

Nearly 1 in 4 employees is a caregiver*: What's an employer to do?

Treat caregiver support as a mainstream people strategy, not a niche add-on

Caregiving costs stay high

\$997

Average monthly spend on caregiving-related expenses, as reported by caregivers.

What this means for employers: Financial strain is a retention and well-being risk. Pair “flexibility” with personalized, easy-to-navigate financial navigation and planning support, so caregivers can manage costs, protect savings and stay on track to meet long-term goals.



Open discussions around caregiving are rising

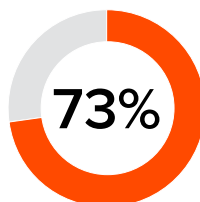
87%

Agree that their comfort level when talking about caregiving responsibilities has increased over the past 10 years.

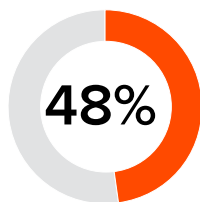
What this means for employers: Employees are more open. Capitalize on their receptiveness by creating clear pathways to resources (HR playbooks, manager toolkits, caregiver hubs) so that disclosure actually leads to help, not just conversation.



Caregiving continues to impact time at work



Of caregivers have used their own sick/leave/vacation time to provide care, improved from 83% in 2018, but still significant.



Of caregivers report cutting back on work hours due to caregiving responsibilities, which is down from 56% in 2018, but still high.

What this means for employers: Caregiving frequently shows up as time-away-from-work pressure. Ensure employees understand that there is support that they already have but may not be aware of — including often free value-add services available to them, like EAP, mental health support, care coordination, surgery support and beneficiary services — and make access to them simple, especially for “unplanned care” moments. Also consider work design and manager practices that reduce scheduling friction, while providing predictability, autonomy and coverage norms so that caregivers can sustain performance without reducing hours.

Time away from work may translate to lost income, as well. Expand access beyond core benefits — especially supplemental, employee-paid coverage like disability, critical illness and hospital indemnity — so employees have stronger financial protection.

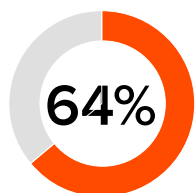
Caregivers want tailored financial support



Of employees and employers agree financial services companies should provide customized support and financial planning resources to caregivers.

What this means for employers: This agreement is a powerful demand signal: integrate caregiver-specific support into benefits and communications (financial education, planning guidance, navigation tools). Explicit feedback recommends creating personalized, easy-to-navigate resources to reduce planning barriers.

Employer concern about caregiver productivity is increasing

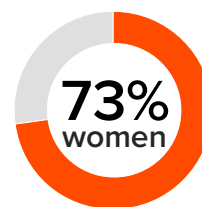
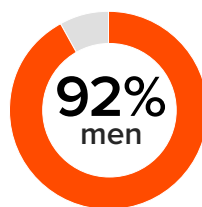


Employers concerned about reduced productivity among caregivers — up from 57% in 2018.

What this means for employers: Because worry is rising, solutions should be practical. The research points to the need to create supports for managers that address productivity concerns, such as flexible-support guides, resource bundles and caregiver-leave navigation tools to deliver a fully integrated process and make it easier for employers to manage paid time off for their workforce, while providing their caregiver employees with a high-touch, proactive customer service experience.

Gender experience is unequal

Caregivers who say employees aren't afraid to disclose that they are caregivers.



Men caregivers report higher levels of awareness and support than women across multiple measures.



91%
men

83%
women

Colleagues are fully aware of my caregiver responsibilities



90%
men

78%
women

Supervisor is very supportive of caregiving responsibilities



89%
men

70%
women

Company helps employees successfully balance work responsibilities



87%
men

72%
women

Company goes out of its way to be flexible for employees who are caregivers

*CDC. "Disability Impacts All of Us Infographic." Centers for Disease Control and Prevention, April 14, 2025. <https://www.cdc.gov/disability-and-health/articles-documents/disability-impacts-all-of-us-infographic.html>

Source: Unless otherwise indicated the source for all data is Voya Cares' survey conducted between February 3-17, 2026, among 666 employees, featuring n=224 gen pop employees, n=239 employees who are caregivers, and n=231 employees with disabilities, as well as n=306 employers.

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