

2024 401(k) Participant Study

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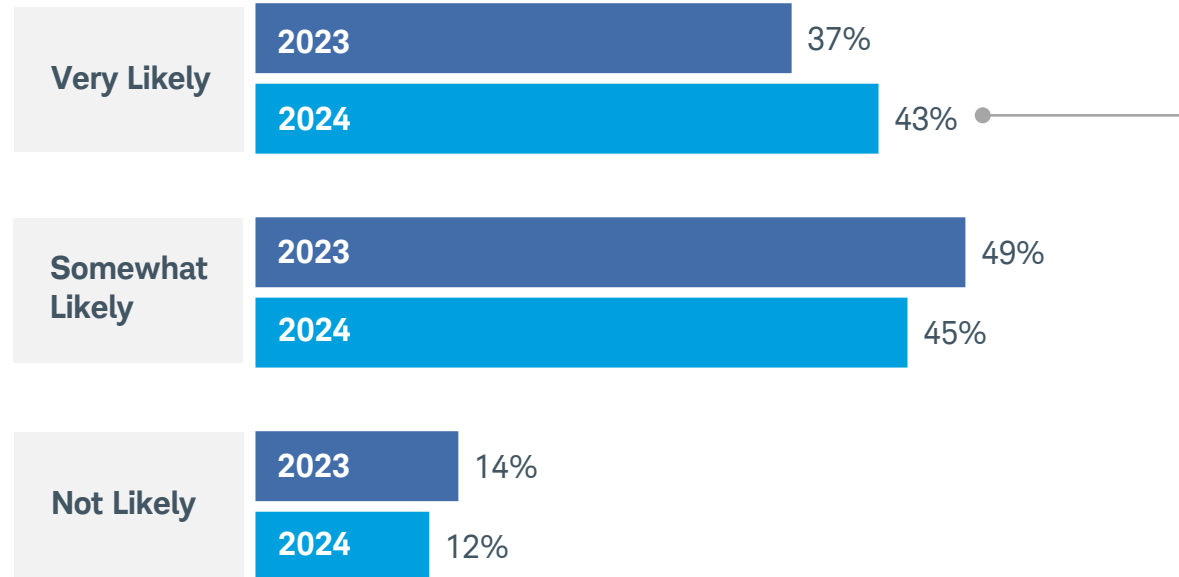
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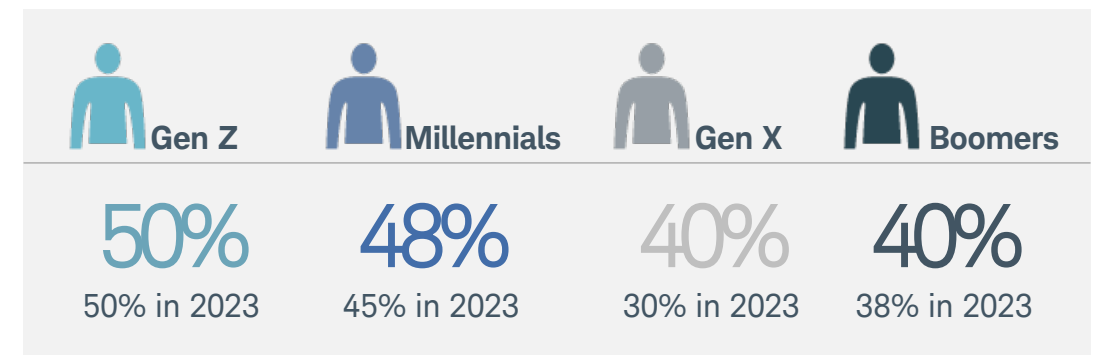
Retirement goals

Workers are more certain than last year that they will reach their retirement savings goals; Gen X has gained the most confidence, but Gen Z remains the most optimistic

Likelihood to Achieve Retirement Savings Goals



'Very likely' to Achieve Retirement Savings Goals

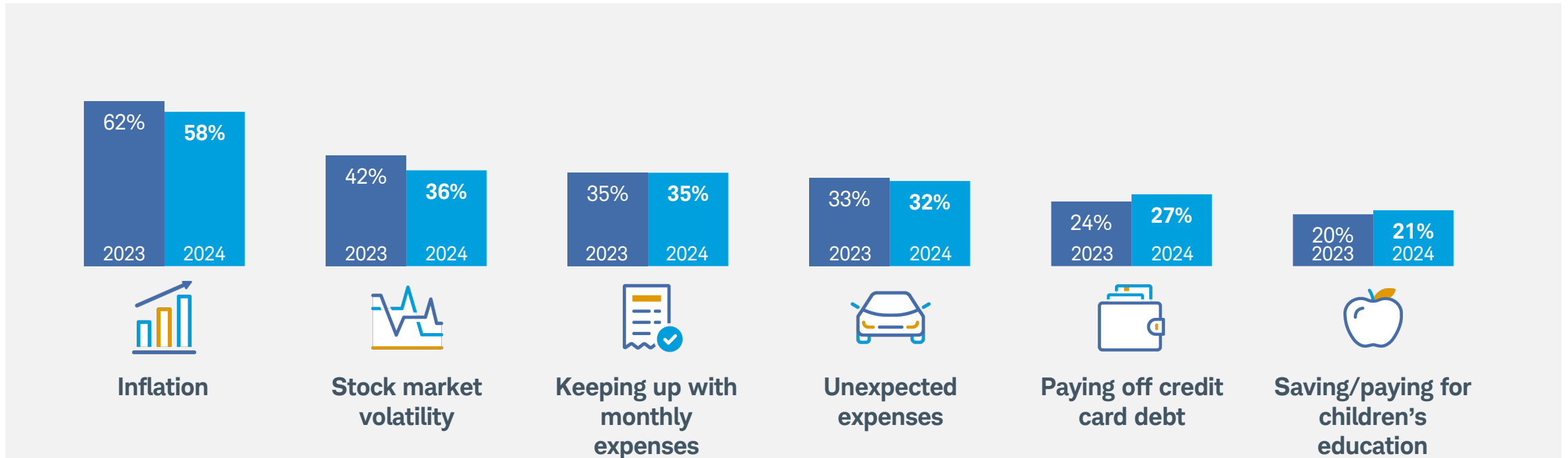


How likely do you think you are to achieve your retirement savings goals? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

Retirement obstacles

Inflation and stock market volatility remain the biggest obstacles to saving for a comfortable retirement, though workers are less concerned with each one this year

Top Retirement Obstacles



Thinking about your own efforts to save for a comfortable retirement, which of the following are obstacles you face, if any? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

Retirement age

Workers hold similar expectations for their retirement age compared to last year, and Gen Z remains optimistic they will retire sooner than other generations



2024

Average age expect to retire

65 years

2023

Average age expect to retire

66 years

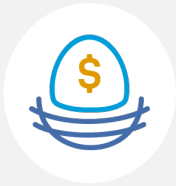
Average Age Expect to Retire



At what age do you expect to retire? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

Nest egg

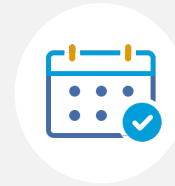
Workers still think they need \$1.8 million saved for retirement and expect savings will last 23 years on average



Average amount think needed saved for retirement

\$1.8M

In 2023, the average amount was \$1.8M.



Average number of years expect retirement savings to last

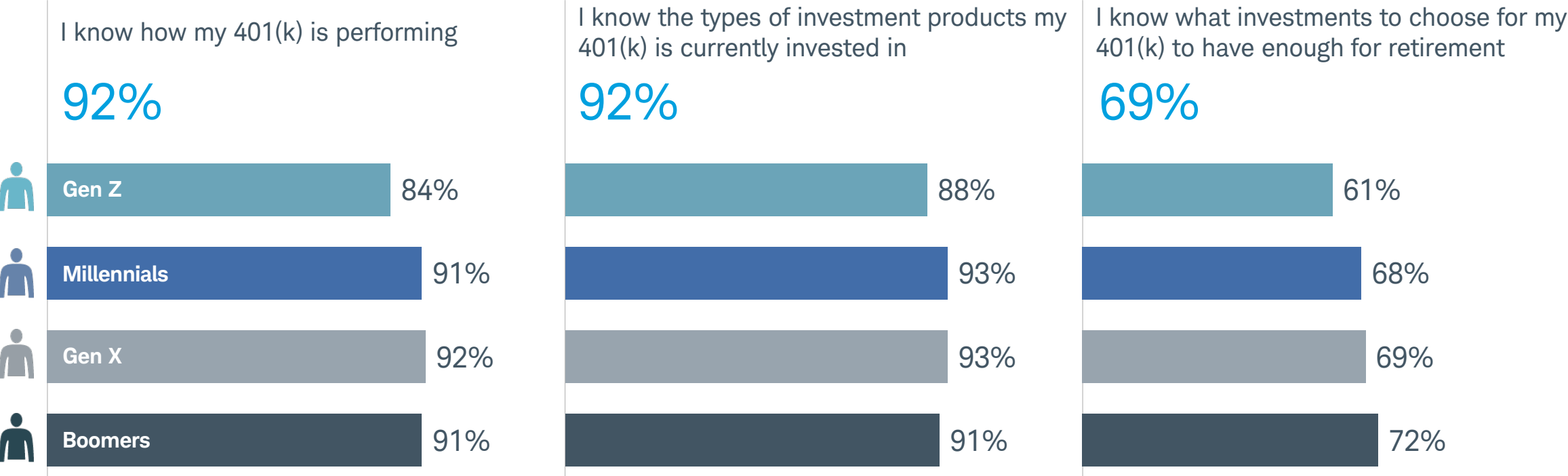
23 years

In 2023, the average was 23 years.

How much do you think you need to have saved for retirement? (Base: Total 2024 = 1,000; Total 2023 = 1,000)
How many years do you expect your retirement savings to last? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

401(k) IQ

Most workers know how their 401(k) is performing, know how it's invested, and know what investments to choose

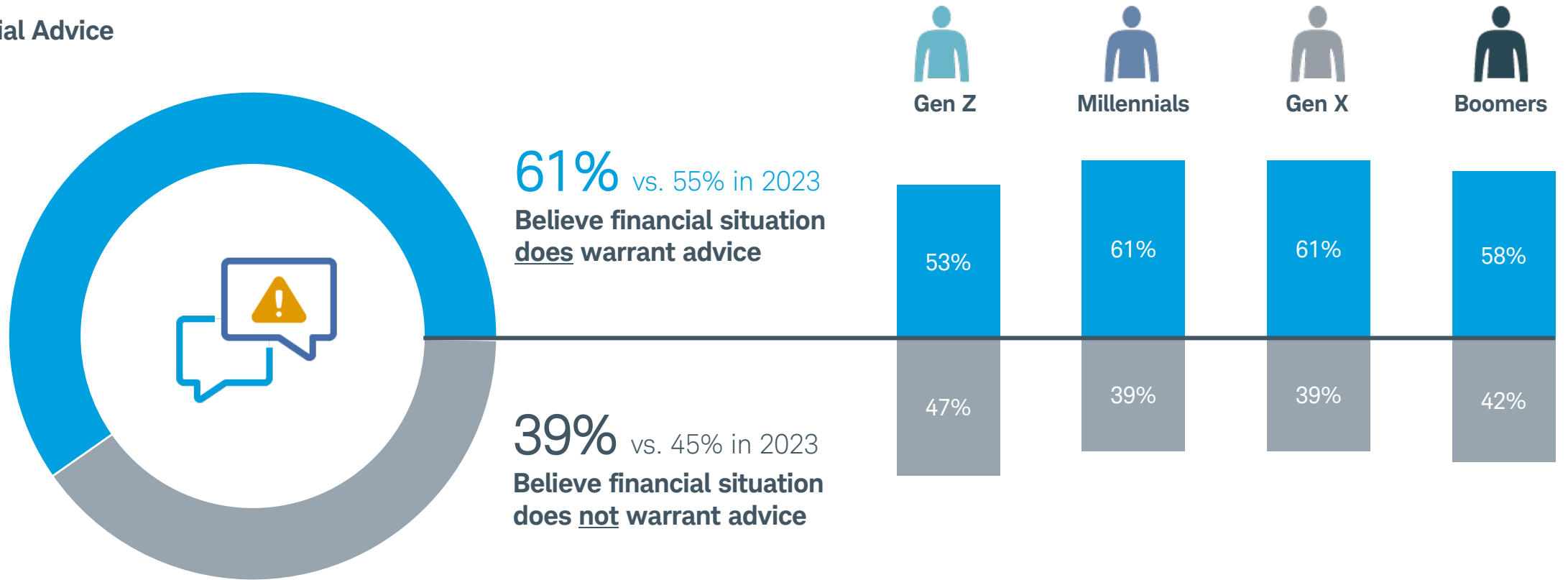


For each of the statements below, please indicate whether you agree or disagree. (Base: Total = 1,000)
What types of investment products is your 401(k) currently invested in? (Base: Total = 1,000)

Demand for advice

More workers believe their financial situation warrants professional advice, particularly Millennials and Gen X

Financial Advice

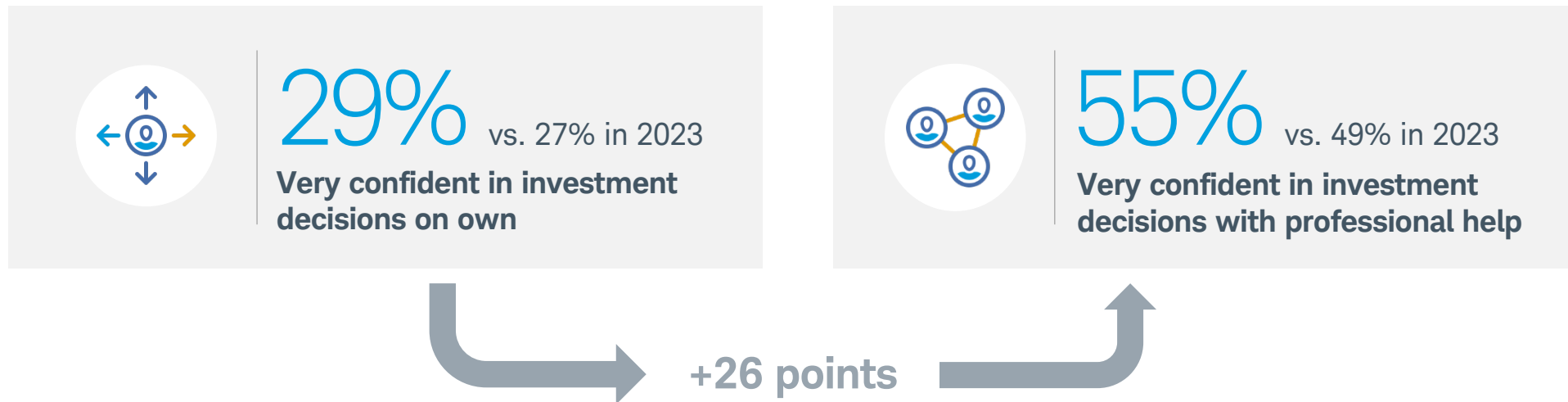


Do you think your current financial situation warrants financial advice from a professional? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

Advice and confidence

Workers' confidence in making 401(k) investment decisions nearly doubles with the help of a financial professional

Confidence in Investment Decisions

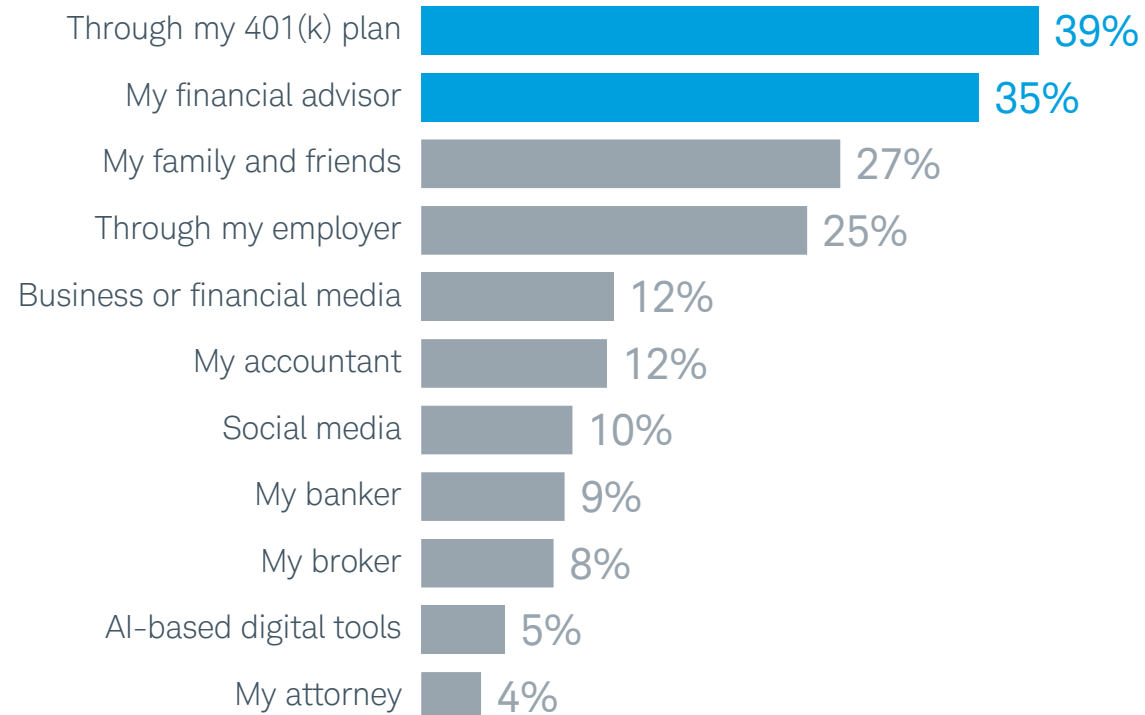


How confident are you in your ability to make the right 401(k) investment decisions on your own? (Base: Total 2024 = 1,000; Total 2023 = 1,000)
How confident would you be in your ability to make the right 401(k) investment decisions if you had the help of a financial professional? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

Advice sources

401(k) plans and financial advisors are still the primary sources of financial advice

Sources of Advice

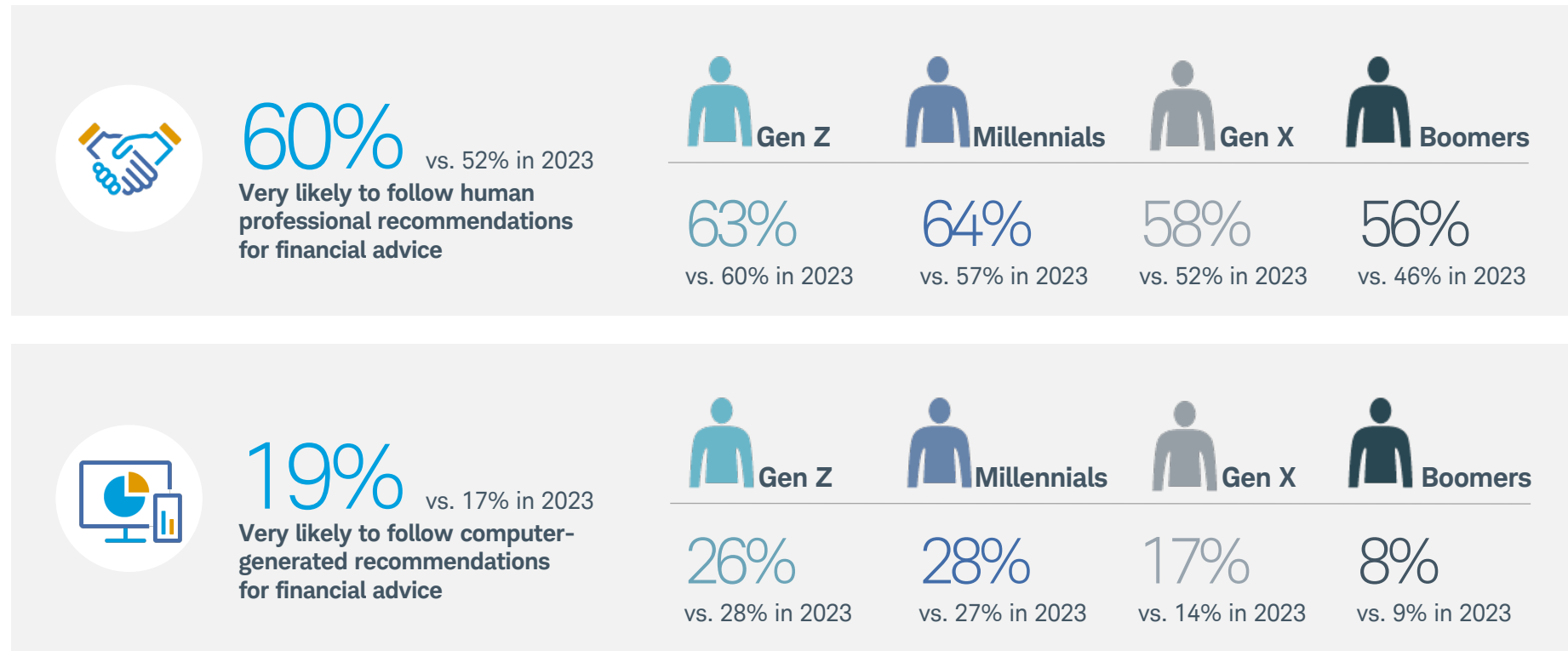


Which of the following, if any, are you currently using for financial advice? (Base: Total = 1,000)

Human vs. computer-generated advice

Across generations, workers are increasingly more likely to follow financial advice from a human than a computer

Very Likely to Follow...

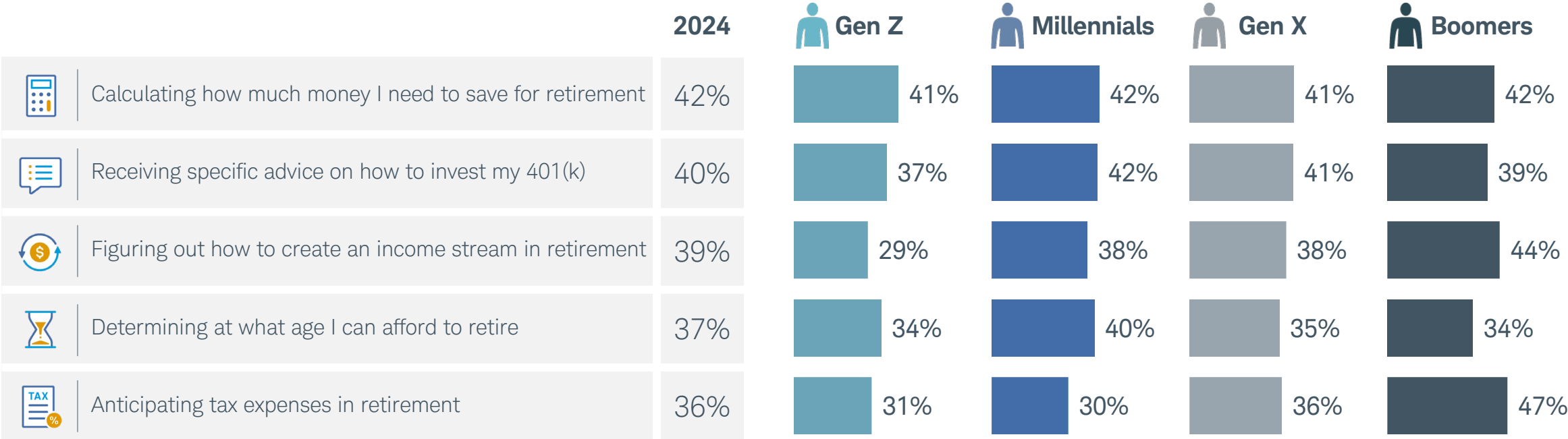


If you received the following types of financial advice, how likely are you to follow it? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

Where workers want advice

Workers want more help with creating an income stream in retirement. They remain eager for support with calculating a savings goal and investing their 401(k)

Areas Would Like Help with Retirement Planning



If you could get help with retirement planning, what would you like help with? (Base: Total = 1,000)

Retirement income

Workers increasingly expect their 401(k) to be their primary source of retirement income, with Social Security benefits expected to play a diminishing role

57%

of retirement income expected to come from multiple other sources besides 401(k)

Social Security (20% in 2023)	16%
Savings and investments	13%
Pension / defined benefit plans	10%
Part-time work	4%
Company stock plan / equity compensation	3%
Inheritance	3%
Real estate income	3%
Annuities/insurance	3%
Other	2%

Retirement Income Sources



43%

of retirement income expected to come from 401(k)

Own 401(k)	34%
Partner's 401(k)	9%

In 2023, 401(k) was 40% of retirement income.

Thinking about the different sources of income for your retirement, what percentage do you expect to come from each source listed? (Base: Total 2024 = 1,000; Total 2023 = 1,000)

Retirement income

Workers within 10 years of retirement expect to rely much more on Social Security than workers who are 11 or more years from retirement




Retirement Income Sources

Retirement Income Sources	Years from Retirement	
	Within 10 years	11 or more years
Own 401(k) and spouse/partner's 401(k)	37%	45%
Social Security	22%	13%
Savings and investments	15%	13%
Pension/defined benefit plans	11%	9%
Part-time work	4%	4%
Annuities/insurance	3%	3%
Inheritance	3%	3%
Company stock plan / equity compensation	2%	4%
Real estate income	2%	3%
Other	1%	3%
Total	100%	100%

Thinking about the different sources of income for your retirement, what percentage do you expect to come from each source listed? (Base: Total = 1,000; Within 10 years of retirement = 361, 11 or more years from retirement = 639)

Retirement

Workers who are closer to retirement prioritize investing in their IRA and brokerage account significantly more than those further from retirement

Top Methods for Investing/Saving for Retirement In Addition to 401(k) 2024			Years from Retirement		
			Within 10 years	11 or more years	
 <p>Methods</p>	1	Savings account	71%	69%	72%
	2	Individual retirement account (IRA)	51%	60%	46%
	3	Brokerage account	37%	46%	33%
	4	Health savings account (HSA)	37%	38%	36%
	5	Company stock plan/equity compensation	24%	22%	26%

Which of the following methods are you using to save or invest for retirement? (Base: Total = 1,000; Within 10 years of retirement = 361, 11 or more years from retirement = 639)

Methodology

- The 2024 401(k) Participant Study is an online study conducted by Logica Research.
- The study was conducted from April 17 through May 3, 2024.
- 1,000 401(k) plan participants completed the survey.
 - Ages 21-70
 - Work for companies with 25+ employees that have 401(k) plans
 - Currently contribute to their companies' 401(k) plans
- In order to analyze Gen Z results against other generations, an additional 100 plan participants aged 21 to 27 completed the survey.
- Survey respondents include participants served by approximately 15 different retirement plan providers.
- The typical (median) survey length was 10 minutes.

Disclosures

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