

WORKPLACE SUPPORT

..... for Unpaid Caregivers

EXECUTIVE SUMMARY

Caring for an aging, ill or disabled adult is a regular responsibility for a growing number of Americans. For many, it amounts to another job beyond their paid work.



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More companies are addressing the needs of these employees, potentially building loyalty and boosting the bottom line by reducing employee turnover and health care costs.

Some 53 million people in the United States provide informal, usually unpaid, care for adults, including an estimated 20% of people in the workforce, according to statistics from the U.S. Department of Health and Human Services and the Rosalynn Carter Institute for Caregivers.^{1,2} Caregiving may involve providing hands-on physical assistance, overseeing finances or doing chores for someone.

The so-called “sandwich generation,” or parents caring for children and adults simultaneously, had higher rates of caregiver role overload,³ according to the Centers for Disease Control and Prevention.

Taking care of a loved one can certainly be joyous and rewarding, but it can also be a heavy load, and juggling duties in the workplace and at home takes a toll. Caregiving can lead to mental and physical health challenges that result in billions of dollars in lost productivity, employee turnover and excess health care costs.³

Businesses are broadening their scope of employee benefits to reflect that caregiving means caring for children and adults. Caregiver employee assistance programs run the gamut from flexible and remote work arrangements and paid time-off policies to customized caregiver planning tools, support groups and counseling services.

Employers and organizations nationwide recognize the importance of supporting unpaid adult caregivers and exploring programs to help ease the burden. Their hard work – whether in the office, on the factory floor or in their personal lives – is crucial.



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1 Recognize, Assist, Include, Support, and Engage Family Caregiving Advisory Council, & Advisory Council to Support Grandparents Raising Grandchildren. (2024). *Progress report: Federal implementation of the 2022 national strategy to support family caregivers*. U.S. Department of Health and Human Services. https://acl.gov/sites/default/files/2024ProgressReport_StrategyToSupportCaregivers.pdf

2 Lerner, D., & Palm, M. (2024). *Working while caring: Innovations and interventions to support caregivers in the workplace*. Rosalynn Carter Institute for Caregivers. https://rosalynncarter.org/wp-content/uploads/2024/01/RCI_White-Paper_Innovation-Lab-Report_Digital-R1.pdf

3 Williamson, L. (2025). ‘Sandwich generation’ caregivers caught between two generations in need. American Heart Association. <https://www.heart.org/en/news/2025/02/17/sandwich-generation-caregivers-caught-between-two-generations-in-need>

