

SHRM's Vision for Caregiving



Caregiving responsibilities are a growing concern for U.S. employers and employees. According to SHRM data, 80% of working caregivers anticipate the care they provide to be long-term, which impacts productivity, retention, and workplace morale. Addressing this challenge is crucial for sustaining workforce participation and fostering economic growth.

"Business leaders and HR professionals are crucial in designing benefit plans that meet the evolving needs of today's workforce. As people live longer, many employees are juggling the dual responsibilities of caring for both children and aging parents. Unfortunately, caregiver support is often overlooked."

-Emily M. Dickens, J.D. Chief of Staff, Head of Government Affairs, and Corporate Secretary, SHRM

WORKPLACE IMPACT OF CAREGIVING:

- 14% of caregivers changed jobs for more flexibility.
- 28% reduced their working hours.
- 38% reported a negative impact on their career.
- 53% said caregiving hurt their finances.

SHRM'S POLICY RECOMMENDATIONS:

- **Workplace Flexibility:** Support federal policies for adaptable leave options and portable benefits.
- **Dependent Care Infrastructure:** Invest in affordable dependent care services and tax credits.
- **Workplace Support Programs:** Encourage businesses to adopt caregiver-friendly practices like Employee Assistance Programs (EAPs) and mental health support.
- **Inclusive Benefits:** Modernize laws to provide care giving support for diverse family structures.

SHRM'S 2025 CAREGIVING POLICY AGENDA:

Expand J-1 Visa Au Pair Program:

Include senior caregiving to help families with eldercare costs and improve workforce retention.

Broaden Tax Benefits:

- a) Increase tax credits for child-care costs and include elder and disability care.
- b) Expand the definition of "dependent" for tax-free dependent care benefits.

Family Caregiver Retirement Bills:

- a) Allow caregivers to contribute to a Roth IRA even if unemployed.
- b) Extend eligibility for higher catch-up contributions to boost retirement savings for full-time caregivers.

Catching Up Family Caregivers Act:

Extends eligibility for the highest catch-up contribution levels by up to five years, helping full-time family caregivers boost retirement savings.

SHRM aims to create better workplaces through non-partisan, data-driven policy solutions.
For more information, visit [SHRM.org](https://www.shrm.org) or contact governmentaffairs@shrm.org.