

# Employer-Based Loans and Early Pay: Disruption Reaching Scale

*New Aite Group report finds that vendors enabling employer-based installment loans and early access to earned wages are poised for growth.*

**Boston, April 3, 2019** — A large share of employees across the income spectrum are financially insecure, with low levels of savings, timing issues between bill due dates and paydays, and unexpected expenses. The resulting stress harbors costs for employees and their employers alike, such as lower worker productivity and increased absenteeism. Aite Group's latest report, *Employer-Based Loans and Early Pay: Disruption Reaching Scale*, examines lenders and solution providers that have developed products that employers can use to address these needs.

"Employer-based installment loans and early access to wage solutions are experiencing exponential growth," states Leslie Parrish, senior analyst at Aite Group. "These offerings have the potential to disrupt the high-cost credit market and provide consumers the resources they need to become more financially secure," she explains.

This report provides an overview of the emerging markets of employer-based installment loans and early access to earned wages in the U.S. and the U.K. It is based on in-depth interviews Aite Group conducted from November 2018 to March 2019 with executives at 13 firms providing employment-based installment loans, early access to wages, or both. These interviews were supplemented by desk research on measures of employee financial wellness, impacts of employee financial stress on the workplace, and financial products and services used by consumers who face unexpected or ill-timed expenses.

*To request a press copy of this report or to speak with [Leslie Parrish](#) about this topic, please contact us at [pr@aitegroup.com](mailto:pr@aitegroup.com).*

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