

Caregivers in the workplace

Voya Cares® proprietary research finds there is a gap in employee and employer expectations relating to caregiving or having a disability in the workplace.

79%

Of caregivers say their employer could be doing more to help

90%

Of caregivers feel they lack company support in areas

1 in 5

Caregivers report that management is not concerned about him or her

Effects of caregiving



Health

83%

Use their own sick time or vacation time to provide care

81%

Experience added stress or anxiety

72%

Has trouble sleeping



Financial

\$825

Average perceived cost of caregiving per month

69%

Cut back on leisure and vacation time



Career

56%

Cut back on work hours

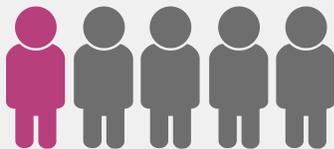
31%

Leave one job for another

22%

Quit work entirely

What can you do?



1 in 5 do not tell their employers they are caregivers.

Let your needs be known

Self-identification in the workplace helps employers understand your needs and what benefits best meet them.

Understand your benefits

Take the time to research all of the benefits your employer offers and understand how they can help you manage your responsibilities.

Want to learn more?

Download the whitepaper at:

Voyacares.com/forthebenefitofall

For educational content, helpful articles, and community resources visit:

Voya.com/voyacares

Findings of an online survey of 510 HR Decision Makers respondents and an online survey of 1,815 employee respondents, both conducted by Voya Cares® in partnership with Lieberman Research Worldwide (LRW) during the period of December 2, 2018 - January 14, 2019.

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Helping people with special needs and caregivers plan for the future they envision.

Employers make a difference

Voya Cares® market research assesses the complex realities and needs of caregivers in the workplace to help inform employers on the effects and how to best support them.

How the workplace is affected



3 in 4 employers report caregivers being stressed at work as an issue for their company

Caregivers report

74%

Being stressed at work

67%

Distractions during the workday

65%

Regularly missing work

Cost of caregiving to organizations



5 Days missed per month to provide care

\$3200



Per employee, including higher health benefit costs, loss productivity, and legal liabilities¹

150% of annual salary



Cost to replace a valued employee²

Importance of employee benefits

94%

Caregivers would stay with employers that provided relevant caregiving benefits/resources

91%

Caregivers agree benefits are an important reason to stay at company

Caregivers express heightened interest in...



Paid Family Care Leave



Disability/Long Term Care Insurance



Assistance Finding Providers



HSA/FSA



Online Resource Centers



Legal Benefits

Want to learn more?

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Download the whitepaper for ways you can support and retain caregivers in your workplace.

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¹Assisting Caregiving Employees (ACE) Program one-page overview.

²Brandon Rigoni and Bailey Nelson, "Many Millennials Are Job-Hoppers – But Not All," Gallup, 8/9/16

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