

# YOUR GUIDE TO FINANCIAL RESILIENCE FOR YOUNGER EARNERS

HARGREAVES  
LANSDOWN

Rising prices over the last couple of years have hit younger people harder than any other age group.

This isn't a surprise as those starting out in their career tend to be on lower incomes, spending a higher proportion of their salary on the basics.

Research from the [HL Savings and Resilience Barometer](#) reveals that:

- **Almost 9 in 10** of the lowest income households have poor or very poor financial resilience
- The least financially resilient age group is **age 20 to 29**



The information in this factsheet and the tools we've linked to are not personal financial advice. If you're not sure what's right for you or your employees, please seek financial advice. The value of investments go up and down which means you could get back less than you invest. June 2023



# HOW CAN EMPLOYERS SUPPORT YOUNGER EMPLOYEES IN BUILDING THEIR FINANCIAL RESILIENCE?

## 1. 5 to Thrive

Even though we can't always control what happens in life, we can prepare ahead to improve financial security over the long term. And employers are uniquely placed to help.

Recent research shows 68% of employees trust their employer – only family and bank are more trusted.

Employers play an important role in driving financial education within an organisation, through shaping employee education and benefits.



Our Five to Thrive framework can help you identify how to guide employees towards a more financially resilient future.

[Find out more about the 5 to Thrive framework here](#)

## 2. Financial education for a modern workplace

A well-rounded financial education programme is a great way to empower your employees and give them the confidence to make better, well-informed financial decisions.

Here's an example of just some of the topics we cover



### Financial Education

Budgeting & Debt Management  
Building Financial Resilience  
Scam Awareness



### Guide to Investment

Start Investing  
Managing Investment Volatility  
ESG (Environmental, Social, Governance)



### Financial Planning

How a Pension Works  
Investing For Children  
Saving for a Deposit

## 3. Offer different saving options – good for those who want to save without locking their money away

Employees have different needs. That's why our savings options include extra ways of saving and investing for your employees.

Whether they're graduate trainees who need somewhere to save for a home deposit, or simply want to start a rainy day fund, our savings and investment options offer something for everyone.

We offer a:

- **Workplace ISA (Individual Savings Account)** – a simple, tax-efficient way to help your employees invest
  - **Including a Lifetime ISA** – available for those aged 18 to 39 who are saving for a first home
- **Workplace Fund and Share Account** – a low-cost, flexible investment account directly from payroll
- **Active savings**
- **Junior ISA**

## LET'S TALK

For more information about HL Workplace, please get in touch.



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