ADP GENERATION X AND MILLENNIAL INVESTOR STUDY

Financial well-being is declining for mid-to-late career workers, according to an ADP study of Gen X and Millennial workers. They're less positive about their financial outlook and, despite efforts to spend less, their debt is rising.

FINANCIAL FEAR AND ANXIETY HAS TICKED UP FROM FROM 39% TO

50%

SINCE 2023

FINANCIAL FEAR AND ANXIETY HAS INCREASED

More employees have a negative outlook about their personal finances as debt and concerns about the economy are rising.

WHAT'S PREVENTING WORKERS FROM SAVING?

- **62%** Daily living expenses
- **46%** Housing costs
- **31%** Credit card debt

ALMOST HALF OF CREDIT CARD SPENDING IS FOR NON-NECESSITIES

71%
have under $100,000 saved in a workplace plan and no other savings

1 in 4
don't have a retirement savings goal

45%
don't know how to create a basic financial plan

MOST REDUCE SPENDING TO SAVE MORE

60% scaled back spending over the past 12 months and 87% would make further cuts in the next year to save more.

RETIREMENT PLANNING AND SAVING

Everyday living expenses make saving for other financial goals unreachable—including retirement. Better financial and retirement planning skills could help put financial well-being within reach.

EMPLOYERS CAN SUPPORT WORKERS' FINANCIAL SECURITY

Retirement plan features, services, and financial wellness programs can help remove obstacles and simplify retirement planning.

- Promote available financial wellness resources that teach financial resilience and support fiscal literacy, emergency savings, debt relief and other goals.
- Work with a retirement plan provider that leverages data and insights to uncomplicate retirement planning, drive engagement and help everyone make more informed decisions.
- Check with your plan provider about adopting plan options that give participants more flexibility to access their plan savings, including loans, emergency savings accounts and student loan matching contribution features.
- Communicate how tax deferred saving reduces current income taxes and potential tax savings through the Savers Tax Credit.

TAKING ACTION

To learn more about ADP's flexible retirement plan solutions that adapt and scale with your business, visit us at adp.com/retirement

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The research for this white paper was commissioned by ADP Retirement Services. Data was collected from an online survey of 1,000 workers between the ages of 35 and 62. Retirement Insights, LLC developed and conducted the study, which was completed June 2025.

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