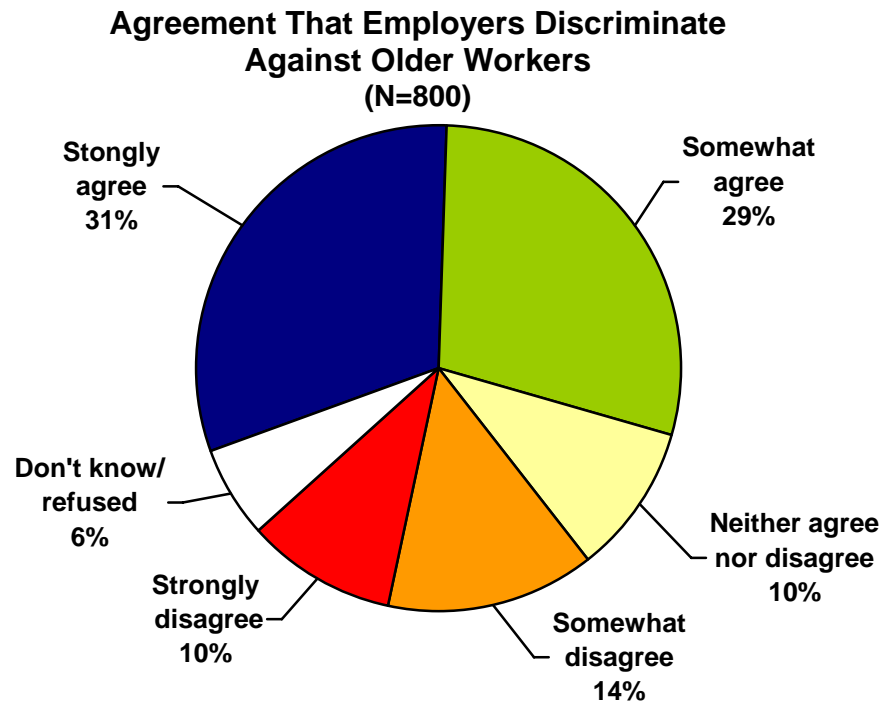
**Percent Reporting Experience Because of Age Since Turning 40**  
(Self, family member, or friend)  
(N=800)



New Mexico members age 65+ are more likely than younger members to say they have not experienced unwelcomed comments about age (50-64: **78%**; 65+: **86%**).

## Six in ten New Mexico members agree that employers discriminate against older workers.

Six in ten members strongly agree or somewhat agree that employers discriminate against older workers. About one in seven reports they somewhat disagree, while another one in ten strongly disagree with the statement. One in ten New Mexico members says they neither agree nor disagree with the statement that employers discriminate against older workers.

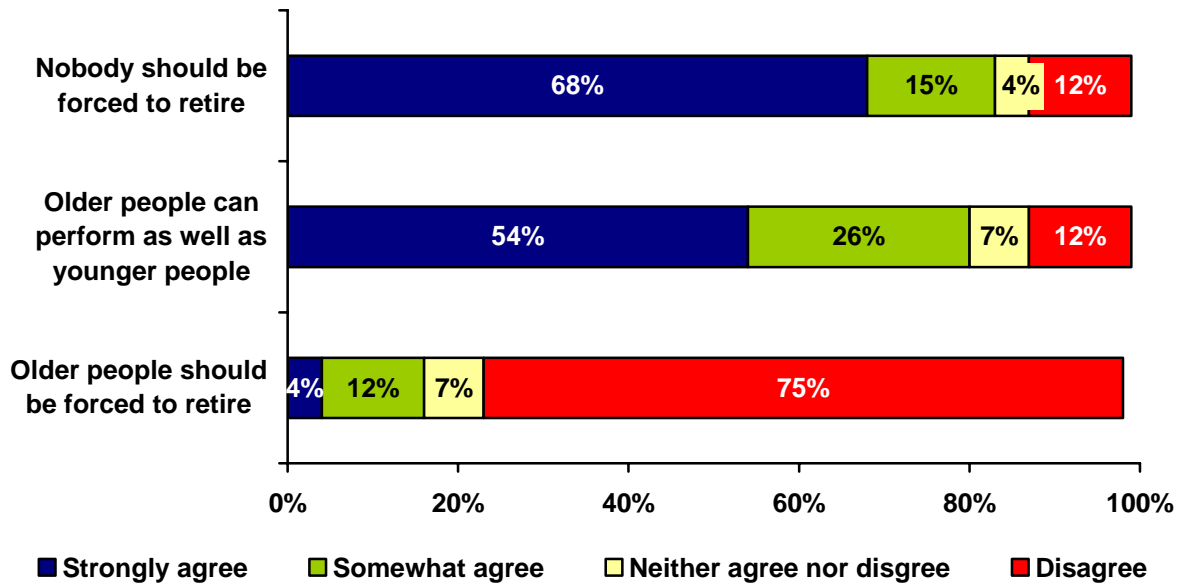


## Members are in agreement with the statements that nobody should be forced to retire because of age and that older workers can perform as well on the job as younger workers.

Eight in ten (83%) New Mexico members agree that nobody should be forced to retire because of age if they want to continue to work and that most older workers can perform as well on the job as younger workers (79%). Three-quarters of members disagree with the statement that older people should be forced to retire at some age in order to open up jobs and promotions to younger people.



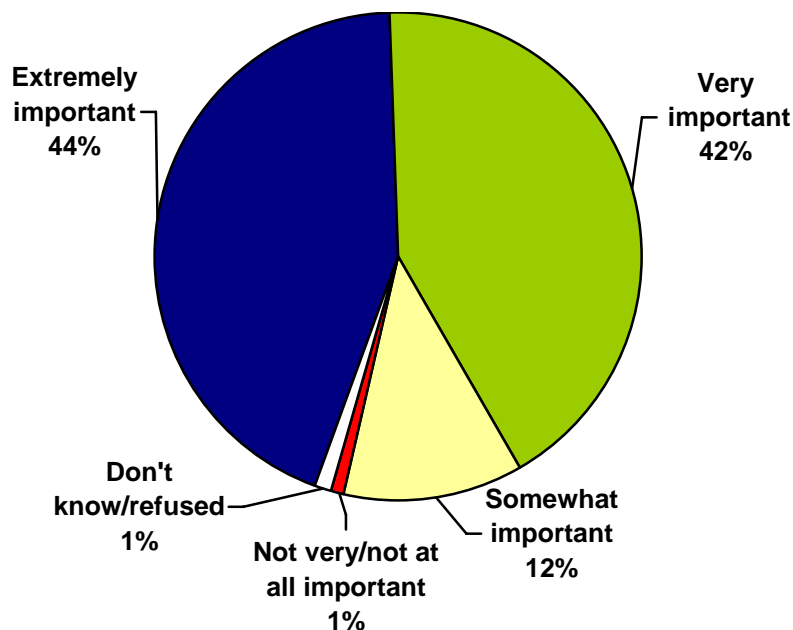
### Agreement with Age Discrimination Statements (N=800)



**Nearly all New Mexico members think it is important for an organization to plan to hold on to the knowledge and experience of employees who are leaving or ready to retire.**

Nearly nine in ten (86%) members think it is extremely or very important to retain the knowledge and experience of employees who are leaving or retiring from organizations. One in eight (12%) says it is somewhat important, while only one percent does not think retaining the knowledge and experience is important.

### Importance of Retaining Knowledge and Experiences of Out Going Employees (N=800)



## Conclusions

While four in ten New Mexico members report they are not retired and are working or looking for work, another one in six are retired and working again or looking for work. Many older workers plan to continue to work and are likely to put off full retirement. In fact, three in ten members age 65+ continue to work or are looking for work. Workers report a challenging job and health insurance coverage as the most important factors in their decision to continue to work. Other top factors in continuing to work are earnings and wanting to stay involved and connected to others.

Many members in New Mexico who continue to work report a number of positive perks and benefits provided by their current employer, such as a friendly working environment, the chance to use their various skills and talents, the opportunity to learn new things, and a salary they can live on. Other plusses include on-the-job training, adequate paid time off, the opportunity to work part-time, health care benefits or insurance, and a flexible work schedule. Many of these benefits are also seen as important factors in an ideal job.

Members report that they or someone they know has experienced acts that could be potentially discriminatory. These acts have included being laid off, having comments made about their age or plans to retire, being encouraged to retire, or not being hired for a job. They also report being excluded from employer-provided training or being passed over for promotion.

These findings can help guide AARP New Mexico as it advocates for the rights of older workers, as well as helping engage members and plan activities around older worker issues.

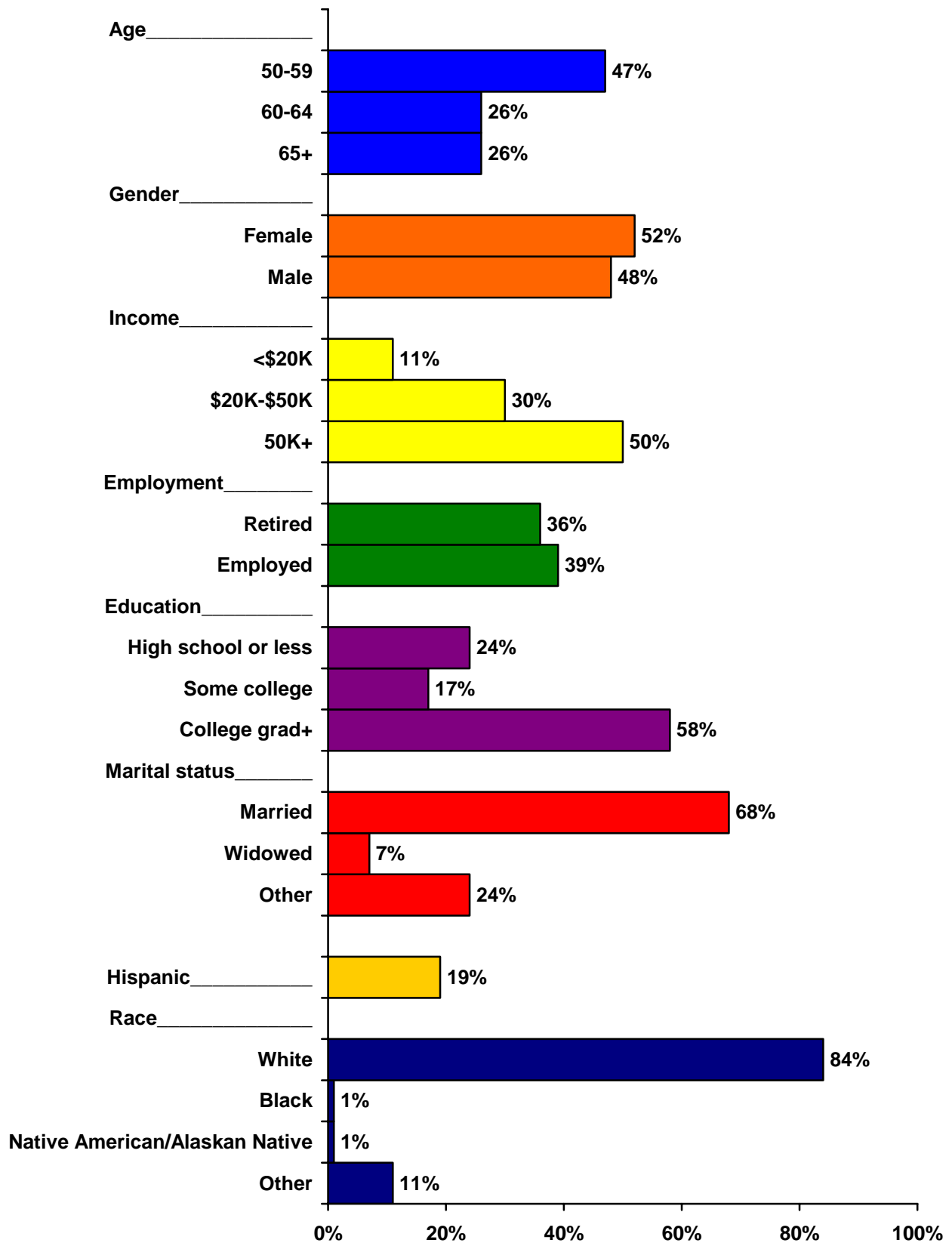
## Methodology

AARP commissioned Woelfel Research, Inc. to conduct a telephone survey from a list of randomly selected AARP Members in New Mexico age 50 to 70 years old. The survey was conducted between October 3 and October 9, 2006,<sup>5</sup> and a total of 800 interviews were completed. A sample of this size has a sampling error of plus or minus 3.5 percent. The survey responses were weighted to reflect the actual distribution of age of AARP members age 50 to 70 years in old in New Mexico. Further, the calculation of the weights was based only on the total number of AARP members that are age 50 to 70 years old in New Mexico. Weighted responses to all survey questions are in the attached annotated questionnaire. As of December 31, 2006, the number of AARP members in New Mexico was 253,328.

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<sup>5</sup> The response rate is 17 percent and the cooperation rate is 92 percent. The response rate is Response Rate 3 and the cooperation rate is Cooperation Rate 3 (AAPOR, 2006).

## Demographic Characteristics of Respondents (N=800)



## **ANNOTATED QUESTIONNAIRE**

## NM Older Worker Telephone Survey AARP Members 50-70

(AARP Members Weighted n = 800; Response Rate = 17% Sampling Error = 3.5±%)  
(Percentages may not add to 100% due to rounding or multiple response.)

### Introduction/Screener

Hello, may I please speak with

{WHEN RESPONDENT OR SPOUSE IS ON THE PHONE, CONTINUE WITH:}

{NOTE: IF SPOUSE, THEY MUST CONSIDER THEMSELVES A MEMBER OF AARP}

Hello, this is \_\_\_\_\_ calling from Woelfel Research, a national opinion research firm. I am calling on behalf of A-A-R-P (American Association of Retired Persons). 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 10 minutes of your time.

{IF ASKED, "Where did you get my name?"

SAY "A-A-R-P provided a list of members for us to call."}

### Main Questions

**Q1.** Which statement best describes your current employment situation?

[READ EACH STATEMENT]

%

33	I work full-time	Go to Q3
6	I work part-time	Go to Q3
2	I am not working and I am looking for work	Go to Q3
7	I am not working and I am NOT looking for work	Go to Q2
4	Previously retired and working again full-time	Go to Q3
9	Previously retired and working again part-time	Go to Q3
2	Previously retired and looking for work	Go to Q3
36	Retired and not looking for work	Go to Q8
1	I have never worked	Go to Q2
0	Refused	Continue

**Q2.** Are you not working because you are a homemaker, a student, have a disability, or for some other reason? (n=67 Those respondents who are not working and not looking or who have never worked)

%

35	Homemaker	Go to Q8
0	Student	Go to Q8
44	Have a disability	Go to Q8
22	Some other reason	If some other reason, ask why? _____
0	Refused	Go to Q8

**Q3.** Thinking about your own current work situation, how likely is it that you will put off full retirement and work as long as possible? **[READ EACH ANSWER CATEGORY]** (n=445 Respondents who are working or looking for work)

<u>%</u>		
31	Extremely likely	
18	Very likely	
21	Somewhat likely	
14	Not too likely	
14	Not at all likely	
2	Don't know	DO NOT READ
<.5	Refused	Continue

**Q4.** At what age do you think you will retire and not work for pay at all? (n=445 Respondents who are working or looking for work)

<u>%</u>	
3	50-55
16	56-62
20	63-65
25	66-70
8	Plan to keep working
15	Don't know
1	Refused

**Q5.** At what age would you like to retire and not work for pay at all? (n=445 Respondents who are working or looking for work)

<u>%</u>	
1	Under 50
11	50-55
29	56-62
17	63-65
17	66-70
6	Plan to keep working
8	Don't know
1	Refused

**Q6.** Please tell me how important each of the following factors is in your decision to continue working. Would you say that **[INSERT ITEM BELOW AND RANDOMIZE ORDER OF ITEMS]** is extremely important, very important, somewhat important, not very important, or not at all important? **[READ EACH ANSWER CATEGORY]** (n=445 Respondents who are working or looking for work)

**Q6. (continued)** Would you say that...?

	Extremely Important	Very Somewhat	Somewhat Important	Not too Important	Not at all Important	DK/ NR
a. Earning money .....	30%	32%	28%	6%	4%	<.5%
b. A job that is challenging and uses my skills and experience.....	29%	39%	18%	6%	6%	1%
c. Wanting to stay involved and connected to others .....	22%	38%	25%	9%	6%	1%
d. A job with lessened responsibilities, but where I can utilize my skills and experience .....	12%	30%	27%	15%	15%	1%
e. Health insurance coverage .....	38%	27%	9%	7%	18%	1%
f. Qualifying for retirement benefits .....	26%	30%	16%	8%	18%	2%
g. A job that is less stressful than my previous or current job.....	15%	26%	19%	18%	20%	2%
h. A new career .....	4%	9%	17%	24%	46%	2%

**Q6. (continued)**

**What else would be a factor?**

<u>%</u>	
38	I like it/enjoy it
16	Stay active
23	Gets me out of the house/I was bored
6	Being able to work part-time
2	Pay the mortgage
12	Having extra funds to help the family
9	Health care/Health insurance
5	Don't know

**Q7. Now thinking about your current employer, please tell me if your employer offers [INSERT ITEM BELOW AND RANDOMIZE ORDER OF ITEMS] [Interviewer Prompt: If work for more than 1 employer, ask to describe the one they spend the most time at. Do not ask those who are not working and not looking for work or who are previously retired and not looking for work in question 1.] [READ EACH CATEGORY] (n=408 Respondents who are currently working)**

**Q7. Now thinking about your current employer, please tell me if your employer offers...**

	Yes ▼	No ▼	DK/NR ▼
A flexible work schedule .....	69%	29%	2%
The ability to work from home .....	36%	62%	1%
On-the-job training .....	72%	26%	2%
Guaranteed pension benefits.....	42%	56%	3%
The opportunity for part-time work.....	70%	29%	2%
A 401(k) retirement plan.....	47%	50%	4%
Prescription drug benefits or insurance .....	66%	31%	3%
Adequate paid time off such as sick time or vacation time .....	71%	27%	2%
A friendly work environment .....	92%	6%	2%
Healthcare benefits or insurance.....	70%	29%	1%
A salary that I can live on .....	75%	21%	4%
The opportunity to learn new things.....	79%	20%	1%
The chance to use your skills and talents.....	90%	8%	2%
Dental benefits or insurance .....	60%	39%	2%
A phased retirement program [IF RESPONDENT ASKS WHAT THIS IS READ: A program that allows employees to ease into retirement by reducing the number of hours they work and allow payment of a pension.] .....	24%	70%	6%
The chance to pursue something you have always wanted to do .....	55%	41%	4%

**Q8. When thinking about your ideal job, how important is each of the following things?**

**How important is** [INSERT ITEM BELOW AND RANDOMIZE ORDER OF ITEMS] **Would you say it is extremely important, very important somewhat important, not very important, or not at all important?** [READ EACH CATEGORY]

	Extremely Important ▼	Very Somewhat ▼	Somewhat Important ▼	Not too Important ▼	Not at all Important ▼	DK/ NR ▼
a. A flexible work schedule .....	19%	41%	25%	9%	5%	<.5%
b. The ability to work from home .....	10%	22%	25%	19%	22%	1%
c. A short commute.....	21%	44%	22%	7%	6%	1%
d. On-the-job training.....	20%	43%	21%	8%	8%	<.5%
e. Guaranteed pension benefits.....	33%	38%	13%	6%	9%	2%
f. The opportunity for part-time work .....	11%	30%	28%	16%	14%	1%
g. A 401(k) retirement plan.....	23%	36%	16%	12%	11%	2%
h. Dental benefits or insurance.....	28%	39%	16%	8%	8%	1%
i. Ethnic and racial diversity .....	12%	31%	24%	15%	16%	3%
j. Prescription drug benefits or insurance .....	36%	42%	10%	5%	8%	1%
k. Adequate paid time off such as sick time or vacation time .....	30%	49%	13%	4%	4%	1%
l. A friendly work environment .....	36%	54%	7%	1%	1%	1%
m. Healthcare benefits or insurance.....	45%	37%	6%	5%	7%	<.5%



**Q8. (continued) When thinking about your ideal job, how important is each of the following things? How important is...**

		<b>Extremely Important</b> ▼	<b>Very Somewhat</b> ▼	<b>Somewhat Important</b> ▼	<b>Not too Important</b> ▼	<b>Not at all Important</b> ▼	<b>DK/ NR</b> ▼
n.	A salary I can live on .....	45%	40%	8%	3%	3%	<.5%
o.	The opportunity to learn new things	22%	49%	22%	5%	3%	<.5%
p.	The chance to use your skills and talents .....	29%	52%	14%	2%	2%	1%
q.	The chance to pursue something you have always wanted to do .....	22%	46%	19%	7%	5%	1%
r.	A phased retirement program .....	15%	32%	20%	16%	14%	3%

**Q8. (continued)**

**Is something else important?**

<u>%</u>	
3	I like it/enjoy it
5	Stay active
3	Gets me out of the house/I was bored
88	Don't know

**Q9. How helpful would resources on [INSERT ITEM BELOW AND RANDOMIZE ORDER OF ITEMS] be to you? [READ EACH CATEGORY]**

		<b>Extremely Helpful</b> ▼	<b>Very Helpful</b> ▼	<b>Somewhat Helpful</b> ▼	<b>Not very Helpful</b> ▼	<b>Not at all Helpful</b> ▼	<b>DK/No Response</b> ▼
a.	Finding employment.....	13%	26%	24%	16%	21%	1%
b.	Enhancing your job skills .....	14%	37%	26%	11%	12%	1%
c.	Balancing work and family.....	20%	32%	19%	13%	17%	1%
d.	Caring for parents or older relatives.....	18%	30%	16%	12%	22%	3%
e.	Phased or partial retirement ...	13%	31%	28%	13%	15%	2%
f.	Making sure you have enough money in retirement ...	38%	39%	12%	4%	6%	1%
g.	Making sure you have adequate health insurance .....	38%	38%	11%	5%	7%	1%

**Q10.** Now, I'm going to read you some statements people have made about work and retirement. How strongly do you agree or disagree that [INSERT ITEM BELOW AND RANDOMIZE ORDER OF ITEMS] Would that be strongly agree, somewhat agree, neither agree or disagree, somewhat disagree, or strongly disagree? [READ EACH CATEGORY]

	<b>Strongly Agree</b>	<b>Somewhat Agree</b>	<b>Neither Agree Nor Disagree</b>	<b>Somewhat Disagree</b>	<b>Strongly Disagree</b>	<b>DK/ NR</b>
	▼	▼	▼	▼	▼	▼
a. Nobody should be forced to retire because of age if they want to continue to work .....	68%	15%	4%	7%	5%	1%
b. Most employers discriminate against older workers .....	31%	29%	10%	14%	10%	6%
c. Older people should be forced to retire at some age in order to open up jobs and promotions for younger people .....	4%	12%	7%	18%	57%	1%
d. Most older workers can perform as well on the job as most younger workers.....	54%	26%	7%	8%	4%	2%

**Q11.** Next, I'm going to ask you some questions about work-related discrimination due to age. Do you believe you, a family member, or a friend experienced any of the following situations because of age since turning 40. Do you believe you, a friend or a family member have....[(READ INTRO ONLY ONCE AND THEN LIST) (INSERT ITEM BELOW AND RANDOMIZE ORDER OF ITEMS) (AFTER EACH OPTION READ AGAIN: BECAUSE OF AGE SINCE TURNING 40)].

	<b>Yes, I have</b>	<b>Yes, someone I know has</b>	<b>Yes, both</b>	<b>No</b>	<b>DK/ NR</b>
	▼	▼	▼	▼	▼
a. Not been hired for a job? .....	9%	13%	3%	72%	2%
b. Been passed over for a raise, promotion or chance to get ahead? .....	7%	12%	5%	75%	2%
c. Been denied access to training or the opportunity to acquire new skills? .....	4%	7%	3%	85%	1%
d. Been laid off, fired, or forced out of a job?	4%	13%	3%	80%	1%
e. Been encouraged or forced to retire before you or they preferred to retire? .....	3%	13%	2%	81%	1%
f. Received or been exposed to unwelcome comments about age in the workplace? .....	7%	7%	5%	80%	1%

**Q12.** In your opinion, how important it is for an organization to plan for holding onto the knowledge and experience of employees who are about to leave or retire? Would you say it is extremely important, very important, somewhat important, not very important, or not at all important? **[READ EACH CATEGORY]**

<u>%</u>		
44	Extremely important	
42	Very important	
12	Somewhat important	
1	Not very important	
1	Not at all important	
1	Don't know	DO NOT READ
<.5	Refused	Continue

## DEMOGRAPHIC (D) QUESTIONS

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

**D-1 RECORD GENDER: DO NOT ASK**

<u>%</u>	
48	Male
52	Female

**D-2** What is your age as of your last birthday? \_\_\_\_\_ (in years)

<u>%</u>	
47	50-59
26	60-64
26	65+

**D-3** In what county do you live? \_\_\_\_\_

**D-4** Thinking about your state elections for New Mexico Governor and State Legislators in the last ten years, how often would you say you vote? Would you say you vote always, most of the time, about half of the time, seldom, or never?

<u>%</u>		
65	Always	
19	Most of the time	
5	About half of the time	
3	Seldom	
7	Never	
1	Don't know	DO NOT READ
1	Refused	Continue

**D-5** What is your current marital status? [READ EACH ANSWER CATEGORY]

<u>%</u>		
68	Now married	
2	Not married, living with partner	
1	Separated	
16	Divorced	
7	Widowed	
5	Never married	
<.5	Don't know	DO NOT READ
1	Refused	Continue

**D-6** What is the highest level of education that you completed? [READ EACH ANSWER CATEGORY]

<u>%</u>		
5	0-12 <sup>th</sup> grade (no diploma)	
19	High school graduate or equivalent	
17	Post-high school education (no degree)	
13	2 year college degree	
16	4 year college degree	
8	Post-graduate study (no degree)	
22	Graduate or professional degree(s)	
<.5	Don't know	DO NOT READ
1	Refused	Continue

**D-7** What is your race? [READ EACH ANSWER CATEGORY]

<u>%</u>		
84	White or Caucasian	
1	Black or African American	
1	Asian	
1	American Indian or Alaskan Native	
10	Hispanic	
1	Mixed	
<.5	Other	
<.5	Don't know	DO NOT READ
3	Refused	Continue

**D-8** Are you of Spanish, Hispanic, or Latino origin?

<u>%</u>		
19	Yes	
80	No	
<.5	Don't know	DO NOT READ
1	Refused	Continue

**D-9** We realize income is a private matter and so rather than ask anything specific about your income, I'd like to ask you to please stop me when I get to the category that includes your annual household income before taxes in 2005?

<u>%</u>		
3	Less than \$10,000	
8	\$10,000 but less than \$20,000	
13	\$20,000 but less than \$35,000	
17	\$35,000 but less than \$50,000	
13	\$50,000 but less than \$60,000	
10	\$60,000 but less than \$75,000	
12	\$75,000 but less than \$100,000	
15	\$100,000 or more	
3	Don't know	DO NOT READ
7	Refused	Continue

**D-10** In general, would you say your health is excellent, very good, good, fair, or poor?

<u>%</u>		
27	Excellent	
34	Very good	
21	Good	
12	Fair	
6	Poor	
<.5	Don't know	DO NOT READ
1	Refused	Continue

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

**AARP**

**Knowledge Management**

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