



EMPLOYED CAREGIVERS

Caregiving in the workplace

- One half of all caregivers are employed.¹
- At any given time, 20 to 50 percent of workers are dealing with a caregiving situation.²
- Both men and women employed caregivers report needing to modify their work schedules and miss some work as a result of caregiving.³
- According to projections by the National Alliance for Caregiving, by 2007 the total number of employed caregivers in the United States is expected to reach nearly 15.6 million working Americans—roughly one in 10 employed workers.⁴
- Caregivers have more stress-related illnesses, utilize a company's health care plan more, and add additional cost for the employer. The impacts on work are decreased productivity, increased absenteeism, increased turnover rate, loss of between 5 and 12 days of work annually with an estimated cost of \$400,000 per 5,000 workers, and 73 percent of early departures and late arrivals.

The workplace cost of caregiving

- Employees who are also caregivers cost U.S. employers \$29 billion/year, which translates into an annual cost of \$1,142.50 per employee. Costs are a result of absenteeism, partial absenteeism, coming in late, and leaving early.⁵
- Caregivers for the elderly report lower work performance, decreased physical well-being, and diminished levels of satisfaction at work and at home.⁶
- 70 percent of employers feel that caregiving-related staffing problems have increased over the past 10 years, and 92 percent believe these problems will increase over the next 10 years.⁷
- Funds spent to help with caregiving have a payback to the employer of 2.5 to 5 times the cost.³



What employed caregivers want

Caregivers' self-assessed needs include:

- Easy and simple process to access resources/services
- Management and/or coordination of care and services
- Ease of time restraints and stress relief
- Respite from their responsibilities
- Consultation and referral
- Education and support
- Flexible hours or telecommuting
- Financial assistance

How caregiving affects work

The following chart provides information on how caregiving affects work.⁵

TYPE OF LEAVE	% OF CAREGIVERS
Sick Days/Vacation Time	4%
Decreased Hours	33%
Leave of Absence	22%
Changed Job Status	20%
Quit Job	16%
Retired Early	13%

References

- ¹ NFCA Survey of Self-Identified Family Caregivers (2001)
- ² Family Care America (2001)
- ³ The MetLife Study of Sons at Work (June 2003)
- ⁴ National Alliance for Caregiving (2003)
- ⁵ MetLife Juggling Act Study (1999)
- ⁶ Kossek, Colquitt, and Noe (2001)
- ⁷ Family Care America (2001)