

23%

of U.S. adults are part of the "sandwich generation" (2021). Fifty-four percent are in their 40s, and 66% are millennials.

61%

of working caregivers report having experienced a change to their employment situation as a result of caregiving (full to part-time work, leave of absence, turning down a promotion)

95%

of sandwich generation adults say caregiving has affected an area of their life like financial pressures, mental health, stress, and social life

\$7,242

Spent by the average family caregiver annually out-of-pocket to care for an aging loved one

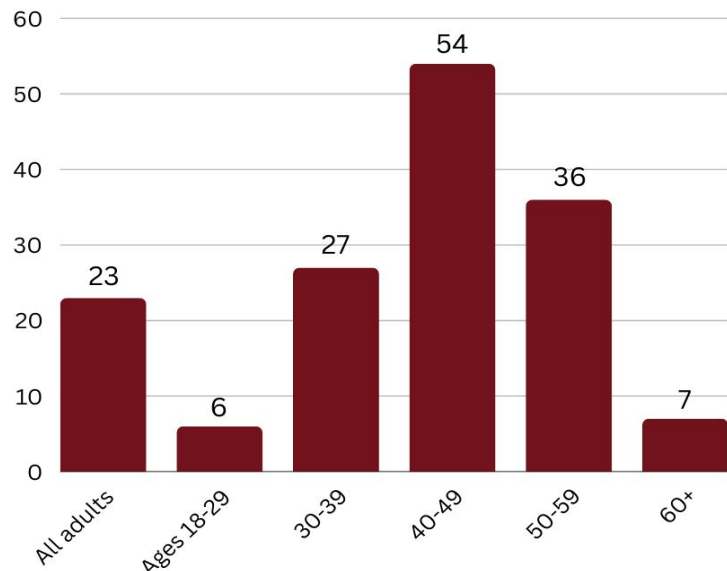
75%

of adult children believe that providing for elderly parents is a responsibility.

60%

of caregivers report sleeping less than 7 hours

Percent of adults who have a parent 65+ and have a child younger than 18 or have provided financial support to an adult child in the year prior



Source: Pew Research Center, 2021

What is it like to be in the sandwich generation?

- **Demographics** → A study conducted by the Pew Research Center in 2021 found that Americans in their 40s are the most likely to be in the "sandwich generation." About one in five "sandwiched" adults in their 40s and 50s have both a minor child and an adult child they have helped financially. As adults get older, adults find themselves sandwiched between an aging parents and an adult child.
- **Financial Strain** → Though adults in their 50s are less likely to have children under the age of 18, they are likely to continue offering financial support to their adult children as young adults struggle to gain financial independence.
- **Effects on Wellbeing** → Managing both parents and children, in addition to work responsibilities can lead to psychological distress. Sandwiched adults providing time to both their aging parents and adult children report worse quality of life and have almost twice the odds of experiencing severe psychological distress.

How can companies support those in the sandwich generation?

- **Strong Empathy Culture** → Cultivating a culture of empathy through visible commitment by leadership and management and ongoing communication can help support employees through the challenges of caregiving.
- **Flexible Work** → Flexible work schedules through remote work options, paid family/caregiver leave, and personal time off can accommodate for employee caregiving responsibilities and help employees manage their time and stress.
- **Caregiver Support** → Emergency back-up care, onsite or subsidized adult day care, care coordination, and caregiving digital tools can help alleviate the burden of caregiving.
- **Financial Support** → Offering financial wellbeing programs can help employees in the sandwich generation navigate unique financial challenges. Programs could offer lessons and workshops on budgeting, saving, investing, how to balance current expenses with long-term savings, estate planning, and college savings plans.
- **Support Networks** → Employee assistance programs with counseling services and support groups can help employees navigate the emotional and mental strain associated with caregiving. Employee resource groups can normalize caregiving conversations at work through webinars, speakers, lunchtime get-togethers to help employees problem-solve and share life experiences.

Corporate Examples

Company	Approach to supporting caregiver employees
Abbvie	The <u>caregiver support program</u> allows employees to receive up to 4 weeks of paid time off and 8 weeks of unpaid time off to look after a spouse or child of any age, parents, in-laws, grandparents, grandchildren, and siblings.
Deloitte	In addition to <u>16 weeks</u> of paid leave that can be used for the arrival of a child, or the illness or incapacity of a spouse, partner, sibling, parent, or grandparent, Deloitte offers family leave, <u>emergency back-up dependent care</u> , and family support services.
Guardian	The <u>CARE ERG</u> has more than 600 members, many of whom attend monthly informational meetings, share best-practice tips and support one another by normalizing workplace discussions about caretaking for older adults. Guardian also partnered with caregiving specialist Bright Horizons to offer employees benefits, such as back-up care.
Hilton	In addition to the 4 weeks of paid parental leave for new parents in the U.S., Hilton offers its <u>Care for All Hub</u> , which offers information and support for caregivers of both the young and old. Hilton also partnered with <u>Wellthy</u> to help employees connect with care support and logistics, including finding in-home aides, handling a move into an assisted living facility, as well as locating babysitters and childcare providers