

caregiving@work

**A Growing Challenge for
Employers and Employees**

July 7, 2026

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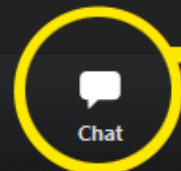


Zoom Webinar Chat

John Doe

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Type question(s) here



Chat



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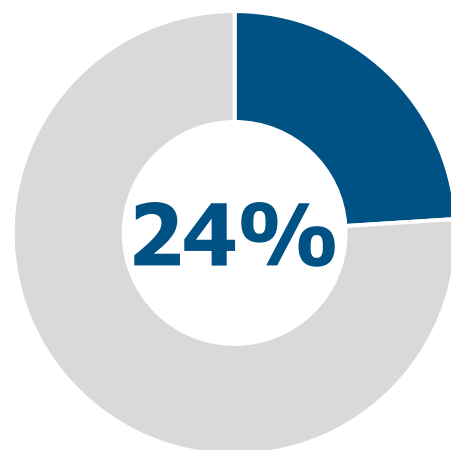
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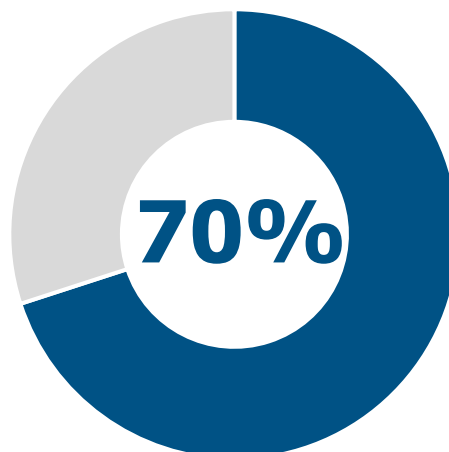
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Why Focus on Caregivers?

1 in 4 American adults is a caregiver¹



7 in 10 care for someone age 65+¹



Americans reach age 65 at a pace of



Life expectancy is at an all-time high



63 million Americans are caregivers, **needing support** to mitigate the impact on their own security and well-being

Caregiving creates a ripple effect: caregivers are less confident about retirement⁴, more stressed about expenses⁵, and report worse health⁴ than non-caregivers. Caregivers may need to **cut back hours or leave the workforce entirely** to focus on care^{1,5}.

¹ AARP and National Alliance for Caregiving, *Caregiving in the US 2025*. Washington, DC: AARP. July 2025. <https://doi.org/10.26419/ppi.00373.001>

² The Alliance for Lifetime Income, <https://www.limraconsumer.com/wp-content/uploads/2024/01/Peak-65-Infographic1.png>

³ National Center for Health Statistics, CDC. <https://www.cdc.gov/nchs/data/databriefs/db548.pdf>

⁴ 2023 EBRI/Greenwald Retirement Confidence Survey

⁵ 2023 EBRI/Greenwald Workplace Wellness Survey

Caregiving At Work is Made Possible by



Mission

To advance objective, evidence-based research and dialogue around caregiving's impact on workers, families, employers, and financial security.

Agenda

Welcome & Introduction

Barb Marder, President and CEO, Employee Benefit Research Institute (EBRI)

Caregiving At Work – “Research to Action”

Bridget Bearden, PhD, Director of Member Growth & Partnerships, EBRI

Caregiving At Work Program Overview

Lisa Weber-Raley, CRO and Head of Healthcare Insights, Greenwald Research

Discussion on Mission and Vision

Elizabeth Myers, PhD, Senior Director, Thought Leadership, Bright Horizons

Theresa Roma, Head of Insurance Solutions, Wellthy

Cori Mooberry, Director, Worksite Channel Leader, CareScout

Erica Johnson, Senior Benefits Program Manager, Brown & Brown for Amazon

Moderated by: Bridget Bearden, EBRI

Program Goals and Vision

A research, awareness, and education program designed to:

- Inform benefits decision-makers about the intersectional impact of family caregivers in the workplace
- Develop a forum on innovative workplace solutions for the challenges posed by caregiving

Vision: Research to Action

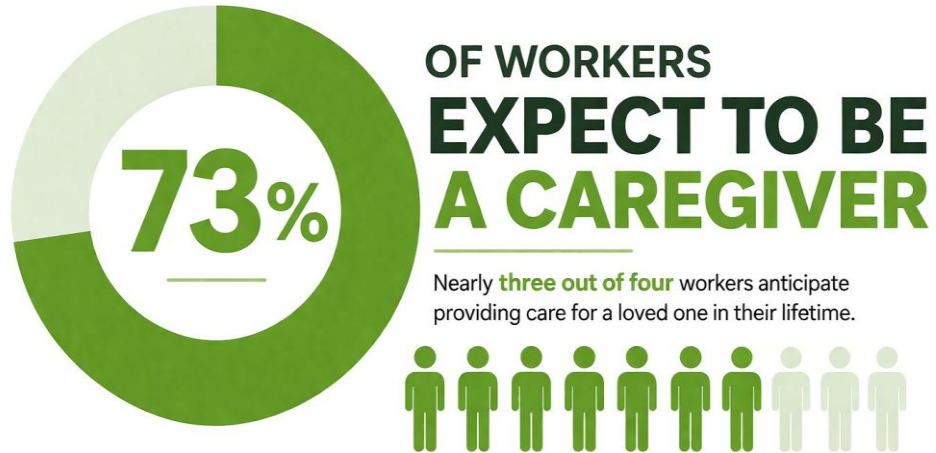


A Diverse Advisory Board of Experts

To guide the program
in research, event
agendas, and
messaging, and to
foster collaboration
across our shared
missions

AARP
American Benefits Council
American Retirement Association
Caring Across Generations
Chamber of Commerce
CHRO Association
Elizabeth Dole Foundation
ET Consulting, LLC
JBC Insights
Integrated Benefits Institute
Lily Liu
Milken Aging
Mom's First
National Alliance for Caregiving
SHRM Foundation
Whiting Communications
WISER

The Caregiving Challenge Facing Today's Workforce

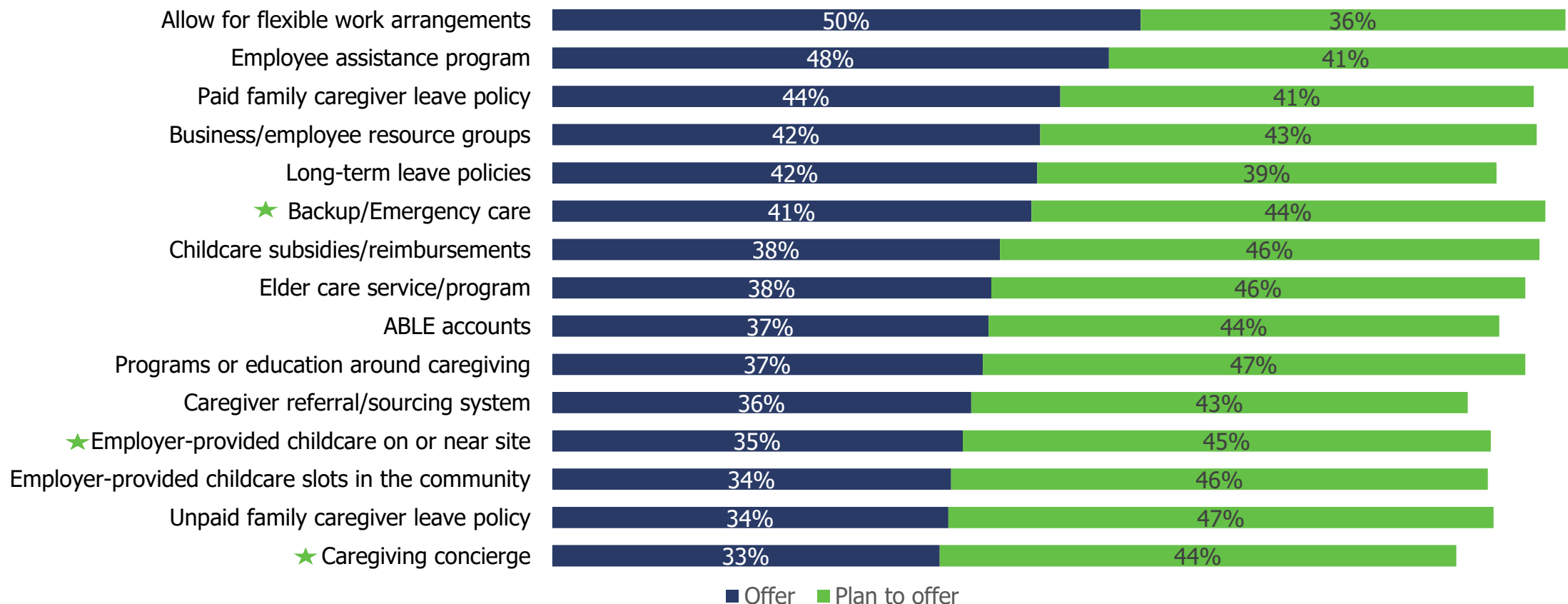


60-YEAR-OLDS
COULD REASONABLY EXPECT
TO HAVE ABOUT
SEVEN YEARS
OF POOR HEALTH



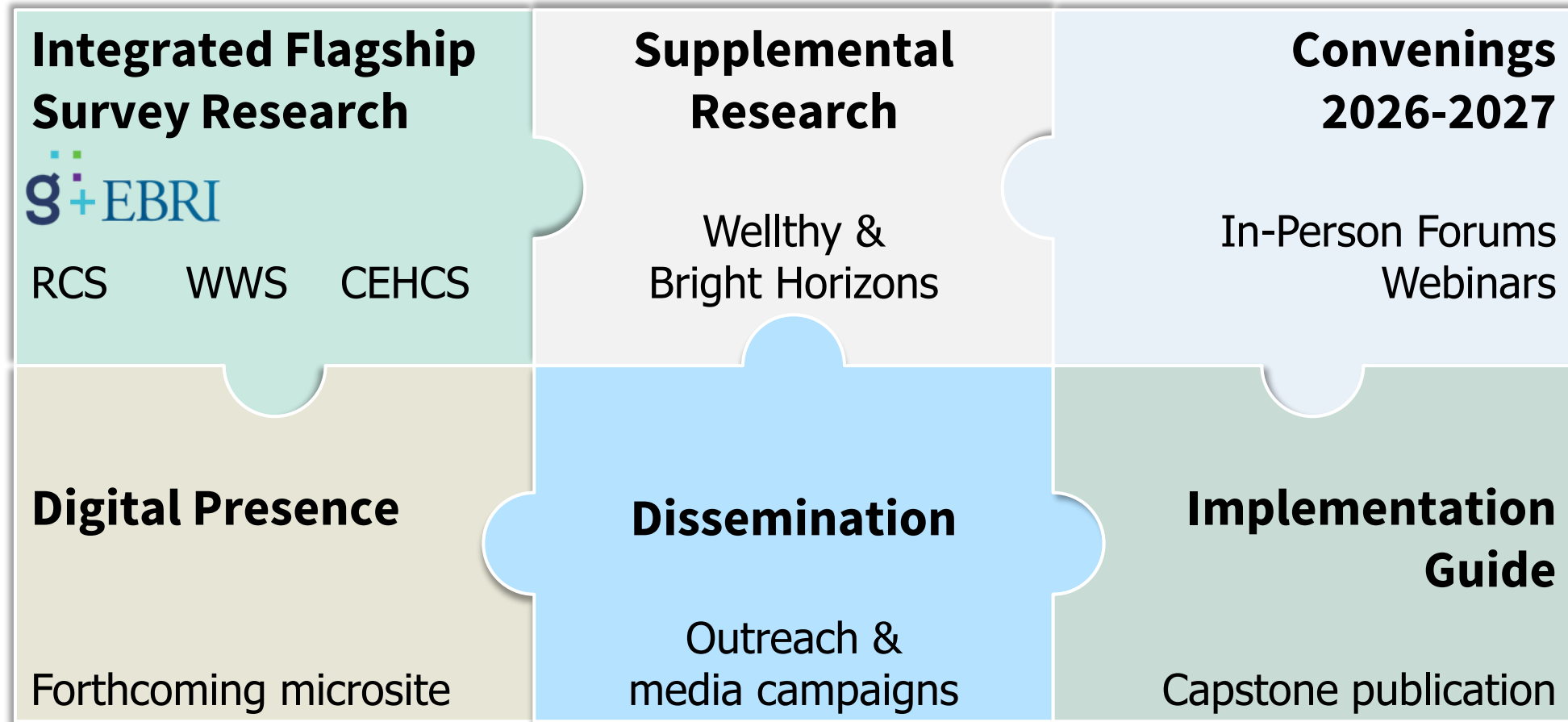
Growing Employer Interest in Caregiving Benefits Signals the Need for Research, Dialogue, and Action

Does your company offer or plan to offer any of the following benefits focused on family caregiving (to care for an adult family member or child, outside of parental leave)?



Source: EBRI 2025 Financial Wellbeing Employer Survey. N =406

Research To Action



Programming Roadmap

June 2026: Public launch and national press announcement

July 2026: Virtual kickoff [webinar](#) to establish research agenda and awareness calendar

Release of Retirement Confidence Survey (Caregiver Module)

October 2026: In-person [forum](#) 10/22/26 at National Housing Center DC

Release of Workplace Wellness Survey (Caregiver Module)

Dec 2026-Jan 2027: Midpoint [webinar](#)

Feb-Mar 2027: Release of Consumer Engagement in Healthcare Survey (Caregiver Module)

Apr-Jun 2027: In-person [forum](#)

Jul-Nov 2027: Development of [capstone](#) publication

Closing [webinar](#) and release of capstone publication

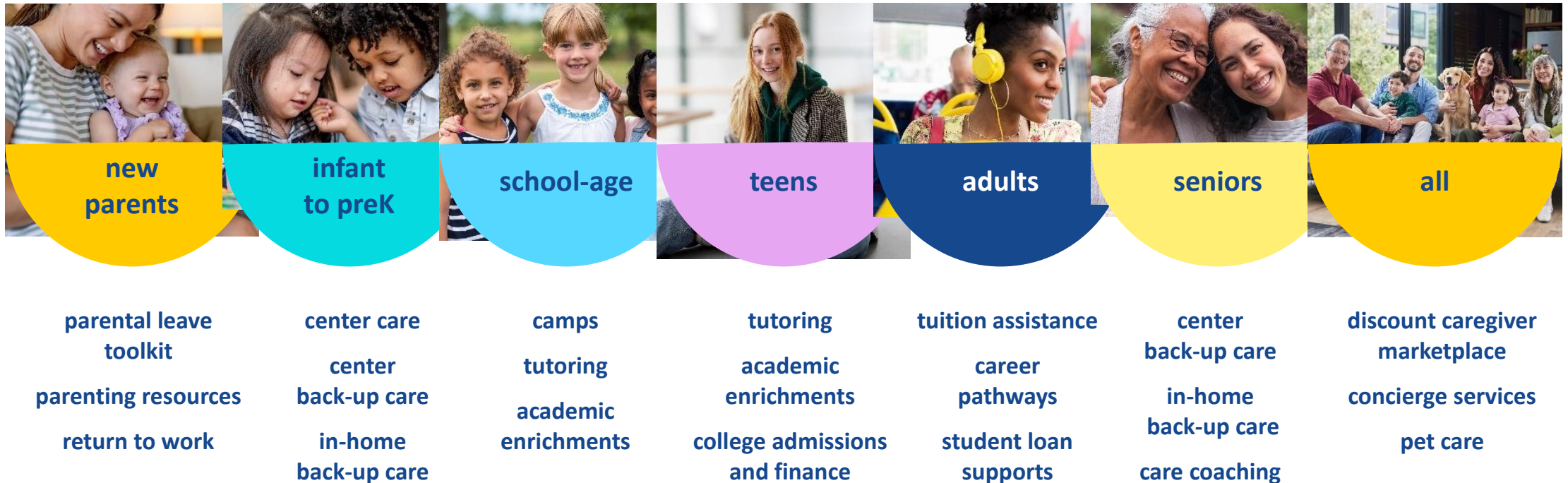


National Housing Center • 1201 15th Street, NW • Washington, DC 20005

MODERATED DISCUSSION

Evolving support for emerging needs

Work/family challenges are rapidly changing.



Building the **care infrastructure** behind a stronger workforce

Wellthy exists to build the care infrastructure that helps families thrive—while helping employers create a more resilient, engaged, and productive workforce.



Care Concierge

Human guidance for life's care journeys.

Real, hands-on support for families around the world. Every family is matched with a dedicated Care Coordinator who can untangle complex care situations, take on time-consuming tasks, and advocate end-to-end, staying with families for as long as they need us.



Backup Care

Backup care that works the way families actually live.

Employees access trusted providers through Wellthy's Care Network, use caregivers they already know through their Personal Network, or leverage onsite/near-site care through our Patch Sites—all backed by human experts who help families navigate both planned and unexpected disruptions.



What are the biggest caregiving coordination challenges employees face today?

- Caregiving is rarely one decision—it's dozens. Coordinating providers, appointments, paperwork, transportation, and family logistics quickly becomes overwhelming.
- Care needs rarely arrive on a predictable schedule. School closures, hospital discharges, caregiver cancellations, and new diagnoses can upend plans overnight.
- The coordination itself becomes another job. Employees spend hours researching options, making phone calls, and managing logistics—often during the workday.



Why is it important to elevate caregiving as a workforce issue?

- Caregiving touches far more employees than many employers realize. It spans every generation, life stage, and family structure—and the caregiving workforce continues to grow.
- Caregiving has become one of the defining workforce issues of our time. Alongside AI, automation, and demographic change, it's reshaping workforce participation, productivity, and talent strategy.
- Organizations that invest in caregivers invest in stronger business outcomes. Supporting caregivers strengthens retention, productivity, and workforce resilience.

June 2026

Introducing CareScout

We build integrated solutions to help employees understand, fund, and find long-term care services.

CareScout®



Helping employees thrive at work by the numbers

Today's needs: The caregiver crunch

- 23% of American adults are part of the “sandwich generation,” caring for children as well as parents aged 65 or older.¹
- The number jumps to 54% among adults in their 40s.¹

Future needs: Funding and navigation

- One out of every three 65-year-olds is projected to live to at least age 90.²
- 70% of adults over age 65 will require long-term care at some point, yet most have no plan in place.³

Increase productivity and presence

Employees with family care benefits⁴ report 45% higher productivity and 40% less absenteeism.⁵

Recruit and retain talent

70% of employees would consider changing jobs for a better benefits package.⁶

Promote employee wellness

78% of employees say balancing work and caregiving affects stress levels at work.⁷

Protect financial health

On average, an American turning 65 today will incur \$120,900 in long-term care and services costs (in today's dollars).⁸

¹ Pew Research Center, [More than half of Americans in their 40s are 'sandwiched' between an aging parent and their own children](#), April 8, 2022. Accessed March 6, 2026

² Social Security Administration, January 2023 [Retirement Information for Medicare Beneficiaries](#) Accessed March 6, 2026

³ U.S. Department of Health and Human Services, [How Much Care Will You Need?](#) Accessed March 6, 2026

⁴ Includes child and aging care

⁵ Care.com, [2025 Future of Benefits Report](#), April 2025 (Accessed March 6, 2026)

⁶ BenefitHub, ["How employee insurance benefits impact retention."](#) Nov. 5, 2024 (Accessed March 6, 2026)

⁷ Care.com, [2025 Future of Benefits Report](#), April 2025 (Accessed March 6, 2026)

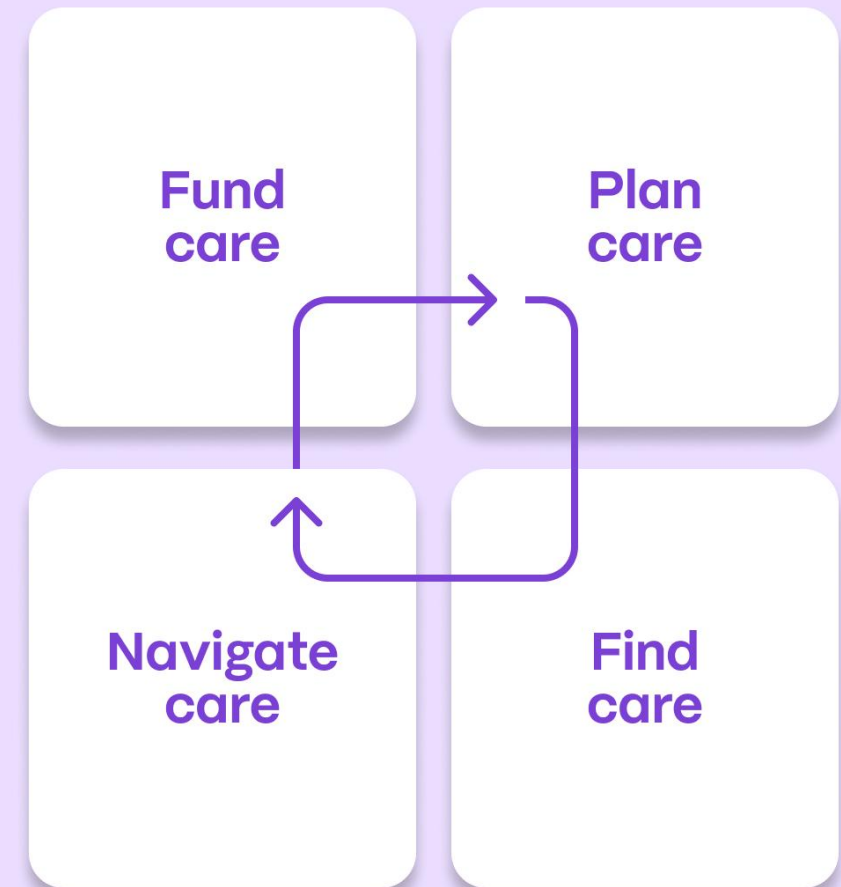
⁸ Department of Health and [Long-Term Services and Supports for Older Americans: Risks and Financing, 2022](#) (Accessed March 6, 2026)

The CareScout Ecosystem

A simple, easy-to-understand funding option for future care with CareScout Care Assurance, our long-term care insurance policy.

Personalized support finding the right care, at the right time, and at the right price.

Immediate value from day one – support available to policyholders and their families well before any long-term care need arises.



Key takeaways from 2026's child care center survey

Improves well-being

- **91%** reduced stress in managing personal/professional demands
- **86%** experience peace of mind about child's well-being

"My child is clearly so happy... which brings us great peace of mind bringing her there every day."

Increases productivity

- **91%** have better concentration at work
- **89%** said the center positively impacts their ability to work FT
- **87%** meet job performance expectations

"I drop my baby off and I am able to give 100% at work thanks to Bright Horizons and their teachers."

Boosts recruiting & retention

- **80%** likely to recommend their employer
- **85%** more likely to stay with employer
- **65%** pursue/accept a higher position

"This is one of the biggest reasons we have stayed at the company."



What **practical support systems** do caregivers need most?

- Someone who can take work off their plate—not just point them to resources.
- Support that's personal, practical, and tailored to each family's needs.
- A trusted partner who stays with them as care needs evolve.
- Confidence that they don't have to navigate it alone.



How can employers **better support caregivers** while improving workforce outcomes?

- Recognize caregiving as a business issue—not just a personal one.
- Invest in support that helps employees stay engaged, productive, and in the workforce.
- Meet employees during life's defining moments, when support matters most.
- Build trust and loyalty by showing up when families need it most.

Help Shape the Future of Caregiving at Work

Stay Engaged Through:

- Upcoming webinars featuring new research findings
- The inaugural **Caregiving at Work Forum** on October 22
- Future surveys and research collaborations
- Opportunities to share promising practices and case studies

Questions or ideas?

info@ebri.org

July 22, 1 p.m. ET

Caregiving, Financial Stress & Retirement Confidence: What the 2026 RCS Reveals