

INSIGHTS FROM TOMORROW

Building your benefit program with the Transamerica Prescience 2026 Council

We asked a lot from the retirement and employee benefit experts who participated in the Prescience survey back in 2015. We wanted them to look four years ahead and tell us what they expected retirement programs to look like in 2019 — hence the name “prescience,” meaning anticipation of future events.

The study identified high-level trends that could help business leaders develop their organizations’ benefit programs with greater insight. We wondered if it was possible to help improve financial well-being and retirement readiness for employees by looking into the future.

Results of Prescience 2019 were on point. For example, predictions included:

- A majority of plans would use automatic enrollment
- Many plans would set default contribution rates at 6% or higher
- Tools that measure and communicate retirement readiness would be commonplace for participants and plan sponsors
- The predominant use of mobile apps by plan participants

CHECK, CHECK, CHECK, AND CHECK.

As changes resulting from world conditions continue affecting the way people work and what they expect from their employers, the time is right for another look downstream. That’s why, in partnership with EACH Enterprise, Transamerica initiated our Prescience 2026 Council. This time, we’re asking our panel of experts to forecast trends for 2026 — and they are enthusiastically responding.

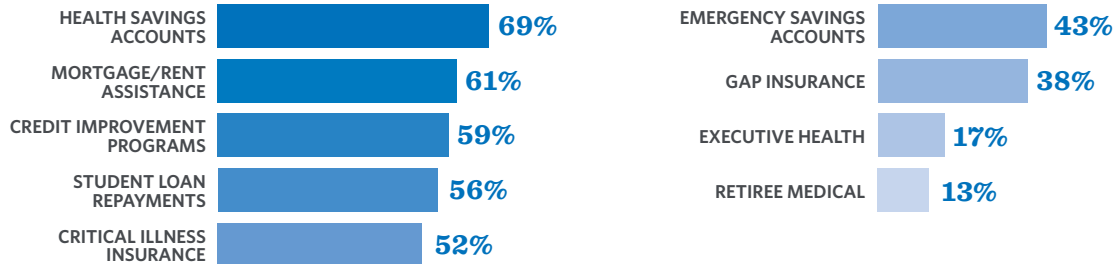
EARLY RESULTS

Transamerica Prescience 2026 is a series of polls and brainstorming sessions conducted over a 12-month period, each focusing on a particular aspect of employee benefits. In the first round of queries conducted in June 2022, experts were asked about their expectations for employee financial wellness offerings.

Responses were colored by one key prediction: 81% of respondents agreed or strongly agreed that attracting and retaining talent will continue to challenge employers in 2026. They expect labor costs to increase, and 86% said helping employees enhance their financial well-being will be a priority.

To meet the challenge, experts predict that 38% of companies will implement or expand “work from anywhere” policies by the end of 2026, and 91% expect more than half of employers to offer intangible benefits such as flextime.

Poll results show that other well-being benefits will likely climb to the top of the priority list. The percentage of employers the experts expect to offer the following benefits by year-end 2026 are:



The Prescience Council expects the challenges of a tight labor market to continue into 2026 and that employers will attempt to meet the challenge with customization. Eighty-six percent of respondents agreed or strongly agreed that employers will offer a broad suite of benefits that better allow employees to meet their individual needs.

MORE PREDICTIONS TO COME FROM OUR PANEL OF EXPERTS

Future Prescience 2026 polls will cover other important topics for the future of work, including:

- Meeting the needs of employers with fewer than 50 employees
- Reaping the most reward for benefit dollars and effort expended
- Financial coaching and advice
- The future of Social Security
- Employee responsibility, accountability, and engagement

Will your view of the future of benefits match that of the Prescience 2026 council? Keep an eye on your inbox for future releases, including combined results of all polls when Prescience 2026 concludes. We predict it will be useful for shaping benefits policies going forward for your organization.