

mellie

# The Multigenerational Workforce

Caring for Multiple Generations  
At Home

Presented By Mellie

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June 9, 2026 / Atlanta, GA



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“ There are only four kinds of people in the world—those who have been caregivers, those who are currently caregivers, those who will be caregivers, and those who will need caregivers. ”

Rosalynn Carter



# mellie Agenda

- The Multigenerational Caregiving Reality
- The Cost to Employers
- What We See at Mellie
- Caregivers Behind the Numbers
- Questions to Take Back to Your Organization


# mellie Caregiving Is a National Story – and a Workforce One

**FORTUNE**

## A 'sandwich generation' of stressed out caregivers is looking for employers that offer these benefits

By Azure Gilman and Emma Burleigh

September 13, 2024, 8:19 AM ET



**KPMG**

## Mapping the Care Economy in 2026

State and industry fault lines.

Special report

March 20, 2026



**NBC NEWS**

ECONOMY

## Underpaid and under pressure: The eldercare workforce leading America's job growth

The fastest-growing U.S. jobs are in homes and nursing facilities, caring for an aging population. But worker shortages and policy threaten the pipeline.

Feb. 13, 2026, 11:00 AM GMT+1

By Allie Canal

**HR DIVE**

Sign up

## The need for caregiving benefits may have reached a fever pitch

With working women "sandwiched" between child and parent caregiving, HR leaders can offer flexibility and special paid leave, among other benefits, experts said.

Published Oct. 15, 2025

 [Caroline Colvin](#)  
Reporter

**AARP** Register | Login

FAMILY CAREGIVING

## Family Caregivers Account for \$1 Trillion in Essential Care

AARP exclusive report: Family caregivers provided 49.5 billion hours of care in 2024, ranking among America's largest workforces

By Paul Wynn, AARP

8

Published March 26, 2026

**CareBenefits**  
by Care.com

[Resources](#) / [Articles](#) /

## The workforce shift employers can't ignore: Caregiving pressures and the Great Exit

More than 455,000 women left the U.S. workforce in 2025.

# mellie Caregiving Is Everyone's Reality Now

**63M**

Americans are now family caregivers, up dramatically (45% increase) since 2015 <sup>1</sup>

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**70%**

of working-age family caregivers are also employed <sup>1</sup>

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**43%**

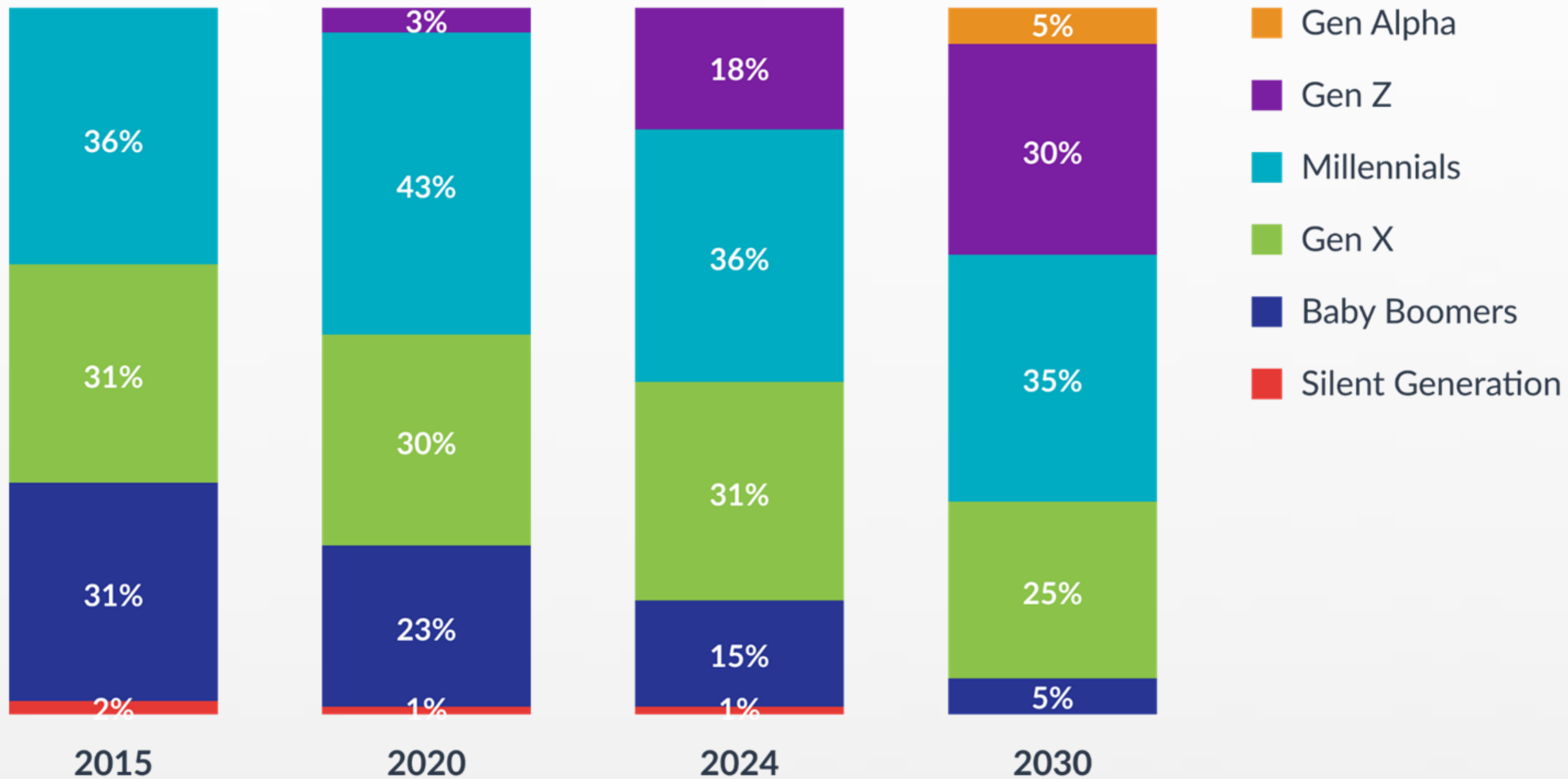
of full-time workers juggle a job and caregiving, up from 38% in 2019 <sup>2</sup>

Source: 1.AARP and National Alliance for caregiving, caregiving in the US 2025, July 2025

2. Guardian Life, from Workforce to "Careforce": caregiving in America, November 2025

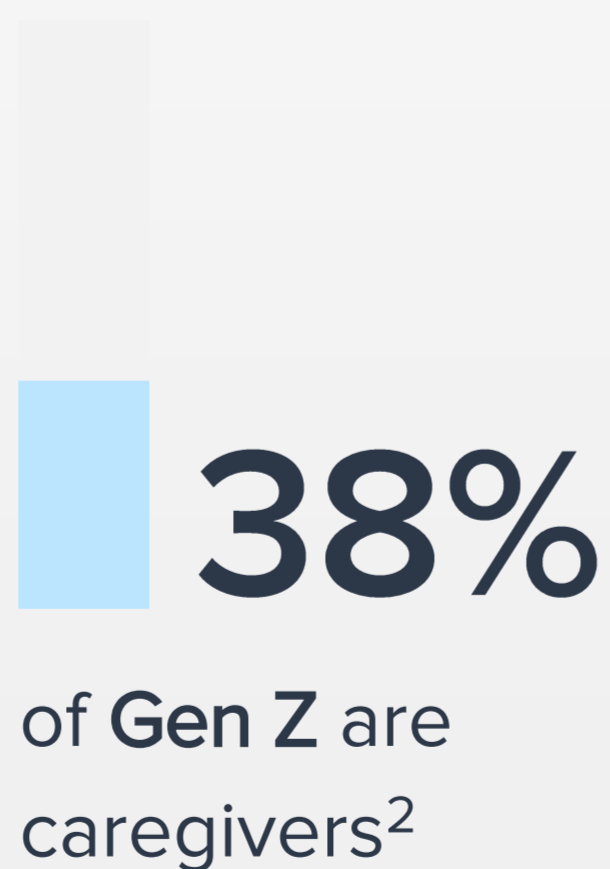
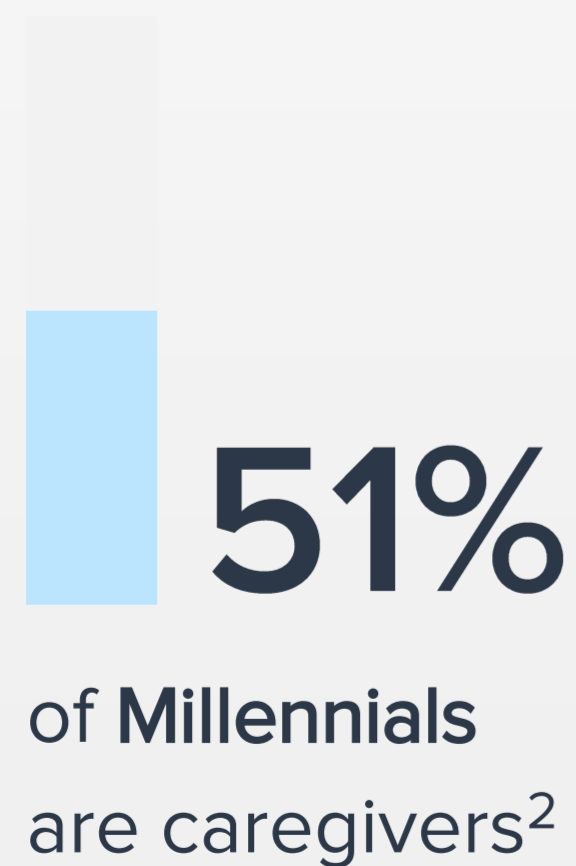
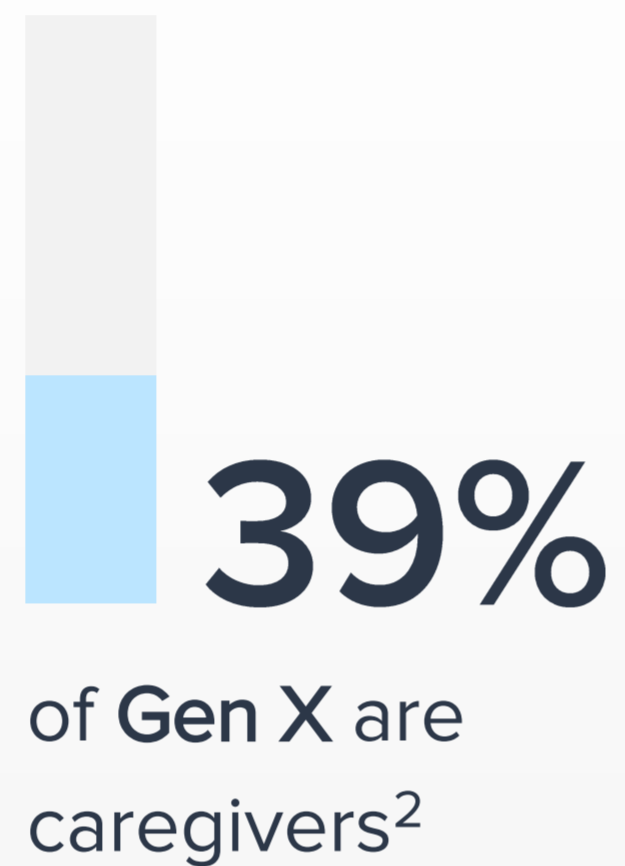
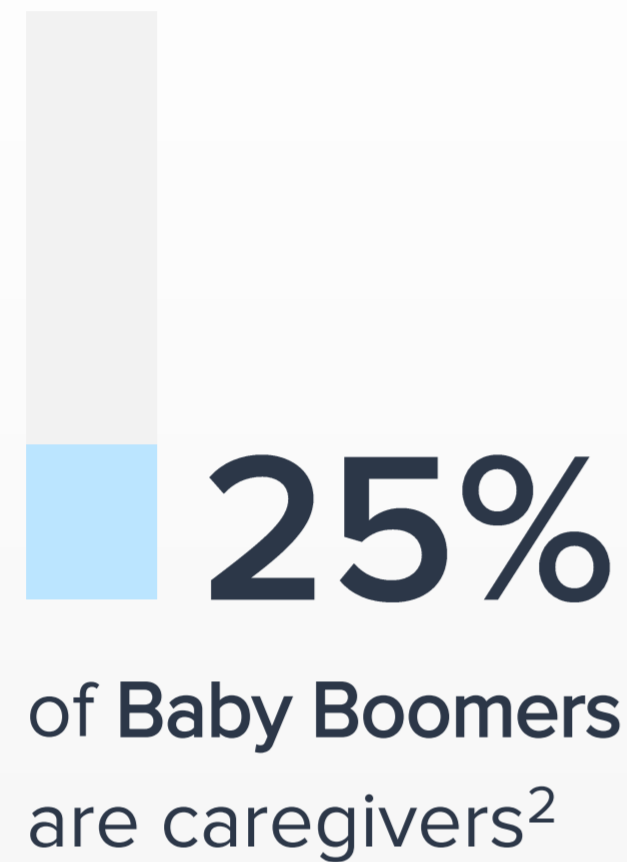


# mellie Workforce Composition by Generation



Source: U.S. Bureau of Labor Statistics labor force data & projections; U.S. Dept. of Labor, 2024. 2030 figures are BLS forecasts.

# mellie Caregiving Crosses Every Generation



## What This Means for HR

No single “caregiver demographic”:

- **Every age** group is affected – not just mid-career staff<sup>2</sup>
- **Millennials** are now the largest caregiving cohort<sup>2</sup>

The takeaway for benefit design:

- **One size** does not fit – needs differ by life stage<sup>2</sup>
- **Eldercare** is the fastest-growing need across the board<sup>2</sup>

# mellie Who Needs Care: Mostly the Oldest-Old

2.5%



are ages 51–60,  
a small share of  
recipients are still  
middle-aged\*

9.5%



are ages 61–70,  
the leading edge of the  
eldercare wave\*

22.2%



are ages 71–80,  
care needs intensify,  
mobility and chronic  
conditions emerge\*

33%



are ages 81+,  
the largest single band;  
high-intensity care,  
often 24/7\*

\*Mellie book of business, 2026 (percentages of all care recipients with known data).

# mellie Who Is Doing the Caring

**10%** of people using Mellie to care for more than one person

**21%** of care recipients have **more than one person** caring for them.

**69%**

adult children caring for a parent; just 4.5% are spouses and 2.2% siblings\*

**91%**

of caregivers are **working full-time** (30+ hours/week), this is happening alongside the day job\*

\*Mellie book of business, 2026 (percentages of caregivers with known data).

# mellie Solution Overview



## Professional 1:1 Care Coordinators

Expert 1:1 care management professionals are available at any time as a wrap-around service to help employees navigate care responsibilities while working.

- Available by chat, phone and video call
- A default member of an employee's care team
- Expertise, navigation, advocacy and task execution

## An Advanced Care Platform

An easy-to-use hub to collaborate with all who are providing care and support. Complete with:

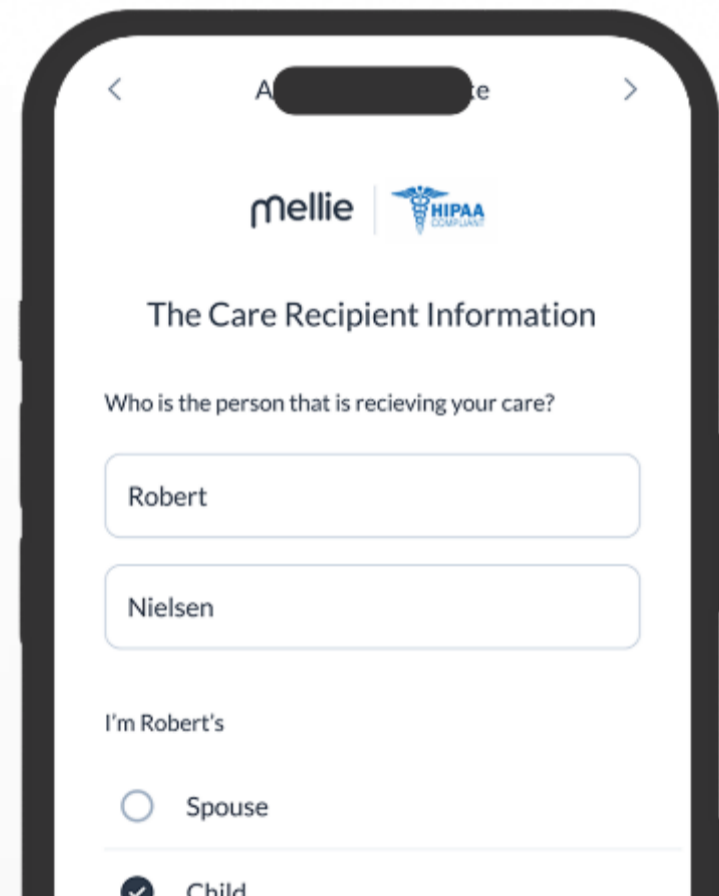
- AI-enabled Care Planning
- A comprehensive network taxonomy of local vetted resources
- Calendaring, Tasks, Chat & Email Communication
- Secure document storage
- Medication management and much more!



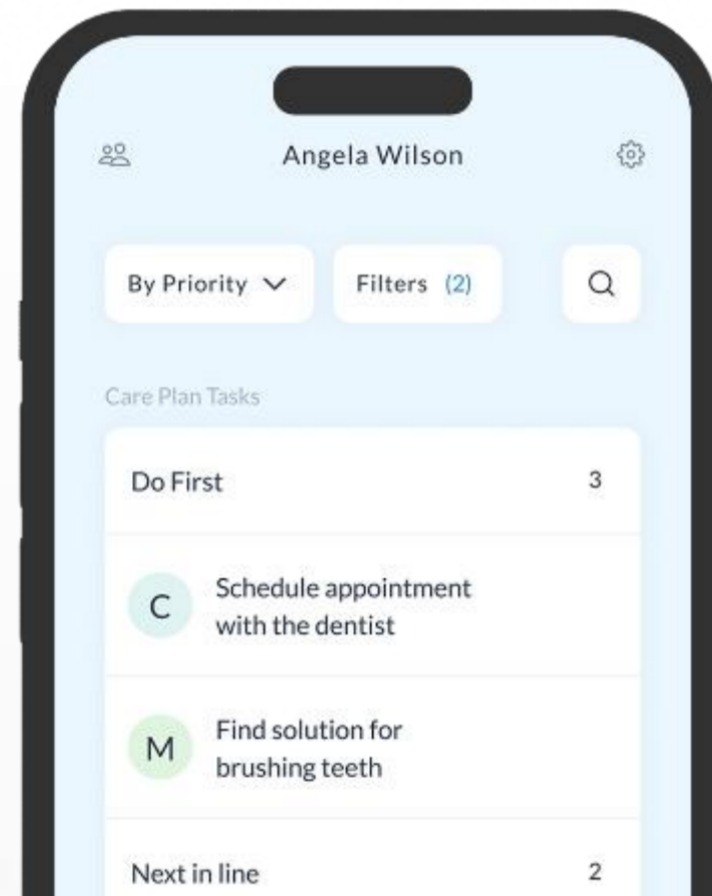
# mellie Uniquely High Tech, High Touch & High Value

## What

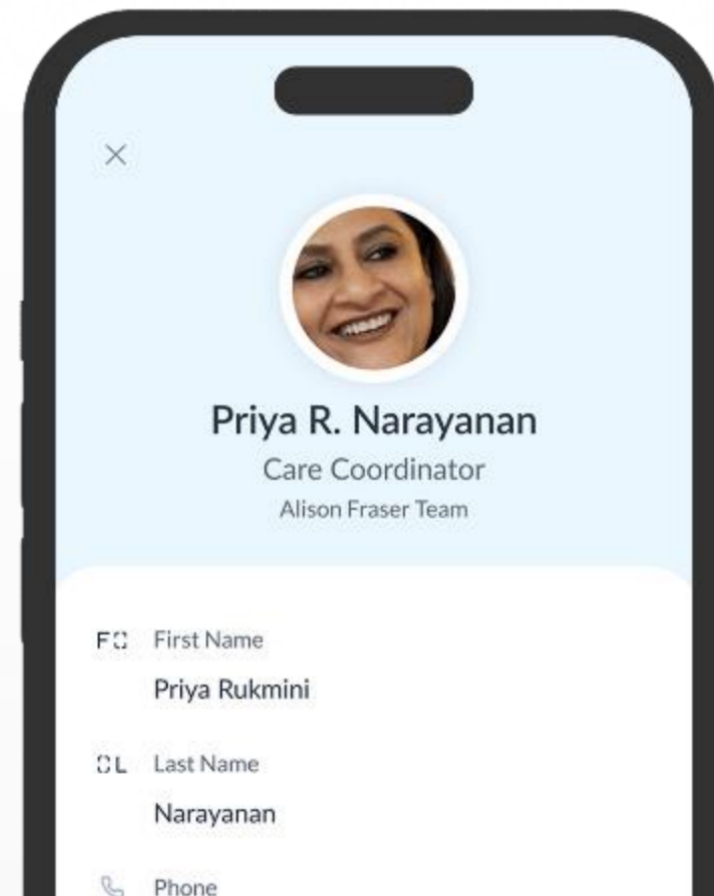
A simple assessment



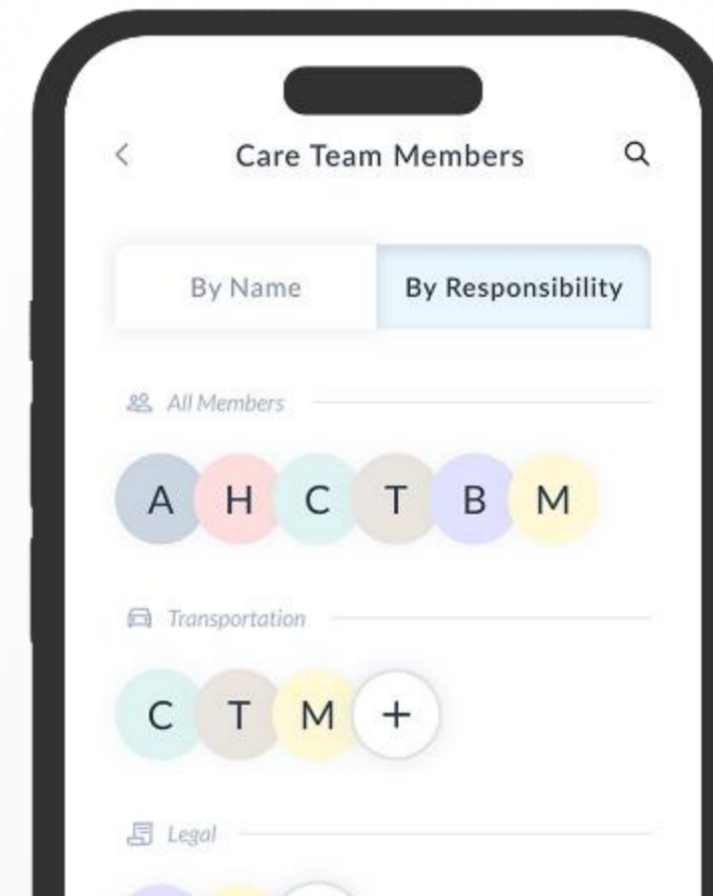
Immediate Recommendations



Meet 1:1 with your Care Manager Anytime



Collaborate with your entire team



## How

- Built with a 'Caregivers first' mindset.
- AI-Based Care Planning with human review
- Comprehensive Care Collaboration
- Calendaring / Messaging / Tasks / Docs
- Robust Medication Management

- Averaging 15 years tenure in care management, social work
- Masters degree



A dedicated Care Manager supporting anytime



That Care Manager executing on your behalf

# mellie A Caregiver Story: The Boomers are still working



**Nina, 70**

**Baby Boomers**

Still in the workforce

## Challenge

- Inflexible hourly job – every appointment means lost wages
- Single income, fixed expenses, rising care costs
- Father's safety at home; aging in place needs adapting
- Her own health is sliding – missed appointments, no respite

## Mellie's Help / Solution

- Secured state & county in-home respite care – at no cost to Nina
- Connected dad to a home-visit physician program and home-safety modifications
- Got Nina back to her own medical appointments – and keeps checking in

## Outcome

- No calling out at the last minute & no lost wages
- Has time to address her own medical needs
- Father safely aging in place

# mellie A Caregiver Story: The Gen X Squeeze



**Bob, 45**

**GEN X**

Sandwich Generation

## Challenge

- Two coasts, two ailing parents, two young kids, and no backup since Mom got sick
- Both spouses work full-time; every appointment competes with a workday
- Siblings are remote and uninvolved; coordination falls entirely on Bob
- Prime-of-career employee at high risk of reduced hours or quitting

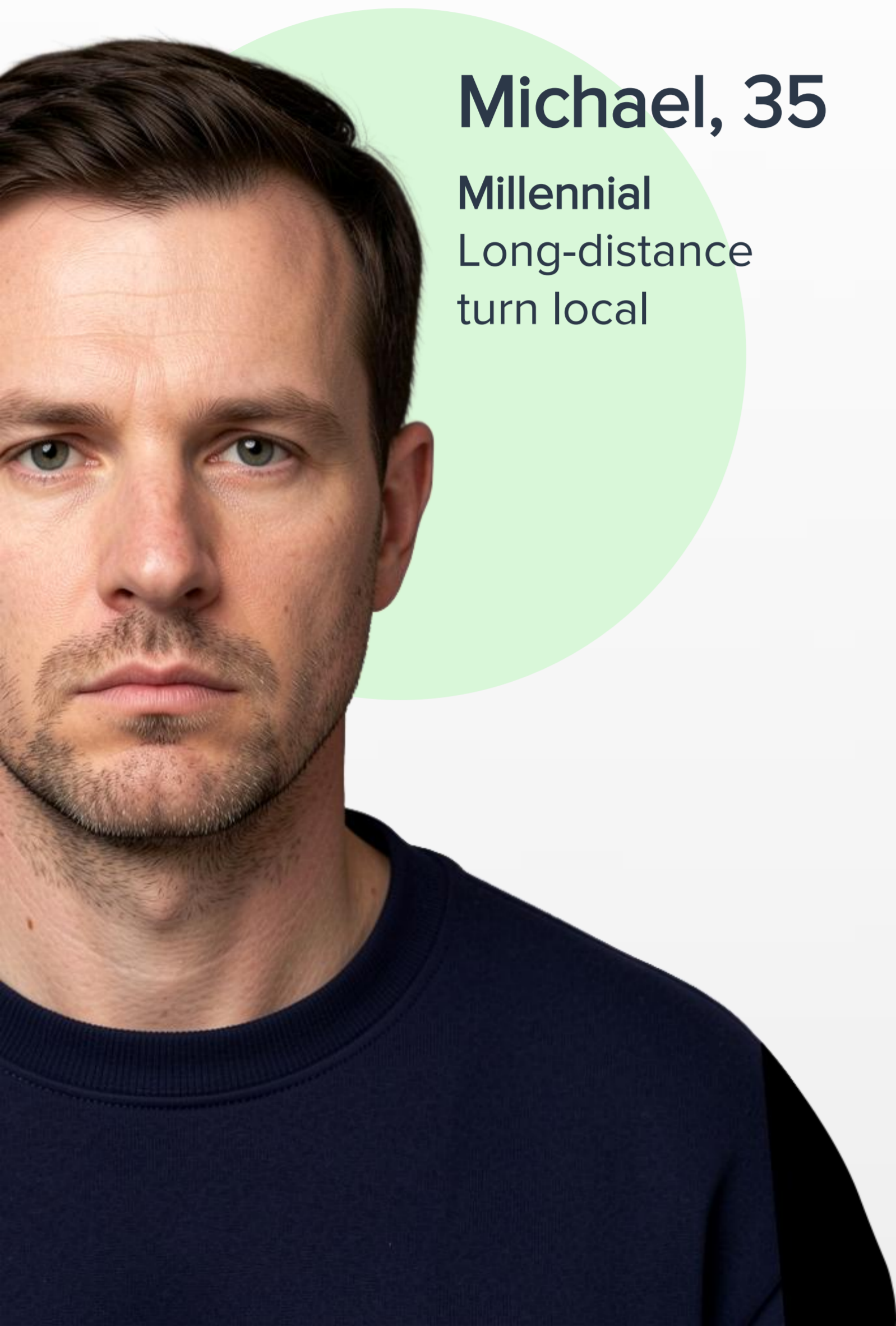
## Mellie's Help / Solution

- A dedicated Care Manager builds one plan across both families
- Coordinates local resources near each parent so Bob isn't the go-between
- Organizes and tracks medical care, medication, and legal and financial documents in platform to share with wife and siblings

## Outcome

- Remains at work full-time
- Present for his job AND his kids
- Parents have the care they need

# mellie A Caregiver Story: The Millennial in Between



## Michael, 35

Millennial  
Long-distance  
turn local

### Challenge

- RTO mandate vs. a father who needs eyes-on care several times a week
- Dad insists he's fine; medications and meals are quietly slipping
- Substance use worry – nobody's sure how serious it is
- No siblings nearby; the whole picture is Michael's alone to hold

### Mellie's Help / Solution

- Enrolled dad in a center-based all-inclusive health program with meals & medication oversight
- Connected dad to a peer counseling program for substance use
- Online support group for Michael – and visits to dad are now social, not task-driven

### Outcome

- Met the RTO mandate without leaving his dad unwatched
- Present at work again
- Doesn't need to request FMLA

# mellie A Caregiver Story: The Gen Z Planner



## Allison, 28

### Gen Z

Early career,  
Planning ahead

### Challenge

- Medication management – daily, easily missed, hard to verify remotely
- Transportation to medical appointments and errands
- Meal preparation and consistent nutrition
- Legal documents not in place – POA, advance directives, healthcare wishes

### Mellie's Help / Solution

- Switched pharmacies to deliver daily pill packs and created alert reminders
- Set up local paratransit and home-delivered meals before the need turns urgent
- Educated Allison on POA and advance directives, and referred to attorneys & templates

### Outcome

- Knows she can continue to work as caregiving needs evolve
- Stored legal and financial documents on the platform for easy access
- Has a team to support her grandmother

1.

## Know your caregivers

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Who the caregivers are in your workforce and who they are caring for?

2.

## Evaluate your existing benefits

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How effective are current benefits such as FMLA and back-up care?  
Are they meeting your caregiving employees' needs?

3.

## Look at the data

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What does the data show about the impact caregiving is having on recruitment and retention?

Thank you.

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