

# Retirement plan solutions for the healthcare industry

## AN INDUSTRY UNDER PRESSURE

While it will take most industries awhile to recuperate from the pandemic, healthcare may not be one of them. According to the Bureau of Labor Statistics, healthcare employment will grow 15% by 2029 — faster than any other occupation.<sup>1</sup> Of course, while the numbers look good from one sense, studies have shown that hospitals may hire a lot of staff, but are extremely challenged to retain them.

The pandemic certainly hasn't helped the healthcare industry's alarmingly high turnover rate — or the enormous strain from supply chain issues. Plus, many healthcare professionals are leaving the industry, retiring, or choosing not to work with patients anymore. And while many hospitals have taken to offering signing bonuses, smaller physician's offices may not be able to offer these financial perks. Providing retirement and other benefits could be a smart way to start.

## HEALTHCARE RETIREMENT PLAN REPORT CARD

Challenge	Why it matters	How ADP retirement solutions can help
60% of plans do not offer automatic enrollment.	In a tight labor market, you want to make things as easy as possible for your employees.	Automatic enrollment is proven to be one of the most effective plan design features available to plan sponsors for increasing plan participation.
64.9% of plans believe they are responsible for helping with financial wellness, but only 12-45% truly provide anything on it.	Many employees can still struggle with paying daily bills, debt, saving for a rainy day — and a number of other financial issues unrelated to investments.	ADP Achieve can help you build a robust financial wellness program for your workforce that can help employees improve their financial literacy, manage debt, protect their identity, plan for retirement, save for college, and more.
69% of plans use a retirement plan advisor or institutional investment consultant, but only 22.6% are 3(38) fiduciaries while 33.3% are 3(21) fiduciaries.	It is part of your fiduciary responsibility to perform due diligence on investments before they are selected and to monitor their performance to ensure they remain appropriate options for your participants.	To assist you in making investment decisions for your plan, ADP makes services that can help you mitigate the risks associated with investment option selection and monitoring. You can choose between two options — 3(21) or 3(38) investment management services.

Source: PLANSPONSOR Defined Contribution (DC) Survey, 2020.

<sup>1</sup> Occupational Outlook Handbook, Healthcare, - U.S. Bureau of Labor Statistics, May 14, 2021.



## UNLOCKING BETTER RETIREMENT OUTCOMES

Your retirement plan can help you or hinder you in attracting and retaining motivated, productive employees. ADP can help you gain insights into how your plan measures up against other industry retirement plans and where there might be room for improvement.

“80% of employees who **ranked their benefits satisfaction** as extremely or very high also **ranked job satisfaction as extremely or very high.**”

— Ashley - Employee Benefits and Perks Statistics<sup>2</sup>

2 Ashley - Employee Benefits and Perks Statistics - The Ultimate Collection, November 7, 2020 - Access Perks blog



## MORE THAN A PROVIDER, **ADP IS YOUR RETIREMENT ALLY.**

With more data and experience than any other provider, our advanced technology makes retirement plans easy and engaging. Our flexible, simple to manage retirement plans are backed by:

- Seamless data integration to streamline plan administration and mitigate unnecessary risk.
- A data-driven approach to employee education delivering personalized insights that empower employees to make informed savings decisions.
- Plan design to best meet the needs of your business and workforce.
- Industry-recognized security to ensure that your employee data is secure and compliance is managed.

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Investment options are available through the applicable entity(ies) for each retirement product. Investment options in the “ADP Direct Products” are available through either ADP Broker-Dealer, Inc. (ADP BD), Member FINRA, an affiliate of ADP, Inc., One ADP Blvd, Roseland, NJ 07068 or (in the case of certain investments) ADP, Inc. Only registered representatives of ADP BD may offer and sell ADP retirement products and services or speak to retirement plan features and/or investment options available in any ADP retirement products. Registered representatives of ADP BD do not offer investment, tax or legal advice to individuals. Please consult with your own advisors for such advice.

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## Let's Talk.

Let's talk about how ADP can help you solve plan design challenges so you and your workforce can unlock the full potential of your retirement plan.



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