According to an NBGH Quick Survey, 88% of large employers believe caregiving will become an increasingly important issue in the next five years. Our aging population, increased prevalence of chronic diseases, delayed retirement, higher divorce rates among Baby Boomers, geographically dispersed families, and shortage of trained caregivers is causing an unprecedented caregiver crunch. As more employees assume the second (unpaid) shift of caring for a loved one, employers need to understand the impact of caregiving on employee well-being and business priorities and take action to help working caregivers thrive.

“There are only four kinds of people in the world: Those who have been caregivers. Those who currently are caregivers. Those who will be caregivers, and those who will need caregivers.”

-Rosalyn Carter

1 in 5 employees are also caregivers
75% of caregivers are female
1 in 4 caregivers are millennials

TOP CONDITIONS OF CARE RECIPIENTS

Alzheimer’s Disease/Dementia
Anxiety/Depression/OCD/Anger
Diabetes
Cancer
Heart Disease
Aging

MOST COMMON TASKS PERFORMED BY CAREGIVERS

- Transportation to appointments
- Financial assistance
- Help dressing
- Help getting in/out of bed
- Bathing
- Feeding
- Nursing tasks
- Going to the bathroom
**CAREGIVING IMPACTS EMPLOYEE HEALTH & WELL-BEING**

**FINANCIAL SECURITY**
- $7,000 annual spend of their own money on caregiving expenses
- 44% of caregivers experience financial strain
- 25% indicate that caregiving impacts retirement plans

**MENTAL & EMOTIONAL WELL-BEING**
- 2x likelihood of suffering from depression
- 92% feel that caregiving impacts their stress levels, with 48% reporting their stress levels as being “a lot”
- 27% experience stress on marriage/relationship

**PHYSICAL HEALTH**
- 2x more likely to develop chronic illness
- 25% missed their own doctor’s appointment
- 49% experience exhaustion

**WHAT’S CAUSING STRESS?**
- 25% say paying medical bills
- 16% say discovering insurance didn’t cover what is wanted or needed
- 16% say caring for sick/elderly relatives
- 14% say determining coverage

**CAREGIVING IMPACTS BUSINESS**
- 64% reported that caregiving affected their career
- 1 in 5 caregivers report a decrease in productivity because of caregiving duties
- 52% of caregivers have missed or were late to work due to caregiving responsibilities
- 8% higher medical costs
- 33% higher leave incidence & duration
- 3x more likely to take STD leave after FMLA
- 75% have called in sick or took PTO

Other impacts on productivity due to caregiving include scheduling conflicts, missed meetings, using office resources and hours for non-work items, and even having to quit a job.

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Conclusions

Future-focused companies are embracing flexible, innovative solutions to help employees manage daily caregiving tasks and avert health and economic consequences for individuals, businesses and our society. Show caregivers you care by offering benefits to support their physical, emotional and financial health, giving them the gift of time through a comprehensive leave program and flexibilities and creating a safe, positive work environment to boost engagement, morale and retention.

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Acknowledgements:
The Business Group gives a special thanks to Cigna, Unum and Wellthy for the contributions provided by their team of subject matter experts in the development of this resource.

About the Leave Optimization Forum

The Leave Optimization Forum convenes employers and health industry partners to address shared challenges and opportunities around leave policies and their intersection with health, well-being and productivity.

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Additional copies of this infographic are available at www.businessgrouphealth.org or by contacting wellbeing@businessgrouphealth.org.