

# CANADIAN RETIREMENT SURVEY

GENERAL POPULATION AND  
HEALTHCARE WORKERS

Conducted for HOOPP

April 2026



## Methodology – Healthcare Survey

These findings are based on an online survey of 803 Canadians aged 18 and older who are currently working in healthcare, conducted from April 10 to 20, 2026. Respondents worked across a range of healthcare settings and roles, including hospitals, long-term care, primary care, home care, private clinics, healthcare administration, and support services. A random sample of panelists was invited to complete the survey from a set of partner panels. These partners typically use double opt-in survey panels, blended to reduce potential skews in the data from a single source.

The margin of error for a comparable probability-based random sample of the same size is +/- 3.45%, 19 times out of 20. The margin of error will be larger for data that is based on sub-groups of the total sample.

The data were weighted to ensure the sample was representative of the Canadian healthcare workforce based on age, region, educational attainment, and healthcare setting (including public and private hospitals, long-term care facilities, retirement residences, private healthcare clinics, primary care, home care, and healthcare administration). Totals may not add up to 100 due to rounding.



## Methodology – General Population Survey

These findings are based on an online survey of 2,000 Canadians aged 18 and older from April 9 to 15, 2026. A random sample of panelists was invited to complete the survey from a set of partner panels. These partners typically use double opt-in survey panels, blended to reduce potential skews in the data from a single source.

The margin of error for a comparable probability-based random sample of the same size is +/- 2.19%, 19 times out of 20. The margin of error will be larger for data that is based on sub-groups of the total sample.

The data were weighted according to census data to ensure the sample matched Canada's population according to age, gender, educational attainment and region. Totals may not add up to 100 due to rounding.



## Definitions

- **Retired** – Those who have fully retired (not including semi-retired individuals). N = 509
- **Unretired** – Respondents who are not either retired or semi-retired, meaning they may be employed full- or part-time, or unemployed but not due to retirement. N = 1,485
- **Pension** – Those with a defined benefit and/or defined contribution pension plan. N = 820
- **No pension** – Those without either a defined benefit or defined contribution pension plan (includes those with an RRSP or other retirement benefits not including those mentioned before). N = 1,180
- **No retirement benefits** – Those without an RRSP or any other retirement benefits. N = 752



# Detailed Findings

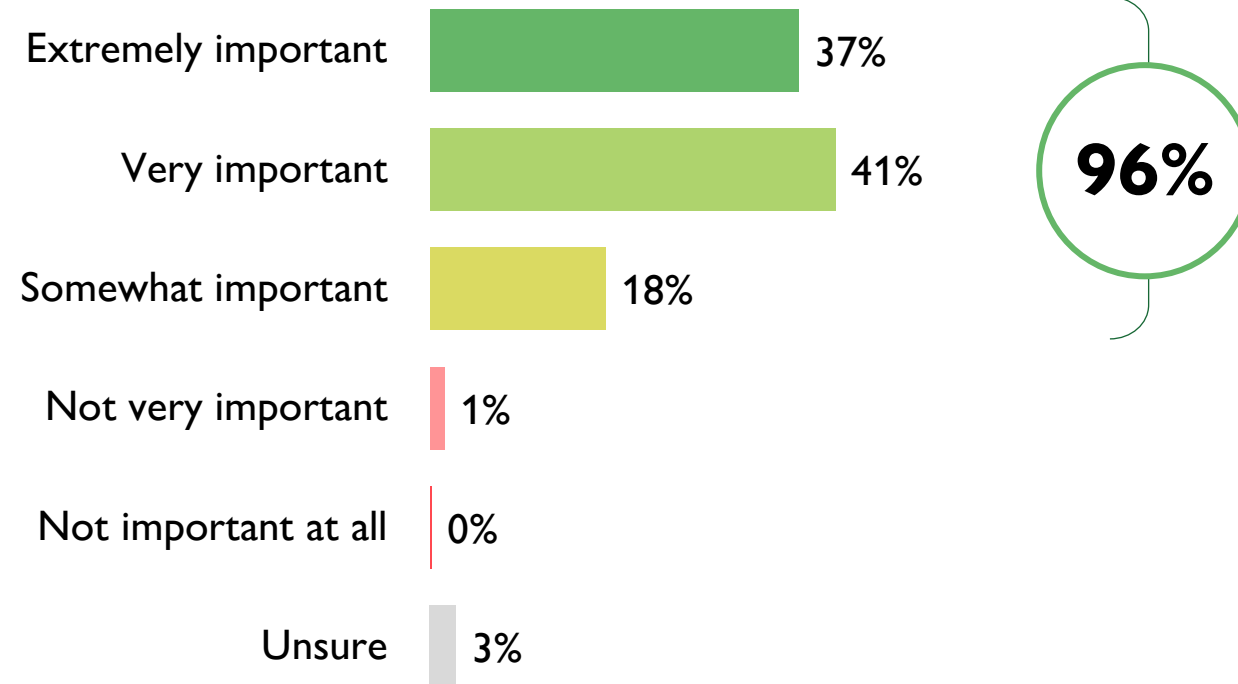
## HEALTHCARE WORKERS





How important do you believe workplace pensions are in attracting and retaining workers?

## Nearly all healthcare workers believe workplace pensions are important in attracting and retaining workers.

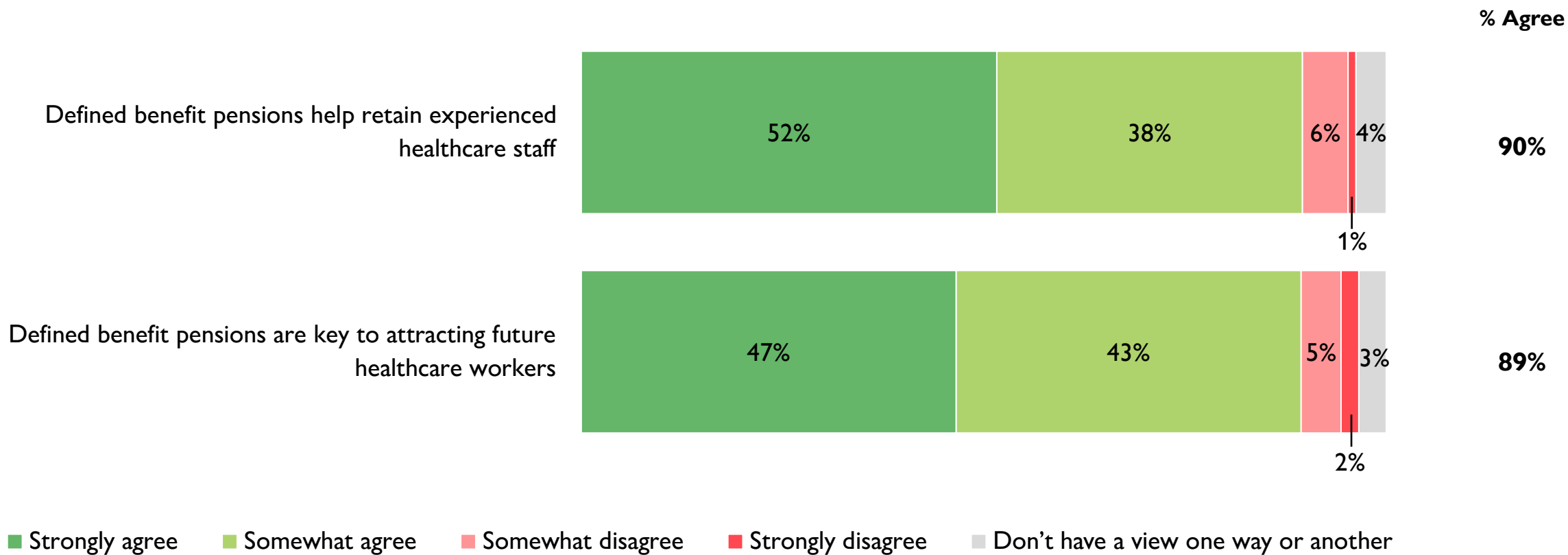


[Healthcare workers] n = 803



Do you agree or disagree with the following statements?

## DB pensions are seen as critical to healthcare workforce attraction and retention.

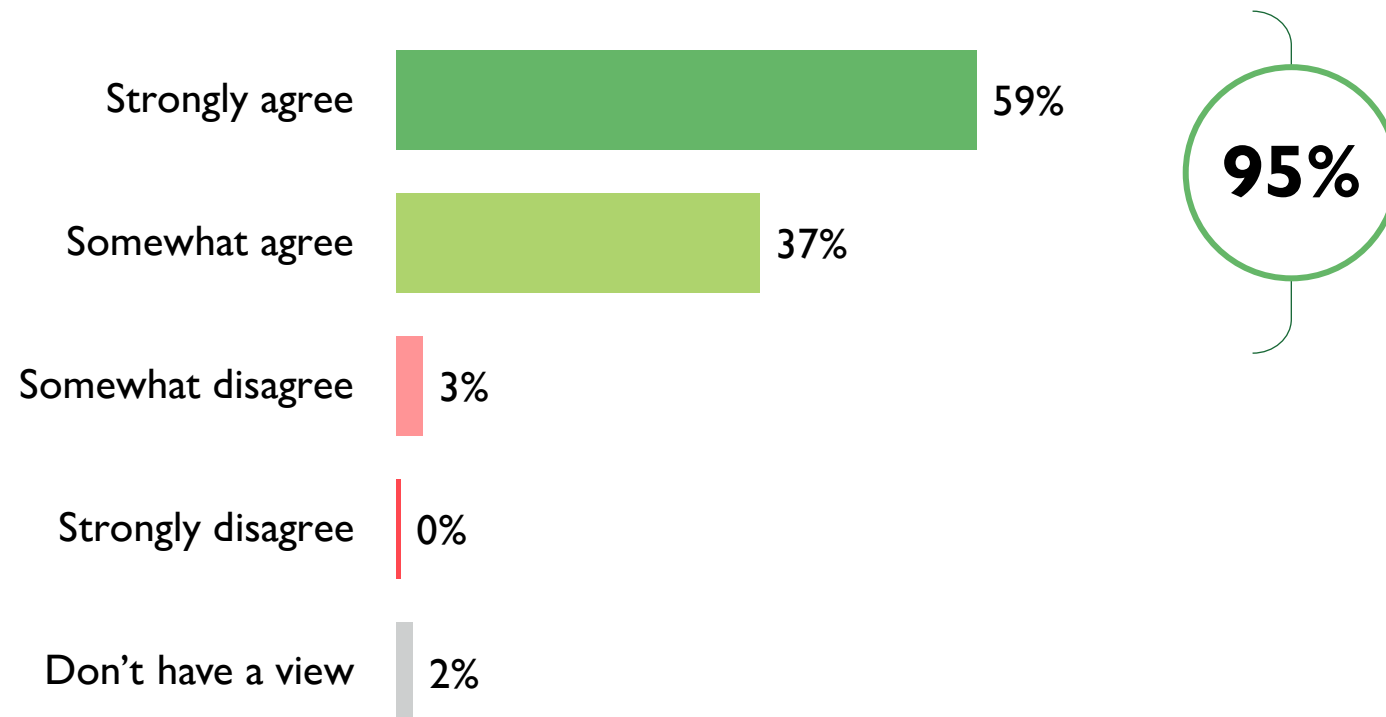


[Healthcare workers] n = 803



Do you agree or disagree with the following statements? **Canada's healthcare system will need to grow significantly to support an aging population.**

## Almost all healthcare workers agree that Canada's healthcare system will need to grow significantly to support an aging population.



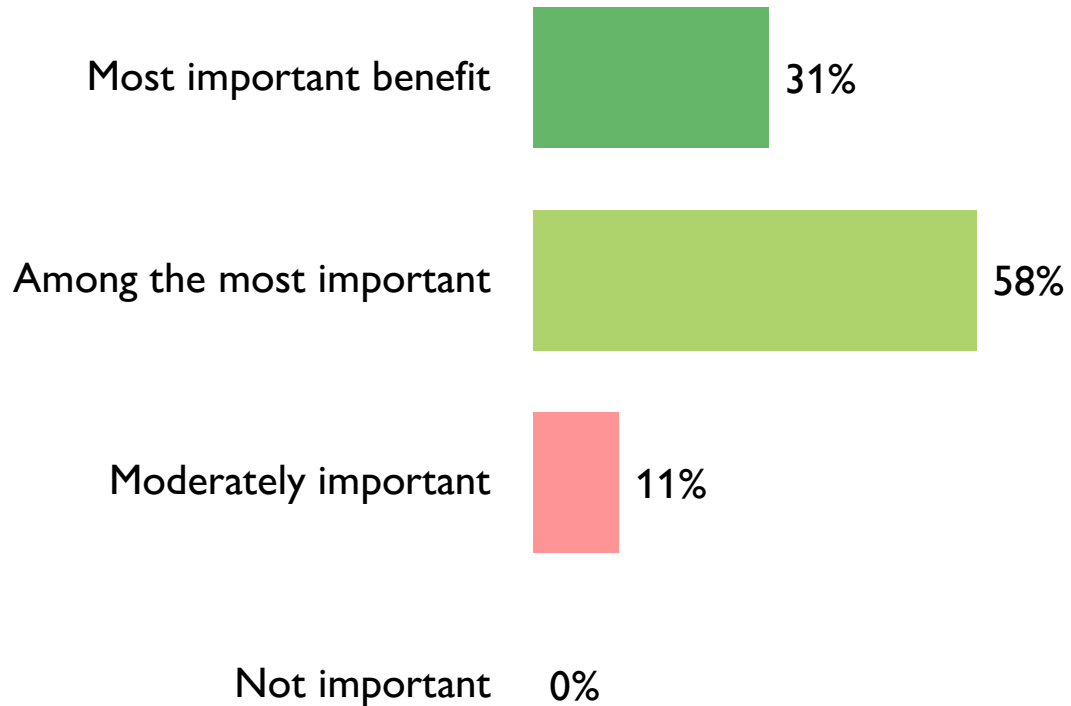
[Healthcare workers] n = 803



Compared to other benefits (such as health, dental benefits, etc.), how would you rank your pension?

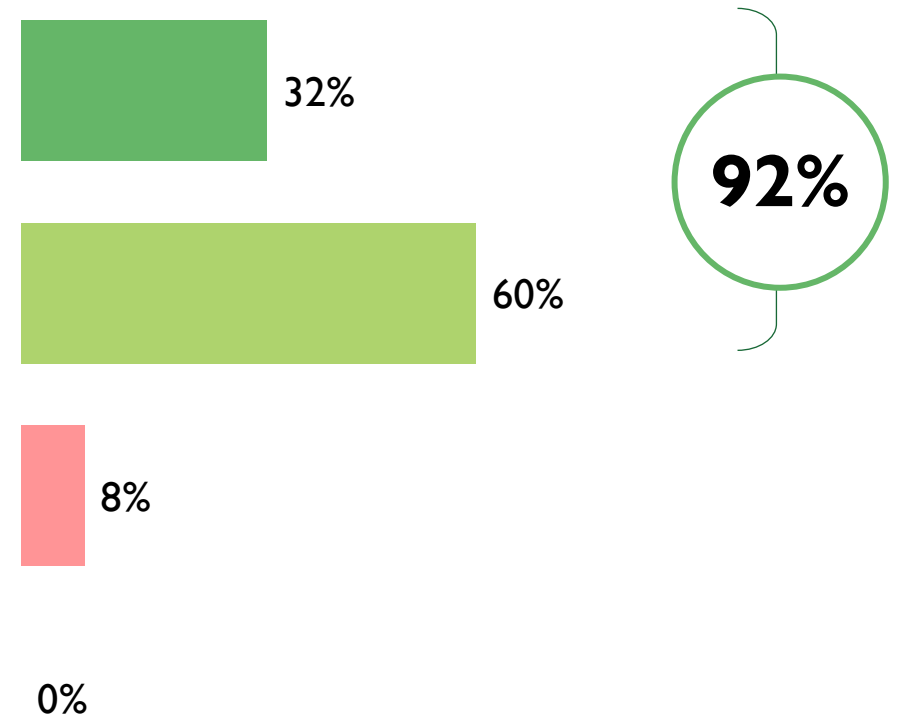
## DB pensions are a top workplace benefit for healthcare workers: nearly nine-in-10 (89%) rank their pension as either the most important or among the most important workplace benefits.

### THOSE WITH A DB PENSION



89%

### THOSE WITH A DB PENSION & AGED 18-34



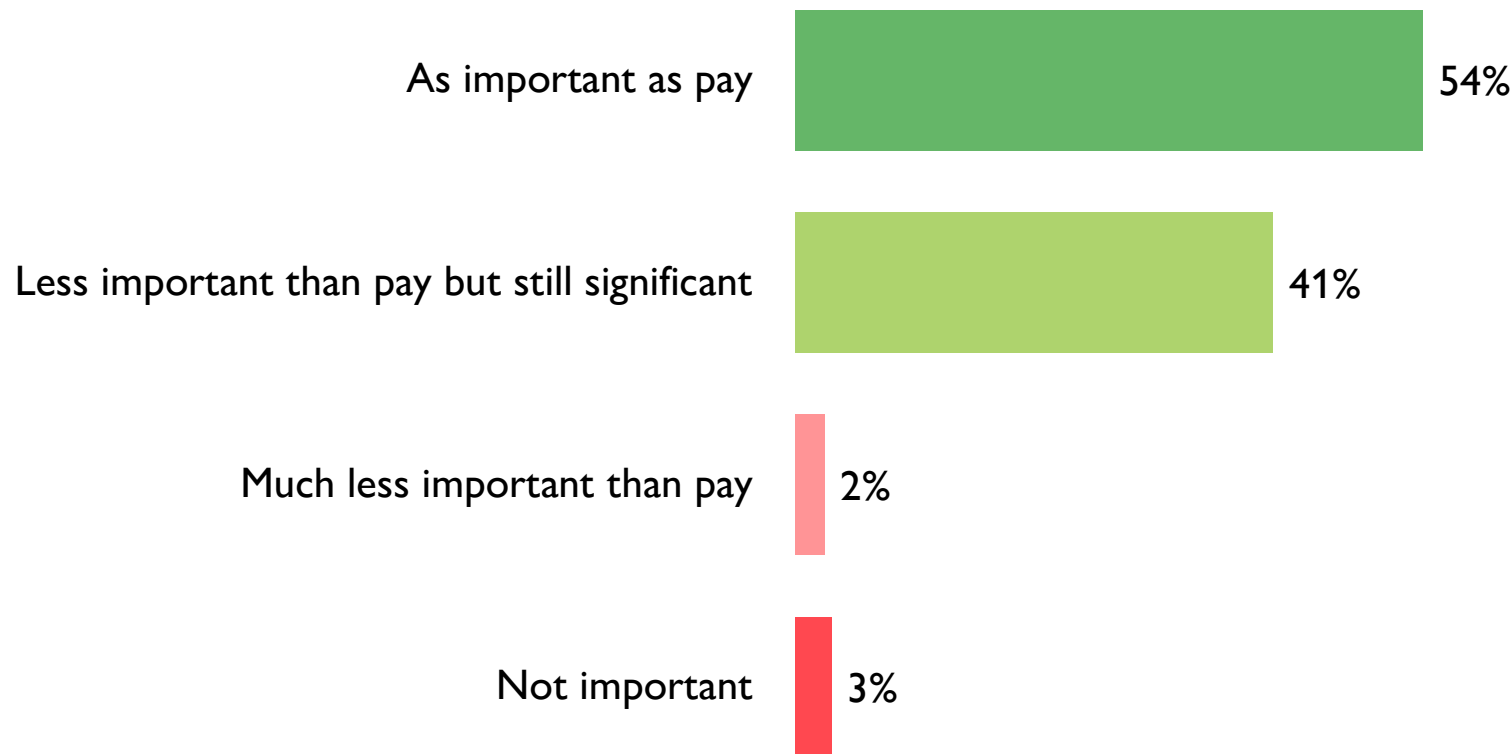
92%

[Healthcare workers with a DB pension] n = 319 | [Healthcare workers with a DB pension & Aged 18-34] n = 77



How important is your defined benefit pension to your overall compensation?

## More than half (54%) of healthcare workers with a DB pension say it is as important to their overall compensation as pay itself.



94%

As important as pay (Among workers with DB age 18-34):

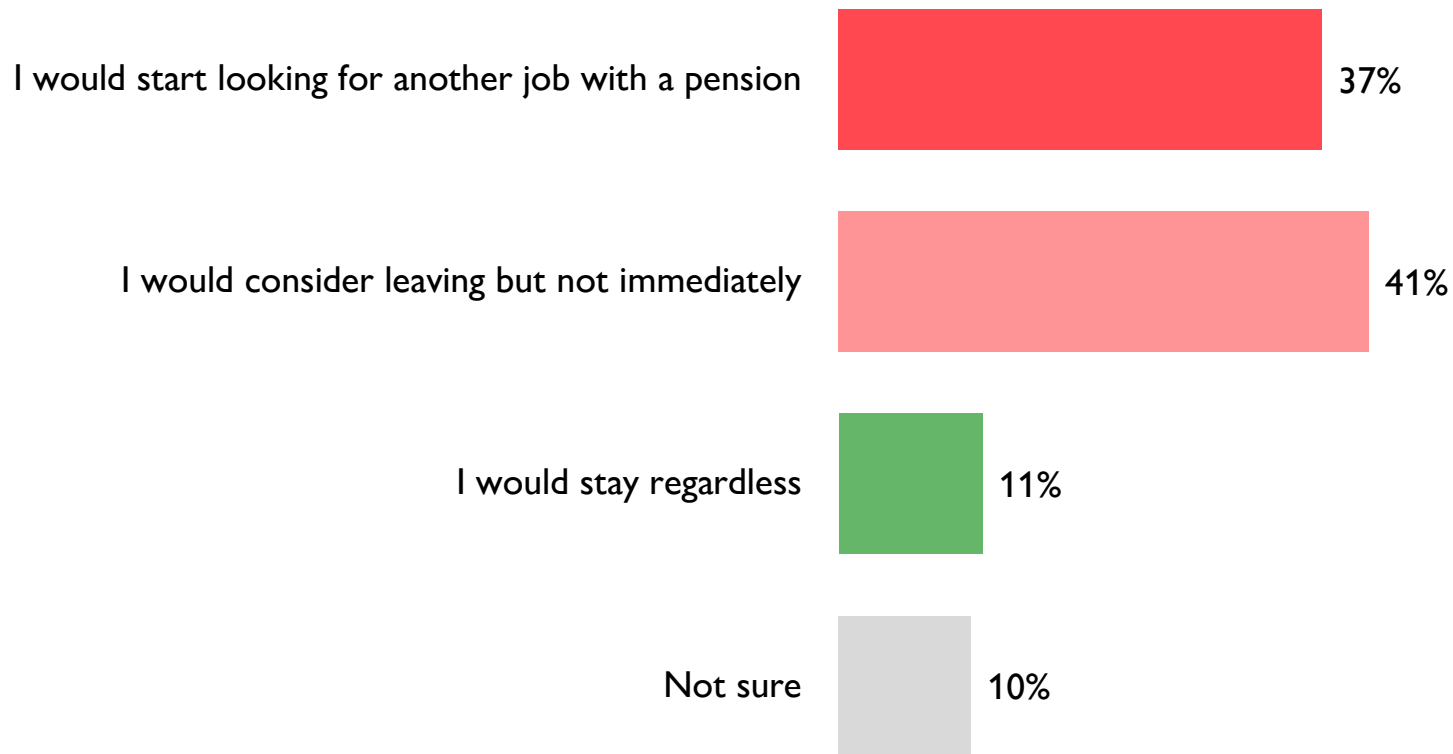
58%

[Healthcare workers with a DB pension] n = 319 | [Healthcare workers with a DB pension & Aged 18-34] n = 77



If your employer stopped offering your defined benefit pension, what would you do?

## More than one-third (37%) of healthcare workers with a DB pension say they would begin looking for another job if their employer stopped offering a defined benefit pension plan.



79%

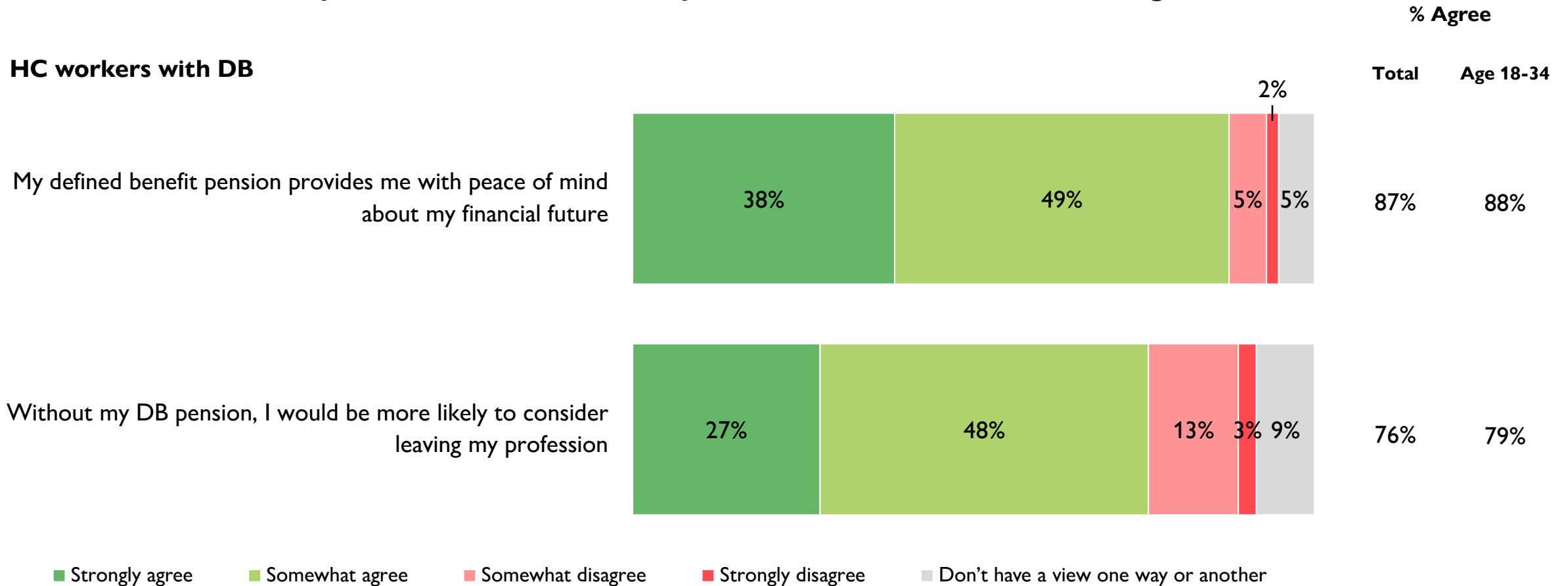
[Healthcare workers with a DB pension] n = 319



Do you agree or disagree with the following statements:

**Healthcare workers say defined benefit pensions provide greater peace of mind about their financial future, help retain workers in their profession, and make workplaces more attractive over the long term.**

**HC workers with DB**



[Healthcare workers with a DB pension] n = 319 | [Healthcare workers with a DB pension & Aged 18-34] n = 77

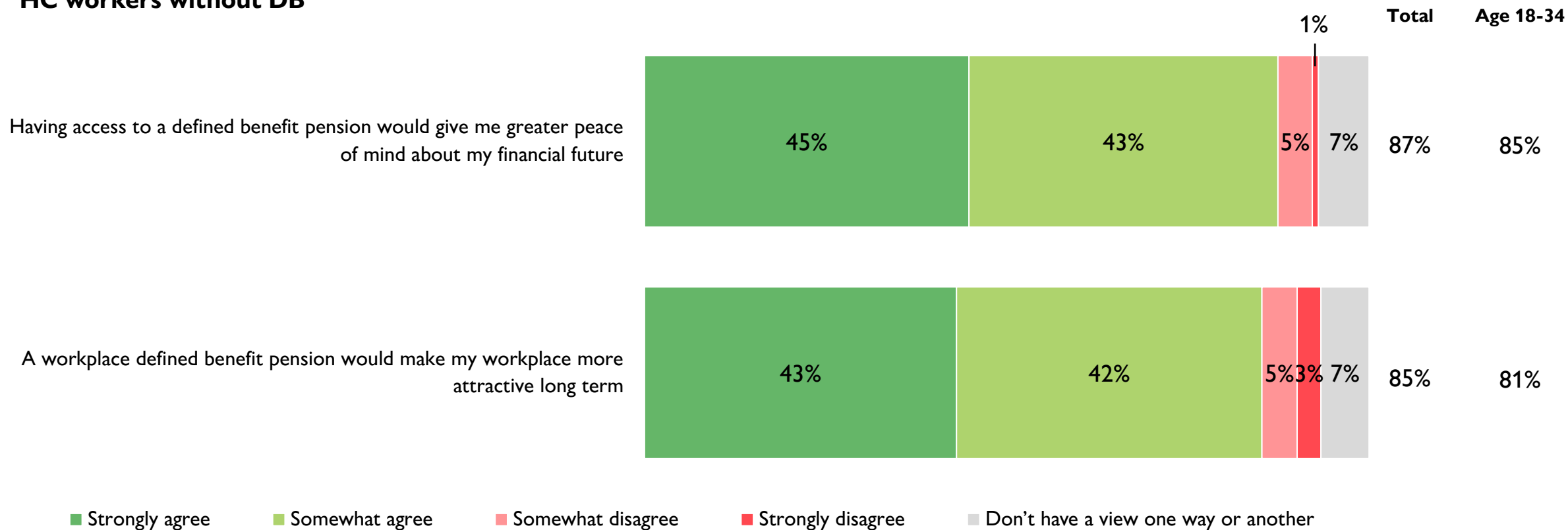


Do you agree or disagree with the following statements:

### Healthcare workers say defined benefit pensions provide greater peace of mind about their financial future, help retain workers in their profession, and make workplaces more attractive over the long term.

% Agree

#### HC workers without DB

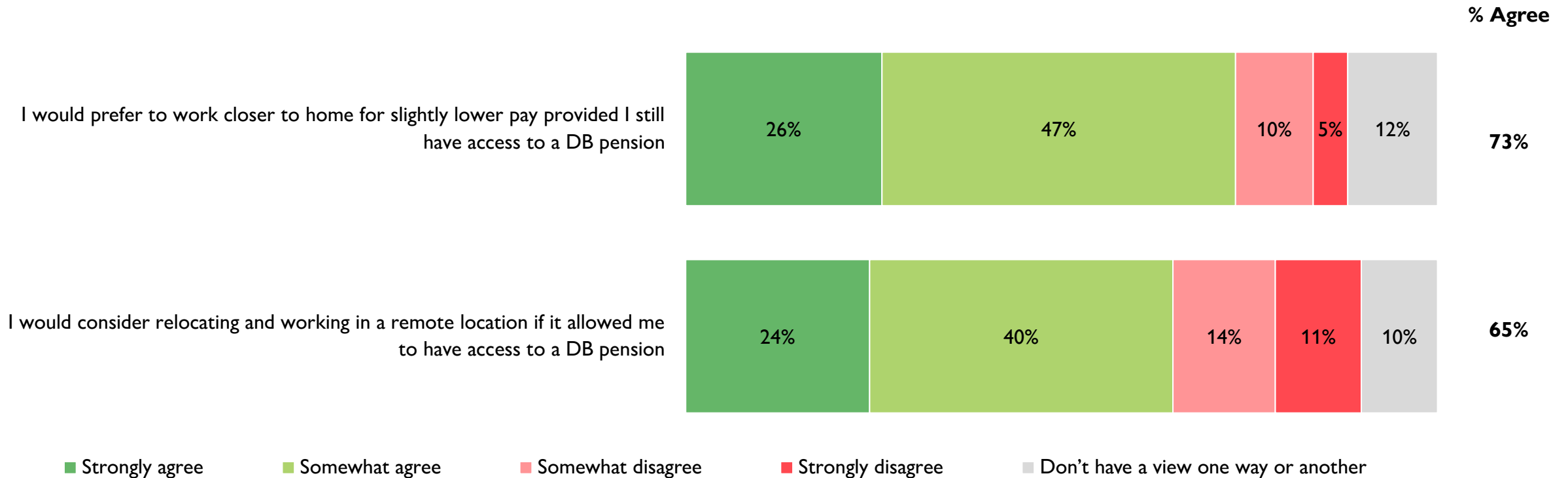


Base n [Healthcare workers without DB pension] = 484 | Base n [Healthcare workers without DB pension & Aged 18-34] = 155



Do you agree or disagree with the following statements?

## Healthcare workers are willing to make tradeoffs for access to a DB pension, including accepting lower pay or relocating to remote communities.



[Healthcare workers] n = 803

\*[Split sample of healthcare workers] n= 386-417



Do you agree or disagree with the following statements? **I would consider relocating and working in a remote location if it allowed me to have access to a DB pension.**

**Nearly seven in ten (69%) healthcare workers aged 18-34 would consider moving to a remote community for a job with a DB pension, the highest of any cohort.**

	Total	AGE			
		18-34	35-54	55-64	*65 +
Strongly agree	24%	29%	21%	17%	0%
Somewhat agree	40%	39%	44%	18%	38%
Somewhat disagree	14%	13%	13%	17%	15%
Strongly disagree	11%	8%	11%	36%	37%
Don't have a view one way or another	10%	10%	10%	12%	9%
<b>NET: Agree</b>	<b>65%</b>	<b>69%</b>	<b>65%</b>	<b>35%</b>	<b>38%</b>
Column n	803	232	447	103	*21

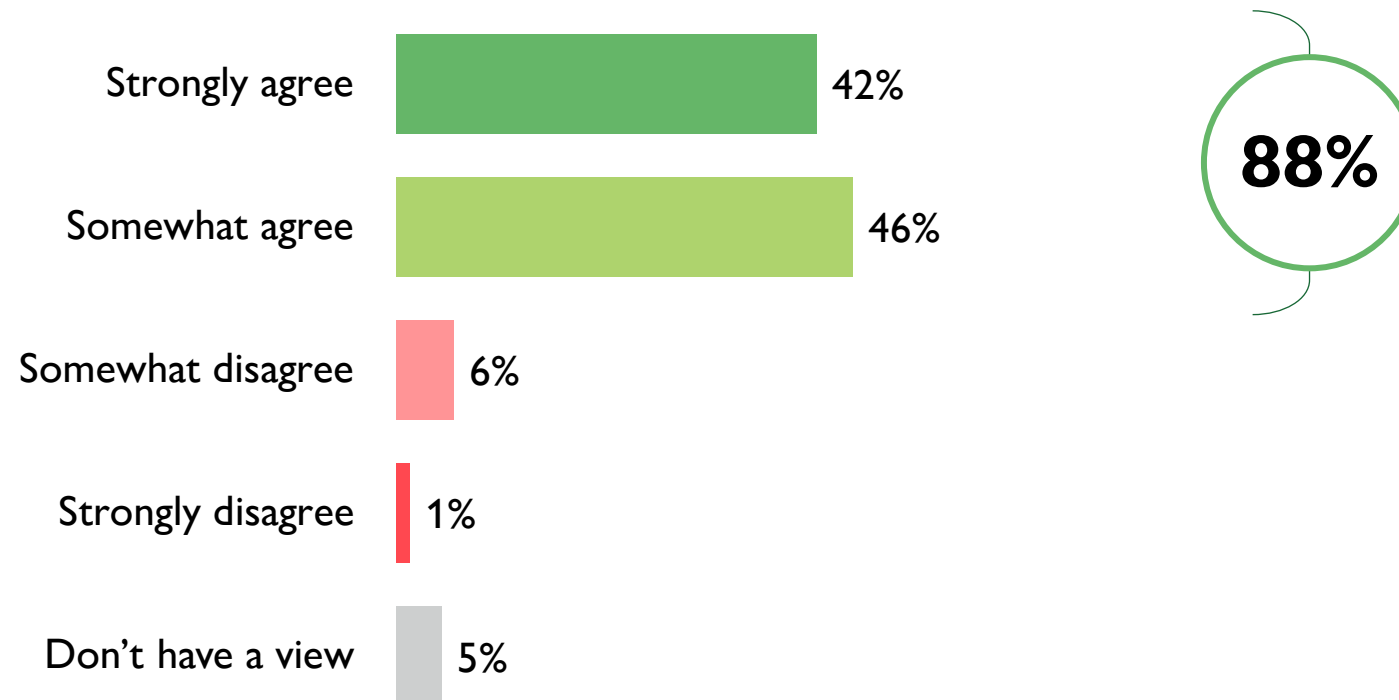
[Healthcare workers] n = 803

\*COLUMN N BELOW 50, INTERPRET WITH CAUTION



And again, do you agree or disagree with the following statements: **Providing pensions can improve mental health of healthcare workers because it gives them long-term financial security and lets them focus on their work of helping patients**

**88% of healthcare workers say that providing retirement benefits like pensions allows healthcare workers to focus more on patient care and improves their mental health.**

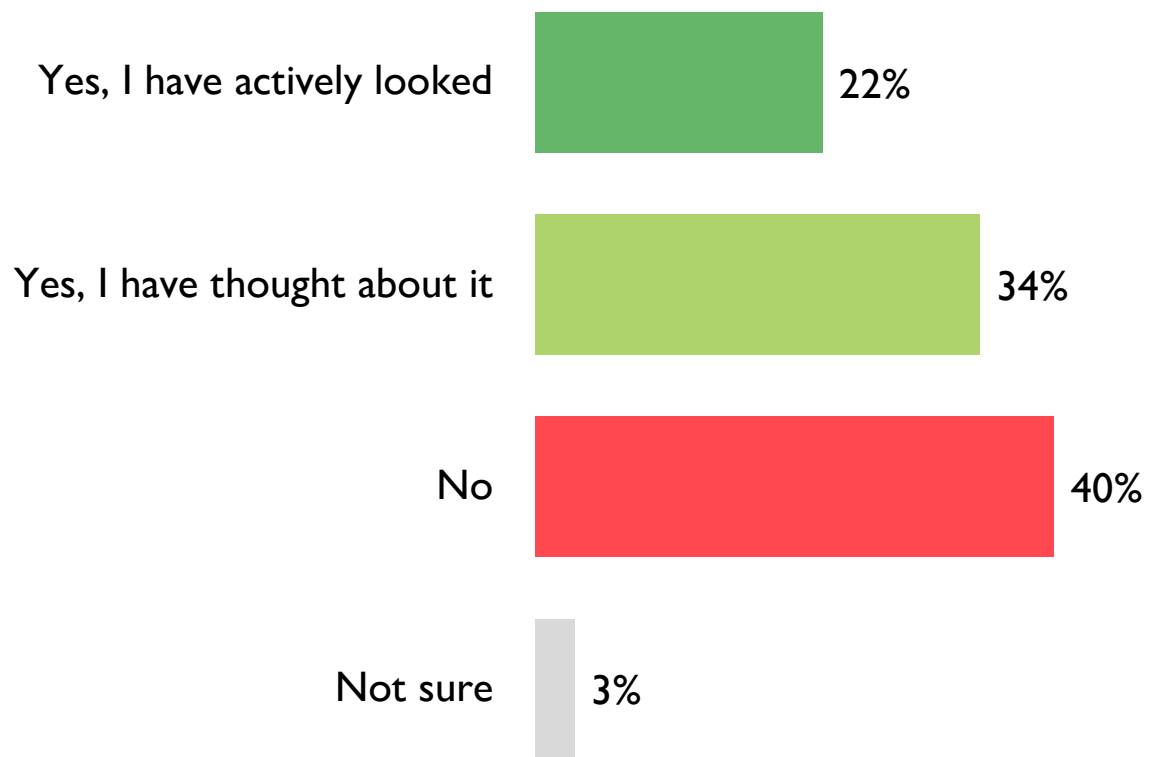


[Healthcare workers] n = 803



Have you ever seriously considered leaving your current employer?

**A majority (57%) of healthcare workers say they have seriously considered leaving their current employer, including 22% who say they have actively looked for another job.**



**57%**

[Healthcare workers] n = 803



Have you ever seriously considered leaving your current employer?

**Nearly one in four healthcare workers aged 18–34 (24%) say they have actively looked at leaving their current employer - higher than among workers aged 35–54 (22%), 55–64 (17%), and 65+ (9%).**

	Total	AGE			
		18-34	35-54	55-64	*65 +
<b>NET: Yes</b>	<b>57%</b>	57%	59%	46%	23%
Yes, I have actively looked	<b>22%</b>	24%	22%	17%	9%
Yes, I have thought about it	<b>34%</b>	33%	37%	28%	13%
No	<b>40%</b>	41%	37%	53%	77%
Not sure	<b>3%</b>	2%	4%	1%	0%
<i>Column n</i>	<b>803</b>	232	447	103	*21

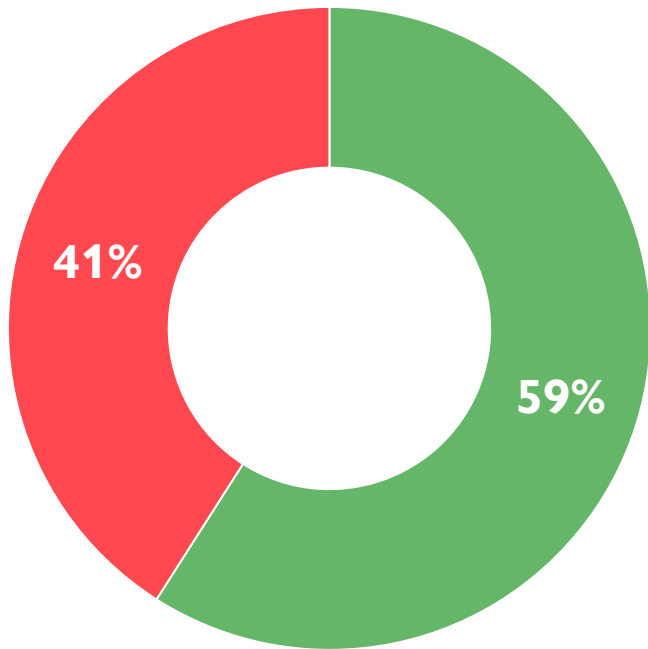
[Healthcare workers] n = 803

\*COLUMN N BELOW 50, INTERPRET WITH CAUTION



I want you to consider a number of trade-offs. Between each set, would you generally rather:

**A majority (59%) of healthcare workers say they would choose a job in a remote or underserved community if it offered a defined benefit pension, compared to 41% who would prefer a local job without a DB pension.**



■ A job in a remote or underserved community that offers a defined benefit pension

■ A job in your local community without a defined benefit pension

Age 18-34:  
**58%**

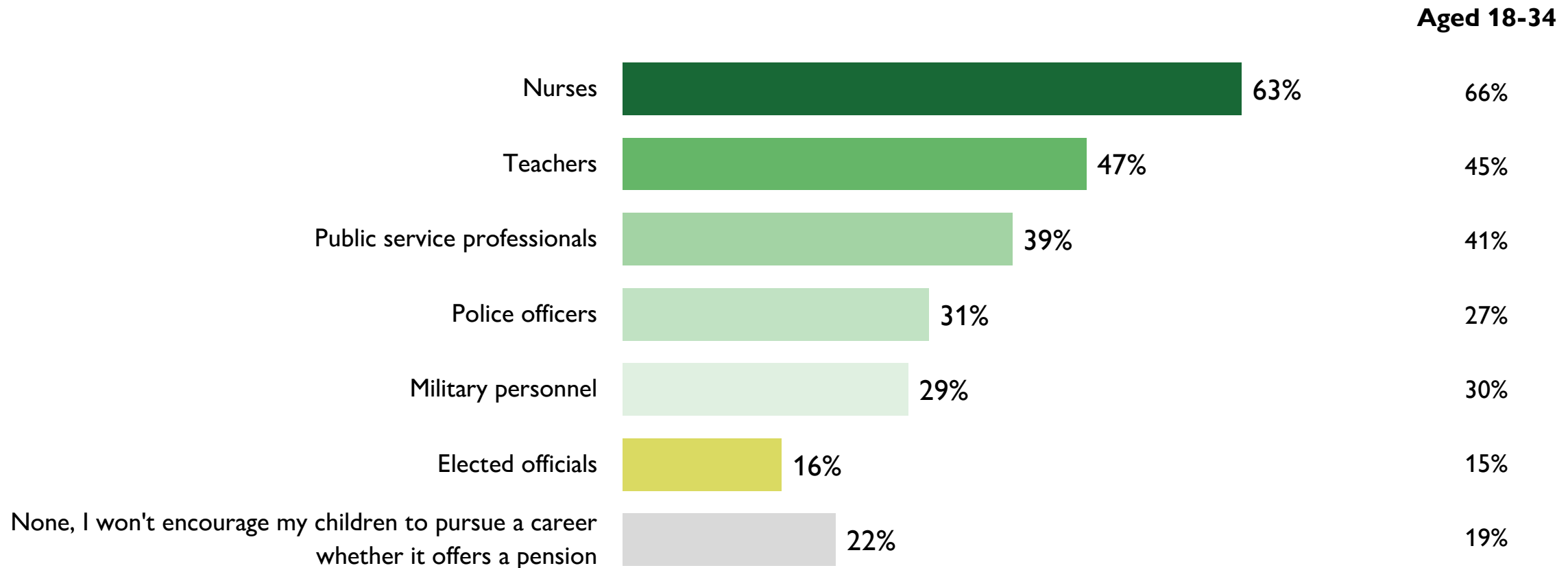
Age 18-34:  
**42%**

[Healthcare workers] n = 803 | Base [Healthcare workers aged 18-34] n = 232



The following professions offer defined benefit plans. Which of the following professions would you encourage young people or your children to pursue specifically because of the pension offering?

**Nearly two-thirds of healthcare workers (63%) say they would encourage young people or their children to pursue nursing specifically because of the profession’s pension offering - higher than for teaching (47%), public service professions (39%), police officers (31%), or military personnel (29%).**

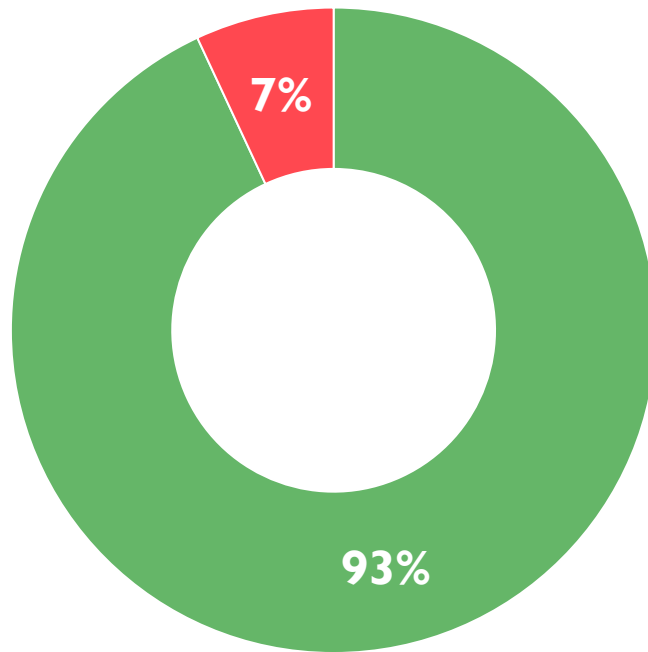


[Healthcare workers] n = 803 | Base [Healthcare workers aged 18-34] n = 232



[Split sample] If you had the opportunity to join a high quality, defined benefit pension plan where your employer matched your contributions of 9% and once you retired your pension was paid for life....would you rather:

**More than nine in ten healthcare workers (93%) say they would be willing to contribute 9% of their salary to an employer matched DB pension.**



■ Join the pension plan

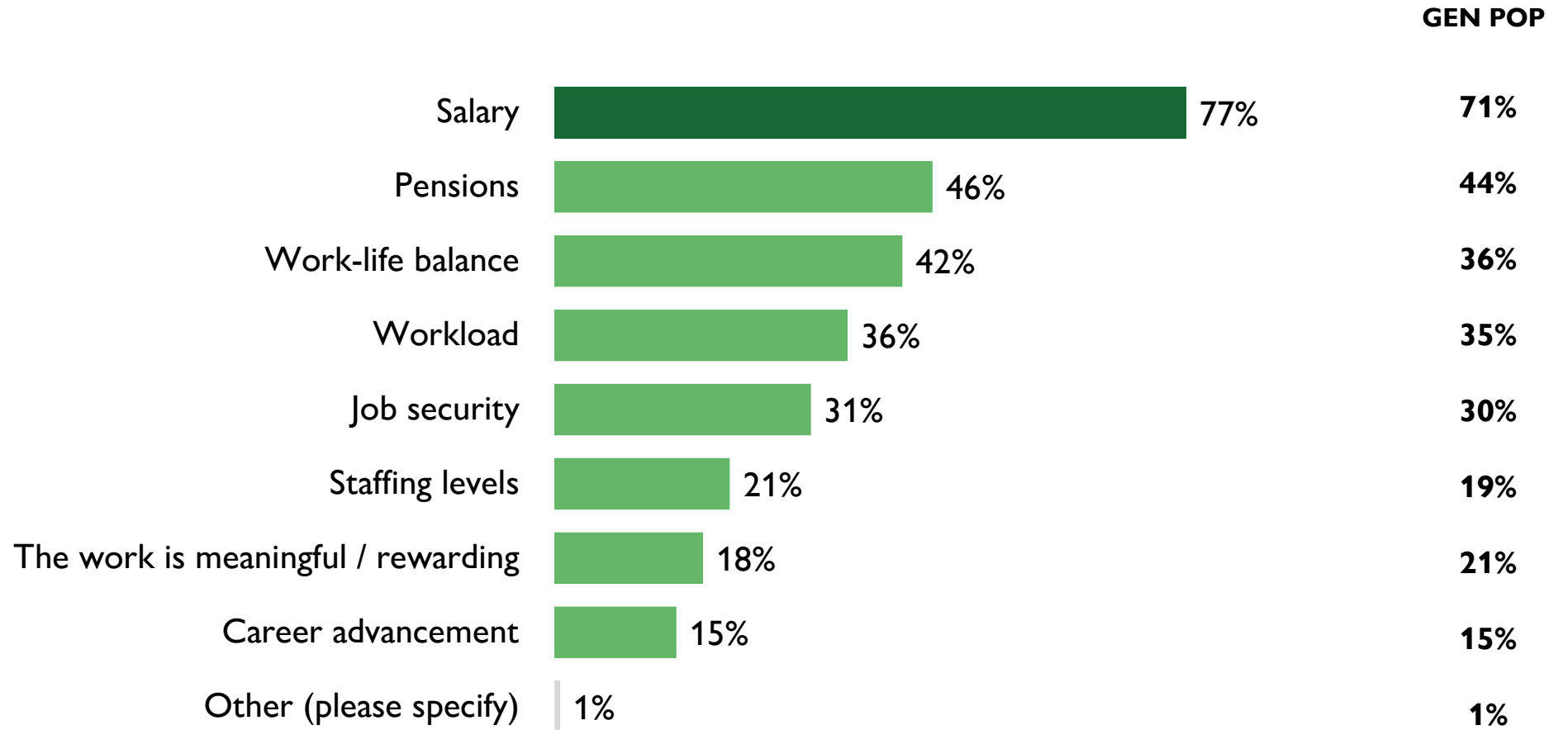
■ Opt out of the pension plan

[Split Sample of healthcare workers] n= 404



Which factors do you think most influence healthcare workers to remain in healthcare? (Select up to 3)

**Healthcare workers say the most influential factors in remaining in the profession are salary (77%), pensions (46%), and work-life balance (42%).**

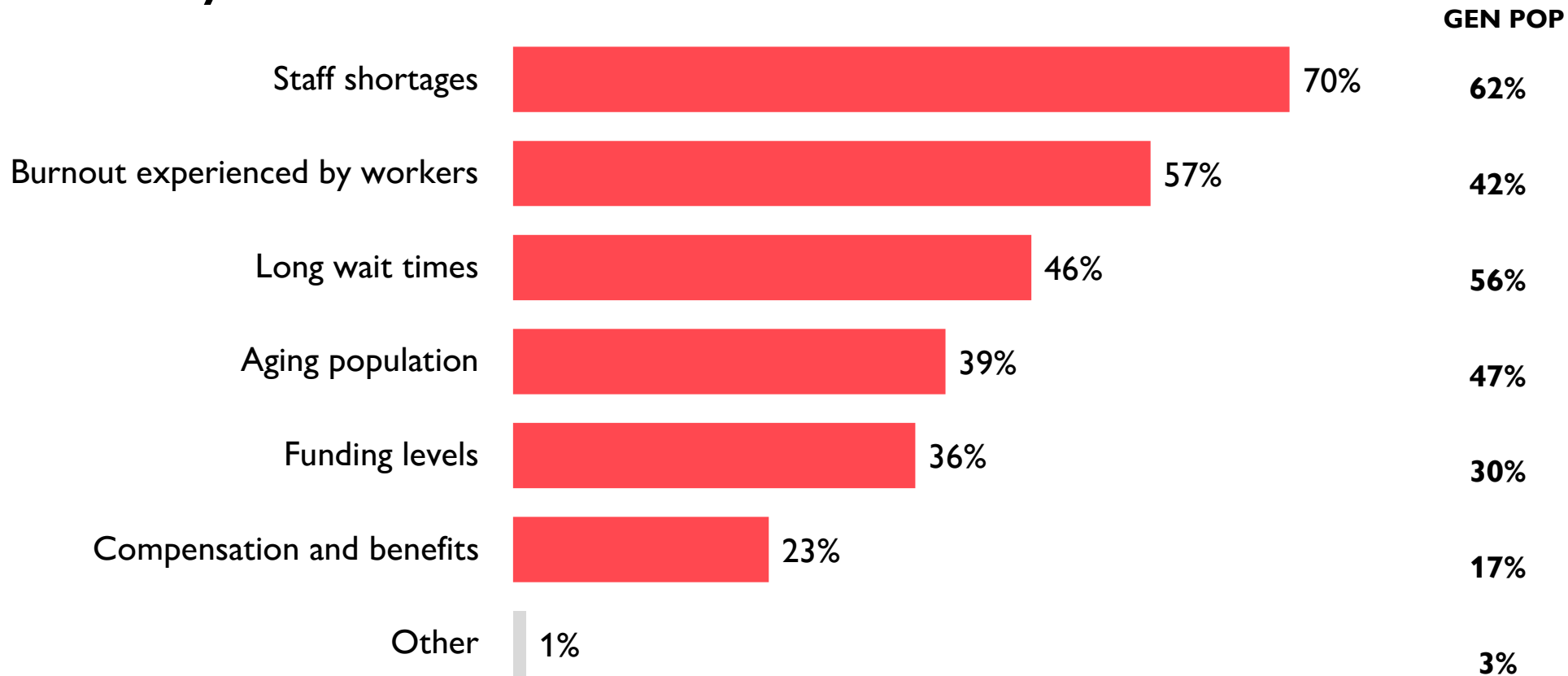


[Healthcare workers] n = 803



In your opinion, what are the biggest challenges facing Canada's healthcare system? Select up to 3.

## Healthcare workers most often cite staff shortages (70%), burnout experienced by workers (57%), and long wait times (46%) as the biggest challenges facing Canada's healthcare system today.



[Healthcare workers] n = 803

# Detailed Findings

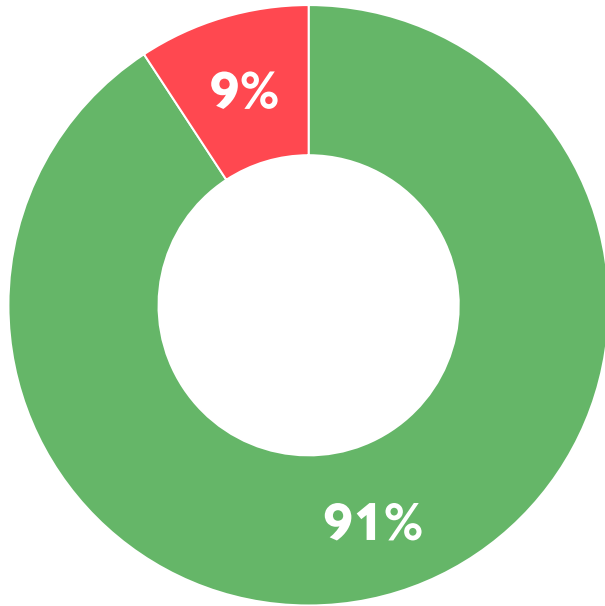
## GENERAL POPULATION





[Split sample] If you had the opportunity to join a high quality, defined benefit pension plan where your employer matched your contributions of 9% and once you retired your pension was paid for life....would you rather:

## Nine-in-ten (91%) Canadians would contribute to a defined benefit pension for a lifetime income in retirement.



■ Join the pension plan

■ Opt out of the pension plan

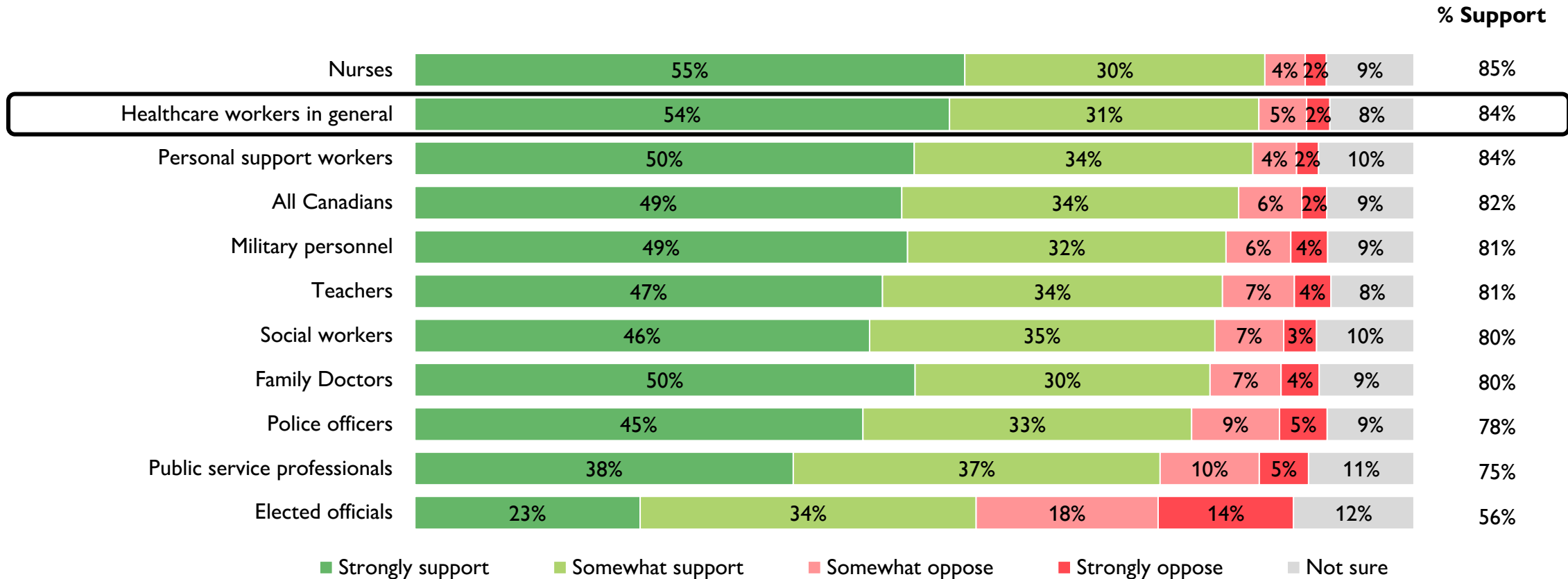
Total	18-34	35-44	55-64	65+	2025
91%	85%	91%	92%	96%	88%
9%	15%	9%	8%	4%	12%

[Split Sample] n = 1,019



A number of professions and workplaces have good pension plans – plans that pay out a salary in retirement provided by a dedicated pension fund. To what degree do you support or oppose each of the following having reliable pension plans?

## More than eight-in-10 Canadians (84%) support reliable DB pension plans for healthcare workers.

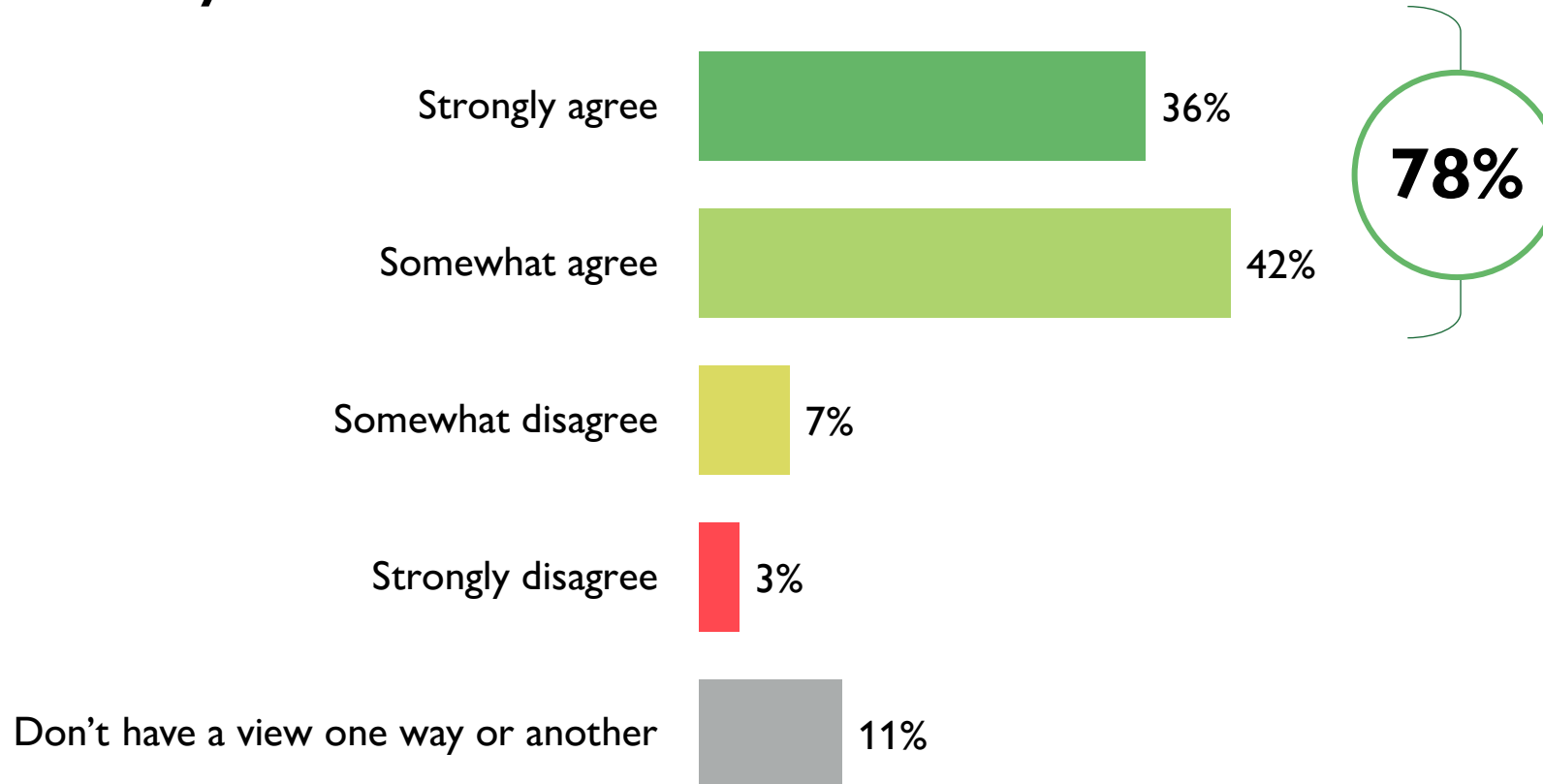


[Base] n = 2,000



Do you agree or disagree with the following statements: **Providing retirement benefits allows healthcare workers to focus on patient care without worrying about their long-term financial security**

**More than three-quarters of Canadians (78%) agree that providing retirement benefits allows healthcare workers to focus on patient care without worrying about their long-term financial security.**

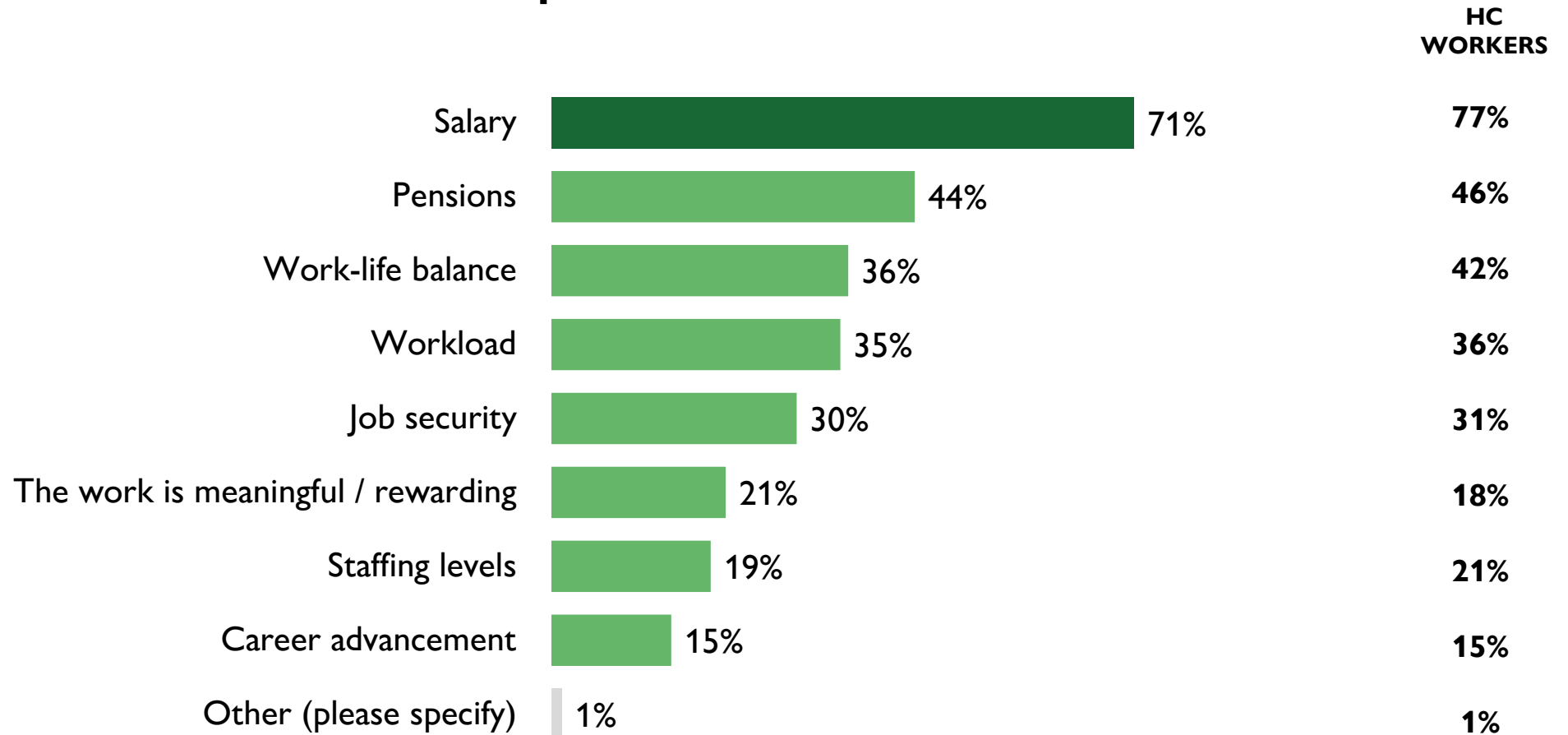


[Base] n = 2,000



Which factors do you think most influence healthcare workers to remain in healthcare? (Select up to 3)

## Canadians believe salary (71%), pensions (44%), and work-life balance (36%) are the top factors keeping healthcare workers in the profession.

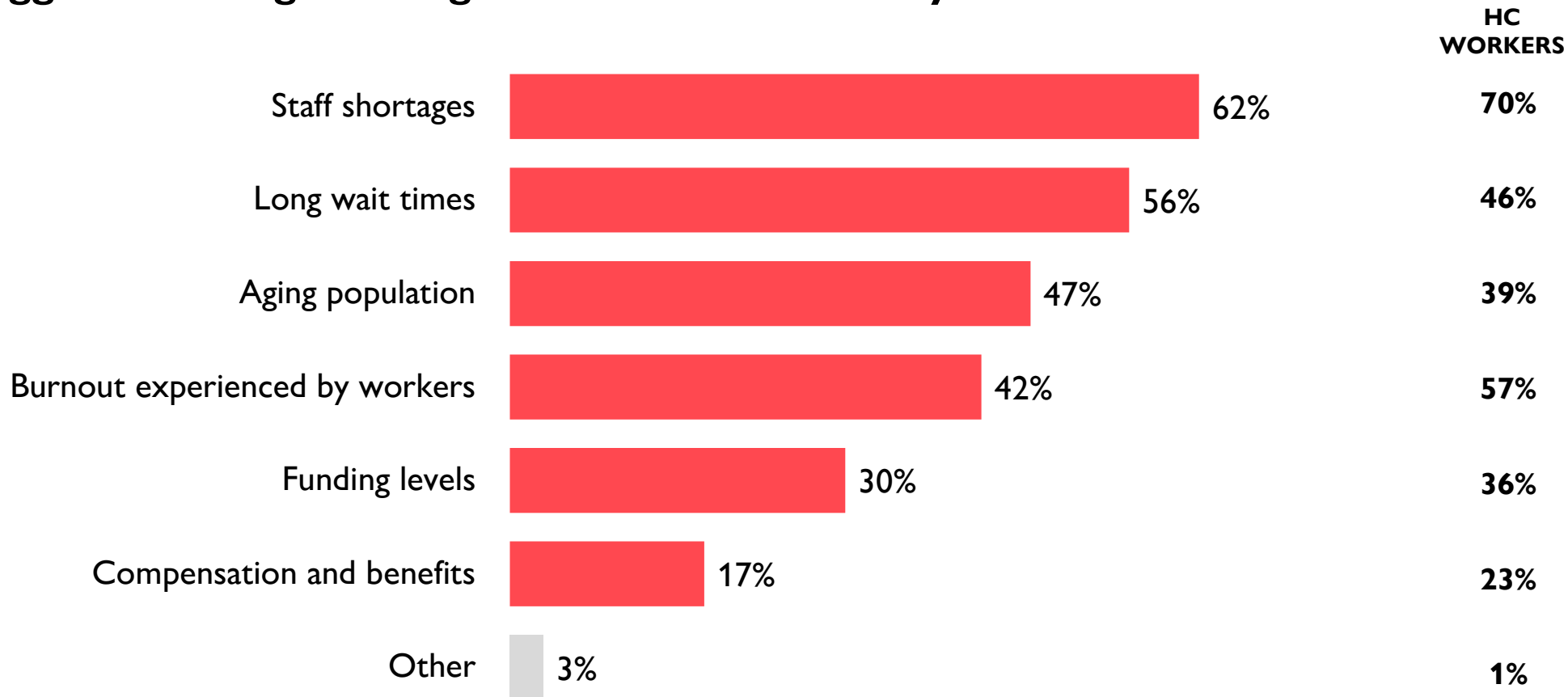


[Base] n = 2,000



In your opinion, what are the biggest challenges facing Canada's healthcare system? Select up to 3.

## Canadians identify staff shortages (62%), long wait times (56%), and an aging population (47%) as the biggest challenges facing Canada's healthcare system.



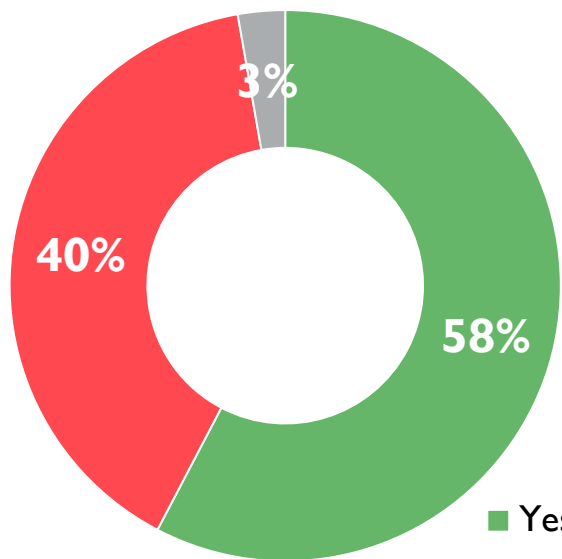
[Base] n = 2,000



Have you ever set aside any money in savings for retirement?  
And have you set aside any money for retirement in the last year?

## Retirement savings

### PUT MONEY ASIDE FOR RETIREMENT



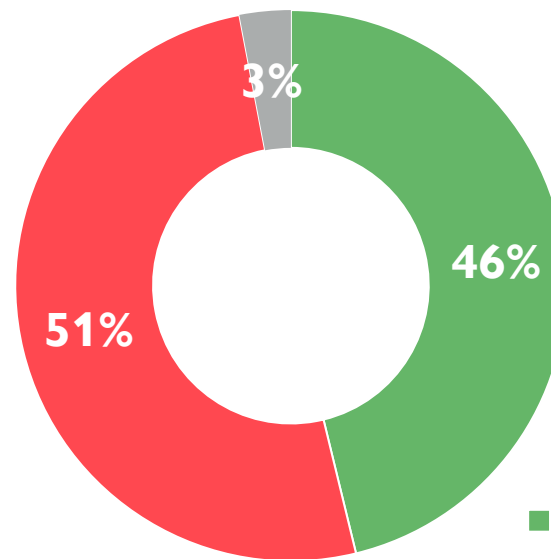
- Yes
- No
- Don't know/not sure

% NO		
2025	2024	2023
39%	36%	38%

% YES		
2025	2024	2023
54%	58%	56%

### PUT MONEY ASIDE IN LAST YEAR



- Yes
- No
- Don't know/not sure

% NO		
2025	2024	2023
50%	49%	52%

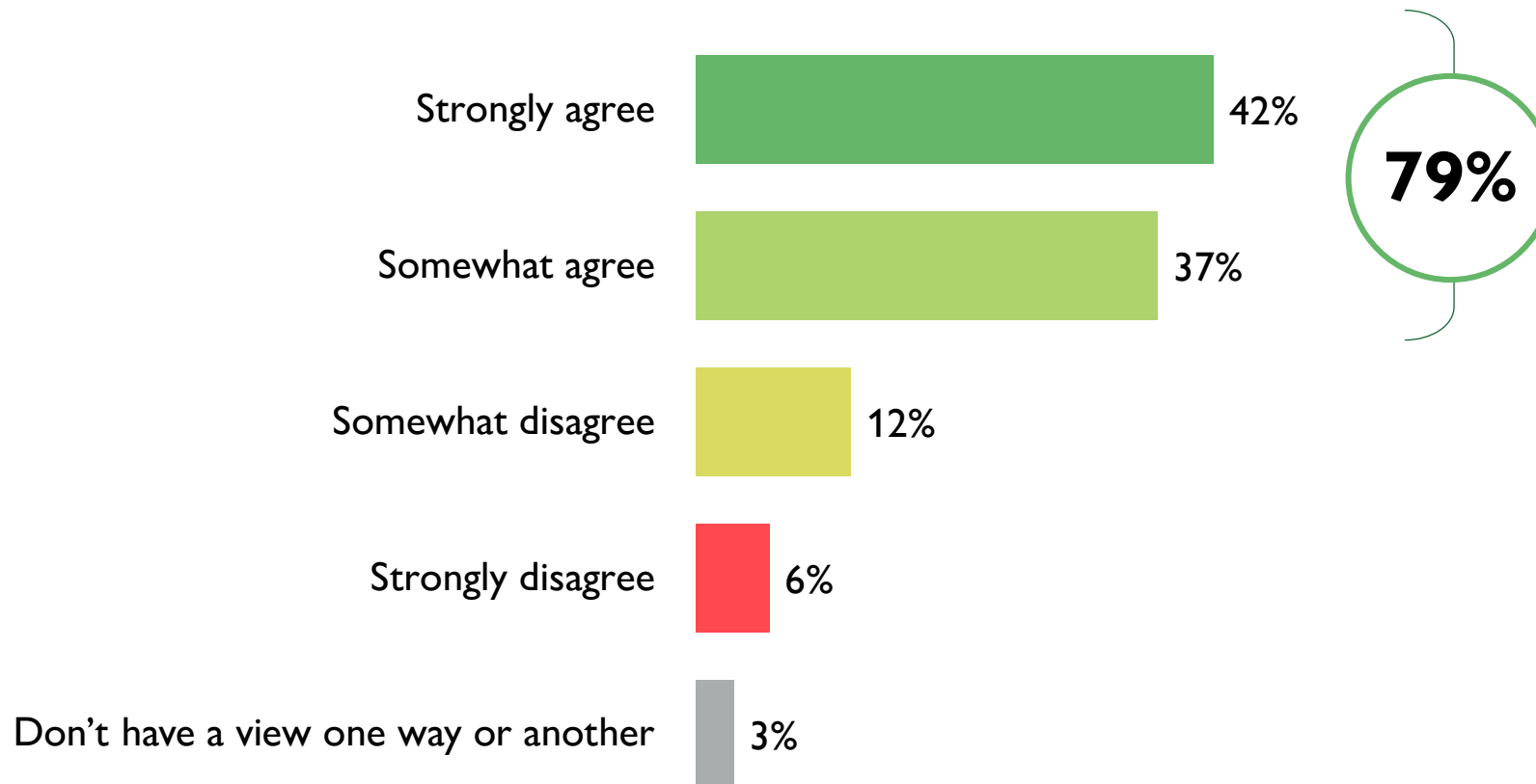
% YES		
2025	2024	2023
44%	46%	44%

[Not retired] n = 1,485



Do you agree or disagree that... **I'm worried about the negative impact of inflation and rising cost of living on my ability to afford my daily expenses.**

## Nearly eight-in-10 Canadians (79%) are worried about the impact of inflation and rising cost of living on daily expenses.

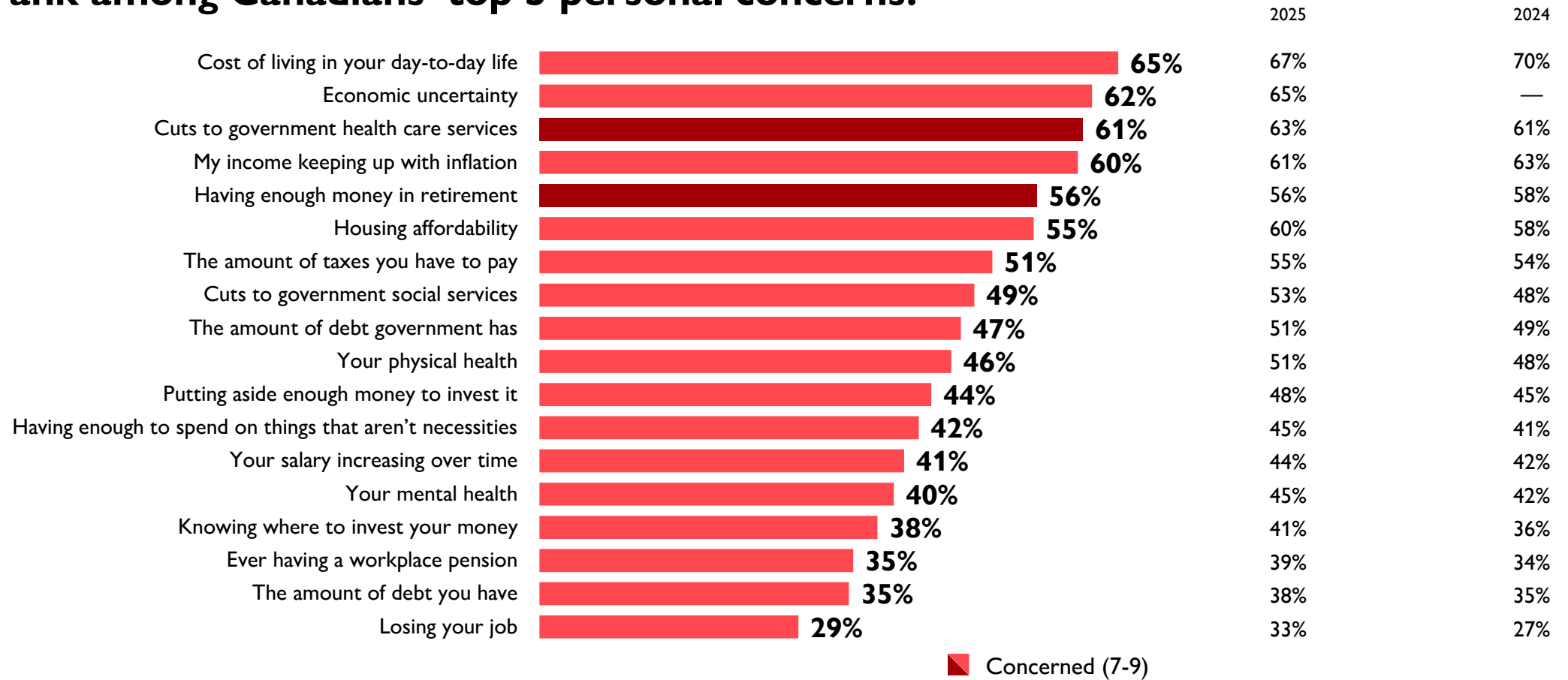


[Base] n = 2,000



How would you rate your concern about each of the following for you, personally, on a scale of 1-9, where 1 means you are not at all concerned about it and 9 means you are very concerned about it?

## Cuts to government healthcare services (61%) and having enough money in retirement (56%) rank among Canadians' top 5 personal concerns.

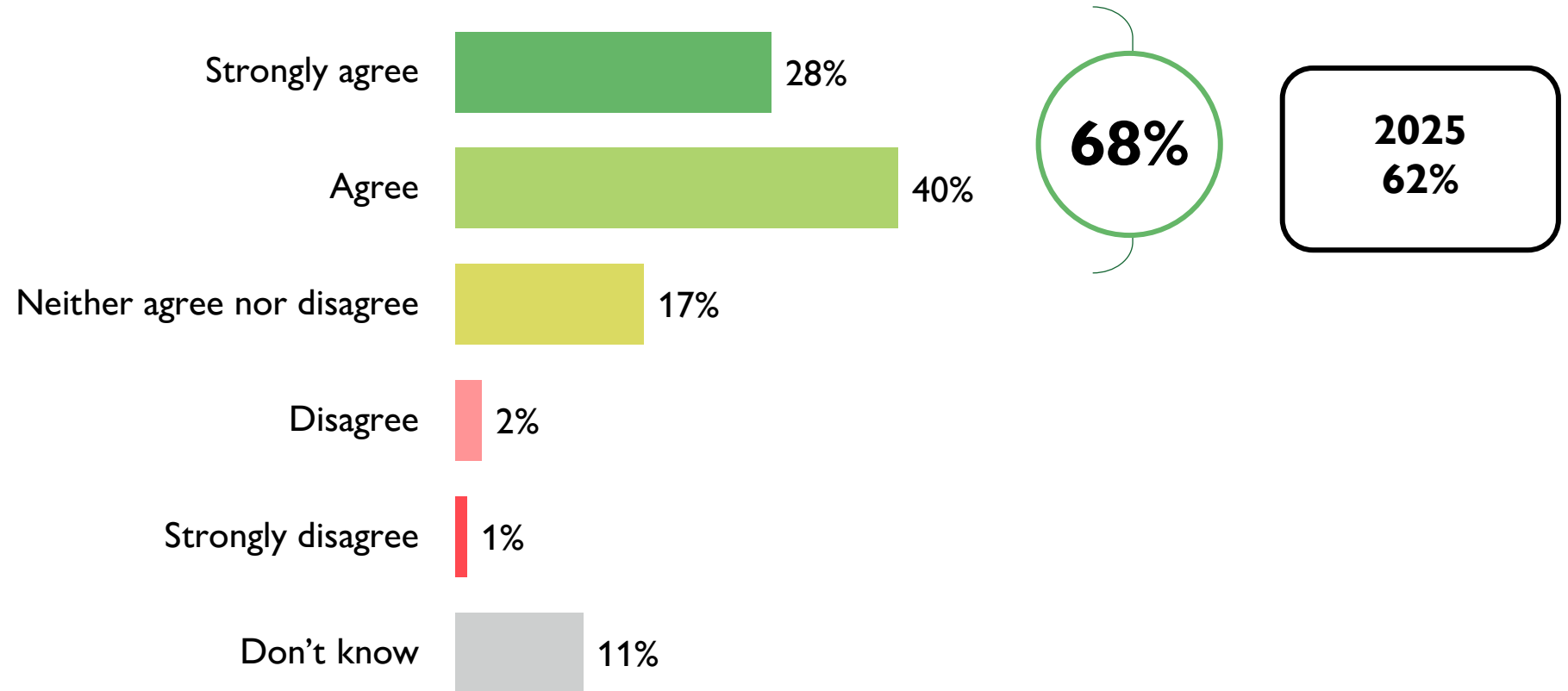


[Base] n = 2,000



To what extent do you agree or disagree: **Amid global uncertainty, workplace pensions are of greater value for individual contributors.**

## Nearly seven in 10 Canadians (68%) say workplace pensions are more valuable amid global uncertainty, up from 62% last year.

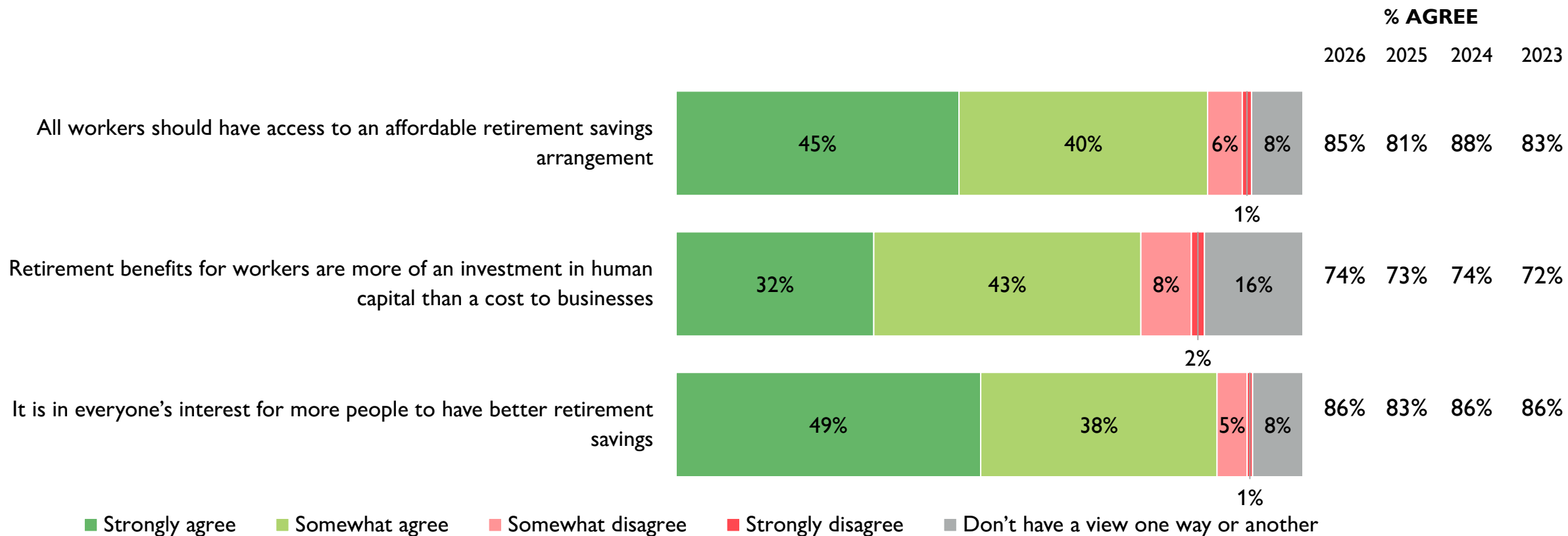


[Base] n = 2,000



We have a few more perspectives to ask you about. Do you agree or disagree that...

## Canadians continue to see retirement savings and workplace pensions as broadly beneficial.

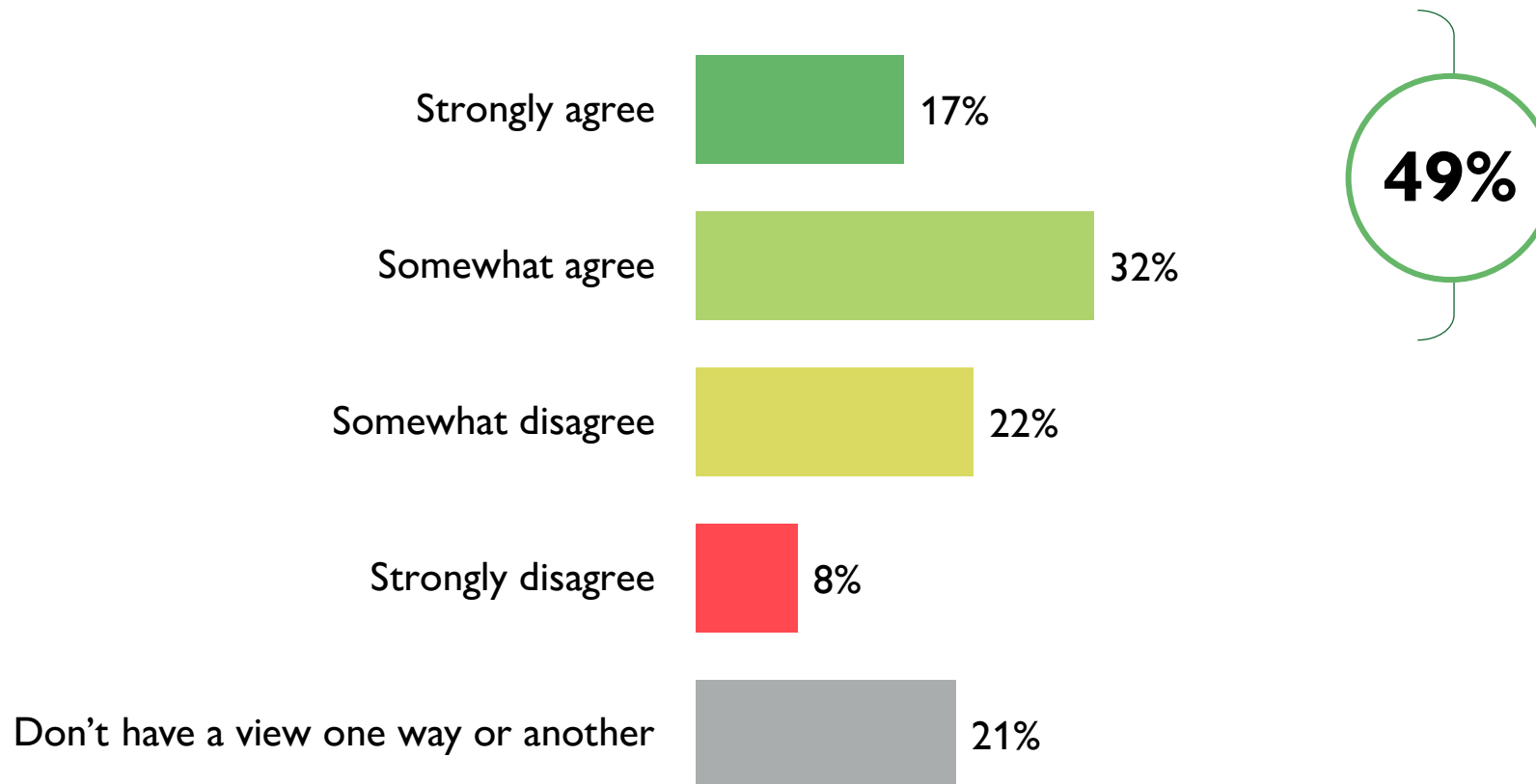


[Base] n = 2,000



Do you agree or disagree that... **Home equity is no longer the best way to fund retirement.**

## Half (49%) of Canadians say home equity is no longer the best way to fund retirement.

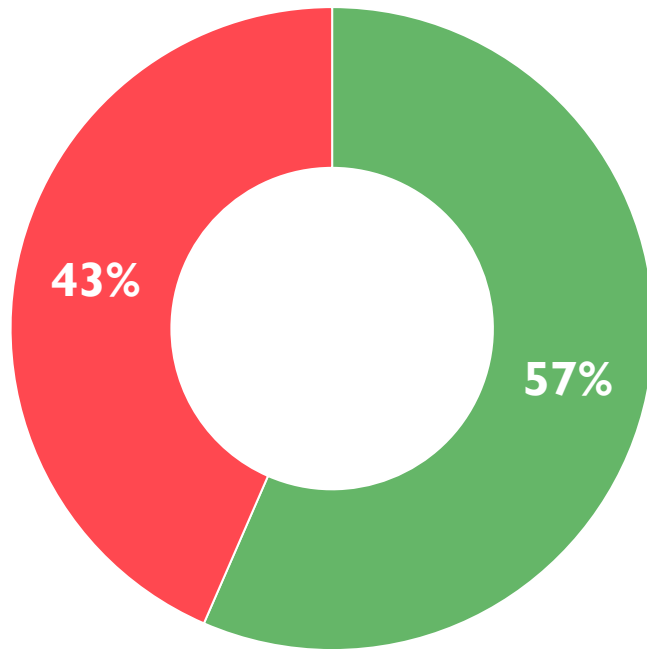


[Base] n = 2,000



I want you to consider a number of trade-offs. Between each set, would you generally rather:

**More Canadians would choose a guaranteed lifetime pension and never owning a home (57%) over homeownership without a workplace pension (43%).**



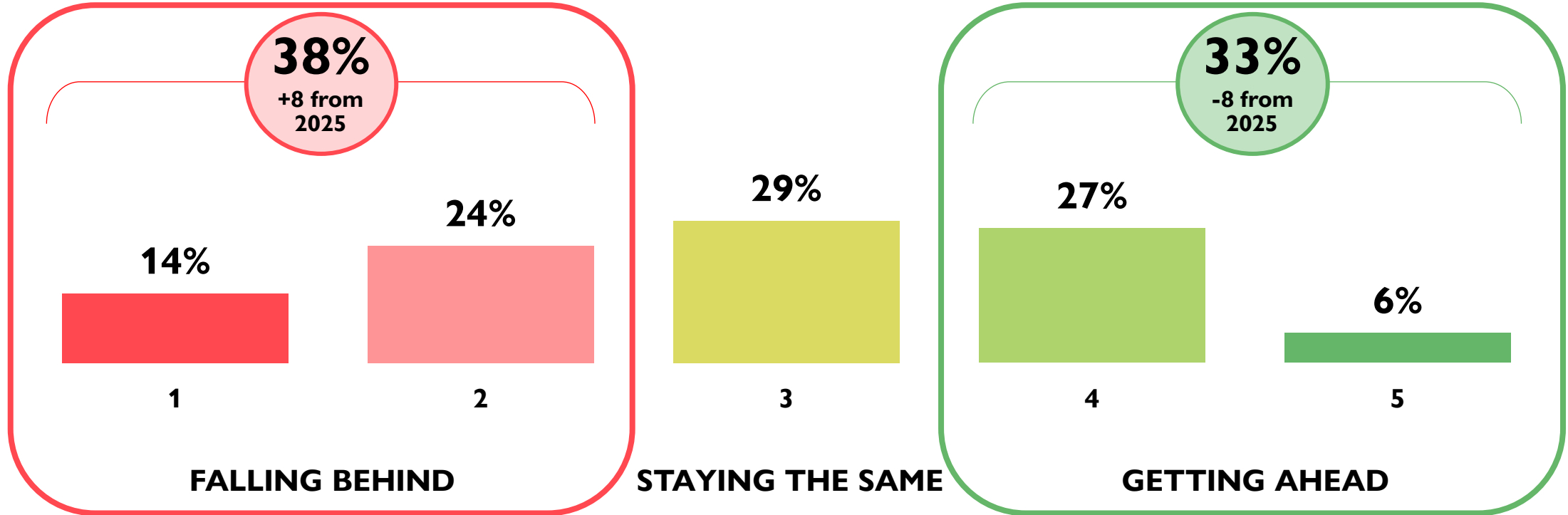
- Have a guaranteed lifetime pension (defined benefit pension) but never own a home
- Own a home but not have access to a workplace pension

[Base] n = 2,000



Thinking about your current standard of living, how would you describe your situation on a scale from 1 to 5, where 1 means you are falling behind and 5 means you are getting ahead?

## More Canadians say they are falling behind financially (38%), while fewer feel they are getting ahead (33%).



<b>2025</b>	10%	20%	29%	32%	9%
<b>2024</b>	10%	22%	31%	31%	7%

[Base] n = 2,000

# Appendix

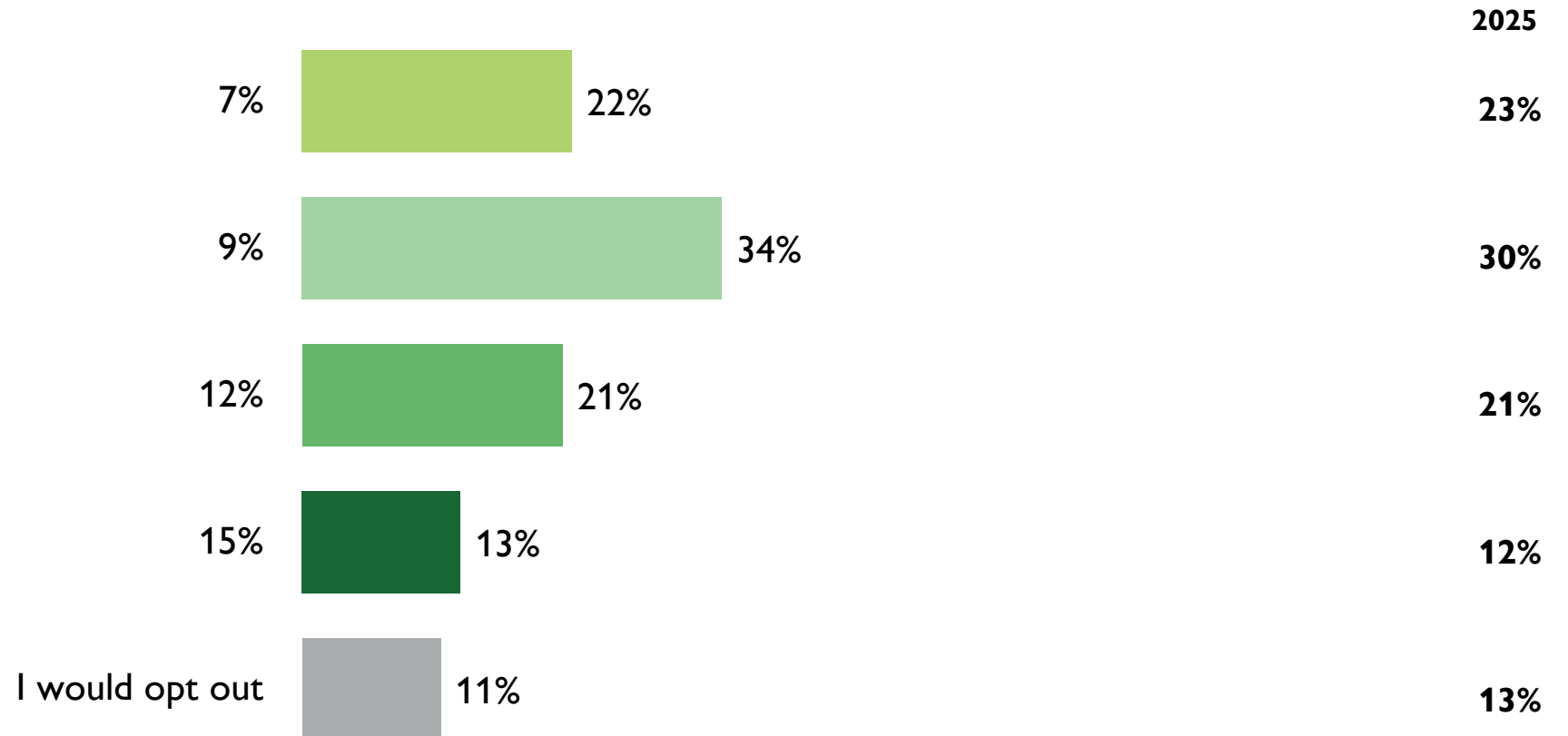
## GENERAL POPULATION





[Split sample] If you had the opportunity to join a high quality, defined benefit pension plan where your employer matched your contributions and once you retired your pension was paid for life.... how much would you be willing to pay for this? For context, a typical contribution rate for defined benefit pension is 7-11% of pre-tax income.

## Willing to contribute to a defined benefits pension

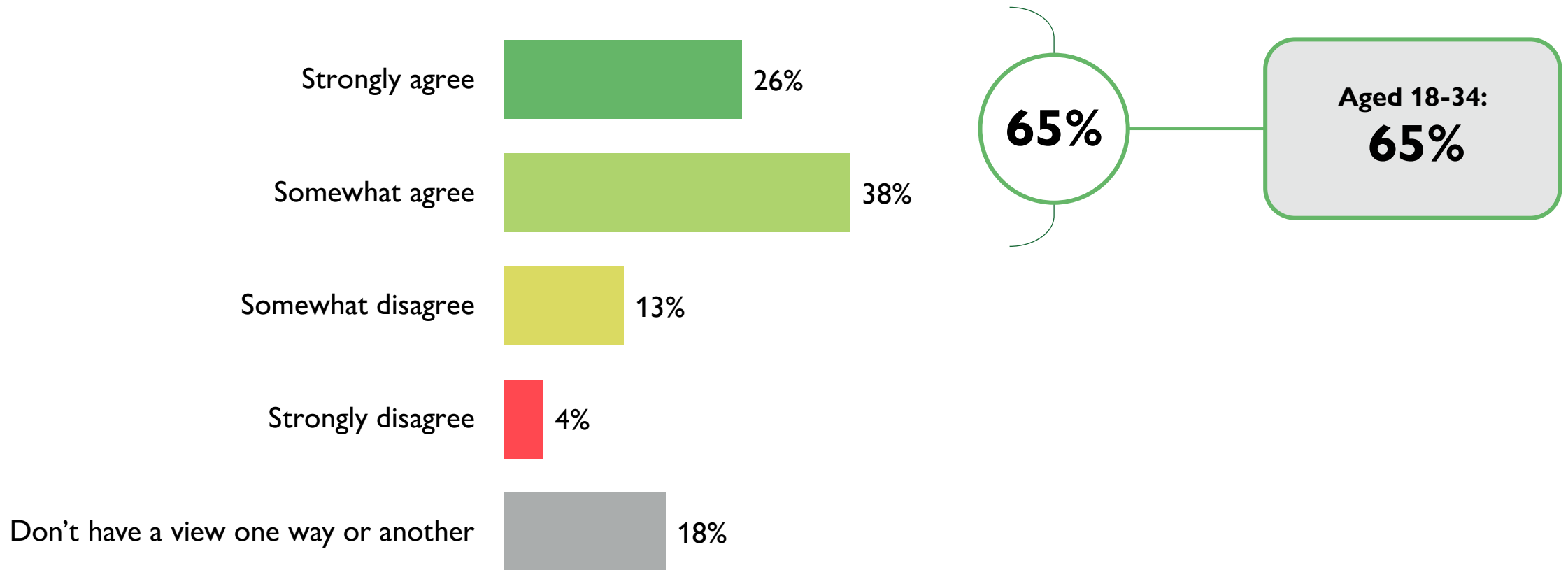


[Split Sample] n= 981



Do you agree or disagree that... **I would consider changing employers if another job offered a defined benefit pension or a better pension than I currently have.**

**Nearly two-thirds of Canadians (65%) and workers under the age of 35 (65%) say they would consider changing jobs if a new employer offered a defined benefit (DB) pension plan.**

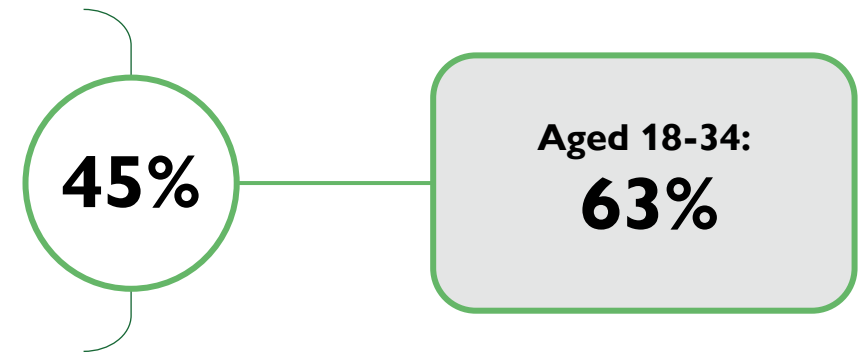
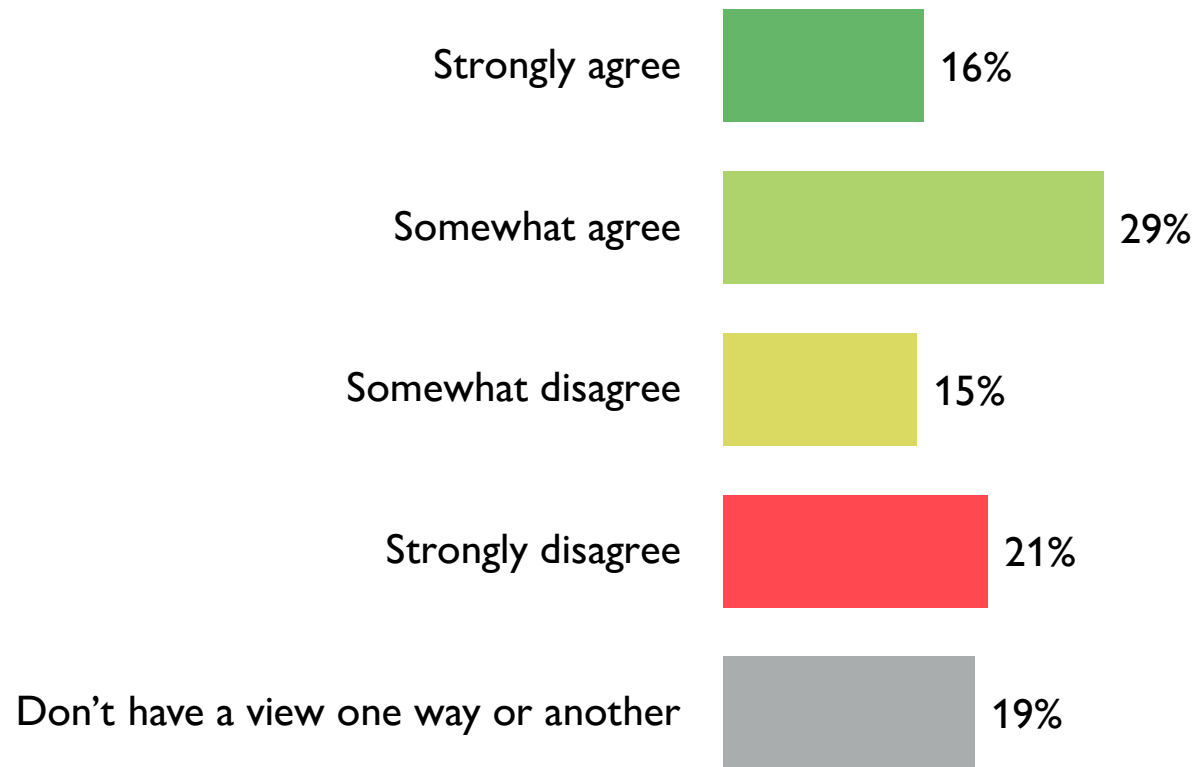


[Base] n = 2,000



Do you agree or disagree that...I would consider relocating and working in a remote location if it allowed me to have access to a DB pension

**63% of young Canadians (aged 18-34) said they would consider relocating to a remote location to have access to a job with a DB pension.**

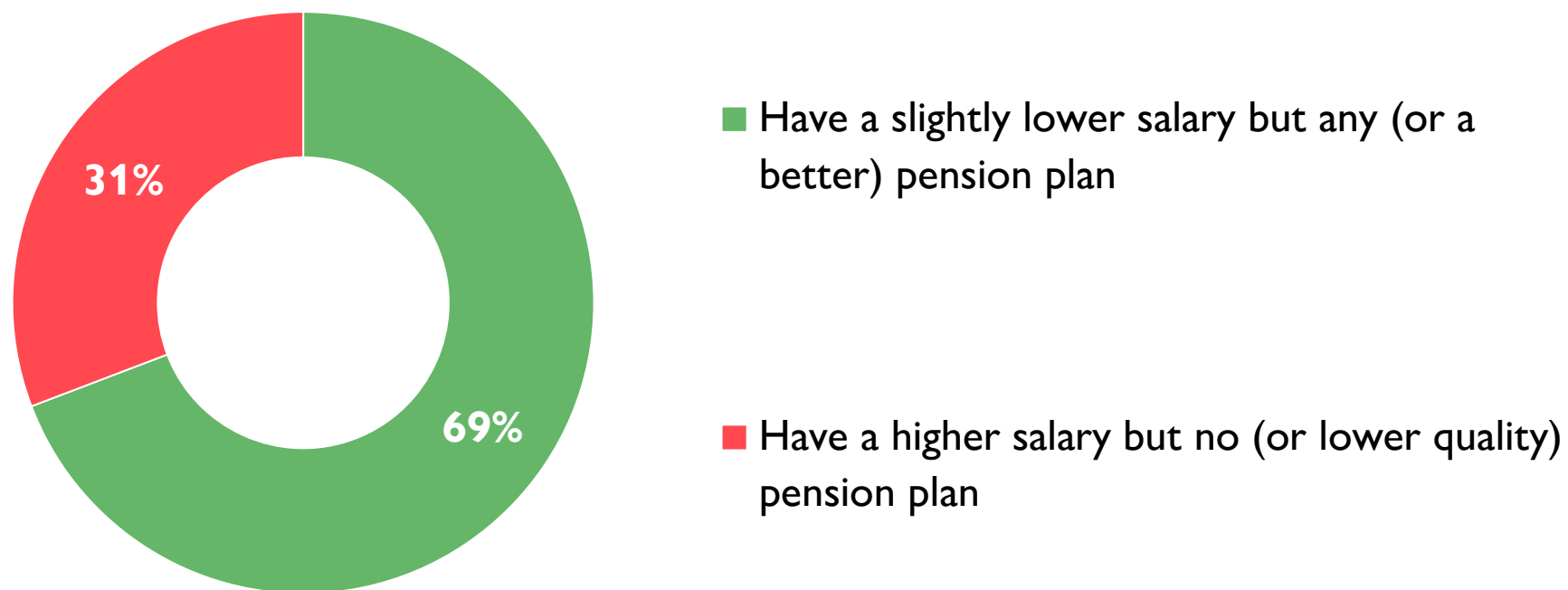


[Base] n = 2,000



I want you to consider a number of trade-offs. Between each set, would you generally rather:

## Nearly 7 in 10 (69%) Canadians would accept a slightly lower salary in exchange for a pension.



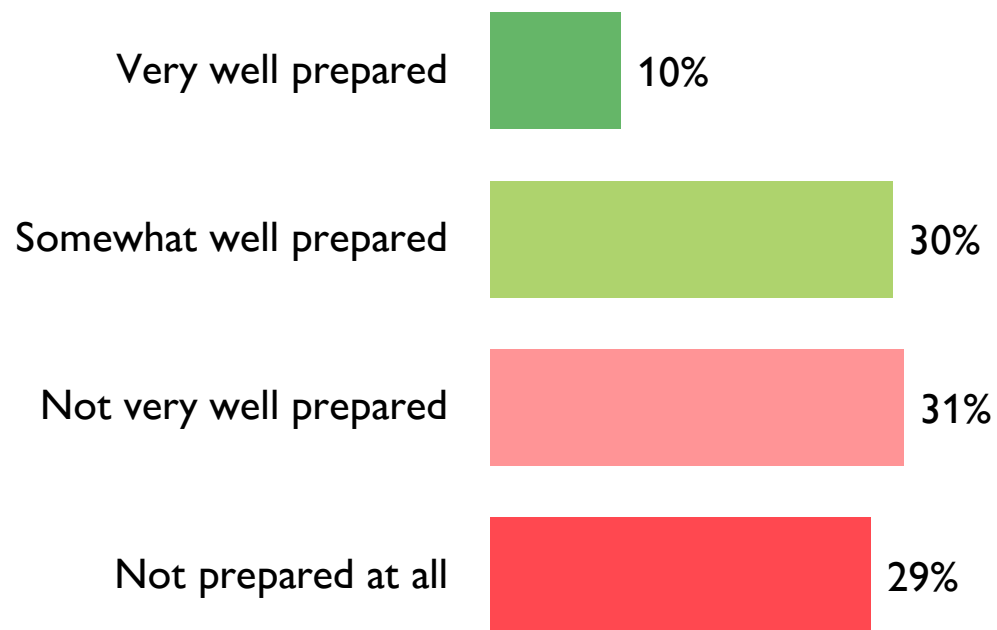
[Base] n = 2,000



How prepared do you feel for your retirement?

## Retirement readiness remains a challenge: 60% of unretired Canadians feel unprepared, rising to 63% among employed Canadians aged 55–64.

### HOW PREPARED DO YOU FEEL?



40%

60%

Unretired Canadians  
Aged 55-64:  
**63%**

2024

11%

32%

32%

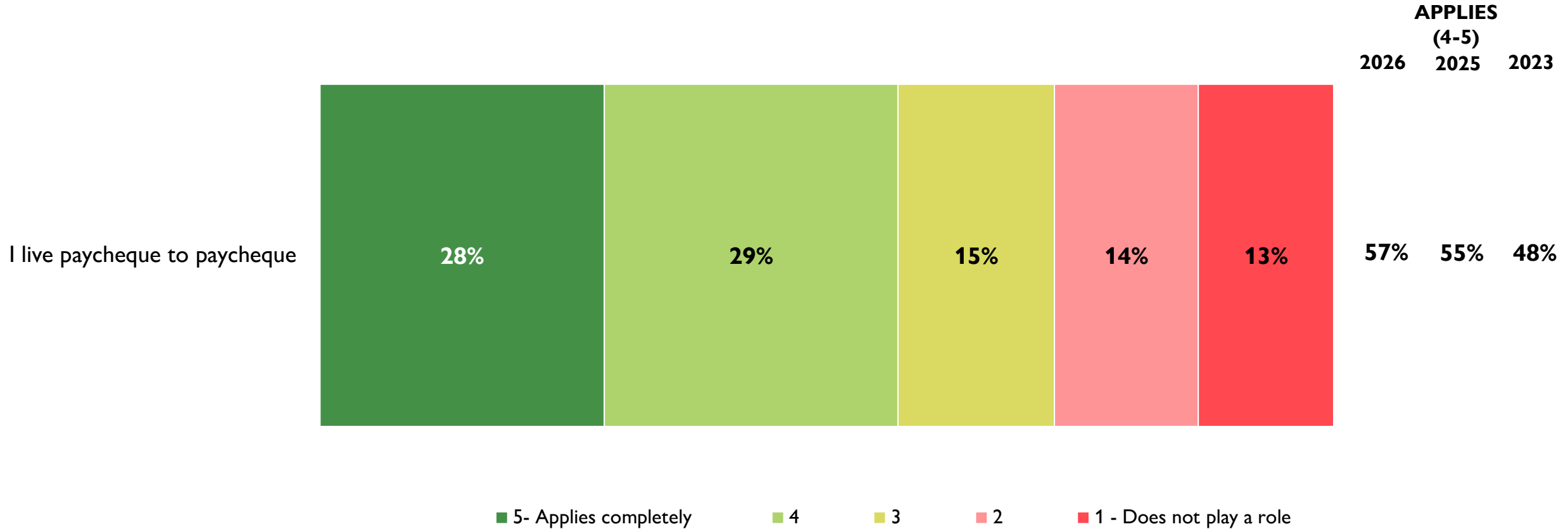
25%

Base n [Unretired Canadians] = 1,485 | Base n [Unretired Canadians Aged 55-64] = 228



Below are a number of reasons you might have saved or not saved for retirement yet. Which of the following apply to your circumstance?

## 57% say one of the reasons they have not been able to save for retirement is because they live paycheque to paycheque.

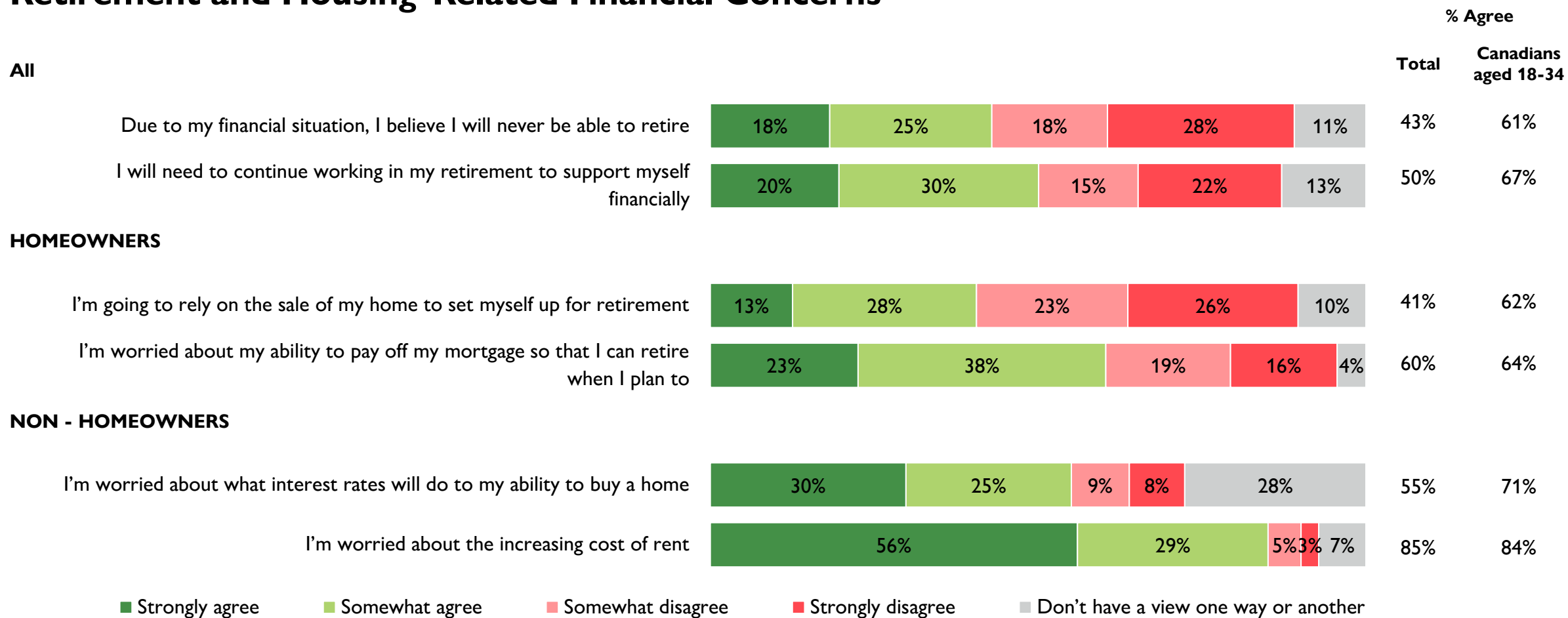


[Not retired] n = 1,485



Do you agree or disagree that...

## Retirement and Housing-Related Financial Concerns

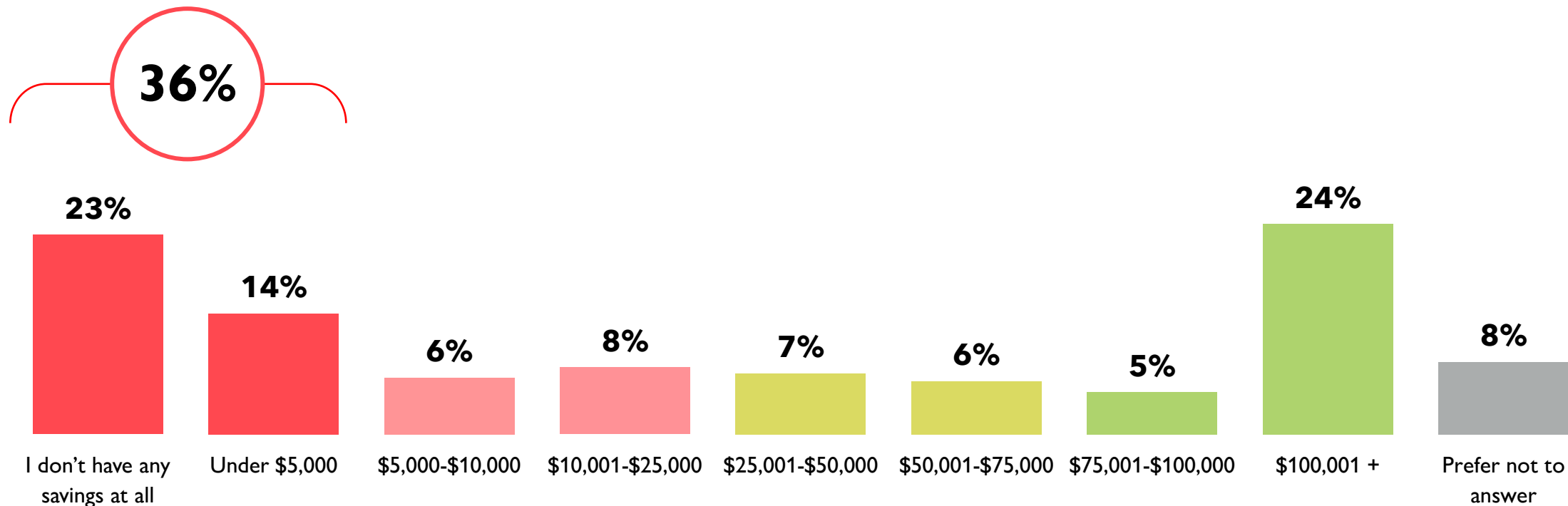


[Base] n = 2,000 | Base [Homeowners] n = 1194 | Base [Non-homeowner] n = 806 | Base [Canadians aged 18-34] n = 514 | Base [Canadians aged 18-34 & Homeowners] n = 222 | Base [Canadians aged 18-34 & Homeowners & Mortgage holders] n = 164 | Base [Canadians aged 18-34 & Non-Homeowners] n = 292



How much money do you have in savings? That is, money you've put aside for general savings or a specific goal, including retirement savings, outside of your month-to-month budget.

## Total savings



	I don't have any savings at all	Under \$5,000	\$5,000-\$10,000	\$10,001-\$25,000	\$25,001-\$50,000	\$50,001-\$75,000	\$75,001-\$100,000	\$100,001 +	Prefer not to answer
<b>2026</b>	23%	14%	6%	8%	7%	6%	5%	24%	8%
<b>2025</b>	20%	15%	8%	8%	7%	5%	6%	21%	10%
<b>2024</b>	20%	15%	8%	8%	7%	4%	5%	22%	11%

[Base] n = 2,000

\* Note: "Prefer not to answer" was only included from 2024 onwards.



How prepared do you feel for your retirement?

## How prepared do you feel for your retirement?

	Total	AGE				GENDER		MALE + AGE				FEMALE + AGE				RETIREMENT PLAN	
		18-34	35-54	55-64	65 +	Male	Female	18-34	35-54	55-64	65 +	18-34	35-54	55-64	*65 +	Pension	No Plan
<b>NET: Very well prepared + Somewhat well prepared</b>	<b>40%</b>	42%	37%	37%	60%	47%	33%	49%	45%	42%	62%	34%	30%	32%	54%	56%	21%
Very well prepared	10%	12%	8%	5%	18%	14%	6%	17%	13%	9%	18%	8%	4%	2%	16%	16%	4%
Somewhat well prepared	30%	29%	29%	32%	42%	34%	27%	32%	33%	33%	44%	26%	25%	30%	38%	40%	17%
Not very well prepared	31%	31%	31%	36%	24%	30%	33%	32%	28%	34%	19%	30%	33%	37%	32%	29%	29%
Not prepared at all	29%	27%	32%	27%	17%	23%	35%	19%	26%	24%	19%	36%	37%	31%	14%	14%	49%
Column n	1491	514	656	228	93	756	735	281	310	106	59	233	346	122	*34	585	551

[Unretired] n = 1,491

\*COLUMN N BELOW 50, INTERPRET WITH CAUTION



To what degree do you agree or disagree with the following statements?

## Many Canadians continue to experience emotional strain related to their personal finances.

<b>% Agree (Strongly + Somewhat agree)</b>	<b>2026</b>	<b>2025</b>	<b>2024</b>
I worry a lot because of my financial situation	50%	52%	45%
I feel anxious because of my financial situation	50%	52%	45%
I feel frustrated because of my financial situation	49%	50%	46%
I am fearful because of my financial situation	46%	48%	43%
I feel sad because of my financial situation	45%	47%	41%
My quality of life will decrease in retirement	44%	46%	-
I will be able to meet my financial needs in retirement	43%	43%	-
I feel emotionally drained because of my financial situation	43%	47%	38%
I am easily irritated because of my financial situation	41%	44%	36%
I'll be able to maintain my current lifestyle and spending habits in retirement	40%	40%	-
I feel depressed because of my financial situation	39%	43%	37%
I'll feel satisfied with my financial situation during retirement	37%	39%	-

[Base] n = 2,000



Which of the following would you assess as your current financial priorities? By this we mean priorities you are working towards right now, not areas you think you should be working towards or would like to be working towards when able. Please select 3 and rank them from highest to lowest according to how important each are.

## Current financial priorities among Canadians (top 3).

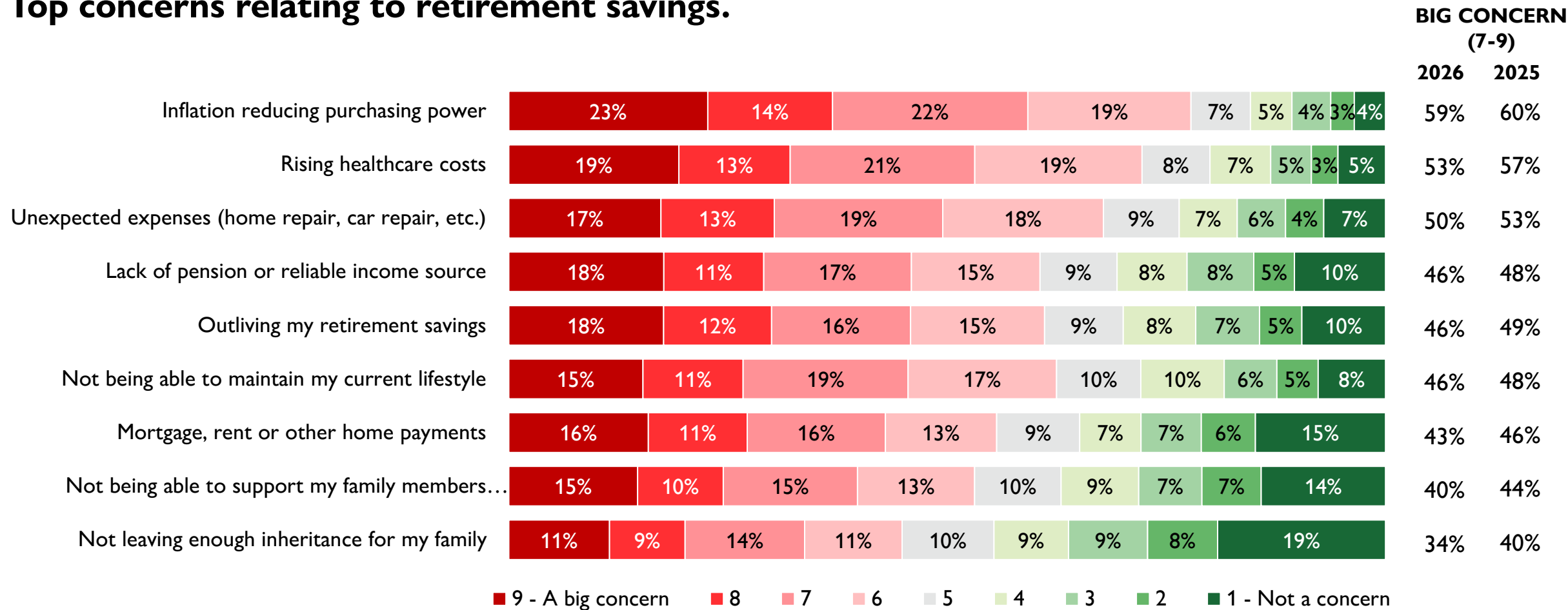
<i>% TOP 3 priority</i>	2026	2025	2024
Affording the day to day for your family	58%	53%	53%
Saving for retirement	51%	47%	49%
Saving for a big near-term necessary purchase	38%	37%	38%
Paying off credit card debt	35%	35%	34%
Paying rent	32%	35%	32%
Making your mortgage payments	18%	18%	22%
Paying off a line of credit	18%	19%	18%
Saving for a home or property purchase	15%	17%	18%
Saving for your child(ren)'s education	13%	14%	14%
Helping your child(ren) pay for home or property	8%	8%	8%
Paying off student debt	7%	8%	8%
Helping your child(ren) pay off their debts	7%	8%	6%

[Base] n = 2,000



Rate your concern about the following in relations to your retirement savings, using a scale from 1 to 9, where 1 is 'Not a concern' and 9 is 'A big concern'.

## Top concerns relating to retirement savings.



[Base] n = 2,000



Do you agree or disagree that...

## Statement testing

% Agree ( <i>Strongly + Somewhat Agree</i> )	Aged 18-34	2026	2025	2024	2023
<i>Homeowners</i>					
I'm going to rely on the sale of my home to set myself up for retirement	62%	41%	44%	42%	38%
I'm worried about what interest rates will do to others' ability to buy a home from me as I approach retirement	68%	51%	53%	55%	55%
I'm worried about what interest rates will do to my ability to afford my current/future mortgage payments	69%	46%	48%	52%	49%
I'm worried that I won't be able to retire when I want to due to my mortgage payments	60%	36%	38%	38%	-
I am looking into remortgaging my home and using the funds for retirement	62%	27%	33%	-	-
*I'm worried about my ability to pay off my mortgage so that I can retire when I plan to	64%	60%	65%	51%	46%
<i>Non-homeowners</i>					
I'm worried about the increasing cost of rent	84%	85%	84%	85%	-
I'm worried about what interest rates will do to my ability to buy a home	71%	55%	62%	63%	56%

[Homeowners] n = 1,194 | [Non-Homeowners] n = 806 | \*[Homeowner, Not retired] n = 554

[Homeowners & Aged 18-34] n = 222 | [Non-Homeowners & Aged 18-34] n = 292 | \*[Homeowner, Not retired & Aged 18-34] n = 164



Do you agree or disagree with the following statements?

## Statement testing

<b>% Agree (Strongly + Somewhat agree)</b>	<b>2026</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>
It is in everyone's interest for more people to have better retirement savings	86%	83%	86%	86%
All workers should have a pension that guarantees a percentage of their working income in retirement	81%	81%	83%	85%
*Governments can save money by supporting pensions that are more efficient	80%	76%	77%	75%
*Governments can save money by supporting pensions that are more affordable	73%	75%	77%	76%
Companies have a responsibility to offer a pension plan that workers can access in order to have adequate retirement income	78%	78%	81%	81%
The pensions we build today are the fuel for tomorrow's economy	77%	76%	78%	79%
Without good pensions in place the economy will suffer	76%	75%	77%	78%
Regardless of economic conditions, companies could afford to offer workers good pensions if they wanted to	75%	73%	77%	76%
If workers aren't able to access good workplace pensions and contribute during their working lives, they will become a burden on the taxpayer	72%	69%	75%	74%
We have a moral obligation to ensure our children have pensions like their parents and grandparents had	70%	73%	76%	75%
I will need to continue working in my retirement to support myself financially	50%	57%	-	-
Due to my financial situation, I believe I will never be able to retire.	43%	51%	-	-

[Base] n = 2,000

\*[Split sample] n = 999-1,001

# Thank You

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