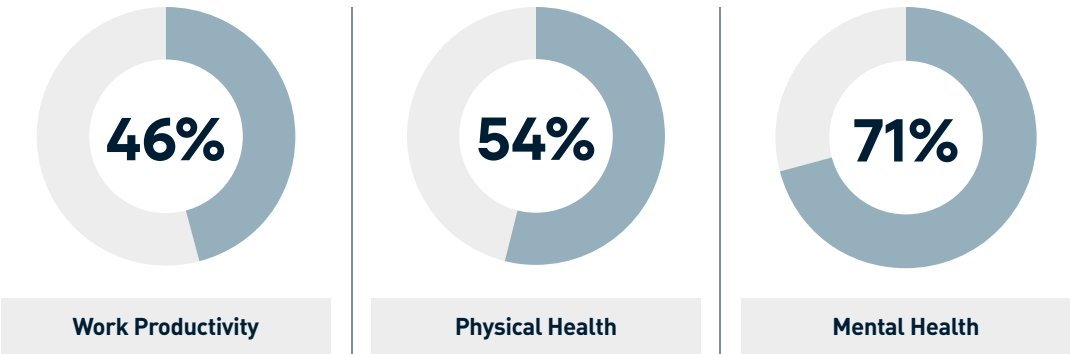


# Financial Stress Is Impacting Your Workers: How Health Savings Accounts (HSAs) Can Help

The *2025 Financial Wellness in the Workplace Study*<sup>1,2</sup> revealed that financial stress is taking a toll on U.S. workers' overall well-being. At the same time, workers and employers both face rising healthcare costs. Encouraging greater use of HSAs is a practical way to help workers plan for healthcare expenses, avoid medical debt and improve their financial confidence — now and for the future.

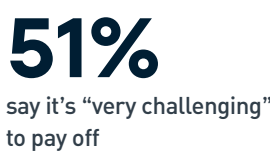
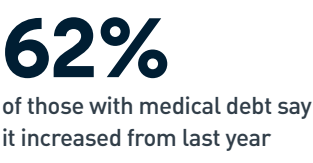


It impacts them in a variety of ways. Workers say that financial stress affects their:

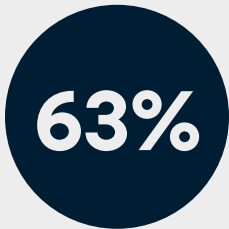


Employer-sponsored health insurance can help reduce financial stress.  
**91% of workers have access to it.**

Yet they still struggle with healthcare costs.



Employers are feeling it too.



of employers say  
their health insurance  
costs increased from  
2024 to 2025

# Tax-advantaged HSAs can help workers with High Deductible Health Plans (HDHPs) plan ahead for qualified medical expenses.

42%

of employers offer HSAs as part of their benefits package

81%

make contributions to their workers' HSAs

Yet there are opportunities to improve utilization.

42%

of employers that offer HSAs say utilization is less than 30%

54%

of workers have access to HSAs — yet only 36% say they use them

## Industry Insights

Many workers utilize HSAs to plan for and manage unexpected, qualified medical, dental and vision expenses. Employer contributions enhance the value of HSAs and encourage employees to take advantage of these benefits.

### What Employers Say About HSAs

We've offered HSAs for years. Even if you leave the company, it stays with you. If you retire and you've got money in the account, you can pay premiums, you can pay COBRA, you can pay other medical premiums with it. A lot of benefits.

Director of HR, Professional

Only about 25% use the Flexible Spending Account ... We are underenrolled, in my opinion. But 60% of our employees are on the High Deductible Health Plan, so every one of them actually has the Health Savings Account because in order to get the employer funding, you have to sign up for it.

Director of HR, Technology

## How do Flexible Spending Accounts (FSAs) compare?

One key difference is that HSA funds are automatically rolled over year to year, while FSAs may have limited rollover options.

Like HSAs, FSAs offer tax advantages. Unlike HSAs, they can be offered by employers with any type of group health plan.

ONLY 29%

of employers offer FSAs. They report similar utilization rates as those offering HSAs.

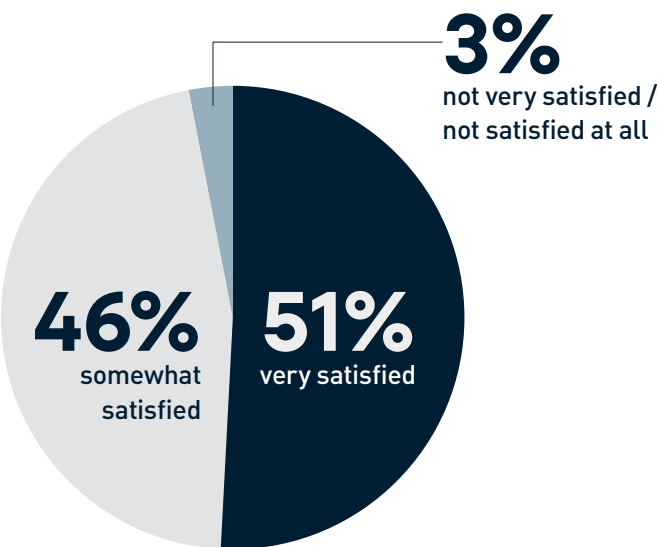
33%

of workers without access to FSAs say they would use the benefit if offered.



Nearly half of employers are less than “very satisfied” with their organization’s overall benefits utilization — suggesting room for improvement.

Employer Satisfaction with Overall Benefits Utilization



Financial wellness education can help workers better understand HSA benefits, boost utilization and help them plan for the future.

**29%**  
of employers offer financial education to promote financial well-being — a decrease from 36% in 2024

**91%**  
of employers who offer financial education say it is focused on retirement planning

**42%** of workers say they don’t have access to financial wellness education benefits but would use them if they did



✓ Industry Insights

True benefits leadership means guiding workers beyond enrollment into confident use of tools like HSAs that help protect their health and their future. Too many workers view HSAs as short-term savings accounts. Financial education can help them understand that HSAs support long-term financial security and planning.

Employers and workers agree that better communication could help.



What can employers do to help workers feel more secure in their financial futures?	
Better communication of benefits	Employers: 37%
	Workers: 30%

What Employers Say About Communication

I think they have a good idea of baseline. I think there’s a lot of supplemental [benefits] they maybe don’t know. We’ve done a training when we roll out benefits enrollment, so I think the video format helps a little bit, but I don’t think they know everything we offer.

Director of HR, Manufacturing

We try to make everything, all the forms, all the access, available to them. We have this thing [called] Brunch with Benefits to go over questions. It’s once a month, so we try to engage everyone, but I think people just don’t get engaged with it.

Benefits Coordinator, Higher Education



# Communication + Financial Education can be the key to improving HSA utilization and relieving some financial stress for workers.

**1. Better communication builds greater awareness among workers so they can take full advantage of HSAs and other available benefits.**

- Improves HSA utilization without increasing costs, making the best use of your existing benefits investment

**2. Financial education benefits help workers understand how HSAs can be leveraged as a long-term savings vehicle.**

- Helps them plan for future healthcare expenses and prepare for retirement
- Promotes financial confidence for greater overall well-being at home and at work

**3. The right HSA provider can help you win with your workforce. Select an administrator that:**

- Aligns with your organization's benefits strategy and business goals
- Empowers workers to become smarter healthcare consumers through financial wellness education, decision support tools and ongoing communication
- Offers high-quality customer service and an integrated solution that removes educational and administrative burden from your benefits team



# The right provider can help you win with your workforce.

## Methodology

### About the study

The *2025 Financial Wellness in the Workplace Study*<sup>1,2</sup> was conducted in early 2025 and surveyed two different populations: U.S. employers and U.S. workers.

The research was conducted in two phases:

#### PHASE 1: QUALITATIVE

In-depth interviews, separately, with employers and workers in January 2025<sup>3</sup>

#### PHASE 2: QUANTITATIVE

Separate online surveys with employers and workers in March 2025.

The **Employers Survey** was conducted online with a national sample of 500 U.S. employers with 100+ workers and annual revenues of \$5 million or more. The sampling error is +/- 4.4% at the 95% confidence level.

The **Workers Survey** was conducted online with a national sample of 1,000 U.S. workers ages 21–69 who work full time at companies with 100+ workers. The sampling error is +/- 3.0% at the 95% confidence level.

The study was conducted by Willow Research, a custom market research firm and certified woman-owned business.

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<sup>1</sup> The information in this report comes from two quantitative surveys conducted by PNC in March 2025. The surveys were conducted on an anonymous basis.

<sup>2</sup> For reporting purposes, worker income groups are defined as: Low Income (less than \$50,000), Middle Income (\$50,000–\$99,999) and High Income (\$100,000 or more).

<sup>3</sup> Employer interviews were conducted with 14 respondents who are C-suite and HR executives in organizations with \$5 million or more in revenue and are “very” or “somewhat” involved in selecting benefits for their organization. The interviews included a mix of participants based on industry, job title, revenue and company size.

Worker interviews were conducted with 14 respondents who work in companies of 100 workers and are “very involved” in making financial decisions for their household. The interviews included a mix of participants based on age, gender, annual household income and marital status.

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