

# 3 Solutions to Boost Understanding and Appreciation of Workplace Retirement Plans

## **SOLUTION #3:** Equip members with better decision-making tools

One major challenge of retirement planning is the lack of clear tools that show plan members how their workplace pensions, savings, taxes and public benefits all fit together. This lack of integrated information leaves them vulnerable to mental shortcuts and biased decisions.

**Well-designed tools** can highlight key tradeoffs and make the long-term consequences of choices more visible, improving understanding and decision-making confidence. These tools should be delivered in three tiers, supporting the distinct needs of different groups of Canadians.



- 1 Basic plan estimators** that provide accurate, plan-specific personalized projections and answer straightforward questions about workplace retirement plan entitlements (e.g., how different contribution levels affect benefits, how benefits change with different start dates or how career earnings affect outcomes).
- 2 Integrated tools** that serve lower- and middle-income Canadians by layering workplace and public pensions with taxes and transfers to show net spendable income at the household level. These tools would illustrate how decisions affect long-term income security and draw attention to how different choices shift the balance between lifelong income and flexible spending buckets.
- 3 Sophisticated planning support** for workers with significant assets. With access to better data from tiers 1 and 2, industry experts can deliver more accurate, individualized analyses and offer more targeted advice on investment and tax strategies.

**When members see clear, personalized retirement scenarios that show how their choices change retirement risks and outcomes, they can make more informed decisions and recognize their workplace retirement plan for what it truly is: a strong contributor to lifelong financial security.**

Source: MacDonald, B.-J., Chandler, D., Sanders, B., Hodder, A. (2026). Understanding and Communicating the Value of Workplace Retirement Plans. Toronto, ON: National Institute on Ageing, Toronto Metropolitan University

[Read the full report here](#)