

# Working While Caregiving

## Summary

Seven in 10 working-age family caregivers (ages 18-64) balance employment with caregiving responsibilities. Working family caregivers face significant workplace challenges, with half experiencing work disruptions such as arriving late, leaving early, or taking time off to provide care.

While workplace support has improved since 2015 with increased access to flexible hours, telecommuting, and paid family leave, access remains uneven. Salaried workers enjoy better benefits than hourly workers, and only 49% of caregivers tell their supervisors about their caregiving role. Working caregivers report higher rates of financial strain and feelings of isolation compared to non-working caregivers.

## Data Highlights

**70%**

of working-age (18-64) family caregivers are **employed while providing care**

**60%**

of all family caregivers **work while caregiving**

**49%**

go in **late**, leave early, or take time off during the day to provide care

**39%**

have access to **paid family leave**, up from 26% in 2015

**61%**

have access to **flexible work hours**, up from 53% in 2015

**37%**

have access to **telecommuting** or **remote work** options

**31%**

of working caregivers have **used up short-term savings**

**18%**

went from full-time to **part-time work or reduced hours** due to caregiving

**49%**

say their **supervisor knows** about their caregiving responsibilities

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