



# The Impact of Caregiving Support on Leave

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# Caregiving Impact on Employers

- Overview of the caregiving crisis in the US
- The urgency for employers to take action
- Best practices for supporting caregivers
- Measuring impact & making the business case



## Caregiving Impact on Employers

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You have either been a caregiver,  
you are a caregiver,  
you will be a caregiver,  
or someone will care for you.

//

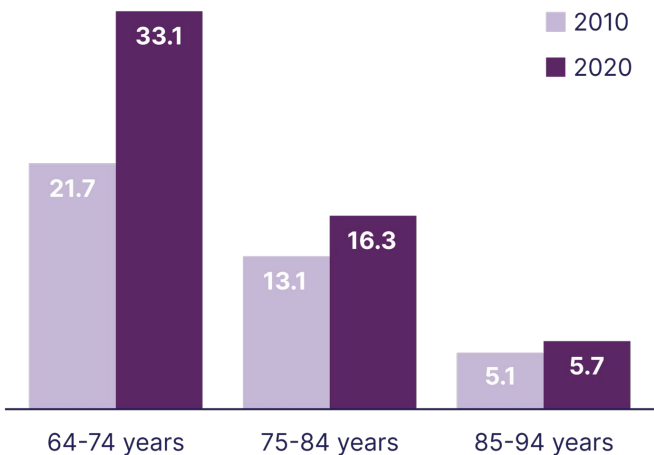
Rosalynn Carter



# Understanding the Caregiving Crisis

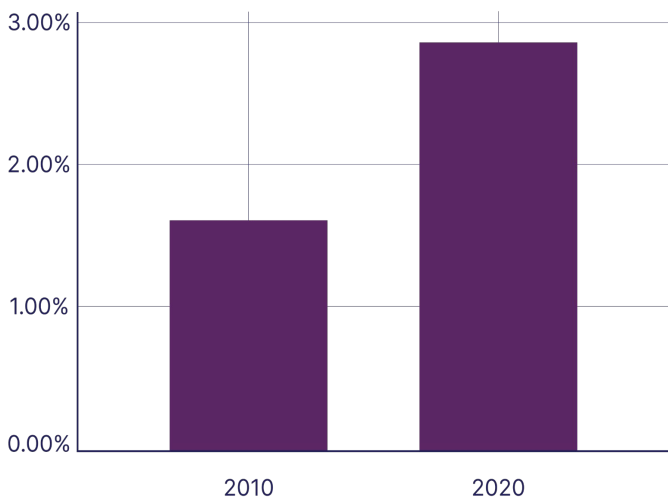
## An Aging Population

Population Size of Older Age Groups:  
2010 -2020 ( In Millions)



US Census 2020

## Increasing Child Neurodiversity



CDC 2020 –  
Autism Diagnoses

## Lack of Caregivers & Housing

- **20%** of Paid Caregivers Quit/Left during Covid
- **54M** - Unpaid Family Caregivers (1 in 5 Americans)
- **61%** of Caregivers are working
- Senior-Living Shortage of **550K** units by **2030**
- **63%** Nursing Home patients are on Medicaid

Various Sources  
(AARP, NicMap, KFF),

# Understanding the Caregiving Crisis



**33%**

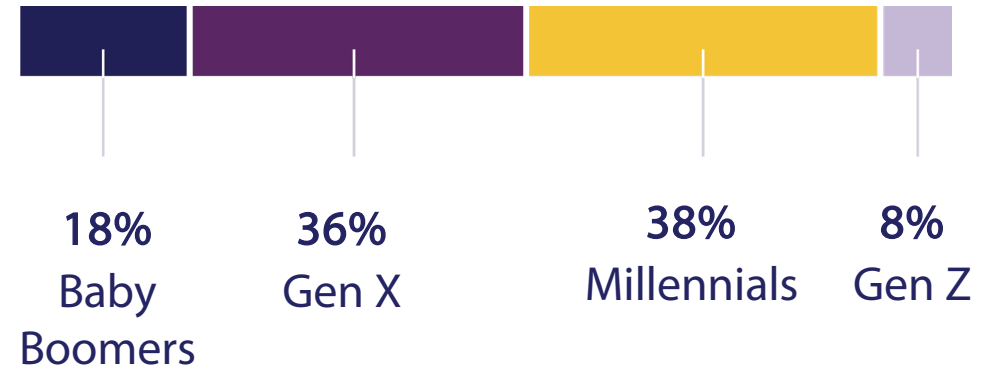
of US employees  
are family Caregivers<sup>1</sup>



**61%**

of family caregivers  
are women<sup>1</sup>

## Age Distribution of Caregivers



**48 years:** Avg. Age of Caring for Parents<sup>1</sup>

**39 years:** Avg. Age of Caring for Special Needs<sup>1</sup>



# Business Impact

How Caregiving Impacts Employees per 2023 MetLife Study:

- **11%** productivity impact<sup>2</sup>
- On average, **6.6 days** absent annually<sup>2</sup>
- **20%** of caregivers take leave or reduce hours<sup>2</sup>
- **16%** of caregivers quit / **13%** change employers<sup>8</sup>

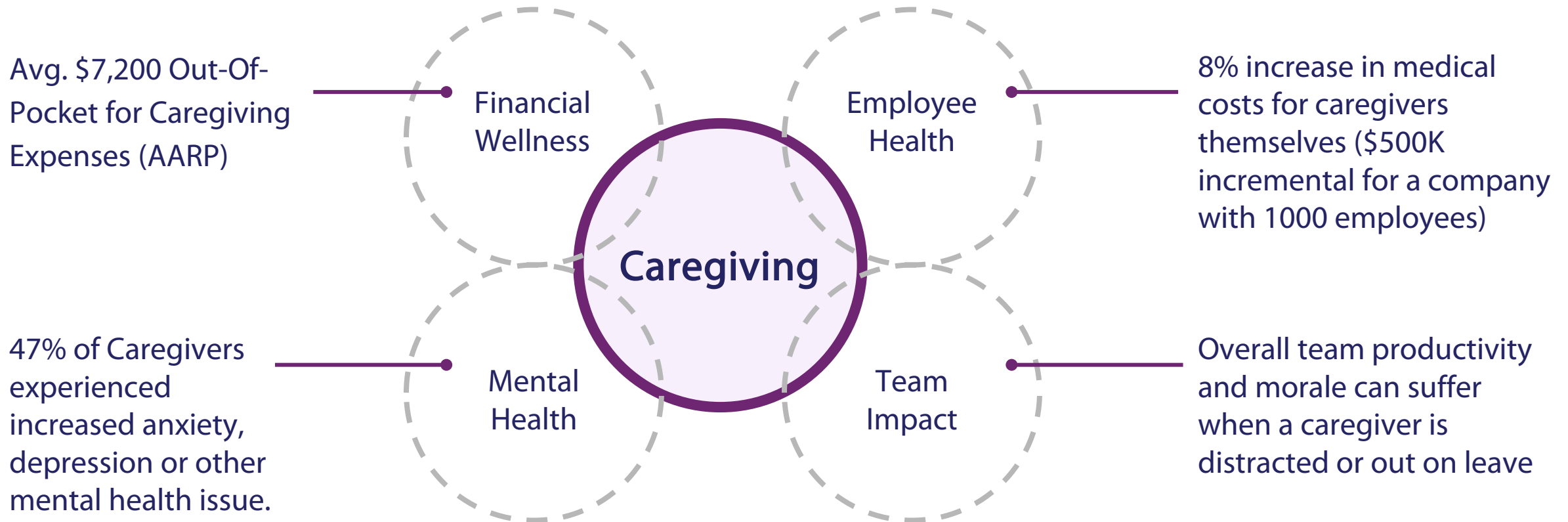
Caregiving is costly to employers:

**Cost to US employers annually: \$33.6 Billion<sup>3</sup>**



# A Multi-Dimensional Challenge

In addition to Leave of Absence, Productivity, Absenteeism & Turnover....



# teva Teva Pharmaceuticals

- Multinational Pharmaceutical company
- Largest generic drug manufacturer in the world
- 36,000 Employees worldwide
- 5,000 US Employees
- “Caring” is a top company value
- Caring is part of the customer-facing brand







# teva A Look at Teva's Approach

// Teva has been caring for patients for over 100 years  
and we care for employees in the same way //

## Building a Culture of Care:

- Paid caregiver leave in addition to PTO
- Job sharing & flexible work arrangements
- General webinars & education
- Customer-facing support

## Global Support Program: Circles of Care

- Peer support group for caregivers
- Mellie: Employee Caregiver Support Solution
  - EAP & Leave education & cross-referrals
- Targeted webinars & education - expert speakers

# What To Look For In A Caregiving Solution

## Emphasis on Caregiver Well-Being

Care Management specialists and resources are designed to assist working professionals who are caregivers.

## Individual 1:1 Care Managers

Skilled 1:1 Care Management experts are accessible at all times to offer proactive assistance, helping employees manage their caregiving duties while maintaining their work responsibilities.

## User-Friendly Care Platform

A straightforward mobile platform and care hub is available around the clock, allowing employees to collaborate with their entire family and care support team.

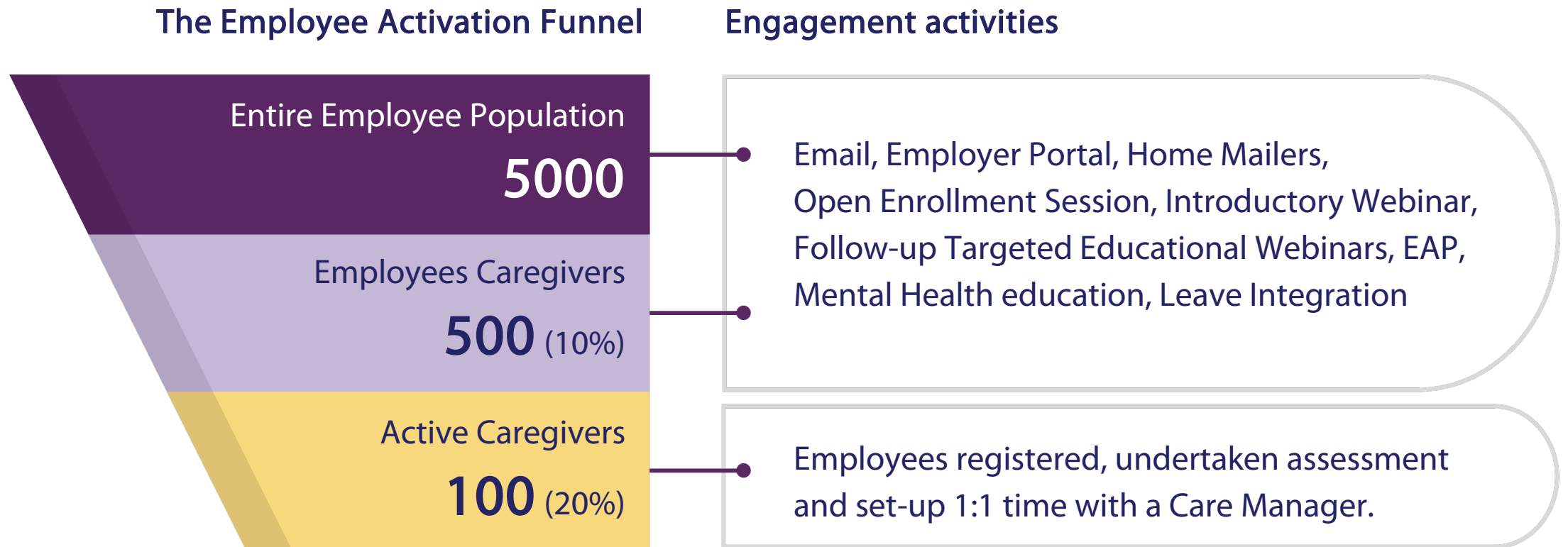
## Corporate Support and Resources

Comprehensive resources are provided to initiate the program, boost engagement, and strengthen internal initiatives like Employee Resource Groups (ERGs) and affinity groups.



# teva Teva Success with A Caregiving Solution

Within the first 9 months of deploying a caregiving solution



# Caregiving Solution Impacts

8 - 14%	Positive impact to Leave
3 - 5%	Reduction in caregiver Attrition
8 - 10%	Reduction in caregiver Absenteeism
10 - 15%	Increase in caregiver Productivity

Avg. Annual Savings  
1000 Employee  
Company

**\$500,000**



# Measuring the Impact

## Key Data Points:

- Employee surveys to understand the need
- Track caregiving within leave data
- Monitor attrition related to caregiving

## Get a Cost Impact Analysis:

- Mellie will provide a free cost impact analysis

[www.mellie.com/financial-impact/](http://www.mellie.com/financial-impact/)



# Keys to Success - Implementing Caregiving Programs

## Executive Sponsorship:

Leadership needs to communicate that caregiving is a priority

## Clear Communication Channels:

Dedicated caregiving resources accessible directly & through leave process

## Accessible Benefits Information :

- Caregiving section on company benefits website
- Curated content with caregiving resources & actionable recommendations

mellie

**Thank You For Listening.**

**Come Visit Us : Booth #508**



[www.mellie.com](http://www.mellie.com)

# References & Resources

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