

Retirement Benefit Trends Over 20 Years

The last two decades have seen dramatic changes in the retirement landscape for both employees and employers. For workers, the shift to employee-funded retirement savings models has made saving for retirement more important than ever. At the same time, employers should both help their employees save and enable them to convert their savings to guaranteed income that can't be outlived.

For the 20th anniversary of MetLife's Employee Benefit Trends Study, we look at how the changing retirement landscape has impacted U.S. workers — and how organizations can support their employees' retirement needs today.

Then and Now:

How much are employees saving for retirement?

2002

While **1 in 4** employees were on track with their retirement goals, most struggled to save enough for retirement:



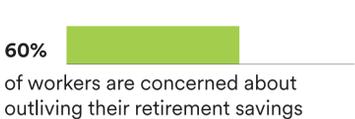
Overall, **79%** of workers surveyed said they were concerned about outliving their retirement assets

2022

Today's workforce is split on their retirement savings. Those who save are more likely to be on track with their goals — but the proportion of workers who have not yet started saving has nearly tripled since 2002.



Making retirement savings last is a top concern for employees today:



How do retirement savings trends differ by generation?

Lower savings rates are primarily driven by younger employees, but many older workers struggle to save, too — and it's impacting their financial well-being

ages: 21-25 Gen Z	ages: 26-40 Millennials
ages: 41-56 Gen X	ages: 57+ Boomers

34% of all employees say not having enough money saved to retire is a cause of poor financial health

Proportion of workers who have not started saving for retirement:



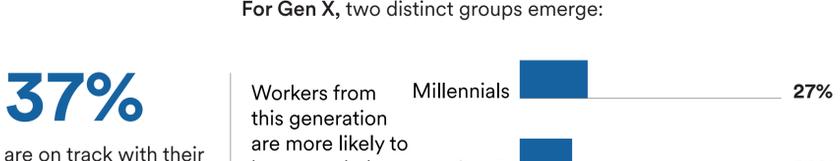
For Millennials, a slow start to planning may pose a concern:

Millennials are more worried about outliving their retirement savings than other generations



Yet, **Less than 1 in 3** have started planning to achieve their financial goals

For Gen X, two distinct groups emerge:



However, **54%** are behind on their goals or have not started saving for retirement

As a result, each generation may have slightly different needs and priorities when it comes to retirement planning

Then and Now:

What is the employer's role in retirement planning?

Employees and employers agree: employers have a responsibility to help their workers prepare financially for retirement

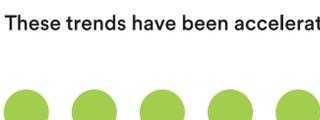
2002

Employers ranked "providing retirement education/providing" as the second most important benefits strategy

2022

77% of employers say helping employees prepare to retire is an important employee benefit objective

These trends have been accelerated by the pandemic:



8 in 10 employers (79%) say that they have a responsibility to help their employees adequately save for retirement, up from **68%** in 2019



Today, **56%** of employees believe that employers have the responsibility to help them adequately save for retirement

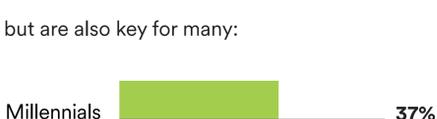
What benefits do employees want?

Retirement benefits are the **second most important** element of the benefits package that contributes to an employee's decision to stay at an organization

Retirement benefits are particularly important to:



but are also key for many:



Nearly all employees are at least somewhat interested in having their employer provide a way to convert some or all of their defined contribution plan into a stream of income at retirement

And Millennials (**76%**), followed by Gen Z (**73%**) and Gen X (**63%**), are "very" or "extremely interested" in annuities

Supporting a more secure retirement for your workers

Employers have an opportunity to help their employees achieve financial security, and build a more secure retirement.

Review your company's retirement plan today to ensure your employees have access to the savings and income safeguards they need.

Learn more at [metlife.com/RIS](https://www.metlife.com/RIS)

Note: All data referenced in this infographic are from MetLife's 2022 Employee Benefit Trends Study.