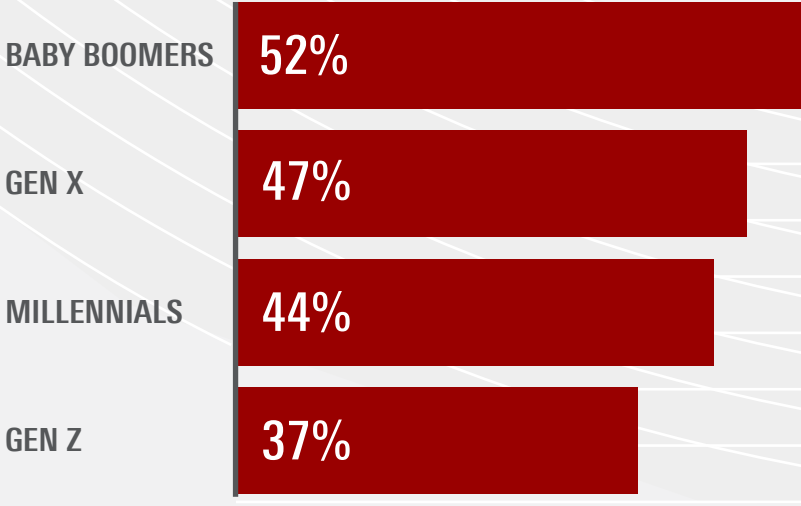


# Are U.S. workers on track for retirement?

## THE RACE AGAINST TIME

Older generations may be more likely to be unprepared for retirement because they’re running out of time to build their financial cushion before they cross the finish line into retirement.

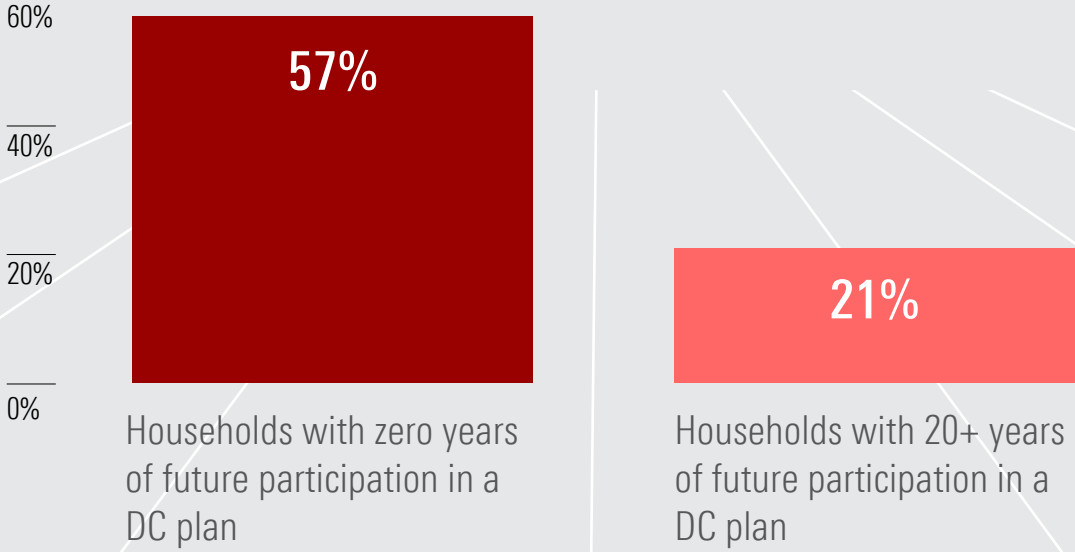
PERCENTAGE WHO MAY EXPERIENCE RETIREMENT SHORTFALLS



## CLEARING HURDLES TO RETIREMENT SAVINGS

Having access to defined contribution (DC) plans allows people to have a dedicated place to save for retirement, improving retirement outcomes.

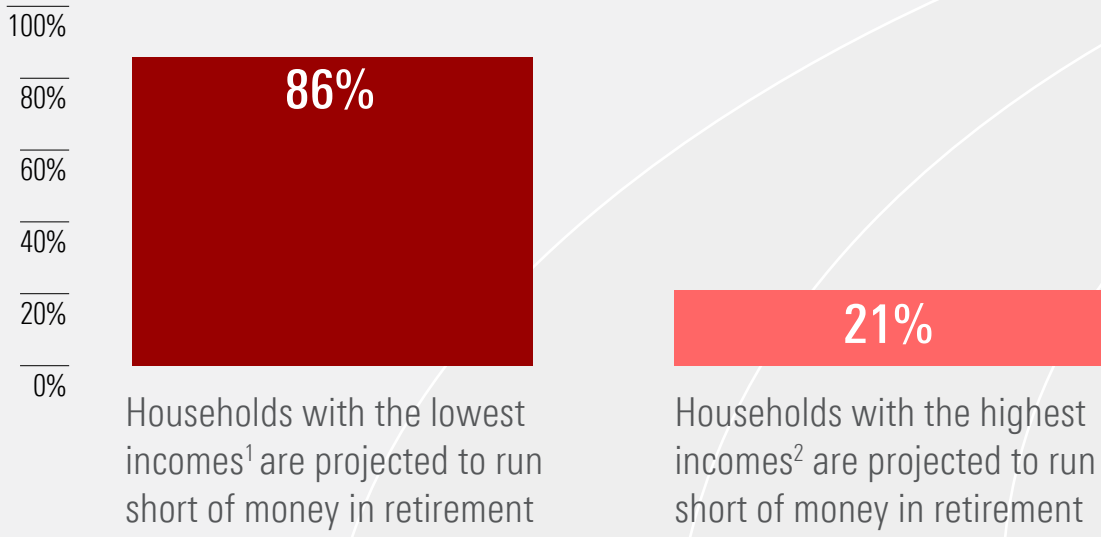
AVERAGE LIKELIHOOD OF RUNNING SHORT OF MONEY IN RETIREMENT



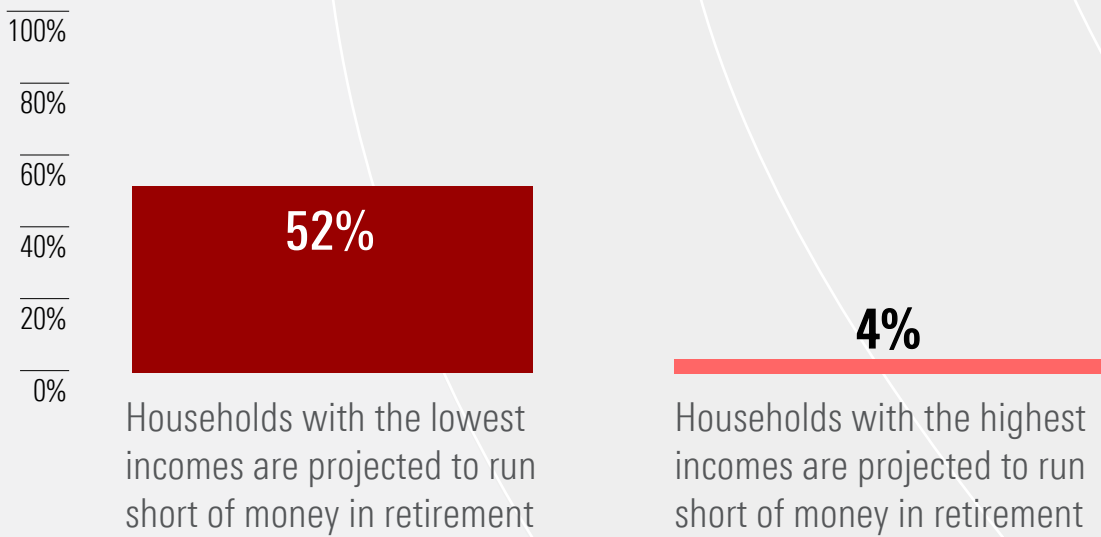
## GOING THE DISTANCE

People with more time in retirement plans and have a higher income are more likely to make their savings go the distance through retirement.

HOUSEHOLDS WITH ZERO YEARS OF FUTURE PARTICIPATION IN A DC PLAN



HOUSEHOLDS WITH 20+ YEARS OF FUTURE PARTICIPATION IN A DC PLAN



## GETTING BACK ON THE TRACK

To help all U.S. workers get back on track, there should be an industry-wide focus on providing more Americans with access to an employer-sponsored plan, while also improving participation rates for those who already have access to a plan.



[Read the report](#)

MORNINGSTAR Retirement

<sup>1</sup> The lowest incomes are defined as those in the first quartile of earners, or the lowest 25%.  
<sup>2</sup> The highest incomes are defined as those in the fourth quartile of earners, or the highest 25%.

**Source:**  
Look, Spencer and VanDerhei, Jack. 2024. “Beyond the Retirement Crisis Headlines: Why Employer-Sponsored Plans Are the Key to Retirement Adequacy for Today’s Workers.”

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