

Empowering Caregivers in the Workplace: A Collaborative Approach to Well-Being

Panel Moderator:

Jessica Vanscavish

Head of Absence, Supplemental Health, Life & Wellness Products

Guardian

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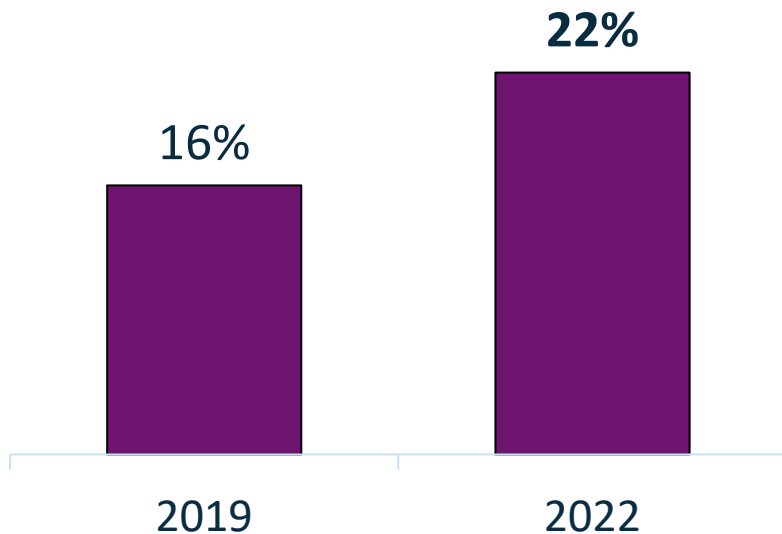
Macro Caregiving Trends Impacting Employees



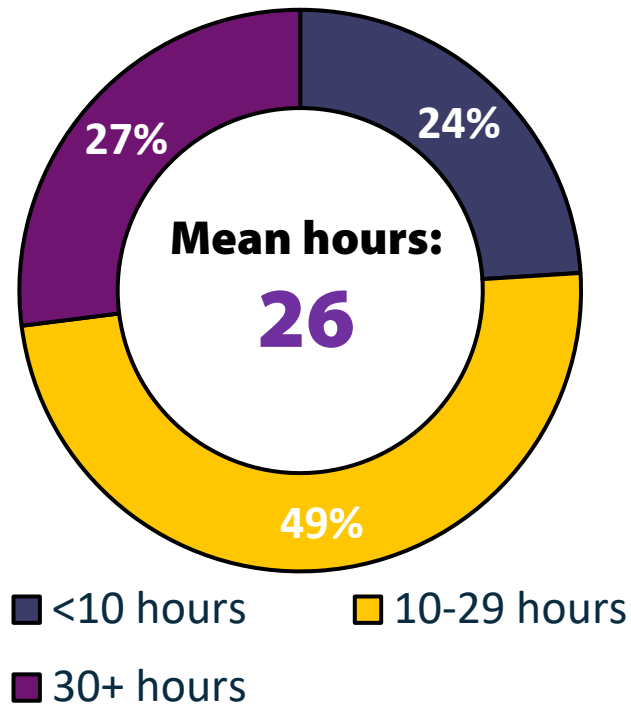
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The number of unpaid, working caregivers in the US has increased from 1 in 7 in 2019 to 1 in 5 today

Share of Workforce who are Caregivers



Weekly Hours spent on Caregiving Responsibilities



Who's receiving Care from Working Adults



Parent: **41%**



Special needs child: **29%**



Someone else: **20%**



Spouse/Partner: **18%**

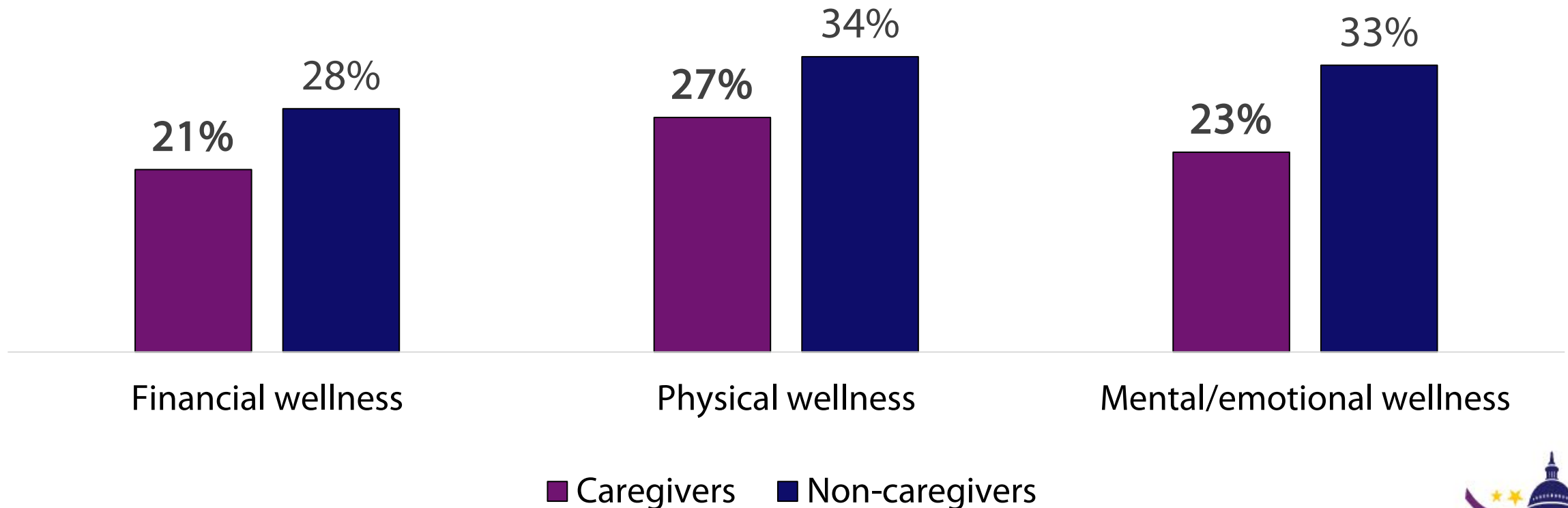
1: [Rosalynn Carter Institute](#), 2022; All other stats: [Standing Up and Stepping In](#), Guardian, 2023



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Being a caregiver while balancing work and family responsibilities impacts overall well-being

Percentage of caregivers vs. non-caregivers who self-report high well-being



Source: [Standing Up and Stepping In](#), Guardian, 2023



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Caregiving responsibilities are negatively impacting careers

- **1 in 5 say their caregiving responsibilities have limited their career growth and job opportunities**
- **The direct economic costs for caregivers are estimated at nearly \$44 billion through the loss of more than 650,000 jobs and nearly 800,000 caregivers suffering from absenteeism issues at work.¹**
- **6 in 10 say they arrive early/leave late because of their caregiving duties... 1 in 5 have taken a leave of absence, reduced their hours, or taken a demotion**

Source 1: <https://www.bcbs.com/the-health-of-america/reports/the-economic-impact-of-caregiving>.
All other data: [Guardian's 12th Annual Workplace Benefits Study, 2023](#)



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And there is more that employers can do support employee caregivers



Only 39% of caregivers believe their employers care about their well-being



Only 33% of caregivers believe their employer's benefits and policies support caregivers' needs

Source: [Standing Up and Stepping In](#), Guardian, 2023



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Caregiving in the Workplace Panel Discussion



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And now time for our Panel discussion with our Caregiving Experts



John-Ryan (JR) Blanchette

**Guardian
Head of Wellness Strategy
and Offerings**



Chelsey Mann

**Wellthy
Manager, Caregiving
Support**



Hillary Saputski

**Guardian
Wellness Program Manager**



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Q&A

**What questions do you
have for our panelists?**



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