

# Retirement delays are disrupting the workforce

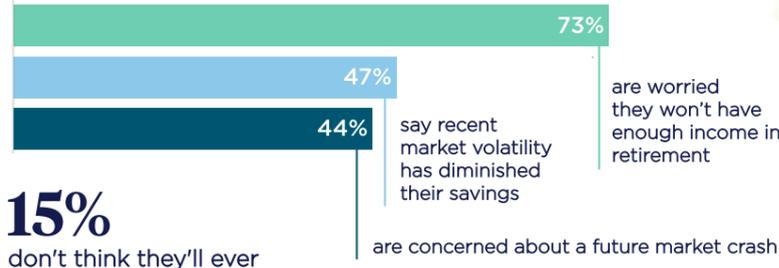


Challenging economic conditions are eroding the retirement confidence of many U.S. workers. A new Nationwide Retirement Institute® study found delayed retirements are also causing wide-ranging workforce challenges for employers and could be leading to increases in “quiet quitting.”

## Retirement confidence is waning

**40%** of older American employees are now expecting to retire later than originally planned due to inflation or rising living costs

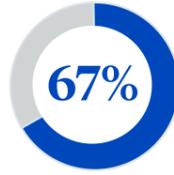
Of those who are now expecting to retire later:



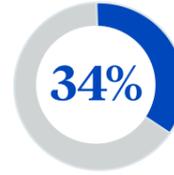
**15%** don't think they'll ever be able to retire



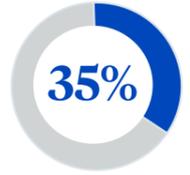
## Delayed retirements are holding employers back



of company plan sponsors report delayed or canceled retirements are a concern to their employer

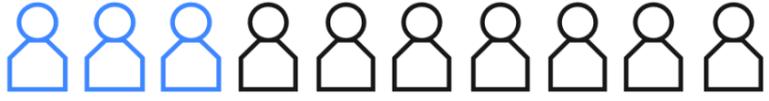


say it impacts their ability to hire new talent or promote younger talent



report it increases costs for health and benefits plans

## Employee wellbeing



About **three in 10** employers report negative impacts to employees' mental health due to delayed retirements. Employers have also noticed lower workforce productivity, team morale, and negative impacts on employees' physical health.



## Public sector participants with greater access to pensions are more confident

On the right track for retirement:



Positive outlook on retirement:



## Restoring retirement confidence through guaranteed lifetime income

Employee interest is growing:



About **nine in 10** employees would be at least somewhat likely to roll over a portion of their current retirement savings into a guaranteed lifetime income investment option if it was offered by their employer

Company plan sponsors' views on the addition of guaranteed lifetime income investment options:



**Nationwide's [guaranteed lifetime income solutions](#) offer plan participants guaranteed income for life and protection against market volatility.**

Nationwide also offers educational resources for [financial professionals, advisors](#) and [consultants](#). Plan sponsors – Please contact your Nationwide representative.



Survey Methodology: Nationwide Retirement Institute's 2022 In-Plan Lifetime Income Survey was conducted online by Edelman Data & Intelligence between July 14 and August 5, 2022 among a sample of 1,000 plan participants (ages 45+), 100 plan participants (ages 35-44), 500 company plan sponsors and 100 government plan sponsors.

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