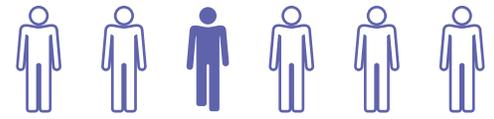


CAREGIVERS IN THE WORKPLACE

1 out of 6
EMPLOYEES

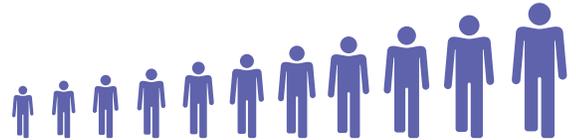


PROVIDE SOME LEVEL OF CARE FOR A FAMILY MEMBER OR FRIEND

WHAT THIS MEANS FOR EMPLOYERS

- * Employees may be juggling work and caregiving responsibilities, leading to **ABSENTEEISM + PRESENTEEISM**.
- * Employee-caregivers often neglect their own care, leading to **INCREASED HEALTHCARE COSTS**.
- * The result? Losses to U.S. employers of up to **\$34 BILLION ANNUALLY**.

The number of employee-caregivers is expected to grow exponentially over the coming decade.



of caregivers
are male



25%
are millennials



20 HOURS
on average per week
spent providing care

\$7,000
AVERAGE PER YEAR



out-of-pocket spend on
caregiving-related expenses

Challenges Employee-Caregivers Face

- * Trouble balancing work with caregiving — coming in late, leaving early or spending time on the phone because of caregiving issues.
- * Turning down new projects or promotional opportunities because of time concerns.
- * Feeling isolated from colleagues and embarrassed about sharing personal details.
- * Stress, depression, sleeplessness and physical illnesses.



**CAREGIVING IS SOMETHING MOST PEOPLE WILL ENGAGE IN AT
SOME POINT IN THEIR WORKING LIVES.**

**HOW CAN EMPLOYERS BEST SUPPORT THEIR NEEDS
AND THE NEEDS OF THEIR ORGANIZATIONS?**



WHAT EMPLOYERS CAN DO TO HELP →

WHAT EMPLOYERS CAN DO TO HELP:

Employers can create caregiving-friendly workplaces and reduce the impact of caregiving on productivity and healthcare costs.

LEAVE POLICIES/FLEX TIME	ACCESS TO CAREGIVING HELP	SUPPORT FOR CAREGIVERS THEMSELVES
Caregiving leave	Expert medical opinion and referral services	Employee Assistance Programs
Ability to use sick or personal days for caregiving	Digital caregiving tools	Employee-caregiver support groups
Flexible work schedules	Subsidized in-home back-up care	Coaching on-site or via phone
FMLA guidance	List of low-cost/no-cost resources	Online support tools

A Caregiving-Friendly Workplace Starts at the Top!

Employees who care for family members or friends don't always identify themselves as caregivers. They may think of themselves as just doing what needs to be done. And at work, they may be afraid of appearing less committed to their jobs or missing out on opportunities because of their other responsibilities.

So employers need to be active in supporting employer-caregivers to reach out for help.

If senior executives and managers are open about acting as caregivers when they are doing so, employees are more apt to identify themselves as caregivers. Creatively designed and actively promoted communication tools can go a long way toward encouraging employee-caregivers to seek help when they need it.

Key Benefits for Employers
Who Make Their Workplace
CAREGIVING-FRIENDLY:

- * Maximize productivity
- * Improve employees' physical and emotional health
- * Attract and retain talent
- * Reduce healthcare costs and indirect workplace costs



See how you stack up against other employers in caregiving friendliness — check out the results of our benchmark survey at www.employercaregivingtoolkit.org/survey

You can find tools and resources for your organization at www.employercaregivingtoolkit.org