

STUDENT LOAN REPAYMENT EMPLOYMENT BENEFITS
Readings and Resources

HEATHER JARVIS
Student Loan Expert

NALP Annual Education Conference, 2018

[Student Loan Assistance Benefits See Little Growth, but Need Is Real](#)

Society for Human Resource Management

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[Student Loan Repayment: The Job Perk Of The Future](#)

Forbes, 3/30/2018 06:10 PM

[American Student Assistance Young Workers and Student Debt Survey Report](#)

American Student Assistance, 2/2017

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American Student Assistance Young Workers and Student Debt Survey Report

Methodology

February 2017

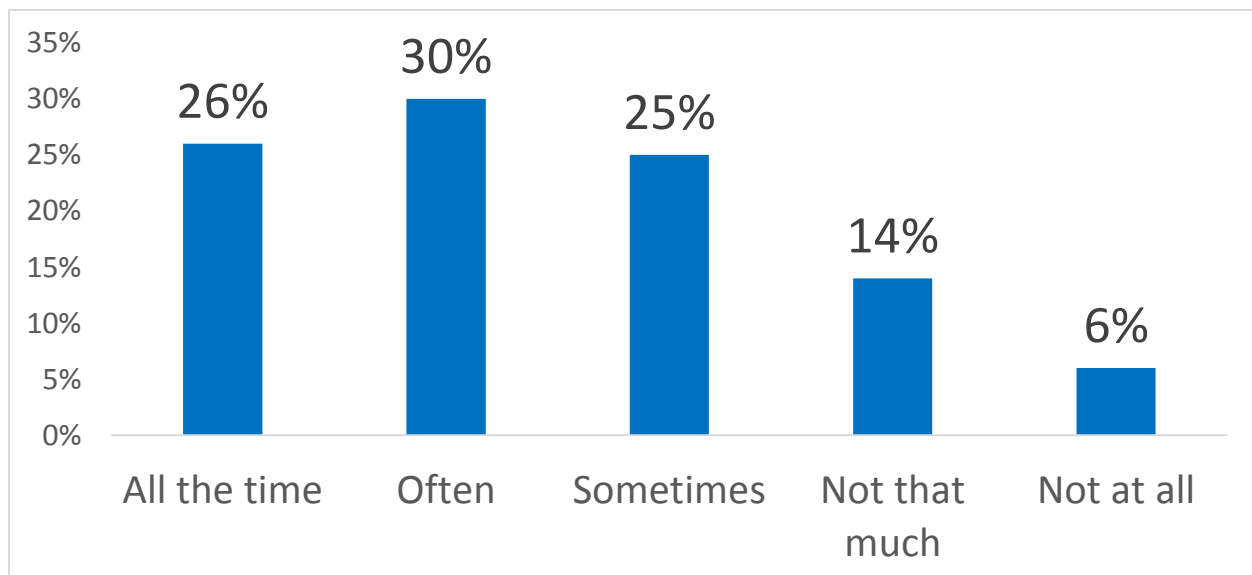
A new survey from American Student Assistance®, a private nonprofit dedicated to eliminating finance as a barrier to education and the dreams education enables, reveals the burden of student debt on young employees and explores potential employer-driven benefits. The survey was conducted online in January 2017 by Regina Corso Consulting. The survey polled 502 young workers between the ages of 22 and 33 as well as 451 human resource managers at companies with at least 100 employees.

The results highlight the many challenges faced by young workers with student debt and the strong demand for benefits such as financial literacy, one-on-one counseling, sign-on bonuses and student loan repayment. *Young Workers and Student Debt* highlights how rising student loan debt is negatively affecting young workers' focus, well-being and retirement planning as well as delaying their pursuit of further higher education. The research also reveals a gap between human resource managers and their young workforce as to the perceived impact of student loans and the solutions that young workers are seeking in exchange for their loyalty.

A breakdown of the survey's results can be found below.

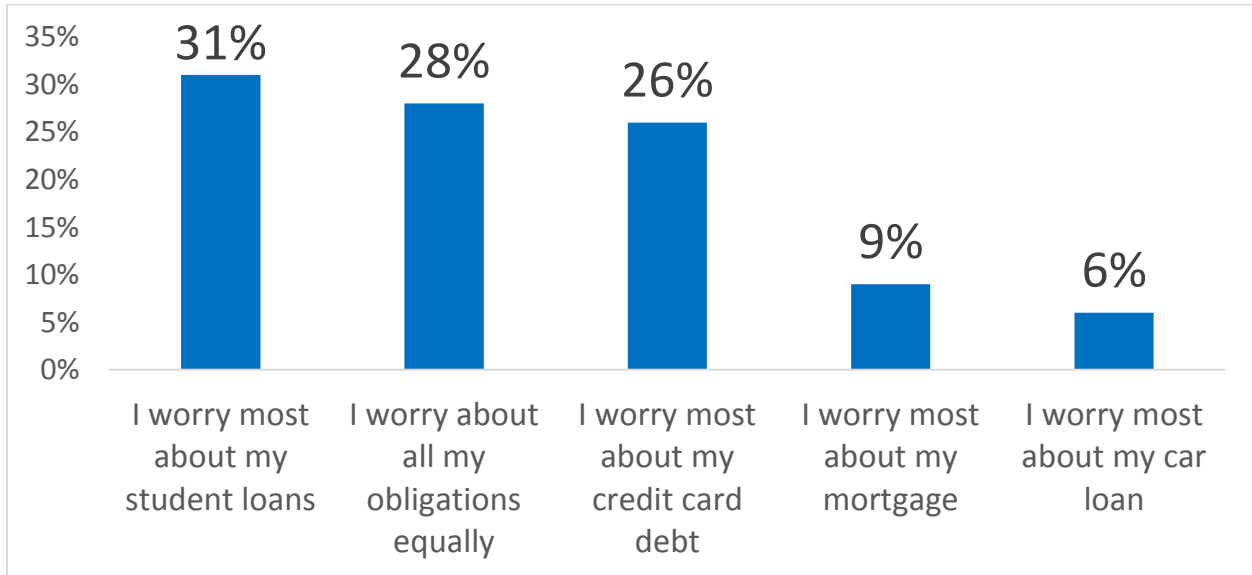
Question: How often do you worry about repaying your student loans?

Analysis: Over half of young workers worry about repaying their student loans all the time or often and one-quarter sometimes worry. Just one in five say they don't worry about it.



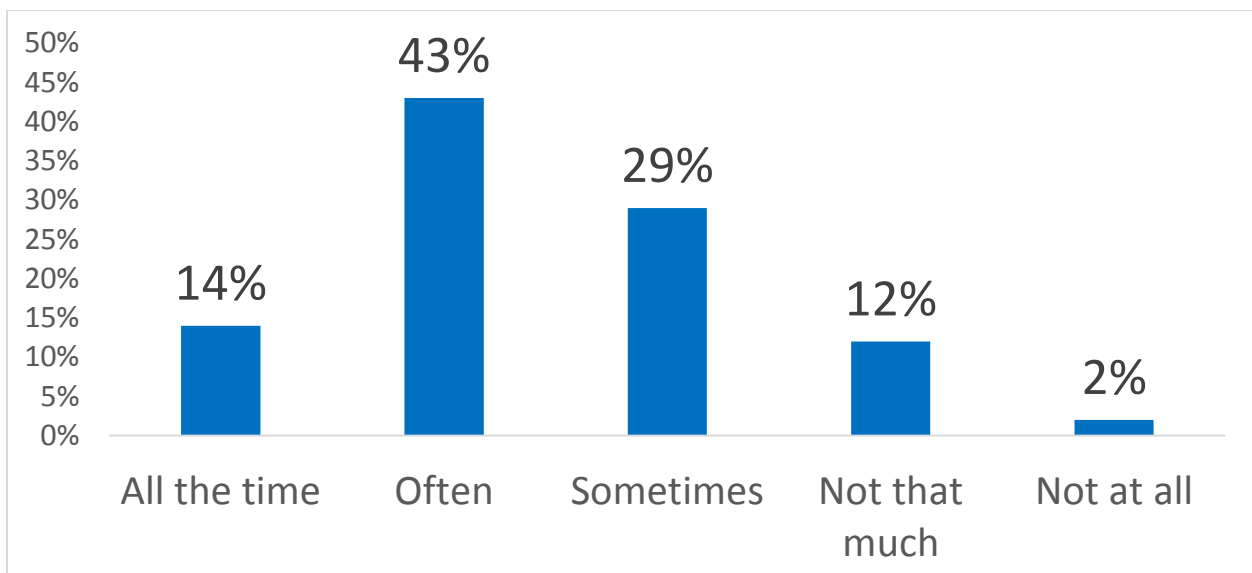
Question: Which of the following financial obligations do you worry about the most?

Analysis: When it comes to worrying about their financial obligations, three in ten young workers worry most about their student loans.



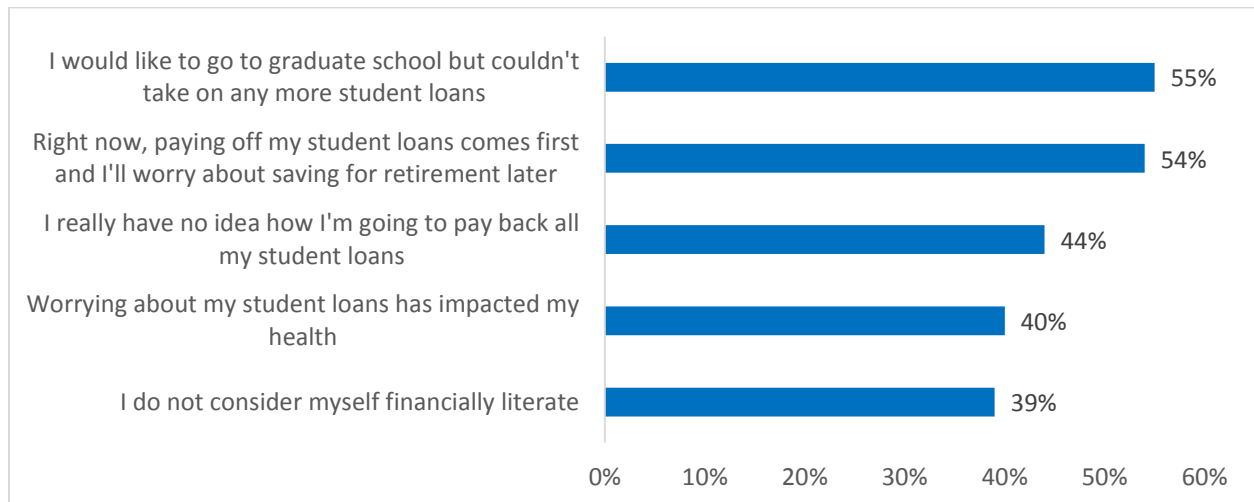
Question: How often do you think your younger employees worry about their student debt?

Analysis: While one-quarter of young workers worry about their student loans all the time, only over one in ten of those in HR think they worry about it all the time.



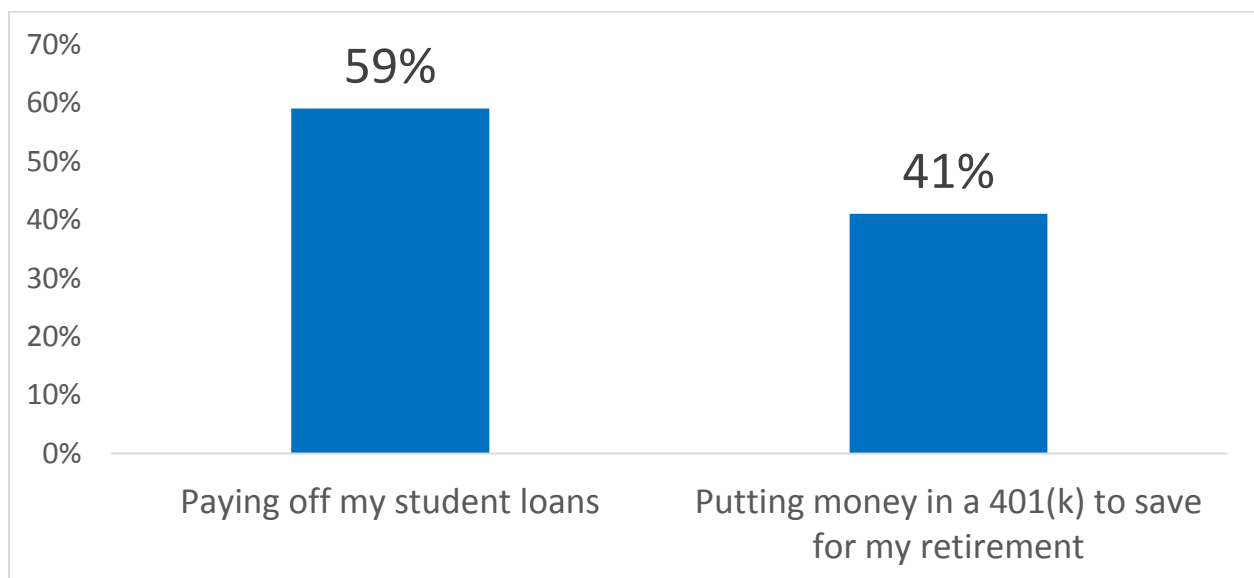
Question: How strongly do you agree or disagree with the following statements?

Analysis: A majority of young workers say student loans come first and they'll worry about their retirement later.



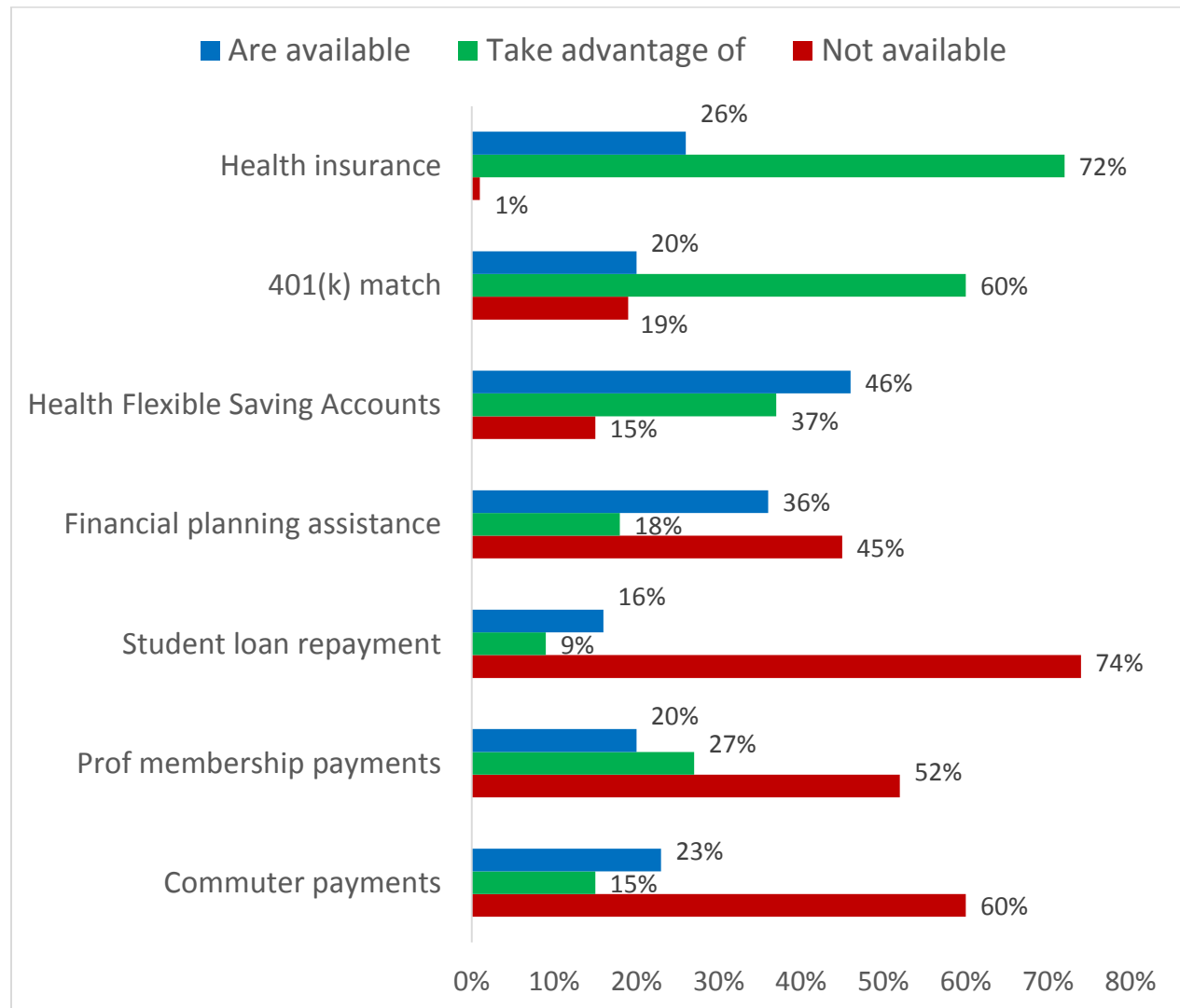
Question: Which would you say is a priority for you right now?

Analysis: Three in five young workers say a higher priority for them is paying off their student loans, not saving for retirement.



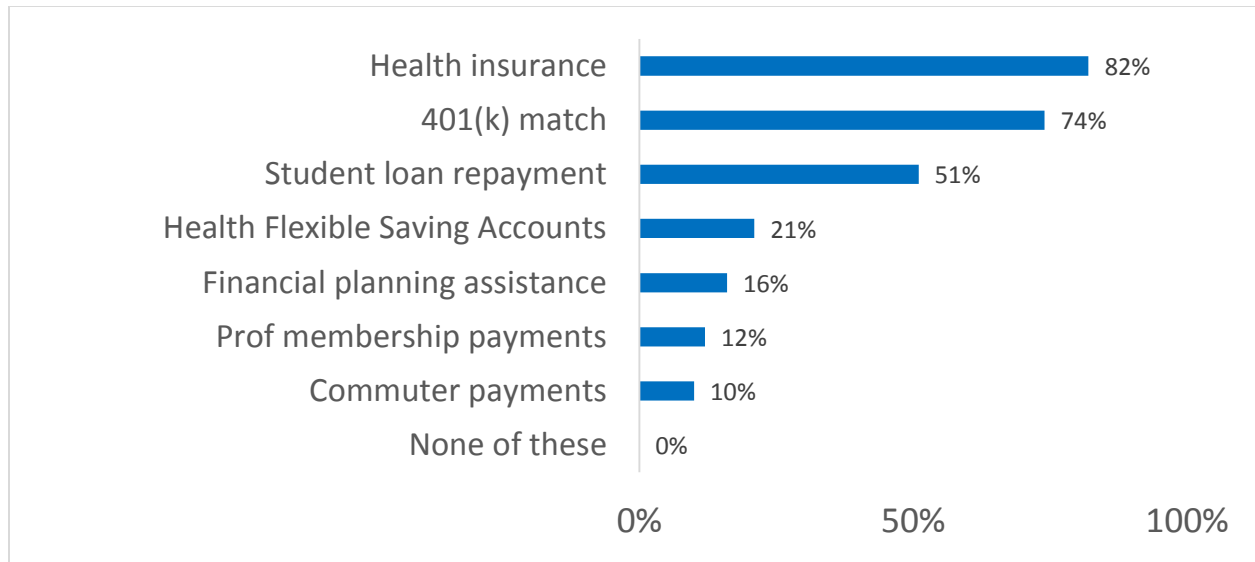
Question: Looking at the following list of possible benefits, which of the following benefits do you currently receive and which ones do you take advantage of? Even if you may not take advantage of the benefit, please indicate if it is available.

Analysis: Among the total group, health insurance and 401(k) matches are the ones people take the most advantage of when it comes to benefits.



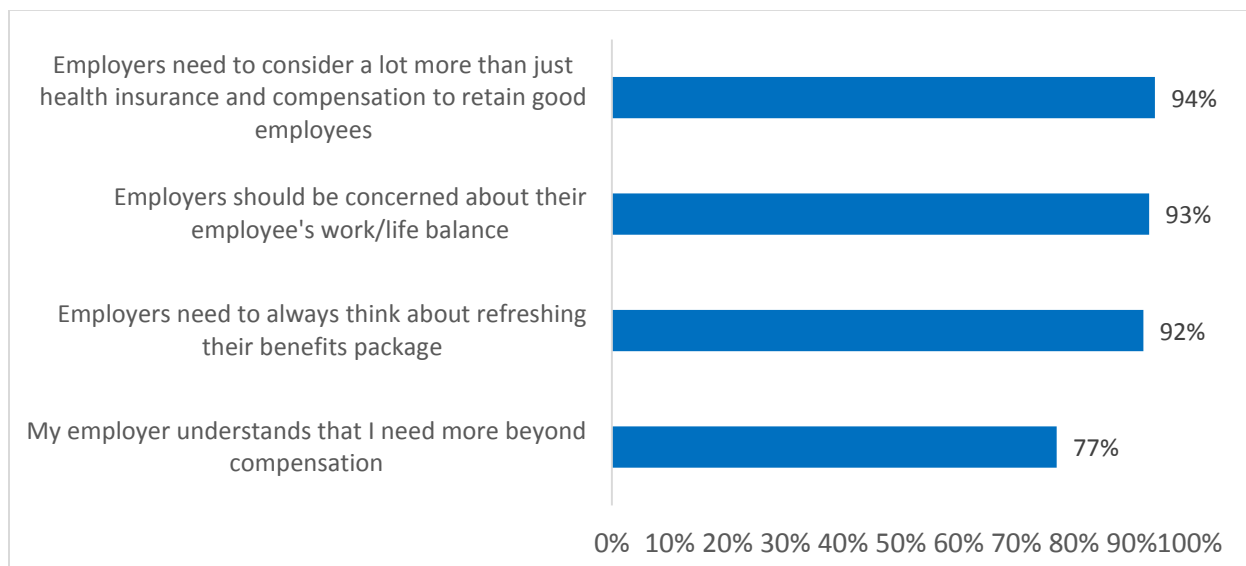
Question: Which two or three of the following are most important to you personally? Please think of all the benefits, not just ones that your company may offer.

Among younger workers, health insurance and a 401(k) match are the most important benefits to them personally, but half say student loan repayment is important.



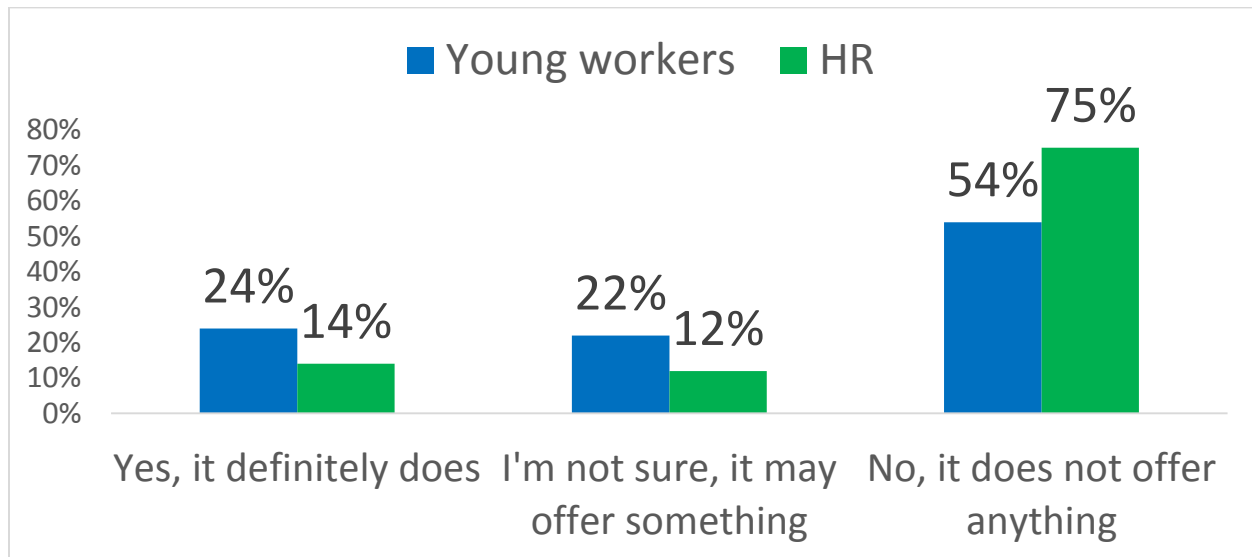
Question: How strongly do you agree or disagree with the following statements?

Analysis: Among both young workers and those in HR, there is a strong belief that employers need to keep more than just compensation in mind.



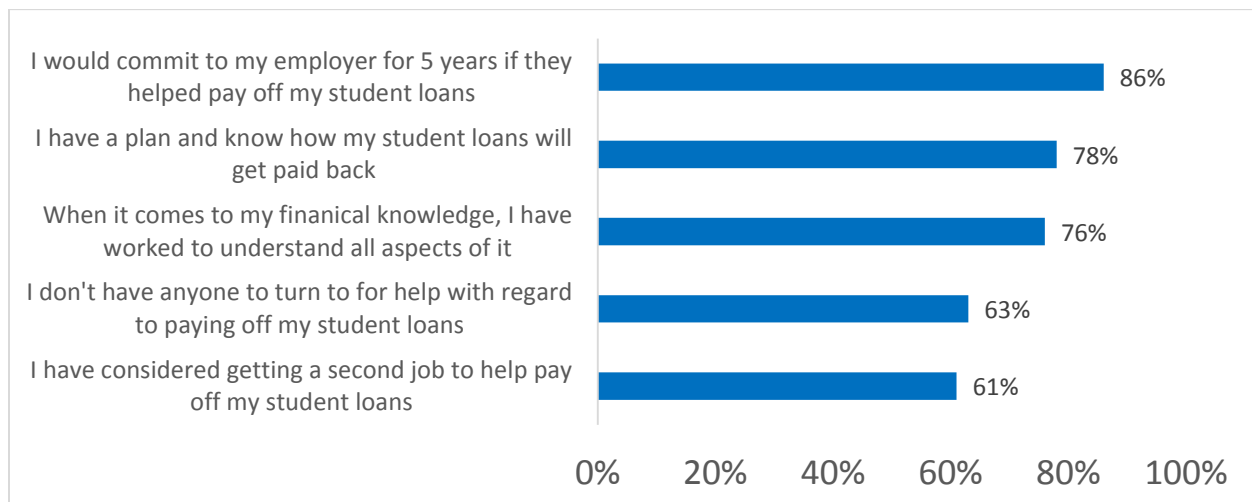
Question: Does your current place of employment offer any guidance or assistance to you regarding your student loan debt?

Analysis: There is a definite disconnect between those in HR and young workers as to whether their company offers guidance or assistance regarding student loan debt.



Question: How strongly do you agree or disagree with the following statements?

Analysis: Roughly 4 out of 5 of young workers would commit to their employer for 5 years if they helped pay off their student loans.



Question: Thinking about possible assistance that a company could provide with regard to student loan debt, how likely would you be to take advantage of each of the following?

At least four in five young workers say they are likely to take advantage of each of these five possible types of assistance for helping with student loan debt.

