

Blue Cross® VIRTUAL WELL-BEING

Help prevent employees from living paycheck to paycheck

Nearly **80%** of American workers say they're living paycheck to paycheck, according to a 2017 report by employment website **careerbuilder.com***. Chances are your workforce faces this same challenge. Here are some ways to help your employees to break this cycle:

- Consider offering basic budgeting workshops at your workplace.
- Determine the main sources of employee spending and provide education to help employees make better decisions to keep spending within their budget. A survey may be helpful to discover the main spending pain points for your workforce.
- Evaluate retaining the services of an independent financial planner professional to provide employees with guidance on budgeting and long-term planning as a benefit of employment.



Budgeting is an essential building block for financial wellness

According to a 2017 study by U.S. Bank, about 41% of families use a budget. This means that most families don't have a formal program for understanding where their hard-earned dollars go.

- Budgeting needs to focus on the control employees have over both discretionary and fixed budget expenses.
- Start small — challenge employees through the budget process to find at least \$100 they could eliminate in their budget. Easy areas to target include dining out, cell phone expenses, cable television, clothing and entertainment.
- Get employees to think about the fixed expenses in their budget. These are often where the biggest dollars go each month for rent, mortgages and car payments. Although it's difficult to change these expenses in the short-term, employees need to look at potentially large savings associated with changes in living and transportation expenses.
- Have employees prepare a "net-worth" statement. This will put the value of what they own and the value of what they owe into one place. It can be an eye-opening experience to fully understand your net worth, and it can serve as an incentive to save and spend appropriately to meet short and long-term goals.

Join us for our next weekly meditation session on your computer or mobile device:

Topic: Friendly Breathing Meditation

Wednesday, May 29, 2019

8 to 8:10 a.m. Eastern time

[Register today.](#)

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