

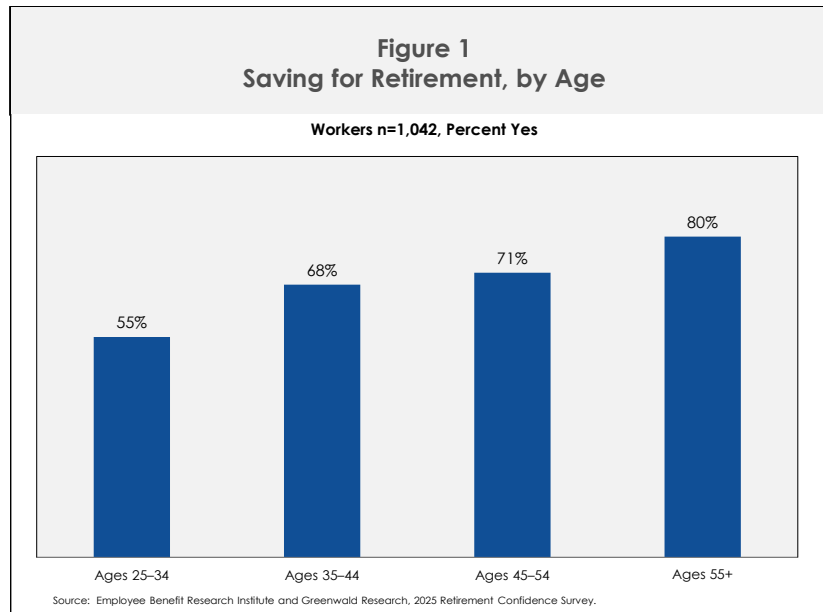
## 2025 RCS FACT SHEET #4

### AGE COMPARISONS AMONG WORKERS

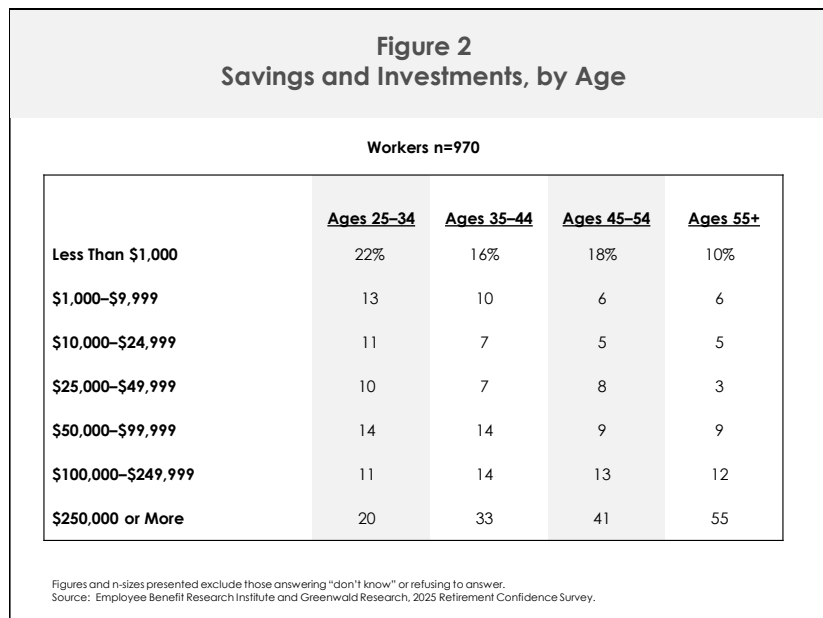
The 35th annual Retirement Confidence Survey (RCS) shows that workers ages 35–44 are as likely to have taken certain steps to prepare for retirement and be confident in their retirement prospects as older workers (ages 55 or older). However, those ages 45–54 appear to be lagging in confidence in some aspects of retirement preparations.

#### Saving for Retirement

Overall, seven in 10 workers (69 percent) report they or their spouse have personally saved money for retirement. Older workers (ages 55 or older) are more likely to have saved for retirement than workers younger than age 55 (Figure 1).

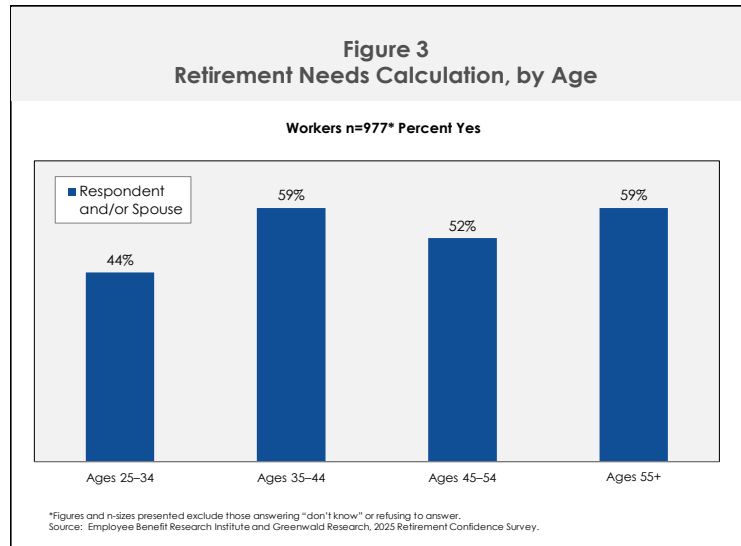


Older workers (ages 55 or older) are more likely than the youngest workers to report the highest amounts of assets, excluding the value of their home (Figure 2).

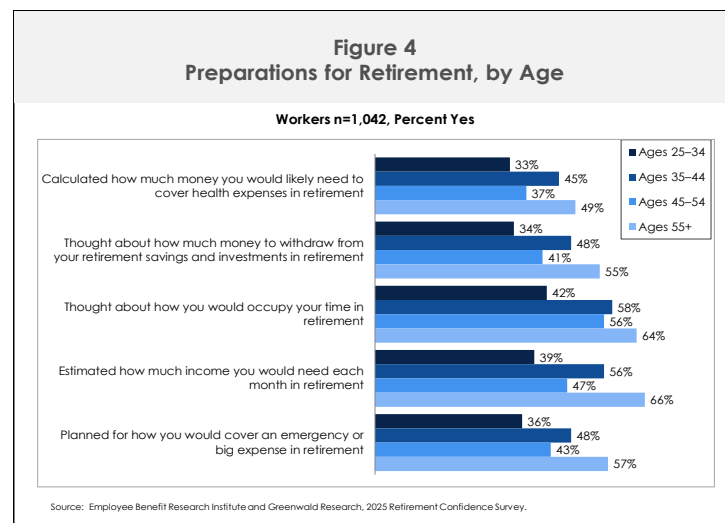


## Planning for Retirement

Despite approaching retirement age, just six in 10 workers (59 percent) ages 55 or older have tried to calculate how much money they will need to have saved so that they can live comfortably in retirement. This is only significantly higher than the percentage among workers ages 25–34 (Figure 3).

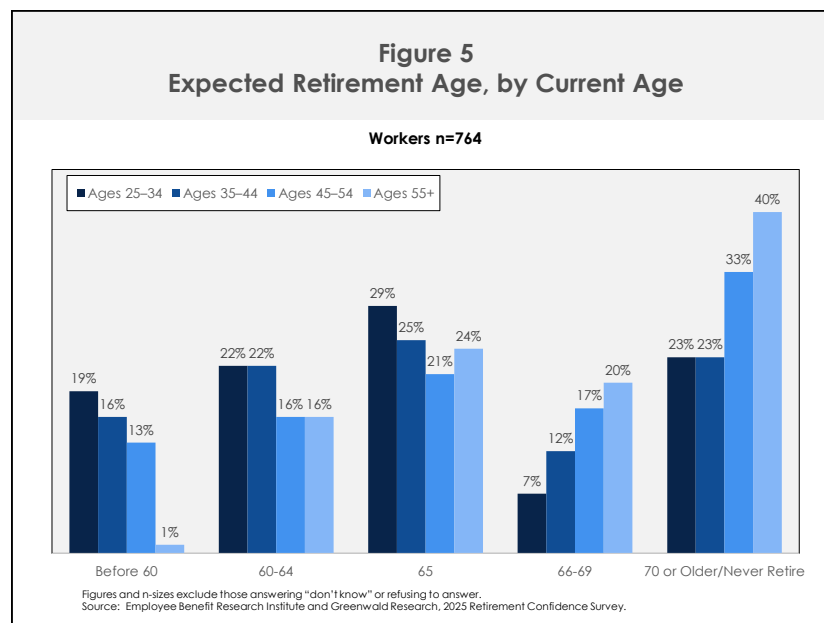


There are other steps that individuals can take to prepare for retirement, including such things as thinking about how much money to withdraw from retirement savings, thinking about how to occupy time in retirement, estimating how much monthly income is needed, planning for covering an emergency expense in retirement, and calculating how much will likely be needed to cover health expenses in retirement. The likelihoods of having taken each of these steps are significantly higher for workers ages 55 or older than for workers ages 25–34, and the same is true of all steps except having thought how they would occupy their time in retirement for workers ages 55 or older compared with those ages 45–54 (Figure 4).



## Expected Retirement Age

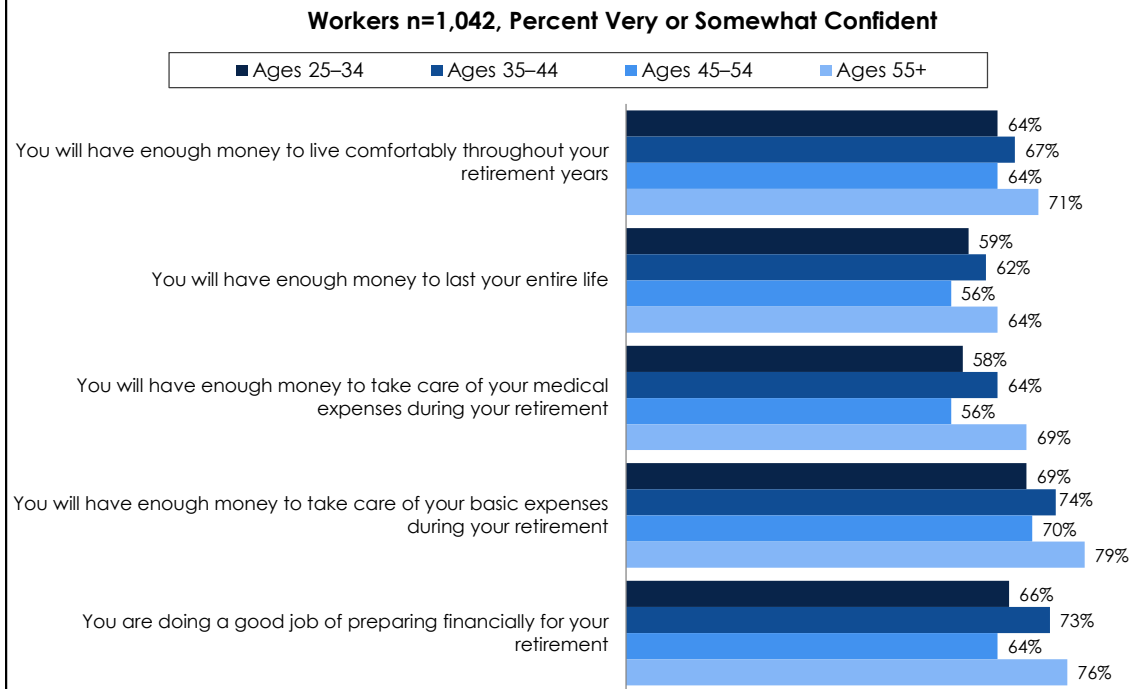
Younger workers are more likely to expect to retire at the youngest ages, if they give a retirement age. Among workers willing to estimate their retirement age, 19 percent of workers ages 25–34 and 16 percent of workers ages 35–44 expect to retire before age 60, compared with 1 percent of workers ages 55 or older. In contrast, more workers ages 55 or older expect to retire at ages 70 or older or never retire than those younger than age 45 (Figure 5).



## Retirement Confidence

Overall, two-thirds of workers (67 percent) are very or somewhat confident about having enough money to live comfortably in retirement, which is not statistically different by age. Older workers (ages 55 or older) are more likely than the youngest workers (ages 25–34) to be confident in certain financial aspects of retirement. Specifically, they are more likely to be confident in having enough money to cover medical expenses, having enough money to cover basic expenses, and doing a good job preparing for retirement (Figure 6). Those ages 45–54 are less confident in the job they are doing preparing for retirement compared with both those ages 35–44 and those 55 or older, and they are less confident about being able to cover medical expenses in retirement compared with those ages 55 or older.

**Figure 6**  
**Confidence in Various Aspects of Retirement, by Age**



Source: Employee Benefit Research Institute and Greenwald Research, 2025 Retirement Confidence Survey.

###