caat
PENSION PLAN

9 Realities of Canadian Retirement

Key insights from CAAT's 2026 research report

CAAT Pension Plan's latest research reveals a growing gap between the retirement Canadians expect and the retirement many are likely to experience.

1 There is a funding expectation gap

Expectation: savings as primary income	25%
Reality: savings as primary income	15%

Working Canadians expect their savings to be their main source of income, but retirees rely on savings far less.

2 Workplace pensions make the difference

+ $2,750

That's how much more retirees with a pension take home in average monthly household income than those without.

3 Retirement age keeps moving further away

Average **ideal** retirement age:	Average **expected** retirement age:
60	67

A sizable gap exists between the retirement Canadians hope for and the one they expect will realistically happen.

4 Without a workplace pension, savings often stall

38%

of Canadians without a workplace pension report taking little or no action towards saving for retirement.

5 Government programs alone aren't the answer

74%

of Canadians say it's unrealistic to rely solely on government programs alone for retirement.

6 Workplace pension access remains a barrier

58%

of non-retired Canadians say lack of a workplace pension limits their ability to save.

7 Retirement security is a talent advantage

84%	are more likely to take a job with a pension.
85%	say pensions increase motivation at work.

Retirement benefits help employers compete for talent, support retention, and strengthen employee well-being.

8 Predictability is valued most

87%

of Canadians say saving more would give them more peace of mind about the future.

9 Workplace pensions drive retirement engagement

30%

of Canadians with workplace pensions use multiple savings approaches compared to just 16% of those without a pension. Canadians don't just save more when they have pensions. They engage more.

The path forward

Expanding access to workplace pensions can help close the retirement readiness gap while building a more secure future for Canadians and a stronger workforce for employers.

Explore the nine realities of Canadian retirement.

Download the report