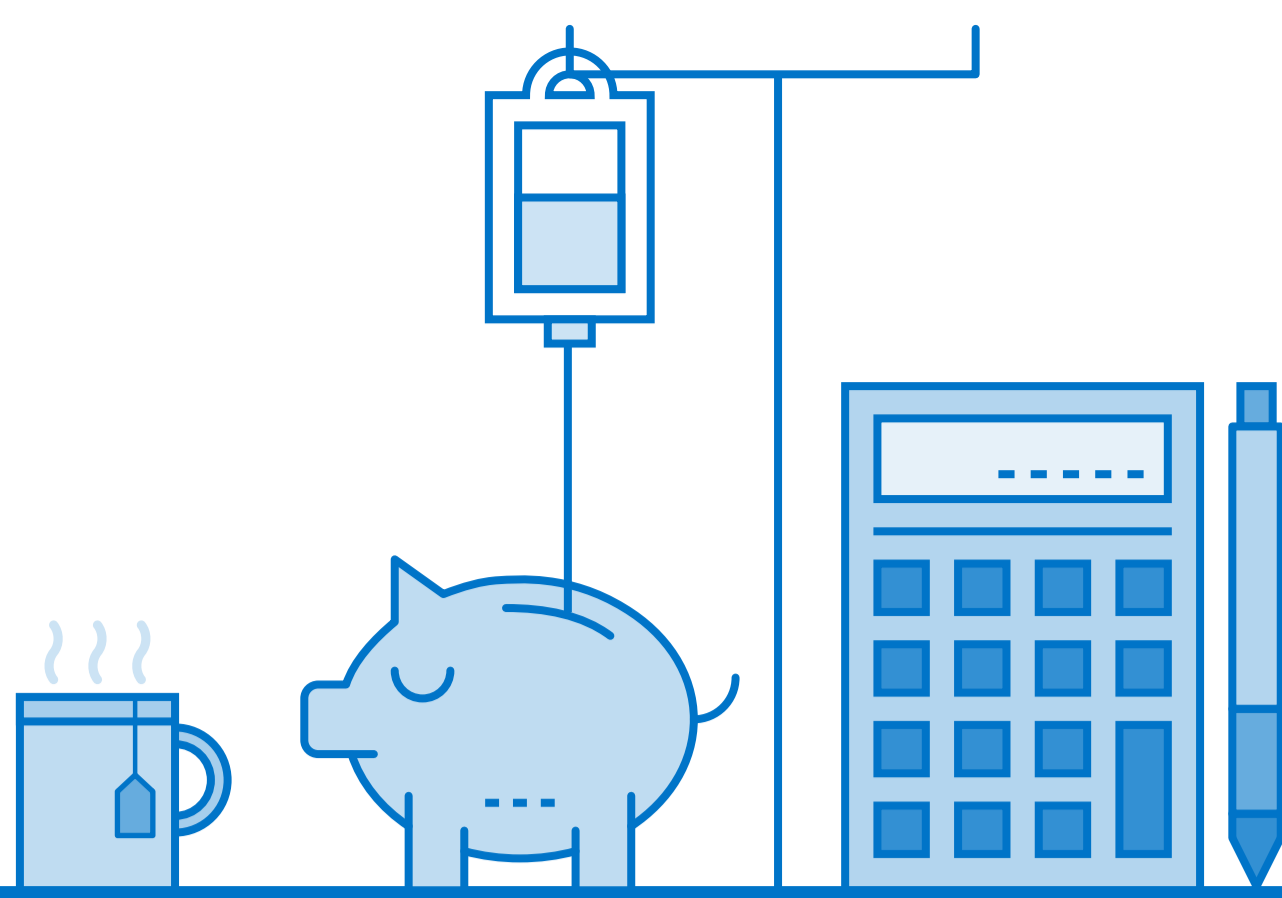


# FINANCIAL HEALTH AT WORK

A Prescription for Productivity



## Financial Stress at Work Is Hurting Employee Productivity

85% of Americans are **anxious about their financial lives**.<sup>1</sup>



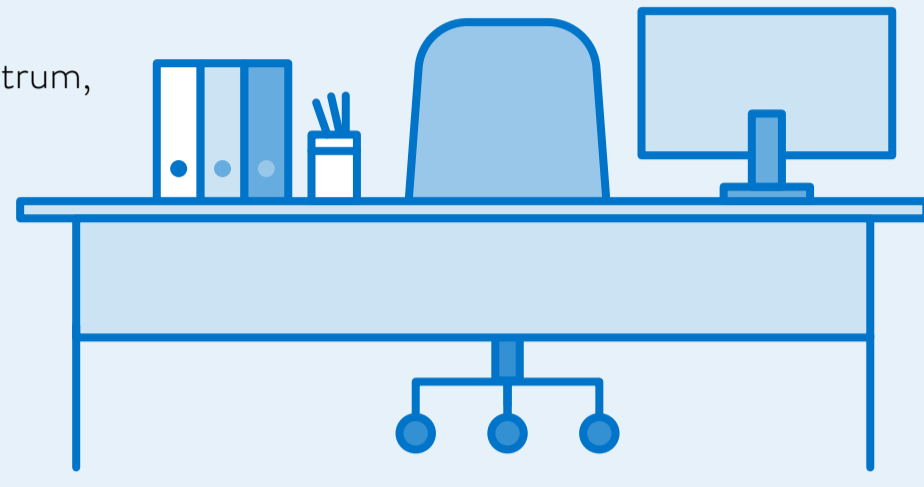
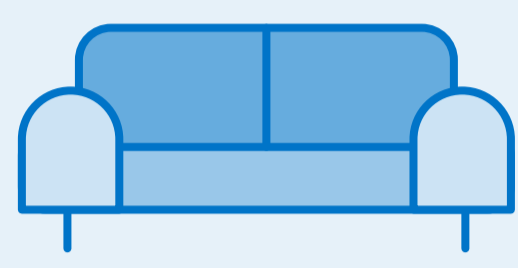
Nearly **1 in 3** employees report that issues with personal finances have been a **distraction at work**.<sup>2</sup>



**13 hours** per month, on average, is spent by employees **worrying about money matters at work**.<sup>3</sup>



**Financial struggles** impact workers across the spectrum, even **high-income earners**.<sup>4</sup>



One worker study found that employees with high financial stress are twice as likely to report poor health overall and are **more than four times as likely to suffer from fatigue, headache, depression, or other ailments**.<sup>5</sup>



## Investing in Employee Financial Health is Good for Business

Employers who address the financial health of their workforce can see stronger business results through higher productivity, increased employee loyalty, and an improved reputation.

### Survey Spotlight:

90% of young employees would commit to a job for five years in return for help with their student loans.<sup>6</sup>

### The ROI of Employee Financial Health

- Increased Productivity
- Improved Job Satisfaction
- Higher Retention
- Better Utilization of 401(k), FSA and HSA
- Builds Brand Reputation
- Lowered Stress
- Reduced Distraction & Presenteeism
- Lowered Absenteeism
- Reduced Health Insurance Costs

## Financial Wellness at Work is Catching On, but Education is Not Enough

58% of employers are already offering employees some help with at least one component of financial wellness, according to Aon.<sup>7</sup>



Overwhelmingly, **financial education** is the most common financial wellness service offered by employers.<sup>8</sup>



However, **education alone is not enough**. To actually reduce financial stress, financial education efforts need to be coupled with products and services that encourage behavior change and help employees spend, save, borrow, and plan:



### SPEND

- Direct deposit
- Bank account opening
- Payroll cards
- HSAs, FSAs
- Bill payment
- Tax prep

### SAVE

- Retirement savings
- Short-term and emergency savings
- Income smoothing
- Education savings

### BORROW

- Pay advances
- Retirement plan loans
- Third-party loans
- Debt management & credit building strategies
- Student loan debt management strategies

### PLAN

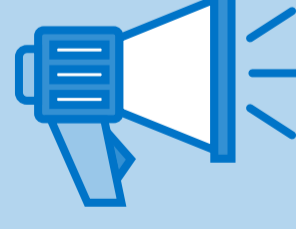
- Financial counseling & coaching
- Personal financial management tools
- Retirement planning
- Health insurance
- Life and disability insurance

## 5 Ways to Help Your Employees Engage with Financial Health Benefits

**1** **Talk to your staff.** Survey your employees to determine which benefits and resources are needed most.



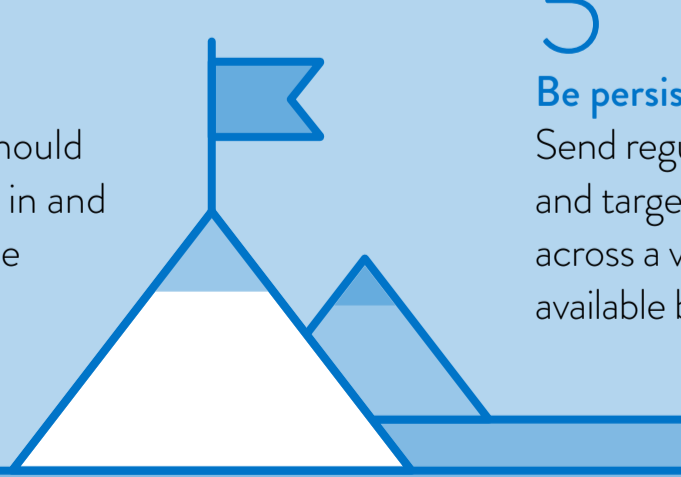
**2** **Set up for success.** Ensure that available benefits are known to staff, as well as easy to find and easy to use.



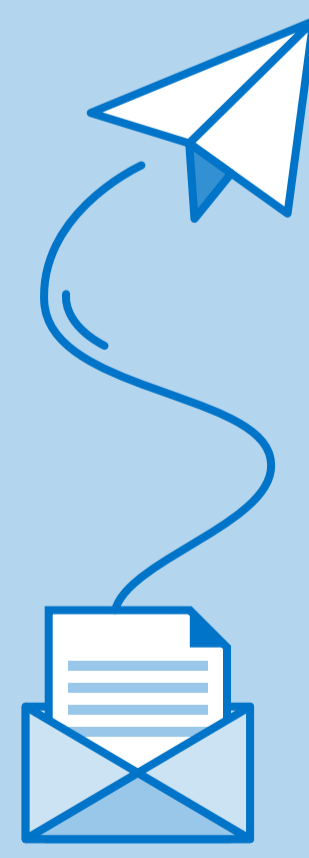
**3** **Track your impact.** Continually capture employee feedback, measure and evaluate initiatives, and identify ways to improve engagement.



**4** **Lead the change.** Company leaders should be actively invested in and promoting employee financial health.



**5** **Be persistent.** Send regular communications and targeted alerts to employees across a variety of channels about available benefits and resources.



To learn more about employee financial health, check out CFSI's report **Employee Financial Health: How Companies Can Invest in Workplace Wellness**, reach out to your HR benefits provider, or contact us at [info@cfsinnovation.org](mailto:info@cfsinnovation.org).

[www.cfsinnovation.org](http://www.cfsinnovation.org)

### Sources:

<sup>1</sup>CFSI's report Employee Financial Health: How Companies Can Invest in Workplace Wellness benefits from strategic contributions and financial support from Morgan Stanley. The opinions expressed are those of CFSI and do not necessarily represent those of our sponsors.

### Notes:

<sup>1</sup>Northwestern Mutual, "Planning and Progress Study 2016," March 29, 2017.  
<sup>2</sup>Kent Allison, "Employee Financial Wellness Survey: 2017 Results," PwC, April 2017.  
<sup>3</sup>Mercer, "Inside Employee's Minds - Financial Wellness", 2017.  
<sup>4</sup>Center for Financial Services Innovation, "Understanding and Improving Consumer Financial Health in America," 2015.  
<sup>5</sup>Donn Hess, "Finding the Links Between Retirement, Stress, and Health," Lockton, 2016.  
<sup>6</sup>Allesandra Lanza, "Young Workers Turn to Employers for Student Loan Debt Solutions," U.S. News, March 29, 2017.  
<sup>7</sup>Aon Hewitt, "2017 Hot Topics in Retirement and Financial Well-Being," 2017.  
<sup>8</sup>Center for Social Development (George Warren Brown School of Social Work, Washington University), "Employee Financial Wellness Programs Project: Comprehensive Report of Findings," 2017.

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