

CAREGIVING IN THE

Modern Workplace

A Nation of Caregivers

- Childcare – routine care, managing schedules, and navigating care gaps
- Elder Care – supporting aging parents, in-laws, or older relatives
- Care for Adults with Disabilities or Health Conditions

The Impact at Work

- 67% of working caregivers say it's hard to balance job + care
- Many reduce hours, turn down promotions, or leave their jobs
- Eldercare alone accounts for at least 4 hours/day in unpaid work

What Employees Want

- Backup care services
- Caregiver leave policies
- Flexible work hours
- Financial assistance or subsidies

Employer Solutions

- Build manager readiness
- Design benefits for real-world use
- Create a culture where care is visible
- Measure impact and evolve

Why it Matters

When organizations recognize and accommodate caregiving responsibilities, they unlock:

- **Stronger Retention**
- **Improved Performance**
- **Higher Engagement**
- **Inclusive Culture**

PARENTING
ELDER CARE
DISABILITY SUPPORT
MENTAL HEALTH SUPPORT



CAREER