

From hidden to heard: elevating the voices of employed caregivers

While some caregivers remain hidden in the workforce, others disclose their status to access flexibility and help with unique financial planning needs.



66%

of caregivers disclosed their status to employers.

45%

of caregivers disclose because they require flexibility.



81%

of caregivers say the day-to-day expenses of caregiving have impacted my ability to save for more short-term goals.

78%

of caregivers say day-to-day expenses of caregiving have reduced retirement savings contributions.



Top 3 concerns:

- Stress and burnout (48%).
- Mental health and wellbeing (39%).
- Making ends meet (37%).



Top 3 benefits:

- Flexible hours (62%)
- Work-from-home arrangements (47%)
- Paid leave for those with caregiving responsibilities (46%)



Benefits to help meet financial wellness needs

- Paid leave
- Flexible hours
- Work-from-home options
- Retirement savings match
- Emergency savings plan

Voya Financial Consumer Insights & Research Caregiver Survey conducted May 28-29, 2025, on the AYTm platform among 400 employed, benefits-eligible adults aged 18+, including 200 caregivers. Products and services offered through the Voya® family of companies.

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