



care · work · thrive

WORKING & FAMILY CAREGIVING: FACTS FOR HR & GETTING STARTED



WHAT IS FAMILY CAREGIVING?

[Part 1: Caregiving & Working \(2 min video\)](#)



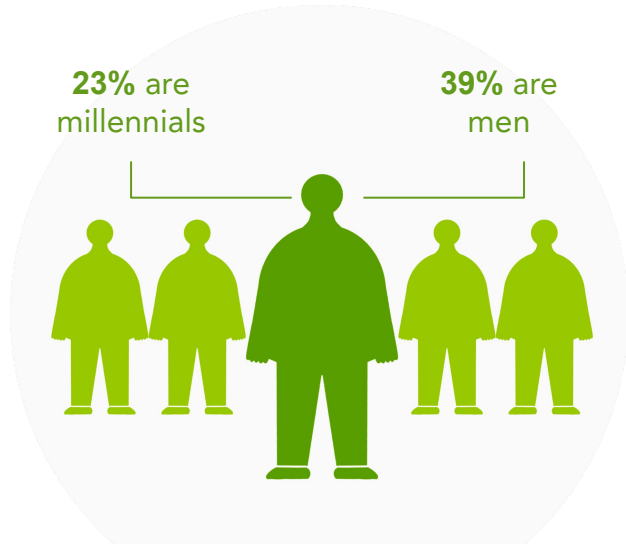
See the problem in action: watch this 2 minute explainer video

Family caregivers or “care partners” are anyone who cares for an ill, injured, or disabled friend or family member (child, grandparent, partner, adult sibling, cousin, etc).

Caregivers may help with:

- Medical appointments
- Medications
- Transportation
- Hospital stays
- Health insurance and medical bills
- Meals and shopping
- Getting dressed
- Hands-on care - like changing bandages or drains

FAMILY CAREGIVING (CG)



Average duration is **4.5 years**,
but can be **10 years** or longer

- 1 in 5 Americans are caregivers (CG)¹
- On average, CGs provide 24 hours of care per week¹
- 57% of African Americans are high burden CG: 30+ hours/week¹
- Many people don't self-identify as CG, making them less likely to look for and use resources²

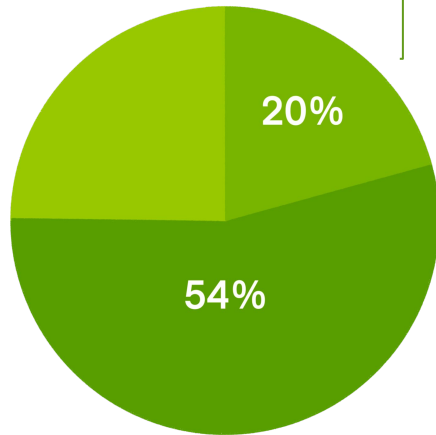
FAMILY CAREGIVING (CG)



- While many parents stopped working to care for children during the pandemic, **4 times as many people** haven't returned to work because they're caring for ill or disabled partners, siblings, aging relatives, children, or friends¹⁴
- As of March 2022, at least **6.6 million** people weren't working due to caregiving¹⁵

IMPACT ON ORGANIZATIONS & CAREGIVING EMPLOYEES (CGE)

20% are caregivers



54% expect to start caregiving in the next 5 years

- 61% of CGE leave early, come in late, or take time off to caregive ¹
- 44% of CGE go PT/reduce hours, and 54% of CGE people of color reduce hours ³
- 20% of CGE quit, and 26% of CGE people of color quit ³
- It's estimated CGEs cost employers an 8% increase in health care costs ⁴

IMPACT ON HEALTH & WELLBEING



- 40-70% have clinically significant symptoms of depression ⁵
- 54% don't have time to tend to their own medical needs, and their physical health diminished ⁶
- Most experience poor sleep, which impacts mental and physical health, fatigue, and daytime sleepiness ⁷
- 34% of spousal caregivers use alcohol to cope ⁸
- Many CG, like spousal and dementia CG, have an increased risk for stroke and heart attacks ⁹

IMPACT ON CAREGIVER FINANCES



On average:

- CGE spend 26% of their income on CG: \$7,242 ¹⁰
- African American CG spend 34% of their income on CG ¹¹
- CGE making \$35K or less spend 73% of their income on CG ¹⁰
- Dementia and mental health CGE spend \$8-11K+ annually ¹⁰

Financial strain is greater on Latinos, African Americans, women, LGBTQ, and younger CGEs ^{10,13}

WHAT ORGANIZATIONS CAN DO

[Part 2: The Future of Work \(2 min video\)](#)



*See what future of work can look like:
watch this 2 minute explainer video*

94% of CGE would stay with employers that provide CG benefits.⁶

- Help employees leverage existing benefits (e.g. FSA) ^{6,12}
- Train and educate managers and teams about ECG

What CGE want: ^{6,12}

- Help with care coordination
- Personal and financial counseling
- Support and affinity groups
- Education and training
- Transportation services
- Paid leave
- Flexible hours
- Legal services

LEARN MORE

Watch, Read & Share With Your Team

- ❑ [Caregiver: A Love Story trailer](#) (2 min) Do No Harm Media, [Contact us to see 23 min documentary](#)
- ❑ PBS story: [Aging with Dignity](#) (9 min)
- ❑ Rosalynn Carter Institute: [Working While Caring Executive Summary](#) (5 min read)
- ❑ [HBR Caring Company Report](#): executive summary (2 min read) + (full report: 20 min read)
- ❑ [AARP 2020 Impact of Caregiving on Work Report](#): see pages 62-70 (7 min read)

Dive Deeper

- ❑ PBS Newshour: [How Covid has complicated life for family caregivers](#)
- ❑ [HBR Caring Company website](#) (further reports, videos, podcasts)
- ❑ Washington Post: [Caring for aging parents, sick spouses is keeping millions out of work](#)
- ❑ HealthHats Podcast: [Employed Family Caregivers](#) (42 minute listen)

START CONVERSATIONS WITH HR & LEADERS

Has anyone on your leadership or HR team had personal experience with family caregiving or talked to you about CG on behalf of other employees? If so, what have you heard?

Choose 1-2 resources you found helpful and share them with colleague(s) to start a conversation:

IF SPEAKING TO A LEADERSHIP MEMBER:

- ❑ “Would be interested to know how it resonates with your experience. And do you know other leaders who have dealt with working and caring for an ill or disabled family member?”
- ❑ “Before bringing CG to the leadership team, do you think it will be a good idea to collect more information from my HR team?”

IF SPEAKING TO HR TEAM MEMBER:

- ❑ “Would be interested to know how it resonates with your personal experience or what you’re hearing from employees and managers about caregiving and working?”
- ❑ “How have you seen employee caregiving impact work and wellbeing?”
- ❑ “Could supporting family caregiving fit into any of our existing initiatives (DEI, wellness, etc.?)”

LEARN HOW FAMILY CAREGIVING IMPACTS YOUR ORGANIZATION

SHARE 1-2 RESOURCES WITH MANAGERS

- ❑ Share 1-2 resources with managers (e.g. RCI executive summary and the trailer for Caregiver: A Love Story)
- ❑ Ask who wants to participate in interviews and focus groups about how family caregiving is impacting managers and teams.

CONDUCT INTERVIEWS WITH FOCUS GROUPS WITH MANAGERS

- ❑ How comfortable are employees talking with managers to plan for urgent and ongoing CG challenges?
- ❑ Does CG contribute to any problems at your organization? Productivity, turnover, going PT, turning down projects or promotions, team dynamics, wellbeing/burnout, etc.

ADD QUESTIONS ABOUT CG TO EXIT/STAY INTERVIEWS AND PULSE SURVEYS

- ❑ Exit interview: *Does caring for an ill or disabled family member or friend play a role in your decision to leave?*
- ❑ Stay interview, engagement or pulse survey: *Are you currently caring for an ill or disabled family member or friend? Do you feel this organization gives you the resources and support you need to work and caregive?*

WHAT DO YOU ALREADY HAVE?

Use this checklist to see what existing services and benefits could be leveraged to support caregivers and identify where you have gaps.

- Paid leave/Sick leave for caregiving
- Affinity groups or ERGs
- Flexible work schedule
- Resources in your EAP program

REFERENCES

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4. [METLIFE](#)
5. Zarit, S. (2006). Assessment of Family Caregivers: A Research Perspective. In Family Caregiver Alliance (Eds.), Caregiver Assessment: Voices and Views from the Field. Report from a National Consensus Development Conference (Vol. II) (pp. 12 – 37). San Francisco: Family Caregiver Alliance.
6. [VoyaCares. For The Benefit Of All](#)
7. [Byun, E., Lerdal, A., Gay, C. L., & Lee, K. A. \(2016\). How Adult Caregiving Impacts Sleep: a Systematic Review. *Current sleep medicine reports*, 2\(4\), 191–205.](#)
8. Connell CM. Impact of spouse caregiving on health behaviors and physical and mental health status. *The American Journal of Alzheimer's Care and Related Disorders & Research*. 1994; 9:26–36.
9. Capistrant 2012, Damjanovic 2007, Haley 2010, Kiecolt-Glaser 2003, Mausbach 2007, von Knel 2008
10. [AARP 2021 Caregiving out-of-pocket costs study](#)
11. [AARP. Black Caregiver Fact Sheet](#)
12. [Difference Collaborative Study: The impact on organizations, individuals, and care when nurses are also family caregivers](#)
13. [Characteristics of LGBT caregivers of older adults: Results from the national Caregiving in the U.S.](#)
14. [Federal Reserve Monetary Policy Report – February 2022](#)
15. [Census Bureau Household Pulse Survey 2022](#)



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We collaborate with organizations to understand how caregiving currently impacts employee and team productivity, health, acquisition, retention, and well-being. Then we work with leadership and employees to co-design strategies and approaches to best manage as well as capitalize on the caregiving challenge.



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If you'd like to support your employees with family caregiving, we are here to partner with you.

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