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The Association of Canadian Pension Management
L'Association canadienne des administrateurs de régimes de retraite

June 2026 **EXECUTIVE SUMMARY & RECOMMENDATIONS**

Strengthening Retirement Security in Canada

An ACPM Discussion Paper on Pension Coverage, Portability and Lifetime Income Solutions

Supporting practical policy solutions to expand retirement coverage, improve portability, and strengthen lifetime income security for Canadians

Prepared by the Association of Canadian Pension Management (ACPM)

Strengthening Retirement Security in Canada

Why This Matters

Canada's retirement income system is widely recognized as one of the strongest in the world. However, important gaps in workplace retirement coverage and access to sustainable lifetime income continue to create uneven retirement outcomes for many Canadians.

While public retirement programs provide a strong foundation, many Canadians – particularly employees of small and medium-sized businesses and those working in non-traditional employment arrangements – lack access to workplace retirement savings opportunities. At the same time, many retirees face significant challenges converting accumulated savings into reliable lifetime income.

Addressing these challenges is important not only for individual financial security, but also for Canada's long-term economic resilience and fiscal sustainability.

Two Key Challenges

1. Uneven Access to Workplace Retirement Arrangements

- Coverage remains significantly lower in the private sector than in the public sector
- Small and medium-sized employers often face barriers to offering retirement plans
- Non-traditional workers frequently lack access to workplace retirement arrangements
- Labour mobility contributes to fragmented retirement savings

2. Limited Access to Sustainable Lifetime Income

- Canadians are living longer and spending more years in retirement
- Many retirees must manage longevity, market and inflation risks on their own
- Existing retail decumulation options do not always provide affordable or efficient risk pooling
- Access to innovative lifetime income solutions remains limited

Key Takeaways

✓ Workplace retirement coverage remains uneven

✓ Fragmented savings reduce efficiency and weaken retirement outcomes

✓ Many Canadians lack access to affordable lifetime income solutions

✓ Practical policy reforms can strengthen retirement security while preserving flexibility

ACPM's Priority Policy Directions

1. Expand Workplace Retirement Coverage

Support broader adoption of:

- Defined Benefit plans
- Target Benefit plans
- Defined Contribution plans
- PRPPs and VRSPs
- Group retirement savings arrangements

Reduce barriers for SMEs and encourage participation mechanisms such as automatic enrolment where appropriate.

2. Improve Pooling and Portability

- Simplify transfers between retirement arrangements when individuals change jobs
- Reduce fragmentation and support consolidation of retirement savings
- Facilitate continuity of retirement savings across employment transitions
- Support the use of portable arrangements, such as PRPPs and VRSPs, for workers without access to employer-sponsored plans

3. Expand Access to Lifetime Income Solutions

- Support pooled decumulation arrangements
- Increase access to Variable Payment Life Annuities and other collective lifetime income solutions
- Encourage collective retirement income solutions
- Improve retirement income security while preserving flexibility

What ACPM Is Asking

ACPM Encourages Governments and Regulators to:

✓ Prioritize initiatives that expand workplace retirement coverage

✓ Modernize regulatory frameworks to support portability and pooling

✓ Facilitate broader access to affordable lifetime income solutions

✓ Continue collaborative dialogue with ACPM and retirement system participants

ACPM Is Ready to Assist

ACPM represents plan sponsors, administrators, trustees, service providers and other retirement system participants across Canada.

We welcome the opportunity to meet with governments, regulators and policymakers to discuss these recommendations and support the development of practical solutions that strengthen retirement security for Canadians.

About ACPM

The Association of Canadian Pension Management (ACPM) is the leading advocacy organization for a balanced, effective, and sustainable retirement income system in Canada. ACPM represents plan sponsors, administrators, trustees, service providers, and other retirement system stakeholders across the country.

For more information, visit www.acpm.com.