

# Employer Sponsored Caregiving Leave



IBI surveyed 253 HR decision-makers about their organizations' employer-sponsored caregiving leave programs, defined as custom, non-mandated leave specifically designated for employees caring for a family member, and distinct from PTO, FMLA, or other statutory benefits.

## Benefit Offering



### Company size

Adoption rates vary by organization size: 74.6% for smaller companies (50–999 employees) and 87.7% for mid-sized organizations (1,000–4,999 employees).

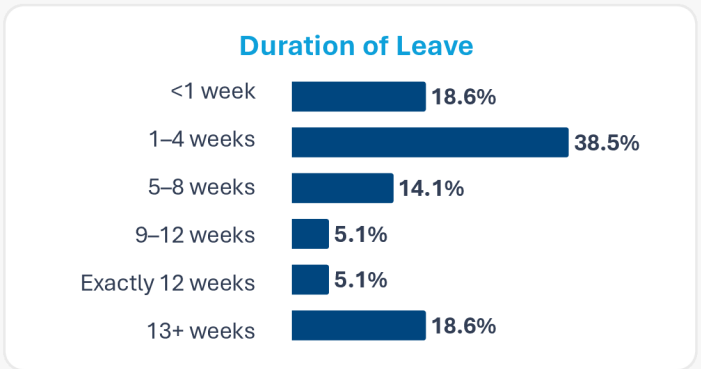
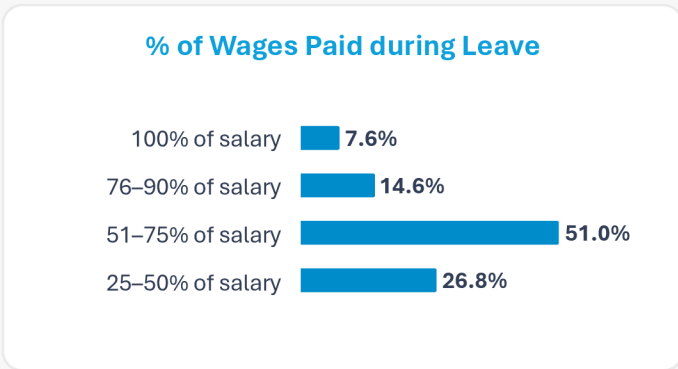
### Revenue

Smaller organizations with revenues of \$10M or less lag at 66.1%, over 20 percentage points behind the top two tiers at 86.7% and 86.4%. The \$11M–\$40M range is at 79.5%, close to the overall average.

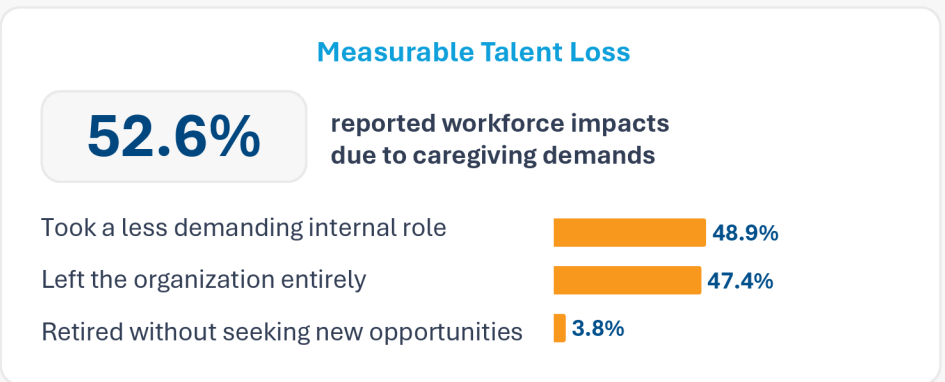
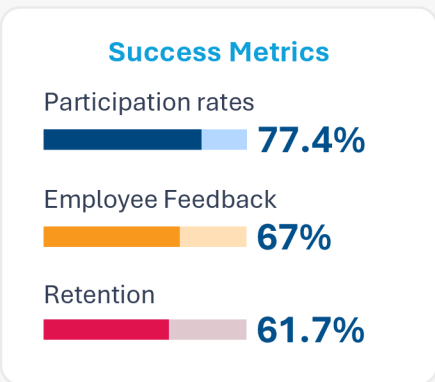
### Industry

Caregiving leave adoption rates are highest in Technology (84.1%), Manufacturing (81.0%), and Healthcare (78.4%), with Infrastructure/Construction having the lowest at 66.7%.

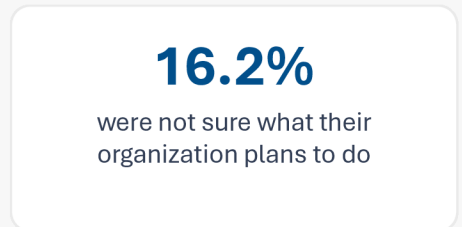
## Benefit Design



## Outcomes and Concerns



## Non-Adopters (n=44)



## Key implications

Measuring retention, time-to-fill, and engagement, not just participation, **is what sustains leadership investment over time.**

**Cost concerns are manageable** through intermittent structures, tiered wage replacement, and built-in coordination from the start.

Most programs align with FMLA today, but chosen family and expanded care types are appearing. **Build in definitional flexibility now** to avoid costly redesigns later.