

# Adult Care Impact on our Workforce



**61%**

Of employees provide care to adult family members

In the U.S., 61% of employees are providing care to adult family members.<sup>1</sup>

**\$33.6 billion**

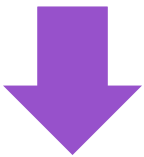
In losses per year for full-time employees

Work disruptions related to caregiving create losses of \$2,110 per employee yearly; total loss of \$33.6 billion for full-time employees yearly.<sup>2</sup>

**10%**

Of working caregivers quit their job

Working caregivers will quit their jobs to provide full-time care to family members, resulting in an average loss of \$303,880 over a lifetime.<sup>3</sup>



**Health & Human Service Organizations reduce obstacles to accessing adult care.**

**These organizations provide benefits to caregivers and recipients**

Supportive resources for recipient

- Adult day care
- In-home care
- Transportation
- Caregiver support groups
- Stress management
- Case management<sup>4</sup>

Support to caregivers related to

- Depression
- Anxiety
- Anger
- Stress Management<sup>5</sup>



**Businesses can help increase access to adult care.**



Support flexibility for work schedules

➔ Allows employees to make adjustments for caregiving, including job sharing, telecommunication, flexible work hours, and working from home.<sup>7</sup>

For every \$1 invested in flexible work schedules

➔ \$1.70 - \$4.43 is generated in economic returns<sup>8</sup>

Designate corporate funds to programs & services

➔ Provide additional employee benefits for adult care and reimbursement coverage for adult day care or in-homecare.

<sup>1</sup> Stepler, Renee. "5 Facts About Family Caregivers." 2015, Nov 18. Pew Research Center. <https://www.pewresearch.org/fact-tank/2015/11/18/5-facts-about-family-caregivers/>

<sup>2</sup> Family Caregiver Alliance. "Work and Eldercare." 2012, October. <https://www.caregiver.org/work-and-eldercare>

<sup>3</sup> Ibid.

<sup>4</sup> Family Caregiver Alliance. "Family Care Navigator." [https://www.caregiver.org/state-list-views?field\\_state\\_tid=72](https://www.caregiver.org/state-list-views?field_state_tid=72)

<sup>5</sup> Meals on Wheels America. "Hunger in Older Adults." February 2017. <https://www.mealsonwheelsamerica.org/docs/default-source/research/hungerinolderadults-fullreport-feb2017.pdf?sfvrsn=2>

<sup>6</sup> Family Caregiver Alliance. "Caregiving." 2009. <https://www.caregiver.org/caregiving>

<sup>7</sup> Family Caregiver Alliance. "Work and Eldercare." 2012, October. <https://www.caregiver.org/work-and-eldercare>

<sup>8</sup> AARP & ReACT. *Determining the return on investment: Supportive policies for employee caregivers*, 2016, <https://respectcaregivers.org/wp-content/uploads/2016/04/AARP-ROI-Report-FINAL-4.1.16.pdf>