

5 ways to care for caregivers in your organization



According to the latest NAC/AARP study, caregiving touches nearly every workplace. With 63 million Americans providing unpaid care—and 70% balancing those responsibilities with employment—employers can’t afford to overlook this reality. Supporting caregivers isn’t only compassionate; it’s a business strategy that strengthens retention, resilience, and productivity.



1 Recognize and identify caregivers in your workforce

How you could help: Conduct annual surveys of your employees to assess their benefits needs, which includes questions around caregiving responsibilities. This will provide a better sense of how many caregivers are in your organization. Also, consider additional training for people managers relating to common caregiver needs and how to best support those employees.

Why it matters: With 63 million Americans now in caregiving roles and 70% of them employed, acknowledging this reality is the first step to providing meaningful support.



2 Offer flexible work arrangements

How you could help: Provide flexible scheduling, remote work options, and consider organizing caregiver resource sessions to help employees access training and support services.

Why it matters: Caregivers dedicate an average of 27 hours per week to care tasks, making workplace flexibility essential for managing dual responsibilities.



3 Provide financial wellness support

How you could help: Introduce employee assistance programs (EAPs), offer stipends for caregiving expenses, or provide subsidies for medical supplies, transportation, or home care services.

Why it matters: Nearly half of caregivers experience negative financial impacts, with one-third stopping their savings entirely.



4 Prioritize mental health resources

How you could help: Promote mental health counseling services, create peer support groups, and normalize caregiving conversations through wellness webinars and caregiving networks.

Why it matters: 64% of caregivers experience moderate to high emotional stress, reporting an average of 7 mentally unhealthy days each month.



5 Create empowering caregiver policies

How you could help: Implement dedicated caregiver leave policies, incorporate caregiving support into onboarding, and maintain ongoing dialogue about how caregiving intersects with work responsibilities.

Why it matters: While 51% of caregivers find purpose in their role, 56% felt they had no choice, leading to isolation and poorer health outcomes when not properly supported.



Learn more about how to support caregivers in your workplace by [visiting us online](#).

Source: AARP and National Alliance for Caregiving. Caregiving in the US 2025. Washington, DC: AARP. July 2025. <https://doi.org/10.26419/ppi.00373.001>

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