

**The Impact of Adult Education
On Workplace Financial Education:
Flexible Spending Accounts and Health Savings Accounts**

M.J. Kabaci and Paul Annis
University of Georgia

ABSTRACT

Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs) are two tax-sheltered accounts that many employers offer as part of their optional benefits package. This study examines the influence of “just-in-time” workplace financial education and adult learning concepts on employee participation and intentions to enroll in Flexible Spending Accounts and Health Savings Accounts. This paper extends the empirical literature on employee participation in FSAs and/or HSAs with the inclusion of an adult learning theoretical model. Data was gathered using a written survey of participants at financial educational sessions. Results indicate that financial education programs in the workplace prior to employees’ enrollment in programs are more effective if presented immediately preceding or during employee enrollment periods.