

Fast Facts from EBRI

Contact: John MacDonald, EBRI, (202) 775-6349, macdonald@ebri.org

FFE #104, Nov. 6, 2008

State-by-State Participation in 401(k)-Type Plans

WASHINGTON—How many wage and salary workers in each state participate in 401(k)-type plans? What does that translate into on a percentage basis?

This *Fast Facts from EBRI*, published by the nonpartisan Employee Benefit Research Institute (EBRI), provides answers to those questions. The data below are EBRI estimates from the U.S. Census Bureau's 2001 Panel of the Survey of Income and Program Participation, which contains data for 2003, the latest available with individual state-by-state data on this topic.

In 2003, 43.42 million wage and salary workers participated in a 401(k)-type plan, representing 34.6 percent of wage and salary workers. States with the highest number of participants among wage and salary workers in 2003 were California (4.29 million) and Texas (2.96 million). States with the lowest number of participants were Hawaii (120,000) and Alaska (150,000). States with the highest percentage participating among wage and salary workers in 2003 were Alaska (49.1 percent) and, Iowa (43.3 percent). States with the lowest percentage participation were West Virginia (24.5 percent) and Utah (26.6 percent).

Here is a state-by-state list of the number and percentage participating in 401(k)-type plans in 2003:

State	Number (in millions)	Percentage	State	Number (in millions)	Percentage	State	Number (in millions)	Percentage
All	43.42	34.6%	Kansas	0.40	34.7%	Ohio	1.70	35.2%
Alabama	0.42	26.1%	Kentucky	0.57	27.1%	Oklahoma	0.58	35.9%
Alaska	0.15	49.1%	Louisiana	0.67	33.4%	Oregon	0.58	36.9%
Arizona	0.83	28.7%	Maryland	0.94	41.7%	Pennsylvania	2.21	39.9%
Arkansas	0.24	30.8%	Massachusetts	0.94	33.7%	Rhode Island	0.16	40.9%
California	4.29	29.9%	Michigan	1.67	40.3%	South Carolina	0.70	40.8%
Colorado	0.57	36.8%	Minnesota	1.03	37.7%	Tennessee	0.61	29.8%
Connecticut	0.57	34.2%	Mississippi	0.43	34.3%	Texas	2.96	33.7%
Delaware	0.16	39.9%	Missouri	1.05	33.6%	Utah	0.34	26.6%
District of Columbia	0.11	39.7%	Montana	0.22	30.9%	Virginia	1.41	40.1%
Florida	2.04	28.3%	Nebraska	0.42	35.3%	Washington	1.04	37.4%
Georgia	1.19	31.0%	Nevada	0.21	27.9%	West Virginia	0.18	24.5%
Hawaii	0.12	34.7%	New Hampshire	0.35	38.8%	Wisconsin	1.16	41.3%
Idaho	0.26	32.5%	New Jersey	1.49	37.6%	Maine, Vermont	0.26	39.3%
Illinois	2.16	37.4%	New Mexico	0.17	41.1%	North/South Dakota, Wyoming	0.25	39.5%
Indiana	0.99	35.7%	New York	2.67	34.1%			
Iowa	0.64	43.3%	North Carolina	1.32	38.9%			

Fast Facts from EBRI is issued by the nonpartisan Employee Benefit Research Institute to highlight benefits information that may be of current interest. Established in 1978, EBRI is an independent nonprofit organization committed exclusively to data dissemination, policy research, and education on economic security and employee benefits. EBRI does not take policy positions and does not lobby.