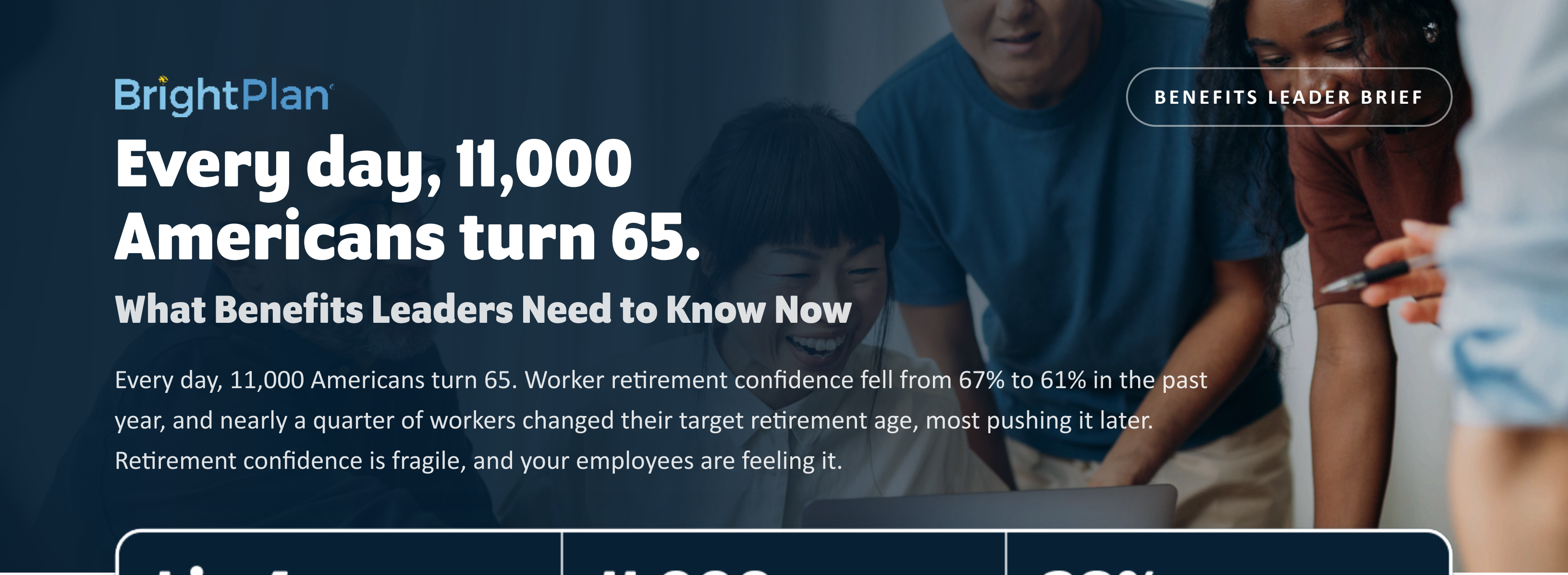

BrightPlan

BENEFITS LEADER BRIEF

Every day, 11,000 Americans turn 65.

What Benefits Leaders Need to Know Now

Every day, 11,000 Americans turn 65. Worker retirement confidence fell from 67% to 61% in the past year, and nearly a quarter of workers changed their target retirement age, most pushing it later. Retirement confidence is fragile, and your employees are feeling it.

1 in 4
employees now expect to work past the age they planned to retire

11,000
people in the U.S. reach the age of 65 every single day

38%
of plan sponsors believe most employees are on track

Why It's Your Problem, Not Just a Savings Issue

For years, employers have measured readiness using participation rates, contribution levels, and account balances. None of those answer the only question that matters: can this person actually retire?

The gap between perception and reality is wide. 64% of employees feel on track for retirement, but only 38% of employers believe their workforce actually is. Only 21% of defined contribution plan participants say they're very knowledgeable about turning savings into retirement income. The gap isn't access to a plan. It's guidance on what to do with it.

What's Changing

- When employees can't afford to retire, they stay longer than planned. A single employee retiring later than planned costs an organization roughly $103,000 a year, and each one-year rise in average retirement age adds 1 to 1.5% to total workforce cost.
- Delayed retirements stall promotion paths and slow knowledge transfer. 34% of employees without a clear advancement path are actively job-searching.

What Employers Can Do

- Treat retirement readiness as a workforce strategy issue, not a niche benefit
- Offer guidance that adapts to career stage, not one-size-fits-all messaging
- Use responsible, transparent AI to extend access to guidance at scale

How BrightPlan Helps

BrightPlan's retirement tools help employees move from goal-setting to guided, ongoing action, from early-career habit building to late-stage planning around withdrawals, taxes, and required distributions.

Talk to our team →

Sources: EBRI/Greenwald 2026 Retirement Confidence Survey, BlackRock 2025 Read on Retirement, Vanguard How America Saves 2025, Transamerica, BLS. American Institute of Stress, 2025. ADP People at Work Report, 2025.