

Family Caregiver Facts and Stats:

- In 2020, AARP/ The National Alliance of Caregivers **estimated** that there were 53 million caregivers in the US, and that is 21% of Americans providing unpaid care to an adult 18+ in the previous 12 months. **Recent data** shows that at least **43%** of US adults are unpaid caregivers right now—more than double pre-pandemic figures. Estimates are nearly 40% are men and one in ten are millennials.
- Before the pandemic more than **600,000 employees** around the state were estimated to be caring for loved ones, out of 844,000 total unpaid family caregivers. More than two years into the pandemic, the number of all informal caregivers statewide is likely closer to **1 million Mass residents**.
- **Six in ten caregivers report** working while caregiving (61%) and the majority have experienced at least one work-related impact (61%).
- **One-in-five full-time workers is a caregiver**, providing care on a regular basis for a family member or friend who is aging, has a serious illness, or has a disability. Many must go to part-time status or quit altogether due to caregiving responsibilities.
- In an average year, the **impact of caregiving responsibilities on MA employers** amounts to a total cost of nearly \$1 billion due to employee absenteeism, turnover, and presenteeism, with the majority of these costs stemming from caregivers having to leave the workforce.
- The average family caregiver over the age of 50 will **lose an estimated \$303,880 in wages, pensions, retirement funds, and benefits**.
- According to a new state report on the **future of work**, elder care is becoming “an especially constant and critical need” for workers as more of them care for parents and older relatives.
- A recent Federal Reserve report found that **caregiving is the second-largest factor** contributing to the current labor shortage, after the surge of retirements.
- New **guidance** by the Equal Opportunity Employment Commission warns employers not to discriminate against caregivers.
- The **Caregiver Intensity Index** shows that in March, two years into the pandemic, 29% of respondents nationwide were “in the red” (facing the most stress with the least resources and support), the vast majority of them dealing with anxiety, depression, or suicidal thoughts, compared to about 24% during the height of the pandemic and 8% in early 2020.



Massachusetts Caregiver Coalition

MISSION

To partner with, encourage, and challenge Massachusetts employers wherever they are in their progress of supporting employee caregivers by:

- Illuminating the needs of employee caregivers and their economic impact
- Identifying, sharing, and leveraging best practices inclusive of all employer sizes, locations and types of workforce
- Championing employee caregiver policies
- Enabling culture change for caregivers across all sectors of the economy

JOIN THE COALITION

The Massachusetts Caregiver Coalition is an innovative team of leading employers, advocates, and government partners committed to recognizing, supporting, and building creative solutions that allow family caregivers to continue to thrive in the workplace while also caring for family at home.

The group launched the Coalition in 2019 to assess – and address – the needs of unpaid caregivers who work across the Commonwealth.

Email info@macaregivercoalition.org to join employers across Massachusetts in this critical effort. To learn more about the Massachusetts Caregiver Coalition please visit macaregivercoalition.org