

Caregiver Strain is a **Workforce Risk**



And a Strategic Opportunity

Evidence from Analysis of NSOC Round 13, Johns Hopkins University* (N = 1058)

Caregiver strain is not episodic It's persistent, and it walks into work every day



1 in 5 employees is a caregiver

52%

provide care at least weekly

13%

provide care daily or most days

70-80%

do not use paid caregiving services

The complexity of caregiver strain

Emotional Strain

Emotional Difficulty

Feeling upset frequency

Calm/peaceful frequency

Physical Strain

Physical difficulty

Care burden

Sleep disruption Exhaustion

Other Strain

Financial difficulty

Social participation restrictions

Time constraints

Routine Disruption

- These diverse strain indicators highlight the limitations of a one-size-fits-all approach to benefits
- Each aspect of strain necessitates specific support strategies tailored to its unique needs

Source: 11-component validated NSOC Caregiver Strain Scale, Johns Hopkins University*

Caregiver strain is a strong predictor of productivity loss



Source: Analysis of NSOC Round 13, Johns Hopkins University* (F(4, 1054) = 26.90, P < .001)

Clinical and Policy Implications

Clear Threshold Effect

Moderate strain represents a critical threshold where productivity loss risk begins to substantially increase

High-Risk Population

Caregivers with severe strain face extreme high risks of productivity loss

Exponential Risk Escalation

Each strain level represents not just increased difficulty, but fundamentally different support requirements

Intervention Targets

Preventing progression from low to moderate strain could provide productivity benefits

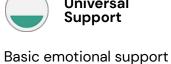


High Strain = High Risk Caregivers with severe strain are 40× more likely to experience productivity loss.

Early identification and support can prevent costly disruption.

This tiered model enables organizations to concentrate resources on impactful support programs

Three Tiered Approach



Support

Universal

and care coordination for all employee caregivers

Target Population:

Employees providing any level of caregiving (100%

of identified caregivers)

Cost: Low

all can benefit



Targeted Support

caregivers with daily physical care or complex medical needs **Target Population:**

An estimated 20-25% as strategic target for

intervention

Cost: Moderate

Inflection Point



Management

strain indicators for immediate intervention

Case

Target Population: High-strain caregivers at

risk of complete work cessation (estimated 7.7% of caregiver population)

Cost: High but can prevent 40x productivity loss

For the full report visit www.ibiweb.org or email cbonner@ibiweb.org

component NSOC Caregiver Strain Scale tested against productivity loss using survey-weighted ordered