

SOURCE STUDY TITLE AND AUTHOR

Financial Wellness in the Workplace Report: What Today's Workers Value Most Across Generations, PNC Bank, 2025

SUMMARY

Increasing Employee Financial Wellness: A Win-Win for Workers and Companies

DESCRIPTION

In today's evolving workplace, providing a corporate financial wellness program is a win-win. Financial concerns remain the leading source of stress for Americans: 71% say financial strain affects their mental health, 54% report physical health impacts, and 46% note declines in productivity. Reflecting an uptick from 2024, employees now spend nearly four hours per week at work worrying about finances, and 67% are living paycheck to paycheck.

Employers are feeling the effects. Declining morale, reduced productivity, and rising performance issues closely track with financial stress levels. Nearly 80% of employers report that personal financial strain harms their business outcomes.

KEY FINDINGS

When individual financial wellness is attained, mental and physical health improve, and individuals feel more stable and hopeful. These benefits accrue to employers in the form of greater productivity, higher rates of job satisfaction, lower turnover, and improved business outcomes. Moreover, 81% percent of employees are more likely to stay with an employer that offers financial wellness benefits, up from 78% in 2024.

A variety of solutions exist for businesses to support their employee's financial wellbeing, including:

- Access to financial education and financial management tools;
- Support in retirement planning; and,
- Debt management and student loan repayment support.

Employees connected to a financial planner are most confident in meeting their financial goals: 91% of employees working with a financial planner report feeling confident in setting a budget and 82% say they can stick to a budget. Conversely, 72% of employees who have never worked with a financial planner are not confident in setting a budget and 63% are not confident in sticking to a budget.

Retirement planning support can also significantly contribute to employee wellbeing. While 78% of U.S. employers believe their workers are prepared for retirement, only 45% of workers agree. Important generational differences exist in employee confidence level for retirement, with younger generations feeling more confident and older generations feeling more worried. Organizations can help employees meet their retirement goals as part of a financial wellness benefit by:

- Auto-enrolling new workers in retirement plans;
- Increasing annual contributions to retirement plans; and,
- Matching worker's contributions to retirement and/or student loan repayment.

Other financial wellness benefits that are valued by employees include emergency savings accounts, lifestyle savings accounts, and earned wage benefits.

PNC recommends five priorities for aligning financial wellness benefits with multigenerational workers' needs:

1. Boost engagement with existing benefits through targeted communication.
2. Enable confident financial decision-making by offering the right mix of benefits for your workers' needs.
3. Provide access to financial education to help employees take control of their financial wellbeing.
4. Grow matching retirement plan contributions.
5. Explore emerging benefits like earned wage access and lifestyle spending accounts.

SOURCE STUDY LINK

[2025 Financial Wellness in the Workplace Report](#)

