

Employee Financial Wellness Dashboard

Powerful data insights to help navigate the cost-of-living crisis

The price we need to pay for everyday essential items is rising at an unprecedented rate. Post-Covid disruption to the global supply chain and the Ukraine-Russia conflict have caused UK inflation to reach a 45-year high. The knock-on effect on food and transportation prices means that everyone is being affected by the cost-of-living crisis. However, your employees' ability to cope will differ depending on their income, demographics, and lifestyle. How you respond and what support you give them becomes essential to managing your reputation as a great place to work.

What is Experian's Employee Financial Wellness Dashboard

Essential spend

The Office of National Statistics (ONS) defines non-discretionary spending as essential spend on goods or services which are purchased because they meet a basic need (food, shelter, healthcare), are required to maintain current living arrangements, or are a legal obligation (compulsory insurance). We have grouped these non-discretionary spending items into 6 groups to enable us to forecast future increases by category.

Understanding the impact on your employees

Using our understanding of the demographics of UK employees, we have created a set of 6 postcode models of essential spend for each of the ONS' spend categories. This data is then matched to the postcode locations of your employees, along with a record of their income. Data is then summarised and presented in a dashboard for analysis and interpretation that helps you segment and identify which of your employees are most likely to be affected by the rise in the cost of living. The service provides a measure of the current impact of inflation, as well as insights on how well-equipped your employees are to cope with future price rises.

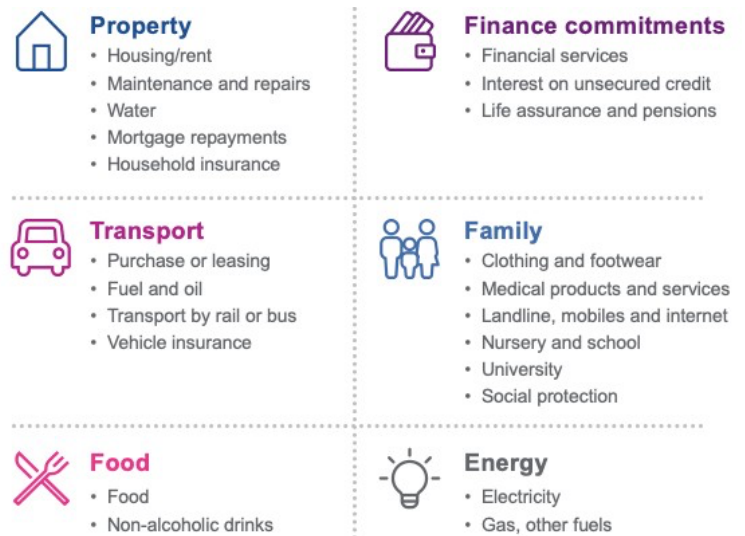


Fig 1 - ONS Essential Spend Category Groupings

Once you understand the likely impact of inflation on your employees' discretionary income, you can start to tailor your benefits to support them.

Interpreting the results

To help interpret the results to our analysis, we have provided the insights in an interactive dashboard, which allows an employer to flex each individual segment of essential spend to predict their employees' ability to cope with future rises to energy or food, or transportation costs for example. The dashboard shows the number of employees moving between bands of monthly discretionary income:



Fig 2- Employee Financial Wellness Dashboard example

How can our Employee Financial Wellness insights help you?

Our dashboard can help you predict different potential outcomes – pose key questions, and see forecasts for scenarios such as:

- What is the total impact of the cost-of-living crisis on your workforce?
- Which of your employees are most in need of help now?
- Which types of essential spend are having the biggest impact your employees' discretionary income
- Which employees will be able to continue spending, and who is having to modify their spend to make ends meet
- How will future by changes to the cost-of-living effect an employee's essential spend

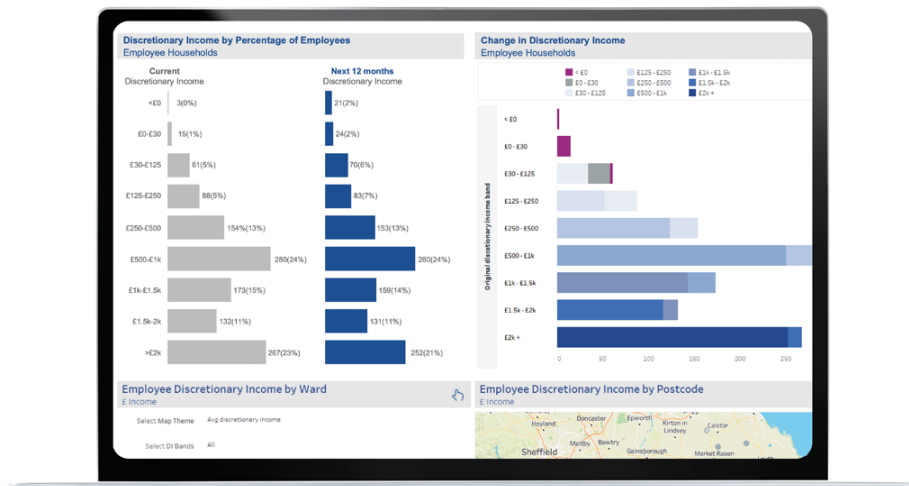
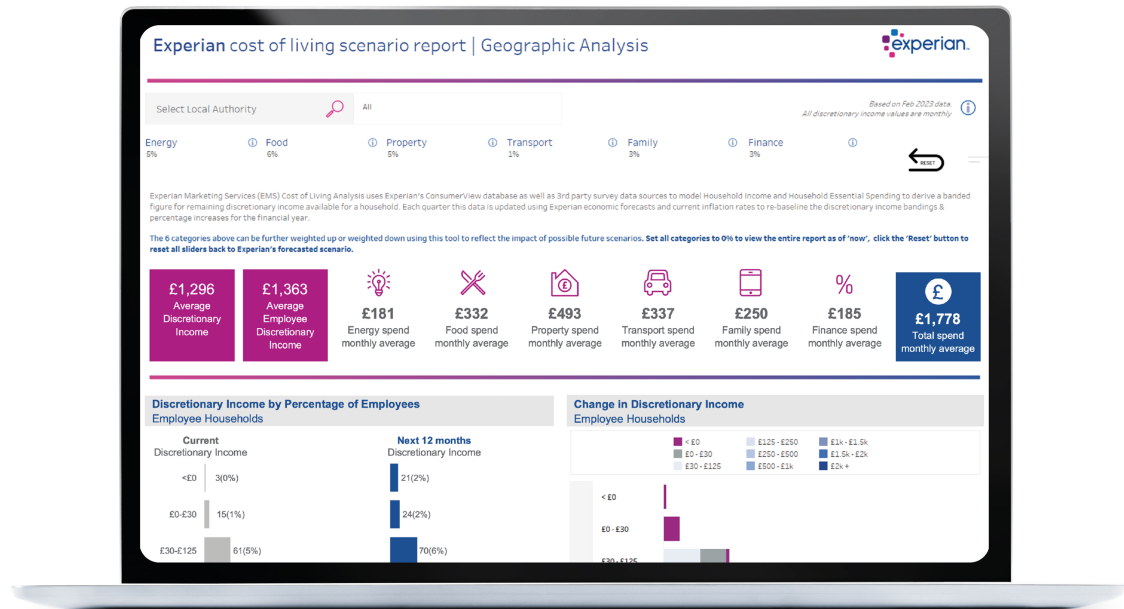


Fig 3 - UK CoL Mosaic / Sector Dashboard

Deliverables

Dashboard

- Understand the impact of price inflation on your employees
- Understand current average monthly discretionary income for employees
- Segment employees by their demographics and discretionary income
- Forecast cost-of-living rises across 6 separate essential spending categories to understand monthly employee spend
- Provide timely support to employees based on forecasted cost-of-living rises
- Use the insights to support your employee benefits strategy to improve financial wellbeing



To find out more about our Employee Financial Wellness Dashboard, please get in touch with our team via email: businessuk@experian.com