2023 RETIREMENT CONFIDENCE SURVEY
2023 RCS Overview

33rd Annual Retirement Confidence Survey (RCS)

The RCS is the longest-running survey of its kind, measuring worker and retiree confidence about retirement, and is conducted by the Employee Benefit Research Institute (EBRI) and Greenwald Research.

The 2023 survey of 2,537 Americans was conducted online January 5 through February 2, 2023. All respondents were ages 25 or older. The survey included 1,320 workers and 1,217 retirees — this year included an oversample of roughly 944 completed surveys among caregivers (598 workers and 346 retirees).

Data were weighted by age, sex, caregiver status, household income, and race/ethnicity. Unweighted sample sizes are noted on charts to provide information for margin of error estimates. The margin of error would be ± 2.8 percentage points for workers, ± 2.9 retirees, and ± 3.3 for caregiver respondents in a similarly sized random sample.

Please note percentages in the following tables and charts may not total to 100 due to rounding and/or missing categories. Any trend changes or differences in subgroups noted in text are statistically significant; if no trend changes are noted, there were no significant differences.

Suggested citation: Employee Benefit Research Institute and Greenwald Research, 2023 Retirement Confidence Survey, EBRI Chartbook (Employee Benefit Research Institute, April 27, 2023).
EBRI and Greenwald would like to thank the 2023 RCS sponsors who helped shape this year’s survey.

| American Funds / Capital Group | Mercer |
| Bank of America | Mutual of America |
| BlackRock | Nationwide |
| Columbia Threadneedle | NEFE |
| Empower | New York Life |
| Fidelity Investments | PGIM |
| FINRA | PIMCO |
| Jackson National | Principal Financial Group |
| J.P. Morgan Chase & Co | T. Rowe Price |
Americans’ optimism that they will have enough money to live comfortably throughout retirement declines.

Compared with 2022, both workers’ and retirees’ confidence have significantly dropped and returned to levels last seen in 2018. The last time a decline in confidence of this magnitude was observed was in 2008 during the global financial crisis.

Sixty-four percent of workers feel at least somewhat confident, with only 18% feeling very confident. While retirees’ confidence is slightly higher than workers’, still less than three-quarters feel at least somewhat confident, with only 27% feeling very confident (Figure 1, Figure 2).

Among those who do not feel confident, 4 in 10 workers and a quarter of retirees state it is due to having little to no savings. Inflation also has a large impact on Americans’ certainty, with 29% of workers and 42% of retirees stating this is the reason for their lack of confidence (Figure 3, Figure 4).

Americans believe the elevated inflation rates the United States has seen are not going away any time soon, with roughly 8 in 10 workers and retirees reporting they are concerned inflation will remain high for at least the next 12 months. Additionally, three-quarters of Americans are fearful that the U.S. economy will go into a recession over the next year (Figure 5, Figure 6).
Both workers and retirees report high concerns about inflation and its impact on their savings/spending.

The effects of inflation are heavy on Americans’ minds, as 84% of workers and 67% of retirees are concerned that the increasing cost of living will make it harder for them to save money (Figure 7, Figure 8). Four in ten workers and 3 in 10 retirees are not confident their money will be able to keep up with inflation in retirement, a significant increase compared with the one-third of workers who felt this way last year (Figure 9, Figure 10).

Americans’ budgets are in question, as 73% of workers and 58% of retirees are concerned they will have to make substantial cuts to their spending due to inflation (Figure 7, Figure 8). Three-quarters of workers report that they are concerned their salary will not be able to keep up with inflation (Figure 7), while half of retirees report that their overall spending is higher than expected (Figure 11), a significant increase over last year (36%). The share of retirees who report their retirement lifestyle is worse than they expected is slowly growing. Twenty-two percent feel it is worse now compared with 17% in 2020, just before the pandemic (Figure 12).
Workers’ debt levels are on the rise and are negatively impacting their ability to save for retirement.

Over 4 in 5 Americans feel knowledgeable about managing their day-to-day finances and 7 in 10 feel knowledgeable about managing savings and investments (Figure 13). While confidence in their financial knowledge remains high, workers’ debt problems appear to be worsening.

Significantly up this year, over 6 in 10 workers report their debt is a problem. However, consistent with last year, 34% of retirees report the same (Figure 14).

Nearly half of workers and a quarter of retirees agree debt is negatively impacting their ability to save for or live comfortably in retirement. Additionally, half of workers and one-third of retirees believe their non-mortgage debt is having a negative impact on their ability to save for emergencies (Figure 15). However, surprisingly, two-thirds of workers and three-quarters of retirees still feel they have enough savings to handle an emergency or large expense.
Key Findings

While Americans try to prepare for retirement, decreases in retirement accounts have caused concern.

Half of Americans have tried to calculate how much money they will need to save to have a comfortable retirement (Figure 16). And at least 7 in 10 workers and retirees say they have personally saved money for retirement (Figure 17). However, Americans’ retirement savings have taken a hit this year. Forty percent of workers and 58% of retirees report that their retirement account balances have decreased over the past 12 months (Figure 18, Figure 19).

Of those who have seen a decrease in their retirement account balances, one-third report their balances decreased by 1% to 10% and half report they have decreased by 11% to 25%. Three-quarters of those who experienced a decrease of any amount are concerned about their retirement account balances (Figure 18, Figure 19).

Additionally, down from last year, 59% of workers are confident they will have enough money to last their entire lives (Figure 9). Perhaps in response to market volatility — 74% of workers worry the stock market will be increasingly volatile and unpredictable (Figure 5) — significantly more workers this year switched to more conservative investments in their workplace retirement plan (16% vs. 9%) and contacted their workplace retirement plan provider for advice (12% vs. 7%) (Figure 20).
Understanding of retirement plan investment options is lacking for some, and many don’t consider their plan provider a go-to source for retirement planning information and advice.

Many workers feel they understand the investment options their workplace retirement plan offers. Seven in ten workers are confident they can choose the right investment options for their situation. However, about 4 in 10 admit they don’t understand target date funds (TDFs), 3 in 10 workers don’t understand managed accounts, and half do not understand environmental, social, and governance (ESG) investment options (Figure 21).

Many workers aren’t using professional sources of information and advice that can help improve their investment know-how. A large portion of workers (40%) turn to their family or friends when seeking information about retirement planning, while only 2 in 10 turn to their workplace retirement plan provider (Figure 22).

A third of workers and 4 in 10 retirees say they use a personal financial advisor for retirement planning information and advice (Figure 23), and financial advisors are the most trusted source for both workers and retirees (Figure 24). Half of workers who do not currently work with an advisor believe they will in the future (Figure 23).

Overall, about 2 in 5 workers and 1 in 5 retirees say they do not know who to go to for good financial or retirement planning advice (Figure 25).
Key Findings

Americans’ confidence in Social Security remains mostly unchanged, but worker confidence in Medicare has declined.

About two-thirds of workers are confident they will have enough money to take care of their medical expenses during retirement (Figure 9). However, workers’ confidence in Medicare has significantly decreased, with just half who feel at least somewhat confident it will continue to provide benefits of equal value to those received today (Figure 26).

Retirees’ confidence in Medicare remains unchanged from last year, with 7 in 10 reporting they feel confident in Medicare providing consistent benefits (Figure 27). While 38% of retirees report health care expenses are higher than they expected them to be when they first retired (Figure 11), 77% of retirees feel confident they will have enough money to take care of their medical expenses during retirement (Figure 10).

Both workers’ and retirees’ confidence in Social Security remain unchanged as well, as half of workers and 7 in 10 retirees feel at least somewhat confident that Social Security benefits will continue to be of at least equal value to the benefits provided today (Figure 28, Figure 29).

51% of workers
69% of retirees
are confident
Medicare will provide
consistent benefits

38% of retirees
say health expenses
are higher than
expected
While workers are confident they know how much to withdraw from their retirement savings, they tend to overestimate the role many income sources will play.

Down from last year, fewer than two-thirds of workers are confident they know how much to withdraw from their savings and investments in retirement. Retirees’ confidence in their knowledge remains steady, with a quarter being very confident (Figure 30).

When it comes to describing their asset goals, half of retirees report they try to maintain their asset levels; fewer than last year aim to grow their assets (Figure 31). Additionally, two-thirds of retirees report their financial priority in retirement is income stability over maintaining wealth. Workers share this sentiment, as almost three-quarters say they would prioritize income stability as well (Figure 32).

Workers’ expectations of the role different income sources will play in retirement differ from what retirees report. Income sources that workers are more likely to expect than what retirees report having include personal retirement savings (78% vs. 69%), IRAs (75% vs. 57%), work for pay (73% vs. 23%), products that guarantee monthly income (54% vs. 28%), and financial support from family and friends (42% vs. 14%). In contrast, workers are less likely to expect Social Security to be a source of income in retirement, which almost all retirees report is a source (Figure 33).

**Key Findings**

- 65% of retirees prioritize income stability
- 73% of workers, 23% of retirees work for pay in retirement
**Figure 1**

Only about two-thirds of workers are confident in having enough money to live comfortably in retirement, a significant decrease compared with 2022.

Overall, how confident are you that you (and your spouse) will have enough money to live comfortably throughout your retirement years?

2023 Workers n=1,320

Overall, how confident are you that you (and your spouse) will have enough money to live comfortably throughout your retirement years?

<table>
<thead>
<tr>
<th>Year</th>
<th>Very confident</th>
<th>Very or somewhat confident</th>
</tr>
</thead>
<tbody>
<tr>
<td>1993</td>
<td>74%</td>
<td>18%</td>
</tr>
<tr>
<td>1994</td>
<td>64%</td>
<td>20%</td>
</tr>
<tr>
<td>1999</td>
<td>69%</td>
<td>22%</td>
</tr>
<tr>
<td>2004</td>
<td>68%</td>
<td>24%</td>
</tr>
<tr>
<td>2005</td>
<td>64%</td>
<td>25%</td>
</tr>
<tr>
<td>2009</td>
<td>54%</td>
<td>13%</td>
</tr>
<tr>
<td>2015</td>
<td>59%</td>
<td>22%</td>
</tr>
<tr>
<td>2016</td>
<td>64%</td>
<td>21%</td>
</tr>
<tr>
<td>2017</td>
<td>60%</td>
<td>18%</td>
</tr>
<tr>
<td>2018</td>
<td>64%</td>
<td>17%</td>
</tr>
<tr>
<td>2019</td>
<td>67%</td>
<td>23%</td>
</tr>
<tr>
<td>2020</td>
<td>69%</td>
<td>27%</td>
</tr>
<tr>
<td>2021</td>
<td>72%</td>
<td>29%</td>
</tr>
<tr>
<td>2022</td>
<td>73%</td>
<td>28%</td>
</tr>
<tr>
<td>2023</td>
<td>18%↓</td>
<td>64%↓</td>
</tr>
</tbody>
</table>

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 2
Almost three-quarters of retirees are confident they will have enough to live comfortably in retirement; this is a significant decrease from 2022.

Overall, how confident are you that you (and your spouse) will have enough money to live comfortably throughout your retirement years?
2023 Retirees n=1,217

Very confident
Very or somewhat confident

First year asked

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 3
Four in ten workers who do not feel confident state it is due to having little to no savings, and a third state it is due to inflation.

What specifically has made you feel [confident/not confident] about your ability to live comfortably throughout retirement?

Workers who feel confident n=733

- Saving, money, can cover my bills, live below means, good money management: 42%
- Stocks, investments, annuities, bonds: 15%
- Retirement funds, 401(k), IRAs: 15%
- Planning, began preparing a long time ago: 13%
- Confident, have all I need, work hard, already retired and going as expected, rely on my faith/prayer: 9%

Workers who feel not too/at all confident n=587

- Little/no savings, unprepared, can’t afford to retire: 40%
- Inflation/cost of living, rising prices: 29%
- The economy/recession, government, volatility of market: 12%
- Unemployed, issues w/ job: 10%
- Fixed budget, low/no income, poor: 8%
Figure 4
Four in ten retirees who do not feel confident state it is due to inflation, and a quarter state it is due to having little to no savings.

What specifically has made you feel [confident/not confident] about your ability to live comfortably throughout retirement?

Retirees who feel confident n=912

- Saving, money, can cover my bills, live below means, good money management: 40%
- Stocks, investments, annuities, bonds: 16%
- Pensions, military benefits: 13%
- Planning, began preparing a long time ago: 11%
- Confident, have all I need, work hard, already retired and going as expected, rely on my faith/prayer: 10%

Retirees who feel not too/at all confident n=305

- Inflation/cost of living, rising prices: 42%
- Little/no savings, unprepared, can’t afford to retire: 25%
- Social Security is not enough, may not be available: 13%
- The economy/recession, government, volatility of market: 10%
- Fixed budget, low/no income, poor: 10%
Almost 9 in 10 workers are concerned inflation will stay high for another year. Eight in ten workers are also concerned about a recession in the next year.

**Figure 5**

Almost 9 in 10 workers are concerned inflation will stay high for another year. Eight in ten workers are also concerned about a recession in the next year.

### How concerned, if at all, are you about each of the following impacting your finances in retirement?

**Workers n=1,320**

<table>
<thead>
<tr>
<th>Event</th>
<th>Very Concerned</th>
<th>Somewhat Concerned</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inflation will stay high for at least the next 12 months</td>
<td>48%</td>
<td>39%</td>
<td>86%</td>
</tr>
<tr>
<td>The U.S. economy will go into a recession in the next 12 months</td>
<td>42%</td>
<td>38%</td>
<td>80%</td>
</tr>
<tr>
<td>The U.S. government making significant changes to the American retirement system</td>
<td>37%</td>
<td>43%</td>
<td>80%</td>
</tr>
<tr>
<td>Interest rates will continue to go up</td>
<td>38%</td>
<td>42%</td>
<td>80%</td>
</tr>
<tr>
<td>Housing costs will rise</td>
<td>39%</td>
<td>37%</td>
<td>76%</td>
</tr>
<tr>
<td>The stock market will be increasingly volatile and unpredictable</td>
<td>29%</td>
<td>45%</td>
<td>74%</td>
</tr>
<tr>
<td>The stock market will be lower in 12 months than it is now</td>
<td>24%</td>
<td>41%</td>
<td>65%</td>
</tr>
<tr>
<td>Another public health emergency or lockdown in the next 12 months</td>
<td>21%</td>
<td>33%</td>
<td>54%</td>
</tr>
</tbody>
</table>
Eight in ten retirees are concerned inflation will stay high for another year. Retirees are least concerned about having another public health emergency.

<table>
<thead>
<tr>
<th>Event</th>
<th>Very Concerned</th>
<th>Somewhat Concerned</th>
<th>Total Concerned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inflation will stay high for at least the next 12 months</td>
<td>38%</td>
<td>41%</td>
<td>79%</td>
</tr>
<tr>
<td>The U.S. economy will go into a recession in the next 12 months</td>
<td>31%</td>
<td>44%</td>
<td>74%</td>
</tr>
<tr>
<td>The U.S. government making significant changes to the American retirement system</td>
<td>30%</td>
<td>41%</td>
<td>71%</td>
</tr>
<tr>
<td>The stock market will be increasingly volatile and unpredictable</td>
<td>24%</td>
<td>41%</td>
<td>65%</td>
</tr>
<tr>
<td>Interest rates will continue to go up</td>
<td>24%</td>
<td>38%</td>
<td>62%</td>
</tr>
<tr>
<td>The stock market will be lower in 12 months than it is now</td>
<td>21%</td>
<td>38%</td>
<td>58%</td>
</tr>
<tr>
<td>Housing costs will rise</td>
<td>23%</td>
<td>32%</td>
<td>55%</td>
</tr>
<tr>
<td>Another public health emergency or lockdown in the next 12 months</td>
<td>14%</td>
<td>39%</td>
<td>53%</td>
</tr>
</tbody>
</table>
More than 8 in 10 workers are concerned that the increasing cost of living will make it harder to save money for retirement.

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Very Concerned</th>
<th>Somewhat Concerned</th>
<th>Total Concerned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increasing cost of living will make it harder for you to save as much</td>
<td>43%</td>
<td>41%</td>
<td>84%</td>
</tr>
<tr>
<td>money as you want</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your salary and any other work compensation will not keep up with</td>
<td>38%</td>
<td>37%</td>
<td>75%</td>
</tr>
<tr>
<td>inflation (n=902)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>You will have to make substantial cuts to your spending because of</td>
<td>31%</td>
<td>42%</td>
<td>73%</td>
</tr>
<tr>
<td>inflation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your investments will lose value over the next 12 months</td>
<td>29%</td>
<td>39%</td>
<td>68%</td>
</tr>
<tr>
<td>A health event that would prevent you from working (n=902)</td>
<td>22%</td>
<td>33%</td>
<td>55%</td>
</tr>
<tr>
<td>Having to provide care for a loved one who has a health condition or</td>
<td>22%</td>
<td>29%</td>
<td>52%</td>
</tr>
<tr>
<td>disability</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>You may lose your job in the next 12 months (n=902)</td>
<td>15%</td>
<td>22%</td>
<td>37%</td>
</tr>
</tbody>
</table>

Not previously asked
Like workers, the top concern of retirees, cited by two-thirds, is that the increasing cost of living will make it harder to save money.

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Very Concerned</th>
<th>Somewhat Concerned</th>
<th>Total Concerned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increasing cost of living will make it harder for you to save as much</td>
<td>30%</td>
<td>37%</td>
<td>67%</td>
</tr>
<tr>
<td>money as you want</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your salary and any other work compensation will not keep up with</td>
<td>20%</td>
<td>46%</td>
<td>66%</td>
</tr>
<tr>
<td>inflation (n=70)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>You will have to make substantial cuts to your spending because of</td>
<td>21%</td>
<td>37%</td>
<td>58%</td>
</tr>
<tr>
<td>inflation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Your investments will lose value over the next 12 months</td>
<td>23%</td>
<td>35%</td>
<td>58%</td>
</tr>
<tr>
<td>A health event that would prevent you from working (n=70)</td>
<td>11%</td>
<td>31%</td>
<td>42%</td>
</tr>
<tr>
<td>Having to provide care for a loved one who has a health condition or</td>
<td>9%</td>
<td>27%</td>
<td>36%</td>
</tr>
<tr>
<td>disability</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>You may lose your job in the next 12 months (n=70)</td>
<td>23%</td>
<td>23%</td>
<td></td>
</tr>
</tbody>
</table>
Workers’ confidence in having enough to cover basic expenses remains high, while their confidence in being able to keep up with inflation has decreased.

How confident are you (and your spouse) about the following aspects related to retirement?

Workers n=1,320

<table>
<thead>
<tr>
<th>Issue</th>
<th>Very confident</th>
<th>Somewhat confident</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>You will have enough money to take care of your basic expenses during your retirement</td>
<td>26%</td>
<td>47%</td>
<td>73%</td>
</tr>
<tr>
<td>You are doing a good job of preparing financially for your retirement</td>
<td>22% (\uparrow) (vs. 26% in 2022)</td>
<td>44%</td>
<td>66%</td>
</tr>
<tr>
<td>You will have enough money to take care of your medical expenses during your retirement</td>
<td>19%</td>
<td>44%</td>
<td>63%</td>
</tr>
<tr>
<td>You will have enough money to last your entire life</td>
<td>17% (\downarrow) (vs. 21% in 2022)</td>
<td>43%</td>
<td>59% (\downarrow) (vs. 65% in 2022)</td>
</tr>
<tr>
<td>You will have enough money to keep up with the cost of living/inflation</td>
<td>18%</td>
<td>39% (\downarrow) (vs. 47% in 2022)</td>
<td>58% (\downarrow) (vs. 67% in 2022)</td>
</tr>
</tbody>
</table>

\(\uparrow\) = Significantly higher than previous year, \(\downarrow\) = significantly lower than previous year
Figure 10
Retirees remain confident that they will have enough money to take care of their basic expenses during their retirement.

How confident are you (and your spouse) about the following aspects related to retirement?
Retirees n=1,217

<table>
<thead>
<tr>
<th>aspect</th>
<th>Very confident</th>
<th>Somewhat confident</th>
<th>Overall confidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>You will have enough money to take care of your basic expenses during your retirement</td>
<td>40%</td>
<td>43%</td>
<td>83%</td>
</tr>
<tr>
<td>You will have enough money to take care of your medical expenses during your retirement</td>
<td>30%</td>
<td>48%</td>
<td>77%</td>
</tr>
<tr>
<td>You will have enough money to last your entire life</td>
<td>26%</td>
<td>44%</td>
<td>70%</td>
</tr>
<tr>
<td>You did a good job of preparing financially for your retirement</td>
<td>33%</td>
<td>37%</td>
<td>70%</td>
</tr>
<tr>
<td>You will have enough money to keep up with the cost of living/inflation</td>
<td>28%</td>
<td>41%</td>
<td>69%</td>
</tr>
</tbody>
</table>
Figure 11
Up from last year, retirees report that their overall spending is higher than expected. This is also true regarding taxes and travel expenses.

Compared with what you expected when you first retired, would you say the following are higher or lower for you now than you expected?
Retirees n=1,217

- **Overall expenses/spending**: 49% higher than expected (vs. 36% in 2022)
- **Health care or dental expenses**: 38%
- **Housing expenses**: 33%
- **The amount of taxes you have to pay**: 30% higher than expected (vs. 24% in 2022)
- **Travel, entertainment, or leisure expenses**: 29% higher than expected (vs. 23% in 2022)
- **Long-term-care expenses**: 17%
- **Spending to support or help a family member**: 14%

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Consistent with last year, more than half of retirees say their lifestyle in retirement is about what they expected it would be before they retired.

How does your overall lifestyle in retirement now compare to how you expected it to be before you retired? For example, are you traveling, spending time with family or volunteering as much as you expected?

Retirees n=1,217

- Much better than expected: 2023: 7%, 2022: 8%, 2021: 10%, 2020: 9%
- Somewhat better than expected: 2023: 17%, 2022: 18%, 2021: 18%, 2020: 19%
- About the same as expected: 2023: 54%, 2022: 53%, 2021: 53%, 2020: 56%
- Worse than expected: 2023: 22%, 2022: 21%, 2021: 19%, 2020: 17%

% Better than expected:

- 2023: 24% ↓
- 2022: 26%
- 2021: 28%
- 2020: 28%

↑=Significantly higher than 2021, ↓=significantly lower than 2021
Figure 13
Four in five feel knowledgeable about managing day-to-day finances, and 7 in 10 feel knowledgeable about managing savings and investments.

To what extent do you agree or disagree with the following?
Workers n=1,320, Retirees n=1,217

- You feel knowledgeable about managing your day-to-day finances
  - Workers: 32% Strongly agree, 47% Somewhat agree
  - Retirees: 52% Strongly agree, 40% Somewhat agree

- You feel knowledgeable about managing savings and investments for the future
  - Workers: 20% Strongly agree, 49% Somewhat agree (vs. 44% in 2022)
  - Retirees: 27% Strongly agree, 48% Somewhat agree

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 14
Significantly higher than last year, almost two-thirds of workers believe their debt is a problem. Retirees’ debt has remained consistent.

Thinking about your current financial situation, how would you describe your level of debt?
2023 Workers n=1,320, 2023 Retirees n=1,217

Workers

A major problem | A minor problem | Not a problem

Retirees

A major problem | A minor problem | Not a problem

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 15
Over half of workers say non-mortgage debt has negatively impacted their ability to save for emergencies. Significantly fewer retirees, one-third, concur.

To what extent is your non-mortgage debt having a negative impact on your ability to do the following?

**Saving for Emergencies**
2023 Workers n=1,320, Retirees n=1,217

<table>
<thead>
<tr>
<th>Year</th>
<th>Workers</th>
<th>Retirees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>42%</td>
<td>30%</td>
</tr>
<tr>
<td>2021</td>
<td>29%</td>
<td>24%</td>
</tr>
<tr>
<td>2022</td>
<td>51%</td>
<td>22%</td>
</tr>
<tr>
<td>2023</td>
<td>52%</td>
<td>19%</td>
</tr>
</tbody>
</table>

**Notes:**
- ↑ = Significantly higher than 2021, ↓ = significantly lower than 2021;
- ↑↑ = Significantly higher than 2020, ↓↓ = significantly lower than 2020
Figure 16
Half of workers and retirees have tried to calculate how much money they will need in retirement. This is a significant increase for retirees from last year.

Have you (or your spouse) tried to figure out how much money you will need to have saved by the time you retire so that you can live comfortably in retirement? / To prepare for retirement, did you (or your spouse) try to figure out how much money you needed to have saved by the time you retired so that you could live comfortably in retirement?

2023 Workers n=1,199, 2023 Retirees n=1,146, Percent Yes

Figures and n-sizes from all years presented exclude those who answered ‘Don’t know’ or refused to answer
↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 17
A majority of workers and retirees consistently report that they have personally saved money for retirement and are currently saving.

Have you/did you (or your spouse) personally save(d) any money for retirement?

- **Workers, n=1,320**
  - Yes: 69%
  - No: 31%

- **Retirees, n=1,217**
  - Yes: 78%
  - No: 22%

Are you (or your spouse) currently saving for retirement/ the future?

- **Workers, n=782**
  - Yes: 96%
  - No: 4%

- **Retirees, n=1,217**
  - Yes: 57%
  - No: 43%

First year asked (1994):
- Workers: 58%
- Retirees: 53%
Figure 18
Two in five workers report their retirement account balances have decreased over the last 12 months. Of these, three-quarters are concerned.

How have your retirement account balances changed in value over the past 12 months?
Workers who have saved for retirement n=782

- Decreased: 40%
- Have not experienced any change in value: 23%
- Increased: 32%
- Don't know: 5%

By approximately what percent did your retirement account balances decrease?
Retirement account balances decreased in value over the past 12 months; Workers n=332

- 1% to 5%: 9%
- 6% to 10%: 22%
- 11% to 15%: 23%
- 16% to 25%: 29%
- 26% to 50%: 8%
- More than 50%: 1%
- Don't know: 8%

How concerned are you about this decrease in your retirement account balances?
Retirement account balances decreased in value over the past 12 months; Workers n=332

- Very concerned: 38%
- Somewhat concerned: 38%
- Not too concerned: 21%
- Not at all concerned: 3%
- Don't know: 3%
Figure 19
About 3 in 5 retirees report a decrease in their retirement account balances over the last 12 months. This decrease has concerned three-quarters of retirees.

How have your retirement account balances changed in value over the past 12 months?
Retirees who saved for retirement n=961

- Decreased: 58%
- Have not experienced any change in value: 24%
- Increased: 14%
- Don't know: 3%

By approximately what percent did your retirement account balances decrease?
Retirement account balances decreased in value over the past 12 months; Retirees n=573

- 1% to 5%: 11%
- 6% to 10%: 28%
- 11% to 15%: 20%
- 16% to 25%: 18%
- 26% to 50%: 7%
- More than 50%: 3%
- Don't know: 12%

How concerned are you about this decrease in your retirement account balances?
Retirement account balances decreased in value over the past 12 months; Retirees n=573

- Very concerned: 74%
- Somewhat concerned: 44%
- Not too concerned: 19%
- Not at all concerned: 6%

Not previously asked
Figure 20
Of those who made plan changes, nearly 2 in 5 increased the amount they contribute. Up from last year, 16% switched to more conservative investments.

Which, if any, of the following have you done in the past year with your workplace retirement plan?
Workers who made changes to their workplace retirement plan n=657

- Increased the amount you contribute: 37%
- Switched to more conservative investments: 16% (vs. 9% in 2022)
- Used a tool or calculator to estimate how much you need to save: 15%
- Contacted your retirement plan provider’s representatives or service center for advice: 12% (vs. 7% in 2022)
- Decreased the amount you contribute, but continue to contribute something: 11%
- Used a tool or calculator to determine how to generate income from your savings in retirement: 9%
- Switched to more aggressive investments: 7%
- Changed investments, but kept the same level of risk: 7%
- Stopped contributing to your workplace retirement savings plan: 4% (vs. 7% in 2022)
- Other: <0.5%
- None of these: 35%

▲=Significantly higher than previous year, ▼=significantly lower than previous year
Figure 21
While most workers understand the following investment options at least somewhat well, they feel least knowledgeable about ESG investment options.

How well do you understand the following workplace retirement plan investment options?
Workers offered an employer-sponsored retirement savings plan n=657

- Managed accounts: 24% very well, 43% somewhat well (67% total)
- Income funds or options: 21% very well, 37% somewhat well (58% total)
- Target date funds (TDFs) in general: 24% very well, 32% somewhat well (56% total)
- Environmental, social, and governance (ESG) investment options: 17% very well, 31% somewhat well (48% total)

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 22
More workers this year use family and friends, their own research, a financial advisor, their employer, or representatives from their workplace retirement plan provider as sources of information.

Which of the following people or groups do you use as a source of information for retirement planning?

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
<th>Change vs. Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family and friends</td>
<td>40%</td>
<td><strong>40%↑</strong> (vs. 35% in 2022)</td>
</tr>
<tr>
<td>Online resources and research you do on your own</td>
<td>35%</td>
<td><strong>35%↑</strong> (vs. 29% in 2022)</td>
</tr>
<tr>
<td>A personal, professional financial advisor</td>
<td>34%</td>
<td><strong>34%↑</strong> (vs. 29% in 2022)</td>
</tr>
<tr>
<td>Your employer/work info</td>
<td>26%</td>
<td><strong>26%↑</strong> (vs. 22% in 2022)</td>
</tr>
<tr>
<td>Representatives from your workplace retirement plan provider</td>
<td>19%</td>
<td><strong>19%↑</strong> (vs. 12% in 2022)</td>
</tr>
<tr>
<td>Financial experts or gurus in the media</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>Online advice or advisors that provide guidance based on formulas</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>Online and social media posts or communities*</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>Libraries or community centers</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Non-profit organizations that focus on serving a specific group or community</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>None of these</td>
<td>14%</td>
<td><strong>14%↓</strong> (vs. 18% in 2022)</td>
</tr>
</tbody>
</table>

*Newly added in 2023

**=Significantly higher than previous year, **=significantly lower than previous year
Figure 23
Over 1 in 3 workers and retirees currently work with a financial advisor. Up from last year, half of workers expect to do so in the future.

Do you currently work with a professional financial advisor?
Workers n=1,320
- Currently work with a financial advisor: 34%
- Will work with an advisor in future: 51%

Do you think you will work with a professional financial advisor in the future?
Workers not currently working with an advisor n=925
- Currently work with a financial advisor: 34%
- Will work with an advisor in future: 49% (vs. 55% in 2022)

Retirees n=1,217
- Currently work with a financial advisor: 39%
- Will work with an advisor in future: 14%

Retirees not currently working with an advisor n=711
- Currently work with a financial advisor: 14%
- Will work with an advisor in future: 86%

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 24
More than a quarter of workers and about a third of retirees trust their personal financial advisor the most.

<table>
<thead>
<tr>
<th>Option</th>
<th>Workers %</th>
<th>Retirees %</th>
</tr>
</thead>
<tbody>
<tr>
<td>A personal, professional financial advisor</td>
<td>26%</td>
<td>35%</td>
</tr>
<tr>
<td>Family and friends</td>
<td>19%</td>
<td>12%</td>
</tr>
<tr>
<td>Online resources and research you do on your own</td>
<td>14%</td>
<td>14%↑ (vs. 11% in 2022)</td>
</tr>
<tr>
<td>Representatives from your workplace retirement plan provider</td>
<td>8%↑ (vs. 5% in 2022)</td>
<td>5%</td>
</tr>
<tr>
<td>Your employer/work info</td>
<td>6%</td>
<td>2%</td>
</tr>
<tr>
<td>Online advice or advisors that provide guidance based on formulas</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>Financial experts or gurus in the media</td>
<td>1%</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
<td>4%</td>
</tr>
<tr>
<td>None of these</td>
<td>14%↓ (vs. 18% in 2022)</td>
<td>25%↓ (vs. 31% in 2022)</td>
</tr>
</tbody>
</table>

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 25
Nearly 4 in 10 workers suggest they do not know where to go for financial or retirement planning advice — more than the 2 in 10 retirees who feel the same.

To what extent do you agree or disagree with the following?
You do not know who to go to for good financial or retirement planning advice
Workers n=1,320; Retirees n=1,217

Strongly agree
Somewhat agree

Workers

Retirees

2021
2022
2023
2021
2022
2023

38% 37% 38%
26% 26% 27%
13% 11% 12%
19% 19% 19%
14% 13% 14%
5% 6% 5%
Figure 26
A significant decrease from last year, just half feel at least somewhat confident Medicare will continue to provide benefits of equal value to those received today.

How confident are you that the Medicare system will continue to provide benefits of at least equal value to the benefits received by retirees today?
2023 Workers n=1,320

- Very confident
- Very or somewhat confident

1% 3% 7% 6% 5% 9% 8% 11% 5% 4% 12% 13% 18% 15% 13% 28% 28% 31% 38% 38% 39% 42% 43% 38% 34% 45% 50% 56% 57% 51%↓

First year asked

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 27
Compared with last year, retirees’ confidence in consistent Medicare benefits remains steady, with about 7 in 10 who are very or somewhat confident.

How confident are you that the Medicare system will continue to provide benefits of at least equal value to the benefits received by retirees today?
2023 Retirees n=1,217

First year asked

- Very confident
- Very or somewhat confident

Yearly confidence levels:
- 1992: 40%
- 1994: 44%
- 1999: 51%
- 2001: 64%
- 2004: 52%
- 2009: 59%
- 2014: 51%
- 2015: 56%
- 2016: 53%
- 2017: 52%
- 2018: 46%
- 2019: 72%
- 2020: 66%
- 2021: 75%
- 2022: 71%
- 2023: 69%

Yearly data points:
- 2023 Retirees n=1,217

Legend:
- Very confident
- Very or somewhat confident
Figure 28
Nearly half of workers are confident that Social Security benefits will at least maintain their value in the future, comparable to the 2022 level.
Figure 29
Retiree confidence in Social Security remains steady, with 7 in 10 who are at least somewhat confident in the system.

How confident are you that the Social Security system will continue to provide benefits of at least equal value to the benefits received by retirees today?
2023 Retirees n=1,217

First year asked
Figure 30
Down from last year, fewer than two-thirds of workers are confident they know how much money to draw from their retirement savings.

How confident are/were you (and your spouse)...?
That you know/knew how much to withdraw from your retirement savings and investments in retirement
Workers n=1,320, Retirees n=1,217

- Very confident
- Somewhat confident
- Not confident

Workers
64% (vs. 72% in 2022)

- 20% (vs. 24% in 2022)
- 44%

Retirees
71% (vs. 28% in 2022)

- 29%
- 25%
- 46%

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Down from last year, fewer than 1 in 3 retirees aim to increase their current level of assets. Up from last year, 7% of retirees are spending down down.

Which one of the following best represents your behavior when it comes to your level of assets?

Retirees n=1,217

- You try to increase your asset level: 2023 - 27% (↓) vs. 2022 - 32% (↑)
- You try to maintain your current asset level: 2023 - 49% (↑) vs. 2022 - 43%
- You spend down your assets as needed: 2023 - 7% (↑) vs. 2022 - 4%
- You have no assets/not applicable: 2023 - 12% (↓) vs. 2022 - 16%
- Don’t know: 2023 - 5% vs. 2022 - 5%

↑=Significantly higher than previous year, ↓=significantly lower than previous year
Figure 32
Nearly 3 in 4 workers and 2 in 3 retirees prioritize income stability.

Thinking about your financial priorities in retirement, which of these is more important to you?
Workers n=1,320, Retirees n=1,217

Workers
- Income stability: Ensuring a set amount of income for life
- Maintaining wealth: Preserving principal amount/balances

Retirees

<table>
<thead>
<tr>
<th>Year</th>
<th>Income Stability</th>
<th>Maintaining Wealth</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>75%</td>
<td>25%</td>
</tr>
<tr>
<td>2022</td>
<td>70%</td>
<td>30%</td>
</tr>
<tr>
<td>2023</td>
<td>73%</td>
<td>27%</td>
</tr>
<tr>
<td>2020</td>
<td>76%</td>
<td>24%</td>
</tr>
<tr>
<td>2022</td>
<td>66%↓</td>
<td>34%↑</td>
</tr>
<tr>
<td>2023</td>
<td>65%↓</td>
<td>35%↑</td>
</tr>
</tbody>
</table>

*Was not asked in 2021
↑=Significantly higher than 2020, ↓=significantly lower than 2020
More than 8 in 10 workers expect their workplace retirement savings plan to be a source of income in retirement, whereas just half of retirees report it is.

To what extent (do you expect each of the following to be/is each of the following) a source of income in retirement?

Workers planning to retire n=1,153, Retirees n=1,217

Net: Major/Minor Source of Income

- Social Security: 88% (Workers) vs. 94% (Retirees)
- A workplace retirement savings plan: 49% (Workers) vs. 84% (Retirees)
- Personal retirement savings or investments: 69% (Workers) vs. 78% (Retirees)
- An individual retirement account or IRA: 57% (Workers) vs. 75% (Retirees)
- Work for pay: 23% (Workers) vs. 73% (Retirees) (vs. 68% in 2022)
- A defined benefit or traditional pension plan: 64% (Workers) vs. 58% (Retirees)
- A product that guarantees monthly income for life: 28% (Workers) vs. 54% (Retirees) (vs. 34% in 2022)
- Financial support from family or friends: 14% (Workers) vs. 42% (Retirees)

↑=Significantly higher than previous year, ↓=significantly lower than previous year