



Addressing the Mental Health Needs of Working Caregivers: A Resource Guide

Approximately 63 million U.S. adults serve as caregivers for family, friends, neighbors, or other loved ones with physical or emotional health needs.¹ Although many people with caregiving responsibilities value and draw a sense of purpose from being able to help their loved one, doing so can lead to significant physical, emotional, and financial strain on the caregiver. These difficulties are often amplified for the so-called “sandwich generation”—the one-quarter of U.S. adults, predominantly in their 40s, who are simultaneously caring for both children and aging parents.²

By definition, caregiving is focused on providing one’s time, support, and assistance to someone else. But caregivers themselves also need aid and comfort. Asking for help can be difficult, and it’s not always clear where to go or what resources are available. This is where employers can step in. Employers are an under-utilized resource that can connect working caregivers with the services, information, and support they need.

Caregivers are individuals who provide informal assistance for the short- or long-term physical, emotional, social, and functional needs of loved ones experiencing difficulties with everyday living and independence.^{3,4} These difficulties are usually due to aging, illness, injury, and disability. Anyone can be a caregiver. Caregiving is not limited to people of a certain gender, age, marital status, income, or any other sociodemographic.



A Case for Supporting Caregivers in the Workplace

Caregiving costs employers an estimated \$34 billion each year due to productivity loss, turnover, and healthcare claims.⁵ Aside from the financial aspect, there are many other reasons why employers should be concerned about the well-being of the caregivers in their organization.

- Supporting working caregivers is the right thing to do .
- Caregivers have unique strengths that can benefit companies while boosting their own career progression.
- Offering caregiver assistance is a form of preventative care .
- Protecting working caregivers is a smart approach to talent management.

