

Instructor's Tutelage

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Employees today are faced with a wider and increasingly complicated array of options for managing their money. Technological advances and unscrupulous predatory vendors have made Americans more vulnerable than ever before. Employees need help. Is there a more effective way? The answer is "yes." Workplace education courses are one of the few methods proven to improve employee behavior as well as financially

educate them. These improved behavioral changes and education have a direct impact on an organization's bottom line through...

- Less absenteeism
- Higher productivity
- Clearer focus on the job at hand
- Lower health care costs
- Increased participation in pension plans

The Heartland Institute of Financial Education has a wide array of financial courses to assist employers with these issues. All of HIFE's courses are offered onsite and taught by certified Instructors who have extensive experience in financial topics as well as educating adult learners.



Why Financial Wellness Programs Matter

By Joe DeSilva, ebn, Employee Benefit News, September 2016

Wellness programs — and the idea that investing in employees' social, mental and physical health can deliver solid returns — have been a well-established talent acquisition and retention pillar for quite some time. As wellness continues to evolve from simply a health focus to incorporating a financial focus, many employers are considering how they can implement a financial wellness program that will be beneficial to their employees and cost-effective for their business.

Human capital management provider ADP, in cooperation with SourceMedia, recently conducted a study that uncovered the benefits of financial wellness for both employers and employees and some of the obstacles that might prevent companies from offering them. Respondents — which consisted of employee benefits decision-makers — see financial wellness programs as having a positive impact on their workforce, but only one in five companies currently offer this benefit. However, interest appears to be growing; more than a third (36%) say they have a strategy or are considering financial wellness programs.

Growing employer interest
There's an increasing awareness



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that many employees still struggle with financial challenges stemming from the last recession. From dealing with debt to rebuilding retirement savings, many workers still feel financial stress in their personal lives that can spill into their professional lives, leading to lower levels of productivity and impacting the overall work environment. In fact, employees say they spend about three hours a week at work dealing with their finances, according to a PricewaterhouseCoopers study.

As a result, a growing number of employers are turning to financial wellness programs to provide a benefit that can help improve their workforce's retirement readiness, reduce financial stress and boost employees' financial preparedness for major life events. For example, 92% of employer-respondents in the ADP study confirm interest in providing their workforce with information about retirement planning basics, and 84% say the same of retirement income planning. Importantly, the majority of employers (86%) who offer such programs report doing so because of a general concern for their employees.

However, despite interest in financial wellness, many employers still cite a number of challenges preventing them from offering this type of program to their employees, such as a need to focus on other

aspects of their business (27%) or not enough resources (15%). Additionally, when employers begin to offer these programs, they are challenged with communication and education. About half of those polled indicate that maximizing employee participation is a top challenge.

Implementation best practices

As employers continue to learn more about financial wellness programs and how to incorporate them into their broader benefits portfolio, here are four best practices to follow when implementing a financial wellness program:

· Integrate financial wellness with an existing benefits offering.

Two-thirds of employers with financial wellness programs say theirs are either highly integrated or mostly integrated with other retirement or health and wellness offerings.

· Focus on financial basics.

Financial wellness programs can be broad, but a few items are considered "must-haves" by the majority of employers. The survey found that 86% of employers who have a financial wellness program say personal finance basics, such as debt management and budgeting, are included while 84% say the same about retirement planning.

· Tailor the program to workers' most pressing financial needs.

Employees face unique struggles, and employers are in a good position to create a financial wellness program that meets the specific needs of their workforce. Younger employees, for example, may need assistance with debt management, budgeting and retirement basics while older

employees may need guidance on how to maximize their retirement savings.

· Use "high-touch" methods for program delivery. Employers see seminars (73%), one-on-one coaching (69%) and phone support (60%) as most effective for delivering the program to their employees. Least effective methods included incentives (11%), gamification (22%) and mobile apps (38%).

Although launching a financial wellness program may seem daunting, employers can simplify the process by rolling out program components in phases that build on existing wellness or financial planning offerings. They can also leverage a range of expert resources for support, such as financial advisers who can help design and manage the programs, and provide additional content via seminars or one-on-one coaching for employees.

Implementing a financial wellness program can provide multiple benefits for employees and employers, which can include increased worker productivity, reduced absenteeism and lower healthcare costs. Employers have an opportunity to address these issues with comprehensive financial wellness programs that can help improve employees' overall wellbeing while also helping businesses attract and retain the best workers.

Source: http://www.benefitnews.com/opinion/why-financial-wellness-programs-matter?utm_medium=email&utm_source=newsletter&utm_campaign=ebn_new_retirement-sep%2019%20



Why More Women Than Ever Are Putting Off Retirement

By Ben Steverman ebn, Employee Benefits News September 2016

(Bloomberg) — More and more older Americans are working longer. Women, new research suggests, are much of the reason why. Working into your late 60s and even 70s is hardly as rare as it used to be; just ask Hillary Clinton, 68, or Donald Trump, 70. Today, Americans are more likely to work past 65 than at any point since before Medicare was created in the 1960s—but most are still men, whom we're used to seeing work well into old age. (Think Carl Icahn, still moving the market with his activist investing at 80, or Warren Buffett, at 86 still heading \$360 billion Berkshire Hathaway.)

Past work history also matters, and the surge of women into the workforce in the 1970s and 1980s means that these women, now older, have job skills, connections, and careers they can continue to pursue. As the oldest Baby Boomers reach their 70s, they're not only working but increasingly are working full-time. Almost half of women working in their late 60s are in full-time, year-round jobs, up from about 30% 20 years ago, Harvard University economics professors Claudia Goldin and Lawrence Katz found in new research.

Having kids does make it tougher for women to stay in the work force full-time from ages 25 to 44—something Goldin and Katz blame partly on the fact that parental leave of longer than 12 weeks isn't mandated—but it doesn't affect their participation later in life. While these mothers may end up earning less than if they hadn't had kids, they do seem to be restarting their interrupted careers once their children are older.

Not all the trends are so cheery. By the age of 65, women have typically spent less time in the workforce than men—which means less time saving for retirement and qualifying for Social Security benefits. Meanwhile, women in their mid-60s can expect to live longer than men; a current 65-year-old American man's average life expectancy is 83, while women can expect to live to almost 86 on average.

In a perfectly rational world, women might keep working a little longer to maximize their retirement benefits, but that's not happening—at least not among married straight women, according to new research by Harvard University health policy professor Nicole Maestas. Women are typically younger than their husbands, but they tend to retire at about the same time, often in their “peak earnings years,” Maestas wrote. (Their husbands tend to be already past their peak years.) Those early-retiring women not only miss out on the chance to bank assets and maximize Social Security benefits but also may be too young to qualify for Medicare. Other older women end up stuck working far longer than they'd like, financially unable to retire. “Americans now work more hours per day, days per week, weeks per year, and years per lifetime than

Money Matters

Employees answer the following question: I don't know how much money I need to save to fund the retirement I want

- Strongly disagree, 11%
- Somewhat disagree, 20%
- Neither agree nor disagree, 22%
- Somewhat agree, 34%
- Strongly agree, 13%



Source: BlackRock

Now, more women are working at ages when their mothers and grandmothers were long retired. Economists and other academics are trying to figure out why, and new research suggests the trend will continue, and could accelerate. A prime driver of working in old age is education: Both women and men with college educations are far more likely to be working in their late 60s and 70s than are less educated Americans, and the number of college graduates is on the rise.

A major factor in whether women postpone retirement is whether they like their jobs, said Goldin and Katz, who analyzed survey data linked to Social Security earnings records. “As jobs become more enjoyable and less onerous and as various positions become part of one's identity, women work longer,” they wrote. Children, on the other hand, aren't much of a factor in whether women work to 65 and beyond, Goldin and Katz found.

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Why More Women Than Ever Are Putting Off Retirement (cont.)

almost all rich countries on the planet," said New School economics professor Teresa Ghilarducci in an e-mail. Working even longer, she said, is a "lazy answer" to the American "retirement income security crisis." "Older Americans are nearing retirement with increasingly concerning levels of debt," wrote Annamaria Lusardi of George Washington University and Olivia Mitchell of the University of Pennsylvania's Wharton School in a forthcoming paper. Older women today, they found, are more indebted and "financially fragile" than older women in the past. Borrowers between the ages of 50 and 80 saw their debt loads rise about 60% from 2003 to 2015, even as younger borrowers' debt loads fell somewhat. Two-thirds of people 65 to 74 have debt, and people 65 and older are the fastest-growing group of bankruptcy filers. And women with debt—particularly mortgage debt—are more likely to end up working at age 65, Lusardi and Mitchell found.

Expect more and more older women to keep working, whether they want to or not. Younger women's participation in the labor force has actually fallen in recent years, while college graduation rates—the other important factor spurring women to work longer—continues to rise. But after analyzing the most recent data, Goldin and Katz found neither factor fully explained the rising number of women working past 65.

"Today's younger women will likely retire later than one would have predicted based on their educational attainment and lifecycle participation rates," Goldin and Katz wrote. Particularly among women 67 and younger, they wrote, "something else is keeping them in the labor force at older ages."

At age 70, Carol Gardner, a former advertising art director, now works "more than full-time" on a business she started 18 years ago, after a divorce left her depressed and in debt. Her business, *Zelda Wisdom*, started out selling greeting cards featuring Gardner's

bulldog, *Zelda*, and expanded into other merchandising, as well as an animated film series.

"I think back to my mother and grandmother," Gardner said in a phone interview from her home in Portland, Oregon. "When they said they were 70, I thought, 'My god, their lives are over.'"

Gardner hardly feels the same now—so why retire? "I'm having so much fun," she said. "I get physical exercise and I get mental exercise from it." Among women like her, she said, her attitude is hardly unique. "There are more opportunities for people to keep doing what they love to do," she said.

Then she had to cut the interview short. She had a meeting with her business's accountants.

Source: <http://www.benefitnews.com/news/why-more-women-than-ever-are-putting-off-retirement>