

7 R Z D U G V >

8 pf € ñ

9 <sup>TM</sup> — 4 0 Đ

DQG & DUPHOD \$SUHD

\$EVWUDFW

\*LYHQ WKH SDXFLW\ RI VWXGLHV RQ WD[ OLWHUDF\ LQ WKH H[WDQW OLWHUDWXU  
RI WKH HPHUJLQJ WRSLF ZDV IROORZHG LQ WKLV VFRSLQJ UHYLHZ 7KUHH SURPL  
WKH FRQVWUXFW μWD[ OLWHUDF\¶ HPHUJHG IP, v \ ^ ! X 5<sup>TM</sup> u y<sup>TM</sup> WKDW LV DQ L

WR EH UHVSQRVLEOH LQ UHODWLRQ WR DOO WD[ UHODWHG LVVXHV DQG LLL  
UHVSQRVLELQJ\ WRZDUGV WKH REMHFWLYHV RI WKH VRFLDO FRQWUDFW ZKLF  
GHJUHH RI WD[ PRUDOLW\

.H\ZRUGWD[ OLWHUDF\ ILQDQFLDO OLWHUDF\ VFRSLQJ UHYLHZ FRQFHSWXDO IUD  
H[SHQGLWXUH

---

3URIHVVRU LQ WKH 'HSDUWPHQW RI 7D[DWLRQ DW WKH 8QLYHUVL  
&RUUHVSQRGLQJ DXWKRU

3URIHVVRU \$UHD %XVLQHVV DQG (FRQRPLF (GXFDWLRQ DW WKH %X  
\*HUPDQ\ 3URIHVVRU ([WUDRUGLQDULXV DW WKH 'HSDUWPHQW RI 7D[D

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

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μ,Q WKL V ZRUOG QRWKLQJ FDQ EH VDLG WR EH F

%HQMDPLQ )UDQNOLQ

\$V WKH DERYH TXRWDWLRQ DVFULEHG WR %HQMDPLQ )UD  
DQG IRU PRVW SHRSOH DQ XQGHVLUDEOH REOLJDWLRQ

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

LQGLVSHQVDEOH SUHUHTXLVLWH QRW RQO\ IRU EULQJLQJ  
DOVR IRU GHYHORSLQJ WDUJHWHG OHDUQLQJ DQG DVVHV  
DUWLFOH DGGUHVHV WKLV JDS E\ V\WHPDWLFDQO\ LQ  
GHILQLWLRQV DQG NH\ FRPSRQHQWV RI WD[ OLWHUDF\ IR  
OLWHUDWXUH E\ PHDQV RI D VFRSLQJ UHYLHZ 2Q WKLV E  
RI WD[ OLWHUDF\ DV DQ LQWHJUDO SDUW RI ILQDQFLDO C

7KH VWUXFWXUH RI WKH DUWLFOH LV DV IROORZV ,Q W  
PHWKRGGRORJ\ HPSOR\HG LQ WKH VWXG\ ,Q VHFWRQ Z  
UHYLHZ 2Q WKH EDVLV RI WKH UHVXOWV LQ VHFWRQ  
PDLQ HOHPHQWV RI WD[ OLWHUDF\ DV DQ LQWHJUDO SDU  
DUWLFOH LQ VHFWRQ E\ VXPPDULVLQJ WKH PDLQ LQVL  
LQWHUSUHWDWLRQ ZKLOH DW WKH VDPH WLP SRLQWLQJ  
IDU DQG GHOLQHDWLQJ SURVSHFWV IRU IXWXUH UHVHDF

5(6(\$5&+ 0(7+2'2/2\* <

\$ VFRSLQJ UHYLHZ ZDV HPSOR\HG WR PDS WKH NH\ FRPS  
RI WD[ OLWHUDF\ \$ VFRSLQJ UHYLHZ SURYLGHV D V\QW  
UHVHDFK 5XPULOO )LW]JHUDOG DHUFRQW J B

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

)LJ \$ 6FRSLQJ 5HYLHZ )UDPHZRUN

6RXUFH \$GDSWHG IURP 3HWHUV HW DO

S

7KH HQKDQFHG VFRSLQJ UHYLHZ IUDPHZRUN VXJDYDWHG  
LOOXVUDWHG LQ )LJXUH ZDV IROORZHG IRU WKH SXUS  
UHVHDFKHUV RQH IURP WKH GLVFLSOLQH RI WD[DWLRQ  
DQG HFRQRPLFV HGXFDWLRQ FRQGXFWHG WKH UHYLHZ Z  
EURDG DQG GHWDLOHG DV SRVVLEOH

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHWSWXDO IUDPHZRUN IRU WD[ OLWH

6WHS 'HVFULELQJ WKH SODQQHG DSSURDFK WR WKH  
H[WUDFWLRQ DQG FKHUWGXUWRH YLGHQW FHWDW WKH UHY  
DV SRVVLEOH WKH VFRSLQJ H[HUFLVH LQYROYHG WKH H  
\$, ,1)250 &ROOHFWLRQ %XVLQHVV 6RXUFH 8OWLPDWH  
7KHVH GDWDEDVHV ZHUH VHOHFWHG EHFDXVH RI WKHLU  
VWXG\ LQFOXGLQJ EXVLQHVV WD[DWLRQ HFRQRPLFV DQ

6WHS 6HDUFKLQ\$ URH LHZL QFKH WLWOHV DEWUDFW  
DYDLODEOH RI VWXGLHV LQGLFDWHG WKDW WKHUH ZDV  
WD[ OLWHUDF\ SHU VH 7KH LQFOXVLRQ DQG H[FOXVLRQ  
LQ 7DEOH

7DEOH ,QFOXVLRQ DQG ([FOXVLRQ &ULWHULD

\_\_\_\_\_,QFOXVLRQ FULWHULD ([FOXVLRQ FULV

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

)LJ 35,60\$ )ORZ 'LDJUDP RI 6WXG\ 6HOHFWLRQ 3URFHV

6RXUFH \$GDSWHG IURP 3HWHUV HW DO

6WHS ([WUDFWKJLBYLQWIEHG UHFRUGV ZHUH GRZQO  
0HQGHQH\ WR HQVXUH HDVH RI DFFHVV IRU ERWK UHVH  
GHYHORSHG IRU UHFRUGLQJ NH\ GDWD RQ HDFK UHFRUG  
EDFNJURXQG RI WKH DXWKRU V LI DYDLODEOH WKH \HD  
VWXG\ FRQFHSWXDO GHILQLWLRQV SURYLGHG DQG NH\ I

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

LQGSHQGHQWO\ UHYLHZHG D VHOHFWLRQ RI WKH DUWLF  
EHWZHHQ WKH WZR FRGLQJ H[HUFLVHV WKHVH ZHUH GLV  
DQDO\VLV ZLOO EH SUHVHQWHG LQ WKH QH[W VHFWRQ  
FKDUDFWHULVWLFV RI WKH VRXUFHV

\$

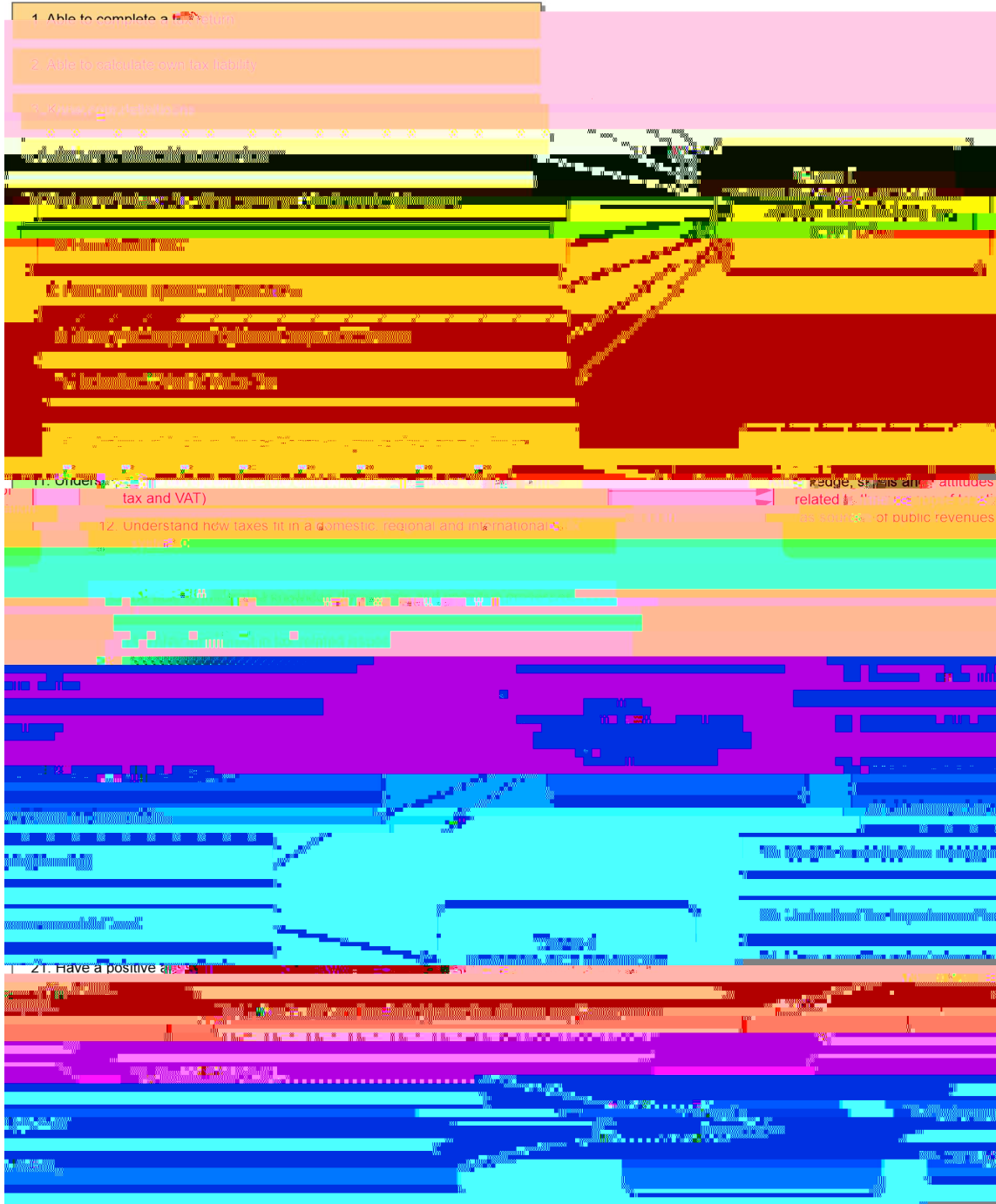
H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH





)LJ ,GHQWLILFDWLRQ RI 7KHPHV



H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

7KH ILYH WKHPHV WKDW ZHUH LGHQWLILHG ZLOO QRZ EH  
WKH WKHPHV LV SUHVHQWHG LQ FKURQRORJLFDO RUGHU  
VFRSLQJ UHYLHZ

**321 Theme 1: Technical knowledge, skills and attitudes related to being tax compliant**

6RPH DXWKRUV DSSURDFK WD[ OLWHUDF\ LQ D SUHGRPLQ  
H[DPSON .DPDOXGGLQ DQTXRWDGQJ %DUSDL DQG 5D]F  
\$ULIILQ GHILQH WD[ OLWHUDF\ DV LQGLYLGLXDOV\  
FD@FLXODWHR W@HLPJ S@DKHQDEEDOLW@L@G LLQ@KSK@P@L@QWO\@  
0DGL DQG FR DXWKRUV S DOVR UHIHU WR IXQF  
WD[SD\HU HVSHFLDOO\ LQ D VHOI DVVHVVPHQW HQYLURG  
RU KHU RZQ FKDUJHDEOH LQFRPH DQG LQFRPH WD[ SD\DE  
WKH UHOHYDQW WD[ DXWKRULW\ 7KH DXWKRUV DOVR VW

!# rpr FDO LR0€

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

OLWHUDF\ DV GHWHUPLQHG E\ TXHVWLRQV RQ SHUVRQDO  
DQG WD[ FUHGLWV 7KH\ DOVR LQFOXGHG D PHDVXUHPHQ  
IRFXVLQJ RQ JHQHUDO NQRZOHGJH DERXW VHOHFWHG S  
6RERWRYLpRYi S 7KH\ GLG QRW SURYLGH D FR  
TXHVWLRQV VHHPHG WR PHDVXUH OHJLVODWLYH WD[ NQR  
&RQFHUQV UHJDUGLQJ WD[ FRPSOH[LW\ WKDW ZRXOG UHT

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

DQG GHGXFWRQV ZLWKLQ WKH 8.¶V WD[ IUDPHZRUN DV Z  
RQ WKH 8.¶V LQGLYLGXDO WD[ V\WHP \$OH[DQGHU HW D  
ZHUH FRQFHSWV RI DYHUDJH WD[ UDWHV DQG PDUJLQDO  
WD[ VLPSOLVWLF FDOFXODWLRQV RI LQFRPH WD[ OLDELO  
FRQWULEXWLRQV

&HFKRYVN\ D H[SORUHV WKH FRQFHSWXDO GHILQLWL  
RI HFRQRPLFV HGXFDWLRQ %DVHG RQ WKH WKHRUHWLFD  
&HFKRYVN\ D S GHILQHV WD[ OLWHUDF\ µDV JHQH  
DQG LQGLYLGXDO OHYHO DQ LQWHUHVW LQ WD[ UHODW  
FRUHVSRQGLQJ WD[ FRPSOLDQFH EHKDYLRXU¶ 6KH S  
GHVFULSWLRQ RI ZKDW LV WR EH XQGHUVWRRG XQGHU µ  
&HFKRYVN\ D JHQHUDO WD[ NQRZOHGJH FRPSULVHV C  
GLIIHUHQW FRJQLWLYH SURFHVVHV DFFRUGLQJ WR WKH  
DVVHVPHQW E\ \$QGHUVRQ DQG .UDWKZRKO ZKLFK  
7KHUHIRUH JHQHUDO WD[ NQRZOHGJH FRPSULVHV  
DOVR PRUH

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

,Q D PRUH IXWXUH RULHQWHG DSSURDFK WKDQ KDV EHH  
:DVVHUPDQQWPP OHPLORE@ WKUHFHFDQLQPERGMD[OODQWBU  
FRQWH[W RI D GLJLWDO HFRQRP\ )RU SXUSRVHV RI WKHL  
G\QDPLF SURFHVV RI GHYHORSLQJ VNLOOV DQG JDLQLQJ  
XQGHUVWDQG WKH IDFWRUV WKDW LQIOXHQFH \RXU WD[ O  
\RXU GHFLVLRQ WR NQRZ ZKHUH WR JHW DVVLVWDQFH RO  
NQRZOHGJH WR PDNH LQIRUPHG FKRLFHV DQG GHFLVLRQV  
%RUQPDQ :DVVHUPDQQ S \$FFRUGLQJ WR WKH D  
GLVWLQFWLYH HOHPHQWV QDPHO\ WD[ DZDUHQHVV FF  
GHFLVLRQ PDNLQJ 7KH\ LQGLFDWH WKHLU XQGHUVWDWLO  
RI XQGHUVWDQGLQJ RU UHFRJQLVLRQJ IDFWRUV UHOHYDQV  
WR DSSO\LQJ WD[ UXOHV DQG SURFHGXUHV FRUHFWO\ D  
FRQVHTXHQFHV RI WKH GHFLVLRQ PDGH %RUQPDQ :DVV  
DQG :DVVHUPDQQ DUH WKXV DOVR IREFVLQJ RQ WKH  
EH DEOH WR FRQGXFWD D WD[ OLDELWLW\ FDOFXODWLRQ D  
5HJDUGLQJ FRQWH[WXDO NQRZOHGJH %RUQPDQ DQG :D  
GLPHQVLRQV QDPHO\ SURFHGXUDO DQG OHJDO NQRZOH  
WKH IDFW WKDW WD[SD\HUV QHGH WR EH DZDUH DQG KD  
SURFHVVHV DQG WKHLU UHVSQVLELOLW\ WR DGKHUH WR  
NQRZOHGJH RI WRZ DQG ZKHQ ZKROILOPRLODWD[ UHWXUQV  
DXWKRULWLHV %RUQPDQ :DVVHUPDQQ S /HJDO  
WD[ NQRZOHGJH KDV WZR GLPHQVLRQV ± WKH XQGHUVW  
µNQRZLQJ WKDW VRPHWKLQJ LV WD[DEOH† DQG WKH DE







H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHWSXDO IUDPHZRUN IRU WD[ OLWH

**323 Theme 3 Knowledge, skills and attitudes required for effective and efficient planning**

\$QRWKHU OLQH RI UHVHDFK H[SORUHV WKH OLQNDJH EHV  
 %UDFNLQ GRHV QRW SURYLGH D IRUPDO GHILQLWLR  
 SRVLWLYH OLQNDJH EHWZHHQ EHLQJ PRUH WD[ OLWHU  
 UHVSQRVLEOH UROH LQ WKH WD[DWLRLQ DUHQD 6KH IXU  
 UHJDUGHG DQ LPSRUWDQW FRPSRQHQW RI ILQDQFLDO OLV  
 RQ D SHUVRQ V RYHUDOO ZHDOWK 7KH DELOLW\ WR PHHW  
 DFFXUDWHO\ DQG WR FODLP DOO DYDLODEOH HQWLWHOHP  
 RYHUDOO ILQDQFLDO SRVLWLRQ ,Q KHU UHYLHZ RI WKH V  
 FRQWH[W RI WKH WD[DWLRLQ WHP &KUDFNLQ UHSR  
 ORZ OHYHOV RI NQRZOHGJH VSHFLILFDOO\ UHODWLQJ WR  
 IRU H[DP SOH WKDW VXSHUDQQXDWLRLQ LV WD[HG DW D O

H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

LQFOXGH D VPDOO QXPEHU RI NQRZOHGJH TXHVWLRQV I  
FDOFXODWH LW DQG WKH DYDLODELOLW\ RI PHGLFDO WD[

%KXVKDQ DQG 0HGXU\ S VWUHV V WKH LPSRUWDQ  
SHUVRQDO ILQDQFLDO SODQQQLQJ 7KH\ DUJXH WKDW WD[  
WR FRPSXWH WKHLU WD[ OLDELOLW\ WR GHWHUPLQH DQ\  
QRW WR LQFXU DQ\ ILQDQFLDO ORVVHV GXH WR ODWH S  
UHWXUQV %KXVKDQ DQG 0HGXU\ S EURDGO\  
NQRZOHGJH ZKLFK DQ LQGLYLGXDO VKRXOG SRVVHV LQ F  
SHUVRQDO WD[DWLRQ HHHFWLYHO\¶

&YUOMH GLVFXVVHV WKH UHODWLRQVKLS EHWZHHQ  
JLYLQJ D FRPSUHKKHVLYH DQDO\VLV RI WKHLU LQWHUHU  
BNDHUFQ@KSRQJDFWQ QHLCJHG6KH KLW KOLJKWV WKDW FR



H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

'LJLWDO OLWHUDF\ ZLOO EHFRPH PRUH SURPLQHGW DV W  
WD[SD\HUV¶ LQWHUDFWLRQ ZLWK DXWKRULWLHV DQG WK  
PDLQWDLQLQJ UHFRUGV IRU WD[ SXUSRVHV DIIHFWLQJ  
UHFRUG NHHSLQJ DUH GLJLWDOLVHG

,W LV FOHDU IURP WKH FRQFHSW PDSSLQJ H[HUFLVH WKD  
E\ VHYHUDO DXWKRUV 7KHPHV DQG IRFXV RQ WKH NQR  
E\ FLWL]HQV WR EH WD[ NQRZOHGJHDEOH WR FRQGXF  
FRPSOLDQW 7KHPH IRFXVHV RQ WKH LPSRUWDQFH RI W  
WR IXQG LWV YDULRXV ILVFDQ SROLF\ REMHFWLYHV 7K



H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

H-RXUQDO RI 7D[ 5HVHDUFK





H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

/H 5RX[ ' - **Retirement planning Could tax and financial literacy increase financial independence during retirement?**

0&RP GLVVHUWDWLRQ 8QLYHUVLW\ RI 3UH

/HYDF ' &ROTXKRXQ + 2 %ULHQ . .

μ6FRSLQJ VWXGLHV

**Implementation Science**

D DUWLFOH

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H-RXUQDO RI 7D[ 5HVHDFK

7RZDUGV D FRQFHSWXDO IUDPHZRUN IRU WD[ OLWH

5XPULOO 3 ' )LW]JHUDOG 6 0 0HUFKDQW : 5 μ8VLQJ VFRSL

XQGHUVWDQGLQJ DQG LQWVWVWLQJ QRLVWSQJ OLWHUDWXU

6WHSKHQ & \$ \$ &KDNUDERUW\ \$ μ8QGHUVWDQGLQJS H )iñ