

2019 C.A.R.E. Study

Part II: Balancing Work and Care

Northwestern Mutual is the marketing name for The Northwestern Mutual Life Insurance Company (NM), Milwaukee, WI and its subsidiaries.

Background

The C.A.R.E. (Costs, Accountabilities, Realities, Expectations) Study explores four elements of longevity and long-term care planning:

- **Costs:** Financial approach and considerations of long-term care
- **Accountabilities:** Obligations and responsibilities of caregiving
- **Realities:** Actual experience of aging or caregiving vs. anticipation
- **Emotions:** Mindset of caregivers

The interviews were completed among U.S. adults age 18+ who are currently or have previously provided care for someone. The interviews were conducted from February 13 – 22, 2019. The table on the right shows the breakdown of completed interviews.

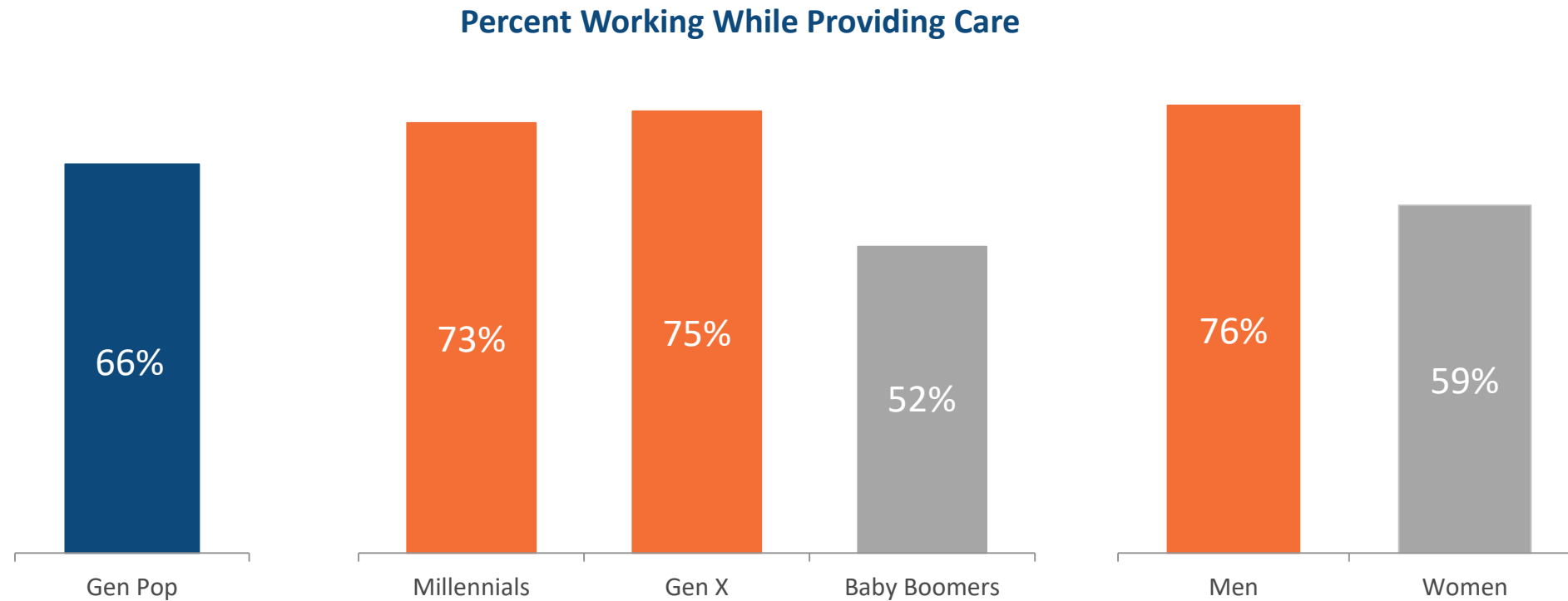
Total Caregivers	1400
Current Caregivers	638
Past Caregivers	835
Millennials: Age 23 – 38 (Born between 1996 – 1981)	400
Gen X: Age 39 – 54 (Born between 1980 – 1965)	427
Boomers: Age 55 - 73 (Born between 1964 – 1946)	448
Matures: Age 74+ (Born 1945 or earlier)	66

Definition of caregiving in the C.A.R.E. Study:

Situations where an individual is responsible for providing care (emotional, financial, physical) – or the resources for that care – to someone or several people over a substantial period of time.

The caregiving could be for anyone in their life who is – or could be – aging, ill or have special needs, but does not include any caregiving that is done in a professional capacity/as part of employment.

Two-thirds of caregivers are working while providing care



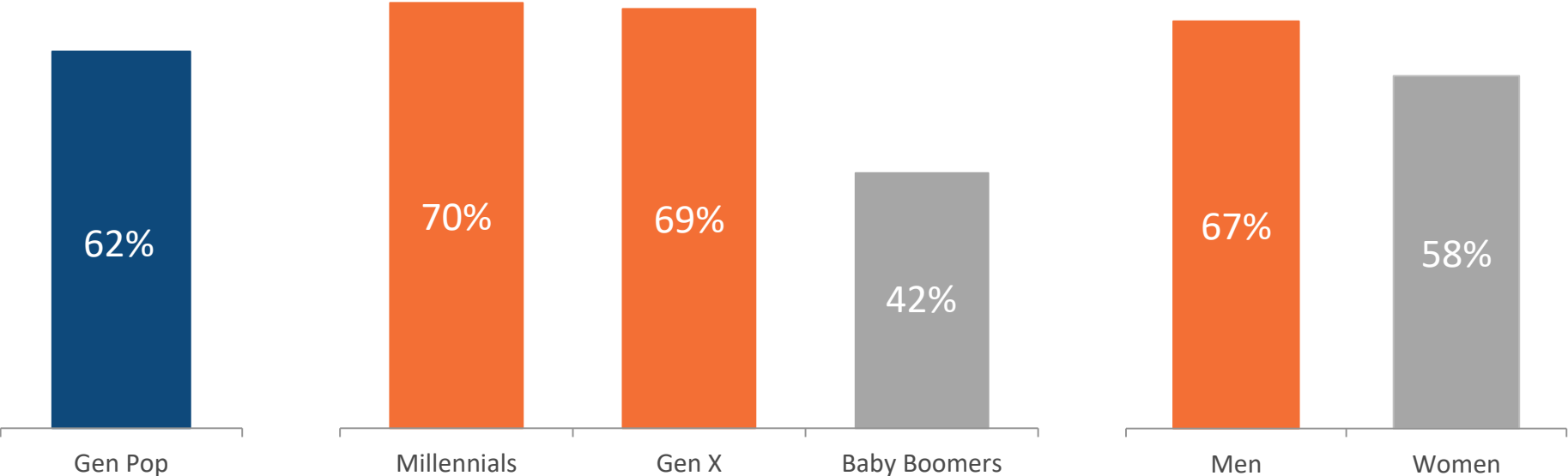
BASE: All Qualified Respondents (n=1400)

Q18. Are you currently working/did you work while also providing care? If so, in what capacity?

Gen Z and Matures not shown due to small sample sizes.

With nearly equally as many saying that caregiving impacts their work/careers

Percent Saying Caregiving has Impacted Career/Work

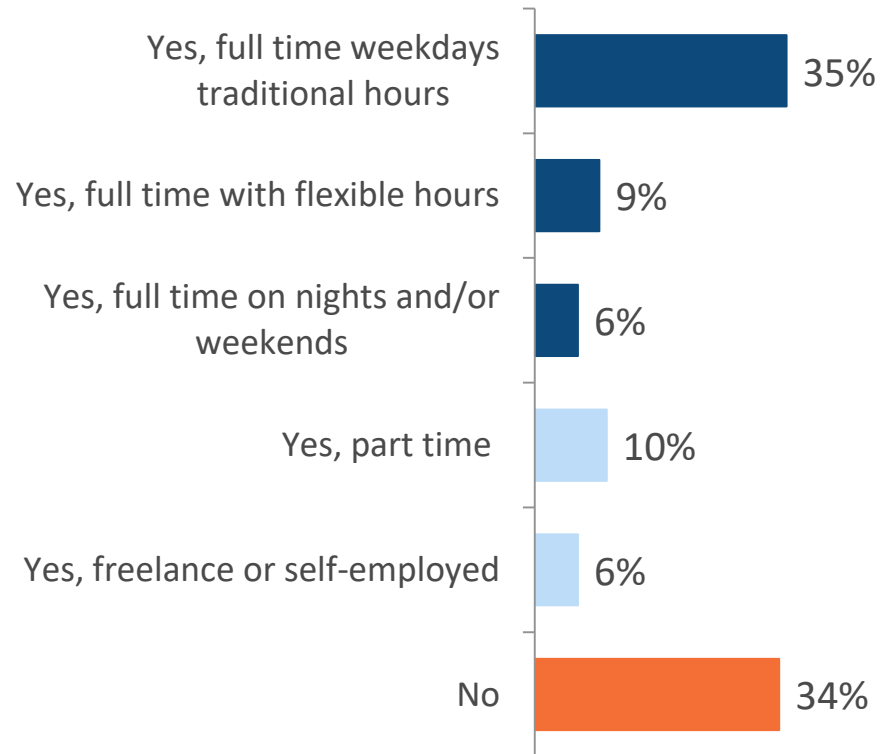


BASE: All Qualified Respondents (n=1400)

Q20. What impact has your role as a caregiver had on your career/work? Please select all that apply.
Gen Z and Matures not shown due to small sample sizes.

Most working caregivers are employed full time

Working While Providing Care

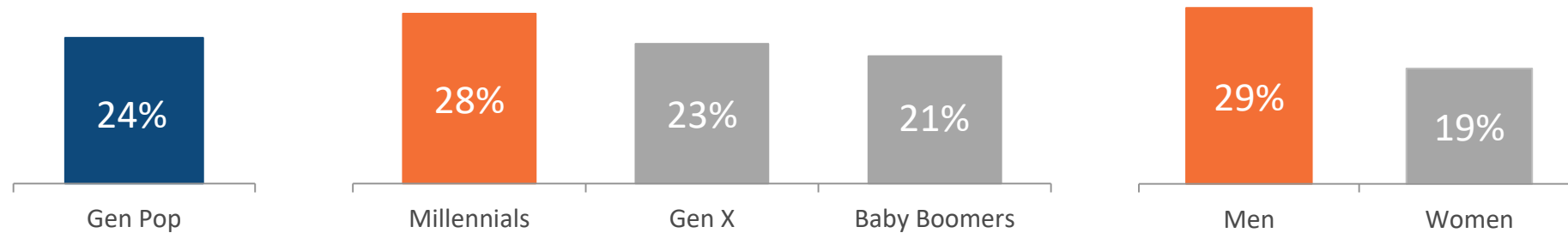


BASE: All Qualified Respondents (n=1400)

Q18. Are you currently working/did you work while also providing care? If so, in what capacity?

Typically, work colleagues are aware of caregiving responsibilities

Percent Saying Work Colleagues were Unaware of Caregiving Responsibilities

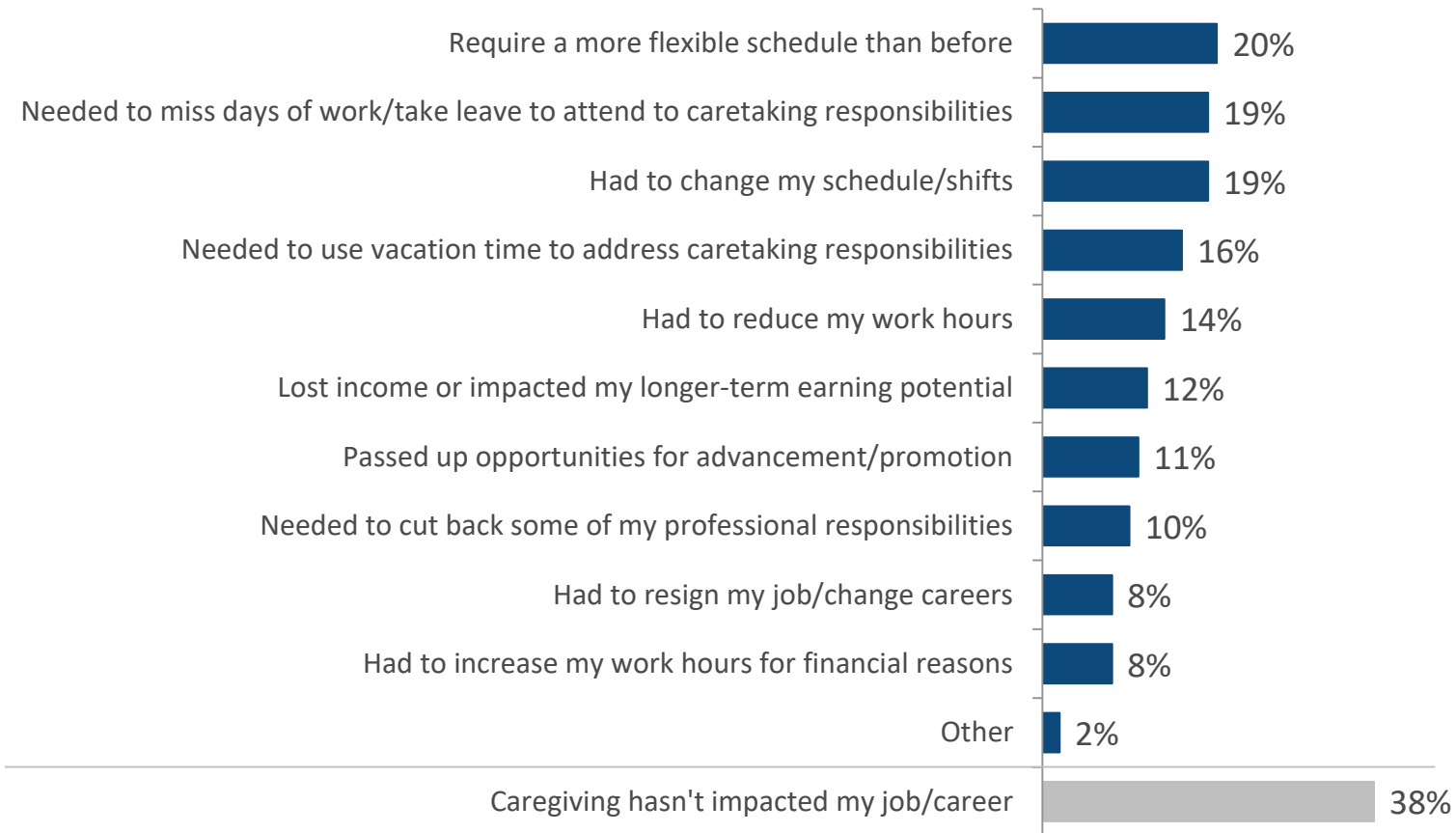


BASE: Caregivers who are/were working in some capacity while being a caregiver (n=901)

Q19. Do/Did your work colleagues know you are/were a caregiver at the time you were providing care? (Chart reports percent "no")

Caregiving has far-reaching effects on people's jobs and careers

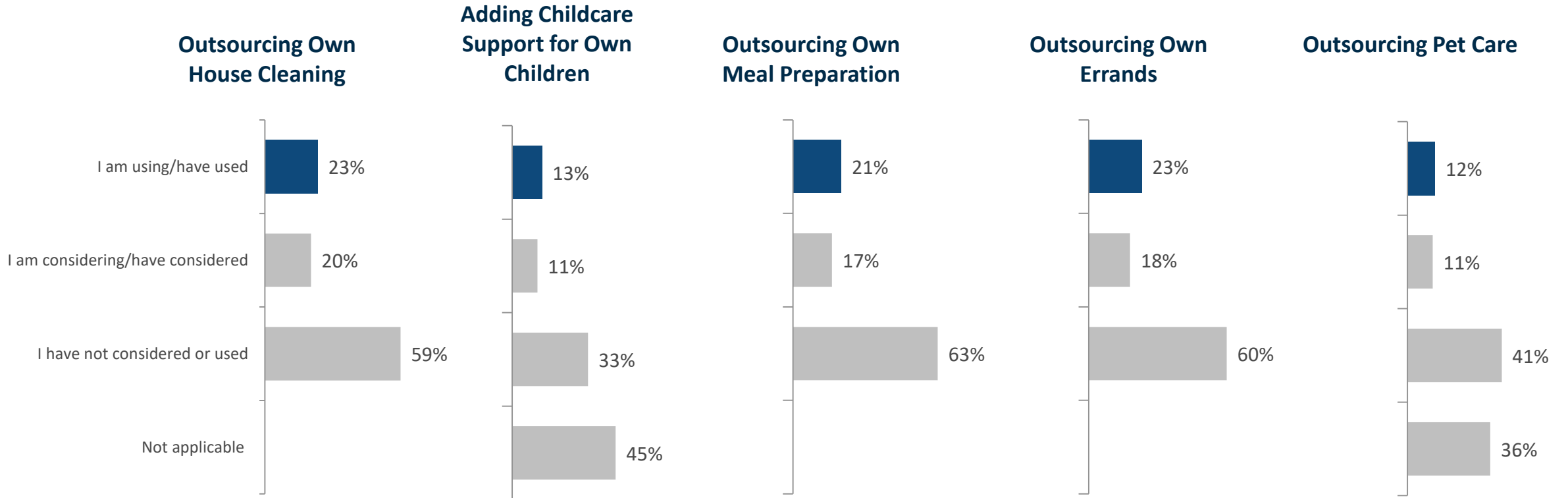
Impact of Caregiving on Job/Career



BASE: All Qualified Respondents (n=1400)

Q20. What impact has your role as a caregiver had on your career/work? Please select all that apply.

Caregivers rarely use assistance in other areas of their daily lives, but

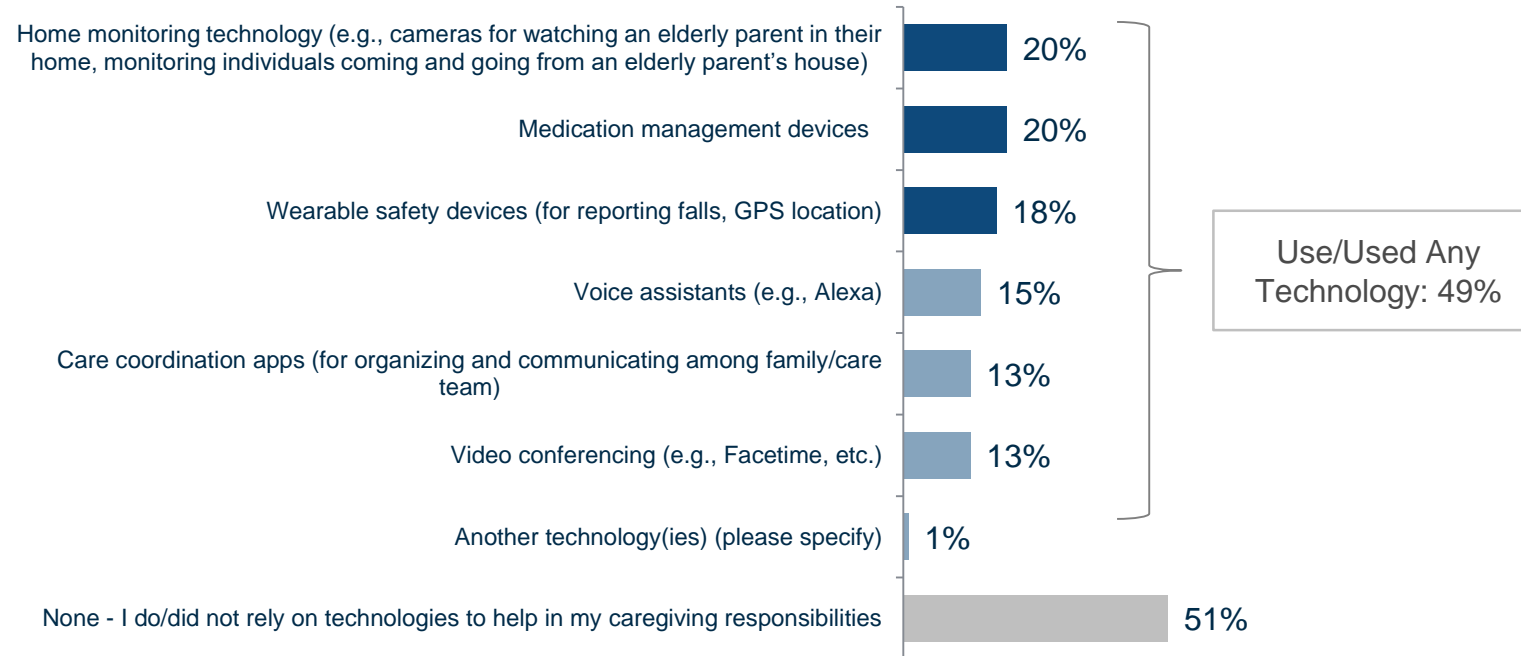


BASE: All Qualified Respondents (n=1400)

Q22. Which of the following, if any, have you considered/did you consider to increase your personal caregiving capacity? Please select all that apply.

Half of caregivers do use technology to help manage their responsibilities

Technologies Used in Caregiving Responsibilities



BASE: All Qualified Respondents (n=1400)

Q23. Which, if any, of the following technologies plays/played a role in your caregiving responsibilities? Please select all that apply.