

Workplace & Caregiving: Strategies & Tools for Caregivers



***Rooted in
Relationships:
Growth Through
Connection***

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Topics for Today's Discussion

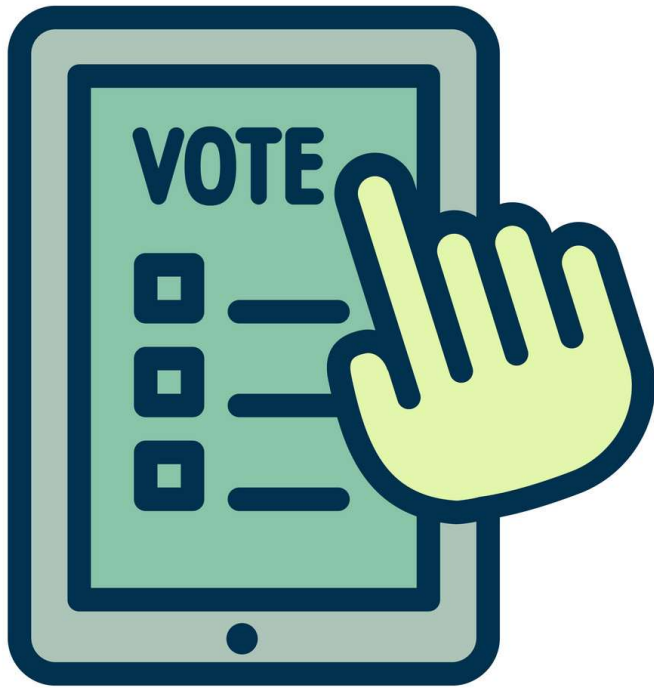
- Understanding the Caregiving Landscape
- Why Caregiving Matters in the Workplace
- Challenges Facing Working Caregivers
- Impacts on Career, Health, and Well-Being
- *Disability:IN* Caregiver Communication Toolkit
 - How to Communicate Caregiving Needs at Work
 - Tools, Templates, and Support Resources
 - Building a Caregiver-Inclusive Workplace

Why Caregiving Matters in the Workplace

- 1 Caregiving is something most people will engage in at some point in their working lives.
- 2 Caregiving touches individuals from all demographics and levels of seniority and ranges from childcare to eldercare.
- 3 Caregiving has an economic and emotional toll on employees and employers.



What is Your Caregiving Status?



Choose the option that best describes your current status.

- ☐ I am currently a family caregiver with a full-time job.
- ☐ I am currently a family caregiver with a part-time job.
- ☐ Family caregiving (unpaid) IS my full-time job.
- ☐ I am a Professional (paid) caregiver.
- ☐ I am currently receiving care from caregivers
- ☐ Other

What % of US adults care for someone with a medical condition or disability?

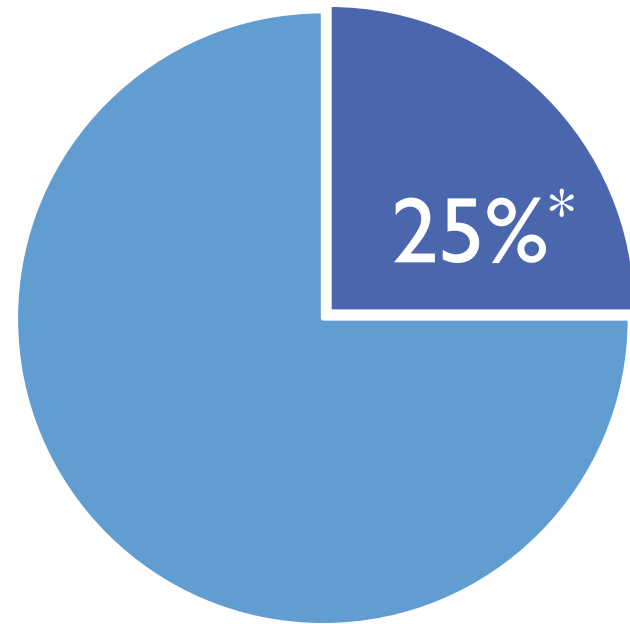


What % of US adults care for someone with a medical condition or disability

- ☐ 10%
- ☐ 15%
- ☐ 20%
- ☐ 25%
- ☐ 30%

63 million US Adults provide care to adults or children with a medical condition or disability.

This represents almost 25% of all US adults



- Providing Care
- Not Providing Care

**Caregiving in the US 2025, AARP and the National Alliance for Caregiving*
[Caregiving in the U.S. 2025 - AARP Research Report.](#)



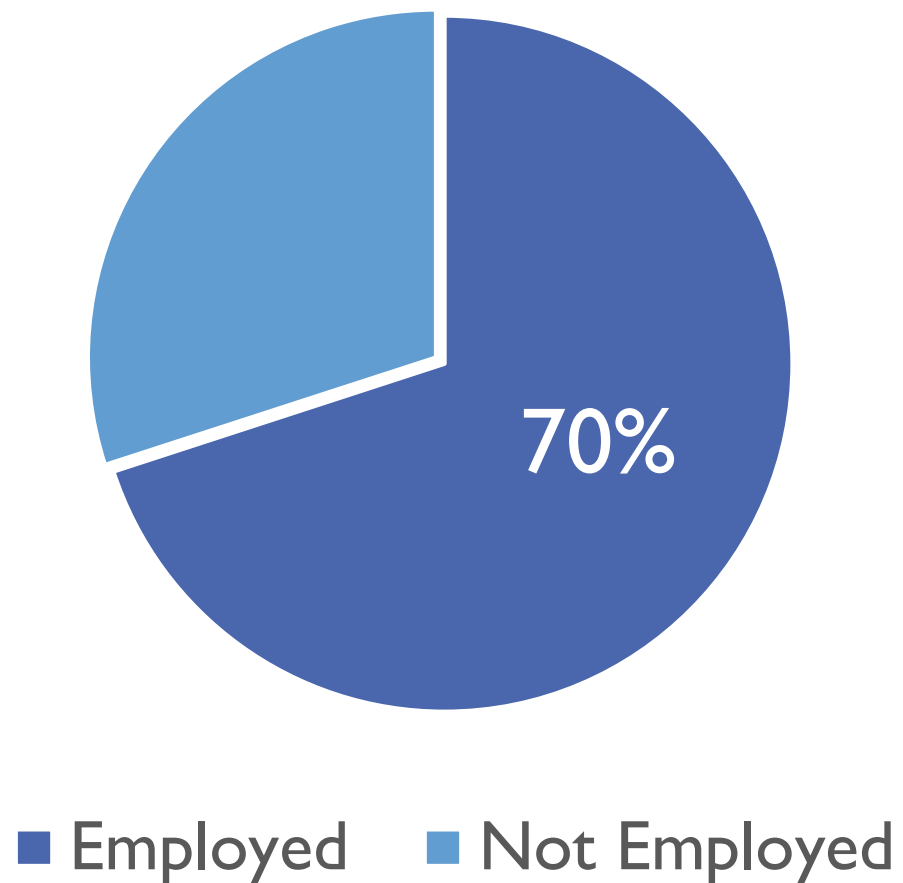
What percentage of family caregivers are employed?



What percentage of family caregivers are employed?

- ☐ 30%
- ☐ 40%
- ☐ 50%
- ☐ 60%
- ☐ 70%

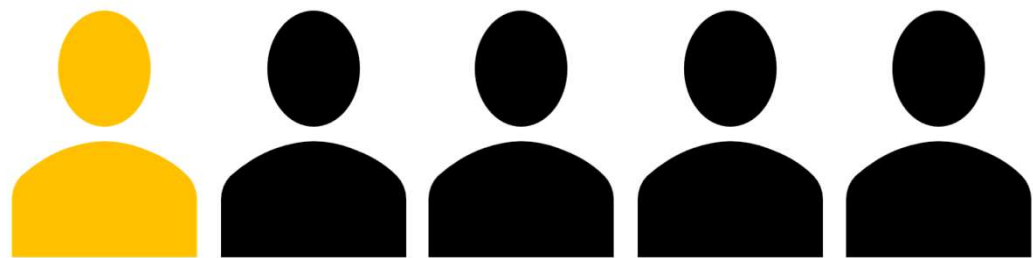
About 70 % of
working-age
caregivers
(ages 18–64)
are employed
while also
providing care



**Caregiving in the US 2025, AARP and the National Alliance for Caregiving*
[Caregiving in the U.S. 2025 - AARP Research Report.](#)



~20%



One in five employees
are also caregivers

*Rosalynn Carter Institute for Caregivers. (2022.) Family Caregivers and Employment Whitepaper.



Impacts on the Working Caregiver

Absenteeism	
Presenteeism	
Illness	
Stress & Anxiety	
Financial Security	

¹Gallup-Healthways Well-Being Survey (2011).

²National Business Group on Health (2018). The Impact of Caregiving Infographic.

³National Alliance for Caregiving and AARP. (2015). Caregiving in the U.S.

Are you transparent with your employer?

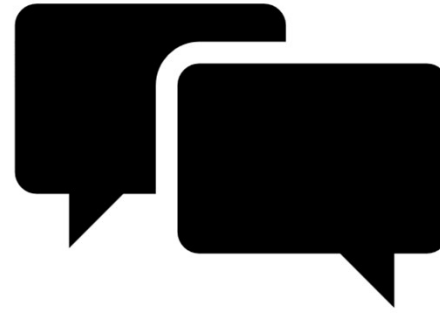


Does your employer (manager or above) know about your caregiving responsibilities?

- ☐ My employer is fully aware of my caregiving responsibilities
- ☐ My employer knows about some of my caregiving responsibilities
- ☐ I have not shared my caregiving responsibilities with my employer

Only
49%

of caregivers
report their
supervisor is
aware of their
caregiving
responsibilities



- Fear of losing their job
- Believe their employer is unsympathetic
- Not a joyful topic

*National Alliance for Caregiving and AARP (2025). Caregiving in the US.





Advancing Workplace Equity and Inclusion

Largest corporate partners of Disability:IN



- Disability:IN is a nonprofit organization that works with businesses to advance disability inclusion and equity in the workplace and marketplace.
- They partner with hundreds of major companies (500+), ranging from global brands to regional employers, to help them advance disability inclusion as a business imperative.
- Disability:IN provides benchmarking tools, consulting, education, research, events, and networking opportunities to its partners.

2026 New Resource:
How E/BRGs can Support Caregiving Employees



Disability:IN

Employee caregiving communications tools

Workplace communication tools



- Tips on How to Talk to Your Manager
- Flexible Work Plan Example
- Sample Conversation Starters
- Flexibility Request E-mail Template
- Communication Plan

Tips on how to talk to your manager

Flexible Work Plan Example

Category	Details
Caregiving responsibilities	
Flexible Work Arrangements	
Communication	
Coverage Plan	
Performance and Metrics	
Review Schedule	
Miscellaneous	

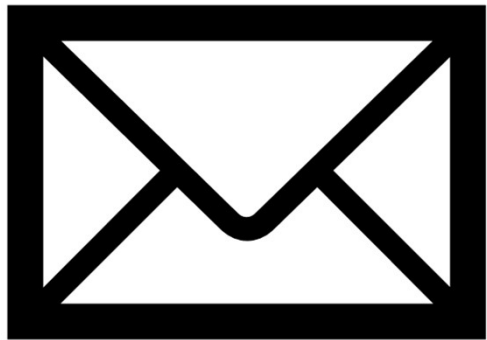


Sample Conversation Starters

You may be aware that I have caregiving responsibilities.

Can you direct me to benefits and policies that describe any support that may be available?

Flexibility Request E-mail Template



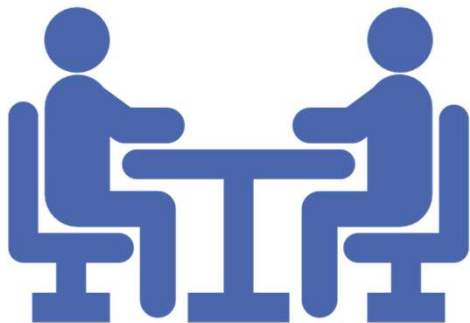
Subject: Request for Flexible Work Arrangement

Hi [Manager's Name],

[I'd like to discuss OR As a follow-up to our conversation regarding] a potential flexible work arrangement to help me manage some caregiving responsibilities. I've outlined a plan that ensures I can continue to meet my goals and support the team. [Would you be open to a conversation this week? OR Let me know if I missed any key points from our discussion.]

Thank you for your support,

Communication Plan Elements



What to share regarding caregiving responsibilities and who to share with is a personal decision and often depends on the work culture.

- **What to communicate** Be clear about what you do or do not wish to disclose about your situation.
- **Who will communicate** Decide with your manager who will be communicating with co-workers and under what conditions. (e.g., manager communicates to a co-worker if they need to provide work support).
- **What support is needed** Clearly communicate the support that is needed including schedule impacts, shifting responsibilities, etc
- **How long the support will last** Specify expected timeline for support and when updates are expected.

Caregiver questions and comments that may signal the need for support

Direct statements about caregiving:

"You may be aware that I have caregiving responsibilities.

Can you direct me to benefits and policies that describe any support that may be available?"

"I'm looking after my grandparent full-time and it's starting to affect my schedule."

How to support caregivers in your workplace...

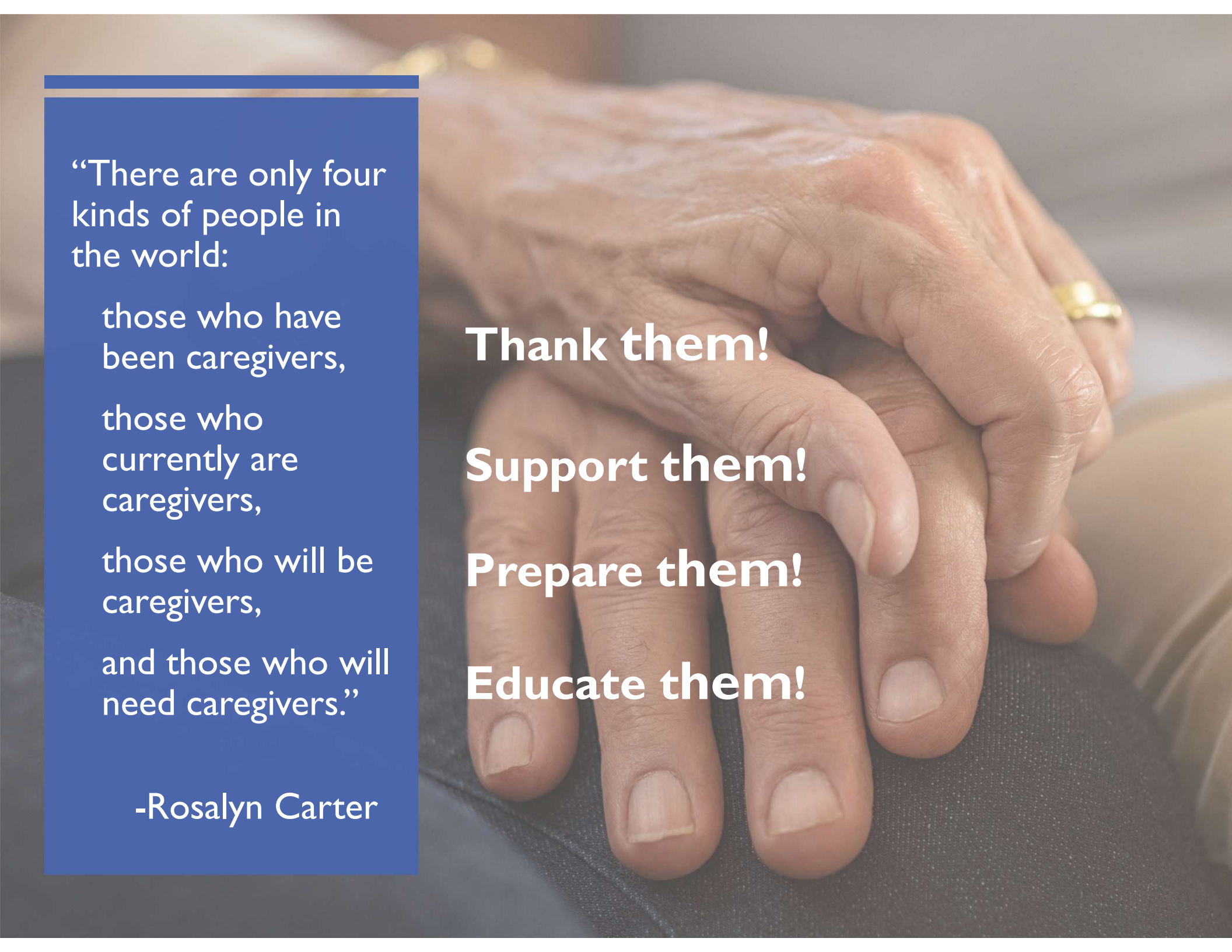


- Participate in Employer / Business Resource Groups
- Ensure caregivers utilize benefits
- Share knowledge and resources
- Start a Caregiver Support Group
- Be an Upstander - change the narrative
- Provide direct support or coverage
- Influence future policies and benefits

Disability:IN Resource Guide



- The complete **Disability:IN Caregiving Resource Guide** will be available for download from the Disability:IN website soon. For an advance copy, send an email to darra@learnidaho.org.
- Resource guide includes content and resources for:
 - Employees
 - Managers



“There are only four
kinds of people in
the world:

those who have
been caregivers,

those who
currently are
caregivers,

those who will be
caregivers,

and those who will
need caregivers.”

-Rosalyn Carter

Thank them!

Support them!

Prepare them!

Educate them!

Darra Wray, Certified Senior Advisor (CSA)®



Darra Wray is a business professional and senior care consultant from Boise, Idaho. Darra has more than 30 years of practical business and finance experience and an MBA from the Anderson School at UCLA. She also has over 40 years of personal experience as a family caregiver and patient. She developed a true passion for family care giving and elder care services through her personal life experiences.

In 2018, Darra became a Certified Senior Adviser (CSA)® and launched **My Care Companions**. The mission of **My Care Companions** is to provide education, tools, and resources to caregivers so they can focus more of their time and energy caring for their loved ones. In 2020, she founded **LEARN Idaho**, a CSA Leaders Network, with a mission to provide free community education on aging and caregiving topics.



My Care Companions

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How can caregiving impact your career?



Feels like you have another full time-job



Limited personal development and career advancement



Inability to focus on your work

What do working caregivers experience?



Uncertainty navigating unfamiliar systems and making high stakes decisions



Overwhelm trying to balance work responsibilities and caregiving needs



Complexities of managing care logistics and preparing for the unexpected



Exhaustion that is physical and/or emotional



Financial stress and the economic impact of caregiving